



Board of Trustees Meeting

BOT approved 02.10.2021

**Wednesday, November 18
8:00 AM – 9:00 AM, and
10:30 AM – 12 NOON**

**Florida Polytechnic University
WEBEX TELE-CONFERENCE MEETING**

I. Call to Order

Chair Cliff Otto called the meeting to order at 8:00 a.m.

II. Roll Call

Kris Wharton called the roll: Chair Cliff Otto, Vice Chair Mark Bostick, Trustee Connor Coddington, Trustee Ala' J. Alnaser, Trustee Earl Sasser, Trustee Bob Stork, Trustee Narendra Kini, Trustee Lyn Stanfield, Trustee Beth Kigel, Trustee Laine Powell, and Trustee Gary Wendt were present (Quorum).

Trustees not present: N/A

Staff present: President Randy Avent, Provost Terry Parker, Mr. Mark Mroczkowski, Ms. Gina DeJulio, Mrs. Kathy Bowman, Mrs. Kris Wharton, Mr. Rick Maxey, Dr. Kathryn Miller, Dr. Ben Matthew Corpus, and Ms. Michele Rush were present.

III. Public Comment

There was one request for public comment. Dr. Kathryn Miller addressed the Academic & Student Affairs Committee report on the action item regarding Vestcor's request to increase the room rental rate in Phase II housing.

IV. Chairman's Remarks

Chair Cliff Otto welcomed four new trustees to the Board: Beth Kigel, Dr. Laine Powell, Dr. Narendra Kini, and Lyn Stanfield.

V. University Growth Plan

President Avent presented his plan to grow the University over the next ten years, first citing Florida Poly's entrance into the US News and World Report rankings. He shared the University's three-year, five-year, and ten-year plan for growth. Trustee Gary Wendt encouraged President Avent to grow the student body to 3,000 sooner than 2030, to which President Avent agreed would be beneficial.

President Avent focused the rest of his presentation on growing the student body. He clarified that his chart for growing the student population does not account for the impacts of COVID; the chart is based on a student growth model that delivers benchmarks for the University to achieve.

President Avent reviewed five key pathways for student body growth: campus experiences, degree enhancements, relative growth in engineering, new program growth, and retreat majors. Dr. Ben Matthew Corpus, Vice Provost Enrollment, provided additional information on how campus experiences increase enrollment and assist with retention.

Regarding degree enhancements, Trustee Beth Kigel asked how employers view double concentrations. President Avent affirmed industry would find this attractive in potential employees; he stated the University is considering combined bachelors/masters degrees.

President Avent also stated the importance of growing Florida Poly's graduate program. This directly impacts the University's points towards qualifying for the Board of Governors' Performance Based Funding (PBF).

Trustee Laine Powell inquired if the University encourages students struggling with calculus to stay in the state colleges to complete their math courses prior to transferring to Florida Poly. Dr. Corpus explained how Florida Poly students in Calculus 2 and 3 are providing learning support to high school students throughout the state of Florida. He confirmed University Admissions converses with state college transfer counselors, however many of them and their faculty are not aware of what Florida Poly offers, nor do they understand the math rigor required.

Trustee Stork asked if the Chancellor of the Board of Governors realizes the unintended consequences of the BOG changing the Performance Based Funding (PBF) graduate program metric as it changes the University's current focus and direction. President Avent replied it does not alter Florida Poly's behavior, rather it puts pressure on the University to focus on the graduate program sooner than later.

President Avent presented the challenges of growing the University's engineering programs as well as new programs. Trustee Kigel asked if there is an 80/20 rule in higher ed, where 80% of students are in 20% of the programs. President Avent affirmed this assumption, citing many universities have a hard time shutting down programs that are no longer relevant, whereas Florida Poly is more nimble and can pivot to focus on programs that are relevant to the state of Florida.

Trustee Narendra Kini commented on the shift occurring in medical schools this past decade where they are marketing hybrid programs such as the MD/MBA. President Avent agreed this is a concept the University can consider as engineering students would certainly benefit from the pairing of engineering with business or other social sciences. Other new program pathways were then discussed.

President Avent concluded his presentation by reviewing six action items the University will pursue to accomplish the growth of the student body: implement campus experience and degree enhancements; implement initiatives that result in relative engineering growth; adjust admissions criteria to increase the pool of talented students interested in engineering; continue focus on recruiting out-of-state and international students; use Business Analytics as a retreat major with increased focus on DEO-identified "analysts" positions; and add new degrees.

Trustee Powell inquired whether the University has an industry advisory board to support new majors, and what outreach efforts are being done in elementary and middle schools to promote awareness of Florida Poly. President Avent confirmed that the University has an industry advisory board attached to Florida Poly's current programs as well as a career services center to assist with internship connections. He also referenced Indira Sukhraj, associate director of educational outreach, whose primary focus is outreach to elementary and middle schoolers.

VI. Recess Meeting

Chair Otto recessed the Board of Trustees meeting at 9:31 a.m.

VII. Reconvene Meeting

Chair Otto reconvened the meeting of the full Board of Trustees at 11:21 a.m.

VIII. Roll Call

Kris Wharton called the roll: Chair Cliff Otto, Vice Chair Mark Bostick, Trustee Connor Coddington, Trustee Ala' J. Alnaser, Trustee Earl Sasser, Trustee Bob Stork, Trustee Narendra Kini, Trustee Lyn Stanfield, Trustee Beth Kigel, Trustee Laine Powell, and Trustee Gary Wendt were present (Quorum).

Trustees not present: N/A

Staff present: President Randy Avent, Provost Terry Parker, Mr. Mark Mroczkowski, Ms. Gina DeIulio, Mrs. Kathy Bowman, Mrs. Kris Wharton, Mr. Rick Maxey, Dr. Kathryn Miller, Dr. Ben Matthew Corpus, and Ms. Michele Rush were present.

IX. Public Comment

There were no requests for public comment.

X. Chairman's Remarks

Chair Otto recognized two trustees who recently retired from the Board and read the resolution in honor of Frank Martin and Don Wilson. **Having read the resolution into the minutes, Chair Cliff Otto motioned to approve the Resolutions in Recognition and Profound Appreciation of Distinguished Service for Trustee Frank Martin, and Trustee Don Wilson. Trustee Bob Stork seconded; a vote was taken, and the motion passed unanimously.**

Trustees Martin and Wilson each provided comments to the Board followed by Chair Otto expressing his appreciation for their many contributions to the Board and to the University.

XI. President's Remarks

President Avent did not provide remarks; rather, he proceeded with his Operational Plan update.

XII. Operational Plan Update 2020-2021

President Avent presented an update on the University's 2020-2021 operational plan. Included in his report were the outcome metrics which are tied to Performance Based Funding (PBF) and to the Accountability Report. He also reviewed progress on the Balanced Scorecard, the dashboard used to analyze and focus University efforts. President Avent briefly reviewed progress in this year's six areas of focus: admissions, student progress rate, student experience, graduate program, University funding, and faculty development.

Gary Wendt inquired about auxiliary funding, specifically if the University will make the \$400k goal or if that number should be adjusted now. President Avent stated since auxiliary funding is mostly tied to food service, it is likely this goal will not be met. He also confirmed that the projected funding from Performance Based Funding (PBF) and Universities of Distinction were not included in the budget.

XIII. Consent Agenda
Action Required

Chair Otto read the list of items to be approved on the consent agenda:

- A. Audit & Compliance Committee
 1. Approve the Bright Futures Scholarship Program Audit for June 2017-2019
 2. Approve CARES Act Compliance Monitoring Review
 3. Approve Textbook Adoptions Compliance Monitoring Review – Fall 2020
 4. Approve Performance Based Funding (PBF) Data Integrity Audit Scope
- B. Finance & Facilities Committee
 1. Approve the Finance & Facilities Committee Charter
- C. Governance Committee
 1. Approve the Governance Committee Charter
- D. Strategic Planning Committee
 1. Approve the Strategic Planning Committee Charter
- E. Academic & Student Affairs Committee
 1. Approve the revised Academic and Student Affairs Committee Charter
 2. Approve the revised Academic Calendar for spring 2021
 3. Approve the 2020-2021 Faculty Handbook
 4. Approve the revised policy FPU-5.0001AP New Degree Program Planning & Approval
 5. Approve awarding the associate of arts degree under the terms and conditions stipulated in the Florida Board of Governors Regulation 8.007, effective upon adoption of FPU-5.0001AP
 6. Approve a one-time waiver of the zero-credit fee for the SLS Academic Improvement course for spring 2021 only
- F. Board of Trustees
 1. Approve the September 9, 2020 Board of Trustees Meeting Minutes
 2. Approve the September 9, 2020 Board Workshop Minutes
 3. Approve the May 21, 2019 Board Workshop 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.

XIV. Committee Reports

A. Finance & Facilities Committee

Committee Chair Cliff Otto stated Mark Mroczkowski reviewed the University's annual financial review for fiscal year ending June 30, 2020, and the financial results for first quarter ending September 30, 2020. No new contracts in excess of \$200k or \$500k were reported. Competitive solicitation will be issued in spring 2021 for a three-year contract for grounds maintenance. The final contract will be presented to the Board of Trustees for approval prior to execution.

The Committee accepted and approved the Invitation to Negotiate ("ITN") to enter into a public-private partnership between the University and a private company to plan, design, fund, construct, maintain and operate an on-campus state of the art research

building. The Committee also received an update on the design, schedule, construction, and budget for the Applied Research Center.

Finally, Chair Otto stated the Committee received an update on the Foundation's pipeline, net production, key metrics, software implementation, and first quarter financial review.

Trustee Wendt inquired about the accounting error that affected SGA funding. President Avent responded that the error was corrected in SGA's favor with additional funding added by the University to their account. Trustee Coddington confirmed this. Trustee Wendt stated he would like this to be reviewed at the next Finance & Facilities Committee meeting.

B. Governance Committee

Committee Chair Mark Bostick reported the Governance Committee reviewed and discussed the composite of the Trustee's evaluations of the president's performance. He stated the president received a performance rating of "exceeds expectations" and that he did a fine job on his goals while defending the University from an attempted merger and taking all necessary actions to deal with the pandemic.

Chair Otto then shared the positive feedback he received from Board of Governors Chair Syd Kitson and Board of Governors Chancellor Marshall Criser.

The Committee recommends that the Composite of the Trustees' evaluations be approved as the document reflecting the president's evaluation for 2019-2020. As this recommendation comes before the Board with unanimous approval from the Governance Committee, there is no need for a second. A vote was taken, and the motion passed unanimously.

Committee Chair Bostick said two items were discussed related to the president's compensation: the president's request to waive the 3.5% minimum increase to the president's base salary, and the amount of the president's performance compensation/bonus.

The committee recommends the board approve the waiver of the 3.5% minimum increase to the president's base salary and approve a performance compensation/bonus of 25% of the president's current base salary. As this recommendation comes before the Board with unanimous approval from the Governance Committee, there is no need for a second. A vote was taken, and the motion passed unanimously.

The Committee also unanimously confirmed their desire to retain Randy Avent as the president for an additional year. Chair Otto stated Chancellor Criser and Chair Kitson also support this decision.

The Committee also recommends President Randy Avent's employment be renewed for an additional year and that Amendment #1 to the employment agreement be approved. As this recommendation comes before the Board with unanimous approval from the Governance Committee, there is no need for a second. A vote was taken, and the motion passed unanimously.

Committee Chair Bostick stated the Committee considered the frequency of the president's comprehensive reviews. The current policy on the annual review of the president states that a comprehensive review would occur every three years, meaning it is due to occur this year. Committee members decided to table a decision on this issue pending additional discussion at their February Committee meeting.

Finally, Committee Chair Bostick invited all trustees consider and suggest any additional training that would be beneficial to the full Board. The Committee will follow up on this at the next meeting.

C. Strategic Planning Committee

Committee Chair Gary Wendt stated the committee heard a report from Mr. Rick Maxey on the development of the Office of Diversity and Inclusion. The committee also heard a presentation from Mr. James Kennedy from ThREE Consulting regarding a national initiative to reduce American dependence on China for rare earth elements. Florida Poly, through the Florida Industrial and Phosphate Research Institute, serves as a technical advisor in the effort. Lastly, Committee Chair Wendt stated his desire to work with President Avent on addressing the duties of this committee to ensure it can provide proper guidance on the future of the University.

D. Audit & Compliance Committee

Trustee Bob Stork reported the activity of the Audit & Compliance committee, including their discussion on external and internal audits; the Bright Futures scholarship compliance operational audit; the CARES Act compliance monitoring review; the Textbook Adoptions monitoring review for Fall 2020; and the Performance Based Funding (PBF) Data Integrity Audit Scope. All action items from this committee were unanimously approved and included in this meeting's consent agenda.

E. Academic & Student Affairs Committee

As a reflection on the topics this Committee reviewed, Committee Chair Earl Sasser acknowledged the need for non-traditional ways to fund the growth of the University. He also expressed his concern over the decline in student engagement because of the pandemic.

Committee Chair Sasser stated the committee had seven motions to address: six were approved in the consent agenda and one comes before the Board for discussion and action, specifically Vestcor's request to increase next year's housing rental rates for Phase II above the maximum 2.25% increase allowed without the Board's approval according to the Phase II contract. Chair Sasser began by asking for a motion to deny Vestcor's request to increase rental rates above the contractual 2.25%. **Trustee Gary Wendt moved the motion to deny Vestcor's request to increase rental rates for 2021-2022 in Phase II housing above the contractually allowed 2.25%. Trustee Connor Coddington seconded the motion. Trustee Bob Stork called for discussion before a vote.**

Trustee Stork inquired if Vestcor would be able to make up their loss in funds in the phase one dorm since they are allowed contractually to raise rental rates higher than 2.25% without Board approval. President Avent stated Vestcor has done so in the past and he believes they will raise the rate in Phase I rooms higher than 2.25% again.

Trustee Stork asked if there are other ramifications the builder could hold against the University. President Avent stated that this is possible. Trustee Stork stated for the record that the dorm was a Public Private Partnership (PPP) project that both parties entered in good faith. Vestcor has indicated they are not making money which is part of their PPP conformance and investment; Trustee Stork is concerned about this.

Chair Otto acknowledged that administration made a recommendation to the Board to proceed with approval of Vestcor's request and for Vestcor to make it up in following

years. He shares Trustee Stork's concern, and he is not sure the trustees can deny Vestcor's request without more visibility of the complexity of the entire relationship.

President Avent shared the rental increase above the 2.25% amounts to an extra \$10 per month to the student. President Avent showed the slides indicating Vestcor's request to increase the rates by 3.88% in the 2 Bedroom/1 Bathroom double occupancy units, and by 3.81% in the 4 Bedroom/2 Bathroom units. He is willing to compromise as he recognizes Vestcor has suffered some hardships due to the pandemic. Trustee Wendt stated everyone has suffered economic hardship so Vestcor should hunker down too. Trustee Stork responded this is capitalism and if Vestcor wants to raise their rates, they can do so even if it prices them out of the competition.

Trustee Wendt called the question. **A vote was taken, and the motion failed with 7 nays and 4 yays.**

A new motion was then made **by Trustee Bob Stork to allow Vestcor to raise the phase two dorm rental rates above the 2.25% cap for 2021-2022 only, with a "lookback" provision that trues up the cumulative increase to an average annual 2.25% once Vestcor reaches a 95% occupancy rate or 720 beds, whichever is sooner. Trustee Ala' J. Alnaser seconded the motion. A vote was taken, and the motion passed with 7 yays and 4 nays.**

Trustee Coddington stated he still voted "nay" as he does not want to increase the student's burden during COVID.

At the end of this report, Trustee Powell requested administration consider adding additional numbers for race, ethnicity, and gender in the admissions and faculty dashboards.

XV. Board of Trustees Meeting Schedule

Chair Otto reviewed the upcoming Board of Trustees meeting schedule. The May meeting has typically been the annual Board retreat which the University would like to hold in-person on May 3, 2021, pending the progression of COVID-19. If in-person is not feasible, this meeting will revert to a virtual meeting.

XVI. Board of Governors' Meetings

The next meeting of the Board of Governors is scheduled for January 26 and 27.

XVII. Closing Remarks and Adjournment

With no further business to discuss, the meeting adjourned at 1:11 p.m.