Oregon TECH
Board of Trustees

Special Meeting of the
Oregon Tech Board of Trustees
Virtual via Microsoft Teams
Thursday, July 30, 2026
3:00 PM – 4:00 PM

Special Meeting of the Oregon Tech Board of Trustees

AGENDA

If an Executive Session of the Board of Trustees is called: *The Board may meet in Executive Session, per ORS 192.660(2)(f) and ORS 40.225 Rule 503 to consider information or records exempt by law from public inspection, including attorney-client privileged communication and per ORS 192.660(2)(i) to review and evaluate the employment-related performance of the chief executive officer. No final action will be taken during the executive session.*

1. **Call to Order/Roll/Declaration of a Quorum** *Chair John Davis*

2. **Consent Agenda**
   2.1 **Approval of the Minutes of the June 11, 2026 Board Meeting** *Chair Davis*

3. **FY26 Year-End Financial Forecast Update** *Sr. VP for Finance and Administration John Harman*

4. **Leadership Items** *Chair Davis*
   4.1 ***Action Item*** **- Selection of Board Officers – Chair and Vice Chair**
   4.2 **Presidential Evaluation -** *Executive Session may be called*
   4.3 ***Action Item*** **- Contract Extension – University President**

5. **New Business/Other Business**

6. **Adjournment**

All times and discussion lengths are estimated and approximate.

The Chair of the Board of Trustees reserves the right to adjust the agenda schedule and the length of agenda items.

2.1

Minutes: June 11, 2026

Meeting of the Oregon Tech
Board of Trustees
In-person, Steve & Nancy Sliwa
Executive Board Room,
Klamath Falls Campus
June 11, 2026
9:30 AM – 4:00 PM

Board of Trustees
MINUTES

Theme: Lifting Oregon Tech in Times of Headwinds

Trustees present:
Chair John Davis
Vice Chair Vince Jones
Cecelia Amuchastegui
Stefan Bird
David Cauble
Dr. Vijay Dhir
Dr. Johnnie Early
Kim Faks
Don Gentry
Kanth Gopalpur
Dr. Mark Neupert
Celia Nuñez
Mike Starr
President, Dr. Nagi Naganathan *(Ex-Officio)*

Trustees not present:
Keegan Dentinger
Aaron Hill

University Faculty, Staff, Students, and Visitors in attendance:
Dr. Abdy Afjeh, Senior Vice Provost for Research & Graduate Studies
Carl Agrifoglio, Director, IT Operations & Classroom Technology
Dr. Neslihan Alp, Dean, College of Engineering, Technology and Management
Annie Brooks, SEIU 503 Secretary
Dr. Mandi Clark, Vice President for Student Affairs and Dean of Students
Michael Daenzen, Locksmith
Thom Darrah, Interim Director of Capital Projects
Don DaSaro, Assistant Professor & Chair, Fiscal Operations Advisory Council (FOAC)
Kristin Diggs, Eide Bailly, LLP

Alicia Dillon, Associate Vice President for Finance and Controller
Dr. Dana Director, OHSU Executive Vice Provost
Dr. Hesham El-Rewini, Provost and Senior Vice President for Academic Affairs and Strategic Enrollment Management
Brian Fisher, Trades/Maintenance
Daniel Flash, SEIU 503 Financial Officer
Dr. Ken Fincher, Vice President for University Advancement & Executive Director of Oregon Tech Foundation
Dr. Marybeth GrantBeuttler, DPT Program Director
David Groff, Esq., University General Counsel
Dr. Ashton Greer, Incoming Faculty Senate President
Robert Halstead, OHSU Assistant Vice Provost for Accreditation
Sandi Hanan, Associate Vice President for Human Resources
John Harman, Senior Vice President for Finance and Administration
Katie Harman Ebner, Strategic Communications Advisor (Acting Board Secretary)
Christine Homack, Eide Bailly, LLP
Josie Hudspeth, Assistant Dean of Students, Student Affairs
Suzanne Kunse, Associate Vice President for Government and Community Relations
Professor SuJin Lee, Faculty Presenter
Dr. Kari Lundgren, OT-AAUP President
Dr. Beverly McCreary, Associate Vice President for Faculty Success
Michelle Meyer, Director, Audit and Compliance
Josephine Ness, Executive Director, Recruitment and Retention
Adria Paschal, Senior Executive Assistant, President's Office
Aurora Parsons, ASOIT President, Klamath Falls
Alan Polaski, Oregon Tech Foundation Board President
Dr. Michelle Preston, Associate Dean, College of HAS & DPT Faculty
Jason Roach, Environmental Health and Safety Officer
Jennifer Sherry, SEIU 503 Treasurer
Darryn Stevens, SEIU 503 Local President
Dr. Greg Stringer, Senior Associate Vice President for Strategic Enrollment Management and Student Success
Bryan Wada, Information Technology Specialist
Mackenzie Wilkinson, DPT Student
Dr. Jennifer Wilson, Executive Director, Diversity, Equity, Inclusion & Cultural Engagement
Bryce Wilson, ASOIT President, Portland Metro
Dr. Yuehai Yang, outgoing Faculty Senate President
Dr. Jackie Zhang, Dean, College of Health, Arts and Sciences

1. **Call to Order/Roll/Declaration of a Quorum** *Chair John Davis*
Chair John Davis called the meeting to order at **9:45 AM**. **Katie Harman Ebner** called the roll of Board members. A quorum was declared.

Trustee Gentry was invited to open the meeting. He offered a welcome acknowledging the traditional homeland of the Klamath, Modoc, and Yahooskin-Paiute peoples, shared a gathering song, and offered a ceremonial prayer seeking guidance for the meeting and expressing gratitude for the community gathered.

1.1 Moment of Remembrance for Dr. Kasturi Naganathan

The Board observed a moment of remembrance in honor of Dr. Kasturi Naganathan. Trustee Gentry offered a prayer for President Naganathan and his family, acknowledging his recent loss and extending the support and comfort of the full Board and university community. **President Naganathan** expressed deep gratitude for the overwhelming expressions of sympathy, cards, and messages received from across the Oregon Tech community and beyond.

1.2 Honoring Retiring Board Members: *Chair Davis*

Chair Davis expressed appreciation on behalf of the Board to all trustees for their volunteer service and dedication, including the travel commitments required. He acknowledged trustees continuing their service, those being reappointed, and recognized outgoing at-large trustees Vice Chair Vince Jones and Trustee Mike Starr.

Vice Chair Vince Jones reflected on his ten years of service on the Board, including his involvement in the selection of President Naganathan and his own service as interim chair. He expressed gratitude to fellow trustees, to the Finance and Administration team including Sr. VP John Harman, AVP Alicia Dillon, and Director Michelle Meyer, and shared personal sentiments of friendship and gratitude. The Division of Finance and Administration presented Trustee Jones with a token of appreciation, inscribed to commemorate his legacy and his retirement in June 2026.

Trustee Mike Starr reflected on his tenure, expressed gratitude for his service, and emphasized the importance of Oregon Tech maintaining its core values while embracing change and institutional momentum.

A drum honor song was performed by Trustee Gentry in tribute.

President Naganathan praised the vision and the leadership of the outgoing at-large trustees, noting their support for significant institutional initiatives including OMIC R&D. Chair Davis and President Naganathan expressed gratitude on behalf of the university community and presented both outgoing trustees with a gift of appreciation.

Chair Davis then gave special recognition to outgoing student trustees **Aaron Hill** and **Keegan Dentinger**, both of whom are graduating. Trustee Dentinger had conveyed his gratitude for the opportunity to serve; he was unable to attend due to his commitments as he is graduating from OHSU with a nursing degree.

1.3 Consent Agenda *Chair Davis*

1.3.1 Approval of April 8, 2026 Meeting Minutes

Chair Davis introduced the item. No comments or revisions were offered. A voice vote was conducted. The minutes were **approved** unanimously with no opposition noted.

2. **Public Comments** *Chair Davis*
OT-AAUP President **Dr. Kari Lundgren** reported on union officer elections and continued labor-management collaboration. **OT-SEIU President Darryn Stevens** spoke to classified staff's contributions and the need for continued engagement with leadership.

3. **Regular Reports** *Chair Davis*
Shared governance updates:

   ASOIT Presidents Aurora Atwood and Bryce Wilson cited a new 47-page student handbook, a fee-transparency initiative, and incoming KF president Nate Strauch, plus growing Portland Metro engagement and the new campus gym; Faculty Senate's **Dr. Yuehai Yang** and incoming president **Dr. Ashton Greer** cited improving enrollment and retention and priorities including streamlined curriculum approval and revised evaluations; the **Carl Agrifolgio,** Chair of the Admin Council, noted a new Owl-Star Partner Award, an emeritus policy, and a summer flexible-hours trial.

   Foundation Board President Alan Polaski and **VP Ken Fincher** reported a record fundraising year: Give a Hoot Day raised over $500,000; annual giving hit $5.6 million (102% of goal); the capital campaign is about 35% complete; scholarships doubled to roughly $1.1 million; the endowment grew from $25 million to $50 million; and campus branding, signage, and OMIC R&D co-branding advanced alongside these results.

   Provost El-Rewini introduced new HAS Dean **Dr. Jackie Zhang** and reported strong progress on the university's ten goals: the Strategic Plan is complete; applications are up 31%; grants are trending toward 88% of goal; and AI competencies reached 60 courses against a goal of 10, alongside a new BS in AI. **President Naganathan** noted ongoing OHSU medical-education coordination, with no board action required yet.

   Sr. VP John Harman presented year-end finances: a roughly $642,000 operating deficit (less than 0.7% of budget, reflecting planned investment, not structural erosion); reserves at $14.7 million (19% of revenue, above the Board's threshold); remissions reaching about 90% of first-year and 51% of all students, now under external review; and investment returns beating benchmarks.

   VP Mandi Clark reported strong athletics results, including softball's fifth straight conference title and an All-American track honor. She also reported that the new Residence Hall will open for occupancy at the end of the month.

   AVP Suzanne Kunse reported three federal appropriations projects advancing (the gamma camera, BS in AI, and the UAS/OMIC pipeline) and Semon Hall's rise from 9th to 4th in state capital rankings.

   Provost El-Rewini outlined the team implementing the 2027-2030 Strategic Plan, *Oregon Tech Forward*, with further discussion planned at the retreat.

4. **Special Reports** *Chair Davis*
DPT student **Mackenzie Wilkinson**, **Dr. Michelle Preston**, **Dr. Marybeth GrantBeuttler**, and OSHU Executive Vice Provost **Dr. Dana Director** presented an update on the Doctor of Physical Therapy program, Oregon Tech's first doctoral degree (with OHSU): initial CAPTE accreditation is in place, a new cohort launches each June with five reserved Oregon Tech seats, and the program is distinguished by its rural-health focus and emotional-intelligence emphasis. Trustees discussed a more formal pre-DPT pipeline.

5. **Board of Trustees Committee Reports** *Chair Davis, Trustee Amuchastegui, Trustee Nuñez, Vice Chair Jones*
The AQSS and FF&A Committees reviewed and forwarded the Geomatics option, FY2026–27 Budget, and Debt Management Policy reflected in the Action Items below; Trustee Cauble was recognized as incoming FF&A chair. The Executive Committee (Davis) separately recommended four at-large trustee nominees to the Governor and voted to confer an honorary doctorate on Dr. Shereef Elnahal and authorize contract-extension talks with President Naganathan.

6. **Action Items** *Chair Davis*

6.1 **Approval of FY 2026-27 All Funds Budget** *Sr. VP Harman*

Sr. VP Harman presented the proposed FY2026–27 All Funds Budget. Key elements included:

- Budget planning began in January and incorporated state funding updates, a 4% tuition increase, a 1% increase in projected student credit hours, and a compensation pool allocation for SEIU members.
- Approximately 46.5% of the budget is funded by tuition and fees; state appropriations provide approximately 51% through the Public University Support Fund, with Oregon Tech historically receiving approximately 7% of that fund.
- Approximately 77% of the budget is allocated to salaries and benefits, consistent with prior years.
- Importantly, the budget submitted is structurally balanced and does not request use of reserve funds. The submitted plan also does not include any major capital improvements or bonded capital projects.
- Strategic investments included in the budget are largely one-time costs, with plans to transition them into departmental budgets over time.
- Trustees discussed remissions forecasting, enrollment assumptions, and the need for more rigorous budget controls around scholarship remissions in future cycles.

Action: A motion was made by **Trustee Jones** to approve the FY2026–27 All Funds Budget. The motion was seconded by **Trustee Amuchastegui**. A roll call vote was conducted. **The motion carried unanimously**.

6.2 **Approval of Revised Board Policy on Debt Management** *Sr. VP Harman*

Sr. VP Harman presented proposed revisions to the Board's debt management policy. Key elements included:

- Outstanding bond principal stands at approximately $60.8 million, with annual debt service of approximately $5.3 million, including approximately $2.1 million for the new student housing project.
- The existing policy limits annual capital borrowing to 7% of total annual expenses. Current capital debt spending is approximately 5.9% under the revised definition.
- GASB changes adopted in 2017 require all leases to be capitalized on the balance sheet, which creates the potential for operating lease obligations to push the university's reported ratio toward or above the 7% policy threshold.
- The proposed revision excludes operating leases and certain software agreements from the internal 7% debt limit calculation while maintaining full GASB-compliant external reporting of lease obligations.

Action: A motion was made by **Trustee Jones** to approve the revised Board Policy on Debt Management as presented. The motion was seconded by **Trustee Starr**. A roll call vote was conducted. **The motion carried unanimously**.

6.3 **New Option within BS in Geomatics: Unmanned Systems** *Professor SuJin Lee; Provost El-Rewini*

Professor SuJin Lee presented the proposal for a new Unmanned Systems option within the Bachelor of Science in Geomatics program. Key elements included:

- **Market Need:** The option addresses a significant gap in unmanned aerial systems (UAS) education on the West Coast, with no comparable four-year programs in

Oregon or neighboring states. The UAS market is projected at $30 billion over the next decade.

- **Curriculum:** The program integrates design, construction, operation, and data analysis of unmanned systems with geospatial engineering. Students are required to obtain an FAA remote pilot license by the end of the first year.
- **Pathways:** The program offers a four-year track and a 2+2 transfer pathway from community college partners, with MOUs in development and Major Transfer Maps being created.
- **Partnerships:** Collaborations are planned with OMIC, Kingsley Field, and industry partners. Internship and project opportunities are being developed.
- **Financial Projections:** Enrollment is projected to grow from 11 to 31 students over five years. Two additional faculty positions are planned. Initial lab and course costs are estimated at $30,000–$42,000 annually, with a positive net income projected by year five.
- **Launch:** Target launch is Fall 2027, effective Summer 2026 authorization.

Trustees expressed strong support for the program's well-developed budget and curriculum and its unique positioning in the regional market.

Action: A motion was made by **Chair Davis** to approve the new Unmanned Systems option within the Bachelor of Science in Geomatics program, effective Summer 2026, and to authorize the President or designee to follow up with relevant accreditation and state bodies. The motion was seconded by **Trustee Starr**. A roll call vote was conducted. **The motion carried unanimously.**

7. **Discussion Items** *Chair Davis*
No formal items were brought; commencement logistics, retreat planning, and required ethics training were noted.

8. **New/Old Business** *Chair Davis*
Peer Comparator List: Trustee Neupert noted the peer comparator list needs updating (last set 2021) given the new doctoral program and Carnegie reclassification.

   Action: Motion by Trustee Neupert, seconded by Chair Davis (friendly amendment: report back at the retreat), to initiate a review — carried unanimously.

9. **Adjournment at 4:50 PM.**
The meeting was adjourned, with an invitation to tour the new Residence Hall.

A recording of the meeting is available on the Oregon Tech website:
https://www.oit.edu/trustees/meetings-events/recordings

3.0

FY26 Year-End Financial Forecast Update

BOARD REPORT

Agenda Item No. 3.0- FYE 2025-26 General Fund Forecast

Background

At the last regular meeting of the Board, in June 2026, a Year-to-Date April Management Report was shared with the Board along with a fiscal yearend forecast based on assumptions and data available through April.

As with most universities, a minimum of six weeks is required to finalize all E&G transactions for the year. Revenues and expenses must be recognized in the proper years under Governmental Accounting Standards Board (GASB) principles and Generally Accepted Accounting Principles (GAAP) and promulgated standards. At yearend, invoices and billings from June continue to be received well into July and these transactions along with account reconciliations, calculations for deferral and accrual entries and necessary transfer calculations require due diligence to be in compliance with professional standards for financial reporting.

Although the quarterly Management Report is not audited, it is an important tool for the Board of Trustees to provide information throughout the year on the results of operations compared to the Board adopted budget. Depending on the timing of the quarterly Board meeting, some data may not yet be available for reporting. The information contained in the Report is used by the Office of the Senior Vice President of Finance and Administration to track progress toward achieving the institution's financial and operational goals.

This updated FYE 2025-26 General Fund Forecast (Management Report) is shared with the Board to provide information essential in supporting the Board's governance and fiduciary responsibilities and reflects a projected $17,000 net income for the year.

Staff Recommendation

No action required. For information and discussion purposes only.

Reports/Attachments

DRAFT FYE 2025-26 General Fund Report

General Fund Monthly Report DRAFT

FY 2025-26 June (in thousands)

	FYE 2024-25	FY 2025-26 Budget & Forecast				
	FY 2024-25 June Actuals	FY 2025-26 Board Adopted	FY 2025-26 Adjusted Budget	FY 2025-26 June FORECAST	Forecast to Budget Variance	Notes
Revenue						
State Appropriations	$38,160	$38,573	$38,573	$38,345	($228)	(1)
Tuition & Fees	41,833	43,368	43,368	$44,232	$864	(2)
Remissions	(8,031)	(7,907)	(7,907)	(8,752)	($845)	
Other	4,067	3,912	3,912	4,697	$785	(3)
Total Revenue	**$76,029**	**$77,946**	**$77,946**	**$78,522**	**$576**	
Expenses						
Administrative Staff Salary	$9,724	$11,463	$11,069	$10,956	($508)	
Faculty Salary	12,926	14,660	14,641	14,627	($33)	(4)
Adjunct and Admin/Faculty Other Pay	3,797	3,338	3,396	4,409	$1,071	(5)
Classified	6,906	7,313	7,255	7,370	$56	
Student	1,004	809	853	1,137	$328	
GTA	113	121	120	157	$36	
OPE	17,745	20,547	20,390	20,016	($530)	
Total Labor Expense	**$52,215**	**$58,252**	**$57,723**	**$58,672**	**$421**	(6)
Service & Supplies	$17,423	$16,375	$17,606	$17,235	$860	(7)
Internal Sales	(1,283)	(1,243)	(1,243)	(1,325)	($82)	
Debt/Investment	1,207	1,318	1,318	1,464	$146	
Capital	379	472	433	167	($304)	
Utilities	1,910	1,292	1,292	2,157	$866	(8)
Transfers In		-	-	-	$ -	
Transfers Out	1,351	1,481	1,481	1,351	($130)	
Total Direct Expense	**$20,988**	**$19,694**	**$20,887**	**$21,050**	**$1,356**	
Total All Expense	**$73,203**	**$77,946**	**$78,610**	**$79,722**	**$1,776**	
Net from Operations before Other Resources (Uses)	**$2,827**	**$ -**	**($664)**	**($1,201)**	**($1,201)**	
Other Resources (Uses)						
Transfers In	$822	$ -	$690	$1,569	$1,569	(9)
Transfers Out	(3,071)	-	(352)	(352)	($352)	(10)
Use of Reserve	-	-	-	-	$ -	
Total Other Resources (Uses)	**($2,249)**	**$ -**	**$338**	**$1,217**	**$1,217**	
Total from Operations and Other Resources (Uses)	**$578**	**$ -**	**($326)**	**$17**	**$17**	
Beginning Fund Balance	$14,789	$15,388	$15,388	$15,388		
Fund Balance Adjustment	-	-	-			
Ending Fund Balance	**$15,367**	**$15,388**	**$15,062**	**$15,405**	**$17**	
Fund Balance as % Operating Revenues	20.2%	19.7%	19.3%	19.6%		
Ending Cash Balance	$18,579					

Forecast Notes:

(1) **FY 2025-26 State Appropriations** - The decrease in state appropriations reflects the true-up and ETSF adjustment.

(2) **FY 2025-26 Tuition & Fees** - Reflects a 1.5% increase in credit hours over Board Adopted Budget assumptions.

(3) **FY 2025-26 Other**- Includes clinical revenues, indirect cost recovery, interest and 5.5% distribution from Quasi endowment.

(4) **FY 2025-26 Faculty Salary**- Includes increased faculty compensation from new CBA that exceeded original budget.

(5**) FY 2025-26 Adjunct, Admin./Faculty Other Pay**- Includes unbudgeted increases in chair/program director stipends, adjunct rate increase and faculty overload.

(6) **FY 2025-26 Labor Expense** - Reflects savings from vacant budgeted admin positions and related savings in other payroll expenses, and increased faculty, adjunct, and overload expenditures exceeding budget and driven by updated CBA WLU rates.

(7) **FY 2025-26 Service & Supplies -** Reflects projected spending of FY 2024-25 one-time state appropriation for behavioral health (offset by transfer in), as well as structural deficit in ITS and increased operational costs across divisions.

(8) **FY 2025-26 Utilities** - Reflects increased utility costs from rate increases (structural deficit) and the impact of random water leaks.

(9) **FY 2025-26 Transfers In** - Reflects one-time funding for behavioral health expenditures, OREC transfer and transfer of previously identified funds for critical ITS infrastructure projects and transfer from TRUs state allocation.

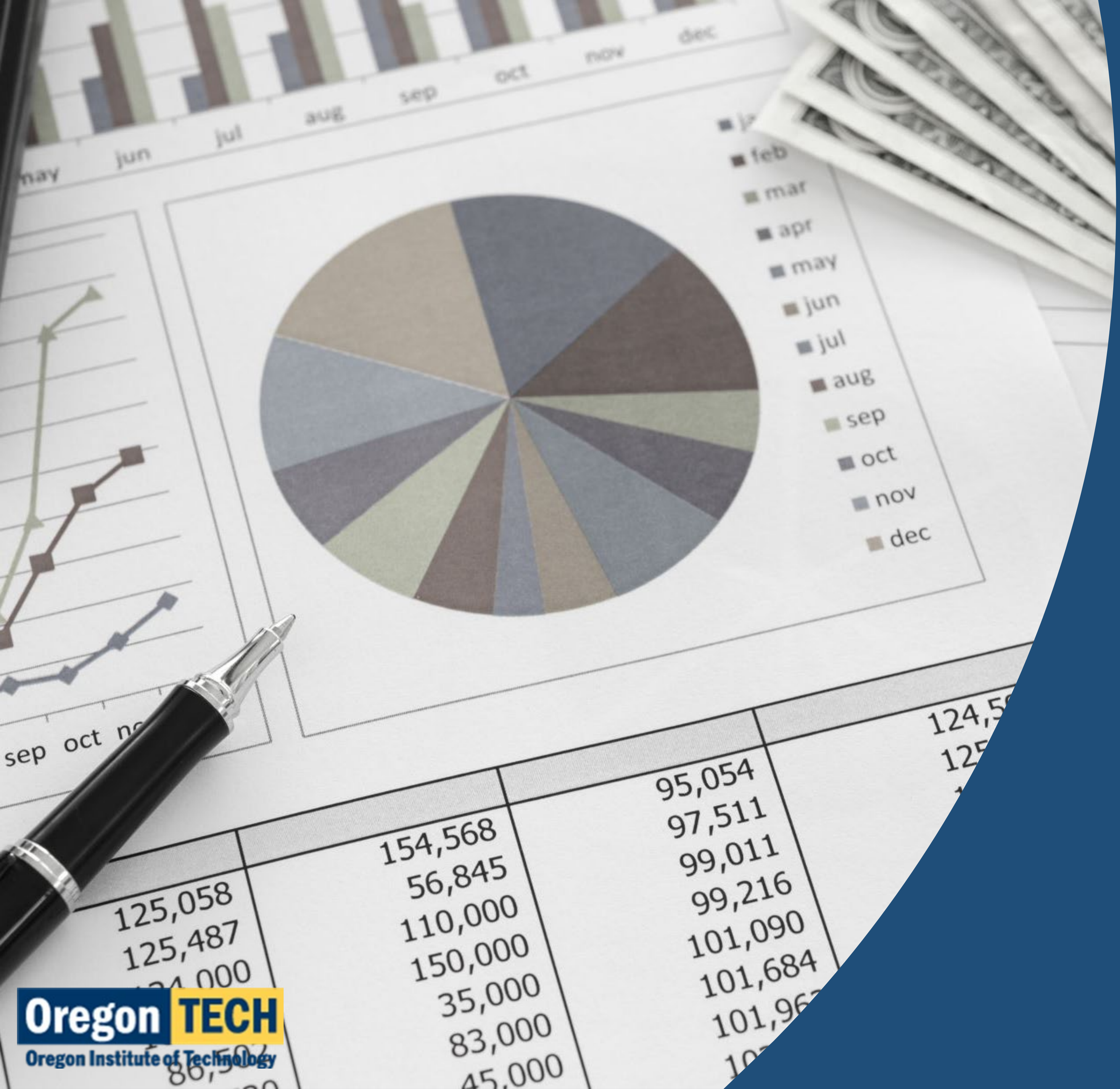
(10) **FY 2025-26 Transfers Out** - Reflects funding for capital expenditures, including Board Room Upgrades and strategic planning and facilitation contract.

Draft FYE 2025-26 Forecast

Oregon Tech Board of Trustees

July 30, 2026

John A. Harman, MBA, CGMA, CMPE
SVP Finance & Administration



Draft FYE 2025-26 Financial Projection*

*Not finalized

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Background for Draft FYE 2025-26 Forecast

- At the June Board meeting, yearend projections were based on assumptions and data available through April and reflected a possible $(640K) deficit.
- Forecasts are always dependent upon identifying trends and can be impacted by unknown transactions and irregular or variable expense patterns.
- As yearend begins to winddown and final transactions are trickling in, the picture becomes clearer but is still impacted by the net effect of accruals, deferrals, reconciliations and transfers, etc.
- The industry average for yearend close is a minimum of 6-weeks. For that reason, our year-end projection is still tentative.
- The updated FYE 2025-26 Forecast is a net margin of $17K.

General Fund FYE 2025-26 Monthly Report DRAFT (Revenue and Labor Exp.)

Oregon TECH

	FYE 2024-25	FY 2025-26 Budget & Forecast				
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General Fund FYE 2025-26 Monthly Report DRAFT (Non-labor and Transfers)

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Forecast Notes:

(7) **FY 2025-26 Service & Supplies -** Reflects projected spending of FY 2024-25 one-time state appropriation for behavioral health (offset by transfer in), as well as structural deficit in ITS and increased operational costs across divisions.
(8) **FY 2025-26 Utilities** - Reflects increased utility costs from rate increases (structural deficit) and the impact of random water leaks.
(9) **FY 2025-26 Transfers In** - Reflects one-time funding for behavioral health expenditures, OREC transfer and transfer of previously identified funds for critical ITS infrastructure projects and transfer from TRUs state allocation.
(10) **FY 2025-26 Transfers Out** - Reflects funding for capital expenditures, including Board Room Upgrades, incentive-related transfers and strategic planning and facilitation contract.

End of Presentation

Questions

4.2
Presidential Evaluation

2026 Presidential Evaluation
and
President's Contract Review and Recommendation

Submitted by Board Chair John Davis – July 27, 2026

The Oregon Institute of Technology Board Chair and Vice Chair, in consultation with legal counsel and HR, obtained a comprehensive evaluation of President Dr. Nagi Naganathan to assess presidential leadership, institutional direction, organizational effectiveness, governance, financial stewardship, external engagement, and Oregon Tech's readiness for its next phase of development. The evaluation was prepared by an independent higher-education consulting firm and incorporated 25 confidential interviews representing seven internal and external stakeholder groups, including Trustees, Dr. Naganathan's senior leadership team, faculty, students, community stakeholders, and state leaders with whom the President regularly interacts.

Evaluation Background

The Chair, Vice Chair, and President consult on a regular basis regarding the performance of the University generally, the senior leadership team, and the President's performance as the University's leader. The Board Policy on Presidential Evaluation Process requires the Board officers to conduct an annual evaluation of the President. The Board Chair and Vice Chair complete the annual evaluation, typically each summer during and after the Board retreat, and present the findings of the annual evaluation, along with the proposed goals for the coming academic year, to the Executive Committee and Board at the October/November Board meeting.

A comprehensive evaluation of the President was last completed in July 2022. In April 2026, the Chair and Vice Chair, in consultation with University legal counsel and HR, commissioned a comprehensive evaluation of President Naganathan. In June 2026, the report was reviewed by the Chair and Vice Chair and shared with President Naganathan. After receiving the professional's report, the Chair, Vice Chair, and President have met regularly to review its findings. Although the report is a confidential HR document, the Chair shares the following summary of the report with the full Board for its consideration.

Executive Summary of Assessment

The evaluation supports a favorable and well-grounded assessment of President Naganathan's performance. Its findings were consistently positive and its recommendation for areas to strengthen Presidential leadership were helpful and supportive of the ongoing initiatives and leadership growth.

- Stakeholders consistently identified President Naganathan's leadership as an institutional asset and associated his presidency with clear strategic direction, disciplined executive leadership, stronger external credibility, effective governance, and sustained institutional momentum. The evaluation found that President Naganathan is performing effectively across the principal dimensions of presidential leadership and has strengthened Oregon Tech in consequential and visible ways.
- A central strength of the presidency is the ability to establish strategic direction and translate that direction into forward movement. Stakeholders broadly perceive Oregon Tech as an institution that

is progressing, expanding its ambitions, and becoming better positioned to serve students, employers, communities, and the State of Oregon.

- The President's leadership has been particularly consequential in advancing major institutional initiatives, building a robust senior leadership team, improving Oregon Tech's visibility, and strengthening confidence in the university's future.
- President Naganathan's external leadership was among the most consistently recognized strengths in the evaluation. He has developed productive relationships with legislators, state officials, the Higher Education Coordinating Commission, Business Oregon, industry leaders, donors, and community partners. Stakeholders connected these relationships to tangible benefits, including increased governmental support, stronger advocacy, expanded partnerships, improved institutional reputation, workforce alignment, and fundraising momentum. His ability to build coalitions and communicate Oregon Tech's distinctive mission has materially strengthened the university's position within Oregon and beyond.
- The evaluation also identified the President's relationship with the Board as a significant governance strength. Board-President relations are characterized by proactive communication, appropriate respect for governance roles, predictable information flow, accountability, and a low-surprise operating environment. This partnership has supported institutional stability and enabled Oregon Tech to pursue major strategic initiatives with clarity and continuity.
- Dr. Naganathan is recognized as respected among peer presidents as a coalition builder and independent, critical thinker.
- External confidence and philanthropic support have also increased. Oregon Tech Foundation assets have continued to grow as Dr. Naganathan remains the University's chief fundraiser. In addition, Dr. Naganathan has placed significant focus on state and federal appropriations to support applied research and institutional priorities.
- The university has begun developing a proposal for an Oregon Tech medical school, an initiative with the potential to expand the university's statewide and regional impact substantially.

Areas for Progress

The evaluation also identified important opportunities for continued improvement.

- While confidence in Oregon Tech's overall direction is broad, the institution does not always experience strategy and decision-making uniformly. Faculty, staff, and students sometimes have less visibility than trustees, senior leadership, and external partners into the rationale for decisions, the sequencing of initiatives, the tradeoffs being considered, and the connection between university-wide strategy and day-to-day work.
- Improving internal communication and engagement, and explaining and engaging together with the "why" among university stakeholders are areas for continual development. The improvement should be a more systematic communication structure, rather than relying on individual leaders to interpret and relay decisions.
- Translate strategy more consistently into operational execution. The Board, senior leadership team, and external stakeholders generally see clarity, momentum, and strong execution, while implementation is more uneven in operational and student-facing areas. The senior leadership team should concentrate on the organizational machinery between executive direction and campus-level implementation—clear responsibilities, timelines, decision rights, follow-through, and accountability.

The goal is to ensure that a strong strategy produces a consistently strong experience throughout the institution, not merely at the leadership level.

- Pace the strategic agenda - there is broad support for the university's strategic initiatives, particularly the new 2027-2030 Strategic Plan, but there is a perception that the number, pace, and ambition of concurrent projects are testing institutional capacity. This can create uncertainty regarding which priorities come first and where limited people, time, and money should be directed. The opportunity ahead is to match strategy and ambition while nurturing organizational capacity.

In summary, President Naganathan has been highly effective in establishing direction, momentum, and external credibility; his principal improvement opportunities are to institutionalize that success through building the systematic communication, prioritization, and execution structures that convert strategic momentum into durable institutional capacity carried out through the leadership team he has assembled.

Institutional Progress and Accomplishments

The favorable assessment outlined above is reinforced by substantial institutional accomplishments during President Naganathan's tenure, during a time of tumultuous change in higher education and the country. Since 2017, the higher education landscape nationally and regionally has seen declining enrollment generally, concentration of students in flagship universities to the detriment of regional and technical universities, and over 450 degree-granting institutions closing entirely (averaging over 70 closures per year). In contrast, Oregon Tech has come through the COVID-19 Pandemic and "Demographic Cliff" in a strong and growing position. Since his tenure began in April 2017, Dr. Naganathan just celebrated his 10th graduation and commencement ceremony with Oregon Tech and is now by far the longest serving public university President in Oregon.

Rankings and ROI

- Oregon Tech is ranked #1 among Oregon Public Universities in return on investment for students and families, with students earning a median income of $70,000+ upon graduation (2025 SmartAsset)
- Oregon Tech boasts a 14:1 Student-To-Faculty Ratio
- Ranked #2 as the Top Public College in the West and No. 4 among Regional Colleges in the West

Investments

- Oregon Tech has completed or initiated nearly $156 million in investments in its academic campuses, exclusive of additional investments in the Oregon Manufacturing Innovation Center (OMIC).
- The new residence hall completed in Spring 2026 is a key recruitment and retention asset.
- Helped foster and nurture OMIC from a concept to a thriving manufacturing innovation center that has attracted more than $36 million in capital investment, bringing total capital investment across the university to over $190 million through FYE 2026.
- The university's all-funds operating budget grew from approximately $61.3 million in FYE 2015 to $100.8 million in fiscal year 2026-2027 (64% increase), reflecting institutional growth and expanded activity.

- Annual grant expenditures increased from approximately $488,000 in FYE 2014 to $7.3 million in FYE 2025.
- University reserves grew to approximately $15.3 million, while continuing to invest in faculty, staff, and student success, as well as programmatic growth. This growth is despite the pandemic's impact on university enrollment and related programming.
- Secured another ~$4M in federal funds in FY26 to support the university's applied research, for a cumulative federal appropriation of $10.8M secured by Oregon Tech during the last five years.
- Record fundraising through the Oregon Tech Foundation (OTF). OTF has nearly doubled in *total net assets* -- from ~$26M to ~$50M between FY2017 and FY2025. Created a new annual fundraising campaign at Oregon Tech, seeding it with personal philanthropic contributions.
- $10M+ raised to date towards the $35M Comprehensive Capital Campaign goal.

Academic Programs and Strategic Direction

- Many new programs, including Oregon Tech's first doctoral program, have been launched during Dr. Naganathan's tenure, aligning Oregon Tech's curriculum with workforce needs:
    - M.S. Applied Behavior Analysis
    - Doctor of Physical Therapy degree program, Oregon Tech's first doctoral program.
    - Oregon's first baccalaureate degree programs in AI and Cybersecurity.
    - B.S. in Allied Heath
    - New Master's degree programs in Natural Resources and Biomedical Sciences including a 3+2 pathway for Oregon Tech environmental-sciences students.
    - B.S. Construction Management.
- Successfully shepherded the new University Strategic Plan (2027-2030) in less than a year's time.

Enrollment and Retention

- Oregon Tech enrolled its largest freshman class in 40 years in Fall 2024 (530 students) and closed FY2024-25 with headcount up 1.3% and credit hours up 4.1%.
- The university has kept building on that momentum, becoming one of only three Oregon public universities as of Fall 2025 (with OSU and UO) to grow enrollment three years running, and closing FY2025-26 with a further 3.5% increase in enrollment (excluding high school accelerated credit) alongside a 1.6% gain in student credit hours.
- The Fall 2026 pipeline points the same direction. Fall 2026 pipeline is the strongest in years: As of the June 2026 board cycle, completed applications for Fall 2026 were up 31.3% year over year (6,054 to 7,949), net first-year deposits were up 9.2% (589 to 643), and net transfer deposits were up 3%.
- Oregon Tech Forward, the 2027-2030 Strategic Plan, sets a target of 10% enrollment growth by 2030.
- Completed Fall 2026 housing applications reached 943 by May 20, 2026, against 893 a year earlier, with committed contracts reported at 955.
- Fall 2025 to Spring 2026 data shows increased retention across all cohorts (new freshman, new transfers, and new post-bac UG) compared to the previous two academic years.

Stakeholder Success

- Successful 5-year contract signed with the faculty union, the second contract since the faculty voted to unionize.
- Established a new compensation structure for all unclassified staff that aligns Oregon Tech's pay practices with the market and establishes a clear, empowering roadmap for advancement, reinforcing the university's commitment to helping every employee grow and succeed.

Conclusion

The evaluation provides a strong basis for continued confidence in President Naganathan's leadership. His presidency has been marked by strategic clarity, effective governance, disciplined stewardship, substantial institutional investment, academic and programmatic growth, strong external advocacy, and visible progress. Oregon Tech is better positioned, more externally credible, and more ambitious because of this leadership.

The Board's focus going forward should be to build upon these accomplishments by ensuring that current gains become durable institutional strengths. Changing leaders at a time like this would risk the momentum and leadership team Dr. Naganathan has helped develop. With continued attention to communication, organizational capacity, distributed leadership, stakeholder engagement, and consistent execution, Oregon Tech is well-positioned to sustain its progress and advance its distinctive statewide mission.

Respectfully submitted,

Board Chair John Davis

Presidential Contract Review and Recommendations

1. **Background**
Dr. Naganathan joined Oregon Tech on March 31, 2017 and his current employment contract extends through June 30, 2027. The President's contract has been reviewed on three occasions – when signed in March 2017, when extended in March 2021, and when revised in December 2022. Dr. Naganathan's current contract runs through June 30, 2027 and requires the Board to discuss with Dr. Naganathan, by June 30, 2026, the Board's evaluation of his prospects for reappointment as President.

At the June 11, 2026 Board of Trustees Executive Committee Meeting, the Executive Committee voted to direct the Board Chair and Vice Chair to review the President's contract and begin negotiating an extension with the President, and to return to the Board with recommendations. At that time, the Chair recommended negotiating a three-year contract extension.

Factors for consideration in addition to the Presidential Evaluation set forth above include:

- Dr. Naganathan is now the longest-serving President among Oregon's eight public universities.
- Dr. Naganathan took a pay reduction in 2017 to join the University as President, compared with his University of Toledo salary.
- Dr. Naganathan's base salary and core benefits remained unchanged from March 2017 through January 1, 2023 (although his housing allowance was increased by 20% in 2021).
- During 2020, in the midst of the COVID-19 Pandemic, Dr. Naganathan took a self-imposed 10% reduction in salary.
- Dr. Naganathan and his wife have been generous donors to the University.

In December 2022, the Board approved Dr. Naganathan's current contract summarized as follows:

(a) Appointment as President through June 30, 2027.
(b) Base salary of $336,000 per year effective January 1, 2023, with 2% annual increases. Dr. Naganathan's current base salary falls between the 25^{th} and 50^{th} percentile among a Primary Reference Group of 13 public universities in California, Oregon, and Washington, although only one has a polytechnic focus.
(c) Monthly housing allowance of $4,000 per month, since Oregon Tech does not have a Presidential residence.
(d) Vehicle allowance of $1,200/month, in lieu of a university-provided vehicle or vehicle expense reimbursements.
(e) Normal University-provided benefits that the University provides to all administrative officers, including health insurance and retirement matching.
(f) Retirement-plan reimbursements for Dr. Naganathan's 457(OSGP) retirement plan up to the IRS maximum amounts, subject in each case to the discretion and prior approval of the Board Chair and Vice Chair upon review of the Presidential Evaluation and fiscal state of the University.
(g) A supplemental stipend of $2,417 per month, subject in each case to the discretion and prior approval of the Board Chair and Vice Chair upon review of the Presidential Evaluation and fiscal state of the University.

2. **Presidential Contract Recommendations**:

Dr. Naganathan's current base salary and total compensation package falls between the 25th and 50th percentile among a Primary Reference group of 13 public universities in California, Oregon, and Washington, although only one has a polytechnic focus. Among a Secondary Reference Group which includes larger state universities, Dr. Naganathan's salary and compensation package is even lower. Considering Dr. Naganathan's extended tenure at Oregon Tech of nearly 10 years, the fact this is the fourth contract revision, and the critical timing of the University's growth and progress, the Chair recommends the following extension and changes to the President's contract effective *FY 2026-2027*:

Contract Extension:

(a) Extend appointment as President through June 30, 2030. This timing coincides with the Oregon Tech Forward 2027-2030 Strategic Plan and the upcoming public launch of the comprehensive capital campaign, in addition to ongoing efforts to establish a medical school.
(b) In recognition of his long and distinguished service to the University since his appointment as President in April 2017, Dr. Naganathan would be awarded the title of *President Emeritus* upon the conclusion of his service as President.

University Compensation:

(c) Base salary - 6.5% increase to $379,758 with 3% annual increases each July 1 – still below the 50th percentile among the Primary Reference group.
(d) Vehicle allowance - increase by $133 per month
(e) Housing allowance – increase by $500 per month
(f) Supplemental retirement – retirement-plan reimbursements for Dr. Naganathan's 457(OSGP) retirement plan up to the IRS maximum amounts annually.
(g) Multi-Campus Stipend - in recognition of the President's multi-campus responsibilities and related living and travel demands, replace previous Supplemental Stipend with a Multi-Campus supplemental stipend of 12% of Base salary, paid monthly.
(h) Health and wellness stipend – to support Dr. Naganathan's wellbeing and health, a $1,000/month supplemental health and wellness stipend.

Oregon Tech Foundation Supplemental Compensation:

In addition to University-provided compensation, in recognition of Dr. Naganathan's role as the chief fundraising officer for the Oregon Tech Foundation, the Foundation is asked to support:
(i) Foundation supplement (12% of base salary) - paid monthly by the Oregon Tech Foundation
(j) One-time Retention Bonus (15% of base salary) - paid monthly over 12 months by the Oregon Tech Foundation.

Board Request: The Chair requests the Board approve the foregoing contract recommendations and authorize the Chair and Vice Chair, with the assistance of University legal counsel, to negotiate and execute an amendment to the President's employment agreement consistent with the terms approved by the Board.

Primary Market Reference Group: California State Polytechnic University – Humboldt; California State University – Chico; California State University – East Bay; California State University – Monterey Bay; Central Washington University; Eastern Oregon University; Western Washington University; Eastern Washington University; Evergreen State College; Lewis–Clark State College; Sonoma State University; Southern Oregon University; Western Oregon University

Secondary Market Reference Group: California Polytechnic State University – San Luis Obispo; Idaho State University; Oregon State University; Portland State University; University of Oregon.