

## First Amendment to Employment Agreement

WHEREAS, Kent State University ("University") and Shay Davis Little, Ph.D. ("Dr. Little") entered into an employment agreement ("Agreement") on May 14, 2016;

WHEREAS, the University and Dr. Little have mutually agreed to make certain amendments to the Agreement as more fully set forth herein; and,

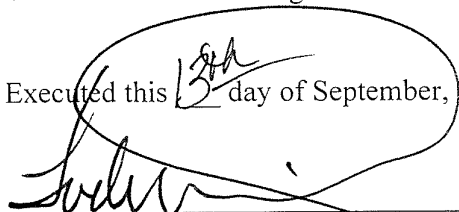
WHEREAS, Dr. Little has indicated her intention to relinquish her position as Vice President for Student Affairs effective September 15, 2019 and to not continue her employment after March 31, 2020;

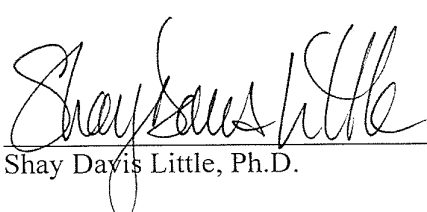
THEREFORE, the parties agree to the following amendments to the Agreement as follows:

1. Effective September 15, 2019, Dr. Little's title and duties shall be "Special Assistant to the President" or a similar title and duties chosen by the President.
2. Effective September 15, 2019, the President shall assign projects to Dr. Little as determined appropriate. It is mutually understood that the preponderance of projects assigned may be completed offsite.
3. Effective September 15, 2019, Dr. Little shall no longer be eligible for a vehicle stipend as provided for in Section 2 in "Other Conditions of Employment" of the Agreement. All reimbursable expenses shall be submitted and reviewed through the appropriate university expense reimbursement procedure.
4. Effective September 15, 2019, Dr. Little shall no longer be eligible for any increase in salary as provided for in Section 10 of the Agreement. Dr. Little's salary shall remain at its current rate of \$210,160.80 through March 31, 2020. Dr. Little's health and other benefits shall continue through March 31, 2020.
5. Dr. Little's employment with the University will terminate on March 31, 2020. If Dr. Little accepts other employment before March 31, 2020, she shall be obligated to inform the President as soon as practicable. The terms of the Agreement and First Amendment shall immediately terminate upon commencement of other employment.

**Other Terms and Conditions Remain.** In the event of any inconsistencies between the Agreement and this First Amendment, the terms of this First Amendment shall control. Except as expressly set forth in this First Amendment, the Agreement otherwise is unmodified and remains in full force and effect. Each reference in the Agreement to itself shall be deemed also to refer to this First Amendment.

Executed this 13<sup>th</sup> day of September, 2019.

  
Todd Diacon, President

  
Shay Davis Little, Ph.D.