

MINUTES
UWF Board of Trustees
Executive Committee Meeting
Friday, September 9, 2005

Committee Chair K.C. Clark called the Executive Committee meeting to order at 11:29 a.m. on September 10, 2005. He asked Kim Spear to call roll with the following trustees attending. Honor Bell was absent due to a conflict in his schedule.

K.C. Clark
Lornetta Epps
Sharon Hess Herrick
Roy Smith

Chair Clark welcomed the committee members and moved to items.

1. A motion to approve the minutes of August 30, 2005 was made.

Motion by: Trustee Epps

Seconded by: Trustee Hess Herrick

Motion passed unanimously

2. Presidential 3.6% raise

This raise is based upon an across the board pay raise for all state employees signed into law by Governor Bush on 5/26/05 and retroactive to 8/1/05. The salary increase was approved at the August 30, 2005 UWF BOT Executive Committee meeting to be confirmed at the September 9, 2005 full Board meeting. No further action will be taken unless there are questions and/or comments.

3. Presidential Performance Evaluation

Clark said the BOT support team will submit the required BOT evaluation to the Board of Governors and summarization of bullet points highlighting most significant areas. Comments were received through last evening, are not complete, and will be open to clarification and statutory compliance. Generally speaking, Clark said comments were that President Cavanaugh performed an exceptional job in recruiting a good team.

- Reputation of UWF outside campus community – growth in recognition in local, state and national levels – has seen UWF and Pres. Cavanaugh rise. Support of maritime park raised awareness to the rest of the community and the quality of recognition of UWF has increased.
- Recruitment of Faculty –Success in recruiting/retaining a quality faculty in the appropriate disciplines represents a critical factor in UWF's capability to delivery a quality product to the students. The need to replace retiring faculty provides a window of opportunity. Staff -- with the new administration came an exceptional new leadership team. "Dr. Cavanaugh, for a team leader, is par excellence." Clark said he has never been involved with a harder working staff.
- Funding - will always be the most significant challenge. Technology upgrades are critical and will require great thinking on how to obtain funding. Impressed with progress but this is an area that needs great focus. UWF should have opportunity to get in the forefront of having technology funding. One of the action items should be "to put together a task force to come up with suggestions on funding technology".
- Academic Programs – Team has been extraordinarily quick to act on academic programs. Would like to pat President Cavanaugh and his staff on the back. UWF has a decided edge in offering certain programs and has been successful. Board has quickly approved new programs and this has allowed the quick implementation of them.

We (BOT) can't lose focus on primary goal ----maintaining quality education for our students. Clark concurs that President Cavanaugh has met all the goals of the year in light of the hurricanes and some funding challenges associated with that. Clark said he doesn't suggest that this is where evaluations are stopped but wants to work with the Association of Governing Board to design a comprehensive evaluation package and would like to start the process immediately.

Chair Clark opened the floor for comments/questions.

Trustee Epps asked if there were any suggestions from other universities.

Clark said it would be good to get a feel for what other universities offer and that Dr. Jerry Norris, Associate VP University Planning, is gathering data and will provide for incorporation into the evaluation process.

Trustee Hess Herrick asked if the Board of Governors is going to receive all Presidential Performance Evaluations at the same time.

Clark responded that the deadline is the anniversary of the President and should be submitted ASAP since it is passed.

Informational/Discussion Items

Board succession and recruitment

Chair Clark said that he has spoken with President Cavanaugh via conference call and that the BOT Support team is in contact with a couple of people. Once someone is determined eligible, they will be put in the queue.

Clark said we (BOT) have another individual we are interested in from the Jacksonville area and are talking with her about her particular interests. Clark said the prospect has significant connections with UWF noting that the other person was from the Destin area and seeking a full-time faculty position here which would result in being declared ineligible. Clark said there are other individuals that are in the Destin-area and we (BOT) may have some more information in the next week to ten days. He noted that the Florida Statutes make selection difficult.

Clark said we (UWF) need to have a good pool of candidates and urged BOT committees to have some in mind. Hess Herrick inquired whether anyone is reviewing the alumni list.

President Cavanaugh said the support team is looking for driving forces behind alumni boards and chapter presidents.

With no further information, Chair Clark adjourned the meeting at 11:54 a.m.