



# 2024 College & University Executive Compensation Report

**TCS** Total Compensation Solutions  
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# **2024 COLLEGE & UNIVERSITY EXECUTIVE COMPENSATION REPORT**

**Data Effective: January 1, 2024  
Date Published: June 2024**

**Number of Colleges/Universities: 719  
Number of Job Titles: 24  
Number of Employees Reported: 3,460**

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## Introduction

Welcome to the sixth edition of Total Compensation Solutions' (TCS) *College & University Executive Compensation Report*. TCS is a compensation consulting firm and we have been publishing compensation surveys and reports for the last 20 years. During that time, we observed that higher education executive compensation was not typical of what we saw in the general not-for-profit sector. Therefore, we wanted to create a college and university executive compensation report that captures the unique practices of institutions in higher education. The *2024 College & University Executive Compensation Report* gathers and reports compensation data on 24 executive and director-level positions found in not-for-profit colleges and universities.

In this report, we looked at the various compensation elements reported in IRS Form 990s including base salary, bonus, other income, retirement, non-taxable benefits and from those elements looked at total cash compensation (base salary plus annual bonus) and total remuneration (total cash compensation plus retirement, non-taxable benefits, and other income) for each job title. We collect this data to capture a total rewards picture for higher education executives in the not-for-profit sector. We are confident that you will find this report to be a valuable resource for evaluating compensation in the competitive market for Colleges and Universities.

In the last year, we have seen an easing of the high inflation the United States and the rest of the world had been experiencing. Though prices are still higher than before the pandemic, costs have been going down. The United States is also seeing historically low unemployment which is pushing wages up because of the competition for talent. Furthermore, we did not see a recession in 2023 even though a majority of economists had predicted one.

We also observed annual increases are hovering around 3.5% to 4.0%. These increases are lower than what we were seeing at the end of 2022, but they are still higher than the 3.0% we observed before COVID. Given we are near full employment, it is vital that institutions have an awareness of the competitive external market to help retain high performing employees and attract qualified job candidates.

TCS's *2024 College & University Executive Compensation Report* can be an essential resource in defining the competitive market for higher education executives.

**Introduction - continued**

TCS looks at the compensation elements which are relevant to successful management of executive pay programs at colleges and universities. They are the following:

- Base Salary
- Total Cash Compensation (Base Salary plus Bonus)
- Total Remuneration (TCC plus Retirement, Benefits & Other Income).

There are also significant differences in pay practices dependent upon three factors:

- Geographic location
- Revenue Size
- Asset Size

This report is designed to address the primary topics listed above as well as the differentiating factors. All these topics and factors have an impact on compensation plans among not-for-profit colleges and universities. By completing this research and a study of the factors impacting compensation, TCS can help not-for-profit colleges and universities explain and justify their compensation policies and practices.

This survey is conducted using rigid standards and methods developed by TCS. We gathered data using publicly filed documents and incorporated the information into the database with appropriate adjustments for effective date and job matching criteria.

TCS uses statistical process control for all our surveys. This is a process for: compiling data; screening data; preparing micro- and macro-reports which allow survey analysts to review single organization data, for match quality and consistency of pay practices as well as reports that compare all organizations' response on similar positions. The result is a comprehensive database which TCS uses to prepare the final survey report and ensure its accuracy.

# 2024 College & University Executive Compensation Report

## **Introduction - continued**

This report is divided into four sections as described below:

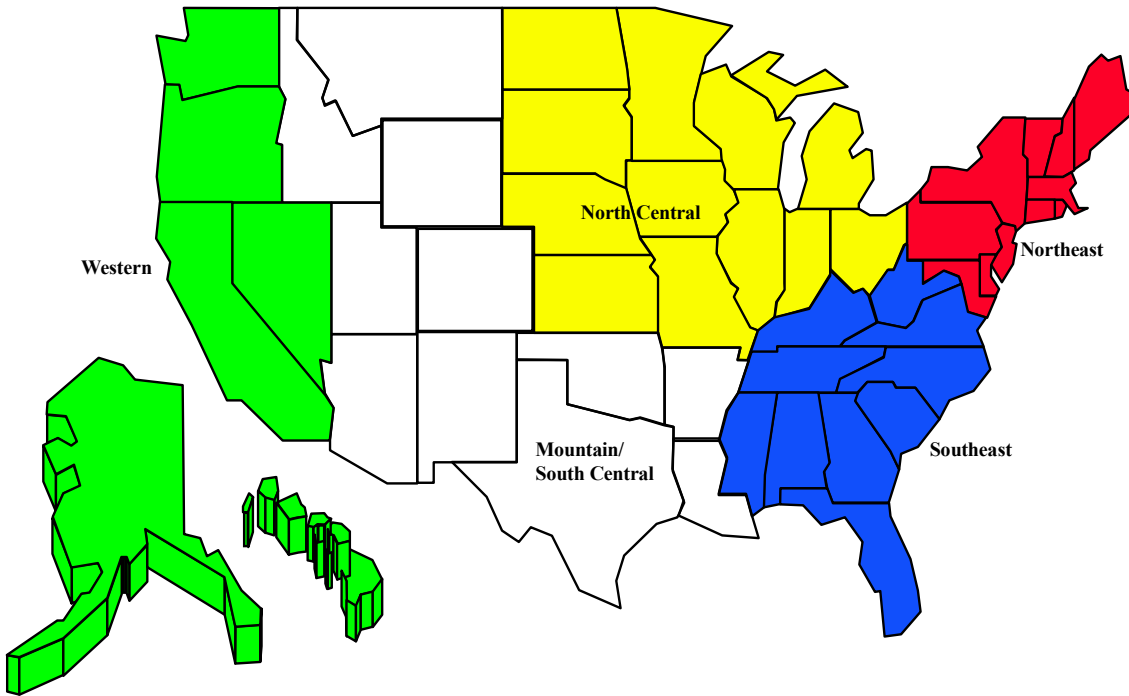
Section I	Executive Summary	Provides an introduction of the report and its overall objective: to present an alternative source of data for not-for-profit colleges and universities, our methodology, college and university demographics and key findings.
Section II	Compensation Analysis	Reports compensation data effective as of <u>January 1, 2024</u> , for 24 executive positions based on: national location, geographic location, revenue size groupings and asset size groupings.
Section III	Geographic Data	Defines the various geographic cuts used in this report: Regional and Cost of Labor Areas.
Section IV	Reference	Defines and explains terms used in this report and provides technical notes on report use.

TCS is pleased to present this report on compensation and practices for not-for-profit colleges and universities. We believe that this report provides an accurate assessment of pay practices among not-for-profit colleges and universities.

If you have any questions on this report or would like to provide additional feedback on this survey, please call 914-255-8725 or email your questions to Tom Bailey [tbailey@total-comp.com](mailto:tbailey@total-comp.com).

**Demographics of Colleges & Universities in the Report**

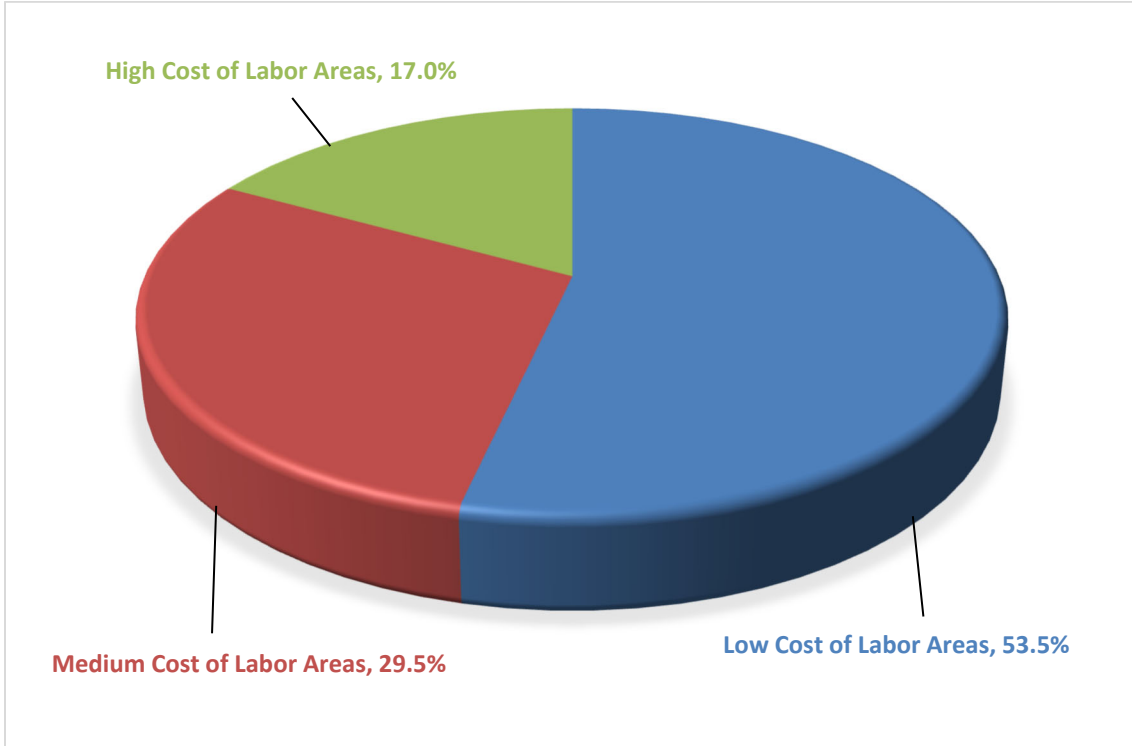
**Geographic Breakdown of Colleges & Universities in the Report**



Region	Number	%
Northeast	258	35.9%
Southeast	143	19.9%
North Central	197	27.4%
Mountain/South Central	54	7.5%
Western	67	9.3%
<b>Total</b>	<b>719</b>	<b>100.0%</b>

**Demographics of Colleges & Universities - continued**

**Cost of Labor Areas Breakdown of Colleges & Universities in Report**

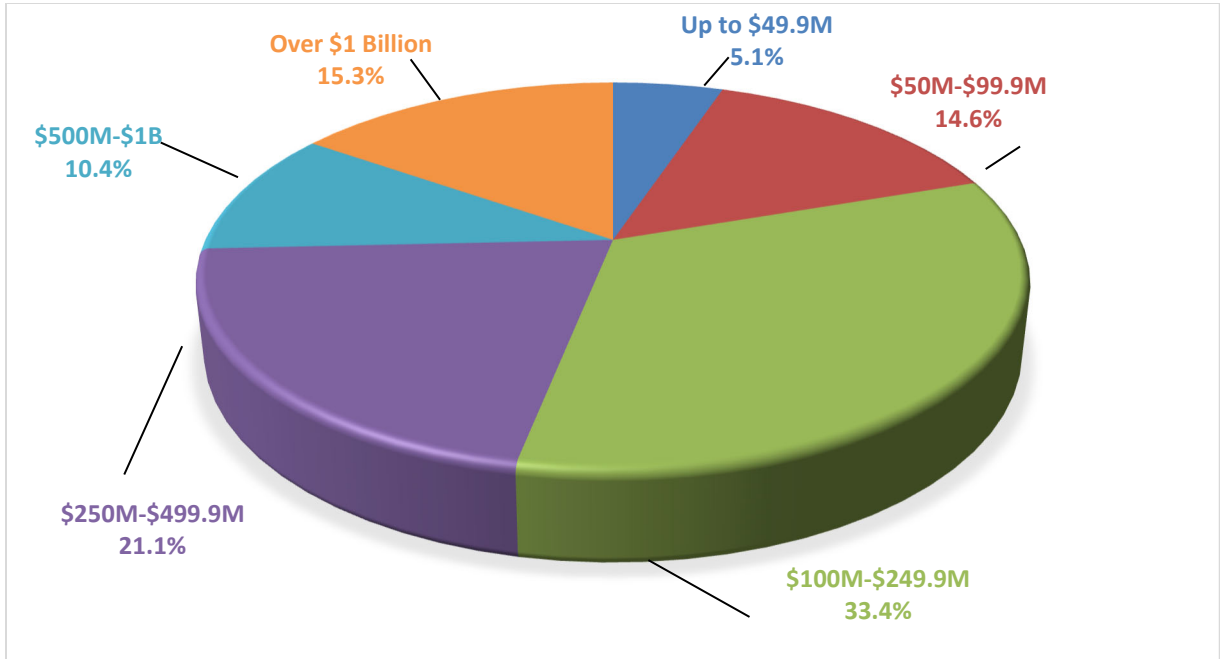


Description	Number	Percent
Low Cost of Labor Areas	385	53.5%
Medium Cost of Labor Areas	212	29.5%
High Cost of Labor Areas	122	17.0%
<b>Total</b>	<b>719</b>	<b>100%</b>



**Demographics of Colleges & Universities – continued**

**Asset Size Breakdown of Colleges & Universities in Report**



Assets	Number of Cos	Percent
Up to \$49.9M	37	5.1%
\$50M-\$99.9M	105	14.6%
\$100M-\$249.9M	240	33.4%
\$250M-\$499.9M	152	21.1%
\$500M-\$1B	75	10.4%
Over \$1 Billion	110	15.3%
<b>Total</b>	<b>719</b>	<b>100.0%</b>

**004 Chief Financial Officer**

<b>Finance Data:</b>	<b>No. of Co's</b>	<b>No. of EEs</b>	<b>Wtd Avg.</b>	<b>Avg.</b>	<b>25th Ptile</b>	<b>50th Ptile</b>	<b>75th Ptile</b>
Revenue (\$000,000s)	200	204	599.8	597.4	82.0	147.4	292.1
<b>All Companies - National</b>	<b>No. of Co's</b>	<b>No. of EEs</b>	<b>Wtd Avg.</b>	<b>Avg.</b>	<b>25th Ptile</b>	<b>50th Ptile</b>	<b>75th Ptile</b>
Annual Base Salary (\$000s)	200	204	287.4	287.5	190.0	234.9	326.2
Actual Bonus %	70	73	12.9	13.0	3.8	8.7	15.9
Actual Bonus Paid (\$000s)	70	73	53.4	54.2	10.0	25.3	50.3
Total Cash Compensation (TCC) (\$000s)	200	204	306.5	306.4	194.5	239.0	353.5
Other Income (\$000s)	122	123	58.3	58.5	0.8	4.9	20.2
Retirement (\$000s)	179	183	22.4	22.4	9.7	17.1	25.8
Non-taxable Benefits (\$000s)	181	185	21.2	21.3	11.0	18.6	27.5
Total Remuneration (\$000s)	200	204	380.9	381.3	220.6	273.4	417.1
<b>High Cost Areas (110% and Above of National Average)</b>	<b>No. of Co's</b>	<b>No. of EEs</b>	<b>Wtd Avg.</b>	<b>Avg.</b>	<b>25th Ptile</b>	<b>50th Ptile</b>	<b>75th Ptile</b>
<b>Revenue (\$000,000s)</b>	39	40	978.3	1,000.1	114.9	221.7	606.9
Annual Base Salary (\$000s)	39	40	371.1	374.5	225.1	284.4	396.1
Actual Bonus %	19	20	9.5	9.8	2.6	5.8	13.6
Actual Bonus Paid (\$000s)	19	20	53.6	56.0	9.6	25.0	38.8
Total Cash Compensation (TCC) (\$000s)	39	40	397.9	401.7	228.3	285.6	425.4
Other Income (\$000s)	29	29	66.2	66.2	0.6	2.7	22.6
Retirement (\$000s)	38	39	31.0	31.3	12.9	22.1	29.2
Non-taxable Benefits (\$000s)	36	37	25.8	26.4	10.6	25.5	34.8
Total Remuneration (\$000s)	39	40	500.0	505.9	267.9	343.0	499.0
<b>Medium Cost Areas (100% to 109.9% of National Avg.)</b>	<b>No. of Co's</b>	<b>No. of EEs</b>	<b>Wtd Avg.</b>	<b>Avg.</b>	<b>25th Ptile</b>	<b>50th Ptile</b>	<b>75th Ptile</b>
<b>Revenue (\$000,000s)</b>	65	68	649.6	637.2	117.9	180.1	479.5
Annual Base Salary (\$000s)	65	68	311.1	311.8	218.2	274.2	363.7
Actual Bonus %	25	27	18.2	18.6	6.0	11.8	17.8
Actual Bonus Paid (\$000s)	25	27	73.2	75.3	20.0	30.0	57.5
Total Cash Compensation (TCC) (\$000s)	65	68	340.1	340.7	218.4	285.2	388.8
Other Income (\$000s)	42	43	80.6	81.9	0.7	4.9	23.8
Retirement (\$000s)	60	63	22.1	22.1	13.2	18.3	28.3
Non-taxable Benefits (\$000s)	62	65	20.0	19.9	11.0	16.6	26.5
Total Remuneration (\$000s)	65	68	430.7	432.5	249.5	328.2	449.7
<b>Low Cost Areas (Below 100% of National Avg.)</b>	<b>No. of Co's</b>	<b>No. of EEs</b>	<b>Wtd Avg.</b>	<b>Avg.</b>	<b>25th Ptile</b>	<b>50th Ptile</b>	<b>75th Ptile</b>
<b>Revenue (\$000,000s)</b>	96	96	406.9	406.9	70.6	116.0	198.5
Annual Base Salary (\$000s)	96	96	235.7	235.7	176.4	201.8	254.6
Actual Bonus %	26	26	10.0	10.0	1.4	8.1	15.2
Actual Bonus Paid (\$000s)	26	26	32.6	32.6	3.0	19.0	37.4
Total Cash Compensation (TCC) (\$000s)	96	96	244.5	244.5	179.5	206.6	254.6
Other Income (\$000s)	51	51	35.0	35.0	1.2	6.0	16.6
Retirement (\$000s)	81	81	18.5	18.5	8.6	13.2	20.1
Non-taxable Benefits (\$000s)	83	83	20.1	20.1	11.4	17.8	25.1
Total Remuneration (\$000s)	96	96	296.0	296.0	203.3	238.6	308.4

## 004 Chief Financial Officer

Revenue: Over \$1 Billion	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Revenue (\$000,000s)</b>	24	25	3,576.5	3,620.9	1,506.9	2,184.9	5,567.1
Annual Base Salary (\$000s)	24	25	593.2	600.7	427.8	492.4	709.4
Total Cash Compensation (TCC) (\$000s)	24	25	663.3	671.3	454.3	553.2	747.2
Retirement (\$000s)	24	25	41.2	41.4	20.7	29.8	46.3
Non-taxable Benefits (\$000s)	23	24	25.3	25.6	12.5	19.0	33.2
Total Remuneration (\$000s)	24	25	922.6	938.0	496.1	645.6	942.1
Revenue: \$500M to \$1 Billion	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Revenue (\$000,000s)</b>	13	13	671.1	671.1	586.1	703.2	722.3
Annual Base Salary (\$000s)	13	13	402.3	402.3	328.7	395.0	443.0
Total Cash Compensation (TCC) (\$000s)	13	13	434.5	434.5	328.7	395.0	458.9
Retirement (\$000s)	13	13	37.9	37.9	18.1	27.7	38.1
Non-taxable Benefits (\$000s)	12	12	22.7	22.7	14.0	23.4	30.6
Total Remuneration (\$000s)	13	13	604.2	604.2	374.3	446.8	546.8
Revenue: \$250M to \$499.9M	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Revenue (\$000,000s)</b>	24	24	337.3	337.3	275.8	305.6	378.8
Annual Base Salary (\$000s)	24	24	294.9	294.9	226.6	293.9	358.1
Total Cash Compensation (TCC) (\$000s)	24	24	328.9	328.9	235.9	310.9	390.9
Retirement (\$000s)	22	22	29.9	29.9	16.8	21.4	29.0
Non-taxable Benefits (\$000s)	24	24	27.5	27.5	14.2	22.0	30.1
Total Remuneration (\$000s)	24	24	390.5	390.5	281.7	372.4	480.2
Revenue: \$100M to \$249.9M	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Revenue (\$000,000s)</b>	74	76	158.0	158.4	129.6	149.4	183.0
Annual Base Salary (\$000s)	74	76	237.0	238.1	192.4	228.1	283.3
Total Cash Compensation (TCC) (\$000s)	74	76	244.0	245.0	196.7	229.2	285.4
Retirement (\$000s)	69	71	18.6	18.7	10.1	14.6	20.9
Non-taxable Benefits (\$000s)	68	70	21.4	21.8	12.4	19.4	29.7
Total Remuneration (\$000s)	74	76	286.9	288.4	221.9	268.4	342.4
Revenue: \$50M to \$99.9M	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Revenue (\$000,000s)</b>	45	46	74.6	74.4	64.6	76.2	83.2
Annual Base Salary (\$000s)	45	46	212.0	209.6	172.7	204.5	232.9
Total Cash Compensation (TCC) (\$000s)	45	46	220.3	217.3	182.7	212.1	238.6
Retirement (\$000s)	37	38	12.4	12.3	6.4	10.9	17.3
Non-taxable Benefits (\$000s)	40	41	17.2	16.8	11.2	16.6	24.3
Total Remuneration (\$000s)	45	46	251.0	246.9	205.4	239.9	258.4
Revenue: Up to \$49.9M	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Revenue (\$000,000s)</b>	20	20	34.8	34.8	28.7	34.8	44.0
Annual Base Salary (\$000s)	20	20	186.0	186.0	160.2	181.0	195.2
Total Cash Compensation (TCC) (\$000s)	20	20	186.0	186.0	160.2	181.0	195.2
Retirement (\$000s)	14	14	9.1	9.1	5.7	8.9	11.5
Non-taxable Benefits (\$000s)	14	14	12.7	12.7	6.8	10.8	20.0
Total Remuneration (\$000s)	20	20	203.5	203.5	180.0	195.7	215.7

## 004 Chief Financial Officer

	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Assets: Over \$1 Billion</b>							
<b>Assets (\$000,000s)</b>	45	46	8,229.0	8,348.2	1,667.3	2,419.6	5,456.3
Annual Base Salary (\$000s)	45	46	482.3	483.8	329.1	421.7	522.4
Total Cash Compensation (TCC) (\$000s)	45	46	537.2	538.6	344.9	439.7	649.8
Retirement (\$000s)	45	46	37.1	37.1	19.7	27.6	35.6
Non-taxable Benefits (\$000s)	43	44	24.9	25.1	14.1	23.4	31.7
Total Remuneration (\$000s)	45	46	735.6	739.7	408.8	495.8	720.4
<b>Assets: \$500M to \$1 Billion</b>							
<b>Assets (\$000,000s)</b>	28	28	686.6	686.6	567.9	637.2	765.0
Annual Base Salary (\$000s)	28	28	279.5	279.5	219.3	265.2	312.6
Total Cash Compensation (TCC) (\$000s)	28	28	290.4	290.4	219.3	275.9	348.4
Retirement (\$000s)	27	27	25.7	25.7	13.7	19.6	21.7
Non-taxable Benefits (\$000s)	27	27	20.9	20.9	13.6	21.0	25.5
Total Remuneration (\$000s)	28	28	341.0	341.0	259.0	327.8	385.0
<b>Assets: \$250M to \$499.9M</b>							
<b>Assets (\$000,000s)</b>	45	46	365.0	367.3	297.2	347.6	427.4
Annual Base Salary (\$000s)	45	46	237.0	236.9	192.7	223.2	282.1
Total Cash Compensation (TCC) (\$000s)	45	46	248.9	248.9	194.7	227.8	284.7
Retirement (\$000s)	41	42	19.4	19.4	9.7	13.3	21.7
Non-taxable Benefits (\$000s)	41	42	25.3	25.8	11.4	22.9	34.0
Total Remuneration (\$000s)	45	46	293.1	293.6	223.4	269.4	340.7
<b>Assets: \$100M to \$249.9M</b>							
<b>Assets (\$000,000s)</b>	59	61	167.6	167.2	128.9	159.6	207.8
Annual Base Salary (\$000s)	59	61	211.6	210.8	166.4	197.3	237.0
Total Cash Compensation (TCC) (\$000s)	59	61	219.0	217.8	167.5	209.1	250.1
Retirement (\$000s)	51	53	13.4	13.4	7.4	12.6	17.1
Non-taxable Benefits (\$000s)	52	54	17.6	17.4	9.1	14.6	22.7
Total Remuneration (\$000s)	59	61	253.8	251.9	199.0	233.3	277.2
<b>Assets: \$50M to \$99.9M</b>							
<b>Assets (\$000,000s)</b>	16	16	81.6	81.6	73.8	83.9	88.8
Annual Base Salary (\$000s)	16	16	221.3	221.3	186.6	216.2	240.9
Total Cash Compensation (TCC) (\$000s)	16	16	225.5	225.5	186.6	216.2	240.9
Retirement (\$000s)	12	12	12.8	12.8	7.8	10.6	16.0
Non-taxable Benefits (\$000s)	13	13	14.4	14.4	6.1	16.2	20.8
Total Remuneration (\$000s)	16	16	250.6	250.6	200.5	235.9	267.6
<b>Assets: Up to \$49.9M</b>							
<b>Assets (\$000,000s)</b>	7	7	33.2	33.2	31.2	34.0	37.5
Annual Base Salary (\$000s)	7	7	180.0	180.0	169.9	182.3	196.8
Total Cash Compensation (TCC) (\$000s)	7	7	180.0	180.0	169.9	182.3	196.8
Retirement (\$000s)	3	3	7.0	7.0	--	8.9	--
Non-taxable Benefits (\$000s)	5	5	13.0	13.0	9.9	12.5	18.0
Total Remuneration (\$000s)	7	7	192.3	192.3	176.0	206.6	212.6

## 004 Chief Financial Officer

	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Northeast</b>							
<b>Revenue (\$000,000s)</b>	70	70	909.9	909.9	90.4	207.8	604.2
Annual Base Salary (\$000s)	70	70	345.5	345.5	216.8	298.0	413.4
Total Cash Compensation (TCC) (\$000s)	70	70	380.3	380.3	219.8	327.3	451.2
Retirement (\$000s)	64	64	26.6	26.6	14.8	23.2	34.8
Non-taxable Benefits (\$000s)	64	64	24.5	24.5	13.0	22.0	33.9
Total Remuneration (\$000s)	70	70	477.8	477.8	252.3	376.8	510.2
<b>Southeast</b>							
<b>Revenue (\$000,000s)</b>	40	41	231.1	233.7	82.4	131.2	207.3
Annual Base Salary (\$000s)	40	41	254.6	254.9	194.2	222.8	268.0
Total Cash Compensation (TCC) (\$000s)	40	41	265.7	266.1	194.8	229.1	285.7
Retirement (\$000s)	32	33	24.6	24.9	8.7	13.8	20.7
Non-taxable Benefits (\$000s)	32	33	16.4	16.8	8.3	13.8	22.8
Total Remuneration (\$000s)	40	41	338.1	339.8	212.7	243.6	326.3
<b>North Central</b>							
<b>Revenue (\$000,000s)</b>	55	55	406.1	406.1	67.3	132.4	190.4
Annual Base Salary (\$000s)	55	55	228.8	228.8	171.6	196.9	239.1
Total Cash Compensation (TCC) (\$000s)	55	55	236.7	236.7	171.6	201.6	239.1
Retirement (\$000s)	51	51	15.5	15.5	8.7	13.2	21.4
Non-taxable Benefits (\$000s)	51	51	19.1	19.1	12.7	17.8	26.1
Total Remuneration (\$000s)	55	55	272.1	272.1	200.2	241.8	274.4
<b>South Central / Mountain</b>							
<b>Revenue (\$000,000s)</b>	14	17	399.5	288.3	79.6	113.7	160.0
Annual Base Salary (\$000s)	14	17	249.7	239.8	190.3	220.0	286.5
Total Cash Compensation (TCC) (\$000s)	14	17	264.5	250.9	190.3	220.0	296.6
Retirement (\$000s)	12	15	16.4	15.0	11.6	13.6	16.8
Non-taxable Benefits (\$000s)	14	17	17.9	17.2	9.9	16.0	20.8
Total Remuneration (\$000s)	14	17	307.9	289.9	209.1	253.5	372.9
<b>Western</b>							
<b>Revenue (\$000,000s)</b>	21	21	955.7	955.7	132.1	222.1	465.3
Annual Base Salary (\$000s)	21	21	341.3	341.3	225.6	281.8	292.8
Total Cash Compensation (TCC) (\$000s)	21	21	356.6	356.6	227.1	281.8	314.1
Retirement (\$000s)	20	20	27.6	27.6	10.2	14.8	19.9
Non-taxable Benefits (\$000s)	20	20	26.7	26.7	9.5	21.3	26.4
Total Remuneration (\$000s)	21	21	485.7	485.7	283.1	312.8	361.1

**004 Chief Financial Officer**

	No. of Co's	No. of EEs	Wtd Avg.	Avg.	25th Ptile	50th Ptile	75th Ptile
<b>Atlanta, Marietta &amp; Decatur, GA</b>							
<b>Revenue (\$000,000s)</b>	5	5	147.1	147.1	88.6	148.3	205.0
Annual Base Salary (\$000s)	5	5	294.8	294.8	258.4	265.1	307.8
Total Cash Compensation (TCC) (\$000s)	5	5	300.1	300.1	258.4	291.3	307.8
Total Remuneration (\$000s)	5	5	330.0	330.0	289.3	311.2	347.4
<b>Chicago, IL</b>							
<b>Revenue (\$000,000s)</b>	6	6	1,102.6	1,102.6	239.4	318.0	895.2
Annual Base Salary (\$000s)	6	6	317.6	317.6	224.9	276.5	409.8
Total Cash Compensation (TCC) (\$000s)	6	6	338.3	338.3	229.9	312.0	455.8
Total Remuneration (\$000s)	6	6	385.6	385.6	272.9	366.4	489.7
<b>Dallas &amp; Fort Worth, TX</b>							
<b>Revenue (\$000,000s)</b>	2	3	103.3	114.0	--	--	--
Annual Base Salary (\$000s)	2	3	290.7	277.3	--	--	--
Total Cash Compensation (TCC) (\$000s)	2	3	319.0	302.2	--	--	--
Total Remuneration (\$000s)	2	3	383.7	357.1	--	--	--
<b>Los Angeles, Long Beach &amp; Anaheim, CA</b>							
<b>Revenue (\$000,000s)</b>	3	3	2,107.7	2,107.7	--	723.9	--
Annual Base Salary (\$000s)	3	3	667.3	667.3	--	282.2	--
Total Cash Compensation (TCC) (\$000s)	3	3	734.9	734.9	--	285.2	--
Total Remuneration (\$000s)	3	3	1,048.4	1,048.4	--	303.6	--
<b>New York City (All Five Boroughs)</b>							
<b>Revenue (\$000,000s)</b>	10	10	1,223.9	1,223.9	71.9	173.7	562.4
Annual Base Salary (\$000s)	10	10	339.6	339.6	223.2	278.5	389.2
Total Cash Compensation (TCC) (\$000s)	10	10	350.4	350.4	223.2	292.9	398.2
Total Remuneration (\$000s)	10	10	399.9	399.9	265.4	357.3	483.9
<b>San Francisco, Oakland &amp; Palo Alto, CA</b>							
<b>Revenue (\$000,000s)</b>	--	--	--	--	--	--	--
Annual Base Salary (\$000s)	--	--	--	--	--	--	--
Total Cash Compensation (TCC) (\$000s)	--	--	--	--	--	--	--
Total Remuneration (\$000s)	--	--	--	--	--	--	--
<b>Washington, DC, Arlington, VA &amp; Baltimore, MD</b>							
<b>Revenue (\$000,000s)</b>	2	3	660.3	927.8	--	--	--
Annual Base Salary (\$000s)	2	3	462.8	573.8	--	--	--
Total Cash Compensation (TCC) (\$000s)	2	3	574.2	736.4	--	--	--
Total Remuneration (\$000s)	2	3	637.2	820.5	--	--	--

# 2024 College & University Executive Compensation Report

## **Geographic Data**

In this report, we show two geographic breakouts of the compensation data: by five regional cuts and by three cost of labor designations.

### **States Included in the Five Regional Cuts**

Northeast	Southeast	North Central	S. Central/Mountain	Western
Connecticut	Alabama	Illinois	Arizona	Alaska
Delaware	Florida	Indiana	Arkansas	California
Maine	Georgia	Iowa	Colorado	Hawaii
Maryland	Kentucky	Kansas	Idaho	Nevada
Massachusetts	Mississippi	Michigan	Louisiana	Oregon
New Hampshire	North Carolina	Minnesota	Montana	Washington
New Jersey	South Carolina	Missouri	New Mexico	
New York	Tennessee	Nebraska	Oklahoma	
Pennsylvania	Virginia	North Dakota	Texas	
Rhode Island	West Virginia	Ohio	Utah	
Vermont		South Dakota	Wyoming	
Washington DC		Wisconsin		

### **Cost of Labor Cities**

We report the compensation data by three costs of labor cuts:

1. High cost of labor cities are 110% and above of the national average.
2. Medium cost of labor cities are between 100% and 109.9% of the national average
3. Low cost of labor cities are below 100% of the national average.

The tables on the following pages list every city included in this report and where they fall within the cost of labor designations.

2024 College & University Executive Compensation Report

**Geographic Data (cont.)**

**High Cost of Labor Cities (110% and above of national average)**

Aliso Viejo, CA	Fullerton, CA	Orange, CA	Washington, DC
Arlington, VA	Garden City, NY	Orangeburg, NY	Wellesley, MA
Atherton, CA	Hempstead, NY	Palo Alto, CA	West Long Branch, NJ
Azusa, CA	Hoboken, NJ	Pasadena, CA	Weston, MA
Babson Park, MA	Hyde Park, NY	Pomona, CA	Whittier, CA
Belmont, CA	Irvine, CA	Poughkeepsie, NY	
Bloomfield, NJ	Jersey City, NJ	Princeton, NJ	
Boston, MA	Kenmore, WA	Purchase, NY	
Bridgeport, CT	Kirkland, WA	Quincy, MA	
Bronx, NY	La Jolla, CA	Rancho Palos Verdes, CA	
Bronxville, NY	La Mirada, CA	Riverdale, NY	
Brookline, MA	Lakewood, NJ	Rockville Center, NY	
Brooklyn, NY	Laverne, CA	San Diego, CA	
Brookville, NY	Lawrenceville, NJ	San Francisco, CA	
Burbank, CA	Lodi, NJ	San Rafael, CA	
Caldwell, NJ	Los Angeles, CA	Santa Barbara, CA	
Cambridge, MA	Madison, NJ	Santa Clara, CA	
Chestnut Hill, MA	Malibu, CA	Santa Clarita, CA	
Claremont, CA	Milton, MA	Santee, CA	
Costa Mesa, CA	Moraga, CA	Seattle, WA	
Dobbs Ferry, NY	Morristown, NJ	Somerville, MA	
East Elmhurst, NY	Nashua, NH	South Orange, NJ	
Easton, MA	Needham, MA	Sparkill, NY	
Elkins Park, PA	New Rochelle, NY	Stanford, CA	
Emmitsburg, MD	New York, NY	Staten Island, NY	
Fairfield, CT	Newton, MA	Takoma Park, MD	
Franklin, MA	Newton Centre, MA	Teaneck, NJ	
Frederick, MD	Nyack, NY	Thousand Oaks, CA	
Fremont, CA	Oakland, CA	Valhalla, NY	
Front Royal, VA	Old Westbury, NY	Waltham, MA	



## 2024 College & University Executive Compensation Report

### Geographic Data (cont.)

#### Medium Cost of Labor Cities (100% to 109.9% of national average)

Albany, NY	Coral Gables, FL	Haverford, PA	Milwaukee, WI	Schenechtedy, NY
Allen Park, MI	Dallas, TX	Henderson, NV	Minneapolis, MN	Smithfield, RI
Allentown, PA	Davidson, NC	Hillsdale, MI	Naperville, IL	South Hadley, MA
Amherst, MA	Decatur, GA	Honolulu, HI	New Castle, DE	Southfield, MI
Annandale-On-Hudson, NY	Deerfield, IL	Houston, TX	New Haven, CT	Springfield, MA
Annapolis, MD	Denver, CO	Immaculata, PA	New London, CT	St Bonifacius, MN
Ashland, VA	Detroit, MI	Incline Village, NV	Newberg, OR	St Davids, PA
Aston, PA	Downers Grove, IL	Irving, TX	Newburgh, NY	St Paul, MN
Atlanta, GA	Doylestown, PA	Ithaca, NY	Newport, RI	St. Paul, MN
Aurora, IL	Dudley, MA	Ithica, NY	North Andover, MA	Stevenson, MD
Austin, TX	Durham, NC	Joliet, IL	North Chicago, IL	Stockton, CA
Baltimore, MD	E Greenwich, RI	Kenosha, WI	Palos Heights, IL	Swarthmore, PA
Belmont, NC	East Hartford, CT	Keuka Park, NY	Paxton, MA	Syracuse, NY
Bethlehem, PA	Easton, PA	Lake Forest, IL	Philadelphia, PA	Tacoma, WA
Bethlehem, PA	Elgin, IL	Lakewood, CO	Philadelphia , PA	Troy, NY
Beverly, MA	Elmhurst, IL	Langhorne, PA	Portland, OR	Valparaiso, IN
Biddeford, ME	Evanston, IL	Lincoln University, PA	Providence, RI	Villanova, PA
Bloomington, IL	Flint, MI	Lisle, IL	Radnor, PA	Waleska, GA
Boca Raton, FL	Forest Grove, OR	Livonia, MO	Raleigh, NC	Waukesha, WI
Boulder, CO	Fort Collins, CO	Loma Linda, CA	Redlands, CA	Wenham, MA
Bristol, RI	Fort Lauderdale, FL	Lombard, IL	Richmond, VA	West Hartford, CT
Bryn Mawr, PA	Fort Worth, TX	Longmeadow, MA	River Forest, IL	West Haven, CT
Cazenovia, NY	Fresno, CA	Loudonville, NY	Riverside, CA	West Palm Beach, FL
Center Valley, PA	Geneva, NY	Manchester, NH	Rochester, NY	Westminster, MD
Charlotte, NC	Georgetown, TX	Marietta, GA	Rocklin, CA	Wheaton, IL
Chester , PA	Glenside, PA	Menomonee, WI	Romeoville, IL	Wheeling, IL
Chicago, IL	Gwynedd Valley, PA	Mequon, WI	Rosemont, PA	Williamstown, MA
Chicopee, MA	Hackettstown, NJ	Miami Gardens, FL	Sacramento, CA	Wilmington, DE
Clinton Twp, MI	Hamden, CT	Miami Shores, FL	Saint Paul, MN	Wingate, NC
Collegetown, PA	Hartford, CT	Middletown, CT	Saratoga Springs, NY	Worcester, MA

# 2024 College & University Executive Compensation Report

## Geographic Data (cont.)

### Low Cost of Labor Cities (below 100% of national average)

Abilene, TX	Birmingham, AL	Clinton, SC	Elon, NC	Hampton, VA	Kyle, SD
Ada, OH	Bismark, ND	Colchester, VT	Emory, VA	Hannibal, MO	La Plume, PA
Adrian, MI	Bluefield, VA	Collegeville, MN	Erie, PA	Hanover, IN	Lacey, WA
Abilene, TX	Bluffton, OH	Colorado Springs, CO	Evansville, IN	Harrisburg, VA	Lacrosse, WI
Albion, MI	Boiling Springs, NC	Columbia, MO	Fairfield, AL	Harrogate, TN	Lagrange, GA
Alfred, NY	Bolivar, MO	Columbus, OH	Fayette, MO	Hartsville, SC	Lake Mary, FL
Alliance, OH	Bourbonnais, IL	Conway, AR	Fayette, IA	Hastings, NE	Lakeland, FL
Alma, MI	Brattleboro, VT	Crawfordsville, IN	Fayetteville, NC	Hattiesburg, MS	Lamoni, IA
Amherst, NY	Brevard, NC	Cresson, PA	Ferrum, VA	Helena, MT	Lancaster, PA
Anderson, SC	Bridgewater, VA	Crestview Hills, KY	Findlay, OH	Henderson, TN	Latrobe, PA
Angola, IN	Bristol, TN	Crestview Hls, KY	Fond Du Lac, WI	Henniker, NH	Lebanon, TN
Annnville, PA	Brownwood, TX	Crete, NE	Fort Wayne, IN	Hickory, NC	Lebanon, IL
Appleton, WI	Brunswick, ME	Dallas, PA	Franklin, IN	High Point, NC	Lewisburg, PA
Arkadelphia, AR	Buena Vista, VA	Danville, VA	Fremont, NE	Hillsboro, KS	Lewiston, ME
Asheville, NC	Buffalo, NY	Davenport, IA	Fulton, MO	Hiram, OH	Lexington, KY
Ashland, WI	Buies Creek, NC	Dayton, TN	Gaffney, SC	Holland, MI	Liberty, MO
Atchison, KS	Burlington, VT	Daytona Beach, FL	Gainseville, GA	Houghton, NY	Lincoln, NE
Aurora, NY	Caldwell, ID	Decatur, IL	Galesburg, IL	Huntingdon, PA	Lindsborg, KS
Ave Maria, FL	Campbellsville, KY	Decorah, IA	Gambier, OH	Huntington, IN	Little Rock, AR
Baldwin City, KS	Canton, MO	Defiance, OH	Georgetown, KY	Indianapolis, IN	Longview, TX
Bangor, ME	Carlisle, PA	Deland, FL	Gettysburg, PA	Indiannapolis, IN	Lookout Mountain, GA
Bar Harbor, ME	Cedar Rapids, IA	Delaware, OH	Grand Rapids, MI	Indianola, IA	Loretto, PA
Batesville, AR	Cedarville, OH	Demorest, GA	Granville, OH	Jackson, TN	Louisville, KY
Baton Rouge, LA	Chambersburg, PA	Des Moines, IA	Greencastle, IN	Jacksonville, FL	Lubbock, TX
Bellevue, NE	Charleston, WV	Dover, DE	Greensboro, NC	Jefferson City, TN	Lynchburg, VA
Beloit, WI	Chesterfield, MO	Dubuque, IA	Greensburg, PA	Kalamazoo, MI	Macon, GA
Belton, TX	Chestertown, MD	Duluth, MN	Greenville, IL	Kansas City, MO	Madison, WI
Bennington, VT	Cincinnati, OH	East Lansing, MI	Grinnell, IA	Kansas City, MO	Mankato, MN
Berea, OH	Clarksville, AR	Elizabethtown, PA	Grove City, PA	Kerrville, TX	Marietta, OH
Bethany, WV	Cleveland, GA	Elmira, NY	Hampden-Sydney, VA	Kirksville, MO	Marion, IN

## 2024 College & University Executive Compensation Report

### Geographic Data (cont.)

#### Low Cost of Labor Cities (below 100% of national average) – cont.

Mars Hill, NC	Newberry, SC	Pulaski, TN	Shreveport, LA	Toppenish, WA	Winter Park, FL
Marshall, MO	Niagara University, NY	Putney, VT	Siloam Springs, AZ	Tougaloo, MS	Wooster, OH
Maryville, TN	North Canton, OH	Raleigh, NC	Sioux Center, IA	Tulsa, OK	Yakima, WA
Mcperson, KS	North Manchester, IN	Reading, PA	Sioux City, IA	Tuskegee Institute, AL	Yellow Springs, OH
Meadville, PA	Northampton, MA	Richmond, IN	Sioux Falls, SD	Unity, ME	York, PA
Mechanicsburg, PA	Northfield, VT	Rindge, NH	South Euclid, OH	University Heights, OH	Young Harris, GA
Melbourne, FL	Notre Dame, IN	Rio Grande, OH	Spartanburg, SC	Upland, IN	
Memphis, TN	Oakland City, IN	Ripon, WI	Spokane, WA	Utica, NY	
Midland, MI	Oberlin, OH	Roanoke, VA	Spring Arbor, MI	Virginia Beach, VA	
Midway, KY	Oklahoma City, OK	Rock Island, IL	Springfield, MO	Waco, TX	
Milligan College, TN	Olivet, MI	Rocky Mount, NC	St Charles, MO	Walla Walla, WA	
Mishawaka, IN	Omaha, NE	Rome, GA	St Joseph, MN	Washington, PA	
Monmouth, IL	Oneonta, NY	Saint Leo, FL	St Louis, MO	Waterville, ME	
Montgomery, AL	Orange City, IA	Saint Peter, MN	St Louis, MO	Waverly, IA	
Montreat, NC	Orangeburg, SC	Salem, OR	St. Augustine, FL	Waynesburg, PA	
Moon Township, PA	Oskaloosa, IA	Salina, KS	St. Bonaventure, NY	West Point, GA	
Moorhead, MN	Ottowa, KS	Salisbury, NC	St. Joseph, MN	Westerville, OH	
Mount Berry, GA	Painesville, OH	Salt Lake City, UT	St. Louis, MO	Wheeling, WV	
Mount Olive, NC	Parkville, MO	San Antonio, TX	St. Mary-Of-The-Woods, IN	Wichita, KS	
Mount Vernon, IA	Paul Smiths, NY	San Juan, PR	St. Petersburg, FL	Wilkesbarre, PA	
Mount Vernon, OH	Pella, IA	Sarasota, FL	Standish, ME	Williamsburg, KY	
Murfreesboro, NC	Peoria, IL	Savannah, GA	Staunton, VA	Williamsport, PA	
Muskegon, MI	Phoenix, AZ	Scranton, PA	Sterling, KS	Wilmington, OH	
Nampa, ID	Pikeville, KY	Searcy, AZ	Steubenville, OH	Wilmore, KY	
Naples, FL	Pineville, LA	Seguin, TX	Storm Lake, IA	Wilson, NC	
Nashville, TN	Pittsburgh, PA	Selingsgrove, PA	Sweet Briar, VA	Winchester, VA	
New Concord, OH	Plainview, TX	Sewanee, TN	Sylvania, OH	Winfield, KS	
New London, NH	Plathe, KS	Seward, NE	Tampa, FL	Winona, MN	
New Orleans, LA	Point Lookout, MO	Shawnee, OK	Tiffin, OH	Winona Lake, IN	
New Wilmington, PA	Potsdam, NY	Sherman, TX	Tigerville, SC	Winston-Salem, NC	



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