

# 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-1-402, Board Powers, Duties, and Authority
- 2.2 Utah Code § 53B-2-106.1, Tenure
- 2.3 Board Policy R209, Evaluation of Presidents
- 2.4 Board Policy R715, Institutional Residences

## R205-3 Terms of Employment

**3.1 Appointments:** The Utah Board of Higher Education (“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 Presidential Compensation

**4.1 Salary Adjustments:** Annual presidential salary adjustments will be based on established presidential salary benchmarks, legislatively appropriated salary increases, and other factors as determined by the Board.

**4.2 Market Increases:** To ensure market competitiveness, the Commissioner of Higher Education’s (“commissioner”) Office, in consultation with institutions and, with approval from the Board’s Executive Committee (“Executive 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”) for the current fiscal year. Peer institutions shall be determined by relevant institutional comparators including institutional mission, size, and budget. The adopted salary benchmark percentile and institution peer group definition may be adjusted if too few institutions

---

<sup>1</sup> Adopted April 25, 1978. Amended February 26, 1988, March 25, 1988, November 4, 1994, January 16, 2004, August 19, 2005, April 18, 2008, May 17, 2013, March 28, 2014, July 15, 2016, September 17, 2021, and June 6, 2024.

participated in the CUPA salary survey for the reference year, for equity reasons, or other factors as determined by the Executive Committee.

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

**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 Legislatively Appropriated Increases and Sequencing:** If a president's salary is below the market salary benchmark as determined in subsection 4.2, the Executive Committee will first consider a market adjustment to the salary. Next, the Executive Committee will consider a cost-of-living adjustment ("COLA") such that the president's salary in the next fiscal year is equal to the current fiscal year's market benchmark plus the inflation expectation as represented by the legislatively appropriated COLA, labor market increase, or other state appropriation designed to maintain the real wages of employees. Finally, the Executive Committee will consider whether any additional salary change shall be administered based on legislative appropriations, presidential performance, or other factors as determined by the Committee. If a president's salary is greater than or equal to the market salary benchmark as determined in subsection 4.2, the Executive Committee will first consider a COLA and then any additional salary change based on legislative appropriations, presidential performance, or other factors as determined by the Committee.

**4.4 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 before July 1 to the Commissioner's Office.

**4.5 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.

**4.5.1** 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.

**4.5.2** Presidents who are authorized to engage in paid outside employment shall report their income to the Commissioner’s Office annually before July 1.

## **R205-5 Benefits**

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

**5.2 Vehicle Allowance:** Presidents may receive a vehicle allowance. The Executive Committee shall set the rate for allowances and may adjust this rate annually based on inflation or other factors as determined by the Committee. 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. A president receiving a vehicle allowance may not also receive an institutional vehicle as a benefit.

**5.2.1 Expiration of Institutional Vehicle Election:** Any president who has not elected to receive an institutional vehicle for official use prior to June 6, 2024 will receive the vehicle allowance.

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

**5.4 Degree-Granting Housing Allowance:** Presidents of degree-granting institutions that do not have a designated institutional residence may receive a housing allowance at a rate approved by the Executive 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.

## **R205-6 Tenure**

**6.1** Should the Board appoint a president who is already a tenured faculty member of the Utah System of Higher Education (“USHE”) institution over which they will preside, the president shall retain their tenure status.

**6.2** 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 the president in an academic department of the USHE

institution over which they will preside in accordance with the procedure established in this policy.

**6.3** 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.

#### **6.4 Granting Tenure**

**6.4.1** 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.

**6.4.2** 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.

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

#### **6.5 Tenure After the President's Term**

**6.5.1** 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.

**6.5.2** 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.

**6.5.3** After the president begins the appointment as a tenured faculty member, Utah law related to tenure, and the institution's tenure policies, workload, and performance standards shall thereafter govern the president's employment.

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

**6.6.1** Presidents serve at the pleasure of the Utah 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.

**R205-7 Annual Compensation Report:** Before July 1 each year, the Commissioner's Office shall prepare and submit to the Executive Committee a report detailing president and commissioner compensation for the previous year. Compensation from private sources and outside paid employment directly associated with the president or commissioner's service shall be included in this report.

**R205-8 Policy Applicable to the Commissioner of Higher Education**

**8.1** With the exception of institutional residence or housing allowances, for which the commissioner is not eligible, this policy shall apply to the commissioner.

**8.2** The Executive Committee shall annually determine adjustments using salary data from regional SHEEOs of governing boards and make commissioner salary adjustments consistent with the considerations and sequencing in section 4 of this policy as applicable.