

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

3 IN RE: TELEPHONIC BOARD MEETING
4 _____ /

5
6
7 TRUSTEE MEMBERS: RUFUS MONTGOMERY, CHAIRMAN
8 LUCAS BOYCE
9 KELVIN LAWSON
10 TONNETTE GRAHAM
11 KARL WHITE
12 BETTYE GRABLE
13 TOREY L. ALSTON
14 BELINDA SHANNON
15 SPURGEON McWILLIAMS
16 CLEVE WARREN
17 KIMBERLY MOORE

18
19
20 DATE: MONDAY, AUGUST 17, 2015

21
22 TIME: COMMENCED AT: 2:00 P.M.
23 CONCLUDED AT: 3:20 P.M.

24
25 LOCATION: PRESIDENT'S CONFERENCE
ROOM, LEE HALL
FOURTH FLOOR
TALLAHASSEE, FLORIDA

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

26
27
28 **C & N REPORTERS**
29 **POST OFFICE BOX 3093**
30 **TALLAHASSEE, FLORIDA 32315-3093**
31 **(850) 697-8314 / FAX (850) 697-8715**
32 **nancy@metzke.com**
33 **candnreporters.com**

P R O C E E D I N G S

1
2
3 CHAIRMAN MONTGOMERY: All right. In the
4 interest of time, we're going to move forward. If
5 any member of the Board has an issue, just go ahead
6 and call the President's office and have someone
7 walk over; but if you do have a problem with your
8 line, we apologize for the inconvenience and we'll
9 ask them to fix this going forward.

10 I call this meeting to order.

11 Ms. Singleton, please call the roll.

12 MS. SINGLETON: Thank you,
13 Chairman Montgomery.

14 Trustee Alston.

15 TRUSTEE ALSTON: Here.

16 MS. SINGLETON: Trustee Boyce.

17 TRUSTEE BOYCE: Here.

18 MS. SINGLETON: Trustee Grable.

19 TRUSTEE GRABLE: Here.

20 MS. SINGLETON: Trustee Graham.

21 TRUSTEE GRAHAM: Here.

22 MS. SINGLETON: Trustee Lawson.

23 TRUSTEE LAWSON: Here.

24 MS. SINGLETON: Trustee McWilliams.

25 TRUSTEE McWILLIAMS: Here.

1 MS. SINGLETON: Trustee Montgomery.

2 CHAIRMAN MONTGOMERY: Here.

3 MS. SINGLETON: Trustee Moore.

4 TRUSTEE MOORE: Here.

5 MS. SINGLETON: Trustee Shannon.

6 TRUSTEE SHANNON: Here.

7 MS. SINGLETON: Trustee Warren.

8 (NO RESPONSE).

9 MS. SINGLETON: Trustee White.

10 TRUSTEE WHITE: Here.

11 MS. SINGLETON: Trustee Woody.

12 TRUSTEE WOODY: Here.

13 MS. SINGLETON. Mr. Chair, you have a quorum.

14 CHAIRMAN MONTGOMERY: Thank you.

15 Trustees, our first action item today is the

16 approval of a services agreement with a public

17 relations firm. You received information from

18 VP McKnight regarding the request for quotations

19 that were issued to four PR firms.

20 Brock Communications was the only firm to respond

21 with a quote. You also received the

22 Brock Communications' proposal and a proposed

23 services agreement.

24 VP McKnight, would you please provide an

25 update with regard to where we are with this

1 matter?

2 ATTORNEY MCKNIGHT: Yes, thank you, Chairman.

3 As indicated in our email on Friday, this
4 matter has been vetted with proposals being
5 submitted to four different entities. Two did not
6 respond in terms of wanting to go forward with any
7 work pursuant to the purpose of request for the
8 quotations. The Brock firm did (phone static) the
9 University.

10 This matter has been vetted by both the
11 Procurement Office as well as the General Counsel's
12 Office, and attached with the documents submitted
13 by email on Friday is a draft contract for the
14 Board's consideration that was also vetted and
15 prepared by the General Counsel's Office and the
16 Procurement Office.

17 CHAIRMAN MONTGOMERY: Thank you, VP McKnight.

18 Is there a motion to approve the services
19 agreement with Brock Communications?

20 TRUSTEE WOODY: Trustee Woody. So move.

21 TRUSTEE MOORE: Second, Trustee Moore.

22 CHAIRMAN MONTGOMERY: A motion has been made
23 and properly seconded. Is there a discussion?

24 (NO RESPONSE).

25 CHAIRMAN MONTGOMERY: Hearing none, all those

1 in favor, please indicate by saying aye.

2 (AFFIRMATIVE INDICATIONS).

3 CHAIRMAN MONTGOMERY: Any opposed, nay.

4 (NO RESPONSE).

5 CHAIRMAN MONTGOMERY: Motion carries
6 unanimately.

7 Thank you. And I'll add that I was supportive
8 of that motion for approval, so we thank you, Board
9 members. I did have an opportunity to do some
10 research with regard to PR firms, and there will be
11 forthcoming information about how we proceed with
12 that process.

13 VP Cassidy, you're recognized to present the
14 legislative budget request.

15 VICE PRESIDENT CASSIDY: Good afternoon. I'm
16 going to pass around some hard copies to people in
17 the room. This request has some relatively minor
18 revisions since the last Board meeting. I'd like
19 just to give a summary of the six items that are in
20 the request, and then I'll talk briefly about
21 what's changed since you last saw it.

22 The six items as they now exist are: Student
23 success initiative for \$5.987 million; secondly,
24 and this is a new item, a faculty vitality and
25 curriculum enhancement item, which is

1 9.507 million; an on-line education program and
2 course offerings enhancement program for
3 \$5 million; a college of -- the College of
4 Agriculture and Food Services Brooksville project,
5 some start-up funding in the amount of \$3,283,600;
6 a campus safety initiative in the amount of
7 4,305,000 and some other dollars; and then,
8 finally, some support for the Sustainability
9 Institute in the amount of \$2.75 million.

10 What's changed since the last Board meeting,
11 which is in large part due to -- based on some
12 conversations we had last week with Board of
13 Governors' members about student success and the
14 work plan, and also how the Legislature might view
15 asking for money that would primarily support
16 changes -- or in many ways support changes to the
17 performance metrics.

18 We've taken what was -- the first item, which
19 was a student success initiative omnibus kind of
20 item. That was about \$15 million, and we've broken
21 it now into two parts: The first being the student
22 success initiative, as I said, that's
23 \$5.978 million; and then the new item, which is
24 largely a breakout of things that were
25 previously -- largely included in the student

1 success is some faculty vitality and curriculum
2 enhancement information and dollar request for
3 9.507 million. Those two items together as now
4 configured are about \$484,000 higher than the
5 amount that was shown last week of 15 million 001
6 and thousands.

7 So those are the changes since last month --
8 since last week; and as I said, those were mostly
9 in response to conversations we had with the
10 chancellor and other members of the staff. While
11 they haven't seen this document, we think what
12 we've done is responsive to the comments that they
13 made to us.

14 I'd entertain any questions that you -- that
15 anyone on the Board might have about these items.

16 TRUSTEE LAWSON: Chairman Montgomery, this is
17 Lawson.

18 TRUSTEE GRABLE: Chair Montgomery, Grable.

19 CHAIRMAN MONTGOMERY: Okay. I have
20 Trustee Lawson and Trustee Grable.

21 TRUSTEE LAWSON: Thank you, Mr. Chair.

22 Mr. Cassidy, so thanks for the breakdown. If
23 you could just explain the faculty vitality piece
24 because I think going back to the last meeting, our
25 discussion was around the 15 and trying to

1 understand, you know, what made that up. And I
2 know you've broken it down into two parts now --

3 VICE PRESIDENT CASSIDY: Right.

4 TRUSTEE LAWSON: -- that might be more
5 amenable to the Board of Governors, but if you
6 could just explain that one component, that would
7 be great.

8 VICE PRESIDENT CASSIDY: Yeah, I'm going to
9 sort of briefly summarize the, what is it, about
10 six or seven bullets points that are in the
11 description. The first is a faculty vitality
12 initiative based on the aging of our faculty. The
13 goal here is to have money to renew faculty in
14 various ways as our current faculty ages.

15 Secondly, there are salary enhancements for
16 faculty in areas where the median salaries are
17 below -- below the average salary at peer and
18 regional institutions.

19 Third is some computer information systems
20 support program to support accreditation offerings.
21 Another item has to do with the stem faculty,
22 enhancing their ability to meet general education
23 requirements, investing in the School of Excellence
24 and the School of Business and Industry, supporting
25 general education needs by extending -- expanding

1 social services in humanities faculty; expanding
2 nursing faculty to meet student demand and state
3 needs and to enhance positive licensure exam
4 outcomes; supporting the vitality of the pharmacy
5 program with salary support, some of which we did
6 not receive on a recurring basis from the
7 Legislature; and lastly, ensuring the continuing
8 ability to support student excellence in the
9 journalism program.

10 So these are areas that we believe we need
11 support in, and the two first ones are I think of
12 major interest to probably the Board, which is
13 faculty vitality and renewal and then salary
14 enhancements to -- for salaries -- faculty salaries
15 that are below the median.

16 So those are the items that we've identified,
17 and they add up to \$9.5 million.

18 CHAIRMAN MONTGOMERY: Trustee Grable.

19 TRUSTEE LAWSON: I'm sorry, go ahead.

20 CHAIRMAN MONTGOMERY: I'm sorry,
21 Trustee Lawson, please.

22 TRUSTEE LAWSON: Yeah, just one follow-up and
23 I'll yield the floor. On the salary enhancement
24 piece, can we request it out of these dollars if
25 these are not recurring? I mean everything you've

1 laid out sounds like a real need, but the only one
2 that seemed a little out of place in this basket
3 was the salary enhancement piece.

4 VICE PRESIDENT CASSIDY: Well, we've got all
5 of -- at least lined up in the way the request is
6 outlined, we've got all but 300,000 of it as being
7 recurring. The issue with salary enhancement is,
8 once you pay it up front, you then have changed the
9 salary of the people and so it, therefore, recurs
10 as long as the faculty does.

11 TRUSTEE LAWSON: Right.

12 VICE PRESIDENT CASSIDY: So I think that's the
13 reason -- I know that's the reason why that's
14 considered recurring.

15 The nonrecurring is largely around some of the
16 computer and other areas like that, but the rest of
17 this is mostly around faculty; and as we know,
18 faculty recurs.

19 TRUSTEE LAWSON: Okay. Thanks, Mr. Cassidy.

20 CHAIRMAN MONTGOMERY: Trustee Grable.

21 TRUSTEE GRABLE: Thank you,
22 Chairman Montgomery.

23 My question, of course, does fall under this
24 particular request related to faculty vitality as
25 well, and my first question would dovetail I think

1 into what Trustee Lawson asked regarding salaries;
2 but I wanted to particularly get some understanding
3 of how many positions this is -- how many positions
4 are we anticipating these -- this funding will
5 cover?

6 VICE PRESIDENT CASSIDY: Are we talking about
7 renewal or in terms of the vitality issue,
8 Trustee Grable?

9 TRUSTEE GRABLE: I'm sorry?

10 VICE PRESIDENT CASSIDY: Which part of the
11 salaries are you referring to?

12 TRUSTEE GRABLE: I'm referring to the first
13 part where you list a variety of disciplines on
14 campus that are in the critical areas, how many
15 faculty members do we feel that this funding would
16 support? That was my question.

17 VICE PRESIDENT CASSIDY: Okay. Well, I think
18 if you were to look at the end -- and I apologize,
19 I've only really sort of called attention to the
20 parts of the document that are narrative and
21 supported by summary information; but if you would
22 turn to the end, to the last few pages of the
23 document where a second part of what needs to be
24 submitted to the Board of Governors is the
25 so-called form two, which gives more information

1 behind the numbers, you would see there 93 faculty.
2 The pages are not numbered, but the --

3 TRUSTEE GRABLE: Yes, I see it.

4 VICE PRESIDENT CASSIDY: Those number -- those
5 documents follow the same order as the form one, so
6 there's 93 faculty in total I think you can see
7 from there.

8 TRUSTEE GRABLE: Okay. So there's 93 total
9 including renewals and, I guess, current positions
10 that may need some adjustment regarding salary?

11 VICE PRESIDENT CASSIDY: Right, and a part of
12 that is that as some faculty leave, there will be
13 sort of a recycling process of where you bring in
14 new faculty. And so in some ways the numbers are
15 net of the difference between the cost of departing
16 faculty less the cost of arriving faculty. So
17 there is some netting in there; but, yes, you have
18 the right concept.

19 TRUSTEE GRABLE: Okay. And then I guess my
20 other question, since we're on that particular
21 detail regarding positions, exactly -- since it's
22 about faculty, why do we have under positions other
23 (phone static), slash, USPS? What is that,
24 supporting positions for the faculty positions?

25 VICE PRESIDENT CASSIDY: Yes, and as you can

1 see, they're significantly dwarfed by the faculty
2 member of 93 to 4.

3 TRUSTEE GRABLE: Right, so that is of some
4 concern. You know, if we have a potential for
5 assisting and creating new positions that total 93,
6 and we have four A & P USPS, and you're saying that
7 we're covering a variety of disciplines across the
8 campus, I'm just wondering, there will probably be
9 a battle for those positions, Mr. Cassidy.

10 VICE PRESIDENT CASSIDY: Well, I guess what I
11 would say, is generally speaking this is a request.
12 You rarely get the same number of dollars, and you
13 can almost rarely be able to track what you got
14 versus what you asked.

15 This is a broad ask, and I think depending on
16 the amount of dollars that are actually received
17 and how much of it's recurring and how much of it
18 is nonrecurring, this requires rethinking as
19 funding becomes available, or even perhaps as we
20 get indications during the legislative session of
21 what they might be interested in doing in these
22 areas.

23 So while it's a good first attempt, I
24 understand your point, and we certainly will be
25 looking at this as the funding emerges.

1 TRUSTEE GRABLE: Okay. And, Mr. Chairman, if
2 I may, I have one last question.

3 CHAIRMAN MONTGOMERY: Please continue.

4 TRUSTEE GRABLE: Thank you.

5 Regarding this issue, the exact description,
6 when we look at the first bulleted point, suggests
7 that we are, of course, ensuring the vitality of
8 the faculty by engaging in faculty renewal. The
9 second sentence, if we go near the end, suggests
10 that this is crucial to support the ongoing
11 teaching and research mission of the University.

12 Now we're not talking about the work plan now,
13 I am aware of that, but I want us to keep in mind
14 that we are -- made a statement within the
15 work plan that will deal with this crucial support
16 needed to maintain ongoing teaching and research
17 mission.

18 So that would automatically, in my mind, bring
19 forward the issue of faculty workload and course
20 load in order to, of course, meet the research
21 mission but then to go ahead and be able to support
22 some of these other items that are bulleted points
23 in this item that includes, of course, journalism
24 mentioned as support student excellence.

25 All of this, when we talk about additional

1 positions and we talk about faculty
2 responsibilities in terms of teaching, research,
3 and service, we have to remember that faculty has
4 to have the time.

5 Again, we need to take a closer look, I would
6 suggest, when we -- if we're successful in getting
7 these dollars, and even if we aren't, we must
8 really take a look at faculty workloads and faculty
9 course loads. And that's the point I really wanted
10 to make.

11 Thank you, Mr. Chairman.

12 TRUSTEE McWILLIAMS: Trustee Chairman.

13 CHAIRMAN MONTGOMERY: Trustee McWilliams.

14 TRUSTEE McWILLIAMS: Yes, sir. I had a little
15 discussion with the Provost this morning about
16 this. I get a lot of calls, I guess since people
17 know me, not about faculty workload as faculty
18 absenteeism. I think it's having a detrimental
19 effect on student performance, and I think unless
20 we get a more serious effort from the faculty, as a
21 whole, to attend class, that we're going to have
22 some problems that might reach Board level.

23 So I don't want to necessarily be on the other
24 end of the spectrum. I know that faculty workload
25 and all of these things are important, but all

1 these calls I get referring to people not showing
2 up for class, not students but faculty, so I think
3 it's a two-edged sword.

4 TRUSTEE GRABLE: Mr. Chairman, this is
5 Trustee Grable. I'd like to at least have a
6 follow-up to that comment.

7 CHAIRMAN MONTGOMERY: Sure, Trustee Grable.
8 Trustee McWilliams, were you -- did you
9 conclude your comments?

10 TRUSTEE McWILLIAMS: I've concluded, yes. I
11 just threw that out there.

12 CHAIRMAN MONTGOMERY: Okay. Thank you,
13 Trustee McWilliams.

14 Enforcing the Robert's Rules, is there any
15 other Trustee that would like to speak on this
16 matter? I'm going to recognize Trustee Grable
17 again, but is there any other Trustee that wishes
18 to speak on this matter?

19 TRUSTEE GRAHAM: This is Trustee Graham,
20 Mr. Chair.

21 CHAIRMAN MONTGOMERY: Trustee Graham, you're
22 recognized.

23 TRUSTEE GRAHAM: Thank you.

24 Thank you for your comments,
25 Trustee McWilliams. I know I've heard a few

1 complaints regarding this but not many, but I will
2 ensure that on the student side, when the students
3 do their surveys, that we work with the Provost's
4 office to get these added, so we can actually have
5 statistics and a track record to show, based on the
6 student feedback on the surveys, the faculty
7 attendance, because that's a reflection of not only
8 the faculty, but the students' learning as well.

9 I know instead of now for a three-hour course,
10 if you miss three classes, you are -- you fail the
11 course, but there's not an accountability
12 component, to my knowledge, for the professors, and
13 I think that's a complaint.

14 I think those are the comments that you have
15 received, Trustee McWilliams. So to just get a
16 paper trail and research on the student side, I'll
17 make sure that we add that to the survey so we get
18 student feedback regarding this issue.

19 TRUSTEE MCWILLIAMS: Thank you,
20 Trustee Graham, I appreciate it.

21 CHAIRMAN MONTGOMERY: Trustee Grable.

22 TRUSTEE GRABLE: Thank you, Chair Montgomery.
23 And I would like to certainly agree with what
24 Trustee Graham just suggested that -- and I also,
25 too, appreciate Trustee McWilliams' comments; but

1 of course, as he indicated, these are calls that
2 would be considered anecdotal information.

3 And I do think if there is a concern being
4 expressed, that we do try to back up our concerns
5 or any anecdotal information with actual data to
6 consider this issue because I do know, again,
7 faculty is really overloaded in a lot of areas, and
8 a lot of time faculty have assignments that go
9 beyond what may or may not appear on their
10 assignment of responsibilities.

11 So I want to make sure that, you know, we at
12 least keep that in perspective; and that was all I
13 wanted to share.

14 CHAIRMAN MONTGOMERY: Thank you,
15 Trustee Grable.

16 Any Trustees -- any additional comments or
17 discussion on this item?

18 TRUSTEE McWILLIAMS: Mr. Chairman, my only
19 additional comment would be I agree with both
20 Trustee Grable and Trustee Graham. I do -- I know
21 that this is anecdotal, but it's so overwhelming
22 that I do think we need to get statistical data.
23 And certainly we can't act on anything without real
24 information. So however one should receive that or
25 whoever should -- whose ever responsibility it is

1 to get that information, I would appreciate it.

2 CHAIRMAN MONTGOMERY: I'd ask at this time
3 that we hear from Doctor Mangum in response to
4 comments from trustees.

5 PRESIDENT MANGUM: This is Elmira. The
6 student surveys where Trustee Graham was talking
7 about the results that the students provide, we can
8 pull the student surveys to see what the data say.
9 We also have additional anecdotal information that
10 is provided to us through social media, so we'll
11 look through some of our records to see what
12 students have reported as well.

13 But the annual student survey should provide
14 us with the information that we received. So we'll
15 ask Vice President Hudson: Do you get the results
16 of the student survey every year?

17 VICE PRESIDENT HUDSON: I don't get those
18 surveys. That goes to OIR, Office of Institutional
19 Research.

20 PRESIDENT MANGUM: Office of Institutional
21 Research will provide the responses from the
22 surveys -- from the testing services, that you guys
23 have the ability to gather the data. Is there a
24 particular number of years that you would like us
25 to pull the data for?

1 TRUSTEE McWILLIAMS: I would think two years
2 probably would be adequate to give us an idea of
3 what's going on currently.

4 PRESIDENT MANGUM: Okay.

5 TRUSTEE McWILLIAMS: Thank you,
6 Madam President.

7 TRUSTEE GRAHAM: Mr. Chair, this is
8 Trustee Graham.

9 CHAIRMAN MONTGOMERY: Trustee Graham, you're
10 recognized.

11 TRUSTEE GRAHAM: Thank you.

12 I mentioned that because, to my knowledge, I
13 know in my last four years at the institution,
14 there isn't a question on the survey that students
15 fill out on faculty attendance. Therefore, I said
16 I would work with whoever to ensure that we get
17 this component on the surveys for this incoming
18 fall semester and semesters to come.

19 But to my knowledge, unless I missed
20 something, one of the vice presidents or
21 Doctor Mangum correct me if I'm wrong, but there is
22 nothing on the surveys at this time to indicate
23 faculty's attendance.

24 PRESIDENT MANGUM: May I?

25 CHAIRMAN MONTGOMERY: Doctor Mangum.

1 PRESIDENT MANGUM: We are advised that on the
2 course assessment survey that's conducted, there's
3 a question that has to do with attendance and
4 faculty presentation, and we will pull those data
5 to take a look at it.

6 Trustee Graham, I do understand the need to --
7 probably at the end of course materials, we can
8 certainly add a question going forward with regard
9 to attendance. We have asked and talked to
10 students about that last year, about the need to be
11 able to gather data at the end of a course because
12 most of the data is anecdotal and we do see it on
13 social media when students share attendance
14 information with each other.

15 So we'll look at some of the qualitative data
16 and, if need be, if you'd like, we can do a survey
17 to gather data from current students about their
18 experiences in the last year about attendance and
19 class cancellations, if you'd like.

20 CHAIRMAN MONTGOMERY: Any additional comments,
21 Trustees?

22 (NO RESPONSE) .

23 CHAIRMAN MONTGOMERY: Hearing none, is there a
24 motion for approval of the legislative budget
25 request?

1 TRUSTEE WARREN: So move.

2 TRUSTEE LAWSON: Second.

3 TRUSTEE WARREN: That's Trustee Warren, by the
4 way, making the motion.

5 CHAIRMAN MONTGOMERY: Thank you, and please
6 note Trustee Warren has joined us for the call.

7 The motion has been made and properly
8 seconded. Is there any discussion?

9 (NO RESPONSE).

10 CHAIRMAN MONTGOMERY: Hearing none, all those
11 in favor, please indicate by saying aye.

12 (AFFIRMATIVE INDICATIONS).

13 CHAIRMAN MONTGOMERY: Any opposed, nay.

14 (NO RESPONSE).

15 CHAIRMAN MONTGOMERY: The motion carries
16 unanimously.

17 Members of the Board, as you recall at our
18 last meeting, we deferred taking action on the
19 University's work plan to allow for additional
20 revision. I'd like to take a moment to thank
21 Trustee Grable for pushing the issue of requiring
22 an additional period of time for Board members to
23 be able to properly vet and understand the plan and
24 the revision. I'd also like to thank the Board of
25 Governors for agreeing to extend our submission

1 deadline.

2 Before I recognize Trustee Grable, I feel
3 compelled to share a few observations; and being
4 mindful of your time today, I feel compelled to
5 share with you that it's been past practice for the
6 President to speak with the Chairman and members of
7 the Board prior to meetings. I had a scheduled
8 call with Doctor Mangum on Wednesday. She thought
9 it was scheduled for -- told me that she thought it
10 was scheduled for 30 minutes; our calls normally
11 run about 90 minutes.

12 And we got to a point in the call in which
13 Doctor Mangum said she had something else to do,
14 she had another meeting. And I said, well, wait a
15 minute, we need to finish this call. And as I
16 started to explain that, the next voice I heard was
17 that of her executive assistant, Jackie Hightower,
18 telling me that she had simply left the call and
19 went on to her next meeting, and she'd have to talk
20 to me later.

21 And I thought that odd, disrespectful, and
22 unacceptable. And I sent Doctor Mangum an email
23 telling her that, you know, this conduct is not
24 acceptable, you just don't leave the call even
25 though you did indicate that you had another

1 meeting.

2 So we weren't able to get back together on
3 Wednesday. We had a call on Thursday that I
4 actually thought went surprisingly well. It's
5 generally the practice that the President speaks
6 with the Chairman before the Board meetings about
7 the Board agenda. There was no such call scheduled
8 for this meeting.

9 The Provost reached out to me yesterday. I
10 wasn't able to talk to her. We scheduled an 8:30
11 call for this morning. During that call, I had
12 some questions about the revision that the Provost
13 was not able to answer. And to her credit though,
14 a couple of hours later, she replied to all my
15 questions and responded to those in a way that I
16 could understand.

17 But I tried to explain in a follow-up call to
18 Doctor Mangum that if the Chairman didn't
19 understand, then there would likely be members of
20 the Board who didn't understand, it's the day of
21 the meeting, and it would be irresponsible for the
22 Board to vote on something that it didn't truly
23 understand.

24 Her position was that the time to explain it
25 would be during the meeting. My position was, as a

1 Board, we need to be informed going into the
2 meeting.

3 You may wonder how this ties into today's
4 agenda and why I'm speaking about this now. As we
5 move into questions about the work plan, moving
6 forward, Board members, we're not going to be in a
7 position where we're getting this information last
8 minute.

9 I am going to insist that the administration
10 get us, as indicated with the legislative budget
11 request, as indicated with the work plan, and any
12 materials and items, that we get the information
13 prior to the meeting with enough time to digest it.

14 Now I'm also going to take the step of
15 informing you that when I spoke with Doctor Mangum
16 this morning, about 20 minutes into the call, she
17 simply hung up. She flat out hung up and got off
18 the phone.

19 For her protection and based upon previous
20 conversations with her when she says she feels
21 intimidated or threatened, for her protection, I
22 require the University's General Counsel to be on
23 the line when I speak with Doctor Mangum; and that
24 way there is an impartial third party who is able
25 to listen and to monitor the call, and that's for

1 her protection and for mine.

2 On the call with Provost David this morning --
3 Doctor Mangum has made allegations, she hasn't told
4 me who the people are, but she says that there are
5 members of her staff that feel threatened; and so I
6 asked University counsel to join me for the call
7 with Provost David. And there were no issues with
8 the call with Provost David.

9 But Doctor Mangum indicated that she was busy
10 today, she had other things on her schedule, and
11 that she would not be able to accommodate my
12 request to respond to my questions in writing. And
13 then she said she was going to have to end the
14 call. And I said, Doctor Mangum, listen, this is
15 important.

16 And her response was, you may think everything
17 is important, and you may think you're the most
18 important thing, but I have other things to do.
19 I'm in the middle of a performance evaluation right
20 now and I have to go.

21 I said, if you leave this call, I will
22 consider that rank insubordination and I will hold
23 you accountable. And her particular response was
24 quite troubling.

25 So she has made an allegation in the form of a

1 memo, you were all just forwarded this memo, I
2 received it ten minutes before the start of this
3 call, at 1:50; so as we were having this call is
4 the first time I saw this memo. And I thought that
5 given we are to approve this work plan, that you
6 should also have an opportunity to view the memo as
7 we proceed.

8 I'll state that this is important. FAMU, the
9 students, our stakeholders, the institution itself
10 is a lot more important than this agreement. But
11 I'm notifying you that she has made an allegation,
12 based upon a memo, that she feels as if my behavior
13 this morning was a violation of her employee
14 rights, and she cites a regulation.

15 So each of you just received a forwarded copy
16 of the memo that she forwarded to me. I'm going to
17 ask that we stand at ease for approximately
18 three minutes to allow members of the Board to read
19 the memo and at which time we will continue.

20 I am going to ask for approval of the
21 work plan. I think we're okay. And based on the
22 responses from the Provost that we're in a position
23 to approve the work plan and to move forward; but
24 as we move to approve the work plan, I thought it
25 prudent that each of you had an opportunity to,

1 one, know what occurred this morning; two, know
2 that the communication is horrible and is not
3 improving and is affecting how we hold these
4 meetings and it will affect the agenda item today;
5 and three, in spite of that, we have to put FAMU
6 first and go ahead -- and I will recommend approval
7 of the work plan, I'm okay with where we are.
8 We'll have the discussion and we'll move forward.

9 So the time now I have on my clock is 2:35.
10 I'm going to ask that we stand at ease. If any
11 member would like additional time to review the
12 document or was not able to get the document, let
13 us know. And in approximately --

14 Okay. It's 2:35 now. At approximately 2:40,
15 we will continue the meeting, approve the work
16 plan, and conclude this call. But we'll stand at
17 ease for approximately -- I said three minutes, but
18 we'll stand at ease for approximately five minutes.

19 TRUSTEE WOODY: Mr. Chairman. Mr. Chairman.

20 CHAIRMAN MONTGOMERY: Trustee Woody.

21 TRUSTEE WOODY: I haven't received a copy of
22 the memo at all so --

23 CHAIRMAN MONTGOMERY: Attorney McKnight.

24 ATTORNEY MCKNIGHT: I was (inaudible).

25 CHAIRMAN MONTGOMERY: I asked -- when I took a

1 look at it about 15 minutes ago, I asked
2 Attorney McKnight if he would forward it to the
3 entire Board.

4 TRUSTEE WOODY: Okay. I still haven't
5 received it yet, so let me go back and look.

6 TRUSTEE LAWSON: How long ago did
7 Attorney McKnight forward it? Because I'm at my
8 computer and I don't have anything.

9 TRUSTEE SHANNON: At 2:16 p.m.

10 TRUSTEE LAWSON: 2:16? Okay.

11 TRUSTEE WOODY: Yeah, Trustee Woody. I still
12 don't have a copy.

13 ATTORNEY MCKNIGHT: I just resent it to you
14 again. Does anybody -- this is Avery McKnight.
15 Does anybody else not have it?

16 TRUSTEE LAWSON: Yeah, Attorney McKnight, this
17 is Lawson. I don't have it yet either. If you
18 could send it to either my AOL or my traditional
19 business address, if you don't mind.

20 ATTORNEY MCKNIGHT: Okay. All right.
21 Trustee Lawson, I just hit the send button, so
22 double check on either of the two that you just
23 referenced.

24 TRUSTEE LAWSON: It looks like it just showed
25 up on my iPhone so I may be able to open it here.

1 Attorney McKnight, I have it, but for some reason
2 it didn't show up on my laptop, it showed up on my
3 iPhone only. But I can manage it from here, so
4 I'll go ahead and take a read of it.

5 ATTORNEY MCKNIGHT: Trustee Woody?

6 TRUSTEE WOODY: I still haven't received it
7 yet on my iPad, so -- and maybe it's the weather.
8 Mr. Chairman.

9 CHAIRMAN MONTGOMERY: Trustee Woody.

10 TRUSTEE WOODY: Don't wait for me. I guess
11 I'll have to review it when I can see it, but I
12 still haven't received it yet, so whenever you get
13 ready to continue the meeting, I'm ready.

14 CHAIRMAN MONTGOMERY: Thank you,
15 Trustee Woody.

16 (BRIEF PAUSE).

17 CHAIRMAN MONTGOMERY: Members of the Board,
18 the time is now 2:40 p.m., five minutes that we
19 have stood at ease. Again, I thought it prudent
20 that you have this information so that you'll know
21 how we got to this point. And as your Chair, until
22 I was able to have the in-depth discussions, I was
23 not informed.

24 If you have questions as we move forward,
25 again, please ask them. I am satisfied in the

1 information that I received from Provost David, but
2 I am now going to recognize Trustee Grable for the
3 presentation.

4 Trustee Grable, you're recognized.

5 TRUSTEE GRABLE: Thank you,
6 Chairman Montgomery.

7 I have had a chance to review the work plan
8 and also had a very good discussion with the
9 Provost on Friday evening; and I, again, looked at
10 the document as I indicated to her. And just as a
11 little bit more of a catchup, the Board may recall
12 at our Academic Affairs meeting on August 5th, that
13 we did not vote to approve the plan but we did vote
14 to move it on to the full Board on August 6th. At
15 that time the Board did have a discussion.

16 And, again, I had some concerns along with
17 other Board members. I was happy about it and I
18 wanted to thank the Chairman for recognizing that
19 the Board members were a little concerned about
20 some of the numbers and some of the larger issues,
21 going back in my particular case, to comments from
22 the Board of Governors meeting in June.

23 And upon review, I see that we are certainly
24 much more aggressive in the numbers, and I would
25 like to delay at this point and allow Provost David

1 to offer her thoughts regarding her revisions to
2 the plan that we see now, if that's appropriate
3 with the Chair.

4 CHAIRMAN MONTGOMERY: It is.

5 Provost David, you're recognized.

6 PROVOST DAVID: Good afternoon, members of the
7 Board. We were in conversations with
8 Board of Governors' staff, both after the
9 Academic Affairs Committee meeting on the 5th and
10 after the Board meeting on the 6th --

11 TRUSTEE WARREN: Mr. Chairman, this is
12 Trustee Warren.

13 CHAIRMAN MONTGOMERY: Excuse me,
14 Provost David.

15 Trustee Warren.

16 TRUSTEE WARREN: Provost David is not audible.

17 PROVOST DAVID: Okay. Sorry. I'll try and
18 project more. Thank you for sharing that.

19 TRUSTEE WARREN: Thank you.

20 PROVOST DAVID: We were in conversations with
21 Board of Governors' staff on the 5th and on the
22 6th. And then at their invitation, after they
23 indicated they would extend the deadline for when
24 they needed to have our revised work plan
25 available, we had an in-depth meeting with the

1 Chancellor, as well as two Vice Chancellors, to
2 talk at great length about our work plan.

3 We were trying to meet two different
4 challenges: One challenge is to be exactly what
5 the Board of Governors urged us to do -- to be, and
6 I include in that some Board of Trustee members
7 similarly, asking us to be aggressive and visionary
8 in where we want FAMU to be.

9 At the same time we wanted to acknowledge that
10 getting to where we want to be is going to be a
11 challenge, and that while we had very aggressive
12 goals, that absent resources, we might not be able
13 to make the goals as quickly as we would like.

14 So we came to a compromised position which was
15 for FAMU to add two columns to its work plan. The
16 work plan usually goes out for five years, so we
17 had very aggressive goals in the 2019 column that
18 we have now shifted to 2021; and that allows us to
19 have intermediate goals that are very aggressive
20 but goals that are a little bit more likely to be
21 attained in the short term as we move towards that
22 visionary goal of being in the middle of the pack,
23 as it were, of the State University System.

24 So essentially what we have done is for all of
25 our goals where we had changes, we had added those

1 two columns and we have provided intermediary step
2 goals that show how we plan to get there. The
3 version that I circulated or had circulated later
4 in the morning essentially just makes that point a
5 little bit more apparent by having the 2020 and
6 2021 columns appear in a different color.

7 It should be pointed out that no other
8 university has added two years to their column, so
9 this is something that we have done that is unique
10 to FAMU. It won't really change what happens when
11 the system does its calculations for the entire
12 State University System because the other
13 institutions have only gone out to 2019, but it
14 does allow us to have that bold and visionary
15 statement to rally our campus around it.

16 I have already communicated about this in our
17 faculty planning conference, for example. We have
18 been talking with our registrar's office and
19 academic advising about how we get to this point.
20 And so it's very important for us to have that
21 visionary aggressive stance. And I'll stop there
22 and answer any questions that you might have.

23 TRUSTEE LAWSON: Madam Chair.

24 TRUSTEE GRABLE: Yes.

25 TRUSTEE LAWSON: This is Lawson. Just a

1 couple of quick questions for Provost David.

2 TRUSTEE GRABLE: Certainly.

3 TRUSTEE LAWSON: First of all, Provost David,
4 thanks for reaching out to me Saturday. I'm sorry
5 we weren't able to connect, so I just had two brief
6 questions.

7 One is on the average time to degree.
8 Considering that, you know, a number of the
9 programs are now five-, and some, I think, even
10 six-year programs, how do we factor that into the
11 reduction in the average time to degree, or has
12 that been factored in, and I'm just maybe not
13 reading far enough down.

14 PROVOST DAVID: So this deals with bachelors'
15 programs, and so we do have some programs that are
16 longer in duration. This calculation is really
17 going to be focused on programs that are similar to
18 each other.

19 TRUSTEE LAWSON: Okay. Got it.

20 And then my second question is on the annual
21 gift row, and you may not be able to provide full
22 detail now, I'll accept something else at a later
23 date. But going from 3.3 to 5 and 5.7, do you
24 have -- you know, because like we were talking in
25 the meeting when we were there in Tallahassee, I

1 think one of the questions that may come up is,
2 you know, show me how you're going to get to these
3 goals. I will agree that they're aggressive, but
4 from 3 to 5 and then 5.7 in the subsequent year, do
5 you have some -- and maybe you can't share it all
6 here -- but some context or background on how
7 we bridge that gap?

8 PROVOST DAVID: Vice President Cotton is
9 available to answer that question, if that is
10 appropriate.

11 TRUSTEE LAWSON: Sure, that's fine, as long as
12 the Chair agrees.

13 CHAIRMAN MONTGOMERY: Agreed. Please
14 continue.

15 VICE PRESIDENT COTTON: Yeah, when we took a
16 look at the numbers, we basically feel that not
17 only are the numbers reachable but, quite frankly,
18 we don't see them as aggressive at all. Right now
19 we're barely reaching 8% of our alumni base of
20 51,000. So what we've done is taken a look at
21 projecting a 40% increase for alumni, and
22 increasing our numbers on the corporate side.

23 So, quite frankly, we think that the numbers
24 are low, but they're a low projection because we
25 believe sincerely that we're underperforming when

1 it comes to reaching both the alumni and the
2 corporate base.

3 TRUSTEE LAWSON: But I guess I was looking for
4 a little more detail on the how, and maybe that's
5 something, Mr. Cotton, that you can provide
6 separately.

7 VICE PRESIDENT COTTON: Yes.

8 TRUSTEE LAWSON: Because, again, if I'm
9 sitting around and this is being reviewed with me,
10 I'd like a little more detail on bridging the gap
11 from 3.3 to 5.7 when historically we've, you know,
12 we've had a tough job to getting to 3.3 and above.

13 So not for today, I don't want to prolong the
14 call, but if I'm hearing this from a BOG
15 standpoint, I'd want a little more background on
16 the hows. So one recommendation that I would have
17 is that we're prepared to answer that for the BOG,
18 you know, during the presentation.

19 But, you know, I do think that the goals are
20 aggressive. And, you know, Provost David, one
21 thing we talked about is these obviously have a tie
22 to the previous discussion.

23 And, you know, my other question is: If that
24 funding doesn't come, you know, I'm sure we won't
25 be allowed to address these goals. But, you know,

1 how do we -- not for a discussion here -- but how
2 do we fair assuming that funding does not come.

3 And then, you know, that was really -- that
4 was really my last comment. I'll just keep --
5 there is one other question, but I'll wait and give
6 others an opportunity, Madam Chair.

7 TRUSTEE GRABLE: Thank you, Trustee Lawson.

8 Are there any other questions from other
9 Trustees regarding the work plan?

10 TRUSTEE MOORE: Trustee Grable, this is
11 Trustee Moore.

12 TRUSTEE GRABLE: Trustee Moore, you're
13 recognized.

14 TRUSTEE MOORE: Thank you.

15 My question is specific to just the work plan
16 and the ongoing communication and updates to this
17 body. Has there been any discussion regarding the
18 frequency as it relates to progress?

19 TRUSTEE GRABLE: Provost David, can you answer
20 that question?

21 PROVOST DAVID: I'm sorry. I apologize,
22 Trustee Moore. I'm not sure I understand the
23 question. The frequency with regard to updating
24 the Board of Trustees as to our progress?

25 TRUSTEE MOORE: Right. Will this be housed

1 within Academic Affairs, with that committee? Is
2 that where you're envisioning providing any
3 updates, any challenges where in instances we may
4 not be reaching or we may be exceeding the goals
5 set? In essence, some level of communication prior
6 to when it's a year later and we are where we are,
7 so what would be that communication vehicle and
8 what would be the frequency thereof?

9 PROVOST DAVID: So I would respond that there
10 are two answers: One answer is that it's an annual
11 cycle, so the numbers are gathered, reported.
12 Sometimes they're gathered and reported not by us
13 but by the Board of Governors and that happens on
14 an annual cycle.

15 So while we might have some ideas about where
16 we are on certain of the benchmarks throughout the
17 work plan, we would not necessarily be able to have
18 a holistic, periodic look at that, so that's the
19 first answer.

20 The second answer is that I believe at the
21 last meeting, the last telephonic meeting of the
22 committee, if I recall correctly, if I've got the
23 dates right, Trustee Grable said that it was her
24 intent to have the Academic Affairs Committee be
25 thinking more about the work plan throughout the

1 course of the year. And I enthusiastically
2 supported that because, as you can tell, I very
3 much am committed to our progress on this matter.
4 And I'm happy to update the Academic Affairs
5 Committee as needed, as desired, and whatever
6 information we have available at the time,
7 including the planning that we're doing and how
8 we're trying to move things forward.

9 TRUSTEE MOORE: Thank you.

10 PROVOST DAVID: Trustee Grable, if I might, I
11 do have one additional answer to make with regard
12 to Trustee Lawson's question, and VP Cotton does
13 not perhaps appreciate this because he's new to the
14 institution; but because these are annual lagging
15 indicators --

16 TRUSTEE GRABLE: Yes.

17 PROVOST DAVID: -- the jump from 3.3 million
18 to 5 million has actually already happened. The
19 next jump is the jump from 5 million to
20 5.7 million. And so we will be continuing to make
21 progress, but we have actually already achieved
22 \$5 million, it's just not recorded yet because all
23 of these indicators are lagging indicators.

24 TRUSTEE GRABLE: Okay. Trustee Lawson, were
25 you able to hear that? I'm getting a lot of --

1 TRUSTEE LAWSON: Yeah, I was. Thank you,
2 Provost David. There is a background noise, but I
3 did hear that we're already at the 5 million mark.

4 TRUSTEE GRABLE: Okay. Thank you,
5 Provost David. That's good news.

6 And if there are no other questions, I know --
7 I think -- Trustee Lawson, did you suggest you may
8 have one other --

9 TRUSTEE LAWSON: Yeah, one more if you don't
10 mind, Madam Chair.

11 One of the governors had a fairly strong
12 suggestion on what the size of the University
13 should be over time; and I see here, in a positive
14 way, we're projecting continued growth which is, I
15 think, good.

16 So, Provost David, how do we plan to respond
17 to that recommendation?

18 PROVOST DAVID: Thank you for the additional
19 question, and I will ask Bill Hudson to jump in if
20 there are things that I don't say that are as fully
21 responsive as they could be.

22 From what we understand, the concern was that
23 they viewed us as growing too big given that we
24 were not able to have the outputs, the outcomes
25 that we were hoping for; and so we have what we

1 believe to be modest growth. It is growth, but it
2 is growth that is across specific strategic areas.

3 So what we hope to do is to continue to
4 control the number of access and opportunity
5 students, as we have successfully done this year,
6 and to have more higher quality students, as we
7 have successfully done this year.

8 We also hope to improve the mix of nonresident
9 students so we can recruit those highly qualified
10 students from outside the State of Florida who
11 might have an affinity for FAMU, so getting some
12 more of our Rattler base to come to Florida A & M;
13 also, a modest expansion in our international
14 recruitment. We believe that we can get highly
15 qualified international students, many of whom
16 might actually be coming from places where their
17 government subsidizes their education, which is
18 helpful in a lot of different ways.

19 And then finally, we would like to be more
20 aggressive, and hopefully more successful, in
21 reestablishing those community college articulation
22 agreements so that we are getting more transfer
23 students who would add to our student body.

24 CHAIRMAN MONTGOMERY: Trustee Grable?

25 TRUSTEE GRABLE: Yes, and is it

1 Trustee Warren? I can't recognize the voice.

2 CHAIRMAN MONTGOMERY: This is Montgomery.

3 This is Montgomery.

4 TRUSTEE GRABLE: Sorry, Mr. Chairman, I do
5 know your voice. Yes, sir.

6 CHAIRMAN MONTGOMERY: Members of the Board, I
7 appreciated the questions from Trustee Lawson. I
8 attended that meeting, and I heard the question
9 from the Board of Governors. I had a meeting with
10 Doctor Mangum in April on campus in which she
11 indicated where she thought we would be headed from
12 an enrollment perspective; and with all due respect
13 to the Provost and other members of the team, it's
14 not a -- the decision about where the University is
15 headed and from an operations perspective where
16 it's headed will lie with the Chief Executive.

17 So I believe that this would be a time to
18 hear, with regard to a response to Trustee Lawson's
19 question, what does Doctor Mangum see as the
20 direction we're heading in?

21 Do you believe, as you stated before, that we
22 should strengthen the enrollment to get what you
23 termed a different kind of student? Do you believe
24 we should stay where we are, or are you supportive
25 of a growth in enrollment?

1 And before you answer, Board members,
2 obviously this is something that we need to look at
3 from a visioning perspective; but in the interim, I
4 think we should all understand what's the
5 Chief Executive's position and what the
6 Chief Executive would plan to present.

7 Also, in preparation for the Board of
8 Governors' meeting, I think that's a question that
9 the President should answer in response to the
10 Board of Governors so that they'll know exactly
11 where the University is headed from an
12 administration perspective.

13 Doctor Mangum.

14 PRESIDENT MANGUM: Thank you for allowing me
15 to answer that question.

16 The University's position on the work plan is
17 as presented and proposed. We had a senior
18 leadership team meeting with regard to the metrics
19 and the proposal that you see before you, and we
20 are all in agreement with the projected enrollment
21 as it is shown in this document.

22 We also propose that based upon the questions
23 that were raised by the Board of Governors'
24 members, as part of our strategic planning process,
25 is to have a visioning and a mission statement

1 review as part of strategic planning so that we can
2 understand what the University would like its
3 student body and its enrollment to look like going
4 forward in the future.

5 We have talked about -- and I have talked
6 about with many people, about increasing the
7 quality of the education. Part of us attracting
8 students and part of our brand management has to do
9 with quality, so we're interested in as many
10 quality students as we can afford to bring to the
11 institution.

12 But the mix of students that require
13 additional support, remediation, et cetera, I
14 believe is a discussion that the University
15 community has to talk about and embrace so that we
16 have the full support, if we are to change what the
17 demographics of our student body or the SES, the
18 socio-economic status, of the students that we
19 serve would change, or any decisions that we make
20 would result in a change in the demographics of our
21 students. It is an institutional visioning type of
22 an approach that we should have.

23 So right now, the work plan represents who we
24 want to be, and the way that the current 2010/2020
25 plan states, we're following the pattern as

1 previously existed. To change that would require
2 that we engage all of our stakeholders in this
3 conversation. And so right now, the plan that is
4 presented by the Provost is the plan that the
5 University will continue with until changed.

6 TRUSTEE GRABLE: Chair Montgomery, are you
7 okay with that response, and are we at a point
8 where any other Board member may want to chime in
9 or offer any comments or ask any questions?

10 TRUSTEE LAWSON: This is (inaudible) speaking,
11 Madam Chair.

12 TRUSTEE WOODY: Madam Chairman.

13 TRUSTEE GRABLE: Montgomery.

14 CHAIRMAN MONTGOMERY: Please continue,
15 Trustee Grable.

16 TRUSTEE GRABLE: Okay. Thank you.

17 Trustee Lawson.

18 TRUSTEE LAWSON: No, no, I was going to just
19 try and close my question with a quick statement.
20 I too support the growth in enrollment; however,
21 there was a fairly firm question around what our
22 footprint should look like and I just wanted to be
23 sure that we return that with an aggressive answer
24 with what our mission is and the fact that we do
25 intend to grow.

1 And I do agree with the President that,
2 you know, beyond this we'll need to have a broader
3 discussion on specifically what that looks like.

4 But I think for the time being, to stay with
5 the original mission and stay -- not, you know,
6 specifically how, but what that mission is and why
7 it's important for us to move forward and over time
8 increase our enrollment with the right student
9 population, I think is the right message that we
10 need to deliver while we're in front of the BOG.

11 TRUSTEE GRABLE: Thank you.

12 And unless there are other questions, I'd like
13 to offer just a couple of comments and I guess that
14 reflect my thoughts about this new revised work
15 plan after, of course, hearing -- talking to the
16 Provost personally and seeing the document that was
17 presented to us today.

18 One, I'd like to actually echo
19 Trustee Lawson's comment regarding the type of
20 student body -- it actually probably even reflects
21 some of the comments made by President Mangum as
22 well as the Provost.

23 I noticed there was a couple of points at the
24 end of the work plan proposed revisions, those
25 three pages we got, and one of my concerns -- I,

1 of course, carefully, like other Board members and
2 the Provost, she indicated that at the last
3 meeting, and I was happy that she had looked at the
4 transcript from the BOG meeting.

5 And Governor Tripp mentioned the issue of
6 diversity, which I understood not to just be
7 related to race, but to cover other areas; and that
8 was going to be one of my questions today after
9 looking at these revised work plan revisions.

10 And I see we are looking at high performing
11 students who are maybe out of state, we anticipate
12 growth there, as well as international students.
13 And I think that does go a long way to address the
14 diversity that I believe the Board of Governors --
15 Governor Tripp in particular -- may have been
16 referring to. And I think we should include that
17 somewhere near the top of our presentation, which I
18 think goes to that issue.

19 My last comment really in looking at the
20 numbers in particular related to the (phone
21 disruption) of bachelors' degrees without excess
22 hours. I was a little concerned about that and I
23 indicated to the Provost that I would be looking
24 further at the report over the weekend after she
25 and I had our discussion Friday evening.

1 And it looks to me like it's going to take us
2 about nine or ten years to get where the SUS pretty
3 much is by 2019. And that was the only other
4 concern I had, that we may have to make sure we
5 have an appropriate response to, when we do take
6 our presentation forward.

7 I'm not sure if Provost David wanted to
8 respond to any of that at all, but that would be --
9 those would be two comments that I thought would be
10 important.

11 PROVOST DAVID: Thank you for your comments,
12 Trustee Grable.

13 TRUSTEE GRABLE: Thank you, Provost David.
14 Did you have anything else you wanted to add, or do
15 any other Board members have other comments or
16 questions?

17 TRUSTEE WOODY: Madam Chairman, this is
18 Trustee Woody.

19 TRUSTEE GRABLE: Trustee Woody.

20 TRUSTEE WOODY: This question is for the
21 President. Has she had an opportunity to talk with
22 any of the members from the Board of Governors in
23 reference to the plan and get their idea? I
24 understand that staff has been talking to the staff
25 of the Board of Governors, but has the President

1 reached out to any of the Board of Governors and
2 discussed the plan at all before September?

3 PRESIDENT MANGUM: May I respond?

4 TRUSTEE GRABLE: Yes, President Mangum,
5 please.

6 PRESIDENT MANGUM: Thank you.

7 We have scheduled meetings with members of the
8 Board of Governors before the September meeting.
9 Yes, sir, we do have meetings scheduled, and we
10 will be traveling around the state, and in some
11 cases across the country, to meet with them. So
12 they are set.

13 TRUSTEE WOODY: Thank you.

14 PRESIDENT MANGUM: Uh-huh.

15 TRUSTEE GRABLE: And might I follow up?
16 President Mangum, do you anticipate we may make
17 any changes, or you're pretty much set that this,
18 you know, once it's approved -- of course in your
19 discussions with presidents elsewhere, is that
20 notes for next year in your discussions with them?

21 PRESIDENT MANGUM: I would expect that the
22 plan that would be present is the plan that our
23 Board of Trustees approves.

24 TRUSTEE GRABLE: Okay. All righty. And one
25 last -- yes?

1 CHAIRMAN MONTGOMERY: Oh, please continue.

2 TRUSTEE GRABLE: Okay. One last question, and
3 Provost David remembers when we talked on Friday
4 night I asked this question, and I can tell, based
5 on the report, that I was like -- the Provost's
6 office and her staff feel quite confident about
7 this work plan today.

8 And, Provost David, I mentioned that I would
9 probably ask this again, you may recall. Are you
10 comfortable and do you feel that we have a plan
11 that if the Board approves it today would be one
12 that we could expect the Board of Governors to
13 hopefully agree with us on?

14 PROVOST DAVID: Well, thank you for the
15 question. And, of course, I can affirmatively say
16 yes because you used the word "hopefully."

17 TRUSTEE GRABLE: Okay.

18 PROVOST DAVID: So we have been in
19 conversations, and we will make that extra step of
20 trying to reach out and talk with the Board of
21 Governors individually. The last time they asked
22 us to have a vision to reimagine what we think FAMU
23 can be. We have done our best to do that.

24 That presents a whole host of different
25 challenges, but we hope that they will support the

1 fact that we are trying to imagine FAMU as FAMU can
2 be, and that's all we can do, is hope that they
3 will appreciate that and give us their support.

4 I think you -- embedded in your question was
5 another question which is, am I confident? We have
6 been taking into account already plans and steps to
7 try and move things forward. We are working on
8 different advising models. We are using the
9 million dollars that we were provided to enhance
10 what we're doing already. We've been in
11 conversations with the registrar's office and
12 academic advising about how we can do things
13 differently.

14 And so I am confident that we will be able to
15 make progress. Certainly the significant progress
16 that's shown in the 2021 column is going to require
17 additional people to help make that happen,
18 improving our academic advising ratio, student
19 ratio; but we're going to make progress one way or
20 another.

21 TRUSTEE GRABLE: Okay. Thank you,
22 Provost David.

23 TRUSTEE WOODY: Thank you.

24 TRUSTEE GRABLE: And at this point, Chairman,
25 please advise me, are we --

1 CHAIRMAN MONTGOMERY: I'll take it. I'll take
2 it from here. Thank you, Trustee Grable.

3 TRUSTEE GRABLE: You're welcome.

4 CHAIRMAN MONTGOMERY: As we close the
5 discussion and move on to approval, I'll share that
6 I have asked Doctor Mangum to brief each Trustee
7 who will be in attendance at the Board of Governors
8 meeting prior to that meeting.

9 I've also asked if the administration would
10 review and contact on an individual basis -- having
11 reviewed the tape of the prior meeting, contact on
12 an individual basis individual members of the Board
13 of Governors who did have questions during that
14 period of time; and then finally, as we move
15 forward, again, there needs to be a commitment from
16 the administration to get this information to us
17 prior. I had anticipated a much shorter call, and
18 I'm still of the belief that individual calls to
19 members of the Board will allow for these types of
20 questions to be answered prior to getting in a
21 Board meeting.

22 Doctor Mangum has stated in writing that she
23 disagrees and she will not do it that way, and I
24 don't think she understands that when she receives
25 a direction, it's not a request. But she believes

1 we talk about it during the public call; I believe
2 she calls and talks to individual meetings (sic).
3 You'll hear more about that, but given that's where
4 we are, is there a motion to approve the work plan?

5 TRUSTEE WOODY: So move.

6 TRUSTEE ALSTON: Second.

7 CHAIRMAN MONTGOMERY: The motion has been made
8 and properly seconded. Any additional discussion?

9 (NO RESPONSE).

10 CHAIRMAN MONTGOMERY: Hearing none, all those
11 in favor please indicate by saying aye.

12 (AFFIRMATIVE INDICATIONS).

13 CHAIRMAN MONTGOMERY: Any opposed, nay.

14 (NO RESPONSE).

15 CHAIRMAN MONTGOMERY: The motion carries
16 unanimously.

17 There being no further business for the Board,
18 this meeting is adjourned. Thank you.

19 (WHEREUPON, THE MEETING WAS ADJOURNED).

20
21
22 * * * * *

CERTIFICATE

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

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 27th day of August, 2015.

NANCY S. METZKE, RPR, FPR
Court Reporter