

2016 Salary Survey Select Responses



Survey intentions

- ▶ Determine median or average compensation paid to TRIO & GEAR UP employees within the states of Utah, Colorado, Wyoming, Montana, South Dakota and North Dakota.
- ▶ No data currently exists regarding specific compensation for TRIO professionals within the ASPIRE region.
- ▶ Provide baseline data for TRIO professionals within the ASPIRE region to be able to make informed decisions on compensation.
- ▶ 126 RESPONDENTS

Salary Information

- ▶ Overall mean income: \$44,969
 - ▶ Not accounting for employment type (director, full time/part time, etc.)
- ▶ Overall mean income full time: \$44,948
- ▶ Part time respondents - 5 (ranger: \$23-60k)
- ▶ Mean salary - Non Director: \$38,681
- ▶ Mean salary - Director: One program: \$54,555
- ▶ Mean salary - Director: Two programs: \$70-\$80k (outlier at \$50,000)
- ▶ Mean salary - Director: <2 programs: \$70-\$80k

Salary Information

- ▶ Mean salary - Public four year: \$44,267
- ▶ Mean salary - Private four year: \$46,833
- ▶ Mean salary - Public two year: \$48,112
- ▶ Mean salary - Tribal College or University: \$37,857
- ▶ Mean salary - Hispanic Serving Institution: \$43,215
- ▶ No major salary difference between urban/suburban vs. rural (\$45,000).
- ▶ Reservation serving roughly 10% lower than all others

Tribal Colleges and Universities

Montana

- ▶ [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

- ▶ [Gankdeska 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

- [Oglala Lakota College, Kyle, South Dakota](#)
- [Sinte Gleska University, Mission, South Dakota](#)
- [Sisseton Wahpeton College, Sisseton, South Dakota](#)

Wyoming

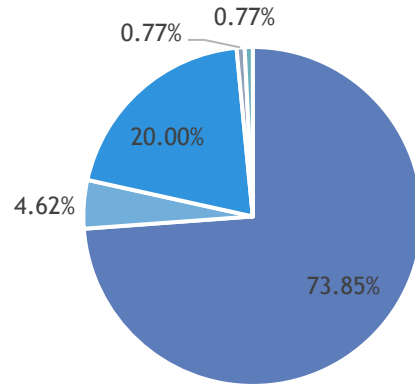
- [Wind River Tribal College, Ethete, Wyoming](#)

Hispanic Serving Institutions (CO)

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](#)

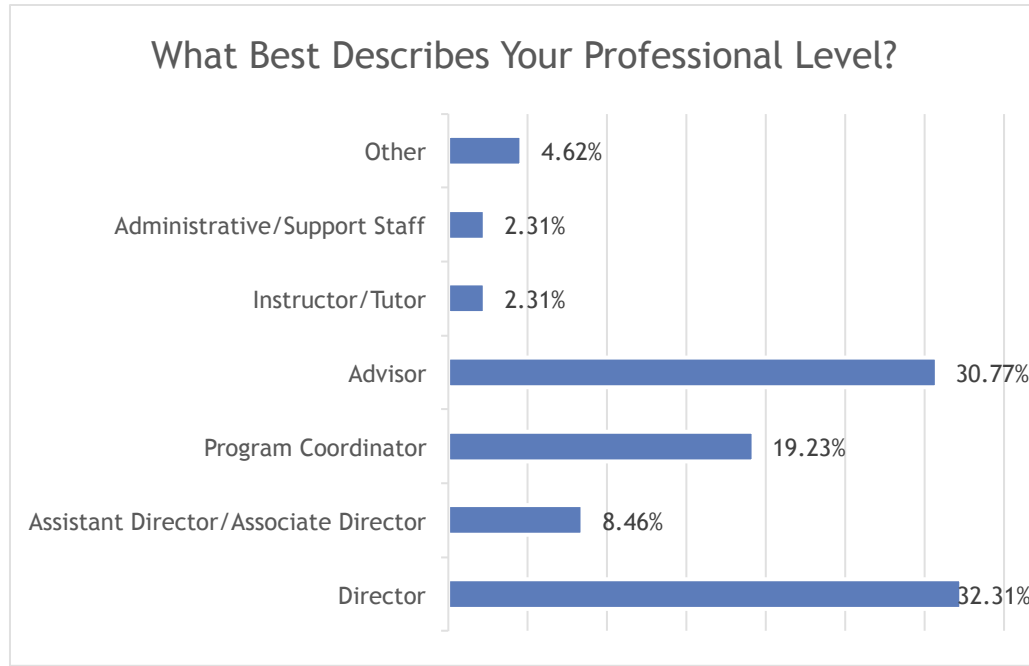
Institution Type

What Best Describes Your Employing Institution?

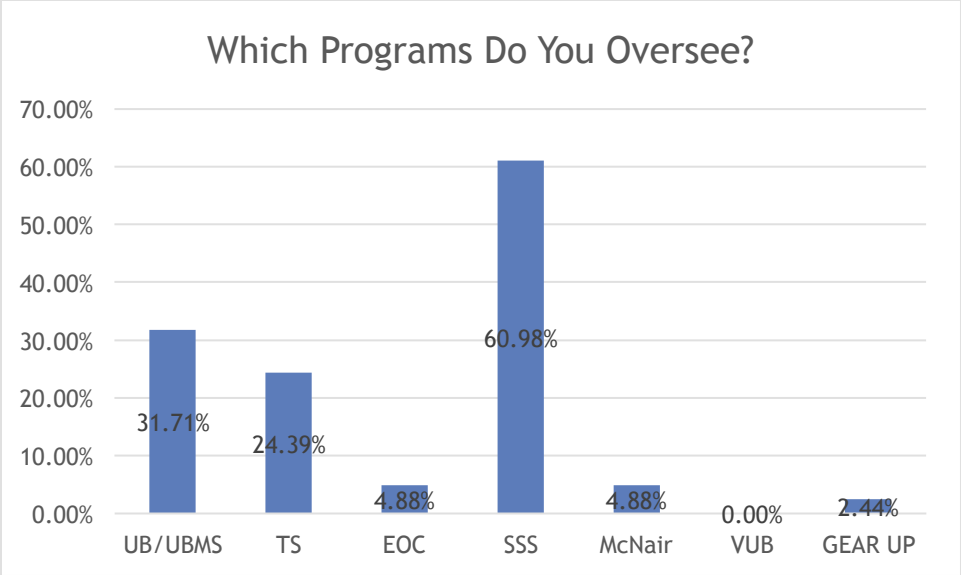


- Public 4 year
- Private 4 year
- Public 2 year
- For profit 2 & 4 year
- Community organization

Professional Level

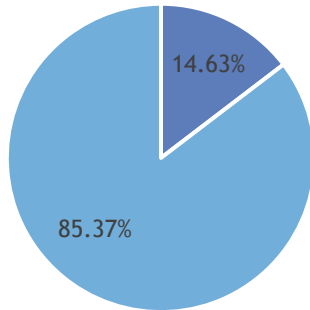


Director Program Oversight



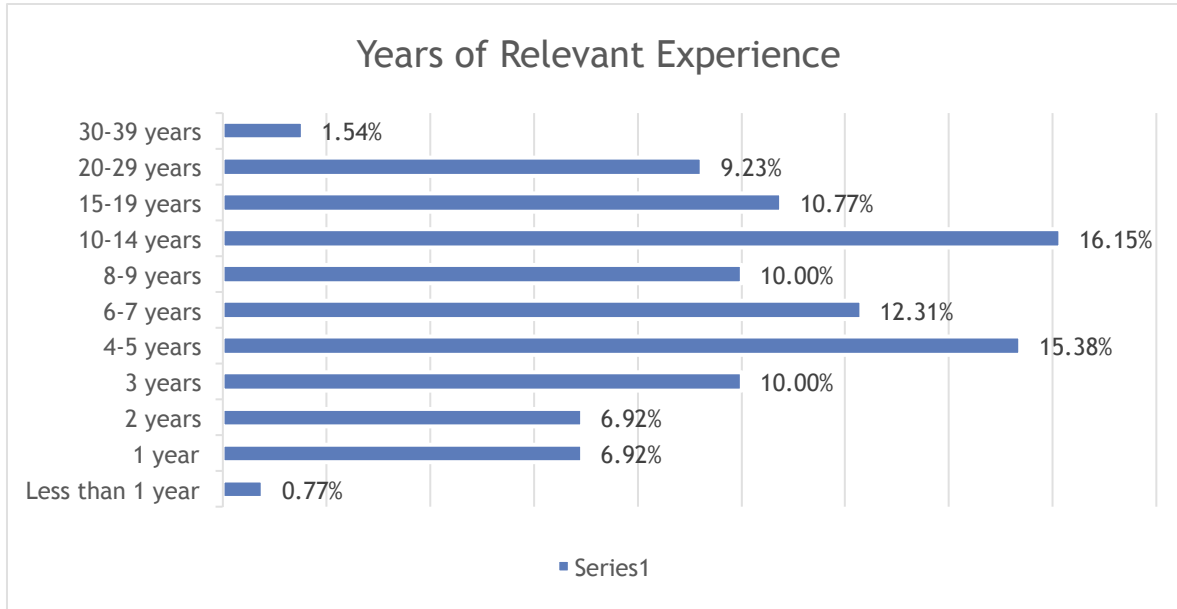
Director - Non TRIO oversight

Do You Oversee Any Non-TRIO Programs?



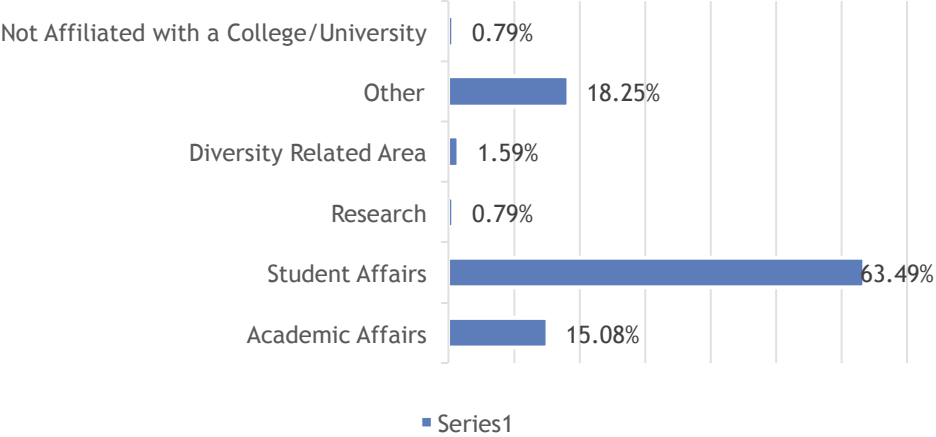
■ Yes ■ No

Years of Relevant Experience



Institutional Position

Where is Your Program Primarily Centered?



WORK TO DO

- ▶ Comprehensive report for membership
 - ▶ Timeline: by state conferences 2017
- ▶ Collaboration with higher education reporting (NASPA, ACPA, CUPA-HR) for inclusion of TRIO category
 - ▶ Timeline: 2-5 year plan