

ASPIRE SURVEY

2016



OUR MISSION

ASPIRE, Inc.'s mission is to increase the educational and success opportunities for low-income and first-generation college students through advocacy, professional development, and legislative awareness.

CONTENTS

Survey Respondents Table.....3

About the Survey4

Survey Respondents by Program and Job Title

	EOC	Gear UP	McNair	SSS	TS	UB/UBMS	VUB	Total
Directors of Programs (may include Manager, Exec. Dir, etc.)	2	1	2	25	10	13	0	53

PROFESSIONAL LEVEL	
Director	42
Assistant/Assoc. Director	11
Program Coordinator	25
Advisor	40
Instructor/Tutor	3
OTHER:	
Academic Coordinator	1
Academic Counselor f/TRIO	1
Education & Career Planning Specialist	1
Exec. Director/Asst. VP	1
Information Technology	1
Manager	1

Survey & Survey Data

The ASPIRE Compensation Survey was developed as a first attempt to understand specific compensation information for TRIO professionals within the ASPIRE region. Its intent is to provide baseline data for TRIO professionals, determine median or average compensation paid to TRIO & GEAR UP employees within the state of Utah, Colorado, Montana, North Dakota, South Dakota, and Wyoming, and support informed decisions on compensation.

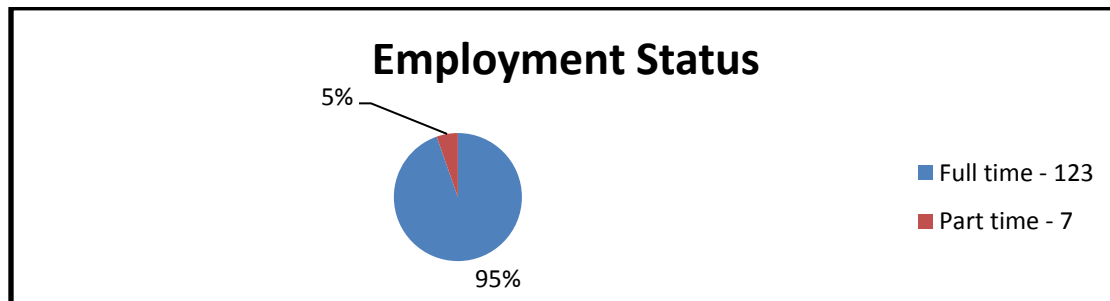
At the beginning of this report, ASPIRE's membership consists of 284 members. (ASPIRE Membership Directory) 130 respondents completed the survey; 46% of membership. Data reported from respondents is noted in the following graphs and information and relate to each of the survey questions.

Survey Respondents

Respondents surveyed provided the data as noted below.

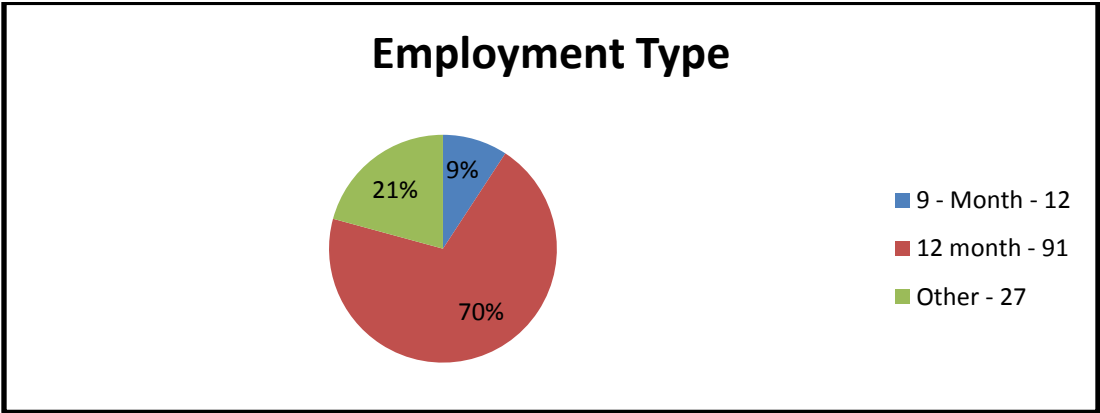
Question 1 – Are you currently employed in a federal TRiO or GEAR UP Program?

Most respondents are employed full time with 5% employed part-time.



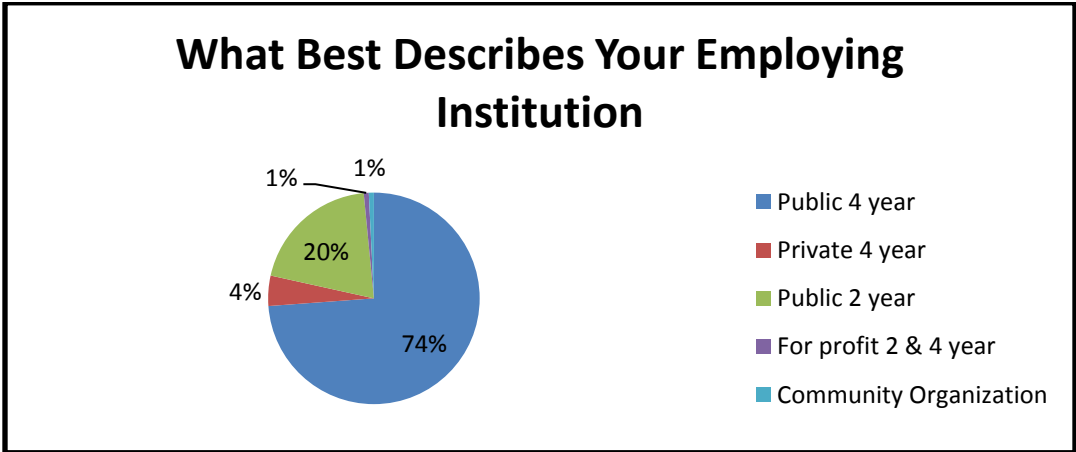
Question 2 – What best describes your employment type?

Of 130 respondents, 12 (9.23%) are 9 month employees; 91 (70%) are 12 month employees; and 27 (20.77%) are other. Excluded from responses are 10 and 11 month FTE which may reflect the 27 responses.



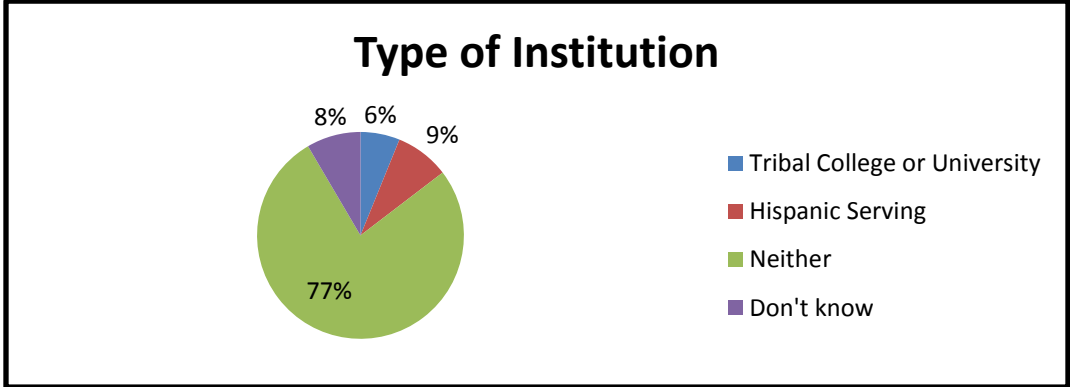
Question 3-- Which best describes your employing institution?

ASPIRE programs predominately are employed at public four-year institutions and two-year institutions.



Question 4—Institutional Affiliation

This question addresses what type of institution is predominate and reflects ASPIRE serves a large Tribal and Hispanic institutions.



Institutions included in the ASPIRE region, include 16 Tribal Colleges; 7 in Montana, 6 in North Dakota, 3 in South Dakota and one in Wyoming.

Montana Tribal Colleges

- Aaniiih Nakoda College, Harlem, Montana
- Blackfeet Community College, Browning, Montana
- Chief Dull Knife College, Lama Deer, Montana
- Fort Peck Community College, Poplar, Montana
- Little Big Horn College, Crow Agency, Montana
- Salish Kootenai College, Pablo, Montana
- Stone Child College, Box Elder, Montana

North Dakota Tribal Colleges

- Cankdeska Cikana Community College, Fort Totten, North Dakota
- Fort Berthold Community College, New Town, North Dakota
- Sitting Bull College, Fort Yates, North Dakota
- Turtle Mountain Community College, Belcourt, North Dakota
- United Tribes Technical College, Bismarck, North Dakota

South Dakota Tribal Colleges

- Oglala Lakota College, Kyle, South Dakota
- Sinte Gleska University, Mission, South Dakota
- Sisseton Wahpeton College, Sisseton, South Dakota

Wyoming

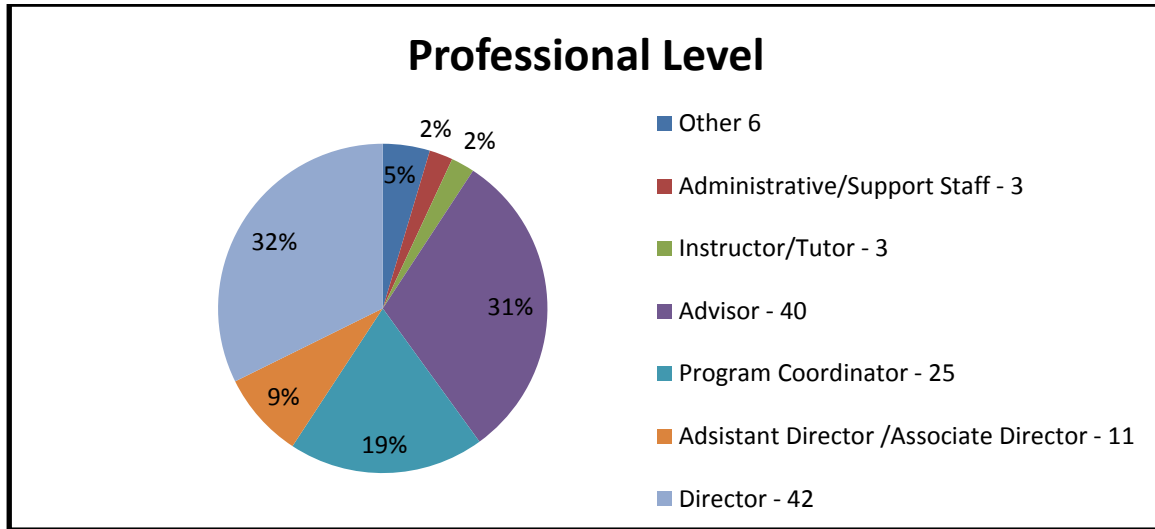
- Wind River Tribal College, Ethete, Wyoming

Hispanic Serving Institutions include 8 institutions all located in Colorado.

1. Aims Community College
2. Colorado State University–Pueblo
3. Community College of Denver
4. Emily Griffith Technical College
5. Otero Junior College
6. Pueblo Community College
7. Trinidad State Junior College
8. Adams State University

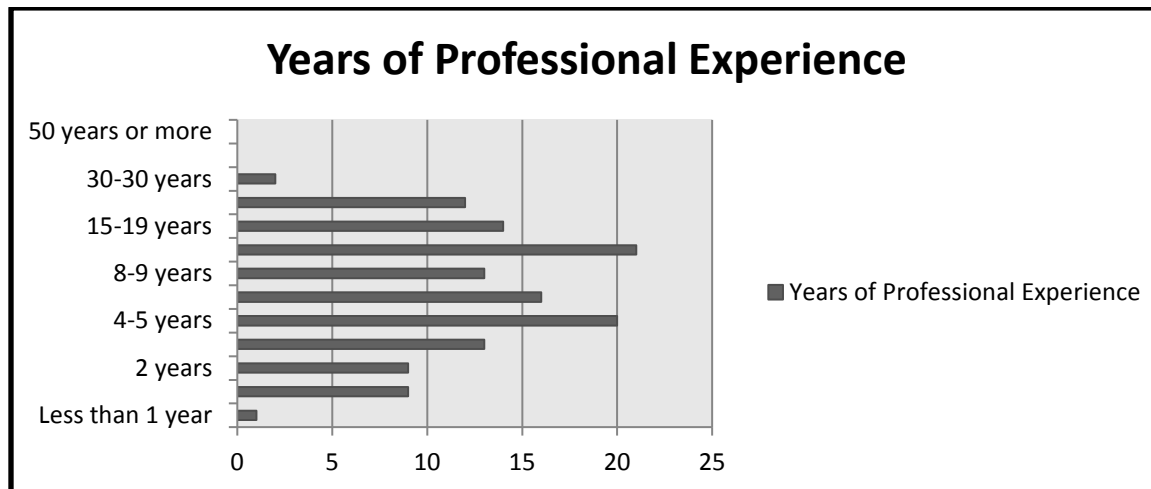
Question 5. Which best describes your professional level? 130 Respondents

Directors/Associate Directors and Advisors almost equally responded.



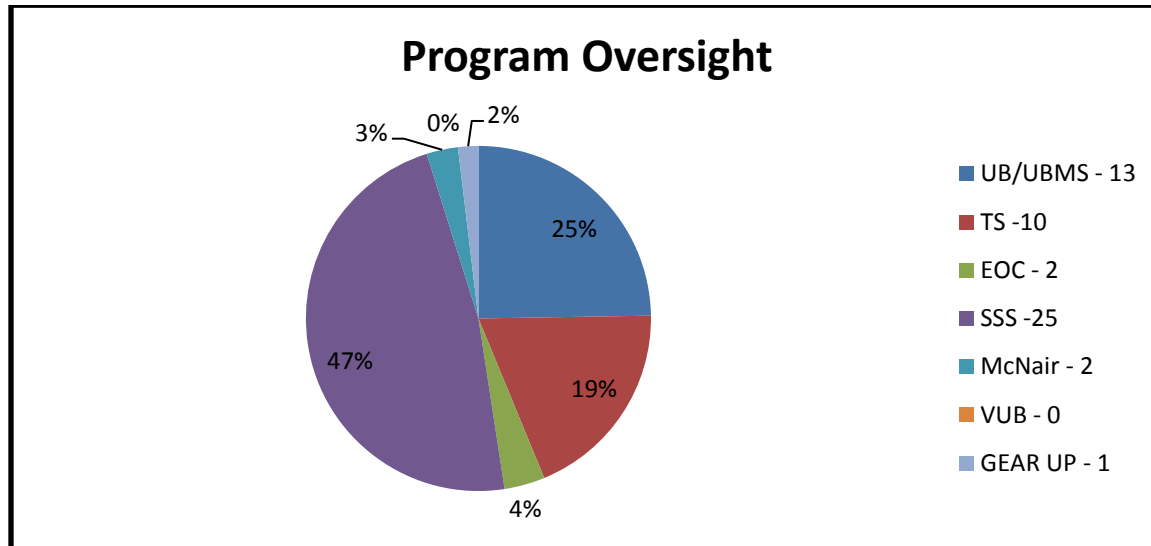
Question 6. How many years of relevant professional experience do you have? (Includes TRIO, GEAR UP, other college access or EOP Program experience.) Total responses: 130

Professional experience ranged from 1-39 years; about 62% of ASPIRE Professionals have 1-9 years of experience; 38% have 9-39 years experience.



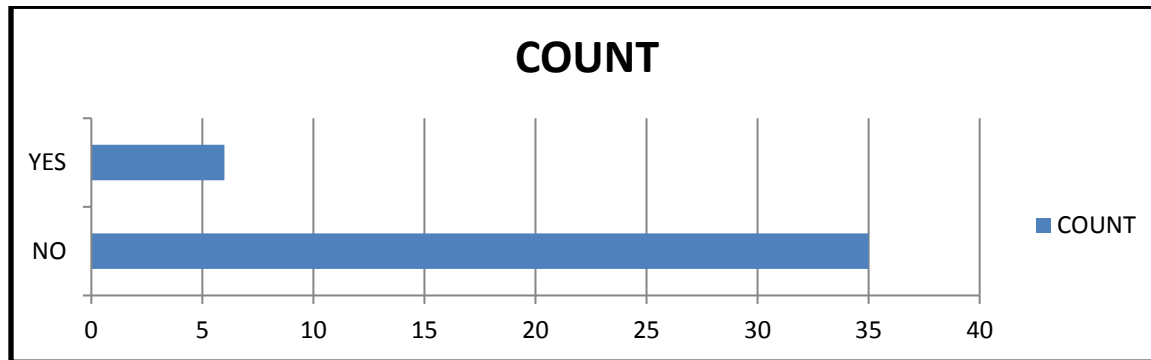
Question 7. Which Program(s) do you oversee? (Check all that apply) 53 responses

Directors/Associate Directors most likely responded to this question. SSS programs are the highest programs with UB/UBMS, followed closely by Talent Search.



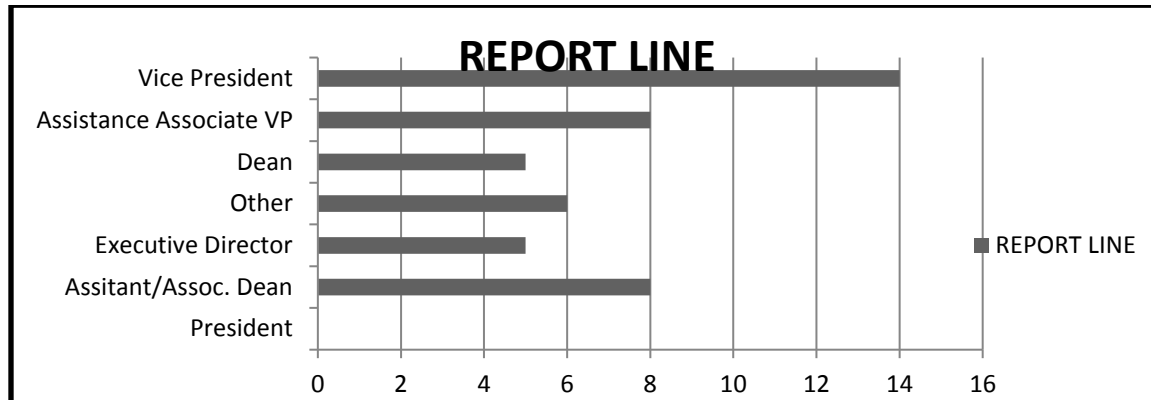
Question 8. Do you oversee any non-TRIO Programs? 41 responses

Six respondents oversee non-TRIO programs which include



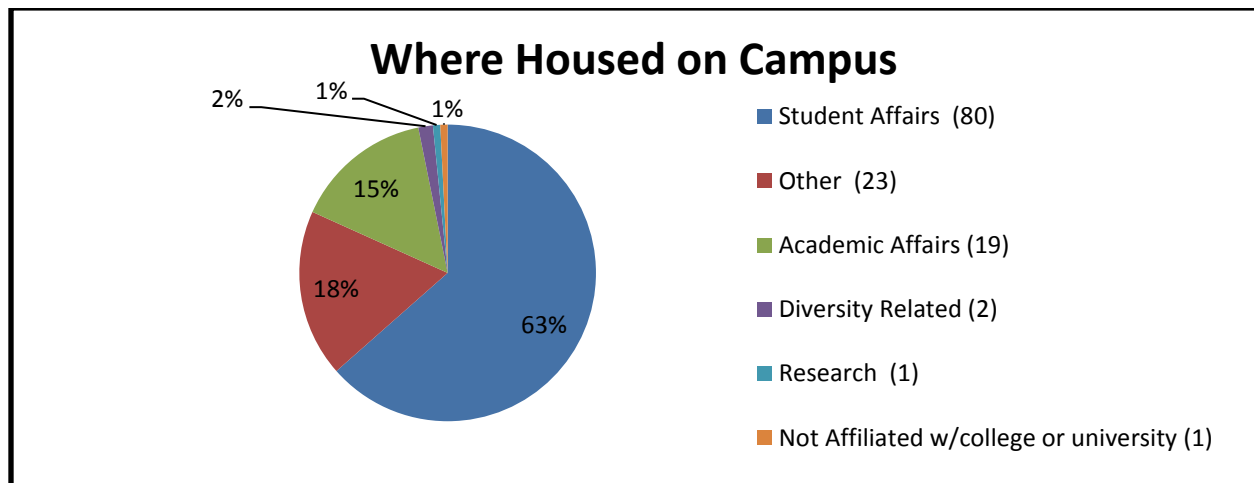
QUESTION 9. To whom does your office report? 41 respondents

Roughly one-third of the respondents report to a Vice President closely followed by Assistant/Associate VP.



QUESTION 10. Where is your program primarily centered on your campus? 126 Respondents

Eighty programs reported they are centered in Student Affairs; 23 other; 19 in Academic Affairs; 2 Diversity Related areas; 1 Research and on not affiliated with a college or university.



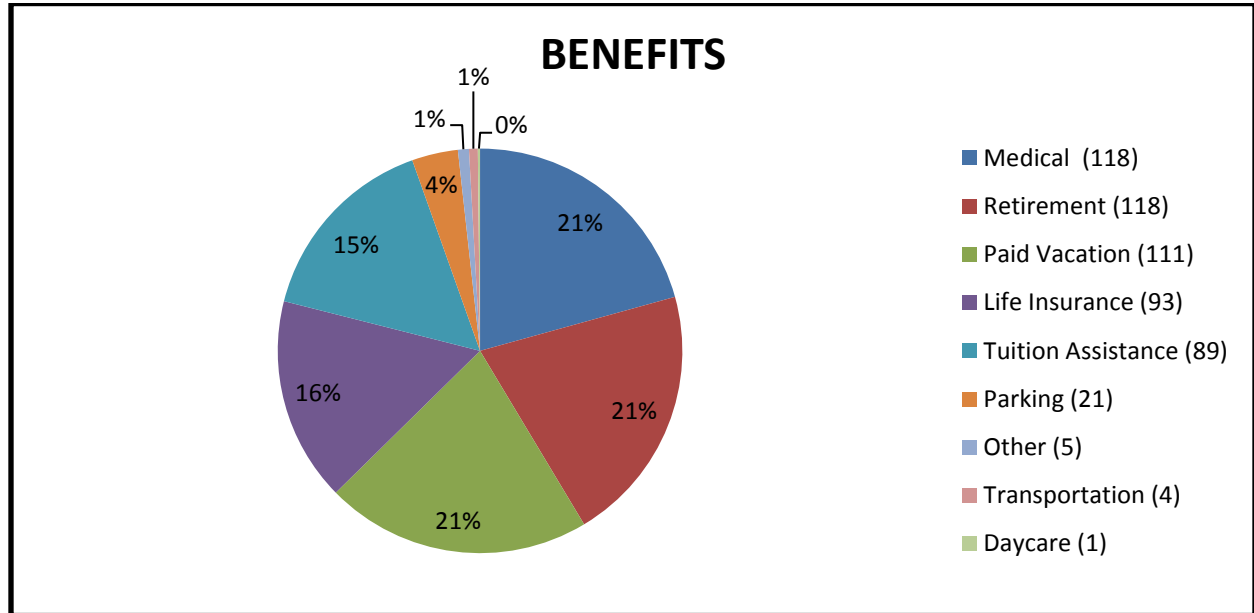
QUESTION 11. What is your current annual salary? 126 Respondents

Salaries ranged from \$8,400 to \$80,000 annually. Although the survey did not correlate salary to position, average salary of ASPIRE professionals equated to \$45,574.00.

High	Average	Low
\$80,000	\$45,514	\$8,400

QUESTION 12. What benefits do you receive as part of your overall employment package? 126 Respondents; 560 responses

Most common benefit packages are relative across health, retirement, vacation and life insurance. Several institutions support tuition assistance and a few institutions support parking, transportation and daycare benefits.

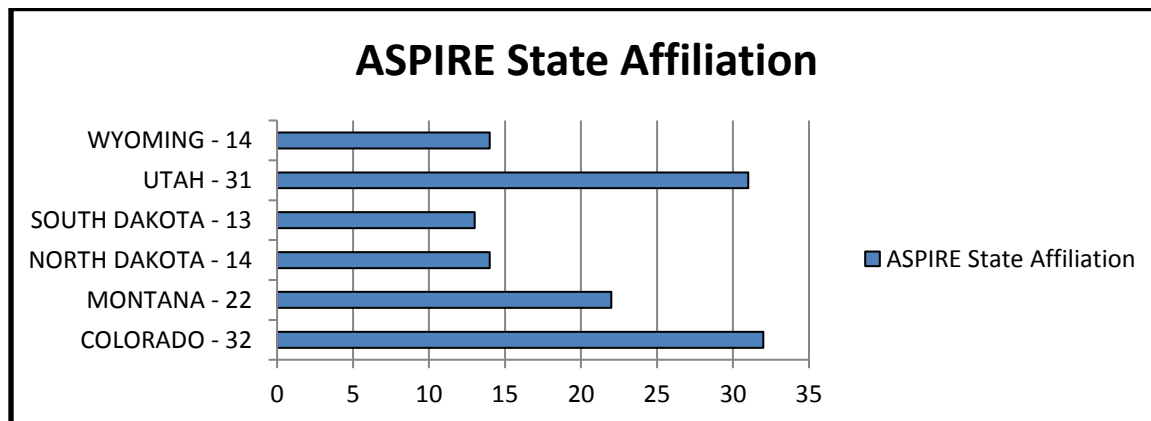


QUESTION 13. What is the monetary worth of benefits received? 95 Respondents.

The range of responses from TRIO professionals understanding the monetary benefit of their benefits varied across the board! Twenty (20) responded with an unsure idea of benefits. Ranges varied from \$500 month; \$1,000 - \$25,000. Clearly we need to ensure that all TRO employees know how to calculate their benefits package.

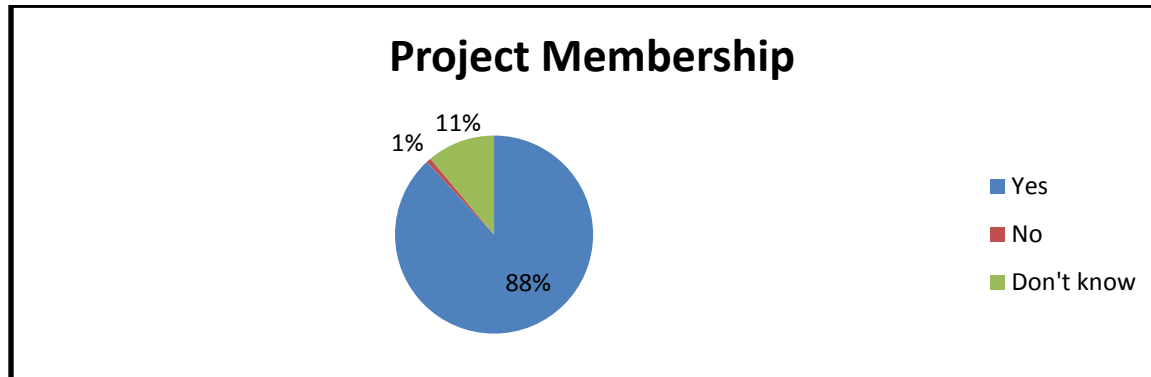
QUESTION 14. Please indicate your state affiliation.

Most of the respondents were from the states of Colorado, Utah followed by Montana.



QUESTION 15. Does your program have an ASPIRE Project membership (\$100 annual fee)? 126 Respondents

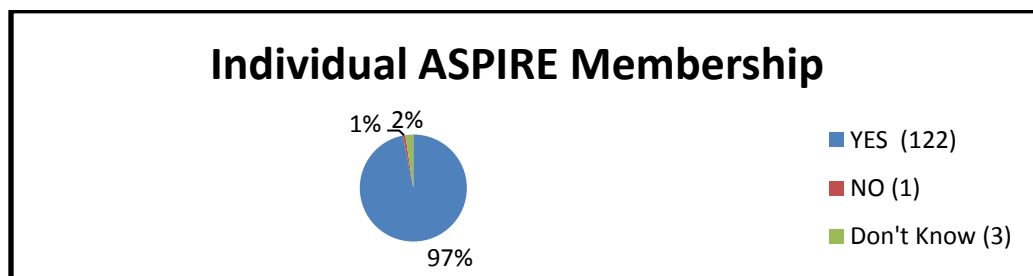
Aspire Project Membership provides the project to support the region and receive training benefits for staff at the regional level including free pre-conference workshops and registration at a reduced rate. Project Membership is an **allowable** cost from grant funds.



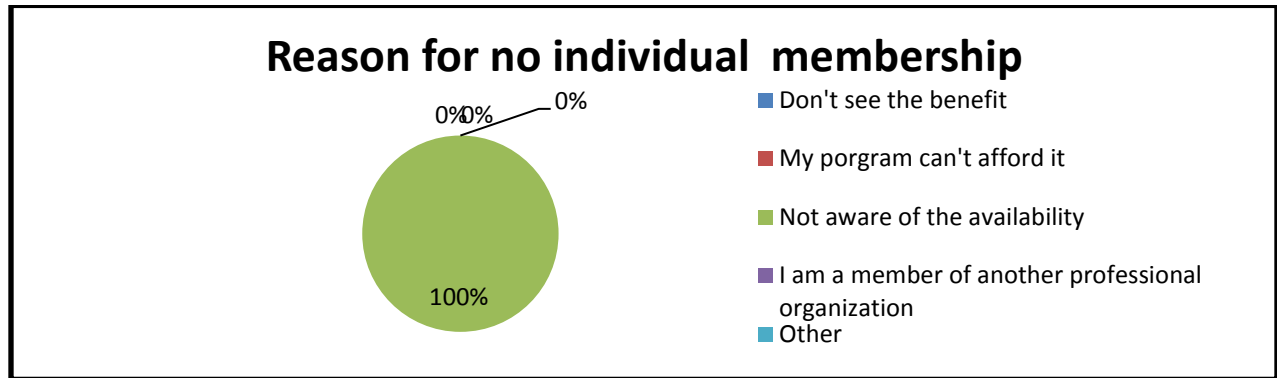
QUESTION 16. What are the reasons you do not have a project membership?

One respondent indicated they could not afford membership. On-going membership education should be included in all ASPIRE training at conferences, website, including benefits of membership.

QUESTION 17. Do you currently have an individual ASPIRE membership? (Professional, Associate, Emeritus, Friend/Alumnus, Program Participant) 126 Responses

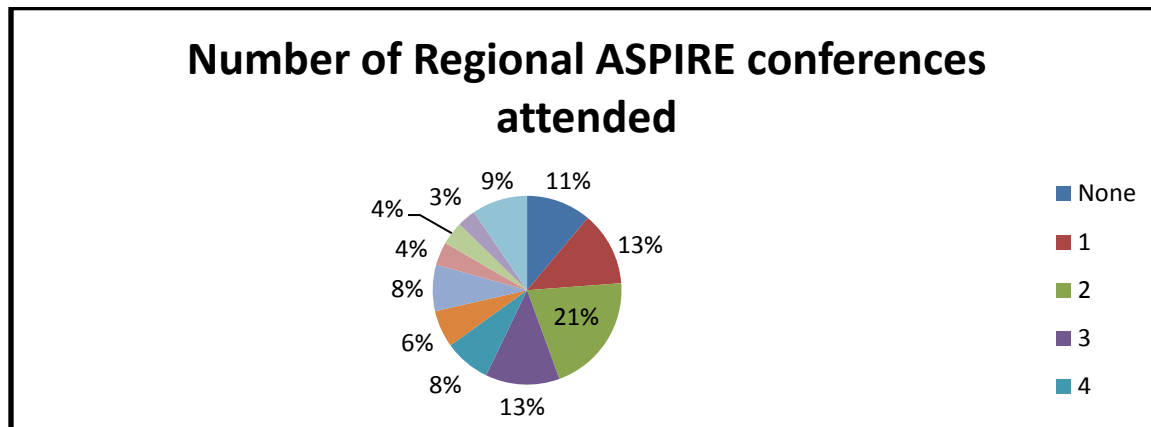


QUESTION 18. What are the reasons you do not have a project membership? 1 Respondent

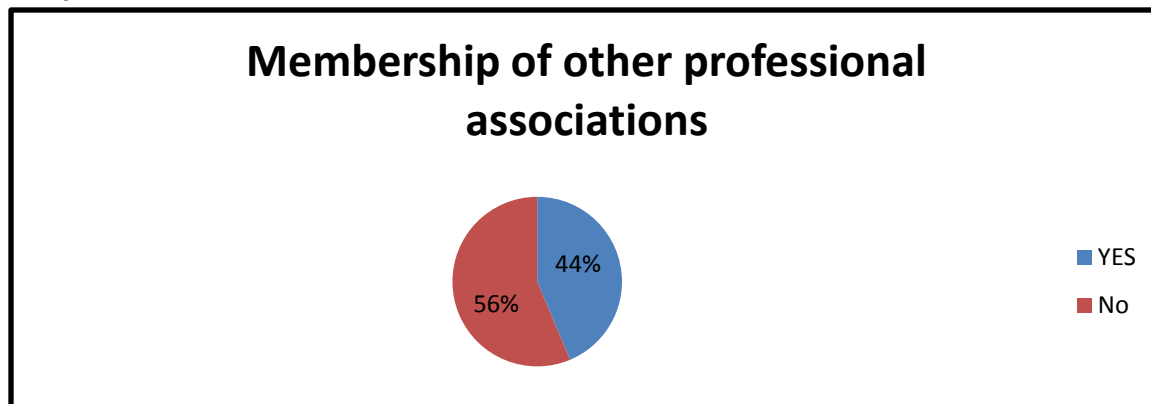


QUESTION 19. In the past 10 years how many ASPIRE Regional conference have you attended? 126 Respondents

Percentages may also correlate to years of experience in ASPIRE. However, ASPIRE should promote more staff to attend regional conferences particularly as 14 responded they had not attended a conference.



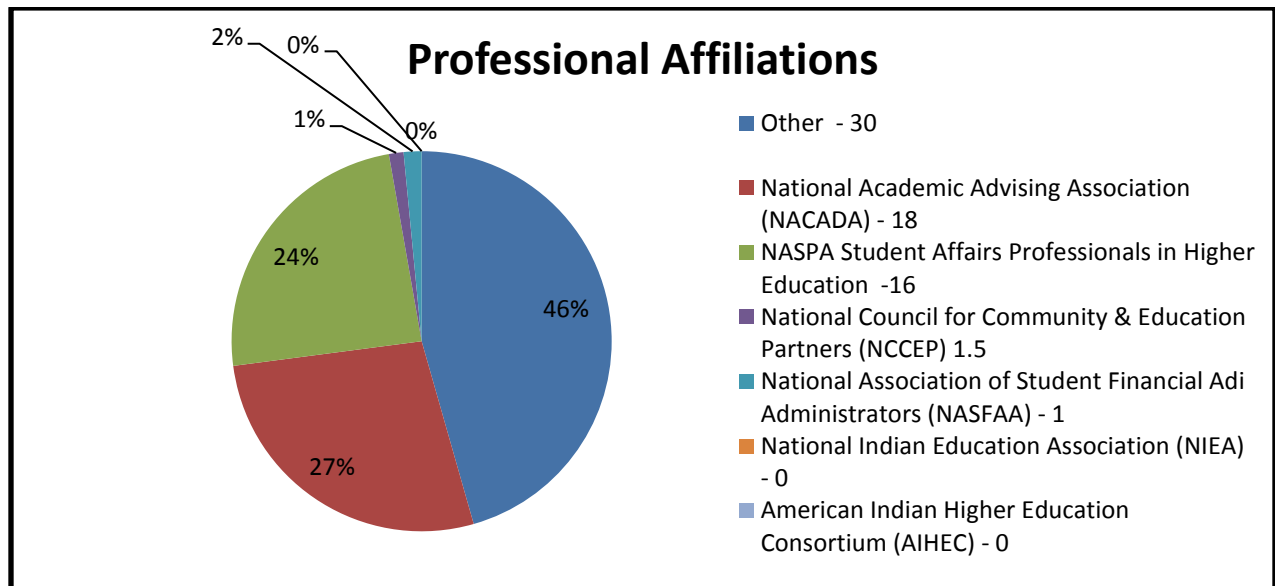
QUESTION 20. Are you a member of any other professional associations? 126 Respondents



QUESTION 21. Of which national professional associations are you a member? 54 Respondents; 66 Responses.

ASPIRE Professionals have strong affiliations with other organizations particularly with NACADA (National Academic Advising Association), NASPA (Student Affairs Professionals in Higher Education), NCCEP (National Council for Community & Education Partners), NASFAA (National Association of Student Financial Aid Administrators), NIEA (National Indian Education Association), AIHEC (American Indian Higher Education Consortium). Other affiliated associations include but not limited to:

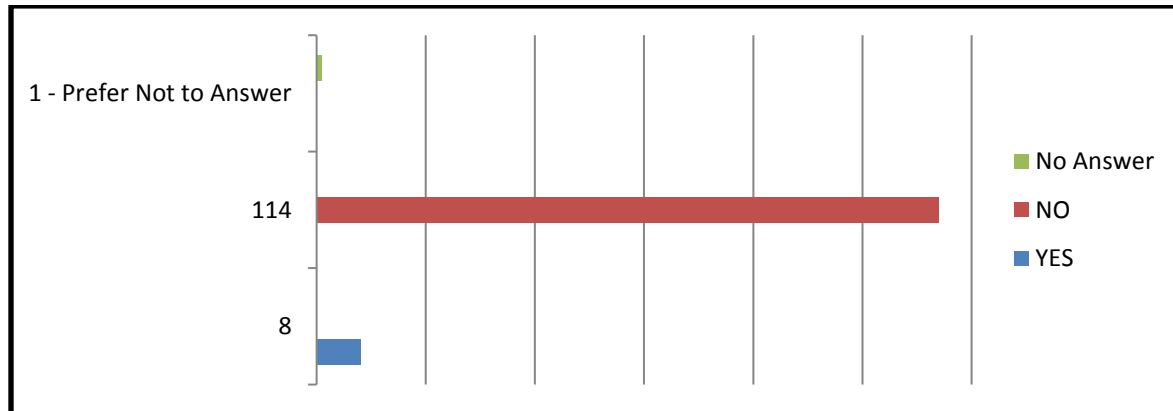
- AAUW -Association of American University Women
- ACA – American Counselor’s Association
- AESA
- PES
- AHEAD (Association of Higher Education and Disability, Northern Rockies)
- AISES (American Indian Science and Engineering Society)
- AAEE (American Association of Environmental Educators
- Colorado Career Development Association
- National Career Development Association
- EMEC
- Golden Key
- MCAN (Montana College Access Network)
- National Association of Developmental Educators
- Skip Downings On Course
- Advisors working on CRLA certifications
- National Association of Professional Women
- National College Access Network
- NBCC
- National Alliance for Broader Impacts



Question 22. What is your age in years? 120 Respondents

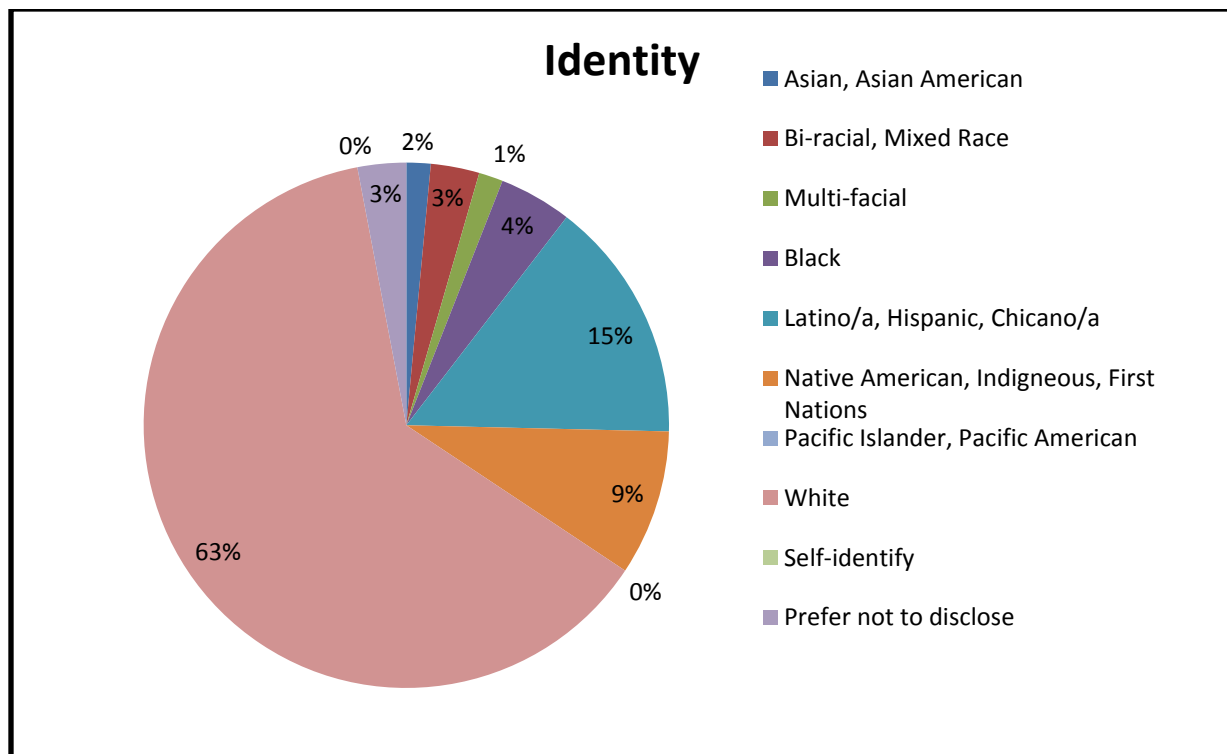
Age ranged from 24 (youngest) to 71 (oldest). Average age of all respondents is 42.19 years of age.

Question 23. Have you ever served in the US Armed Forces? 123 Respondents



Question 24. How do you identify? (Check all that apply) 123 Respondents; 134 Responses

Thirty seven percent of respondents identify racial ethnicity other than Caucasian enhancing the richness and diversity of ASPIRE.

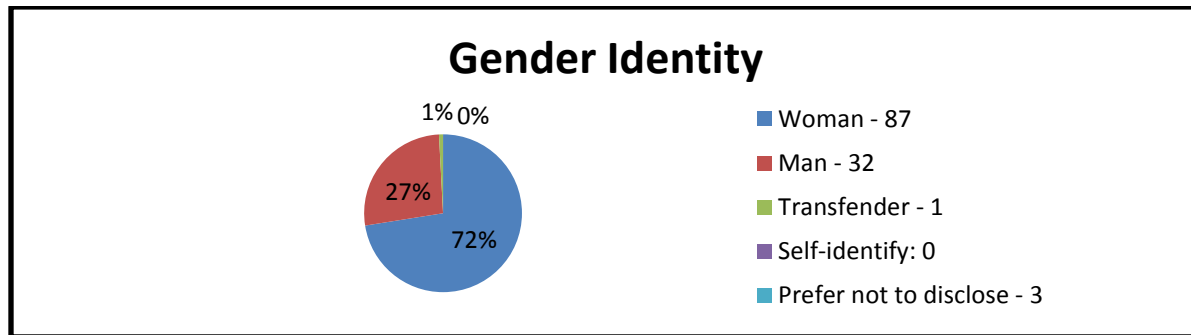


Question 25. Do you identify as having a disability? 123 Responses



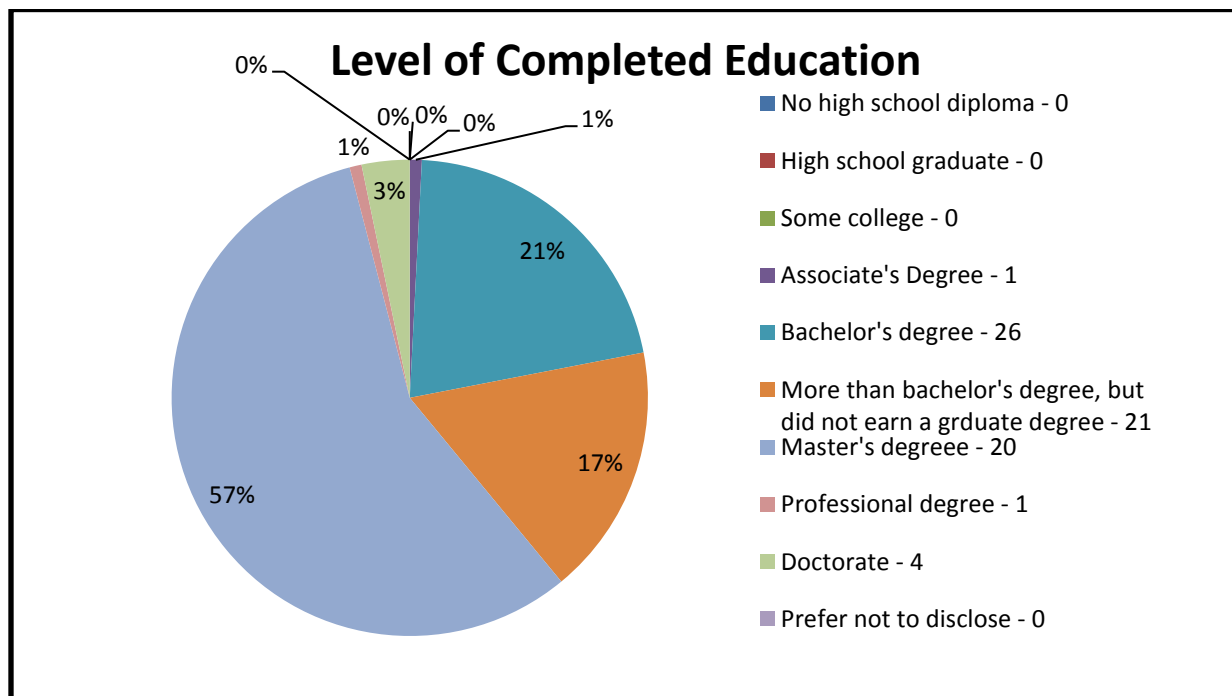
Question 26. What is your gender identity? 123 Respondents

Women Professionals dominate ASPIRE membership by 72% followed by men at 32%.

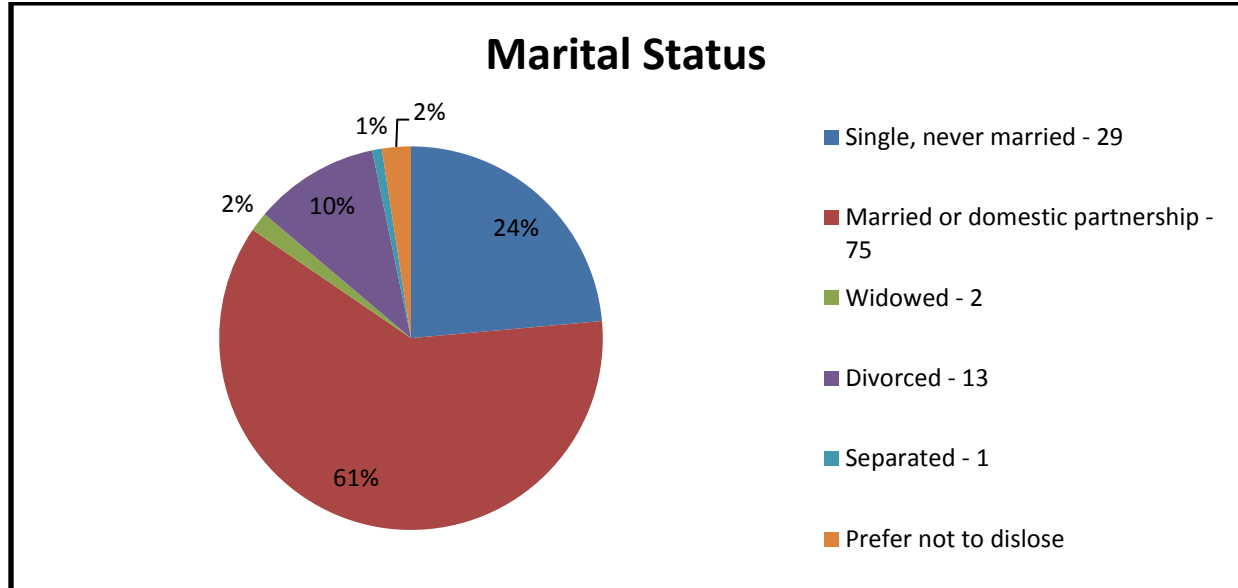


Question 27. What is your current level of education? 123 Respondents

Many ASPIRE Professionals have completed master's degrees followed closely by bachelor's degrees. ASPIRE may want to consider how to promote completing educational goals (masters) for Professionals who have not completed a master's program but began one.

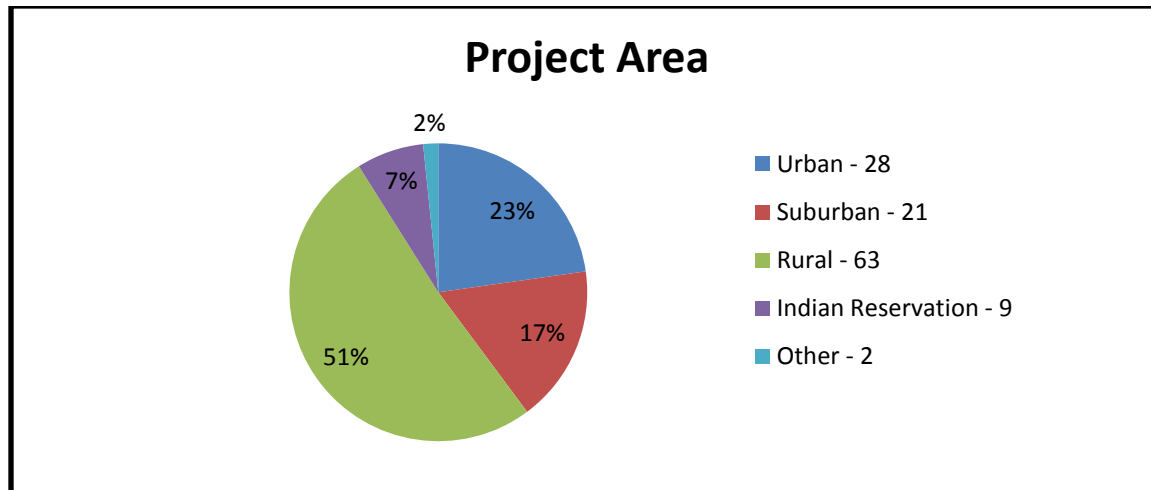


Question 28. Marital Status. 123 Respondents

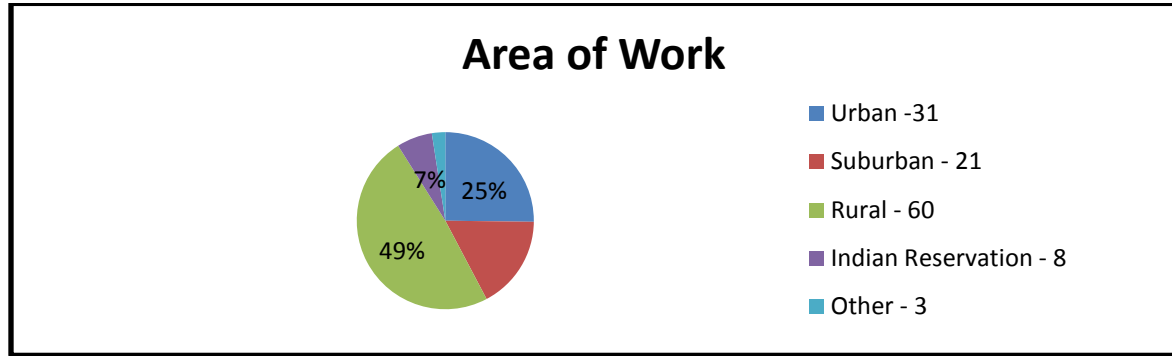


Question 29. What is the best description of your project area?

ASPIRE professionals predominately work in rural areas, followed by urban suburban areas.

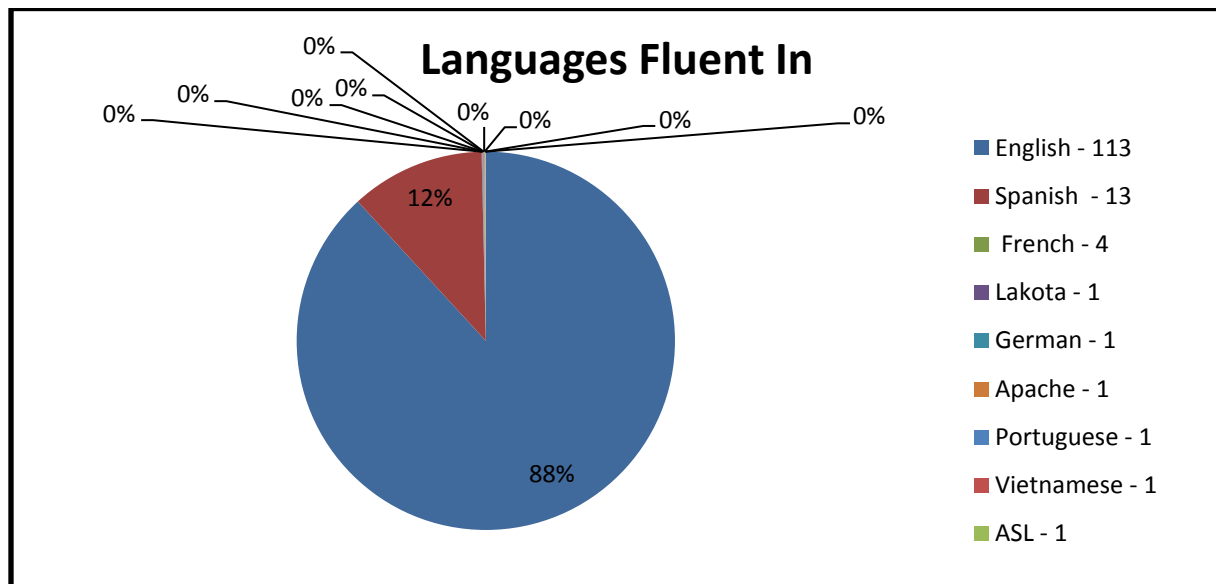


Question 30. What is the best description of the area you work in? 123 Respondents

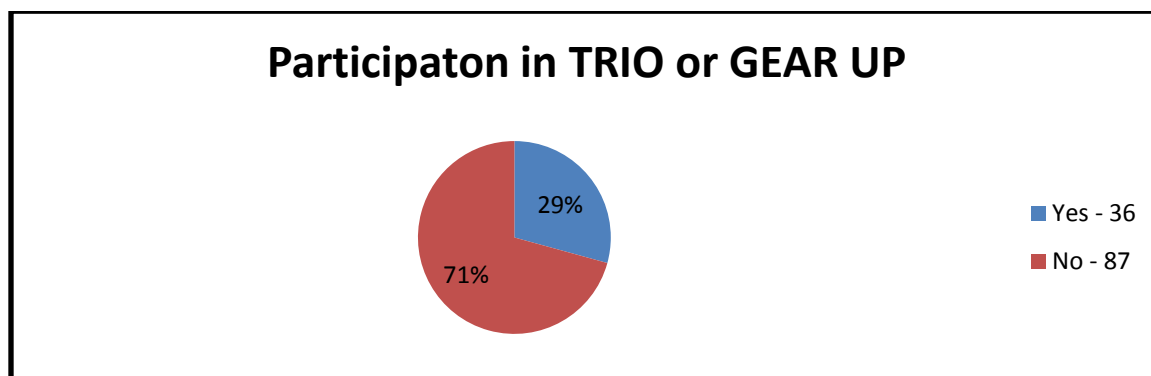


Question 31. How many languages are you fluent in? 113 Respondents

Thirteen Professionals or 20% of ASPIRE membership are fluent in another language than English.

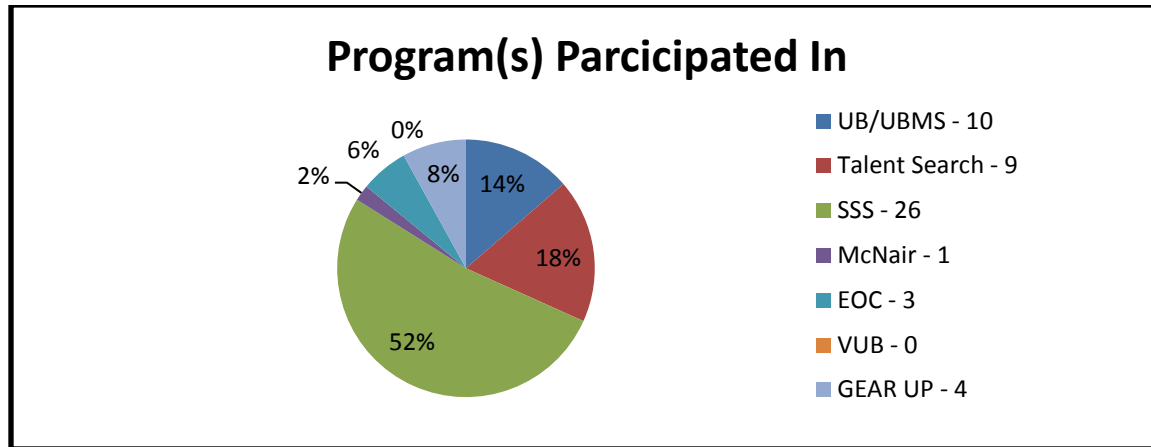


Question 32. Did you participate in a TRIO or GEAR UP Program? 123 Respondents



Question 33. In which Program(s) did you participate? Check all that apply. 53 Responses

ASPIRE Professionals who were TRIO graduates participated mostly in SSS programs followed by UB or UBMS programs.



Question 34. Were/are you a member of a first-generation and/or low income population? 123 Respondents

Majority of TRIO Professionals have been a first-generation or low-income student.

