

**FLORIDA POLYTECHNIC UNIVERSITY  
BOARD OF TRUSTEES  
GOVERNANCE COMMITTEE  
MEETING MINUTES  
Florida Polytechnic University Tele-Conference  
May 19, 2017 @ 1:00 PM**

I. Call to Order

Committee Chair Richard Hallion called the Governance Committee meeting to order at 1:02 p.m.

II. Roll Call

Maggie Mariucci called the roll: Chair Dick Hallion, Vice Chair Philip Dur, Trustee Mark Bostick, and Trustee Don Wilson were present (Quorum).

Other trustees present: Trustee Frank Martin, Trustee Jacob Livingston.

Staff present: President Dr. Randy Avent, Ms. Gina DeJulio, and Mrs. Maggie Mariucci.

Others present: Dr. Sally Mason.

III. Public Comment

There were no requests received for public comment.

IV. Comprehensive Review of the President

Dr. Sally Mason reviewed her process for completing President Randy Avent's comprehensive review. The process included two on-campus visits and in-person or telephone interviews with sixty-two individuals.

Dr. Mason reported the overall climate at Florida Poly as one that includes a high-functioning, well-led and cohesive governing board, a well-liked and respected President and tremendous enthusiasm by people both internal and external to the University.

She stated that it is incumbent upon the President to focus less on day-to-day operations and shift to a higher level of oversight, visioning and friend/fund raising.

Dr. Mason gave six specific recommendations:

1. Establish a mentor or executive coach (e.g. a seasoned former university president) who can serve as a resource to President Avent and help him grow in his role.

2. Encourage the President to participate in seminars and conferences devoted to fundraising at the presidential level.
3. Engage in a retreat for Trustees, the President and his senior staff to discuss the campus-wide strategic plan.
4. Trustees should think strategically about advocacy and their role going forward. The Board and President should work together to prepare the institution for a new level of accountability and ensure that appropriate metrics are in place for positioning Florida Poly as strongly as possible.
5. Establish best practices for improving and enhancing diversity. Dr. Mason recommended researching other universities and inviting experts to campus to get recommendations on approaches.
6. Encourage the President to become more involved in and seek leadership in national organizations that position the University within higher education both nationally and internationally.

Trustee Dur inquired as to a resource for obtaining an executive coach for President Avent. Dr. Mason suggested that the Board contact Dr. Merrill Schwartz at AGB who can assist with recommendations.

Committee members commended Dr. Mason for her work on the President's review.

Board Chair Frank Martin reported on his meeting with Board of Governors Chair, Mr. Tom Kuntz. After reviewing Dr. Mason's report, Chair Kuntz remarked that in light of how young the University is and how far it has come in a short period of time, President Avent has done great job of focusing on Florida Poly's mission and commended the President for his efforts. Chair Kuntz remarked on issues with last year's Workplan but felt that Florida Poly is on track for this year's Workplan. The only legislative mandate that has not been completed is receiving accreditation, and we await the June decision from SACSCOC.

**Trustee Philip Dur motioned to accept the President's Comprehensive Review Report and Chair Kuntz' remarks as the annual evaluation of the President for this past year and to recommend forwarding the report to the Board. Trustee Don Wilson seconded the motion. A vote was taken, and the decision passed unanimously.**

Regarding strategic plan goals, Dr. Mason recommends that President Avent focus less on quantitative goals and expand to larger, more qualitative goals.

Dr. Mason advised that going forward, the next time a comprehensive review is done, she recommended that a faculty, staff and student survey be administered to the campus prior to consultant's review. The President's annual review should continue to be between the Board and the President.

#### V. The President's Compensation Adjustments

Ms. Gina DeJulio recommended that the Committee review the President's compensation in two parts: 1. adjustment to base salary, which cannot be less than 3 ½ percent, and 2. a performance compensation bonus of up to 20% of the President's annual base salary. Should the University achieve accreditation, the President will receive an additional \$50,000 bonus upon receipt of the decision.

**Trustee Philip Dur motioned to recommend a 3 ½ percent increase to President Avent's base salary. Trustee Don Wilson seconded the motion. A vote was taken, and the decision passed unanimously.**

**Trustee Mark Bostick motioned to recommend a performance compensation bonus of 20% for President Avent. Trustee Don Wilson seconded the motion. A vote was taken, and the decision passed unanimously.**

#### VI. University President Delegation of Authority Discussion

Chair Frank Martin reviewed a request of the Board of Governors asking that all state universities complete an analysis of their institutions' delegations of authority. This is to ensure that there is appropriate oversight of the university by the Board of Trustees. A deeper discussion on this topic will occur at the Governance Committee meeting scheduled for June 8.

Chair Martin gave an overview of the documents in the Committee packet that pertain to delegation of authority. President Avent also sent an email with further information on the BOG's best practices for presidents' responsibilities and duties. A copy of the University of Florida's Governance Enhancement Standards is included as an example for review.

Chair Martin asked for the Governance Committee to review this information and give a report on their findings at the next Committee meeting on June 8. Florida Poly will give a report on its progress to the BOG at the BOG's June meeting.

Brief discussion occurred regarding thresholds in delegation and how they compare to the overall budget. Chair Hallion requested President Avent provide recommendations on reasonable threshold amounts to the Committee for consideration.

Trustee Wilson requested that any new contracts over the designated threshold that were not already included in the annual approved budget be reported to the Board.

#### VII. Closing Remarks and Adjournment

Board Chair Martin strongly encouraged committee members to attend the annual BOG Trustee Summit which will take place November 8-9 at the University of Central Florida (UCF) in Orlando. The BOG requests that Trustees identify one or two items for a break out session and develop an action plan. The deadline to share these items with the BOG is June 9. Chair Martin will send additional information via email next week and further discussion will occur at the June 8 Board meeting.

With no further comments, the Governance Committee meeting adjourned at 2:13 p.m.