

# MINUTES

## COMMITTEE ON GOVERNANCE

### JUNE 15, 2006

The Committee on Governance met on June 15, 2006. Member Powell was absent. All other members were present. The meeting was called to order and the minutes from the meeting of March 30, 2006 were approved as submitted.

Following a thorough discussion the Committee determined that it was appropriate to remove the Presidential Goals from the Consent Agenda for the June 16, 2006 Board of Trustees meeting. The Chair was instructed to write the President a letter outlining the agreed upon approach to goal setting. It was determined that the President would develop one year goals (July 1, 2006 to June 30, 2007) and three year goals (July 1, 2005 to June 30, 2008) using a different paradigm from what has been used during the past two years. The concept is that the one year goals will be more quantitative and the three year goals will be more qualitative. The new goals will be available by September 1, 2006. With input from Board members and agreement by the President, the final goals will be recommended to the Board at its meeting on September 8, 2006. The Committee encouraged the President to use outside consultants in the process.

A review of the evaluation process regarding the President's performance and the Board performance was held. The Committee concurred that the Presidential evaluation process would follow the same format as the prior year. The President will prepare an assessment of his one year performance (July 1, 2005 to June 30, 2006) and three year performance (actually 2.5 years: January 1, 2004 to June 30, 2006). These assessments will be submitted to Board members by September 25, 2006. Individual members will review the assessments, prepare their own comments, and have a discussion with Tom Ingram. In a joint meeting of the President, Tom Ingram, and the Chair of the Governance Committee a final report will be prepared. This report will be delivered to the Committee at its meeting on November 30, 2006. The Committee will evaluate the report and make recommendations to the Board at the December 1, 2006 meeting, regarding Presidential performance bonuses due in January of 2007. Tom Ingram would be retained to work with the President and the Board on the evaluation of the Board's performance. This process would take place in December and January with a final report and discussion at the Board's retreat in February on 2007.

Everyone but the Committee members and the University's collective bargaining team were excused from the meeting. The team updated the committee on the current status of negotiations. At the conclusion of that discussion the Committee adjourned.

