

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



**Governance Committee Minutes
October 12, 2017**

Trustee Mills called the meeting to order. The roll was called and a quorum was established. The following trustees were present: Harold Mills, Kimberly Moore, Belvin Perry, and Nicole Washington.

Next, Trustee Moore moved approval of the committee minutes for June 7, 2017. The motion was seconded by Trustee Perry and the motion carried.

Trustee Mills then initiated a discussion regarding the 2016/2017 presidential evaluation. He suggested that the committee use the same instrument that had been used over the past two years and explained that the results would include the average for each rating. Trustee Mills stated that he had spoken with President Robinson and that he has started the self-evaluation process. President Robinson is also working simultaneously on his 2017/2018 goals.

Next, Trustee Mills shared the goal setting/evaluation timeline. According to the timeline, President Robinson will submit his proposed 2017/2018 goals and his 2016/2017 self-evaluation by November 3, 2017. Those documents will then be transmitted to the Board on November 4, 2017. The Committee will consider the goals and evaluation at its November 29, 2017 meeting.

Regarding the evaluation, Trustee Mills indicated that the goals should be quantitative and aligned with the goals in the strategic plan and the performance metrics. He also explained that baseline data and current data will be available to the Board as they complete their evaluations. The evaluation period is from September 2016 through September 2017.

Next, the Committee discussed the Board performance survey. Trustee Mills reiterated that the facilitator from the Board's Retreat highlighted the Board's strengths as: caring and diverse, knowledge based, and engaged. He also indicated that the top opportunities included: governance and leadership, strategic focus and fundraising. The Committee indicated that, as a Board, they need to agree on a definition for the term "effectiveness" and modify and include the AGB's "10 Habits of Highly Effective Boards" in the survey. The Committee decided that it should individually submit their ideas regarding the evaluation to the Board Liaison for compilation.

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Trustee Mills shared that he has served on other boards that conducted self-evaluations for the purpose of discerning the skills/strengths of each member, the needs of the board and the use of that information to make committee assignments. The Committee members also suggested sharing the needs of the Board with the Board of Governors for usage in the appointment of new members.

Trustees Moore and Mills agreed to share the self-evaluation tool used by other boards, so that the BOT can create a tool.

Trustee Washington asked if the Board approved presidential profile will be merged with the presidential evaluation tool. Trustee Mill indicated that it should be used as a developmental benchmark for evaluating the president or for a presidential search, if one occurs.

As a final action, Trustee Washington moved that the Board utilize the same presidential evaluation tool that was used the previous year. It was seconded by Trustee Perry and the motion carried.

Trustee Mill asked the members to consider requiring the board to go through board development/training, every few years. Trustee Moore suggested that they also look at a stronger on-boarding and orientation program, as well as establish a mentor/mentee program for new board members.

With no further business, the meeting adjourned.