



## **PURDUE UNIVERSITY BOARD OF TRUSTEES**

### **COMPENSATION COMMITTEE**

**DECEMBER 6, 2019**

#### **MINUTES**

A meeting of the Compensation Committee of the Board of Trustees convened at 10:29 a.m. on Friday, December 6, 2019, in Room 326 of Stewart Center on the Purdue University campus in West Lafayette, Indiana.

All committee members were present: Thomas Spurgeon, chair; Gary Lehman; and Don Thompson. All other trustees were present: Sonny Beck; Michael Berghoff; JoAnn Brouillette; Vanessa Castagna; Malcolm DeKryger; Michael Klipsch; and Noah Scott.

Officers and administrators in attendance were: Mitch Daniels, president; Jay Akridge, provost and executive vice president for academic affairs and diversity; Bill Sullivan, treasurer and chief financial officer; Jim Almond, senior vice president, assistant treasurer, and assistant secretary; Steve Schultz, general counsel; Trent Klingerman, deputy general counsel; Janice Indrutz, corporate secretary and senior executive assistant to the Board; Ron Elsenbaumer, chancellor of Purdue University Fort Wayne; and Tom Keon, chancellor of Purdue University Northwest.

#### **I. APPROVAL OF MINUTES**

Upon proper motion made and duly seconded, the Compensation Committee voted unanimously to approve the minutes of its last meeting on October 10, 2019.

#### **II. ADOPTION OF PRESIDENTIAL PERFORMANCE METRICS FOR 2019-2020**

Trustee Spurgeon reviewed the basis for the presidential performance metrics program, which was first implemented in 2013 with President Daniels. He reviewed the four categories on which President Daniels' achievement and at-risk pay had been determined previously (student affordability, student success, fundraising, and operations, with 14 total objectives within the categories), and he recommended to the Committee that the program be continued for 2019-2020. Upon proper motion duly made and seconded, the Compensation Committee voted unanimously to recommend full Board approval to continue the program as structured. Supporting materials were filed with the minutes.

#### **III. ADJOURNMENT**

By consent, the meeting adjourned at 10:33 a.m.