



Board of Trustees Meeting Minutes

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

Minutes Approved 04/25/24

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

I. Call to Order

Chair Cliff Otto called the meeting to order at 8:00 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, 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: Trustees Gary C. Wendt and Narendra Kini

As neither Trustee Wendt nor Trustee Kini were in attendance, Chair Otto acknowledged both Trustee Gary Wendt, who served on the Board of Trustees from May 17, 2017 to October 24, 2023, and Trustee Narendra Kini, who served from November 5, 2020 to November 9, 2023. On behalf of the trustees, Chair Otto expressed his appreciation for their many contributions to the Board and the University.

Trustee Ilya Shapiro made a motion to approve Resolution 2024-001 in recognition of Narendra Kini, and Resolution 2024-002 in recognition of Gary C. Wendt for their distinguished service. Trustee Lyn Stanfield seconded the motion; a vote was taken, and the motion passed unanimously.

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 gave brief remarks before turning the meeting over to President Avent.

VII. President's Remarks

President Randy Avent shared about the upcoming *Excelerate* Gala where the University will celebrate its first ten years. He briefly described the history of the institution as well as current successes. He encouraged trustees to advocate with the legislature for funding for the Student Achievement Center (SAC).

VIII. Presidential Search Committee Update

Vice Chair Beth Kigel thanked the trustees who serve on the Presidential Search Committee for their dedication and hard work. She shared that applications are now closed, and she was happy to report there were over 80 applicants for the position. A closed meeting will occur on February 20 for the Committee to review the applicants and narrow the list down to those they wish to move forward for the first round of vetting and interviews.

Vice Chair Kigel stated the Search Committee held a public meeting on February 6, 2024, to review and consider the compensation study as presented by The Segal Group. The Search Committee approved a recommended range of total compensation for the Board of Trustees to consider at this meeting today.

IX. Presidential Compensation Analysis

Chair Cliff Otto stated that today, the Board must consider the recommendation of the Presidential Search Committee regarding the next president's range of compensation. He introduced Yelena Stiles from The Segal Group who shared highlights from the compensation study.

Stiles presented information on the comparable institutions that were considered in the compensation study, as well as what is included in "total compensation." She noted the highly competitive post-pandemic market shift as the average presidential tenure lasts just under six years. As a result, cash retention awards are becoming more prevalent. Stiles reviewed the BOG regulations that were considered in the compensation study. The Search Committee recommends a range of total compensation in the amount of \$782,000 to \$1,224,000.

Trustee Ilya Shapiro inquired what were the points of interest or contention during the Search Committee's discussion. Vice Chair Kigel replied that one item of discussion was the top of the compensation range as compared to the rest of the State University System (SUS). She noted that non-taxable benefits are missing from the details of other SUS institutions' compensation; these benefits must be considered as part of total compensation. Vice Chair Kigel said there was also a discussion about a multiplier of faculty compensation. Additionally, she reminded trustees that a one-to-one comparison to Florida Poly does not exist, so the Search Committee considered several buckets of data provided by Segal as they formulated a range.

Trustee Shapiro asked what the term of the contract will be. Vice President and General Counsel David Fugett replied that the initial contract will be for five years, followed by annual successive contracts as based on BOG regulation.

Trustee Jesse Panuccio asked why the Board needs to approve the range now. Fugett responded that this action is defined in Board of Trustees Regulation 1.002. He stated that one of the Presidential Search Committee's responsibilities is to approve and recommend a range to the Board. This gives the Board more flexibility in contract negotiations.

Trustee Ajeet Kaushik asked if the University Foundation is financially capable of supporting the portion of the new president's salary that is not covered by State funding. Vice Chair

Kigel replied that the Search Committee consulted with Dr. Allen Bottorff and Kathy Bowman who stated the Foundation will be able to fully support that portion president's salary. Additionally, the University Foundation Board Chair serves on the Search Committee .

Trustee Panuccio referenced "Appendix 5: State University System of Florida Presidential Data" from Segal's report and stated that Florida Poly's lower compensation amount is higher than several universities, and the upper compensation amount is higher than all but two universities. Vice Chair Kigel reminded him that their 30% non-taxable benefit is not included in this chart; however, the total amounts could be extrapolated. Bottorff added that each president's precise non-taxable benefit is not known.

Trustee Melia Rodriguez motioned to approve a total compensation range in the amount of \$782,000 to \$1,224,000 to be used in contract negotiations with the next president of Florida Polytechnic University. Trustee Lyn Stanfield seconded the motion; a vote was taken, and the motion passed unanimously.

Trustee Dorian Abbot strongly suggested that the University does its due diligence on the academic integrity of each of the candidates to ensure there are no cases of plagiarism.

X. Graduate Student Presentations

Two Graduate students presented on their research: Ethan Trulson, Master of Science, Mechanical Engineering, presented "Study of Phase Change Materials for Heat Dissipation of Systems with Transient Heat Generation." Yasar Kakdas, Master of Science, Computer Engineering, presented "Enhancing Medical Training through Learning from Mistakes by Interacting with an Ill-trained Reinforcement Learning Agent."

XI. Consent

Chair Otto brought forward the consent agenda for trustee approval.

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**

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.

XII. Committee Reports

A. Academic and Student Affairs

Committee Chair David Williams shared highlights from Provost Parker's report on admissions, housing, and faculty hiring. Provost Parker presented a Performance Based Funding (PBF) forecast of 78 points with 70 points based on Excellence and 8 points based

on Improvement. While this is a forecast, it is exceptionally good preliminary news that Florida Poly will score above the full funding threshold which is 70 points.

Committee Chair Williams stated there was an error in a formal motion at the Committee meeting, which described the newly proposed degree as an M.S. in Electrical *and Computer* Engineering, when the proposal is for a M.S. in Electrical Engineering. Because of this error, the Board needs to act today to clarify the motion and approval.

A motion was made by Melia Rodriguez to approve the proposal for a Master of Science in Electrical Engineering Degree Program (14.1001), and to give the Board of Trustees Chair authority to approve all non-substantive changes to the proposal that are made to conform to Board of Governors format requirements. The motion was seconded by Trustee Ilya Shapiro; a vote was taken, and the motion passed unanimously.

B. Finance and Facilities

New Committee Chair Lyn Stanfield shared that the Committee received the University's Q2 financial update for the period ending December 31, 2023, which highlighted continued, strong financial ratios and a growth of 5.6% in net position, to \$215.7 million. The Committee also received an update on Advancement and Foundation activities, including Q2 Foundation financials, a report on an alumni engagement survey, 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.

In addition to these reports, the Committee reviewed, approved, and recommended Board approval for the Foundation Board Member Appointment of Anthony Adams, and Re-appointment of Ana Wood-Rogers which was approved on today's consent agenda.

The Committee also reviewed, approved, and recommended Board approval for two naming opportunities which require full Board approval today.

A motion was made by Trustee David Williams to approve the following naming opportunities approved by the Florida Polytechnic University Foundation Board of Directors on February 2, 2024, and the Finance and Facilities Committee on February 7, 2024:

- **Barnett Applied Research Center – Room 1123 as the Dr. Fatema Rashid Classroom, and**
- **Barnett Applied Research Center – Room 1142 as the Eva Kazmier Memorial Classroom**

The motion was seconded by Trustee Melia Rodriguez; a vote was taken, and the motion passed unanimously.

C. Governance, Audit, and Compliance

Committee Chair Mark Bostick reviewed David Blanton's update on external and internal audit and compliance activity. Blanton provided a report of the Performance Based Funding Integrity Audit and related PBF Certification on which a motion was recommended to the Board and approved on today's consent agenda. Blanton also shared the outcome of the Foundation Financial Audit for FY23, detailing the findings of the report.

Another action item that was also approved on today's consent agenda is Regulation 5.004 Library Services which updated the interlibrary loan process.

Committee Chair Bostick stated the Committee discussed the process for the nominations of Chair and Vice-Chair. For compliance purposes, nominations are to be given to either President Avent or David Fugett. During the Committee's next meeting, they will present to the Board their recommendation for these positions.

The last item on the Committee's agenda was a report by President Avent on FY24 Employment Practices.

XIII. Board of Trustees Meeting Schedule

Chair Otto reminded trustees that April 25, 2024, is the next scheduled virtual Academic and Student Affairs Committee and full Board meeting to approve the annual Accountability Plan. The next regularly scheduled in-person Board meeting will occur in early June.

Chair Otto also noted that there will be additional Board meetings called in April as presidential candidates are brought forth from the Search Committee.

XIV. Board of Governors Meeting Schedule

Chair Otto stated the next Board of Governors meeting will be a conference call on February 21, 2024.

XV. Student Scholarship Recipients

Dr. Jon Pawlecki, Associate Vice Provost, Student Success, shared about the many ways the Student Success department works with students throughout the academic year. He introduced Alexander Poltzer and Gabriella Rodriguez who both shared with trustees how they came to select Florida Poly, what their student experience has been, and their future ambitions.

XVI. Closing Remarks and Adjournment

With no further business to discuss the meeting adjourned at 10:19 a.m.

Respectfully submitted:
Kristen J. Wharton
Corporate Secretary



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