



Governance Committee

Presented by Trustee Dortch

Board of Trustees Meeting, March 4, 2020

President's Evaluation

Dr. Melanie Wicinski
Director, Office of Assessment

Revised Survey



http://famucollege1.qualtrics.com/jfe/form/SV_3law5Nz3l17Rd1b

Changes

Original Format

Paper and Pencil Responses

3-point Responses:
Not Met, Met, Exceeds

11 Factors (65 Questions)

- Annual Goals
- Strategic Leadership (6)
- Educational Leadership (6)
- Organizational Management (9)
- Financial Management (5)
- Work Plan (2)
- Fundraising (5)
- External Relations (7)
- Internal Relations (5)
- Board and Governance Relations (8)
- Personal Characteristics and Values (12)

New Format

Cloud-based Format

5-point Responses:
Superior, Above Average, Average, Below Average, Poor

6 Factors (23 Questions)

- Annuals Goals
- Leadership (5)
- Management
 - Organizational (3)
 - Financial (2)
- Fundraising (2)
- Communication (3)
- Relations
 - Internal and External (6)
 - Board and Governance (2)

Following each factor/sub-factor a box is provided for detailed feedback

Revisions

Each section, sub-factor and individual questions were reviewed to ensure they were:

- Not repetitive
- In the correct section
- Relevant

Changes made:

- Annual Goals: Attaining and Communicating
Communicating removed
Final question regarding communicating remains
- Leadership
Original 2 sub-factors were combined
- Relations
Original 3 sub-factors were combined to create 2:
Internal and External; Board and Governance
- Personal Values Removed

Priorities and Goals

Annual Priorities and Goals

Please rate how effective the President was in attaining annual goals (Goals 1-4):

	Superior	Above Average	Average	Below Average	Poor	
Goal 1: Achieve an overall score on the metrics evaluated under the Performance Based Funding Model of at least 71 points for 2019-20 and moving to 80 points for 2020-21	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Please provide feedback regarding the President's performance on attaining annual goals.
Goal 2: Increase the University's four-year graduation rate from 22.5% to 30%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Please provide feedback regarding the President's performance on communicating annual goals.
Goal 3: Achieve first-time licensure pass rates that meet or exceed state or national benchmarks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Goal 4: Increase annual giving by 5% and continue plans to launch a capital campaign	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Revisions

Each section, sub-factor and individual questions were reviewed to ensure they were:

- Not repetitive
- In the correct section
- Relevant

Changes made:

- Annual Goals: Attaining and Communicating
Communicating removed
Final question regarding communicating remains
- Leadership
Original 2 sub-factors were combined
- Relations
Original 3 sub-factors were combined to create 2:
Internal and External; Board and Governance
- Personal Values Removed

Leadership

How effective is the President in **Leadership**:

	Superior	Above Average	Average	Below Average	Poor
Discerns the meaning of trends and determines best how FAMU can thrive within them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leads stakeholders in strategic initiatives that drive the forces of change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages and enables innovation in academic offerings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assures academic quality by using evidence to improve performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands the educational needs of FAMU's population and advocates for student support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Revisions

Each section, sub-factor and individual questions were reviewed to ensure they were:

- Not repetitive
- In the correct section
- Relevant

Changes made:

- Annual Goals: Attaining and Communicating
Communicating removed
Final question regarding communicating remains
- Leadership
Original 2 sub-factors were combined
- Relations
Original 3 sub-factors were combined to create 2:
Internal and External; Board and Governance
- Personal Values Removed

Relations

Relations

- Relations contains two sub-factors:
- Internal and External Relations
 - Board and Governance Relations

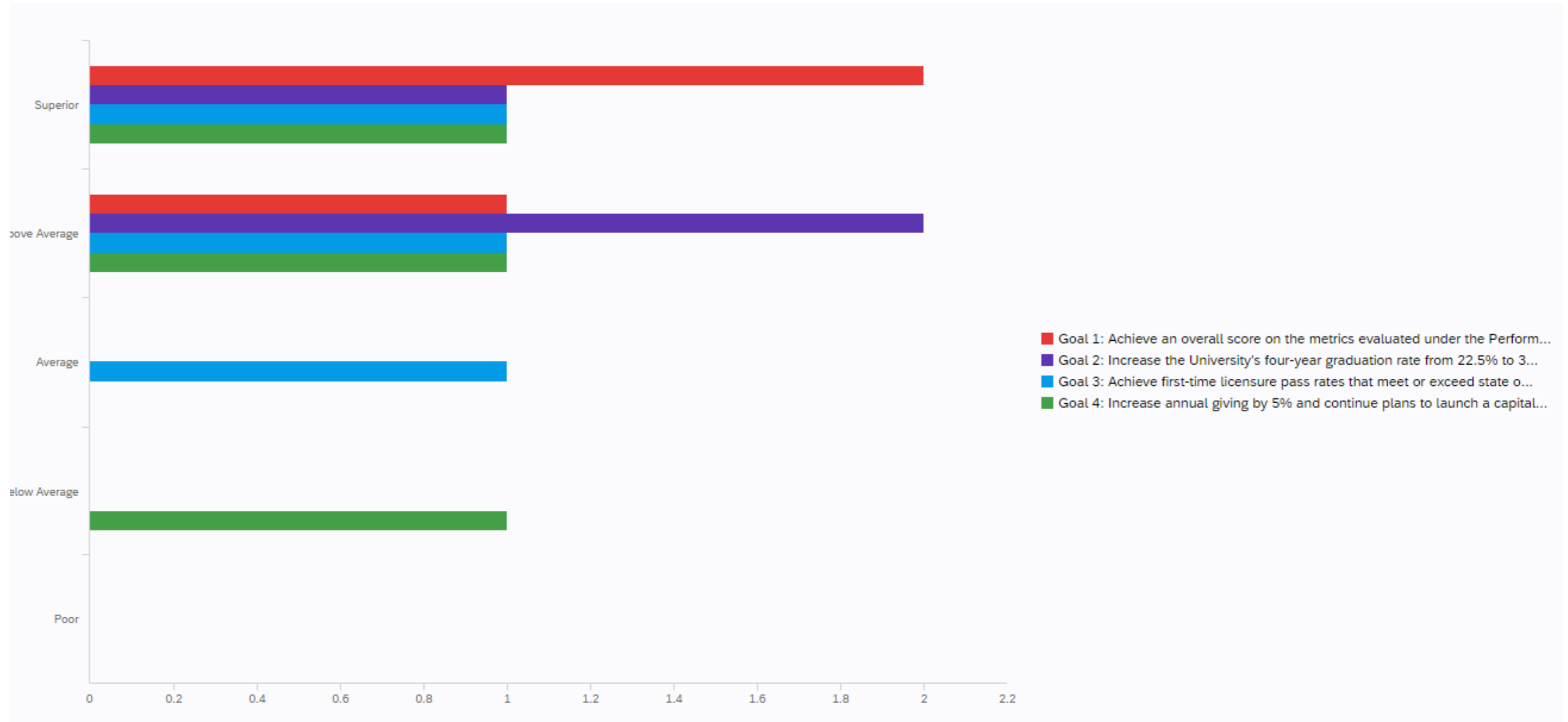
How effective is the President in **Internal and External Relations**:

	Superior	Above Average	Average	Below Average	Poor
Actively works to build and protect the positive aspects of the culture and ensures consistency across the institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crafts a shared vision that reflects the views of all key stakeholders and articulates a clear strategy that guides action and keeps individual behavior on track	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates a common standard with faculty and staff to raise academic standing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partners with external organizations to build relationships that deliver on revitalization efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partners with external organizations to build relationships to continue and increase research and community service opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds strong relationships that demonstrate trust	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

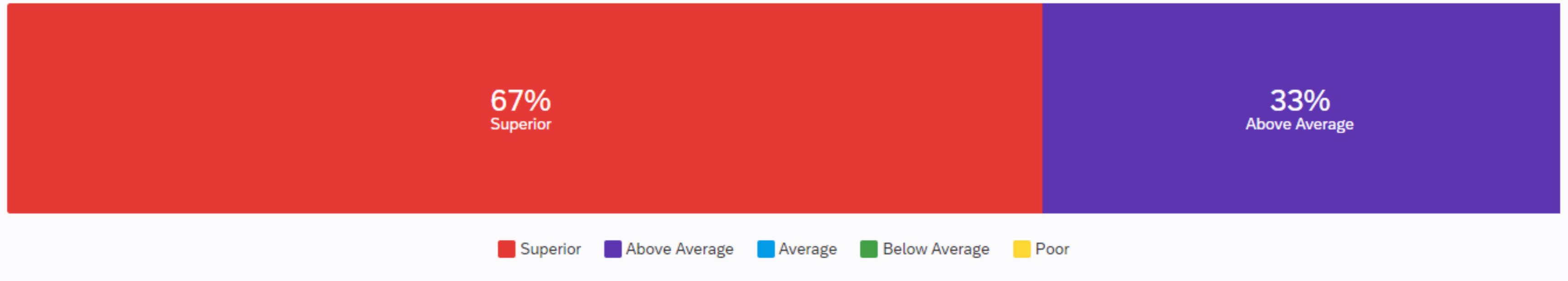
How effective is the President in **Board and Governance Relations**:

	Superior	Above Average	Average	Below Average	Poor
Partners effectively with the Board of Trustees to identify strategic priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participates in academic governance and collaborative decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Results Reporting



Results Reporting



Results Reporting

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Goal 1: Achieve an overall score on the metrics evaluated under the Performance Based Funding Model of at least 71 points for 2019-20 and moving to 80 points for 2020-21	4.00	5.00	4.67	0.47	0.22	3
2	Goal 2: Increase the University's four-year graduation rate from 22.5% to 30%	4.00	5.00	4.33	0.47	0.22	3
3	Goal 3: Achieve first-time licensure pass rates that meet or exceed state or national benchmarks	3.00	5.00	4.00	0.82	0.67	3
4	Goal 4: Increase annual giving by 5% and continue plans to launch a capital campaign	2.00	5.00	3.67	1.25	1.56	3

Any Questions?

President's Goal Setting and Evaluation Timelines

2020/2021 President's Goal Setting Timeline

May 1 – June 30	President Robinson will work on proposed goals for 2020/2021.
July 1	President Robinson will provide his proposed goals to the BOT chair.
July 2	Chair Lawson will provide to the Governance Committee the proposed 2020/2021 performance goals and objectives produced by President Robinson. Note: The Committee will work collaboratively to reach mutual agreement with President Robinson regarding the annual goals and objective for the succeeding year.
August 5	The Governance Committee will consider for approval, the proposed 2020/2021 goals and objectives presented by President Robinson.
August 6	The Board will meet to approve the 2020/2021 performance goals and objectives and other such criteria as deemed appropriate by the Board.

2019/2020 President's Evaluation Timeline

May 1 - 31	<p>The Governance Committee Chair will meet with President Robinson to discuss the following:</p> <ol style="list-style-type: none"> 1. The evaluation process 2. Any feedback/suggestions that he would like to contribute related to the aforementioned items.
June 1 – 29	<p>President Robinson will initiate a self-appraisal/assessment of his performance as it pertains to the Board approved goals and objectives for the 2019/2020 performance review period and other such criteria as deemed appropriate by the Board.</p>
July 1 – 24	<p>Each Board member will evaluate President Robinson's performance for 2019/2020. Each Board member will be provided the following: President Robinson's self-appraisal and the approved evaluation tool for the 2019/2020 performance review period. The SUS Chancellor will provide feedback regarding President Robinson's performance.</p> <p><i>Note: The Governance Committee, in collaboration with the Office of University Assessment, will compile the feedback received from individual board members.</i></p>
August 3	<p>The Governance Committee will provide President Robinson with a draft summary of the evaluation report.</p>
August 5	<p>The Governance Committee will meet and approve its final draft of the evaluation report.</p>
August 6	<p>The Governance Committee will present the evaluation report to the Board.</p>

Board of Trustees' Self-evaluation

Revised Survey



http://famucol1.qualtrics.com/jfe/form/SV_0AmstcelQjsqCpL

Changes

Original Format

Cloud-based Format

Performance-based, but few compliance questions

No specific organization

Statements with 5-point responses:
Strongly Agree, Agree, Ambivalent, Disagree, Strongly Disagree

21-24 Questions

- Some Display Logic
- Open-ended Questions (3)

New Format

Cloud-based Format

Combination of performance-based and compliance

Specific organization that is similar to President's Evaluation

Statements with 5-point responses:
Superior, Above Average, Average, Below Average, Poor

5 Factors (19 Questions)

- Board Organization, Governance and Leadership (6)
- Policy (3)
- University Operations and Performance (5)
- Institutional Sustainability (3)
- Board Education (3)
- Strengths
- Opportunities
- Open-ended Questions (4)

Format

Board Organization, Governance and Leadership

Please rate the Board performance on each statement.

	Superior	Above Average	Average	Below Average	Poor
Board officer, committee and member responsibilities are clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board operates as a cohesive unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board committees effectively assist the Board in its work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All Board members participate in the decision-making process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chair is effective in his role (allows all to be heard, delegates responsibility appropriately, and is well-prepared for meetings)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board interfaces well with the President to work together for the success of FAMU.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback regarding **Board Organization, Governance, and Leadership**.

Format

In your opinion, what are the **top three strengths** of the Board?

Please list in rank order.

Click in each column to write your response.

1	<input type="text"/>
2	<input type="text"/>
3	<input type="text"/>

In your opinion, what are the **top three opportunities (i.e weaknesses)** of the Board?

Please list in rank order.

Click in each column to write your response.

1	<input type="text"/>
2	<input type="text"/>
3	<input type="text"/>

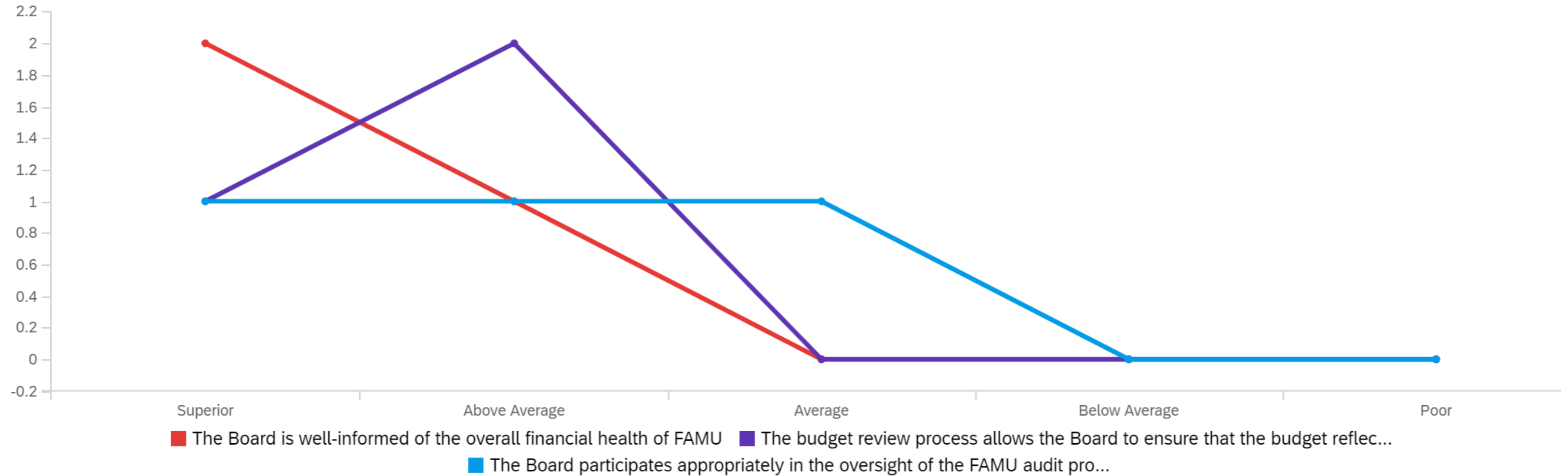
Format

What are the major accomplishments of the Board in the last year?

The Association of Governing Boards outlines the Board of Trustees' role as setting the tone and helping to move the University in a positive direction. What role do you feel you contribute to the overall success of FAMU?

As a trustee, I would like to see the following changes in how the Board operates.

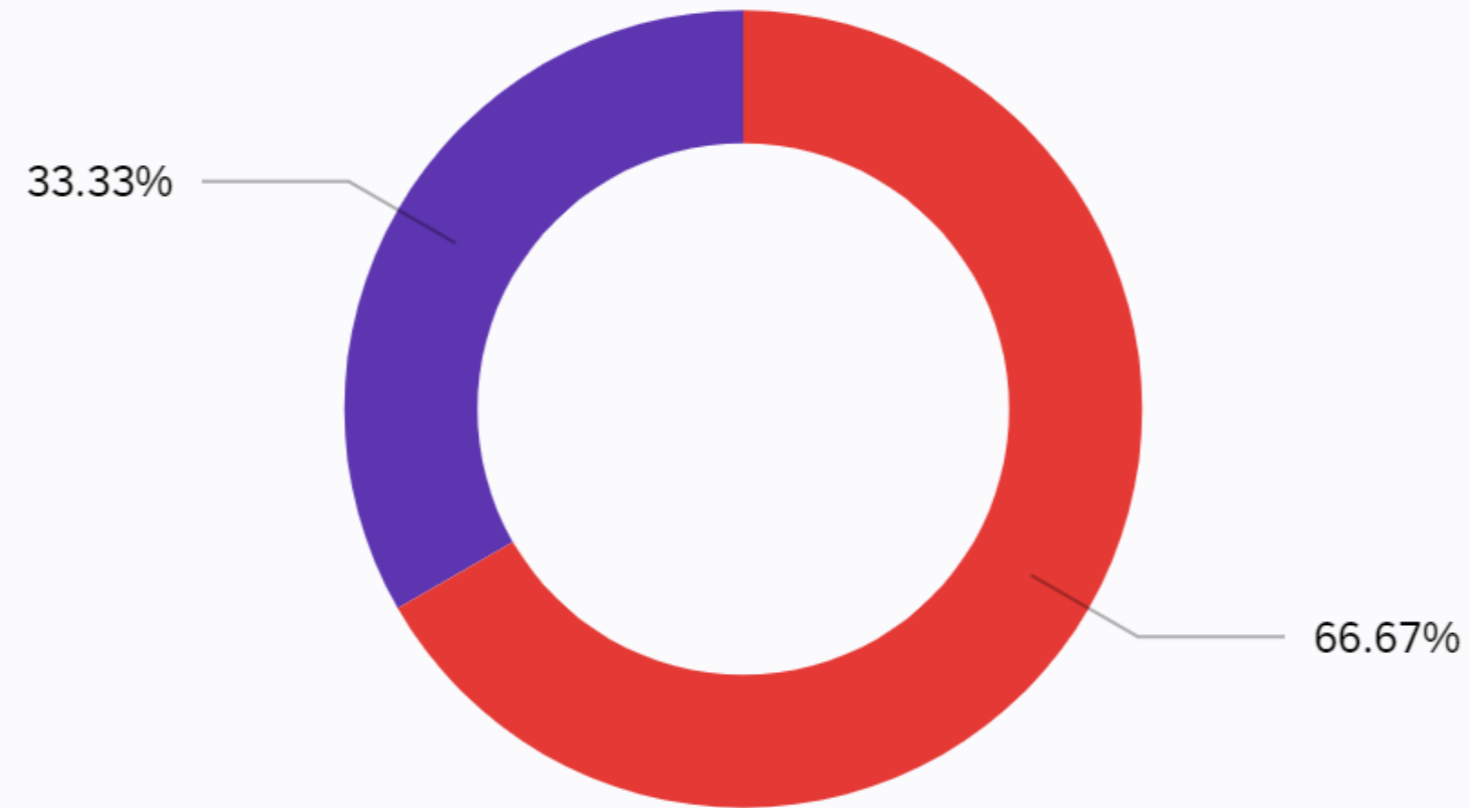
Results Reporting



Results Reporting

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The Board periodically reviews and evaluates its policies	4.00	5.00	4.67	0.47	0.22	3
2	The Board has clarified its policy role and the roles of the President, staff, and faculty	4.00	5.00	4.33	0.47	0.22	3
3	The Board advocates for and defends FAMU	3.00	5.00	4.00	0.82	0.67	3

Results Reporting



■ Superior ■ Above Average ■ Average ■ Below Average ■ Poor

Any Questions?



Government Relations Update

Presented by Danielle McBeth

Board of Trustees Meeting, March 4, 2020

FY 2020-2021 Florida Budget

EDUCATION & GENERAL ALLOCATIONS							
	FY 2019-2020	2020-21 Governor Recommendation	Net Difference	2020-2021 House Recommendation	Net Difference	2020-21 Senate Recommendation	Net Difference
General Revenue	72,028,521	64,033,902	(7,994,619)	69,426,743	(2,601,778)	70,150,543	(1,877,978)
Lottery	19,948,565	19,881,878	(66,687)	22,988,221	3,039,656	11,664,419	2,715,854
Student Fees	67,801,614	67,801,614	-	67,801,614	-	67,801,614	-
Grand Total	159,778,700	151,717,394	(8,061,306)	160,216,578	437,878	160,616,576	837,876
PRIORITY BUDGET ALLOCATIONS							
FAMU-FSU Engineering	14,541,522	14,541,522	-	14,541,522	-	14,541,522	-
Central Plant Improvements	-	-	-	-	-	2,000,000	2,000,000
Peaden Education Center (Crestview)	1,500,000	-	(1,500,000)	1,000,000	(500,000)	1,500,000	-
Need Based Financial Aid	624,417	624,417	-	624,417	-	624,417	-
Black Male Explorers Program	164,701	164,701	-	164,701	-	164,701	-
Brooksville Research	-	-	-	100,000	100,000	-	-

FY 2020-2021 Legislative Budget Requests

Priority	Request
Strategic Investments to Increase Student Success	<ul style="list-style-type: none"> ➤ \$13.6 million Recurring ➤ \$1.4 million Non-Recurring
Integrated Advancement for the FAMU-FSU Joint College of Engineering	<ul style="list-style-type: none"> ➤ \$6.5 million Recurring ➤ Flat funding of \$14.5 million currently in House and Senate Budget Proposal ➤ Included as top system-wide BOG priority for 2020-2021
Brooksville Agricultural and Environmental Research Station (BAERS)	<ul style="list-style-type: none"> ➤ \$2.2 million Non-Recurring
Public Education and Capital Outlay (PECO)	<ul style="list-style-type: none"> ➤ Maintain \$2 million in the House and Senate Budget Proposals in the final 2020-2021 Budget
Pillars of Excellence/Improving 21st Century Health & Wellness	<ul style="list-style-type: none"> ➤ \$4.5 million Recurring ➤ \$5.2 million Non-Recurring

FY 2020-2021 Funding & Policy Priorities

Priority

Request

College of Pharmacy – Peaden Education
Center Crestview, FL

- Support \$1.5 million allocation in FY 2020-2021 budget
- House proposed budget reduces funding by \$500,000

Black Male Explorers Program

- Maintain \$164,701 in the final FY 2020-2021 budget

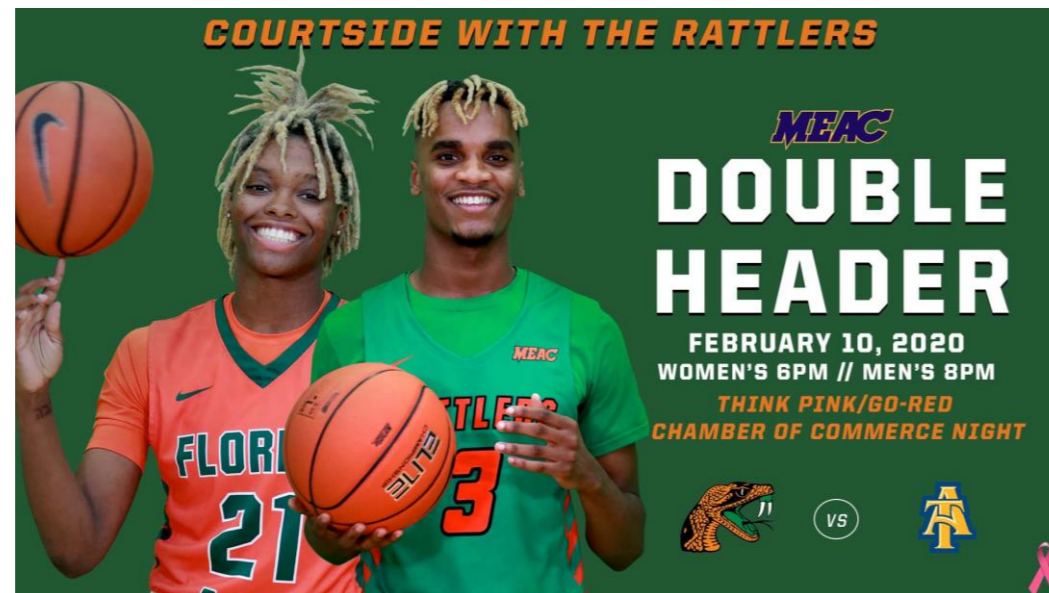
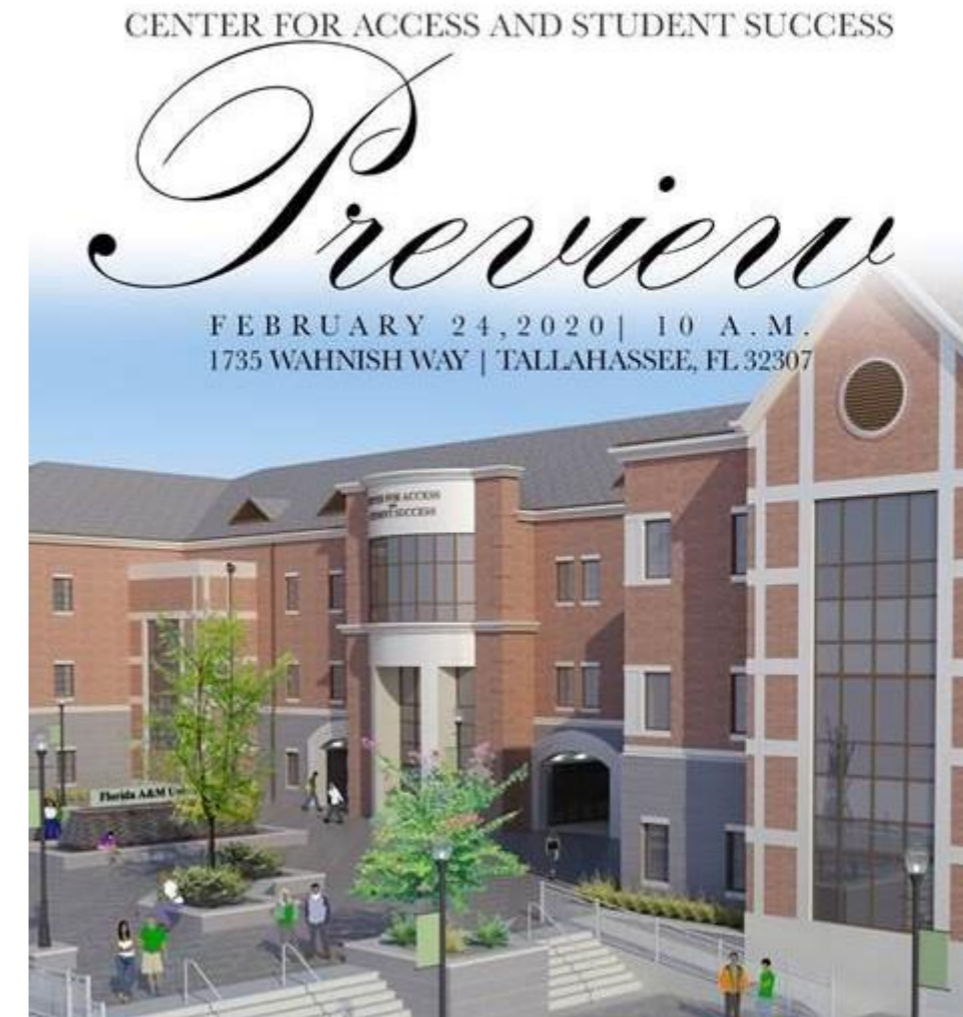
Postsecondary Fee Waivers

- Support passage of SB 1320 and HB 819

Food & Housing Insecurity

- Support passage of HB 3419

Public Engagement




Public Engagement



Tallahassee Democrat.
PART OF THE USA TODAY NETWORK

OPINION
Our legislative requests are investments in student success | Larry Robinson



Dr. Larry Robinson, president of Florida A&M University (Photo: FAMU)

Published 6:00 a.m. ET Feb. 6, 2020

FAMU Day at the Capitol is an annual reminder of the bond that exists with the Florida Legislature, the people who elected them, and Florida A&M University. It is also a time to enlighten legislators, alumni and supporters about what is needed to sustain and enhance educational programs that contribute to the success of our students, economic development, the well-being of communities and the preservation of ecological treasures.

I am grateful to the Florida Legislature, our Board of Trustees, alumni and all stakeholders who helped secure our 2019 legislative priorities, including the request for \$24.8 million to complete the Center for Access and Student Success (CASS).

Even now, the skyline of our Tallahassee main campus is being altered by the 73,000-square-foot building that will house all key student services under one roof. CASS is foundational to our top priority – student success.

We are making progress and view our 2020 legislative priorities as strategic investments that will reap great returns. We are committed to attracting high achieving students, helping them graduate in four years, preparing them for successful careers and inspiring them to enrich the communities in which they live.

Photographs provided by Tori Schneider, Tallahassee Democrat/USA Today Network, Office of the Governor and Office of FAMU Communications

116th Congress

- **Future Act Passage**
- **FY 2021 President's Budget Proposal**
- **FY 2021 Programmatic Funding Requests**
- **Higher Education Act Reauthorization**
- **Disaster Supplemental Appropriations**
- **Opportunity Zones**



“At FAMU, Great Things are Happening Every Day!”