



Executive Committee Meeting		
6.21.2017	12:30 p.m.	Browning Conference Room
Meeting Type	Executive Committee	
Note taker	Penny Howard	
Attendees	Mr. Billy Atkins	Yes
	Ms. Katherine Cannata	Teleconference
	Mr. Mike O'Malley	Yes
<p>The meeting was called to order by Trustee O'Malley. Dannelle Whiteside called the roll. Trustee O'Malley and Trustee Atkins were physically present and Trustee Cannata was present by teleconference. A physical quorum was present.</p>		
President's Incentive Payment for 2016-2017		
Discussion		
<p>Vice President for Finance and Administration Mitch Robinson was asked to present information regarding the president's Incentive Payment Plan for 2016-2017. President White had requested that TBR Vice Chancellor Flora Tidings defer the decision concerning this matter to the Austin Peay State University Board of Trustees. Materials were sent to the trustees prior to this meeting for their review.</p> <p>Mr. Robinson explained the current incentive process and answered questions from the Board of Trustees. The board discussed the vice chancellor's recommendation of \$10,942.00 and asked Mr. Robinson if there were sufficient funds available in the budget to fund the incentive. He stated there are.</p> <p>Discussion continued. The trustees agreed that the current plan is difficult to interpret and they would like to simplify it going forward. It was suggested that the board pick the five most important things to be measured and base the incentive bonus on how well the president is meeting these goals.</p>		
Conclusions		

Trustee O'Malley made a motion to approve a \$15,233 incentive payment for 2016-2017. It was seconded by Trustee Cannata. A roll call vote passed unanimously with three votes.

Follow-up Items	Person	Deadline
N/A		

**Information Item - President's Base Compensation, Incentive and Performance Evaluation Plan**

Discussion
<p>President White chose to dismiss herself from this discussion.</p> <p>Mitch Robinson explained the current plan for the president's base compensation, incentive and performance evaluation. He stated that the current formula has been used for many years and should be recalculated and increased since Austin Peay State University has become a Master Large institution. There had been no increase in compensation in 2011 when the status change occurred.</p> <p>There was discussion regarding compensation for presidents of other universities in the state and region and inquiry as to where Austin Peay State University's president's salary falls within this range. It was determined that it falls very near the bottom. The trustees concern is that Austin Peay's salary is not enough to keep it fair and competitive in attracting and keeping a President. Based on that, Austin Peay may be considered a stepping stone for some presidents who would like to move on to a larger university. Austin Peay is known for doing more with less. However, the salaries for presidents, faculty and staff remain below the median range of the current plan. It is important to find an appropriate way to determine salaries as well as incentive plans for the president and other employees of the university.</p>

Conclusions
<p>Trustee Atkins will be working with Mitch Robinson in the upcoming weeks to develop a matrix that's easy to understand and is measurable. Some of the goals for President White to work toward achieving in relation to the incentive plan should be enrollment, graduation rates, retention, fund raising, new academic programs and the strategic plan. Mitch Robinson will also be working with Trustees O'Malley and Cannata by phone to draft a new plan to present to the whole board at its next meeting.</p>

Follow-up Items	Person	Deadline
Matrix Creation	M. Robinson	Mid-August

Miscellaneous
Discussion

Trustee O'Malley thanked everyone for participating in the meeting. He moved to adjourn the meeting. Trustee Atkins seconded the motion. The meeting adjourned at 1:40 p.m.

*Michael P. O'Malley*

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Signature

September 15, 2017

Date