

**PROPOSED AMENDMENT TO REF. BOR-18  
BOARD OF REGENTS 11/30/17 & 12/01/17  
(Proposed amendments are underlined and in red font)**

**POLICY PROPOSAL - HANDBOOK  
TITLE 4, CHAPTER 3, SECTION 28**

Ongoing Review and Approval of Executive Salary Schedules

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

**Section 28. Ongoing Review and Approval of Executive Salaries *and Annual Report to Board on All Employment Positions***

- I. After initial placement on the appropriate executive salary schedule, executive salaries shall be reviewed and approved as follows:
  - a. Deans: Any proposed salary adjustments for deans (executive directors at DRI) at the member institutions, exclusive of COLA, shall be recommended by the appropriate vice president, approved by the President, and forwarded for information to the Chancellor annually. If any recommended salary falls outside the Board-approved salary range for that position, it must be approved by the Chancellor.
  - b. Vice Presidents: Any proposed salary adjustments for vice presidents *or equivalent positions* at the member institutions, exclusive of COLA, shall be approved by the President and reported to the Chancellor.
  - c. Presidents: Any proposed [~~annual~~] salary adjustments for Presidents, exclusive of COLA, shall be (i) [~~approved~~] *recommended* by the Chancellor in consultation with the Board Chair [~~and~~] based on performance criteria assessed in an annual *or periodic* evaluation, *and* (ii) *approved by the Board of Regents*. The Chancellor's recommendation must conform to guidelines set by the Board of Regents and be reported to the Board. The report shall provide the Chancellor's rationale for the salary adjustment, including information on the manner in which the President's performance exceeded his or her performance program and goals.
 

~~[(1) Periodic salary adjustments for Presidents may be recommended by the Board Chair, based on performance criteria assessed in a periodic evaluation, and approved by the Board of Regents as part of its deliberations to renew contract terms and conditions.]~~
  - d. System Executive Staff: Any proposed annual salary adjustments for vice chancellors exclusive of COLA, shall be approved by the Chancellor based on performance criteria assessed in an annual evaluation. The Chancellor's recommendation must conform to guidelines set by the Board of Regents and be reported to the Board. The report shall provide the Chancellor's rationale for the salary adjustment, including information on the manner in which the individual's performance exceeded his or her performance program and goals.
  - e. Board Officer: Any proposed annual salary adjustments for the secretary to the board, exclusive of COLA, shall be recommended by the Board Chair, based on performance

**PROPOSED AMENDMENT TO REF. BOR-18**  
**BOARD OF REGENTS 11/30/17 & 12/01/17**  
**(Proposed amendments are underlined and in red font)**

criteria assessed in an annual evaluation, and approved by the Board of Regents. The Board Chair's recommendation must conform to guidelines set by the Board of Regents.

- f.* Chancellor: Any proposed [~~annual~~] salary adjustments for the Chancellor, exclusive of COLA, shall be recommended by the Board Chair, based on performance criteria assessed in an annual *or periodic* evaluation, and approved by the Board of Regents. The Board Chair's recommendation must conform to guidelines set by the Board of Regents.

~~[(1) Periodic salary adjustments for the Chancellor may be recommended by the Board Chair, based on performance criteria assessed in a periodic evaluation, and approved by the Board of Regents as part of its deliberations to renew contract terms and conditions.]~~

- 2. On or before August 1 of each year, a report shall be provided to the Board of Regents detailing, for the immediately preceding year, the following for all employment positions, including executive, administrative and faculty positions, for each institution and System Administration:*

- a. A list of positions, by department, school or functional area, that received a salary increase or adjustment (singular or aggregate) of ten percent (10%) or greater during that fiscal year, exclusive of cost-of-living or merit increases.*
- b. A list of positions, by department, school or functional area, that received performance bonuses or commissions pursuant to Section 25 of this chapter.*
- c. A list of positions, by department, school or functional area, that receive an equity adjustment pursuant to Chapter 3, Section 2.3 of the Procedures and Guidelines Manual.*
- d. A list of positions, by department, school or functional area, that received any type of back-pay or retroactive compensations and the reasons for such compensation.*