

## Executive Committee - June 2026 Transcript

Trustee O'Malley: Secretary, please call the roll

(00:02):

Dr. Carol Clark: Trustee Cannata?

Trustee Cannata: Here.

Dr. Carol Clark: Trustee Jenkins.

Trustee Jenkins: Here.

Dr. Carol Clark: Trustee O'Malley.

(00:06):

Trustee O'Malley: Here.

(00:06):

Dr. Carol Clark: Trustee Roe. Here.

(00:08):

Trustee O'Malley: Thank you. We have a quorum and I call the meeting order. Trustees, please remember the only executive committee members in discussions on agenda items or cast votes on action items. The minutes for the September 12th, 2025 executive committee meeting were circulated in advance. Are there any corrections or additions to those minutes?

(00:30):

Trustee Roe: Motion to approve.

(00:32):

Trustee O'Malley: Thank you.

Trustee Cannata: Second.

(00:34):

Trustee O'Malley: Thank you.

(00:34):

Trustee O'Malley: So it's been moved and seconded. All those in favor, please signify by saying aye. Aye. Any opposed? Minutes are approved. Before we take up the action items, president Licari has asked to step out of the meeting. We'll wait for him to exit.

Trustee O'Malley: Pursuant to TCA 49-8-201F7B, not C. The board may conduct private meetings to discuss matters related to senior administration personnel positions. The executive committee met on April 16th, 2026 to discuss the president's performance evaluation and incentive. From the meeting, I'll present several action items for discussion and vote. I'm now passing the data to Vice Chair Roe for the following two action items.

(01:41):

Trustee Roe: Thank you, Mr. Chairman. The first item on the agenda is a review of the president's performance evaluation and consideration for an incentive for the fiscal year 2025-26, the current fiscal year. Chairman O'Malley will provide information about this item.

(01:57):

Trustee O'Malley: Thank you, Dr. Roe. Before we discuss the evaluation of the university president, I'd like to provide an overview of the basis on which the evaluation has been conducted. The process involves a comprehensive review of the president's performance, considering multiple sources of information. Integrating input from multiple sources ensures a well-rounded objective evaluation that reflects the perspective of the entire university community. The evaluation instrument was approved by this board in March of 2024. A copy was provided to you in advance of the meeting and is visible in front of you. The assessment includes specific goals to be measured in five different categories. I think we're going to show each category separately. So the first being enrollment goals to increase the first time full-time freshman enrollment in the prior year with the seven and a half with 15 point potential.

(03:02):

Trustee O'Malley: The second portion of that is to increase the graduate enrollment in the prior year. As you can see in the red below freshman full-time enrollment increase the graduate enrollment decrease score 15, Dr. Licari seven and a half or half of that. Next slide is the graduation rate increasing the official graduation from the prior year. Very, very close but did not make that happen so that there was a score of zero out of 15. Retention rate increased in fall retention from the prior year. We went from 66.14 to 68.38. So he get those points. Athletics, two of the three must occur from full point achievement. One of three equals seven and a half. The average of all athlete GPAs has to be three or 3.0 or higher, an impressive 3.39. Win at least one conference championship. We won the championship for baseball and then increased revenue from the prior year or receive a one time large pledge of sponsorship equal to or greater than the presidential salary.

(04:30):

Trustee O'Malley: Dr. Lacari in chief, I think all three of those bullet points for the 15 points.

(04:38):

Trustee O'Malley: And then fundraising, increase in fundraising compared to an average of the three prior years, or a one time large gift pled or pledge equal to or greater than the president's salary. The foundation received a large gift or pledge greater than the president's salary in the amount of \$5 million for a total of 15 points. And then the board's discretion is to be awarded by the board in consideration of overall performance based on leadership strategic plan progress and positive relationships and the board meeting Dr. Licari's result to be full 25 points. When considering the number of discretionary points to be awarded, I reviewed out input from all the board members and from the president's direct report subordinates composed of the comprised of the university's senior leadership team. I also spoke with multiple external stakeholders such as state and community leaders, elected officials, and university alumni.

(05:47):

Trustee O'Malley: You can see Dr. Licari's total score then is 77.5 out of the potential of 100. So based on that information, I recommend that President Licari be awarded the maximum 25 discretionary points for a total of the 77.5 as you see in front of me. Further, I move that the board award a 7.75% incentive in the amount of \$32,163 to President Licari for fiscal year 25 / 26.

(06:23):

Trustee Roe: A motion has been made. Is there a second?

Trustee Cannata: Second.

Trustee Roe: It is moved and seconded that the board award is 7.75% incentive in the amount of \$32,163 for fiscal year 25, 26. Is there any discussion?

Trustee Cannata: I just want to comment that it's very well deserved.

(06:48):

Trustee O'Malley: I would just add, Dr. Roe, too, that not at this meeting, but if you go back to the five criteria, you'll notice that most of them relate to a pure increase in result over the prior year. I think we deemed it that at some point, and I think we're at that point, we need to tweak that language and that criteria judgment based not only on increasing, but at some point the achievement of a specific number may trigger a positive result as opposed to purely having to increase it over the prior year. If you get 100%, you can't increase it any better any higher than that. So we'll change some of the languaging and the intention is that we would get that done before the next cycle before next year.

(07:51):

Trustee Roe: Just a quick comment. I noticed when I was looking at the LGI presidents that President Licari was the second voice of all the colleges in the state of state colleges. So I think he has done a remarkable job. I mean, this university is growing like no other in the state. The quality of its graduates continues to increase. I looked at the nursing graduates. It's remarkable that 120 student nurses can pass their exams. Believe me, I've taken enough important exams in my life to know that's almost impossible. And so I think shout out to the academic staff, not just them, but others too and under President Licari's leadership. And I also want to give a shout out to the state. They provide a lot of revenue for this university and also this brand new really state of the art health science building that has the social science, the hard sciences in there.

(08:59):

Trustee Roe: We wouldn't have all that state support. I very much appreciate them doing that. It provides an environment for our students to learn and provide really when you look at Clarksville growing like it is I can tell you I don't know of another city in America that's adding two hospitals. I don't know any places. So the opportunity of our graduates is there and I think Dr. Licari and the staff and the trustees have this university headed absolutely like in a growth area in the clinic. I mean the state of Tennessee needs this university to be successful and I'm very appreciative of what the state has done as far as their appropriations for us. So I certainly think this is what was heard.

(09:52):

Trustee O'Malley: So thank you. Any other

(09:54):

Trustee Roe: Any other discussion?

(09:57):

Trustee O'Malley: You want to go to the base compensation?

(09:59):

Dr. Carol Clark: I think we need to vote first.

(10:00):

(10:03):

Trustee Roe: No other discussion. Hearing none. All those in favor signify the same aye. Aye. Any opposed? Nay? The ayes have it. Next action item is the consideration of the president's base compensation for the upcoming fiscal year 26 -27. Chairman O'Malley.

(10:22):

Trustee O'Malley: Information about the compensation of other Tennessee public university presidents was provided to you in advance of this meeting to be seen monitors. Dr. Roe just highlighted. Based on President Licari's positive performance evaluation and in order to keep the president's salary commensurate with other Tennessee LCI presidents, I move that President Licari's base salary be set at \$440,000 for fiscal year 26-27.

(10:52):

Trustee Roe: Is there a second?

Trustee Cannata: Second.

Trustee Roe: Motion is ... It has been moved and seconded. President Latary's base salary be set at 440,000 for fiscal year 26, 27. Any discussion of the motion? Hearing none, all those in favor, please signify by saying aye. Aye.

Committee Members: Aye.

Trustee Roe. Any opposed saying nay? The motion carries. Chairman O'Malley.

(11:19):

Trustee O'Malley: Thank you, sir. Your meeting materials included proposed revisions to APSU policy. Yeah, we'll invite Mike back in. We were doing fine without him. Your meeting materials included proposed revisions to Austin Peay State University Policy 1.010 appeals and appearances before the board. I recognize Dr. Carol Clark, secretary to the board to provide further information.

(12:35):

Dr. Carol Clark: Thank you, Chair O'Malley. If you read the materials, your notice is a very, very minor change to that policy and it is a change to make the deadline for submitting a request for the board 48 hours plus the meeting rather than 72 hours prior to the meeting. State policies, practices and law and with the procedures that we use to the committee materials together.

(13:05):

Trustee O'Malley: Great. Thank you, Dr. Clark. Do I hear a motion to approve proposed revisions to APSU policy 1.010?

Trustee Jenkins: Motion

Trustee Cannata: Second.

Trustee O'Malley: It is moved and seconded to approve the revisions to APSU policy 1.010. Dr. Clark will answer any questions you may have. Hearing none, all those in favor, please signify by saying aye.

(13:35):

Committee Members: Aye.

(13:35):

Trustee O'Malley: Any opposed? Thank you. The motion carries. This concludes our agenda items and I move that the meeting adjourned. Is there a second?

Trustee Roe: Second.

Trustee O'Malley: It is moved and seconded. The meeting adjourned. All those in favor say aye.  
Aye.

(13:51):

Committee Members: Aye.

(13:51):

Trustee O'Malley: The meeting is adjourned.