Chairman Richard A. Beard, III, called a meeting by conference call of the University of South Florida Board of Trustees for Thursday, January 13, 2005 at 2:00 p.m. to discuss and approve the Chairman’s recommendation for the President’s annual raise. Notice was served via e-mail to each member of the Board of Trustees on January 6, 2005. (Notice on file in the Board Office.)

Chairman Beard convened the meeting of the University of South Florida Board of Trustees by telephone conference call at 2:05 p.m., with the following members present:

Lee E. Arnold, Jr.
Richard A. Beard, III
Steven G. Burton
Margarita R. Cancio
Bijal Chhadva
Ann Wilkins Duncan
Susan Greenbaum
Rhea F. Law
Kiran Patel
John B. Ramil
Debbie Sembler
Robert L. Soran

Excused Absence
Sonja Garcia

Chairman Beard referred the Board to the background information that was sent to the Board prior to the call and the evaluation that he presented at the August 2004 Board meeting. He highlighted a few major accomplishments during the evaluative timeframe, January 2003 – June 2004. Under her leadership:

- Increase in research funding - approximately $254M to $290M
- Achieved outreach goals including Greater Tampa Chamber of Commerce Committee of 100 Chair (and was asked to serve a second term)
- First SUS university to implement the independent accounting system
- Secured USF Sarasota/Manatee funding for Crosley property; successfully negotiated land gift for USF Lakeland
Successfully established a collective bargaining process that resulted in a faculty contract providing appropriate faculty salary increases. Funding significant faculty salary increases met a priority University goal.

The 5% base salary increase is in line with the USF faculty salary increases. The Chairman noted that he had consulted with our compensation consultant, Mr. Ray Cotton who advised that the raise was well in line with SUS, though under national norm. The President’s annual base salary would increase from $326,400 to $342,720.

In addition, the Chairman recommended that the President receive a 10% performance based bonus (noted that contract allows bonuses based on her performance). The President had met or exceeded performance expectations. Chairman referenced the President’s 2004-05 priorities (includes long and short term goals) and observed that we are moving more toward measurable goals (AAU qualified and our ability to get there).

Chairman explained that he needed a motion and second, to be followed by Board discussion. Clarification was requested and provided to Trustee Chhadva on the process.

Trustee Law moved to accept Chairman Beard’s recommendation; Trustee Arnold and Soran seconded.

Chairman called on Trustee Chhadva for his comments. Trustee Chhadva read a resolution by SG Senate (on file in Board office and SG Senate office) and stated that he does not support the recommended raise and bonus and would prefer it appropriated to other areas. Trustee Chhadva mentioned tuition increases over several years; International students paying $50/semester to cover service. He continued that the students appreciate the President’s hard work, that she is a “phenomenal president” and wondered if the President would leave if she doesn’t get the raise. He noted that the President was given an $80,000 increase in 2002 and the report he saw was 2 years out dated.

Trustee Law commented that they should not be asking “what ifs” and that it’s the Board’s responsibility to guarantee that they never get into a position where that type of question would arise.

Trustee Ramil asked if the raise and bonus were in line with the market. Chairman Beard said yes, actually below market.

Trustee Greenbaum provided a faculty perspective. Said most reaction was due to the Tampa Tribune article. Several faculty have approached her to say they feel the President’s bonus should be the same as theirs and that she should not get such a large increase. Trustee Greenbaum said she did not feel she is bound to vote as those who approached her recommended. She stated that the proposed amount is not out of line and was extremely pleased with the President’s handling of difficulty bargaining issues and their resolution therefore, she was voting for the raise.
With no further discussion, the Chairman called for a vote. Motion passed with eleven trustees voting yes and one voting no. Chairman commented that we are lucky to have a great leader.

Chairman Beard thanked everyone and adjourned the meeting at 2:23 p.m.