

BOARD OF TRUSTEES

Board of Trustees Meeting Agenda

**February 13, 2024
8:00 AM – 10:30 AM**

**Florida Polytechnic University
Barnett Applied Research Center and Virtual via Microsoft Teams**

Dial in: 1-863-225-2351 | Conference ID: 952 749 986#

MEMBERS

Cliff Otto, Chair	Beth Kigel, Vice Chair	Mark Bostick
Dr. Laine Powell	Lyn Stanfield	Dr. David Williams
Melia Rodriguez	Patrick Hagen	Dr. Ajeet Kaushik
Dr. Dorian Abbot	Dr. Sidney Theis	Ilya Shapiro
Jesse Panuccio		

AGENDA

- | | | |
|-------|--|--|
| I. | Call to Order | Cliff Otto, Chair |
| II. | Roll Call | Kristen Wharton
Corporate Secretary |
| III. | Public Comment | Cliff Otto |
| IV. | Recognition of Service: Trustees Gary C. Wendt and Narendra Kini
Action Required | Cliff Otto |
| V. | Board of Trustees Work Plan FY24 | Cliff Otto |
| VI. | Chairman's Remarks | Cliff Otto |
| VII. | President's Remarks | Dr. Randy K. Avent
President |
| VIII. | Presidential Search Committee Update | Beth Kigel, Vice Chair |
| IX. | Presidential Compensation Analysis
Action Required | Cliff Otto

Yelena Stiles
The Segal Group |
| X. | Graduate Student Presentations
Yasar Can Kakdas, Master of Science, Computer Engineering
"Enhancing Medical Training through Learning from Mistakes by Interacting with an Ill-trained Reinforcement Learning Agent" | Graduate Students |

Ethan Trulson, Master of Science, Mechanical Engineering
"Study of Phase Change Materials for Heat Dissipation of
Systems with Transient Heat Generation"

- | | | |
|-------|--|--|
| XI. | Consent Agenda
Action Required | Cliff Otto |
| | A. Governance, Audit, and Compliance Committee | |
| | 1. Approve Performance Based Funding (PBF) Audit and Data Integrity Certification | |
| | 2. Regulation FPU-5.004 Library Services | |
| | B. Finance and Facilities Committee | |
| | 1. Approve Foundation Board Member Appointment of Anthony Adams, and Re-Appointment of Ana Wood-Rogers | |
| | C. Board of Trustees | |
| | 1. Approve Board of Trustees Meeting minutes from November 15, 2023 | |
| | 2. Approve Board of Trustees Retreat minutes from November 15, 2023 | |
| | 3. Approve Board of Trustees Meeting minutes from December 13, 2023 | |
| XII. | Committee Reports | |
| | A. Academic and Student Affairs Committee
Action Required | Dr. David Williams
Committee Chair |
| | 1. Approve Proposal for a Master of Science in Electrical Engineering Degree Program (14.1001) | |
| | B. Finance and Facilities Committee
Action Required | Lyn Stanfield
Committee Chair |
| | 1. Approve the following naming opportunities in the Barnett Applied Research Center: Room 1123 as the <i>Dr. Fatema Rashid Classroom</i> , and Room 1142 as the <i>Eva Kazmier Memorial Classroom</i> | |
| | C. Governance, Audit, and Compliance Committee | Mark Bostick
Committee Chair |
| XIII. | Board of Trustees Meeting Schedule | Cliff Otto |
| XIV. | Board of Governors Meeting Schedule | Cliff Otto |
| XV. | Student Scholarship Recipients | Alexander Poltzer and
Gabriella Rodriguez |
| XVI. | Closing Remarks and Adjournment | Cliff Otto |

**Florida Polytechnic University
Board of Trustees
February 13, 2024**

Subject: Recognition of Service: Trustees Gary C. Wendt and Dr. Narendra Kini

Proposed Board Action

Approve Resolution 2024-001 in recognition and profound appreciation of distinguished service by Trustee Narendra Kini.

Approve Resolution 2024-002 in recognition and profound appreciation of distinguished service by Trustee Gary C. Wendt.

Background Information

Trustees Wendt and Kini will be recognized for their outstanding service on the Florida Polytechnic University Board of Trustees.

Supporting Documentation:

1. Resolution 2024-001 in Recognition of Trustee Narendra Kini's Service on the Florida Polytechnic University Board of Trustees
2. Resolution 2024-002 in Recognition of Trustee Gary C. Wendt's Service on the Florida Polytechnic University Board of Trustees

Prepared by: Kristen Wharton, Corporate Secretary, University Board of Trustees



FLORIDA POLYTECHNIC
UNIVERSITY

Board of Trustees

Resolution

2024-001

In Recognition and Profound Appreciation of Distinguished Service:

Trustee Narendra Kini

Whereas Trustee Narendra Kini was selected by the Board of Governors of the State University System of Florida to serve on the Board of Trustees for Florida Polytechnic University, and;

Whereas Trustee Kini served on the Florida Polytechnic University Board of Trustees from November 5, 2020, to November 9, 2023, and;

Whereas Trustee Kini served as the Vice Chair of the Academic & Student Affairs committee, and;

Whereas Trustee Kini demonstrated his commitment to the mission of Florida Polytechnic University, and always pursued the highest of academic standards, and;

Whereas Trustee Kini freely shared his insights with candor and diplomacy, and;

Whereas Trustee Kini served with integrity and was held in high esteem by his fellow trustees, and;

Whereas Trustee Kini was always willing to advocate for Florida Polytechnic University seeking to enhance the stature of the University.

Now, therefore be it resolved that the Florida Polytechnic University Board of Trustees, at its regular board meeting on this 13th day of February, in the year 2024, does hereby unanimously commend Trustee Kini for his unwavering support of and contributions to Florida Polytechnic University, and;

Be it further resolved that this resolution be included in the minutes of the meeting and a copy presented to Trustee Kini as a token of the Board's sincere appreciation and thanks.

Resolution adopted by the Florida Polytechnic University Board of Trustees on February 13, 2024.

CLIFFORD K. OTTO, Chair



FLORIDA POLYTECHNIC
UNIVERSITY

Board of Trustees

Resolution

2024-002

In Recognition and Profound Appreciation of Distinguished Service:

Trustee Gary C. Wendt

Whereas Trustee Gary C. Wendt was selected by the Governor of the State of Florida to serve on the Board of Trustees for Florida Polytechnic University, and;

Whereas Trustee Wendt served on the Florida Polytechnic University Board of Trustees from May 7, 2017, to October 24, 2023, and;

Whereas Trustee Wendt served as the Vice Chair of the Finance and Facilities Committee, Chair of the Audit and Compliance Committee, and Chair of the Strategic Planning Committee, and;

Whereas Trustee Wendt demonstrated his commitment to the mission of Florida Polytechnic University, and;

Whereas Trustee Wendt freely shared his insights with candor and diplomacy, and;

Whereas Trustee Wendt served with integrity and was held in high esteem by his fellow trustees, and;

Whereas Trustee Wendt was always willing to advocate for Florida Polytechnic University seeking to enhance the stature of the University.

Now, therefore be it resolved that the Florida Polytechnic University Board of Trustees, at its regular board meeting on this 13th day of February, in the year 2024, does hereby unanimously commend Trustee Wendt for his unwavering support of and contributions to Florida Polytechnic University, and;

Be it further resolved that this resolution be included in the minutes of the meeting and a copy presented to Trustee Wendt as a token of the Board's sincere appreciation and thanks.

Resolution adopted by the Florida Polytechnic University Board of Trustees on February 13, 2024.

CLIFFORD K. OTTO, Chair

**Florida Polytechnic University
Board of Trustees
February 13, 2024**

Subject: 2023-2024 Board of Trustees Work Plan

Proposed Action

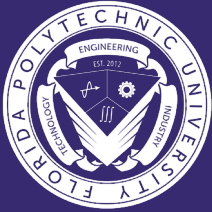
Review only. No action required.

Background Information

Chair Cliff Otto will review the Committee's 2023-2024 Work Plan.

Supporting Documentation: Board of Trustees Work Plan 2023-2024

Prepared by: Kristen Wharton, Corporate Secretary, University Board of Trustees



BOT Annual Work Plan 2023-2024

Board of Trustees Work Plan 2023-2024

STRATEGIC PRIORITIES

The following are strategic priorities which will be frequently discussed throughout the year:

- Presidential Search and Transition
- Student Housing
- Performance Based Funding (PBF)
- Enrollment Growth
- New Academic Programs (if proposed)
- Campus and Extended Campus Growth

SEPTEMBER

- Discussion of Strategic Priorities
- Board of Trustees FY24 Work Plan (*review and approve*)
- Annual Review and Endorsement of Statement of Free Expression (*review and approve*)
- Annual Financial Statements FY23(University and Foundation) (*review only*)
- Fixed Capital Outlay Budget FY24 (*review and approve*)
- Education & General (E&G) Carryforward Spending Plan FY24 (*review and approve*)
- Florida Equity Report FY23 (*review and approve*)
- Regulations and Policies (*review and approve as needed*)
- *Engagement: event with faculty*

NOVEMBER

- Annual Board of Trustees Retreat
- Discussion of Strategic Priorities
- Annual Ethics Agreement Reviewed and Signed
- Legislative Advocacy Plan for 2024 Session
- President's Annual Evaluation FY23 (*review and approve*)
- President's Compensation Review (*review and approve*)
- Annual Report on Advanced Mobility Institute (AMI) (*review and approve*)
- Annual Report on FIPR Institute (*review and approve*)
- Regulations and Policies (*review and approve as needed*)
- *Engagement: event with industry and major donors*

FEBRUARY

- Discussion of Strategic Priorities
- Regulations and Policies (*review and approve as needed*)
- *Engagement: event with students*

APRIL

- University Accountability Plan FY24 *(review and approve)*

JUNE

- Discussion of Strategic Priorities
- Legislative Session Report on 2024 Session
- University Operating Budget FY25 *(review and approve)*
- Capital Improvement Plan (CIP) FY26 *(review and approve)*
- Legislative Operating Budget Request (LBR) FY26 *(review and approve)*
- Performance Based Funding (PBF) Metrics FY24 *(review only)*
- Board Officer Elections
- Regulations and Policies *(review and approve as needed)*
- *Engagement: event with University Foundation Board of Directors*

Florida Polytechnic University

Board of Trustees

February 13, 2024

Subject: Presidential Compensation Analysis

Proposed Board Action

Approve a compensation range of \$782,000 to \$1,224,000 for the next president of Florida Polytechnic University.

Background Information

At the February 7, 2024 public meeting of the Florida Polytechnic University Presidential Search Committee, Yelena Stiles from The Segal Group presented detailed information from their study on presidential compensation. Data were gathered from twenty Masters public colleges similar in size and scope, six peer and five aspirate institutions, and other SUS institutions. After reviewing and comparing base pay, bonus awards, retirement and deferred compensation, and other perquisites, the Committee unanimously agreed to recommend to the Board the approval of a range of compensation in the amount of \$782,000 to \$1,224,000.

Supporting Documentation: The Segal Group's PowerPoint

Prepared by: Kristen Wharton, Corporate Secretary, University Board of Trustees

Florida Polytechnic University

Presidential Market Analysis

Report of Findings

February 6, 2024

Introduction

Background

- Florida Polytechnic University (“Florida Poly” or “University”) engaged Segal to conduct a market compensation assessment to inform an appropriate compensation package for the new President.
- Data were gathered for the following institutions:
 - Twenty Masters public colleges and universities that are similar in size and scope
 - Six peer and five aspirant institutions provided by Florida Poly
 - Other State University System of Florida institutions
- Sources of data include:
 - Most recent IRS Form 990 filings available for private institutions
 - Most recent Presidential contracts obtained through Freedom of Information Act (“FOIA”) requests for public institutions
 - SUS data gathered by the system office
 - Base salary data for broader cuts of institutions from CUPA-HR (provided in Appendix)
- Market data are aged to July 1, 2024 using a 4.5% annual update factor for base salary, incentives, and retirement and deferred compensation.¹

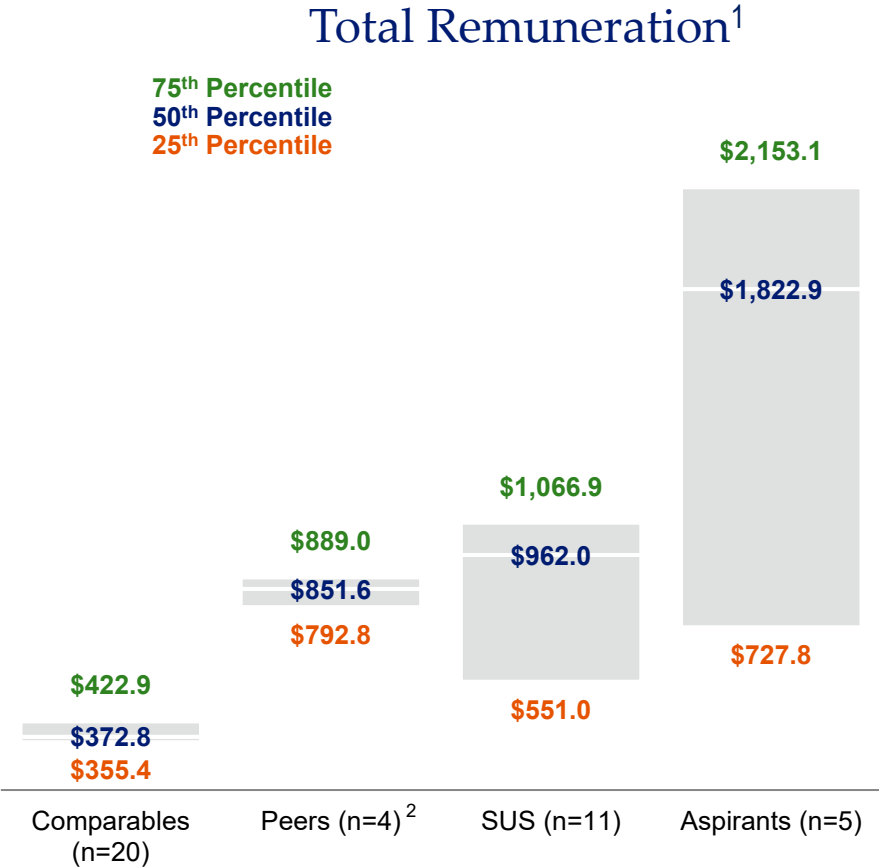
Key Compensation Terms Presented In This Report

- **Total Cash Compensation (TCC):** Reflects the sum of base salary and bonus/incentive compensation.
- **Total Remuneration (TR):** Reflects the sum of total cash compensation and retirement and deferred compensation.
- **Board of Governors (BOG) Range of Compensation:** All components including salary, benefits, bonuses, and all other forms of remuneration.

¹ Source: Segal’s Annual Compensation Planning Survey.

Executive Summary

- Total Remuneration:**¹ Median total remuneration for comparable institutions is ~\$375,000. The median for the peers and SUS institutions is ~\$850,000 and ~\$960,000, respectively, more than two times higher.
- Bonus and Incentives:** Six comparable institutions (30%) and all four peers paid an incentive/bonus with an average value of ~\$45,000 and ~\$140,000, respectively. Bonuses / incentives are prevalent at SUS institutions, with 80% paying an award at an average of ~\$183,000.
- Retirement and Deferred Compensation:** All comparable institutions (100%) and peers (100%) provided a retirement and/or deferred compensation benefit at an average value of ~\$44,000 and ~\$40,000, respectively. Of the comparable institutions, 35% provide deferred compensation. Two of the SUS institutions contribute to an annuity.
- Perquisites:** 65% of comparable institutions provide a housing benefit and 55% provide an automobile benefit. 33% of peers provide housing or housing allowance. Additional perquisites include health or social club dues, personal services, cellular phone allowances, and executive life insurance. Almost all SUS institutions provide a housing and/or car benefit.

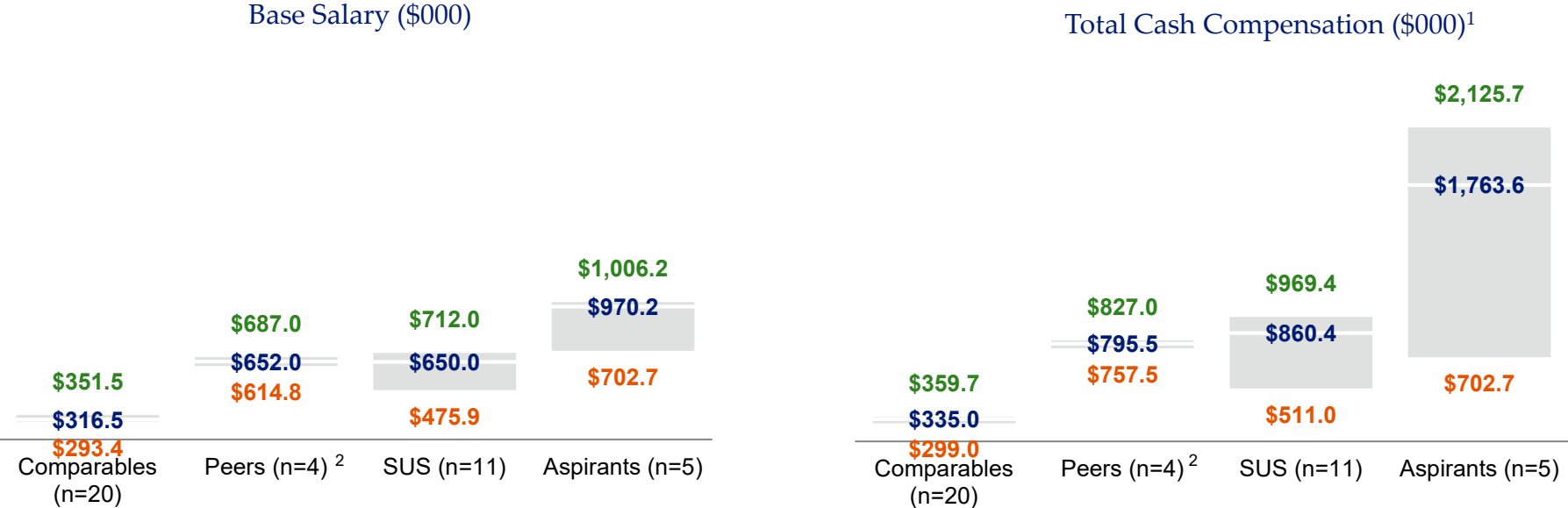


¹ Total Remuneration reflects the sum of base salary, bonus / incentive compensation, and retirement and deferred compensation. For SUS excludes value of housing and car allowance.

² Michigan Technological University and New Mexico Institute of Mining and Technology did not respond to the FOIA request.

Executive Summary *continued*

Base Salary (\$000)



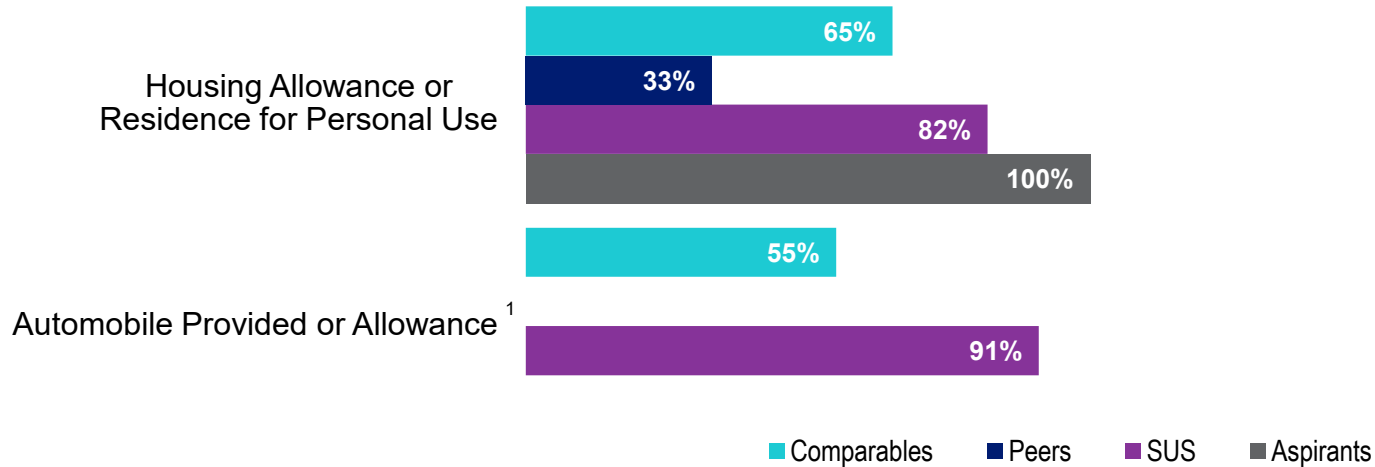
25th Percentile | 50th Percentile | 75th Percentile

- Base Pay:** Peer and SUS median base compensation is nearly two times higher than comparable peer median compensation. Aspirant base salaries are higher still, with two institutions paying base salaries of ~\$1,000,000 and one with a base salary over \$2,000,000.
- Total Cash Compensation:** There are large incentives awarded at several private institutions which widens the gap of compensation. Two aspirants awarded an incentive over 80% of base salary. The majority of incentives awarded for comparable institutions and peers and aspirants range from 7% to 25% of base salary. Bonuses / incentives are generally more prevalent at private institutions and at higher payout levels. Bonus awards at SUS institutions are approximately 30% of base salary.

¹ Total Cash Compensation reflects the sum of base salary and bonus/incentive.
² Michigan Technological University and New Mexico Institute of Mining and Technology did not respond to the FOIA request.

Perquisite Prevalence

Perquisite Prevalence
Percent of Institutions Providing



Additional executive perquisites offered include:

- Health or social club dues
- Executive physicals
- Sports tickets/suites
- First class and/or spousal travel
- Sabbaticals/return to faculty

¹ Automobiles were not specifically detailed in the Form 990s and are therefore excluded for the Peers and Aspirants.

Setting Executive Compensation

- Compensation levels (as determined through comparisons to institutions of similar type and size) should be set according to several factors:
 - Compensation philosophy and compensation mix, including defined competitive practice and the use of other cash awards such as bonuses
 - Time in position (current incumbents) and/or prior relevant experience
 - Past performance including leadership through transitions, periods of rapid growth, and such
 - Expected contributions and future value
- An appropriate position in a market range, then, represents a composite of factors.

10th Percentile 25th Percentile 50th Percentile 75th Percentile 90th Percentile



- New to job
- Little or no prior experience at present level in similar organization of comparable complexity and size
- Demonstrated potential but still unproven in new role

- Effectively performs job duties
- Works well with various constituencies and can implement decisions
- Keeps institution profitable and incrementally moving in positive direction
- Three to five years in new role
- Demonstrates aptitude for leadership and longer-term promise

- Accomplished leader with unambiguous performance record
- Experienced in the job with unique capabilities
- Demonstrated ability to manage the institution through difficult periods either involving periods of rapid growth, turnarounds, or economic decline
- Adaptable skills and abilities suggest continuation of high performance into the future

- Would be considered nearly irreplaceable due to specific skillsets and competencies
- Abilities honed over lengthy tenure in industry and specific experiences on the job

Factors to Consider

- Florida Poly is a distinct institution in the higher education landscape and determining direct compensation comparators is difficult.
- Large variance in compensation levels between the 20 comparable institutions and the institutions Florida Poly views as peers and aspirants; driven by differing characteristics of these groups:
 - Peers and aspirants are comparable from the lens of being polytechnic institutions, but the majority are private, Doctoral institutions (R1 and R2) of significantly larger size.
 - Comparable group is closer in size to Florida Poly and made up of public institutions (although Masters) but are not polytechnic schools.
 - Significant difference in pay levels between private and public institutions at the executive level.
- Talent market for Presidents is highly competitive and challenging with average tenure dropping to ~6 years. This leads to more competitive packages than historically seen.
- The following considerations align with SUS practices and compensation package components seen in Presidential contracts with the goal of attracting a qualified and talented leader to Florida Poly.

Considerations for Compensation Package

- **BOG Regulations:** [The search committee] shall obtain an executive compensation analysis that encompasses all components (salary, benefits, bonuses, and all other forms of remuneration) and that takes into consideration:
 - Compensation paid to the current president
 - Presidents of peer institutions
 - Other relevant factors (such as market trends, the available qualified pool, and relevant competition for candidates)...from which the search committee will establish a range of compensation that will be submitted to the board of trustees for approval and use by the board of trustees or its designee in negotiating the employment contract with the final candidate.

Elements to Consider in Compensation Package

Component	Lower Range	Higher Range
Base Salary	\$450,000	\$550,000
Incentive	20% of base	30% of base
Non-Taxable Benefits	20% of base	30% of base
Housing Allowance	\$40,000	\$80,000
Car Allowance	\$12,000	\$14,000
Retention Payment (annual, paid at contract end)	\$100,000	\$250,000

Range of Compensation

> \$782,000
to
\$1,224,000

| Appendix

- 1. Market Assessment Methodology**
- 2. Peer & Aspirant Compensation Detail**
- 3. Comparable Schools Compensation Detail**
- 4. Comparison Market Details**
- 5. State University System of Florida Presidential Data**
- 6. Base Salary Data from CUPA-HR**

Appendix 1: Market Assessment Methodology

- **Public Institutions:** Data gathered from contracts received from the institution or via Freedom of Information Act request; supplemented by publicly available data
- **Private Institutions:** Data gathered from Form 990s

Compensation Component	Public Universities <i>Source: Employment Agreement / Contract</i>	Private Universities <i>Source: Form 990s</i>
Base Salary	The most recently available data from employment agreements / contracts, research, or as provided by the institution.	Total base salary provided to the chief executive, including compensation from private university-related foundations.
Bonus and Incentive Compensation	The most recently available data from employment agreements / contracts and research; reported maximum opportunity where available.	The value of all bonuses and incentive compensation paid out to the chief executive, including incentive pay and signing bonuses.
Retirement and Deferred Compensation	<p>Retirement¹: Employer contribution to a defined contribution (DC) or defined benefit (DB) plan</p> <ul style="list-style-type: none"> • <i>DC:</i> Annual employer contribution assuming full match • <i>DB:</i> Estimated annual value calculated using each institution's defined benefit formula and actuarial assumptions for incumbent age, retirement age, salary growth, and interest rate <p>Deferred Compensation: Employer contribution to a deferred compensation plan as detailed in the contract</p>	Payments made by the university on behalf of the chief executive to a retirement plan that is available to any university employee during the fiscal year (can include 401(k) plans, state pension plans, and other retirement plans that are broadly available) plus deferred compensation set aside in the fiscal year covered that is to be paid out in future years (including contributions to supplemental executive retirement plans).

Market data was aged to July 1, 2024 using a 4.5% annual update factor for base salary, incentives, and retirement and deferred compensation.²

¹ Assumes defined contribution formula where available, and defined benefit formula where not available.

² Source: Segal's Annual Compensation Planning Survey.

Appendix 2: Peer & Aspirant Compensation Detail

Peers

Institution	Public/Private	Name ¹	Base Salary	Bonus	Total Cash	Retirement and Deferred Compensation	Total Remuneration
Clarkson University	Private	Anthony Collins	\$619,580	\$279,115	\$898,696	\$25,567	\$924,263
Florida Institute of Technology	Private	T. Dwayne McCay	\$684,484	\$103,496	\$787,980	\$89,317	\$877,297
Milwaukee School of Engineering	Private	Walz John	\$694,708	\$108,336	\$803,044	\$22,843	\$825,887
Missouri University of Science and Technology	Public	Mohammad Dehgani	\$600,614	\$65,522	\$666,135	\$27,301	\$693,436
		Median	\$652,032	\$105,916	\$795,512	\$26,434	\$851,592
		Average	\$649,847	\$139,117	\$788,964	\$41,257	\$830,221

Aspirants

Institution	Public/Private	Name ¹	Base Salary	Bonus	Total Cash	Retirement and Deferred Compensation	Total Remuneration
Colorado School of Mines	Public	Paul C. Johnson	\$575,138	\$66,714	\$641,852	\$67,469	\$709,320
Rensselaer Polytechnic Institute	Private	Shirley Ann Jackson	\$2,353,263	\$279,115	\$2,632,379	\$81,094	\$2,713,473
Rose-Hulman Institute of Technology	Private	Robert Coons	\$702,700	\$0	\$702,700	\$25,090	\$727,790
Stevens Institute of Technology	Private	Nariman Farvardin	\$970,157	\$793,455	\$1,763,612	\$59,299	\$1,822,911
Worcester Polytechnic Institute	Private	Laurie Leshin	\$1,006,190	\$1,119,525	\$2,125,715	\$27,342	\$2,153,057
		Median	\$970,157	\$279,115	\$1,763,612	\$59,299	\$1,822,911
		Average	\$1,121,490	\$451,762	\$1,573,252	\$52,059	\$1,625,310

¹ Reflects incumbent at the time of data reporting.

Appendix 3: Comparable School Compensation Detail

Institution	Name ¹	Base Salary	Bonus	Total Cash	Retirement and Deferred Compensation	Total Remuneration
Dakota State University	Jose-Marie Griffiths	\$350,413	\$0	\$350,413	\$41,910	\$392,323
Eastern New Mexico University-Main Campus	James Johnston	\$286,222	\$0	\$286,222	\$43,363	\$329,585
Eastern Oregon University	Kelly A. Ryan	\$308,275	\$23,513	\$331,788	\$24,477	\$356,265
Fairmont State University	Michael Davis	\$308,275	\$30,000	\$338,275	\$18,497	\$356,772
Fort Valley State University	Paul Jones	\$289,074	\$0	\$289,074	\$72,168	\$361,242
Henderson State University	Charles Ambrose	\$261,250	\$39,188	\$300,438	\$52,250	\$352,688
Indiana University-Northwest	Kenichi (Ken) Iwama	\$346,800	\$0	\$346,800	\$46,200	\$393,000
Indiana University-Southeast	Deborah Ford	\$324,995	\$0	\$324,995	\$45,499	\$370,494
Minot State University	Steven W. Shirley	\$301,848	\$0	\$301,848	\$63,388	\$365,236
New Mexico Highlands University	Sam Minner	\$306,859	\$21,841	\$328,700	\$46,489	\$375,189
Plymouth State University	Donald L. Bix	\$401,107	\$100,277	\$501,384	\$55,327	\$556,710
Shawnee State University	Eric Braun	\$261,250	\$0	\$261,250	\$55,098	\$316,348
Sul Ross State University	Carlos Hernandez	\$373,889	\$0	\$373,889	\$28,050	\$401,939
Texas A&M University-Texarkana	Emily Cutrer	\$341,841	\$0	\$341,841	\$81,463	\$423,304
Thomas Edison State University	Merodie Hancock	\$396,405	\$0	\$396,405	\$26,400	\$422,805
University of Houston - Victoria	Robert Glenn	\$354,908	\$0	\$354,908	\$70,639	\$425,547
University of North Texas at Dallas	Robert Mong	\$413,659	\$0	\$413,659	\$28,050	\$441,709
University of Wisconsin-Parkside	Scott Menke	\$274,632	\$0	\$274,632	\$18,126	\$292,758
University of Wisconsin-Superior	Renée Wachter	\$294,859	\$0	\$294,859	\$19,461	\$314,320
Western New Mexico University	Joseph Shepard	\$324,632	\$57,058	\$381,690	\$49,182	\$430,872
	25th Percentile	\$293,413	\$0	\$299,043	\$27,638	\$355,370
	50th Percentile	\$316,454	\$0	\$335,031	\$45,850	\$372,841
	75th Percentile	\$351,537	\$22,259	\$359,653	\$55,155	\$422,930
	90th Percentile	\$396,875	\$40,975	\$398,130	\$70,792	\$431,956

¹ Reflects incumbent at the time of data reporting.

Appendix 4: Comparison Market Details¹

Peers

Institution	Carnegie Classification	Control of Institution	Location	Total Expenses	Total Enrollment	Total FTE	Graduation Rate	Retention Rate
Clarkson University	Doctoral: High Research Activity	Private NFP	Potsdam, NY	\$133,522,497	3,634	720	76%	80%
Florida Institute of Technology	Doctoral: High Research Activity	Private NFP	Melbourne, FL	\$176,019,487	5,497	928	66%	82%
Michigan Technological University	Doctoral: High Research Activity	Public	Houghton, MI	\$252,126,275	6,559	1,373	69%	85%
Milwaukee School of Engineering	Master's: Medium Programs	Private NFP	Milwaukee, WI	\$80,068,180	2,636	473	66%	80%
Missouri University of Science and Technology	Doctoral: High Research Activity	Public	Rolla, MO	\$206,480,660	6,456	1,120	63%	85%
New Mexico Institute of Mining and Technology	Master's: Small Programs	Public	Socorro, NM	\$196,692,244	1,509	773	55%	76%
Florida Polytechnic University	Baccalaureate: Diverse Fields	Public	Lakeland, FL	\$63,650,405	1,436	234	56%	70%
			50th Percentile	\$186,355,866	4,566	851	66%	81%
			Florida Poly Percent Rank	Lowest	Lowest	Lowest	3%	Lowest

Aspirants

Institution	Carnegie Classification	Control of Institution	Location	Total Expenses	Total Enrollment	Total FTE	Graduation Rate	Retention Rate
Colorado School of Mines	Doctoral: Very High Research Activity	Public	Golden, CO	\$228,978,613	6,722	1,256	83%	91%
Rensselaer Polytechnic Institute	Doctoral: Very High Research Activity	Private NFP	Troy, NY	\$399,515,000	6,731	1,483	84%	89%
Rose-Hulman Institute of Technology	Special Focus Four-Year: Engineering and Other Technology-Related Schools	Private NFP	Terre Haute, IN	\$94,134,652	2,084	518	87%	91%
Stevens Institute of Technology	Doctoral: High Research Activity	Private NFP	Hoboken, NJ	\$248,452,000	7,384	1,030	87%	93%
Worcester Polytechnic Institute	Doctoral: High Research Activity	Private NFP	Worcester, MA	\$295,741,000	6,421	1,226	87%	94%
Florida Polytechnic University	Baccalaureate: Diverse Fields	Public	Lakeland, FL	\$63,650,405	1,436	234	56%	70%
			50th Percentile	\$248,452,000	6,722	1,226	87%	91%
			Florida Poly Percent Rank	Lowest	Lowest	Lowest	Lowest	Lowest

¹ Source: IPEDS FY 2021.

Appendix 4: Comparison Market Details¹

Institution	Carnegie Classification	Control of Institution	Location	Total Expenses	Total Enrollment	Total FTE	Graduation Rate	Retention Rate
Dakota State University	Master's: Medium Programs	Public	Madison, SD	\$52,339,728	2,186	325	47%	72%
Eastern New Mexico University-Main Campus	Master's: Larger Programs	Public	Portales, NM	\$114,205,205	3,392	500	40%	59%
Eastern Oregon University	Master's: Small Programs	Public	La Grande, OR	\$68,390,855	2,106	369	38%	65%
Fairmont State University	Master's: Small Programs	Public	Fairmont, WV	\$62,260,385	2,964	463	45%	61%
Fort Valley State University	Master's: Small Programs	Public	Fort Valley, GA	\$93,842,398	2,588	551	45%	67%
Henderson State University	Master's: Medium Programs	Public	Arkadelphia, AR	\$59,288,239	2,442	378	37%	56%
Indiana University-Northwest	Master's: Small Programs	Public	Gary, IN	\$52,558,542	2,761	407	38%	64%
Indiana University-Southeast	Master's: Medium Programs	Public	New Albany, IN	\$54,100,265	3,112	465	39%	58%
Minot State University	Master's: Medium Programs	Public	Minot, ND	\$59,917,274	2,308	442	46%	73%
New Mexico Highlands University	Master's: Larger Programs	Public	Las Vegas, NM	\$96,784,628	2,004	487	27%	52%
Plymouth State University	Master's: Larger Programs	Public	Plymouth, NH	\$107,673,190	3,925	492	53%	64%
Shawnee State University	Master's: Small Programs	Public	Portsmouth, OH	\$52,045,769	2,635	408	37%	71%
Sul Ross State University	Master's: Larger Programs	Public	Alpine, TX	\$59,020,761	1,475	349	29%	51%
Texas A&M University-Texarkana	Master's: Medium Programs	Public	Texarkana, TX	\$57,496,931	1,675	262	24%	50%
Thomas Edison State University	Master's: Medium Programs	Public	Trenton, NJ	\$74,536,349	3,930	309		
University of Houston-Victoria	Master's: Larger Programs	Public	Victoria, TX	\$76,998,536	2,667	449	22%	59%
University of North Texas at Dallas	Master's: Larger Programs	Public	Dallas, TX	\$93,997,077	3,032	420	37%	70%
University of Wisconsin-Parkside	Master's: Medium Programs	Public	Kenosha, WI	\$76,780,574	3,287	448	42%	65%
University of Wisconsin-Superior	Master's: Medium Programs	Public	Superior, WI	\$51,979,452	2,065	352	43%	65%
Western New Mexico University	Master's: Larger Programs	Public	Silver City, NM	\$71,591,314	2,017	410	29%	71%
Florida Polytechnic University	Baccalaureate: Diverse Fields	Public	Lakeland, FL	\$63,650,405	1,436	234	56%	70%
			50th Percentile	\$65,325,620	2,612	415	38%	64%
			Florida Poly Percent Rank	49%	Lowest	Lowest	Highest	78%

¹ Source: IPEDS FY 2021.

Appendix 5: State University System of Florida Presidential Data

Presidential Compensation Survey (updated of 2/1/23, with Salaries for FY 24)

Institution Name	President	Total Salary ¹	Bonus ²	Total Other ³	Annuity ⁴	Housing Allowance ⁵	Car ⁶	Total Compensation
Florida A&M University	Larry Robinson	\$451,711	\$62,948	\$0	\$0	\$42,000	\$14,400	\$571,059
Florida Atlantic University	Stacy Volnick (interim)	\$500,000	\$0	\$60,000	\$0	Y	Y	\$560,000
Florida Atlantic University	John William Kelly (prior)	\$503,065	\$501,500	\$754	\$117,834	Y	Y	\$1,123,153
Florida Gulf Coast University	Michael V. Martin ⁷	\$398,468	\$50,000	\$1,985	\$0	\$50,000	Y	\$500,453
Florida International University	Kenneth Jessell	\$650,000	\$150,000	\$87,644	\$0	\$0	\$12,000	\$899,644
Florida State University	Richard McCullough	\$810,425	\$50,000	\$150,192	\$0	Y	\$10,500	\$1,021,117
New College of Florida	Richard Corcoran	\$699,000	\$200,000 ⁸	\$282,850 ⁹	\$0	\$84,000	\$12,000	\$1,277,850
University of Central Florida	Alexander Cartwright	\$725,000	\$258,750	\$4,050	\$0	Y	\$12,000	\$999,800
University of Florida	Ben Sasse	\$1,300,000	\$0	\$361,051	\$0	Y	\$0	\$1,661,051
University of North Florida	Moez Limayem	\$500,000	\$0	\$0	\$0	\$0	\$24,000	\$524,000
University of South Florida	Rhea Law	\$655,000	\$300,000	\$6,969	\$0	\$84,000	\$12,000	\$1,057,969
University of West Florida	Martha Saunders	\$433,153	\$74,213	\$1,958	\$77,923	\$24,092	\$14,054	\$625,393
Florida Polytechnic University	Randy K. Avent	\$506,410	\$143,351	\$3,634	\$75,962	Y	\$10,200	\$739,557
	25th Percentile	\$475,856	\$50,000	\$1,356	\$0	\$12,046	\$12,000	\$598,226
	50th Percentile	\$650,000	\$74,213	\$4,050	\$0	\$42,000	\$12,000	\$999,800
	75th Percentile	\$712,000	\$229,375	\$118,918	\$0	\$67,000	\$14,054	\$1,090,561
	90th Percentile	\$810,425	\$300,000	\$282,850	\$77,923	\$84,000	\$16,320	\$1,277,850

¹ Annual contract salary, including salary increases for the specified year, paid from State funds plus the annual salary supplement, if any, paid from non-State funds.

² Actual amount of any bonuses provided during the fiscal year.

³ Amount of annual State contract compensation, if any, for items other than salary and housing (exclude fringe benefits) plus annual amount of all other compensation, if any, provided from non-State sources;

⁴ Annual amount contributed, if any, to an annuity.

⁵ Annual amount, if any, for housing allowance provided from other than State sources. "Y" indicates housing is provided by the University. "Y" not included in percentile calculation.

⁶ Annual amount if funds are provided for a car, the annual amount provided. "Y" indicates car is provided by the University. "Y" not included in percentile calculation.

⁷ Aysegul Timur is current President, final compensation data not yet available from the system.

⁸ Maximum incentive.

⁹ Includes: maximum transition expenses of \$18,000, annual deferred compensation of \$104,850, and an annual value of an \$800,000 retention payment (paid \$600,000 at three years and \$200,000 at five).

Appendix 6: Supplemental Base Salary Data

CUPA-HR¹

CUPA-HR Administrator Survey *Market Base Salary*

Comparison Group	25 th Percentile	50 th Percentile	75 th Percentile	90 th Percentile	# Institutions
Public Institutions with 100-500 FTE	\$220,251	\$266,456	\$309,182	\$363,434	185
Public Institutions with \$30-\$200M Total Expenses	\$232,000	\$275,802	\$331,105	\$383,370	225
Public and Private Independent Institutions with 100-500 FTE	\$168,863	\$217,638	\$242,582	\$286,729	20
Public and Private Independent Institutions with \$30-\$200M Total Expenses	\$265,051	\$330,353	\$450,000	\$559,320	394
All Florida Institutions	\$332,741	\$436,436	\$550,000	\$801,675	31
All Baccalaureate Institutions	\$300,000	\$370,000	\$505,000	\$650,000	167

¹ College and University Professional Association for Human Resources.

Florida Polytechnic University

Board of Trustees

February 13, 2024

Subject: Consent Agenda

Proposed Board Action

Approve the consent agenda.

Each of the following items comes before the Board with unanimous approval from the respective Committees, and, as such, there is no need for a second.

- A. Governance, Audit, and Compliance Committee
 - 1. Approve the Performance Based Funding (PBF) Audit and Data Integrity Certification
 - 2. Approve Regulation FPU-5.004 Library Services
- B. Finance and Facilities Committee
 - 1. Approve Foundation Board Member Appointment of Anthony Adams, and Re-Appointment of Ana Wood-Rogers
- C. Board of Trustees
 - 1. Approve Board of Trustees meeting minutes from November 15, 2023
 - 2. Approve Board of Trustees Retreat meeting minutes from November 15, 2023
 - 3. Approve Board of Trustees meeting minutes from December 13, 2023

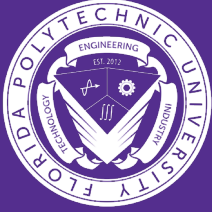
Background Information

For additional information about any of the items listed above, please see that committee's meeting materials.

Supporting Documentation:

- 1. Board of Trustees meeting minutes from November 15, 2023
- 2. Board of Trustees Retreat meeting minutes from November 15, 2023
- 3. Board of Trustees meeting minutes from December 13, 2023

Prepared by: Kristen Wharton, Corporate Secretary, University Board of Trustees



Board of Trustees Retreat Meeting Minutes

DRAFT MEETING MINUTES

Wednesday, November 15, 2023
8:30 AM – 11:30 AM

Florida Polytechnic University Applied Research Center (ARC) and Virtual via Microsoft Teams

I. Call to Order

Chair Cliff Otto called the meeting to order at 8:30 a.m.

II. Roll Call

Kristen Wharton called the roll: Chair Cliff Otto, Vice Chair Beth Kigel, Trustee Dorian Abbot, Trustee Melia Rodriguez, Trustee Mark Bostick, Trustee Lyn Stanfield, Trustee Ajeet Kaushik, Trustee Laine Powell, Trustee David Williams, Trustee Jesse Panuccio, Trust Patrick Hagen, Trustee Sidney Theis, and Trustee Ilya Shapiro were present (Quorum).

Trustees not present: N/A

Staff present: President Randy Avent, Provost Terry Parker, Dr. Allen Bottorff, Kathy Bowman, David Blanton, Mike Dieckmann, David Fugett, Melaine Schmiz, Sherri Pavlik, Maggie Mariucci, and Kristen Wharton were present.

III. Public Comment

There were no requests received for public comment.

IV. Introduction of New Board Trustees

Board Chair Cliff Otto asked each of the new trustees to briefly introduce themselves. Trustees Sidney Theis, Ilya Shapiro, Jesse Panuccio, Patrick Hagen, and Dorian Abbot shared about their background, education, and current work.

V. Board of Trustees Assessment 2023: Review and Discussion

David Fugett, Vice President and General Counsel reviewed the results of the 2023 Board of Trustees self-assessment survey. One hundred percent of the Trustees seated on the Board at the time of the survey participated. Eighty-seven percent of responses to the 25 questions were positive. Trustees remarked that the Board is well led and managed with competence and that the Board has a positive relationship with University leadership and the University as a whole.

While there were no glaring deficiencies, a desire for more engagement was clearly evident. Trustees stated a desire for increased engagement with risk assessment, philanthropic support initiatives, understanding of campus community viewpoints on key issues, as well as with faculty, staff, students, and industry.

Many trustees shared both general and specific ideas on how they can or would like to

engage. Trustee Lyn Stanfield agreed on increased engagement in Tallahassee, especially during the legislative session. She also recommended trustee involvement in Family Day in the fall as a way to meet families and students. Trustee Melia Rodriguez invited trustees to campus events. Trustee Dorian Abbot offered to give a seminar or speak in an engineering physics or applied mathematics class. Vice Chair Beth Kigel desires assistance from the Advancement team in prioritizing fundraising events to ensure trustee representation and participation. Trustees could also speak on leadership topics to students.

Trustee Laine Powell stated she attended the Corporate Impact Network event that coincided with the November 2022 Board meeting and that it provided an excellent opportunity to interact with Industry. Trustee Dave Williams toured SunTrax the last time he was on campus for a Board meeting. Offering optional opportunities like this the day before or the afternoon after Board meetings would be welcome.

President Randy Avent suggested polling both trustees and Cabinet members on strategic issues facing the University and coordinating deeper discussions around those items.

Chair Otto thanked trustees for their comments, noting that these efforts will require coordination among trustees, staff, and various constituents. He encouraged trustees to seek engagement opportunities whenever possible to further the mission and growth of the University.

VI. University Relations: Communications and Marketing

Maggie Mariucci, AVP University Relations, provided an overview of the University Relations (UR) department before introducing Lydia Guzmán, Director of Communications. Guzmán provided historical data on the University's media exposure. She also shared specific goals to raise awareness about Florida Poly across the state and reviewed a list of targeted audiences and the types of content created to reach those audiences. Guzmán concluded by reviewing how success is measured in each of these areas, and how the data is then communicated back to the Board each month via an emailed report.

Chair Otto inquired if the University could leverage the brand awareness work that is being done to increase recognition for U.S. News & World Report (USNWR) rankings. Samantha Lane, Director of Marketing, Branding, and Creative Services, answered in the affirmative. Time was spent discussing how the UR department builds awareness for the rankings each year. Trustee Laine Powell requested a QR code that trustees can use when talking with people about the University. Trustee Dorian Abbot shared that the Wall Street Journal rankings look at different criteria than USNWR and recommended staff consider exploring this outlet for further awareness and recognition.

Lane presented an extensive overview of the marketing campaign that will launch in 2024. Two specific audiences, high-tech businesses and parents in key markets, will be the target focus for the campaign. She reviewed multiple methods for reaching these target markets. Quantitative surveys pre- and post-campaign will measure the effectiveness of the campaign. Trustees engaged in discussion about marketing efforts with parents, high school and college counselors, and the competition that exists within the state of Florida and throughout the United States.

VII. Enrollment Management

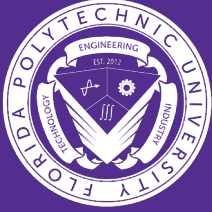
Dee Voss, Interim Vice Provost, Enrollment Management, presented information on Florida Poly's enrollment strategies as well as national enrollment trends. She covered the enrollment process from recruiting students to confirmed admits, Florida Poly's historical and current enrollment data, SAT and ACT scores within the state, and Florida's demographic outlook. Voss also shared trends on international, transfer, and graduate students. She

concluded her presentation by reviewing the future landscape of higher education enrollment. Trustees engaged in asking questions throughout Voss's thorough presentation.

VIII. Closing Remarks and Adjournment

With no further business to discuss the meeting adjourned at 11:30 a.m.

Respectfully submitted:
Kristen J. Wharton
Corporate Secretary



Board of Trustees Meeting Minutes

DRAFT MEETING MINUTES

Wednesday, November 15, 2023
12:15 PM – 1:15 PM

Florida Polytechnic University Applied Research Center (ARC) and Virtual via Microsoft Teams

I. Call to Order

Chair Cliff Otto called the meeting to order at 12:15 p.m.

II. Roll Call

Kristen Wharton called the roll: Chair Cliff Otto, Vice Chair Beth Kigel, Trustee Ajeet Kaushik, Trustee Melia Rodriguez, Trustee Mark Bostick, Trustee Lyn Stanfield, Trustee Laine Powell, Trustee David Williams, Trustee Dorian Abbot, Trustee Jesse Panuccio, Trustee Patrick Hagen, Trustee Sidney Theis, and Trustee Ilya Shapiro were present (Quorum).

Trustees not present: N/A

Staff present: President Randy Avent, Provost Terry Parker, Dr. Allen Bottorff, Kathy Bowman, David Blanton, Mike Dieckmann, David Fugett, Melaine Schmiz, Sherri Pavlik, Maggie Mariucci, and Kristen Wharton were present.

III. Public Comment

There were no requests received for public comment.

IV. Recognition of Service: Trustee Bob Stork

Chair Cliff Otto recognized Trustee Bob Stork whose term ended June 30, 2023. Kristen Wharton read Resolution 2023-003, a proclamation honoring Trustee Stork's service, which is attached to these minutes.

Trustee Mark Bostick made a motion to approve Resolution 2023-003 in recognition of - and in profound appreciation for - the distinguished service of Trustee Bob Stork. Trustee Melia Rodriguez seconded the motion; a vote was taken, and the motion passed unanimously.

Trustee Stork recounted several University highlights that occurred during his tenure and expressed his optimism for the future of Florida Poly. On behalf of the trustees, Chair Otto expressed his appreciation for his many contributions to the Board and the University.

Chair Otto then recognized three Florida Poly researchers who were recently named to a prestigious global list of the top scientists among all disciplines: Dr. Ajeet Kaushik, Dr. Muhammad Rashid, and Dr. Patrick Zhang.

V. Board of Trustees Work Plan FY24

Chair Otto reviewed the Board of Trustees Work Plan. There was no discussion on this item.

VI. Chairman's Remarks

Chair Otto welcomed new trustees to the Board. In lieu of making further remarks, Chair Cliff Otto deferred to Vice Chair Beth Kigel to present a Presidential Search Committee update.

VII. Presidential Search Committee Update

Vice Chair Kigel stated the first meeting of the Presidential Search Committee will be on December 7, 2023. She covered the meeting's agenda which will include review of the presidential profile, the marketing plan, and the Committee's timeline. Kigel noted the Board of Trustees will have two upcoming action items at future meetings: approval of the presidential Position Criteria and approval of a range of compensation based on a completed compensation analysis.

Kigel stated that all applicant information will remain confidential within the Search Committee per Florida statute, with the exception of the finalists who are selected and presented to the Board. At that point, the remainder of the process under the Board of Trustees commences.

Kigel encouraged trustees to reach out to prospective applicants and encourage them to apply. Once the prospect applies, however, their information will become confidential from that point forward.

Chair Otto inquired if the meeting on December 7 is in the sunshine. Kigel replied in the affirmative, reiterating until the Committee begins discussing actual applicants, meetings will be held in the sunshine.

VIII. President's Remarks

President Randy Avent welcomed the new trustees. He discussed the challenges of the early years of building a new University and how Florida Poly is now in a different place due to the great faculty, staff, and Board trustees. President Avent addressed the challenges ahead, including the growth of the campus, students, faculty, and programs, as well as student success and industry needs.

IX. Legislative Advocacy Plan: 2024 Session

Lauren Mariano, Legislative Affairs Officer, provided an overview of the goals for the 2024 legislative session, which include a funding request of \$7.5M for STEM program enhancements and \$15M for the Student Achievement Center. She reviewed Florida Poly's strategies to achieve these goals and discussed how trustees can advocate on behalf of the University. There were no questions and no further discussion on this item.

X. Consent Agenda

Chair Otto brought forward the consent agenda for trustee approval.

A. Academic & Student Affairs Committee

- 1. Approve the M.S. in Electrical and Computer Engineering Program**
- 2. Approve the Florida Industrial and Phosphate Research Institute (FIPR) Annual Report FY23**
- 3. Approve the Advanced Mobility Institute (AMI) Annual Report FY23**

B. Finance & Facilities Committee

- 1. Approve Vestcor Residence Hall I – AY25 Student Housing Rates**
- 2. Approve Main Campus - Parking Lot 5 Project**

C. Board of Trustees

- 1. Approve the September 27, 2023, Board of Trustees Meeting Minutes**

As each of the consent agenda items comes before the Board with unanimous approval from the respective Committees, there is no need for a second. A vote was taken, and the motion passed unanimously.

XI. Committee Reports

A. Governance, Audit, and Compliance Committee

Committee Chair Mark Bostick stated the Committee heard an audit and compliance update from David Blanton, including an overview of the University's continued compliance with the Textbook Affordability Monitoring Report.

1. Approve President's Evaluation for 2022-2023

Bostick continued, stating the Committee reviewed and discussed the president's performance and recommends that the Composite of the Trustee's Evaluations be approved as the document reflecting the president's evaluation for 2022-2023. Chair Otto reported on his conversation with Board of Governors Chair Brian Lamb, who is very supportive of the job President Avent has done over the past fiscal year and supports the recommended compensation increase of 5.89% as well as a 30% performance compensation bonus. For the minutes, David Fugett, Vice President and General Counsel, interjected a correction that the president's compensation increase should be shown as 5.98%, not 5.89%. Fugett also explained how the bonus structure works.

As this item comes before the Board with unanimous approval from the Governance, Audit, and Compliance Committee, there is no need for a second. A vote was taken to approve the "President's Annual Review, July 2022 to June 2023, Composite of the Trustees' Evaluations" as the document reflecting the President's Evaluation, and the motion passed unanimously.

2. Approve President's Compensation Adjustments

Bostick continued, stating the Committee further reviewed and discussed the President's compensation adjustments for salary and performance compensation/bonus.

On salary, the Committee recommended an increase of 5.98% to the President's base salary, which is the average percentage of the increases that the University's vice presidents received. The Committee also recommended a 30% performance compensation/bonus. This percentage is based on the composite of the president's evaluation in which 4 out of 9 Trustees rated his performance as "Achieved," 4 out of 9 as "Exceeded," and 1 as "Far Exceeded," and is aligned with the requirements in the Presidents Employment Agreement.

As this item comes before the Board with unanimous approval from the Governance, Audit, and Compliance Committee, there is no need for a second. A vote was taken to approve the President's compensation adjustment as follows:

- a. **To award President Randy Avent a 5.98% increase to his base salary,**

- and;**
b. To award a performance compensation bonus in the amount of 30% of his current annual base salary
The motion passed unanimously.

B. Finance & Facilities Committee

Committee Chair Beth Kigel stated the Committee received the University's Q1 financial update for the period ending September 30, 2023, which showed strong financial ratios and a growth of 6.4% in net position to \$213.7M. In addition, the Committee was updated on Federal Higher Education Emergency Relief Funds (HEERF); Advancement and Foundation activities, including its Q1 financial results for the period ending September 30, 2023; a report on philanthropic production; and an update on the current "Be the Changemaker" fundraising campaign. Lastly, the Committee received an update on the four major campus construction projects that are underway.

Kigel reported the Committee approved the following items which were approved by the Board on today's consent agenda: Vestcor Residence Hall I – AY25 Student Housing Rates, and Main Campus – Parking Lot 5 Project.

Kigel brought forward an item that was approved by the Board in the consent agenda at its September 27 meeting, which needs to be addressed. According to University Policy FPU-1.0004P "Naming of Buildings and Facilities," section C, item 4, the naming of any facility must be approved by the Board of Trustees as a noticed, *non-consent* agenda item. She stated this item was duly noticed for today's meeting, and the naming of this building as the Barnett Applied Research Center was unanimously approved by the Finance and Facilities Committee on September 21, 2023.

Trustee Melia Rodriguez made a motion to approve the following naming opportunity ratified by the Florida Polytechnic University Foundation Board of Directors on July 26, 2023, and approved by the Governance, Audit, and Compliance Committee on September 21, 2023: Barnett Applied Research Center. Trustee Laine Powell seconded the motion; a vote was taken, and the motion passed unanimously.

C. Academic and Student Affairs Committee

Committee Chair David Williams said the Committee took three actions, all of which were approved by the Board in today's consent agenda: approval for the University to develop a formal proposal for a Master of Science degree in Electrical and Computer Engineering, and approvals of annual reports for both the Florida Industrial and Phosphate Research (FIPR) Institute and the Advanced Mobility Institute (AMI).

Williams shared that the remainder of the provost's report included updates on admissions and financial aid, student affairs, student leadership groups, Performance Based Funding (PBF), undergraduate degrees, and faculty hiring.

XII. Presidential Search - Executive Compensation Analysis

Chair Otto provided background to the action item required on obtaining an executive compensation analysis. He referenced BOG Regulation 1.002 Presidential Search and Selection, Section (1)(b)1. which states that the board of trustees or its designee: "shall obtain an executive compensation analysis." Chair Otto recommended that Presidential Search Committee Chair Kigel be appointed as the designee for the Board and that she be the authority to obtain an executive compensation analysis.

Trustee Lyn Stanfield made a motion to approve Presidential Search Committee Chair Beth Kigel as the Board's designee as referenced in BOG Regulation 1.002(1)(b)1., and that she be given authority to obtain an executive compensation analysis. Trustee Melia Rodriguez seconded the motion; a vote was taken, and the motion passed unanimously.

XIII. Board of Trustees Meeting Schedule

Chair Otto reminded trustees that February 13, 2024, is the next scheduled in-person Board meeting.

XIV. Board of Governors Meeting Schedule

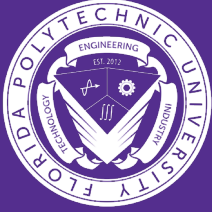
Chair Otto stated the next Board of Governors meeting will be held on January 24-25, 2024, at Florida State University. The University's 2024-2029 Strategic Plan should be on the agenda for BOG approval.

XV. Closing Remarks and Adjournment

With no further business to discuss the meeting adjourned at 1:15 p.m.

Respectfully submitted:

Kristen J. Wharton
Corporate Secretary



Board of Trustees Meeting Minutes

DRAFT MEETING MINUTES

Wednesday, December 13, 2023
8:30 AM – 9:30 AM

Virtual via Microsoft Teams

I. Call to Order

Chair Cliff Otto called the meeting to order at 8:30 a.m.

II. Roll Call

Kristen Wharton called the roll: Chair Cliff Otto, Vice Chair Beth Kigel, Trustee Dorian Abbot, Trustee Melia Rodriguez, Trustee Mark Bostick, Trustee Lyn Stanfield, Trustee Ajeet Kaushik, Trustee Laine Powell, Trustee David Williams, Trustee Jesse Panuccio, Trust Patrick Hagen, Trustee Sidney Theis, and Trustee Ilya Shapiro were present (Quorum).

Trustees not present: N/A

Staff present: President Randy Avent, Provost Terry Parker, Dr. Allen Bottorff, Kathy Bowman, David Blanton, Mike Dieckmann, David Fugett, Melaine Schmiz, Sherri Pavlik, Maggie Mariucci, Samantha Lane, and Kristen Wharton were present.

III. Public Comment

There were no requests received for public comment.

IV. Presidential Search Committee Update

Vice Chair Beth Kigel shared that the first meeting of the Florida Poly Presidential Search Committee was held on the morning of December 7. Chair Cliff Otto attended the meeting opening and presented the charge to the Committee. David Fugett, Vice President and General Counsel, presented on Board of Governors (BOG) Presidential Search Regulation 1.002 and information regarding the Sunshine Law. Non-disclosure agreements were also presented to and signed by all Committee members as required by Florida law and BOG regulation for all persons with access to confidential applicant information protected by Florida statutes in the area of presidential searches.

Vice Chair Kigel continued, stating that the Committee was presented with information on the results of the campus community survey, the application process, and the Presidential Search Committee timeline, which anticipates the selection of unranked finalists by the week of March 25, 2024, for presentation to the Board of Trustees.

Two actions were approved by the Committee. The first action was the review and approval of the presidential position criteria for recommended approval by the Board of Trustees. The second action was the review and approval of the presidential search marketing plan. The Committee approved the marketing plan as well as authorized the Search Committee Chair to make revisions as necessary.

Vice Chair Kigel noted that all Committee members were actively engaged in dialogue, asked questions, and were thoughtful with respect to edits and additions to the respective documents.

Once the Board of Trustees reviews and approves the presidential search criteria, the next milestone is advertising the position. Vice Chair Kigel also noted that all information regarding the search is placed on the Florida Poly website and is accessed by clicking the "Presidential Search" button in the upper right-hand corner of the landing page of the University's website.

V. Presidential Search Position Criteria

Chair Cliff Otto opened the floor for discussion on the document titled "Florida Poly Presidential Position Criteria." Vice Chair Kigel stated during the Committee meeting, Trustee David Williams recommended there be a way to inform candidates of the University's non-tenure employment structure. She recommended adding this to the introductory page of the Position Criteria. Discussion ensued on where to include a statement on non-tenure and how to word it. Trustee Laine Powell inquired if it would limit the pool of candidates, to which President Randy Avent and Trustee Williams replied in the affirmative. Trustee Williams clarified that his desire is to be transparent and not have any candidate surprised by this fact. Vice Chair Kigel suggested moving such a statement further up in the document so it is not in the paragraph that begins with "Candidates for the position should demonstrate." Trustee Ilya Shapiro agreed with placing the statement in the first section of the document where it describes the University.

Vice Chair Kigel also noted that a statement on non-tenure can, as an alternative, be included in the Presidential Profile marketing piece.

Trustee Dorian Abbot commented on the first sentence under "Qualifications and Attributes," "Academic," item e. which states, "An appreciation and respect for all academic disciplines and a demonstrated support for scholarly work and academic excellence." He recommended shortening this sentence to, "A demonstrated support for scholarly work and academic excellence," as there are some disciplines in the modern academy that on the whole are not worthy of respect.

Trustee Abbot also commented on the sentence under "Operational Responsibilities," "B. Student Success," item d. which states, "Build an engaged campus community, including a vibrant campus environment with on-site social programming and experiences that support a sense of belonging and social interaction." He recommended removing the phrase "a sense of belonging" so it reads, "...experiences that support social interaction." Trustee Abbot stated there could be a negative interaction between emphasis on a sense of belonging and academic rigor. In general, he thought the Position Criteria was an excellent document.

Trustee Melia Rodriguez disagreed with removing this clause about belonging as it specifically came from the University's strategic plan. Vice Chair Kigel clarified that item B. was originally titled "Student Life" and the Search Committee decided to broaden it by titling it "Student Success." Trustee Shapiro stated it might be less confusing if the title was reverted to "Student Life." Trustee Williams stated his opinion that "belonging" is an important word and should be kept in the document. Vice Chair Kigel stated the Search Committee spent time discussing this section specifically and came to the decision to include item d. as presented.

Chair Otto stated there was no consensus to remove the clause regarding the word "belonging." He reviewed the two changes Trustees seemed to agree on: 1) add a statement about the University's non-tenure employment structure within paragraph three of the first page and, 2) remove the clause "An appreciation and respect for all academic disciplines" from "Qualifications and Attributes," "Academic," item e. Trustees affirmed these changes.

Trustee Laine Powell made a motion to approve the Presidential Search Position Criteria as revised. Trustee Melia Rodriguez seconded the motion; a vote was taken, and the motion passed unanimously.

VI. Presidential Search Marketing Plan

Vice Chair Kigel presented the marketing plan which is a listing of marketing channels and methods for the advertisement of the presidential search. She stated that the Committee added additional channels which are highlighted in blue in the updated document. The Committee also provided the authority for the search committee chair to add to this list if another channel is recommended and deemed appropriate.

Chair Otto encouraged all Trustees to share this opportunity with potential candidates and direct them to the website for further information and to apply. Vice Chair Kigel affirmed Chair Otto's statement and reminded Trustees that when they are talking to prospective candidates who then apply for the position, know that once that application enters into the Search Committee's domain, it is treated confidentially.

Provost Terry Parker suggested writing a shortened summary paragraph linked directly to the website so Trustees and staff can send it to potential candidates. Maggie Mariucci agreed to provide this tool.

Trustee Abbot inquired about the use of a search firm. Chair Otto and Vice Chair Kigel both explained the process whereby Vice Chair Kigel made the decision not to retain a search firm.

Trustee Shapiro expressed his positive impression of the Position Criteria, stating the document clearly reflects a great deal of effort on behalf of staff and the Committee. Chair Otto agreed and affirmed the Committee and the staff have created a sound way to move forward.

VII. Closing Remarks and Adjournment

With no further business to discuss the meeting adjourned at 9:10 a.m.

Respectfully submitted:
Kristen J. Wharton
Corporate Secretary

AGENDA ITEM: XIII.

**Florida Polytechnic University
Board of Trustees
February 13, 2024**

Subject: Board of Trustees 2024-2025 Meeting Calendar

Proposed Board Action

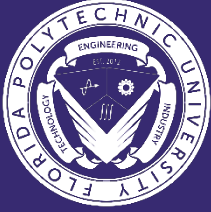
For review only. No action required.

Background Information

The purpose of this agenda item is to review the 2024-2025 Board meeting calendar and make note of upcoming meetings.

Supporting Documentation: Board of Trustees 2024-2025 Meeting Calendar

Prepared by: Kristen Wharton, Corporate Secretary



2024-2025 Meeting Schedule

2024

February

Wednesday, Feb 7: Committee Meetings (*virtual*)
Tuesday, Feb 13: Full Board Meeting (*in-person*)(*student engagement*)

April

Thursday, April 25: Academic & Student Affairs Committee (*to approve Accountability Plan (AP) only*) and brief Full Board Meeting (*to approve AP only*) (*virtual*)

June

Wednesday, May 29: Committee Meetings (*virtual*)
Wednesday, June 5: Full Board Meeting (*in-person*)(*BOT/Foundation Board Event*)

September

Wednesday, Sept 18: Committee Meetings (*virtual*)
Wednesday, Sept 25: Full Board Meeting (*in-person*)(*faculty engagement*)

November ***ANNUAL BOARD RETREAT***

Thursday, Nov 7: Committee Meetings (*virtual*)
Tues/Wed, Nov 19-20: Full Board Meeting & Annual Board Retreat (*in-person*)
(*industry engagement/annual Board dinner*)

2025

February

Wednesday, Feb 5: Committee Meetings (*virtual*)
Wednesday, Feb 12: Full Board Meeting (*in-person*)(*student engagement*)

April

Thursday, April 24: Academic & Student Affairs Committee (*to approve Accountability Plan (AP) only*) and brief Full Board Meeting (*to approve AP only*) (*virtual*)

June

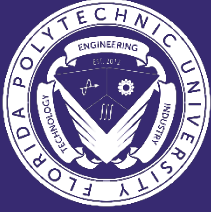
Wednesday, May 28: Committee Meetings (*virtual*)
Wednesday, June 4: Full Board Meeting (*in-person*)(*BOT/Foundation Board Event*)

September

Thursday, Sept 18: Committee Meetings (*virtual*)
Wednesday, Sept 24: Full Board Meeting (*in-person*)(*faculty engagement*)

November ***ANNUAL BOARD RETREAT***

Monday, Nov 10: Committee Meetings (*virtual*)
Tues/Wed, Nov 18-19: Full Board Meeting & Annual Board Retreat (*in-person*)
(*industry engagement/annual Board dinner*)



2024 Meeting Schedule

Florida Board of Governors

2024

January 24:	Florida State University, Tallahassee
February 21:	Board of Governors Meeting via Conference Call
March 26-27:	University of Florida, Gainesville
May 8:	Board of Governors Meeting via Conference Call
June 27-28:	University of Central Florida, Orlando
September 18-19:	Florida Atlantic University, Boca Raton
October 16:	BOG Committee Workshops, University of West Florida, Pensacola
October 29-30:	Trustee Summit and Board of Governors Meeting Florida International University, Miami