



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Compensation and Labor Committee  
February 19, 2020**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 3:02 p.m. The following committee members attended the meeting: Chair John Sprouls, Vice Chair Michael Okaty, Ken Bradley, Harold Mills and board chair Beverly Seay. Board member David Walsh also attended the meeting.

**MEETING MINUTES**

The minutes of the September 17, 2019, meetings were unanimously approved as submitted. Trustee Mills moved, seconded by Trustee Bradley.

**NEW BUSINESS**

Presidential Assessment Criteria (CLC-1). Committee Chair Sprouls introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who presented an overview of the draft proposed presidential performance assessment criteria. During discussion, Trustee Mills recommended that financial acumen and the university's performance-based funding (PBF) be emphasized on the assessment. Board Chair Seay concurred, further noting her opinion that UCF reaching state university "Preeminent" status be stated as a stretch goal in a criterion regarding PBF. Chair Seay also stated her agreement with Trustee William Self's comments to the Presidential Search Committee requesting the addition of "a respect and concern for faculty" within Criterion #2. Seay additionally requested that the assessment place more emphasis on fundraising. Trustee Bradley suggested adding additional criteria specifically for "Relationship with Governance" to include the board of trustees and other government agencies, including the Board of Governors. Trustee Bradley further recommended defining the criteria in more actionable terms. Trustee Mills recommended adding benchmarks and metrics for tracking. Finally, Trustee Bradley finally suggested that the incoming president may add to the assessment criteria post-hire.

Noting the sufficiency of the current assessment draft for negotiation purposes, the Committee moved to table CLC-1 with a request for Maureen to make changes and reintroduce updated document at the next meeting.

Presidential Executive Compensation Analysis (CLC-2). Chair Sprouls again introduced CHRO Maureen Binder, who introduced Yelena Stiles and Jason Adwin from Segal, who presented a summary of the Presidential Executive Compensation Analysis. After discussion about details in the report, Trustee Bradley motioned and Vice Chair Okaty provided a second to approve the item.. Committee members voted unanimously to move CLC-2 forward.

Termination of the Performance Unit Plan (CLC-3). Committee Chair Sprouls again introduced CHRO Binder, who discussed the option of terminating the Performance Unit Plan (PUP). Interim President Seymour commented that he supports termination of the PUP and noted that UCF's current leadership team is committed to the university for reasons beyond compensation. Seymour argued that the vice presidents find fulfillment and have a passion for working for students and will work just as hard without the PUP. Trustee Mills discussed his desire to re-introduce a performance-based incentive plan next year if the current plan is terminated. Chair Sprouls asked Maureen to research another incentive pay vehicle after the new president is hired. A motion to approve CLC-3 was given by Trustee Bradley and seconded by Vice Chair Okaty. Committee members voted unanimously to move CLC-3 forward.

Performance Unit Plan Award 2015-2018 Discussion (CLC-4). CHRO Maureen Binder conveyed the desires of the vice presidents to eliminate 2015-2018 PUP payments in light of the currently adverse financial conditions. Interim President Seymour also noted that staff did not receive wage increases raises last year. Chair Sprouls discussed concerns of legal risk if 2015-2018 awards are not paid. Scott Cole, Vice President and General Counsel, advised that the determination is ultimately up to the Board and did not believe there would be a legal risk in award elimination. A motion to approve CLC-4 was provided by Trustee Bradley and seconded by Vice Chair Okaty. Votes for moving CLC-4 forward given by Chair Sprouls, Vice Chair Okaty, and Trustee Bradley. Trustee Mills voted against the motion.

## **CLOSING COMMENTS**

Chair Sprouls adjourned the meeting at 4:50 p.m.

Reviewed by:

  
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John Sprouls  
Chair

Compensation and Labor Committee

6-30-20  
Date

Submitted by:

  
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Janet Owen  
Associate Corporate Secretary

6/30/2020  
Date