

# UNIVERSITY OF LOUISIANA

S Y S T E M

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## MEMORANDUM

August 16, 2002

TO: Members of the Board

FROM: Sally Clausen  
President

RE: *FY 2002/03 Salary Analysis and Recommendations: Campus Presidents*

Since October of last year, we have had numerous discussions concerning the salary rates of our campus presidents. At the June 2002 meeting, the Finance Committee and the Board directed me to review salaries and make appropriate recommendations for your review at the August Board meeting.

**Three overriding factors** serve as the bases of my recommendations to you:

### EQUITY

According to the latest data from College and University Professional Association for Human Resources (CUPA), the nationally accepted benchmarking source for higher education salaries, which also serves as the basis for Southern Regional Education Board (SREB) data: **ULS campus presidents' current salaries lag their SREB counterparts by 26%, or \$37,656 per year. The range is 10% to 44%, or \$16,000 to \$71,000, below respective peers.**

### FACULTY SALARIES

ULS and Regents policy dictates that **average administrative salaries should be no closer to their peers than average faculty salaries at respective institutions.**

### LEADERSHIP

Research indicates that leadership involves many indicators and is results-driven. Indicators I considered for purposes of these recommendations are quantifiable and include:

- (a) Institution Profiles – total budget, enrollment, and SREB classification
- (b) Accreditation, retention, and graduation rates
- (c) Financial and Compliance Audits
- (d) Independent/Annual Performance Evaluations
- (e) Achievement of Stated Goals

Finally, consideration was given to recent appointments that were made closer to market (ULM and SLU).

It is important that these salaries be competitive, yet appropriate, to the State's financial realities. Although our recommendations range from 1.8% to 16% increases, the average adjustment for our campus presidents is 8.9%. An individual document is available on each CEO.

I have enclosed two charts summarizing the above information, and I am available to respond to questions for each university recommendation. Thank you for your support.

Dr. Sally Clausen  
President

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