



BOARD OF TRUSTEES

OFFICIAL PROCEEDINGS OF THE FOUR HUNDREDTH AND FOURTH MEETING Friday, August 22, 2025 at 9:00 a.m.

Atlantis Room, Student Union 157

MINUTES

Present: Chair Gunlock, Vice Chair Thompson, Treasurer Ferris, J. Ebbing, A. Goyal, R. Kejriwal, E. Miller, R. Peters, A. Platt, B. Bucklew, D. Fecher, J. Wilson

Absent: B. Whiteside

I. CALL TO ORDER

Chair Gunlock called to order the August 22, 2025, meeting at 9:00 a.m.

A. Roll Call

Chair Gunlock asked the Secretary, Daniel Palmer, to call the roll. A quorum was present. Gunlock read the Chair's Statement and the Conflict-of-Interest Statement.

Chair's Statement:

The Wright State University Board of Trustees is a public body subject to the Ohio Open Meetings Act. It operates on a fixed agenda available to those attending the meeting. Persons wishing to address the Board in its public session should submit a written request to the Board of Trustees' office 72 hours in advance of the meeting in order to be placed on the agenda. However, all persons address the Board at the invitation of the Board and are subject to time limitations and other guidelines established to maintain the good order of the meeting.

Conflict of Interest Statement

It is of utmost importance to ensure that all university decisions are free from any real or perceived conflicts of interest. Therefore, please be mindful of all obligations with which you have been charged as a Trustee of Wright State University and take the steps you deem appropriate to perform your duties fairly and impartially.

II. EXECUTIVE SESSION

Chair Gunlock requested the Board move into Executive Session pursuant to Revised Code Section 121.22(G).

Secretary Palmer read the following resolution:

EXECUTIVE SESSION

RESOLUTION 26-01

RESOLVED that the Wright State University Board of Trustees agreed to hold an Executive Session on August 22, 2025; and be it further

RESOLVED that pursuant to the Ohio Revised Code 121.22 (G), the following issues may be discussed in Executive Session:

- To consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official pursuant to Revised Code Section 121.22(G)(1);
- Conference with an attorney for the Board regarding disputes with the Board that are subject of pending or imminent litigation pursuant to Revised Code Section 121.22(G)(3);
- Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment pursuant to Revised Code Section 121.22(G)(4); and
- Matters Required to be Kept Confidential Pursuant to Federal Law or State Statute pursuant to Revised Code Section 121.22(G)(5).

Trustee Peters moved to approve the resolution and Trustee Ebbing seconded. The resolution was unanimously approved by a roll call vote (9,0,0).

III. RECONVENE

The Board of Trustees, at the calling of Chair Gunlock, reconvened at 11:33 a.m. Chair Gunlock asked Board Secretary Palmer to call the roll and a quorum was present.

IV. APPROVAL OF COLLECTIVE BARGAINING AGREEMENTS

Chair Gunlock recognized Mr. Greg Sample to present the proposed collective bargaining agreements with the FOP / Ohio Labor Council.

Secretary Palmer read the following resolution:

**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT
WITH THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL**

RESOLUTION 26-02

WHEREAS, University employed Police Officers, Sergeants and Communications Center Operators are represented by the Fraternal Order of Police/Ohio Labor Council (FOP); and

WHEREAS, the most recent labor contract between the University and the FOP expired on June 30, 2025 and;

WHEREAS, the University and FOP have negotiated successor collective bargaining agreements for the period of July 1, 2025 through June 30, 2028; and

WHEREAS, the FOP membership ratified the agreements on July 17, 2025 and July 18, 2025; therefore, be it

RESOLVED that the Wright State University Board of Trustees has reviewed the proposed Collective Bargaining Agreements and determined that its terms are reasonable and in the best interests of the University; and be it further

RESOLVED, that the President, or her designee, is authorized and directed to sign the Agreements on behalf of the University.

Trustee Miller moved to approve the resolution and Trustee Goyal seconded. The resolution was unanimously approved by a roll call vote (9,0,0).

Chair Gunlock recognized Mr. Greg Sample to present the proposed collective bargaining agreement with the International Brotherhood of Teamsters Local No. 957.

Secretary Palmer read the following resolution:

**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD
OF TEAMSTERS LOCAL NO. 957**

RESOLUTION 26-03

WHEREAS, Wright State University employees primarily in facilities positions, including maintenance, trades, custodial, and grounds, are represented by the International Brotherhood of Teamsters Local No. 957 (Teamsters); and

WHEREAS, the most recent labor agreement between the University and Teamsters expired on June 30, 2025; and

WHEREAS, the University and Teamsters have negotiated a successor collective bargaining agreement for the period of July 1, 2025 through June 30, 2028; and

WHEREAS, The Teamsters membership ratified the Agreement on July 24, 2025; therefore, be it

RESOLVED that the Board of Trustees has reviewed the proposed Collective Bargaining Agreement and determined that its terms are reasonable and in the best interests of the University; and be it further

RESOLVED that the President, or her designee, is authorized and directed to sign the Agreement on behalf of the University.

Trustee Peters moved to approve the resolution and Trustee Goyal seconded. The resolution was unanimously approved by a roll call vote (9,0,0).

V. OLD BUSINESS

Chair Gunlock noted the Board of Trustees, at the May meeting, adopted the President's Goals to mirror the objectives in the 2030 Strategic Plan. He noted that part of the resolution included charging the Compensation Committee, comprised of Vice Chair Thompson and Trustees Goyal and Miller, to develop specific objectives and metrics to evaluate the President's annual performance towards the Strategic Plan. He recognized Vice Chair Thompson to present the Objectives and Metrics.

Vice Chair Thompson stated that understanding the University had completed its Strategic Plan through 2030, the Board determined in May that it was important to connect the goals of President Edwards to the Strategic Plan.

Vice Chair Thompson indicated the Compensation Committee developed a series of objectives and metrics that the Board will use to measure the performance of President Edwards at the May meeting next year. He added the metrics and objectives reaffirmed student success remains a top priority, that the strong financial trajectory of Wright State continues, and to ensure the University is making tangible process towards achieving the goals in the 2030 Strategic Plan.

Vice Chair Thompson stated the goals and metrics include the following:

1. The President will make measurable progress towards the Wright State University Strategic Plan 2030 by enacting specific steps to achieve the strategic priorities listed as identified in Exhibit A.
2. The President will support the goals outlined in the Campus Completion Plan 2024 – 2026, and specifically enact strategies to:
 - a. Increase the fall-to-fall retention rate of first-time undergraduate students by one to two percentage points.

- b. Increase the six-year competition rate of first-time undergraduate students by one to two percentage points.
- 3. The President will ensure fiscal discipline of university resources by maintaining the requisite scores in the Financial Governance Policy, which include:
 - a. a minimum Moody's implied credit rating of A2 – Stable.
 - b. a minimum Senate Bill 6 Score of 3.0.
 - c. a Composite Financial Index of 3.0 or higher.
 - d. a minimum of 180 days cash on hand.
- 4. The President will execute and enforce all policies required under the Advance Ohio Higher Education Act as promulgated by the Board of Trustees.
- 5. The President will monitor, measure, and provide an end of year written report defining and articulating all actions taken toward meeting the outlined Presidential Goals.

Secretary Palmer read the following resolution:

**ESTABLISHMENT OF OBJECTIVES AND METRICS FOR PRESIDENT EDWARDS IN ACADEMIC YEAR
2025-2026**

RESOLUTION 26-04

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, the Board of Trustees established a series of performance goals in Resolution 25-40 that closely aligns with the Strategic Plan of the University through 2030; and

WHEREAS, the Board of Trustees charged the Compensation Committee to develop a series of specific objectives and measurable metrics in which her performance will be measured; therefore, be it

RESOLVED that the Objectives and Metrics submitted to this meeting are hereby adopted as President Edwards' Objectives and Metrics for the 2025 – 2026 Academic Year.

Vice Chair Thompson moved to approve the resolution and Treasurer Ferris seconded. The resolution was unanimously approved by a roll call vote (9,0,0).

VI. NEW BUSINESS

Chair Gunlock indicated the Board would consider a legal settlement that was presented to the Board of Trustees concerning a matter of active litigation.

Secretary Palmer read the following resolution:

ACTION ON PROPOSED LEGAL SETTLEMENT

RESOLUTION 26-05

WHEREAS, the University, as represented by the Ohio Attorney General through specially appointed counsel, is a party to a certain lawsuit and the specifics of the lawsuit have been shared with the Board of Trustees; and

WHEREAS, the defendant in the lawsuit has proposed pre-trial settlement terms to the University; and

WHEREAS, the University's General Counsel has briefed the Board of Trustees on the specifics of the proposed settlement; therefore, be it

RESOLVED, that a vote of yes, by at least a majority of those present and voting, shall constitute the Board's approval of the proposed settlement terms, finding them reasonable and in the University's best interests, and shall authorize the President, or her designee, to execute all documents and take all actions necessary to finalize Wright State's approval of the settlement terms and to recommend approval to required state agencies in order to finalize the settlement.

Trustee Peters moved to vote on the resolution and Trustee Kejriwal seconded the motion to vote on the resolution. The resolution was unanimously rejected by a roll call vote (9,0,0).

VIII. ADJOURNMENT

With no further business before the Board, Trustee Goyal moved to adjourn the meeting and Trustee Peters seconded. The motion was unanimously approved by a roll call vote. The meeting adjourned at 11:56 a.m.