

A photograph of a brick building at Florida A&M University. The building features a large circular seal in an arched window. The seal contains the text 'FLORIDA AGRICULTURAL MECHANICAL UNIVERSITY' and 'HEAD OF THE HAND IN THE FIELD'. Below the seal, the letters 'M' and 'y' are visible on the brick wall. The image is overlaid with a green diagonal graphic on the left and a tan diagonal graphic on the right.

Enterprise Risk Management  
Advisory Committee Meeting  
April 25, 2022

# Agenda

01

**Introductions**

02

**ERM MAC Guiding Principles**

03

**ERM MAC SharePoint**

04

**June Board of Trustees Meeting:  
Risk Appetite Statement, ERM Policy Update**

05

**Performance Based-Funding Risk Identification Process**



# Introductions



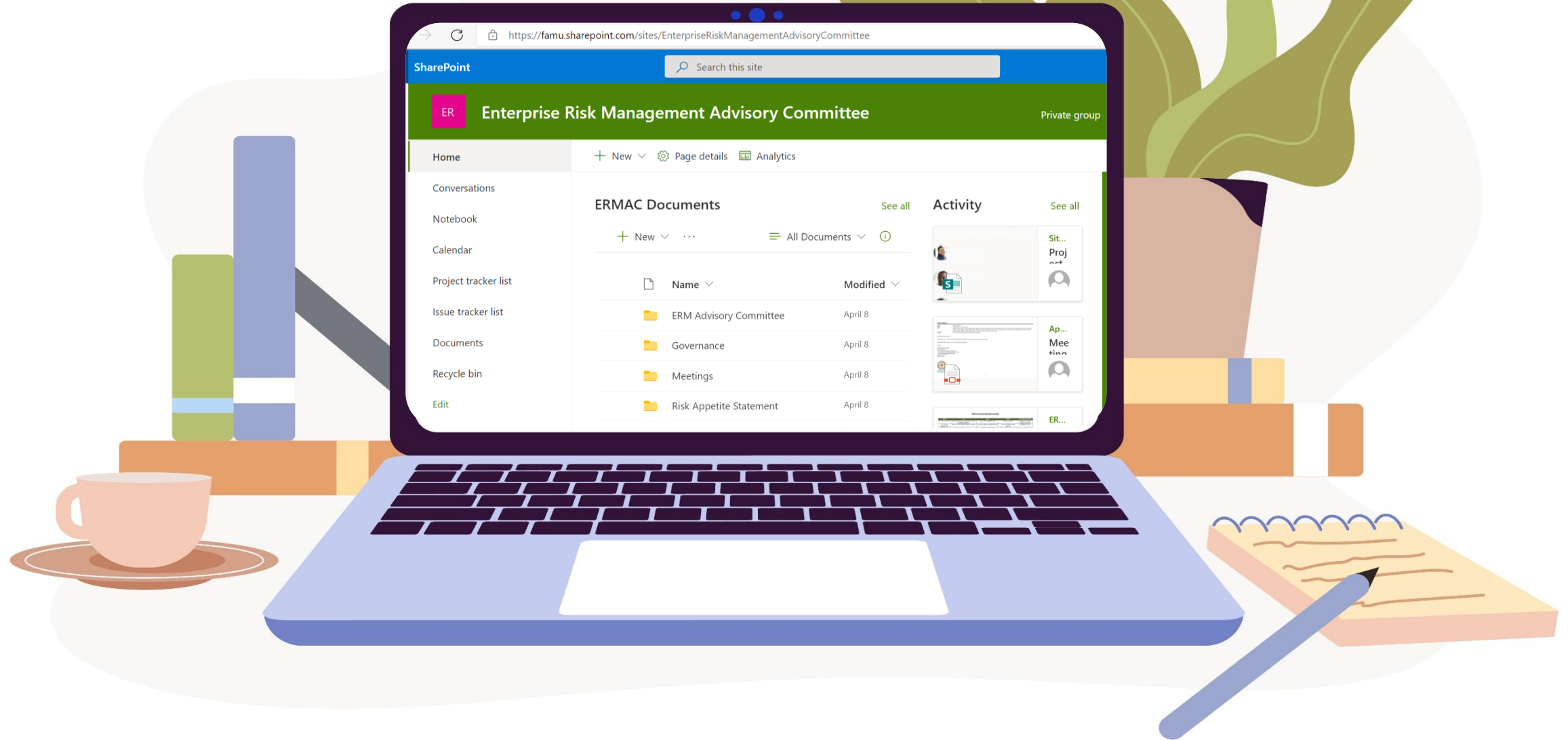
Name, Title, One Word to Describe You

# ERM Guiding Principles

- Risk Framework
- Risk-Aware Culture
- Risk Management
- Risk Monitoring
- Evaluate Risk Response Plans
- Support Risk Owners
- Acceptance of Risks
- Evaluate Risk Framework



# ERM SharePoint



# Risk Appetite Statement



The Risk Appetite Statement sets out the most significant types of risks to Strategic and Performance goals that the University is exposed to and outlines the level of risk the University is willing to accept for each risk category.

# Internal Controls & ERM Policy Updates



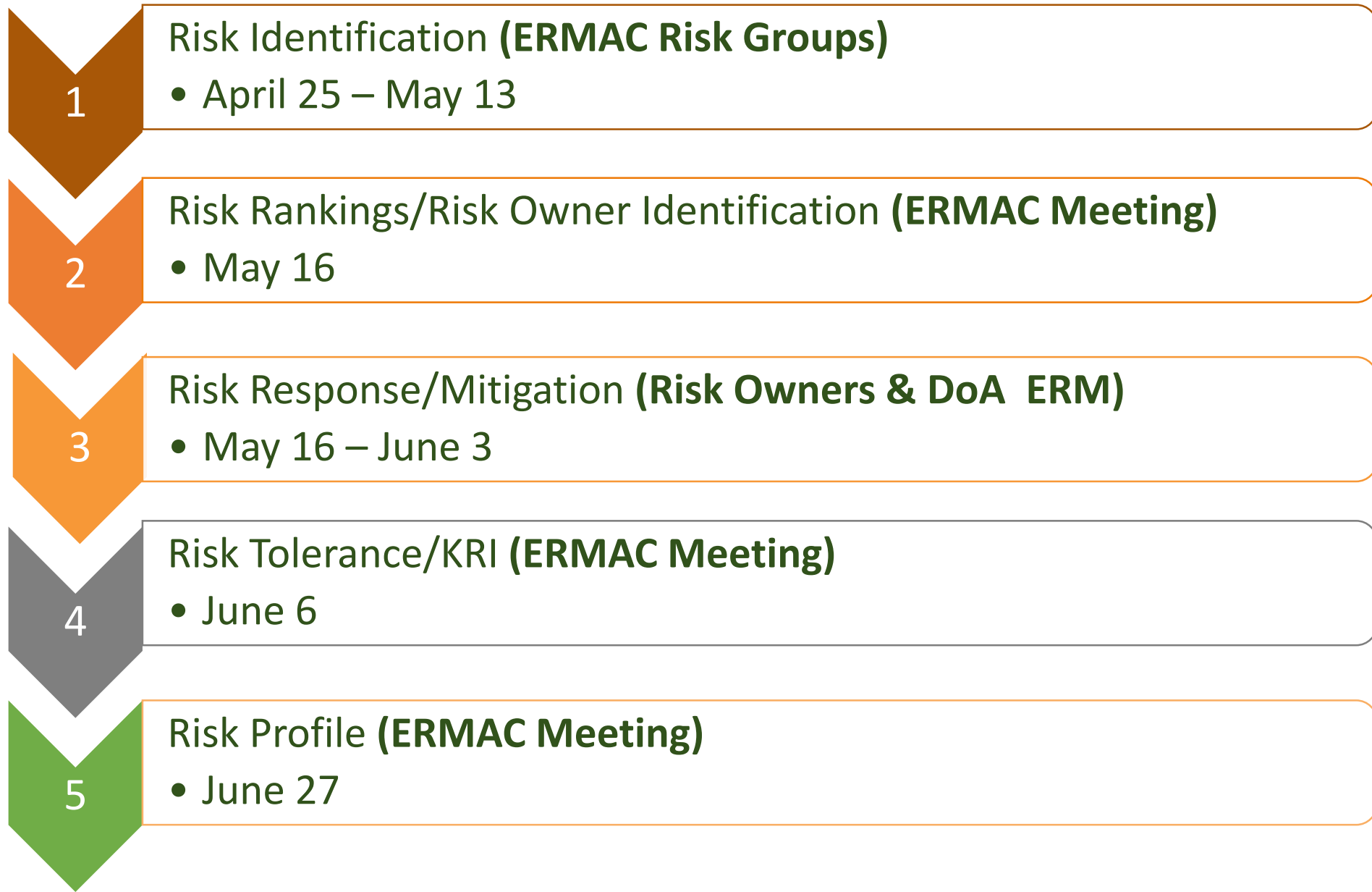
- ERM function was moved from SPAIE to DoA
- Risk Appetite Statement annual review by BOT
- Various changes to the internal controls sections

## Florida Agricultural & Mechanical University Performance-Based Funding Metrics

1	Percent of Bachelor's Graduates Employed and/or Continuing their Education Further One Year after Graduation
2	Median Wages of Bachelor's Graduates Employed Full-time
3	Average Cost to the Student (Net Tuition & Fees for Resident Undergraduates per 120 Credit Hours)
4	Four Year Graduation Rate (FTIC)
5	Academic Progress Rate (2nd Year Retention with Grade Point Average Above 2.0)
6	Bachelor's Degrees Awarded in Programs of Strategic Emphasis (PSE)
7	University Access Rate (Percent of Undergraduates with a Pell-grant)
8	Graduate Degrees Awarded in Programs of Strategic Emphasis (PSE)
9a	Three-Year Graduation Rate for Florida College System (FCS) Associate in Arts (AA) Transfer Student
9b	Six-Year Graduation Rate for Students who are Awarded a Pell Grant in their First Year
10a	FAMU Board of Trustees Choice - Number of Bachelor's Degrees Awarded to Transfers with AA Degrees from FCS



# Performance-Based Funding Risk Profile Timeline



# Risk Profile Template

**PBF Metric 1: Percent of Bachelor's Graduates Employed (Earning \$25,000+) or Enrolled (1Yr After Graduation)**

This metric is based on the percentage of a graduating class of bachelor's degree recipients who are enrolled or employed (earning at least \$25,000) somewhere in the United States.

## RISK PROFILE

**RISK:**

Click or tap here to enter text.

**DESCRIPTION:**

Click or tap here to enter text.

**RISK OWNER:**

Click or tap here to enter text.

**HOW DOES THIS RISK ALIGN WITH STRATEGY OR KEY TACTICAL INITIATIVES?**

Click or tap here to enter text.

**HOW DOES THIS INITIATIVE CREATE VALUE FOR THE INSTITUTION?**

Click or tap here to enter text.

**HOW CAN IT CREATE EVEN GREATER VALUE?**

Click or tap here to enter text.

# CAMPUS RISK CATAGORIES TO CONSIDER



- Faculty and Employment Issues
  - Privacy/Student Records
  - Discrimination
  - Employee Benefits
  - Hiring/Termination
  - Retirement
  - Handbooks/Policies
  - Diversity/Affirmative Action
  - Tenure Issues
  - Union Negotiations



- Information Technology
  - Data Loss or Corruption
  - Breach or Misuse of Confidential/Sensitive Data
  - Reliability of Essential Technology, Business Continuity/Disaster Recovery
  - Tech Transfer



- Governance/Leadership/Strategy
  - Oversight
  - Decision-making
  - Organizational Structure
  - Accountability
  - Continuity



- Operations/Programs and Services
  - Service Delivery
  - Staff Recruitment
  - Training and Retention
  - Contracts
  - Disaster Recovery and Continuity
  - FSA Issues
  - Student Loan
  - Debt Issues



- Reputational
  - Media Coverage
  - Stakeholder Relations
  - Social Media



- External Environmental, Social, and Political
  - Demographics
  - Governmental Change
  - Climate Change
  - Human Rights

# CAMPUS RISK CATAGORIES TO CONSIDER

- Financial/Fiduciary

- Fraud
- Adequacy of Reserves
- Cash Flow
- Dependency of Limited Income Source

- Security/Safety

- Violence or Crime
- Civil Unrest
- Accident or Illness
- Minors on Campus
- Greek Life
- Alcohol Policies
- Hazing
- Premises Liability
- Student Death
- Hazing
- Healthcare/Clinical Trials

- Legal and Compliance

- Legislation and Regulations
- Reporting Requirements
- Accreditation
- Conflicts of Interest
- Codes of Conduct
- ADA
- Codes of Conduct
- Antitrust
- Title IX
- Litigation
- Disciplinary Proceedings
- First Amendment
- Name Image Likeness
- Copyright
- Trademark
- Patent
- Clery Act
- VAWA
- Whistleblowers
- Drone Policy



# Performance-Based Funding Risk Identification Groups



## Metrics 1 & 2

Kelly McMurray(Lead)  
Keith Miles  
Robert Seniors  
Joseph Maleszewski

## Metrics 3 & 7

Nigel Edwards (Lead)  
Sandi Smith-Anderson  
Nichole Murry  
Rica Calhoun  
Rebecca Brown

## Metrics 4, 5, & 9b

Genyne Boston(Lead)  
Cynthia Hughes-Harris  
Tonya Jackson  
Bryana Pittman  
Deidre Melton

## Metrics 6 & 8

Lewis Johnson (Lead)  
Khoi To  
Tanise Jackson  
Arlesia Mathis  
Maurice Edington

## Metrics 9a & 10

Ruthie Little-Berry (Lead)  
Sundra Kincey  
Britney Smith  
William Hudson, Jr  
William Knight



FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY

# Enterprise Risk Management



**“At FAMU, Great Things Are  
Happening Every Day.”**

**ESTABLISHED 1887**

