

Association for Consortium Leadership

2009-2010 Consortium/Center Staff Compensation Survey

As a service to the higher education community, the Association for Consortium Leadership (ACL) is conducting a survey of consortium and center staff compensation. Your participation in this survey is requested and is completely voluntary. The survey should be completed by **December 20, 2010**. A summary of responses will be published in a report and will be available from ACL at a future time. Responses from individual consortia are strictly confidential. Neither individuals nor organizations will be identified when survey results are reported. Please contact Dr. Julie Goldman at julie.goldman@secac.net or Ms. Nicola Beltz, ACL Director of Programs, at nicolabelt@aol.com if you have questions about this survey.

For the purpose of this survey we use consortium and center interchangeably. For simplicity we chose to use the term “consortium.” The survey will take approximately twenty minutes to complete. Your participation in this survey is completely voluntary. If you are not comfortable answering questions you may cease the survey at anytime. There are no financial incentives for participation. Your information will remain strictly confidential.

The following information is needed to categorize and better understand how to respond to this survey. **Definitions of many terms used in this survey are found listed below for your reference.** Please review or print the definitions before you begin.

Definitions:

Annual cash compensation: Annual salary plus any additional payments and bonuses for performance, longevity, etc., for 2009-2010 (FY 09). Use the current year if you are a new consortium director. Do not include reimbursements for official travel or other job related expenses. Include the dollar value of payments for fringe benefits paid through a salary reduction agreement.

Annual cash value of fringe benefits and perquisites: The approximate annual dollar value of all fringe benefits and perquisites the employer pays directly. Do not include the value of any employee contributions toward fringe benefits, including pre-tax employee payments through a salary reduction agreement.

Consortium: Used interchangeably with “center.” A voluntary alliance of organizations. This survey focuses on consortiums/centers in which at least one member organization is either a higher education institution or an administrative unit of a higher education institution.

Full-time equivalent staff: The total number of full and part-time staff expressed in full-time units. (Example: A consortium with two full-time staff members and three half-time staff members would have a total of 3.5 full time equivalent staff.) This includes the head of the consortium and any faculty that are paid directly through the consortium.

Job Description: Briefly describe principal duties and indicate to whom within the organization the person reports.

Job Title: Official job title within your organization. This survey examines the top three paid positions. Examples include:

Chief Executive Officer Position

Executive Director, President, Chief Executive Officer, Executive Vice President, Director, Administrative Director, Associate Director, Executive Officer, Contracts Manager, Administrator, Dean, Coordinator

Positions 2 and 3

Program/Project Director, Assistant Director, Assistant Coordinator, Project Coordinator, Program Manager, Business Manager, Administrative Assistant, Accountant, Director of Instructional Technology, Vice President, Computer Systems Analyst, Secretary, or other (please give title)

Percent time employed by the consortium: Percentage of time employed by the consortium in comparison with full-time employment, where full-time = 100%.

Terms of employment: Significant terms of employment for the consortium chief executive, including length of contract, expectations for automatic renewal or rollover, requirements and expectations for performance review and reappointment, required notice for termination, terms for incentive compensation, etc. This information is sought only for the consortium's chief executive.

Total expenditure budget: Total expenditures budgeted for 2009-2010, including salaries, fringe benefits, programs, office operations, etc.

Years of service in current position: Number of years of service in current position, rounded to the nearest whole year.

Thank you for your participation in this survey!