

Resolution No. 23-10***Approval of President's Annual Assessment for Fiscal Year 2022, Incentive Compensation for Fiscal Year 2022, and Increase to Base Salary for Fiscal Year 2023***

WHEREAS, The Board of Trustees of Governors State University (the "Board" and "University," respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain the University in accordance with the rights, powers, and duties vested by law in the Board; and

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one of whom is a University student selected by student peers; and

WHEREAS, The Board entered into a certain Presidential Employment Agreement ("Agreement") with Cheryl Green, Ph.D. ("President Green," individually or, together with the Board, the "Parties") for the term of July 1, 2020 to June 30, 2023 (the "Term") whereby the Parties agreed that, among other things, President Green would serve as the Chief Executive Officer of the University for the Term; and

WHEREAS, Illinois State law requires the Board to conduct an annual assessment of the University president, 110 ILCS 670/15-190, as does Section 3.2 of the Agreement (the "Assessment"); and

WHEREAS, The Board Bylaws require the Board to assess the University president periodically, Bylaws, Art. I, § 4(c); and

WHEREAS, Illinois State law requires the Board to consider its annual assessment when voting on resolutions regarding any incentive compensation or raises, 110 ILCS 670/15-190; and

WHEREAS, The Parties agreed that President Green would be eligible for Performance Incentive Compensation, as that term is defined in the Agreement, annually of up to forty thousand, eight hundred dollars (\$40,800) or fifteen percent (15%) of her Base Salary, as defined in the Agreement, provided that she met certain performance metrics as determined in the Board's discretion and in consideration of the Assessment; and

WHEREAS, Upon recommendation of an independent expert in the field, Terrence MacTaggart, Ph.D., whom the Board retained to provide a recommended practice for annually assessing the President, the Parties have agreed to use the following metrics to in preparing President Green's Assessment:

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;

and

WHEREAS, By Section 4.1.1 of the Agreement, the Parties agreed that the Board could adjust President Green's Base Salary upward on an annual basis in its discretion and based on the Assessment; and

WHEREAS, The Executive Committee of the Board met on October 7, 2022 to evaluate and assess relevant information regarding the Assessment, including: feedback from the Faculty Senate, Student Senate, and Civil Service Senate; feedback from fellow trustees; President Green's self-assessment; salary and market data; and the Committee members' own judgment and experience; and

WHEREAS, On October 7, 2022, the Executive Committee voted to recommend the Board adopt a written assessment substantially in the form attached hereto as **Exhibit A**, which reflects a determination that President Green's performance exceeded expectations in all material respects for the period of review of July 1, 2021 to June 30, 2022 ("FY2022"), that President Green earned the full amount of Performance Incentive Compensation available under the Agreement for FY2022, and that President Green earned an upward adjustment to her current Base Salary equal to five-and-a-half percent (5.5%), effective July 1, 2022, for the period of July 1, 2022 to June 30, 2023 ("FY2023"); and

WHEREAS, consistent with Section 670/15-185(7) of the Governors State University Law, Exhibit A, which reflects the Assessment on which this Resolution is based, was made public at least 48 hours before the beginning of the Board's October 21 meeting;

Now, therefore, it is:

Resolved, that the Board adopts the Executive Committee's recommendations.

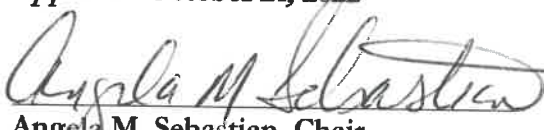
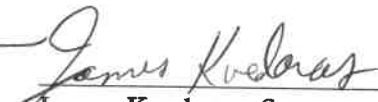
Resolved, that **Exhibit A** hereto constitutes the Board's Assessment of President Green for FY2022.

Resolved, that the Board directs the University to pay President Green Performance Incentive Compensation for FY2022 in an amount equal to fifteen percent (15%) of her Base Salary for FY2022 by December 31, 2022.

Resolved, that the Board directs the University to increase President Green's Base Salary for FY2023 by five-and-a-half percent (5.5%) over her Base Salary for FY2022, effective as of July 1, 2022.

Resolved, that the Board directs the University to take all reasonable and necessary steps to otherwise effectuate this Resolution.

Approved October 21, 2022


Angela M. Sebastian, Chair
Board of Trustees
James Kvedaras, Secretary
Board of Trustees