



**Board of Trustees  
Compensation and Labor Committee  
Meeting  
October 23, 2013  
President's Board Room Millican Hall, 3<sup>rd</sup> Floor**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 3:35 p.m. Committee members Olga Calvet, Marcos Marchena, and Clarence Brown were present. Committee member Jim Atchison attended via teleconference.

**MEETING MINUTES**

The minutes of the September 9, 2013, and September 26, 2013, meetings were approved as submitted.

**NEW BUSINESS**

The 2010-13 Goal Accomplishments documented by the University Audit Office (CLC-1)  
The report from the University Audit Office documenting the 2010-13 Goal Accomplishments was presented to the committee. After discussion, the committee members unanimously approved the report.

The Performance Unit Plan payments for the 2010-13 cycle (CLC-2)

The report showing the payments due to the president and senior officers for the 2010-13 cycle of the Performance Unit Plan was presented to the committee. After review and discussion, the committee members unanimously approved the payments for the 2010-13 cycle.

The 2013-16 Performance Incentive Measures and Goals (CLC-3)

The Performance Incentive Measures and Goals for the 2013-16 cycle were presented to the committee. After discussion, the committee members requested an explanation of the range between the levels of proposed philanthropy goals be given at their next meeting on November 14, 2013. Chair Sprouls will speak with Bob Holmes, Vice President for Alumni Relations and Development and CEO of the UCF Foundation, to get clarification for the committee. The committee members unanimously approved the 2013-16 Performance Incentive Measures and Goals as presented with the caveat they have the option to revise it at their next meeting on November 14, 2013, if necessary.

Discussion and approval of the Report on the Assessment of the President's Performance and Recommendation for Compensation (CLC-4)

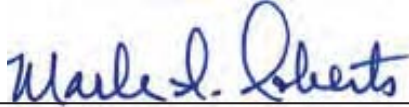
The report of the board's assessment of President Hitt's performance was presented to the committee. The committee members agreed that it was a positive and complimentary review, and Chair Sprouls commented that the president's performance has been spectacular in his years at UCF. The committee members unanimously approved the Report on the Assessment of the President's Performance.

Discussion and approval of the 2013-16 Performance Unit Plan Awards (CLC-5)

The 2013-16 Performance Unit Plan Awards were presented to the committee. An annual assessment of the president's base compensation was also conducted in accordance with the Board of Trustees' Performance and Compensation Review Policy. Committee members recommend the president's 2013-14 salary at the current level, but to signal their appreciation for his stellar performance, recommend that the president's performance incentive award for the next three-year cycle be increased by 4 percent to 2,550 units.

**CLOSING COMMENTS**

There being no further discussion, Chair Sprouls adjourned the meeting at 4:10 p.m.

Respectfully submitted:   
Mark A. Roberts  
Associate Vice President and  
Chief Human Resources Officer

November 14, 2013  
Date