

2018 Executive Compensation - Chicago Dashboard Peers

<u>Institution</u>	<u>Title</u>	<u>Name</u>	<u>Base Salary</u>	<u>Total Compensation</u>		<u>Deferred</u>	<u>Incentive-</u>	<u>Benefits</u>		
				<u>Amount</u>	<u>Rank*</u>	<u>Compensation</u>	<u>Based</u>	<u>House</u>	<u>Car</u>	<u>Social Club</u>
						<u>Set Aside**</u>	<u>Compensation</u>			
Kentucky	President	Eli Capilouto	\$821,896	\$1,537,806 <sup>9</sup>	4th	Y		Y		Y
Alabama - Birmingham	President	Ray Watts	\$485,297	\$889,571 <sup>3</sup>	15th		Y	Y	Y	
South Florida - Tampa	President	Judy Genshaft	\$503,899	\$901,866 <sup>2</sup>	27th		Y		Y	Y
Utah	President	Ruth Watkins	\$547,098	\$894,728 <sup>4</sup>	28th	Y		Y	Y	Y
Connecticut	President	Susan Herbst	\$675,226	\$869,358 <sup>5</sup>	33rd		Y	Y	Y	
Cincinnati	President	Neville G. Pinto	\$669,900	\$788,268 <sup>8</sup>	43rd		Y	Y	Y	
Virginia Commonwealth	President	Michael Rao	\$569,349	\$778,967 <sup>7</sup>	46th	Y	Y	Y	Y	
SUNY Buffalo	President	Satish K. Tripathi	\$723,470	\$746,808 <sup>6</sup>	49th			Y	Y	Y
<b>UIC</b>	<b>Chancellor</b>	<b>Michael Amiridis</b>	<b>\$471,746</b>	<b>\$482,577<sup>1</sup></b>	<b>137th</b>			<b>Y</b>		
New Mexico	President	Garnett Stokes	\$333,333	\$371,186 <sup>10</sup>	198th	Y		Y	Y	Y
		Minimum:	\$333,333	\$371,186						
		Median:	\$558,224	\$828,813						
		Maximum:	\$821,896	\$1,537,806						

Source: Chronicle of Higher Education Executive Compensation at Public and Private Colleges based on calendar year 2018 ( [https://www.chronicle.com/interactives/executive-compensation#id=table\\_public\\_2018](https://www.chronicle.com/interactives/executive-compensation#id=table_public_2018)).

\* Based on total compensation which includes base pay, bonus, severance, and deferred compensation paid. 268 executives from public institutions reported.

\*\* Total Compensation does not include deferred compensation set aside; it does include deferred compensation paid out where noted.

Nontaxable benefits reflects the value of health and medical benefits, life insurance, housing provided by an employer, personal legal and financial services, dependent care, adoption assistance, tuition assistance, and cafeteria plans.

<sup>1</sup> Compensation includes nontaxable benefits & life insurance pay.

Compensation includes \$263,175 bonus and \$101,168 in deferred compensation paid, and \$16,932 in other benefits. Salary is partially funded from private or foundation

<sup>2</sup> sources. Steven Currall became the new President on 7/1/2019 with a base salary of \$575,000, annual performance bonus of up to \$275,000 and deferred compensation of 20% of his base salary.

<sup>3</sup> Compensation information from FY2017. \$12,000 annual car allowance. \$105,000 bonus pay in FY 2017. As a practicing neurologist, he received additional salary of \$299,274 based on his medical practice in the UAB Health System.

<sup>4</sup> Compensation includes \$302,315 paid out for deferred salary, \$30,855 for car lease & gift, and \$14,460 in nontaxable benefits. Does not include \$186,500 in deferred salary.

<sup>5</sup> Compensation includes \$40,000 bonus, \$21,132 in nontaxable benefits, deferred compensation pay out for \$80,000. Thomas Katsouleus will become President on 8/1/2019 with a base salary of 525,000, \$75,000/yr. in deferred compensation and up to \$50,000/yr. performance based funding.

<sup>6</sup> Compensation includes nontaxable benefits for \$23,338.

<sup>7</sup> Compensation includes bonus pay for \$76,227, nontaxable benefits for \$30,290 and \$103,101 in other allowances.

<sup>8</sup> Compensation includes \$50,000 bonus, \$18,368 in nontaxable benefits and \$50,000 paid out in deferred compensation.

<sup>9</sup> Compensation includes \$14,043 in nontaxable benefits, \$10,668 in life insurance premiums and \$688,199 for deferred salary pay out. It does not include \$228,000 in deferred compensation.

<sup>10</sup> Compensation is for partial year. Garnett Stokes became president in March 2018 with an annual salary of \$400,000. Her compensation includes nontaxable benefits for \$14,406 and \$23,447 in other pay. It does not include \$75,000 in pay set aside.