



Overview

2015-16 Professionals in Higher Education Salary Survey Report

The *2015-16 Professionals in Higher Education Salary Survey Report* contains detailed aggregate salary information from 1,079 institutions for 334 professional positions, resulting in a sample of more than 200,000 higher education professionals. This overview highlights some of the data contained in the report for select positions and classifications..

Quick Facts

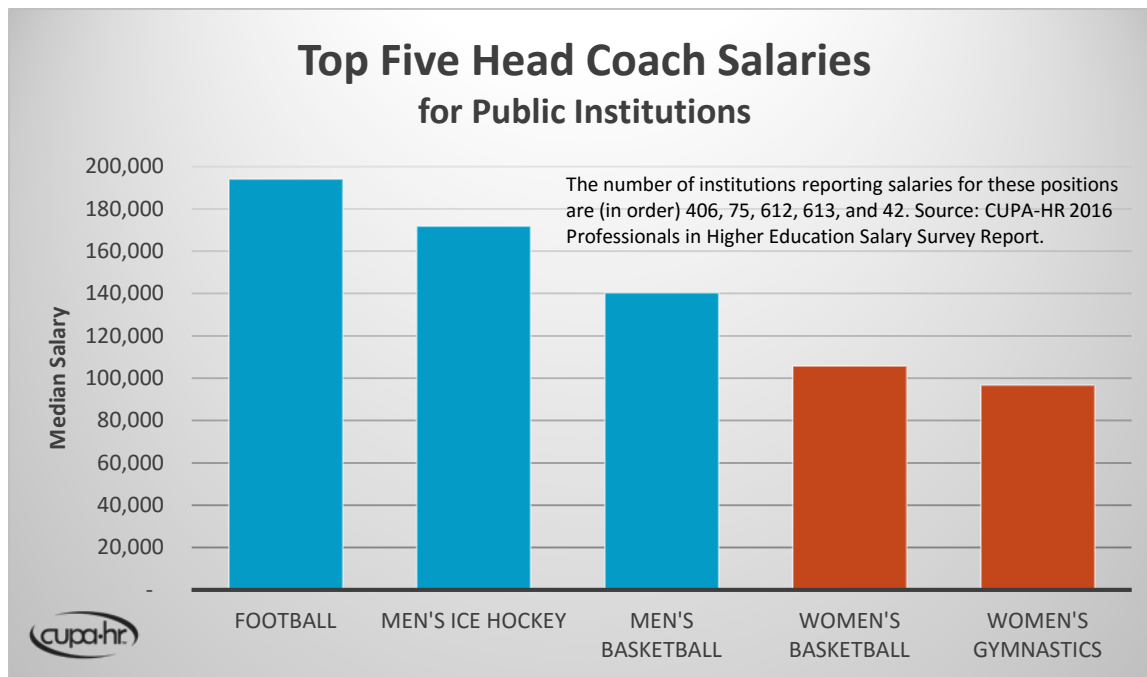
The following are quick facts gleaned from the 2015-16 Professionals in Higher Education Salary Survey Report.

- The overall median salary increase for professionals since last year is 2.0%.
- Over the past five years, salary increases for professionals in public institutions have been more inconsistent and smaller than increases for professionals in private institutions.
- Master's institutions have had the most consistent — but also the most meager — salary increases in the past five years of any Carnegie class, at a steady 2%.

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

Top Five Head Coach Salaries at Public Institutions

For virtually every sport reported on the 2015-16 CUPA-HR Professionals Survey, public institutions pay head coaches more than do private institutions (up to 83% more, in the case of women's gymnastics). The highest median salaries of head coaches by sport are reported below for public institutions. Football head coaches have the highest median salary. Head coaches for men's athletics occupy the top three spots. Although two women's athletics head coaches are among the top five, their median salaries hover around the \$100,000 mark, more than one quarter lower than the third-highest men's athletics head coach salary.



Currently Exempt Professionals Potentially Affected With New Department of Labor Regulations

The Department of Labor has proposed an update to the regulations defining which professional employees would be considered exempt under the Fair Labor Standards Act (FLSA). Currently, all higher education positions reported on the CUPA-HR Professionals Survey are considered exempt. However, the new proposed update raises the salary threshold for exempt positions from \$23,600 to \$50,440 per year in 2016.

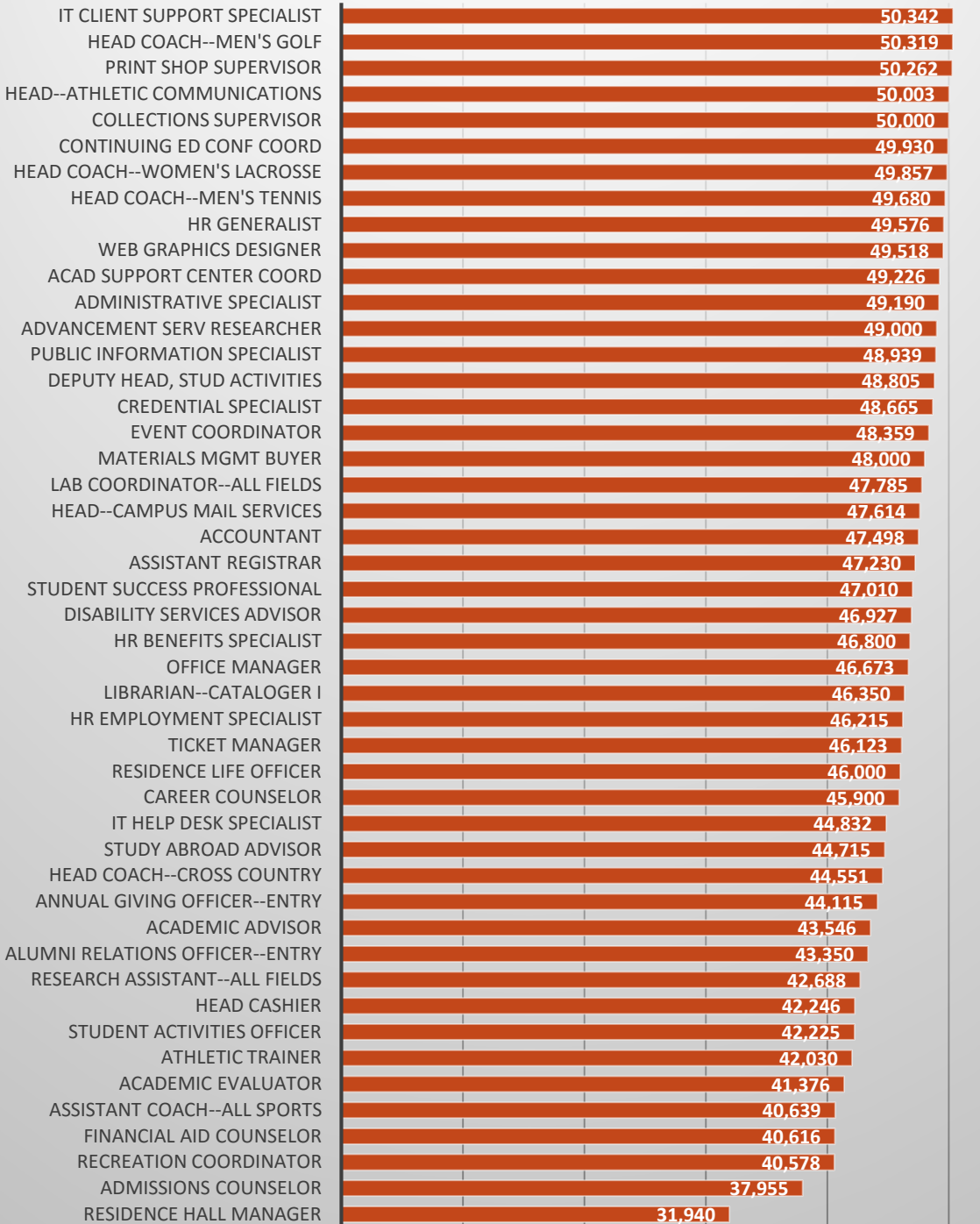
This means that any currently exempt employees governed by this exemption making a salary below \$50,440 would no longer be eligible for exempt status and would have to be paid on an hourly basis. They would also be subject to the FLSA's minimum wage and overtime pay protections.¹

The median salaries of the professional positions that fall within the window of having their status changed from exempt to nonexempt should the proposed change be fully implemented are listed on the following page.

¹ This threshold does not apply to faculty, as they are exempt by virtue of their teaching and/or research duties.



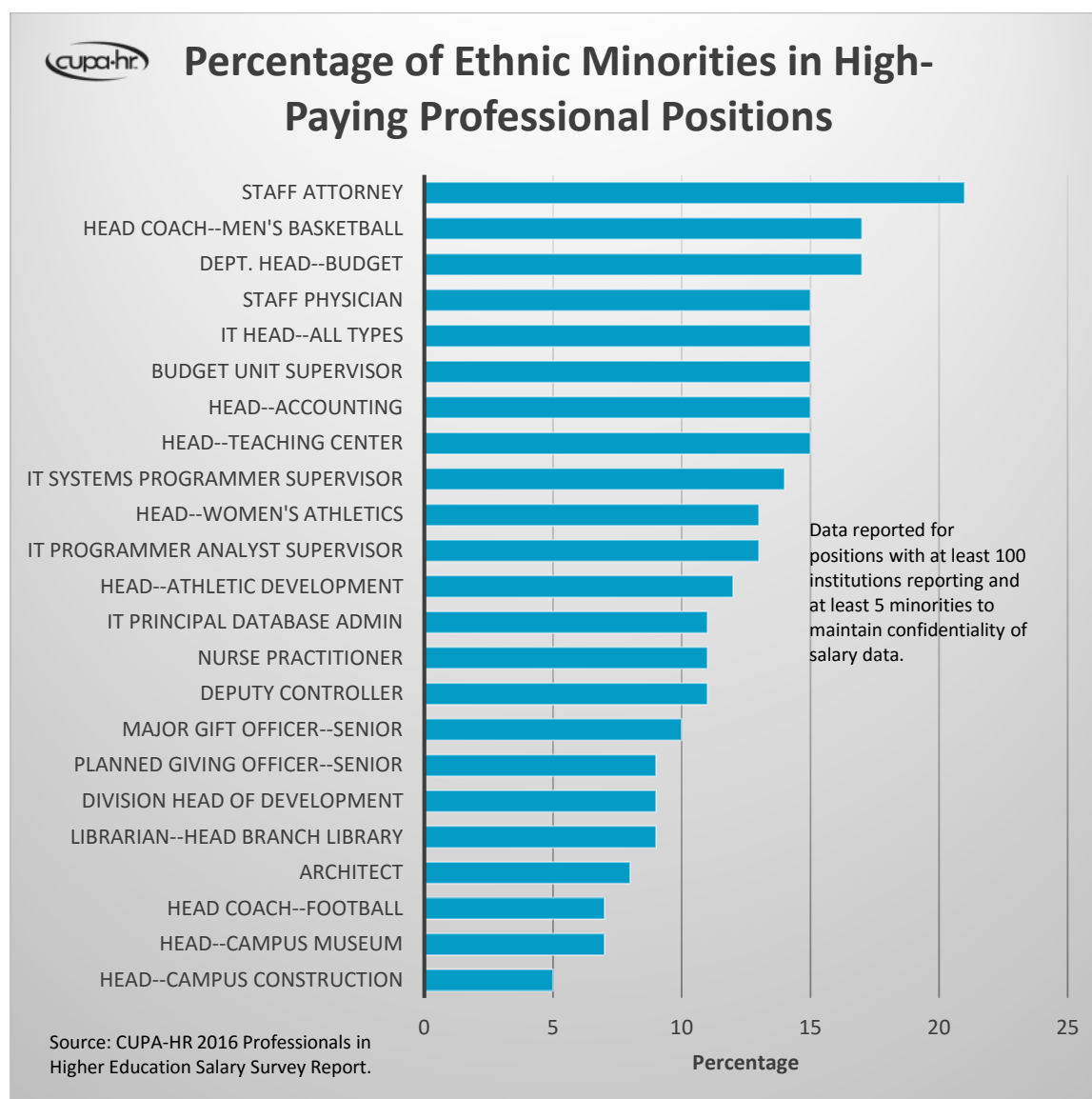
Median Salaries of Professional Positions That May See Changes in Exemption Status



Positions reported by more than 100 institutions are included on this graph. Source: CUPA-HR 2016 Professionals in Higher Education Salary Survey Report.

Ethnic Diversity in Professional Positions

Approximately 23% of working-age adults are ethnic minorities (meaning they classify themselves with an ethnicity other than white only).² Thus, when examining whether ethnic minorities are proportionally represented in certain positions, the baseline of 23% should be used (as opposed to 50% when examining whether females are proportionally represented). The following chart displays the percentage of minorities employed in professional positions with median salaries of \$80,000 or greater. In none of these positions does minority representation meet or exceed 23%; however, the position of staff attorney comes close at 21%. The position with the lowest percentage of minorities is that of head of campus construction, with only 5% minority representation.



² Source: US Census Bureau, <http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk>

Although ethnic minorities are underrepresented in high-paying professional positions in higher education, they are — for the most part — receiving equitable salaries. The clear exceptions are in the positions of staff physician, in which minorities earn 17% less than non-minorities, and architect, in which minorities earn 15% less than non-minorities. In many cases, minorities outearn non-minorities, most notably in the positions of head coach for men’s basketball (earning 49% more), head of women’s athletics (earning 38% more than non-minorities), head coach for football (earning 21% more), deputy controller (earning 20% more), and programmer analyst supervisor (earning 17% more).



More Information

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

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