

Kent State University Research Corp

Executive Director / CEO

EIN 832006222

OH · NTEE B19

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Doug Delahanty, Executive Director / CEO** (\$20,224) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

Benchmarked executive: Doug Delahanty — reported title “PresidentCEOBoard Chair”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

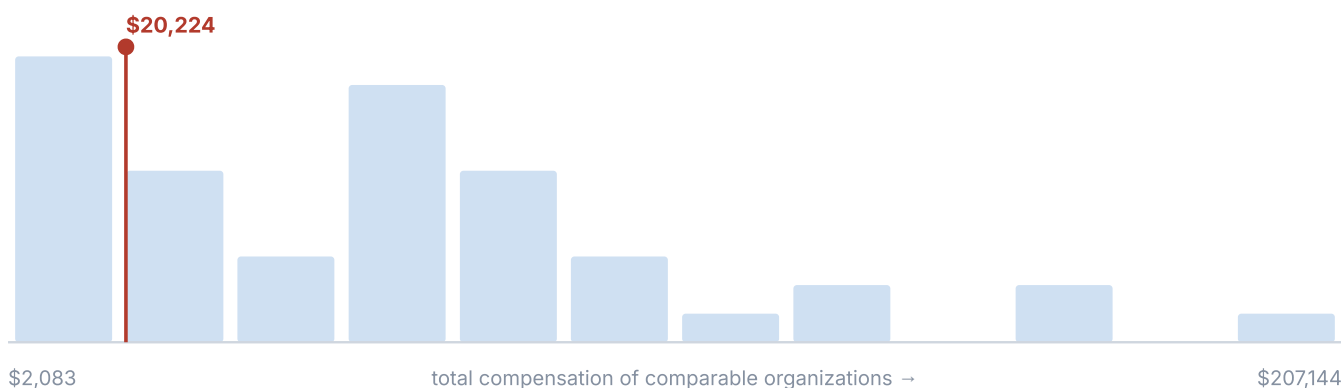
SECTOR Organizations sharing the subject's NTEE classification (B19).

BUDGET Total revenue between \$212,109 and \$474,871 — 0.67x to 1.50x the subject's \$316,581 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B19), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,364

\$19,915

\$63,274

\$80,943

\$121,613

\$20,224



■ 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 OH 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
The Educator Collective	TX	\$317,037	Executive Director	\$125,767	\$115,372	2024
Real Estate Society Inc	CA	\$318,110	President	\$10,720	\$8,270	2025
Design Connect Create	TX	\$324,740	Executive Di	\$91,854	\$84,262	2024
Satori Elementary School Inc	TX	\$303,455	Executive Director	\$64,586	\$57,721	2025
Cpath Community Building Group	MN	\$336,113	Board Member	\$19,049	\$17,261	2024
Partners Library Action Network	TX	\$293,669	Executive Director Until 3.31.23	\$28,260	\$25,924	2024
Middleton-cross Plains Area School	WI	\$339,545	Executive Dir.	\$33,671	\$31,417	2025
Children First Foundation	AZ	\$293,527	Treasurer Until 12/1/23	\$23,078	\$20,354	2024
Midwest Suburban Superintendent's A	IL	\$343,283	Executive Di	\$9,000	\$8,114	2024
Vermont Rural Education Collaborative Inc	VT	\$349,613	Executive Director	\$70,323	\$64,911	2024
Ripple Effect Water Literacy Project	LA	\$350,460	Executive Dir.	\$80,000	\$83,171	2023
National Coalition Of Advanced Technology Centers	TX	\$352,504	Executive Director	\$168,246	\$158,899	2023
Sherlake Cultural Center	IL	\$353,592	Executive Director	\$2,310	\$2,083	2024
Guadalupe Holding Company	UT	\$354,362	President Sept-june	\$34,797	\$33,625	2023
Enlearn	WA	\$274,936	Ceo	\$153,613	\$129,850	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oliveseed Foundation	CA	\$360,989	Founder & Executive Director	\$12,000	\$9,783	2023
Wfb Foundation Supporting Organization Inc	WI	\$362,373	Officer	\$27,457	\$26,297	2024
Citysquash Support Corporation	NY	\$268,677	President	\$44,709	\$37,049	2024
Computer Recycling Of Virginia Inc	VA	\$267,891	President & Ceo	\$74,500	\$65,967	2024
Friends Of Outdoor School	OR	\$369,923	Executive Director	\$87,493	\$74,512	2024
Badgerland After School Enrichment Program Inc	WI	\$259,957	Executive Director	\$66,827	\$65,894	2023
Youth Mentoring Initiative Inc	IN	\$251,881	Executive Di	\$63,550	\$63,274	2023
Indiana Lifelong Learning Projects Inc	IN	\$251,320	Chair	\$70,249	\$67,938	2024
Help Homeschool	OH	\$250,586	Director	\$9,000	\$8,742	2024
Cristo Rey Dallas Academic Center	TX	\$249,287	Cfo	\$15,712	\$14,839	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 43 organizations. Compensation range \$2,083–\$207,144; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$316,581); for reference, expenses \$92,332 and assets \$821,724. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Doug Delahanty, reported title " <i>PresidentCEOBoard Chair</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	8 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	26 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Doug Delahanty) 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 43 similarly situated organizations (Same NTEE sector (B19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,224 is reasonable (approximately the 26th 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.