

C25/133880

24 November 2025

Secretariat
Senate Education and Employment Legislation Committee
PO Box 6100
Parliament House
Canberra ACT 2600
Via email to: eec.sen@aph.gov.au

Dear Secretariat

**Inquiry into the quality of governance at Australian higher education providers
Questions on Notice**

In response to questions taken on notice at its hearing on 10 November 2025, Flinders University provides the following responses.

Question on Notice 1

Senator FARUQI: *In the same time under your administration, how many senior management and leadership positions have been created? You can take that on notice—and their salary ranges as well.*

Answer: Refer to Attachment 1 - extracts from Flinders University's Annual Reports, between 2015 to 2024, showing key management personnel by number and salary range.

Question on Notice 2

Senator Barbara POCOCK: *Could you provide us with a copy of your protocol?*

Answer: An extract of Flinders University's Investment Policy is at:
<https://www.flinders.edu.au/campus/sustainability/driving-responsible-investment>

Question on Notice 3

Senator Barbara POCOCK: *The global market has much lower international rates of pay.*

Prof. Stirling: *The evidence isn't to that effect.*

Senator Barbara POCOCK: *The evidence is that. Please supply any evidence that you have otherwise.*

Answer: Refer to Attachment 2 – extracted data tables from US publication *The Chronicle of Higher Education* reporting total US college president remuneration in US dollars at the current exchange rate US\$630k = AU\$1m.

The data can be found at the following links: <https://www.chronicle.com/article/president-pay-private-colleges/> and <https://www.chronicle.com/article/president-pay-public-colleges/>

In 2022, there were 251 college presidents earning more than AUD\$1m. The highest in a private college being US\$4.9m (AUD\$7.6m), and the highest in a public college being US\$1.9m (AUD\$2.95m).

The Chancellor, Vice-Chancellor, and University Secretary thanks the Committee for the invitation to give evidence on the important matter of governance at Australian higher education providers.

Yours sincerely



Jayne Flaherty
Chief of Staff

Attachment 1

Flinders University 2015 Annual Report

30.2 Key management personnel

(a) Remuneration of key management personnel

The remuneration includes salary, employer's superannuation costs and other benefits, including the associated fringe benefits tax. No loans have been provided to key management personnel and any other transaction between personnel and the University has been undertaken on a normal commercial basis. No members of Council received any remuneration from the University other than by way of salary and related benefits arising from a normal employment relationship.

The table comprises total remuneration that falls within the prescribed bandwidths for executives:

	<i>Consolidated</i>		<i>University</i>	
	<i>2015</i>	<i>2014</i>	<i>2015</i>	<i>2014</i>
	<i>Number of staff</i>		<i>Number of staff</i>	
\$210,000 - \$219,999	1	-	1	-
\$230,000 - \$239,999	1	-	1	-
\$270,000 - \$279,999	-	2	-	2
\$280,000 - \$289,999	2	-	2	-
\$290,000 - \$299,999	-	1	-	1
\$300,000 - \$309,999	1	-	1	-
\$320,000 - \$329,999	-	1	-	1
\$350,000 - \$359,999	-	1	-	1
\$360,000 - \$369,999	1	-	1	-
\$380,000 - \$389,999	1	1	1	1
\$390,000 - \$399,999	2	1	2	1
\$400,000 - \$409,999	-	1	-	1
\$410,000 - \$419,999	1	-	1	-
\$420,000 - \$429,999	-	2	-	2
\$520,000 - \$529,999	1	-	1	-
\$920,000 - \$929,999 *	-	1	-	1
\$1,190,000 - \$1,199,999 ^	1	-	1	-
**	12	11	12	11

Flinders University 2016 Annual Report

30.2 Key management personnel

(a) Remuneration of University Senior Management

The remuneration includes salary, bonuses, employer's superannuation costs and other benefits, including the associated fringe benefits tax. No loans have been provided to key management personnel and any other transaction between personnel and the University has been undertaken on a normal commercial basis. No members of Council received any remuneration from the University other than by way of salary and related benefits arising from a normal employment relationship.

The table comprises total remuneration that falls within the prescribed bandwidths for executives:

	2016	2015
	<i>Number of staff</i>	
\$140,000 - \$149,999	1	-
\$190,000 - \$199,999	1	-
\$200,000 - \$209,999	1	-
\$210,000 - \$219,999	-	1
\$220,000 - \$229,999	1	-
\$230,000 - \$239,999	-	1
\$260,000 - \$269,999	1	-
\$280,000 - \$289,999	-	2
\$290,000 - \$299,999	2	-
\$300,000 - \$309,999	-	1
\$310,000 - \$319,999	1	-
\$360,000 - \$369,999	-	1
\$380,000 - \$389,999	-	1
\$390,000 - \$399,999	-	2
\$400,000 - \$409,999	2	-
\$410,000 - \$419,999	1	1
\$430,000 - \$439,999	1	-
\$470,000 - \$479,999	1	-
\$520,000 - \$529,999	-	1
\$1,040,000 - \$1,049,999	1	-
\$1,190,000 - \$1,199,999	-	1
	**	
	14	12
Aggregate remuneration of Executives (\$'000)	5,116	5,014

**The number of executives has increased by two from 2015. There is a net increase of one executive post. There is also a temporary increase of one person as a result of staff movements occurring part way through the year, with more than one person being included for a single position.

Flinders University 2017 Annual Report

30.2 Key management personnel

(a) Remuneration of University Senior Management

The remuneration includes salary, bonuses, employer's superannuation costs and other benefits, including the associated fringe benefits tax. No loans have been provided to key management personnel and any other transaction between personnel and the University has been undertaken on a normal commercial basis. No members of Council received any remuneration from the University other than by way of salary and related benefits arising from a normal employment relationship.

The table comprises total remuneration that falls within the prescribed bandwidths for executives:

	2017	2016
	<i>Number of staff</i>	
\$140,000 - \$149,999	1	1
\$190,000 - \$199,999	-	1
\$200,000 - \$209,999	1	1
\$220,000 - \$229,999	-	1
\$260,000 - \$269,999	-	1
\$280,000 - \$289,999	1	-
\$290,000 - \$299,999	-	2
\$300,000 - \$309,999	1	-
\$310,000 - \$319,999	-	1
\$320,000 - \$329,999	1	-
\$400,000 - \$409,999	1	2
\$410,000 - \$419,999	-	1
\$420,000 - \$429,999	1	-
\$430,000 - \$439,999	1	1
\$470,000 - \$479,999	1	1
\$480,000 - \$489,999	1	-
\$1,050,000 - \$1,059,999	-	1
\$1,070,000 - \$1,079,999	1	-
	**	
	<u>11</u>	<u>14</u>
Aggregate remuneration of Executives (\$'000)	<u>4,548</u>	<u>5,116</u>

**The number of executives has decreased by three from 2016 and is attributed to the timing of staff movements occurring part way through the year.

Flinders University 2018 Annual Report

Remuneration of University Senior Management

The remuneration includes salary, bonuses, employer's superannuation costs and other benefits, including the associated fringe benefits tax. No loans have been provided to key management personnel and any other transaction between personnel and the University has been undertaken on a normal commercial basis. No members of Council received any remuneration from the University other than by way of salary and related benefits arising from a normal employment relationship.

	Consolidated		The University	
	2018	2017	2018	2017
	Number	Number	Number	Number
\$140,000 - \$149,999	1	1	1	1
\$200,000 - \$209,999	-	1	-	1
\$210,000 - \$219,999	1	-	1	-
\$280,000 - \$289,999	1	1	1	1
\$300,000 - \$309,999	-	1	-	1
\$320,000 - \$329,999	1	1	1	1
\$330,000 - \$339,999	1	-	1	-
\$340,000 - \$349,999	1	-	1	-
\$360,000 - \$369,999	1	-	1	-
\$370,000 - \$379,999	1	-	1	-
\$400,000 - \$409,999	-	1	-	1
\$420,000 - \$429,999	-	1	-	1
\$430,000 - \$439,999	-	1	-	1
\$440,000 - \$449,999	3	-	3	-
\$470,000 - \$479,999	1	1	1	1
\$480,000 - \$489,999	-	1	-	1
\$490,000 - \$499,999	1	-	1	-
\$1,070,000 - \$1,079,999	-	1	-	1

30 Key Management Personnel Disclosures (continued)

(c) Remuneration of Council Members and Executives (continued)

	Consolidated		The University	
	2018	2017	2018	2017
	Number	Number	Number	Number
\$1,170,000 - \$1,179,999	1	-	1	-
Total number of executive officers¹	14	11	14	11
Aggregate remuneration of Executives (\$'000)	5,969	4,548	5,969	4,548

¹ The increase in the number of Executives of three from 2017 is attributed to the filling of executive positions vacant at the end of 2017 and the timing of staff movements occurring part way through the year.

Flinders University 2019 Annual Report

Remuneration of University Senior Management

The remuneration includes salary, bonuses, employer's superannuation costs and other benefits, including the associated fringe benefits tax. No loans have been provided to key management personnel and any other transaction between personnel and the University has been undertaken on a normal commercial basis. No members of Council received any remuneration from the University other than by way of salary and related benefits arising from a normal employment relationship.

	Consolidated		The University	
	2019	2018	2019	2018
	Number	Number	Number	Number
\$20,000 - \$29,999	1	-	1	-
\$140,000 - \$149,999	-	1	-	1
\$210,000 - \$219,999	-	1	-	1
\$280,000 - \$289,999	-	1	-	1
\$300,000 - \$309,999	1	-	1	-
\$320,000 - \$329,999	1	1	1	1
\$330,000 - \$339,999	1	1	1	1
\$340,000 - \$349,999	-	1	-	1
\$360,000 - \$369,999	-	1	-	1
\$370,000 - \$379,999	1	1	1	1
\$440,000 - \$449,999	2	3	2	3
\$450,000 - \$459,999	3	-	3	-
\$470,000 - \$479,999	-	1	-	1
\$480,000 - \$489,999	1	-	1	-
\$490,000 - \$499,999	-	1	-	1
\$500,000 - \$509,999	1	-	1	-
\$550,000 - \$559,999	1	-	1	-
\$1,170,000 - \$1,179,999	1	1	1	1
Total number of executive officers	14	14	14	14
Aggregate remuneration of executives (\$'000)	6,331	5,969	6,331	5,969

Flinders University 2020 Annual Report

 (c) *Remuneration of Council Members and Executives (Continued)*

	Consolidated		The University	
	2020	2019	2020	2019
	Number	Number	Number	Number
\$20,000 - \$29,999	-	1	-	1
\$300,000 - \$309,999	1	1	1	1
\$320,000 - \$329,999	-	1	-	1
\$330,000 - \$339,999	1	1	1	1
\$360,000 - \$369,999	1	-	1	-
\$370,000 - \$379,999	-	1	-	1
\$410,000 - \$419,999	1	-	1	-
\$420,000 - \$429,999	1	-	1	-
\$430,000 - \$439,999	1	-	1	-
\$440,000 - \$449,999	1	2	1	2
\$450,000 - \$459,999	2	3	2	3
\$460,000 - \$469,999	1	-	1	-
\$480,000 - \$489,999	-	1	-	1
\$500,000 - \$509,999	1	1	1	1
\$540,000 - \$549,999	1	-	1	-
\$550,000 - \$559,999	-	1	-	1
\$1,170,000 - \$1,179,999	-	1	-	1
\$1,220,000 - \$1,229,999	1	-	1	-
Total number of executive officers	13	14	13	14
Aggregate remuneration of executives (\$'000)	6,351	6,331	6,351	6,331

Flinders University 2021 Annual Report

 (c) *Remuneration of Council Members and Executives (Continued)*

	Consolidated		The University	
	2021	2020	2021	2020
	Number	Number	Number	Number
\$210,000 - \$219,999	1	-	1	-
\$290,000 - \$299,999	2	-	2	-
\$300,000 - \$309,999	-	1	-	1
\$320,000 - \$329,999	1	-	1	-
\$330,000 - \$339,999	-	1	-	1
\$360,000 - \$369,999	1	1	1	1
\$370,000 - \$379,999	1	-	1	-
\$390,000 - \$399,999	1	-	1	-
\$410,000 - \$419,999	-	1	-	1
\$420,000 - \$429,999	-	1	-	1
\$430,000 - \$439,999	-	1	-	1
\$440,000 - \$449,999	-	1	-	1
\$450,000 - \$459,999	-	2	-	2
\$460,000 - \$469,999	-	1	-	1
\$470,000 - \$479,999	1	-	1	-
\$490,000 - \$499,999	1	-	1	-
\$500,000 - \$509,999	-	1	-	1
\$520,000 - \$529,999	1	-	1	-
\$540,000 - \$549,999	2	1	2	1
\$640,000 - \$649,999	1	-	1	-
\$1,220,000 - \$1,229,999	-	1	-	1
\$1,290,000 - \$1,299,999	1	-	1	-
Total number of executive officers	14	13	14	13
Aggregate remuneration of executives (\$'000)	6,796	6,351	6,796	6,351

Flinders University 2022 Annual Report

 (c) *Remuneration of Council Members and Senior Management Officers (Continued)*

	Consolidated		The University	
	2022	2021	2022	2021
	Number	Number	Number	Number
\$60,000 - \$69,999	1	-	1	-
\$190,000 - \$199,999	1	-	1	-
\$210,000 - \$219,999	-	1	-	1
\$290,000 - \$299,999	-	2	-	2
\$320,000 - \$329,999	-	1	-	1
\$330,000 - \$339,999	1	-	1	-
\$360,000 - \$369,999	-	1	-	1
\$370,000 - \$379,999	-	1	-	1
\$380,000 - \$389,999	1	-	1	-
\$390,000 - \$399,999	1	1	1	1
\$410,000 - \$419,999	1	-	1	-
\$440,000 - \$449,999	1	-	1	-
\$460,000 - \$469,999	1	-	1	-
\$470,000 - \$479,999	-	1	-	1
\$490,000 - \$499,999	1	1	1	1
\$500,000 - \$509,999	1	-	1	-
\$520,000 - \$529,999	-	1	-	1
\$530,000 - \$539,999	1	-	1	-
\$540,000 - \$549,999	-	2	-	2
\$550,000 - \$559,999	1	-	1	-
\$630,000 - \$639,999	1	-	1	-
\$640,000 - \$649,999	-	1	-	1
\$1,290,000 - \$1,299,999	-	1	-	1
\$1,340,000 - \$1,349,999	1	-	1	-
Total number of Senior Management officers	14	14	14	14

Flinders University 2023 Annual Report
(c) Remuneration of Council Members and Senior Management Officers (Continued)

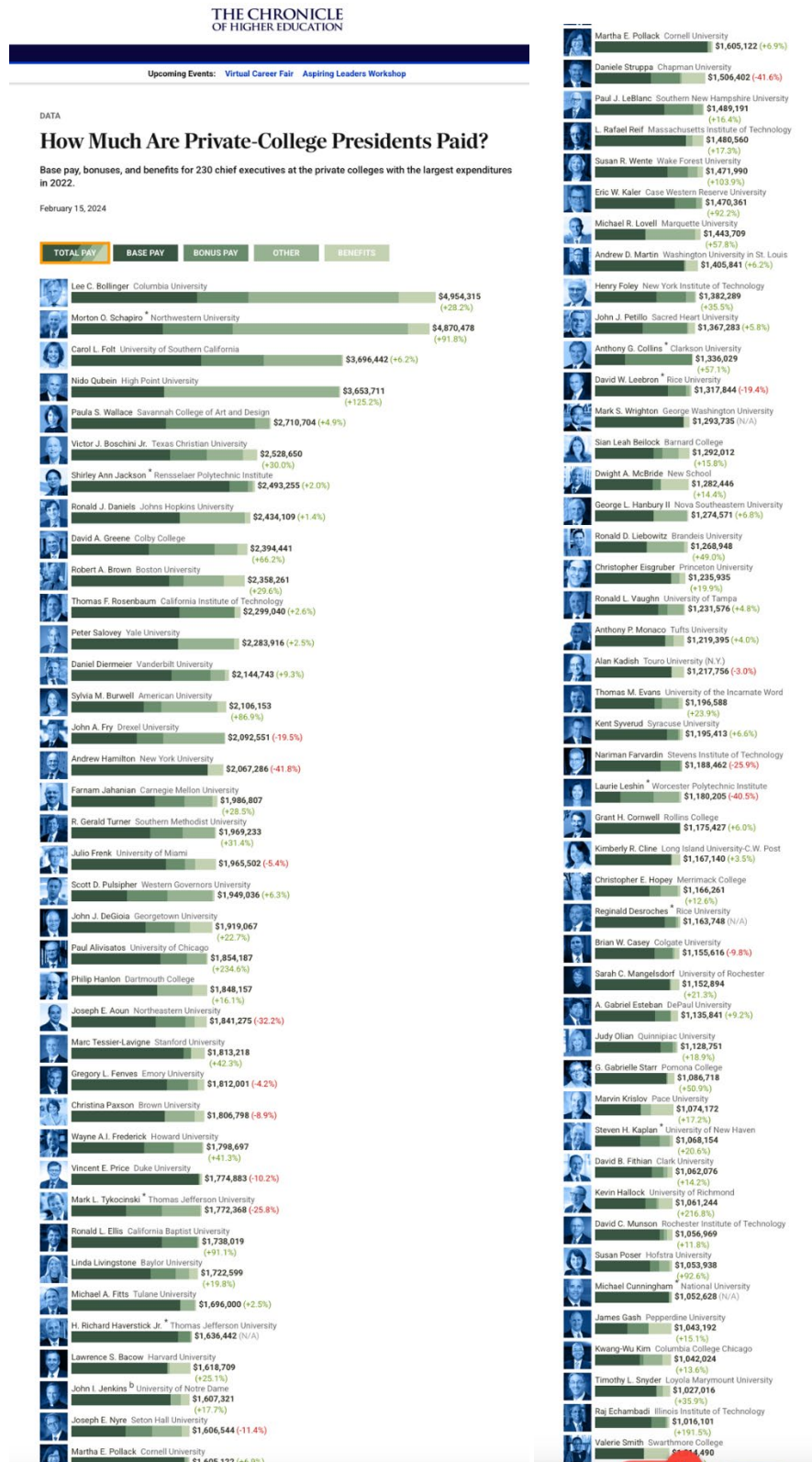
	Consolidated		The University	
	2023	2022	2023	2022
	Number	Number	Number	Number
\$60,000 - \$69,999	-	1	-	1
\$190,000 - \$199,999	-	1	-	1
\$250,000 - \$259,999	1	-	1	-
\$330,000 - \$339,999	1	1	1	1
\$360,000 - \$369,999	1	-	1	-
\$380,000 - \$389,999	-	1	-	1
\$390,000 - \$399,999	1	1	1	1
\$400,000 - \$409,999	1	-	1	-
\$410,000 - \$419,999	-	1	-	1
\$420,000 - \$429,999	1	-	1	-
\$440,000 - \$449,999	-	1	-	1
\$450,000 - \$459,999	1	-	1	-
\$460,000 - \$469,999	-	1	-	1
\$470,000 - \$479,999	1	-	1	-
\$490,000 - \$499,999	-	1	-	1
\$500,000 - \$509,999	-	1	-	1
\$510,000 - \$519,999	1	-	1	-
\$520,000 - \$529,999	1	-	1	-
\$530,000 - \$539,999	-	1	-	1
\$550,000 - \$559,999	1	1	1	1
\$590,000 - \$599,999	1	-	1	-
\$630,000 - \$639,999	-	1	-	1
\$650,000 - \$659,999	1	-	1	-
\$1,310,000 - \$1,319,999	1	-	1	-
\$1,340,000 - \$1,349,999	-	1	-	1
Total number of Senior Management officers	14	14	14	14











































Flinders University 2024 Annual Report
30 Key Management Personnel Disclosures (Continued)
(c) Remuneration of Council Members and Senior Management Officers (Continued)














































	Consolidated		The University	
	2024	2023	2024	2023
	Number	Number	Number	Number
\$20,000 - \$29,999	1	-	1	-
\$250,000 - \$259,999	-	1	-	1
\$330,000 - \$339,999	-	1	-	1
\$340,000 - \$349,999	2	-	2	-
\$360,000 - \$369,999	-	1	-	1
\$370,000 - \$379,999	1	-	1	-
\$390,000 - \$399,999	-	1	-	1
\$400,000 - \$409,999	1	1	1	1
\$410,000 - \$419,999	1	-	1	-
\$420,000 - \$429,999	-	1	-	1
\$430,000 - \$439,999	2	-	2	-
\$450,000 - \$459,999	-	1	-	1
\$470,000 - \$479,999	-	1	-	1
\$480,000 - \$489,999	1	-	1	-
\$490,000 - \$499,999	1	-	1	-
\$510,000 - \$519,999	-	1	-	1
\$520,000 - \$529,999	-	1	-	1
\$550,000 - \$559,999	1	1	1	1
\$570,000 - \$579,999	1	-	1	-
\$590,000 - \$599,999	-	1	-	1
\$650,000 - \$659,999	-	1	-	1
\$680,000 - \$689,999	1	-	1	-
\$740,000 - \$749,999	1	-	1	-
\$1,310,000 - \$1,319,999	-	1	-	1
\$1,430,000 - \$1,439,999	1	-	1	-
Total number of Senior Management officers	15	14	15	14

Attachment 2

The following data tables have been extracted from *The Chronicle of Higher Education* and show total remuneration in US dollars at the current exchange rate US\$630k = AU\$1m.



	Valerie Smith Swarthmore College \$1,014,490 (+23.0%)
	Eric F. Spina University of Dayton \$1,010,105 (+3.1%)
	Wendell Pritchett* University of Pennsylvania \$1,007,279 (N/A)
	M. Elizabeth Magill* University of Pennsylvania \$997,982 (N/A)
	Jerry Prevo Liberty University \$997,218 (-2.5%)
	Marisa Kelly Suffolk University \$991,160 (+27.8%)
	Fred P. Pestello Saint Louis University \$972,123 (+17.7%)
	Hiram Chodosh Claremont McKenna College \$971,805 (+36.9%)
	James T. Harris III University of San Diego \$966,455 (+3.3%)
	L. Greg Jones Belmont University \$964,485 (+65.0%)
	Christine Riordan Adelphi University \$962,884 (-4.3%)
	Timothy L. Hall Mercy University \$953,618 (+2.1%)
	Jeremy A. Haefner University of Denver \$941,539 (-2.8%)
	William Gilligan Emerson College \$936,139 (+47.6%)
	Eduardo Penalver Seattle University \$930,986 (+112.1%)
	Michael S. Roth Wesleyan University (Conn.) \$930,498 (-0.3%)
	Amy Gutmann* University of Pennsylvania \$927,391 (+95.9%)
	Patrick F. Leahy Monmouth University \$914,304 (-0.8%)
	E. LaBrent Chrite Bentley University \$912,652 (+81.9%)
	P. Barry Butler Embry-Riddle Aeronautical University at Dayton \$906,648 (+8.1%)
	Joseph J. Helble Lehigh University \$897,550 (+161.4%)
	John C. Brawman Bucknell University \$893,515 (+8.7%)
	Mark A. Thompson Wentworth Institute of Technology \$886,208 (+17.3%)
	Ari D. Berman Yeshiva University \$884,518 (+11.3%)
	Elizabeth Davis Furman University \$865,522 (+71.8%)
	Jo Ann Rooney* Loyola University Chicago \$856,428 (-9.1%)
	Paula A. Johnson Wellesley College \$851,246 (+15.8%)
	Harry J. Elam Jr. Occidental College \$836,343 (+1.0%)
	Sonya Stephens* Mount Holyoke College \$835,134 (+24.8%)
	Mark R. Nemeck Fairfield University \$830,503 (+12.9%)
	Vincent D. Rougeau College of the Holy Cross \$828,624 (+106.7%)
	Minnie L. Runey Johnson & Wales University (R.I.) \$819,352 (+3.3%)
	James M. Danko Butler University \$799,930 (-6.5%)
	Kevin Weinman Marist College \$788,065 (+8.8%)
	David Wippman Hamilton College (N.Y.) \$787,121 (-30.5%)
	Thayne M. McCulloch Gonzaga University \$785,638 (+27.9%)
	Nicole F. Hurd Lafayette College \$780,582 (+133.3%)
	David R. Harris Union College (N.Y.) \$778,374 (+1.8%)
	Christopher Callahan University of the Pacific \$776,354 (+15.7%)
	Carolyn A. (Biddy) Martin* Amherst College \$770,869 (N/A)
	Michael Allen Barry University \$768,301 (+14.3%)
	Winston Soboyejo Worcester Polytechnic Institute \$754,607 (+17.0%)
	Thomas Bailey Teachers College, Columbia University \$753,885 (+4.2%)
	Brennan O'Donnell* Manhattan University \$753,527 (-22.1%)
	James D. Herbert University of New England \$750,008 (+5.2%)

	Alison R. Byerly Carleton College \$746,755 (-64.7%)
	Ross J. Gittel Bryant University \$744,217 (+3.8%)
	Elizabeth Howe Bradley Vassar College \$743,353 (+6.1%)
	George T. French Jr. Clark Atlanta University \$741,173 (+17.5%)
	Anne F. Harris Grinnell College \$740,148 (+9.4%)
	Richard H. Hart Loma Linda University \$735,256 (+12.7%)
	Joanne Berger-Sweeney Trinity College (Conn.) \$734,901 (-5.3%)
	Clayton Rose Bowdoin College \$732,673 (+30.9%)
	Brad Carson University of Tulsa \$730,252 (+57.7%)
	Kathleen McCartney Smith College \$729,686 (-9.8%)
	Ioannis N. Miaoulis Roger Williams University \$729,055 (N/A)
	William C. Dudley Washington and Lee University \$725,796 (-30.8%)
	Adam S. Weinberg Denison University \$725,391 (-20.9%)
	Kimberly E. Cassidy Bryn Mawr College \$723,171 (-4.7%)
	Kenneth G. Gormley Duquesne University \$721,545 (+19.9%)
	Tania Tetlow* Fordham University \$711,840 (+15.0%)
	Erica Muhl Berklee College of Music \$707,669 (+87.8%)
	Julian Schuster Webster University \$699,317 (-9.9%)
	Christopher A. Capuano Fairleigh Dickinson University \$692,165 (+5.6%)
	Laurie L. Patton Middlebury College \$690,108 (-6.3%)
	Candice McQueen Lipscomb University \$680,598 (+264.7%)
	Maud Mandel Williams College \$675,943 (+5.6%)
	Colleen M. Hanyecz Xavier University (Ohio) \$675,184 (-33.3%)
	Roberta J. Cordano Gallaudet University \$674,371 (N/A)
	William D. Underwood Mercer University \$671,606 (+36.4%)
	Gregory S. Woodward University of Hartford \$668,530 (+5.2%)
	Lisa A. Kloppenberg* Santa Clara University \$667,396 (+3.8%)
	Terrence M. Sawyer Loyola University Maryland \$664,513 (N/A)
	Sean M. Decatur Kenyon College \$661,592 (N/A)
	Marc C. Conner Skidmore College \$659,437 (+6.3%)
	Song Richardson Colorado College \$654,631 (+52.6%)
	Suzanne M. Rivera Macalester College \$651,341 (-3.3%)
	Devorah A. Lieberman University of La Verne \$621,229 (-40.0%)
	Constance L. Book Elon University \$613,833 (+4.0%)
	James P. Lentini Molloy University \$607,920 (+2.4%)
	Barry H. Corey Biola University \$607,224 (+1.2%)
	John Porter Lindenwood University \$603,078 (+15.9%)
	Lynn Perry Wooten Simmons University \$598,527 (+0.6%)
	Lesley M. Hallick* Pacific University \$596,461 (+11.7%)
	Phillip J. Schubert Abilene Christian University \$595,600 (+6.2%)
	Antoine M. Garibaldi* University of Detroit Mercy \$593,653 (-22.1%)
	Leon Botstein Bard College \$585,783 (+29.5%)
	Darrell K. Williams* Hampton University \$584,773 (N/A)
	Carmen Twillie Ambar Oberlin College \$578,748 (+5.9%)
	A. Clayton Spencer Bates College \$571,752 (-13.2%)

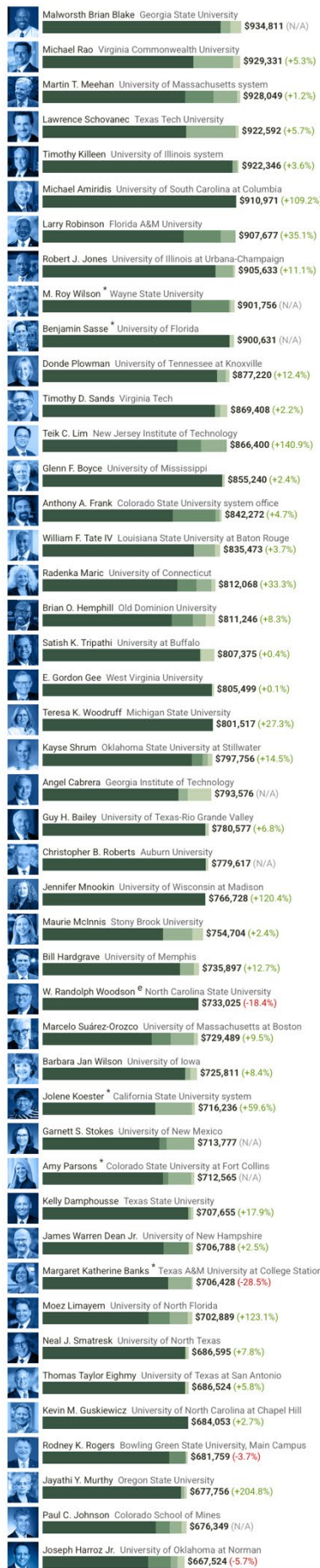
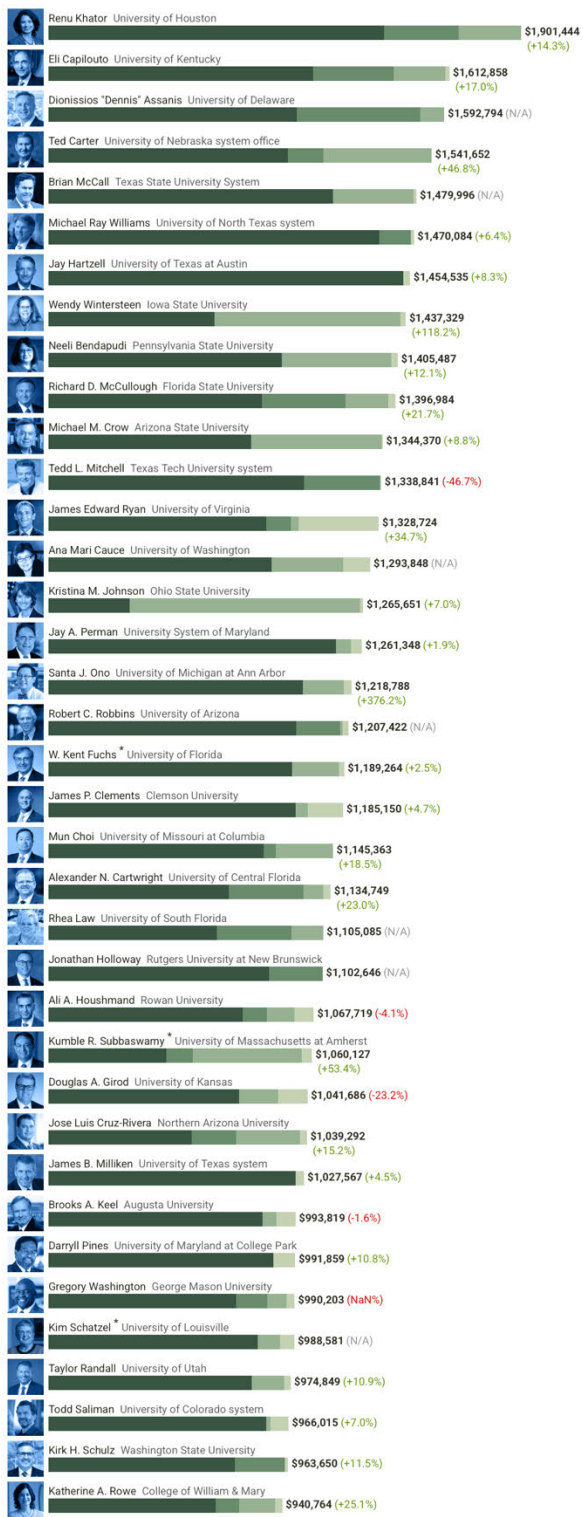
DATA

How Much Are Public-College Presidents Paid?

Base pay, bonuses, and benefits for 178 chief executives at public doctoral universities and systems in 2023.

August 23, 2024

TOTAL PAY BASE PAY BONUS PAY OTHER BENEFITS



	Mark Fuller University of Massachusetts at Dartmouth \$666,383 (-0.1%)
	Lori S. Gonzalez * Ohio University \$666,000 (-21.9%)
	Jennifer Cowley University of Texas at Arlington \$652,348 (+65.0%)
	Richard C. Benson University of Texas at Dallas \$647,111 (+3.7%)
	Jonathan Koppell Montclair State University \$646,454 (+5.8%)
	Julie Chen University of Massachusetts at Lowell \$638,464 (+32.5%)
	Harry Edward Seidel University of Wyoming \$635,322 (+34.3%)
	Ronnie D. Green * University of Nebraska at Lincoln \$630,689 (-16.6%)
	Daniel F. Mahony Jr. Southern Illinois University system offic \$624,176 (+6.6%)
	Chandra Mauli Agrawal University of Missouri at Kansas Cit \$617,945 (+27.2%)
	Mark A. Welsh III * Texas A&M University at College Station \$614,373 (N/A)
	Heather A. Wilson University of Texas at El Paso \$612,777 (+5.3%)
	Philip DiStefano University of Colorado at Boulder \$609,936 (+8.9%)
	Alisa Renae White Sam Houston State University \$606,261 (+4.8%)
	Richard H. Linton Kansas State University \$604,721 (+12.8%)
	James B. Henderson University of Louisiana system \$596,800 (+2.4%)
	Mohammad Dehghani Missouri University of Science and Tr \$587,277 (+3.7%)
	Kathy Schwaig Kennesaw State University \$586,696 (+8.9%)
	Harvey Stenger Binghamton University \$584,505 (+1.7%)
	Sharon L. Gaber ⁶ University of North Carolina at Charlotte \$579,237 (+2.8%)
	Jay Rothman University of Wisconsin system \$575,091 (+91.1%)
	Ora Hirsch Pescovitz Oakland University \$570,860 (+10.8%)
	Jonathan Alger James Madison University \$568,521 (+7.1%)
	Adela Irene de la Torre San Diego State University \$564,961 (+0.6%)
	Gregory P. Crawford ⁶ Miami University (Ohio) \$562,665 (N/A)
	Gary L. Miller University of Akron \$559,415 (+3.3%)
	Marc B. Parlange University of Rhode Island \$557,000 (+5.7%)
	Charles L. Welch Arkansas State University system \$554,304 (+4.1%)
	Marlene Tromp Boise State University \$553,719 (N/A)
	E. Joseph Savoie University of Louisiana at Lafayette \$552,999 (+36.6%)
	Edward Montgomery Western Michigan University \$551,508 (-9.4%)
	Mark J. Rudin Texas A&M University at Commerce \$541,880 (+3.7%)
	Noelle E. Cockett * Utah State University \$540,775 (+8.7%)
	Devinder Malhotra * Minnesota State Colleges and Universit \$534,185 (-6.4%)
	Donald R. Bobbitt University of Arkansas system \$524,790 (N/A)
	David J. Cook North Dakota State University \$520,535 (+64.7%)
	Joanne Li University of Nebraska at Omaha \$519,416 (+15.6%)
	Lisa Freeman Northern Illinois University \$516,874 (+3.8%)
	Kyle L. Marrero Georgia Southern University \$516,179 (-0.6%)
	Stephen L. Percy * Portland State University \$516,144 (+1.1%)
	Bill Pink Ferris State University \$512,120 (+98.1%)
	Dan E. Arvizu * New Mexico State University at Las Cruces \$509,634 (-12.9%)
	Waded Cruzado ⁶ Montana State University at Bozeman \$507,828 (+4.9%)
	Richard D. Muma Wichita State University \$504,368 (+5.6%)
	Michelle Marks University of Colorado at Denver \$503,155 (+10.5%)