



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees Emergency Meeting**  
**February 21, 2019**  
***FAIRWINDS* Alumni Center**  
**Agenda**  
**10 a.m.**  
**800-442-5794, passcode 463796**

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|------------------------------|--|
| 1. Welcome and call to order | Robert Garvy, Chairman                         |
| 2. Roll Call                 | Grant J. Heston, Associate Corporate Secretary |
| 3. Public Comment            | Grant J. Heston                                |
| 4. New Business              | Chairman Garvy                                 |
| BOT – 1      Approval        | Resignation of President Whittaker             |
| BOT – 2      Approval        | Nomination Process for Chair and Vice Chair    |
| 5. Other New Business        | Chairman Garvy                                 |
| 6. Adjournment               | Chairman Garvy                                 |

**ITEM: BOT-1**

**UCF BOARD OF TRUSTEES**

February 21, 2019

**Title:** Resignation of President Whittaker

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**Background**

President Whittaker tendered his resignation to the Board of Trustees on February 19, 2019.

**Issues to be Considered:**

Whether it is in the best interests of the University of Central Florida to accept the tendered resignation.

**Alternatives to Decision:**

To not accept the tendered resignation.

**Fiscal Impact and Source of Funding:**

Payments due to President Whittaker upon the acceptance of his resignation and approval of a settlement agreement.

**Recommended Action:**

The board will accept the resignation subject to the approval of a settlement agreement with President Whittaker to be negotiated by the Chairman and recommended by the Nominating and Governance Committee for approval.

**Authority for Board of Trustees Action:**

Employment Agreement between the University of Central Florida and Dale Whittaker.

BOG Regulation 1.001

Delegation of Authority to the President

**Committee Chair or Chairman of the Board approval:**

Approved by Chair Garvy on February 20, 2019

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**Submitted by:**

Scott Cole, Vice President and General Counsel

**Supporting Documentation:**

Attachment A: President Whittaker's letter of resignation

Attachment B: Chairman Garvy's letter to the Board of Trustees

**Facilitators/Presenters:**

N/A



## Attachment A

UNIVERSITY OF CENTRAL FLORIDA

**Office of the President**  
P.O. Box 160002  
Orlando, FL 32816-0002

February 19, 2019

Robert A. Garvy, Chairman  
UCF Board of Trustees  
4000 Central Florida Boulevard  
Orlando, FL 32816

Dear Chairman Garvy,

Since the beginning of my presidency, UCF has been faced with the grave challenge of how to respond to the controversy involving Trevor Coburn Hall ("TCH"), and the broader systemic problems that led to the improper use of E&G funds by prior UCF administrators.

Since the beginning of the process, I have had three goals. My first goal was to do everything in my power to support a full, accurate, and impartial investigation of the circumstances that led us to this point. My second goal was to immediately begin implementing reforms in both procedures and culture at UCF to prevent such an incident from ever occurring again; and to encourage an ongoing process of continually refining those reforms so we will continue to improve as an institution. Finally, my third goal has been to repair and restore the public's full trust and confidence in UCF, and to do everything in my power to begin healing the relationships between UCF and our funding partners in the legislative and executive branches of state government.

To accomplish the first goal, I directed all our university personnel to fully support the investigation initiated by the Board of Trustees, as well as the investigation being conducted by the Florida Board of Governors and Florida Legislature, to ensure that a full, accurate, and complete inquiry and record is made of all the circumstances surrounding TCH and other projects. I have personally given my own sworn testimony, and I will continue to support efforts to understand the incident, so that both UCF and the state university system can improve itself with better policies and procedures.

To accomplish the second goal, I made aggressive and far-reaching changes to fix the problems revealed by these investigations. To date, we have instituted the most comprehensive reorganization of personnel, policies, and controls in UCF history. I've engaged nationally respected, outside experts to advise us about best practices in financial reporting and accountability, and we are continuing to critically review the changes and improvements we have made, so that our pursuit of excellence in university governance will be ongoing.

To accomplish the third goal, both I and the members of our administration have met with countless students, alumni, and faculty. We conveyed our apologies for what went wrong and shared our commitment to making it right. I have done the same with both our Board of Trustees and the Board of Governors, and we have communicated extensively with legislative leadership and staff. Because we are a state university, ensuring the confidence of and maintaining a healthy relationship with state government is paramount to UCF's success.



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**Office of the President**  
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Orlando, FL 32816-0002

We have made great progress and UCF is pointed in the right direction.

However, to fully implement my third goal of restoring confidence in UCF by state government leaders, it has been made clear to me that one additional step is needed. Sometimes the best leadership decision you can make is to entrust leadership to others. I have concluded that for UCF to succeed with our state leaders in the future, new leadership will be required. I do not reach this conclusion lightly, because it has been my privilege and honor to lead UCF through one of the most serious challenges in its history. To help our university completely transition beyond its current circumstances, I believe my own personal transition is necessary.

Therefore, I offer my resignation as president to you and the Board of Trustees. I do so with the conviction that I have always acted with integrity and honesty, and with optimism that the relationship between UCF and the Legislature can be renewed. That healthy relationship is essential for the university to serve our more than 68,000 students in one of the fastest-growing, most diverse regions in the United States.

With you and our trustees making wise decisions about the future, I know UCF is in good hands.

Sincerely,

A handwritten signature in black ink, which appears to read "Dale Whittaker". The signature is fluid and cursive.

Dale Whittaker  
**President**



## Attachment B

UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees**

4000 Central Florida Boulevard  
Orlando, FL 32816

February 19, 2019

Board of Trustees  
University of Central Florida  
4365 Andromeda Loop North  
Orlando, FL 32816

Dear Trustees:

It is with considerable disappointment that I forward to you an offer from Dr. Dale Whittaker to resign as President of UCF.

Dale has served this University with distinction since his arrival as Provost in 2014 and his selection as President in 2018. His record of achievements, personal integrity, leadership, engagement, and insistence on the highest standards of personal conduct have been recognized and admired throughout our institution, the 68,000 students we serve and the central Florida community.

In his offer to resign, Dr. Whittaker is putting the interests of our students and the University above his own. I am grateful for his willingness to subordinate those interests to the needs of our students, our two hundred and eighty thousand graduates, and tens of thousands of businesses, organizations, and entities that rely on UCF's talent and significant economic impact.

I will be calling a special Board of Trustees meeting to address this matter and the steps we need to take as the governing authority over the University.

A handwritten signature in black ink, appearing to read "RG", is positioned above the typed name of the signatory.

**Robert Garvy**

Chairman  
UCF Board of Trustees