



## **2020 COLLEGE & UNIVERSITY EXECUTIVE COMPENSATION REPORT**

**Conducted by: TOTAL COMPENSATION SOLUTIONS, LLC**

Total Compensation Solutions is pleased to announce the availability of the 2020 College & University Executive Compensation Report. This report covers 25 executive and director-level positions found in a sample of 859 Colleges and Universities. The data in this report was collected from the latest 990 forms. For many organizations, this report has the potential to be a primary data source on executive compensation for colleges/universities in the United States and it includes the following information:

### **COMPENSATION DATA PROVIDED (WHEN AVAILABLE)**

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| <ul style="list-style-type: none"> <li>• Annual Base Salary (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)</li> <li>• Annual Bonus Paid (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)</li> <li>• Total Cash Compensation (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)</li> <li>• Total Remuneration (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)</li> <li>• Retirement, Non-taxable Benefits &amp; Other Income (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)</li> </ul> | <ul style="list-style-type: none"> <li>• Six Revenue Cuts</li> <li>• Six Asset Cuts</li> <li>• Five Regional Cuts</li> <li>• Three Cost-of-Labor Cuts (High/Medium/Low)</li> <li>• Seven Major Metro Area Cuts (for five select job titles)</li> </ul> |
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### **JOB TITLES INCLUDED**

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>President / Chancellor</li> <li>Top Institutional Advancement Officer</li> <li>Provost</li> <li>Chief Financial Officer</li> <li>Top Legal Officer / General Counsel</li> <li>Top Finance &amp; Administrative Position</li> <li>Top Diversity / Inclusion Position</li> <li>Top Academic Affairs Position</li> <li>Top Administrative Position</li> <li>Top Admissions Position</li> <li>Top Marketing and Communications</li> <li>Top Development Position</li> <li>Top student Affairs Position</li> <li>Top Information Technology</li> <li>Top Facilities Position</li> </ul> | <ul style="list-style-type: none"> <li>VP Student Life</li> <li>Chief Operating Officer</li> <li>Chief of Staff</li> <li>Chief Investment Officer</li> <li>Top Human Resources</li> <li>Top Research Officer</li> <li>Associate or Deputy Provost</li> <li>Treasurer</li> <li>Controller</li> <li>Enrollment Officer</li> </ul> |
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**REPORT SUBSCRIBER ORDER FORM**

The 2020 College & University Executive Compensation Report is currently available. Please complete the required information and return this form via Email, mail or fax: [tbailey@total-comp.com](mailto:tbailey@total-comp.com) Fax 914-730-7303

<b>EMPLOYMENT</b>	<b>SURVEY FEE</b>	<b>INVOICING PROCEDURE</b>
College/University <input type="checkbox"/>	\$495	Send Bill <input type="checkbox"/> Purchase Order # _____
Consulting Firms (Single Office) <input type="checkbox"/>	\$795	Check Enclosed <input type="checkbox"/>
Consulting Firms (Multiple Locations) <input type="checkbox"/>	\$3,000	Credit Card: Visa, Master Card <input type="checkbox"/> or American Express – (TCS will send a link by email)

**\*\*Note:** The report only comes as a PDF. There will be not refunds after report is sent to purchaser.

**INDIVIDUAL TO RECEIVE SURVEY REPORT:**

**NAME:** \_\_\_\_\_

**TITLE:** \_\_\_\_\_

**ORGANIZATION:** \_\_\_\_\_

**ADDRESS:** \_\_\_\_\_  
\_\_\_\_\_

**CITY/STATE/ZIP:** \_\_\_\_\_

**TELEPHONE:** \_\_\_\_\_

**FAX NUMBER:** \_\_\_\_\_

**e-Mail** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**Please complete and return this form to:**

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