

## Minutes

Presidential Performance Evaluation Metrics Teleconference Ad hoc Committee

UWF Board of Trustees

UWF Building 10, Room 131

September 2, 2020

*The public was provided the opportunity to join the 9/2/20 Presidential Performance Evaluation & Metrics Ad Hoc Committee Teleconference Meeting by dialing 1-888-585-9008, conference room 718-342-757.*

Chair Suzanne Lewis welcomed everyone and called the meeting to order at 12:00 p.m.

Committee Chair Suzanne Lewis, Trustee Bob Jones and BOT Chair Dave Cleveland joined by phone.

Trustee Jill Singer was absent.

Others attending via phone: Provost and Senior VP George Ellenberg; Megan Gonzalez, AVP, Institutional Communications; Jamie Sprague, AVP, Human Resources; Howard Reddy, VP, University Advancement; Dan Lucas, AVP Advancement; Dr. Ed Ranelli, AVP, External Affairs; Pam Langham, General Counsel and Becky Luntsford, Assistant Corporate Secretary to the BOT.

**PUBLIC COMMENT:** Chair Lewis asked if there was anyone who wished to make a public comment. UWF Provost George Ellenberg asked to make a comment and Chair Lewis agreed for him to do so.

Dr. Ellenberg said that being a part of the PPEM Committee meetings has given him great insight into the robust conversations, sincerity and dedication demonstrated by the Committee. Dr. Ellenberg went on to say that although he acknowledged the Committee's desire to recognize the President for exceeding her goals, he was concerned about the perception, from the faculty's perspective, of recommending a performance incentive to the President during this time of great difficulty for the university and he was concerned that if a partial performance incentive was recommended by the Committee, it may indicate the President did not perform up to the Committee's standard.

### **ACTION ITEMS:**

- I. **Approval of August 17, 2020 Presidential Performance Evaluation & Metrics Ad Hoc Committee Minutes**

Chair Lewis asked for a motion to approve the minutes.

Trustee Bob Jones asked if this item could be moved on the agenda to after Action Item II. Chair Lewis agreed to do so.

## **II. 2019-2020 Presidential Performance Evaluation Report**

Chair Lewis explained that a revised version of the Report had been emailed to the Committee and BOT Chair Cleveland earlier that day. She said also included was a copy of a letter from President Saunders to Chair Cleveland and Chair Lewis.

She ensured Trustee Jones had received the revised version and the letter and opened the meeting for discussion.

Trustee Jones directed the Committee to the Committee Recommendation section. He explained that early on in the last Committee meeting, he offered lengthy comments, concerns and his reasons for not agreeing to move forward with a base salary increase for the President. He stated his concerns were based on the difficult situations currently facing the University and the future financial hardships the university may be facing.

Trustee Jones added that, at the last meeting, he explained to the Committee he was extremely concerned about the tone and message such a recommendation would send to the university community.

Trustee Jones explained that following his comments, BOT Chair Cleveland explained that President Saunders indicated, in a letter, that she would not accept a salary increase at this time.

Trustee Jones appreciated the President's position, however, he clarified that his reasons for not agreeing to a Presidential salary increase at this time were not related to the President's performance, but were solely made based upon the current situations the university is facing related to financial uncertainty, budgetary restraints, and future anticipated budgetary restraints. He did not believe this is the proper time to discuss salary increases due to the current situations the university is facing

Chair Lewis thanked Trustee Jones for his comments and observations and opened the meeting for additional discussion.

The Committee made edits to the Report

After continued thoughtful discussion, the Committee agreed to the suggested edits.

Dan Lucas asked the Committee for clarification on the President's intention to donate her performance incentive. He provided information on the processes involved in her wishes in relation to the donation.

Howard Reddy assured the Committee that the President is aware of the processes involved regarding her donation.

Chair Lewis asked Pam Langham for her insight on this topic in regards to the President's contract. Pam deferred to Dan Lucas on this topic.

Dan explained that the staff can work with the President on the final language needed.

Chair Lewis asked university staff to make technical edits if needed to the report regarding the President's donation.

Chair Lewis asked the Committee if they are comfortable making a motion to approve the Report with edits suggested earlier, and if needed adding language regarding the president's donation and/or tax implications. They were in agreement.

Chair Cleveland recommended adding Trustee Jones' original suggestion to commend the President for her decision to utilize any performance incentive payment to fund a donation to the Employee Emergency Assistance Fund within the Report.

Trustee Bob Jones made a motion to approve the committee's acceptance of the final revised 2019-20 Presidential Performance Report recommendation to the full board subject to technical edits.

Trustee Suzanne Lewis seconded the motion.

Trustee Bob Jones - Aye

Trustee Suzanne Lewis -Aye

The motion was approved unanimously.

Chair Lewis asked university staff to make the necessary technical edits to the Report and provide the final Report to the Committee prior to the September 9, 2020 full Board of Trustees Meeting.

**Approval of August 17, 2020 Presidential Performance Evaluation & Metrics Ad Hoc Committee Minutes**

Chair Lewis ask for a motion to approve the minutes of the August 17, 2020 Presidential Performance Evaluation & Metrics Ad Hoc Committee meeting minutes.

Trustee Bob Jones made the motion.

Trustee Suzanne Lewis seconded the motion.

Trustee Bob Jones - Aye

Trustee Suzanne Lewis -Aye

The motion passed unanimously.

## **II. UWF President Employment Agreement - Renewal**

Chair Lewis asked Pam Langham and Jamie Sprague to please discuss any highlights of the President's Employment Agreement Renewal with the Committee.

Pam Langham highlighted the modifications to the Employment Agreement for 2021 to the president's current contract were; the dates; the Spring 2020 President's Cost of Living (COLA) salary increase effective March 2020; Section 11.5, if the President decides to become a tenured faculty member after her presidency, changes have been made to the President's teaching assignment from 50% to 25%, service assignment to the community, percentages changed from 25% to 50% due to her desire to assist in university fundraising; and Section 11.6, first year after her presidency, if she serves in a professional development leave, the percentage was changed from 90% of her presidential base salary to 100% during that time, reflecting the same rate of pay provided by the small majority of other SUS universities.

Trustee Jones commented that he didn't believe the university is in a position to increase the President's compensation at this time.

Chair Lewis asked Trustee Jones if he is in agreement with the percentages of the President's teaching, research and community.

Trustee Jones said he is only opposed to salary increase.

Chair Cleveland stated the he would like for us to be consistent with the other SUS institutions paying 100% for professional development.

Chair Lewis asked university staff about these statistics.

Pam Langham said she conducted a survey and found that the information in the President's contract aligns to the small majority of presidents within the SUS, providing for the same rate of pay for presidential professional development leave.

She went on to explain that if the Committee approves this contract, there will be three universities that pay 90% of the base salary; six universities pay 100%; FSU did not respond; UCF and UF are silent on this issue.

Chair Lewis stated that she feels the recommended compensation is warranted, is not an anomaly among the SUS or other institutions across the country. She said she is inclined to approve the employment agreement as drafted.

Trustee Jones stated that his opposition to the provision has nothing to do with President Saunders, however, he remains opposed to the provision regarding salary increase. He added that would not stand in the way of forwarding the majority of the recommendation of Committee to the full Board.

Chair Lewis asked for a motion to approve the UWF Presidential Employment Agreement as drafted for January 1, 2021 – December 31, 2021.

Trustee Bob Jones made the motion.

Trustee Suzanne Lewis seconded the motion.

Trustee Bob Jones - Aye

Trustee Suzanne Lewis -Aye

Motion passed unanimously.

No opposed

BOT Chair Cleveland thanked the Committee for their dedication and good work. He thanked Chair Lewis for her leadership.

With no other business to discuss, Chair Lewis adjourned the meeting at 12:54 p.m.

Respectfully submitted,

Becky Luntsford, Assistant Corporate Secretary