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(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2005-06

(session year)

Assembly

(Assembly, Senate or Joint)

Committee on Colleges and Universities...

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INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

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(**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
(**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

* Contents organized for archiving by: Stefanie Rose (LRB) (November 2012)

7. The System President may recommend a candidate to the Special Regent Committee, which shall make its recommendation to the Board. Final approval of the appointment shall be made by the Board.
8. This process shall apply to such other positions as the Board shall from time to time determine, as referenced in Regent Policy 87-15, Revised, December 8, 1989.

Senior Vice Presidents and Vice Presidents:

1. Upon indication of a vacancy in a Senior Vice President or Vice President position, the President of the System shall appoint an Advisory Committee. The Advisory Committee will be provided with a job description prepared by the System President in consultation with the appropriate Standing Committee of the Regents.
 - (a) For positions as determined by the President which involve a high degree of campus contact, the Advisory Committee shall include Academic Staff, Student and Faculty representatives.
2. The Advisory Committee shall subsequently return a list recommending to the System President at least five individuals that it believes are qualified, in unranked order, along with an alphabetical list of all persons considered. The Advisory Committee shall then be discharged, provided that, if no name on the initial list presented by the Advisory Committee is accepted, the Advisory Committee shall not be discharged, and shall be asked to provide a second list of at least five additional candidates.
3. The System President, in conjunction with the appropriate Standing Committee of the Regents, shall review all of the recommended candidates and conduct such interviews as may be deemed appropriate. The System President shall fill the vacancy from among the candidates interviewed, and shall advise the appropriate Standing Committee of the Regents and the Board of the person selected.
4. Final approval of the salary for the vice president position shall be made by the Board of Regents.

94-4 EXECUTIVE SALARY STRUCTURE

History: Res. 5357 adopted 11/10/89 (RPD 89-7), rescinded and replaced with Res. 6664 5/94, amended by Res. 8736, 10/10/03.

Salary Guidelines for UW System Senior Executives

This salary policy is intended to reflect the duties and responsibilities borne by UW senior executive positions, the national market for higher education executives, and local Wisconsin conditions. This policy applies to Chancellors and Provosts or Vice Chancellors for Academic Affairs at the UW institutions; and the UW System President, Senior Vice Presidents, and Vice Presidents.

I. Establishment of salary ranges for UW System senior executive positions

To reflect the national higher education market, peer salary data will be utilized. The 1984 faculty peer groups will be utilized as the salary peer groups for the Chancellor and Vice Chancellor positions at the UW institutions. For the UW System President, Senior Vice President and Vice President positions the salary peer group will be the following university systems, which are similar in size and composition to the UW System: University of California, California State University System, State University of New York, City University of New York, University of North Carolina System, University of Florida System, University of Maryland System, and University of Texas System.

Because the cost of living is relatively lower in Wisconsin than many other states, *the mid-point of the salary range will be set at 95% of the peer median* as an approximation of the regional cost-of-living differential for Wisconsin.

The salary range will be 90-110% of the salary range midpoint as defined above.

Salary ranges shall be adopted by resolution by a majority of the full membership of the Board of Regents in open session by roll call vote at a regularly scheduled meeting, for the ensuing fiscal year, after review of peer salary survey information.

These salary ranges do not guarantee individual salary rates. Individual salaries for UW System senior executives are based on performance.

II. Procedures for Board of Regents approval of salaries of UW System senior executives

For continuing senior executives, salary increases awarded in conformance with the approved pay plan under s. 230.12(3)(e) Wis. Stats., are considered and approved by the Board of Regents once a year, at the same time as all other UW unclassified employees. At any other time throughout the year, the Board may authorize salary increases to correct a salary inequity or to recognize competitive factors as allowed by law.

For newly hired Chancellors, the Board approves the starting salary at the time of hire. For newly hired Vice Chancellors and Provosts, Senior Vice Presidents and Vice Presidents, the Board delegates to the UW President the authority to set starting salaries within the salary range approved by the authorization to recruit. In addition, the Board delegates to the UW President the authority and discretion to make a base salary adjustment up to a specified level within 6-9 months of the date of hire for the other senior executives. Exercise of the base salary increase is at the President's discretion based on the performance of the individual in his/her new position. This provides the opportunity to reward outstanding performance during the initial period of employment.

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State	Institution	Name	Salary		Car	House	Other	Total compensation	Year reported
			Public funds	Private sources					
50 West Virginia	West Virginia U.	David C. Hardesty Jr.	\$220,308	\$30,000	2 cars provided by state	1 house provided by state	Private sources: \$81,000 in annual supplemental retirement pay, to be received after he reaches age 65	\$331,308	2004-5
* Wisconsin	U. of Wisconsin System	Kevin P. Reilly	\$320,000		\$8,400 provided by state	1 house provided by state	Private sources: club membership	\$328,400	2004-5
Wisconsin	U. of Wisconsin at Milwaukee	Carlos E. Santiago	\$250,000	\$20,000	\$8,400 provided by state	1 house provided by state		\$278,400	2004-5
Wisconsin	U. of Wisconsin at Madison	John D. Wiley	\$251,043	\$55,000	\$8,400 provided by state	1 house provided by state	Private sources: Club membership	\$314,443	2004-5
Wyoming	U. of Wyoming	Philip L. Dubois	\$230,004		1 car provided by state	\$60,000 provided by state	Private sources: \$150,000 bonus; State: \$3,900 expense allowance	\$443,904	2004-5

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Washington	Washington State U.	V. Lane Rawlins	\$300,000	CAR 1 car provided by state	1 house provided by state	compensation; club memberships State: \$110,000 in deferred compensation; \$40,000 retention bonus; \$1,437 for four club memberships	\$451,437	200
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Utah	U. of Utah	Michael K. Young	\$295,000		CAR	1 car provided by state	1 house provided by state	Private sources: Up to \$60,000 in annual deferred compensation from an endowed chair if he stays until 2009; State: \$35,400 in deferred compensation which he will receive in 2009; \$7,375 in supplemental retirement pay; club memberships	\$397,775	200
Utah	Utah State U.	Kermit L. Hall	\$232,200			1 car provided by state	1 house provided by state	State: \$5,805 in supplemental retirement pay; club memberships	\$238,005	200
Vermont	U. of Vermont	Daniel M. Fogel	\$283,868			\$9,600 provided by state	\$21,600 provided by state	State: \$25,000 in deferred compensation; club membership	\$340,068	200
Virginia	Old Dominion U.	Roseann O. Runte	\$139,820	\$147,680		1 car from private sources	1 house provided by state	Private sources: \$50,000 in deferred compensation; State: \$14,375 performance bonus; two club memberships	\$351,875	200
Virginia	U. of Virginia	John T. Casteen III	\$151,421	\$190,579		\$15,000 from private sources	1 house provided by state	Private sources: \$125,000 in deferred compensation; \$33,000 endowed chair; \$16,490 bonus; \$12,622 for tuition for a dependent; \$5,671 for three club memberships	\$549,783	20
Virginia	Virginia Commonwealth U.	Eugene P. Trani	\$151,421	\$151,079		1 car from private sources	1 house from private sources	Private sources: \$45,375 in deferred compensation; \$35,125 bonus	\$383,000	20
Virginia	Virginia Tech	Charles W. Steger	\$151,421	\$173,579		\$19,463 from private sources	1 house provided by state	Private sources: \$108,000 in deferred compensation; State and private sources: \$16,250 bonus	\$468,713	20
Washington	U. of Washington at Seattle	Mark A. Emmert	\$470,000			\$12,000 provided by state	1 house provided by state	State: \$160,000 one-time incentive payment for relocation; \$120,000 in deferred	\$762,000	200

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Tennessee	U. of Tennessee system	John D. Petersen	\$380,000		1 car provided by state	1 house provided by state	State: \$50,000 in annual deferred compensation if he stays until 2009; \$20,000 expense allowance	\$450,000	200
Texas	Texas A&M U. at College Station	Robert M. Gates	\$65,926	\$246,074		1 house provided by state	Private sources: \$100,000 in deferred compensation; State: \$4,020 for three club memberships	\$416,020	200
Texas	Texas A&M U. System	A. Benton Cocanougher, interim	\$69,000	\$231,000				\$300,000	200
Texas	Texas Tech U.	Jon Whitmore	\$65,945	\$214,055	\$18,000 provided by state	\$36,000 provided by state	Private sources: \$50,004 in deferred compensation; \$12,000 in supplemental retirement pay	\$396,004	200
Texas	Texas Tech U. system	David R. Smith	\$70,231	\$336,634	\$24,000 from private sources	1 house provided by state	Private sources: \$87,000 in deferred compensation	\$517,865	200
Texas	U. of Houston	Jay Gogue	\$396,219		1 car provided by state	1 house provided by state	State: \$25,000 in deferred compensation; \$1,536 for club membership	\$422,755	200
Texas	U. of North Texas	Norval F. Pohl	\$65,945	\$187,149	\$8,400 from private sources	\$32,800 from private sources, plus \$7,200 provided by state	Private sources: \$10,000 in deferred compensation	\$311,494	20
Texas	U. of Texas System	Mark G. Yudof	\$70,231	\$397,769	\$8,400 from private sources	1 house provided by state	Private sources: \$175,000 in deferred compensation; \$14,361 in supplemental life insurance	\$651,400	200
Texas	U. of Texas at Arlington	James D. Spaniolo	\$65,945	\$184,655		\$35,400 from private sources	Private sources: \$1,476 for club memberships	\$287,476	200
Texas	U. of Texas at Austin	Larry R. Faulkner	\$65,945	\$364,302		\$52,800 from private sources	Private sources: \$5,313 for club memberships	\$488,360	200

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State	Institution	Name	Salary		Car	House	Other	Total compensation	Year report
			Public funds	Private sources					
Pennsylvania	U. of Pittsburgh system	Mark A. Nordenberg	\$390,000		1 car provided by state	1 house provided by state	State: \$144,289 in benefits and deferred compensation; \$11,257 in expense compensation; \$7,868 for tuition for dependents	\$553,414	200
Rhode Island	U. of Rhode Island	Robert L. Carothers	\$179,573		1 car provided by state	1 house provided by state	Private sources: \$30,000 expense allowance; State: \$8,979 in supplemental retirement pay	\$218,552	200
South Carolina	Clemson U.	James F. Barker	\$172,550	\$106,464	1 car provided by state	1 house provided by state		\$279,014	20
South Carolina	U. of South Carolina system	Andrew A. Sorensen	\$215,000	\$205,000	1 car from private sources	1 house provided by state	State: \$1,200 for club membership	\$421,200	200
South Dakota	South Dakota State U.	Peggy Gordon Miller	\$171,549			1 house provided by state	State: \$5,000 performance bonus	\$176,549	200
42 Tennessee	U. of Memphis	Shirley C. Raines	\$209,531		1 car provided by state	1 house provided by state	State: \$3,000 expense account; \$1,000 in athletics tickets; \$400 longevity bonus; \$1-million term life-insurance policy; supplemental long-term-disability plan	\$213,931	200

Pennsylvania	Pennsylvania State U. system	Graham B. Spanier	\$379,516	1 car provided by state	1 house provided by state	compensation State: \$15,715 in benefits and deferred compensation; \$4,258 in expense compensation	\$399,489	1999
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Ohio	Ohio U. system	Roderick J. McDavis	\$275,000		\$9,600 provided by state	1 house provided by state	State: \$27,500 in deferred compensation; \$25,000 salary for his wife for her work as presidential spouse; club memberships; entertainment allowance; use of university airplane; supplemental retirement pay	\$312,100	2004-5
Ohio	U. of Cincinnati system	Nancy L. Zimpher	\$280,000		\$10,000 provided by state	1 house provided by state	State: \$28,000 in deferred compensation; \$25,000 performance bonus; club membership	\$343,000	2004-5
Ohio	U. of Toledo	Daniel M. Johnson	\$240,000		1 car provided by state	1 house provided by state	Private sources: \$3,100 for club membership	\$240,000	2004-5
Oklahoma	Oklahoma State U. system	David J. Schmidly	\$259,008		\$20,000 provided by state	1 house provided by state	Private sources: \$75,000 in deferred compensation; State: \$75,000 bonus	\$429,008	2004-5
Oklahoma	U. of Oklahoma system	David L. Boren	\$299,569		1 car provided by state	1 house provided by state		\$299,569	2004-5
Oregon	Oregon State U.	Edward J. Ray	\$205,008	\$90,000	1 car from private sources	1 house provided by state		\$295,008	2004-5
Oregon	U. of Oregon	David B. Frohnmayer	\$170,396	\$90,000	1 car from private sources	1 house provided by state	Private sources: \$40,000 endowed chair (\$17,628 salary supplement; \$2,400 for benefits; \$20,000 covers expenses)	\$280,424	2004-5
Pennsylvania	Temple U.	David W. Adamany	\$398,223				State: \$69,000 in expense compensation; \$34,712 in benefits and deferred	\$501,935	2002-3

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New York	City U. of New York Graduate Center	Frances Degen Horowitz	\$195,625		1 house provided by state		\$195,625	2004-5
New York	State U. of New York at Albany	John R. Ryan, interim	\$215,000		1 car provided by state	1 house from private sources	\$215,000	2004-5
New York	State U. of New York at Binghamton	Lois B. DeFleur	\$235,000		1 car provided by state	\$42,000 provided by state	\$277,000	2004-5
New York	State U. of New York at Buffalo	John B. Simpson	\$225,000			\$56,000 provided by state University declines to disclose any salary supplement from private sources.	\$281,000	2004-5
New York	State U. of New York at Stony Brook	Shirley Strum Kenny	\$250,000		1 car provided by state	\$48,000 provided by state	\$298,000	2004-5
New York	State U. of New York System	Robert L. King	\$250,000		1 car provided by state	\$90,000 provided by state	\$340,000	2004-5
North Carolina	U. of North Carolina system	Molly Corbett Broad	\$312,504		1 car provided by state	1 house provided by state	\$312,504	2004-5
North Carolina	North Carolina State U.	Robert A. Barnhardt, interim	\$248,255		1 car provided by state	1 house provided by state	\$248,255	2004-5
North Carolina	U. of North Carolina at Chapel Hill	James C. Moeser	\$274,797		1 car provided by state	1 house provided by state	\$274,797	2004-5
43 North Dakota	U. of North Dakota	Charles E. Kupchella	\$182,863		\$11,000 provided by state	\$20,000 provided by state	\$213,863	2004-5
Ohio	Kent State U. system	Carol A. Cartwright	\$252,085		\$7,500 provided by state	\$30,000 provided by state State: \$30,000 annual bonus if she stays until 2006	\$319,585	2004-5
Ohio	Ohio State U. system	Karen A. Holbrook	\$340,000		1 car from private sources, plus \$6,000 provided by state	1 house from private sources State: \$100,000 annual retention bonus, half of which she will only receive if she completes her five-year contract in 2007; \$81,252 performance bonus	\$527,252	2004

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State	Institution	Name	Salary		Car	House	Other	Total compensation	Year reported
			Public funds	Private sources					
New Jersey	Rutgers U. system	Richard L. McCormick	\$525,000		1 car provided by state	1 house provided by state	State: \$100,000 annual retention bonus if he completes his five-year contract in 2007; club membership	\$625,000	2004-5
44 New Mexico	U. of New Mexico	Louis Caldera	\$283,500		\$9,600 provided by state	1 house provided by state	State: \$500,000 in supplemental life insurance; \$30,000 in supplemental retirement pay; \$25,000 bonus; tuition for spouse; child-care expenses; two club memberships	\$348,100	2004-5
New Mexico	New Mexico State U. system	Michael V. Martin	\$275,000		1 car from private sources	1 house provided by state	State: \$27,500 in annual deferred compensation if he completes his five-year contract in 2009; club membership	\$302,500	2004-5
New York	City U. of New York system	Matthew Goldstein	\$300,000	\$50,000	\$4,800 provided by state	\$90,000 provided by state		\$444,800	2004-5

Nebraska	U. of Nebraska at Lincoln	Harvey Perlman	\$234,000		<i>CAR</i> 1 car from private sources	\$13,200 from private sources, plus \$12,000 provided by state	Private sources: \$5,000 expense allowance; State: \$26,910 in deferred compensation; \$6,000 in supplemental retirement pay	\$297,110	2004-
Nevada	U. and Community College System of Nevada	James E. Rogers, interim	\$23,660					\$23,660	2004-
Nevada	U. of Nevada at Reno	John M. Lilley	\$213,210		\$8,000 provided by state	\$18,000 provided by state	State: \$5,000 expense allowance	\$244,210	2004-
New Hampshire	U. of New Hampshire	Ann Weaver Hart	\$240,350		1 car provided by state	1 house provided by state		\$240,350	2004-

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Michigan	Western Michigan U.	Judith I. Bailey	\$250,000		\$7,000 provided by state	1 house provided by state	State: \$36,250 in deferred compensation; \$27,500 in supplemental retirement pay; \$7,000 for two club memberships	\$327,750	2004-
Minnesota	U. of Minnesota-Twin Cities	Robert H. Bruininks	\$340,000		1 car provided by state	1 house provided by state	State: \$50,000 in deferred compensation	\$390,000	2004-
Mississippi	U. of Mississippi	Robert C. Khayat	\$200,000		2 cars from private sources	1 house provided by state	Private sources: \$160,000 in deferred compensation; three club memberships	\$360,000	2004-
Mississippi	Mississippi State U.	J. Charles Lee	\$200,000	\$110,000	\$8,250 provided by state	1 house provided by state	State: \$1,826 for club membership	\$320,076	2004-
Mississippi	U. of Southern Mississippi	Shelby F. Thames	\$200,400	\$50,000	\$7,750 provided by state	1 house provided by state	Private sources: \$2,967 for two club memberships	\$261,117	2004-
Missouri	U. of Missouri System	Elson S. Floyd	\$350,000		1 car provided by state	1 house provided by state	State: \$50,000 annual bonus if he completes his five-year contract in 2008; club membership	\$400,000	2004-
Missouri	U. of Missouri at Columbia	Brady J. Deaton, interim	\$255,000		1 car provided by state		State: Club membership	\$255,000	2004-
Montana	U. of Montana	George M. Dennison	\$143,986		1 car provided by state	1 house provided by state	Private sources: Foundation covers \$20,000 for expenses	\$143,986	2004-
Nebraska	U. of Nebraska system	James B. Milliken	\$270,000		1 car from private sources	\$24,000 from private sources	Private sources: \$12,000 in supplemental retirement pay; two club memberships; State: \$31,050 in deferred compensation; \$22,000 expense allowance	\$359,050	2004-

Maryland	U. of Maryland at College Park	C.D. Mote Jr.	\$358,000		1 car provided by state	1 house provided by state	club memberships Private sources: Foundation covers \$75,000 for expenses	\$358,000	2004-
Maryland	U. System of Maryland	William E. Kirwan	\$375,000		1 car provided by state	1 house from private sources	Private sources: Foundation covers \$60,000 for expenses; \$2,650 for two club memberships; State: \$100,000 in deferred compensation	\$477,650	2004-
Massachusetts	U. of Massachusetts system	Jack M. Wilson	\$349,999		\$12,000 provided by state	\$40,000 provided by state	State: \$42,000 in deferred compensation; \$35,000 bonus; \$18,000 in supplemental life insurance	\$478,999	2004-
Massachusetts	U. of Massachusetts at Amherst	John V. Lombardi	\$250,000		1 car provided by state	1 house provided by state	State: \$17,500 in deferred compensation	\$267,500	2004-
Michigan	Michigan State U.	M. Peter McPherson	\$216,000		1 car provided by state	1 house provided by state	State: \$69,100 in deferred compensation	\$285,100	2004-
Michigan	U. of Michigan system	Mary Sue Coleman	\$475,000		1 car provided by state	1 house provided by state	State: \$100,000 annual bonus if she completes her five-year contract in 2007; \$75,000 in deferred compensation; \$27,500 in supplemental retirement pay	\$677,500	2004-
Michigan	Wayne State U.	Irvin D. Reid	\$219,251		1 car provided by state	1 house provided by state	Private sources: \$51,562 in deferred compensation; State: \$51,562 in deferred compensation; two club memberships	\$322,375	2003-

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State	Institution	Name	Salary		Car	House	Other	Total compensation	Year reported
			Public funds	Private sources					
Kentucky	U. of Louisville	James R. Ramsey	\$284,763	\$106,791	1 car from private sources	1 house from private sources	Private sources: \$93,227 performance bonus; \$50,000 travel and expense allowance; State: one club membership	\$534,781	2004-
47 Louisiana	Louisiana State U. System (permanent) & Louisiana State U. at Baton Rouge (interim)	William L. Jenkins	\$288,943	\$85,000	1 car provided by state	\$30,000 provided by state	Private sources: \$2,200 for club membership	\$406,143	2004-
Maine	U. of Maine System	Joseph W. Westphal	\$200,850		1 car provided by state	\$45,132 provided by state	State: \$16,000 in deferred compensation; \$2,400 for club membership; supplemental life insurance	\$264,382	2004-
Maine	U. of Maine	Robert A. Kennedy, interim	\$173,000		1 car provided by state		State: Tuition benefit for dependent; club membership; supplemental life insurance	\$173,000	2004-
Maryland	U. of Maryland-Baltimore County	Freeman A. Hrabowski III	\$330,720		\$10,000 provided by state	\$25,000 provided by state	Private sources: Foundation covers \$23,000 for expenses; two	\$365,720	2004-

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Indiana	Indiana U. System	Adam W. Herbert	\$288,400	\$56,650	1 car provided by state	1 house provided by state	State: \$70,000 in deferred compensation; \$60,000 salary for his wife for her work as presidential spouse	\$415,050	2004-5
Indiana	Indiana U. at Bloomington	Kenneth R.R. Gros Louis, interim	\$270,000		\$6,120 provided by state	\$40,000 provided by state		\$316,120	2004-5
Indiana	Purdue U. system	Martin C. Jischke	\$307,487	\$65,563	1 car from private sources	1 house provided by state	State: \$400,000 one-time bonus if he stays until 2007; \$70,000 in deferred compensation	\$443,050	2004-5
Iowa	U. of Iowa	David J. Skorton	\$293,250		\$7,200 provided by state	1 house provided by state		\$300,450	2004-5
Iowa	Iowa State U.	Gregory L. Geoffroy	\$293,250		1 car from private sources	1 house provided by state		\$293,250	2004-5
Kansas	U. of Kansas	Robert E. Hemenway	\$231,619	\$59,000	1 car from private sources	1 house provided by state		\$290,619	2004-5
Kansas	Kansas State U.	Jon Wefald	\$221,486	\$43,798	1 car provided by state	1 house provided by state		\$265,284	2004-5
46 Kentucky	U. of Kentucky	Lee T. Todd Jr.	\$275,330		1 car provided by state	1 house provided by state	State: \$100,000 performance bonus; \$41,300 in deferred compensation; two club memberships; \$1-million life-insurance policy	\$416,630	2004-5

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									\$12,000 in deferred compensation; \$5,000 allowance for financial adviser
Georgia	Georgia State U.	Carl V. Patton	\$333,279		Car \$12,769 from private sources	\$20,314 from private sources, plus \$19,400 provided by state	Private sources: \$15,119 expense allowance; \$6,000 travel allowance for spouse; \$5,969 for club dues; State: \$300,000 in deferred compensation; \$15,500 subsistence allowance	\$722,350	2004-5
Hawaii	U. of Hawaii-Manoa	Peter Englert	\$254,000			\$36,000 provided by state		\$290,000	2004-5
Hawaii	U. of Hawaii System	David S. McClain, interim	\$325,000		\$3,912 provided by state	1 house provided by state		\$328,912	2004-5
Idaho	U. of Idaho	Timothy P. White	\$162,000	\$108,000	1 car provided by state	1 house provided by state	State: Three club memberships, tuition for spouse	\$270,000	2004-5
Illinois	U. of Illinois system	James J. Stukel	\$335,000		1 car provided by state	1 house provided by state		\$335,000	2004-5
Illinois	U. of Illinois at Chicago	Sylvia Manning	\$285,375			\$24,000 provided by state		\$309,375	2004-5
Illinois	U. of Illinois at Urbana-Champaign	Richard H. Herman, interim	\$284,000			\$12,000 provided by state		\$296,000	2004-5
Illinois	Southern Illinois U. system	James E. Walker	\$283,250		1 car provided by state	\$27,500 provided by state		\$310,750	2004-5
Illinois	Southern Illinois U. at Carbondale	Walter V. Wendler	\$216,300		1 car provided by state	\$27,500 provided by state		\$243,800	2004-5
Illinois	Northern Illinois U.	John G. Peters	\$272,950		1 car provided by state	1 house provided by state		\$272,950	2004-5

Georgia	U. of Georgia	Michael F. Adams	\$340,166	<p style="text-align: center;">CAR</p> <p>\$9,200 from private sources</p>	1 house provided by state	<p>stays until 2012; \$210,000 annual performance bonus beginning in 2007; \$75,000 performance bonus; \$225,000 in supplemental disability insurance; supplemental life insurance</p>	\$637,966	2004-5
Georgia	Georgia Institute of Technology	G. Wayne Clough	\$360,506	<p>\$17,000 from private sources</p>	1 house provided by state	<p>State: \$133,125 in deferred compensation; \$75,000 in extra life insurance; \$15,500 subsistence allowance; Private: \$5,000 expense allowance; \$456 for club dues</p>	\$531,587	2004-5
Georgia	U. System of Georgia	Thomas C. Meredith	\$458,955	<p>1 car from private sources</p>	1 house provided by state	<p>Private sources: \$10,000 expense allowance; State: \$15,500 subsistence allowance;</p>	\$501,455	2004-5

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State	Institution	Name	Salary		Car	House	Other	Total compensation	Year reported
			Public funds	Private sources					
Florida	U. of South Florida	Judy Genshaft	\$225,000	\$101,400	1 car provided by state	1 house provided by state	Private sources: \$39,168 in deferred compensation; \$4,000 travel allowance; \$2,500 allowance for financial and legal adviser; \$1,000 bonus; two club memberships; tuition for two children	\$373,068	2004-5
Florida	Florida State U.	T.K. Wetherell	\$225,000	\$65,150	1 car from private sources	\$48,000 from private sources	Private sources: \$75,000 performance bonus; \$43,523 in deferred compensation; two club memberships	\$456,673	2004-5
Florida	Florida International U.	Modesto A. Maidique	\$225,000	\$60,000	\$5,000 provided by state	1 house provided by state	Private sources: \$57,000 in deferred compensation	\$347,000	2003-4
Florida	U. of Florida	J. Bernard Machen	\$225,000	\$150,000	1 car provided by state	1 house provided by state	Private sources: \$625,000 one-time retention bonus if he	\$450,000	2004-5

California	U. of California at Santa Barbara	Henry T. Yang	\$280,700		<i>C&F</i> 1 car from private sources, plus \$8,916 provided by state	1 house provided by state	Private sources: \$14,035 in deferred compensation; State: System covers \$61,200 in housing-maintenance expenses and \$31,100 in administrative expenses	\$303,651	2004-5
California	U. of California at Santa Cruz	Martin M. Chemers, interim	\$269,200		\$8,916 provided by state		Private sources: \$13,460 in deferred compensation	\$291,576	2004-5
California	U. of California system	Robert C. Dynes	\$395,000		\$8,916 provided by state	1 house provided by state	Private sources: \$19,750 in deferred compensation; State: System covers \$31,150 in housing-maintenance expenses and \$46,600 in administrative expenses	\$423,666	2004-5
Colorado	Colorado State U.	Larry Penley	\$316,200		\$10,000 provided by state	\$39,996 provided by state	State: \$20,012 in deferred compensation	\$386,208	2004-5
Colorado	U. of Colorado at Boulder	Richard L. Bynyn	\$225,000		\$7,200 provided by state			\$232,200	2004-5
Colorado	U. of Colorado System	Elizabeth Hoffman	\$400,000		1 car from private sources	1 house from private sources	0	\$400,000	2004-5
Connecticut	U. of Connecticut	Philip E. Austin	\$312,913		2 cars from private sources, plus 1 car provided by state	1 house provided by state	Private sources: \$60,000 in deferred compensation; \$40,000 retirement supplement	\$412,913	2004-5
Delaware	U. of Delaware	David P. Roselle	\$447,698		1 car provided by state	1 house provided by state	State: \$226,072 in benefits, including retirement annuities and deferred compensation	\$673,770	2002
District of Columbia	U. of the District of Columbia	William L. Pollard	\$200,000			1 house provided by state		\$200,000	2004-5

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Arkansas	U. of Arkansas at Fayetteville	John A. White	\$203,123	\$38,757	1 car provided by state	1 house provided by state		\$241,880	2004-5
California	U. of California at Berkeley	Robert J. Birgeneau	\$390,000		\$8,916 provided by state	1 house provided by state	Private sources: \$19,500 in deferred compensation; State: System covers \$150,700 in housing-maintenance expenses and \$38,100 in administrative expenses	\$418,416	2004-5
California	U. of California at Davis	Larry N. Vanderhoef	\$280,700		\$8,916 provided by state	1 house provided by state	Private sources: \$14,035 in deferred compensation; State: System covers \$83,900 in housing-maintenance expenses and \$30,600 in administrative expenses	\$303,651	2004-5
California	U. of California at Irvine	Ralph J. Cicerone	\$280,700		1 car provided by state	1 house provided by state	State: System covers \$84,900 in housing-maintenance expenses and \$30,600 in administrative expenses	\$280,700	2004-5
California	U. of California at Los Angeles	Albert Carnesale	\$315,600		\$8,916 provided by state	1 house provided by state	Private sources: \$15,780 in deferred compensation; State: System covers \$108,400 in housing-maintenance expenses and \$38,700 in administrative expenses	\$340,296	2004-5
California	U. of California at Riverside	France A. Córdova	\$269,200		\$8,916 provided by state	1 house provided by state	Private sources: \$13,460 in deferred compensation; State: System covers \$81,700 in housing-maintenance expenses and \$25,800 in administrative expenses	\$291,576	2004-5
California	U. of California at San Diego	Marye Anne Fox	\$350,000		\$8,916 provided by state	1 house provided by state	State: System covers \$103,000 in housing-maintenance expenses and \$30,600 in administrative expenses	\$358,916	2004-5

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State	Institution	Name	Salary			Car	House	Other	Total compensation	Year reported
			Public funds	Private sources						
Alabama	Auburn U.	Edward R. Richardson, interim	\$265,000			1 car provided by state	1 house provided by state		\$265,000	2004-5
Alabama	U. of Alabama at Birmingham	Carol Z. Garrison	\$300,000	\$100,000			1 house provided by state		\$400,000	2004
Alabama	U. of Alabama at Tuscaloosa	Robert E. Witt	\$300,000	\$100,000		1 car provided by state	1 house provided by state	State: club membership	\$400,000	2004
Alabama	U. of Alabama System	Malcolm Portera	\$300,000	\$100,000			1 house provided by state	State: club membership	\$400,000	2004
Alaska	U. of Alaska at Anchorage	Elaine Maimon	\$210,000			1 car provided by state	1 house provided by state		\$210,000	2004-5
Alaska	U. of Alaska System	Mark R. Hamilton	\$256,500			1 car provided by state	1 house provided by state	State: \$100,000 one-time bonus if he completes his three-year contract in 2006	\$256,500	2004-5
Arizona	Arizona State U. system	Michael M. Crow	\$390,000			\$8,394 from private sources	\$40,000 from private sources	Private sources: \$50,000 in tuition reimbursement and other benefits; \$30,000 in supplemental retirement pay	\$518,394	2004-5
Arizona	U. of Arizona	Peter Likins	\$285,000			\$8,394 provided by state	\$46,993 provided by state	Private sources: \$163,007 in deferred compensation	\$503,394	2004-5
Arkansas	U. of Arkansas System	B. Alan Sugg	\$226,100			1 car provided by state	1 house provided by state	0	\$226,100	2004-5

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