



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

2024 President & Chancellor Compensation Survey

April 2024

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Public Four~Year Universities

2024 President/Chancellor Compensation Survey

Name: Dr. La Tonia Collins Smith
 Institution: Harris-Stowe State University
 Phone: 314-340-3335
 Contact Person: Brian M. Huggins

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 2023 Actual Expenditures			FY 2024 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			\$320,000		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$9,948			\$12,392		
Long-term disability for self	\$302			\$302		
Deferred compensation						
Retirement benefit	\$76,357			\$87,232		
Other (please specify)						
Basic Life Insurance	\$198			\$198		
A D and D Insurance	\$19			\$19		
Total	\$376,824	\$0	\$0	\$420,143	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$48,000			\$48,000		
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)						
Annuity	\$36,000			\$36,000		
TOTAL	\$84,000	\$0	\$0	\$84,000	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. John Moseley
 Institution: Lincoln University
 Phone: 573-681-5073
 Contact Person: Jeff Barlow

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 2023 Actual Expenditures			FY 2024 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	\$250,000			\$272,500		
Medical/dental/vision insurance for self	\$24,407			\$25,231		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$1,113			\$1,314		
Deferred compensation						
Retirement benefit	\$65,826			\$80,474		
Other (Basic Life)	\$880			\$1,039		
Total	\$342,226	\$0	\$0	\$380,558	\$0	\$0
Additional life insurance	Value					
	\$0					
Annuity	\$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 2023 Actual Expenditures			FY 2024 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	\$36,000			\$37,080		
Utilities	17165.76			\$17,681		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	\$8,760			\$9,023		
Custodian, groundskeeper	\$20,261			\$20,869		
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$6,600			\$12,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships		\$11,108			\$11,108	
Other (please specify)						
TOTAL	\$88,787	\$11,108	\$0	\$96,653	\$11,108	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Dean Van Galen
 Institution: Missouri Southern State University
 Phone: 417-659-3797
 Contact Person: Linda Eis, Chief Financial Officer

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 2023 Actual Expenditures			FY 2024 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			\$275,000		
Medical/dental/vision insurance for self	\$8,177			\$6,262		
Medical/dental/vision insurance for spouse/family	\$3,365			\$2,969		
Long-term disability for self	\$260			\$260		
Deferred compensation						
Retirement benefit	\$72,408			\$74,965		
Other (please specify)						
Basic Life and ADD	\$370			\$513		
Wellness health insurance incentive credit	\$0			\$300		
Total	\$359,580	\$0	\$0	\$360,269	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$35,000			\$35,000		
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)	\$25,000			\$25,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$6,325			\$6,325		
Other (please specify)						
TOTAL	\$66,325	\$0	\$0	\$66,325	\$0	\$0

2024 President/Chancellor Compensation Survey

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

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 2023 Actual Expenditures			FY 2024 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	\$407,056			\$427,409		
Medical/dental/vision insurance for self	\$5,455			\$5,684		
Medical/dental/vision insurance for spouse/family	\$5,045			\$5,247		
Long-term disability for self	\$240			\$240		
Deferred compensation						
Retirement benefit	\$82,368			\$92,732		
Other (please specify)						
Retention Payment	\$25,000		\$25,000	\$75,000		\$75,000
Accidental Death & Dismemberment	\$47			\$47		
Basic Life Insurance	\$191			\$191		
Total	\$525,402	\$0	\$25,000	\$606,550	\$0	\$75,000
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$1,250	\$6,876		\$1,250	\$7,440	
Other (please specify)						
TOTAL	\$41,250	\$6,876	\$0	\$41,250	\$7,440	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Dennis Lancaster, Chancellor
 Institution: Missouri State University - West Plains
 Phone: 417-836-3002
 Contact Person: Kristin Bilyeu

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$166,400			\$174,720		
Medical/dental/vision insurance for self	\$5,292			\$5,521		
Medical/dental/vision insurance for spouse/family	\$5,292			\$5,521		
Long-term disability for self	\$200			\$210		
Deferred compensation						
Retirement benefit	\$48,552			\$52,536		
Other (please specify)						
Accidental Death & Dismemberment	\$26			\$27		
Basic Life Insurance	\$106			\$111		
Total	\$225,868	\$0	\$0	\$238,646	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$18,000			\$18,000		
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	\$1,665			\$1,729		
Other (please specify)						
TOTAL	\$19,665	\$0	\$0	\$19,729	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Elizabeth Kennedy
 Institution: Missouri Western State University
 Phone: 816-271-4587
 Contact Person: Sara Freemyer, Director of Human Resources

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 2023 Actual Expenditures			FY 2024 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			\$300,000		
Medical/dental/vision insurance for self	\$9,221			\$9,784		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$279			\$329		
Deferred compensation	\$25,000			\$25,000		
Retirement benefit	\$17,908			\$18,600		
Other (please specify) <i>housing allowance</i>	\$25,000			\$25,000		
<i>cellphone allowance</i>	\$600			\$600		
<i>automobile allowance</i>				\$5,000		
Total	\$353,008	\$0	\$0	\$384,312	\$0	\$0
Additional life insurance	Value					
	\$600,000					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$2,175			\$2,175		
Other (please specify)						
TOTAL	\$2,175	\$0	\$0	\$2,175	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Interim President Clarence Green (FY23) / Dr. Lance Tatum (FY24)
 Institution: Northwest Missouri State University
 Phone: 660-562-1129
 Contact Person: Brooke Hull

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 2023 Actual Expenditures			FY 2024 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	\$250,000	\$0		\$320,000	\$0	
Medical/dental/vision insurance for self	\$0	\$0	\$0	\$13,409	\$0	\$2,544
Medical/dental/vision insurance for spouse/family	\$0	\$0	\$0	\$24,362	\$0	\$3,893
Long-term disability for self	\$297	\$0	\$0	\$332	\$0	\$0
Deferred compensation	\$0	\$0	\$0	\$20,000	\$0	\$20,000
Retirement benefit	\$74,198	\$0	\$0	\$97,263	\$0	\$0
Other (please specify) Basic Life Insurance	\$284	\$0	\$0	\$462	\$0	\$210
Total	\$324,779	\$0	\$0	\$475,827	\$0	\$26,647
Additional life insurance	\$0					
Annuity	\$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 2023 Actual Expenditures			FY 2024 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
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)	\$16,800			\$16,800		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						\$1,500
Other (please specify)						
TOTAL	\$16,800	\$0	\$0	\$16,800	\$0	\$10,500

2024 President/Chancellor Compensation Survey

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

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 2023 Actual Expenditures			FY 2024 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	\$337,127			\$350,612		
Medical/dental/vision insurance for self	\$6,805			\$7,059		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$144			\$144		
Deferred compensation						
Retirement benefit	\$22,028			\$22,837		
Other (please specify)						
Life Insurance & AD&D	\$8			\$8		
Total	\$366,112	\$0	\$0	\$380,660	\$0	\$0
Additional life insurance	Value					
Annuity	\$30,000					
Vacation Buyback	\$12,967					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$30,000			\$30,000
Utilities	\$6,525			\$6,525		
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	\$2,285			\$2,300		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Grounds Maintenance			\$8,500			\$8,500
Automobile Insurance	\$1,415			\$1,600		
TOTAL	\$10,224	\$0	\$45,574	\$10,425	\$0	\$45,574

2024 President/Chancellor Compensation Survey

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

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 2023 Actual Expenditures			FY 2024 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	\$274,965			\$282,597		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$10,182			\$11,107		
Long-term disability for self	\$210			\$210		
Deferred compensation	\$55,000		\$55,000	\$55,000		\$55,000
Retirement benefit	\$72,240			\$77,170		
Other (please specify): AD&D	\$34			\$34		
Life Insurance	\$156			\$156		
FICA	\$14,681			\$15,000		
Total	\$427,468	\$0	\$55,000	\$441,274	\$0	\$55,000
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$18,000			\$18,000		
Utilities	\$11,099			\$11,582		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property	\$255			\$209		
Entertainment						
Automobile	\$3,554			\$3,721		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$1,518			\$1,670		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$34,426	\$0	\$0	\$35,182	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Roger Best
 Institution: University of Central Missouri
 Phone: 660-543-4406
 Contact Person: Lisa Miller

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 2023 Actual Expenditures			FY 2024 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	\$298,700			\$307,661		
Medical/dental/vision insurance for self	\$8,683			\$9,361		
Medical/dental/vision insurance for spouse/family	\$3,761			\$4,266		
Long-term disability for self	\$464			\$476		
Deferred compensation						
Retirement benefit	\$78,297			\$83,651		
Other (please specify)						
Total	\$389,905	\$0	\$0	\$405,415	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$0	\$655		\$0	\$650	
Automobile	\$12,000	\$0		\$12,000	\$0	
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development	\$7,296	\$0		\$7,903	\$0	
Expense for spouse/family to attend meetings	\$0	\$0		\$0	\$0	
Club/other memberships	\$75	\$0		\$75	\$0	
Other (please specify)						
TOTAL	\$19,371	\$655	\$0	\$19,978	\$650	\$0

2023 President/Chancellor Compensation Survey

Mun Choi - University of Missouri-Columbia Chancellor (4/14/2020 -

Name: **present**) -- DUAL ROLE

Institution: **University of Missouri System**

Phone: **573-882-4310**

Contact Person: **Mindy Allen - Associate Director, Compensation**

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 2023 Actual Expenditures 7/1/2022 - 6/30/2023			FY 2024 Estimated Expenditures 7/1/2023 - 6/30/2024		
	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	\$775,000			\$950,000		
Medical/dental/vision insurance for self	\$5,714			\$5,970		
Medical/dental/vision insurance for spouse/family	\$12,885			\$13,856		
Long-term disability for self	\$204			\$195		
Deferred compensation	\$150,000		\$150,000	\$200,000		\$200,000
Retirement benefit	\$104,850			\$153,688		
Other (please specify)						
Deferred Payout						
Vacation Payout				\$36,538		
Short Term Disability				\$2,470		
- ER Paid Life Insurance	\$638			\$728		
- Retiree Health & Welfare	\$9,145			\$10,753		
Total	\$1,058,436	\$0	\$150,000	\$1,374,198	\$0	\$200,000
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	university provided			university provided		
Utilities	\$0					
Housing allowance (provided for private rent/lease/purchase)	\$0					
Housekeeper	\$0					
Custodian, groundskeeper	\$0					
Insurance for personal property	\$0					
Entertainment	\$0					
Automobile	\$0					
Automobile allowance (provided for private lease/purchase)	\$17,868			\$17,868		
Automobile repair/maintenance/mileage	\$0					
Professional development	\$0					
Expense for spouse/family to attend meetings	\$0					
Club/other memberships	\$0					
Other (please specify)						
- ER Contribution to 401(a) (SRP)	45750		45750	49500		49500
- Taxable reimbursement						
TOTAL	\$63,618	\$0	\$45,750	\$67,368	\$0	\$49,500

2023 President/Chancellor Compensation Survey

Name: C. Mauli Agrawal - Chancellor (6/20/2018 - present)
 Institution: University of Missouri System
 Phone: 573-882-4310
 Contact Person: Mindy Allen - Associate Director, Compensation

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 2023 Actual Expenditures 7/1/2022 - 6/30/2023			FY 2024 Estimated Expenditures 7/1/2023 - 6/30/2024		
	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	\$437,000			\$502,583		
Medical/dental/vision insurance for self	\$4,802			\$4,974		
Medical/dental/vision insurance for spouse/family	\$6,028			\$6,260		
Long-term disability for self	\$204			\$195		
Deferred compensation	\$20,000		\$20,000	\$50,000		\$50,000
Retirement benefit	\$69,013			\$95,010		
Other (please specify)						
Deferred Payout						
Vacation Payout				\$15,883		
Short Term Disability				\$1,339		
- ER Paid Life Insurance	\$242			\$278		
- Retiree Health & Welfare	\$5,511			\$5,978		
Total	\$542,800	\$0	\$20,000	\$682,500	\$0	\$50,000
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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					
Utilities	\$0					
Housing allowance (provided for private rent/lease/purchase)	\$30,000			\$30,000		
Housekeeper	\$0					
Custodian, groundskeeper	\$0					
Insurance for personal property	\$0					
Entertainment	\$0					
Automobile						
Automobile allowance (provided for private lease/purchase)	\$15,000			\$15,000		
Automobile repair/maintenance/mileage	\$0					
Professional development	\$0					
Expense for spouse/family to attend meetings	\$0					
Club/other memberships	\$0					
Other (please specify)	\$0					
- ER Contribution to 401(a)	\$0					
TOTAL	\$45,000	\$0	\$0	\$45,000	\$0	\$0

2023 President/Chancellor Compensation Survey

Name: Mohammad Dehghani - Chancellor (8/1/2019 - present)
 Institution: University of Missouri System
 Phone: 573-882-4310
 Contact Person: Mindy Allen - Associate Director, Compensation

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 2023 Actual Expenditures 7/1/2022 - 6/30/2023			FY 2024 Estimated Expenditures 7/1/2023 - 6/30/2024		
	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	\$549,996			\$600,000		
Medical/dental/vision insurance for self	\$7,250			\$7,488		
Medical/dental/vision insurance for spouse/family	\$17,067			\$18,146		
Long-term disability for self	\$204			\$195		
Deferred compensation	\$85,000		\$85,000	\$85,000		\$85,000
Retirement benefit	\$79,199			\$100,980		
Other (please specify)						
- <i>ER Paid Life Insurance</i>	\$106			\$116		
- <i>Retiree Health & Welfare</i>	\$6,490			\$6,540		
Total	\$745,312	\$0	\$85,000	\$818,465	\$0	\$85,000
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	university provided					
Utilities	\$0					
Housing allowance (provided for private rent/lease/purchase)	\$0					
Housekeeper	\$0					
Custodian, groundskeeper	\$0					
Insurance for personal property	\$0					
Entertainment	\$0					
Automobile	\$0					
Automobile allowance (provided for private lease/purchase)	\$15,000			\$15,000		
Automobile repair/maintenance/mileage	\$0					
Professional development	\$0					
Expense for spouse/family to attend meetings	\$0					
Club/other memberships	\$0					
Other (please specify)	\$0					
	\$0					
TOTAL	\$15,000	\$0	\$0	\$15,000	\$0	\$0

2023 President/Chancellor Compensation Survey

Kristin Sobolik - Chancellor (4/9/2020 - present);

Name: Interim (9/1/2019 - 4/8/2020)

Institution: University of Missouri System

Phone: 573-882-4310

Contact Person: Mindy Allen - Associate Director, Compensation

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 2023 Actual Expenditures 7/1/2022 - 6/30/2023			FY 2024 Estimated Expenditures 7/1/2023 - 6/30/2024		
	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	\$426,667			\$467,833		
Medical/dental/vision insurance for self	\$4,802			\$4,974		
Medical/dental/vision insurance for spouse/family	\$12,111			\$12,836		
Long-term disability for self	\$204			\$195		
Deferred compensation	\$20,000		\$20,000	\$20,000		\$20,000
Retirement benefit	\$64,690			\$85,717		
Other (please specify)						
Vacation Payout				\$18,269		
Short Term Disability				\$1,235		
- ER Paid Life Insurance	\$353			\$322		
- Retiree Health & Welfare	\$5,035			\$5,099		
Total	\$533,861	\$0	\$20,000	\$616,481	\$0	\$20,000
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds University Provided	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	\$0					
Housing allowance (provided for private rent/lease/purchase)	\$0					
Housekeeper	\$0					
Custodian, groundskeeper	\$0					
Insurance for personal property	\$0					
Entertainment	\$0					
Automobile	\$0					
Automobile allowance (provided for private lease/purchase)	\$15,000			\$15,000		
Automobile repair/maintenance/mileage	\$0					
Professional development	\$0					
Expense for spouse/family to attend meetings	\$0					
Club/other memberships	\$0					
Other (please specify)	\$26					
- ER Contribution to 401(a)	\$0			\$0		
TOTAL	\$15,026	\$0	\$0	\$15,000	\$0	\$0

Public Two-Year Colleges

2024 President/Chancellor Compensation Survey

Name: Dr. Katricia Pierson
 Institution: Crowder College
 Phone: 417-455-5675
 Contact Person: Cassie Hale

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 2023 Actual Expenditures			FY 2024 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	\$200,000			\$210,000		
Medical/dental/vision insurance for self	\$6,720			\$6,720		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$29,974			\$31,424		
Other (please specify)						
Total	\$236,694	\$0	\$0	\$248,144	\$0	\$0
Additional life insurance						
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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) Teaching 1 credit hour class	\$525			\$525		
TOTAL	\$525	\$0	\$0	\$525	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Carl Jon Bauer
 Institution: East Central College
 Phone: 636-584-6501
 Contact Person: Ashley Straatmann (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 2023 Actual Expenditures			FY 2024 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	\$172,778			\$193,960		
Medical/dental/vision insurance for self	\$11,206			\$11,726		
Medical/dental/vision insurance for spouse/family	\$11,645		\$11,645	\$12,352		\$12,352
Long-term disability for self	\$258			\$270		
Deferred compensation						
Retirement benefit	\$26,775			\$29,824		
Other - HSA Contribution	\$5,200		\$5,200	\$5,200		\$5,200
Other - Auto Allowance	\$9,000		\$9,000	\$9,000		\$9,000
Other - Adjunct Faculty Stipend	\$670					
Total	\$237,532	\$0	\$25,845	\$262,332	\$0	\$26,552
Additional life insurance	Value					
\$200,000 (additional \$150,000)	\$235					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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		\$11,365			\$10,000	
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	\$11,365	\$0	\$0	\$10,000	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Dena McCaffrey, President
 Institution: Jefferson College
 Phone: (636)481-3120
 Contact Person: John Linhorst, Vice President of Finance and Administration

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 2023 Actual Expenditures			FY 2024 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	\$179,525			\$200,000		
Medical/dental/vision insurance for self	\$9,397			\$9,425		
Medical/dental/vision insurance for spouse/family	\$0			\$16,398		\$9,540
Long-term disability for self	\$220			\$220		
Deferred compensation	\$0			\$0		
Retirement benefit	\$27,627			\$30,610		
Other (please specify) QHDHP Contribution	\$1,608			\$1,680		
Life Insurance Board Paid	\$22			\$38		
Total	\$218,399	\$0	\$0	\$258,371	\$0	\$9,540
Additional life insurance	\$0					
Annuity	\$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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)
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)	\$7,200			\$9,600		
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)						
TOTAL	\$7,200	\$0	\$0	\$9,600	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Kimberly Beatty- Chancellor
 Institution: Metropolitan Community College
 Phone: 816-604-1130
 Contact Person: Patricia Amick

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 2023 Actual Expenditures			FY 2024 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	\$375,000			\$386,250		
Medical/dental/vision insurance for self	\$12,024			\$12,213		
Medical/dental/vision insurance for spouse/family	\$6,549			\$8,808		
Long-term disability for self	\$1,037			\$1,069		
Deferred compensation						
Retirement benefit	\$56,046			\$57,777		
Other (please specify)						
403B	\$1,000			\$1,000		
Life Insurance	\$2,700		\$900	\$2,760		\$920
Total	\$454,356	\$0	\$900	\$469,876	\$0	\$920
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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		\$0			\$3,600	
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	\$3,600	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Thomas Meyer - President of Blue River FY23/CAO FY24
 Institution: Metropolitan Community College
 Phone: 816-604-1130
 Contact Person: Patricia Amick

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 2023 Actual Expenditures			FY 2024 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	\$180,508			\$185,923		
Medical/dental/vision insurance for self	\$12,024			\$12,213		
Medical/dental/vision insurance for spouse/family	\$6,549			\$2,115		
Long-term disability for self	\$519			\$518		
Deferred compensation						
Retirement benefit	\$27,844			\$28,730		
Other (please specify)						
403B	\$1,000			\$1,000		
Life Insurance	\$1,300		\$434	\$1,339		\$446
Total	\$229,744	\$0	\$434	\$231,838	\$0	\$446
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200					
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$0	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Tyjaun Lee - President of Penn Valley FY23/Interim VC of Admin Services FY24
 Institution: Metropolitan Community College
 Phone: 816-604-1130
 Contact Person: Patricia Amick

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 2023 Actual Expenditures			FY 2024 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	\$189,776			\$195,469		
Medical/dental/vision insurance for self	\$10,874			\$11,960		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$519			\$551		
Deferred compensation						
Retirement benefit	\$29,188			\$30,114		
Other (please specify)						
403B	\$1,000			\$1,000		
Life Insurance	\$1,368		\$434	\$1,409		\$551
Total	\$232,725	\$0	\$434	\$240,502	\$0	\$551
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$0		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$0	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Suzanne Gochis - CAO FY23/President at Blue River FY24
 Institution: Metropolitan Community College
 Phone: 816-604-1130
 Contact Person: Patricia Amick

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 2023 Actual Expenditures			FY 2024 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	\$0			\$183,748		
Medical/dental/vision insurance for self	\$0			\$12,178		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$0			\$518		
Deferred compensation						
Retirement benefit	\$0			\$28,409		
Other (please specify)						
403B	\$0			\$0		
Life Insurance	\$0		\$0	\$1,325		\$518
Total	\$0	\$0	\$0	\$226,179	\$0	\$518
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$7,200	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Kathrine Swanson- President of Longview
 Institution: Metropolitan Community College
 Phone: 816-604-1130
 Contact Person: Patricia Amick

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 2023 Actual Expenditures			FY 2024 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	\$188,583			\$194,240		
Medical/dental/vision insurance for self	\$9,765			\$10,735		
Medical/dental/vision insurance for spouse/family	\$751			\$751		
Long-term disability for self	\$518			\$551		
Deferred compensation						
Retirement benefit	\$33,117			\$29,936		
Other (please specify)						
403B	\$0			\$0		
Life Insurance	\$1,358		\$453	\$1,399		\$551
Total	\$234,092	\$0	\$453	\$237,613	\$0	\$551
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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

2024 President/Chancellor Compensation Survey

Name: Dr. Ellen Crowe- Acting President Maple Woods FY24
 Institution: Metropolitan Community College
 Phone: 816-604-1130
 Contact Person: Patricia Amick

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 2023 Actual Expenditures			FY 2024 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	\$0			\$137,500		
Medical/dental/vision insurance for self	\$0			\$11,195		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$0			\$386		
Deferred compensation						
Retirement benefit	\$0			\$21,561		
Other (please specify)						
403B	\$0			\$1,000		
Life Insurance	\$0		\$0	\$10,990		\$330
Total	\$0	\$0	\$0	\$182,632	\$0	\$330
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$7,200	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Larry Rideaux- Acting President of Maple Woods FY23/President of Penn Valley FY24
 Institution: Metropolitan Community College
 Phone: 816-604-1130
 Contact Person: Patricia Amick

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 2023 Actual Expenditures			FY 2024 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	\$180,508			\$204,515		
Medical/dental/vision insurance for self	\$12,024			\$12,213		
Medical/dental/vision insurance for spouse/family	\$6,428			\$8,687		
Long-term disability for self	\$519			\$583		
Deferred compensation						
Retirement benefit	\$27,844			\$31,425		
Other (please specify)						
403B	\$0			\$0		
Life Insurance	\$1,300		\$434	\$1,474		\$491
Total	\$228,623	\$0	\$434	\$258,897	\$0	\$491
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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

2024 President/Chancellor Compensation Survey

Name: DR JOSEPH GILGOUR
 Institution: MINERAL AREA COLLEGE
 Phone: 573-518-2188
 Contact Person: CRYSTAL COFFMAN

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 2023 Actual Expenditures			FY 2024 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	\$178,400			\$188,400		
Medical/dental/vision insurance for self	\$7,343			\$9,014		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$160			\$160		
Deferred compensation						
Retirement benefit	\$27,212			\$28,731		
Other (please specify)						
H.S.A. Contributions (Board Paid)	\$593			\$734		
Life Insurance (Board Paid)	\$124			\$124		
PTK Club Sponsor	\$1,333					
Total	\$215,166	\$0	\$0	\$227,163	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)
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	\$12,000			\$12,000		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$12,000	\$0	\$0	\$12,000	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Jeffery C. Lashley
 Institution: Moberly Area Community College
 Phone: 660 263 4100 ext. 11274
 Contact Person: Susan Spencer

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 2023 Actual Expenditures			FY 2024 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	\$225,981			\$250,000		
Medical/dental/vision insurance for self	\$10,200		\$1,284	\$10,752		
Medical/dental/vision insurance for spouse/family	\$16,788		\$14,452	\$10,956		\$9,547
Long-term disability for self	\$0			\$0		
Deferred compensation	\$0			\$0		
Retirement benefit	\$34,246			\$37,809		
Other (please specify)						
Basic life \$20,000, ADD \$20,000	\$19			\$19		
Total	\$287,234	\$0	\$15,736	\$309,536	\$0	\$9,547
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)
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)						
Cell phone	\$940			\$902		
TOTAL	\$940	\$0	\$0	\$902	\$0	\$0

2024 President/Chancellor Compensation Survey

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

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$171,309			\$200,000		
Medical/dental/vision insurance for self	\$7,926			\$8,098		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$25,989			\$30,174		
Other (please specify)						
Life Insurance	\$58				\$50	
Total	\$205,282	\$0	\$0	\$238,322	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)
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)	\$11,000			\$11,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$500			\$500		
Other (please specify)						
TOTAL	\$11,500	\$1,200	\$0	\$11,500	\$1,200	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Hal Higdon - Chancellor
 Institution: Ozarks Technical Community College
 Phone: 417-447-6643
 Contact Person: Drew Courtway

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 2023 Actual Expenditures			FY 2024 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	\$314,389			\$340,059		
Medical/dental/vision insurance for self	\$7,733			\$8,002		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$97			\$97		
Deferred compensation						
Retirement benefit	\$44,225			\$44,225		
Other (please specify)						
Group Term Life Insurance	\$72			\$72		
Health and Wellness Center	\$624			\$636		
403B	\$27,000		\$27,000	\$30,000		\$30,000
Total	\$394,140	\$0	\$27,000	\$423,091	\$0	\$30,000
Additional life insurance	Value					
Annuity	Value					

Other Compensation: Car Allowance

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)
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)	\$12,120			\$12,120		
Automobile repair/maintenance/mileage	\$3,034			\$1,291		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$15,154	\$0	\$0	\$13,411	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Dusty Childress - President, OTC Education Centers
 Institution: Ozarks Technical Community College
 Phone: 417-447-6643
 Contact Person: Drew Courtway

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 2023 Actual Expenditures			FY 2024 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	\$137,904			\$143,420		
Medical/dental/vision insurance for self	\$7,733			\$8,002		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$97			\$126		
Deferred compensation						
Retirement benefit	\$21,117			\$21,956		
Other (please specify)						
Group Term Life Insurance	\$72			\$72		
Health and Wellness Center	\$624			\$636		
Total	\$167,547	\$0	\$0	\$174,213	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$4,370			\$3,558		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$4,370	\$0	\$0	\$3,558	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Cliff Davis - President, Richwood Valley Campus
 Institution: Ozarks Technical Community College
 Phone: 417-447-6643
 Contact Person: Drew Courtway

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 2023 Actual Expenditures			FY 2024 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	\$153,251			\$159,381		
Medical/dental/vision insurance for self	\$7,733			\$8,002		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$97			\$112		
Deferred compensation						
Retirement benefit	\$23,343			\$24,271		
Other (please specify)						
Group Term Life Insurance	\$72			\$72		
Health and Wellness Center	\$624			\$636		
Total	\$185,120	\$0	\$0	\$192,473	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$3,429			\$1,655		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$3,429	\$0	\$0	\$1,655	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Robert Griffith - President, Table Rock Campus
 Institution: Ozarks Technical Community College
 Phone: 417-447-6643
 Contact Person: Drew Courtway

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 2023 Actual Expenditures			FY 2024 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	\$137,904			\$143,420		
Medical/dental/vision insurance for self	\$7,733			\$8,002		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$97			\$112		
Deferred compensation						
Retirement benefit	\$21,117			\$21,956		
Other (please specify)						
Group Term Life Insurance	\$72			\$72		
Health and Wellness Center	\$624			\$636		
Total	\$167,548	\$0	\$0	\$174,198	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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	\$3,481			\$3,458		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$3,481	\$0	\$0	\$3,458	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Barbara Kavalier
 Institution: St. Charles Community College
 Phone: 636-922-8000
 Contact Person: Jessica Trimborn

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 2023 Actual Expenditures			FY 2024 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	\$278,392			\$292,000		
Medical/dental/vision insurance for self	\$9,599		\$1,109	\$9,759		\$1,131
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$900		\$900	\$900		\$900
Deferred compensation	\$13,462		\$13,462	\$14,000		\$14,000
Retirement benefit	\$41,759			\$43,755		
Other (please specify) Insurance	\$4,437		\$4,381	\$5,541		\$5,499
Total	\$348,549	\$0	\$19,853	\$365,955	\$0	\$21,530
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)
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						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)	\$2,400			\$2,400		
TOTAL	\$14,400	\$0	\$0	\$14,400	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Jeff Pittman, Chancellor
 Institution: St. Louis Community College
 Phone: 314-539-5150
 Contact Person: Mark Swadener VCF, CFO 314-539-5278

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 2023 Actual Expenditures			FY 2024 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	\$343,227			\$360,388		
Medical/dental/vision insurance for self	\$9,946			\$9,956		
Medical/dental/vision insurance for spouse/family	\$8,064			\$8,078		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$44,225			\$47,850		
Other (please specify) 403(b)	\$24,000		\$24,000	\$24,000		\$24,000
Basic Life and AD&D	\$605			\$605		
Total	\$430,309	\$0	\$24,000	\$451,119	\$0	\$24,000
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$24,000			\$24,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$11,100			\$11,100		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$8,088			\$8,088		
Other (please specify)						
TOTAL	\$43,188	\$0	\$0	\$43,188	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Elizabeth Perkins, Florissant Valley Campus President
 Institution: St. Louis Community College
 Phone: 314-513-4237
 Contact Person: Mark Swadener VCF, CFO 314-539-5278

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 2023 Actual Expenditures			FY 2024 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	\$173,939			\$182,636		
Medical/dental/vision insurance for self	\$9,673			\$9,683		
Medical/dental/vision insurance for spouse/family	\$5,236			\$5,251		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$26,624			\$27,886		
Other (please specify) Basic Life and AD&D	\$605			\$605		
Total	\$216,320	\$0	\$0	\$226,304	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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

2024 President/Chancellor Compensation Survey

Name: Julie Fickas, Forest Park Campus President
 Institution: St. Louis Community College
 Phone: 314-644-9280
 Contact Person: Mark Swadener VCF, CFO 314-539-5278

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 2023 Actual Expenditures			FY 2024 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	\$170,715			\$179,251		
Medical/dental/vision insurance for self	\$9,946			\$9,956		
Medical/dental/vision insurance for spouse/family	\$6,190			\$6,204		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$26,196			\$27,435		
Other (please specify) Basic Life and AD&D	\$605			\$605		
Total	\$213,895	\$0	\$0	\$223,693	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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

2024 President/Chancellor Compensation Survey

Name: Feleccia Moore-Davis, Meramec Campus President
 Institution: St. Louis Community College
 Phone: 314-984-7761
 Contact Person: Mark Swadener VCF, CFO 314-539-5278

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 2023 Actual Expenditures			FY 2024 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	\$170,715			\$179,251		
Medical/dental/vision insurance for self	\$9,946			\$9,956		
Medical/dental/vision insurance for spouse/family	\$4,657			\$4,671		
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$26,196			\$27,435		
Other (please specify) Basic Life and AD&D	\$605			\$605		
Total	\$212,119	\$0	\$0	\$221,918	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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

2024 President/Chancellor Compensation Survey

Name: Stephen White, Wildwood Campus President
 Institution: St. Louis Community College
 Phone: 636-422-2250
 Contact Person: Mark Swadener VCF, CFO 314-539-5278

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 2023 Actual Expenditures			FY 2024 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	\$155,000			\$162,750		
Medical/dental/vision insurance for self	\$9,942			\$9,942		
Medical/dental/vision insurance for spouse/family	\$426			\$426		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$23,916			\$25,040		
Other (please specify) Basic Life and AD&D	\$551			\$590		
Total	\$190,076	\$0	\$0	\$198,990	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 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

2024 President/Chancellor Compensation Survey

Name: Dr. Brent Bates
 Institution: State Fair Community College
 Phone: 660.596.7301
 Contact Person: Keith Acuff

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 2023 Actual Expenditures			FY 2024 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	\$182,000			\$198,380		
Medical/dental/vision insurance for self	\$9,270			\$9,762		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$27,734			\$30,180		
Other (please specify) Life Insurance	\$177			\$193		
Medicare	\$2,616			\$2,854		
Total	\$221,797	\$0	\$0	\$241,369	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in)
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)	\$6,000			\$6,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$6,000	\$0	\$0	\$6,000	\$0	\$0

2024 President/Chancellor Compensation Survey

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

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 2023 Actual Expenditures			FY 2024 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	\$227,647			\$236,754		
Medical/dental/vision insurance for self	\$8,179			\$8,575		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$0			\$0		
Deferred compensation	\$0			\$0		
Retirement benefit	\$34,195			\$35,573		
Other (please specify)						
Total	\$270,021	\$0	\$0	\$280,902	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$13,947			\$4,442
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			\$1,007			\$1,131
TOTAL	\$0	\$0	\$14,954	\$0	\$0	\$5,573

State Technical Colleges

2024 President/Chancellor Compensation Survey

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

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 2023 Actual Expenditures			FY 2024 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	\$235,066			\$263,274		
Medical/dental/vision insurance for self	\$8,877			\$9,001		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$1,046			\$1,172		
Deferred compensation						
Retirement benefit	\$61,893			\$71,768		
Other (please specify)						
Total	\$306,882	\$0	\$0	\$345,215	\$0	\$0
Additional life insurance	Value					
Annuity	Value					

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 2023 Actual Expenditures			FY 2024 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Estimated Value of Compensation (not reflected in)
Housing			\$17,500			\$20,000
Utilities	\$5,260			\$5,260		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$11,750			\$14,083
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$3,946			\$4,000		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$9,206	\$0	\$29,250	\$9,260	\$0	\$34,083