

4.9	Compensation Guidelines for 17 institution presidents	15-027	2015-03-26
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PRESIDENTIAL COMPENSATION GUIDELINES

INTRODUCTION

The Presidential Compensation Guidelines are for the presidents of the institutions comprising the Connecticut State Colleges and Universities.

These Guidelines, and all subsequent revisions, supersede and/or replace all policies, rules, and classification and compensation plans issued previously for the presidents.

The presidential compensation structure consists of salary levels that are designed to provide competitive salary opportunities for the responsibilities and requirements of the presidential positions within the CSCU System. The guidelines provide direction on how salaries should be set within a level.

Presidents appointed prior to the adoption of these Guidelines shall be grandfathered from the salary structure contained in these Guidelines, except that no president shall be paid less than the appropriate minimum rate.

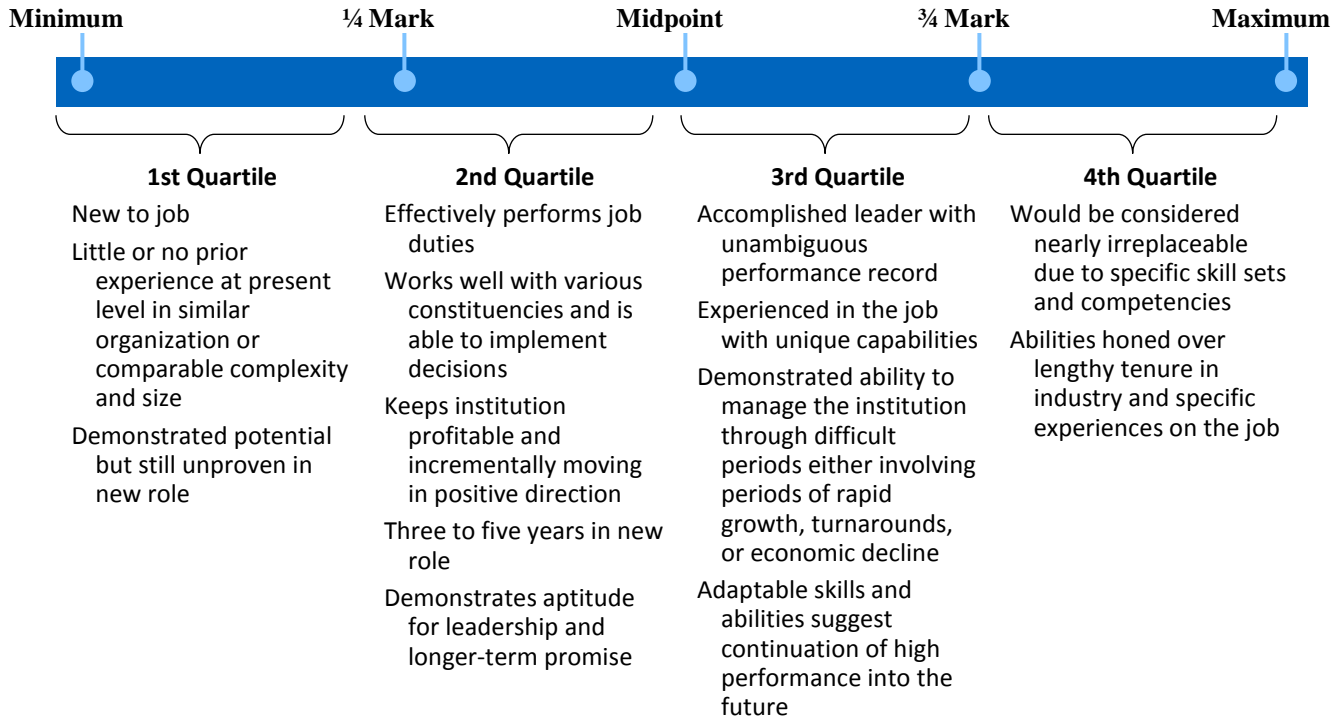
SETTING THE HIRING SALARY

The guidelines below provide direction on how salaries should be set within a level. Salaries should be determined and managed by taking into account the skills, education and experience of the individual, as well as external market and system-wide equity factors. Individuals will progress through the level based on growth in their knowledge and experience, as well as performance.

The salary levels are broad to accommodate a variety of experience and performance levels, and all incumbents can expect to be paid within the salary range associated with their institution type.

Setting a hiring salary involves a review by the BOR President of the skills and experience of the candidate in relation to the salary range associated with institution type. In all cases, hiring salaries are dependent upon the institution's available financial resources and system-wide equity considerations. The final hiring salary must be approved by the BOR President before an offer is made to a candidate. Appointment of presidents shall be pursuant to Board policy.

Managing Salaries within a Level



SALARY STRUCTURE AND RATES – effective March 26, 2015

Salary Rates, Annualized

Institution Type & Size	Minimum	1/4 Mark	Midpoint	3/4 Mark	Maximum
COLLEGES					
Small Colleges:					
Asnuntuck, Charter Oak, Middlesex, Northwestern CT & Quinebaug Valley	\$160,200	\$170,050	\$179,900	\$189,750	\$199,600
Large Colleges:					
Capital, Gateway, Housatonic, Manchester, Naugatuck Valley, Norwalk, Three Rivers & Tunxis	\$191,400	\$197,400	\$203,400	\$209,400	\$215,400
UNIVERSITIES					
Small Universities:					
Eastern & Western	\$238,000	\$253,825	\$269,650	\$285,475	\$301,300
Large Universities:					
Central & Southern	\$264,300	\$279,500	\$294,700	\$309,900	\$325,100

Salary Increases and Adjustments

Salary increases shall be pursuant to Board policy. The effective date for annual salary increases shall be the beginning of the pay period that includes July 1. At the same time salary increases are considered, the salary ranges will be reviewed to determine if an adjustment to the structure is needed. No one employed less than six months in a position shall be eligible for consideration of such a salary increase. Anyone who will not be employed in a presidential position as of September 1, for any reason, shall not be eligible for a salary increase. (See Section 6.5 of the Human Resources Policies for Management and Confidential Professional Personnel for additional details.) The System Office will disseminate guidelines for implementing annual salary adjustments/increases.