



### **Resolution No. 24-12**

#### *Resolution for the Annual Review of President Green and Eligibility for Performance Bonus*

**WHEREAS**, Section 15-190 of the Illinois Governors State University Law, 110 ILCS 670/15-190, requires the Board of Trustees of Governors State University (“Board” and “University,” respectively) to conduct an annual performance review of the University’s president;

**WHEREAS**, Article I, Section 4.c, of the Board Bylaws and Board Governing Policy Article II, Section 6.B, require the Board to conduct a periodic assessment of the University’s president;

**WHEREAS**, Section 3.2 of the Employment Agreement by and between the Board and President Cheryl Green, dated June 12, 2023, (the “Agreement”) requires the Board to conduct an annual review of the president;

**WHEREAS**, Pursuant to Section 4.2.1 of the Agreement, the Board has the discretion to pay President Green a \$25,000 Performance Bonus based on the Board’s annual evaluation of her performance;

**WHEREAS**, Pursuant to Section 4.2.1 of the Agreement, “[i]f the Board concludes Dr. Green’s performance meets expectations she shall receive her annual Performance Bonus”; and

**WHEREAS**, attached hereto as Exhibit 1 is the annual review of President Green as recommended by the Executive Committee and as posted for public comment on or before October 20, 2023.

Now, therefore, it is:


1. *Resolved*, that the Board adopts Exhibit 1 as its annual review of President Green for fiscal year 2022-2023.
2. *Resolved*, that the Board finds President Green is eligible for the Performance Bonus in the amount of \$25,000 for fiscal year 2022-2023.



3. *Resolved*, that the Board authorizes the administration to take all other or additional actions necessary to effect the intent of this resolution, including but not limited to paying the Performance Bonus to President Green on or before December 31, 2023.

Approved this 23<sup>rd</sup> day of October 2023

  
Angela Sebastian, Chair

  
James Kvedaras, Secretary



# **EXHIBIT 1**



October 20, 2023

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

Re: Annual Assessment for July 1, 2022 to June 30, 2023 ("FY2023")

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 FY2023 and eligibility for a Performance Bonus of \$25,000 as set forth in section 4.2 of the Agreement. I am pleased to report that the Executive Committee recommends that the Board should find you have satisfied the conditions precedent to earning the Performance Bonus for FY22 as determined by the Executive Committee's assessment of your performance relative to the pending GSU Presidential Assessment Policy and Procedures (the "Policy").

Pursuant to the Policy, the Board is to consider "metrics that are considered reasonable in practice in higher education." Procedures adopted pursuant to the Policy "are intended as guidelines subject to the Board's discretion to apply as it sees fit." Procedures adopted pursuant to last year's review included consideration of the following factors, no one of which is determinative:

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.

The Executive Committee met on October 10, 2023 to consider multiple sources of feedback and information before reaching its assessment, including: your written self-assessment; oral



**Board of Trustees**  
1 University Parkway  
University Park, IL 60484  
708.235.7308  
[www.govst.edu](http://www.govst.edu)

reports gleaned from interviews with the presidents of the Civil Service Senate, Faculty Senate, and Student Senate; feedback from fellow Trustees; the Agreement; and our own observations and judgments. Pursuant to our discretion, we evaluated the above factors as well as the impact you have had in raising the profile of the University generally, which will no doubt positively impact all the foregoing factors on a long-term basis.

Based on all data considered in forming this assessment, the Executive Committee recommends that the Board should find you have earned the Performance Bonus of \$25,000.

The Executive Committee extends its gratitude for your leadership and service to the University. 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 FY2024 goals.

Sincerely,

*/s/ Angela M. Sebastian*

Angela M. Sebastian  
Chair