

NARAC Survey Cost of Living and Salary Results

Presenter:

Survey Committee

Lunch Session – Survey Results

September 25, 2019



NARAC Survey Committee

Carin Smith, DePaul University

Committee Chair

Sarah Goldman, University of Oregon

Survey Creator and Tabulator

Jim Pierson, University College Dublin

Survey Creator and Tabulator

Wintress Ross, Indiana University Bloomington

Communications Liaison

Patti Clements, East Carolina University

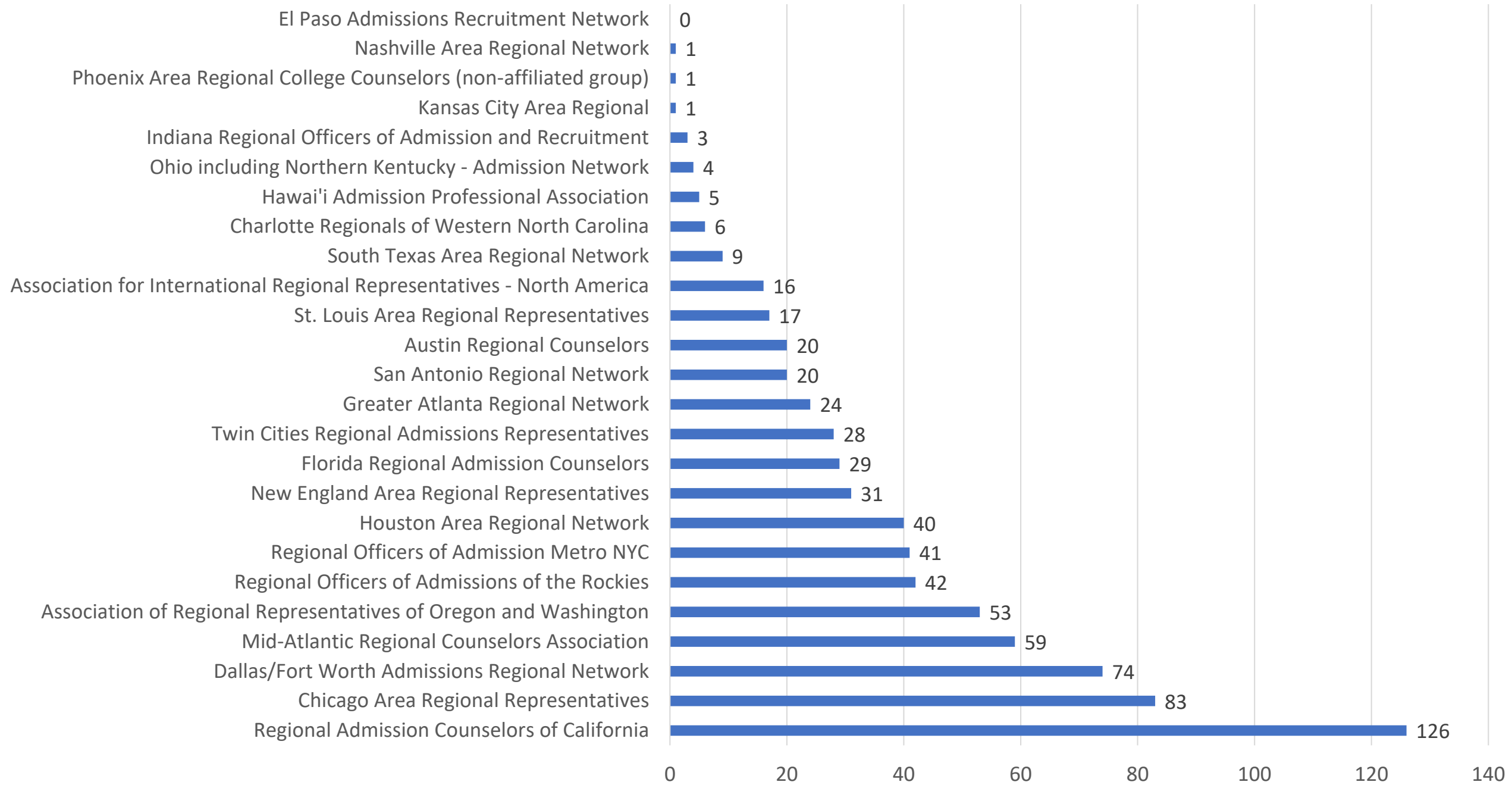
Communications Liaison

Matt Ogawa, Oregon State University

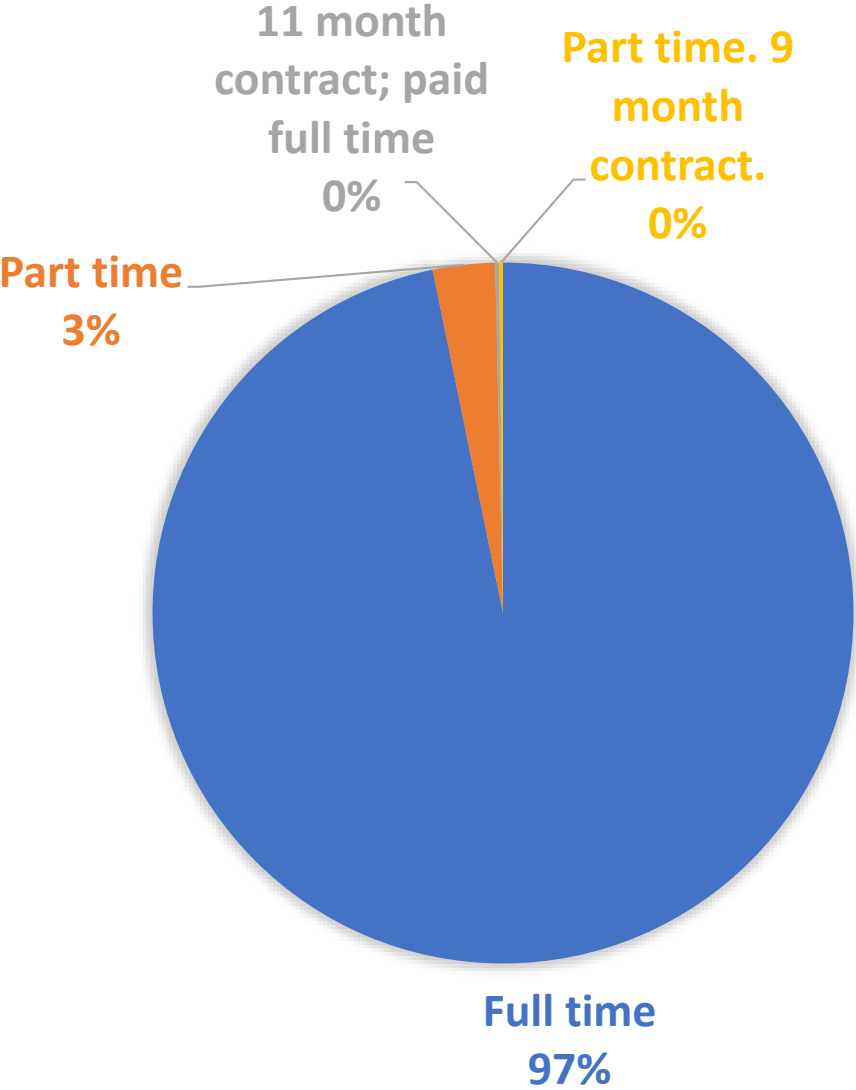
A large, dark blue ink splash or blotch is centered on a white background. The splash has irregular, feathered edges with some smaller droplets and splatters extending outwards. The text 'General Survey Results' is written in white, sans-serif font across the center of the splash.

General Survey Results

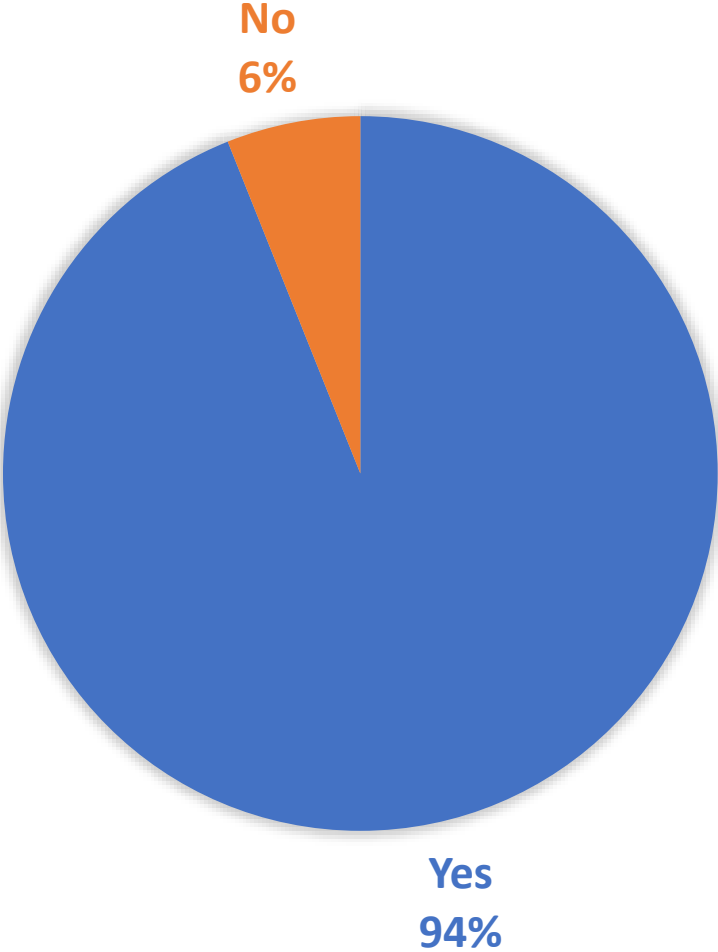
Total Count of Regional Memberships, N = 565



WHAT IS YOUR EMPLOYMENT STATUS



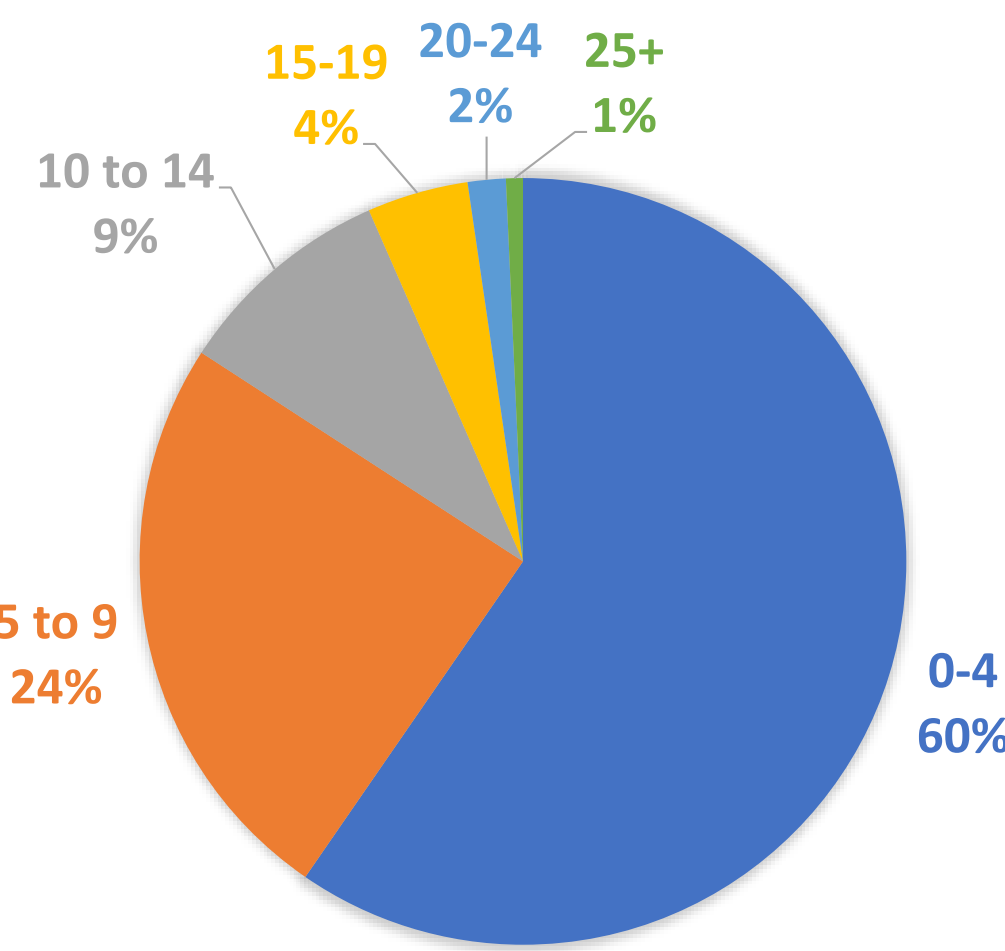
ARE YOU SALARIED?



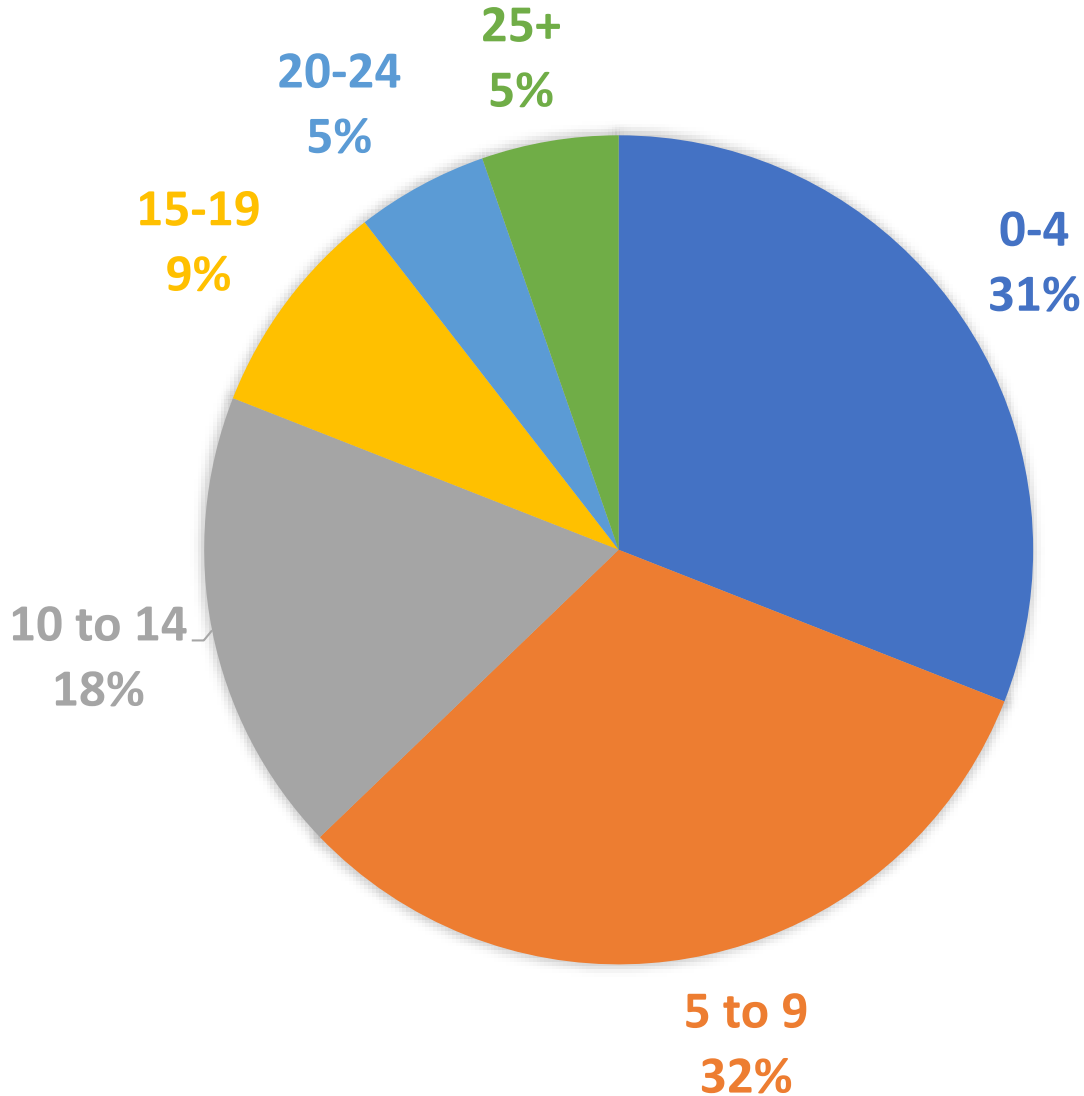
DO YOU RECEIVE MERIT BASED PAY INCREASES?



HOW MANY YEARS HAVE YOU BEEN A REGIONAL?



HOW MANY YEARS HAVE YOU WORKED IN ADMISSIONS?



	Completely or Mostly False	Neutral	Completely or Mostly True
[I feel like part of the team, equal to campus based staff]	27%	14%	60%
[I receive compensation and benefits on par with campus based employees in similar roles]	19%	15%	67%
[I am recognized for my work and accomplishments]	18%	17%	65%
[I receive the resources need to do my job]	12%	11%	78%
[Expectations from campus are clear and reasonable]	15%	20%	65%
[My campus based colleagues understand and respect my role]	25%	22%	53%
[My supervisor understands and respects my role]	6%	8%	86%
[I have opportunities to grow at my current institution]	44%	24%	32%
[I am currently looking or plan to look for a new regional position]	63%	20%	17%
[I am currently looking or plan to look for a new position in admissions]	63%	19%	17%
[I am currently looking or plan to look for a new position within higher education]	57%	20%	23%
[I am currently looking or plan to look for a new position outside of higher education]	62%	18%	20%



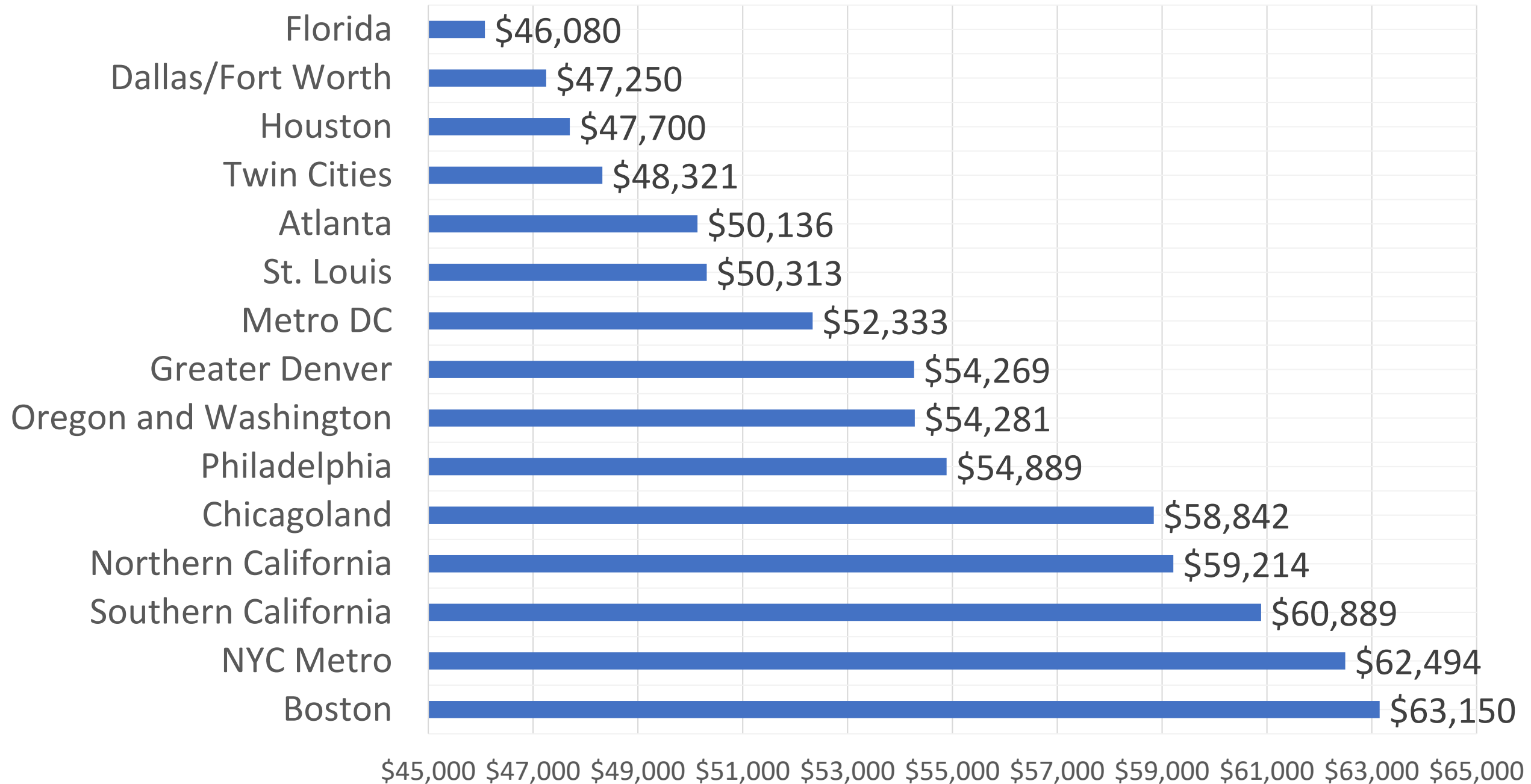
Salary and Cost of Living Results

(Only Regions/Groups with More than 10 Respondents
Included)

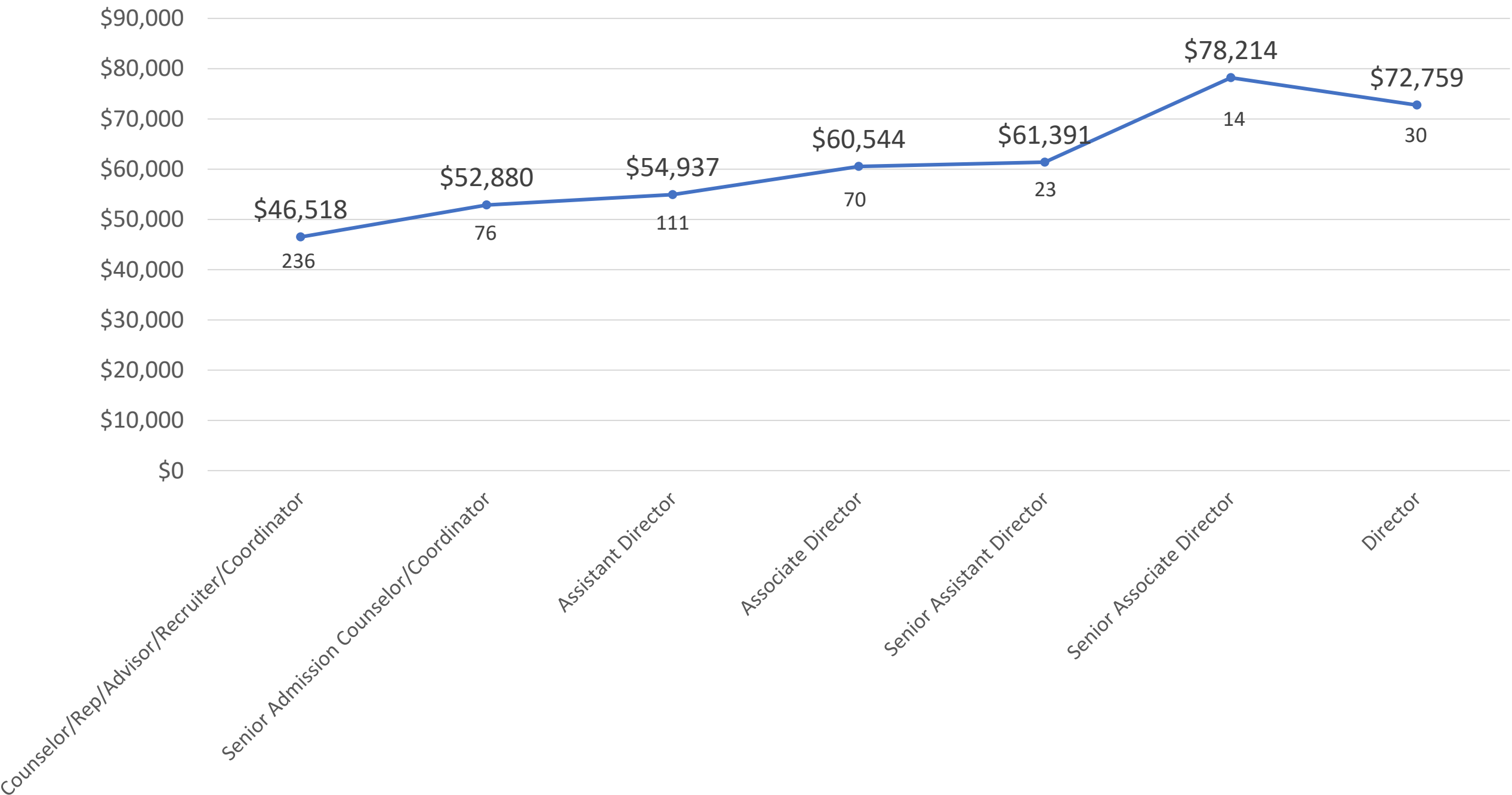


National Salary
Average
\$53,801

Average Salary By Region

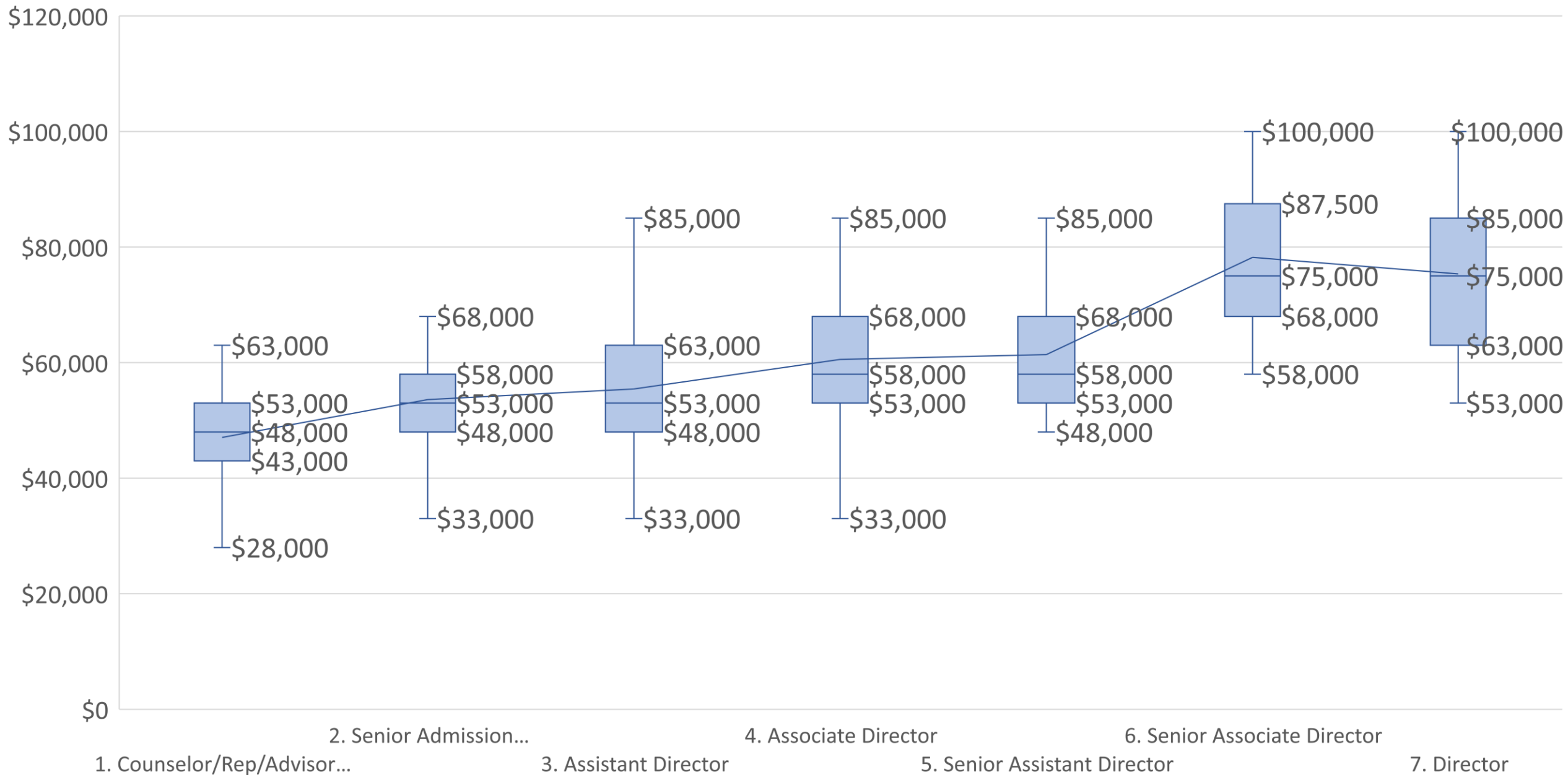


Average Salary by Approximate Job Title

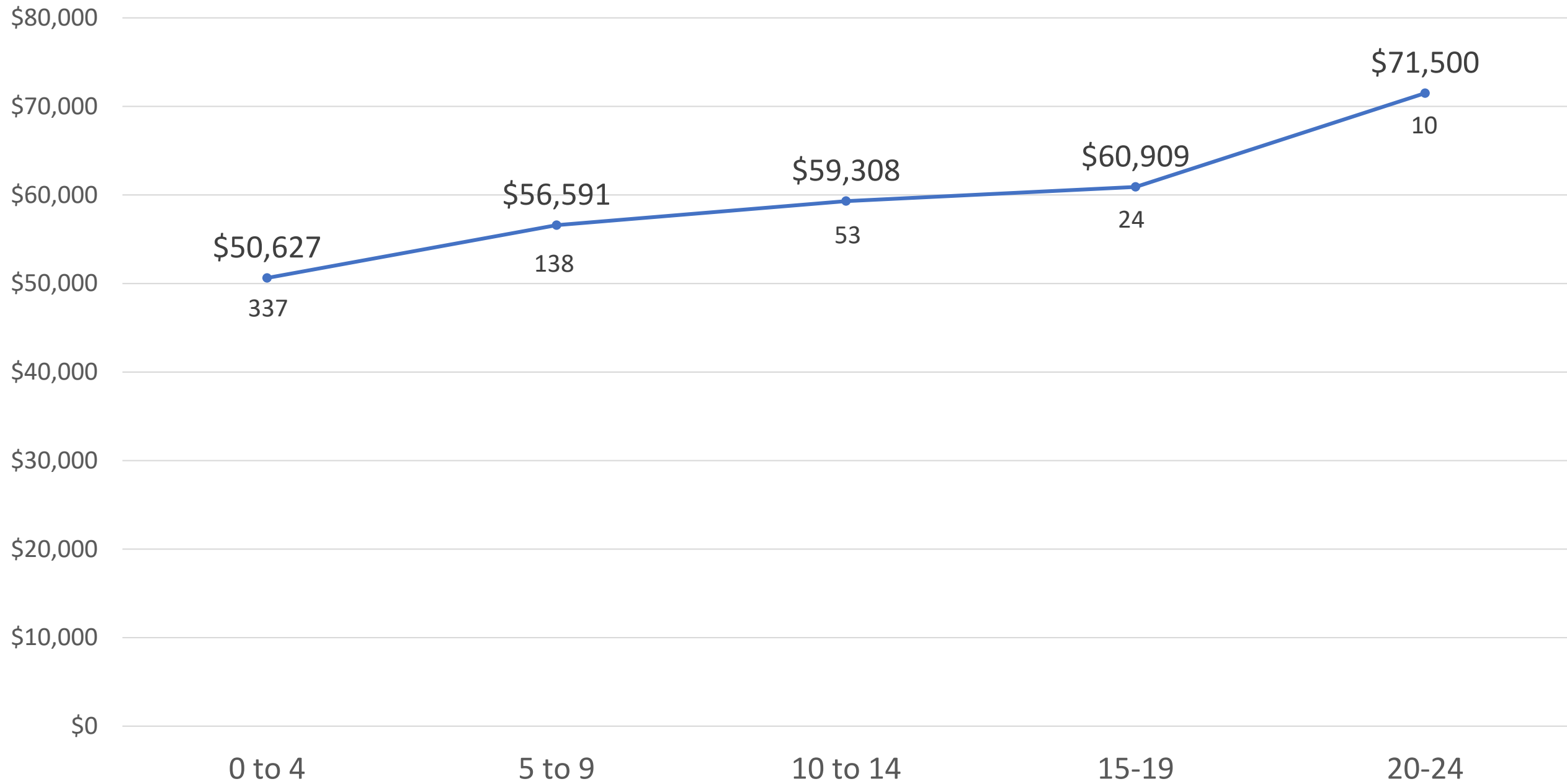


Average Salary by Approximate Job Title

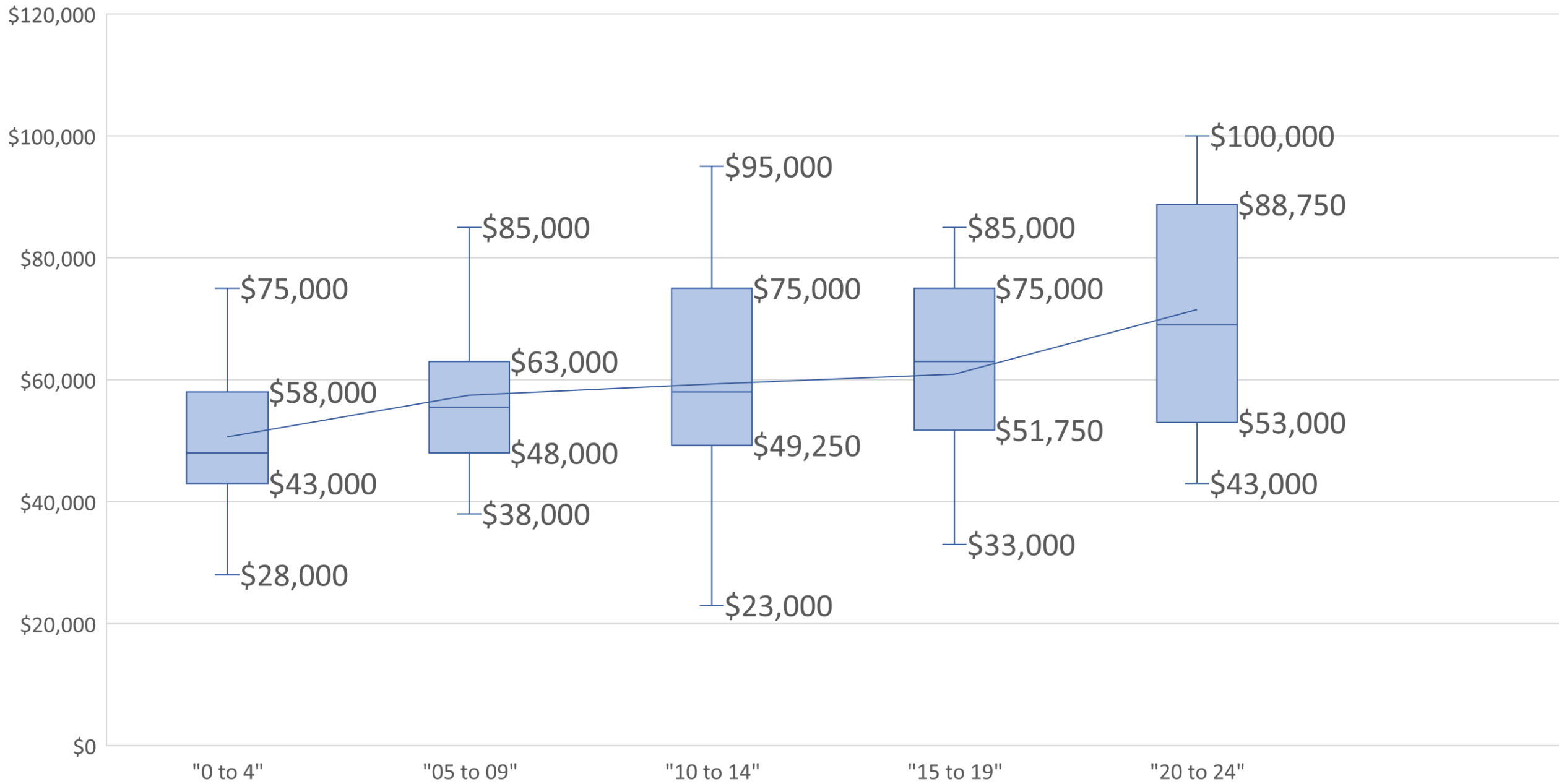
Middle 50% and Range



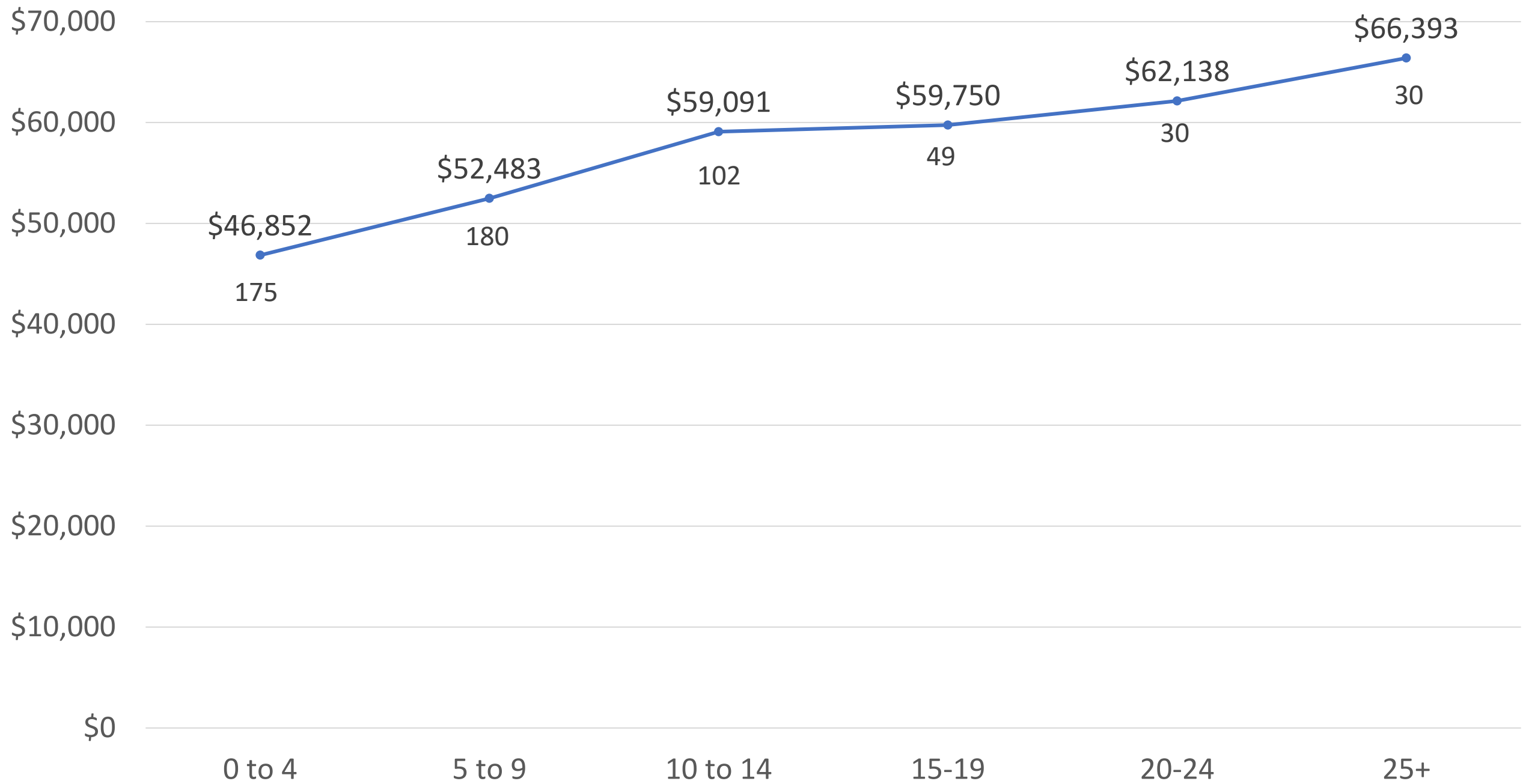
Average Salary by Years as Regional



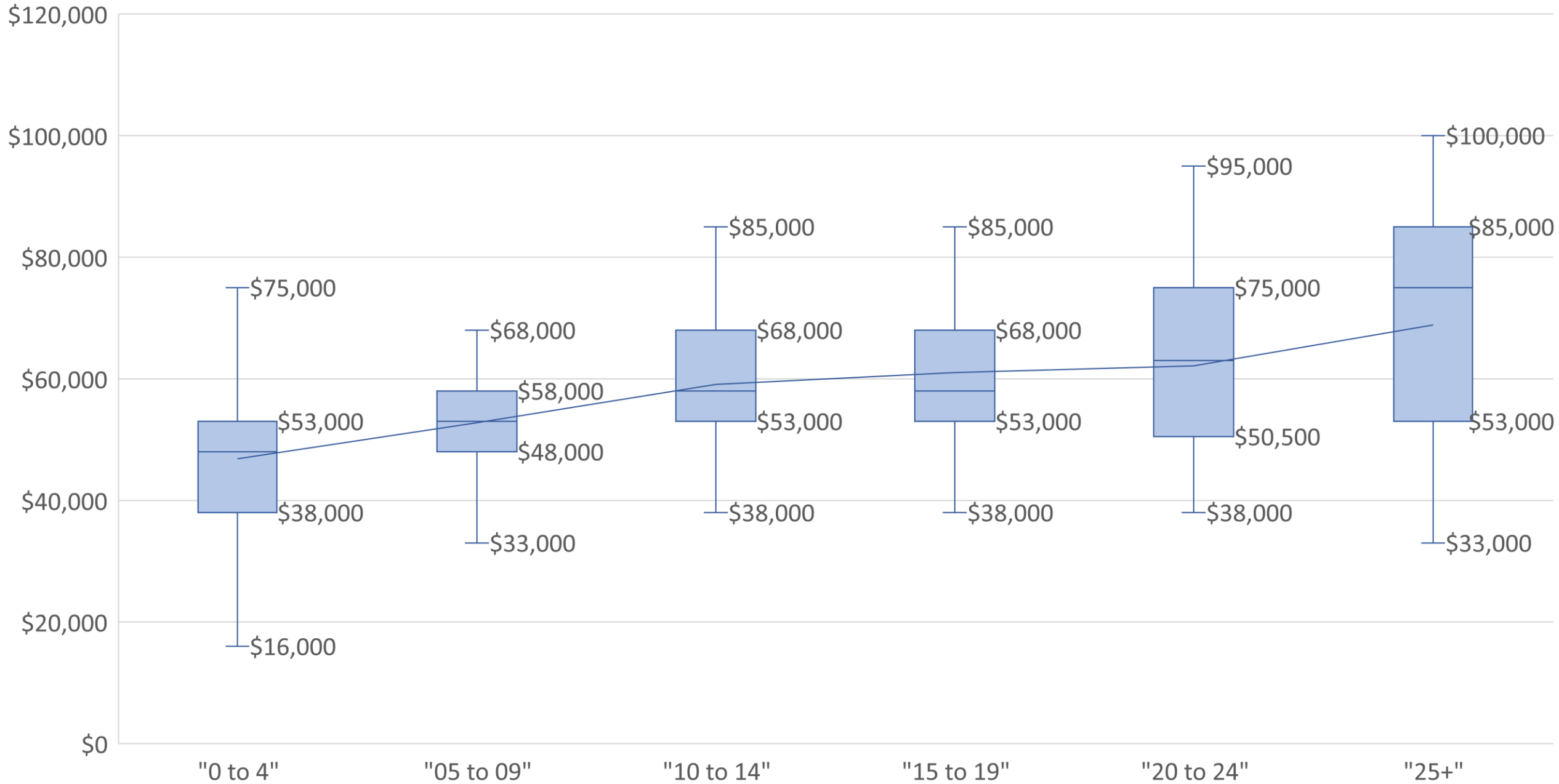
Average Salary by Years as a Regional
Middle 50% and Range



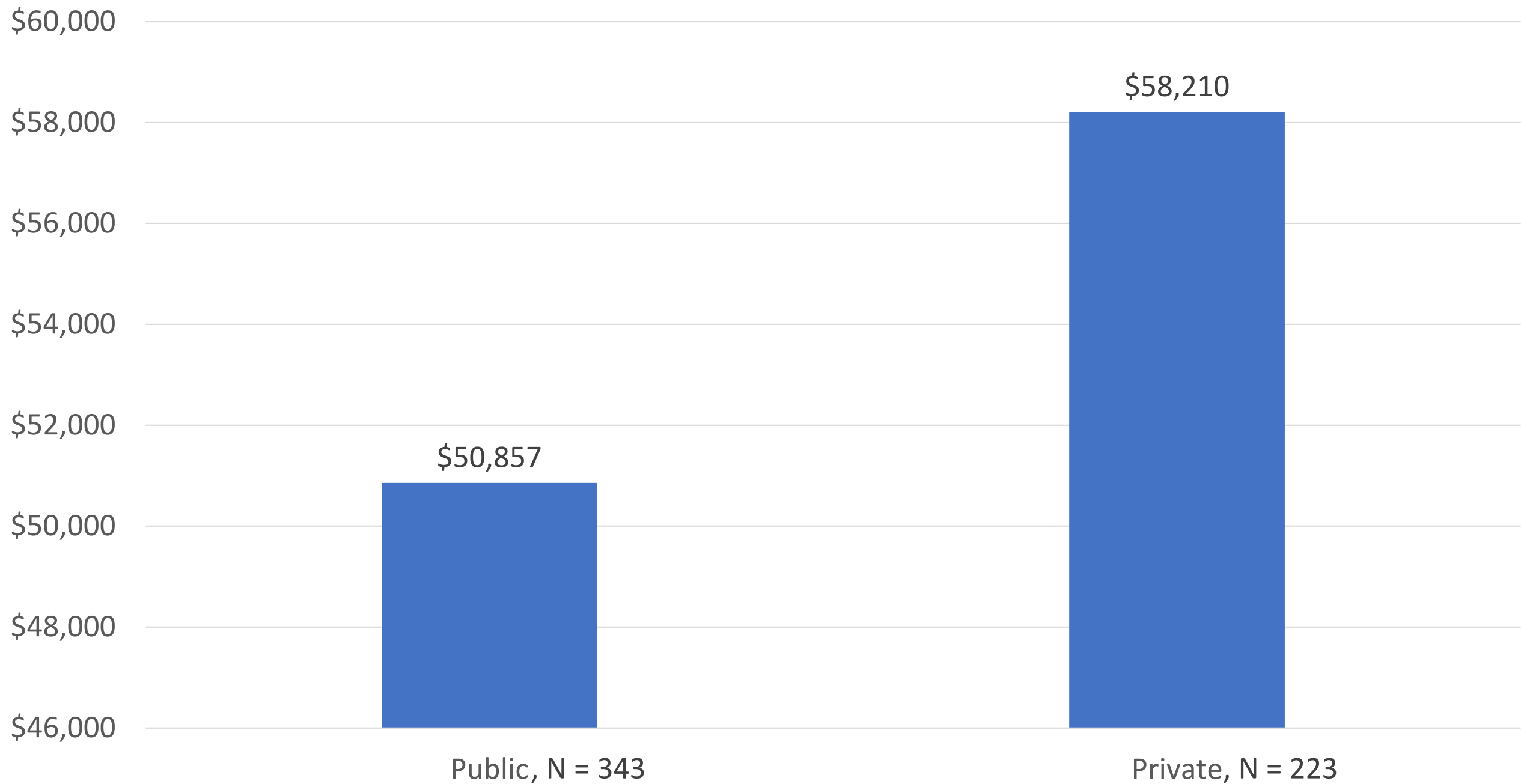
Average Salary By Years In Admissions



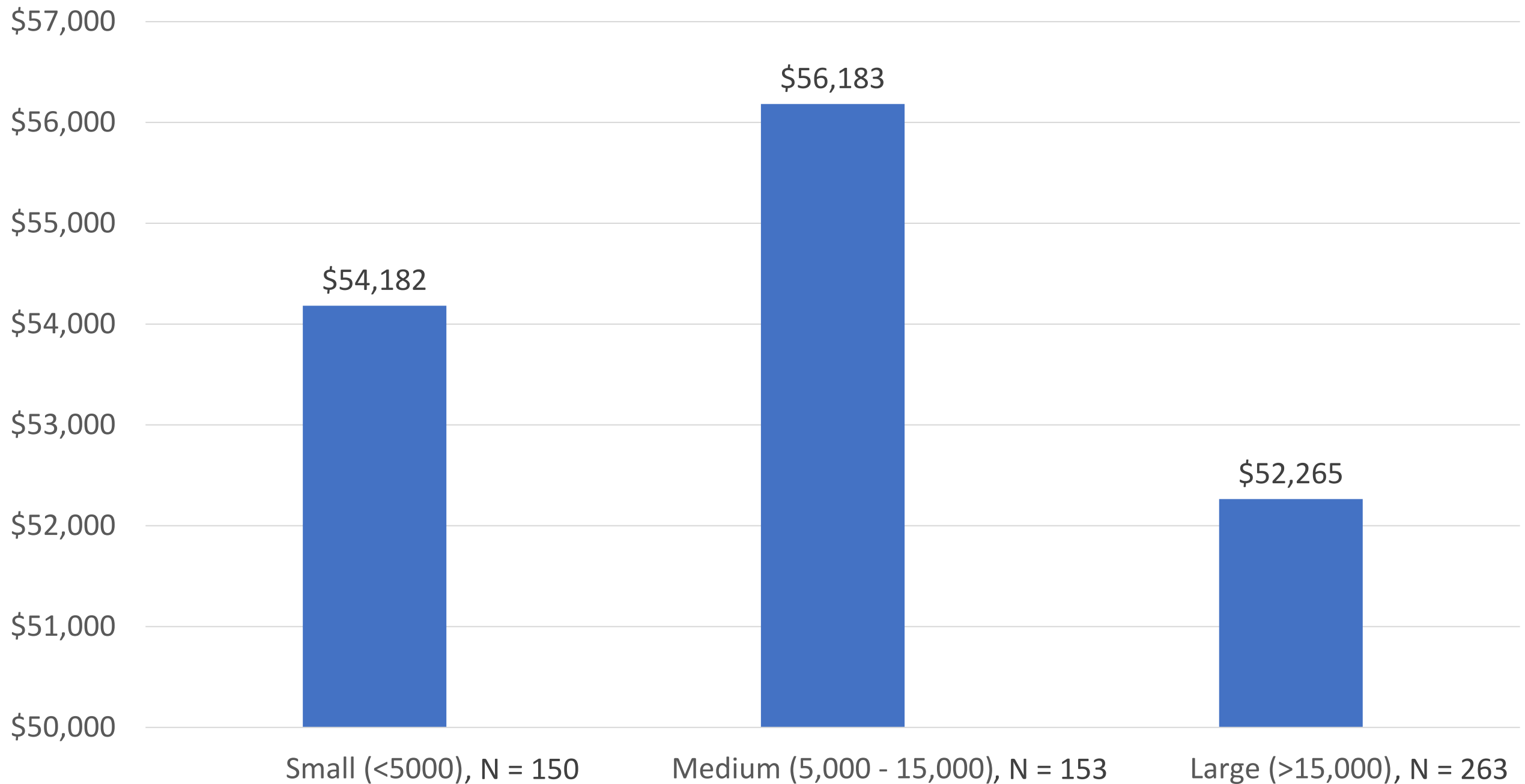
Average Salary by Years in Admissions
Middle 50% and Range



Average Salary By Institution Type



Average Salary By Institution Size



A dark blue, irregular ink blot or splash shape is centered on a white background. The blot has a textured, painterly appearance with some lighter blue and white speckles around its edges. Inside the blot, the text "Universities Mapped by Primary Regional Group Affiliation" is written in a white, sans-serif font, centered horizontally and vertically.

Universities Mapped by Primary Regional Group Affiliation

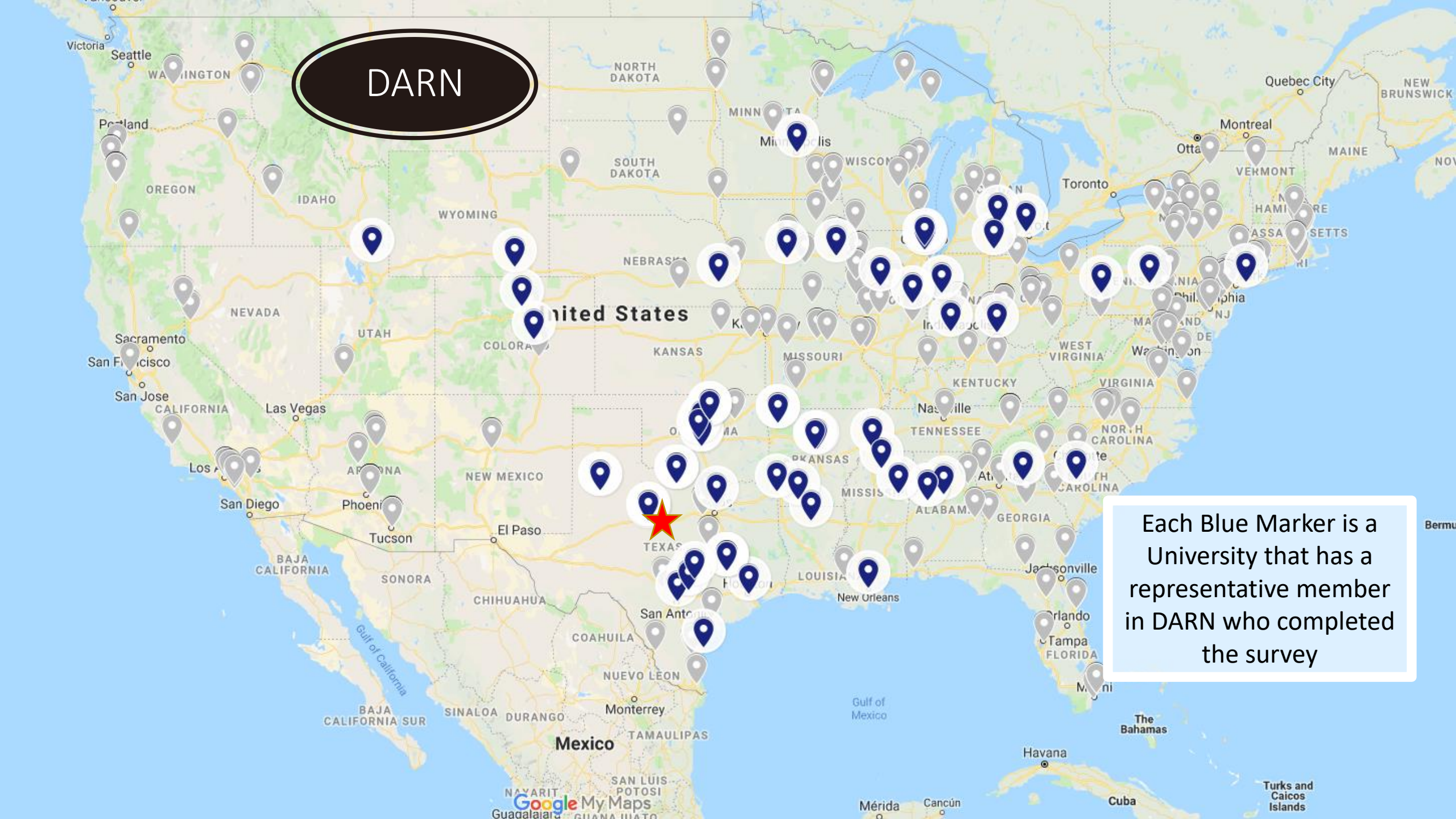
A map of the United States and parts of Canada and Mexico. Numerous blue location markers are scattered across the country, with a high concentration in the Northeast and Midwest. A single red star is located in the Midwest, near the center of the map. A black oval with a white border is positioned in the upper left quadrant, containing the text 'CARR'.

CARR

Each Blue Marker is a University that has a representative member in CARR who completed the survey

DARN

Each Blue Marker is a University that has a representative member in DARN who completed the survey



A map of the United States and parts of Canada and Mexico. Numerous blue location markers are placed across the country, indicating the locations of universities that have a representative member in MARCA who completed the survey. A red star is located in the Northeast, near New York City. The map shows state boundaries and major cities. The word "MARCA" is written in a black oval in the top left. A text box in the bottom right explains the blue markers.

MARCA

Each Blue Marker is a University that has a representative member in MARCA who completed the survey

A map of the United States and parts of Canada and Mexico. Numerous blue location markers are placed across the country, representing universities with RACC representative members. A red star is located in California near San Jose. A black oval with a white border contains the text 'RACC'.

RACC

Each Blue Marker is a University that has a representative member in RACC who completed the survey



ROAM-NYC

Each Blue Marker is a University that has a representative member in ROAM-NYC who completed the survey

A map of the United States showing the locations of various universities. Most locations are marked with grey pins, while a subset are marked with blue pins. A red star is located in Florida. A black oval with the word 'FRAC' is in the top left. A text box in the bottom right explains the blue markers. The map includes state names, major cities, and geographical features like the Gulf of Mexico and the Gulf of California.

FRAC

Each Blue Marker is a University that has a representative member in FRAC who completed the survey



A map of the United States and parts of Canada and Mexico. Numerous grey location pins are scattered across the country, representing various universities. A subset of these pins is highlighted with a blue dot inside a white circle. One pin in the Southeast, near Atlanta, Georgia, is highlighted with a red star. A black oval with a white border is positioned in the upper left quadrant, containing the text 'GARN'. A white text box with a black border is located in the lower right quadrant, containing a descriptive sentence. The map includes state and provincial names, major cities, and geographical features like the Gulf of California and the Gulf of Mexico.

GARN

Each Blue Marker is a University that has a representative member in GARN who completed the survey



ARROW

Each Blue Marker is a University that has a representative member in ARROW who completed the survey



TCRAR

Each Blue Marker is a University that has a representative member in TCRAR who completed the survey

A map of the United States and parts of Canada and Mexico. Numerous blue location pins are scattered across the country, representing universities that completed a survey. A red star is placed in the center of the United States, over the state of Colorado. A black oval with a white border is located in the upper left quadrant, containing the word "ROAR".

ROAR

Each Blue Marker is a University that has a representative member in ROAR who completed the survey

NEARR

Each Blue Marker is a University that has a representative member in NEARR who completed the survey



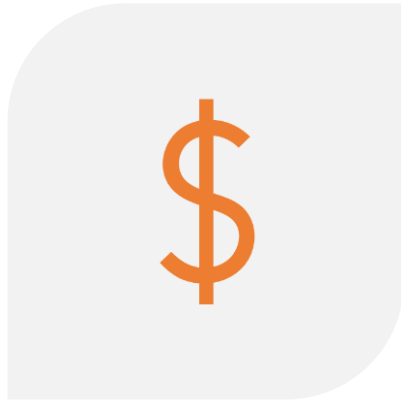


A map of the United States showing the locations of universities that have completed the STARR survey. The map includes state names and major cities. A black oval in the top left corner contains the word "STARR". Numerous blue location pins are scattered across the map, with a higher concentration in the Northeast and Midwest. A red star is located in the central United States, near the border of Missouri and Illinois. A text box in the bottom right corner explains the meaning of the blue markers.

STARR

Each Blue Marker is a University that has a representative member in STARR who completed the survey

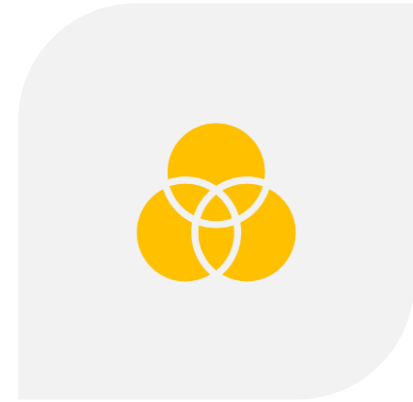
What is a Cost of Living Index



A Cost of Living Index estimates the cost for basic necessities such as housing, food, transportation, taxes, healthcare, and other items

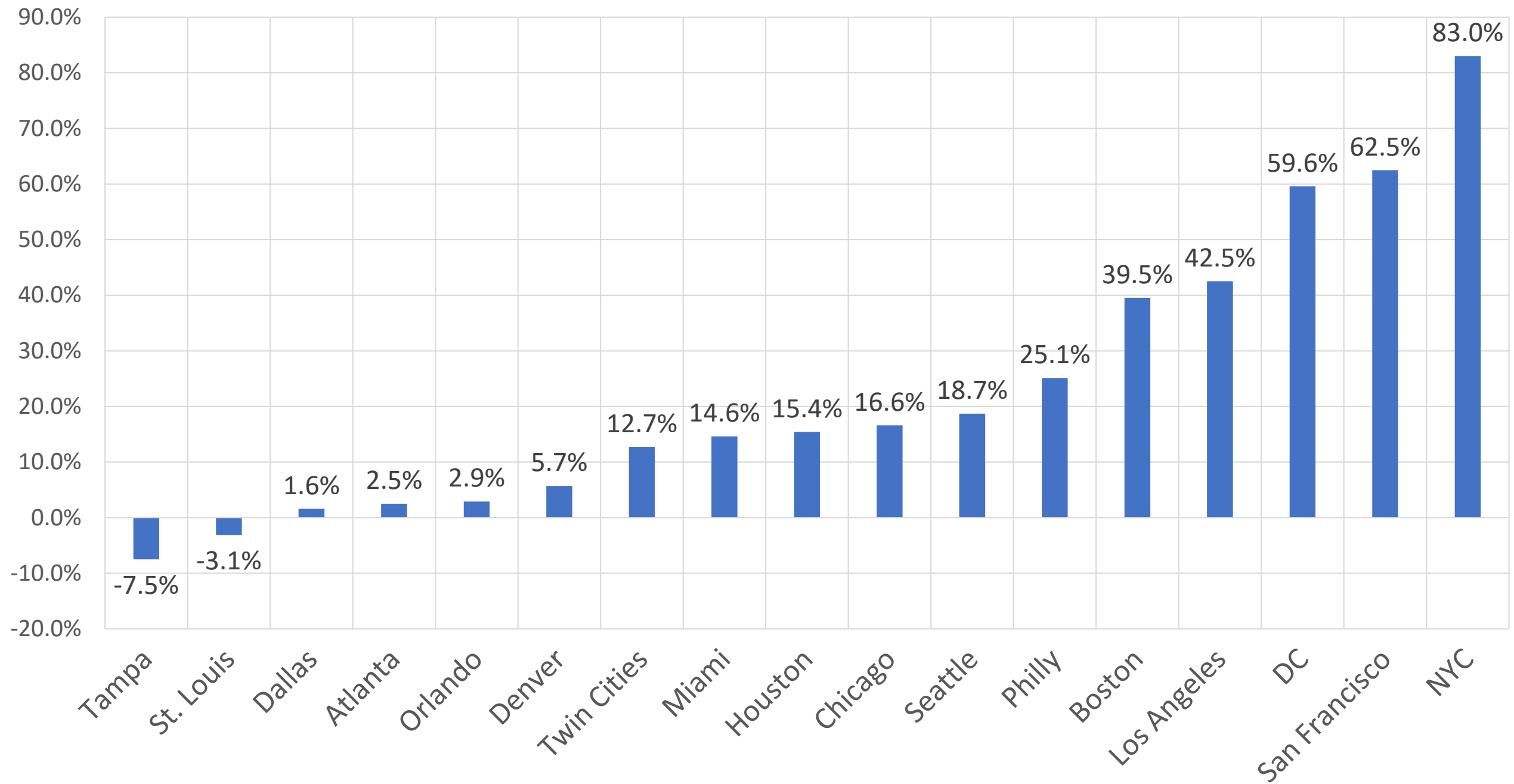


CoL data comes from the Consumer Price Index published by the US Bureau of Labor Statistics and other publicly available cost data sets



CoL differences estimate the cost differences to maintain the same standard of living

Average CoL For Major Cities Compared to **National Average**

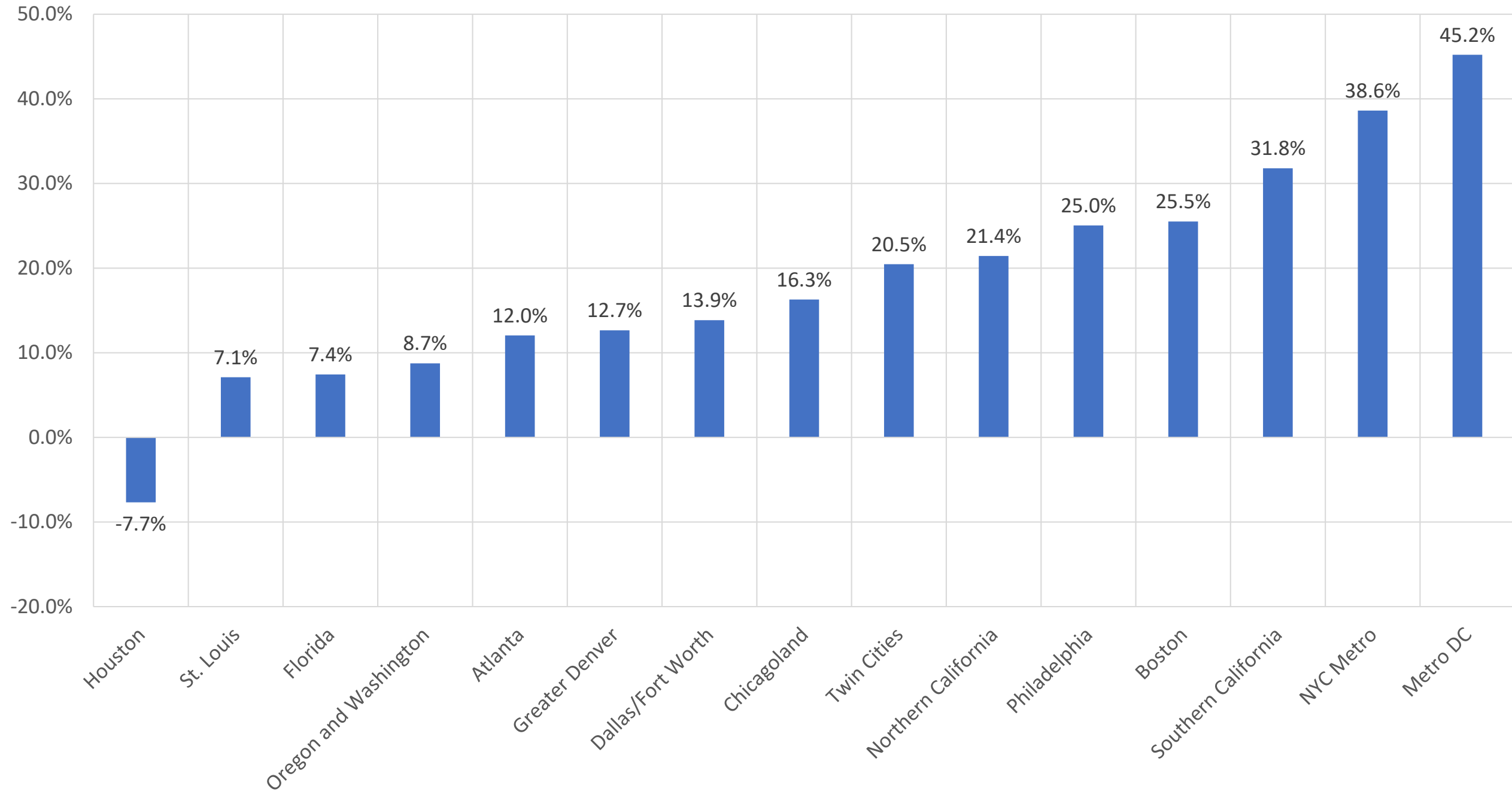




Nationwide Average CoL %
Difference Between Where Reps
Live and Their Own Campus

19.6%

Average CoL % Difference Between Where Reps Live and Their Own Campus (By Region)





CoL Gap Comparison

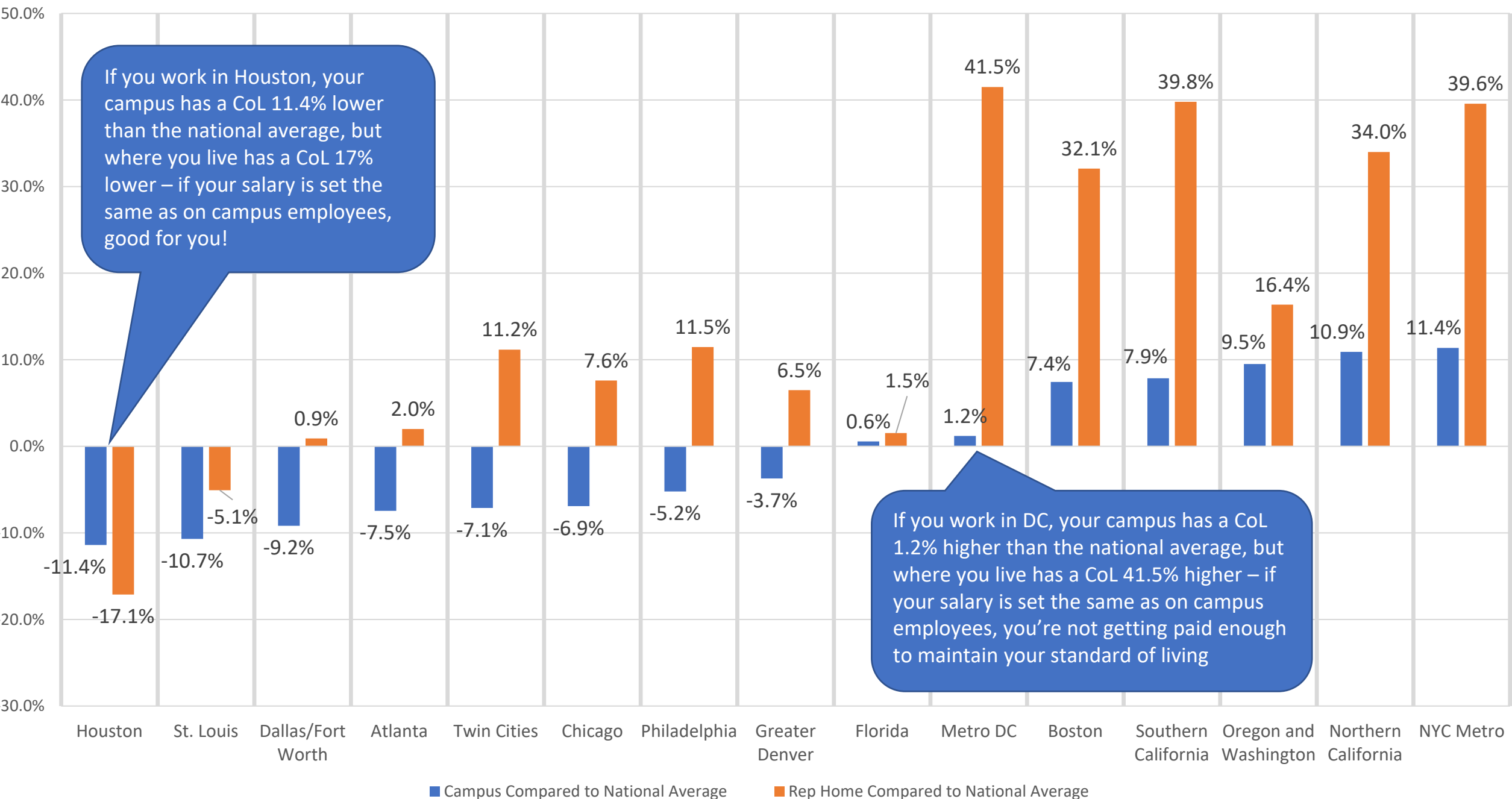
Average CoL
Gap Between
Campuses and
National
Average


● -0.5%

Average CoL
Gap Between
Where Reps Live
and National
Average

● 17.1%

CoL Gap For Campus and Rep Home Compared to National Average (By Region)

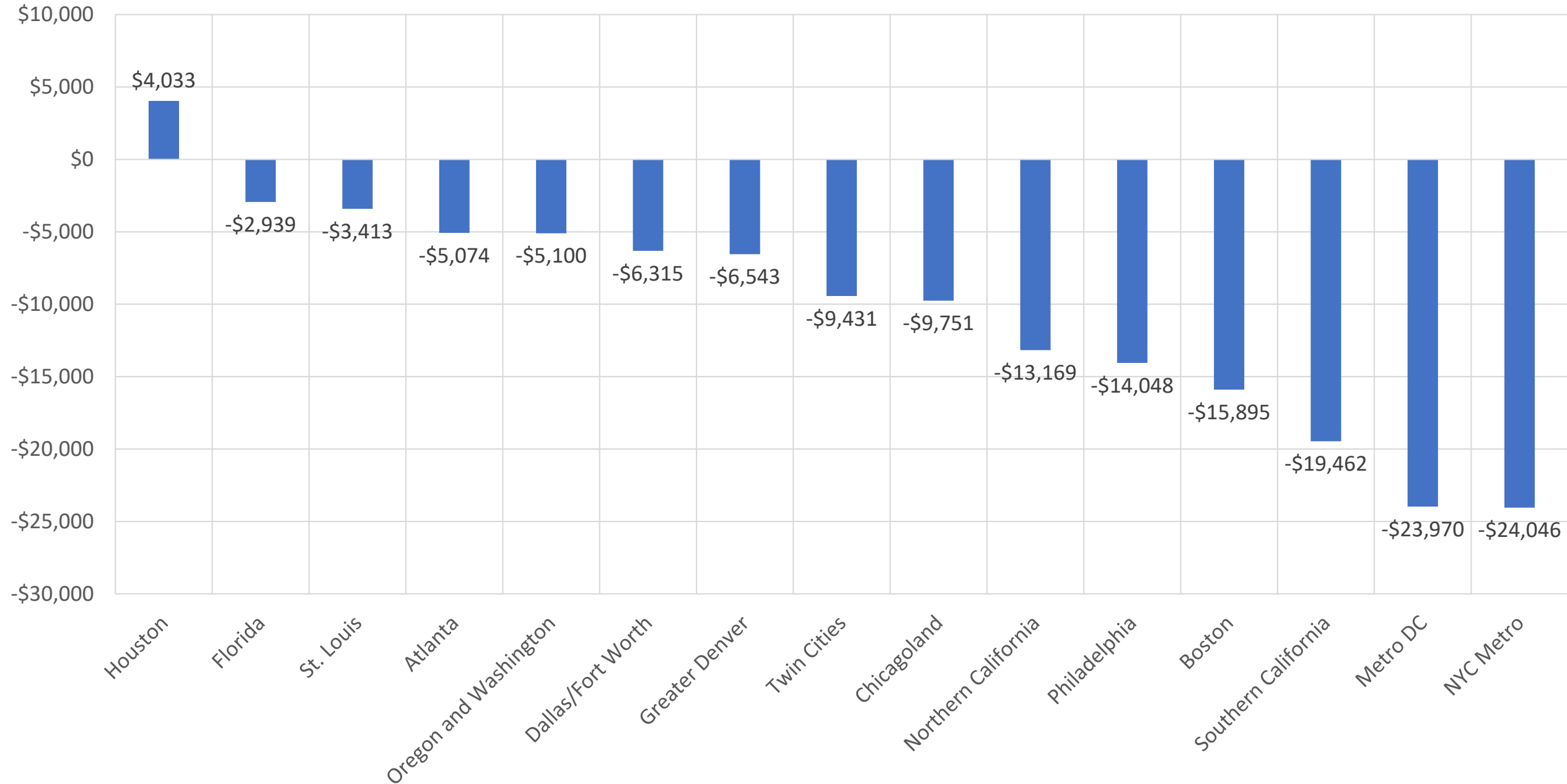




Average CoL Salary Gap
(the salary difference needed to
maintain standard of living compared
to on-campus employees)

-\$10,917

Average CoL Salary Gap For Reps (By Region)
(the salary difference needed to maintain standard of living compared to campus)



Takeaways

- Primary Point
 - There is a disparity between the Cost of Living of regionally based staff and the campuses that employ them
- What Next
 - More research – we need more information – especially related to demographics (gender, race, ethnicity, age, etc.)
 - Think individually about where you are in this data and what you can do with it
 - Let us know what else we should research going forward

Resources

Resources to help consider cost of living – CoL Calculators

Salary.com

<https://www.salary.com/research/cost-of-living>

SmartAsset.com

<https://smartasset.com/mortgage/cost-of-living-calculator#cmgwwcMWp>

Further Questions



Happy Hour Meet-Up

Today, 5:00 – 6:30pm

Louisville Marriott Downtown



Contact Info

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