

**BUSINESS AFFAIRS AND HUMAN RESOURCES
JANUARY 26, 2009**

TAB	DESCRIPTION	ACTION
1	IDAHO STATE UNIVERSITY Appointment of the Provost and Vice President for Academic Affairs	Motion to approve
2	OFFICE OF THE STATE BOARD OF EDUCATION Appointment of the Chief Fiscal Officer	Motion to approve

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IDAHO STATE UNIVERSITY

SUBJECT

Appointment for the Provost and Vice President for Academic Affairs at a salary above the CUPA median

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section II. F.2.b.

BACKGROUND / DISCUSSION

Idaho State University requests approval of the appointment of Dr. Gary A. Olson as the new Provost and Vice President for Academic Affairs at a salary of \$195,000, which is \$5,581 above the median CUPA salary for this position. This appointment includes a concurrent tenured appointment as a Professor in the Department of English, College of Arts and Sciences.

IMPACT

This appointment is subject to State Board approval. The initial appointment of this employee is requested at a salary that exceeds the median rate for such positions at public doctoral research institutions such as ISU as established by the College and University Professional Association for Human Resources (CUPA), or its equivalent.

STAFF COMMENTS AND RECOMMENDATIONS

A single search was conducted concluding with the negotiated salary of \$195,000. The candidate had sought a salary in excess of \$200,000.

According to the fall 2007 College and University Professional Association for Human Resources (CUPA-HR) survey, the average salary for a Chief Academic Officer and Provost at a Public Doctoral Research University is \$192,610. The median salary is \$189,419. The institution has recruited an outstanding candidate and points out that the CUPA average is a year old. The non-classified staff at Idaho State University are paid approximately 95% of the CUPA median. Staff makes no recommendation.

BOARD ACTION

A motion to approve the appointment of Dr. Gary A. Olson to the position of Provost and Vice President for Academic Affairs, at an annual salary of \$195,000.00.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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EMPLOYMENT OF PROVOST AND VICE PRESIDENT—SALARY LEVEL HIGHER THAN THE CUPA MEDIAN, REQUIRING STATE BOARD OF EDUCATION APPROVAL

Dr. Gary A. Olson	Provost and Vice President for Academic Affairs
FTE	1.0
Term	12 month
Effective Date	no later than July 1, 2009
Salary	\$195,000
Funding Source	Appropriated Funds
Area/Department of Assignment	Academic Affairs
Duties and Responsibilities	Provide leadership and overall direction for all academic affairs at ISU.
Justification of Salary Level	Salary is comparable to other salary levels for similar positions in higher education institutions. This is a highly competitive market. The 2007-08 CUPA median salary for public doctoral research institutions such as ISU is \$189,419.

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SUBJECT

Hiring of a Chief Fiscal Officer by the Office of the State Board of Education (OSBE)

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies and Procedures, Section II.B.3.b.

BACKGROUND/DISCUSSION

Board Policy II.B.3.b. requires Board approval for any positions hired at a rate of 75% or greater of the Chief Executive Officers salary. The Office of the State Board of Education has recruited Steve Allison who has accepted the offer based on Board approval.

The Chief Fiscal Officer is a key position in the Office of the State Board of Education and been vacant since July 2007.

IMPACT

Having this position filled will allow the Board staff to provide the State Board and the institutions with critical information, planning and coordination related to the financial function of institutions and agencies. The annual salary based on Board approval will be \$104,000.

BOARD ACTION

A motion to approve the request by the Office of the State Board of Education to hire Steve Allison as Chief Fiscal Officer at a salary of \$104,000.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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