



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Compensation and Labor Committee Teleconference Meeting  
May 24, 2018  
FAIRWINDS Alumni Center  
8:30 – 9:00 a.m.  
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**

- [March 13, 2018, meeting minutes](#)

Chair Sprouls

**III. NEW BUSINESS**

- 2016-19 Revised Performance Incentive Measures and Goals ([CLC-1](#))
- 2017-20 Revised Performance Incentive Measures and Goals ([CLC-2](#))

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

Chair Sprouls  
Maureen Binder

**IV. CLOSING COMMENTS**

Chair Sprouls



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Compensation and Labor Committee  
March 13, 2018**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 8:00 a.m. The following committee members attended the meeting by teleconference call: Chairman Marcos Marchena, Chair John Sprouls, Vice Chair David Walsh, Joseph Conte, and John Lord. Trustees Ken Bradley and Danny Gaekwad also attended the meeting.

**MEETING MINUTES**

The minutes of the January 18, 2018, meeting were approved as submitted.

**NEW BUSINESS**

Presidential Employment Agreement (CLC-1) Chair Sprouls introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who presented the Employment Agreement. After discussion, committee members unanimously recommended approval of the agreement.

**CLOSING COMMENTS**

Chair Sprouls adjourned the meeting at 8:10 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:** 2016-19 Revised Performance Incentive Measures and Goals

**DATE:** May 24, 2018

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**PROPOSED COMMITTEE ACTION**

Recommend approval of Revised 2016-19 Performance Incentive Measures and Goals for the president and senior officers.

**BACKGROUND INFORMATION**

The Performance Unit Plan (PUP), approved by the board on May 24, 2007, requires annual board approval of the Performance Incentive Measures and Goals. University Audit recommends the Revised 2016-19 Performance Incentive Measures and Goals.

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**Supporting documentation:**

Attachment A: Revised PUP Measures and Goals for 2016-19

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

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

## Proposed PUP Measures and Goals for 2016-19

		Fiscal Year Results			Average or Total Over Three-Year Cycles			Proposed 2016-19 Performance Goals		
Performance Measure	Weight	2013-14	2014-15	2015-16	2011-14	2012-15	2013-16	Min	Target	Max
<b>Quality of Education</b>										
Average six-year graduation rates for FTIC students in the 2010, 2011, and 2012 cohorts.	22%	67.4% 2007 cohort	69.7% 2008 cohort	70.6% 2009 cohort	65.1% average over 2005, 2006, 2007 cohorts	67.4% average over 2006, 2007, 2008 cohorts	69.2% average over 2007, 2008, 2009 cohorts	69.7%	70.2%	70.7%
Average of the one-year retention rates for FTIC students in the 2015, 2016, and 2017 cohorts.	12%	87.1% 2012 cohort	87.5% 2013 cohort	89.1% 2014 cohort	87.4% average over 2010, 2011, 2012 cohorts	87.5% average over 2011, 2012, 2013 cohorts	87.9% average over 2012, 2013, 2014 cohorts	89.1%	89.6%	90.1%
Degrees awarded to FCS Associates transfer students over 2016-17, 2017-18, and 2018-19.	22%	6,249	6,391	6,449			6,363 average	6,576	6,642	6,708
<b>External Support</b>										
Average extramural funding raised per tenured and tenure-track faculty member FTE for 2016-17, 2017-18, and 2018-19.	17%	\$154,253 per FTE 850.6 FTE \$131,207,263 total funding 2013-14	\$152,868 per FTE 853.0 FTE \$130,396,597 total funding 2014-15	\$154,419 per FTE 932.0 FTE \$143,918,147 total funding 2015-16	\$149,318 per FTE 856.8 FTE \$123,013,153 average funding 2013-14	\$144,672 per FTE 855.7 FTE \$123,717,185 average funding 2014-15	\$153,847 per FTE 878.5 FTE \$135,174,002 average funding 2015-16	\$145,000 Per FTE	\$152,000 Per FTE	\$160,000 Per FTE
Total philanthropy to the UCFF and UCF Athletics Program without Courtelis or state matching funds, but including planned gifts, gifts-in-kind, and pledges for the period of July 1, 2016 to June 30, 2019.	17%	\$43,256,323 2013-14	\$51,437,096 2014-15	\$55,640,072 2015-16	NA Measure did not include pledges in this cycle, so not comparable to future cycles	\$143,341,085 total over 2012-15	\$150,333,491 total over 2013-16	\$130,000,000	\$150,000,000	\$170,000,000
<b>BOG Performance Funding Benchmarks</b>										
Maintain UCF's performance and standing as a top tier SUS institution. Average of final performance funding rankings from 2017, 2018, and 2019.	10%	Top 3 Tied 2014	Top 3 Alone 2015	Top 1 Tied 2016	Top 3	Top 3	Top 2	Top 3 Alone	Top 2 Tied	Top 2 Alone

**ITEM:** **CLC-2**

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

**SUBJECT:** 2017-20 Revised Performance Incentive Measures and Goals

**DATE:** May 24, 2018

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**PROPOSED COMMITTEE ACTION**

Recommend approval of Revised 2017-20 Performance Incentive Measures and Goals for the president and senior officers.

**BACKGROUND INFORMATION**

The Performance Unit Plan (PUP), approved by the board on May 24, 2007, requires annual board approval of the Performance Incentive Measures and Goals. University Audit recommends the Revised 2017-20 Performance Incentive Measures and Goals.

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**Supporting documentation:**

Attachment A: Revised PUP Measures and Goals 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

### Revised PUP Measures and Goals for 2017-20

#### 2017-20 Performance Incentive Matrix

Objective / Performance Measure	Weight	Performance Goals / Percent Earned			Actual Performance	% Earned	Weighted % Earned
		Minimum	Target	Maximum			
		25%	100%	150%			
<b>Scale x</b> Total extramural research, gifts measured in attainment, and Faculty Practice Plan revenue over 2017-18, 2018-19, and 2019-20 <i>(Shown in \$000s)</i>	30%	516,688	537,212	553,631	537,212	100.0%	30.00%
<b>Excellence =</b> Total number of <u>Preeminence</u> Metrics achieved during performance period 2017-18, 2018-19, and 2019-20 (Based on SUS measures)	40%	21	24	28	24	100.0%	40.00%
<b>Impact</b> Total number of <u>Degrees Awarded</u> during performance period 2017-18, 2018-19, and 2019-20 (Excludes certificates and honorary degrees)	30%	48,000	50,000	51,500	50,000	100.0%	30.00%
<b>Total</b>	<b>100%</b>						<b>100.00%</b>