MINUTES
INDIANA UNIVERSITY BOARD OF TRUSTEES

COMPENSATION COMMITTEE
Virtual
July 28, 2026, 4:35 pm

Trustees Present: Sage Steele, David Hormuth, M.D., Mel Raines, Matt Ferguson, Steve Henke
Others Present: Nicole Blount, Secretary, Anthony Warner, Executive Assistant, Andrea Newsom, Interim General Counsel

Compensation Committee Chair Sage Steele called the meeting to order at 4:35 pm and acknowledged that Mel Raines, Matt Ferguson, and Steve Henke have taken the required oath of office and are duly qualified to serve as members of this committee.

Trustee Steele reviewed the purpose of the meeting, to approve the President's Annual Performance Incentive Payout.

Trustee Steele then asked for a motion to approve the twenty-five percent performance bonus per the terms of her employment contract.

Trustee Henke moved to approve, and Trustee Raines seconded the motion.

A roll call vote was taken by Secretary Blount: Steele ("yes"), Hormuth ("yes"), Raines ("yes"), Ferguson ("yes"), and Henke ("yes"). Unanimously approved.

Trustee Steele shared remarks, saying: "Over the past several years, President Whitten has led the transformation of IU into a stronger, more innovative, and more student-centered university. I'm especially appreciative of the deep focus on students and their success, both on and off campus."

Trustee Steele called for any final comments and Chair of the Board, Dave Hormuth, M.D. offered: "On behalf of the Board of Trustees, I want to recognize President Whitten for the vision and leadership she continues to bring to Indiana University.
She has defined and is executing a bold, holistic vision for what a great public research university can be. One that advances student success, drives world-class research and innovation, strengthens partnerships across Indiana, and serves the state of Indiana in meaningful and lasting ways.
Under her leadership, IU is becoming a more modern, innovative, and responsive institution. The university has embraced change, strengthened its foundation, and built momentum that will benefit students, faculty, staff, and the state of Indiana for decades to come. The Board recognizes that this work is ongoing, and we are confident that President Whitten is the right leader to continue building on this momentum. On behalf of the Board, I thank her for her dedication to Indiana University and congratulate her on another successful year."

Trustee Steele thanked Trustees for their participation and adjourned the call at 4:39 pm.

CERTIFIED COPY OF MINUTES
OF THE TRUSTEES OF INDIANA UNIVERSITY
INDIANA UNIVERSITY

I, Nicole Blount, do hereby certify that I am the duly elected and qualified Secretary of The Trustees of Indiana University, and as such have the duty of recording the proceedings of The Trustees of Indiana University and have the custody of the minute book in which such proceedings are recorded.

I further certify that these are the original minutes of a meeting of said Trustees, duly called and held on the date indicated, at which a legally constituted quorum was present.

In Witness Whereof, I have hereunto set my hand as Secretary of The Trustees of Indiana University, this 14th day of August, 2026.

Nicole Blount, Secretary of the Board

University Seal