



PRESS RELEASE

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Median Base Salaries for Professionals in Higher Ed Increased 2.2 Percent in 2014-15

Professionals at Associate's Institutions Saw Biggest Increases

The College and University Professional Association for Human Resources (CUPA-HR) recently released findings from its 2014-15 Professionals in Higher Education Salary Survey. The overall median base salary increase in 2014 for individuals in professional positions in higher ed (those with primary assignments and responsibilities requiring professional-level expertise and work in specific functional areas) was 2.2%. The increase in 2013-14 was 2.1%. For the first time in several years, increases at publics were greater than those at privates (2.3% vs. 2.1%). This year's findings reflect the salaries of 186,866 job incumbents in public and private institutions nationwide.

According to the Bureau of Labor Statistics, the annual Consumer Price Index for all urban consumers [CPI-U] in 2014 was 1.6% higher than in 2013. As such, the median salary increase for the jobs contained in this survey was better than inflation for both public and private institutions.

Findings

Salary Increases by Carnegie Class and Affiliation: The median salary increase for associate's institutions this year was 3.0%. For all other classifications, the median increase ranged from 2.0% to 2.4%. By affiliation, the median increase was higher at private than at public doctoral institutions (2.5% vs. 2.2%). However, the reverse was true for special focus institutions — the median increase was 2.2% for privates but 2.7% for publics. For master's and baccalaureate institutions, increases were the same at 2.0% and 2.2%, respectively.

Salary Increases by Job Category: Median salary increases were higher at public institutions than at private institutions for five of the 10 categories for which data can be reported: Academic Affairs, Student Affairs, External Affairs, Information Technology and Athletic Affairs. For Fiscal Affairs, Facilities, Research Professionals, and Health Science and Environmental Sustainability, median salary increases were higher at private than public institutions.

Highest and Lowest Median Salaries

Among positions surveyed (excluding coaches), for all institutions combined, the highest paid position was that of Staff Physician (\$148,722), followed by Staff Attorney; Veterinarian; Pharmacist; Senior Technology Licensing Officer; Principal Research Scholar (Physical Science); and Head of Executive Education. The lowest paid position was that of Student Residence Hall Manager – room and board included (\$31,470), followed by Client Care Supervisor; Student Residence Hall Manager – room and board not included; Student Admissions Counselor; Life Sciences Research Assistant; Student Financial Aid Counselor; and Academic Evaluator.

Survey Participants

This year's survey was completed by 1,104 higher education institutions. Public institutions comprise 46% (512) and private institutions comprise 54% (592) of the respondents. The responding private institutions include fewer religiously affiliated (266) than non-religious (independent and for-profit) institutions (326).

In terms of classification, master's colleges and universities is the largest group of participants at 31.3% (346), with private institutions making up more than half of this group (19% vs. 12.3%). Baccalaureate colleges comprise 23.4% (258) of the respondents, most of which are private. Doctorate-granting institutions make up 19.9% (219) of the respondents, two-thirds of which are public. Associate's colleges represent 15.2% (168) of the respondents, and almost all are public. Special focus institutions (which include system offices) is the smallest segment of respondents at 10.2% (113).

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 March 30.)

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.