

# Employment Research & Development Instit

Executive Director / CEO

EIN 363467394  
 IL · NTEE V37Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Dr Ronald Rodgers Phd, Executive Director / CEO** (\$174,389) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

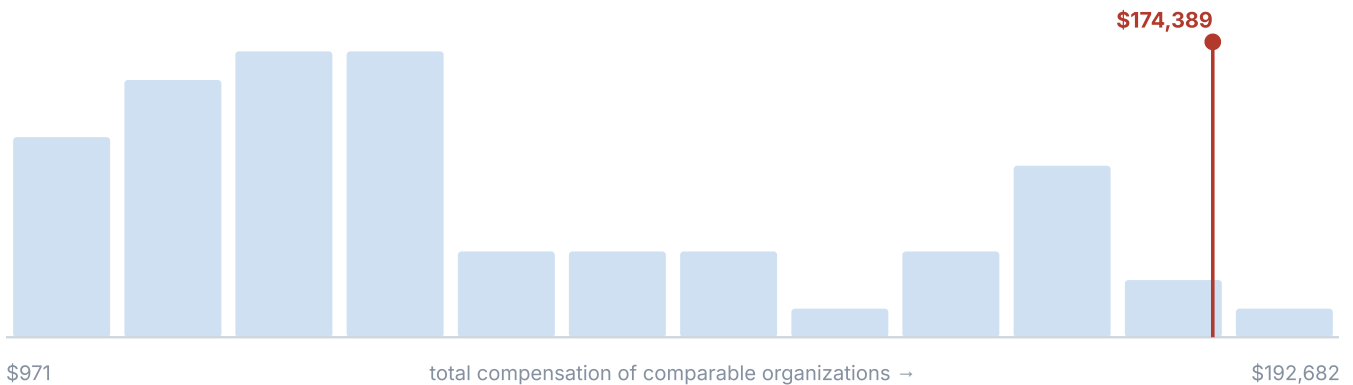
**Benchmarked executive:** Dr Ronald Rodgers Phd — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (V37Z).
BUDGET	Total revenue between \$181,471 and \$406,279 — 0.67x to 1.50x the subject's \$270,853 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (V), nationwide + budget 0.67–1.5x revenue.

**58** organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,976	\$27,812	\$55,475	\$105,121	\$155,839	<b>\$174,389</b>
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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 IL 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="#">Santa Barbara Institute For</a>	CA	\$273,664	President	\$50,004	<b>\$42,660</b>	2024
<a href="#">Wisconsin Council On Economic</a>	WI	\$267,199	Executive Di	\$123,096	<b>\$130,765</b>	2023
<a href="#">Bounce Beyond Inc</a>	MA	\$265,611	Co-chair	\$114,167	<b>\$101,361</b>	2024
<a href="#">Missouri Appleseed</a>	MO	\$276,837	Executive Director	\$90,000	<b>\$94,179</b>	2024
<a href="#">Data For Black Lives Inc</a>	FL	\$281,963	Cofounderceo	\$190,042	<b>\$176,386</b>	2024
<a href="#">Institute For The Study Of Man Inc</a>	VA	\$259,303	Director, President, Secretary/treasurer	\$39,646	<b>\$43,779</b>	2021
<a href="#">The Gen Next Foundation Inc</a>	CA	\$258,246	Ceo	\$40,000	<b>\$34,125</b>	2024
<a href="#">Coalition Of Wisconsin Aging Groups</a>	WI	\$286,466	President	\$103,149	<b>\$106,432</b>	2024
<a href="#">The Institute For Cultural Evolution</a>	CO	\$287,835	President	\$150,431	<b>\$146,722</b>	2023
<a href="#">Society For Social Studies Of Science</a>	GA	\$252,486	Managing Director	\$107,080	<b>\$106,374</b>	2024
<a href="#">United States Geospatial</a>	VA	\$290,487	Chief Exec.	\$2,472	<b>\$2,428</b>	2023
<a href="#">Celsius Inc</a>	DC	\$248,805	Executive Director/chair	\$182,716	<b>\$158,413</b>	2024
<a href="#">Center For The Study Of Organized Hate Inc</a>	DC	\$248,569	Secretarytreasurer	\$4,050	<b>\$3,511</b>	2024
<a href="#">Secular Coalition For America Education Fund</a>	DC	\$293,267	Executive Director	\$64,016	<b>\$57,141</b>	2023
<a href="#">Public Broadcasting Network Inc</a>	MO	\$294,178	Ceo	\$117,000	<b>\$126,049</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Center For Cuban Studiesinc</a>	NY	\$296,120	Exec. Dir/secre	\$16,640	<b>\$14,856</b>	2024
<a href="#">Alabama Council On Economic Education</a>	AL	\$297,007	Executive Program Director	\$43,937	<b>\$46,896</b>	2024
<a href="#">Liam's Chancebehavioralservicesinc</a>	VA	\$298,149	Executive Di	\$95,500	<b>\$93,793</b>	2023
<a href="#">Feminist Studies Inc</a>	VA	\$238,305	Secretary/treasurer	\$41,085	<b>\$40,351</b>	2023
<a href="#">Center For Partnership Systems</a>	CA	\$305,972	President And Co-founder	\$50,000	<b>\$42,657</b>	2024
<a href="#">Massachusetts Institute For</a>	MA	\$234,189	Director Of Admin & Commun	\$84,000	<b>\$74,577</b>	2024
<a href="#">Georgia Council For Social Sciences</a>	GA	\$234,171	Executive Director	\$12,000	<b>\$11,921</b>	2024
<a href="#">Telosa Community Foundation</a>	CA	\$308,210	Ceo, Secretary, Treasurer	\$200,000	<b>\$170,626</b>	2024
<a href="#">Society For Neuroeconomics</a>		\$232,120	Director	\$1,000	<b>\$971</b>	2024
<a href="#">Eastern Sociological Society</a>	NJ	\$312,665	Exec. Officer	\$69,259	<b>\$61,095</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT    **58** organizations. Compensation range \$971–\$192,682; filing years 2021–2025.

SIZE BASIS     Matched on total revenue (\$270,853); for reference, expenses \$251,012 and assets \$54,905.

**ROLE MATCH** Dr Ronald Rodgers Phd, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	95 <sup>th</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 (Dr Ronald Rodgers Phd) 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 58 similarly situated organizations (Same NTEE major group (V), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$174,389 is reasonable (approximately the 97<sup>th</sup> 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.