

RESOLUTION E06-26

ADOPTING EXECUTIVE COMMITTEE'S PERFORMANCE EVALUATION AND SETTING COMPENSATION OF PRESIDENT

WHEREAS, The Executive Committee of the Board of Trustees is responsible for conducting an annual performance evaluation of the President that follows a process established by the Chairperson of the Board and includes input from the President; and

WHEREAS, the Executive Committee has completed its performance evaluation of the President, including goals for the 2026-2027 year, in accordance with Policy 1.03 Rev, and is responsible for reporting the evaluation results and making recommendations to the full Board; and

WHEREAS, the Presidential Employment Agreement provides that effective on July 1 of each year, in addition to a cost-of-living increase, the President shall be considered for an annual performance bonus in an amount not more than fifty percent (50%) of his base salary, at the sole discretion of the Board of Trustees; and

WHEREAS, the Presidential Employment Agreement further provides that the Chairperson of the Board of Trustees will use reasonable best efforts to notify the President about whether a performance bonus will be awarded in or around June of each contract year; and

WHEREAS, the Executive Committee finds that the president has successfully completed the goals outlined in the 2025–2026 management letter, including:

1. Continuing strong financial management by:
 - a. Increasing net revenue by providing that operating income exceeds budget plan; and
 - b. Continuing to increase the reserve fund;
2. Opening the Adena campus for enrollment;
3. Completing substantial progress on review of online programming;
4. Obtaining full funding for STEM labs and library refurbishing (\$31.8 million);
5. Improving enrollment by:
 - a. Increasing undergraduate and graduate enrollment; and
 - b. Developing a five (5) year strategic enrollment plan; and

WHEREAS, in addition to the goals outlined in the management letter, the Executive Committee finds that the President has also accomplished significant achievements to improve and upgrade Shawnee State University, as set forth in Attachment A; and

WHEREAS, the President has instilled a positive, winning culture amongst University faculty and staff;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University accepts the performance evaluation of the President prepared by the Executive Committee, as outlined above; and

IT IS FURTHER RESOLVED that the Board of Trustees approves a performance bonus for the President in the amount of fifty percent (50%) of his base salary for 2025-2026; and

IT IS FURTHER RESOLVED that the Chairperson of the Board of Trustees is directed to notify the President of the performance bonus included herein, and to issue a management letter to the President not later than July 26, 2026 setting forth agreed upon goals for the President for 2026-2027.

(June 26, 2026)

ATTACHMENT A

TO RESOLUTION E06-26 -ADOPTING EXECUTIVE COMMITTEE'S PERFORMANCE EVALUATION AND SETTING COMPENSATION OF PRESIDENT

1. **Cured Issues From Higher Learning Commission's (HLC) 2023 Interim Report.**
This resolution resulted in no further reports being required by HLC until the institution's next reaffirmation of accreditation scheduled for 2028-29.
2. **Full compliance with SB1 mandates**, including comprehensive policy changes, low-enrolled program reviews and closures, and timely reporting of all required information.
3. NCAA Membership Committee announced that **Shawnee State University was accepted for provisional membership in NCAA Division II** beginning in fall 2026.
4. FY26-FY27 State Operating Budget **increase in the Shawnee State Supplement** from \$9,000,000 per year to \$12,000,000 per year; Renewal of support for the SSU Institute for Appalachian Public Policy at \$75,000 per year; and Establishment of **\$500,000 per year in new funding for a Shawnee State University Civic & Culture Program for Appalachia.**
5. **Fully funded \$4.5M Shawnee Advanced Manufacturing Lab.**
6. **Executed Health Care Affiliation Agreements** with Southern Ohio Medical Center and Adena Health Systems.
7. Obtained Appalachian Regional Commission award of **\$2,000,000 to establish Industrial Chemistry program.**
8. **Obtained \$525,000 award from Ohio Department of Higher Education** to renew Choose Ohio First Scholarship program.
9. **Fully funded \$8.5M Health Sciences Lab Project** (Dental Hygiene, Radiology Tech, Medical Laboratory Technology, Respiratory Therapy) through federal, state, and private sources.
10. **Launched study abroad partnership with Harlaxton College** in Grantham, UK for SSU Honors Program and Lute School of Business students.
11. **Improved Moody's Credit Rating** to Baa2, stable outlook.
12. **Fully funded \$850,000 Esports Arena** in Kricker Innovation Hub.
13. Convened inaugural meeting of the Shawnee State University **Board of Visitors.**

14. Successfully oversaw the seamless **succession appointments for CFO and General Counsel** roles.
15. Hired a recognized and respected NCAA Division I-experienced **Head Football Coach**.
16. **Established Portsmouth Promise** college mentorship and scholarship program with over twenty highly in-need students enrolled from Portsmouth High School.
17. **First cohort of Pre-Social Work program** students enrolled.