

Contact: Marcia Brunson

**REPORT ON COMPENSATION OF PRESIDENTS IN PEER GROUPS**

**Actions Requested:** Receive the report on compensation of presidents in peer groups.

**Executive Summary:** Annually, the Chronicle of Higher Education publishes a survey of compensation (including salary, other compensation, automobile, housing, etc.) for presidents at public universities. With the assistance of staff at the University of Iowa and Iowa State University, the survey information has been updated.

This information is included in the following attachments:

Attachment A	University of Iowa Peer Group
Attachment B	Big Ten Public Universities
Attachment C	Iowa State University Peer Group

In response to questions by the Board at the June meeting, Attachment D is an historical look at salaries of presidents at appointment and resignation/retirement.

**PRESIDENTIAL COMPENSATION  
2005-06  
UNIVERSITY OF IOWA PEER GROUP**

<b>Institution</b>	<b>Public Funds</b>	<b>Private Funds</b>	<b>Car</b>	<b>Housing</b>	<b>Other</b>	<b>Total Compensation</b>
University of Michigan	\$501,458		1	1	A	\$724,604
Ohio State University	\$367,309		1* plus \$6,000	1*	B	\$562,031
University of Illinois ** (Urbana, Chicago, Health System)	\$450,000		1	1	C	\$525,000
University of Illinois (Urbana only)	\$350,000		1		D	\$400,000
University of Texas **	\$65,945	\$406,255		\$52,800	-	\$525,000
University of Arizona	\$285,000		\$8,394	\$46,993	E	\$503,394
University of Minnesota	\$348,500			1	F	\$452,600
Indiana University' **	\$294,661	\$57,889	2*	2*	G	\$422,550
University of California - LA (2004-05)	\$315,600		\$8,916	1	H	\$340,296
University of Wisconsin ** (2004-05)	\$251,043	\$55,000	\$8,400	1	I	\$314,443
University of North Carolina (2004-05)	\$274,797		1*	1	J	\$295,022
University of Iowa	\$302,050		\$7,200			\$309,250

**Footnotes:**

- A** \$75,000 deferred compensation; \$100,000 annual bonus for completion of 5-year contract; \$20,000 retirement pay; \$28,146 supplemental retirement pay
  - B** \$88,722 performance bonus; \$100,000 annual retention deferred compensation - vests 2007
  - \*\* **C** \$75,000 "retention incentive" (rather than deferred comp) per Illinois CFO
  - D** \$50,000 deferred compensation
  - E** \$163,007 deferred compensation
  - F** \$100,000 deferred compensation; \$4,100 life insurance
  - G** \$70,000 deferred compensation
  - H** \$15,780 deferred compensation
  - \*\* **I** \$55,625 benefits - deleted from total comp based upon reply from UW CFO
  - J** \$20,225 retirement benefits
  - \* Private source (vs. state funds)
- Source: Chronicle of Higher Education Facts & Figures (unless otherwise noted)
- \*\* Revised from Chronicle data based upon information received from institution's CFO
  - \*\* Other notes:
    - Texas - new President appointed mid-year
    - Indiana (Bloomington) Chancellor deleted, President now serves as campus CEO

**PRESIDENTIAL COMPENSATION  
2005-06  
BIG TEN PUBLIC UNIVERSITIES**

<b>Institution</b>	<b>Public Funds</b>	<b>Private Funds</b>	<b>Car</b>	<b>Housing</b>	<b>Other</b>	<b>Total Compensation</b>
University of Michigan	\$501,458		1	1	A	\$724,604
Ohio State University	\$367,309		1* plus \$6,000	1*	B	\$562,031
University of Illinois ** (Urbana, Chicago, Health Sys.)	\$450,000		1	1	C	\$525,000
Univesity of Illinois (Urbana only)	\$350,000		1		D	\$400,000
Penn State University	\$492,000		1	1	E	\$511,045
Purdue University	\$319,437	\$68,113	1*	1	F	\$459,550
University of Minnesota	\$348,500			1	G	\$452,600
Indiana University **	\$294,661	\$57,889	2*	2*	H	\$422,550
Michigan State University	\$340,000		1		-	\$340,000
University of Wisconsin ** (2004-05)	\$251,043	\$55,000	\$8,400	1	I	\$314,433
University of Iowa	\$302,050		\$7,200	1	-	\$309,250

**Footnotes:**

**A** \$75,000 deferred compensation; \$100,000 annual bonus for completion of 5-year contract; \$20,000 retirement pay; \$28,146 supplemental retirement pay

**B** \$88,722 performance bonus; \$100,000 annual retention deferred compensation - vests 2007

\*\* **C** \$75,000 "retention incentive" (rather than deferred comp) per Illinois CFO

**D** \$50,000 deferred compensation

**E** \$19,045 retirement benefits

**F** \$400,000 bonus if stay until 2007; \$72,000 deferred compensation

**G** \$100,000 deferred compensation; \$4,100 life insurance

**H** \$70,000 deferred compensation

\*\* **I** \$55,625 benefits - deleted from total comp based upon reply from UW CFO

\* Private source (vs. state funds)

Source: Chronicle of Higher Education Facts & Figures (unless otherwise noted)

\*\* Revised from Chronicle data based upon information received from institution's CFO

\*\* Other notes:

Indiana (Bloomington) Chancellor deleted, President now serves as campus CEO

PRESIDENTIAL COMPENSATION  
2005-2006  
IOWA STATE UNIVERSITY PEER GROUP

Institution	Public Funds	Private Sources	Car	House	Other	Total Compensation
Ohio State University	\$367,309	--	1* plus \$6,000	1*	A	\$562,031
Texas A&M	\$ 65,918	--	--	1	B	\$525,000
University of Arizona	\$285,000	--	\$8,394	\$ 46,993	C	\$503,394
Purdue University	\$319,437	\$68,113	1*	1	D	\$459,550
University of Minnesota	\$348,500	--	--	1	E	\$452,600
University of Illinois (Urbana only)	\$350,000	--	1	--	F	\$400,000
University of Wisconsin ** (2004-05)	\$251,043	\$55,000	\$8,400	1	G	\$314,443
Iowa State University	\$307,912	--	1*	1	H	\$367,912
Michigan State University ***	\$340,000	--	1	--	I	\$340,000
University of California-Davis ***	\$280,700	--	\$8,916	1	J	\$303,651
N. Carolina State University ** (2006-07)	\$309,897	--	1*	1	--	\$309,897

**Footnotes:**

- A** \$88,722 performance bonus; \$100,000 annual retention deferred compensation, vested in 2007 at end of five-year contract
- B** \$359,082 salary supplement; Private: \$100,000 deferred compensation
- C** \$163,007 deferred compensation
- D** \$400,000 bonus if he stays until 2007; \$72,000 deferred compensation; expenses reimbursed
- E** \$100,000 deferred compensation; \$4,100 life insurance
- F** \$50,000 deferred compensation; club dues
- \*\*G** \$55,625 benefits - deleted from total comp based upon reply from UW CFO
- H** \$60,000 deferred compensation
- I** Expenses reimbursed
- J** \$31,100 expenses account; Private: \$14,035 deferred compensation

\* private source (vs. state funds)

Source: *Chronicle of Higher Education Facts & Figures*

\*\* Revised from Chronicle data based upon information received from institution

\*\*\* Has not yet been confirmed by the institution

## SALARIES OF PRESIDENTS AT APPOINTMENT AND RESIGNATION

### University of Iowa

President James Freedman	Appointment 4-1-82	\$82,500
President James Freedman <sup>1</sup>	Salary at Resignation 6-30-87	\$112,500
Interim President	Richard Remington	\$130,000
President Hunter Rawlings	Appointment 8-1-88	\$143,000
President Hunter Rawlings <sup>2</sup>	Salary at Resignation 7-1-95	\$182,100
Interim President	Peter Nathan	\$175,000
President Mary Sue Coleman	Appointment 12-31-95	\$190,000
President Mary Sue Coleman <sup>3</sup>	Salary at Resignation 8-1-02	\$235,410
Interim President	Sandy Boyd	\$235,410
President David Skorton	Appointment 3-1-03	\$281,875
President David Skorton <sup>4</sup>	Salary at Resignation 6-30-06	\$302,050
Interim President	Gary Fethke	\$302,050

### Iowa State University

President Gordon Eaton	Appointment 7-1-86	\$112,500
President Gordon Eaton	Salary at Resignation 7-1-90	\$154,400
Interim President	Milton Glick	\$164,000
President Martin Jischke	Appointment 6-1-91	\$164,000
President Martin Jischke <sup>5</sup>	Salary at Resignation 8-15-00	\$235,410
Interim President	Richard Seagrave	\$195,000
President Gregory Geoffroy <sup>6</sup>	Appointment 7-1-01	\$275,000

### University of Northern Iowa

President Constantine Curris	Appointment 7-1-83	\$73,500
President Constantine Curris <sup>7</sup>	Salary at Resignation 6-1-95	\$143,600
Interim President	Nancy Marlin	
President Robert Koob	Appointment 8-15-95	\$150,000
President Robert Koob <sup>8</sup>	Salary at Resignation 5-06	\$242,610
President Benjamin Allen	Appointment 6-5-06	\$275,000

hr:(hr/Presidents Salaries)salaries of presidents history

<sup>1</sup> Assumed Presidency at Dartmouth

<sup>2</sup> Assumed Presidency at Cornell; per Chronicle of Higher Education Survey 1996-97 salary was \$199,580 with \$137,175 in benefits for a total of \$336,755.

<sup>3</sup> Assumed Presidency at the University of Michigan – salary \$475,000; \$102,500 deferred compensation; \$100,000 annually for retention bonus if she stays through her five-year contract (per Chronicle of Higher Education survey 11-22-02)

<sup>4</sup> Assumed Presidency at Cornell; per Chronicle of Higher Education Survey 2003-04 Cornell president salary was \$630,747 with \$44,280 in benefits and \$65,000 expense account – total compensation \$675,027.

<sup>5</sup> Assumed Presidency at Purdue; salary \$305,000 per salary survey data

<sup>6</sup> Added deferred compensation effective 7-1-05 (see minutes 8-3/4-05)

<sup>7</sup> Assumed Presidency at Clemson

<sup>8</sup> Retired