



UTAH SYSTEM OF  
HIGHER EDUCATION

# MEMORANDUM

TAB C

September 16, 2021

## **Revision and Renaming of Policy R205, *Presidential Appointment, Compensation, and Benefits***

As part of the ongoing process to review and update Board policies, the Commissioner's Office recommends amendments to Policy R205, *Presidential Appointment, Term of Office, and Compensation and Benefits*, including:

- Changing the title to *Presidential Appointment, Compensation, and Benefits*
- Updating references, definitions, and policy to reflect changes in statute and to improve readability
- Clarifying how annual presidential salary adjustments are made for both degree-granting and technical college presidents
- Establishing prohibitions on private supplemental presidential salary funding and outside employment unless the Board grants an exception
- Simplifying the presidential vehicle benefit to allow either an institutional vehicle for official use or a vehicle allowance for the use of a private vehicle plus mileage reimbursement
- Aligning the discussion of institutional residences with changes to policy R207
- Eliminating the section on spouse benefits
- Clarifying that the policy also applies to the Commissioner of Higher Education, but the Commissioner is not eligible for an institutional residence or housing allowance.

A redline and clean version of the amended policy are included in the attachments.

### **Commissioner's Recommendation**

The Commissioner recommends the Board adopt changes to Policy R205 effective immediately and rename the policy R205, *Presidential Appointment, Compensation, and Benefits*.

### **Attachments**



## R205, Presidential Appointment, ~~Term of Office, and Compensation,~~ and Benefits<sup>1</sup>

~~R205-1. Purpose:~~ To provide for the appointment, ~~competitive compensation, and~~ benefits, and terms of ~~office employment~~ of Presidents of institutions.

### ~~R-205-2. References~~

- ~~2.1~~ Utah Code §53B-2-102 (Board to Appoint President of Each Institution)
- ~~2.2~~ Board Policy R209, ~~Appraisal of Chief Executive Officers~~[Evaluation of Presidents](#)
- ~~2.3~~ Board Policy R207, Institutional Residences ~~for Colleges and Universities in the Utah System of Higher Education~~

### R205-3. ~~Policy~~**Terms of Employment**

~~3.1. Preamble:~~ To meet the challenges of a quality system of higher education, and to promote the future of Utah and the state economy in a highly competitive national marketplace the Board must attract and retain exceptional leadership talent to serve as the Presidents of Utah System of Higher Education institutions.

~~3.1a. Appointments:~~ The Board shall appoint presidents. Presidential appointments in the Utah System of Higher Education shall be made by the Board members in accordance with State law. ~~Presidents shall be appointed without a specified term of office. Presidents~~They shall serve at the pleasure of the Board and at such salary and related benefits as appropriate to the institution, as determined by the Board.

~~3.1a.1. Annual Report of President Compensation:~~ The Office of the Commissioner shall prepare and submit to the Board an annual report detailing presidential and commissioner compensation, including compensation from private as well as public sources which is directly associated with his or her service as president or commissioner. Compensation from private and public sources directly associated with the president or commissioner's service shall be included in this report.

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<sup>1</sup> Adopted XXX; amended XXX

~~**3-23- Term of Office:** The length of time that a president shall be asked to continue to serve will vary with both the individual and the unique circumstances at a given institution. The Board's will make decisions on retention of a Ppresidents shall not be based on excellence in his or her duties and continued institutional benefits, solely upon adequacy of performance but upon a finding that the President is excelling in his or her duties and that the institution continues to benefit from outstanding leadership and from presidential service that is truly distinguished.~~

### **3-4- Compensation**

~~**3-4-1** It is the policy of the Board of Higher Education to seek to attract and retain highly effective and skilled Presidents; to recognize the achievements of the Presidents while serving the USHE institutions; and to compensate the Presidents in a market competitive manner to advance these goals, within the parameters of the fiscal resources of the institutions. Presidential salary decisions will be made according to the framework described below. Criteria for assessing and adjusting salary will include:~~

~~**3-4-2** Market competitiveness increases will be made using relevant institutional comparators including institutional mission, size, and budget. Peer benchmarks will be identified by the Commissioner's Office in consultation with the institutions and approved by the Board with respect to salary. Salaries will be based on those reported publicly to the College and Professional Association for Human Resources (CUPA) and every effort will be made that they are comparable. Peer salary targets will be the median of the range of presidential salaries from peer institutions. These targets will be adjusted annually so as to keep the salary comparison framework current.~~

~~**3-4-2-1** The Commissioner, in consultation with the Presidential Compensation Committee, will establish steps leading to annual adjustments that will be made to the presidents' salaries by July 1 following favorable Spring Resource and Review teams' informal reviews of presidential performance until the targeted benchmarks are reached.~~

~~**3-4-2-2** This annual presidential salary adjustment will be based on either a step increase for the established targeted benchmarks or a cost-of-living (COLA) increase should the president be above the targeted benchmark for that given year.~~

~~**3-4-2-3** For the Commissioner, market and performance compensation adjustment shall be determined annually by the Chair and Vice Chair based on performance, USHE presidential salaries and SHEEOs of governing boards.~~

~~**3-4-3** Once market equity is achieved, the Board may continue to grant increases based on merit.~~

~~3.4.4~~ Non-state income, including compensation for board service and any other supplemental income related to the Commissioner's or a President's position, must be reported annually to the Executive Committee of the Board.

#### **R205-4 Degree-Granting Compensation**

~~4.1~~ Annual presidential salary adjustments will be based on established presidential salary benchmarks and legislatively appropriated cost-of-living (COLA) increases.

~~4.2~~ **Market Increases:** To ensure market competitiveness, the Commissioner's Office, in consultation with institutions and, with approval from the Board Compensation Committee, will identify presidential salary benchmarks.

~~4.2.1~~ Presidential salary benchmarks will be the median of presidential salaries from peer institutions as reported publicly to the College and Professional Association for Human Resources (CUPA). Peer institutions shall be determined by relevant institutional comparators including institutional mission, size, and budget.

~~4.2.2~~ The Commissioner's Office shall ~~adjust~~ assess presidential salary benchmarks annually to keep the salary comparison framework current.

~~4.1.3~~ Presidential salary adjustments shall be made annually by July 1 and provide recommendations to the Compensation Committee.  
~~adjust presidential salaries accordingly.~~

~~4.2.2.1~~ Should a proposed salary adjustment exceed a 10% increase, the Compensation Committee Commissioner's Office will consult with the Vice President of Finance at the institution to determine if the full adjustment is feasible. If the full adjustment is not feasible, the Compensation Committee may elect to award the adjustment in steps over the course of two or more years.

~~4.1.4~~ Annual presidential salary adjustments will be based on either a step increase for the established presidential salary benchmarks or a cost-of-living (COLA) increase should the president be above the benchmark for that given year.

**4.3 COLA Increases:** The Compensation Committee may award COLA increases to presidents who are at or above the established salary benchmarks. If a president is below the established benchmark, the Compensation Committee will first apply the COLA increase and then may add

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an additional market competitiveness increases to reach the benchmark but not exceed the benchmark.

4.4 Once market equity is achieved a president's salary reaches the benchmark, the Board may grant increases based on exceptional circumstances.

4.5 Private Supplemental Funding: Institutions may not supplement a president's salary with private donated funds. Presidents appointed prior to October 1, 2021 who were granted privately-funded supplemental income at the time of their appointment may retain the supplemental income for the duration of their term as president. Institutions may supplement a president's salary with private donated funds. Institutions shall report all supplemental income annually by July 1 to the Compensation Committee.

4.6 Outside Employment: Presidents appointed after October 1, 2021 may not engage in paid outside employment, including serving on boards or commissions, unless the Board grants an exception.

4.6.1 When considering granting an exception, the Board shall ensure the proposed outside employment will not interfere with the president's ability to successfully discharge their duties as president.

4.6.2 Presidents who are authorized to engage in paid outside employment shall annually on July 1 report their income to the Compensation Committee.

#### R205-5: Technical College President -Compensation

5.1 The Board, in cooperation with a technical college board of directors, shall set the compensation for a technical college president. A college president's compensation and any associated increase is dependent upon college budget availability. **Market Increases:** To ensure market competitiveness, the Commissioner's Office, in consultation with institutions, and with approval from the Compensation Committee, will identify presidential salary benchmarks.

5.1.1 The target salary for each technical college president shall be the midpoint of their respective market range.:

5.2. The Chair of the Board of Higher Education shall annually convene a Compensation Committee which shall include the Commissioner of Higher Education and at least two members of the Board, but which shall not constitute a quorum of either the Board or the Executive

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~~Committee of the Board. The Compensation Committee shall set the salary of each technical college president based on the provisions of 5.3 through 5.6 below.~~

~~5.2 The Compensation Committee/Commissioner's Office shall employ methods and/or outside firms approved by the Board/Compensation Committee to determine a market range for the salary of each college president approximately once every three years. The Compensation Committee shall work within those ranges when determining the salary for each president~~

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~~5.3 The target salary for each technical college president shall be the midpoint of his or her respective market range.~~

~~5.3.4 COLA Increases: The Compensation Committee may award COLA increases to presidents who are at or above the established salary benchmarks. If a president is below the established benchmark, the Compensation Committee will first apply the COLA increase and then may add an additional market competitiveness increases to reach the benchmark but not exceed the benchmark.~~

~~5.6. The compensation of a new president shall, in accordance with Policy 111.6.5, be negotiated and finalized by the Chair and Vice Chair of the Board, in cooperation with the chair of the technical college board of trustees and in consultation with the Commissioner of Higher Education. A new president's compensation shall be within and generally below the midpoint of the range established in 5.3 unless, in an exceptional case, a greater salary is authorized by the Board.~~

~~5.45 Once a president's salary reaches the benchmark, the Board may grant increases based on exceptional circumstances.~~

~~5.5 Private Supplemental Funding: Institutions may not supplement a president's salary with private donated funds. Presidents appointed prior to October 1, 2021 who were granted privately-funded supplemental income at the time of their appointment may retain the supplemental income for the duration of their term as president. Institutions shall report all supplemental income annually by July 1 to the Compensation Committee.~~

~~5.6 Outside Employment: Presidents appointed after October 1, 2021 may not engage in paid outside employment, including serving on boards or commissions, unless the Board grants an exception.~~

~~5.6.1 When considering granting an exception, the Board shall ensure the proposed outside employment will not interfere with the president's ability to successfully discharge their duties as president.~~

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5.6.2 Presidents who are authorized to engage in paid outside employment shall annually on July 1 report their income to the Compensation Committee.

**R205-6.3-5- Benefits**

~~6.5-5.1- General Benefits:~~ Presidents shall receive the same staff benefits provided by policy for as all other institutional employees.

~~, e.g. group life insurance, health and accident insurance, retirement, and tuition waivers. The Board may further authorize supplemental life insurance, deferred compensation, or other salary supplements as part of the Board member's goal to maintain peer equity in the compensation of the USHE Presidents.~~

~~6.5-5.2- Institutional Vehicle:~~ As provided by statute, Presidents may receive an automobile for official the President's institutional and personal use. During periods of extended personal use the costs of gasoline, oil and other routine expenses shall be borne by the President. Each President, in consultation with the institution's chief financial officer and in compliance with I. R. S. regulations, is responsible to document personal use of the automobile so that the associated total costs are treated as part of the President's compensation for income tax purposes.

~~6.5-5.3- Vehicle Allowance:~~ If pPresidents elect not to receive an institutional vehicle, they may receive, with approval of the Board of Higher Education, choose to take a vehicle allowance rather than a designated state vehicle. The Board Compensation Committee shall set the rate for allowances and may adjust this rate annually based on the Consumer Price Index. When using a personal vehicle for official business, presidents may receive mileage reimbursement at a rate set by the Board. To reflect the personal vehicle allowance benefit, the presidential mileage reimbursement rate shall be lower than the mileage reimbursement rate provided to other institutional employees. Allowances shall be set at a rate set by the Commissioner's office and may adjust annually based on the Consumer Price Index. Presidents with a vehicle allowance rate above the established rate are allowed to maintain the higher rate if in effect prior to March 2014.

~~6.5-5.4- Degree-Granting Institutional Residences:~~ In accordance with Board Policy R715, presidents of degree-granting institutions that have a designated institutional residence may live in the residence. ~~Institutions shall maintain i~~Institutional residences shall be maintained by the institution.

~~If expressly authorized by the Board in furtherance of the Presidents' responsibilities, Presidents may receive such benefits as sabbatical privileges, leaves of absence, individual professional association memberships, club memberships and dues for use in carrying out the role of President.~~

~~6.5-5- Degree-Granting Housing Allowance:~~ Presidents of degree-granting institutions that do not have a designated institutional residence will receive a housing allowance at a rate approved by the Board Compensation Committee. Presidents of institutions with a designated

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institutional residence may receive the housing allowance if the designated institutional residence does not meet the president's housing needs, the president domiciles in a residence other than the designated institutional residence, and the Board approves the housing allowance.

#### **R205-73-6. Tenure**

~~73-6.1. Should~~ If the Board appoints a president who is already a tenured faculty member of the USHE institution over which ~~he or she~~ they will ~~now~~ preside, ~~that the~~ president shall retain ~~their~~ his or her tenure status ~~with that institution~~.

~~73-6.2. Should~~ If the Board appoints a president who earned tenure at an institution other than the USHE institution over which ~~he or she~~ they will preside, the Board—at the time of appointment or during the president's term—may grant tenure to an academic department of the USHE institution in accordance with the procedure established in this policy.

~~73-6.3. Should~~ If the Board appoints a president who has not earned tenure at any institution, neither the Board nor the USHE institution at which the president is appointed may grant tenure to the president.

#### **73-6.4. Granting Tenure**

~~73-6.4.1.~~ A president who wishes to be granted tenure under this policy shall ~~submit~~ make a written request to the commissioner ~~for tenure status~~ and provide documentation verifying his or her earned tenure at an accredited institution.

~~73-6.4.4.2. Upon~~ ~~After~~ receiving the president's verifying documentation, the commissioner shall confer with the chief academic officer who—after consulting with the academic department in which the president will be granted tenure—shall advise the commissioner whether tenure is feasible.

~~73-6.4.3.~~ After determining the president is eligible for tenure, the commissioner shall consult with the Board's executive committee and the ~~b~~Board of ~~T~~rustees chair regarding the president's request. ~~The commissioner then~~ may then grant or deny the request.

#### **73-6.5. Tenure After the President's Term**

~~73-6.5.1.~~ When a president, who has been granted tenure, gives the Board notice of ~~his or her~~ their intent to resign or retire and requests to remain at the institution as a tenured faculty member, the commissioner shall instruct the institution to proceed with the president's faculty appointment.

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~~3.6.5.2. Consistent with the appointment.~~ The institution shall determine the salary, benefits, and rank for the tenured position ~~consistent with the appointment~~ and shall bear all costs of the tenured position.

~~3.6.5.3.~~ After the president begins the appointment as a tenured faculty member, the institution's workload and performance standards shall thereafter govern the president's employment. ~~Future employment decisions shall be within the purview of the institution alone.~~

### **3.6.6. Tenure After Removal of the President**

~~3.6.6.1.~~ Presidents serve at the pleasure of the Board of Higher Education. If the Board of Higher Education terminates a president's appointment or asks a president to resign in lieu of ~~his or her~~ their appointment being terminated, the institution shall assess the former president's tenure status through its standard process.

### **3.7. Spouse Benefits**

~~3.7.1.~~ The Board members recognize that spouses are not obligated or expected to participate in the activities and operations of the college or university. However, they often make a large and uncompensated contribution to the affairs of the institution. In such cases, their capacity to represent and often substitute for the President at functions within the institution and the community, and their individual involvement in institutional events, fund raising, alumni and other activities can provide an important additional strength to the institution.

~~3.7.2.~~ To help facilitate a participating spouse in carrying out his or her responsibilities, the Board of Higher Education hereby appoints each President's spouse to a position at the institution of "Special Assistant to the President" at a salary of one dollar a year. No extra benefits, except those specifically covered by this policy, are provided to spouses.

~~3.7.3.~~ Actual expenses for travel, lodging, and meals of spouses may be paid by the institution when spouses participate in meetings, conferences, and workshops specifically related to the presidential role, and when participation in official functions such as alumni development, fundraising, and institutional advancement is deemed beneficial. Institution-related travel expenses incurred will be reimbursed according to established Board policy and procedures. The institution will provide insurance coverage, equivalent to that provided to volunteers or paid institutional employees, for a spouse while performing institutional business. More than nominal compensation and additional benefits are not provided to spouses. An annual report of the expenditures described herein shall be submitted along with the report and budget for institutional residences (see R207-3.6.)

~~3.7.4.~~ When spouses accompany presidents on trips, but their presence is not deemed beneficial for institutional purposes under section 3.6.3, the expenses for the spouse will not be paid by the institution.

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**R205-8 Annual Report of President Compensation:** The Office of the Commissioner shall prepare and submit to the Compensation Committee ~~Board~~ an annual report by July 1 detailing president and commissioner compensation. Compensation from private sources and outside paid employment directly associated with the president or commissioner's service shall be included in this report.

Commented [PW1]: When will this be submitted?

~~R205-983-8. Policy Applicable to the Commissioner of Higher Education:~~ The provisions of this policy shall also apply to the Commissioner of Higher Education, as appropriate.

~~9.1-~~ This policy shall apply to the Commissioner of Higher Education, as appropriate. The commissioner is not eligible for an institutional residence or housing allowance.

~~9.2-~~ The Presidential Compensation Committee shall annually determine market and performance compensation adjustments using salary data from regional SHEEOs of governing boards.



# R205, Presidential Appointment, Compensation, and Benefits<sup>1</sup>

**R205-1 Purpose:** To provide for the appointment, compensation, benefits, and terms of employment of Presidents of institutions.

## R-205-2 References

**2.1** Utah Code §53B-2-102 (Board to Appoint President of Each Institution)

**2.2** Board Policy R209, Evaluation of Presidents

**2.3** Board Policy R207, Institutional Residences

## R205-3. Terms of Employment

**3.1. Appointments:** The Board shall appoint presidents. Presidents shall serve at the pleasure of the Board and at such salary and related benefits as appropriate to the institution, as determined by the Board.

## R205-4 Degree-Granting Compensation

**4.1** Annual presidential salary adjustments will be based on established presidential salary benchmarks and legislatively appropriated cost-of-living (COLA) increases.

**4.2 Market Increases:** To ensure market competitiveness, the Commissioner's Office, in consultation with institutions and, with approval from the Compensation Committee, will identify presidential salary benchmarks.

**4.2.1** Presidential salary benchmarks will be the median of presidential salaries from peer institutions as reported publicly to the College and Professional Association for Human Resources (CUPA). Peer institutions shall be determined by relevant institutional comparators including institutional mission, size, and budget.

**4.2.2.** The Commissioner's Office shall assess presidential salary benchmarks annually by July 1 and provide recommendations to the Compensation Committee.

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<sup>1</sup> Adopted April 25, 1978, amended February 26, 1988, March 25, 1988, November 4, 1994, January 16, 2004 and August 19, 2005, April 18, 2008, May 17, 2013, March 28, 2014, July 15, 2016, and September 17, 2021.

**4.2.2.1** Should a proposed salary adjustment exceed a 10% increase, the Commissioner's Office will consult with the Vice President of Finance at the institution to determine if the full adjustment is feasible. If the full adjustment is not feasible, the Compensation Committee may elect to award the adjustment in steps over the course of two or more years.

**4.3 COLA Increases:** The Compensation Committee may award COLA increases to presidents who are at or above the established salary benchmarks. If a president is below the established benchmark, the Compensation Committee will first apply the COLA increase and then may add an additional market competitiveness increases to reach the benchmark but not exceed the benchmark.

**4.4** Once a president's salary reaches the benchmark, the Board may grant increases based on exceptional circumstances.

**4.5 Private Supplemental Funding:** Institutions may not supplement a president's salary with private donated funds. Presidents appointed prior to October 1, 2021 who were granted privately-funded supplemental income at the time of their appointment may retain the supplemental income for the duration of their term as president. Institutions shall report all supplemental income annually by July 1 to the Compensation Committee.

**4.6 Outside Employment:** Presidents appointed after October 1, 2021 may not engage in paid outside employment, including serving on boards or commissions, unless the Board grants an exception.

**4.6.1** When considering granting an exception, the Board shall ensure the proposed outside employment will not interfere with the president's ability to successfully discharge their duties as president.

**4.6.2** Presidents who are authorized to engage in paid outside employment shall annually on July 1 report their income to the Compensation Committee.

## **R205-5 Technical College President Compensation**

**5.1 Market Increases:** To ensure market competitiveness, the Commissioner's Office, in consultation with institutions, and with approval from the Compensation Committee, will identify presidential salary benchmarks.

**5.1.1** The target salary for each technical college president shall be the midpoint of their respective market range.

**5.2** The Commissioner’s Office shall employ methods and/or outside firms approved by the Compensation Committee to determine a market range for the salary of each college president approximately once every three years.

**5.3 COLA Increases:** The Compensation Committee may award COLA increases to presidents who are at or above the established salary benchmarks. If a president is below the established benchmark, the Compensation Committee will first apply the COLA increase and then may add an additional market competitiveness increases to reach the benchmark but not exceed the benchmark.

**5.4** Once a president’s salary reaches the benchmark, the Board may grant increases based on exceptional circumstances.

**5.5 Private Supplemental Funding:** Institutions may not supplement a president’s salary with private donated funds. Presidents appointed prior to October 1, 2021 who were granted privately-funded supplemental income at the time of their appointment may retain the supplemental income for the duration of their term as president. Institutions shall report all supplemental income annually by July 1 to the Compensation Committee.

**5.6 Outside Employment:** Presidents appointed after October 1, 2021 may not engage in paid outside employment, including serving on boards or commissions, unless the Board grants an exception.

**5.6.1** When considering granting an exception, the Board shall ensure the proposed outside employment will not interfere with the president’s ability to successfully discharge their duties as president.

**5.6.2** Presidents who are authorized to engage in paid outside employment shall annually on July 1 report their income to the Compensation Committee.

## **R205-6. Benefits**

**6.1 General Benefits:** Presidents shall receive the same staff benefits as all other institutional employees.

**6.2 Institutional Vehicle:** Presidents may receive an automobile for official use.

**6.3 Vehicle Allowance:** If presidents elect not to receive an institutional vehicle, they may receive a vehicle allowance. The Compensation Committee shall set the rate for allowances and may adjust this rate annually based on the Consumer Price Index. When using a personal vehicle

for official business, presidents may receive mileage reimbursement at a rate set by the Board. To reflect the personal vehicle allowance benefit, the presidential mileage reimbursement rate shall be lower than the mileage reimbursement rate provided to other institutional employees.

**6.4 Degree-Granting Institutional Residences:** In accordance with Board Policy R715, presidents of degree-granting institutions that have a designated institutional residence may live in the residence. Institutions shall maintain institutional residences.

**6.5 Degree-Granting Housing Allowance:** Presidents of degree-granting institutions that do not have a designated institutional residence will receive a housing allowance at a rate approved by the Compensation Committee. Presidents of institutions with a designated institutional residence may receive the housing allowance if the designated institutional residence does not meet the president's housing needs, the president domiciles in a residence other than the designated institutional residence, and the Board approves the housing allowance.

## **R205-7 Tenure**

**7.1** Should the Board appoint a president who is already a tenured faculty member of the USHE institution over which they will preside, the president shall retain their tenure status.

**7.2** Should the Board appoint a president who earned tenure at an institution other than the USHE institution over which they will preside, the Board—at the time of appointment or during the president's term—may grant tenure to an academic department of the USHE institution in accordance with the procedure established in this policy.

**7.3** Should the Board appoint a president who has not earned tenure at any institution, neither the Board nor the USHE institution at which the president is appointed may grant tenure to the president.

### **7.4 Granting Tenure**

**7.4.1** A president who wishes to be granted tenure under this policy shall submit a written request to the commissioner and provide documentation verifying his or her earned tenure at an accredited institution.

**7.4.2** Upon receiving the president's verifying documentation, the commissioner shall confer with the chief academic officer who—after consulting with the academic department in which the president will be granted tenure—shall advise the commissioner whether tenure is feasible.

**7.4.3** After determining the president is eligible for tenure, the commissioner shall consult with the Board’s executive committee and the board of trustees chair regarding the president’s request. The commissioner may then grant or deny the request.

## **7.5. Tenure After the President’s Term**

**7.5.1** When a president who has been granted tenure gives the Board notice of their intent to resign or retire and requests to remain at the institution as a tenured faculty member, the commissioner shall instruct the institution to proceed with the president’s faculty appointment.

**7.5.2** Consistent with the appointment, the institution shall determine the salary, benefits, and rank for the tenured position and shall bear all costs of the tenured position.

**7.5.3** After the president begins the appointment as a tenured faculty member, the institution’s workload and performance standards shall thereafter govern the president’s employment.

## **7.6 Tenure After Removal of the President**

**7.6.1** Presidents serve at the pleasure of the Board of Higher Education. If the Board terminates a president’s appointment or asks a president to resign in lieu of their appointment being terminated, the institution shall assess the former president’s tenure status through its standard process.

**R205-8 Annual Report of President Compensation:** The Office of the Commissioner shall prepare and submit to the Compensation Committee an annual report by July 1 detailing president and commissioner compensation. Compensation from private sources and outside paid employment directly associated with the president or commissioner’s service shall be included in this report.

## **R205-9 Policy Applicable to the Commissioner of Higher Education**

**9.1** This policy shall apply to the Commissioner of Higher Education, as appropriate. The commissioner is not eligible for an institutional residence or housing allowance.

**9.2** The Presidential Compensation Committee shall annually determine market and performance compensation adjustments using salary data from regional SHEEOs of governing boards.