

CM.01 2011 ABHE Compensation

Survey Section One	Total Average Salary			Total Average Benefits	
President	\$	83504.93	(70)	\$	16770.66 (66)
Executive Vice President	\$	62158.36	(14)	\$	12446.36 (11)
Provost/Vice President for Academic Affairs (over both undergraduate and graduate programs)	\$	68309.97	(29)	\$	12325.06 (27)
Chief Academic Officer - Undergraduate	\$	51864.40	(47)	\$	10942.87 (41)
Chief Academic Officer - Graduate	\$	62677.00	(11)	\$	10765.00 (10)
Registrar	\$	36793.97	(66)	\$	8065.56 (60)
Chief Student Development Officer	\$	47975.90	(49)	\$	10502.91 (45)
Chief Financial Officer	\$	58220.13	(57)	\$	12536.26 (53)
Chief Advancement/Development Officer	\$	49074.10	(39)	\$	10044.20 (36)
Chief Enrollment Management Officer (i.e., oversees both Admissions and Financial Aid)	\$	45354.39	(23)	\$	10472.90 (21)
Chief Admissions Officer	\$	38353.02	(43)	\$	8469.50 (43)
Chief Financial Aid Officer	\$	35512.91	(43)	\$	8778.64 (37)
Director/Manager of Business/Operations	\$	45510.79	(24)	\$	10418.04 (20)
Director/Manager of Accounting	\$	41818.46	(26)	\$	8546.18 (26)
Director/Coordinator of Institutional Research	\$	48286.88	(17)	\$	8479.67 (15)
Director of Distance Education	\$	46871.00	(21)	\$	9670.00 (20)
Director of Public Relations/Communications	\$	41906.62	(26)	\$	9335.75 (27)
Director of Student Ministries/Field Education/Christian Service/Internships	\$	39255.06	(20)	\$	10398.88 (17)
Director of Library/Learning Resources	\$	39535.93	(68)	\$	8728.94 (63)
Director of Information Technology	\$	40166.97	(37)	\$	9379.92 (37)
Director of Human Resources	\$	43604.88	(16)	\$	8710.35 (17)
Director of Alumni Affairs/Relations	\$	41569.62	(21)	\$	8791.90 (21)
Director of Building & Grounds/Physical Plant Supervisor	\$	38393.37	(43)	\$	10294.96 (41)
Director of Food Services	\$	27628.43	(23)	\$	8479.12 (21)
Director of Career Services	\$	38359.00	(4)	\$	11314.40 (5)
Director of Health Services	\$	30433.43	(7)	\$	7305.83 (6)
Director of Campus Security	\$	30404.77	(13)	\$	7857.50 (12)
Athletic Director	\$	42404.67	(24)	\$	9111.50 (24)
Database Manager	\$	41434.62	(8)	\$	11771.88 (8)
Computer Network Manager	\$	43774.31	(13)	\$	8810.42 (12)
Webmaster	\$	31500.53	(17)	\$	7798.47 (15)
Computer Technologist	\$	32505.71	(17)	\$	9029.93 (15)

under 50 FTE			51-100 FTE								
Average Salary		Average Benefits	Average Salary		Average Benefits						
\$	47651.46	(13)	\$	8716.00	(10)	\$	61687.70	(10)	\$	10954.33	(9)
\$	36660.33	(3)	\$	17412.00	(1)	\$	35107.33	(3)	\$	10640.67	(3)
\$	40770.67	(3)	\$	2245.00	(1)	\$	44480.00	(2)	\$	4134.00	(2)
\$	33580.90	(10)	\$	5583.33	(6)	\$	39358.00	(8)	\$	7484.00	(6)
\$	58878.67	(3)	\$	10499.50	(2)	\$	63760.00	(2)	\$	15392.00	(2)
\$	20399.44	(9)	\$	4296.75	(4)	\$	28193.11	(9)	\$	6665.68	(8)
\$	28143.50	(8)	\$	10706.00	(4)	\$	35054.75	(4)	\$	7718.50	(4)
\$	31058.22	(9)	\$	7838.17	(6)	\$	48888.85	(4)	\$	15267.15	(4)
\$	31161.50	(8)	\$	6016.40	(5)	\$	22330.00	(3)	\$	6520.50	(2)
\$	15254.25	(4)	\$	950.50	(2)	\$	32308.75	(4)	\$	7122.73	(4)
\$	20610.00	(5)	\$	957.20	(5)	\$	32234.40	(5)	\$	9207.88	(4)
\$	10023.67	(3)	\$	957.20	0	\$	21221.33	(3)	\$	9829.59	(2)
\$	26339.83	(6)	\$	5931.67	(3)	\$	33349.00	(2)	\$	16464.00	(1)
\$	0.00	0	\$	0.00	0	\$	32517.50	(2)	\$	15672.00	(1)
\$	25004.00	(2)	\$	0.00	0	\$	40000.00	(1)	\$	14104.00	(1)
\$	54562.50	(2)	\$	7713.50	(2)	\$	0.00	0	\$	0.00	0
\$	1612.00	(2)	\$	136.50	(2)	\$	30588.33	(3)	\$	11952.33	(3)
\$	45528.00	(1)	\$	136.50	0	\$	3360.00	(1)	\$	11952.33	0
\$	21535.20	(10)	\$	5023.86	(7)	\$	32642.89	(9)	\$	8306.00	(8)
\$	20399.25	(4)	\$	3914.50	(4)	\$	22521.17	(6)	\$	8018.00	(5)
\$	33540.00	(1)	\$	7483.00	(1)	\$	0.00	0	\$	0.00	0
\$	0.00	0	\$	0.00	0	\$	43794.00	(1)	\$	15758.00	(1)
\$	23259.25	(8)	\$	5743.40	(5)	\$	33952.25	(4)	\$	9583.22	(4)
\$	17611.20	(5)	\$	7318.00	(3)	\$	24598.25	(4)	\$	5709.75	(4)
\$	0.00	0	\$	0.00	0	\$	0.00	0	\$	0.00	0
\$	0.00	0	\$	0.00	0	\$	0.00	0	\$	0.00	0
\$	16.00	(1)	\$	1.00	(1)	\$	0.00	0	\$	0.00	0
\$	0.00	0	\$	0.00	0	\$	0.00	0	\$	0.00	0
\$	0.00	0	\$	0.00	0	\$	0.00	0	\$	0.00	0
\$	40000.00	(1)	\$	3000.00	(1)	\$	0.00	0	\$	0.00	0
\$	20000.00	(1)	\$	3000.00	0	\$	0.00	0	\$	0.00	0
\$	0.00	0	\$	0.00	0	\$	28375.00	(2)	\$	6331.00	(2)

101-200 FTE			201-400 FTE					
Average Salary		Average Benefits	Average Salary		Average Benefits			
\$	80462.08	(15) \$	15618.38	(15) \$	96458.05	(22) \$	20144.22	(21)
\$	76710.00	(1) \$	10739.00	(1) \$	65070.33	(3) \$	10255.50	(2)
\$	66183.60	(5) \$	11325.11	(5) \$	65676.78	(9) \$	12411.22	(9)
\$	53240.00	(10) \$	10555.20	(10) \$	65337.00	(15) \$	12800.63	(14)
\$	85718.00	(2) \$	7601.50	(2) \$	49728.00	(3) \$	7508.33	(3)
\$	35807.00	(16) \$	7093.87	(16) \$	41372.86	(21) \$	8388.02	(20)
\$	46610.20	(10) \$	9469.00	(10) \$	48736.47	(17) \$	10080.88	(17)
\$	53641.69	(13) \$	10824.86	(13) \$	61208.43	(21) \$	11489.58	(19)
\$	46061.40	(10) \$	7631.62	(10) \$	51728.67	(12) \$	10931.50	(12)
\$	47793.67	(3) \$	10596.00	(3) \$	53174.62	(8) \$	11339.00	(8)
\$	33510.56	(9) \$	7593.56	(9) \$	39053.33	(15) \$	10016.47	(15)
\$	31434.38	(8) \$	6844.66	(7) \$	37138.85	(20) \$	8189.21	(19)
\$	40233.50	(2) \$	9958.41	(2) \$	53088.44	(9) \$	8726.89	(9)
\$	41957.33	(3) \$	4287.87	(3) \$	37109.27	(11) \$	7759.55	(11)
\$	52702.50	(2) \$	4989.00	(2) \$	37452.00	(3) \$	2884.00	(3)
\$	43191.67	(3) \$	5262.00	(3) \$	42125.62	(8) \$	10854.00	(8)
\$	43095.50	(4) \$	9667.06	(4) \$	43230.78	(9) \$	9911.11	(9)
\$	38178.03	(3) \$	6320.00	(2) \$	41924.67	(9) \$	10706.67	(9)
\$	41098.73	(15) \$	6518.37	(14) \$	42602.13	(23) \$	9119.23	(22)
\$	31670.40	(5) \$	6166.60	(5) \$	41530.77	(13) \$	10741.85	(13)
\$	0.00	0 \$	0.00	0 \$	35195.29	(7) \$	8241.14	(7)
\$	53342.50	(2) \$	3965.44	(2) \$	34507.80	(10) \$	7739.00	(9)
\$	36155.62	(8) \$	9167.45	(8) \$	38705.57	(14) \$	11101.86	(14)
\$	26577.67	(3) \$	6098.81	(3) \$	33532.60	(10) \$	9867.40	(10)
\$	0.00	0 \$	0.00	0 \$	0.00	0 \$	0.00	0
\$	0.00	0 \$	0.00	0 \$	17821.50	(2) \$	6648.00	(2)
\$	0.00	0 \$	0.00	0 \$	26303.83	(6) \$	5273.25	(4)
\$	22250.00	(2) \$	2250.00	(2) \$	38807.93	(14) \$	9246.23	(13)
\$	0.00	0 \$	0.00	0 \$	52000.00	(1) \$	8796.00	(1)
\$	24912.00	(1) \$	9844.00	(1) \$	55881.25	(4) \$	8371.00	(3)
\$	28505.00	(2) \$	7150.00	(1) \$	21098.80	(5) \$	4992.20	(5)
\$	30000.00	(1) \$	7150.00	0 \$	31300.29	(7) \$	7287.00	(7)

401-600 FTE				600+ FTE							
Average Salary		Average Benefits		Average Salary		Average Benefits					
\$	110725.00	(3)	\$	17187.00	(3)	\$	135402.29	(7)	\$	26531.12	(8)
\$	72000.00	(2)	\$	7572.00	(2)	\$	119496.50	(2)	\$	20591.00	(2)
\$	72761.00	(2)	\$	12353.50	(2)	\$	87773.25	(8)	\$	16153.75	(8)
\$	67000.00	(1)	\$	15077.00	(1)	\$	69166.33	(3)	\$	17604.00	(4)
\$	0.00	0	\$	0.00	0	\$	64671.00	(1)	\$	18139.00	(1)
\$	44995.33	(3)	\$	9575.00	(3)	\$	51792.62	(8)	\$	11492.67	(9)
\$	60399.00	(2)	\$	16887.00	(1)	\$	71254.00	(8)	\$	12886.78	(9)
\$	92389.00	(2)	\$	18727.00	(2)	\$	84496.38	(8)	\$	17760.56	(9)
\$	0.00	0	\$	0.00	0	\$	86041.67	(6)	\$	15853.43	(7)
\$	50000.00	(1)	\$	8669.00	(1)	\$	78040.33	(3)	\$	19456.67	(3)
\$	48453.67	(3)	\$	13506.00	(3)	\$	58700.33	(6)	\$	9066.29	(7)
\$	48055.67	(3)	\$	14170.50	(2)	\$	49150.17	(6)	\$	10471.71	(7)
\$	65136.00	(2)	\$	21766.00	(2)	\$	59662.33	(3)	\$	10703.67	(3)
\$	50653.67	(3)	\$	11486.67	(3)	\$	48030.00	(7)	\$	9231.25	(8)
\$	67636.00	(2)	\$	16064.00	(2)	\$	53976.57	(7)	\$	8904.71	(7)
\$	52057.00	(3)	\$	12455.00	(2)	\$	50483.00	(5)	\$	10089.00	(5)
\$	50000.00	(1)	\$	8669.00	(1)	\$	54732.00	(7)	\$	9924.75	(8)
\$	38603.00	(2)	\$	12194.50	(2)	\$	41787.75	(4)	\$	10848.00	(4)
\$	51657.00	(3)	\$	17562.67	(3)	\$	53500.50	(8)	\$	11526.67	(9)
\$	59358.00	(2)	\$	14400.50	(2)	\$	64640.86	(7)	\$	11503.88	(8)
\$	43500.00	(1)	\$	3429.00	(1)	\$	53467.29	(7)	\$	9934.50	(8)
\$	25200.00	(1)	\$	7645.00	(1)	\$	50315.00	(7)	\$	10455.62	(8)
\$	47462.50	(2)	\$	12048.00	(2)	\$	57569.14	(7)	\$	12772.75	(8)
\$	33946.00	(1)	\$	16298.00	(1)	\$	0.00	0	\$	0.00	0
\$	0.00	0	\$	0.00	0	\$	38359.00	(4)	\$	11314.40	(5)
\$	19500.00	(1)	\$	0.00	0	\$	39472.75	(4)	\$	7634.75	(4)
\$	0.00	0	\$	0.00	0	\$	39570.50	(6)	\$	10456.57	(7)
\$	0.00	0	\$	0.00	0	\$	53737.62	(8)	\$	10441.67	(9)
\$	0.00	0	\$	0.00	0	\$	39925.29	(7)	\$	12197.00	(7)
\$	36500.00	(1)	\$	0.00	0	\$	40688.17	(6)	\$	9681.14	(7)
\$	31500.00	(1)	\$	0.00	0	\$	40188.12	(8)	\$	9429.56	(9)
\$	30000.00	(1)	\$	0.00	0	\$	36124.17	(6)	\$	11963.00	(6)