



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Ad Hoc Strategic Planning Committee  
UCF Downtown  
June 11, 2025**

**MINUTES**

**CALL TO ORDER**

Tiffany Altizer, Chair of the Ad Hoc Strategic Planning Committee, called the meeting to order at 11:10 a.m. Chair Altizer, Vice Chair Bill Christy, and Committee members Mark Filburn, Stephen King, Luci Blanco, Tony Massey, and John Miklos were present.

Others attending included Board Chair Alex Martins (*ex officio*), Trustees Rick Cardenas, John Evans, and Thomas McNamara.

Altizer reminded the board that the meeting was covered by Florida Sunshine Law and that the public and press were invited to attend.

**ROLL CALL**

Mari Pagan, Executive Assistant, Office of the President, called the roll and determined a quorum was present.

**DISCUSSION**

**DISC-1: Hiring Optimization Initiative Update**

Gerald Hector, Senior Vice President for Administration and Finance and Chief Financial Officer, and Maureen Binder, Associate Vice President and Chief Human Resources Officer, provided the committee with an update on the university's time to fill. The update included activities and outcomes for the ongoing hiring optimization project. Trustees engaged in discussion, key takeaways included the implementation of several key improvements to better align with industry standards. Improvements include revisions to the hiring model, transition to calendar-day tracking, and continuous adjustments as needed to improve the university's average time to fill.

The committee will be provided with a hiring optimization initiative update at the June 2026 meeting.

## **NEW BUSINESS**

There was no new business to come before the Committee.

## **ADJOURNMENT**

Altizer adjourned the committee meeting at 11:41 a.m.

Reviewed by: \_\_\_\_\_  
Tiffany Altizer  
Chair, Ad Hoc Strategic Planning Committee

Date: \_\_\_\_\_

Respectfully submitted: \_\_\_\_\_  
Michael A. Kilbride  
Associate Corporate Secretary

Date: \_\_\_\_\_