

OHIO BOARD OF REGENTS

Agenda Item 3.22 Amendment of the Compensation Plan for the Chancellor of the Ohio Board of Regents

RESOLUTION

WHEREAS, Ohio Revised Code § 3333.02 authorizes the Ohio Board of Regents to fix the compensation for the Chancellor; and

WHEREAS, the Ohio Board of Regents researched the compensation paid to State Higher Education Executive Officer and Presidents of Ohio's public universities, the positions which represent the pool of qualified candidates with which the Ohio Board of Regents competes when recruiting a Chancellor; and

WHEREAS, the Ohio Board of Regents recognizes the need to maintain a competitive compensation level to recruit and retain qualified individuals in the position of Chancellor; and

WHEREAS, the Chancellor's existing compensation level remains well below that of comparable state system executives and well below the median of Ohio public university presidents; and

WHEREAS, the Ohio Board of Regents, upon review of the performance of Roderick G. W. Chu, Chancellor, over the past 12 months, highly commends the Chancellor's excellent service, dedication, and ability to further the development of the Ohio Board of Regents strategic plan; and

WHEREAS, the Ohio Board of Regents recognizes the Chancellor's ability to engage stakeholders, address budget priorities and develop keenly innovative programs which advance the goals of the Ohio Board of Regents; and

WHEREAS, in recognition of Chancellor Chu's outstanding service and performance over the past 12 months and in recognition of the need to maintain a competitive compensation level for the Chancellor's position, the Ohio Board of Regents desires to provide Chancellor Chu with an adjustment to his compensation and benefits; and

WHEREAS, the Ohio Board of Regents will make compensation adjustments as they are merited and the state's financial difficulties ease; and

WHEREAS, the board shall in part "pick-up" the Chancellor's eligible prior service contributions to his retirement plan, thereby resulting in tax deferral of such contribution as permitted by Internal Revenue Code Section 414(h)92) and Ohio Revised Code Chapter 145; and

WHEREAS, Chancellor Roderick G. W. Chu desires to participate in the purchase of his prior service credit contributions with his employer as permitted by Ohio Revised Code Chapter 145:

NOW BE IT RESOLVED, that effective March 11, 2004, the Ohio Board of Regents shall in part “pick-up” prior service credit earned by Roderick G. W. Chu, Chancellor of the Ohio Board of Regents. This “pick-up” shall be a tax deferred benefit accruing to Chancellor Chu. The Ohio Board of Regents shall continue this “pick-up” annually until either all prior service credit of Roderick G. W. Chu has been purchased or the separation of Chancellor Chu from the Ohio Board of Regents; and

BE IT FURTHER RESOLVED, that effective March 11, 2004, Roderick G. W. Chu shall contribute to the purchase of his prior service credit earned; and

BE IT FURTHER RESOLVED, that the Ohio Board of Regents shall adjust the Chancellor’s compensation periodically as merited to achieve marketplace competitiveness.