

2005 ASBDC SALARY SURVEY

Prepared for the Association of Small Business Development Centers by

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ASBDC Salary Survey 2005

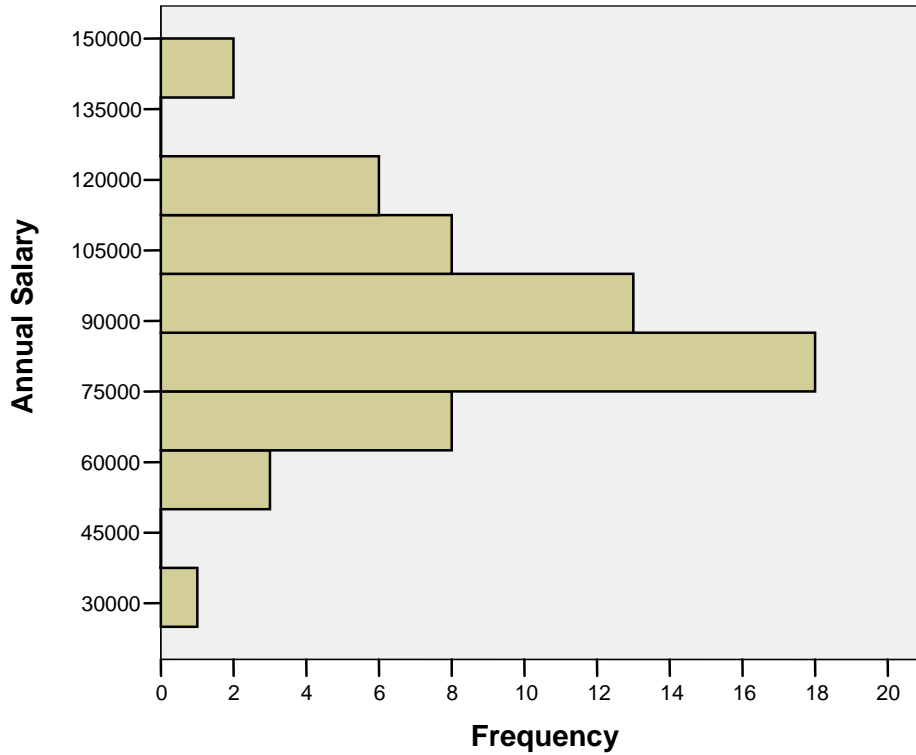
The fiscal year 2005 State Salary Survey was completed in March 2005, referencing source data supplied by ASBDC members from their current FY/CY 2005 SBDC Cooperative Agreements. We received responses from 59 states and U.S. territories representing all the SBA regions. Geographically, it was a very representative survey. See the table below for the response count by SBA region. Thanks to all of you who participated. The report includes: 1) statistical analysis by position, 2) comparison of the salary means for the survey years 2001, 2003, and 2005, and 3) comparison of each region's mean salaries to the U.S. mean salaries by position.

States/Centers Who Responded to Salary Survey by Region

Region	States/Centers Responding	States/Centers Unresponsive
1	CT, MA, ME, NH, RI	VT
2	NJ, NY, PR, VI	None
3	DC, DE, MD, PA, VA, WV	None
4	AL, FL, GA, KY, MS, NC, SC, TN	None
5	IL, IN, MI, MN, OH, WI	None
6	AR, HOU, LA, NM, NTx, NwTx, OK, SwTx	None
7	IA, KS, MO, NE	None
8	CO, MT, ND, SD, UT, WY	None
9	AZ, CA (Santa Ana, San Diego, San Jose, LA), Guam, HI, NV	Chico CA, Fresno, CA, AmSamoa
10	AK, ID, OR, WA	None
TOTAL	59	4

HISTOGRAMS

**Histogram 1
State/Regional Directors 2005**

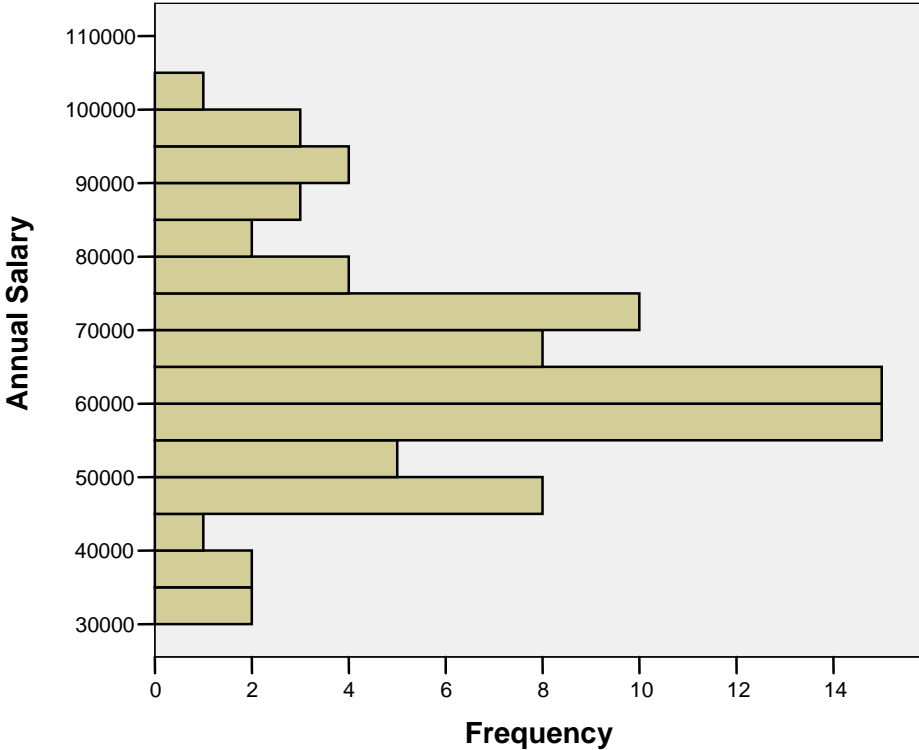


Statistics

		Annual Salary
N	Valid	59
	Missing	0
Mean		89637
Std. Error of Mean		2653
Median		86686
Mode		70000
Std. Deviation		20380
Range		119247
Minimum		30000
Maximum		149247
Percentiles	50	86686
	60	89832
	70	97577
	80	104000
	90	120431

* For the list of job classifications included, please refer to Appendix A.

**Histogram 2
Associate/Assistant State Directors 2005**

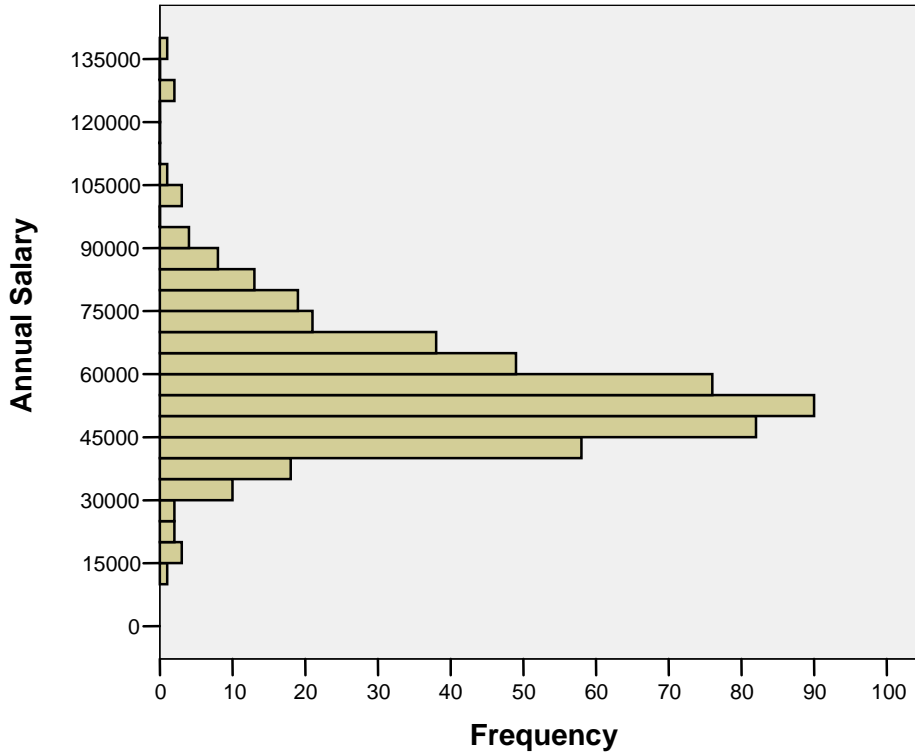


Statistics

		Annual Salary
N	Valid	83
	Missing	0
Mean		64667
Std. Error of Mean		1678
Median		61800
Mode		45000(a)
Std. Deviation		15283
Range		68235
Minimum		33600
Maximum		101835
Percentiles	50	61800
	60	66340
	70	70780
	80	75540
	90	89473

* For the list of job classifications included, please refer to Appendix A.
a Multiple modes exist. The smallest value is shown

**Histogram 3
Center Directors 2005**

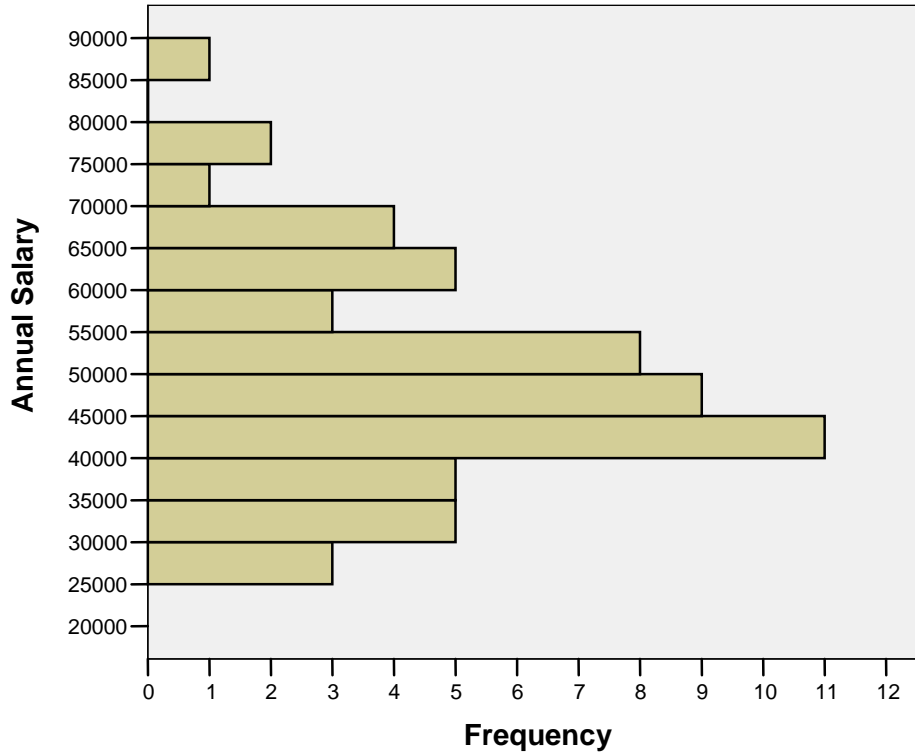


Statistics

		Annual Salary
N	Valid	501
	Missing	0
Mean		56224
Std. Error of Mean		659
Median		54000
Mode		59500
Std. Deviation		14747
Range		122099
Minimum		13192
Maximum		135291
Percentiles	50	54000
	60	57842
	70	60886
	80	66309
	90	75067

* For the list of job classifications included, please refer to Appendix A.

**Histogram 4
Associate/Assistant Center Directors 2005**



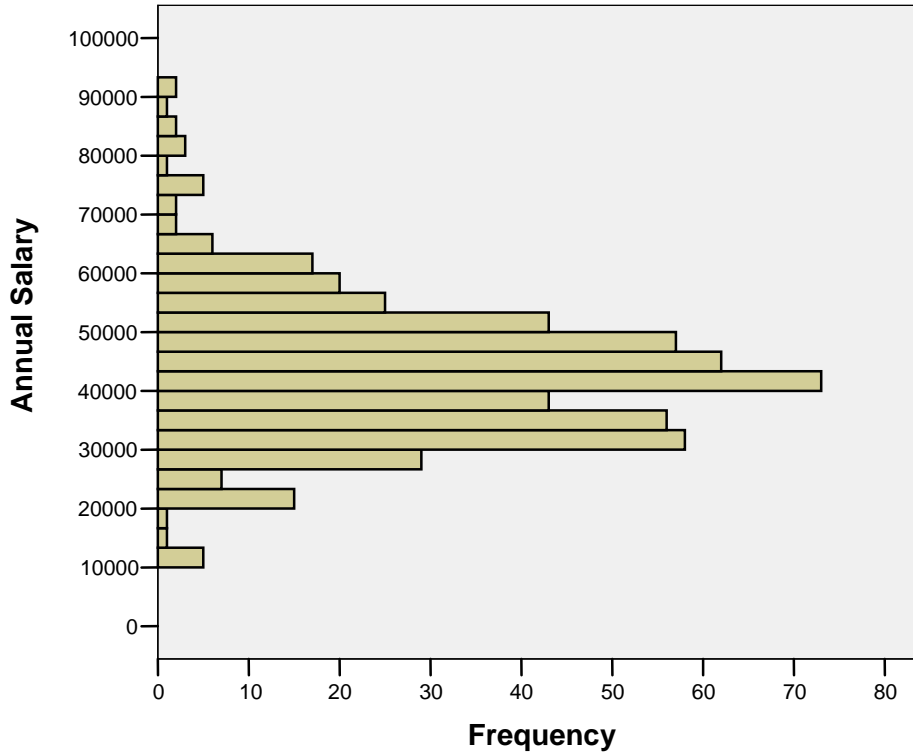
Statistics

		Annual Salary
N	Valid	57
	Missing	0
Mean		49060
Std. Error of Mean		1793
Median		46423
Mode		40000(a)
Std. Deviation		13540
Range		62450
Minimum		26350
Maximum		88800
Percentiles	50	46423
	60	50687
	70	54556
	80	60002
	90	68315

a Multiple modes exist. The smallest value is shown

* For the list of job classifications included, please refer to Appendix A.

**Histogram 5
Counselors 2005**

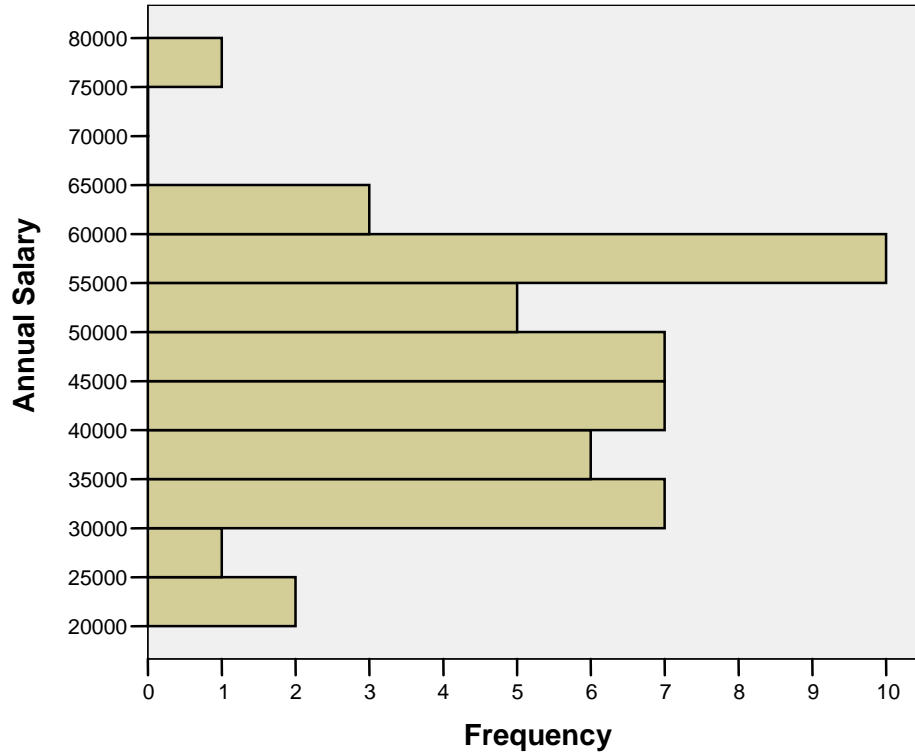


Statistics

		Annual Salary
N	Valid	535
	Missing	0
Mean		42952
Std. Error of Mean		528
Median		42652
Mode		40000
Std. Deviation		12219
Range		82986
Minimum		10014
Maximum		93000
Percentiles	50	42641
	60	44892
	70	47983
	80	51466
	90	56852

* For the list of job classifications included, please refer to Appendix A.

**Histogram 6
Counselor Coordinators 2005**



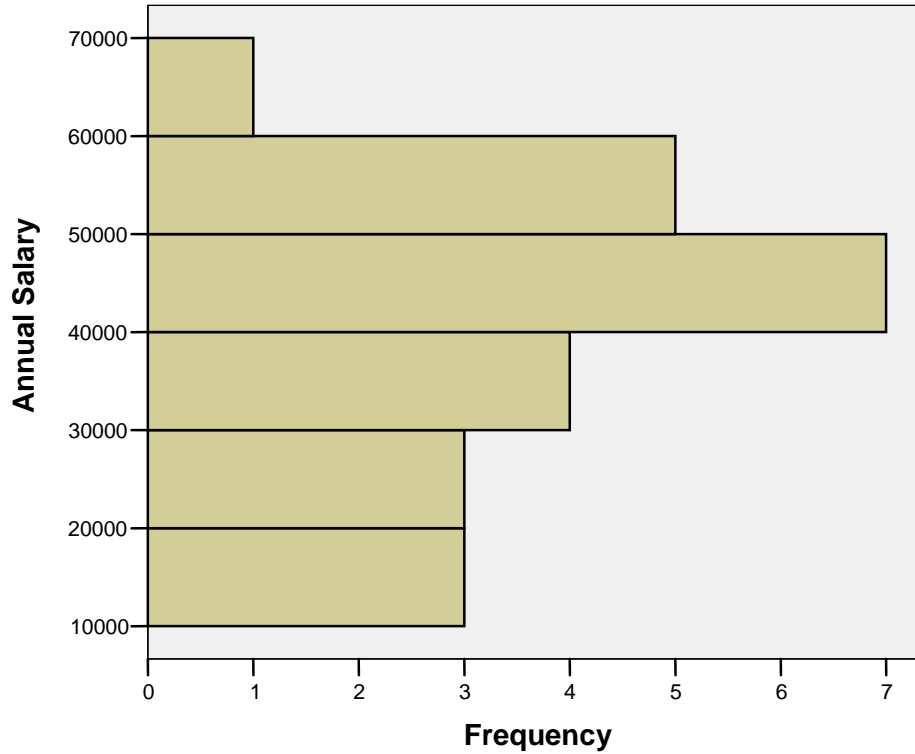
Statistics

		Annual Salary
N	Valid	49
	Missing	0
Mean		46157
Std. Error of Mean		1710
Median		46359
Mode		35000(a)
Std. Deviation		11967
Range		56732
Minimum		22000
Maximum		78732
Percentiles	50	46359
	60	49276
	70	54597
	80	57822
	90	59658

a Multiple modes exist. The smallest value is shown

* For the list of job classifications included, please refer to Appendix A.

**Histogram 7
Marketing Coordinators 2005**



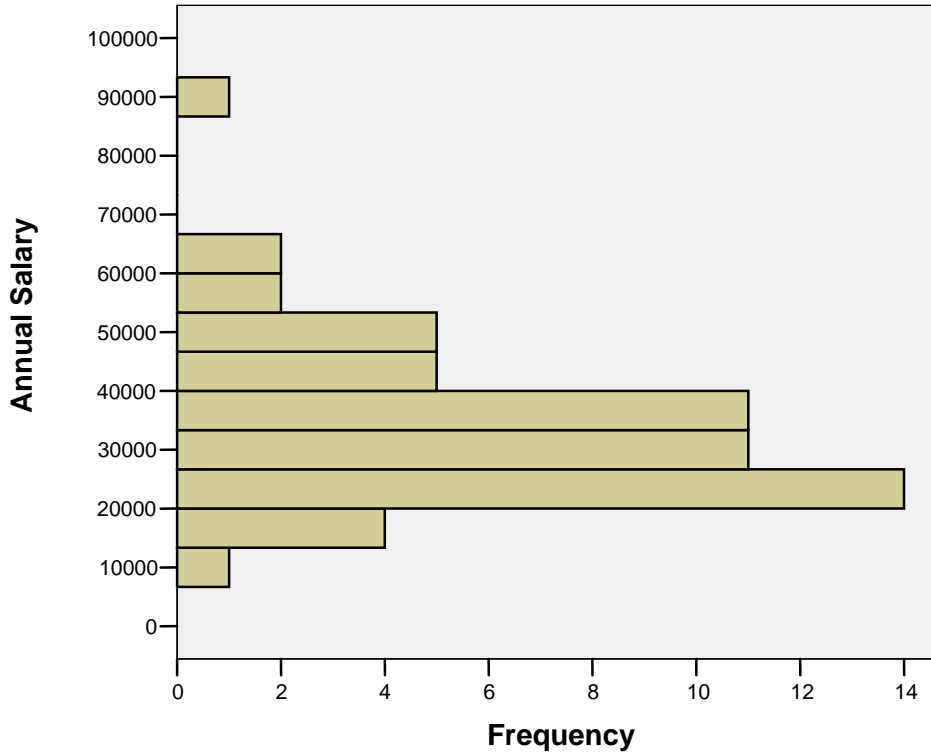
Statistics

		Annual Salary
N	Valid	23
	Missing	0
Mean		40080
Std. Error of Mean		2896
Median		42336
Mode		16034(a)
Std. Deviation		13889
Range		52257
Minimum		16034
Maximum		68291
Percentiles	50	42336
	60	44043
	70	48647
	80	52101
	90	56134

a Multiple modes exist. The smallest value is shown

* For the list of job classifications included, please refer to Appendix A

**Histogram 8
Training Coordinators 2005**

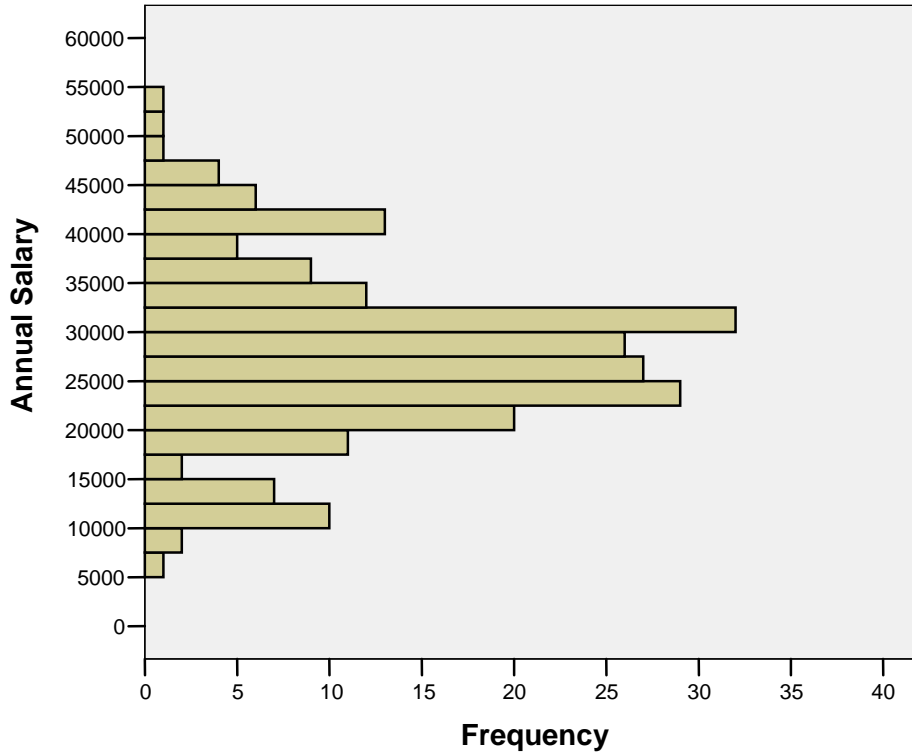


Statistics

		Annual Salary
N	Valid	56
	Missing	0
Mean		34426
Std. Error of Mean		1930
Median		32447
Mode		22164
Std. Deviation		14441
Range		83034
Minimum		8600
Maximum		91634
Percentiles	50	32447
	60	34935
	70	38483
	80	46047
	90	53514

* For the list of job classifications included, please refer to Appendix A.

**Histogram 9
Administrative Assistants 2005**

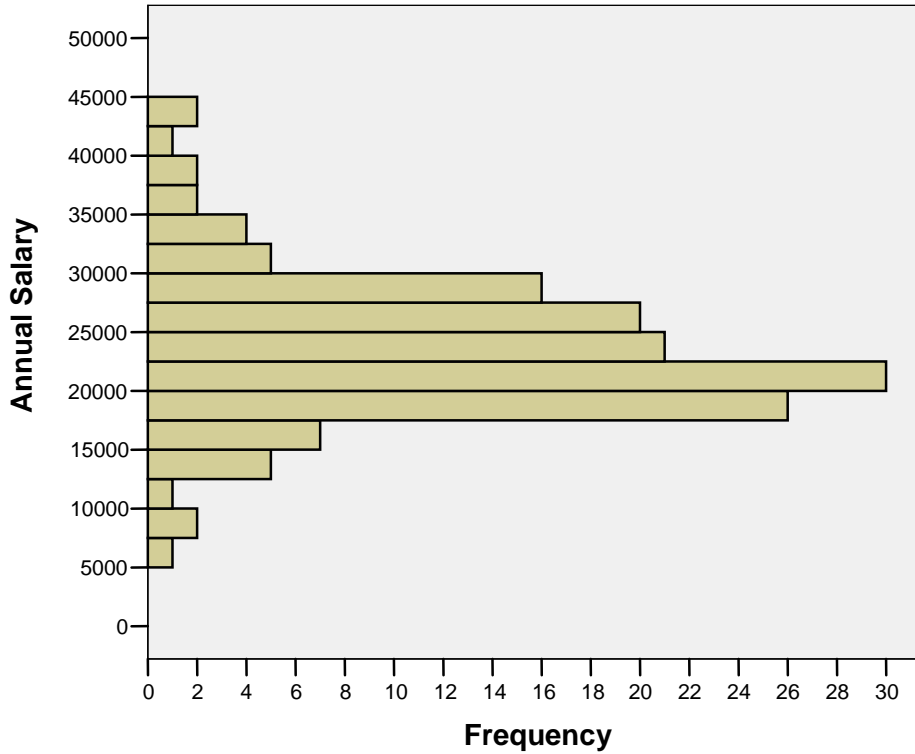


Statistics

		Annual Salary
N	Valid	219
	Missing	0
Mean		27830
Std. Error of Mean		599
Median		27518
Mode		30000
Std. Deviation		8870
Range		48654
Minimum		5500
Maximum		54154
Percentiles	50	27518
	60	29726
	70	31200
	80	34029
	90	41526

* For the list of job classifications included, please refer to Appendix A.

**Histogram 10
Secretary Clerical 2005**



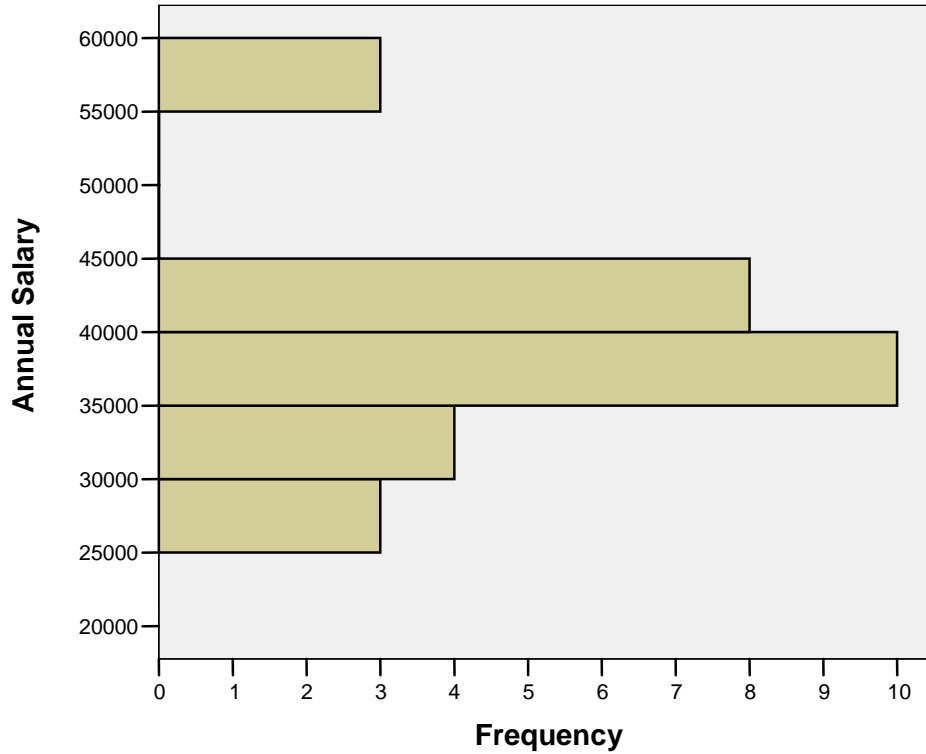
Statistics

		Annual Salary
N	Valid	145
	Missing	0
Mean		23322
Std. Error of Mean		527
Median		22792
Mode		15456(a)
Std. Deviation		6351
Range		39224
Minimum		5632
Maximum		44856
Percentiles	50	22792
	60	24435
	70	25724
	80	27693
	90	30234

a Multiple modes exist. The smallest value is shown

* For the list of job classifications included, please refer to Appendix A.

**Histogram 11
SBDC Managers 2005**



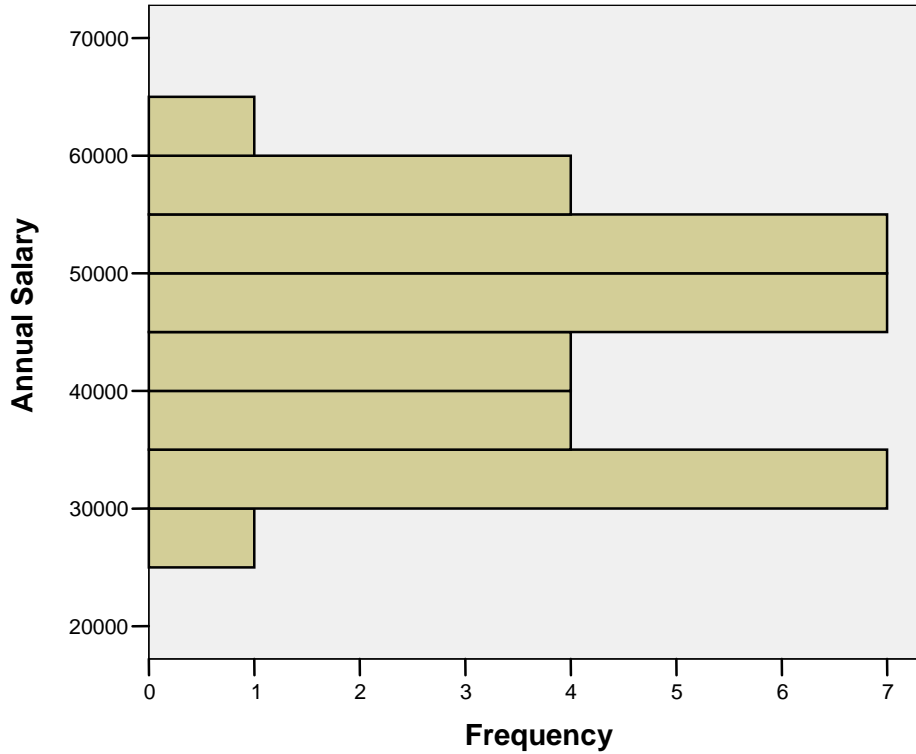
Statistics

		Annual Salary
N	Valid	28
	Missing	0
Mean		39545
Std. Error of Mean		1463
Median		38934
Mode		27203(a)
Std. Deviation		7738.920
Range		30582
Minimum		27203
Maximum		57785
Percentiles	50	38934
	60	39980
	70	40938
	80	42784
	90	57298

a Multiple modes exist. The smallest value is shown

* For the list of job classifications included, please refer to Appendix A.

**Histogram 12
Financial Managers 2005**



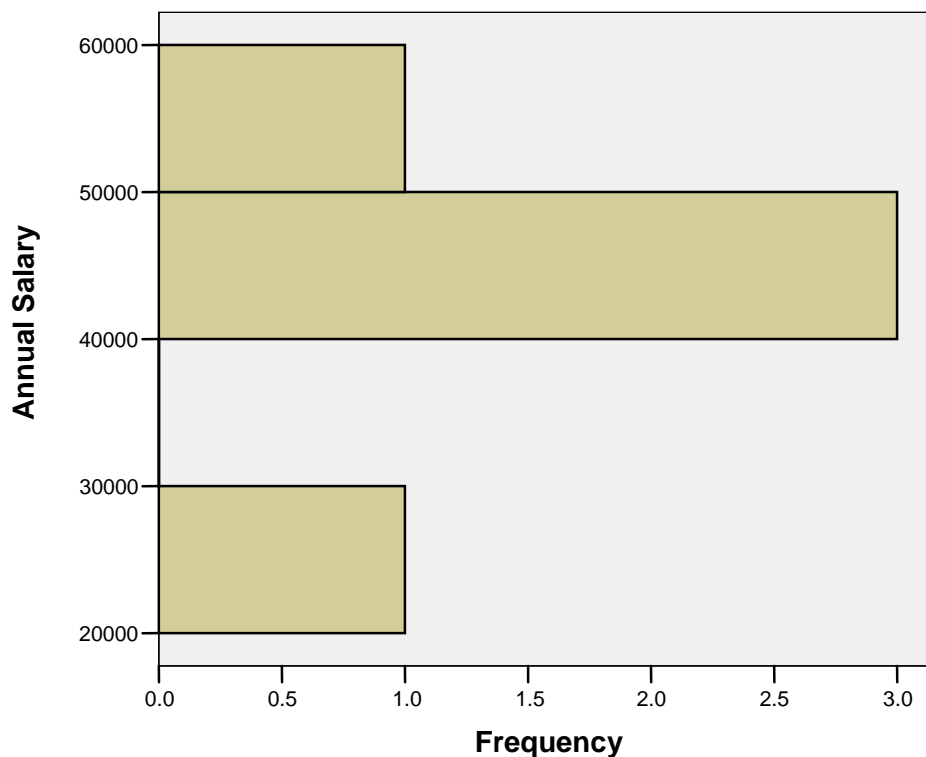
Statistics

		Annual Salary
N	Valid	35
	Missing	0
Mean		44357
Std. Error of Mean		1576
Median		45000
Mode		45000(a)
Std. Deviation		9322
Range		34132
Minimum		29923
Maximum		64055
Percentiles	50	45000
	60	49001
	70	50014
	80	52256
	90	56631

a Multiple modes exist. The smallest value is shown

* For the list of job classifications included, please refer to Appendix A.

**Histogram 13
Librarian Researcher 2005**



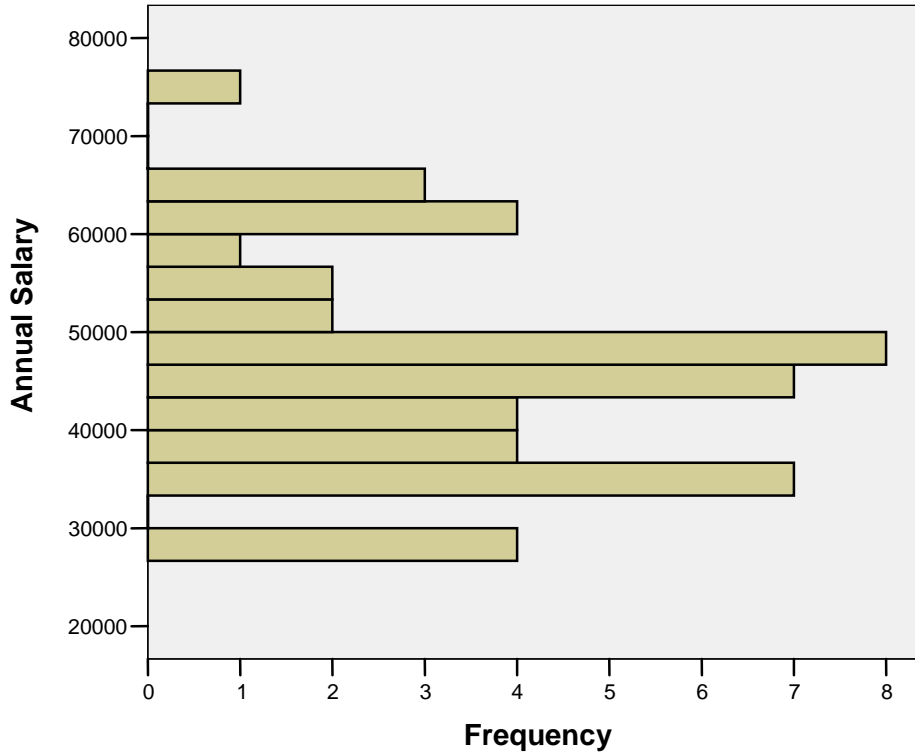
Statistics

		Annual Salary
N	Valid	5
	Missing	0
Mean		42978
Std. Error of Mean		5886
Median		44214
Mode		22204(a)
Std. Deviation		13162
Range		36620
Minimum		22204
Maximum		58824
Percentiles	50	44214
	60	45166
	70	48405
	80	56219
	90	58824

a Multiple modes exist. The smallest value is shown

* For the list of job classifications included, please refer to Appendix A.

**Histogram 14
IT Specialists 2005**



Statistics

		Annual Salary
N	Valid	47
	Missing	0
Mean		46211
Std. Error of Mean		1608
Median		45878
Mode		30000(a)
Std. Deviation		11023
Range		47806
Minimum		28000
Maximum		75806
Percentiles	50	45878
	60	47175
	70	48850
	80	55933
	90	63096

a Multiple modes exist. The smallest value is shown

* For the list of job classifications included, please refer to Appendix A.

TABLES

Table 1: Mean Salary by Position as Reported by All SBDC Organizations for 2001, 2003 & 2005

Positions	2001	2003	2005	01 to 03 \$ Change	01 to 03 % Change	03 to 05 \$Change	03 to 05 % Change
Core Positions							
State Director	\$77,657	\$88,790	\$89,637	\$11,133	14.34%	\$847	0.95%
Assc State Dir.	\$56,492	\$63,987	\$64,667	\$7,495	13.27%	\$680	1.06%
Center Director	\$49,414	\$56,405	\$56,224	\$6,991	14.15%	-\$181	-0.32%
Assc Center. Dir.	\$42,555	\$44,184	\$49,060	\$1,629	3.83%	\$4,876	11.04%
Counselor	\$36,978	\$40,632	\$42,936	\$3,654	9.88%	\$2,304	5.67%
Counselor Coord.	\$34,173	\$39,691	\$46,157	\$5,518	16.15%	\$6,466	16.29%
Professional Specialties							
Marketing Coord.	\$39,160	\$38,930	\$40,080	-\$230	-0.59%	\$1,150	2.95%
Training Coord.	\$30,160	\$33,619	\$34,426	\$3,459	11.47%	\$807	2.40%
Admin Assistant	\$22,823	\$26,265	\$27,830	\$3,442	15.08%	\$1,565	5.96%
Secretary/Clerical	\$19,592	\$21,119	\$23,322	\$1,527	7.79%	\$2,203	10.43%
SBDC Manager	\$38,741	\$40,964	\$39,545	\$2,223	5.74%	-\$1,419	-3.46%
Financial Manager	\$39,912	\$46,405	\$44,357	\$6,493	16.27%	-\$2,048	-4.41%
Librarian/Research*	\$36,380	\$33,688	\$42,978	-\$2,692	-7.40%	\$9,290	27.58%
IT Specialist	\$32,946	\$41,072	\$46,211	\$8,126	24.66%	\$5,139	12.51%

* This job position reported a very small number of employees which is not very statistically significant sample.

Table 2: Mean Salaries in All States Compared to Regions, 2005

Positions	All States	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
State/Regional Dir	89,637	82,775	84,268	95,443	99,715	87,329	99,058	89,036	67,907	99,769	77,682
Assc. State Dir.	64,667	62,328	62,338	59,744	71,292	64,619	69,855	53,955	47,500	75,686	56,805
Center Dir	56,224	54,580	60,204	60,784	55,781	55,502	54,681	53,381	47,791	65,200	55,741
Assc. Center Dir.	49,060	n/a	n/a	53,291	52,047	50,657	39,701	51,329	33,012	59,249	n/a
Counselor	42,936	50,846	37,537	43,327	42,085	45,100	38,665	40,440	38,391	46,985	42,552
Counselor Coordinator	46,157	54,934	37,992	41,245	38,314	39,806	42,597	45,321	28,999	60,402	33,184
Marketing Coordinator	40,080	46,168	39,996	29,379	39,592	50,820	44,276	37,830	n/a	48,899	n/a
Training Coordinator	34,426	51,592	25,005	36,186	43,283	39,045	30,725	21,467	n/a	48,507	30,620
Admin Asst	27,830	34,172	36,697	25,837	26,622	28,680	28,214	25,589	25,060	30,486	18,550
Secretary/Clerical	23,322	25,313	16,740	24,435	22,757	32,545	21,656	22,902	24,854	31,863	29,156
SBDC Manager	39,545	39,020	57,785	38,169	40,414	n/a	36,411	38,208	n/a	39,176	39,161
Financial Manager	44,357	49,217	n/a	43,146	49,207	38,257	38,527	40,438	30,745	41,244	33,300
Librarian/Research	42,978	n/a	n/a	22,204	n/a	n/a	43,847	45,800	n/a	58,824	44,214
Info Tech Spec	46,211	40,064	75,806	51,141	46,980	38,503	43,687	45,981	n/a	64,952	46,992

Region 1 = CT, MA, ME, NH, RI

Region 2 = NJ, NY, PR, VI

Region 3 = DC, DE, MD, PA, VA, WV

Region 4 = AL, FL, GA, KY, MS, NC, SC, TN

Region 5 = IL, IN, MI, MN, OH, WI

Region 6 = AR, HOU, LA, NM, NTx, NwTx, OK, SwTx

Region 7 = IA, KS, MO, NE

Region 8 = CO, MT, ND, SD, UT, WY

Region 9 = AZ, CA, Guam, HI, NV

Region 10 = AK, ID, OR, WA

n/a = not applicable

CHARTS

Chart 1, All States Mean Salaries Compared to Region 1, 2005

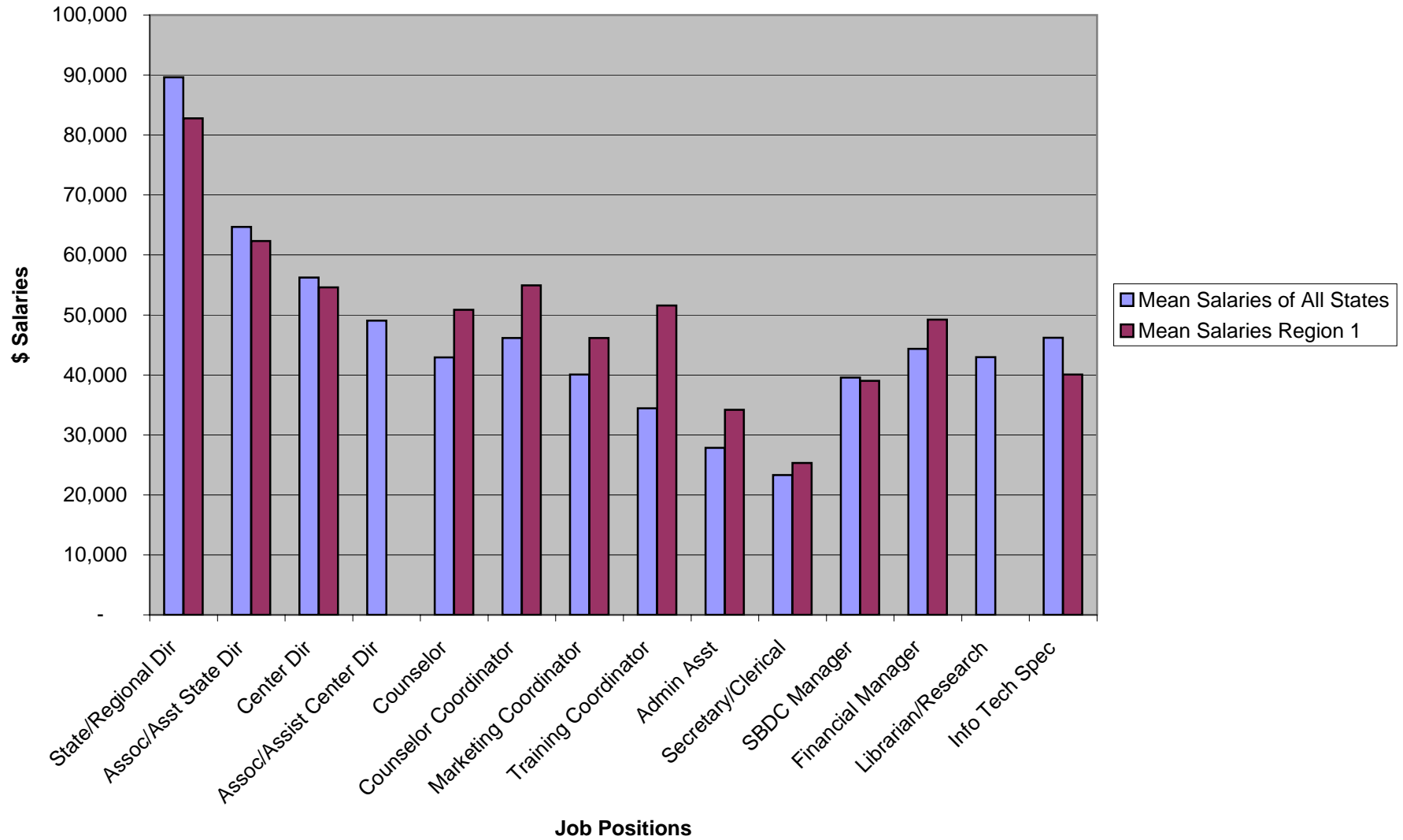


Chart 2, All States Mean Salaries Compared to Region 2, 2005

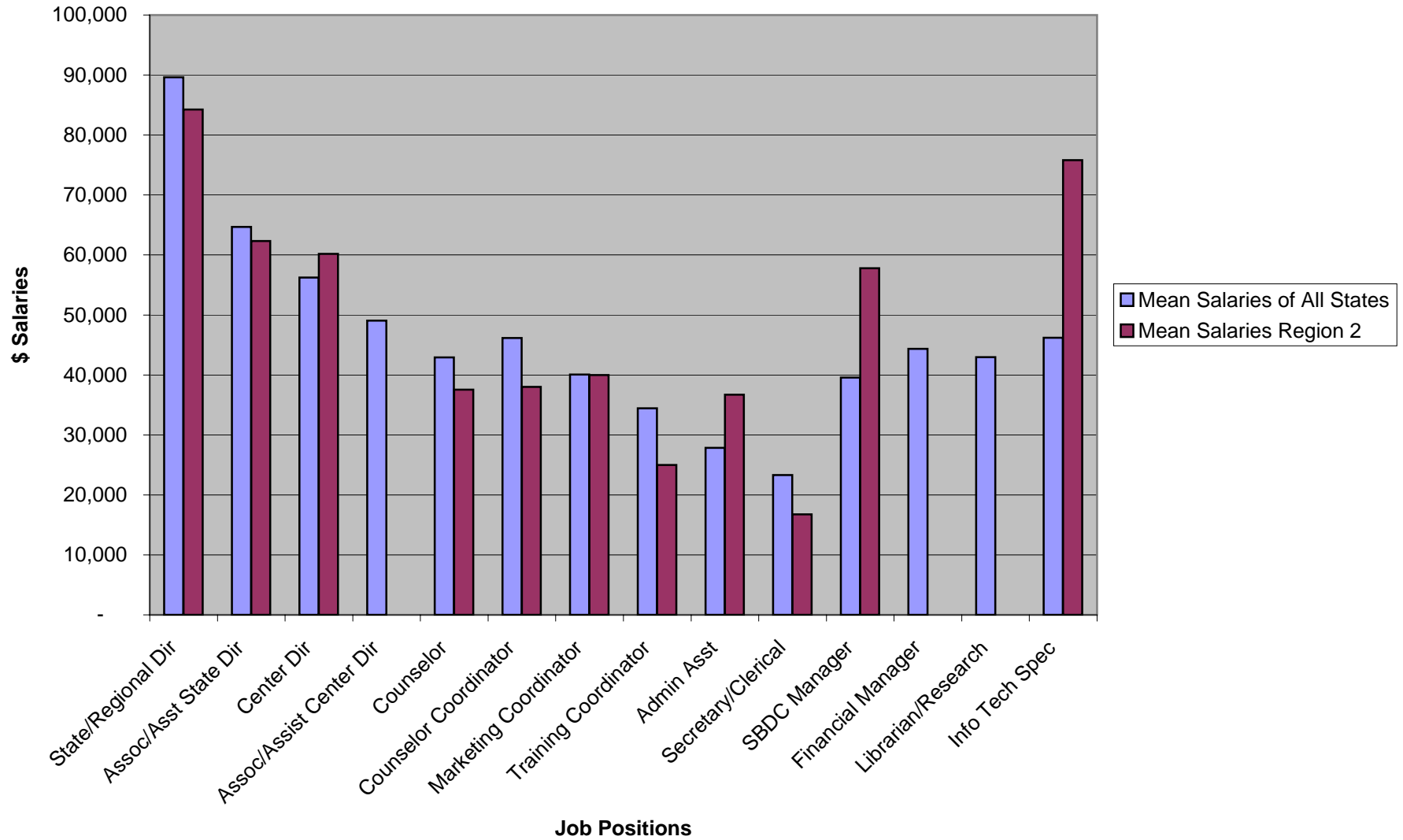


Chart 3, All States Mean Salaries Compared to Region 3, 2005

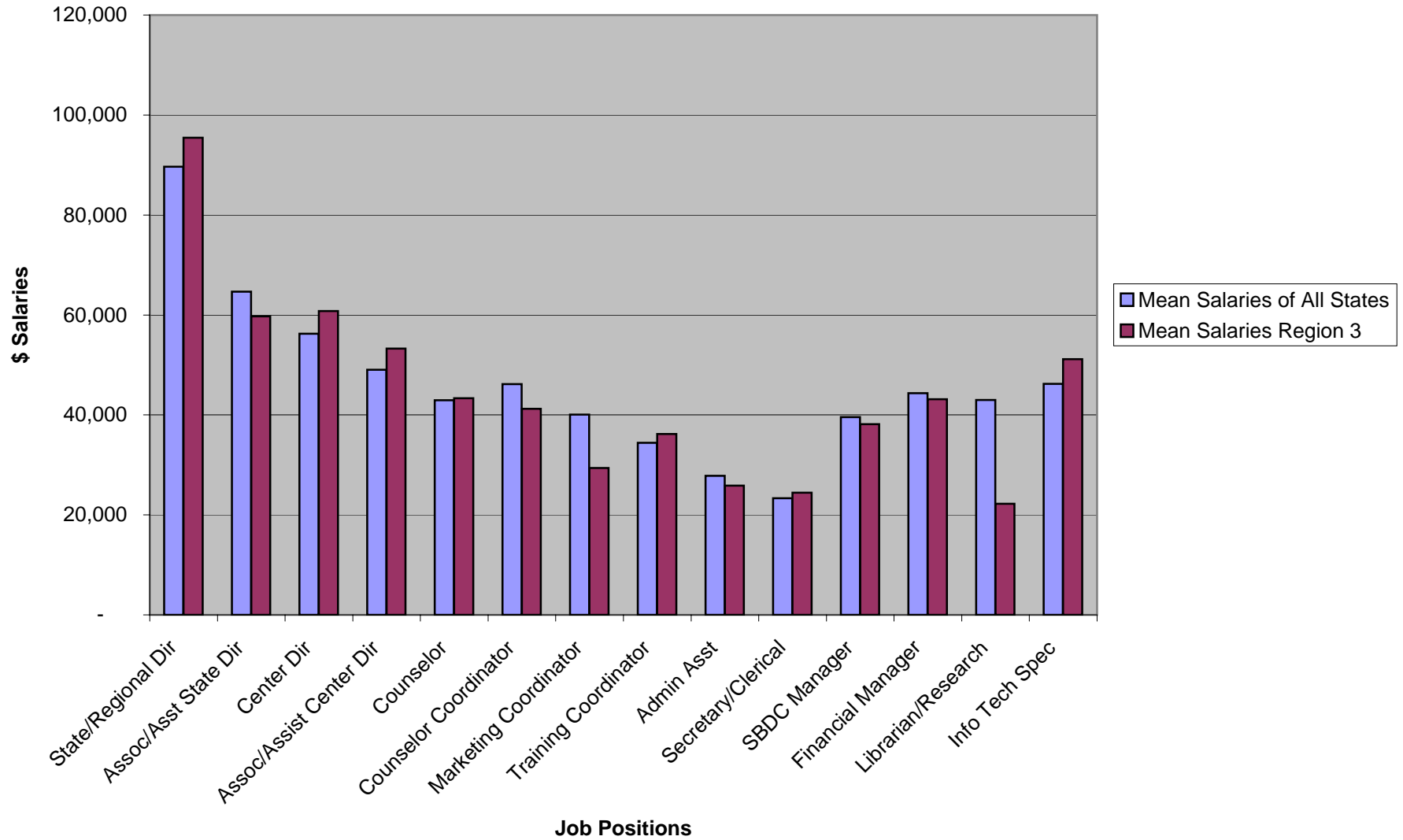


Chart 4, All States Mean Salaries Compared to Region 4, 2005

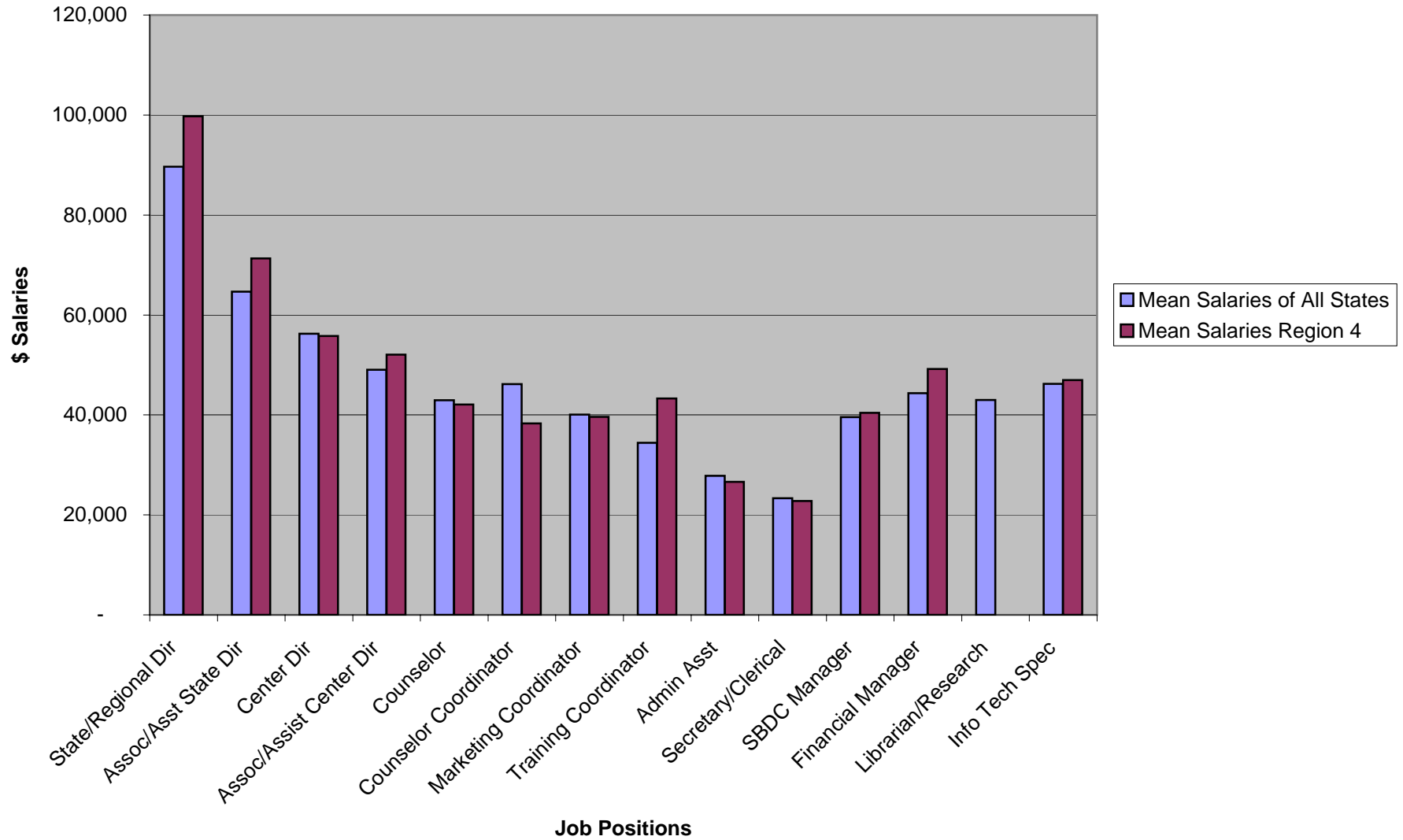


Chart 5, All States Mean Salaries Compared to Region 5, 2005

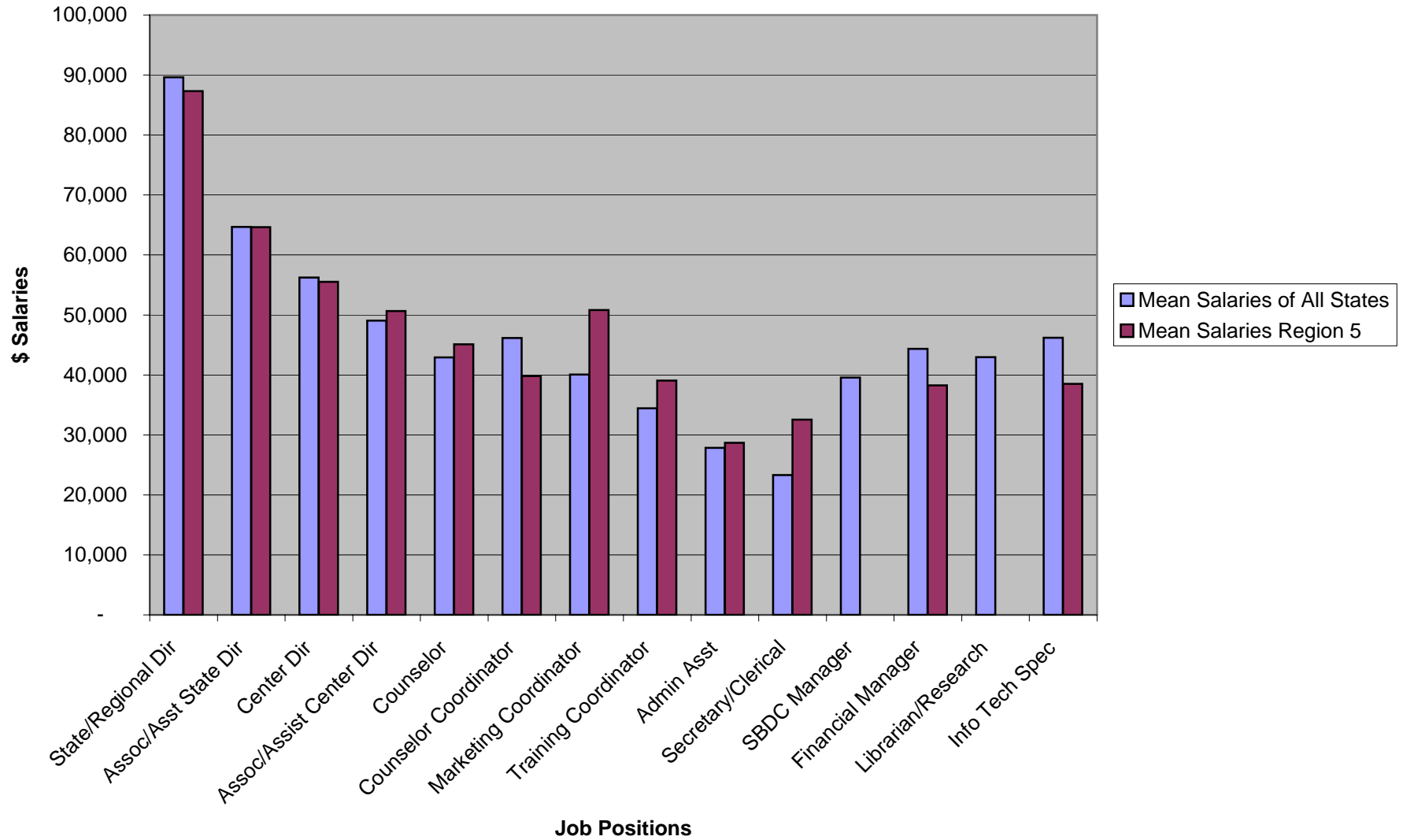


Chart 6, All States Mean Salaries Compared to Region 6, 2005

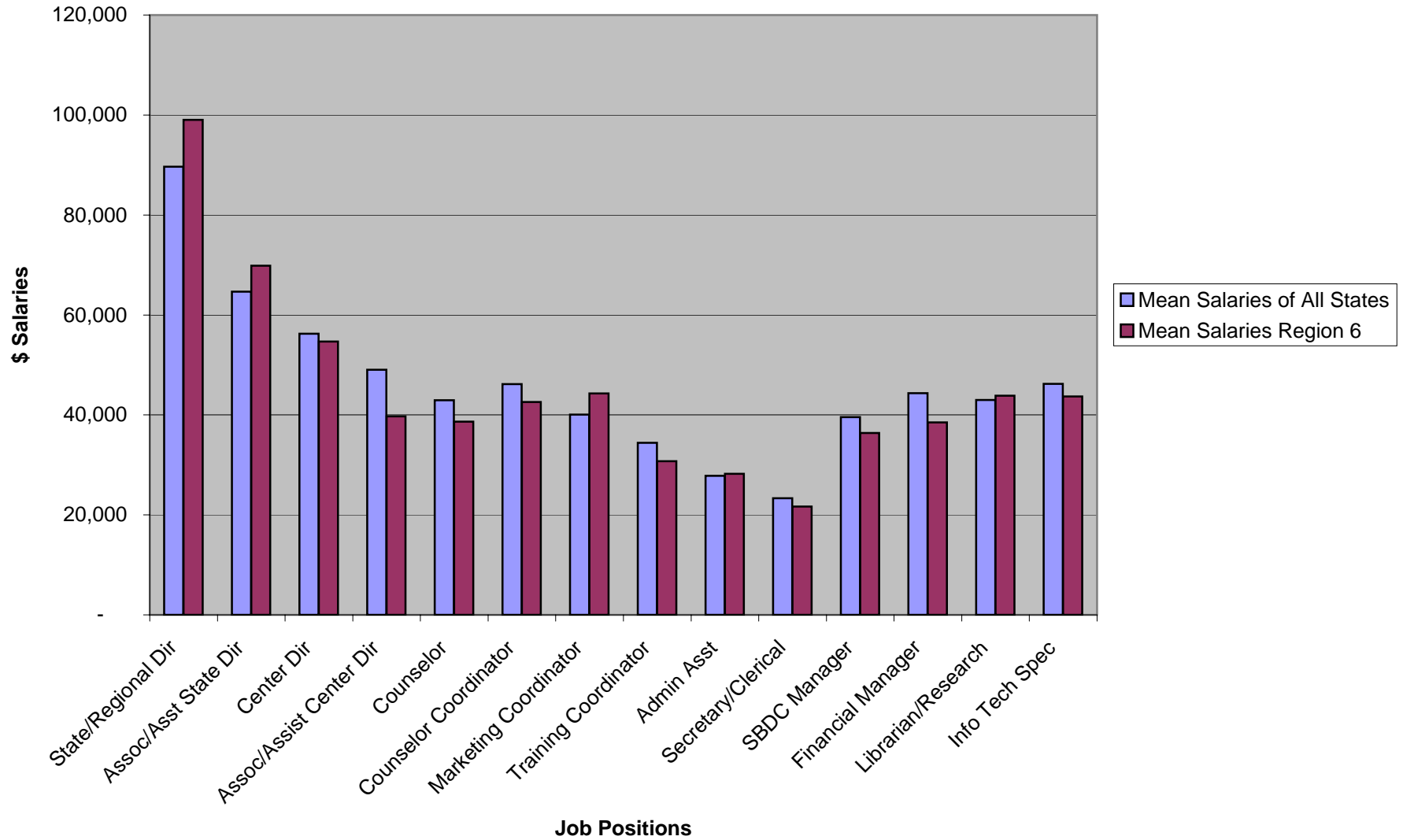


Chart 7, All States Mean Salaries Compared to Region 7, 2005

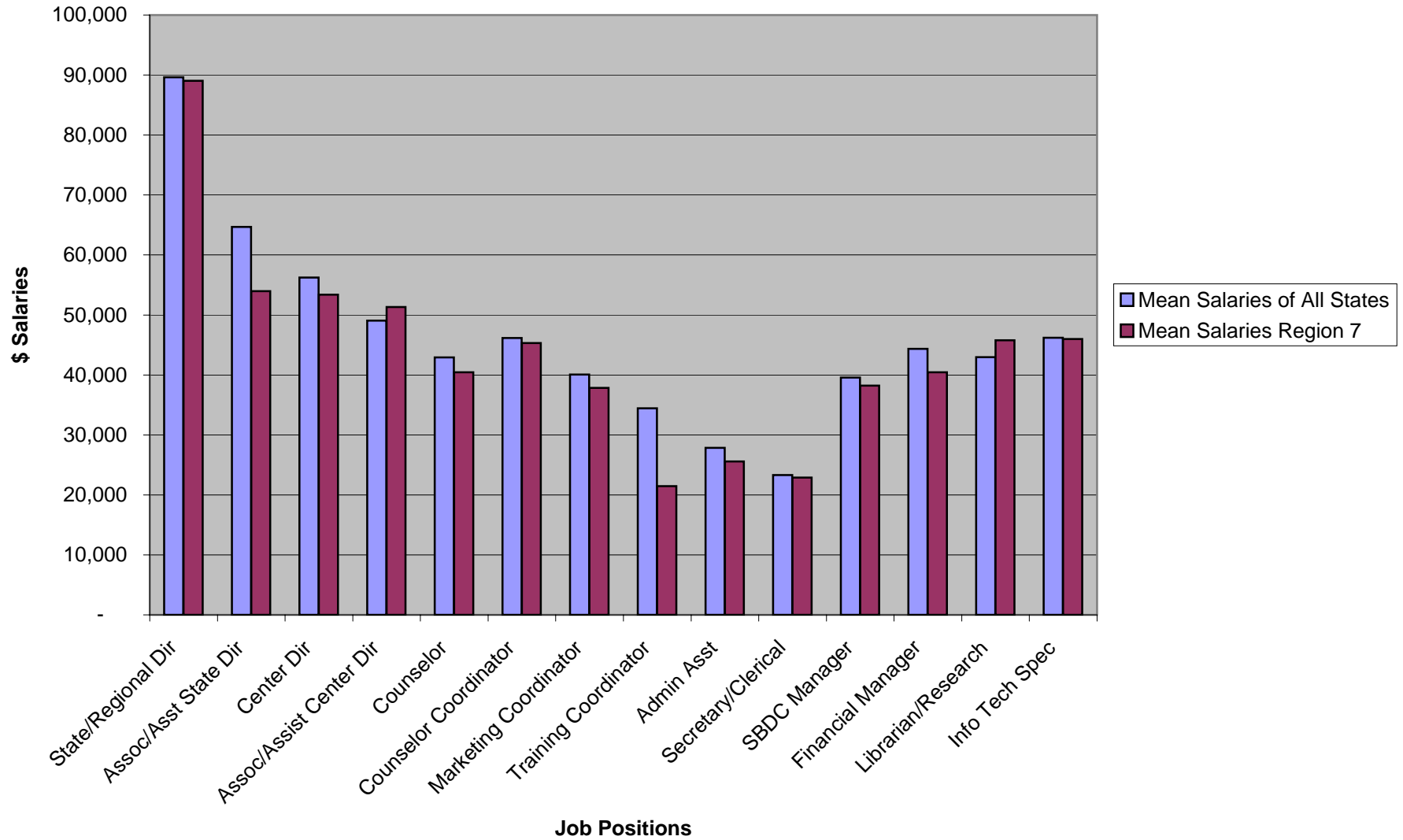


Chart 8, All States Mean Salaries Compared to Region 8, 2005

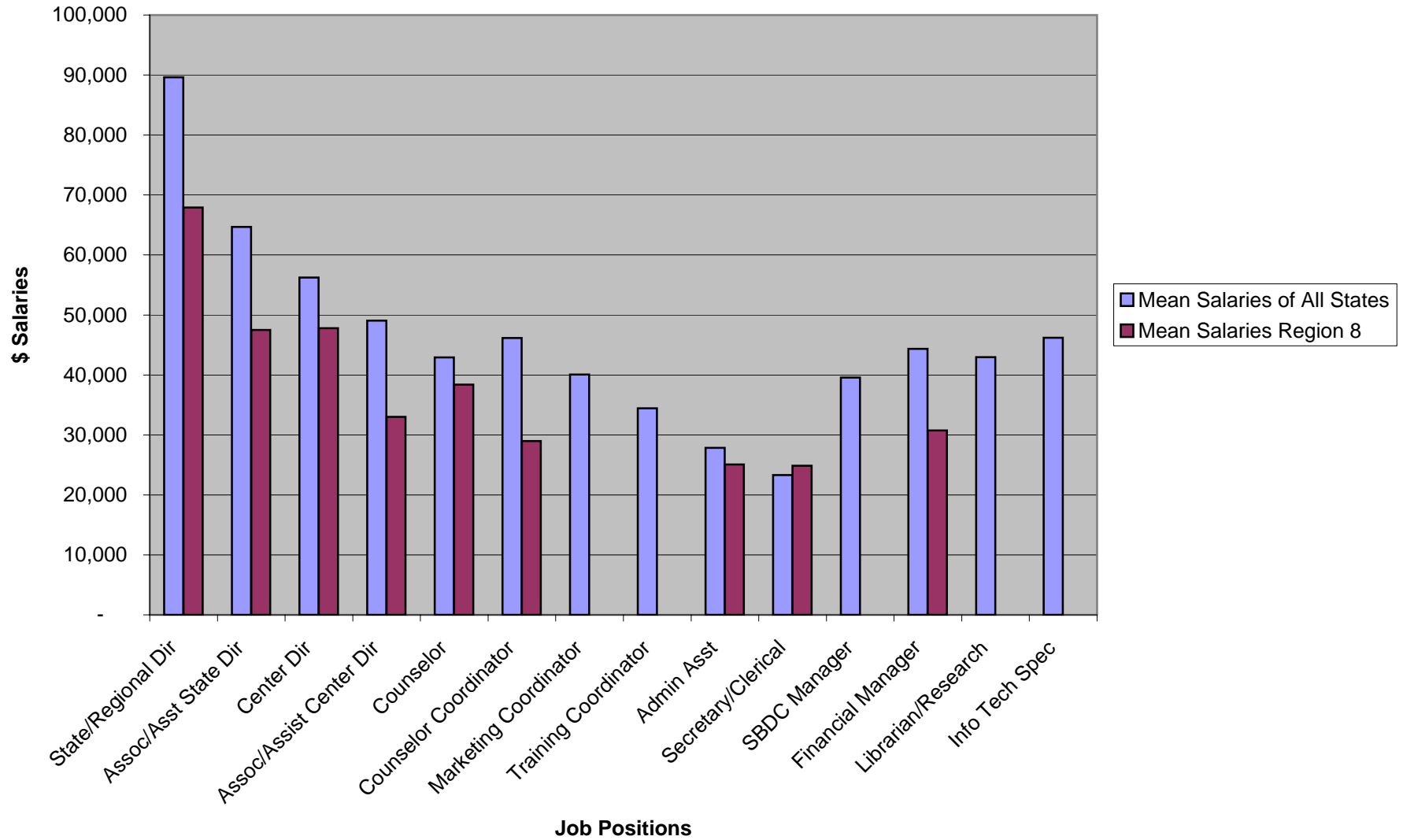


Chart 9, All States Mean Salaries Compared to Region 9, 2005

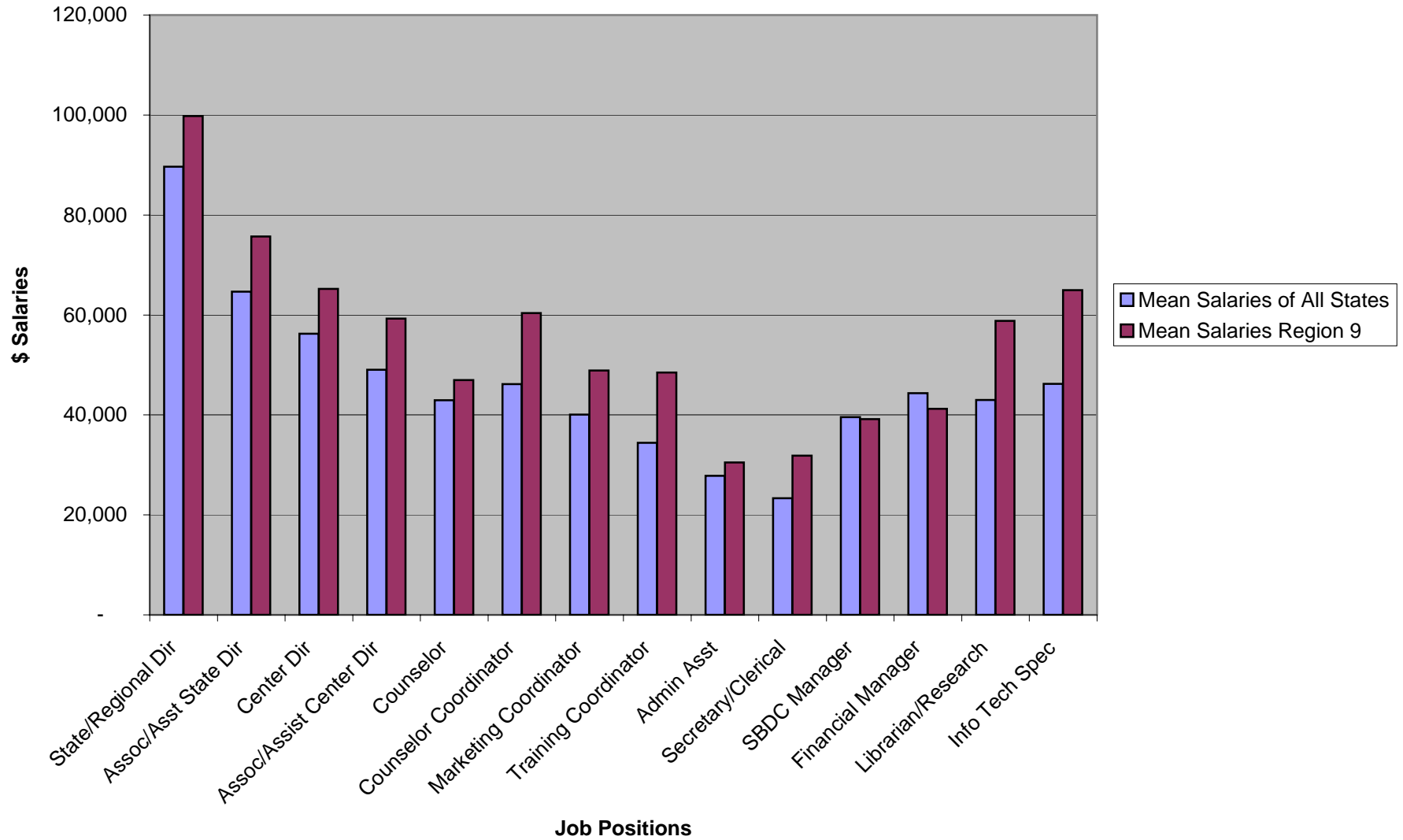
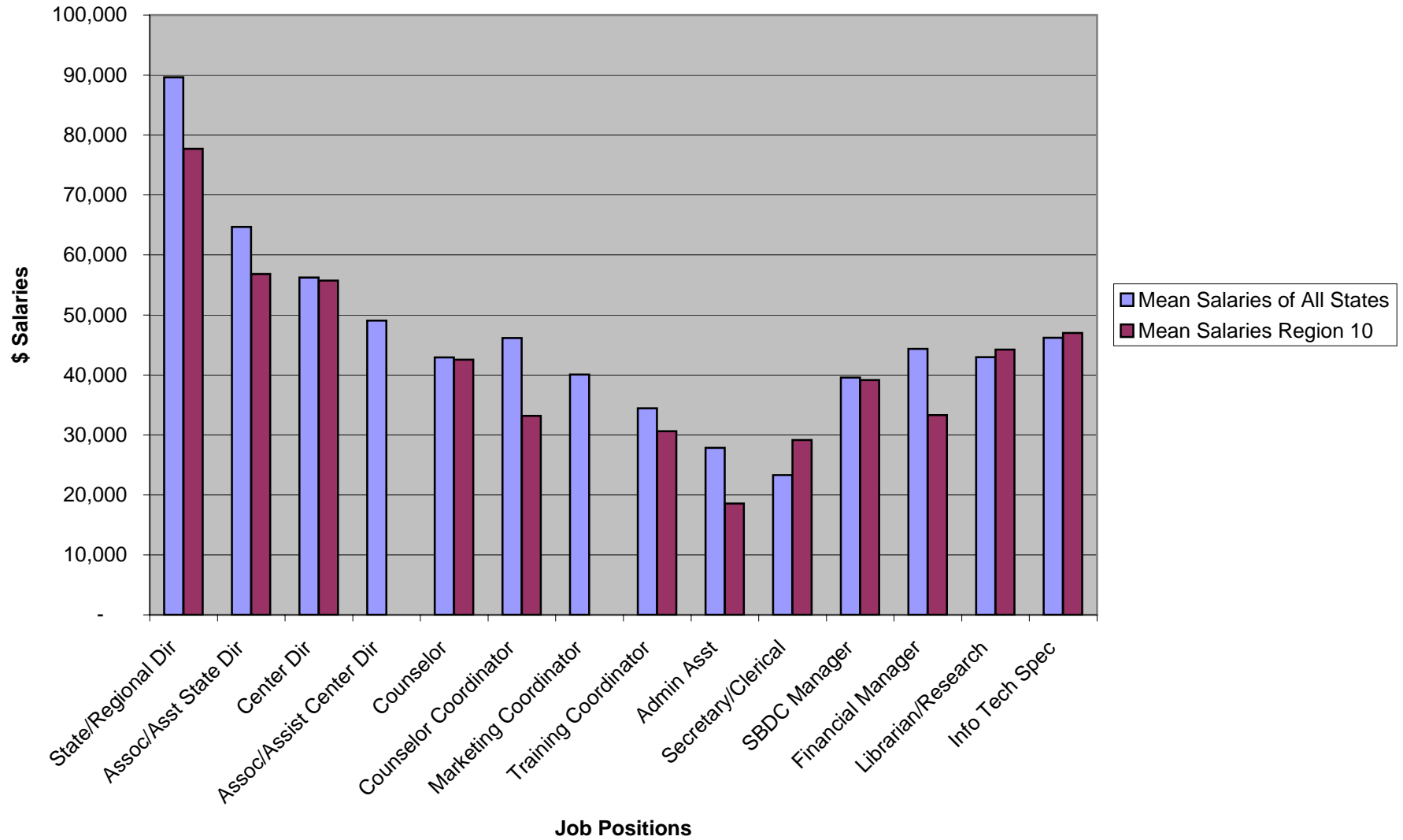


Chart 10, All States Mean Salaries Compared to Region 10, 2005



APPENDICES

Appendix A

Job Classifications for Salary Survey 2005

State/Regional Director: Job classification includes:

Executive Director
Interim Regional Director
Network Director

Assistant/Associate State Director: Job classification includes:

Assoc Director Environ
Assoc Director Finance
Assoc Director Operations
Asst Director Communication
Asst Director Financial Oversight
Asst Director Marketing
Deputy Director
Interim Director

Center Director – Job classification includes:

Agency Exec Director
Area Director
Center Manager
Director
Service Center Director

Associate/Assistant Center Director – Job classification includes:

Assistant Director of Program
Deputy Director

Counselors – Job classification includes:

Advance Business Analyst
Advisor
Business Advisor
Business Analyst
Business Consultant
Business Counselor
Business Development Advisor
Business Development Associate
Business Development Specialist
Business Economic Development Specialist
Business Liaison
Business Specialist
Business Support Specialist
CBA
Consultant
Director Bus Env Prog

Director Business
Director Micro Ent Dev
Director of Counseling
Director of E Bus Com
Director of Emerging Markets
Economic Advisor
Economic Development
International Business
International Trade
International Trade Consultant
International Trade Division Head
Management Consultant
Management Counselor
Manager Consultant Services
Marketing Counselor
Marketing Development Analyst
Marketing Specialist
Mgr Practice Leader
Senior Consultant
Senior Mgmt Counselor
Senior Program Asst
Small Business Specialist

Counselor Coordinator – Job classification includes:

Admin Coordinator
Assistant Director Cont Ed
Business Coordinator
Center Coordinator
Consulting Mgr
Coordinator
Education Program Coordinator
Mgr Consul Services
Operations Supervisor
Program Coordinator
Program Director
Program Manager
Regional Coordinator
Services Coordinator

Marketing Coordinator – Job classification includes:

Asst Director Marketing
Director Business & Market Research
Director Management Education Services
Grants & Marketing
Manager Marketing
Marketing & Training Specialist

Marketing Manager
Marketing Program Coordinator
Marketing Research/Other
Marketing Specialist
Marketing Training Coordinator
Mktg/Promotions
Training/Marketing Coordinator

Training Coordinator – Job classification includes:

Associate Director Training
Records & Training
Restaurant/Retail Training
Senior Training Coordinator
Training Manager

Administrative Assistant – Job classification includes:

AA
Admin & Workshop
Admin Asst I, II, & III
Admin Coordinator
Admin Manager
Admin Services Officer II
Admin Specialist
Admin Support
Admin Support Specialist
Administrative
Administrative Associate
Analyst/Exec As
Assistant
Budget & Human
Business Admin
Coordinator Admin Services
Director of Admin
Exec Assistant
Exec Sec 1
New Program Assistant
Ofc Spec Interme
Office Coordinator
Office Manager
Program Support
Publications & Workshop
Support Asst
Support Specialist
Transition Support

Secretary/Clerical – Job classification includes:

Account Clerk IV
Accounting Clerk
Admin Clerk
Admin Sec
Admin Sec II
Admin Secretary
Clerical
Clerical Specialist
Clerical Support Specialist
Clerk
Dept Secretary
Front Desk
Front Desk Manager
General Office Clerk
Office Assistant
Receptionist
Secretarial Support
Secretary II/III
Staff Assistant
Support Staff

SBDC Manager – Job classification includes:

Area Manager
Assistant Manager
Center Manager
Environ Program Manager
Grants Manager
Incubator Manager
Info Coordinator
Manager
Manager GIS
MIS Coordinator
MIS Manager
Program Specialist
Project Specialist
SBDC Specialist
Special Project Manager
Special Projects

Financial Manager – Job classification includes:

Accountant
Accounting Tech
Budget Officer
Bus & Tech Mgr
Business Manager

CIB Accountant
COB Budgets
Controller
Director Finance
Finance Coordinator
Finance Manager
Finance Specialist
Financial Officer
Fiscal Manager
Network Fiscal Coordinator
Principal Accountant
Procurement Spec
Procurement Tech
Program Account Specialist
Senior Accountant
Senior Bookkeeper

Librarian Researcher – Job classification includes:

Research & Innov. Coordinator
Research Coordinator
Research Librarian

IT Specialist – Job classification includes:

Computer /Info Coordinator
Computer Analyst
Director Info System
Director Internet Program
Director Technology
Info Specialist
Info Tech Manager
Information Manager
IT Manager
Manager Technology
Network Coordinator
Network Director
Programmer
System Analyst
Tech Trsfr & Ptnt Donatn
Technical Assistant Coordinator
Technical Consultant
Technical Coordinator
Technical Program Director
Technology Manager
Trainer & Webmaster
Web Design
Webmaster

Appendix B

Methodology

On January 12, 2005, an e-mail request to complete the salary survey 2005 was sent out to SBDC organizations in 63 states, regions, and U.S. territories asking them to return the key personnel listing in their SBA grant and an organizational chart of their institution. The data obtained from the SBDC organizations was for 2005. We obtained a 94% survey return. As the responses came in the SBDCNet office, they were entered into the SPSS software. Survey data was categorized into the following variables: geographic location, job title, annual salary, region, and institutional levels. Data was printed and the manual reviewed in February to ascertain that the data input in SPSS was accurate data. This was done three times over the course of the project. Once data was analyzed for accuracy, a series of statistical analyses were performed via SPSS software, and also comparisons of salary means between region and national averages were prepared in tables and charts. Survey data was separated into part time and full time employees. The part time staff salaries were not analyzed.

On March 3, 2005, SBDC salary survey 2005 preliminary report was presented to the ASBDC at their spring conference in Washington D.C. A final report will be shared and distributed to all the SBDC organizations in U.S. by the end of March 2005.

Appendix C

Recommendations for Future Salary Surveys

1. Job titles should be standardized across the SBDC organizations.
2. Salary survey responses should only include full time positions.
3. Salaries should not be provided in salary ranges rather, in actual individual salary amounts.
4. The response rate of 94% should be maintained or improved in the next surveys.