

DRAFT
FLORIDA POLYTECHNIC UNIVERSITY
COMPENSATION SUBCOMMITTEE
MEETING MINUTES
ONE POLY PLACE
439 S. Florida Avenue, Suite 300
Lakeland, FL 33801
April 8, 2014 at 9:00 a.m.

1. Call to Order

Chair Scott Hammack called the meeting to order at 9:00 a.m. Roll call was completed by Gina DeIulio. Members on the call: Chair Scott Hammack, Cindy Alexander (Foundation Chair), Trustee Mark Bostick, and Governor Norman Tripp were present (Quorum). Also present: Chair Rob Gidel, Trustee Rob MacCuspie, Trustee Frank Martin, Trustee Bob Stork, and Don Wilson

Staff & Others: Ava Parker, Gina DeIulio, and Bill Funk

2. Public Comment

There were no requests received for public comment.

3. Approval of Compensation Guidelines

Chair Hammack went over the compensation guidelines.

Trustee Bostick made a motion to 1) accept the Compensation Evaluation Service Report from the Association of Governing Boards (AGB) of Universities and the College and University Professional Association for Human Resources (CUPA-HR); and 2) recommend approval of the Compensation Guidelines around the mid-range of the University's aspirant group. Governor Tripp seconded the motion. Chair Gidel asked for a discussion on this item.

Trustee Wilson provided an overview of the compensation report that was completed by Dr. Joseph Johnston and the factors that need to be considered when negotiating a contract. He advised in the report there were two groups of institutions. The first one was a peer group which includes institutions that are similar to Florida Poly with a salary range of \$185,000 to \$480,000 with most institutions including additional benefits of housing, club memberships, performance bonuses, vehicle, and deferred comp. The second group was an aspirant group which includes types of institutions that Florida Poly hopes to be; with a salary range of \$310,750 to \$550,000 with most institutions including additional benefits of housing, club memberships, performance bonuses, vehicle, and deferred comp. Trustee Wilson believes it is appropriate that Florida Poly hires a president that is going to lead us to become what we dream of and hope to be.

Trustee Wilson advised that the study in the report concerning benchmark data recognizes that each situation is unique and there are no set rules. He also advised these factors will need to be considered when negotiating a contract. He believes there are multiple variables that will ultimately control the decisions that are made and he made a recommendation to adopt this report and when a candidate is selected that the Committee negotiates within the range consistent with the aspirant group. He advised that he did not want to restrict any negotiations due to limiting the range options.

Trustee Wilson made a recommendation that the report be adopted and that when a candidate is selected that the negotiations are made within the range set forth for the aspirant group

negotiations. Trustee Bostick made a motion to include Trustee Wilson's recommendation. Trustee MacCuspie seconded the motion, a vote was taken and the motion passed unanimously.

Governor Tripp commended the report. He thinks Florida is so much more dynamic than some of the states the peer group came out of and thinks it is the right thing to use the aspirant group. He advised we have to compare ourselves to what it is going to take to have someone competitive in the state of Florida. He believes we are going the right way.

Chair Hammack agreed with Governor Tripp and stated that the leader Florida Poly picks will be very important in terms of the success of the University. He advised the report give guidance, but he has also spoken with Bill Funk and he is confident with the recommendations that Bill Funk is putting forth.

Governor Tripp advised there is a limit on what the state can pay, so any increase over that state minimum will be funded by the Foundation.

Cindy Alexander advised that she has discussed the presidential funding with Bill Funk and the Foundation board members and they feel very confident in providing this funding in order to bring the right person to Florida Polytechnic.

4. Closing Remarks & Adjournment

With no further business to discuss, **Trustee Wilson made a motion to adjourn the Compensation Subcommittee Meeting. Trustee Bostick seconded the motion, a vote was taken and the motion passed unanimously.** The meeting adjourned at 9:20 a.m.