

**Board of Trustees
Meeting Minutes
September 2, 2022**

Call to Order:

Kelvin Lawson, Chair

Chair Lawson called the meeting to order. Linda Barge-Miles called the roll and a quorum was established. The following trustees were present: Bell, Cavazos, Cliatt, Dubose, Lawson, Moore, Reed, Stone, and Washington..

Public Comments:

There were no requests for public comments.

Update on Recent Events:

Chair Lawson stated that President Robinson was going to provide an ongoing plan to address recent events that had occurred at FAMU. Chair Lawson stated that he wanted the focus of the meeting to be on where the University is, what is happening today and what the action steps are around those issues, and what the go-forward plan looks like. Chair Lawson then said he would discuss how the Board will monitor the plan. He then recognized President Robinson to share an overview of the state of affairs.

**The University's Athletics Action Plan
as Presented by President Robinson**

President Robinson provided the following update to the Board:

President Robinson stated that he remains committed to student success, which applies to all FAMU students, including student-athletes, members of the Marching 100, and student researchers. He said that the University is equally committed to a culture of compliance and accountability, which has facilitated its success as supported by external audits and assessments. To maintain forward progress, he said he was also committed to proper staffing and training of University personnel to provide excellent service and support to every student. He said that the incidents of the last few days clearly indicate that the University needs to improve.

President Robinson also said that he and his administrative team have spent the past several days conducting a root-cause analysis of the underlying issues, as well as developing a corrective action plan. He provided:

- an update on many of the key steps the University is taking to resolve these issues and ensure they do not reoccur; and
- short-term and long-term steps that are being taken to address the issues.

1. Division of Athletics Compliance

The University has benchmarked its peers to determine the best path forward, adopting a more effective model for the athletics compliance unit in July 2022. He reported that the University has begun providing supplemental staffing to broaden focus and monitoring, bringing the unit up to a total of seven positions, five of which are new. The positions in the athletics compliance unit are expected to be filled by December 2022.

The University extended an offer to a candidate yesterday, which was accepted with a start date of September 19th. Currently, the Chief Compliance and Ethics Officer along with OPS staff are assisting the athletics compliance unit. President Robinson said that the University owes a huge debt of gratitude to its external partners, including the highly reputable staff in the Southwestern Athletic Conference (SWAC) Compliance Office and at Bond, Schoeneck, and King.

2. Academic Support Services

The University is implementing several modifications to expand and improve academic support services for our student-athletes.

Academic Advisement

- Increase the advisement staff by adding two advising positions and repurposing two existing advisors--resulting in a total of five full-time advisors in Athletics; the staffing changes will be completed by September 30th
 - Provide enhanced training and professional development for advisors to support student-athletes;
 - Ongoing evaluation of advisors against well-defined performance metrics
- **Additional enhancements include:**
 - Increasing the number of available tutors
 - Expand communication and engagement with academic programs

3. Student Financial Support

Enhancements include:

- Provide timely financial support for summer school;
- Provide increased funding for summer support for lodging and meals;
- Provide more timely communication to all student-athletes about the terms and expectations for summer support

4. Additional Measures to Evaluate the Improvements and Prevent Reoccurring Issues:

- The Division of Audit will monitor and advise President Robinson and his leadership team as they implement the action plan to address the issues raised.
- The Institutional Effectiveness team will develop a set of metrics and a scorecard to provide an additional level of accountability. This will lend an objective assessment on an ongoing basis for performance outcomes for university athletics.
- The University will strengthen the culture of compliance with enhanced training, performance monitoring, and accountability measures; and
- Reassess reporting for improved communication to all stakeholders, including the Board.

5. Housing

University Housing received complaints regarding pests in 10 apartments. The maintenance team immediately engaged professional pest services. To help ensure the safety and well-being of students, the professionals recommended that the University temporarily move all residents out of the hall, fumigate and bait the facility and seal any penetrations. The students were moved into commercial establishments and were provided a continuous shuttle transportation and meal plans. Additionally, the University hired extra security to patrol the lodging facilities where our students were located.

A walkthrough of the residence hall has been completed, and students began returning on September 2, 2022. The students are being provided information regarding what to expect upon their return and the availability of laundry services for our impacted students. Steps will be taken to ensure that there are regular pest inspections. Going forward, the University will ensure that there are no cross-scheduling conflicts and that additional inspections will be conducted.

6. Polkinghorne Village Incident

On August 26, 2022, a student-initiated a fire hazard that triggered the sprinkler system, causing flooding on the fourth floor of Polkinghorne Village West. The water damage impacted floors one through four, and the University quickly reacted by placing the impacted students in local lodging while contractors worked on cleaning and sanitizing the facility. The University promptly made lodging arrangements with local commercial establishments and provided students the opportunity to submit claim forms for property loss. Services provided included continuous shuttle transportation, meal plans, and security.

Village West residents will begin returning to the residence hall on September 2, 2022. Students with travel plans for the Labor Day weekend were afforded the opportunity to drop off their personal items in their assigned spaces.

There were approximately 20 rooms with 40 students that experienced the most adverse water damage from the sprinkler system. Those students were identified and allowed to make appointments to drop off their personal items beginning September 2, 2022.

The following actions have been taken:

- NCAA APR Report released in November 2021 indicated that 13 of 14 sports met the threshold score required.
- Improvement plan submitted to the NCAA (January 2022)
- Performed initial review of concerns (began August 26)
- President Robinson's Meeting with Team (August 30)
- Completed root cause analysis (August 31)
- Action plan (September 1)

Chair Lawson confirmed that the BOT takes the issues described by President Robinson seriously. He stated that he and the Board hold President Robinson and the Senior Leadership Team accountable for addressing the concerns expressed by the students. He said he directed the vice president of audit to conduct a comprehensive review of all of the issues and concerns, as well as the responses from the leadership team. The Board will review the plan for each issue and will monitor and provide oversight. Chair Lawson and President Robinson will meet every week moving forward to review the steps around the plan.

Members of the Board expressed their concern regarding the situation. Chair Lawson closed the meeting by stating that a heightened level of accountability is going to be demanded by the Board. He said that the review results will be shared with the Board and the Board of Governors.

With there being no further business, the meeting adjourned.