



**Committee Attendance**

Ginevra Ralph, Chair	Present
Andrew Colas	Present
Allyn Ford	Present
Susan Gary	Present
Ross Kari	Present

Presidential Factors Committee (PFC) Chair Ginevra Ralph called the meeting to order at 2:01 PM. Chair Ralph provided some brief introductory comments. Roll call was taken and all members are present.

**Presidential Compensation.** The committee discussed presidential compensation, including an analysis of the current presidential compensation plan at the University of Oregon. Trustee Allyn Ford noted that part of the committee’s work is to make sure the compensation level is appropriate and competitive. Trustee Ross Kari noted that the information analyzed demonstrates that the salary level is not out of norms for peer institutions, but we have to consider whether the median is where we want to be to attract the right individuals. Trustee Connie Ballmer noted that recommendations from the search firm put total compensation around \$600K.

Ford notes a point of discussion needs to be the composition of the compensation and whether it makes sense to move toward some sort of incentive model. VPFA Moffitt provided the committee an explanation of how the current deferred compensation plan works. The committee discussed incentive compensation structures, noting that university’s using such a structure are in the minority and what metrics might be appropriate at a university. The committee discussed considerations in determining an appropriate salary level, such as the market, the work, faculty and staff salaries, and peer institutions. The committee discussed engaging Mercer Consulting on a small project to evaluate national practices, and discussed the need to get an understanding of on-campus salary increases.

**Presidential Review and Evaluation.** Chair Ralph expressed a desire to include a greater component of campus and community listening as part of presidential review. The committee discussed the balance between evaluating the president’s performance in conjunction with overall university process, and discussed what constituent groups might be involved in presidential reviews. The committee discussed the need for goals or aspects upon which to evaluate a president, but allowing for some discretion for the Board to interpret performance and responses. The committee discussed the need to do some research on best practices. The committee discussed other issues surrounding review and evaluation such as its attachment to compensation, the search, interim issues, campus community, retention, etc.

**Adjournment.** 2:56 PM.