

October 17, 2022

Cheryl Green, Ph.D.  
President  
Governors State University  
1 University Parkway  
University Park, IL 60484

Re: Annual Assessment for July 1, 2021 to June 30, 2022 (“FY2022”)

Dear President Green:

On behalf of the Executive Committee of the Board of Trustees of Governors State University (“Board” and “University,” respectively), and consistent with Section 3.2 of the Presidential Employment Agreement by and between you and the University (the “Agreement”) and Section 670/15-190 of the Governors State University Law, I write to convey our recommended assessment of your performance for FY2022. I am pleased to report that the Executive Committee recommends that the Board find your performance exceeded expectations in all material respects. The Executive Committee wishes to extend its gratitude for your exemplary leadership and service during continued pandemic conditions.

The Executive Committee met on October 7, 2022 to consider multiple sources of feedback and information before crafting your review, including: your written self-assessment; oral reports gleaned from interviews with the presidents of each of the Civil Service Senate, Faculty Senate, and Student Senate; feedback from fellow trustees; market information including salaries of Illinois sister institution presidents; your salary history; and our own observations and judgments. Based on this extensive data, we formed the following recommended conclusions for the assessment criteria recommended by an external independent expert in the field, Terrence MacTaggart, Ph.D. The Board retained Dr. MacTaggart to recommend a process for conducting the University’s annual presidential assessment and you and the University have agreed to the following factors in lieu of those stated in Exhibit B to the Agreement:

Student-focused measurements:

- Enrollments across all categories of students;
- Year-over-year retention across all categories of students;

Diversity, Equity, and Inclusion:

- Pell Grant recipients and average debt load;
- Enrollment of various population segments of students;
- Retention rates for various population segments of students;

Stewardship of Resources and Compliance

- Institutional unrestricted revenues;
- Income from alternative sources outside of regular income and fees.



**Board of Trustees**  
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University Park, IL 60484  
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The Executive Committee is pleased to recommend to the Board that it should find you exceeded expectations in all the above categories. Based on all data considered in forming this assessment, the Executive Committee recommends that the Board should find you have earned (i) the full amount of available Performance Incentive Compensation available under the Presidential Employment Agreement by and between you and the University equal to fifteen percent (15%) of your annual Base Salary earned in FY2022, payable by December 31, 2022; and (ii) an increase to your Base Salary equal of five-and-a-half percent (5.5%) over your FY2022 Base Salary, effective July 1, 2022, for FY2023.

The Executive Committee again wishes to extend its gratitude for your leadership and service to the University during another challenging year of pandemic conditions. Your transparency with and responsiveness to the Board is admirable. Further, we recommend that you and the Board agree to use the same assessment factors as stated above for your FY2023 goals so that the Board may be able to view year-over-year progress against measurable metrics.

Sincerely,

Angela M. Sebastian  
Chair