

Florida Agricultural and Mechanical University  
Board of Trustees



Academic Affairs Committee  
Grand Ballroom  
February 6, 2013

Committee Members: Marjorie Turnbull, Chair  
Torey Alston  
Charles Langston  
Narayan Persaud  
Marissa West

**REVISED AGENDA**

I. Call to Order

**Action Items**

- |  |                        |
|--|------------------------|
| II. Approval of Minutes for October 31, 2012 Meeting   | Chairman Turnbull      |
| III. Approval of Sabbaticals and Professional Development Leave  | Interim Provost Wright |
| IV. Approval of University Regulation <ul style="list-style-type: none"><li>• 4.009 – Institutes and Centers</li></ul> | Interim Provost Wright |
| V. Approval of Revised 2012-2013 Academic Calendar and 2013-2014 Academic Calendar                                     | Interim Provost Wright |

**Informational Items**

- |   |                        |
|---|------------------------|
| VI. Academic Affairs Updates <ul style="list-style-type: none"><li>• College of Law – ABA Update</li><li>• DRS Improvement Plan</li><li>• 2012-2013 Goals</li></ul> | Interim Provost Wright |
| VII. Division of Research <ul style="list-style-type: none"><li>• Office of Technology Transfer, Licensing and Commercialization</li></ul>                          | Dr. Redda              |
| VIII. Adjournment   |                        |



Florida Agricultural and Mechanical University  
Board of Trustees Action Item

Meeting Date: February 6, 2013

**Item Origination and Authorization**

Policy \_\_\_\_\_ Award of Bid \_\_\_\_\_ Budget Amendment \_\_\_\_\_ Change Order \_\_\_\_\_  
Resolution \_\_\_\_\_ Contract \_\_\_\_\_ Grant \_\_\_\_\_ Other \_\_\_\_\_

**Action of Board**

Approved \_\_\_\_\_ Approved w/ Conditions \_\_\_\_\_ Disapproved \_\_\_\_\_ Continued \_\_\_\_\_ Withdrawn \_\_\_\_\_

**Subject: Academic Affairs – Minutes (October 31, 2012)**

**Minutes**  
**ACADEMIC AFFAIRS COMMITTEE**  
**October 31, 2012**

The meeting was called to order by Committee Chair Marjorie Turnbull. The following Trustees were present: Torey Alston, Narayan Persaud, Marissa West, and Marjorie Turnbull. A quorum was established.

Trustee Turnbull asked the members to review the minutes of the August 15, 2012, committee meeting and asked if there were any corrections. Trustee West moved approval of the minutes. The motion was seconded by Trustee Alston and the motion carried.

Trustee Turnbull called on Provost Wright to present the information regarding the University's Legislative Budget Request. Provost Wright indicated that the Board of Governors is requesting that the Florida Legislature provide performance based funding for the State University System in the amount of \$118 million. The proposed portion of the funding for FAMU is \$5.3 million. Each institution was required to submit a budget request, based upon key indicators that are consistent with their respective work plans. Provost Wright stated that three metrics were identified, upon which funding would be based and that would be used to evaluate the University's performance.

These metrics are:

- Improving freshmen to sophomore retention rate and four-year and six-year graduation rates for FTIC students. We requested \$2 million;
- Increasing first time pass rates on professional licensure examinations. We requested \$2.3 million; and
- Increasing the percentage of courses offered via distance and blended learning. We requested \$1 million.

Trustee Alston requested clarification regarding the "3 Year Goals (2014-15)" and the "Revised 2014-2015 Goals." The "3 Year Goals" were the goals that were presented in the University's June 2012 work plan. The "Revised 2014-2015 Goals" reflect a 1% increase in various goals if the legislative budget request is approved. Trustee Persaud stated that in order to improve retention and graduation rates, we must recognize that the underserved population is now based on the economically underprepared students as opposed to ethnicity.

Also, Provost Wright noted that several members of the legislative staff visited the University last week. The University's priorities were discussed with the legislative staff and the legislative staff was very interested in the University's distance education programs and noted that distance education is a priority of the Speaker of the House.

Next, Dr. Gita Pitter, Associate Vice President for Institutional Effectiveness, provided an update on the most recent accreditation activities. The updates were for Law, SBI, Public Health, and Pharmacy:



- Law - The American Bar Association (ABA) conducted an accreditation site visit to the College of Law on March 25-26, 2012, and the site visit report was received by the University on September 5, 2012, with noted strengths, areas of improvement and concerns. On October 3, the University submitted a response to ABA addressing the concerns stated in the site team's report. The ABA Accreditation Committee will review the response to the ABA site visit report in January 2013 and make a decision on the law school's accreditation.
- Facilities Management, SBI - For the first time in its history, FAMU's School of Business and Industry (SBI) has received a specialized accreditation. On October 23, 2012, following a site visit on October 16-19, SBI received official notification that it has been granted provisional accreditation from the International Facility Management Association (IFMA) Foundation for its new undergraduate major in Facilities Management, within the BS degree in Business Administration. SBI is the first school in Florida and the first HBCU to launch a Facilities Management program, which is offered in collaboration with the School of Architecture. SBI will gain full accreditation once it graduates two classes from the program, includes a capstone Facilities Management project, and demonstrates institutionalization.
- Public Health - The Institute of Public Health underwent its reaffirmation visit on October 15-16, 2012, by the Council on Education for Public Health (CEPH) for the Master of Public Health and Doctor of Public Health programs. At the exit interview the visiting team found the programs in compliance with ALL of its 25 criteria. This is a noteworthy accomplishment that few public health programs in the country achieve. The final outcomes of the onsite visit are expected in June 2013 from the CEPH Board of Directors.
- Pharmacy (Crestview) - On October 12, 2012, the College of Pharmacy and Pharmaceutical Sciences submitted an update to the Accreditation Council for Pharmacy Education (ACPE) addressing recommendations from the ACPE's visit in May to Crestview. A focused site visit is planned by ACPE for November 6-7, 2012, to determine progress made since May.

Trustee Persaud requested that a status update be presented at the February 2013 meeting regarding the Law School's progress on the ABA's concerns.

Finally, Dr. Ken Redda, Acting Vice President for Research, provided an update on the *Awards Received Summary* and the *Proposals Submission Summary*:

- The *Awards Received Summary* lists the 104 awards received from federal, state, and private sponsors during the period of July 1, 2012 to October 9, 2012. The total amount of awards received for this period is **\$26,646,855**.



- The *Proposals Submission Summary* is a listing of the 56 proposals submitted to federal, state, and private sponsors during the period of July 1, 2012 to October 9, 2012. The total amount of proposals submitted for this period is **\$32,811,367**.

Trustee Persaud asked Dr. Redda to keep the committee abreast on budget items that will allow faculty members to seek external funding.

There being no further discussion, the meeting was adjourned at 10:10 a.m.

Respectfully submitted,

Marjorie Turnbull, Committee Chair

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**Florida Agricultural and Mechanical University  
Board of Trustees Action Item**

**Meeting Date:** February 6, 2013

Item Origination and Authorization				
Policy _____	Award of Bid _____	Budget Amendment _____	Change Order _____	
Resolution _____	Contract _____	Grant _____	Other _____	

Action of Board				
Approved _____	Approved w/ Conditions _____	Disapproved _____	Continued _____	Withdrawn _____

**Subject:** **Academic Affairs – Approval of Sabbaticals and Professional Development Leaves**

**Rationale:** Fourteen applications for sabbaticals and two applications for professional development leaves were submitted for the 2013/2014 academic year. The Sabbatical and Professional Development Leave Committee reviewed the applications and recommended the approval of 11 applications to Provost Rodner Wright and President Larry Robinson. In reviewing the applications, the committee considered the programs and activities to be followed while on leave, the expected increase in value of the employee, to the university, and to the employee’s academic discipline, specific results anticipated from the leave, and any prior leaves that had been provided to the applicant.

**Recommendation:** Approval of sabbaticals and professional development leaves for the 2013/2014 academic year for the following applicants:

**Sabbatical Leave**

<b>Name</b>	<b>College/School</b>	<b>Semester(s)</b>
Frederick Todd Bertolaet	Journalism	Spring 2014
Rick Campbell	Social Sciences, Arts, and Humanities	Spring 2014
Emma Waters Dawson	Social Sciences, Arts, and Humanities	Fall 2013
Brenda Jarmon	Social Sciences, Arts, and Humanities	Fall 2013
Natalie King-Pedroso	Social Sciences, Arts, and Humanities	Fall 2013
Angela J. Murphy	Business and Industry	Fall 2013 and Spring 2014
Rhonda Reaves	Law	Fall 2013 and Spring 2014
Mandip Sachdeva	Pharmacy	Spring 2014
Valerie D. White	Journalism	Spring 2014

**Professional Development Leave**

<b>Name</b>	<b>College/School/Department</b>	<b>Semester(s)</b>
Dorothy Bland	Journalism	Fall 2013 and Spring 2014
Deirdre L. McRoy	Office of University Retention	Fall 2013



## SABBATICAL PROPOSAL SUMMARIES

**Mr. Frederick Todd Bertolaet**

**School of Journalism**

The proposed sabbatical will allow Mr. Bertolaet the opportunity to re-photograph sites of significance during the Civil Rights era. The photographs will be combined with historical photographs of the same sites as when the historic events were occurring. The photographs will be placed on an interactive blog-site and personal computer application. The intent is to bring an increased awareness to FAMU's photography students through documentary photography to show the importance of public places of historical significance.

**Dr. Rick Campbell**

**College of Social Sciences, Arts, and Humanities**

Dr. Campbell plans to research, retrace, and write an extended essay about Lewis and Clark's journey to the Pacific Ocean. This essay will be in the vein of Edward Abbey's essay, "Down the River with Major Powell" and other works that bridge the disciplines of American Studies and Creative Writing. Dr. Campbell plans to make the physical journey retracing Lewis and Clark's route from St. Louis to the Oregon coast where the Columbia River enters the Pacific Ocean.

**Dr. Emma Waters Dawson**

**College of Social Sciences, Arts, and Humanities**

As a result of Dr. Dawson's most recent paper, "Ancestral Anchor or the Abyss of Anything: Resonance in Selected Novels by Toni Morrison," she realized how productive other scholars and critics have been in their contributions to the critical discussion about the writings of Morrison. Therefore, Dr. Dawson plans to renew her contributions to this dialogue about the fiction of Morrison. The ultimate goal of her analyses of all of the novels is to illustrate that the ancestral figure serves as anchor when present or wreaks havoc when absent.

**Dr. Brenda Jarmon**

**College of Social Sciences, Arts, and Humanities**

Dr. Jarmon plans to research, write, and submit a book manuscript for publication entitled *Diversity is More Than Race: Strategies to Enhance Cultural Sensitivity*. One of the major benefits of this book will be to offer readers and users an opportunity to explore diversity education and training through examples, exercises, and action plans that will enhance the social workers' and/or other human service workers cultural sensitivity.

**Dr. Natalie R. King-Pedroso**

**College of Social Sciences, Arts, and Humanities**

Dr. King-Pedroso plans to revise previously published chapters of a manuscript about Derek Walcott's epic poem *Omeros*. In this study, her aim is to acknowledge other approaches, but to engage students and scholars in dialogue on Walcott, the poem, and issues regarding universality and difference created by the poet and his ties to the African diasporic locales of the Americas and the feminine world.

**Dr. Angela Murphy**

**School of Business and Industry**

The proposed sabbatical will allow Dr. Murphy the opportunity to focus on research and select a learning management system. Along with a co-author, Dr. Murphy submitted a paper for publication that explores the influence of race, gender, and major on a variety of job attributes. A limitation of that research was the paucity of non-Black college students in the sample. Future research will address that weakness by adding a co-author who has access to a predominantly White student sample. The completion of the research goals will contribute to what is known about these topics, strengthen her academic qualifications, place FAMU/SBI in a stronger position for accreditation and provide students with insights that can enhance the achievement of person-job fit and build more effective cross-racial peer relationships in the workplace.

**Ms. Rhonda Reaves**

**College of Law**

The proposed sabbatical will allow Ms. Reaves the opportunity to embark upon an ambitious scholarly agenda examining the limitations of anti-discrimination theory and studying the effects that anti-discrimination statutes have on each other. Ms. Reaves plans to advance this agenda by devoting time to research and write additional articles in this area with an ultimate goal of publishing a book on this topic to coincide with the 50<sup>th</sup> anniversary of the passage of the Civil Rights Act of 1964.

**Dr. Mandip Sachdeva**

**College of Pharmacy and Pharmaceutical Sciences**

Dr. Sachdeva plans to research and write a book in the area of Nanotechnology. The book on Bionanotechnology can be used by graduate students in Pharmacy, Biomedical Engineering, nanotechnologists, and scientists working in the pharmaceutical industry. Since nanotechnology is a very progressive area and has significant impact in biomedical sciences, the proposed book will cover all areas of nanomaterials, theranostic nanoparticles, and the impact in the biomedical area.



Dr. White plans to complete research on how the newspapers were instrumental in helping dismantle apartheid in South Africa. The proposed research would further explain the power of the media even in a segregated country and how the media can be facilitators of peace during civil unrest. Media are often accused of being purveyors of negative information and creators of unrest. Applying this communication theory will contribute to new knowledge on how effective media can be when used to unify people.



## **PROFESSIONAL DEVELOPMENT PROPOSAL SUMMARIES**

**Ms. Dorothy Bland**

**School of Journalism**

Ms. Bland plans to become a full-time student in order to complete course work related to a Ph.D., in mass communication and start work on her dissertation. Her dissertation will likely explore diversity, particularly the portrayal of African Americans in social media and news-related websites that target African Americans.

**Ms. Deirdre L. McRoy**

**Office of University Retention**

Ms. McRoy plans to complete the course work for the educational leadership doctoral program. Her proposed dissertation is entitled, "A Study of the Retention, Progression, and Graduation of Students Admitted as Profile Admits at Florida A&M University."

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# Florida Agricultural and Mechanical University Board of Trustees Action Item

Meeting Date – February 6, 2013

Agenda Item \_\_\_\_\_

Item Origination and Authorization				
Policy _____	Award of Bid _____	Budget Amendment _____	Change Order _____	
Resolution _____	Contract _____	Grant _____	Other _____	

Action of Board				
Approved _____	Approved w/ Conditions _____	Disapproved _____	Continued _____	Withdrawn _____

**Subject: Academic Affairs - Academic Regulation**

**4.009 Institutes and Centers**

**Rationale:** The Board of Governors (BOG) recently revised its regulation regarding institutes and centers. The University is now required to revise its similar regulation to comply with the changes to the BOG’s regulation.

The University is requesting that the Board of Trustees approve the amendment to Regulation 4.009 for notice and adoption after the expiration of the thirty (30) day notice period, provided there are no public comments, in accordance with the Florida Board of Governors’ Regulation Development Procedure.

**Recommendation:** Approval of the University’s Notice of the Intent to amend Florida A&M University Regulation 4.009.



## Regulation of



## Florida A&M University

### 4.009 Institutes and Centers

(1) As defined in Board of Governors (BOG) ~~Policy—Guideline~~Regulation 04.07.2710.015, “Institutes and centers are entities established to coordinate intra- and inter-institutional research, service, and/or educational/training activities that ~~supplement—and extend~~enhance existing instruction, research, and service at the universities. In some cases, institutes and centers are established to provide the infrastructure needed to coordinate support activities across the State University System.” Institutes and centers are classified as either (a) State of Florida institutes or centers or (b) University institutes or centers. There are entities with “institutes” or “centers” within their title which do not fall within the purview of this ~~policy~~Regulation. Examples are outlined in the BOG ~~Policy—Guideline~~Regulation 04.07.2710.015. In addition to the policies outlined within this document, matters relating to institutes and centers shall also be subject to the BOG ~~Policy—Guideline~~Regulation 04.07.2710.015.

(2) The Provost, as designated by the Board of Trustees, may approve the development, implementation and dissolution of institutes and centers, as provided for in this ~~policy~~Regulation.

(3) Florida A&M University will establish an Institutes and Centers Committee, which will include broad participation from faculty. At a minimum, the membership will include one director of an institute or center, two Faculty Senate representatives, one representative from the Division of Sponsored Research, and one representative from the Office of Academic Affairs.

(4) The Florida A&M University Institutes and Centers Committee will be responsible for the following:

- (a) Establishing a format, guidelines and criteria for the approval of new institutes and centers, consistent with Board of Governors ~~policy—guideline~~PGRegulation 04.07.2710.015;

- (b) Establishing a format and guidelines for the dissolution of institutes and centers;
- (c) Making recommendations for the action of the Provost regarding the approval or dissolution of institutes and centers; and
- (d) Establishing guidelines for the periodic review of institutes and centers, conduct such reviews and make recommendations to the Provost with respect to their continuation.

(5) The Provost, as designated by the Board of Trustees, shall have the responsibility to create a new institute or center, or to disband an existing institute or center. Upon action of the Provost, notification will be provided to the Board of Governors, the director of the institute or center, and the dean of the affected college or school. As required in BOG [Policy Guideline Regulation 04.07.2710.015](#), a State of Florida institute or center shall be disbanded at the recommendation of the Council of Academic Vice Presidents and upon the approval of the Board of Governors. In disbanding an institute or center that has been funded by the Legislature, the University will provide documentation to the Board of Governors demonstrating that Legislative intent has been achieved and that the institute or center is no longer required. Active university institutes or centers will be given a minimum of 6 months notice prior to disbanding, provided the institute or center has sufficient funding resources to operate prior to the disbanding. Otherwise, the University may disband a center due to financial exigency with appropriate notice to institute or center personnel and advisory groups.

(6) Annually, the director of each approved institute or center will submit a report to the Provost or designee, who, in turn, will submit the report to the Board of Governors as required in the [policy guidelines Regulation](#).

(7) The Institutes and Centers Committee will review the annual reports and inform the Provost of trends and issues that warrant further scrutiny or action. The Committee will also conduct periodic reviews in accordance with the established [guidelines Regulation](#).

*Specific Authority- Board of Governors Regulation Development Procedure dated July 21, 2005, 1001.74(4), FS. Law Implemented Board of Governors Resolution Adopted January 7, 2003, 1001.74(1) and (7), FS. History-New 7-11-07; Revised - - , 2013.*

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**Florida Agricultural and Mechanical University  
Board of Trustees Action Item**

**Meeting Date:** February 6, 2013

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Action of Board				
Approved _____	Approved w/ Conditions _____	Disapproved _____	Continued _____	Withdrawn _____

**Subject:** **Revised 2012-2013 Academic Calendar and 2013-2014 Academic Calendar**

**Rationale:** The revised 2012-2013 Academic Calendar is being presented to the Board of Trustees for approval. The calendar is being revised to align the beginning date of classes for Summer 2013 with Tallahassee Community College and to ensure that 220 days of classroom instruction is provided.

**Rationale:** The 2013-2014 Academic Calendar is being presented to the Board of Trustees for approval, in accordance with Florida Board of Education Rule 6A-10.019. Additionally, Board of Governors Regulation 8.001 requires each university to adopt an annual calendar which includes the beginning and ending dates for each semester, the dates for final examinations, and the dates for the issuance of diplomas.

Please note that the beginning and ending dates of each semester, the holidays, and the breaks have been agreed upon by the Calendar Committee, which includes representatives from Florida A&M University, Florida State University, and Tallahassee Community College. The Calendar Committee meets annually to coordinate the calendars of the three educational institutions in Tallahassee.

The University's winter break is scheduled for Tuesday, December 24, 2013 through Wednesday, January 1, 2014. December 25, 2013 and January 1, 2014, are official state holidays.

**Recommendation:** Approval of the revised 2012-2013 Academic Calendar and approval of the 2013-2014 Academic Calendar.







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## COLLEGE OF LAW – ABA UPDATE



Excellence With Caring

# Florida Agricultural and Mechanical University

COLLEGE OF LAW

TELEPHONE: (407) 254-3268

FAX: (407) 254-3213

201 BEGGS AVENUE  
ORLANDO, FLORIDA 32801

To: Provost Rodner Wright  
From: Dean LeRoy Pernell  
CC: Linda Barge - Miles  
Date: January 9, 2013  
Re: Update on College of Law Changes Following ABA Site Team Observations

Your office has requested updated information as to the progress made by the College of Law in addressing concerns identified by the American Bar Association site evaluation team during its most recent visit to the College of Law. It should be noted that these fact observations by the site team are not official concerns or conclusions of the ABA Committee on the Accreditation of Law Schools. The official concerns and conclusions of the American Bar Association Committee on the Accreditation of Law Schools will not occur until that Committee meets later this month. Nonetheless, observations by the site team are helpful and constructive for the College of Law in moving forward. Many of the observations made by the site team had already been addressed prior to the College of Law's response to the site team report. This report will focus on the continuing efforts that have occurred since that response.

- Strategic Planning - Since the time of the site team's visit, questions regarding confirmation of the COL Mission Statement and prioritization of planning initiatives have become the subject of faculty committee action and will be part of the faculty-wide retreat scheduled for this spring.
- Student-Faculty Ratio - As noted in the site report and the COL response, the current faculty-student ratio is in compliance with the ABA standard, although it was noted that that the COL must continue to fill regular tenured and tenure-tracked vacancies. Towards that end, two proposed faculty hires have been recommended by the College of Law for Fall 2013. One faculty hire is proposed at the Assistant Professor level and the other faculty hire is proposed at the Associate Professor level with tenure as a result of the exceptional record of the proposed lateral hire. Other faculty hires may be proposed consistent with available funding and budgetary concerns.
- Quality of Faculty Instruction - 3<sup>rd</sup> Year Review Process - While recognizing that the site team observed a range of faculty instructional quality, the COL is concerned and committed to improving all faculty instruction to the level of excellence. Towards that end, the COL has re-instituted a 3<sup>rd</sup> year review of tenure tracked faculty by the Retention, Promotion, and Tenure committee. This review is designed to provide a peer-driven assessment of a faculty member's progress in teaching, scholarship, and service.



- Newly revamped position of Associate Dean for Teaching & Faculty Development
  - Preparing comparative and trend analysis of faculty teaching load, scholarship, and service.
  - Evaluating classroom performance:
    - Coordinating with Retention, Promotion, and Tenure (RPT) Committee regarding peer evaluation of tenure-track and tenured associate faculty.
    - Coordinating with Associate Dean for Academic Affairs regarding teaching effectiveness of adjunct faculty.
    - Assisting tenured, tenure-track, and contract faculty with their teaching goals and professional development opportunities.
    - In process of scheduling in house training on ways to improve teaching effectiveness.
    - Providing intervention for faculty who have been identified with teaching concerns.
    - Revising College of Law student evaluations.
- Professional Environment - Faculty is more communicative regarding concerns and law school operational issues. Additional faculty meetings will be scheduled each month to allow faculty opportunity to fully discuss matters of concern to them.
- Retreat -- The retreat scheduled for December 2012 was cancelled the week of the event because of a medical emergency of facilitator. Retreat will be rescheduled for spring semester.
- Promotion and Tenure Rules - Proposed revised promotion and tenure rules submitted to faculty in December 2012.
- Students - Academic Advising – A systematic approach for academic and career advisement by faculty to students has been instituted. Faculty recommended to meet faculty advisees at beginning of school year and the beginning of each semester to facilitate students' acclimation to law school and the law school experience and provide academic and career advisement.
- LGBT Student Organization—Lavender Law Student Association, for LGBT students formed with two faculty members serving as advisors.
- Admissions Staffing - Admissions Office Fully Staffed:
  - John Washington, III, *Assistant Dean for Admissions*
  - Camille Thompson, *Assistant Director for Admissions*
  - Yannick Brookes, *Admissions Counsel/Recruiter*
  - Astrid Caceres, *Program Assistant*
  - Haben Abraha, *Graduate Assistant*

• Recruitment of Qualified Students:

- The College of Law is collecting admission data and conducting a detailed evaluation of the current admissions qualifications.
- Admissions is in the process of redesigning and re-establishing a conditional admission program for students whose credentials may not be extremely competitive from first review. The program will also provide a predictive evaluative function.
- Enhanced recruitment efforts.
- FAMU All-Stars - a recruitment effort for high-achieving FAMU undergraduate students.
- Established new admissions luncheons for extremely competitive prospects.
- Aggressively targeting HBCUs and HACUs for high achieving students.
  
- Student Services Staffing - Office of Student Services and Administration is fully staffed:
  - Reginald Green, *Associate Dean for Student Services and Administration*
  - Theresa Pissini, *Administrative Assistant for Administration*
  - Amy Li, *Administrative Assistant for Student Services*
  
  - Office of Career Planning and Placement (OCP) Staffing :
  
  - National search currently underway for highly qualified Director of Law School Career Services.
  
  - Current Staffing:
    1. Associate Dean Reginald Green, *Interim Director of Career Planning and Placement*
    2. Elizabeth Dorworth, *Assistant Director of Career Planning and Placement*
    3. Beverly Perry, *Internship and Clerkship Coordinator*
    4. Yhonsha Rue, *Program Assistant*
  
  - OCP has established an annual fall and spring recruiting program.
  - OCP has drastically improved collection of our placement data. For the class of 2011, we collected data from 72% of our graduating seniors and currently have a placement rate of 80%. Class of 2012 is not due until February 2013; however, we collected over 75% of the data already.
  
  - Law school is in compliance with Standard 512 - Standard 512 mandated that all law schools have a posted student complaint and appeals procedure and that each school maintain a record, including resolutions of all student complaints. The College of Law approved a policy and maintenance procedures. The policy is posted on the College of Law's webpage and will be placed in the next Student Handbook.

Bar Preparation and Academic Success fully staffed:

- Alicia Jackson, *Director of Academic Success and Bar Preparation*
- Shanae Rasberry, *Instructor, Academic Success and Bar Preparation*
- Keith Neyland, *Instructor, Academic Success and Bar Preparation*
- Renee Allen, *Instructor, Academic Success and Bar Preparation*
- Reginald Mitchell, *Instructor, Academic Success and Bar Preparation*
- Penny Hammond, *Program Assistant*



- Administration Support:
  - Associate Dean - Professor Joan Bullock serves as the new Associate Dean for Teaching and Faculty
  - Staffing Additions:-
    1. Two new faculty support persons have been hired.
  - A HR coordinator has been hired. The Division of Student Affairs has approved the hire of a student affairs liaison to assist with student organizations.
- Facilities -Space Assignments:
  - Academic Success, the Clinical Program, and Legal Methods have been relocated to their own individual spaces.
    - The Academic Success and Bar Preparation has been relocated to its own designated space (the area is secure, protects student privacy, and has adequate file storage). The following space has:
      1. 6 administrative offices
      2. ASBP Library
      3. 2 File Rooms
      4. Receptionist and waiting area
  - The Clinical Program has been relocated to its own designated space (the area has additional offices, protects student privacy, and has adequate file storage). The following space has:
    1. 4 staff offices
    2. 4 clinics offices (each clinic has its own designated office)
    3. 2 Interview Rooms
    4. 2 File Rooms
    5. Receptionist and waiting area
  - Legal Methods has been relocated to its own designated space (former Center for International Law and Justice). The following space has:
    1. 3 faculty offices (remaining 3 instructors are housed with the faculty)
    2. Conference Room
    3. Student work area
    4. Waiting area



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# DRS IMPROVEMENT PLAN

## **FLORIDA A&M UNIVERSITY DEVELOPMENTAL SCHOOL EFFECTIVE SCHOOL IMPROVEMENT PLAN**

Florida Agricultural and Mechanical University Developmental Research School has been in existence since 1921. Initially, it was founded as a Teacher Training School for Florida A&M University. The school became FAMU DRS in 1991 and moved to its present location in 2009. The school received its last SACS accreditation in 2010.

The administrative leadership team is new to FAMU DRS; however, they have over 20 years combined of instructional leadership experience. The current Superintendent, Dr. Patricia Hodge, is an experienced administrator with Laboratory and Research schools and brings a wealth of knowledge as it relates to school improvement.

Currently, FAMU DRS has 40 faculty members in grades K-12. There are 28 females and 12 males: 36 Blacks, 3 Whites, and 1 Multi-Racial faculty member. Of the 40 teachers, 75% have Masters' degrees in their area of certification and 15% have Specialist degrees in Education. Currently, 15% of the teaching staff is enrolled in a Ph.D. program. Ninety-eight percent of FAMU DRS teachers received a highly effective rating evaluation for the 2011 – 2012 academic year.

The current makeup of the student body is:

Male Students	237
Female Students	259
African American Students	490
Caucasian Students	5
Multi-Racial Students	1
Total Student Population	496

Eighty-six percent of FAMU DRS students are on free and reduced lunch. Thirty-five percent of students across the K-12 scope are performing below grade level. As part of the comprehensive school concept, students can complete their entire school education on one campus setting and they can matriculate to Florida A&M University.

Since 1999, when the FCAT school grading system began, various factors have had an impact on FAMU DRS's school grade. FAMU DRS has received a letter grade of "D" seven times, a letter grade of "C" six times and a letter grade of "F" once. This year, the school received a letter grade of "D." On the FCAT, test out of a possible percentage range of 100, students performed at 41% in reading, 32% in Math, 82% in Writing, 25% in Science. Learning gains for all students increased in Reading and Math from 2010 to 2011, however, they were lower than sixty five percent in all content areas.



For the class of 2011 and the class of 2012, FAMU DRS has graduated ninety-eight percent of its students. Of the 2011-12 graduates, fifty two percent are attending college, and fifty percent of those graduates attend Florida A&M University. Forty percent of the graduates are attending state or community colleges, while the remaining ten percent joined the Military services or attend a university or college out of state.

Contributing factors to this low grade and the history of the school's continued underperformance may be attributed to the high turnover rate of administrators and faculty. In some instances, teachers who are highly qualified in a specific content area are required to teach at one or more classes out of their certified area. Having to prepare for two or three different courses is the norm for teachers at FAMU DRS. As such, while the school has highly qualified teachers, salary competitiveness proves to be a concern and a factor for high faculty turnover rates. Currently, there are very few incentives available to faculty, thus making it almost impossible to retain a highly qualified faculty, staff and administrators.

Although available resources are limited, the school is able to offer extra academic programs to support student achievement through entitlement and competitive grant funding. These programs include after school remediation, Saturday academies and summer institutes. FAMU DRS also has Advancement via Individual Determination (AVID) program for secondary students and an extended-day program for elementary students. The university sponsors two programs: College of Engineering Sciences, Technology and Agriculture (CESTA) and Garrett A. Morgan Technology and Transportation Education grant program (GAMTTEP) for students throughout the school year and during the summer.

The FAMU DRS and COE leadership, faculty, and staff are committed to reestablish the lab school as a premier institution characterized by high student academic achievement. As the DRS personnel continues to work towards school improvement it is important to develop a plan of action including research-based strategies that progressively enhance student, teacher and leader performance that will propel the school from "D" to "A" grade. In response to the low performance status, the current action plan is designed with priority on initiatives that address effective school turnaround mandates as outlined by the Florida Department of Education. These mandates are research based and data driven. The Florida Department of Education District Improvement Plan and School Improvement Plan templates provide the structure for the proposed turnaround action plan. The superintendent of the DRS has assumed responsibility for the timely implementation and monitoring of this plan.

CATEGORY	AREA OF CONCERN	ACTION STEPS	RESOURCES	TIMELINE	PERSON/ PEOPLE RESPONSIBLE	POTENTIAL BARRIERS	ADVISOR COMMENTS/ FEEDBACK
School Improvement Plan	The School Advisory Council (SAC) requires training to operate efficiently.	1.1 Conduct a needs assessment to determine SAC training needs.	Review assessment tools used by various consultants	Identify assessment tool to be used by end of Spring 2013	DRS Administrators COE		
			Hire consultant to perform needs assessment	Completed needs assessment by August 2013		Availability of funds	
		1.2 Provide training based on results of needs assessment.	COE collaboration	Fall 2013 after SAC election	SAC Council		
		1.3 Develop content area expertise of SAC members by collaborating with the College of Education (COE)	COE collaboration		COE		
Leadership Quality Improvement	Evaluation process for Superintendent is absent.	2.1 Facilitate Board action to adopt Superintendent evaluation instrument	Refer to Board Chair	End of February 2013	DRS School Board COE	Availability of quorum of Board members	



CATEGORY	AREA OF CONCERN	ACTION STEPS	RESOURCES	TIMELINE	PERSON/ PEOPLE RESPONSIBLE	POTENTIAL BARRIERS	ADVISOR COMMENTS/ FEEDBACK
Educator Quality Improvement	There are questions regarding the adequacy of the level of teacher content knowledge and pedagogical skills to meet student needs.	3.1 Enhance teacher content knowledge and pedagogical skills	\$30,000: Funding to provide mentoring (time for staff to work with mentors, materials)	Ongoing	DRS Administrators		
		3.2 Transition to Next Generation Sunshine State Standards and Common Core Standards (training, financial resources and instruction materials)	\$40,000: Funding for instructional materials, training, substitute teachers for release time, support staff	Ongoing	DRS Administrators COE		
		3.3 Increase amount of support by sustaining and adding instructional coaches	\$108,000 for additional science instructional coach (\$60,000) and to make existing coach salaries competitive (coach supplements \$48,000)	Ongoing	DRS Administrators	Teacher perception of differentiated support Stakeholder perception	



CATEGORY	AREA OF CONCERN	ACTION STEPS	RESOURCES	TIMELINE	PERSON/ PEOPLE RESPONSIBLE	POTENTIAL BARRIERS	ADVISOR COMMENTS/ FEEDBACK
Professional Development	The identification of Professional Development needs is essential.	4.1 Update Professional Development Master Plan	\$100,000 annually [a portion of this is currently funded] Funds to provide professional development (release time, training, workshops, teacher stipends, materials and supplies)	Ongoing	DRS Administrators	Time	
						Funds	
Curriculum Alignment and Pacing (K – 12)	Delivery of curriculum and assessment is technology-driven necessitating an increase in the amount of available technology to support delivery of curriculum and assessment.	5.1 Increase technical support	\$60,000 Educational Technology instructor	Summer 2013	DRS Administrators	Stakeholder perception	
			\$60,000 Technology support specialist	immediately		Funding source	
		5.2 Write technology plan	Available DRS and COE faculty and staff	immediately		Funding source	

CATEGORY	AREA OF CONCERN	ACTION STEPS	RESOURCES	TIMELINE	PERSON/ PEOPLE RESPONSIBLE	POTENTIAL BARRIERS	ADVISOR COMMENTS/ FEEDBACK
Curriculum Alignment and Pacing (K – 12)	Delivery of curriculum and assessment is technology-driven necessitating an increase in the amount of available technology to support delivery of curriculum and assessment.	5.3 Acquire student individual devices to provide sufficient access to strategic tools for improved instruction	\$200,000 Individual student technology	Summer 2013	DRS Administrators	Funding source	
						Management of student devices	
Florida Continuous Improvement Model (Progress Monitoring Plan)	There is a need for a multi-tier system of support instructional assistance, data managers.	6.1 Expand multi-tier system of support to include speech pathologist	\$65,000 speech/language teacher	Summer 2013	DRS Administrators	Recruiting qualified personnel	
						Funding	
		6.2 Increase instructional assistance within classrooms to assist with differentiated curriculum	\$212,000-6 assistants	Fall 2013	DRS Administrators	Recruiting qualified personnel	
						Funding	

CATEGORY	AREA OF CONCERN	ACTION STEPS	RESOURCES	TIMELINE	PERSON/ PEOPLE RESPONSIBLE	POTENTIAL BARRIERS	ADVISOR COMMENTS/ FEEDBACK
Florida Continuous Improvement Model (Progress Monitoring Plan)	There is a need for multi-tier system of support, instructional assistance, and data managers.	6.3 Data management to assist in tracking student progression	\$75,000 data coach	Fall 2013	DRS Administrators	Recruiting qualified personnel Funding	
		7.1 Develop evaluation tool	\$10,000 Funding to hire consultant to create tool	Spring 2013		Funding	
Monitoring Plans and Process	Develop an evaluation tool to determine if the process is effective (cycle of assessment).	7.2 Implement tool	COE collaboration	Summer 2013			



### **Budget Summary**

The following is a description of budget items associated with the action items of the FAMU DRS Effective School Turnaround Mandates Action Plan. The FAMU DRS and College of Education Administrative Teams have outlined the budgetary needs that will support effective implementation of the plan. The budget request includes funding to support both one-time and ongoing initiatives that are essential to the success of the FAMU DRS.

**A. Total Salaries Expenses \$580,000.00**

- **Instructional Coach (Science)** (\$60,000.00)
- **Instructional Coach Supplement** (\$48,000)
  - Math Coach Supplement -\$16,000
  - Reading Coach -\$16,000
  - Literacy Coach -\$16,000
- **Speech Pathologist** (\$65,000)
- **Data Coach** (\$75,000)
- **Educational Technology Instructor** (\$60,000)
- **Technical Support Specialist** (\$60,000)
- **Instructional Assistants** (\$212,000) - 6@\$24,000

**B. Professional Development Expenses \$100,000.00**

**C. Differentiated Support of Teachers \$30,000.00**

**D. Accountability Initiatives \$240,000.00**

- **Instructional Training and Materials** (\$40,000)
  - **Support transition to Common Core Standards**
- **Technology and Technical Improvements** (\$200,000)

TOTAL  
**\$950,000.00**

**Last Revised 1-11-13**

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## 2012-2013 GOALS



**Academic Affairs Update – 2012/2013 Goals**

January 2013

<b>Academic Affairs Goals</b>	
<b>Goal 1 - Meet accreditation standards of select disciplines</b>	
<p><b>College of Agriculture and Food Sciences</b></p> <p><b>Biological and Agricultural Systems Engineering (BASE)</b></p>	<p><b>ABET Accreditation Visit: October 31 – November 1, 2011</b></p> <p><b>Accreditation Status: Accredited</b></p> <p><b>Accreditation Activities:</b></p> <p>At its 2012 Summer meeting, the Engineering Accreditation Commission (EAC) of ABET voted to reaccredit Florida A&amp;M University's program in Biological and Agricultural Systems Engineering (BASE). The program was granted four years and will expire September 30, 2016. The 2011 visit was a focused visit to address weaknesses and concerns identified in the 2009 accreditation visit. Of the seven weaknesses and concerns noted, all areas were resolved with the exception of one, which was lack of a support technician position. The position is being readvertised and is expected to be filled shortly.</p>
<p><b>Law</b></p>	<p><b>ABA Accreditation Visit: March 25-26, 2012</b></p> <p><b>Accreditation Status: Fully Accredited</b></p> <p><b>Accreditation Activities:</b></p> <p>The American Bar Association's (ABA) site visit report was received by the University on September 5, 2012 with noted strengths, areas of improvement and concerns. On October 3, 2012, the University submitted a response to ABA addressing the concerns stated in the site team's report. The ABA Accreditation Committee will review the response to the ABA site visit report in January 2013.</p> <p>In response to some of the concerns noted from the September visit, the College of Law has implemented the following:</p> <ul style="list-style-type: none"> <li>• Recommended two new faculty hires at the Assistant and Associate Professor level to fill vacant positions.</li> <li>• Reinstated a 3-year review of tenured-track faculty.</li> <li>• Revised the position of the Associate Dean of Teaching and Faculty Development</li> <li>• Conducting a national search for the Director of Law School Career Services.</li> </ul>
<p><b>School of Business and Industry</b></p>	<p><b>Accreditation Council for Business Schools and Programs (ACBSP)</b></p> <p><b>Accreditation Status: Not Currently Accredited, Applied for Candidacy Status in February 2012</b></p> <p><b>Accreditation Activities:</b></p> <p>The School of Business and Industry applied for candidacy status in an effort to gain accreditation status with the Accreditation Council for Business Schools and Programs (ACBSP) in February 2012. The School has worked with its appointed mentor, and submitted its Preliminary Visit Questionnaire on December 22, 2012. It will submit its Overall Self Study and Accounting Self Study on January 15, 2013. SBI anticipates a Spring 2013 Accreditation Visit unless ACBSP encounters scheduling conflicts.</p>

<p><b>School of Business and Industry</b></p> <p><b>- Facilities Management</b></p>	<p><b>International Facilities Management Association (IFMA)</b></p> <p><b>Accreditation Status: Provisional (Initial) Accreditation, November 2012</b></p> <p><b>Accreditation Activities:</b></p> <p>The School of Business and Industry was granted its first accreditation when it received provisional accreditation from the IFMA Foundation, making it the first program in Florida and at an HBCU.</p>
<p><b>School of Allied Health Sciences</b></p> <p><b>Division of Cardiopulmonary Science</b></p>	<p><b>Accrediting Agency: Commission on Accreditation for Respiratory Care (CoARC)</b></p> <p><b>Accreditation Status: Continuing Accreditation</b></p> <p><b>Accreditation Activities:</b></p> <p>At the November 2012 meeting, the Commission on Accreditation for Respiratory Care (CoARC) voted to remove probationary accreditation and return the accreditation status of <b>continuing accreditation</b> to the BS Cardiopulmonary Science program at Florida A&amp;M University. According to CoARC in its letter to the President, it stated that it recognized the program's compliance with the nationally established accreditation standards.</p> <p>A program self study is due to CoARC August 1, 2013.</p>
<p><b>School of Allied Health Sciences</b></p> <p><b>Division of Occupational Therapy</b></p>	<p><b>Accrediting Agency: Accreditation Council for Occupational Therapy Education (ACOTE)</b></p> <p><b>Accreditation Visit: 2014</b></p> <p><b>Accreditation Status: Probationary Accreditation</b></p> <p><b>Accreditation Activities:</b></p> <p>Accreditation Council for Occupational Therapy Education (ACOTE) accreditation site visit is next scheduled for 2014. No specific date has been given. The program was placed on probation due to licensure exam pass rates. The program last submitted a progress report to ACOTE in December 2012. ACOTE has requested additional information in order to make a decision regarding the program's probation status.</p> <p>ACOTE has established new pass rate standards effective July 2013, which requires an 80% pass rate within one year of graduation over a three-year time frame. In order for the program to be compliant with this standard, the graduate must pass the exam regardless of the number of attempts within the one year of graduation time period. The program has developed and is implementing specific strategies to increase the pass rates of its graduates. Those strategies are outlined in Goal 3. In addition to the strategies outlined in Goal 3, the curriculum and course content of the current Master of Science Occupational Therapy (MSOT) program is also being revised. December graduates are also preparing for the examination with ongoing input from the faculty. One student from the graduating class of 2012 has taken the exam and passed; thus providing the program with a first time pass rate of 100% for the 2012 graduating cohort thus far. The Division is continuing to work diligently to ensure a continued successful examination pass rate.</p>



<p><b>School of Allied Health Sciences</b></p> <p><b>Division of Health Care Management</b></p>	<p><b>Accrediting Agency:</b> Commission on Accreditation of Health Management Education (CAHME)</p> <p><b>Accreditation Visit:</b> Fall 2013, however, a deferment has been requested</p> <p><b>Accreditation Status:</b> Seeking</p> <p><b>Accreditation Activities:</b></p> <p>The master's in Health Administration Program is seeking initial accreditation. The program's application for candidacy was accepted and approved July 2011. The program was initially scheduled for an onsite accreditation visit Fall 2013; however, the program has requested a one year deferral of the onsite accreditation visit because of the unexpected leave of absence for one of the program's core faculty members. The faculty member's absence has affected the program's ability to meet all of the needs of the past and current semesters, including the self-study activities. The new date for the initial visit has not yet been communicated but it is expected to occur in Fall 2014.</p>
<p><b>School of Allied Health Sciences</b></p> <p><b>Division of Physical Therapy</b></p>	<p><b>Accrediting Agency:</b> Commission on Accreditation for Physical Therapy Education (CAPTE)</p> <p><b>Accreditation Status:</b> Fully Accredited</p> <p><b>Accreditation Activities:</b></p> <p>The Division of Physical Therapy is currently working on its program self-study which is due to CAPTE on September 10, 2013. The program will undergo an onsite visit from CAPTE November 10-13, 2013. In preparation for accreditation by CAPTE, the program is compiling and assembling data and documentation for the Self-Study report.</p>
<p><b>College of Pharmacy and Pharmaceutical Sciences (COPPS)</b></p>	<p><b>ACPE Accreditation Visit:</b> November 6-7, 2012 (Crestview) March 5-8, 2013 (Main Program)</p> <p><b>Accreditation Status:</b> Fully Accredited</p> <p><b>Accreditation Activities:</b></p> <p>The College of Pharmacy and Pharmaceutical Sciences new program at Crestview had a focused site visit May 1-2, 2012. FAMU, on October 12, 2012, submitted an update addressing recommendations from the ACPE May visit. A focused site visit was conducted November 6-7, 2012 and no new areas were deemed as noncompliant. Additionally, all previous areas of partial compliance, noncompliance and concerns were eliminated for the Crestview substantive change. The results of the November focused visit will be presented to the Board of Directors for final review at the ACPE Board of Directors meeting January 16-17, 2013.</p> <ul style="list-style-type: none"> <li>• A comprehensive site visit will also be conducted of the main campus program with an onsite visit scheduled March 5-8, 2013. Preparation by COPPS is currently underway for the Spring visit.</li> </ul>
<p><b>Institute of Public Health</b></p>	<p>The Institute of Public Health underwent its reaffirmation visit October 15-16, 2012 by the Council on Education for Public Health (CEPH). The site team found no areas of noncompliance.</p>



**Goal 2 - Increase number of distance education programs and students**

FAMU continued enrolling students in its three online degree programs in the Fall, 2012 semester. The programs are: Master of Business Administration, Master of Public Health, and Master of Science in Nursing.

The distance-learning program has continued to grow successfully. Feedback from students has been positive and the University continues to monitor and assess all systems related to distance education. Enrollment in the three online degree programs are as follows: 57 for the MBA, 19 for the MPH, and 16 for the MSN. The total enrollment for the three programs is 92. The University is currently offering 11 general education online courses with a total of 223 students enrolled. In addition, 6 hybrid courses are being offered with a total of 174 students enrolled. The total number of distance learning students combined is 489.

Efforts are underway to add at least one new degree program for the Fall 2013 semester in Construction Engineering. In addition, efforts are underway to add at least one new degree program for the Spring 2014 semester in the School of Allied Health Sciences. The program will be an online Master's degree in Health Informatics. The Office of Instructional Technology in conjunction with the Office of Communications has developed a robust marketing plan for the online degree programs. The goal is to enroll 75 new students in the online degree programs by Fall, 2013. The University is collaborating with other institutions nationwide, to include members of the SUS, who have demonstrated success in delivering online education.

Additionally, FAMU is exploring other online initiatives such as Massive Open Online Courses (MOOCs), which is managed by third party companies, to include in our catalog of online course offerings. By the Spring, 2013 semester, the University will determine whether these initiatives will be feasible to adopt into its online program. The University is in the process of implementing Blackboard Analytics for Learn, which is a service that is operated by the Office of Instructional Technology for the benefit of online, as well as, face-to-face students to provide information in the form of reports and dashboards to the entire university community. Blackboard Analytics will strengthen FAMU's efforts to proactively identify at risk students, provide the appropriate assistance, generate alerts, monitor student performance and identify correlations between course design, activity and student success. Blackboard Analytics for Learn is a module of the Online Student Success component of the distance learning program.

**Goal 3 - Increase licensure pass rates (All goals have been reviewed and approved by faculty of the respective units. The goals have also been presented to the Faculty Senate.)**

**Cardiopulmonary Sciences**

**BOT Goal – 80%  
First time pass rate**

The pass rate required by the accrediting body is a three-year average of the number of graduates earning the credentials (by passing the exam) divided by the total number of graduates in a given year. As of October 2012 (the most recent data provided), the pass rate for students graduating in the years 2009, 2010 and 2011 is 84.6%, which meets the accreditation standard. The Commission on Accreditation for Respiratory Care (CoARC), the accrediting body for the Cardiopulmonary Science program, held its board meeting in November 2012 to consider the latest passage rate for the program and reconsider the program's accreditation status (removal of probation). Based upon the new passage rate, the CoARC Board voted to change the program's accreditation status from probationary to continuing accreditation.

The program will continue to employ and revise as needed the following strategies that ensure the successful outcome of graduates on the licensure exam: 1) conduct orientation and activities for new students designed to prepare them for the exam immediately; 2) admit only those students who have completed a majority of the program's science prerequisites; 3) increase activities to develop critical thinking; 4) incorporate licensure examination type questions in individual courses; 5) increase in-course assessments and provide prompt feedback; 6) conduct annual curriculum review by faculty; and 7) implement individualized structured study plans, comprehensive test preparation workshops, and proctored practice exams.



<p><b>Law</b></p> <p><b>BOT Goal – 80%</b> <b>First time pass rate</b></p>	<p>The College of Law now requires that all entering students beginning with the Fall 2012 class take a mandatory skills training course. The course is designed to help students develop skills needed to be successful on the bar exam. It is anticipated that by offering this mandatory class in smaller sections with a limited number of students that the College of Law will significantly increase its pass rates. The overall pass rate for first-time takers sitting for the July 2012 exam was 68.1% (N=64/94) for Florida A&amp;M University, which is the highest first-time passage rate in the history of the College of Law since its re-establishment, an increase of 15.2% since July 2005 and almost a 5% increase above last year's pass rate (63.5%). For the 2012 February exam, the first-time pass rate was 65.5%, which is slightly higher than the pass rate for 2011 of 63.2%. First-time performance on the Multistate Professional Responsibility Exam (MPRE) is also worth noting at 83.6%.</p> <p>Last year, the Board of Trustees approved a new student fee for a bar preparation program designed to increase student performance on the Florida bar. For graduates who participated in the BEST bar preparation program, the first-time Florida pass rate for July 2012 was 82.1%. Such high percentages on the exam for students taking this course speaks to the importance of the College of Law's efforts to get more graduates to participate in this voluntary post-graduation program in an effort to increase the overall pass rate for FAMU College of Law students.</p>
<p><b>Nursing</b></p> <p><b>BOT Goal – 90%</b> <b>First time pass rate</b></p>	<p>The Board of Trustees established a 90% pass rate for the School of Nursing. The nursing accrediting body (NLNAC) requires that the “ licensure exam pass rate will be at or above the national mean” and the Florida Board of Nursing requires “an approved program must achieve a graduate passage rate that is not lower than 10 percentage points less than the average passage rate for graduates of comparable degree programs”. In 2012, the first time pass rate for FAMU was 90.24% (N=74/82) for students tested January 1, 2012 - September 30, 2012. The FAMU 2012 pass rate increased from the overall pass rate in 2011 and surpassed both the national and state averages of 89.77% and 84.76% respectively.</p> <p>The faculty plans to (1) determine the impact of review course on 2012 licensure results, (2) utilize ATI proctored exam results to enhance course instruction, (3) determine if level of performance on ATI exit exams needs to be increased, and (4) conduct a statistical analysis to determine the variables that were associated with risk of not passing the 2011 examination at first sitting.</p>
<p><b>Occupational Therapy</b></p> <p><b>BOT Goal – 80%</b> <b>First time pass rate</b></p>	<p>ACOTE has established new pass rate standards effective July 2013, which require an 80% pass rate within one year of graduation over a three-year time frame. In order for the program to be compliant with this standard, the graduate must pass the exam regardless of the number of attempts within the one year of graduation time period. The first time pass rate for occupational therapy graduates increased from 14% in 2010 to 50% in 2011. Of the 10 students graduating in 2012, one graduate has taken the licensure exam and passed. To date, the pass rate for the program is 100%.</p> <p>The program has developed and is implementing specific strategies to increase the pass rates of its graduates, which includes revising the curriculum and course content of the current Master of Science Occupational Therapy (MSOT). December graduates are also preparing for the examination with ongoing input from the faculty. In addition, two online courses for increasing critical thinking and</p>



	test taking skills have been developed and implemented. An online national board examination preparatory course was also purchased for current, second year, and last year MSOT students as well as graduates who have not taken or failed to pass the national examination. Lastly, a consultant has been hired to assist the program.
<b>Pharmacy</b>  <b>BOT Goal – 90%</b> <b>First time pass rate</b>	The first time pass rate for graduates of the PharmD program on the NAPLEX examination taken May-August 2012 is 88.9% (N=118). The national average pass rate for first time takers in the nation is approximately 97%. To address deficiencies and to improve student performance, the PharmD program underwent extensive course evaluations. The College has hired RxPrep which is a nationally acclaimed NAPLEX preparation company that will work with FAMU PharmD students beginning January 2013 and will continue to allow them interaction through the first examination period from through August 2013.
<b>Physical Therapy</b>  <b>BOT Goal – 80%</b> <b>First time pass rate</b>	<p>The goal of Florida A&amp;M University’s Doctor of Physical Therapy (DPT) program is to meet the BOT goal of 80% for first-time takers and to remain in compliance with the Commission on Accreditation Physical Therapy Education (CAPTE) standard of eighty percent (80%) of program graduates passing the licensure exam over a three-year period. As of January 2013, the DPT program has an overall pass rate of 75% and a first time pass rate of 61% (N=18). The program will continue to monitor the graduates’ progress as remaining graduates in the 2012 cohort and others from previous cohorts take the exam over the next few months.</p> <p>To ensure ongoing compliance, the program will regularly conduct performance outcome reviews from several sources including:</p> <ul style="list-style-type: none"> <li>• Coursework in both foundational and clinical sciences for both content and level of evaluation.</li> <li>• Analysis of Clinical Performance Instrument (CPI) for performance on clinical rotations.</li> <li>• Performance on Comprehensive Examination.</li> <li>• Profiles of both successful and unsuccessful graduates on the National Physical Therapy Examination (NPTE).</li> <li>• Analysis of aggregate content specific data on NPTE to see areas of weaknesses</li> <li>• Curriculum and staff modifications based on the above outcomes.</li> <li>• The program will provide a Licensure Exam Review Course through Scorebuilders. The Scorebuilders course is a two-day (16 hour) review of content areas on the National Physical Therapy Examination (NPTE). It includes practice tests and analysis as well as test-taking strategies.</li> </ul>

**Goal 4 - Increase number of enrolled research doctoral students**

Semester	New Graduate Student Admission*	New Graduate Student Enrollment*	New Research Doctoral Enrollment*	All Research Doctoral Enrollment**
Fall 2010	347	280	14	148
Fall 2011	456	344	29	158
Fall 2012	351	280	22	146***

*Note: New Graduate Student Admission and Enrollment Data include DPT, and exclude PharmD and Law. Research Doctoral Student Enrollment excludes Law, PharmD, and DPT. All Research Doctoral Student Enrollment includes all new, current, and returning research doctoral students, except Law, PharmD, and DPT.*

\* Data Source: Admission Files

\*\* Data Source: Student Instruction Files



\*\*\*Preliminary count.

In an effort to increase research doctoral student enrollment, the School of Graduate Studies will embark upon the following initiatives:

- Host a FAMU Graduate Recruitment Day on November 14, 2012;
- Continue its on-campus recruiting activities to include classroom visitations and Professional Development Workshops on the Application Process, How to Finance Graduate School, and Surviving Graduate School;
- Conduct off-campus recruiting events at national conferences;
- Continue to utilize the SUS Graduate Candidate Identification System databases to recruit new students;
- Work extensively with the Deans of the schools and colleges to have prospective doctoral students apply for the 2013 McKnight Doctoral Fellowships; and
- Continue to work with EIT to launch the on-line admissions application system in the 2013 spring semester.

To increase the number of degrees awarded and graduation rates, the following initiatives are also taking place:

- Implementation of the revised Graduate Academic Policies to better track the academic progress of students;
- Increase opportunities for students to gain information on thesis/dissertation writing and research statistics;
- Offer Graduate Student Research Awards and Travel Grants to assist students with their research and to present their research findings at professional meetings.

**The number of research doctoral graduates:**

2010 – 2011 = 22

2011 – 2012 = 23 (4.5% increase)

**Goal 6 - Increase number of endowed professors**

All programs with endowed chairs are exploring approaches to filling those chairs. The College of Pharmacy and Pharmaceutical Sciences has two Chair positions that will be filled by the end of January 2013. The School of Journalism received funding in 2011 for the CBS Harold Dow Chair, which is expected to be renewed annually up to a three-year period. Benjamin Davis was hired to fill this chair since 2011 and will continue to do so until 2013-14. The School of Journalism is also currently in the process of negotiations to fill the John S. and James L. Knight Foundation endowed chair position, which will become vacant on May 31, 2013. A committee has been selected and the position will be advertised. Due to lack of funding, the Garth Reeves chair is still vacant.

The School of Business and Industry advertised for an Eminent Scholar of Accounting position and an Eminent Scholar of Financial Services position in March 2012. The Committee received one applicant for the accounting position and two applicants for the Finance position. Neither of the applicants received a recommendation from the Committee. Therefore, the two eminent scholar chair positions will be re-advertised in Spring 2013, with the Accounting position being changed to a Management Information Systems position. The College of Education is in the process of establishing an interview committee for its endowed chair position. Plans are to have the interview process completed by the end of spring or summer semester, 2013, with an individual recommended to start in the Fall, 2013.

**Research Goals**

**Goal 1 - Determine the steps necessary to proceed with the development of doctoral programs as Identified in the 1999 Center of Excellence**

Approaches to this goal will be addressed as budgets and planning related to space are finalized. Now that the College of Science and Technology has been formed, the plans for the development of the programs will be a priority for the new dean, once hired. A Ph.D. in Chemistry is listed for seeking approval in the University Work Plan in the next three years.

**Goal 2 - Increase number of doctoral graduates by 10% annually**

See goal 4 above.

**Goal 3 - Increase extramural funding by 5% over current expenditures**

Note: This section is to be provided by Sponsored Research.

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DIVISION OF RESEARCH –  
TECHNOLOGY TRANSFER PLANS



**Division of Research  
Office of Technology Transfer, Licensing and Commercialization  
Report to the FAMU Board of Trustees  
February 2013**

**Mission Statement:** Florida A&M University is committed to inspirational teaching and exemplary research through creative partnerships at the local, state, national and global levels.

**Strategic Initiative 2:** *Develop, enhance, and retain appropriate fiscal, human, technological, research and physical resources to achieve the University mission.*

**Goal 2.3:** *Enhance visibility and productivity as a Doctoral/Research University*

**Vision of the Office of Technology Transfer, Licensing and Commercialization:** To develop a technology transfer infrastructure that supports successful innovative ideals by faculty, staff and students.

**Our Mission:** To facilitate the transfer of Florida A&M University's intellectual property to commercial markets for public use and benefit.

**Goals:**

- Enhance the infrastructure and services for supporting intellectual property of Florida A&M University;
- Increase the level of technology transfer activities including disclosure submissions, development of patent, trademark and copyright applications, and the commercial application of products and services generated by faculty, staff and students;
- Increase Florida A&M University's faculty, staff and student involvement in the economic development strategy of the University, the State of Florida and the region;
- Increase the involvement of faculty and students in research and development collaborations with private industry; and
- Increase the revenue generated by the commercialization of innovative ideas from the faculty, staff and students through licenses, new and expanding businesses.

**1. Grant Funding Received:**

- a. State of Florida, State University Research Commercialization Assistance Grants (SURCAG): \$65,000 (FAMU contributed \$65,000 as the required matching) during FY 2010-2011. Used for FAMU's Innovative Approach to Accelerating the Commercialization of Five (5) Patented Technologies: (Development of business plans, travel to National Meetings and pharmaceutical firms with inventors, etc.) - A Holistic Approach. For example, Trips to Pharmaceutical Companies and other Commercialization meetings with Inventors: Dr. Nazarius Lamango attended the 2012 Association of University Technology Managers (AUTM) Conference. He interviewed with two Pharmaceutical firms.
- b. National Collegiate Inventors and Innovators Alliance (NCIIA) from 2004-2008 - \$50,000; NSF/SBIR (\$100,000 award and of that \$32,334 was FAMU's Share);
- c. NSF Partnership for Innovation Grant from 2004-2008 - \$600,000;
- d. NSF/UCF CENTECOM (Partnership for Innovation Grant) from 2002-2004 \$150,000;
- e. National Park Service - \$11,875 from 2005-2006 for Student Internships; and
- f. NASA/Technology Research and Development Authority (TRDA) from 1999-2001 - \$285,000.

**2. Trade Secret:**

The University has one trade secret. In 1996 Dr. Olusola Lamikanra developed a formulation for a Muscadine juice drink.

**3. Trademarks:**

The university has six (6) registered trademarks and two (2) trademark applications under consideration by the US Copyright Office.

- a. Virtual Technology Transfer Office
- b. VTTO
- c. Virtual Technology Transfer Network
- d. VTTN
- e. Virtual Technology Transfer System
- f. VTTS



#### 4. Copyrights:

FAMU has registered fourteen (14) copyrights and has four (4) copyright applications under consideration by the US Copyright Office.

- Rose Glee: FAMU - Technology Transfer Readiness Assessment Tool
- Kirk Gavin: Proceedings of the 1<sup>st</sup> Annual Research Summit: Building Research Capacity through Collaborations
- Cynthia Griffin: Cosmetic Application and Technique
- Frank Hamilton: Model Pilot Implementation Manual
- Muhammad Haseeb, Charles O'Brien, R. Wills Flowers and Moses Kairo – Identification Tool for Weevil Biological Control Agents for Aquatic and Terrestrial Weeds in the United States and Canada
- Pamela Hunter: Herd Health for Goats
- Altha Manning: Florida A&M University, Division of Research Policies, Rules and Procedures
- Leedell Neyland: Historical Documentation of University Presidency- "Florida A&M University: Sixteen Years of Excellence With Caring (1985- 2001)"
- Robert Nixon, Mihalís Halkides and E.M. Ekanayake: The State of Unmet Needs in Florida's Urban Communities
- Folakemi Odedina: The Odedina Prostate Cancer Screening Behavior Scale (TOPCaBS)
- Folakemi Odedina: The Odedina Patient Empowerment Video (TOPEV)
- Folakemi Odedina: The Odedina-Segal Behavioral Pharmaceutical Care Scale (TOS\_BPCS)
- Uche Ohia: The "Famous" Approach to Assessment Planning and Implementation
- Carolyn Ryals: Understanding Yourself

#### 5. Licenses:

- a. In 2006, the University licensed a "Method of Treatment of a Neurological Disease Characterized by Impaired Neuromodulator Function" to Signum Biosciences, Inc. in New Jersey. This method was developed by Nazarius Lamango.
- b. In 1998, the University licensed "Muscadine Juice, Jellies and Spreads" to eQuality Seal Company, Inc. in Indiana. These formulations were developed by Dr. Olusola Lamikanra.



## **Recent Accomplishments:**

### **1. Participation in the Leon County Research and Development Authority (LCRDA):**

- a. FAMU, FSU and TCC have permanent representatives on the 9-member LCRDA Board of Governors. Currently, FAMU/SBI Dean, Dr. Shawnta Friday-Stroud, serves on the Board. The alternate member is Mr. Keith Bowers, Director of the Small Business Development Center, housed at Innovation Park. They work closely with the Vice President of Research. LCRDA promotes the commercialization of FAMU and FSU inventions;
- b. Dr. Violeta Colova (CAFS) submitted and received an Assessment Grant Application (\$10,000 value) for her start-up business plan about muscadine grapes and their potential benefits; and
- c. Dr. Karunga Kandimalla (COPPS) received a grant from LCRDA (\$15,000) as a start-up fund in 2009 for promoting a product that assists in increasing skin absorption of lotions.

### **2. Visits and workshops by companies on FAMU's campus:**

- a. Inventors met with representatives from Pharmaceutical companies: Merck & Company, BioAccel and Pfizer, Inc. during the Licensing Executive Society (LES) Chapter meeting in Tallahassee on March 29, 2011 (Goal: Licensing Opportunities and Challenges for Academic Discoveries); and
- b. The Office of Technology Transfer hosted the "FAMU Tech Transfer Presents: Pitching University Technology" workshop in 2011. The presenters included attorney's Anton Hopen and Nilay Choksi of Smith & Hopen, PA. Also, Mr. Phil Hipol of the Florida Institute for the Commercialization of Public Research.

### **3. Radio and Other Advertisements:**

- a. In 2011 FAMU advertised with Sky Radio/Magazine through Delta and America Airlines. FAMU's inventions were also featured on CNN's airport network.

### **4. Tech Transfer had Commercialization Assessments and Marketing Assessments completed by TreMonti Consulting in 2011 on the following:**

- a. Dr. Nazarius Lamango (Inhibitors of Polyisoprenylated Methylated Protein Methyl Esterase (PMPME));
- b. Dr. Nazarius Lamango (Polyisoprenylated Methylated Protein Methyl Esterase Activity for Cancer Diagnosis);
- c. Dr. Elliott Treadwell (Threshold Cerenkov Detector);
- d. Dr. Renee Reams (A protein containing a SNP whose expression increases with increasing metastatic potential in Prostate Cancer Cell lines);

- e. Dr. Mandip Sachdeva (Dual Channel Spray Modified Multi-layered Microstructures for Oral Delivery);
- f. Dr. Mandip Sachdeva (Surface Modified Multi-layered Nanostructures for Dermal Delivery);
- g. Dr. K. Ken Redda (Synthesis of Novel Flavonoids and Anticancer Agents);
- h. Dr. O. Onokpise (Biofuel Technologies);
- i. Ms. Tanaga Boozer (Federal Technology Transfer Efforts);
- j. Drs. Karam Soliman and Elizabeth Mazzio (Topical Treatment and Method of Treating Dyshidrosis);
- k. Dr. Seth Ablordeppey (Haloperidol Analogs); and
- l. Dr. Marlon Thomas (Detection of Escherichia Coli using a Microfluidic-based Biosensor).

**5. Tech Transfer had Technology Market research and Business Plans completed by SmartStart Consulting in 2011 on the following:**

- a. Dr. John Cooperwood (breast cancer pharmaceutical);
- b. Drs. Seth Ablordeppey and Donald Sikazwe (antipsychotic pharmaceutical); and
- c. Drs. Karam Soliman and Elizabeth Mazzio (neutraceutical skin cream).

**6. Other Tech Transfer Actions:**

- a. Dr. Violeta Colova met with Alison Tanner of the Florida Institute for the Commercialization of Public Research and other investors in South Florida regarding her future plan for a company in 2011;
- b. Dr. Mandip Sachdeva met with Perkins Elmer Commercialization Activity in 2010; and
- c. FAMU (Dr. K. Redda) entered into a Material Transfer Agreement (MTA) with Eli Lilly as a part of their Open Innovation Drug Discovery Initiative since 2010.



**Florida Agricultural and Mechanical University**  
**Division of Research**  
**Office of Technology Transfer**  
**Patent Report to FAMU Board of Trustees**  
**February 2013**

<b>Name of Inventor</b>	<b>Fiscal Year</b>	<b>College/School</b>	<b>Name of Invention</b>	<b>Patent Number</b>	<b>Date Issued</b>
K. Ken Redda Chavonda Mills Nelly Mateeva	07/01/2012 - 06/30/2013	Pharmacy	Synthetic Flavonoids and Pharmaceutical Compositions and Therapeutic Methods of Treatment of HIV Infection and Other Pathologies	8,314,143	11/20/2012
John Cooperwood	07/01/2012 - 06/30/2013	Pharmacy	SERMS for the Treatment of Estrogen Receptor-Mediated Disorders	WO/2012/142029	10/18/2012
Seth Ablordeppey	07/01/2012 - 06/30/2013	Pharmacy	3-Substituted Quinolinium and 7H-Indolo[2,3-C]Quinolinium Salts as New Anti-infectives	8,288,410	10/16/2012
James Muchovej Oghenekome Onokpise	07/01/2012 - 06/30/2013	Agriculture and Food Sciences	Mycoherbicide for Controlling Congongrass	8,278,248	10/02/2012
Seth Ablordeppey	07/01/2011- 06/30/2012	Pharmacy	Antifungal and Antiparasitic Agents	8,158,646	04/17/2012



John Cooperwood	07/01/2011-06/30/2012	Pharmacy	Treatment of Estrogen Receptor-Mediated Disorders	PCT/US2012/032895*	04/10/2012
Tanaga Boozer	07/01/2011-06/30/2012	Pharmacy	Distributed Technology Transfer Department	8,117,131	02/14/2012
Nazarius Lamango	07/01/2011-06/30/2012	Pharmacy	Inhibitors of Polyisoprenylated Methylated Protein Methyl Esterase	8,097,722	01/17/2012
Nazarius Lamango	07/01/2011-06/30/2012	Pharmacy	Cancer Diagnosis by Measuring Polyisoprenylate Methylated Protein Methyl Esterase Activity	8,053,207	11/08/2011
Jiang Lu	07/01/2010-06/30/2011	Agriculture and Food Sciences	Muscadine Grape Plant Named Majesty	PP21,965P3**	06/07/2011
Nazarius Lamango	07/01/2010-06/30/2011	Pharmacy	Inhibitors of Polyisoprenylated Methylated	7,897,604	03/01/2011
Evan Anderson Emerson Naylor Deliena Stone Carla Johnson	07/01/2010-06/30/2011	Engineering	A Baby Bottle Holder	WO/2010/127377	11/11/2010
Seth Ablordeppey	07/01/2009-06/30/2010	Pharmacy	Haloperidol Analogs	7,700,587	04/20/2010
Moeub Lanh	07/01/2010-06/30/2011	Administration	Pole/Finger Flag Assembly	7,690,322	04/06/2010

John Cooperwood	07/01/2010-06/30/2011	Pharmacy	Selective Estrogen Receptor Modulators F/K/A Use of Aminoalkyloxy Derivatives of 1,3,5,(10)-Estratrien and Estratetraene Steroids in the Treatment of Breast Cancer	7,687,486	03/30/2010
Elliot Treadwell	07/01/2010-06/30/2011	Science and Technology	Treshold Cerenkov Detector with Radial Segmentation (TCDRS)	7,683,335	03/23/2010
Moeub Lanh	07/01/2010-06/30/2011	Administration	Pole/Finger Flag Assembly	7,677,194	03/16/2010
Karam Soliman Elizabeth Mazzio	07/01/2010-06/30/2011	Pharmacy	Method of Treating Dyshidrosis (Pompholyx) and Dry Skin Disorders	7,666,451	02/23/2010
Karam Soliman Elizabeth Mazzio	07/01/2007-06/30/2008	Pharmacy	Topical Treatment for Dyshidrosis (Pompholyx) and Dry Skin Disorders	7,357,950	04/15/2008
Seth Ablordeppey	07/01/2007-06/30/2008	Pharmacy	Antifungal and Antiparasitic Indoloquinoline Derivatives	WO/2007/123732	05/10/2007
Seth Ablordeppey	07/01/2007-06/30/2008	Pharmacy	Haloperidol Analogs	WO/2007/053145	11/01/2007
Nazarius Lamango	07/01/1985-06/30/2007	Pharmacy	Method for Treatment of Neurological Disease Characterized by Impaired Neuromodulator Function	6,372,793	04/16/2002
Alex Yi	07/01/1985-06/30/2007	Boeing	Pollution Control System For An Internal Combustion Engine	5,517,978***	05/21/1996



Alex Yi	07/01/1985-06/30/2007	Boeing	Enhancement/Pollution Control System Utilizing Vortex Air	5,553,591***	09/10/1996
Henry Lee	07/01/1985-06/30/2007	Pharmacy	Anti-inflammatory Corboxy Pregnane Derivatives	4,762,919	08/09/1988
Henry Lee	07/01/1985-06/30/2007	Pharmacy	Anti-inflammatory Prednisolone Steroids	4,588,530	05/13/1986
*PCT = International and Domestic Numbers (note difference from other numbers)					
**PP = Plant Patent Number (note difference from other numbers)					
*** = Patents Donated to FAMU by The Boeing Company					

**Patent Applications Under Consideration:**

FAMU has sixteen (16) non-provisional and eight (8) provisional patent applications currently under consideration by the United State Patent and Trademark Office (USPTO).



### **Future Plans:**

The major short-term goal of the Office of Technology Transfer is to generate a revenue stream for the institution from technologies developed by faculty, staff and students at Florida Agricultural and Mechanical University. This goal will be accomplished by:

1. Aggressively identifying and entering into license agreements with angel and other investors, individual entrepreneurs, private industry and inventors for commercializing developments;
2. Increasing the level of involvement of the faculty, staff and students in innovative and entrepreneurial efforts from all disciplines within the University;
3. Identifying and exploring funding sources to support GAP funds for prototype and other activities, commercialization of technologies at FAMU, early start-up and spin-off business developments, and entrepreneurial activities;
4. Assisting faculty, staff and students with developing proposal applications for Florida SBIR Phase 0 Grant program and Federal SBIR and STTR funding to support of commercialization activities;
5. Developing effective strategies, approaches, special presentations and other marketing tools for use in marketing FAMU technologies;
6. Developing a Virtual iShow for marketing technologies available for marketing to persons and entities outside of the institution;
7. Conducting an annual on-campus "Innovation Roundup" for showcasing technologies invented by FAMU faculty, staff and students;
8. Collaborating with Federal, State and Local governments, private foundations, organizations, and other entities to establish an "Innovation Hub" for Florida Agricultural and Mechanical University;

9. Attracting and certifying staff persons in the intellectual property management profession and provide enhancement opportunities to existing staff;
10. Securing a distributed, electronic system for more effectively managing and monitoring IP and technology transfer administrative processes;
11. Continuing to identify and utilize capable patent counsel to provide technical assistance to faculty, staff and students, advice and prosecution of patent and trademark applications;
12. Exploring new or non-traditional sources of funds, i.e. Crowd funding to support faculty, staff and student innovation and entrepreneurial activities;
13. Continuing to inform and support faculty, staff and students innovative and entrepreneurial efforts through intellectual property courses, seminars, workshops and site visits to private industry and Federal laboratories to pursue screening and commercialization opportunities; and
14. Collaborating with the School of Business and Industry and other collaborators to develop comprehensive business plans and commercialization strategies for FAMU technologies.

**Collaborators and Network Partners:**

Economic Development Council of Tallahassee/Leon County  
 Leon County Research and Development Authority  
 Small Business Development Center  
 City of Tallahassee  
 Torrey Pines Institute  
 Eli Lilly Pharmaceutical Co.  
 Scripps Research Institute  
 Pfizer  
 Dupont  
 Johnson and Johnson Innovation Centers  
 The National Council of Inventors and Innovators Alliance (NCIIA) and NCIIA E- Team Program  
 Anton Hopen Young Innovator Competition