



**Alabama State University
Board of Trustees
Executive Committee
Minutes
November 23, 2020**

I. Call to Order

The meeting was called to order by President Darrell Hudson

II. Invocation

President Hudson provided the invocation

III. Establishment of a Quorum

President Quinton Ross called the roll, and a quorum was established.

	Present	Absent
Hudson	X	
Hunter	X	
Bracy	X	
McKenzie	X	
Means	X	

IV. Approval of Agenda

Trustee Angela McKenzie made a motion to adopt the agenda as presented, and it was seconded by Trustee Napoleon Bracy. A roll call vote was taken, and the motion was approved.

	Yes	No	Abstain
Hudson	X		
Hunter	X		
Bracy	X		
McKenzie	X		
Means	X		

V. Approval of Minutes

Trustee Bracy made a motion to adopt the agenda as presented, and it was seconded by Trustee McKenzie. A roll call vote was taken, and the motion was approved.

	Yes	No	Abstain
Hudson	X		
Hunter	X		
Bracy	X		
McKenzie	X		
Means	X		

VI. President's Incentives

a. President's Incentives 2019-20

President Hudson opened the discussion regarding the President's Incentives for 2019-20 and referred committee members to the document submitted by President Ross regarding each incentive category and noted the categories that were achieved and not achieved as presented by President Ross. President Hudson took each incentive category separately beginning with Fundraising. Board members asked questions and requested additional information. Trustee McKenzie asked if a fundraising report or list. President Ross shared that this has not been done previously but more detailed information was included in the evaluation documentation he submitted to the Board. Trustee Mc Kenzie asked for a flavor of the fundraising efforts and President Ross provided an overview of cash, state and in-kind contributions. He went on to share that it can be provided in the future. President Pro Tem Hunter provided some additional examples. Trustee McKenzie asked for an overview of funding received above what was received the previous year. President Ross provided details.

President Pro Tem Hunter made a motion to grant President Ross the fundraising incentive, and it was seconded by Trustee Bracy. A roll call vote was taken, and the motion was approved.

	Yes	No	Abstain
Hudson	X		
Hunter	X		
Bracy	X		
McKenzie	X		
Means	X		

President Hudson then opened the second discussion on the Partnerships Incentive. He then asked President Ross if he would like to add any additional information. President Ross shared some partnership highlights. Trustee McKenzie shared that although the Board receives updates throughout the year, it was helpful to get a recap of the partnerships and helpful in this review.

Trustee McKenzie made a motion to approve the partnership incentive for President Ross, and it was seconded by President Pro Tem Hunter. A roll call vote was taken, and the motion was approved.

	Yes	No	Abstain
Hudson	X		
Hunter	X		
Bracy	X		

McKenzie	X		
Means	X		

Trustee Bracy asked if the committee needed to take action of the other incentive items. Trustee McKenzie concurred.

Trustee McKenzie made a motion to not have an incentive paid to President Ross on the graduation rates and enrollment as it was not met, and it was seconded by Trustee Bracy. A roll call vote was taken, and the motion was approved.

	Yes	No	Abstain
Hudson	X		
Hunter	X		
Bracy	X		
McKenzie	X		
Means	X		

Trustee McKenzie made a motion to not have an incentive paid to President Ross on the retention rates as it was not met, and it was seconded by Trustee Bracy. A roll call vote was taken, and the motion was approved.

	Yes	No	Abstain
Hudson	X		
Hunter	X		
Bracy	X		
McKenzie	X		
Means	X		

b. President’s Incentive Rubric 2020-21

President Hudson opened the discussion and reviewed each incentive category and the language regarding incentives in the President’s contract. He shared that the Executive Committee charge is to identify the target or goal for each category. He then shared an incentive document for the committee to review.

The committee members began conversations on the student retention incentive. After discussion that included the committee, President Ross and Chief of Staff Rolle, it was decided to allow the administration to provide trend and comparative data for review and consideration by close of business on Monday, November 23, 2020.

President Hudson then moved to the enrollment incentive. Trustees discussed current enrollment, budgeted enrollment and ACHE data. President Ross shared that the new student enrollment number for 2020 was 1175. It was decided this would be used as a baseline. President Pro Tem Hunter suggested a goal of 25%. Trustee McKenzie provided additional details and concurred.

After further discussion President Pro Tem Hunter made a motion to use 1175 as a baseline and increase of 25% in student enrollment to evaluate the President’s incentive on enrollment, and it was seconded by President Hudson.

Trustees then sought clarification on the metrics and the incentive document that was shared. President Hudson shared that the document could be amended as this was provided to provide some direction for the discussion and development of targets. It was decided to revise the grid in such a way that it would be more user friendly.

Trustee Bracy asked for the rationale for making a change to the incentive document and process. President Hudson shared that it was based on the language in the contract to provide President Ross with metrics and clear direction for receiving incentives.

President Hudson then asked if the item was tabled to provide additional time for the administration to provide more information and to provide additional documents how soon would committee members be able to meet again. President Pro Tem Hunter asked about the date required for this to be completed per the contract. Attorney Thomas shared that per the contract these matters should be done within 60 days of the fiscal year which is November 30, 2020.

President Hudson then provided some options for the meeting dates. President Ross agreed that he would not have a problem with extending the date if need be. Trustee Bracy asked if this would need to be documents, and President Ross agreed to provide a statement to Attorney Thomas to that effect.

President Pro Tem shared her desire to meet the November 30, 2020 deadline. Members shared their availability for scheduling the meeting.

Trustee Bracy shared his suggested updates to the grid, and shared per Trustee McKenzie's request, shared his recommendations. Trustee McKenzie shared that she wanted to be sure the performance evaluation and incentive were not being merged.

It was decided for the Executive Committee meet at 9:45 am on Tuesday, November 24, 2020.

VII. Other Business

The President thanked President Ross and the team for exceptional commencement ceremonies that were held over the weekend and thanked President Pro Tem Hunter for her attendance. He shared that he has heard nothing but great feedback.

He asked that Trustee Fleming be kept in your prayers as well as Trustee Means and Trustee McKenzie.

President Ross thanked President Hudson, President Pro Tem Hunter for their participation and praised his team for their work on the commencement exercises.

VIII. Adjournment

A motion was made by Trustee McKenzie and was seconded by Trustee Bracy to recess at the call of the Chair.

	Yes	No	Abstain
Hudson	X		
Hunter	X		
Bracy	X		
McKenzie	X		
Means	X		