



2025 COLLEGE & UNIVERSITY EXECUTIVE COMPENSATION REPORT

Conducted by: TOTAL COMPENSATION SOLUTIONS, LLC

Total Compensation Solutions is pleased to announce the availability of the 2025 College & University Executive Compensation Report. This report covers 25 executive and director-level positions found in a sample of 800 Colleges and Universities. The data in this report was collected from the latest 990 forms (aged to effective date of 1/1/2025). 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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| • Annual Base Salary (Avg., 25 th , 50 th , 75 th) | • Six Revenue Cuts |
| • Annual Bonus Paid (Avg., 25 th , 50 th , 75 th) | • Six Asset Cuts |
| • Total Cash Compensation (Avg., 25 th , 50 th , 75 th) | • Five Regional Cuts |
| • Total Remuneration (Avg., 25 th , 50 th , 75 th) | • Three Cost-of-Labor Cuts (High/Medium/Low) |
| • Retirement, Non-taxable Benefits & Other Income (Avg., 25 th , 50 th , 75 th) | • Seven Major Metro Area Cuts (for five select job titles) |

JOB TITLES INCLUDED

President / Chancellor	Chief Operating Officer
Top Institutional Advancement Officer	Chief of Staff
Provost	Chief Investment Officer
Chief Financial Officer	Top Human Resources
Top Legal Officer / General Counsel	Top Research Officer
Top Finance & Administrative Position	Associate or Deputy Provost
Top Diversity / Inclusion Position	Treasurer
Top Academic Affairs Position	Controller
Top Administrative Position	Enrollment Officer
Top Admissions Position	Top Student Development Officer
Top Marketing and Communications	
Top Development Position	
Top student Affairs Position	
Top Information Technology	
Top Facilities Position	

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REPORT SUBSCRIBER ORDER FORM

The 2025 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 Fax 914-730-7303

<u>EMPLOYMENT</u>	<u>SURVEY FEE</u>	<u>INVOICING PROCEDURE</u>
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"/>	\$2,000	Credit Card: Visa, Master Card <input type="checkbox"/> or American Express – (TCS will will send a link by email) <u>If you pay by credit card there will be a 3.5% surcharge added to the invoice.</u>
**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:

Total Compensation Solutions, LLC

Attn: Tom Bailey

200 Business Park Drive

Armonk, NY 10504

Phone (914) 730 - 7300

Fax (914) 730-7303

www.Total-comp.com