

CM.01 2014 ABHE Compensation Survey Section One	Aggregate		under 50 FTE		51-100 FTE		101-200 FTE		201-400 FTE		401-600 FTE		600+ FTE	
President	\$ 93,050 (40)	\$ 19,227 (37)	\$ 89,376 (32)	\$ 19,218 (29)	\$ 52,819 (2)	\$ 12,868 (2)	\$ 110,438 (3)	\$ 20,971 (3)	\$ 95,010 (1)	\$ 12,524 (1)	\$ 0 (0)	\$ 0 (0)	\$ 165,000 (2)	\$ 26,444 (2)
Executive Vice President	\$ 82,328 (11)	\$ 15,331 (8)	\$ 69,936 (8)	\$ 10,134 (5)	\$ 0 (0)	\$ 0 (0)	\$ 109,614 (1)	\$ 37,866 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 118,250 (2)	\$ 17,055 (2)
Provost/Vice President for Academic Affairs (over both undergraduate and graduate programs)	\$ 73,555 (24)	\$ 16,230 (21)	\$ 72,759 (19)	\$ 16,174 (16)	\$ 0 (0)	\$ 0 (0)	\$ 75,102 (3)	\$ 15,988 (3)	\$ 56,825 (1)	\$ 9,488 (1)	\$ 0 (0)	\$ 0 (0)	\$ 100,764 (1)	\$ 24,595 (1)
Chief Academic Officer - Undergraduate	\$ 54,640 (17)	\$ 13,812 (16)	\$ 50,725 (15)	\$ 14,167 (14)	\$ 50,000 (1)	\$ 14,833 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 118,000 (1)	\$ 7,821 (1)
Chief Academic Officer - Graduate	\$ 79,163 (9)	\$ 11,854 (8)	\$ 68,338 (7)	\$ 10,042 (6)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 117,049 (2)	\$ 17,291 (2)
Registrar	\$ 41,172 (38)	\$ 10,771 (34)	\$ 40,108 (30)	\$ 10,976 (26)	\$ 32,458 (2)	\$ 7,036 (2)	\$ 46,266 (3)	\$ 12,076 (3)	\$ 33,500 (1)	\$ 5,849 (1)	\$ 0 (0)	\$ 0 (0)	\$ 62,029 (2)	\$ 12,352 (2)
Chief Student Development Officer	\$ 48,225 (32)	\$ 14,893 (28)	\$ 46,056 (25)	\$ 15,060 (21)	\$ 30,862 (2)	\$ 8,763 (2)	\$ 60,029 (3)	\$ 18,337 (3)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 74,989 (2)	\$ 14,103 (2)
Chief Financial Officer	\$ 60,962 (32)	\$ 14,906 (28)	\$ 60,475 (25)	\$ 14,617 (22)	\$ 36,577 (2)	\$ 17,861 (1)	\$ 74,752 (3)	\$ 15,092 (3)	\$ 56,825 (1)	\$ 10,074 (1)	\$ 0 (0)	\$ 0 (0)	\$ 84,674 (1)	\$ 22,585 (1)
Chief Advancement/Development Officer	\$ 57,785 (28)	\$ 13,312 (23)	\$ 60,175 (21)	\$ 13,355 (17)	\$ 33,584 (2)	\$ 17,380 (1)	\$ 56,809 (3)	\$ 15,623 (3)	\$ 56,825 (1)	\$ 9,970 (1)	\$ 0 (0)	\$ 0 (0)	\$ 59,885 (1)	\$ 4,915 (1)
Chief Enrollment Management Officer (i.e., oversees both Admissions and Financial Aid)	\$ 56,564 (15)	\$ 11,434 (14)	\$ 53,621 (12)	\$ 12,820 (11)	\$ 0 (0)	\$ 0 (0)	\$ 55,000 (1)	\$ 1,500 (1)	\$ 56,825 (1)	\$ 9,982 (1)	\$ 0 (0)	\$ 0 (0)	\$ 93,177 (1)	\$ 7,580 (1)
Chief Admissions Officer	\$ 34,430 (21)	\$ 9,172 (18)	\$ 33,966 (17)	\$ 8,964 (14)	\$ 28,684 (1)	\$ 7,361 (1)	\$ 38,971 (3)	\$ 10,748 (3)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)
Chief Financial Aid Officer	\$ 36,744 (24)	\$ 10,012 (22)	\$ 35,536 (19)	\$ 9,367 (17)	\$ 26,750 (1)	\$ 3,480 (1)	\$ 47,110 (3)	\$ 16,929 (3)	\$ 38,607 (1)	\$ 6,767 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)
Director/Manager of Business/Operations	\$ 33,611 (8)	\$ 9,201 (8)	\$ 33,344 (6)	\$ 7,973 (6)	\$ 28,122 (1)	\$ 14,565 (1)	\$ 40,707 (1)	\$ 11,200 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)
Director/Manager of Accounting	\$ 41,699 (15)	\$ 9,939 (14)	\$ 39,298 (12)	\$ 9,158 (11)	\$ 0 (0)	\$ 0 (0)	\$ 34,140 (2)	\$ 16,105 (2)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 85,639 (1)	\$ 6,203 (1)
Director/Coordinator of Institutional Research	\$ 46,605 (15)	\$ 6,664 (14)	\$ 41,698 (13)	\$ 4,957 (12)	\$ 0 (0)	\$ 0 (0)	\$ 82,772 (1)	\$ 12,539 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 74,223 (1)	\$ 21,278 (1)
Director of Distance Education	\$ 55,447 (17)	\$ 10,207 (16)	\$ 53,201 (14)	\$ 9,740 (13)	\$ 0 (0)	\$ 0 (0)	\$ 62,120 (1)	\$ 11,466 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 67,831 (2)	\$ 12,616 (2)
Director of Public Relations/Communications	\$ 49,981 (16)	\$ 11,134 (15)	\$ 49,351 (14)	\$ 11,261 (13)	\$ 29,481 (1)	\$ 14,737 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 79,305 (1)	\$ 5,886 (1)
Director of Student Ministries/Field Education/Christian Service/Internships	\$ 35,939 (13)	\$ 7,600 (11)	\$ 38,051 (9)	\$ 8,474 (7)	\$ 27,000 (1)	\$ 11,151 (1)	\$ 32,000 (1)	\$ 7,810 (1)	\$ 4,215 (1)	\$ 322 (1)	\$ 0 (0)	\$ 0 (0)	\$ 61,533 (1)	\$ 4,998 (1)
Director of Library/Learning Resources	\$ 40,058 (40)	\$ 10,300 (35)	\$ 39,433 (32)	\$ 9,813 (28)	\$ 23,108 (2)	\$ 6,301 (1)	\$ 38,820 (3)	\$ 15,675 (3)	\$ 42,230 (1)	\$ 7,403 (1)	\$ 0 (0)	\$ 0 (0)	\$ 67,784 (2)	\$ 12,506 (2)
Director of Information Technology	\$ 46,977 (29)	\$ 9,873 (26)	\$ 46,010 (23)	\$ 8,528 (20)	\$ 31,623 (1)	\$ 15,009 (1)	\$ 34,500 (2)	\$ 18,363 (2)	\$ 32,600 (1)	\$ 5,723 (1)	\$ 0 (0)	\$ 0 (0)	\$ 85,430 (2)	\$ 14,340 (2)
Director of Human Resources	\$ 61,399 (10)	\$ 9,785 (9)	\$ 61,729 (7)	\$ 8,096 (6)	\$ 0 (0)	\$ 0 (0)	\$ 35,000 (1)	\$ 12,612 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 73,441 (2)	\$ 13,440 (2)
Director of Alumni Affairs/Relations	\$ 46,596 (13)	\$ 12,258 (12)	\$ 43,731 (10)	\$ 11,002 (9)	\$ 0 (0)	\$ 0 (0)	\$ 47,428 (1)	\$ 24,000 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 60,508 (2)	\$ 12,035 (2)
Director of Building & Grounds/Physical Plant Supervisor	\$ 40,942 (31)	\$ 12,202 (28)	\$ 41,208 (24)	\$ 11,979 (21)	\$ 23,317 (2)	\$ 7,667 (2)	\$ 42,476 (3)	\$ 17,394 (3)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 53,065 (2)	\$ 11,286 (2)
Director of Food Services	\$ 31,515 (13)	\$ 9,553 (12)	\$ 29,399 (11)	\$ 7,957 (10)	\$ 0 (0)	\$ 0 (0)	\$ 43,158 (2)	\$ 17,533 (2)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)
Director of Career Services	\$ 46,660 (4)	\$ 7,416 (3)	\$ 46,660 (4)	\$ 7,416 (3)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)
Director of Health Services	\$ 46,044 (4)	\$ 11,873 (3)	\$ 48,363 (3)	\$ 9,366 (2)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 39,085 (1)	\$ 16,886 (1)
Director of Campus Security	\$ 35,935 (7)	\$ 10,773 (6)	\$ 41,249 (5)	\$ 11,931 (4)	\$ 0 (0)	\$ 0 (0)	\$ 14,000 (1)	\$ 1,000 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 31,300 (1)	\$ 15,912 (1)
Athletic Director	\$ 46,428 (18)	\$ 12,660 (16)	\$ 49,156 (13)	\$ 12,394 (12)	\$ 37,776 (1)	\$ 15,788 (1)	\$ 34,000 (2)	\$ 12,814 (1)	\$ 30,000 (1)	\$ 3,952 (1)	\$ 0 (0)	\$ 0 (0)	\$ 60,892 (1)	\$ 21,283 (1)
Database Manager	\$ 46,537 (7)	\$ 11,940 (7)	\$ 42,624 (4)	\$ 11,969 (4)	\$ 0 (0)	\$ 0 (0)	\$ 31,000 (1)	\$ 10,000 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 62,132 (2)	\$ 12,852 (2)
Computer Network Manager	\$ 47,794 (6)	\$ 11,432 (6)	\$ 40,547 (4)	\$ 10,887 (4)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 62,288 (2)	\$ 12,524 (2)
Webmaster	\$ 41,328 (10)	\$ 10,147 (9)	\$ 39,746 (9)	\$ 10,828 (8)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 55,560 (1)	\$ 4,699 (1)
Computer Technologist	\$ 32,217 (11)	\$ 10,381 (10)	\$ 32,949 (7)	\$ 11,134 (6)	\$ 25,793 (1)	\$ 14,271 (1)	\$ 5,000 (1)	\$ 300 (1)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 0 (0)	\$ 46,475 (2)	\$ 11,216 (2)

CM.01 2014 ABHE Compensation Survey Section Two

Medical Coverage

Institution pays 80.63 % (27) of health insurance premiums for full time employees.
Institution pays 77.06 % (18) of health insurance premiums for full time employee dependents.
Our coverage plan would be best described as follows:
6 Indemnity (traditional insurance) plan
7 Preferred Provider (PPO)
3 HMO
0 Individual or group medical savings plan
6 High Deductable Plan (HDHP) such as a Health Savings Account (HSA)
10 other _____

Dental Coverage

Institution pays 72.06 % (17) of dental insurance premiums for full time employees.
Institution pays 70.00 % (14) of dental premiums for full employee dependents.

Vision Coverage

Institution pays 0.00 % () of vision insurance premiums for full time employees.
Institution pays 62.27 % (11) of vision premiums for full employee dependents.

Disability Coverage

Institution pays 75.30 % (10) % of the cost of short term disability insurance premiums for full time employees.
The percentage of the employee's salary paid as a benefit by disability insurance is 62.33 % (6).
Institution pays 77.40 % (20) % of long term disability premiums for full time employees.
The percentage of the employee's salary paid as a benefit by disability insurance is 59.81 % (16).

Life Insurance Coverage

The amount of term life insurance included in the group medical coverage provision is 34375.12 (16)
Institution pays 93.70 % (23) of the premium for group term life insurance for full time employees.
Institution pays 69.38 % (8) of the premium for group term life insurance for employee spouses.
12 The institution provides employees with the option to purchase additional term life insurance at a reduced premium.

Retirement / Pension Plan

15 The institution provides a defined benefit retirement plan.
The institution contributes 5.59 % (17) to a defined contribution retirement account into which employees have the option to contribute.
The institution contributes 4.00 % (1) to a defined contribution retirement account into which employees do not have the option to contribute.
The institution matches up to 5.85 % (13) of employee contributions to a retirement plan.
5 The institution provides a ROTH after-tax investment option.

Educational Benefits

The institution waives 92.94 % (34) tuition for employees
The institution waives 82.50 % (32) tuition for employee dependents
14 The institution offers grants to faculty pursuing advanced degrees.
3 The institution offers loans to faculty pursuing advanced degrees.
5 The institution participates with other colleges in a consortial tuition exchange program for employees or their dependents.