

Connecticut State University System
Board of Trustees

BR#96-38



RESOLUTION

concerning

POLICY ON PRESIDENTIAL COMPENSATION
CONNECTICUT STATE UNIVERSITY SYSTEM

June 14, 1996

WHEREAS, The Board of Trustees for the Connecticut State University System recognized the need to develop a formal policy on presidential compensation for the four University Presidents and the System President, and

WHEREAS, In July 1995 a special Trustee committee was appointed and charged with conducting a thorough study of presidential compensation policies and practices nationwide, and

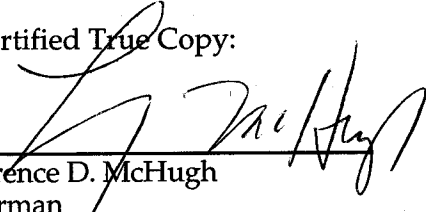
WHEREAS, The members of the committee have presented their findings to the Executive Committee of the Board of Trustees for consideration, and

WHEREAS, The Executive Committee, after thorough deliberation, has developed recommendations which provide for the establishment and maintenance of base level salaries and for performance recognition/retention compensation for the University Presidents and the System President, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System hereby approve the policy and procedures set forth in the addendum to this resolution, and be it further

RESOLVED, That the 4% inflationary portion of the salary base for presidents referred to in the addendum be implemented retroactive to January 1, 1996.

A Certified True Copy:



Lawrence D. McHugh
Chairman

**POLICY AND PROCEDURES
FOR
PRESIDENTIAL COMPENSATION
CONNECTICUT STATE UNIVERSITY SYSTEM**

I. ESTABLISHMENT AND MAINTENANCE OF BASE LEVEL SALARIES

University Presidents:

- 1) The salary base for the University Presidents is adjusted upward by 4% to account for inflation from December 1994 to the effective date of July 1, 1996, and that on each succeeding July 1 the salary base be adjusted upward by the actual amount of inflation in comparable higher education presidential salaries.
- 2) An increase of 15% above the salary base calculated above is provided to the University Presidents, with such increase to be phased in equally over a four-year period, beginning July 1, 1996.

System President:

The System President's salary base is adjusted to 107.5% of the salary base of the University Presidents as determined in paragraph (2) above.

**ADJUSTMENTS
TO
ESTABLISH APPROPRIATE SALARY LEVELS**

YEAR	12/94	7/1/96	7/1/97	7/1/98	7/1/99
UNIVERSITY PRESIDENT					
Base (as adjusted for inflation)	\$131,461	\$136,719	\$140,137	\$143,640	\$147,231
New Base (with phased-in increase)		\$141,846	\$150,647	\$159,799	\$169,316
SYSTEM PRESIDENT					
107.5% of New Base		\$152,484	\$161,946	\$171,784	\$182,015

Inflation set at 4% for 7/1/96, and assumed to be 2.5% in subsequent years (but to be adjusted to actual level).

II. DIFFERENTIAL COMPENSATION

When new presidents are appointed at Western and Eastern, the new base for compensation for those presidents will be established at 5% less than the then-prevailing salary for University Presidents.

III. COMPENSATION FOR NEW PRESIDENTS

When a new president is appointed, the salary at the commencement of the appointment will be \$5,000 less than the compensation for presidents as determined by the principles set out in Sections I and II above; on July 1 next succeeding the first anniversary of service of that president--or on an earlier date if approved by the Executive Committee of the Board upon the recommendation of the System President (or, for the System President, the Chair of the Board)--the salary will increase to the level calculated in accordance with those principles.

IV. PERFORMANCE RECOGNITION/RETENTION COMPENSATION FUND

A performance recognition/retention fund equal to 10% of the total System and University Presidents' salaries is established, to be effective January 1, 1997. Monies from this fund will be available (but need not be allocated) to:

- 1) Provide a performance award for the preceding year, to recognize a President for measurable performance which exceeds the performance-based goals as outlined in the President's annual Letter of Priority. Payment of such award shall be on the first pay period after January 1 of each year.
- 2) Provide a retention award for Presidents (if any) who the Board believes must be retained, which shall be non-recurring and which shall be paid as deferred compensation in increments of one-third at the end of each of the three years after the retention award was made as long as the President is still employed by the System.

V. PROCEDURE FOR PERFORMANCE RECOGNITION/RETENTION AWARD

University Presidents:

In October, 1996 and in October of subsequent years, the System President shall provide the Executive Committee of the Board of Trustees recommendations (if any) for performance recognition awards to University Presidents.

If, at any time, the Executive Committee of the Board concludes that providing a retention award would encourage a President to remain in his/her position, and that it is important to the system that the President be retained, it may make such a retention award. The first payment will be made one year from the date of the award.

The payment of either a performance recognition or retention award to a university president shall be at the sole discretion of the Executive Committee

System President:

In October, 1996 and in October of subsequent years, the Chairman of the Board of Trustees shall provide the Executive Committee a recommendation (if any) for a performance recognition awards for the System President.

If, at any time, the Executive Committee of the Board concludes that providing a retention award would encourage a President to remain in his/her position, and that it is important to the system that the President be retained, it may make such a retention award. The first payment will be made one year from the date of the award.

The payment of either a performance recognition or retention award to the System President shall be at the sole discretion of the Executive Committee of the Board of Trustees.

Connecticut State University

Presidential Salaries BR96-38, Approved 6/14/96

University Presidents

12/31/95	1/1/96	7/1/96	7/1/97		7/1/98		7/1/99	
base	Infla. 4%	3.75%	Inflation % X	7.50%	Inflation % X	11.25%	Inflation % X	15.00%

CCSU Judd*
 ECSU Carter
 SCSU Adanti
 WCSU Roach

126,710	131,778	136,846						
131,461	136,719	141,846						
131,461	136,719	141,846						
131,461	136,719	141,846						

CSU Chancellor

(7.5% above University Presidents)

Cibes

136,950	142,428	152,485						
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*Appointed 6/3/96.

Note: Annual inflation figure will be provided by the System Office.



Connecticut State University System

TO: Donna Munroe — CCSU Michael Pernal — ECSU
Martin Curry — SCSU John Jakabauski — WCSU

FROM: Laurie G. Malinosky *Laurie G. Malinosky*
Associate for Personnel & Labor Relations

DATE: June 19, 1997

SUBJECT: Presidential Salary Increases for 1997-98

Pursuant to Board policy (BR96-38), the presidents will receive a salary increase effective 7/1/97.

Attached is a spreadsheet showing how the increase is calculated. The 1/1/96 salary is increased by 3%, which reflects the amount of inflation in comparable higher education presidential salaries for 1996-97. That figure is then increased by 7.5%, which represents year two of the four-year phase-in to establish appropriate salary levels for the presidents. (By Board policy, President Judd is brought to the salary level of the other presidents on July 1, following completion of his first year in office.)

Presidential salary increases should be reported on the CSU-1 submitted on 6/27/97 (for the 7/18/97 BOT meeting).

Attachment

Connecticut State University

Presidential Salaries
BR96-38, Approved 6/14/96

12/31/95	1/1/96	7/1/96	7/1/97	7/1/98		7/1/99	
	Infla. 4%	3.75%	Infla. 3% X 1/96 base	7.50%	Inflation % X 7/97 base	11.25%	Inflation % X 7/98 base
base							

University Presidents

CCSU	Judd*	126,710	131,778	136,846	140,821	151,383		
ECSU	Carter	131,461	136,719	141,846	140,821	151,383		
SCSU	Adanti	131,461	136,719	141,846	140,821	151,383		
WCSU	Roach	131,461	136,719	141,846	140,821	151,383		

CSU Chancellor

(7.5% above University Presidents)	
Cibes	136,950 142,428 152,485 162,736

*Appointed 6/3/96.

Note: Annual inflation figure will be provided by the System Office.

Connecticut State University

Presidential Salaries BR96-38, Approved 6/14/96

University Presidents		12/31/95	1/1/96	7/1/96	7/1/97		7/1/98		7/1/99	
		base	Infla. 4%	3.75%	Infla. 3% X 1/96 base	7.50%	Inflation 3% X 7/97 base	11.25%	Inflation % X 7/98 base	15.00%
CCSU	Judd*	126,710	131,778	136,846	140,821	151,383	145,046	161,363		
ECSU	Carter	131,461	136,719	141,846	140,821	151,383	145,046	161,363		
SCSU	Adanti	131,461	136,719	141,846	140,821	151,383	145,046	161,363		
WCSU	Roach	131,461	136,719	141,846	140,821	151,383	145,046	161,363		
CSU Chancellor		(7.5% above University Presidents)								
	Cibes	136,950	142,428	152,485		162,736		173,466		

*Appointed 6/3/96.

Note: Annual inflation figure will be provided by the System Office.

Connecticut State University

Presidential Salaries BR96-38, Approved 6/14/96

University Presidents		12/31/95	1/1/96	7/1/96	7/1/97	7/1/98	7/1/99			
		base	Infla. 4%	3.75%	Infla. 3% X 1/96 base	Inflation 3% X 7.50%	Inflation 3% X 7/97 base	11.25%	Inflation 3% X 7/98 base	15.00%
CCSU	Judd*	126,710	131,778	136,846	140,821	151,383	145,046	161,363	149,397	171,807
ECSU	Carter	131,461	136,719	141,846	140,821	151,383	145,046	161,363	149,397	171,807
SCSU	Adanti	131,461	136,719	141,846	140,821	151,383	145,046	161,363	149,397	171,807
WCSU	Roach	131,461	136,719	141,846	140,821	151,383	145,046	161,363	149,397	171,807
CSU Chancellor		(7.5% above University Presidents)								
	Cibes	136,950	142,428	152,485		162,736		173,466		184,692

*Appointed 6/3/96.

Note: Annual inflation figure provided by the System Office.

Date Submitted: 7/1/99

Date of Board Meeting: 7/9/99

I certify that the following personnel actions conform to applicable Affirmative Action policies. Official transcript(s) have been examined for new appointments, except as noted.

Chancellor (Signature)

ACTION CATEGORIES AND EMPLOYEE NAME	POS.CONT. NUMBER	RANK (INCLUDING INTERNAL TITLE AND/OR DEPARTMENT)	BI-WEEKLY SALARY FROM (ANNUAL)	TO (ANNUAL)	% INC.	(DATE OF LAST INC.)	EFFECTIVE DATE
I. PRESIDENTIAL SALARY ADJUSTMENTS							
1. Michael Adanti	0013	President Southern CT State University	6,182.50 (161,363)	6,582.65 (171,807)	6.472%	(7/1/98)	7/1/99
2. David Carter	0001	President Eastern CT State University	6,182.50 (161,363)	6,582.65 (171,807)	6.472%	(7/1/98)	7/1/99
3. Richard Judd	0242	President Central CT State University	6,182.50 (161,363)	6,582.65 (171,807)	6.472%	(7/1/98)	7/1/99
4. James Roach	0001	President Western CT State University	6,182.50 (161,363)	6,582.65 (171,807)	6.472%	(7/1/98)	7/1/99

Date Submitted: 7/1/99

Date of Board Meeting: 7/9/99

I certify that the following personnel actions conform to applicable Affirmative Action policies. Official transcript(s) have been examined for new appointments, except as noted.

Board of Trustees Chairman (Signature)

ACTION CATEGORIES AND EMPLOYEE NAME	POS. CONT. NUMBER	RANK (INCLUDING INTERNAL TITLE AND/OR DEPARTMENT)	BI-WEEKLY SALARY FROM (ANNUAL)	TO (ANNUAL)	% INC.	(DATE OF LAST INC.)	EFFECTIVE DATE
I. PRESIDENTIAL SALARY ADJUSTMENT							
1. William J. Cibes	0003	Chancellor	6,646.21 (173,466)	7,076.33 (184,692)	6.472%	(7/1/98)	7/1/99