

**MINUTES OF THE
COMPENSATION SUB-COMMITTEE OF THE BOARD OF TRUSTEES
OF ATHENS STATE UNIVERSITY
October 18, 2017**

The Compensation Sub-Committee of the Board of Trustees of Athens State University (the "University") met at 3:00 pm on Wednesday, October 18, 2017 in McCandless Hall 3rd Floor Conference Room, Athens, Alabama. On roll call, the following members of the Compensation Sub-Committee of the Board of Trustees of the University answered present:

Ms. Cathy Dickens (Presiding)
Mrs. Crystal Brown
Mr. Ronnie Chronister
Ms. Maxine Randolph

Members present constituted a quorum to conduct business.

Clint Shelton was absent.

Mr. Shane Black (University Legal Counsel), Mr. Mike McCoy, Ms. Jackie Gooch (recording), Dr. Joe Delap, Dr. Keith Ferguson, and Ms. Sarah McAbee were also present.

President Glenn's Evaluation 2016-2017

Ms. Dickens led discussion regarding Dr. Glenn's self-evaluation and provided her evaluation comments. Following discussion, the sub-committee agreed that the following evaluation review be presented to the Board of Trustees on October 20, 2017.

The Compensation Sub-Committee of the Board of Trustees is in receipt of Dr. Glenn's self-evaluation. The committee has reviewed and agrees with his overall assessment of his and his team's accomplishments for the 2016-2017 year.

The committee was particularly pleased with:

- Development and execution of an effective media/marketing plan
- Increased Enrollment (new enrolled up 40% for Undergraduate and up 290% for Graduate students from fall 2016). Outstanding job on the new enrollment plan.
- Maintaining credit hours with expectations to exceed the 1% goal to increase credit hours
- New Quality Matters Initiative that focuses on insuring on-line courses maintain the highest standards for our students
- Tuition increase below 2016 3.8%
- Increased retention scholarships by \$40,000 and institutional scholarships by \$110,000
- Strong financial position with no audit findings for 2017
- Continued and strengthened our partnerships with Community Colleges and traditional universities;
- Reduced expenditures by leveraging University Staff, and
- Significant progress on developing plans for our next capital campaign and Bicentennial Celebration.
- Dr. Glenn's commitment to and support of the communities we serve.
- Dr. Glenn's service as an outstanding ambassador of the University in many state, local and national venues.

President Glenn's Evaluation 2016-2017

Following discussion, the sub-committee agreed to recommend to the Board of Trustees that Dr. Glenn receive a \$10,000 salary adjustment to his base salary effective November 1, 2017. This recommendation will be presented at the Board meeting on October 20, 2017.

President Glenn's Bonus Criteria for 2017-2018

The subcommittee agreed to recommend to the Board of Trustees the following bonus criteria for 2017-2018 for President Glenn. This recommendation will be presented to the Board on October 20, 2017.

1. Continue to develop a comprehensive enrollment plan that increases enrollment and credit hour production while maximizing the University's capabilities and resources;
2. Develop a long-term tuition plan that maintains the University's sound financial position, rewards dedicated faculty and staff, improves efficiencies across the University, broadens course availability to students, expands program offerings, and continues to provide the greatest value to our students;
3. Continue Dr. Glenn's efforts to improve relationships within the University and explore opportunities with other institutions in North Alabama to enhance possibilities for our students, specifically expanding partnerships with two-year colleges within the State.
4. Finalize and execute the plan to celebrate the University's 200th Anniversary to benefit of the University and its Foundation.
5. Maintain and/or increase student retention through, but not limited to, academic coaching, early intervention and more targeted advising.
6. Begin communication with Commissioners regarding a Change in Instructional Role with the Alabama Commission of Higher Education in order to expand graduate program offerings. Official application for Change in Instructional Role may be submitted no earlier than Fall 2019 per ACHE guidelines.
7. Successfully execute the capital campaign plan to include:
 - Implementation of an end-of-year giving campaign that targets all donor groups.
 - Establishment of an IRA rollover campaign targeted at prospects 70.5 years and older.
 - Develop and steward a minimum of three lead gift prospects capable of seven-figure gifts.
 - Develop and steward a minimum of ten major gift prospects capable of six-figure gifts.
 - Raise a minimum of \$2 million in gifts and pledges.

Pursuant to the President's contract of employment, Section 4.5, the Board may award a bonus, in an amount to be determined by the Board of no more than twenty-five percent (25%) of the President's annual base salary in effect on the last day of the calendar year for which his performance is being evaluated.

On a motion made by Mr. Chronister and seconded by Ms. Randolph, the compensation subcommittee approved (4-0) the aforementioned recommendations and that they be presented to the Board of Trustees on October 20, 2017.

Ms. Dickens adjourned the meeting at 4:11 pm.