



Florida Agricultural and Mechanical University Board of Trustees Compact

Board's Expectations – Constructs 1 to 3

Construct 1: The Board can expect one another to

Actions:

- Exhibit strong leadership skills, acting in an ethical manner and in the University's best interest at all times.
- Understand and be accountable for their roles and responsibilities as policymakers rather than administrators.
- Attend all meetings, orientations and retreats, in-person or via conference, and prepare for said meetings to facilitate active participation.
- Know the University's mission, governance, policies, financing, strategic plans, and performance funding metrics as outlined by the Florida Board of Governors.
- Exhibit full commitment to effective and efficient Board operations and communication norms, including knowledge of and adherence to Board bylaws.
- Be knowledgeable of and remain in compliance with open meeting and public comment laws (Florida Constitution, Article II, Section 8), also known as "Sunshine Laws".
- Demonstrate a willingness to learn, grow and accept feedback.
- Share the context of their concerns with the Chair, the President or the President's proxy.
- Listen to and address the President's concerns.
- Use sound judgment to make difficult, yet fair, decisions and take decisive action.
- Support the Chair's need to build consensus, presenting a unified front after decisions have been made.
- Support the President as he/she is the exclusive agent of the University and carries out delegated authority for all academic, administrative, fiscal, and human resource matters.
- Leverage their expertise, as requested, to promote University initiatives.
- Serve as advocates for the University.
- Serve as positive role models for the internal and external community.
- Participate in University events.
- Permit the University to operate in an agile manner.
- Allow the Chair to be the Board's primary spokesperson on University issues, including Board actions.

Behaviors:

- Act in a professional manner at all times, understanding that he/she is representing the University at all times.
- Be open, honest, direct and respectful in his/her communication.
- Listen actively and communicate effectively to facilitate positive collaboration.
- Be politically savvy.
- Be accessible.
- Act in a trustworthy manner
- Operate transparently and objectively, setting aside personal interests and avoiding and disclosing conflicts.
- Respect one another as individuals.



Florida Agricultural and Mechanical University Board of Trustees Compact

Construct 2: The Board can expect the Chair to

Actions:

- Exhibit strong leadership skills, acting in an ethical manner and in the University's best interest at all times.
- Understand and be accountable for his/her role and responsibilities as Chair.
- Understand the roles and responsibilities of the Board as policymakers rather than administrators.
- Attend all meetings, orientations and retreats, in-person or via conference, and prepare for said meetings to facilitate active participation.
- Know the University's mission, governance, policies, financing, strategic plans, and performance funding metrics as outlined by the Florida Board of Governors.
- Exhibit full commitment to effective and efficient Board operations and champion communication norms, including knowledge of and adherence to Board bylaws.
- Be knowledgeable of and remain in compliance with open meeting and public comment laws (Florida Constitution, Article II, Section 8), also known as "Sunshine Laws".
- Demonstrate a willingness to learn, grow and accept feedback.
- Share the context of his/her concerns with the President or the President's proxy.
- Listen to and address the President's concerns.
- Use sound judgment to make difficult, yet fair, decisions and take decisive action.
- Build consensus and carry it forward, even if the consensus differs from his/her point of view.
- Support the President as he/she is the exclusive agent of the University and carries out delegated authority for all academic, administrative, fiscal, and human resource matters.
- Leverage his/her expertise, as requested, to promote University initiatives.
- Serve as an advocate for the University.
- Serve as a positive role model for the internal and external community.
- Participate in University events.
- Permit the University to operate in an agile manner.
- Serve as the Board's primary spokesperson on University issues, including Board actions.

Behaviors:

- Act in a professional manner at all times, understanding that he/she is representing the University at all times.
- Be open, honest, direct and respectful in his/her communication.
- Listen actively and communicate effectively to facilitate positive collaboration.
- Be politically savvy.
- Be accessible.
- Act in a trustworthy manner
- Operate transparently and objectively, setting aside personal interests and avoiding and disclosing conflicts.
- Exhibit respect for both the Office of President and the individual serving as President.



Florida Agricultural and Mechanical University Board of Trustees Compact

CONSTRUCT 3: The Board can expect the President to

Actions:

- Exhibit strong leadership skills, acting in an ethical manner and in the University's best interest at all times.
- Demonstrate a willingness to learn, grow and accept feedback.
- Serve as the "standard bearer" for excellence.
- Understand his/her environment in order to gauge when change is needed.
- Use sound judgment to make difficult, yet fair, decisions and take decisive action.
- Share the context of his/her concerns, decisions and actions.
- Understand and appreciate the roles and responsibilities of the Board as policymakers.
- Listen to and address Board concerns.
- Be knowledgeable of University policies, procedures and practices.
- Leverage Board expertise, as needed, to promote University initiatives.
- Build an effective team and develop talent to ensure a proper administrative succession plan.
- Actively engage the internal and external community, understanding their needs and working to fulfill them.
- Serve as a hub of communication, keeping Board members well informed of key issues in a timely fashion.
- Be knowledgeable of and remain in compliance with open meeting and public comment laws (Florida Constitution, Article II, Section 8), also known as "Sunshine Laws".

Behaviors:

- Act in a professional manner at all times, understanding that he/she is representing the University at all times.
- Be open, honest, direct and respectful in his/her communication.
- Listen actively and communicate effectively to facilitate positive collaboration.
- Be politically savvy.
- Be accessible.
- Act in a trustworthy manner
- Operate transparently and objectively, setting aside personal interests and avoiding and disclosing conflicts.
- Exhibit respect for both the role of the Board and the individuals serving on the Board.



Florida Agricultural and Mechanical University Board of Trustees Compact

Chair's Expectations – Constructs 4-5

CONSTRUCT 4: The Chair can expect the President to

Actions:

- Exhibit strong leadership skills, acting in an ethical manner and in the University's best interest at all times.
- Demonstrate a willingness to learn, grow and accept feedback.
- Serve as the "standard bearer" for excellence.
- Understand his/her environment in order to gauge when change is needed.
- Use sound judgment to make difficult, yet fair, decisions and take decisive action.
- Share the context of his/her concerns, decisions and actions.
- Understand and appreciate the roles and responsibilities of the Chair and the Board as policymakers.
- Listen to and address Board concerns.
- Be knowledgeable of University policies, procedures and practices.
- Leverage Board expertise, as needed, to promote University initiatives.
- Build an effective team and develop talent to ensure a proper administrative succession plan.
- Actively engage the internal and external community, understanding their needs and working to fulfill them.
- Serve as a hub of communication, keeping Board members well informed of key issues in a timely fashion.
- Be knowledgeable of and remain in compliance with open meeting and public comment laws (Florida Constitution, Article II, Section 8), also known as "Sunshine Laws".

Behaviors:

- Act in a professional manner at all times, understanding that he/she is representing the University at all times.
- Be open, honest, direct and respectful in his/her communication.
- Listen actively and communicate effectively to facilitate positive collaboration.
- Be politically savvy.
- Be accessible.
- Act in a trustworthy manner
- Operate transparently and objectively, setting aside personal interests and avoiding and disclosing conflicts.
- Exhibit respect for both the role of Chair and the individual serving as Chair.



Florida Agricultural and Mechanical University Board of Trustees Compact

CONSTRUCT 5: The Chair can expect the Board to

Actions:

- Exhibit strong leadership skills, acting in an ethical manner and in the University's best interest at all times.
- Understand and be accountable for their roles and responsibilities as policymakers rather than administrators.
- Attend all meetings, orientations and retreats, in-person or via conference, and prepare for said meetings to facilitate active participation.
- Know the University's mission, governance, policies, financing, strategic plans, and performance funding metrics as outlined by the Florida Board of Governors.
- Exhibit full commitment to effective and efficient Board operations and communication norms, including knowledge of and adherence to Board bylaws.
- Be knowledgeable of and remain in compliance with open meeting and public comment laws (Florida Constitution, Article II, Section 8), also known as "Sunshine Laws".
- Demonstrate a willingness to learn, grow and accept feedback.
- Share the context of their concerns with the Chair, the President or the President's proxy.
- Listen to and address the President's concerns.
- Use sound judgment to make difficult, yet fair, decisions and take decisive action.
- Support the Chair's need to build consensus, presenting a unified front after decisions have been made.
- Support the President as he/she is the exclusive agent of the University and carries out delegated authority for all academic, administrative, fiscal, and human resource matters.
- Serve as advocates for the University.
- Leverage their expertise, as requested, to promote University initiatives.
- Serve as positive role models for the internal and external community.
- Participate in University events.
- Permit the University to operate in an agile manner.
- Allow him/her to serve as the Board's primary spokesperson on University issues, including Board actions.

Behaviors:

- Act in a professional manner at all times, understanding that he/she is representing the University at all times.
- Be open, honest, direct and respectful in his/her communication.
- Listen actively and communicate effectively to facilitate positive collaboration.
- Be politically savvy.
- Be accessible.
- Act in a trustworthy manner
- Operate transparently and objectively, setting aside personal interests and avoiding and disclosing conflicts.
- Exhibit respect for both the Office of President and the individual serving as President.



Florida Agricultural and Mechanical University Board of Trustees Compact

President's Expectations – Constructs 6-7

CONSTRUCT 6: The President can expect the Chair to

Actions:

- Exhibit strong leadership skills, acting in an ethical manner and in the University's best interest at all times.
- Understand and be accountable for his/her role and responsibilities as Chair.
- Understand the roles and responsibilities of the Board as policymakers rather than administrators.
- Attend all meetings, orientations and retreats, in-person or via conference, and prepare for said meetings to facilitate active participation.
- Know the University's mission, governance, policies, financing, strategic plans, and performance funding metrics as outlined by the Florida Board of Governors.
- Exhibit full commitment to effective and efficient Board operations and champion communication norms, including knowledge of and adherence to Board bylaws.
- Be knowledgeable of and remain in compliance with open meeting and public comment laws (Florida Constitution, Article II, Section 8), also known as "Sunshine Laws".
- Demonstrate a willingness to learn, grow and accept feedback.
- Share the context of his/her concerns with the President or the President's proxy.
- Listen to and address the President's concerns.
- Use sound judgment to make difficult, yet fair, decisions and take decisive action.
- Engage with individual Board members and share their points of view.
- Build consensus and carry it forward, even if the consensus differs from his/her point of view.
- Support the President as he/she is the exclusive agent of the University and carries out delegated authority for all academic, administrative, fiscal, and human resource matters.
- Leverage his/her expertise, as requested, to promote University initiatives.
- Serve as the primary advocate for the University.
- Keep abreast of important University matters through communication with the President, the Office of the President and the Senior Leadership Team.
- Support the President and his/her administration, providing advice and counsel.
- Serve as a positive role model for the internal and external community.
- Participate in University events.
- Permit the University to operate in an agile manner.
- Serve as the Board's primary spokesperson on University issues, including Board actions.

Behaviors:

- Act in a professional manner at all times, understanding that he/she is representing the University at all times.
- Be open, honest, direct and respectful in his/her communication.
- Listen actively and communicate effectively to facilitate positive collaboration.
- Be politically savvy.
- Be accessible.
- Act in a trustworthy manner
- Operate transparently and objectively, setting aside personal interests and avoiding and disclosing conflicts.
- Exhibit respect for both the Office of President and the individual serving as President.



Florida Agricultural and Mechanical University Board of Trustees Compact

CONSTRUCT 7: The President can expect the Board to

Actions:

- Exhibit strong leadership skills, acting in an ethical manner and in the University's best interest at all times.
- Understand and be accountable for their roles and responsibilities as policymakers rather than administrators.
- Attend all meetings, orientations and retreats, in-person or via conference, and prepare for said meetings to facilitate active participation.
- Know the University's mission, governance, policies, financing, strategic plans, and performance funding metrics as outlined by the Florida Board of Governors.
- Exhibit full commitment to effective and efficient Board operations and communication norms, including knowledge of and adherence to Board bylaws.
- Be knowledgeable of and remain in compliance with open meeting and public comment laws (Florida Constitution, Article II, Section 8), also known as "Sunshine Laws".
- Demonstrate a willingness to learn, grow and accept feedback.
- Share the context of their concerns with the Chair, the President or the President's proxy.
- Listen to and address the President's concerns.
- Use sound judgment to make difficult, yet fair, decisions and take decisive action.
- Support needed change as identified by the President.
- Leverage their expertise, as requested, to promote University initiatives.
- Serve as advocates for the University.
- Keep abreast of important University matters through communication with the President, the Office of the President and the Senior Leadership Team.
- Support the President as he/she is the exclusive agent of the University and carries out delegated authority for all academic, administrative, fiscal, and human resource matters.
- Serve as positive role models for the internal and external community.
- Participate in University events.
- Permit the University to operate in an agile manner.
- Allow the Chair to serve as the Board's primary spokesperson on University issues, including Board actions.

Behaviors:

- Act in a professional manner at all times, understanding that he/she is representing the University at all times.
- Be open, honest, direct and respectful in his/her communication.
- Listen actively and communicate effectively to facilitate positive collaboration.
- Be politically savvy.
- Be accessible.
- Act in a trustworthy manner
- Operate transparently and objectively, setting aside personal interests and avoiding and disclosing conflicts.
- Exhibit respect for both the Office of President and the individual serving as President.



Florida Agricultural and Mechanical University Board of Trustees Compact

Communications Expectations – Constructs 8-10

CONSTRUCT 8: With respect to communications with the Media, the Public and the University community, the Chair and the Board can expect the President and his/her administration to

- Keep the Board well informed of key issues in a timely fashion.
- Recognize that the President is the official spokesperson for the University and the Chair is the official spokesperson for the Board.
- Abstain from communication that is inconsistent with Board decisions or that is adverse to the University.
- Abstain from communication with the media on actionable items that may come before or are being considered by the Board.
- Act in a coordinated manner with respect to Board policies and decisions.
- Develop a comprehensive communication strategy to facilitate timely and appropriate responses to issues and events.
- Understand the 24-hour news cycle and the need to proactively address issues.
- Actively distribute positive University news across diverse media platforms to advance the FAMU brand globally.
- Cultivate effective relationships with the media across delivery platforms.
- Respond to media requests in a timely fashion.
- Provide consistent, accurate communications that convey University values.

CONSTRUCT 9: With respect to communications with the Media, the Public and the University community, the President and his/her administration can expect the Chair to

- Serve as the Board's primary spokesperson on University issues, including Board actions.
- Abstain from communication that is inconsistent with Board decisions or that is adverse to the University, the President or his/her administration.
- Abstain from communication with the media on actionable items that may come before or are being considered by the Board.
- Act in a coordinated manner with the President.
- Act responsibly when communicating with the media regarding his/her role beyond his/her statutory role as Chair (cautionary boundary).
- Regularly view the University website and read the FAMUINFO email blasts to stay abreast of University activities, press releases and activities.



Florida Agricultural and Mechanical University Board of Trustees Compact

CONSTRUCT 10: With respect to communications with the Media, the Public and the University community, the President and his/her administration can expect the Board to

- Direct all formal communications to the Chair or the Office of Communications.
- Convey that any public comments are individual opinions.
- Speak on behalf of the University only when specifically authorized to do so by the Chair.
- Abstain from communication that is inconsistent with Board decisions or that is adverse to the University, the President or his/her administration.
- Abstain from communication with the media on actionable items that may come before or are being considered by the Board.
- Act in a coordinated manner and abstain from preceding the President, or the Chair, in his/her communications.
- Act responsibly when communicating with the media regarding their roles beyond their statutory roles as Board members (cautionary boundary).
- Regularly view the University website and read the FAMUINFO email blasts to stay abreast of University activities, press releases and activities.