

Indiana University Research & Technology

Executive Director / CEO

EIN 351990726
 IN · NTEE B99
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Teri Willey, Executive Director / CEO** (\$261,532) against **every comparable organization** that fit the selection criteria — **430** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

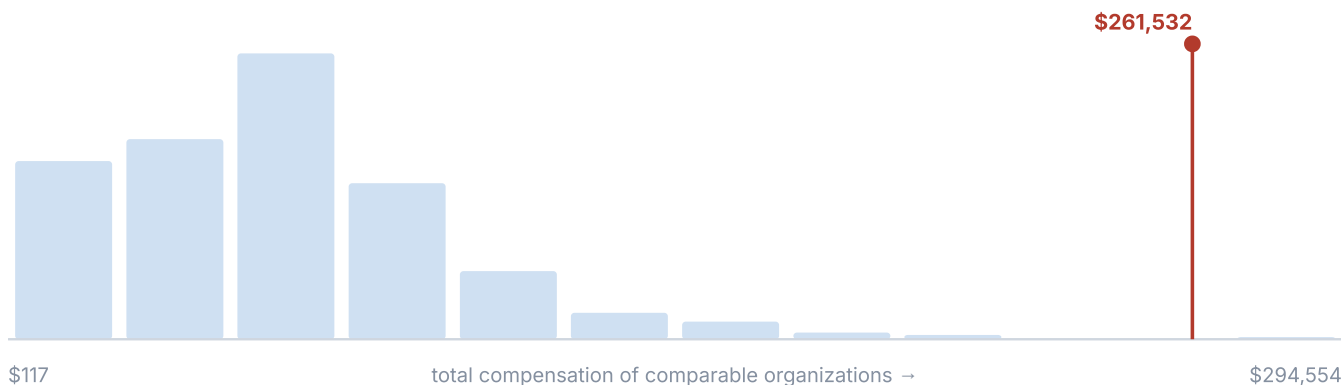
Benchmarked executive: Teri Willey — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$277,405 and \$621,057 — 0.67x to 1.50x the subject's \$414,038 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

430 organizations qualified on sector, size, and geography → **430** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$13,757	\$33,341	\$56,900	\$80,273	\$105,514	\$261,532
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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 IN 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
Indian Training & Education Center	UT	\$414,552	Board Member/director	\$77,049	\$70,760	2025
Everyday Canvassing	MD	\$414,902	Co-executive Director	\$75,950	\$65,401	2024
Me And My Two Friends Foundation Inc	GA	\$413,008	Director	\$20,504	\$18,989	2024
Low-level Radioactive Waste Forum	DC	\$415,727	Executive Director	\$226,226	\$182,849	2024
Holley Family Village Inc	MI	\$415,884	President	\$36,000	\$34,225	2024
Sedalia Heritage Foundation Inc	MO	\$411,502	Exec Dir / L	\$13,597	\$13,265	2024
Moonlighter Fablab Inc	FL	\$411,341	President	\$79,715	\$68,975	2024
Millersville International House	PA	\$411,013	Director Of Operations	\$35,500	\$33,570	2023
Roots Action Education Fund	CA	\$418,199	National Director	\$98,028	\$77,965	2024
Aamva Region Iv Inc	VA	\$409,582	Director, Regions Iii & Iv	\$15,356	\$14,060	2023
Bluedoor Education Center Inc	CA	\$409,390	Treasurer	\$62,508	\$49,715	2024
Solid Waste Association Of North America	NY	\$418,738	Director	\$18,120	\$15,527	2023
Avasant Foundation	CA	\$419,508	Exec Director	\$4,049	\$3,220	2024
Center For Open Data Enterprise Inc	DC	\$408,476	President Andsecretary	\$83,333	\$67,354	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pipe Creek Christian School	TX	\$419,756	Trustee	\$36,077	\$32,383	2025
Jump In Foundation Inc	WI	\$408,226	Executive Director	\$40,000	\$39,613	2023
Atlantic Indoor Association	NC	\$408,083	Colorguard C	\$1,500	\$1,390	2025
Eastern Connecticut Training School	CT	\$421,000	President	\$13,100	\$11,021	2025
Washington Association Of Land Trusts	WA	\$421,370	Executive Director	\$103,968	\$85,735	2024
Living Justice Press	MN	\$422,189	Executive Director	\$93,000	\$84,640	2024
Wayne Township Education Foundation Inc	IN	\$405,780	Executive Director	\$72,978	\$69,057	2025
The Ideas Institute	MO	\$422,303	Vice President	\$106,426	\$103,823	2024
The Education And Research Foundation	NY	\$405,758	President	\$47,500	\$39,534	2024
Santa Ana Education Facilities	CA	\$405,324	Executive Director	\$52,091	\$41,430	2024
The Restorative Center Inc	NY	\$422,887	Excutive Director	\$130,769	\$108,838	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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.

Sample, role match & sensitivity

PEER COUNT 430 organizations. Compensation range \$117–\$294,554; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$414,038); for reference, expenses \$1,722,761 and assets \$20,053,172. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Teri Willey, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	98 th

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 (Teri Willey) 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 9, 2026, comparing compensation against 430 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$261,532 is reasonable (approximately the 100th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

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 9, 2026.