



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Compensation and Labor Committee  
August 12, 2020**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 3:37 p.m. The following committee members attended the meeting: Chair John Sprouls, Vice Chair Michael Okaty, Ken Bradley, Joseph Conte, and board chair Beverly Seay. Trustee Joseph Harrington also attended the meeting.

**MEETING MINUTES**

The minutes of the April 21, 2020, meetings were unanimously approved as submitted. Trustee Conte moved to approve and Committee Chair Sprouls seconded.

**NEW BUSINESS**

FY21 Compensation and Labor Committee Annual Plan (INFO-1). Committee Chair Sprouls summarized the committee work plan for the fiscal year. Trustee Harrington clarified that the Article 23 scheduled to be considered at the October committee meeting is from the Collective Bargaining Agreement with the United Faculty of Florida.

Compensation and Labor Committee Charter Amendments (CLC-1). Committee Chair Sprouls introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who summarized proposed amendments to the Compensation and Labor Committee Charter. Binder highlighted two updates: establishment of the presidential goals in consultation with the chair of the board, and recommendation of the presidential goals to the board by the committee in the fall of every year. Motion to approve the amendments was made by Trustee Conte, seconded by Trustee Bradley. Committee members voted unanimously to approve.

President's FY21 Goals (CLC-2). Committee Chair Sprouls reminded the committee that the board voted to terminate the Performance Unit Plan at the February 20, 2020, meeting, and that the committee had tabled discussion of the president's assessment criteria to consider the setting of new presidential goals. Sprouls noted his request that staff present at the next meeting a plan for presidential assessment and benchmarking based on these goals, engaging outside consulting as needed. Sprouls introduced President Alexander Cartwright, who discussed his proposed goals for the fiscal year. A motion to approve the president's goals was made by Trustee Conte, seconded by Trustee Bradley. Questions and discussion included a request for associating the goals with quantitative metrics and utilizing existing

data, particularly the results of recent campus surveys. Committee members voted unanimously to move the proposed goals to the full board for approval.

**CLOSING COMMENTS**

There being no additional new business, Chair Sprouls adjourned the meeting at 3:58 p.m.

Reviewed by:



John Sprouls  
Chair  
Compensation and Labor Committee

*10-8-20*

Date

Submitted by:

*Janet D. Owen*

Janet Owen  
Associate Corporate Secretary

11/05/2020

Date