



BOARD OF TRUSTEES

Board of Trustees Meeting Agenda

September 30, 2024
1:00 – 2:00 P

Florida Polytechnic University
Virtual via Microsoft Teams

Dial in: 1-863-225-2351 | Conference ID: 758 192 600#

BOARD OF TRUSTEES MEMBERS

Beth Kigel, Chair
Dr. Dorian Abbot
Cliff Otto
Dr. Brad Towle

Jesse Panuccio, Vice Chair
Dr. Sidney Theis
Ilya Shapiro

Patrick Hagen
Lyn Stanfield
Christos Tsetsekas

MEETING AGENDA

- | | | |
|------|---|--|
| I. | Call to Order | Beth Kigel, Chair |
| II. | Roll Call | Kristen Wharton
Corporate Secretary |
| III. | Public Comment | Beth Kigel |
| IV. | Strategic Planning Summit Report | Dr. Devin Stephenson
President |
| V. | Academic and Student Affairs | Dr. Brad Thiessen
Vice President and
Interim Provost |
| | A. Accreditation Update | |
| | B. Online Master's Degree Program | |
| | C. Faculty Hiring | |
| VI. | Governance: Regulations | David Fugett
Vice President and
General Counsel |
| | A. FPU-3.006 Student Code of Conduct
Action Required | |

- B. [FPU-1.009 Commercial Solicitation on University Property](#) *Action Required*
- C. [FPU-1.007 Campus Free Expression](#)
Action Required
- D. [FPU-1.003 Use of University Facilities and Property](#)
Action Required

VII. University Foundation

- A. [Foundation Board of Directors Reappointments and Appointments](#)
Action Required

Kathy Bowman
Vice President,
Advancement and
CEO, Foundation

VIII. [FY24 Employee Bonus Plan Certification](#)

Dr. Allen Bottorff
Vice President and Chief
Financial Officer

IX. Closing Remarks and Adjournment

Beth Kigel

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: Strategic Planning Summit Report

Proposed Board Action

Information only – no action required.

Background Information

President Devin Stephenson will provide an update on Administration's activities regarding the 2025-2030 Strategic Plan since the Strategic Planning Summit.

Supporting Documentation: N/A

Prepared by: Dr. Devin Stephenson, President

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: Accreditation Update

Proposed Board Action

Information only – no action required.

Background Information

Florida Statute § 1008.47 allows Florida Poly to switch institutional accreditors from the Southern Association of Colleges and Schools Commission on Colleges to one of five BOG-identified institutional accreditors:



Source: [FLBOG August 2022 Accreditation Update](#)

Florida Poly must seek and obtain accreditation from one of these accreditors between:

January 2023: The beginning of the year following reaffirmation from SACSCOC

June 2028: The next fifth-year review from SACSCOC

As the following timeline demonstrates, Florida Poly moved quickly to begin this process.

Timeline

February 2023: Following a collaborative evaluation of each institutional accreditor by representatives from each SUS school, Florida Poly staff informed the Board of Trustees of our plan to seek accreditation from the Higher Learning Commission.

March 2023: We submitted to the U.S. Department of Education our notice of intent to pursue a change in accreditors to the Higher Learning Commission (HLC). In this letter, we noted that the nimbleness and innovative spirit of the HLC

makes it a great fit for Florida Poly (as well as many of our peer STEM institutions).

May 2023: The U.S. Department of Education requested additional information, including all communications referring to our plans to apply for accreditation under the HLC.

July 2023: We provided all requested information and reiterated that the HLC's operational efficiencies are more conducive to a new, start-up university whose mission includes being responsive to industry needs.

July 2024: President Stephenson joined Florida Poly and asked Interim Provost Thiessen to reach out to the U.S. Department of Education for a status update.

September 11, 2024: We received notice that the U.S. Department of Education determined that **Florida Poly has established reasonable cause to change its institutional accrediting agency to the HLC.**

Moving Forward

In an effort to switch to the HLC prior to our 5th-year SACSCOC review in 2028, we will begin the **HLC's Accelerated Process for Initial Accreditation**. This process can take anywhere between 17-29 months:

Quickest possible timeline:

- Oct. 2024: We submit an application to the HLC
- Nov. 2024: HLC staff review and respond to our application
- Jan. 2025: We submit a narrative and evidence for a preliminary peer review
- Feb. 2025: An HLC peer review panel evaluates our materials
- Nov. 2025: We submit our comprehensive evaluation materials and host an on-site visit
- Dec. 2025: A final report is submitted to the HLC Institutional Actions Council for review
- Feb. 2026: The HLC Board makes its decision

HLC's longest allowable timeline:

- Oct. 2024: We submit an application to the HLC
- Nov. 2024: HLC staff review and respond to our application
- *Nov. 2025: We submit a narrative and evidence for a preliminary peer review
- *Dec. 2025: An HLC peer review panel evaluates our materials
- *Dec. 2026: We submit our comprehensive evaluation materials and host an on-site visit
- *Jan. 2027: A final report is submitted to the HLC Institutional Actions Council for review
- *Feb. 2027: The HLC Board makes its decision

We will continue to work in close collaboration with the other SUS schools to successfully switch to the HLC. While switching accreditors will take considerable effort, we believe that

HLC accreditation will allow us to more fully commit to our mission to “Serve students and industry through excellence in education, discovery, and application of engineering and applied sciences.”

Supporting Documentation: Reasonable Cause Determination from the U.S. Department of Education

Prepared by: Dr. Brad Thiessen, Vice President and Interim Provost



September 11, 2024

Sent via email to: dstephenson@floridapoly.edu
tparker@floridapoly.edu

Dr. Devin Stephenson
President
Florida Polytechnic University
4700 Research Way
Lakeland, FL 33805-8831

Re: **Reasonable Cause Determination for Changing Accrediting Agencies for Florida Polytechnic University (OPE ID:04263400)**

Dear Dr. Stephenson:

The U.S. Department of Education, Office of Federal Student Aid ("Department") has conducted a Reasonable Cause Determination for Florida Polytechnic University's ("Florida Poly") request to change accrediting agencies as required by section 496(h) of the Higher Education Act of 1965, as amended, 20 U.S.C. § 1099b(h). Florida Poly is currently accredited by the Southern Association of Colleges and Schools Commission on Colleges ("SACSCOC") and seeks to change its institutional accrediting agency to the Higher Learning Commission ("HLC").

As described more fully below, the Department has determined that Florida Poly has established reasonable cause to change its institutional accrediting agency to HLC.

Background on Reasonable Cause Determination Process

Under 20 U.S.C. § 1099b(h), an institution seeking to change accrediting agencies or maintain institutional accreditation by multiple agencies must first receive approval from the Department. The Department provides such approval if it determines there is a reasonable cause for the change or accreditation by more than one agency. *See* 34 C.F.R. § 600.11(a)-(b). Without approval, the Department will be unable to recognize the accreditation or preaccreditation of the institution while in the process of changing agencies or maintaining accreditation by multiple agencies. *See* 34 C.F.R. § 600.11(a)-(b). This can result in the institution being ineligible for Title IV funding. To avoid a loss of eligibility, an institution must provide the required information and obtain Department approval prior to submitting an application to a new accrediting agency.

This requirement helps prevent an erosion of accrediting agency standards and provides critical protections for students and taxpayers by ensuring that institutions do not switch accrediting agencies simply to evade accountability, avoid open inquiries, or seek approval from an agency with less rigorous standards.

Upon receiving a submission of information from an institution, the Department engages in an analysis of the reasons provided to determine if there is reasonable cause for the change in accreditation or multiple accreditation. In evaluating reasonable cause, the Department considers the institution's history of compliance, past accrediting agency action, open inquiries, and the rationale provided. A further listing of the factors the Department considers are explained in Section II.

As required by 34 C.F.R § 600.11(a)(1), an institution wishing to change accrediting agencies must submit documents and materials related to its current accreditation or preaccreditation, and all materials demonstrating reasonable cause for such change. The Department cannot find reasonable cause if an institution has had its accreditation "withdrawn, revoked, or otherwise terminated for cause" (and not been rescinded by the agency) or has been subject to a "probation or equivalent, show cause order, or suspension order" within the past twenty-four months, unless the agency did not provide the institution the required due process, the agency applied its standards inconsistently or failed to respect the institution's mission. *See* 34 C.F.R. § 600.11(a)(1)(ii) and (a)(2). If an institution has not been subject to negative action by its current accrediting agency over the past 24 months, the Department will review the specific circumstances of the institution to determine if there is reasonable of a change of accrediting agency, including the documentation an institution must submit to cause.

I. INFORMATION RECEIVED BY THE DEPARTMENT

In an Electronic Announcement published on August 15, 2016, the Department issued guidance, which reminded institutions of the requirements for seeking the Department's approval the Department in support of this request. The Department also specified the procedures for submitting such documentation. This guidance was updated by the Department on July 19, 2022, and again on September 26, 2022. *See* Dear Colleague Letter ("DCL") GEN-22-10 and DCL GEN-22-11. The updated guidance also specifically addresses multiple accreditation.

As directed by this guidance, Florida Poly submitted a notification of its intent to change its accrediting agency from SACSCOC to HLC--one of the five accrediting agencies identified by the Florida Board of Governors (FLBOG) which allowed compliance with Fla. Stat. § 1008.47. Florida Poly submitted a notification letter dated March 20, 2023, providing a narrative describing its reasons for requesting the change, which include, after a careful analysis and investigation of several potential agencies, meetings with the Florida Board of Governors, accreditation liaisons from Florida Poly and the University of Central Florida, and the Presidents and senior staff of each of the five eligible institutional agencies, a determination that HLC offers several opportunities for students and Florida Poly not currently present under existing accreditation. Along with its March 20, 2023 letter, Florida Poly provided its most recent determination letter from SACSCOC that the institution remains in good standing with SACSCOC. Florida Poly noted that it did not have any additional documentation or substantive correspondence with either SACSCOC or HLC since its most recent determination letter on January 11, 2023.

On May 23, 2023, the Department sent a letter to Florida Poly to request additional information to support the request to change accrediting agencies. Specifically, it asked Florida Poly to

identify whether absent the mandatory requirement to change accrediting agencies if it would seek an alternative agency, all communications with the FLBOG relating to the requirements under FS 1008.47 or Florida Poly's plans to change accrediting agencies, and any substantive correspondence with HLC relating to Florida Poly's planned application.

Following the Department's May 23, 2023 letter, Florida Poly submitted additional responsive documents on July 12, 2023, including a cover letter which provides additional information about its request to change accrediting agencies. This information is discussed below in Section II.B.

The following is a summary of the documents and correspondence submitted by Florida Poly in support of its request:

- February—March, 2022: A series of emails between Tom Dvorske of Florida Poly with the State University System (SUS) Accreditation Liaisons group discussing questions about the process of applying and being accepted by another accrediting agency, approval by the U.S. Department of Education and concerns about pending legislation.
- April—May, 2022: A series of emails exchanged between SUS Accreditation Liaisons to come up with a process and estimate for the costs of accreditation and comparison of standards across formerly regional accrediting agencies to be submitted to FLBOG in determining the list of accrediting agencies institutions could switch to and the factors to consider. Concerns raised include accounting for institutional effort and personnel in consideration of costs institutions face.
- June—July, 2022: A series of emails exchanged between SUS Accreditation Liaisons to evaluate and validate an accreditation standards crosswalk and summary of standards across formerly regional accrediting agencies in response to a task sent by Christy England with FLBOG. Input includes notes from conversations with formerly regional accrediting agencies. SUS Accreditation Liaisons note to emphasize that maintaining accreditation with SACSCOC while pursuing accreditation with another agency will be a huge lift for institutions in submitting feedback to Christy England of FLBOG, which occurred on July 26, 2022 and with additional responses submitted by Tom Dvorske of Florida Poly on August 10, 2022.
- August, 2022: A series of communications including with Florida Poly and Christy England of FLBOG in preparation for the August 26, 2022 FLBOG meeting to discuss the accreditation report and recommendation. Communications include a meeting between Christy England on behalf of the Chancellor and Presidents Avent of Florida Poly and Cartwright of University of Central Florida; and a discussion of talking points among the SUS Accreditation Liaisons for their Presidents with notes of HLC as a top choice leading up the FLBOG meeting.
- August—January, 2023. A series of emails sent from Christy England of FLBOG to the SUS Accreditation Liaisons with information sent from HLC. The communications

include group resources on HLC's *Accelerated Process for Seeking Initial Accreditation*, a document prepared by HLC on preparing for the U.S. Department of Education's reasonable cause process, a "save the date" to HLC's annual conference in March, 2023 with discounted rates, an invitation to a meeting with the HLC president and her team to be held during the conference, and a special "off the books" session for Florida attendees of the conference to cover HLC's Accelerated Process for Accreditation tailored for Florida institutions.

- January 11, 2023: Letter from SACSCOC to Florida Poly reaffirming accreditation with no additional reporting. Florida Poly's next reaffirmation will take place in 2032.
- January—February, 2023: Communications with Tom Dvorske of Florida Poly in preparation for submission to the U.S. Department of Education (ED). Communications include a request from Christy England of FLBOG to ask that prior to sending the request to change accreditors to ED, that Florida Poly send the draft to her and Alex Kelly in the Governor's office for review. Florida Poly shares the draft letter to ED with the SUS Accreditor Liaisons group, Christy England of FLBOG, and Andrew Kelly in the Governor's office.

II. DEPARTMENT'S REASONABLE CAUSE DETERMINATION

The Department must make a reasonable cause determination regarding an institution's request to change accrediting agencies or obtain multiple accreditation as required by 34 C.F.R. § 600.11. To make this determination, the Department engages in a review of the specific circumstances of the institution and its current and proposed accreditation. The Department must first determine if the institution has been the subject of any negative actions by its current accrediting agency over the past 24 months. *See* 34 C.F.R. § 600.11(a)(1)(ii)(A)-(B) and (b)(2)(i)(A)-(B). If the institution has been subject to a negative action, there can be no finding of reasonable cause unless an exception has been met. *See* 34 C.F.R. § 600.11(a)(2), (b)(2)(ii). If the institution has not been subject to a negative action or meets an exception, the Department then examines an institution's specific circumstances, including consideration of additional factors (as relevant to the institution), to determine if there is reasonable cause to change accrediting agencies.

A. Institution's Status with its Current Accrediting Agency

Based on the information provided to the Department, Florida Poly has not been the subject of any of the negative actions identified in 34 C.F.R. § 600.11(a)(1)(ii)(A) or (B).

B. Additional Factors for Consideration

As described in the Department's "Reasonable Cause" DCL GEN-22-10, the Department may consider factors such as:

- Whether the proposed change or multiple accreditation involves an accrediting agency that has been subject to Department action;
- The institution's history of past compliance with the requirements of its accrediting agency, the Department, and other oversight agencies;
- Whether the proposed change or multiple accreditation would strengthen institutional quality;
- Whether the new agency and its standards are more closely aligned with the institution's mission than the current agency;
- Whether the institution is seeking the change or multiple accreditation to lessen oversight or rigor, evade inquiries or sanctions, or the risk of inquiries or sanctions by its existing accrediting agency;
- Whether there is any indication the request to change agencies or have multiple accreditation is motivated by the institution's weak or deteriorating financial condition, or a desire to move to an agency with less rigorous financial standards;
- Whether, if the decision is approved by the Department and the accrediting agency, the institution's membership would be voluntary, as required for recognition of the accrediting agency under 34 C.F.R. § 602.14(a); and
- Other reasons stated by the institution for the proposed change or multiple accreditation and other information about the institution available to the Department.

In its March 20, 2023 notification letter, Florida Poly identified Fla. Stat. § 1008.47 and changes to state regulation removing the requirement that public institutions of higher education in Florida be accredited by SACSCOC as part of its rationale for the requested change, noting that while Florida Statute requires that institutions must change accreditors, it does not dictate the agency. Florida Poly notes that its decision to change to HLC was the result of careful analysis of the characteristics of potential agencies, meetings between the Chancellor and Vice Chancellor of FLBOG, accreditation liaisons from Florida Poly and UCF, and the Presidents and senior staff of each of the five eligible institutional accrediting agencies. In addition, Florida Poly examined accreditor mission and vision statements, standards and principles, policies, processes for achieving accreditation, governance models, operations infrastructure, and cost of membership and feel as though the proposed change to HLC will benefit both students and the State of Florida.

In discussing why Florida Poly believes HLC is the best fit for the institution, it highlights "several opportunities for our students and the institution not currently present to us under our existing accreditation," and notes several factors such as capacity, governance, client focus, efficiency, and access to institutional and aspirational peer institutions.

In explanation to how Florida Poly believes HLC would strengthen institutional quality, it explains that it is a relatively new institution in its 9th academic year and while accreditation was beneficial to initial development and growth, SACSCOC staff repeatedly mentioned difficulty in finding reviewers from institutions similar to Florida Poly in the southern region. Because HLC

is larger and includes reviewers from both inside and outside the region, it believes HLC provides greater opportunities for improvement. It also notes that it believes HLC will provide “operational efficiencies conducive to a new, start-up University whose mission includes being responsive to industry needs” and that HLC’s modern processes will help streamline requests compared to SACSCOC which relies on a mail-in process. Finally, Florida Poly believes “HLC membership will strengthen institutional quality” from a “stronger, more geographically and culturally diverse mix of quality, public four-year institutions that are HLC member,” and that it will “benefit from the shared governance process that HLC embraces, particularly as it relates to policy and standards changes where ample opportunities for member input are available.”

In discussing how HLC standards are more closely aligned with the institution’s mission, Florida Poly notes that HLC has eight standards that do not appear in the SACSCOC Principles that fall under the categories of institutional governance, civic engagement, standards related to living and working in a global context, and Faculty—Student Scholarship. It notes that these standards can enhance the University and Florida Poly students. It believes that membership “means access to the wisdom and experience of all member institutions that also have to address these specific things,” and that engagement includes “participating in the dialogue around these issues with other member institutions.”

In its July 12, 2023 letter, Florida Poly advised the Department that despite the mandatory accreditor change required by Florida law, it believes the requirement to reassess accreditors “provides Florida Poly the opportunity to evaluate which accrediting agency is best suited to our needs,” and it is “confident that our proposed change to HLC will benefit Florida Poly students and the State of Florida.”

Based on the reasons Florida Poly has given for the change, the documentation provided by Florida Poly, the consideration of the above listed factors, and the absence of any factor suggesting that Florida Poly’s request to change to HLC is not reasonable, the Department is satisfied that Florida Poly is not seeking to change accrediting to lessen oversight or rigor, evade inquiries or sanctions or risk the inquiries or sanctions by its current accrediting agency. The Department is also satisfied that Florida Poly’s membership in HLC would be voluntary as required by 34 C.F.R. § 602.14(a),¹ subject to HLC’s consideration of the same issue. The Department has determined there is reasonable cause for Florida Poly to change to HLC as its institutional accrediting agency.

III. NEXT STEPS

Once Florida Poly has secured accreditation by HLC to become its institutional accreditor it must use the electronic *Application for Approval to Participation in the Federal Student Financial Aid*

¹ Florida Poly provided an email chain among the accreditation liaisons from the Florida public institutions. The emails discuss preparing the institutions' presidents for a meeting with FLBOG relating to the selection of alternative accrediting agencies. The chain includes a discussion of the voluntariness factor, and Florida Poly's liaison expressed concern that whatever decision FLBOG made about alternative accreditation, it would have to facilitate the institutions' ability to make a case that the change of accrediting agencies would be voluntary. Because FLBOG ultimately selected five alternative agencies, the Department cannot determine, based on the information submitted by Florida Poly, that the selection of HLC would not be voluntary, so long as HLC agrees.

Programs (E-App) located inside FSA Partner Connect to notify the Department, add HLC as its institutional accrediting agency and end its affiliation with SACSCOC as it has determined it will not be retaining SACSCOC. Florida Poly must select the application purpose of “Update Information,” selecting the specific update purpose of “Update/Report Information,” and further identifying the specific update purpose of “Accreditation and State Authorization.” In Section B, Florida Poly is advised to follow the directions to add a new accrediting agency. To do so, click the “+ Add New” button located at the top right in Section B (this is right above the listing of all accrediting agencies currently applicable to the institution) and then the “Next” button at the bottom right. A list of questions appears. In Question 1, select the accrediting agency to be added from the drop-down list. Florida Poly must select the item that corresponds to HLC. In Question 1a, Florida Poly will be prompted to enter the year that HLC granted initial accreditation and in Question 1b add the number of years HLC granted SFSC accreditation. As HLC will now be considered Florida Poly’s institutional accreditor, it must check Boxes 1c and 1d to notate that HLC accredits the entire institution and is considered its primary accreditor.

For SACSCOC, since it will no longer be considered Florida Poly’s accrediting agency effective with its change of designation of HLC to its institutional accrediting agency, please do the following: In Section B, (Accreditor and State Authorization), select the edit pencil icon located next to SACSCOC, and provide the end date of your accreditation with SACSCOC (1g), using the date you are submitting this E-app update as the end date of Florida Poly’s association with SACSCOC. Then select the “save draft” button at the bottom of the form and then select the “edit accreditor” button to return to the main section of Section B. Finally, Florida Poly must ensure it hits the “submit” button to complete the update.

Please note Florida Poly must submit HLC’s approval letter with its supporting documentation provided to the Department as part of the E-App process as well as a copy of this reasonable cause determination letter. Florida Poly is directed to upload the materials into the Partner Connect portal in the appropriate location identified.

Note: An institution that is seeking to change accrediting agencies should not withdraw from its current accreditation until after the new agency has granted accreditation to the institution, and the Department has provided written notice that it acknowledges the new accrediting agency as the institution’s primary accrediting agency or the multiple accreditation. When an institution maintains multiple accreditation, an institution may not change its primary accrediting agency to a secondary agency, or withdraw from accreditation from the primary agency without submitting a request for a new reasonable cause determination regarding that change. Failure to comply with these procedures may result in the institution’s accreditation status not being recognized by the Secretary and could result in a loss of Title IV eligibility.

If you have any questions, please send your questions to kathy.feith@ed.gov.

Sincerely,



Alicia Scott
Branch Chief

cc: Mr. David Fugett, General Counsel
dfugett@floridapoly.edu.)

Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
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CFPB_ENF_Students@cfpb.gov

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: Online Master's Degree Program

Proposed Board Action

Information only – no action required.

Background Information

Florida Poly currently offers five 30-credit hour master's degree programs, with each offering an accelerated (one-year) pathway, a two-year pathway, and a 4+1 option. All five master's programs are offered face-to-face with no distance education option.

Nationwide, 39% of graduate students now enroll exclusively in online classes, and more than half of all master's programs in Engineering Management and Data Science are offered via distance education.

In reaching our goal to enroll 3,000 students by 2030, Florida Poly may benefit from offering targeted online master's degree programs. To do so — to offer more than 50% of a program via distance education — we must seek authorization from our institutional accreditor, SACSCOC.

By January 1, Florida Poly will submit a prospectus to SACSCOC that seeks approval to offer one of our existing master's degree programs via distance education. This would allow us to offer an online program beginning Fall 2025.

As we develop the prospectus, we will evaluate which program will benefit the most from online delivery, identify resource needs, and develop plans to train faculty in best practices in online learning. Our goal is to launch a high-quality, accessible online program.

Supporting Documentation: N/A

Prepared by: Dr. Brad Thiessen, Vice President and Interim Provost

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: Faculty Hiring

Proposed Board Action

Information only – no action required

Background Information

To achieve its vision, Florida Poly must recruit, hire, and retain high-quality faculty from in-demand disciplines. Reflecting on the effectiveness of past searches, the Department Chairs have been developing a set of recommendations to improve in three areas of the faculty recruitment process:

- (1) Advertising the position and developing the applicant pool
- (2) Evaluating candidates
- (3) Making a hiring recommendation and offer

We will share changes we are making to the process to maximize the likelihood of hiring top-notch faculty.

Supporting Documentation: N/A

Prepared by: Dr. Brad Thiessen, Vice President and Interim Provost

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: FPU-3.006 Student Code of Conduct

Proposed Board Action

Approve the amended regulation FPU-3.006 Student Code of Conduct.

Background Information

This regulation is being amended to update position titles, clarify that the student code of conduct extends to student teams and groups, and add wearing a face covering with the intent to conceal one's identity or while engaging in other forms of misconduct as a form of misconduct.

The Notice of Amended Regulation was posted on the University's website on August 22, 2024. No comments were received during the review and comment period.

Supporting Documentation: Draft amended regulation FPU-3.006 Student Code of Conduct

Prepared by: Melaine Schmiz, Associate General Counsel

THE FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES

FPU-3.006 Student Code of Conduct

(1) Introduction

- (a) Community Values. The Student Code of Conduct is designed to promote responsible behavior for all students consistent with the values and welfare of the Florida Polytechnic University (“University”) community. It exists to define the behavioral rights and responsibilities of University students, ~~and student organizations,~~ student teams, and student groups representing the University in any capacity. The Student Code of Conduct fosters and enhances the academic mission of the University as well as protects the rights of all University students, faculty, and staff.
- (b) Applicability. The Student Code of Conduct applies to the conduct of any student, ~~or student organization,~~ or student team, or student group representing the University in any capacity that occurs: on University property; at University or student- sponsored activities; and at locations where a University course or program is being conducted, including foreign locations such as study abroad and exchange programs. It also applies to off-campus conduct and online conduct that adversely affects the University community and/or the pursuit of its objectives.
- (c) Related Regulations and Policies.
 - (i) Academic Integrity. Misconduct relating to academic dishonesty, which includes enabling dishonesty or actively potentially benefitting from dishonesty, in the classroom or academic setting is addressed through University Regulation FPU-5.005. Misconduct that is not related to academic dishonesty and that occurs in the classroom or other academic setting is addressed through this Regulation.
 - (ii) Title IX. Sexual Misconduct that falls within the jurisdiction of Title IX is addressed through this Regulation and supplemented by University Policy FPU-1.005P Sexual Misconduct. In the event of a conflict, University Policy FPU-1.005P Sexual Misconduct controls.

(2) Authority

- (a) The Florida Polytechnic University Board of Trustees is charged with the responsibility and authority for creating a Student Conduct Review Process. Authority for the Student Conduct Review Process rests with the University President or designee (“President”).
- (b) Student organizations, ~~and student teams,~~ and student groups representing the University in any capacity are also regulated under this authority.

(3) Definitions

- (a) **Student.**
 - (i) Persons taking courses at the University (full-time or part-time) in undergraduate, graduate, or professional studies;
 - (ii) Persons who withdraw from the University after allegedly violating the Student Code of Conduct;
 - (iii) Persons who were previously enrolled but are not officially enrolled for a particular term and have a continuing relationship with the University; or
 - (iv) Persons who have been notified of their acceptance for admission to the University.

- (b) Student Organization.** A registered student organization as described in FPU- 3.002 Student Government and Student Organizations.
- (c) Student Team.** A student team is an organized activity, typically athletic in nature, and organized through the Student Development Center.
- (b)(d) Student group representing the University in any capacity.** Refers to any student groups that represent the University in any capacity but are not official Student Organizations or Student Teams.
- (e)(e) Reporting Party.** A person that believes that they have been a victim of a student's misconduct or any person who submits an allegation that a student violated the Student Code of Conduct.
- (f)(f) Responding Party.** Any student or student organization that has been charged with violating the Student Code of Conduct.
- (e)(g) Advisor.** A person chosen by the Responding Party or Reporting Party who may assist and/or accompany the Responding Party or Reporting Party throughout the Student Conduct Review Process.
- (f)(h) Hearing Body.** Any impartial person or persons appointed by the ~~Vice Provost of Student Affairs~~ Associate Vice President for Student Affairs or designee to conduct hearings to determine whether the Responding Party has violated the Student Code of Conduct and impose Sanctions. This includes a Hearing Officer or Hearing Panel.
- (g)(i) Representative.** A Department of Student Affairs employee designated by the Associate Vice President for Student Affairs ~~Vice Provost of Student Affairs~~ to fulfill specified duties under the Student Conduct Review Process.
- (h)(j) Responsible.** A student or student organization that has been found to have violated the Student Code of Conduct by a preponderance of the evidence.
- (i)(k) Witness.** A person who has relevant information to help a decision maker determine whether or not an alleged violation of the Student Code of Conduct has taken place.
- (j)(l) Faculty Member.** Any person hired by the University to conduct classroom or teaching activities or who is otherwise considered by the University to be a member of its faculty.
- (k)(m) University Community.** Includes any University officer, employee, student, applicant, visitor, agent, vendor, or contractor.
- (l)(n) University Official.** Includes any person employed by the University that is performing assigned administrative or professional responsibilities.
- (m)(o) University Property.** Property owned or controlled by the University.
- (n)(p) Business Day.** Monday through Friday from 8 am to 5 pm, excluding University holidays.
- (o)(q) Sanction.** Outcome(s) imposed on the Responsible.
- (p)(r) May.** The term "may" is used in the permissive sense.
- (q)(s) Policy.** Any written policies, regulations, or rules of the University as found in, but not limited to, the Student Code of Conduct; University Policies, Regulation and Rules webpage; the Student Handbook; Housing Policies and Rules, and the Undergraduate and the Graduate Catalogs.
- (r)(t) Preponderance of the Evidence.** Information considered as a whole that indicates the facts sought to be proved are more likely than not. This is the burden of proof that must be met in a determination of responsible or not responsible.

~~(s)~~(u) **Good Standing.** A conduct status describing a student who does not have pending charges under the Student Code of Conduct or incomplete misconduct Sanctions.

- (4) Student Rights in the Student Conduct Review Process.** The student has the right to:
- (a) A presumption that a violation of the Student Code of Conduct has not occurred.
 - (b) Be free from self-incrimination. However, the rights and rules of evidence or procedure in a civil or criminal proceeding do not apply to the Student Conduct Review Process.
 - (c) Be informed of and receive just and unbiased treatment under the Policies of the University, in its courses, in its residential life, and in its extracurricular activities;
 - (d) Be informed of decisions impacting their status, advancement, or exercise of University benefits, and have the opportunity to appeal, through a defined process and framework, those decisions in accordance with the procedures prescribed in this Student Code of Conduct;
 - (e) Have past behavior considered only when related to the charge(s);
 - (f) Privacy, including the confidentiality of education records according to the Federal Family Educational Rights and Privacy Act of 1974 (FERPA);
 - (g) Adequate notice of charges and a fair and impartial hearing under the Student Code of Conduct;
 - (h) Be secure in their persons, living quarters, papers, and effects against unreasonable searches and seizures by the University; and
 - (i) Ready access to established University Policies.
- (5) Student Responsibilities.** The student has the responsibility to:
- (a) Observe and comply with all University Policies and local, state, and federal laws;
 - (b) Respect the rights and privacy of others;
 - (c) Accept the Sanctions imposed due to one's actions;
 - (d) Maintain high standards of academic integrity and honor in all work submitted; and
 - (e) Conduct oneself in a manner that does not infringe upon the rights of other members of the University community.
- (6) Misconduct.** Any student or student organization found to have committed or to have attempted to commit the following misconduct is subject to Sanctions in accordance with this Student Code of Conduct.
- (a) **Acts of Dishonesty**, including but not limited to the following:
 - (i) **Cheating, plagiarism**, or other forms of academic dishonesty as defined in University Regulation FPU-5.005 Academic Integrity.
 - (ii) **Furnishing false information** to any University official, faculty member, or office.
 - (iii) **Forgery, alteration, or misuse** of any University document, record, or instrument of identification.
 - (iv) **Impersonation** of a University official, employee or representative.
 - (b) **Disruption or obstruction** of teaching, research, administration, disciplinary proceedings, other University activities, including its public service functions, on or off campus, or of other authorized non-University activities when the conduct occurs on University property.
 - (c) **Physical abuse, verbal abuse, threats, intimidation, harassment, stalking, coercion**, and/or other conduct that threatens or endangers the health or safety of any person, group, or animal that is not of a sexual nature, including bullying. Bullying is repeated

and/or severe aggressive behaviors that intimidate or intentionally harm or control another person physically or emotionally, and such conduct is not protected by freedom of expression.

- (d) **Sexual misconduct** as defined in University Policies.
- (e) **Attempted or actual theft** of and/or **damage to property**, including intellectual property, of the University or property of a member of the University community or other personal or public property, on or off campus.
- (f) **Hazing**, means any action or situation, which occurs on or off University property, that recklessly or intentionally endangers the mental or physical health or safety of a student for purposes including, but not limited to, initiation, admission into, affiliation with, or the perpetuation or furtherance of a tradition or ritual of any University student organization or group whether or not officially recognized by the University. Hazing includes, but is not limited to, pressuring or coercing the student into violating state or federal law; any brutality of a physical nature, such as whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor or beverages, drug, or other substance; or other forced physical activity that could adversely affect the physical health or safety of the student; or any activity that would subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student. Hazing does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.
- (g) **Failure to comply with directions** of University officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to such persons when requested to do so. This includes a student who willfully enters a restroom or changing facility designated for the opposite sex on University property for reasons other than those permitted by section 553.865, Florida Statutes, and refuses to depart when asked to do so by administrative personnel, faculty member, security personnel, or law enforcement personnel. The terms used in this subsection have the same meanings as assigned to them in section 553.865, Florida Statutes.
- (h) **Unauthorized possession, duplication or use of keys** to any University property or unauthorized entry into or use of University property.
- (i) **Violation of any University Policy.**
- (j) **Violation of any federal state, or local law.**
- (k) **Use, possession, manufacturing, selling or distribution of marijuana, heroin, narcotics, or other controlled substances**, except as expressly permitted by law. This includes the misuse of prescription drugs, paraphernalia used for drugs (e.g. bongs, glass pipes, etc.) and the un-prescribed use, inhalation, or ingestion of a substance (e.g. nitrous oxide, glue, paint, etc.) that could alter a person's mental state.
- (l) **Use, consumption, possession, manufacturing, selling or distribution of alcoholic beverages** (except as expressly permitted by University Policies), paraphernalia used for consumption of alcohol (e.g. kegs, bongs, etc.) or public intoxication. Alcoholic beverages may not, in any circumstance, be used by, possessed by or distributed to any person under twenty-one (21) years of age.
- (m) Attending class, an Organizational meeting or other University event that is specific for an educational purpose while under the influence of the substances listed in sections (k) and (l)
- (n) **Control or operation of any vehicle**, including non-motorized vehicles, **while impaired** by alcohol or another substance.

- (o) **Illegal or unauthorized possession of firearms, explosives, weapons, or dangerous chemicals** on University property or use of any such item, even if legally possessed, in a manner that harms or threatens others.
- (p) Soliciting, facilitating, or participating in any **illegal gambling**, bookmaking or illegal betting whether through a bookmaker, a parlay card, a pool or any other method of organized gambling.
- (q) Causing or attempting to cause a **fire or explosion; falsely reporting a fire, explosion, or an explosive device; tampering with fire safety equipment; or failure to evacuate** University buildings during a fire alarm.
- (r) **Unauthorized posting of commercial advertising** or engaging in **commercial activity** as described in University Policies.
- (s) **Participation in an on-campus or off-campus demonstration, riot or activity that disrupts the normal operations** of the University and/or infringes on the rights of other members of the University community; or leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area.
- (t) **Obstruction of the free flow of pedestrian or vehicular traffic** on University property or at University sponsored or supervised functions.
- (u) **Conduct that is disorderly, lewd, or indecent; breach of peace;** or aiding, abetting, or procuring another person to breach the peace on University property or at functions the University or members of the University community have sponsored or participated in.
 - (i) **Disorderly Conduct** includes, but is not limited to: any unauthorized use of electronic or other devices to make an audio or video record of any person while on University property without his or her prior knowledge, or without his or her effective consent when such a recording is likely to cause injury or distress. This includes, but is not limited to, surreptitiously taking pictures of another person in a gym, locker room, or restroom.
- (v) Wearing a face covering with the intent to conceal one's identity and/or while engaging in other forms of misconduct. This does not include face coverings worn for religious or medical reasons.

~~(w)~~(w) **Theft or other abuse of computer facilities and resources**, including but not limited to:

- (i) Unauthorized entry into a file to use, read, or change the contents, or for any other purpose.
- (i) Unauthorized transfer of a file.
- (ii) Use of another individual's identification and/or password.
- (iii) Use of computing facilities and resources to interfere with the work of another student, faculty member or University Official.
- (iv) Use of computing facilities and resources to send obscene or abusive messages.
- (v) Use of computing facilities and resources to interfere with normal operation of the University computing system.
- (vi) Use of computing facilities and resources in violation of copyright laws.

~~(w)~~(x) **Residence Hall Policy Violation**, includes violations of any policy or regulation governing University Housing, as well as, the Residential Life Handbook.

~~(x)~~(y) **Abuse of the Student Conduct Review Process**, including but not limited to:

- (i) Failing to obey the notice from the Department of Student Affairs or a University official to appear for a meeting or hearing as part of the Student Conduct Review Process.
- (ii) Falsifying, distorting, or misrepresenting of information before a hearing.

- (ii) Disrupting or interfering with the orderly conduct of a Student Conduct Review Process.
- (iii) Reporting a violation of the Student Code of Conduct in bad faith.
- (iv) Attempting to discourage an individual's proper participation in, or use of, the Student Conduct Review Process.
- (v) Attempting to improperly influence the impartiality of a Hearing Body prior to, and/or during the course of, the Student Conduct Review Process.
- (vi) Harassing (verbal or physical) and/or intimidation of a Hearing Body prior to, during, and/or after a Student Conduct Review Proceeding.
- (vii) Failing to comply with the Sanction(s) imposed under the Student Code of Conduct.
- (viii) Influencing or attempting to influence another person to commit an abuse of the Student Conduct Review Process.
- (ix) **Retaliation** against a person(s) alleging misconduct or participating in the student conduct review process.

(7) Actions that do not Constitute Misconduct.

- (a) Expressive Activities. This Regulation does not abridge academic freedom nor the University's educational mission. Actions that amount to expression protected by the state or federal constitutions or laws are not Misconduct.
- (b) Amnesty. The University encourages students to seek emergency assistance in situations where such assistance is needed. Any student who qualifies for Amnesty as described below may not be charged with Misconduct if the Misconduct relates to the consumption or use of alcohol or drugs.
 - (1) Medical Amnesty. Students who seek or receive emergency medical **assistant assistance** for themselves or others in a situation where a reasonable person believes medical treatment is appropriate qualify for Medical Amnesty.
 - (i) If a Student is involved in any subsequent alcohol or drug incidents, the Representative will review the incident to determine if the Student qualifies for Amnesty.
 - (2) Hazing Amnesty. A Student may not be charged with Misconduct if the Student establishes that before medical assistance or law enforcement arrived on the scene of the hazing event, the Student rendered aid to the hazing victim(s).

(8) Sanctions. The Responsible is subject to Sanctions commensurate with the offense with consideration given to any aggravating and mitigating circumstances, including but not limited to the Responsible's conduct record at the University. The Responsible's efforts to get help or assist others may be taken into account in determining Sanctions. The Responsible's failure to complete Sanctions may result in a registration, transcript, final grades, and/or diploma hold. Sanctions that may be imposed upon the Responsible include, but are not limited to:

- (a) **Deactivation**. The loss of all privileges, including University recognition, for a specified period of time when the Responsible is an organization.
- (b) **Discretionary Educational Sanctions**. Work assignments, essays, service to the University, or other related discretionary Sanctions.
- (c) **Fines**. Previously established and published financial fines may be imposed.
- (d) **Loss of Privileges**. Denial of specified privileges for a designated period of time.
- (e) **Probation**. A designated period of time where more severe disciplinary Sanctions will be imposed if the Responsible is found to violate the Student Code of Conduct during the probation period.

- (f) **Residence Hall Expulsion.** Permanent separation of the Responsible from the residence halls.
 - (g) **Residence Hall Suspension.** Separation of the Responsible from the residence halls for a definite period of time, after which the Responsible is eligible to return. Conditions for returning to the residence halls may be specified.
 - (h) **Restitution.** Requiring compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
 - (i) **Revocation of Admission and/or Degree.** Admission to the University or a degree awarded from the University may be revoked for fraud, misrepresentation, or other violation of University standards in obtaining the degree, or for other violations that were committed by the student prior to graduation.
 - (j) **University Expulsion.** Permanent separation of the Responsible from the University.
 - (k) **Deferred Suspension.** Suspension that will be imposed at a defined future date or time unless sanctions are completed as described by the Hearing Officer and there are no further policy violations.
 - (l) **University Suspension.** Separation of the Responsible from the University for a definite period of time. Conditions for readmission to the University will be specified. The Associate Vice President for Student Affairs ~~Vice Provost of Student Affairs~~ or designee will instruct the Registrar to place an overlay on the Responsible's transcript during the period of suspension indicating the period of suspension. Further, while on University Suspension, a hold will be placed on the Responsible's record to prevent registration. All assigned educational Sanctions must be completed prior to the restoration of student privileges; otherwise the suspension will remain in effect. A suspended student is not permitted on University property during the length of his/her suspension. A suspension may be deferred so that the Responsible can attend classes for the remainder of the semester.
 - (m) **Warning.** A notice in writing to the Responsible that the Responsible is violating or has violated the Student Code of Conduct.
 - (n) **Withholding Degree.** The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code of Conduct, including the completion of any Sanctions imposed.
 - (o) One or more of the Sanctions listed above may be imposed for any single violation.
- (9) **Interim Suspension.** In certain situations, the ~~Provost~~ Vice President for Student Affairs, Enrollment Management, and Strategic Communications or designee may impose a University or residence hall interim suspension prior to the completion of the Student Conduct Review Process.
- (a) An interim suspension may be imposed:
 - (i) To ensure the safety and well-being of members of the University community or preservation of University property; or
 - (ii) If the student poses an ongoing threat of disruption of, or interference with, the normal operations of the University.
 - (b) The student may request a hearing to review the interim suspension by submitting such a request to the Vice President for Student Affairs, Enrollment Management, and Strategic Communications ~~Provost~~ or designee. The hearing will occur within three (3) business days of the Vice President for Student Affairs, Enrollment Management, and Strategic Communications ~~Provost~~ or designee receiving the

request. The student may attend and present information during the hearing. During the hearing, the Vice President for Student Affairs, Enrollment Management, and Strategic Communications~~Provost~~ or designee will review all relevant information and determine the status of the interim suspension. The outcome of an interim suspension hearing remains in effect until the final disposition of the charges unless the Vice President for Student Affairs, Enrollment Management, and Strategic Communications~~Provost~~ or designee decides otherwise.

- (c) During the interim suspension, the student may be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities or privileges for which the student might otherwise be eligible, as the Vice President for Student Affairs, Enrollment Management, and Strategic Communications~~Provost~~ or designee determines to be appropriate.
- (d) The interim suspension does not replace the regular Student Conduct Review Process, which proceeds on the normal schedule, up to and through a formal hearing, if required.
- (e) If the student is subsequently found not responsible for the violation, the University will:
 - (i) Correct any record of the change in enrollment status in the student's permanent records and reports in a manner compliant with state and federal laws; and
 - (ii) Refund to the student a pro rata portion of any charges for tuition and out-of-state fees, as appropriate, if the temporary suspension of the student's ability to attend classes lasts for more than ten (10) business days.

(10) Student Conduct Review Process

(a) General Provisions.

- (i) Requests for reasonable accommodations. The Responding Party, Reporting Party, or other person participating in the Student Conduct Review Process may submit a request for reasonable accommodations for a documented disability for any part of the Student Conduct Review Process to the Department of Student Affairs representative (the "Representative"). The Representative must receive such requests at least three (3) business days prior to the part of the Student Conduct Review Process for which the person is requesting accommodations.

- (1) The Representative has the discretion to grant such requests. The Representative also has the discretion to waive the three (3) business day requirement.

- (ii) Requests for Postponement. The Responding Party or Reporting Party may request to postpone any part of the Student Conduct Review Process.

- (1) Requests to postpone any part of the Student Conduct Review Process must:

- (i) Be submitted in writing to the Representative at least three (3) business days prior to the part of the Student Conduct Review Process for which the person is requesting postponement, and
 - (ii) State the reason(s) for the request.

- (2) The Representative has the discretion to grant such requests. The Representative also has the discretion to waive the three (3) business day requirement.

- (3) The University is not required to postpone a Student Conduct Review proceeding pending the outcome of a criminal prosecution.

- (iii) Notices. All notices to a student are sent to the student's official University email account. Notices to a student organization are sent to the student organization's highest-ranking officer's official University email account.

- (iv) Remote Participation. The Representative has the discretion to allow the Responding Party, Reporting Party, and/or Witness to participate in the Student Conduct Review Process remotely via telephone or other electronic means.
- (1) Requests to participate remotely must be received by the Representative at least three (3) business days prior to the part of Student Conduct Review Process for which the request is being made.
 - (2) The Representative has the discretion to waive the three (3) business day requirement.
- (v) Failure to Attend Scheduled Meeting or Hearing.
- (1) After receiving notice, if the Responding Party, Reporting Party, or Witness does not timely request a postponement and does not attend a scheduled meeting or hearing, the meeting or hearing will take place as scheduled.
 - (2) Sanctions may be imposed against the Responding Party even if the Responding Party does not attend scheduled meetings and hearings. The Responding Party will be sent written notice of any imposed Sanctions.
 - (3) The Representative may have a hold placed on the Responding Party's registration, transcript, final grades and/or diploma if the Responding Party does not attend a scheduled meeting or hearing. This hold is removed once the Responding Party attends the re-scheduled meeting or hearing, or the Student Conduct Review Process is concluded.
- (vi) Advisor. The Responding Party and the Reporting Party may have, at their own expense and initiative, an Advisor present for any part of the Student Conduct Review Process. The Advisor may be an advocate or legal representative.
- (1) If the Responding Party or Reporting Party chooses to have an Advisor, it is his or her responsibility to make appropriate arrangements for the Advisor to attend the Student Conduct Review Process. No part of the Student Conduct Review Process will be delayed due to scheduling conflicts with an Advisor.
 - (2) The Advisor may be present to advise the Responding Party or Reporting Party and may participate in all aspects of the Formal Hearing but cannot testify for the student nor serve in any other role, including as a witness, an investigator, decider of fact, Hearing Body, or person appointed to decide an appeal.
 - (3) If the Responding Party or Reporting Party chooses an attorney as the Advisor, the Responding Party or Reporting Party must inform the Representative of such at least three (3) business days prior to the Initial Meeting.
- (vii) University's Right to Attorney. The University may be advised by an attorney at any time prior to, during, or after the Student Conduct Review Process.
- (viii) Burden of Proof. The burden of proof for any portion of the Student Conduct Review Process is not on the Responding Party.
- (ix) Student's Eligibility to Attend Classes and University Activities.
- (1) A student remains eligible to attend classes and University activities pending the outcome of the Student Conduct Review Process and until any appeal is concluded except for in the following situations:
 - (i) The student is currently subject to an Interim Suspension; or
 - (ii) Where there is an appeal and the Sanction(s) imposed included University or Residence Hall Suspension or Expulsion.
 - (2) If the student is subsequently found not responsible, the University will:
 - (i) Correct any record of the change in enrollment status in the

- student's permanent records and reports in a manner compliant with state and federal laws; and
- (ii) Refund to the student a pro rata portion of any charges for tuition and out-of-state fees, as appropriate, if the suspension of the student's ability to attend classes lasted for more than ten (10) school days.
- (x) Alleged Violations of University policy FPU-1.005P Sexual Misconduct may require additional procedural rights. In the event of a conflict between this regulation and University policy FPU-1.005P Sexual Misconduct, University policy FPU-1.005P Sexual Misconduct controls. Additionally, in the event of a conflict between this regulation and University Regulation FPU-1.005 Discrimination and Harassment Complaint and Investigation Procedures, University Regulation FPU-1.005 Discrimination and Harassment Complaint and Investigation Procedures controls.
- (b) **Student Conduct Report.** Any person or entity may report an alleged violation of the Student Code of Conduct to the Department of Student Affairs. The University may conduct an investigation regarding the circumstances of the report. An investigation is a neutral fact-finding process that determines whether there is sufficient information to move forward with formal student conduct charges or other action as appropriate. An investigation may include interviews with the Reporting Party, the Responding Party, and any Witnesses.
- (c) **No Charges Filed.** The Representative may choose to not file charges if:
- (i) It is found that there are not sufficient facts or information to substantiate a violation of the Student Code of Conduct.
 - (ii) The person being accused of violating the Student Code of Conduct is not a student;
 - (iii) The action claimed as misconduct is not a violation of the Student Code of Conduct;
 - (iv) Or in other appropriate circumstances such if the student qualifies for Amnesty.
- (d) **Filing Charges and Timeline.** The Representative will review the relevant information to determine if a student or student organization will be charged with violating the Student Code of Conduct. Upon receipt of a report, the Representative has six (6) months to file a charge. The Representative may exercise discretion when applying the time provision to account for circumstances that warrant a waiver of the six (6) month time limit. Reports must be made to either law enforcement or the appropriate administrator within six (6) months of the incident, or knowledge of the incident. No student may be charged with a violation of the Student Code of Conduct if the report is made past the six (6) month period. The foregoing time limit shall not apply, however, when the Associate Vice President for Student Affairs determines that the circumstances warrant a waiver of the six (6) month time limit.
- (e) **Notice of Charges.** The Representative will give the Responding Party written notice of the charge(s) at least seven (7) business days prior to the Initial Meeting, unless student has waived the seven (7) business day requirement in writing. The Notice of Charges must include:
- (i) Specific charges including specific code sections alleged to have been violated;
 - (ii) The process to be used in determining whether a violation has occurred and associated rights
 - (iii) A description of the behavior that led to the charges; and
 - (iv) An opportunity for the Responding Party to attend an Initial Meeting.

- (f) **Notice of Reporting Party's Rights.** The Representative will give the Reporting Party written notice of their rights at least 5 business days before the Formal Hearing. The Reporting Party has the same rights as the Responding Party, including the right to appeal and the rights described in Section (9)(j)(v) Reporting Party's Rights. The Reporting Party also has the same responsibilities as the Responding Party.
- (g) **Initial Meeting.** The Responding Party has the opportunity to attend an Initial Meeting with the Representative. The Responding Party may choose an Advisor to accompany the Responding Party to the Initial Meeting.
 - (i) At the Initial Meeting, the Responding Party will be given an overview of the Student Conduct Review Process, information known at the time the charge(s) were filed, and an opportunity for the Responding Party to accept or deny responsibility for the charge(s).
 - (ii) At the conclusion of the Initial Meeting, the Representative will select an option for resolution. The options are: 1) Dismissal of Charges; 2) Non-Formal Resolution; or 3) Formal Hearing.
 - (1) Responding Party Accepts Responsibility. If the Responding Party accepts responsibility, the Representative may choose to resolve the violation through non-formal resolutions.
 - (2) Responding Party Denies Responsibility. If the Responding Party denies responsibility or wishes to have a Formal Hearing, the charge(s) will be resolved by a Formal Hearing.
 - (3) Non-Formal Resolution Requirements. Non-formal resolutions may be used when the student accepts responsibility and possible Sanctions do not include suspension or expulsion. Non-formal resolutions may not be used for violations that the Representative deems to be serious, such as sexual misconduct, violence, or violations involving weapons.
- (h) **Non-Formal Resolution.** Non-formal resolutions include:
 - (i) Mediation Agreement: Depending on the nature and severity of the charge, the Representative may recommend mediation. The Responding Party and the Reporting Party must both agree to mediation for mediation to be an option. Mediation is confidential.
 - (1) In mediation, the Responding Party and the Reporting Party voluntarily meet with an impartial mediator to communicate their concerns and needs to each other and to reach their own agreement on the resolution of the case ("Mediation Agreement"). The Responding Party and Reporting Party are responsible for honoring their Mediation Agreement or renegotiating it, if necessary.
 - (2) Breach of a Mediation Agreement may result in a follow up mediation session, or the Representative may refer the matter back through the Student Code Review Process.
 - (3) If the Responding Party and Reporting Party do not agree to mediate or mediate but do not reach a full and final resolution, the matter will be referred back through the Student Conduct Review Process for an Administrative Agreement or a Formal Hearing.
 - (ii) Administrative Agreement: An Administrative Agreement is negotiated by the Representative and the Responding Party. The Administrative Agreement is between the Responding Party and the Department of Student Affairs.
 - (1) The Administrative Agreement may include punitive Sanctions

- (disciplinary warning or disciplinary probation) as well as educational Sanctions (papers, seminars, community service, etc.).
- (2) Breach of an Administrative Agreement may result in a new Administrative Agreement, or Representative may refer the matter to be resolved by a Formal Hearing or Mediation.
- (iii) Deferred Determination: Deferred Determination is when the determination is delayed so the Responding Party can complete certain requirements in an allotted timeframe. The Representative determines the requirements and timeframe in which the requirements must be met. At the completion of all requirements, the Responsible Party will be found “not responsible.” Deferred Determination only be used for specific non-violent first-time offenses.
- (i) **Failure to Resolve Through Non-Formal Resolution**. If the charge is not resolved by a non-formal resolution, the matter will be resolved through a Formal Hearing.
- (j) **Formal Hearing**: The Formal Hearing is not a criminal or judicial proceeding and is designed to address student or student organization behavior; therefore, alleged violations of the Student Code of Conduct will be addressed independently of any penalty imposed by the courts for a criminal offense. All Formal Hearings are recorded and confidential.
- (i) Notice of Formal Hearing. The written Notice of Formal Hearing is sent to the Responding Party and the Reporting Party at least seven (7) business days prior to the Formal Hearing. The notice must include:
- (1) The date, time, and location of the Formal Hearing;
 - (2) The names of witnesses to be called and information to be used in the Responding Party’s matter;
 - (3) The process to be used in determining whether a violation has occurred and associated rights;
 - (4) Whether the Hearing Body received any additional information after the Initial Meeting that will be used in the Formal Hearing, and, if so, will indicate when and where the additional information may be viewed; and
 - (5) The names of the members of the Hearing Body.
- (ii) Opportunity to Inspect Information. The Responding Party and the Responding Party’s Advisor, and the Reporting Party and the Reporting Party’s Advisor, have the right to inspect all known information, both inculpatory and exculpatory, in the University’s possession related to the allegation, including all known witnesses at least five (5) business days before the Formal Hearing.
- (iii) Responding Party’s Right to Hearing Panel and Waiver. The Responding Party has the right to a Formal Hearing conducted by a Hearing Panel. If the Responding Party chooses to waive this right, a Hearing Officer conducts the Formal Hearing. The Responding Party may waive their right to a Hearing Panel if:
- (1) The Responding Party requests such a waiver in writing on forms provided by the University that include an explanation of the effect of the waiver; and
 - (2) The ~~Vice Provost of Student Affairs~~ Associate Vice President for Student Affairs or designee approves the Responding Party’s request.
- (iv) Responding Party’s and Reporting Party’s Right to Inspect Information. The Responding Party and the Reporting Party each have the right to inspect all of

- the information, including witnesses, that will be presented against the Responding Party at least three (35) business days before the Formal Hearing.
- (v) University's Right to Inspect Information. The University also has the right to review any information, including witnesses, the Responding Party and Reporting Party intend to use at least three (35) business days before the Formal Hearing.
- (vi) Reporting Party's Rights. Reporting Party has the right:
- (1) To have unrelated past behavior excluded from the hearing.
 - (2) To participate in and be present throughout the entire Formal Hearing or any portions thereof. If the Reporting Party does not want to be present in the same room as the Responding Party, the Hearing Body will make alternative arrangements, if possible.
 - (3) To testify in limited privacy. In lieu of testifying in person or via telephone, the Reporting Party may submit a written or recorded statement. The determination of whether the testimony will be given in limited privacy is made at the discretion of the Associate Vice President for Student Affairs ~~Vice Provost of Student Affairs~~ or designee.
 - (4) To submit a "student impact statement" and offer to the Hearing Body a suggestion of what the Reporting Party believes to be an appropriate Sanction for the Responding Party. This information may be used only to determine Sanctions.
 - (5) To be excluded from direct examination in cases where sexual misconduct or abuse is alleged. The Responding Party will not be permitted to directly question the Reporting Party where the alleged violations are sexual misconduct or abuse. In such cases, the Responding Party and the Reporting Party must submit questions to the Hearing Body; however, the Hearing Body is not required to ask all of the questions submitted.
- (vii) Hearing Body. The Hearing Body reviews all information presented during the Formal Hearing and determines whether the Responding Party is responsible. The Representative that conducts the Initial Meeting cannot serve as a Hearing Body.
- (1) Formal Hearing Conducted by Hearing Panel. The Representative facilitates a Formal Hearing conducted by a panel. The Representative does not participate in deliberations. The Representative selects a member of the Hearing Panel to chair the hearing and report the recommended finding(s) and sanctions, if any. The Hearing Panel must consist of at least 50% students. The Vice President for Student Affairs, Enrollment Management, and Strategic Communications ~~Provost~~ or designee appoints faculty, staff, and student representatives to the Hearing Panel.
 - (2) Formal Hearing Conducted by Hearing Officer. The Hearing Officer conducts the hearing and determines the findings and Sanctions.
 - (3) Hearing Body for Charges Involving Sexual Misconduct. The Hearing Body is comprised of staff and/or faculty for charges involving sexual misconduct. However, upon request by the Responding Party, and provided there is no objection from the Reporting Party, Representative may approve that the Hearing Body will be a Hearing Panel with at least one-half of the members being students.
 - (4) Hearing Body Member Unable to Serve. If a Hearing Body member is unable to serve due to an emergency or unforeseeable occurrence, the Vice

- President for Student Affairs, Enrollment Management, and Strategic Communications~~Provost~~ may appoint a new Hearing Body member prior to the scheduled hearing.
- (5) **Challenging a Hearing Body Member's Impartiality.** The Responding Party and/or Reporting Party has the right to challenge any Hearing Body member's impartiality at least three (3) business days prior to the scheduled hearing. The Responding Party may challenge the substitution of a substituted Hearing Body member at the time of the Formal Hearing. The challenge must be in writing, and must show actual bias (such as a conflict of interest, animosity, pressure, or influence) that would preclude a fair and impartial hearing. The ~~Vice Provost of Student Affairs~~Associate Vice President for Student Affairs or designee determines whether to grant such a challenge and such decision is final.
- (viii) **Witnesses and Information.** The Responding Party and/or Reporting Party may present or arrange for witnesses to voluntarily present relevant information during the Formal Hearing. Character witnesses cannot participate in the Formal Hearing. The Hearing Body may accept pertinent records, reports, exhibits, and written statements as information for consideration.
- (1) The Hearing Body facilitates the questioning of witnesses.
 - (2) The Responding Party and/or Reporting Party may submit a request in writing to the Representative to provide relevant information during the Formal Hearing in a manner that avoids direct contact with the Responding Party and/or Reporting Party.
 - (3) The Representative has the discretion to approve or deny the request.
- (ix) **Questions for Parties and Witnesses.** Both parties may submit questions they would like the Hearing Body to ask of the other party or witnesses in writing and at least three (3) business days prior to the Formal Hearing. The Hearing Body will then review the questions to ensure they are relevant and appropriate. Both parties also have the opportunity to submit additional questions to the Hearing Body during the Formal Hearing.
- (x) **Determination of Responsibility.** The determination of "responsible" or "not responsible" will be based upon a preponderance of the information. The determination must be based solely upon the information presented at the Formal Hearing.
- (k) **Deliberations.** Deliberations by the Hearing Body are not part of the hearing and are confidential. Deliberations occur after the close of the hearing and are not recorded.
- (l) **Findings, Recommendation, and Determination.**
- (i) **Presentment of Proposed Findings and Sanctions to** ~~Vice Provost~~Associate Vice President for Student Affairs ~~Vice Provost of Student Affairs~~. The Hearing Body's proposed findings and Sanctions must be presented to the Associate Vice President for Student Affairs ~~Vice Provost of Student Affairs~~ or designee within a reasonable period of time after the conclusion of the Formal Hearing.
 - (ii) **Vice Provost**~~Associate Vice President's~~ **Determination.** The Associate Vice President for Student Affairs ~~Vice Provost of Student Affairs~~ or designee may accept the proposed findings of responsible or not responsible or remand the matter for a rehearing.
 - (1) If the Associate Vice President for Student Affairs ~~Vice Provost of Student Affairs~~ or designee accepts the proposed finding of responsible,

then they may approve, mitigate, or increase the Sanctions proposed by the Hearing Body.

- (2) If the Associate Vice President for Student Affairs ~~Vice Provost of Student Affairs~~ or designee alters the proposed Sanctions or remands the matter for a rehearing, the Responding Party must be given a concise and explicit written statement that explains the basis for the decision to alter the Sanctions or remand the matter for a rehearing.
- (m) **Notice of Determination and Sanctions.** Following the Student Conduct Review Process, the ~~Vice Provost of Student Affairs~~ Associate Vice President for Student Affairs or designee notifies the Representative of the determination. The Representative notifies the Responding Party and the Reporting Party in writing of the determination and, to the extent permitted by law, of any Sanctions imposed within 10 business days of the conclusion of the Formal Hearing
- (n) **Official Record.** The recording of the Formal Hearing will serve as the official record of the Formal Hearing and is the property of the University. Retention of the record is subject to the General Records Schedule GS5 for Universities and Community Colleges.
- (o) **Appeal Process.**
 - (i) **Responsibility.** The Vice President for Student Affairs, Enrollment Management, and Strategic Communications ~~Provost~~ is responsible for overseeing the appeal process. The Vice President for Student Affairs, Enrollment Management, and Strategic Communications ~~Provost~~ may designate a University employee as an appellate officer to review the appeal and render a determination.
 - (ii) **Appeal deadline.** The Responsible or the Reporting Party may appeal a determination reached to the Representative. Such appeals must be in writing and must be received by the Representative no later than five (5) business days after the date the determination was sent.
 - (iii) **Persons who may not hear or decide an appeal.** No person may hear or decide an appeal if he or she conducted or participated in the Student Conduct Review Process being reviewed on appeal.
 - (iv) **Basis of Appeal.** When submitting an appeal, the student must state the reason(s) for appeal, the supporting facts, and the recommended solution. This is not a rehearing of the conduct case. An appeal cannot be filed simply because the student is dissatisfied with the decision. Failure to describe the nature of the information in full detail in the appeal letter will result in the denial of an appeal.
 - (1) Formal Hearing was not Properly Conducted. The purpose of the appeal will be to determine whether the Formal Hearing was conducted fairly in light of the charges and information presented, and in conformity with prescribed procedures. This includes evident bias in the decision of the Hearing Body. However, deviations from designated procedures will not be a basis for sustaining an appeal unless significant prejudice results.
 - (2) Sanctions Imposed were Improper. The purpose of the appeal will be to determine whether the Sanction(s) imposed were inconsistent or overly severe for the charge(s) for which Responsible was found responsible.
 - (3) New Information not known at time of Formal Hearing. The purpose of the appeal will be to consider new information, sufficient to alter a recommendation that was not known to the Responsible at the time of the

Formal Hearing.

(v) Information to be Reviewed on Appeal. An appeal is limited to a review of the verbatim record of the Formal Hearing and supporting documents unless the basis of appeal is to consider new information.

(vi) Appeals Decision. The Vice President for Student Affairs, Enrollment Management, and Strategic Communications~~Provost~~ or appellate officer determines whether to uphold the determination and sends written notification of such decision to the Representative within five (5) business days of receiving the appeal.

(1) If the result of the appeal is to uphold the determination, the matter is final and binding on all involved.

(2) If the earlier determination is not upheld on appeal, a new Formal Hearing will occur.

(vii) Notice of Appeal Outcome. The Representative provides written notice of the outcome of the appeal within three (3) business days of receiving the decision from the Vice President for Student Affairs, Enrollment Management, and Strategic Communications~~Provost~~ or appellate officer.

(viii) Final Decisions Resulting in University Suspension or Expulsion. Final appellate decisions that result in a University Suspension or Expulsion of the Responsible must include notice of the right to appeal to an external judicial forum.

(10) Disciplinary and Academic Records. The ~~Vice Provost of Student Affairs~~Associate Vice President for Student Affairs determines whether disciplinary Sanctions are noted on the Responsible student's permanent academic record and disciplinary record. Upon graduation, the Responsible student may submit a request to the Department of Student Affairs to have his/her disciplinary record expunged of disciplinary actions other than Residence Hall Expulsion, University Suspension, University Expulsion, or revocation or withholding of a degree.

(11) Student's Education Record. The records of the Student Conduct Review Process and of the Sanctions imposed, if any, are considered "education records" of both the Responsible and the Reporting Party (if Reporting Party is a student) pursuant to The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99).

(12) Interpretation and Revision.

(a) Any questions of interpretation or application of the Student Code of Conduct are referred to the Vice President for Student Affairs, Enrollment Management, and Strategic Communications~~Provost~~ or designee for final determination.

(b) The Student Code of Conduct is reviewed periodically by a committee that includes student representation under the direction of the Vice President for Student Affairs, Enrollment Management, and Strategic Communications~~Provost~~ or designee.

Authority: FBOG regulations 1.001(4)(a)(10), 6.010, 6.0105

History: New 1.14.14, Amended 7.29.14, Amended 12.6.2017, Amended 5.20.20, Amended 9.15.21, Amended 12.08.22 Amended 09.27.2023

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: FPU-1.009 Commercial Solicitation on University Property

Proposed Board Action

Approve the amended regulation FPU-1.009 Commercial Solicitation on University Property

Background Information

This regulation is being amended to clarify restrictions on temporary signage and the distribution of materials on University property.

The Notice of Amended Regulation was posted on the University's website on August 29, 2024. No comments were received during the review and comment period.

Supporting Documentation: Draft amended regulation FPU-1.009 Commercial Solicitation on University Property

Prepared by: Melaine Schmiz, Associate General Counsel

THE FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES

FPU-1.009 Temporary Commercial Signage, Distribution of Materials, and Commercial Solicitation on University Property

(1) **Purpose.** This regulation establishes standards for ~~places~~ certain restrictions on commercial solicitation activities on University property.

~~(2) Definitions.~~

~~(3)(2) (a) “Commercial Solicitation” means any act or event relating to any outside business interests or for profit or personal economic benefit, which includes but is not limited to, advertising, distributing any kind of written or printed commercial materials; and selling, purchasing or offering any goods or services, including foods, tickets, merchandise, and promotional trade-outs or giveaways.~~

(a) “University Property” means Florida Polytechnic University buildings, facilities, grounds, land and website that are owned, controlled or under the operating authority of the University.

(b) “Non-University person or entity” means a person, group, or organization, (including University students, student groups, and employees) acting on behalf of a person or entity other than Florida Polytechnic University or the Florida Polytechnic University Foundation.

~~(d) “Solicitor” is any non-University person or entity that is conducting commercial solicitations on University property.~~

(3) **Temporary Signage.** Temporary signage includes but is not limited to the following temporary signs: directional/road signs, posters and flyers, banners, and free-standing signs. Only University units, University affiliated groups (such as Direct Support Organization, institutes, and centers), Registered Student Organizations, and other student groups recognized by the University are permitted to post signs on campus. Approved vendors may post signs on campus following the process in section (5) below.

(a) Registered Student Organization and other student groups recognized by the University must comply with the Office of Student Experience’s Flyer Posting Process in addition to the requirements in this regulation.

(b) University units and University affiliated groups must receive approval from their respective Vice President or designee prior to posting temporary signage.

(c) Posters and flyers may only be posted in designated areas, such as bulletin boards. The University may provide public bulletin boards that are open to all persons to post flyers and signs.

(d) Temporary signage must not interfere with normal operations of the University.

(e) Temporary signage is not permitted in the following locations:

(i) Roadway medians;

(ii) On vehicles;

- (iii) Attached to outdoor furnishings such as light posts, benches, trees, and trash receptacles;
 - (iv) In a manner that blocks pedestrian or vehicle traffic;
 - (v) Over roadways or walkways;
 - (vi) Bodies of water.
 - (f) Temporary signage that creates a safety risk may be removed at the University's discretion.
 - (g) Temporary signage that contains unprotected speech such as threats, obscenity, and defamatory content are prohibited.
 - (h) Persons or groups may carry and use signs during expressive activities. Signs may not be posted or otherwise affixed to University property nor left unattended during such activities.
- (4) **Distribution of Materials.** Distribution of materials includes handing out printed materials. Distribution of materials may not interfere with normal operations of the University, including classroom instruction, vehicle or pedestrian traffic, and access to and from University facilities, among other things.
- (a) Distribution of printed materials in classrooms is at the discretion of the instructor.
 - (b) To avoid littering the campus and to promote the aesthetic quality of the University Property, printed material may not be left unattended or placed on vehicles.
 - (c) Tables, or equipment used for the dissemination of printed material, may not be left unattended and must be removed after its use.
- ~~(4)~~ **Commercial Solicitation.** "Commercial Solicitation" means any act or event relating to any outside business interests or for profit or personal economic benefit, which includes but is not limited to, advertising, distributing any kind of written or printed commercial materials; and selling, purchasing or offering any goods or services, including foods, tickets, merchandise, and promotional trade-outs or giveaways.
- (5)
- (a) Except in accordance with this regulation, non-University persons and entities are prohibited from conducting commercial solicitations on University property at any time. The University may assess charges or fees for conducting commercial solicitation or other promotional efforts on University Property.
 - (b) This regulation does not prohibit the University's authorized vendors (such as the food service provider and bookstore manager) from conducting normal commercial solicitation activities that are contemplated and permitted in a valid written contract between the University and the vendor.
 - (c) Non-University persons or entities, other than students or student groups, wishing to conduct commercial solicitations on University Property must first obtain prior written approval from the Vice President and Chief Financial Officer designee to conduct commercial solicitations and must comply with the applicable University policies and procedures.

(d) Students and student groups wishing to conduct commercial solicitations on University property must first obtain written approval from the ~~Director of Student Affairs~~Associate/Assistant Vice President for Student Affairs to do so and must comply with the applicable University policies and procedures.

~~—The University is entitled to remove unauthorized commercial solicitation materials from University property and may charge the solicitor for removal of such materials, for clean-up of the University property, and for the cost to replace or restore damage to University property.~~

~~(e)~~

~~(f) (8) Solicitors are prohibited from distributing advertising material of any kind on automobile windshields or windows is prohibited.~~

(6) ~~Solicitors~~ Those violating this regulation will be instructed to cease and desist the ~~commercial solicitation activities activity~~ immediately. Employees violating this regulation are subject to disciplinary action up to and including termination. ~~Students~~ violating this regulation are ~~also~~ subject to disciplinary action by the University up to and including expulsion.

~~Except in accordance with this regulation, non-University persons and entities are prohibited from conducting commercial solicitations on University property at any time. The University may assess charges or fees to the solicitor for conducting commercial solicitation or other promotional efforts on University Property.~~

~~(4) This regulation does not prohibit the University's authorized vendors (such as the food service provider and bookstore manager) from conducting normal commercial solicitation activities that are contemplated and permitted in a valid written contract between the University and the vendor.~~

~~(5) Non-University persons or entities, other than students or student groups, wishing to conduct commercial solicitations on University Property must first obtain prior written approval from the Executive Director of Finance & Planning or designee to conduct commercial solicitations and must comply with the applicable University policies and procedures.~~

~~(6) Students and student groups wishing to conduct commercial solicitations on University property must first obtain written approval from the Director of Student Affairs to do so and must comply with the applicable University policies and procedures.~~

~~(7) The University is entitled to remove unauthorized commercial solicitation materials from University property and may charge the solicitor for removal of such materials, for clean up of the University property, and for the cost to replace or restore damage to University property.~~

~~(8) Solicitors are prohibited from distributing advertising material of any kind on automobile windshields or windows.~~

~~(9) Solicitors violating this regulation will be instructed to cease and desist the commercial solicitation activities immediately. Employees violating this regulation are also subject to disciplinary action by the University.~~

Authority: BOG regulation 1.001(7)(g)

History: NEW 7.29.14, revised

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: FPU-1.007 Campus Free Expression

Proposed Board Action

Approve the amended regulation FPU-1.007 Campus Free Expression

Background Information

This regulation is being amended to clarify the use of outdoor space for expression activities, place time restrictions on certain expressive activities to ensure the safety and welfare of the University community, to allow the President to identify additional restricted access areas of campus, and to clarify that violation of the regulation may result in disciplinary action up to and including expulsion.

The Notice of Amended Regulation was posted on the University's website on August 22, 2024. No comments were received during the review and comment period.

Supporting Documentation: Draft amended regulation FPU-1.007 Campus Free Expression

Prepared by: Melaine Schmiz, Associate General Counsel

THE FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES

FPU-1.007 Campus Free Expression

- 1) **Purpose.** It is the intent of the University to encourage a free discourse of ideas while maintaining the safe and normal operations of campus life and education. To that extent, this regulation provides some time, place, and manner parameters on “campus expression.”
- 2) **Definitions.**
 - a) **Campus Expression.** Campus expression is expressive activities protected under the First Amendment to the United States Constitution and Article 1 of the Florida Constitution and includes, but is not limited to, any oral or written communication of ideas, including:
 - i) all forms of peaceful assembly, protests, and speeches;
 - ii) distributing literature;
 - iii) carrying signs;
 - iv) circulating petitions; and
 - v) the recording and publication, including internet publication, of video or audio recorded in outdoor areas of campus.Campus expression does not include commercial speech. Commercial speech is speech in which the individual is engaged in commerce, the intended audience is commercial or actual or potential consumers, and the content of the message is commercial. See University Regulation FPU-1.009 Commercial Solicitation on University Property for more information.
 - b) **University Grounds.** University grounds are the generally accessible outdoor areas of campus in which members of the campus community are commonly allowed, including grassy areas, walkways, or other similar common areas. The term does not include areas of campus to which access is restricted such as parking facilities, and athletic or recreational facilities.
 - c) **Indoor Areas.** Indoor areas are the spaces in or attached to University buildings and facilities, such as classrooms, libraries, labs, terraces, and residence halls.
- 3) **Campus Expression Permitted.** Subject to the limitations of this regulation, University grounds and indoor areas may be used for campus expression. Such use must not disrupt or interfere with the normal operations of the University, any academic or other University activities or the rights of other members of the University community.
- 4) **Parameters on Campus Expression.**
 - a) Campus Expression in Indoor Areas. Demonstrations, assemblies, events, and other similar functions wanting to be held in indoor areas must follow the procedures in University Regulation FPU 1.003 Use of University Facilities and Property and

University Policy FPU-1.0038 Events on Campus to reserve space. Campus expression in indoor areas must comply with all provisions of this regulation. Requesting a reservation of space does not guarantee approval of the activity.

- b) Campus Expression in Outdoor Areas. Outdoor areas of campus are traditional public forums for individuals, organizations and guest speakers to engage in expressive activities subject to reasonable content-neutral time, place and manner restrictions. Accordingly, consistent with the definitions and other portions of this regulation, persons or groups wishing to engage in expressive activities in outdoor areas of campus may do so freely, spontaneously, and contemporaneously as long as the person's conduct is lawful and does not materially and substantially disrupt University's academic mission, its administrative functioning or infringe upon the rights of other individuals to engage in expressive activities. Use of outdoor areas must also be consistent with all other University regulations and policies including, but not limited to the regulations and policies governing, commercial speech and activity, and use of facilities.
- c) Restricted Areas. The President or designee may determine on a content-neutral basis additional areas of campus where it would be unreasonable for campus expression activities to occur because of disruption or health, safety, and welfare considerations.
- d) Time Restrictions for Campus Expression. To protect the health, safety, and welfare and to prevent inference or disruption of University operations, protests, parades, marches, picketing, demonstration, and other similar campus expression is not permitted on University grounds nor in indoor areas from sunset to 8:00am without prior written approval from the President or designee. Requests for such campus expression will be reviewed in a content and viewpoint neutral manner.
- b)e) Interference with University operations and rights of others. To ensure that campus expression does not interfere with the operation of the University or rights of others, campus expression is not permitted to:
 - i) Obstruct vehicular, bicycle, pedestrian, or other traffic;
 - ii) Obstruct entrances or exits to buildings, classrooms, offices, facilities, or areas on campus;
 - iii) Materially and substantially interfere with or disrupt:
 - (1) Any educational, instructional, research or administrative activities inside or outside any building;
 - (2) A scheduled speaker from being heard;
 - (3) Scheduled University ceremonies or events; nor
 - (4) Normal University operations or activities;
 - iv) Threaten or harass passersby or engage in activity that is otherwise unprotected by the First Amendment;
 - v) Damage property, including lawns and landscaping;
 - vi) Pose an environmental hazard or health or safety threat to the University, the University community, University organizations, or the general public;

vii) Utilize sound amplification that will materially and substantially disrupt normal University operations.

e)f) Material and Substantial Disruption. If campus expression is, in the opinion of the President or designee, materially and substantially disrupting normal University operations or materially and substantially disrupting exercise of the rights of other members of the University community contrary to the requirements of this and applicable regulations, the President or his/her designee may:

- i) Identify him/herself to the persons participating in the campus expression, giving name and official position;
- ii) Inform the persons participating in the campus expression that they are in violation of University policy and/or in violation of the law and specify the nature of the violation;
- iii) Request that the violation cease (which may include relocation of the activity to avoid the disruption); and
- iv) In the event of non-compliance with this request, enlist the assistance of University and/or local police in restoring order and enforcing the law.

d)g) Compliance with Applicable Regulations and Laws. Persons engaging in campus expression must comply with all applicable University rules, regulations, and policies and state and federal law.

- 5) **Law Enforcement Authority**. In the event of a material and substantial disruption, law enforcement personnel may declare campus expression to be disruptive, disorderly, or in violation of law and request all participants to cease and desist and to disperse and clear the area or be subject to arrest and/or University disciplinary action.
- 6) **Employee Disciplinary Action**. Faculty, staff, and all other personnel who intentionally act to impair, interfere with, or obstruct the orderly conduct, processes, and functions of the University are subject to appropriate disciplinary action by the University, up to and including termination of employment.
- 7) **Student Disciplinary Action**. Students who intentionally act to impair, interfere with, or obstruct the orderly conduct, processes, and functions of the University are subject to appropriate disciplinary action up to and including expulsion in accordance with the Student Code of Conduct.
- 8) **Employees' Protected Right to Engage in Concerted Activities**. This regulation in no way limits or restricts employees' protected rights to self-organization nor employees' rights to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

Authority: BOG regulation 1.001, Sections 1013.10, 1012.80, 1006.61, 1004.097 F.S.

History: New: 7.29.14, Amended 3.15.19

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: FPU-1.003 Use of University Facilities and Property

Proposed Board Action

Approve the amended regulation FPU-1.003 Use of University Facilities and Property

Background Information

This regulation is being amended to clarify restrictions on the use of tents and other similar structures on campus, and to clarify that camping is prohibited on campus.

The Notice of Amended Regulation was posted on the University's website on August 22, 2024. No comments were received during the review and comment period.

Supporting Documentation: Draft amended regulation FPU-1.003 Use of University Facilities and Property

Prepared by: Melaine Schmiz, Associate General Counsel

THE FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES

FPU-1.003 Use of University Facilities and Property

- (1) **Purpose.** Facilities are scheduled on a priority basis to serve university needs and, when available, to accommodate non-university groups and the general public. The purpose of this regulation is to set priorities for Facility use and to establish authority for determining scheduling procedures and setting charges.
- (2) **Definitions.**
 - (a) **Facilities.** Physical space and grounds that are under the University's operating authority.
 - (b) **Facility Administrators.** Individuals with designated responsibility for the management of one or more Facilities, appointed by the President or designee.
 - (c) **Student Group.** Student groups, clubs or organizations that have received official recognition from the Office of Student Affairs.
 - (d) **University Affiliated Groups.** The University's Direct Support Organizations, institutes, and centers.
 - (e) **Affiliated Organizations.** University Departments or Units, University Affiliated Groups, Student Groups and University Partners.
 - (f) **Affiliated Activities.** Activities hosted by Affiliated Organizations that are related to University business.
 - (g) **Unaffiliated Activities.** Activities hosted by Unaffiliated Groups or activities hosted by any other groups or individuals when such activities are not related to University business.
 - (h) **Unaffiliated Groups.** Groups or individuals other than University Departments or Units, University Affiliated Groups, Student Groups or University Partners.
 - (i) **University Departments or Units.** Component parts of the University.
 - (j) **University Partners.** Institutions and organizations with which the University has formal written agreements for mission-relevant joint efforts, for example: industry partners and state colleges.
 - (k) **Elected Official or Candidate.** Individuals serving in, or running for, an elected position at the local, state, or national level.
- (3) **Access.** There are some areas of the University where access of the Facilities by the general public is permitted, and in many cases, encouraged. However, in order to foster an atmosphere and environment in which the University's educational mission can be carried out, some areas such as classrooms, laboratories, academic offices, and other academic and research areas are not open to the general public. For the most part, the academic and research areas are limited to the use of faculty, staff, students, and invited guests who have business related to the mission of the University.
- (4) **Priority.** The following order of priorities will be observed by Facility Administrators when scheduling Facilities:
 - (a) Credit Instruction. The highest priority for the use of the Facilities is reserved for

academic scheduling, i.e., the use of classrooms, laboratories, and other Facilities for teaching and instructional programs for credit.

- (b) Other Academic Use (Research and Essential Support Services). These are mission-essential academic activities including sponsored and non-sponsored research projects and support services. These include but are not limited to library services, technology support, recruiting events, art exhibits, performances needed to fulfill the academic mission, registration services, counseling and tutoring, and Student Group meetings.
- (c) Non-Credit Instruction and Academic Outreach. This includes academic offerings that are not degree-related or credit-generating (i.e., certain continuing education programs).
- (d) Affiliated Organization and University Partner events related to the University mission.
- (e) Unaffiliated Activities. On a resources-available basis, the University may grant use of its Facilities for Unaffiliated Activities when such use:
 - i. Complies with University rules, regulations, policies and charge schedules;
 - ii. Does not compete with University programs;
 - iii. Does not interfere with other proper functions of the University; and
 - iv. Does not result in the deterioration of Facilities without reimbursement to the University.

Tax exempt organization activities will generally be given priority in scheduling over commercial activities.

- (5) **Scheduling.** When scheduling use of Facilities or equipment, priority shall be given to University programs and functions. Requests for scheduling events in Facilities, except for instructional space, should be directed to the appropriate Facilities Administrator for the Facility. Scheduling of instructional space shall be determined by the Registrar.

(6) **Charges.**

- (a) Rental Fees. The President or designee will establish standard Facility/Equipment Use Fees. These fees may correlate to the number of attendees per event and may include:
 - i. Space rental fee;
 - ii. Equipment use, maintenance or replacement fee;
 - iii. Cost recovery charges; and
 - iv. Processing fees.
- (b) Cost Recovery. Cost recovery may include, but is not limited to, expenses incurred for:
 - i. Event-specific security;
 - ii. Event-specific traffic control;
 - iii. Parking for event guests or visitors;
 - iv. Use of technology;
 - v. Set up;
 - vi. Clean-up; and
 - vii. Processing.
- (c) Distribution of Rental Fee and Cost Recovery. All fees collected will be distributed to the appropriate service areas and Facilities or as directed by the President or designee.
- (d) Facility/Equipment Use Fee. The President or designee will establish a standard Facility use fee schedule. The President or designee may waive or reduce fees for the use of Facilities when appropriate. Applicants requesting a Facilities/Equipment use fee waiver must submit written documentation with the basis for the waiver to the Facilities Administrator or Registrar, as appropriate, for consideration.

(7) Conditions.

- (a) Laws and Policies. All use of Facilities and equipment shall be governed by all applicable state and federal laws and by University rules, regulations, and policies. Security and traffic control for all events held on or in Facilities are under the jurisdiction of the University and all event attendees are subject to University traffic and parking rules.
- (b) Licenses for the use of the Facilities shall include appropriate insurance provisions. All non-governmental groups not directly a part of the University or Student Groups must provide proof of insurance coverage in the appropriate amount as determined by risk management.
- (c) If a University Department or Unit, Student Group, or governmental group holding an event utilizes an outside vendor to provide services for the event, the vendor must be required, by contract, to have and maintain types and amounts of insurance that cover the vendor's exposure in performing the services.
- (d) Unaffiliated Activities Sponsored by University Departments or Units. The University sponsor is responsible for:
 - i. Submitting all required applications for the proposed use as required;
 - ii. Being on site to supervise the activity or event;
 - iii. Assuring that the Facilities are used for the purposes for which they were scheduled;
 - iv. Being fiscally responsible for the event;
 - v. Ensuring that all (on-campus and off-campus) promotion and advertising of such events shall identify the University Department or group that is the sponsor and all groups involved in funding the event;
 - vi. Taking all reasonable steps to ensure that use of the Facilities complies with local, state, and federal laws, and University rules, policies, and regulations.
- (e) Before contacting or inviting any Elected Official or Candidate to an event sponsored by the University or a University Affiliated Group, the Government Relations staff must be consulted.

(8) Camping, Tents, and Other Structures. University Affiliated Groups may set up tents and other structures outdoors during their events, subject to the appropriate approvals. Tents and other structures may only be on campus between 8:00am and sunset. Tents and other structures may not be left overnight. At least one member of the University Affiliated Group must remain with the tent or structure at all times. Exceptions to this provision may be made for large tents being used for events, subject to appropriate approvals. Camping, including but not limited to, using tents or other similar items for sleeping, is prohibited on campus except when such camping is in connection with an official University activity and has been approved by the President or designee.

- (9) **Fronting.** A University Department or Unit or Student Group may not reserve space on behalf of or for the use by an Unaffiliated Group so that the Facility can be used at a reduced rate. This conduct constitutes "fronting" and is prohibited.

- (10) **Refusal, Reassignment or Cancellation.** The reservation and use of Facilities or equipment is a privilege and not a right. The University reserves the right to refuse a request for use of Facilities or equipment or to reassign or cancel any reservation by any person or group. The requestor will be notified, as soon as practicable, of any decision refusing the request for use of space or equipment, or the reassignment or cancellation of a reservation.
- (11) **Employees Protected Right to Engage in Concerted Activities.** This regulation in no way limits or restricts employees' protected rights to self-organization and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

Authority: BOG regulation 1.001(7)(g); Fla. Stat. § 1013.10

History: New: 5.15.14. Amended: 12.6.2017, xx.xx.2024

Florida Polytechnic University
Finance and Facilities Committee
Board of Trustees
September 30, 2024

Subject: Foundation Board of Directors – Reappointments and Appointments

Proposed Committee Action

Recommend approval of the following reappointments and new appointments to the Florida Polytechnic University Foundation Board of Directors:

Reappointments

- Phillipa Greenberg – CEO/Co-Founder, NXT AI, Inc. (initial appointment 9/7/18)
- Jack Harrell, III – President/CEO, Harrell's (initial appointment 9/7/18)
- Kristen Lowers – CIO, Saddle Creek Logistics Services (initial appointment 9/28/22)
- Joshua McCoy – President, Greater Orlando Region, South State Bank (initial appointment 11/16/18)
- Ivette O'Doski – President, Ivette O'Doski Consulting (initial appointment 11/16/18)
- Don Wilson – Vice Chairman, Boswell & Dunlap, LLP (initial appointment 9/9/22)

Appointments

- Nicholas (Nick) Barnett
- Randall (Randy) Knapp
- Lang Towl – SGA Vice President

Background Information

According to Foundation Bylaws Article 4, Section 5-a, Elected Directors may serve for eight years consecutively.

On September 13, 2024, these Directors and nominees came before the Foundation Board of Directors for reappointment and appointment to a two-year term and were unanimously approved. They now come before the Board of Trustees for final confirmation.

Supporting Documentation: Director Bios

Prepared by: Kathy Bowman, VP of Advancement and Foundation CEO



Phillipa Greenberg

Phillipa Greenberg – Semi-Pro cyclist turned CEO, and Founder of NXT AI, Inc., a supercomputing firm which brings cluster computing and machine learning to the forefront. An early pioneer in commercializing computation, Phillipa Co-Founded a supercomputing app which provides a ‘Single Source of Truth’ for Distributed Computation.

She joined an Alzheimer’s clinical research firm as Quality Assurance Director, overseeing the Regulatory/Biometrics & safety division for three years prior to making the transition to Bio-Pharma as a leader in Portfolio Bio-Asset Analytics, specializing in the oncology precision medicine analytics division.



Fiercely committed to sharing transformational systems and methodology and inspirational stories to audiences around the world, she remains a huge advocate for STEM and STEAM and women in science & tech initiatives.

Next Machine is a full scope predictive analytics decision lab – We provide end-to-end solutions from: Infrastructure that supports big data initiatives to providing robust predictive/prescriptive outcome-driven data analysis, which will facilitate the acceleration of the most appropriate, personalized therapies for patients, quicker.

Precision medicine is rapidly evolving and as we continue to leverage new genomic datasets and knowledge, Phillipa is committed to leveraging AI, machine learning and other forms of computation to address the outcomes, affordability and accessibility of precision medicine.

Phillipa places a strong emphasis on women and diversity in STEM education..



Jack Harrell, III

Jack Harrell, III is the CEO and President at Harrell's LLC, Lakeland, Florida. In addition to being one of the nation's largest distributors of branded fungicides, herbicides and insecticides, Harrell's produces top-quality, custom blended fertilizers, specialty liquids, and wetting agents for golf course, sports turf, landscape management, horticulture and specialty agriculture industries.

Prior to his current position with Harrell's LLC, Jack served in several different roles in the company within Sales, Marketing, Inventory, and R&D.

Harrell holds Bachelors Degree in Business Management and spent 2 years in doing graduate work at Clemson University.



Jack also serves on the Governance Board at Lakeland Regional Health, The Givewell Community Foundation Board, The Parker Street Ministries Advisory Board and the Harrell's LLC Board of Directors.

Jack Harrell, III brings to the Foundation a vast global network and a passion for STEM education.



Kristen Lowers

Kristen Lowers is Chief Information Officer (CIO) at Saddle Creek Logistics Services, an omnichannel supply chain solutions provider serving retailers and brands across the country.

Lowers is responsible for guiding IS operations and expanding technology capabilities to support Saddle Creek's steady growth and its clients' increasingly complex technology requirements.

Lowers joined Saddle Creek in 2012 as systems director and has continued to expand her responsibilities, successfully leading IS teams in warehouse management systems, transportation management systems, corporate systems and data management. She assumed her current role in July 2021. Previously, Lowers worked in management roles at Bunch & Associates and Danisco USA Inc.

She holds a bachelor's degree in business administration from the University of South Florida and an MBA in technology management from the University of Phoenix. She shares her industry experience and passion for technology leadership as a member of the Foundation Board of Directors.





Joshua (Josh) McCoy

Josh McCoy is an experienced Community Leader and a C&I, Institutional and Government Banking professional. Mr. McCoy serves as SouthState Bank's Greater Orlando Regional President. Prior to his current role, Mr. McCoy managed both a Statewide and a Regional Middle Market Banking team for a large financial institution.

Prior to entering the banking industry, his large corporate and consulting experiences include positions as Internal Auditor at The Limited, Inc. in Columbus, Ohio, Project Controller at Accenture in St. Petersburg, Florida, and as a Consolidated Corporate Financial Analyst at Tech Data in Clearwater, Florida.



Josh has a Bachelor in Business Administration from the University of Cincinnati with a double major in Finance and Treasury Management, an EMBA with honors from the University of South Florida and a member of Beta Gamma Sigma.

Josh is actively involved in multiple community affairs in addition to his role on the Florida Polytechnic Foundation Board of Trustees and the Jobs Partnership Board of Directors. Most recently serving as: Florida Chamber of Commerce member, Florida Tax Watch Citizenship Institute, and a member of the Orlando Economic Partnership's Central Florida Political Leadership Institute Selection Committee.

Josh has previously served his community as: Chair-Elect of the Bradenton Area EDC Board, Ringling College of Art and Design Special Event Committee member, a Goodwill Industries Manasota Ambassador (2016 Ambassador of the Year), School Board President of St. Martha Catholic School, Treasurer of the Sarasota Opera Company Board of Trustees, The Boys & Girls Clubs of Sarasota County Corporate Board member, The Boys & Girls Clubs of Sarasota County Foundation Board member, United Way of Sarasota Healthcare Chair, The University of Cincinnati Foundation, Florida Advisory Committee member, and Sarasota YMCA Berlin Board member.



Ivette A. O'Doski

Ivette A. O'Doski is a native to Miami-Dade County and resides with her husband Rhett and their two children RJ and Ive in Coral Gables, Florida as well as in Tallahassee, Florida. Ivette is the President and sole member of Ivette O'Doski Consulting (IOC), a private and independent government relations firm founded in 2015. Ivette became a practicing attorney in 2000 after graduating that year from the University of Miami School of Law. Ivette has accumulated over 15 years of experience working as a government consultant with a focus on state and local affairs in Miami-Dade County.



She began her legal career at the law firm of Fowler, White, Burnett in Miami-Dade where she worked for five years before venturing into the public, public-private and non-profit business sectors. Ivette was a Senior Government Advisor for the Tallahassee Government Relations Group of Buchanan Ingersoll and Rooney and was the Vice President of Corporate, Government and Community Relations for The Miami-Dade Beacon Council, the official economic development organization for Miami-Dade County, a position she held for over 5 years before establishing IOC.

Ivette has worked to create and maintain key relationships that increase visibility of her clients in order to effectively advocate on matters of interest. Ivette has represented clients within the community, statewide and at all levels of government to provide private and public sector perspective and strategic input on issues with a primary focus on economic development. Ivette has been responsible for advising top level CEOs on matters of public policy and political relevance as well as implementing strategies for creating relationships and alliances to strengthen client connections. Prior to her tenure at The Miami-Dade Beacon Council, Ivette worked for Miami-Dade County's Office of Intergovernmental Affairs where she worked in coordination with the Miami-Dade County Attorney's office to compile the County's state legislative agenda and coordinate and manage state contract and subcontract lobbying firms for Miami-Dade County.

Ivette has been active in the Miami-Dade business community and has been a member of a number of professional associations. Ivette is Board member of the Florida Board of Architecture and Interior Design since her appointment in 2014 by Florida Governor Rick Scott. Ivette also is a member of Leadership Florida.

Ivette is fluent in English and Spanish.



Don Wilson

With more than three decades of experience as a local attorney, Donald H. Wilson has represented countless public and private clients in Polk, Hardee, and Highlands Counties. His practice focuses on issues related to estate planning, real property, administrative law, trust law, business, probate, and commercial transactions. He has for many years represented the Polk County School Board in employment and real estate matters, and he serves as General Counsel for Polk State College.



Don is a fifth generation resident of Polk County, Florida. After graduating from Summerlin Institute, now Bartow High School, he received his undergraduate degree from Stetson University and he graduated with honors from University of Florida College of Law.

Don Wilson served on the board of directors of both Citrus & Chemical Bank, and Palm Beach National Bank and Trust Company. He was a founding member of the Florida Polytechnic University Board of Trustees and served as Chairman of that board. He is a big FL Gator fan and is an active member of the Holy Trinity Episcopal Church in Bartow.



Nicholas Jenkins Barnett

Nick Barnett is a philanthropist, entrepreneur, investor, and third-generation Lakeland native. After graduating from All Saints Academy in 2010, Nick attended Emory University in Atlanta, GA, where he earned his Bachelor of Arts degree in English. Nick continued his education at Southern New Hampshire University, earning a Master of Arts in English and Creative Writing in 2016. He then earned a Master of Business Administration from Florida Southern College in 2018.



Nick's business expertise, generosity, and love for the greater Lakeland community are tied to many notable community impact projects, including Bonnet Springs Park, the Barnett Applied Research Center at Florida Polytechnic University, and, most recently, the Ashley Gibson Barnett Museum of Art at Florida Southern College (The AGB) – a transformational gift honoring Nick's wife, Ashley Gibson Barnett, Esq.

Nick currently serves on the boards of Publix Super Markets Charities, Bonnet Springs Park, Catapult Lakeland, and is the Board Chair of Academy Prep Center of Lakeland.



Randall (Randy) Knapp

Randy Knapp is the Managing Member/Broker of RLK Real Estate & Development, LLC, Auburndale, Florida. He is also Managing Member/Managing Partner of Camp Margaritaville, Auburndale, Florida, and Managing Member/Managing Partner of Riverwalk RV Resort & Lodge, Astor, Florida.



Randy's has been involved in the day-to-day operations of his family business for over 40 years and the Knapp Family has over 50 years of real estate development and operations experience in Central Florida beginning in 1970. The Knapp Family Partner group has been managed by Randy since 1989. His past and present real estate experience includes:

- Land use and/or development of nearly 2500 lots for national home builders
- Site selection and real estate assemblage and land use entitlements for the purpose of developing Publix and Walgreen retail stores
- Past ownership and management of two apartment complexes (Winter Haven and Haines City)
- Permitted, developed, owned and managed operations for Scholamar Creek Golf and Country Club Community and Scholamar Greek Golf Club, Inc., 1987-2011. This development included 876 manufactured homes sold to individual 55+ persons who leased their homesite. There is also an 18-hole Ron Garl designed par 72 golf course with membership opportunities for community residents. This property won #1 Community of the Year" nationally two times. At the time of the award, there were roughly 22,000 communities nationwide.
- Acquisition of the former Polk Nursery property holdings (238 acres). Created a master plan for the redevelopment of this site into Business Park Center including two (2) 800K+ logistic centers (Medline Industries, the nation's largest supplier of hospital supplies and Saddle Creek Logistics) and a Luxury RV Resort/Hotel/Recreation facility.

- 401-unit state-of-the-art RV Resort made up of seventy-five cabins and 326 Luxury RV sites. www.campmargaritavilleauburndale.com This resort is part of the famous Jimmy Buffett Margaritaville brand and is known worldwide. To date, this property has won numerous awards including the most prestigious USA Today #1 Luxury RV Resort in the United States 2024 and the vote cast by customers and was based on customer satisfaction.
- Pipkin Secure Storage, a climate controlled Self-Storage facility consisting of roughly 92,000 square feet together with covered and open outdoor RV and Boat storage located on Pipkin Road in Lakeland, Florida
- Lakeland Drag Strip Logistics is part of an assemblage and land use / zoning change that involved the purchase of five adjacent properties. We successfully completed the above and permitted a 700,000 square foot logistics facility. Our development partner, Ackerman Company from Atlanta, Georgia successfully secured Amazon as a tenant at the completion of the construction. They occupied the facility in the Q4 of 2020.
- Riverwalk RV Resort and Lodge is current a vacant property in West Volusia County and located directly fronting on the St. Johns River. The property is adjacent to the Ocala National Forest. This property is in the heart of the most desirable freshwater fishing in the southeastern United States and is currently approved for over 400 RV sites. Plans also include a boutique waterfront hotel, restaurants, River Store and two hundred wet boat slips. Land use and zoning are approved, and final constructions permits are anticipated in Q4 of 2024.
- Auburndale Secure Storage/ StorQuest. This self-storage property is fully built and currently in the lease up phase. It is a business joint venture with the Strang Family and includes over 100K sq.ft. of mostly climate controlled self-storage together with 154 RV/Boat covered parking spaces.
- Planned projects currently progress: Ruby Lake Road Self Storage, located on Thompson Nursery Road in Winter Haven. Construction is planned for Q2 2025 and The Motor Vault, a 55-unit car/boat/RV garage condominium project planned for Q2 2025 construction located on Pipkin Road in Lakeland, Florida. Planning for more recreation amenities adjacent to Camp Margaritaville on six adjoining acres and planning for more business park center development on vacant land we own adjacent to Medline Industries in Auburndale, Florida.

Randy's overall management style is best described as visionary and transformational leadership, and is dynamic, people-centered and committed to creating a thriving workplace culture that drives sustained success.

Mr. Knapp is currently an active Director on the Central Florida Development Council Board of Directors, Director on the Central Florida Tourism Development Council, and serves as an Advisory Board Member for Citizen Bank & Trust who headquarters is located in Lake Wales, Florida.

Randy earned an AA Degree in Business from Polk Community College and has been a real estate broker since 1981.



Lang Towl

Lang Towl is a senior at Florida Polytechnic University studying Computer Engineering with a concentration in Machine Intelligence. Growing up in Southern Maine, he spent his free time surfing and sailing, with a six-year stint in the circus.



Lang was the attack captain for the Men's Lacrosse team his Freshman year. He went on to join Florida Poly's Student Government Association, serving as the Director of Internal Affairs for two years. After winning the 2024-2025 SGA Presidential election his Junior year, he is now serving as the Vice President of Student Government where he will work to serve the student body and help execute Florida Poly's mission.

Upon graduating in Spring 2025, Lang plans to pursue a career in either the Energy or Defense industry where he can apply his engineering skills to serve his community and country.

Florida Polytechnic University
Board of Trustees
September 30, 2024

Subject: FY24 Employee Bonus Plan Certification

Proposed Action

Information only – no action required.

Background Information

Pursuant to State University System Board of Governor's Regulation 9.015, each year 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 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.

The University Employee Bonus Plan is overseen by the Associate Vice President of Human Resources (AVP-HR) or designee, or the Vice President of Administration and Finance in the absence of the AVP-HR, for all staff employees, and in conjunction with the Office of the Provost for all out-of-unit faculty employees.

The University's Employee Bonus Plan is comprised of three types of bonuses: work performance bonus, recruitment bonus, and retention bonus. To be eligible for a bonus, an employee must be in good standing and meet the related evaluation criteria as described in University policy [FPU-6.0032 University Employee Bonus Plan](#).

Good standing is defined as achieving an overall rating of "meets expectations" or equivalent on the employee's most recent appraisal, receiving no disciplinary action for the previous 12 months, and not being on a performance improvement plan.

Work performance bonuses recognize employees who have demonstrated continuous outstanding performance or who have made a significant contribution to the department/division's objectives. Types of bonuses within this category may include performance-based incentive bonus programs, project bonus, annual university awards, and performance-based recognition bonus.

Evaluation criteria for work performance bonuses may include 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.

Evaluation criteria for recruitment bonuses may include, but are not limited to, candidates with desirable specialized skills, advanced degrees/certifications, and/or exceptional experience, candidates for hard-to-fill or leadership positions, or documented circumstances in which market conditions or departmental structure merit such a recruitment award.

Evaluation criteria for retention bonuses may include, but are not limited to, circumstances to address verified offers of competing employment, to address market conditions which are significantly higher than current salary, to ameliorate salary compression or inversion, to retain a current employee possessing valuable or unique knowledge, skills, or abilities that are deemed critical to the mission of the University, 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.

All bonuses are capped at 15% of the employee's annual salary or \$15,000, whichever is greater. A proposed bonus greater than this cap must include written justification. Performance-based recognition bonuses are capped at \$1,500.

Supporting Documentation: Certification Form: Florida Polytechnic University 2023-2024 Bonuses for University Employees

Prepared by: Eunice Alberson, Associate Vice President and Chief Human Resources Officer

FLORIDA POLYTECHNIC UNIVERSITY
2023-2024 Bonuses for University Employees

# of Bonuses Awarded	Total Amount Paid- Performance	Total Amount Paid- Recruitment	Total Amount Paid- Retention
5	\$ 5,500		
0		\$ -	
0			\$ -

I hereby certify that the bonuses referenced above comply with the criteria in University policy FPU-6.0032p, University Employee Bonus Plan, and furthermore, that the bonuses were within the University's budget as approved by the Board of Trustees. I understand that any unsubstantiated, false, misleading or withheld information relating to this statement may render this certificate void. My signature, and that of our Chief Financial Officer, below acknowledges that we have read and understand these statements.

Certification:



Chief Financial Officer

09/26/2024

Date



President

09/26/2024

Date