



UNIVERSITY OF CENTRAL FLORIDA BOARD OF TRUSTEES POLICY

Presidential Performance and Compensation Review

This policy supplements Florida Board of Governors regulations that require an annual evaluation of the president's performance, goals, and compensation by the UCF Board of Trustees. It details the purposes and process by which the president's performance and compensation shall be reviewed on an annual basis.

Annual Evaluation

Purpose

The purpose of the annual evaluation is to enable the president to strengthen his or her performance, to enable the president and the board of trustees to reset mutually agreeable goals, and to inform annual decisions on compensation adjustments and other terms of employment.

Responsibility

It shall be the responsibility of the board of trustees to assess the president's performance, goals, and compensation annually. The board delegates to the UCF Governance Committee, the responsibility for organizing and conducting the process with the president.

Process

The president shall provide a written management review statement and annual self-assessment to trustees for the further review and consideration of the committee. Normally, unless revised by the Governance Committee in consultation with the president in the intervening period, the statement format will remain the same year-to-year. In addition, the board chair shall request participation from the chair of the Board of Governors, who may involve the Chancellor, during the annual evaluation process. This participation will include a review of the president's responsiveness to the Board of Governors' strategic goals and priorities, and the president's compliance with system-wide regulations. The management review statement, any supplemental information the committee may have requested of the president, and any supplemental information the committee has developed shall be sent to all trustees and to the president before the board of trustees meeting at which the president's review, goals, and compensation will be acted upon. The president will attend this meeting. A staff member shall be assigned to work directly with the committee.

Outcomes

After the board's deliberation and action, minutes shall be published that document the review of the president's performance and compensation.

History: New 11-30-2004; Revised 3-21-2013, 9-23-2021, 9-28-23

Authority: BOG Regulation 1.001