

Public University CEOs Ranked by Total Compensation

Rank, total compensation	Total compensation (salary plus benefits and other compensation)	Name of CEO	Institution or system	City	State	Salary only	Benefits and other compensation
1	\$1,576,825	E. Gordon Gee	Ohio State U.	Columbus	Ohio	\$802,125	use of car, use of house, \$225,000 deferred compensation, \$49,700 retirement pay, \$500,000 supplemental retirement plan, club dues
2	\$905,004	Mark A. Emmert	U. of Washington	Seattle	Washington	\$620,004	\$12,000 car, use of house, \$250,000 deferred compensation, \$23,000 retirement pay, club dues
3	\$810,603	Patrick T. Harker	U. of Delaware	Newark	Delaware	\$740,124	\$70,479 employee benefits
4	\$797,048	John T. Casteen III	U. of Virginia	Charlottesville	Virginia	\$487,000	\$15,000 car, use of house, \$221,000 deferred compensation, \$50,648 retirement pay, \$23,400 performance bonus, club dues
5	\$787,258	Francisco G. Cigarroa	U. of Texas system	Austin	Texas	\$750,000	\$37,258 retirement pay
6	\$783,850	Mary Sue Coleman	U. of Michigan system	Ann Arbor	Michigan	\$553,500	use of car, use of house, \$75,000 deferred compensation, \$24,500 retirement pay, \$30,850 supplemental retirement plan, \$100,000 retention bonus
7	\$753,115	M. Roy Wilson	U. of Colorado Denver (Health Sciences Program)	Boulder	Colorado	\$468,115	\$10,000 car, \$49,000 house, \$23,000 retirement pay, \$203,000 supplemental salary
8	\$732,064	Charles W. Steger	Virginia Tech	Blacksburg	Virginia	\$457,040	\$20,000 car, \$232,172 deferred compensation, \$22,852 performance bonus
9	\$727,761	G. Jay Gogue	Auburn U.	Auburn	Alabama	\$450,000	use of car, use of house, \$250,000 deferred compensation, \$27,761 retirement pay
10	\$709,196	Michael M. Crow	Arizona State U. at Tempe	Tempe	Arizona	\$547,596	\$10,000 car, \$50,000 house, \$85,500 deferred compensation, \$16,100 retirement pay
11	\$701,236	William C. Powers Jr.	U. of Texas at Austin	Austin	Texas	\$600,600	\$50,000 deferred compensation, \$50,636 retirement pay
12	\$698,950	Michael D. McKinney	Texas A&M U. system	College Station	Texas	\$533,816	use of house, \$150,000 deferred compensation, \$15,134 retirement pay
13	\$696,361	John V. Lombardi	Louisiana State University System Office	Baton Rouge	Louisiana	\$550,000	\$15,000 car, \$36,000 house, \$22,500 deferred compensation, \$72,861 retirement pay, expense account, club dues
14	\$695,877	T.K. Wetherell	Florida State U.	Tallahassee	Florida	\$315,545	use of car, \$48,000 house, \$47,33 deferred compensation, \$285,000 deferred performance bonus, club dues
15	\$653,223	Nancy L. Zimpher	U. of Cincinnati	Cincinnati	Ohio	\$383,890	\$17,750 car, use of house, \$91,66 deferred compensation, \$92,380 performance bonus, \$49,000 retirement pay, \$18,536 unused vacation time, club dues
16	\$648,000	Elson S. Floyd	Washington State U.	Pullman	Washington	\$625,000	use of car, use of house, \$23,000 retirement pay, expense account, club dues
17	\$643,386	Robert H. Bruininks	U. of Minnesota-Twin Cities	Minneapolis	Minnesota	\$455,000	use of house, \$38,386 retirement pay, \$150,000 supplemental retirement plan
18	\$642,760	Graham B. Spanier	Pennsylvania State U. at University Park	University Park	Pennsylvania	\$620,000	use of car, use of house, \$22,760 retirement pay, club dues
19	\$638,700	Michael J. Hogan	U. of Connecticut	Storrs	Connecticut	\$577,500	\$15,000 car, use of house, \$46,20 retirement pay
20	\$636,445	David B. Frohnmayer	U. of Oregon	Eugene	Oregon	\$420,909	use of car, use of house, \$150,000 deferred compensation, \$65,536 retirement pay
21	\$634,138	G.P. (Bud) Peterson	Georgia Institute of Technology	Atlanta	Georgia	\$424,500	\$12,000 car, use of house, \$150,000 deferred compensation, \$22,638 retirement pay, \$25,000 relocation allowance, expense account
22	\$630,978	David L. Boren	U. of Oklahoma at Norman	Norman	Oklahoma	\$380,585	use of car, use of house, \$54,185 deferred compensation, \$195,208 supplemental retirement plan
23	\$629,776	Mark P. Becker	Georgia State U.	Atlanta	Georgia	\$515,100	use of car, \$19,400 house, \$22,63 deferred compensation, \$22,638 retirement pay, \$50,000 relocation allowance, expense account
24	\$616,541	Malcolm Porter	U. of Alabama system	Tuscaloosa	Alabama	\$500,000	\$12,000 car, use of house, \$104,541 deferred compensation, use of car, \$19,400 house,

25	\$604,864	Michael F. Adams	U. of Georgia	Athens	Georgia	\$380,719	\$150,000 deferred compensation, \$14,745 retirement pay, \$40,000 longevity pay, expense account, club dues
26 (tie)	\$604,161	Carol Z. Garrison	U. of Alabama at Birmingham	Tuscaloosa	Alabama	\$487,620	\$12,000 car, use of house, \$104,541 deferred compensation
26 (tie)	\$604,161	Robert E. Witt	U. of Alabama at Tuscaloosa	Tuscaloosa	Alabama	\$487,620	\$12,000 car, use of house, \$104,541 deferred compensation
28	\$602,403	Ann Weaver Hart	Temple U.	Philadelphia	Pennsylvania	\$527,403	use of car, use of house, \$75,000 deferred compensation
29	\$601,508	Lester A. Lefton	Kent State U.	Kent	Ohio	\$389,340	use of car, \$50,000 house, \$50,000 deferred compensation, \$34,300 retirement pay, \$77,868 performance bonus, club dues
30	\$600,045	Mark A. Nordenberg	U. of Pittsburgh-Central Office	Pittsburg	Pennsylvania	\$460,000	use of car, use of house, \$75,000 deferred compensation, \$65,045 retirement pay
31	\$600,000	Mark G. Yudof	U. of California system	Oakland	California	\$591,084	\$8,916 car, use of house
32	\$594,730	John C. Hitt	U. of Central Florida	Orlando	Florida	\$463,500	\$3,565 car, use of house, \$92,700 deferred compensation, \$34,965 retirement pay, club dues
33	\$594,600	David J. Schmidly	U. of New Mexico	Albuquerque	New Mexico	\$387,600	\$42,000 car, \$45,000 house, \$120,000 deferred compensation
34	\$594,292	Edward J. Ray	Oregon State U.	Portland	Oregon	\$423,521	use of car, use of house, \$114,300 deferred compensation, \$56,471 retirement pay, club dues
35	\$593,428	Kent Hance	Texas Tech U. System	Lubbock	Texas	\$420,240	\$24,000 car, use of house, \$129,000 deferred compensation, \$20,188 retirement pay
36	\$592,900	Sally K. Mason	U. of Iowa	Iowa City	Iowa	\$450,000	\$8,400 car, use of house, \$60,000 deferred compensation, \$24,500 retirement pay, \$50,000 supplemental salary
37	\$592,487	Erroll B. Davis Jr.	Board of Regents of the U. System of Georgia	Atlanta	Georgia	\$425,000	\$72,000 house, \$75,000 deferred compensation, \$20,457 retirement pay, expense account
38	\$592,000	Richard L. McCormick	Rutgers U. system	New Brunswick	New Jersey	\$550,000	use of car, use of house, \$42,000 retirement pay, club dues
39	\$591,639	Judy L. Genshaft	U. of South Florida	Tampa	Florida	\$395,000	\$8,080 car, \$47,400 deferred compensation, \$41,159 retirement pay, \$100,000 performance bonus, club dues
40	\$589,720	Renu Khator	U. of Houston, Main Campus	Houston	Texas	\$425,000	use of car, use of house, \$150,000 deferred compensation, \$14,720 retirement pay, club dues
41	\$585,473	Lloyd A. Jacobs	U. of Toledo	Toledo	Ohio	\$392,700	use of car, use of house, \$42,773 retirement pay, \$150,000 longevity pay, club dues
42	\$580,000	Modesto A. Maidique	Florida International U.	Miami	Florida	\$485,016	\$9,000 car, use of house, \$35,984 retirement pay, \$50,000 performance bonus
43	\$572,000	Lou Anna K. Simon	Michigan State U.	East Lansing	Michigan	\$520,000	use of car, \$52,000 retirement pay, club dues
44	\$570,020	Robert N. Shelton	U. of Arizona	Tucson	Arizona	\$420,000	\$9,400 car, \$45,000 house, \$75,600 deferred compensation, \$20,020 retirement pay
45	\$567,753	Lee F. Jackson	U. of North Texas System	Denton	Texas	\$384,856	\$8,500 car, \$32,000 house, \$142,397 annuity
46	\$559,375	David E. Daniel	U. of Texas at Dallas	Austin	Texas	\$491,824	\$35,000 deferred compensation, \$32,551 retirement pay
47	\$556,255	Matthew Goldstein	City U. of New York system	New York	New York	\$430,000	\$50,000 house, \$36,255 retiremer pay
48	\$551,960	Elsa A. Murano	Texas A&M U. at College Station	College Station	Texas	\$425,000	use of house, \$100,000 deferred compensation, \$26,960 retirement pay
49	\$549,846	Eugene P. Trani	Virginia Commonwealth U.	Richmond	Virginia	\$390,753	use of car, use of house, \$158,610 deferred compensation, \$480 retirement pay
50	\$546,000	Jack M. Wilson	U. of Massachusetts system	Boston	Massachusetts	\$425,000	use of car, \$45,000 house, \$25,000 deferred compensation, \$51,000 retirement pay
51	\$541,993	James H. Ammons	Florida A&M U.	Tallahassee	Florida	\$325,000	\$12,000 car, \$36,000 house, \$27,000 deferred compensation, \$28,243 retirement pay, \$113,750 performance bonus
52	\$541,125	Michael A. McRobbie	Indiana U. system	Bloomington	Indiana	\$425,000	\$30,000 house, \$50,000 deferred compensation, \$36,125 retirement pay
53	\$535,000	Harris Pastides	U. of South Carolina at Columbia	Columbia	South Carolina	\$535,000	use of car, use of house, club dues
54	\$534,000	Alan G. Merten	George Mason U.	Fairfax	Virginia	\$404,000	use of car, use of house, \$130,000 annual bonus
55	\$529,000	France A. Córdova	Purdue U.	West Lafayette	Indiana	\$450,000	use of car, use of house, \$79,000 deferred compensation
56	\$523,668	J. Bernard Machen	U. of Florida	Gainesville	Florida	\$416,120	\$7,800 car, \$24,748 retirement pay, \$75,000 annual bonus
57	\$521,316	Gregory L. Geoffroy	Iowa State U.	Ames	Iowa	\$423,316	use of car, use of house, \$75,000 deferred compensation, \$23,000 retirement pay

58	\$504,121	Gretchen M. Bataille	U. of North Texas	Denton	Texas	\$383,000	\$10,000 car, \$50,000 house, \$45,000 performance bonus, \$16,121 retirement pay
59	\$499,996	Larry E. Penley	Colorado State U.	Fort Collins	Colorado	\$389,000	\$10,000 car, \$39,996 house, \$25,000 deferred compensation, \$36,000 incentive bonus
60	\$498,284	C. Dan Mote Jr.	U. of Maryland at College Park	College Park	Maryland	\$464,600	use of car, use of house, \$33,684 retirement pay, club dues
61	\$494,023	Erskine B. Bowles	U. of North Carolina system	Chapel Hill	North Carolina	\$478,291	use of house, \$15,732 retirement pay, club dues
62	\$493,200	David C. Hodge	Miami U. (Ohio)	Oxford	Ohio	\$390,000	use of car, use of house, \$80,000 deferred compensation, \$53,200 retirement pay
63	\$492,947	Charles B. Reed	California State U. system	Long Beach	California	\$421,500	use of car, use of house, \$41,447 retirement pay, \$30,000 supplemental retirement plan
64	\$490,800	Roderick J. McDavis	Ohio U.	Athens	Ohio	\$380,000	\$12,000 car, use of house, \$45,600 deferred compensation, \$53,200 retirement pay, club dues
65	\$490,000	William E. Kirwan	U. System of Maryland	Adelphi	Maryland	\$490,000	use of car, use of house
66	\$487,752	Daniel D. Reneau	Louisiana Tech U.	Ruston	Louisiana	\$350,000	\$7,200 car, use of house, \$76,302 deferred compensation, \$60,250 retirement pay
67	\$487,536	James R. Ramsey	U. of Louisville	Louisville	Kentucky	\$456,132	use of car, use of house, \$31,404 retirement pay, club dues
68	\$484,883	Joseph A. Chapman	North Dakota State U.	Fargo	North Dakota	\$338,000	\$11,000 car, use of house, \$75,000 deferred compensation, \$60,883 retirement pay, club dues
69	\$475,204	Guy Bailey	Texas Tech U.	Lubbock	Texas	\$350,000	\$18,000 car, \$42,000 house, \$50,004 deferred compensation, \$15,200 retirement pay
70	\$467,900	Freeman A. Hrabowski III	U. of Maryland-Baltimore County	Adelphi	Maryland	\$420,400	\$12,500 car, \$35,000 house
71	\$467,566	Robert J. Birgeneau	U. of California at Berkeley	Berkeley	California	\$436,800	\$8,916 car, use of house, \$21,840 retirement pay
72	\$467,072	David B. Ashley	U. of Nevada at Las Vegas	Las Vegas	Nevada	\$416,424	\$8,000 car, \$18,000 house, \$24,648 retirement pay, expense account
73	\$466,574	Milton D. Glick	U. of Nevada at Reno	Reno	Nevada	\$416,424	\$8,000 car, \$18,000 house, \$24,150 retirement pay
74	\$465,175	Carolyn (Biddy) Martin	U. of Wisconsin at Madison	Madison	Wisconsin	\$437,000	use of car, use of house, \$28,175 retirement pay
75	\$462,170	B. Alan Sugg	U. of Arkansas system	Little Rock	Arkansas	\$289,170	use of car, use of house, \$150,000 deferred compensation, \$23,000 retirement pay
76	\$461,208	James L. Oblinger	North Carolina State U.	Raleigh	North Carolina	\$420,000	use of car, use of house, \$41,208 retirement pay
77	\$459,741	Michael Schwartz	Cleveland State U.	Cleveland	Ohio	\$308,507	\$10,000 car, \$8,400 house, \$48,300 retirement pay, \$80,000 performance bonus, \$4,534 relocation allowance
78	\$459,439	John M. Dunn	Western Michigan U.	Kalamazoo	Michigan	\$355,350	\$15,000 car, use of house, \$50,000 deferred compensation, \$39,089 retirement pay, club dues
79	\$458,500	James H. McCormick	Minnesota State Colleges and Universities System Office	St. Paul	Minnesota	\$360,000	\$7,200 car, \$24,000 house, \$17,400 deferred compensation, \$17,400 retirement pay, \$32,500 performance bonus
80	\$456,027	John D. Petersen	U. of Tennessee System Office	Knoxville	Tennessee	\$420,971	use of car, use of house, \$600 deferred compensation, \$33,656 retirement pay, \$400 performance bonus, \$400 longevity pay, expense account
81 (tie)	\$455,460	Mark E. Keenum	Mississippi State U.	Mississippi State	Mississippi	\$429,000	use of car, use of house, \$26,460 retirement pay, club dues
81 (tie)	\$455,460	Robert C. Khayat	U. of Mississippi	Jackson	Mississippi	\$429,000	use of car, use of house, \$26,460 retirement pay, club dues
83	\$450,500	Bruce D. Benson	U. of Colorado system	Boulder	Colorado	\$378,000	\$49,500 house, \$23,000 retiremer pay
84 (tie)	\$450,000	Paula Allen-Meares	U. of Illinois at Chicago	Urbana	Illinois	\$375,000	use of car, use of house, \$75,000 retention bonus, club dues
84 (tie)	\$450,000	B. Joseph White	U. of Illinois system	Urbana	Illinois	\$450,000	use of car, use of house, club dues
86	\$448,900	Luis M. Proenza	U. of Akron	Akron	Ohio	\$354,495	use of car, use of house, \$94,405 retirement pay, club dues
87	\$448,497	Gary Forsee	U. of Missouri System	Columbia	Missouri	\$400,000	\$25,017 car, use of house, \$23,48 retirement pay
88	\$445,054	Diana S. Natalicio	U. of Texas at El Paso	Austin	Texas	\$382,200	\$30,000 deferred compensation, \$32,854 retirement pay
89	\$442,768	Kevin P. Reilly	U. of Wisconsin system	Madison	Wisconsin	\$414,593	use of car, use of house, \$28,175 retirement pay
90	\$439,510	James B. Milliken	U. of Nebraska Central Administration	Lincoln	Nebraska	\$366,519	use of car, \$24,000 house, \$36,99 deferred compensation, \$12,000 supplemental retirement plan, expense account, club dues
91	\$437,000	V. Burns Hargis	Oklahoma State U.	Stillwater	Oklahoma	\$350,000	\$20,000 car, use of house, \$27,000 retirement pay, \$40,000 annuity, club dues
							use of car, use of house, \$45,000

92	\$436,650	Gary D. Russi	Oakland U.	Rochester	Michigan	\$350,000	deferred compensation, \$41,650 retirement pay
93	\$436,111	John G. Peters	Northern Illinois U.	DeKalb	Illinois	\$325,982	use of car, use of house, \$77,772 deferred compensation, \$32,357 retirement pay, expense account, club dues
94	\$435,000	John D. Haeger	Northern Arizona U.	Flagstaff	Arizona	\$300,000	\$10,000 car, \$50,000 house, \$54,000 deferred compensation, \$21,000 retirement pay
95	\$433,882	Holden Thorp	U. of North Carolina at Chapel Hill	Chapel Hill	North Carolina	\$418,150	use of car, use of house, \$15,732 retirement pay
96	\$427,600	John B. Simpson	State U. of New York at Buffalo	Buffalo	New York	\$350,000	\$60,000 house, \$17,600 retiremer pay
97	\$427,300	Shirley Strum Kenny	State U. of New York at Stony Brook	Stonybrook	New York	\$400,000	use of car, use of house, \$27,300 retirement pay
98	\$425,586	James F. Barker	Clemson U.	Clemson	South Carolina	\$394,766	\$1,588 car, use of house, \$29,232 retirement pay
99	\$425,130	Jo Ann M. Gora	Bail State U.	Muncie	Indiana	\$356,400	use of car, use of house, \$25,000 deferred compensation, \$43,730 retirement pay, club dues
100	\$424,916	Gene D. Block	U. of California at Los Angeles	Los Angeles	California	\$416,000	\$8,916 car, use of house
101	\$424,742	James D. Spaniolo	U. of Texas at Arlington	Austin	Texas	\$408,450	\$16,292 retirement pay
102 (tie)	\$420,726	Michael V. Drake	U. of California at Irvine	Irvine	California	\$392,200	\$8,916 car, use of house, \$19,610 retirement pay
102 (tie)	\$420,726	Marye Ann Fox	U. of California at San Diego	La Jolla	California	\$392,200	\$8,916 car, use of house, \$19,610 retirement pay
104	\$420,000	Robert C. Holub	U. of Massachusetts at Amherst	Amherst	Massachusetts	\$375,000	use of car, use of house, \$26,250 deferred compensation, \$18,750 retirement pay
105	\$419,807	Thomas Buchanan	U. of Wyoming	Laramie	Wyoming	\$350,004	use of car, \$42,000 house, \$240 deferred compensation, \$27,563 retirement pay
106	\$418,912	E. Joseph Savoie	U. of Louisiana at Lafayette	Lafayette	Louisiana	\$350,000	use of car, use of house, \$68,912 retirement pay
107	\$418,857	Michael Rao	Central Michigan U.	Mount Pleasant	Michigan	\$302,357	use of car, use of house, \$16,500 deferred compensation, \$100,000 retention bonus, club dues, expense account
108	\$418,008	David S. McClain	U. of Hawaii system	Honolulu	Hawaii	\$414,096	\$3,912 car, use of house, expense account
109	\$415,296	Michael K. Young	U. of Utah	Salt Lake City	Utah	\$346,403	use of car, use of house, \$17,420 deferred compensation, \$49,473 retirement pay
110	\$414,097	Mark R. Hamilton	U. of Alaska Statewide System	Fairbanks	Alaska	\$300,000	\$9,250 car, use of house, \$70,000 deferred compensation, \$34,847 retirement pay
111	\$410,500	Richard Herman	U. of Illinois at Urbana-Champaign	Urbana	Illinois	\$395,500	use of car, \$15,000 supplemental salary, club dues
112	\$410,492	Daniel M. Fogel	U. of Vermont	Burlington	Vermont	\$322,563	\$12,936 car, \$21,600 house, \$30,000 deferred compensation, \$23,393 retirement pay
113	\$409,300	Carol A. Cartwright	Bowling Green State U.	Bowling Green	Ohio	\$375,000	use of car, use of house, \$34,300 retirement pay, club dues
114	\$406,835	Frank T. Brogan	Florida Atlantic U.	Boca Raton	Florida	\$328,316	\$13,203 car, use of house, \$25.02 deferred compensation, \$40,287 retirement pay
115	\$406,080	Mark W. Huddleston	U. of New Hampshire	Durham	New Hampshire	\$334,440	use of car, use of house, \$30,000 deferred compensation, \$36,640 retirement pay, \$5,000 performance bonus
116	\$404,251	Ann Stuart	Texas Woman's U.	Denton	Texas	\$389,117	use of car, use of house, \$15,134 retirement pay, expense account, club dues
117 (tie)	\$400,000	Michael V. Martin	Louisiana State U. at Baton Rouge	Baton Rouge	Louisiana	\$400,000	use of car, use of house, club dues
117 (tie)	\$400,000	Alvin Bowman Jr.	Illinois State U.	Normal	Illinois	\$360,000	use of car, use of house, \$20,000 deferred compensation, \$20,000 retirement pay, club dues
119	\$399,612	Lee T. Todd Jr.	U. of Kentucky	Lexington	Kentucky	\$304,010	use of car, use of house, \$45,602 retirement pay, \$50,000 foundation pay, club dues
120	\$396,000	John R. Broderick	Old Dominion U.	Norfolk	Virginia	\$312,000	use of car, \$24,000 house, \$50,000 deferred compensation, \$10,000 performance bonus, club dues
121	\$392,106	Glenn Poshard	Southern Illinois U.	Springfield	Illinois	\$309,540	use of car, \$27,500 house, \$55,06 retirement pay
122	\$390,336	Virginia S. Hinshaw	U. of Hawaii-Manoa	Honolulu	Hawaii	\$363,024	\$3,312 car, \$24,000 house
123	\$385,548	Brady J. Deaton	U. of Missouri at Columbia	Columbia	Missouri	\$319,916	use of car, use of house, \$42,000 deferred compensation, \$23,632 retirement pay
124	\$379,954	Harvey S. Perlman	U. of Nebraska at Lincoln	Lincoln	Nebraska	\$305,825	\$7,759 car, \$25,200 house, \$35,170 deferred compensation, \$6,000 supplemental retirement plan, expense account
125	\$371,960	Martha D. Saunders	U. of Southern Mississippi	Hattiesburg	Mississippi	\$345,500	use of car, use of house, \$26,460 retirement pay, club dues
126	\$368,942	Robert E. Hemenway	U. of Kansas	Lawrence	Kansas	\$340,352	use of car, use of house, \$28,590

127	\$367,448	David R. Hopkins	Wright State U.	Dayton	Ohio	\$344,448	deferred compensation, club dues use of car, use of house, \$23,000 retirement pay
128	\$365,725	John C. Cavanaugh	Pennsylvania State System of Higher Education, Office of the Chancellor	Harrisburg	Pennsylvania	\$327,500	\$7,800 car, use of house, \$30,425 retirement pay
129	\$363,986	Jon Wefald	Kansas State U.	Manhattan	Kansas	\$317,177	\$19,952 car, use of house, \$26,85 retirement pay, club dues
130	\$362,090	Stephen L. Weber	San Diego State U.	Long Beach	California	\$299,435	\$12,000 car, use of house, \$50,65 retirement pay
131	\$360,000	Jay Noren	Wayne State U.	Detroit	Michigan	\$330,000	use of car, use of house, \$30,000 deferred compensation, club dues
132	\$357,652	Arthur C. Valias	Idaho State U.	Pocatello	Idaho	\$323,650	\$7,200 car, use of house, \$26,802 retirement pay
133	\$355,935	Steve Ballard	East Carolina U.	Greenville	North Carolina	\$315,000	\$12,413 car, use of house, \$28,52 retirement pay, club dues
134	\$355,500	Lois B. DeFleur	State U. of New York at Binghamton	Binghamton	New York	\$285,000	use of car, \$42,000 house, \$28,50 retirement pay
135	\$354,384	Thomas F. George	U. of Missouri at St. Louis	St. Louis	Missouri	\$290,256	use of car, use of house, \$42,000 deferred compensation, \$22,128 retirement pay
136	\$352,200	Martin Meehan	U. of Massachusetts at Lowell	Lowell	Massachusetts	\$280,000	\$10,600 car, \$19,600 deferred compensation, \$42,000 incentive bonus
137	\$350,367	Carlos E. Santiago	U. of Wisconsin at Milwaukee	Milwaukee	Wisconsin	\$300,550	use of car, \$21,642 house, \$28,17 retirement pay, club dues
138	\$349,632	Philip P. DiStefano	U. of Colorado at Boulder	Boulder	Colorado	\$308,908	\$10,000 car, use of house, \$30,72 retirement pay
139	\$345,271	Stephen J. Reno	U. System of New Hampshire	Durham	New Hampshire	\$263,010	\$7,446 car, \$8,000 house, \$38,001 deferred compensation, \$28,615 retirement pay
140	\$340,862	George P. Peinsteiner	Oregon U. system	Portland	Oregon	\$236,456	use of car, \$26,000 house, \$12,70 deferred compensation, \$65,706 retirement pay, expense account
141	\$340,642	David L. Chicoine	South Dakota State U.	Brookings	South Dakota	\$321,360	use of car, use of house, \$19,282 retirement pay
142 (tie)	\$339,666	Larry N. Vanderhoef	U. of California at Davis	Davis	California	\$315,000	\$8,916 car, \$15,750 retirement pa
142 (tie)	\$339,666	Henry T. Yang	U. of California at Santa Barbara	Santa Barbara	California	\$315,000	\$8,916 car, use of house, \$15,750 retirement pay
144	\$339,496	Shirley C. Raines	U. of Memphis	Memphis	Tennessee	\$297,848	use of car, use of house, \$40,448 retirement pay, \$1,200 longevity pay, expense account
145	\$338,342	Philip L. Dubois	U. of North Carolina at Charlotte	Charlotte	North Carolina	\$315,000	\$1,904 car, use of car, use of house, \$21,438 retirement pay, club dues
146	\$338,057	Stan L. Albrecht	Utah State U.	Logan	Utah	\$283,605	use of car, use of house, \$14,180 deferred compensation, \$40,272 retirement pay
147	\$337,404	Charles R. Bantz	Indiana U.-Purdue U. at Indianapolis	Bloomington	Indiana	\$306,704	use of car, use of house, \$30,700 retirement pay
148	\$337,140	Karen Hanson	Indiana U. at Bloomington	Bloomington	Indiana	\$293,440	use of car, use of house, \$43,700 retirement pay
149	\$335,500	Samuel Goldman	Southern Illinois U. at Carbondale	Carbondale	Illinois	\$290,000	use of car, \$27,500 house, \$18,00 retirement pay
150	\$334,944	J. Keith Motley	U. of Massachusetts at Boston	Boston	Massachusetts	\$240,923	\$1,050 car, \$34,671 house, \$16,800 deferred compensation, \$11,500 retirement pay, \$30,000 performance bonus
151	\$334,102	William P. Kelly	City U. of New York- Graduate Center	New York	New York	\$236,413	\$60,000 house, \$32,689 retiremer pay, \$5,000 annual bonus
152	\$333,916	Timothy P. White	U. of California at Riverside	Riverside	California	\$325,000	\$8,916 car, use of house
153	\$330,000	Robert O. Kelley	U. of North Dakota	Grand Forks	North Dakota	\$300,000	use of car, use of house, \$30,000 retirement pay, expense account, club dues
154	\$327,879	Fran Ulmer	U. of Alaska at Anchorage	Fairbanks	Alaska	\$248,000	use of car, \$35,000 house, \$39,87 retirement pay, \$5,000 performance bonus
155	\$327,200	Steven J. Diner	Rutgers U. at Newark	New Brunswick	New Jersey	\$295,000	use of car, \$12,600 house, \$19,60 retirement pay
156	\$323,276	Wim Wewel	Portland State U.	Portland	Oregon	\$300,192	use of car, use of house, \$23,084 retirement pay
157	\$318,916	George R. Blumenthal	U. of California at Santa Cruz	Santa Cruz	California	\$310,000	\$8,916 car, use of house
158	\$318,040	Bruce Grube	Georgia Southern U.	Statesboro	Georgia	\$266,300	\$6,840 car, \$19,400 house, \$25,500 retirement pay, expense account, club dues
159	\$316,561	Kay Norton	U. of Northern Colorado	Greeley	Colorado	\$201,400	\$23,000 car, \$23,000 house, \$46,000 deferred compensation, \$23,161 retirement pay
160	\$315,650	Allen L. Sessoms	U. of the District of Columbia	Washington	District of Columbia	\$295,000	use of car, use of house, \$20,650 retirement pay
161	\$310,876	Linda P. Brady	U. of North Carolina at Greensboro	Greensboro	North Carolina	\$295,144	use of car, use of house, \$15,732 retirement pay
162	\$308,267	Leo E. Morton	U. of Missouri at Kansas City	Kansas City	Missouri	\$261,250	use of car, use of house, \$30,000 deferred compensation, \$17,017

							retirement pay
163	\$307,640	G. David Gearhart	U. of Arkansas at Fayetteville	Fayetteville	Arkansas	\$282,540	use of car, use of house, \$24,500 retirement pay, \$600 longevity pay club dues
164	\$305,802	Timothy P. Ryan	U. of New Orleans	New Orleans	Louisiana	\$275,802	\$30,000 house
165 (tie)	\$300,000	Waded Cruzado	New Mexico State U., Main Campus	Las Cruces	New Mexico	\$300,000	
165 (tie)	\$300,000	C. Peter Magrath	West Virginia U.	Morgantown	West Virginia	\$300,000	use of car, use of house
167	\$299,300	Daniel J. Bradley	Indiana State U.	Terre Haute	Indiana	\$272,800	use of car, use of house, \$26,500 retirement pay
168	\$297,057	Stanley F. Battle	North Carolina A&T State U.	Greensboro	North Carolina	\$273,156	use of car, use of house, \$23,901 retirement pay
169	\$296,142	Donald L. Beggs	Wichita State U.	Wichita	Kansas	\$277,160	use of car, use of house, \$18,982 retirement pay, expense account
170	\$286,392	Paul E. Stanton Jr.	East Tennessee State U.	Johnson City	Tennessee	\$255,676	use of car, \$7,200 house, \$21,116 retirement pay, \$2,400 longevity pay, expense account
171	\$283,562	Tony Atwater	Indiana U. of Pennsylvania	Indiana	Pennsylvania	\$252,321	\$7,800 car, use of house, \$23,441 retirement pay
172	\$280,670	Richard L. Pattenaude	U. of Maine system	Bangor	Maine	\$220,000	use of car, \$40,170 house, \$20,50 retirement pay
173	\$280,000	George M. Philip	State U. of New York at Albany	Albany	New York	\$280,000	use of car, use of house
174	\$275,428	Robert L. Carothers	U. of Rhode Island	Kingston	Rhode Island	\$231,143	use of car, use of house, \$44,285 retirement pay
175	\$267,000	William G. Goetz	North Dakota U. System Office	Bismark	North Dakota	\$200,000	\$11,000 car, \$20,000 house, \$36,000 retirement pay
176	\$247,838	Steven Daley-Laursen	U. of Idaho	Moscow	Idaho	\$220,000	\$7,200 car, \$20,638 retirement pay, club dues
177	\$242,337	Joel E. Anderson	U. of Arkansas at Little Rock	Little Rock	Arkansas	\$219,406	use of car, use of house, \$22,031 retirement pay, \$900 longevity pay
178	\$238,000	Judy A. Bense	U. of West Florida		Florida	\$200,000	\$14,000 car, \$24,000 deferred compensation
179	\$230,405	Robert A. Kennedy	U. of Maine	Bangor	Maine	\$210,405	use of car, use of house, \$20,000 retirement pay
180	\$224,468	George M. Dennison	U. of Montana at Missoula	Missoula	Montana	\$205,050	use of car, use of house, \$19,418 retirement pay
181	\$217,353	Geoffrey Gamble	Montana State U. at Bozeman	Bozeman	Montana	\$205,050	use of car, use of house, \$12,303 retirement pay, club dues
182	\$214,000	Robert G. Clarke	Vermont State Colleges system	Waterbury	Vermont	\$190,000	use of car, \$24,000 house
183	\$166,871	Jimmy G. Cheek	U. of Tennessee at Knoxville	Knoxville	Tennessee	\$143,750	\$8,338 house, \$250 deferred compensation, \$14,533 retirement pay, expense account
184	\$54,583	Nancy L. Zimpher	State U. of New York system	Albany	New York	\$40,833	use of car, \$7,500 house, \$4,617 deferred compensation, \$1,633 retirement pay
185	\$26,144	James E. Rogers	Nevada System of Higher Education	Las Vegas	Nevada	\$23,660	\$2,484 retirement pay