



Florida Agricultural and Mechanical University

TALLAHASSEE, FLORIDA 32307-3100

LARRY ROBINSON, Ph.D., PRESIDENT

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OFFICE OF THE PRESIDENT

December 11, 2023

Mr. Ray Rodrigues, Chancellor
State University System of Florida
200 West College Avenue, Suite 200
Tallahassee, FL 32301

Re: Confirmation of Florida Agricultural and Mechanical University President Larry Robinson's, Ph.D. Contract Extension

Dear Chancellor Rodrigues:

On October 12, 2023, the Florida Agricultural and Mechanical University (FAMU) Board of Trustees unanimously approved a one-year contract extension for Larry Robinson, Ph.D., to serve as the University President.

Consistent with the five-year strategic plan, FAMU is "Boldly Striking." Under President Robinson's leadership, FAMU has risen to the Top 100. The University is now ranked #91 of National Public Universities according to U.S News & World Report, 2023-2024 Best Colleges. For the fifth consecutive year, FAMU is the highest-ranked public Historically Black College and University (HBCU). FAMU is also #3 overall HBCU, trailing two private institutions.

FAMU remains a leader within the State University System in affordability and providing access to first-generation and low-income students. The University ascended to #21 on Top Performers among national universities in Social Mobility, the truest indicator of our ability to alter the economic trajectory of students, families, and communities for generations to come.

Other notable accomplishments under Dr. Robinson's leadership during the past year include:

- Achieving another record-breaking year in fundraising, totaling \$25.7 million (+4.5% vs. PY);
- Increasing the Industry Cluster membership from 55 to 64 companies with contributions of \$5.3 million toward scholarships and student support donations;
- Growing total R&D expenditures to record levels of \$65 million (+28% vs. PY);
- Setting another record for research awards for the fourth consecutive year totaling \$96.4 million;
- Receiving continued support from the Florida Legislature including over \$34 million to elevate and sustain student success, support infrastructure and renovation initiatives, and provide operational support;

- Earning a \$15.9 million allocation from the Florida Board of Governors' Performance Based Funding (PBF) model and an additional \$7.5 million to recruit and retain faculty;
- Utilizing The Higher Education Emergency Relief Fund to help meet the financial needs of students, awarding \$55.1 million in total debt relief stimulus funding;
- Championing increases to federal programmatic allocations to the interest of the University, increasing funding over \$104 million vs. PY; and,
- Acquiring two apartment complexes, adding to University housing inventory to meet growing student demand.

These results are enabled by the collaborative and innovative work of the University's exceptional faculty and staff, and the support of corporate and philanthropic partners, alumni, and friends. Our rise in the national rankings, increased funding, and positive branding are all a testament of our focus on student success and a commitment to executing our strategic plan.

This has led to unprecedented interest with over 22,000 applications for the Fall 2023 semester, enrolling high performing students with an average high-school grade point average of 3.96, 1140 total SAT score, and a 24 composite ACT score. Additionally, Dr. Robinson and his team continue to nurture partnerships with high schools throughout the state of Florida and beyond, while providing access to Florida College System institution graduates across nineteen articulation agreements. FAMU continues to recruit, retain, and graduate the best and brightest to move the University forward.

Dr. Robinson's service and impact extends beyond FAMU to include numerous state and national advisory boards and task forces, including an ex-officio member of the Florida Council of 100, Google's HBCU Presidents Council, United States Department of Agriculture's 1890 Task Force, and the National Academies Gulf Research Program's Division Committee.

All remaining contract terms are unchanged and are compliant with state laws, including statutory provisions governing compensation, termination, and severance.

In accordance with the Board of Governors Regulation 1.00 (5)(c), the FAMU BOT respectfully requests the Board of Governor's confirmation of Dr. Robinson as President of the University. Please contact me or the University's General Counsel, Denise Wallace, if we can answer any questions or provide additional information.

Sincerely,

Kristin Harper

Kristin Harper, Chair
Florida A&M University Board of Trustees

cc: Brian Lamb, Chair, Florida Board of Governors
Rachel Kamoutsas, General Counsel and Corporate Secretary, BOG
Larry Robinson, Ph.D., FAMU

Attachment: Amendment to President's Contract



CONTRACT EXTENSION

FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY BOARD OF TRUSTEES
SIXTH AMENDMENT AND EXTENSION OF EMPLOYMENT AGREEMENT FOR
DR. LARRY ROBINSON
01/01/2024 THROUGH 12/31/2024

This Sixth Amendment and Extension of Employment Agreement is made effective December 31, 2023 by and between the Florida Agricultural and Mechanical University Board of Trustees (hereinafter referred to as "Board"), a public body corporate of the State of Florida, Tallahassee, Florida 32307, and Dr. Larry Robinson (hereinafter referred to as "Dr. Robinson").

RECITALS

WHEREAS, the Parties entered into that certain Employment Agreement dated as of December 31, 2017 pursuant to which the Parties agreed that Dr. Robinson would serve as the President of the University through and including December 31, 2020 (the "Employment Agreement"); and

WHEREAS, the Parties amended the Employment Agreement as of as of January 1, 2019, *inter alia*, increasing the regular annual compensation to Dr. Robinson by nine percent (9%) from \$385,000 to \$419,650 (the "First Amendment"); and

WHEREAS, the Parties subsequently amended the Employment Agreement as of April 28, 2020, *inter alia*, changing the annual evaluation process commencement period June 1 to July 15 (the "Second Amendment"); and

WHEREAS, the Parties subsequently extended the Employment Agreement as of December 1, 2020 extending the employment period for Dr. Robinson as President from December 31, 2020 to December 31, 2021 (the "Third Amendment"); and

WHEREAS, the Parties subsequently extended the Employment Agreement as of December 1, 2021 extending the employment period for Dr. Robinson as President from December 31, 2021 to December 31, 2022 and increasing Dr. Robinson's annual compensation by four percent (4%) - from \$419,650 to \$436,436 (the "Fourth Amendment"); and

3. WHEREAS, the Parties subsequently extended the Employment Agreement as of December 1, 2022 extending the employment period for Dr. Robinson as President from January 1, 2023, to December 31, 2023 and increasing Dr. Robinson's annual compensation by three and one half percent (3.5%) - from \$436,436 to \$451,711.26. (the "Fifth Amendment"); and

WHEREAS, the Board and Dr. Robinson mutually desire to extend the employment of Dr. Robinson as President of the University through and including December 31, 2024 as provided in and under the same terms and conditions of the Original Employment Agreement and to grant Dr. Robinson a merit bonus in an amount equal to eighteen percent (18%) of his current salary and Robinson has accepted said extension and merit bonus.

NOW, THEREFORE, for and in consideration of mutual promises, covenants, and conditions contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Board and Dr. Robinson (hereinafter referred to as "Parties") agree as follows:

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TERMS

1. The Recitals to this Extension of Employment Agreement are incorporated into and made a part hereof.

2. A true correct copies of the Original Employment Agreement, the First Amendment, The Second Amendment, the Third Amendment, the Fourth Amendment and the Fifth Amendment are attached hereto as Composite Exhibit A and made a part hereof and together hereinafter constitute the "Complete Agreement".

4. The term of the Original Employment Agreement is hereby extended to December 31, 2024 as approved by the Board of Governors of the State University System of Florida.

5. Any and all compensation adjustments, and bonuses granted to Dr. Robinson prior to the date of this Extension of Employment Agreement are hereby reaffirmed and ratified.

6. Dr. Robinson shall also receive a merit bonus in the amount of \$81,308.26 ($\$451,711.26 \times 0.18 = \$81,308.26$) payable on the first salary pay date after December 31, 2023.

7. The terms and conditions of the Original Employment Agreement not in conflict with this Extension of Employment Agreement are restated and incorporated herein.

IN WITNESS WHEREOF, Dr. Larry Robinson and the authorized representative of the FAMU Board of Trustees have executed this Agreement on December __ 2023.

Kristin Harper
Kristin Harper, Chair
Florida A&M University Board of Trustees

Larry Robinson
Larry Robinson, President

December __, 2023
12/7/2023

December __, 2023
12/7/2023

Witness: Kimberly Taylor
Kimberly Taylor
Print Name:

Witness: Cynthia E. Henry
Cynthia E. Henry
Print Name