

**SPECIAL COMMITTEE'S RECOMMENDATION BASED ON NEGOTIATIONS
BETWEEN COUNSEL FOR FLORIDA AGRICULTURAL AND MECHANICAL
UNIVERSITY AND COUNSEL FOR DR. MANGUM**

At the September 2, 2016 meeting of the Special Committee on Presidential Leadership, the following recommendation was approved by the Committee:

Based on negotiations, Dr. Mangum will step down as President, effective immediately upon approval of the full Board of Trustees, but remain as an employee of the University through the end of the term of her Employment Agreement (which expires on March 31, 2017), with the following proposed terms:

- **Through March 31, 2017, Dr. Mangum shall continue to receive her current base salary as set forth in Section 4.0 of her Employment Agreement.**
- **Effective April 1, 2017, Dr. Mangum shall be entitled to receive a twelve (12) month sabbatical, as set forth in Section 11.2 of her Employment Agreement;**
- **Dr. Mangum shall have the option to return as a tenured professor, as set forth in Sections 10.0 and 13.2 of the Employment Agreement, with notice by October 2, 2017 of whether Dr. Mangum wishes to return for a tenured professor position;**
- **Dr. Mangum shall vacate the President's residence within 30 days after the effective date of her stepping down from the presidency, and shall receive up to \$7,500 in reasonable moving expenses to move out of the President's house;**
- **Dr. Mangum shall be reimbursed for legal fees (\$3,000 was proposed to Dr. Mangum and she requested \$10,000. The Committee requested fee records with regard to legal work directly related to negotiations).**

If approved, the terms will be set forth in a written agreement, which shall include customary terms.