



**Alabama State University**  
**Board of Trustees**  
**Meeting Minutes**  
**Dunn-Oliver Acadome**  
**November 30, 2020**  
**8:00 AM**

**I. Call to Order**

The meeting was called to order by President Hudson.

**II. Invocation**

The invocation was provided by President Ross.

**III. Establishment of a Quorum**

The roll call vote was taken by President Ross and a quorum was established. met the guidelines mandated in the President's contract.

|                 | <b>Present</b> | <b>Absent</b> |
|-----------------|----------------|---------------|
| <b>Hudson</b>   | X              |               |
| <b>Hunter</b>   | X              |               |
| <b>Barnett</b>  | X              |               |
| <b>Bracy</b>    | X              |               |
| <b>Fleming</b>  | X              |               |
| <b>Gore</b>     | X              |               |
| <b>Hardaway</b> | X              |               |
| <b>Lumzy</b>    | X (*)          |               |
| <b>Madison</b>  | X              |               |
| <b>McCord</b>   |                | X             |
| <b>McKenzie</b> | X              |               |
| <b>Means</b>    | X              |               |
| <b>Ware</b>     | X              |               |
| <b>Whitt</b>    | X (*)          |               |

After the quorum was established, a motion was made by Trustee Bracy and seconded by President Pro Tem Hunter to suspend the rules to allow the Board to take action on items and

|                 | <b>Yes</b> | <b>No</b> | <b>Abstain</b> |
|-----------------|------------|-----------|----------------|
| <b>Hudson</b>   | X          |           |                |
| <b>Hunter</b>   | X          |           |                |
| <b>Barnett</b>  | X          |           |                |
| <b>Bracy</b>    | X          |           |                |
| <b>Fleming</b>  | X          |           |                |
| <b>Gore</b>     | X          |           |                |
| <b>Hardaway</b> | X          |           |                |
| <b>Lumzy</b>    |            |           |                |
| <b>Madison</b>  | X          |           |                |
| <b>McCord</b>   |            |           |                |
| <b>McKenzie</b> | X          |           |                |
| <b>Means</b>    | X          |           |                |
| <b>Ware</b>     | X          |           |                |
| <b>Whitt</b>    | X (*)      |           |                |

#### IV. Approval of Agenda

A motion was made by Trustee Madison and seconded by Trustee McKenzie to approve the agenda as presented. A roll call vote was taken, and the motion was approved.

|                 | Yes | No | Abstain |
|-----------------|-----|----|---------|
| <b>Hudson</b>   | X   |    |         |
| <b>Hunter</b>   | X   |    |         |
| <b>Barnett</b>  | X   |    |         |
| <b>Bracy</b>    | X   |    |         |
| <b>Fleming</b>  | X   |    |         |
| <b>Gore</b>     | X   |    |         |
| <b>Hardaway</b> | X   |    |         |
| <b>Lumzy</b>    |     |    |         |
| <b>Madison</b>  | X   |    |         |
| <b>McCord</b>   |     |    |         |
| <b>McKenzie</b> | X   |    |         |
| <b>Means</b>    | X   |    |         |
| <b>Ware</b>     | X   |    |         |
| <b>Whitt</b>    |     |    |         |

#### V. Approval of Minutes

A motion was made by Trustee McKenzie and seconded by Trustee Madison to approve the minutes from the September 18, 2020 meeting. A roll call vote was taken, and the motion was approved.

|                 | Yes | No | Abstain |
|-----------------|-----|----|---------|
| <b>Hudson</b>   | X   |    |         |
| <b>Hunter</b>   | X   |    |         |
| <b>Barnett</b>  | X   |    |         |
| <b>Bracy</b>    | X   |    |         |
| <b>Fleming</b>  | X   |    |         |
| <b>Gore</b>     | X   |    |         |
| <b>Hardaway</b> | X   |    |         |
| <b>Lumzy</b>    |     |    |         |
| <b>Madison</b>  | X   |    |         |
| <b>McCord</b>   |     |    |         |
| <b>McKenzie</b> | X   |    |         |
| <b>Means</b>    | X   |    |         |
| <b>Ware</b>     | X   |    |         |
| <b>Whitt</b>    |     |    |         |

#### VI. President's Incentive

President Hudson introduced the discussion of the two action items that included the President's Incentives for 2019-20 for approval from the recommendations made by the Executive Committee. Shared that a document had been shared

##### a. President's Incentives 2019-20

- 1. Graduation Rates and Enrollment** – The Executive Committee agreed with President Ross that the incentive had not been met.
- 2. Retention Rates** - The Executive Committee agreed with President Ross that the incentive had not been met.

3. **Fundraising Incentive** – The Executive Committee unanimously agreed to provide the incentive for President Ross from 2019-20 based on the information provided.

Trustee McKenzie thanked the administration for providing the fundraising information by category but asked that a greater level of transparency be given in the future to provide more details on the funds received. Detailed information should be provided by category

President Pro Tem Hunter made a motion to approve the full 2.5% incentive fundraising, and it was seconded by Trustee Bracy.

|                 | <b>Yes</b> | <b>No</b> | <b>Abstain</b> |
|-----------------|------------|-----------|----------------|
| <b>Hudson</b>   | X          |           |                |
| <b>Hunter</b>   | X          |           |                |
| <b>Barnett</b>  | X          |           |                |
| <b>Bracy</b>    | X          |           |                |
| <b>Fleming</b>  | X          |           |                |
| <b>Gore</b>     | X          |           |                |
| <b>Hardaway</b> | X          |           |                |
| <b>Lumzy</b>    |            |           |                |
| <b>Madison</b>  | X          |           |                |
| <b>McCord</b>   |            |           |                |
| <b>McKenzie</b> | X          |           |                |
| <b>Means</b>    | X          |           |                |
| <b>Ware</b>     | X          |           |                |
| <b>Whitt</b>    |            |           |                |

Trustee Lumzy joined the meeting.

4. **Partnerships** - The Executive Committee unanimously agreed to provide the 2.5% incentive for President Ross from 2019-20 based on the information provided. Trustee McKenzie requested that all documentation regarding the impact of the partnership be provided.

Trustee McKenzie made a motion to approve the full 2.5% incentive for partnerships, and it was seconded by President Pro Tem Hunter.

Trustee Hardaway asked about the amount of the incentive. President Hudson shared that it was 2.5 percent of the salary which equates to \$7,500.00.

A roll call vote was taken, and the motion was approved.

|                 | <b>Yes</b> | <b>No</b> | <b>Abstain</b> |
|-----------------|------------|-----------|----------------|
| <b>Hudson</b>   | X          |           |                |
| <b>Hunter</b>   | X          |           |                |
| <b>Barnett</b>  | X          |           |                |
| <b>Bracy</b>    | X          |           |                |
| <b>Fleming</b>  |            |           |                |
| <b>Gore</b>     | X          |           |                |
| <b>Hardaway</b> | X          |           |                |
| <b>Lumzy</b>    |            |           |                |
| <b>Madison</b>  | X          |           |                |
| <b>McCord</b>   |            |           |                |
| <b>McKenzie</b> | X          |           |                |
| <b>Means</b>    | X          |           |                |
| <b>Ware</b>     | X          |           |                |
| <b>Whitt</b>    |            |           |                |

**b. President’s Incentive Matrix**

President Hudson reviewed the President’s Incentive categories and shared that the Executive Committee had developed a baseline for each category for the Board’s review.

1. **Retention** – President Hudson reviewed the recommendation of the Executive Committee.

President Pro Tem Hunter made a motion to President Pro Tem Hunter made a motion to use 62% as a baseline for student retention and provide incentive of 1.25% for President Ross with an increase in the retention rate to 63% or 2.5% by with an increase in the retention rate to 65%. The motion was seconded by Trustee Madison.

Trustee Hardaway asked what is the number of students used for the 62%. Dr. Rolle shared that the number of students is based on the previous year’s enrollment which is 1,292. Trustee Hardaway also asked if the incentive number is still based on the \$300,00 salary. President Hudson confirmed that to be accurate.

A roll call vote was taken, and the motion was approved.

|                 | <b>Yes</b> | <b>No</b> | <b>Abstain</b> |
|-----------------|------------|-----------|----------------|
| <b>Hudson</b>   | X          |           |                |
| <b>Hunter</b>   | X          |           |                |
| <b>Barnett</b>  | X          |           |                |
| <b>Bracy</b>    | X          |           |                |
| <b>Fleming</b>  | X          |           |                |
| <b>Gore</b>     | X          |           |                |
| <b>Hardaway</b> | X          |           |                |
| <b>Lumzy</b>    | X          |           |                |
| <b>Madison</b>  | X          |           |                |
| <b>McCord</b>   |            |           |                |
| <b>McKenzie</b> | X          |           |                |
| <b>Means</b>    | X          |           |                |
| <b>Ware</b>     | X          |           |                |
| <b>Whitt</b>    |            |           |                |

2. **Enrollment** – President Hudson provided an overview of the Executive Committee’s recommendation. Trustee McKenzie shared that the incentive increases in enrollment were based on an increase in students of 5% at 1.25% and 10% at 2.5%. President Hudson clarified that these numbers represented new freshman and transfer students.

Trustee Madison made a motion to use 1,292 as a baseline for first-time student enrollment and provide President Ross with an incentive of 1.25% with a first-time student enrollment of 1,360 or 2.5% with a first-time student enrollment of 1,421. The motion was seconded by President Pro Tem Hunter.

A roll call vote was taken, and the motion was approved.

|                | <b>Yes</b> | <b>No</b> | <b>Abstain</b> |
|----------------|------------|-----------|----------------|
| <b>Hudson</b>  | X          |           |                |
| <b>Hunter</b>  | X          |           |                |
| <b>Barnett</b> | X          |           |                |
| <b>Bracy</b>   | X          |           |                |

|                 |   |  |  |
|-----------------|---|--|--|
| <b>Fleming</b>  | X |  |  |
| <b>Gore</b>     | X |  |  |
| <b>Hardaway</b> | X |  |  |
| <b>Lumzy</b>    | X |  |  |
| <b>Madison</b>  | X |  |  |
| <b>McCord</b>   |   |  |  |
| <b>McKenzie</b> | X |  |  |
| <b>Means</b>    | X |  |  |
| <b>Ware</b>     | X |  |  |
| <b>Whitt</b>    |   |  |  |

3. **Fundraising** – President Hudson reviewed the incentive recommendation from the Executive Committee.

**Trustee Hardaway asked for clarification about the one-million-dollar special appropriation included in the document from 2019-20** and if the appropriation should be included given the language in the contract only speaks to individual and corporate. He shared that to be consistent, the language in the contract would need to be changed. President Hudson yielded to General Counsel for clarification regarding the contract language. Attorney Thomas confirmed that the language would need to be changed and contract modified. For purposes for today’s vote, if the Board agrees and the President confirms the action can be taken.

Trustee Whitt shared that according to NASPA, state and civic funds are not counted in fundraising incentives for presidents although they are counted in the total. Also, language in the President’s contract states that he is to have a good relationship with governmental entities, so the President is paid to this based on the contract. Lastly, he shared that it would not be right to change the language in the contract.

Trustee McKenzie shared that an easy approach would be to change the language to a percentage of 10 percent or five percent to address the concerns raised and that it could be based on 3.4 million rather than 4.4 million.

Trustee Bracy stated that the special appropriations should stay in because this is funding that would not be received otherwise. Getting these funds is special work and is a tough situation to stay on top of and monitor. Trustee Means concurred with Trustee Bracy but stated he understood Trustee Whitt’s thoughts.

Trustee Whitt stated that we are proud the President has these relationships to obtain these funds and appreciates his efforts. He shared that there is a right way to do this and that the funds could not be counted in a capitol campaign.

President Pro Tem Hunter made a motion to change the language in the President’s contract to reflect the additional language for fundraising and that a baseline of 4.4 million with 400,000 raised for an incentive of 1.25% or 800 K raised for an incentive of 2.5%, and and it was seconded by Trustee Means.

Trustee Whitt shared he agreement with Trustee McKenzie’s recommendation and expressed that that the action taken be done in the right way as the University is a public institution getting public money. The goal is not to take anything away from the President but to do it right.

|                | <b>Yes</b> | <b>No</b> | <b>Abstain</b> |
|----------------|------------|-----------|----------------|
| <b>Hudson</b>  | X          |           |                |
| <b>Hunter</b>  | X          |           |                |
| <b>Barnett</b> |            | X         |                |
| <b>Bracy</b>   | X          |           |                |
| <b>Fleming</b> | X          |           |                |
| <b>Gore</b>    | X          |           |                |

|                 |   |   |  |
|-----------------|---|---|--|
| <b>Hardaway</b> | X |   |  |
| <b>Lumzy</b>    | X |   |  |
| <b>Madison</b>  | X |   |  |
| <b>McCord</b>   |   |   |  |
| <b>McKenzie</b> |   | X |  |
| <b>Means</b>    | X |   |  |
| <b>Ware</b>     |   | X |  |
| <b>Whitt</b>    |   | X |  |

4. **Partnerships** – President Hudson reviewed the recommendations from the Executive Committee.

Trustee McKenzie made a motion to use a baseline of 18 new partnerships and provide President Ross with an incentive of 1.25% by increasing the number of partnerships by 50% over the baseline or an incentive of 2.5% by increasing the number of partnerships by 100%. The motion was seconded by Trustee Madison.

A roll call vote was taken, and the motion was approved.

|                 | <b>Yes</b> | <b>No</b> | <b>Abstain</b> |
|-----------------|------------|-----------|----------------|
| <b>Hudson</b>   | X          |           |                |
| <b>Hunter</b>   | X          |           |                |
| <b>Barnett</b>  | X          |           |                |
| <b>Bracy</b>    | X          |           |                |
| <b>Fleming</b>  | X          |           |                |
| <b>Gore</b>     | X          |           |                |
| <b>Hardaway</b> | X          |           |                |
| <b>Lumzy</b>    |            |           |                |
| <b>Madison</b>  | X          |           |                |
| <b>McCord</b>   |            |           |                |
| <b>McKenzie</b> | X          |           |                |
| <b>Means</b>    | X          |           |                |
| <b>Ware</b>     | X          |           |                |
| <b>Whitt</b>    |            |           | X              |

**VII. Other Business**

President Hudson thanked the Executive Committee for their work and the Board for their flexibility on meeting. asked if there was additional business to come before the Board. He also recognized Trustee Fleming and let her know that the ASU family is available to support her.

President Pro Tem Hunter thanked President Ross and the staff for the excellent work done on the five ceremonies that were held. President Ross thanked President Hudson and President Pro Tem Hunter for attending the ceremonies and thanked the Board for their work and express the most important thing is advancing the University.

President Hudson thanked President Ross for sending the reopening plan for January and shared is best wishes to all during the holiday season.

**VIII. Adjournment**

A motion was made by Trustee Gore and seconded by Trustee Means to recess the meeting at the call of the President. A roll call vote was taken, and the motion was approved.

|                 | <b>Yes</b> | <b>No</b> | <b>Abstain</b> |
|-----------------|------------|-----------|----------------|
| <b>Hudson</b>   | X          |           |                |
| <b>Hunter</b>   | X          |           |                |
| <b>Barnett</b>  | X          |           |                |
| <b>Bracy</b>    | X          |           |                |
| <b>Fleming</b>  | X          |           |                |
| <b>Gore</b>     | X          |           |                |
| <b>Hardaway</b> | X          |           |                |
| <b>Lumzy</b>    |            |           |                |
| <b>Madison</b>  | X          |           |                |
| <b>McCord</b>   |            |           |                |
| <b>McKenzie</b> | X          |           |                |
| <b>Means</b>    | X          |           |                |
| <b>Ware</b>     | X          |           |                |
| <b>Whitt</b>    |            |           | X              |

The meeting was recessed.



**President's Incentive Metrics**  
**Recommended by the Executive Committee**  
**2020 -21**

| <b>Incentive Category</b> | <b>Baseline</b> | <b>1.25%</b> | <b>2.5%</b> |
|---------------------------|-----------------|--------------|-------------|
| <b>Retention</b>          | 62%             | 63%          | 65%         |
| <b>Enrollment</b>         | 1292            | 1360         | 1421        |
| <b>Fundraising</b>        | 4.4 million     | \$440,000    | \$880,000   |
| <b>Partnerships</b>       | 18              | 50%          | 100%        |

1. Using 62% as a baseline, If President Ross increase retention to 63% he will receive incentive pay of 1.25%, or if he increase retention to 65%, he will receive incentive pay of 2.5%.
2. Using 1,292 as a baseline, If President Ross increases first time student enrollment to 1,360 he will receive incentive pay of 1.25% or if he increases first time student enrollment to 1,421, he will receive incentive pay of 2.5%.
3. Using a baseline of 4.4 million dollars, if President Ross raises an additional \$440,000, he will receive incentive pay of 1.25% or if President Ross raises an additional \$880,000, he will receive incentive pay of 2.5%.
4. Using a baseline of 18 for new partnerships, if President Ross increases new partnership by 50%, he will receive incentive pay of 1.25%, or if President Ross increases new partnership by 100%, he will receive incentive pay of 2.5%.