

BOARD OF HIGHER EDUCATION
REQUEST FOR BOARD ACTION

NO.: BHE 08-13

BOARD DATE: April 25, 2008

AMENDMENT TO PRESIDENTIAL COMPENSATION POLICY

MOVED: The Board of Higher Education amends the Board Policy on Presidential Compensation (BHE 06-09), adopted December 15, 2005, by striking out the words appearing in the December 15, 2005 policy, and inserting, in place thereof, the following:

“The Campus Boards of Trustees are authorized to distribute an annual inflationary adjustment, and to request an annual merit adjustment, based upon the achievement of measurable objectives. The Board of Higher Education delegates to the Commissioner of the Department of Higher Education, in consultation with the Executive Committee of the Board, the authority, annually, each Spring, to calculate and fix the amount of the inflationary adjustment and the merit adjustment.

The Campus Boards of Trustees will continue to be required to conduct annual performance reviews that will be forwarded to the Board of Higher Education along with justification for the increases.”

Authority: Massachusetts General Laws Chapter 15A, Section 9(q)

Contact: Peter H. Tsaffaras, Director of Employee Relations and Benefits Administration

Background Information

On December 15, 2005, the Board of Higher Education approved the following policy on Presidential Compensation: "This policy would authorize Campus Boards of Trustees to distribute an annual inflationary adjustment, calculated each spring by the Board of Higher Education. The Boards of Trustees will continue to be required to conduct annual performance reviews that will be forwarded to the Board of Higher Education along with justification for the increase. Every other year the Boards of Trustees may request, in addition to the salary adjustment, a merit adjustment based upon the achievement of measurable objectives."

The Presidential Compensation Committee recommends the Boards of Trustees be allowed to request a merit adjustment every year instead of every other year. The authority to fix the amount of the inflationary adjustment and the merit adjustment shall be delegated to the Commissioner of the Department of Higher Education, in consultation with the Executive Committee of the Board of Higher Education.

The amendment for approval by the Board would implement the above changes.