

**PROPOSAL: President's Annual Review/Compensation/Contract**

The Western Michigan University (WMU) Board of Trustees are vested with authority to govern the University by the Constitution of the State of Michigan. This fiduciary oversight includes the important task of assessing the president's performance. The Board's Presidential Compensation and Assessment Committee has conducted its first annual review of President Kavalhuna's performance. This Board finds that President Kavalhuna is off to a strong and inspiring start as WMU's 10<sup>th</sup> President and has delivered strong performance across the priorities established for him by the Board of Trustees.

The Board would like to further demonstrate support for President Kavalhuna by approving an eight year extension to his contract through the year 2034, maintaining the same salary provision as his current contract, amending the vesting provision of his Supplemental Executive Retirement Plan, amending the buyout provision termination fee in the event of resignation, amending the definition of "For Cause" or "For Cause Termination", amending the definition of "Severance Period" and amending the termination date of his Faculty Position to align with the extension of the contract.

Recommended Action

The Presidential Compensation and Assessment Committee advocates to the Board of Trustees that President Kavalhuna be recognized and valued for his leadership accomplishments during his initial year as WMU's 10<sup>th</sup> President. It is also recommended the President receive an eight year contract extension with amended provisions as set forth herein which will be formalized in a formal amendment to his contract.