



Governance Committee

Presented by Trustee Kimberly Moore, Vice Chair

Board of Trustees Meeting, October 5, 2022

President's Evaluation

Average Ratings															
By Factor			By Trustee												
President	Trustees	Factor	Bell	Cavazos	Clatt	Dortch	Dubose	Harper	Lawson	Moore	Perry	Reed	Stone	Washington	
4.6	4.1	Annual Priorities and Goals	4.4	4.0	3.8	3.5	4.5	3.9	3.7	3.5	4.1	3.9	4.2	3.5	
5.0	4.4	Strategic and Academic Leadership	4.7	5.0	4.7	3.8	5.0	4.5	4.2	3.3	4.8	4.7	4.7	3.5	
5.0	4.2	Organizational Management	5.0	5.0	4.3	3.3	5.0	4.3	3.0	3.3	4.3	4.3	4.7	3.7	
5.0	4.5	Financial Management	5.0	5.0	4.5	4.4	5.0	4.6	4.0	3.6	4.8	5.0	4.8	3.7	
5.0	4.4	Fiscal Administration	5.0	5.0	5.0	4.0	5.0	4.5	4.0	3.5	4.5	5.0	4.5	3.0	
5.0	4.6	Fundraising	5.0	5.0	4.0	4.7	5.0	4.7	4.0	3.7	5.0	5.0	5.0	4.3	
5.0	4.6	Communication	5.0	5.0	5.0	3.3	5.0	5.0	4.3	3.7	4.7	5.0	5.0	4.7	
5.0	4.6	Relations	5.0	5.0	4.9	4.3	5.0	4.6	4.6	3.7	4.8	4.8	5.0	4.1	
5.0	4.6	Internal and External Relations	5.0	5.0	4.8	3.6	5.0	4.6	4.6	3.8	5.0	5.0	5.0	4.2	
5.0	4.6	Board and Governance Relations	5.0	5.0	5.0	5.0	5.0	4.5	4.5	3.5	4.5	4.5	5.0	4.0	
5.0	4.7	Personal Values	5.0	5.0	5.0	3.8	5.0	4.8	4.8	4.0	4.5	5.0	5.0	5.0	

President's 2022/2023 Goals

Goal One (1): Four-year Graduation Rate/Student Retention: Increase the University's four-year graduation rate (*PBF metric*) to 38%; increase second-year retention rate to 90.0%.

Goal Two (2): Improve Licensure Pass Rate: Execute action plans that deliver first-time licensure pass rates of:

4.1 Nursing: 85%

4.2 Law: 80%

4.3 Pharmacy: 90%

4.4 Physical Therapy: 88%

President's 2022/2023 Goals

Goal Three (3): Annual Giving: Increase annual giving to \$15M

Goal Four (4): R&D Expenditures: Increase total R&D expenditures to \$45M

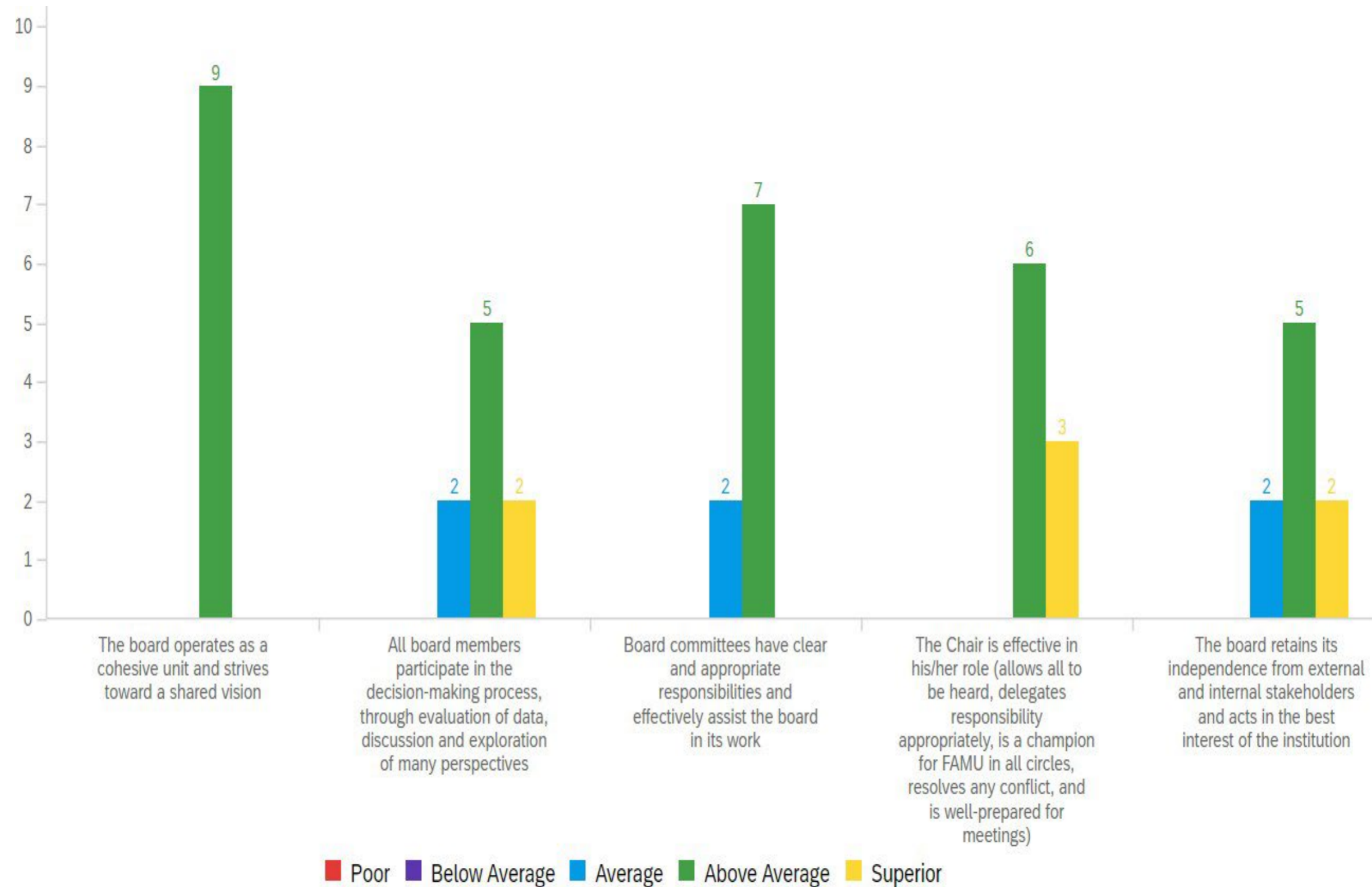
Goal Five (5): Organizational Leadership:

- 5.1 Strategy – Effectively implement the Year-One goals and priorities outlined in the new Strategic Plan.**
- 5.2 Talent Acquisition, Development, Retention, Succession and Organizational Effectiveness**
- 5.3 Create Culture of Accountability (performance matters)/Continue implementation of the Customer Service Improvement Initiative**

President's 2022/2023 Goals

- Goal Six (6):** **University Budget/Fiscal Management:**
- 6.1 Financial Health – Strengthen the University's financial health by achieving or exceeding a minimum debt coverage ratio ≥ 1.0 .**
 - 6.2 Strategic Resource Allocations – Continue to align resource allocations to adequately support the University's annual strategic priorities in all areas including athletics.**
- Goal Seven (7):** **Internal/External Relations: Continue to expand relationship-building with key stakeholders, including students, faculty, staff, Boards, alumni, elected officials (local, state, national), corporations, and the local community.**

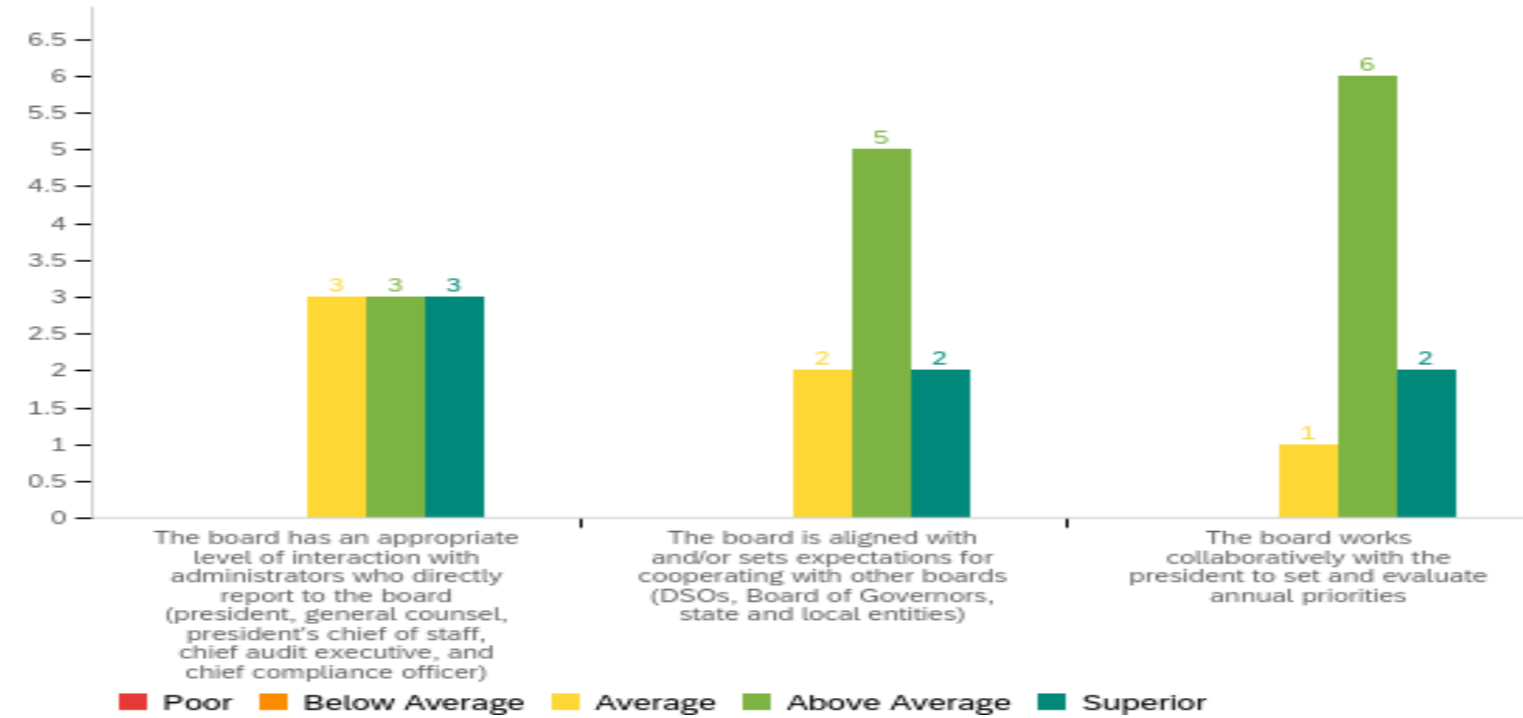
BOT Self-Evaluation



BOT Self-Evaluation

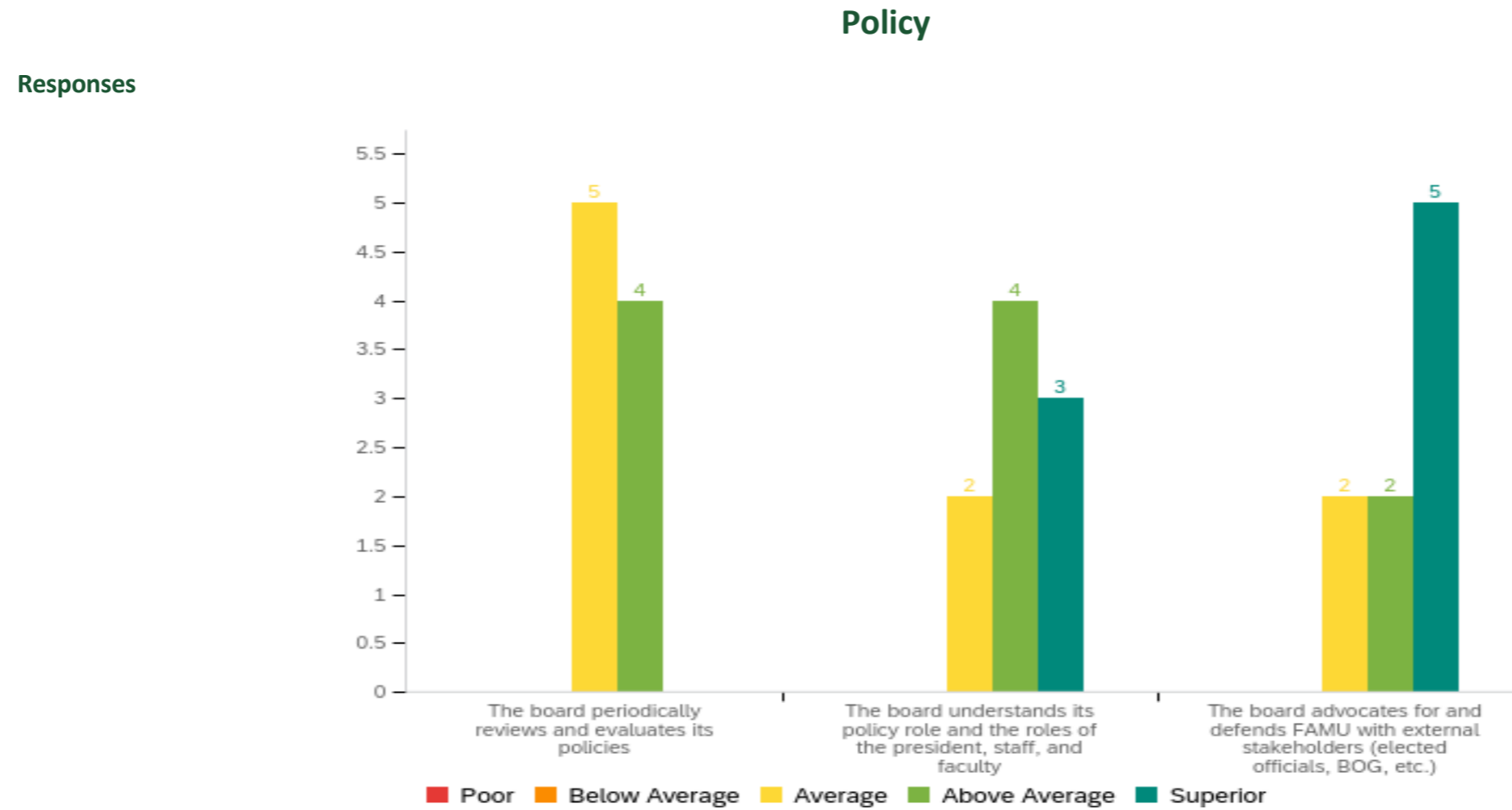
Board Relations

Responses



Response	Response	2020-21 Average	2021-22 Average	Board Relations	Number of Responses by Level				
					Poor	Below Average	Average	Above Average	Superior
4.3	4.0			The board has an appropriate level of interaction with administrators who directly report to the board (president, general counsel, president's chief of staff, chief audit executive, and chief compliance officer)	0	0	3	3	3
4.1	4.0			The board is aligned with and/or sets expectations for cooperating with other boards (DSOs, Board of Governors, state and local entities)	0	0	2	5	2
4.6	4.1			The board works collaboratively with the president to set and evaluate annual priorities	0	0	1	6	2

BOT Self-Evaluation

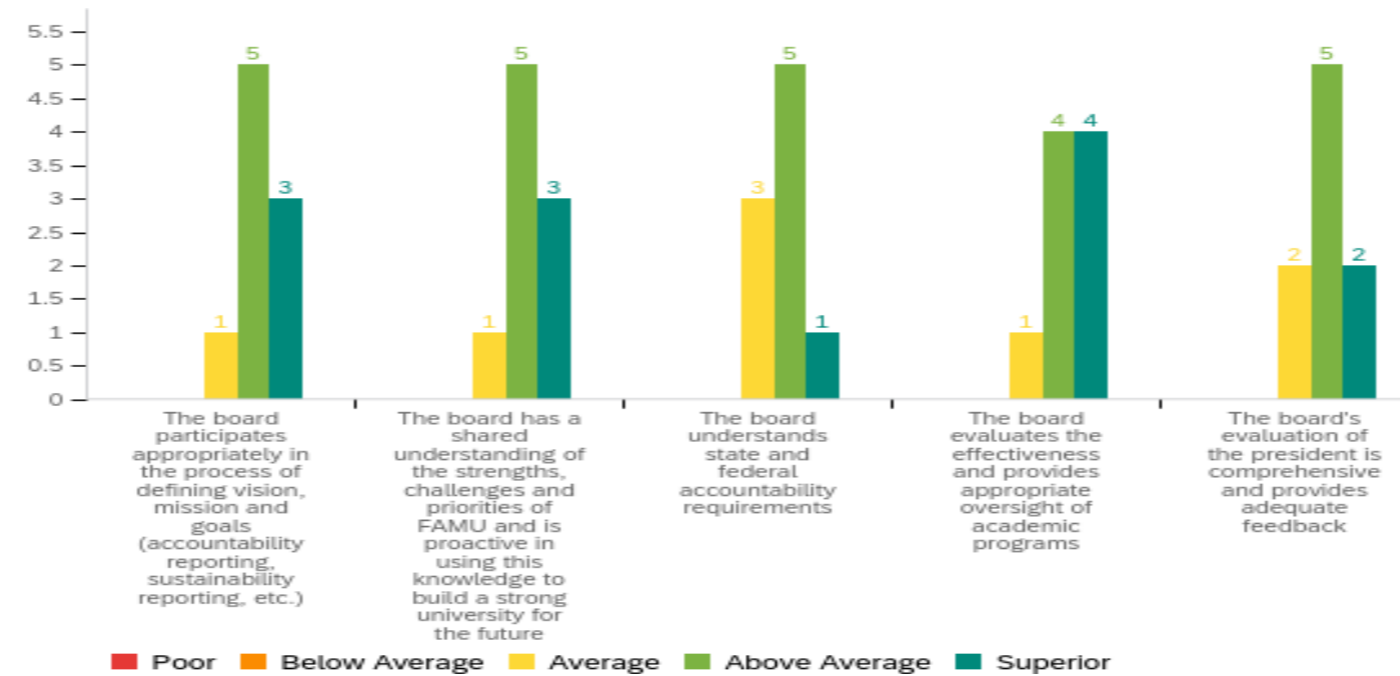


2020-21 Response Average	2021-22 Response Average	Policy	Number of Responses by Level				
			Poor	Below Average	Average	Above Average	Superior
3.6	3.4	The board periodically reviews and evaluates its policies	0	0	5	4	0
4.3	4.1	The board understands its policy role and the roles of the president, staff, and faculty	0	0	2	4	3
4.5	4.3	The board advocates for and defends FAMU with external stakeholders (elected officials, BOG, etc.)	0	0	2	2	5

BOT Self-Evaluation

University Operations and Performance

Responses

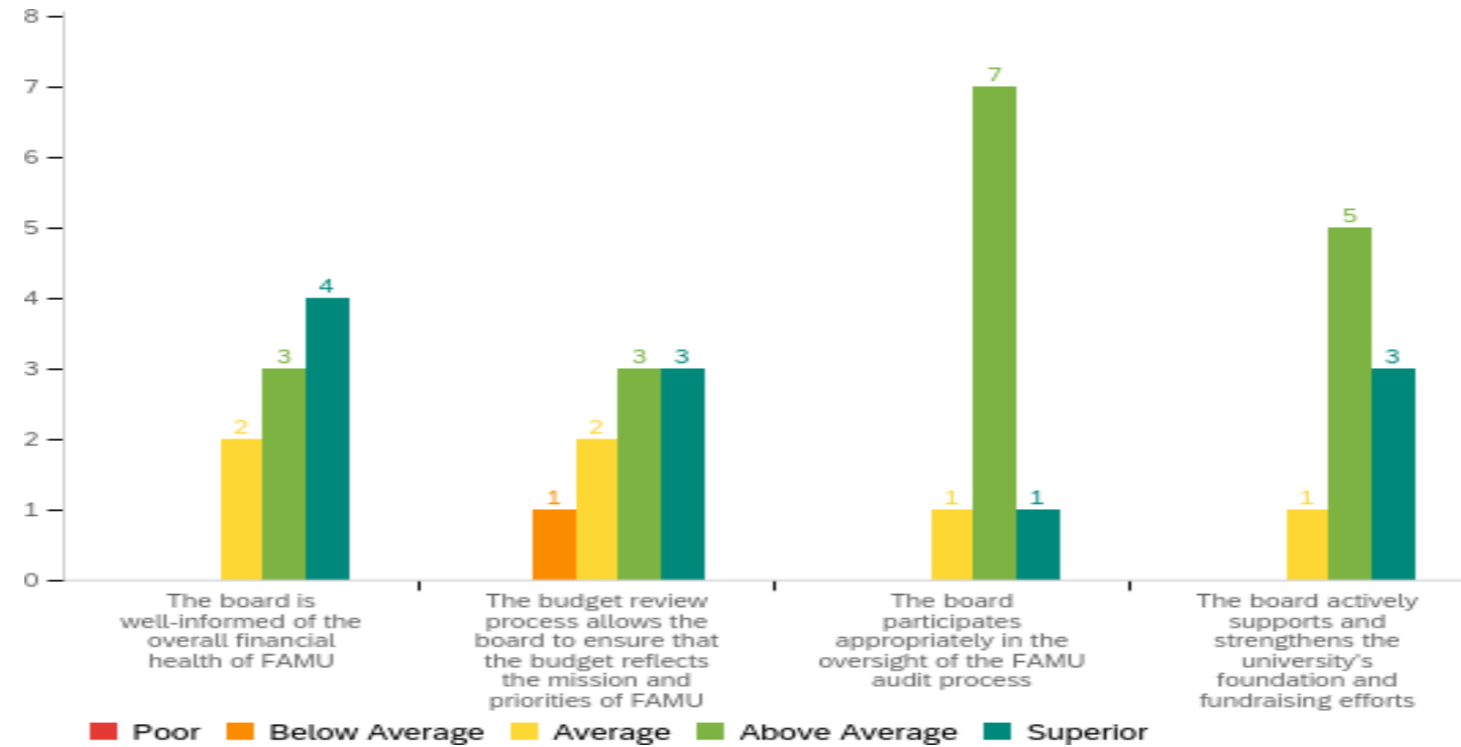


2020-21 Response Average	2021-22 Response Average	University Operations and Performance	Number of Responses by Level				
			Poor	Below Average	Average	Above Average	Superior
4.5	4.2	The board participates appropriately in the process of defining vision, mission and goals (accountability reporting, sustainability reporting, etc.)	0	0	1	5	3
4.6	4.2	The board has a shared understanding of the strengths, challenges and priorities of FAMU and is proactive in using this knowledge to build a strong university for the future	0	0	1	5	3
3.9	3.8	The board understands state and federal accountability requirements	0	0	3	5	1
4.3	4.3	The board evaluates the effectiveness and provides appropriate oversight of academic programs	0	0	1	4	4
4.4	4.0	The board's evaluation of the president is comprehensive and provides adequate feedback	0	0	2	5	2

BOT Self-Evaluation

Institutional Sustainability

Responses



2020-21 Response Average	2021-22 Response Average	Institutional Sustainability	Number of Responses by Level				
			Poor	Below Average	Average	Above Average	Superior
4.3	4.2	The board is well-informed of the overall financial health of FAMU	0	0	2	3	4
4.4	3.9	The budget review process allows the board to ensure that the budget reflects the mission and priorities of FAMU	0	1	2	3	3
4.2	4.0	The board participates appropriately in the oversight of the FAMU audit process	0	0	1	7	1
3.8	4.2	The board actively supports and strengthens the university's foundation and fundraising efforts	0	0	1	5	3

Committee's Action Plan

Meeting Date	Major Discussion Topics	Action Items	Due Date
October 5-6, 2022	Consider sub-committee report re: updated BOT Operating Procedures	President's 2022/2023 Goals	July-August 2023
		President's 2021-2022 Evaluation	October 31
		Board's 2021-2022 Self-Evaluation	August 2023
		President's Contract Extension	December 31, 2022
		President's Bonus	First Meeting after Sept. 30
December 7-8, 2022	Government Relations Update Discuss Annual BOT Training Schedule	Proposed Revisions to Board Operating Procedures re: Charters	Annually
February 15-16, 2023	Review Presidential Evaluation Schedule Review Board's Self-Evaluation Schedule		
April 19, 2023 (Zoom)	Government Relations Update		
June 7-8, 2023	Timeline Updates re: Presidential Evaluation, Presidential Goals, Board's Self-Evaluation	2023/2024 Legislative Budget Request	To BOG July 2023
August 2-3, 2023 (Retreat)		President's Evaluation	Oct. 2023
		President's Goals	Aug. 2023
		BOT's Self-Evaluation	Aug. 2023
September 13-14, 2023		University Equity Report	September 30
General Responsibilities		Approve policies and regulations	As needed



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