



EXECUTIVE COMMITTEE

Austin Peay State University

317 College Street

Clarksville, TN 37040

June 9, 2023

At the conclusion of the Business and Finance Committee

Zoom link:

<https://apsu.zoom.us/j/82706697259>

Call to Order

Roll Call/Declaration of a Quorum

Approval of Minutes

Action Items

A.Consideration of the President's Performance and Incentive for Fiscal Year 2022-2023

B.Consideration of the President's Base Compensation for Fiscal Year 2023-2024

C.Consideration of the President's Performance Evaluation and Incentive Plan for the Upcoming Fiscal Year 2023-2024

Information Items

Adjourn

EXPERIENCE AUSTIN PEAY  
2022-2027 STRATEGIC PLAN





## Executive Committee Minutes

Friday, March 17, 2023  
317 College Street  
Clarksville, TN 37040

### Call to Order

Trustee Jenkins, board chair, called the meeting to order at 9:07 a.m.

### Roll Call/Declaration of Quorum

Dr. Carol Clark, secretary to the board, called the roll. Trustee Jenkins stated there was a quorum.

| ATTENDANCE ROLL CALL    |         |        |
|-------------------------|---------|--------|
| Name                    | Present | Absent |
| Trustee Jenkins (Chair) | X       |        |
| Trustee Mealer          | X       |        |
| Trustee O'Malley        | X       |        |

#### University Personnel Present

Dr. Michael Licari, President

Dr. Carol Clark, Secretary to the Board

Ms. Dannelle Whiteside, Vice President for Legal Affairs & Organizational Strategy

### Approval of Minutes

Trustee Jenkins stated that the minutes for the December 2, 2022, Executive Committee meeting were circulated in advance and asked if there were any corrections or additions to the minutes. There were none. Trustee Mealer moved to approve the minutes as written. Trustee O'Malley seconded the motion. A voice vote was taken and carried unanimously with three trustees voting yes.

### Action Items

#### A. Consideration of Policy 1:010 Appeals and Appearances Before the Board

Trustee Jenkins recognized Ms. Danelle Whiteside, vice president for legal affairs & organizational strategy, to provide information on the proposed revisions.

Whiteside explained that the proposed revisions to Policy 1:010 clarify the manner of participation when members of the public desire to address the board during a meeting when

one or more Trustees are participating via electronic means. These revisions bring the policy in alignment with Public Chapter 856, which became law on July 1, 2022.

Trustee Jenkins moved to approve the revisions to Policy 1:010 as written. Trustee Mealer seconded the motion.

Hearing no discussion, a voice vote was taken, and the motion carried unanimously with three trustees voting yes.

## **B. Consideration of Policy 1:001 Conflict of Interest**

Trustee Jenkins recognized Whiteside to provide information on the proposed revisions.

Whiteside explained that the Conflict of Interest Policy outlines the general principles which should guide the actions of members of the board and employees; offer illustrations of activities that potentially constitute a conflict of interest; make board members and employees aware of disclosure requirements related to conflicts of interest; describe the process by which those disclosures shall be evaluated and decisions rendered; and describe the appeals process regarding such decisions. This particular revision addresses the applicability to teaching assistants and instructors.

Trustee Jenkins moved to approve the revisions to Policy 1:001 as written. Trustee Mealer seconded the motion.

Hearing no discussion, a voice vote was taken, and the motion carried unanimously with three trustees voting yes.

## **C. Nomination of Officers**

### **i. Nomination of Board Chair**

Trustee O'Malley nominated Don Jenkins to serve as board chair.

Trustee Jenkins asked for additional nominations.

Hearing none, Trustee Jenkins asked for discussion on the nomination.

Hearing no discussion, a voice vote was taken on the motion to nominate Trustee Jenkins to serve as chair and to forward this nomination to the full board for consideration.

A voice vote was taken and carried unanimously with three trustees voting yes.

## **ii. Nomination of Board Vice-Chair**

Trustee Mealer nominated Mike O'Malley to serve as board vice-chair.

Trustee Jenkins asked for additional nominations.

Hearing none, Trustee Jenkins asked for discussion on the nomination.

Hearing no discussion, a voice vote was taken on the motion to nominate Trustee O'Malley to serve as vice-chair and to forward this nomination to the full board for consideration.

A voice vote was taken and carried unanimously with three trustees voting yes.

## **Adjournment**

Trustee Jenkins moved to adjourn the meeting. Trustee Mealer seconded the motion. A voice vote was taken and carried unanimously with three trustees voting yes. The meeting adjourned at 9:14 a.m.

| <b>2022-23 Peer Institutions Base Salaries</b> |                            |
|--|----------------------------|
| <b>Institutions</b>                            | <b>Presidential Salary</b> |
| UoM  | \$650,000                  |
| TSU  | \$425,000                  |
| MTSU   | \$414,750                  |
| UTC  | \$397,812                  |
| TTU  | \$397,500                  |
| APSU   | \$375,000                  |
| ETSU   | \$375,000                  |
| UTM  | \$346,973                  |

**Proposed Presidential Incentive Plan – FY 2023-2024**  
**To Be Reviewed at the June 9, 2023, Board of Trustees Meeting**

This plan is created to reward the President with additional compensation for meeting the desired outcomes of the Austin Peay State University Board of Trustees. This incentive is based on the progress in the key metrics areas noted below. Earning 100 points shall be equal to a one-time bonus payment equal to 10% of the President's Base Compensation, for the same fiscal year. Any score below 100 shall be a straight proration towards the 10% (i.e. 75 points = 7.5% Bonus).

| Category  | Score | Possible   |
|---|-------|------------|
| <b>Enrollment: **</b> <ul style="list-style-type: none"> <li>Increase First-Time Full-Time Freshman Enrollment from prior year (10 pts)</li> <li>Increase New Graduate Enrollment from prior year (5pts)</li> </ul>   |       | <b>15</b>  |
| <b>Graduation Rate:</b> <ul style="list-style-type: none"> <li>Increase in overall Graduation Rate from prior year</li> </ul>   |       | <b>15</b>  |
| <b>Retention Rate:</b> <ul style="list-style-type: none"> <li>Increase in overall Retention Rate from prior year</li> </ul>   |       | <b>15</b>  |
| <b>Athletics: 2 of 3 must occur for full points but 1 of 3 equals 7.5 points</b> <ul style="list-style-type: none"> <li>All Athletes Average GPA of 3.0 or higher</li> <li>Win 1 conference championship</li> <li>Increase Revenue from prior year (excluding comprehensive campaign years and individual large gifts) <b>OR</b> receive a one-time large gift/pledge.</li> </ul> |       | <b>15</b>  |
| <b>Fundraising:</b> <ul style="list-style-type: none"> <li>Increase in fundraising compared to average of 3 prior years (excluding comprehensive campaign years and individual large gifts) <b>OR</b> receive a one-time large gift/pledge.</li> </ul>  |       | <b>15</b>  |
| <b>Board's Discretion:</b> <ul style="list-style-type: none"> <li>To be awarded by the Board of Trustees in consideration of overall performance and may include the following for consideration: <ul style="list-style-type: none"> <li>Leadership</li> <li>Strategic Plan Progress</li> <li>Positive Relationships</li> </ul> </li> </ul>                                       |       | <b>25</b>  |
| <b>TOTAL SCORE</b>  |       | <b>100</b> |

\*\* At the time of creation of this new incentive plan, the current fiscal year has progressed beyond reasonable contribution to this factor and points shall be fully awarded in this category.