



Presidential Factors Committee (PFC) Chair Ginevra Ralph called the meeting to order at 4:03 pm. Chair Ralph provided some brief introductory comments. Roll call was taken; Trustees Ralph, Gary, Ford, and Kari were present. (Trustee Andrew Colas joined after roll call.)

Presidential Compensation. Chair Ralph provided the committee with an update on current research underway regarding presidential compensation, noting that research being done by Mercer should be completed in early February. Secretary Angela Wilhelms relayed sentiments from Parker Executive Search (presidential search consultants) that compensation is a key part of the search process and is inherently market driven, which should be a factor in discussions. Wilhelms explained that the firm notes that it is important to understand where potential candidates are coming from, not just what other presidents are making. Chair Ralph informed the group that information would be shared as obtained.

President's Contract. Chair Ralph asked the committee to spend some time over the next few weeks with the current presidential employment contract, which was inherited from the Oregon University System (OUS). She asked trustees to identify any points that should be considered for addition, deletion, alteration, etc. Trustee Kurt Willcox noted that the expiration of Interim President Coltrane's contract will occur on June 30 if a successor has not assumed office and inquired about steps necessary should the UO reach that expiration date. The Committee discussed the need for the Board to take action to extend his interim contract should the June 30 date come upon us.

Presidential Review and Evaluation. Chair Ralph opened a discussion on presidential evaluation processes, specifically focused on the annual evaluation. Chair Ralph asked Trustee Allyn Ford to share some insight from his time on the State Board of Higher Education regarding its processes. The committee then discussed various components of a presidential evaluation, including how to set appropriate goals and measure progress toward those goals. Board Chair Chuck Lillis and Trustee Ross Kari noted the importance of narrowing the scope of evaluative goals to a handful of key initiatives. Lillis also commented on the importance of looking at accomplishments, rather than just how time was spent; several trustees echoed that sentiment. Ford also discussed the importance of the president and the Board working together to identify best ways to analyze qualitative initiatives. Trustee Susan Gary noted the importance of faculty and research and how to include the qualitative aspects of this into the president's goals and evaluation. The committee discussed the idea of possible goals and evaluation points, and Chair Ralph asked Gary, Willcox and Trustee Helena Schlegel to speak from the perspective of their constituencies.

The committee also discussed process points related to the evaluation. Ford relayed concerns about how to manage the process to ensure there is feedback that is constructive to the Board and the president. Lillis noted that an evaluation provides the basis for a discussion between the Board and leadership regarding how the University is performing and is not simply a checklist of "to do" items.

Chair Ralph asked the committee to consider what types of questions it may want to ask and of whom. Gary indicated that she would like outreach to staff, faculty, students, and alumni and donors, but recognizes the need to balance the volume of information with an effective structure. Ford noted that the evaluation is not just about looking back, but also about looking forward.

Chair Ralph discussed some next steps for staff and committee members, including an updated timeline and additional research.

Adjournment. 4:55 PM.