

**MONTANA BOARD OF REGENTS OF HIGHER EDUCATION**  
**Policy and Procedures Manual**

SUBJECT: COMPENSATION AND EMPLOYEE BENEFITS

Policy 802.8 – Salaries of the Commissioner of Higher Education and Campus Chief Executive Officers

**Effective: September 28, 2006; Issued: October 20, 2006**

**Revised: May 29, 2009; Issued: June 2, 2009**

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**Board Policy:**

A. Intent

This policy provides salary guidelines for chief executive officer positions in the Montana university system (MUS). These guidelines require a careful balance of consideration for the availability of salary resources, Montana or regional compensation levels, external market competitiveness, and internal pay equity within the MUS.

The board encourages a similar approach to salary analysis, whenever possible, for other employee groups including, but not limited to: senior administrative staff; faculty; and non-faculty professional-level staff.

Nothing in this policy obligates the board to increase an individual salary or group of salaries. No employee of the MUS is guaranteed a pay raise because of this policy; however, these guidelines set general parameters to support reasonable and affordable salaries in an increasingly competitive higher education environment.

B. Salary Guidelines

The commissioner of higher education shall maintain survey data of chief executive officer salaries at institutions that are comparable to the units of the MUS. Final approval of salary levels shall be made by the board, as provided in board policy 711.2.

The commissioner shall use the survey resources of the college and university professional association for human resources (CUPA). The peer groups in the survey will include public colleges and universities of similar degree granting status and student enrollment size.

The compensation of the commissioner of higher education will be determined by the board of regents.

History:

Item 128-114-R0905, Proposed Policy Setting Salaries for the Commissioner of Higher Education, Presidents and Chancellors approved by the Board of Regents September 23, 2005; approved as amended November 18, 2005 (Item 129-108-R1109). Revised September 28, 2006 (Item 132-106-R0906) to set new guidelines for salaries. Item 143-101-R0509, approved May 29, 2009, to strengthen regent discretion in the setting of commissioner and campus executive salaries.