



BOARD OF TRUSTEES EXECUTIVE COMMITTEE

Meeting Held at USNH System Office
Farnum Hall, 28 College Drive, Concord, NH
(August 28, 2025)

Meeting Minutes

In Attendance: Executive Committee members present at meeting location: Chair Mike Pilot, Kass Ardinger, and Jamie Burnett. Executive Committee member participating by videoconference: Patrick Griffin (out-of-state travel), Kevin Knarr (unavoidable scheduling conference). Committee members unable to attend: Peter Paul, Gregg Tewksbury. Other Trustees present at meeting location: Don Bix, Elizabeth Chilton, Shawn Jasper, Cathy Provencher, Wayne Semprini, Christiana Thornton, Melinda Treadwell, and David Westover. Other Trustees participating by videoconference: Maureen Beauregard, Brendan Finn, Sen. James Gray, Tim Hoheneder, Brian McCabe, and Jennifer Pitre.

Call to Order: At 4:05 pm, Chair Pilot called the meeting to order and confirmed the presence of a quorum sufficient for the conduct of business.

Approval of Minutes: By motion made by Trustee Ardinger and seconded by Trustee Knarr, the Committee unanimously as follows to approve the minutes of its May 5, 2025 meeting:

VOTED, that the Executive Committee approves the minutes of the May 5, 2025 meeting as presented in the materials for this meeting.

Update on Trustee and Board Activity: Chancellor Provencher shared that Christiana Thornton and Brendan Finn had been unanimously confirmed to the Board. Trustee Thornton shared that one Councilor had asked that the System increase outreach to Councilors and the Chancellor indicated that the System was already in the process of doing so and would look to set up additional meetings in the near future. Chair Pilot requested Chancellor Provencher bring a government relations plan to the Board at its October meeting and to leverage the experience of trustees in development of the plan if it would be helpful.

The agenda for the Board's retreat has been prepared. Items will include a governance review, an update to the FY 26 budget risk mitigation plans and multi-year projections, and a review of academic programming. The orientation for incoming Board members is set for September 4 at UNH-Manchester.

Letter of Support for PSU Sign: Trustee Semprini introduced this item. A PSU supporter has offered to construct an electronic advertising sign on PSU property whose proceeds (with the exception of

proceeds used to repay construction costs) would be donated to PSU Athletics. The proposed location of the sign requires approval from the NH Department of Transportation and the donor has requested that the System write a letter to the Department in support of the project. PSU President Birx has already submitted such a letter. Trustees asked questions about what, if any, limitations there might be on which advertisements would be permitted and the details of the repayment schedule. Chancellor Provencher will follow up to get more information on those issues.

Standing Item: Update on President and Chancellor Systemwide Goals: Chancellor Provencher noted that the Board would receive a full update on the financial goal at the retreat next week. Regarding cooperation with CCSNH, the System sent letters to all CCSNH graduates and has seen an increase in transfer students. Implementation of the ERP continues, with a focus on addressing challenges related to reporting and the chart of accounts. The Chancellor then shared that the search has begun for a new CIO and early response has been positive. Once hired, the new CIO will report to the UNH VPFA as part of a broader effort to move more shared services from the System office to UNH.

Nonpublic Session: At 4:53 pm, by motion made by Trustee Ardinger and seconded by Trustee Burnett, the Committee voted unanimously by roll call as follows to enter nonpublic session for the reasons stated:

VOTED, that the Executive Committee enters nonpublic session 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, (3) consultation with legal counsel, and (4) strategy with respect to collective bargaining as authorized by RSA 91-A:2.1 (a)-(b) and 91-A:3.II (a)-(b).

Executive Nonpublic Session: At 5:23 pm, on motion made by Trustee Pilot and seconded by Trustee Burnett, the Committee voted unanimously to enter executive nonpublic session as authorized by Board Bylaw V.4.G. The institutional presidents took no part in the executive nonpublic session.

Return to Public Session: At 5:39 pm, by motion duly made and seconded, the Committee voted unanimously to return to public session.

Report of Actions Taken in Nonpublic Session: Chair Pilot reported that the Committee had taken the following actions in nonpublic session.

Ratification of Collective Bargaining Agreement Between PSU and PSU Teaching Lecturers: On motion made by Trustee Pilot and seconded by Trustee Ardinger, the Committee voted unanimously by roll call as follows to ratify the proposed new collective bargaining agreement between PSU and the PSU Teaching Lecturers union:

VOTED, on recommendation of the Chancellor and President of Plymouth State University, that the Executive Committee, pursuant to its authority to act on behalf of the Board of Trustees, hereby approves and ratifies the proposed collective bargaining agreement with the PSU Teaching Lecturers;

AND FURTHER, hereby authorizes the President to execute the July 1, 2025 – June 30, 2028 collective bargaining agreement on behalf of the Board of Trustees.

Approval of Amended PSU Voluntary Retirement Incentive Program: On motion made by Trustee Pilot and seconded by Trustee Griffin, the Committee voted unanimously as follows to approve the program in question:

VOTED, on recommendation of President Birx, that the use of funds be approved for a modification to their Voluntary Retirement Incentive Program (VRIP) that will be made available to eligible tenured full-time faculty, including those who are in programs which specific majors may be eliminated or reduced;

AND FURTHER, that such approval will allow for a one-time exception to policy BOT V.C.3.1.1.2 which requires that any separation program offering must be included in the original approved budget and be less valuable per participant than the previous offering;

AND FURTHER, the Chief Executive Officer of PSU, in consultation with the USNH CHRO and General Counsel, is hereby given the authority to determine (1) the otherwise eligible employees to whom the program will be made available, (2) the timing of the window(s) in which an employee may volunteer to participate, provided all windows close no later than October 31, 2025, (3) the dates at which employees may and are required to terminate employment, provided no final termination date is later than January 2, 2026, unless extenuating circumstances preside and (4) limits, if any, on the number of participants or total dollars available to fund the program, or both;

AND FURTHER, finds that if the University does not achieve necessary and appropriately targeted reductions through this voluntary program, the University reserves the right to retrench faculty under the terms of the collective bargaining agreement.

Approval of KSC Career Transition Incentive for KSC Education Association: On motion made by Trustee Pilot and seconded by Trustee Burnett, the Committee voted unanimously as follows to approve the program in question:

VOTED, on recommendation of President Treadwell, that the use of funds be approved for a KSCEA Career Transition Incentive that will be made available to eligible full-time faculty, including those who are in programs which the major may be eliminated or reduced, at Keene State College;

AND FURTHER, that such approval will allow for a one-time exception to policy BOT V.C.3.1.1.2 which requires that any separation program offering must be included in the original approved budget;

AND FURTHER, the Chief Executive Officer of KSC, in consultation with the USNH CHRO and General Counsel, is hereby granted the authority to determine (1) the otherwise eligible employees to whom the program will be made available, (2) the timing of the window(s) in which an employee may volunteer to participate, provided all windows close no later than October 31, 2025, (3) the dates at which employees may and are required to terminate employment, provided no final termination date is later than January 2, 2026, unless extenuating circumstances preside and (4) limits, if

any, on the number of participants or total dollars available to fund the program, or both.

Approval of Amendments to Employment Agreements for PSU and KSC Presidents: In June, the Board determined that the institutional presidents should report to the Chancellor rather than the Board. The employment agreements of the PSU and KSC Presidents were amended to reflect this change.

Following discussion, on motion made by Trustee Ardinger and seconded by Trustee Burnett, the Committee voted unanimously as follows to approve the contract amendments:

VOTED, that the Committee hereby approves the amendments to the employment agreements of the KSC and PSU presidents as presented.

Adjourn: At 5:41 pm, Chair Pilot called for further business and, hearing none, adjourned the meeting.