



**BOARD OF TRUSTEES
Special Meeting
October 15, 2025**

Meeting Held at USNH System Office
Farnum Hall
28 College Drive, Concord, NH

Meeting Minutes

In Attendance: In attendance at the meeting location: Chair Mike Pilot, Vice Chair Kass Ardinger, Secretary Kevin Knarr, Matthew Ash, Jamie Burnett, Caitlyn Davis, Ethan Dupuis, James Gray, Tim Hoheneder, Shawn Jasper, Rick Ladd, Peter Paul, Jennifer Higgins Pitre, Mike Pilot, Catherine Provencher, Gregg Tewksbury, and David Westover. Trustees participating remotely: Donald Birx, Elizabeth Chilton, George Hansel, Wayne Semprini, and Christiana Thornton. Trustees absent: Maureen Beauregard, Patrick Griffin, Brian McCabe, Joël Nkounkou, Peter Paul, and Melinda Treadwell.

Call to Order: At 4:00 pm, Chair Pilot called the meeting to order and noted the presence of a quorum sufficient for the conduct of business.

Nonpublic Session: At 4:02 pm, on motion made by Trustee Gray and seconded by Trustee Knarr, the Board voted unanimously by roll call as follows for the purpose of entering nonpublic session:

VOTED, that the Board of Trustees enters nonpublic session as authorized by RSA 91-A:2(b) and 91-A:3.II(a)-(b) for the purposes of discussing (1) personnel matters including the performance and compensation of one or more public employees, (2) the hiring of any person as a public employee, and (3) consultation with legal counsel.

Executive Nonpublic Session: At 5:08 pm, on motion made by Trustee Jasper and seconded by Trustee Burnett, the Board voted unanimously as follows to enter executive nonpublic session to consider the at-risk pay of the Keene State College President:

MOVED, that the Executive Committee go into executive nonpublic session as authorized by USNH Board Bylaws, Article V, Section 4g.

The institutional presidents took no part in the executive nonpublic session.

Return to Public Session: At 5:14 pm, on motion made by Trustee Burnett and seconded by Trustee Gray, the Board voted unanimously to re-enter public session.

Report of Actions Taken in Nonpublic Session: The Board took the following actions in nonpublic session:

Appointment of Interim President at Keene State College: On motion made by Trustee Gray and seconded by Trustee Knarr, and following amendment made on motion of Trustee Jasper, seconded by Trustee Burnett, and unanimously approved by the Board (Trustee Birx abstaining), the Board voted by roll call (Trustees Ardinger, Burnett, Chilton, Davis, Dupuis, Finn, Gray, Hansel, Hoheneder, Jasper, Knarr, Ladd, Pitre, Pilot, Provencher, Semprini, Tewksbury, Thornton, and Westover in favor; Trustee Ash opposed; and Trustee Birx abstaining) as follows to appoint Donald Birx as Interim President of Keene State College:

VOTED, that the Board hereby designates Donald Birx as Interim President of Keene State College for the period October 27, 2025 through June 30, 2026, with Birx continuing to serve as President of Plymouth State College during that period;

AND FURTHER, the Board hereby delegates to the Chancellor and Board Chair the authority to finalize the terms and conditions for Donald Birx's appointment as Interim President of Keene State and to execute any related agreement in the name of the Board.

Award of FY 25 at-Risk Pay: During executive nonpublic session, by motion made by Trustee Westover and seconded by Trustee Gray, the Board voted by roll call (Trustees Ardinger, Ash, Burnett, Dupuis, Gray, Hansel, Hoheneder, Knarr, Ladd, Pitre, Pilot, Provencher, Tewksbury, and Westover in favor; Trustee Jasper opposed; and Trustee Davis abstaining) as follows to award FY 25 at-risk pay to the Keene State College President:

VOTED, on recommendation of the Executive Compensation and Performance Review Committee, that the Board of Trustees finds that President Melinda Treadwell has achieved 100% of her Pay-at-Risk target for fiscal year 2025, and hereby approves the distribution of this award to be paid as soon as possible following approval of this motion.

Adjourn: At 5:20 pm Chair Pilot called for further business and, seeing none, adjourned the meeting.