



Executive Committee Meeting		
9-14-2017	3:28 p.m.	417 College Street
		Clarksville, TN 37040
Meeting Type	Executive Committee	
Note taker	Penny Howard	
Attendees	Mr. Billy Atkins	Yes
	Ms. Katherine Cannata	Yes
	Mr. Mike O'Malley	Yes
Trustee O'Malley called the meeting of the executive committee to order. Dannelle Whiteside called the roll. A quorum was present.		
Presidential Evaluation and Compensation Plan		
Discussion		
<p>Trustee Atkins informed the committee that he had been working with Mr. Mitch Robinson, Vice President for Finance and Administration, to create a presidential evaluation and compensation plan. Before discussion began, President White excused herself from the meeting.</p> <p>Mr. Robinson discussed the plan that he and Trustee Atkins have been working on and will be presenting to the Board at the September 15<sup>th</sup> meeting. The plan is predicated on peer groups comparing the President of Austin Peay State University's salary with five other universities in the state. Austin Peay State University's president's salary is the lowest among those compared. Mr. Robinson stated that since the October 2016 revised budget, some salaries at the other universities have increased. Trustee Atkins believes that Austin Peay needs to increase its president's salary in order to attract prospective presidents as well as to retain them. He proposed a 10% increase including the 2% across the board increase that was received by Austin Peay employees this year. Although this will still not put the president's salary at the</p>		

median range, it is possible that adjustments would be made over the next 3 years to get the salary range up to other universities and the median range. Trustee Cannata stated that to get the salary closer to the median sooner, perhaps more than 10% should be recommended and perhaps another 10% next year. There was some concern over defending such an increase to THEC going forward.

Trustee Cannata asked if the President receives a bonus as well. Mr. Robinson stated that the president has received incentive bonuses in the past and described to the executive committee the incentive plan. Mr. Robinson also described the criteria from the master plan outlining a point system that could possibly be used to determine compensation for the president in the future. These include such things as enrollment growth, graduation rate increase, fundraising, program development and athletics. There will also be a Board component in the plan which includes the president's evaluation, employee retention and a satisfactory evaluation of the president from the Board. After more discussion, the committee decided that the increase in the president's salary this year should be 10% in addition to the 2% across the Board which would amount to \$293,200.00.

Conclusions

Trustee O'Malley called for a motion. Trustee Cannata motioned to approve the presidential evaluation and compensation plan. The motion was seconded by Trustee Atkins. A voice vote was taken and passed unanimously with 3 yes votes.

**Follow-up Items**

**Person**

**Deadline**

**Update on APSU's Affirmative Action Plan**

Discussion

Trustee O'Malley asked Ms. Sheila Bryant, Director of Equal Opportunity and Affirmative Action, to explain the University's affirmative action plan. She described the rules and regulations of the plan to the committee. She stated that Austin Peay State University is at parity in regard to staff, however, is not at parity with faculty and administration. She described that the University, through its leadership, is continuing efforts to move the needle toward parity in those areas.

Conclusions

Trustee O'Malley thanked Mrs. Bryant for sharing information about this plan. Because this was an information item, no vote was taken.

**Follow-up Items**

**Person**

**Deadline**

**Miscellaneous**

Discussion

Trustee Atkins gave a special thank you to McCartney Andrews and Mr. Robinson for all the hard work that they have put into the presidential evaluation and compensation plan. Trustee O'Malley thanked them as well and then made a motion that the

meeting adjourn. The motion was seconded by Trustee Cannata and the meeting adjourned at 4:12 p.m.

*Michael P. D'Malley*

Signature

September 15, 2017

Date