

Memorandum

To: Robert LeFevre, Michigan Independent Colleges & Universities

From: Jodi Schafer, HRM Services

Date: November 10, 2019

HRM Services, LLC was asked to collect and analyze current compensation data for the Vice President for Research & Strategy position at MICU. Various job titles with a similar scope of responsibility, required education, and experience were used in comparison. Salary data was collected from various sources comparing both regional and national benchmarks. The results are summarized below.

Source	Descriptor	Job Title	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly
			25%		50%		75%		90%	
LinkedIn Salary	Michigan	Senior Research Director	\$104,250	\$ 50.12	\$ 139,000	\$ 66.83	\$173,750	\$ 83.53	\$194,600	\$ 93.56
Indeed, Glassdoor, Salary.com	Michigan	Director of Strategy	\$119,250	\$ 57.33	\$ 159,000	\$ 76.44	\$198,750	\$ 95.55	\$222,600	\$107.02
Salary.com	Detroit	Senior Research Analyst	\$132,750	\$ 63.82	\$ 177,000	\$ 85.10	\$221,250	\$106.37	\$247,800	\$119.13
Indeed, ZipRecruiter, Glassdoor,	National	Senior Research Analyst	\$ 74,813	\$ 35.97	\$ 99,750	\$ 47.96	\$124,688	\$ 59.95	\$139,650	\$ 67.14
College & University Professional	National	Chief Research Officer	\$127,473	\$ 61.29	\$ 169,964	\$ 81.71	\$212,455	\$102.14	\$237,949	\$114.40
Robert Half Technology Salary Gu	National	Big Data Engineer	\$127,250	\$ 61.18	\$ 155,500	\$ 74.76	\$185,500	\$ 89.18	\$219,500	\$105.53
Robert Half Technology Salary Gu	National	Business Intelligence Analyst	\$ 85,750	\$ 41.23	\$ 106,000	\$ 50.96	\$132,000	\$ 63.46	\$178,000	\$ 85.58
Robert Half Technology Salary Gu	National	Data Warehouse Analyst	\$ 77,750	\$ 37.38	\$ 96,250	\$ 46.27	\$119,000	\$ 57.21	\$160,000	\$ 76.92
OVERALL AVERAGE:			\$106,434	\$ 53.47	\$ 137,638	\$ 66.17	\$170,520	\$ 81.98	\$200,786	\$ 96.53

Based upon the current compensation numbers for the Vice President for Research & Strategy, an increase could be justified. MICU's compensation philosophy targets average salaries in the 60th percentile. Depending upon the data sets utilized, a salary in the \$145,000-\$155,000 is reasonable and could be defended. This represents an increase of 21-29% to the Vice President for Research & Strategy's current base salary of \$120,000.

