

from
NONPROFIT QUARTERLY
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EXECUTIVE COMPENSATION

Are nonprofit CEOs receiving “fair” compensation? Learn how gender, program area, and metropolitan area affect these salaries.

MEDIAN CEO COMPENSATION DIFFERS BY GENDER

The median compensation of **females continues to lag behind males in comparable positions** at similar organizations.

Female Gap in Median Compensation (%) - 2010



Since 2000, gaps have narrowed, but gaps between \$1 million and \$10 million have increased

SIZE OF ORGANIZATION AFFECTS CEO EXECUTIVE PAY

Since 2000, the **percentage of female CEOs has increased** for organizations of all sizes.

Only 17% of organizations with budgets of more than \$50 million have female CEOs.



PROGRAM AREAS ASSOCIATED WITH SPECIALIZED KNOWLEDGE HAVE HIGHER COMPENSATION

Science and technology have the highest median CEO compensation. **Recreation and sports** have the lowest.

Top Five Program Areas with the Highest Median Compensation - 2010

Rank	Program	Compensation
1	Science & Technology Research	\$153,424
2	Health - General & Rehabilitative	\$136,436
3	Medical Research	\$125,213
4	Public, Societal Benefit	\$115,461
5	Social Science Research Institutes	\$114,697

WHERE IS COMPENSATION HIGHEST?

Washington, DC, had the highest overall median total compensation of the top 20 metropolitan statistical areas. **Denver-Boulder, CO**, had the lowest.



1.	Washington, DC-MD-VA	\$151,872
2.	New York, NY-NJ	\$137,387
3.	Boston, MA	\$114,705
4.	San Francisco/Oakland, CA	\$114,062
5.	Chicago, IL	\$112,989
6.	Baltimore, MD	\$112,927
7.	Los Angeles-Long Beach, CA	\$112,909
8.	Philadelphia, PA	\$108,935
9.	Miami, FL	\$104,906
10.	Detroit, MI	\$101,754

The MSAs were ranked by the number of orgs in the study.