Chair Dave Cleveland called the meeting to order at 11:45 a.m. with the following committee members present: Dave Cleveland, Ted Fox, Bob Jones, Suzanne Lewis, LuTimothy May, Dick Baker and Susan O’Connor. Lewis Bear, Jr. was unable to attend.

Other trustees in attendance: Mort O’Sullivan, Jay Patel, Daniel McB burney, Garrett Walton and Bentina Terry.

Others in attendance: Dr. Judy Bense, President; Dr. Martha Saunders, Provost; Dr. Kevin Bailey, VP Student Affairs; Dr. Steven Cunningham, VP Finance & Administrative Services; Pat Lott, General Counsel, Ms. Betsy Bowers, AVP Internal Auditing; Dr. George Ellenberg, Vice Provost; Dr. Jim Hurd, AVP Student Affairs; Ms. Cynthia Talbert, Internal Auditing; Mr. Dan Bevel, Internal Auditing; Ms. Ellen Till, Director, Business Affairs & Auxiliary Services; Dr. Michael Huggins, Dean, CASSH; Dr. Steve Brown, Dean, CEPS; Dr. Steve Crawley, Dean, COPS; Dr. Erma Lynn Kiehl, Dean, COH; Dr. Ed Ranelli; Dr. Jay Clune, Dean, Graduate School; Dr. Kim LeDuff, Chief Diversity Officer; Dr. Joffery Gaymon, AVP Enrollment Affairs; Dr. LuSharon Wiley, Senior Associate Dean of Students; Dr. Tim O’Keefe, Dean, College of Business; Ms. Mica Hughes-Harrell, Director Wellness Services; Dr. Vanee Cao-Nguyen, Director SDRC; Dr. Bob Dugan, Dean, Library Studies; Dr. Sarah Luczyk, AVP, Student Affairs; Mr. Peter Robinson, Director, Environmental Health & Safety; Dr. Brandon Frye, AVP, Dean of Students; Dr. James Barnett, Interim CEO, UWF BEI; Ms. Megan Gonzalez, University Communications; Ms. Martha Lee Blodgett, University Advancement; Ms. Karen Rentz, Director, Office of EOC; Ms. Robin Zimmern, Assistant Dean of Students; Ms. Sandra Thompson, Director, ITS; Ms. Melanie Haveard, Director, ITS; Dr. Jenae Burhart, ITS; Dr. Michael White, ASPIRE; Mr. William Coleman, ITS; Mr. Tony Nguyen, Athletics; Mr. David Scott, Athletic Director; Ms. Lisa Berneau, Assistant General Counsel; Mr. James Felder, Asst General Counsel; Ms. Lauren Loeffler, Director Career Center; Mr. Keith King; Ms. Jamie Sprague, Asst Director Human Resources; Ms. Angela Jones, Director, Procurement and Contracts; Dr. Claudia Stanny, Director, CUTLA: Mr. Daniel Lucas, Chief Financial Officer, UWF Foundation; Dr. William Healey, Director, Recreation and Sports Services; Dr. Chris Pomery, Professor, Biology; Dr. Rebecca Kennedy, AVP Counseling Center; Andrew Romer, Executive Specialist; Eric Ingerman, Sound Specialist; Becky Luntsford, Executive Specialist; and Andrew Herridge, BOT Graduate Assistant.
CHAIR’S GREETING

Chair Cleveland welcomed everyone and thanked all for being here today.

APPROVAL OF MINUTES

Chair Cleveland asked for a motion to approve the minutes of the December 10, 2015 and December 18, 2015 Presidential Compensation and Contract Committee meetings.

Motion by: Trustee Suzanne Lewis
Seconded by: Trustee LuTimothy May
Motion passed.

INFORMATION ITEMS

1. Presidential Compensation and Contract Committee Update was presented by Chair Cleveland.

Chair Cleveland explained that since the appointment of the Presidential Compensation and Contract committee by BOT Chair Bear, Trustees Bear, Fox, Jones, Lewis, May, O’Connor and Cleveland have worked with university staff to prepare and send out a request for quotations in securing consulting services of a firm to conduct a Presidential Compensation and Benefits Study. The committee received proposals from (6) national firms. The Committee reviewed the submitted proposals and after much thoughtful discussion agreed the top candidate should be Sibson Consulting.

UWF Procurement and Contracts confirmed cost, executed reference checks, and received assurance from Sibson that services provided would include a formal presentation. The committee approved hiring Sibson Consulting to conduct the UWF Presidential Compensation Study.

Sibson Consulting provided a Peer Group Assessment and Market Analysis for UWF. Their project approach has included:

- Data Collection and Review
- Stakeholder Interviews – Interviews with Trustees
- Peer Group Development Validation
- Competitive Benchmarking – The Chronicle of Higher Education’s Annual Salary of Executive Compensation and Sibson’s Colleges & Universities Benefits Survey Assessment Report – The final report was been provided to the committee and was included in the committee meeting agenda support documents.
Trustee O’Sullivan called on Trustee Patel to share his conversation with the Governor [Rick Scott] regarding contracts. Trustee Patel explained that several weeks ago he had a detailed conversation with the Governor. One of the things the Governor emphasized that moving forward the Board should not have a contract with the President. The Governor stated he feels if the president is strong enough and capable enough to run a university, his or her credit and merit should speak for itself. The Governor is focused on trying to change this for the university system. Governor has already had the conversation with the Board of Governors emphasizing the same. The Governor asked Trustee Patel what his intake was on this matter. The Governor asked Trustee Patel to relay this information to the full UWF Board and the Governor said he will be reaching out to the trustees he has appointed – UWF will be the poster child of how we move forward with a presidential contract – the entire university system will be watching how UWF moves the ball forward.

Trustee O’Sullivan asked Mr. Adwin, in his experience, does he see a moving trend toward this. Mr. Adwin replied, “no.” He added that some of the smaller institutions may not have presidential contracts, however, the larger institutions are expected to have contracts for Presidents and not offering a contract will limit the qualified pool.

Trustee Cleveland asked Trustee Patel was the Governor speaking about a multi-year contract. Trustee Patel said the Governor emphasized moving away from multi-year contracts, but his primary message was there should be no presidential contracts.

Trustee Lewis asked Trustee Patel asked if the Governor shared in the absence of a contract what would serve as an accountability document. Trustee Patel said he did not.

Mr. Adwin stated that employment agreements are popular. They are considered “at will” contracts.

Trustee Lewis said it is interesting when the Governor’s contract with the people of Florida is guaranteed for four years.

UWF General Counsel Pat Lott said she had a conversation with a member of the Board of Governors General Counsel staff recently and it was explained to her that the BOG is expecting presidential contracts to be no longer than three years with only one year renewals and each contract will be approved by the BOG. This means each year if, and when, the president’s contract is renewed, it will go before the BOG for approval and ratification. Additionally, the BOG General Counsel staff member stated the BOG will be looking for policies of the university
BOT that will contemplate the terms and conditions of employment of the Vice Presidents and those will be confirmed by consultation with the university’s BOT Chair.

Trustee Lewis explained that having this study available to the BOT Presidential Compensation & Contract Committee Report and the Presidential Search Committee is great timing. She added that the Committee should lead and take on the important executive responsibility of crafting a succession plan to be handed off to the Presidential Search Committee.

Trustee Jones agreed with Trustee Lewis. He explained that the information in this report hits home. He added that we focus on the Florida university system and it is not very reflective of the University of West Florida and this report gives us a greater look at institutions that look more like UWF. It also gives us a basis for performance based compensation. He said he believed the committee has some good things to accomplish ahead.

Chair Cleveland said the Presidential Compensation Study Committee’s work is not finished and the Committee will use the information and recommendations provided in the study to continue their work.

Trustee Walton asked Pat Lott if there is a BOG policy regarding the statements related to Presidential Contracts. Pat replied, “No, there is not.”

Trustee O’Sullivan and Trustee Cleveland clarified that the BOT Presidential Compensation & Contract Committee reports directly to the Board of Trustees and not to the UWF Presidential Search Committee.

With no further Presidential Compensation & Contract Committee items to discuss, the meeting was adjourned at 12:56 p.m.

Respectfully submitted,
Becky Luntsford, recording secretary