



Level: University Policy  
Originally Issued: May 17, 2024  
Policy Owner: Board of Trustees  
Policy Implementation: President

## **Additional Employee Compensation Derived from President's Annual Performance Incentive Payments**

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University employees may be paid additional compensation resulting from the University President's performance incentive payments, as discussed herein.

The University Board of Trustees' contract with the University President may provide for the payment to the President of certain performance incentive payments. Such payments are not guaranteed, are wholly discretionary by the Board, are merit-based, and are conditioned upon various criteria related to student enrollment, financial considerations, and/or budgetary concerns, as established by the Board in advance. The Board, in the event of such a payment to the President, may permit or direct the President, in the President's discretion, to pay a portion of the same to one or more University employees whose efforts contributed to the achievement or performance that resulted in the performance incentive payments.

Any such compensation to a University employee would be treated as a part of the employee's regular compensation from the University for the employee's existing employment with the University. Any such additional compensation would be paid to the employee after and for the next one or more pay periods worked by the employee, as determined by the President.