

THE POWER GAP

AMONG TOP EARNERS AT AMERICA'S ELITE UNIVERSITIES

2021 STUDY



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The Women's Power Gap Initiative

The [Women's Power Gap \(WPG\)](#) Initiative was created by the [Eos Foundation](#) in 2018 to dramatically increase the number of women from diverse backgrounds among CEO and C-suite leaders nationally. We conduct and commission *actionable* research on prominent sectors of the economy and measure the extent of the power and wage gaps at the company or institutional level to highlight those making fast progress and those falling behind. Each report is accompanied by a public dialogue and community conversation highlighting the issue and offering practices and policies to increase representation and inclusion. Past reports include the [Women's Power Gap in Massachusetts Higher Education: Study and Rankings](#) and the [Women's Power Gap in Corporate Massachusetts](#).

The Power Gap among Top Earners at America's Elite Universities is the first of two reports examining compensation and top leadership among the country's 130 major research universities (R1 as defined by the [Carnegie Classification](#)). For updates on the Initiative and to learn more, visit WomensPowerGap.org.



AAUW

The American Association of University Women ([AAUW](#)), founded in 1881, is a nonprofit organization that advances equity for women and girls through advocacy, education, and research. It works to remove barriers that inhibit women's economic security: its main goals include closing the gender pay gap, promoting women's leadership, opening more pathways for girls and women of color, and ensuring equal access to affordable education, especially in the STEM fields. AAUW is one of the world's leading supporters of graduate women's education: it has awarded more than \$115 million in fellowships, grants, and awards to 13,000 recipients from 145 countries. The organization has a nationwide network of 170,000 members and supporters, 1,000 local branches, and 800 college and university partners.



The WAGE Project

The [WAGE Project](#) (WAGE) is a grassroots nonprofit dedicated to a single goal: to eliminate the gender wage gap. After devoting more than a decade to advancing women's earning power throughout the country through the delivery of salary negotiation workshops, WAGE now focuses on transforming workplaces and employers' practices of hiring, promoting, and retaining women, especially women of color. In this regard, WAGE sees the elimination of the Women's Power Gap as essential to significantly reduce the gender wage gap.

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A CALL TO ACTION

Now is the time for equity among America's leaders. There could be no more urgent a moment in our country's history to push for systemic changes to elevate women and people of color to positions of leadership in the power structure of our key institutions. COVID-19 has disproportionately impacted women, particularly women of color, in the workforce, laying bare the tremendous vulnerability in the scaffolding of our economy. If we don't take forceful action to build back our institutions differently, women's advancement will backslide to levels witnessed decades ago, greatly diminishing our economic growth.

We urge corporations and institutions to implement systemic changes now. The lessons of the last 30 years tell us that we will never close power and pay gaps doing more of the same programs, which largely train historically underrepresented groups to lead like white men. We need the diversity of lived experiences to improve our institutions and to rebuild our organizations, embracing disparate leadership qualities.

One of the greatest challenges with this work is the lack of public data. Peter Drucker wrote, "You can't manage what you can't measure." The Women's Power Gap Study Series provides data that consumers, stakeholders, and activists can use to accelerate change within the executive suite. Examining each institution and comparing their data to their peers provides examples necessary to counteract false narratives about "pipeline" problems and allows stakeholders to hold organizations accountable. The federal government has collected and reported aggregate employer pay gap data for decades, but progress has stalled. Without disaggregated diversity data at the institutional level, we are tilting at windmills.

"If we don't take forceful action to build back our institutions differently, women's advancement will backslide to levels witnessed decades ago, greatly diminishing our economic growth."

The Power Gap among Top Earners at America's Elite Universities establishes a baseline of the most highly compensated employees at our country's prestigious research universities. Much effort has been focused on pay equity analyses within higher education (equal pay for equal work), yet there has been no meaningful examination of top earners. Looking at who pulls in the top compensation provides a different focus for change efforts. Money equals power.

"Much effort has been focused on pay equity analyses within higher education (equal pay for equal work), yet there has been no meaningful examination of top earners. Looking at who pulls in the top compensation provides a different focus for change efforts. Money equals power."

We hope this report launches a positive public dialogue among leaders in higher education, state governments, students, alumni, and the public at large that leads to faster action and tackles the issue of representation and pay transparency. Let's rebuild our institutions intentionally, with gender and racial justice at the center.



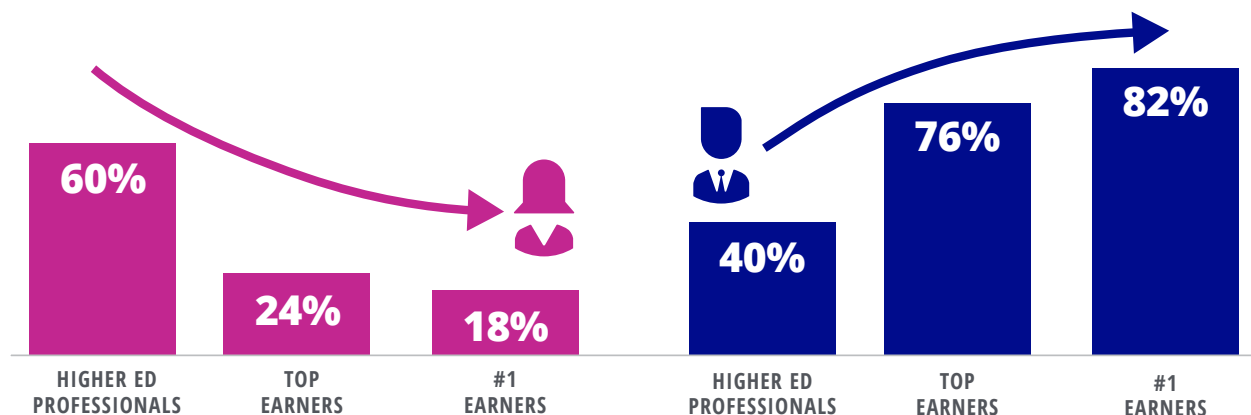
Andrea Silbert
President, Eos Foundation



Kimberly Churches
CEO, AAUW

Glass Ceiling

Women professionals in higher ed are large in number yet **small in leadership**



URM* Inclusion Leaders



SCHOOL	% URM
Arizona State-Tempe	30%
U of New Mexico	30%
George Washington Univ.	20%
MIT	20%
U of Florida	20%
U of IL-Urbana Champaign	20%
U of Pittsburgh	20%
U of Texas-Austin	20%

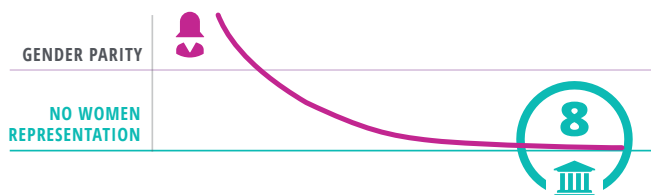
* Underrepresented Minorities

Leading the Way for Women

11 of 130 institutions had reached gender parity

SCHOOL	% WOMEN AMONG TOP EARNERS
U of Nevada-Las Vegas	60%
Brown Univ.	50%
Cornell Univ.	50%
CUNY Graduate School	50%
Duke Univ.	50%
Princeton Univ.	50%
Syracuse Univ.	50%
U of California-Santa Cruz	50%
U of Louisville	50%
U of Minnesota-Twin Cities	50%
Virginia Commonwealth Univ.	50%

8 Schools Had **No Top-Earning Women**



- Carnegie Mellon
- NC State
- Penn State
- U of Florida
- U of Mass-Amherst
- U of Mississippi
- U of Oklahoma-Norman
- U of Texas-Dallas

Public sources were used to collect data for ten top-earners at all institutions. Only four and two top-earner datapoints were publicly available for Penn State and U of Mississippi, respectively.

Women of Color Virtually Nonexistent



Women of color
are attaining
16% of PhDs

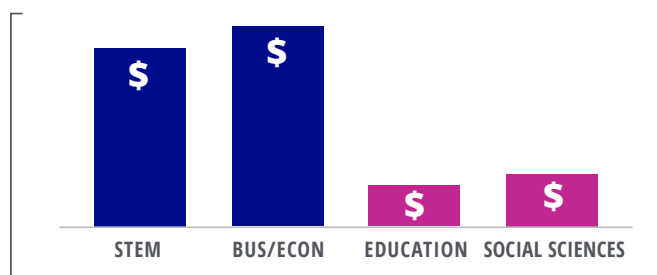


Yet comprise
only **2.5%**
of top earners

DID YOU KNOW? While Asian men are 10% of top earners, Asian women are less than 1%.

Greatest Gender Gap Found within Faculty

93% of top-earning
faculty are in STEM,
Business, and
Economics—all
male-dominated fields



And women
are only
10%
of top-earning
faculty

Gaps for Native and Indigenous People

0 out of **1266**

No Native
Hawaiian/Pacific
Islanders

1 out of **1266**

Only One American
Indian/Alaska Native
Man in the Survey

Gaps for Men of Color



Black men are **6.5%** of population yet
only **3.5%** of top earners



Hispanic men are **9%** of population yet
only **3.1%** of top earners

Bottom Line: Women's Educational Attainment Doesn't Translate to \$\$\$

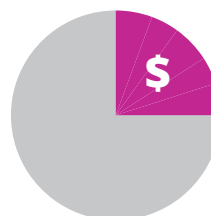
Women have earned



54%
OF PHD
DEGREES



60%
OF MASTER'S
DEGREES



Only **24%** of top
earners are women

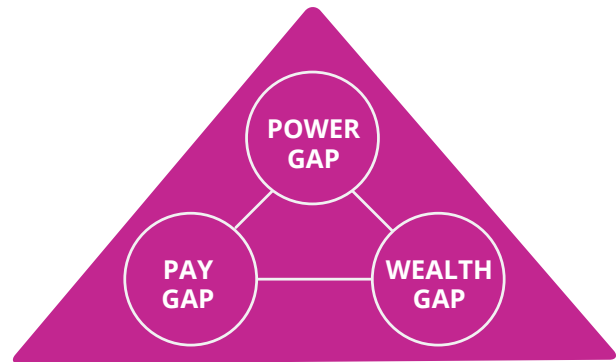
I. INTRODUCTION

The goal of the [Women's Power Gap Initiative](#) (WPG) is to dramatically increase the number of women from diverse backgrounds among CEO and C-suite leaders nationally. Past studies of the higher education industry focused on the representation of women and people of color among college and university presidents, as well as leaders one step down on the path to the presidency – provosts and academic deans, primarily. *The Power Gap among Top Earners at America's Elite Universities* examines another key element of power: compensation. Though this study focuses on compensation, it is not a pay gap analysis per se. Instead, it examines the numerical representation of diverse groups among the 2,000+ most highly paid employees at the country's 130 major research universities (R1 as defined by the [Carnegie Classification](#)).¹ In the fall of 2021, we will release a second study examining representation among top academic and administrative positions as well as within boards of trustees.

What Are the Power, Pay, and Wealth Gaps and Why Do They Matter?

Over the past 40+ years, policymakers have made efforts to close pay gaps across industries, and employers have implemented programs to help women and people of color advance to positions of leadership. Despite these efforts, pay gaps have barely moved since 2000. Nationally, women take home just 82 cents for every dollar that men do, and Black and Latina women are paid just 63 and 55 cents, respectively, for every dollar paid to a white, non-Hispanic man.² While equal pay laws have helped address the issue of equal pay for equal work, the bulk of the pay gap is due to other factors, chief among

“Nationally, women take home just 82 cents for every dollar that men do, and Black and Latina women earn just 63 and 55 cents, respectively, for every dollar paid to a white, non-Hispanic man. While equal pay laws have helped address the issue of equal pay for equal work, the bulk of the pay gap is due to other factors, chief among them being the power gap.”



them being the power gap. Women and people of color are grossly underrepresented among top executives across industries. To eliminate the remaining pay gaps, we must boost the numbers of women and people of color in top-paying positions.

While corporate America has made some progress diversifying its boards of directors, commensurate gains have not been achieved within C-suites and like positions. The persistence of this glass ceiling spans decades and cannot be explained away as a “pipeline problem” in a number of sectors, particularly within higher education, where women are well represented in all but the highest levels of leadership.

Why does the pay gap matter? According to AAUW, a woman working full time and year-round will earn about \$400,000 less over the course of her career.³ Such a pay gap holds women back from buying homes, starting families, building wealth, and paying off debt. Women hold nearly two-thirds of the outstanding student debt in the United States, and many struggle to repay those loans. What’s more, the pay gap follows women into retirement: as a result of lower lifetime earnings, they receive less in Social Security and pensions. In terms of overall retirement income, women have only 70% of what men do. The pay gap is a drag on America’s economic growth. According to the [Institute for Women’s Policy Research](#), paying women equally would add \$512.6 billion to the national annual income.⁴

The power, pay, and wealth gaps are all interrelated. If we don’t address the power gaps, we will never close the pay and wealth gaps.

Why Higher Education?

This study focuses on our nation's top 130 universities, which collectively educate 21% of all college and graduate students in the country, totaling nearly 4 million students each year, and employ 1.2 million staff. These institutions are major drivers of our state and national economies.

Education is viewed as the great equalizer, and institutions of higher education are considered moral exemplars for society. They present role models for our future civic and business leaders, making diversity at the highest levels of leadership paramount. These institutions have the clout to not only drive change within their own bodies, but to inspire action and motivate change throughout our country. We chose to focus on higher education because we believe the sector *could and should be* the first to achieve gender parity and fair representation of people of color at the top.

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From a pragmatic point of view, higher education has a pipeline of diverse women ready and capable of assuming the top positions. Women comprise 60% of all professionals in higher education; they are (and have been) earning the vast majority of master's and doctoral degrees and represent 57% of all students in our colleges and universities.⁵ As of 2019, women earned 54% of all PhDs and 60% of all master's degrees. Schools struggling to “find” women and people of color for leadership positions should deeply examine their institutional cultures and seek to systematically change their hiring, retention, and advancement practices to more quickly and urgently close the power and pay gaps.

“ While corporate America has made some progress diversifying its boards of directors, commensurate gains have not been achieved within C-suites and like positions. The persistence of this glass ceiling spans decades and cannot be explained away as a “pipeline problem” in a number of sectors, particularly within higher education, where women comprise 60% of all professionals and earn the majority of master's and doctoral degrees. ”

Yet, although women have significantly outpaced men in degree attainment, it hasn't translated into top compensation. According to CUPA-HR, female college and university administrators earn only 80 cents for every dollar a man takes home, and this gender pay gap hasn't decreased significantly since 2000.⁶

Women have earned the majority of:



This report establishes a baseline that can be used to measure future progress in elevating women and people of color to higher positions of compensation among our nation's universities. Further, parents, students, and the public that financially support these institutions with their tax dollars deserve greater transparency around compensation. For decades, academics have spoken to the importance of diversity and inclusion and administered equity programs and policies. This top compensation study tells us there is still a lot of work to do to achieve diversity at the highest levels of pay and power. Now is the time for action.

II. METHODOLOGY

In designing our methodology, it was critical to understand that these institutions are large, complex entities. In addition to their academic and administrative employees, many included highly compensated athletic coaches and directors. Quite a few run sophisticated medical complexes. In order to make comparisons across schools, we separated compensation data into three categories (please note, investment officer data is outside the scope of this report).

- **Core:** Includes all employees other than Medical Center, Athletic, and Investment professionals. Primarily comprised of presidents/chancellors, provosts, deans, department chairs, professors, and administrative employees.
- **Medical Center:** All medical positions other than the chief executives for health affairs and deans of medical schools, which were included in Core.
- **Athletic:** Any employees who worked within an Athletic department.

The dataset is based on the most recent publicly available data for 130 universities, consisting of 93 public and 37 private institutions across 44 states. We collected more than 2,300 top-earning employee compensation data points. Most (but not all) public universities are required by their state's law to report compensation data for every employee. This allowed us to capture top 10 earners at each institution for most of the 93 public universities. Private universities are only required by the IRS (on their Form 990s)

to report compensation for their five highest paid executives, as well as officers and key employees. As such, our private university data reflects highly compensated employees, but it does not necessarily equate to the 10 highest paid, unless a university provided updated data. However, examining officers and key employees in addition to the five highest paid provides a sufficient proxy for analysis purposes.

Once data was collected and gender identified by our team of researchers, each institution was asked to validate or update its gender data and provide aggregate racial and ethnic data for top-earning employees. Racial and ethnic data was requested using adapted U.S. Census Bureau categories, and we provide abbreviations in parenthesis.

- American Indian or Alaska Native (AIAN)
- Asian
- Black or African American (Black)
- Hispanic or Latino/a (Hispanic)
- Native Hawaiian or Other Pacific Islander (NHPI)
- White – Non-Hispanic
- Two or more Races
- Unknown

A total of 48 schools provided full compensation, gender, and racial data. 12 schools provided partial data, and 70 schools declined to verify or provide any data. For more detail on data collection and methodology, refer to Appendix B.



When I was offered the position of Dean of the Law School at BU, I wanted to enter negotiations with as much information as possible, and I was interested in achieving parity with my peers at comparable schools. So, I spoke with colleagues at other institutions and researched like positions at other universities via publicly available IRS Form 990s. Guidestar.org and ProPublica.org are two great free sources that offer this information.

—Angela Onwuachi-Willig, Dean and Professor of Law at Boston University School of Law

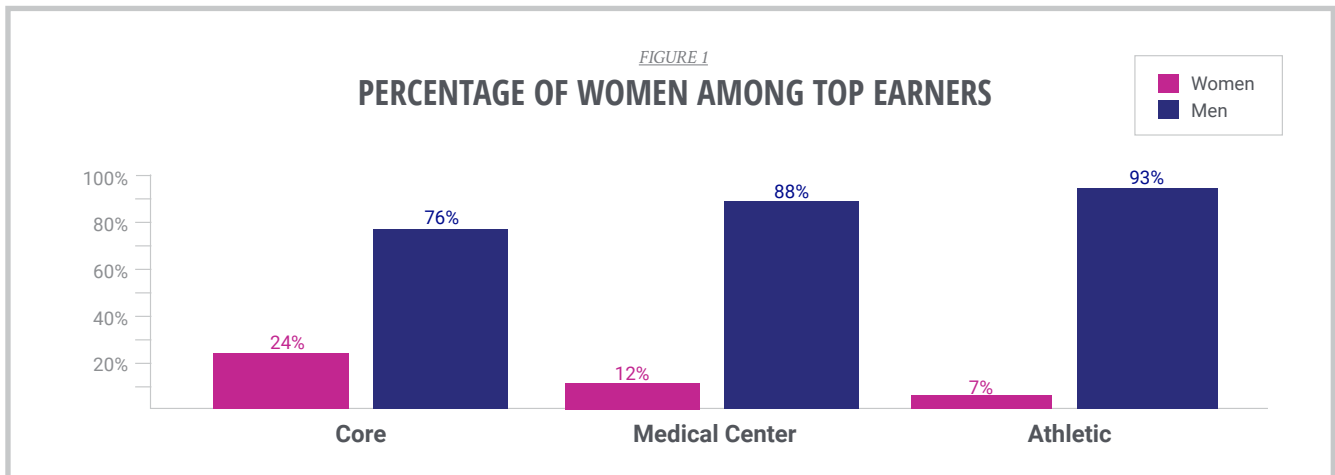
III. FINDINGS

KEY FINDING #1: LESS THAN A QUARTER OF TOP EARNERS ARE WOMEN ...

CORE

Per Figure 1, women account for only 24% of the most highly compensated Core employees among our nation's elite research universities. They hold even fewer positions among the most highly compensated Medical Center and Athletic employees, comprising 12% and 7%

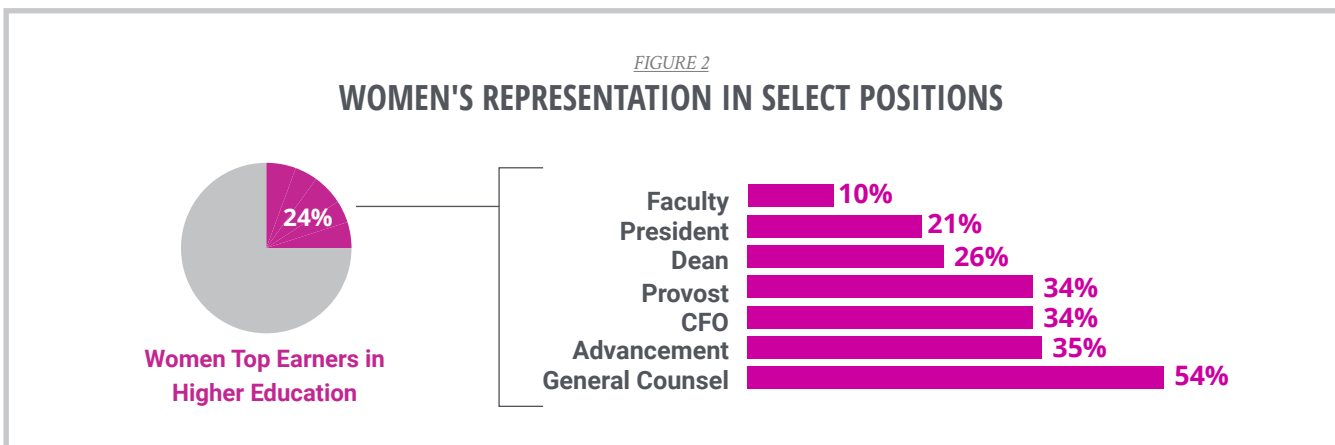
respectively. This is particularly worrisome given the fact that women are 60% of all professionals in higher education and have been receiving the majority of master's and doctoral degrees for several decades.



... AND WOMENS' REPRESENTATION VARIES GREATLY BY CATEGORY

At 24%, women's representation among top earners is significantly lower than their proportions among most presidents' administrative leadership teams. Only a small handful of these administrative jobs command the highest salaries (think finance and advancement officers). In fact, within our dataset, faculty comprised nearly one-fifth of all the top earners, and many faculty held #1 spots or were near the top. However, looking at figure 2 below, we see that women are only 10% of the top faculty

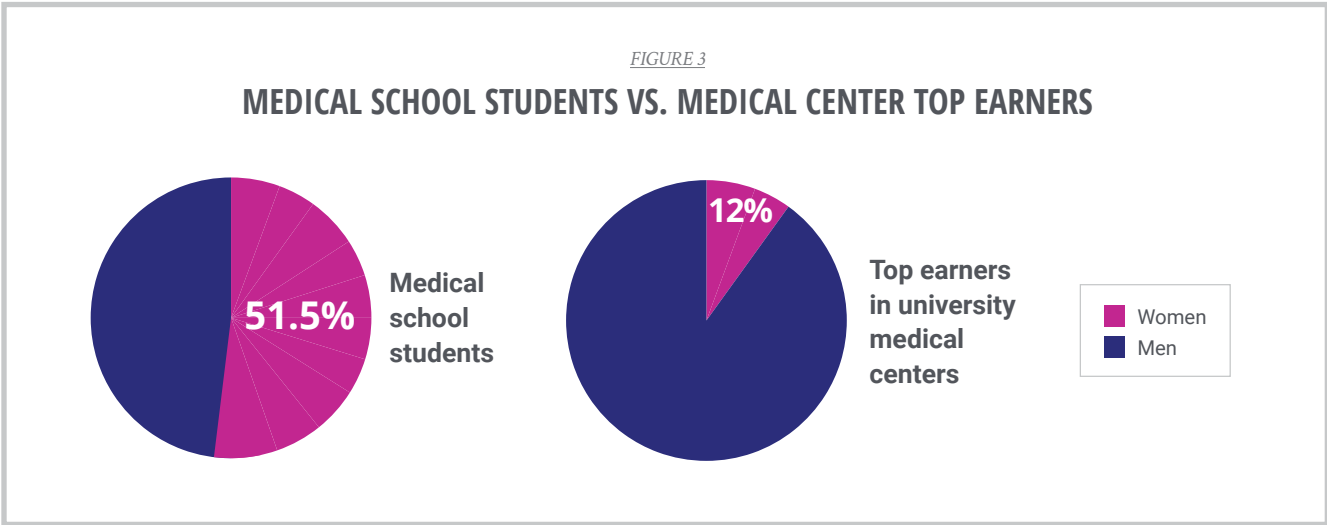
earners. They fared better within presidents (21%), deans (26%), provosts (34%), CFOs (34%), and advancement professionals (35%). Women held a small majority among general counsel positions (54%), yet general counsels comprised only 3.5% of the dataset. Given the predominance of highly paid faculty, tackling the severe lack of women among the highest pay rungs is essential to lessening the gender pay gap. We explore the different categories of top earners in greater detail in finding 3.



MEDICAL

While women represent over 50% of medical school students, they were only 12% of top Medical Center earners (figure 3). Top-paying medical positions included

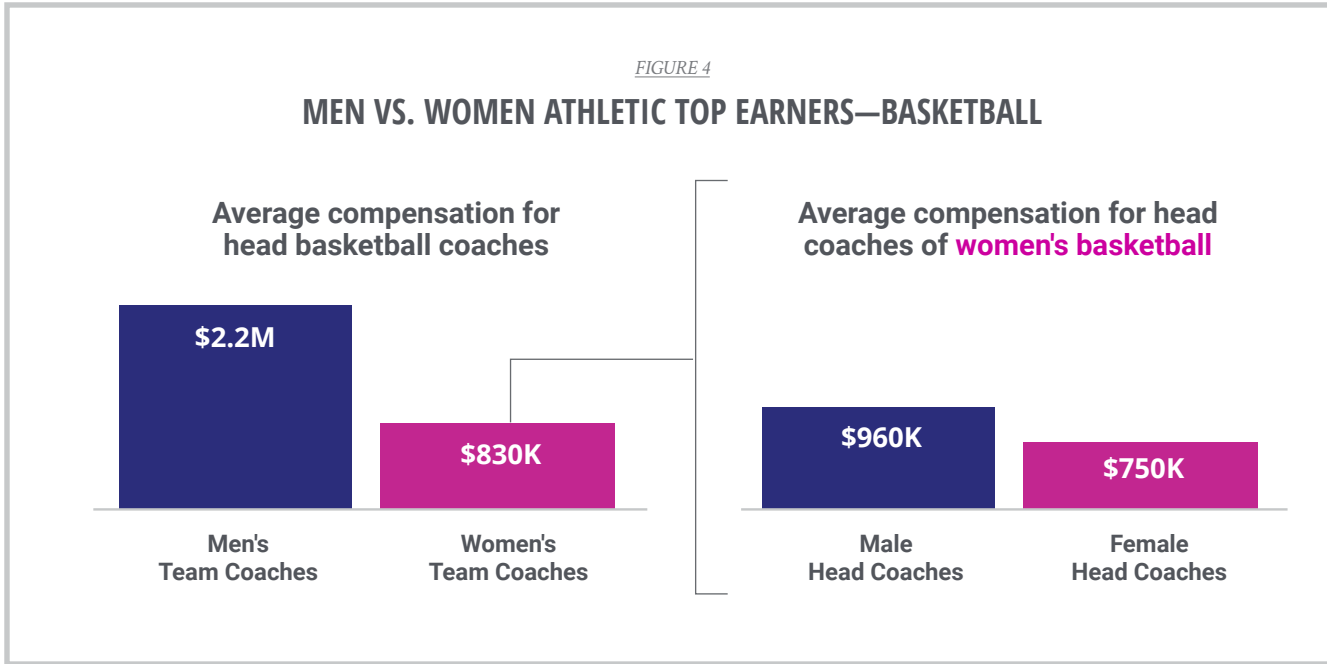
surgeons, clinical professors, department chairs, and administrators, among others. This is an important area for further analysis.



ATHLETIC

The majority of top earners in this category were football and basketball coaches, and of these, 63% were coaches of women's basketball (figure 4). Women fare the worst among top earners in the Athletic category at only 7% of top athletic earners. Of note, the average compensation for head coaches of men's basketball was 2.5 times higher than that for head coaches of women's basketball, at

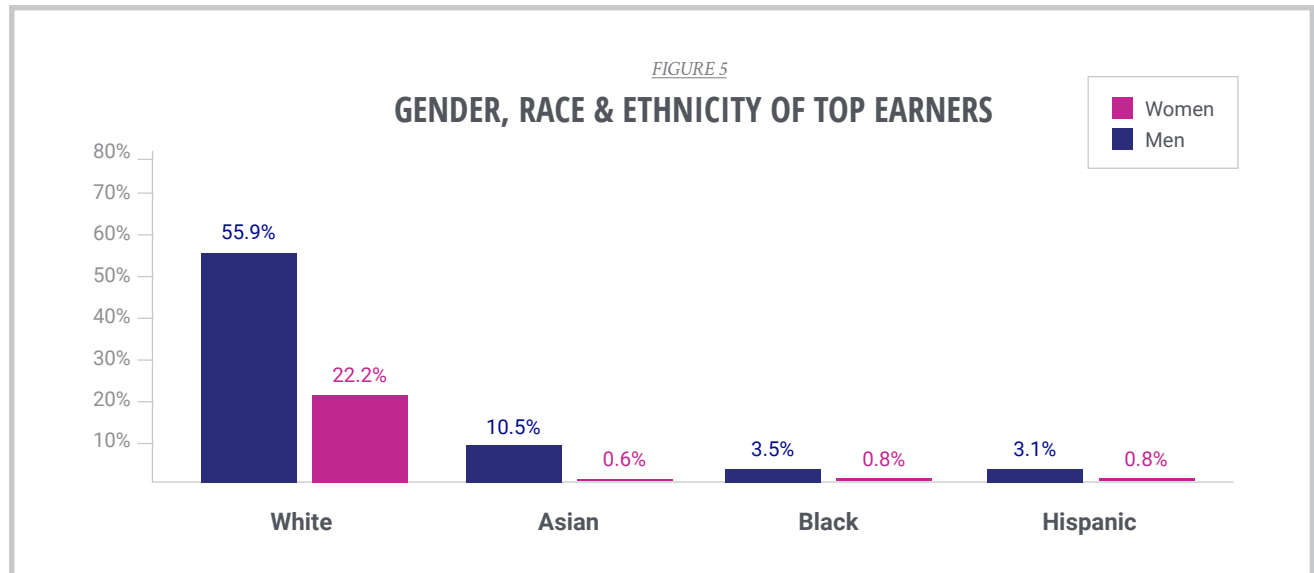
approximately \$2.2 million and \$830,000, respectively. In addition, among the 41 coaches of women's basketball in the dataset, 61% were women, and 39% were men. The men in this group averaged compensation of \$960,000, while the women averaged \$750,000, equating to a pay disparity of 78 cents on the dollar.



KEY FINDING #2: WOMEN OF COLOR ARE VIRTUALLY NONEXISTENT AMONG TOP EARNERS

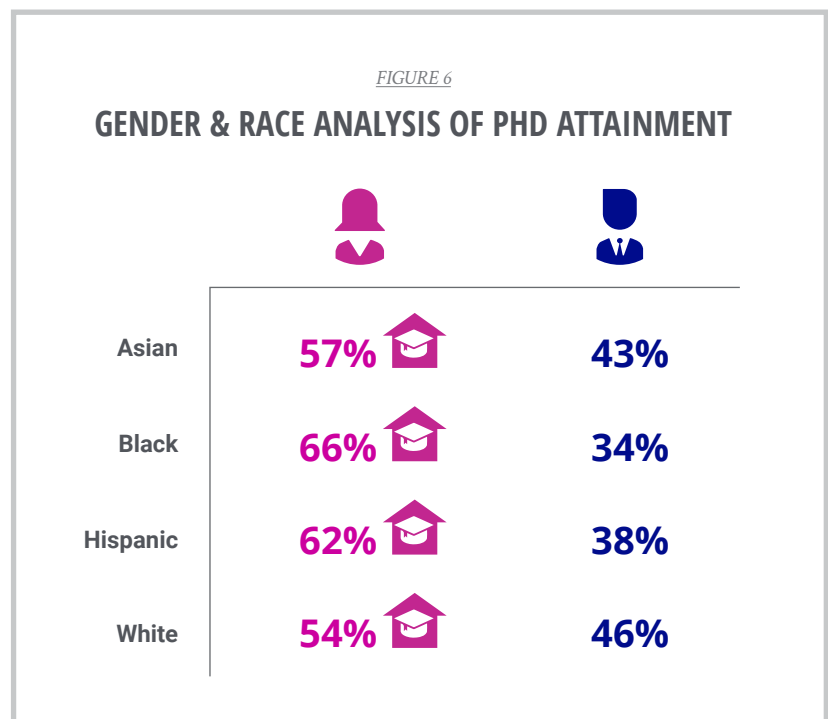
Figure 5 below provides an analysis of the data by gender, race, and ethnicity. Women of color are grossly underrepresented among the most highly compensated Core employees, comprising just 2.5% of the top Core earners. Each subgroup comprised less than 1% - Asian (.6%), Black/African American (.8%), Hispanic/Latina

(.8%), Two or more Races (.2%). There were no American Indian/Alaska Native (AIAN) or Native Hawaiian/Pacific Islander women in the dataset and only one AIAN man. Among men, Black and Hispanic men were also underrepresented, at 3.5% and 3.1% respectively, while Asian men were overrepresented at 10.5%.



Based on a subset of racial and ethnic data provided by 49 institutions. Percentages for representation of American Indian/Alaska Native Men (.21%) and Women (0%), Unknown Men (1.4%) and Women (.62%), Two or more Races Men (0.2%) and Women (0.2%), and Native Hawaiian/Pacific Islander Men (0%) and Women (0%) are not included in this graph.

The data on women of color is particularly disconcerting because Asian, Black, and Hispanic women have significantly higher educational attainment as compared to men in those groups. Figure 6 shows that Black women are earning 66% of all PhDs, while Black men are earning 34%. Hispanic, Asian, and white women are earning 62%, 57%, and 54%, respectively. Yet, in our dataset, Black and Hispanic men, while still underrepresented, are four times more likely to be among the top earners. One of the most surprising statistics in the report is the minimal number of Asian women among the top earners. In the dataset, there were 51 Asian men, yet only three Asian women, a 17:1 ratio. This is an area ripe for further research.



Source: NCES 2018/2019

KEY FINDING #3: FACULTY AND DEANS IN TRADITIONALLY MALE-DOMINATED DISCIPLINES SCORE THE HIGHEST PAY

The largest distinct categories within our dataset of top earners are, in descending order, deans, faculty, presidents, and provosts. Deans and faculty together comprise 41% of the top earners and, as such, it is instructive to take a deeper look at discipline and gender within them. Our gender, race, and ethnic analysis is limited to the aggregate racial/ethnic diversity data that universities provided.

Figure 7 examines the top-earning faculty by discipline. Business faculty account for 43% of all the faculty top earners, followed by sciences at 22%, engineering at 13%, economics at 9%, IT at 6%, and law at 3%, leaving other fields at 4%. Combining business, economics with STEM fields accounts for 93% of the top-earning disciplines. As we discussed in finding 1, women's representation within faculty is the lowest among all the groups in our dataset at only 10%, which may not come as a surprise given the academic fields that command higher pay, but nonetheless presents a major equity issue needing

bold, new systemic solutions. Much work has focused on getting women into STEM and business fields, yet, to achieve gender and racial parity among faculty pay in our lifetimes, we need an urgent look at the higher-level systemic bias within the market for faculty which, from a pay perspective, devalues fields that traditionally have more women and underrepresented minorities.

Figure 8 examines deans, finding a broader set of disciplines than within faculty. Deans of schools of business and STEM account for 73% of all top-earning deans. One quarter lead business schools, followed by medical schools at 17%, engineering at 15%, and another 14% combined in other science-related fields. This leaves 27% for deans of other areas, such as colleges of arts and sciences, at 9%, and law schools at 8% (with another 10% in a variety of other schools). Women comprise 26% of all the top-earning deans, which, while still low, is two-and-a-half times higher than their representation among faculty.

WHILE WOMEN ARE 31% OF FULL-TIME FACULTY IN OUR NATION'S UNIVERSITIES, THEY ARE ONLY 10% OF TOP FACULTY EARNERS.

FIGURE 7

TOP-EARNING FACULTY BY GENDER & DISCIPLINE

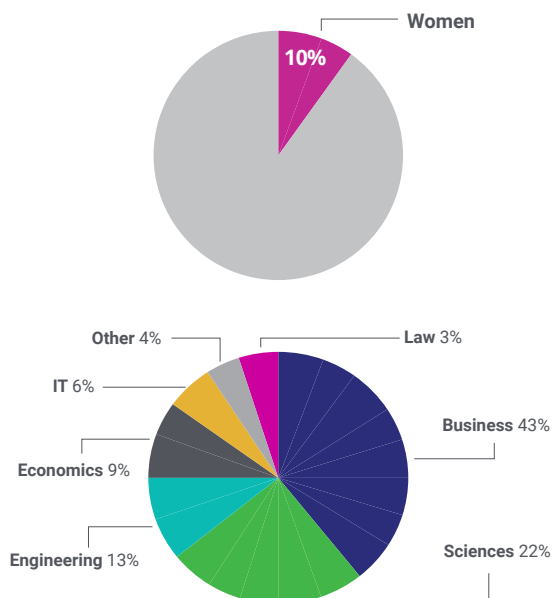
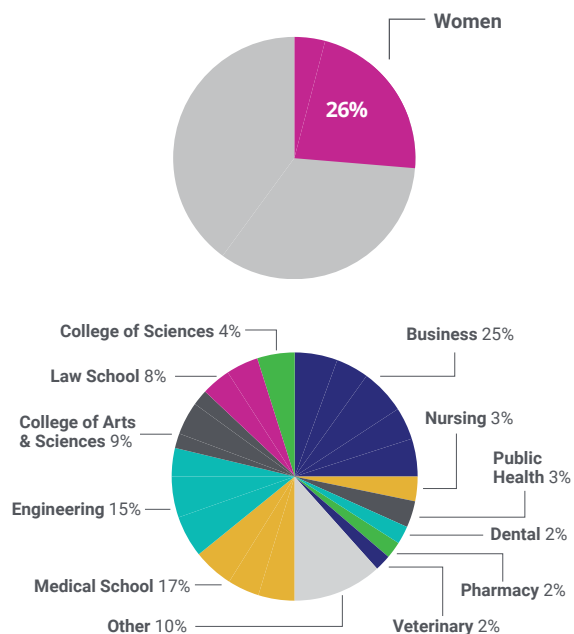


FIGURE 8

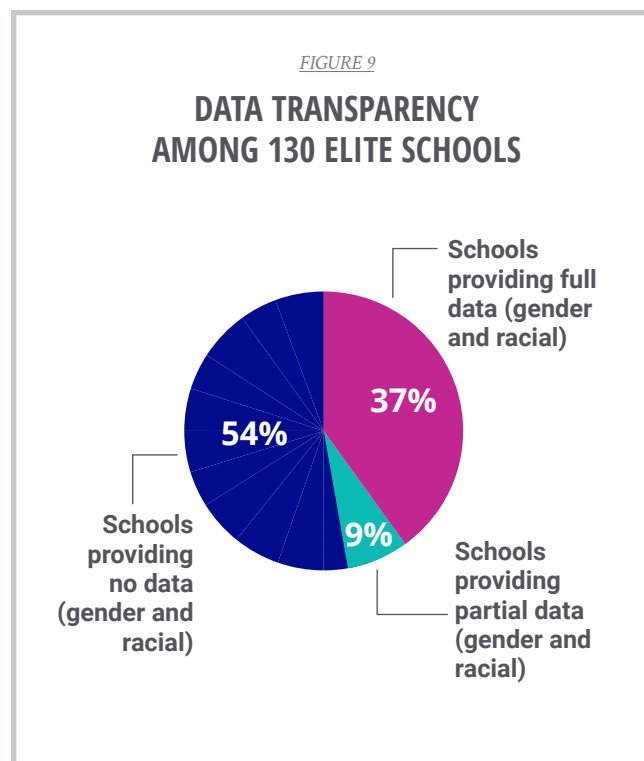
TOP-EARNING DEANS BY GENDER & DISCIPLINE



KEY FINDING #4: LACK OF DATA TRANSPARENCY IMPEDES ACCOUNTABILITY AND PROGRESS

Figure 9 shows data transparency among the 130 institutions for this study. While most public universities are required by state law to make compensation data available publicly, there is no requirement to provide diversity data with respect to compensation, even in aggregate percentages. Private university data is even more limited; only 42% of schools verified gender data and only 38% provided us with aggregate race and ethnicity data.

Given the minimal representation of women of color among these highly paid positions, it is clear that increasing their representation at the top must be every institution's first priority. Without baseline data available to the public, there is no pressure on individual schools to set benchmarks, track progress, and report on progress to the public. Making this data publicly available is foundational to accelerating change by allowing stakeholders to see the baseline and hold institutions accountable for setting and achieving measurable progress.



“



When I was offered the position of Vice Provost for Faculty at the University of Pennsylvania, I did what anyone would do: I considered the increase in responsibility and the opportunity costs, and then set my target salary. Well, my target salary surprised my hiring Provost who responded with a remark along the lines of, 'If I paid you that amount, you would be among the highest paid Vice Provosts in the country.' I was taken aback. Penn is a top university. I was recommended by a search committee and selected for the role. If Penn wanted me for the job, they were going to have to meet my target salary. I stood firm. A couple days later the Provost called to accept my financial terms and to offer me an even more attractive package of responsibilities. With this outcome, I felt respected after all and went on to thrive as the first and only Black female faculty member to have held the Vice Provost for Faculty position at Penn. I bargained fiercely and I am proud to have helped other women and people of color to do the same.

— Anita LaFrance Allen, Henry R. Silverman Professor of Law and Professor of Philosophy at the University of Pennsylvania Law School & Vice Provost for Faculty

”

IV. RECOMMENDATIONS

Systemic changes are needed to increase diversity among the most highly compensated employees at our universities across all categories – Core, Athletic, and Medical Center. Efforts should first and foremost focus on women of color, who are virtually nonexistent in these top-paying roles. The many leadership training programs for women and people of color have not solved

the problem over the last two decades, and some may be counterproductive if they reinforce more typically male models of leadership rather than recognize the value of different leadership styles. The pipeline of diverse talent is available in higher education, so solutions must focus on removing systemic barriers and biases within institutional cultures.

WHAT CAN UNIVERSITY PRESIDENTS, BOARDS, AND DONORS DO?

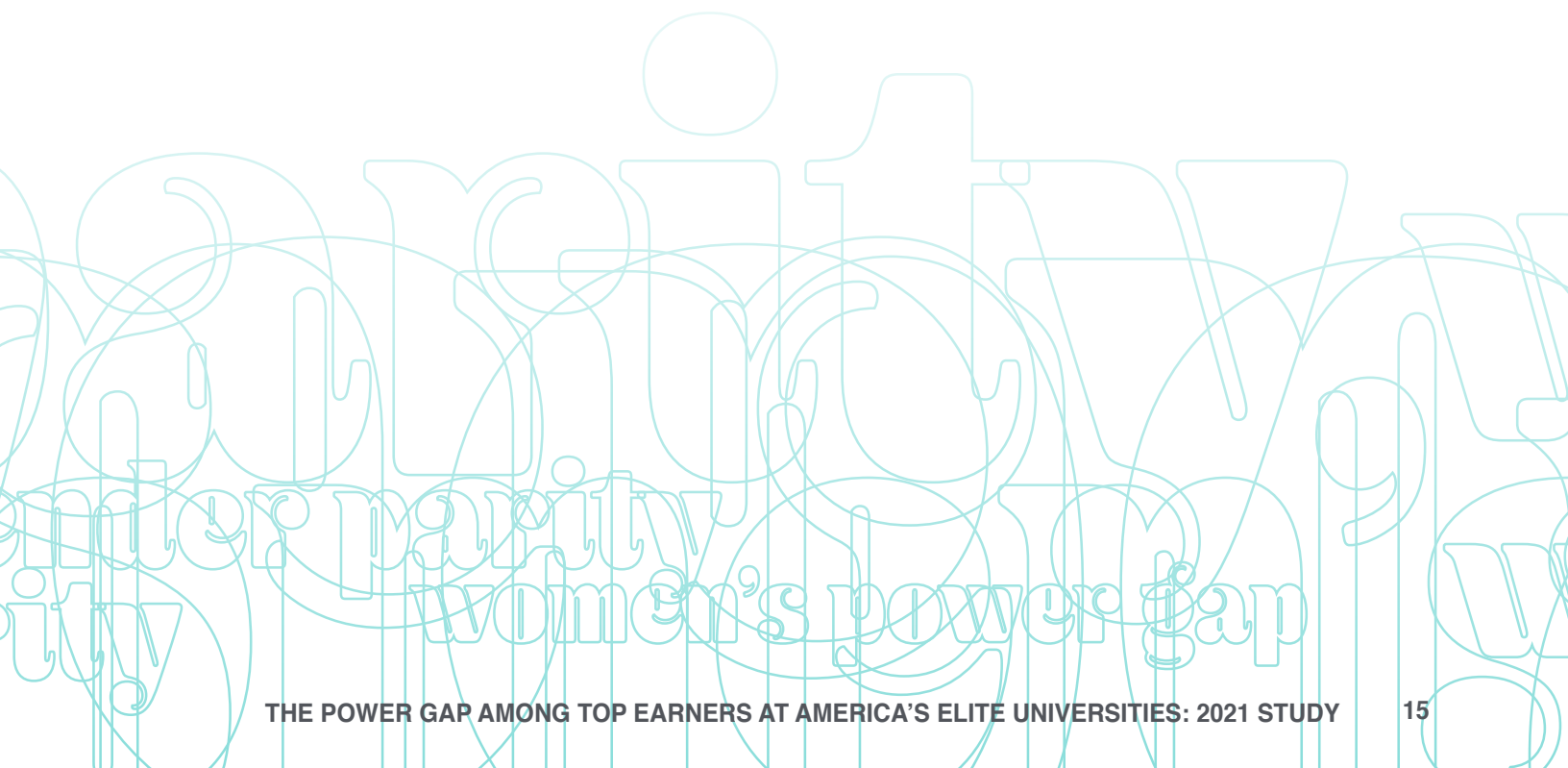
- Ensure women and people of color are brought in at pay levels equivalent to white men. Ban the use of salary history as a component of the interview process and for pay setting. Ensure any pay negotiations do not result in unequal compensation.
- Commit to making aggregate data around gender, race, and ethnicity transparent. Specifically, release annual reports on the percentages of each demographic group within the highest earners (top 10, 20, 30), academic leadership (provosts and deans), and administrative leadership (the president's cabinet).
- Make bold, long-term public commitments to reach equitable representation for women and people of color among the top-earning university employees and do the same for each college, graduate school, and academic center within the university. Presidents should create annual benchmarks to work toward those goals. Boards should hold presidents accountable, and donors should hold boards accountable. Progress should be reviewed at every board meeting.
- Boards should conduct their own equity audits. Are they diverse themselves? Create a diversity, equity, and inclusion committee of the Board to work both on board diversity and with the internal university team on overall diversity goals.
- Eliminate bias in all university processes and procedures – hiring, advancement, and retention, among others. Conduct regular audits to root out unconscious bias. Hold staff and hiring committees accountable to equitable outcomes, not just hiring processes. Are the demographics of the actual appointments proportionate to the diversity in the finalist pools? Or do efforts stop at getting women and people of color into the pools themselves?
- Conduct pay equity analyses on a regular basis, making key findings publicly available. For more on pay equity audits, see resources from AAUW and CUPA-HR.⁷

WHAT CAN GOVERNMENT AND ELECTED OFFICIALS DO AT BOTH THE STATE AND FEDERAL LEVEL?

- 15 states and Puerto Rico ban the use of prior salary history in the hiring process. Elected leaders in the remaining states should champion similar legislation.
- At the federal level, the Department of Education should require public reporting of gender, race, and ethnicity of top earners at any university receiving federal dollars. The department should then issue and make public an annual report with the data.
- The Equal Employment Opportunity Commission's EEO-5 data collection survey should be expanded to include institutes of higher education and require annual- or bi-annual reports analyzing the data.
- State and local government officials should promulgate executive orders and/or pass laws requiring greater transparency for these institutions.
- Both federal and state governments need to issue regulations and guidance that make clear that the aggregation of these data do not violate any personal privacy laws.
- Elected officials should champion broad policy solutions to address the cultural underpinnings of the pay and leadership gaps. This includes tackling multiple forms of discrimination, such as workplace harassment and pregnancy discrimination, as well as ensuring equitable paid family and medical leave for all.

ENDNOTES

1. Carnegie classification of R1s includes 131 schools, but we have excluded the University of Colorado Anschutz Medical Campus. https://carnegieclassifications.iu.edu/lookup/srp.php?clq=%7B%22basic2005_ids%22%3A%2215%22%7D&start_page=standard.php&backurl=standard.php&limit=0,50
2. AAUW, *The Simple Truth About the Gender Pay Gap* (2020 update). https://www.aauw.org/app/uploads/2020/12/SimpleTruth_2.1.pdf.
3. AAUW, *The Simple Truth About the Gender Pay Gap* (2018). <https://www.aauw.org/app/uploads/2020/02/AAUW-2018-SimpleTruth-nsa.pdf>.
4. Institute for Women's Policy Research, *Status of Women in the States* (2017). <https://iwpr.org/wp-content/uploads/2020/09/C457.pdf>.
5. National Center for Education Statistics. https://nces.ed.gov/programs/digest/d17/tables/dt17_318.10.asp?current=yes.
6. CUPA-HR, *The Gender Pay Gap and the Representation of Women in Higher Education Administrative Positions: The Century So Far*. https://www.cupahr.org/wp-content/uploads/cupahr_research_brief_1.pdf.
7. Refer to AAUW resources and CUPA-HR webinar on the “how to” conduct pay equity audit. <https://www.aauw.org/resources/article/employers-guide-beyond-compliance/> and <http://www.cupahr.org/wp-content/uploads/events/Webinars/files/on-demand/12.02.20-Presentation-Slides.pdf>.



APPENDIX A

COMPENSATION PERCENTAGES

Public: Core Higher Ed Compensation Percentages — Percentage of Women among Top Earners and Women's Percentage of Top Earnings

Table 1 provides an analysis, by school, of both how many women are among the top 10 most highly compensated leaders at each institution and what percentage of the total top 10 compensation dollars women received. This second data point gives us a sense of where the women in the top 10 fall in the numerical order from 1-10. For instance, if women are 70% of the top earners but only received 50% of the total compensation for that school, it is likely that women were on the lower rungs of the top 10 pay ladder.

TABLE 1 - PERCENTAGE AND TOTAL COMPENSATION OF WOMEN AMONG TOP HIGHLY COMPENSATED EMPLOYEES BY PUBLIC UNIVERSITY (LISTED BY PERCENTAGE OF WOMEN AMONG TOP EARNERS)

PUBLIC UNIVERSITY	% WOMEN AMONG TOP EARNERS	% WOMEN COMPENSATION AMONG TOP EARNERS	PUBLIC UNIVERSITY	% WOMEN AMONG TOP EARNERS	% WOMEN COMPENSATION AMONG TOP EARNERS
U of Nevada-Las Vegas	60%	61%	U of Tennessee-Knoxville	30%	28%
U of Louisville	50%	57%	Montana State Univ.	30%	33%
U of Minnesota-Twin Cities	50%	56%	U of Kansas	30%	31%
CUNY Grad. School & Univ. Center	50%	47%	U of Missouri-Columbia	30%	27%
Virginia Commonwealth Univ.	50%	48%	Louisiana State Univ. and Agricultural & Mechanical College	30%	25%
U of California-Santa Cruz	50%	51%	U of Nevada-Reno	30%	25%
U of Pittsburgh-Pittsburgh Campus [★]	44%	40%	U of Illinois at Chicago	30%	25%
Auburn Univ.	40%	29%	U of New Mexico-Main Campus	30%	36%
Colorado State Univ.-Fort Collins	40%	43%	U of Iowa	30%	30%
Univ. at Buffalo-SUNY	40%	34%	U of California-Irvine	30%	28%
U of New Hampshire-Main Campus	40%	39%	Oregon State Univ.	30%	27%
West Virginia Univ.	40%	31%	U of California-Riverside	30%	37%
U of Washington-Seattle Campus	40%	45%	Michigan State Univ.	30%	34%
U of Houston	40%	48%	U of Alabama-Birmingham	30%	25%
U of Oregon	30%	26%	U of Connecticut	30%	34%
Florida State Univ.	30%	26%	Temple Univ. [^]	20%	15%
U of California-San Diego	30%	29%	U of Virginia-Main Campus	20%	18%
Clemson Univ.	30%	25%	U of Hawaii at Manoa	20%	18%
U of Arizona-Tucson	30%	23%	Florida International Univ.	20%	19%
U of Cincinnati-Main Campus	30%	29%	U of Illinois at Urbana-Champaign	20%	16%

PUBLIC UNIVERSITY	% WOMEN AMONG TOP EARNERS	% WOMEN COMPENSATION AMONG TOP EARNERS	PUBLIC UNIVERSITY	% WOMEN AMONG TOP EARNERS	% WOMEN COMPENSATION AMONG TOP EARNERS
Binghamton Univ.-SUNY	20%	17%	Texas A & M Univ.- College Station	10%	7%
U of South Carolina-Columbia	20%	23%	U of Wisconsin-Madison	10%	13%
U of Kentucky	20%	13%	Arizona State Univ.-Tempe	10%	7%
U of Texas at El Paso	20%	24%	Wayne State Univ.	10%	8%
U of California-Berkeley	20%	20%	Univ. at Albany-SUNY	10%	8%
Kansas State Univ.	20%	16%	U of Texas at Austin	10%	8%
U of Maryland-College Park	20%	20%	U of Delaware^	10%	8%
U of North Texas	20%	19%	Purdue Univ.-Main Campus	10%	10%
U of Michigan-Ann Arbor	20%	15%	U of North Carolina at Chapel Hill	10%	10%
U of Georgia	20%	18%	Georgia State Univ.	10%	10%
Mississippi State Univ.	20%	19%	Ohio State Univ.-Main Campus	10%	7%
U of Southern Mississippi	20%	18%	U of Wisconsin-Milwaukee	10%	9%
Indiana Univ.-Bloomington	20%	21%	Oklahoma State Univ.-Main Campus	10%	12%
U of Texas at Arlington	20%	21%	George Mason Univ.	10%	8%
U of Nebraska-Lincoln	20%	22%	U of Alabama-Tuscaloosa	10%	9%
U of Utah	20%	26%	U of California-Santa Barbara	10%	9%
Iowa State Univ.	20%	24%	U of South Florida-Main Campus	10%	12%
Texas Tech Univ.	20%	19%	Georgia Institute of Technology- Main Campus	10%	11%
Rutgers Univ.-New Brunswick	20%	15%	U of Oklahoma-Norman Campus	0%	0%
Washington State Univ.	20%	17%	U of Florida	0%	0%
U of Central Florida	20%	30%	U of Mississippi*	0%	0%
Stony Brook Univ.-SUNY	20%	17%	U of Texas at Dallas	0%	0%
U of Colorado Boulder*	11%	13%	Pennsylvania State Univ.- Main Campus*^	0%	0%
U of California-Los Angeles	10%	15%	U of Massachusetts-Amherst	0%	0%
U of Arkansas	10%	9%	North Carolina State Univ. at Raleigh	0%	0%
Virginia Polytechnic Institute and State Univ.	10%	12%			
New Jersey Institute of Technology	10%	9%			
U of California-Davis	10%	10%			

*Indicates less than 10 top-earner data available. Refer to university profiles in Appendix C for detail.

^ Indicates institution whose compensation reporting follows IRS Form 990 requirements.

Private: Core Higher Ed Compensation Percentages — Percentage of Women among Highest Reported Earners and Women's Percentage of Top Earnings

Table 2 provides an analysis, by school, of both how many women are among the most highly compensated leaders at each institution as reported on their Form 990 and what percentage of the total top reported compensation dollars women received. This second data point gives us a sense of where the women in the top 10 fall in the numerical order from 1-10. For instance, if women are 70% of the top earners, but only received 50% of the total compensation for that school, it is likely that women were on the lower rungs of the top 10 pay ladder.

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Princeton Univ.	50%	45%	California Institute of Technology	20%	17%
Duke Univ.	50%	47%	Northwestern Univ.	20%	19%
Brown Univ.	50%	56%	Tufts Univ.	20%	19%
Syracuse Univ.	50%	40%	Rensselaer Polytechnic Institute	20%	59%
Case Western Reserve Univ.*	44%	61%	Univ. of Notre Dame*	20%	19%
New York Univ.*	44%	20%	Rice Univ.	20%	19%
Univ. of Miami*	43%	20%	Univ. of Southern California	20%	12%
Vanderbilt Univ.	40%	34%	Stanford Univ.	20%	13%
Univ. of Pennsylvania	40%	43%	George Washington Univ.	20%	15%
Univ. of Rochester	40%	23%	Georgetown Univ.	20%	19%
Boston Univ.*	33%	36%	Boston College	10%	7%
Tulane Univ. of Louisiana	30%	22%	Johns Hopkins Univ.	10%	8%
Harvard Univ.	30%	34%	Yale Univ.	10%	7%
Drexel Univ.	30%	27%	Univ. of Chicago	10%	7%
Brandeis Univ.	30%	29%	Dartmouth College	10%	12%
Massachusetts Institute of Technology	30%	23%	Carnegie Mellon Univ.	0%	0%
Northeastern Univ.	30%	27%			
Columbia Univ. in the City of New York	30%	24%			
Emory Univ.	20%	20%			

*Indicates less than 10 top-earner data available. Refer to university profiles in Appendix C for detail.

APPENDIX B

RESEARCH METHODS & DEFINITIONS

Very High Research Activity Universities

We began with 131 “very high research activity,” or R1 institutions, as defined by the [Carnegie Classification](#) and found in the Integrated Postsecondary Education Data System ([IPEDS](#)). Salary data was not publicly available for the University of Colorado Anschutz Medical Campus, which was excluded from the study. The resulting final dataset comprises 130 R1 universities. There are 93 public and 37 private institutions across 44 states.

Leadership Data

We collected more than 2,300 top-earning employee compensation data points. We grouped the highest compensated employees at each institution into three categories: Core (academic/administrative, including chancellor/president), Athletic, and Medical Center. Investment officer data was collected but is outside the scope of this report. We do not make public the names of top earners in this report. Titles such as chancellor/president, provost, football coach, dean, etc., are used. Definitions for the three leadership categories discussed in this report follow.

- **Core:** Includes all university employees not categorized as Athletic or Medical Center. Typically includes members of the chancellor/president’s executive team, such as deans, chief financial officers, executive vice presidents, and professors.
- **Athletic:** Includes athletic coaches and athletic directors.
- **Medical Center:** Includes employees who are listed on the university payroll but, based on their title and role at the university, are also connected to the Medical Center. Given the difficulty in ascertaining the percentage of an employee’s time associated with teaching, research, and clinical practice, we categorized all medical employees as Medical Center other than the EVPs/chief executives of health affairs and deans of medical, dental, veterinary, and nursing schools.

Research Methodology

We collected data through public sources to populate a university profile outlining highest earners across each category (Core, Athletic, Medical Center). This profile was then shared with each institution. The correspondence explained the study and requested that each school validate and/or edit/update their top earners, including the gender of each top earner and year of compensation data. Each institution was also asked to provide aggregate racial/ethnic data for those highest paid employees. Researchers then attempted, through several rounds of written and telephone follow-up requests, to work with the designated official(s) at each institution to ensure completion of the data request.

Our goal was to identify the top 10 highest earners at each institution. There is no single source of data for all 93 public universities. As such, we collected the most recent and comprehensive data for each institution from the following sources: [Chronicle of Higher Education](#) (public university chancellor/president compensation); “transparent state” websites, such as [transparentcalifornia.com](#); nationwide salary databases, such as [Govsalaries.com](#) and [Openthebooks.com](#); and the [USA Today Sports database](#) (athletic compensation). Most, but not all, public universities are required by their state’s law to report all compensation for every employee. We collected the most recent publicly available data from these sources, which reflects compensation from 2017 to 2020. For a small number of public institutions, the full list of top 10 earners was not available.

There are four universities that are public or private/public state land grant universities or state-related public universities that, unlike traditional public schools, are required to file a Form 990. For the purposes of this report, we have included these institutions with the traditional public universities.

Private universities are not required to publicly report all compensation data. They are only required by the IRS (on their Form 990) to report compensation for their five highest paid employees as well as officers and key employees. As such, our private university data reflects highly compensated employees, but it does not necessarily equate to the 10 highest paid throughout the full institution. However, looking at officers and key employees in addition to the five highest paid from the Form 990 provides a sufficient proxy to analyze representation among the most highly compensated employees. We collected data from the most recent publicly available IRS Form 990s for 2018, reflecting compensation from calendar year 2017.

We define **total compensation** as the sum of “base compensation” and “other compensation.” Some institutions include bonuses in “base compensation;” other institutions include this income in “other compensation.” Non-taxable or deferred income was not included in compensation unless it was paid out that calendar year, and then it is included in “other compensation.” Total compensation for private university employees was pulled from Schedule J of the Form 990.

All compensation and **position titles** reflect the most current year of publicly available or university-provided data. If compensation is from calendar year 2017, the employee’s position is from that year; both the compensation and position may differ from what a person currently holds in 2021. In some instances, the individuals listed may no longer be employed at the university.

We defined **gender** in accordance with current convention, utilizing W (woman), M (man) and NB (nonbinary). Nonbinary is a term used to identify a person who does not identify within the gender binary classifications of woman or man. We are not able to report on LGBTQ, gender non-conforming, and other diverse categories. We used at least two methods to determine gender, such as photos and pronouns from bios, press releases, articles, and university websites.

Researchers identified **race/ethnicity** for the number one highest earner in the Core, Medical Center, and Athletic categories. We pulled bios,

articles, press releases, university websites, and other public documents. We then identified a race/ethnic determination based on notations, such as “first ever African American female president.” We used U.S. Census designations and assigned “Unknown” when the determination could not be made. We asked each of the 130 institutions to verify this information. In addition, institutions were asked to complete a race/ethnicity questionnaire to provide aggregate race/ethnic data on top earners.

While great effort was taken to ensure precision of this data, we recognize inaccuracies may have occurred and take responsibility for any errors.

Institutions that validated compensation, gender, and race data (N=48): Arizona State University-Tempe, Auburn University, Brandeis University, Carnegie Mellon University, Case Western Reserve University, Colorado State University-Fort Collins, Drexel University, Florida State University, George Washington University, Georgia Institute of Technology-Main Campus, Harvard University, Indiana University-Bloomington, Kansas State University, Louisiana State University and Agricultural & Mechanical College, Massachusetts Institute of Technology, Michigan State University, Texas Tech University, Tufts University, University at Albany-SUNY, University of Arizona-Tucson, University of Arkansas, University of California-Irvine, University of California-Riverside, University of California-San Diego, University of Central Florida, University of Cincinnati-Main Campus, University of Colorado Boulder, University of Delaware, University of Florida, University of Houston, University of Illinois at Chicago, University of Illinois at Urbana-Champaign, University of Iowa, University of Kansas, University of Louisville, University of Minnesota-Twin Cities, University of Nebraska-Lincoln, University of Nevada-Reno, University of New Hampshire-Main Campus, University of New Mexico-Main Campus, University of North Texas, University of Pittsburgh-Pittsburgh Campus, University of Texas at Arlington, University of Texas at Austin, University of Texas at Dallas, University of Wisconsin-Madison, Virginia Commonwealth University, and Washington State University.

Institutions that submitted partial data (N=12): Boston College, Boston University, California Institute of Technology, Clemson University, Cornell University, Emory University, Georgia State University, Stanford University, University of California-Davis, University of California-Santa Cruz, University of Oregon, and University of South Carolina-Columbia.

Institutions that did not verify data (N=70): Binghamton University-SUNY, Brown University, Columbia University in the City of New York, CUNY Graduate School and University Center, Dartmouth College, Duke University, Florida International University, George Mason University, Georgetown University, Iowa State University, Johns Hopkins University, Mississippi State University, Montana State University, New Jersey Institute of Technology, New York University, North Carolina State University at Raleigh, Northeastern University, Northwestern University, Ohio State University-Main Campus, Oklahoma State University-Main Campus, Oregon State University, Pennsylvania State University-Main Campus, Princeton University, Purdue University-Main Campus, Rensselaer Polytechnic Institute, Rice University, Rutgers University-New Brunswick, Stony Brook University-SUNY, Syracuse University, Temple University, Texas A & M University-College Station, Tulane University of Louisiana, University at Buffalo-SUNY, University of Alabama-Birmingham, University of Alabama-Tuscaloosa, University of California-

Berkeley, University of California-Los Angeles, University of California-Santa Barbara, University of Chicago, University of Connecticut, University of Georgia, University of Hawaii at Manoa, University of Kentucky, University of Maryland-College Park, University of Massachusetts-Amherst, University of Miami, University of Michigan-Ann Arbor, University of Mississippi, University of Missouri-Columbia, University of Nevada-Las Vegas, University of North Carolina at Chapel Hill, University of Notre Dame, University of Oklahoma-Norman Campus, University of Pennsylvania, University of Rochester, University of South Florida-Main Campus, University of Southern California, University of Southern Mississippi, University of Tennessee-Knoxville, University of Texas at El Paso, University of Utah, University of Virginia-Main Campus, University of Washington-Seattle Campus, University of Wisconsin-Milwaukee, Vanderbilt University, Virginia Polytechnic Institute and State University, Washington University in St. Louis, Wayne State University, West Virginia University, and Yale University.



APPENDIX C

UNIVERSITY PROFILES

The profiles to follow present a summary of data collected for each university. The profile includes the highest ranked earner in each category of collected data for a university and provides all earnings collected for Core category.



APPENDIX A

COMPENSATION PERCENTAGES

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CUNY Grad. School & Univ. Center	50%	47%	U of Missouri-Columbia	30%	27%
Virginia Commonwealth Univ.	50%	48%	Louisiana State Univ. and Agricultural & Mechanical College	30%	25%
U of California-Santa Cruz	50%	51%	U of Nevada-Reno	30%	25%
U of Pittsburgh-Pittsburgh Campus ^{*^}	44%	40%	U of Illinois at Chicago	30%	25%
Auburn Univ.	40%	29%	U of New Mexico-Main Campus	30%	36%
Colorado State Univ.-Fort Collins	40%	43%	U of Iowa	30%	30%
Univ. at Buffalo-SUNY	40%	34%	U of California-Irvine	30%	28%
U of New Hampshire-Main Campus	40%	39%	Oregon State Univ.	30%	27%
West Virginia Univ.	40%	31%	U of California-Riverside	30%	37%
U of Washington-Seattle Campus	40%	45%	Michigan State Univ.	30%	34%
U of Houston	40%	48%	U of Alabama-Birmingham	30%	25%
U of Oregon	30%	26%	U of Connecticut	30%	34%
Florida State Univ.	30%	26%	Temple Univ. [^]	20%	15%
U of California-San Diego	30%	29%	U of Virginia-Main Campus	20%	18%
Clemson Univ.	30%	25%	U of Hawaii at Manoa	20%	18%
U of Arizona-Tucson	30%	23%	Florida International Univ.	20%	19%
U of Cincinnati-Main Campus	30%	29%	U of Illinois at Urbana-Champaign	20%	16%

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U of California-Berkeley	20%	20%	Univ. at Albany-SUNY	10%	8%
Kansas State Univ.	20%	16%	U of Texas at Austin	10%	8%
U of Maryland-College Park	20%	20%	U of Delaware^	10%	8%
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Washington State Univ.	20%	17%	U of Florida	0%	0%
U of Central Florida	20%	30%	U of Mississippi*	0%	0%
Stony Brook Univ.-SUNY	20%	17%	U of Texas at Dallas	0%	0%
U of Colorado Boulder*	11%	13%	Pennsylvania State Univ.- Main Campus*^	0%	0%
U of California-Los Angeles	10%	15%	U of Massachusetts-Amherst	0%	0%
U of Arkansas	10%	9%	North Carolina State Univ. at Raleigh	0%	0%
Virginia Polytechnic Institute and State Univ.	10%	12%			
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Univ. of Pennsylvania	40%	43%	George Washington Univ.	20%	15%
Univ. of Rochester	40%	23%	Georgetown Univ.	20%	19%
Boston Univ.*	33%	36%	Boston College	10%	7%
Tulane Univ. of Louisiana	30%	22%	Johns Hopkins Univ.	10%	8%
Harvard Univ.	30%	34%	Yale Univ.	10%	7%
Drexel Univ.	30%	27%	Univ. of Chicago	10%	7%
Brandeis Univ.	30%	29%	Dartmouth College	10%	12%
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- **Athletic:** Includes athletic coaches and athletic directors.
- **Medical Center:** Includes employees who are listed on the university payroll but, based on their title and role at the university, are also connected to the Medical Center. Given the difficulty in ascertaining the percentage of an employee’s time associated with teaching, research, and clinical practice, we categorized all medical employees as Medical Center other than the EVPs/chief executives of health affairs and deans of medical, dental, veterinary, and nursing schools.

Research Methodology

We collected data through public sources to populate a university profile outlining highest earners across each category (Core, Athletic, Medical Center). This profile was then shared with each institution. The correspondence explained the study and requested that each school validate and/or edit/update their top earners, including the gender of each top earner and year of compensation data. Each institution was also asked to provide aggregate racial/ethnic data for those highest paid employees. Researchers then attempted, through several rounds of written and telephone follow-up requests, to work with the designated official(s) at each institution to ensure completion of the data request.

Our goal was to identify the top 10 highest earners at each institution. There is no single source of data for all 93 public universities. As such, we collected the most recent and comprehensive data for each institution from the following sources: [Chronicle of Higher Education](#) (public university chancellor/president compensation); “transparent state” websites, such as [transparentcalifornia.com](#); nationwide salary databases, such as [Govsalaries.com](#) and [Openthebooks.com](#); and the [USA Today Sports database](#) (athletic compensation). Most, but not all, public universities are required by their state’s law to report all compensation for every employee. We collected the most recent publicly available data from these sources, which reflects compensation from 2017 to 2020. For a small number of public institutions, the full list of top 10 earners was not available.

There are four universities that are public or private/public state land grant universities or state-related public universities that, unlike traditional public schools, are required to file a Form 990. For the purposes of this report, we have included these institutions with the traditional public universities.

Private universities are not required to publicly report all compensation data. They are only required by the IRS (on their Form 990) to report compensation for their five highest paid employees as well as officers and key employees. As such, our private university data reflects highly compensated employees, but it does not necessarily equate to the 10 highest paid throughout the full institution. However, looking at officers and key employees in addition to the five highest paid from the Form 990 provides a sufficient proxy to analyze representation among the most highly compensated employees. We collected data from the most recent publicly available IRS Form 990s for 2018, reflecting compensation from calendar year 2017.

We define **total compensation** as the sum of “base compensation” and “other compensation.” Some institutions include bonuses in “base compensation;” other institutions include this income in “other compensation.” Non-taxable or deferred income was not included in compensation unless it was paid out that calendar year, and then it is included in “other compensation.” Total compensation for private university employees was pulled from Schedule J of the Form 990.

All compensation and **position titles** reflect the most current year of publicly available or university-provided data. If compensation is from calendar year 2017, the employee’s position is from that year; both the compensation and position may differ from what a person currently holds in 2021. In some instances, the individuals listed may no longer be employed at the university.

We defined **gender** in accordance with current convention, utilizing W (woman), M (man) and NB (nonbinary). Nonbinary is a term used to identify a person who does not identify within the gender binary classifications of woman or man. We are not able to report on LGBTQ, gender non-conforming, and other diverse categories. We used at least two methods to determine gender, such as photos and pronouns from bios, press releases, articles, and university websites.

Researchers identified **race/ethnicity** for the number one highest earner in the Core, Medical Center, and Athletic categories. We pulled bios,

articles, press releases, university websites, and other public documents. We then identified a race/ethnic determination based on notations, such as “first ever African American female president.” We used U.S. Census designations and assigned “Unknown” when the determination could not be made. We asked each of the 130 institutions to verify this information. In addition, institutions were asked to complete a race/ethnicity questionnaire to provide aggregate race/ethnic data on top earners.

While great effort was taken to ensure precision of this data, we recognize inaccuracies may have occurred and take responsibility for any errors.

Institutions that validated compensation, gender, and race data (N=48): Arizona State University-Tempe, Auburn University, Brandeis University, Carnegie Mellon University, Case Western Reserve University, Colorado State University-Fort Collins, Drexel University, Florida State University, George Washington University, Georgia Institute of Technology-Main Campus, Harvard University, Indiana University-Bloomington, Kansas State University, Louisiana State University and Agricultural & Mechanical College, Massachusetts Institute of Technology, Michigan State University, Texas Tech University, Tufts University, University at Albany-SUNY, University of Arizona-Tucson, University of Arkansas, University of California-Irvine, University of California-Riverside, University of California-San Diego, University of Central Florida, University of Cincinnati-Main Campus, University of Colorado Boulder, University of Delaware, University of Florida, University of Houston, University of Illinois at Chicago, University of Illinois at Urbana-Champaign, University of Iowa, University of Kansas, University of Louisville, University of Minnesota-Twin Cities, University of Nebraska-Lincoln, University of Nevada-Reno, University of New Hampshire-Main Campus, University of New Mexico-Main Campus, University of North Texas, University of Pittsburgh-Pittsburgh Campus, University of Texas at Arlington, University of Texas at Austin, University of Texas at Dallas, University of Wisconsin-Madison, Virginia Commonwealth University, and Washington State University.

Institutions that submitted partial data (N=12): Boston College, Boston University, California Institute of Technology, Clemson University, Cornell University, Emory University, Georgia State University, Stanford University, University of California-Davis, University of California-Santa Cruz, University of Oregon, and University of South Carolina-Columbia.

Institutions that did not verify data (N=70): Binghamton University-SUNY, Brown University, Columbia University in the City of New York, CUNY Graduate School and University Center, Dartmouth College, Duke University, Florida International University, George Mason University, Georgetown University, Iowa State University, Johns Hopkins University, Mississippi State University, Montana State University, New Jersey Institute of Technology, New York University, North Carolina State University at Raleigh, Northeastern University, Northwestern University, Ohio State University-Main Campus, Oklahoma State University-Main Campus, Oregon State University, Pennsylvania State University-Main Campus, Princeton University, Purdue University-Main Campus, Rensselaer Polytechnic Institute, Rice University, Rutgers University-New Brunswick, Stony Brook University-SUNY, Syracuse University, Temple University, Texas A & M University-College Station, Tulane University of Louisiana, University at Buffalo-SUNY, University of Alabama-Birmingham, University of Alabama-Tuscaloosa, University of California-

Berkeley, University of California-Los Angeles, University of California-Santa Barbara, University of Chicago, University of Connecticut, University of Georgia, University of Hawaii at Manoa, University of Kentucky, University of Maryland-College Park, University of Massachusetts-Amherst, University of Miami, University of Michigan-Ann Arbor, University of Mississippi, University of Missouri-Columbia, University of Nevada-Las Vegas, University of North Carolina at Chapel Hill, University of Notre Dame, University of Oklahoma-Norman Campus, University of Pennsylvania, University of Rochester, University of South Florida-Main Campus, University of Southern California, University of Southern Mississippi, University of Tennessee-Knoxville, University of Texas at El Paso, University of Utah, University of Virginia-Main Campus, University of Washington-Seattle Campus, University of Wisconsin-Milwaukee, Vanderbilt University, Virginia Polytechnic Institute and State University, Washington University in St. Louis, Wayne State University, West Virginia University, and Yale University.



APPENDIX C

UNIVERSITY PROFILES

The profiles to follow present a summary of data collected for each university. The profile includes the highest ranked earner in each category of collected data for a university and provides all earnings collected for Core category.



ARIZONA STATE UNIVERSITY-TEMPE

AZ | Public | Pac-12 | Enrollment: 46,180 | 44% Women | Endowment: \$720.6M

Top Earner by Category

#1 Core: President, \$1.1M, Man/White

#1 Athletic: Vice President, Athletics, \$3.2M, Man/Black or African American

Highest Earner Statistics - Core

10% Women among Highest Earners

7% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,145,129
2	EVP & Chief Research Officer	M	\$879,396
3	CEO & Professor, Global Sport Institute	M	\$746,151
4	EVP; Treasurer; CFO	M	\$617,058
5	EVP; University Provost; Professor	M	\$603,502
6	ED & Professor, Biodesign Institute	M	\$561,914
7	SVP & Chief Marketing Officer	M	\$556,593
8	SVP & General Counsel	M	\$537,186
9	SVP, Ed. Outreach and Student Svcs.	M	\$497,908
10	Dean, Natural Sciences	W	\$496,357

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

AUBURN UNIVERSITY

AL | Public | SEC | Enrollment: 25,806 | 50% Women | Endowment: \$771.4M

Top Earner by Category

#1 Core: Former President, \$1.8M, Man/White

#1 Athletic: Head Coach, Football, \$6.9M, Man/White

Highest Earner Statistics - Core

40% Women among Highest Earners

29% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Former President	M	\$1,826,569
2	Interim President	M	\$527,080
3	Provost & SVP, Academic Affairs	M	\$498,623
4	Dean, Business	W	\$429,688
5	VP, Development	W	\$427,987
6	COO	M	\$406,500
7	Professor, Dept. of Management	M	\$405,257
8	CFO & VP, Bus. and Finance	W	\$393,167
9	Dean, Engineering	M	\$380,369
10	General Counsel	W	\$377,308

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

BINGHAMTON UNIVERSITY-SUNY

NY | Public | Enrollment: 15,748 | 50% Women | Endowment: \$110.7M

Top Earner by Category

#1 Core: President, \$557.0K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$273.3K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

17% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$556,970
2	VP, Research	M	\$400,027
3	Dean, School of Engineering & Appl. Science	M	\$375,604
4	EVP, Academic Affairs & Provost	M	\$313,766
5	Dean, School of Management	M	\$293,086
6	Professor, Economics	M	\$291,363
7	Professor, Economics	M	\$287,305
8	Dean, College of Arts & Sciences	W	\$284,218
9	Dean, School of Pharmacy	W	\$282,182
10	VP, Student Affairs	M	\$274,140

Data year: 2018 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

BOSTON COLLEGE

MA | Private | ACC | Enrollment: 13,165 | 54% Women | Endowment: \$2.5B

Top Earner by Category

#1 Core: Provost & Dean, Faculties, \$581.2K, Man/White

#1 Athletic: Head Coach, Football, \$2.6M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

7% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Provost & Dean, Faculties	M	\$581,238
2	SVP, University Advancement	M	\$578,574
3	Dean, School of Management	M	\$564,560
4	Executive Vice President	M	\$498,906
5	Financial VP & Treasurer	M	\$396,406
6	VP, HR	M	\$384,879
7	VP, IT	M	\$352,764
8	Professor, Economics	M	\$325,658
9	VP, Development	W	\$300,880
10	VP, Govt. & Community Affairs	M	\$292,923

Data year: 2017 | Data status: Submitted partial data

Source(s): [USA Today Sports](#), [Form 990-2018](#)

BOSTON UNIVERSITY

MA | Private | Enrollment: 28,287 | 59% Women | Endowment: \$2.2B

Top Earner by Category

#1 Core: President, \$1.4M, Man/White

#1 Medical: Assistant Professor, Orthopedic Surgeon, \$2.1M, Man/White

Highest Earner Statistics - Core

33% Women among Highest Earners

36% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,404,349
2	Dean, School of Medicine	W	\$876,596
3	Provost & Chief Academic Officer	W	\$742,029
4	SVP, Operations	M	\$528,148
5	SVP; CFO; Treasurer	M	\$511,250
6	SVP & Senior Counsel	M	\$480,164

Data year: 2017 | Data status: Submitted partial data

Source(s): [Form 990-2018](#)

BRANDEIS UNIVERSITY

MA | Private | Enrollment: 5,267 | 59% Women | Endowment: \$1.0B

Top Earner by Category

#1 Core: President, \$847.3K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

29% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$847,332
2	EVP, Finance & Administration	M	\$483,700
3	SVP, Institutional Advancement	W	\$453,509
4	Provost & EVP, Academic Affairs	W	\$431,870
5	Interim Dean, International Business School	M	\$408,663
6	Professor, Social Policy & Management	M	\$323,546
7	SVP & CFO	W	\$308,035
8	EVP, Communication	M	\$277,207
9	VP, Campus Operations	M	\$274,821
10	Interim CIO	M	\$241,329

Data year: 2017 | Data status: Validated compensation, gender, and race data

Source(s): [Form 990-2018](#)

BROWN UNIVERSITY

RI | Private | Enrollment: 9,648 | 52% Women | Endowment: \$3.6B

Top Earner by Category

#1 Core: President, \$1.2M, Woman/White

#1 Medical: Chair & Professor, Medicine, \$652.6K, Man/White

Highest Earner Statistics - Core

50% Women among Highest Earners

56% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$1,244,829
2	SVP, Health Affairs	M	\$863,904
3	Provost & Professor, Political Science	M	\$660,672
4	EVP, Finance & Administration	W	\$587,183
5	Former Provost & Professor, Chem. & Eng.	W	\$584,589
6	SVP, Advancement	W	\$548,023
7	Dean, Faculty	M	\$447,725
8	Former VP, Research; Interim Dean	M	\$309,944
9	VP, Research & Professor, Mathematics	W	\$307,747
10	VP, Academic Finance & Administration	M	\$285,636

Data year: 2017 | Data status: Did not validate

Source(s): Form 990-2018

CALIFORNIA INSTITUTE OF TECHNOLOGY

CA | Private | Enrollment: 2,233 | 36% Women | Endowment: \$2.9B

Top Earner by Category

#1 Core: President; Chair & Professor, Physics, \$1.0M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

17% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President; Chair & Professor, Physics	M	\$1,030,396
2	Director, Science Ctr. & Professor Emer., Physics	M	\$938,326
3	VP & Director, Jet Propulsion Lab.	M	\$690,170
4	VP, Development & Institute Relations	M	\$646,026
5	VP, Administration & CFO	W	\$644,892
6	Professor, Geology & Former Provost	M	\$623,233
7	Dep. Director, Jet Propulsion Lab.	M	\$586,814
8	Professor, Med. & Electrical Engineering	M	\$546,587
9	General Counsel	W	\$494,806
10	Professor, Physics	M	\$467,713

Data year: 2017 | Data status: Submitted partial data

Source(s): Form 990-2018

CARNEGIE MELLON UNIVERSITY

PA | Private | Enrollment: 13,160 | 43% Women | Endowment: \$1.9B

Top Earner by Category

#1 Core: President, \$1.3M, Man/White

Highest Earner Statistics - Core

0% Women among Highest Earners

0% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,329,892
2	Dean, CMU Qatar	M	\$996,441
3	VP, University Advancement	M	\$723,124
4	Professor, Operations Research	M	\$671,043
5	Director, CMU Africa	M	\$666,060
6	Dean, School of Business	M	\$660,709
7	CEO, Software Engineering Inst.	M	\$660,670
8	Provost and Chief Academic Officer	M	\$659,795
9	Professor, College of Science	M	\$635,559
10	VP, Operations	M	\$483,629

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

CASE WESTERN RESERVE UNIVERSITY

OH | Private | Enrollment: 10,662 | 50% Women | Endowment: \$1.9B

Top Earner by Category

#1 Core: President & Trustee, \$1.6M, Woman/White

#1 Medical: Director, Cancer Center & Professor, Departments of Medicine & Environmental Health Sciences, \$641.2K, Man/White

Highest Earner Statistics - Core

44% Women among Highest Earners

61% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President & Trustee	W	\$1,605,577
2	SVP, Medical Affairs	W	\$853,600
3	SVP, Administration	W	\$731,431
4	SVP, University Rel. & Development	M	\$695,138
5	Provost & EVP	M	\$551,455
6	SVP, Finance & CFO	M	\$503,644
7	VP, Health Sciences Development	W	\$463,081
8	Professor, Physics	M	\$366,313
9	Treasurer	M	\$246,234

Data year: 2017 | Data status: Validated compensation, gender, and race data

Source(s): [Form 990-2018](#)

CLEMSON UNIVERSITY

SC | Public | ACC | Enrollment: 21,940 | 48% Women | Endowment: \$741.8M

Top Earner by Category

#1 Core: President, \$921.1K, Man/White

#1 Athletic: Head Coach, Football, \$10.3M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

25% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$921,096
2	Professor, Economics	M	\$392,249
3	Dean, College of Business	W	\$382,728
4	EVP, Finance & Operations	M	\$378,181
5	Professor, Bioengineering	M	\$325,847
6	Director, School of Accountancy	W	\$309,990
7	VP & CIO	M	\$307,564
8	Professor, Management	M	\$307,024
9	Chair, Genetics & Biochemistry	M	\$304,079
10	Chair, Human Genetics	W	\$301,579

Data year: 2019 | Data status: Submitted partial data

Source(s): University provided

COLORADO STATE UNIVERSITY-FORT COLLINS

CO | Public | Enrollment: 25,601 | 53% Women | Endowment: \$371.2M

Top Earner by Category

#1 Core: President, \$550.0K, Woman/White

#1 Athletic: Head Coach, Football, \$1.5M, Man/White

Highest Earner Statistics - Core

40% Women among Highest Earners

43% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$550,000
2	Dean, College of Business	W	\$384,607
3	Provost & EVP	M	\$383,250
4	Professor, Systems Engineering	M	\$361,000
5	Dean, College of Vet. Sciences	M	\$360,410
6	Dean, College of Engineering	M	\$329,500
7	VP, University Operations	W	\$321,500
8	VP, University Advancement	W	\$319,800
9	ED, Energy Institute	M	\$319,800
10	Assoc. Dean, Research & Faculty	M	\$306,610

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK

NY | Private | Enrollment: 26,072 | 53% Women | Endowment: \$10.9B

Top Earner by Category

#1 Core: President, \$2.2M, Man/White

#1 Medical: Director, Dermatopathology Laboratory, \$4.2M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

24% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$2,170,179
2	EVP & Dean, Health Sciences and Medicine	M	\$1,417,846
3	Provost	M	\$787,694
4	Sr. Executive Vice President	M	\$754,165
5	EVP, Finance & IT	W	\$744,594
6	EVP, Development & Alumni Relations	W	\$738,620
7	General Counsel	W	\$662,123
8	EVP, Arts & Sciences	M	\$571,997
9	EVP, Facilities	M	\$517,346
10	Secretary of the University, Office of the President	M	\$422,115

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

CORNELL UNIVERSITY

NY | Private | Enrollment: 23,499 | 50% Women | Endowment: \$6.9B

Top Earner by Category

#1 Core: President, \$1.1M, Woman/White

#1 Medical: Professor, Reproductive Medicine and Infertility, \$8.2M, Man/White

Highest Earner Statistics - Core

50% Women among Highest Earners

54% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$1,116,236
2	Former President	M	\$993,988
3	Provost	M	\$717,278
4	EVP & CFO	W	\$709,128
5	University Counsel	W	\$564,481
6	Professor, School of Industrial Relations	M	\$358,869

Data year: 2018 | Data status: Submitted partial data

Source(s): [Form 990-2019](#)

CUNY GRADUATE SCHOOL AND UNIVERSITY CENTER

NY | Public | Enrollment: 3,969 | 58% Women | Endowment: \$69.6M

Top Earner by Category

#1 Core: Dean, School of Public Health, \$500.8K, Man/White

Highest Earner Statistics - Core

50% Women among Highest Earners

47% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean, School of Public Health	M	\$500,833
2	Dean, School of Journalism	W	\$311,714
3	VP, Institutional Advancement	M	\$288,536
4	Dean, Honors College	W	\$287,631
5	VP, Finance & Administration	M	\$246,351
6	Dean, Master's Programs	W	\$244,781
7	Interim Provost & SVP	W	\$242,981
8	Dean, Sciences	M	\$238,284
9	Former SVP, Finance & Admin.	M	\$231,052
10	Former President	W	\$227,681

Data year: 2019 | Data status: Did not validate

Source(s): [See Through NY Payrolls](#)

DARTMOUTH COLLEGE

NH | Private | Enrollment: 6,436 | 48% Women | Endowment: \$5.5B

Top Earner by Category

#1 Core: President, \$1.2M, Man/White

#1 Medical: Chair, Department of Psychiatry, \$673.4K, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

12% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,183,709
2	Dean, School of Business	M	\$833,988
3	Dean, School of Medicine	M	\$772,290
4	Provost	W	\$747,395
5	EVP, Finance & Administration	M	\$671,070
6	SVP, Advancement	M	\$584,734
7	CFO	M	\$401,006
8	Former Dean, Faculty	M	\$393,862
9	Sr. Vice Provost, Research	M	\$390,784
10	Former Dean, School of Medicine	M	\$381,938

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

DREXEL UNIVERSITY

PA | Private | Enrollment: 18,312 | 49% Women | Endowment: \$779.8M

Top Earner by Category

#1 Core: President, \$1.0M, Man/White

#1 Medical: Dean, College of Medical Affairs, \$684.4K, Man/Hispanic or Latinx

Highest Earner Statistics - Core

30% Women among Highest Earners

27% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,016,991
2	EVP; Treasurer; COO	W	\$619,359
3	Provost & EVP, Academic Affairs	M	\$566,799
4	SVP, Enrollment Management	M	\$517,803
5	SVP, Institutional Advancement	M	\$457,934
6	SVP & General Counsel	M	\$409,494
7	SVP, Online Learning	W	\$374,545
8	SVP, Corporate Relations	M	\$361,334
9	SVP, University Communications	W	\$333,323
10	SVP, Govt. and Community Relations	M	\$259,402

Data year: 2018 | Data status: Validated compensation, gender, and race data

Source(s): University provided

DUKE UNIVERSITY

NC | Private | ACC | Enrollment: 15,700 | 49% Women | Endowment: \$8.5B

Top Earner by Category

#1 Core: Former President, \$1.3M, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$5.9M, Man/White

#1 Medical: President and CEO, Health System & Chancellor, Health Affairs, \$2.4M, Man/Black or African American

Highest Earner Statistics - Core

50% Women among Highest Earners

47% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Former President	M	\$1,278,170
2	VC, Academic Affairs	W	\$1,211,007
3	President	M	\$992,232
4	EVP & Treasurer	M	\$817,472
5	Provost	W	\$670,300
6	Dean, School of Medicine	W	\$612,547
7	VP & University Counsel	W	\$575,672
8	VP & University Secretary	M	\$473,437
9	Treasurer & VP, Finance	M	\$442,368
10	Dean, College of Arts & Science	W	\$436,004

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

EMORY UNIVERSITY

GA | Private | Enrollment: 12,902 | 60% Women | Endowment: \$8.0B

Top Earner by Category

#1 Core: Executive Vice President for Health Affairs, \$2.1M, Man/White

#1 Medical: Professor, Medicine, \$2.2M, Man/Asian

Highest Earner Statistics - Core

20% Women among Highest Earners

20% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Executive Vice President for Health Affairs	M	\$2,127,601
2	President	W	\$1,088,301
3	Dean, School of Medicine	M	\$1,008,526
4	VP, HR	M	\$873,702
5	Former President	M	\$718,391
6	SVP, Development & Alum. Relations	W	\$688,711
7	CFO & EVP, Business & Admin.	M	\$662,401
8	SVP & General Counsel	M	\$640,614
9	Enterprise CIO	M	\$628,111
10	Provost & EVP, Academic Affairs	M	\$510,972

Data year: 2017 | Data status: Submitted partial data

Source(s): [Form 990-2018](#)

FLORIDA INTERNATIONAL UNIVERSITY

FL | Public | Enrollment: 34,686 | 58% Women | Endowment: \$251.3M

Top Earner by Category

#1 Core: President, \$721.5K, Man/White

#1 Athletic: Head Coach, Football, \$992.3K, Man/White

#1 Medical: Chair, Neurosurgery, \$450.8K, Man/Hispanic or Latinx

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$721,535
2	Dean & SVP, Health Affairs	M	\$632,800
3	Exec. Assoc. Dean, Academic Affairs	W	\$464,590
4	Provost; EVP; COO	M	\$463,358
5	Former Dean, College of Medicine	M	\$439,537
6	Dean, Chair & Professor of Finance	W	\$389,557
7	Dean, College of Arts, Science & Education	M	\$368,884
8	Dean & Professor, College of Engineering	M	\$335,993
9	Assoc. VP, Research Development	M	\$313,219
10	Dean, Intl. & Public Affairs	M	\$299,535

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

FLORIDA STATE UNIVERSITY

FL | Public | ACC | Enrollment: 34,735 | 57% Women | Endowment: \$681.4M

Top Earner by Category

#1 Core: President, \$1.1M, Man/White

#1 Athletic: Head Coach, Football, \$3.0M, Man/White

#1 Medical: Chief, Division of General Surgery, \$470.2K, Man/Black or African American

Highest Earner Statistics - Core

30% Women among Highest Earners

26% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,106,141
2	Provost & EVP, Academic Affairs	W	\$456,500
3	VP, Finance & Administration	M	\$410,175
4	Dean & Professor, Business Admin.	M	\$397,564
5	Dean & Professor, College of Law	W	\$396,548
6	Professor, Physics	M	\$370,591
7	VP, Research	M	\$342,805
8	Dean, College of Criminology	M	\$336,913
9	Dean, College of Arts & Sciences	M	\$303,418
10	VP, Student Affairs	W	\$300,000

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

GEORGE MASON UNIVERSITY

VA | Public | Enrollment: 25,710 | 51% Women | Endowment: \$84.9M

Top Earner by Category

#1 Core: Dean, School of Engineering, \$1.1M, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$1.1M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

8% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean, School of Engineering	M	\$1,097,811
2	Former President	M	\$521,826
3	ED & Professor, Criminology	M	\$464,839
4	Professor, IT	M	\$424,906
5	Provost & EVP	M	\$418,253
6	Dean, Law School	M	\$409,802
7	SVP, Admin. & Finance	W	\$357,239
8	Dean, School of Business	M	\$350,000
9	Dean & Professor Emeritus, Law	M	\$348,996
10	Dean, College of Education	M	\$348,342

Data year: 2019 | Data status: Did not validate

Source(s): [Bizjournals.com](https://bizjournals.com), Chronicle of Higher Education Executive Compensation

GEORGE WASHINGTON UNIVERSITY

DC | Private | Enrollment: 19,099 | 60% Women | Endowment: \$1.8B

Top Earner by Category

#1 Core: Former President, \$1.8M, Man/White

#1 Athletic: Former Head Coach, Men's Basketball, \$650.0K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

15% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Former President	M	\$1,778,974
2	EVP; Treasurer; CFO	M	\$1,055,755
3	Director, SEAS & EMSE (Online)	M	\$1,027,183
4	VP, Health & Dean, School of Medicine	M	\$968,846
5	President	M	\$724,767
6	Chief of Staff	W	\$672,884
7	SVP & General Counsel	W	\$657,802
8	Dean & Professor, Law School	M	\$657,253
9	Chair, Engr. Mgmt. & Systems	M	\$646,768
10	Provost & EVP, Academic Affairs	M	\$594,980

Data year: 2017 | Data status: Validated compensation, gender, and race data

Source(s): [Form 990-2018](#)

GEORGETOWN UNIVERSITY

DC | Private | Enrollment: 14,741 | 55% Women | Endowment: \$1.8B

Top Earner by Category

#1 Core: President, \$826.0K, Man/White

#1 Athletic: Former Head Coach, Men's Basketball, \$4.3M, Man/Black or African American

#1 Medical: Director, Cancer Center, \$775.4K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$825,992
2	EVP, Health Science & Exec. Dean	M	\$763,401
3	Chair, Global Business	M	\$722,674
4	Vice Provost, Faculty	W	\$685,147
5	EVP & Provost	M	\$682,777
6	SVP, Research & CTO	M	\$604,949
7	EVP & Dean, Law Center	M	\$557,714
8	Former SVP & COO	M	\$484,205
9	VP & General Counsel	W	\$479,871
10	VP, Finance & University Treasurer	M	\$473,303

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

GEORGIA INSTITUTE OF TECHNOLOGY-MAIN CAMPUS

GA | Public | ACC | Enrollment: 20,864 | 36% Women | Endowment: \$2.1B

Top Earner by Category

#1 Core: Former President & Professor, Mechanical Engineering, \$745.1K, Man/White

#1 Athletic: Head Coach, Football, \$3.0M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

11% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Former President & Professor, Mechanical Engineering	M	\$745,097
2	Provost & EVP, Academic Affairs	M	\$635,442
3	Chair & Professor, Finance	M	\$610,133
4	Dean, Chair, & Professor, IT Mgmt.	W	\$585,258
5	Chair & Regents Professor, Mgmt.	M	\$442,486
6	Director, Info. Security Center	M	\$437,928
7	Chair, Business Ethics; Professor, Law	M	\$433,898
8	VP, Development	M	\$428,194
9	Faculty Director, Exec. MBA	M	\$415,610
10	Sr. Assoc. Dean, College of Business	M	\$408,176

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

GEORGIA STATE UNIVERSITY

GA | Public | Enrollment: 26,157 | 59% Women | Endowment: \$172.0M

Top Earner by Category

#1 Core: President, \$629.0K, Man/White

#1 Athletic: Head Coach, Football, \$806.9K, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

10% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$629,003
2	Chair & Professor, Finance	M	\$460,971
3	Regents Professor, College of Business	M	\$459,214
4	SVP, Student Success	M	\$453,640
5	Dist. Professor, Math. & Statistics	M	\$437,494
6	Provost & SVP, Academic Affairs	W	\$430,000
7	Dean, College of Business	M	\$420,012
8	Director & Chair of Accountancy	M	\$415,000
9	Assoc. Dean, Faculty & Research	M	\$412,220
10	Assoc. Dean, Graduate Programs	M	\$408,025

Data year: 2020 | Data status: Submitted partial data

Source(s): University provided

HARVARD UNIVERSITY

MA | Private | Enrollment: 21,006 | 50% Women | Endowment: \$39.2B

Top Earner by Category

#1 Core: Professor, School of Business, \$1.4M, Woman/White

#1 Medical: Professor, Neurobiology, \$675.0K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

34% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Professor, School of Business	W	\$1,438,997
2	Professor, School of Business	M	\$1,431,583
3	Professor, School of Business	M	\$1,045,435
4	President	W	\$980,970
5	Dean, Faculty of Medicine	M	\$807,671
6	Faculty, School of Public Health	M	\$766,751
7	Executive Vice President	W	\$693,510
8	Dean, Faculty of Business	M	\$690,954
9	Provost	M	\$686,907
10	Dean, Faculty of Arts & Sciences	M	\$608,935

Data year: 2017 | Data status: Validated compensation, gender, and race data

Source(s): [Form 990-2018](#)

INDIANA UNIVERSITY-BLOOMINGTON

IN | Public | BIG 10 | Enrollment: 38,311 | 49% Women | Endowment: \$1.2B

Top Earner by Category

#1 Core: Vice President, Information Technology & CIO, \$518.9K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$3.6M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

21% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Vice President, Information Technology & CIO	M	\$518,904
2	Provost; EVP; Professor, Law	W	\$508,248
3	VP & CFO	M	\$500,289
4	Dean, School of Global Studies	M	\$495,962
5	Chair & Professor, Entrepreneurship	M	\$465,630
6	Dean, School of Business	W	\$449,925
7	Provost, School of Public Health	M	\$447,579
8	Exec. Assoc. Dean, Academic Programs	M	\$421,956
9	EVP, Academic Affairs	M	\$417,999
10	Professor, Finance	M	\$409,544

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): [Indiana Gateway](#)

IOWA STATE UNIVERSITY

IA | Public | BIG 12 | Enrollment: 31,213 | 43% Women | Endowment: \$1.0B

Top Earner by Category

#1 Core: President, \$574.4K, Woman/White

#1 Athletic: Head Coach, Football, \$3.6M, Man/Unknown

#1 Medical: Chair & Distinguished Professor, Biomedical Sciences; Chair, Neurotoxicology; Distinguished Professor, Veterinary Medicine, \$448.5K, Man/Asian

Highest Earner Statistics - Core

20% Women among Highest Earners

24% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$574,367
2	Dean, College of Business	M	\$454,500
3	SVP & Provost, Academic Affairs	M	\$390,115
4	Dist. Professor & Chair, Genetics	M	\$376,291
5	Dean, Engineering	W	\$368,650
6	Chair, Mechanical Engineering	M	\$367,755
7	Chair, Agriculture & Biosystems Engineering	M	\$359,224
8	Chair, Electrical & Computer Engineering	M	\$356,800
9	Director, Ames Lab. (US DOE)	M	\$341,270
10	Chair & Professor, College of Business	M	\$335,000

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [USA Today Sports](#)

JOHNS HOPKINS UNIVERSITY

MD | Private | Enrollment: 14,600 | 53% Women | Endowment: \$4.2B

Top Earner by Category

#1 Core: Dean & CEO, School of Medicine, \$2.0M, Man/White

#1 Medical: Professor, Plastic & Reconstructive Surgery, \$2.7M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

8% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean & CEO, School of Medicine	M	\$2,046,130
2	President	M	\$1,649,652
3	Director, Applied Physics Lab.	M	\$1,037,362
4	SVP, Finance & Administration	M	\$883,162
5	Dean, School of Public Health	M	\$827,917
6	Provost & SVP, Academic Affairs	M	\$762,377
7	CIO	W	\$747,843
8	VP, Development & Alumni Relations	M	\$739,426
9	Former Provost & SVP	M	\$607,481
10	VP & General Counsel	M	\$572,656

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

KANSAS STATE UNIVERSITY

KS | Public | BIG 12 | Enrollment: 18,838 | 48% Women | Endowment: \$539.1M

Top Earner by Category

#1 Core: President, \$615.0K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$2.3M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

16% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$615,045
2	Provost	M	\$360,000
3	VP, Research & Professor, Chemistry	M	\$302,579
4	Dean, College of Business	M	\$298,987
5	Dean, College of Engineering	M	\$297,000
6	Dean, Equine Internal Medicine	W	\$283,500
7	Dean, College of Agriculture	M	\$283,500
8	Dean, College of Arts & Sciences	M	\$261,164
9	Assoc. Dean, Vet. Med.	M	\$249,934
10	Dept. Head & Professor, Equine Med.	W	\$242,302

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

LOUISIANA STATE UNIVERSITY AND AGRICULTURAL & MECHANICAL COLLEGE

LA | Public | SEC | Enrollment: 26,862 | 54% Women | Endowment: \$558.3M

Top Earner by Category

#1 Core: President, \$618.0K, Man/White

#1 Athletic: Head Coach, Football, \$8.7M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

25% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$618,000
2	EVP, Finance & Administration	M	\$350,201
3	Dean, Law Center	M	\$280,706
4	Distinguished Professor, Chemistry	M	\$276,603
5	EVP & Provost	W	\$268,884
6	Dean, School of Vet. Medicine	M	\$262,661
7	Dean & Chair, College of Engineering	W	\$228,770
8	Dean, College of Science	W	\$226,139
9	Dean, College of Business	M	\$211,031
10	VP, Research & Economic Development	M	\$186,248

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

MA | Private | Enrollment: 11,402 | 40% Women | Endowment: \$16.4B

Top Earner by Category

#1 Core: President, \$1.1M, Man/Hispanic or Latinx

Highest Earner Statistics - Core

30% Women among Highest Earners

23% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,123,159
2	EVP & Treasurer	M	\$770,726
3	SVP & Secretary (outgoing)	M	\$758,258
4	Provost	M	\$705,016
5	VP, Open Learning	M	\$601,085
6	Director, Lincoln Lab.	M	\$560,072
7	VP, Resource Development	W	\$534,600
8	VP & General Counsel	M	\$489,204
9	VP, Research	W	\$473,863
10	Chancellor	W	\$471,541

Data year: 2018 | Data status: Validated compensation, gender, and race data

Source(s): University provided

MICHIGAN STATE UNIVERSITY

MI | Public | BIG 10 | Enrollment: 43,863 | 52% Women | Endowment: \$3.3B

Top Earner by Category

#1 Core: Former President, \$750.0K, Woman/White

#1 Athletic: Head Coach, Football, \$4.4M, Man/White

#1 Medical: Assistant Provost, Student Wellness, Health and Safety & Chief Medical Officer, \$530.0K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

34% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Former President	W	\$750,000
2	Dean, College of Human Medicine	M	\$575,000
3	Acting President	M	\$490,246
4	Provost	W	\$480,000
5	Dean, College of Business	M	\$453,071
6	VP & General Counsel	M	\$425,000
7	Dean, College of Social Science	W	\$396,550
8	Assoc. Dean, Outreach & Engagement	M	\$396,033
9	Chair & Professor, Economics	M	\$388,538
10	Chair, Finance	M	\$381,525

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

MISSISSIPPI STATE UNIVERSITY

MS | Public | SEC | Enrollment: 18,709 | 51% Women | Endowment: \$506.1M

Top Earner by Category

#1 Core: President, \$790.6K, Man/White

#1 Athletic: Head Coach, Football, \$3.1M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$790,617
2	Former Provost & EVP	W	\$400,000
3	Provost & EVP	M	\$327,711
4	Dean, School of Chemical Engineering	M	\$305,760
5	Dean, College of Agriculture & Life Sciences	M	\$290,139
6	Dean, College of Vet. Medicine	M	\$288,912
7	Dean, College of Business	W	\$286,644
8	Interim Dean, Graduate School	M	\$279,000
9	Professor, Bacterial Pathogenesis	M	\$278,156
10	Interim VP, Ag., Forestry, & Vet.	M	\$275,817

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [USA Today Sports](#)

MONTANA STATE UNIVERSITY

MT | Public | Enrollment: 13,085 | 46% Women | Endowment: \$163.2M

Top Earner by Category

#1 Core: President, \$313.8K, Woman/Hispanic or Latinx

#1 Athletic: Head Coach, Football, \$370.6K, Man/White

#1 Medical: Assistant Professor, Department of Medicine, \$186.7K, Woman/White

Highest Earner Statistics - Core

30% Women among Highest Earners

33% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$313,845
2	EVP & Provost, Academic Affairs	M	\$245,000
3	Professor, Health Policy	M	\$233,838
4	Dean, Engineering	M	\$214,816
5	VP, Research and Econ. Development	W	\$211,977
6	VP, Administration & Finance	M	\$204,260
7	Dean, College of Business & Entrp.	M	\$195,000
8	VP, IT	M	\$189,890
9	Dean, College of Nursing	W	\$180,000
10	Director, Energy Research Institute	M	\$177,574

Data year: 2018 | Data status: Did not validate

Source(s): [Openthebooks.com](#)

NEW JERSEY INSTITUTE OF TECHNOLOGY

NJ | Public | Enrollment: 8,572 | 25% Women | Endowment: \$113.6M

Top Earner by Category

#1 Core: President, \$766.8K, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

9% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$766,825
2	Provost & Senior EVP	M	\$491,956
3	General Counsel & VP, Legal Affairs	W	\$354,568
4	SVP, Fin. & CFO	M	\$349,545
5	SVP, Academic Affairs & Student Svcs.	M	\$348,030
6	SVP, Tech. and Business Development	M	\$347,873
7	SVP, Research	M	\$343,423
8	Dean, College of Computing	M	\$332,265
9	Dean, College of Engineering	M	\$322,440
10	Dean, College of Science & Liberal Arts	M	\$320,397

Data year: 2019 | Data status: Did not validate

Source(s): [Openpayrolls.com](https://openpayrolls.com)

NEW YORK UNIVERSITY

NY | Private | Enrollment: 43,140 | 57% Women | Endowment: \$4.2B

Top Earner by Category

#1 Core: Chief Executive Officer, Health & Dean, School of Medicine, \$8.0M, Man/White

#1 Medical: Executive Vice President & Vice Dean, Clinical Affairs, \$4.1M, Man/White

Highest Earner Statistics - Core

44% Women among Highest Earners

20% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chief Executive Officer, Health & Dean, School of Medicine	M	\$7,982,274
2	President	M	\$1,518,650
3	Provost	W	\$912,000
4	Executive Vice President	M	\$749,579
5	Former President	M	\$726,892
6	SVP, Capital Projects & Fac.	W	\$710,898
7	Vice Chancellor, Global Programs	W	\$681,072
8	General Counsel & Secretary	M	\$665,468
9	Former SVP, Development	W	\$653,766

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

NC | Public | ACC | Enrollment: 28,368 | 47% Women | Endowment: \$1.3B

Top Earner by Category

#1 Core: Chancellor & Chair, Board of Trustees, \$860.7K, Man/White

#1 Athletic: Head Coach, Football, \$3.2M, Man/White

Highest Earner Statistics - Core

0% Women among Highest Earners

0% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor & Chair, Board of Trustees	M	\$860,719
2	EVC & Provost	M	\$446,888
3	VC, University Advancement	M	\$431,980
4	VC, Research, Innov. & Econ. Development	M	\$387,262
5	Professor, Leadership	M	\$386,844
6	Director, Ctr. for Ed. Informatics	M	\$363,330
7	Chair, Materials Sciences & Engineering	M	\$360,681
8	VC, Fin. & Admin.	M	\$358,016
9	Director, Inst. for Engineering & Sciences	M	\$347,799
10	Dean, Engineering	M	\$347,674

Data year: 2018 | Data status: Did not validate

Source(s): [Openthebooks.com](https://www.openthebooks.com)

NORTHEASTERN UNIVERSITY

MA | Private | Enrollment: 20,785 | 48% Women | Endowment: \$847.8M

Top Earner by Category

#1 Core: President, \$1.5M, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$542.7K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

27% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,457,417
2	Provost & SVP, Academic Affairs	M	\$739,061
3	SVP, University Advancement	W	\$713,351
4	SVP & General Counsel	M	\$708,553
5	SVP & CEO, Global Network	W	\$686,890
6	SVP, Fin. & Treasurer	M	\$587,676
7	Sr. Vice Provost, Research & Education	M	\$586,711
8	Professor, Entrepreneurship	M	\$564,862
9	Professor, Physics	M	\$526,637
10	Dean, College of Engineering	W	\$499,579

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](https://www.irs.gov/efile)

NORTHWESTERN UNIVERSITY

IL | Private | BIG 10 | Enrollment: 17,748 | 50% Women | Endowment: \$8.4B

Top Earner by Category

#1 Core: President, \$1.6M, Man/White

#1 Athletic: Head Coach, Football, \$5.1M, Man/White

#1 Medical: Professor & Chairman, Neurosurgery, \$1.4M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,590,081
2	Dean, School of Management	W	\$1,093,988
3	Executive Vice President	M	\$1,016,844
4	VP, Alumni Relations & Development	M	\$913,561
5	VP & General Counsel	M	\$812,892
6	Former Provost	M	\$645,716
7	Interim SVP, Business & Finance	M	\$614,082
8	VP, Medical Affairs	M	\$584,435
9	VP, Facilities Management	M	\$566,467
10	VP, Student Affairs	W	\$503,949

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

OHIO STATE UNIVERSITY-MAIN CAMPUS

OH | Public | BIG 10 | Enrollment: 53,129 | 50% Women | Endowment: \$5.2B

Top Earner by Category

#1 Core: President, \$1.2M, Man/Black or African American

#1 Athletic: Head Coach, Football, \$5.2M, Man/White

#1 Medical: Vice President, Health Sciences & Chief Financial Officer, Medical Center, \$1.6M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

7% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,168,523
2	Dean, College of Medicine	M	\$1,065,321
3	SVP & President, OSU Foundation	M	\$1,037,160
4	General Counsel	M	\$731,369
5	SVP, Admin. & Planning	M	\$720,095
6	Chair, Banking & Monetary Economics	M	\$655,877
7	SVP & CFO	M	\$649,265
8	EVP & Provost	M	\$619,358
9	Chair, Leadership Effectiveness	M	\$564,846
10	Chief Strategy Officer	W	\$539,411

Data year: 2018 | Data status: Did not validate

Source(s): [Openthebooks.com](#)

OKLAHOMA STATE UNIVERSITY-MAIN CAMPUS

OK | Public | BIG 12 | Enrollment: 19,387 | 50% Women | Endowment: \$408.0M

Top Earner by Category

#1 Core: President, \$517.9K, Man/White

#1 Athletic: Head Coach, Football, \$4.6M, Man/White

#1 Medical: Chair, Surgery; Clinical Asst. Prof., \$584.2K, Man/Black or African American

Highest Earner Statistics - Core

10% Women among Highest Earners

12% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$517,884
2	Dean, Medical School; Pres. OSU-CHS	W	\$481,100
3	Chair, Mktg Strategy, School of Business	M	\$469,259
4	Chair, Business Admin., School of Business	M	\$421,778
5	Dean, College of Osteopathic Med.	M	\$369,224
6	Regents Professor, Vet Science	M	\$367,387
7	Chair, Dept. of Management	M	\$355,775
8	Prof., Marketing, School of Business	M	\$353,098
9	Vice Dean, Grad Programs & Research	M	\$347,006
10	Provost & SVP	M	\$346,182

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](https://openthebooks.com)

OREGON STATE UNIVERSITY

OR | Public | Pac-12 | Enrollment: 22,133 | 46% Women | Endowment: \$676.0M

Top Earner by Category

#1 Core: President, \$693.1K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$2.2M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

27% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$693,076
2	Provost & EVP	M	\$400,008
3	Dean, College of Business	W	\$366,552
4	VP (OSU-Cascades Campus)	W	\$321,636
5	Dean, Engineering	M	\$320,712
6	Dean, College of Public Health	M	\$319,320
7	Dean, College of Pharmacy	M	\$296,052
8	CFO & VP, Finance & Administration	M	\$295,200
9	Dean, College of Earth Sciences	W	\$288,420
10	VP, University Relations & Marketing	M	\$287,868

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](https://openthebooks.com), [USA Today Sports](https://www.usatoday.com)

PENNSYLVANIA STATE UNIVERSITY-MAIN CAMPUS

PA | Public | BIG 10 | Enrollment: 45,140 | 47% Women | Endowment: \$2.9B

Top Earner by Category

#1 Core: President, \$1.9M, Man/White

#1 Athletic: Head Coach, Football, \$5.1M, Man/Two or More Races

#1 Medical: Chief Executive Officer, Penn State Health, \$1.4M, Man/White

Highest Earner Statistics - Core

0% Women among Highest Earners

0% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,880,633
2	EVP & Provost	M	\$584,740
3	SVP, Finance & Treasurer	M	\$560,211
4	VP & General Counsel	M	\$552,215

Data year: 2018 | Data status: Did not validate

Source(s): [Penn State University Public Reports-Form 990](#)

PRINCETON UNIVERSITY

NJ | Private | Enrollment: 8,267 | 46% Women | Endowment: \$25.4B

Top Earner by Category

#1 Core: President, \$937.7K, Man/White

Highest Earner Statistics - Core

50% Women among Highest Earners

45% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$937,650
2	Professor, Sociology & Public Affairs	M	\$837,880
3	Provost	W	\$641,414
4	VP & General Counsel	W	\$628,872
5	Professor, Economics & Former Provost	M	\$627,843
6	Professor & Fmr. Dean, Graduate School	M	\$585,162
7	Executive Vice President	W	\$558,170
8	VP, University Advancement	M	\$540,613
9	VP, Finance & Treasurer	W	\$532,527
10	Professor & Former President	W	\$493,335

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

PURDUE UNIVERSITY-MAIN CAMPUS

IN | Public | BIG 10 | Enrollment: 38,395 | 43% Women | Endowment: \$2.3B

Top Earner by Category

#1 Core: President, \$892.4K, Man/White

#1 Athletic: Head Coach, Football, \$6.6M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

10% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$892,420
2	Chair, Private Enterprise	M	\$512,257
3	Dean, School of Management	M	\$500,809
4	Chair, Finance & Professor, Management	W	\$494,390
5	Professor, Chemical Engineering	M	\$486,107
6	SVP, Strategic Initiatives	M	\$481,128
7	Dean, College of Engineering	M	\$477,248
8	Sr. Assoc. Dean & Chair, Ops. Management	M	\$451,118
9	Professor, Comp. Science & Elec. Engineering	M	\$440,205
10	Professor, Pharmacology & Toxicology	M	\$436,865

Data year: 2019 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Chronicle of Higher Education Executive Compensation](#), [OpenTheBooks.com](#)

RENSSELAER POLYTECHNIC INSTITUTE

NY | Private | Enrollment: 7,798 | 32% Women | Endowment: \$715.1M

Top Earner by Category

#1 Core: President, \$5.1M, Woman/Black or African American

Highest Earner Statistics - Core

20% Women among Highest Earners

59% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$5,120,954
2	VP, HR	M	\$898,559
3	Provost	M	\$507,881
4	VP, Finance & CFO	W	\$492,869
5	VP, Research	M	\$459,954
6	Dean, School of Management	M	\$443,072
7	CIO & VP, Info. Svcs. & Tech.	M	\$442,026
8	VP, Institutional Advancement	M	\$428,615
9	Secretary, Institute and General Counsel	M	\$398,792
10	Dean, School of Engineering	M	\$359,542

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

RICE UNIVERSITY

TX | Private | Enrollment: 6,765 | 43% Women | Endowment: \$6.2B

Top Earner by Category

#1 Core: President, \$1.1M, Man/White

#1 Athletic: Head Coach, Football, \$1.1M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,128,891
2	Sr. Assoc. Dean, Exec. Ed.	M	\$690,908
3	Provost	W	\$579,816
4	VP, Research Development & Alumni Relations	M	\$547,598
5	Former Dean, Grad. School of Business	M	\$522,849
6	VP, Fin. & Assoc. Treasurer	W	\$503,419
7	Dean, Grad. School of Business	M	\$469,877
8	Dean, Natural Sciences	M	\$469,562
9	VP, Administration	M	\$464,396
10	Dean, Engineering	M	\$463,426

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

RUTGERS UNIVERSITY-NEW BRUNSWICK

NJ | Public | BIG 10 | Enrollment: 42,753 | 52% Women | Endowment: \$1.0B

Top Earner by Category

#1 Core: Interim Chancellor, \$455.0K, Man/White

#1 Athletic: Director, Intercollegiate Athletics, \$380.0K, Man/White

#1 Medical: Chair, Department of Endodontics, \$263.7K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

15% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Interim Chancellor	M	\$455,000
2	SVP, External Affairs	M	\$354,829
3	Chief of Staff, Biomed. & Sciences	M	\$316,006
4	Director, Inst. of Politics	M	\$313,308
5	Assoc. VP & Dep. General Counsel	M	\$244,011
6	Assoc. VP, HR	W	\$213,691
7	ED, Public Safety	M	\$213,598
8	Assoc. Dean, Admissions	W	\$204,679
9	Assoc. Dean, Professional Education	M	\$204,247
10	VP, State Govt. Affairs	M	\$201,583

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

STANFORD UNIVERSITY

CA | Private | Pac-12 | Enrollment: 16,332 | 46% Women | Endowment: \$26.5B

Top Earner by Category

#1 Core: Former President & Professor, Electrical Eng., \$2.2M, Man/White

#1 Athletic: Director, Football, \$4.5M, Man/Black or African American

#1 Medical: Chief, Cardiothoracic Surgery, \$3.4M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

13% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Former President & Professor, Electrical Eng.	M	\$2,226,698
2	VP, Land, Buildings, & RE	M	\$1,846,357
3	Dean, School of Medicine	M	\$1,767,476
4	Former Provost	M	\$1,631,038
5	President	M	\$1,191,700
6	VP, Development	M	\$1,094,728
7	Provost & Professor, Physics	W	\$853,042
8	VP & General Counsel	W	\$750,382
9	VP, Business Affairs & CFO	M	\$748,481
10	Dean, Arts & Sciences	M	\$644,560

Data year: 2018 | Data status: Submitted partial data

Source(s): University provided

STONY BROOK UNIVERSITY-SUNY

NY | Public | Enrollment: 21,706 | 49% Women | Endowment: \$245.0M

Top Earner by Category

#1 Core: President, \$729.5K, Man/White

#1 Athletic: Head Coach, Football, \$429.9K, Man/White

#1 Medical: Professor and Director, Cancer Center, \$438.0K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

17% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$729,453
2	Provost & SVP, Acad. Affairs	M	\$548,491
3	SVP, University Adv.	M	\$459,296
4	Director, Ctr. for Geom. & Physics	M	\$453,461
5	Dean & SVP, Hlth. Sci.	M	\$444,165
6	ED, State Veterans Home	M	\$409,609
7	Professor, Chem. Engr.	W	\$393,285
8	Professor, Physics	M	\$391,382
9	Dean, Dental Med.	W	\$384,258
10	Dean, College of Engr.	M	\$375,467

Data year: 2018 | Data status: Did not validate

Source(s): [Chronicle of Higher Education Executive Compensation](#), [Openthebooks.com](#)

SYRACUSE UNIVERSITY

NY | Private | ACC | Enrollment: 19,184 | 53% Women | Endowment: \$1.3B

Top Earner by Category

#1 Core: Chancellor & President, \$746.5K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$2.5M, Man/White

Highest Earner Statistics - Core

50% Women among Highest Earners

40% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor & President	M	\$746,459
2	SVP, Enrollment & Student Exp.	M	\$551,782
3	SVP & General Counsel	M	\$550,000
4	Provost & VC, Acad. Affairs	W	\$546,519
5	VP, Fin. & CFO	M	\$545,278
6	VC, Strategic Initiatives and Innovation	M	\$491,539
7	Former VC & Provost	W	\$456,276
8	Dean, College of Arts & Sci.	W	\$327,055
9	SVP & University Secretary	W	\$320,893
10	Interim CFO	W	\$260,203

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

TEMPLE UNIVERSITY

PA | Public | Enrollment: 34,382 | 54% Women | Endowment: \$684.0M

Top Earner by Category

#1 Core: Senior Vice President, Health Affairs, \$2.1M, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$2.0M, Man/White

#1 Medical: Professor & Chair, Surgery, \$1.3M, Man/Asian

Highest Earner Statistics - Core

20% Women among Highest Earners

15% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Senior Vice President, Health Affairs	M	\$2,096,722
2	President	M	\$857,950
3	EVP & Provost	W	\$594,466
4	VP; CFO; Treasurer	M	\$508,184
5	University Counsel	M	\$462,845
6	VP, Inst. Adv.	M	\$458,565
7	VP, Intl. Affairs	M	\$450,152
8	VP & Special Asst. to the President	M	\$447,213
9	VP, Rsrch. Admin.	W	\$407,188
10	VP, Planning & Capital Projects	M	\$351,546

Data year: 2018 | Data status: Did not validate

Source(s): [Form 990-2019](#)

TEXAS A & M UNIVERSITY-COLLEGE STATION

TX | Public | SEC | Enrollment: 59,220 | 47% Women | Endowment: \$12.7B

Top Earner by Category

#1 Core: President, \$1.6M, Man/White

#1 Athletic: Head Coach, Football, \$7.5M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

7% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,600,400
2	Dean & COO (Texas A&M at Qatar)	M	\$691,734
3	Dean, Business School	M	\$597,340
4	Professor, Design & Constr. Integ.	M	\$521,630
5	Chair, Science & Professor, Biochemistry	M	\$518,748
6	Asst. Dean, Academic & Student Svcs.	M	\$505,862
7	CEO, Engr. Hlth.	M	\$478,983
8	Provost & EVP	W	\$470,981
9	Dean, School of Law	M	\$463,855
10	Professor, Engr.	M	\$462,708

Data year: 2019 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

TEXAS TECH UNIVERSITY

TX | Public | BIG 12 | Enrollment: 31,495 | 47% Women | Endowment: \$733.7M

Top Earner by Category

#1 Core: President, \$575.0K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$3.7M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$575,000
2	Dean, School of Engineering	M	\$423,994
3	Dean, School of Business	W	\$422,661
4	Professor, Mech. Engr.	M	\$389,282
5	Provost	M	\$360,811
6	Professor, Mktg.	M	\$341,954
7	Professor, Chem. Engr.	M	\$341,764
8	Professor, Chem. Engr.	M	\$340,403
9	CFO	W	\$322,524
10	VP, Rsrch.	M	\$317,140

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University Provided

TUFTS UNIVERSITY

MA | Private | Enrollment: 10,718 | 55% Women | Endowment: \$1.8B

Top Earner by Category

#1 Core: President & Trustee, \$975.0K, Man/White

#1 Medical: Associate Dean, Hospital Affairs, \$569.6K, Woman/White

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President & Trustee	M	\$975,015
2	Provost & SVP	M	\$562,574
3	Executive Vice President	W	\$540,511
4	Dean, Med. School	M	\$475,753
5	VP, University Advancement	M	\$454,760
6	Dean, Dental School	M	\$419,296
7	Dean, Nutrition Sci. & Policy	M	\$410,030
8	VP, University Relations	W	\$407,041
9	VP Finance & Treasurer	M	\$402,399
10	Dean, School of Engr.	M	\$383,419

Data year: 2017 | Data status: Validated compensation, gender, and race data

Source(s): University provided

TULANE UNIVERSITY OF LOUISIANA

LA | Private | Enrollment: 10,509 | 58% Women | Endowment: \$1.4B

Top Earner by Category

#1 Core: President, \$1.1M, Man/White

#1 Athletic: Head Coach, Football, \$1.6M, Man/White

#1 Medical: Chair & Professor, Psychiatry & Neurology, \$1.4M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

22% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,061,000
2	Provost & SVP, Academic Affairs	M	\$734,000
3	SVP, Health Svcs. & Dean	M	\$715,000
4	COO & Treasurer	M	\$596,000
5	SVP, Str. Init. & Effectiveness	M	\$489,000
6	General Counsel	W	\$443,000
7	VP, Enrollment Mgmt.	M	\$420,000
8	SVP, Advancement	W	\$413,000
9	SVP; Chief of Staff; Secretary	W	\$341,000
10	CTO	M	\$315,000

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

UNIVERSITY AT ALBANY-SUNY

NY | Public | Enrollment: 15,056 | 52% Women | Endowment: \$71.7M

Top Earner by Category

#1 Core: President, \$593.0K, Man/Hispanic or Latinx

#1 Athletic: Head Coach, Men's Basketball, \$385.1K, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

8% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$592,968
2	VP, University Adv.	M	\$350,113
3	Provost & SVP, Acad. Affairs	M	\$319,045
4	VP, Fin. & Admin.	M	\$285,000
5	Dean, College of Engineering & Appl. Sciences	M	\$274,245
6	Professor, Security & Forensics	M	\$271,327
7	Dean, College of Pub. Affairs	M	\$262,627
8	Dean, College of Arts & Sci.	W	\$261,066
9	Professor, Dept. of Econ.	M	\$255,643
10	Dean, School of Criminal Justice	M	\$253,525

Data year: 2018 | Data status: Validated compensation, gender, and race data

Source(s): University Provided

UNIVERSITY AT BUFFALO-SUNY

NY | Public | Enrollment: 26,475 | 45% Women | Endowment: \$725.0M

Top Earner by Category

#1 Core: President, \$723.5K, Man/Asian

#1 Athletic: Head Coach, Men's Basketball, \$664.4K, Man/White

#1 Medical: Chair & Professor, Department of Medicine, \$339.1K, Woman/White

Highest Earner Statistics - Core

40% Women among Highest Earners

34% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$723,470
2	Former Provost & EVP, Academic Affairs	M	\$438,013
3	Dean & Professor, School of Mgmt.	M	\$399,455
4	VP, Research & Econ. Development	M	\$381,326
5	Dean, Medical School	M	\$379,065
6	Sr. Assoc. Dean, Research Integration	W	\$368,001
7	Director, Energy Research & Ed. Inst.	M	\$363,272
8	Dean, School of Engineering & Appl. Sciences	W	\$337,504
9	Dean, School of Public Health	W	\$324,910
10	VC, Research & Econ. Development	W	\$324,108

Data year: 2018 | Data status: Did not validate

Source(s): [Chronicle of Higher Education Executive Compensation](#), [Govsalaries.com](#)

UNIVERSITY OF ALABAMA-BIRMINGHAM

AL | Public | Enrollment: 14,220 | 60% Women | Endowment: \$524.7M

Top Earner by Category

#1 Core: President, \$949.8K, Man/White

#1 Athletic: Head Coach, Football, \$1.6M, Man/White

#1 Medical: Associate Director, Cancer Center, \$481.0K, Woman/White

Highest Earner Statistics - Core

30% Women among Highest Earners

25% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$949,840
2	SVP, Fin. & Administration	M	\$496,974
3	Provost & SVP, Academic Affairs	W	\$437,266
4	VP; CIO; Professor, Comp. Science	M	\$420,817
5	Dean, College of Arts & Sciences	M	\$408,519
6	VP, Research	M	\$404,390
7	Dean, School of Nursing	W	\$388,143
8	Professor, Computer Science	M	\$386,665
9	Assoc. VP & Deputy CIO	M	\$352,520
10	Chief HR Officer	W	\$340,909

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF ALABAMA-TUSCALOOSA

AL | Public | SEC | Enrollment: 33,038 | 55% Women | Endowment: \$845.9M

Top Earner by Category

#1 Core: President, \$696.7K, Man/White

#1 Athletic: Head Coach, Football, \$8.6M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

9% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$696,660
2	Professor, Engineering	M	\$443,775
3	Treasurer & VP, Fin. & Ops.	M	\$422,110
4	Provost, Academic Affairs	M	\$396,300
5	Dean & Professor, Law	M	\$395,600
6	Dean, College of Commerce	W	\$388,740
7	Professor & Chair, School of Law	M	\$363,732
8	Dean, College of Continuing Studies	M	\$363,645
9	Chair, Insurance & Professor, Finance	M	\$361,560
10	Professor, Economics	M	\$356,830

Data year: 2019 | Data status: Did not validate

Source(s): [Chronicle of Higher Education Executive Compensation](#), [Openthebooks.com](#)

UNIVERSITY OF ARIZONA-TUCSON

AZ | Public | Pac-12 | Enrollment: 36,213 | 53% Women | Endowment: \$959.6M

Top Earner by Category

#1 Core: President, \$968.6K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$2.8M, Man/White

#1 Medical: Chair, Department of Neurosurgery, \$1.6M, Man/Asian

Highest Earner Statistics - Core

30% Women among Highest Earners

23% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$968,625
2	SVP, Health Sciences	M	\$875,000
3	Interim Dean & Professor, Medicine	M	\$710,000
4	Dean, College of Medicine (Phoenix Campus)	M	\$700,000
5	Provost & SVP, Academic Affairs	W	\$460,000
6	SVP, Business Affairs & CFO	W	\$450,000
7	Assoc. Dean, Faculty Affairs	M	\$435,000
8	Dean, College of Management	M	\$425,859
9	SVP, Research & Innov.	W	\$420,000
10	Prof., Dir., MIS/A.I. Lab.	M	\$410,000

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF ARKANSAS

AR | Public | SEC | Enrollment: 22,602 | 54% Women | Endowment: \$1.2B

Top Earner by Category

#1 Core: Chancellor, \$476.0K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$2.3M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

9% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$476,000
2	Dean, Business Administration	M	\$434,645
3	Chair & Dist. Professor, Info. Sys.	M	\$403,154
4	VC, Research & Innovation	M	\$376,463
5	Dean, College of Ed. & Health Professions	M	\$370,000
6	Dept. Chairperson, College of Business	M	\$354,154
7	Dist. Professor, Art	M	\$350,000
8	Provost	M	\$332,000
9	Dean, College of Engineering	W	\$330,600
10	Dist. Professor, College of Business	M	\$329,576

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF CALIFORNIA-BERKELEY

CA | Public | Pac-12 | Enrollment: 39,393 | 52% Women | Endowment: \$2.0B

Top Earner by Category

#1 Core: Professor, Economics, \$632.3K, Man/White

#1 Athletic: Head Coach, Football, \$3.0M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

20% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Professor, Economics	M	\$632,257
2	Professor & Chair, Entrp. & Innov.	M	\$548,655
3	Chancellor	W	\$538,588
4	Professor, Law	M	\$528,941
5	Dean & Professor, School of Business	M	\$517,536
6	Chair & Professor, Chemistry	M	\$508,629
7	Professor, Economics & Finance	W	\$500,548
8	Professor, Economics & Law	M	\$493,224
9	VC, Research	M	\$487,012
10	Director, Data Science Institute	M	\$482,722

Data year: 2018 | Data status: Did not validate

Source(s): [Chronicle of Higher Education Executive Compensation](#), [USA Today Sports](#), [Transparent California](#)

UNIVERSITY OF CALIFORNIA-DAVIS

CA | Public | Enrollment: 36,919 | 60% Women | Endowment: \$442.6M

Top Earner by Category

#1 Core: Interim Dean, School of Medicine, \$642.0K, Man/White

#1 Medical: CEO, UC Davis Medical Center, \$1.0M, Woman/White

Highest Earner Statistics - Core

10% Women among Highest Earners

10% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Interim Dean, School of Medicine	M	\$642,043
2	Chancellor	M	\$509,166
3	Dean, School of Vet. Medicine	M	\$467,746
4	Former Dean, School of Nursing	W	\$441,951
5	Dean & Professor, School of Mgmt.	M	\$434,926
6	Professor, Biomed. Engineering	M	\$434,507
7	Provost & EVC	M	\$431,003
8	Professor, Economics	M	\$422,885
9	Professor, Finance	M	\$419,444
10	VC, Development & Alum. Rel.	M	\$415,178

Data year: 2018 | Data status: Submitted partial data

Source(s): University provided

UNIVERSITY OF CALIFORNIA-IRVINE

CA | Public | Enrollment: 35,200 | 51% Women | Endowment: \$452.2M

Top Earner by Category

#1 Core: Vice Chancellor, Health Affairs, \$853.1K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$543.0K, Man/White

#1 Medical: Associate Professor, \$1.2M, Man/Asian

Highest Earner Statistics - Core

30% Women among Highest Earners

28% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Vice Chancellor, Health Affairs	M	\$853,052
2	Professor, Biomedical Engineering	M	\$558,572
3	Chair, Business Growth	M	\$556,375
4	Dean & Chancellor's Professor, Law	W	\$526,645
5	Dist. Professor, Law	W	\$490,353
6	VC, Info., Tech. & Data	M	\$486,355
7	Chancellor	M	\$485,818
8	Director & Founding Dean	W	\$458,333
9	Dist. Professor, Computer Sciences	M	\$446,976
10	Chair, Entrp. & Society	M	\$445,125

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF CALIFORNIA-LOS ANGELES

CA | Public | Pac-12 | Enrollment: 42,895 | 55% Women | Endowment: \$2.1B

Top Earner by Category

#1 Core: Dean, School of Medicine, \$862.3K, Woman/White

#1 Athletic: Head Coach, Football, \$3.3M, Man/White

#1 Medical: Chief, Liver & Pancreas Transplant, \$2.5M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

15% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean, School of Medicine	W	\$862,250
2	Dep. Dean, Academic Affairs	M	\$646,893
3	Chair, Mgmt. & Professor, Mktg.	M	\$634,286
4	Professor, Economics	M	\$624,953
5	Chair, Management	M	\$482,072
6	Professor, Tech. & Strategy	M	\$480,766
7	Professor, Economics	M	\$478,626
8	Dist. Professor, Electrical Engineering	M	\$478,450
9	Professor, Computer Sciences	M	\$474,675
10	Chancellor	M	\$474,063

Data year: 2018 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Transparent California](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF CALIFORNIA-RIVERSIDE

CA | Public | Enrollment: 23,302 | 53% Women | Endowment: \$172.1M

Top Earner by Category

#1 Core: Vice Chancellor, Health Sciences & Dean, School of Medicine, \$812.9K, Woman/Black or African American

#1 Medical: Chief, Neurosurgery, \$868.6K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

37% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Vice Chancellor, Health Sciences & Dean, School of Medicine	W	\$812,942
2	Chancellor	M	\$411,576
3	Dist. Professor, Genetics	W	\$399,850
4	Chair & Professor, Engineering	M	\$398,751
5	Dean, School of Business	M	\$391,225
6	Chair & Professor, Finance	M	\$367,965
7	VC	M	\$367,710
8	Provost & EVC	W	\$364,754
9	VC, Research & Econ. Development	M	\$361,549
10	Professor, Elec. & Comp. Engineering	M	\$361,116

Data year: 2018 | Data status: Validated compensation, gender, and race data

Source(s): [Transparent California](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF CALIFORNIA-SAN DIEGO

CA | Public | Enrollment: 36,590 | 48% Women | Endowment: \$745.7M

Top Earner by Category

#1 Core: Chancellor, \$468.5K, Man/Asian

#1 Medical: Division Chief, Cardiovascular & Thoracic Surgery, \$1.9M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

29% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$468,468
2	Founding Dean, School of Management	M	\$423,408
3	EVC & Professor, Physics	W	\$404,254
4	CIO	M	\$399,545
5	Dean, School of Engineering	M	\$373,073
6	Dean & Chair, Comm. & Tech. Policy	M	\$359,667
7	VC & Dean, Marine Sciences	W	\$356,604
8	VC, Res. Mgmt. & Planning	M	\$352,251
9	Professor, Literature	M	\$348,008
10	VC, Research	W	\$343,041

Data year: 2018 | Data status: Validated compensation, gender, and race data

Source(s): [Transparent California](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF CALIFORNIA-SANTA BARBARA

CA | Public | Enrollment: 25,320 | 53% Women | Endowment: \$214.0M

Top Earner by Category

#1 Core: Professor, Economics, \$531.9K, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

9% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Professor, Economics	M	\$531,872
2	Professor, Tech. Mgmt. Program	M	\$495,313
3	Dist. Professor, Chemistry	M	\$485,211
4	Professor, College of Engineering	M	\$472,625
5	Professor, College of Engineering	M	\$465,631
6	Director, Ctr. Study Mind	M	\$464,582
7	Professor, Chemical Engineering	M	\$451,041
8	Chair, Theoretical Physics	M	\$426,183
9	Professor, Psych. & Brain Sciences	M	\$424,663
10	Professor, Comp. Science	W	\$421,533

Data year: 2018 | Data status: Did not validate

Source(s): [Transparent California](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF CALIFORNIA-SANTA CRUZ

CA | Public | Enrollment: 19,093 | 48% Women | Endowment: \$103.9M

Top Earner by Category

#1 Core: Chancellor, \$425.0K, Woman/White

Highest Earner Statistics - Core

50% Women among Highest Earners

51% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	W	\$425,000
2	Dist. Professor, Earth Sciences	M	\$387,183
3	Interim Campus Provost & EVC	W	\$342,260
4	VC, Research	M	\$335,454
5	VC, Business & Admin. Serv.	W	\$333,722
6	Director, UC Observatories	W	\$333,300
7	Professor, Astronomy & Astrophysics	W	\$332,988
8	Dist. Professor, Comp. Sciences & Engineering	M	\$327,000
9	Professor & Astronomer	M	\$323,860
10	Professor, Eco. & Evolutionary Bio.	M	\$319,512

Data year: 2019 | Data status: Submitted partial data

Source(s): University provided

UNIVERSITY OF CENTRAL FLORIDA

FL | Public | Enrollment: 46,575 | 54% Women | Endowment: \$161.6M

Top Earner by Category

#1 Core: Vice President, Medical Affairs, \$850.0K, Woman/White

#1 Athletic: Head Coach, Football, \$2.8M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

30% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Vice President, Medical Affairs	W	\$850,000
2	Interim President	M	\$506,000
3	VP, Adv. & CEO, UCF Foundation	M	\$447,686
4	VP, Academic Affairs & Former Provost	W	\$420,000
5	Dean, College of Business Admin.	M	\$389,230
6	Former Dean, College of Optics	M	\$377,966
7	VP & General Counsel	M	\$340,000
8	Dean, College of Engineering & Comp. Science	M	\$339,436
9	VP & CIO	M	\$319,112
10	Former Dean, College of Sciences	M	\$303,648

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF CHICAGO

IL | Private | Enrollment: 14,966 | 46% Women | Endowment: \$7.0B

Top Earner by Category

#1 Core: Executive Vice President, University for Biology & Medicine, \$2.4M, Man/White

#1 Medical: Chief & Professor, Cardiac and Thoracic Surgery, \$1.4M, Man/Asian

Highest Earner Statistics - Core

10% Women among Highest Earners

7% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Executive Vice President, University for Biology & Medicine	M	\$2,377,938
2	Sr. Scientist, Molecular Engineering	M	\$1,707,234
3	President	M	\$1,370,965
4	Provost	M	\$858,618
5	EVP, Research, Innov. & National Lab.	M	\$775,525
6	EVP & Chief of Staff	M	\$711,939
7	VP & Gen. Counsel	W	\$703,168
8	VP, Enrollment & Student Adv.	M	\$654,762
9	VP, Civic Engagement & Ext. Affairs	M	\$546,479
10	VP, Alum. Rel. & Dvlpmnt.	M	\$454,907

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

UNIVERSITY OF CINCINNATI-MAIN CAMPUS

OH | Public | Enrollment: 28,655 | 49% Women | Endowment: \$1.4B

Top Earner by Category

#1 Core: President, \$868.9K, Man/Asian

#1 Athletic: Head Coach, Men's Basketball, \$2.2M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

29% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$868,858
2	Provost & EVP, Academic Affairs	W	\$489,600
3	Interim Dean & SVP, Health Affairs	M	\$385,414
4	SVP, Admin. & Fin.	M	\$371,423
5	Dean & Professor, College of Nursing	W	\$364,140
6	VP, Research	M	\$344,893
7	Dean & Professor, College of Education	M	\$339,587
8	VP, Legal & General Counsel	W	\$332,928
9	Interim Dean, College of Business	M	\$326,400
10	Vice Provost, Academic Affairs	M	\$320,000

Data year: 2018 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF COLORADO BOULDER

CO | Public | Pac-12 | Enrollment: 30,730 | 45% Women | Endowment: \$1.7B

Top Earner by Category

#1 Core: Chancellor, \$454.7K, Man/White

#1 Athletic: Head Coach, Football, \$2.9M, Man/

Highest Earner Statistics - Core

11% Women among Highest Earners

13% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$454,668
2	Dean, School of Business	W	\$443,581
3	Professor, School of Business	M	\$367,861
4	Professor, School of Business	M	\$365,529
5	Provost & EVC, Academic Affairs	M	\$347,072
6	COO & EVC	M	\$343,890
7	Professor, Finance	M	\$341,696
8	Chair of Fin., School of Business	M	\$341,158
9	Dean, School of Law	M	\$337,998

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF CONNECTICUT

CT | Public | Enrollment: 24,181 | 52% Women | Endowment: \$423.2M

Top Earner by Category

#1 Core: President, \$848.2K, Woman/White

#1 Athletic: Head Coach, Women's Basketball, \$2.8M, Man/White

#1 Medical: Dermatologist, \$1.5M, Man/Unknown

Highest Earner Statistics - Core

30% Women among Highest Earners

34% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$848,226
2	Interim Provost, School of Business	M	\$642,940
3	Dean, School of Medicine	M	\$538,122
4	Director, Ctr. for RE & Urban Econ.	M	\$518,054
5	Head, Ops. & Info. Mgmt.	M	\$474,214
6	Chair, IT Inst.	W	\$453,160
7	VP, Research Innov. & Entrp.	W	\$434,318
8	Dist. Professor, School of Business	M	\$428,850
9	Dean & Professor, Mathematics	M	\$423,518
10	VP, Enrollment Planning & Mgmt.	M	\$400,482

Data year: 2018 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Transparency Connecticut](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF DELAWARE

DE | Public | Enrollment: 21,698 | 56% Women | Endowment: \$1.4B

Top Earner by Category

#1 Core: President, \$878.2K, Man/White

#1 Athletic: Head Football Coach, \$586.5K, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

8% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$878,236
2	EVP & Treasurer	M	\$547,516
3	Provost	M	\$515,367
4	Dean, College of Business & Economics	M	\$475,882
5	Dir., Comm. Engmnt; Prof., Pub. Pol.	M	\$405,951
6	Chair, Plant and Soil Sciences	M	\$401,596
7	VP & General Counsel	W	\$380,940
8	Sr. Assoc. Dean, Academic Programs	M	\$379,492
9	Chair of Energy	M	\$375,629
10	Dean, College of Arts & Sciences	M	\$367,268

Data year: 2017 | Data status: Validated compensation, gender, and race data

Source(s): [Form 990-2018](#)

UNIVERSITY OF FLORIDA

FL | Public | SEC | Enrollment: 44,135 | 56% Women | Endowment: \$1.7B

Top Earner by Category

#1 Core: President, \$1.1M, Man/White

#1 Athletic: Head Coach, Football, \$6.1M, Man/White

#1 Medical: Director, Congenital Heart Center, \$996.2K, Man/White

Highest Earner Statistics - Core

0% Women among Highest Earners

0% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$1,127,368
2	Interim SVP, Health Affairs	M	\$996,168
3	VP, Health Affairs & Dean, College of Medicine	M	\$878,102
4	Interim Dean & Professor, Medical	M	\$647,510
5	VP, Advancement	M	\$565,612
6	Eminent Scholar, Finance	M	\$493,286
7	Provost & SVP, Academic Affairs	M	\$476,169
8	Exec. Chief of Staff	M	\$436,599
9	Professor, Physics	M	\$435,326
10	Former SVP, Health Affairs	M	\$432,000

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): [Florida Today Salaries](#), [USA Today Sports](#)

UNIVERSITY OF GEORGIA

GA | Public | SEC | Enrollment: 34,930 | 58% Women | Endowment: \$1.3B

Top Earner by Category

#1 Core: President, \$682.7K, Man/White

#1 Athletic: Head Coach, Football, \$6.7M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

18% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$682,749
2	Professor, Chemistry	M	\$448,987
3	Chair & Professor, Management	M	\$439,250
4	Chair, Taxation	M	\$424,070
5	Chair & Head, Finance	M	\$421,576
6	Professor, Chemistry	M	\$413,856
7	Chair & Professor, Marketing	M	\$406,363
8	Dist. Chair & Professor, Business	W	\$406,219
9	Chair & Professor, Banking & Fin.	W	\$397,701
10	Chair & Professor, Fin. Accounting	M	\$394,772

Data year: 2019 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Openthebooks.com](#)

UNIVERSITY OF HAWAII AT MANOA

HI | Public | Enrollment: 13,329 | 58% Women | Endowment: \$42.3M

Top Earner by Category

#1 Core: Dean & Professor, School of Medicine, \$560.5K, Man/White

#1 Athletic: Head Coach, Football, \$600.0K, Man/White

#1 Medical: Professor & Director, Cancer Center, \$435.4K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

18% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean & Professor, School of Medicine	M	\$560,466
2	Dean, School of Law	M	\$437,702
3	Dean, Leadership & Mgmt.	M	\$418,509
4	President	M	\$398,916
5	Former Chancellor & Professor	W	\$365,520
6	Professor, Chemistry	M	\$352,596
7	Provost	M	\$350,016
8	Research, Geology	M	\$325,812
9	Dean, School of Nursing & Dental Hyg.	W	\$324,585
10	Professor, IT Mgmt.	M	\$309,420

Data year: 2019 | Data status: Did not validate

Source(s): [CivilBeat.org/2019](#) | [Public Salaries](#), [USA Today Sports](#)

UNIVERSITY OF HOUSTON

TX | Public | ACC | Enrollment: 33,608 | 51% Women | Endowment: \$842.5M

Top Earner by Category

#1 Core: System Chancellor and Campus President, \$1.1M, Woman/Asian

#1 Athletic: Head Coach, Men's Basketball, \$3.9M, Man/American Indian or Alaskan Native

Highest Earner Statistics - Core

40% Women among Highest Earners

48% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	System Chancellor and Campus President	W	\$1,105,265
2	Dean & VP, Medical Affairs	M	\$551,200
3	VP, University Advancement	W	\$493,486
4	Professor, Physics	M	\$468,355
5	Provost & SVP, Academic Affairs	W	\$455,514
6	VP, Legal & General Counsel	W	\$452,849
7	VP, Research & Tech. Transfer	M	\$437,876
8	Sr. Assoc. Dean, Faculty Affairs	M	\$433,379
9	SVP, Administration & Finance	M	\$418,494
10	Professor, Mech. Engineering	M	\$418,275

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF ILLINOIS AT CHICAGO

IL | Public | Enrollment: 27,117 | 53% Women | Endowment: \$319.3M

Top Earner by Category

#1 Core: Executive Dean, College of Medicine. \$714.5K, Man/White

#1 Medical: Chief Executive Officer, University of Illinois Hospitals & Clinics, \$550.0K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

25% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Executive Dean, College of Medicine	M	\$714,547
2	VC, Health Affairs	M	\$693,600
3	Chancellor	M	\$516,529
4	Provost & VC, Academic Affairs	W	\$410,000
5	Dean & Professor, Accounting	M	\$406,518
6	VC, Research	W	\$402,941
7	Dean & Professor, Pharm. Sys.	M	\$380,673
8	Dean, College of Dentistry	M	\$378,289
9	Dean, School of Public Health	M	\$377,400
10	Head Professor, Basic Science	W	\$350,392

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): [Illinois Board of Higher Education Salary Database](#), [USA Today Sports](#)

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

IL | Public | BIG 10 | Enrollment: 43,313 | 46% Women | Endowment: \$1.6B

Top Earner by Category

#1 Core: Dean & Chief Academic Officer, College of Medicine, \$686.5K, Man/Asian

#1 Athletic: Head Coach, Football, \$3.6M, Man/Black or African American

Highest Earner Statistics - Core

20% Women among Highest Earners

16% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean & Chief Academic Officer, College of Medicine	M	\$686,500
2	Chancellor	M	\$607,698
3	Dean, College of Business	M	\$561,875
4	VC, Academic Affairs & Provost	M	\$466,365
5	Chair, Inst. Genomic Biology	M	\$449,984
6	Dean, College of Engineering	M	\$433,500
7	Chair, Corporate Finance	M	\$417,080
8	Dean, School of Information Sciences	W	\$414,167
9	Dean, College of Law	M	\$393,760
10	VC, Research & Innovation	W	\$367,500

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF IOWA

IA | Public | BIG 10 | Enrollment: 26,432 | 53% Women | Endowment: \$1.5B

Top Earner by Category

#1 Core: President, \$608.8K, Man/White

#1 Athletic: Head Coach, Football, \$5.6M, Man/White

#1 Medical: Assistant Professor & Orthopedic Surgeon, \$1.4M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

30% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$608,800
2	Former EVP & Provost	W	\$489,000
3	Chair & Professor, Finance	M	\$433,250
4	VP, Research	M	\$422,045
5	Chair & Professor, Accounting	M	\$394,297
6	Professor, Business Analytics	W	\$390,175
7	Research Chair, Accounting	M	\$387,831
8	Professor, Accounting	W	\$387,500
9	Assoc. Dean, College of Engineering	M	\$385,642
10	Dean, Liberal Arts & Sciences	M	\$382,275

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF KANSAS

KS | Public | BIG 12 | Enrollment: 23,027 | 52% Women | Endowment: \$1.8B

Top Earner by Category

#1 Core: Chancellor, \$662.5K, Man/White

#1 Athletic: Head Men's Basketball Coach, \$4.0M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

31% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$662,500
2	Executive Vice Chancellor/Provost	W	\$425,000
3	Dean-Professor, School of Business	W	\$394,485
4	Vice Chancellor for Research	M	\$340,000
5	Interim Dean, Liberal Arts & Sciences	M	\$333,625
6	Dean-Professor, School of Engineering	M	\$313,125
7	Chief Financial Officer	W	\$301,740
8	Dean-Professor, School of Pharmacy	M	\$295,000
9	Dean-Professor, School of Law	M	\$288,015
10	Director/Professor	M	\$285,681

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF KENTUCKY

KY | Public | SEC | Enrollment: 26,158 | 55% Women | Endowment: \$1.3B

Top Earner by Category

#1 Core: Executive Vice President, Health Affairs, \$1.1M, Man/White
 #1 Athletic: Head Coach, Men's Basketball, \$8.0M, Man/White
 #1 Medical: Chair, Neurosurgery; Dir., Spine Center, \$966.0K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

13% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Executive Vice President, Health Affairs	M	\$1,133,730
2	EVP Emeritus, Health Affairs	M	\$945,962
3	President	M	\$855,638
4	VP, Clinical Academic Affairs	M	\$624,225
5	Provost & Professor, Finance	M	\$532,875
6	VP, Philanthropy	M	\$457,646
7	EVP, Fin. & Admin.	M	\$444,619
8	Dean, College of Business & Econ.	M	\$425,000
9	VP, Research	W	\$418,180
10	Dean, College of Public Health	W	\$402,614

Data year: 2019 | Data status: Did not validate

Source(s): [Univ. Kentucky Payroll Database](#), [USA Today Sports](#)

UNIVERSITY OF LOUISVILLE

KY | Public | ACC | Enrollment: 15,936 | 54% Women | Endowment: \$712.3M

Top Earner by Category

#1 Core: President, \$867.5K, Woman/Asian
 #1 Athletic: Head Coach, Football, \$4.1M, Man/
 #1 Medical: Chair, Neurological Surgery, \$1.0M, Man/White

Highest Earner Statistics - Core

50% Women among Highest Earners

57% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$867,474
2	Dean, School of Medicine	W	\$701,172
3	Dean, College of Business	M	\$478,189
4	Dean, School of Dentistry	M	\$471,677
5	EVP & Provost	W	\$401,188
6	VP, Advancement	M	\$375,280
7	General Counsel	M	\$363,708
8	Dean, School of Nursing	W	\$353,399
9	Assoc. VP, Health Affairs/Str. Initiatives	W	\$352,679
10	Dean & Professor, Law	M	\$337,314

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF MARYLAND-COLLEGE PARK

MD | Public | BIG 10 | Enrollment: 36,603 | 47% Women | Endowment: \$620.0M

Top Earner by Category

#1 Core: President, \$698.6K, Man/Asian

#1 Athletic: Head Men's Basketball Coach, \$3.0M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

20% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$698,572
2	SVP, Academic Affairs & Provost	W	\$470,045
3	Director & Chair, Physics	M	\$420,219
4	Chair & Professor, Finance	M	\$418,200
5	VP, University Relations	W	\$418,200
6	Chair & Professor, Finance	M	\$416,199
7	Dean, School of Business	M	\$414,138
8	Chair & Professor, Consumer Sciences	M	\$406,662
9	Professor, Human Development	M	\$400,953
10	Chair & Professor, Marketing	M	\$399,746

Data year: 2019 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Diamondback Salary Guide](#)

UNIVERSITY OF MASSACHUSETTS-AMHERST

MA | Public | Enrollment: 24,343 | 49% Women | Endowment: \$336.7M

Top Earner by Category

#1 Core: Associate Dean, Environmental Biotechnology & Professor, Microbiology, \$637.4K, Man/White

#1 Athletic: Head Coach, Baseball, \$827.0K, Man/White

Highest Earner Statistics - Core

0% Women among Highest Earners

0% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Associate Dean, Environmental Biotechnology & Professor, Microbiology	M	\$637,362
2	Chancellor	M	\$614,948
3	VC, Adv./Development & Alum. Rel.	M	\$509,808
4	Director, Inst. for App. Life Sciences	M	\$472,691
5	Director, Ctr. for Data Sciences	M	\$468,573
6	Provost & SVC, Academic Affairs	M	\$391,178
7	Professor, Polymer Science & Engineering	M	\$384,578
8	Chair, Econ. Ops. & Info. Mgmt.	M	\$369,579
9	Chair & Professor, Accounting	M	\$362,861
10	Professor, Polymer Science & Engineering	M	\$349,681

Data year: 2019 | Data status: Did not validate

Source(s): [MA CTHRU Data](#)

UNIVERSITY OF MIAMI

FL | Private | ACC | Enrollment: 15,904 | 52% Women | Endowment: \$1.0B

Top Earner by Category

#1 Core: Executive Vice President & Chief Executive Officer, University of Miami Health System, \$3.5M, Man/White

#1 Athletic: Head Coach, Football, \$4.0M, Man/White

#1 Medical: Chief Financial Officer, University of Miami Health System, \$2.0M, Man/White

Highest Earner Statistics - Core

43% Women among Highest Earners

20% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Executive Vice President & Chief Executive Officer, University of Miami Health System	M	\$3,520,952
2	President	M	\$1,297,672
3	Former VP & General Counsel	W	\$631,572
4	COO & EVP, Business & Fin.	W	\$557,561
5	Former EVP & Provost	M	\$535,307
6	EVP & Provost	M	\$460,271
7	Former President	W	\$282,041

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

UNIVERSITY OF MICHIGAN-ANN ARBOR

MI | Public | BIG 10 | Enrollment: 44,340 | 50% Women | Endowment: \$11.7B

Top Earner by Category

#1 Core: Dean, Medical School, \$1.4M, Man/White

#1 Athletic: Head Coach, Football, \$7.5M, Man/White

#1 Medical: Chief Financial Officer, University of Michigan Health System, \$811.3K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

15% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean, Medical School	M	\$1,400,000
2	President	M	\$868,303
3	EVP & CFO	M	\$640,000
4	Former Dean, Medical School	M	\$637,403
5	Dean & Professor, Business	M	\$617,099
6	Former Provost & EVP, Academic Affairs	M	\$570,340
7	Dean, School of Dentistry	W	\$537,148
8	Dean & Professor, Law	M	\$536,974
9	VP, Academic & Budgetary Affairs	W	\$508,251
10	Dean & Professor, Engineering	M	\$496,501

Data year: 2019 | Data status: Did not validate

Source(s): [OpenTheBooks.com](#), [USA Today Sports](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF MINNESOTA-TWIN CITIES

MN | Public | BIG 10 | Enrollment: 39,763 | 54% Women | Endowment: \$3.5B

Top Earner by Category

#1 Core: President, \$640.0K, Woman/White

#1 Athletic: Head Coach, Football, \$3.6M, Man/White

#1 Medical: Vice President & Dean, Medical School, \$730.1K, Man/White

Highest Earner Statistics - Core

50% Women among Highest Earners

56% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$640,000
2	Dean, School of Management	W	\$572,560
3	EVP & Provost	W	\$495,000
4	SVP, Finance & Operations	M	\$399,000
5	Assoc. Dean, School of Management	M	\$393,659
6	Professor, Economics	M	\$392,830
7	Professor, Economics	M	\$392,663
8	Dean, School of Law	M	\$390,580
9	Professor, Economics	W	\$382,500
10	Professor, Economics	W	\$381,651

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF MISSISSIPPI

MS | Public | SEC | Enrollment: 19,864 | 57% Women | Endowment: \$713.0M

Top Earner by Category

#1 Core: Chancellor, \$600.0K, Man/White

#1 Athletic: Former Head Coach, Men's Basketball, \$3.4M, Man/White

Highest Earner Statistics - Core

0% Women among Highest Earners

0% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$600,000
2	Former Chancellor	M	\$96,577

Data year: 2018 | Data status: Did not validate

Source(s): [Chronicle of Higher Education Executive Compensation](#), Chronicle of Higher Education dataset

UNIVERSITY OF MISSOURI-COLUMBIA

MO | Public | SEC | Enrollment: 25,265 | 53% Women | Endowment: \$1.0B

Top Earner by Category

#1 Core: Chancellor, \$504.5K, Man/White

#1 Athletic: Head Coach, Football, \$3.1M, Man/White

#1 Medical: Chief Medical Officer, Procedural Services, \$982.0K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

27% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$504,531
2	Interim Dean, School of Medicine	M	\$499,800
3	Dean, College of Business	M	\$456,773
4	General Counsel	M	\$425,500
5	Provost & EVC	W	\$408,000
6	Dean, College of Engineering	W	\$363,732
7	VP, Fin. & CFO	M	\$363,000
8	VC, Research & Econ. Development	M	\$342,014
9	Curators Dist. Professor, Animal Sciences	M	\$311,716
10	Dean, College of Arts & Sciences	W	\$311,304

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#), [USA Today Sports](#)

UNIVERSITY OF NEBRASKA-LINCOLN

NE | Public | BIG 10 | Enrollment: 22,191 | 47% Women | Endowment: \$1.0B

Top Earner by Category

#1 Core: Chancellor, \$481.6K, Man/White

#1 Athletic: Head Football Coach, \$4.5M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

22% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$481,562
2	EVC, Academic Affairs	W	\$427,500
3	Dean, College of Business	W	\$406,751
4	Dean, College of Engineering	M	\$387,200
5	Professor & Chair, Accounting	M	\$371,681
6	ED, Early Childhood Institute	M	\$365,499
7	ED, Global Institute	M	\$350,493
8	VC, Research & Economic Development	M	\$346,600
9	VC, Institute of Agriculture	M	\$346,008
10	Dean & Professor, Law	M	\$341,000

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF NEVADA-LAS VEGAS

NV | Public | Enrollment: 21,541 | 57% Women | Endowment: \$230.2M

Top Earner by Category

#1 Core: Founding Dean, School of Medicine, \$554.6K, Woman/White

#1 Athletic: Former Head Coach, Football, \$677.9K, Man/Unknown

#1 Medical: Associate Professor & Chief, Pediatric Surgery, \$893.6K, Man/White

Highest Earner Statistics - Core

60% Women among Highest Earners

61% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Founding Dean, School of Medicine	W	\$554,607
2	President	W	\$407,145
3	Dean & Professor, Business	M	\$400,139
4	Dean, School Of Law	M	\$377,906
5	Dean, College of Hospitality	M	\$373,686
6	CFO & Sr. Assoc. Dean, Admin. & Fin.	W	\$344,149
7	Founding Dean, Academic Success Center	W	\$335,400
8	Assoc. Director, Div. of Health Sciences	M	\$327,004
9	VP, Research & Econ. Development	W	\$319,120
10	Vice Dean, Academic Affairs & Education	W	\$314,873

Data year: 2019 | Data status: Did not validate

Source(s): [Chronicle of Higher Education Executive Compensation](#), [Transparent Nevada](#)

UNIVERSITY OF NEVADA-RENO

NV | Public | Enrollment: 16,768 | 53% Women | Endowment: \$327.7M

Top Earner by Category

#1 Core: President, \$500.0K, Man/Hispanic or Latinx

#1 Athletic: Sp. Asst. President & Director, Athletics, \$412.0K, Man/White

#1 Medical: VP, Health Science & Dean, School of Medicine, \$595.4K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

25% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$500,000
2	EVP & Provost	M	\$355,999
3	VP, Research & Innov. & Prof., Mech Eng.	M	\$342,784
4	Dean, College of Business	M	\$296,159
5	Dean, College Of Engineering	M	\$292,282
6	Vice President, Student Services	W	\$270,252
7	Dean, College of Science	M	\$254,729
8	VP, Admin and Finance	M	\$244,007
9	Dean, College of Liberal Arts	W	\$240,946
10	General Counsel	W	\$233,181

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF NEW HAMPSHIRE-MAIN CAMPUS

NH | Public | Enrollment: 13,896 | 55% Women | Endowment: \$389.5M

Top Earner by Category

#1 Core: President, \$430.2K, Man/White

#1 Athletic: Head Coach, Football, \$278.8K, Man/White

Highest Earner Statistics - Core

40% Women among Highest Earners

39% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$430,154
2	Dean, Business & Economics	W	\$323,000
3	Provost & VP, Academic Affairs	M	\$321,692
4	VP, University Advancement	W	\$297,231
5	Dean, School of Law	W	\$292,067
6	Dean, Life Sciences & Agriculture	M	\$281,000
7	Director, Institute for Earth, Oceans, & Space	M	\$275,086
8	Interim CFO	M	\$275,000
9	Dean, Engineering & Physical Sciences	M	\$270,760
10	Dean, Liberal Arts	W	\$270,173

Data year: 2020 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF NEW MEXICO-MAIN CAMPUS

NM | Public | Enrollment: 16,897 | 56% Women | Endowment: \$467.0M

Top Earner by Category

#1 Core: President, \$463.0K, Woman/White

#1 Athletic: Head Coach, Football, \$825.6K, Man/White

#1 Medical: Assistant Professor, Neurosurgery, \$746.5K, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

36% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$463,000
2	Provost & EVP, Academic Affairs	M	\$320,000
3	SVP, Finance & Administration	W	\$300,000
4	Director & Professor, e-Science Initiatives	M	\$280,078
5	Chief Legal Counsel	W	\$268,975
6	VP, Research	M	\$264,001
7	Dean, Engineering	M	\$258,825
8	Dean, School of Law	M	\$253,536
9	Dean, Arts & Science	M	\$236,485
10	Professor, Computer Science	M	\$219,380

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

NC | Public | ACC | Enrollment: 25,220 | 59% Women | Endowment: \$3.3B

Top Earner by Category

#1 Core: Dean & Chief Academic Officer, College of Medicine, \$780.2K, Man/White

#1 Athletic: Former Head Coach, Football, \$2.6M, Man/White

#1 Medical: Chief & Professor, Cardiothoracic Surgery, \$1.1M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

10% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean & Chief Academic Officer, College of Medicine	M	\$780,203
2	Professor, Global Ops.	M	\$708,639
3	Professor, Marketing	M	\$701,649
4	Professor, Finance	M	\$680,663
5	Professor, Strategy & Enterprise	M	\$661,629
6	Professor, Strategy & Enterprise	M	\$658,705
7	Chair & Professor, Finance	M	\$639,243
8	Chancellor	W	\$637,501
9	VC, Research	M	\$635,362
10	Sr. Assoc. Dean, Academic Affairs	M	\$577,123

Data year: 2018 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF NORTH TEXAS

TX | Public | Enrollment: 28,441 | 54% Women | Endowment: \$181.6M

Top Earner by Category

#1 Core: President, \$566.3K, Man/White

#1 Athletic: Head Coach, Football, \$1.9M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$566,282
2	Professor, Biochemistry & Molecular Biology	M	\$384,188
3	Provost & VP, Academic Affairs	W	\$352,722
4	Dean, College of Engineering	M	\$350,500
5	SVP, Finance & Administration	M	\$331,563
6	Dept. Chair & Professor, Accounting	M	\$328,708
7	Vice Provost, Graduate Education & Dean	M	\$300,454
8	Sr. Assoc. Dean, College of Business	W	\$293,112
9	Professor, Developmental Physiology	M	\$288,637
10	VP, University Advancement	M	\$287,364

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): [Chronicle of Higher Education Executive Compensation](#), [Openthebooks.com](#)

UNIVERSITY OF NOTRE DAME

IN | Private | ACC | Enrollment: 12,323 | 46% Women | Endowment: \$11.1B

Top Earner by Category

#1 Core: President & Trustee, \$1.0M, Man/White

#1 Athletic: Head Coach, Football, \$1.6M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

19% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President & Trustee	M	\$1,018,001
2	EVP & Trustee, College of Business	M	\$720,037
3	VP & General Counsel	W	\$594,852
4	Provost & Trustee	M	\$533,969
5	VP, Mission Engagement & Trustee	M	\$233,963

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

UNIVERSITY OF OKLAHOMA-NORMAN CAMPUS

OK | Public | BIG 12 | Enrollment: 22,059 | 51% Women | Endowment: \$63.9M

Top Earner by Category

#1 Core: Director, Center for Financial Studies & Chair & Professor, Finance, \$390.9K, Man/Asian

#1 Athletic: Head Coach, Football, \$6.4M, Man/White

Highest Earner Statistics - Core

0% Women among Highest Earners

0% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Director, Center for Financial Studies & Chair & Professor, Finance	M	\$390,927
2	Former President	M	\$389,493
3	Dean & Chair, Business	M	\$382,853
4	Dean, Atmosphere & Geo Sci	M	\$369,846
5	Chair & Professor, Energy Accounting	M	\$365,400
6	Director, Inst. of Envr. Genomics	M	\$352,239
7	Professor, Law	M	\$348,689
8	Director & Professor, Entrp.	M	\$336,007
9	President	M	\$333,723
10	VP, Admin. & Fin.	M	\$330,688

Data year: 2019 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Oklahoma Watch](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF OREGON

OR | Public | Pac-12 | Enrollment: 20,703 | 54% Women | Endowment: \$912.5M

Top Earner by Category

#1 Core: President, \$834.4K, Man/White

#1 Athletic: Head Coach, Football, \$3.8M, Man/

Highest Earner Statistics - Core

30% Women among Highest Earners

26% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$834,400
2	VP, University Advancement	M	\$644,562
3	VP & Executive Director, Knight Campus	M	\$550,000
4	Dean, College of Business	W	\$435,169
5	Provost & SVP	M	\$425,000
6	VP, Finance & Administration; CFO	W	\$398,000
7	Dean & Chair, Leadership & Law	W	\$383,958
8	VP & General Counsel	M	\$361,427
9	VP, Research & Innovation	M	\$359,884
10	Dean, College of Arts & Sciences	M	\$337,854

Data year: 2019 | Data status: Submitted partial data

Source(s): University provided

UNIVERSITY OF PENNSYLVANIA

PA | Private | Enrollment: 21,960 | 53% Women | Endowment: \$13.8B

Top Earner by Category

#1 Core: President, \$2.9M, Woman/White

#1 Medical: Chief Executive Officer, University of Pennsylvania Health System, \$2.5M, Man/White

Highest Earner Statistics - Core

40% Women among Highest Earners

43% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$2,874,838
2	EVP, Health Sys. & Dean, School of Medicine	M	\$2,546,270
3	Executive Vice President	M	\$1,091,644
4	SVP & General Counsel	W	\$905,667
5	SVP, Dvlpmnt. & Alum. Rel.	M	\$888,710
6	SVP, Chief of Staff	M	\$740,818
7	Former Provost	M	\$707,738
8	VP, Fin. & Treasurer	W	\$612,721
9	VP, Info. Sys. & Comp.	M	\$593,318
10	Chief Diversity Officer	W	\$523,455

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

UNIVERSITY OF PITTSBURGH-PITTSBURGH CAMPUS

PA | Public | ACC | Enrollment: 25,901 | 53% Women | Endowment: \$4.2B

Top Earner by Category

#1 Core: Senior Vice Chancellor, Health Sciences & Dean, School of Medicine, \$937.3K, Man/White

#1 Athletic: Head Coach, Football, \$4.0M, Man/White

Highest Earner Statistics - Core

44% Women among Highest Earners

40% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Senior Vice Chancellor, Health Sciences & Dean, School of Medicine	M	\$937,284
2	Provost & SVC	W	\$692,676
3	SVC & CFO	M	\$572,938
4	Chancellor	M	\$547,149
5	Chair, Institute of Politics	M	\$498,806
6	Treasurer	W	\$478,182
7	SVC & Chief Legal Officer	W	\$425,049
8	SVC, Engagement	W	\$420,329
9	SVC, Research	M	\$415,549

Data year: 2018 | Data status: Validated compensation, gender, and race data

Source(s): [Form 990-2019](#)

UNIVERSITY OF ROCHESTER

NY | Private | Enrollment: 9,937 | 48% Women | Endowment: \$2.3B

Top Earner by Category

#1 Core: President & Trustee, \$1.6M, Man/White

#1 Medical: Assoc Prof. Orthopedics - SMD, URRMC, \$4.1M, Man/White

Highest Earner Statistics - Core

40% Women among Highest Earners

23% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President & Trustee	M	\$1,579,768
2	SVP, Research & Provost	M	\$1,321,881
3	SVP, Health Sciences & CEO, Medical Ctr.	M	\$1,091,700
4	SVP & Chief Advancement Officer	M	\$696,298
5	Dean, Faculty	M	\$664,859
6	CFO; Treasurer; SVP, Admin. & Fin.	W	\$539,183
7	VP & General Counsel	W	\$492,696
8	Dean of the College	M	\$381,163
9	General Secretary & Chief of Staff	W	\$338,535
10	VP, Communications	W	\$318,689

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

UNIVERSITY OF SOUTH CAROLINA-COLUMBIA

SC | Public | SEC | Enrollment: 31,270 | 54% Women | Endowment: \$641.5M

Top Earner by Category

#1 Core: Dean, School of Medicine, \$500.0K, Woman/White

#1 Athletic: Head Coach, Football, \$4.4M, Man/White

#1 Medical: Senior Associate Dean, Academic Affairs, School of Medicine, \$432.0K, Woman/White

Highest Earner Statistics - Core

20% Women among Highest Earners

23% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean, School of Medicine	W	\$500,000
2	SVP, Administration	M	\$438,186
3	VP, Research	M	\$405,855
4	EVP & Provost	W	\$400,400
5	Director & Professor, AI Institute	M	\$400,000
6	Dean, School of Public Health	M	\$396,391
7	Dean, School of Music	M	\$376,000
8	Former President	M	\$375,031
9	CEO, Health Sciences	M	\$367,500
10	President	M	\$254,744

Data year: 2019 | Data status: Submitted partial data

Source(s): [Govsalaries.com](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF SOUTH FLORIDA-MAIN CAMPUS

FL | Public | Enrollment: 31,546 | 55% Women | Endowment: \$444.4M

Top Earner by Category

#1 Core: SVP & CEO, USF Foundation, \$532.3K, Man/White

#1 Athletic: Head Coach, Football, \$5.0M, Man/Black or African American

#1 Medical: Associate Dean, Professor, & Chair, Molecular Medicine, \$346.5K, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

12% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	SVP & CEO, USF Foundation	M	\$532,250
2	SVP, Research & Innovation	M	\$522,569
3	Former President	W	\$505,837
4	Provost & EVP	M	\$477,479
5	Dean, College of Business	M	\$440,538
6	Dean & Professor, College of Engineering	M	\$405,406
7	SVP, Business & Financial Strategy	M	\$400,000
8	President	M	\$382,581
9	Dean, College of Arts and Sciences	M	\$353,022
10	Sr. Vice Provost & Dean, Graduate Studies	M	\$334,772

Data year: 2019 | Data status: Did not validate

Source(s): [Chronicle of Higher Education Executive Compensation](#), [Florida Today Salaries](#), [USA Today Sports](#)

UNIVERSITY OF SOUTHERN CALIFORNIA

CA | Private | Pac-12 | Enrollment: 40,952 | 54% Women | Endowment: \$5.5B

Top Earner by Category

#1 Core: Former Dean, School of Medicine, \$1.8M, Man/White

#1 Athletic: Head Coach, Football, \$3.1M, Man/White

#1 Medical: Chair & Distinguished Professor, Surgery & Chair, Stem Cell and Cardiovascular Thoracic Research, \$2.8M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

12% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Former Dean, School of Medicine	M	\$1,829,046
2	SVP, Fin. & CFO	M	\$1,800,032
3	President & Trustee	M	\$1,706,942
4	Dean, School of Med.	M	\$1,423,257
5	SVP, University Adv.	M	\$1,078,358
6	Provost & SVP, Acad. Affairs	M	\$917,798
7	SVP	M	\$833,976
8	SVP & General Counsel	W	\$754,162
9	Dean, School of Business	M	\$653,720
10	Dean, College of Letters, Arts, & Sci.	W	\$582,856

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

UNIVERSITY OF SOUTHERN MISSISSIPPI

MS | Public | Enrollment: 11,156 | 64% Women | Endowment: \$110.4M

Top Earner by Category

#1 Core: President, \$485.6K, Man/Black or African American

#1 Athletic: Head Coach, Football, \$500.0K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

18% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$485,587
2	Provost & SVP, Acad. Affairs	M	\$285,000
3	Founding Dean, College of Arts & Sciences	M	\$245,000
4	Former Dean, Business & Econ. Development	W	\$239,365
5	VP, Rsrch. & Professor, Sci.	M	\$225,000
6	Professor & Dean, College of Engr.	M	\$212,500
7	VP, Fin. & Admin.	W	\$207,000
8	Director, Ctr. for Gulf Studies	M	\$206,250
9	VP, External Affairs	M	\$206,000
10	Director, School of Accountancy	M	\$205,387

Data year: 2018 | Data status: Did not validate

Source(s): [Chronicle of Higher Education Executive Compensation](#), [Openthebooks.com](#)

UNIVERSITY OF TENNESSEE-KNOXVILLE

TN | Public | SEC | Enrollment: 25,257 | 52% Women | Endowment: \$728.3M

Top Earner by Category

#1 Core: Dean & Professor, College of Business, \$499.1K, Man/White

#1 Athletic: Head Coach, Football, \$3.8M, Man/White

Highest Earner Statistics - Core

30% Women among Highest Earners

28% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean & Professor, College of Business	M	\$499,120
2	Provost & SVC	M	\$422,700
3	SVC, Fin. & Admin.	M	\$417,350
4	Dean & Chair, Engr.	W	\$400,250
5	Former Interim Chancellor	M	\$393,999
6	Professor, Accounting	M	\$367,197
7	Dist. Professor, Ed. Leadership & Policy Studies	M	\$366,476
8	Professor, Biochem. & Molec. Bio.	M	\$355,325
9	Chair, Business & Professor, Accounting	W	\$354,315
10	Professor, Banking & Fin.	W	\$352,876

Data year: 2019 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Univ. Tennessee Salary Database](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF TEXAS AT ARLINGTON

TX | Public | Enrollment: 23,870 | 52% Women | Endowment: \$159.7M

Top Earner by Category

#1 Core: President, \$485.6K, Man/Asian

#1 Athletic: Head Coach, Men's Basketball, \$423.5K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

21% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$485,600
2	Provost & VP, Academic Affairs	M	\$471,055
3	Dean, College of Business	M	\$440,750
4	Dean, Nursing & Health Innovation	W	\$410,000
5	CFO & VP	W	\$396,940
6	Vice Provost & Professor, Economics	M	\$394,684
7	Dean, College of Engineering	M	\$362,818
8	CIO	M	\$319,943
9	VP, Administration	M	\$313,080
10	Assoc. Dean, College of Engineering	M	\$310,202

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF TEXAS AT AUSTIN

TX | Public | BIG 12 | Enrollment: 48,542 | 53% Women | Endowment: \$4.0B

Top Earner by Category

#1 Core: Dean, Medical School & VP, Medical Affairs, \$927.8K, Man/White

#1 Athletic: Head Coach, Football, \$5.8M, Man/White

#1 Medical: Chief, Cardiothoracic Surgery & Professor, Surgery and Perioperative Care, \$2.3M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

8% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean, Medical School & VP, Medical Affairs	M	\$927,847
2	President	M	\$901,280
3	Chair, Science & Professor, Physics	M	\$634,485
4	Dean, School of Business	M	\$620,020
5	Chair, Financial Services	M	\$617,451
6	Professor & Chair, Management	M	\$603,264
7	SVP & CFO	M	\$592,404
8	Chair, Mathematics	M	\$582,252
9	VP, Development	M	\$569,454
10	EVP & Provost	W	\$523,316

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF TEXAS AT DALLAS

TX | Public | Enrollment: 22,708 | 43% Women | Endowment: \$531.4M

Top Earner by Category

#1 Core: President, \$608.8K, Man/White

Highest Earner Statistics - Core

0% Women among Highest Earners

0% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$608,773
2	Professor, Physics	M	\$536,856
3	Dean, School of Management	M	\$528,752
4	Chair, Accounting	M	\$485,838
5	Chair, Finance & Managerial Economics	M	\$465,389
6	Professor, Accounting	M	\$456,000
7	Professor, Accounting	M	\$448,500
8	Chair, Global Strategy	M	\$435,929
9	Professor, Accounting & Info. Mgmt.	M	\$432,863
10	Professor, Information Systems	M	\$427,933

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF TEXAS AT EL PASO

TX | Public | Enrollment: 15,431 | 52% Women | Endowment: \$262.4M

Top Earner by Category

#1 Core: Former President, \$476.8K, Woman/White

#1 Athletic: Head Coach, Men's Basketball, \$756.8K, Man/Black or African American

Highest Earner Statistics - Core

20% Women among Highest Earners

24% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Former President	W	\$476,800
2	Director, Center for 3D Innovation	M	\$366,121
3	Chief of Staff	M	\$292,410
4	VP, Rsrch.	M	\$288,040
5	Dean, College of Engr.	W	\$285,334
6	Assoc. VP, Str. Init.	M	\$285,260
7	Assoc. Dean, Faculty Dvlpmt.	M	\$280,289
8	Dean, College of Hlth. Sci.	M	\$280,038
9	VP, Info. Resources & Planning	M	\$278,640
10	Dean, College of Sci.	M	\$278,413

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [USA Today Sports](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF UTAH

UT | Public | Pac-12 | Enrollment: 24,865 | 47% Women | Endowment: \$1.1B

Top Earner by Category

#1 Core: Dean, School of Medicine, \$1.1M, Man/White

#1 Athletic: Head Coach, Football, \$4.3M, Man/White

#1 Medical: Chair, Orthopedics, \$1.5M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

26% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Dean, School of Medicine	M	\$1,078,216
2	Professor, Biology	W	\$897,267
3	President	W	\$728,610
4	Chair, Entrepreneurship & Strategy	M	\$596,463
5	Chair, Social Entrepreneurship	M	\$589,744
6	Dean, School of Business	M	\$535,808
7	Chair, Free Market Economics	M	\$528,347
8	Director, Institute for Economics	M	\$493,772
9	SVP, Academic Affairs	M	\$469,813
10	VP, Govt. Relations	M	\$452,000

Data year: 2019 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Openthebooks.com](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF VIRGINIA-MAIN CAMPUS

VA | Public | ACC | Enrollment: 22,509 | 52% Women | Endowment: \$6.9B

Top Earner by Category

#1 Core: President, \$936.3K, Man/White

#1 Athletic: Head Coach, Football, \$3.7M, Man/White

#1 Medical: Chair, Surgery, \$629.2K, Woman/White

Highest Earner Statistics - Core

20% Women among Highest Earners

18% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$936,253
2	EVP, Health Affairs	M	\$795,500
3	Dean, School of Med.	M	\$600,000
4	SVP, Advancement	M	\$594,500
5	Dean, School of Business	M	\$582,100
6	Former President	W	\$580,000
7	Dean, Arts & Sci.	M	\$565,000
8	EVP & COO	W	\$550,000
9	Former EVP & COO	M	\$537,400
10	Dean, School of Commerce	M	\$517,500

Data year: 2019 | Data status: Did not validate

Source(s): [USA Today Sports](#), [Chronicle of Higher Education Executive Compensation](#), [Openthebooks.com](#)

UNIVERSITY OF WASHINGTON-SEATTLE CAMPUS

WA | Public | Pac-12 | Enrollment: 41,872 | 54% Women | Endowment: \$3.5B

Top Earner by Category

#1 Core: President, \$1.1M, Woman/Hispanic or Latinx

#1 Athletic: Head Coach, Football, \$4.4M, Man/White

#1 Medical: Vice Chairman, Neurological Surgery, \$642.5K, Man/Asian

Highest Earner Statistics - Core

40% Women among Highest Earners

45% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	W	\$1,071,083
2	Chair, Health Metrics Sciences	M	\$760,300
3	President, UW Med. Hospitals	W	\$690,000
4	Chair, Fin. & Business Economics	M	\$589,600
5	Dean, School of Business	M	\$521,300
6	Chief Real Estate Officer	M	\$511,600
7	VP, University Advancement	W	\$463,300
8	EVP, Fin. & Admin.	M	\$462,100
9	Professor, Management	M	\$452,700
10	Assoc. Dean, Faculty & Academic Affairs	W	\$446,400

Data year: 2018 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [USA Today Sports](#), [Chronicle of Higher Education Executive Compensation](#)

UNIVERSITY OF WISCONSIN-MADISON

WI | Public | BIG 10 | Enrollment: 39,045 | 52% Women | Endowment: \$4.2B

Top Earner by Category

#1 Core: Chancellor, \$610.7K, Woman/White

#1 Athletic: Head Coach, Football, \$4.2M, Man/Unknown

Highest Earner Statistics - Core

10% Women among Highest Earners

13% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	W	\$610,736
2	Chair & Professor, Economics	M	\$556,855
3	Professor, Finance	M	\$533,239
4	Provost & Professor, Economics Policy	M	\$495,000
5	Chair, Economics	M	\$453,166
6	Dean, School of Business	M	\$440,000
7	Professor, Economics	M	\$431,627
8	Professor, Marketing	M	\$430,112
9	Chair & Professor, Economics	M	\$421,826
10	Dean, College of Engineering	M	\$412,080

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

UNIVERSITY OF WISCONSIN-MILWAUKEE

WI | Public | Enrollment: 20,821 | 53% Women | Endowment: \$167.2M

Top Earner by Category

#1 Core: Chancellor, \$400.6K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$368.2K, Man/Black or African American

Highest Earner Statistics - Core

10% Women among Highest Earners

9% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$400,633
2	Distinguished Professor, Econ.	M	\$346,510
3	Dean Emeritus & Professor, Mktg.	M	\$315,272
4	Professor, Physics	M	\$304,319
5	Provost & VC, Acad. Affairs	M	\$287,826
6	Dean, Engr.	M	\$284,185
7	Professor, Supply Chain Mgmt.	M	\$275,952
8	Campus Hlth. Officer	W	\$269,808
9	Director, Composite Center	M	\$269,625
10	Professor, School of Business	M	\$266,949

Data year: 2019 | Data status: Did not validate

Source(s): [Univ. Wisconsin Salary Database](#), [Chronicle of Higher Education Executive Compensation](#)

VANDERBILT UNIVERSITY

TN | Private | SEC | Enrollment: 11,864 | 54% Women | Endowment: \$4.6B

Top Earner by Category

#1 Core: Vice Chancellor, Finance & Chief Financial Officer, \$1.6M, Man/White

#1 Athletic: Head Coach, Football, \$3.2M, Man/Black or African American

Highest Earner Statistics - Core

40% Women among Highest Earners

34% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Vice Chancellor, Finance & Chief Financial Officer	M	\$1,607,630
2	Chancellor	M	\$1,510,325
3	VC, IT & CIO	M	\$1,004,184
4	VC, General Counsel & Secretary	W	\$823,180
5	Provost & VC, Academic Affairs	W	\$810,272
6	Dean, College of Arts & Sciences	W	\$721,787
7	VC, Development & Alum. Rel.	W	\$650,670
8	Dean, Basic Sciences, Biochem. Dept.	M	\$580,760
9	Professor, Psych. & Former Provost	M	\$549,625
10	VC, Admin.	M	\$523,045

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

VIRGINIA COMMONWEALTH UNIVERSITY

VA | Public | Enrollment: 25,301 | 61% Women | Endowment: \$2.0B

Top Earner by Category

#1 Core: President, \$710.7K, Man/Hispanic or Latinx

#1 Athletic: Head Coach, Men's Basketball, \$1.5M, Man/White

#1 Medical: Chair, Pulmonary Disease & Critical Care, \$465.6K, Man/Black or African American

Highest Earner Statistics - Core

50% Women among Highest Earners

48% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$710,728
2	SVP, Health Sciences	W	\$542,973
3	Dean, School of Dentistry	M	\$430,091
4	Dean, College of Engineering	W	\$421,979
5	Provost & VP, Academic Affairs	W	\$408,546
6	VP, Finance & Budget	W	\$407,173
7	VP, Development & Alumni Relations	M	\$400,322
8	Dean, School of Pharmacy	M	\$386,897
9	VP, Administration	W	\$360,570
10	VP, Research & Innovation	M	\$360,000

Data year: 2019 | Data status: Validated compensation, gender, and race data

Source(s): University provided

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

VA | Public | ACC | Enrollment: 31,972 | 43% Women | Endowment: \$1.1B

Top Earner by Category

#1 Core: Vice President, Advancement, \$676.7K, Man/White

#1 Athletic: Head Coach, Football, \$4.0M, Man/White

#1 Medical: Director, Human Neuroimaging Laboratory, \$501.2K, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

12% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Vice President, Advancement	M	\$676,700
2	President	M	\$619,753
3	Dean, School of Medicine	W	\$615,000
4	VP, Health Sciences & Technology	M	\$530,604
5	Dean, College of Business	M	\$529,975
6	ED, School of Neuroscience	M	\$518,135
7	Director, Transportation Inst.	M	\$460,485
8	Professor, Entrp. Studies	M	\$459,797
9	Assoc. VP, Research & Innovation	M	\$443,073
10	SVP & Chief Business Officer	M	\$440,000

Data year: 2019 | Data status: Did not validate

Source(s): USA Today Sports, Chronicle of Higher Education Executive Compensation, [Bizjournals.com](https://bizjournals.com)

WASHINGTON STATE UNIVERSITY

WA | Public | Pac-12 | Enrollment: 26,683 | 53% Women | Endowment: \$1.0B

Top Earner by Category

#1 Core: President, \$625.0K, Man/White

#1 Athletic: Head Coach, Football, \$3.6M, Man/White

#1 Medical: Chair & Senior Director, Global Health, \$448.6K, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

17% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$625,000
2	Dean, College of Medicine	M	\$550,900
3	Provost & EVP	M	\$437,000
4	Chancellor (WSU Vancouver)	M	\$403,900
5	Dean, College of Business	M	\$384,400
6	VP, University Advancement	W	\$381,000
7	VP, Research & Professor, Physics	M	\$376,500
8	VP & Chancellor (WSU Spokane)	M	\$375,000
9	Dean, College of Engineering & Architecture	W	\$350,600
10	Chair, Pharmaceutical Sciences	M	\$339,000

Data year: 2018 | Data status: Validated compensation, gender, and race data

Source(s): [Opensthebooks.com](https://opensthebooks.com), Chronicle of Higher Education Executive Compensation

WASHINGTON UNIVERSITY IN ST. LOUIS

MO | Private | Enrollment: 13,773 | 52% Women | Endowment: \$7.7B

Top Earner by Category

#1 Core: Chancellor, \$1.3M, Man/White

#1 Medical: Professor, Orthopedic Surgery, \$1.9M, Man/White

Highest Earner Statistics - Core

20% Women among Highest Earners

11% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Chancellor	M	\$1,306,726
2	EVC, Med. Affairs	M	\$1,296,484
3	Former EVC, Medical Affairs	M	\$749,920
4	Former Provost & EVC, Academic Affairs	M	\$747,962
5	EVC, Alum. Development	M	\$696,145
6	Provost & EVC, Academic Affairs	M	\$684,092
7	Former EVC & General Counsel	M	\$577,258
8	EVC & CFO	M	\$493,990
9	VC, Student Affairs	W	\$442,822
10	VC & General Counsel	W	\$343,389

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

WAYNE STATE UNIVERSITY

MI | Public | Enrollment: 18,746 | 58% Women | Endowment: \$396.8M

Top Earner by Category

#1 Core: President, \$537.2K, Man/Two or More Races

#1 Medical: Associate Vice President & Professor, Women's Health, \$524.4K, Woman/White

Highest Earner Statistics - Core

10% Women among Highest Earners

8% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	President	M	\$537,216
2	VP, Research	M	\$399,234
3	Asst. VP, Translational Sciences & Research Innov.	M	\$380,000
4	Provost & SVP, Acad. Affairs	M	\$365,000
5	Former President	M	\$364,755
6	Dean & Professor, School of Med.	M	\$352,480
7	Chair & Professor, Fin.	M	\$331,031
8	Former CFO & VP, Fin. & Business Ops.	M	\$318,680
9	Dean, Graduate School	W	\$307,903
10	Dean, College of Engr.	M	\$300,087

Data year: 2017 | Data status: Did not validate

Source(s): [Wayne State Salary Guide](#), [Chronicle of Higher Education Executive Compensation](#)

WEST VIRGINIA UNIVERSITY

WV | Public | BIG 12 | Enrollment: 23,846 | 49% Women | Endowment: \$671.5M

Top Earner by Category

#1 Core: Vice President & Executive Dean, Health Sciences, \$957.0K, Man/White

#1 Athletic: Head Coach, Men's Basketball, \$4.0M, Man/White

#1 Medical: Chair, Neurological Research, \$484.7K, Man/White

Highest Earner Statistics - Core

40% Women among Highest Earners

31% of Dollars go to Women

Rank of Top Paid	Title	Gender	Total Compensation
1	Vice President & Executive Dean, Health Sciences	M	\$957,000
2	President	M	\$799,472
3	VP & CFO	W	\$398,538
4	Dean, College of Business & Economics	M	\$387,180
5	VP, Strategic Initiatives	M	\$382,596
6	Professor, Public Accounting	M	\$379,672
7	Assoc. VP, Health Sciences Ctr.	W	\$370,736
8	VP, Health Promotion & Dean, Nursing	W	\$332,087
9	Vice Provost	M	\$330,010
10	Provost & VP, Academic Affairs	W	\$327,751

Data year: 2019 | Data status: Did not validate

Source(s): [Openthebooks.com](#), [USA Today Sports](#), [Chronicle of Higher Education Executive Compensation](#)

YALE UNIVERSITY

CT | Private | Enrollment: 13,303 | 51% Women | Endowment: \$29.4B

Top Earner by Category

#1 Core: President & Trustee, \$1.4M, Man/White

#1 Medical: Chief, Neurosurgery Spine, \$1.4M, Man/White

Highest Earner Statistics - Core

10% Women among Highest Earners

7% of Dollars go to Women

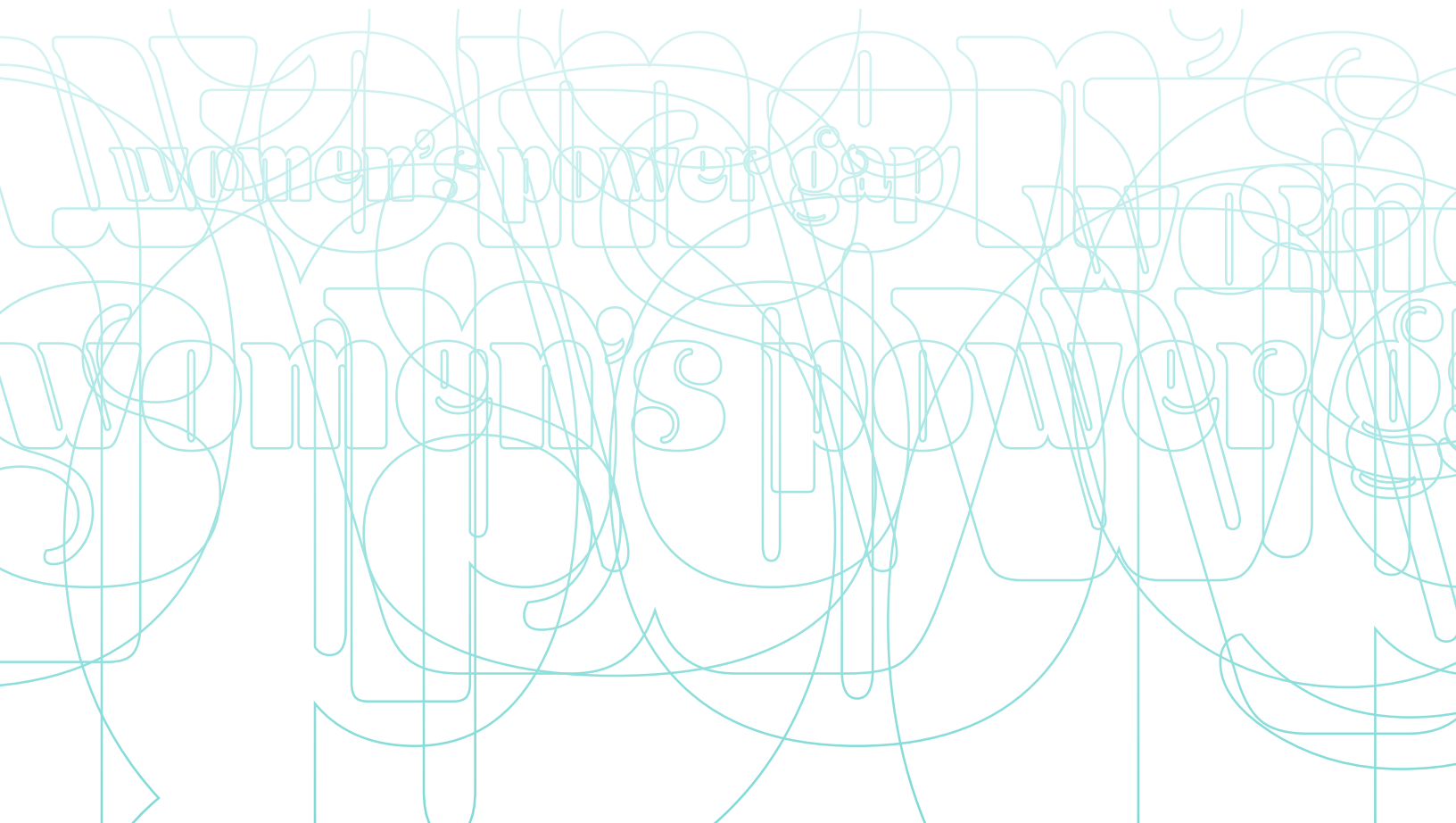
Rank of Top Paid	Title	Gender	Total Compensation
1	President & Trustee	M	\$1,422,860
2	Professor, Mgmt. & Mktg.	M	\$1,228,602
3	Dean & Professor, School of Medicine	M	\$934,965
4	SVP, Ops. & COO	M	\$681,023
5	Provost	M	\$652,423
6	SVP & General Counsel	M	\$651,778
7	VP, New Haven & State Affairs	M	\$605,812
8	VP, Alumni Affairs & Development	W	\$525,577
9	VP, West Campus Planning	M	\$489,780
10	Former VP, HR & Admin.	M	\$466,285

Data year: 2017 | Data status: Did not validate

Source(s): [Form 990-2018](#)

About the Eos Foundation

The Eos Foundation is a private philanthropic foundation supporting organizations and systemic solutions aimed at nourishing children's bodies, nurturing their minds, building family economic security, and achieving gender and racial equity. In 2018, we introduced the Women's Power Gap Initiative, which aims to dramatically increase the number of women from diverse backgrounds in CEO and C-suite positions across all sectors of our economy. The Women's Power Gap Initiative spotlights prominent sectors of the economy through targeted research, measuring the extent of the power gap, and offering solutions to reach parity. For more information about the Eos Foundation and the Women's Power Gap Initiative, please visit www.EosFoundation.org and www.WomensPowerGap.org.





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