

2008-2009 IASFAA Salary Survey

Below are the results of the 2008-2009 IASFAA Salary Survey. Thank you to all who participated. All data collected on the survey is self-reported by the respondent.

Ninety-three people responded to the survey. Not every respondent answered each question. All results are representative of those who responded to that question. The position, institution type and institution control is listed below to show the diversity and number of respondents. To avoid overstating representation from institution type and control, each school is counted only once in those two categories, even if the institution had multiple respondents.

Position	Count	%
Director	25	32.1%
Counselor/Advisor	15	19.2%
Assistant Director	14	17.9%
Coordinator/Manager/Officer/Specialist	8	10.3%
Associate Director	5	6.4%
Administrative Assistant/Executive Secretary	3	3.8%
Loan Processor	3	3.8%
Financial Aid Assistant	2	2.6%
Secretary/Receptionist	2	2.6%
Other - Researcher and Assessment Analyst	1	1.3%

Institution Type	Count	%
Four Year College/University	54	69.2%
Community College	14	17.9%
Vocational/Technical/Business/Cosmetology	7	9.0%
Nursing School	2	2.6%
Graduate/Professional School Only	1	1.3%

Institution Control	Count	%
Independent/Private	52	66.7%
Regents/Public	21	26.9%
Proprietary	5	6.4%

Salary 2008-09

Position	n*	mean	median	min	max
Director	25	\$57,975.73	\$55,000.00	\$30,000.00	\$80,000.00
Counselor/Advisor	14	\$35,789.78	\$32,000.00	\$21,000.00	\$50,000.00
Assistant Director	13	\$37,872.69	\$41,200.00	\$16,000.00	\$52,550.00
Coordinator/Manager/Officer/Specialist	8	\$32,110.53	\$33,000.00	\$22,000.00	\$46,000.00
Associate Director	5	\$60,708.79	\$62,000.00	\$44,000.00	\$72,690.00

*Only positions with 5 or more respondents are displayed.

Salary Increase for 2008-09

Position	n*	mean	median	min	max
Director	25	4.3%	3.2%	0.0%	15.5%
Counselor/Advisor	15	6.4%	5.3%	0.0%	13.8%
Assistant Director	14	8.1%	4.6%	0.0%	23.1%
Coordinator/Manager/Officer/Specialist	7	6.3%	6.1%	3.1%	10.0%
Associate Director	5	4.8%	5.1%	3.5%	5.5%

*Only positions with 5 or more respondents are displayed.

Salary change weighted by number of years of service

Position	n*	mean	median	min	max
Director	25	4.2%	3.4%	0.0%	15.5%
Counselor/Advisor	14	6.3%	6.9%	0.0%	13.8%
Assistant Director	13	6.6%	3.5%	0.0%	23.1%
Coordinator/Manager/Officer/Specialist	7	6.7%	7.5%	3.1%	10.0%
Associate Director	5	5.2%	5.3%	3.5%	5.5%

*Only positions with 5 or more respondents are displayed.

Health Insurance Offered	Count	%
Yes	56	96.6%
No	2	3.4%

Retirement Plan Offered	Count	%
Yes	57	98.3%
No	1	1.7%

Institution Retirement Contribution

n	mean	median	min	max
51	8.9%	7%	0%	100%

Institution Control	n	mean	median	min	max
Independent/Private	35	10.2%	8%	0%	100%
Regents/Public	12	7.0%	6%	6%	10%

Staff Retirement Contribution

n	mean	median	min	max
65	6.2%	5.0%	0.0%	40.0%

Institution Control	n	mean	median	min	max
Independent/Private	44	6.6%	5.0%	0.0%	40.0%
Regents/Public	17	4.5%	4.0%	1.0%	6.0%

Retirement Plan Participate	Count	%
Yes	70	89.7%
No	6	7.7%
Skipped	2	2.6%

What Other benefits are offered at your institution?

Dental	Count	%
Yes	53	91.4%
No	5	8.6%

Vision	Count	%
Yes	37	63.8%
No	21	36.2%

Flex	Count	%
Yes	38	65.5%
No	20	34.5%

Pretax	Count	%
Yes	50	86.2%
No	8	13.8%

Tuition Family	Count	%
Yes	48	82.8%
No	10	17.2%

Tuition Staff	Count	%
Yes	49	84.5%
No	9	15.5%

The below items are weighted by years at current institution to accommodate for increased benefit time for years of service.

Vacation Days – Weighted by years at current institution

n	mean	median	min	max
66	24.2	20	0	160

Sick Leave – Weighted by years at current institution

n	mean	median	min	max
65	13.4	12	0	60

Personal Leave Days – Weighted by years at current institution

Personal Leave	Count	%
Yes	38	65.5%
No	20	34.5%

n	mean	median	min	max
63	8.2	2	0	60

Sabbatical/Admin Leave – Weighted by years at current institution

Sabbatical Leave	Count	%
No	46	79.3%
Yes	12	20.7%

n	mean	median	min	max
37	0.5	0	0	20