

**Official Minutes  
Board of Regents  
Special Meeting of the Full Board  
October 11, 2016  
Fairbanks, Alaska**

**1. Individuals Present and Opening Items**

Regents Present:

Jyotsna Heckman, Chair  
Gloria O'Neill, Vice Chair  
Kenneth Fisher, Secretary  
Dale Anderson  
Mary K. Hughes  
Stacey Lucason  
Deena Paramo  
Lisa Parker

Regents Absent:

John Davies, Treasurer  
Sheri Buretta  
Andy Teuber

James R. Johnsen, Chief Executive Officer and President, University of Alaska

Others Present:

Tom Case, Chancellor, University of Alaska Anchorage  
Rick Caulfield, Chancellor, University of Alaska Southeast  
Michael Hostina, General Counsel  
Michelle Rizk, Vice President for University Relations and Chief Strategy, Planning and Budget  
Daniel White, Vice President for Academic Affairs and Research  
Roberta Graham, Associate Vice President of Public Affairs and Federal Relations  
Brandi Berg, Executive Officer, Board of Regents

**A. Call to Order**

Chair Heckman called the meeting to order at 10:03 a.m. on Tuesday, October 11, 2016.

**B. Adoption of Agenda**

**PASSED**

**"The Board of Regents adopts the agenda as presented. This motion is effective October 11, 2016."**

Motion by Gloria R O'Neill, second by Lisa M Parker.

Final Resolution: Motion Carries

Yea: Kenneth J Fisher, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Deena Paramo, Lisa M Parker

Not Present at Vote: Dale G Anderson, Stacey Lucason

**2. Approval of FY17 Presidential Performance Compensation Criteria and Metrics**

**A. Approval of FY17 Presidential Performance Compensation Criteria and Metrics**

**PASSED AS AMENDED**

**"The Board of Regents approves the FY17 Presidential Performance Compensation Criteria and Metrics as amended. This motion is effective October 11, 2016."**

Motion by Deena Paramo, second by Lisa M Parker.

Final Resolution: Motion Carries

Yea: Kenneth J Fisher, Jyotsna L Heckman, Mary K Hughes, Stacey Lucason, Gloria R O'Neill, Deena Paramo, Lisa M Parker

Not Present at Vote: Dale G Anderson

*Note for the record: The Ad Hoc Committee on Presidential Performance met on September 15, 2016 to discuss FY17 Presidential Performance Compensation. The amendment to the motion was to change the approval date of the executive succession plan from April to March 2017.*

Board members reviewed and discussed the FY17 Presidential Performance Compensation Criteria and Metrics.

### **Recommended FY17 Presidential Performance Compensation Criteria**

The Ad Hoc Committee on Presidential Performance recommended that the Board of Regents approve the FY17 Presidential Performance Compensation Criteria (framework, goals and metrics) as described below.

The contractual \$75,000 performance incentive would be split into two parts: up to 2/3 (\$50,000) for meeting revised metrics as presented; and up to 1/3 (\$25,000) for accomplishing the specific goals set out below at a high level of quality:

- 20% (\$5,000): Complete Strategic Pathways reviews of academic and administrative programs, and make recommendations to the Board of Regents for decision no later than September 2017.
- 20% (\$5,000): Present initial framework for enrollment and financial model to the Board of Regents in September 2016 with update in November and a completed model presented at the Annual Retreat in January 2017 for implementation no later than September 1, 2017.
- 20% (\$5,000): Implement cost reductions in FY2017 sufficient to meet the budget and develop and advocate for FY2018 budget, including plan for contingencies.
- 20% (\$5,000): Continue progress on Title IX compliance to include the institution of victim advocates at each university, effective training programs, development and implementation of Title IX climate survey, and execution of communication plan around eventual DOE/OCR report.
- 10% (\$2,500): Develop Executive Succession Plan for Board of Regents' review in November, discussion in January 2017, and approval in March 2017.
- 10% (\$2,500): Develop and implement comprehensive public awareness campaign.

## **3. Review of the November 2016 Agenda Topics**

### **A. Review of the November 2016 Agenda Topics**

Board members and executive staff reviewed and discussed the agenda topics for the November 2016 meeting of the full board.

## **4. Adjourn**

### **A. Adjourn**

Chair Heckman adjourned the meeting at 10:49 a.m. on Tuesday, October 11, 2016.