



UCF Board of Trustees

December 5, 2024

Agenda Item

BOT-1: Second Amendment and Extension of Employment Agreement for President Cartwright

Proposed Action

The Board of Trustees is asked to approve, on its non- consent agenda, a one-year extension of the employment term for President Alexander Cartwright and delegate authority to the Board Chair to finalize and execute a Second Amendment and Extension of Employment Agreement with President Alexander Cartwright.

Authority for Board of Trustees Action

Article 9, Section 7 of the Florida Constitution
Board of Governors Regulation 1.001
Board of Trustees Delegation of Authority to the President

Supporting Documentation Included

Attachment A: Second Amendment and Extension of Employment Agreement

Facilitators/Presenters

Alex Martins, Chair, UCF Board of Trustees

Summary of Key Observations/Recommendations

Board Members will consider approval of the Second Amendment and Extension of Employment Agreement for President Cartwright.

Additional Background

The Presidential Employment Agreement was initially approved by the Board of Trustees on March 24, 2020, and became effective on April 13, 2020. It sets forth the terms of the President's employment with UCF, including compensation, both cash and non-cash, benefits, expectations for performance, annual evaluation, grounds for termination, and tenure with hire. The Board approved an Amendment to the original Employment Agreement at the December 2023 Board meeting. The term of the Employment Agreement with President Cartwright was for five years with annual renewal options thereafter by the Board, subject to the approval of the Board of Governors. The Employment Agreement with President Cartwright expires on August 12, 2025.

Pursuant to Board of Governors Regulation 1.001(5)(d), the President's employment, after the initial five-year term, may only be renewed for one-year terms, subject to Board of Governors' approval of each extension.

Implementation Plan

A Second Amendment and Extension of Employment Agreement would extend the term of President Cartwright's agreement by one year, to April 12, 2026.

Resource Considerations

Should the Board approve a salary increase for President Cartwright, the Second Amendment and Extension of Employment Agreement will also document that increase in salary. Non-state resources will be used to pay any compensation to President Cartwright beyond \$200,000.