

**FINAL
MINUTES**

**DISTRICT BOARD OF TRUSTEES
PRESIDENTIAL COMPENSATION COMMITTEE
GULF COAST STATE COLLEGE**

June 13, 2016

10 a.m.

Administrative Conference Room

Members Present: Don R. Crisp (presiding), Katie L. Patronis, Ralph C. Roberson

Others Present: Dr. Cheryl Flax-Hyman and Eileen Wilkes (recording)

1. Call to Order Chair Crisp called the meeting to order at 10:10 a.m.

2. Discussion Chair Crisp opened the meeting by stating that the president's Memorandum of Understanding contained a provision for awarding annual incentive compensation not to exceed the sum of \$30,000. Based on the goals designated by the Board, Committee members were to evaluate the president's performance, and if the goals were met, recommend to the full board a suggested amount of incentive compensation.

Dr. Flax-Hyman presented a report outlining the results of criteria for determining incentive compensation: Performance Based Funding; increasing course completion rates; increasing the number of credit hours part-time students complete in a year; increasing the number of credit hours full-time students complete in a year; increasing the number of recognized industry certifications (or their equivalent) earned by students in a year; improving retention rates (fall to fall and fall to spring); increasing the number of graduates/completers; increasing enrollment; and maintaining good working relationships with the Gulf Coast State College Foundation and Florida State University Panama City.

Trustees agreed that Dr. Holdnak met the goals as outlined. They acknowledged the efforts toward increasing enrollment and suggested that the College continue to analyze data to identify ways to address this issue.

Mr. Roberson moved and Ms. Patronis seconded a motion to recommend to the full board at their next regular meeting on June 23, 2016, that Dr. Holdnak receive \$27,000 in incentive compensation for the 2015-16 academic year. The vote was recorded as follows: Patronis aye; Roberson, aye; and Crisp, aye.

3. Adjournment The meeting was adjourned at 11:32 a.m.

Secretary

Chair, District Board of Trustees