

**A Resolution to Adopt Performance Goals for
President Edwards in Academic Year 2021-2022**

RESOLUTION 21 – 53

WHEREAS, the Wright State University Board of Trustees is required by law to supervise and assess the performance of University President Susan Edwards; and

WHEREAS, President Edwards' employment contract provides that her performance and bonus eligibility will be evaluated against specific goals set annually by the Board; and

WHEREAS, the Board wishes to memorialize the aforementioned goals for the 2021-2022 Academic Year.

NOW THEREFORE, the following is hereby adopted as the RESOLUTION of the Wright State University Board of Trustees:

FIRST: The following are hereby adopted as President Edwards' performance goals for the 2021 – 2022 Academic Year:

1. **“Students First.”** The University will put “students first.” The President will model that approach to customer service for faculty and staff. She will clearly communicate, encourage, and require a culture in which employees take ownership of student administrative issues, resolving them efficiently and without unnecessary bureaucracy or delay.
2. **Comprehensive Enrollment Management Plan.** The President will develop, execute, and continually adjust the University's comprehensive enrollment management plan. The plan will account for changing conditions within higher education and within our region (e.g. changes resulting from COVID-19, demographic developments, and industrial/business evolution). The plan will emphasize and successfully promote the attraction, retention, and matriculation of a diverse and capable body of students that is well-equipped to meet the needs of employers in our region and in the state.
3. **Employer Engagement.** The President will work continually, and encourage the faculty and staff to work continually, to expand the University's engagement with local and regional employers. Not later than June 20, 2022, the President will begin implementing (subject to the Board's approval) a strategic plan to identify, meet, and adapt to the academic and instructional needs of those employers. She will tailor the University's course offerings to more-closely align with the degree and intellectual needs of area employers.

4. **Relationships with Wright-Patterson AFB.** The President will continue to foster close relations with the leadership at Wright-Patterson AFB. She will develop and implement a robust strategy to strengthen and grow those relationships. She will create or designate an office within the University to serve as a primary liaison and facilitator of University collaborations with NASIC, AFRL, AFLCMC, the 88th ABW, AFIT, and other tenant units and programs at the base. She will create an education partnership agreement which positions the University as the primary provider of the civilian educational services to the 88th ABW. The President will create opportunities for collaborative research and intellectual exchange for University faculty and DoD personnel. The President will position the University to compete for national recognition as a veteran-friendly and military-friendly institution.

5. **Financial Strength.** The President will maintain appropriately balanced budgets. Not later than FY23, the President will present for the Board's approval a strong budgetary framework that streamlines operations while allocating sufficient funds to future investments and strategic growth. Expenses will be eliminated or reduced in areas not critical to the University's strategic success. She will continue to implement and refine the current multi-year effort to match expenses to current and projected revenues.

6. **Diversity and Inclusion.** The President will continue to be a champion for diversity and inclusiveness. She will identify and seize opportunities for the University to become a more equitable institution. The University itself will model those behaviors for the communities we serve.

SECOND: The Board hereby appoints Trustees Goyal, Platt, Fitzpatrick and Student Trustee Asarpota to work with President Edwards to identify specific, mutually agreeable metrics by which her progress towards these goals can be evaluated. The metrics shall be reported to the Finance, Audit, Governance, and Compliance Committee at its May, 2021 meeting. No further action by the Board shall be required to make those metrics effective.