

University President Retreat Salary Policy

BOARD OF TRUSTEES

Section 1. Purpose

This policy prescribes the standards for setting the retreat salary for a university president who simultaneously holds a faculty appointment when their administrative appointment as the university president has concluded.

Section 2. Faculty Salary After a Salary-Based Administrative Appointment

This policy applies to the appointment of the university president after March 5, 2025, who simultaneously holds a faculty appointment. The terms and conditions of the employment agreement, offer letter, and appointment letter for the university president after March 5, 2025, must be consistent with this policy. When the administrative appointment of the university president concludes (voluntarily or involuntarily), the administrative salary is relinquished and the Board of Trustees in accordance with its bylaws will establish a faculty salary within a range that is (a) not more than 125% of the highest salary of all full-time faculty in the department who share the same discipline and academic rank and (b) not less than the average salary of all full-time faculty in the department who share the same discipline and academic rank. In setting the precise salary, Board of Trustees (or, if applicable, the Board) shall consider the president's:

1. previous faculty salary at the University (if applicable);
2. length and quality of administrative service at the University;
3. particular experience, expertise, achievements, and standing in the discipline;
4. expected (or assigned) contributions to the academic unit and/or department (and any other affected units);
5. faculty development opportunities foregone while serving as an administrator; and
6. other discipline-specific factors normally considered when setting faculty salaries in the academic unit and/or department.

At the conclusion of the administrative appointment of the university president, the Board of Trustees may approve an exception to this for a president who has provided extraordinary administrative service to the University.

Approved by the Board of Trustees, March 5, 2025