



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Compensation and Labor Committee  
July 20, 2017**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 8:02 a.m. The following committee members were in attendance: Chair John Sprouls, Vice Chair David Walsh, Clarence Brown, Joseph Conte, John Lord, and Chairman Marcos Marchena. Also in attendance were trustees Beverly Seay and William Self.

**MEETING MINUTES**

The minutes of the May 18, 2017, meeting were approved as submitted.

**NEW BUSINESS**

Amendments to University Regulations UCF-3.035 University Closings Due to Emergency Conditions and UCF-3.040 Benefits and Hours of Work (CLC-1) General Counsel Youndy Cook presented proposed amendments to University Regulations UCF-3.035 and UCF-3.040. There being no questions or comments, committee members unanimously recommended the approval of the proposed amendment.

Performance Unit Plan Review (CLC-2) Associate Vice President and Chief Human Resources Officer Maureen Binder introduced the Performance Unit Plan Review by consultant Paul McConnell. McConnell presented his report on the review and the Recommended 2018-20 Performance Incentive Matrix. After discussion, committee members unanimously recommended a modified Matrix, for which the weighting of Objectives / Performance Measures was adjusted to 30 percent for “Scale,” 40 percent for “Excellence,” and 30 percent for “Impact.”

Report on Additional Compensation (INFO-1) Binder presented a report on the university’s payment of Additional Compensation for Employees, including a review of Faculty Overload, as requested during the May 18, 2017, committee meeting.

Annual Presidential Performance and Compensation Review Cycle and Assessment Questions (INFO-2) Chair Sprouls presented the Assessment Questions for the 2017 Presidential Review Process, and in the interest of time, invited committee members to review the questions at their convenience.

**CLOSING COMMENTS**

Chair Sprouls adjourned the meeting at 9:27 a.m.

Respectfully submitted:

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Maureen Binder  
Associate Vice President and  
Chief Human Resources Officer

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Date