



Oregon State University Presidential Compensation Philosophy

I. Goal

It is the goal of the Board to attract, motivate, and retain the most highly qualified individual to serve as President, whose knowledge and experience can advance the University's mission and strategic goals. In order to meet this goal, the Board will provide a competitive compensation through comparison to similar positions in talent markets that is fair, equitable, and financially sustainable.

II. Guiding Principles

Legal authority for setting Presidential compensation is vested with the Board. Prior to Board consideration, the Executive & Audit Committee will review the elements of proposed compensation and benefits for the President and make recommendations for action to the Board.

In setting Presidential compensation, the Board will:

1. Review Presidential compensation information for comparison peer institutions of higher learning to determine where the President fits within the group. The comparison will take into account the type of institution, enrollment, operating budget, classification as a research university, and such other comparators as from time to time are deemed appropriate;
2. Consider the length of service and performance;
3. Ensure that compensation and benefits are being determined and paid in a manner that is in compliance with applicable law;
4. Maintain a record of the basis for its decision;
5. Set the President's compensation consistent with these guiding principles.

Proposals that include supplemental compensation provided by an affiliated foundation must be approved by the Board. Upon approval, the Board will make a written request to the foundation board for its consideration.

Document History

- Adopted by the Board of Trustees January 29, 2016