

ADMINISTRATIVE COMPENSATION
ABHE ACCREDITED INSTITUTIONS
FALL 2005 DATA

FTE Enrollments Number of Institutions \$K	0-199 35			200-399 34			400-599 7			600+ 15		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
President	63	21	84	83	20	104	102	24	126	114	20	134
Exec Vice President	55	11	66	63	13	75	64	11	75	88	16	104
Provost	72	0	72	83	20	103	93	21	114	94	17	111
CAO Undergrad Ed.	52	20	71	55	18	73	72	21	93	64	15	79
CAO Grad Ed.	0	0	0	64	13	77	63	17	79	67	15	82
Chf. Student Dev. Off.	41	10	51	48	11	58	60	19	78	61	13	74
Chf. Financial Officer	49	11	60	56	13	68	65	18	83	75	14	89
Chf. Dev. Officer	44	12	56	55	13	69	66	16	82	74	14	88
Chf. Adm./Enroll. Mgr. Off.	35	7	42	43	11	53	48	15	64	54	13	67
Dir. Of Instr. Research	39	10	50	42	9	51	53	15	68	44	11	55
Dir. Of Distance Ed.	39	8	47	44	12	57	53	17	70	49	13	62
Dir. Of Financial Aid	30	6	36	32	9	40	39	12	51	38	9	47
Dir. Of Public Relations	33	8	41	37	9	46	46	10	56	57	11	68
Dir. Of Student Ministries	34	12	47	36	8	44	41	13	54	46	9	55
Librarian	38	9	48	41	9	51	44	12	56	46	12	57
Dir. of Information Tech.	40	10	50	42	11	53	50	14	65	52	12	64
Dir. of Human Resources	0	0	0	43	8	51	37	10	47	46	9	55
Dir. Of Alumni Affairs	0	0	0	36	9	46	49	14	63	46	11	57
Dir. Of Bldg. & Grounds	32	8	40	32	9	41	40	14	54	52	10	62
Dir. Of Food Services	30	8	39	27	5	33	37	11	47	47	10	58
Registrar	31	6	37	38	9	47	44	16	60	44	10	53
Computer Techn.	32	7	39	29	8	37	38	14	52	36	8	43
Accts. Payable/Rec. Clerk	23	5	28	27	8	34	29	9	38	25	6	30
Executive Assistant	29	5	35	29	8	37	31	10	41	33	8	41
Admin. Asst./ Secretary	23	5	27	25	7	32	25	8	33	27	6	32

\$K (Figures are rounded off and represented in thousands)

NOTE: The report does not convert Canadian dollars to U.S. Funds. In consultation with Canadian representatives, it was decided to mix U.S. and Canadian dollars, since normally Canadian funds are spent in the Canadian economy. In the columns identifying Canadian and U.S. salaries separately, the amounts are expressed in the currency of the reporting country.

SALARY AND BENEFITS: Figures represent direct salary paid to the administrator, plus all benefits, e.g., the institutions share of FICA (U.S. institutions only), institution monies spent for hospitalization, retirement life insurance, disability insurance and workmen's compensation. Housing is considered to be a benefit if any payments are made directly to the administrator or are made indirectly on his/her behalf. An automobile is considered to be a benefit only to the extent that it is used personally.

ADJUSTED to a 12-MONTH BASIS: All figures are adjusted to a 12-month basis. For example, an administrator receiving \$50,000 in salary and benefits for 10 months of service is receiving \$5,000 per month, and is reported at \$60,000 (\$5,000 per month x 12)

PUBLICATION DATE: Winter 2006 based upon Fall 2005 survey data

ADMINISTRATIVE COMPENSATION
 ABHE ACCREDITED INSTITUTIONS
 FALL 2005 DATA

FTE Enrollments Number of Institutions \$K	All Institutions 91			Canadian Only 17			U.S. Only 74		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
President	84	21	105	77	16	93	86	22	107
Exec Vice President	70	14	85	65	11	76	72	15	88
Provost	86	19	105	71	11	82	93	20	113
CAO Undergrad Ed.	58	18	76	58	28	86	57	16	74
CAO Grad Ed.	66	15	80	58	28	86	57	16	74
Chf. Student Dev. Off.	50	12	62	49	8	58	51	13	63
Chf. Financial Officer	59	13	72	55	9	64	60	14	74
Chf. Dev. Officer	58	13	71	52	8	60	59	14	74
Chf. Adm./Enroll. Mgr. Off.	44	10	54	41	2	43	32	11	43
Dir. Of Instr. Research	45	12	57	0	0	0	45	12	57
Dir. Of Distance Ed.	46	13	59	45	8	53	47	13	60
Dir. Of Financial Aid	34	8	42	27	5	33	34	9	43
Dir. Of Public Relations	44	9	53	43	5	48	44	10	54
Dir. Of Student Ministries	39	10	49	40	10	50	39	10	48
Librarian	42	10	52	45	8	53	41	11	51
Dir. of Information Tech.	47	12	58	47	8	55	46	12	59
Dir. of Human Resources	43	9	52	51	7	58	41	9	50
Dir. Of Alumni Affairs	44	10	55	38	5	44	45	11	56
Dir. Of Bldg. & Grounds	36	9	45	38	6	43	36	10	46
Dir. Of Food Services	32	8	40	31	5	36	32	9	41
Registrar	38	9	46	43	7	50	36	9	45
Computer Techn.	33	8	41	33	4	37	33	9	42
Accts. Payable/Rec. Clerk	25	7	32	29	5	34	25	7	31
Executive Assistant	30	8	38	33	5	38	30	8	38
Admin. Asst./ Secretary	25	6	31	26	5	30	24	7	31

ADMINISTRATIVE COMPENSATION
ABHE CANDIDATE INSTITUTIONS
FALL 2005 DATA

FTE Enrollments Number of Institutions \$K	All Institutions 11			Canadian Only 2			U.S. Only 9		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
President	48	15	63	43	5	48	50	19	69
Exec Vice President	24	38	62	0	0	0	24	38	62
Provost	0	0	0	0	0	0	0	0	0
CAO Undergrad Ed.	42	7	49	38	5	43	44	8	52
CAO Grad Ed.	32	10	41	38	5	43	44	8	52
Chf. Student Dev. Off.	38	6	43	38	5	43	37	7	44
Chf. Financial Officer	35	9	44	34	4	38	35	10	46
Chf. Dev. Officer	50	18	67	39	0	39	55	18	73
Chf. Adm./Enroll. Mgr. Off.	31	7	38	28	3	31	33	8	41
Dir. Of Instr. Research	21	6	27	0	0	0	21	6	27
Dir. Of Distance Ed.	36	12	48	0	0	0	36	12	48
Dir. Of Financial Aid	31	4	35	0	0	0	31	4	35
Dir. Of Public Relations	42	14	56	0	0	0	42	14	56
Dir. Of Student Ministries	28	9	38	36	4	40	24	13	37
Librarian	27	3	31	35	4	39	25	3	28
Dir. Of Information Tech.	30	4	34	30	4	34	0	0	0
Dir. Of Human Resources	0	0	0	0	0	0	0	0	0
Dir. Of Alumni Affairs	0	0	0	0	0	0	0	0	0
Dir. Of Bldg. & Grounds	23	5	28	29	4	33	21	5	26
Dir. Of Food Services	0	0	0	0	0	0	0	0	0
Registrar	29	3	32	35	4	39	27	2	29
Computer Techn.	0	0	0	0	0	0	0	0	0
Accts. Payable/Rec. Clerk	23	4	27	0	0	0	23	4	27
Executive Assistant	24	5	29	26	6	33	23	4	27
Admin. Asst./ Secretary	23	3	26	0	0	0	23	3	26

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ADMINISTRATIVE COMPENSATION
ABHE APPLICANT INSTITUTIONS
FALL 2005 DATA

FTE Enrollments Number of Institutions \$K	All Institutions 18			Canadian Only 3			U.S. Only 15		
	Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
President	54	12	66	52	6	58	55	15	69
Exec Vice President	44	14	58	59	11	70	41	15	56
Provost	28	5	33	0	0	0	28	5	33
CAO Undergrad Ed.	36	7	44	41	4	45	36	8	44
CAO Grad Ed.	46	4	50	41	4	45	36	8	44
Chf. Student Dev. Off.	29	4	34	41	4	45	28	5	33
Chf. Financial Officer	35	5	41	39	6	45	34	5	39
Chf. Dev. Officer	31	4	34	0	0	0	31	4	34
Chf. Adm./Enroll. Mgr. Off.	29	8	37	32	5	37	27	10	38
Dir. Of Instr. Research	0	0	0	0	0	0	0	0	0
Dir. Of Distance Ed.	34	4	38	34	4	38	0	0	0
Dir. Of Financial Aid	0	0	0	0	0	0	0	0	0
Dir. Of Public Relations	33	2	34	33	2	34	0	0	0
Dir. Of Student Ministries	36	7	43	34	5	39	39	10	50
Librarian	23	6	28	44	7	51	16	5	20
Dir. Of Information Tech.	19	4	23	8	0	8	24	4	28
Dir. Of Human Resources	30	5	35	0	0	0	30	5	35
Dir. Of Alumni Affairs	0	0	0	0	0	0	0	0	0
Dir. Of Bldg. & Grounds	44	5	48	43	4	47	44	5	49
Dir. Of Food Services	20	5	25	0	0	0	20	5	25
Registrar	26	5	31	0	0	0	26	5	31
Computer Techn.	18	0	18	0	0	0	18	0	18
Accts. Payable/Rec. Clerk	18	2	20	19	1	20	16	3	19
Executive Assistant	26	3	28	27	3	30	21	4	24
Admin. Asst./ Secretary	21	4	25	23	1	24	20	5	25

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