



UCF Board of Trustees

Governance Committee

December 5, 2024

Agenda Item

GOVC-1: FY2024 Presidential Assessment and Compensation Review

Proposed Action

The Governance Committee is asked to recommend to the Board of Trustees, on its non-consent agenda, approval of the Presidential Assessment and Compensation Review Executive Summary.

Authority for Board of Trustees Action

Board of Governors Regulation 1.001

Supporting Documentation Included

Attachment A: Presidential Assessment and Compensation Review Executive Summary

Facilitators/Presenters

Alex Martins, Chair, Board of Trustees

Summary of Key Observations/Recommendations

The Board policy on Presidential Performance and Compensation Review complements the Board of Governors requirement that the Board of Trustees conduct an annual evaluation of the President. The policy also includes a requirement to annually assess the President's compensation. Previously, the Board approved an annual incentive award plan and a potential incentive compensation award for Fiscal Year 2024 of up to \$300,000.

The presidential assessment process began with the submission of a written management review statement and annual self-assessment to the trustees. Thereafter, the Vice President and General Counsel conducted individual interviews with all trustees to discuss their assessment of the president based on the approved presidential assessment criteria. The assessment includes two parts: an assessment of the president's leadership competencies and an assessment of the president's progress and accomplishments related to the incentive plan goals. Additionally, the Chair of the Board of Trustees requested input from the Chair of the Board of Governors (BOG).

Based on all feedback received, the Vice President and General Counsel compiled the Presidential Assessment and Compensation Review Executive Summary (Attachment A) in consultation with the Chair of the Board of Trustees.

Additional Background

Board of Governors Regulation 1.001 requires the Board to conduct an annual evaluation of the president. The UCF Board of Trustees Policy on Presidential Performance and Compensation Review specifies the process to be used and assigns responsibility to the Governance Committee to organize and conduct the annual assessment process with the president and review the president's compensation.

Implementation Plan

If approved by the Board of Trustees, the university will promptly update the president's compensation and provide for the payment of any incentive compensation award.

Resource Considerations

If approved, non-state resources would be used to fund the incentive compensation payment and the portion of the salary above \$200,000.