

**FINAL  
MINUTES**

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

**June 14, 2017**

10 a.m.

Administrative Conference Room

- Members Present:** Ralph C. Roberson (presiding), Don R. Crisp, Elizabeth M. Kirvin, and Katie L. Patronis
- Others Present:** Dr. Cheryl Flax-Hyman, Dottie Terryn, and Eileen Wilkes (recording)
- 1. Call to Order** Chair Roberson called the meeting to order at 10:01 a.m. and thanked the Committee members for taking the time to attend today's meeting.
- 2. Invocation** Mr. Roberson gave the invocation.
- 3. Pledge to Flag** Ms. Patronis led those present in the pledge of allegiance to the American flag.
- 4. Presidential Compensation** Chair Roberson 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 that outlined 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; and increasing enrollment.
- The consensus of the Committee was that Dr. Holdnak has met the goals as outlined and is maintaining a good working relationship with the Gulf Coast State College Foundation and Florida State University PC. The Committee agreed that an effective marketing plan is critical in meeting the goal of increasing enrollment.

Mr. Crisp moved and Ms. Kirvin seconded a motion to recommend to the full board at their next regular meeting on June 29, 2017, that the full incentive compensation amount of \$30,000 for the 2016-17 academic year be paid to Dr. Holdnak. The vote was recorded as follows: Crisp, aye; Kirvin, aye; Patronis aye; and Roberson, aye.

**5. President's  
MOU**

The Committee reviewed and discussed the President's current Memorandum of Understanding and the proposed changes.

Mr. Crisp moved and Ms. Patronis seconded a motion to approve the proposed changes to the Memorandum of Understanding and present to the full board for approval at their regular meeting on June 29, 2017. The vote was recorded as follows: Crisp, aye; Kirvin, aye; Patronis aye; and Roberson, aye.

**3. Adjournment**

The meeting was adjourned at 11:55 a.m.

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Secretary

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Chair, District Board of Trustees