

Urban Institute's CEO Compensation Appraisal Tool Results

Suggested Pay

Your suggested CEO total pay range is **\$209,568 - \$213,784**.

Your Inputs

Here we list the inputs that you provided.

Table 1: Your Organization Inputs

Attribute	Input
Name	NEW JERSEY ASSOCIATION OF STATE
State	NJ
City Type	Metropolitan
Broad Category	Education
Major Group	Education
Specialty Organization?	NA
Hospital?	No
University?	No
Total Expenses	\$1,191,376
Total Employees	6

Table 2: Your Search Criteria

Attribute	Search Criteria	Hard or Soft Filtering
State	VA; DC; MD	Soft
City Type	Metropolitan	Soft
Broad Category	Education	Soft
Major Group	Education	Soft
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 **11961** other non-profits in your comparison set.

Table 3: Nonprofits in Comparison Set by Broad Category

Broad Category	Count	Percentage
Arts, Culture, and Humanities	867	7
Education	1479	12
Environment and Animals	458	4
Health	2337	20
Human Services	4766	40
International, Foreign Affairs	192	2
Public, Societal Benefit	1544	13
Religion Related	284	2
Mutual/Membership Benefit	23	0
Unknown/Unclassified	11	0

Table 4: Nonprofits in Comparison Set by Major Group

Major Group	Count	Percentage
Arts, Culture, and Humanities	867	7
Education	1479	12
Environment	319	3
Animals	139	1
Health Care	1305	11
Mental Health & Crisis Intervention	627	5
Voluntary Health Associations & Medical Disciplines	321	3
Medical Research	84	1
Crime & Legal-Related	310	3
Employment	311	3
Food, Agriculture & Nutrition	147	1
Housing & Shelter	950	8
Public Safety, Disaster Preparedness & Relief	37	0
Recreation & Sports	279	2
Youth Development	313	3
Human Services	2419	20
International, Foreign Affairs & National Security	192	2
Civil Rights, Social Action & Advocacy	135	1
Community Improvement & Capacity Building	594	5
Philanthropy, Voluntarism & Grantmaking Foundations	512	4
Science & Technology	85	1
Social Science	35	0
Public & Societal Benefit	183	2
Religion Related	284	2
Mutual & Membership Benefit	23	0
Unknown, Unclassified	11	0

Table 5: Nonprofits in Comparison Set by City Type

LocationType	Count	Percent
Metropolitan	11416	95
Rural	418	3
NA	127	1

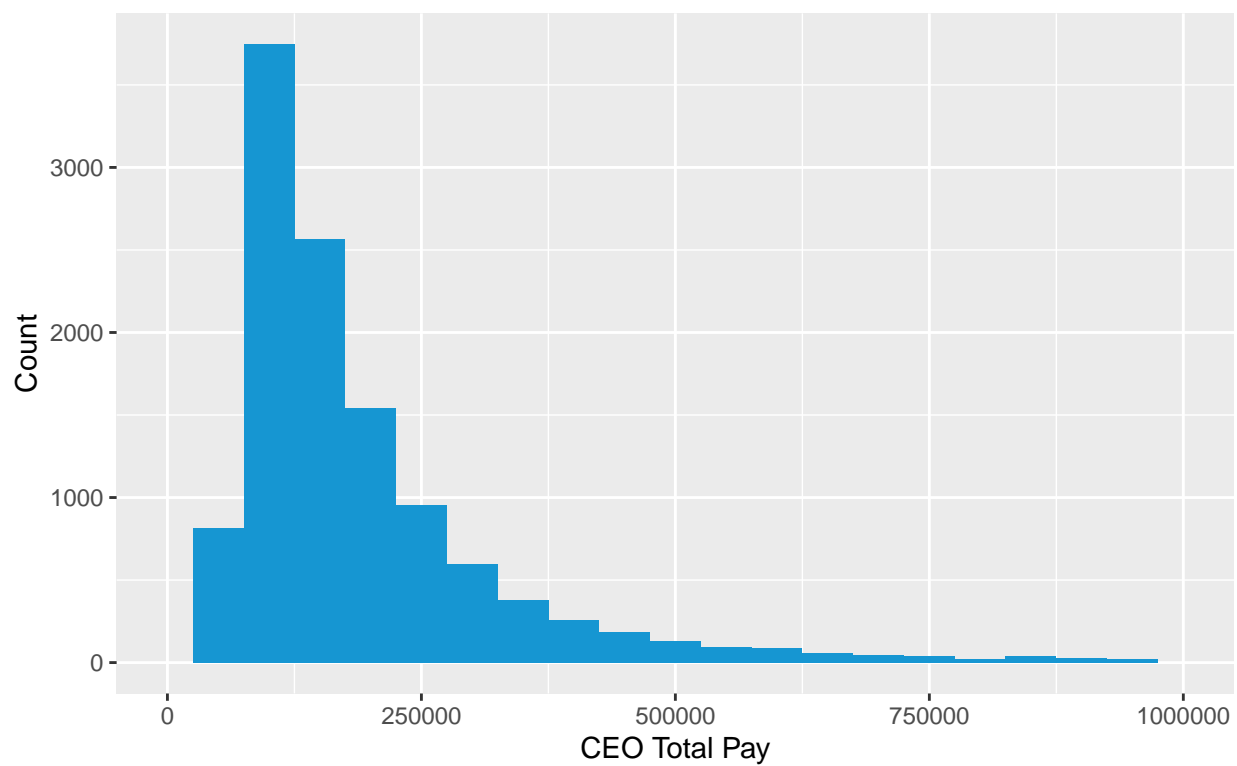
Table 6: Nonprofits in Comparison Set by Gender

Gender	Count	Percent
F	5836	49
M	5374	45
U	751	6

Table 7: Nonprofits in Comparison Set by State

State	Count	Percent	State	Count	Percent
AK	71	1	MS	61	1
AL	88	1	MT	89	1
AR	90	1	NC	291	2
AZ	184	2	ND	37	0
CA	1230	10	NE	117	1
CO	365	3	NH	18	0
CT	71	1	NJ	247	2
DC	322	3	NM	109	1
DE	50	0	NV	58	0
FL	511	4	NY	1069	9
GA	243	2	OH	539	5
HI	94	1	OK	76	1
IA	129	1	OR	243	2
ID	41	0	PA	667	6
IL	422	4	PR	4	0
IN	235	2	RI	20	0
KS	159	1	SC	118	1
KY	125	1	SD	35	0
LA	129	1	TN	177	1
MA	172	1	TX	587	5
MD	331	3	UT	74	1
ME	49	0	VA	362	3
MI	388	3	VT	24	0
MN	401	3	WA	360	3
MO	248	2	WI	309	3

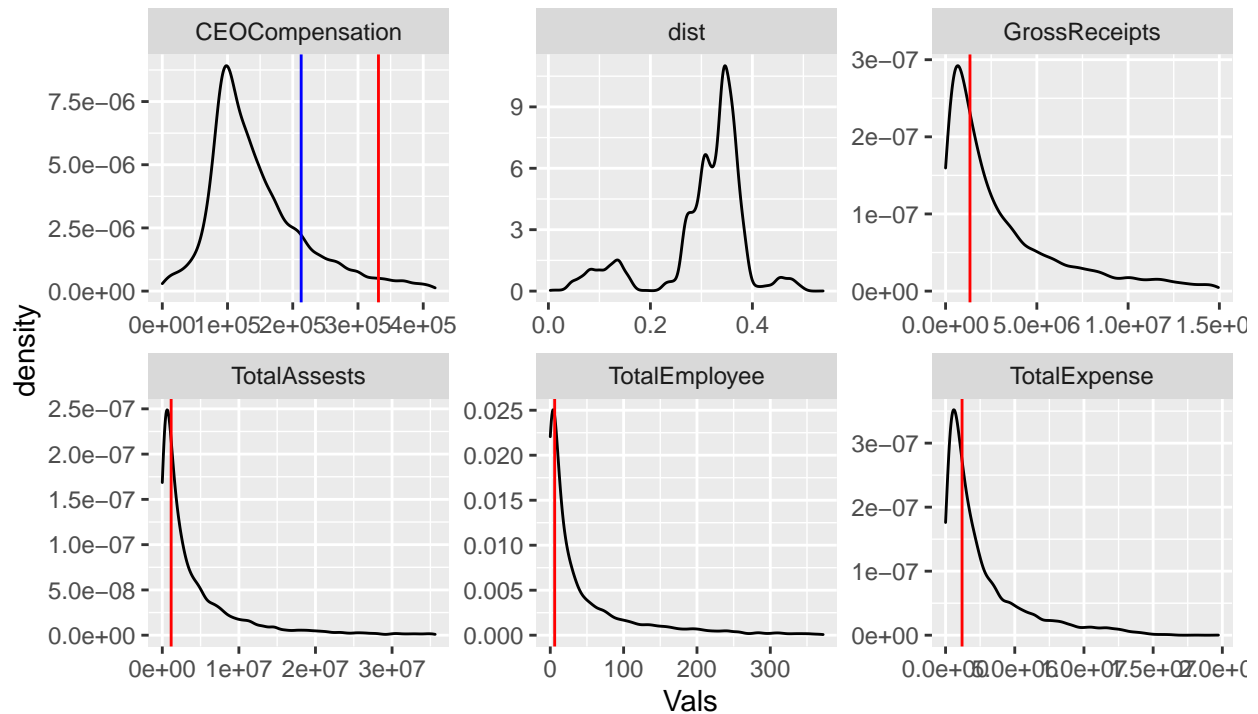
Histogram of CEO Pay in Your Comparison Set



Note, there were 195 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

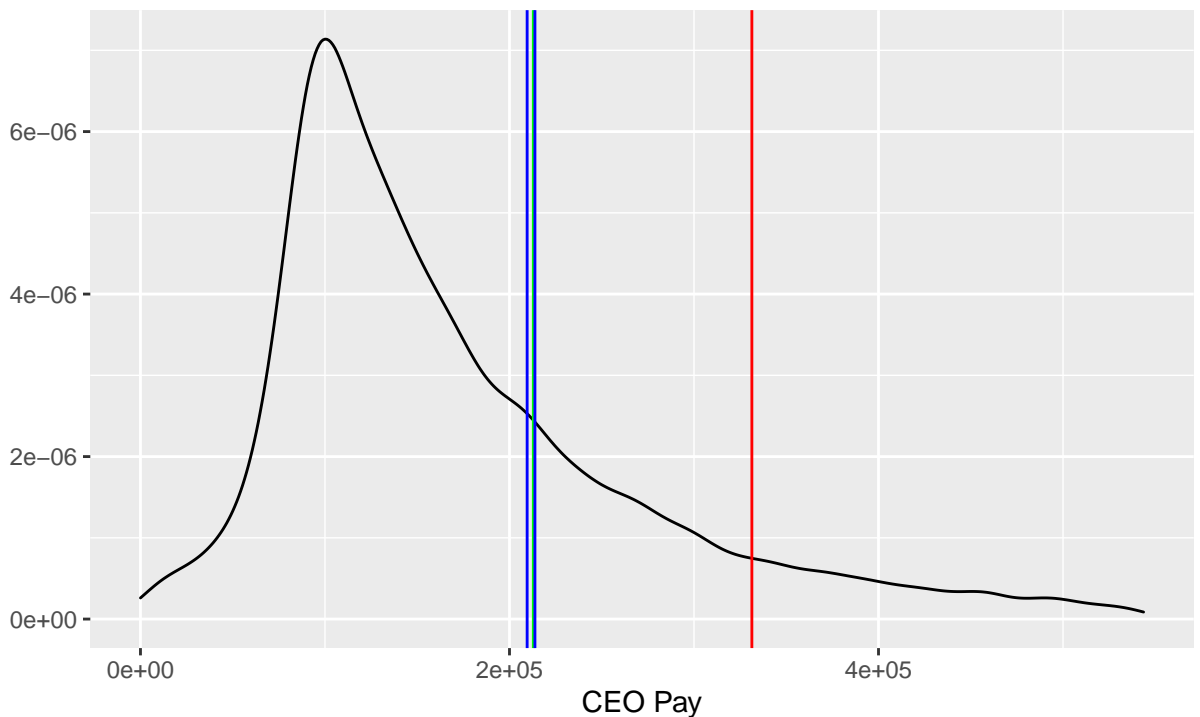
Lower 95% of each variable is displayed



red = actual org values, blue = weighted average

Actual vs. Suggested CEO Pay

Lower 95% of data displayed



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