

STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF GOVERNORS
November 9, 2022

SUBJECT: Approval of the Award of the FOCUS Performance Bonus to President Martin of Florida Gulf Coast University

PROPOSED BOARD ACTION

Approval of the Award of the FOCUS Performance Bonus to President Martin of Florida Gulf Coast University.

AUTHORITY FOR BOARD OF GOVERNORS ACTION

Article IX, Section 7, Florida Constitution; Board Regulation 1.001(5)(c); Section 1001.706, Florida Statutes.

BACKGROUND INFORMATION

On February 28, 2017, the Florida Gulf Coast University (FGCU) Board of Trustees selected Dr. Michael Martin to serve as its next President. Dr. Martin and his proposed employment contract was subsequently presented to the Board of Governors for confirmation. The issue of the potential for an additional \$700,000 bonus to be paid out in the fifth year at the discretion of the FGCU Board of Trustees was discussed. This discussion culminated in a motion (that was seconded and concurred unanimously by the Board of Governors) to confirm Dr. Martin's appointment contingent upon the FGCU Board of Trustees amending the Employment Agreement to require the Board of Trustees to consult and obtain approval from the Board of Governors if the Board of Trustees sought to award Dr. Martin a FOCUS Performance Bonus that exceeds \$350,000 prior to awarding any bonus to Dr. Martin. The Employment Agreement was subsequently amended and a copy of the amended Employment Agreement was provided to the Chancellor.

On September 8, 2022, the FGCU Board of Trustees considered President Martin's Performance Evaluation, which included a discussion on the FOCUS Performance Bonus. Chair Gable informed the Board of Trustees the President was eligible for the \$700,000 bonus and that a bonus over \$350,000 must be approved by the Board of Governors. Following discussion, the FGCU Board of Trustees unanimously approved the award of a FOCUS Performance Bonus in the amount of \$700,000 to be payable over three years.

Supporting Documentation Included: 1. Letter from the Florida Gulf Coast University Board of Trustees Chair

Facilitators/Presenters:

Brian Lamb, Chair, Board of Governors
Blake Gable, Chair, Florida Gulf Coast University Board of Trustees