

Board of Trustees Annual Retreat Meeting Minutes  
Sunday , September 20 – Mon

Teske said Mr. Kian did over said reopener with the P&C committee at prior meetings. With no further discussion or changes, the Ratification of 2014-15 FAU BOT/UFF Collective Bargaining Agreement Mid-Contract Reopeners was unanimously approved.

Action Item: November 17 BOT Meeting Date Change

Chair Barber asked for a motion to change the BOT calendar. He asked to move the November 17<sup>th</sup> meeting to November 10<sup>th</sup> conference call at 10 am. Motion was moved and seconded. With no further discussion or changes, the motion passed unanimously.

Action Item: Approval of Three Namings of University Elements to Recognize Gift Items for the Td ( )Tj EM1.1 1 T

Max Planck, Sips, and FAU are developing collaboration plans for hiring faculty. President Kelly said this is a great way to expand FAU. We can recruit the best and brightest.

Trustee Dr. Feingold asked how you will integrate the medical school in Boca with the Jupiter campus. He is also concerned about an 'elite' school in Jupiter. Dr. Perry said we will grow the Honors College to

President Kelly wants to increase compensation for the faculty, staff, and graduate students. He has also charged Dr. Flynn with a goal of reaching \$100 million in research expenditures (counting both

## President Kelly's Transition Year Stakeholders Leaders' Formative Review Draft Report

Dr. Rick Wells, moderator, presented President Kelly's transition year stakeholders leaders "Formative Review Draft Report".

- o Dr. Wells reviewed this methodology in conducting the review and highlighted selective feedback.
  - f Need to increase advancement and expectation
  - f ELT need team building and leadership development.
  - f Conflicting views on a need for a Chief Staff.
- o Balancing the External and Internal Presidential Roles.
  - f President Kelly has done a great job being successful with external stakeholders and external reputation of the university. But ironically, there are some questions about his level of internal engagement.
  - f Conflicting views on the "flat organization structure". Supporters say it helps functional effectiveness; non-supporters are concerned that Admissions is not under Academic Affairs. All agree it should allow VPs to sub in for Dr. Kelly a certain community events so that he can spend more time on higher strategic value items.
- o Achieving the Bold Vision
  - f Budgeting to plan is appreciated and unnerving.
  - f President Kelly is a tremendous advocate of a bold vision. However, there is some concern that he better pace himself and burn himself out.

How can the President's Executive Leadership Team (ELT) maintain and enhance the success of the President and the Presidency?

Who should be included of the portrait of the President?

- x Executive Leadership Team?
- x Deans, local stakeholders?
- x The more people that feel a part of the presidency, the easier it is to follow up on opportunities and?

x VP's are in the same kind of position.

x Dr. Wells said deans should be invested in the whole university and be a part of the process.  
Break down the silos.

Dr. Wells asked what have the deans been doing to help the presidency.

x Dr. Perry said we are starting to see the blur

- x Chair Barbar said it is very helpful for Board members to talk with students and faculty, but to know we are not decision makers in the day to day decisions.

Action Item: Review President Kelly's Proposed 2016 Goals and Objectives

Chair Barbar introduced President Kelly's proposed 2016 Goals and Objectives, which he and President Kelly developed. Trustee Stilley said the President should include in his personal goals to take more time off. Trustee Cane applauded the inclusion of specific metrics and deliverables, noting that this was something the Board had requested last year and he was pleased to see included this year. He added his strong support for Trustee Stilley's recommendation that the President take more time off, as he fears that the President's schedule is not sustainable. A motion to approve President Kelly's proposed 2016 Goals and Objectives was moved and seconded. With no further discussion or changes, the motion passed unanimously.

Action Item: Review President Kelly's 2015 Evaluation

Chair Barbar introduced the proposed evaluation of the president that had previously been distributed to the Trustees. He emphasized the extraordinary change in the perception of the University in the community, by the BOG, and by elected officials. He credited Dr. Kelly and gave examples of the positive receptions that Dr. Kelly has received in all of these venues. He highlighted some of the specific accomplishments outlined in the evaluation and added that Mrs. Kelly has been a tremendous asset to the University as well. A motion to approve the proposed 2015 Evaluation of President Kelly was moved and seconded. With no further discussion or changes, the motion passed unanimously.

President Kelly departed from the room.

Action Item: Determine President Kelly's 2015 Performance Bonus

With Board's unanimous evaluation that President Kelly had performed exceptionally, Chair Barbar asked David Kian to review the terms of President Kelly's employment agreement with respect to performance bonus. Mr. Kian said Dr. Kelly will receive a retention bonus of 10% of his base salary and he is eligible for up to 10% more based on the Board's assessment of his performance. Trustee Cane asked whether the Board could award more for performance. Mr. Kian responded that 10% was the maximum allowed under the contract. Trustee Cane said Dr. Kelly's performance deserved more than 10% and asked whether the contract could be amended. Mr. Kian confirmed that it could, subject to Dr. Kelly's concurrence. He also recommended that the Board receive updated comparable salary information before finalizing any amendment. A motion to retroactively amend President Kelly's employment agreement to allow the Board to award a performance bonus of up to 20% base

and determines that the amended contract