

# COMPENSATION EVALUATION SERVICE



## Compensate with Confidence

AGB Search offers the Compensation Evaluation Service (CES) to help our clients establish appropriate and effective compensation levels for top institutional leaders. Colleges and universities must be judicious in approaching executive pay to attract and retain top talent, as well as stand up to scrutiny.

Using the College and University Professional Association for Human Resources (CUPA-HR) data on higher education compensation, the CES helps institutions set executive pay and benefits at sound and competitive levels.

The customized CES analysis and report includes:

- Assistance in identifying sets of peer and aspirant institutions
- Comparison-group salary analyses for a given position or set of positions
- Information on benefits and other components of compensation within the peer and aspirant groups
- Guidance on additional considerations that should inform decisions about compensation

If requested, the CES can also provide:

- Assistance with the development of a compensation package
- Support for the development of a statement of compensation philosophy
- Counsel on and a letter attesting to the institution's compliance with law and best practice

The CES report is provided at a competitive price, in accordance with the institution's budget.

"We have found it very valuable to receive benefits and compensation information from the Compensation Evaluation Service (CES) during our efforts to attract and retain strong talent, while adhering to our fiduciary responsibilities."

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**AGB Search** is the only firm that offers executive search, interim search, and compensation evaluation services exclusively for higher education institutions. We identify and vet exceptional candidates, helping to build effective, diverse leadership teams. With a dedication to exceptional service, the AGB Search team fosters trusting relationships that lead to long-term client success.

AGB Search is an affiliate of the Association of Governing Boards of Universities and Colleges (AGB).

## **RECENT CES CLIENTS INCLUDE:**

Bowling Green State University  
Cedar Crest College  
Clemson University  
Kalamazoo College  
Lycoming College  
Regional University System of Oklahoma  
Saint Louis University  
Texas Woman's University  
University of Detroit – Mercy  
University of Toledo

**AGB Search**  
1133 20th St., N.W.  
Suite 300  
Washington, D.C. 20036

P 202.776.0856  
F 202.223.7053

W [www.agbsearch.com](http://www.agbsearch.com)

**Learn More About Compensation Evaluation Services.** Contact Joseph Johnston, Ph.D., at 202.776.0827.

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Advancing Higher Education Leadership