

Committee Charge: Evaluation and Compensation CommitteeOverall Roles and Responsibilities:

The Evaluation and Compensation Committee shall be responsible for conducting periodic performance reviews of the President and recommending to the Board an appropriate compensation package for the President.

Responsibilities:

Specific responsibilities of the Committee include:

- Establish appropriate metrics for evaluating the President based on the role and responsibilities identified for the position and identify individuals within and outside the University to be interviewed concerning the President's performance and the effectiveness of the University in meeting its strategic goals
- Conduct an annual performance review of the President based on the established metrics and present findings to the Board
- On an annual basis, recommend for approval by the Board of Trustees an appropriate compensation package for the President

Meetings:

The Committee shall meet upon the call of the President, the Chair *pro tempore*, or the Chair of the Committee. Meetings typically occur on the day prior to the regularly-scheduled quarterly meetings of the Board of Trustees, but may be called to take place at any time.

Membership:

Committee members and the Chair and the Vice Chair of the Committee shall be appointed by the Chair *pro tempore* for terms concurrent with the term of the Chair *pro tempore*. The Chair *pro tempore* shall consider appointing members with backgrounds in, and knowledge of, general business and executive leadership.

Adopted September 9, 2016