

## **Presidential Search Committee Charge**

### **About the University**

Florida Agricultural and Mechanical University (FAMU) was founded on October 3, 1887, as the State Normal College for Colored Students. From its modest beginnings with two instructors and 15 students, to its designation in 1909 as Florida Agricultural and Mechanical College for Negroes (FAMC), to its elevation to university status in 1953, FAMU has evolved into a comprehensive 1890 land-grant, doctoral research university that has distinguished itself as a national leader in many areas.

Throughout its 134-year journey, FAMU has maintained a rich tradition in academics, research, and service. FAMU has made immeasurable contributions to the state of Florida and nation by producing thousands of successful alumni, uplifting families and communities, advancing knowledge through teaching and research, and engaging in impactful community outreach and service activities.

Today, FAMU enrolls over 9,000 students, is highly regarded as No. 81 among the 2025 U.S. News & World Report Top Public Universities, the highest-ranked public Historically Black College and University (HBCU) for the sixth consecutive year, and third among all private and public HBCUs. FAMU is part of the 12-member State University System of Florida.

FAMU also ranked No. 20 on the U.S. News & World Report's Social Mobility Index, an indication of the ability of Florida's only public HBCU to change the economic trajectory of graduates and their families for generations to come.

FAMU's excellence as an institution of higher learning stems in part from the University's unique, long-standing position as an 1890 land-grant institution that grew out of the vision that higher education was important to the future of the state. The path along FAMU's journey has been illuminated and illustrated by the brilliance of students, genius of faculty, dedication of nurturing staff, generosity of alumni and donors, and the wisdom of administrators, all committed to a common mantra: "Excellence with Caring."

The vision of Florida Agricultural and Mechanical University is to become a leading national public university that is internationally renowned for its competitive graduates, transformative research, and innovative practices. Boldly Striking, the 2022-2027 Strategic Plan, sets forth the next journey in our continued progress by building on the University's distinctive identity, enhancing the quality of the student educational experience, elevating performance against internal and external metrics, fostering faculty excellence, and positioning FAMU to become a Carnegie classified R1 research institution.

## **Scope of Search**

To build on this momentum, the next President of Florida A&M University should be an outcomes-focused leader that can effectively manage talent to enable a high-performance culture; engage, influence, and build consensus among diverse stakeholders; and adapt and innovate to effectively respond to the evolving educational landscape.

The FAMU Presidential Search Committee is charged with conducting a nationwide search and submitting more than two qualified applicants, selected by a majority vote of the Search Committee, to the Board of Trustees for consideration and selection of the next University President.

## **Committee Responsibilities**

The Search Committee, with the assistance of an executive search firm, will be responsible for conducting the following activities consistent with the requirements of Board of Governors Regulation 1.002, Presidential Search and Selection:

- Overseeing a webpage on the University's website that is dedicated to the search and includes information on the means for stakeholders to provide input;
- Establishing a calendar of public events for the process that takes into account the need to align the timing of the selection process with the estimated timeline specified by the Board of Trustees, to the extent feasible, and meeting dates of the Board of Trustees and the Board of Governors for purposes of the confirmation process;
- Developing recommended position criteria that are consistent with Florida A&M University's mission, strategic plan and aspirational goals, which shall be approved by the Board of Trustees;
- Establishing a range of compensation for the new President, based on an executive compensation analysis, that will be submitted to the Board of Trustees for approval;
- Approving a marketing plan, that will be submitted to the Board of Trustees for approval;
- Identifying individuals who may apply, be nominated, or recruited, considering their experience, qualifications, and leadership capabilities, to produce a pool of qualified applicants;
- Vetting applicants and determining, under the position criteria, the applicants to be interviewed by the Search Committee ensuring that:
  - The committee reviews public records and online resources at least seven days before interviews to narrow down qualified applicants.
  - Concerns found in public records or online resources are discussed with the committee and applicant before advancing to the Board of Trustees.

- Candidate references are thoroughly checked and reviewed by the committee before advancing them to the Board of Trustees.
- Information requested from applicants during vetting must be necessary for a background check or relevant to the position criteria
- Conducting first applicant interviews based on the format and parameters set forth by the Search Committee;
- Recommending an unranked list of final applicants who are qualified under the position criteria to further the FAMU's mission, goals, and priorities for on-campus meetings or forums with the faculty, students, and other stakeholders and for consideration and on-campus interviews by the Board of Trustees, subject to the prior review and approval by the Chair of the Board of Governors and submitting more than two qualified applicants, selected by a majority vote of the Search Committee, to the Board of Trustees for consideration, unless infeasible;
- Informing all members of the Search Committee if any applicant withdraws from consideration prior to the Board of Trustees' consideration of finalists; and
- Notifying the Search Committee Chair and the Chancellor if, at any time during the Search Committee process, a member identifies concerns or issues related to the process or the Search Committee's compliance with law or Board of Governors Regulations.

### **Estimated Timeline**

The timeline for the Search Committee process should begin in December 2024. Organizational and working group meetings will include consultations with the search firm, legal, statutory and confidentiality overview, completion of non-disclosure agreements, development of the website for the search, establishment of a calendar of public events including listening sessions with faculty, students, and other stakeholders, establishment of a range of compensation, and development of the position criteria and marketing plan. The range of compensation, position criteria, and marketing plan must be submitted to the Board of Trustees for approval. By May 2025, the Search Committee should submit its recommended unranked list of qualified applicants to the Board of Trustees, consistent with the requirements of Board of Governors Regulation 1.002(1)(c)9.

This search will be conducted through a process that is transparent, effective, and consistent with state law and with the priorities of the Board of Governors and Florida Agricultural and Mechanical University. The Search Committee's role is extremely important to the future of this institution, and the Board of Trustees sincerely thanks each member of the committee for their willingness to engage in this process with integrity, professionalism, and the same level of excellence we expect from our future President.