



PRESS RELEASE

EMBARGOED UNTIL 12:01 A.M., EST
April 13, 2015

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Hourly Workers in Higher Ed See 2 Percent Increase in Pay

Recently released data from the College and University Professional Association for Human Resources (CUPA-HR)'s 2014-15 Non-Exempt Staff in Higher Education Salary Survey show that the median base salaries for hourly workers in higher education increased by 2 percent in 2014. This number is on par with pay increases seen last year by administrators, professionals and faculty in higher ed.

Findings

Salary Increases by Carnegie Class and Affiliation: Non-exempt staff at special focus institutions saw the greatest increase at 2.5%. Associate's institutions followed at 2.3%. For all other classifications, the median increase was 2.0%. By affiliation, median increases were similar for private and public institutions for all but baccalaureate institutions. For this category, the publics, which are small in number, had an increase of 2.3%, compared to 2.0% for private institutions.

Salary Increases by Job Category: For all institutions, median salary increases by job category were 2.0% across the board (data was collected in four job categories: office/clerical, technical/paraprofessional, service/maintenance and skilled craft). By affiliation, increases were also 2.0% for all job categories but one — technical/paraprofessionals at public institutions, which had an increase of 2.2%.

Highest Median Salaries by Job Category:

- Skilled Craft: Electrician Lead/Supervisor (\$55,166)
- Service/Maintenance: Police/Public Safety Lead (\$49,767)
- Technical/Paraprofessional: Paralegal (\$49,110)
- Office/Clerical: Executive Assistant (\$44,732)

Lowest Median Salaries by Job Category:

- Technical/Paraprofessional Staff: Nursing Assistant (\$29,500)
- Skilled Craft: Textile Worker (\$28,500)
- Office/Clerical Staff: Cashier (\$28,402)

- Service/Maintenance: Food Server (\$24,894)

About the Survey

The Non-Exempt Staff in Higher Education Salary Survey, which was first conducted in 2014, collects salary data for 145 positions in which job incumbents are paid an hourly rate and are eligible for overtime. **The annual salary for these positions is reported as the compensation received for working 2,080 hours in 12 months without overtime.**

This year's data reflect the salaries of 176,123 staff members in 145 positions at 781 public and private colleges and universities nationwide. Public institutions comprise 42% (325) and private institutions 58% (456) of the 2014-15 respondents. The responding private institutions include fewer religiously affiliated (208) than non-religious (independent and for-profit) institutions (248).

In terms of classification, master's colleges and universities are the largest group of participants at 32.1% (251), with private institutions making up more than half of this group (20.8% vs. 11.3%). Baccalaureate colleges comprise 24.1% (188) of the respondents, most of which are private. Doctorate-granting institutions make up 19.3% (151) of the respondents, more than two-thirds of which are public. Associate's colleges represent 14.0% (109) of the respondents; almost all are public. Special focus institutions (which include system offices) are the smallest segment of respondents at 10.5% (82).

Visit the [CUPA-HR website](#) to order survey results and to view select data tables and other survey information. (Please note, this link will not be updated with the 2014-15 data until April 13.)

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.