

University Guidelines

Section 3.6 Financial Services: Human Resources

Salary Administration Guidelines

Issued: December 2025

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The Board of Trustees

(2 Policies of the Board of Trustees B, 2, and Bylaws of the Board of Trustees, Article II, Section 5)

1. Sets the initial salary and compensation and approves any subsequent salary and compensation changes for the President, except for raises from salary pools established during budget development.
2. On recommendation of the President, sets the initial salary and compensation and approves any subsequent salary and compensation changes for the Chancellors and for the Dean and Provost of the SIU School of Medicine, except for raises from salary pools established during budget development.
3. With concurrence of the Finance Committee, the initial salary and compensation and any subsequent compensation changes, except for raises from salary pools established during budget development, for the Executive Secretary shall be established by the President.

The Finance Committee

(Bylaws of the Board of Trustees, Article III, Section 3)

1. On recommendation of the President, reviews and approves the initial salary and total compensation for all Board appointed Officers, Chancellors, the Dean and Provost of the SIU School of Medicine, and administrative/professional staff within one reporting line of the President.
2. On recommendation of the President, reviews and approves any subsequent salary and total compensation changes, except for raises from salary pools established during budget development, for all Board-appointed officers, Chancellors, the Dean and Provost of the SIU School of Medicine, and administrative/professional staff within one reporting line of the President.

The President

1. Recommends to the Board of Trustees the initial salary and other compensation and any subsequent changes in salary and compensation, except for raises from salary pools established during budget development, for the Board appointed officers, Chancellors, and the Dean and Provost of the SIU School of Medicine.
2. Recommends to the Finance Committee the initial salary and other compensation and any subsequent changes in salary and other compensation, except for raises from salary pools established during budget development, for all Board-appointed Officers, Chancellors, the Dean and Provost of the SIU School of Medicine, and administrative/professional staff within one reporting line of the President.
 - a. For initial appointments, the President shall submit a Board Matter for ratification by the Board of Trustees, in accordance with Board Policy on Personnel Approval (2 Policies of the Board B).

- b. Out-of-season recommendations for salary and other compensation changes shall be submitted to the Finance Committee for approval.
- 3. Upon recommendation of a Chancellor, reviews and approves initial title, salary, and other compensation and any subsequent changes in title, salary and other compensation, except for raises from salary pools established during budget development, for administrative/professional staff who are within two reporting levels of the Chancellor. The President and Chancellor shall agree on a title, salary range, and any other compensation before final negotiation with a candidate is undertaken. The initial salary recommendation should be based on internal and external peer comparisons as appropriate to the position.



Daniel F. Mahony
President

12/18/2025

Date