CUPA-HR has been collecting data on higher ed professionals since 1998. The data collection period for CUPA-HR's *Professionals in Higher Education Survey* ran from November 1, 2023, to January 18, 2024. The survey was conducted through Surveys Online.¹

**POSITIONS SURVEYED**

The survey collected data on 409 positions grouped into the following professional areas:²

- **Academic Affairs**
  - Academic Coordinators, Accrediting and Credential Specialists, and Advisers
  - Instructional Design and Media, Training Delivery, and Faculty Development
  - Librarians (with and without faculty status)
  - Museum Professionals, Performing Arts Professionals, and Religious Officials
  - Admissions, Financial Aid, and Enrollment Management Professionals

- **Athletics**
  - Athletics Professionals and Trainers
  - Head Coaches
  - Specialty Coaches
  - Assistant Coaches

- **External Affairs**
  - Development and Fundraising Professionals
  - Alumni Relations, Community Relations, and Public Policy Professionals
  - Communications and Marketing Professionals
  - Media Heads and Managers
  - Event Professionals
  - Extension Program Professionals

- **Facilities**
  - Heads of Printing or Mailing Services, Maintenance, and Construction
  - Facilities Planners and Architects
  - Engineers
  - Environmental Safety and Risk Management, Facility Operations, and Retail Operation Professionals

- **Fiscal Affairs**
• Accounting Professionals
• Audit and Finance and Budget Professionals

• Information Technology (IT)
  o IT Heads
  o IT Analysts, Web Professionals, and Other End-User Specialists
  o IT Database, Client Support, and Network Support Professionals
  o IT Systems Support, Security, and Telecommunications Specialists

• Institutional Affairs
  o Administrative Professional Associates
  o Legal and Human Resources Professionals
  o Organizational Development and Planning Professionals
  o Institutional Research and Assessment Professionals
  o Materials Management and Business Operations Professionals
  o Supervisors of Office and Clerical, Skilled Craft, and Service and Maintenance Personnel

• Research Professionals, Statisticians and Data Scientists, and Health Science and Environmental Sustainability Professionals
  o Research Professionals: Physical and Social Sciences
  o Research Professionals: Medical and Life Sciences
  o Laboratory Coordinators
  o Research Support Professionals
  o Statisticians and Data Scientists
  o Health Science and Environmental Sustainability Professionals

• Student Affairs
  o Student Success Professionals
  o Housing Professionals
  o Student Activities, Wellness, and Counseling Professionals
  o Cultural, Diversity, and Equal Opportunity Professionals

DATA COLLECTED
This year's survey includes data for 293,790 professionals. For each professional reported, the following data were collected:

• Annualized base salary (effective date November 1, 2023)
• H-1B status
• Exempt/non-exempt status
• Full-time/part-time status
• Sex (optional)
• Race/ethnicity (optional)
• Year entered current position (optional)
- Birth year (optional)
- Bonus eligibility (yes or no; for coaches only)
- State of residence

Participants could either enter this data manually online for each professional or upload a file containing this data.

**Institutional Basics**
Basic data on institutional characteristics were collected from all participants:

- Total expenses reported to IPEDS in 2022-23
- Student enrollment (effective date approximately October 15, 2023)
- Faculty size (effective date November 1, 2023) and number of separations in the past year
- Staff size (effective date November 1, 2023) and number of separations in the past year
- Human resources staff size and number of separations in the past year
- CHRO reporting relationship
- Whether collective bargaining exists for the following groups:
  - Full-time faculty
  - Part-time or adjunct faculty
  - Full-time staff
  - Graduate students

Basic information on total expenses as well as student, faculty, and staff size were required questions. All other questions were optional.

**RESPONDENTS**
Respondents were largely human resources professionals from higher education institutions in the U.S. There were 986 institutions that completed the survey.  

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