

# William Paterson University Of

Executive Director / CEO

EIN 237117036

NJ · NTEE B84Z

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Jenna Villani, Executive Director / CEO** (\$48,380) against **every comparable organization** that fit the selection criteria — **695** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jenna Villani — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B84Z).
BUDGET	Total revenue between \$80,363 and \$179,917 — 0.67x to 1.50x the subject's \$119,945 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**695** organizations qualified on sector, size, and geography → **695** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,187	\$16,026	\$35,770	\$61,313	\$88,306	\$48,380
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NJ cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nw Laborers United Training Center</a>	WA	\$120,000	President	\$90,957	<b>\$88,591</b>	2024
<a href="#">Tri It For Life</a>	NC	\$119,808	Executive Director	\$23,450	<b>\$26,359</b>	2024
<a href="#">Blue Grass Resource Center</a>	VA	\$120,150	Executive Director	\$26,302	<b>\$27,627</b>	2024
<a href="#">Capitan Public Library Volunteer</a>	NM	\$119,679	Treasurer	\$2,492	<b>\$2,916</b>	2024
<a href="#">Healing Vine Harbor Inc</a>	NC	\$119,646	Executive Director	\$53,192	<b>\$61,558</b>	2023
<a href="#">Council On Youth Programs For</a>	NY	\$119,498	President/treas./director	\$37,449	<b>\$36,814</b>	2024
<a href="#">Sierra Stem</a>	CA	\$120,511	Education Director	\$21,812	<b>\$20,490</b>	2024
<a href="#">Georgia College &amp; State University</a>	GA	\$120,519	Executive Director, Ex-officio Gcsu	\$5,946	<b>\$6,504</b>	2024
<a href="#">Fulton Public Schools Foundation</a>	MO	\$120,573	Executive Di	\$18,000	<b>\$20,741</b>	2024
<a href="#">Sweet Onion Christian Learning</a>	GA	\$120,925	Executive Di	\$35,457	<b>\$38,785</b>	2024
<a href="#">Association Of Internet Researchers</a>	IL	\$118,897	Associate Coordinator	\$13,328	<b>\$14,255</b>	2024
<a href="#">Little Shepherd Preschool The</a>	RI	\$118,895	Director	\$32,400	<b>\$34,796</b>	2023
<a href="#">Hope United Inc</a>	OK	\$118,852	Executive Director	\$48,383	<b>\$59,671</b>	2023
<a href="#">Quality Texas Foundation</a>	TX	\$121,181	Ceo	\$84,333	<b>\$89,408</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Baltimore Underground Science Space Inc</a>	MD	\$121,272	Director	\$1,047	<b>\$1,096</b>	2023
<a href="#">Faith Academy Inc</a>	FL	\$121,329	Director	\$11,850	<b>\$12,111</b>	2024
<a href="#">Butler Foundation</a>	IN	\$121,511	President	\$64,768	<b>\$74,305</b>	2024
<a href="#">Life Bridge Inc</a>	NH	\$121,709	Executive Director	\$65,580	<b>\$67,822</b>	2023
<a href="#">Liberty University Foundation</a>	VA	\$118,139	Director/president	\$17,026	<b>\$18,412</b>	2023
<a href="#">Educational Foundation Of The</a>	AL	\$121,978	Ceo	\$151,303	<b>\$173,241</b>	2025
<a href="#">Friends And Foundation</a>	CA	\$122,000	Executive Dir.	\$50,764	<b>\$49,096</b>	2023
<a href="#">Sarasota University</a>	FL	\$117,792	President	\$27,000	<b>\$27,593</b>	2024
<a href="#">Alumni Association Of The</a>	DC	\$117,622	Executive Director	\$40,204	<b>\$39,515</b>	2023
<a href="#">Acton Pittsburgh Inc</a>	PA	\$122,587	Sec	\$5,498	<b>\$6,141</b>	2023
<a href="#">San Diego Rhythmic Gymnastics Academy</a>	CA	\$122,800	Head Coach	\$25,400	<b>\$25,572</b>	2022

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NJ cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **695** organizations. Compensation range \$1–\$480,055; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$119,945); for reference, expenses \$116,162 and assets \$54,097.
ROLE MATCH	Jenna Villani, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	164 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	31 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	51 <sup>st</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Jenna Villani) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 695 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,380 is reasonable (approximately the 64<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.