

Finance & Facilities Committee Meeting Agenda

Thursday, September 21, 2023
8:30 AM – 11:00 AM

Virtual via Microsoft Teams

Dial in: 1-863-225-2351 | Conference ID: 267 999 96#

MEMBERS

Beth Kigel, Chair
Melia Rodriguez

Lyn Stanfield, Vice Chair
Gary Wendt

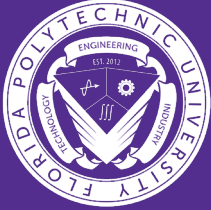
Mark Bostick
Dr. Ajeet Kaushik

AGENDA

- | | | |
|------|---|---|
| I. | Call to Order | Beth Kigel, Chair |
| II. | Roll Call | Kristen Wharton
Corporate Secretary |
| III. | Public Comment | Beth Kigel |
| IV. | Approval of the August 21, 2023 Minutes
Action Required | Beth Kigel |
| V. | 2022-2024 Finance & Facilities Committee Work Plan Review
Action Required | Beth Kigel |
| VI. | University Finance and Budget | |
| A. | University Annual Financial Report FY23 (Unaudited) | Dr. Allen Bottorff |
| B. | Student Housing Update | Dr. Allen Bottorff |
| C. | Elucian Contract
Action Required | Dr. Allen Bottorff
VP & Chief Financial Officer

Mike Dieckmann
VP and Chief Information
Officer |
| D. | Annual Review of Contracts over \$1M | Dr. Allen Bottorff |
| E. | FY24 University Carryforward Spending Plan and Fixed Capital Outlay Budget
Action Required | Dr. Allen Bottorff |

- VII. Advancement and Foundation
 - A. [Advancement and Foundation Update](#) Kathy Bowman
VP Advancement and
CEO Foundation
 - B. [Foundation Year-End Financial Report FY23 \(unaudited\)](#) Kathy Bowman
 - C. [Foundation's Actual Use of University Resources](#) Kathy Bowman
 - D. [Naming Opportunity](#) Kathy Bowman
Action Required
 - VIII. University Facilities Planning, Design, and Construction
 - A. [Campus Construction Update](#) David Calhoun, AVP
Facilities and Safety
Services
 - B. [Gary C. Wendt Engineering Building Architectural
Design Review](#) David Calhoun
 - IX. [2023 Florida Polytechnic University Equity Report](#) Michelle Disson
Action Required Coordinator
Title IX and ADA
 - X. Closing Remarks and Adjournment Beth Kigel
- 



Finance & Facilities Committee Meeting Minutes

DRAFT MEETING MINUTES

Monday, August 21, 2023
3:00 PM – 3:45 PM

Florida Polytechnic University WEBEX TELECONFERENCE MEETING

I. Call to Order

Committee Chair Beth Kigel called the Finance and Facilities Committee meeting to order at 3:00 p.m.

II. Roll Call

Kristen Wharton called the roll: Committee Chair Beth Kigel, Committee Vice Chair Lyn Stanfield, Trustee Melia Rodriguez, Trustee Gary Wendt, Trustee Ajeet Kaushik and Trustee Mark Bostick were present.

Committee Members not present: N/A

Other Board Members present: Board Chair Cliff Otto, Trustee David Williams, Trustee Laine Powell

Staff present: President Randy Avent, Provost Terry Parker, Dr. Allen Bottorff, Kathy Bowman, Mike Dieckmann, David Fugett, David Blanton, Melaine Schmitz, Maggie Mariucci, Lydia Guzman, and Kristen Wharton.

III. Public Comment

There were no requests received for public comment.

IV. Approval of Minutes

Trustee Melia Rodriguez made a motion to approve the Finance and Facilities Committee meeting minutes of June 7, 2023. Trustee Mark Bostick seconded the motion; a vote was taken, and the motion passed unanimously.

V. Workday ERP System Contract Extension

Dr. Allen Bottorff, vice president and chief financial officer, stated this request is for an extension of the contract for the University's current enterprise resource planning platform, Workday. The current contract which was initiated in 2015 is nearing its completion. University staff and Workday have agreed on a 10-year contract renewal which yields approximately \$900k in savings compared to the current contract. The contract renewal includes the addition of two modules (Human Resources and Finance) to enhance the performance and reporting of the overall platform.

Board Chair Cliff Otto inquired if Workday is still the prevalent product being used by the State University System. Mike Dieckmann, vice president and chief information officer, stated higher ed in general is moving towards this system. Chair Otto asked if there were any

concerns about a ten-year commitment. Dieckmann responded at one time the University would have been reluctant to enter such a long-term agreement, however, a ten-year commitment was purposely negotiated for cost containment purposes.

Trustee Gary Wendt made a motion to recommend to the Board of Trustees approval of a 10-year contract renewal for the Workday Enterprise Resource Planning (ERP) system licensed from Workday Inc. for a total agreement cost of \$5,788,500. Trustee Melia Rodriguez seconded the motion; a vote was taken, and the motion passed unanimously.

VI. Naming Opportunity

Kathy Bowman, vice president advancement, stated the Ralph Allen Family and Allen & Co. have been ardent supporters of the University since its inception. Several years ago, the north atrium of the IST building was named after the Allen Family, however, in recognition of their extensive and enthusiastic support of the University, today's request is for the Board to approve the naming of both the north *and* south atriums of the IST building in honor of the Allen Family and Allen & Co.

In recognition of Mr. Ralph Allen, Mrs. Joanne Allen, the Family, and Allen & Company's generosity, leadership, and support of Florida Polytechnic University, Trustee Gary Wendt made a motion to recommend approval to the Board of Trustees the naming of the Innovative, Science and Technology atriums (both north and south) in honor of The Allen Family and Allen & Co. Committee Vice Chair Lyn Stanfield seconded the motion; a vote was taken, and the motion passed unanimously.

Trustee Wendt stated for the record he does not believe items of this nature - the naming of buildings or changing of signage - need to be brought before the Board for approval.

VII. 2024-2025 Legislative Budget Request (LBR): Performance Based Funding (PBF) Report

Provost Terry Parker provided a brief overview of the Performance Based Funding (PBF) Report, an element of the Legislative Budget Request (LBR) for FY25 that was not previously approved. The anticipated use and distribution of \$5.865M in PBF funds will be dispersed in nine areas, with the largest amount (\$4.6M) allocated to "enhance IT infrastructure" by replacing the aging Student Information System (SIS). There was no discussion on this item.

Trustee Melia Rodriguez made a motion to recommend to the Board of Trustees approval of the University's Performance Based Funding Report as supplement to the currently approved Legislative Budget Request for FY2025. Trustee Ajeet Kaushik seconded the motion; a vote was taken, and the motion passed unanimously.

VII. Closing Remarks and Adjournment

Kristen Wharton noted for the record that Trustees Stanfield and Kaushik were officially appointed as members of the Finance and Facilities Committee on August 1, 2023, with Trustee Stanfield being appointed as the Committee's vice chair. The omission of their names from the agenda was an administrative error.

With no further business to discuss the meeting adjourned at 3:20 p.m.

Respectfully submitted:
Kristen J. Wharton
Corporate Secretary

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: 2022-2024 Finance and Facilities Committee Work Plan

Proposed Committee Action

Recommend approval of the revisions to the 2022-2024 Finance and Facilities Committee Work Plan.

Background Information

Committee Chair Kigel will review revisions to the Committee's 2022-2024 Work Plan. The Committee will have an opportunity to discuss the revisions to the work plan before voting.

Supporting Documentation: DRAFT: Revised Finance and Facilities Committee Work Plan 2022-2024

Prepared by: Kristen Wharton, Corporate Secretary



Committee Work Plan

Finance & Facilities Committee Work Plan 2022-2024

SEPTEMBER

- Finance and Facilities Committee Charter (*review and approve every two years – due September 2022*)
- Civil Discourse: ~~Initial~~ Review of employee personnel policies and procedures (~~completed - September 2022~~)
- Annual Review of Contracts over \$1M (*review only*)
- Contracts (*review and approve as needed*)
- Foundation's Actual Use of University Resources (*review only*)
- Foundation Board Appointments (*review and approve as needed*)
- Review of Financial Internal Controls - University Support Organizations (*for 2022 only*)
- University E&G Carryforward Spending Plan (*review and approve*)
- University and Foundation Year-End Financials (*review only*)
- Advancement Update
- ~~Construction Update~~ University Facilities Planning, Design, and Construction
- University Student Housing Development Update

NOVEMBER

- Bad Debts - Student Receivables (*review only*)
- Contracts (*review and approve as needed*)
- Foundation Board Appointments (*review and approve as needed*)
- Foundation Financial Audit (*review only – for prior FY*)
- University Annual Financial Report (Unaudited) (*review only*)
- Advancement Update
- ~~Construction Update~~ University Facilities Planning, Design, and Construction
- University and Foundation Quarterly Financial Updates
- University Student Housing Development Update

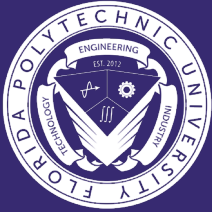
FEBRUARY

- Contracts (*review and approve as needed*)
- Foundation Board Appointments (*review and approve as needed*)
- Advancement Update
- ~~Construction Update~~ University Facilities Planning, Design, and Construction
- University and Foundation Quarterly Financial Updates
- University Student Housing Development Update

JUNE

- ~~Civil Discourse: Annual review of employee personnel policies and procedures~~
- Capital Improvement Plan (CIP) *(review and approve – for next FY)*
- Contracts *(review and approve as needed)*
- Fixed Capital Outlay Budget *(review and approve)*
- Foundation's Anticipated Use of University Resources *(review and approve – for next FY)*
- Foundation Board Appointments *(review and approve as needed)*
- Foundation Operating Budget *(review only)*
- Legislative Budget Request *(review and approve – for next FY)*
- University Operating Budget *(review and approve)*
- Advancement Update
- ~~Construction Update-University Facilities Planning, Design, and Construction~~
- University and Foundation Quarterly Financial Updates
- University Student Housing Development Update
- Legislative Session Appropriations Update

Commented [KW1]: Task completed Sept 2022



Committee Work Plan

Finance & Facilities Committee Work Plan 2022-2024

SEPTEMBER

- Finance and Facilities Committee Charter (*review and approve every two years – due September 2022*)
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**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: University Annual Financial Report FY23 – Q4

Proposed Committee Action

Information only – no action required.

Background Information

The University grew overall last year and finished with a 3.8% increase in net position over last year, at \$205.6 million.

The University enjoyed a year-over-year (“YOY”) increase in total revenue of \$1.7 million. *Student Tuition and Fees* were \$2.1 million higher than FYE22 due predominantly to a \$1.8 million change in accounting method. Out of state undergraduate fees increased \$440k and application fees increased \$98k while various non-mandatory fees decreased slightly. Significant investment swings turned around \$2.4 million in unrealized losses and increased interest income. Auxiliary Enterprise revenues increased \$508k while Grants increased \$850k. Public Capital Outlay and Debt Service (PECO) increased \$6.2 million and HEERF funding declined \$1.6 million, as expected.

Salaries and Benefits increased 10.2%, YOY, for the University as budgeted compensation and promotion increases were awarded, key vacancies filled, and Information Technology Services (ITS) has reorganized to support our future infrastructure needs. In Operating Expenses, utilities have increased 35%, or \$315k, over last year, depreciation accounted for \$855k, and expendable capital outlay was up \$1.1 million. Overall total expenses increased 11.6%, or \$7.1 million.

Total assets and deferred outflows of resources increased \$83.8 million predominantly due to the addition of the Residence Hall II at \$26.3 million, restricted cash and investments in the State Board of Administration (remaining, unspent bond proceeds) of \$43 million, construction in progress at \$7.8 million, PECO receivables of \$3.2 million, and bond issuance costs of \$2.5 million.

Total liabilities and deferred inflows of resources increased \$76.2 million almost entirely due to the recent bond financing of \$76 million.

Supporting Documentation: Presentation slides

Prepared by: Dr. Allen Bottorff, Vice President, and Chief Financial Officer and Penney L.H. Farley, CPA, Assistant Vice President and University Controller



FLORIDA POLYTECHNIC
UNIVERSITY

University Financials Review of Q4 for FY23

Dr. Allen Bottorff and Penney L.H. Farley, CPA
September 21, 2023

Outline

Institutional Ratios

FY23 Q4 Financial Update

- ✓ Net Position
- ✓ YOY Variance Analysis
- ✓ Budget-to-Actual
- ✓ Other Sources

Summary



Institutional Ratios

Ratio	Florida Poly	Benchmark	Status
Cash to Current Liabilities	1,829	1.0	
Viability	141	1.25 - 2.00	
Primary Reserve	202	0.4	
Net Income	6	2.0 - 4.0	

Definitions:

Cash to Current Liabilities (cash ratio) is the ability to cover short-term obligations

Viability is the availability of expendable assets to cover debt

Primary reserve measures financial strength

Net income measures operating performance

Summary - FL Poly remains in a strong financial position relative to standard benchmarks.

Outline

Institutional Ratios

FY23 Q4 Financial Update

- ✓ Net Position
- ✓ YOY Variance Analysis
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- ✓ Other Sources

Summary



Net Position, FY23

	6/30/23	6/30/22	\$ change	% change	
ASSETS	Assets & Deferred Outflows				
	Cash and Investments	\$ 89,795,981	\$ 41,760,347	\$ 48,035,634	115.3%
	Receivables	12,777,307	9,607,354	3,169,953	33.0%
	Bond Issuance Cost	2,544,849	-	2,544,849	0.0%
	Property, Plant & Equipment, net	204,284,401	173,463,148	30,821,253	17.8%
	Deferred Outflows	9,014,785	9,820,746	(805,961)	- 8.2%
	Total Assets & Deferred Outflows	318,417,323	234,651,595	83,765,728	35.7%
LIABILITIES	Liabilities & Net Position				
	Current Liabilities	4,910,523	5,936,031	(1,025,508)	- 17.3%
	Noncurrent Liabilities	97,824,220	14,964,371	82,859,849	553.7%
	Deferred Inflows	10,040,137	15,660,933	(5,620,796)	- 35.9%
	Total Liabilities & Deferred Inflows	112,774,880	36,561,335	76,213,545	208.5%
NET	Net Position	205,642,443	198,090,260	7,552,183	3.8%
	Total Liabilities & Net Position	\$ 318,417,323	\$ 234,651,595	\$ 83,765,728	35.7%

- Cash and investments on hand relate to \$43 million in bond proceeds being held for the construction of Phase III housing; Receivables have increased \$3.2 million due from the State for PECO funding; Bond issuance costs represent \$2.1 million of prepaid insurance and \$444K of legal and consulting costs; PP&E had a net increase of \$30.8 million due mainly for the purchase of Housing II, \$26.3 million and construction in progress
- Current liabilities decreased \$1 million for the reduction of construction payables at year end; Noncurrent liabilities increased \$82.9 million due to the net bond liability of \$77.2 million and the pension & OPEB liabilities of \$5.7 million



YOY Variance

	Actual 6/30/2023	Actual 6/30/2022	Variance
Summary of Sources			
State and Lottery Appropriations	\$ 51,164,471	\$ 54,983,186	- 6.9%
Student Tuition & Fees	3,699,955	1,607,971	130.1%
Scholarships	10,671,916	10,159,979	5.0%
Investment Income	1,798,532	(1,320,931)	- 236.2%
Other Operating Sources	7,158,584	5,794,206	23.5%
Other Non-Operating Sources (<i>predominantly HEERF funds</i>)	1,372,509	2,941,112	- 53.3%
Total Sources	75,865,967	74,165,523	2.2%
Summary of Uses			
Salary & Benefit	31,190,120	28,310,917	10.2%
Operating Expenses	25,489,567	22,588,216	12.8%
Scholarships	11,634,097	10,290,586	13.1%
Total Uses	68,313,784	61,189,719	11.6%
Sources (over)/under	\$ 7,552,183	\$ 12,975,804	- 41.8%

- Net tuition had an increase of \$1.8 million due to a change in accounting estimate related to scholarship discounts which inversely impacts scholarships awarded (uses); After the impact of the accounting change, scholarship awards are presented as down \$500k
- Investment income increased as unrealized losses from FY22 swung \$2.4 million and interest income increased \$700k
- Other operating sources include increases in Grants at \$850k and Auxiliary Enterprise at \$508k
- Operating expenses include increases in utilities at \$315k, depreciation at \$855k, and \$1.1 million in expendable capital outlay



Budget to Actual Variance Analysis

	Budget 6/30/2023	Actual 6/30/2023	Variance
Summary of Sources			
State and Lottery Appropriations	\$ 45,600,269	\$ 45,173,904	- 0.9%
Student Tuition & Fees	2,869,766	3,699,995	28.9%
Scholarships	11,700,000	11,096,388	- 5.2%
Other Sources	8,628,204	9,067,802	5.1%
Total Sources	68,798,239	69,038,089	0.3%
Summary of Uses			
Salary & Benefit	34,667,018	29,100,556	- 16.1%
Operating Expenses	28,882,772	18,690,536	- 35.3%
Scholarships	11,560,000	11,634,097	0.6%
Total Uses	75,109,790	59,425,189	- 20.9%
Sources (over)/under	\$ (6,311,551)	\$ 9,612,900	- 252.3%

- Net tuition and fees finalized higher than projected with out of state UG fees and \$98k increase in application fees
- Salary & Benefit expenses are down from projections as ITS's reorganization has been slower than anticipated due to current market hiring conditions
- Operating expenses are down from lower than projected bond costs and Auxiliary investments



Federal Funds (HEERF)

as of . . . **June 30, 2023**

	<u>HEERF III</u>	<u>State of Florida (from ARP to states)</u>
Institutional Funding:		
Funding life-to-date	\$ 1,621,780	\$ 3,197,000
Disbursements life-to-date	\$ 1,602,746	\$ 0
Remaining funds to draw	<u>\$ 19,034 (*)</u>	<u>\$ 3,197,000 (**)</u>
Financial Aid Funding (Student):		
Funding life-to-date	\$ 1,621,781	
Disbursements life-to-date	\$ 1,621,781	
Remaining funds to draw	<u>\$ 0</u>	

- CARES Act (HEERF I) and CRRSAA (HEERF II) are fully expended
- Fully encumbered denoted as (*)
- State of Florida Relief Funds from American Rescue Plan funding for deferred maintenance denoted as (**)



Carryforward Balances

Education & General Fund Carryforward

Capital Carryforward

**Deferred
Maintenance
Reserve**

**Capital
Carryforward**

Beginning Balance, 7/1/22	\$ 13,328,617
Source:	
Interest	<u>130,395</u>
Total E&G carryforward sources	<u>13,459,012</u>
Uses:	
Non-recurring operating expenses	1,861,499
Non-recurring capital transfers	5,713,089
Restricted by Appropriation	<u>149,213</u>
Total E&G carryforward uses	<u>7,723,801</u>
Ending Balance, 6/30/23	<u>\$ 5,735,211</u>
Required Reserve	\$ 3,229,749

Beginning Balance, 7/1/22	\$ 10,876,637	-
Sources:		
Interest	458,258	
Project Transfers In	<u>4,713,089</u>	<u>1,000,000</u>
Total Capital carryforward sources	<u>16,047,984</u>	<u>1,000,000</u>
Uses:		
Applied Research Center	1,082,206	-
Reclaimed Water Infrastructure	1,158,755	-
Engineering Building 1	112,500	-
Campus Control Center	<u>8,750</u>	<u>-</u>
Total Capital carryforward uses	2,362,211	-
Ending Balance, 6/30/23	<u>\$ 13,685,773</u>	<u>\$ 1,000,000</u>

Summary

- **University balance sheet remains strong and thriving in support of strategic priorities**
 - Net Income ratio demonstrates operational effectiveness
 - Primary Reserve Ratio remains high and driven by our resources
 - Viability remains high and driven by our low debt levels
- **University continues to strategically use carryforward funding for nonrecurring investments**

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: Florida Poly Student Housing System Update

Proposed Committee Action

Information only – no action required.

Background Information

Recall: The University successfully completed a \$76 million series 2023A dormitory revenue bond issuance, of which proceeds were used to acquire Residence Hall II (539 beds) for \$26.5 million plus a settlement with the Seller of \$485k. The remaining proceeds are now being used to fund the construction of Residence Hall III (430 beds).

This year, FY24, is the University’s inaugural year as owner and operator of property within the system and is planning for the leasing of the newest dormitory in the 2025 Academic Year forthcoming.

Upcoming milestones:

2024	
August 01 – August 15:	Substantial completion of Residence Hall III.

Supporting Documentation: Presentation slides

Prepared by: Dr. Allen Bottorff, Vice President and Chief Financial Officer and Dr. Kathryn Miller, Vice Provost for Student Affairs



FLORIDA POLYTECHNIC
UNIVERSITY

FL Poly Student Housing System Update

Dr. Allen Bottorff and Dr. Kathryn Miller
September 21, 2023

FL Poly Student Housing System

Recall,

- The University closed on Residence Hall II on June 23, 2023, for the price of \$26,515,000 plus associated and normal closing costs of \$82,342 and entered into a settlement agreement and general release with the Seller in the amount of \$485,000.

Since,

- **Development of Florida Poly Housing Operations Office, led by Alex Stoetzer**
 - Implementation of StarRez (note strong campus collaboration with Technology Services, Student Business Services and Financial Aid)
 - The natural “churn” of new student housing through the summer months and careful management leading to 100% standard occupancy
 - On-campus TURN led by Capstone Management Partners and strongly supported by Facilities and Safety Services
-



FL Poly Student Housing System

- Next system milestone:

2024

August 01 – August 15: Substantial completion of Residence Hall III.

. . . toward which, **we are currently on-time and on-budget to achieve.**

**Building
programming**

**Interior
Selections (Note
focus on mental
wellness)**

**Assured
Alignment
across campus**

**Strong
Residential
Experience
2023-2024**



FL Poly Student Housing System

System Lease Update

- Fall 2023 @ Standard Occupancy 554
 - **Academic Year 2024-25**
 - Leasing to begin in January 2024
 - We are in discussions on the leasing process for all phases for fall 2024
 - Strong interest and benefit in single housing funnel (Star Rez)
 - Careful coordination with Admissions
 - Strength of Housing Operations, Res Life and Capstone partnership
 - Campus preparation for additional students
-

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: Ellucian Contract

Proposed Committee Action

Recommend to the Board of Trustees approval of seven-year contract for licensing and implementation of the Ellucian Banner student information system as a replacement for the University's current CAMS system, for the total contract cost of \$6,383,956. In addition, in order to provide flexibility during implementation, staff further recommends that the President be given authority to sign and approve change orders for unforeseen additional parts and/or services not to exceed \$525,000.

Background Information

The Project

The contract approval requested from the Board is to execute a project to replace the University's current student information system, CAMS, with a more modern, cloud-based platform, Ellucian Banner, that better meets Florida Poly's strategic operating and management needs. The agreement has two major parts: a seven-year license for the Ellucian Banner software platform, and a package of professional services for a two-year project to implement Banner and convert from CAMS.

The Business Need

The Student Information System (SIS) is one of the six software modules that normally comprise a University's core business operating systems. (The others are Human Resources, Finance, the Admissions recruiting system, the Learning Management System, and the Advancement system). The SIS provides foundation data processing for academic management activities such as curriculum management, scheduling and curriculum delivery, faculty load planning, admissions applicant processing, transfer credit articulation, financial aid, student records (including grades and transcripts production), academic advising and student success support, graduation verification and degree audit, and student accounts receivable and billing. Additionally, the capabilities of the SIS either enhance or limit the functionality of the other core systems and an array of satellite departmental systems. In the "solar system" of a university's information systems, the SIS is the sun, and all other systems revolve around it.

By 2020, growing inadequacies in the CAMS SIS system currently used by Florida Poly made it clear that the system was falling far short of meeting the University's basic business processing needs for academic administration. In 2021-22, Provost Terry Parker identified a new SIS as a mission-critical need for Academic Affairs and for the University. President Avent and his Cabinet assigned special project funds to initiate replacement of CAMS with a modern SIS solution.

The Process Leading to the Selection of Ellucian Banner

The University acquired the services of the Tambellini Group, a leading independent technology market research and advisory firm focused exclusively on higher education, to assist in understanding the current SIS market and identifying possible solutions for Florida Poly. From February through May 2022 the Tambellini Group interviewed CAMS stakeholder departments at Florida Poly and identified functional gaps and future goals for the CAMS replacement. This information, combined with market analysis by Tambellini, was summarized in a May 2022 report in which Tambellini recommended consideration of either the SIS module of Workday, or else migration to a new ERP platform.

Examining those alternatives, the University called on Tambellini to conduct a similar analysis of human resources and finance functions supported by Workday and the fit of Workday with those departments' needs. This resulted in a revised report, which affirmed Florida Poly's choice of Workday as the best-fit finance and HR ERP system for the future, and again recommended consideration of Workday Student. However, the report also noted that important factors might lead Florida Poly to consider non-Workday SIS solutions. Therefore, the University subsequently decided to consider a full range of potential SIS options, both Workday and non-Workday, with the understanding that Workday would remain our finance/HR/procurement/financial planning ERP system. (At its August 21 meeting the Board approved a ten-year renewal of the licensing for Florida Poly's Workday platform.)

On February 8, 2023 the University released ITN 23-054 *Student Information System (SIS) Project* for competitive selection of qualified SIS providers to partner with us to provide and implement a new student information system solution. The University was assisted in development of the ITN instrument and facilitation of the evaluation process by the Talbellini Group. From the five respondents to this solicitation, the evaluation committee recommended three providers to be shortlisted who were publicly noticed and posted on March 24, 2023. These shortlisted providers were:

- Anthology
- Ellucian/Banner
- Workday

The shortlisted firms presented to the evaluation committee from April 5 through April 13. After further evaluation of provider proposals and demonstrations, the committee recommended to President Avent that the University enter into negotiations with Ellucian for the Banner system. With President Avent's approval to begin contract negotiations, the University posted the intent to award for Ellucian/Banner on April 14, 2023. A negotiation team consisting of vice presidents Bottorff, Dieckmann, Fugett and Parker has conducted negotiations with Ellucian since May 5. The negotiation team has been assisted in this process by the expert technology contracting services of Leslie Spasser, Atlanta Office Managing Partner and Technology Transactions Vice Chair of the Polsinelli law firm.

Overview of the Proposed Agreement

The agreement presented for the Board's approval involves a seven-year contract for software licensing as well as associated professional services for the roughly two-year implementation project. These components are \$3,769,754 (licensing) and \$2,614,202 (services), for a total contract cost of \$6,383,956.

SIS systems are licensed based on student FTE; the Ellucian contract includes licensing for up to 2,500 FTE which provides for planned student body growth in the near term. Additional student FTE are licensed in blocks of 500 for \$35,000 per block.

The base annual cost for the system is \$461K, approximately \$185/student FTE. With a \$75K discount in year 1, and a 5% annual cost escalation over the life of the contract, the average annual cost for the contract term is \$538K.

Timeline

If the contract is executed in September, the implementation project will launch in October and will continue for 24-30 months; go-live of portions of the system must be coordinated with the academic calendar. Overall, the project is expected to be fully completed as of the conclusion of Fall Semester 2025.

Funding

In the current and next two fiscal years (i.e., through implementation), the project is planned to be largely funded from non-recurring strategic investment funds. When CAMS is fully shut down, that will free \$55K of annual licensing costs that can be redirected to Banner. Also, the Ellucian bundle includes licensing for CampusLogic financial aid software, which Florida Poly already licenses for \$61K/annually. Thus, eventually, the new Banner licensing costs can be relieved by a total of \$116K in the current operating budget.

The professional implementation services from Ellucian contain a mixture of fixed-price and hourly-based fees. Because unforeseen circumstances can affect the effort required for implementation, it is prudent to plan for as much as a 20% potential increase in the professional services. Therefore, as part of this proposal, staff also recommends that the President be given authority to approve change orders to the contract up to an aggregate limit of \$525K.

Supporting Documentation: Presentation Slides; (the full documents are available for review by the Trustees immediately upon their request)

Prepared by: Dr. Allen Bottorff, Vice President and Chief Financial Officer and Michael Dieckmann, Vice President and Chief Information Officer



FLORIDA POLYTECHNIC
UNIVERSITY

Elucian Banner Contract

Dr. Allen Bottorff & Michael Dieckmann

September 21, 2023

Elucian Banner Contract

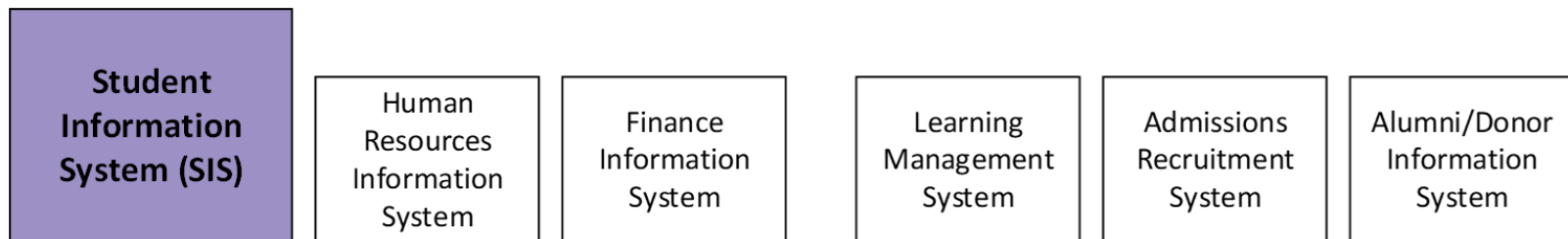
What is the context for this contract?

- As part of Florida Poly's strategy to improve university operations through information technology, a major FY24 strategic initiative is to begin replacement of the student information system (SIS) with a more modern system that better supports the University's needs.
 - As the culmination of a planning and selection process that began in early 2022, the University has selected the **Elucian Banner system** to be our SIS platform for the future. Florida Poly was assisted in this project by the expert services of the Tambellini Group, higher education technology market experts, and the Polsinelli law firm.
 - In order to launch this project, **software licensing and professional services** are required for the new platform. The contract being brought to the Committee today for recommendation to the Board establishes the business relationship for those licenses and services.
-

Elucian Banner Contract

The Importance of the SIS

- **The Student Information System is the most central of the University's core business information systems.**
- **Capabilities of the SIS have huge effects on other information systems and their ability to serve business needs.**

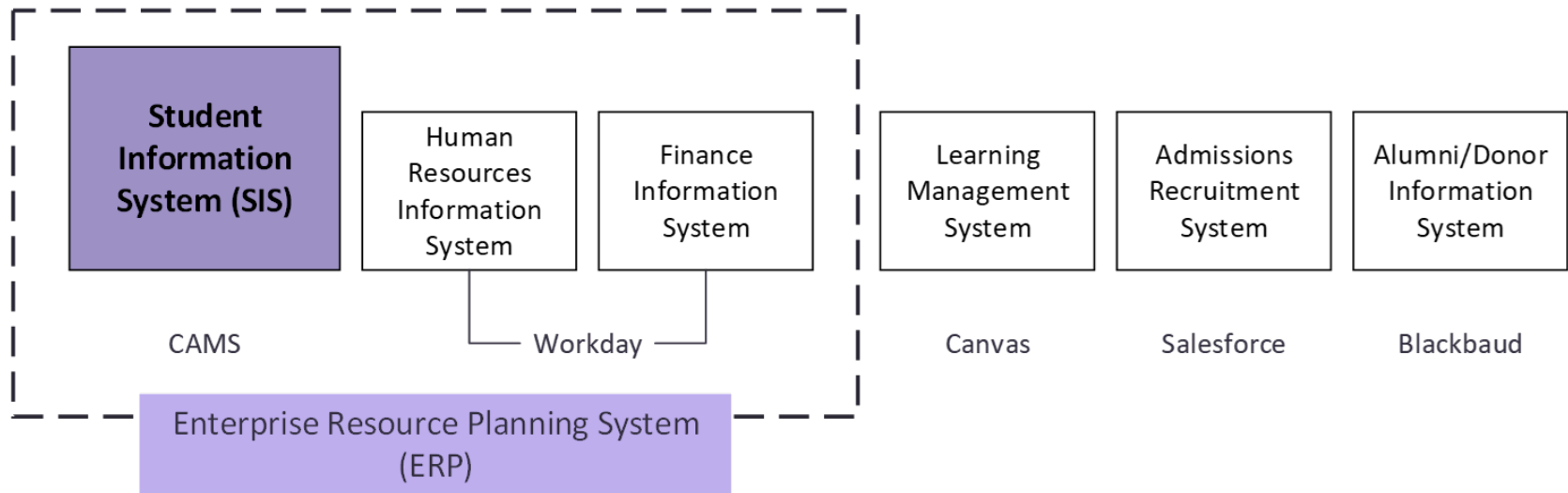


- Student records
- Curriculum management
- Enrollment management
- Degree and program plans
- Scheduling and delivery of courses
- Degree audit and verification, graduation eligibility verification
- Student accounts receivable and billing
- Financial aid

Ellucian Banner Contract

The SIS is Part of the ERP Core

Three core systems are the foundation of all University business functions and collectively comprise the “ERP,” which most often is a unified software platform from a single vendor.



The ERP platform is typically a University’s largest and most significant business systems investment.



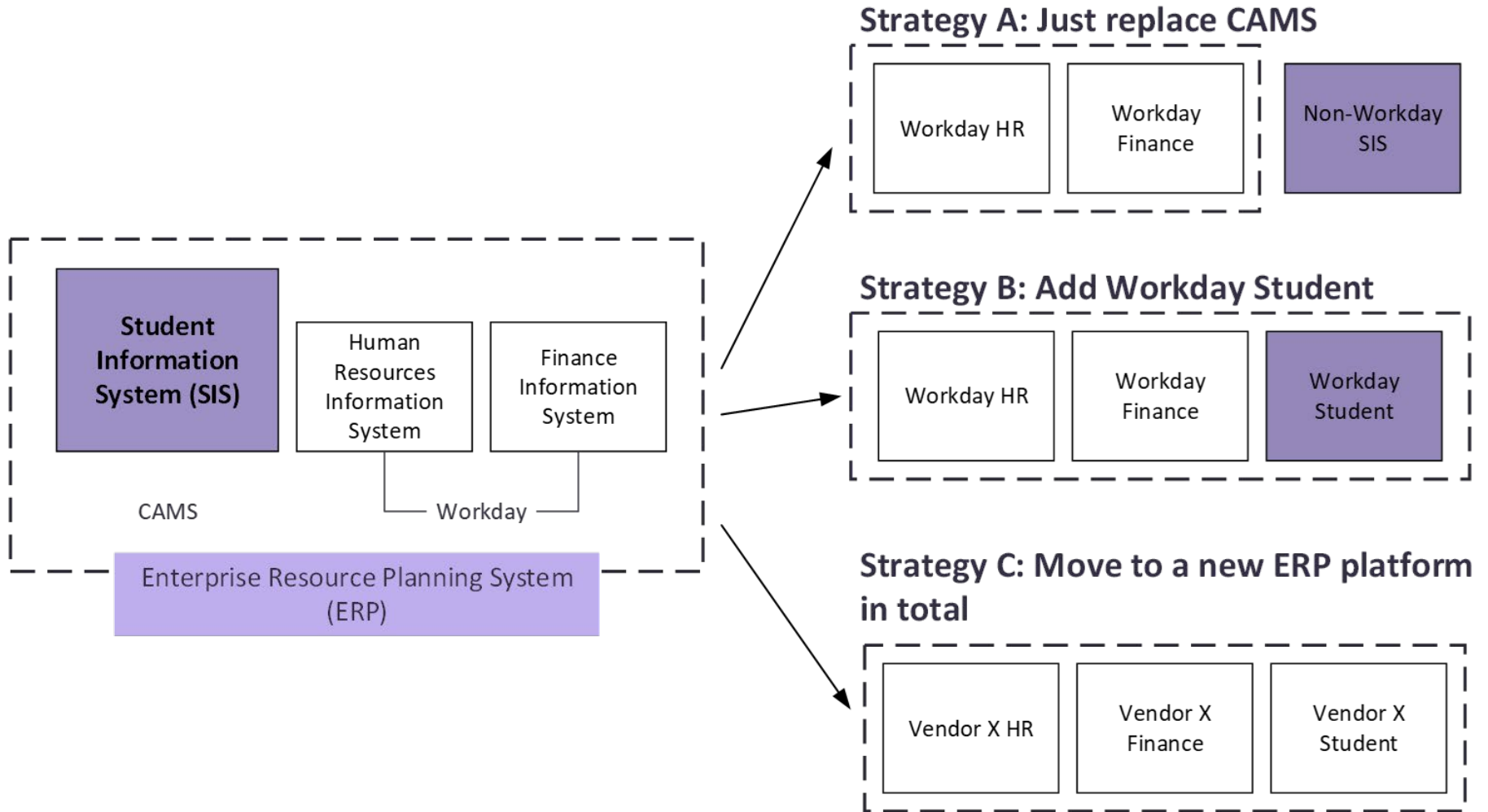
Elucian Banner Contract

What's Wrong With CAMS?

- **Designed for a small-scale, simple, independent institution with little need for compliance with state rules and regulations.**
- **Can't accommodate complex term/semester schedules. Much key data cannot be tracked by term.**
- **Financial aid module allows only minimal automation.**
- **Student billing module is simplistic and cannot adapt to Florida requirements.**
- **Has required heavy customization to meet minimal Florida Poly needs; customization prevents updates.**
- **Antiquated technology stack, cannot meet more than minimal security requirements.**
- **Minimal ability to support automated workflows.**
- **Is a dead-end product from the vendor, receiving negligible ongoing support. Ownership and direction has changed several times in the last four years.**

Elucian Banner Contract

Three Possible Strategies When Replacing CAMS



Elucian Banner Contract

Options and Complications for the New SIS Decision

- **This is a difficult time to be making SIS selection decisions.**
 - The market has consolidated, with only six vendors having more than 3% market share:
 - Anthology
 - Elucian
 - Jenzabar
 - Oracle
 - Workday
 - Thesis (the makers of CAMS)
 - Several vendors are in transition to new products. No single vendor offers their “modern” solution fully functional as yet.
 - **Many universities are adopting a “wait and watch” approach to SIS while products mature. Florida Poly however cannot take this strategy as our situation with CAMS is dire.**
-

Elucian Banner Contract

SIS Vendors at a Glance

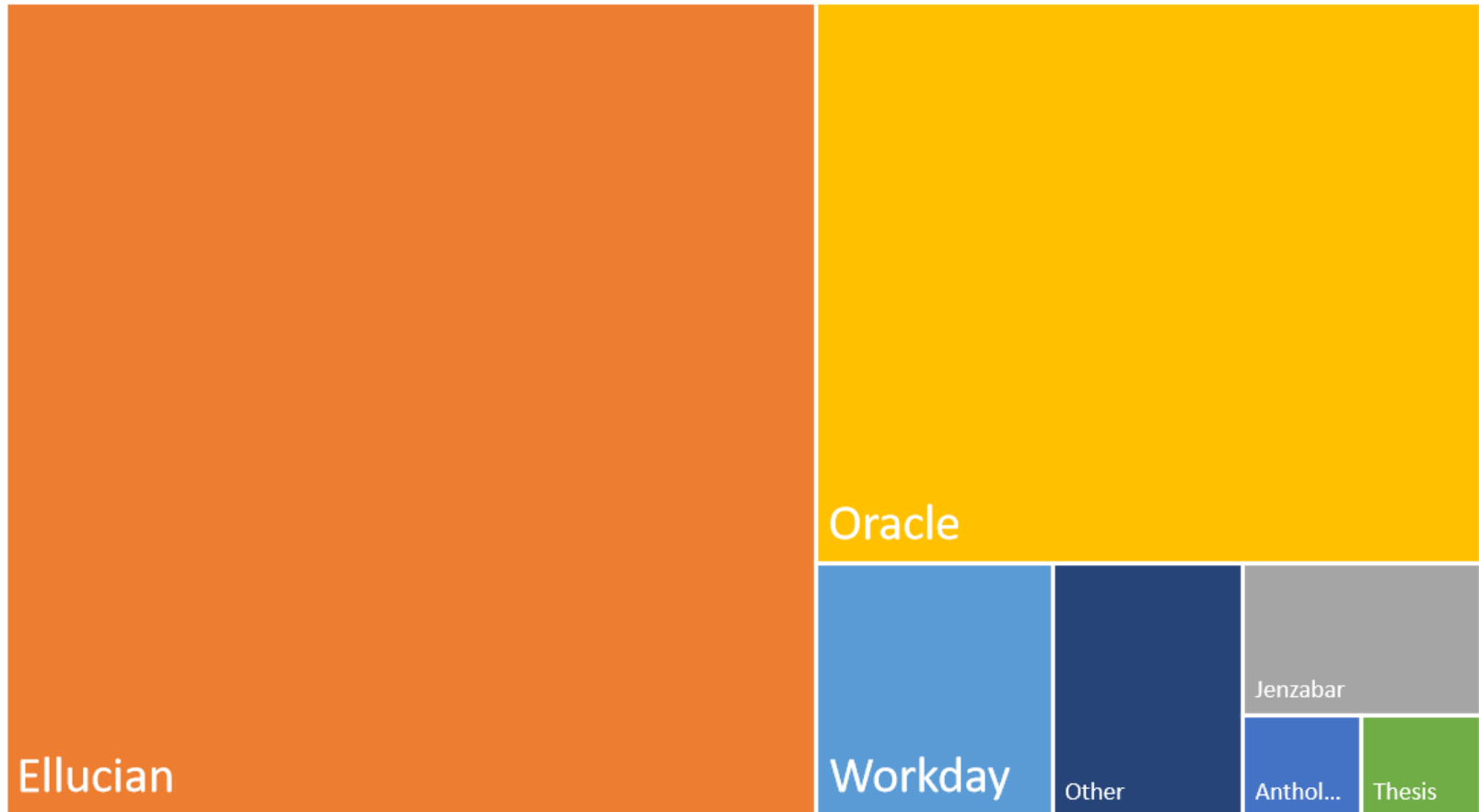
Vendor	Profile
Oracle	Formerly PeopleSoft, typically used only by very large and complex research institutions. Their new student system is under development and not yet released.
Elucian	Used by all ranges of institutions from small to large.
Workday	Student product launched in 2016 is still relatively new and maturing. (Florida Poly attempted this product in 2018 and found it insufficient.)
Jenzabar	Typically used by smaller, private institutions.
Anthology	Typically used by smaller, private institutions, particularly in the for-profit space. Optimized for non-traditional course structures.
Thesis	Niche player used at small, primarily private institutions. Majority of customers non-US.

Ellucian Banner Contract

SIS Vendors at a Glance – Market Share

Current Market Share, Public 4-Year Institutions

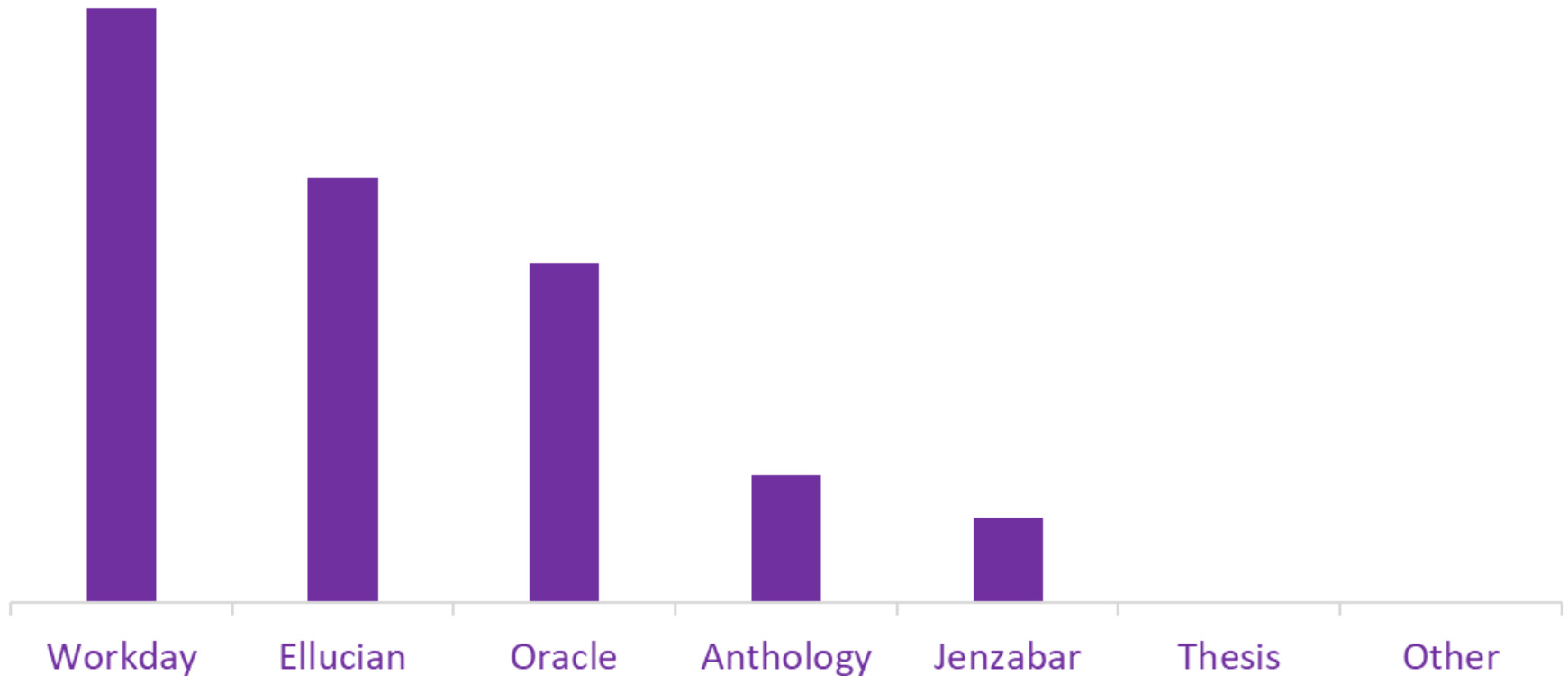
■ Anthology ■ Ellucian ■ Jenzabar ■ Oracle ■ Workday ■ Thesis ■ Other



Ellucian Banner Contract

SIS Vendors at a Glance: Post-Pandemic Selections

SIS Selections 2020-2022, Public 4-Year Institutions
(Total ~ 40)



Ellucian Banner Contract

The Decision Process

February – May 2022

Phase 1: Identify CAMS Replacement Needs

- Assessment of needs facilitated by the Tambellini Group.
- All CAMS stakeholders included in process.
- Recommendation: Look first at Workday Student unless other factors intervene.
- **Decision:** Confirm that Workday is our best future platform for HR and Finance modules.

August – November 2022

Phase 2: Assess Workday Fit for HR/Finance Needs

- Assessment of needs facilitated by the Tambellini Group.
- All HR and Finance stakeholders included in process.
- Result: Revised report from Tambellini maintains recommendation from phase 1.
- **Decision:** Florida Poly confirms that Workday is our HR/Finance ERP platform for the future; examine all SIS alternatives including Workday Student.

December 2022 - Present

Phase 3: Competitive Selection of New SIS

- Competitive procurement via invitation-to-negotiate (ITN).
- All major SIS vendors responded except Oracle.
- Three vendors short-listed: Anthology, Ellucian, Workday.
- **Decision:** Due to remaining immaturity of Workday Student and lack of features essential to Florida Poly, recommendation to negotiate with Ellucian.

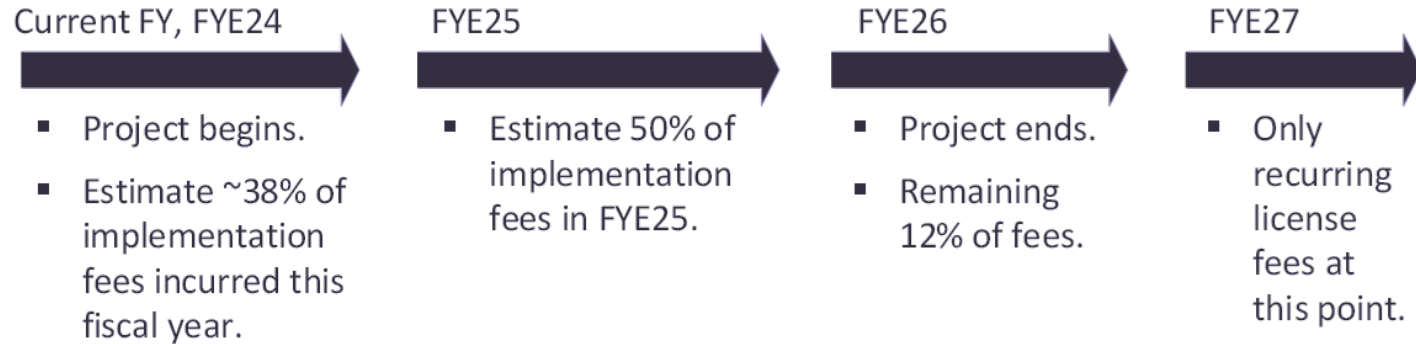
Elucian Banner Contract

Overview of the Negotiated Agreement

- **Seven-year agreement, with option for a five-year extension.**
 - **Caps annual license increases at 5%.**
 - **Provides for immediate growth to 2500 student FTE, and caps FTE-based cost increases above that at \$35K/500 FTE.**
 - **With a base annual fee of ~\$460K, the license costs are approximately \$185/student FTE. (Our stretch goal was \$150/FTE.)**
 - **Over the life of the contract, annual licensing costs average \$538K/year.**
 - **Combined with the Workday ERP modules, this means our total ERP license spend will average just over \$1M per year, with 49% of that cost being the SIS. This is slightly higher than a general trend (unofficial) of the SIS comprising 45%-47% of the ERP spend and represents the licensing overhead of having a “split ERP” platform.**
-

Elucian Banner Contract

Project Timeline and Funding



	FYE24	FYE25	FYE26	FYE27
One-Time Professional Services Fees	\$980K	\$1,300K	\$325K	
Annual License Fees	\$387K	\$497K	\$522K	\$548K
Total	\$1,367K	\$1,797K	\$847K	

- One-time fees will come from allocated special projects funds.
- Recurring license fees allocated from special project funds in current fiscal year, and will be gradually migrated to annual operating budget during the three-year project, so that by FYE27 they are regularized in the annual operating budget.

Further questions?



Request for Motion

- **We ask the Committee to recommend approval of a seven-year contract for licensing and implementation of the Ellucian Banner student information system as a replacement for the University's current CAMS system, for the total contract cost of \$6,383,956.**
- **In addition, to provide flexibility during implementation, staff further recommends that the President be given authority to sign and approve change orders for unforeseen additional parts and/or services not to exceed \$525,000.**

Motion to recommend to the Board of Trustees approval of a seven-year contract with Ellucian Banner student information system for the total contract cost of \$6,383,956 and authority for the President to approve additive change orders not to exceed \$525,000.

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2022**

Subject: Annual Review of Contracts Over \$1,000,000

Proposed Committee Action

Information only – no action required.

Background Information

As part of the Finance and Facilities Work Plan, on an annual basis the Finance and Facilities Committee will be provided an update on the current Purchasing Agreements with a contract value in excess of \$1,000,000. This disclosure and review provide the Board of Trustees, through the Committee, oversight of significantly large contracts that the University is managing. This disclosure will, at a minimum, include the vendor's name and expenditures to date for those contracts awarded.

Supporting Documentation: Contract Report, 9/21/22

Prepared by: Dr. Allen Bottorff, Vice President and Chief Financial Officer

FLORIDA POLYTECHNIC UNIVERSITY
Agenda Item VII.D Materials

ALL ACTIVE CONTRACTS IN EXCESS OF \$1,000,000

Vendor	Contract Type	Contract Start Date	Contract End Date	Total Contract Value	Total Spend To Date	FY 2022-23 Spend
Brighthouse Networks	Internet and cable for all campuses	10/28/2013	10/27/2023	As Budget Allows	\$ 1,079,608	\$ 152,011
Capstone	Student Housing Development Project	7/22/2022	7/22/2052	\$40,211,253	\$ 5,099,245	\$ 5,099,245
CDW Government Inc	Computer Materials	8/1/2017	7/31/2027	As Budget Allows	\$ 3,953,236	\$ 711,639
Compass Group USA	Dining Services	5/1/2017	6/30/2027	\$7,237,351	\$ 12,974,830	\$ 3,114,274
Original estimated amt vs increase due to meal plan growing						
HOK	Architect Services (ARC)	10/1/2017	Through Closeout	\$3,279,562	\$ 3,330,473	\$ 220,449
Increase due to additional services required to complete project						
Liberty Lawn Care, LLC	Grounds Services for Main Campus	1/27/2022	1/26/2025	\$ 2,509,370	\$ 746,219	\$ 562,620
Presidio	Network Equipment	7/1/2022	9/30/2024	\$ 1,000,000	\$ 157,274	\$ 157,274
Skanksa USA	General Construction Services for ARC	7/1/2018	Through Closeout	\$ 35,226,103	\$ 35,123,219	\$ 1,893,697
Workday Inc	Enterprise Resource Platform	4/30/2018	4/29/2024	\$ 2,765,123	\$ 1,597,350	\$ 210,586

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: FY24 University Carryforward Spending Plan and Fixed Capital Outlay Budget

Proposed Committee Action

Recommend approval of the University Carryforward Spending Plan and Fixed Capital Outlay Budget for the 2023-2024 fiscal year to the Board of Trustees.

Background Information

The Board of Governors requires that the University's fixed capital outlay and carryforward budget information be approved by the Board of Trustees and provided to the Board of Governors who will review and approve each budget.

The President and the Chief Financial Officer (CFO), in accordance with their fiduciary responsibility to the University, must certify that the budgets are true and materially correct to the best of their knowledge. The President and the CFO must further certify that these budgets have been reviewed and approved by the Board of Trustees and that funds will only be expended in accordance with the approved budget as well as all applicable Florida Statutes, Board of Governors Regulations, and University Regulations.

Carryforward Spending Plan

Carryforward funds are those education and general funds appropriated by the Legislature each year that are not expended during the year received. These funds are then carried over to the succeeding year and are available for use subject to certain restrictions. For the fiscal year ended June 30, 2023, the University is projecting a \$14.5 million carryforward balance. The University has committed those funds for non-recurring university operations and construction.

Fixed Capital Outlay Budget

The Fixed Capital Outlay budget identifies the sources and uses of all funds expended or to be expended on construction projects. Sources of such funds come from a variety of sources including Public Education Capital Outlay (PECO), Capital Improvement Trust Fund (CITF), carryforward funds, private donations, federal grants, or revenue bonds.

The University will design and construct Parking Lot 5 on the Main Campus with \$1 million of carryforward funding from FY23 carryforward balance to provide additional parking to the campus in support of the additional enrollment horizon. We will also add \$1.1 million of carryforward funding from the FY23 carryforward balance to provide supplemental funds to the Gary C. Wendt Engineering Building 1 to construct and furnish the remaining unfunded, first-floor spaces of the building. These funds will provide for additional labs and associated office and support spaces completing the first floor of the project. In addition, \$500,000 of FY23 carryforward funds will be used to provide programming and conceptual design development for the future Student Achievement Center. We will then use the remaining

carryforward funds to fund the first year CapEx for replacement of the aged fleet of University Police Department vehicles, to supplement the Title & Total Compensation (TTC) study in this upcoming fiscal year, and as additional reserves.

Supporting Documentation:

1. Carryforward Spending Plan
2. Fixed Capital Outlay Budget
3. President and Chief Financial Officer Certification Form
4. Presentation slides

Prepared by: Dr. Allen Bottorff, Vice President and Chief Financial Officer and Penney L.H. Farley, CPA, Assistant Vice President and University Controller



FLORIDA POLYTECHNIC
UNIVERSITY

**FY24 University Carryforward
Spending Plan and Fixed Capital
Outlay Budget**

Dr. Allen Bottorff and Penney Farley, CPA

September 21, 2023



FY24 E&G Carryforward Spending Plan

	CARRY FORWARD
Beginning Balance FY23	\$ 13,328,617
Reserve 7%	(3,229,749)
Spent	<u>(7,593,406)</u>
Rollover to FY24	2,505,462
Add PY reserve back in	3,229,749
	<u>8,753,288</u>
Beginning Balance	14,488,499
7% Required Reserve	<u>(4,736,524)</u>
Available Balance	<u>9,751,975</u>
FY23 Encumbrances	<u>(765,415)</u>
Technology Services	(3,650,195)
Title & Total Compensation Study	(150,000)
DROP payouts	(134,505)
FY24 Expenses	<u>(3,934,700)</u>
Engineering Building 1	(2,417,360)
Annual Building Reserve	(1,000,000)
SAC Proramming Design	(500,000)
Parking Lot #5	(1,000,000)
CapEx UPD Vehicles	(134,500)
Construction/Reserves	<u>(5,051,860)</u>
Total Carryforward Budget FY24	<u>(14,488,499)</u>
Balance	<u><u>\$ 0</u></u>

FY24 Capital Carryforward Spending Plan

Description	Total Project Cost	Expended to Date	FY24 Expenses	Remaining Balance
Applied Resarch Center	\$ 47,484,518	\$ 47,192,003	\$ 292,515	\$ -
Engineering Building 1	17,089,916	112,500	1,500,000	15,477,416
Central Chiller Expansion	2,690,040	2,340,382	349,658	-
Campus Control Center	4,507,860	8,750	500,000	3,999,110
Residence Hall 3	41,420,056	6,504,551	34,915,505	-
Parking Lot #5	1,000,000	-	1,000,000	-
Student Achievement Center Programming & Design	500,000	-	500,000	-
Total Construction	114,692,390	56,158,186	39,057,678	19,476,526
Annual Building Reserve	1,000,000	-	250,000	750,000
Total Construction & Building Reserve	\$ 115,692,390	\$ 56,158,186	\$ 39,307,678	\$ 20,226,526

Request for Motion

- **The University will carry over \$14.5 million**
- **\$9.8 million is available to spend**
 - \$4.7 million for operations
 - \$5.1 million for construction and capital facility reserves
- **\$4.7 million (7%) mandatory operational reserves**
- **All FY24 University capital projects are funded**

Motion to recommend approval of the FY24 University Carryforward Spending Plan and Fixed Capital Outlay Budget to the Board of Trustees.

FLORIDA POLYTECHNIC UNIVERSITY
Education and General
Carryforward Spending Plan Summary
Approved by University Board of Trustees
Balances and Spending Plans as of July 1, 2023

	<u>University E&G</u>	<u>Special Unit or Campus (Title)</u>
A. Beginning E&G Carryforward Balance - July 1, 2023 :		
Cash	\$ -	\$ -
Investments	\$ 23,241,787	\$ 6,140,872
Accounts Receivable	\$ -	\$ -
Less: Accounts Payable	\$ -	\$ -
Less: Deferred Student Tuition & Fees	\$ -	\$ -
B. Beginning E&G Carryforward Balance (Net of Payables/Receivables/Deferred Fees) :	\$ 23,241,787	\$ 6,140,872
C. Fiscal Year 2022-2023 E&G Carryforward Encumbrances Brought Forward	\$ 8,753,288	\$ -
D. 7% Statutory Reserve Requirement (1011.45(1) F.S.):	\$ 4,736,524	\$ -
E. E&G Carryforward Balance Less 7% Statutory Reserve Requirement (Amount Requiring Approved Spending Plan) :	\$ 9,751,975	\$ 6,140,872
F. Annual Contribution to Reserves for New FCO Projects (per s. 1001.706(12) F.S. and Board Reg 14.002) (Should agree with the "Total Facilities Reserves as of July 1, 2023" on the "Details - FCO Reserves" tab)	\$ 1,000,000	\$ -
G. * <u>Restricted / Contractual Obligations</u>		
Restricted by Appropriations	\$ 190,492	\$ 600,000
University Board of Trustees Reserve Requirement	\$ -	\$ -
Restricted by Contractual Obligations :		
Compliance, Audit, and Security		
Compliance Program Enhancements	\$ -	\$ -
Audit Program Enhancements	\$ -	\$ -
Campus Security and Safety Enhancements	\$ -	\$ -
Academic and Student Affairs		
Student Services, Enrollment, and Retention Efforts	\$ -	\$ -
Student Financial Aid	\$ -	\$ -
Faculty/Staff, Instructional and Advising Support and Start-up Funding	\$ -	\$ -
Faculty Research and Public Service Support and Start-Up Funding	\$ -	\$ -
Library Resources	\$ -	\$ -
Facilities, Infrastructure, and Information Technology		
Utilities	\$ -	\$ -
Information Technology (ERP, Equipment, etc.)	\$ 574,923	\$ -
Small Carryforward Fixed Capital Outlay Projects (Board of Governors Regulation 14.003(2))	\$ -	\$ -
Large Carryforward Fixed Capital Outlay Projects (Board of Governors Regulation 14.003(2))	\$ -	\$ -
Other UBOT Approved Operating Requirements		
Other Operating Requirements (University Board of Trustees-Approved That Support the University Mission)	\$ -	\$ -
Contingencies for a State of Emergency Declared by the Governor (Section 1011.45(3)(g))	\$ -	\$ -
Operating Restricted : (Should agree with restricted column totals on "Details-Operating" tab)	\$ 765,415	\$ 600,000
FCO Restricted : (Should agree with restricted column totals on "Details-Fixed Capital Outlay" tab)	\$ -	\$ -
Grand Total Restricted / Contractual Funds :	\$ 765,415	\$ 600,000
H. * <u>Commitments</u>		
Compliance, Audit, and Security		
Compliance Program Enhancements	\$ -	\$ -
Audit Program Enhancements	\$ -	\$ -

FLORIDA POLYTECHNIC UNIVERSITY
Education and General
Carryforward Spending Plan Summary
Approved by University Board of Trustees
Balances and Spending Plans as of July 1, 2023

	<u>University E&G</u>	<u>Special Unit or Campus (Title)</u>
Campus Security and Safety Enhancements	\$ -	\$ -
Academic and Student Affairs		
Student Services, Enrollment, and Retention Efforts	\$ -	\$ -
Student Financial Aid	\$ -	\$ -
Faculty/Staff, Instructional and Advising Support and Start-up Funding	\$ -	\$ -
Faculty Research and Public Service Support and Start-Up Funding	\$ -	\$ -
Library Resources	\$ -	\$ -
Facilities, Infrastructure, and Information Technology		
Utilities	\$ -	\$ -
Information Technology (ERP, Equipment, etc.)	\$ 3,650,195	\$ -
Small Carryforward Fixed Capital Outlay Projects (Board of Governors Regulation 14.003(2))	\$ 1,500,000	\$ -
Large Carryforward Fixed Capital Outlay Projects (Board of Governors Regulation 14.003(2))	\$ 2,417,360	\$ -
Other UBOT Approved Operating Requirements		
Other Operating Requirements (University Board of Trustees-Approved That Support the University Mission)	\$ 419,005	\$ 400,000
Contingencies for a State of Emergency Declared by the Governor (Section 1011.45(3)(g))	\$ -	\$ -
Operating Commitments : (Should agree with committed column total on "Details-Operating" tab)	\$ 4,069,200	\$ 400,000
FCO Commitments : (Should agree with committed column total on "Details-Fixed Capital Outlay" tab)	\$ 3,917,360	\$ -
Grand Total Commitments :	\$ 7,986,560	\$ 400,000
I. Available E&G Carryforward Balance as of July 1, 2024:	\$ -	\$ 5,140,872

* Please provide supplemental **detailed descriptions** for these multiple-item categories in sections F, G, and H for operating, fixed capital outlay, and FCO Reserves spending plans using Board of Governors templates provided (use worksheet tabs for "Details" included with this file).

Notes :

1. Florida Polytechnic University amounts include the Phosphate Research Trust Fund.
2. **2019 Senate Bill 190 amended 1011.45 F.S.** regarding university Education & General carryforward minimum reserve balances, reporting requirements, and allowable uses. 1011.45(2) states that *"Each university that retains a state operating fund carry forward balance in excess of the 7 percent minimum shall submit a spending plan for its excess carry forward balance. The spending plan shall be submitted to the university's board of trustees for review, approval, or if necessary, amendment by September 1, 2020, and each September 1 thereafter. The Board of Governors shall review, approve, and amend if necessary, each university's carry forward spending plan by October 1, 2020, and each October 1 thereafter."* 1011.45(3) adds "A university's carry forward spending plan must include the **estimated cost per planned expenditure and a timeline for completion of the expenditure.**" Three additional tabs are provided with this file to allow reporting of university detailed expenditure plans for each planned expenditure or project, a completion timeline, and amount budgeted for expenditure during the reporting fiscal year.

Florida Polytechnic University
FIXED CAPITAL OUTLAY BUDGET for Fiscal Year 2023-24
(per s. 1013.61, F.S. and Board Reg. 14.003)

CFSP item #	Category	Project Title/Name	Description	Total Project(s) Cost	Funding Source(s)		Funds Expended to Date	Funds to be Expended this Year	Remaining Balance	Project Timeline		Comments
					Source	Amount				Start Date	Completion Date	
Education & General (E&G) Operating Projects												
		<i>Consolidated line item of all FCO projects, as defined in Board reg 14.001, funded from current year E&G operating funds. No individual project funded in whole or in part shall exceed \$1M, per Board reg 9.007(3)(a)1.</i>		\$0	E&G Operating Funds	\$0	\$0	\$0	\$0			These are current year funds to be spent in the current year.
Carryforward (CF) - Small Projects												
		<i>Consolidated line item of all FCO projects with a cost up to \$2M funded in whole or in part from from CF funds, pursuant to Board Reg. 14.003(2)(b). Includes replacement of facilities less than 10,000 gross sf. This is a single line item in the FOC budget. For a list of individual projects, refer to the Carryforward Spending Plans (CFSP).</i>		\$1,500,000	CF	\$1,500,000	\$0	\$1,500,000	\$0	2023-07-01	2024-06-30	Includes Parking Lot #5 and Student Achievement Center Programming Design
Carryforward (CF) - Large Projects												
		<i>Any FCO project funded in whole or in part from CF funds, where total individual FCO project cost exceeds \$2M, pursuant to Board reg. 14.003(2)(c) and expenditure limits described therein. May also be reflected as one of multiple funding sources under categories State Appropriate Projects and Non-Appropriated Projects.</i>										
5	Environmental Engineering Building Project	Construction of new Environmental Engineering Building		\$17,089,916	CF	\$17,089,916	\$112,500	\$1,500,000	\$15,477,416	2022-06-01	2025-06-30	
6	Reclaimed Water/Chiller Expansion	Add Chiller capacity and connect to City of Auburndale Reclaimed Water Plant		\$2,690,040	Deferred Maint CF	690,040 <u>2,000,000</u> \$2,690,040	\$2,340,382	\$349,658	\$0	2015-11-02	2023-12-31	
7	Public Safety and Operations Center	Addition to the Campus Control Center for the Public Safety and Operations Center		\$4,507,860	Deferred Maint CF	2,507,860 <u>2,000,000</u> \$4,507,860	\$8,750	\$500,000	\$3,999,110	2022-10-25	2025-06-30	
State Appropriated Projects ¹												
		<i>This category includes all FCO projects utilizing funds originally appropriated as FCO funds by the State of Florida, notwithstanding criteria in Board regulation 14.001. These funds should never be included in the operating budget. Examples, PECO (including Sum-of-Digits) and CITF. Reference Board reg 14.003(12)(d). For the purpose herein, all projects \$2 million or less can be consolidated into a single line item.</i>										
	Residence Hall 3	Construction of Residence Hall 3		41,420,056	GR Bond	\$41,420,056	\$6,504,551	\$34,915,505	\$0	2022-12-15	2024-08-31	
	Applied Research Center	Construction of the Applied Research Center		\$47,484,518	PECO CITF CF	21,868,574 208,433 <u>25,407,511</u> Total: \$47,484,518	\$47,192,003	\$292,515	(\$0)	2017-08-30	2023-12-31	
Non-Appropriated Projects ¹												
		<i>This category includes all university FCO projects that have not directly or indirectly used funds appropriated by the State. Examples include private donations, athletic revenues, federal grants, housing/parking revenue bonds, etc. Reference Board reg 14.003(12)(e). For the purpose herein, all projects \$2 million or less can be consolidated into a single line item.</i>										
TOTALS:				<u>\$114,692,390</u>		<u>\$114,692,390</u>	<u>\$56,158,185</u>	<u>\$39,057,678</u>	<u>\$19,476,526</u>			

Notes:

- 1) Pursuant to s. 1031.61, F.S., as well as "Board" as defined in s. 1013.01, F.S., the FCO Budget does not apply to those projects acquired, constructed, and owned by a Direct Support Organization or under a Public Private Partnership.
- 2) The Fixed Capital Outlay Budget may be amended, subject to the requirements described in Regulation 14.003(4).



2023-2024 Operating Budget, E&G Carryforward Spending Plan, & Fixed Capital Outlay Budget

University Name: Florida Polytechnic University

2023-2024 Operating Budget, E&G Carryforward Spending Plan, & Fixed Capital Outlay Budget Certification Representations

I hereby certify to the Board of Governors that the referenced 2023-2024 Operating Budget, E&G Carryforward Spending Plan, & Fixed Capital Outlay Budget provided to the Board of Governors in accordance with my fiduciary responsibility to the university is true and materially correct to the best of my knowledge. I further certify that these budgets have been reviewed and approved by the Board of Trustees at its meeting held on Wednesday, September 27, 2023, and that funds will only be expended in accordance with the approved budget as well as all applicable Statutes, Board of Governors’ Regulations, and university regulations. I understand that any unsubstantiated, false, misleading, or withheld information relating to these statements may render this certification void. My signature below acknowledges that I have read and understand these statements.

Certification: _____ Date _____
Chief Financial Officer

Certification: _____ Date _____
President

I certify that the above referenced university budgets for fiscal year 2023-2024 have been approved by the University Board of Trustees and is true and materially correct to the best of my knowledge.

Certification: _____ Date _____
Board of Trustees Chair

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: Advancement and Foundation Update

Proposed Committee Action

Information only – no action required.

Background Information

Kathy Bowman, VP of Advancement and Foundation CEO, will present a detailed update from the Advancement Division.

Supporting Documentation: Presentation Slides

Prepared by: Kathy Bowman, VP of Advancement and Foundation CEO



**FLORIDA POLYTECHNIC
UNIVERSITY**

Advancement & Foundation Update

**Kathy Bowman, Vice President Advancement and
CEO Foundation**

September 21, 2023



FLORIDA POLY

Advancement & Foundation Update



- **Alumni Relations**
- **Parent Network**
- **Corporate Impact Network**
- **Foundation Financials**
- **Campaign Updates**



FLORIDA POLY

Alumni Relations



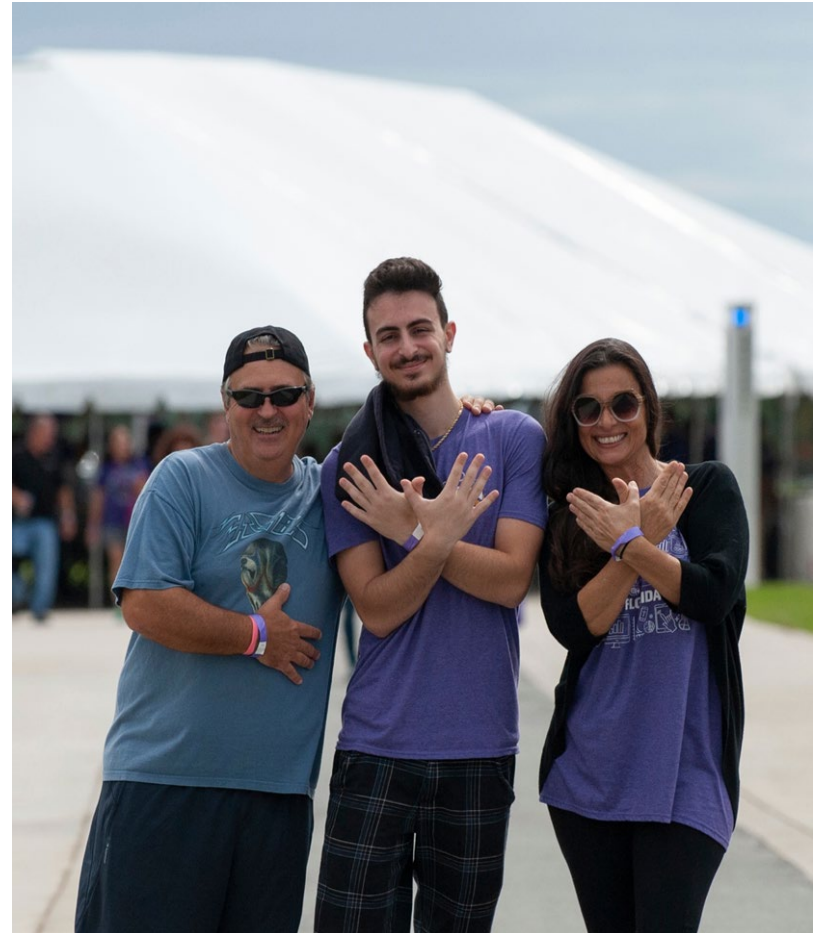
- Alumni giving increased by 38%
- Alumni attendance at events increased over 100%
- Alumni volunteers increased even greater
- Email are sent monthly with 7% increase in open rates



FLORIDA POLY

Parent Network

- **Launched with Survival Snack Kits for students during finals week**
- **Acquired 121 new first-time donors**
- **Surveyed parents of alumni this summer**
 - 85% approved of type & amount of information while alumni was at Florida Poly
 - 22% would like to contribute philanthropically
 - 93% positive experience



Corporate Impact Network Current Members



FY23 Budget to Actuals

Florida Polytechnic University Foundation Inc.
SUMMARY - FY23 Statement of Activities Budget to Actuals
July 1, 2022 - June 30, 2023

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	YTD Budget	Variance
Revenue	\$1,607,429.34	\$4,289,725.68	\$357,529.57	\$6,220,629.53	\$1,393,500.00	346.40%
Expenses						
Operations	\$337,227.57	\$234,115.35	\$12,537.54	\$368,106.29	\$393,500.00	-6.45%
Advocate	\$202,305.20	\$0.00	\$0.00	\$202,305.20	\$200,000.00	0.00%
Academic Affairs	\$26,029.47	\$369,164.11	\$0.00	\$395,193.58	\$600,000.00	34.13%
Salaries/Benefits/Initiatives	\$150,000.00	\$0.00	\$0.00	\$150,000.00	\$200,000.00	0.00%
Total Expenses:	\$715,562.24	\$603,279.46	\$12,537.54	\$1,115,605.07	\$1,393,500.00	-19.94%
FY23 Net Asset Gain/Loss:	\$891,867.10	\$3,686,446.22	\$344,992.03	\$5,105,024.46	\$0.00	0.00%

Revenue is 346.40% above FY23 budget needs
Operational expense is 19.94% under budget
Revenue raised \$4.82mm above budget needs



FY23 Statement of Activities YOY

Florida Polytechnic University Foundation Inc.

SUMMARY - FY23 Statement of Activities YOY

July 1, 2022 - June 30, 2023

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	FY22 YTD	Variance
Revenue	\$1,573,374.28	\$4,289,725.68	\$357,529.57	\$6,220,629.53	\$3,442,004.91	80.73%
Expenses						
Operations	\$318,994.62	\$18,341.18	\$12,537.54	\$349,873.34	\$396,368.48	-11.73%
Advocate	\$202,305.20	\$0.00	\$0.00	\$202,305.20	\$195,270.00	3.60%
Academic Affairs	\$26,029.47	\$369,164.11	\$0.00	\$395,193.58	\$628,085.65	-37.08%
Salaries/Benefits/Initiatives	\$150,000.00	\$0.00	\$0.00	\$150,000.00	\$150,000.00	0.00%
Total Expenses:	\$697,329.29	\$387,505.29	\$12,537.54	\$1,097,372.12	\$1,369,724.13	-19.88%
FY23 Net Asset Gain/Loss:	\$870,609.22	\$3,906,279.68	\$344,992.03	\$5,121,880.93	\$2,072,280.78	147.16%

FY23 4th Quarter Revenue is 80.73% above FY22 4th Quarter

FY23 4th Quarter Operational expenses 19.88% below FY22 4th Quarter Operational Expenses

FY23 4th Quarter net assets are 147.16% above FY22 4th Quarter net assets

FY23 Statement of Financial Position YOY

Florida Polytechnic University Foundation Inc.
SUMMARY - FY23 Statement of Financial Position Year over Year
June 30, 2023

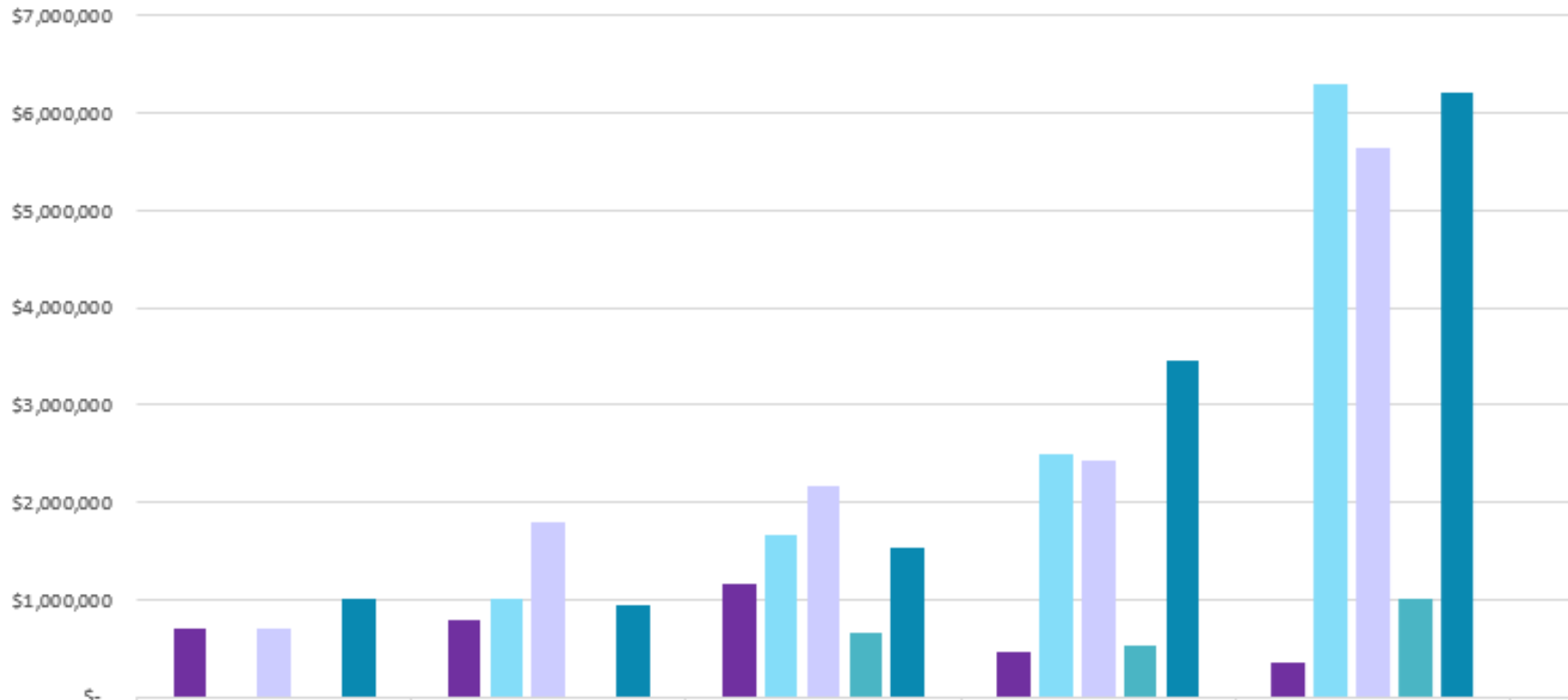
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	FY22 YTD	Variance
TOTAL ASSETS	\$2,011,254.66	\$8,585,555.23	\$3,919,540.77	\$14,516,350.66	\$9,454,391.14	53.54%
TOTAL LIABILITIES	\$332,464.61	\$2,254,995.00	\$0.00	\$2,587,459.61	\$3,109,439.91	(16.79%)
TOTAL FUND BALANCE	\$1,678,790.05	\$6,330,560.23	\$3,919,540.77	\$11,928,891.05	\$6,344,951.23	88.01%
TOTAL LIABILITIES & FUND BALANCE	\$2,011,254.66	\$8,585,555.23	\$3,919,540.77	\$14,516,350.66	\$9,454,391.14	53.54 %
BEGINNING BALANCE WITH CURRENT YEAR ADJUSTMENTS	\$806,857.17	\$2,005,232.62	\$3,532,861.44	\$6,344,951.23	\$5,721,067.77	10.91%
NET SURPLUS/(DEFICIT) & TRANSFER IN/OUT	\$871,932.88	\$4,325,327.61	\$386,679.33	\$5,583,939.82	\$623,883.46	795.03%
ENDING FUND BALANCE	\$1,678,790.05	\$6,330,560.23	\$3,919,540.77	\$11,928,891.05	\$6,344,951.23	88.01%

FY23 4th Quarter Total Assets are up 53.54% & Ending Fund Balance is up 88.01% over FY22 YTD
FY23 Total Liabilities is below 16.79% compared to FY22 YTD.



FY23 Net Production

GIVING HISTORY



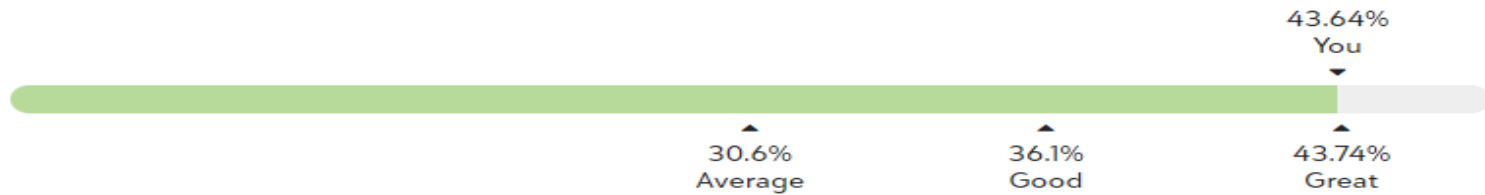
	FY2019	FY2020	FY21	FY22	FY23
Current Cash/GIK	\$692,382	\$790,109	\$1,168,760	\$472,878.70	\$346,874.71
Current FY Pledges	\$-	\$1,000,000	\$1,658,376	\$2,500,000.00	\$6,293,000.00
Net Production	\$692,382	\$1,790,109	\$2,168,760	\$2,433,758.70	\$5,631,674.71
Previous Pledge Payment			\$658,376	\$539,120.00	\$1,008,200.00
Net Foundation Revenue	\$1,015,947	\$948,441	\$1,527,594	\$3,454,707.00	\$6,220,630.00

Donor Acquisition & Retention Benchmark – FY23

Donor acquisition & retention

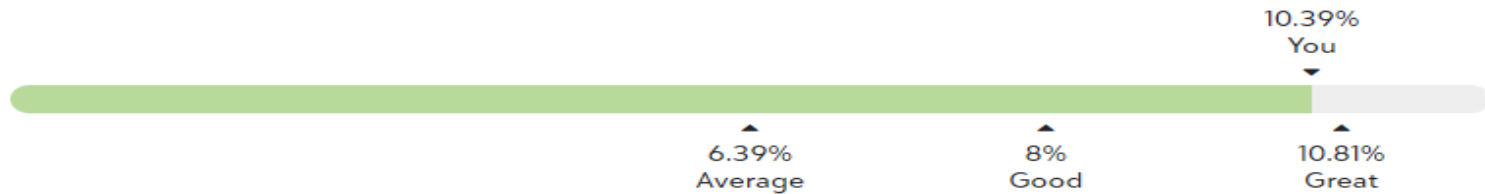
Retention rate ⓘ

Gave during the selected year and its previous year



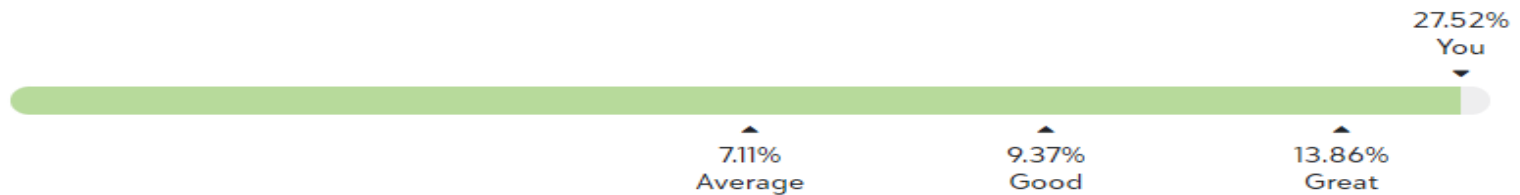
Recapture rate ⓘ

Gave during the selected year and two-to-five years prior



Acquisition rate ⓘ

Gave first gift, or again after five years, during the selected year



Campaign Update



BE THE #CHANGEMAKERS: THE CAMPAIGN FOR FLORIDA
POLYTECHNIC UNIVERSITY



FLORIDA POLY

Campaign Dashboard



Campaign Goal: **\$20,000,000**

Raised for FL Poly Innovation Fund:
33.8% to goal of \$8M **\$3,086,103**

Raised for Student Success:
69.8 % to goal of \$7M **\$5,177,967**

Raised for Academic Advancement:
85.1% to goal of \$5M **\$4,254,594**

Total Raised: **\$13,238,664**

Percent of Campaign Goal Raised: **63%**

Needed to Reach Goal: **\$7,481,336**

Verbal Commitments Pending **\$3,000,000**



Pipeline Forecast

Pipeline Open:

63 Solicitations for total of:	\$12,094,765
Less Verbal	(\$3,000,000)
Total Needed	\$4,481,446





FLORIDA POLY

Coming soon.....

||||| *EXCELERATE*

Celebrating 10 years of innovation, investment and leadership.

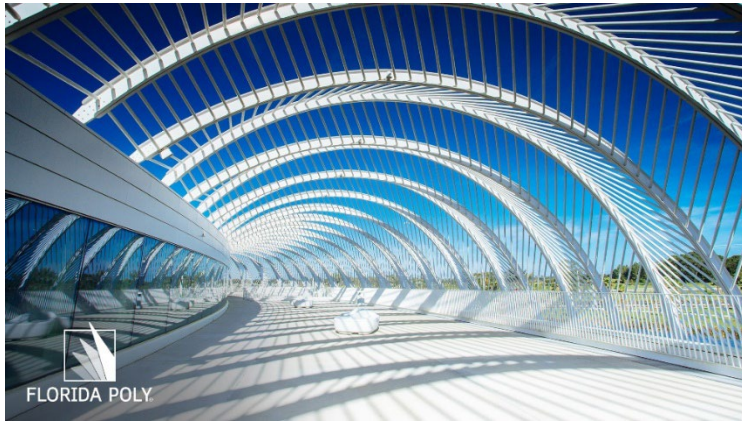
Saturday, March 23

Applied Research Center

Sponsorships Available



FY24 Upcoming Events



Saddle Creek Reception	9/12
Know B4 Day on Campus	9/21
Florida Poly Family Day	9/23
Career Fair Breakfast	10/5
Alumni Virtual Event	10/5
Metacenter Orlando	10/17-19
Allen Family & Allen Co. Reception	10/25
Fall Corporate Impact Summit	10/26
Thankful Celebration	11/16
Alumni Event	11/17
Parent Network Survival Kits	12/4
Alumni Jingle Mingle	12/15

Dates to be decided:
Alexander Scholars Event
Israeli Counsel General Pitch Night

Questions/Comments

*Thank you for your
Support and Leadership*



**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: Foundation Year-End Financial Report FY23 (unaudited)

Proposed Committee Action

Information only – no action required.

Background Information

The following documents will be presented for review:

- FY23 Budget to Actuals
- FY23 Statement of Activities YOY
- FY23 Statement of Financial Position YOY
- Market Analysis YOY

Supporting Documentation: Presentation Slides

Prepared by: Kathy Bowman, Vice President, Advancement and CEO, Foundation



FLORIDA POLYTECHNIC
UNIVERSITY

Foundation Year-End Financial Report FY23 (unaudited)

Kathy Bowman
Vice President, Advancement

September 21, 2023

FY23 Budget to Actuals

Florida Polytechnic University Foundation Inc. SUMMARY - FY23 Statement of Activities Budget to Actuals

July 1, 2022 - June 30, 2023

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	YTD Budget	Variance
Revenue	\$1,607,429.34	\$4,289,725.68	\$357,529.57	\$6,220,629.53	\$1,393,500.00	346.40%
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FY23 Statement of Activities YOY

Florida Polytechnic University Foundation Inc.

SUMMARY - FY23 Statement of Activities YOY

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FY23 4th Quarter Revenue is 80.73% above FY22 4th Quarter

FY23 4th Quarter Operational expenses 19.88% below FY22 4th Quarter Operational Expenses

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FY23 Statement of Financial Position YOY

Florida Polytechnic University Foundation Inc.
SUMMARY - FY23 Statement of Financial Position Year over Year

June 30, 2023

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FY23 4th Quarter Total Assets are up 53.54% & Ending Fund Balance is up 88.01% over FY22 YTD
FY23 Total Liabilities is below 16.79% compared to FY22 YTD.

Market Analysis YOY

**Florida Polytechnic University Foundation Inc.
SUMMARY - Market Analysis YOY**

	FY20/21	FY21/22	FY22/23
	ROR	ROR	ROR
<u>Unrestricted</u>	4.22%	-10.06%	6.21%
<u>Temporarily Restricted</u>	5.99%	-10.64%	9.36%
<u>Permanently Restricted</u>	9.77%	-15.20%	12.00%
<u>AVG of all totals</u>	12.19%	-11.97%	9.19%

**Florida Polytechnic University
Finance & Facilities Committee
Board of Trustees
September 21, 2023**

Subject: Foundation's Actual Use of University Resources

Proposed Committee Action

Information only – no action required.

Background Information

The Florida Board of Governors requires each State University System university to report on university employees who use time, pay, benefits and space for its Direct Support Organization (DSO). Florida Poly's only DSO is Florida Polytechnic University Foundation, Inc.

Florida Polytechnic University Foundation Inc. had actual resource usage cost for FY23 of \$231,477.38 and space usage cost of \$20,228.00; totaling \$251,705.38. The approved resources amount for FY23 was \$275,000.

In April 2023, the Board of Trustees of Florida Polytechnic University approved university resource usage of \$280,000 for FY24.

Supporting Documentation: Presentation Slide

Prepared by: Kathy Bowman, Vice President, Advancement; Jasmine Peterson, Staff Accountant

Foundation's Actual Usage of University Resources FY23

- **\$275,000 approved by Board of Trustees – May 2022**
- **Actual Resource Usage for FY23 - \$231,477.38**
- **Actual Space Usage for FY23 - \$20,228.00**
- **TOTAL Usage for FY23 - \$251,705.38**

**Florida Polytechnic University
Finance & Facilities Committee
Board of Trustees
September 21, 2023**

Subject: Naming Opportunity

Proposed Committee Action

Recommend approval to the Board of Trustees of the following naming opportunity ratified by the Florida Polytechnic University Foundation Board of Directors on July 26, 2023:

- Barnett Applied Research Center

Background Information

This request honors the generosity of the Barnett family's (Barney Barnett, Wesley Barnett, and Nicholas Barnett) support of Florida Polytechnic University. Carol Jenkins Barnett passed away in 2022 and she was a community philanthropist and former chair and president of Publix Super Markets Charities. Carol was an enthusiastic supporter of Florida Polytechnic University and instrumental for the initial support to the University. The Barnett family has been an ardent supporter of the University from its inception to the current day. This request is to honor and recognize the significant contributions exceeding \$10,000,000 to Florida Polytechnic University.

In recognition of the Barnett Family's generosity, leadership, and support of Florida Polytechnic University, we request your approval to name the newest academic building opened on campus, the Barnett Applied Research Center.


Supporting Documentation: Interoffice Memo: Barnett


Prepared by: Kathy Bowman, Vice President, Advancement



INTERDEPARTMENTAL MEMO

APPROVAL REQUIRED

To: Dr. Randy K Avent, University President 

From: Kathy Bowman, Foundation CEO 

Date: July 13, 2023

Re: Naming the Applied Research Center (ARC) Building in honor of the Barnett family for their contributions in support of Florida Polytechnic University.

Comments: This request honors the generosity of the Barnett family's (Barney Barnett, Wesley Barnett, and Nicholas Barnett) support of Florida Polytechnic University. Carol Jenkins Barnett passed away in 2022 and she was a community philanthropist and former chair and president of Publix Super Markets Charities. Carol was an enthusiastic supporter of Florida Polytechnic University and instrumental for the initial support to the University. The Barnett family has been an ardent supporter of the University from our inception to the current day. This request is to honor and recognize the significant contributions exceeding \$10,000,000 to Florida Polytechnic University.

The Barnett family are admired philanthropists known for generously giving back to nonprofit organizations including United Way, Florida Partnership for School Readiness, Family Fundamentals, Lakeland Regional Health Medical Center, various other nonprofits, and community projects including Barnett Park, Bonnet Springs Park, The Carol Jenkins Barnett Pavilion for Women and Children at Lakeland Regional Health Medical Center, and Florida Southern College to name a few. The Barnett family's incredible generosity continues honoring the family legacy here in Polk County.

In recognition of the Barnett Family's generosity, leadership, and support of Florida Polytechnic University, I request your approval of this memo to then move forward for final approval from the University's Board of Trustees to name the newest academic building opened on campus the *Barnett Applied Research Center*.

Signature: *Kathleen Bowman*

Email: kbowman@floridapoly.edu

Signature:

Email: ravent@floridapoly.edu

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: Campus Construction Update

Proposed Committee Action

Information only – no action required.

Background Information

Gary C. Wendt Engineering Building 1 will be constructed adjacent to the Applied Research Center, with a building footprint of 20,000 gsf, and a 2nd story shelled for future expansion. A contract has been issued to CPPI as the University's Design Build partner, and the design has progressed to the Conceptual Design Phase, which is being provided to the Board of Trustees this month for review and comment. The design will then continue for the next few months with construction to commence in Spring 2024.

The Public Safety and Operations Center (PSOC) is a facility proposed to replace the leased trailers on campus and expand the footprint of the Campus Control Center (CCC) by approximately 10,000 sf. The University has engaged a Continued Service Provider (CSP) to design and engineer the facility and surrounding complex. In part, the facility will be a hardened amenity, equipped to support the University Police, ITS, and Facilities & Safety Operations (including Emergency Management).

Construction of IFF's new facility, located on the West side of the campus, is ongoing and is anticipated to be completed this Fall and an opening in early Spring 2024.

Residence Hall III is located adjacent to Residence Hall(s) I and II, east of the service drive. Construction is underway and completion, and subsequent occupancy, is targeted as August 2024.

The supporting documentation included gives a brief overview of the projects.

Supporting Documentation: Presentation Slides

Prepared by: David Calhoun, Assistant Vice President of Facilities and Safety Services



**FLORIDA POLYTECHNIC
UNIVERSITY**

Campus Construction Update

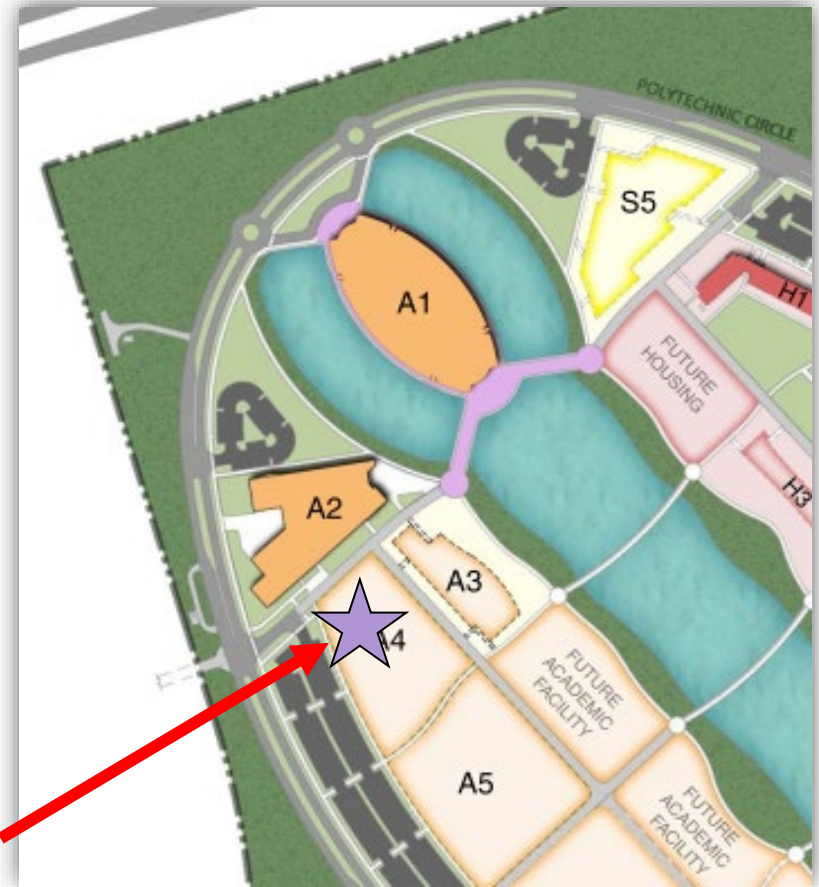
David Calhoun

September 21, 2023



Gary C Wendt Engineering Building 1

- **Project Budget**
 - \$14.7M, fully funded
- **Funding Sources**
 - CF funding FY21- FY23 (\$14.7M)
- **Est. Operations Cost**
 - \$200k, annually
- **Est. Completion**
 - TBD
- **Building Size**
 - 1st Floor - 20,080 GSF
 - 2nd Floor - 20,000 GSF of future shell
- **Status**
 - Contract Approval/Execution, Complete
 - Design In Progress



The forthcoming Concept Schematic Design presentation will provide further information on the architectural vocabulary and positioning within the campus.



FLORIDA POLY

Public Private Partnership (IFF)



Groundbreaking occurred in October 2022 and has progressed well over the last year. Completion of construction is on track for mid-to-late Fall of this year, with full operations planned for Spring 2024.



FLORIDA POLY

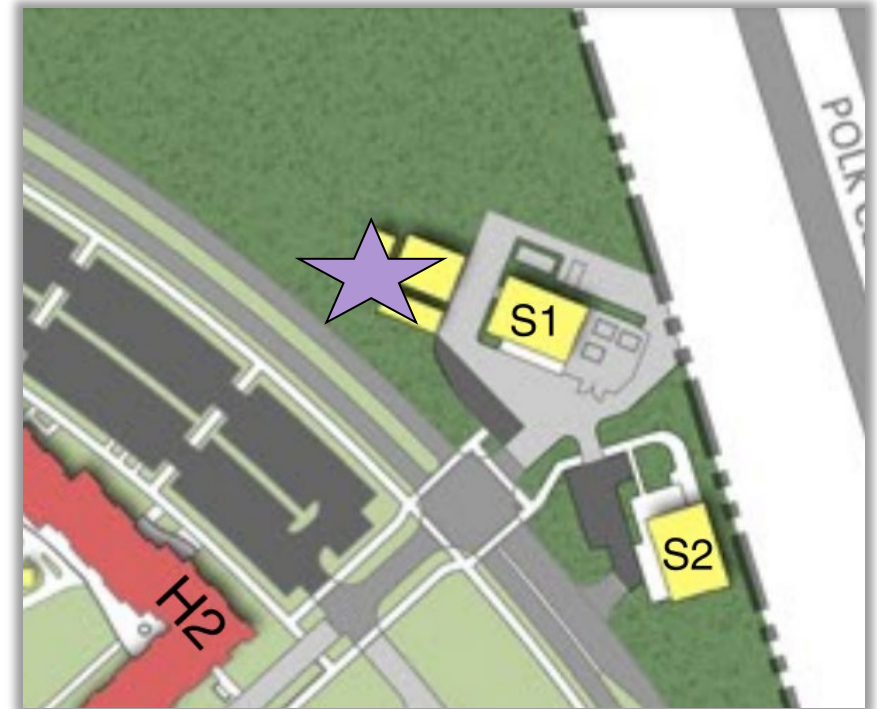
Residence Hall III



Design reviews and permitting are complete, and construction has commenced on the dormitory with an anticipated completion and subsequent occupancy of August 2024.

Public Safety and Campus Operations Center

- **Project Budget**
 - \$4.5M, fully funded
- **Funding Sources**
 - CF funding FY23 (\$1.3M)
 - Deferred Maintenance (\$3.2M)
- **Est. Operations Cost**
 - Savings of \$75k, annually
- **Completion**
 - TBD
- **Building Size**
 - 10,000 GSF +/-
- **Status**
 - Design is currently in progress





Summary

- **Gary C Wendt Engineering Building 1**
 - The Design Build contract has been executed and the design is in progress with the conceptual schematic plan next on the agenda. Construction is anticipated to commence as soon as Spring 2024.
- **Public Private Partnership (IFF)**
 - Construction is anticipated to be completed by the end of this calendar year with occupancy in early Spring 2024.
- **Residence Hall III**
 - Design reviews and permitting are complete. Construction is in progress with completion and occupancy planned for August 2024.
- **Public Safety and Campus Operations Center**
 - The project is funded through a deferred maintenance allocation and carry forward funds. Design of the space is commencing in November.

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: Gary C. Wendt Engineering Building Architectural Design Review

Proposed Committee Action

Information only – no action required.

Background Information

Gary C. Wendt Engineering Building 1 will be constructed adjacent to the Applied Research Center, with a building footprint of 20,000 gsf, and a 2nd story shelled for future expansion. A contract has been issued to CPPI as the University's Design Build partner, and the design has progressed to the Conceptual Schematic Design Phase, which is being provided to the Board of Trustees for review and comment.

With the advancement of the concept schematic design, and program of approximately 20,000 gsf, situated on the first floor of the building, the engineering building anticipates the development of four flexible working labs to accommodate the Civil and Mechanical Engineering lab programs, core building support spaces for systems operations, an office suite accommodating six offices and a conference room, a front entry/student collaboration zone that welcomes students and visitors alike, and shelled areas for future office and lab expansions throughout the ground floor. The design approach is deeply rooted in the principles of place, contextualism, and modularity for function and building efficiency. The design creates a vibrant hub for engineering students to research and experiment while also providing a much-needed courtyard and outdoor learning plaza, establishing a strong connection between the new Engineering Building and the existing Applied Research Center building to the North.

Supporting Documentation: Presentation Slides

Prepared by: David Calhoun, Assistant Vice President for Facilities and Safety Services and representatives of the University's Design Build Partners - CPPI and DLR Group

**Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 21, 2023**

Subject: 2023 Florida Polytechnic University Equity Report

Proposed Committee Action

Recommend approval of the 2023 Florida Polytechnic University Equity report to the Board of Trustees.

Background Information

Each university within the State University System of Florida is obligated to provide an annual equity report in accordance with Florida Board of Governors Regulation 2.003 Equity and Access, adhering to a mandated reporting format outlined by the BOG. The regulation states that discrimination on the basis of race, color, national origin, sex, religion, age, disability, marital status, veteran status, or any other basis protected by applicable state and federal law against a covered individual at any university is prohibited.

This equity report serves as a comprehensive overview of Florida Polytechnic University's diverse community, encompassing students, faculty, and staff. It not only presents a snapshot of the current demographic composition but also delves into pertinent trends. Furthermore, this report goes beyond statistics to articulate the concerted efforts and initiatives undertaken by the University to ensure accessibility to education for individuals from all walks of life.

Florida Polytechnic University is committed to establishing training programs aimed at enhancing the capabilities of diverse cohorts, thus fostering an inclusive and equitable learning environment. In cases of underutilization or disparities, the University is committed to taking appropriate legal actions to rectify these issues, ensuring that equitable opportunities prevail for all its members.

Of note, the Board of Governors revised the required submittal this year to that of a matrix rather than a narrative. As such, the report provided in the Board of Trustees materials is staff's attempt to create a reviewable document that both provided all of the matrix information but did so in a format that was easily navigated by Board members.

Supporting Documentation: 2023 Florida Polytechnic University Equity Report

Prepared by: Michelle Disson, Title IX and ADA Coordinator; Kevin Calkins, Director of Institutional Research; and Eunice M. Alberson, Associate Vice President of Human Resources



FLORIDA POLYTECHNIC
UNIVERSITY

2023 Equity Report
Data Year: July 2021-June 2022

Michelle Disson, Title IX and ADA Coordinator

Eunice Alberson, AVP, Human Resources

Kevin Calkins, Director, Institutional Research

September 21, 2023

Areas of Improvement

- **Academic Services – revamp Student Success to establish as a key unit**
 - **Programs – Expand opportunities within Career Services**
 - **Student Enrollment – Continue growth and entry programs**
 - **Employment – Expand recruitment strategies and marketing; focus on current employees' development**
-



Four Year Graduation Rates

- **Female students vs. Male students is 57% vs. 39%**
- **Asian students at 50%**
- **Black or African American students at 36%**
- **Hispanic/ Latino students at 40%**
- **Two or more races students at 18%**
- **White students at 42%**

Degrees Awarded (2021-2022)

Degree	American Indian or Alaskan Native only	Asian	Black or African American only	Hispanic or Hispanic and any race category	Native Hawaiian or Other Pacific Islanders only	Non Resident Alien	UNK	>2 more than one race category	White	Grand Total
Bachelors	1	7	11	45	0	6	2	4	141	217
Graduate	1	0	2	8	1	5	1	0	16	34
Grand Total	2	7	13	53	1	11	3	4	157	251

Newly Enrolled FTIC (Fall 2022)

Gender	American Indian or Alaskan Native only	Asian	Black or African American only	Hispanic or Hispanic and any race category	Native Hawaiian or Other Pacific Islanders only	Non Resident Alien	UNK	>2 more than one race category	White	Grand Total
Female	1	3	8	16	0	1	2	4	47	82
Male	1	10	9	56	1	3	4	19	176	279
Grand Total	2	13	17	72	1	4	6	23	223	361



FT-FTIC Retention Rate (2021-2022)

American Indian or Alaskan Native only	Asian	Black or African American only	Hispanic or Hispanic and any race category	Native Hawaiian or Other Pacific Islanders only	Non Resident Alien	UNK	>2 more than one race category	White	Grand Total
	100%	69%	87%				82%	74%	78%

Non-Tenure Faculty

- **Changes between Fall 2021 to Fall 2022**
 - Decrease in Black faculty (-100%, 1 person)
 - Increase in White faculty (3%, 1 person)
 - Decrease in Non-Resident Alien faculty (8%, 1 person)
 - Decrease in Male faculty (-2%, 1 person)

Senior-Level Administrative Positions



- **Changes between Fall 2021 to Fall 2022**
 - Decrease in Black employees (-17%, 1 person)
 - Increase in Hispanic employees (25%, 1 person)
 - Decrease in White employees (-2%, 1 person)
 - Decrease in Female employees (-11%, 3 people)
 - Increase in Male employees (7%, 2 people)

Florida Equity Report

Report Year: 2023

Institution

Florida Polytechnic University

Data Year

July 2021 - June 2022

Report submitted by
(name, title, contact
information)

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Report approved by the
university's board of
trustees or its designee
(name, title, contact
information, and date
approved)

Cliff Otto, Board of Trustees Chair - September 27, 2023

Complete each tab, as applicable.

Due

September 30, 2023

Non-Discrimination Policy

Provide the web citation of the university's non-discrimination policy adopted by the university board of trustees.

[fpu-1.004-non-discrimination-and-equal-opportunity-regulation-1.14.20141.pdf \(floridapoly.edu\)](#)

Strategic Initiatives & Performance

Describe the institution's progress in implementing strategic initiatives & performance related to equity & access as they pertain to academic services, programs, & student enrollment; equity in athletics; & employment.

Academic Services

Student advising is conducted as a shared responsibility between the Registrar's office, the faculty, and the Academic Success Center. The Registrar's office handles transactions associated with student transcripts and ensures that the students' records include all documentation to provide justification for the conferral of degrees.

Faculty advisors guide students as they develop their schedules and prepare required paperwork. Faculty are the curriculum and content experts. Students are assigned to a faculty advisor in their major field of study.

The Academic Success Center (ASC) uses a First-Year coaching model, and subsequently supports students on an as-needed basis through graduation. ASC Success Coaches are considered support resources for students.

The faculty role has three distinct areas: Department Chair, Faculty Advisor (each department offering a major assigns faculty members to students for advising. The faculty advisor role functions as a key connection for students to gain faculty subject-matter-expert input on academic issues and professional development.), and Faculty Assembly.

Pedagogy and Faculty Development

Faculty development at Florida Poly includes instructional development (pedagogy), development as scholars and researchers, and development around being successful employees and practitioners.

Instructional development opportunities are delivered at the beginning and end of each academic year where faculty collaborate departmentally to focus on areas for program improvement and to address larger students' progression initiatives. Throughout the year, there are regular opportunities to engage in departmental or faculty-wide discussions on student learning and teaching practice as well as research opportunities and support sessions.

All teaching-related professional development services are open to all faculty, full and part-time. Online resources and one-on-one consultations are available when adjunct or full-time faculty cannot attend or participate in other teaching-related professional development opportunities.

Professional Development Opportunities as Practitioners

Practitioner training for Florida Poly includes training on the use of technical equipment in the university classrooms and labs. This includes safety training which is also provided to students. Further training as practitioners includes a broad selection of employee training dealing with issues of sensitivity to safety, management, and process improvement. Specific instructional training around accessibility has been a part of both required and optional instructional development. In the upcoming academic year (2023-2024), the Division of Academic Affairs has developed budgeted plans to advance instructional quality through ongoing professional experiences and workshops for faculty in key instructional positions.

Recent Professional Development Programs – these programs are available and at times required for all faculty. Some programs are, but not limited to, classroom and media lab instruction, Title IX training, harassment and discrimination prevention training, computer security, Kognito mental health training, lab safety training, Human Resources lunch series, manager training, self-defense, active shooter, and crime prevention.

Tactics in the Classroom to Support Equity

Classroom tactics in support of equity form part of an ongoing effort to broaden and deepen the University's commitment to quality instruction and professional practitioner development. In recent years, the University has offered workshops and faculty communities of practice on the following topics: Inclusive teaching strategies, supporting the success of women in STEM and International Students, recognizing bias in instruction and examinations, and gender/racial bias in student evaluations.

Student Affairs Programs

Florida Poly Student Affairs focuses the student experience beyond the classroom, including, student living, well-being, recreation, and career.

Student Affairs strives to enhance the opportunities for our students to participate fully in the university experience. As a collection of student-facing services, Student Affairs, values the individual diversity that each student brings to campus and seeks to provide opportunities for all students to develop a sense of belonging and connection to Florida Polytechnic University.

Student Affairs is organized into four areas, each with distinct services and goals:

Health Services (Health and Wellness): Three distinct services operate within Health and Wellness, each lead by the Associate Director of Campus Health and Wellness. Campus Health Clinic. The Campus Health Clinic is open Monday-Friday. Located in the Student Wellness Center, nursing staff is available to support students in addressing acute conditions, minor illness, and injuries. The clinic also provides referrals to local health care providers and specialists as needed. CARE Services. CARE Services helps students identify and overcome barriers that affect their ability to be

successful at Florida Poly. These barriers can be academically related but may also include mental health and personal concerns. CARE is supported by an on-campus licensed mental health counselor, as well a 24/7 Student Assistance Hotline. Counseling sessions are free, private, and confidential. CARE Services also leads a campus Behavioral Intervention Team which seeks to organize support for students who may be struggling on campus. Disability Services further coordinates academic and campus accommodations for students with mental, physical, and developmental disabilities. Disability Services provides support for students who self-identify that they have a disability. Disability Services includes a testing center. Personnel within Health Services: Associate Director of Campus Health and Wellness and Coordinator of Disability Services.

Student Experience: Campus programming and activities that aim to connect the student to the campus community are organized through Student Experience. The Student Experience includes activity programming as well as recreation.

The Student Development Center (SDC) includes a workout facility, pool, and multi-purpose room. The SDC creates a safe environment for providing fair, equitable, and non-discriminatory programs. These programs improve the health and welfare of students and value cultural diversity, gender equity, principles of fair play.

The *Intramural Sports* program provides students, and faculty/staff a non-intimidating, safe and engaging fitness environment, in order to pursue healthier lifestyle choices. Our goal is to encourage healthy interaction through active and safe lifestyle opportunities for students and the greater University community, which strengthens learning and personal growth.

Club Sports (University TEAMS) are competitive groups that are started by the interest of the students. They proudly embrace values of collaboration, adaptability, teamwork, and innovation as students develop and excel in an activity they love. TEAMS promotes social interaction, lasting friendships, and sportsmanship throughout the campus community.

Registered Student Organizations (RSOs) provide opportunities for students to be connected to their culture and interact with students from different cultures. RSOs include Student Diversity Club, National Society of Black Engineers chapter, and a Latin American Student Association. Each RSO hosts events that bring together all students to learn and share cultural activities.

In addition, the Society of Women Engineers (SWE) operates to engage Florida Poly female students and encourage their success in STEM fields. SWE provides programming in three areas (1) professional development, (2) personal enrichment, and (3) community engagement.

New Student Orientation (NSO) is a key component of student life. Fall 2021 expanded the orientation model to POLY: (P) Pre-Orientation (an introduction on what to expect with the Orientation process) (O) Online meetings with a) Orientation Leaders and b) Success Coaches (L) Live, on-campus orientation (held 2 days prior to the start of fall courses) (Y) You matter (Orientation Leader check-ins in October and February).

Career Development: The Career Services team, provides opportunities for students to develop skills and strategies that will prepare them for employment. Career workshops are held throughout the year, and specifically aim to help students from diverse backgrounds develop interview and career outreach skills that will help them identify and negotiate employment after graduation.

Housing (Residential Life): Residential Life plays an integral role in our students' education and development. "Res Life" supports the Florida Poly mission by providing services, policies and programs that enhance students' academic and social experiences in a residential community that combines essential elements for a successful college experience. As a function of Student Affairs, Res Life partners with students to create a living-learning environment that encourages and fosters student learning, development, and personal growth. Res Life offers students a living-learning environment that supports and promotes student development through collaboration, innovation, and adaptability.

Student Enrollment:

The Admissions Office focuses on student recruitment that creates a dynamic campus culture fueled by hands-on learning, out-of-the-box thinking, and collaborative problem solving. Efforts focused on creating that diverse environment allow for real-world experience.

Recruitment Strategies

Strategy 1 – Recruitment events focused on increasing accessibility to high school students. Some events include SUS Deans and Directors Virtual Tour for School Counselors, high school students in the Fall and Spring, and transfer students, in-person open house events, NACAC Virtual Fairs, Take Stock in Children Virtual Event, Take Stock in Children Classroom presentations, Sunshine State Scholars, and STEM School Counselor Professional Development Day. During the STEM School Counselor Professional Development Day, Florida Poly assisted to serve under-resourced school districts, Florida Poly provided hotel accommodations for school counselors needing assistance. Some school districts are unable to provide financial support for staff to travel to attend events.

Strategy 2 - Admissions scheduled 18 in-person diversity group tours in August 2021- July 2022.

Strategy 3 - Recruiting at Florida's Most Diverse High Schools. Recruited and admitted 474 First Time in College Applicants (2018-2022) from 47 of the top 50 most diverse high schools in Florida. Florida high schools are ranked by a national educational firm that reviews ethnic diversity statistics from the U.S. Department of Education, and student and parent reviews of ethnic, economic, and cultural diversity.[1]

Summer Entry

Florida Poly launched a summer start admissions pathway in June of 2020. The program met the needs of a number of students who sought either additional support, an alternative start term or the possibility of earning credits toward the SUS summer requirement. Given this flexibility, the summer start enabled the institution to expand diversity pathways.

The inaugural summer FTIC class of 2020 enrolled sixty-eight students. The program continued in Summer 2021 and 89 admitted students deposited. This program continued in Summer 2022 and 69 students deposited. The diversity summer program strengthened the university's diversity by 30.4% Hispanic or Latino and 37.6% female.

First Year Stem Program

Florida Poly designed and implemented two pathway programs to continue to fulfill its mission and goals in serving students from Florida. Beginning with the Fall 2019 class, Florida Poly created the Provost's First Year Stem Program. Designed to support applicants with high potential for success as they were provided dedicated advising and counseling from admissions professionals, a total of 120 students were admitted and deposited in the cohorts for 2019, 2020 and 2021. The program successfully recruited underrepresented groups. 58% were students of color (including 26% Hispanic or Latino and 16% Black or African American)

Coding Certificate Program

In June 2021, Florida Polytechnic University launched an industry relevant and academically focused certificate program "Coding for Data Analytics." This program was continued into the 2022-2023 academic year. The 18-credit certificate program is the first coding bootcamp designed for freshmen in the country. The program successfully attracted students from Florida who were under-resourced and/or students of color. 63% were students of color (including 34% Hispanic or Latino and 17.5% Black or African American)

Equity in Athletics:

Florida Polytechnic University is working towards engaging our students through various sports to promote more activities on campus and connections for students. These teams are operating as a Club sport. Some teams that operate are lacrosse, soccer, powerlifting, ultimate frisbee, and archery. As these teams develop further our plan is to assess and evaluate for sex and gender equity in all areas.

Employment:

Student Employment - Florida Polytechnic University continues its commitment to fostering student employment through on-campus part-time positions, in addition to maintaining its eligibility to administer federal work-study initiatives to eligible students. These job opportunities are accessible through the University HR Careers website, offering students the chance to acquire practical work exposure and refine their professional skill set. The treatment of student personnel, irrespective of their job classification, aligns with Florida Poly's unwavering dedication to non-discrimination and equal opportunity.

Employment - Florida Polytechnic University has a steadfast commitment to fostering equity and access, the university has consistently demonstrated its dedication to shaping a more inclusive employment landscape through strategic initiatives and exceptional performance measures.

Strategic Initiatives: Florida Polytechnic University's strategic initiatives have been meticulously designed to cultivate a diverse and inclusive workforce that reflects the modern global community. By prioritizing equity and access, the university has undertaken a multifaceted approach to drive change and amplify opportunities for all.

Recruitment Programs: The university has established targeted recruitment programs that actively seek to attract a wide spectrum of talents. These programs encompass partnerships with underrepresented communities, engagement with minority-focused organizations, and outreach to diverse student groups.

Inclusive Professional Development: Florida Polytechnic has made significant strides in offering professional development opportunities that empower employees from all backgrounds. Workshops, seminars, and mentorship programs promote growth, foster inclusivity, and enhance the skill sets of its workforce.

Equity-Centric Policies: The institution has implemented comprehensive policies that ensure fairness and equity in all aspects of employment. From recruitment and hiring to promotions and compensation, these policies create a level playing field for all employees, regardless of their background.

Performance Measures: Florida Polytechnic University's commitment to equity and access is reflected in its impressive performance measures, underscoring its dedication to creating an environment where opportunities are equally available to all.

Inclusive Work Environment: The university's efforts have cultivated a welcoming and inclusive work environment, evident through employee surveys and feedback mechanisms. This environment fosters collaboration, creativity, and a sense of belonging among all employees.

In conclusion, Florida Polytechnic University's strategic initiatives and performance measures pertaining to employment equity and access stand as a testament to its commitment to creating a more inclusive workforce. By pioneering diversity recruitment, nurturing professional growth, and implementing equitable policies, the university is shaping a brighter and more equitable future for both its employees and the technological landscape.

**Areas of Improvement Pertaining to Academic Services, Programs, & Student Enrollment
(Identified This Year)**

Academic Services, Programs, and Student Enrollment are looking to make improvements by the following:

Academic Services:

Student Success is a critical part of the student experience. The importance and need to revamp Student Success was clearly seen at the end of the 2022 Academic Year, and it was decided that Student Success would be established as a key unit that reports directly to the Provost. A new academic leadership role (Associate Vice Provost of Student Success) was created and the vision and goals for student success were established.

Programs:

Continue to development and expand student programs that are designed for a holistic individual. Expand on opportunities for students within Career Services and help guide for real world experiences.

Student Enrollment:

Continue to focus on recruiting and maintain students from a diverse background. Continue to look at entry programs and their progress.

**Areas of Improvement Pertaining to Sex Equity in Athletics
(Identified This Year)**

Not Applicable - Florida Polytechnic University does not have Athletics

Areas for Improvement Pertaining to Employment (Identified This Year)

The Human Resources Department (HR) is focusing on talent retention and reaching diverse target groups. Focusing on employee development by implementing personalized career development plans for employees, including training, mentorship, and opportunities for advancement. Offer continuous learning opportunities to help employees acquire new skills and stay engaged. Invest in leadership development programs to cultivate strong leaders who can inspire and effectively manage diverse teams. Recognition and Rewards to establish a robust recognition program that acknowledges and rewards employees for their contributions and achievements. With the classification and compensation study this year, we will be able to provide competitive compensation and benefits packages to show employees their value is appreciated.

Promote a healthy work-life balance by encouraging flexible work arrangements and offering time-off policies that support employee well-being. Ensure our workplace culture is inclusive and welcoming for all employees, regardless of their background.

Offer wellness initiatives, such as wellness challenges, health screenings, and mental health resources to support employees' overall well-being.

Expand our recruitment strategy by leveraging social media platforms, attending diversity-focused job fairs, and partnering with organizations that support your target groups. Explore recruitment marketing strategies that specifically target veterans, individuals with disabilities, women, and minorities. Enhance our organization's reputation as an employer of choice by showcasing our commitment to equity through various channels. Analyze workforce data to identify trends, disparities, and areas needing improvement, particularly in terms of diversity and retention. Regularly review and adjust our initiatives based on feedback and outcomes to ensure we are making meaningful progress in both talent retention and equity efforts.

Achievement Report for Areas of Improvement Pertaining to Academic Services, Programs, & Student Enrollment (Identified Last Year)

Academic Services, Programs, and Student Enrollment have seen an improvement on these areas from last year.

Academic Services:

Positioning Student Success as a direct report to an office within the Provost's Office establishes the importance of success, retention and success coaching for all students. With the charge of student success, the Student Success Center is able to purposefully work with first generation and Pell students, as well as other students in need of academic support.

Programs:

Expanded Career Services and Student Experience staff. Providing students with better access to professional advicen on career and interships. In addition, to improving student activities and program planning.

Student Enrollment:

Freshman Initiative will continue and has a holistic approach to create high performance in freshman class, with a goal of achieving higher academic progression rates.

Achievement Report for Areas of Improvement Pertaining to Gender Equity in Athletics (Identified Last Year)

Not Applicable - Florida Polytechnic University does not have Athletics

Achievement Report for Areas of Improvement Pertaining to Employment (Identified Last Year)

We are consistently enhancing our efforts to promote job opportunities through a wide array of channels, aiming to continuously diversify our pool of applicants. This approach enables us to connect with individuals from various backgrounds and with diverse experiences.

Within the University's Enterprise Resource Planning (ERP) system, specifically the Human Resource Information System (HRIS), known as Workday, our sole applicant tracking system remains operational through the Careers recruiting module. This module has effectively streamlined numerous manual procedures and significantly enhances the application experience for university job seekers.

Through the Careers recruiting module, candidates have the option to voluntarily self-identify during the application process, allowing us to gather important data related to diversity. Furthermore, our ongoing partnerships with Inside HigherEd, HigherEd Jobs, and The Chronicle of Higher Education continue to be essential in expanding our recruitment endeavors. Notably, we've also introduced diversity-targeted advertisements in collaboration with HigherEd Jobs.

Provide a detailed budget plan to support attainment of the university's goals as outlined in its equity plan in accordance with state & federal law. In addition to funded totals, list detailed line items/expenditures & any unmet need(s) that exist.

The budget allocated to support the University's goals of equity are:

Programming in Admissions

for potential new students who are underrepresented, budget allocation of \$29,000.

Current student programming on diversity, equity, and inclusion topics throughout the Academic Year, budget allocation of \$10,000.

Equity Programming for University Campus Community, budget allocation of \$10,000.

Human Resources recruitment strategies for diversity, which includes various diversity add-ons with standard job posting sites, budget allocation of \$5,000.

University Male & Female Undergraduate Enrollment Percentages & Athletic Participation

Total Undergraduate Enrollment % Males	Total Undergraduate Enrollment % Females	Participating in Athletics % Males	Participating in Athletics % Females
N/A - Florida Polytechnic University does not have Athletics			

Sex Equity in Intercollegiate Athletics

Element	Assessment of Equity Plan	Area for Improvement	Plan for Improvement
Sports offerings	N/A Florida Polytechnic University does not have Intercollegiate Athletics		
Participation rates, male & female, compared with full-time undergraduate enrollment			
Availability of facilities			
Scholarship offerings			
Funds allocated for:			
administration			
recruitment			
comparable coaching			
publicity & promotion			
other support costs			

Compliance

Is the university in compliance with all applicable state laws in providing equal opportunity & access to students to participate in intercollegiate athletics, as well as in intramural, club, or recreational athletics?	Explain any areas of noncompliance with state laws.	Is the university in compliance with all applicable federal laws in providing equal opportunity & access to students to participate in intercollegiate athletics, as well as in intramural, club, or recreational athletics?	Explain any areas of noncompliance with federal laws.
Yes	No	Yes	No

President Evaluation

Institution	Has the university Board of Trustees completed an annual evaluation of the university President on the extent to which the institution's sex equity goals in intercollegiate athletics have been achieved?	Date of Evaluation	Were the sex equity goals achieved?	If the sex equity goals were not achieved, explain a plan of action to achieve the sex equity goals.
	No	N/A	No	N/A Florida Polytechnic University does not have Intercollegiate Athletics and therefore, it is not a goal within the university President's annual evaluation.

Senior-Level Administrative Positions - Executive/Administrative/Managerial													
Indicator	AI/AN	A	B	H	NH/OPI	W	≥ TWO	NRA	UNK	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2022	0	1	5	5	0	43	0	0	0	0	25	29	54
Number, Fall 2021	0	1	6	4	0	44	0	0	0	0	28	27	55
1YR Percentage Change	0%	0%	-17%	25%	0%	-2%	0%	0%	0%	0%	-11%	7%	-2%
Area for improvement compared with national standards? (Yes/No)	No	Yes	Yes	No	Yes	No	No	No	No	No	Yes	No	Yes

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

Terminology & Abbreviations for Race & Ethnicity	
American Indian or Alaskan Native only	AI/AN
Asian only	A
Black or African American only	B
Hispanic or Hispanic and any race category	H
Native Hawaiian or Other Pacific Islanders only	NH/OPI
White only	W
More than one race category	≥2
Non-Resident Alien	NRA
Unknown	UNK

Source: Integrated Postsecondary Education Data System

Tenured Faculty													
Indicator	AI/AN	A	B	H	NH/OPI	W	≥ TWO	NRA	UNK	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2021	Florida Polytechnic University does not have Tenured Faculty												0
Number, Fall 2020	Florida Polytechnic University does not have Tenured Faculty												0
1YR Percentage Change	#VALUE!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Area for improvement compared with national standards? (Yes/No)													

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

Terminology & Abbreviations for Race & Ethnicity	
American Indian or Alaskan Native only	AI/AN
Asian only	A
Black or African American only	B
Hispanic or Hispanic and any race category	H
Native Hawaiian or Other Pacific Islanders only	NH/OPI
White only	W
More than one race category	≥2
Non-Resident Alien	NRA
Unknown	UNK

Source: Integrated Postsecondary Education Data System

Tenure-Track Faculty													
Indicator	AI/AN	A	B	H	NH/OPI	W	≥ TWO	NRA	UNK	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2021	Florida Polytechnic University does not have Tenure												0
Number, Fall 2020													0
1YR Percentage Change	#VALUE!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Area for improvement compared with national standards? (Yes/No)													

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

Terminology & Abbreviations for Race & Ethnicity	
American Indian or Alaskan Native only	AI/AN
Asian only	A
Black or African American only	B
Hispanic or Hispanic and any race category	H
Native Hawaiian or Other Pacific Islanders only	NH/OPI
White only	W
More than one race category	≥2
Non-Resident Alien	NRA
Unknown	UNK

Source: Integrated Postsecondary Education Data System

Protected-Class Representation in the Tenure Process					
Males	Applied	Withdrawn	Denied	Deferred	Nominated
American Indian or Alaskan Native only	Florida Polytechnic University does not have the Tenure Process				
Asian only					
Black or African American only					
Hispanic or Hispanic and any race category					
Native Hawaiian or Other Pacific Islanders only					
White only					
More than one race category					
Non-Resident Alien					
Unknown					
Other					
Not Reported					
Total					
Females	Applied	Withdrawn	Denied	Deferred	Nominated
American Indian or Alaskan Native only					
Asian only					
Black or African American only					
Hispanic or Hispanic and any race category					
Native Hawaiian or Other Pacific Islanders only					
White only					
More than one race category					
Non-Resident Alien					
Unknown					
Other					
Not Reported					
Total					

LEGEND:

Applied: Faculty whose names have been submitted for tenure review. Sum of Withdrawn, Denied, and Nominated (or provide explanation).

Withdrawn: Faculty who withdrew from tenure consideration after applying for review.

Denied: Faculty for whom tenure was denied during the review process.

Nominated: Faculty for whom tenure is being recommended by the University.

Non-Tenure-Track Faculty or Faculty at Non-Tenure Granting Universities													
Indicator	AI/AN	A	B	H	NH/OPI	W	≥ TWO	NRA	UNK	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2022	0	15	0	6	0	39	0	11	0	0	16	55	71
Number, Fall 2021	0	15	1	6	0	38	0	12	0	0	16	56	72
1YR Percentage Change	0%	0%	-100%	0%	0%	3%	0%	-8%	0%	0%	0%	-2%	-1%
Area for improvement compared with national standards? (Yes/No)	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	No	

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

Terminology & Abbreviations for Race & Ethnicity	
American Indian or Alaskan Native only	AI/AN
Asian only	A
Black or African American only	B
Hispanic or Hispanic and any race category	H
Native Hawaiian or Other Pacific Islanders only	NH/OPI
White only	W
More than one race category	≥2
Non-Resident Alien	NRA
Unknown	UNK

Source: Integrated Postsecondary Education Data System

Annual Goals to Address Areas of Underutilization

For each year in which prior year goals were not achieved, provide a narrative explanation & a plan for achievement of equity.

Florida Polytechnic University's goals will continue to make the University Community an equitable environment.
Recruitment of students to create a dynamic campus culture that will allow for an environment of real-world experience.
A focus will be to enhance the student experience with academic success, as well as the offerings of engagement for the students.
Employment recruitment will be strategic to increase our workforce and will work to maintain the retention of employees.
These goals are ongoing and engage all areas of the University, while adjusting for the success of the entire campus community.