

ABACC Data Warehouse Salary and Compensation Survey 2017

The following data was collected by the Association of Business Administrators of Christian Colleges (ABACC) in its Data Warehouse for FYE 2017. Data analysis was provided by CEATH Company.

All Responding Institutions (n=25)

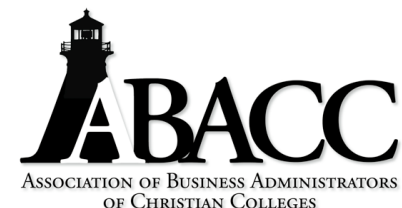
	Year Started	Salary	Benefits	Total	Benefits as % of Total
President	2008	\$152,751	\$62,142	\$214,893	29%
Chief Academic Officer	2004	\$101,601	\$40,829	\$142,431	29%
Chief Financial Officer	2005	\$107,914	\$26,475	\$134,389	20%
Chief Enrollment Officer	2008	\$79,207	\$30,152	\$109,358	28%
Chief Development Officer	2010	\$89,566	\$26,156	\$115,722	23%
Chief Operations Officer	1999	\$101,725	\$26,633	\$128,357	21%
Director of Financial Aid	2006	\$50,332	\$15,780	\$66,111	24%
Director of Human Resources	2008	\$70,317	\$18,853	\$89,170	21%
Director of Information Technology	2008	\$65,483	\$21,904	\$87,387	25%
Director of Physical Plant	2008	\$60,818	\$19,435	\$80,253	24%
Controller	2010	\$67,626	\$19,816	\$87,442	23%
Business Manager	2008	\$44,901	\$14,734	\$59,635	25%
Bursar	2005	\$49,468	\$9,548	\$59,016	16%
Budget Director	2003	\$66,155	\$21,364	\$87,520	24%
Director of Accounting	2014	\$62,944	\$18,382	\$81,326	23%
Senior Accountant	2007	\$59,369	\$21,992	\$81,361	27%
Non-senior Accountant	2010	\$35,168	\$22,949	\$58,117	39%
Student Accounts Manager	2007	\$40,325	\$12,130	\$52,454	23%
Other Business Office Staff	2008	\$33,130	\$20,690	\$53,820	38%
Administrative Assistant	2008	\$29,977	\$11,467	\$41,444	28%

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 2017. 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.

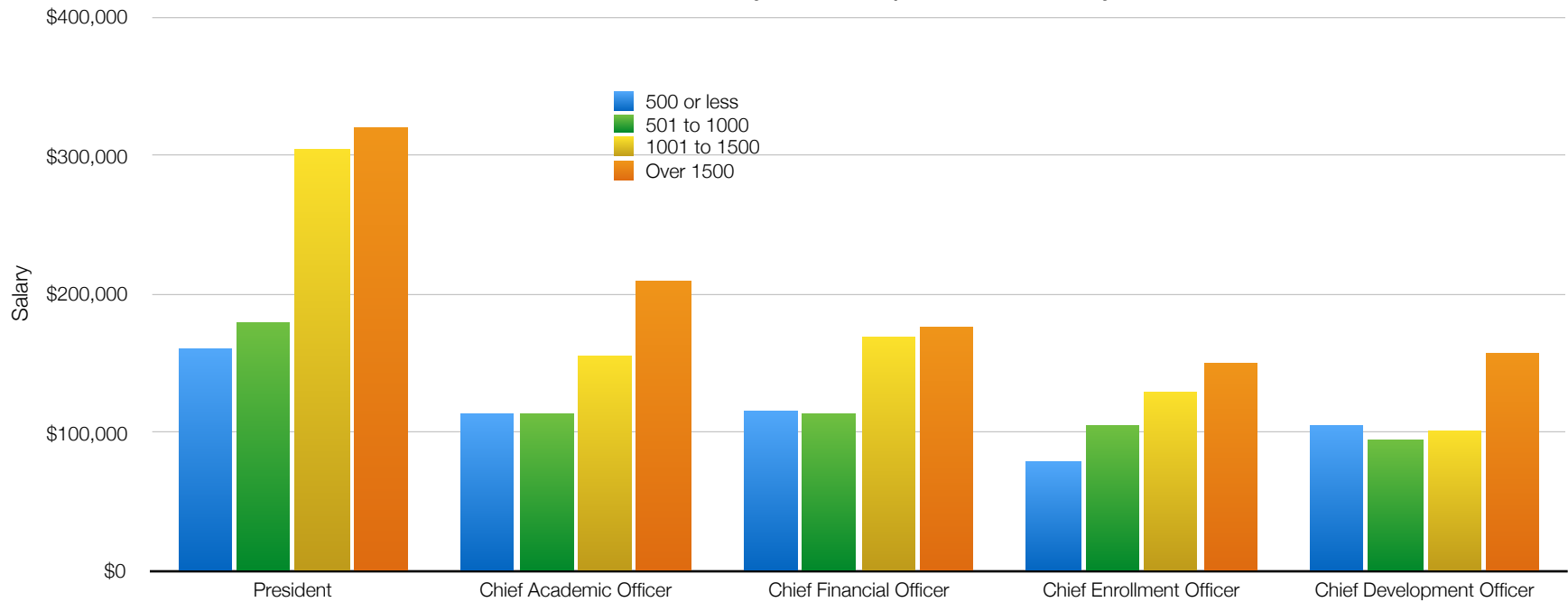


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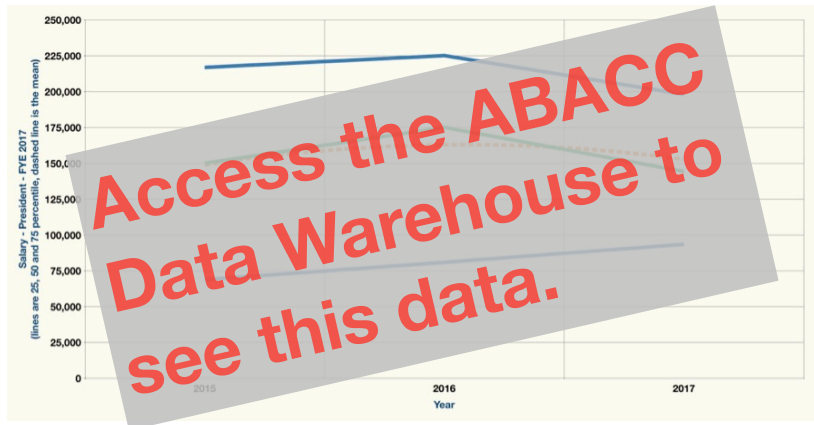
Responding Institution by Size of Student Population

	500 or less			501 to 1000			1001 to 1500			over 1500		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
President	\$111,647	\$49,023	\$160,670	\$142,051	\$37,314	\$179,364	\$235,412	\$68,280	\$303,692	\$224,665	\$95,644	\$320,309
CAO	\$84,041	\$29,707	\$113,748	\$88,933	\$23,995	\$112,928	\$122,622	\$32,342	\$154,964	\$135,221	\$73,512	\$208,733
CFO	\$90,520	\$24,431	\$114,952	\$89,667	\$22,728	\$112,395	\$138,554	\$30,657	\$169,211	\$146,454	\$29,343	\$175,797
Chief Enroll. Officer	\$58,587	\$19,707	\$78,294	\$81,111	\$24,070	\$105,181	\$101,550	\$27,514	\$129,064	\$97,650	\$52,137	\$149,787
Chief Dev. Officer	\$79,876	\$25,429	\$105,304	\$74,537	\$19,782	\$94,318	\$76,094	\$25,421	\$101,515	\$127,228	\$29,211	\$156,439
COO	\$57,878	\$26,898	\$84,776	\$61,300	\$29,090	\$90,390	- - - insufficient data - - -			\$129,815	\$25,271	\$155,086
Dir. Fin. Aid	\$38,173	\$13,171	\$51,344	\$45,935	\$16,535	\$62,471	\$68,750	\$23,420	\$92,170	\$61,372	\$14,259	\$75,631
Dir. HR	\$52,067	\$10,512	\$62,579	- - - insufficient data - - -			\$66,479	\$22,962	\$89,441	\$83,570	\$17,608	\$101,178
Dir. IR	\$47,539	\$17,046	\$64,585	\$53,702	\$16,958	\$70,660	\$84,619	\$19,804	\$104,423	\$91,252	\$29,830	\$121,082
Dir. Phys. Plant	\$51,425	\$18,315	\$69,740	\$55,907	\$18,972	\$74,878	\$58,906	\$18,713	\$77,619	\$83,766	\$21,173	\$104,939
Controller	\$54,361	\$16,781	\$71,142	\$42,847	\$19,634	\$62,480	\$76,058	\$18,148	\$94,206	\$80,438	\$20,802	\$101,240
Bus. Manager	\$36,161	\$11,832	\$47,993	\$41,102	\$18,350	\$59,452	- - - insufficient data - - -			- - - insufficient data - - -		
Bursar	\$61,312	\$13,007	\$74,319	- - - insufficient data - - -			- - - insufficient data - - -			\$37,624	\$6,584	\$44,208
Budget Director	- - - insufficient data - - -			- - - insufficient data - - -			- - - insufficient data - - -			\$66,155	\$21,364	\$87,520
Dir. of Acct.	\$82,150	\$29,386	\$111,536	- - - insufficient data - - -			- - - insufficient data - - -			\$55,122	\$13,673	\$68,794
Sr. Accountant	\$61,935	\$10,237	\$72,172	\$56,672	\$14,219	\$70,891	- - - insufficient data - - -			\$58,557	\$18,446	\$77,003
Non-senior Acct.	- - - insufficient data - - -			- - - insufficient data - - -			- - - insufficient data - - -			\$37,766	\$6,650	\$44,416
Student Acct Mgr	\$34,610	\$3,528	\$38,138	- - - insufficient data - - -			\$43,422	\$21,482	\$64,904	- - - insufficient data - - -		
Other Bus. Staff	\$33,011	\$10,804	\$43,814	\$32,635	\$8,327	\$40,962	- - - insufficient data - - -			\$34,962	\$10,165	\$45,127
Admin. Assist.	\$27,941	\$7,549	\$35,490	\$26,098	\$8,244	\$34,342	\$35,416	\$19,717	\$55,132	\$33,689	\$12,516	\$46,205

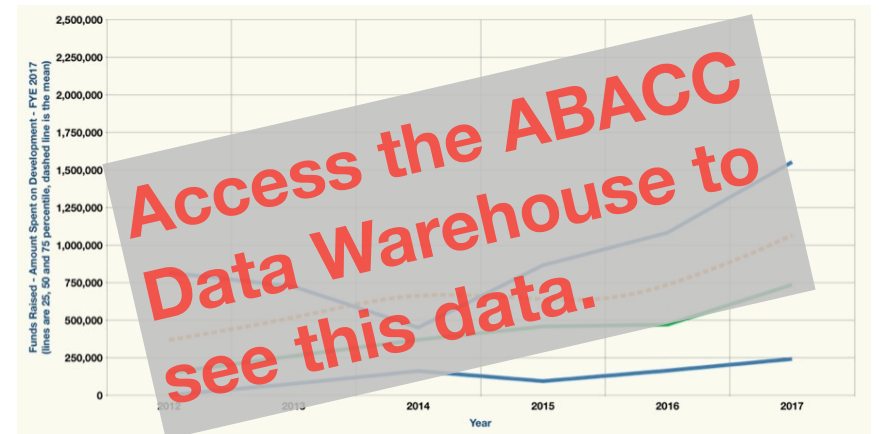
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Salaries increased broadly in 2017, particularly at larger institutions. However, much of the increase was in the form of benefits, not actual salary.

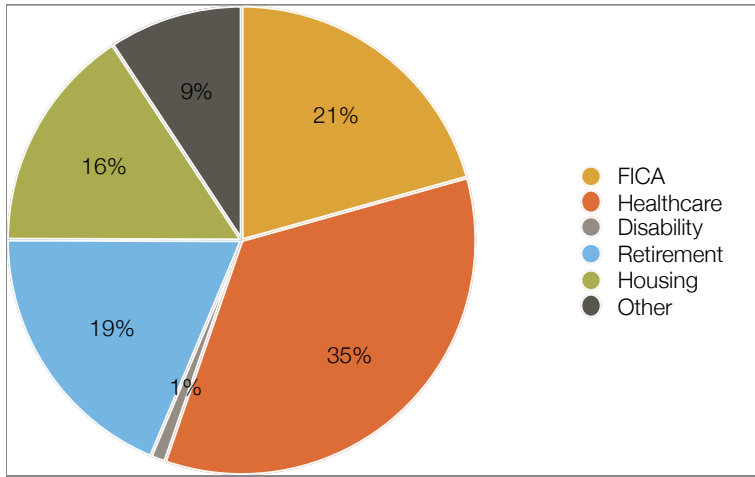


Mean Presidential Salaries were down in 2017, the reduction coming mostly from the higher-paying schools. However, higher paying schools paid substantially higher benefits to Presidents, leaving the overall benefits trend mostly flat.

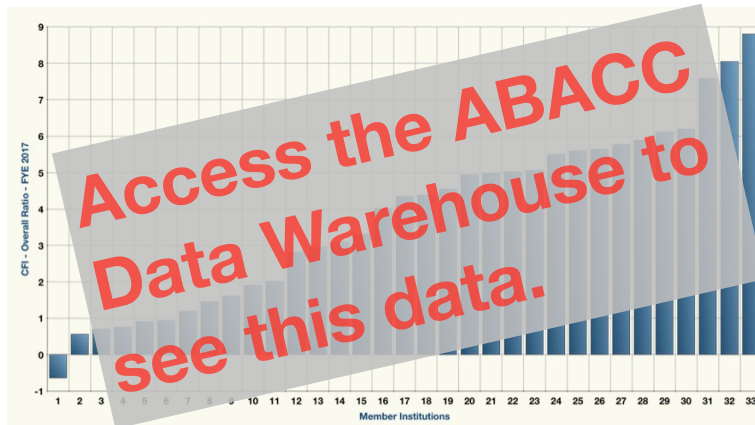


Funds spent on development continued to rise in 2017, with the top quartile schools spending in excess of \$1.5 million on fund raising. Bottom quartile schools spent less than \$250,000 annually last year.

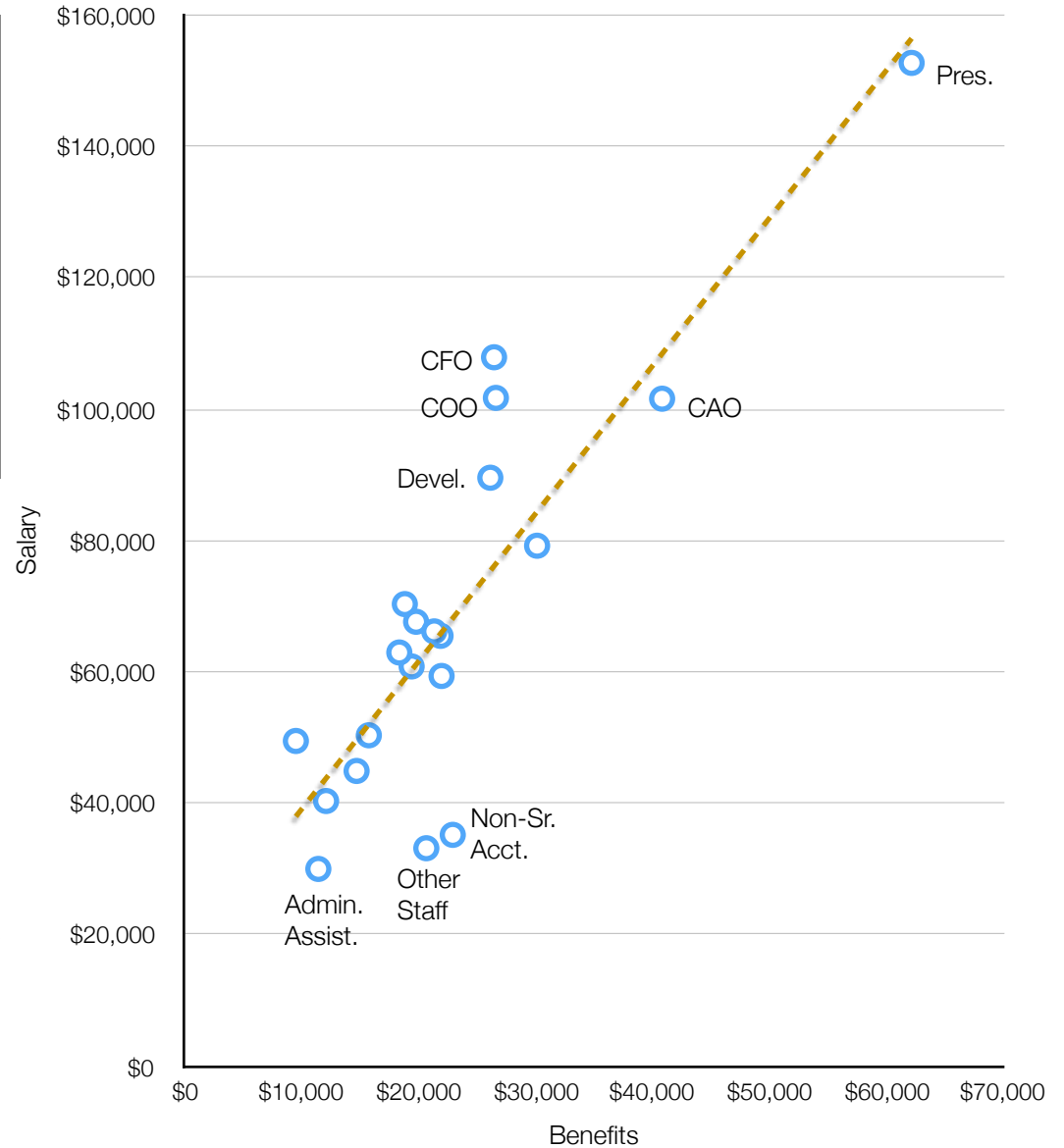
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Not surprisingly, healthcare costs account for the largest portion of the benefit dollar (35%). However, this percentage is down from 2016 when healthcare costs accounted for 40% of all benefits.



The overall CFI (Composite Financial Index) for member schools in 2017 was broadly improved over 2016. Far fewer schools had negative CFI scores than in 2016. Even with the economic recovery, however, many still struggle to achieve the desired goal of a CFI greater than 3.0.



While there is a rough correlation between salary and benefits, some positions (Chief financial Officer, Chief Operating Officer) receive a smaller portion of benefits compared to their salary. Other less compensated staff receive a higher portion of their compensation in the form of benefits.