

Personnel Matters

- Spring/Winter Break
- Continuing Contracts



Next Step

- Merit Pay needs to Follow Accountability
- A first for the Florida College System



Board Oversight of Senior Administration

Marcos Marchena
Chairman
University of Central Florida
Board of Trustees



Making a Difference

- Focus efforts of President and Senior Staff on performance enhancement
- Board brings more business approach to academia
- President is only member of administration with employment contract
- Once established in position, President's contract reviewed for renewal annually



Administration Must Understand Goals

- Part of compensation for senior administration is based on performance
- Performance bonus program has been modified over years to align with desired results



Performance Criteria

Quality of Education

- Average six-year graduation rates for FTIC students in 2008, 2009, and 2010 cohorts.
- Average of the one-year retention rates for FTIC students in the 2013, 2014, and 2015 cohorts.
- Average four-year graduation rates for summer and fall full-time AA transfer students in the 2010, 2011, and 2012 cohorts.

External Support

- Average of the dollars raised per tenured and tenure-track faculty member FTE for 2014-15, 2015-16, and 2016-17.
- Total philanthropy to the UCFF and UCF athletics program without Courtelis or state matching funds, but including planned gifts, gifts-in-kind, and pledges for the period of July 1, 2014, to June 30, 2017.

BOG Performance Funding Benchmarks

- Maintain UCF's performance and standing as a top tier SUS institution. Average of final performance funding rankings from 2015, 2016, and 2017.



Results of Performance Bonus Program

- Focus on performance has improved the University's performance.
- Over the four years the Board of Governors has had its Performance Based Funding with criteria, UCF has been in the top three performers every year
- Two out of the four years it has been in first or tied for first



Terms Defined Through Collective Bargaining

Amount and Administration of Compensation

Job Status

Accountability

Management Rights

Standard of Service

Size and Composition of the Workforce



Policy Implementation Through Negotiations

Executive Sessions

Ratification Review and Approval

Impasse Resolution

