



Executive Committee Meeting		
6.7.2018		317 College Street Clarksville, TN 37040
Meeting Type	Executive Committee	
Attendees	Mr. Billy Atkins	Yes
	Ms. Katherine Cannata	Yes
	Mr. Mike O'Malley	Yes
	Dr. Alisa White, President	Yes
	Dannelle Whiteside, General Counsel and Secretary to the Board	Yes
Trustee O'Malley called the meeting to order. Board Secretary Dannelle Whiteside called the roll. There was a quorum.		
Presidential Performance Evaluation for Fiscal Year 2017-18		
Discussion		
<p>Trustee O'Malley recognized Mr. Mitch Robinson, Vice President for Finance and Administration, to present information regarding the president's evaluation and incentive compensation. Mr. Robinson stated that performance evaluation and incentive payment for the President are based on six criteria, which are enrollment, graduation rate, fundraising, program development, athletics and Board of Trustees discretion.</p> <p>A motion was made by Trustee Atkins to approve a six percent incentive compensation for the President for the fiscal year 2017-18. Trustee Cannata seconded the motion.</p> <p>A motion was made by Trustee Cannata to approve the summative results of the Presidential Performance Evaluation for fiscal year 2017-18. Trustee Atkins seconded the motion.</p>		
Conclusions		

A voice vote was taken to approve a six percent incentive compensation for the President for the fiscal year 2017-18, and the motion passed unanimously with three voting yes.

A voice vote was taken to approve the summative results of the Presidential Performance Evaluation for fiscal year 2017-18, and the motion passed unanimously with three voting yes.

**Revised Presidential Base Compensation, Performance Evaluation and Incentive Plan for Fiscal Year 2018-19**

Discussion

Trustee O’Malley recognized Mr. Robinson to present the information regarding the revised presidential base compensation, performance evaluation, and incentive plan for fiscal year 2018-19. Mr. Robinson stated that the plan has been revised to align with the University’s strategic plan. The revised plan will be used to set the base compensation for the President, evaluate the President, and set an incentive amount for fiscal year 2018-19.

A motion was made by Trustee Atkins to approve the revised Presidential Base Compensation, Performance Evaluation, and Incentive Plan for fiscal year 2018-19. Trustee Cannata seconded the motion.

Conclusions

A voice vote was taken to approve the revised Presidential Base Compensation, Performance Evaluation, and Incentive Plan for fiscal year 2018-19, and the motion passed unanimously with three voting yes.

Follow-up Items	Person	Deadline
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N/A		
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**President’s Base Compensation for Fiscal Year 2018-19**

Discussion

Trustee O’Malley recognized Mr. Robinson to present information on the President’s base compensation for fiscal year 2018-19. Mr. Robinson stated that an evaluation of the President’s current salary revealed that her compensation is significantly lower compared to other Presidents of peer institutions, including 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 motion was made by Trustee Atkins to approve a 12 percent increase of the President’s base salary for fiscal year 2018-19. Trustee Cannata seconded the motion.

Conclusions

A voice vote was taken to approve a 12 percent increase of the President’s base salary for fiscal year 2018-19, and the motion passed unanimously with three voting yes.

Follow-up Items	Person	Deadline
N/A		

**Appeals and Appearances Before the Board Policy 1:010**

Discussion

Trustee O’Malley recognized Mr. Robinson to present information about changes to Policy 1:010. The Appeals and Appearances Before the Board Policy 1:010 sets the conditions and procedures for appeals to the Board and for appearances before the Board. Mr. Robinson said the proposed changes to the policy included removal of the right to appeal faculty promotions and salary decisions to the Board, resulting in the president becoming the final decision-maker in those matters. Mr. Robinson told the committee that tenure decisions could be appealed to the Board.

A motion was made by Trustee Cannata to approve the revision to Policy 1:010, Appeals and Appearances Before the Board. Trustee Atkins seconded the motion.

Conclusions

A voice vote was taken to approve the revision to Policy 1:010, Appeals and Appearances Before the Board, and the motion passed unanimously with three voting yes.

Follow-up Items	Person	Deadline
N/A		

**Board of Trustees Delegation of Authority Policy 1:024**

Trustee O’Malley recognized Mr. Robinson to present information about Policy 1:024. The Board of Trustees Delegation of Authority Policy 1:024 details the powers and duties of the Board of Trustees and the powers and duties that the Board chooses to delegate to the President. The policy is being updated to allow the President the authority to purchase land, condemn land, erect buildings, and equip buildings with a cost of \$499,999.99 or less.

A motion was made by Trustee Cannata to approve the revision to Policy 1:024, Board of Trustees Delegation of Authority. Trustee Atkins seconded the motion.

Conclusions

A voice vote was taken to approve the revision to Policy 1:024, Board of Trustees Delegation of Authority, and the motion passed unanimously with three voting yes.

Follow-up Items	Person	Deadline

N/A		
<b>Delegation for Confirmation of President's Direct Reports</b>		
Discussion		
<p>Trustee O'Malley recognized Ms. Dannelle Whiteside to present information on the proposed delegation of confirmation of the President's direct reports. Ms. Whiteside stated that the Bylaws of Austin Peay State University give the Board the power to confirm the appointment of the President's direct reports., The President is requesting confirmation be delegated to the Board Chair in order to facilitate the timely hiring of selected individuals. The Board will be apprised of the selection at the next regularly scheduled meeting.</p> <p>A motion was made by Trustee Atkins to approve the proposed delegation of confirmation of the President's direct reports. Trustee Cannata seconded the motion.</p>		
Conclusions		
<p>A voice vote was taken to approve the proposed delegation of confirmation of the President's direct reports, and the motion passed unanimously with three voting yes.</p>		
<b>Follow-up Items</b>		<b>Person</b>
N/A		
<b>Deadline</b>		
<b>University's Investment Policy Statement</b>		
Discussion		
<p>Trustee O'Malley recognized Mr. Robinson to present information regarding the University's Investment Policy Statement. Mr. Robinson explained that the Investment Policy Statement is an understanding between the University, the Investment Consultant (Atlanta Consulting Group) and the underlying investment managers. The University's IPS mirrors that of the APSU Foundation. In this IPS, the University has granted authority for the management of the assets to the Executive Committee of the Foundation via recommendations from its Investment sub-committee. Decisions they make for the Foundation's Endowment Investment Portfolio will be similarly applied to the University's Endowment Investment Portfolio.</p> <p>A motion was made by Trustee Atkins to approve the proposed University's Investment Policy Statement. Trustee Cannata seconded the motion.</p>		
Conclusions		
<p>A voice vote was taken to approve the proposed University's Investment Policy Statement, and the motion passed unanimously with three voting yes.</p>		
<b>Follow-up Items</b>		<b>Person</b>
N/A		
<b>Deadline</b>		
<b>Adjournment</b>		
Discussion		

Trustee O'Malley moved to adjourn the meeting. Trustee Atkins seconded the motion. The meeting adjourned at 3:40 p.m.