

# Briefing Note

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## Purpose

To provide the Board of Trustees with recent data on presidential compensation at (1) Florida public universities, (2) UWF's identified peer institutions, and (3) UWF's aspirant institutions. This information is intended to inform compensation discussions as the University of West Florida undertakes its presidential search.

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## Overview of Data Sources

- **Florida Public Universities (2024–25):** Compensation figures derived from Board of Trustees minutes, state salary databases, and recent contract announcements.
  - **Peer and Aspirant Institutions:** Data compiled from The Chronicle of Higher Education's 2024 survey of presidential pay, supplemented with state salary databases, press releases, and public board records where available.
  - **Breakdown:** Where possible, data are separated into **base salary** and **total compensation** (including allowances, deferred compensation, and incentives).
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## Key Findings

- **Florida Context:** Presidential compensation among the State University System of Florida institutions range widely, but the most recent contracts (2025) show the range of total compensation from **\$810,000 (FAMU) to \$1,701,982 (UCF)**. That range – and the salaries beyond that range – reflect a difference in institutional scale and visibility.
  - **UWF** data shows previous President Martha Saunders with a compensation package of \$784,000, and interim President Manny Diaz Jr.'s compensation at \$744,000.
  - Comprehensive compensation data is not as readily available in other states the way it is in the state of Florida. The in-state data annualizes deferred compensation and other benefits and will be the most complete view of Presidential compensation.
  - **Peer and Aspirant Institution** data generally captures *only* base salary, and those institutions generally have longer-tenured leaders than those in the state of Florida. As a result, those figures may be relatively compressed.
  - **Trend:** Across the sector, boards are increasingly using **performance-based incentives and deferred compensation** to attract and retain leadership, supplementing base salary.
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## **PRESIDENTIAL SALARY SURVEY**

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University of West Florida  
Peer, Aspirant, and Florida Institutions

*Any recommended compensation range will comply with Fla. Stat. § 1012.976 and BOG Reg. 9.006 (public-funds cap of \$200,000 for presidents), Fla. Stat. § 1012.978 (bonus reporting), and Fla. Stat. § 215.425 (severance capped at 20 weeks), with supplementation from DSO or private sources as permitted.*

# State of Florida Universities

Institution	President	Effective Date	Base Salary	Max Bonus/ Incentive	Other/Deferred	Total Reported Comp
University of Florida	Donald W. Landry (Interim)	Sept 1, 2025	1,000,000*	n/a	n/a	\$1,000,000*
Florida State University	Richard McCullough	Latest reports 2024	1,100,000	550,000	475,000	\$2,137,000
University of Central Florida	Alexander N. Cartwright	Apr 13, 2025	900,000	375,000	411,667	\$1,701,982
University of South Florida	Rhea Law	Sept 2024	825,000	412,500	206,250	\$1,539,750
Florida International University	Jeanette Nuñez	2025	925,000	400,000	n/a	\$1,325,000
Florida Atlantic University	Adam Hasner	2025	875,000	150,000	19,800	\$1,144,800
University of North Florida	Moez Limayem	2022	500,000	n/a	60,000	\$560,000
Florida Gulf Coast University	Aysegul Timur	2023–	500,000	100,000	60,000	\$660,000
Florida A&M University	Marva Johnson	2025	650,000	86,000	300,000 over 5 years + 14,400/yr	\$810,400
New College of Florida	Richard Corcoran	2023–	699,000	200,000	96,000 + 100,000 + 400,000 over 5 yr	\$995,000
Florida Polytechnic University	G. Devin Stephenson	2024-25	490,000	147,000	98,400	Approved range: \$782,000 - 1,224,000

\*This salary data is for the previous interim president since no comp information for the new president is publicly available.

# Peer Institutions

Institution	President	Base Salary	Max Bonus/ Incentive	Total Compensation
Arkansas State University	Todd Shields	459,000	50,000	\$467,202
Bowling Green State University - Main Campus	Rodney Rodgers	526,600	15% of Salary	\$681,759
Louisiana Tech University	Jim Henderson	450,000	132,000 Foundation Supplement	\$582,000
Oakland University	Ora Pescovitz	n/a	n/a	\$570,860
Southern Illinois University Edwardsville	James Minor	n/a	n/a	\$340,000.08
Tarleton State University	James Hurley	n/a	n/a	\$529,147
University of Missouri-St. Louis	Kristin Sobolik	n/a	n/a	\$466,243
University of North Carolina at Greensboro	Franklin Gilliam	n/a	n/a	\$451,926
Western Kentucky University	Tim Caboni	\$524,700 + 10% Bonus	10% of Salary	\$577,170
Western Washington University	Sabah Randhawa	n/a	n/a	\$506,284

# Aspirant Institutions

Institution	President	Base Salary	Max Bonus/ Incentive	Total Compensation
Appalachian State University	Heather Hulburt	n/a	n/a	Not Available, recent appt.
Ball State University	Geoffrey Means	619,715	n/a	\$619,715
Grand Valley State University	Philomena Mantella	500,000	n/a	\$500,000
Illinois State University	Aondover Tarhule	450,000	50,000 retirement + 20,000 other	\$520,000
James Madison University	James Schmidt	610,000	91,500	\$701,500
Kent State University	Todd Diacon	534,771.72	n/a	\$534,771.72
Miami University at Oxford	Greg Crawford	572,335	75,000	\$647,335
Towson University	Mark Ginsberg	633,450	n/a	\$633,450
University of North Carolina at Wilmington	Aswani Voley	400,400	n/a	\$400,400
West Chester University of Pennsylvania	Lorraine Bernotsky (fmr. Provost)	n/a	n/a	n/a



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