



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees
Compensation and Labor Committee Teleconference Meeting
December 12, 2017
4:00 - 4:30 p.m.
President's Boardroom
Conference call-in #: 800-442-5794, passcode 463796**

AGENDA

I. CALL TO ORDER

John Sprouls
Chair, Compensation and Labor Committee

I. ROLL CALL

Elizabeth Richner
Coordinator, Human Resources

II. MEETING MINUTES

- [October 26, 2017, meeting minutes](#)

Chair Sprouls

III. NEW BUSINESS

- The 2017-20 Performance Unit Plan Awards
([CLC-1](#))

Chair Sprouls
Maureen Binder
*Associate Vice President and
Chief Human Resources Officer*

IV. CLOSING COMMENTS

Chair Sprouls



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees
Compensation and Labor Committee
October 26, 2017**

MINUTES

CALL TO ORDER

Chair John Sprouls called the meeting to order at 10:15 a.m. The following committee members attended the meeting: Chairman Marcos Marchena, Chair John Sprouls, Vice Chair David Walsh, Clarence Brown, Joseph Conte, and John Lord. Trustees Nick Larkins, Alex Martins, Beverly Seay, and William Self also attended.

MEETING MINUTES

The minutes of the September 5, 2017, meeting were approved as submitted.

NEW BUSINESS

The 2014-17 Performance Unit Plan Goal Accomplishments (CLC-1)

Chair Sprouls introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who presented the Goal Accomplishments as documented by the University Audit Office. The committee members unanimously recommended the approval of the Goal Accomplishments.

The Performance Unit Plan Payments for the 2014-17 Cycle (CLC-2) Binder presented proposed payments earned by participants in the 2014-17 cycle of the Performance Unit Plan. After discussion, committee members unanimously recommended the approval of the payments.

The 2017-20 Performance Unit Plan Awards (CLC-3) Binder noted that the recommendations for the 2017-20 Performance Unit Plan awards were pending and would be presented at the next committee meeting.

The Annual Report, July 1, 2016-June 30, 2017 (CLC-4) Binder presented President Hitt's Annual Report for July 1, 2016-June 30, 2017. Committee members unanimously recommended the approval of the Report.

Report on the Assessment of the President's Performance and Recommendation for Compensation (CLC-5) Binder presented the annual Assessment of the President's Performance and Recommendation for Compensation. Chair Sprouls commented

that the report was a tribute to President Hitt's leadership and offered his congratulations on the president's 25 years of consistent management and outstanding performance. After discussion, committee members unanimously recommended the approval of the Report and Recommendations.

Amendment to University Regulations UCF-3.001 Non-Discrimination: Affirmative Action Programs, UCF-3.0134 Grievances Alleging Discrimination, and UCF-5.020 Religious Observances (CLC-6) Youndy Cook, Deputy General Counsel, presented amendments to university regulations UCF-3.0134 and UCF-5.020. Committee members unanimously recommended the approval of the proposed amendments.

Revision to University Regulation UCF-3.0122 Resignation and Nonrenewal of Non-unit Faculty and Administrative and Professional Staff Members (CLC-7) Cook presented an amendment to university regulation UCF-3.0122. After clarifying questions, committee members unanimously recommended the approval of the proposed amendment.

Article 5, AFSCME Activities; Article 7, Wages; and Article 13, Change in Assignment; of the Collective Bargaining Agreement between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (CLC-8) Binder presented the reopened articles of the Collective Bargaining Agreement between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees. After clarifying questions, the committee members unanimously recommended the approval of the reopened articles.

CLOSING COMMENTS

Chair Sprouls adjourned the meeting at 10:38 a.m.

Respectfully submitted: _____ Date
Maureen Binder
Associate Vice President and
Chief Human Resources Officer

ITEM: **CLC-1**

**University of Central Florida
BOARD OF TRUSTEES
Compensation and Labor Committee**

SUBJECT: 2017-20 Performance Unit Plan Awards

DATE: December 12, 2017

PROPOSED COMMITTEE ACTION

Recommend approval of the 2017-20 Performance Unit Plan awards.

BACKGROUND INFORMATION

The Performance Unit Plan, approved by the board on May 24, 2007, requires annual board approval of any Performance Unit Plan awards for the president and senior officers.

Supporting documentation:

Attachment A: Performance Unit Plan Awards for 2017-20

Prepared by: Maureen Binder, Associate Vice President and Chief Human Resources Officer

Submitted by: John Sprouls, Chair of the Compensation and Labor Committee

Attachment A

University of Central Florida

Performance Unit Plan Awards for 2017-20

Name	Position	Base Salary	2014-17	2015-18	2016-19	Proposed Units for 2017-20					
						2017-20	Incr #	Incr %	Min	2015-18 Target	Max
Whittaker, Dale	Provost and Executive Vice President, Academic Affairs	\$421,352	530	560	577	589	12	2%	\$14,714	\$58,854	\$88,281
German, Deborah	VP and Dean, Medical Affairs	\$589,893	740	780	808	824	16	2%	\$20,604	\$82,416	\$123,624
Klonoff, Elizabeth	VP, Research, and Dean of Graduate Studies	\$265,850	0	0	364	371	7	2%	\$9,282	\$37,128	\$55,692
Merck, William	VP, Administration and Finance	\$342,348	410	460	469	478	9	2%	\$11,960	\$47,838	\$71,757
Morseberger, Michael	VP, Development and Alumni Relations	\$447,686	0	600	613	625	12	2%	\$15,632	\$62,526	\$93,789
Cole, Scott	VP and General Counsel	\$294,946	380	390	404	412	8	2%	\$10,302	\$41,208	\$61,812
Heston, Grant	VP, Communications and Marketing	\$236,842	300	320	325	332	7	2%	\$8,288	\$33,150	\$49,725
Holsenbeck, Daniel	Senior VP, University Relations	\$252,811	310	340	346	353	7	2%	\$8,823	\$35,292	\$52,938
Ehasz, Maribeth	VP, Student Development and Enrollment Services	\$263,345	320	350	361	368	7	2%	\$9,206	\$36,822	\$55,233
Schell, Rick	VP and Executive Chief of Staff, Office of the President	\$242,277	300	320	332	339	7	2%	\$8,466	\$33,864	\$50,796
Hartman, Joel	VP, Information Technologies and Resources	\$319,112	0	420	437	446	9	2%	\$11,144	\$44,574	\$66,861
	SubTotal	\$3,676,462	3,290	4,540	5,036	5,137	101		\$128,418	\$513,672	\$770,508
Hitt, John ¹	President	\$606,876	2,630	2,788	2,940	3,028	88	3%	\$75,705	\$302,820	\$454,230
	Total	\$4,283,338	5,920	7,328	7,824	8,165	189		\$ 204,123	\$ 816,492	\$ 1,224,738

¹ Approved by the board of trustees on October 26, 2017