

**MINUTES OF THE
COMPENSATION SUB-COMMITTEE OF THE BOARD OF TRUSTEES
OF ATHENS STATE UNIVERSITY
January 12, 2018**

The Compensation Sub-Committee of the Board of Trustees of Athens State University (the "University") met at 3:00 pm on Friday, January 12, 2018 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
Mr. Clint Shelton

Members present constituted a quorum to conduct business.

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

President's Bonus Award for 2017

Ms. Dickens reviewed information distributed to those present. A copy of the signed action item for Dr. Glenn's Evaluation as accepted by the Board in October 2017, the 2016-2017 Bonus Criteria as approved by the Board in October 2016, a copy of Dr. Glenn's contract amendment dated April 2017 and a synopsis of salary increase and bonus awards since 2013. Mr. McCoy also provided a draft copy of the Statement of Net Position received this morning from the auditors. While this is a draft document, the data included is firm. This information shows an increase in net position from last year.

Discussion pointed to highlights of Dr. Glenn's increased efforts to the University and our students, including but not limited to, doubling retention rate from last year, increasing retention by 6% among Pell Grant students, and increasing enrollment in the graduate programs.

On a motion made by Mr. Shelton and seconded by Ms. Randolph, the compensation subcommittee approved (5-0) that the compensation sub-committee recommend to the Board of Trustees a \$10,000 bonus award for President Glenn for 2017. This recommendation will be presented to the Board of Trustees at the January 19, 2018 Board meeting.

On a motion made by Ms. Randolph and seconded by Mr. Chronister, Ms. Dickens adjourned the meeting at 4:07 pm.