



Item: PC: A-M

## PERSONNEL AND COMPENSATION COMMITTEE

Tuesday, April 8, 2025

**SUBJECT: ROLL CALL**

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### PROPOSED COMMITTEE RECOMMENDATION

Initiate roll call to document member participation, ensure quorum and approve the June 7, 2022 Personnel and Compensation Committee meeting minutes.

### COMMITTEE MEMBERS

Mrs. Linda Stoch, Chair	_____
Mr. Jonathan Satter, Vice Chair	_____
Mr. Robert Flippo	_____
Mr. Piero Bussani (ex-officio)	_____
Mrs. Sherry Murphy (ex-officio)	_____

### PARTICIPATING BOT MEMBERS

Mr. Stefan Andjelkovic	_____
Mr. Shaun Davis	_____
Dr. Kimberly Dunn	_____
Mr. Jon Harrison	_____
Mr. Brad Levine	_____
Mr. Scott McCleneghen	_____
Mr. Pablo Paez	_____
Ms. Tina Vidal-Duart	_____

## PERSONNEL AND COMPENSATION COMMITTEE

### Meeting Minutes of June 7, 2022

#### **PC: A-M – Roll Call and Approval for the November 16, 2021 Personnel and Compensation Committee Minutes**

Mrs. Elycia Morris, Chair of the Board of Trustees Personnel and Compensation Committee, convened the meeting. Roll call commenced with the following committee members participating:

Mr. Brad Levine, Ms. Barbara Feingold and Mrs. Elycia Morris

Other Trustees attending the meeting included: Mr. Shaun Davis, Mr. Earnie Ellison, Mr. Pierce Kennamer (student body president), Mr. Daniel Cane and Mr. Robert Flippo and Mrs. Sherry Murphy

Chair Morris asked for approval of the November 16, 2021 meeting minutes. **A motion was made and seconded to approve the November 16, 2021 Personnel and Compensation Committee meeting minutes. With no further discussion, the motion passed unanimously.**

Before the next item on the agenda was addressed, Chair Morris recognized various employees for the work they put into successfully negotiating the agreement over the past year and a half.

#### **PC: A-1 Request for Approval of UFF-FAU Collective Bargaining Agreement**

Mr. David Kian, VP of Legal Affairs & General Counsel, Tori Winfield, Associate General Counsel and Dr. Michele Hawkins, Interim Provost, presented the item. Mr. Kian thanked Chair Morris for the very kind introduction and echoed her words in recognizing those who worked on successfully negotiating the agreement. He then introduced Tori Winfield to discuss the major highlights of the agreement negotiations. Those major highlights included Article 5: Academic Freedom and Responsibility, Article 10: Employee Performance Evaluations, Article 12: Non-Reappointment, Article 14 and 15: Promotion and Tenure, Article 19: Conflict of Interest/Outside Activity, Article 23: Salaries and Article 30: Duration. Mr. Kian completed the presentation by stating that FAU is the only state university that completed a three-year agreement with no re-openers, and he is extremely proud of that.

Questions were taken regarding this item which included:

Q1: Regarding Article 5, what types of changes are going to be made regarding communication between the student and faculty to ensure we are complying and what does that do to affect the education process of our students?

A1: Per the legislation that was passed this last spring, the requirements must be in an objective manner, and we tailored Article 5 to cover this in all curriculum areas. We address any issues that may come up including in the classroom or outside of it such as on social media, etc., but it does not limit anyone's freedom of expression in any shape or form. Regarding training, we are in development of a process to comply with the statute that goes into effect in July of 2022. We also have a new faculty orientation where the CBA and laws are discussed.

Q2: Regarding merit increases, Article 23, are there any other mechanics that adjust for COLA or inflation periods as three years could be a long time?

A2: This agreement is locked with no re-openers, however we have a university regulation on bonuses that are inclusive of AMP and faculty that reward and encourage performance and retention at FAU. Also, the agreement does not prohibit both parties from entering into supplemental MOUs (memorandums of understanding) that could address extraordinary circumstances.

Mr. Kian requested recommendation of approval of the 2022-2025 UFF-FAU Collective Bargaining Agreement. **A motion was made and seconded to approve the 2022-2025 UFF-FAU Collective Bargaining Agreement. With no further discussion, the motion passed unanimously.**

**With no further discussion or action, the meeting of the Board of Trustees Personnel and Compensation Committee was adjourned.**