

Florida A & M University
Full Board of Trustees Meeting
Grand Ballroom
Tallahassee, Florida

Trustees Present: Challis M. Lowe, Chair; William Jennings, Vice-Chair; Phillip Agnew; W. George Allen; Regina Benjamin (by telephone); Laura Branker; Al Cardenas; Mary Diallo; Pamela Duncan; R. B. Holmes; Leerie Jenkins; Spurgeon McWilliams; Jesse Tyson

Trustees Absent: None

Minutes/Summary

The Meeting was called to order at 8:35 a.m. by Chairperson Challis Lowe, and a Quorum was established; all Trustees were present. With the addition of the discussion of payroll issues moved to the end of the President's Report at Trustee Diallo's request, the Agenda was adopted. Minutes for the December 7, 2006 Meeting and the February 1, 2007 Special Full Board Meeting were approved. The Meeting commenced with Opening Comments from the Chair.

Chairperson Lowe welcomed President-elect Dr. James Ammons, his wife Judy, his son James II and other family. Then she thanked Vice Chairperson Jennings for successfully negotiating Dr. Ammons' contract. With regards to the division of the BOT as indicated by the close vote (7-6) for Dr. Ammons, which she attributed to a difference of opinion, Chairperson Lowe stated that is the common goal of the BOT to support the new leader. Further, she stated that when a BOT is not of one mind that the chances for successful changes are increased. Also, she related that since February 1, that she and Dr. Ammons had participated in some frank discussions and that both had made commitments. She stated that he asked good questions and has good instincts and ideas. She announced that Dr. Ammons will address the BOT after his contract is ratified today. Next Chairperson Lowe reminded the BOT of their role and responsibility to ensure that FAMU succeeds and continues to meet the educational needs of the students as it strives to distinguish itself from the other ten universities in the State University System.

Chairperson Lowe presented Trustee Agnew with a Resolution for Distinguished Service. He received a standing ovation and thanked God; his parents; the BOT Chair and Board; and BOT Liaison. Further, he introduced his successor, SGA President Monique Gilliam. Trustee Agnew acknowledged Trustee Jesse Tyson and welcomed him to his first Full Board Meeting before closing with the mantra "FAMU Today, FAMU

Tomorrow, FAMU Forever.” Trustee Agnew was followed by President Castell Vaughn Bryant.

President Bryant began her Report by stating that this is an important day—the ratification of the 10th President of FAMU. She pledged to work with him for a smooth transition. Then she congratulated President-elect Ammons and welcomed him back to the Hill. She spoke of her retirement and stated that this could be her last appearance before the Board. As she spoke of her tenure as Interim President of FAMU, she stated that it has been an extra-ordinary experience, which would end her forty-year experience as an educator and administrator. She acknowledged that her time here has been controversial, but that when she came to FAMU, she was charged by the BOT to eradicate some of the problems including FAMU’s fiscal responsibility. She stated that she has worked hard and that many improvements had been made, but the challenges have been much greater than she expected. Further, she stated that her tenure had been hurt by opposition to change by faculty and alumni. However, she thanked the BOT for their support and thanked the faculty and staff who understood what she was trying to achieve.

Next, President Bryant discussed the problems that contributed to the Legislative Audit Committee summons. With regards to the payroll debacle, she stated that she was unaware until February 2 that an excess of 700 employees were not paid. From her perspective there were 3 problems that contributed to the same:

- 1) departments and deans hired personnel without budget to pay;
- 2) paperwork for employment was either non-existent or late;
- 3) problems were not communicated in a timely manner.

She continued by stating that the same problem could occur again, but that more systems are being developed to avert such circumstances.

Then President Bryant spoke of brighter moments during her tenure including the Presidential Search process; the Marching 100 and its Super Bowl appearance. She stated that the “Economic Impact Study” would be discussed later. After concluding with a discussion of enrollment, recruitment and retention, she wished everyone everything that is good and thanked the BOT for the opportunity to serve.

Discussion ensued and questions and concerns were asked/shared regarding payroll; Health Insurance premiums; cancellation of classes during Spring semester; KPMG and problems that arose in finance and not remedied.

Trustee Allen suggested that some things that are occurring do not seem like coincidence, and Chairperson Lowe asked Miss Kimberlee Borland to arrange a workshop to better inform the BOT of the process and stated KPMG would be a part of the Workshop. Committee Reports began with the Executive Committee Report.

Chairperson Lowe began the Executive Report by seeking approval of President-elect James Ammons' contract. She stated that the "legal" contract still had not been negotiated, but the negotiations were in the hands of attorneys. However, the contract would be signed today after a final review by Chairperson Lowe, Dr. Ammons and the attorneys. Dr. Ammons sought a July 2, 2007 beginning date so that he could give North Carolina Central University a 90-notice after the Board of Governors ratification; their meeting is scheduled for March 28.

THE REPORT WAS APPROVED UNANIMOUSLY.

Trustee Branker expressed her pleasure over the performance of the Presidential Search Committee and was honored to have served. Next Chairperson Lowe called for Dr. Ammons' response, wherein he accepted the position as FAMU's 10th President after thanking Search Committee Chairperson Branker and Holmes, President Castell Bryant, former President Walter Smith, faculty, staff and alumni. Further, he pledged his enthusiasm, commitment, accountability and his desire to carry on the tradition of "Excellence with Caring." And he promised that as a team, we will restore FAMU to its place of prominence.

At this point President Bryant called upon Dr. Grace Ali, Vice President for Fiscal Affairs, to introduce members of the Commission who conducted the "Economic Impact Survey". Tony Villamil, CEO, and Chuck Yaros, an economist, presented the methodology of the study. They provided a handout to BOT and a PowerPoint presentation. Discussion ensued and Trustee Diallo asked why such a study was important at this time. ANSWER: Chancellor Rosenberg is looking for this kind of information. It was concluded that the FAMU Alumni is definitely making a big economic impact on the State of Florida. Trustee Lowe asked all BOT to fill out lifetime alumni membership cards in the back of the room, and then she thanked the presenters.

Trustee Branker called for the Academic Affairs Committee Report from Dr. Debra Austin, Vice President for Academic Affairs. First, she related that courses that have not been taught in five years have been placed on "inactive" status (an extensive list by schools and colleges was included in the packet). Second, Dr. Austin provided a list of approved sabbatical leaves for faculty:

Dr. Michael Abrams/ Journalism/ 2 semesters
Dr. Jesse Edwards/ Arts and Sciences/ Chemistry/ 2 semesters
Dr. David Felder/ Arts and Sciences/ Religion and Philosophy/ 2 semesters
Dr. Genyne Boston/ Arts and Sciences/ English/ Fall 2007
Dr. Jennifer Cherrier/ Environmental Sciences/ Spring 2008
Dr. Andrew Chin/ Architecture/ Spring 2008
Ms. Kimberly Harding/ Arts and Sciences/ Theatre/ Fall 2007
Dr. Halina Niculesca/ Arts and Sciences/ Physics/ Fall 2007
Dr. Gary Paul/ Arts and Sciences/ History and Political Science/ Fall 2007

Dr. Gloria Poole/ Education/ Spring 2008
Dr. Richard Wilson/ SBI/ Fall 2007

Third, the following 2 College of Law Professors were approved for tenure:

Professor Robert Abrams
Professor Barbara Bernier

Finally, Professor Omar Saleem, Interim Associate Deam of the FAMU College of Law, was recommended for a 2-semester leave of absence with half pay, contingent upon his selection as a Fulbright Fellow.

**THE ACADEMIC AFFAIRS COMMITTEE REPORT WAS APPROVED
UNANIMOUSLY.**

Trustee Allen called upon Rufus Little, Vice President for Audit and Compliance, for the Audit Committee Report. Vice President Little highlighted the Compliance and Audit Charter, the Compliance Work Plan and the Audit Work Plan. Trustee Allen's concerns were understaffing and the moratorium on hiring. Trustee Branker and Chairperson Lowe explained that the moratorium applied to senior-level employees. Trustee Duncan asked that Dr. Ammons be informed. Chairperson Lowe stated that the BOT should not become involved with hiring issues.

Next, the Audit being conducted by the Department of Labor was discussed. The Audit is a result of complaints from employees with regards to overtime, compensatory time and special compensatory time. President Bryant stated that the Committee tried to collect data, but there was no systematic approach in place—some were sent forward, others were not. Therefore, the Committee reviewed multiple sources

**THE AUDIT COMMITTEE REPORT WAS APPROVED
UNANIMOUSLY.**

Trustees Benjamin and Jenkins called upon Dr. Grace Ali, Vice President for Fiscal Affairs, to provide the Budget and Finance Report (a detailed report was included in the packets). When Chairperson Lowe asked Dr. Ali where her concerns were for the 6-month Report, Dr. Ali replied that it is technology. Trustee Diallo inquired about how the 22 million dollar deficit would be offset. Dr. Ali stated that it is not unusual for reports to appear negative in the 4th quarter because it has been addresses during the 1st quarter. The Summary Budget Report was for the 6-months that ended December 31, 2006.

Next, Vice-President Ali reported that no contracts were executed during the 1st quarter of FY 2007 for \$100,000 or more.

**THE BUDGET AND FINANCE REPORT WAS ACCEPTED
UNANIMOUSLY.**

Trustee Duncan announced that the Direct Support Organizations (DSO) Committee report was to be a verbal report. The FAMU Alumni Audit was not received in time. A report on the Florida Classic will be provided at the next meeting

THERE WERE NO ITEMS TO APPROVE.

Trustee Phillip Agnew provided the Giving Committee Report. Members of the Committee are Trustees Diallo, Jennings, Duncan and Col. (Ret.) Ronald Joe, Interim Vice President for University Relations. It was proposed that each Trustee will make a \$2,500 donation to the University and student and faculty Trustees, \$1,500 each.

**THE POLICY FOR THE GIVING COMMITTEE (read aloud)
WAS ADOPTED UNANIMOUSLY.**

The following were listed as Consent Agenda Items:

- 1) Collective Bargaining Agreements
 - a. United Faculty of Florida
 - b. AFSCME
- 2) Financial Audit/ FAMU Foundation (as of June 30, 2006)
- 3) Financial Audit/ FAMU Boosters (as of June 30, 2006)
- 4) Financial Audit/ Intercollegiate Athletics (as of June 30, 2006)
- 5) Resolution No. 01-07: "Right-of-Way" Deed to the Florida Department of Transportation

THE CONSENT AGENDA WAS ACCEPTED UNANIMOUSLY.

The following persons made Public Comments:

- 1) Dr. Maurice Holder—"Response to the Pappas Report"
- 2) Dr. Barbara Thompson, President of UFF, FAMU Chapter—"The January 26th Ratification of the UFF Bargaining Agreement"
- 3) Dr. William Tucker, retired Professor, Chief Negotiator, UFF—"Miscellaneous"
- 4) Dr. Steward Hamilton, Associate professor, Psychology—"Payroll Issues—No pay for Summer 1998"

The Meeting was adjourned at 12:30 p.m.