

Urban Institute's CEO Compensation Appraisal Tool Results

Suggested Pay

Your suggested CEO total pay range is **\$220,987 - \$225,432**.

Your Inputs

Here we list the inputs that you provided.

Table 1: Your Organization Inputs

Attribute	Input
Name	NICHOLAS H NOYES MEMORIAL HOSPITAL
State	NY
City Type	Metropolitan
Broad Category	Health
Major Group	Health Care
Specialty Organization?	NA
Hospital?	Yes
University?	No
Total Expenses	\$59,517,721
Total Employees	670

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 **11962** 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	1480	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	1480	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	11417	95
Rural	418	3
NA	127	1

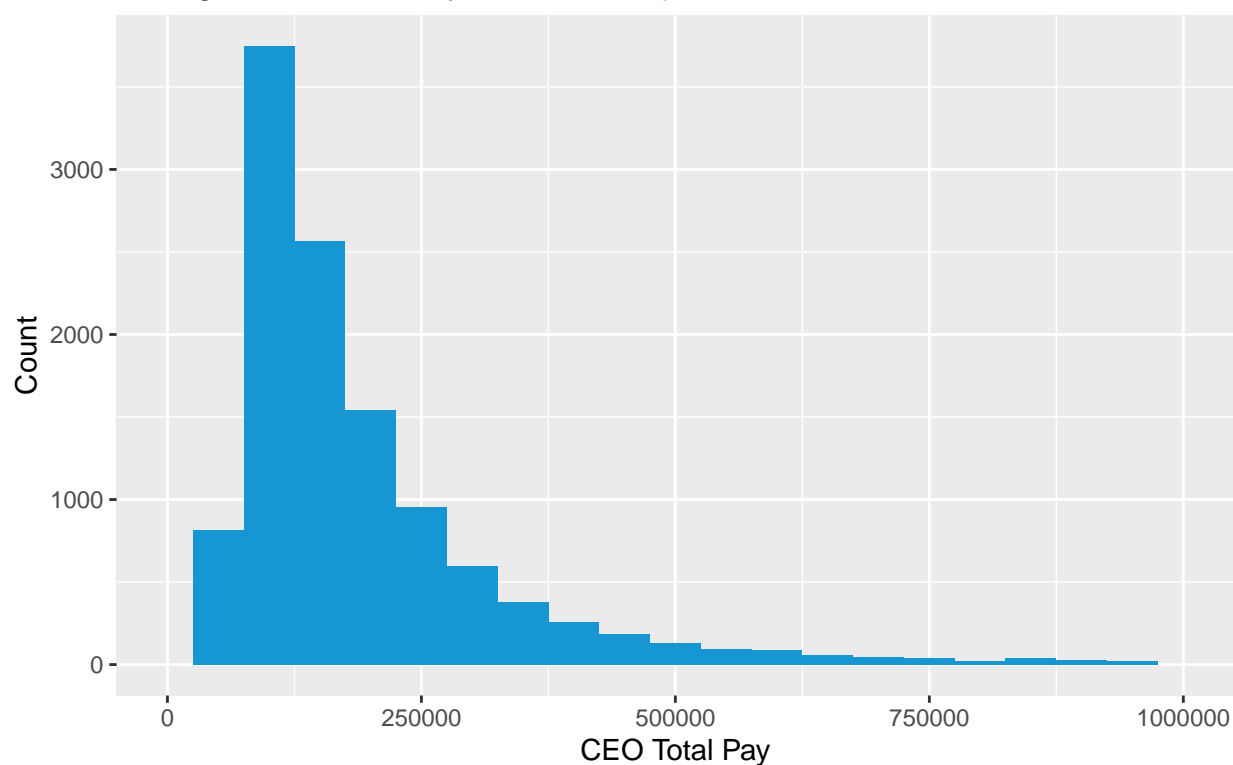
Table 6: Nonprofits in Comparison Set by Gender

Gender	Count	Percent
F	5836	49
M	5375	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	248	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

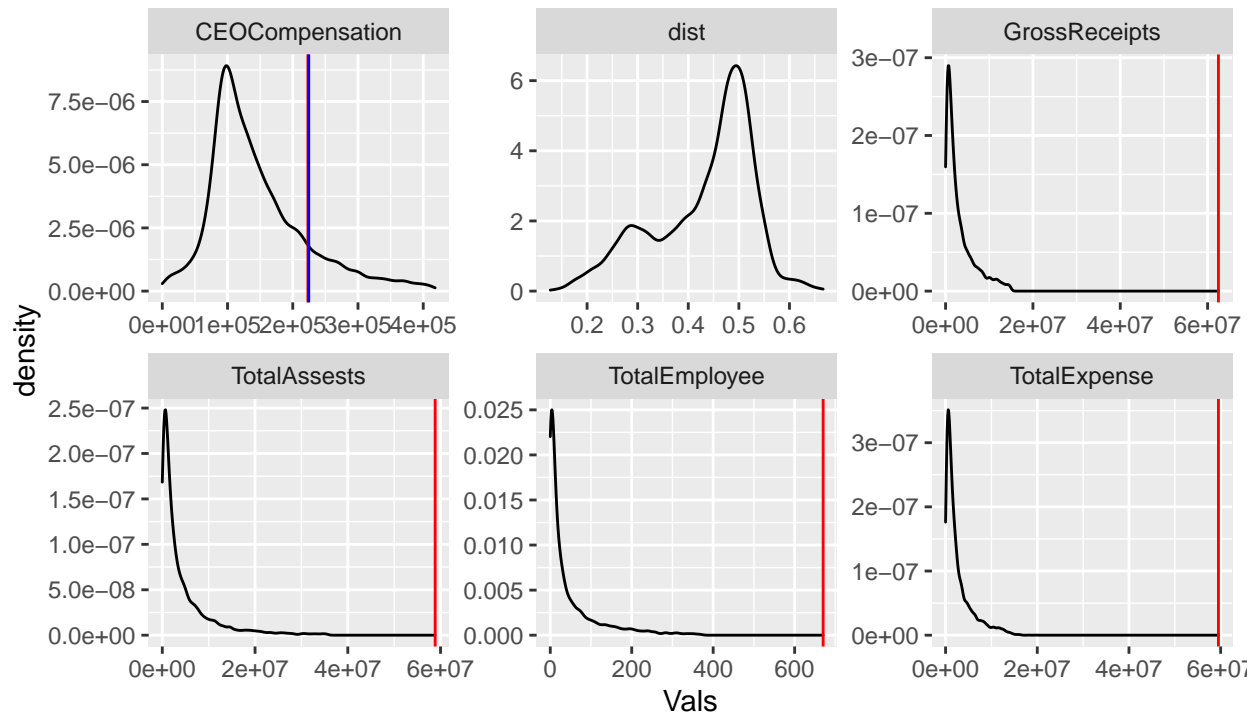
Histogram of CEO Pay in Your Comparison Set



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

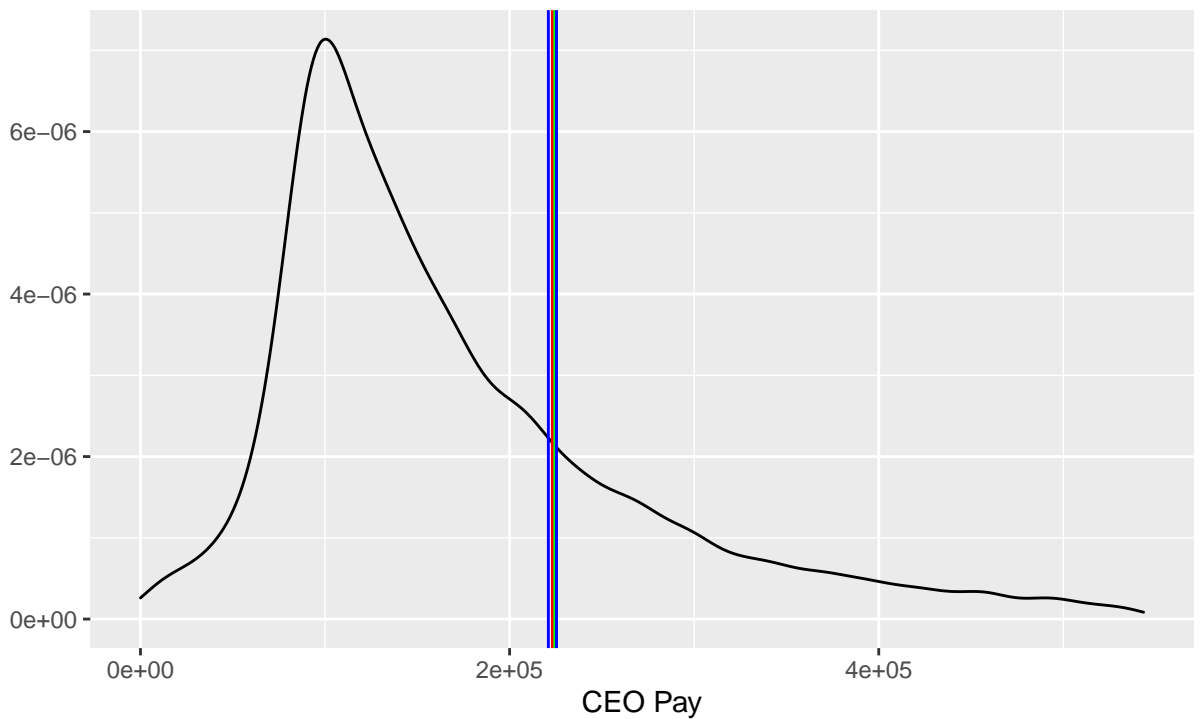
Lower 95% of each variable is displayed



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