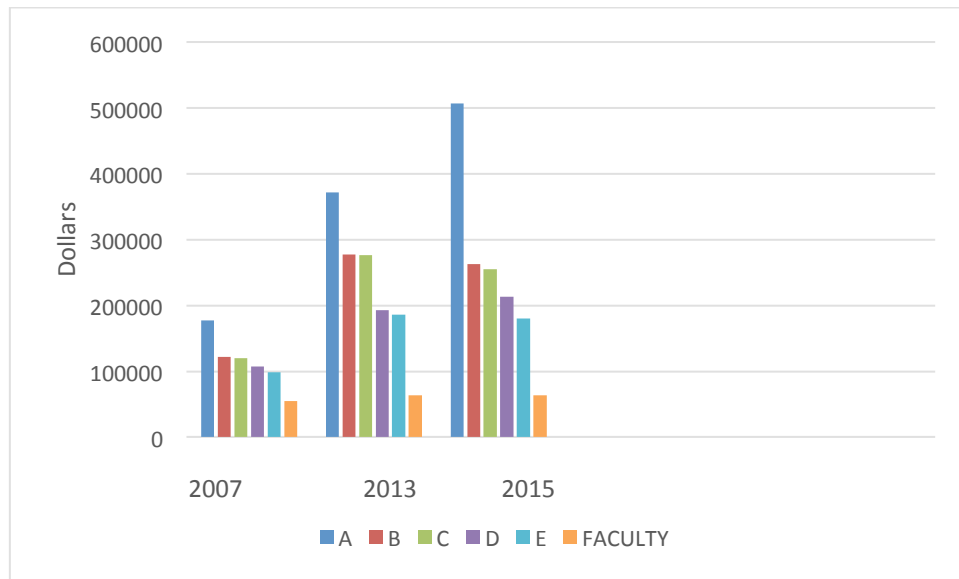


Administration Compensation vs Faculty Salaries



The A,B,C,D and E lines represent total compensation as presented in the 990s of five highest paid DeVal employees (all happen to be administrators). Faculty salary is taxable income. We can only find total income for administrators for 2007 so we wanted to use total compensation for the comparison. The amount of total that is not taxable is generally not more than \$25,000 for even the highest paid administrator on the latest 990. A is always the president but B, C, D and E may not always be the same person. These numbers do not take into account any unknown housing and or retirement money. The numbers shown for 2015 are current numbers for faculty but not for the administrators. The most recent numbers we can get for the administration are from the 2012 990. 990s are available free online at Guidestar.

Administration Compensation:

	Latest 990 Total	2013 Total	2013 Base	2012 Total	2012 Base	2011 Total	2011 Base	2007 Total
A	506,427	371,951	316,713	362,533	308,451	295,351	242,700	177,409
B	262,352	277,711	241,425	265,296	238,084	194,994	177,000	121,883
C	255,433	276,540	233,445	267,793	191,462	155,633	139,087	120,182
D	213,463	192,951	161,700	160,967	143,599	154,207	138,290	107,400
E	180,000	186,468	156,600	163,441	124,034	153,870	133,472	98,954
	Average \$283,535	Average \$261,124	Average \$221,977	Average \$244,006	Average \$212,615	Average \$190,811	Average \$166,109	Average \$125,166

Faculty:

Average faculty salary in 2007 = \$54,874

Average 2013 faculty salary = \$63,616

Average 2015 faculty salary = \$63,925

Salary changes since 2007:

	Percentage Change	Average Dollar Increase
Administration	127	\$158,369
Faculty (2015)	16	\$ 9051

Comparison of National Average Salaries as listed at HigherEd.com and DelVal

	<u>HigherEd.com</u>	<u>DelVal</u>	<u>%Difference</u>
President	\$370,940	\$506,427	+37
VPAA salary	\$178,884	\$255,433	+43
VP Finance	\$157,927	\$262,352	+66
VP Enrollment Management	\$137,716	\$213,463 (partial yr)	>+55
Dean Arts/Science	\$146,217	\$180,000	+23
Professor	\$97,784	\$84,315	-14
Associate Professor	\$76,193	\$70,779	- 8
Assistant Professor	\$66,177	\$56,430	-15

All administrators are above the national averages while all professors, (all ranks) are below the national averages.

Current Ratios of President Salary to Faculty Salary (using most recent 990 for president and current 2015 faculty salaries).

	<u>Pres: Prof</u>	<u>Pres:Associate</u>	<u>Pres:Assistant</u>
National Ratio	4:1	5:1	6:1
DelVal Ratio	6:1	7:1	9:1