

UWF FOUNDATION, INC.
EXECUTIVE COMMITTEE MEETING
MINUTES

July 1, 2008

Members present: Dave Cleveland, Pat Denkler, Marny Gilluly, Tim Haag, and Brett Shaw

Staff present: Dean Van Galen, Susan Stephenson, and Sheri Pope

Guests present: Pat Lott, University General Counsel and Paige Livermore, student

Order: Dave called the conference call meeting to order at 11:00 a.m. hosted in the Alumni Room of Building 12 on the UWF Pensacola campus.

Business Discussion Items:

Dave asked Susan to proceed. Susan informed the committee that Casey Rodgers, unable to attend, gave her proxy to Dave. Susan asked Marny to provide an overview of the single item on the agenda, a request from the Board of Trustees for UWF Interim President Compensation, and the process used in reaching their decision.

Marny explained the request was initiated on May 12th with President Cavanaugh's announced resignation. The Board of Trustees began an open and accelerated selection process to identify a qualified person to serve as a one-year interim president. A committee of eleven people representing diverse groups of the campus, community and the Board met four (4) times to consider and interview the potential candidates. On June 17th, the committee nominated Dr. Judy Bense for the position. The nomination was ratified by the Board of Trustees, June 17th, and the Board of Governors, June 18th. After collecting comparative data from other Florida Universities and reviewing contracts for other university interim presidents, as well as salary data on persons reporting directly to the president and the top 5 highest paid faculty, the Board of Trustees voted unanimously to support the proposed compensation package for Dr. Bense. The Trustees also considered Dr. Bense's salary upon returning to her previous position, the impact to the on-going operations of her department and the Institute, and the salary increase in terms of percentage.

Dave asked if the Foundation support would be requested to fund Dr. Bense's salary when she returned to her position at the Institute. Dean said that the request was for support only while Dr. Bense is serving as the Interim President and no ongoing support for her position at the Institute would be needed.

Pat Lott gave an overview of the salary negotiations and the preparation of the contract. Pat elaborated on the reasons for the percentage increase to Dr. Bense's salary being significantly more than 15%. In light of the statewide comparison study and the internal salary analysis, the Board of Trustees felt the increase was justified.

Committee members asked about the impact on the approved FY09 Foundation Operating Budget. Susan explained the request for Foundation funding in excess of the state cap and the other approved expenses would be much less than the amount approved. However, the remaining amount would likely be used to pay expenses associated with the search to permanently fill the President's position. Dean confirmed this expectation.

Brett made the motion to approve the resolution as drafted and Pat seconded the motion. After a brief discussion, Dave called the question and asked for a roll call vote. Sheri called the roll and each member voted in favor of the resolution as drafted.

Susan and Dean will send a cover letter with the resolution to the Board of Trustees informing them of today's decision.

Dave thanked everyone for attending. There being no further business, the meeting adjourned at 11:15 a.m.

/S/ Susan Stephenson
July 2, 2008