

DRAFT Minutes

Presidential Performance Evaluation Metrics Teleconference Ad hoc Committee

UWF Board of Trustees

UWF Crosby Hall, Building 10, Room 102

August 13, 2021

The public was provided the opportunity to join the 8/13/2021 Presidential Performance Evaluation & Metrics Ad Hoc Committee Teleconference Meeting virtually. Joining instructions were publicly noticed on the UWF BOT website. Meeting URL:

<https://uwf.zoom.us/j/88973264827?pwd=NDk4Mm9XYVFoQWFaU0dUTDk1T1dMdz09>

Meeting ID: 88973264827; Passcode: 713332

Chair Suzanne Lewis welcomed everyone and called the meeting to order at 2:00 p.m.

Trustees in attendance were Committee Chair Suzanne Lewis, Bob Jones and Jill Singer.

Others attending: Howard Reddy, Vice President for Advancement; Anamarie Mixson, Director, Office of the President; Brittany Sherwood, Institutional Communications; Carolyn Eaton, Associate General Counsel; Addison Lavaway, Administrative Assistant, President's Office and Becky Luntsford, Assistant Corporate Secretary to the BOT.

Chair Lewis called for public comment. There was none.

AGENDA ITEMS:

I. Approval of July 21, 2021 BOT Presidential Performance Evaluation & Metrics Ad Hoc Committee Minutes

Chair Lewis asked for a motion to approve the minutes as presented.

Motion by: Trustee Jill Singer

Seconded by: Trustee Bob Jones

Motion carried unanimously.

II. Approval of the 2020-2021 UWF Presidential Evaluation

Chair Lewis announced to those present that 100% of the trustees asked to complete and submit the 2020-2021 Presidential Evaluation Trustee Survey did so. Chair Lewis asked Committee members to provide their observations regarding the survey outcomes and comments.

Committee members discussed at great length each strategic direction and contained in the survey, the overall survey scores and the President's performance and compensation considerations.

After thoughtful discussion, Chair Lewis asked for a motion to award a one time performance bonus of 14% in recognition of President Saunders' outstanding performance during 2020-21.

Motion by: Bob Jones

Motion seconded: Jill Singer.

Discussion: Chair Lewis confirmed with Howard Reddy that the Foundation is prepared to provide the necessary funds needed to accommodate this recommended salary increase for President Saunders. Howard explained that this has already been discussed by the Foundation and a commitment to provide these additional funds has been confirmed.

Motion passed unanimously.

INFORMATION ITEM

I. 2020-2021 Presidential Performance Evaluation Report

Chair Lewis explained to the Committee that today's decisions will be reflected in the drafted PPEM Report. She stated that staff will prepare the draft report and have it ready for the Committee's next meeting on September 2, 2021. At that meeting, the Committee will review the report, make any necessary edits and work to finalize the report for approval.

Chair Lewis will provide the Committee's recommendations and the final PPEM Report to the full Board at the September 16, 2021 BOT Meeting.

Other Committee Business

Chair Lewis thanked those in attendance for their participation.

With no other business to discuss, Chair Lewis adjourned the meeting at 3:06 p.m.

Respectfully submitted,
Becky Luntsford, Assistant Corporate Secretary