

**Board of Trustees  
Talent and Culture Committee Minutes  
June 7, 2023**

The Special Committee on Talent and Culture held its inaugural meeting on June 7, 2023. Trustee Dubose called the meeting to order, and the following committee members were in attendance: Trustees Cavazos, Dubose, Gibbons, Harper, Mondelus, and Washington. Trustee Figgers' absence was excused.

Next, Trustee DuBose provided an overview of the committee's role and areas of responsibility and an update on key initiatives. He shared that the committee would address the following strategic initiatives:

1. **Academic Excellence** – Goal 2: Nurture the professional development of faculty and staff across the career span and across disciplines to create a culture of sustainable excellence.
2. **Leverage the Brand** – Goal 1: Foster a university-wide customer-centric culture to support academic and operational excellence.
3. **Organizational Effectiveness and Transformation** – Goal 1: Enhance a culture that intentionally fosters building and engaging a high-performing workforce and fortifies FAMU's Status as an employer of choice.

Vice President Kelly McMurray gave an overview of the strategic priorities, along with the strategies and actions. Goal two focuses on nurturing faculty and staff to create a culture of sustainable excellence. The strategies for that goal focus on faculty and staff development targeting career advancement, pedagogy, best practices, and acquiring student feedback for a stronger academic experience. She shared that progress has been made since the adoption of the strategic plan. The University strengthened faculty and staff development programs, enhanced pedagogy, and established a structure that fosters faculty excellence. The University plans to develop approaches to incentivize faculty excellence at all stages of their careers and implement a sustained system of support for faculty. Additionally, the University will utilize student feedback to improve academic experiences.

Ella Kuselyuk, Associate Vice President, and Director of Human Resources, updated the Board on strategies to leverage the brand. She shared that the compensation framework was one of the first and most important goals from Fall 2022. The strategies include onboarding compensation, professional development, performance management, and establishing a recognition ceremony. The University also developed technology for onboarding new employees.

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VP McMurray highlighted additional strategies, including creating a university-wide culture that promotes and develops opportunities that focus on strengthening the skills of employees and provide guidance to help them as grow as professionals. The University plans to increase resources and support for ongoing research, scholarship, and creative activities.

VP McMurray shared that the University is making progress on its key initiatives regarding customer service, onboarding, professional development, and compensation framework.