



Overview

2015-16 Administrators in Higher Education Salary Survey Report

The 2015-16 Administrators in Higher Education Salary Survey Report contains detailed aggregate salary information from 1,180 institutions for 190 executive and senior-level administrative positions. This overview highlights some of the data contained in the report for select positions and classifications.

Quick Facts

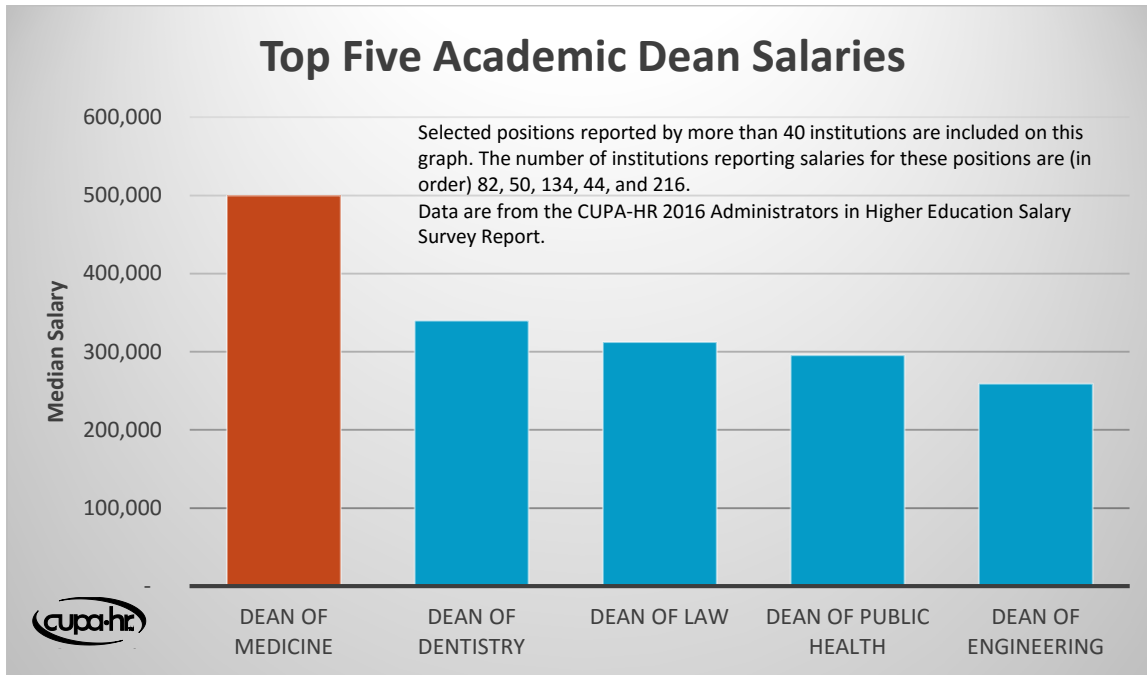
The following are quick facts gleaned from the 2015-16 Administrators in Higher Education Salary Survey Report.

- Nearly half of chief HR officers report to the chief business officer. Approximately one fourth report to the president.
- Slightly less than one fourth of institutions have established targets for pay increases for 2016-17 for exempt administrators and professionals, and the average planned increase is 2.5%.
- Approximately half of higher education presidents receive a full subsidy for housing and a car. Very few other executives receive these benefits.
- The overall median salary increase for administrators since last year is 2.1%. Over the last five years, public institution salary increases have been more inconsistent and meager than have private institution salary increases.
- Doctoral institutions have increased overall administrator salaries by 2.5% since last year, followed by baccalaureate and special focus institutions (2.3%), and then master's and associate's institutions (2%).

The remainder of the overview presents graphical highlights analyzed from the comprehensive salary tables provided in the report.

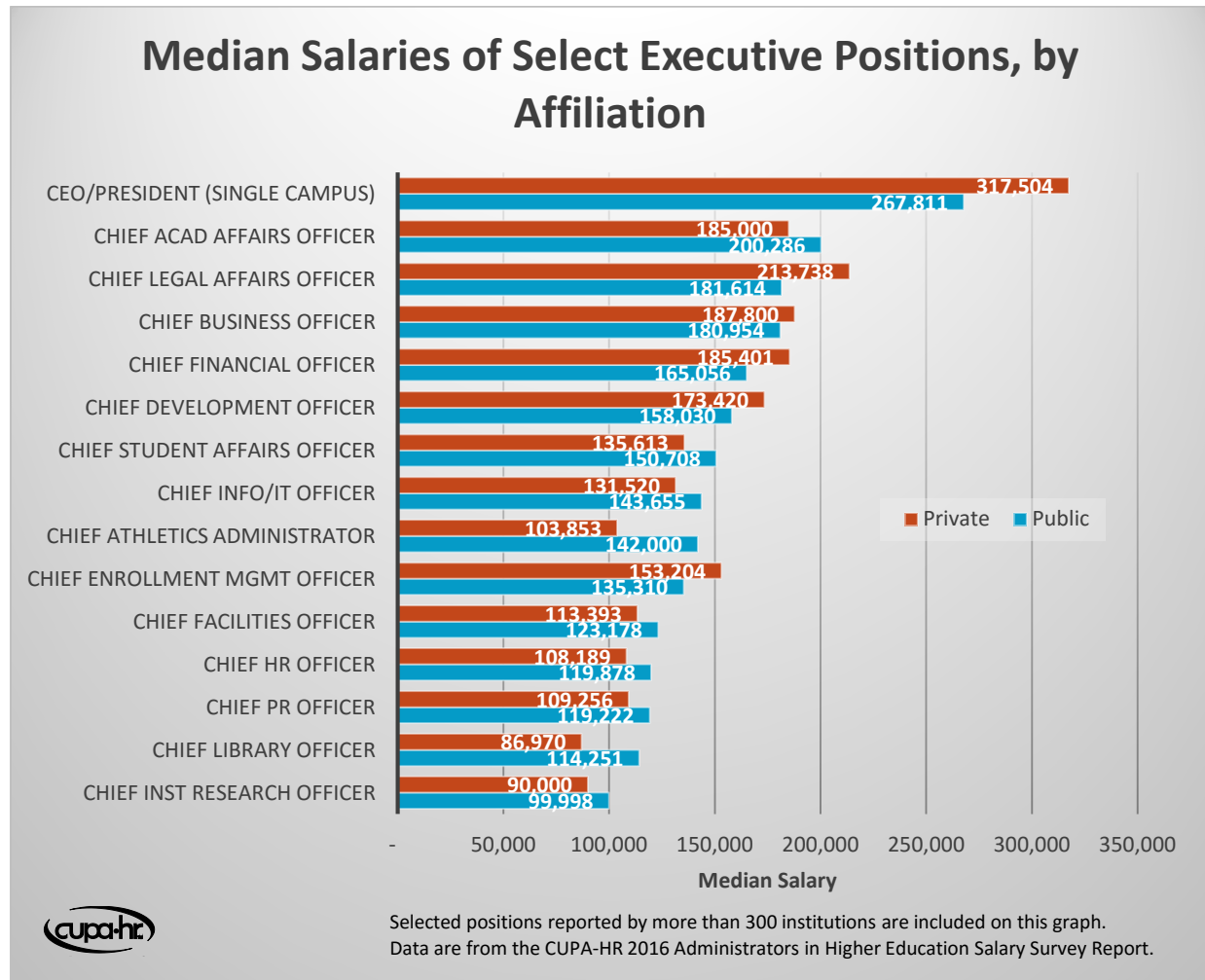
Top Five Academic Dean Salaries

The highest median salaries of academic deans are reported below. Deans of medicine have the highest median salary, which is 47% more than the next highest salary, that of deans of dentistry.



Median Salaries of Select Executive Positions, by Affiliation

Public and private institutions differ substantially in the median salaries they pay for certain executive positions. The widest gap exists in the position of president, with private institutions' median salary nearly \$50,000 higher than public institutions' median salary.

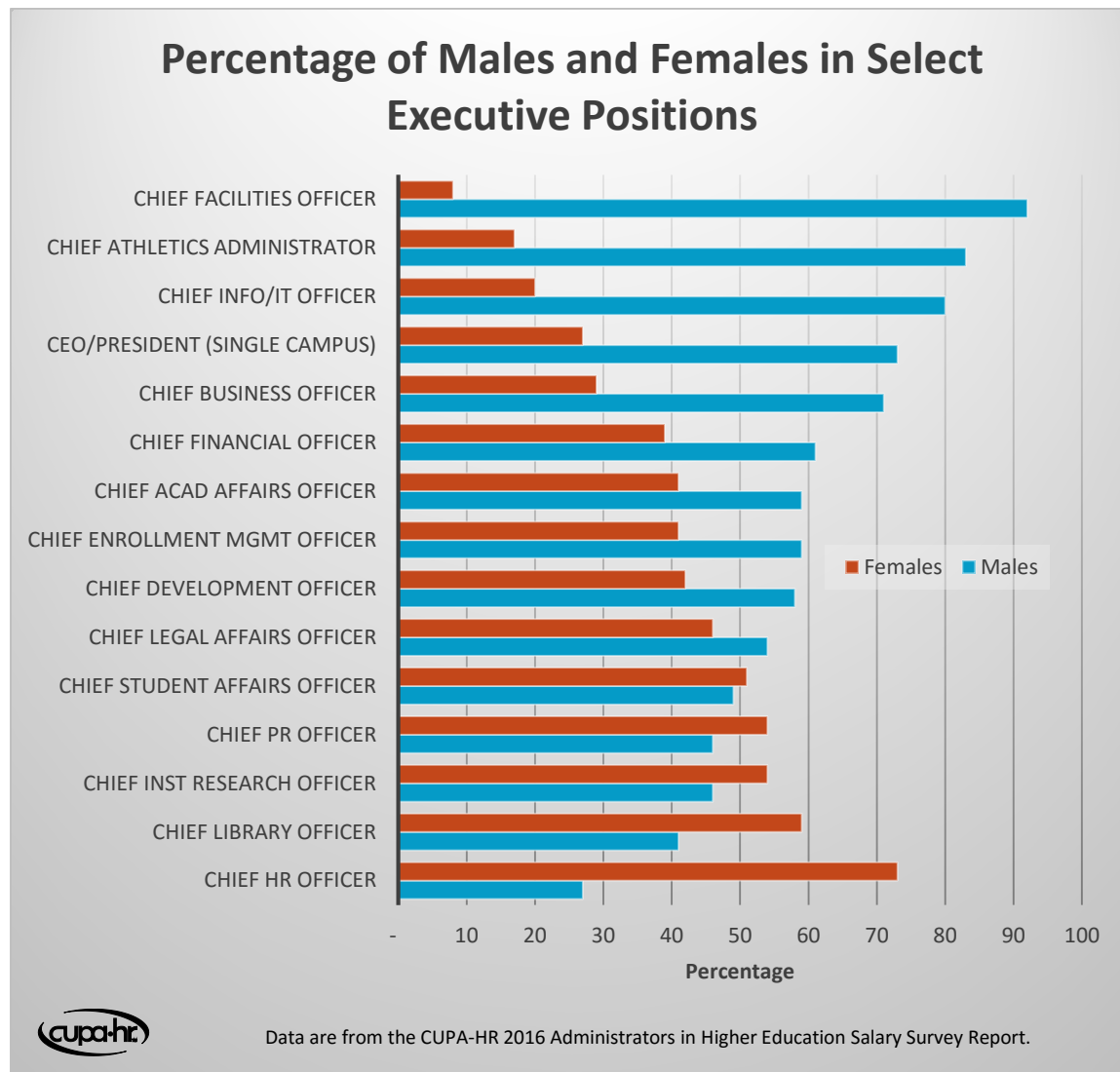


Other substantial gaps exist in the positions of chief athletics administrator (publics are approximately \$38,000 higher than privates), chief legal affairs officer (privates are approximately \$32,000 higher than publics), chief library officer (publics are approximately \$27,000 higher than privates), and chief financial officer (privates are approximately \$20,000 higher than publics).

Salaries for these executive positions also differ substantially by Carnegie classifications. For nearly all positions, median salaries are substantially higher for doctoral institutions than for master's, baccalaureate, and associate's institutions. The only exception is the position of chief investment officer, where baccalaureate institutions have the highest median salary.

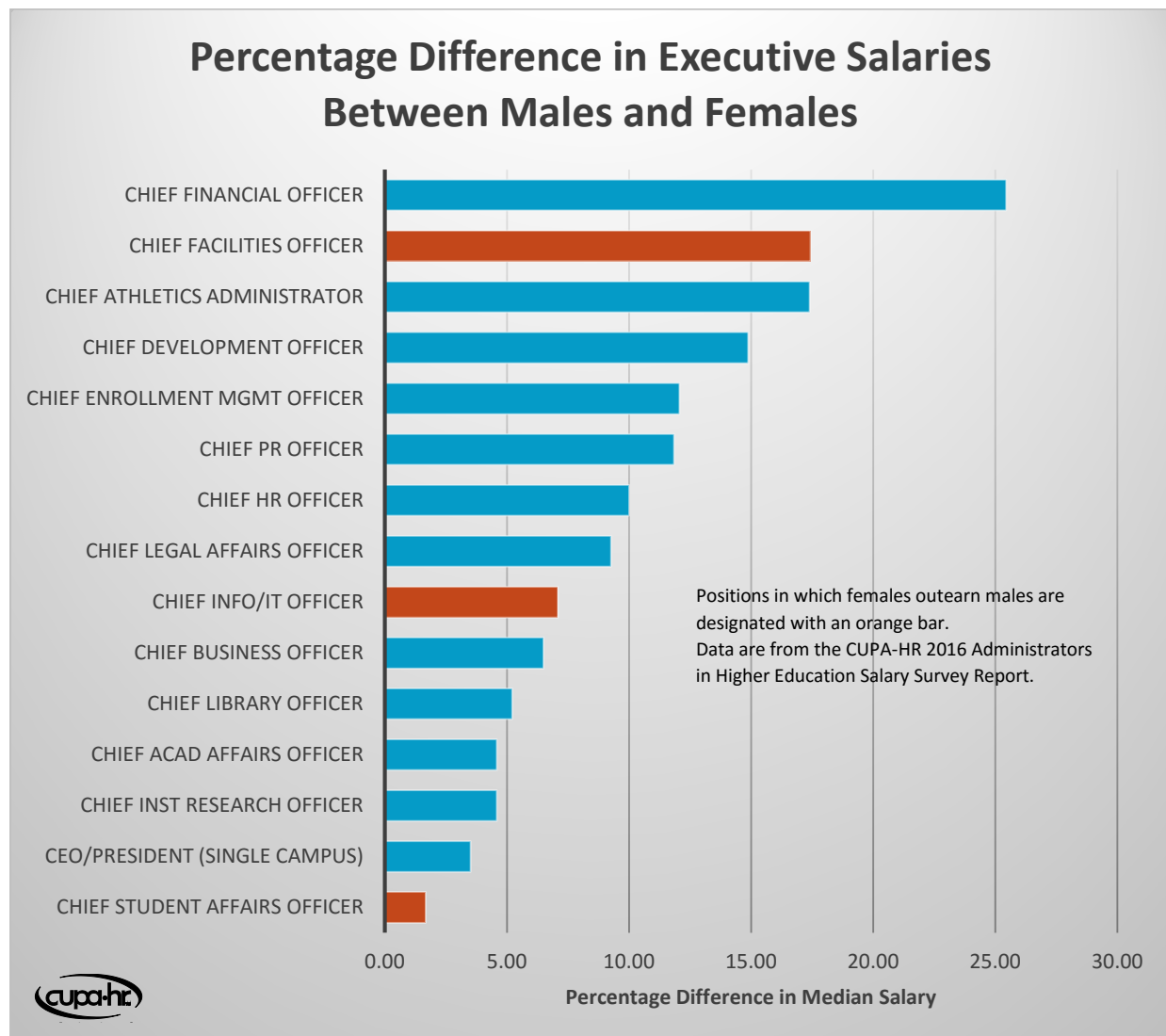
Gender Diversity in Executive Positions

Males occupy the overwhelming majority of executive positions. Positions in which males outnumber females more than 2:1 include that of president and chief business officer. Males outnumber females 4:1 in the positions of chief information officer and chief athletics administrator and more than 9:1 in the position of chief facilities officer. The only position in which females occupy the overwhelming majority of positions is that of chief HR officer, in which females outnumber males nearly 3:1.



Salary gaps between males and females pervade executive positions in higher education. The highest gap is in the position of chief financial officer, in which females earn \$.77 for every dollar that males earn. In 12 of the 15 positions reported, males earn a higher median salary than females. In six of those positions, the percentage difference is greater than 10.

Interestingly, although female chief facilities officers are outnumbered more than 9:1 by males, they outearn males by 17%. Another position in which females are underrepresented but outearn males is that of chief information officer.



More Information

If you would like more detailed information on higher education administrator salaries, consult the [CUPA-HR 2015-16 Administrators in Higher Education Salary Survey Report](#). This report contains comprehensive tables of salary information for all positions reported in the [2016 Administrators in Higher Education Salary Survey](#).

For more detailed analysis on diversity in higher education, stay tuned for a series of reports from CUPA-HR in 2016 focusing on gender and ethnic minority differences in higher education administrators, professionals, staff, and faculty.

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