

2005 Athletic Academic Support Survey
***Annual Hot Topics Survey completed by the Research Committee of
the National Association of Academic Advisors for Athletics***

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Additional copies available on the N4A website or by contacting the N4A National Office
(www.nfoura.org)

Introduction

The N4A Research Committee developed the 2005 Athletic Academic Support Survey to assist in clearly defining who we are as an organization. Our goal was to ask the questions that frequently come over the listserv and create a composite summary. In addition to defining the N4A, we anticipate the results being used by unit directors to justify additional advising positions or salary increases.

There were a total of 114 institutions that completed the 2005 Athletic Academic Support Survey. The research committee would like to thank each of these institutions for taking time to complete this survey. We feel that this information will be extremely valuable to the N4A membership and to all those parties who benefit from our services. As an official Affiliate Organization of the NCAA, it is imperative that we begin to gather quantitative data, and this survey was an important first step.

Overview of Report

The survey was divided into two sections. The first section included information on your agency, while the next section included information on each of your full-time employees. The requested information was the same for each employee. This report will combine the agency information with the individual employee data.

A statistical summary is provided on Page 2. Pages 3-5 provide both salary and statistical summaries for three categories of institutions: Major Conference Institutions; Mid-Major Conference Institutions; and Divisions II, III, and Community Colleges. For the purposes of this report, Major and Mid-Major Conference definitions were based on basketball classifications rather than football (i.e. Conference USA, Mountain West, WAC, and Atlantic 10 Basketball Institutions were added to the BCS Conferences.) The summary on Page 5 for Divisions II, III, and Community Colleges combines all employees into one category because the number of respondents in this group was small. The data was also analyzed by number of athletes (Pages 6-8) to provide N4A members with two versions of the same information so that they can use the version most beneficial for their needs. Pages 6-8 are organized by number of athletes and each group includes all conferences, divisions, and community colleges. Also included is the original survey instrument on pages 9-10.

2005 Athletic Academic Support Survey Summary

Conference Affiliation

Major Conference Members	Mid-Major Conference Members	Divisions II, III, And Community College Members
46%	47%	7%

NCAA Divisions

Division I	Division I-AA	Division I-AAA	Division II	Division III
63%	18%	15%	3%	1%

Number Of Athletes

<299	300-399	400-499	500-599	600+%
17%	30%	26%	13%	14%

Number Of Sports

0-9	10-14	15-19	20-24	25+
2%	19%	46%	26%	7%

Number Of Full-Time Employees

0-2	3-5	6-8	9+
47%	25%	14%	14%

Office Reporting Lines

Athletics	Academics	St. Affairs	Other	Dual
43%	18%	9%	2%	28%

Director Reporting Lines

AD	VP/Provost	Dean	Other	Dual
41%	13%	10%	15%	21%

Tutor Program Certification

% Certified	Of Those Certified, % CertifiedWith CRLA
22%	65%

% Offices That Provide Function

Academic Advising	Awards	Books	Career Counseling	Class Attendance Monitoring
95%	83%	49%	63%	76%

% Offices That Provide Function

Community Service	Continuing Eligibility Certification	Course Scheduling	Development	Graduation Rates/APR
61%	68%	85%	8%	64%

% Offices That Provide Function

Housing	Initial Eligibility	Laptop Checkout	LD Services	Mentoring
11%	40%	70%	54%	60%

% Offices That Provide Function

Orientation	Psychological Services	Recruiting	SAAC	Study Hall
80%	34%	72%	62%	87%

% Offices That Provide Function

Technology Services	Tutorial Services
71%	83%

Salary And Statistical Summary For Major Conference Institutions

Major Conference Directors (N=32)

Gender		Ethnicity							College Athlete			
69% Male	31% Female	84% White	13% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	3% Other	63% Yes	37% No			
Degree				Degree Area								
3% Bachelor's	78% Master's	19% Doctorate	0% Other	6% Business	41% Psyc/Counseling	6% Kin/Sport	31% Higher Ed	16% Other				
Years of Relevant Experience					Salary							
3% 0-3	9% 4-6	41% 7-10	9% 11-15	38% 16+	0% Less than 25,000	0% 25,000-30,000	0% 30,000-35,000	0% 35,000-40,000	19% 40,000-50,000	18% 50,000-60,000	19% 60,000-70,000	44% 70,000+

Major Conference Associate/Assistant Directors (N=37)

Gender		Ethnicity							College Athlete			
43% Male	57% Female	70% White	24% African-American	3% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	3% Other	65% Yes	35% No			
Degree				Degree Area								
13% Bachelor's	81% Master's	6% Doctorate	0% Other	19% Business	19% Psyc/Counseling	13% Kin/Sport	22% Higher Ed	27% Other				
Years of Relevant Experience					Salary							
3% 0-3	27% 4-6	35% 7-10	19% 11-15	16% 16+	0% Less than 25,000	0% 25,000-30,000	3% 30,000-35,000	11% 35,000-40,000	43% 40,000-50,000	30% 50,000-60,000	8% 60,000-70,000	5% 70,000+

Major Conference Advisors (N=144)

Gender		Ethnicity							College Athlete			
44% Male	56% Female	68% White	25% African-American	2% Asian/Pacific Islander	3% Hispanic	1% Non-Resident Alien	1% Other	63% Yes	37% No			
Degree				Degree Area								
17% Bachelor's	81% Master's	2% Doctorate	0% Other	17% Business	26% Psyc/Counseling	21% Kin/Sport	13% Higher Ed	23% Other				
Years of Relevant Experience					Salary							
35% 0-3	29% 4-6	21% 7-10	9% 11-15	6% 16+	4% Less than 25,000	10% 25,000-30,000	25% 30,000-35,000	21% 35,000-40,000	24% 40,000-50,000	11% 50,000-60,000	4% 60,000-70,000	1% 70,000+

Major Conference Learning Specialists (N=28)

Gender		Ethnicity							College Athlete			
11% Male	89% Female	96% White	4% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	32% Yes	68% No			
Degree				Degree Area								
11% Bachelor's	75% Master's	14% Doctorate	0% Other	11% Business	18% Psyc/Counseling	21% Kin/Sport	11% Higher Ed	39% Other				
Years of Relevant Experience					Salary							
39% 0-3	21% 4-6	32% 7-10	4% 11-15	4% 16+	0% Less than 25,000	4% 25,000-30,000	8% 30,000-35,000	36% 35,000-40,000	26% 40,000-50,000	22% 50,000-60,000	4% 60,000-70,000	0% 70,000+

Statistical Summary For Major Conference Institutions

Average Number of Student-Athletes - 515
 Average Number of Sports - 20
 Average Number of Full-Time Employees (excluding clerical staff) - 7
 Average Number of Part-time Employees - 7
 Average Number of Clerical Employees - 1
 Average Number of Graduate Assistants - 3

Major Conference Life Skills Coordinators (N=23)

Gender		Ethnicity							College Athlete			
35% Male	65% Female	78% White	13% African-American	0% Asian/Pacific Islander	9% Hispanic	0% Non-Resident Alien	0% Other	74% Yes	26% No			
Degree				Degree Area								
22% Bachelor's	78% Master's	0% Doctorate	0% Other	9% Business	39% Psyc/Counseling	9% Kin/Sport	8% Higher Ed	35% Other				
Years of Relevant Experience					Salary							
61% 0-3	17% 4-6	13% 7-10	0% 11-15	9% 16+	4% Less than 25,000	9% 25,000-30,000	30% 30,000-35,000	22% 35,000-40,000	22% 40,000-50,000	4% 50,000-60,000	5% 60,000-70,000	4% 70,000+

Major Conference Tutor Coordinators (N=30)

Gender		Ethnicity							College Athlete			
30% Male	70% Female	60% White	33% African-American	0% Asian/Pacific Islander	4% Hispanic	3% Non-Resident Alien	0% Other	60% Yes	40% No			
Degree				Degree Area								
30% Bachelor's	70% Master's	0% Doctorate	0% Other	13% Business	27% Psyc/Counseling	20% Kin/Sport	10% Higher Ed	30% Other				
Years of Relevant Experience					Salary							
54% 0-3	27% 4-6	13% 7-10	3% 11-15	3% 16+	23% Less than 25,000	14% 25,000-30,000	10% 30,000-35,000	20% 35,000-40,000	20% 40,000-50,000	10% 50,000-60,000	3% 60,000-70,000	0% 70,000+

Major Conference Information Technologists (N=10)

Gender		Ethnicity							College Athlete			
70% Male	30% Female	60% White	30% African-American	0% Asian/Pacific Islander	10% Hispanic	0% Non-Resident Alien	0% Other	80% Yes	20% No			
Degree				Degree Area								
20% Bachelor's	70% Master's	0% Doctorate	10% Other	10% Business	10% Psyc/Counseling	10% Kin/Sport	30% Higher Ed	40% Other				
Years of Relevant Experience					Salary							
50% 0-3	20% 4-6	10% 7-10	10% 11-15	10% 16+	30% Less than 25,000	10% 25,000-30,000	10% 30,000-35,000	0% 35,000-40,000	30% 40,000-50,000	10% 50,000-60,000	10% 60,000-70,000	0% 70,000+

Major Conference Graduate Assistants (N=42)

Gender		Ethnicity							College Athlete			
33% Male	67% Female	62% White	27% African-American	0% Asian/Pacific Islander	2% Hispanic	7% Non-Resident Alien	2% Other	76% Yes	24% No			
Degree				Degree Area								
86% Bachelor's	9% Master's	0% Doctorate	5% Other	10% Business	31% Psyc/Counseling	14% Kin/Sport	7% Higher Ed	38% Other				
Years of Relevant Experience					Salary							
98% 0-3	2% 4-6	0% 7-10	0% 11-15	0% 16+	100% Less than 25,000	0% 25,000-30,000	0% 30,000-35,000	0% 35,000-40,000	0% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Average Budget (excluding salaries and tutoring) - \$213,992
 Average Tutoring Budget - \$135,195
 Average Number of Tutors - 42
 Average Training Hours for New Tutors - 7
 Average Training Hours for Returning Tutors - 5

Salary And Statistical Summary For Mid-Major Conference Institutions

Mid-Major Conference Directors (N=36)

Gender		Ethnicity							College Athlete			
31% Male	69% Female	72% White	19% African-American	0% Asian/Pacific Islander	6% Hispanic	3% Non-Resident Alien	0% Other	67% Yes	33% No			
Degree				Degree Area								
6% Bachelor's	72% Master's	14% Doctorate	8% Other	3% Business	42% Psyc/Counseling	25% Kin/Sport	11% Higher Ed	19% Other				
Years of Relevant Experience					Salary							
8% 0-3	25% 4-6	20% 7-10	22% 11-15	25% 16+	3% Less than 25,000	3% 25,000-30,000	6% 30,000-35,000	14% 35,000-40,000	35% 40,000-50,000	25% 50,000-60,000	8% 60,000-70,000	6% 70,000+

Mid-Major Conference Associate/Assistant Directors (N=15)

Gender		Ethnicity							College Athlete			
40% Male	60% Female	73% White	27% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	80% Yes	20% No			
Degree				Degree Area								
40% Bachelor's	40% Master's	7% Doctorate	13% Other	13% Business	7% Psyc/Counseling	7% Kin/Sport	13% Higher Ed	60% Other				
Years of Relevant Experience					Salary							
53% 0-3	7% 4-6	33% 7-10	7% 11-15	0% 16+	13% Less than 25,000	7% 25,000-30,000	33% 30,000-35,000	13% 35,000-40,000	27% 40,000-50,000	7% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Mid-Major Conference Advisors (N=55)

Gender		Ethnicity							College Athlete			
38% Male	62% Female	76% White	18% African-American	0% Asian/Pacific Islander	4% Hispanic	2% Non-Resident Alien	0% Other	65% Yes	35% No			
Degree				Degree Area								
33% Bachelor's	62% Master's	2% Doctorate	3% Other	16% Business	26% Psyc/Counseling	16% Kin/Sport	11% Higher Ed	31% Other				
Years of Relevant Experience					Salary							
69% 0-3	18% 4-6	9% 7-10	4% 11-15	0% 16+	14% Less than 25,000	20% 25,000-30,000	44% 30,000-35,000	11% 35,000-40,000	9% 40,000-50,000	2% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Mid-Major Conference Learning Specialists (N=14)

Gender		Ethnicity							College Athlete			
21% Male	79% Female	93% White	0% African-American	0% Asian/Pacific Islander	0% Hispanic	7% Non-Resident Alien	0% Other	57% Yes	43% No			
Degree				Degree Area								
14% Bachelor's	57% Master's	29% Doctorate	0% Other	7% Business	29% Psyc/Counseling	14% Kin/Sport	14% Higher Ed	36% Other				
Years of Relevant Experience					Salary							
50% 0-3	29% 4-6	0% 7-10	0% 11-15	21% 16+	21% Less than 25,000	22% 25,000-30,000	43% 30,000-35,000	7% 35,000-40,000	0% 40,000-50,000	7% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Statistical Summary Of Mid-Major Conference Institutions

Average Number of Student-Athletes - 363
 Average Number of Sports - 18
 Average Number of Full-Time Employees (excluding clerical staff) - 4
 Average Number of Part-time Employees - 1
 Average Number of Clerical Employees - 1
 Average Number of Graduate Assistants - 2

Mid-Major Conference Life Skills Coordinators (N=17)

Gender		Ethnicity							College Athlete			
24% Male	76% Female	94% White	6% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	82% Yes	18% No			
Degree				Degree Area								
18% Bachelor's	76% Master's	0% Doctorate	6% Other	18% Business	24% Psyc/Counseling	35% Kin/Sport	6% Higher Ed	18% Other				
Years of Relevant Experience					Salary							
65% 0-3	24% 4-6	6% 7-10	6% 11-15	0% 16+	12% Less than 25,000	18% 25,000-30,000	53% 30,000-35,000	18% 35,000-40,000	0% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Mid-Major Conference Tutor Coordinators (N=29)

Gender		Ethnicity							College Athlete			
28% Male	73% Female	76% White	14% African-American	0% Asian/Pacific Islander	7% Hispanic	3% Non-Resident Alien	0% Other	48% Yes	52% No			
Degree				Degree Area								
38% Bachelor's	59% Master's	0% Doctorate	3% Other	7% Business	21% Psyc/Counseling	14% Kin/Sport	7% Higher Ed	52% Other				
Years of Relevant Experience					Salary							
76% 0-3	7% 4-6	10% 7-10	7% 11-15	0% 16+	31% Less than 25,000	14% 25,000-30,000	41% 30,000-35,000	10% 35,000-40,000	3% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Mid-Major Conference Information Technologists (N=10)

Gender		Ethnicity							College Athlete			
40% Male	60% Female	100% White	0% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	70% Yes	30% No			
Degree				Degree Area								
40% Bachelor's	50% Master's	0% Doctorate	10% Other	10% Business	20% Psyc/Counseling	20% Kin/Sport	0% Higher Ed	50% Other				
Years of Relevant Experience					Salary							
70% 0-3	10% 4-6	20% 7-10	0% 11-15	0% 16+	20% Less than 25,000	10% 25,000-30,000	50% 30,000-35,000	10% 35,000-40,000	10% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Mid-Major Conference Graduate Assistants (N=21)

Gender		Ethnicity							College Athlete			
29% Male	71% Female	57% White	33% African-American	0% Asian/Pacific Islander	5% Hispanic	0% Non-Resident Alien	5% Other	52% Yes	48% No			
Degree				Degree Area								
57% Bachelor's	29% Master's	0% Doctorate	14% Other	5% Business	14% Psyc/Counseling	10% Kin/Sport	5% Higher Ed	67% Other				
Years of Relevant Experience					Salary							
95% 0-3	5% 4-6	0% 7-10	0% 11-15	0% 16+	86% Less than 25,000	5% 25,000-30,000	0% 30,000-35,000	5% 35,000-40,000	5% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Average Budget (excluding salaries and tutoring) - \$28,637
 Average Tutoring Budget - \$15,594
 Average Number of Tutors - 17
 Average Training Hours for New Tutors - 5
 Average Training Hours for Returning Tutors - 4

Salary And Statistical Summary For Divisions II, III, And Community Colleges

Divisions II, III, And Community College Employees (N=16)

Gender		Ethnicity						College Athlete	
31% Male	69% Female	69% White	12% African- American	19% Asian/Pacific Islander	0% Hispanic	0% Non- Resident Alien	0% Other	25% Yes	75% No

Degree				Degree Area				
37% Bachelor's	50% Master's	0% Doctorate	13% Other	6% Business	38% Psyc/ Counseling	0% Kin/Sport	12% Higher Ed	44% Other

Years of Relevant Experience					Salary							
69% 0-3	6% 4-6	0% 7-10	6% 11-15	19% 16+	31% Less than 25,000	19% 25,000- 30,000	19% 30,000- 35,000	19% 35,000- 40,000	0% 40,000- 50,000	0% 50,000- 60,000	6% 60,000- 70,000	6% 70,000 +

Statistical Summary Of Divisions II, III, And Community Colleges

- Average Number of Student-Athletes - 269
- Average Number of Sports - 12
- Average Number of Full-Time Employees (exculding clerical staff) - 4
- Average Number of Part-time Employees - 5
- Average Number of Clerical Employees - 1
- Average Number of Graduate Assistants - 1
- Average Budget (excluding salaries and tutoring) - \$9,858
- Average Tutoring Budget - \$9,667
- Average Number of Tutors - 7
- Average Training Hours for New Tutors - 7
- Average Training Hours for Returning Tutors - 1

Salary And Statistical Summary For Institutions With Less Than 400 Athletes

Directors At Institutions With Less Than 400 Athletes (N=28)

Gender		Ethnicity							College Athlete			
46%	54%	68%	25%	0%	3%	4%	0%	75%	25%			
Male	Female	White	African-American	Asian/Pacific Islander	Hispanic	Non-Resident Alien	Other	Yes	No			
Degree			Degree Area									
18%	61%	14%	7%	11%	43%	7%	3%	36%				
Bachelor's	Master's	Doctorate	Other	Business	Psyc/Counseling	Kin/Sport	Higher Ed	Other				
Years of Relevant Experience					Salary							
14%	28%	29%	11%	18%	0%	7%	4%	14%	36%	25%	14%	0%
0-3	4-6	7-10	11-15	16+	Less than 25,000	25,000-30,000	30,000-35,000	35,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000+

Associate/Assistant Directors At Institutions With Less Than 400 Athletes (N=16)

Gender		Ethnicity							College Athlete			
31%	69%	69%	25%	6%	0%	0%	0%	81%	19%			
Male	Female	White	African-American	Asian/Pacific Islander	Hispanic	Non-Resident Alien	Other	Yes	No			
Degree			Degree Area									
31%	56%	0%	13%	6%	6%	19%	25%	44%				
Bachelor's	Master's	Doctorate	Other	Business	Psyc/Counseling	Kin/Sport	Higher Ed	Other				
Years of Relevant Experience					Salary							
38%	19%	31%	6%	6%	12%	6%	13%	0%	63%	6%	0%	0%
0-3	4-6	7-10	11-15	16+	Less than 25,000	25,000-30,000	30,000-35,000	35,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000+

Advisors At Institutions With Less Than 400 Athletes (N=51)

Gender		Ethnicity							College Athlete			
37%	63%	71%	21%	4%	2%	2%	0%	69%	31%			
Male	Female	White	African-American	Asian/Pacific Islander	Hispanic	Non-Resident Alien	Other	Yes	No			
Degree			Degree Area									
25%	71%	0%	4%	10%	19%	18%	18%	35%				
Bachelor's	Master's	Doctorate	Other	Business	Psyc/Counseling	Kin/Sport	Higher Ed	Other				
Years of Relevant Experience					Salary							
65%	27%	6%	2%	0%	6%	27%	37%	12%	16%	2%	0%	0%
0-3	4-6	7-10	11-15	16+	Less than 25,000	25,000-30,000	30,000-35,000	35,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000+

Learning Specialists At Institutions With Less Than 400 Athletes (N=10)

Gender		Ethnicity							College Athlete			
0%	100%	80%	10%	0%	0%	10%	0%	50%	50%			
Male	Female	White	African-American	Asian/Pacific Islander	Hispanic	Non-Resident Alien	Other	Yes	No			
Degree			Degree Area									
10%	70%	20%	0%	10%	20%	10%	10%	50%				
Bachelor's	Master's	Doctorate	Other	Business	Psyc/Counseling	Kin/Sport	Higher Ed	Other				
Years of Relevant Experience					Salary							
70%	30%	0%	0%	0%	10%	20%	50%	10%	0%	0%	0%	0%
0-3	4-6	7-10	11-15	16+	Less than 25,000	25,000-30,000	30,000-35,000	35,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000+

Statistical Summary Of Institutions With Less Than 400 Athletes

Average Number of Sports - 16
 Average Number of Full-Time Employees (excluding clerical staff) - 3
 Average Number of Part-time Employees - 3
 Average Number of Clerical Employees - 1
 Average Number of Graduate Assistants - 2

Life Skills Coordinators At Institutions With Less Than 400 Athletes (N=10)

Gender		Ethnicity							College Athlete			
20%	80%	90%	10%	0%	0%	0%	0%	80%	20%			
Male	Female	White	African-American	Asian/Pacific Islander	Hispanic	Non-Resident Alien	Other	Yes	No			
Degree			Degree Area									
10%	80%	0%	10%	20%	30%	20%	20%	10%				
Bachelor's	Master's	Doctorate	Other	Business	Psyc/Counseling	Kin/Sport	Higher Ed	Other				
Years of Relevant Experience					Salary							
50%	40%	0%	0%	10%	0%	40%	50%	0%	0%	0%	10%	0%
0-3	4-6	7-10	11-15	16+	Less than 25,000	25,000-30,000	30,000-35,000	35,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000+

Tutor Coordinators At Institutions With Less Than 400 Athletes (N=22)

Gender		Ethnicity							College Athlete			
38%	62%	73%	14%	0%	9%	4%	0%	41%	59%			
Male	Female	White	African-American	Asian/Pacific Islander	Hispanic	Non-Resident Alien	Other	Yes	No			
Degree			Degree Area									
32%	64%	0%	4%	9%	14%	9%	9%	59%				
Bachelor's	Master's	Doctorate	Other	Business	Psyc/Counseling	Kin/Sport	Higher Ed	Other				
Years of Relevant Experience					Salary							
82%	9%	4%	5%	0%	36%	14%	36%	9%	5%	0%	0%	0%
0-3	4-6	7-10	11-15	16+	Less than 25,000	25,000-30,000	30,000-35,000	35,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000+

Information Technologists At Institutions With Less Than 400 Athletes (N=5)

Gender		Ethnicity							College Athlete			
40%	60%	100%	0%	0%	0%	0%	0%	60%	40%			
Male	Female	White	African-American	Asian/Pacific Islander	Hispanic	Non-Resident Alien	Other	Yes	No			
Degree			Degree Area									
20%	60%	0%	20%	0%	0%	20%	20%	60%				
Bachelor's	Master's	Doctorate	Other	Business	Psyc/Counseling	Kin/Sport	Higher Ed	Other				
Years of Relevant Experience					Salary							
60%	0%	20%	0%	20%	20%	40%	0%	0%	40%	0%	0%	0%
0-3	4-6	7-10	11-15	16+	Less than 25,000	25,000-30,000	30,000-35,000	35,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000+

Graduate Assistants At Institutions With Less Than 400 Athletes (N=28)

Gender		Ethnicity							College Athlete			
36%	64%	47%	39%	0%	0%	7%	7%	75%	25%			
Male	Female	White	African-American	Asian/Pacific Islander	Hispanic	Non-Resident Alien	Other	Yes	No			
Degree			Degree Area									
82%	11%	0%	7%	14%	18%	11%	7%	50%				
Bachelor's	Master's	Doctorate	Other	Business	Psyc/Counseling	Kin/Sport	Higher Ed	Other				
Years of Relevant Experience					Salary							
100%	0%	0%	0%	0%	93%	4%	0%	3%	0%	0%	0%	0%
0-3	4-6	7-10	11-15	16+	Less than 25,000	25,000-30,000	30,000-35,000	35,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000+

Average Budget (excluding salaries and tutoring) - \$61,773
 Average Tutoring Budget - \$22,315
 Average Number of Tutors - 18
 Average Training Hours for New Tutors - 5
 Average Training Hours for Returning Tutors - 4

Salary And Statistical Summary For Institutions With 400-499 Athletes

Directors At Institutions With 400-499 Athletes (N=26)

Gender		Ethnicity							College Athlete			
46% Male	54% Female	92% White	4% African-American	0% Asian/Pacific Islander	4% Hispanic	0% Non-Resident Alien	0% Other	54% Yes	46% No			
Degree				Degree Area								
0% Bachelor's	81% Master's	19% Doctorate	0% Other	0% Business	46% Psyc/Counseling	27% Kin/Sport	12% Higher Ed	15% Other				
Years of Relevant Experience					Salary							
0% 0-3	19% 4-6	27% 7-10	15% 11-15	39% 16+	0% Less than 25,000	0% 25,000-30,000	0% 30,000-35,000	8% 35,000-40,000	27% 40,000-50,000	23% 50,000-60,000	15% 60,000-70,000	27% 70,000+

Associate/Assistant Directors At Institutions With 400-499 Athletes (N=15)

Gender		Ethnicity							College Athlete			
40% Male	60% Female	60% White	33% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	7% Other	60% Yes	40% No			
Degree				Degree Area								
20% Bachelor's	73% Master's	7% Doctorate	0% Other	13% Business	7% Psyc/Counseling	13% Kin/Sport	27% Higher Ed	40% Other				
Years of Relevant Experience					Salary							
13% 0-3	33% 4-6	40% 7-10	7% 11-15	7% 16+	0% Less than 25,000	0% 25,000-30,000	26% 30,000-35,000	20% 35,000-40,000	27% 40,000-50,000	27% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Advisors At Institutions With 400-499 Athletes (N=66)

Gender		Ethnicity							College Athlete			
42% Male	58% Female	71% White	23% African-American	0% Asian/Pacific Islander	5% Hispanic	0% Non-Resident Alien	1% Other	62% Yes	38% No			
Degree				Degree Area								
26% Bachelor's	73% Master's	1% Doctorate	0% Other	14% Business	24% Psyc/Counseling	20% Kin/Sport	12% Higher Ed	30% Other				
Years of Relevant Experience					Salary							
44% 0-3	30% 4-6	17% 7-10	8% 11-15	1% 16+	6% Less than 25,000	12% 25,000-30,000	40% 30,000-35,000	22% 35,000-40,000	12% 40,000-50,000	8% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Learning Specialists At Institutions With 400-499 Athletes (N=14)

Gender		Ethnicity							College Athlete			
21% Male	79% Female	100% White	0% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	43% Yes	57% No			
Degree				Degree Area								
22% Bachelor's	57% Master's	21% Doctorate	0% Other	14% Business	22% Psyc/Counseling	14% Kin/Sport	29% Higher Ed	21% Other				
Years of Relevant Experience					Salary							
21% 0-3	36% 4-6	7% 7-10	7% 11-15	29% 16+	15% Less than 25,000	15% 25,000-30,000	8% 30,000-35,000	31% 35,000-40,000	8% 40,000-50,000	23% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Statistical Summary Of Institutions With 400-499 Athletes

Average Number of Sports - 18
 Average Number of Full-Time Employees (exclusing clerical staff) - 8
 Average Number of Part-time Employees - 8
 Average Number of Clerical Employees - 2
 Average Number of Graduate Assistants - 3

Life Skills Coordinators At Institutions With 400-499 Athletes (N=18)

Gender		Ethnicity							College Athlete			
39% Male	61% Female	78% White	11% African-American	0% Asian/Pacific Islander	11% Hispanic	0% Non-Resident Alien	0% Other	78% Yes	22% No			
Degree				Degree Area								
33% Bachelor's	67% Master's	0% Doctorate	0% Other	11% Business	22% Psyc/Counseling	17% Kin/Sport	6% Higher Ed	44% Other				
Years of Relevant Experience					Salary							
67% 0-3	17% 4-6	11% 7-10	5% 11-15	0% 16+	11% Less than 25,000	6% 25,000-30,000	33% 30,000-35,000	33% 35,000-40,000	17% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Tutor Coordinators At Institutions With 400-499 Athletes (N=22)

Gender		Ethnicity							College Athlete			
23% Male	77% Female	73% White	23% African-American	0% Asian/Pacific Islander	4% Hispanic	0% Non-Resident Alien	0% Other	64% Yes	36% No			
Degree				Degree Area								
36% Bachelor's	64% Master's	0% Doctorate	0% Other	14% Business	18% Psyc/Counseling	14% Kin/Sport	18% Higher Ed	36% Other				
Years of Relevant Experience					Salary							
59% 0-3	13% 4-6	9% 7-10	14% 11-15	5% 16+	18% Less than 25,000	18% 25,000-30,000	18% 30,000-35,000	27% 35,000-40,000	9% 40,000-50,000	5% 50,000-60,000	5% 60,000-70,000	0% 70,000+

Information Technologists At Institutions With 400-499 Athletes (N=11)

Gender		Ethnicity							College Athlete			
64% Male	36% Female	82% White	9% African-American	0% Asian/Pacific Islander	9% Hispanic	0% Non-Resident Alien	0% Other	73% Yes	27% No			
Degree				Degree Area								
45% Bachelor's	45% Master's	0% Doctorate	10% Other	9% Business	9% Psyc/Counseling	9% Kin/Sport	18% Higher Ed	55% Other				
Years of Relevant Experience					Salary							
73% 0-3	9% 4-6	9% 7-10	9% 11-15	0% 16+	46% Less than 25,000	0% 25,000-30,000	36% 30,000-35,000	0% 35,000-40,000	18% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Graduate Assistants At Institutions With 400-499 Athletes (N=19)

Gender		Ethnicity							College Athlete			
21% Male	79% Female	74% White	16% African-American	0% Asian/Pacific Islander	5% Hispanic	5% Non-Resident Alien	0% Other	58% Yes	42% No			
Degree				Degree Area								
68% Bachelor's	16% Master's	0% Doctorate	16% Other	5% Business	26% Psyc/Counseling	16% Kin/Sport	11% Higher Ed	42% Other				
Years of Relevant Experience					Salary							
95% 0-3	5% 4-6	0% 7-10	0% 11-15	0% 16+	100% Less than 25,000	0% 25,000-30,000	0% 30,000-35,000	0% 35,000-40,000	0% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Average Budget (excluding salaries and tutoring) - \$124,705
 Average Tutoring Budget - \$39,174
 Average Number of Tutors - 29
 Average Training Hours for New Tutors - 6
 Average Training Hours for Returning Tutors - 3

Salary And Statistical Summary For Institutions With 500+ Athletes

Directors At Institutions With 500+ Athletes (N=17)

Gender		Ethnicity							College Athlete			
53% Male	47% Female	76% White	18% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	6% Other	53% Yes	47% No			
Degree				Degree Area								
0% Bachelor's	82% Master's	12% Doctorate	6% Other	0% Business	29% Psyc/Counseling	12% Kin/Sport	59% Higher Ed	0% Other				
Years of Relevant Experience					Salary							
6% 0-3	0% 4-6	29% 7-10	24% 11-15	41% 16+	6% Less than 25,000	0% 25,000-30,000	6% 30,000-35,000	0% 35,000-40,000	11% 40,000-50,000	12% 50,000-60,000	12% 60,000-70,000	53% 70,000+

Associate/Assistant Directors At Institutions With 500+ Athletes (N=21)

Gender		Ethnicity							College Athlete			
52% Male	48% Female	81% White	19% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	67% Yes	33% No			
Degree				Degree Area								
14% Bachelor's	76% Master's	10% Doctorate	0% Other	28% Business	28% Psyc/Counseling	5% Kin/Sport	10% Higher Ed	29% Other				
Years of Relevant Experience					Salary							
5% 0-3	14% 4-6	33% 7-10	29% 11-15	19% 16+	0% Less than 25,000	0% 25,000-30,000	0% 30,000-35,000	14% 35,000-40,000	29% 40,000-50,000	33% 50,000-60,000	14% 60,000-70,000	10% 70,000+

Advisors At Institutions With 500+ Athletes (N=87)

Gender		Ethnicity							College Athlete			
45% Male	55% Female	67% White	26% African-American	4% Asian/Pacific Islander	2% Hispanic	1% Non-Resident Alien	0% Other	62% Yes	38% No			
Degree				Degree Area								
14% Bachelor's	83% Master's	3% Doctorate	0% Other	22% Business	34% Psyc/Counseling	20% Kin/Sport	9% Higher Ed	15% Other				
Years of Relevant Experience					Salary							
35% 0-3	21% 4-6	24% 7-10	10% 11-15	10% 16+	7% Less than 25,000	6% 25,000-30,000	19% 30,000-35,000	18% 35,000-40,000	28% 40,000-50,000	13% 50,000-60,000	6% 60,000-70,000	3% 70,000+

Learning Specialists At Institutions With 500+ Athletes (N=20)

Gender		Ethnicity							College Athlete			
15% Male	85% Female	100% White	0% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	30% Yes	70% No			
Degree				Degree Area								
5% Bachelor's	80% Master's	15% Doctorate	0% Other	5% Business	20% Psyc/Counseling	25% Kin/Sport	10% Higher Ed	40% Other				
Years of Relevant Experience					Salary							
40% 0-3	10% 4-6	40% 7-10	5% 11-15	5% 16+	0% Less than 25,000	0% 25,000-30,000	10% 30,000-35,000	40% 35,000-40,000	25% 40,000-50,000	20% 50,000-60,000	5% 60,000-70,000	0% 70,000+

Statistical Summary Of Institutions With 500+ Athletes

Average Number of Sports - 23
 Average Number of Full-Time Employees (exclusing clerical staff) - 8
 Average Number of Part-time Employees - 12
 Average Number of Clerical Employees - 2
 Average Number of Graduate Assistants - 4

Life Skills Coordinators At Institutions With 500+ Athletes (N=12)

Gender		Ethnicity							College Athlete			
25% Male	75% Female	50% White	50% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	75% Yes	25% No			
Degree				Degree Area								
33% Bachelor's	67% Master's	0% Doctorate	0% Other	8% Business	50% Psyc/Counseling	25% Kin/Sport	0% Higher Ed	17% Other				
Years of Relevant Experience					Salary							
67% 0-3	8% 4-6	17% 7-10	0% 11-15	8% 16+	8% Less than 25,000	0% 25,000-30,000	42% 30,000-35,000	17% 35,000-40,000	17% 40,000-50,000	8% 50,000-60,000	0% 60,000-70,000	8% 70,000+

Tutor Coordinators At Institutions With 500+ Athletes (N=17)

Gender		Ethnicity							College Athlete			
24% Male	76% Female	59% White	35% African-American	0% Asian/Pacific Islander	0% Hispanic	6% Non-Resident Alien	0% Other	53% Yes	47% No			
Degree				Degree Area								
29% Bachelor's	71% Master's	0% Doctorate	0% Other	6% Business	41% Psyc/Counseling	29% Kin/Sport	6% Higher Ed	18% Other				
Years of Relevant Experience					Salary							
41% 0-3	29% 4-6	24% 7-10	0% 11-15	6% 16+	23% Less than 25,000	6% 25,000-30,000	18% 30,000-35,000	18% 35,000-40,000	23% 40,000-50,000	12% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Information Technologists At Institutions With 500+ Athletes (N=5)

Gender		Ethnicity							College Athlete			
60% Male	40% Female	60% White	40% African-American	0% Asian/Pacific Islander	0% Hispanic	0% Non-Resident Alien	0% Other	80% Yes	20% No			
Degree				Degree Area								
20% Bachelor's	80% Master's	0% Doctorate	0% Other	20% Business	40% Psyc/Counseling	20% Kin/Sport	0% Higher Ed	20% Other				
Years of Relevant Experience					Salary							
40% 0-3	40% 4-6	20% 7-10	0% 11-15	0% 16+	0% Less than 25,000	0% 25,000-30,000	40% 30,000-35,000	20% 35,000-40,000	0% 40,000-50,000	20% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Graduate Assistants At Institutions With 500+ Athletes (N=18)

Gender		Ethnicity							College Athlete			
33% Male	67% Female	72% White	22% African-American	0% Asian/Pacific Islander	6% Hispanic	0% Non-Resident Alien	0% Other	67% Yes	33% No			
Degree				Degree Area								
78% Bachelor's	22% Master's	0% Doctorate	0% Other	0% Business	33% Psyc/Counseling	11% Kin/Sport	0% Higher Ed	56% Other				
Years of Relevant Experience					Salary							
94% 0-3	6% 4-6	0% 7-10	0% 11-15	0% 16+	94% Less than 25,000	0% 25,000-30,000	0% 30,000-35,000	6% 35,000-40,000	0% 40,000-50,000	0% 50,000-60,000	0% 60,000-70,000	0% 70,000+

Average Budget (excluding salaries and tutoring) - \$272,311
 Average Tutoring Budget - \$185,286
 Average Number of Tutors - 70
 Average Training Hours for New Tutors - 9
 Average Training Hours for Returning Tutors - 7