Call to Order and Chairman’s Comments

The Chair, John Ramil, convened the conference call meeting of the University of South Florida Board of Trustees Compensation Committee, at 9:00 a.m. Chair Ramil asked that the record reflect all members of the Committee are present:

John Ramil
Debbie Sembler
Bob Soran
Sherrill Tomasino

Chair Ramil confirmed that everyone received the chair’s assessment and the self evaluation of the President’s goals for January 1, 2008 - June 30, 2009.

After reviewing the evaluation goals, the Compensation Committee agreed that President Genshaft has done an outstanding job.

Trustee Ramil reviewed the 70/30 weight allocation between the committee’s assessment of the President’s completion of goals and the Chair’s discretion. The compensation committee agreed with the current process as it stands.

Chair Ramil referred to Goal 1 of the 2008-2009 from the specific goal and objectives implemented during this evaluation period.

1. Work with USF St. Petersburg faculty and leadership for removal of SACS probation and successfully prepare for the SACS follow-up on-campus visit to assess status.

Trustee Tomasino stated that Dr. Margaret Sullivan is a huge asset to USF St. Petersburg and the USF System. Dr. Sullivan brings wealth of knowledge to the USF System. Trustee Sembler felt that President Genshaft brought in an effective leader at USF St. Petersburg.

Trustee Soran asked Trustee Sembler if there was anything in the process that could have been done better in terms of achievement of the goal. Trustee Sembler stated that President Genshaft made a great decision and since Dr. Sullivan has been at USF St. Petersburg everything has gone smoothly.

The compensation committee agreed that Goal # 1 has been met 100%.

Chair Ramil moved to Goal 2 and stated that the Board of Governors approved the Doctoral programs but the legislature has not.

2. Work successfully with the BOG for approval of PharmD, Ph.D. programs in History, Sociology and Political Science
Trustee Sembler feels that the partial completion of Goal # 2 is due to the economy. Trustee Tomasino stated that is not because of lack of effort. Trustee Tomasino suggested a 90% achievement rate. Chair Ramil suggested an 85 – 90% achievement rate. Trustee Sembler agreed with a 90% completion rate and that the President should continue to work with legislation. The compensation committee agreed on 90% achievement rate and decided to make this a priority for next year.

3. *Increase graduation rates of all students in the USF system.*

Chair Ramil moved to Goal # 3 and stated that everyone is disappointed with the graduation rates.

Chair Ramil reviewed Goal # 3: *Six year graduation rates for first-time-in-college was slightly down from 49.3% to 48% and 3 year graduation rates for transfer students was up from 48% to 51.3%. Graduate student years to completion stayed the same for Master level students (1.9) and slightly increased for doctoral students from 4.4 to 4.8 years. Doctoral degrees awarded were up from 256 to 287 and full-time freshmen retention rate was up from 81% to 85.3%.*

Chair Ramil stated that Goal #3 was identified as the most important goal at the last compensation committee discussion. Trustee Soran agreed.

Trustee Soran stated that the economy has had an effect on Goal # 3 and many students at USF Sarasota – Manatee campus are working while pursuing their degrees and it’s taking them longer to complete. Trustee Soran added that the same may be true in all of the campuses. Chair Ramil stated that everyone shares the responsibility of this goal since it is a priority.

Chair Ramil suggested a C performance or 75% achievement rate. Trustee Tomasino suggested an 80% achievement rate and stated that everyone is working hard in accomplishing the goal and doing innovative things. Trustee Soran agreed with the 75% rate and stated that the Goal has a significant impact on USF assets and needs to be key factor for next year. Trustee Sembler stated that for next year Goal # 3 should be a priority and agreed with 75% achievement rate. Chair Ramil stated that USF has to aggressively deal with Goal #3.

The compensation committee agreed that Goal # 3 has been met 75%.

4. *Increase graduate enrollment in the USF system.*

The Compensation Committee agreed that Goal # 4 has been met 100%.

5. *Continue to increase SAT, mean GPA and # of new national student awards (e.g., National Merit, National Achievement, National Hispanic).*

The Compensation Committee agreed that Goal # 5 has been met 100%.

Chair Ramil reviewed the achievement rate of each Goal and stated that if each goal is equally weighted then the overall achievement rate is about 90%. Trustee Tomasino stated that is about 93%. The Compensation Committee had agreed last year that goal #3 would be weighed at 30% and all other goals at 17.5% which equals 100%. Staff recalculated the percentages based on the
Chair Ramil stated that it has been an incredibly tough year but with quick action on the budget it put us a little ahead. The Chair of the Board should take this into consideration when deciding on the discretionary portion.

Motion was made to approve 2008-2009 performance rate. Motion was seconded and approved unanimously.

The Compensation Committee made the recommendation that once the performance evaluation has been completed a record is kept but payment be deferred until the Board feels the economy has improved.

Chair Ramil asked whether there was anything else to be discussed. Staff responded that the committee needs to approve the President’s 2009 – 2010 Goals.

1. Over the next year we will complete these items on the USF performance dashboard. Areas to be measured include increase in retention (85.3% to 86%) & graduation (48% to 51%) rates, federal R&D ($170M to $183M), quality of students (SAT: 1170 to 1170), doctorates awarded (287 to 290), endowment assets ($275M to $300M) and postdoctoral appointees (231 to 232). The USF performance dashboard provides accountability, affordability and access. We intent to expand the national brand around the theme of student success.

2. Create the USF System including the completion of the system strategic plan and supporting strategic plans by all campuses/institutions. To successfully implement the 24 system strategic plan the following will occur: (1) completion of phase 1 of the cost allocation study; (2) implementation of separate IPEDS; and (3) application to SACS by USF Polytechnic. In addition, improve USF System learning technologies as measured by Sr. VP Hyatt’s work with Oracle to enhance technologies and VP Pearce’s work with enhancing the system through projects funded by the new technology fee.

3. Successfully implement USF Health initiatives as measured by (1) LCME approval and completion of the curriculum for the first class of increased medical students for USF COM related to the Lehigh Valley campus and the health care leadership track; (2) development of at least one new strategic hospital partnership resulting in increased funding and stability for the clinical enterprise of USF COM; and (3) completion of the system-wide neuroscience initiative including the awarding of seed grants.

4. Implement the infrastructure and accountability systems necessary to enhance the global profile of USF by 1) recruiting an outstanding leader for a permanent system-level full service and support office in international affairs; 2) implement a comprehensive risk management system that tracks all international activities of students, faculty and visiting
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5. **Kick off the** “Unstoppable”** Campaign. Expand the marketing and communications of the university through campaign papers, publications and videos to assist in fund and friend-raising. Raise $70 million during the 2009-10 academic year. *(Campaign goal is $600,000,000 with 52.3% towards goal as of June 2009.)*

Increase internal communications and clarity through monthly communications to university community, monthly student, faculty and staff *lunch and learn* events, departmental visits, Tampa campus climate survey and governance structure clarification.

Chair Ramil reviewed the 2009 – 2010 Goals. Chair Ramil stated that Goal# 1 incorporates retention goals. Trustee Sembler asked that legislative approval for PharmD be added to the 2009-2010 Goals. Motion was made to approve the amended 2009-2010 goals with legislative approval of PharmD added to Goal # 3. Motion was seconded and approved unanimously.

Trustee Tomasino commented about the recent general audit and some of the repeated issues. Chair Ramil commented that he had already discussed this with the President and she was going to move on it. Staff shared that during the Sr Vice President meeting this week Debbie Gula, Executive Director of University Audit and Compliance attended and reviewed the report. It was noted that some of the issues were already completed and the others were now being addressed by the respective Vice President directly. Chair Ramil was pleased with the immediate attention.

Chair Ramil stated that he will not be able to participate on Board of Trustees conference call on December 16, 2009 and asked Trustee Tomasino to give the Compensation Committee report to the full Board. Trustee Tomasino agreed.

With no further discussion, Chair Ramil adjourned the meeting at 9:25 a.m.