

University of Louisiana System

**Title: ADMINISTRATIVE SALARY
POLICY**

Effective Date: January 1, 2003

Cancellation: None

Chapter: Faculty and Staff

Policy and Procedures Memorandum

Maintaining competitive administrative salaries is critical to the effective operation of the state's postsecondary education system. Administrators are expected to successfully lead and manage their systems and institutions to strong levels of performance in teaching, learning, public service, economic development and financial integrity. They must perform these tasks despite financial challenges, high expectations of performance and accountability, and a variety of other complex issues. *

The Louisiana Board of Regents has established administrative salary guidelines to ensure that administrative salaries remain competitive yet appropriate to the state's financial realities. The Louisiana Legislature has provided direction regarding administrative salaries. Act 4 of the 2000 2nd Extraordinary Session, recognizes the power of the college and university management boards to "employ or approve the employment, fix or approve the salaries ... of personnel for the board and the university system..."

The Board of Supervisors for the University of Louisiana System reaffirms its position that all salaries must be competitive so that the System and its institutions can effectively recruit, hire, and retain highly qualified employees. Accordingly, the Board adopts the following administrative salary policy:

"The salaries of the Presidents shall be no less than 80%, nor more than 120%, of the average of their SREB counterparts as reported the College and University Professional Association for Human Resources (CUPA)***, and shall be adjusted to reflect:**

- **Institutional characteristics** (enrollment, budget size, SREB classification),
- **Faculty salaries** (distance from SREB peers), and
- **Leadership/Performance** (program accreditation, retention rates, graduation rates, audit results, achievement of stated goals, etc.).

Further each institution's aggregate average administrative salaries shall be no closer to their peers than average faculty salaries are to their respective peers.

Upon approval by 2/3 of its voting members, the Board may approve specific exceptions to this salary policy necessary to attract or retain exceptionally qualified staff with unique skills.”

* Excerpt from the revised *Administrative Salary Policy* adopted by the Board of Regents September 25, 2002

** SREB = Southern Regional Education Board (16 Southern States)

*** CUPA is the nationally accepted benchmarking source for higher education salaries.

This policy was adopted by the Board in December, 2002.