

Urban Institute's CEO Compensation Appraisal Tool Results

Suggested Pay

Your suggested CEO total pay range is **\$191,222 - \$194,301**.

Your Inputs

Here we list the inputs that you provided.

Table 1: Your Organization Inputs

Attribute	Input
Name	HUNTINGTON UNIVERSITY
State	IN
City Type	Metropolitan
Broad Category	Education
Major Group	Education
Specialty Organization?	NA
Hospital?	No
University?	Yes
Total Expenses	\$42,079,670
Total Employees	970

Table 2: Your Search Criteria

Attribute	Search Criteria	Hard or Soft Filtering
State	CT	Soft
City Type	Metropolitan	Soft
Broad Category	Education	Hard
Major Group	Education	Hard
Specialty Organization?	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 **1480** other non-profits in your comparison set.

Table 3: Nonprofits in Comparison Set by Broad Category

Broad Category	Count	Percentage
Education	1480	100

Table 4: Nonprofits in Comparison Set by Major Group

Major Group	Count	Percentage
Education	1480	100

Table 5: Nonprofits in Comparison Set by City Type

LocationType	Count	Percent
Metropolitan	1432	97
Rural	35	2
NA	13	1

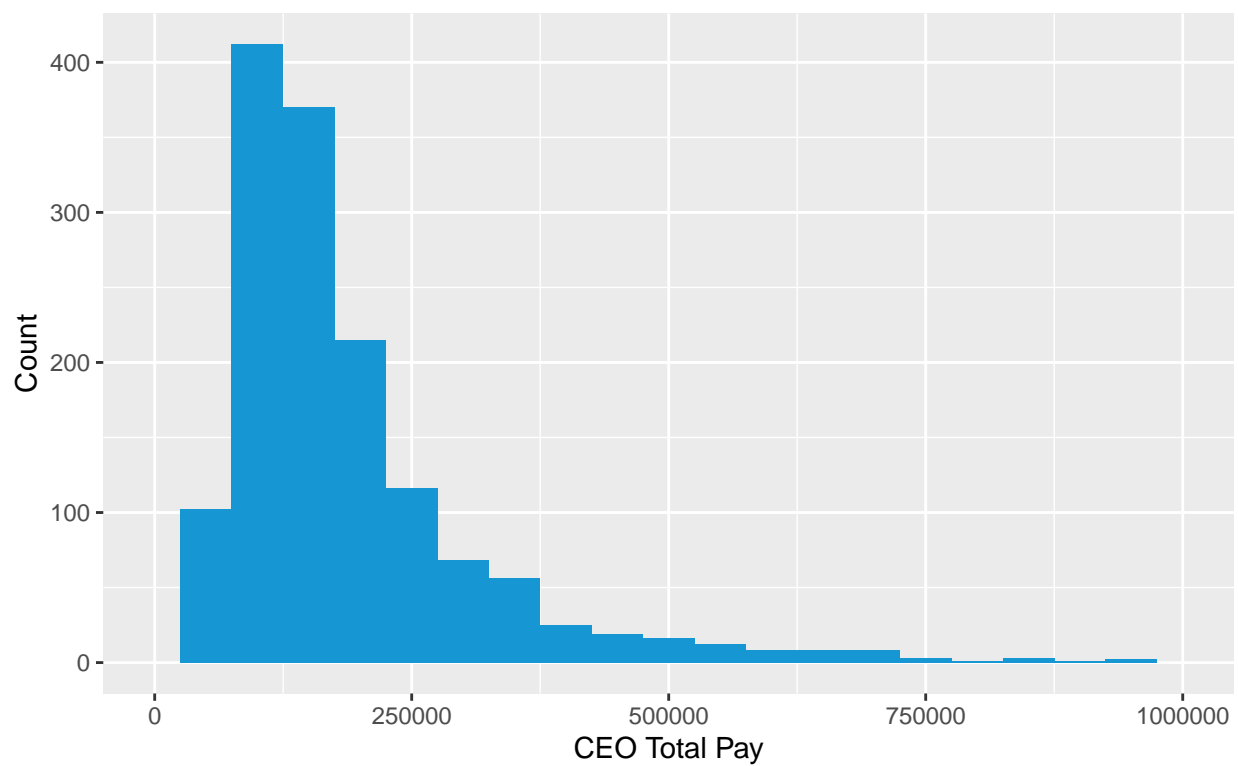
Table 6: Nonprofits in Comparison Set by Gender

Gender	Count	Percent
F	744	50
M	633	43
U	103	7

Table 7: Nonprofits in Comparison Set by State

State	Count	Percent	State	Count	Percent
AK	6	0	MS	7	0
AL	7	0	MT	7	0
AR	8	1	NC	49	3
AZ	32	2	ND	4	0
CA	180	12	NE	11	1
CO	46	3	NH	1	0
CT	9	1	NJ	21	1
DC	50	3	NM	11	1
DE	7	0	NV	4	0
FL	57	4	NY	144	10
GA	40	3	OH	49	3
HI	9	1	OK	8	1
IA	13	1	OR	33	2
ID	10	1	PA	89	6
IL	63	4	PR	1	0
IN	22	1	RI	7	0
KS	22	1	SC	21	1
KY	17	1	SD	5	0
LA	17	1	TN	13	1
MA	24	2	TX	73	5
MD	31	2	UT	13	1
ME	3	0	VA	39	3
MI	37	3	VT	2	0
MN	56	4	WA	36	2
MO	20	1	WI	35	2

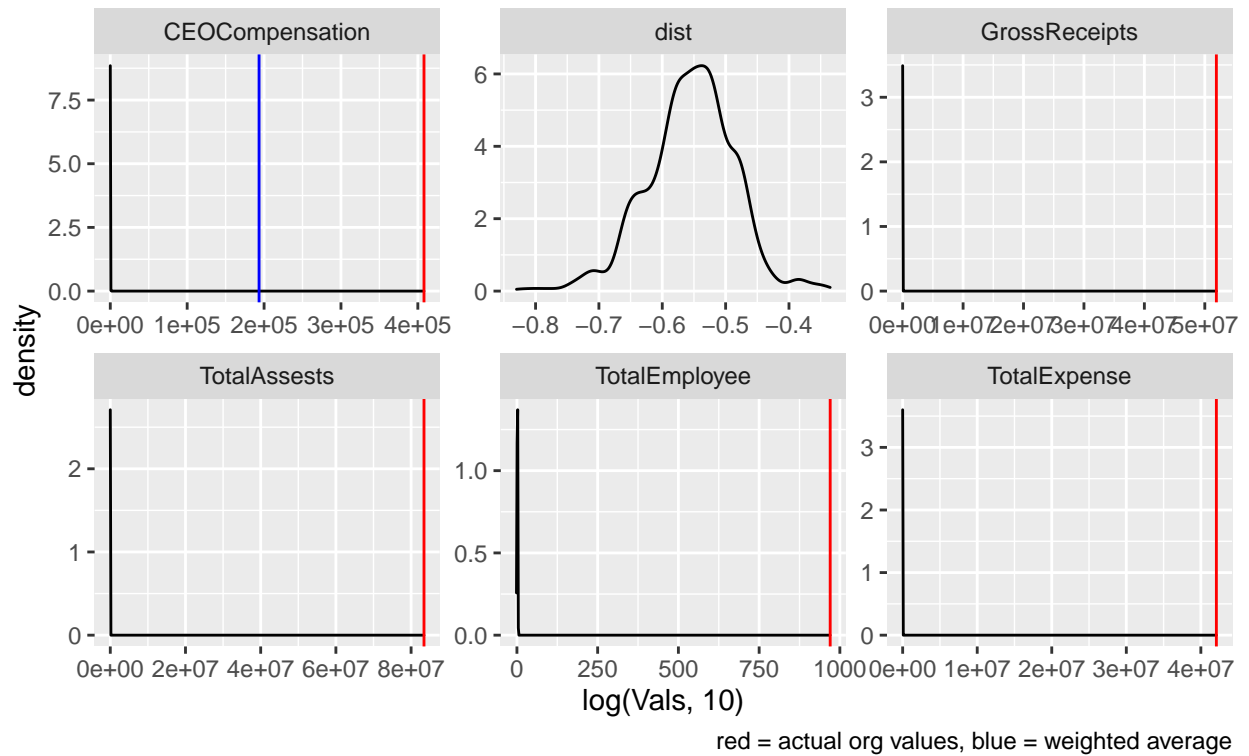
Histogram of CEO Pay in Your Comparison Set



Note, there were 11 nonprofits who paid there CEO more than \$1,000,000 that are not displayed on this plot.

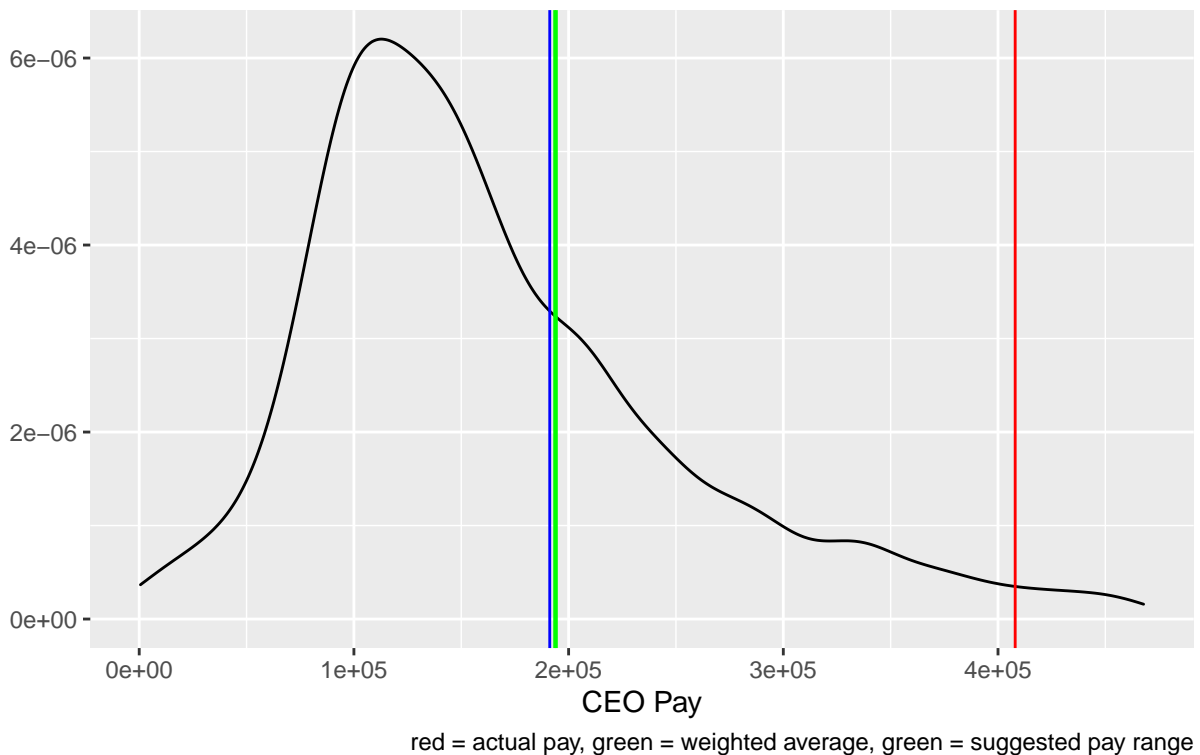
Where is your Org compared to the Orgs in the Comparison Set

Lower 95% of each variable is displayed



Actual vs. Suggested CEO Pay

Lower 95% of data displayed



```
#Average Distance score by attribute
```

```
D.average <- colSums(distance.matrix) / dim(distance.matrix)[1]
D.average
```

```
## logTotalExpense    TotalEmployee      State    MajorGroup      NTEE      NTEE.CC
##      0.15397150      0.50346027      0.79797297      0.00000000      0.00000000      0.00000000
##           UNIV           HOSP           Loc
##      1.00000000      0.00000000      0.03243243
```

```
#Average percent of total score by attribute
```

```
dists <- results$dists
```

```
D.percent <- matrix(0, ncol = dim(distance.matrix)[2], nrow = dim(distance.matrix)[1])
for(i in 1:(dim(distance.matrix)[1])){
  for(j in 1:(dim(distance.matrix)[2])){
    D.percent[i,j] <- distance.matrix[i, j] / dists[i]
  }
}
D.percent.average <- colSums(D.percent) / dim(distance.matrix)[1]
names(D.percent.average) <- names(D.average)
D.percent.average
```

```
## logTotalExpense    TotalEmployee      State    MajorGroup      NTEE      NTEE.CC
##      0.54595086      1.77051189      2.87516382      0.00000000      0.00000000      0.00000000
##           UNIV           HOSP           Loc
##      3.72346952      0.00000000      0.08490391
```