

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Post Presidential Benefits

**COMMITTEE:** Organization and Compensation

**DATE OF MEETING:** January 25, 2018

**SUMMARY:** Currently USM presidents have appointment letters which lay out the terms of their presidential appointment including post presidential benefits, if any. A review of these letters revealed that some presidents have post presidential benefits with varying conditions, while other presidents are not provided with any benefits after they step down as president.

The committee will review the conditions and benefits provided to current presidents and discuss options and strategies for future post presidential benefits.

**ALTERNATIVE(S):** The Committee could choose not to discuss the topic.

**FISCAL IMPACT:** Fiscal impact depends on BOR decisions regarding post presidential benefits.

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the Regents discuss the options for post presidential benefits.

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COMMITTEE ACTION: DATE: January 25, 2018

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BOARD ACTION: DATE:

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Organization and Compensation Committee  
January 25, 2018

Post Presidential Benefits  
Discussion Outline

Background:

USM presidents have appointment letters which lay out the terms of their presidential appointment including post presidential benefits, if any. A review of these letters revealed that some presidents have post presidential benefits with varying conditions, while other presidents are not provided with any benefits after they step down as president.

Discussion questions:

1. Should all presidents have post presidential benefits or should these benefits vary based on each president's unique situation and their compensation negotiation?
2. What kind of post presidential benefits should be provided?
  - Tenure
  - Sabbatical/administrative leave
  - Emeritus status
3. What are the conditions for awarding of tenure? Qualifications, prior tenure, time limit, other conditions?
4. Should presidents who are not tenurable received some type of post presidential benefit?
5. Typically, a president is awarded a sabbatical/administrative leave in order to prepare to return to teaching. What are the conditions for awarding sabbatical/administrative leave?
  - a. Do they receive a one-year sabbatical/administrative leave at full salary to prepare to go back to teaching?
  - b. Is there a difference between a sabbatical or administrative leave?
  - c. Is the sabbatical or administrative leave automatic, or is the president only eligible to apply for it?
  - d. Should there be a period of time the president needs to serve as president in order to qualify for a sabbatical or administrative leave? Should a president receive less than a full year for a sabbatical/administrative leave if their service as president below a certain period of time?
6. How is the salary level determined when president returns to faculty?
  - a. Commensurate with senior faculty in the department?
  - b. Who determines the actual salary amount? - president, appropriate "institutional officials," Chancellor?