



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees
Governance Committee Meeting
December 5, 2024
UCF Student Union, Cape Florida Ballroom**

MINUTES

CALL TO ORDER

Trustee Michael Okaty, Chair of the Governance Committee, called the meeting to order at 12:01 p.m. Committee members Bill Christy, Caryl McAlpin, John Miklos, and Chair Alex Martins (ex officio) were in attendance.

Other trustees in attendance included Tiffany Altizer, Rick Cardenas, Joe Conte, Danny Gaekwad, and Bryce Lister.

MINUTES

The minutes of the September 27, 2024, Governance Committee meeting were approved as submitted.

ACTION

At Chair Okaty's request, Youndy Cook, Vice President and General Counsel, confirmed there were no disclosures of a conflict of interest from the Trustees.

GOVC-1 FY2024 Presidential Assessment and Compensation Review

Chair Martins presented the proposed FY2024 Presidential Assessment and Compensation Review. This review was based on feedback collected from each trustee and from the Chair of the Board of Governors. Given the positive feedback and assessment of the President's performance, the Chair recommended an incentive compensation award of \$270,000 for FY2024.

Trustee Christy moved to recommend approval of GOVC-1 as presented, and Trustee McAlpin seconded. The motion was approved unanimously.

GOVC-2 Amendments to the Collective Bargaining Agreement 2024-2027 Between the University of Central Florida Board of Trustees and the United Faculty of Florida (UFF)

Charles Reilly, Associate Provost for Contract Compliance and Administrator Support, presented the proposed amendments to the Collective Bargaining Agreement 2024-2027 between the University of Central Florida Board of Trustees and the United Faculty of Florida (UFF). On November 6, 2023, all thirty-two articles were opened for negotiation for the 2024-2027 agreement. The parties reached tentative agreement on the entire 2024-2027 contract on October 4, 2024, and the union membership ratified this tentative contract on October 31, 2024. The new CBA would become effective immediately upon approval by the Board.

Trustee McAlpin moved to recommend approval of GOVC-2, and Trustee King seconded. The motion was approved unanimously.

GOVC-3 Amendments to the 2023-2026 Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME)

Maureen Binder, Associate Vice President and Chief Human Resources Officer, presented the proposed amendments to the Collective Bargaining Agreement 2023-2026 between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME). On September 27, 2024, the UCF Board of Trustees entered into a three-year collective bargaining agreement with AFSCME that expires on September 30, 2026, and pursuant to that agreement, negotiations for reopened articles began August 2024. The parties reached tentative agreement on the articles on October 22, 2024. Union membership ratified the tentative agreement on November 4, 2024. Amendments are made to articles 7, 12, and 13. All other articles remain status quo.

Trustee McAlpin moved to recommend approval of GOVC-3 and Trustee Christy seconded. The motion was approved unanimously.

GOVC-4 Amendments to University Regulation UCF-3.036 Grievance Procedure for Non-Unit Faculty Employees

Youndy Cook presented the proposed amendments to University Regulation UCF-3.036 Grievance Procedure for Non-Unit Faculty Employees. The proposed amendments make minor updates to conform with current practices related to the grievance procedure for non-unit faculty. An additional update was proposed to add the omitted words "a violation of" to the grievant acknowledgement on the Non-Unit Faculty Grievance Form on page 3. That sentence will now read "If the grievance is a non-disciplinary action, the burden of proof lies with me to provide evidence of a violation of a specific regulation or law."

No public comments were received on the proposed amendments to this regulation.

Trustee King moved to recommend approval of GOVC-4 with the proposed correction as stated. Trustee Miklos seconded. The motion was approved unanimously.

GOVC-5 Amendments to University Regulation UCF-5.0021 Student Government and Registered Student Organizations

Cook also presented the proposed amendments to University Regulation UCF-5.0021 Student Government and Registered Student Organizations. The proposed amendments add new language and clarify that the university may identify RSOs by different categories, tied to the RSO's relationship to the university. Additional language has been added to that every RSO shall comply with applicable regulations, laws, and policies. Language regarding student organization conduct procedures has been removed from this regulation and deferred to University Regulation UCF-5.012 Organizational Code of Conduct.

No public comments were received on the proposed amendments to this regulation.

Trustee Christy moved to recommend the approval of GOVC-5 as presented and Trustee McAlpin seconded. The motion was approved unanimously.

GOVC-6 Honorary Degree Consideration

Mike Kilbride, Executive Chief of Staff, presented the proposed Honorary Degree. Candidate Yvette Kanouff is recommended for an honorary doctoral of science degree. Unanimous approval was received

from the University's Commencements, Convocations, and Recognitions Committee for the degree for which she has been nominated.

Trustee McAlpin moved to recommend approval of GOVC-6 and Trustee King seconded. The motion was approved unanimously.

INFORMATION ITEMS

One information item was included in the committee's meeting materials: 1) President's FY2025 Goals.

ADJOURNMENT

The meeting adjourned at 12:45 p.m.

Reviewed by:

Rick Cardenas
Chair, Governance Committee

Date

Respectfully submitted:

Michael A. Kilbride
Associate Corporate Secretary

Date