



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Compensation and Labor Committee  
June 16, 2021**

**MINUTES**

**CALL TO ORDER**

Chair Joseph Conte called the meeting to order at 9:55 a.m. The following committee members attended the meeting: Chair Joseph Conte, Vice Chair Michael Okaty, Trustee Alex Martins, and board chair Beverly Seay. Trustees Joseph Harrington, John Miklos, Tiffany Altizer, and Meg Hall also attended the meeting.

**MEETING MINUTES**

The minutes of the February 10, 2021, meeting were unanimously approved as submitted. Trustee Martins moved to approve and Vice Chair Okaty seconded.

**NEW BUSINESS**

Presidential Assessment and Incentive Plan (CLC-1). Committee Chair Conte introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who summarized her work on the initiative with Segal, Inc. and Board Chair Seay. Binder presented background information regarding BOG and BOT requirements for presidential assessment as well as President Cartwright's employment agreement, which provides for an annual incentive award, up to 50% of his base pay, based on the accomplishment of his annual goals. As a reminder, Ms. Binder noted the President's annual goals were approved during the August 12, 2020, meeting.

Board Chair Bev Seay then provided detail on the assessment and incentive plan, including the assessment criteria, incentive goals and weighting, and process and timeline. The committee voted unanimously to recommend approval of the assessment instrument and incentive plan for Fiscal year 2020-21. Vice Chair Okaty moved to approve, and Trustee Martins seconded. Binder noted that updated criteria for Fiscal Year 2021-22 will be proposed to the Governance Committee in October.

**CLOSING COMMENTS**

There being no additional new business, Chair Conte adjourned the meeting at 10:10 a.m.

Reviewed by:

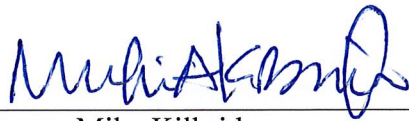


Joseph Conte  
Chair  
Compensation & Labor Committee

12-2-20 21

Date

Submitted by:



Mike Kilbride  
Associate Corporate Secretary

12/13/21

Date