

**Florida A&M University  
Board of Trustees Meeting  
Summarized Minutes  
Grand Ballroom**

**December 14, 2004**

**Present:** Fred Gainous', President; James Corbin, Chairman; Regina Benjamin, Barney Bishop, Al Cardenas, Mary Diallo, Pamela Duncan, Randall Hanna, R. B. Holmes, Leerie Jenkins, William Jennings, Challis Lowe and Virgil Miller.

**Roll Call:** The roll was called and a quorum was present.

**Opening Remarks:** Fred Gainous, President, acknowledged that the university completed its commencement on December 10, 2004 with 790 students graduating, the first Ph. D.s in electrical engineering and two Ph. D.s in environmental sciences were earned.

Chairman Corbin recognized Mr. T. Willard Fair of Miami who is Vice Chair of the Florida Board of Education.

**Agenda:** Board Operation was added as a discussion item, by the request of Trustee Benjamin. Trustee Diallo moved for the approval of the agenda. Trustee Jenkins seconded the motion. The motion was approved unanimously.

**Minutes:** Trustee Lowe moved for approval of the minutes. Trustee Jenkins seconded the motion. The motion was approved unanimously.

- *Interim Selection Committee*
  - *Mary Diallo, Co-Chair, Randy Hanna, Co-Chair*

Trustee Diallo brought forth the name of Dr. Castell Vaughn Bryant, as the recommendation for Interim President. Trustee Diallo stated that she was given the task of checking Dr. Bryant's references, and was able to speak with four out of five people.

Trustee Diallo gave a brief summary of the comments made by the references for Dr. Bryant.

Trustee Benjamin raised a concern with the full board only being presented with one candidate. Trustee Benjamin also mentioned the concern of eight members being appointed to the Interim Selection Process Committee. Trustee Benjamin requested to question the candidate that was brought forth to the Board for consideration of Interim President.

Doctor Bryant gave remarks and there was time allotted for question<sup>4</sup> and answer<sup>2</sup>.

Trustee Al Cardenas made the motion to accept the Interim Selection Committee's recommendation of Dr. Castell Vaughn Bryant as the Interim President. Trustee Diallo seconded. Trustee Holmes called the question. The vote passed unanimously.

Trustee Lowe presented a package for compensation for the Interim President. Trustee Lowe explained that her recommendation came from researching the following;

- Review of practices, as it relates to the similarities of compensation of an interim president and a permanent president (at FAMU and other Florida universities)
  - University of North Florida
  - Florida Atlantic University
  - Florida A&M University
- Review of outgoing President's compensation
- Looking at general compensation of all the other Florida presidents

Trustee Lowe then proposed that the \$275,000 base salary of the outgoing president be divided into a base salary and bonus opportunity for the Interim President. The bonus opportunity is to be paid the earlier of the time that a permanent president is selected or at the end of the year based on the performance evaluation. ✓

Trustee Lowe then proposed that the President's House be investigated for appropriateness for living conditions. If the house is unlivable, Trustee Lowe suggested that a 25-hundred-dollar-per-month housing allowance (which equates approximately to 30 thousand dollars per year) be authorized.

Trustee Holmes moved that the recommendation from the Chairman of the Budget Committee be accepted. Trustee Diallo seconded. The motion passed unanimously.

- ***Audit Committee, Pamela Duncan, Chair***
  - **Foundation Audit Report**
  - **Operations and Performance Audit by Auditor General**
  - **Inspector General's Investigation**
- ***Budget and Finance Committee, Challis Lowe, Chair***
  - **Hoffman Lease**
  - **Law School Parking Lease**
- ***Student Affairs Committee, R. B. Holmes, Chair***
  - **Student Orientation Fee**
  - **New Beginnings Child Care Accreditation**

Trustee Jennings made a motion to accept Items B (Audit Committee), C (Budget and Finance Committee), and D (Student Affairs Committee). The motion was seconded by Trustee Holmes.

- **Construction Committee**
  - **Alternative Housing Plan**

President Gainous made the following recommendations;

- Recommendation 1: The University follow MGT's recommended housing schedule; that is, those things that would take housing off line, those things that would remodel.
- Recommendation 2: All new student housing be built on campus.
- Recommendation 3: Follow the mix, the style mix of new student housing. That would be apartment style, regular dormitory spaces, and suite style spaces (as recommended by MGT and supported by David Gether).
- Recommendation 4: The Board, upon this recommendation of the President, consider establishing a direct support organization for the purpose of building and/or managing student housing.
- Recommendation 5: The MGT of America study be developed into an intent to negotiate.
- Recommendation 5A: The President, from the responses to the ITN select a reasonable number of vendors to make a presentation to the Board.
- Recommendation 6: The University, based upon what the Board decided, would have to see legislative action to implement the desires of this Board.
- Recommendation 7: A timetable that perhaps may need to be adjusted.

Dr. Gainous made the overall recommendation that the MGT of America study be accepted by the Board.

It was recommended by Trustee Jennings that Action Item 1 and Action Item 3 be deferred until Dr. Bryant had time to speak with Trustee Cardenas.

Trustee Miller moved that Recommendations 1, 2, 3, 4, 5, 5A, 6, and 7 in its entirety be approved by the Board. The motion was seconded by Trustee Bishop. Motion passed unanimously.

*The Board requested for the interim president to come back with specific recommendations at the next meeting.*

- **University Facilities Planning and Construction Program Presentation**

Trustee Jennings suggested that the interim president review this item and it be tabled until the next Board of Trustees Meeting. Trustee Cardenas suggested that each Board member review the documents carefully and if comments or concerns arise contact General Counsel.

- **Authorization of Construction Contracts**

Trustee Jennings suggested that the interim president review this item and it be tabled until the next Board of Trustees Meeting.

- **Development Committee**

- **Mr. Love Collins, Vice President for Development**
- **University Development Presentation**

Mr. Collins brought forth a presentation that focused on those processes that are deemed most important for the next 12 months.

(co-presenters were Dr. Luney, Dean of the College of Law and Dr. Ramsey, FAMU Athletic Director).

Trustee Lowe asked Mr. Collins at what amount would FAMU be out of the "silent stage". Mr. Collins, Vice President for Development answered, 55 to 60 percent. Mr. Collins later stated that the target is 251 million dollars.

Trustee Lowe later asked Mr. Collins if he has any competitive data about other development offices of similar size universities. Mr. Collins stated that it is averaged somewhere between 18 and 25 persons. Trustee Lowe stated that she would be interested in seeing the cost per dollar to be sure that the university is spending in accordance with its ability to bring in funds. Currently Florida A&M University has 35 persons and is requesting that 10 more persons be added. Trustee Lowe requested a justification for these number of persons (being that it is over the average).

- **Discussion Items**
  - **Five Football Classics**

Dr. Ramsey clarified that the Florida Classic and the Orange Blossom Classic are still under reconciliation.

Trustee Lowe had a concern about the band expenses exceeding the football team's expenses. Dr. Ramsey explained that the football team travels with approximately 65 persons where as the band travels with 350 persons.

- **Update on Hiring of Key Employees**

Mr. Reese explained that there are two key positions in progress of hiring, assistant vice president for human resources and inspector general.

Dr. Robinson stated that the search committee for the SBI dean had decided to enlist the services of a search firm. It was also stated that it has been decided to try and combine both the SBI dean search with the pharmacy dean search.

- **FAMU Parking**

Chairman Corbin raised the question if the University has a contract with the towing company. Chief Ross and Mr. John Kirby verified that the University does have a contract with a towing company.

Trustee Jennings asked what the fees are <sup>with one getting their car towed</sup> with one getting their car towed. Mr. Kirby replied that there is a 55 dollar base tow fee. An additional 15 dollar fee if the dolly is used to reposition one's vehicle. He also stated that there are fees connected with the return to the impoundment lot after six o'clock.

Trustee Duncan made the suggestion that the Student Affairs Committee take a more in depth look at the situation in regards to parking.

- **Status of Athletic Department**

Dr. Ramsey explained how the 2004 football season had a 28-percent decrease in attendance for the home games, and a 35-percent decrease of expectation for the classics. Dr. Ramsey further stated that coaches have been notified that a 35-percent cutback will be implemented.

Dr. Ramsey explained that revenues from the Orange Blossom Classic and the Florida Classic are not yet accounted for. Dr. Ramsey was sure that there was a deficit, however, he could not yet provide an exact number until all revenues were in.

Trustee Hanna stated that the board needs to understand the current state of the Athletic Department, and that this needs to be laid out from a budgetary standpoint. Dr. Ramsey stated that he can safely say that the Athletic Department is near a 1.7-million-dollar deficit.

Trustee Lowe and Mr. Reese agreed that it would be best for a Budget and Finance committee meeting to be scheduled, prior to the next Board of Trustees Meeting.

○ **Lobbying Firm – Trustee Virgil Miller**

Trustee Miller wanted the Board to be aware that the University will not have an official lobbyist as of December 31<sup>st</sup>. Chairman Corbin stated that interim president will handle this matter in January.

○ **Strategic Planning – Trustee Challis Lowe**

With the exception of Florida Gulf Coast, Trustee Lowe expressed concern with FAMU being exceptionally high in percentages<sup>by area</sup> compared to other institutions. This percentage is pertaining to (1) enrollment (2) Master's degree production (3) doctoral degree production, and (4) professional degree production.

Provost Robinson stated that he would give the Board an overview from the Board of Governor's meeting to take place on Thursday. Provost Robinson then stated it may be in the university's best interest for members of the subcommittee to be present when the university receives its individual visitation from the Board of Governors.

○ **Board Operations – Trustee Regina Benjamin**

Trustee Benjamin provided two articles to the board, one from the Board Source, which is a magazine for nonprofit boards and chief executives; it was a special issue on governance; the other article was from the Association Management, and the article was entitled "Contributing Without Micromanaging."

● **Strategic Planning Committee, Randall Hanna, Chair**

Trustee Hanna moved that the strategic plan be submitted to the Board of Governors as is. If the Board of Governors makes modifications, those modifications will be discussed

by the full board. The motion was seconded by Trustee Holmes. The motion was approved unanimously.

- *Academic Affairs Committee*

- **Action Item: Adoption of Rules for Miscellaneous Fees**
- **Action Item: Adoption of Resolution Authorizing Off- Campus Fees**

Trustee Holmes moved for the adoption of both the Rules for Miscellaneous Fees and the Resolution Authorizing Off-Campus Fees. The motion was seconded by Trustee Diallo. The motion was approved unanimously.

- **Action Item: Faculty Tenure**

Trustee Bishop moved to approve the candidate for tenure. The motion was seconded by Trustee Lowe. The motion was approved unanimously.

- **Action Item: Center for Agriculture Policy**

Trustee Bishop motioned to approve the Center for Agriculture Policy, provided that it is funded. The motion was seconded by Trustee Jenkins. The motion was approved unanimously. *not true*

\*Trustee Bishop made a motion to allow the President (Dr. Gainous) to be entitled to a three month sabbatical immediately and nine months at Dr. Gainous' discretion (after consultation with the Provost). The motion was seconded by Trustee Hanna. The motion was approved unanimously.

\*Chairman Corbin asked Trustee Lowe if she would accept responsibility to work with Dr. Castell Bryant to develop some goals along with reasonable timetables to get back to the Board in January on her performance. Trustee Lowe accepted.

\*Chairman Corbin Appointed the –

**Permanent President Selection Committee;**

Trustee Cardenas

Trustee Diallo

Trustee Holmes, Chair

Trustee Jennings

Trustee Lowe

Trustee Miller

o Public Comments

Dr. William Tucker spoke to the Board about (1) movement of faculty in positions that are basically faculty, but not in the unit listing.

Dr. Alvin Bryant, president of the National Alumni Association, spoke to the Board about (1) taking steps to bring strong leadership for Florida A&M University (2) Dr. Bryant thanked Dr. Gainous for his services (3) Dr. Bryant urged the Board to move expeditiously in searching for a permanent president (4) Dr. Bryant commended the Board for completing the University's strategic plan (5) lastly, Dr. Bryant suggested that the AGB be brought in to consult the Board of Trustees.

Dr. Hudson <sup>Nuckama</sup> ~~Wakumi~~, vice president of the faculty senate, spoke to the Board about the constitution of FAMU.

Trustee Hanna, Trustee Holmes, Trustee Jenkins, Trustee Miller, Trustee Diallo thanked President Gainous for his service and dedication, during his tenure as President at Florida A&M University.

The meeting was adjourned at 4:00 p.m.