

ABACC Data Warehouse Salary and Compensation Survey 2016

The following data was collected by the Association of Business Administrators of Christian Colleges (ABACC) in its Data Warehouse for FYE 2016. Data analysis was provided by CEATH Company.

All Responding Institutions (n=39)

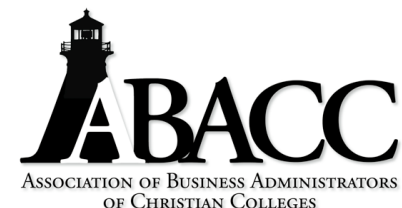
	Year Started	Salary	Benefits	Total	Benefits as % of Total
President	2007	\$164,713	\$55,846	\$220,560	25%
Chief Academic Officer	2006	\$104,554	\$34,374	\$138,928	25%
Chief Financial Officer	2008	\$97,434	\$29,683	\$127,117	23%
Chief Enrollment Officer	2009	\$92,213	\$24,385	\$116,598	21%
Chief Development Officer	2008	\$99,057	\$24,298	\$123,356	20%
Chief Operations Officer	2003	\$128,940	\$25,930	\$154,869	17%
Director of Financial Aid	2006	\$56,044	\$17,383	\$73,427	24%
Director of Human Resources	2001	\$70,592	\$18,787	\$89,379	21%
Director of Information Technology	2008	\$71,530	\$21,693	\$93,223	23%
Director of Physical Plant	2004	\$60,291	\$22,414	\$82,705	27%
Controller	2007	\$69,214	\$18,553	\$87,767	21%
Business Manager	2005	\$42,388	\$12,425	\$54,813	23%
Bursar	2012	\$42,289	\$10,834	\$53,122	20%
Budget Director	2002	\$65,881	\$17,632	\$83,513	21%
Director of Accounting	2007	\$57,265	\$19,496	\$76,761	25%
Senior Accountant	2007	\$49,227	\$15,468	\$64,694	24%
Non-senior Accountant	2008	\$42,693	\$10,082	\$52,775	19%
Student Accounts Manager	2008	\$35,631	\$9,622	\$45,253	21%
Other Business Office Staff	2006	\$31,105	\$11,735	\$42,839	27%
Administrative Assistant	2008	\$31,876	\$13,934	\$45,811	30%

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 2016. 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.

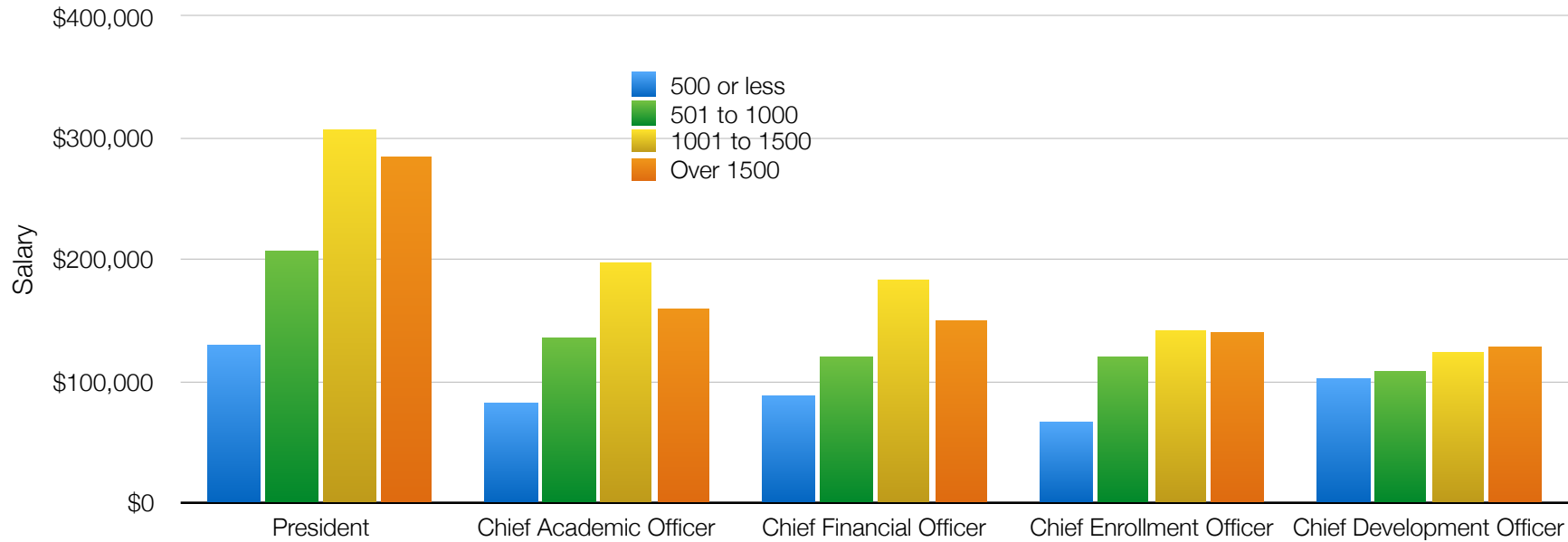


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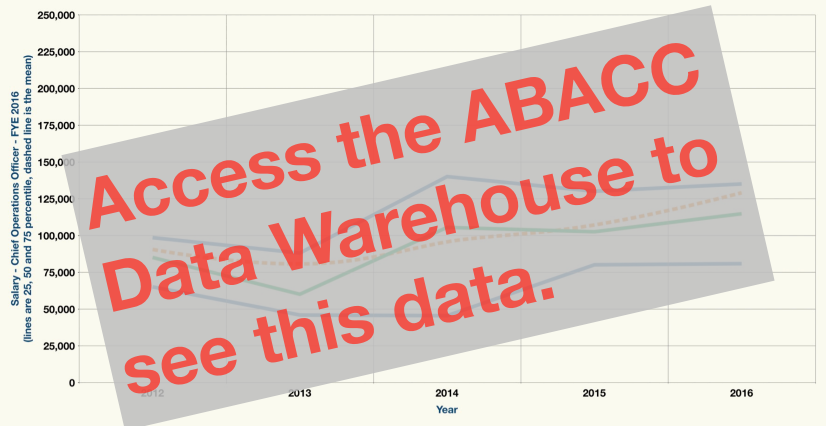
Responding Institution by Size of Student Population

	500 or less			501 to 1000			1001 to 1500			over 1500		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
President	\$89,872	\$40,064	\$129,936	\$174,007	\$32,764	\$206,771	\$229,839	\$75,996	\$305,834	\$231,785	\$53,596	\$285,381
CAO	\$61,657	\$20,437	\$82,094	\$110,754	\$25,834	\$136,588	\$136,174	\$60,517	\$196,692	\$131,852	\$27,634	\$159,486
CFO	\$65,759	\$22,686	\$88,445	\$93,114	\$26,340	\$119,454	\$136,018	\$48,257	\$184,276	\$121,995	\$28,094	\$150,089
Chief Enroll. Officer	\$50,341	\$16,249	\$66,590	\$94,787	\$24,609	\$119,396	\$113,940	\$27,341	\$141,281	\$113,142	\$27,570	\$140,712
Chief Dev. Officer	\$76,480	\$25,277	\$101,757	\$87,962	\$20,045	\$108,007	\$96,198	\$28,343	\$124,541	\$104,267	\$23,316	\$127,582
COO	- - - insufficient data - - -			\$83,582	\$17,674	\$101,257	\$128,919	\$22,711	\$151,630	\$151,632	\$31,682	\$183,314
Dir. Fin. Aid	\$33,073	\$9,457	\$42,530	\$51,656	\$18,219	\$69,875	\$69,990	\$19,246	\$89,236	\$63,557	\$21,870	\$85,427
Dir. HR	\$35,526	\$15,111	\$50,637	\$59,000	\$13,473	\$72,473	\$69,690	\$17,009	\$86,699	\$78,777	\$22,017	\$100,794
Dir. IR	\$48,010	\$21,780	\$69,790	\$56,744	\$17,284	\$74,028	\$83,393	\$17,445	\$100,838	\$92,056	\$27,640	\$119,695
Dir. Phys. Plant	\$35,707	\$29,141	\$64,848	\$48,266	\$16,295	\$64,561	\$76,132	\$20,055	\$96,187	\$78,170	\$24,608	\$102,778
Controller	\$41,348	\$11,947	\$53,295	\$57,333	\$13,498	\$70,831	\$78,852	\$17,200	\$96,052	\$72,483	\$23,059	\$95,542
Bus. Manager	\$33,647	\$12,675	\$46,322	\$37,655	\$18,345	\$56,000	- - - insufficient data - - -			\$76,788	\$7,750	\$84,538
Bursar	- - - insufficient data - - -			- - - insufficient data - - -			- - - insufficient data - - -			- - - insufficient data - - -		
Budget Director	- - - insufficient data - - -			- - - insufficient data - - -			- - - insufficient data - - -			\$65,881	\$17,632	\$83,513
Dir. of Acct.	- - - insufficient data - - -			- - - insufficient data - - -			\$66,639	\$19,519	\$86,158	\$54,146	\$19,177	\$73,323
Sr. Accountant	- - - insufficient data - - -			\$52,433	\$14,625	\$67,058	- - - insufficient data - - -			\$46,569	\$15,606	\$62,175
Non-senior Acct.	- - - insufficient data - - -			- - - insufficient data - - -			- - - insufficient data - - -			\$36,835	\$8,172	\$45,006
Student Acct Mgr	\$27,547	\$7,032	\$34,579	\$36,718	\$8,030	\$44,748	\$38,993	\$7,918	\$46,910	\$38,993	\$14,711	\$53,705
Other Bus. Staff	\$25,832	\$10,804	\$36,636	\$33,926	\$11,765	\$45,692	\$33,816	\$11,207	\$45,024	\$30,505	\$12,753	\$43,258
Admin. Assist.	\$28,037	\$18,520	\$46,557	\$33,589	\$10,226	\$43,815	\$40,929	\$10,220	\$51,148	\$28,705	\$11,475	\$40,180

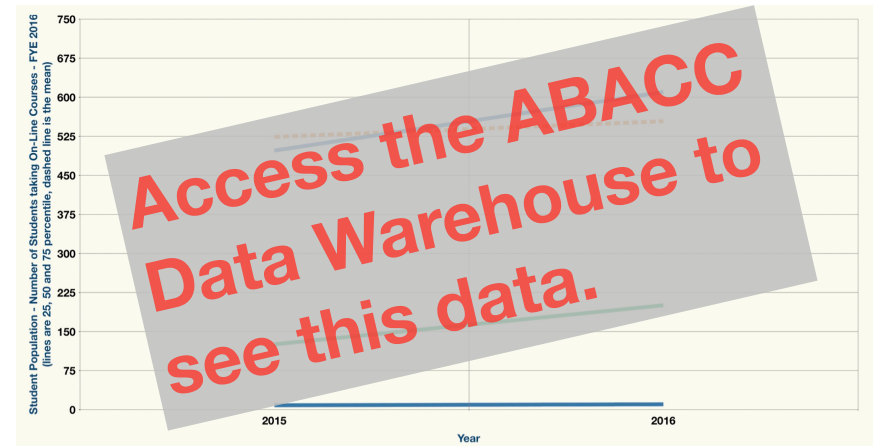
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Interestingly, larger schools do not necessarily pay better. Presidents and chief academic officers, in particular, are paid less at schools with over 1,500 students than their counterparts at institutions with between 1,001 and 1,500 students. However, the disparity eased in 2016.

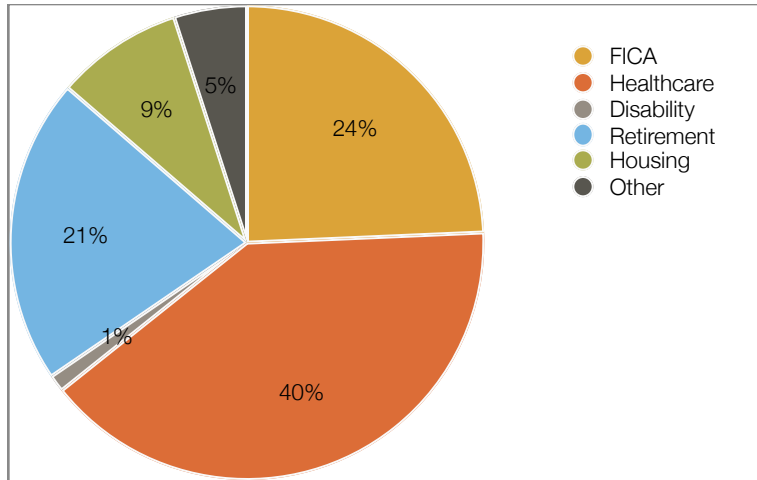


Mean Chief Operating Officer salaries took a nose dive through the recession, but rebounded to exceed pre-recession levels by FYE 2016.



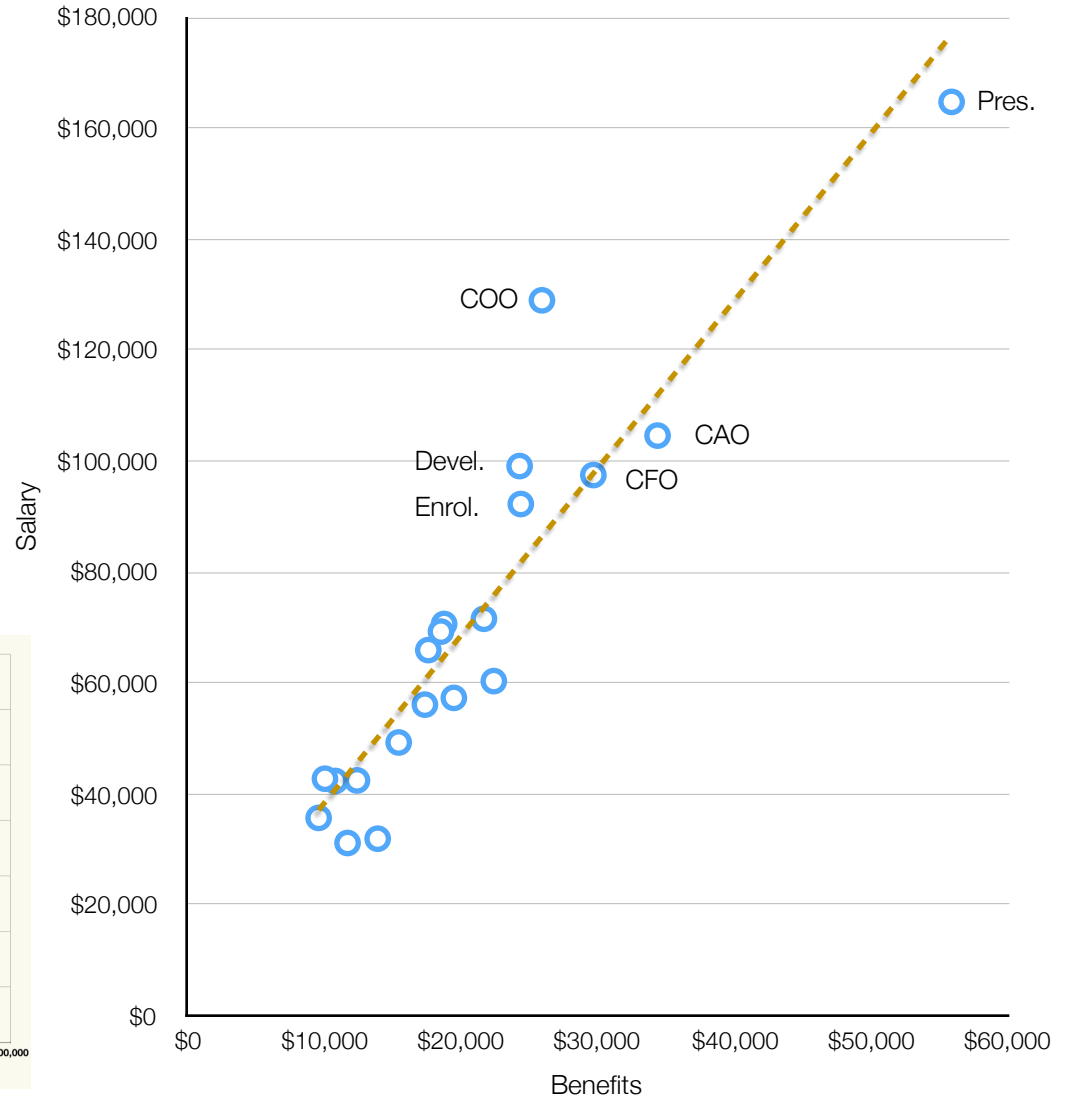
Few ABACC schools engage in distance education. While some more ABACC students were enrolled in distance education in 2016, the average number of students per school remained flat.

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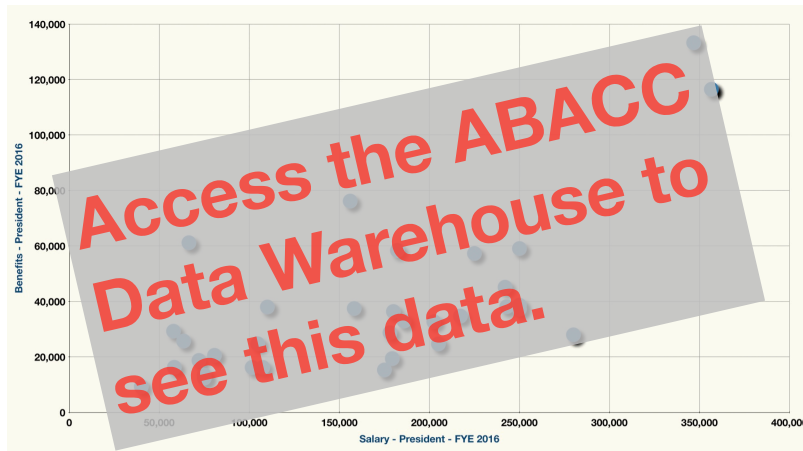


Not surprisingly, healthcare costs account for the largest portion of the benefit dollar (40%), while FICA (24%) and retirement (21%) account for the next two largest benefit cost categories. FICA percent is up 2 points over FYE 2015.

Salary vs. Benefits by Job Position



While there is a rough correlation between salary and benefits, some positions (Chief Operating Officer, Chief Development Officer and Chief Enrollment Officer) receive a smaller portion of benefits compared to their salary.



A detailed analysis of President's salary vs. benefits shows that the correlation between individual schools varies widely. Some presidents are highly compensated with fewer benefits, while others receive a more token salary in exchange for benefits.