

Total Compensation Single Position Report

Report Parameters	
Focus Institution	Demonstration University
Selected Parameters	
Year	2024-25
Compare By	Institutional Average Salaries
Effective Date of Data	November 1, 2024
Data Aging	Not Selected
Filter Outliers	Off
System Level Incumbents	Excluded
Comparison Group Details	
Comparison Group	All Institutions That Contributed Data
Group Size	109 Institutions
Number of Persons (Incumbents)	110
Number of Institutions Reporting Data	109
Position	[107000] Chief Business Officer
Position Description	Responsible for the combined functions of administrative and financial affairs. Overall responsibilities typically include accounting, purchasing, physical plant and property management, human resources, food services, auxiliary enterprises, investments, and related business matters.

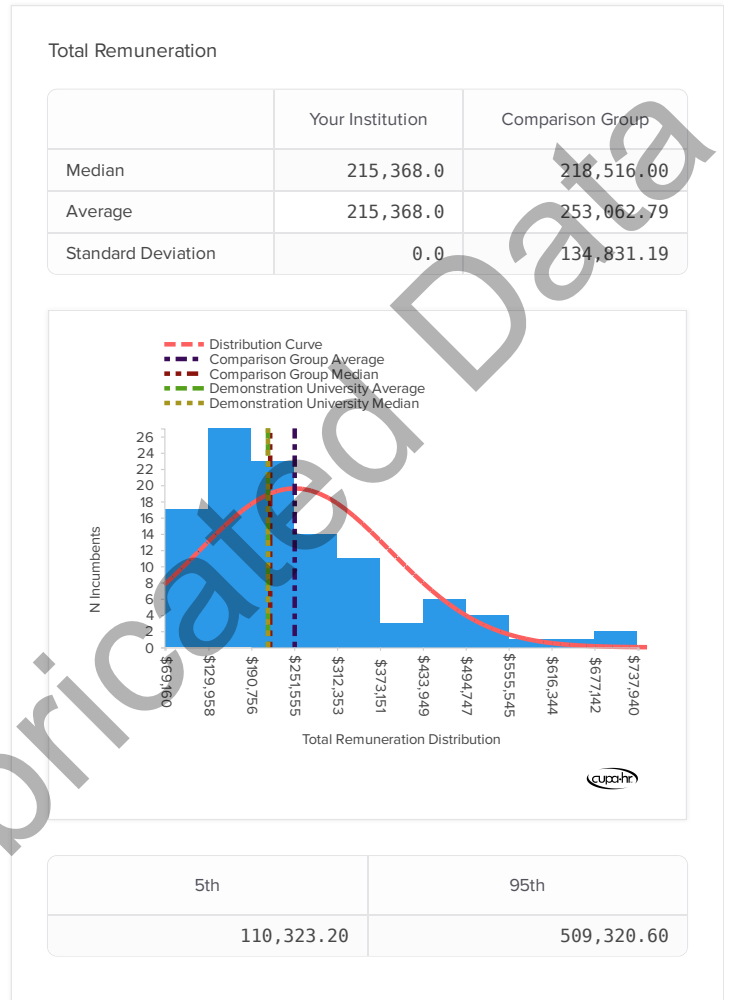
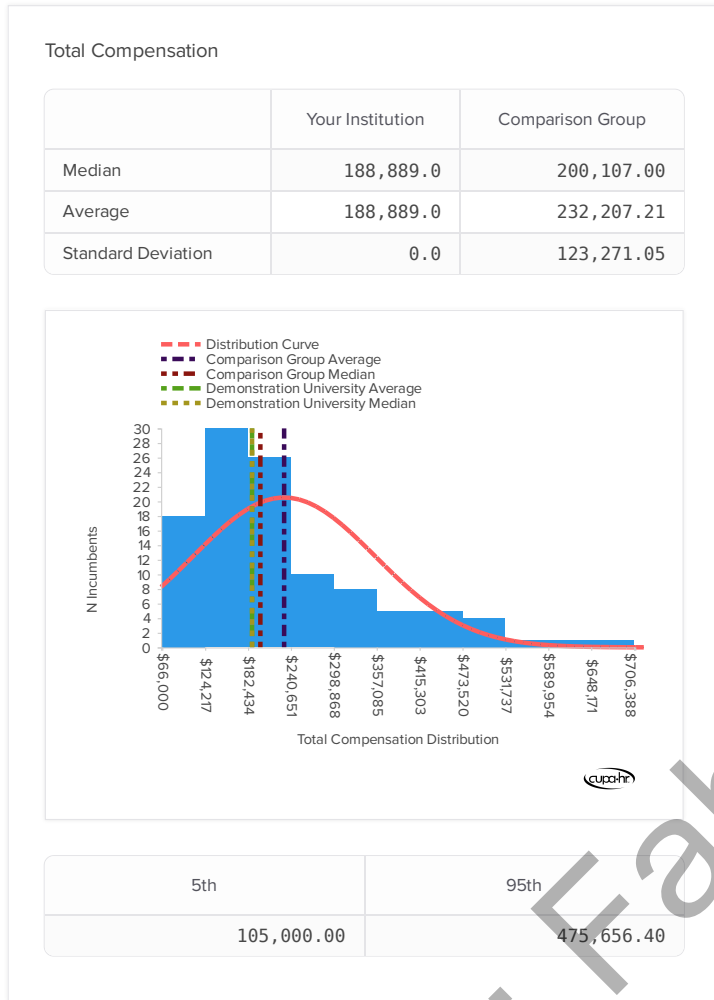
Example: Fabricated Data

Report Definitions

Total compensation is the sum of base salary and bonus/performance incentives.

Total remuneration is the sum of base salary, bonus/performance incentives, institution contribution to the standard retirement plan, and institution contributions to supplemental retirement plans (including deferred compensation).

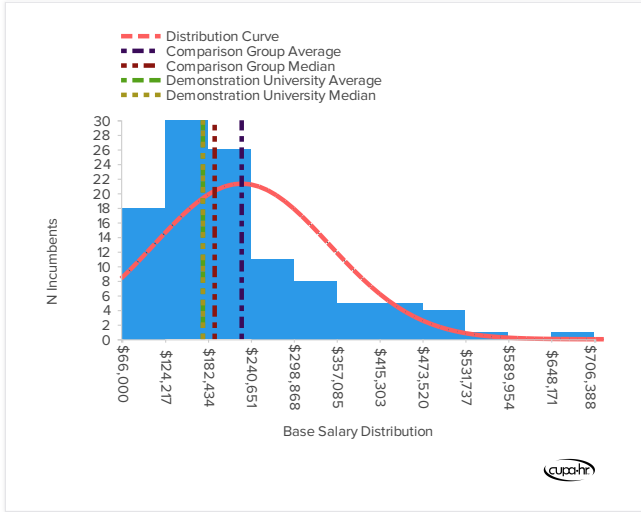
Position at a Glance



Example: Fabricated Data

Base Salary

	Your Institution	Comparison Group
Median	176,532.0	192,422.00
Average	176,532.0	228,911.77
Standard Deviation	0.0	118,700.27



5th	95th
105,000.00	473,000.00

Bonus/Performance-Incentive

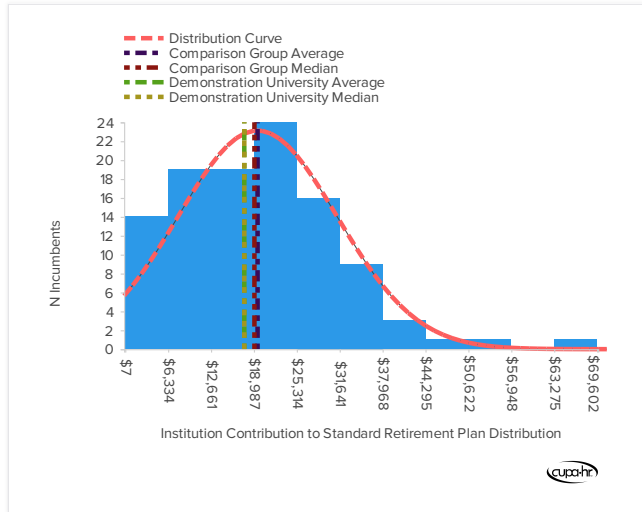
	Your Institution	Comparison Group
Offered?	Yes	15.5% Yes
Median	12,357.0	19,000.00
Average	12,357.0	27,631.00
Standard Deviation	0.0	29,869.44

5th	95th
190.00	74,340.00

Example: Fabricated Data

Institution Contribution to Standard Retirement Plan

	Your Institution	Comparison Group
Median	17,653.0	19,142.00
Average	17,653.0	19,601.46
Standard Deviation	0.0	11,677.56



5th	95th
3,822.40	38,707.50

Institution Contribution to Supplemental Retirement Plan (Includes Deferred Compensation)

	Your Institution	Comparison Group
Offered?	Yes	10.9% Yes
Median	8,826.0	2,305.00
Average	8,826.0	19,544.78
Standard Deviation	0.0	31,395.75

5th	95th
488.00	79,280.00

Detailed Profile

	Your Institution	Comparison Group Statistics						
		% Yes	Median	Average	Percentile		NP	NI
					5	95		
Reporting Relationship								
Reporting Relationship						110	109	
Chief Executive Officer, System [100000]		1.8						
Chief Executive Officer, Single Institution or Campus [101000]	X	47.5						
Executive Vice President/Vice Chancellor [102000]		16.4						
Chief Academic Affairs Officer/Provost [105000]		10.9						
Chief Business Officer [107000]		0.0						
Chief Enrollment Management Officer [115000]		0.9						
Chief Extension/Engagement Officer [117000]		0.9						
Chief Financial Officer [123000]		17.8						
Chief Institutional Research Officer [133000]		1.8						
Chief Legal Affairs Officer [137000]		0.9						
Chief Administration Officer [162000]		1.8						
Chief Budget Officer [165000]		0.9						
Chief of Staff to System or Institution CEO [187020]		0.9						

Compensation

	Your Institution	Comparison Group Statistics						
		% Yes	Median	Average	Percentile		NP	NI
					5	95		
Base Salary	176532		192,422.00	228,911.77	105,000.00	473,000.00	110	109
Performance-Based Bonus or Incentive?	Yes	15.5					110	109
Incentive amount between 11/1/23 and 10/31/24	12357		19,000.00	27,631.00	190.00	74,340.00	13	13
Institution Contribution to Standard Retirement Account	17653		19,142.00	19,601.46	3,822.40	38,707.50	108	107
Supplemental Retirement Program (Includes Deferred Compensation)?	Yes	10.9					110	109
Institution Contribution to Supplemental Retirement between 11/1/23 and 10/31/24	8826		2,305.00	19,544.78	488.00	79,280.00	9	9
Total Compensation and Total Remuneration								
Total Compensation	188889		200,107.00	232,207.21	105,000.00	475,656.40	110	109
Total Remuneration	215368		218,516.00	253,062.79	110,323.20	509,320.60	110	109
Benefits and Perquisites								
Residence provided?							0	0
Housing allowance?							0	0
Monthly housing allowance amount							0	0
Institution-provided vehicle?							59	59
Institution-provided club membership?							53	53
Prior Employment								
Prior Employer							0	0
Current institution								
Another higher ed institution								
Other non-profit								
Private sector/industry								
Prior Position							0	0
President/CEO								
Provost/CAO								
Chief Development/Advancement Officer								
Asst/Assoc/Vice Provost								
Dean (incl assoc/asst)								
Senior Business/Admin Executive								
Other higher ed chief/VP position								
Faculty								
Demographics								
Age	29		54.00	54.53	43.80	66.00	98	97
Gender							104	103
Female		17.3						
Male	X	82.7						
Race/Ethnicity							102	101
White	X	77.5						
Black/African American		2.9						
Asian		8.8						
Hispanic or Latina/o		6.9						

	Your Institution	Comparison Group Statistics						
		% Yes	Median	Average	Percentile		NP	NI
					5	95		
Native of Hawaii/Pacific islander		0.0						
Amer Ind/AK Native		1.0						
Two or more races/ethnicities		2.0						
Unknown		1.0						
Years in position	1		5.50	8.21	1.00	25.90	93	92

Example: Fabricated Data

Institutions in Comparison Group

B

Ball State University
Bay Path University
Beacon College
Bennington College

Bentley University
Biola University
Bridgewater College

Bryant University
Bucknell University
Buffalo State College, State University of New York

C

Carroll College
Central College
Central Washington University

Chadron State College
Chapman University
Claremont McKenna College

Coastal Bend College
Creighton University

D

Dakota State University

Dickinson College

E

Eastern University

Eastern West Virginia Community and Technical College

F

Furman University

G

Gonzaga University

H

Hardin-Simmons University
Harvey Mudd College

Hawaii Pacific University

Holy Family University

I

Indiana State University

Iowa State University

J

James Madison University

John Brown University

Johnson & Wales University

L

Lycoming College

M

Malone University
Manhattan University

Missouri Western State University
Mitchell Community College

Mount Aloysius College
Murray State University

N

National Louis University
New College of Florida
New Jersey Institute of Technology

New York School of Interior Design
Northeast Community College
Northern State University

Northern Virginia Community College
Northland Pioneer College
Northwest Nazarene University

O

Oglethorpe University

P

Parker University

Patrick Henry College

Portland State University

R

Rensselaer Polytechnic Institute

Rhode Island School of Design

S

Salem College
Salt Lake Community College
Sam Houston State University
Scripps College
Sewanee: The University of the South

Sitting Bull College
Skidmore College
South Dakota School of Mines and Technology
South Dakota State University
Southern College of Optometry

Southern University at Shreveport-Louisiana
Spartanburg Methodist College
St. Norbert College
Stetson University
Swarthmore College

Example: Fabricated Data

Siena College

T

Texas A&M University - Corpus Christi
The Culinary Institute of America

The University of Alabama
The University of Arizona

The University of South Dakota

U

University of Colorado Denver
University of Dayton
University of Delaware
University of Florida
University of Georgia
University of Illinois at Chicago
University of Illinois at Springfield

University of Illinois at Urbana-Champaign
University of La Verne
University of Michigan-Ann Arbor
University of Minnesota
University of Nevada, Las Vegas
University of Nevada, Reno
University of Northern Iowa

University of Oregon
University of South Alabama
University of St. Francis
University of Texas at Austin
University of Wisconsin-Madison
University of Wisconsin-Milwaukee
Utah State University

V

Villanova University

W

Washington Adventist University
Washington University in St. Louis
Washington and Lee University
Western Governors University

Western New Mexico University
Whitman College
Willamette University

Williston State College
Wilmington College
Wright State University

Y

York College of Pennsylvania

Example: Fabricated Data