

UTAH COLLEGE OF APPLIED TECHNOLOGY

AGENDA ITEM

UCAT BOARD OF TRUSTEES EXECUTIVE COMMITTEE

26 July 2016

ITEM: I.B1

TOPIC: FY 2017 Compensation for College Presidents

BACKGROUND

In its 7 June 2016 meeting, the Board of Trustees approved a 2.0% FY 2017 salary increase for the eight College Presidents. The Board then assigned the Executive Committee to consider feedback from three of the local college board chairs suggesting further adjustments to their presidents' salaries, and make a recommendation regarding any further adjustments to the Board no later than the September meeting.

Preceding the FY 2017 increase, the Board of Trustees on 17 September 2015 had approved adjustments to the FY 2016 salaries of the presidents based on the results of a salary study provided by Payscale, Inc. The study established a range for each College President position based on the characteristics of the college benchmarked against comparable positions, and specified each incumbent president's salary within their college's range. Some Board members expressed interest in having the Committee review and compare the increased FY 2017 salaries with updated salary survey data. Staff will provide and review the September salary study and the updated survey with the Executive Committee in the meeting.

In consideration of the statutory provision for the Board of Trustees to set compensation in cooperation with the local college board of directors, the chairs of each college board were invited to provide feedback on behalf of their boards regarding consideration of the 2.0% increase. The eight chairs indicated support for the increase, with UBATC, DXATC, and DATC requesting further consideration for their presidents. Their requests are summarized below, with possible alternatives that might be considered by the Committee in its recommendation to the Board. The details of each request will be provided to the Committee and presented by a representative of each college board for review and discussion in the meeting. The Committee may also consider the applicability of the requests to other College Presidents in its recommendations to the Board.

Uintah Basin ATC:

College Board Request: Review president's performance and compensate at a rate congruent with industry protocols and performance.

Committee Consideration: Recommend to the Board of Trustees whether to specify an additional salary increase amount at this time based on performance, or to defer performance-based salary adjustments for all presidents after development of Board-established annual performance increase criteria.



Dixie ATC:

College Board Request: Increase president's salary by 10% of the FY 2016 salary based on inequities and performance factors identified by the college board.

Committee Consideration: Recommend to the Board whether to increase the salary up to 10% above FY 2016 based on position within the range and/or identified performance factors, or to defer performance-based salary and range position adjustments for all presidents after development of Board-established annual performance increase criteria.

Davis ATC:

College Board Request: (1) Add the 2.0% stipends provided in each of the two previous years to the FY 2016 salary base (total 4% increase to the base) for purposes of calculating the general 2.0% FY-2017 increase. (2) Provide for reimbursement of personal vehicle use for college business.

Committee Consideration: (1) Recommend to the Board in the application of the FY-2017 2% increase whether to retain the FY-2016 salary position as determined in the September salary adjustment, or to adjust the position in the range by increasing the FY-2016 base 4% to include the previous two 2% stipends. (2) Clarify that reimbursement of personal vehicle use for college business is permitted by the Board and is subject to local college policies and procedures.

Applicability to All College Presidents:

In consideration of the three local board requests, the Executive Committee may discuss and provide recommendations to the Board of Trustees regarding the applicability of the requested adjustments to all College Presidents, such as adjustments to the salary scales, performance reviews, and vehicle use.

RECOMMENDATIONS

It is recommended that the Executive Committee:

- (1) Recommend action to the Board of Trustees on each of the UBATC, DXATC, and DATC requests, with consideration to alternatives such as those outlined in the "Committee Consideration" for each request above and potential considerations for the other College Presidents. Any recommended adjustments would be retroactive to July 1, 2016.
- (2) Consider recommending to the Board that a committee consisting of three to five trustees (no more than three Executive Committee members) be designated in the September Board meeting to develop a policy and procedure for evaluating College Presidents as specified in Senate Bill 131, and for setting annual compensation, to be considered and potentially approved in the January Board meeting for implementation prior to the beginning of FY-2018.
- (3) After review and discussion, consider advising the Board that reimbursement of personal vehicle use for college business consistent with local college policies is permitted and not prohibited.
- (4) Recommend provisions to the Board for the personal use of an assigned college vehicle in the compensation and benefits of a College President or the UCAT Commissioner.

Attachments: None (to be provided in meeting)