

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



**GOVERNANCE COMMITTEE MEETING MINUTES  
February 20, 2017**

Governance Committee chair Trustee Gary McCoy called the meeting to order. Attorney Barge-Miles called the roll and a quorum was established. The following committee members were present: Gary McCoy, Harold Mills, Kimberly Moore, Belvin Perry, and Nicole Washington.

Chair McCoy recognized Attorney Shira Thomas for a report regarding the collective bargaining agreement between the United Faculty of Florida and FAMU. Attorney Thomas reported that the parties reached a tentative agreement, which included amendments to the following:

- Article 10 – Performance Evaluations provided for a performance improvement plan, a standardized merit evaluation system, and a mechanism for appealing evaluations.
- Article 14 – Promotion Procedures, which included impact bargaining
- Article 15 – Tenure, which included impact bargaining
- Article 23 – Salaries - recurring and non-recurring salary compensation

Trustee Moore moved approval of the negotiated amendments to Articles 10, 14, 15, and 23 of the FAMU BOT-UFF Agreement. It was seconded by Trustee Carter and the motion carried.

Trustee Washington addressed the Committee, stating that she wanted to be very clear that while she supported the Committee's action, she believes fundamentally that in the next round of negotiations, the Board has to include performance in the contract. She said it has to be tied across the board to what the University is doing, because that is how the University is being evaluated and it is how the University is receiving the dollars. She indicated that she wanted to be on the record stating that while she can take this today, the next round of contracts, she believes that the Board needs to be very clear about the accountabilities that it expects from faculty.

With no further business, the meeting adjourned.