

The following document represents the *original* proposal brought before the Board. However, during its discussion of the item Regents amended the original proposal. See the minutes of the December 1-2, 2005, for a summary of the amendment to the original proposal.

Board of Regents Handbook
Title 4, Chapter 3, Section 21(2)

Amendment to Title 4, Chapter 3, Section 21(2) as follows:

2. Initial Placement on Executive Salary Schedules.

Initial placement for executive positions will be made within the range for that position as reflected in the Board approved salary schedule. Placement should be based on factors such as prior experience, appropriate credentials, length of service, and quality of performance. Initial placement must generally fall between the minimum salary and Q2, except for those initial hires with substantial experience and/or credentials relative to the position. Recommendations for initial placement at a level higher than Q2, but within the range, must be accompanied by written justification and evidence of substantial experience and/or credentials relative to the position, and approved by the President or Chancellor, as the case may be. Initial placement for institutional executive positions above the salary range may be approved by the Chancellor if the institution President provides written justification which establishes that the candidate is unlikely to accept employment without an exception to the salary schedule in consideration of relevant criteria such as the candidate's extraordinary qualifications and experience, the competitive nature of the field or discipline, and the candidate's salary history. This exception is intended to be construed narrowly and should be limited to only a few exceptions per institution each year. Any exceptions approved by the Chancellor must be reported to the Board on an annual basis.