

**FINAL
MINUTES**

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

June 12, 2020

12:30 p.m.

E.A. Gardner Seminar Room

Members Present: Jim W. McKnight (presiding), Elizabeth M. Kirvin, Tom L. Lewis, Steve D. Millaway, and Joe K. Tannehill, Jr.

Others Present: Dr. Cheryl Flax-Hyman and Dottie Terryn (recording)

1. Call to Order Chair McKnight called the meeting to order at 12:30 p.m.

2. Welcome Chair McKnight opened the meeting by welcoming the committee members.

**3. 2019-20
Presidential
Evaluation** Dr. Cheryl Flax-Hyman shared President Holdnak's 2019-20 Annual Performance Evaluation provided by Attorney Bennett.

Trustees agreed that Dr. Holdnak has provided excellent leadership in the past 19 months while having to deal with a category 5 hurricane and a health pandemic. Mr. McKnight went over several comments from the evaluation packet stating the majority of comments were excellent, however, there were a few comments noting that brevity of communication would be appreciated and ensuring that trustees are informed of news releases in a timely manner.

**4. Presidential
Compensation** Mr. McKnight called on Dr. Flax-Hyman to present the Presidential Compensation Packet to the committee. Dr. Flax-Hyman stated the President's Memorandum of Understanding (MOU) 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 reviewed the metrics, as outlined in the presidents MOU. She then presented a report that outlined the results. Discussion ensued on the path the college will pursue regarding enrollment due to adverse effects of the COVID-19 pandemic and lingering effects of Hurricane Michael. She stated the college is working collectively to increase completion rates, retention rates, improve student achievement, increase enrollment, and expand programs.

The consensus of the Committee was that Dr. Holdnak has met the goals as outlined and has exceeded in his leadership role in the aftermath of 19 months of adversity. He continues to maintain a good working relationship with the Gulf Coast State College Foundation and Florida State University Panama City.

Mr. Tannehill moved to recommend to the full board at their next regular meeting on June 25, 2020, that the full incentive compensation amount of \$30,000 for the 2019-20 academic year be paid to Dr. Holdnak. Ms. Kirvin seconded and the vote was recorded as follows: Kirvin, aye; Lewis, aye; Millaway, aye; Tannehill, aye; and McKnight aye.

- 3. Adjournment** The meeting was adjourned at 1:05 p.m.

Secretary

Chair, District Board of Trustees