

**2010-2011**  
**ADMINISTRATIVE SALARY SURVEY**  
**OF**  
**SELECTED CRITERIA**



**2010-2011**

**ADMINISTRATIVE SALARY SURVEY**

**OF**

**INSTITUTIONS**

**AND**

**SYSTEM OFFICES**

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## INTRODUCTION

The Administrative Salary Survey is conducted and maintained by Oklahoma State University's Office of Institutional Research and Information Management. Begun by the Office of Institutional Research at the University of Arkansas, it was most recently published by the Office of Institutional Research and Assessment at the University of Alabama. The inspiration behind the project emerged from the desire for current salary information for high-level management positions within universities. The result is a study that higher education administrators and government officials can use for salary decisions.

A select group of institutions and system offices have provided salaries for a broad range of management positions typically found in higher education. No salary is identified with a particular school or system office, but the top 40 individual salaries are displayed and ranked from highest to lowest for each position. Median and average salaries are computed for all institutions as a group as well as for subsets of institutions and personnel arranged by Carnegie classification, by campus structure, by geographical region, etc.

This is the fourth year for publishing the survey results in this format. Two separate sections are included, one with universities only and one with higher education system offices only. University data displays one position per page with aggregate statistics displayed for subsets of institutions and personnel. System office data displays three positions per page with aggregate statistics displayed for only three subsets of personnel.

We welcome your suggestions as we continue our efforts to make the survey a more useful tool.



## LIST OF PARTICIPATING INSTITUTIONS

An invitation to participate in the 2010-2011 Administrative Salary Survey was extended to over 154 higher education institutions and system offices who have historically participated in previous years. This year, data from 71 institutions and system offices was submitted in time to be included in the survey.

### UNIVERSITIES

Arizona State University	University of Alabama at Birmingham
Auburn University (AL)	University of Alaska at Anchorage
Boise State University (ID)	University of Alaska at Fairbanks
Bowling Green State University (OH)	University of Alaska – Southeast
Colorado School of Mines	University of Arkansas
Florida Atlantic University	University of Connecticut
Florida International University	University of Florida
Florida State University	University of Georgia
George Mason University (VA)	University of Houston (TX)
Idaho State University	University of Idaho
Indiana University at Bloomington	University of Illinois at Chicago
Iowa State University	University of Illinois at Springfield
Kansas State University	University of Illinois at Urbana-Champaign
Louisiana State University	University of Kansas
Mississippi State University	University of Kentucky
Missouri University of Science & Technology	University of Louisville (KY)
Montana State University	University of Missouri at Columbia
North Carolina State University at Raleigh	University of Missouri at Kansas City
Northern Illinois University	University of Missouri at St. Louis
Ohio State University	University of Montana
Oklahoma State University	University of Nebraska at Lincoln
Old Dominion University (VA)	University of North Carolina at Chapel Hill
Portland State University (OR)	University of Oklahoma
South Dakota State University	University of Oregon
Texas A&M University	University of South Carolina
University of Akron (OH)	University of South Dakota
University of Alabama	University of Southern Mississippi

University of Tennessee at Knoxville  
University of Texas at Austin  
University of Utah  
University of Wyoming

Virginia Polytechnic Institute & State University  
Wayne State University (MI)  
West Virginia University

### **SYSTEM OFFICES**

City University of New York System  
Indiana University System  
Southern Illinois University System  
University of Alaska Statewide System  
University of Colorado System

University of Illinois System  
University of Nebraska System  
University System of New Hampshire  
University of Texas System  
University of Wisconsin System

## COMMENTS

The purpose of this salary study is to provide factual information to assist higher education administrators with salary and budget decisions. Offering competitive salaries to key personnel can be one of the most complex problems for academic administrators. This study ranks reported salaries from each participating institution from highest to lowest without identifying the reporting school/system office. In addition, median, average and standard deviations are computed for salaries by campus structure, Carnegie classification, geographic region, and Association of Public and Land-Grant Universities (APLU) membership, as well as by gender, by inside/outside hiring source, and by minority status. Special reports of 10 or more institutions may be prepared for a charge equal to the cost incurred by our office. The normal charge is \$150.00 per study.

The coding structure used for identification of positions is the same one used historically by previous publishers of this survey. It is a 5-digit number based on the older scheme employed by the College and University Personnel Association (CUPA) but with many modifications and additions. New positions may be added from time to time. Please feel free to contact us if you have suggestions for new positions.

Invitations to participate in the Administrative Salary Survey were mailed electronically to the institutions in October, 2010, with a requested return date of January 31, 2011.

If you have any questions concerning the survey, please contact L. Lee Tarrant, Office of Institutional Research and Information Management, 219 PIO Building, Oklahoma State University, Stillwater, Oklahoma 74078-1042 (phone: 405-744-4244; fax: 405-744-4834; e-mail: [osuirim@okstate.edu](mailto:osuirim@okstate.edu).)

NOTE: This publication does contain individual institutional salary information, but without institutional identifiers. Anyone wishing to have a copy of any institution's individual data submission should contact that institution directly. A list of participating institutions and their contact person may be obtained from our office.

## DEFINITION OF SUBSETS OF INSTITUTIONS/PERSONNEL

Note: All salaries which are reported in the survey are based on a 12-month year. At least five (5) institutions must report data for a position to be included. Subsets of institutions or personnel must contain at least three (3) individual salaries before aggregate statistics are reported. Defined subsets include:

**Campus Structure** – Single Institution, Single Institution With Multiple Sites, Main Campus Heading a System, Campus Within A System

**Carnegie Classification** – Research University/Very High Activity, Research University/High Activity, Doctoral/Research University, all others

**Geographic Region** – based upon the standard federal regions defined by the Office of Management and Budget (OMB). A map showing these regions is located on the following page.

**APLU Membership** (formerly NASULGC) – land grant schools, non-land grant schools

**Gender** – men, women

**Inside/Outside Hire** – personnel originally promoted from within the institution vs. those hired from outside the institution

**Minority Status** – minority, nonminority

## DEFINITION OF TERMS

### MEDN

The median salary of all salaries reported within the defined group.

### AVG

The average salary of all salaries reported within the defined group. This is a weighted statistic based on the number of individuals reported by each university or system office.

### SD

The standard deviation from the average of all salaries reported within the defined group.

### TOT

The total number of personnel reported within the defined group.

### YRS

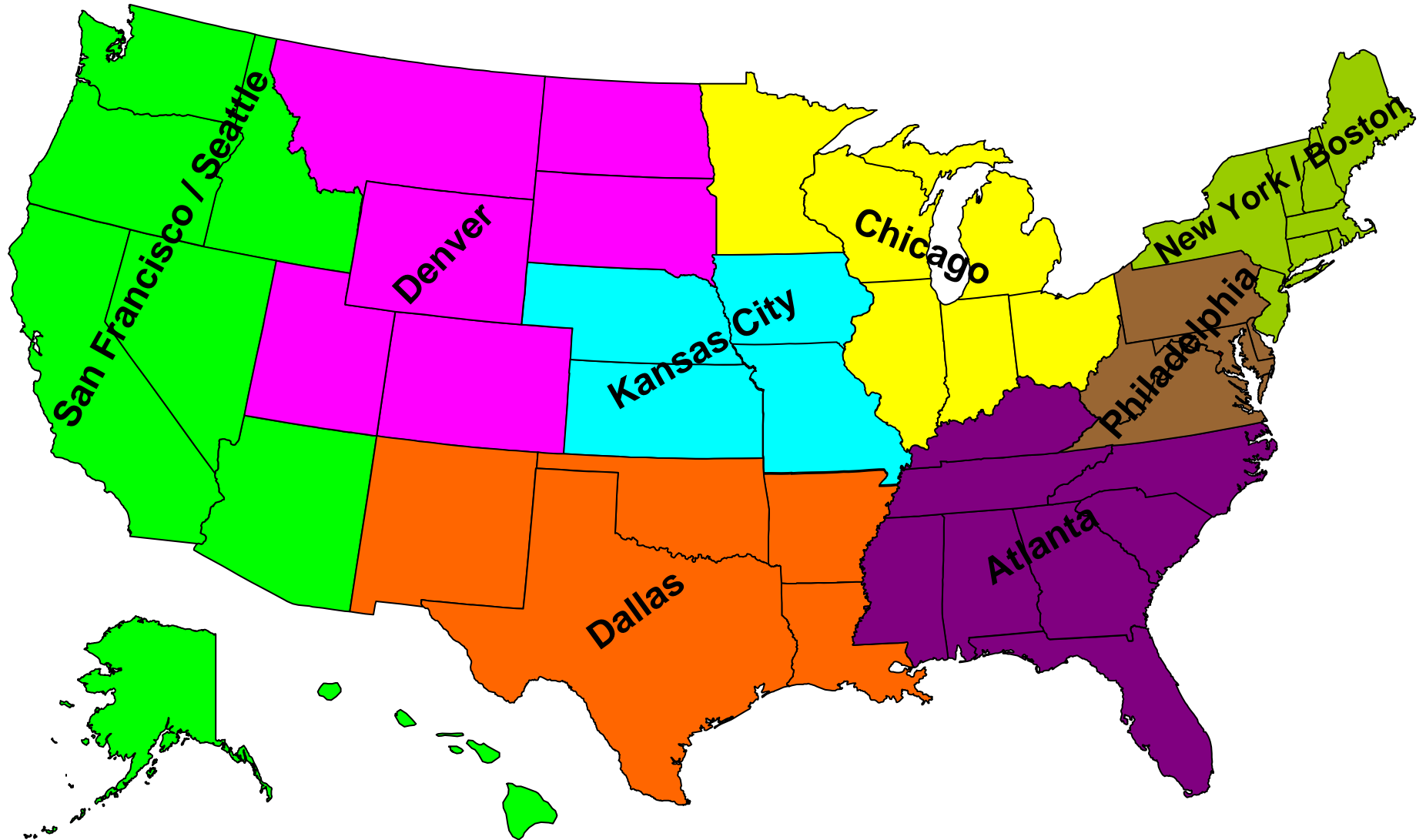
The average number of years employed in a position for all personnel reported within the defined group.

### REPORTS TO →

The four (4) most common position numbers to which this position reports. '00000' implies that the 'Report To' data field was left blank by the reporting institution. 'BOARD' implies that this position reports directly to the governing board of the institution.

# Geographic Regions

*(Based on Standard Federal Regions, OMB)*





# ADMINISTRATIVE SALARY SURVEY 2010-11

SYSTEM OFFICES ONLY

402.00 Chief Public Relations Officer

402.10 Director, Governmental/Legislative Relat

RANKED SALARIES:							RANKED SALARIES:													
NUM	SALARY	INTRM	YEARS	IN/OUT	SEX	MINORTY	NUM	SALARY	INTRM	YEARS	IN/OUT	SEX	MINORTY							
1	1	280,585	5.0	0	M	N	1	1	280,000	.	0	M	N							
2	1	254,678	31.0	0	M	N	2	1	216,300	1.0	0	M	N							
3	1	193,500	.		M	N	3	1	185,000	.		F	N							
4	1	176,879	5.0	0	M	N	4	1	176,468	6.0	0	M	N							
5	1	174,142	4.0	0	M	N	5	1	166,249	3.0	I	F	Y							
6	1	132,376	.	I	M	N	6	2	156,242	.										
7	1	127,347	4.0	I	M	N	7	1	145,500	18.0	0	F	N							
8	1	116,899	.				8	1	135,882	12.0	0	M	N							
							9	1	80,950	.										
MEDN= 175,511 AVG = 182,051      9.8 SD = 59,652 TOT = 8							MEDN= 161,246 AVG = 169,883      8.0 SD = 52,278 TOT = 10													
<b>BY GENDER:</b> MEN MEDN=176,879 AVG=191,358 SD= 57,818 TOT= 7 YRS= 9.8							MEN MEDN=196,384 AVG=202,163 SD= 61,405 TOT= 4 YRS= 6.3							WOMEN MEDN=166,249 AVG=165,583 SD= 19,758 TOT= 3 YRS= 10.5						
<b>BY INSIDE/OUTSIDE HIRE:</b> OUTSIDE MEDN=215,779 AVG=221,571 SD= 54,239 TOT= 4 YRS= 11.3							OUTSIDE MEDN=176,468 AVG=190,830 SD= 58,907 TOT= 5 YRS= 9.3													
<b>BY MINORITY STATUS:</b> NON-MINORITY MEDN=176,879 AVG=191,358 SD= 57,818 TOT= 7 YRS= 9.8							NON-MINORITY MEDN=180,734 AVG=189,858 SD= 52,742 TOT= 6 YRS= 9.3													