

# UNIVERSITY OF KENTUCKY

## ANALYSIS OF PRESIDENTIAL COMPENSATION

## CURRENT COMPENSATION PACKAGE

- ❑ \$304,000 Base (annual increase tied to faculty salary increase)
- ❑ \$25,000 for Chairing UK Research Foundation Board
- ❑ \$25,000 for Chairing UK Athletics Association Board
- ❑ Total Recurring Base = \$354,000 (sum of above)
- ❑ Bonus = Maximum \$200,000 (Based on achievement of goals determined by Board of Trustees)
- ❑ **Other [retirement fund (15% of base =\$45,612), disability, workers compensation benefits, parking permits, term life, health insurance, automobile, housing, home insurance]**

# PRESIDENTIAL BASE SALARY COMPARISON – 2009-2010

## KENTUCKY PUBLIC INSTITUTIONS

<input type="checkbox"/> University of Louisville	\$ 456,132
<input type="checkbox"/> Northern Kentucky University	\$ 425,239
<input type="checkbox"/> Council on Postsecondary Education	\$ 400,000
<input type="checkbox"/> <b>University of Kentucky</b>	<b>\$ 354,000</b>
<input type="checkbox"/> Western Kentucky University	\$ 352,020
<input type="checkbox"/> KCTCS	\$ 304,890
<input type="checkbox"/> Eastern Kentucky University	\$ 254,250
<input type="checkbox"/> Morehead State University	\$ 251,160
<input type="checkbox"/> Murray State University	\$ 246,000
<input type="checkbox"/> Kentucky State University	\$ 240,000

# TOTAL PRESIDENTIAL COMPENSATION COMPARISON – 2008-09 KENTUCKY RESEARCH INSTITUTIONS AND COMMUNITY AND TECHNICAL COLLEGE SYSTEM

<input type="checkbox"/> KCTCS	\$ 532,907
<input type="checkbox"/> University of Louisville	\$ 487,536
<input type="checkbox"/> <b>University of Kentucky</b>	<b>\$ 399,612</b>

# TOTAL COMPENSATION COMPARISON – 2008-09

## TOP 20 PUBLIC RESEARCH UNIVERSITIES

### (per Top 20 Business Plan)

□ Highest	Ohio State University	\$ 1,576,825
□ Lowest	University of California – Davis	\$ 339,666
□ Average		\$ 619,461
□ Median		\$ 571,980
□ University of Kentucky		\$ 399,612
□ UK as percent of Top 20 average		64.5%
□ UK as percent of Top 20 median		69.9%

\*Note: President Todd has served longer in current position than all but four presidents of the Top 20 research universities.

# TOTAL COMPENSATION COMPARISON – 2008-09

## SOUTHEASTERN CONFERENCE

(excluding Vanderbilt University)

□ Highest	Auburn University	\$ 727,761
□ Lowest	University of Arkansas	\$ 307,640
□ Average		\$ 507,004
□ Median		\$ 489,847
□ University of Kentucky		\$ 399,612
□ UK as percent of SEC average		78.8%
□ UK as percent of SEC median		81.6%

\*Note: President Todd is the second longest serving President in SEC.

## PRESIDENTIAL BONUS SYSTEM

- ❑ 36.0% of 2010 core compensation package [base plus bonus (\$200,000/\$554,000)]
- ❑ Disproportionate (\$200,000 versus average benchmark bonus of \$10,000 – \$50,000)

## SALARY COMPARISON – 2009-10

□ Average faculty salary of Top 20 Institutions (per <u>Business Plan</u> )	\$ 98,451
□ Average faculty salary of Southeastern Conference (excluding Vanderbilt)	\$ 78,502
□ Average faculty salary at the University of Kentucky	\$ 81,189
□ UK president (base + other)	\$399,612
□ UK faculty as percent of Top 20 average	82.5% (\$81/\$98)
□ UK president as percent of Top 20 average	64.5% (\$399/\$619)
□ UK faculty as percent of SEC average	103.4% (\$81/\$78.5)
□ UK president as percent of SEC average	78.8% (\$399/\$507)



## RECOMMENDATION OF EXECUTIVE COMMITTEE

- ❑ Base salary should equal 82.5% of Average of Top 20 Public Research Universities per The Business Plan (same as UK faculty)
- ❑ New base = \$619,461 x 82.5% = **\$511,056**

## PERFORMANCE BONUS

- ❑ Maximum of \$50,000 (versus current maximum of \$200,000)
- ❑ Based on achievement of goals established by the Board of Trustees