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.