



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees
Compensation and Labor Committee Meeting
November 15, 2018
8:30 a.m. – 9:00 a.m.
FAIRWINDS Alumni Center
800-442-5794, passcode 463796**

AGENDA

I. CALL TO ORDER

John Sprouls
Chair, Compensation and Labor Committee

II. ROLL CALL

Elizabeth Richner
Coordinator, Human Resources

III. MEETING MINUTES

- [September 27, 2018, meeting minutes](#)

Chair Sprouls

IV. NEW BUSINESS

- Proposed Presidential Goals ([INFO-1](#))

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

V. CLOSING COMMENTS

Chair Sprouls



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees
Compensation and Labor Committee
September 27, 2018**

MINUTES

CALL TO ORDER

Chair John Sprouls called the meeting to order at 8:34 a.m. The following committee members attended the meeting: Chairman Marcos Marchena, Chair John Sprouls, Vice Chair David Walsh, Joseph Conte, and John Lord. Trustee Bill Self also attended the meeting.

MEETING MINUTES

The minutes of the August 14, 2018, meeting were approved as submitted.

NEW BUSINESS

Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the Police Benevolent Association (CLC-1) Chair Sprouls introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who presented the Collective Bargaining Agreement. After discussion, committee members unanimously recommended approval of the Agreement.

Impact Bargaining Between the University of Central Florida Board of Trustees and the United Faculty of Florida - BOT Proposal #2 (CLC-2) Chair Sprouls introduced Sherry Andrews, Associate General Counsel and Associate Provost, who presented the impact bargaining Proposal. After discussion, committee members unanimously recommended approval of the Proposal.

CLOSING COMMENTS

President Dale Whittaker thanked the United Faculty of Florida for their engagement. Whittaker commented that together with the approval of CLC-2, revisions to required elements of course syllabi will enhance feedback to students and predictive analytics to support student success.

There being no further comments, Chair Sprouls adjourned the meeting at 8:58 a.m.

Reviewed by:

_____	_____
John Sprouls Chair Compensation and Labor Committee	Date

Submitted by:

_____	_____
Grant J. Heston Associate Corporate Secretary	Date

ITEM: **INFO-1**

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

SUBJECT: **Proposed Presidential Goals**

DATE: **November 15, 2018**

PROPOSED COMMITTEE ACTION

President Whittaker's proposed goals for 2018-19 are presented.

BACKGROUND INFORMATION

The employment agreement between the University of Central Florida Board of Trustees and A. Dale Whittaker states that Dr. Whittaker shall provide to the Chair of the Board of Trustees' Compensation and Labor Committee a list of proposed goals and objectives on or before November 1 of each year. These proposed goals are presented to the committee for review.

Supporting Documentation: Attachment A (President Whittaker 12 Month Goals, 2018-19)

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

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

Attachment A

President Whittaker 12 Month Goals, 2018-19

Excellence

1. Return to the top three in the Board of Governors' Performance-Based Funding rankings
2. Accelerate progress toward achieving preeminence
3. Exceed 90 percent first-year retention rate and accelerate progress toward 60-percent four-year graduation rate
4. Initiate Presidential Faculty Fellowship Program
5. Develop, prior to the conclusion of the IGNITE campaign, a process to prioritize "Big Bets" worthy of philanthropic investment, with specific targets and intended outcomes for our interim "campaign"
6. Ensure UCF Lake Nona Medical Center construction is kept on schedule
7. Add 100 new members of the Millican Society; increase alumni donors to more than 26,000
8. Continue successful transition of Arecibo Observatory to UCF and its progress toward financial independence

Leadership

1. Launch presidential vision at Inauguration
2. Successfully complete the IGNITE campaign
3. Usher in a new era of prosperity, partnership and possibility by opening the UCF Downtown campus
4. Complete, accept and implement recommendations from the Association of Governing Boards about how university leadership can support the Board of Trustees' fiduciary and governance responsibilities
5. Hire new Vice President of Equity, Diversity & Inclusion to lead and organize the pursuit of inclusive excellence at UCF
6. Complete external review with recommendations to evaluate organizational effectiveness and improvements for Administration & Finance and hire new leadership
7. Begin process for developing new strategic plan to commence in 2021

Attachment A

President Whittaker 12 Month Goals, 2018-19

Relationships

1. Impact SUS discussions about the future of performance-based funding for Florida's state universities
2. Be visible and engaged with students, faculty staff and alumni to solicit ideas for the future and to increase support and enthusiasm for UCF's mission
3. Spend a significant amount of time with major influencers, and with large groups of prospective donors, to increase philanthropic, community and political support
4. Meet with Florida's congressional delegation, with initial focus on Central Florida Congressional districts to communicate research strengths and build advocacy base for increased federal support
5. Engage with statewide legislative leaders; meet with the "Knight Caucus" to communicate UCF's Legislative funding and policy priorities for the 2019 session
6. Develop and strengthen relationships through regular communication with members of the Board of Governors and the Chancellor