

**FLORIDA A & M UNIVERSITY
BOARD OF TRUSTEES**

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IN RE: SPECIAL COMMITTEE ON
PRESIDENTIAL EVALUATION

_____ /

TRUSTEE MEMBERS: KIMBERLY MOORE, CHAIR
 RUFUS MONTGOMERY
 KELVIN LAWSON
 TONNETTE GRAHAM
 BETTYE GRABLE
 TOREY L. ALSTON
 SPURGEON McWILLIAMS

DATE: TUESDAY, JUNE 9, 2015

TIME: COMMENCED AT: 4:45 P.M.
 CONCLUDED AT: 5:45 P.M.

LOCATION: GRAND BALLROOM,
 FAMU CAMPUS
 TALLAHASSEE, FLORIDA

REPORTED BY: NANCY S. METZKE, RPR, FPR
 COURT REPORTER

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ALSO PRESENT:

Robert Woody
Belinda Shannon
Karl White
Cleve Warren

* * * *

1 **SPECIAL COMMITTEE ON PRESIDENTIAL EVALUATION**

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4 TRUSTEE MOORE: I officially call the
5 Presidential Evaluation Committee meeting to order.

6 If I could get a roll call, Attorney
7 Barge-Miles.

8 ATTORNEY BARGE-MILES: Trustee Moore.

9 TRUSTEE MOORE: Here.

10 ATTORNEY BARGE-MILES: Trustee Alston.

11 TRUSTEE ALSTON: Here.

12 ATTORNEY BARGE-MILES: Trustee Grable.

13 (NO RESPONSE).

14 ATTORNEY BARGE-MILES: Trustee Graham.

15 TRUSTEE GRAHAM: Here.

16 ATTORNEY BARGE-MILES: Trustee Lawson.

17 TRUSTEE LAWSON: Here.

18 ATTORNEY BARGE-MILES: Trustee McWilliams.

19 (NO RESPONSE).

20 ATTORNEY BARGE-MILES: Trustee Montgomery.

21 CHAIRMAN MONTGOMERY: Here.

22 ATTORNEY BARGE-MILES: Madam Chair, you have a
23 quorum.

24 TRUSTEE MOORE: Thank you very much.

25 Our first item of business is a single action

1 item, and it's approval of the minutes dated
2 April 30th and May 13th. I would like to entertain
3 a motion for approval.

4 TRUSTEE LAWSON: So move.

5 TRUSTEE ALSTON: Seconded.

6 TRUSTEE MOORE: Okay. It's been properly
7 motioned and seconded that the minutes for
8 April 30th and May 13th respectfully be approved.

9 All those in favor, please acknowledge with
10 the sign aye.

11 (AFFIRMATIVE INDICATIONS).

12 TRUSTEE MOORE: Opposers.

13 (NO RESPONSE).

14 TRUSTEE MOORE: Okay. It is absolutely
15 accepted.

16 Our next items are informational in nature.
17 It's to bring you up to speed regarding the two
18 charges that this Presidential Evaluation Committee
19 has, the first of which involves review and
20 evaluation of our President, and the second
21 involves approval of 2015/2016 goals and
22 objectives.

23 The first item, and you'll note that there are
24 supplemental documents that follow your agenda, is
25 a timeline review. I would draw your attention to

1 this document and, actually, Page 2 of it, and
2 you'll see listed in red where we are in our
3 efforts.

4 We have completed all milestones stated,
5 briefly. We are at this juncture where we have
6 received the President's self-assessment and we are
7 now in the full evaluative phase for the Board with
8 the deadline being July 8th that your responses
9 will be submitted on or before.

10 Comments, questions? Otherwise, we are moving
11 forward the timeline with no delays in sight.

12 (NO RESPONSE).

13 TRUSTEE MOORE: Okay. I will move then
14 generously down to Item B, evaluation and
15 submission process. There is not a document that
16 corresponds to that; it's just more informational
17 in nature, making sure that you understand the
18 submission process included in the communication
19 that went out earlier in the week. It pointed to
20 not only the deadline but the process for
21 submitting your evaluation.

22 The evaluation lays out the email address as
23 well as the custodian of records who will maintain
24 that information. I wanted to make sure that if
25 there were any questions that those were addressed

1 at this time.

2 (NO RESPONSE).

3 TRUSTEE MOORE: Okay. The next item, Item C,
4 the report summary. I wanted to give you some
5 insight as far as the conversations that have taken
6 place with myself, along with Attorney McKnight,
7 regarding format. Here is what is being proposed
8 as that report summary. That, of course, by way of
9 our process, will involve having a conversation
10 with President Mangum to go over those draft
11 results. And, of course, the Committee then
12 accepting those or reviewing and approving those
13 results and ultimately presenting that information
14 to the full Board for approval.

15 In terms of the information that will be
16 captured during that reporting summary, it will
17 include an at-a-glance of how each of the
18 individual Trustees voted by category. There will
19 be a cumulative column that captures what I call
20 both the quantifiable, the number, how many voted
21 for one of the three categories or areas in terms
22 of satisfaction level; it will also include a
23 highlight in terms of what was the majority rating
24 for that category.

25 Again, it's a two-parter. The second part of

1 which will involve an at-a-glance of any and all
2 comments collected and provided by each of the
3 Trustees. Again, this is concept at this juncture,
4 but without any, I guess, objections to moving
5 forward, that is what you will see in terms of a
6 summative document.

7 Comments, questions?

8 (NO RESPONSE).

9 TRUSTEE MOORE: Okay. You all are easy, or
10 either just maybe worn down.

11 We will transition to our next item, which is
12 Item 5, and that's the 2015/2016 priority goals and
13 objectives. You do have this document in your
14 packet. I will share with you that per the request
15 of the Committee, President Mangum has moved
16 forward and added the additional items that were
17 requested. They included not only highlighting the
18 goals and objectives that she was proposing, but
19 also indicating what the performance metric would
20 be in terms of measuring it and, for our ability,
21 to know whether it was met; and also identifying
22 whether this was an ongoing goal or a new goal that
23 was being presented for your view.

24 I would remind you that the goals and
25 objectives in terms of the headings selected, they

1 are in alignment with the 2010/2020 plan that was
2 approved by this Board sometime ago. So that is
3 where you draw that information.

4 TRUSTEE ALSTON: Madam Chair.

5 TRUSTEE MOORE: Sure, Trustee Alston.

6 TRUSTEE ALSTON: Yes, thank you so much. And
7 the reason I don't have any comments previously is
8 because you've done a thorough job.

9 But let me just ask this first, I think the
10 question I originally had on the '15/'16, the goals
11 and objectives, I know that some of the performance
12 metrics -- the quantitative numbers, I know I think
13 we had that conversation -- do we know what that
14 baseline is, so going from what to what, or what
15 are we are comparing it to? And, of course, that
16 applies to several different categories.

17 TRUSTEE MOORE: Absolutely. Here is where we
18 are, the document that follows the annual goals and
19 objectives includes a listing of the Committee
20 action items. Those action items, including the
21 one that you asked for specific to the trend lines,
22 establishing a benchmark, they are still listed in
23 a pending status. I wanted to bring this before
24 your attention.

25 I know that -- and honestly, if we can go in

1 order, the first one relative to identify and
2 contacting four to five institutions to determine
3 how they are effectively measuring the president
4 and what goals and objectives they have in place,
5 you will find that we are going to go over that
6 next. That is available.

7 What is not complete on this task right now
8 and what was actually tied to this Committee is
9 also finding out what those other SUS institutions
10 have in place relative to their procedures. So
11 this could be something that could be adopted,
12 looked at moving forward and in the future.

13 I would note that Joyce Ingram, the team,
14 she has done an exceptional job in pulling
15 together a huge handy-dandy notebook of material
16 from across not only the State of Florida -- and
17 this has been in collaboration with Attorney
18 McKnight and Attorney Barge-Miles, but a
19 tremendous job in pulling information together
20 that I think will put us in a better position as
21 we go forward next year.

22 The other two pending items, the second one
23 brought up by Trustee McWilliams was regarding
24 facility usage and what our process was because
25 there is a goal that's tied to that, that is still

1 pending. And then Item 3 is still pending relative
2 to the benchmark data.

3 I have spoken with President Mangum and she
4 is aware, and she has communicated that to the
5 staff as well, that this information is needed
6 prior to this Board's approval and adoption of
7 2015/2016 goals.

8 I would share with you that our date for
9 approval, it says on or before July 1st, so we will
10 have to reconvene, but time is of the essence in
11 terms of providing that information. And I'd
12 probably, at this juncture, just engage President
13 Mangum in asking for her comments on those two
14 items.

15 PRESIDENT MANGUM: We were in the process of
16 gathering -- well, the process and procedure, I
17 think there may have been some confusion on our
18 part about who held the process and who was
19 actually keeping count. So the facilities staff is
20 looking at the count because we have requests for
21 use of facilities by different organizations and
22 they have to go through an approval, so we have to
23 gather those accounts.

24 The process, whether or not, is with the
25 external relations people or with the facilities

1 people. We just have to have those groups get
2 together to coordinate the response. And with
3 vacation schedules, we have not been able to, I
4 think, put the data table together unless VP --
5 I'll yield to VP Cassidy.

6 TRUSTEE MOORE: Absolutely.

7 PRESIDENT MANGUM: He has some updated
8 information. Thanks.

9 TRUSTEE MOORE: Thank you.

10 VICE PRESIDENT CASSIDY: Since yesterday
11 afternoon and this morning, I've received about
12 five or six different reports from different venues
13 and different people who schedule events and set up
14 events at various places on the campus. Because of
15 the other things we've been doing today, I haven't
16 had a chance to review them, but I currently expect
17 that we should be able to -- I'll be able to
18 review, and if there are any clarifications that
19 are needed, we should be able to have that data to
20 you, I think realistically, by Thursday in terms of
21 the baseline on those things.

22 Those things have been coming in but just
23 haven't had -- I haven't had a chance to review
24 them and make sure I'm comfortable that we've met
25 the requirements of what you're looking for.

1 TRUSTEE MOORE: Thank you very much, VP
2 Cassidy.

3 Thank you very much, President Mangum, and I'd
4 probably also lean to you and ask just for your
5 feedback on the evaluation process because it has
6 been a collaborative effort in terms of engaging in
7 probably lots of emails from me as well, but
8 certainly engaging from your perspective any
9 thoughts.

10 PRESIDENT MANGUM: Well, now that I understand
11 the entire process, it seems to be a very
12 reasonable one and works well for us getting the
13 metrics and thinking about them and also a way to
14 organize how we report on our campus activity. It
15 continues to inform me about how to get the data on
16 some of the objectives that we have, especially --
17 this one is a really good example because we want
18 to invite the campus -- and more people to the
19 campus, to use it, because it's a source of
20 revenue for facilities use. And I get a lot of
21 requests for waivers for facilities use, so for me
22 it's a valuable proposition for the University as
23 well as also making it available and open to the
24 community.

25 So the kinds of questions that are being asked

1 and the metrics are very helpful and informative
2 because then we can actually pinpoint our impact
3 rather than just having a sense that people -- more
4 people are here and present. We can plan for it
5 and also use it as a revenue source.

6 TRUSTEE MOORE: Okay. Well, thank you for
7 that feedback.

8 Questions as we transition into the
9 at-a-glance document that we do have available and
10 has been provided?

11 (NO RESPONSE).

12 TRUSTEE MOORE: If not, then we'll move
13 forward with the Presidential goals comparison
14 document that was requested and that was generated
15 by way of the Committee.

16 You will find that regarding this document
17 there were five institutions part of the SUS that
18 were reviewed. The category in terms of criteria
19 that we looked at was they met the research
20 university criteria and it also aligned with being
21 included in our 2015 work plan.

22 Of those five institutions, I have made some
23 observations for you, and certainly you can draw
24 your own conclusions on this; but on the very back,
25 the second page, the general observations were that

1 50% of the SUS institutions included as a goal when
2 measuring the overall effectiveness of their
3 president the following: Student success; distance
4 learning; research; fundraising; athletics; value
5 partnerships; recruit high quality faculty; and
6 diversity.

7 I think the next question that would probably
8 come to your minds is whether those are already
9 reflected in the draft goals that were provided by
10 the President, and I will tell you that I have
11 confirmed that as well. So we are not off base in
12 our thinking, and certainly the information that's
13 being shared has been shared already by President
14 Mangum.

15 Our next step in this process, finally, will
16 include receipt of the backup or supplemental
17 documentation that will be coming from VP Cassidy;
18 otherwise, we should be in a very good position to
19 move forward and complete both of the objectives
20 tied to this particular Committee.

21 TRUSTEE ALSTON: Madam Chair.

22 TRUSTEE MOORE: Yes, sir.

23 TRUSTEE ALSTON: And thank you so much for
24 this comparison. So this really shows that we have
25 a real comprehensive tool as we are looking at all

1 of the goals for the University.

2 TRUSTEE MOORE: You're absolutely right,
3 Trustee Alston.

4 Other comments?

5 TRUSTEE LAWSON: Just a question and I'm
6 looking at the Presidential goals comparison, and
7 it's on the second page: Legislative goal, re --
8 really referencing funding. And I'm trying to
9 recall if we had a specific target at one point
10 for -- because I think this relates to state
11 appropriations, if I'm not tracking correctly. But
12 I thought we at least had a target in mind, either
13 percent increase over a year ago or a specific
14 target in mind, but I just don't see a green check
15 mark. That's what really prompted me because I
16 thought we had a goal in that space.

17 TRUSTEE ALSTON: It was fundraising.

18 TRUSTEE MOORE: I will confirm that. I do
19 recall, again, from our conversations that when
20 we've identified what our focus would be regarding
21 a legislative agenda that there was a dollar figure
22 attached to that. So I would actually task
23 Attorney Barge-Miles with verifying the complete
24 list as well as providing what that number is.

25 TRUSTEE LAWSON: And then, also, in the area

1 of fundraising and the strategic initiatives,
2 typically we've asked the President to commit to a
3 dollar amount in that area. You know, for various
4 reasons, you know, we may or may not be at the
5 number, but I know that previously the Foundation
6 would always give us an update, kind of where we
7 stood with the major fundraising effort.

8 So I would just say, you know, I think the
9 more specifics we can put in here the better, you
10 know, because it gives us clarity around what we're
11 driving toward and I think, you know, gives the
12 President clarity around, am I there, close, not
13 there, et cetera. So that's all I'd ask, not to go
14 through each one individually, but that we relook
15 at them to have as many specifics in them as we can
16 because, again, historically, even around student
17 population, we've had the access and opportunity
18 target; we've had a total enrollment target; we've
19 had a total capital campaign or fundraising target,
20 et cetera.

21 Some of these -- I think these are good, but
22 I'd just ask us to just, you know, just take a
23 second look at them from the standpoint of, you
24 know, can we create specific targets? And also
25 just the doability. I see one around, you know,

1 maintaining a status in U.S. News and World
2 Reports. That may be a little out of our control,
3 so just from the standpoint of doability. You
4 know, are we asking for things that are outside of
5 the President's control. I mean I'm not sure if
6 she can control whether or not U.S. News and World
7 Reports or Princeton Review think we're in great
8 shape or not. So let's just relook at these for
9 what's in her control --

10 TRUSTEE MOORE: Right.

11 TRUSTEE LAWSON: -- what's out, and then as
12 many specific targets as we can.

13 TRUSTEE MOORE: I would offer two comments.

14 TRUSTEE LAWSON: Yes.

15 TRUSTEE MOORE: And certainly the ability,
16 too, for President Mangum to chime in.

17 Relative to U.S. News, this was actually a
18 goal that was put forward by President Mangum.

19 TRUSTEE LAWSON: Okay.

20 TRUSTEE MOORE: And from my own individual
21 perspective, I would see this as a stretch goal.
22 And whenever you are setting goals, stretch goals
23 are absolutely important, they move you to the next
24 level.

25 With regard to the major fundraising, on

1 Page 3 of the goal document, from my vantage point,
2 it lists as a metric a plan, and the plan would
3 include a number. Am I off base with that?

4 (PRESIDENT MANGUM SHOOK HEAD).

5 TRUSTEE MOORE: Okay. So it would include a
6 number that could be measured and that we could
7 determine whether that goal was met.

8 TRUSTEE LAWSON: Met or not.

9 TRUSTEE MOORE: Other questions? Yes, Trustee
10 Grable.

11 TRUSTEE GRABLE: Under Presidential goals
12 comparison, if we can go down to the research, and
13 we do have improve faculty scholarship and
14 research, and it has publications in parentheses.
15 And some of you from the Academic Affairs meeting
16 on May 18th may recall that one of the issues that
17 we added to the work plan was faculty work loads
18 and course loads, and that really would impact the
19 research evaluation topic, and I think that should
20 be included there.

21 TRUSTEE MOORE: Okay. And noting that factor,
22 that the workload --

23 TRUSTEE GRABLE: Faculty, yes, we would say
24 faculty workloads and course loads because that
25 directly influences faculty scholarship and

1 research.

2 TRUSTEE MOORE: Okay.

3 TRUSTEE GRABLE: And we added that to the work
4 plan, so I thought it would be appropriate to add
5 that.

6 TRUSTEE MOORE: Absolutely. We will
7 definitely capture that with an asterisk and note.
8 Other comments related to this item?

9 (NO RESPONSE).

10 TRUSTEE MOORE: If not, we'll transition to
11 miscellaneous, and I will assume that there is also
12 no miscellaneous topics to cover.

13 I would be remiss, not related to the
14 Presidential Evaluation Committee though, if we
15 did not recognize our very own Trustee Graham
16 who got perfect placement, if you will, in
17 today's newspaper regarding her success. So if
18 we could take this moment to acknowledge her
19 success.

20 (APPLAUSE).

21 TRUSTEE MOORE: And we are very proud of you,
22 and certainly you are serving us well as well as
23 the State of Florida.

24 To that end, let's consider this meeting
25 adjourned.

(WHEREUPON, THE PRESIDENTIAL EVALUATION
COMMITTEE WAS ADJOURNED) .

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STATE OF FLORIDA)
COUNTY OF LEON)

I, NANCY S. METZKE, RPR, FPR, certify that I was authorized to and did stenographically report the foregoing proceedings and that the transcript is a true and complete record of my stenographic notes.

DATED this 17th day of July, 2015.

NANCY S. METZKE, RPR, FPR
Court Reporter

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