

Governance Committee Minutes
Trustee Thomas Dortch, Chair
September 15, 2021

The Governance Committee met on Wednesday, September 15, 2021. A quorum was established, with the following committee members in attendance: Thomas Dortch, Michael Dubose, Kimberly Moore, Belvin Perry, Kenny Stone, Nicole Washington, and Carrington Whigham.

The first action item was approval of the June 2nd and June 24th committee meeting minutes. Trustee Dubose moved approval of the minutes. The motion was seconded by Trustee Moore and the motion was approved unanimously.

Trustee Dortch recognized Chair Kelvin Lawson to review President Robinson’s proposed goals. Chair Lawson shared that he and President Robinson simplified and shortened the goals to keep them more focused. He then reviewed each goal with the Committee. He explained that the annual giving goal was raised to \$12 million. Organizational leadership was broken into three categories, including a sub-goal around a culture of accountability and customer service. Each goal will have an online dashboard with quantifiable metrics and baseline data, where appropriate. Interactions with internal and external stakeholders will be tracked throughout the year. President Robinson will identify those areas where relationships need to be built.

Trustee Moore moved approval of President Robinson’s 2021-2022 Goals. The motion was seconded by Trustee Dubose and the motion carried with a unanimous vote.

President’s Annual Goals for 2021-22

- Goal One (1):** **Four-year Graduation Rate/Student Retention :**
Increase the University’s four-year graduation rate (*PBF metric*) to 38%.*, increase second year retention rate to 90.0%.

- Goal Two (2):** **Improve Licensure Pass Rate:** Develop and execute action plans that deliver first-time licensure pass rates of:
 - 4.1 Nursing: to 80%
 - 4.2 Law: to 80%
 - 4.3 Pharmacy: to 88%
 - 4.4 Physical Therapy: to 87%

- Goal Three (3):** **Annual Giving:** Increase annual giving to \$12M

- Goal Four (4):** **R&D Expenditures:** Increase total R&D expenditures to \$43M

- Goal Five (5):** **Organizational Leadership:**
 - 5.1 Strategy Development – Develop a comprehensive and forward-looking strategic

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plan with input from various stakeholders for BOT and BOG consideration.

- 5.2 Talent Acquisition, Development, Retention, Succession and Organizational Effectiveness
- 5.3 Create Culture of Accountability (performance matters)/Produce Customers Service Improvement Initiative

Goal Six (6): University Budget/Fiscal Management:

- 6.1 Financial Health – Strengthen the University’s financial health by achieving or exceeding a minimum debt coverage ratio ≥ 1.0 .
- 6.2 Strategic Resource Allocations – Develop and align resource allocations to adequately support the University’s annual strategic priorities in all areas including athletics.

Goal Seven (7): Internal/External Relations: Continue to expand relationship-building with key stakeholders, including students, faculty, staff, Boards, alumni, elected officials (local, state, national), corporations and the local community.

Trustee Harper inquired about annual individual giving goals for trustees. Trustee Dortch said that he would take the proposal back to the Governance Committee for consideration. Chair Lawson explained that the Board has traditionally asked that each member give at a level that is comfortable for them. Trustee Harper clarified that she was not just suggesting financial giving, she was also suggesting actions that would open the door for opportunities for FAMU. Trustee Dortch asked that Committee members provide their recommendations to BOT Liaison Linda Barge-Miles, who will compile them for consideration at the next Governance Committee meeting.

Next, the Committee considered the contract extension through December 31, 2022 for President Robinson. Trustee Dortch shared that the Board of Governors only approves annual contract for University Presidents now. President Robinson’s current contract expires on December 31, 2021 and needs to be included on the Board of Governors’ (BOG) November 3-4, 2021 meeting agenda. Trustee Moore moved approval. The motion was seconded by Trustee Dubose and carried with a unanimous vote.

Trustee Dortch recognized Vice President Denise Wallace to present the University’s 2019-2020 Equity Report. The report highlights data regarding equity policies, academic reviews, student services, effectiveness in enrollment equity, gender equity in athletics, employment, and tenure. Vice President Hudson indicated that the University will use the equity data for recruitment and retention. Provost Edington shared that the data showed a disparity with females being promoted to the full professor rank. He said that they have created a five-year plan of action, primarily using professional development to address that issue. Trustee Dubose stated that the University should be intentional and deliberate in ensuring gender equity at all levels of leadership at the University. President Robinson shared that the

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University has an initiative called “Advance”, which is looking at implicit bias. He said that the University takes these matters seriously. Trustee Moore moved approval of the Equity Report. The motion was seconded by Trustee Whigham and was approved by a unanimous vote.

The final agenda item was a review of the Committee’s annual action plan. Trustee Dortch explained that the plan gives an overview of the committee’s actions through August 2022. He said that the plan can be amended, when necessary.

With there being no further business, the meeting adjourned.