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

- University of Louisville: $456,132
- Northern Kentucky University: $425,239
- Council on Postsecondary Education: $400,000
- **University of Kentucky**: $354,000
- Western Kentucky University: $352,020
- KCTCS: $304,890
- Eastern Kentucky University: $254,250
- Morehead State University: $251,160
- Murray State University: $246,000
- Kentucky State University: $240,000

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

- KCTCS $532,907
- University of Louisville $487,536
- University of Kentucky $399,612

SOURCE: CHRONICLE OF HIGHER EDUCATION
## TOTAL COMPENSATION COMPARISON – 2008-09
### TOP 20 PUBLIC RESEARCH UNIVERSITIES
(per Top 20 Business Plan)

<table>
<thead>
<tr>
<th>Rank</th>
<th>University</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highest</td>
<td>Ohio State University</td>
<td>$1,576,825</td>
</tr>
<tr>
<td>Lowest</td>
<td>University of California – Davis</td>
<td>$339,666</td>
</tr>
<tr>
<td>Average</td>
<td></td>
<td>$619,461</td>
</tr>
<tr>
<td>Median</td>
<td></td>
<td>$571,980</td>
</tr>
<tr>
<td>University of Kentucky</td>
<td></td>
<td>$399,612</td>
</tr>
</tbody>
</table>

- 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.

**SOURCE:** CHRONICLE OF HIGHER EDUCATION
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.*

SOURCE: CHRONICLE OF HIGHER EDUCATION
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 Business Plan) $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)

SOURCES: CHRONICLE OF HIGHER EDUCATION and IPEDS
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