

**Cash Compensation of Public University Chief Executives**

University	Name	Total Cash Comp	Base Pay	Supplemental Comp <sup>1</sup>	Bonus	Def Comp (Paid) <sup>2</sup>
<b>CSU - LARGE</b>						
Fullerton	Milton Gordon	\$295,000	\$295,000			
Long Beach	F. King Alexander	\$320,329	\$320,329			
Northridge	Jolene Koester	\$295,000	\$295,000			
Sacramento	Alexander Gonzalez	\$295,000	\$295,000			
San Diego	Elliot Hirshman	\$400,000	\$350,000	\$50,000		
San Francisco	Robert Corrigan	\$298,749	\$298,749			
San Jose	Mohammad H. Qayoumi	\$353,200	\$328,200	\$25,000		
<i>Average CSU - Large</i>		<i>\$322,468</i>	<i>\$311,754</i>			
<b>CPEC (PUBLIC ONLY) - LARGE</b>						
Arizona State University	Michael M. Crow	\$575,000	\$475,000	\$50,000		\$50,000
Illinois State	Alvin Bowman	\$384,000	\$384,000			
North Carolina State	Randolph Woodson	\$420,000	\$420,000			
Rutgers, The State Univ of New Jersey	Richard McCormick	\$650,000	\$550,000		\$100,000	
University of Connecticut	Susan Herbst	\$500,000	\$355,000	\$145,000		
University of Wisconsin at Milwaukee	Michael Lovell	\$330,203	\$330,203			
Wayne State University	Allan Gilmour	\$347,000	\$347,000			
<b>NEW COMPARATORS - LARGE</b>						
Florida International	Mark Rosenberg	\$561,875	\$486,875			\$75,000
Ohio University	Roderick McDavis	\$390,321	\$390,321			
Temple University	Ann Weaver Hart	\$602,403	\$527,403			\$75,000
<i>Average CPEC and New Comparators - Large</i>		<i>\$476,080</i>	<i>\$426,580</i>			
<i>% Diff Btwn CSU and Comparators</i>		<i>-32.27%</i>	<i>-26.92%</i>			

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University	Name	Total Cash Comp	Base Pay	Supplemental Comp <sup>1</sup>	Bonus	Def Comp (Paid) <sup>2</sup>
<b>CSU - MEDIUM</b>						
Chico	Paul J. Zingg	\$279,500	\$279,500			
Dominguez Hills	Mildred García	\$295,000	\$295,000			
East Bay	Leroy M. Morishita*	\$276,055	\$276,055			
Fresno	John Welty	\$299,000	\$299,000			
Los Angeles	James Rosser	\$325,000	\$325,000			
Pomona	Michael Ortiz	\$292,000	\$292,000			
San Bernardino	Albert K. Karnig	\$290,000	\$290,000			
San Luis Obispo	Jeffrey D. Armstrong	\$380,000	\$350,000	\$30,000		
<i>Average CSU - Medium</i>		<i>\$304,569</i>	<i>\$300,819</i>			
<b>CPEC (PUBLIC ONLY) - MEDIUM</b>						
Cleveland State	Ronald Berkman	\$500,000	\$400,000		\$100,000	
George Mason	Alan Merten	\$656,631	\$427,000		\$135,000	\$94,631
Georgia State at Atlanta	Mark Becker	\$515,000	\$515,000			
SUNY Albany	George Philip	\$280,000	\$280,000			
University of Colorado at Denver	Jerry Wartgow	\$330,000	\$330,000			
University of Maryland, Baltimore County	Freeman Hrabowski	\$420,400	\$420,400			
University of Nevada, Reno	Mark Johnson*	\$304,750	\$304,750			
Univ of Texas - Arlington	James Spaniolo	\$416,000	\$416,000			
<b>NEW COMPARATORS - MEDIUM</b>						
Boise State	Bob Kustra	\$330,000	\$330,000			
Florida Atlantic University – Boca Raton	Mary Jane Saunders	\$345,000	\$345,000			
James Madison University	Linwood Rose	\$396,287	\$396,287			
Northern Arizona University	John Haeger	\$348,000	\$348,000			
Towson University	Marcia Welsh*	\$270,000	\$270,000			
Univ of Texas – El Paso	Diana Natalicio	\$412,200	\$382,200			\$30,000
Western Kentucky University	Gary Ransdell	\$353,028	\$353,028			
Western Michigan	John Dunn	\$405,350	\$355,350			\$50,000
Wichita State	Donald Beggs	\$277,160	\$277,160			
<i>Average CPEC and New Comparators - Medium</i>		<i>\$385,871</i>	<i>\$361,775</i>			
<i>% Diff Btwn CSU and Comparators</i>		<i>-21.07%</i>	<i>-16.85%</i>			

### Cash Compensation of Public University Chief Executives

University	Name	Total Cash Comp	Base Pay	Supplemental Comp <sup>1</sup>	Bonus	Def Comp (Paid) <sup>2</sup>
<b>CSU - SMALL</b>						
Bakersfield	Horace Mitchell	\$285,000	\$285,000			
Channel Islands	Richard R. Rush	\$275,000	\$275,000			
Humboldt	Rollin C. Richmond	\$297,870	\$297,870			
Maritime	William Eisenhardt	\$258,680	\$258,680			
Monterey Bay	Dianne F. Harrison	\$270,315	\$270,315			
San Marcos	Karen S. Haynes	\$270,568	\$270,568			
Sonoma	Ruben Armiñana	\$291,179	\$291,179			
Stanislaus	Hamid Shirvani	\$270,000	\$270,000			
<i>Average CSU - Small</i>		<i>\$277,327</i>	<i>\$277,327</i>			
<b>CPEC (PUBLIC ONLY) - SMALL</b>						
<b>NEW COMPARATORS - SMALL</b>						
Florida Gulf Coast University	Wilson Bradshaw	\$358,864	\$358,864			
University of North Carolina - Wilmington	Gary Miller	\$275,000	\$275,000			
Univ of Texas - Brownsville	Juliet Garcia	\$329,179	\$304,179			\$25,000
<i>Average CPEC and New Comparators - Small</i>		<i>\$321,014</i>	<i>\$312,681</i>			
<i>% Diff Btwn CSU and Comparators</i>		<i>-13.61%</i>	<i>-11.31%</i>			

<sup>1</sup>Funded from foundation sources

<sup>2</sup>Deferred compensation sourced from The Chronicle is defined as "deferred compensation paid to the chief executive".

\* Interim appointment

Total Cash Compensation = Base Pay + Supp Comp + Bonus + Def Comp (Paid)