

Title 4, Chapter 3 Section 21. Executive Salary Schedule

1. Development and Review of Salary Schedules . Executive salary models for all executive positions shall be reviewed every four years, in an odd-numbered year. The chancellor, in consultation with the presidents, is charged with reviewing the schedules and presenting them to the Board for approval. Executive salary schedules are to be reviewed in accordance with the following principles.

a. Use of Peer Group Comparisons: Peer institution groups shall be developed and adopted for executive salaries for the Chancellor's Office, DRI, universities, state college, and community colleges, with the peer groups based primarily on similarity of mission and on other characteristics such as size, administrative complexity, and budget where appropriate. Where appropriate, the same group of peer institutions may also be used for faculty and middle management compensation comparisons, ensuring a link between faculty and executive compensation.

b. Compilation and Review of Comparative Salary Data: Data concerning salaries paid to executives in the peer institutions shall be collected every four years in odd-numbered years. Using these data, salary ranges shall be reviewed for each executive category. The peer institution group salaries occurring at the seventy-fifth percentile [median] shall be used to establish the mid-point [as the median] of each proposed UCCSN salary range. The ranges shall be compared for internal consistency among institutions and System units and for proportional relationships between faculty and executive salaries, with adjustments proposed as necessary.  
(B/R 12/02)