

FLORIDA **A&M** UNIVERSITY

Board of Trustees

Governance Committee Minutes **December 4, 2025** **1:00 pm**

CALL TO ORDER AND WELCOME

Committee Chair Belvin Perry called the Governance Committee meeting to order. Trustees Dopson-Rodriguez, Figgers, Gainey, Harper, Perry, and White were in attendance and established a quorum.

APPROVAL OF MINUTES

There were no corrections to the September 17, 2025 meeting minutes that were posted on the board's website and provided in the meeting material. Trustee White moved approval of the minutes and Trustee Dopson-Rodriguez seconded. The motion carried.

PRESIDENT JOHNSON'S 2025-2026 GOALS

The Board engaged in a substantive discussion regarding the presentation and approval of President Johnson's goals. Given the large volume of information provided—including both major goals and sub-goals—Chair Perry recommended scheduling a dedicated workshop session, consistent with past practice, to allow trustees the opportunity to fully examine and deliberate on the material.

Chair Gibbons expressed strong support for Chair Perry's recommendation. He encouraged trustees to take advantage of individual briefing sessions with President Johnson, noting that such one-on-one discussions would be particularly valuable for newer trustees. He stressed that these sessions would help ensure clarity and alignment, while also reinforcing that all protocols are followed during the annual evaluation process.

Trustee Harper concurred with the recommendation to postpone the vote but proposed an alternative timeline. She advocated for a special meeting before year-end to formally approve the goals, citing several reasons:

- Delaying until February 2026 would leave less than four months in the fiscal year to act on the goals.
- The goals had already been discussed during the August Retreat, though not in full workshop format due to the timing of the start of the President's tenure.
- Trustees had received the goals approximately two weeks prior and had ample opportunity to review and provide feedback.

The committee agreed to hold individual briefing meetings between trustees and President Johnson prior to the workshop. A special meeting will be scheduled for the week of December 15, during which time the goals would be formally reviewed and approved.

Chair Perry noted that he had already discussed with President Johnson the need to prioritize and assign percentages to certain goals, acknowledging that it would be unrealistic to accomplish all within a single year. He further suggested that measurable benchmarks be established to track progress.

Chair Perry recommended that the Board schedule a special call meeting prior to the February regular meeting. By doing so, this would ensure trustees could engage in deeper conversations, explore the nuances of the goals, and come together collectively before formal approval.

Trustees were encouraged to come prepared to the workshop, having taken full advantage of the one-on-one sessions. Chair Perry directed staff to circulate a poll by December 5 to confirm trustee availability for a meeting on December 17 or 18.

For efficiency, President Johnson deferred her full presentation of the goals until the special meeting, however she was briefly afforded the opportunity to share highlights of her goals. Before adjournment, she expressed gratitude to the Board for the opportunity to meet with them individually and for the feedback already received.

ADJOURNMENT:

There being no further business, Committee Chair Perry the meeting adjourned.