

Vergütung der Hochschulleitung in Österreich und Nordamerika

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Alpen-Adria Universität (Standort Wien)

Übersicht

- Theoretischer Rahmen
 - liberale/koordinierte Marktwirtschaften
 - Muster universitärer Governance
- Bezüge universitärer Leitungsorgane
 - Österreich
 - USA
 - Kanada

LIBERALE/KOORDINIERTE MARKTWTIRTSCHAFTEN

Varieties of Capitalism

- Liberale Marktwirtschaften:
 - angelsächsische Länder
 - Marktkoordinierung
- Koordinierte Marktwirtschaften:
 - mehrere europäische + asiatische Länder
 - Stärkere politische Regulierung (negotiated economies)
- Komparative Vorteile; Unterschiede in:
 - Führungsstil + Wettbewerbskultur
 - Innovationsmuster

Führungsstil/Wettbewerb

- Liberal: starke Machtkonzentration an der Spitze, „Winner takes all spirit“ (z. B. Mehrheitswahlrecht)
- Koordiniert: Entscheidungsmacht auf mehrere Personen/Gremien verteilt, stärkere Konsensorientierung (Sozialpartnerschaft), proportionale Verteilungsmuster

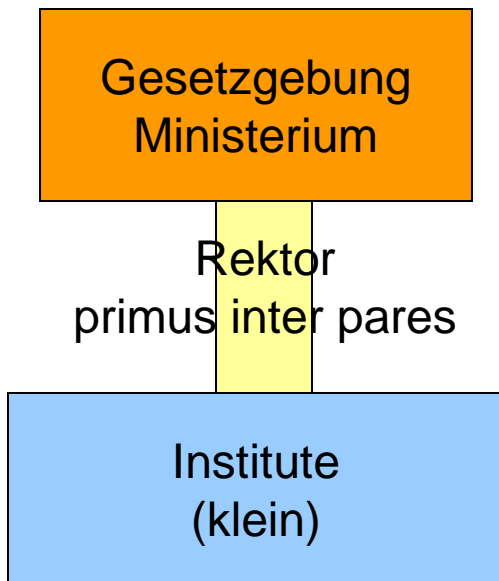
Innovationsmuster

- Liberal: radikale Innovation (cutting-edge research, Spitzenuniversitäten),
Apple/Google
- Koordiniert: inkrementelle Innovation,
angewandte Forschung und Ausbildung
auf Qualitätsprodukte zugeschnitten,
Mercedes/Siemens

MUSTER UNIVERSITÄTER GOVERNANCE

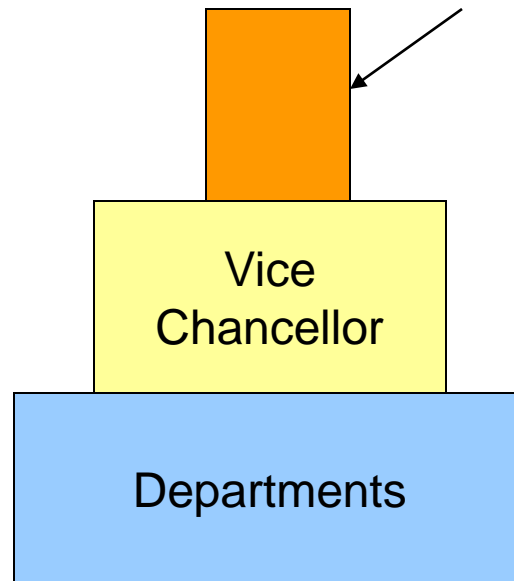
Governancemuster nach B. Clark (1983)

Kontinentales Muster (traditionell)



„staatliche
Anstalt“

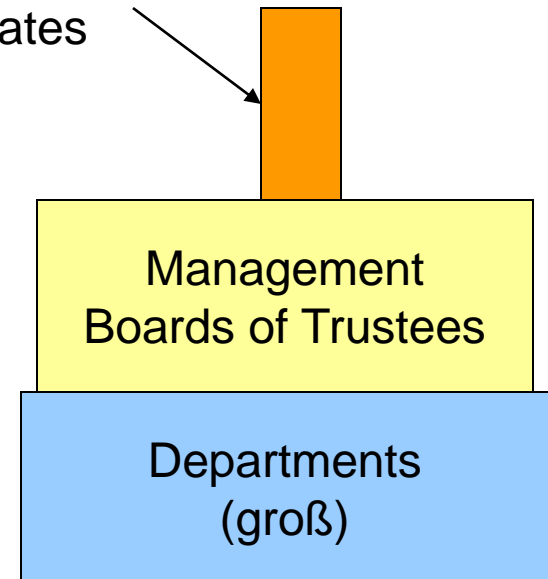
Britisches Muster (traditionell)



„akademische
Körperschaft“

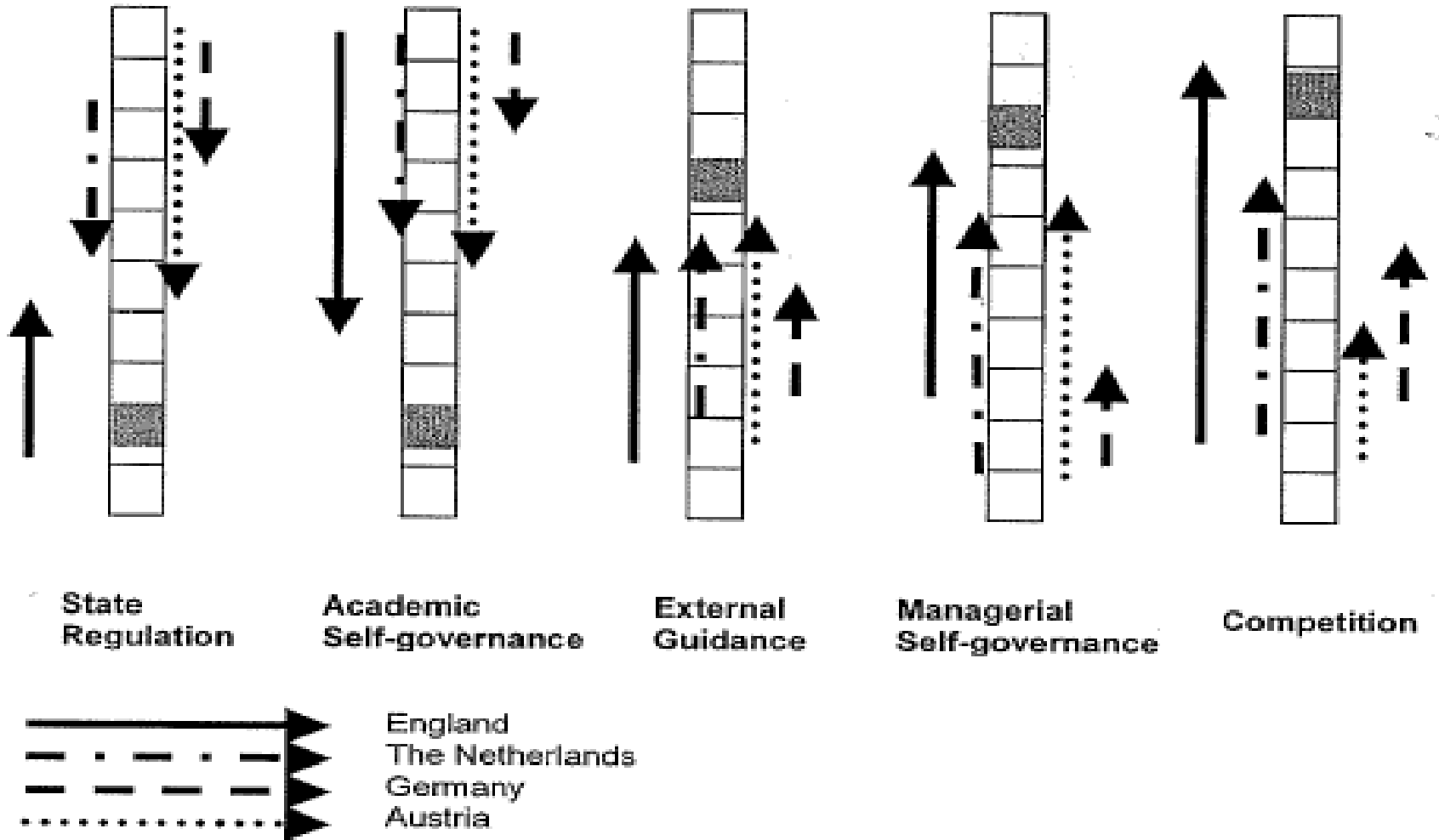
Amerikanisches Muster

Schwache
Rolle des
Staates



„akademisches
Unternehmen“

unterschiedliche Dimensionen von NPM in vier Ländern



The "grey boxes" refer to the NPM standard.

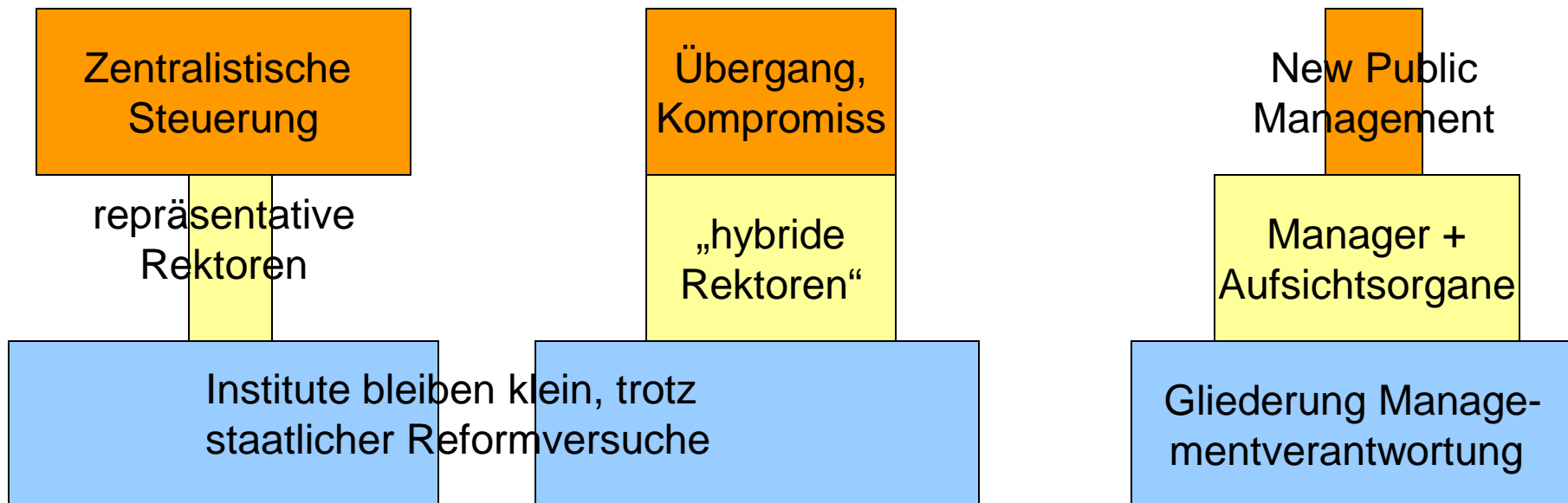
Quelle: De Boer, Enders, & Schimank, 2007

Reformen der Universitätsorganisation in Österreich, 1970-2002

UOG 1975

UOG 1993

UG 2002



Rektor/in im UG 2002

- Vorsitzende/r des Rektorats
- Bestellung:
 - Universitätsrat aus Dreiervorschlag des Senats
 - vierjährige Dauer, Wiederbestellung möglich
 - kann vom Universitätsrat abberufen werden
- Funktionen:
 - Verhandlung Leistungsvereinbarung
 - Globalbudget
 - Letztentscheidung bei Personalfragen

BEZÜGE LEITUNGSORGANE

Bruttobezüge österreichischer Rektoren (Rektorate)

Universität Wien	87.668*	224.000**
Wirtschaftsuniversität Wien	27.439	198.571
Universität Graz	27.342	456.758
Technische Universität Wien	25.149	170.000
Technische Universität Graz	11.944	522.000
Universität für Bodenkultur Wien	9.956	168.000
Universität für Musik/darstellende Kunst Wien	3.144	540.117
Montanuniversität Leoben	3.012	445.316
Akademie der bildenden Künste Wien	1.258	150.000
Universität für künstlerische Gestaltung Linz	1.126	403.000

*Studentenzahlen: WS 2010

** freiwillige Auskünfte der Rektorate, Jänner 2012

Kunsthistorisches Museum	270.900
Albertina	275.000
Technisches Museum	242.400

USA

Carnegie Classification of Institutions of Higher Education, 2010

	Public	Private nonprofit	Private for-profit	Total	%
Associate institutions	1,054	114	752	1,920	41.4%
Baccalaureate institutions	137	532	139	808	17.4%
Master's institutions	273	382	73	728	15.7%
Research institutions	175	109	11	295	6.4%
Research universities (very high research activity)	73	35	0	108	2.3%
Research universities (high research activity)	73	25	0	98	2.1%
Doctoral/research universities	29	49	11	89	1.9%
Special-focus institutions	66	576	241	883	19.1%
All institutions	1,705	1,713	1,216	4,634	100.0%

Presidential pay at 190 public research institutions, 2011

Category	2010 Median	2011 Median	1-year change
Total compensation	\$409,483	\$421,395	+2.9%
Base pay	\$379,000	\$383,800	+1.3%
Professor compensation	\$136,500	139,550	+2.2%















Quelle: Chronicle of Higher Education 2012

Top salaries at US public research institutions, 2011

1. E. Gordon Gee	Ohio State University	\$1,992,221
2. Michael D. McKinney	Texas A&M University system	\$1,966,347
3. Graham B. Spanier	Pennsylvania State University	\$1,068,763
4. Lee T. Todd Jr.	University of Kentucky	\$972,106
5. Mary Sue Coleman	University of Michigan system	\$845,105
6. Kent R. Hance	Texas Tech University system	\$757,740
7. Francisco G. Cigarroa	University of Texas system	\$751,680
8. Robert H. Bruininks	University of Minnesota	\$747,955
9. John C. Hitt	University of Central Florida	\$741,500
10. Charles W. Steger	Virginia Tech	\$738,603

Quelle: Chronicle of Higher Education 2012








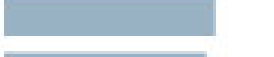


Private: Gehälter als Prozentsatz der Gesamtausgaben

President/chancellor	College	2009 compensation	Compensation as a share of university expenditure	
Charles H. Polk	Mountain State University, W.Va.	\$1,843,746	3.5%	
Frances Lucas*	Millsaps College, Miss.	1,214,112	2.4	
Kevin J. Manning	Stevenson University, Md.	1,493,655	1.7	
J. Timothy Cloyd	Hendrix College, Ark.	1,056,255	1.6	
Jack P. Varsalona	Wilmington University, Del.	1,157,002	1.6	
Chatt G. Wright*	Hawaii Pacific University, Hawaii	1,381,193	1.5	
Nido R. Qubein	High Point University, N.C.	1,390,813	1.4	
Esther L. Barazzone	Chatham University, Pa.	666,097	1.3	
Joseph J. McGowan	Bellarmino University, Ky.	639,155	1.2	
Gary Brahm	Brandman University, Calif.	688,404	1.0	
George Campbell Jr.*	Cooper Union for the Advancement of Science and Art, N.Y.	668,473	1.0	
Gary R. Cook	Dallas Baptist University, Tex.	834,224	1.0	
Judson R. Shaver	Marymount Manhattan College, N.Y.	598,365	1.0	
Anthony S. Caprio	Western New England University, Mass.	1,190,638	1.0	

Quelle: NYT

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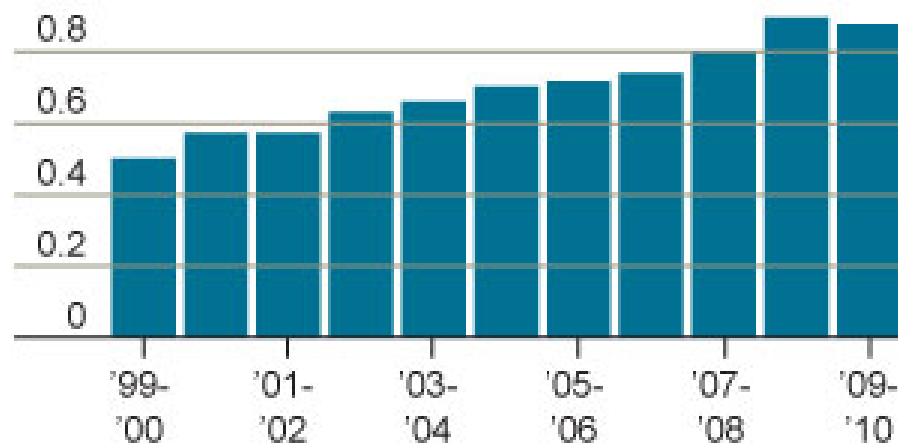
Compensation as a multiple of professor compensation

Kevin J. Manning	Stevenson University, Md.	\$1,493,655	16.1	
Frances Lucas*	Millsaps College, Miss.	1,214,112	11.8	
Shirley Ann Jackson	Rensselaer Polytechnic Institute, N.Y.	1,771,877	11.5	
Jehuda Reinharz*	Brandeis University, Mass.	1,536,401	10.8	
Nicholas S. Zeppos	Vanderbilt University, Tenn.	1,890,274	10.5	
J. Timothy Cloyd	Hendrix College, Ark.	1,056,255	10.1	
David J. Sargent*	Suffolk University, Mass.	1,481,787	9.5	
James L. Doti	Chapman University, Calif.	1,542,270	9.4	
Steadman Upham	University of Tulsa, Okla.	1,184,549	9.0	
Anthony J. Catanese	Florida Institute of Technology, Fla.	983,349	8.7	

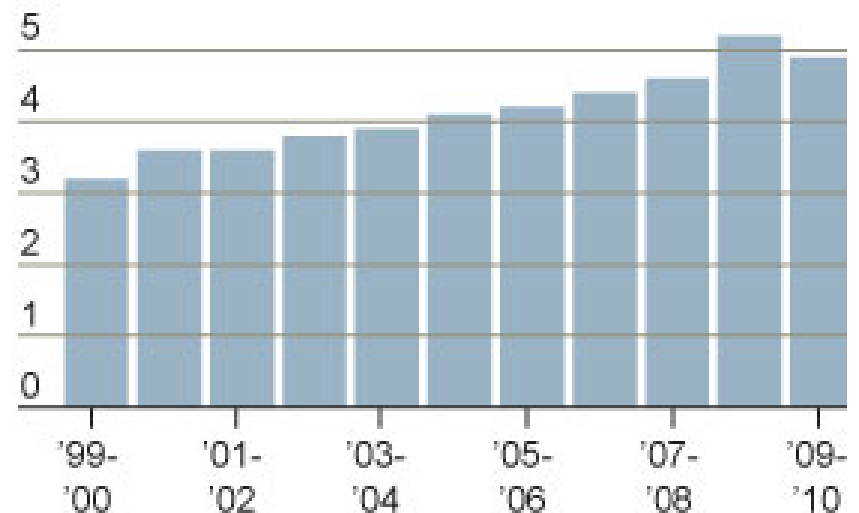
Median college president compensation†

Adjusted for inflation

\$1.0 million



Median college president compensation as a multiple of professor compensation†



How Much is Your College President Costing You?

School Name	President (2008-2009)	Total Compensation*	Total Enrollment	Cost Per Student
Harvey Mudd College	Maria M. Klawe	\$465,099	757	\$614.40
Pitzer College	Skandera Trombley	\$521,018	1,043	\$499.54
Hillsdale College	Larry P. Arnn	\$608,615	1,315	\$462.83
Southwestern University (Tex.)	Jake B. Schrum	\$565,034	1,301	\$434.31
Claremont McKenna College	Pamela B. Gann	\$522,508	1,237	\$422.40
Haverford College	Stephen G. Emerson	\$482,162	1,190	\$405.18
University of Tulsa	Steadman Upham	\$1,622,229	4,187	\$387.44
Colby College	William D. Adams	\$695,143	1,838	\$378.21
California Institute of Technology	Jean-Lou A. Chameau	\$799,472	2,130	\$375.34
Wofford College	Benjamin B. Dunlap	\$488,539	1,439	\$339.50
Amherst College	Anthony W. Marx	\$589,281	1,744	\$337.89

Source: Chronicle of Higher Education, U.S. News & World Report

KANADA

Maclean's Ranking of Canadian Medical Doctoral* Universities (2010)

Rank	School	Last Year
1	McGill	(1)
2	Toronto	(2)
3	UBC	(4)
4	Alberta	(5)
5	Queen's	(3)
6	McMaster	(6)
7	Dalhousie	(7*)
8	Calgary	(7*)
9	Western	(9*)
10	Saskatchewan	(9*)
11	Ottawa	(9*)
12	Laval	(12)
13	Montréal	(13*)
14	Sherbrooke	(13*)
15	Manitoba	(15)

* broad range of Ph.D. programs and research; all institutions have medical schools.

Maclean's Ranking of Canadian Comprehensive* Universities (2010)

Rank	School	Last Year
1	Simon Fraser	(1)
2	Victoria	(2)
3	Waterloo	(3)
4	Guelph	(4)
5	Memorial	(5)
6	New Brunswick	(6)
7*	Carleton	(7)
7*	Windsor	(8)
9*	Regina	(9*)
9*	York	(9*)
11	Concordia	(11)
12	UQAM	(N/A)

* significant degree of research activity and a wide range of programs at the undergraduate and graduate level

Top 10 highest paid university officials in Canada (base salaries)

1. David Johnson	University of Waterloo	\$1,041,881
2. Moriarty William	University of Toronto	\$697,020
3. Amit Chakma	Western University	\$500,000
4. Richard Levin	Dean of medicine, McGill University	\$496,921
5. Mamdouh Shoukri	York University	\$480,030
6. Indira Samarasekera	University of Alberta	\$479,000
7. Ramona Lumpkin	Principal, Mount Saint Vincent College	\$469,837
8. Carl G. Amrhein	Vice-president, University of Alberta	\$461,000
9. Alastair Summerlee	University of Guelph	\$440,590
10. Dezső J. Horváth	Dean of Business School, York University	\$432,374

University of British Columbia, Vancouver

(a) Name and Principal Position	(b) Salary (\$)	(c) Incentive Plan Compensation Paid (\$)	(d) Benefits ¹ (\$)	(e) Pension ² (\$)	(f) All Other Compensation (\$)	(g) Total (\$)	(h) Three Years' Totals ⁵
Stephen Toope, President & Vice Chancellor	\$378,000	\$50,000	\$8,684	\$85,886	Perqs ³ \$58,408	\$580,978	2011/12 = \$580,978 2010/11 = \$581,378 2009/10 = \$579,332
David Farrar, VP Academic & Provost	\$316,200	\$0	\$6,931	\$30,806	Perqs \$5,877	\$359,814	2011/12 = \$359,814 2010/11 = \$359,788 2009/10 = \$357,360
Doug Owram, Deputy Vice Chancellor & Principal	\$287,851	\$0	\$6,848	\$28,006	Perqs \$3,334	\$326,039	2011/12 = \$326,039 2010/11 = \$345,722 2009/10 = \$343,667
Pierre Ouillet, VP, Finance, Resources, and Operations	\$295,800	\$0	\$7,986	\$28,766	Other ⁴ \$15,000	\$347,552	2011/12 = \$347,552 2010/11 = \$333,140 2009/10 = \$328,178
John Hepburn, VP Research	\$273,097	\$0	\$7,616	\$26,495	Perqs \$3,838	\$311,046	2011/12 = \$311,046 2010/11 = \$325,533 2009/10 = \$322,486

THE Ranking 2012: 30,

Shanghai Ranking 2012: 36

Simon Fraser University, Vancouver

Name & Principle Position (a)	Annual Salary(b)	Incentive Plan Compensation Paid (c)	Benefits (d)	Pension (e)	All Other Compensation (f)	Total Compensation (g)	Previous Two Years Totals (h)
Andrew Petter President and Vice-Chancellor	\$328,870.36	\$33,000.00	\$13,181.94	\$32,467.70	Car Allowance = \$7,175.48 Leave = \$48,956.34 ** Housing = \$26,510.38 ****	\$490,162.20	2010/11 - \$286,417.36* 2009/10 - NA
Jonathan Driver Vice-President, Academic and Provost	\$217,029.17	-	\$11,143.99	\$21,283.61	Car Allowance = \$7,012.98 Leave = \$16,796.83 **	\$273,266.58	2010/11 - \$267,736.94 2009/10 - \$258,038.75
Mario Pinto Vice-President, Research	\$221,095.67	-	\$11,217.82	\$21,690.24	Car Allowance = \$7,012.98 Leave = \$17,610.13 **	\$278,626.84	2010/11 - \$273,336.37 2009/10 - \$261,116.86
Pat Hibbitts Vice-President, Finance & Administration	\$218,406.73	-	\$10,837.69	\$34,220.51 ⁽¹⁾	Car Allowance = \$7,012.98	\$270,477.91	2010/11 - \$255,730.98 2009/10 - \$248,021.81
Judith Osborne Vice-President, Legal Affairs and University Secretary	\$202,549.98	-	\$10,880.07	\$19,835.66	Car Allowance = \$7,012.98	\$240,278.69	2010/11 - \$235,758.43 2009/10 - \$228,179.00

THE Ranking 2012: 226-250,

Shanghai Ranking 2012: 201-300

Danke für die Aufmerksamkeit