

**FLORIDA POLYTECHNIC UNIVERSITY
GOVERNANCE COMMITTEE
MEETING MINUTES
The Terrace Hotel
Ballrooms A and B
329 East Main Street
Lakeland, FL 33801
September 9, 2015 at 9:00 AM**

I. Call to Order and Roll Call

Chair Don Wilson called the meeting to order at 9:00 a.m.

Maggie Mariucci called the roll: Chair Don Wilson, Trustee Bill Brown, and Trustee Frank Martin were present (Quorum).

Other trustees present: Trustee Sandra Featherman, Trustee Veronica Perez-Herrera, and Trustee Bob Stork were present.

Staff Present: Ghazi, Darkazalli, Gina DeJulio, Tom Hull, Crystal Lauderdale, Rick Maxey, Maggie Mariucci, Mark Mroczkowski, Elhami Nasr, Scott Rhodes, and Steve Warner were present.

II. Public Comment

There were no requests received for public comment.

III. Approval of Minutes

Trustee Featherman made a motion to approve the Governance Committee meeting minutes for July 28, 2015. Trustee Brown seconded the motion; a vote was taken, and the motion passed unanimously.

IV. President's Evaluation for 2014-15 and Related Compensation and Goals for 2015-16

A. Evaluation: Chair Wilson began the discussion by providing an overview of the process used thus far for conducting the annual evaluation of the President for 2014-15. 1) President Avent completed his self-evaluation and circulated it to the trustees. 2) The trustees completed the evaluation form. 3) The trustees' responses to the evaluation form were compiled into a report that was distributed to the trustees. Chair Wilson expressed that the intent was that the report become the official evaluation of the President for 2014-15.

Trustee Martin made a motion to approve the report as the President's Annual Evaluation for 2014-15. Trustee Brown seconded the motion; a vote was taken, and the motion passed unanimously.

- B. Compensation: The contractual minimum increase (3.5%) in President Avent's base salary was then discussed.

Trustee Brown made a motion to approve the contractual minimum increase of 3.5% in President Avent's base salary. Trustee Martin seconded the motion; a vote was taken, and the motion passed unanimously.

Trustee Stork asked whether the President's salary increase would be retroactive to the beginning of the fiscal year (July 1, 2015) and a discussion followed. Additionally, Dr. Featherman suggested that the evaluation process begin earlier in the year in order to coincide with the fiscal year. It was concluded that although allowing the increase to be retroactive is not ideal, beginning the review process earlier is not feasible without eliminating a portion of the year under review. Trustee Stork recommended that the 3.5% increase be reflected in the President's salary for 2015-16.

- C. Performance Bonus: A 20% performance bonus (lump sum) for President Avent was discussed in light of Dr. Avent's performance in the past year. Trustee Brown, based on the materials in the review and positive ratings on all aspects of the President's performance, recommended approval of the maximum percent (20%) as a performance bonus as it would send a strong message of the Board's vote of confidence in and support of the President. Trustee Featherman inquired as to what is norm within the State University System (SUS) on presidents' salaries and with our peer groups to ensure the amount is reasonable. Trustee Wilson noted that the salary study was included in the Board materials, and in terms of the presidents' salary, Florida Polytechnic falls in the middle of the SUS universities in light of the President's performance and abilities.

Trustee Brown made a motion to approve a 20% performance bonus for President Avent for 2014-15. Trustee Martin seconded the motion; a vote was taken, and the motion passed unanimously.

- D. Goals for 2015-16. Turned to the topic of President Avent's goals for 2015-2016.

Trustee Brown made a motion to approve President Avent's goals for 2015-2016. Trustee Martin seconded the motion; a vote was taken, and the motion passed unanimously.

With no further business to discuss, the Governance Committee meeting was adjourned at 9:24 a.m.