



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Governance Committee Meeting  
December 4, 2025  
FAIRWINDS Alumni Center**

**MINUTES**

**CALL TO ORDER**

Trustee Rick Cardenas, Chair of the Governance Committee, called the meeting to order at 3:08 p.m. Committee members Tiffany Altizer, Bill Christy, Stephen King, Thomas McNamara, John Miklos, Jeff Vahle, and Chair Alex Martins (ex officio) were in attendance.

Other trustees in attendance included Tiffany Altizer, Luci Blanco, Jeff Condello, and Mark Filburn.

**MINUTES**

The minutes of the September 22, 2025, Governance Committee meeting were approved as submitted.

**ACTION**

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

**GOVC-1      FY2025 Presidential Assessment and Approval of FY2024-2025 Incentive Payment**

Alex Martins, Chair of the Board of Trustees, presented the Presidential Assessment for fiscal year 2025. This annual assessment conducted by the board sets mutually agreeable goals and incentive compensation for the president. Martins summarized the assessment result and recommended an incentive compensation award of \$350,000.

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

**GOVC-2      Amendments to University Regulations**

Youndy Cook, Vice President and General Counsel, presented the Amendments to University Regulations. Five regulations are proposed for amendments, UCF-2.034 Educational Sites, UCF-3.010 Faculty Evaluation and Improvement, UCF-3.0122 Resignation and Nonrenewal of Non-unit Faculty and A&P Staff Members; UCF-3.014 Faculty and A&P Development Leave Programs, and UCF-5.020 Religious Observance. Cook provided summary for each. All of these regulations were posted online for public comment for a minimum of 30 days.

Trustee King moved to recommend approval of GOVC-1, and Trustee Altizer seconded. The motion was approved unanimously.

**ADJOURNMENT**

The meeting adjourned at 3:24 p.m.

Reviewed by:

\_\_\_\_\_  
Rick Cardenas  
Chair, Governance Committee

\_\_\_\_\_  
Date

Respectfully submitted:

\_\_\_\_\_  
Michael A. Kilbride  
Associate Corporate Secretary

\_\_\_\_\_  
Date