Special Report

Data Dispenser February 2000

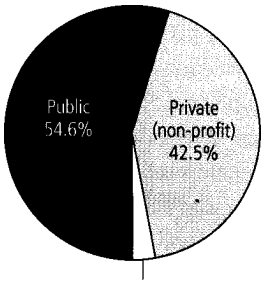
Member Survey: Salaries and Services

Characteristics of Respondents

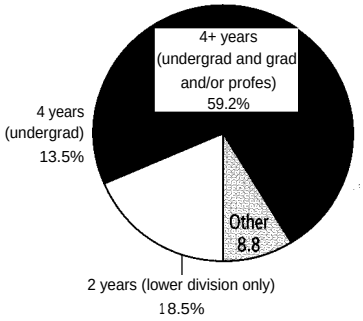
AACRAO recently conducted a survey of its membership that asked members to provide current salary information and to evaluate the importance of AACRAO member products and services. The 1,744 respondents provided descriptive information such as race, gender, education level, and length of time in the profession. On average, survey respondents were white (90 percent), female (60 percent), and had obtained a graduate degree (70 percent). Professional longevity is lengthy for many respondents. Almost half of respondents, 48 percent, had worked in their profession for 16 or more years.

Respondents also provided descriptive information about their institutions such as type, control, and headcount enrollment. On average, respondents were from 4 year (73 percent), public (55 percent) institutions with a fall 1999 full-time headcount enrollment of 1,000 to 4,999 (38 percent).

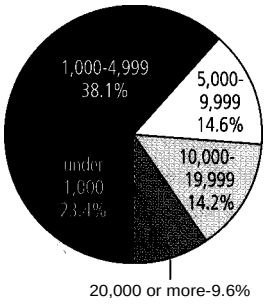
Control of Institution



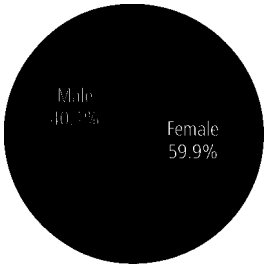
Type of Institution



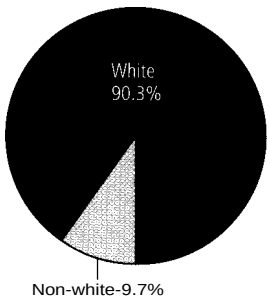
Fall 1999 Full-time Headcount Enrollment, Degree Seeking Only



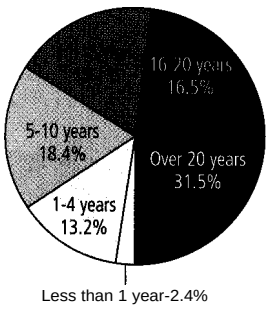
Gender



Race



Time Worked In Profession



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Present Annual Salary

Respondents were asked to disclose their present annual salary, excluding benefits, in U.S. dollars. Only 8 percent of respondents earned less than $30,000 at the time of the survey. An additional 41 percent earned between $30,000 and $49,999, 30 percent earned between $50,000 and $69,999, while the remaining 20 percent earned $70,000 or more annually.

In regard to institutional characteristics, respondents from public institutions were more likely to earn the highest salaries than respondents from private institutions. Almost 25 percent of respondents from public institutions and only 16 percent of respondents from private (non-profit) institutions earned an annual salary of $70,000 or above. Likewise, respondents from private (non-profit) institutions were more likely to earn below $30,000 than respondents from public institutions.

Respondents from institutions located in urban or suburban settings were more likely to earn a higher salary than those from rural institutions. About 24 percent of respondents from urban institutions and 22 percent of respondents from suburban institutions earned the highest salaries while only 13 percent of respondents from rural institutions earned $70,000 or above.

Respondents' annual salaries were positively correlated to the size of the institution and the size of the respondent's department. About 40 percent of respondents from institutions with full-time headcount enrollment of 20,000 or more earned an annual salary of $70,000 or more while only 8 percent of respondents from institutions with full-time headcount enrollment of under 1,000 earned a salary in this category. Likewise, 46 percent of respondents from departments with 10 or more staff earned an annual salary of $70,000 or more while only 9 percent of respondents from departments with 1 to 3 staff earned a salary in this category.

There was a strong positive correlation between annual salary and the number of years a respondent had worked in his or her profession. Only 5 percent of respondents who had worked in their profession for 4 years or less earned $70,000 or more annually while 35 percent of those respondents who had worked in their profession for 16 years or more earned $70,000 or more annually. Likewise, 26 percent of respondents who had worked in their profession for 4 years or less earned below $30,000 while only 2 percent of those who had worked in their profession for 16 years or more earned below $30,000 annually.

Male respondents were more likely to earn a high salary than female respondents. One third of male respondents, 33 percent, earned $70,000 or more annually while only 12 percent of female respondents earned $70,000 or more annually. Likewise, 11 percent of female respondents and only 4 percent of male respondents earned below $30,000 annually.

There was also a strong positive correlation between a respondent's salary and the highest level of education completed. Almost half, 48 percent, of respondents with a doctoral degree earned $70,000 or more annually, 20 percent of respondents with a master's degree earned $70,000 or more annually, and only 9 percent of respondents with a bachelor's degree earned $70,000 or more annually.

Salaries by Respondent Characteristics

Surroundings of institution

present annual salary	urban	rural	suburban	total
below $30,000	7.9	10.8	6.4	8.2
$30,000-$49,999	39.0	47.9	38.8	41.4
$50,000-$69,999	29.3	28.8	33.0	30.4
$70,000 and above	23.9	12.5	21.8	20.1

Control of Institution

present annual salary	public	private (non-profit)	total
below $30,000	4.9	11.1	8.0
$30,000-$49,999	35.4	48.3	41.3
$50,000-$69,999	35.2	24.9	30.2
$70,000 and above	24.5	15.6	20.5

Fall 1999 Full-time Headcount Enrollment, Degree Seeking Only

present annual salary	under 1,000	0 -4,999	-9,999	10,000 -19,999	20,000 or more	total
below $30,000	15.2	7.1	low n	low n	low n	8.0
$30,000-$49,999	58.9	42.8	27.3	35.5	26.1	41.7
$50,000-$69,999	18.3	34.6	32.8	33.3	34.4	30.3
$70,000 and above	low n	15.5	33.2	27.7	36.9	20.0

Full-time Administrative Staff FY 1999-2000

present annual salary	1-3 staff	4-9 staff	10+ staff	total
below $30,000	10.9	6.0	3.3	8.3
$30,000-$49,999	52.2	33.5	20.1	41.1
$50,000-$69,999	28.3	33.9	30.4	30.3
$70,000 and above	8.6	26.6	46.2	20.3

Length in Profession

present annual salary	less than 4 years	5-10 years	11-15 years	over 16 years	total
below $30,000	26.3	10.0	low n	low n	8.2
$30,000-$49,999	52.7	60.8	53.6	25.7	41.4
$50,000-$69,999	15.6	23.0	29.7	37.4	30.0
$70,000 and above	low n	low n	low n	34.9	20.4

Gender

present annual salary .	female	male	total
below $30,000	11.1	low n	8.2
$30,000-$49,999	50.0	28.2	41.3
$50,000-$69,999	26.6	35.3	30.1
$70,000 and above	12.3	32.6	20.4

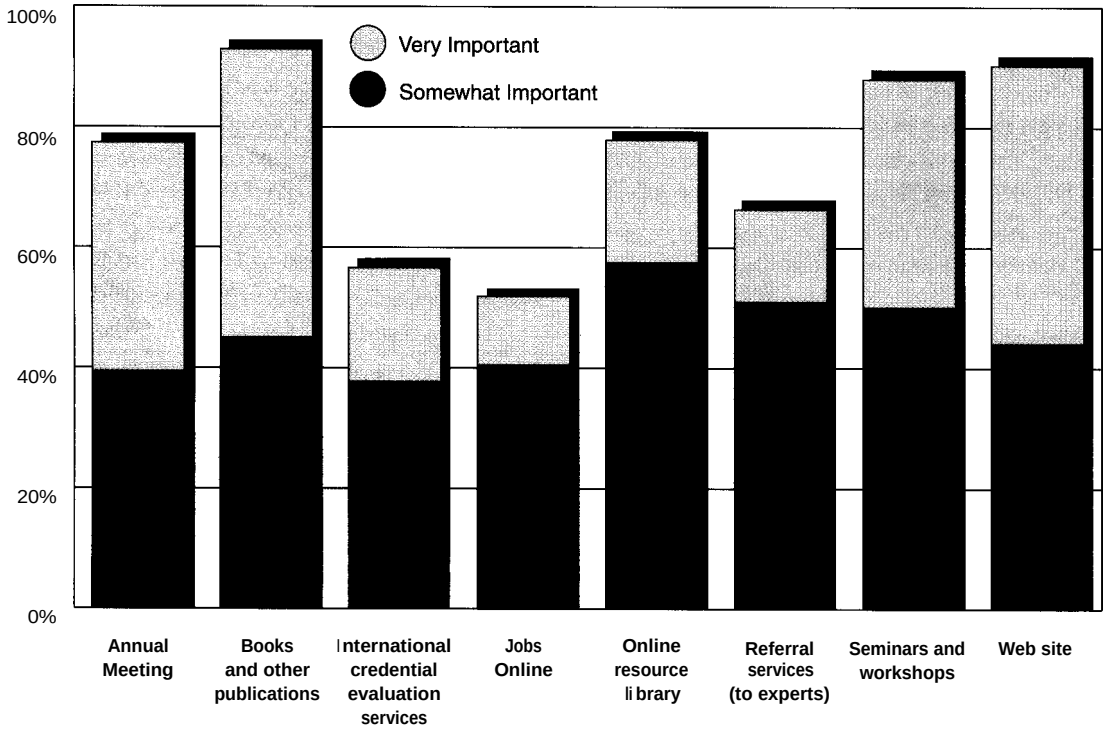
Highest Level of Education Completed

present annual salary	bachelor's	master's	doctoral	total
below $30,000	17.3	4.0	low n	8.1
$30,000-$49,999	56.4	40.0	15.9	41.4
$50,000-$69,999	17.0	36.2	35.5	30.2
$70,000 and above	9.3	19.7	47.7	20.3

Race

present annual salary	non-white	white	total
below $30,000	9.8	8.1	8.2
$30,000-$49,999	47.2	40.7	41.4
$50,000-$69,999	25.2	30.7	30.1
$70,00,0 and above	17.8	20.5	20.2

Member Products and Services

The survey asked respondents to rate eight different products and services provided by AACRAO to its members as "very important," "somewhat important," or "not important at all." Books and other publications, AACRAO's Web site, and seminars and workshops were the three most highly rated products and services with importance ratings of 93 percent, 90 percent, and 88 percent respectively. Jobs Online and international credential evaluation services received the lowest importance ratings of 52 percent and 57 percent respectively.

Member Service Ratings