



Executive Committee Meeting		
6.4.2020	1:30 p.m.	Technology Building Clarksville, TN 37044
Meeting Type	Executive Committee Meeting	
Note Taker	Joanne Shepard	
Attendees		Present (Y/N)
	Mr. Mike O'Malley	Y (Electronic)
	Mr. Billy Atkins	Y
	Ms. Katherine Cannata	Y (Electronic)
	Dr. Alisa White, President	Y
	Dannelle Whiteside, Vice President for Legal Affairs and Secretary to the Board	Y (Electronic)
Call to Order		
Discussion		
Trustee O'Malley called the meeting to order at 2:48 p.m.		
Roll Call/Declaration of a Quorum		
Discussion		
<p>Trustee Atkins was physically present. Trustee Cannata and Trustee O'Malley participated by teleconference. As she called the roll, Ms. Dannelle Whiteside asked those participating by teleconference if they could hear clearly and if there were other people present with them at their locations. All trustees stated they could hear clearly. Trustee Atkins was in the room with President Alisa White, Interim Provost Karen Meisch, and McCartney Johnson. Trustee Cannata and Trustee O'Malley stated that they were alone.</p> <p>After calling the roll, Ms. Whiteside did not detect a physical quorum present; however, a quorum existed by the inclusion of those members participating by electronic means. Ms. Whiteside stated pursuant to Executive Order 19, enacted on March 20, 2020 and extended pursuant Executive Order 34 enacted on May 6, 2020, this Board is able to hold its meeting by electronic means in the absence of a</p>		

physical quorum with the necessity being to protect the health, safety, and welfare of Tennesseans in light of the COVID-19 outbreak.

Conclusions

Trustee O'Malley moved that necessity had been established to hold this meeting in the absence of a physical quorum. The motion was seconded by Trustee Atkins. A roll call vote was taken and carried unanimously with 3 trustees voting yes.

Billy Atkins:	Yes
Katherine Cannata:	Yes
Michael O'Malley:	Yes

Yes: 3, No: 0

Action Item A - Consideration of the Presidential Performance Evaluation for Fiscal Year 2019-2020

Discussion

Trustee O'Malley recognized Mr. Mitch Robinson, Vice President for Finance and Administration, who provided information on the Presidential Performance Evaluation and Incentive Payment for fiscal year 2019-2020. Mr. Robinson stated that the performance evaluation and incentive payment for the President are based on six criteria. The six criteria are enrollment, graduation rate, fundraising, program development, athletics and Board of Trustees' discretion. Based upon her performance on the evaluation, the incentive payment was calculated to be \$30,654.

Trustee Atkins reported that he received favorable comments of President White's performance from the city and county mayors and the executive director of the Tennessee Higher Education Commission. Ms. Whiteside stated that she administered a survey to the trustees, and a separate survey was administered to the President's direct reports, to gather feedback on President White's performance.

Conclusions

Trustee Cannata moved to approve the summative results of the Presidential Evaluation for fiscal year 2019 - 2020. The motion was seconded by Trustee Atkins. A roll call vote was taken and carried unanimously with 3 trustees voting yes.

Billy Atkins:	Yes
Katherine Cannata:	Yes
Michael O'Malley:	Yes

Yes: 3, No: 0

Action Item B - Review of the Presidential Base Compensation, Performance Evaluation, and Incentive Plan for Fiscal Year 2020-2021

Discussion

Trustee O'Malley recognized Vice President Robinson to present the information on the Presidential Base Compensation, Performance Evaluation and Incentive Plan for fiscal year 2020-2021. The plan will be used to set the base compensation for the President, evaluate the President and set an incentive amount for fiscal year 2020-2021.

Conclusions

Trustee Atkins moved to approve the Presidential Base Compensation, Performance Evaluation, and Incentive Plan for Fiscal Year 2020-2021. The motion was seconded by Trustee Cannata. A roll call vote was taken and carried unanimously with 3 trustees voting yes.

Billy Atkins:	Yes
Katherine Cannata:	Yes
Michael O'Malley:	Yes

Yes: 3, No: 0

Action Item C - Consideration of the President's Base Compensation for Fiscal Year 2020-2021

Discussion

Trustee O'Malley recognized Vice President Robinson to present information on the President's base compensation for fiscal year 2020-2021. Mr. Robinson stated that an evaluation of the President's current salary revealed that her compensation is lower than the median of her peer institutions. Peer institutions are identified as Tennessee State University, East Tennessee State University, Tennessee Technological University, Middle Tennessee State University, the University of Memphis, the University of Tennessee at Martin and the University of Tennessee at Chattanooga.

A general discussion following regarding if the salary information for the peer institutions' presidents reflects the current year data.

Conclusions

Trustee Cannata moved to approve the Presidential Base Compensation for Fiscal Year 2020-2021, to include a \$14,232 increase to the president's base annual salary. The motion was seconded by Trustee Atkins. A roll call vote was taken and carried unanimously with 3 trustees voting yes.

Billy Atkins:	Yes
Katherine Cannata:	Yes
Michael O'Malley:	Yes

Yes: 3, No: 0

Adjourn

Discussion

Trustee O'Malley moved to adjourn the meeting. The motion was seconded by Trustee Atkins. The meeting adjourned at 3:04pm.