It is the policy of Widener University and its Board of Trustees (Board) to compensate its executives in accordance with the market and in relation to experience, service and accomplishments both prior to, and during, their service to the University. The Board’s use of CUPA and similar indices is for guidance purposes, taking into consideration that the positions reported therein are not, in many instances, equivalent to the executive positions at the University. Thus, when an individual executive acquires additional responsibilities above and beyond those traditionally associated with the general category set forth in the comparative indices, the Board may consider and award appropriate compensation. Exceptions to this policy can occur where special expertise, accomplishment or experiences are required in a particular position or an urgent need has arisen justifying, in the Board’s analysis, compensation at a level in excess of the policy range adopted by the Board. When such exceptions arise, the Board shall set forth a statement of their reasoning supporting the departure from the established Executive Compensation Policy.

Finally, the Board, in every third year, will engage an outside consultant to verify that total compensation paid to the executives of the University is fair and reasonable.