Urban Institute's CEO Compensation Appraisal Tool Results

Suggested Pay

Your suggested CEO total pay range is **$395,386 - $409,234**.

Your Inputs

Here we list the inputs that you provided.

Table 1: Your Orginization Inputs

Attribute	Input
Name	ASSOCIATION OF RESIDENTIAL
State	MN
City Type	Metropolitan
Broad Category	Health
Major Group	Health Care
Specality Orginization?	NA
Hospital?	No
University?	No
Total Expenses	$1,703,303
Total Employees	10

Table 2: Your Search Criteria

Attribute	Search Critera	Hard or Soft Filtering
State	MN	Soft
City Type	Metropolitan	Soft
Broad Category	Health	Hard
Major Group	Health Care	Hard
Specality Orginization?	Regular nonprofit	Soft
Hospital?	Yes	N/A
University?	Yes	N/A
Total Expenses	$1e+06 to $6e+06	Soft
Total Employees	0 to 100	Soft

Characteristics of Your Comparison Set

There were **1304** other non-profits in your comparison set.

Table 3: Nonprofits in Comparison Set by Broad Category

Broad Category	Count	Percentage
Health	1304	100

Table 4: Nonprofits in Comparison Set by Major Group

Major Group	Count	Percentage
Health Care	1304	100

Table 5: Nonprofits in Comparison Set by City Type

LocationType	Count	Percent
Metropolitan	1204	92
Rural	76	6
NA	24	2

Table 6: Nonprofits in Comparison Set by Gender

Gender	Count	Percent
F	592	45
M	618	47
U	94	7

Table 7: Nonprofits in Comparison Set by State

| State	Count	Percent	State	Count	Percent
AK	5	0	MS	16	1
AL	10	1	MT	11	1
AR	11	1	NC	46	4
AZ	11	1	ND	5	0
CA	96	7	NE	13	1
CO	30	2	NH	4	0
CT	19	1	NJ	29	2
DC	8	1	NM	10	1
DE	5	0	NV	4	0
FL	49	4	NY	126	10
GA	25	2	OH	57	4
HI	12	1	OK	5	0
IA	19	1	OR	27	2
ID	8	1	PA	105	8
IL	41	3	PR	1	0
IN	27	2	RI	2	0
KS	20	2	SC	9	1
KY	22	2	SD	3	0
LA	10	1	TN	27	2
MA	20	2	TX	73	6
MD	32	2	UT	1	0
ME	8	1	VA	31	2
MI	58	4	VT	5	0
MN	33	3	WA	38	3
MO	26	2	WI	38	3

Histogram of CEO Pay in Your Comparison Set
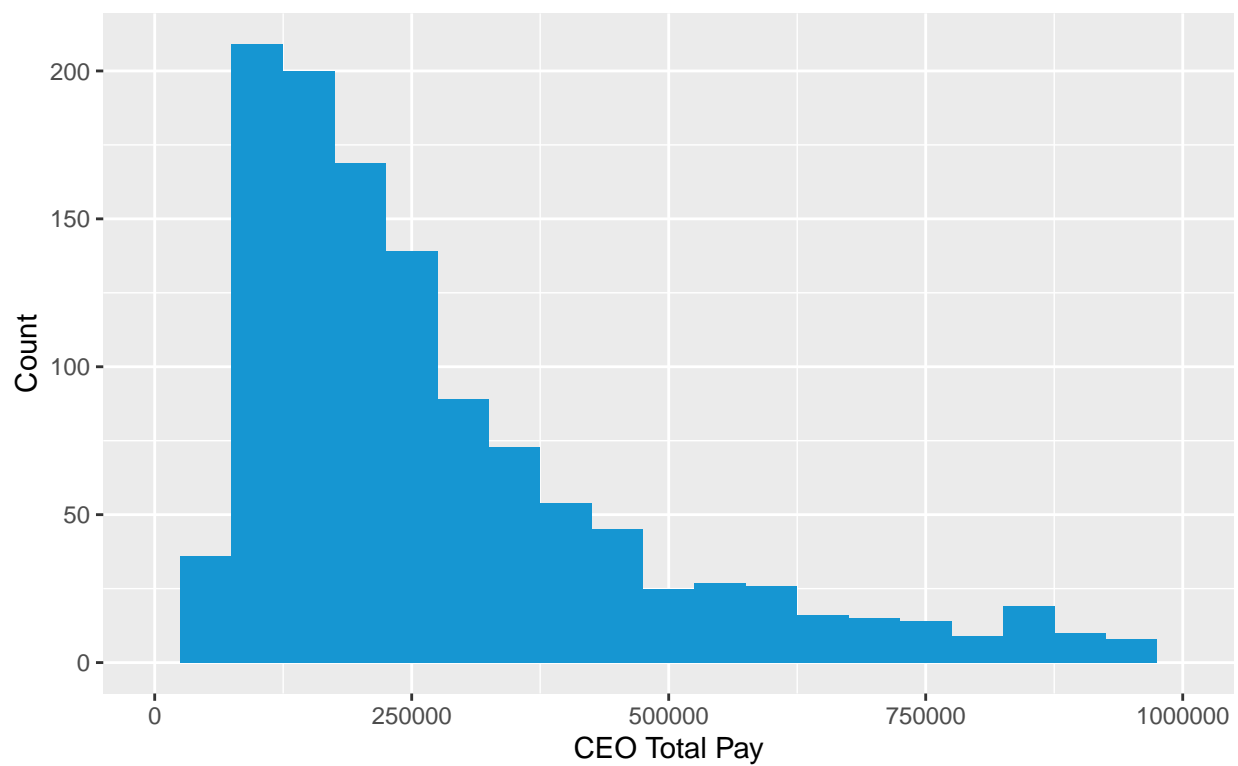
Note, there were 109 nonprofits who paid there CEO more than $1,000,000 that are not displayed on this plot.

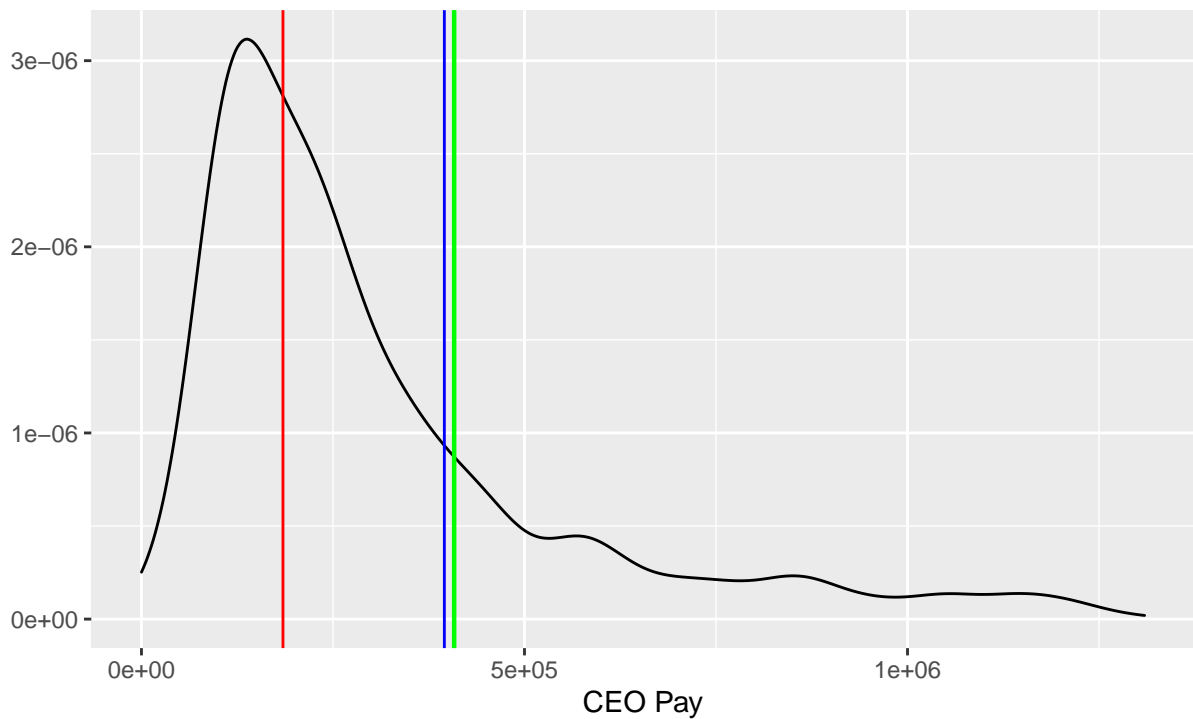Where is your Org compared to the Orgs in the Comparison Set
Lower 95% of each variable is displayed
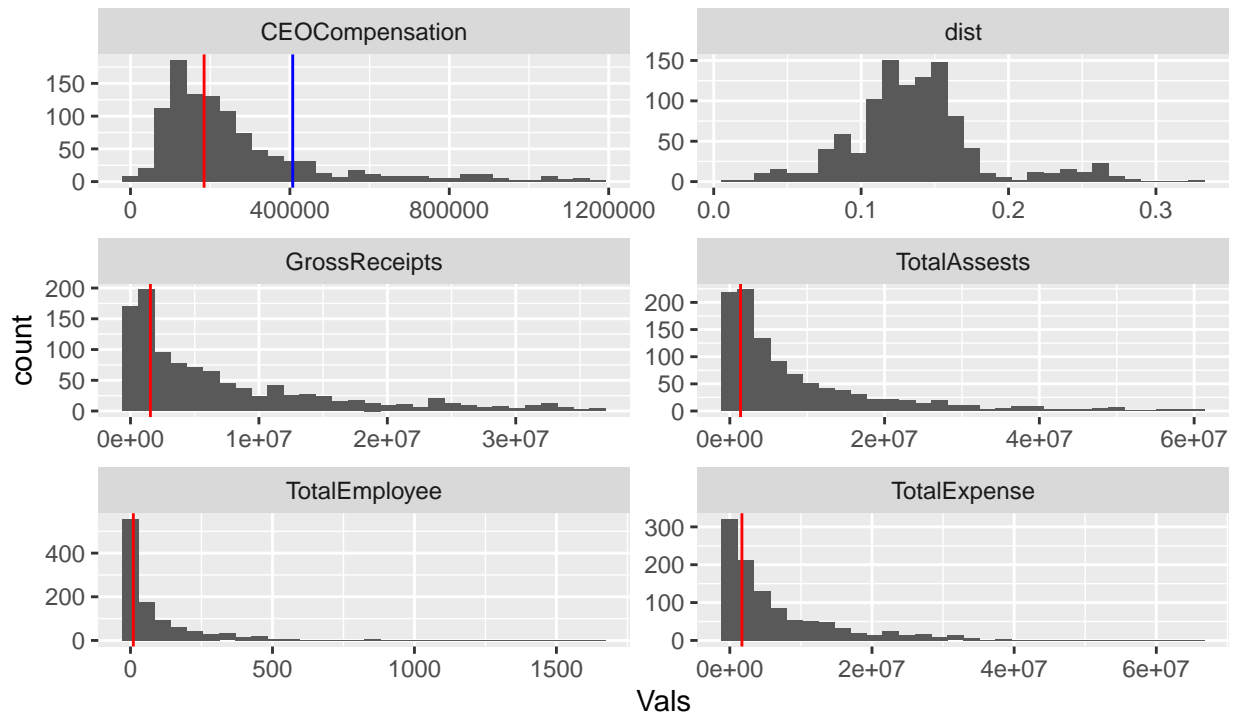
red = actual org values, blue = weighted average

Actual vs. Suggested CEO Pay
Lower 95% of data displayed

red = actual pay, green = weighted average, green = suggested pay range

```
##         Attribute     Average   Percent Correlation
## 1 logTotalExpense 0.08922751 0.6294226   0.4085931
## 2   TotalEmployee 0.25931461 1.9159909   0.4461013
## 3           State 0.84406953 6.1298031   0.5743550
## 4      MajorGroup 0.00000000 0.0000000          NA
## 5            NTEE 0.00000000 0.0000000          NA
## 6         NTEE.CC 0.00000000 0.0000000          NA
## 7            UNIV 0.00000000 0.0000000          NA
## 8            HOSP 0.00000000 0.0000000          NA
## 9             Loc 0.07668712 0.3247834   0.6442990
```


Histogram of Distance of Each Attribute
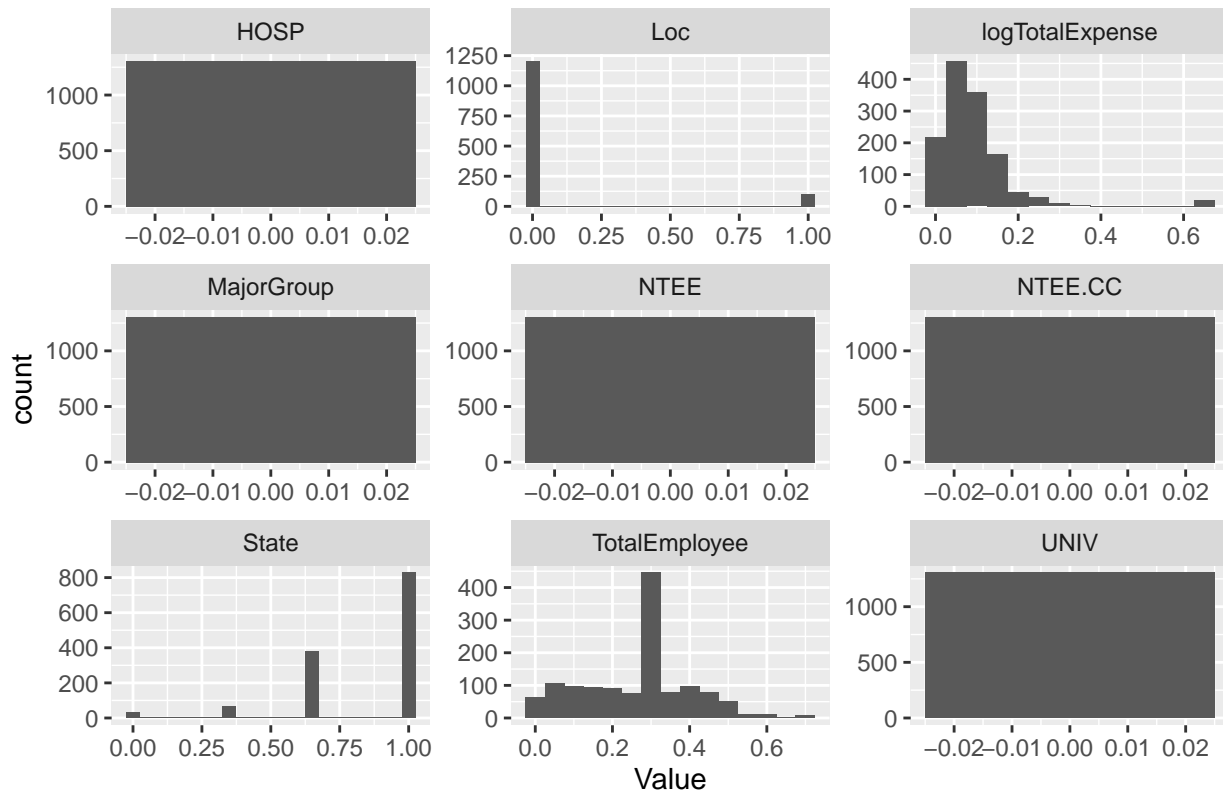
Correlation of Distances
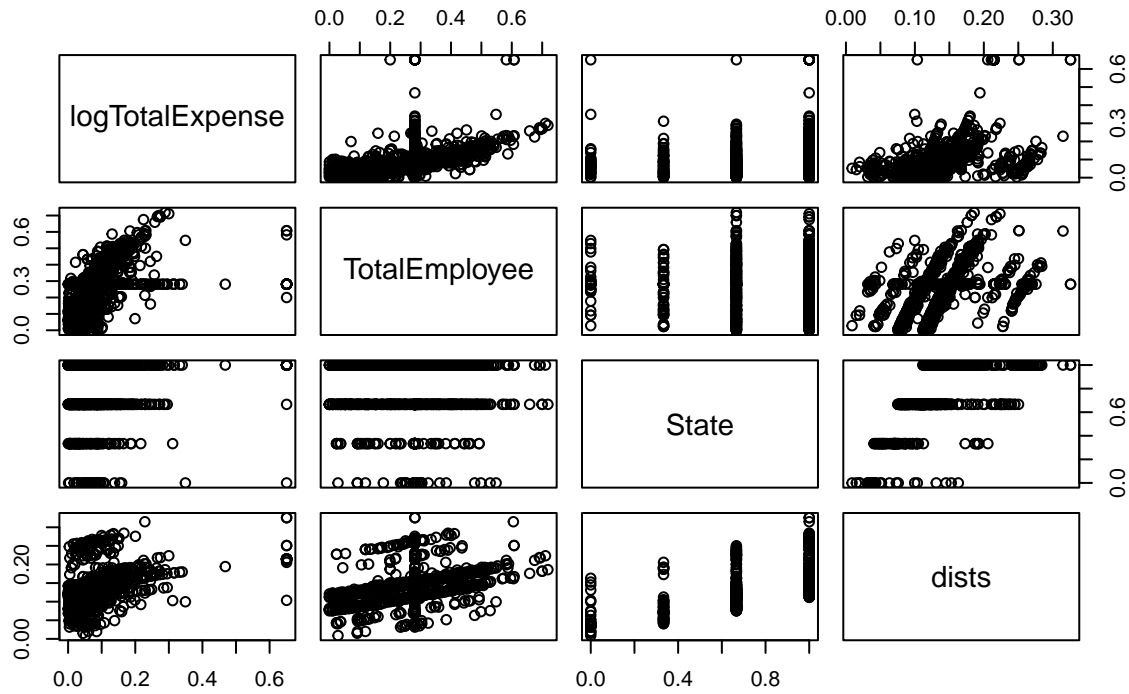

```
##                 logTotalExpense TotalEmployee         State      dists
## logTotalExpense      1.00000000   0.452579607   0.054023322  0.4085931
## TotalEmployee        0.45257961   1.000000000  -0.005320338  0.4461013
## State                0.05402332  -0.005320338   1.000000000  0.5743550
## dists                0.40859312   0.446101340   0.574355035  1.0000000
```