

Pay growths tops 7 percent per year for endowment chief investment officers

Endowment Chief Investment Officers

Mean and Median Growth of Total W2 Compensation

2011 to 2015

Compound Annual Growth Rate 2011-2015		CY 2011 Total Comp \$	CY 2015 Total Comp \$	CY 2018 Projected Total Comp \$
MEAN	7.11%	\$889,586	\$1,537,289	\$2,012,314
MEDIAN	7.14%	\$608,537	\$1,099,812	\$1,380,000

Endowment Chief Investment Officers

Projected compensation for 2018

Chief Investment Officer	Tenure	Years	Endowment	AUM FY2017 \$bn NACUBO	CY 2011 Total Comp \$mil	CY 2015 Total Comp \$mil	Trend- line CAGR % 2015- 2018	Projected CY2018 Total Comp \$mil
-	-	-	-	-	-	-	-	-
Scott Malpass	8/1/88- current	30.4	Notre Dame	\$9.35*	\$2.661	\$4.271	6.63	\$5.552
David Swensen	1/1/85- current	33.9	Yale	\$27.18	\$2.515	\$3.955	7.73	\$5.980
Lawrence Kochard	1/1/11- 12/31/17	7.0	Virginia	\$6.39	\$1.347	\$3.845	NA	NA
Andrew Golden	1/1/95- current	23.9	Princeton	\$23.81	\$1.962	\$3.522	6.34	\$4.129
William McLean	6/1/04- current	14.5	Northwestern	\$10.44	\$1.324	\$3.349	8.89	\$4.210
Neal Triplett	7/1/99- current	19.4	Duke	\$7.91	\$2.001	\$2.966	5.74	\$3.710
Douglas Phillips	1/1/00- current	18.9	Rochester	\$2.12	\$0.314	\$2.550	9.20	\$1.040
Bruce Zimmerman	1/1/07- 10/27/16	9.8	UTIMCO	\$28.79	\$1.966	\$2.365	NA	NA
Mark Schmid	7/1/09- current	9.6	Chicago	\$7.52	\$1.868	\$2.127	1.82	\$2.240

Seth Alexander	5/1/06- current	12.6	MIT	\$14.97	\$1.128	\$1.754	6.47	\$2.210
Mary Cahill	1/1/01- 8/31/17	16.7	Emory	\$6.91	\$0.799	\$1.699	NA	NA
Deborah Kuenster	2/1/09- current	9.8	Wellesley	\$1.93	\$0.457	\$1.399	11.18	\$2.110
Jeremy Crigler	1/1/08- current	10.9	Tulane	\$1.29	\$0.607	\$1.339	9.44	\$1.450
Jonathon King	1/1/05- current	13.9	North Carolina	\$3.03	\$0.776	\$1.223	6.36	\$1.430
Kathryn Crecelius	9/1/05- 6/30/16	10.8	Johns Hopkins	\$3.84	\$0.813	\$1.206	NA	NA
Amy Falls	4/1/11- current	7.7	Rockefeller U	\$2.05	\$0.436	\$1.108	10.02	\$1.470
James Hille	5/1/06- current	12.6	Texas Christian U	\$1.52	\$0.688	\$1.092	5.09	\$1.180
Collette Chilton	10/1/06- current	12.2	Williams	\$2.51	\$0.670	\$1.021	4.01	\$1.290
Kimberly Walker	11/1/06- 12/31/16	10.2	Washington St. Louis	\$7.86	\$0.929	\$1.000	NA	NA
Lisa Mazzocco	4/18/11- current	7.6	U of Southern California	\$5.13	\$0.606	\$0.945	4.50	\$1.330
John-Austin Saviano	9/1/09- 3/31/17	7.6	UC Berkeley	\$1.79	\$0.542	\$0.851	NA	NA
Douglas Gorence	1/1/99- current	19.9	Minnesota	\$2.10	\$0.610	\$0.821	4.04	\$1.000
Scott Richland	9/1/10- current	8.3	CalTech	\$2.61	\$0.389	\$0.818	9.03	\$1.160
Sally Dungan	9/1/02- current	16.3	Tufts	\$1.74	\$0.581	\$0.714	3.46	\$0.810
Sally Staley	1/1/02- 2/28/17	15.2	Case Western Reserve	\$1.79	\$0.514	\$0.511	NA	NA
James Taylor	1/1/08- 6/30/17	9.5	GeorgiaTech	\$1.99	\$0.397	\$0.498	NA	NA
Gary Stratten	1/1/02- current	16.9	Indiana U	\$2.23	\$0.274	\$0.477	6.64	\$0.610
Charles Kennedy	1/1/12- current	6.9	Carnegie Mellon U	\$2.15	\$0.236	\$0.454	7.46	\$0.610
Mauricia Geissler	11/1/03- current	15.1	Amherst	\$2.25	\$0.335	\$0.407	2.92	\$0.440
Janet Handley	4/1/01- 1/31/17	15.8	Texas A&M Fdn	\$1.79	\$0.266	\$0.338	NA	NA
Karen Sisson	7/1/08- 5/1/18	9.8	Pomona College	\$2.17	\$0.251	\$0.294	NA	NA
Mark Amstutz	1/1/11- current	7.9	Swarthmore College	\$1.96	\$0.206	\$0.271	4.20	\$0.310

Note: We mostly use NACUBO numbers for consistency. But they do not always accurately reflect the AUM managed by the chief investment officer. Scott Malpass at Notre Dame, for example, manages \$12 billion, not the \$9.35 listed above. The \$12bn includes working capital, plant reserves and other non-endowment assets that have a long time horizon.