



FLORIDA ATLANTIC UNIVERSITY BOARD OF TRUSTEES

MINUTES FAU BOARD OF TRUSTEES MEETING September 15, 2004

Chairman George C. Zoley convened the meeting of the Florida Atlantic University Board of Trustees (BOT) on the John D. MacArthur Campus at 10:07 a.m. with the following members present:

Scott Adams, Nancy Blosser, Bill Bryant, Fred Hoffman, Alvira Khan, Sherry Plymale, Norman Tripp, Bruce Warshal and Virginia Miller via conference call.

1. APPROVAL OF MINUTES

Handout – Minutes of August 11, 2004 Meeting

A motion was made and seconded to approve the minutes from the August 11, 2004 BOT meeting. Motion passed unanimously.

2. CHAIRMAN'S REPORT – George C. Zoley

Chairman Zoley read a proclamation prepared for former Trustee Gerri McPherson on behalf of the FAU Board of Trustees. Ms. McPherson, now vice president of FAU's Treasure Coast Campus, thanked the board for their commendation and dedication to FAU.

3. PRESIDENT'S REPORT – Frank T. Brogan

- **Hurricane Frances** – President Brogan reported on the impact of Hurricane Frances on each FAU campus. The southern campuses, Ft. Lauderdale, Davie, and Dania Beach, fared best. Port St. Lucie had the most facility damage; two buildings joined by a canopy-like structure were damaged by gale-force winds and sustained roof damage due to the loss of tiles. The Jupiter Campus had lighting issues and experienced minor water damage in some classrooms. The Boca Raton Campus suffered from downed trees, loss of power and various associated problems. As of Sunday evening, September 12, all campuses were open, and classes resumed on Monday, September 13.

President Brogan commended FAU employees who helped restore service to our students, especially members of the police department who were on campus 24 hours a day while campuses were closed. He added that the academic leadership team will reconstruct the academic calendar to make up for lost days, and the state legislature is planning to hold a special session in December to address the tremendous cost of this hurricane season. A report on the total cost of hurricane damage at FAU will be provided to Trustees as soon as possible. Finally, President Brogan thanked Trustees

Hoffman and Khan for their daily involvement in emergency operations meetings.

Trustee Tripp requested that a committee be established to report to the BOT about structural and operational issues that may be affected in the event of future disasters, like Hurricane Frances, and make recommendations on improvements that can be made to minimize damage. President Brogan replied that a debriefing will take place which will result in such recommendations.

- **Scripps Research Institute** – President Brogan indicated that the Scripps Board met on Monday, September 13, and while they favor the Mecca Farms site, they are deferring to the decision of the county commission. Camille Coley then updated the BOT on Scripps/FAU programmatic developments. There are currently 14 Scripps scientists working at FAU. They also are working on videoconference classes between FAU and Scripps for spring, 2005. Dr. Larry Lemanski will be back in October and will resume regular updates on Scripps to the BOT.
- **PBA Bargaining** – President Brogan explained that, due to Hurricane Frances, the PBA was unable to vote and ratify the proposed contract. Once PBA completes their voting process, management will set up a conference call for the BOT to vote on this matter.
- **40th Anniversary** – All events related to the State of the University address that had to be cancelled on September 14 will be rescheduled.
- **Degree Production Update** – President Brogan asked Dr. John Pritchett to make a presentation on the status of degree production.

Trustee Tripp asked if the BOT could stop using the phrase “non-degree” and simply identify students by purpose and/or certification. President Brogan responded that, for purposes of consistency, the Board of Governors (BOG) asked that students not working toward degrees be called “non-degree” students. Trustee Tripp asked how many “non-degree” students receive re-certifications or degrees. Provost Pritchett replied that approximately 80% of FAU’s non-degree students are receiving re-certifications or degrees, leaving only a small percentage of students attending classes without designated classifications. Trustee Tripp requested that we identify clearly what non-degree students are doing at FAU. Trustee Warshal added that he does not think FAU should apologize for teaching students who want to learn and are not in school for a degree.

Trustee Tripp referred to a newspaper article that discussed how Florida continues to raise tuition, which eliminates higher education opportunities for many citizens; he stressed that BOT members need to keep education as affordable as possible.

Chairman Zoley asked that the BOT receive reports three times a year regarding degree production. Chairman Zoley added that charts would help the BOT monitor progression and/or variance to targeted goals in degree production.

4. STRATEGIC PLANNING COMMITTEE – Chair Nancy Blosser

Chair Nancy Blosser indicated there will be a joint meeting of the Strategic Planning and Academic & Student Affairs Committees on October 8, 2004, to formulate an answer to the BOG's letter that requests information regarding Part 2 of the Y-Axis. Trustee Blosser then passed out a packet containing the BOG's original letter and instructions for returning information to them. The Strategic Planning Council will meet on Monday, September 20, chaired by Dr. Kristen Murtaugh and co-chaired by Provost John Pritchett. Trustee Blosser assured the BOT that there will be a full update on strategic planning at the November BOT meeting. Chairman Zoley recommended that Trustee Blosser attend the next BOG meeting. Trustee Blosser indicated that she would attend and also had attended their last meeting and received first-hand information with respect to the operational aspects of their requirements.

5. PERSONNEL & COMPENSATION/ COLLECTIVE BARGAINING JOINT COMMITTEE – Co-Chairs: Bruce Warshal and Norman Tripp

A. Discussion of Draft Guidelines for 2004-2005 Salary Increases for Administrative, Managerial and Professional (AMP) Employees and Support Personnel (SP) Employees – Dr. Kenneth Jessell, Vice President for Financial Affairs

Trustee Warshal asked Dr. Jessell to provide an overview of the draft AMP and SP salary increase guidelines. Dr. Jessell explained that the proposal is a continuation of the program initiated by the BOT to create an environment that enables FAU to retain quality employees. Merit increases will be given to employees who exhibit sustained exceptional performance.

Following a discussion regarding the establishment of a ceiling for merit raises, Trustees agreed that they would leave that decision to the discretion of President Brogan as Chief Executive Officer.

A motion was made and seconded to approve the Guidelines for 2004-2005 Salary Increases for Administrative, Managerial and Professional (AMP) Employees and Support Personnel (SP) Employees. Motion passed unanimously.

B. Discussion of Draft Guidelines for 2004-2005 Salary Increases for Out-of-Unit Faculty and Faculty Administrators – Dr. Diane Alperin, Associate Provost for Academic Personnel and Programs

Dr. Alperin explained to the BOT that these proposed increases are for out-of-unit faculty only and other faculty is covered under the collective bargaining agreement. The increase would amount to 3.5% and be based on performance.

A motion was made and seconded to approve the Guidelines for 2004-2005 Salary Increases for Out-of-Unit Faculty and Faculty Administrators. Motion passed unanimously.

Trustee Warshal asked if there is an analysis of AMP salaries at FAU compared to other universities in the country. President Brogan answered that there are market comparisons, but FAU compares its salaries to those of the other state universities in Florida. Dr. Alperin added that faculty salaries are currently in the 24% percentile. Provost Pritchett added that it would take approximately \$5.5 million to bring the remaining faculty to the 40th percentile as promised by the BOT.

C. Presentation on Tenure Process – Dr. Diane Alperin

Dr. Alperin gave a PowerPoint presentation outlining FAU's tenure process.

D. Request for Approval of Tenure as a Condition of Employment – Dr. Diane Alperin

Trustee Tripp asked that a complete packet of information on each candidate for tenure be presented to the BOT. Currently the information Trustee Tripp requested is available for the BOT when requested. President Brogan assured the BOT that the summary sheet on tenure candidates would be expanded for future tenure recommendations. Following discussion, Trustees agreed that they received sufficient background information on candidates for tenure and should continue to vote on the group based on the recommendations of the Administration.

A motion was made and seconded to approve Tenure as a Condition of Employment. Motion passed unanimously.

5A. PRESIDENT'S EVALUATION

Chairman Zoley outlined President Brogan's 2004-05 goals, which are aligned with the goals of the BOT's strategic plan as well as the goals adopted by the Board of Governors; he also read a resolution prepared by the BOT calling for a 3.5% salary increase for President Brogan payable from both state and Foundation funds. Chairman Zoley and other members of the BOT commended President Brogan for his impressive work.

President Brogan thanked the Trustees for their comments and their dedication to charting a good course for the university. He continued by saying how much he appreciates the salary increase, and he pledged to return the increase to the Foundation to be used for scholarships and other important university needs.

6. OLD BUSINESS/NEW BUSINESS

A. Waiver of Conflict – Trustee Bruce Warshal

A motion was made and seconded to grant Trustee Bruce Warshal a waiver from the BOT's Conflict of Interest policy to permit him to teach in the Lifelong Learning program. Motion passed unanimously.

B. Chairman Zoley swore in Noemi Coltea, the new Student Government Governor for

the Jupiter Campus.

C. Trustee Tripp commended the football team on a wonderful season start.

7. PUBLIC COMMENT

No public comment was made at the meeting.

8. ANNOUNCEMENTS AND ADJOURNMENT

Meeting was adjourned at 12:35 p.m.