

Minutes

Presidential Performance Evaluation Metrics Ad hoc Committee

UWF Board of Trustees

UWF Crosby Hall, Building 10, Room 131

August 29, 2018

Chair Dave Cleveland welcomed everyone and called the meeting to order at 3:11 p.m.

Committee Chair Dave Cleveland, Trustee Bob Jones and BOT Chair Mort O'Sullivan were in attendance. Committee member Trustee Suzanne Lewis was absent.

Others in attendance: Pam Langham, General Counsel; Jamie Sprague, Associate Vice President, Human Resources; Dr. Joffery Gaymon, Vice President, Division of Enrollment and Student Affairs; Provost and Senior Vice President Dr. George Ellenberg; Janice Gilley, Associate Vice President for External Affairs; and Becky Luntsford, Assistant Corporate Secretary to the BOT.

I. Approval of May 22, 2018 Presidential Performance Evaluation and Metrics Ad Hoc Committee Minutes

Chair Cleveland asked for a motion to approve the minutes from the last Committee meeting.

Motion made by: Trustee Bob Jones

Seconded by: Trustee Dave Cleveland

Motion passed unanimously

II. 2017-2018 Presidential Evaluation

Chair Cleveland explained that Becky Luntsford sent the survey results out to the Committee a few days ago and he was very pleased to see that all thirteen trustee responded.

Chair Cleveland opened the meeting for discussion regarding the Presidential Evaluation Trustee Survey and the overall Presidential Evaluation process so far.

The committee had a couple suggestions for improving the survey next year, but overall, the committee's feedback was favorable toward the process, the survey outcomes and the president's performance.

Discussion continued among committee members, staff members present and BOT Chair O'Sullivan. All trustees agreed the President's evaluation indicated her performance "Exceeds Expectations".

There was lengthy discussion by the Committee on President Saunders' accomplishments and the accomplishments of her Cabinet.

All trustees were in agreement that this was a very good evaluation.

The Committee discussed each strategic direction on the Trustee Survey and assigned a numeric score to each one. A synopsis of the scores assigned by the thirteen Trustees and the resulting total average score was:

- Strategic Direction: Learner Centered and Focused – Score 4.69 (exceeds expectations)
- Strategic Direction: Personnel Investment & Engagement – Score 4.53 (exceeds expectations)
- Strategic Direction: Academic Programming, Scholarship & Research – Score 4.85 (exceeds expectations)
- Strategic Direction: Community and Economic Engagement – Score 4.31 (exceeds expectations)
- Strategic Direction: Infrastructure – Score 4.15 (exceeds expectations)

- Total Average Score 4.51 (exceeds expectations)

The Committee discussed the President's current base salary and where UWF's presidential compensation falls within the State University System of Florida institutions.

After reviewing the synopsis of scores on the Trustee Survey, the Committee discussed compensation consideration.

After much deliberation and consideration, it was determined that the university has continued to thrive under the leadership of President Saunders.

Chair Cleveland asked for a motion for the Presidential Performance Evaluation & Metrics Ad Hoc Committee to recommend to the full Board of Trustees that President Martha D. Saunders receive an increase of 8% to her annual base salary; plus a performance-based bonus representing 20% of her current base pay as President.

Motion by: Trustee Bob Jones

Seconded by: Trustee Dave Cleveland

Motion passed unanimously.

Chair Cleveland thanked the Committee for their thoughtful, sincere and dedicated participation in the Presidential Evaluation and Compensation process.

Chair Cleveland stated, that with the help of university staff, he will prepare a final Report for the full board. He will call a PPEM Committee teleconference meeting in the next couple weeks to review and vote on the final report. Once approved, the report will be presented to the full Board of Trustees at their September 27, 2018 meeting.

IV. Other Committee Business

With no further business to discuss, Chair Cleveland adjourned the meeting at 4:53 p.m.

Respectfully submitted,
Becky Luntsford, Assistant Corporate Secretary