

REPORT OF THE FACULTY SENATE

**“AD HOC COMMITTEE ON
PRESIDENTIAL
COMPENSATION”**

J.M. Steffen (Biology/Arts and Sciences)

E. F. Trucios Haynes (Vice Chair of the Faculty Senate/School of Law)

R.E. Austin (Health Management Systems/School of Public Health
and Information Sciences)

R.D. Bradshaw (Mechanical Engineering/Speed Scientific
School)

Krista B. Wallace-Boaz (Applied Studies/School of Music)

The Chronicle data are for the fiscal year 2014 (July 1, 2013 through June 30, 2014) and we examined compensation data for 238 presidents (or their equivalent) at 220 public universities and university systems, and includes all of the public doctoral-granting institutions in the United States.

Charge One: Review the University of Louisville presidential compensation including base composition, supplements, bonuses and deferred compensation.

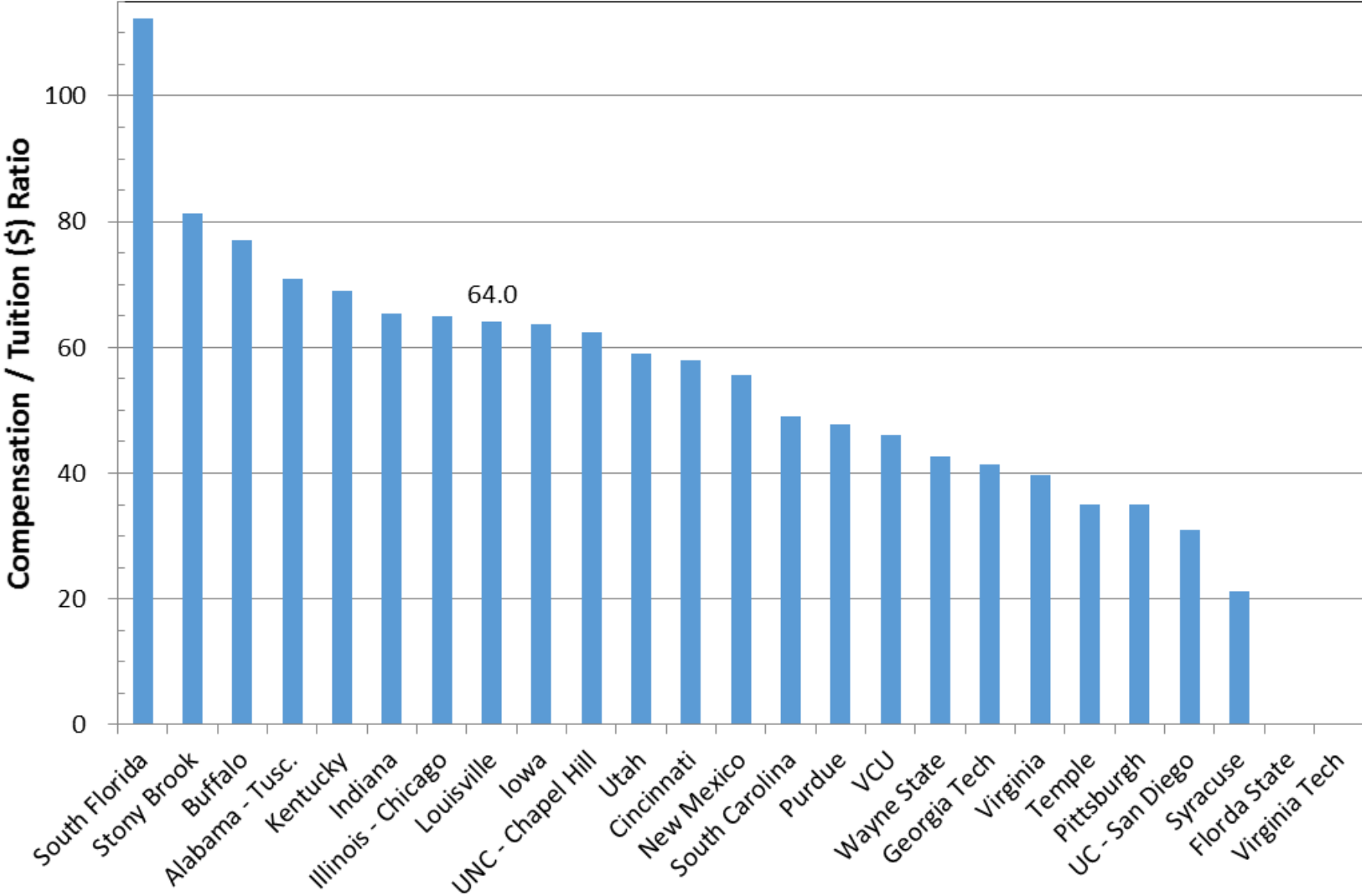
Base Salary	\$624,000
Deferred Compensation	\$250,000 (set aside, not paid)
Retirement	\$26,000
TOTAL COMPENSATION	\$624,000 (not including set aside or retirement)

Charge Two: Compare the different categories of presidential compensation with that for presidents of our institutional CPE benchmarks, like institutions in the Atlantic Coast Conference, and like institutions in the region.

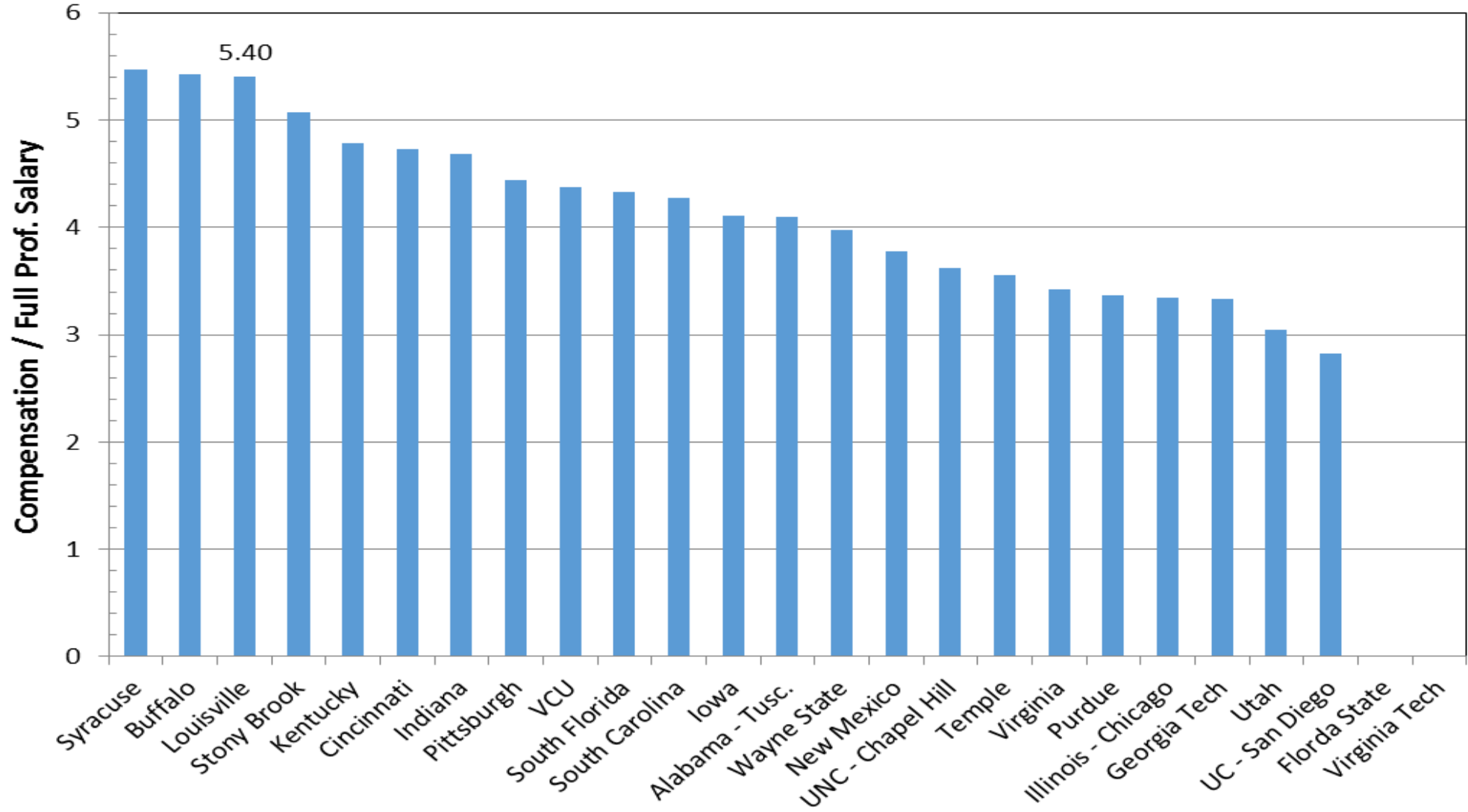
UNIVERSITY	EXEC NAME	TITLE	TENURE	BASE SALARY	% OF MEDIAN	BONUS	DEF COMP PAID	TOTAL COMP
ALABAMA	JUDY BONNER	PRESIDENT	NOV 2012 - PRESENT	\$565,000	156.90%	\$105,000	\$0	\$670,000
BUFFALO	SATISH TRIPATHI	PRESIDENT	APR 2011- PRESENT	\$650,000	152.20%	\$0	\$0	\$650,000
CALIFORNIA - SD	PRADEEP KHOSLA	CHANCELLOR	AUG 2012 - PRESENT	\$411,084	96.30%	\$0	\$0	\$411,084
CINCINNATI	SANTA ONO	PRESIDENT	OCT 2012 - PRESENT	\$525,000	146.40%	\$0	\$100,000	\$625,000
FLORIDA STATE	ERIC BARRON	PRESIDENT	JAN 2010-APR 2014	\$323,191	152.20%	\$233,000	\$0	\$649,950
GA TECH	BUD PETERSON	PRESIDENT	APR 2009- PRESENT	\$440,000	103%	\$0	\$0	\$440,000
ILLINOIS - CHICAGO	PAULA ALLEN-MEARES	CHANCELLOR & VICE PRESIDENT	JAN 2009-JAN 0215	\$422,458	204.30%	\$0	\$450,000	\$872,458
INDIANA	MICHAEL McROBBIE	PRESIDENT	JULY 2007 - PRESENT	\$555,745	156.20%	\$111,149	\$0	\$666,893
IOWA	SALLY MASON	PRESIDENT	AUG 2007 - PRESENT	\$513,003	120.10%	\$0	\$0	\$513,003
KENTUCKY	ELI CAPILOUTO	PRESIDENT	JULY 2011- PRESENT	\$535,500	161.10%	\$152,500	\$0	\$688,000
LOUISVILLE	JAMES RAMSEY	PRESIDENT	NOV 2002-PRESENT	\$624,000	146.10%	\$0	\$0	\$624,000
NC-CH	CAROL FOLT	CHANCELLOR	JULY 2013 - PRESENT	\$520,000	121.80%	\$0	\$0	\$520,000
NEW MEXICO	ROBERT FRANK	PRESIDENT	JUNE 2012 - PRESENT	\$358,550	84%	\$0	\$0	\$358,550
PITT	MARK NORDENBERG	CHANCELLOR	JUNE 1995 - AUG 2014	\$597,500	139.90%	\$0	\$0	\$597,500
PURDUE	MITCH DANIELS	PRESIDENT	JAN 2013 - PRESENT	\$420,000	112%	\$58,154	\$0	\$478,154
SOUTH CAROLINA	HARRIS PASTIDES	PRESIDENT	AUG 2008 - PRESENT	\$531,200	124.40%	\$0	\$0	\$531,200
SOUTH FLORIDA	JUDY GENSHAFT	CEO & SYSTEM PRESIDENT	JULY 2000- JUNE 2016	\$470,000	168.50%	\$186,525	\$63,150	\$719,675
STONY BROOK	SAMUEL STANLEY	PRESIDENT	JULY 2009 - PRESENT	\$650,000	152.20%	\$0	\$0	\$650,000
**SYRACUSE 2012	NANCY CANTOR	CHANCELLOR & PRESIDENT	AUG 2004 - OCT 2013	\$661,231	211.70%	\$50,000	\$0	\$852,292
TEMPLE	NEIL THEOBALD	PRESIDENT	JAN 2013 - PRESENT	\$450,000	112.40%	\$30,000	\$0	\$480,000
UTAH	DAVID PERSHING	PRESIDENT	MAR 2012 - PRESENT	\$358,850	103%	\$0	\$80,824	\$439,674
UVA	TERESA SULLIVAN	PRESIDENT	AUG 2010 - PRESENT	\$494,700	115.90%	\$0	\$0	\$494,700
VA TECH	CHARLES STEGER	PRESIDENT	JAN 2000 - MAY 2014	\$466,191	174.50%	\$25,429	\$253,575	\$745,195 (PARTIAL YEAR)
VCU	MICHAEL RAO	PRESIDENT	JULY 2009 - PRESENT	\$503,155	129.50%	\$50,000	\$0	\$553,155
WAYNE STATE	ROY WILSON	PRESIDENT	AUG 2013- PRESENT	\$472,251	110.60%	\$0	\$0	\$472,251

UNIVERSITY	EXEC NAME	DEF COMP SET ASIDE	RETIREMENT	SEVERANCE	OTHER BENEFITS
ALABAMA - TUSCALOOSA	JUDY BONNER		\$0	\$0	\$0 HOUSE, CAR
BUFFALO	SATISH TRIPATHI		\$0 \$26091 - NOT INCL IN TOT COMP		
CALIFORNIA - SAN DIEGO	PRADEEP KHOSLA		\$0		\$0 HOUSE, CAR
CINCINNATI	SANTA ONO		\$0 \$29,614 -NOT INCL IN TOT COMP		
FLORIDA STATE	ERIC BARRON	\$37,703 - NOT INCL IN TOT COMP	\$18,717 - NOT INCL IN TOT COMP	\$93,759	
GA TECH	BUD PETERSON	\$316,666 - NOT INCL IN TOT COMP	\$25,025 - NOT INCL IN TOT COMP		HOUSE, CAR, SOCIAL CLUB
ILLINOIS - CHICAGO	PAULA ALLEN-MEARES		\$0	\$29,224	HOUSE
INDIANA	MICHAEL McROBBIE	\$100,000 - NOT INCL IN TOT COMP	\$72,767 - NOT INCL IN TOT COMP		HOUSE, CAR
IOWA	SALLY MASON	\$150,00 - NOT INCL IN TOT COMP	\$26,000 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR
KENTUCKY	ELI CAPILOUTO	\$170,00 - NOT INCL IN TOT COMP	\$80,325 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR
LOUISVILLE	JAMES RAMSEY	\$250,000 - NOT INCL IN TOT COMP		\$26,000	\$0 NONE REPORTED
NC-CH	CAROL FOLT		\$0 \$17,613 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR, SOCIAL CLUB, PERSONAL BENEFITS (UNDEFINED)
NEW MEXICO	ROBERT FRANK	\$100,000 - NOT INCL IN TOT COMP		\$0	\$0 HOUSE, CAR
PITT	MARK NORDENBERG		\$0 \$71,700 - NOT INCL IN TOT COMP		HOUSE, CAR
PURDUE	MITCH DANIELS		\$0 \$27,022 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR
SOUTH CAROLINA	HARRIS PASTIDES		\$0 \$156,810 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR
SOUTH FLORIDA	JUDY GENSHAFT	\$100,000 - NOT INCL IN TOT COMP	\$19,536 - NOT INCL IN TOT COMP		\$0 CAR
STONY BROOK	SAMUEL STANLEY		\$0 \$20,600 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR
**SYRACUSE 2012	NANCY CANTOR	\$179,000 - MAY INCL RETIREMENT (NOT INCL IN TOT COMP)			NON-TAXABLE - \$113,665; \$396 (UNDEFINED)
TEMPLE	NEIL THEOBALD	\$200,000 - NOT INCL IN TOT COMP	\$33,158 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR
UTAH	DAVID PERSHING	\$266,153 - NOT INCL IN TOT COMP	\$50,803 - NOT INCL IN TOT COMP		\$0 HOUSE
UVA	TERESA SULLIVAN	\$180,000 - NOT INCL IN TOT COMP	\$66,537 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR
VA TECH	CHARLES STEGER		\$0 \$34,133 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR
VCU	MICHAEL RAO	\$191,000 - NOT INCL IN TOT COMP	\$27,699 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR, PERSONAL BENEFITS (TAX & FINANCIAL PLANNING ALLOWNACE)
WAYNE STATE	ROY WILSON	\$92,130 - NOT INCL IN TOT COMP	\$48,189 - NOT INCL IN TOT COMP		\$0 HOUSE, CAR, SOCIAL CLUB, PERSONAL BENEFITS (HOUSEKEEPER, DRIVER)

Compensation / Tuition Ratio



Compensation / Full Prof. Salary Ratio



Charge Three: Review the process of determining presidential compensation, including the role of the University of Louisville Board of Trustees and the University of Louisville Foundation.

“Recently we sent you a transcript from our July Foundation meeting where Junior Bridgeman as a head of a committee charged by me, confirmed the Board of Directors of the Foundation and the Board of Trustees have been in lockstep for the past 15 years...

Excerpt of a letter sent by Dr. Robert Hughes (at the time Chairman of the University of Louisville Foundation and Chairman of the University of Louisville Board of Trustees) sent on August 28, 2015 to Alumni, Donors, and Friends