

# Auburn University Real Estate

Executive Director / CEO

EIN 562535892

AL · NTEE B02

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Rob Wellbaum, Executive Director / CEO** (\$350,949) against **every comparable organization** that fit the selection criteria — **35** 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

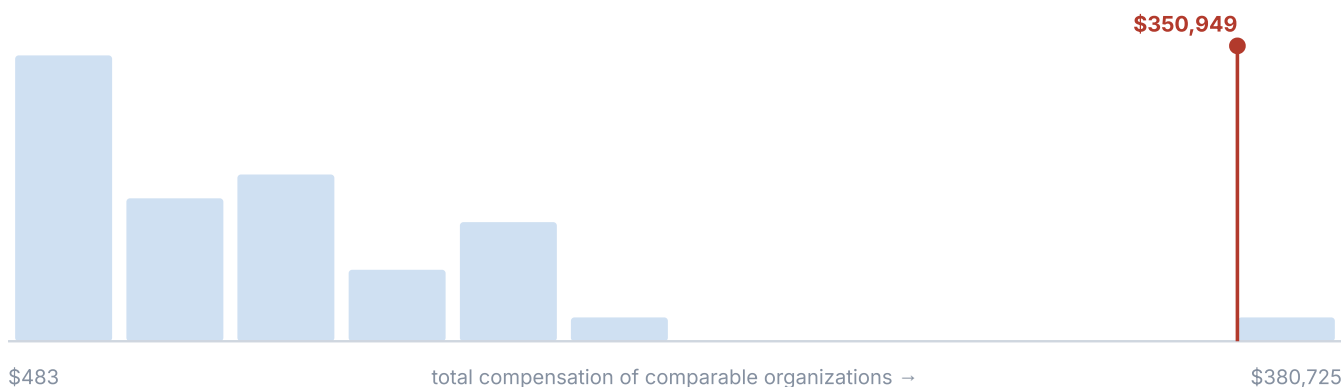
**Benchmarked executive:** Rob Wellbaum — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

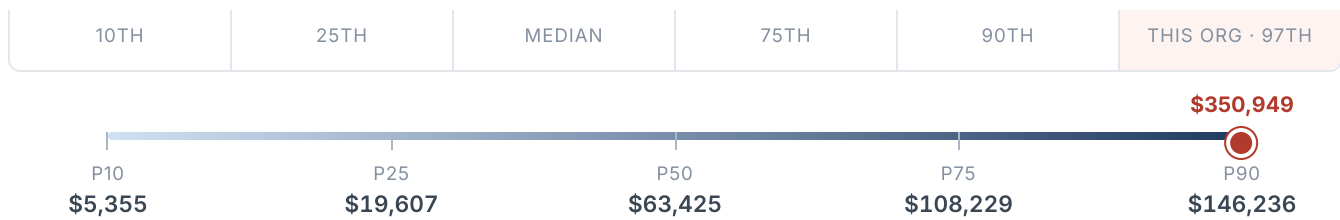
SECTOR	Organizations sharing the subject's NTEE classification (B02).
BUDGET	Total revenue between \$229,040 and \$512,776 — 0.67x to 1.50x the subject's \$341,851 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B02), nationwide + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,355	\$19,607	\$63,425	\$108,229	\$146,236	\$350,949
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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 AL 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="#">Wisconsin Skyward User Group Inc</a>	WI	\$341,678	President	\$500	<b>\$483</b>	2024
<a href="#">Gradient Learning</a>	CA	\$342,635	Executive Director	\$462,663	<b>\$380,725</b>	2023
<a href="#">Open Syllabus Inc</a>	NY	\$348,291	President And Treasurer	\$173,819	<b>\$145,388</b>	2024
<a href="#">Arc Upper Valley Inc</a>	ND	\$333,086	Executive Director	\$83,159	<b>\$86,968</b>	2023
<a href="#">Good2know Partners</a>	CA	\$327,327	Ceo	\$10,000	<b>\$7,993</b>	2024
<a href="#">Zworks</a>	IN	\$368,977	Executive Director	\$70,000	<b>\$68,330</b>	2024
<a href="#">Military Cyber Professionals Assn Inc</a>	VA	\$371,615	Chief Operating Officer	\$175,002	<b>\$156,407</b>	2024
<a href="#">Montessori Elementary Teacher Training Collaborative Inc</a>	MA	\$376,148	President	\$23,925	<b>\$19,901</b>	2024
<a href="#">The Center For Bioethics And Culture</a>	CA	\$307,398	Executive Director	\$88,200	<b>\$68,681</b>	2025
<a href="#">Seeds &amp; Water Foundation Inc</a>	FL	\$377,711	President & Treasurer	\$13,112	<b>\$11,402</b>	2024
<a href="#">Vermont Learning Collaborative Inc</a>	VT	\$384,730	Executive Dir.	\$65,983	<b>\$59,890</b>	2025
<a href="#">Middle College High School National</a>	NJ	\$294,291	Director	\$33,280	<b>\$27,504</b>	2024
<a href="#">Village Mke Inc</a>	WI	\$291,000	Ceo	\$147,500	<b>\$146,801</b>	2023
<a href="#">Iccnm Foundation</a>	NM	\$284,606	President	\$2,375	<b>\$2,364</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Uaeyc</a>	UT	\$400,554	Executive Di	\$47,472	<b>\$46,302</b>	2023
<a href="#">Arkansas Rural Ed Association</a>	AR	\$282,532	Executive Director	\$76,000	<b>\$79,075</b>	2024
<a href="#">South Carolina District Data Governance</a>	SC	\$405,000	Executive Director	\$20,000	<b>\$19,313</b>	2024
<a href="#">Concepts For Adaptive Learning</a>	CT	\$275,924	Executive Director	\$65,000	<b>\$56,413</b>	2024
<a href="#">The Quest Institute For Quality Educ</a>	CA	\$270,067	Ceo	\$33,246	<b>\$27,358</b>	2023
<a href="#">Maestromeetings Inc</a>	PA	\$268,549	Officer	\$18,786	<b>\$17,341</b>	2024
<a href="#">The Commission On Massage Therapy</a>	VA	\$261,134	Executive Director	\$107,200	<b>\$93,340</b>	2025
<a href="#">Salinan Heritage Preservation</a>	CA	\$240,271	President	\$4,500	<b>\$3,597</b>	2024
<a href="#">Edwell Inc</a>	TX	\$443,748	Executive Dir.	\$128,333	<b>\$118,827</b>	2024
<a href="#">Community Support Services Organization</a>	CA	\$447,037	Ceo	\$77,075	<b>\$63,425</b>	2023
<a href="#">Choice Charter School Services Inc</a>	FL	\$448,050	Director	\$117,500	<b>\$102,174</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2024 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 AL 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 35 organizations. Compensation range \$483–\$380,725; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$341,851); for reference, expenses \$2,681,401 and assets \$19,330,335. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Rob Wellbaum, reported title " <i>PRESIDENT</i> ", 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.
OUTLIERS	1 peer 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Rob Wellbaum) 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 35 similarly situated organizations (Same NTEE sector (B02), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$350,949 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].

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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 9, 2026.