

EXECUTIVE SUMMARY

**ACTION ITEM:** APPROVAL OF REAPPOINTMENT OF AND MULTIPLE-YEAR EMPLOYMENT CONTRACT FOR JOHN D. HAEGER, PRESIDENT OF NORTHERN ARIZONA UNIVERSITY FOR THE APPOINTMENT PERIOD FROM JULY 1, 2007 THROUGH JUNE 30, 2010.

**ISSUE:** The Board is asked to authorize the reappointment of and multiple-year employment contract for Dr. John D. Haeger as President of Northern Arizona University for the period July 1, 2007 through June 30, 2010.

**BACKGROUND:**

- Through a series of appointments, Dr. John D. Haeger has served as president of Northern Arizona University since November 12, 2001. His current appointment expires June 30, 2007.
- The Board desires to reappoint President Haeger as NAU President and enter a multiple-year employment contract in accordance with ABOR Policies 6-1101 and 6-1102, for an appointment period from July 1, 2007 through June 30, 2010.
- The proposed terms and conditions of Dr. Haeger's appointment and compensation package are as follows:
  - annual salary level of \$300,000;
  - annual housing allowance of \$50,000;
  - opportunity to participate in a cash balance defined pension plan equivalent to \$54,000;
  - same fringe benefits as all other NAU administrators, including but not limited to medical benefits, sick leave, vacation leave and retirement options;

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EXECUTIVE SUMMARY

- annual automobile allowance of \$10,000, with provision for mileage reimbursement;
- The contract will include provisions relating to termination of employment, including payment of liquidated damages, and will incorporate provisions regarding annual performance assessment and compensation review.
- Dr. Haeger will retain his tenured faculty appointment as a professor of history at NAU.
- By separate agreement to be approved and executed by the President of the Board in consultation with the Board, Dr. Haeger will be eligible to receive a payment for performance incentives at the end of the 3 year term, in an amount not to exceed a total of \$100,000 for achieving defined goals in the areas of total enrollment growth, non-resident/international enrollment, distance learning enrollment, NAU-Yuma enrollment, Clinical Allied Health enrollment, degrees to under-represented students, retention, fundraising, capital infrastructure and faculty/staff salaries.

**RECOMMENDATION:**

It is recommended that the Board authorize the reappointment of and multiple-year employment contract for Dr. John D. Haeger, President of Northern Arizona University, for the period July 1, 2007 through June 30, 2010, in accordance with the terms and conditions described above and that the Board President be authorized to execute this multiple-year contract as well as a separate agreement regarding the performance incentives described above.