

ABACC Data Warehouse Salary and Compensation Survey 2015

The following data was collected by the Association of Business Administrators of Christian Colleges (ABACC) in its Data Warehouse for FYE 2015. Data analysis was provided by CEATH Company.

All Responding Institutions (n=39)

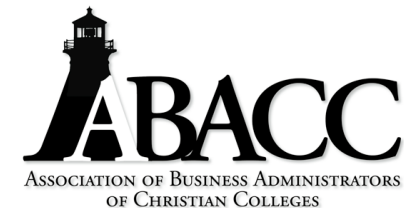
	Year Started	Salary	Benefits	Total	Benefits as % of Total
President	2004	\$146,716	\$61,433	\$208,149	30%
Chief Academic Officer	2004	\$91,626	\$32,244	\$123,870	26%
Chief Financial Officer	2006	\$90,767	\$23,443	\$114,210	21%
Chief Enrollment Officer	2008	\$74,734	\$28,040	\$102,774	27%
Chief Development Officer	2009	\$88,395	\$23,026	\$111,421	21%
Chief Operations Offer	1999	\$109,712	\$26,872	\$136,584	20%
Director of Financial Aid	2006	\$54,318	\$16,676	\$70,994	23%
Director of Human Resources	2002	\$65,350	\$17,893	\$83,243	21%
Director of Information Technology	2005	\$61,202	\$20,197	\$81,399	25%
Director of Physical Plant	2004	\$56,243	\$20,461	\$76,704	27%
Controller	2007	\$65,832	\$16,871	\$82,703	20%
Business Manager	2000	\$33,439	\$13,674	\$47,113	29%
Bursar	2000	\$47,181	\$14,528	\$61,709	24%
Budget Director	2007	\$55,906	\$17,287	\$73,193	24%
Director of Accounting	2004	\$55,221	\$17,432	\$72,653	24%
Senior Accountant	2002	\$45,757	\$13,783	\$59,540	23%
Non-senior Accountant	2009	\$41,535	\$12,999	\$54,534	24%
Student Accounts Manager	2005	\$37,293	\$10,825	\$48,118	22%
Other Business Office Staff	2006	\$29,094	\$11,291	\$40,385	28%
Administrative Assistant	2005	\$31,983	\$10,804	\$42,787	25%

All data is the arithmetic mean (average) of all the responses received.

Respondents were instructed to provide the salary and benefits for the fiscal year ending 2015. If more than one person occupied a similar position, data was to be provided for the most senior person in that position.

Year Started provides a measure of longevity of the different positions.

Benefits were reported individually as FICA, healthcare, disability, retirement, housing, and other. The benefits reported here are the total of all benefits reported.

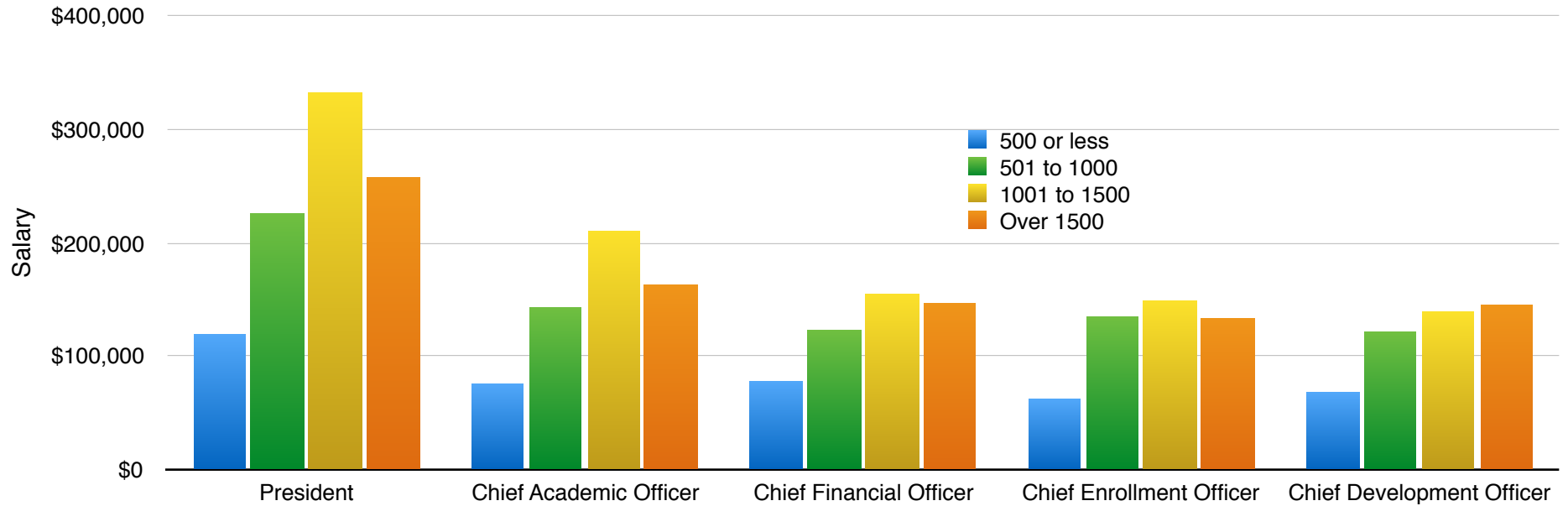


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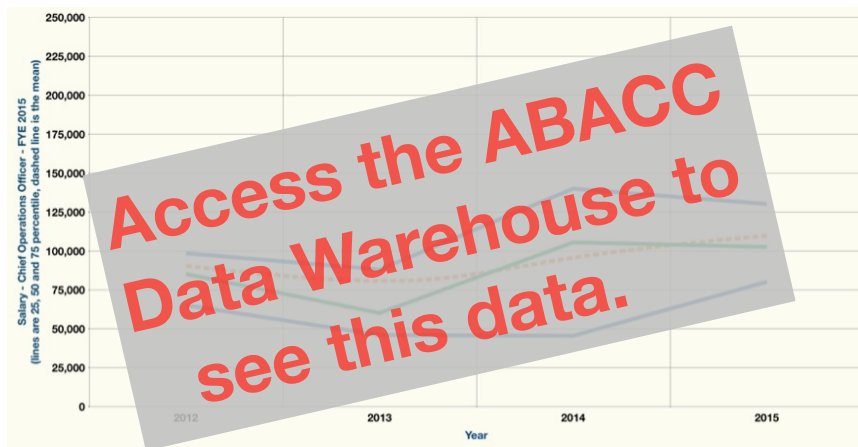
Responding Institution by Size of Student Population

	500 or less			501 to 1000			1001 to 1500			over 1500		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
President	\$79,085	\$40,022	\$119,107	\$177,793	\$47,805	\$225,598	\$240,507	\$91,852	\$332,359	\$198,660	\$59,209	\$257,870
CAO	\$54,920	\$20,724	\$75,645	\$115,285	\$27,002	\$142,287	\$131,919	\$77,991	\$209,910	\$135,640	\$27,621	\$163,261
CFO	\$59,800	\$18,420	\$78,220	\$98,809	\$23,930	\$122,739	\$129,375	\$25,592	\$154,967	\$117,612	\$29,162	\$146,774
Chief Enroll. Officer	\$43,574	\$17,527	\$61,101	\$107,240	\$28,485	\$135,725	\$95,250	\$54,301	\$149,551	\$104,857	\$28,396	\$133,253
Chief Dev. Officer	\$49,923	\$18,911	\$68,833	\$99,821	\$22,185	\$122,005	\$115,337	\$24,014	\$139,352	\$113,550	\$31,784	\$145,334
COO	\$43,986	\$24,134	\$68,120	\$101,882	\$23,966	\$125,848	- - - insufficient data -			\$148,208	\$31,451	\$179,659
Dir. Fin. Aid	\$33,197	\$10,133	\$43,331	\$54,976	\$17,623	\$72,599	\$72,205	\$18,727	\$90,933	\$71,375	\$22,135	\$93,509
Dir. HR	\$30,909	\$14,759	\$45,667	\$58,906	\$15,439	\$74,345	\$67,708	\$18,562	\$86,270	\$81,796	\$20,683	\$102,479
Dir. IR	\$35,333	\$17,285	\$52,617	\$63,640	\$11,518	\$75,158	\$78,320	\$29,849	\$108,169	\$78,320	\$29,849	\$108,169
Dir. Phys. Plant	\$34,456	\$16,146	\$50,603	\$56,757	\$17,304	\$74,061	\$74,810	\$21,566	\$96,376	\$73,308	\$26,345	\$99,653
Controller	\$25,434	\$1,946	\$27,380	\$62,467	\$13,628	\$76,095	\$73,029	\$18,043	\$91,072	\$73,843	\$22,495	\$96,338
Bus. Manager	\$26,006	\$14,050	\$40,056	\$37,551	\$14,648	\$52,199	\$43,087	\$11,221	\$54,307	- - - insufficient data - - -		
Bursar	- - - insufficient data - - -			\$51,138	\$16,628	\$67,766	\$43,636	\$14,143	\$57,779	- - - insufficient data - - -		
Budget Director	- - - insufficient data - - -			- - - insufficient data - - -			- - - insufficient data - - -			\$61,354	\$20,913	\$82,267
Dir. of Acct.	- - - insufficient data - - -			- - - insufficient data - - -			\$58,251	\$18,111	\$76,362	\$58,003	\$18,981	\$76,984
Sr. Accountant	\$38,614	\$8,754	\$47,368	\$52,383	\$8,134	\$60,517	\$48,270	\$14,712	\$62,982	\$48,744	\$18,900	\$67,644
Non-senior Acct.	- - - insufficient data -			\$42,972	\$9,791	\$52,763	\$45,937	\$15,533	\$61,470	\$39,578	\$14,571	\$54,149
Student Acct Mgr	\$30,495	\$8,529	\$39,024	\$36,024	\$7,152	\$43,176	\$42,782	\$11,544	\$54,326	\$39,880	\$14,888	\$54,768
Other Bus. Staff	\$24,082	\$10,804	\$34,886	\$30,657	\$6,230	\$36,887	\$28,271	\$12,336	\$40,608	\$33,780	\$13,761	\$47,541
Admin. Assist.	\$28,179	\$8,235	\$36,414	\$36,078	\$10,687	\$46,765	\$34,840	\$10,639	\$45,479	\$29,999	\$15,051	\$45,050

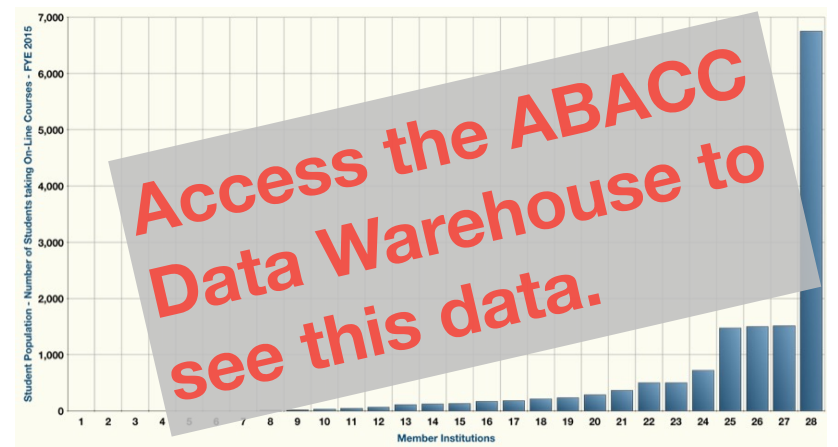
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Interestingly, larger schools do not necessarily pay better. Presidents and chief academic officers, in particular, are paid less at schools with over 1,500 students than their counterparts at institutions with between 1,001 and 1,500 students.

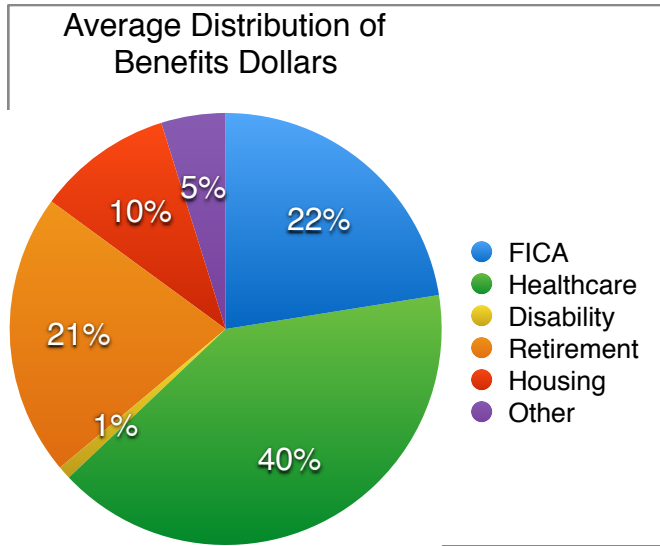


Chief Operating Officer salaried decreased through the recession, but rebounded at some schools — but not all — in 2014.

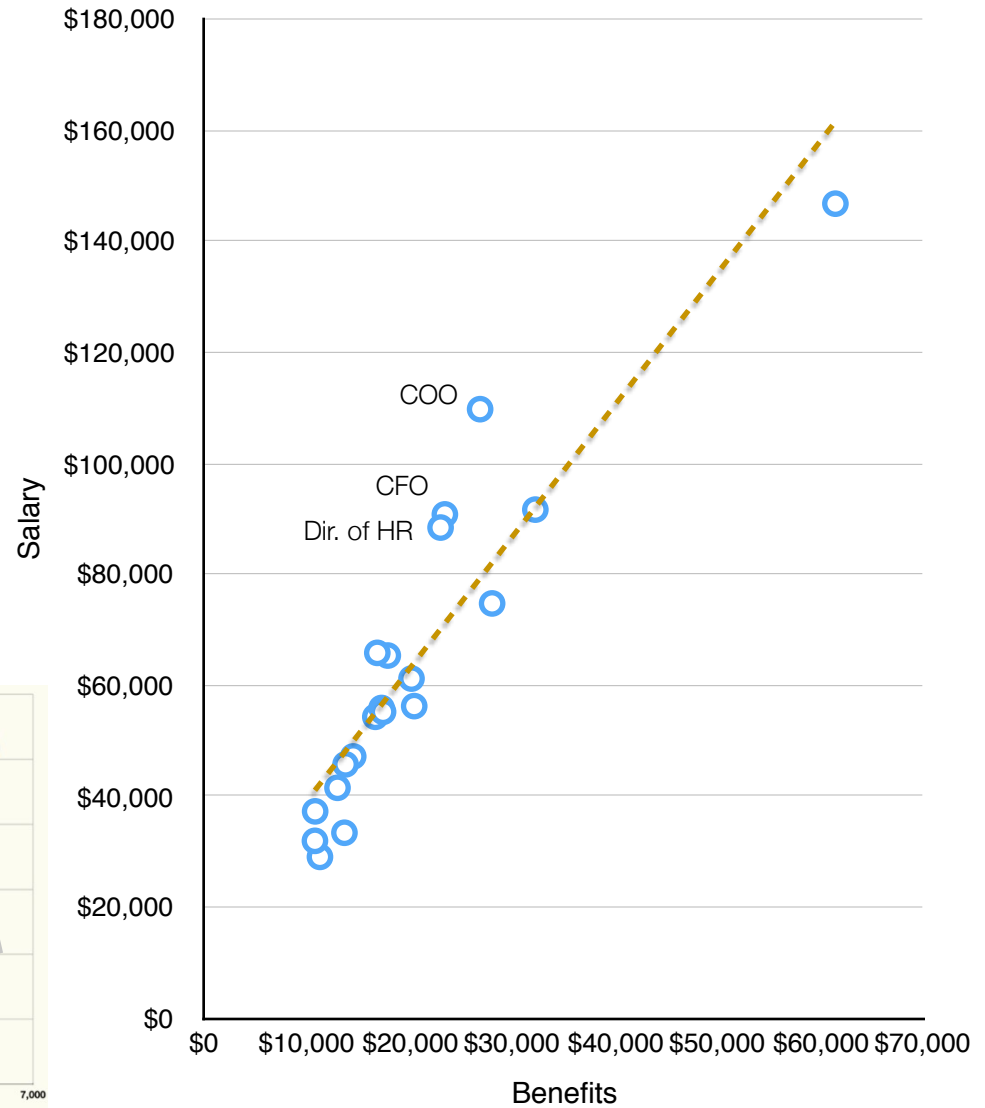


Only a few schools are using distance education as a way to reach more students and boost revenues.

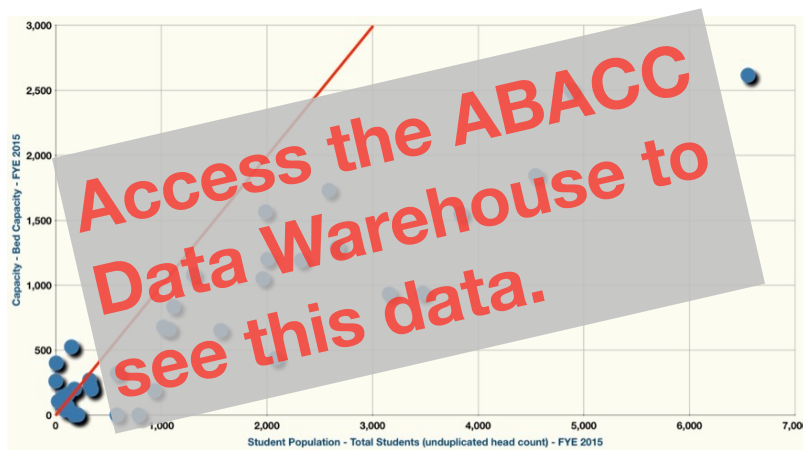
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Not surprisingly, healthcare costs account for the largest portion of the benefit dollar (40%), while FICA (22%) and



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