FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

GENERAL MEETING AGENDA

Friday, October 30, 2026
9:30 AM

Augustus B. Turnbull Conference Center
555 W Pensacola St.
Tallahassee, FL 32306
Room 208

The agenda will be followed in subsequent order and items may be heard earlier than the scheduled time.

I. CALL TO ORDER AND ROLL CALL
Mr. Peter Collins, Chair

II. PLEDGE OF ALLEGIANCE

III. MOMENT OF SILENT REFLECTION

IV. APPROVAL OF MINUTES
August 28, 2026, Meeting Minutes

V. PUBLIC COMMENT

VI. PRESIDENT'S REPORT
Dr. Richard McCullough, President

VII. CONSENT ITEMS

- **A. Request for Approval:** Proposed Amendments to FSU-2.02416 Student Residency (Academic Affairs)
- **B. Request for Approval:** Increase Tuition of Approved Market Tuition Rate Education Programs and Course Offerings (Finance and Business)
- **C. Request for Approval:** Florida State University Employee Bonus Plan Report (Finance and Business)

VIII. NEW BUSINESS AND UPDATES

A. Faculty Senate Steering Committee
Ms. Bridgett Birmingham, Vice Chair, Faculty Senate Steering Committee

B. Student Government Association
Ms. Sela Teplin, Vice President, Student Government Association

C. Academic Affairs Committee
Trustee Vivian de las Cuevas-Diaz, Committee Chair and Board of Trustees Vice Chair
Dr. James Clark, Provost and Executive Vice President for Academic Affairs
Dr. Jeanette Taylor, Vice President for Faculty Development and Advancement
Mr. Jonathan Fozard, Vice President for ITS and Chief Information Officer

Information Items:
a. Post-Tenure Review Report
b. ITS Update

Action Item I: Request for Approval: Tenure Upon Appointment

D. Advancement Committee
Trustee Brian Murphy, Chair
Ms. Susan Glenn, Interim Vice President for University Advancement and Interim President of the FSU Foundation, Inc.

Action Item I: Request for Approval: Naming of the Florida Surplus Lines Center for Insurance Excellence

Action Item II: Request for Approval: Naming Opportunity for the FSU Health Research and Collaboration Building

E. Audit and Compliance Committee
Trustee Peter Jones, Chair
Mr. Undra Baldwin, Chief Audit Officer
Mr. Robert Large, Chief Compliance and Ethics Officer

Action Item I: Request for Approval: Proposed Amendments to FSU Policy 1-3 Ethics

Action Item II: Request for Approval: Conflict of Interest Attestation and Disclosure Form

IX. CHAIR'S REPORT
Mr. Peter Collins, Chair

X. OPEN FORUM FOR BOARD OF TRUSTEES
Mr. Peter Collins, Chair

XI. ADJOURNMENT
Mr. Peter Collins, Chair

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES

Meeting Minutes
August 28, 2026

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

GENERAL MEETING MINUTES (DRAFT)

Friday, August 28, 2026
9:00 am

Augustus B. Turnbull Conference Center
555 W Pensacola St.
Tallahassee, FL 32306
Room 208

Attended: Peter Collins (Chair), Vivian de las Cuevas-Diaz (Vice Chair), Maximo Alvarez, Kathryn Ballard, Jorge Gonzalez, Jim Henderson, Roxanne Hughes, Peter Jones**,** Brian Murphy, Justin Roth, Ian Seibert and Tim Weisheyer.

Absent: None.

I. CALL TO ORDER AND ROLL CALL[1]

Mr. Peter Collins, Chair

Chair Collins called the meeting to order at 9:02 am and welcomed attendees. He welcomed Trustee Ian Seibert to his first in person meeting.

II. PLEDGE OF ALLEGIANCE

Chair Collins asked everyone to stand for the Pledge of Allegiance.

III. MOMENT OF SILENT REFLECTION

Chair Collins asked everyone to take a moment of silent reflection.

Heather Mayo conducted the roll call and confirmed a quorum.

[1] The Roll Call occurred after the Pledge of Allegiance and Moment of Silent Reflection.

IV. APPROVAL OF MINUTES

June 18, 2026, Meeting Minutes

Trustee Gonzalez moved to approve June 18, 2026, meeting minutes. Vice Chair de las Cuevas-Diaz seconded the motion, and June 18, 2026, meeting minutes were approved unanimously by all Board members present.

V. PUBLIC COMMENT

Current FSU students Daniela Mendoza and Maddox Goodman provided public comments in support of Consent Item W. Proposed Amendment to Regulation FSU-2.024, increases to local and other fees, effective Fall 2027 (Finance and Business). There were no other public comments.

Chair Collins read the Ethics Conduct Policy.

VI. PRESIDENT'S REPORT

Dr. Richard McCullough, President

President McCullough began his report by reflecting on the faculty celebration held the previous evening with the Board of Trustees. He recognized Robert O. Lawton Professors Dr. Brad Schmidt and Dr. Laura Reina.

The President noted the successful start of the fall semester and shared reflections on his and the First Lady's recent interactions with students across campus. He highlighted the university's continued momentum in academic excellence, including a record four-year graduation rate of 82 percent, up from 78 percent, an increase in the transfer student graduation rate, and a 97 percent retention rate for the second consecutive year.

Additional academic updates included Florida State's recognition in TIME's inaugural *America's Best Colleges* rankings, where the university ranked 17th among public universities and 53rd overall. President McCullough also discussed the appointment of new academic deans, the ongoing law dean search, leadership changes in University Advancement, the arrival of new faculty members, and the enrollment of one of the most accomplished freshman classes in university history. He further noted continued growth in graduate education, including the enrollment of over 3,000 new graduate students.

Additional updates included the university's engagement with business and community leaders through the recent Tallahassee Chamber Community Conference, where FSU Health was the presenting sponsor. The President provided updates on FSU Health, including the upcoming opening of the FSU Health Research and Collaboration Building, and highlighting the $125 million appropriation from the Florida Legislature for this project.

President McCullough highlighted continued success in research. He highlighted significant research achievements, including a $19 million Rural Health Transformation Program award supporting six College of Medicine projects, an $88 million U.S. Navy contract awarded to the Center for Advanced Power Systems, and FSU's leadership role in the U.S. Department of Energy's Genesis Mission. He reported record research expenditures, which increased from $325

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million to $500 million over the past five years, and thanked Vice President Patterson, the Cabinet leadership team, and the Board for their support of the university's research growth. President McCullough reported a historic fundraising year, with the university receiving $235.4 million in philanthropic support. He also discussed the university's national engagement efforts, including a June fireside chat in Washington, D.C., with Trustee Roth. He reflected on FSU's 175th anniversary and thanked the First Lady for her leadership in advancing the university's anniversary celebration. Additional remarks included comments on his visits with peer institutions and upcoming campus events, including a visit by New York Times columnist and best-selling author David Brooks.

The President provided a legislative update and highlighted significant funding secured during the recent legislative session. He thanked Chair Collins for his efforts and expressed gratitude to the Legislature for its continued support.

President McCullough also recognized recent athletics accomplishments, highlighting student-athlete Jack Whaley's victory at the U.S. Amateur Golf Championship, making him the first Florida State Seminole to win the title. He noted that the achievement reflected both Whaley's talent and the strength of Florida State's nationally recognized golf programs led by Coaches Trey Jones and Amy Bond.

President McCullough concluded his report by thanking the Board for its support and feedback on his annual evaluation and goals. He noted that the goals would guide the institution over the next three years and include annual benchmarks in critical areas. He expressed appreciation and stated that he looked forward to the accomplishments of the coming year.

Chair Collins thanked President McCullough for his engagement with peer institutions and his efforts representing the university nationally, noting the importance of that work.

VII. CONSENT ITEMS

A. Request for Approval: 2027 – 2028 Academic Calendar (Academic Affairs)

B. Request for Approval: 120 Credit Hour Exception Revisions (Academic Affairs)

C. Request for Approval: 2025 – 2026 Textbook and Instructional Materials Affordability Report (Academic Affairs)

D. Request for Approval: Nominations to the Board of Directors of the FSU Alumni Association (Advancement & Governance)

E. Request for Approval: Nominations to the Board of Directors of the Seminole Boosters, Inc. (Advancement & Governance)

F. Request for Approval: Nominations to the Board of Trustees of the FSU Foundation, Inc. (Advancement & Governance)

G. Request for Approval: Nominations to the Board of Directors of The John and Mable Ringling Museum of Art Foundation, Inc. (Advancement & Governance)

H. Request for Approval: FY 2026-2027 Audits and Activities Plans (Audit and Compliance)

I. Request for Approval: Foreign Activity Report pursuant to BOG Regulation 9.012 (Audit and Compliance)

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J. Request for Approval: 2026-2027 Carryforward Spending Plan (Finance and Business)

K. Request for Approval: 2026-2027 Fixed Capital Outlay Budget (Finance and Business)

L. Request for Approval: Status Report on Purchase Orders Over $1M and 5+ Years of Service Contracts (Finance and Business)

M. Request for Approval: Campus Master Plan Amendment (Finance and Business)

N. Request for Approval: Housing Rental Rates (Finance and Business)

O. Request for Approval: Nomination to the Board of Directors of the Florida State University Athletic Association, Inc. (Governance)

P. Request for Approval: Nomination to the Board of Directors of the College of Business Student Investment Fund, Inc. (Governance)

Q. Request for Approval: Nomination to the Board of Directors of the Florida State University Research Foundation, Inc. (Governance)

R. Request for Approval: Nominations to the Board of Directors of the Florida State University International Programs Association, Inc. (Governance)

S. Request for Approval: Florida State University International Programs Association, Inc. Bylaw Revisions (Governance)

T. Request for Approval: Proposed Amendment to Regulation FSU-3.0045 Involuntary Medical Withdrawal (Student Affairs)

U. Request for Approval: Proposed Amendment to Regulation FSU-3.004 Student Conduct Code (Student Affairs)

V. Request for Approval: Proposed Amendment to Regulation FSU-3.0041 Student Organization Conduct Code (Student Affairs)

W. Request for Approval: Proposed Amendment to Regulation FSU-2.024, increases to local and other fees, effective Fall 2027 (Finance and Business)

Chair Collins asked whether any Trustee wished to move an item from the consent agenda to the regular agenda.

Hearing none, he called for a motion to approve consent items **A–W.**

Trustee Henderson motioned to approve Consent Items A-W. Trustee Murphy seconded the motion and Consent Items A-W were unanimously approved by all Board members present.

VIII. NEW BUSINESS AND UPDATES

A. Athletics Update

Mr. Michael Alford, Vice President and Director of Athletics

Chair Collins introduced Mr. Michael Alford, Vice President and Director of Athletics.

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Information Item: Student Athlete Highlight

Mr. Alford introduced student-athlete Claire Rain of the Florida State Women's Soccer Team. Ms. Rain shared remarks about her experience at Florida State University and the challenges she has overcome as a student-athlete.

Mr. Alford continued his report by highlighting the media exposure generated by student-athlete Jack Whaley's U.S. Amateur Championship victory, provided an update on Athletics fundraising efforts and the record-breaking fundraising year, reviewing season ticket sales, and discussing developments in the national athletics landscape, including the Protect College Sports Act.

Action Item: 2026-2027 ACC Governing Board Certification Form

Chair Collins asked for a motion to approve the 2026-2027 ACC Governing Board Certification Form.

Vice Chair de las Cuevas-Diaz motioned to approve the 2026-2027 ACC Board Certification Form. Trustee Henderson seconded the motion, and item was unanimously approved by all Board members present.

B. Faculty Senate Steering Committee
Ms. Bridgett Birmingham, Vice Chair, Faculty Senate Steering Committee

Ms. Bridgett Birmingham, Vice Chair of the Faculty Senate Steering Committee, presented on behalf of the Faculty Senate. She reported that the Faculty Senate had been on hiatus during the summer months and would resume regular meetings now that the Fall semester had begun. Ms. Birmingham noted that faculty members spent the summer preparing for the academic year and that the Faculty Senate Steering Committee recently held a retreat attended by Provost Clark and Vice President Fozard.

Ms. Birmingham noted that Trustee Hughes serves on the Council of Faculty Senates and will participate in a panel discussion with Chair Collins at the upcoming Florida Board of Governors Trustee Summit in November.

Looking ahead, Ms. Birmingham identified artificial intelligence as a key area of focus for the Faculty Senate during the coming year, including efforts to survey the campus landscape and develop recommendations regarding related policies and practices.

C. Student Government Association
Ms. Sela Teplin, Vice President, Student Government Association

Ms. Sela Teplin, Vice President of the Student Government Association (SGA), presented a report highlighting student engagement and leadership initiatives. Her remarks included updates on global opportunities for students, the Washington D.C. Study Away Program, and student leadership development, including the work of the registered student organization Noles on Wall Street.

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Ms. Teplin also provided an overview of upcoming fall activities and festivities, including plans for Homecoming 2026. She concluded her report with an update on initiatives and activities within the SGA Executive Branch and noted that SGA consulted with dozens of student leaders across campus before unanimously recommending an increase in local fees.

D. Academic Affairs Committee

Trustee Vivian de las Cuevas-Diaz, Committee Chair and Board of Trustees Vice Chair
Dr. James Clark, Provost and Executive Vice President for Academic Affairs

Vice Chair de las Cuevas-Diaz, Chair of the Academic Affairs Committee, opened her report by welcoming Provost Clark to introduce new academic deans and distinguished faculty guests.

Information Items:

I. Introduction of New Academic Deans - Dr. Gregory Bell, Dr. Kirk Foster and Interim Dean Dr. Mike Brady
II. 2026 - 2027 Robert O. Lawton Distinguished Professors – Dr. Laura Reina and Dr. Brad Schmidt
III. 2026-2027 Distinguished Teacher – Dr. Orenda Johnson

Vice Chair de las Cuevas-Diaz welcomed Provost Clark, who introduced new academic deans: Dr. Gregory Bell, Dean of the Graduate School; Dr. Kirk Foster, Dean of the College of Social Work; and Dr. Mike Brady, Interim Dean of the Jim Moran College of Entrepreneurship.

Provost Clark recognized Dr. Laura Reina as the 2026-2027 Robert O. Lawton Professor and provided an overview of her accomplishments and contributions to the field of physics. Dr. Reina offered remarks regarding her career at Florida State University, her research, and the impact of mentoring students. Several Trustees and President McCullough expressed their appreciation for her service and achievements.

Provost Clark introduced Dr. Brad Schmidt, 2026-2027 Robert O. Lawton Professor, and highlighted his leadership in mental health research and suicide prevention. Dr. Schmidt discussed the growing prevalence of mental health challenges, especially amongst college students, and described his team's ongoing efforts to expand access to evidence-based treatments. He also expressed his belief that Florida State University is well positioned to become a national leader in this field. Several Trustees and President McCullough expressed their appreciation for Dr. Schmidt's work and remarks at the meeting.

Provost Clark introduced Dr. Orenda Johnson, the 2026-2027 Distinguished Teacher of the Year, and provided a brief overview of her teaching accomplishments and service to the university. Dr. Johnson reflected on her experience at Florida State University and expressed her appreciation for working at a R1 university that values and supports teaching faculty. Several Trustees and President McCullough thanked Dr. Johnson for her contributions to the university.

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<u>Action Item</u>: Request for Approval: 2027-2028 Legislative Budget Request

Provost Clark provided an overview of Florida State University's 2026-2027 Legislative Budget Request.

He noted that the request includes the following priorities:

1. Protecting Florida's Global Leadership in Magnet Science, Critical Minerals, Quantum Innovation, and Energy Security
2. Advancing Florida's Workforce, Research Competitiveness, and Student Success through Florida State University
3. Florida Behavioral Health Center of Excellence
4. Advancing Florida's Healthcare Workforce, Research Capacity, and Access to Care through Continued Investment in FSU Health
5. Translational Hub for Healthy Aging, Healthspan Research, and Digital Health
6. Engineering Florida's Defense Future: Building the Workforce, Research, and Innovation Capacity for National Security

Provost Clark summarized the goals and priorities associated with each legislative funding request.

Chair Collins asked for a motion to approve the 2027-2028 Legislative Budget Request.

Trustee Hughes motioned to approve the 2027-2028 Legislative Budget Request. Vice Chair de las Cuevas-Diaz seconded the motion, and item was unanimously approved by all Board members present.

Vice Chair de las Cuevas-Diaz publicly recognized Associate Vice President John Barnhill for his 48 years of service to Florida State University and his significant contributions to the institution.

Associate Vice President Barnhill offered brief remarks, expressing his appreciation for Florida State University and reflecting on his longstanding service to the university. He also thanked the Board of Trustees for its leadership, commitment, and support of Florida State University.

Several Trustees expressed their appreciation to Mr. Barnhill for his service.

E. Advancement Committee
Trustee Brian Murphy, Chair
Ms. Susan Glenn, Interim Vice President for University Advancement & Interim President, FSU Foundation, Inc.

Trustee Brian Murphy, Chair of the Advancement Committee, provided an overview of the committee's meeting. He highlighted the university's fundraising performance and welcomed Interim Vice President Susan Glenn.

Trustee Murphy reported that Florida State University achieved its

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strongest fundraising year in history, securing $235.4 million in philanthropic support during the past fiscal year. He also discussed fundraising priorities and goals for the coming year.

Trustee Murphy noted that the university's endowment remains strong and, for the first time in Florida State's history, has surpassed $1 billion, reaching approximately $1.3 billion. He also provided an update on the university's fundraising campaign, and shared recent staffing updates within University Advancement.

University Advancement and introduced two new development officers serving the Miami region, Jamie Diptee-Bay and Logan Busacca. In closing, Trustee Murphy highlighted upcoming giving initiatives, including National Giving Tuesday on December 1, 2026, and Florida State University's annual Great Give on March 3, 2027.

F. Audit and Compliance Committee
Trustee Peter Jones, Chair
Mr. Undra Baldwin, Chief Audit Officer
Mr. Robert Large, Chief Compliance and Ethics Officer

Trustee Peter Jones, Chair of the Audit and Compliance Committee, provided an overview of the committee's meeting. He highlighted Chief Audit Officer Undra Baldwin's report, noting that the FY 2026-2027 Audit Plan was included on the consent agenda. The Committee also received an update on the FY 2025-2026 Audit Plan and an overview of the university's anti-fraud framework in response to Board of Governors requirements.

Trustee Jones also reported on Chief Compliance and Ethics Officer Robert Large's routine compliance report and proposed revisions to the Trustees' Ethics and Conflict of Interest Disclosure Policy. Following discussion, the Committee directed Mr. Large to incorporate feedback and return the policy to the Committee for further review, with the goal of bringing a final version to the Board in October. He noted that the revisions include a new disclosure form.

Chair Collins emphasized the importance of updating the policy and of trustees disclosing potential conflicts of interest. President McCullough also commented on the importance of the disclosure process. Trustee Murphy thanked Vice President Egan and her team for their assistance in navigating potential conflicts of interest. Trustee Henderson also stressed the importance of the proposed updates.

G. Governance Committee[2]
Trustee Maximo Alvarez, Chair
Ms. Carolyn Egan, Vice President for Legal Affairs and General Counsel

Trustee Maximo Alvarez, Chair of the Governance Committee, provided an overview of the committee's meeting. He started the report by thanking Vice President Egan for all she does for the Board. He reported that the committee

[2] The Governance Committee report was moved before the Finance and Business report.

reviewed the new direct support organization (DSO) nominee process, which includes background checks of nominees utilizing publicly available and other resources for nominees to governing boards of direct support organizations.

Trustee Alvarez explained that, under the proposed process, the Board of Trustees will consider nominees for confirmation at one meeting a year and will be provided with due diligence reports prior to taking action. He further noted that nominees may serve in a provisional capacity pending confirmation by the Board of Trustees. Using this new process, the Governance Committee forwarded the individuals listed on the meeting's consent agenda for consideration by the Board.

Trustee Alvarez reported on proposed bylaw revisions for the Florida State University International Programs Association, Inc., noting that the item was included on the consent agenda. He thanked Trustee Jones for his assistance with the revision process. Trustee Alvarez also noted that Chair Collins would discuss the President's evaluation and goals later in the meeting.

Chair Collins then asked Vice President Egan to provide an overview of the proposed revisions to Florida State University Policy 1-1, Board of Trustees Operating Procedures.

Action Item: Request for Approval: Revisions to Florida State University Policy 1-1 BOT Operating Procedures

Vice President Egan provided an overview of proposed revisions to Florida State University Policy 1-1, Board of Trustees Operating Procedures. She highlighted a revision to Section 102 that would authorize the President and the Chair to approve the filing or defense of litigation, subject to Board confirmation of claims brought by the university at the next available Board meeting. She also reviewed revisions to Section 202 regarding electronic meeting notices, Section 203 regarding meeting agenda development by the Chair and President, and Section 204 regarding Board member attendance.

Trustee Murphy motioned to approve the Revisions to Florida State University Policy 1-1 BOT Operating Procedures. Vice Chair de las Cuevas-Diaz seconded the motion, and the item was unanimously approved by all Board members present.

H. Finance and Business Committee
Trustee Jim Henderson, Chair
Mr. Kyle Clark, Senior Vice President for Finance and Administration

Trustee Jim Henderson, Chair of the Finance and Business Committee, provided an overview of the committee's meeting. He emphasized the committee's financial oversight responsibilities and expressed confidence in the university's financial position. Trustee Henderson highlighted the university's bond rating, noting that it is the highest among institutions in the State University System of Florida. He also reviewed items on the consent agenda, including the carryforward spending plan and fixed capital outlay budget. Trustee Henderson thanked Senior Vice President Clark

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and Vice President Patterson for their work supporting FSU Health.

Senior Vice President Clark commented on the busy reporting season, including reports required by the Board of Governors, and noted the team's ongoing focus on collective bargaining. He also reported on preparations for the start of the fall semester, highlighting the efforts of the Facilities, Planning, Design and Construction, and Grounds teams.

Senior Vice President Kyle reported on the debt issuance for the Northwest Campus Housing Project following approvals in June by the Board of Trustees and the Florida Board of Governors. Senior Vice President Clark concluded with an overview of current capital and deferred maintenance projects.

I. Student Affairs Committee
Trustee Kathryn Ballard, Chair
Dr. Amy Hecht, Vice President for Student Affairs

Trustee Kathryn Ballard, Chair of the Student Affairs Committee, provided an overview of the committee's meeting. She highlighted Student Affairs activities over the summer, including Nole Bound programs in Washington, D.C., Tampa, Fort Lauderdale, and Miami. She also provided an update on the start of the fall semester, including the move-in of more than 6,000 students into campus housing, welcome events, and Panhellenic sorority recruitment. Trustee Ballard noted the creation of a new suicide prevention task force, which includes former Robert O. Lawton Distinguished Professor Dr. Thomas Joiner.

Chair Collins commended the work being done on Homecoming and invited Vice President Hecht to provide an update. Vice President Hecht highlighted the return of longstanding Homecoming traditions, the extended parade route and the addition of a carnival. She also recognized the First Lady's leadership in advancing homecoming initiatives and integrating the university's 175th Anniversary celebration into homecoming activities.

J. University Research Committee
Trustee Jorge Gonzalez, Chair
Dr. Stacey Patterson, Vice President for Research

Trustee Jorge Gonzalez, Chair of the University Research Committee, provided an overview of the committee meeting. He reported significant growth in the university's research enterprise, including a record $1.5 billion in proposal activity during FY26, a 23% increase over FY25, $272.5 million in awards, and research expenditures exceeding $500 million. Trustee Gonzalez highlighted major research awards, including funding from the U.S. Navy, the Rural Health Transformation initiative, and the Genesis grant program. He credited Vice President Patterson and her team for their leadership in advancing the university's research culture, technology transfer efforts, strategic hiring, and resource allocation.

Vice President Patterson expressed appreciation to Trustee Gonzalez for his words, and the deans, department chairs, and faculty for their contributions to the university's research success. She noted that the university continues to build on new opportunities

and momentum in research.

Trustee Murphy commended the research accomplishments of the university. Trustee Gonzalez also highlighted the continued development of FSU Health and the impact the FSU Health assets will have in the future.

Trustee Henderson requested a future update on the impact of the Rural Health Transformation grant. Vice President Patterson noted that FSU Health and related initiatives would be highlighted at an upcoming University Research Committee meeting in October. Trustee Gonzalez also recognized Dr. Alma Littles, Dean of the College of Medicine, on her selection as President of the Florida Medical Association.

At Chair Collins' request, Vice President Patterson provided an update on National Science Foundation funding, emphasizing the importance of industry partnerships. She also emphasized the importance of diversifying future funding sources and encouraging continued faculty and researcher engagement in pursuing external funding opportunities.

IX. CHAIR'S REPORT

Mr. Peter Collins, Chair

Action Item I: Request for Approval: FY 2025-2026 Presidential Evaluation

Trustee Murphy motioned to approve the FY 2025-2026 Presidential Evaluation. Vice Chair de las Cuevas-Diaz seconded the motion.

Chair Collins opened the floor for discussion regarding President McCullough's annual self-evaluation and performance review process. He noted that members of the Board had received and reviewed the President's self-evaluation and reported that all rated President McCullough as in the overall category as exceeding expectations.

Hearing no objection, the FY 2025-2026 Presidential Evaluation was unanimously approved by all Board members present.

Chair Collins invited President McCullough to offer comments regarding his evaluation.

President McCullough expressed his appreciation to the Board for its comments in the evaluation. He also thanked the Board for the unanimous assessment of him as Overall Exceeding Expectations.

Action Item II: Request for Approval: President's FY 2026-2029 Goals

Chair Collins introduced the President's goals and the new format.

President McCullough provided an overview of his goals and discussed the new goal-setting framework, which incorporates a quantitative set of performance measures. He noted that the goals are intended to serve as ambitious stretch goals. President McCullough stated that the overarching objective is continuous improvement at the university. He also encouraged Trustees to remain actively engaged in areas about which they are particularly passionate,

noting that their involvement has been invaluable in supporting the university's priorities and initiatives.

Trustee Jones commented favorably on the new goal format. Vice Chair de las Cuevas-Diaz reiterated the Board's commitment to partnering with the President in achieving the established goals. Chair Collins added that the Board shares responsibility for helping ensure the President's success and supporting the achievement of the goals.

Trustee Murphy motioned to approve the President's FY 2026-2029 Goals. Vice Chair de las Cuevas-Diaz seconded the motion, and the item was unanimously approved by all Board members present.

<u>Action Item III</u>: Request for Approval: President's Compensation

Chair Collins noted the President's previously approved three-year contract extension and explained that the President's goals would be aligned with the three-year extension period.

Chair Collins recommended the following components of the President's compensation package:

- An annual bonus at 100 percent of the allowable amount, equal to 50 percent of the President's base salary.
- An 8 percent increase to the President's base salary from the previous year.
- A stay bonus of $600,000, payable at the conclusion of three years and contingent upon the President remaining at the university during that period.
- Continuation of his current deferred compensation.
- A provision allowing the President, upon conclusion of his service as President, to return to a faculty position as a tenured professor in the College of Arts and Sciences at a compensation level commensurate with the highest-paid tenured professor in the College at that time. The agreement also includes a one-year sabbatical period prior to his return to teaching responsibilities.

Vice Chair de las Cuevas-Diaz motioned to approve the President's compensation. Trustee Ballard seconded the motion.

Board members discussed whether exceptional achievements beyond established performance expectations might warrant an additional or a different bonus structure for the President.

Vice Chair de las Cuevas-Diaz asked Vice President Egan whether the Board could revisit the compensation structure in the future should additional performance measures be developed. Vice President Egan advised that the Board could revisit.

Trustee Weisheyer spoke in support of President McCullough, referencing his commitment to advancing Florida State University's mission and his ongoing efforts to position the university as the leading public university in the State of Florida.

Trustee Murphy also expressed appreciation for President McCullough's commitment to the university.

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Following the discussion, the President's compensation was unanimously approved by all Board members present.

Following the vote, President McCullough expressed his gratitude to the Board for its support and thanked Chair Collins for his leadership. He also noted his interest in further discussions regarding recognition for extraordinary performance.

X. OPEN FORUM FOR BOARD OF TRUSTEES

Mr. Peter Collins, Chair

There was no further discussion.

Chair Collins announced upcoming Board dates.

Chair Collins thanked the staff and Trustees for their work and attendance.

Chair Collins noted the need for the Board to resume campus field visits and engagement opportunities across the university.

XI. ADJOURNMENT

Mr. Peter Collins, Chair

Chair Collins adjourned the meeting at 1:13 pm.

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FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES

CONSENT ITEM

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FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

Academic Affairs Committee

CONSENT ITEM A
October 30, 2026

SUBJECT: Proposed Amendments to FSU-2.02416 Student Residency for Tuition Purposes

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PROPOSED COMMITTEE ACTION

Request to approve the regulation amendments.

AUTHORITY FOR BOARD OF TRUSTEES ACTION

Florida Board of Governors (BOG) Regulation 1.001(3) gives the Board of Trustees authority to adopt regulations. BOG 7.005 requires that "each state university shall develop regulations and policies for determining each admitted student's Florida residency status for tuition purposes."

BACKGROUND INFORMATION

This substantial revision updates the FSU regulation consistent with the requirements of Section 1009.21, Florida Statutes and BOG 7.005.

ADDITIONAL COMMITTEE CONSIDERATIONS

Florida Board of Governors approval is not required.

Supporting Documentation Included: FSU Regulation 2.02416 Text with Proposed Amendments

Submitted by: James Clark, Provost and Executive Vice President for Academic Affairs

Substantially Rewritten

FSU-2.02416 Student Residency for Tuition Purposes

The university determines resident and non-resident status for tuition purposes in accordance with Federal law, Florida Statutes section 1009.21 and Florida Board of Governors Regulation 7.005. Detailed information about the classification, reclassification, and appeals process related to Florida residency for tuition purposes can be found at Residency | Office of Admissions.

(1) Students seeking classification as a Florida resident for tuition purposes—or, if the student is a dependent, the student's parent or legal guardian—must submit a residency declaration form supported by clear and convincing documentation.

(a) The student, parent, or legal guardian must establish and maintain legal residence in Florida for a minimum of 12 consecutive months prior to the first day of classes for the term for which Florida residency is sought.

(b) Documentation must demonstrate that the intent of establishing residency for tuition purposes is not solely for educational purposes, except as otherwise provided by Florida Statutes section 1009.21 and Florida Board of Governors Regulation 7.005.

(c) For documentation to be "clear and convincing," it must be credible, precise, and compelling enough to persuade the institution that the student or, if that student is a dependent, the student's legal guardian has established legal residency in Florida.

(d) Written notice shall be provided in the residency declaration form and to admitted students, as published in the University Bulletin, to explain that the burden of providing clear and convincing documentation to justify the institution's classification of residency status for tuition purposes rests with the student or, if the student is a dependent, with the student's parent or legal guardian.

(2) The residency declaration form, supporting documentation, and/or appeal requests must be submitted no later than the 1st day of classes for the term for which Florida residency is sought. If the deadline is not met, an approved change in residency status may take effect in the subsequent semester.

(3) The documents required to establish Florida residency for tuition purposes are set out in Florida Statutes section 1009.21. The university may request additional documentation as needed to affirmatively determine residency for tuition purposes, including documentation required to evaluate an admitted student's citizenship status under Florida Statutes section 1009.21(2)(d).

(4) Pursuant to Florida Statutes section 1009.21 and Florida Board of Governors Regulation 7.005, Florida State University has established a Florida Residency Appeal Committee for the processing of residency appeals.

(a). The university appeal committee will be composed of a minimum of three committee members, at least one member being drawn from each of the following offices: Admissions, University Registrar, and Financial Aid. Additional members may be added as appropriate.

(b) Students wishing to appeal are required to submit a written request along with relevant new supporting documentation. The residency appeal committee may ask for additional documentation to make a final residency determination. An appeal will not be reviewed until all required documentation has been received. Failure to submit the required documentation will result in the appeal being denied. Students will receive written notification of the committee's decision. The institution considers the committee's ruling to be final, and no additional appeals will be allowed during that semester.

(5) The university's residency declaration form must disclose the penalties for intentional fraud or misrepresentation of the student's residency status, or if that student is a dependent, the student's parent or legal guardian's residency status. If a student is granted "resident for tuition purposes" status based on a sworn statement that is later found to be false, the university president, or delegated authority may impose disciplinary actions according to the Student Conduct Code, as outlined in FSU Regulation-3.004. The student, or if that student is a dependent, the student's parent or legal guardian, may also face civil or criminal penalties under relevant Florida laws.

Specific Authority - BOG Regulation 1.001(3)(j); Reg. Procedure July 21, 2005, Law Implemented 1009.21, Florida Statutes.

History–New 5-5-03, Substantially rewritten xx-xx-202

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES

CONSENT ITEM

B

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

Finance and Business Committee

CONSENT ITEM B

October 30, 2026

SUBJECT: Increase Tuition of Approved Market Tuition Rate Education Programs and Course Offerings

PROPOSED COMMITTEE ACTION

Requesting market tuition rate increases for the College of Business Master of Science in Risk Management and Insurance, Master of Business Administration, and Master of Science in Management Information Systems. Increases would take effect with the start of the 2027-2028 academic year.

Grant approval for the President to make any subsequent changes outlined in the motions as needed, consistent with applicable laws and regulations.

AUTHORITY FOR BOARD OF TRUSTEES ACTION

F.S. 1009.24
BOG Regulations 7.001, 8.002

BACKGROUND INFORMATION

The Florida State University Wertheim College of Business is requesting to increase market tuition rates to $1,200 per credit hour for their 3 programs (Master of Science in Risk Management and Insurance, Master of Business Administration, and Master of Science in Management Information Systems). The increases range from $450 to $600 per credit hour. The last increases were approved in 2011.

Program Quality and Market Relevance. The proposed market tuition rate increases are necessary to sustain high-quality, market-responsive programs that prepare students for careers in high-demand fields. The additional resources will enable faculty to keep curricula, applied assignments, technologies, and learning outcomes aligned with evolving employer needs.

Faculty and Student Support. The increases will help address rising academic and student-support costs. Competitive programs must attract and retain qualified faculty and staff, particularly in areas where faculty salaries have increased by approximately 40 percent since the market tuition rates were established. These professionals directly support curriculum quality, advising, career preparation, and student success.

Technology and Instructional Resources. Additional revenue will support the technology and instructional resources needed to deliver accessible, reliable online and technology-enabled courses. Investments in learning systems, course production, accessibility, assessment tools, and technical support are essential to maintaining consistent academic quality.

Marketing and Recruitment. The increases will also strengthen marketing and recruitment efforts to sustain enrollment and promote career-relevant program offerings.

Building, Infrastructure and Utilities. Although students complete the majority of coursework remotely, these programs depend on the Florida State University Wertheim College of Business for essential academic oversight, admissions and advising coordination, instructional support, program administration, and related student services. The proposed increases are necessary to offset rising infrastructure costs required to deliver these services effectively.

Together, these investments will preserve program quality and help students graduate and pursue meaningful careers.

ADDITIONAL COMMITTEE CONSIDERATIONS

BOG approval is required.

Supporting Documentation Included: Request to Increase Tuition of Approved Market Rate Education Course or Program in Accordance with Board of Governors Regulations 7.001 & 8.002 forms

Submitted by: Kyle Clark, Senior Vice President Finance and Administration

STATE UNIVERSITY SYSTEM OF FLORIDA

Request to Increase Tuition of Approved Market Rate Education Course or Program In accordance with Board of Governors Regulations 7.001 & 8.002

Florida State University **Institution Submitting Proposal**	**Implementation Term**
521710 **Program CIP Code**	Master of Science in Risk Management and Insurance **Complete Name of Degree**
$600 **Currently Approved Market Tuition Rate**	**Date Approved by the Board of Governors**
$1,200 **Proposed Market Rate Tuition**	**Effective Term for New Tuition Rate**

The submission of this proposal constitutes a commitment by the university that, if the proposal is approved, the necessary financial resources and the criteria for establishing new programs have been met before the program's initiation.

Date Approved by the University Board of Trustees	**President's Signature** **Date**
Board of Trustees Chair's Signature **Date**	**Provost's Signature** **Date**

A. Provide details on any changes to the program that have occurred since the proposal was approved by the Board of Governors.

The most significant changes since the program's approval have been the addition of two focused tracks, one in property/casualty and risk management and the other in healthcare administration, as well as the transition from a single annual cohort to rolling admissions. The two-track structure provides students with clearer academic pathways aligned with distinct workforce needs and expands the program's relevance beyond the traditional insurance and risk management market. The healthcare administration track also supports the Herbert Wertheim College of Business's broader Business of Healthcare Initiative, which includes an online MBA major and healthcare related coursework across other programs. Related activities, including the Wertheim College's Business of Healthcare Summit, provide additional opportunities for students to engage with industry leaders, faculty, and emerging issues in the business of healthcare. Collectively, these efforts complement the broader FSU Health Initiative and strengthen the program's connections to evolving industry needs.

The transition to rolling admissions allows students to begin the program at three points during the year rather than waiting for a single annual start date. For an online graduate program serving many working professionals, this change has improved access and made the program more responsive to adult learners whose work, family, military, relocation, or financial circumstances may not align with a single fall entry point. It also enables students to begin graduate study when professional goals, employer tuition benefits, or career opportunities make enrollment most feasible. This change expanded access without altering the program's academic standards or degree requirements.

In addition to these programmatic and admissions changes, the faculty continually review and update course content to ensure that students engage with relevant concepts, technologies, regulations, analytical tools, and industry practices. Faculty regularly revise readings, cases, assignments, simulations, and examples to reflect developments in business practice and employer expectations. Course offerings have also evolved over time, providing students with additional options in high-demand areas and enabling the program to remain responsive to marketplace needs.

The Wertheim College's academic technology and instructional design teams support these continuous improvement efforts by working with faculty on course design, accessibility, learning management system functionality, multimedia production, quality assurance, and technology-enabled instruction. This collaboration helps ensure that online courses are intentionally designed to promote effective student engagement, clear navigation, timely feedback, and consistent delivery, rather than simply transferring existing course content to a digital format.

B. Explain why the tuition increase is needed and how it will support program quality, competitiveness, or student outcomes.

The proposed tuition increase is necessary to sustain a high-quality, market-responsive MS-RMI program centered on student success. The Wertheim College must continue to design and deliver courses that prepare students for meaningful career advancement in high-demand employment areas, particularly those in which employers increasingly expect graduates to demonstrate analytical, technological,

managerial, and industry-specific capabilities. As the business environment evolves, maintaining program quality requires continuous curricular renewal. Faculty must have the resources and support necessary to redesign courses, update cases and applied assignments, incorporate emerging technologies and current industry practices, and ensure that learning outcomes remain aligned with the skills students need to succeed in the workplace.

The tuition increase is also needed to address the rising cost of the academic and student-support infrastructure required to deliver a competitive graduate business program. In a highly competitive labor market, the program must be able to recruit, retain, and support qualified faculty, instructional designers, academic advisors, career-support professionals, and administrative staff. In some areas, faculty salaries have increased by approximately 40 percent since the market-rate tuition was established. These personnel are central to student outcomes. They shape the curriculum, maintain course quality, support students throughout the program, and provide the academic and career guidance that helps students complete the degree and translate it into professional opportunities.

Additional revenue will strengthen the technology and instructional support needed to provide accessible, engaging, and reliable courses. Online and technology-enabled graduate programs require sustained investment in learning management systems, multimedia production, course-quality review, accessibility compliance, data and assessment tools, classroom and instructional technologies, and responsive technical support for students and faculty. These investments are not ancillary; they are integral to the student experience. Their costs have also increased because of inflation. Together, these resources help ensure that students can access course materials effectively, participate fully in coursework, receive timely support, and experience a consistent level of academic quality regardless of location or delivery format.

The proposed increase will also support the strategic marketing and recruitment efforts needed to sustain enrollment and reach qualified students whose goals align with the program's evolving strengths. As graduate business education becomes increasingly competitive, the Wertheim College must be able to communicate the program's value, promote its property/casualty and risk management and healthcare administration tracks, and build awareness of other career-relevant offerings. Taken together, these investments will protect program quality, strengthen the program's competitiveness, and advance the Wertheim College's central objective of helping students persist, graduate, and enter meaningful career pathways that address current and emerging workforce needs.

C. For the most recent tuition increase approved for the program, provide the information below.

Effective date: August 2012
Dollar amount: $600 per credit hour (PCH) (+$50 PCH from original)
Percentage increase: 9%

D. Is this program a Program of Strategic Emphasis? If yes, does the university offer the same program as an E&G-funded program?

The program is not a Program of Strategic Emphasis and the university does not offer an E&G funded version of this program.

E. Identify the program's degree level, method of delivery, and provide a link to the program website showing tuition and fee information.

Degree level: Master's

Method of delivery (face-to-face, hybrid, online): Online

Website link: MS-RMI Degree - Learn Risk Management online at Florida State

F. Provide information on the comparable E&G-funded program.
x No comparable E&G-funded program exists.

Comparable E&G-Funded Program	
Program name	
Degree level	
CIP code	
Method of delivery	
Tuition Rate 2026-27 Resident & Non-Resident	

Describe any material differences between the market tuition rate program and the comparable E&G-funded program.

G. Complete the table below showing the current and proposed tuition and fees for the program.

	Current	Proposed
Tuition per credit hour	$600	$1,200
Total credits required	33	33
Total program tuition	$19,800	$39,600
Mandatory program fees	$30.18 in-state/$60.24 out of state	$30.18 in-state/$60.24 out of state
Total program cost	$20,795.94 in state $21,787.92 out of state	$40,595.94 in state $41,587.92 out of state

H. Provide enrollment and graduation outcomes for the last five academic years and projected enrollment for the next three academic years. Enter N/A when the defined graduation period has not expired.

Enrollment and Graduation History

Academic Year	Number of Unduplicated Students[1]	Percentage Who Graduated[2]	Percentage Who Left the Program Prior to Graduation[3]
2021-2022	21	85.71%	9.52%
2022-2023	13	76.92%	23.08%
2023-2024	26	53.85%	38.46%
2024-2025	60	50.00%	21.67%
2025-2026	66	N/A	9.09%
Total	186[4]	60.00%	18.28%

Projected Enrollment

Academic Year	Number of Unduplicated Students[5]
2027-2028	76
2028-2029	70
2029-2030	73

1 The number of unique students represents new students in the program each year.
2 The program takes approximately 2 years to complete, so in the last few years, many students have not reached their normal time to graduation.
3 This percentage represents students no longer enrolled in the program, not students beyond their normal time to graduation due to taking classes at a slower rate.
4 For the purposes of the percent who graduated the student total excludes 2025-2026 as the cohort is still in progress. That creates a student total of 120 for that calculation.
5 This represents total students in the program in a given time. Given the program length it represents about 2.5 years of admitted students.

I. Provide at least three examples of tuition amounts from other comparable programs at public and private four-year universities. If the proposed tuition rates differ for resident and non-resident students, explain why.

Items	Program at Proposed Rate	Comparable Programs		
		Example 1	Example 2	Example 3
Institution	Florida State University	UNC-Chapel Hill	NC State	Virginia Tech
Program name	MS-RMI	MAC	MMA	Master of Information Technology
Program location (city and state)	Tallahassee, FL	Chapel Hill, NC	Raleigh, NC	Blacksburg, VA
Public or private institution	Public	Public	Public	Public
Total credits required	33	30/48 (depending on track)	30	33
Tuition per credit hour	$1,200	$1,446.36	$1,475.27	$1,139
Total program tuition	$39,600	$43,390.80/ $69,426.73	$44,258.10	$37,587

This online program is considered a specialty program and; therefore, is offered by fewer universities than the online MBA. In addition to RMI and MIS, specialty master's degrees can include programs in accounting, finance, and data analytics, among others. The table below similarly illustrates how FSU's market-rate tuition remains below the tuition rates of several key comparison groups for online specialty master's programs.

Tuition rates at top-ranked online specialty master's programs are well above FSU's market-rate tuition. US News & World Report ranks FSU's online MS-RMI and MS-MSI programs at No. 18. The Top 10 programs average $1,130 for in-state and $1,310 for out-of-state tuition. Programs ranked No. 11–25 programs also have higher average tuition rates than FSU at $1,036 for in-state tuition and $1,189 for out-of-state tuition. Among public ACC schools, the mean tuition for specialty master's programs is $1,311 for in-state students and $1,706 for out-of-state students.

Analysis of Online Specialty Business Tuition Rates (Public) *Data Obtained from Academic Insights (pulled September 2026)*		
	Tuition per Credit Hour	
	In-State	**Out-of-State**
FSU (No. 18)6	**$6007 / $7508**	**$600[4] / $750[5]**
***US News* Top 10 (mean)**	**$1,130**	**$1,310**
Texas A&M Univ. - College Station (No. 3)	$1,218	$1,744
Arizona State University (No. 4)	$1,418	$1,418
Univ. of Massachusetts – Amherst (No. 5, tied)	$850	$850
Michigan State University (No. 5, tied)	$1,130	$1,130
Ohio State University (No. 8, tied)	$1,253	$1,258
University of Connecticut (No,8, tied)	$1,125	$1,125
University of Texas - Dallas (No. 8, tied)	$919	$1,627
***US News* Top 11-25 (mean)**	**$1,036**	**$1,189**
Rutgers University (No. 12, tied)	$1,422	$1,422
Florida International University (No. 12, tied)	$993	$1,000
University of Florida (No. 15, tied)	$531	$1,328
University of Iowa (No. 15, tied)	$750	$750
University of Tennessee (No. 15, tied)	$1,379	$1,379
University of North Carolina (No. 18, tied)	$1,447	$1,447
University of Rhode Island (No. 18, tied)	$1,000	$1,000
University of Georgia (No. 23, tied)	$846	$846
Univ. of Massachusetts – Lowell (No. 23, tied)	$655	$655
William & Mary (No. 25, tied)	$1,148	$1,148
Univ. of Alabama – Birmingham (No. 25, tied)	$1,088	$1,088
Univ. of Maryland – College Park (No. 25, tied)	$834	$834
North Carolina State University (No. 25, tied)	$1,381	$2,564
ACC Public Schools (mean)	**$1,311**	**$1,706**
UNC-Chapel Hill (No. 18, tied)	$1,447	$1,447
North Carolina State University (No. 25, tied)	$1,475	$2,564
Virginia Tech (No. 170, tied)	$1,106	$1,106
SUS Schools (mean)	**$617**	**$918**
Florida International University (No. 12, tied)	$993	$1,000
University of Florida (No. 15, tied)	$531	$1,328
University of South Florida (No. 37, tied)	$525	$525
Florida Atlantic University (No. 53, tied)	$900	$900
University of West Florida (No. 89, tied)	$385	$479
University of Central Florida (No. 147, tied)	$369	$1,276

The proposed tuition rate does not differ for resident and non-resident students. Because the program is delivered fully online, students participate remotely and do not create materially different instructional, facility, or campus-service costs based

6 There are additional fees of $30 in-state and $60 out-of-state added to FSU's market rate tuition. These fees are typically contained within the *US News* data provided for other universities.

7 MS-RMI

8 MS-MIS

on residency status. A single tuition rate also supports transparent pricing for working professionals and allows the program to compete more effectively in the national online MS-RMI market.

J. Does any employer pay all or part of tuition for students in the program? If yes, provide the number of students receiving tuition support from an employer.

Based on our data gathered for *US News and World Report* reporting, on average, about 50.54% of students reported employer support in the last five years. Specifically:

Year	Percent with Employer Support
2021-2022	38.10%
2022-2023	38.46%
2023-2024	34.62%
2024-2025	46.67%
2025-2026	66.67%
Average	50.54%

K. Does the proposed market rate tuition exceed the annual or total cap authorized by the U.S. Department of Education for federal loans?

The proposed market-rate tuition does not exceed the aggregate federal Direct Unsubsidized Loan limit of $100,000 for graduate students. The Online MS-RMI is a 33-credit-hour program, and at the proposed tuition rate of $1,200 per credit hour, total program tuition would be approximately $39,600. This amount remains well below the applicable aggregate Direct Unsubsidized Loan borrowing limit for graduate students.

On an annual basis, however, the proposed tuition will exceed the standard annual Direct Unsubsidized Loan limit. A student completing 18 credit hours during an academic year would incur approximately $21,600 in tuition charges at the proposed rate, compared with $13,500 under the current rate of $600 per credit hour. Because the annual Direct Unsubsidized Loan limit for graduate students is $20,500, students will need to supplement their educational funding with other financial resources to cover the full cost of attendance.

Accordingly, the proposed tuition does not exceed the applicable aggregate federal Direct Unsubsidized Loan limit. However, annual borrowing eligibility should be evaluated on a student-by-student basis in coordination with the Office of Financial Aid. To meet the cost of attendance, students may need to rely on a combination of federal Direct Unsubsidized Loans, employer tuition assistance, scholarships, personal savings, private education loans, or other eligible financial resources. Given the elimination of Graduate PLUS Loans under current federal law, students whose annual educational expenses exceed available federal Direct Unsubsidized Loan eligibility may have a greater need for alternative funding sources.

L. Provide a declaratory statement that offering the proposed program at the market tuition rate does not increase the state's fiscal liability or obligation.

Offering the Online MS-RMI program at the proposed market-rate tuition will not increase the state's fiscal liability or obligation. Because the program is delivered fully online and funded by tuition revenues generated by enrolled students, it does not require additional state appropriations. The proposed tuition rate is intended to generate sufficient revenue to support instructional delivery, academic technology, student services, program administration, and continued investment in curriculum quality. Accordingly, approval of the proposed market-rate tuition does not create a new or increased financial obligation for the State of Florida.

M. Explain any proposed restrictions, limitations, or conditions to be placed on the program.

No special restrictions, limitations, or conditions are proposed beyond the standard academic, admission, progression, and graduation requirements applicable to the Online MS-RMI program and Florida State University graduate programs. Students must meet all university and program admission requirements, remain in good academic standing, complete the approved 33-credit-hour curriculum, and satisfy all applicable degree requirements. Enrollment in specific courses or major options may be subject to normal course availability, sequencing, prerequisites, and capacity considerations.

The program will continue to be administered in accordance with university policies, Board of Governors requirements, applicable accreditation standards, and Wertheim College procedures for curriculum oversight and student support. The proposed market-rate tuition does not create additional restrictions on student access beyond these existing academic and administrative requirements.

N. List the campuses and/or sites at which the proposed program will be offered. If the program is offered only online, indicate that and specify the location from which it will be managed. Note any changes from the original program.

The Online MS-RMI program is offered fully online and is not tied to a physical instructional site for student attendance. The program is administered by the Florida State University Wertheim College of Business from the Tallahassee main campus, which provides academic oversight, admissions and advising coordination, instructional support, program administration, and related student services. Students complete coursework remotely through the university's online learning platform.

There are no changes from the original program with respect to delivery location. The program continues to be offered online and managed from the Tallahassee campus; no additional campuses or instructional sites are proposed as part of the market-rate tuition request.

O. Provide the total projected additional annual revenue based on the proposed increase and expected credit hours.

The proposed market-rate tuition increase is projected to generate approximately $450,000 in additional annual revenue for the online MS-RMI program. This estimate accounts for an anticipated reduction from projected enrollment levels resulting from the higher per-credit-hour tuition rate. Recent changes to the admissions process have contributed to overall enrollment growth, and that growth is expected to

continue, although at a more moderate rate following the tuition increase. As prospective students adjust to the new tuition rate, enrollment patterns are expected to stabilize, and actual revenue gains will reflect the resulting enrollment.

P. Describe how revenues will be spent, including whether private vendors will be utilized and for what purpose. Additionally, identify all budget entities used for the program.

Revenue from the Online MS-RMI Market Rate program are used primarily to support the continued delivery, quality, and growth of the program. Primary expenditures include instructors, hiring of online mentors/TAs, and expanding advisors and support staff. A portion of the program revenues supports marketing, recruitment, and admissions activities necessary to sustain enrollment. To promote retention and completion of currently enrolled students during the transition to the proposed rate, the program also plans to provide supplemental financial support to students enrolled prior to implementation of the new rate.

No E&G funds support the direct expenditures of the program. Salaries for administrative leadership personnel (dean, director, etc.) that provide indirect support for the program may be funded by E&G.

Q. Use Appendix F-2 to provide the operating budget for the program, including three years of history at the currently approved market tuition rate and three estimated years reflecting the proposed rate. In narrative form, describe the receipts and revenues, operating and non-operating expenditures, and the resulting change in fund balance, and explain how the proposed increase addresses the program's financial position. Data should reflect each year's activity rather than cumulative totals.

The main source of revenue for the Online MS-RMI program is the per credit hour fee assessed to the enrolled students. Increasing this fee from the current $600 to $1200 per credit hour is expected to strengthen the program's financial position. The program also receives auxiliary interest earnings; however, these earnings typically represent less than 1 percent of its annual revenue.

A substantial portion of the program's operating expenditures consists of faculty salaries, which have continued to rise and, in some disciplines, have increased by approximately 40 percent since the market-rate program was approved. Tuition revenue also supports the staff responsible for administering the program. In addition, the program is allocating a portion of its revenue to tuition assistance for students who entered the program at the $600 per credit hour rate, allowing those students to complete the program at that rate. These costs are included in the annual operating expenditures reported in Appendix F-2.

As reflected in the three-year projections, enrollment is expected to decline modestly in response to the higher per credit hour tuition rate. Despite this anticipated reduction, the proposed rate is projected to generate an overall increase in annual program revenue. The additional revenue will support tuition assistance for eligible continuing students, address rising instructional and administrative costs, strengthen the program's financial position, and align tuition more closely with prevailing market rates.

STATE UNIVERSITY SYSTEM OF FLORIDA

APPENDIX F-2 — TUITION INCREASE BUDGET

RMI Online Market Rate Program

		History Year 3	History Year 2	History Year 1	Estimated Year 1	Estimated Year 2	Estimated Year 3
		2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
1	Beginning Fund Balance	$ 96,570	$ 274,971	$ 989,022	$1,448,879	$1,651,798	$1,806,748
2							
3	Receipts/Revenues						
4	Student Tuition & Fees	$ 594,000	$1,065,365	$1,166,502	$1,641,600	$1,512,000	$1,576,800
5	Other Receipts / Revenues	$ 8,404	$ 5,413	$ 5,413	$ 5,927	$ 3,750	$ 3,841
7	Transfers In	$ -	$ -	$ -	$ -	$ -	$ -
8	Total - Receipts / Revenues:	$ 602,404	$1,070,778	$1,171,915	$1,647,527	$1,515,750	$1,580,641
9							
10	Total Operating Expenditures1	$ 420,537	$ 354,098	$ 374,196	$1,444,608	$1,360,800	$1,419,120
11							
12	Non-Operating Expenditures2	$ 3,466	$ 2,629	$ 337,862	$ -	$ -	$ -
13							
14	Ending Fund Balance :	$ 274,971	$ 989,022	$1,448,879	$1,651,798	$1,806,748	$1,968,269
15							
16	Fund Balance Increase / Decrease :	$ 178,401	$ 714,051	$ 459,857	$ 202,919	$ 154,950	$ 161,521
17	Fund Balance Percentage Change :	184.74%	259.68%	46.50%	14.01%	9.38%	8.94%

1 Includes Salaries & Benefits, OPS, Expenses, OCO, Risk Management, Financial Aid, Scholarships, Waivers, Finance Expense, Dept Service, Salary Incentive Payments, Other Operating Expenditures

2 Includes Transfers, FCO, Carryforward from prior period funds, Other Non-Operating Expenditures

STATE UNIVERSITY SYSTEM OF FLORIDA

Request to Increase Tuition of Approved Market Rate Education Course or Program In accordance with Board of Governors Regulations 7.001 & 8.002

Florida State University **Institution Submitting Proposal**	**Implementation Term**
520101 **Program CIP Code**	Master of Business Administration **Complete Name of Degree**
$750 **Currently Approved Market Tuition Rate**	**Date Approved by the Board of Governors**
$1200 **Proposed Market Rate Tuition**	**Effective Term for New Tuition Rate**

The submission of this proposal constitutes a commitment by the university that, if the proposal is approved, the necessary financial resources and the criteria for establishing new programs have been met before the program's initiation.

Date Approved by the University Board of Trustees	**President's Signature Date**
Board of Trustees Chair's Signature Date	**Provost's Signature Date**

A. Provide details on any changes to the program that have occurred since the proposal was approved by the Board of Governors.

Since the program was approved by the Board of Governors, the Herbert Wertheim College of Business's most significant changes to the online MBA program are the addition of two new major options: healthcare administration and alternative investments. These additions respond directly to areas of strong employment demand. In healthcare administration, the U.S. Bureau of Labor Statistics projects employment of medical and health services managers to grow 24 percent from 2025 to 2035, with a 2025 median annual wage of $123,860 and approximately 62,300 openings projected each year. In finance, the Bureau of Labor Statistics projects employment of financial managers to grow 10 percent from 2025 to 2035, with a 2025 median annual wage of $166,570 and approximately 65,600 openings projected each year. These labor-market indicators support continued student interest in graduate business preparation tied to healthcare leadership, investment management, private markets, and related financial services careers.

The Wertheim College has also developed complementary initiatives that bring additional industry expertise, networking opportunities, and career pathways to students. The Business of Healthcare Summit connects healthcare executives, policymakers, business professionals, faculty, students, and alumni to discuss the operational, financial, workforce, technology, and leadership issues facing the healthcare sector. Recent summit programming has emphasized healthcare delivery, workforce challenges, artificial intelligence, and broader efforts to improve healthcare outcomes in Florida. Similarly, the Wertheim College's Alternative Investments Series through the Carl DeSantis Executive Education Center extends the Wertheim College's finance expertise to working professionals through programming in West Palm Beach and online. The series focuses on private markets, hedge funds, private credit, fund structures, operations, reporting, and related professional skills, while also positioning students and the Wertheim College within one of the nation's fast-growing wealth-management regions.

The Wertheim College has strengthened the program through continuous review and updates to curriculum and course content to ensure that students are learning current concepts, technologies, regulations, analytical tools, and industry practices. Faculty regularly refresh readings, cases, assignments, simulations, and examples so coursework reflects changes in business practice and employer expectations. In addition, elective offerings have evolved over time to give students more options in high-demand areas and keep the curriculum aligned with the changing needs of the marketplace.

The Wertheim College and University academic technology and instructional design teams also support this continuous-improvement process. These teams work with faculty on course design, accessibility, learning management system functionality, multimedia production, quality assurance, and technology-enabled delivery. Their involvement helps ensure that online courses are intentionally designed for effective student engagement, clear navigation, timely feedback, and consistent delivery, rather than simply transferred to a digital format.

Together, these changes demonstrate that the program has remained responsive to market conditions while maintaining a focus on quality. The new majors expand

student choice in fields with strong employment prospects, while the Wertheim College's academic technology support, healthcare programming, and alternative-investment initiatives strengthen the connection between graduate business education, industry practice, and student career opportunity.

B. Explain why the tuition increase is needed and how it will support program quality, competitiveness, or student outcomes.

The proposed tuition increase is necessary to sustain a high-quality, market-responsive MBA program centered on student success. The business environment is changing rapidly, and the Wertheim College must continue to design and deliver courses that prepare students for meaningful career advancement in high-demand fields. Employers increasingly expect graduates to demonstrate strong analytical, technological, managerial, and industry-specific capabilities. Maintaining program quality therefore requires continuous curricular renewal, including the resources and support faculty need to redesign courses, update cases and applied assignments, incorporate emerging technologies and current industry practices, and align learning outcomes with the skills students need to succeed in the workplace.

The increase is also needed to address the rising cost of the academic and student-support infrastructure required to deliver a competitive graduate business program. Faculty and staff salaries continue to increase in a highly competitive labor market, and the program must be able to recruit, retain, and support qualified faculty, instructional designers, academic advisors, career-support professionals, and administrative staff. For example, since market rate was implemented, faculty salaries have increased by approximately 40 percent in some disciplines. These personnel are central to student outcomes: they shape the curriculum, maintain course quality, support students throughout the program, and provide the advising and career guidance that help students complete the degree and translate it into career advancement.

Additional revenue will further strengthen the technology and instructional support required to deliver accessible, engaging, and reliable courses. Online and technology-enabled graduate programs require sustained investment in learning management systems, multimedia production, course-quality review, accessibility compliance, data and assessment tools, classroom and instructional technologies, and responsive technical support for students and faculty. These investments are integral to the student experience. They ensure that students can access materials effectively, participate fully in coursework, receive timely support, and experience a consistent level of academic quality regardless of location or delivery format. Inflation has further increased these costs since the market tuition rate was last adjusted.

The proposed increase will also support the strategic marketing and recruitment necessary to sustain enrollment and reach qualified students whose goals align with the program's evolving strengths. As graduate business education becomes more competitive, the Wertheim College must be able to communicate the value of the program and build awareness of new curricular options in healthcare administration, alternative investments, analytics, leadership, and other career-relevant areas. Taken together, these investments will sustain program quality, strengthen the program's competitive position, and advance the Wertheim College's central

objective: helping students persist, graduate, and move into meaningful career pathways that address current and emerging workforce needs.

C. For the most recent tuition increase approved for the program, provide the information below.

Effective date: August 2012
Dollar amount: $750 per credit hour (PCH) (+$50 PCH from original)
Percentage increase: 7%

*It is important to note that the increase above was a part of the original program approval and that the third approved increase, which would have taken the program to $800 PCH was never implemented.

D. Is this program a Program of Strategic Emphasis? If yes, does the university offer the same program as an E&G-funded program?

The program is not a Program of Strategic Emphasis. There are E&G versions of the MBA program offered in person on the main campus. This includes the full-time accelerated MBA program and a part-time evening program. The majors in healthcare administration and alternative investments are not offered in these programs. Concentration areas vary across the online and in-person versions of the MBA.

E. Identify the program's degree level, method of delivery, and provide a link to the program website showing tuition and fee information.

Degree level: Masters

Method of delivery (face-to-face, hybrid, online): Online

Website link: Online-Part-Time | Herbert Wertheim College of Business

F. Provide information on the comparable E&G-funded program.

☐ No comparable E&G-funded program exists.

Comparable E&G-Funded Program	
Program name	Accelerated, Full-Time Master of Business Administration
Degree level	Masters
CIP code	520101
Method of delivery	In person
Tuition Rate 2026-27 Resident & Non-Resident	$479.32 in state / $1,278.04 out of state

Describe any material differences between the market tuition rate program and the comparable E&G-funded program.

The alternative investments and healthcare administration majors are not offered in person. In addition, there are some electives that are only offered in the in-person format such as the human resources concentration. Additionally, the full-time MBA students have a professional development series of three one-hour classes that are required. These are not used in the online MBA.

G. Complete the table below showing the current and proposed tuition and fees for the program.

	Current	Proposed
Tuition per credit hour	$750	$1200
Total credits required	39	39
Total program tuition	$29,250	$46,800
Mandatory program fees	$30.18 in-state/$60.24 out of state	$30.18 in-state/$60.24 out of state
Total program cost	$30,427.02 in state $31,599.36 out of state	$47,977.02 in state $49,149.36 out of state

H. Provide enrollment and graduation outcomes for the last five academic years and projected enrollment for the next three academic years. Enter N/A when the defined graduation period has not expired.

Enrollment and Graduation History

Academic Year	Number of Unduplicated Students[1]	Percentage Who Graduated[2]	Percentage Who Left the Program Prior to Graduation[3]
2021-2022	138	81.16%	17.39%
2022-2023	90	71.11%	20.00%
2023-2024	129	68.22%	20.16%
2024-2025	208	20.67%	17.79%
2025-2026	153	N/A	12.42%
Total	718[4]	54.34%	17.27%

1 The number of unique students represent new students in the program each year.
2 The program takes approximately 2.5 years to complete, so in the cases of the last few years, all the students have not reached their normal time to graduation.
3 This percentage represents students no longer enrolled in the program not students beyond their normal time to graduation due to taking classes at a slower rate.
4 We exclude the 2025-2026 cohort from the percentage of students that graduate as that cohort has not completed the program. For that calculation we used 565 for the total students.

Projected Enrollment

Academic Year	Number of Unduplicated Students[5]
2027-2028	295
2028-2029	285
2029-2030	291

I. Provide at least three examples of tuition amounts from other comparable programs at public and private four-year universities. If the proposed tuition rates differ for resident and non-resident students, explain why.

Items	Program at Proposed Rate	Comparable Programs		
		Example 1	Example 2	Example 3
Institution	Florida State University	University of Florida	Virginia Tech	University of Pittsburgh
Program name	Online MBA	Online MBA	Online MBA	Hybrid MBA
Program location (city and state)	Tallahassee, FL	Gainesville, FL	Alexandria, VA	Pittsburgh, PA
Public or private institution	Public	Public	Public	Public
Total credits required	39	48	30	45
Tuition per credit hour	$1,200	$1,208	$1,575	$1,732
Total program tuition	$46,800	$57,984	$47,250	$77,940

Analysis of Online MBA Tuition Rates (Public) Data Obtained from *Academic Insights* (pulled September 2026)		
	Tuition per Credit Hour	
	In-State	Out-of-State
FSU (No. 21, tied)[6]	$750	$750
ACC Public Schools (mean)	$1,470	$1,707
UNC-Chapel Hill (No. 3)	$2,025	$2,025
Virginia Tech (No. 33, tied)	$1,183	$1,183

[5] This represents total students in the program at a given time. Given the program length it represents about 2.5 years of admitted students.

6 There are additional fees of $30 in-state and $60 out-of-state added to FSU's market rate tuition. These fees are typically contained within the *US News* data provided for other universities.

University of Pittsburgh (No. 33, tied)	$1,699	$1,699
North Carolina State University (No. 42, tied)	$1,587	$2,770
University of Louisville (No. 93, tied)	$856	$856
SUS Schools (mean)		
University of Florida (No. 5)	$1,208	$1,208

The proposed market-rate tuition is competitive when compared with other highly regarded online MBA programs at public four-year universities. Based on the tuition data summarized above, FSU's current rate of $750 per credit hour is below the mean for comparable ACC public institutions and below several peer programs, including UNC-Chapel Hill, Virginia Tech, the University of Pittsburgh, North Carolina State University, the University of Louisville, and the University of Florida. The rate also compares favorably with the reported ACC public-school mean of $1,470 per credit hour for in-state students and $1,707 per credit hour for out-of-state students. Based on the analysis, we propose a rate of $1,200 per credit hour.

The proposed tuition rate does not differ for resident and non-resident students. Because the program is delivered fully online, students participate remotely and do not create materially different instructional, facility, or campus-service costs based on residency status. A single tuition rate also supports transparent pricing for working professionals and allows the program to compete more effectively in the national online MBA market.

J. Does any employer pay all or part of tuition for students in the program? If yes, provide the number of students receiving tuition support from an employer.

Based on our data gathered for *US News and World Report* rankings reporting, on average, about 45% of students reported employer support in the last five years. Specifically:

Year	Percent with Employer Support
2021-2022	39.86%
2022-2023	50.00%
2023-2024	38.76%
2024-2025	49.52%
2025-2026	45.75%
Average	44.99%

K. Does the proposed market rate tuition exceed the annual or total cap authorized by the U.S. Department of Education for federal loans?

The proposed market-rate tuition does not exceed the aggregate federal Direct Unsubsidized Loan limit of $100,000 for graduate students. The Online MBA is a 39-credit-hour program, and at the proposed tuition rate of $1,200 per credit hour, total program tuition would be approximately $46,800. This amount remains well below the applicable aggregate Direct Unsubsidized Loan borrowing limit for graduate students.

On an annual basis, however, the proposed tuition will exceed the standard annual Direct Unsubsidized Loan limit. A student completing 18 credit hours during an academic year would incur approximately $21,600 in tuition charges at the proposed rate, compared with $13,500 under the current rate of $750 per credit hour. Because the annual Direct Unsubsidized Loan limit for graduate students is $20,500, students will need to supplement their educational funding with other financial resources to cover the full cost of attendance.

Accordingly, the proposed tuition does not exceed the applicable aggregate federal Direct Unsubsidized Loan limit. However, annual borrowing eligibility should be evaluated on a student-by-student basis in coordination with the Office of Financial Aid. To meet the cost of attendance, students may need to rely on a combination of federal Direct Unsubsidized Loans, employer tuition assistance, scholarships, personal savings, private education loans, or other eligible financial resources. Given the elimination of Graduate PLUS Loans under current federal law, students whose annual educational expenses exceed available federal Direct Unsubsidized Loan eligibility may have a greater need for alternative funding sources.

L. Provide a declaratory statement that offering the proposed program at the market tuition rate does not increase the state's fiscal liability or obligation.

Offering the Online MBA program at the proposed market-rate tuition will not increase the state's fiscal liability or obligation. The program is delivered fully online and is supported through tuition revenues generated by enrolled students rather than through additional state appropriations. The proposed rate is intended to ensure that program revenues are sufficient to support instructional delivery, academic technology, student services, program administration, and continued investment in curriculum quality. Accordingly, approval of the proposed market-rate tuition does not create a new or increased financial obligation for the State of Florida.

M. Explain any proposed restrictions, limitations, or conditions to be placed on the program.

No special restrictions, limitations, or conditions are proposed beyond the standard academic, admission, progression, and graduation requirements applicable to the Online MBA program and Florida State University graduate programs. Students must meet all university and program admission requirements, remain in good academic standing, complete the approved 39-credit-hour curriculum, and satisfy all applicable degree requirements. Enrollment in specific courses or major options may be subject to normal course availability, sequencing, prerequisites, and capacity considerations.

The program will continue to be administered in accordance with university policies, Board of Governors requirements, applicable accreditation standards, and Wertheim College procedures for curriculum oversight and student support. The proposed market-rate tuition does not create additional restrictions on student access beyond these existing academic and administrative requirements.

N. List the campuses and/or sites at which the proposed program will be offered. If the program is offered only online, indicate that and specify the location from which it will be managed. Note any changes from the original program. The Online MBA program is offered fully online and is not tied to a physical instructional site for student attendance. The program is administered by the Florida State University Wertheim College of Business from the Tallahassee main campus, which provides academic oversight, admissions and advising coordination, instructional support, program administration, and related student services. Students complete coursework remotely through the university's online learning platform.

There are no changes from the original program with respect to delivery location. The program continues to be offered online and managed from the Tallahassee campus; no additional campuses or instructional sites are proposed as part of the market-rate tuition request.

O. Provide the total projected additional annual revenue based on the proposed increase and expected credit hours.

The transition to increased market rate tuition is expected to generate approximately $2.5 million in additional revenue for the online MBA program. This estimate accounts for an anticipated reduction in new enrollment resulting from the higher per-credit-hour tuition rate. The greatest impact on new enrollment is expected during the first two years, particularly among prospective students who do not receive tuition support from their employers. As prospective students adjust to the new tuition rate, enrollment patterns are expected to stabilize, and actual revenue gains will reflect the resulting enrollment levels.

P. Describe how revenues will be spent, including whether private vendors will be utilized and for what purpose. Additionally, identify all budget entities used for the program.

Revenues from the Online MBA Market Rate program are used primarily to support the continued delivery, quality, and growth of the program. Primary expenditures include instructors, hiring of online mentors/TAs, and expanding advisors and support staff. A portion of the program revenues supports marketing, recruitment, and admissions activities necessary to sustain enrollment. To promote retention and completion of currently enrolled students during the transition to the proposed rate, the program also plans to provide supplemental financial support to students enrolled prior to implementation of the new rate.

No E&G funds support the direct expenditures of the program. Salaries for administrative leadership personnel (dean, director, etc) that provide indirect support for the program may be funded by E&G.

Q. Use Appendix F-2 to provide the operating budget for the program, including three years of history at the currently approved market tuition rate and three estimated years reflecting the proposed rate. In narrative form, describe the receipts and revenues, operating and non-operating expenditures, and the resulting change in fund balance, and explain how the proposed increase

addresses the program's financial position. Data should reflect each year's activity rather than cumulative totals.

The main source of revenue for the online MBA program is the per credit hour fee assessed to the enrolled students. The proposed increase from $750 to $1,200 per credit hour is expected to strengthen the program's financial position. The program also receives auxiliary interest earnings; however, these earnings typically represent less than 1 percent of its annual revenue.

A substantial portion of the program's operating expenditures consists of faculty salaries, which have continued to rise and, in some disciplines, have increased by approximately 40 percent since the market-rate program was approved. Tuition revenue also supports the staff responsible for administering the program. In the past, surplus funds would be transferred to support other initiatives within the Wertheim College, such as increasing faculty research resources and constructing the new Wertheim Center for Business Excellence. In addition, the program is allocating a portion of its revenue to tuition assistance for students who entered the program at the $750 per-credit-hour rate, allowing those students to complete the program at that rate. These costs are included in the annual operating expenditures reported in Appendix F-2.

As reflected in the three-year projections, enrollment is expected to decline modestly in response to the higher per-credit-hour tuition rate. Despite this anticipated reduction, the proposed rate is projected to generate an overall increase in annual program revenue. The additional revenue will support tuition assistance for eligible continuing students, address rising instructional and administrative costs, strengthen the program's financial position, and align tuition more closely with prevailing market rates.

STATE UNIVERSITY SYSTEM OF FLORIDA
APPENDIX F-2 — TUITION INCREASE BUDGET
MBA Online Market Rate Program

		History Year 3	History Year 2	History Year 1	Estimated Year 1	Estimated Year 2	Estimated Year 3
		2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
1	Beginning Fund Balance	$ 3,537,955	$ 903,554	$3,068,724	$3,192,572	$3,420,888	$3,591,122
2							
3	Receipts/Revenues						
4	Student Tuition & Fees	$ 3,709,125	$4,078,687	$3,787,831	$6,372,000	$6,156,000	$6,285,600
5	Other Receipts / Revenues	$ 176,094	$ 17,545	$ 18,000	$ 16,716	$ 23,434	$ 19,065
7	Transfers In	$ -	$ -	$ -	$ -	$ -	$ -
8	Total - Receipts / Revenues:	$ 3,885,219	$4,096,232	$3,805,831	$6,388,716	$6,179,434	$6,304,665
9							
10	Total Operating Expenditures1	$ 1,884,156	$1,911,164	$1,981,983	$4,460,400	$4,309,200	$4,399,920
11							
12	Non-Operating Expenditures2	$ 4,635,464	$ 19,898	$1,700,000	$1,700,000	$1,700,000	$1,700,000
13							
14	Ending Fund Balance :	$ 903,554	$3,068,724	$3,192,572	$3,420,888	$3,591,122	$3,795,867
15							
16	Fund Balance Increase / Decrease :	$(2,634,401)	$2,165,170	$ 123,848	$ 228,316	$ 170,234	$ 204,745
17	Fund Balance Percentage Change :	-74.46%	239.63%	4.04%	7.15%	4.98%	5.70%

1 Includes Salaries & Benefits, OPS, Expenses, OCO, Risk Management, Financial Aid, Scholarships, Waivers, Finance Expense, Dept Service, Salary Incentive Payments, Other Operating Expenditures

2 Includes Transfers, FCO, Carryforward from prior period funds, Other Non-Operating Expenditures

STATE UNIVERSITY SYSTEM OF FLORIDA

Request to Increase Tuition of Approved Market Rate Education Course or Program In accordance with Board of Governors Regulations 7.001 & 8.002

Florida State University Institution Submitting Proposal	Implementation Term
521201 Program CIP Code	Master of Science in Management Information Systems Complete Name of Degree
$750 Currently Approved Market Tuition Rate	Date Approved by the Board of Governors
$1,200 Proposed Market Rate Tuition	Effective Term for New Tuition Rate

The submission of this proposal constitutes a commitment by the university that, if the proposal is approved, the necessary financial resources and the criteria for establishing new programs have been met before the program's initiation.

Date Approved by the University Board of Trustees	President's Signature Date
Board of Trustees Chair's Signature Date	Provost's Signature Date

A. Provide details on any changes to the program that have occurred since the proposal was approved by the Board of Governors.

The most significant changes since the program's approval occurred within the past year, when the Herbert Wertheim College of Business revised the curriculum to better align the Master of Science in Management Information Systems (MS-MIS) program with developments in business analytics and employer demand for data-informed decision-making skills. Three courses were added to the revised curriculum: Introduction to Business Analytics, Data Visualization, and Operations Management. As part of the same revision, two courses and an elective option focused on more traditional management information systems topics were removed. Collectively, these changes strengthened the program's emphasis on the analytical, technological, and operational capabilities students need to compete in today's marketplace.

In addition to this recent curriculum revision, the Wertheim College and program faculty continually review and update course content to ensure that students engage with relevant concepts, technologies, regulations, analytical tools, and industry practices. Faculty regularly revise readings, cases, assignments, simulations, and examples to reflect developments in business practice and employer expectations. Elective offerings have also evolved over time, providing students with additional options in high-demand areas and enabling the program to remain responsive to marketplace needs.

The Wertheim College's academic technology and instructional design teams support these continuous improvement efforts by working with faculty on course design, accessibility, learning management system functionality, multimedia production, quality assurance, and technology-enabled instruction. This collaboration helps ensure that online courses are intentionally designed to promote effective student engagement, clear navigation, timely feedback, and consistent delivery, rather than simply transferring existing course content to a digital format.

B. Explain why the tuition increase is needed and how it will support program quality, competitiveness, or student outcomes.

The proposed tuition increase is necessary to sustain a high-quality, market-responsive MS-MIS program centered on student success. The Wertheim College must continue to design and deliver courses that prepare students for meaningful career advancement in high-demand employment areas, particularly those in which employers increasingly expect graduates to demonstrate analytical, technological, managerial, and industry-specific capabilities. As the business environment evolves, maintaining program quality requires continuous curricular renewal. Faculty must have the resources and support necessary to redesign courses, update cases and applied assignments, incorporate emerging technologies and current industry practices, and ensure that learning outcomes remain aligned with the skills students need to succeed in the workplace.

The tuition increase is also needed to address the rising cost of the academic and student-support infrastructure required to deliver a competitive graduate business program. In a highly competitive labor market, the program must be able to recruit, retain, and support qualified faculty, instructional designers, academic advisors,

career-support professionals, and administrative staff. In some areas, faculty salaries have increased by approximately 40 percent since the market-rate tuition was established. These personnel are central to student outcomes. They shape the curriculum, maintain course quality, support students throughout the program, and provide the academic and career guidance that helps students complete the degree and translate it into professional opportunities.

Additional revenue will strengthen the technology and instructional support needed to provide accessible, engaging, and reliable courses. Online and technology-enabled graduate programs require sustained investment in learning management systems, multimedia production, course-quality review, accessibility compliance, data and assessment tools, classroom and instructional technologies, and responsive technical support for students and faculty. These investments are not ancillary; they are integral to the student experience. Their costs have also increased because of inflation. Together, these resources help ensure that students can access course materials effectively, participate fully in coursework, receive timely support, and experience a consistent level of academic quality regardless of location or delivery format.

The proposed increase will also support the strategic marketing and recruitment efforts needed to sustain enrollment and reach qualified students whose goals align with the program's evolving strengths. As graduate business education becomes increasingly competitive, the Wertheim College must be able to communicate the program's value, promote new curricular options, and build awareness of business analytics and other career-relevant offerings. Taken together, these investments will protect program quality, strengthen the program's competitiveness, and advance the Wertheim College's central objective of helping students persist, graduate, and enter meaningful career pathways that address current and emerging workforce needs.

C. For the most recent tuition increase approved for the program, provide the information below.

Effective date: August 2012
Dollar amount: $750 Per Credit Hour (PCH) (+$50 PCH from original)
Percentage increase: 7%

*It is important to note that the increase above was a part of the original program approval and that the third approved increase, which would have taken the program to $800 PCH, was never implemented.

D. Is this program a Program of Strategic Emphasis? If yes, does the university offer the same program as an E&G-funded program?

The MS-MIS program is not currently designated as a Program of Strategic Emphasis; however, it is included on the Board of Governors' list for future designation. The university does not offer an E&G-funded version of the program.

E. Identify the program's degree level, method of delivery, and provide a link to the program website showing tuition and fee information.

Degree level: Masters

Method of delivery (face-to-face, hybrid, online): Online

Website link: Master of Science in Management Information Systems (MS-MIS) | Herbert Wertheim College of Business

F. Provide information on the comparable E&G-funded program.

x No comparable E&G-funded program exists.

Comparable E&G-Funded Program	
Program name	
Degree level	
CIP code	
Method of delivery	
Tuition Rate 2026-27 Resident & Non-Resident	

Describe any material differences between the market tuition rate program and the comparable E&G-funded program.

G. Complete the table below showing the current and proposed tuition and fees for the program.

	Current	Proposed
Tuition per credit hour	$750	$1200
Total credits required	33	33
Total program tuition	$24,750	$39,600
Mandatory program fees	$30.18 in-state/$60.24 out of state	$30.18 in-state/$60.24 out of state
Total program cost	$25,745.94 in state $26,737.92 out of state	$40,595.94 in state $41,587.92 out of state

H. Provide enrollment and graduation outcomes for the last five academic years and projected enrollment for the next three academic years. Enter N/A when the defined graduation period has not expired.

Enrollment and Graduation History

Academic Year	Number of Unduplicated Students[1]	Percentage Who Graduated[2]	Percentage Who Left the Program Prior to Graduation[3]
2021-2022	14	78.57%	21.43%
2022-2023	12	58.33%	41.67%
2023-2024	16	50.00%	25.00%
2024-2025	27	44.44%	18.52%
2025-2026	35	N/A	8.57%
Total	104[4]	56.52%	19.23%

Projected Enrollment

Academic Year	Number of Unduplicated Students[5]
2027-2028	55
2028-2029	53
2029-2030	57

1 The number of unique students represent new students in the program each year.
2 The program takes approximately 2 years to complete, so in the last few years, many students have not reached their normal time to graduation.
3 This percentage represents students no longer enrolled in the program, not students beyond their normal time to graduation due to taking classes at a slower rate.
4 For purposes of the percentage that graduated calculation, the total students used is 69 since the 2025-2026 cohort is not eligible for graduation.
5 This represents total students in the program at a given time. Given the program's length, it represents about 2.5 years of admitted students.

I. Provide at least three examples of tuition amounts from other comparable programs at public and private four-year universities. If the proposed tuition rates differ for resident and non-resident students, explain why.

Items	Program at Proposed Rate	Comparable Programs		
		Example 1	Example 2	Example 3
Institution	Florida State University	UNC-Chapel Hill	NC State	Virginia Tech
Program Name	Master of Science, Management Information Systems	Master of Accounting	Master of Management, Marketing Analytics	Master of Information Technology
Program location (city and state)	Tallahassee, FL	Chapel Hill, NC	Raleigh, NC	Blacksburg, VA
Public or private institution	Public	Public	Public	Public
Total credits required	33	30/48 (depending on track)	30	33
Tuition per credit hour	$1,200	$1,446.36	$1,475.27	$1,139
Total program tuition	$39,600	$43,390.80/ $69,425.28	$44,258.10	$37,587

This online program is considered a specialty program and, therefore, is offered by fewer universities than the online MBA. In addition to RMI and MIS, specialty master's degrees can include programs in accounting, finance, and data analytics, among others. The table below similarly illustrates how FSU's market-rate tuition remains below the tuition rates of several key comparison groups for online specialty master's programs.

Tuition rates at top-ranked online specialty master's programs are well above FSU's current market-rate tuition. U.S. News & World Report ranks FSU's online MS-RMI and MS-MIS programs at No. 18. The Top 10 programs average $1,130 for in-state tuition and $1,310 for out-of-state tuition. Programs ranked No. 11–25 also have higher average tuition rates than FSU, at $1,036 for in-state tuition and $1,189 for out-of-state tuition. Among public ACC institutions, the mean tuition for specialty master's programs is $1,311 for in-state students and $1,706 for out-of-state students.

Analysis of Online Specialty Business Tuition Rates (Public) *Data Obtained from Academic Insights (pulled September 2026)*		
	Tuition per Credit Hour	
	In-State	**Out-of-State**
FSU (No. 18)6	**$600[7] / $750[8]**	**$600 / $750[5]**
***US News* Top 10 (mean)**	**$1,130**	**$1,310**
Texas A&M Univ. - College Station (No. 3)	$1,218	$1,744
Arizona State University (No. 4)	$1,418	$1,418
Univ. of Massachusetts – Amherst (No. 5, tied)	$850	$850
Michigan State University (No. 5, tied)	$1,130	$1,130
Ohio State University (No. 8, tied)	$1,253	$1,258
University of Connecticut (No. 8, tied)	$1,125	$1,125
University of Texas - Dallas (No. 8, tied)	$919	$1,627
***US News* Top 11-25 (mean)**	**$1,036**	**$1,189**
Rutgers University (No. 12, tied)	$1,422	$1,422
Florida International University (No. 12, tied)	$993	$1,000
University of Florida (No. 15, tied)	$531	$1,328
University of Iowa (No. 15, tied)	$750	$750
University of Tennessee (No. 15, tied)	$1,379	$1,379
University of North Carolina (No. 18, tied)	$1,447	$1,447
University of Rhode Island (No. 18, tied)	$1,000	$1,000
University of Georgia (No. 23, tied)	$846	$846
Univ. of Massachusetts – Lowell (No. 23, tied)	$655	$655
William & Mary (No. 25, tied)	$1,148	$1,148
Univ. of Alabama – Birmingham (No. 25, tied)	$1,088	$1,088
Univ. of Maryland – College Park (No. 25, tied)	$834	$834
North Carolina State University (No. 25, tied)	$1,381	$2,564
ACC Public Schools (mean)	**$1,311**	**$1,706**
UNC-Chapel Hill (No. 18, tied)	$1,447	$1,447
North Carolina State University (No. 25, tied)	$1,475	$2,564
Virginia Tech (No. 170, tied)	$1,106	$1,106
SUS Schools (mean)	**$617**	**$918**
Florida International University (No. 12, tied)	$993	$1,000
University of Florida (No. 15, tied)	$531	$1,328
University of South Florida (No. 37, tied)	$525	$525
Florida Atlantic University (No. 53, tied)	$900	$900
University of West Florida (No. 89, tied)	$385	$479
University of Central Florida (No. 147, tied)	$369	$1,276

The proposed tuition rate does not differ for resident and non-resident students. Because the program is delivered fully online, students participate remotely and do not create materially different instructional, facility, or campus-service costs based on residency status. A single tuition rate also supports transparent pricing for working

6 There are additional fees of $30 in-state and $60 out-of-state added to FSU's market rate tuition. These fees are typically contained within the *US News* data provided for other universities.
7 MS-RMI
8 MS-MIS

professionals and allows the program to compete more effectively in the national online MS-MIS market.

J. Does any employer pay all or part of tuition for students in the program? If yes, provide the number of students receiving tuition support from an employer.

Based on our data gathered for *US News and World Report* reporting, on average, about 54% of students report employer support in the last five years. Specifically:

Year	Percent with Employer Support
2021-2022	50.00%
2022-2023	25.00%
2023-2024	50.00%
2024-2025	51.85%
2025-2026	68.57%
Average	53.85%

K. Does the proposed market rate tuition exceed the annual or total cap authorized by the U.S. Department of Education for federal loans?

The proposed market-rate tuition does not exceed the aggregate federal Direct Unsubsidized Loan limit of $100,000 for graduate students. The Online MS-MIS is a 33-credit-hour program, and at the proposed tuition rate of $1,200 per credit hour, total program tuition would be approximately $39,600. This amount remains well below the applicable aggregate Direct Unsubsidized Loan borrowing limit for graduate students.

On an annual basis, however, the proposed tuition will exceed the standard annual Direct Unsubsidized Loan limit. A student completing 18 credit hours during an academic year would incur approximately $21,600 in tuition charges at the proposed rate, compared with $13,500 under the current rate of $750 per credit hour. Because the annual Direct Unsubsidized Loan limit for graduate students is $20,500, students will need to supplement their educational funding with other financial resources to cover the full cost of attendance.

Accordingly, the proposed tuition does not exceed the applicable aggregate federal Direct Unsubsidized Loan limit. However, annual borrowing eligibility should be evaluated on a student-by-student basis in coordination with the Office of Financial Aid. To meet the cost of attendance, students may need to rely on a combination of federal Direct Unsubsidized Loans, employer tuition assistance, scholarships, personal savings, private education loans, or other eligible financial resources. Given the elimination of Graduate PLUS Loans under current federal law, students whose annual educational expenses exceed available federal Direct Unsubsidized Loan eligibility may have a greater need for alternative funding sources.

L. Provide a declaratory statement that offering the proposed program at the market tuition rate does not increase the state's fiscal liability or obligation.

Offering the Online MS-MIS program at the proposed market-rate tuition will not

increase the state's fiscal liability or obligation. Because the program is delivered fully online and funded by tuition revenues generated by enrolled students, it does not require additional state appropriations. The proposed tuition rate is intended to generate sufficient revenue to support instructional delivery, academic technology, student services, program administration, and continued investment in curriculum quality. Accordingly, approval of the proposed market-rate tuition does not create a new or increased financial obligation for the State of Florida.

M. Explain any proposed restrictions, limitations, or conditions to be placed on the program.

No special restrictions, limitations, or conditions are proposed beyond the standard academic, admission, progression, and graduation requirements applicable to the Online MS-MIS program and Florida State University graduate programs. Students must meet all university and program admission requirements, remain in good academic standing, complete the approved 33-credit-hour curriculum, and satisfy all applicable degree requirements. Enrollment in specific courses or major options may be subject to normal course availability, sequencing, prerequisites, and capacity considerations.

The program will continue to be administered in accordance with university policies, Board of Governors requirements, applicable accreditation standards, and Wertheim College procedures for curriculum oversight and student support. The proposed market-rate tuition does not create additional restrictions on student access beyond these existing academic and administrative requirements.

N. List the campuses and/or sites at which the proposed program will be offered. If the program is offered only online, indicate that and specify the location from which it will be managed. Note any changes from the original program.

The Online MS-MIS program is offered fully online and is not tied to a physical instructional site for student attendance. The program is administered by the Florida State University Wertheim College of Business from the Tallahassee main campus, which provides academic oversight, admissions and advising coordination, instructional support, program administration, and related student services. Students complete coursework remotely through the university's online learning platform.

There are no changes from the original program with respect to delivery location. The program continues to be offered online and managed from the Tallahassee campus; no additional campuses or instructional sites are proposed as part of the market-rate tuition request.

O. Provide the total projected additional annual revenue based on the proposed increase and expected credit hours.

The proposed market-rate tuition increase is projected to generate approximately $0.6 million in additional annual revenue for the online MS-MIS program. This estimate accounts for an anticipated reduction in new enrollment resulting from the higher per-credit-hour tuition rate. The greatest impact on new enrollment is expected during the first two years, particularly among prospective students who do not receive tuition assistance from their employers. As prospective students adjust to the new tuition

rate, enrollment patterns are expected to stabilize, and actual revenue gains will reflect the resulting enrollment levels.

P. Describe how revenues will be spent, including whether private vendors will be utilized and for what purpose. Additionally, identify all budget entities used for the program.

Revenue from the Online MS-MIS Market Rate program are used primarily to support the continued delivery, quality, and growth of the program. Primary expenditures include instructors, hiring of online mentors/TAs, and expanding advisors and support staff. A portion of the program revenues supports marketing, recruitment, and admissions activities necessary to sustain enrollment. To promote retention and completion of currently enrolled students during the transition to the proposed rate, the program also plans to provide supplemental financial support to students enrolled prior to implementation of the new rate.

No E&G funds support the direct expenditures of the program. Salaries for administrative leadership personnel (dean, director, etc.) that provide indirect support for the program may be funded by E&G.

Q. Use Appendix F-2 to provide the operating budget for the program, including three years of history at the currently approved market tuition rate and three estimated years reflecting the proposed rate. In narrative form, describe the receipts and revenues, operating and non-operating expenditures, and the resulting change in fund balance, and explain how the proposed increase addresses the program's financial position. Data should reflect each year's activity rather than cumulative totals.

The main source of revenue for the Online MS-MIS program is the per credit hour fee assessed to the enrolled students. Increasing this fee from the current $750 to $1200 will greatly improve the program's financial position. The program also receives auxiliary interest earnings; however, these earnings typically represent less than 1 percent of its annual revenue.

A substantial portion of the program's operating expenditures consists of faculty salaries, which have continued to rise and, in some disciplines, have increased by approximately 40 percent since the market-rate program was approved. Tuition revenue also supports the staff responsible for administering the program. In addition, the program is allocating a portion of its revenue to tuition assistance for students who entered the program at the $750 per-credit-hour rate, allowing those students to complete the program at that rate. These costs are included in the annual operating expenditures reported in Appendix F-2.

As reflected in the three-year projections, enrollment is expected to decline modestly in response to the higher per-credit-hour tuition rate. Despite this anticipated reduction, the proposed rate is projected to generate an overall increase in annual program revenue. The additional revenue will support tuition assistance for eligible continuing students, address rising instructional and administrative costs, strengthen the program's financial position, and align tuition more closely with prevailing market rates.

STATE UNIVERSITY SYSTEM OF FLORIDA
APPENDIX F-2 — TUITION INCREASE BUDGET
MIS Online Market Rate Program

		History Year 3	History Year 2	History Year 1	Estimated Year 1	Estimated Year 2	Estimated Year 3
		2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
1	Beginning Fund Balance	$ 2,594	$ 77,151	$ 299,308	$ 327,989	$ 275,301	$ 243,190
2							
3	Receipts/Revenues						
4	Student Tuition & Fees	$ 465,751	$ 603,000	$ 576,000	$ 1,188,000	$ 1,144,800	$ 1,231,200
5	Other Receipts / Revenues	$ 4,544	$ 2,379	$ 2,379	$ 2,272	$ 3,409	$ 2,983
7	Transfers In	$ -	$ -	$ -	$ -	$ -	$ -
8	Total - Receipts / Revenues:	$ 470,295	$ 605,379	$ 578,379	$ 1,190,272	$ 1,148,209	$ 1,234,183
9							
10	Total Operating Expenditures[1]	$ 391,288	$ 378,624	$ 394,698	$ 1,092,960	$ 1,030,320	$ 1,108,080
11							
12	Non-Operating Expenditures[2]	$ 4,450	$ 4,598	$ 155,000	$ 150,000	$ 150,000	$ 150,000
13							
14	Ending Fund Balance :	$ 77,151	$ 299,308	$ 327,989	$ 275,301	$ 243,190	$ 219,293
15							
16	Fund Balance Increase / Decrease :	$ 74,557	$ 222,157	$ 28,681	$ (52,688)	$ (32,111)	$ (23,897)
17	Fund Balance Percentage Change :	2874.21%	287.95%	9.58%	-16.06%	-11.66%	-9.83%

[1] *Includes Salaries & Benefits, OPS, Expenses, OCO, Risk Management, Financial Aid, Scholarships, Waivers, Finance Expense, Dept Service, Salary Incentive Payments, Other Operating Expenditures*

[2] *Includes Transfers, FCO, Carryforward from prior period funds, Other Non-Operating Expenditures*

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES

CONSENT ITEM

C

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

Finance and Business Committee

CONSENT ITEM C

October 30, 2026

SUBJECT: Florida State University Employee Bonus Plan Report

PROPOSED COMMITTEE ACTION

I recommend approval of the Florida State University Employee Bonus Plan Report and certify that bonuses paid within the reporting period, July 1, 2025, through June 30, 2026, comply with the criteria outlined in the University Policy 4-OP-C-7-D7.

AUTHORITY FOR BOARD OF TRUSTEES ACTION

Section 1012.978, F.S., authorizes a university Board of Trustees to develop and maintain an employee bonus plan for work performance or employee recruitment and retention.

Board of Governors Regulation 9.015, University Bonus Plans, requires an annual report to be submitted to the Board of Trustees, certifying that bonuses paid during the reporting period complied with the criteria in the university bonus plan and were paid as approved by the Board of Trustees and University Budget. This report shall then be annually provided to the Board of Governors.

University Policy 4-OP-C-7-D7, Employee Bonus Plan, authorizes university departments to provide a salaried employee with a one-time monetary award (bonus) as an incentive to recruit and retain key talent or to reward employee work performance.

BACKGROUND INFORMATION

In accordance with Section 1012.978, F.S., BOG Regulation 9.015, and University Policy 4-OP-C-7-D7, I am providing a report of all employee bonus types for work performance or employee recruitment and retention paid to Faculty and Staff during the reporting period July 1, 2025, through June 30, 2026, for your approval.

ADDITIONAL COMMITTEE CONSIDERATIONS

Supporting Documentation Included: Employee Bonus Plan Report

Submitted by: Kyle Clark, Sr. Vice President for Finance & Administration

4-OP-C-7-D7 Employee Bonus Plan (See also 4-OP-C-7-A3.7)

Responsible Executive: Finance and Administration

Approving Official: Vice President of Finance and Administration

Effective Date: Approval of BOG 9.015 (November 4, 2021); Approved by FSU BOT 9-24-21

Last Revision Date: 9/24/21

I. INTRODUCTION

- This policy provides guidance on awarding individual bonus or incentive payments to recruit and retain employees and to reward superior work performance.
- Eligible categories of employees include Faculty, Executive Service (AEX), Administrative and Professional (A&P), and University Support Personnel System (USPS). Employees must be active and in good standing with the University at the time a bonus payment is made.

II. POLICY

- Departments may provide a salaried employee a one-time monetary award (bonus) as an incentive to recruit and retain key talent or to reward employee work performance.

A. **Recruitment**
Offered to prospective employees who possess skills, experience, and/or qualifications that are in high market demand or are highly specialized. May also be used to recruit for a position that would otherwise be difficult to fill. The amount of the recruitment bonus may not exceed 15% of the employee's base salary. A recruitment bonus request that exceeds the 15% threshold may be awarded only after approval by the President or designee. See also Policy 4-OP-C7-B12 Recruiting Incentives.

B. **Retention**
Offered to a current employee possessing valuable or unique knowledge, skills, or abilities that are deemed critical to the mission of the University in order to retain key talent. May be used to acknowledge successful completion of career development, professional training, or certification programs that are beneficial to the University and the employee. The amount of the retention incentive is dependent on the

nature and complexity of the role, as well as the availability of funds. The amount of this incentive may not exceed 15% of the employee's base salary. A retention bonus request that exceeds the 15% threshold may be awarded only after approval by the President or designee.

C. **Work Performance**
Recognizes and rewards employees for exceptional performance and contributions over a specified period of time. Frequently awarded for the completion of a special project or assignment going beyond an employee's regularly assigned duties. These may include, but are not limited to, the following:

- Contributions that substantially advance the initiatives of the department, division, college, or University and are typically project-based.
- Extraordinary efforts during times of critical need, such as achieving vital objectives or deliverables that could have negatively impacted operations or major projects.
- Innovative work ideas that significantly improve operational efficiencies, workflow, or customer service and may include the introduction or modification of business practices.

D. **Incentive Program**
A department-specific program based on an approved plan with clearly defined objectives. These programs are used to recognize and reward employees for significant performance and contribution following a specified time-period based on pre-established goals. The incentive program must define eligible employees and be provided to FSU Human Resources in advance, with final approval for any such payments by the Chief Human Resources Officer. Faculty Practice Plans must operate in accordance with State University System of Florida Board of Governors Regulation 9.017 and are authorized upon approval by the Board of Trustees.

E. **Procedures**
When an employee's supervisor determines that a bonus may be warranted, an Additional Pay Form containing justification/documentation appropriate for the requested bonus type should be prepared and submitted. All bonus and incentive payments are subject to approval of the Chief Human Resources Officer or designee. The effective date of the increase will be the beginning of the pay period following the completion of the process. Requests to establish a new college or administrative unit incentive plan should be submitted to Compensation at HR-Compensation@fsu.edu.

III. LEGAL SUPPORT, JUSTIFICATION, AND REVIEW OF THIS POLICY

- Section 1012.978, F.S.
- Florida Board of Governors Regulation 9.015
- Florida State University Board of Trustees Regulations FSU-4.001
- This policy shall be reviewed by the Chief Human Resources Officer every seven years for its effectiveness. The Office of Human Resources shall make recommendations to the Vice President for Finance and Administration for any modification.
- Revisions to this policy require FSU BOT approval in accordance with Florida Statutes and BOG Regulation.

9.015 University Bonus Plans

(1) Pursuant to section 1012.978, Florida Statutes, each board of trustees may establish and implement one or more plans that authorize the award of bonuses based on employee work performance or for purposes of recruitment and retention.

(a) Each university plan must set forth the categories of employees who are eligible to receive bonuses and the evaluation criteria by which bonuses may be awarded. Evaluation criteria for plans based on employee work performance may include, but are not limited to, documented work performance involving increased duties/responsibilities, successful completion of a special project, attainment of established goals, superior performance, or specific achievements or assignments of significance. For plans developed for recruitment, evaluation criteria may include, but are not limited to, candidates with desirable specialized skills and exceptional experience, or where market conditions or departmental structure merit such a recruitment award. For plans developed for purposes of addressing retention, evaluation criteria may include, but are not limited to, circumstances to address verified offers of competing employment, to address market conditions which are significantly higher than the current salary, to ameliorate salary compression or inversion, or to acknowledge successful completion of career development, training, or certification programs that are in the best interests of the university or support the mission of the university.

(b) Each university may authorize the inclusion of provisions that award bonuses in collective-bargaining agreements that are duly ratified by the board of trustees. Any bonus provisions in such agreements must be based upon standards appropriate to institutions of higher education or relevant industry standards.

(2) Any university bonus plan that is consistent with the provisions set forth herein may be implemented upon approval by the university board of trustees. This regulation applies to bonus plans created under section 1012.978, Florida Statutes.

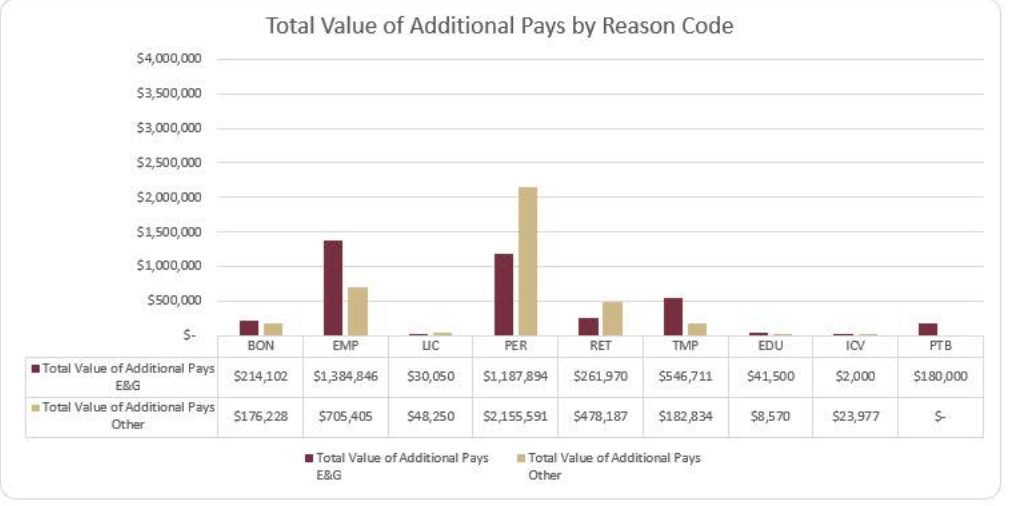
(3) Comprehensive incentive-based compensation programs implemented for services related to the delivery of clinical care through a university Faculty Practice Plan approved by the Board of Governors and operating in accordance with Regulation 9.017 or another healthcare-related program are authorized upon approval by the university board of trustees.

(4) Each year, on a schedule established by the university board of trustees, the President shall submit a report to the board of trustees. The report shall contain the following: a description of the bonus plan; the President's certification, or that of an official designee, that any bonuses paid during the reporting period complied with the criteria in the university's bonus plan and were paid from funds contained within the university's budget as approved by the board of trustees; and the total amount paid during the reporting period for performance, recruitment and retention bonuses. This report shall then be annually provided to the Board of Governors.

Authority: Section 7(c), Art. IX, Fla. Const.; section 1012.978, Fla. Stat.; History: New 11-04-2021; Amended 11-09-2023, 06-25-2026

Type of Additional Pay	Count of Additional Pays E&G	Total Value of Additional Pays E&G	Count of Additional Pays Other	Total Value of Additional Pays Other	Count of Additional Pays All	Total Value of Additional Pays All
BON	114	$ 214,102	55	$ 176,228	169	$ 390,329
EMP	180	$ 1,384,846	90	$ 705,405	270	$ 2,090,252
LIC	62	$ 30,050	73	$ 48,250	135	$ 78,300
PER	351	$ 1,187,894	290	$ 2,155,591	641	$ 3,343,486
RET	34	$ 261,970	11	$ 478,187	45	$ 740,157
TMP	366	$ 546,711	152	$ 182,834	518	$ 729,545
EDU	17	$ 41,500	5	$ 8,570	22	$ 50,070
ICV	2	$ 2,000	15	$ 23,977	17	$ 25,977
PTB	37	$ 180,000	0	$ -	37	$ 180,000
Grand Total	**1163**	**$ 3,849,073**	**691**	**$ 3,779,043**	**1854**	**$ 7,628,116**

Earning Code	Earning Code Description
BON	Bonus (Incentive/Retention)
EDU	Educational Advancement (Retention)
EMP	Employment Incentive (Recruitment)
ICV	Incentive Plan (Incentive/Retention)
LIC	License & Certification (Retention)
PER	Performance Bonus (Work Performance)
PTB	Post Tenure Review Bonus (Work Performance)
RET	Retention Bonus (Retention)
TMP	Temporary Out of Class Pay (Work Performance)



FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES
Academic Affairs Committee

Academic Affairs Information Item A

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

Academic Affairs Committee

Information Item A

October 30, 2026

SUBJECT: 2026 Post-Tenure Review Report

PROPOSED COMMITTEE ACTION

None; this item is informational only.

AUTHORITY FOR BOARD OF TRUSTEES ACTION

Florida Board of Governors Regulation 10.003: Post-Tenure Faculty Review

FSU Regulation 4.073: Post-Tenure Faculty Review

BACKGROUND INFORMATION

Board of Governors Regulation 10.003 and FSU Regulation 4.073 requires that the provost report annually the outcome of the comprehensive post-tenure review process to the university president and the Board of Trustees.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: None.

Submitted by: Office of Faculty Development and Advancement

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES
Academic Affairs Committee

Academic Affairs
Action Item I

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

Academic Affairs Committee

Action Item I

October 30, 2026

SUBJECT: Tenure Upon Appointment

PROPOSED COMMITTEE ACTION

Request to approve 2026-2027 Tenure Upon Appointment Candidate

AUTHORITY FOR BOARD OF TRUSTEES ACTION

FSU-1.004 University Constitution, Article VI, Section B. Tenure, Nonreappointment, Termination, and Suspension

BACKGROUND INFORMATION

The Tenure Review Committee has reviewed the tenure nominations and applications that have been submitted since the last Board of Trustees meeting and made its recommendation to the Provost and President. The Provost and President recommended awarding tenure to the one faculty member reviewed for tenure upon appointment. The candidate met requirements of the University's rigorous tenure review process.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: Tenure Upon Appointment Candidate Information

Submitted by: Office of Faculty Development and Advancement

Candidate Recommended for Tenure Upon Appointment
FSU Board of Trustees
October 30, 2026

	Name	Department	College	Hire Date	Degree and Institution	Brief Description
1	Bell, Gregory	Mathematics	Arts & Sciences	Fall 2026	PhD in Mathematics; University of Florida	Dr. Bell was hired away from UNC - Greensboro where he served as the Dean of the Graduate School and held tenure in the Mathematics department. Dr. Bell is an accomplished mathemetician with 23 papers in respected journals. He is also an experienced teacher and has mentored multiple master's and doctoral students.

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES
Advancement Committee

Advancement
Action Item I

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

Advancement Committee

ACTION ITEM I

October 30, 2026

SUBJECT: Naming of the Florida Surplus Lines Center for Insurance Excellence

PROPOSED COMMITTEE ACTION

Request approval to name the Risk Management and Insurance Center within the Herbert Wertheim College of Business as the Florida Surplus Lines Center for Insurance Excellence.

AUTHORITY FOR BOARD OF TRUSTEES ACTION

FSU Policy 8-2 Naming Policy

BACKGROUND INFORMATION

The Florida Surplus Lines Service Office (FSLSO) is a not-for-profit regulatory organization tasked with overseeing and facilitating Florida's vital surplus lines insurance market. Serving as a critical bridge between surplus lines agents, insurers, and state regulatory authorities, the FSLSO ensures compliance, processes filings, and provides comprehensive educational resources. Their core mission – to promote a reputable and modern insurance marketplace – aligns perfectly with the Herbert Weirtheim's College of Business academic and research goals.

This gift to name the Florida Surplus Lines Center for Insurance Excellence will stand as the state's definitive focal point for insurance education and research. The Center will serve as a premier source of objective, rigorous, and non-partisan research, providing critical data and strategic insights to empower regulators, legislators, and industry participants in making informed decisions about surplus lines, market stability, and key sectors of the broader insurance marketplace.

The Florida State University Committee on Campus Names has recommended favorably of this naming request.

ADDITIONAL COMMITTEE CONSIDERATIONS

Florida Board of Governors approval not required

Supporting Documentation Included: Naming request memo from Dean Michael Hartline, Herbert Weirtheim College of Business

Submitted by: Dean Michael Hartline, Herbert Weirtheim College of Business

FSU | HERBERT WERTHEIM COLLEGE OF BUSINESS
OFFICE OF THE DEAN

MEMORANDUM

To: Dr. Jeanette Taylor, Chair
Committee on Campus Names

From: Dr. Michael D. Hartline, Dean
Herbert Wertheim College of Business

Date: August 31, 2026

Subject: Naming Request for the Florida Surplus Lines Center for Insurance Excellence

I am writing to respectfully request your support and approval to name the **Florida Surplus Lines Center for Insurance Excellence**, which will rename and elevate the current RMI Center within the Herbert Wertheim College of Business. The Florida Surplus Lines Service Office (FSLSO) has committed a transformational philanthropic investment of $12 million to permanently name and endow the Center.

This extraordinary gift will ensure that Florida State University and the newly named FSLSO Center stand as the state's definitive focal point for insurance education and research. The Center will serve as a premier source of objective, rigorous, and non-partisan research, providing critical data and strategic insights to empower regulators, legislators, and industry participants in making informed decisions about surplus lines, market stability, and key sectors of the broader insurance marketplace.

Crucially, the establishment of the Florida Surplus Lines Center for Insurance Excellence will work in seamless alignment with the Dr. William T. Hold/The Alliance's Program in Risk Management and Insurance. While the Dr. William T. Hold/Alliance's Program continues to serve as the distinguished academic brand driving our curriculum and degree offerings, the new FSLSO Center will act as the applied research and industry-engagement engine. Together, they will synergistically elevate risk management and insurance education and research at FSU, advancing our understanding of the industry and enriching the academic experience for our students and faculty.

The $12 million investment will establish an endowed fund held in perpetuity, generating income to support the Center's strategic initiatives across four key pillars:

- **Center Operations:** Sustaining robust research activities, critical data acquisition, center staff, and partnerships with outside industry experts.

- **Faculty Development:** Providing vital funding to support faculty within the Wertheim College of Business who directly drive the Center's initiatives. This allows the flexibility to fund professorships, research stipends, travel, and professional development to attract and retain top-tier academic talent.
- **Student Success:** Elevating risk management and insurance students across undergraduate, combined pathways, and graduate levels through dedicated scholarships, student-led research initiatives, and enhanced professional development opportunities.

- **Preeminence:** Supplying strategic resources to capitalize on emerging trends and cement the Center's national prominence. Earnings will support high-impact activities such as distinguished lecture series, collaborative industry/academic summits, and comprehensive marketing efforts.

The Florida Surplus Lines Service Office is an ideal partner and benefactor for the Wertheim College of Business. Created by the Florida Legislature in 1997, the FSLSO is a not-for-profit regulatory organization tasked with overseeing and facilitating Florida's vital surplus lines insurance market. Serving as a critical bridge between surplus lines agents, insurers, and state regulatory authorities, the FSLSO ensures compliance, processes filings, and provides comprehensive educational resources. Their core mission – to promote a reputable and modern insurance marketplace – aligns perfectly with our academic and research goals.

To guarantee that the Center remains highly responsive to the evolving needs of the marketplace, this agreement also establishes a formalized FSLSO Center Advisory Board. This board will unite key industry voices, including representatives from the FSLSO, the Florida Surplus Lines Association (FSLA), the Florida Association of Insurance Agents (FAIA), the Office of the Insurance Consumer Advocate (ICA), and the Florida Office of Insurance Regulation (OIR), alongside FSU RMI Executive Council members and Wertheim College leadership, to advise the dean on direction and priorities for the Center.

By officially naming the Florida Surplus Lines Center for Insurance Excellence, we are securing a permanent legacy of collaboration between FSU and the leaders of Florida's insurance industry, ensuring our students and faculty remain at the absolute forefront of risk management education and research.

Thank you for your consideration and support of this naming request.

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES
Advancement Committee

Advancement
Action Item II

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

Advancement Committee

ACTION ITEM II

October 30, 2026

SUBJECT: Naming Opportunity for the FSU Health Research and Collaboration Building

PROPOSED COMMITTEE ACTION

Request approval to name the FSU Health Research and Collaboration Building as the Wilton Simpson FSU Health Research and Collaboration Building.

AUTHORITY FOR BOARD OF TRUSTEES ACTION

FSU Policy 8-2 Naming Policy

BACKGROUND INFORMATION

The FSU Health Research and Collaboration Building embodies a true academic health model, bringing patient care, education, research, and community engagement together under one roof. Naming this facility in honor of Wilton Simpson, Florida's Commissioner of Agriculture and former President of the Florida Senate, would recognize his extraordinary leadership and the pivotal role he played in advancing both this transformational facility and the broader FSU Health enterprise. This building will serve as a lasting tribute to President Simpson's commitment to expanding access to health care, advancing innovation, and improving the well-being of Floridians.

The Florida State University Committee on Campus Names has recommended favorably of this naming request.

ADDITIONAL COMMITTEE CONSIDERATIONS

Florida Board of Governors approval not required

Supporting Documentation Included: Naming request memo from FSU President Richard McCullough

Submitted By: FSU President Richard McCullough

To: Jeanette Taylor
Chair, Committee on Campus Names
Vice President for Faculty Development and Advancement

From: Richard McCullough
President

Date: September 16, 2026

RE: Naming of the Wilton Simpson FSU Health Research and Collaboration Building

Dear Chair Taylor and Members of the Committee on Campus Names:

I respectfully request the Committee's support for naming the FSU Health Research and Collaboration Building, currently under construction on the campus of Tallahassee Memorial HealthCare, in honor of Wilton Simpson, Florida's Commissioner of Agriculture and former President of the Florida Senate. This naming would recognize President Simpson's extraordinary leadership and the pivotal role he played in making this transformational facility and, more broadly, the emerging FSU Health enterprise possible.

During the 2022 Legislative Session, I met with then-Senate President Simpson and shared my vision for transforming the quality and delivery of health care in North Florida through the creation of FSU Health. President Simpson immediately recognized both the potential of that vision and the critical need to expand access to high-quality health care throughout the region.

His commitment to the initiative was reflected in an extraordinary step for a presiding officer: President Simpson personally submitted a Local Funding Initiative Request seeking $125 million for the construction of the FSU Health Research and Collaboration Building. His leadership and early support provided critical momentum for what would become a transformational investment in health care, medical education, and research in North Florida and a catalyst for the creation and continued development of the FSU Health enterprise.

President Simpson's commitment extended beyond the construction of the facility. Through the Senate Supplemental Funding List, he personally ensured that Florida State University received $20 million in recurring funding to support the ongoing operations of FSU and the growing FSU Health enterprise. Together, these investments provided both the physical infrastructure and recurring operational support necessary to transform our vision for FSU Health into reality.

The significance of President Simpson's leadership is reflected in the mission and design of the building that I propose bear his name. The FSU Health Research and Collaboration Building embodies a true academic health model by bringing patient care, education, research, and community engagement together under one roof.

The first floor will house the FSU Family Medicine Residency practice, which serves more than 12,000 patients annually, while also providing dedicated research collaboration space

designed to connect FSU Health with the community through health-related events, education, training, and other engagement opportunities.

The second floor will be dedicated to simulation and experiential learning. Students, residents, and other health care learners will receive hands-on training through advanced simulation, standardized patients, and virtual reality. The floor will replicate real-world care environments, including a clinical setting, hospital rooms, and a one-bedroom apartment designed to support training in emerging hospital-at-home and home-based care models.

The third and fourth floors will be dedicated to research. Approximately one-third of the space will consist of traditional wet laboratory facilities, with capabilities including tissue culture, biobanking, and gene-editing technologies. The remaining space will support clinical and translational research through exam rooms, procedure rooms, and the capacity to incorporate pharmacy services.

Together, these spaces will create an integrated environment where clinical care informs research, research advances patient care, and the next generation of health care professionals is trained alongside both. The building represents a cornerstone of FSU Health's mission to improve health outcomes, expand access to care, advance biomedical and clinical research, and strengthen the health care workforce throughout North Florida.

Naming this facility in President Simpson's honor would create an enduring connection between that mission and the public servant whose leadership was instrumental in making it possible.

Commissioner Simpson is a fifth-generation Floridian, lifelong farmer, entrepreneur, and public servant. He represented his community in the Florida Senate from 2012 to 2022 and was elected by his colleagues to serve as President of the Florida Senate for the 2020–2022 term. Throughout his legislative career, he distinguished himself as a leader willing to tackle consequential issues facing Florida and to make significant, long-term investments in the future of the state. He currently serves as Florida's 13th Commissioner of Agriculture.

For Florida State University, one of the most consequential of those investments was his commitment to FSU Health. At a formative moment in the development of this initiative, President Simpson did more than express support for a promising idea. He personally championed it, committed significant state resources to it, and helped provide the foundation upon which Florida State University is building an academic health enterprise that will serve generations of Floridians.

The Wilton Simpson FSU Health Research and Collaboration Building would therefore be more than a recognition of distinguished public service. It would permanently associate President Simpson's name with an initiative that reflects the qualities demonstrated by his leadership: vision, commitment, and a willingness to make significant investments in the future of Florida.

As future physicians, nurses, researchers, residents, students, patients, and families enter this building, President Simpson's name would serve as a lasting reminder that transformational

institutions are made possible by leaders who recognize an opportunity to change the future and have the courage to act upon it.

For these reasons, I respectfully request the Committee on Campus Names' favorable consideration and recommendation that the FSU Health Research and Collaboration Building be named the Wilton Simpson FSU Health Research and Collaboration Building.

Thank you for your consideration of this request.

Sincerely,



Richard McCullough
President
Florida State University

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES
Audit and Compliance Committee

Audit and Compliance
Action Item I

FLORIDA STATE UNIVERSITY

BOARD OF TRUSTEES

Audit and Compliance Committee

ACTION ITEM I

October 30, 2026

SUBJECT: Proposed Amendments to FSU Policy 1-3 Ethics

PROPOSED COMMITTEE ACTION

Approval of Amendments to FSU Policy 1-3 Ethics

AUTHORITY FOR BOARD OF TRUSTEES ACTION

BOG Regulation 1.001; Section 1001.71, Florida Statutes; Part III, Chapter 112, Florida Statutes, the Code of Ethics for Public Officers and Employees

BACKGROUND INFORMATION

The Board of Trustees is governed by state law and Board of Governors Regulations related to governance, conflicts of interest, and ethics. FSU Policy 1-3 specifically establishes requirements and procedural guidelines applicable to the Board of Trustees on these matters. Amendments are recommended to align with state law and current practices.

ADDITIONAL COMMITTEE CONSIDERATIONS

None.

Supporting Documentation Included: Proposed FSU Policy 1-3 amendments

Submitted by: Robert Large, Chief Compliance and Ethics Officer

FLORIDA STATE UNIVERSITY

POLICY 1-3 ~~ETHICS~~ BOARD ETHICS & CONFLICT OF INTEREST

Responsible Executive:	University Board of Trustees
Approving Official:	University Board of Trustees
Effective Date:	[ADD DATE]
Revision History:	New Adopted January 24, 2003 as President's Policy; Conflict of Interest Policy adopted May 1, 2013 as President's Policy; Policies Combined, Revised and Moved to Board Policy [xx/xx/xxx]

I. INTRODUCTION

The Florida State University Board of Trustees is the governing board for ~~The~~ Florida State University; as such it is obligated to serve the public ~~trust~~mission of the institution. As a member of the Board, each Trustee agrees to keep the welfare of the University at all times paramount, putting aside any and all personal, parochial, and business conflicts of interest~~s~~ thereby assuring that a Trustee's independence of judgment is not compromised, that the public's and the University's confidence and respect in the integrity of the Board are preserved, and that ~~The~~ Florida State University's public mission is protected and well served.

Florida State University Trustees are subject to Part III, Chapter 112, Florida Statutes, Code of Ethics for Public Officers and Employees ("Florida Ethics Code") as well as Article II, Section 8, of the Florida Constitution. The Florida Ethics Code, as it relates to standards of conduct, applies to university boards of trustees as a state university is considered an "agency" under Section 112.312, Florida Statutes, and its trustees are public officers. Further, the Florida Ethics Code financial disclosure requirements apply to university boards of trustees as provided in Section 112.3145, Florida Statutes. The Florida Board of Governors has reiterated the applicability of the Florida Ethics Code in Florida Board of Governors Regulation 1.001(2)(a).

Trustees shall be governed by the requirements of the Florida ~~Code of Ethics~~Ethics Code in Sections 112.311- 112.326, Florida Statutes. Particular adherence is required to the requirements in Section 112.313, Florida Statutes, as it relates to: solicitation or acceptance of gifts; doing business with one's agency; unauthorized compensation; salary and expenses; misuse of public position; conflicting employment or contractual relationships; and disclosure or use of certain information. This policy recognizes that exemptions and exceptions to these prohibitions may apply under state law in fact-specific circumstances. It is the purpose of this policy to supplement and implement these statutory requirements. Hence, if there is a conflict between any provision of this policy and the Florida Ethics Code, the Florida Ethics Code shall control.

II. POLICY

~~Conflicting Interest~~General Matters

In performing their official duties and responsibilities as public officers subject to the Florida Ethics Code, each Trustee must endeavor to avoid participating in activities that may give rise to

an actual or potential conflict of interest between the Trustee's private interests and his or her public duties and responsibilities to the Florida State University Board of Trustees. A conflict of interest may arise when a Trustee's private interests, including those of the Trustee's spouse, children, or other relatives as defined in Section 112.3143, Florida Statutes, may affect the Trustee's independent judgment or ability to impartially perform his or her public duties.

Trustees shall cooperate with all reasonable University requests for disclosure of financial or business interests so that potential conflicts of interest can be identified and mitigated. Additionally, Trustees shall timely complete any ethics trainings pursuant to the University's Compliance and Ethics Program Plan and Board of Governors Regulations.

Any Trustee who reasonably believes another Trustee has a conflict of interest pertaining to their service on the Board is encouraged to bring the matter to the immediate attention of the Chief Compliance and Ethics Officer (CCEO). The CCEO will consult with the Trustee with the potential conflict to obtain more information. If necessary, the CCEO will then consult with the General Counsel and Chairman and provide guidance for appropriately addressing the potential conflict.

Trustees shall use proper channels when dealing with ~~conflicts of interest,~~ use of official authority, hiring of employees, in handling grievances/complaints of students, staff, faculty or citizens, and handling special interest groups. Except as provided by charter or other established reporting lines (e.g. Chief Audit Executive and Chief Compliance and Ethics Officer), ~~The~~the Board of Trustees has the legal authority to give direction to only one employee – the President of ~~The~~ Florida State University, who has been delegated authority to manage day-to-day operations of the University, its personnel, and students. Unless specifically referred by the President, Trustees should not ~~intervene~~ unduly interfere in relations or personnel decisions involving~~with~~ other ~~administrators, faculty, staff~~employees or students.

~~Complaints made to any Trustee should be referred directly to the President.~~

~~A Trustee has a conflict of interest whenever the Trustee, a Trustee's family member or a business associated with a Trustee or a Trustee's family member has an existing or potential financial/personal interest in a matter pending before the Board of Trustees or the University. Any potential conflicts of interest or uncertainty regarding a conflict shall be brought to the immediate attention of the Chairman of the Board of Trustees.~~

~~(1) Family Member includes: spouse, parents, siblings, aunts/uncles, children, domestic partner, and any person residing in a Trustee's household.~~

~~(2) Business Associated with a Trustee means an organization, corporation, partnership, joint venture, proprietorship or other entity or associate(s) with respect to which either the Trustee or a member of the Trustee's family:~~

~~(a) Receives compensation or has any contractual right to future income (excluding compensation from the University), or any governmental source, investment or savings income, retirement or insurance benefits, rents or alimony, or non-financial consideration and benefits;~~

~~(b) Serves as an officer, director, partner, or employee; or~~

~~(c) Holds a foreseeable financial interest, which may result from a Trustee's official authority as a member of the Board of Trustees.~~

Voting Conflicts

Any potential voting conflict or uncertainty regarding a voting conflict shall be brought to the immediate attention of the Chief Compliance and Ethics Officer. At the beginning of each Board of Trustees meeting, the Chair shall read a statement reminding Trustees of the requirements of

this policy and Florida law and urging Trustees to disclose any actual or perceived voting conflicts.

Mandatory Abstention (Personal Gain or Loss):

A Trustee **may not vote** on any matter that inures to their own special private gain or loss. S. 112.3143(2), F.S. In abstaining from voting, a Trustee must fully disclose the nature of the interest for the public record in accordance with the procedures in this policy.

Voting Permitted with Required Disclosure (Third-Party Gain or Loss):

A Trustee **may vote, or may proactively abstain from voting,** on a matter that inures to the special private gain or loss of a relative, principal by whom he or she has been retained, parent/subsidiary organization of a corporation by which he or she has been retained, or business associate, provided that full disclosure of the nature of the interest is made for the public record in accordance with the procedures in this policy.

Disclosure Procedure for Voting Conflicts:

In the event a voting conflict arises in a matter affecting any of the parties listed above, the Trustee must first disclose the nature of the interest before participating in discussions or attempting to influence a decision. S. 112.3143(4), F.S.

Such a disclosure must be made in a written memorandum filed with the person responsible for recording minutes prior to the meeting. The memorandum will be recorded in the minutes and provided to the other Trustees and will be publicly read at the next meeting. In the event that disclosure has not been made prior to the meeting or that any conflict is unknown prior to the meeting, the disclosure shall be made orally at the meeting when it becomes known that a conflict exists. A written memorandum disclosing the nature of the conflict shall then be filed within 15 days after the oral disclosure with the person responsible for recording the minutes of the meeting and shall be incorporated into the minutes of the meeting at which the oral disclosure was made. Any such memorandum shall become a public record upon filing, shall immediately be provided to the other Trustees, and shall be read publicly at the next meeting held subsequent to the filing of this written memorandum.

Other Issues

(1) A Trustee shall not use the authority, title, influence, or prestige of his or her position to solicit business for themselves, a family member, or a business in which they are financial beneficiaries~~others~~ or otherwise obtain a private financial, social, or political benefit, which in any manner would be inconsistent with the interest and mission of the University.

~~(1)~~(2) ~~, nor shall a~~A Trustee shall not disclose confidential information gained by reason of the Trustee's position for personal gain, benefit or to secure special privileges or exemption for ~~him or herself~~themselves or others.

(3) A Trustee shall not abuse his or her position in order to obtain a disproportionate benefit for himself or herself; his or her spouse, children, or employer; or for any business with which he or she contracts; in which he or she is an officer, a partner, a director, or a proprietor; or in which he or she owns an interest, as prohibited by Article II, section 8(h)(2), Florida Constitution.

~~(2) Except for the hiring of the President, no Trustee shall attempt to influence the hiring decision of other University employees.~~

~~(3)~~(4) Complaints and issues received by Trustees directly from students, staff, faculty, or citizens should be referred directly to the President.

~~(4)~~(5) A Trustee's first and foremost obligation when confronted with issues supported by special groups (including but not limited to unions, economic groups, geographical areas, racial groups and political parties) is to represent and act only in the best interests of the University.

III. LEGAL SUPPORT, JUSTIFICATION, AND REVIEW OF THIS POLICY

Article IX, Section 7 Florida Constitution; BOG Regulation 1.001; Section 1001.71, Florida Statutes; Part III, Chapter 112, Florida Statutes, the Code of Ethics for Public Officers and Employees

This Policy should be reviewed and, as appropriate, revised by the Board of Trustees every seven years.

/s/ Name of Approving Official

[Proof of approval retained in file]

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES
Audit and Compliance Committee

Audit and Compliance Action Item II

FLORIDA STATE UNIVERSITY
BOARD OF TRUSTEES

Conflict of Interest Attestation & Disclosure Form

PART 1: OVERVIEW OF ETHICS LAWS

Members of the Florida State University Board of Trustees (BOT) hold their positions for the benefit of the public (Art. II, s. 8, Fla Const. and s. 112.311, F.S.). Florida law prescribes that no public officer have any interest, financial or otherwise, direct or indirect, which substantially conflicts with the proper discharge of public duties. In addition, the FSU Board of Trustees Ethics Policy prescribes the manner in which certain conflicts of interest are brought to the attention of the Chief Compliance and Ethics Officer.

Key Provisions (Per Florida Statutes Ch. 112, Part III)**:**

- **Gifts:** Trustees may not *solicit or accept* anything of value, such as a gift, loan, reward, promise of future employment, favor, or service that is based upon any understanding that their vote, official action, or judgment will be influenced by such gift (s. 112.313(2) and (4), F.S.). Additionally, a Trustee is prohibited from *soliciting* a gift from a vendor doing business with the university, a political committee, or a lobbyist who has lobbied the Trustee or the university within the past 12 months, or the partner, firm, employer, or principal of the lobbyist (ss. 112.3148, 112.31485, and 112.3215(6), F.S.). Lobbyists, principals of lobbyists, and political committees are prohibited from giving anything of value to a Trustee ("expenditure ban"). Gifts from vendors of FSU may be accepted provided that the value does not exceed $100. However, since many vendors are also principals of lobbyists, such gifts nonetheless may be prohibited regardless of value due to the expenditure ban noted above. Certain reporting requirements may apply for gifts received by a Trustee. Trustees should consult with the Chief Compliance and Ethics Officer for guidance.

- **Honoraria:** Trustees may not solicit honoraria related to their public office or duties as a Trustee for the university (s. 112.3149(4), F.S.).

- **Doing Business with FSU:** Trustees acting in their official capacity are prohibited from purchasing, renting, or leasing realty, goods, or services for the university from a business entity in which they, their spouse, or children serve as an officer/director or hold a *material interest* (defined as >5% ownership (s. 112.312(15), F.S.)). In a private capacity, Trustees may not sell or lease realty, goods, or services to FSU (s. 112.313(3), F.S.) absent a legally recognized exemption or exception.

- **Conflicting Employment:** Trustees may not work for, or contract with, a business entity that is doing business with the university (s. 112.313(7), F.S.) absent a legally recognized exemption or exception.

- **Misuse of Position & Information:** Trustees may not corruptly use their position, university property, or non-public information for their own personal benefit or for the benefit of persons or businesses connected to them in a private capacity (ss. 112.313(6) and 112.313(8), F.S.). Similarly, the Florida Constitution prohibits the abuse of one's position to achieve a disproportionate benefit for oneself, one's spouse, children, or employer; or for any business with which he or she contracts; in which he or she is an officer, a partner, a director, or a proprietor; or in which he or she owns an interest (Art. II, s. 8(h)(2), Fla. Const.).

- **Voting Conflicts:** A Trustee may not vote on any matter that inures to their own special private gain or loss. In abstaining from voting, a Trustee must fully disclose the nature of the interest for the public record in accordance with applicable procedures. A Trustee may vote, or may proactively abstain from voting, on a matter that inures to the special private gain or loss of a relative, principal by whom he or she has been retained, parent/subsidiary organization of a corporation by which he or she has been retained, or business associate, provided that full disclosure of the nature of the interest is made for the public record in accordance with applicable procedures. In the event a voting conflict arises in a matter affecting any of the parties listed above, the Trustee must first disclose the nature of the interest before participating in discussions or attempting to influence a decision. S. 112.3143(2) and (4), F.S.

PART 2: CONFLICT OF INTEREST DISCLOSURE FORM (ANNUAL)

1. Personal & Familial Interests

Do you or any family member have an existing or potential financial or other interest that impairs—or might reasonably appear to impair—your independent, unbiased judgment in the discharge of your duties as an FSU Trustee?

☐ **NO** ☐ **YES** (If Yes, please describe below)

Describe existing or potential interests (attach additional pages if needed).

2. Employment and Contractual Relationships

List any business entity **doing business with FSU** with which you are **employed** or have a **contractual relationship** (attach additional pages if needed). If none, write "None" or "N/A."

3. Selling, Renting, or Leasing to FSU

List any business entity **that sells, rents, or leases real property, goods, or services to FSU** in which either: (a) you, your spouse, or your child serves as an **officer, partner, director, or proprietor**; or (b) you, your spouse, your child, or any combination thereof, holds a **material interest** (greater than 5% ownership) (attach additional pages if necessary). If none, write "None" or "N/A".

PART 3: ATTESTATION & SIGNATURE

By signing below, I certify that I am familiar with the FSU Board of Trustees Ethics Policy and Florida law regarding conflicts of interest. I have disclosed all potential conflicts of which I am aware and agree to promptly file an updated disclosure form if new matters arise before my next annual form is due.

Trustee Name (Printed) **Date**

Signature

Please return the completed and signed form to the FSU Office of Compliance and Ethics. In addition, Trustees are required to disclose financial interests using Florida Commission on Ethics Form 1 annually. This form does not replace the Form 1 filing requirement.

Authority: Article II, Section 8 of the Florida Constitution and Florida Code of Ethics for Public Officers and Employees - Florida Statutes Ch. 112, Part III