

2019 President's Evaluation Process and Timeline

April 16—Board Chair to appoint Ad hoc CEO Evaluation and Compensation Committee

(Ad Hoc Committee: Kohler-Chair, Krueger, Van Ryzin)

Board to determine if Compensation Market Study by Gallagher Benefit Services, Inc. is to be updated at this time

(Update planned for Spring 2020)

May 21 Board Meeting—Initial evaluation materials provided to the Board by Dr. May

- Preliminary year-end results—Strategic Plan
- Preliminary year-end results—College Annual Objectives
- Board ratings on year's Performance Monitoring Reports
- Preliminary written report on Other Accomplishments for 2018-19

May 22-31—Trustees complete the on-line review, providing feedback on CEO performance for 2018-19 in these broad categories:

- Governing Body
- Leadership
- Planning/Policy Development
- Fiscal/Physical Assets
- Human Resources
- Community Relations

June 3-14—Ad Hoc CEO Evaluation and Compensation Committee meets as needed to review and develop any related recommendations for the full Board on:

- Board feedback on CEO performance 2018-19
- Compensation Market Study by Gallagher Benefit Services, Inc., if applicable – recommend every 3rd year (approved by Board in 2019 to start in 2020) to align with College market study cycle for staff and faculty; current WTCS CEO comp data will be provided
- Board's Compensation Philosophy for the President/CEO – determine if policy adjustments will be recommended
- President/CEO Contract

June 18—In Executive Session following the Board meeting, the Board conducts performance review and determines CEO contract adjustments effective July 1, 2019; action follows in open session

August 30—Dr. May sends Ad Hoc Committee the 2018-19 Incentive Plan with final year-end results and final "Other Accomplishments" report

September 3-13—Ad Hoc Committee meets to review and finalize Incentive Plan results and develops a recommendation for the full Board; consultant from Gallagher Benefit Services, Inc. attends meeting by conference call every 3rd year to review compensation market study with committee; committee reviews and recommends any adjustments to the proposed 2019-20 Incentive Plan

September 17—In Executive Session following the Board meeting, the Board reviews and determines Incentive Plan results for 2018-19 and finalizes the 2019-20 Incentive Plan; action follows in open session