

**North Dakota State University Foundation
Compensation Committee
Regular Meeting Notice and Agenda
December 6, 2019**

The NDSU Foundation Compensation Committee will meet on Friday, December 6, 2019 at 1:00 p.m. CT. This meeting will originate from the Stenehjem conference room at the Harry D. McGovern Alumni Center, 1241 North University Drive, Fargo, ND 58102.

Call to Order

#Action required *See supporting document

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| I. | Roll Call | |
| II. | Call to Order | Dan Dunn |
| III. | *Approve Minutes from 10/29/19 Meeting | Dan Dunn |
| IV. | *Review President/CEO Goals for FY20 | John Glover |
| V. | *Discuss 2020 Regular Meeting Schedule | Dan Dunn |
| VI. | Other Business | |
| VII. | Adjourn | |

Compensation Committee Members

Dan Dunn, Chair

Mike Krueger

John Erickson

Jenny Hopkins

Contact Kari Sayler at 701-231-6841 or kari.sayler@ndsufoundation.com prior to the meeting date with questions or to request auxiliary aids or services if needed. A quorum of the NDSU Foundation Executive Governing Board (EGB) may be present at this committee meeting. Members of the EGB who are not members of this committee may attend and participate in this meeting, but only members of this committee may make, second, or vote on any motion or other action of the committee.

North Dakota State University Foundation
Compensation Committee Meeting
Regular Meeting Minutes
October 29, 2019

The NDSU Foundation Compensation Committee met on Tuesday, October 29, 2019 at 1:00 p.m. in the Crary Lounge at the Harry D. McGovern Alumni Center, 1241 North University Drive, Fargo, ND 58102.

COMPENSATION COMMITTEE MEMBERS PRESENT:

In Person: Dan Dunn, John Erickson, Mike Krueger
Via Phone: Jenny Hopkins

COMPENSATION COMMITTEE MEMBERS ABSENT:

None

OTHERS PRESENT:

None

STAFF PRESENT:

John Glover, Kari Sayler, Allyson Peterson, Shelly Lura

The Chair of the NDSU Foundation Compensation Committee requested a roll call be taken for the purpose of establishing a quorum.

CALL TO ORDER: Chair Dan Dunn called the meeting to order at 1:00 p.m.

APPROVE MINUTES FROM 9/17/19 MEETING: A motion to approve the minutes of the 9/17/19 Compensation Committee meeting was made by Erickson, seconded by Krueger, and carried unanimously.

REVIEW PRESIDENT/CEO DRAFT EVALUATION FOR FY19: Dunn reviewed the process that was used to conduct the President/CEO evaluation, which included interviews with people who have worked closely with Glover and preparation of a written performance review. Dunn and Hopkins conducted five interviews and all interviewees were asked the same questions for consistency purposes. Dunn summarized the interviews for the committee which focused on working relationships, strategic leadership and Foundation operations.

Dunn referenced the written performance review which documents accomplishments on objectives, lists key results and summarizes feedback from the interviews. Glover and the committee agreed to make two modifications to the document:

- Part 2.2: clarify Aldevron Tower as the first academic building at NDSU fully funded by private funds.
- Sign-offs: change the second signature from board member to chair of the Compensation Committee

A motion to accept the draft evaluation, pending the two modifications, was made by Erickson, seconded by Krueger, and carried unanimously.

REVIEW PRESIDENT/CEO COMPENSATION RECOMMENDATION: Dunn and Lura shared market assessments for leadership positions at peer and aspirant institutions. Sayler, Peterson and Lura stepped out of the room for the compensation discussion.

At 3:00 p.m., Hopkins left the meeting and Sayler, Peterson and Lura rejoined the meeting.

A motion to recommend an increase in base pay to \$300,000 effective January 1, 2020 and pay a one-time performance bonus of \$25,000 was made by Krueger, seconded by Erickson, and carried unanimously.

ADJOURNMENT: With no further business, the meeting was adjourned at 3:14 p.m.

Respectfully submitted,
Kari Sayler, Executive Manager

NDSU Foundation Compensation Committee

Prepared December 2019

John R. Glover, President/CEO

2020 Strategic Objectives: January 1, 2020 – December 31, 2020

Mission: Building enduring relationships that maximize advocacy and philanthropy to support North Dakota State University.

1. Provide vision, leadership and direction for the organization's culture, strategic objectives and execution in philanthropy, outreach, financial services and governance. The President/CEO will partner with the NDSU President and his cabinet, evaluating priorities and recommending strategies to achieve fundraising and institutional objectives.
2. Execute public phase of ***In Our Hands*** campaign, pursuing a goal of \$400 million by December 31, 2022 (currently at \$310 million, as of October 31, 2019).
 - a. Pursue an annual gift production target of \$55 million (\$35M cash/pledges, \$20M deferred), with Foundation staff completing 2,200 visits and delivering 250 proposals.
 - b. Partner with Campaign Ambassadors, Foundation Trustees and campus partners to identify, cultivate and solicit benefactors to support NDSU.
 - c. Plan and execute annual fundraising programs to solicit as many donors as possible to participate, including direct marketing, Bison Bidders Bowl, Giving Day and other events.
 - d. Complete campaign gifting strategies, decisions and commitments with all Trustees and Life Trustees.
3. Share ***In Our Hands*** story through local/national outreach and events and expanded communications.
 - a. Conduct 5-10 major, outreach events, locally and nationally, bringing together alumni and friends to share the story and encourage involvement in the campaign.
 - b. Plan and execute 10-15 focused, campaign event gatherings around the country, utilizing ambassadors and Trustees to engage and connect with alumni and friends.
 - c. Expand communication strategies to share the campaign story and philanthropic impact to inform and connect alumni, businesses and friends. Plans include development of a campaign impact publication.
4. Pursue best practice operations in fiscal responsibility, human resources, data security and donor compliance.
 - a. Ensure financial resources are aligned to support staffing, technology, and capital needs to achieve campaign goals.
 - b. Attract new talent and retain talent through comprehensive benefits, professional skills development and workplace culture that is a best place to work.
 - c. Use data and analytics tools to drive organizational decisions.
 - d. Ensure management of investments and reserves are consistent with approved policies.
 - e. Continue strengthening donor compliance services, with focus on fund expenditures by campus and reviews of existing accounts for adherence to donor restrictions and intent.
5. Strengthen engagement of Trustees through service on committees, development, outreach and financial counsel and support of campus programs.
 - a. Review engagement of existing Trustees utilizing established benchmarks.
 - b. Assess current committee structure and alignment with organization mission.

- c. Nominating Committee to conduct Trustee assessment for future recommendations.
- d. Ask Trustees to support outreach and development events.



2020 Proposed Compensation Committee Regular Meeting Schedule

Late January Meeting

- **Purpose:** President/CEO progress report #1 + compensation recommendations for President/CEO direct reports
- **Timing:** needs to occur before Feb 7 EGB meeting (materials released Feb 3). Suggesting sometime between Jan 21-23 or 30-31 due to President/CEO travel.

Late May Meeting

- **Purpose:** President/CEO progress report #2
- **Timing:** needs to occur before June 11 EGB meeting (materials released June 8). Suggesting sometime between May 26-29.

Late September Meeting

- **Purpose:** President/CEO progress report #3
- **Timing:** needs to occur before Oct 2 EGB meeting (materials released Sept 25). Suggesting sometime between Sept 17-18 or 21-24.

Late October Meeting

- **Purpose:** review President/CEO draft evaluation and compensation recommendation
- **Timing:** needs to occur before Nov 13 EGB meeting (materials released Nov 9). Suggesting sometime between Oct 28-30.

Early December Meeting

- **Purpose:** approve goals for FY21
- **Timing:** needs to occur before Dec 11 EGB meeting (materials released Dec 7). Suggesting sometime between Dec 2-4.