



Missouri Department of Higher Education

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2018 President's & Chancellor's Compensation Survey

June 2018

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Public Four~Year Universities

2018 President's/Chancellor's Compensation Survey

Name: Dr. Dwaun J. Warmack
Institution: Harris-Stowe State University
Contact Person: Brian M. Huggins
Phone: 314-340-3335

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$237,786			\$237,786		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for self/spouse/family	\$19,244			\$23,000		
Long-term disability for self	\$307			\$285		
Deferred compensation	\$10,000			\$10,000		
Retirement benefit	\$46,249			\$48,627		
Other (please specify)						
Life Insurance	\$174			\$187		
A D and D Insurance	\$21			\$21		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$313,781	\$0	\$0	\$319,906	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$44,500			\$44,500		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Annuity	\$13,500			\$13,500		
TOTAL	\$58,000	\$0	\$0	\$58,000	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Kevin Rome 7/1/16 to 6/15/17
 Institution: Lincoln University
 Phone: 573 681-5019
 Contact Person: Jim Marcantonio HR Director

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$230,384					
Medical/dental/vision insurance for self	\$5,064					
Medical/dental/vision insurance for spouse/family	\$13,777					
Long-term disability for self	\$910					
Deferred compensation						
Retirement benefit	\$13,062					
Other (please specify) Annuity	\$21,500					
Adjunct	\$2,400					
Additional life insurance						
Annuity						
TOTAL	\$287,097	\$0	\$0	\$0	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$8,625					
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$8,625	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Mike Middleton 6/1/17 to 5/30/18
 Institution: Lincoln University
 Phone: 573 681-5019
 Contact Person: Jim Marcantonio HR Director

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$20,000				\$220,000	
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify) Annuity	\$5,834				\$64,174	
Adjunct						
Additional life insurance						
Annuity						
TOTAL	\$25,834	\$0	\$0	\$0	\$284,174	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Jerald Wolfork 6/1/18 to 6/30/18
 Institution: Lincoln University
 Phone: 573 681-5019
 Contact Person: Jim Marcantonio HR Director

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$20,000		
Medical/dental/vision insurance for self				\$471		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self				\$79		
Deferred compensation						
Retirement benefit						
Other (please specify) Annuity				\$1,667		
Adjunct						
Additional life insurance						
Annuity						
TOTAL	\$0	\$0	\$0	\$22,217	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$550		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$550	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Alan Marble
Institution: Missouri Southern State University
Contact Person: Evan Jewsbury, Director of Human Resources
Phone: 417-625-9805

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$189,442			\$189,442		
Medical/dental/vision insurance for self	\$7,035			\$6,870		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$238			\$238		
Deferred compensation	\$48,000		\$48,000	\$48,000		\$48,000
Retirement benefit	\$40,294			\$46,182		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$285,008	\$0	\$48,000	\$290,732	\$0	\$48,000

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$3,594			\$3,594		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$3,594	\$0	\$0	\$3,594	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Clif Smart
Institution: Missouri State University
Contact Person: Kristin Bilyeu
Phone: (417) 836-3002

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$334,981			\$334,981		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$5,515			\$5,515		
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$340,496	\$0	\$0	\$340,496	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$40,000				\$40,000	
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$3,450	\$5,930		\$2,958	\$5,610	
Other (please specify)						
TOTAL	\$43,450	\$5,930	\$0	\$2,958	\$45,610	\$0

2018 President's/Chancellor's Compensation Survey

Name: Drew Bennett
Institution: Missouri State University - West Plains
Contact Person: Kristin Bilyeu
Phone: 417-836-3002

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$164,477			\$204,477		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$164,477	\$0	\$0	\$204,477	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$24,000			\$24,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$3,047			\$3,257		
Other (please specify)						
TOTAL	\$27,047	\$0	\$0	\$27,257	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Robert Vartabedian
 Institution: Missouri Western State University
 Contact Person: Sara Freemyer, Director of Human Resources
 Phone: 816.271.4587

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$255,593			\$255,593		
Medical/dental/vision insurance for self	\$7,627			\$8,207		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$319			\$319		
Deferred compensation						
Retirement benefit	\$52,515			\$55,579		
Other Basic Life \$804, Annuity \$24,000	\$24,804			\$24,804		
Additional life insurance	Value					
	\$512,000					
Annuity	Value					
	\$24,000					
TOTAL	\$340,858	\$0	\$0	\$344,502	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$28,000			\$28,000		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$12,500			\$12,500		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$4,033			\$4,033		
Other (please specify)						
TOTAL	\$44,533	\$0	\$0	\$44,533	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. John Jasinski
Institution: Northwest Missouri State University
Contact Person: Brooke Hull
Phone: 660-562-1129

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$267,720			\$267,720		
Medical/dental/vision insurance for self	\$7,827			\$8,180		
Medical/dental/vision insurance for spouse/family	\$14,188			\$16,335		
Long-term disability for self	\$332			\$332		
Deferred compensation	\$12,000			\$20,000		
Retirement benefit	\$50,319			\$55,339		
Other (please specify) Basic Life Insurance (1x annual salary)	\$563			\$563		
Additional life insurance	\$268,000					
	(1x annual salary provided)					
Annuity	Value					
TOTAL	\$352,949	\$0	\$0	\$368,469	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$9,000			\$9,000
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$16,800			\$16,800
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships			\$1,485			\$1,500
Other (please specify)						
TOTAL	\$0	\$0	\$27,285	\$0	\$0	\$27,300

2018 President's/Chancellor's Compensation Survey

Name: Carlos Vargas-Aburto
 Institution: Southeast Missouri State University
 Contact Person: Melissia Coffee
 Phone: (573) 986-6192

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$278,000			\$278,000		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
Additional life insurance	\$0					
Annuity	\$30,000					
TOTAL	\$278,000	\$0	\$0	\$278,000	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$30,000			\$30,000		
Utilities	\$5,525			\$5,600		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,074			\$7,074		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$497			\$500		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$43,096	\$0	\$0	\$43,174	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Susan L. Thomas - Interim FY17, Permanent FY18
 Institution: Truman State University
 Contact Person: Dave Rector
 Phone: 660-785-4100

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$220,000			\$260,000		
Medical/dental/vision insurance for self	\$6,675			\$7,657		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$210			\$210		
Deferred compensation						
Retirement benefit	\$39,597			\$50,570		
Other (please specify)						
Basic Life	\$133			\$133		
AD&D	\$36			\$36		
FICA/Medicare	\$11,001			\$11,694		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$277,652	\$0	\$0	\$330,300	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities	\$1,538			\$6,500		
Housing allowance (provided for private rent/lease/purchase)**	\$6,000			\$3,750		
Housekeeper						
Custodian, groundskeeper	\$330			\$2,200		
Insurance for personal property	\$294			\$407		
Entertainment		\$9,945			\$9,950	
Automobile	\$2,180			\$2,300		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$10,342	\$9,945	\$0	\$15,157	\$9,950	\$0

** Housing allowance provided while on-campus residence was renovated.

2018 President's/Chancellor's Compensation Survey

Name: Dr. Charles Ambrose
 Institution: University of Central Missouri
 Contact Person: 660-543-8703
 Phone: Sondra Moore

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$322,550			\$322,550		
Medical/dental/vision insurance for self	\$7,554			\$6,936		
Medical/dental/vision insurance for spouse/family	\$2,035			\$2,244		
Long-term disability for self	\$545			\$521		
Deferred compensation	\$24,000			\$45,000		
Retirement benefit	\$15,317			\$16,011		
Other (please specify)						
Relocation Benefit	\$20,000			\$0		
Car Allowance	\$0			\$14,400		
Health Savings Account	\$660			\$360		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$392,661	\$0	\$0	\$408,022	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$23,556			\$23,556
Utilities	\$7,648			\$8,170		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	\$8,060			\$5,355		
Custodian, groundskeeper	\$8,393			\$6,043		
Insurance for personal property						
Entertainment	\$4,788	\$1,801		\$1,500	\$2,000	
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development	\$2,732	\$12		\$800		
Expense for spouse/family to attend meetings		\$563			\$25	
Club/other memberships	\$75			\$75		
Other (fuel for university car)	\$2,738			\$2,000		
TOTAL	\$34,434	\$2,376	\$23,556	\$23,943	\$2,025	\$23,556

2018 President's/Chancellor's Compensation Survey

Name: Mun Choi - President (start date 3/1/2017)
 Institution: University of Missouri System
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$176,667			\$530,000		
Medical/dental/vision insurance for self	\$1,531			\$4,665		
Medical/dental/vision insurance for spouse/family	\$2,431			\$7,468		
Long-term disability for self	\$99			\$276		
Deferred compensation	\$16,667			\$50,000		
Retirement benefit	\$12,738			\$35,245		
Other (please specify)						
Employer paid life insurance	\$514			\$612		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$210,646	\$0	\$0	\$628,266	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$5,833			\$17,500		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (457F longevity compensation)	\$16,667			\$50,000		
ER Contribution to 401(a)	\$8,833			\$51,667		
TOTAL	\$31,333	\$0	\$0	\$119,167	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Michael Middleton - President (interim through 2/28/2017)
Institution: University of Missouri System
Contact Person: Debora Hulett, Lead Compensation Consultant
Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$318,362					
Medical/dental/vision insurance for self	\$3,889					
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$222					
Deferred compensation	\$16,667					
Retirement benefit	\$39,173					
Other (please specify)						
Employer paid life insurance	\$90					
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$378,403	\$0	\$0	\$0	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$33,600					
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$11,525					
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$0					
TOTAL	\$45,125	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: C. Mauli Agrawal - Chancellor (start date 6/1/2018)
Institution: University of Missouri System
Contact Person: Debora Hulett, Lead Compensation Consultant
Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$33,333		
Medical/dental/vision insurance for self				\$395		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self				\$21		
Deferred compensation						
Retirement benefit				\$2,000		
Other (please specify)						
Employer paid life insurance				\$48		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$35,797	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)				\$1,250		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)				\$1,250		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (457F Continuity Comp)						
ER Contribution to 401(a)				\$667		
TOTAL	\$0	\$0	\$0	\$3,167	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Henry Foley - Chancellor (interim through 5/4/2017)
 Institution: University of Missouri-Columbia
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$382,500					
Medical/dental/vision insurance for self	\$5,684					
Medical/dental/vision insurance for spouse/family	\$5,714					
Long-term disability for self	\$278					
Deferred compensation						
Retirement benefit	\$30,336					
Other (please specify)						
Employer paid life insurance	\$303					
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$424,815	\$0	\$0	\$0	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$13,193					
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$7,899					
TOTAL	\$21,093	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Alexander Cartwright - Chancellor (hired 8/1/2017)
 Institution: University of Missouri-Columbia
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$444,583		
Medical/dental/vision insurance for self				\$4,282		
Medical/dental/vision insurance for spouse/family				\$6,860		
Long-term disability for self				\$251		
Deferred compensation				\$25,000		
Retirement benefit				\$29,565		
Other (please specify)						
Employer paid life insurance				\$561		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$511,102	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)				\$13,750		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (457F continuity compensation)				\$25,000		
ER Contribution to 401(a)				\$20,962		
TOTAL	\$0	\$0	\$0	\$59,712	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Leo Morton - Chancellor (retired 8/15/2017)
 Institution: University of Missouri - Kansas City
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$305,409			\$38,176		
Medical/dental/vision insurance for self	\$6,543			\$2,435		
Medical/dental/vision insurance for spouse/family	\$6,243			\$2,235		
Long-term disability for self	\$296			\$99		
Deferred compensation						
Retirement benefit	\$40,369			\$9,576		
Other (please specify)						
Employer paid life insurance	\$88			\$28		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$358,948	\$0	\$0	\$52,549	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$57,300			\$19,100		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$15,229			\$5,119		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$54,000			\$45,000		
TOTAL	\$126,529	\$0	\$0	\$69,219	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Barbara Bichelmeyer - Chancellor (interim 8/15/17 - 6/19/2018)
 Institution: University of Missouri - Kansas City
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$291,667		
Medical/dental/vision insurance for self				\$4,282		
Medical/dental/vision insurance for spouse/family				\$3,732		
Long-term disability for self				\$251		
Deferred compensation						
Retirement benefit				\$21,238		
Other (please specify)						
Employer paid life insurance				\$347		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$321,517	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)				\$4,646		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)				\$13,216		
TOTAL	\$0	\$0	\$0	\$17,861	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Christopher Maples - Chancellor (interim started 5/15/2017)
 Institution: Missouri University of Science & Technology (Rolla)
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$34,375			\$275,000		
Medical/dental/vision insurance for self	\$766			\$4,665		
Medical/dental/vision insurance for spouse/family	\$666			\$4,065		
Long-term disability for self	\$49			\$276		
Deferred compensation						
Retirement benefit	\$2,586			\$18,288		
Other (please specify)						
Employer paid life insurance	\$33			\$199		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$38,475	\$0	\$0	\$302,493	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$1,000			\$12,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$717			\$13,750		
TOTAL	\$1,717	\$0	\$0	\$25,750	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Cheryl Schrader - Chancellor (term 7-1-2017)
Institution: Missouri University of Science & Technology (Rolla)
Contact Person: Debora Hulett, Lead Compensation Consultant
Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$334,950					
Medical/dental/vision insurance for self	\$4,725					
Medical/dental/vision insurance for spouse/family	\$7,534					
Long-term disability for self	\$296					
Deferred compensation						
Retirement benefit	\$40,327					
Other (please specify)						
Employer paid life insurance	\$33					
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$387,865	\$0	\$0	\$0	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$27,380					
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$14,995					
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$51,000					
TOTAL	\$93,375	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Thomas George - Chancellor
Institution: University of Missouri - St. Louis
Contact Person: Debora Hulett, Lead Compensation Consultant
Phone: 573-884-2021

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$319,802			\$319,802		
Medical/dental/vision insurance for self	\$6,843			\$7,497		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$296			\$257		
Deferred compensation						
Retirement benefit	\$35,594			\$33,771		
Other (please specify)						
Employer paid life insurance	\$81			\$63		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$362,616	\$0	\$0	\$361,390	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$54,000			\$54,000		
TOTAL	\$54,000	\$0	\$0	\$54,000	\$0	\$0

Public Two~Year Colleges

2018 President's/Chancellor's Compensation Survey

Name: Jennifer Methvin
Institution: Crowder College
Contact Person: Amy Rand
Phone: 417-455-5533

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$161,569			\$163,993		
Medical/dental/vision insurance for self	\$6,670			\$6,720		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$24,395			\$24,753		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$192,634	\$0	\$0	\$195,466	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$15			\$15		
Other (please specify)						
TOTAL	\$15	\$0	\$0	\$15	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Carl (Jon) Bauer
 Institution: East Central College
 Contact Person: Annette Moore
 Phone: 636-584-6704

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$150,242			\$151,742		
Medical/dental/vision insurance for self	\$7,370			\$7,664		
Medical/dental/vision insurance for spouse/family	\$7,236			\$7,527		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$22,854			\$23,114		
Misc entertainment		\$3,632			\$4,500	
Travel	\$6,000			\$6,000		
H.S.A	\$5,200			\$5,200		
Life Insurance	\$122			\$122		
Additional life insurance	Value					
** The College Provides \$100k Basic Life - Dr. Bauer purchased an additional \$140,000.00 - 2017						
Annuity	Value					
TOTAL	\$199,266	\$3,632	\$0	\$201,612	\$4,500	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Ray Cummiskey, President
Institution: Jefferson College
Contact Person: Daryl Gehbauer, Vice President Finance and Administration
Phone: (636)481-3120

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$217,889			\$217,889		
Medical/dental/vision insurance for self	\$6,138			\$6,692		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$236			\$236		
Deferred compensation	\$0			\$0		
Retirement benefit	\$32,742			\$32,832		
Other (please specify) Insurance Reimbursement	\$1,780			\$1,845		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$258,785	\$0	\$0	\$259,494	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Mark James (7/1/16-6/30/17)
 Institution: Metropolitan Community College - Chancellor
 Contact Person: Patricia Amick
 Phone: 816-604-1130

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$251,256			\$251,256		
Medical/dental/vision insurance for self	\$10,203					
Medical/dental/vision insurance for spouse/family	\$0					
Long-term disability for self	\$882					
Deferred compensation						
Retirement benefit	\$36,432					
Other (please specify)						
403b	\$1,000					
Life Insurance	\$1,814		\$605			
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$301,587	\$0	\$605	\$251,256	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$3,353			\$0		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$3,353	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Kimberly Beatty - Hire Date - 6/26/17
Institution: Metropolitan Community College - Chancellor
Contact Person: Patricia Amick
Phone: 816-604-1130

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$263,542		
Medical/dental/vision insurance for self				\$9,558		
Medical/dental/vision insurance for spouse/family				\$4,410		
Long-term disability for self				\$966		
Deferred compensation						
Retirement benefit				\$39,875		
Other (please specify)						
403b				\$0		
Life Insurance				\$2,148		\$720
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$320,499	\$0	\$720

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment					\$3,600	
Automobile				\$10,500		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$10,500	\$3,600	\$0

2018 President's/Chancellor's Compensation Survey

Name: Michael Banks (7/1/17 - 12/31/17 transitioned to another role)
 Institution: Metropolitan Community College - Blue River Campus
 Contact Person: Patricia Amick
 Phone: 816-604-1130

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	168,011			\$85,266		
Medical/dental/vision insurance for self	\$8,470			\$4,235		
Medical/dental/vision insurance for spouse/family	\$10,327			\$5,295		
Long-term disability for self	\$630			\$354		
Deferred compensation						
Retirement benefit	\$24,362			\$12,363		
Other (please specify)						
403b	\$1,000			\$500		
Life Insurance	\$1,212		\$403	\$1,228		\$408
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$214,012	\$0	\$403	\$109,241	\$0	\$408

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Jackie Gill
 Institution: Metropolitan Community College - Business & Technology/Blue River campuses (effective 1/1/18)
 Contact Person: Patricia Amick
 Phone: 816-604-1130

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$151,000			\$157,795		
Medical/dental/vision insurance for self	\$8,470			\$8,732		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$634			\$588		
Deferred compensation						
Retirement benefit	\$21,895			\$22,880		
Other (please specify)						
403b	\$1,000			\$1,000		
Life Insurance	\$1,087		\$362	\$1,224		\$411
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$184,086	\$0	\$362	\$192,219	\$0	\$411

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Kirk Nooks
Institution: Metropolitan Community College - Longview campus
Contact Person: Patricia Amick
Phone: 816-604-1130

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$159,396			\$161,787		
Medical/dental/vision insurance for self	\$8,470			\$8,732		
Medical/dental/vision insurance for spouse/family	\$10,327			\$11,653		
Long-term disability for self	\$588			\$588		
Deferred compensation						
Retirement benefit	\$23,112			\$23,459		
Other (please specify)						
403b	\$0			\$0		
Life Insurance	\$1,150		\$384	\$1,260		\$422
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$203,043	\$0	\$384	\$207,479	\$0	\$422

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Utpal Goswami
Institution: Metropolitan Community College - Maple Woods Campus
Contact Person: Patricia Amick
Phone: 816-604-1130

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$164,659			\$167,129		
Medical/dental/vision insurance for self	\$8,470			\$8,732		
Medical/dental/vision insurance for spouse/family	\$6,317			\$7,173		
Long-term disability for self	\$588			\$609		
Deferred compensation						
Retirement benefit	\$23,876			\$24,234		
Other (please specify)						
403b	\$1,000			\$1,000		
Life Insurance	\$1,186		\$396	\$1,307		\$437
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$206,096	\$0	\$396	\$210,184	\$0	\$437

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Joe Seabrooks (7/1/16-10/12/16)
 Institution: Metropolitan Community College - Penn Valley Campus
 Contact Person: Patricia Amick
 Phone: 816-604-1130

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$53,259					
Medical/dental/vision insurance for self	\$2,735					
Medical/dental/vision insurance for spouse/family	\$3,530					
Long-term disability for self	\$224					
Deferred compensation						
Retirement benefit	\$7,723					
Other (please specify)						
403b	\$536					
Life insurance	\$1,152		\$384			
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$69,159	\$0	\$384	\$0	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$2,400					
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$2,400	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Tyjaun Lee (started 8/3/17)
 Institution: Metropolitan Community College - Penn Valley Campus
 Contact Person: Patricia Amick
 Phone: 816-604-1130

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$147,171		
Medical/dental/vision insurance for self				\$9,558		
Medical/dental/vision insurance for spouse/family				\$0		
Long-term disability for self				\$588		
Deferred compensation						
Retirement benefit				\$21,340		
Other (please specify)						
403b				\$0		
Life Insurance				\$1,151		\$385
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$179,808	\$0	\$385

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$7,200	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Steven Kurtz
Institution: Mineral Area College
Contact Person: Sarah Dement
Phone: 573-518-2129

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$177,236			\$182,449		
Medical/dental/vision insurance for self	\$7,186			\$7,494		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$200			\$180		
Deferred compensation	\$25,000			\$27,000		
Retirement benefit	\$26,727			\$27,542		
Other (please specify)						
Mid-Year Merit	\$101			\$101		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$236,451	\$0	\$0	\$244,766	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$5,350			\$5,350		
Automobile allowance (provided for private lease/purchase)	\$1,552			\$1,552		
Automobile repair/maintenance/mileage	\$438			\$384		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$1,100			\$1,200		
TOTAL	\$8,439	\$0	\$0	\$8,486	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Jeffery C. Lashley
Institution: Moberly Area Community College
Contact Person: Ann Parks
Phone: 660 263 4100 ext. 11272

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$171,000			\$175,790		
Medical/dental/vision insurance for self	\$7,501		\$180	\$6,624		\$360
Medical/dental/vision insurance for spouse/family	\$12,055		\$10,290	\$11,580		\$9,929
Long-term disability for self	\$0			\$0		\$0
Deferred compensation	\$0			\$0		\$0
Retirement benefit	\$25,883			\$26,450		\$0
Other (please specify)						
Basic life \$20,000, ADD \$20,000	\$28			\$28		\$0
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$216,466	\$0	\$10,470	\$220,472	\$0	\$10,289

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$9,000			\$9,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell phone	\$779			\$859		
TOTAL	\$9,779	\$0	\$0	\$9,859	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Lenny Klaver
Institution: North Central Missouri College
Contact Person: Tyson Otto
Phone: 660-359-3948, ext 1500

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$145,580			\$145,580		
Medical/dental/vision insurance for self	\$5,835			\$5,911		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$21,955			\$21,966		
Other (please specify)						
Life Insurance	\$114			\$114		
Additional life insurance	Value					
	\$50,000					
Annuity	Value					
TOTAL	\$173,484	\$0	\$0	\$173,571	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment		\$1,200			\$1,200	
Automobile						
Automobile allowance (provided for private lease/purchase)	\$8,000			\$8,000		
Automobile repair/maintenance/mileage	\$11,679			\$18,974		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$565			\$315		
Other (please specify)						
Phone Stipend	\$720			\$720		
Medical Allowance	\$0			\$500		
Moving Expenses						
TOTAL	\$20,964	\$1,200	\$0	\$28,509	\$1,200	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Hal Higdon
 Institution: Ozarks Technical Community College
 Contact Person: 417-447-4842
 Phone: Marla Moody

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$251,402			\$254,224		
Medical/dental/vision insurance for self	\$6,342			\$6,637		
Medical/dental/vision insurance for spouse/family	\$2,758		\$2,758			
Long-term disability for self	\$130			\$130		
Deferred compensation						
Retirement benefit	\$42,448			\$43,045		
Other (please specify)						
Group Term Life Insurance	\$102			\$102		
Health and Wellness Center	\$600			\$624		
403b	\$23,000		\$23,000	\$24,000		\$24,000
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$326,782	\$0	\$25,758	\$328,762	\$0	\$24,000

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$12,000			\$12,000		
Automobile repair/maintenance/mileage	\$915			\$1,079		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$420	\$15,000				
Other (please specify)						
TOTAL	\$13,335	\$15,000	\$0	\$13,079	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Jeffrey Jochems
 Institution: Ozarks Technical Community College - Richwood Valley Campus
 Contact Person: 417-447-4842
 Phone: Marla Moody

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$136,356			\$138,680		
Medical/dental/vision insurance for self	\$6,535			\$6,873		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$130			\$130		
Deferred compensation						
Retirement benefit	\$20,715			\$21,105		
Other (please specify)						
Group Term Life Insurance	\$102			\$102		
Health and Wellness Center	\$600			\$624		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$164,438	\$0	\$0	\$167,514	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$1,469			\$1,672		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$1,469	\$0	\$0	\$1,672	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Cliff Davis
Institution: Ozarks Technical Community College - Table Rock Campus
Contact Person: (417) 447-4842
Phone: Marla Moody

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$136,356			\$138,680		
Medical/dental/vision insurance for self	\$6,342			\$6,637		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$130			\$130		
Deferred compensation						
Retirement benefit	\$20,715			\$21,071		
Other (please specify)						
Group Term Life Insurance	\$102			\$102		
Health and Wellness Center	\$600			\$624		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$164,245	\$0	\$0	\$167,244	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$9,600			\$9,600		
Automobile repair/maintenance/mileage	\$2,889			\$2,055		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$12,489	\$0	\$0	\$11,655	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Todd Galbierz - Interim President (3/22/2016-8/9/2016)
Institution: St. Charles Community College
Contact Person: Jessica Trimborn
Phone: 636-922-8320

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$23,550					
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$3,564					
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$27,114	\$0	\$0	\$0	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$900					
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$900	\$0	\$0	\$0	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Barbara Kavalier (8/10/2016 - present)
Institution: St. Charles Community College
Contact Person: Jessica Trimborn
Phone: 636-922-8320

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$189,415			\$220,320		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$28,715			\$33,125		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$218,131	\$0	\$0	\$253,445	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$6,000					
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$6,600			\$8,400		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Business Allowance				\$1,560		
Cell Phone	\$1,365					
Relocation Expense	\$8,485					
TOTAL	\$22,450	\$0	\$0	\$9,960	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Jeff Pittman, Chancellor
Institution: St Louis Community College
Contact Person: Ron Portman, Payroll Supervisor
Phone: 314-539-5208

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$265,850			\$267,800		
Medical/dental/vision insurance for self	\$36			\$37		
Medical/dental/vision insurance for spouse/family	\$29			\$30		
Long-term disability for self	\$277			\$299		
Deferred compensation						
Retirement benefit	\$40,163			\$38,708		
Other (please specify)						
403(b)			\$18,000			\$18,000
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$306,355	\$0	\$18,000	\$306,874	\$0	\$18,000

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$24,000			\$24,000		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$11,100			\$11,100		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$35,100	\$0	\$0	\$35,100	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Joanna Anderson
 Institution: State Fair Community College
 Contact Person: Garry Sorrell
 Phone: (660) 596-7301

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$166,060			\$173,364		
Medical/dental/vision insurance for self	\$5,335			\$7,248		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$24,852			\$26,189		
Other (please specify) Life insurance	\$198			\$129		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$196,446	\$0	\$0	\$206,929	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$6,804					
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$4,800			\$4,800		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify) Cell phone stipend	\$1,200			\$1,200		
TOTAL	\$12,804	\$0	\$0	\$6,000	\$0	\$0

2018 President's/Chancellor's Compensation Survey

Name: Dr. Wesley Payne
 Institution: Three Rivers College
 Contact Person: Anita Freeman
 Phone: 573-840-9105

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$182,954			\$182,954		
Medical/dental/vision insurance for self	\$6,556			\$5,952		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$27,476			\$27,388		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$216,986	\$0	\$0	\$216,294	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$12,000			\$12,000		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$664			\$670		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$936			\$950		
TOTAL	\$13,600	\$0	\$0	\$13,620	\$0	\$0

State Technical College

2018 President's/Chancellor's Compensation Survey

Name: Dr. Shawn Strong
Institution: State Technical College of Missouri
Contact Person: Jenny Jacobs
Phone: 573-897-5147

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$180,000			\$180,000		
Medical/dental/vision insurance for self	\$6,870			\$6,410		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$990			\$990		
Deferred compensation						
Retirement benefit	\$30,546			\$35,010		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$218,406	\$0	\$0	\$222,410	\$0	\$0

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2017 Actual Expenditures			FY 2018 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$13,308			\$4,436		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$5,600			\$5,600		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$1,200			\$1,200		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
moving expense included in gross pay	\$1,050			\$0		
TOTAL	\$21,158	\$0	\$0	\$11,236	\$0	\$0