



Prepared by the  
**SBDCNet National Information Clearinghouse**  
**At The University of Texas San Antonio**  
**Institute for Economic Development**

Al Salgado - Director, Southwest Texas Border Region  
Deborah Schueneman - Director, SBDC National Information Clearinghouse  
Charles Brant - Business Economic Research Associate, SBDC National Information Clearinghouse

Visit us at  
<http://sbdnet.org>  
1-800-689-1912



## Table of Contents

Executive Summary .....	3
METHODOLOGY .....	3
RECOMMENDATIONS .....	4
Responding States/Regions .....	5
State Directors 2007 .....	6
Assoc./Asst. State Directors 2007 .....	7
Directors 2007 .....	8
Assoc./Asst. Directors 2007 .....	9
Manager 2007 .....	10
Counselor/Advisor/Consultant 2007 .....	11
Information Technology (IT) 2007 .....	12
Accounting/Finance 2007 .....	13
Coordinator/Advisor/Consultant 2007 .....	14
Training 2007 .....	15
Secretary/Clerical 2007 .....	16
SBA Regions Compared To SBA Region I .....	17
SBA Regions Compared To SBA Region II .....	18
SBA Regions Compared To SBA Region III .....	19
SBA Regions Compared To SBA Region IV .....	20
SBA Regions Compared To SBA Region V .....	21
SBA Regions Compared To SBA Region VI .....	22
SBA Regions Compared To SBA Region VII .....	23
SBA Regions Compared To SBA Region VIII .....	24
SBA Regions Compared To SBA Region IX .....	25
SBA Regions Compared To SBA Region X .....	26
SBA Regions Mean Salaries All Positions .....	27
SBA Regions Median Salaries All Positions .....	28
SBA Regions Min Max Salaries All Positions .....	29
Mean Salary by Position for 2001, 2003, 2005, 2007 .....	30
Mean Salaries All Regions 2007 .....	30
Job Classification for Salary Survey 2007 .....	31
STATISTICAL DEFINITIONS .....	34

## **Executive Summary**

The FY 2007 Salary Survey was completed in February 2007 referencing source data provided by ASBDC members from current FY/CY 2007 SBDC Cooperative Agreements. Responses were received from 43 States, 5 Regions and 2 U.S. Territories representing all SBA regions. Geographically, it was a very representative survey.

This study outlines SBA regional and national comparisons for all positions found within the SBDC program network. Historically, the salary survey has been used in several ways none the least of which has been for position comparables and support for negotiation with host institutions.

The SBDC National Information Clearinghouse would like to thank all survey participants.

### **METHODOLOGY:**

On December 15<sup>th</sup> 2006, a letter was sent to all State, Executive and Regional SBDC Directors requesting that they submit the key personnel section of the budget that is sent as a part of the FY2007 proposal.

The data was categorized according to the following variables:

- geographic location
- job title
- state
- annual salary
- regions
- new title

To ensure accuracy, data was manually reviewed following entry into SPSS statistical software and thrice checked against the reporting organizations' key

personnel charts. A series of statistical analyses were performed and comparisons of mean salaries between regions were prepared in table and chart forms. A total of 1,679 salaries were submitted resulting in 10,074 pieces of data manipulated to produce the 2007 salary survey.

On February 16<sup>th</sup>, the preliminary 2007 ASBDC salary survey report was reviewed and subsequently published for distribution at the ASBDC Spring Meeting in Alexandria, VA.

### **RECOMMENDATIONS:**

Within the SBDC nationwide network, as many as 5 titles have been identified for several positions. Attempting to appropriately and accurately categorize these titles into those most commonly used by the network at large presented concerns about misidentification and related accuracy.

Additionally, the historical and most recently prepared ASBDC salary surveys have been developed using the Key Personnel information submitted as part of each states' budget section of their respective SBDC proposal.

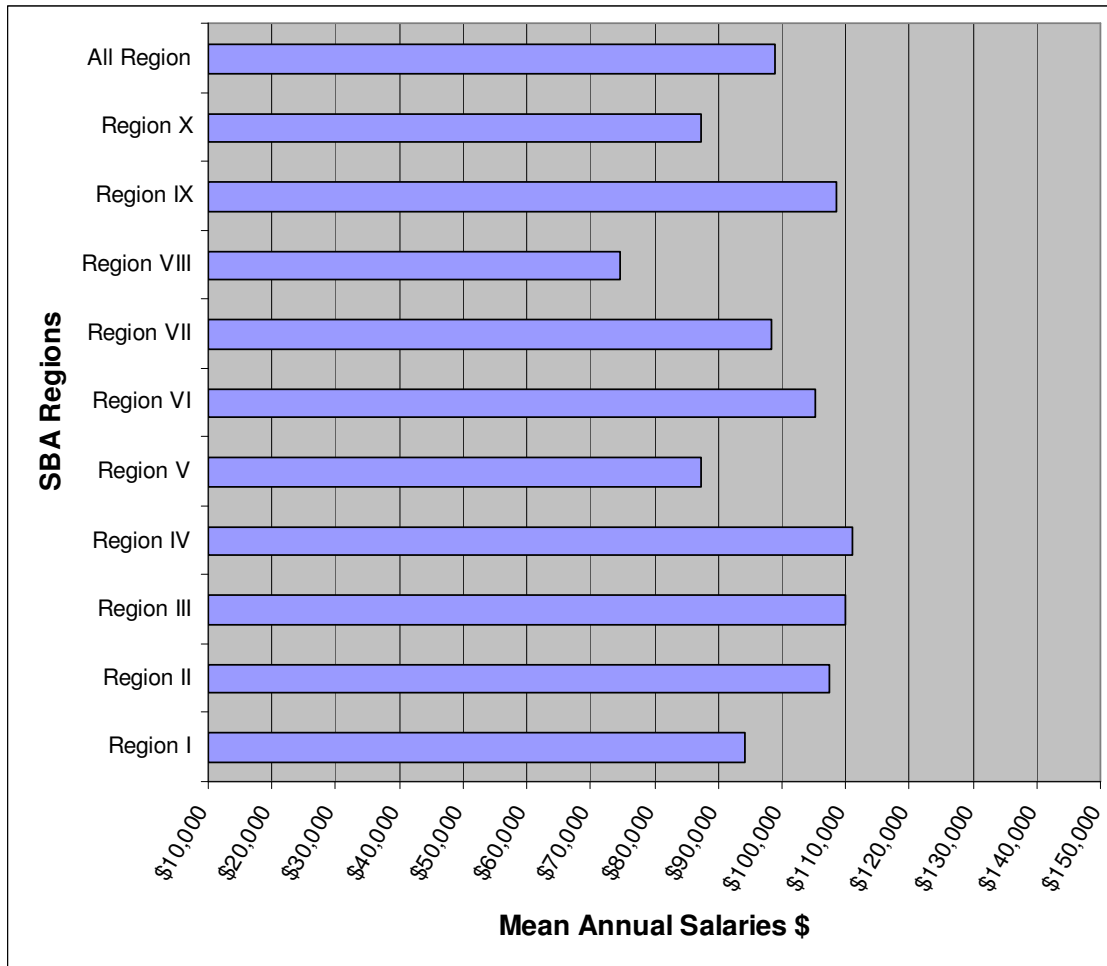
The following recommendations are offered to minimize future challenges inherent with the current methodology:

- Each state director should submit salary information for all positions within their respective network and not solely for the state office staff.
- ASBDC should develop a list of titles applicable to all SBDC staff positions for use on the Key Personnel document of the budget.

**Responding States/Regions**

<b>Region</b>	<b>States/Centers Responding</b>	<b>States/Centers Non-responding</b>
I	MA, ME, NH RI, VT	CT
II	NJ, PR	NY, VI
III	DC, DE, MD, PA VA, WV	None
IV	AL, FL, GA, KY MS, NC, SC	TN
V	IL, IN, MI MN, OH, WI	None
VI	AR, LA, NM, NTX, NWTX, SWTX	TX-HOU, OK
VII	IA, KS,MO,NE	None
VIII	CO, MT, ND, SD, UT, WY	None
IX	AZ, CA(Santa Ana, Los Angeles) HI, NV	CA(San Diego, San Francisco, Sacramento, Fresno), Guam AMSamoia
X	ID, OR, WA	AK
Total	50	13

## State Directors 2007

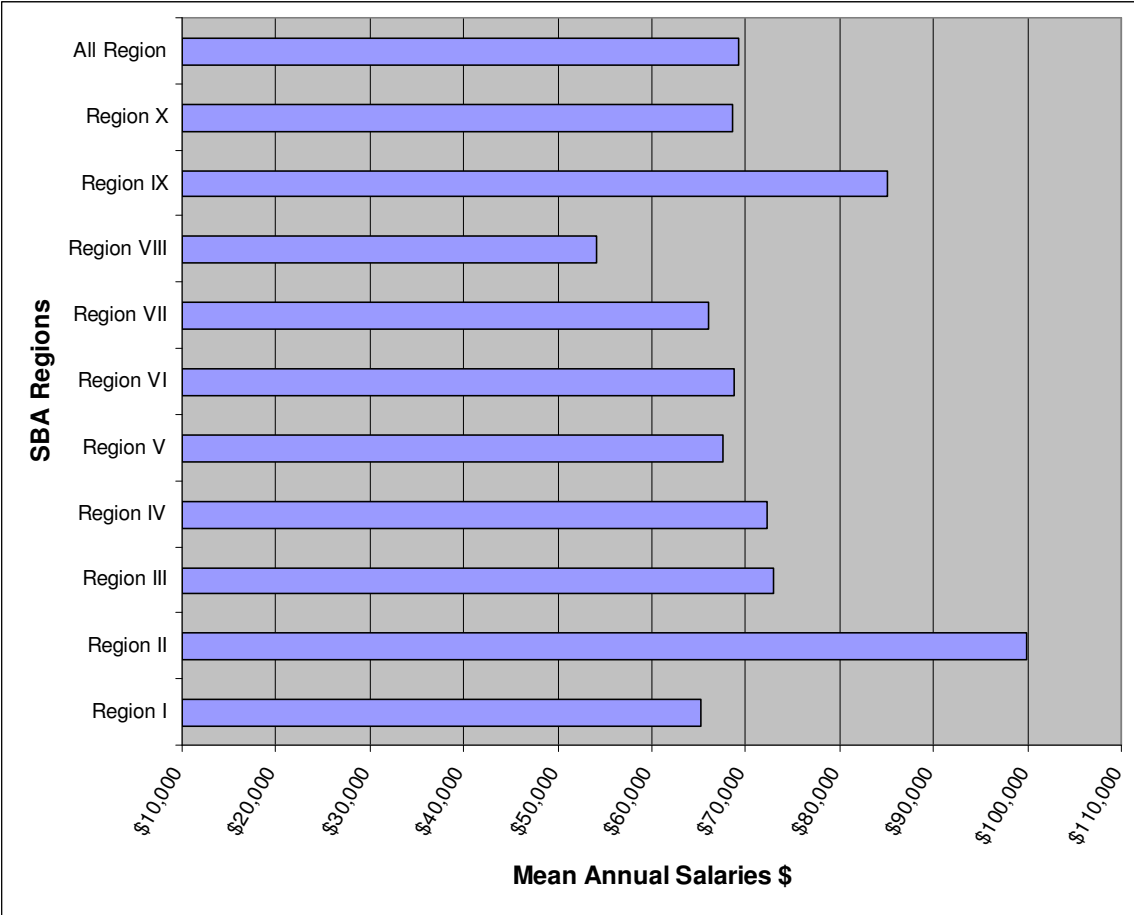


## Statistical Analysis

Number	50	
Mean	\$98,999	
Median	\$95,988	
Std. Deviation	\$21,257	
Minimum	\$57,560	
Maximum	\$156,031	
Range	\$98,471	
Percentile		
	50	\$95,988
	60	\$99,720
	70	\$108,683
	80	\$116,789
	90	\$131,656

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

# Assoc./Asst. State Directors 2007

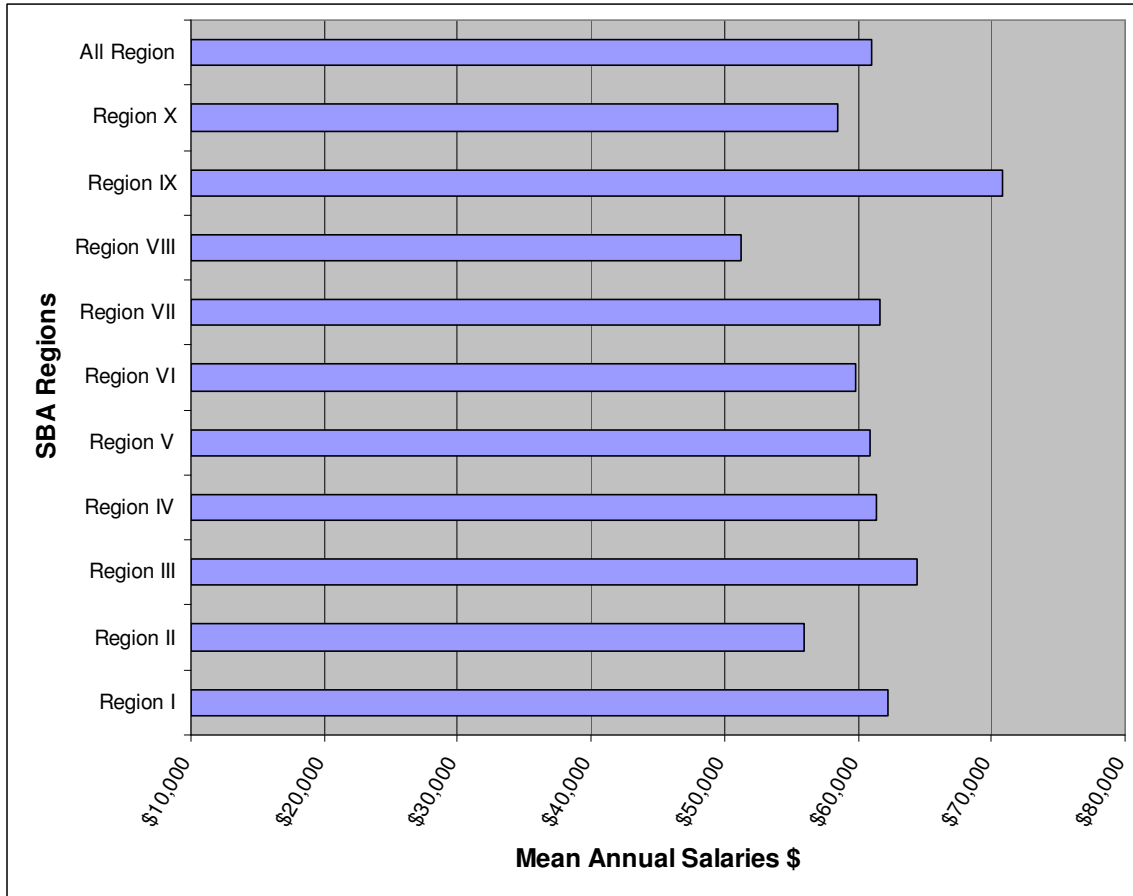


## Statistical Analysis

Number		47
Mean		\$69,315
Median		\$66,630
Std. Deviation		\$15,546
Minimum		\$40,313
Maximum		\$110,614
Range		\$70,301
Percentile	50	\$66,630
	60	\$72,135
	70	\$74,412
	80	\$80,537
	90	\$91,574

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

## Directors 2007



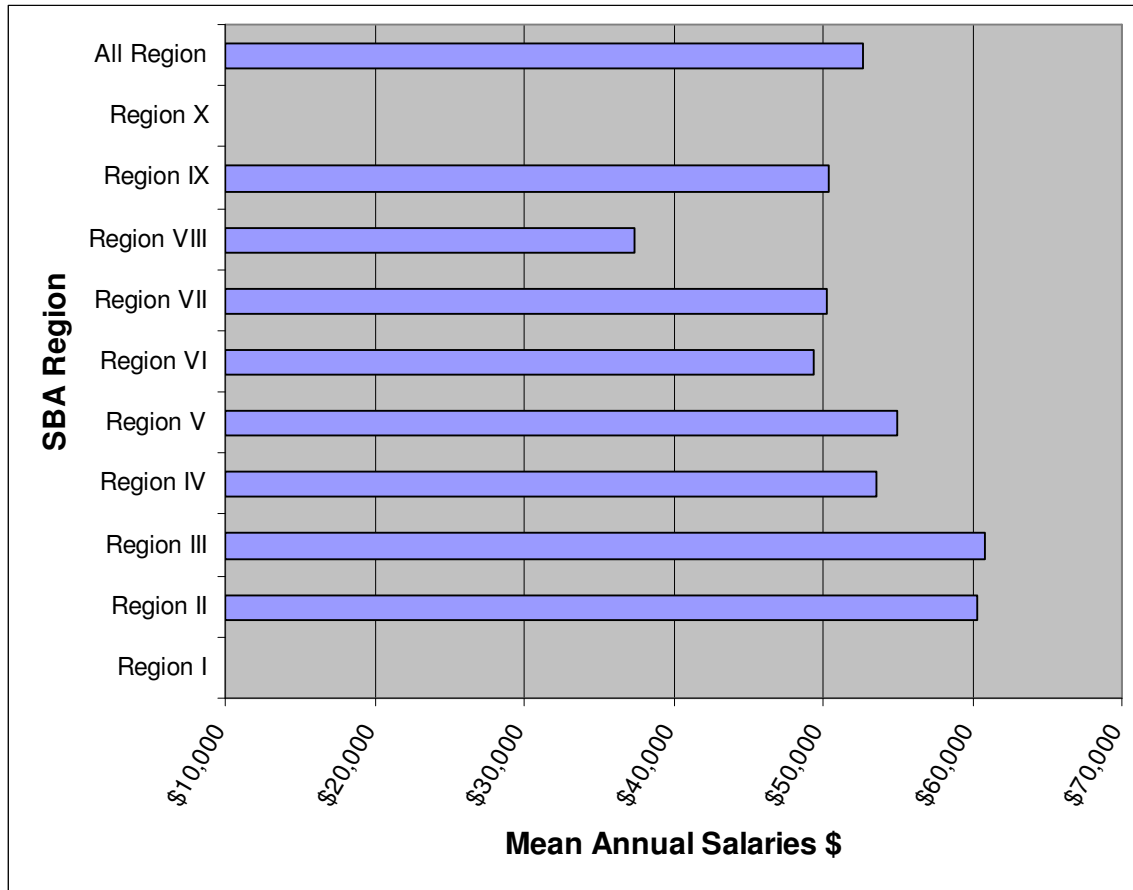
## Statistical Analysis

Number	486	
Mean	\$60,987	
Median	\$58,788	
Std. Deviation	\$15,554	
Minimum	\$30,000	
Maximum	\$145,640	
Range	\$115,640	
Percentile		
	50	\$58,788
	60	\$62,400
	70	\$65,600
	80	\$71,665
	90	\$79,656

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



## Assoc./Asst. Directors 2007

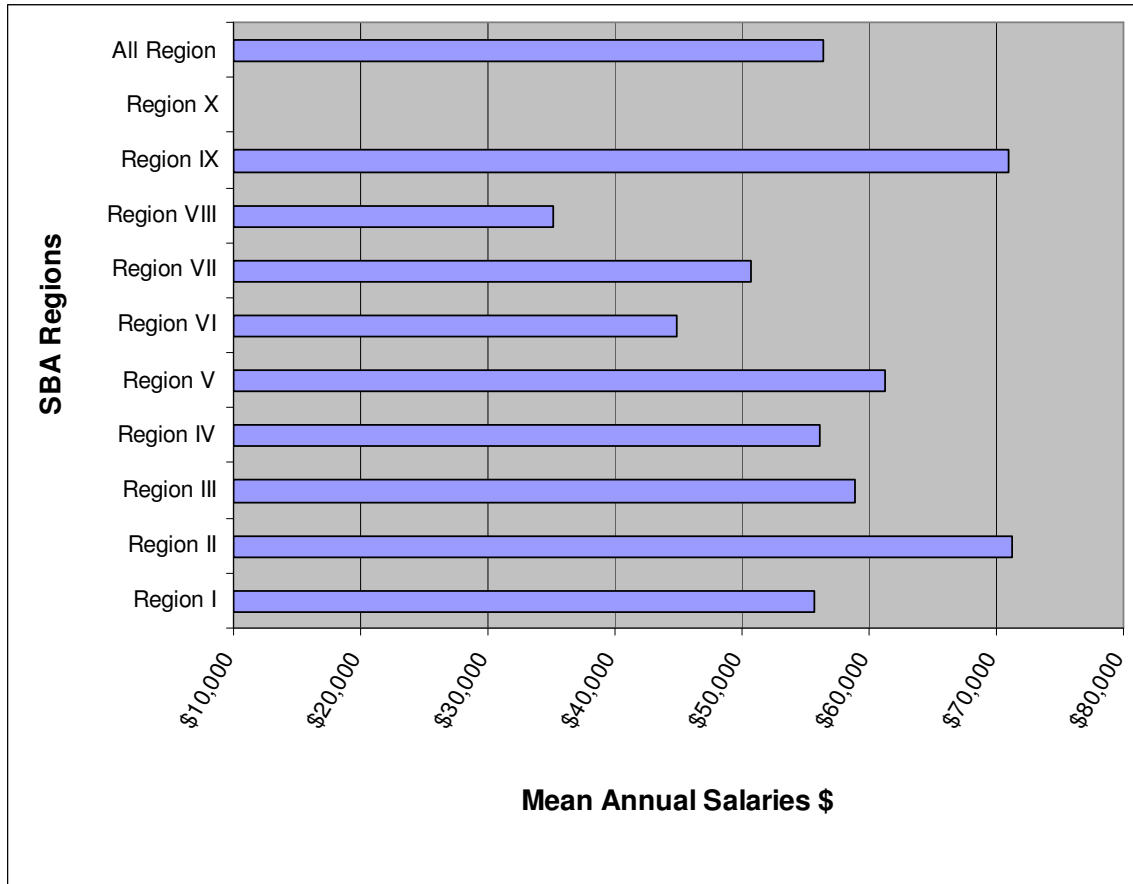


## Statistical Analysis

Number		73
Mean		\$52,656
Median		\$50,481
Std. Deviation		\$13,049
Minimum		\$29,500
Maximum		\$93,340
Range		\$63,840
Percentile	50	\$50,481
	60	\$54,779
	70	\$59,162
	80	\$61,652
	90	\$72,504

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

## Manager 2007

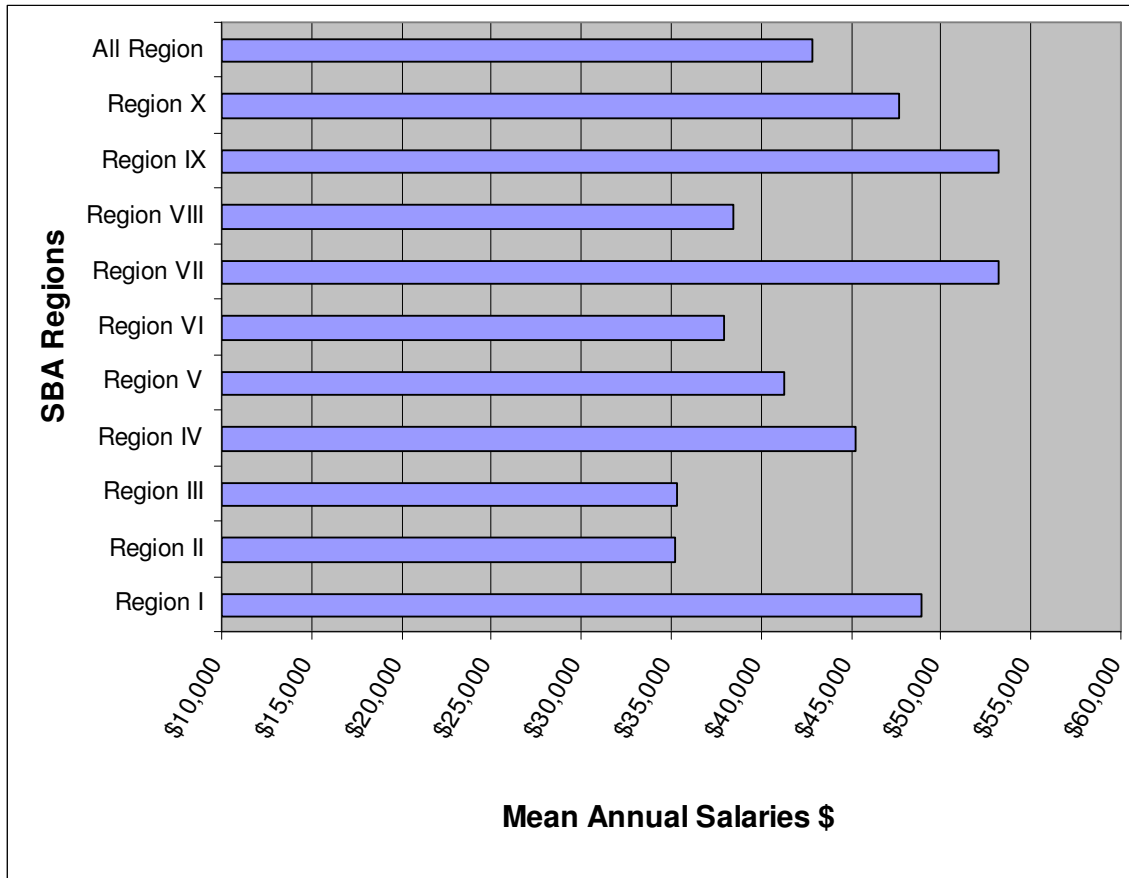


## Statistical Analysis

Number		21
Mean		\$56,364
Median		\$55,085
Std. Deviation		\$14,413
Minimum		\$35,080
Maximum		\$80,605
Range		\$45,525
Percentile	50	\$55,085
	60	\$63,189
	70	\$64,884
	80	\$72,052
	90	\$78,262

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

## Counselor/Advisor/Consultant 2007

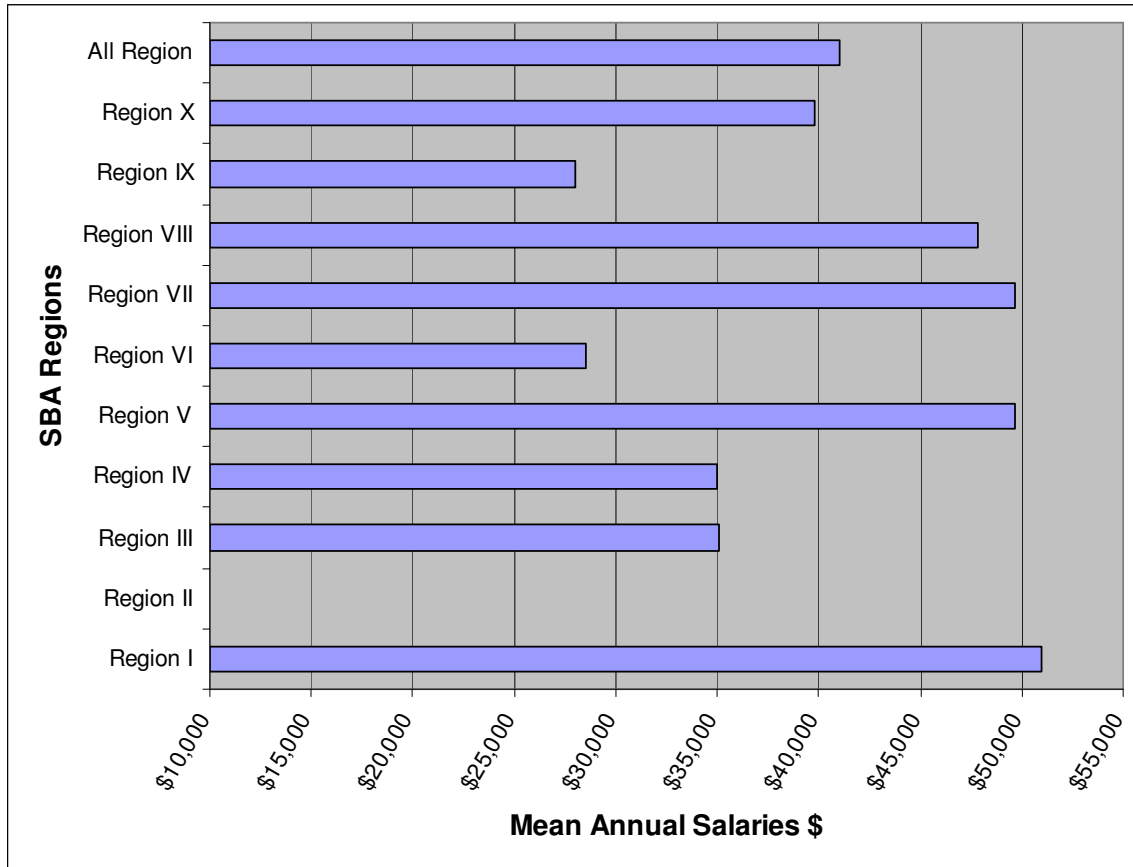


### Statistical Analysis

Number	558	
Mean	\$42,859	
Median	\$41,540	
Std. Deviation	\$12,679	
Minimum	\$5,246	
Maximum	\$84,200	
Range	\$78,954	
Percentile	50	\$41,540
	60	\$45,062
	70	\$48,426
	80	\$52,415
	90	\$57,274

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

## Information Technology (IT) 2007

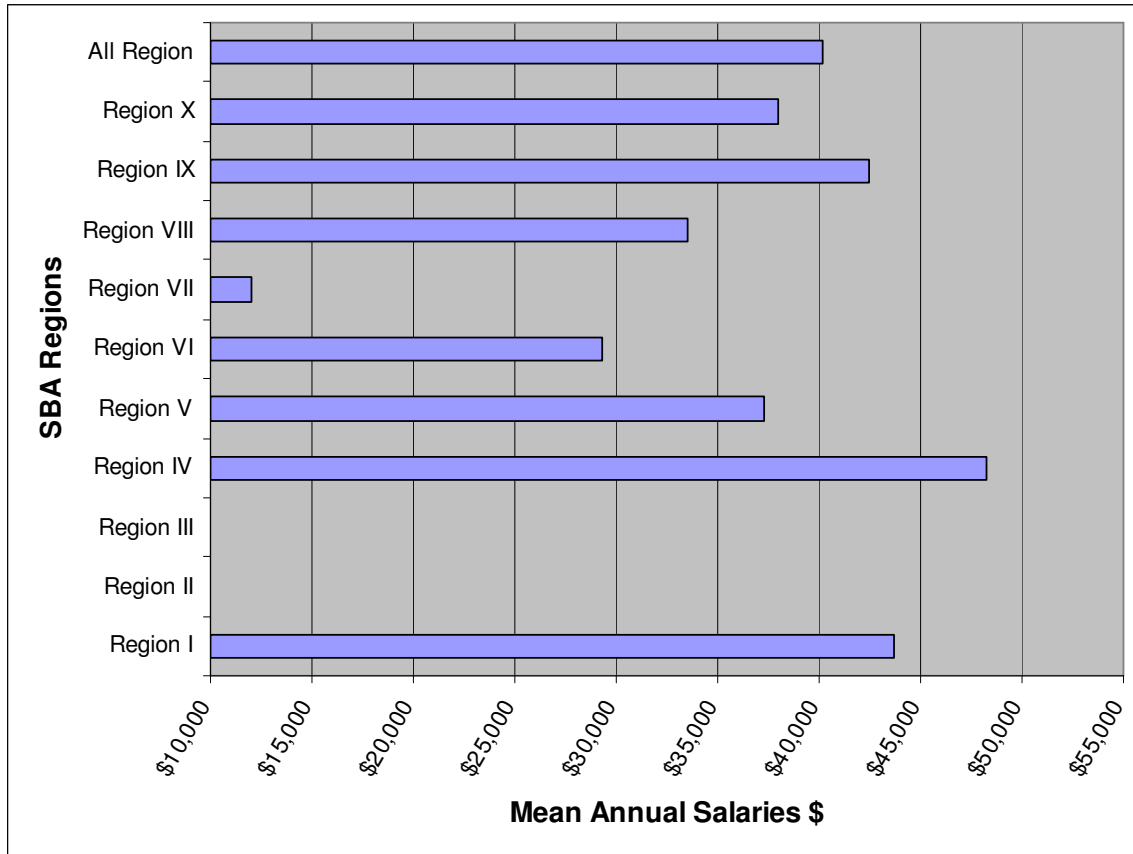


### Statistical Analysis

Number		22
Mean		\$41,008
Median		\$40,016
Std. Deviation		\$10,767
Minimum		\$25,519
Maximum		\$62,580
Range		\$37,061
Percentile	50	\$40,016
	60	\$44,870
	70	\$49,252
	80	\$50,197
	90	\$58,338

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

## Accounting/Finance 2007

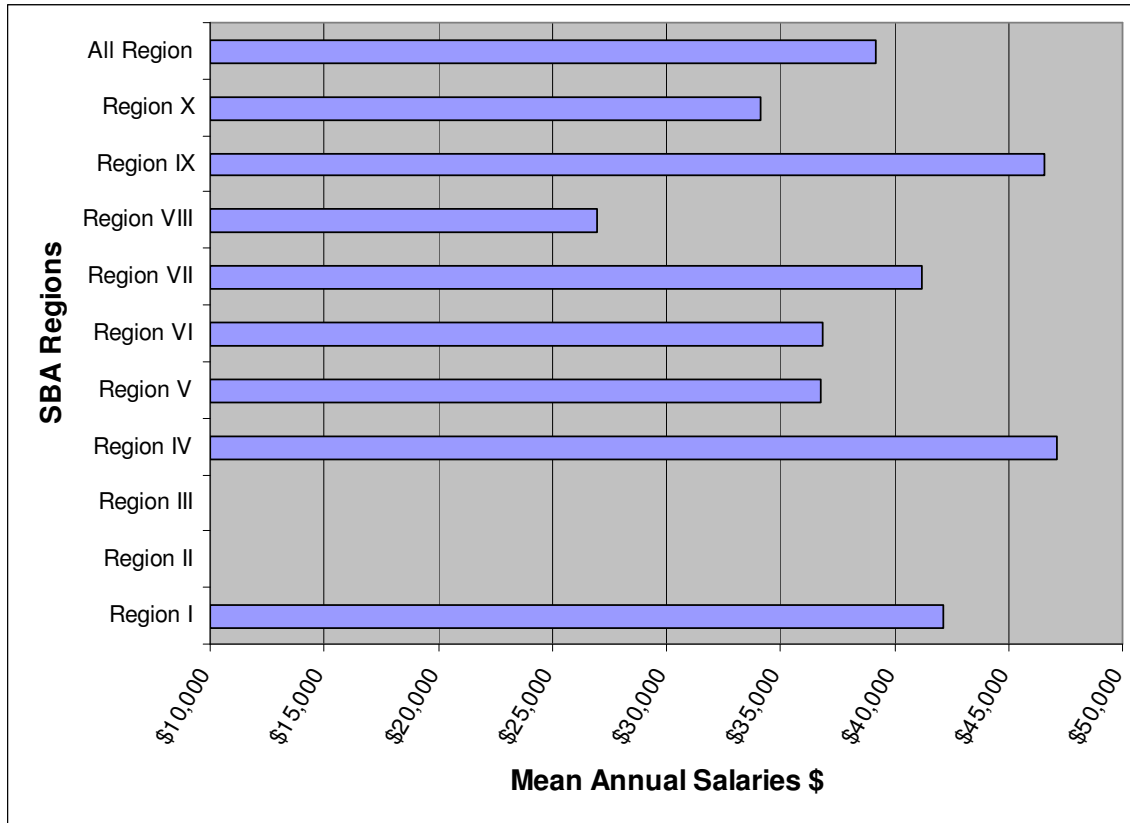


## Statistical Analysis

Number		18
Mean		\$40,162
Median		\$38,480
Std. Deviation		\$11,833
Minimum		\$12,000
Maximum		\$61,800
Range		\$49,800
Percentile	50	\$38,481
	60	\$41,959
	70	\$44,511
	80	\$52,416
	90	\$58,230

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

## Coordinator/Advisor/Consultant 2007

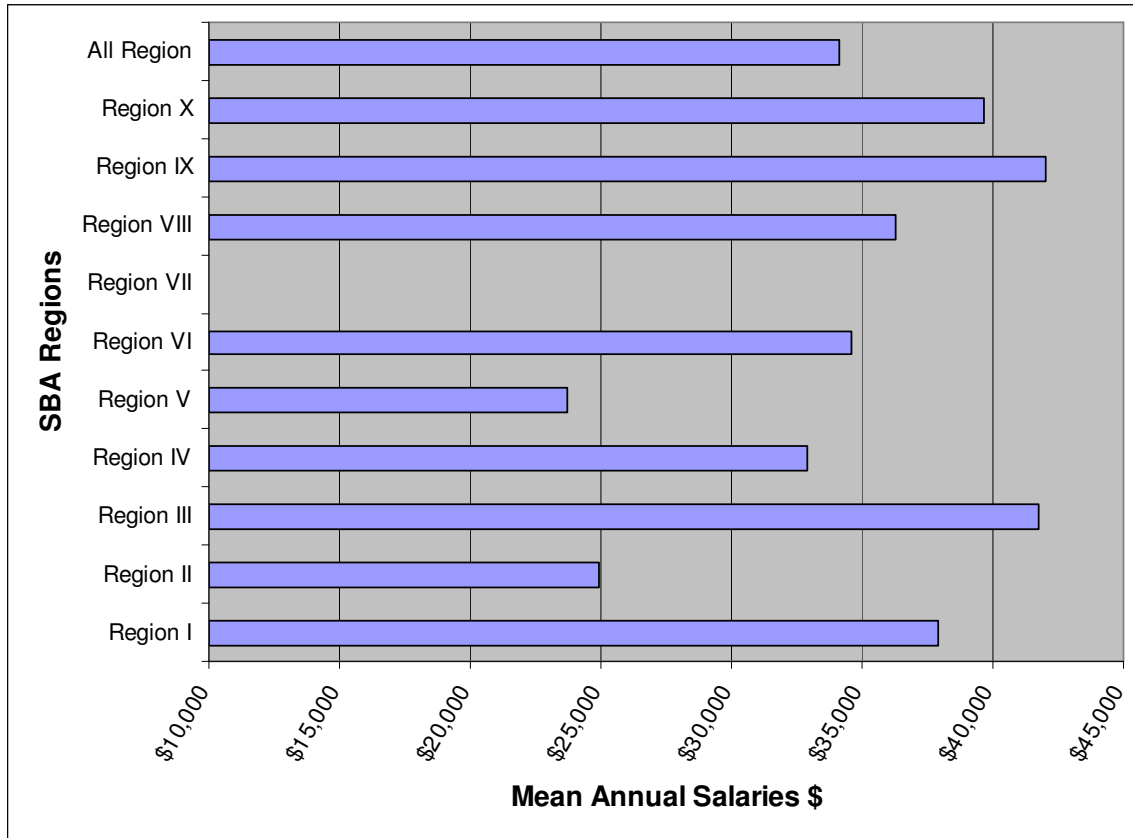


### Statistical Analysis

Number		31
Mean		\$39,200
Median		\$37,960
Std. Deviation		\$11,482
Minimum		\$11,509
Maximum		\$68,477
Range		\$56,968
Percentile	50	\$37,960
	60	\$40,862
	70	\$41,920
	80	\$45,923
	90	\$56,251

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

## Training 2007

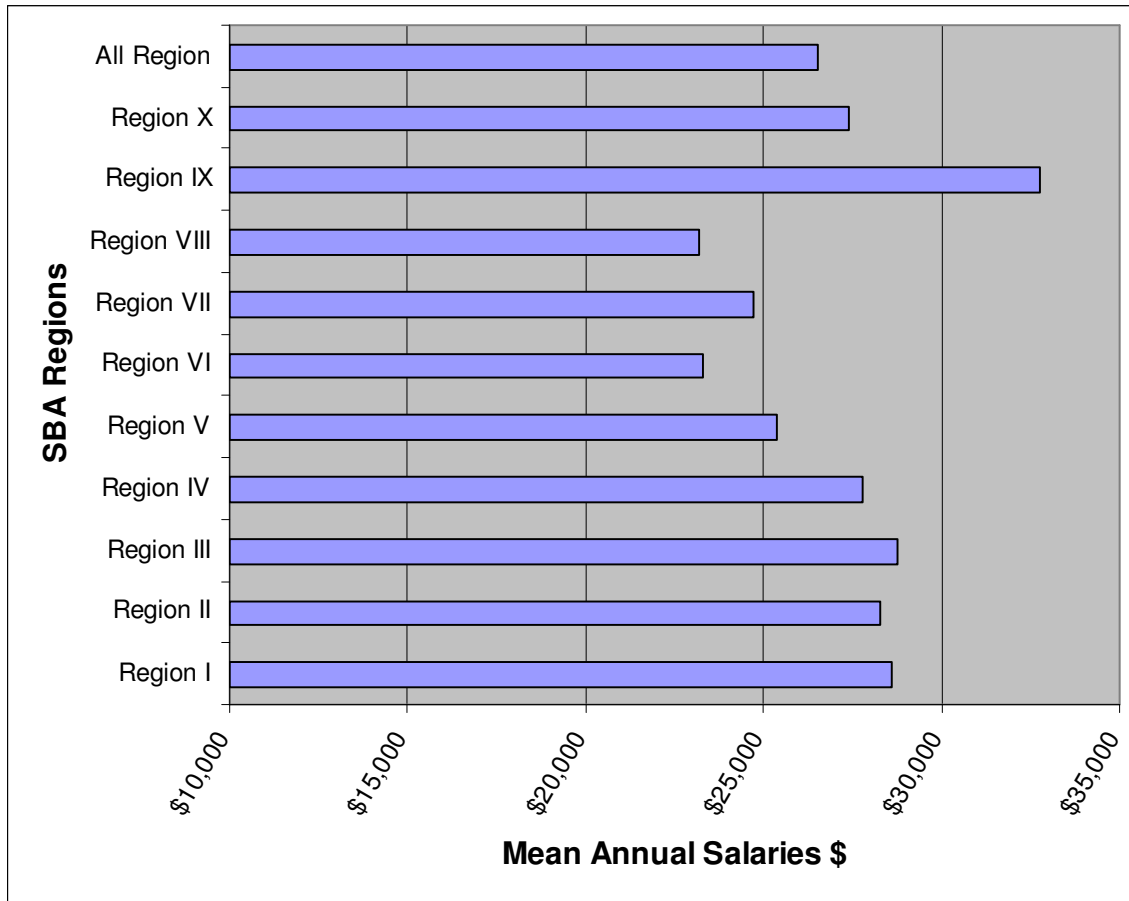


## Statistical Analysis

Number	51	
Mean	\$34,107	
Median	\$34,064	
Std. Deviation	\$12,568	
Minimum	\$7,370	
Maximum	\$82,449	
Range	\$75,079	
Percentile		
	50	\$34,064
	60	\$35,381
	70	\$37,835
	80	\$40,960
	90	\$48,933

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

## Secretary/Clerical 2007



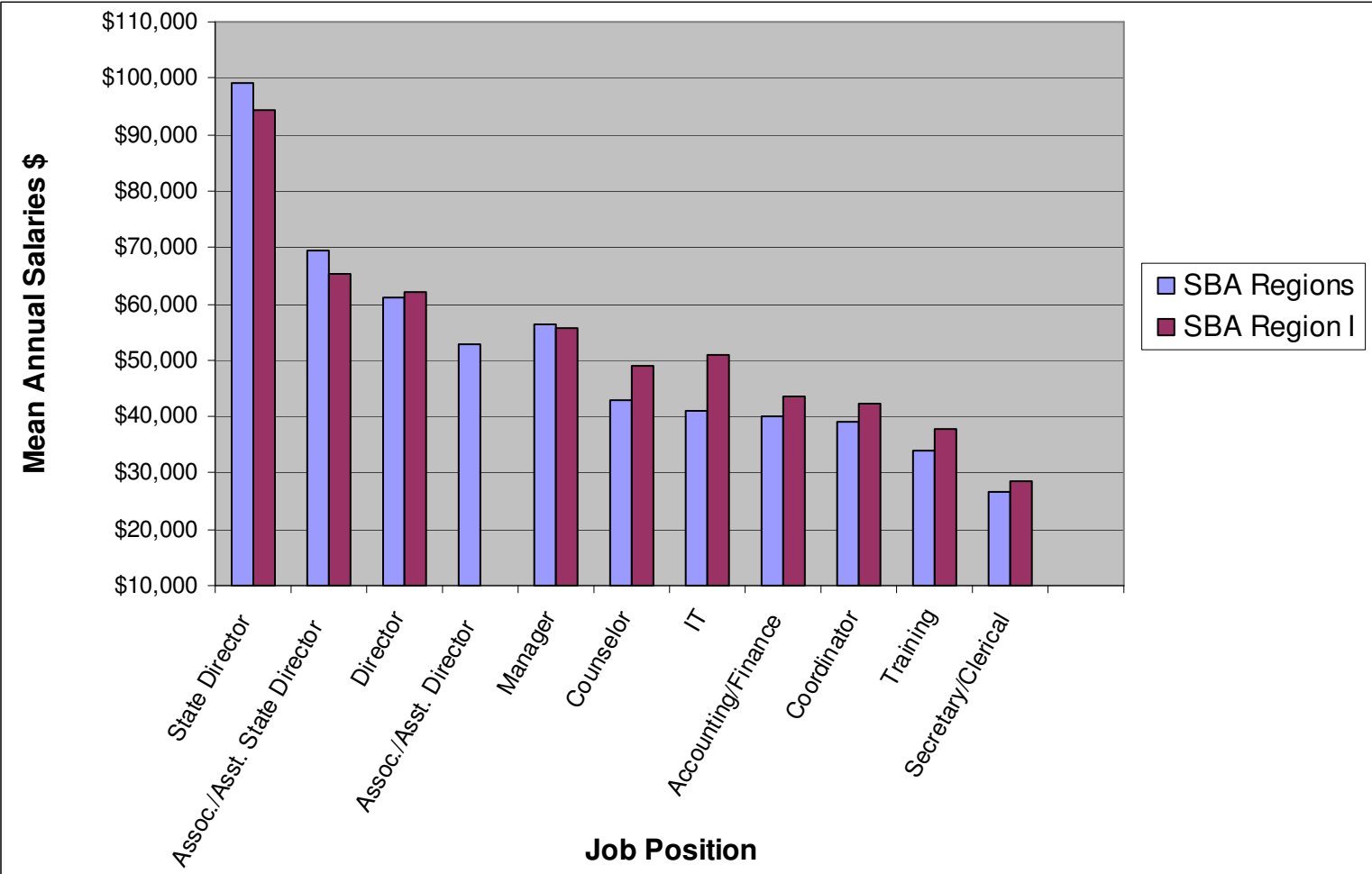
## Statistical Analysis

Number	268	
Mean	\$26,530	
Median	\$26,000	
Std. Deviation	\$8,815	
Minimum	\$600	
Maximum	\$58,894	
Range	\$58,294	
Percentile		
	50	\$26,000
	60	\$27,695
	70	\$30,379
	80	\$32,622
	90	\$37,252

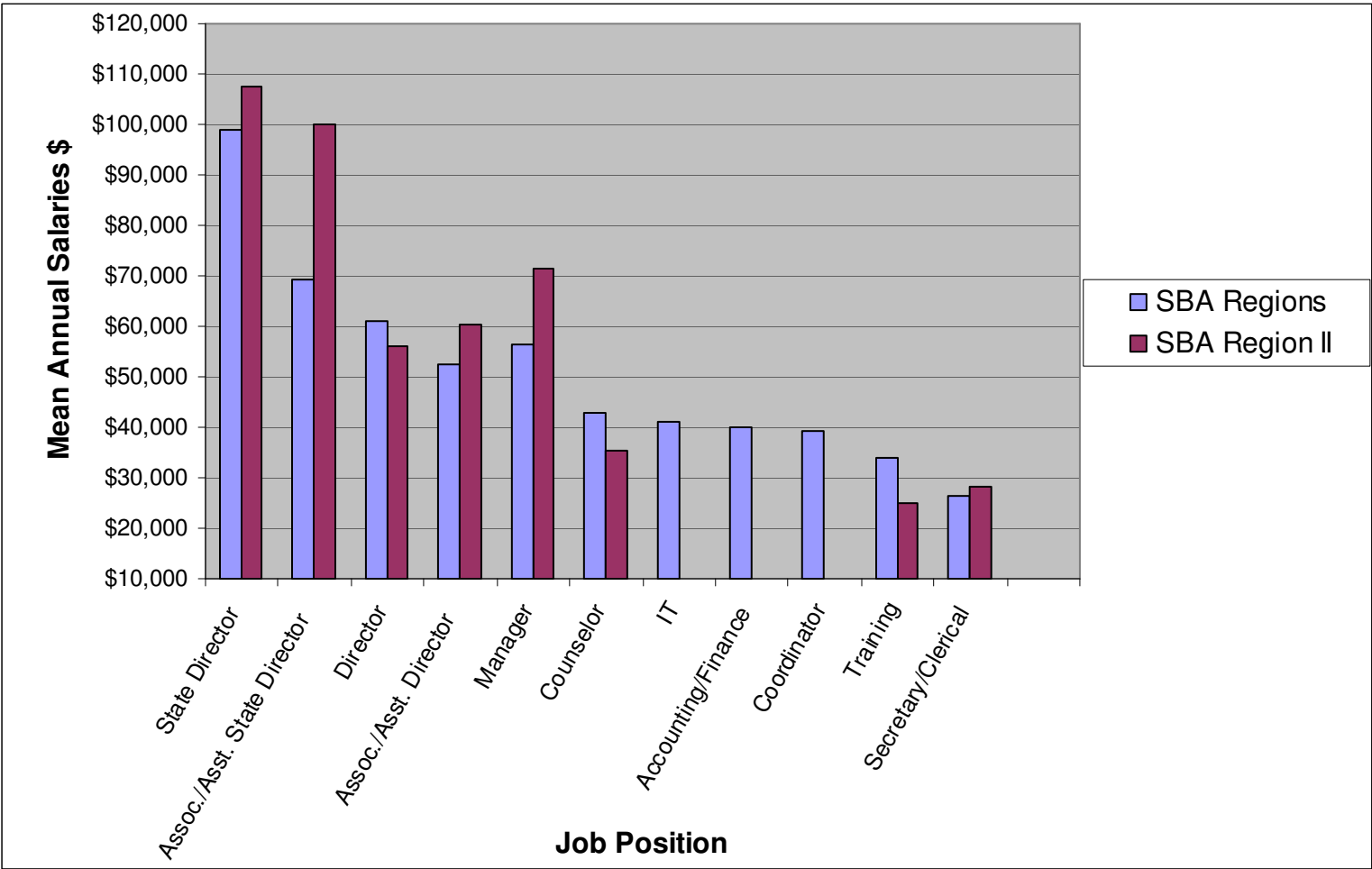
\* For a list of job classifications included, please refer to Appendix



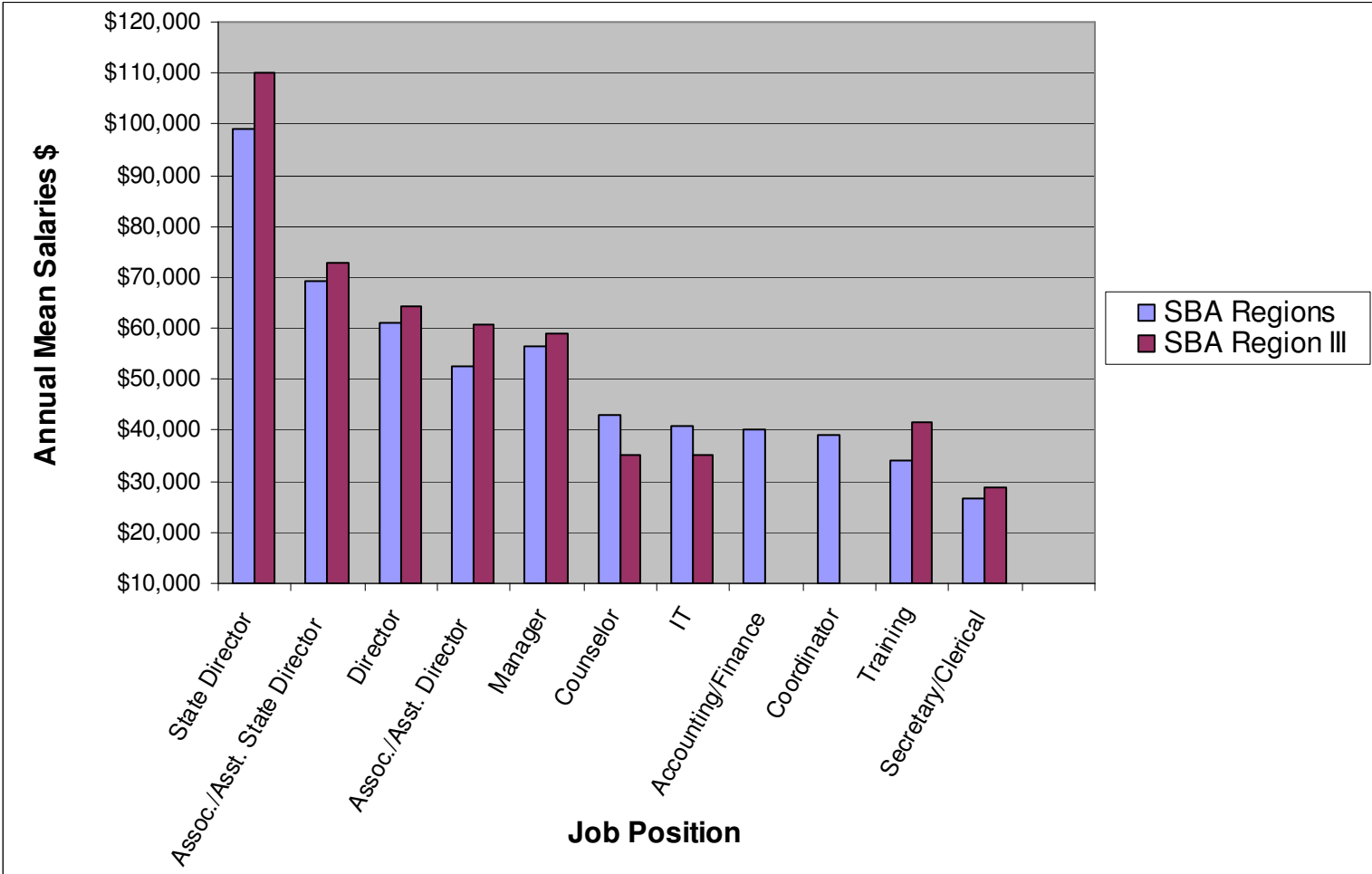
## SBA Regions Compared To SBA Region I



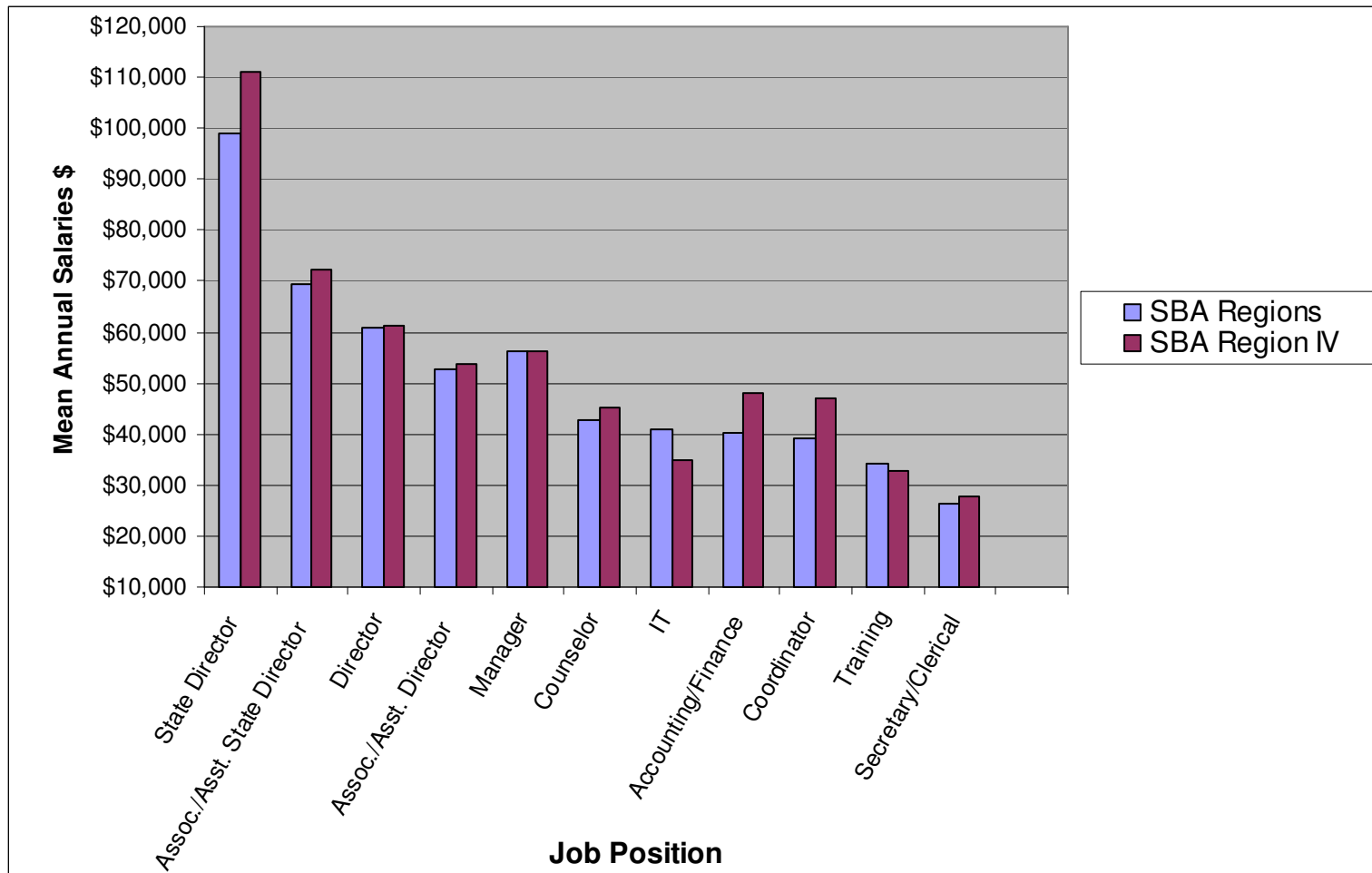
## SBA Regions Compared To SBA Region II



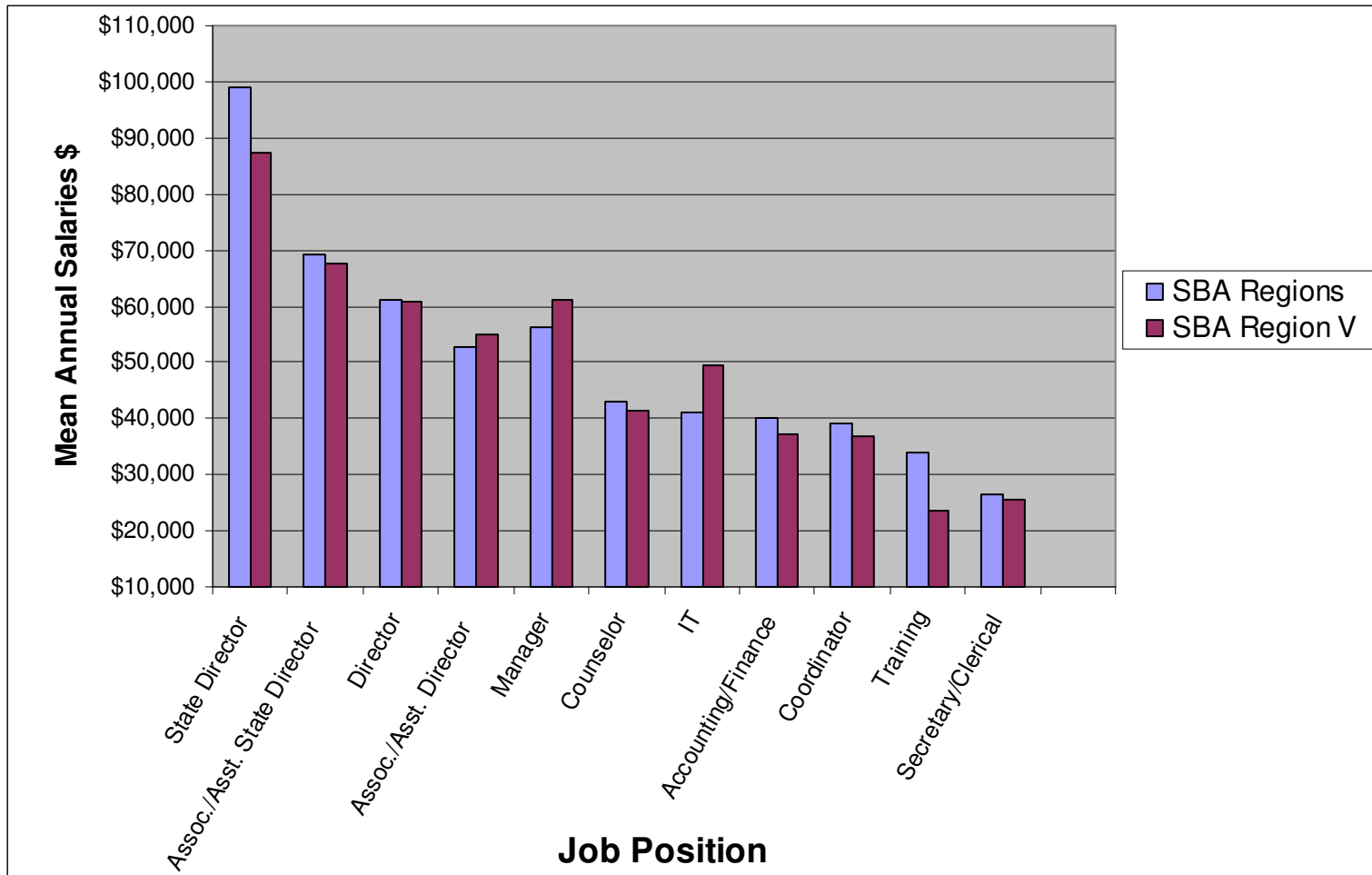
## SBA Regions Compared To SBA Region III



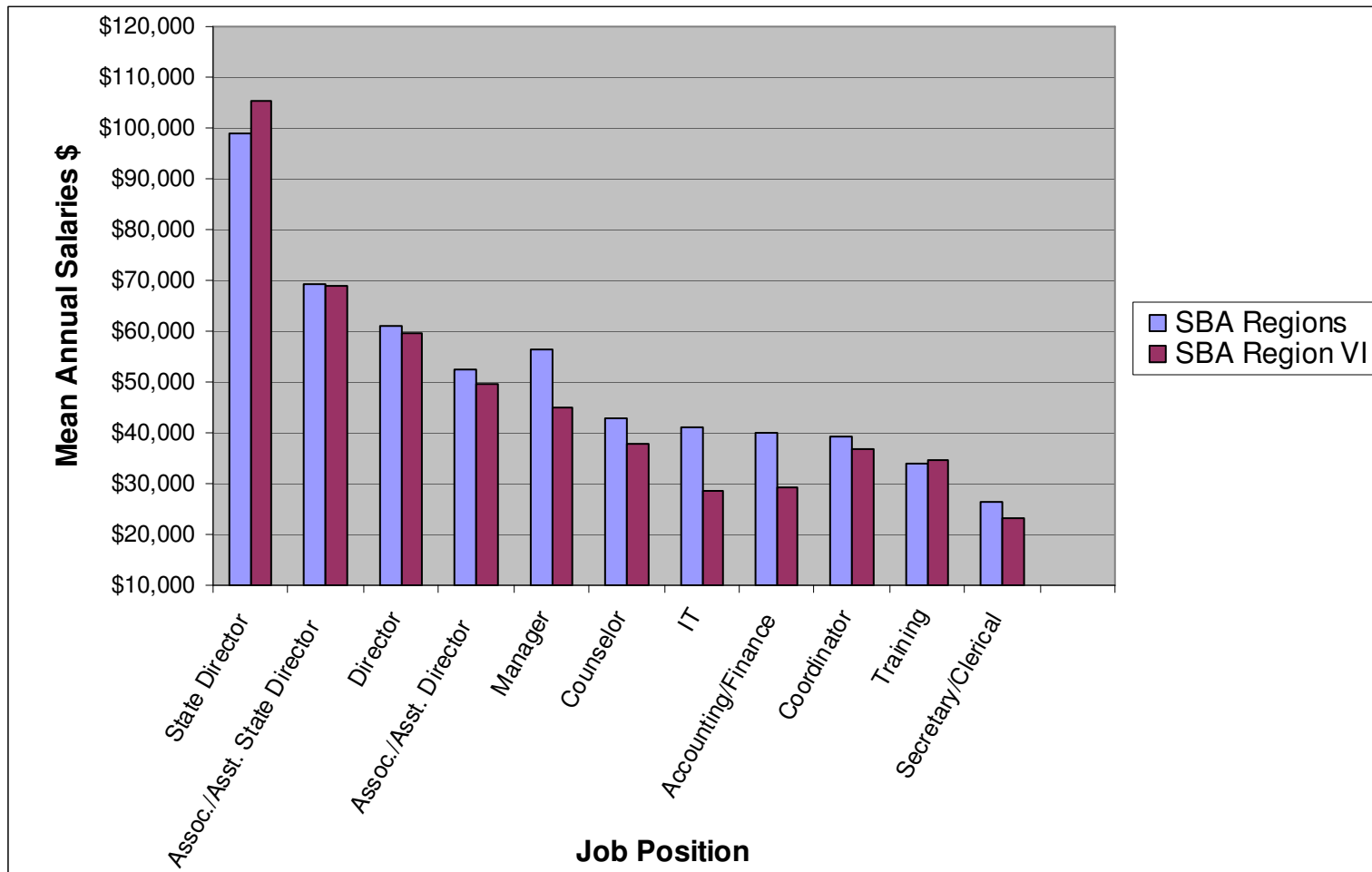
## SBA Regions Compared To SBA Region IV



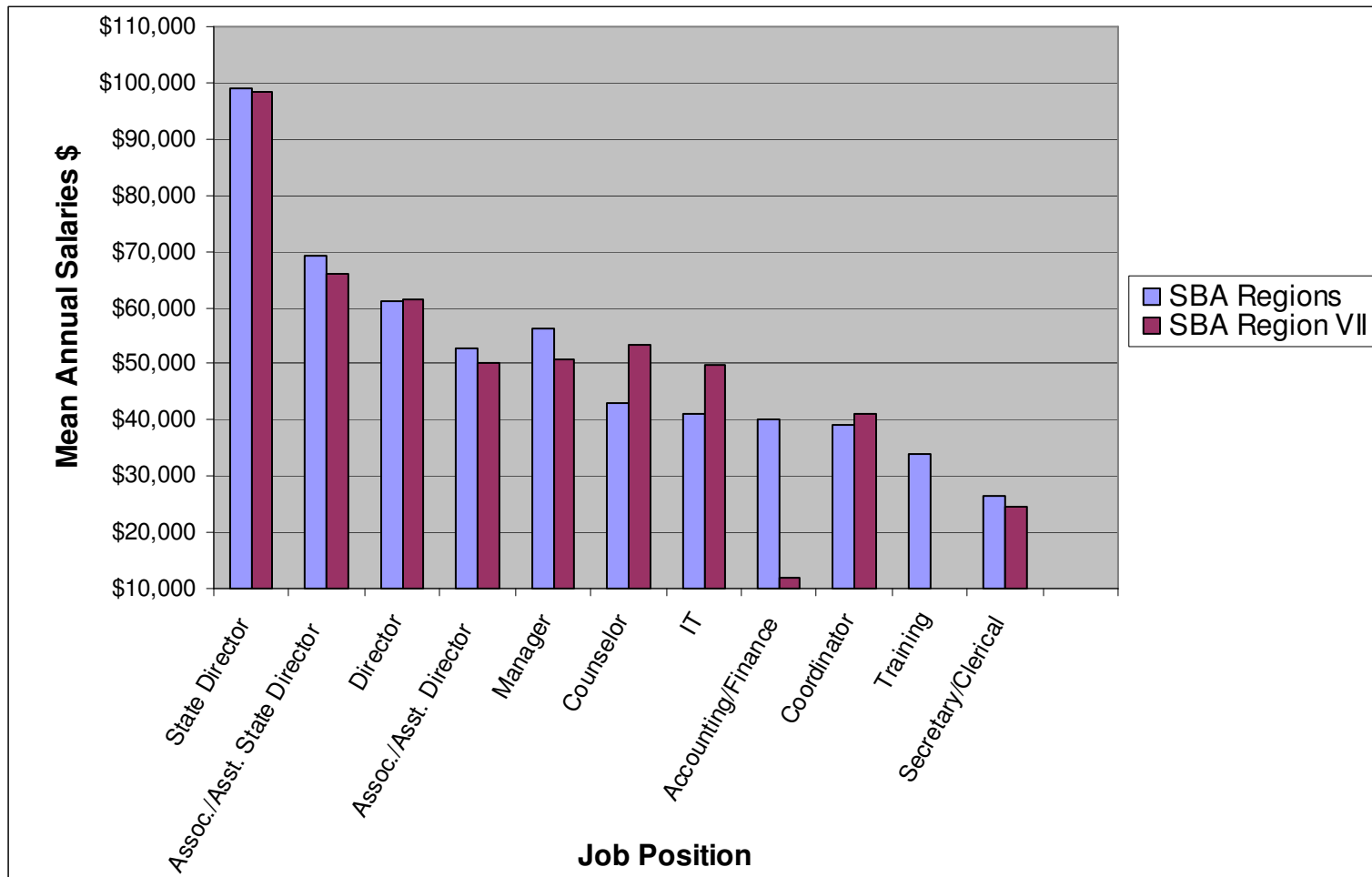
## SBA Regions Compared To SBA Region V



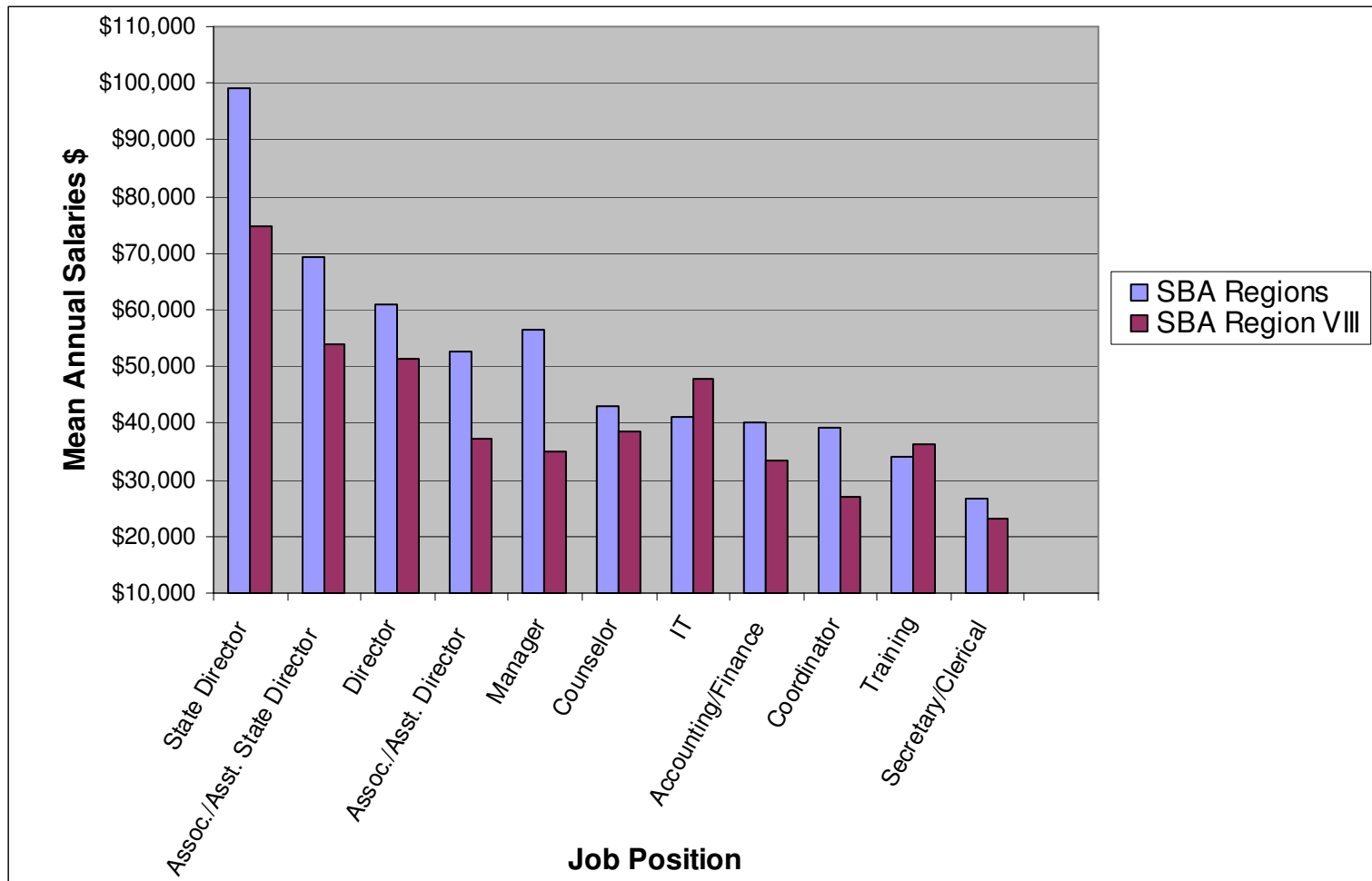
## SBA Regions Compared To SBA Region VI



## SBA Regions Compared To SBA Region VII

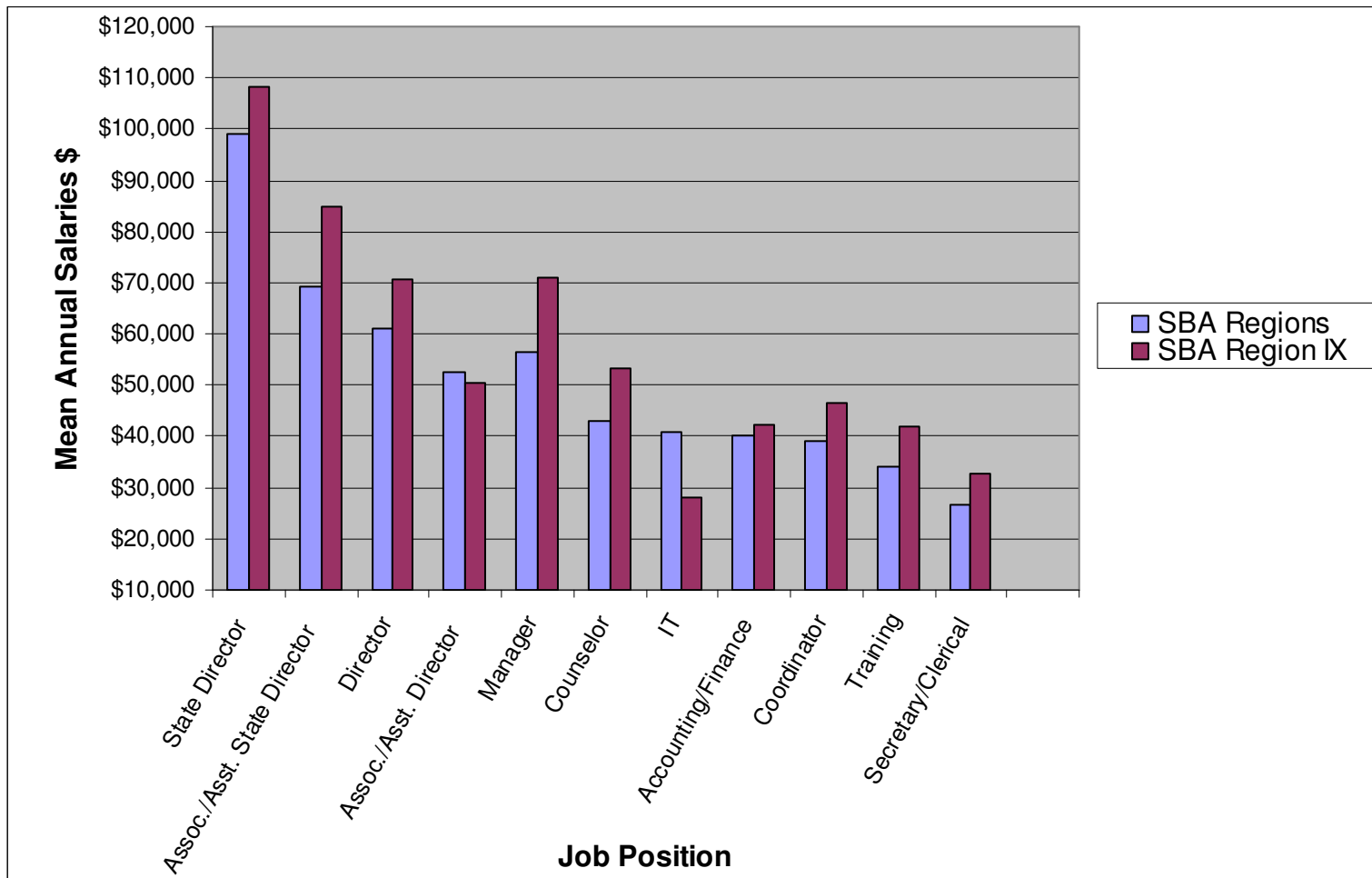


## SBA Regions Compared To SBA Region VIII

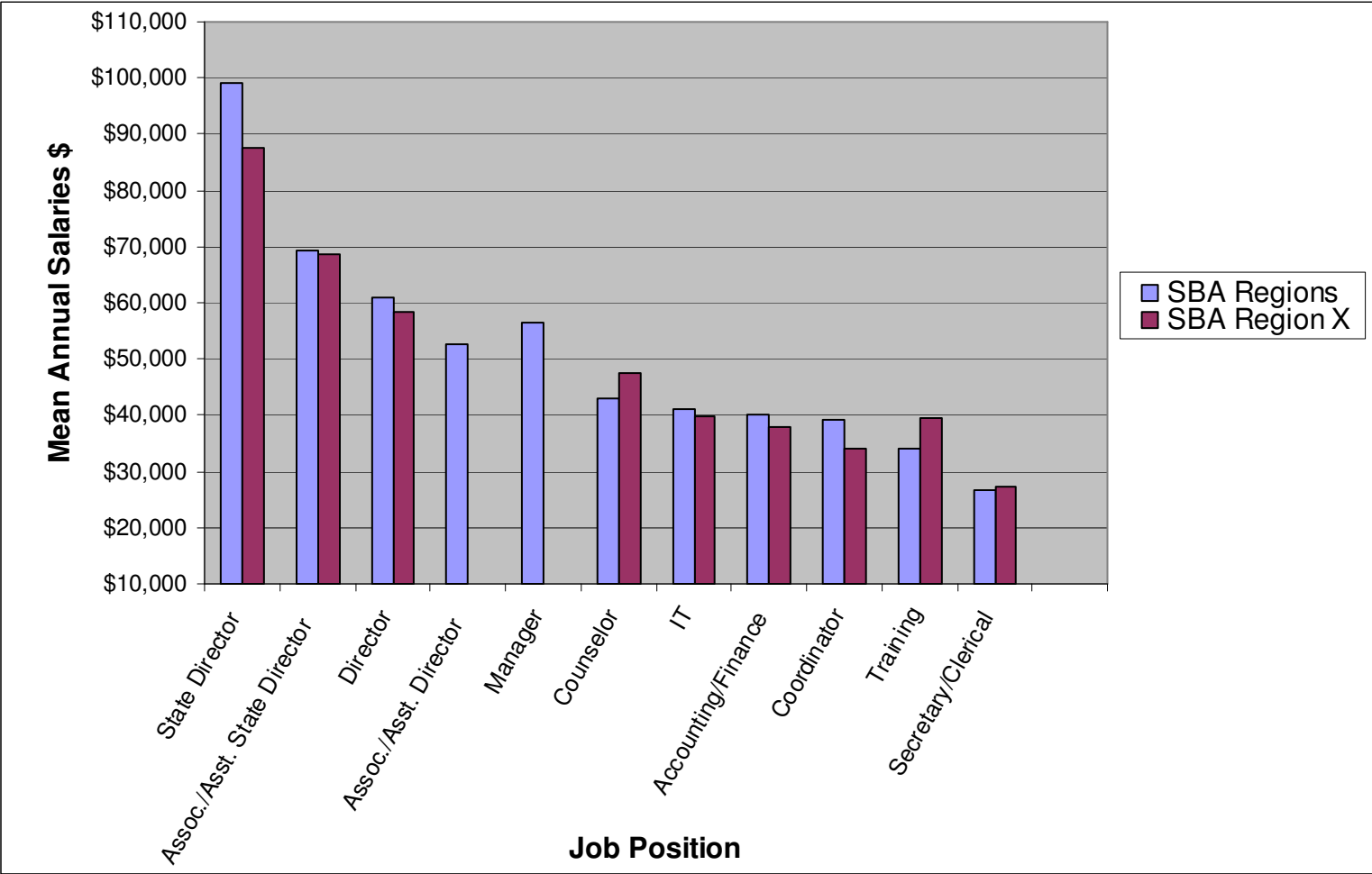




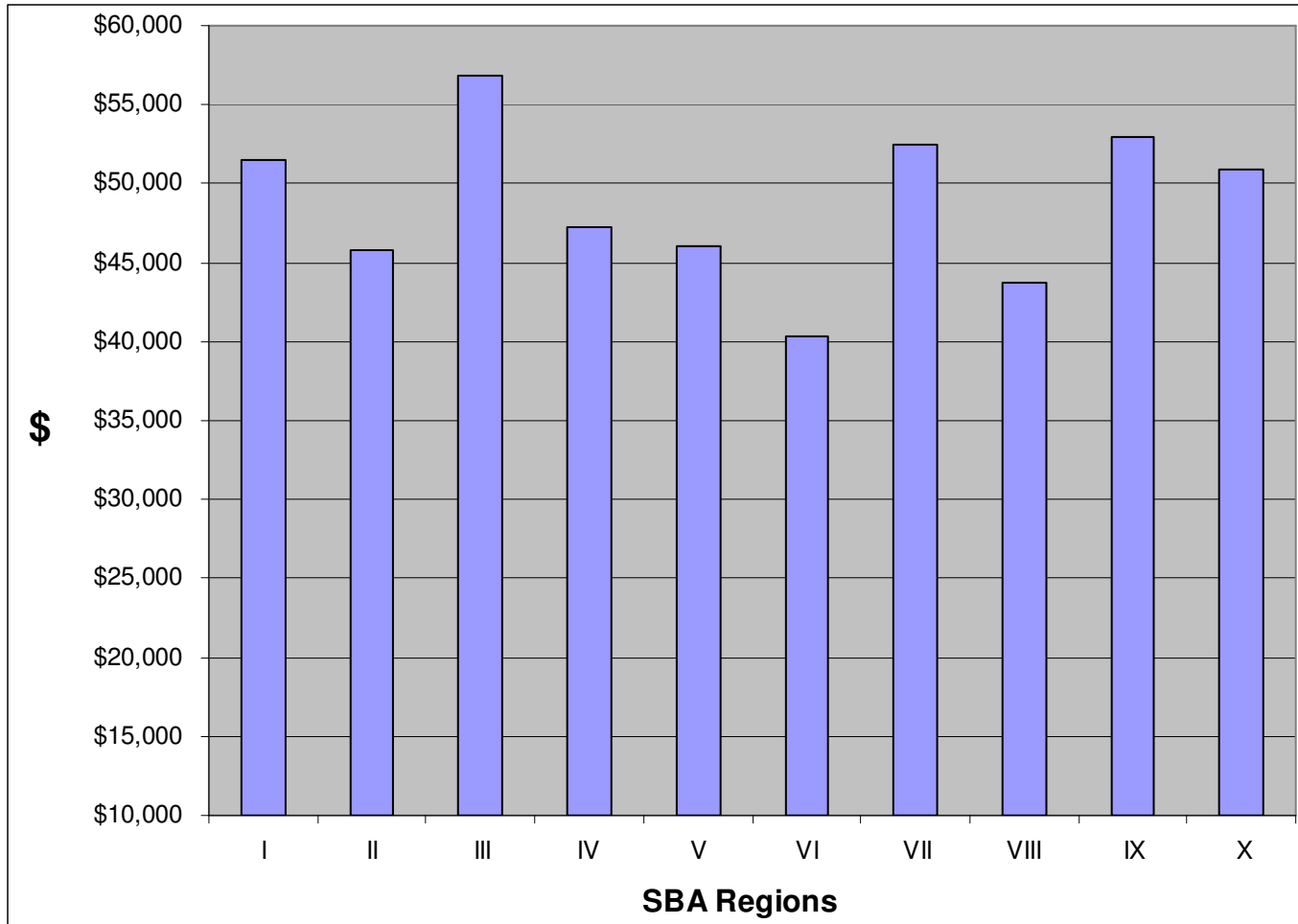
## SBA Regions Compared To SBA Region IX



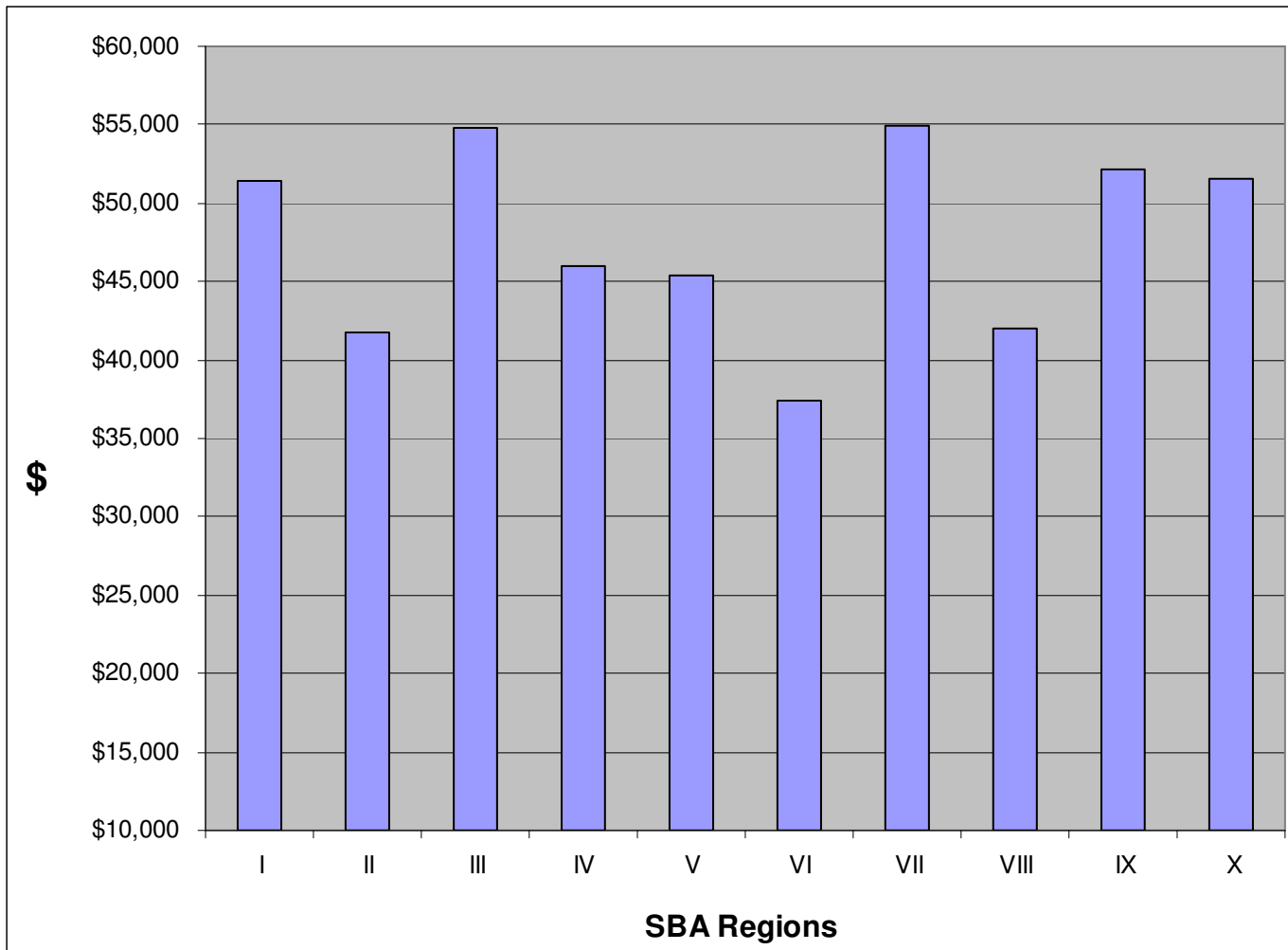
## SBA Regions Compared To SBA Region X



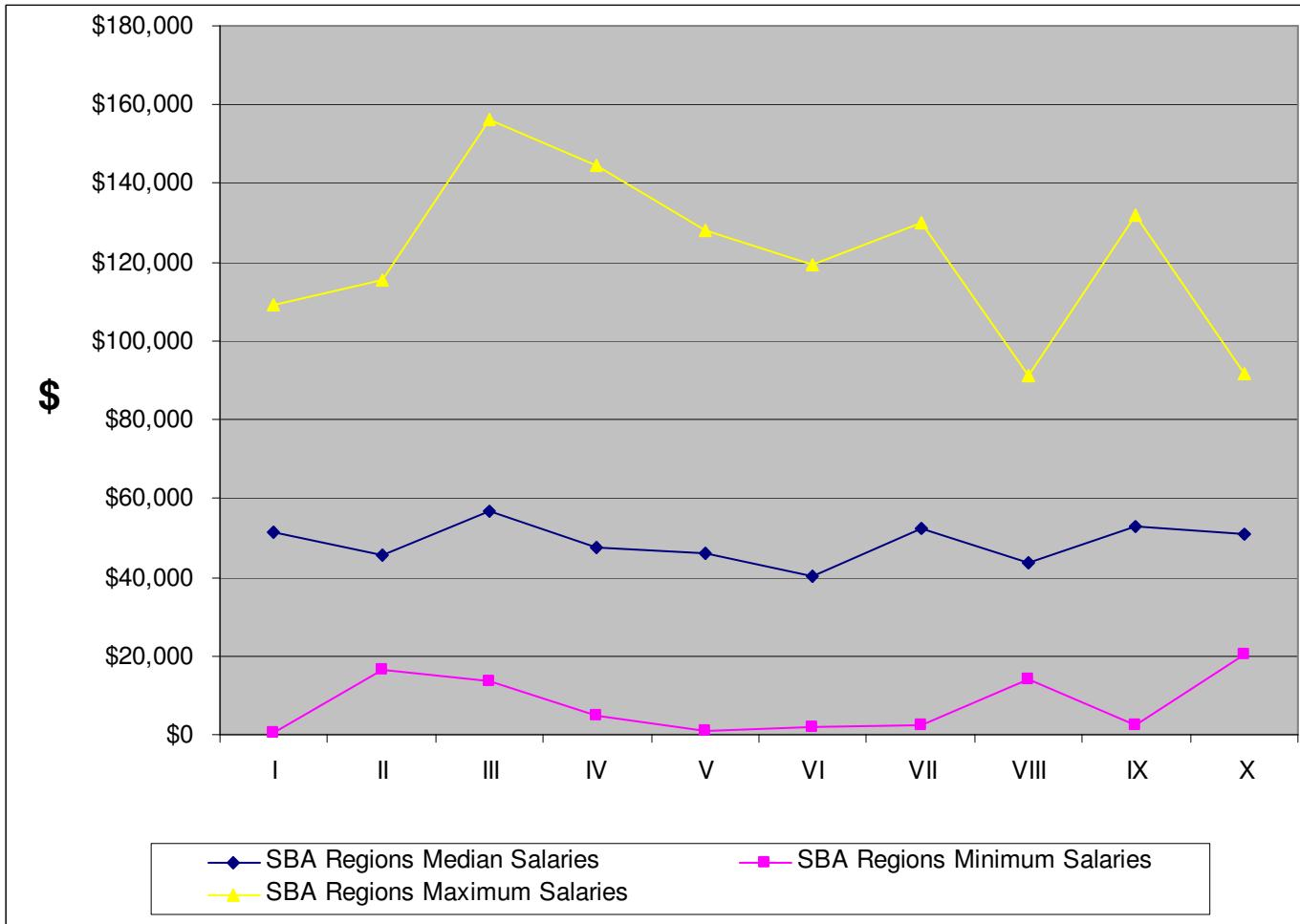
# SBA Regions Mean Salaries All Positions



# SBA Regions Median Salaries All Positions



# SBA Regions Min Max Salaries All Positions



### Mean Salary by Position for 2001, 2003, 2005, 2007

Positions	2001	2003	2005	2007	01 to 03 \$Change	01 to 03 %Change	03 to 05 \$Change	03 to 05 %Change	05 to 07 \$Change	05 to 07 %Change
State Director	\$77,657	\$88,790	\$89,637	\$98,999	\$11,133	14.34%	\$847	0.95%	\$9,362	10.44%
Assoc./Assist State Director	\$56,492	\$63,987	\$64,667	\$69,315	\$7,495	13.27%	\$680	1.06%	\$4,648	7.19%
Director	\$49,414	\$56,405	\$56,224	\$60,988	\$6,991	14.15%	-\$181	-0.32%	\$4,764	8.47%
Assoc./Assist. Director	\$42,555	\$44,184	\$49,060	\$52,656	\$1,629	3.83%	\$4,876	11.04%	\$3,596	7.33%
Counselor/Advisor/Consultant	\$36,978	\$40,632	\$42,936	\$42,860	\$3,654	9.88%	\$2,304	5.67%	-\$76	-0.18%
Secretary/Clerical	\$19,592	\$21,119	\$23,322	\$26,531	\$1,527	7.79%	\$2,203	10.43%	\$3,209	13.76%
Information Technology (IT)	\$32,946	\$41,072	\$46,211	\$41,008	\$8,126	24.66%	\$5,139	12.51%	-\$5,203	-11.26%

### Mean Salaries All Regions 2007

Positions	All Regions	Region I	Region II	Region III	Region IV	Region V	Region VI	Region VII	Region VIII	Region IX	Region X
State Director	\$98,998	\$94,238	\$107,427	\$110,024	\$111,174	\$87,360	\$105,356	\$98,466	\$74,696	\$108,446	\$87,430
Assoc./Asst. State Director	\$69,315	\$65,144	\$99,879	\$72,909	\$72,357	\$67,515	\$68,816	\$66,046	\$54,040	\$85,047	\$68,602
Director	\$60,987	\$62,225	\$55,960	\$64,392	\$61,424	\$60,934	\$59,792	\$61,575	\$51,214	\$70,771	\$58,434
Assoc./Asst. Director	\$52,656	N/A	\$60,364	\$60,782	\$53,625	\$54,965	\$49,553	\$50,232	\$37,389	\$50,386	N/A
Manager	\$56,364	\$55,659	\$71,304	\$58,840	\$56,146	\$61,269	\$44,910	\$50,719	\$35,080	\$70,930	
Counselor	\$42,859	\$48,894	\$35,182	\$35,289	\$45,211	\$41,320	\$37,945	\$53,207	\$38,501	\$53,216	\$47,465
IT	\$41,007	\$50,970		\$35,075	\$34,999	\$49,643	\$28,483	\$49,646	\$47,860	\$28,000	\$39,816
Accounting/Finance	\$40,162	\$43,642	N/A	N/A	\$48,252	\$37,287	\$29,295	\$12,000	\$33,540	\$42,415	\$38,007
Coordinator	\$39,200	\$42,164	N/A	N/A	\$47,114	\$36,808	\$36,810	\$41,180	\$27,000	\$46,544	\$34,112
Training	\$34,107	\$37,912	\$24,940	\$41,724	\$32,920	\$23,685	\$34,593		\$36,300	\$42,000	\$39,634
Secretary/Clerical	\$26,530	\$28,574	\$28,263	\$28,737	\$27,787	\$25,385	\$23,310	\$24,718	\$23,178	\$32,748	\$27,395

## **Job Classification for Salary Survey 2007**

The job titles produced by the SBDCs were varied and numerous. A list was produced from the SBDC key personnel data that was submitted. A second list was created to condense the categories for data processing in the SPSS software. The following categories were decided upon by the Director of the SBDC National Information Clearinghouse (SBDCNet).

**State Director:** Job Classification includes;  
Executive Director  
State Director

**Assoc./Asst. State Director:** Job Classification includes;  
Assistant State Director  
Associate State Director  
Assistant Regional Director (Texas and California)  
Associate Regional Director (Texas and California)  
Deputy State Director

**Director:** Job Classification includes;  
Bureau Director  
Center Director  
Center Manager  
Communications Director  
Director  
Director of FMS  
Director of MIS  
Director of Consultants  
Director of Training and Communications  
EBus Communications Director  
Emerging Markets Director  
International Trade Director  
IT Director  
Library Director  
Local Director  
Program Manager  
Procurement Director  
Program Director  
Regional Director (Except for Texas and California)

**Assoc./Asst. Director:** Job Classification includes;

Assistant Director  
Associate Director  
Associate Director of Programs  
Associate Program Manager  
Assistant Center Director  
Assistant Director of Finance  
Assistant Manager  
Associate Regional Director  
Assistant Regional Director  
Deputy Director  
Special Programs Director  
Special Projects Director  
Special Projects Manager  
Technology/Special Projects Manager  
Technology Director

**Manager:** Job Classification includes;

Budget Manager  
Business Manager  
Finance Coordinator  
Finance Director  
Finance Manager  
Financial Director  
Fiscal Manager  
GIS Manager  
Marketing Manager  
Marketing Director  
Marketing/Training Manager  
MIS Director  
MIS Manager  
Operations Manager  
Technology Manager

**Counselor/Advisor/Consultant:** Job Classification includes;

Advisor  
Associate Counselor  
Business Analyst  
Business Assistant Specialist  
Business Development Specialist  
Business Technology Manager  
Counselor  
Counselor P/T  
Economic Developer  
Financial Analyst  
Marketing Specialist  
Part Time Analyst



**Counselor/Advisor/Consultant Continued:**

Program Specialist  
Project Manager  
Research Analyst  
Research Director

**Information Technology (IT):** Job Classification includes;

Communications  
Data Administration  
GIS Specialist  
Information Consultant  
Information Coordinator  
Information Manager  
Information Specialist  
Information Systems Specialist  
Information Technology  
Information Technology Manager  
IT Administrator  
Programmer  
System Administrator  
System Analyst  
Technical Support  
Web Design

**Accounting/Finance:** Job Classification includes;

Accountant  
Accounting Clerk  
Accounting Specialist  
Accounting Technician  
Comptroller  
Finance/Communications Specialist  
Financial Analyst  
Financial Assistant  
Fiscal Specialist  
Senior Accountant  
Support Accountant

**Coordinator:** Job Classification includes;

Coordinator  
Coordinators  
Counselor Coordinator  
Grants Coordinator  
Marketing Coordinator  
MIS Coordinator  
Program Coordinator  
Special Projects Coordinator

**Training:** Job Classification includes;  
Assistant Training Coordinator  
Educational Coordinator  
Event Planner  
Retail Training Program  
Seminar Coordinator  
Training Coordinator  
Training Assistant  
Training Director

**Secretary/Clerical:** Job Classification includes;  
Administrator  
Administrative Assistant  
Clerk  
Fiscal Assistant  
Office Manager  
Program Assistant  
Secretary/Clerical  
Secretary  
Secretary/Clerical P/T  
Senior Administration Analyst  
Support Staff

The following job classifications were not included in the salary survey as they were single category classifications;

Artist	Environmental Assistant
Faculty Associate	Faculty Consultant
Faculty Release	Graduate Student
Grants and Budgets	Marketing
Research Catalog Librarian	Research
State Demographer	Student
Student Assistant	Student Worker
VP of Career Economic Development	VP of Academic Affairs

### **STATISTICAL DEFINITIONS**

**MEAN:** Often referred to as "Average" except in situations where one or two extremes are found within the group.

**MEDIAN:** Middle figure of all values used.

**STANDARD DEVIATION:** a measure of the value spread

**MINIMUM:** Smallest value in the distribution.

**MAXIMUM:** Largest value in the distribution.

**RANGE:** Maximum value minus the minimum value in the distribution.

**PERCENTILES:** Percentage of cases that fall below a given mark.