

Admin showed reluctance at first to share the Trustees' goals for President Edwards:

From: Small, Lafleur <lafleur.small@wright.edu>
Sent: Monday, November 23, 2020 11:52:23 AM
To: McNamara, Gretchen L. <gretchen.mcnamara@wright.edu>
Subject: Re: Additional Information Requests

Greetings Gretchen, with respect to your most recent request, "What is the criteria for President Edwards to get her contracted 25% bonus? In other words, what is the list of goals she must meet per her contract?" I am interpreting this as a request for President Edwards's written employment contract. Again, it is not apparent to me how this document could be "necessary for the enforcement of this Agreement or the negotiation of future agreements" under section 8.8.4 of the CBA, so if you would like to provide an explanation that would help me determine how to resolve the request. Best,

La Fleur F. Small, PhD
Professor & Interim Vice Provost for Faculty Affairs

However, we filed an Open Records Request and got this on Dec 15 :

Wright State Board of Trustees
Annual Goals for Dr. Susan Edwards
January 2020- January 2021

1. Budget - Complete the 2019-2020 school year with a balanced budget, revenues equaling or exceeding expenses.
2. WPAFB – Establish relationships with key constituents at Wright Patterson Air Force Base. Develop an understanding of workforce development needs. Develop and implement a plan to address the workforce development needs of WPAFB.
3. Outcome Metrics - Develop a plan to assess and increase the number of graduates in programs directly aligned with highest demand occupations in the region, as identified in the Ohio Job Posting Data for the Dayton Region.
4. Enrolment – Develop and communicate Strategic Enrollment Plan to the Board by first board meeting of 2021. *Amended Oct 26, 2020*
5. Develop and present a 3 year fiscal sustainability plan to the board.

Let's have a look at number 3: "as identified in the Ohio Job Posting Data for the Dayton Region": Here is the site: <https://ohiolmi.com/portals/206/OMJ/reports/s202010J04.pdf> . This is a narrow definition of the region's needs. It includes nothing from [Ohio Job Outlook 2016-2026 \(ohiolmi.com\)](https://ohiolmi.com/ohio-job-outlook-2016-2026). That listing includes "Education, Training and Library" with an 8.2% projected growth from 2016-26, and federal government jobs, at 8.4%. Some of those federal

positions might be WPAFB jobs, (#2 on her goals) but we are about to have a new federal administration and they have different priorities than the previous one.

Nor does the Trustees' choice of jobs we should fill include self-employment occupations, such as artists and writers, nor entrepreneurs of many kinds. Their choice incentivizes President Edwards (to the tune of a \$112K bonus in these challenging times) to market our business and engineering colleges, but not CoLA or TED. Nor does it mention the many, many jobs that are never listed; take for example Greg Sample's several highly-paid positions at Wright State.

When we asked repeatedly what the administration's definition of the region's needs were during the re-org discussions, we got no answer. But now we have our answer. "Needs" are defined through the lens of a Board from the business and engineering sectors, with no gender or racial diversity.

Jobs listings are not entirely to be ignored. But local businesses do not pay our bills. Trustees do not pay our bills. Students pay our bills. And their choices show they see a world beyond one type of job listing.