



# Board of Trustees Meeting Minutes

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

**Minutes Approved 02/13/24**

## **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