



## Board of Trustees

Executive Committee

Minutes

September 18, 2017

President's Boardroom, The Horace Mann Center

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Executive Committee members in attendance: Chair Marcus, Trustee Queenin, Trustee Landrau, and Trustee Slakey

Trustee guests present: Trustees Magovern, Martin, Sullivan, Swan, Martinez-Alvarez

Committee Chair Marcus called the meeting to order at 9:02 AM and welcomed Trustee Lydia Martinez-Alvarez to the Board, stating she has a great reputation in the Springfield community and that he is excited to have her join the team and family at Westfield State University.

Chair Marcus brought forth the minutes of the July 12, 2017 meeting and asked for a Motion for approval.

**MOTION** made by Trustee Queenin, seconded by Trustee Landrau, to approve the Executive Committee minutes of July 12, 2017. Motion passed unanimously.

Chair Marcus thanked Trustee Slakey for heading up the President's Evaluation committee and thanked all the Trustees for their comments and participation. It was agreed that the intent of the evaluation was to make it clear that the Board takes the President's goals seriously and wanted to expand on the initiatives he had put in place.

It was stated that in addition to the President spelling out his goals for the coming academic year, the Board should also make clear what their goals are for the President. The President identified five specific priorities for the year at the retreat and at convocation, which are defined measurable goals. Next year's evaluation can then be based on the achievement of a performance plan agreed upon ahead of time.

The language in the President's Evaluation concerning the President's compensation was left open ended as the Board expects to negotiate with the Commissioner of Higher Education on this issue. The President has had a very strong year and it is felt that this should be reflected in his compensation, which will be discussed further after the approval of the proposed Evaluation.

Chair Marcus asked for a Motion to approve and submit the President's Evaluation.

**MOTION** made by Trustee Slakey, seconded by Trustee Landrau, to approve the Presidential Evaluation for the 2016-2017 academic year as presented to the Executive Committee as of today's date and to submit said evaluation to the Commissioner of the Department of Higher Education. Motion passed unanimously.

Chair Marcus then turned the discussion to the President's compensation. The Board needs to discuss whether that compensation can be increased from the university budget, in addition to the one-to-two percent increase that the Department of Higher Education may determine.

When President Torrecilha's salary was initially negotiated, it was difficult because he did not have the advantage of the history of being a president. Over the last 18 months, there has been a dramatic change in our institution. The President is focused and has clearly demonstrated his ability to lead and advance the institution toward some important, valuable and worthwhile goals, while recruiting an impressive team that can help accomplish those goals. We are at a critical crossroads at the university and need to assure that the President can accomplish what has been started.

The initiatives and actions already undertaken demonstrate the President's ability and warrant compensation comparable to other presidents in the system. On the other side, the Commissioner's office will want to see results, such as the impact of the Westfield Experience and Westfield Promise and additional degrees granted. Unfortunately, the data is not complete in terms of the effectiveness or outcome of those programs started. There are some measurables to look at. The fact that the campus agreed to the plan to move to a college structure on President Torrecilha's timeline was pure strength and there has been a huge jump in philanthropy.

In comparing compensation among the other nine public institutions, President Torrecilha is not at the top nor at the bottom of the range, but he is not where he should be. The compensation gets skewed by the number of years in a position.

It was discussed that because of President Torrecilha's success, there have been and will continue to be other universities seeking to recruit him. President Torrecilha has stated that he wants to take Westfield State to the next level. In order to do that, he needs to stay here for a number of years and this is a critical moment for him to take this university to the top.

Chair Marcus stated he was proposing an increase in the range of \$25,000, which would be about a 10% raise. That amount could easily be taken out of our operational budget. It was mentioned that if the state allows a 2% increase, the university would be contributing an additional 8% to make up the 10%.

Trustee Queenin stated that unfortunately, there is a flaw in the system where compensation cannot be increased incrementally based on performance.

Chair Marcus indicated that there should be unanimous support to show the President that the Board is supporting him with this proposed compensation and that it is important how the package is presented to both the President and to the community.

Mr. Richard Sutter, President of the APA Union, was asked his opinion on whether an increase in the President's compensation would affect the members of his union and their contract negotiations. Mr. Sutter responded that he did not think the two items were connected in any way. He felt his union members would want the stability of the President in office and wouldn't want the President's compensation held up because of what is happening in Boston with their union negotiations.

It was agreed that the conversation with the Commissioner should be initiated concerning an increase to President Torrecilha's compensation.

There being no further business, Chair Marcus called for a motion to adjourn the Executive Committee.

**MOTION** to adjourn was made by Trustee Queenin and seconded by Trustee Landrau, which was passed unanimously.

The meeting adjourned at 9:54 AM.

Attachments:

- a. Draft Minutes of July 12, 2017 meeting
- b. President Ramon S. Torrecilha's Self-Evaluation
- c. FY2017 Presidential Evaluation
- d. Motion to Approve and Submit FY2017 Presidential Evaluation