

Compensation Changes for Heads of Iowa's Public Universities and Special Schools,
Approved August 5, 2010

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1. Greg Geoffroy
 - a. Base salary of \$423,316 unchanged.
 - b. Performance incentive of \$50,000 eliminated.
 - c. Approved a new 3-year deferred compensation agreement in an annual amount of \$125,000 (a \$50,000 increase over the current deferred compensation agreement).

2. Ben Allen
 - a. Base salary of \$320,000 unchanged.
 - b. Performance incentive of \$25,000 eliminated.
 - c. Increase final two years of current deferred compensation program (which matures July 1, 2012) by \$25,000 to \$50,000 annually.

3. Sally Mason
 - a. Increase base salary \$15,000 per year to \$465,000.
 - b. Performance incentive of \$80,000 eliminated.
 - c. Increase final two year of current deferred compensation program (which matures August 1, 2012) by \$65,000 to \$125,000 annually.

4. Jeanne Prickett
 - a. Base salary of \$135,674 unchanged.

5. Patrick Clancy
 - a. Increase salary by 2.5% to \$133,250 annually.
 - b. Enter into a 3-year deferred compensation agreement in an annual amount of \$20,000.

6. Bob Donley
 - a. Increase salary by 2.0% to \$147,900.
 - b. Performance incentive of \$5,000 created.