

FLORIDA **A&M** UNIVERSITY

Board of Trustees

Governance Committee Minutes September 24, 2026

CALL TO ORDER AND WELCOME

Acting Committee Chair Natlie Figgers called the Governance Committee (“Committee”) meeting to order. Trustees Figgers, Gainey, Washington, and White were present, establishing a quorum. Trustee Shah was absent.

APPROVAL OF MINUTES

There were no corrections to the June 11, 2026, meeting minutes that were posted on the Board’s website and provided in the meeting material. Trustee Washington moved with approval of the minutes and Trustee White seconded. The motion carried.

BOARD’S EVALUATION OF PRESIDENT JOHNSON

Acting Chair Figgers noted that the aggregated report had been distributed to the Trustees and expressed her appreciation for their time and attention to the evaluation process. She also thanked President Johnson for submitting her self-evaluation. She then opened the floor for discussion; no questions or comments were offered.

Trustee White moved approval of President Johnson’s evaluation, and Trustee Washington seconded. The motion carried.

PRESIDENT JOHNSON’S BONUS

Acting Chair Figgers opened the discussion by reading subsection 6.3 of President Johnson’s employment agreement, which outlines the terms of eligibility for performance compensation during the 2026–2027 fiscal year and each year thereafter. She noted that the agreement provides for performance compensation in accordance with Chapter 10 of the University’s regulations, specifying that:

1. Performance compensation is awarded based on the Board’s assessment—at its sole discretion—of the President’s performance during the fiscal year under review. In making this determination, the Board considers the President’s achievement of annual goals and objectives established under Section 4.2, the evaluation results pursuant to Section 4.3, and any additional criteria set by the Board prior to the evaluation period and provided to the President in writing.
2. The President is eligible for annual performance compensation of \$86,000.00 if she receives an overall evaluation of “Exceptional” or “Outstanding.”
3. The President shall receive the award if she remains in her role through the end of the fiscal

year for which performance is determined, even if the award is finalized later.

4. Any awarded performance compensation must be paid within 90 days of the date on which it is granted.

Following her remarks, Board Chair Gibbons was recognized. He recommended that President Johnson receive the full performance bonus of \$86,000.00, expressing his appreciation for her work and noting that it had been a pleasure collaborating with her. Trustee Brown conveyed gratitude on behalf of faculty and staff, and Trustees White, Washington, and Jones commended her leadership, data-driven decision-making, and commitment to student success.

Trustee White moved with approval of the bonus, and Trustee Gainey seconded. The motion carried.

President Johnson thanked the Board, stating her appreciation for a body willing not only to hold her accountable but to share in the responsibility of accountability. She emphasized that the performance standards set last year—and those forthcoming—reflect the collective burden they carry to preserve and advance the University's legacy. She closed by thanking the trustees, expressing that it is an honor to serve as part of the team, and noting her enthusiasm for what they can accomplish together in the coming year.

PRESIDENT JOHNSON'S 2026-2027 GOALS

Acting Chair Figgers introduced the final action item: President Johnson's annual goals. She read Sub-section 4.2, *Goals and Objectives While Serving as President*, from President Johnson's Employment Agreement, which requires the President—by November 3, 2025, and before July 1 each year thereafter—to submit proposed goals and objectives for the upcoming fiscal year. These goals must align with the University's strategic plan, work plan, accountability report, the Board of Governors' strategic plan and performance funding model, and any additional priorities established by the Board or Board of Governors. The agreement further states that the goals are to be presented to the Board for discussion and approval and may be revised jointly by the Board and the President as needed during the fiscal year.

Chair Gibbons was then recognized to present the proposed goals for 2026–2027. He noted that the goals were fully aligned with both the Board of Governors' strategic plan and the University's strategic plan, and that they position the institution to advance toward Carnegie R1 status. The proposed goals for the 2026–2027 fiscal year focused on enrollment growth, academic progress, research excellence, faculty excellence, financial stewardship, enterprise performance, revenue diversification, and strengthening the University's land-grant mission. Chair Gibbons also requested that the approved goals be posted on the Board's website for public access.

Trustee White moved approval of President Johnson's 2026–2027 goals, and Trustee Washington seconded. The motion carried.

BOARD OF TRUSTEES' SELF-ASSESSMENT

Trustee Figgers introduced the sole information item: the Board of Trustees' self-evaluation. She noted that the Board's Governance Committee Charter requires the Board to conduct an annual self-assessment. She also referenced the Southern Association of Colleges and Schools Commission on Colleges, Principle of Accreditation 4.2(g), which mandates that governing boards regularly

evaluate their responsibilities and expectations.

She stated that the results of the Board's self-evaluation were included in the committee materials for review and then opened the floor for feedback or discussion. No questions or comments were offered.

ADJOURNMENT:

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

DRAFT