



Missouri Department of Higher Education

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2019 President's & Chancellor's Compensation Survey

June 2019

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Public Four~Year Universities

2019 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 2018 Actual Expenditures			FY 2019 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			\$252,000		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$23,000			\$23,658		
Long-term disability for self	\$285			\$285		
Deferred compensation	\$10,000			\$10,000		
Retirement benefit	\$48,627			\$50,929		
Other (please specify)						
Life Insurance	\$187			\$187		
A D and D Insurance	\$21			\$21		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$319,906	\$0	\$0	\$337,080	\$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 2018 Actual Expenditures			FY 2019 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			\$50,000		
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						
Other (please specify)						
Annuity	\$18,000			\$18,000		
TOTAL	\$58,000	\$0	\$0	\$68,000	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Dr. Jerald Woolfolk
 Institution: Lincoln University
 Contact Person: Tyanna L. Scott
 Phone: 573-681-5019

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 2018 Actual Expenditures			FY 2019 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	\$240,000					
Medical/dental/vision insurance for self	\$6,266					
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$1,320					
Deferred compensation						
Retirement benefit	\$48,504					
Other (please specify) Basic Life	\$1,032					
Additional life insurance	Value					
Annuity	\$20,000					
TOTAL	\$297,122	\$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 2018 Actual Expenditures			FY 2019 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	\$6,600					
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	\$6,600	\$0	\$0	\$0	\$0	\$0

2019 President's/Chancellor's Compensation Survey

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Name: Dr. Alan Marble
 Institution: Missouri Southern State University
 Contact Person: Evan Jewsbury, Chief Human Resources Officer
 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 2018 Actual Expenditures			FY 2019 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			\$192,283		
Medical/dental/vision insurance for self	\$6,869			\$7,157		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$238			\$261		
Deferred compensation	\$48,000		\$48,000	\$48,000		\$48,000
Retirement benefit	\$46,182			\$48,561		
Other (please specify)						
Basic Life and ADD	\$544			\$386		
GGOE Disbursement	\$750			\$1,062		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$292,025	\$0	\$48,000	\$297,710	\$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 2018 Actual Expenditures			FY 2019 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

2019 President's/Chancellor's Compensation Survey

Name: Clif Smart
 Institution: Missouri State Univeristy
 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 2018 Actual Expenditures			FY 2019 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			\$336,957		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$5,473			\$4,753		
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$340,454	\$0	\$0	\$341,710	\$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 2018 Actual Expenditures			FY 2019 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	\$1,440	\$5,820		\$900	\$5,820	
Other (please specify)						
TOTAL	\$41,440	\$5,820	\$0	\$40,900	\$5,820	\$0

2019 President's/Chancellor's Compensation Survey

Name: Drew Bennett, Chancellor retired on June 30, 2018

Name: Shirley Lawler, Chancellor started on June 1, 2018

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 2018 Actual Expenditures			FY 2019 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	\$217,977			\$163,110		
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	\$217,977	\$0	\$0	\$163,110	\$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 2018 Actual Expenditures			FY 2019 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	\$1,046		\$577	\$12,550		\$6,923
Utilities	\$305			\$3,659		
Housing allowance (provided for private rent/lease/purchase)	\$24,000					
Housekeeper	\$200			\$2,400		
Custodian, groundskeeper	\$356			\$4,276		
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	\$2,778			\$1,415		
Other (please specify)						
TOTAL	\$28,685	\$0	\$577	\$24,300	\$0	\$6,923

2019 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 2018 Actual Expenditures			FY 2019 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	\$260,705					
Medical/dental/vision insurance for self	\$7,958					
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$320					
Deferred compensation						
Retirement benefit	\$56,094					
Other (please specify) Basic Life Insurance	\$831					
Other (please specify) Annuity	\$24,500					
Additional life insurance	Value					
	\$522,000					
Annuity	Value					
	\$24,500					
TOTAL	\$350,408	\$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 2018 Actual Expenditures			FY 2019 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					
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$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					
Other (please specify)						
TOTAL	\$44,533	\$0	\$0	\$0	\$0	\$0

2019 President's/Chancellor's Compensation Survey

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Name: Matthew Wilson
 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 2018 Actual Expenditures			FY 2019 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				\$260,000		
Medical/dental/vision insurance for self				\$7,958		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self				\$320		
Deferred compensation						
Retirement benefit				\$56,602		
Other (please specify) Basic Life Insurance				\$831		
Other (please specify) Annuity				\$24,500		
Additional life insurance						
Annuity						
TOTAL	\$0	\$0	\$0	\$350,211	\$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 2018 Actual Expenditures			FY 2019 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		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$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				\$5,000		
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$45,500	\$0	\$0

2019 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 2018 Actual Expenditures			FY 2019 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			\$281,304		
Medical/dental/vision insurance for self	\$8,180			\$8,708		
Medical/dental/vision insurance for spouse/family	\$16,335			\$18,565		
Long-term disability for self	\$332			\$332		
Deferred compensation	\$20,000			\$20,000		
Retirement benefit	\$59,229			\$64,288		
Other (please specify) Basic Life Insurance (1x annual salary)	\$563			\$578		
Additional life insurance (Basic Life Insurance Value)	\$268,000					
Annuity	\$20,000					
TOTAL	\$372,359	\$0	\$0	\$393,775	\$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 2018 Actual Expenditures			FY 2019 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			\$1,500			\$1,500
Other (please specify)						
TOTAL	\$0	\$0	\$27,300	\$0	\$0	\$27,300

2019 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 2018 Actual Expenditures			FY 2019 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	Value					
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 2018 Actual Expenditures			FY 2019 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	\$6,418			\$6,169		
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	\$1,203			\$1,000		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Auto Insurance	\$1,206			\$1,149		
TOTAL	\$45,901	\$0	\$0	\$45,392	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Dr. Susan Thomas, President
 Institution: Truman State University
 Contact Person: Arletta Nelson, Assistant to the Vice President for Administration, Finance & Planning
 Phone: (660) 785-7607

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 2018 Actual Expenditures			FY 2019 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	\$260,000			\$267,800		
Medical/dental/vision insurance for self	\$6,807			\$6,985		
Medical/dental/vision insurance for spouse/family	\$4,413			\$4,194		
Long-term disability for self	\$210			\$202		
Deferred compensation						
Retirement benefit	\$50,570			\$54,122		
Other (please specify)						
AD&D	\$36			\$35		
Life Insurance	\$132			\$130		
FICA/Medicare	\$11,973			\$12,118		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$334,141	\$0	\$0	\$345,586	\$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 2018 Actual Expenditures			FY 2019 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	\$9,523			\$9,718		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper	\$3,144			\$3,190		
Insurance for personal property	\$294			\$259		
Entertainment						
Automobile	\$2,970			\$3,000		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$2,179			\$1,619		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$18,110	\$0	\$0	\$17,786	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Charles Ambrose (Tenure ended 8/31/18)
 Institution: University of Central Missouri
 Contact Person: Lisa Miller
 Phone: 660-543-4406

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 2018 Actual Expenditures			FY 2019 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			\$67,198		
Medical/dental/vision insurance for self	\$9,747			\$790		
Medical/dental/vision insurance for spouse/family	\$9,880			\$875		
Long-term disability for self	\$521			\$42		
Deferred compensation	\$0					
Retirement benefit	\$21,780			\$4,371		
Other (please specify)						
Car Allowance	\$13,800			\$3,000		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$378,278	\$0	\$0	\$76,276	\$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 2018 Actual Expenditures			FY 2019 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	\$8,291			\$2,422		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	\$5,355			\$1,105		
Custodian, groundskeeper	\$7,510					
Insurance for personal property						
Entertainment	\$1,637	\$4,445		\$34	\$328	
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development	\$760			\$507		
Expense for spouse/family to attend meetings		\$440				
Club/other memberships	\$75				\$141	
Other (please specify)	\$2,705			\$500		
TOTAL	\$26,333	\$4,885	\$0	\$4,568	\$469	\$0

2019 President's/Chancellor's Compensation Survey

Name: Roger Best (Interim 8/1/18, named President on 11/5/18)
 Institution: University of Central Missouri
 Contact Person: Lisa Miller
 Phone: 660-543-4406

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 2018 Actual Expenditures			FY 2019 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				\$290,000		
Medical/dental/vision insurance for self				\$2,846		
Medical/dental/vision insurance for spouse/family				\$9,229		
Long-term disability for self				\$450		
Deferred compensation						
Retirement benefit				\$52,427		
Other (please specify)						
Car Allowance				\$12,000		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$366,951	\$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 2018 Actual Expenditures			FY 2019 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				\$4,535		
Expense for spouse/family to attend meetings						
Club/other memberships				\$527		
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$5,062	\$0	\$0

2019 President's/Chancellor's Compensation Survey

13

Name: Mun Choi - President
 Institution: University of Missouri System
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

10285408

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 2018 Actual Expenditures			FY 2019 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	\$530,000			\$530,000		
Medical/dental/vision insurance for self	\$4,665			\$5,355		
Medical/dental/vision insurance for spouse/family	\$7,468			\$9,106		
Long-term disability for self	\$276			\$257		
Deferred compensation	\$50,000		\$50,000	\$50,000		\$50,000
Retirement benefit	\$35,245			\$47,806		
Other (please specify)						
* ER Paid Life Insurance	\$612			\$612		
Additional life insurance						
Annuity						
TOTAL	\$628,266	\$0	\$50,000	\$643,135	\$0	\$50,000

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 2018 Actual Expenditures			FY 2019 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	Univ. provided			Univ. provided		
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)	\$17,684			\$17,867		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$19,583			\$55,000		
TOTAL	\$37,267	\$0	\$0	\$72,867	\$0	\$0

2019 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

10286864

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 2018 Actual Expenditures			FY 2019 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			\$493,000		
Medical/dental/vision insurance for self	\$4,282			\$5,037		
Medical/dental/vision insurance for spouse/family	\$6,860			\$8,458		
Long-term disability for self	\$251			\$257		
Deferred compensation	\$25,000		\$25,000	\$25,000		\$25,000
Retirement benefit	\$29,565			\$44,348		
Other (please specify)						
* ER Paid Life Insurance	\$561			\$612		
Additional life insurance						
Annuity						
TOTAL	\$511,103	\$0	\$25,000	\$576,712	\$0	\$25,000

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 2018 Actual Expenditures			FY 2019 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	Univ. provided			Univ. provided		
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)	\$13,908			\$15,315		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$21,017			\$13,950		
TOTAL	\$34,925	\$0	\$0	\$29,265	\$0	\$0

2019 President's/Chancellor's Compensation Survey

15

Name: Leo Morton - Chancellor (for period 7/1/17 - 8/15/17)
 Institution: University of Missouri - Kansas City
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

10251821

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 2018 Actual Expenditures			FY 2019 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	\$38,176			na		
Medical/dental/vision insurance for self	\$913			na		
Medical/dental/vision insurance for spouse/family	\$838			na		
Long-term disability for self	\$37			na		
Deferred compensation				na		
Retirement benefit	\$4,789			na		
Other (please specify)				na		
* ER Paid Life Insurance	\$11			na		
Additional life insurance						
Annuity						
TOTAL	\$44,765	\$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 2018 Actual Expenditures			FY 2019 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	\$19,100			na		
Utilities				na		
Housing allowance (provided for private rent/lease/purchase)				na		
Housekeeper				na		
Custodian, groundskeeper				na		
Insurance for personal property				na		
Entertainment				na		
Automobile				na		
Automobile allowance (provided for private lease/purchase)	\$5,119			na		
Automobile repair/maintenance/mileage				na		
Professional development				na		
Expense for spouse/family to attend meetings				na		
Club/other memberships				na		
Other (please specify)				na		
ER Contribution to 401(a)	\$45,000			na		
TOTAL	\$69,219	\$0	\$0	\$0	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Barbara Bichelmeyer - Chancellor (interim 8/15/17 -5/30/2018)
 Institution: University of Missouri - Kansas City
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

10278540

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 2018 Actual Expenditures			FY 2019 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	\$306,250			na		
Medical/dental/vision insurance for self	\$5,943			na		
Medical/dental/vision insurance for spouse/family	\$5,468			na		
Long-term disability for self	\$218			na		
Deferred compensation				na		
Retirement benefit	\$18,553			na		
Other (please specify)				na		
* ER Paid Life Insurance	\$300			na		
Additional life insurance						
Annuity						
TOTAL	\$336,732	\$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 2018 Actual Expenditures			FY 2019 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				na		
Utilities				na		
Housing allowance (provided for private rent/lease/purchase)				na		
Housekeeper				na		
Custodian, groundskeeper				na		
Insurance for personal property				na		
Entertainment				na		
Automobile				na		
Automobile allowance (provided for private lease/purchase)	\$6,216			na		
Automobile repair/maintenance/mileage				na		
Professional development				na		
Expense for spouse/family to attend meetings				na		
Club/other memberships				na		
Other (please specify)				na		
ER Contribution to 401(a)	\$11,196			na		
TOTAL	\$17,412	\$0	\$0	\$0	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: C. Mauli Agrawal - Chancellor (start date 6/20/2018)
 Institution: University of Missouri - Kansas City
 Contact Person: Debora Hulett, Lead Compensation Consultant
 Phone: 573-884-2021

10290046

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 2018 Actual Expenditures			FY 2019 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	\$11,111			\$400,000		
Medical/dental/vision insurance for self				\$7,797		
Medical/dental/vision insurance for spouse/family				\$13,714		
Long-term disability for self				\$257		
Deferred compensation				\$20,000		\$20,000
Retirement benefit	\$928			\$37,433		
Other (please specify)						
* ER Paid Life Insurance				\$433		
Additional life insurance						
Annuity						
TOTAL	\$12,039	\$0	\$0	\$479,634	\$0	\$20,000

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 2018 Actual Expenditures			FY 2019 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	\$1,250			\$12,500		
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)	\$1,250			\$12,500		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
ER Contribution to 401(a)	\$139			\$19,713		
TOTAL	\$2,639	\$0	\$0	\$44,713	\$0	\$0

2019 President's/Chancellor's Compensation Survey

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

10286516

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 2018 Actual Expenditures			FY 2019 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	\$275,000			\$280,000		
Medical/dental/vision insurance for self	\$4,665			\$5,037		
Medical/dental/vision insurance for spouse/family	\$4,065			\$4,497		
Long-term disability for self	\$276			\$257		
Deferred compensation						
Retirement benefit	\$18,288			\$25,181		
Other (please specify)						
* ER Paid Life Insurance	\$199			\$202		
Additional life insurance						
Annuity						
TOTAL	\$302,493	\$0	\$0	\$315,173	\$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 2018 Actual Expenditures			FY 2019 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	Univ. provided			Univ. provided		
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)	\$12,565			\$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)	\$13,750			\$13,875		
TOTAL	\$26,315	\$0	\$0	\$25,875	\$0	\$0

2019 President's/Chancellor's Compensation Survey

19

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

10223340

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 2018 Actual Expenditures			FY 2019 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			\$324,802		
Medical/dental/vision insurance for self	\$7,497			\$7,797		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$276			\$257		
Deferred compensation						
Retirement benefit	\$33,771			\$41,209		
Other (please specify)						
* ER Paid Life Insurance	\$63			\$47		
Additional life insurance						
Annuity						
TOTAL	\$361,410	\$0	\$0	\$374,111	\$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 2018 Actual Expenditures			FY 2019 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)	\$0			\$0		
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			\$55,000		
TOTAL	\$54,000	\$0	\$0	\$55,000	\$0	\$0

Public Two-Year Colleges

2019 President's/Chancellor's Compensation Survey

Name: Jennifer Methvin - Last Day 6/30/18/; Interim-Thomas Burke -7/1 -12/31/18/; Glenn Coltharp - Start 1/1/19

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 2018 Actual Expenditures			FY 2019 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	\$163,993			\$166,453		
Medical/dental/vision insurance for self	\$6,160			\$0		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$24,672			\$24,136		
Other (please specify) J. Methvin Vacation Payout	\$4,021					
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$198,846	\$0	\$0	\$190,589	\$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 2018 Actual Expenditures			FY 2019 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	\$30			\$30		
Other (please specify)						
TOTAL	\$30	\$0	\$0	\$30	\$0	\$0

2019 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 2018 Actual Expenditures			FY 2019 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	\$151,742			\$151,742		
Medical/dental/vision insurance for self	\$7,664			\$8,124		
Medical/dental/vision insurance for spouse/family	\$7,527			\$7,944		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$23,114			\$23,180		
Misc entertainment		\$4,222			\$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						
Annuity	Value					
TOTAL	\$201,611	\$4,222	\$0	\$202,554	\$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 2018 Actual Expenditures			FY 2019 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

2019 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 2018 Actual Expenditures			FY 2019 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			\$221,157		
Medical/dental/vision insurance for self	\$6,692			\$7,257		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$236			\$236		
Deferred compensation	\$0			\$0		
Retirement benefit	\$32,832			\$33,398		
Other (please specify) Insurance Reimbursement	\$1,845			\$1,920		
Additional life insurance	\$0					
Annuity	\$0					
TOTAL	\$259,494	\$0	\$0	\$263,968	\$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 2018 Actual Expenditures			FY 2019 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	\$0			\$0		
Utilities	\$0			\$0		
Housing allowance (provided for private rent/lease/purchase)	\$0			\$0		
Housekeeper	\$0			\$0		
Custodian, groundskeeper	\$0			\$0		
Insurance for personal property	\$0			\$0		
Entertainment	\$0			\$0		
Automobile	\$0			\$0		
Automobile allowance (provided for private lease/purchase)	\$0			\$0		
Automobile repair/maintenance/mileage	\$0			\$0		
Professional development	\$0			\$0		
Expense for spouse/family to attend meetings	\$0			\$0		
Club/other memberships	\$0			\$0		
Other (please specify)	\$0			\$0		
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Kimberly Beatty - Chancellor
 Institution: Metropolitan Community College
 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 2018 Actual Expenditures			FY 2019 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	\$274,999			\$274,999		
Medical/dental/vision insurance for self	\$9,558			\$10,069		
Medical/dental/vision insurance for spouse/family	\$4,410			\$5,677		
Long-term disability for self	\$966			\$966	\$2,148	
Deferred compensation						
Retirement benefit	\$39,875			\$39,875		
Other (please specify)						
403b	\$0			\$0		
Life Insurance	\$2,148		\$716	\$2,148		\$716
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$331,956	\$0	\$716	\$333,734	\$2,148	\$716

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 2018 Actual Expenditures			FY 2019 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		\$538			\$3,600	
Automobile	\$11,000			\$11,000		
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	\$11,000	\$538	\$0	\$11,000	\$3,600	\$0

2019 President's/Chancellor's Compensation Survey

Name: Jackie Gill
 Institution: Metropolitan Community College -Business & Tech, Blue River
 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 2018 Actual Expenditures			FY 2019 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	\$157,795			\$172,194		
Medical/dental/vision insurance for self	\$8,732			\$9,476		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$588			\$630		
Deferred compensation						
Retirement benefit	\$22,880			\$24,968		
Other (please specify)						
403b	\$1,000			\$1,000		
Life Insurance	\$1,224		\$411	\$1,346		\$450
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$192,219	\$0	\$411	\$209,614	\$0	\$450

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 2018 Actual Expenditures			FY 2019 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			\$3,600		
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	\$3,600	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Michael Banks (Blue River President 7/1/17-12/31/18, Interim President 1/1/2019 - 06/30/2019)
 Institution: Metropolitan Community College -Business & Tech, Blue River
 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 2018 Actual Expenditures			FY 2019 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	\$85,266			\$85,266		
Medical/dental/vision insurance for self	\$4,235			\$4,738		
Medical/dental/vision insurance for spouse/family	\$5,295			\$5,361		
Long-term disability for self	\$354			\$315		
Deferred compensation						
Retirement benefit	\$12,363			\$12,363		
Other (please specify)						
403b	\$500			\$0		
Life Insurance	\$1,228		\$408	\$1,333		\$445
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$109,241	\$0	\$408	\$109,376	\$0	\$445

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 2018 Actual Expenditures			FY 2019 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	\$3,600			\$3,600		
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	\$3,600	\$0	\$0	\$3,600	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Michael Banks (Blue River President 7/1/17-12/31/18, Interim President 1/1/2019 - 06/30/2019)
 Institution: Metropolitan Community College -Business & Tech, Blue River
 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 2018 Actual Expenditures			FY 2019 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	\$85,266			\$85,266		
Medical/dental/vision insurance for self	\$4,235			\$4,738		
Medical/dental/vision insurance for spouse/family	\$5,295			\$5,361		
Long-term disability for self	\$354			\$315		
Deferred compensation						
Retirement benefit	\$12,363			\$12,363		
Other (please specify)						
403b	\$500			\$0		
Life Insurance	\$1,228		\$408	\$1,333		\$445
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$109,241	\$0	\$408	\$109,376	\$0	\$445

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 2018 Actual Expenditures			FY 2019 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	\$3,600			\$3,600		
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	\$3,600	\$0	\$0	\$3,600	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Utpal Goswami
 Institution: Metropolitan Community College- Longview
 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 2018 Actual Expenditures			FY 2019 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	\$167,129			\$184,999		
Medical/dental/vision insurance for self	\$8,732			\$9,476		
Medical/dental/vision insurance for spouse/family	\$7,173			\$6,270		
Long-term disability for self	\$609			\$672		
Deferred compensation						
Retirement benefit	\$24,234			\$26,825		
Other (please specify)						
403b	\$1,000			\$1,000		
Life Insurance	\$1,307		\$437	\$1,445		\$482
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$210,184	\$0	\$437	\$230,687	\$0	\$482

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 2018 Actual Expenditures			FY 2019 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

2019 President's/Chancellor's Compensation Survey

Name: Tyjaun Lee - Hired 8/3/17
 Institution: Metropolitan Community College - Penn Valley/Maplewoods
 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 2018 Actual Expenditures			FY 2019 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			\$177,999		
Medical/dental/vision insurance for self	\$9,558			\$9,114		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$588			\$630		
Deferred compensation						
Retirement benefit	\$21,340			\$25,810		
Other (please specify)						
403b	\$0			\$0		
Life Insurance	\$1,151		\$385	\$1,391		\$464
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$179,808	\$0	\$385	\$214,944	\$0	\$464

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 2018 Actual Expenditures			FY 2019 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	\$6,600			\$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	\$6,600	\$0	\$0	\$7,200	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: STEVEN KURTZ (thru Dec '18) & SHIRLEY HOFSTETTER (Jan '19-present)
 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 2018 Actual Expenditures			FY 2019 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	\$182,449			\$126,225		
Medical/dental/vision insurance for self	\$7,494			\$7,779		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$180			\$160		
Deferred compensation	\$27,000			\$13,500		\$13,500
Retirement benefit	\$27,593			\$21,832		
Other (please specify)	\$101					
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$244,817	\$0	\$0	\$169,495	\$0	\$13,500

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 2018 Actual Expenditures			FY 2019 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)	\$1,817			\$1,051		
Automobile repair/maintenance/mileage	\$384			\$350		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$1,200			\$1,200		
TOTAL	\$8,750	\$0	\$0	\$7,951	\$0	\$0

2019 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 2018 Actual Expenditures			FY 2019 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	\$175,790			\$191,820		
Medical/dental/vision insurance for self	\$6,624		\$360	\$7,332		\$912
Medical/dental/vision insurance for spouse/family	\$11,580		\$9,569	\$12,072		\$10,393
Long-term disability for self	\$0			\$0		
Deferred compensation	\$0			\$0		
Retirement benefit	\$26,450			\$28,877		
Other (please specify)						
Basic life \$20,000, ADD \$20,000	\$28		\$0	\$28		\$0
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$220,472	\$0	\$9,929	\$240,129	\$0	\$11,305

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 2018 Actual Expenditures			FY 2019 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			\$0		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$1,650			\$1,341		
TOTAL	\$10,650	\$0	\$0	\$1,341	\$0	\$0

2019 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 2018 Actual Expenditures			FY 2019 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			\$149,947		
Medical/dental/vision insurance for self	\$5,910			\$5,910		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$0			\$0		
Deferred compensation	\$0			\$0		
Retirement benefit	\$21,966			\$22,599		
Other (please specify)						
Life Insurance	\$114			\$114		
Additional life insurance	\$50,000					
Annuity	N/A					
TOTAL	\$173,570	\$0	\$0	\$178,570	\$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 2018 Actual Expenditures			FY 2019 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			\$11,000		
Automobile repair/maintenance/mileage	\$17,072			\$14,000		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$0			\$500		
Other (please specify)						
Phone stipend	\$720			\$720		
Medical Allowance	\$0			\$0		
TOTAL	\$25,792	\$1,200	\$0	\$26,220	\$1,200	\$0

2019 President's/Chancellor's Compensation Survey

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

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 2018 Actual Expenditures			FY 2019 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	\$254,224			\$277,264		
Medical/dental/vision insurance for self	\$6,637			\$6,934		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$130			\$130		
Deferred compensation						
Retirement benefit	\$39,150			\$39,875		
Other (please specify)						
Group Term Life Insurance	\$102			\$102		
Health and Wellness Center	\$624			\$624		
403b	\$24,000		\$24,000	\$24,000		\$24,000
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$324,867	\$0	\$24,000	\$348,929	\$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 2018 Actual Expenditures			FY 2019 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	\$1,371			\$1,339		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$13,371	\$0	\$0	\$13,339	\$0	\$0

2019 President's/Chancellor's Compensation Survey

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

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 2018 Actual Expenditures			FY 2019 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	\$138,680			\$140,067		
Medical/dental/vision insurance for self	\$6,873			\$7,238		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$130			\$130		
Deferred compensation						
Retirement benefit	\$21,105			\$21,359		
Other (please specify)						
Group Term Life Insurance	\$102			\$102		
Health and Wellness Center	\$624			\$624		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$167,514	\$0	\$0	\$169,520	\$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 2018 Actual Expenditures			FY 2019 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	\$1,982			\$2,431		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$1,982	\$0	\$0	\$2,431	\$0	\$0

2019 President's/Chancellor's Compensation Survey

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

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 2018 Actual Expenditures			FY 2019 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	\$138,680			\$140,067		
Medical/dental/vision insurance for self	\$6,637			\$6,934		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$130			\$130		
Deferred compensation						
Retirement benefit	\$21,071			\$21,315		
Other (please specify)						
Group Term Life Insurance	\$102			\$102		
Health and Wellness Center	\$624			\$624		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$167,244	\$0	\$0	\$169,172	\$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 2018 Actual Expenditures			FY 2019 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	\$2,411			\$2,531		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$12,011	\$0	\$0	\$12,131	\$0	\$0

2019 President's/Chancellor's Compensation Survey

Name: Barbara Kavalier
 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 2018 Actual Expenditures			FY 2019 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	\$220,154			\$231,336		
Medical/dental/vision insurance for self	\$7,968			\$8,128		\$1,148
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						\$852
Deferred compensation						
Retirement benefit	\$33,078			\$34,722		
Other (please specify)						
Employee-Only Group Insurance (not included above)						\$692
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$261,200	\$0	\$0	\$274,186	\$0	\$2,691

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 2018 Actual Expenditures			FY 2019 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)	\$8,377			\$8,400		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Business Allowance	\$1,500			\$1,560		
Cell Phone Allowance	\$60					
TOTAL	\$9,937	\$0	\$0	\$9,960	\$0	\$0

2019 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 2018 Actual Expenditures			FY 2019 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	\$302,900			\$315,531		
Medical/dental/vision insurance for self	\$37			\$41		
Medical/dental/vision insurance for spouse/family	\$30			\$33		
Long-term disability for self	\$299			\$299		
Deferred compensation						
Retirement benefit	\$38,708			\$39,775		
Other (please specify)						
403(b)			\$18,000			\$18,000
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$341,974	\$0	\$18,000	\$355,679	\$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 2018 Actual Expenditures			FY 2019 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

2019 President's/Chancellor's Compensation Survey

Name: Dr. Joanna Anderson
 Institution: State Fair Community College
 Contact Person: Shelly Williams
 Phone: (660) 596-7483

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 2018 Actual Expenditures			FY 2019 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	\$178,164			\$178,164		
Medical/dental/vision insurance for self	\$7,247			\$7,644		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$26,188			\$26,246		
Other (please specify) Life Insurance	\$139			\$158		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$211,738	\$0	\$0	\$212,212	\$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 2018 Actual Expenditures			FY 2019 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	\$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	\$6,000	\$0	\$0	\$6,000	\$0	\$0

2019 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 2018 Actual Expenditures			FY 2019 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			\$185,699		
Medical/dental/vision insurance for self	\$6,496			\$6,520		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$27,394			\$27,872		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$216,844	\$0	\$0	\$220,091	\$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 2018 Actual Expenditures			FY 2019 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)	\$12,000			\$12,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$670			\$1,066		
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	\$955			\$1,050		
TOTAL	\$13,625	\$0	\$0	\$14,116	\$0	\$0

State Technical College

2019 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 2018 Actual Expenditures			FY 2019 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	\$6,410			\$6,903		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$990			\$990		
Deferred compensation						
Retirement benefit	\$35,010			\$36,378		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$222,410	\$0	\$0	\$224,271	\$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 2018 Actual Expenditures			FY 2019 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	\$8,872			\$13,308		
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$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	\$1,701			\$2,648		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$20,609	\$0	\$0	\$21,556	\$0	\$0