

2024 FAU Board of Trustees Retreat Minutes

Chair Bussani welcomed everyone to the retreat. He thanked HBOI for hosting the trustees and vice presidents. He asked Andrew LaPlant, Coordinator, Board of Trustees Operations, to call roll.

Mr. LaPlant called roll with Chair Bussani, Trustees Stefan Andjelkovic, Shaun Davis, Kimberly Dunn, Earnie Ellison, Robert Flippo, Brad Levine, Elycia Morris, Pablo Paez, and Linda Stoch in attendance.

Informational Items

Board's Role

Chair Bussani and VP of Legal Affairs and General Counsel Mr. Daniel Jones presented the item. They discussed the history of the establishment of the State University System, the powers and duties of the Board of Trustees, and the powers and duties of the University President. Chair Bussani discussed the Board of Trustees' role in terms of governance, oversight, and advocacy on behalf of the University. He also discussed the Trustees' fiduciary relationship to the University as stated in BOT Operating Procedure 3.1. Chair Bussani closed with a discussion of the Vision, Mission, and Values of Florida Atlantic University, as stated in the Board Operating Procedures.

Trustee Ellison asked about the presidential search. Trustee Paez asked about legislative priorities. The Trustees engaged in a discussion about the legislative session. Trustee Ellison spoke about his desire to learn more about the research being conducted at the University. Trustee Paez asked knowing more about hiring decisions. Trustees engaged in a discussion about hiring decisions.

President's Update: A Race to Excellence – *progress to the plan*

President Stacy Volnick presented the item. President Volnick spoke about future strategic plans and keeping them to 5-year plans. Dr. Volnick summarized the University's recent progress, including Florida Atlantic's success in the following areas:

- Recruiting and retraining the highest talent in faculty, staff and students.
- Student Success – Improving Retention and Timely Graduation
- Programs developing in focal areas

- R1 Status
- Strategic Capital Facility Projects
- Organizational Efficiency
- *Transcend Tomorrow* campaign – Fundraising
- Education & Grants budget has seen a 21.5% increase
- FAU 100 Ranking in US News & World Report – No. 103 in 2025
- Performance Funding
- Unfinished Business – finishing the strategic plan strong as it ends in 2025

Sunshine Law Refresh

Mr. Jones presented the item. Mr. Jones’s presentation covered the requirements of Florida law regarding access to public records and meetings, including a discussion of Florida Statute Chapters 286 and 119. Mr. Jones discussed the four basic requirements of Chapter 286, Open Meetings, including: (1) meetings of the board must be open to the public; (2) reasonable notice must be given; (3) minutes must be kept; and (4) the public’s opportunity to be heard. Mr. Jones also discussed the public records requirements of Chapter 119, Public Records, including the responsibility of the University to respond to requests for records made or received in connection with the transaction of university business.

Trustee Ellison asked about scheduling committee and full board meetings together. Trustee Ellison asked about student press and public records. Trustee Paez asked about the obligation to respond to verbal public records requests.

Legislative Update

Mr. Ryan Britton, Executive Director of Government Relations, presented the item, which included the following topics:.

- Government Relations Team
- State & Federal
 - Funding Requests
 - Policy
 - Advocacy
 - Lobbying
- Federal Government Relations: Important Dates
- Federal Priorities
- State Government Relations: Important Dates

- FAU Day: February 18, 2025
- Legislative Leadership
- Legislative Funding Requests
- FFLIP: Florida Atlantic University Florida Legislative Internship Program
- FFLIP: Student Outcomes
- Florida Atlantic's Distinguished Visitors
- OPPE: Office of Public Policy and Events
- Government Relations: Local
 - External Engagement
- Carnegie Classification for Community Engagement

Budget Redesign Update

Mr. Jayson Iroff, VP of Financial Affairs, presented the item. He was joined by three members of the Deloitte Consulting team. The members were Trevor Lobaugh, Colin McWilliams, and Scott Friedman. The topics presented included:

- Goals & Objectives
- Case for Change
- Desired Outcomes of Budget Model Transformation
- Project Governance
- Budget Model Transformation Roadmap
- Model Design Approach Overview
- Budget Model Redesign Process & Decisions
- Budget Model Concepts and Terminology
- FAU Budget Expenditures by Fund
- Preliminary Redesigned Allocation Model
- Priority Area #1: Instruction
- Priority Area #2: Research
- Priority Area #3: Student Success
- Revenue Center Performance and Funding Output
- Budget Model Implementation Plan
- Next Steps

Action Items

Public Comments

Chair Bussani asked Mr. LaPlant if there were any public comments. Mr. LaPlant replied there were no public comments.

- i. Approval of the August 13, 2024 Full Board Meeting Minutes

Chair Bussani asked for a motion to approve the August 13, 2024 Full Board Meeting minutes. A motion was made and seconded. With no further comment or discussion, the motion was approved unanimously.

- ii. Approval of the August 28, 2024 Full Board Meeting Minutes

Chair Bussani asked for a motion to approve the August 28, 2024 Full Board Meeting minutes. A motion was made and seconded. With no further comment or discussion, the motion was approved unanimously.

- iii. Approval of the Florida Atlantic University 2024-25 Fixed Capital Outlay (FCO) Budget

President Volnick presented the item. She went over FCO projects, including the Education & General Operation Projects, Carryforward-Small Projects, Carryforward-Large Projects, State Appropriated Projects and Non-Appropriated Projects. **A motion was made and seconded to approve the Florida Atlantic University 2024-25 Fixed Capital Outlay (FCO) Budget. With no further comment or discussion, the motion was approved unanimously.**

- iv. Approval of the 2024-25 E&G Carryforward Spending Plan

Mr. Iroff presented the item. He went over the newly budgeted FY25 initiatives, the Education & General 2024-25 Carryforward Spending Plan Summary and the Supplemental Details. **A motion was made and seconded to approve the 2024-25 E&G Carryforward Spending Plan. With no further comment or discussion, the motion was approved unanimously.**

- v. Approval of the Construction of a Chiller Plant

Mr. Iroff presented the item. He went over the FAU Financial Corporation Chiller Plant Analysis and the Chiller Plant Recommendation. **A motion was made and seconded to approve the financing for the Construction of a Chiller Plant. With no further comment or discussion, the motion was approved unanimously.**

- vi. Approval of Market Rate Programs Annual Report

Provost Russ Ivy presented the item. Provost Ivy went over the Fiscal Year 2023-24 Self-Supporting and Market Tuition Rate Report. **A motion was made and seconded to**

approve the Market Rate Programs Annual Report. With no further comment or discussion, the motion was approved unanimously.

- vii. Approve FAUS Memorandum of Understanding Adjusting 2024-25 Salary Schedule

Mr. Jones presented the item. He went over the increase in the performance salary schedule of FAU Schools (FAUS), including the non-permanent faculty increase from a minimum annual salary of \$49,500 to a minimum annual salary of \$51,000. Additionally, all returning FAUS employees rated Highly Effective or Effective will receive a 3% increase applied in accordance with Article 23.4, except teachers whose base salaries increased from \$49,500 to \$51,000 in 2024-25. These increases will positively impact 62 full-time teachers. **A motion was made and seconded to approve the FAUS Memorandum of Understanding Adjusting 2024-25 Salary Schedule. With no further comment or discussion, the motion was approved unanimously.**

- viii. Approve FAU's Linking Industry to Nursing Education (LINE) Proposal

Mr. Britton presented the item. He went over the LINE proposal of \$100,000 with Healthcare Partner Cross Country Healthcare Inc. The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Mr. Britton noted the funds will be used in two ways: (1) purchasing and advanced critical care simulator for state-of-the-art healthcare training in our simulation center; and (2) providing salary support for clinical nursing faculty or clinical adjunct faculty in the Christine E. Lynn College of Nursing. **A motion was made and seconded to approve FAU's Linking Industry to Nursing Education (LINE) Proposal. With no further comment or discussion, the motion was approved unanimously.**

- ix. Approval of 2024 Presidential Evaluation

Chair Bussani presented the item. He emphasized the incredible job that Dr. Volnick has done in difficult circumstances, emphasizing her selflessness in serving in the interim position at Florida Atlantic for such an extended period of time. **A motion was made and seconded to approve the 2024 Presidential Evaluation, and the motion was approved unanimously.**

- x. Approval of Presidential Bonus

Chair Bussani presented the item. He noted President Volnick's exceptional performance over the past year as interim president, and stated that she has not simply been a placeholder in the role of interim president, but has led the university through incredible growth and achievement, warranting a bonus consistent with the terms of President Volnick's Interim President Employment Agreement. Trustee Stoch raised a question about the amount of the bonus, wanting to make sure that we are being good stewards of taxpayer dollars. Chair Bussani appreciated that comment, and stated that he has performed an evaluation of other presidents around the state and that her overall pay fits within the range of other presidents around the state. Trustee Levine was supportive of the amount of the bonus and stated that what Dr. Volnick has done warrants the amount. Trustee Morris asked about the percentage of the bonus and the General Counsel explained the requirements for the bonus under Regulation 5.016 and the President's employment agreement. **A motion was made and seconded to approve the Presidential Bonus, and the motion was approved unanimously.**

xi. Extension of President Volnick's Employment Agreement

Chair Bussani presented the item. He noted that President Volnick's current agreement will expire on December 31, 2024, and since we will not have a permanent president named by that time, an extension is required. The proposed agreement would be effective January 1, 2025, until the earlier of December 31, 2025, or the installation of a permanent president. The agreement includes a 5% increase in salary. The agreement also states that at the end of the term, or if Dr. Volnick chooses to resign as interim president, unless terminated for cause, she will be appointed as Executive Vice President for Administrative Affairs and Chief Operating Officer with an annual base salary of \$450,000. Chair Levine raised the possibility of making the EVP position a 3 year deal. He made a motion to bring that matter to the board for consideration, which was seconded. Members asked to discuss options for providing President Volnick some security in the event she is not named permanent president. Trustee Davis and Trustee Stoch stated that we should get this contract approved by the Board of Governors and take up other issues with the EVP position later. Trustee Levine's motion was withdrawn. Trustee Dunn asked about options for recognizing President Volnick's service, and the Board decided to take that up at a later date. **A motion was made and seconded to approve President Volnick's Employment Agreement, and the motion was approved unanimously.**

xii. Election of a Chair

Chair Bussani opened the floor for nominations for the position of Board Chair. Trustee Davis nominated Chair Bussani and no additional nominations were made. A vote was taken and was unanimous in favor of Chair Bussani's election as Chair.

xiii. Elections of a Vice Chair

Chair Bussani opened the floor for nominations for the position of Vice Chair. Trustee Davis nominated Trustee Ellison and Trustee Stoch nominated Trustee Paez. A vote was taken in order of the nominations, Trustee Ellison carried the majority, and was elected as Vice Chair.

After final comments were made by Chair Bussani summarizing the day's discussions and thanking the Board for their engagement, a motion was made and seconded to adjourn the 2024 Board of Trustees Retreat. With no further comment or discussion, the motion passed unanimously and the meeting adjourned.