## MINUTES

### Members Present

Sharon Wamble-King, Joy Korman, Radha Pyati, Adam Hollingsworth, Hans Tanzler, Stephen Joost, Doug Burnett, Kevin Hyde, Wilfredo Gonzalez, and Thomas Bryan

### Also Present

Vikki Shirley, Governor Jay Patel and Karen Stone

### Members Absent (excused)

Thomas Beaucham, Fred Franklin, and Oscar Munoz

## **Item 1 Call to Order**

Trustee Korman called the meeting to order.

## **Item 2 Open Comments**

Chair Korman offered the opportunity for public comment. No comments were made.

The Board began with a general discussion of issues associated with the selection, employment and evaluation of a new president, including compensation structure, goals setting and the presidential evaluation process.

Governor Patel shared his experience as a former University of West Florida Trustee, including the goals setting and evaluation process employed by the University of West Florida Board of Trustees.

There was consensus that prior to making decisions on these important issues, the Board needs to continue its discussion from the September 2017 retreat on the strategic direction of the University and, flowing from those, the key qualities the Board seeks in its next President. It was noted that the Board made great progress at its September retreat and that next steps should include refinement and affirmation of Board consensus around issues of strategic importance and desired Presidential leadership characteristics. During the retreat, much time was taken in reviewing the surveys, feedback and comments in open forums from students, faculty, alumni and the broader community. The Board agreed that the next steps should include discussion and decisions around the following:

1. Based on critical feedback from university constituencies, where does the Board want the University to go over the next three years or so?
2. As a result, what kind of President does the Board want for UNF?
3. What is UNF’s compensation philosophy – university wide?
4. In thinking specifically about presidential compensation, how does UNF’s compensation philosophy impact goals and accountability with the base pay and incentive pay structure of approximately 80% base pay/20% incentive pay? What is expected as part of base pay and what should be achieved to earn incentive pay?

The Board agreed that this work could best start in a small group, then be taken to the entire Board for discussion, modification and consideration for approval. As a result, the Governance Committee was asked to undertake this work and bring forward its recommendation on these key issues for discussion at a Special Board meeting on December 9th. This will allow Trustee Hyde time to update the Presidential Search Committee on the Board’s decisions to assure the Search Committee and Board stay fully aligned.

The Governance Committee plans to undertake this work at meetings on November 15th from 11 a.m. to 1 p.m. and November 29th from 2:00 p.m. to 5 p.m.

In response to a question about the faculty’s perspective on compensation and evaluation, Trustee Pyati indicated that she appreciates there’s pre-work to do. She noted that faculty value the performance metrics as a source measure of student welfare and performance. But she also noted there were other ways to measure student performance and that UNF is working well and serving the region’s needs. Thus, including the state performance

metrics as a part of presidential accountability may be important, but should not be done exclusively or in isolation. She noted that the metrics status for most SUS institutions isn’t the same each year. There’s a natural churn and that success in the metrics may not be sustainable year after year. In addition, she noted that measures of success aren’t limited to the metrics. There’s also fundraising, increased funding of research (which is a big

priority), our student profile, and many other things. She believes that everything that serves the region should be included. Understanding the churn year to year with the metrics, she believes the Board needs to have other goals as well. Trustees agreed and noted that the Board needs a holistic view of performance for the role. It was noted that the performance metrics are one of many key issues to be addressed. Trustees agree the challenge at UNF is the culture and messaging around performance metrics, both of which must change.

## **Item 3 Adjournment**

There being no further business to come before the Board, the meeting was adjourned at 3:15 p.m.