

Clemson University  
Clemson, South Carolina

MINUTES  
**Compensation Committee**  
**CLEMSON UNIVERSITY BOARD OF TRUSTEES**

Executive Board Room  
Madren Center  
Clemson, South Carolina  
October 6, 2023  
8:30 a.m.

Call to Order

Notification as required by the South Carolina Freedom of Information Act was given at least twenty-four hours before the meeting by posting the notice and agenda on the bulletin board located on the ground floor public entrance of Sikes Hall, Clemson University and on the Clemson University Board of Trustees website. Additionally notice of, and the agenda for, the meeting was sent via email to the distribution list maintained by the Office of Media Relations which includes approximately 80 reporters and editors at the major daily newspapers, television and radio stations in S.C.

After notification as required by the Freedom of Information Act, Trustee McKissick called the meeting to order at 8:30 a.m. with the following present:

Committee Members: Smyth McKissick, *Chair, presiding*; Nicky McCarter, *Vice Chair*; Bob Peeler, Cheri Phyfer-Kubu, Kim Wilkerson; Bill Hendrix, *Emeritus* and David Wilkins, *Emeritus*

Trustees: David Dukes, Ronnie Lee, Louis Lynn, Patti McAbee, Mark Richardson, Bill Smith, Joe Swann

Trustees Emeriti: J.J. Britton, Tom McTeer

Administration: James P. Clements, *President*; Tony Wagner, *Executive Vice President for Finance and Operations*; Max Allen, *Vice President and Chief of Staff*; Hank Morrow, *Executive Secretary to the Board of Trustees*; Robert Donato, *Chief Strategy Officer*; Robert H. Jones, *Executive Vice President for Academic Affairs and Provost*; Chip Hood, *General Counsel and Special Advisor to the Board of Trustees*; Lisa Knox, *Associate Vice President and Executive Director for Office of Institutional Excellence*; Chris Miller, *Vice President for Student Affairs*; Felicia Benton-Johnson, *Vice President for Diversity and Inclusive Excellence*; George Askew, *Vice President for Public Service and Agriculture*; Angie Leidinger, *Senior Vice President for External Affairs and Senior Advisor to the Board of Trustees*; Rick Petillo, *Chief Financial Officer*; Tracy Arwood, *Chief Ethics and Compliance Officer*; Brian O'Rourke, *Vice President of Advancement*; Julio Hernandez, *Assistant to the President for Community Engagement and*

*Outreach; Graham Neff, Director of Athletics; Brian Voss, Vice President and Chief Information Officer (via web); and Ale Kennedy, Chief Human Resources Officer*

Guests: Jan Myers, *Human Resources*; Kevin McKinney, *CCIT*; Joe Galbraith, *Communications*; Beth Crocker, *Office of the General Counsel*; Scott Smith, *CCIT*; Danielle Arrington, *Office of the Board of Trustees*

Media: Caitlin Herrington, *Post and Courier*; Abby Suggs, *The Tiger*

Hank Morrow called roll of the committee. Trustee McKissick noted a quorum was present.

Joe Galbraith introduced media in attendance.

### Executive Session

Trustee McKissick said it was necessary to go into executive session to discuss the proposed personnel matters on the agenda. No decisions will be made, and no votes will be taken. The committee will reconvene in public session.

Trustee McCarter moved to go into executive session. Trustee Peeler seconded the motion. The motion was approved unanimously. The committee entered executive session at 8:31 a.m. and returned to public session at 8:45 a.m.

### Action Items

1. Approval of market range for VP Marketing and Communications

President Clements presented the request to approve the market range for the Vice President of Marketing and Communications of MIN \$153,778 / MID \$252,333 / MAX \$416,787.

Trustee Peeler moved to approve the market range for VP Marketing and Communications. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

2. Approval of temporary salary adjustment for the Interim VP of Marketing and Communications

President Clements presented the request to approve a temporary salary adjustment of 20% for the Interim VP of Marketing and Communications, Max Allen. Current salary is \$405,562.50.

Trustee Phyfer-Kubu moved to approve the temporary salary adjustment of 20% for the Interim VP of Marketing and Communications. Trustee Wilkerson seconded the motion. The motion was approved unanimously.

3. Approval of temporary salary adjustment for the Associate Vice President and Executive Director for Office of Institutional Excellence

President Clements presented the request to approve a temporary salary adjustment of 20% for Associate Vice President and Executive Director for Office of Institutional Excellence, Lisa Knox. Current salary is \$254,152.50.

Trustee Phyfer-Kubu moved to approve a temporary salary adjustment of 20% for the Associate Vice President and Executive Director for Office of Institutional Excellence. Trustee Wilkerson seconded the motion. The motion was approved unanimously.

4. Approval of market range for Dean, College of Architecture, Art and Construction

Provost Jones presented the request to approve the market range for the Dean, College of Architecture, Art and Construction of MIN \$219,914 / MID \$289,562 / MAX \$448,953.

Trustee Peeler moved to approve the market range for the Dean, College of Architecture, Art and Construction. Trustee Wilkerson seconded the motion. The motion was approved unanimously.

5. Approval of market range for Dean, College of Agriculture, Forestry, and Life Sciences

Provost Jones presented the request to approve the market range for the Dean, College of Architecture, Art and Construction of MIN \$217,130 / MID \$324,779/ MAX \$409,447

Trustee Peeler moved to approve the market range for the Dean, College of Agriculture, Forestry, and Life Sciences. Trustee McCarter seconded the motion. The motion was approved unanimously.

#### Information Item

Information Item 1: Dr. Kennedy provided to the board the Quarterly Report consisting of Compensation Actions of \$200,000 and over per compensation guidelines.

#### Adjourn

There being no further business, Trustee McKissick adjourned the meeting at 8:51 a.m.

Respectfully submitted,



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Hank Morrow

Executive Secretary to the Board of Trustees

*April S. Purvis*

02/08/24

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Approved

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Date