



Item: PC: A-3

PERSONNEL AND COMPENSATION COMMITTEE
Tuesday, February 18, 2014

SUBJECT: Approval of Performance Bonus for Interim President Dennis Crudele

PROPOSED COMMITTEE ACTION

Recommend Board of Trustees approval of a performance bonus for Interim President Dennis Crudele.

BACKGROUND INFORMATION

On May 15, 2013, Dennis Crudele was appointed Acting President, and shortly thereafter, Interim President. Interim President Crudele's performance as president has been extraordinary. He immediately stabilized the University's senior administration, reduced the number of interim senior administrators, and effectively reorganized the senior administrative structure. Under his leadership, the University's accomplishments include the following:

- Relocation of University Communications to report to the President's Office, with significantly improved performance.
- Extensive outreach to University and community constituents, repairing strained relationships and enhancing or expanding key partnerships.
- Effective handling of high profile personnel challenges and changes.
- Securing an agreement to host ESPN's Boca Raton Bowl at the FAU Stadium.
- Completing the SACS reaffirmation process with no adverse comments.
- Securing provisional accreditation from the LCME for our medical education program and full accreditation from the ACGME for our first medical residency program.
- Approving a new facility for the College of Medicine's faculty practice plan.
- Moving the neuroscience program to Jupiter to more effectively leverage the assets and relationships on that campus.
- Launching the Agora Project, an important initiative to foster improved campus dialogue and communications.
- Launching Tech Runway, a key research and economic development driver for the University and our surrounding community.
- Securing a new campus pouring rights contract that will provide the University several million dollars in new revenue over the next decade.
- Commencing the development process for a hotel and conference center to be built on the Boca Raton campus.
- Conducting a successful nation-wide search for a new president.

IMPLEMENTATION PLAN/DATE

Effective upon Board of Trustees' approval.

FISCAL IMPLICATIONS

The University's Personnel Policy provides that a performance bonus of up to 15% of an employee's salary may be awarded to recognize an assignment of significance. Because of the extraordinary significance of the assignment to serve as Interim President, and because of the tremendous success in the performance of that assignment, the Chair recommends that the full 15% be awarded to Interim President Crudele. Because no presidential bonus was awarded last year, this would be the first presidential bonus awarded by the Board since 2012.

Supporting Documentation: n/a

Presented by: Trustee Anthony Barbar, Chair Phone: 561-405-0625