



Office of the President
11000 University Parkway
Pensacola, FL 32514-5750

August 31, 2020

Dave Cleveland, Chair
Board of Trustees
University of West Florida

Dear Chair Cleveland:

I wanted to memorialize elements of our discussion regarding the work of the UWF Presidential Performance, Evaluation, and Metrics (PPEM) Committee. To begin, I am deeply grateful for the steadfast support and encouragement you and all of the Trustees have provided me throughout a most challenging year. I appreciate also the Committee's thoughtful evaluation of my work. Any accomplishments that may be attributed to me are reflective of the considerable efforts of my executive leadership team and their talented staff. Any shortcomings will be my responsibility to correct and I pledge to do so with guidance from you and the Board.

Despite myriad external stressors, including a global pandemic, UWF has earned much to celebrate over the past year. Good things will continue to grow if we remain true to the mission of The University of West Florida. Indeed, there is no better cause to champion.

As we discussed previously, in view of the economic uncertainties we are facing, I respectfully request to forego any consideration of a salary increase for the coming year. It doesn't feel right for me to accept additional compensation when we simply do not know what the immediate future will bring. In addition, I ask that any performance incentive the Board wishes to grant to me be awarded instead to the Employee Emergency Assistance Fund. The heroic efforts of our employees in response to the pandemic have made UWF a safer place. We owe them our sincerest thanks.

I appreciate your consideration.

Sincerely yours,

Martha Saunders
President

Cc: Suzanne Lewis, Vice Chair

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