

Board of Regents' Office
Phone: (907) 450-8010
Fax: (907) 450-8012
EMAIL: ua-bor@alaska.edu
www.alaska.edu/bor/



202 Butrovich Building
2025 Yukon Drive
P.O. Box 755300
Fairbanks, AK 99775-5300

March 8, 2018

Lisa Hoferkamp, Chair, Faculty Alliance

via email to: ua-sygov-faculty@lists.alaska.edu

RE: President's Contract Renewal

Dear Chair Hoferkamp:

Regent Heckman and I are writing in response to Faculty Alliance's memo of February 13 regarding the Board of Regents' September evaluation of President Johnsen's performance and the Board's November decision to extend the president's employment contract.

Over the course of the past 15 months the Board repeatedly, carefully, and publicly articulated the basis for its evaluation of the president's performance. Given the amount of documentation available through Board agendas and minutes, as well as through repeated public discussions, we're confused by the suggestion that there was a dearth of documentation on this matter.

Perhaps this reflects a misunderstanding of the process used to set evaluation criteria and assess the president's performance on those criteria, and/or a misunderstanding of how interested parties, including students, faculty, staff, and members of the public can inform themselves regarding upcoming and completed Board actions.¹

The president's performance objectives are set a year in advance. For example, FY17 evaluative criteria (metrics) were published on the Board's advance agenda for the October 11, 2016, special meeting of the full Board. Those metrics subsequently were adopted in public session at that meeting.² (See Attachment 1 - agenda item, including qualitative criteria, and Attachment 2 - the quantitative criteria, which were provided as an agenda attachment.)

In September 2017, some 11 months later, the Board publicly evaluated the president's FY17 performance against those previously established quantitative and qualitative criteria or metrics. On August 30, 2017, the Board published the advance agenda for the September 14-15 meeting of the full board. The agenda included the performance evaluation item and two attached documents. (See Attachment 3 – Performance compensation agenda item, and Attachments 4 and 5, Qualitative & Quantitative performance outcome documents.)

The published agenda for the same meeting included a discussion item titled, "Review of President Johnsen's Employment Contract." (Attachment 6). Public discussion at the September meeting included a request by Regent Hughes that the Board consider extending the president's contract at its November meeting.

On October 26, 2017, the Board published the advance agenda for the November meeting, including the contract extension agenda item and amendment (Attachments 7 and 8), as well as the FY18 presidential performance agenda item and criteria. (See Attachments 9 and 10.)

¹ Agendas and supporting materials are generally available at least a week in advance of regular meetings at <https://www.boarddocs.com/ak/alaska/Board.nsf/Public>. They remain available after meetings.

² Performance criteria are initially developed in publicly noticed meetings of the Ad Hoc Committee on Presidential Performance, chaired by Regent Heckman.

Lisa Hoferkamp, Chair, Faculty Alliance
RE: President's Contract Renewal
March 8, 2018
Page 2 of 2

To my knowledge the Board received no comment from Governance regarding the evaluation criteria - considered in October 2016, the outcomes – published in August 2017, the contract extension – discussed in September and again in November, or the FY 18 performance criteria –set in November, until Professor Fitzgerald's January 2018 letter to the chair and the February 13 Faculty Alliance memo.

The Faculty Alliance memo also states the Board has not considered or responded to faculty input and concerns. The Board has responded directly, in writing, to faculty votes of no confidence. More broadly, the Board has responded to Governance concerns through public and private dialogue with Governance leadership.

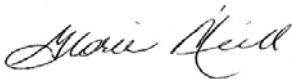
In the past year the Board also added an ex officio seat for the Chair of Faculty Alliance on the Board's Academic and Student Affairs Committee, and provided a literal seat at the table for Governance leadership at Board meetings. As a result, Governance leadership has additional opportunities to be fully aware of issues coming before the Board, to review potential Board action, and to provide input to the Board. Given Board efforts to improve communication, and to enhance opportunities for Governance participation in Board process, we are concerned by Faculty Alliance's suggestion to the contrary.

The Board made clear by its 10-0 vote³ to approve a two year contract extension⁴ for President Johnsen that it is more than satisfied with his performance, including his efforts to communicate and collaborate with all of UA's many constituencies. The president and the Board of Regents have been faced with many difficult decisions affecting the public, students, faculty and staff. President Johnsen has seen the university through a number of critical issues, has initiated a change process to focus the university on strategic priorities for the state and the university, and has performed at an extremely high level with extraordinary energy in doing so. The Board acted in the best interests of the state of Alaska in ensuring that his vital leadership continues.

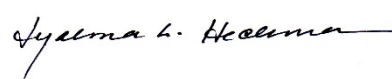
The Board has and will certainly consider Governance and other input as it fulfills its constitutional and statutory duty to appoint the president.

Thank you for your thoughtful service.

Sincerely,



Gloria O'Neill
Chair, University of Alaska Board of Regents



Jo Heckman
Chair, Ad Hoc Committee on
Presidential Performance

cc: lahoferkamp@alaska.edu; mdufseth@alaska.edu

Attachments as noted.

³ Regent Heckman was out of the country, but would have been an enthusiastic "yes" vote.

⁴ The extension maintains a rolling five year nominal contract term.



Agenda Item Details

Meeting	Oct 11, 2016 - Special Meeting of the Full Board
Category	2. Approval of FY17 Presidential Performance Compensation Criteria and Metrics
Subject	A. Approval of FY17 Presidential Performance Compensation Criteria and Metrics
Type	Action
Recommended Action	MOTION "The Board of Regents approves the FY17 Presidential Performance Compensation Criteria and Metrics as presented. This motion is effective October 11, 2016."

Board members with review and discuss the FY17 Presidential Performance Compensation Criteria and Metrics.

Recommended FY17 Presidential Performance Compensation Criteria

The Ad Hoc Committee on Presidential Performance recommends that the Board of Regents approve the FY17 Presidential Performance Compensation Criteria (framework, goals and metrics) as described below.

The contractual \$75,000 performance incentive would be split into two parts: up to 2/3 (\$50,000) for meeting revised metrics (see attached spreadsheet); and up to 1/3 (\$25,000) for accomplishing the specific goals set out below at a high level of quality:

- 20% (\$5,000): Complete Strategic Pathways reviews of academic and administrative programs, and make recommendations to the Board of Regents for decision no later than September 2017.
- 20% (\$5,000): Present initial framework for enrollment and financial model to the Board of Regents in September 2016 with update in November and a completed model presented at the Annual Retreat in January 2017 for implementation no later than September 1, 2017.
- 20% (\$5,000): Implement cost reductions in FY 2017 sufficient to meet the budget and develop and advocate for FY 2018 budget, including plan for contingencies.
- 20% (\$5,000): Continue progress on Title IX compliance to include the institution of victim advocates at each university, effective training programs, development and implementation of Title IX climate survey, and execution of communication plan around eventual DOE/OCR report.
- 10% (\$2,500): Develop Executive Succession Plan, for Board of Regents review in November, discussion in January, and approval in April.
- 10% (\$2,500): Develop and implement comprehensive public awareness campaign.

Attachment (metrics)

[2016.09.30 Presidential performance comp metric outcomes FY17.pdf \(88 KB\)](#)

Motion & Voting

PASSED AS AMENDED

"The Board of Regents approves the FY17 Presidential Performance Compensation Criteria and Metrics as amended. This motion is effective October 11, 2016."

Motion by Deena Paramo, second by Lisa M Parker.

Attachment 1

Final Resolution: Motion Carries

Voting in favor: Kenneth J Fisher, Jyotsna L Heckman, Mary K Hughes, Stacey Lucason, Gloria R O'Neill, Deena Paramo, Lisa M Parker

Not Present at Vote: Dale G Anderson

Attachment
FY17 Presidential Performance Compensation Metric Outcomes

Metrics (proposed) - Provides for up to \$50,000, 67%, of total performance compensation

Shaping Alaska's Future Theme	Share of metrics-based performance compensation	Performance Goal	Min Payout at 1% Improvement	Max Payout at 10% Improvement	FY16 Baseline or Target	FY17 Performance	Percent Change	Trend	Performance Pay	Context
Student Achievement and Attainment	10%	Increase the number of incoming Alaska Performance Scholarship recipients	\$500	\$5,000	1,032					
	10%	Increase the number of degrees and credentials earned by Alaska Native students	\$500	\$5,000	691					
Partnerships with Alaska's Schools	20%	Increase college level course success rates of incoming baccalaureate students taking developmental courses	\$1,000	\$10,000	37%					
Partnerships with Public Entities and Private Industry	10%	Increase industry investment in research, workforce and extension	\$500	\$5,000	\$27.0m					
	10%	Increase alumni giving (N)	\$500	5,000	3,028					
Research and Development	10%	Increase Total Federal Research Expenditures	\$500	\$5,000	\$91.5m					
	10%	Increase invention disclosures (Running 5-yr avg)	\$500	\$5,000	58					
Accountability to Alaska's People	10%	Decrease administrative institutional support costs as portion of total budget*	\$500	\$5,000	15.1%					
	10%	Ensure that 85% of faculty, staff, and students complete mandatory training (including Title IX training)	\$1,000 for 65%, \$2,000 for 70%, \$3,000 for 75%, \$4,000 for 80% and \$5,000 for 85%	\$5,000	85.0%					
Total	100%			\$50,000						

Figures are calculated to provide valid comparisons across years. For example, reported values for Industry investment in research, extension and workforce development are calculated as of cycle 12 for FY16 and FY17. Final values (cycle 14) for FY17 are expected to be available in November 2017.

* Updated baseline figure for FY16 proposed by SW Planning and Budget in consultation with SW Finance, restated from 15.7% to 15.1% to exclude non-administrative expenses included in Institutional Support, such as debt service and capital project funding.

Last Updated: September 29, 2016



Agenda Item Details

Meeting	Sep 14, 2017 - Board of Regents' Full Board Agenda
Category	8. Approval of FY17 Presidential Performance Compensation and Review of Employment Contract
Subject	A. Approval of FY17 Presidential Performance Compensation
Type	Action
Recommended Action	<p>MOTION</p> <p>"The Board of Regents of the University of Alaska finds that in a time of unprecedented financial and organizational challenges, President Johnsen has served the university in an exemplary manner. The board appreciates the long hours spent in dealing with these challenges and the leadership that he has shown in communicating and discussing with many constituencies the options and opportunities facing the whole university. The board looks forward to continued leadership, energy and enthusiasm in the next year. The Board of Regents also approves the performance compensation indicated on the FY17 Presidential Performance Compensation Quantitative and Qualitative Metric Outcomes documents dated August 28, 2017, as required by the president's contract of employment and consistent with performance metrics agreed to and adopted in October 2016. This motion is effective September 14, 2017."</p>

The Board of Regents' Ad Hoc Committee on Presidential Compensation met on August 10, 24 and 28, 2017 to review the FY17 presidential performance metrics and to discuss presidential performance. The committee recommends that the full board discuss and adopt the statement on President Johnsen's performance and also recommends that the full board approve the performance compensation as indicated on the FY17 Presidential Performance Compensation Quantitative and Qualitative Metric Outcomes documents dated August 28, 2017

Committee Chair Heckman will discuss presidential performance recommendations with board members.

Committee Members:

Jyotsna Heckman, Chair
 Sheri Buretta
 John Davies
 Mary K. Hughes
 Gloria O'Neill, Board Chair

[FY17 Outcomes Presidential Compensation Quantitative measures as of Aug 28 2017.pdf \(82 KB\)](#)

[2017_08_28 FY17 Qualitative Metrics Outcome.pdf \(76 KB\)](#)

Motion & Voting

PASSED

"The Board of Regents of the University of Alaska finds that in a time of unprecedented financial and organizational challenges, President Johnsen has served the university in an exemplary manner. The board appreciates the long hours spent in dealing with these challenges and the leadership that he has shown in communicating and discussing with many constituencies the options and opportunities facing the whole university. The board looks forward to

Attachment 3

continued leadership, energy and enthusiasm in the next year. The Board of Regents also approves the performance compensation indicated on the FY17 Presidential Performance Compensation Quantitative and Qualitative Metric Outcomes documents dated August 28, 2017, as required by the president's contract of employment and consistent with performance metrics agreed to and adopted in October 2016. This motion is effective September 14, 2017."

Motion by Jyotsna L Heckman, second by Deena Bishop.

Final Resolution: Motion Carries

Voting in favor: Dale G Anderson, Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

FY17 Presidential Performance Compensation Metric Outcomes

Part 1 of 2: Qualitative Metrics

Provides for up to \$25,000, 33%, of total performance compensation

Specific Management Goal	Share of Total Qualitative Compensation	Maximum Payout	Performance Pay Determination	BOR AD Hoc Presidential Performance Committee Comments
Complete Strategic Pathways reviews of academic and administrative programs, and make recommendations to the Board of Regents for decision no later than September 2017	20%	\$ 5,000	\$ 5,000	Consistent with the Board's direction, President Johnsen has led the Strategic Pathways review process to substantial completion. He has demonstrated effective leadership, flexibility, grace, and persistence in this enormous effort to sharpen the university's focus on critical state needs while increasing efficiency. The committee recommends full compensation. (See the president's self-review for additional details.)
Present initial framework for enrollment and financial model to the Board of Regents in September 2016 with update in November and a completed model presented at the Annual Retreat in January 2017 for implementation no later than September 1, 2017	20%	\$ 5,000	\$ 5,000	Legislative funding challenges required substantial revisions to the initial enrollment and fiscal framework reviewed with the Board over the past year. The president has presented a revised enrollment plan to the committee and begun implementation through, among other things, assignment of specific goals and tasks to each university's chancellor. The president has exhibited strategic vision and strong leadership in this area. The committee recommends full compensation. (See the president's self-review and August 2017 Enrollment Plan for additional details.)
Implement cost reductions in FY 2017 sufficient to meet the budget and develop and advocate for FY 2018 budget, including plan for contingencies	20%	\$ 5,000	\$ 5,000	President Johnsen's efforts have allowed the university to weather base budget cuts of \$53 million from FY14 to FY17. He has led the System in implementing significant FY17 budget reductions, reducing administrative costs while maintaining critical system priorities and establishing strategic initiatives. He advocated tirelessly and effectively for UA's FY18 budget during a time of severe financial stress in Alaska. The committee recommends full compensation. (See the president's self-review for additional details.)
Continue progress on Title IX compliance to include the institution of victim advocates at each university, effective training programs, development and implementation of Title IX climate survey, and execution of communication plan around eventual DOE/OCR report	20%	\$ 5,000	\$ 5,000	President Johnsen has more than met the challenges posed by these four Title IX initiatives. In addition he has ensured successful negotiation, public rollout, and implementation of the resolution agreement with OCR. He stepped into an institution in crisis, providing effective leadership to address the numerous, significant challenges UA faced. He has exceeded all reasonable expectations, providing UA with a fresh start, ensuring the beginning of a cultural change as well as prompt, effective and fair response to incidents. The committee recommends full compensation. (See the president's self-review for additional details.)
Develop Executive Succession Plan, for Board of Regents review in November, discussion in January, and approval in April	10%	\$ 2,500	\$ 2,500	The president has provided and implemented a university-appropriate succession planning and leadership development approach. (See the president's self-review and CHRO McGee's January 2017 Succession Planning Update for additional details.)
Develop and implement comprehensive public awareness campaign	10%	\$ 2,500	\$ 2,500	President Johnsen has successfully completed Phase I of a public awareness campaign. Phase I assessed public attitudes about UA and implemented an initial public relations/social media campaign aimed at increasing public awareness of UA's critical role in adapting to change. The committee recommends full compensation. (See the president's self-review for additional details.)
Total	100%	\$ 25,000	\$ 25,000	

Last updated: August 28, 2017

Last Updated: August 28, 2017

Attachment 2

FY17 Presidential Performance Compensation Metric Outcomes

Part 2 of 2: Quantitative Metrics

Metrics (approved October 11, 2016) - Provide for up to \$50,000, 67%, of total performance compensation

Shaping Alaska's Future Theme	Share of Total Performance Compensation	Performance	Min Payout at 1% Improvement	Max Payout at 10% improvement	FY16 Baseline or Target	FY17 Performance	Percent Change	Trend	Performance Pay (only final figures reported)
Student Achievement and Attainment	10%	Increase the number of incoming Alaska Performance Scholarship recipients	\$ 500	\$ 5,000	1,032	1,081	4.7%	↑	\$ 2,350
	10%	Increase the number of degrees and credentials earned by Alaska Native students	\$ 500	\$ 5,000	691	607	-12.2%	↓	\$ -
Partnerships with Alaska's Schools	20%	Increase college level course success rates of incoming baccalaureate students taking developmental courses	\$ 1,000	\$ 10,000	37%	39%	5.1%	↑	\$ 5,100
Partnerships with Public Entities and Private Industry	10%	Increase industry investment in research, workforce and extension	\$ 500	\$ 5,000	\$27.0M	\$29.8m	10.4%	↑	\$ 5,000
	10%	Increase alumni giving (N)	\$ 500	\$ 5,000	3,028	3,182	5.1%	↑	\$ 2,550
Research and Development	10%	Increase Total Federal Research Expenditures	\$ 500	\$ 5,000	\$91.5M	\$113.4M	23.9%	↑	\$ 5,000
	10%	Increase Invention disclosures (Running 5-yr avg)	\$ 500	\$ 5,000	58	54	-6.9%	↓	\$ -
Accountability to Alaska's People	10%	Decrease administrative institutional support costs as portion of total budget	\$ 500	\$ 5,000	15.1%	15.6%	3.3%	↑	\$ -
	10%	Ensure that 85% of faculty, staff, and students complete mandatory training (including Title IX training)	\$1,000 for 65%, \$2,000 for 70%, \$3,000 for 75%, \$4,000 for 80% and \$5,000 for 85%	\$ 5,000	-	90%	-	↔	\$ 5,000
Total	100%			\$ 50,000					\$ 25,000

Last Updated: August 28, 2017

Attachment 2

FY17 Presidential Performance Compensation Metric Outcomes

Part 2 of 2: Quantitative Metrics

Metrics (approved October 11, 2016) - Provide for up to \$50,000, 67%

Shaping Alaska's Future Theme	Share of Total Performance Compensation	Performance	Notes/Context for Internal Audience
Student Achievement and Attainment	10%	Increase the number of incoming Alaska Performance Scholarship recipients	In FY17, there were 1,081 incoming Alaska Performance Scholarship (APS) Recipients, a nearly 5 percent gain over FY16 and a 9 percent gain over FY13.
	10%	Increase the number of degrees and credentials earned by Alaska Native students	The number of postsecondary credentials earned by Alaska Native students dropped 12 percent, or 84 awards, from FY16. The total number of degrees, certificates and endorsements awarded by UA also dropped over the same period, in part resulting from declining enrollment since FY12. Alaska Native students earned more than 13 percent of all awards in FY17, down slightly from more than 14 percent of awards in FY16. For comparison, almost 19 percent of the state's population identifies as Alaska Native.
Partnerships with Alaska's Schools	20%	Increase college level course success rates of incoming baccalaureate students taking developmental courses	Placement into developmental courses for students who test near the upper bound score can be made on a case-by-case basis. FY17's performance (+5.1% increase) compares to a decrease of -4.4% in FY16. Developmental courses are primarily math and English.
Partnerships with Public Entities and Private Industry	10%	Increase industry investment in research, workforce and extension	FY17 figure reflects activity through the close of June 2017 (Cycle 12 financial info and sponsored program module data), and measures expenditures from industry grant investments during the year. Activity grew more than 10 percent from FY16 to FY17.
	10%	Increase alumni giving (N)	The number of alumni giving to UA during FY17 represented an increase of more than 5 percent from the number giving in FY16, a result of ongoing development efforts.
Research and Development	10%	Increase Total Federal Research Expenditures	The larger activity level for FY17, compared to the same point in FY16, is primarily associated with the R/V SIKULIAQ ship operations, although federally sponsored research has remained strong across the board. Figures reflects activity through the close of June 2017 (Cycle 12 financial info and sponsored program module data), comparable to performance of \$91.5m at the same point in time for FY16, i.e. apples-to-apples. For context, as of the close of FY16 (Cycle 14), this metric landed at \$103M. Federal grant funded research expenditures can be highly variable from Cycle 12 to Cycle 14 based on historical patterns.
	10%	Increase Invention disclosures (Running 5-yr avg)	UAF's Office of Intellectual Property and Commercialization at UAF had a 5-year rolling average of 46 disclosures, and UAA's Office of Research and Technology Commercialization reported an equivalent average of 8 disclosures per year measured over 5 years.
Accountability to Alaska's People	10%	Decrease administrative institutional support costs as portion of total budget	Institutional Support costs increased primarily as a result of investments in the Strategic Pathways process and other Strategic Investments in areas such as Title IX, Enrollment and Development
	10%	Ensure that 85% of faculty, staff, and students complete mandatory training (including Title IX training)	Quantitative measurement of this metric was established in FY17 for the first time. During the year, a total of 4,315 people with faculty, staff and/or student status were required to take training. Of this population, 3,878 completed the mandatory training.
Total	100%		



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Agenda Item Details

Meeting	Sep 14, 2017 - Board of Regents' Full Board Agenda
Category	8. Approval of FY17 Presidential Performance Compensation and Review of Employment Contract
Subject	B. Review of President Johnsen's Employee Contract
Type	Discussion

Board members will discuss President Johnsen's employment contract.



Agenda Item Details

Meeting	Nov 09, 2017 - Board of Regents' Full Board Agenda
Category	11. Approval Items
Subject	C. Approval of an Extension to President Johnsen's Employment Contract
Type	Action
Recommended Action	MOTION "The Board of Regents approves the First Amendment to President Johnsen's 2015 employment contract as presented. This motion is effective November 9, 2017."

During the September 14-15, 2017 meeting of the full board, members discussed President Johnsen's performance and employment contract. Regent Hughes requested that the board consider an extension of the 2015 contract during its November 9-10, 2017 meeting.

The First Amendment:

- Extends the current contract by two years, providing a five year nominal term (the president has recently completed two years of the original contract);
- Provides for an annual one-year extension, maintaining a rolling 5-year term, unless either party provides notice that an extension is not desired;
- Makes no change in salary but provides for re-negotiation of salary prior to the beginning of the extension period.

[2017.10.23 First Amendment to the 2015 Employment Agreement.pdf \(76 KB\)](#)

Motion & Voting

PASSED

"The Board of Regents approves the First Amendment to President Johnsen's 2015 employment contract as presented. This motion is effective November 9, 2017."

Motion by John Davies, second by Mary K Hughes.

Final Resolution: Motion Carries

Voting in favor: Dale G Anderson, Deena Bishop, Sheri Buretta, John Davies, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

**First Amendment to the 2015 Employment Agreement
between
James R. Johnsen
&
The University of Alaska Board of Regents**

The 2015 Employment Agreement (Agreement) between James R. Johnsen and the University of Alaska Board of Regents is hereby amended as follows:

A. Paragraph 1 of the Agreement is amended and replaced by the following:

1. Your employment ~~will~~commenced August 10, 2015, and will continue through August 10, ~~2020~~2022. On August 10, 2018, and each year of this Agreement thereafter, your term of employment will be extended by one additional year unless either party provides advance notice that it wishes to suspend extensions. Notwithstanding the foregoing, nNotice of termination for convenience or nonrenewal will be provided in accordance with the terms of this Employment Agreement, Regents' Policy and University Regulation.

B. Paragraph 3 of the Agreement is amended and replaced by the following:

3. Your base annual salary through August 10, 2020, will continue at will be \$325,000 payable in bi-weekly installments. Prior to the June 2020 meeting of the Board of Regents you and the Board will negotiate your compensation for the period after August 10, 2020. That salary will be subject to the previously announced ten day furlough & salary reduction imposed on all officers of the University prorated for the number of months of service this fiscal year, i.e., 10.5/12 or the pay equivalent of 70 hours.

C. All other terms of the Agreement remain unchanged.

James R. Johnsen

Date

Gloria O'Neill, Chair

Date



Agenda Item Details

Meeting	Nov 09, 2017 - Board of Regents' Full Board Agenda
Category	11. Approval Items
Subject	B. Approval of FY18 Presidential Performance Compensation Criteria and Metrics
Type	Action
Recommended Action	MOTION "The Board of Regents approves the FY18 Presidential Performance Compensation Criteria and Metrics as presented. This motion is effective November 9, 2017."

Board members will review and discuss the FY18 Presidential Performance Compensation Criteria and Metrics.

The Ad Hoc Committee on Presidential Performance met on September 25, 2017 and recommends that the Board of Regents approve the FY18 Presidential Performance Compensation Criteria as described in the attached documents.

[2017.10.19 Goals FY18.pdf \(101 KB\)](#)

[2017.10.19 FY18 President Performance Methodology Notes.pdf \(156 KB\)](#)

Motion & Voting

PASSED

"The Board of Regents approves the FY18 Presidential Performance Compensation Criteria and Metrics as presented with an amendment. This motion is effective November 9, 2017."

Motion by Mary K Hughes, second by Deena Bishop.

Final Resolution: Motion Carries

Voting in favor: Dale G Anderson, Deena Bishop, Sheri Buretta, John Davies, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

UA 2017-2018 Goals and Measures (revised 19 October 2017)

I. QUANTITATIVE

BY 2025	FY17 Baseline	FY18 Goal	Possible Payout \$
1. Increase Alaska's degree attainment			
A. Increase enrollment from 29,000 to 45,000	29,171	29,171	5,000
B. Increase completions from 4,600 to 10,400	4,594	4,800	5,000
2. Provide Alaska's skilled workforce			
A. Increase percentage of teachers hired from 30% to 90%	30%	35%	5,000
B. Increase number of graduates from Health programs from 880 to 1,760	874	912	5,000
3. Grow our world class research			
A. Continue leading the world in Arctic research	1	1	5,000
B. Increase research expenditures from \$159 million to \$235 million	\$159.4M	\$167M	5,000
4. Contribute to a more diversified economy			
A. Increase the number of invention disclosures from 17 to 34	17	19	5,000
B. Increase STEM graduates from 1,640 to 2,460	1,636	1,720	5,000
5. Operate more cost effectively			
A. Decrease total cost of education (indirect and direct) per completer from \$107,300 to \$59,000 (-45%), proportional to cost of living adjusted peer average	\$107,300	\$102,500	5,000
B. Increase Annual Completions per 100 Student FTE from 23/100 to peer average of 35/100	23/100	24/100	5000
TOTAL			50,000

UA 2017-2018 Goals and Measures (revised 19 October 2017)

II. QUALITATIVE

2017-2018 Goals	Possible Payout \$
The Board will assess the effectiveness of the president's performance in these five areas.	
1. Employee and Student Training	
90% of mandatory faculty, staff, and student training requirements will be met	5,000
2. Public and Legislative Advocacy	
Lead effective advocacy on behalf of the university with the public, communities, and state and federal legislative and executive branches	5,000
3. Systemwide Portal	
Complete implementation of on-line portal to all academic programs offered by the university	5,000
4. Philanthropy	
Complete requirements for, and begin public phase of philanthropic campaign	5,000
5. Strategic Pathways	
Implement decisions in all 22 areas of Strategic Pathways	5,000
TOTAL	25,000