

# EXECUTIVE BENEFITS IN HIGHER EDUCATION INSTITUTIONS

## Greater scrutiny, greater need

Tax-exempt organizations are facing increased attention on executive reward packages from the media, state governments, Congress, and the Internal Revenue Service. As a result, it is important for organizations to continually assess compensation elements to ensure they support the attraction, retention, and motivation of executives in a responsible manner and without unnecessary risk. To better understand how benefits fit in the overall total rewards picture, Mercer is sponsoring a survey of executive benefit and perquisite practices for higher education organizations.

## What are the objectives?

The findings from the survey will help organizations:

- Benchmark benefits
- Understand the value of benefit programs and the impact they have on total compensation
- Identify benefit features/designs that are inconsistent with market practice

## What's included:

The survey report will include information in the following four areas:

### *Retirement Benefits*

- Prevalence of various types of plans including defined benefit, defined contribution, restoration, SERP, and voluntary deferral plans
- Target retirement benefit level for target benefit plans and median employer contributions for defined contribution plans
- The types of compensation typically recognized in nonqualified plans
- Typical substantial risk-of-forfeiture/vesting provisions

### *Health and Welfare Benefits*

- Broad-based and executive life insurance prevalence and level of coverage
- Broad-based and executive short-term and long-term disability prevalence and level of coverage
- Executive medical and long-term care prevalence and common practices

### *Severance Benefits*

- Executive severance prevalence, practices, and level

### *Perquisite Practices*

- Prevalence and annual dollar value of executive perquisites

### When is the survey taking place?

Data collection:  
April – May 2016

Data cleanup and processing:  
May – August 2016

Report released:  
November 2016

### What's in it for you?

Participating organizations will receive a complimentary PDF of the published report. This report includes current, reliable benefits information to assist you in attracting and retaining key talent. This information will enable you to effectively explain your plans to various constituents, including the Board, the IRS and the community. Through this survey, Mercer can help you understand how your organization's benefits stack up against similar organizations.

### Participation

The published report will only be available to participants and there is no cost. Please go to <http://www.imercer.com/HigherEdExecutiveBenefitsSurvey> to complete the survey.

### For questions please contact:

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