

FLORIDA **A&M** UNIVERSITY
Board of Trustees

Governance Committee Meeting
Wednesday, December 4, 2024
9:45 a.m.
or upon the adjournment of the prior meeting

Committee Members: Kenny Stone, Chair
John Crossman, Natlie Figgers, Kelvin Lawson, Belvin Perry, Craig Reed, and
Michael White

AGENDA

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| I. | Call to Order | Trustee Kenward Stone |
| II. | Roll Call | Tola Thompson, BOT Liaison |

ACTION ITEMS

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| III. | Approval of Meeting Minutes <ul style="list-style-type: none">September 12, 2024 | Trustee Stone |
| IV. | President Beard's 2024-2025 Goals | Chair Harper |

INFORMATION ITEM

- | | | |
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| V. | Government Relations Update | VP Jamal Sowell |
| VI. | Adjournment | |

FLORIDA  UNIVERSITY
Board of Trustees
ACTION ITEM

Governance Committee Minutes
Wednesday, December 4, 2024
Agenda Item: III

Subject: Governance Committee Meeting Minutes

Rationale: Section 5.10 of the Board of Trustees Operating Procedures provides that detailed minutes should be kept for any Board of Committee meeting. Those minutes should include a record of votes cast and attendance.

Recommendation: Approve the Governance Committee minutes for **September 12, 2024**.

Attachments: Yes, copy of the minutes is attached.

FLORIDA **A&M** UNIVERSITY
Board of Trustees

**Governance Committee Minutes
September 12, 2024**

Trustee Stone called the Governance Committee meeting to order, and the following committee members were in attendance and established a quorum: Trustees Kelvin Lawson, Belvin Perry, Craig Reed, and Kenny Stone. Trustees Natlie Figgers and Michael White joined the meeting after the roll call.

The first action was approval of the minutes of the May 22, 2024 meeting. Trustee Lawson moved approval of the minutes. The motion was seconded by Trustee Perry and was approved unanimously.

The next item on the agenda was the approval of President's Beard's 2024-2025 goals. As a follow up from September 11, 2024 discussions, President Beard will make some modifications to the University goals presented and provide his goals to the Board at a future date for approval. The will of the Board is to add additional context on the items that they believe he can accomplish during the year of his tenure. Trustee Perry moved that President Beard's 2024-2025 goals be tabled until it is bought back for Board approval. Trustee Lawson seconded the motion, and was approved unanimously.

Attorney Shira Thomas presented final action item on the agenda, which were the proposed changes to the BOT Operating Procedures, which was presented and voted on individually. The first set of revisions related to the ERM Charter to address operational, restructuring, and changes in auditing standards. The revisions to provision 4.2.2 would remove the chief risk manager and enterprise management functions from within the Audit Committee charter, and recognize the Office of ERM as an entity that is separate from the Division of Audit. Trustee Reed motion the acceptance of the changes as outlined. The motion was seconded by Trustee Lawson and was unanimously approved. The second revision was made to the Direct Support Organizations Intercollegiate Athletics Charter to remove language that relates to the approval of intercollegiate athletics contracts in order to align the charter with SACS Operating standards, NCAA Operating Standards, Board of Governors Regulations and Board of Trustees Regulations. The committee discussed the policy related to multi-year contracts in the athletics department and concerns were raised about transparency, budget restraints, and the need for more Board involvement in the decision-making process. Trustee Lawson moved to table the discussion for further review by the President, the Chair and the legal team. The motion was seconded by Trustee Reed. After further discussion, the motion carried.

The final agenda item was the Governance Committee 2024-2025 Action Plan, which is meant to help guide the committee's agendas over the next year. Trustee Stone encouraged committee members to add any recommendations and make changes as needed. He reminded the committee that the action plan includes a comprehensive review of the operating procedures with recommendations to be presented to the committee in December. He will coordinate efforts with General Counsel and the Chief of Staff to initiate the process.

With there being no further business for the Committee, the meeting adjourned.

FLORIDA  UNIVERSITY

Board of Trustees

ACTION ITEM

President's Goals

Wednesday, December 4, 2024

Agenda Item: IV

Subject: President's Goals

Rationale: The Board of Trustees sets President's Beard's annual goals. President Beard and Chair Harper discussed the proposed goals. The goals are shared with and discussed by the Board of Trustees. The proposed goals are aligned with the University's Strategic Plan and the Board of Governors Performance Funding Metrics.

Recommendation: Approval of President Beard's 2024-2025 Goals.

Attachments: Yes, copy of the goals is attached.

Update on President's Goals 2024-2025

President's Annual Goals		Baseline	2025 Goal	2022	2023	2024
Goal 1: Four-year Graduation Rate/Student Retention Increase the University's four-year graduation rate (PBF metric) to 46%; increase second year retention rate to 88%. Accountability Plan (PBF-4)		Graduation 27.0% Retention 69.1%	Assess and/or provide greater resources to ensure appropriate academic coaching of FAMU students. Modify and develop appropriate Articulation Agreements with Florida College System institutions.	Graduation 27.0% Retention 69.1%	Graduation 28.4% Retention 91.8%	Graduation 35.0% Retention 86.5%
Goal 2: Comprehensive Evaluation and Programmatic Enhancements, Licensure Pass Rate Execute action plans that deliver first-time licensure pass rates of: Nursing to 85%; Law to 80%; Pharmacy to 90%; Physical Therapy to 88%. Perform Comprehensive Assessment of each professional program and implement strategies of "Best Practices". Will explore and implement policies that will ensure test taking cohorts have demonstrated a high probability of test passage. Accountability Plan (KPI-14)		1 of 4	4 of 4 Modify policies and ensure practices are in place to maximize licensure passage rates	1 of 4	1 of 4	1 of 4
Goal 3: Annual Giving Increase annual giving to \$20M.		\$14.6M	\$20.0M	\$24.6M (June 30, 2022)	\$25.7M (June 30, 2023)	\$26.9M (June 30, 2024)
Goal 4: R&D Expenditures Increase total R&D expenditures to \$60M. Accountability Plan (KPI-17)		\$44.0M	\$60.0M	\$50.6M (June 30, 2022)	\$66.0M (June 30, 2023)	\$69.6M (June 30, 2024)
Goal 5: Organizational Leadership Strategy – Effectively implement the Year-three goals, and priorities outlined in the Boldly Striking Strategic Plan. Develop policy and implement procedures for accepting gifts to the University or DSO's. Ongoing improvement in the attainment of Top 100; Development of Succession Plan for Colleges and Schools, — Organizational Effectiveness; Create a Culture of Accountability through the development of Expectation Contracts. Continue implementation of the Customer Service Enhancement or improvement initiative.		n/a	90% Staff Retention 100% written Expectation Contracts with SLT and other managers (Bi-wkly reviews), Succession Plan for 14 Colleges/Schools – Reviews 5 customer Service Training Sessions	Implement Deliverables	Implement Deliverables	Implement Deliverables
Goal 6: University Budget/Fiscal Management Financial Health - Strengthen the University's financial health by achieving and ensuring a balanced budget at the end of fiscal year. Develop and implement Corrective Action Plan relative to the three-year Operational Audit. Work collaboratively with the FAMU Foundation and Athletics department to ensure maximum fundraising and the development of a long-term plan to balance Athletics department budget at year end.		1.88	Ensure University's balance budget at year end. Implement Operational Audit corrective strategies. Ensure the implementation of strategies for collaboration between the Foundation and Athletics Department to maximize fundraising.	TBD	TBD	TBD
Goal 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.		100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders	100% engagement across all stakeholders



Strike, Strike, and Strike Again!