

Florida A&M University

Board of Trustees Meeting

College of Law

Orlando, Florida

Minutes/Summary

Trustees Present: Challis M. Lowe, Chairperson; William Jennings, Vice-Chairperson; Ramon Alexander; Corey Alston; Regina Benjamin; Laura Branker; Al Cardenas; Mary Diallo; Pamela Duncan; David Griffin; R.B. Holmes (by phone); Leerie Jenkins

Trustee Absent: W. George Allen

Trustee Chairperson Challis M. Lowe convened the meeting at 10:15 a.m. One Trustee was absent, W. George Allen, and one, R.B. Holmes, met telephonically. A quorum was established by roll call; the agenda was approved, and the President's Report was moved from an approval item to an action item. The minutes (December 1, 2005) were adopted.

Chairperson Lowe's Opening Comments began with her thanking the Board committees for their hard work and commitment. She spoke briefly of the numerous challenges that the University faced and met in 2005, and stressed that many challenges remain, among which are fiscal matters compliance issues; financial aid procedures; graduation rate; the SACS Review for 1998 and 2008, and the search for deans. She stated that growth cannot wait for things that new leadership will bring. Chairperson Lowe introduced new Board member Corey Alston.

Trustee Alston expressed excitement over his Gubernatorial appointment and reminisced about his student years at Florida A&M University. Trustee Alston stated he made a 5-year \$50,000 pledge to the School of Business and Industry and upon his appointment to this Board would match the same pledge to the University, totaling \$100,000 over a five year period. Chairperson Lowe thanked Trustee Alston on behalf of the Board and called for the President's Report.

President Castell Vaughn Bryant began the Report by announcing that she had received a letter from the United Faculty of Florida (UFF), which expressed their desire to begin re-negotiations with the University with regards to the impasse reached earlier in 2005. President Bryant introduced two new members of the Leadership Team: Mr. Larry Henderson, Chief Information Officer (CIO), who will re-structure the operation formerly known as Enterprise Resource Planning (ERP) and Mr. Nelson Townsend, Athletic Director, who is returning to FAMU. President Bryant thanked the Board for the leadership opportunity and their confidence in her and reminded members that the “office” of the President is more important than the “person” who occupies the presidential chair. She stated that the President is responsible for providing leadership for today’s challenges and that today’s challenges are greater and different than any faced previously. She believes, however, that the University is better positioned than ever before to meet them. Further, she stated that all of us must be up to the challenge of doing what should be done, and forecasted the Report with three (3) verbs: review, revise and re-design.

President Bryant commended the Trustees for their commitment to the University and thanked them for making Florida A&M University their priority, and for functioning collectively. She continued by stating that the State of Florida uses the same formula for funding our University that they use for the others and that we must be prepared to govern our resources. She believes that the Board and the leadership are up to the challenge of doing what must be done. This University must initiate change because it will be less painful if we initiate it rather than having it imposed upon us by someone else.

President Bryant unveiled her Work Plan (Handout), which covers the period of January through December, 2006, and stated that it is designed to provide a status report and any visible emerging problematic circumstances. All of the actions that must be made as a result will be made with a compassionate and caring attitude, and all actions made will be in the best interest of the University. The Work Plan includes the following:

- a) more fiscal responsibility and accountability measures;
- b) reviews, revisions and re-designs of the processes for the academic progress of our students;
- c) steps to publish appropriate Academic Learning Compacts (a Board of Governors Mandate);
- d) measures to increase graduation and retention rates of the 4-year programs and the 5-year professional programs;
- e) measures to make the Developmental Research School a viable component of the College of Education (Pre-Kindergarten to the PhD);

- f) a review of academic programs (Vice President Austin will introduce the academic plan);
- g) steps to upgrade the athletic facilities (a recruitment aid);
- h) finalization and implementation of an aggressive recruitment plan with focus on enrollment and an increase of upper-division enrollment, which generates the greatest dividends;
- i) measures to increase the academically gifted enrollment;
- j) measures to increase graduate programs and enrollment;
- k) plans to kick-off a \$10 million campaign for endowed teacher chairs;
- l) renovations/upgrades for classrooms
- m) development of a comprehensive compliance plan that focuses on the University audit;
- n) improvement of customer service;
- o) preparation for the 2008 SACS visit;
- p) creation of standards for new hires so that only persons with appropriate skills for the jobs are hired;
- q) continuation of search for deans.

In closing President Bryant stated that she is constantly searching for new revenue generating areas for the University and introduced the Florida Classic Consortium a 501 C3 organization. The Florida A&M University and Bethune Cookman College football rivalry will become a conference game, which may triple the amount of money that it currently yields for both schools. She introduced Dr. Trudie Reed, President of Bethune Cookman College President, who was also a guest at the FAMU Law School Ribbon-Cutting. President Reed expressed joy over the plan for partnership and spoke of the countless hours that she and President Bryant had spent analyzing and assessing every aspect of the game. President Bryant announced that on Friday, March 3, 2006, 2 Presidents (co-chairs), 2 CFO's, 2 Athletic Directors, 2 Directors of Alumni Affairs, 2 Presidents of the National Alumni Associations, 2 Board of Trustees Representatives (one from each school), and 2 Presidential Appointees (one from each school), would meet and further plans for the Consortium.

Chairperson Lowe opened the floor for questions about the President's Work Plan. Trustee Benjamin stated that the Plan was very general and if it was going to be used for the President's evaluation it should contain more specifics. President Bryant stated that Vice President Austin was in the process of re-organizing the Division of Institutional Research, which will focus on reliable data, and that she will key in and report more specifics as data becomes available. Chairperson Lowe will work with President Bryant to prioritize the contents of the Plan. Trustee Alston expressed concern over Florida A&M University's negative media attention and suggested that a more pro-active market infrastructure be developed to pull together many of the successes that are taking place.

President Bryant stated that a Vice President for University Relations will be hired to complete the Leadership Team.

The President's Work Plan was approved unanimously.

Chairperson Lowe called for the SACS Update.

Dr. Vivian L. Hobbs, SACS Director, provided the Board and Leadership Team with the SACS Update. Chairperson Lowe requested that Dr. Hobbs make a greater effort to have the report included in the Board mail-out so that they will have an opportunity to read the information before convening the meeting. Dr. Hobbs apologized and explained that she was trying to provide them with the very latest information regarding the April 3-5 visit from SACS.

The SACS Update was divided into two (2) parts, 1998 and 2008. For 1998, the Compliance Report from SACS was included; it details the recommendations and suggestions that will be evaluated on their return visit on April 3-5. Primarily SACS Standards for Distance Learning Programs will be re-evaluated. Also included in the Update were a list of programs registered with SACS; a list of members on Florida A&M University's Commission on Distance Learning; correspondence from SACS to Florida A&M University since 1980; and a list of programs to be visited by SACS. In preparation for the 2008 SACS visit, President Bryant, the Leadership Team, Senate President Mary Diallo, QEP Chair Helen Worthen, Compliance Chair Willis Walter and SACS Director, Dr. Vivian L. Hobbs attended the SACS/COC Annual Conference on December 2-6, in Atlanta, Georgia. It was very beneficial as it provided an opportunity for networking, workshops and presentations. Also the Reaffirmation committees have been reconfigured and now include the new Leadership Team as well as other key personnel at Florida A&M University.

The SACS Update was accepted unanimously.

Chairperson Lowe began the Executive Committee Report by announcing that Item 1-A (Board of Trustees (BOT) Policy on Fundraising) is to be re-scheduled for the next Board meeting. She called for the Enterprise Information Technology Plan from Mr. Larry Henderson, CIO for Information Technology, who began by stating that the Plan highlights where we are and where we need to go. ERP as we once knew it is no longer in existence. The Plan focuses on ASSESSMENT in four phases:

1. the people
2. the process
3. the infrastructure
4. the strategy

The planning process is divided into four parts:

1. the immediate action
2. the short-term action (120 days)
3. the mid-term action (end of calendar year)
4. the long-term action (2008)

Mr. Henderson elaborated on several observations of our current status:

1. Florida A&M University will move toward a digital system in the long term;
2. the different aspects of infrastructure include cable shortages in approximately 10 buildings ; Florida A&M University is still using dial-up; and cable and fiber are not up to par in terms of Enterprise Technology.

He continued by providing details on wireless versus fiber and concluded that fiber is the better option. Mr. Henderson stated that the equipment for servers is obsolete and will take approximately \$2 million dollars to bring up to standards. Further, it will take \$500,000 to run the Human Resources module alone in terms of capacity. He concluded that the best option is for Florida A&M University to operate in a hosted environment where there is maintenance and system support.

The EIT Plan was accepted unanimously.

Chairperson Lowe called for the report of the Budget and Finance Committee. Trustee Benjamin announced that the Budget and Finance Committee met by phone on February 20, 2006. Further, she stated that there were no policies or procedures at this time and called on Mr. Gerald Dunn, Chief Financial Officer, to present the Second Quarter Report. He explained that the data for the report was included at the last meeting and that he was prepared to answer any questions regarding the same. Also, he stated that this is the first time that a budget FORECAST has been attempted, but it is in keeping with the mood of President Bryant's administration to review, revise and re-design existing situations.

He continued by reviewing and explaining several charts and graphs in the BOT Packet including items such as budget revenue versus budget actual. For budget expenditures, we spent less than was budgeted by 41 million dollars, which was due in part to salaries and positions. He stated that President Bryant insisted that the OPS guidelines be used; no longer can personnel be hired for 6 or 7 years on an OPS contract. There is also a move to keep only people on payroll who can perform the job rather than hiring several people for the same job. Chairperson Lowe asked if we are \$14 million

under budget now, how do we get to \$6 million over budget in the year end column. Mr. Dunn explained that it is \$6 million under, not over, which is a positive. Discussion ensued. Trustee Diallo asked if the

Administration was still committed to faculty raises. President Bryant stated that Florida A&M University is in the same position as other universities in the SUS; the Audit Report will determine the final decision about raises. Other concerns that Mr. Dunn noted is the situation with utilities (the BOG has submitted a proposal to the Legislature on behalf of the universities); and independent contractors. President Bryant stated that she does not expect the budget to end with a deficit because other resources at the University will be reviewed such as E&G, Title III and Auxiliary.

The Budget and Finance Report was accepted unanimously.

Because of the Ribbon Cutting, which caused the meeting to begin later than usual and airline departures, Chairperson Lowe asked Trustees Branker, Jenkins, Duncan, Allen (Branker reporting for Allen), Cardenas and Holmes to pull only items that required BOT approval from their following Committee reports: Academic Affairs, Student Affairs, Audit, Direct Support Organizations and Facilities Planning. As a result, the following committee report items were made:

Academic Affairs (Trustee Branker)

Trustee Branker requested approval for Sabbatical Leave for 2006-2007 for Drs. Angela Massey (Spring); Richard Rome (Spring); Jerry Wekezer (Fall and Spring); Jim Zheng (Fall).

Sabbatical Leave for the above was approved unanimously.

Student Affairs (Trustee Jenkins)

No Action Items

Audit (Trustee Duncan)

No Action Items

Direct Support Organizations (Trustee Branker reporting for Trustee Allen)

Trustee Branker requested approval for Items A and C

- A. Budget and Audit for the National Alumni Association
- B. Certification for the Florida Classic Consortium

Items A and C were approved unanimously.

Facilities Planning (Trustee Cardenas)

Trustee Cardenas requested approval for Items A,B,C and E:

- A. Resolution 01-06 – Extending the Campus Development Agreement

- B. Resolution 02-06 – Authorizing the President to Execute and Agreement with First Southwest Company to serve as Financial Advisor to the University
- C. Approval of Request to Transfer of Pharmacy Phase 2 Planning Funds
- E. Update on Campus Master Plan

Items A, B, C and E were approved unanimously.

Presidential Search (Trustee Holmes)

Trustee Holmes appeared by telephone, but sent the Report for BOT review. The structure for the Presidential Search has already been approved and the committee requested approval of the Timeline. Chairperson Lowe stated that the Timeline must have Board of Governors approval as a next step.

The Presidential Search Report was approved unanimously.

Chairperson Lowe had to depart for the airport and relinquished the Chair to Vice-Chair Jennings, who began with the Consent Agenda. On behalf of the Executive Committee, Vice-Chair Jennings requested approval for Item 1, Ratification of University's Agreement with the Interim President:

- A. Up to 2-year contract with 60 days notice
- B. Bonus at the end of the year

Both Items 1A and 1B were approved unanimously.

There was no Board Discussion and Vice-Chair Jennings called for Public Comments. The following individuals spoke before the BOT on various topics:

1. Dr. William Tucker (UFF) - Faculty Raises, Unfair Labor Practices and the Lab School
2. Dr. Seward Hamilton – Educational Specialist (a proposed new program in Psychology)
3. Dr. Reginald Beal – Salary Increases
4. Dr. Henry Lewis – The need to have Dyson Pharmacy Building returned for Pharmacy Reaccreditation

5. Dr. Tom Oscar (University of Florida/UFF) - Pay raises and collective bargaining

Trustee Alexander gave a farewell to the BOT and thanked them for the experience.

The meeting adjourned at 2:35 p.m.