# MINUTES

Chair Hyde called the meeting to order at 2:56 p.m.

### Trustees Present

Thomas Beaucham, Tom Bryan, Doug Burnett, Annie Egan, Wilfredo Gonzalez, Adam Hollingsworth, Kevin Hyde, Stephen Joost, Paul McElroy, Radha Pyati, Hans Tanzler, and Sharon Wamble-King

### Trustees Absent (excused)

Oscar Munoz

## **Item 1 Public Comments**

There were no comments from the public.

Item 2 Chair Hyde

The purpose of this meeting is to discuss (via telephone conference) with Laurie Wilder, Porsha Williams and Rich McNeal form Parker Executive Search regarding final background check on the four finalists and guardrails for the terms of contract. Chair Hyde asked Ms. Wilder if they have found any information on the candidates that would disqualify them. Ms. Wilder stated that, as of right now, there are no issues of concerns with the candidates.

Chair Hyde suggested that we ask Sharon Ashton, Vice President for Public Relations, to be the gatekeeper for any information regarding the new candidate. The Board agreed and Ms. Ashton accepted the responsibility. Trustee Hollingsworth further stated that we should prohibit communication from anyone but Ms. Ashton. Trustee Burnett asked Chair Hyde if we would have an overlap from the time President Delaney leaves and the hiring date of the next President. Chair Hyde stated that once we make the selection of the new President, we will work on the months without a President.

## Item 2 Chair Hyde (continued)

Trustee McElroy expressed a concern over the turnover of provosts and presidents at the University of Cincinnati where candidate Dr. David Szymanski is presently employed and asked if Dr. Szymanski ever considered applying for

provost or president. Ms. Wider stated that it wasn’t a turnover and that they were going for bigger jobs. Dr. Szymanski didn’t apply.

Trustee Hollingsworth stated that the candidates thought very highly Parker Executive Search. Ms. Wilder commented that all degrees have been conferred, and they don’t see any major issues that will ultimately arrive.

Chair Hyde recognized that Ann McCullen, Vice President for University Development, and Vince McCormack, Chair of UNF Foundation Board, were in attendance at this meeting and thanked them for coming. Their department is instrumental in supplementing the President’s salary.

Chair Hyde next led the Board in a discussion on terms of contract. He stated that we will use President Delaney’s salary as a benchmark. Out of the four candidates, Dr. Szymanski’s salary is the highest, but our package will still be attractive. Chair Hyde commented that he had spoken with all of the candidates about the compensation range and all candidates were amendable with the range and would accept the position.

Chair Hyde suggested a four-year term with subsequent contracts that would be renewed annually. The base pay would be between $360,000 - $390,000; however, we need to be at $405,000 for the base contract. Since the State income coming to Florida is cheaper; we can use this to our advantage.

Chair Hyde said base pay deferred compensation would be 15% to 20% range of the base pay. The issue to discuss is the incentive pay. Incentive pay is an achievement for results. We could anticipate push back from the candidates.

## Item 2 Chair Hyde (continued)

Trustee Hollingsworth stated we tier up the performance compensation on what is basically possible.

Ms. Wilder said you have to have goals for year one, year two, etc., and if you succeed, you will get a bonus. Each year will be different and as you exceed your

goals, the bonus will be higher. Trustee Joost didn’t think this was a fair way of gaging the bonus. Ms. Wilder said you would sit down annually for goals to see what makes sense going forward. You will need to negotiate each year and the pay could go up. Trustee McElroy commented that you must have a lever scheme that is meaningful each year.

Trustee Hollingsworth said we set a base higher than 5% of our peer universities; our base pay is very generous and we need to think about both pieces together. Trustee McElroy commented that 5% doesn’t get us anywhere for the President.

Ms. Ashton stated that it is important to be very clear about each year’s incentive pay.

Chair Hyde commented that he is afflicted because I believe in both sides of the stories; 20% base pay spread out;

Trustee Hollingsworth stated that public money and privately raised money for our president is a new opportunity.

Ms. Wilder stated again that we recruited top-level candidates and Dr. Szymanski is going to be a president somewhere; that’s objective.

## Item 2 Chair Hyde (continued)

Chair Hyde stated that the candidate selected for President will receive $40,000 for housing, $24,000 for auto, and a monthly stipend for business expenses/reasonable expenses. The Candidate would be eligible for health insurance and moving expenses. The new President should be involved in outside activities such as corporate and community boards.

The evaluation process would be once a year and the new President would give a progress report each year. For 2018 to 2019 performance years, we would set those goals by Jan. 1.

Discussions on post-presidency terms were discussed as follows: fairly termination would be 60 days; if termination was with no cause, you would get 20 weeks.

Since we have four candidates coming from the academic as opposed to nonacademic, what will their appointments consist of?

1. Expectation that they be granted tenure
2. With regards to them leaving, what is the salary for the first year;
3. Sabbatical is the year they step down, with the next year coming back to teach; or they look for another job

Ms. Wilder stated that you would not recruit any candidates without granting tenure. Trustee Hollingsworth also stated that we have to grant post tenure, sabbatical 6-12 months for negotiations, pay during the sabbatical, average of the three highest.

Trustee McElroy asked who would present the offer to the selected candidate for Presidency, Chair Hyde or Parker Executive Search? Ms. Wilder said she would work with Chair Hyde.

Chair Hyde asked Ms. Wilder’s recommendation for selecting the next president on Feb. 20th at the Board meeting. Ms. Wilder recommended it be on a consensus basis.

## Item 2 Chair Hyde (continued)

Karen Stone, Vice President and General Counsel, said she would send e-mail to the Board tomorrow with the results of the on-line survey for each of our four presidential finalists.

On March 6th, the UNF Board of Trustees will submit required material to the Florida Board of Governors (BOG) related to confirmation of the President-elect. On March 29th, The BOG will meet on UNF’s campus and is expected to vote on the president-elect.

Ms. Ashton told the Board that she would communicate to the media. Tuesday morning she will send an e-mail on Chair Hyde’s behalf to civic and counsel leaders, mayor, former UNF Trustees, BOG, Chancellor, and elective officials.

After the president-elect has been selected, Spinnaker will be live; Ann McCollum will send an e-mail to the Foundation Board and Chair Hyde will send out an e-mail.

Meeting was adjourned at 4:13 p.m.