



PRESS RELEASE

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Salary Increases for Administrators in Public Higher Ed Institutions Continue to Outpace Those at Privates

For the second year in a row, senior leaders at public institutions saw a more substantial salary increase than their peers at private institutions. Data from the College and University Professional Association for Human Resources (CUPA-HR)'s 2014-15 Administrators in Higher Education Salary Survey show a median base salary increase in 2014 of 2.5% for those in senior-level positions at public institutions, compared to a 2.3% increase for those in the same positions at private institutions. These numbers are the same as the previous year. Prior to that, however, privates had outpaced publics for several years in pay increases for this group.

The overall median base salary increase in 2014 for administrators for all institutions combined was 2.4%, the same as last year. These findings reflect the salaries of 55,197 job incumbents in public and private institutions nationwide. Salaries were reported by 1,227 institutions for 191 selected positions, mostly at the director level and above.

Findings

Salary Increases by Carnegie Class: Doctoral and associate's institutions had the highest median salary increases at 2.5%, followed by special focus institutions at 2.4%. For baccalaureate and master's institutions, median increases were the same as last year, at 2.3% and 2.0% respectively. Increases were similar for public and private institutions across all categories, with the exception of special focus. For this group, increases were greater at public institutions.

Salary Increases by Job Category: Median salary increases by job category ranged from 2.2% to 2.5% and were all very similar to last year's increases. Median increases were higher at public than private institutions for senior institutional officers, heads of divisions and deans. Median increases were higher at private institutions for top executive officers and associate deans. For both groups, median increases were the same for institutional administrators.

Executive Benefits: CEOs were the most likely to receive “executive-only” benefits, with housing, car/car allowances and participation in a deferred compensation program being the most widely offered perks to this group. Among the other executives (executive vice president/vice chancellor, chief academic affairs officer/provost, chief business officer, chief athletic administrator and chief development/advancement officer), the benefits most frequently offered are participation in a deferred compensation program and a performance-based incentive opportunity.

Specific Median Base Salaries

The median base salary for a CEO at a single institution ranged from \$187,595 at associate’s institutions to \$450,000 at research universities. The median base salary for a chief academic officer ranged from \$131,200 at associate’s institutions to \$336,563 at research institutions. The median base salary for a chief business officer ranged from \$128,151 at associate’s institutions to \$276,861 at research institutions. The median base salary for a chief human resources officer ranged from \$91,439 at baccalaureate institutions to \$172,199 at research institutions. Other executive salaries reflected similar differences based on institution type.

The highest paid deans were those in the areas of medicine, dentistry, law and public health, while the lowest paid deans were those who oversee the student body and those working in external degree programs, instruction and divinity/religion.

Survey Participants

The 1,227 survey participants included approximately 81% of all U.S. doctoral institutions, 52% of master’s institutions and 34% of baccalaureate institutions. A total of 331 special-focus and associate’s institutions also completed this year’s survey. Public institutions comprised 48% (592) of respondents, and private institutions comprised 52% (635) of respondents.

About CUPA-HR

CUPA-HR is higher ed HR. We serve higher education by providing the knowledge, resources, advocacy and connections to achieve organizational and workforce excellence. Headquartered in Knoxville, Tennessee, and serving more than 18,000 HR professionals and other campus leaders at more than 1,900 member organizations around the country and abroad, the association offers learning and professional development programs, higher education salary and benefits data, extensive online resources and just-in-time regulatory and legislative information. Our membership includes 91 percent of all U.S. doctoral institutions, 77 percent of all master’s institutions, 57 percent of all bachelor’s institutions and 600 community colleges and specialized institutions.

CUPA-HR is the recognized authority on compensation surveys for higher education, with its seven salary surveys designed by higher ed HR professionals for higher ed HR professionals and other campus leaders.