

**FLORIDA STATE UNIVERSITY  
BOARD OF TRUSTEES  
MEETING MINUTES**

September 4, 2018  
1:30 pm

Augustus B. Turnbull III  
Florida State University Conference Center  
555 West Pensacola Street  
Tallahassee FL

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Members Present: Todd Adams, Max Alvarez, Kathryn Ballard, Ed Burr, Billy Buzzett, June Duda, Jorge Gonzalez, Jim Henderson\*, Stacey Pierre, Mark Hillis, Craig Mateer, Bob Sasser and Brent Sembler

*\*Called In*

**I. CALL TO ORDER AND WELCOME**

*Mr. Ed Burr, Chair*

Chair Burr called the meeting to order at 1:15 pm. Lynna Sands conducted the roll call and confirmed a quorum.

Chair Burr reviewed and reminded the Board member of the Board's Ethics Policy.

*The President's Report was heard out of order.*

**II. APPROVAL OF MINUTES (ACTION)**

The June 8, 2018, meeting minutes were approved as presented.

**III. PUBLIC COMMENTS**

Public comments were provided by faculty members, Nancy Rogers, Michael Buchler and Robin Goodman speaking against the proposed salary and bonus increase for President Thrasher.

**IV. PRESIDENT'S COMMENTS**

*Mr. John Thrasher, President*

President Thrasher began his remarks by commenting on the past weekend and his optimism for the future of our football team. He also commented on the kick-off of the celebration of the 50<sup>th</sup> year of women's athletics at FSU as well as the new campaign for athletics Unconquered Campaign. He acknowledged Stan Wilcox's efforts as the Athletic Director at FSU and wished him well in his new position at the NCAA. He also recognized David Coburn who will serve as the Interim Athletic Director.

He discussed the opening of the semester and 41,000 students arriving on campus along with 240 new faculty members. Our entering class of 6400 students was

selected from 51,000 applicants. This is also the best and brightest class we have admitted to FSU. We are looking forward to the release of the US News and World Report Rankings on September 10<sup>th</sup>.

The President highlighted our student living and learning communities at FSU and the student resilience project.

The President also welcomed and introduced the new Dean of the College of Education (Damon Andrew) and he also welcomed the new Dean of Libraries (Gale Etschmaier).

The Presidential Scholar Program was highlighted as a program that started at FSU in 2014. These are among the best students at FSU and could attend any college country. He described efforts to develop a fundraising program to endow this effort long term.

President Thrasher indicated the FSU was looking forward to a visit from President of Botswana this month. The Botswana President (insert name) is an FSU alum.

Finally, were reminded of the closing of the \$1B Capital campaign on the evening of September 21<sup>st</sup>. At that time the final totals will be announced.

He concluded by thanking everyone on the staff for their efforts on behalf of FSU and how much it meant to him.

## **V. CONSENT ITEMS**

- A.** Requesting Approval of Regulation FSU 2.007 – Use of University Lands and Facilities
- B.** Requesting Approval of Regulation FSU 2.0131 Posting, Chalking, Advertising, and Active Distribution of Materials on FSU Campuses
- C.** Requesting Approval of Regulation FSU 3.003 Freedom of Expression, Rights, and Responsibilities
- D.** Requesting Approval of Program Plan for the Office of Compliance and Ethics
- E.** Requesting Approval of the 2018-2019 Office of Inspector General Services Audit Plan
- F.** Requesting Approval of Audit Firm to audit the FSU International Programs Association, Inc., a Direct Support Organization
- G.** Requesting Approval of Audit Firm to audit the FSU Athletic Association, Inc., a Direct Support Organization
- H.** Requesting Approval of Status Report on Purchase Orders over \$1.0 million and 5+ Year Service Contracts
- I.** Requesting Approval of Status Report on Construction Projects over \$2.0 million and Change Orders
- J.** Requesting Approval for Amendment to FSU Regulation 4.0015, Attendance and Leave
- K.** Requesting Approval for FSU College of Medicine Graduate Medical Education Annual Institutional Review Executive Summary (AY 2017-2018)
- L.** Requesting Approval for Textbook and Instructional Material Affordability Report

*Trustee Alvarez moved to approve Consent Items A-L. Trustee Ballard seconded the motion and was approved unanimously.*

## VI. NEW BUSINESS

### A. University Advancement

*Dr. Thomas W. Jennings, Vice President for University Advancement*

Vice President Jennings provided the following update on University Advancement:

- The Raise the Torch Campaign ended successfully on June 30, 2018. The final gift total will be revealed during a special event on September 21, to which the Trustees have been invited and are encouraged to attend.
  - The Campaign resulted in over 574,000 gifts from donors, including gifts that created or enhanced 1,304 scholarships and 94 professorships.
  - FSU received 194 gifts of \$1M and above, 1,186 gifts of \$100,000 and above, and one gift of \$100M.
  - The FSU Foundation forwarded more than \$283 million in support to FSU during the Campaign; Seminole Boosters forwarded more than \$153M of gift-related income to the Athletics Department during the Campaign.
- The FSU Foundation successfully completed the physical move to its new building on College Avenue. The transition of FSU Foundation employees to University employees is on track for December 2018. Foundation staff are involved in a number of conversions to new software for awarding endowed scholarships and aligning with the University's OMNI system and travel reimbursement program.
- Seminole Boosters kicked off a \$100M campaign on September 2, focused on improving athletic facilities, including a new football operations building, and improvements to the Coyle-Moore Center, women's athletics facilities, Dick Howser stadium, men's and women's basketball facilities, renovations to the Jack Nicklaus designed golf course, and scholarship support.
- The Search Committee for the Alumni Association President/CEO position worked all summer to identify and recruit candidates for the position. The Search Committee, led by alumnus and former Alumni Board Chair Steve Pattison (chair) and V.P. Tom Jennings (vice-chair), narrowed the list of qualified candidates to three finalists, and they will have extensive on campus interviews later in the week. The finalist should be selected and approved in the next couple of weeks.
- The Alumni Association staff redesigned the annual Kickoff Luncheon and has a series of great events lined up this fall season.
- The Advancement division also is engaged in the following activities during the fall semester:
  - Campaign analysis and post-campaign planning
  - Standard review of the Gift Acceptance and Counting Policy
  - Review of the minimum gift thresholds for scholarships, professorships and other endowed gifts
- Vice President Jennings thanked the senior managers of the Direct Support Organizations, the DSO staff, DSO board members, members of the Board of Trustees, faculty, academic deans the President's Cabinet, and especially the donors for their support and good work throughout the 8-year, Raise the Torch Campaign.

#### Action Items

1. Requesting Approval of the Seminole Boosters Board of Directors Nominee

*Trustee Sembler moved to approve the Seminole Boosters Board of Directors Nominee. Trustee Alvarez seconded the motion and was approve unanimously.*

## **B. Academic Affairs**

*Dr. Sally McRorie, Provost*

Provost Sally McRorie provided an update on Academic Affairs including an overview of:

- Faculty Hiring
  - 125 New Faculty Positions
  - 70% tenure track; 30% specialized
  - 60% are in Board of Governor's Strategic Emphasis Areas
  - 97.6% filled
  - Attracting preeminent faculty hires from around the US.
- New Deans
  - Damon Andrew, College of Education
  - Gale Etschmaier, Libraries
  - Fine Arts – ongoing Dean search
- Admissions Update
  - Admissions for Fall 2019 opened August 1<sup>st</sup>
  - Final deadline 2/7/19
  - Already about 2,000 applications as of 8/24/18
  - Added the Common App as additional way for students to apply to FSU
    - Through Common App, students can use one application to apply to over 800 institutions in the U.S.
    - Easier for students and improves access
- Enhancing Student Learning
  - Reducing Class Sizes: Undergraduate class size is one of the key areas for student success, and national rankings
    - Hiring additional faculty and instructors to decrease class sizes, facilitating an environment for greater student learning
    - Continue to make progress to our Fall 2019 target to have the majority (>50%) of FSU on-campus class sections under 20 students
- Micro-Grants
  - Partnered with the Association of Public and Land Grant Universities to launch small grants to help students graduate
  - 200 students with financial need and who are close to graduation received FSU Graduation Grant to \$1,000
  - FSU was also asked to join APLU's national initiative for student's success.
- Strategic Plan and Branding
  - Strategic Plan Implementation website under development
    - Will display goals, metrics and progress for public viewing
  - Branding Effort
    - Key part of Strategic Plan
    - BVK firm starting to develop creative branding possibilities
    - Will work with BOT as they become clearer
- Resilience Project
  - FSU Resilience Project ([strong.fsu.edu](http://strong.fsu.edu))
  - Launched in partnership with FSU College of Social Work
  - Online, research-based platform to support students as they transition to FSU, giving them tools to bolster mental health and wellbeing
  - Required of new students

Dr. John Fogarty, Dean, College of Medicine provided an update on the College of Medicine:

- As of May 2018, 1255 graduates from the COM. 726 have now completed residency training, 659 now in practice and 56% are practicing in Florida, 53% in primary care disciplines.
- Student Profile for Class of 2022
  - 7178 applications, 278 interviews
  - 168 offers to fill 120 places
  - 2.3% acceptance rate (most selective in Florida)
  - Top Five in selectivity in US x 5 years (Mayo Clinic Rochester and Stanford)
  - 51 male, 69 female
  - 59 are graduates of FSU
- 2017 Health Professions HEED Award
- Ethnic Diversity
  - White 76 (63.3%)
  - African-American/Black 15 (12.5%)
  - Hispanic 15 (12.5%)
  - Asian/Asian Indian 14 (11.6%)
- 5 from Rural County, 30 from Panhandle
- 20% define themselves as disadvantaged

### **C. Athletics**

*Mr. David Coburn, Interim Athletics Director*

#### Action Item

1. Requesting Approval of the 2018-2019 ACC Governing Board Certification

*Trustee Buzzett moved to approve the 2018-2019 ACC Governing Board Certification. Trustee Sembler seconded the motion and was approved unanimously.*

Mr. Coburn thanked Stan Wilcox for his time at FSU. He also introduced the Unconquered Campaign (\$100 million capital campaign).

Areas of focus for Mr. Coburn for the upcoming year includes:

- Baseball Leadership Change
- Maintaining and exceeding academic success
- Unconquered Campaign

NCAA and ACC News

- Jenkins Case – Challenge limits on athletic scholarships and benefits
- Basketball Commission – Board of Directors adopted recommendations from the Commission on College Basketball
- ACC Network – Network launch is August 2019, Renovation to studio space and design currently underway and to be completed July 2019

### **D. Student Government Association**

*Mr. Brandon Brown, Vice President of Student Government Association*

Mr. Brown provided an update on the Student Government Association which included the following:

- CARE Move-In & Involvement Fair for over 400 CARE students. Also, introduced students to a large variety of campus organizations.

- SGA Events
  - This is America Roundtable
  - Chat & Chew Mixer
  - Paint & Vibes
  - Keep Calm and Carry On
  - Early Voting in Tallahassee
  - Ask A Nole
  - Homecoming
  - BSU Ribbon Cutting
  - Clothing Our Community
  - All Agency Advance
  - Pride Month

**E. Faculty Senate**

*Dr. Kris Harper, Faculty Senate Steering Committee*

Dr. Harper provided an update on the Faculty Senate Steering Committee.

**F. Research**

*Dr. Gary Ostrander, Vice President for Research*

Vice President Ostrander began with a presentation of the final grant and contract numbers for FY-18. Proposals submitted to local, state, and Federal agencies along with private foundations totaled 1,265. This was a decline of just under 7% compared to FY-17 and is not entirely surprising owing to our high level of activity in FY-17. Even so, 1,331 awards were received (compared to 1,340 in FY-17) and this generated \$226.3 M in grants and contracts. This is the second highest total in FSU history and only trails the \$230M received in 2013 when stimulus funds were available.

He described 10-year funding trends and noted that high years are typically followed by a 1-2 years of lower activity while faculty conduct the research for which they have been awarded grants. The activity then builds for a few years and a new high is reached. Variations in state and federal funding, a downturn in the economy and the number of faculty applying for grants and significantly impact these totals. Of particular note was the steady increase in support from the NIH over the last 6 years. FSU has more than doubled its funding and this is projected to continue to grow as a result of recent strong hires in Medicine, Nursing, Social Work, Arts & Sciences and Engineering.

Vice President Ostrander highlighted the work of two new outstanding hires at FSU. Dr. Carrie Pettus-Davis was recently recruited from Washington University to the College of Social Work and has research efforts focused on developing policy and practice innovations that best contribute to the development of individual and community wellbeing, promotion of racial and economic equality and changes in conventional approaches to criminal justice.

Dr. Zucai Sou is our newest faculty member in the College of Medicine. His research efforts are directed toward drug discovery and development with a focus on the mechanism of DNA replication, DNA damage repair and development of next generation DNA sequencing technology.

Vice President Ostrander concluded by presenting the initial grant and contract number for FY-19. Though we are only 1 month into the new fiscal year we are slightly ahead of last fiscal year's total dollars awarded.

## **G. Student Affairs**

*Dr. Amy Hecht, Vice President for Student Affairs*

Vice President Hecht provided an update on Student Affairs which included an overview of events and programs that took place over the summer. The events and statistics from Seminole Sensation Week were shared. Fall residence hall move in was discussed. Some new Center for Academic Retention and Enhancement programs were highlighted. Information on global exchange programs were presented. Angela Lauer Chong, the new Associate Vice President for Student Affairs was introduced and current initiatives under her supervision were discussed. The childcare and early learning programs and new location were highlighted. An update on fraternity and sorority life was presented.

## **H. Finance and Business**

*Mr. Kyle Clark, Vice President for Finance & Administration*

Vice President Clark provided an update on Finance & Administration.

### **Current Projects**

- Student Union Replacement
  - Substantial Completion Date: July 2020
  - GSF: 271,000
  - Total Cost: \$127,500,000
  - Fund Source: University Funds/CITF
- Earth, Ocean & Atmospheric Science Building
  - Substantial Completion Date: December 2019
  - GSF: 140,000
  - Total Cost: \$69,850,000
  - Fund Source: FCO
- Legacy Hall – College of Business
  - Substantial Completion Date: TBD
  - GSF: 210,000
  - Total Cost: \$88,000,000
  - Fund Source: University Funds/FCO
- Interdisciplinary Research & Commercialization Building
  - Substantial Completion Date: Fall 2021 (pending funding)
  - GSF: 115,000
  - Total Cost: \$85,000,000
  - Fund Source: University Funds/FCO
- Technology Services Building Renovations
  - Substantial Completion Date: April 2019
  - GSF: 36,000
  - Total Cost: \$10,500,000
  - Fund Source: University Funds/Department Funds

- Suwannee Dining Hall
  - Substantial Completion Date: June 15, 2018
  - GSF: 24,000
  - Total Cost: \$8,200,000
  - Fund Source: University Funds
- Hoffman Teaching Labs
  - Substantial Completion Date: December 2019
  - GSF: 79,500
  - Total Cost: \$12,500,000
  - Fund Source: University Funds
- Bio Unit 1 Third Floor Renovation
  - Substantial Completion Date: 10/15/2018
  - GSF: 7,000
  - Total Cost: \$2,500,000
  - Fund Source: University Funds
- Subway & Steak n' Shake – Garage 1
  - Substantial Completion Date: 10/15/2018
  - GSF: 7,000
  - Total Cost: \$2,500,000
  - Fund Source: University Funds
- Don Veller Seminole Golf Course
  - Substantial Completion Date: October 2019
  - Acres: 15
  - Total Cost: \$8,500,000
  - Fund Source: University Funds

**Accomplishments:**

- Coordinated and filmed the first ever RUN, HIDE, FIGHT Training video; multiple colleges and universities have requested to use FSU's video for training K-12 and higher education institutions
- Coordinated and provided dozens of Presentations for Active Shooter Response and Awareness
- Installation of new cameras and other safety and security upgrades
- Purchased new portable diesel fuel tanks for the main campus and Ringling
- Implemented a new employee dependent scholarship program. Pilot program provides scholarships to over 70 employee families.
- Successfully ratified bargaining agreements for faculty, staff, graduate students, police and nurses before the start of the school year
- Submitted the FY2019 Operating Budget to the Board of Governors in their prescribed format
- Created an announcement system for promoting events, announcements and other important university information
- Enacted new university email policy, standardizing practices and improving security measures for employees and students
- Opened a new Argo Tea on campus and relocated 4Rivers and Einstein's Bagels which were located in the Student Union
- Significantly advanced Chieftan Way construction/expect to complete December 2018

- Completed Renovations:
  - Thagard 4<sup>th</sup> Floor
  - Suwannee Dining Hall
  - Housing Renovations at Degraff Hall
  - Housing Renovations at McCollum Hall
  - Toddler Center Construction
  - Foundation
  - Collegiate Loop
  - Asolo Theatre HVAC Replacement
  - Academic Way Lowering/Utility Work @ Woodward for Union/EOAS

### **Future Goals**

- Improve the emergency operations protocols; significant improvements have been made to increase the registration rates for the university; forced registration is being reinstated.
- Improved experience for families, guests, faculty and staff during Move-In and Move-Out operations on campus.
- Upgrade all campus exterior pole lighting to LED. The project will provide energy savings, and improve lighting and reduce maintenance
- Launching a project to reduce energy usage in King Life Sciences. The project will also correct a number of maintenance issues within the building save an estimated \$100k per year
- New smart onboarding project on time and will go live in mid-October, making our hiring and on boarding process more streamlined and efficient
- Continue to work with our colleagues in Academic Affairs for developing a new waiver allocation process
- Upgrade 30+ technology enhanced classrooms, including projectors and instructor computers
- Consolidate ITS staff in the renovated Technology Services Building
- Implement Academic Works Scholarship Management solution, which will improve student access to scholarship, enhance donor engagement and maximize fund utilization
- Implementing a spend analysis tool (Spend Radar), along with other State University System institutions, to better analyze and benchmark spend data. This new system will assist us in identifying and leveraging opportunities for savings across the University and the SUS where appropriate

### **I. General Counsel**

*Ms. Carolyn Egan, General Counsel*

Ms. Egan provided an update from the General Counsel's Office including reviewing the Governance Committee and their fiduciary capacity. Discussion regarding board self-evaluation of their actions as a group will be performed. A proposed survey instrument for self-evaluation was distributed to each board member and reviewed by Mike Pierce, with the General Counsel's office. Mr. Pierce will assist the board in conducting their self-evaluation. The survey will be implemented in the fall and the report will be distributed in the spring and a review of the results at the summer workshop.

## VII. CHAIR ED BURR

### 1. Board Self-Evaluation

Chair Burr reviewed the new SACs requirement for governing boards to regularly define and evaluate responsibilities and expectations. The Governance Committee will finalize the evaluation process, timeline and survey. We hope to have the full board survey implemented by this fall.

Chair Burr asked that the Board Self-Evaluation program will be implemented as a pilot program this year. Review the strengths, and weaknesses and make adjustments to the next year.

*Trustee Alvarez moved to approve the Board Self-Evaluation program. Trustee Buzzett seconded the motion and was approved unanimously.*

### 2. President's Evaluation

Chair Burr reviewed the President's evaluation. President Thrasher continues to advance our University to become a Top 25 public university. He continues to rise to the occasion and lead with a steady, inspiring and decisive approach. He has prioritized faculty hires and retention, the renovation of facilities and emphasized education metrics.

#### Action Item

### 3. Compensation and Contract

Chair Burr reminded the Board that the last year they voted to extend the President's contract through November 2020. This extension will be forwarded to the Florida Board of Governors for approval this fall.

The Board Governance Committee considered the President's evaluation and recommended the following regarding his compensation for this year:

- A 7% increase to the President's base salary, in addition to the salary increase being given to other employees covered by the collective bargaining agreement.
- A \$300,000 annual performance bonus

*Trustee Alvarez moved to approve the President's Compensation and Contract as presented. Trustee Hillis seconded the motion and was approved unanimously.*

Additionally, Chair Burr asked for approval to an additional 60 days extension on the President's Contract, which would move the contract end date to January 15, 2021. This would allow him to finish the fall semester.

Trustee Ballard moved to approve the 60 days date extension on the contract. Trustee Gonzalez seconded the motion and was approved unanimously.

## VIII. ADJOURNMENT

*Chair Burr adjourned the meeting at 3:55 pm.*