

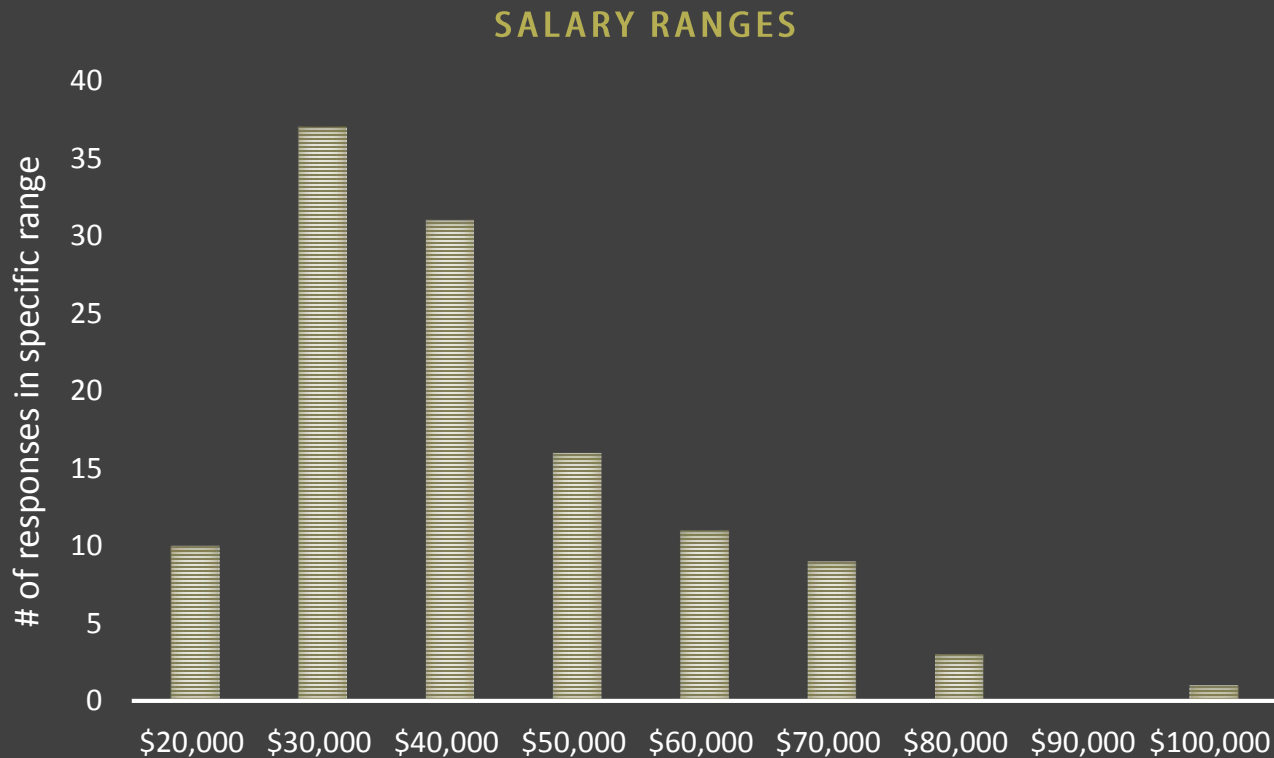
# 2016 MASFAP



## Salary Survey Results

# Salary Survey Results

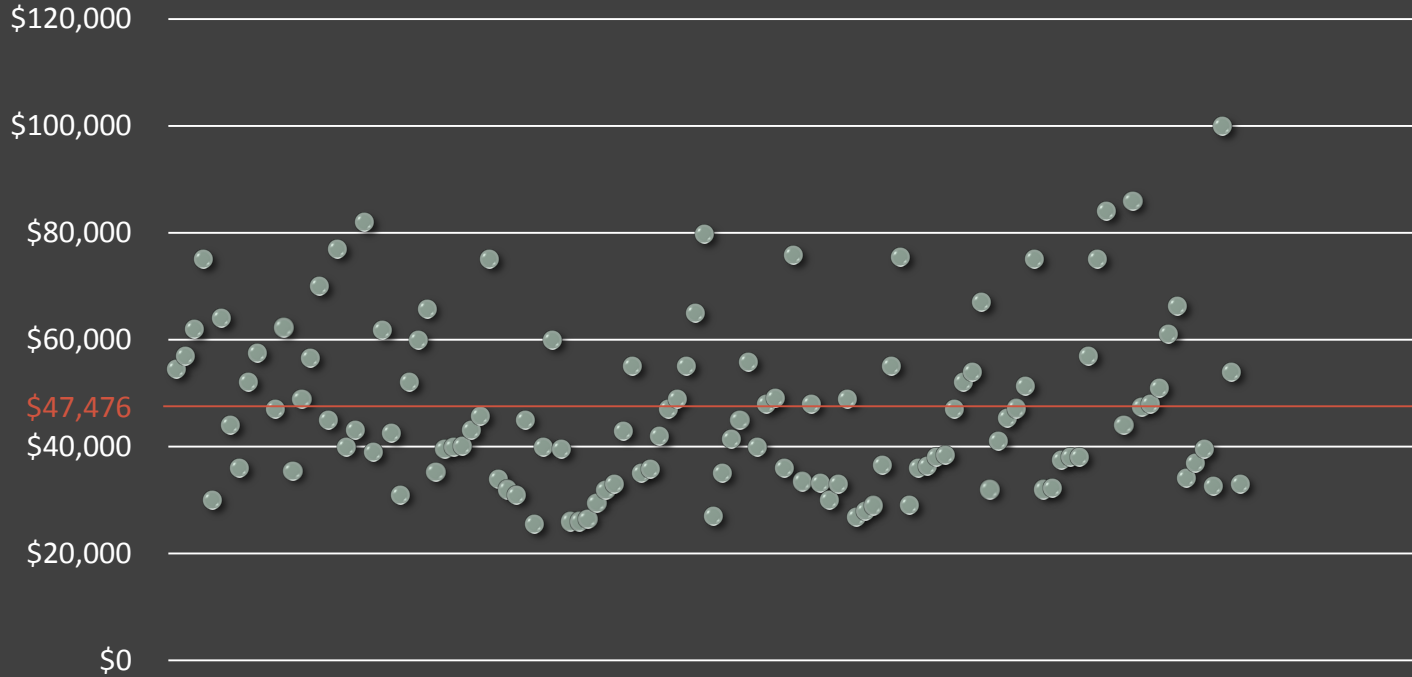
- 120 respondents, all full-time employees
- Calculations in SPSS determined that the salary data was **not** normally distributed, unable to use linear regression analysis
- Each section will compare a survey question against the average salary for the available responses



# Q12

## What is your annual salary?

SALARY SCATTER PLOT

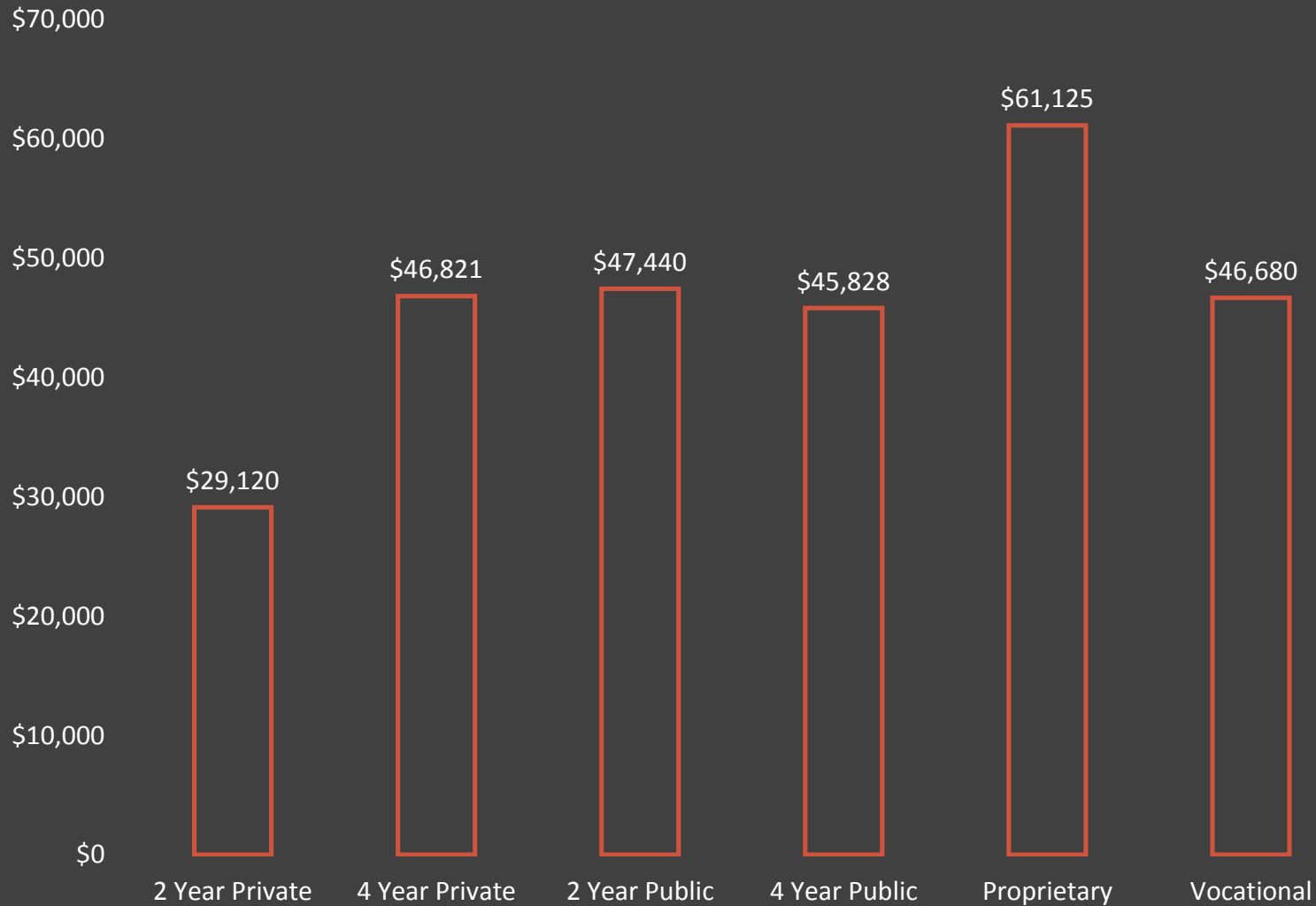


Mean	Median	Mode
\$46,992	\$43,569	\$40,000
• <b>Postponed</b> Department of Labor threshold: \$47,476		



# Q1

## What type of institution do you work for?



# Q2

## What is your institution's enrollment level?

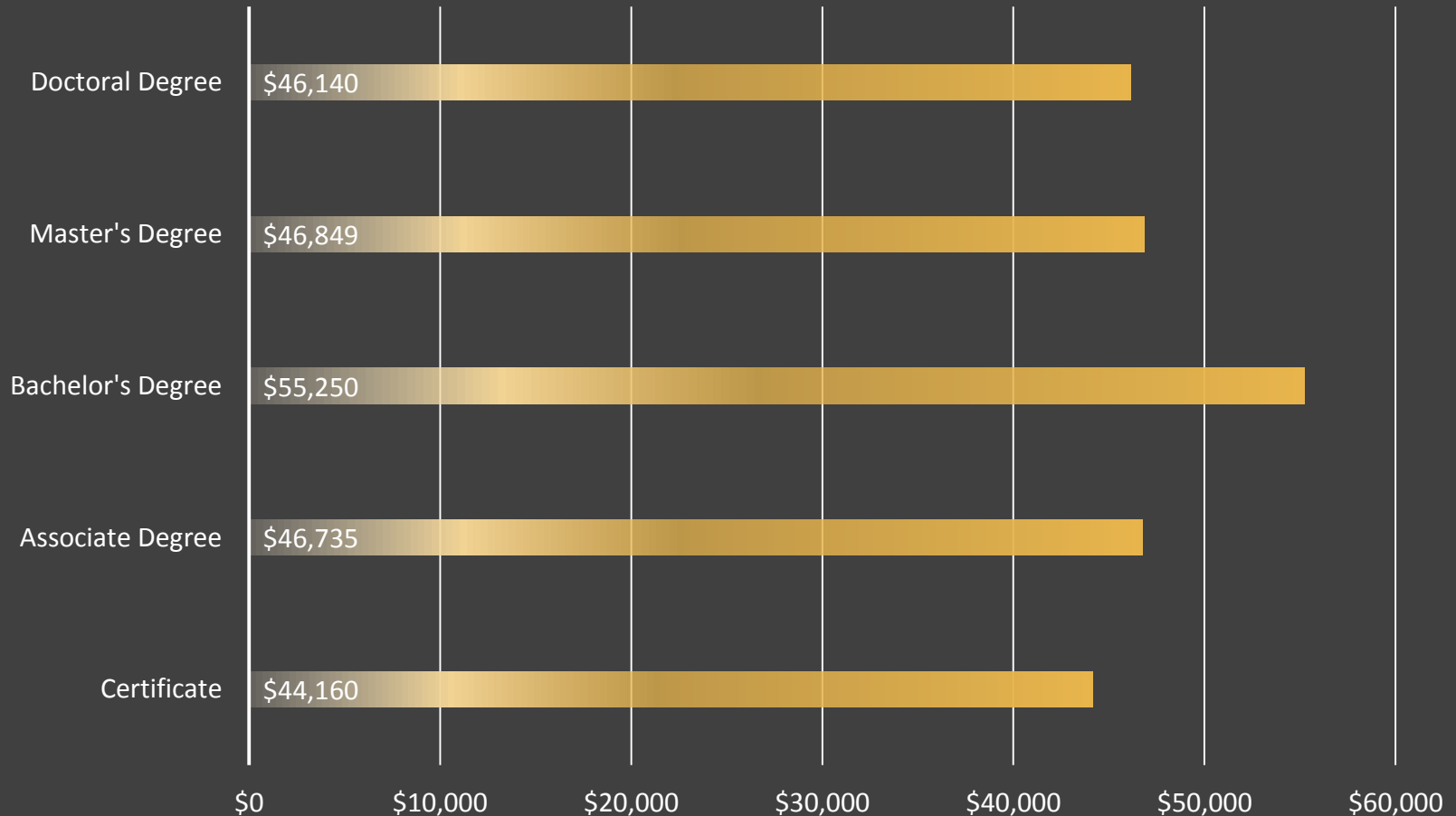
Rank	Enrollment Level	Average annual salary
4	Less than: 250	\$47,898
2	251 - 500	\$49,245
1	501 - 1,000	\$49,418
7	1,001 - 2,500	\$45,220
5	2,501 - 5,000	\$47,647
6	5,001 - 10,000	\$45,496
8	10,001 - 20,000	\$44,704
3	Greater than: 20,000	\$48,691

Largest gap is:  
\$4,714



# Q3

## What is the highest level of education your institution offers?

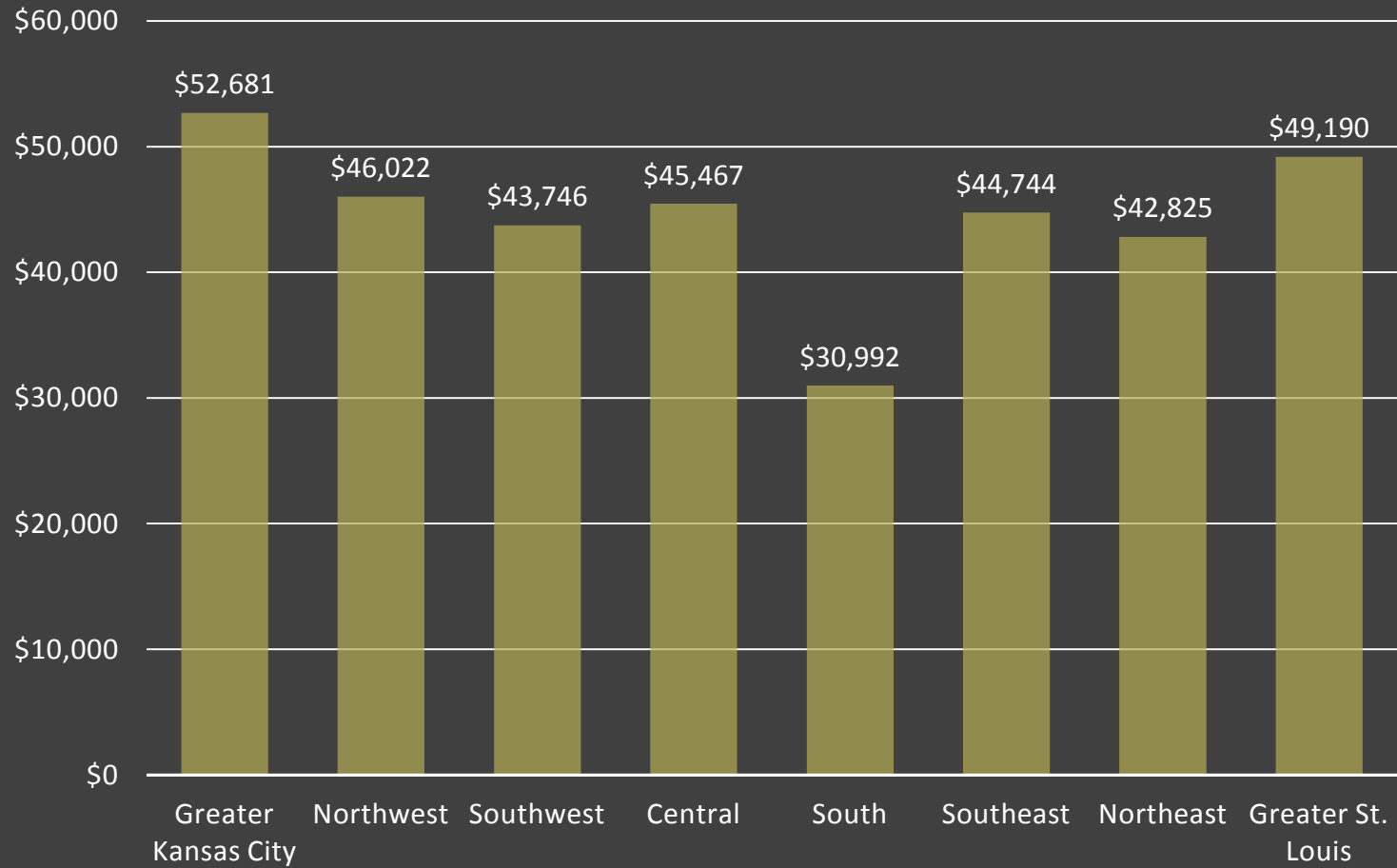


\* 6 out of 8 respondents who selected "Bachelor's Degree" were at the Director level, and 5 of the 8 have been in Higher Ed for over 15 years.



# Q4

## What region of Missouri is your school in?



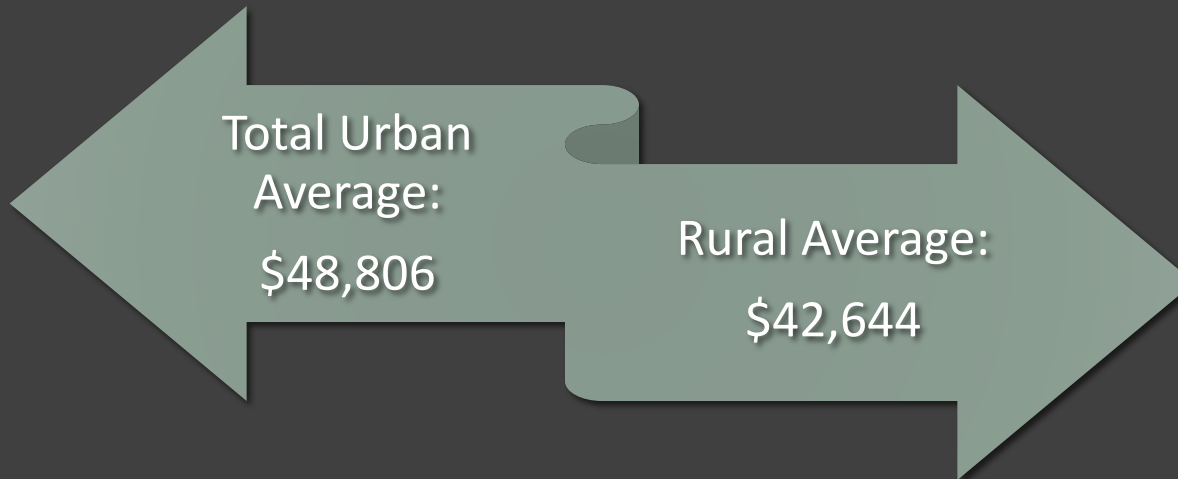
KC	NW	SW	Central	South	SE	NE	STL
16	7	8	41	1	12	4	31



# Q5

## Would you consider the school to be:

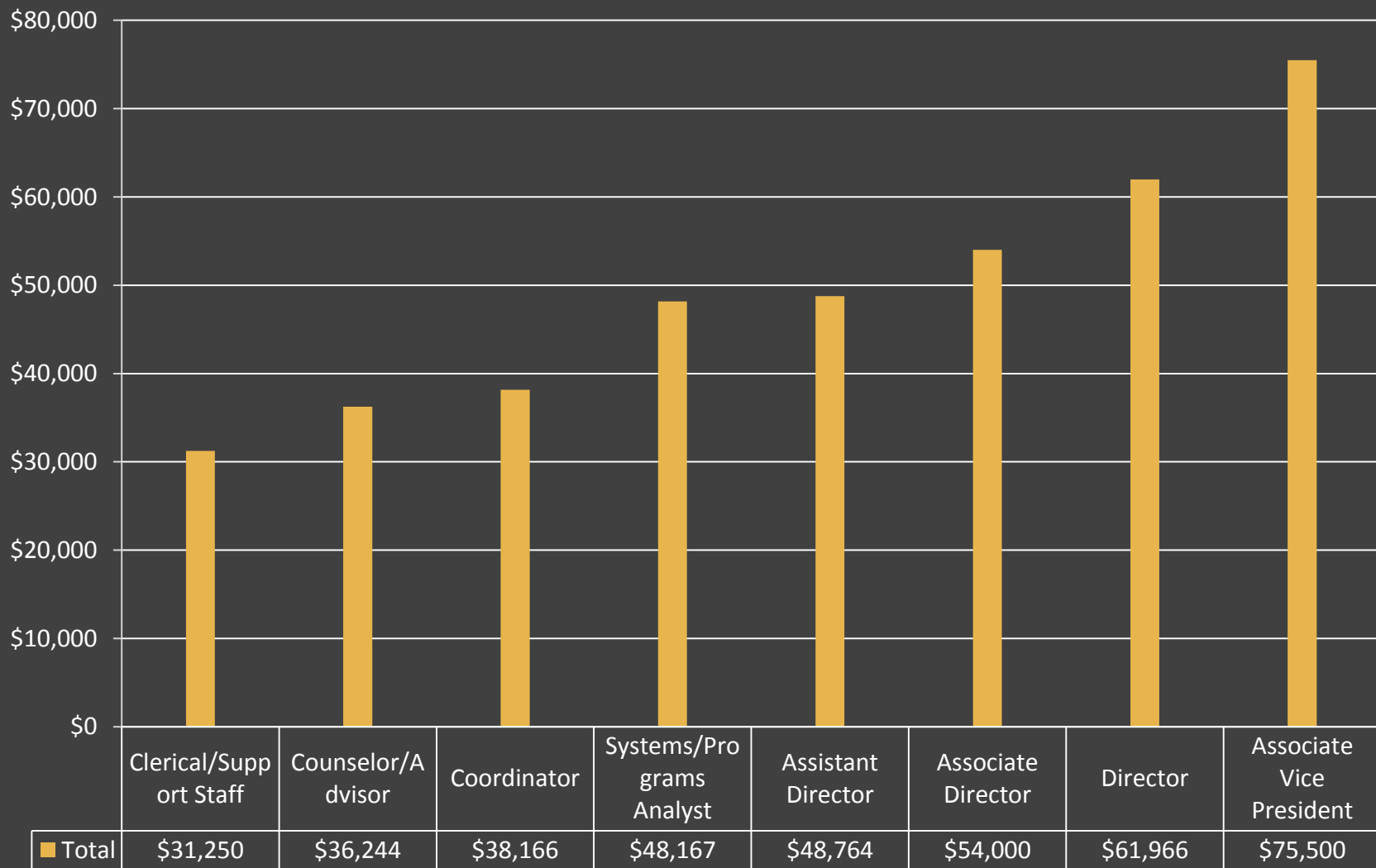
Rural / Urban Classification	Average annual salary	Number of Respondents
Urban [12,500 and over]	\$46,100	47
Rural [under 12,500]	\$42,644	33
Greater KC	\$53,263	17
Greater St. Louis	\$48,769	21
No response	\$43,500	2





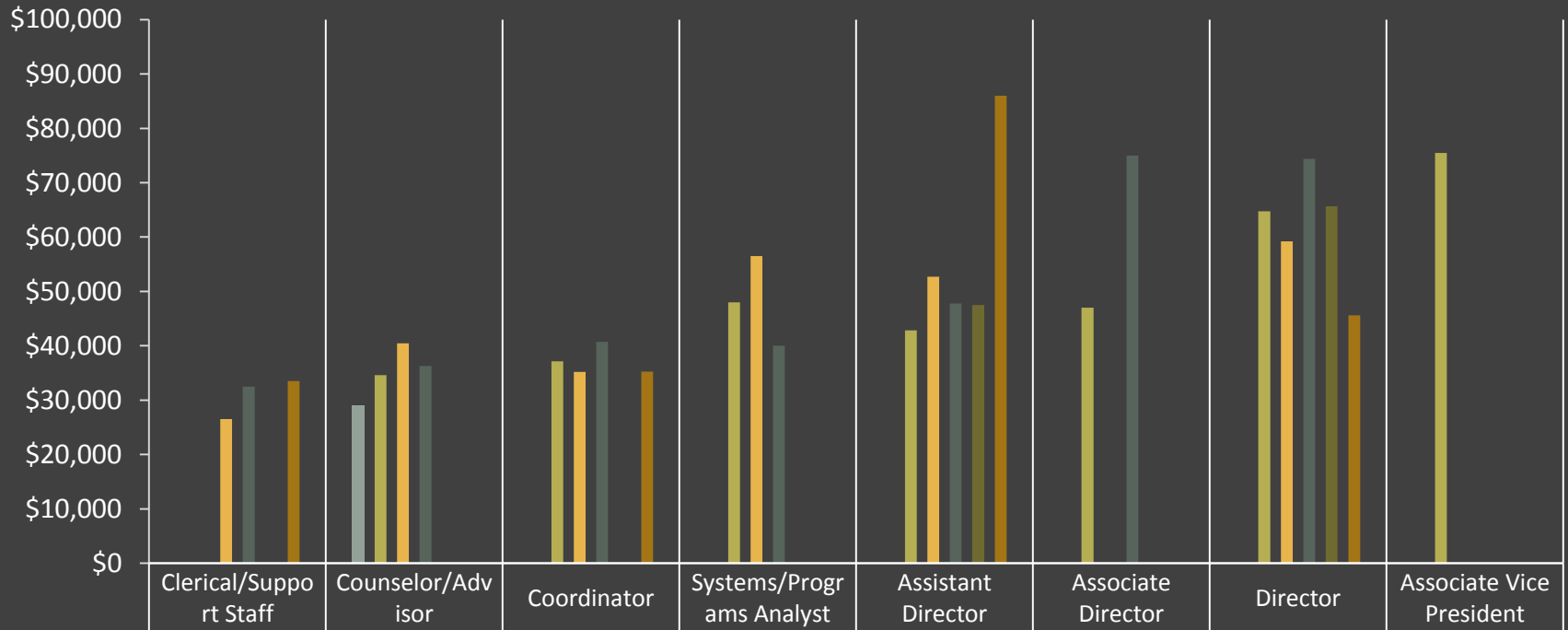
# Q7

## What is your position type?



# Q7 + Q1

## Position + Institution type

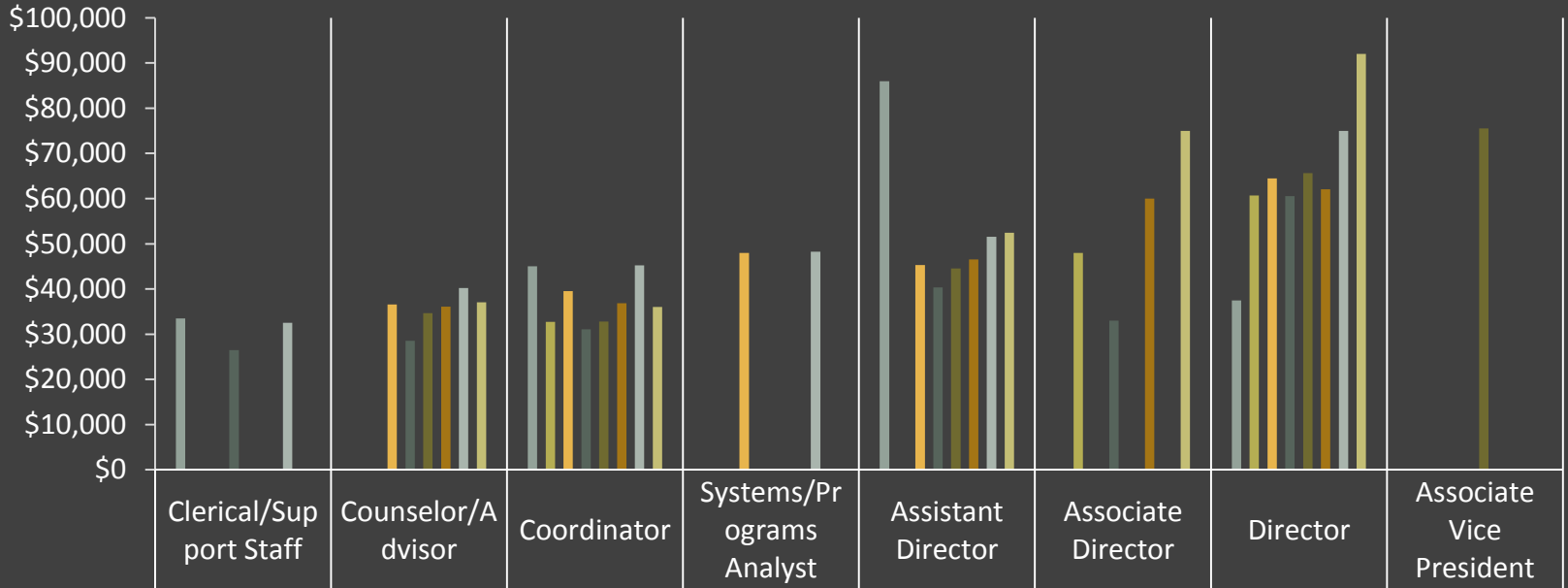


2 Year Private		\$29,120						
4 Year Private		\$34,572	\$37,150	\$48,000	\$42,814	\$47,000	\$64,754	\$75,500
2 Year Public	\$26,500	\$40,457	\$35,200	\$56,500	\$52,684		\$59,189	
4 Year Public	\$32,500	\$36,271	\$40,738	\$40,000	\$47,750	\$75,000	\$74,371	
Proprietary					\$47,500		\$65,667	
Vocational	\$33,500		\$35,235		\$86,000		\$45,597	



# Q7 + Q2

## Position + Enrollment Level

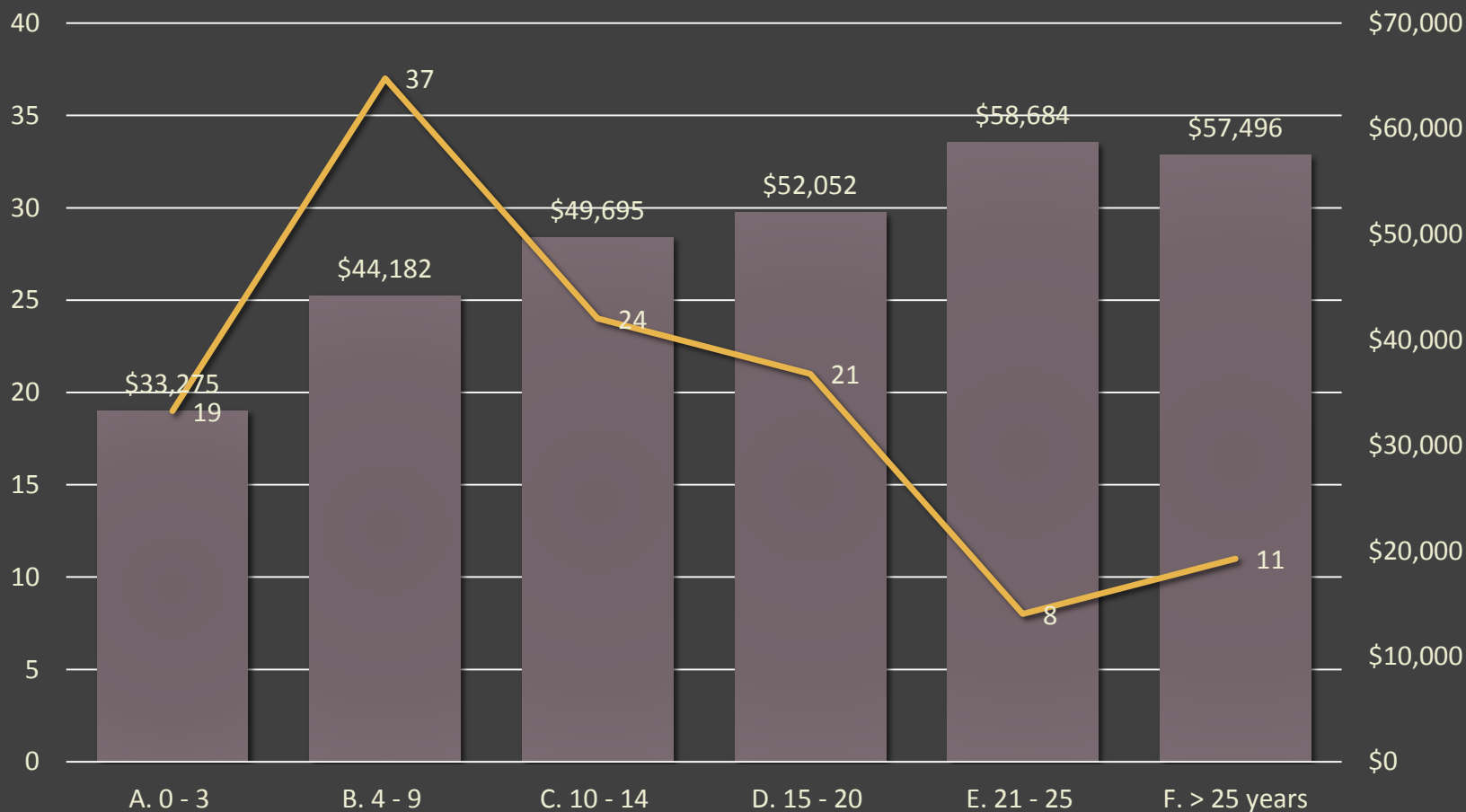


■ A. < 250	\$33,500		\$45,000		\$86,000		\$37,496	
■ B. 251 - 500			\$32,735			\$48,000	\$60,667	
■ C. 501 - 1,000		\$36,544	\$39,535	\$48,000	\$45,319		\$64,500	
■ D. 1,001 - 2,500	\$26,500	\$28,500	\$31,100		\$40,333	\$33,000	\$60,567	
■ E. 2,501 - 5,000		\$34,642	\$32,760		\$44,533		\$65,637	\$75,500
■ F. 5,001 - 10,000		\$36,114	\$36,869		\$46,525	\$60,000	\$62,091	
■ G. 10,001 - 20,000	\$32,500	\$40,186	\$45,250	\$48,250	\$51,574		\$75,000	
■ H. >20,000		\$37,073	\$36,039		\$52,420	\$75,000	\$92,000	



# Q8

## How many years have you been in Higher Ed?



■ Average of Q12 - What is your annual salary?

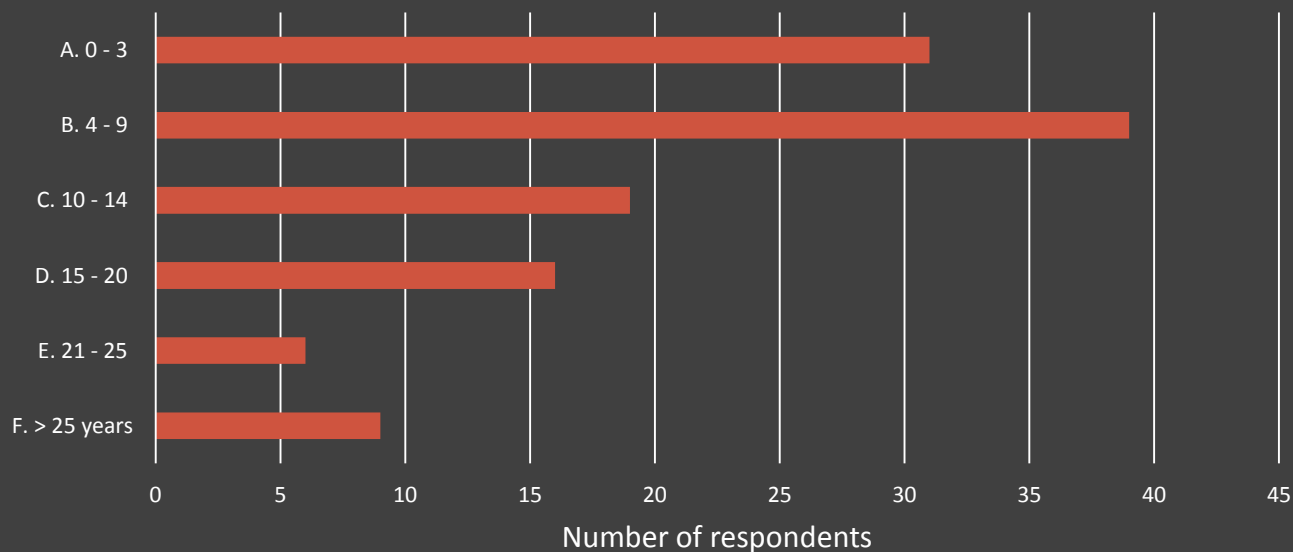
— Count of Q8 - How many years have you been in Higher Education?



# Q9

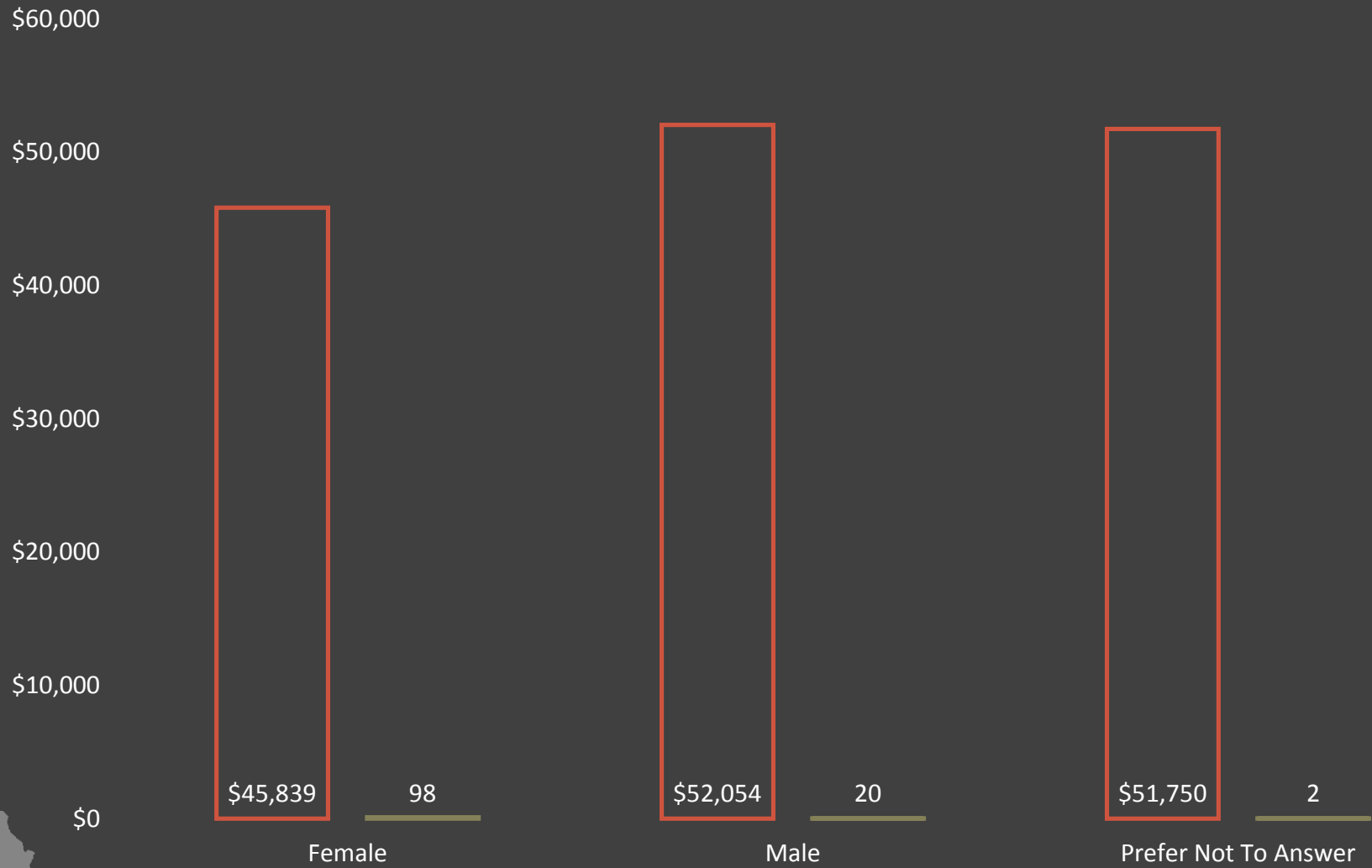
## How many years have you been in Financial Aid?

Years	Average annual salary
A. 0 - 3	\$38,941
B. 4 - 9	\$45,375
C. 10 - 14	\$51,385
D. 15 - 20	\$49,003
E. 21 - 25	\$61,067
F. > 25 years	\$54,944



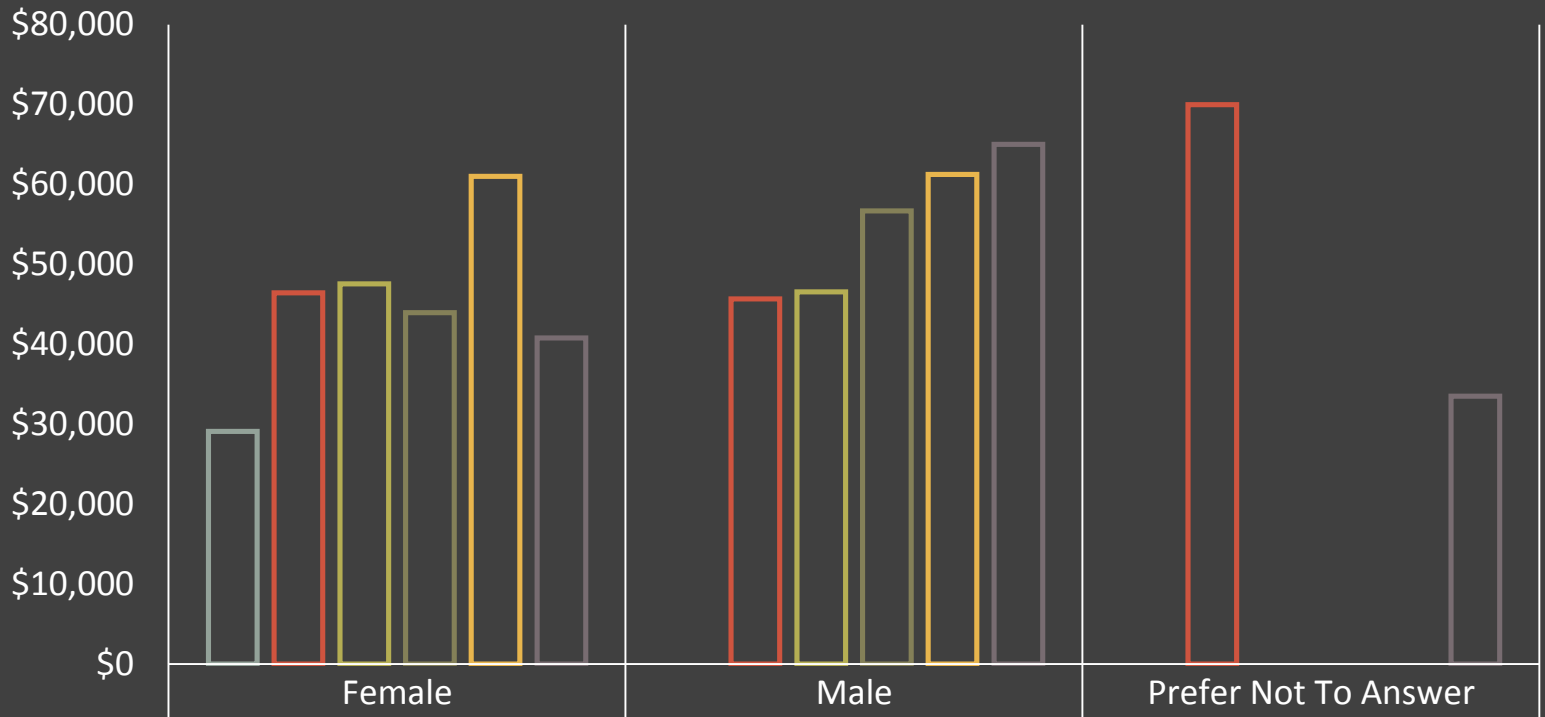
# Q10

## What is your gender?



# Q10 + Q1

## Gender + Institution type?

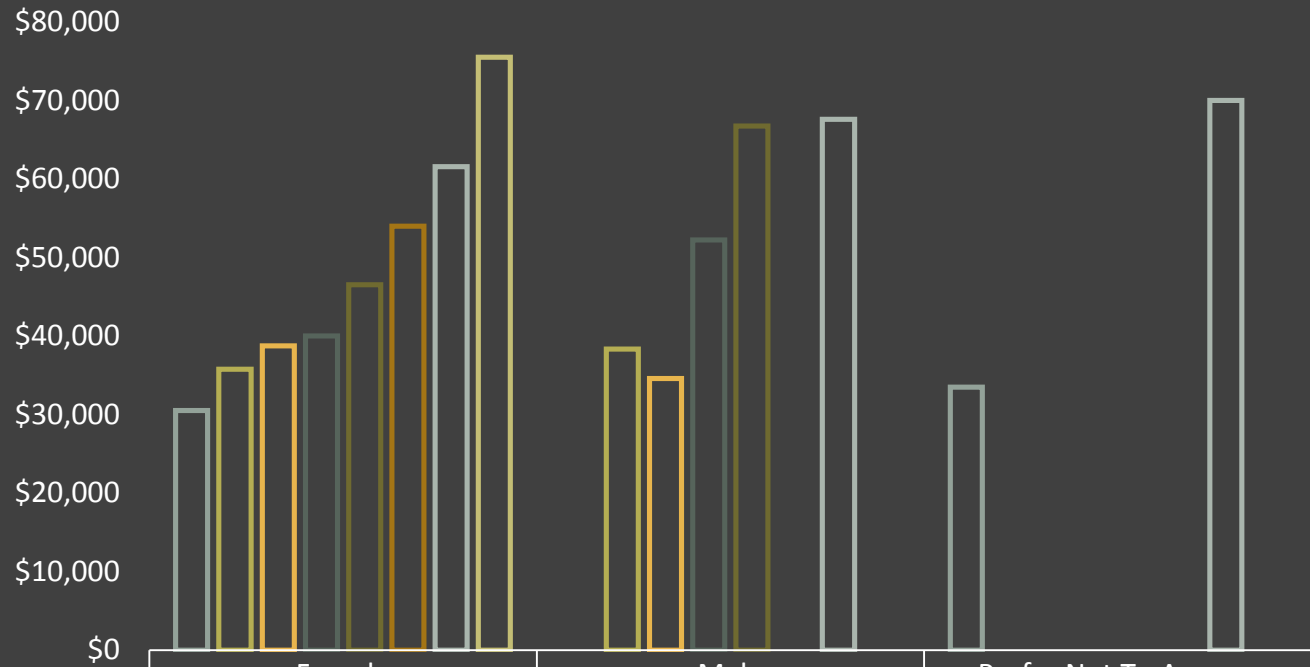


2 Year Private	\$29,120		
4 Year Private	\$46,451	\$45,685	\$70,000
2 Year Public	\$47,559	\$46,567	
4 Year Public	\$43,957	\$56,680	
Proprietary	\$61,000	\$61,250	
Vocational	\$40,816	\$65,000	\$33,500



# Q10 + Q7

## Gender + Position?



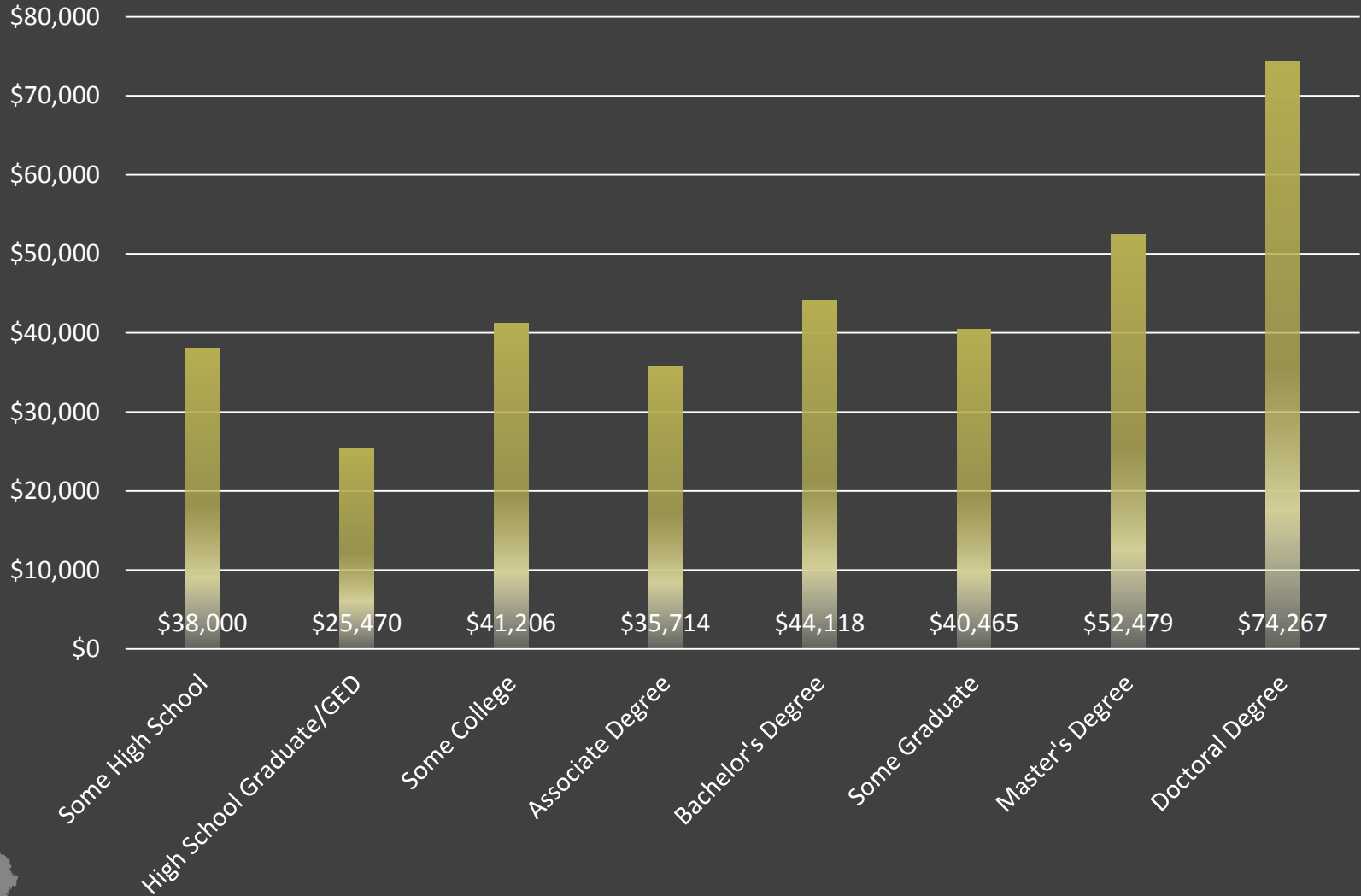
	Female	Male	Prefer Not To Answer
Clerical/Support Staff	\$30,500	\$33,500	\$33,500
Counselor/Advisor	\$35,772	\$38,320	
Coordinator	\$38,740	\$34,580	
Systems/Programs Analyst	\$40,000	\$52,250	
Assistant Director	\$46,515	\$66,750	
Associate Director	\$54,000		
Director	\$61,575	\$67,594	\$70,000
Associate Vice President	\$75,500		



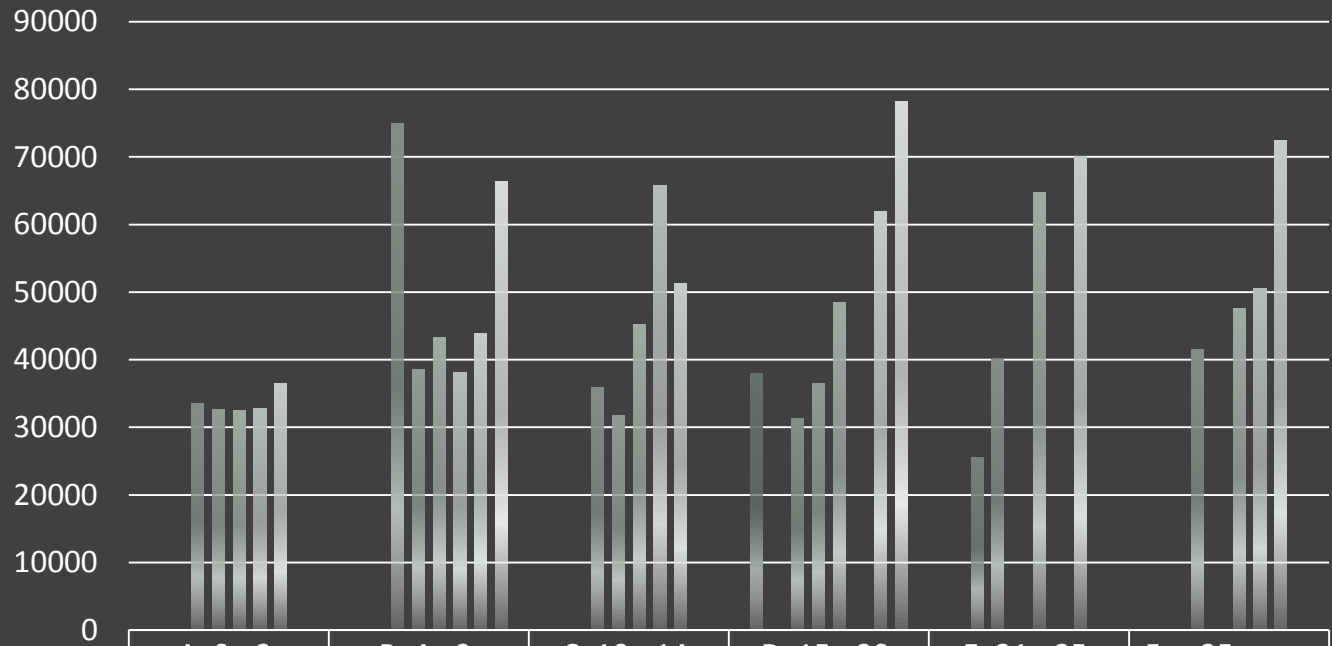


# Q11

## What is your highest level of education obtained?



# Q11 + Q8 Education level + Years in Higher Ed

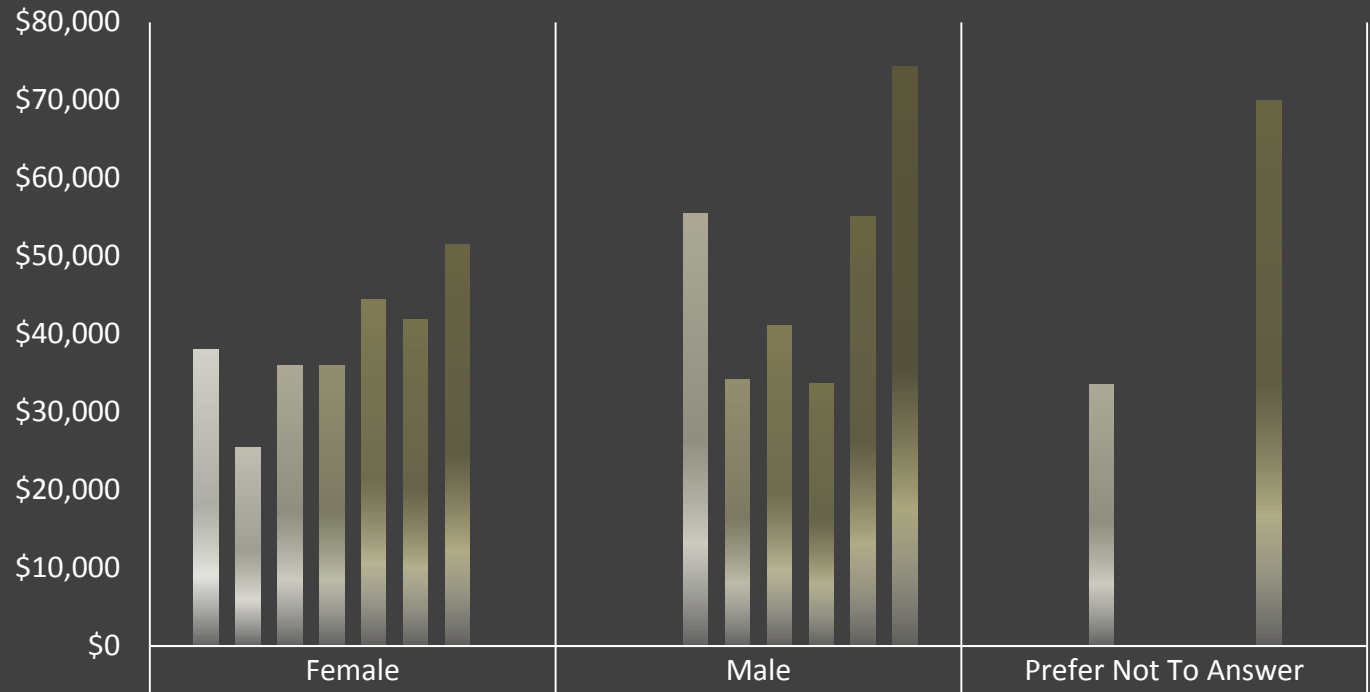


	A. 0 - 3	B. 4 - 9	C. 10 - 14	D. 15 - 20	E. 21 - 25	F. > 25 years
■ Some High School				\$38,000		
■ High School Graduate/GED					\$25,470	
■ Some College	\$33,500	\$75,000	\$35,945	\$31,250	\$40,000	\$41,495
■ Associate Degree	\$32,560	\$38,600	\$31,800	\$36,496		
■ Bachelor's Degree	\$32,508	\$43,262	\$45,189	\$48,482	\$64,667	\$47,554
■ Some Graduate	\$32,788	\$38,125	\$65,816			\$50,490
■ Master's Degree	\$36,533	\$43,882	\$51,308	\$61,946	\$70,000	\$72,455
■ Doctoral Degree		\$66,300		\$78,250		



# Q11 + Q10

## Education level + Gender



	Female	Male	Prefer Not To Answer
■ Some High School	\$38,000		
■ High School Graduate/GED	\$25,470		
■ Some College	\$35,999	\$55,473	\$33,500
■ Associate Degree	\$35,930	\$34,200	
■ Bachelor's Degree	\$44,455	\$41,169	
■ Some Graduate	\$41,957	\$33,750	
■ Master's Degree	\$51,488	\$55,119	\$70,000
■ Doctoral Degree		\$74,267	

