TEMPLE UNIVERSITY

POLICIES AND PROCEDURES

Title:	Executive Compensation Policy
Policy Number:	01.35.03
Issuing Authority:	Board of Trustees
Responsible Officer:	Vice President for Human Resources
Date Created:	May 11, 2010
Date Last Amended/Reviewed:	October 2025
Date Scheduled for Review:	October 2027
Reviewing Office:	Human Resources

Scope

This policy shall apply to Temple University – Of The Commonwealth System of Higher Education (the "university") and those officers and key employees for whom compensation is reported on IRS Form 990, Return of Organization Exempt from Income Tax.

Executive Compensation Philosophy

Temple University seeks to offer executives a comprehensive, market-based total compensation package designed to attract, reward, and retain high-caliber leaders possessing the skills and experience needed to improve the overall performance of the university in fulfilling its mission. This philosophy emphasizes a balance of internal equity, external competitiveness, fiscal responsibility, and compliance with applicable laws and regulations. The university targets base pay for leadership positions generally in the range of the 70th to 80th percentile of peer group comparators.

Key Principles

Market Competitiveness: Compensation packages are designed to be competitive in the market for high-performing leaders, taking into account the breadth of expertise, experience and accomplishment typically necessary to ensure success in the environment of a comprehensive research university in a highly-regulated industry. Competitiveness of compensation is considered relative to the applicable then-current peer group reviewed and approved by the Executive Compensation and Organizational Development Committee of the Board.

Performance Driven: Executives are rewarded for achieving measurable goals contributing to the university's mission and/or operational success.

Internal Equity: Compensation is aligned with scope of responsibility, complexity of role, market value, experience and performance.

Total Compensation Approach: Considers base salary, non-base payments, health, welfare and retirement benefits.

Flexibility: Allows reward of individual accomplishments, institutional success, and the ability to ensure retention in and out of cycle. Pay positioning for individual executives will vary based on their skills, knowledge, experience and performance.

Transparency: Ensures that the compensation program is easy to explain, understand, and administer.

Fiscal Responsibility: Balances the need to be competitive with the limits of available financial resources.

Regulatory Compliance: Ensures that the compensation program complies with applicable law and that compensation is presumed reasonable pursuant to IRS regulations. Ensures that no part of the organization's net earnings inures to the private benefit of any individual or group of individuals, as required for 501(c)3 tax-exempt status.

Compensation Components

Basic elements of a comprehensive compensation package may include but are not limited to:

- Base compensation
- Annual incentive payments: non-guaranteed, one-time, non-base payments based on the achievement of established goals
- Health benefits
- Retirement benefits
- Deferred Compensation
- Professional Dues or Licensure payment or reimbursement
- Educational or Professional Development benefits
- Perquisites supporting job requirements

Annual Program Administration

Human Resources: Initiates and transmits to the President a benchmarking report from third party compensation consultant evaluating compensation of key/executives against peer group approved by the Executive Compensation and Organizational Development Committee.

President: Recommends base salary adjustments and one-time non-base payments for executives to the Committee.

Executive Compensation and Organizational Development Committee:

- Approves the university's goals and objectives relevant to compensation of the president, evaluates the president's performance in light of those goals and objectives, and reviews and approves the president's total compensation payable by the university based on this evaluation.

- Reviews and approves the president's recommendations with respect to all other executives for (i) salary; (ii) bonus and/or incentive awards; (iii) supplemental benefits, including supplemental retirement benefits and deferred compensation; (iv) employment agreements, severance arrangements, and any amendments or waivers to these agreements or arrangements; and (v) perquisites.
- Ensures that meeting minutes are prepared no later than the next meeting; and attach documentation that fully supports compensation arrangements reviewed, the comparability data relied upon, and the decisions made.
- Periodically reviews this policy and the university's executive compensation philosophy to ensure that the policy appropriately supports its ability to attract and retain key executives on reasonable and competitive terms.

Authority

Pursuant to the university's Bylaws, the Board of Trustees has delegated to the Executive Compensation and Organizational Development Committee the authority and responsibility to review and approve compensation for university leadership consistent with this policy.

Notes

History:
Adopted by the Board of Trustees of Temple University on May 11, 2010.

Initial Policy Effective Date:
Adopted by the Board of Trustees of Temple University on May 11, 2010, and effective immediately upon adoption.

Amendments:
November 2022: Updated to reflect current Bylaws and job titles.
October 2025: Revised upon review of comparator policies from peer institutions and industry best practices.