

Board of Trustees
11000 University Parkway
Pensacola, FL 32514-5750

December 23, 2010

Mr. Frank Brogan, Chancellor
Florida Board of Governors
State University System
325 West Gaines Street, Suite 1614
Tallahassee, FL 32399-0400

Re: University of West Florida President Dr. Judith A. Bense

Dear Chancellor Brogan,

As you know, Dr. Judith A. Bense was selected to be the President of the University of West Florida, effective July 1, 2007 on an interim basis. Her appointment was subsequently ratified by the Board of Governors. Her performance as the University's President has been outstanding. Following extensive study and discussion, the University of West Florida Board of Trustees has entered into a new contract with Dr. Bense extending her term as President for an additional period extending until June 30, 2015. We understand that this appointment is considered to be a selection of a permanent president pursuant to the provisions of Section 5(c) of Board of Governors Regulation 1.001 (the "Regulation") and requires confirmation from the Board of Governors. We respectfully request that the Board of Governors confirm this selection in accordance with the requirements of the Regulation.

I have attached an excerpt of the minutes from our Board of Trustees meeting of December 19, 2010, reflecting the Board's action with respect to Dr. Bense's presidency. Information concerning the process for her selection and her qualifications was previously provided to you in connection with her interim appointment. Do not hesitate to contact me or the University's Office of General Counsel if you have any questions or desire any further information concerning this matter.

Best Regards and Greetings of the Season,

A handwritten signature in black ink, appearing to read "K.C. Clark".

K.C. Clark
Chair, University of West Florida
Board of Trustees

Phone 850.474.2200 Fax 850.474.3131

Web uwf.edu

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Excerpt from **Draft** Minutes of December 10, 2010 UWF Board of Trustees Meeting

The following trustees were present.

Mr. Lewis Bear, Jr.

Mr. K.C. Clark

Ms. Nancy Fetterman

Mr. Josh Finley

Ms. Marny Gilluly

Ms. Jeanne Godwin

General Chuck Horner (RET)

Mr. Bob Jones

Mr. Collier Merrill

Mr. Mort O'Sullivan

Dr. Richie Platt

Ms. Bentina Terry

Others attending:

Dr. Judy Bense, President

Dr. Chula King, Provost, and Vice President for Academic Affairs

Dr. Kyle Marrero, Vice President for University Advancement

Dr. Kevin Bailey, Vice President for Student Affairs

Mr. Michael Dieckmann, Interim Vice President for University Affairs

Ms. Patricia Lott, General Counsel

Dr. Kimberly Sessions Brown, Chief of Staff & Assistant Corporate Secretary for BOT

Ms. Patti Ross, Executive Administrative Assistant, Office of the President

Ms. Faye Bowers, Executive Specialist & Assistant Corporate Secretary for BOT

1. **Action Item 4 – Revised Presidential Contract** - At its meeting on June 3, 2010, the Board voted to appoint a committee to oversee resolution of outstanding issues regarding presidential employment, including the evaluation process and contractual issues. Chair Clark appointed an ad hoc committee including Lewis Bear, Jr., Marny Gilluly, Collier Merrill, and Mort O'Sullivan. The Committee met August 12 & 23, 2010, September 14, 2010, October 8, 2010, and October 20 and worked diligently to review and to make appropriate adjustments to the process for evaluation of presidential performance and goals. In addition, the Committee considered data from other State University System institutions in Florida regarding both evaluation processes and compensation packages for university presidents.

The Committee reported at the September Board meeting concerning its evaluation of President Bense and its efforts to refine the stated goals for the President for the 2010/2011 academic year, including its efforts to state the goals in an objective format that is susceptible to objective measurement criteria.

After considerable discussion and reflection, and upon review of information pertaining to the compensation offered presidents of other similar State University System universities in Florida, the Committee voted unanimously to recommend that the Board of Trustees enter into a revised contract with President Bense. Although the compensation being offered still falls below compensation packages offered to the presidents of most other State University System universities, we believe that this is a fair and competitive offer under prevailing conditions.

The proposed contract is attached. The laws of the state of Florida limit the amount of compensation that the university may offer the President out of appropriated state funds. The contract that the Committee is recommending would not entail any additional State funds for compensation, but would require additional support from resources of the University of West Florida Foundation. The Executive Committee of the Foundation has advised that the Foundation has set aside funds sufficient to meet the financial requirements of the new offer in excess of what the University currently pays the President from State funds.

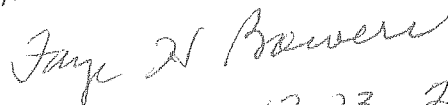
A motion was made to approve the recommendation of the Evaluation & Compensation ad hoc committee that the Board of Trustees enter into a revised contract with President Bense which will be forwarded to the Board of Governors for ratification.

Motion by: Trustee Terry

Seconded by: Trustee Platt

Motion passed unanimously.

Respectfully submitted,



12.23.2010

Faye H. Bowers, recording secretary