RESOLUTION OF THE BOARD OF REGENTS
OF PACIFIC LUTHERAN UNIVERSITY
REGARDING COMPENSATION FOR FACULTY,
ADMINISTRATION AND STAFF
AND MAINTENANCE OF PHYSICAL RESOURCES.

May 4, 2013

WHEREAS: Pacific Lutheran University is committed to being a university of the first rank; and

WHEREAS: An essential element of being a university of the first rank is having a distinguished and dedicated faculty, administration and staff of the first rank; and

WHEREAS: The Board of Regents has determined that the total compensation provided by the University for its faculty, administration and staff has fallen behind the compensation offered by peer institutions, which jeopardizes the University’s ability to attract and retain faculty, administration and staff of the first rank; and

WHEREAS: The Board of Regents is committed to rectifying this disparity, over a reasonable period of years, based on the University’s ability to achieve the additional revenue and potential cost reduction required to do so; and

WHEREAS: At the same time, the Board of Regents is also committed to maintaining access to the University for students who do not have the financial resources to pay for the cost of attending Pacific Lutheran University; and

WHEREAS: The Board of Regents is also committed to maintaining the condition of the physical resources of the University so as to better enhance and support teaching, learning, and student living;

NOW THEREFORE, be it resolved that the Board of Regents of Pacific Lutheran University hereby:

1. Adopts the objective of achieving parity with its peer institutions with respect to the total compensation packages offered to the University faculty, administration and staff;

2. Commits to achieving this objective over a period of approximately 7 years, with the timing to be determined by the University’s ability to achieve the additional revenue and potential cost reduction required to do so, on an annual balanced budget basis;

3. Recognizes that the achievement of this objective will require the development of new sources of revenue for the University and the strategic and efficient redeployment of resources; and
4. Directs the administration of the University to develop additional sources of revenue, including the potential for creating additional programs that will be consistent with the University’s mission; be academically sound; and provide additional revenue and potential cost reductions to the University to fund these expenditures, as well as other potential activities and services.

This resolution will be effective the 4th day of May, 2013.