

### E-1. COMPENSATION POLICY

The University seeks to attract and retain outstanding faculty, professionals, administrators, and staff by providing total compensation that is competitive in the relevant market considering all appropriate factors. These factors include, but are not limited to, direct compensation provided by peer institutions or groups, any indirect or outside compensation to any employee by any affiliated organization or other related group, relevant cost of living factors, and the available fiscal resources of the University. While ultimate authority for compensation matters rests with the Board of Trustees, the Board of Trustees hereby delegates to the University President the authority to approve employee compensation, subject to these requirements but otherwise without prior approval by the Board of Trustees, except for any arrangement that is subject to Policy B-1 (entitled "Selection of Executive Officers and Other Principal Officials of the University Policy"), which arrangements shall continue to be governed exclusively by the requirements of that policy.

ADOPTED: November 10, 2006

REVISED: November 2, 2007

REAFFIRMED: June 19, 2009

REVISED: November 13, 2013

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