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Executive Summary

The FY 2009 Salary Survey was completed in February 2009 referencing source data provided by ASBDC members from current FY/CY 2009 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 15th 2008, 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 FY2009 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 Microsoft Excel 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 form. A total of 1,822 salaries were submitted to produce the 2009 salary survey.

On February 10th, the preliminary 2009 ASBDC salary survey report was reviewed and subsequently published for distribution at the ASBDC Spring Meeting in Alexandria, VA.

RECOMMENDATIONS:

Since the FY 2007 survey, where a recommendation was made to appropriately categorize personnel positions to eliminate inaccurate categorizing of job positions during these surveys, the FY 2009 survey has seen some improvement in the IT, Accountant and Administrative areas. The Counselor, Center/Regional Director and Area Director Positions still sees numerous differences across the SBDC Network. This difference leads to incorrectly categorized positions which results in erroneous comparison numbers. The Salary Survey will not reach its true potential in reporting accurate salaries until the job categories are standardized and all states, regions and territories report.

The FY 2009 survey had a few states only report there lead center personnel. This type of reporting leads to higher mean salary reporting as the Lead Centers tend to have higher salaries.

In the FY 2009 survey some states reported annual salary rates based on the work time percentage. The salary survey should be based on the annual 100 percent work time salary.

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:

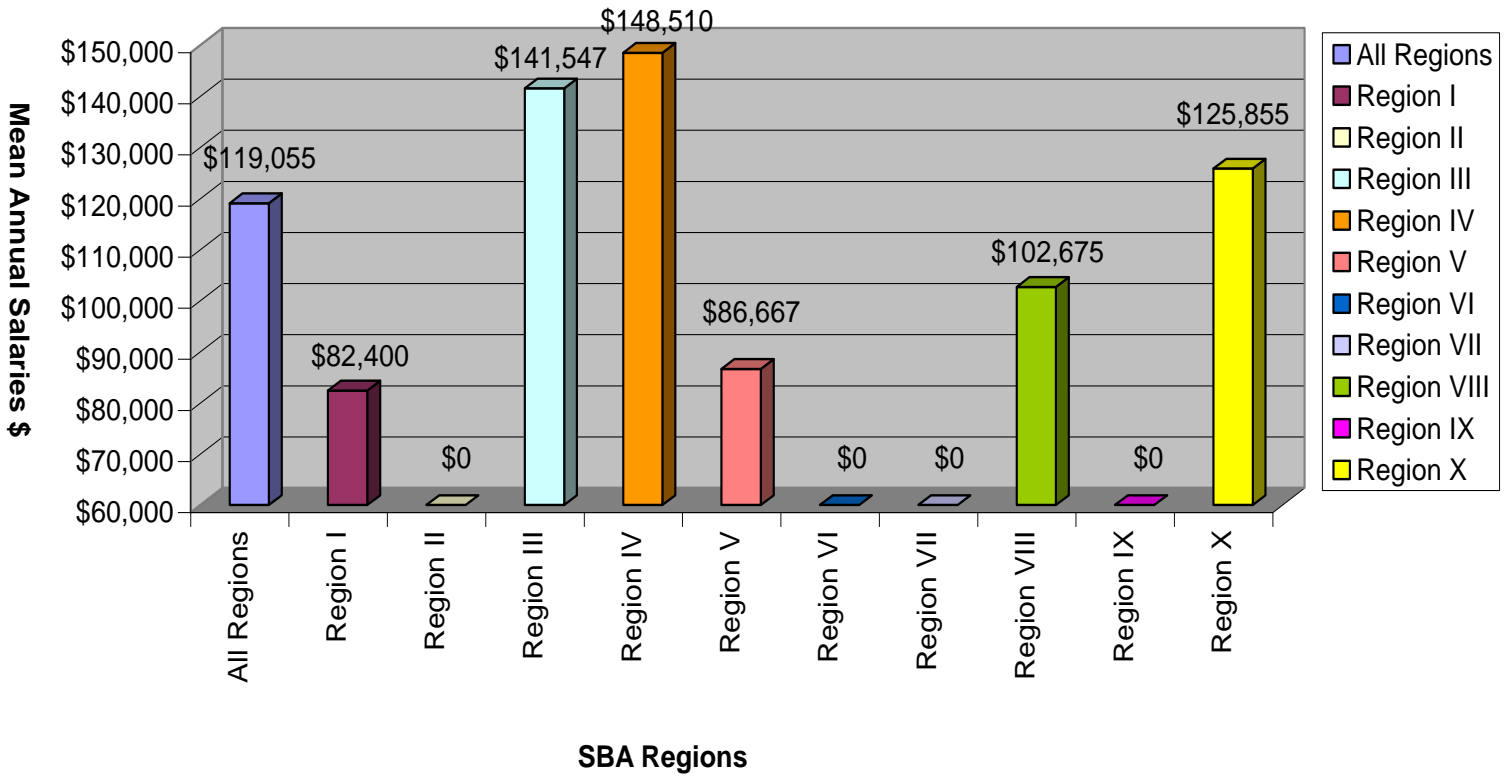
- Each state director should submit salary information for all positions within their respective network and not solely for the state office staff.
- ASBDC should develop a list of titles applicable to all SBDC staff positions for use on the Key Personnel document of the budget, and make these categories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

- ASBDC should develop a method to ensure all states report salary information. A 71% percent return rate is not a good representation of the salaries of the SBDC personnel.

Responding States/Regions

Region	States/Centers Responding	States/Centers Non-responding
I	MA, ME, NH RI, VT, CT	None
II	NJ, VI	NY, PR
III	DC, DE, MD, PA VA, WV	None
IV	AL, FL, GA, KY MS, NC, SC, TN	None
V	IL, IN, MI MN, WI	OH
VI	AR, LA, NM, NTX, SWTX, TX-HOU	NWTX, OK
VII	IA, KS,MO,NE	None
VIII	CO, MT, SD, UT	ND, WY
IX	AZ, CA(Lead Only), Guam HI, NV	CA(Los Angeles, Santa Ana, San Diego, San Francisco, Sacramento, Fresno), AMSamoia
X	ID, OR, WA	AK
Total	48	15

Dean/Sr. Vice President 2009

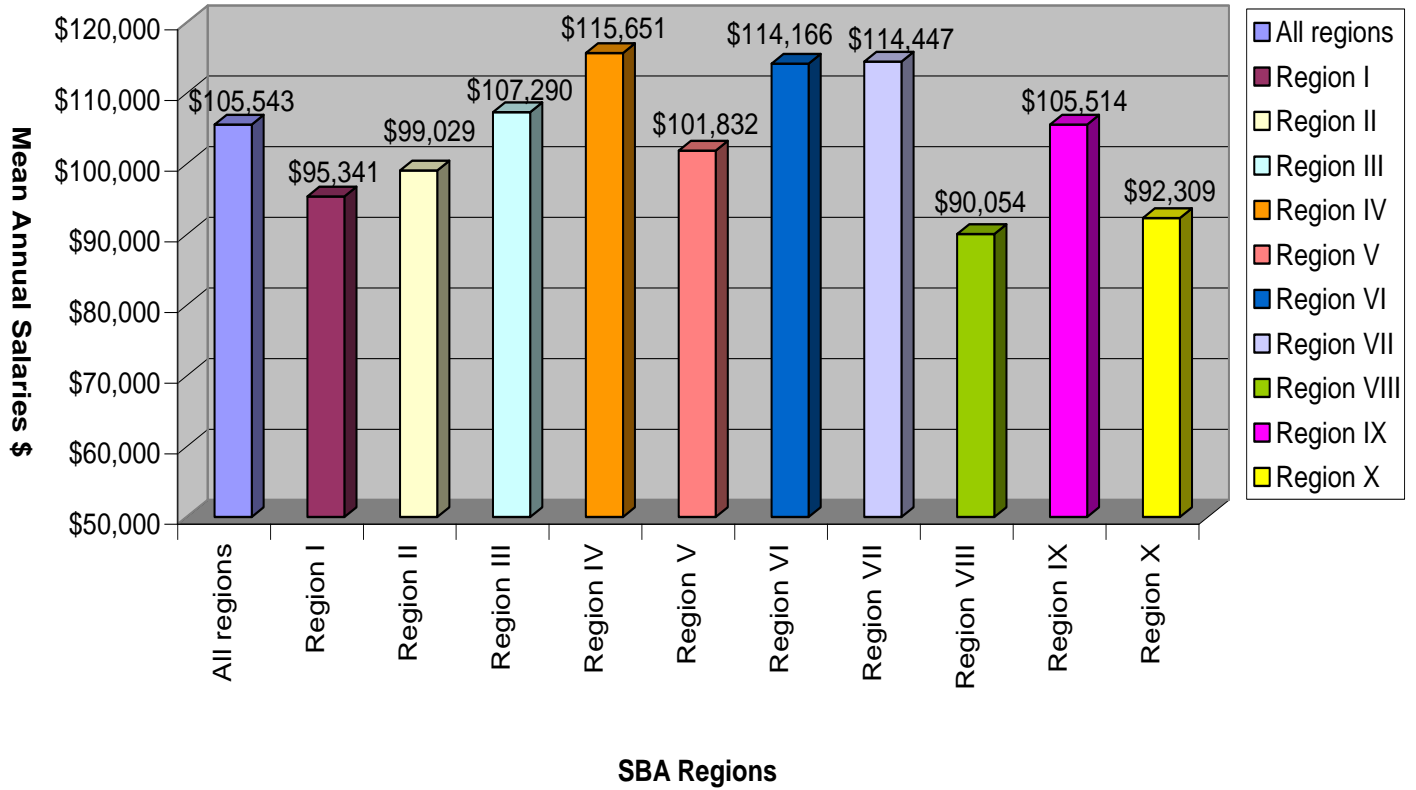


Statistical Analysis

Number	10	
Mean	\$119,055	
Median	\$116,612	
Std. Deviation	\$32,334	
Minimum	\$77,000	
Maximum	\$168,422	
Percentile	50	\$116,612
	60	\$133,629
	70	\$141,940
	80	\$145,617
	90	\$155,589

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

State Directors 2009

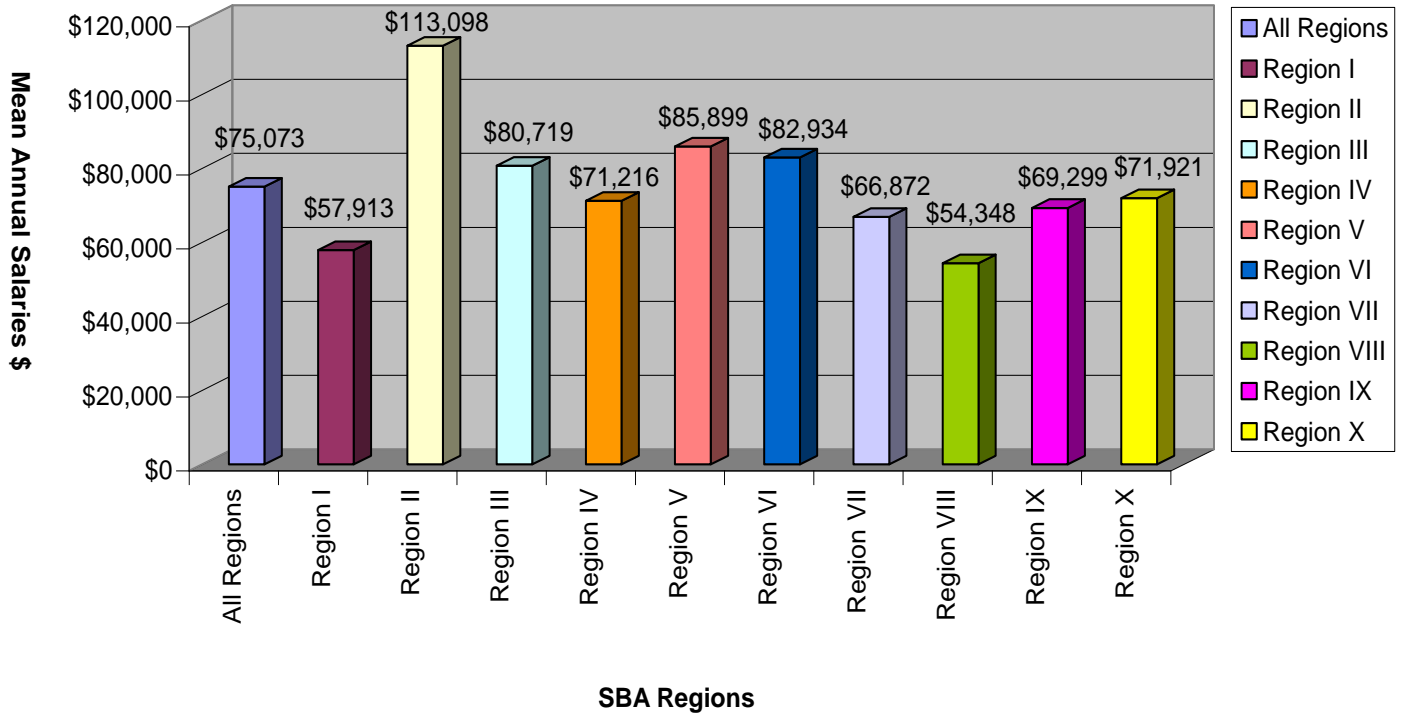


Statistical Analysis

Number	44	
Mean	\$105,543	
Median	\$102,234	
Std. Deviation	\$20,342	
Minimum	\$64,247	
Maximum	\$152,250	
Percentile		
	50	\$102,234
	60	\$106,452
	70	\$112,737
	80	\$123,355
	90	\$137,021

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

Assoc./Assist. State Directors 2009

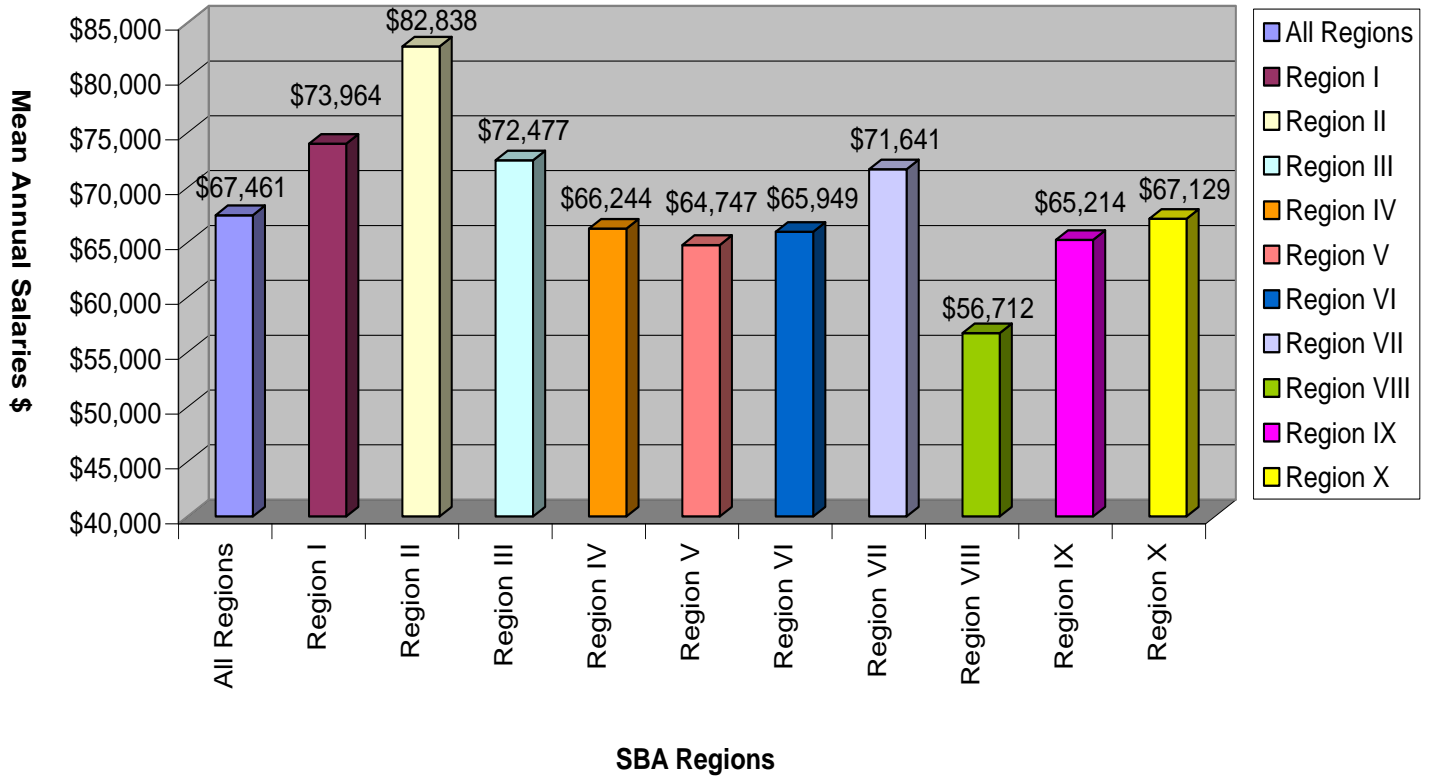


Statistical Analysis

Number	46	
Mean	\$75,073	
Median	\$73,049	
Std. Deviation	\$15,640	
Minimum	\$47,196	
Maximum	\$113,098	
Percentile	50	\$73,049
	60	\$75,750
	70	\$82,500
	80	\$85,000
	90	\$97,327

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

Center/Regional Directors 2009

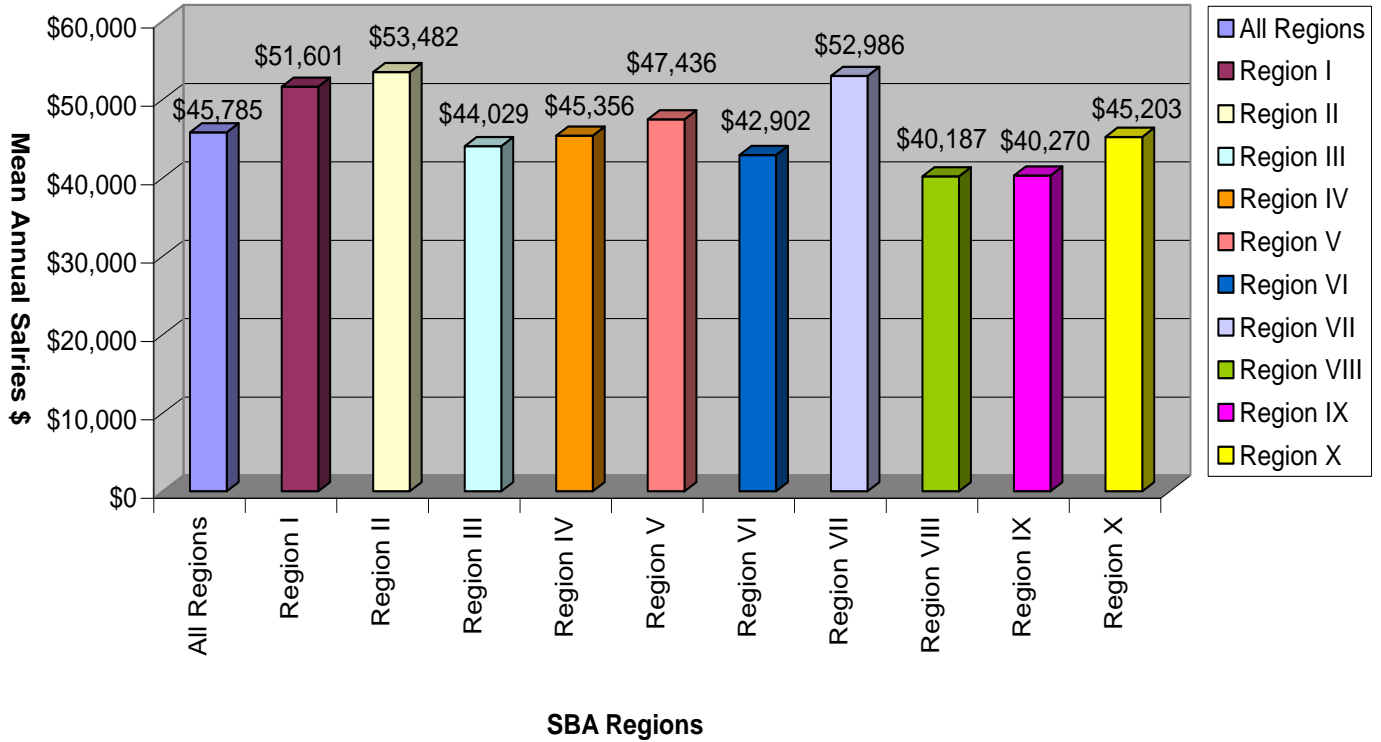


Statistical Analysis

Number	419	
Mean	\$67,461	
Median	\$65,000	
Std. Deviation	\$18,423	
Minimum	\$20,292	
Maximum	\$174,330	
Percentile	50	\$65,000
	60	\$69,429
	70	\$73,019
	80	\$80,972
	90	\$89,203

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

Counselors 2009

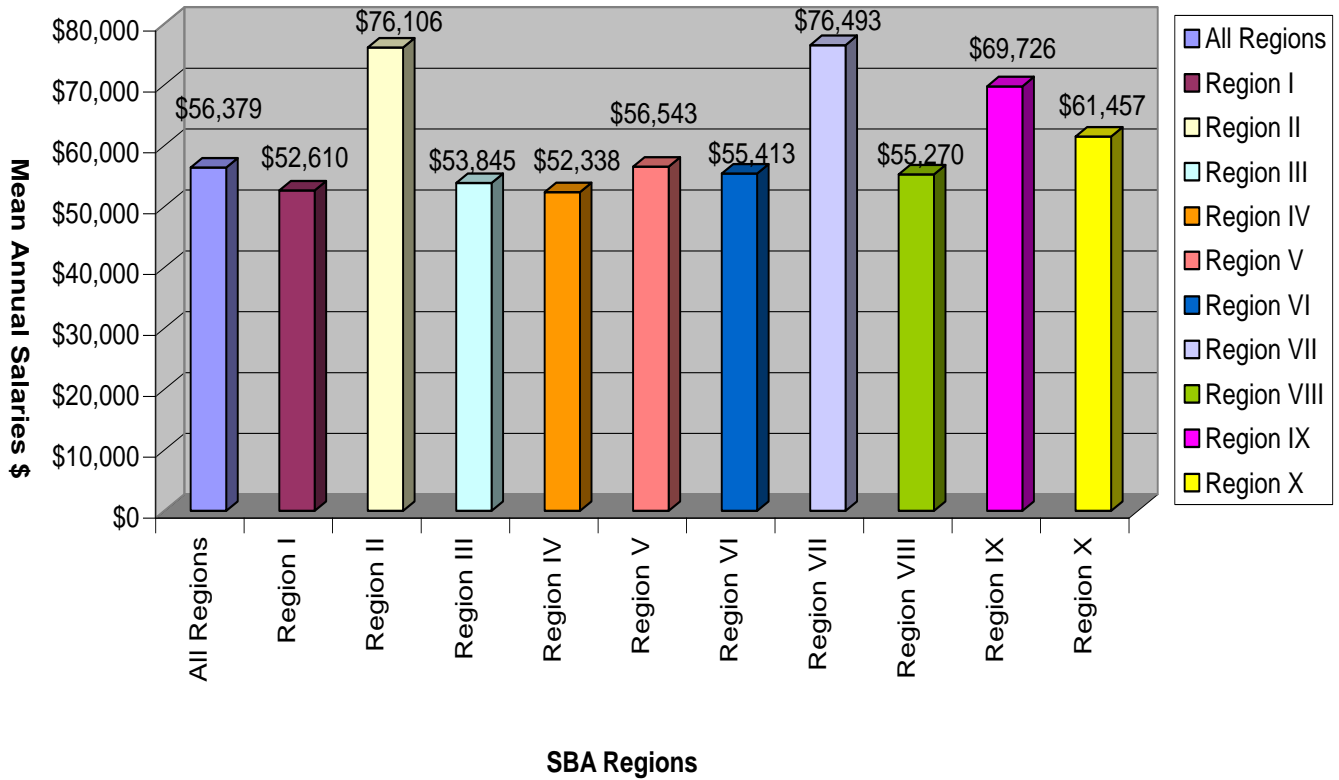


Statistical Analysis

Number	670	
Mean	\$45,785	
Median	\$45,950	
Std. Deviation	\$12,805	
Minimum	\$10,000	
Maximum	\$106,900	
Percentile	50	\$45,950
	60	\$49,194
	70	\$51,500
	80	\$55,616
	90	\$61,134

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

Manager 2009

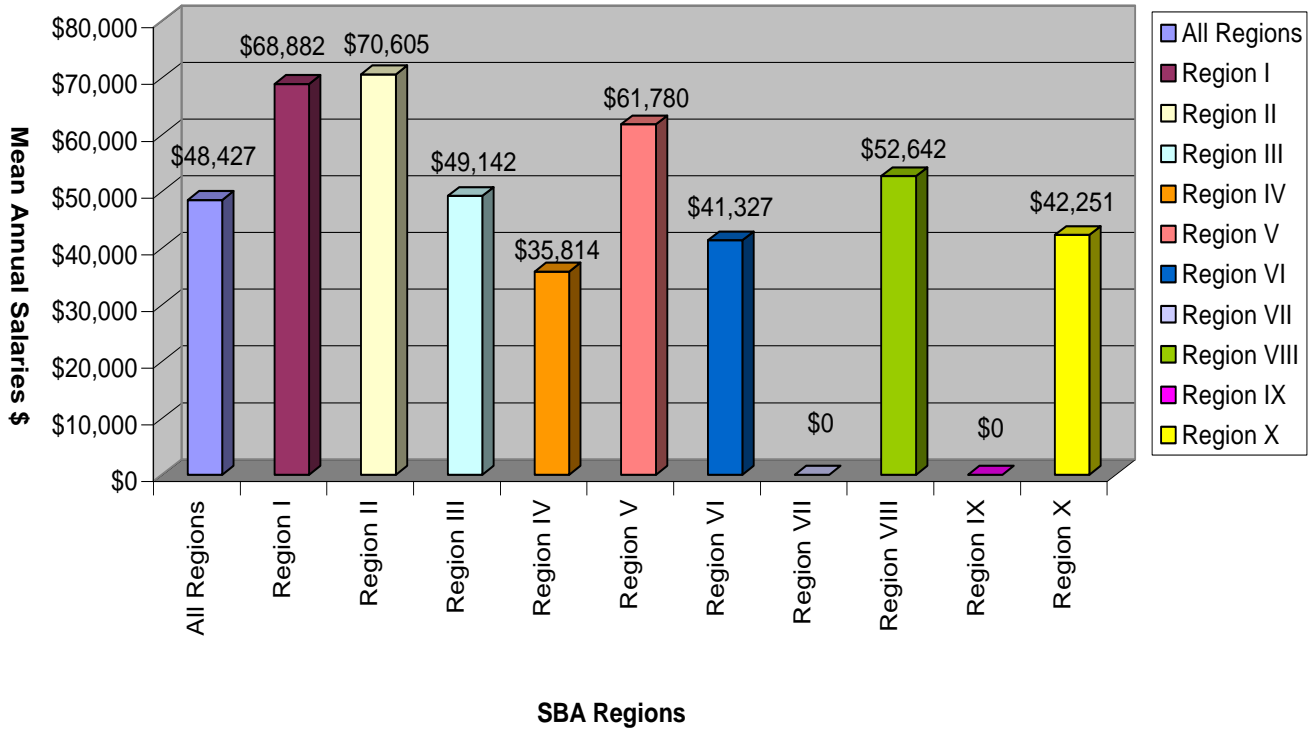


Statistical Analysis

Number	77	
Mean	\$56,379	
Median	\$55,607	
Std. Deviation	\$14,565	
Minimum	\$29,519	
Maximum	\$96,840	
Percentile	50	\$55,607
	60	\$57,731
	70	\$61,642
	80	\$68,122
	90	\$78,279

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

Information Technology (IT) 2009

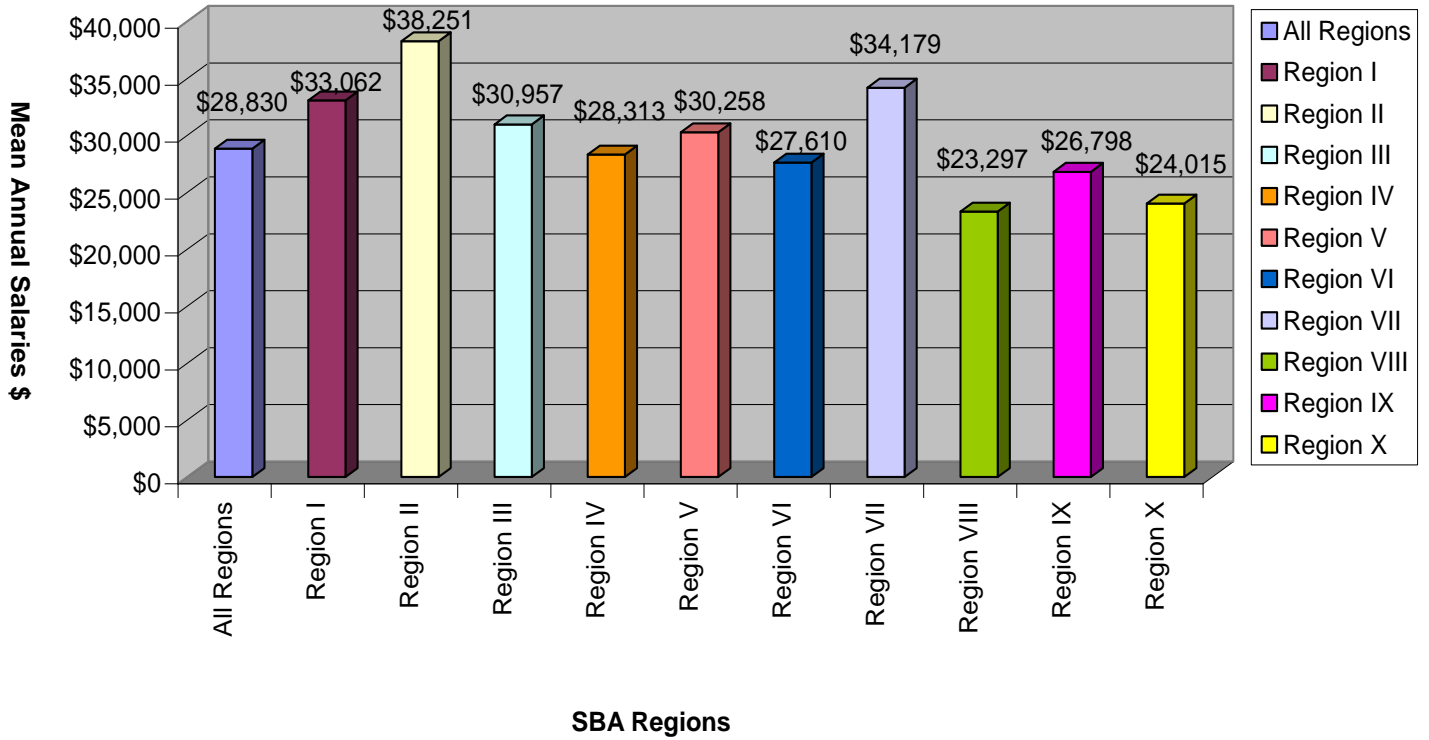


Statistical Analysis

Number	24	
Mean	\$48,427	
Median	\$46,248	
Std. Deviation	\$16,410	
Minimum	\$15,600	
Maximum	\$97,833	
Percentile	50	\$46,248
	60	\$52,414
	70	\$53,968
	80	\$57,060
	90	\$63,438

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

Administration 2009

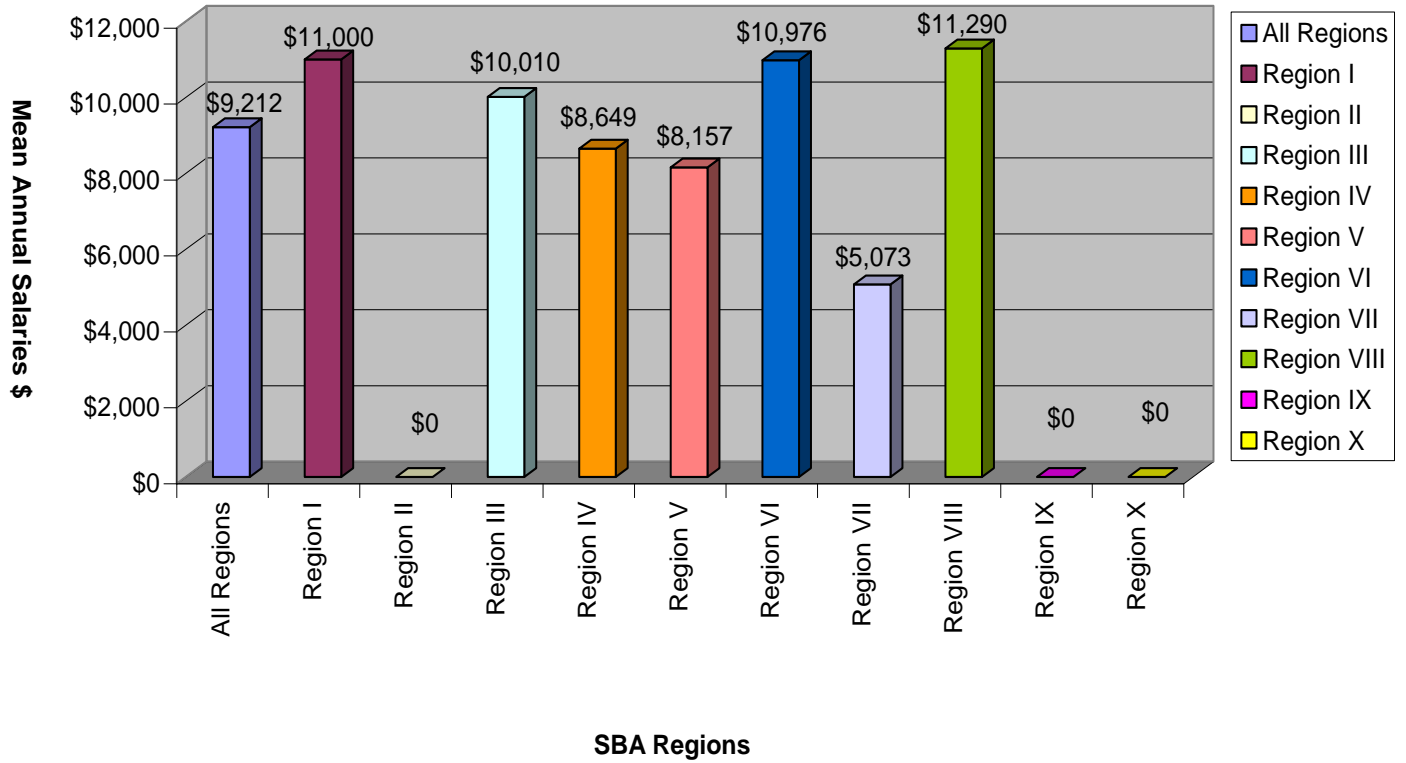


Statistical Analysis

Number	326	
Mean	\$28,830	
Median	\$28,241	
Std. Deviation	\$8,611	
Minimum	\$4000	
Maximum	\$61,775	
Percentile	50	\$28,241
	60	\$30,000
	70	\$32,318
	80	\$35,451
	90	\$39,829

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

Student 2009

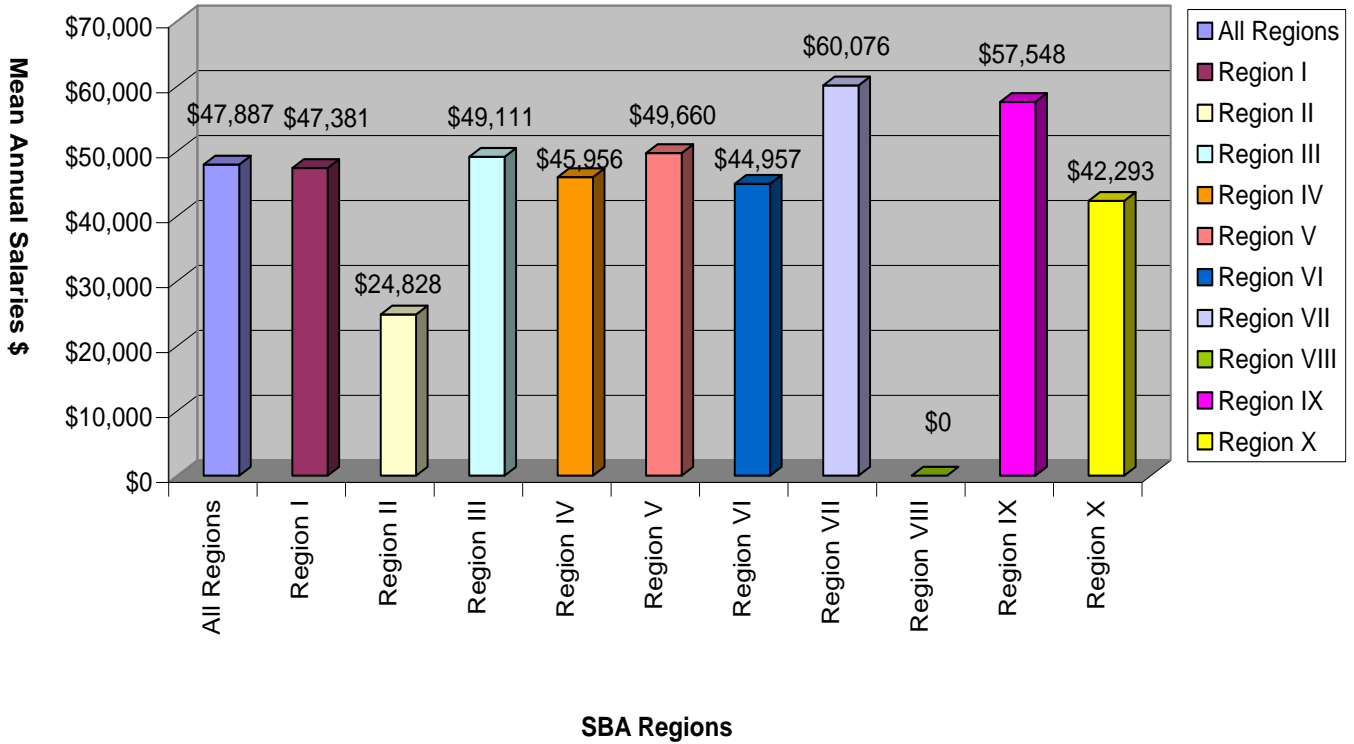


Statistical Analysis

Number	78
Mean	\$9,212
Median	\$7,353
Std. Deviation	\$6,468
Minimum	\$1,185
Maximum	\$35,160
Percentile	
50	\$7,353
60	\$9,654
70	\$12,000
80	\$12,522
90	\$16,080

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

Coordinator 2009

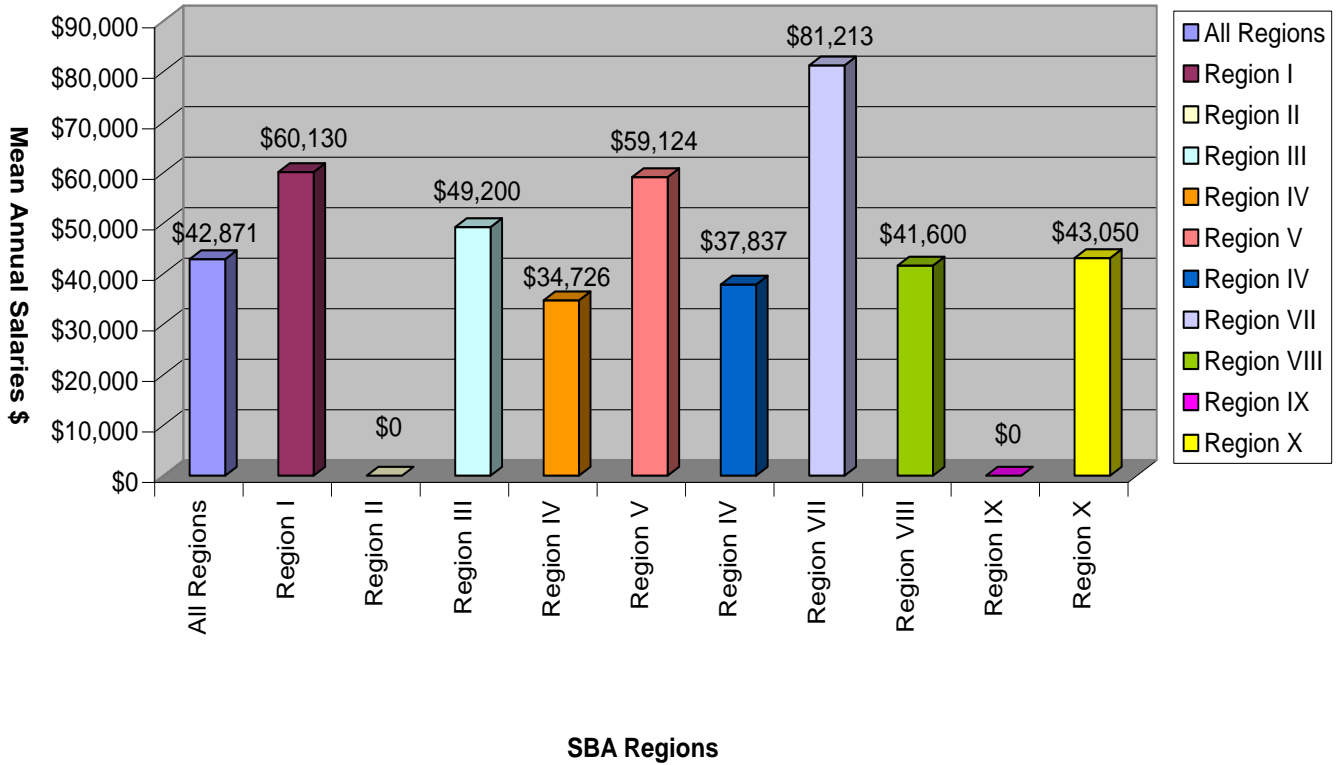


Statistical Analysis

Number	64	
Mean	\$47,887	
Median	\$43,534	
Std. Deviation	\$17,176	
Minimum	\$24,655	
Maximum	\$102,766	
Percentile	50	\$43,534
	60	\$46,238
	70	\$50,705
	80	\$60,393
	90	\$72,657

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

Training 2009

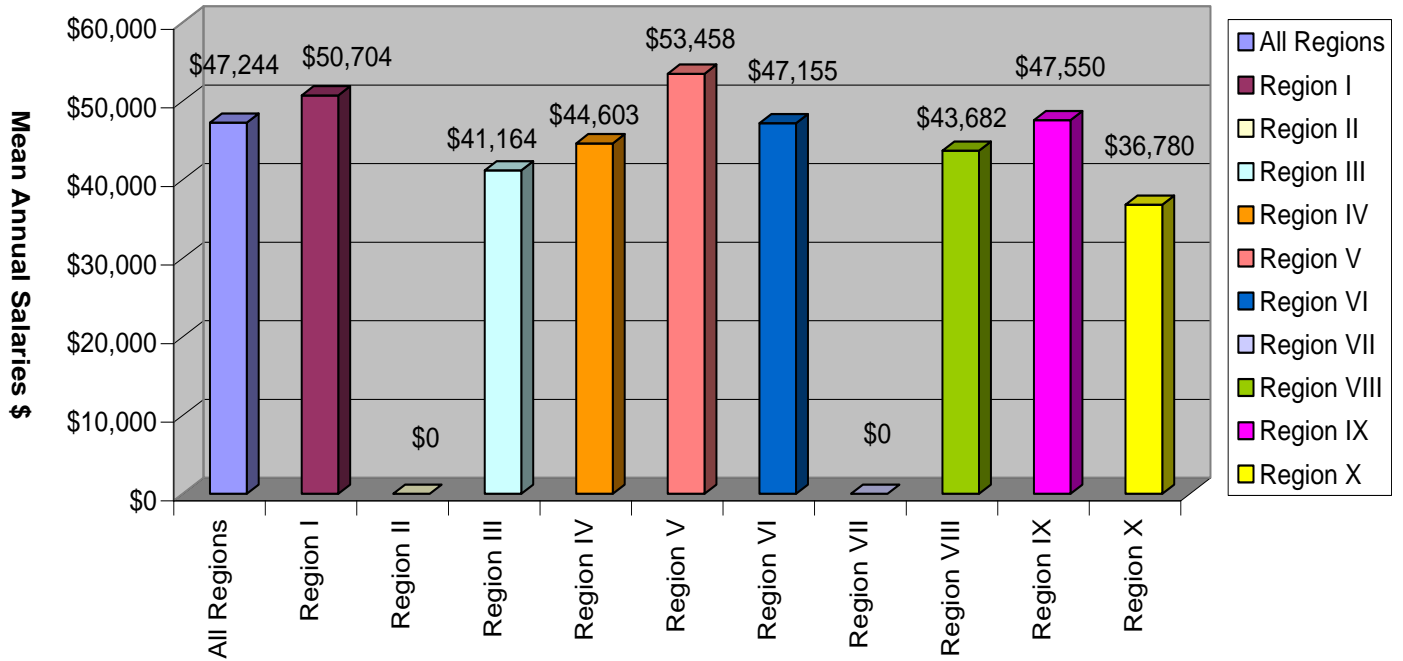


Statistical Analysis

Number	30	
Mean	\$42,871	
Median	\$39,426	
Std. Deviation	\$12,991	
Minimum	\$26,637	
Maximum	\$81,213	
Percentile		
	50	\$39,462
	60	\$41,600
	70	\$48,580
	80	\$52,343
	90	\$60,379

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

Accounting/Finance 2009



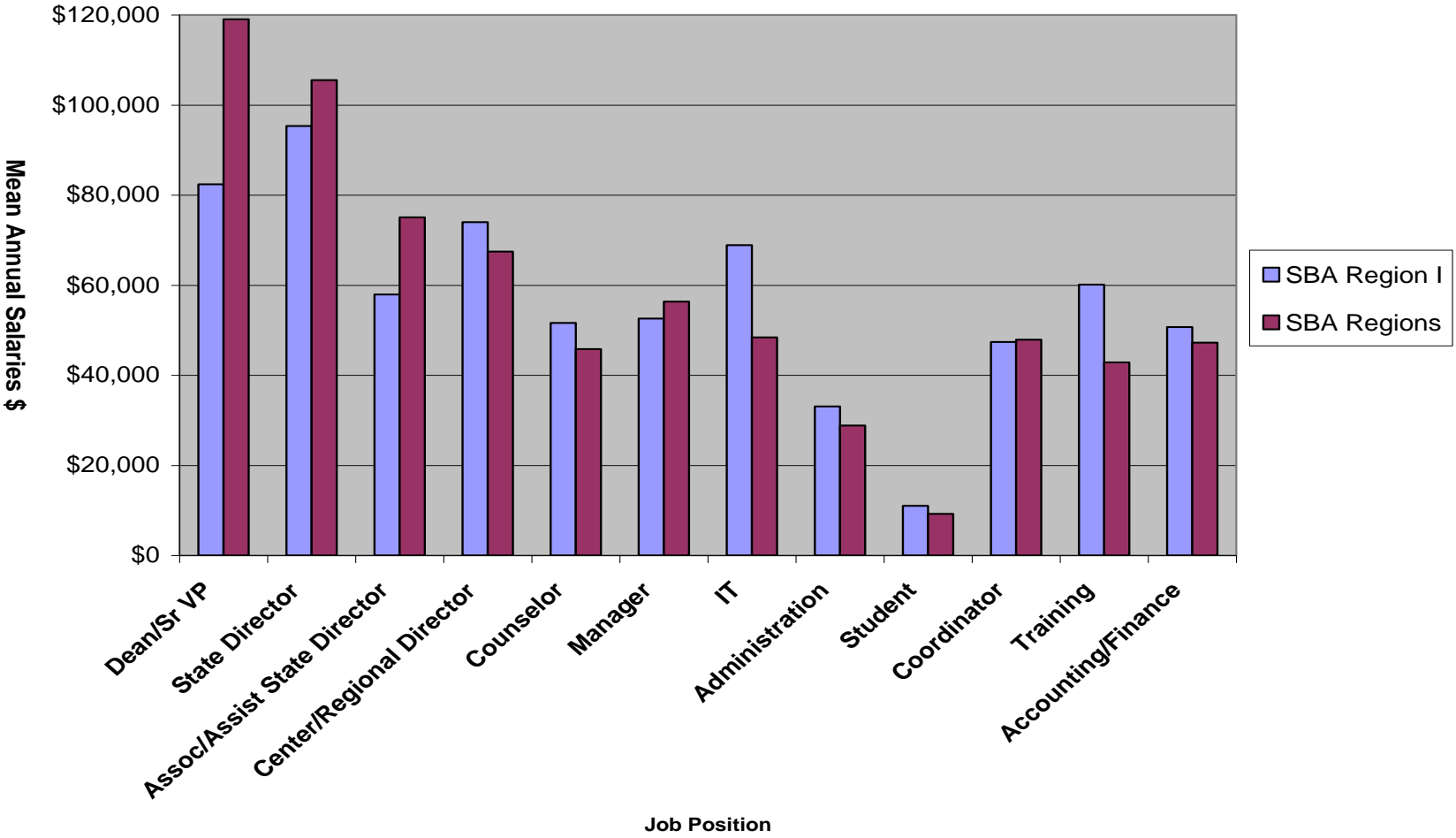
SBA Regions

Statistical Analysis

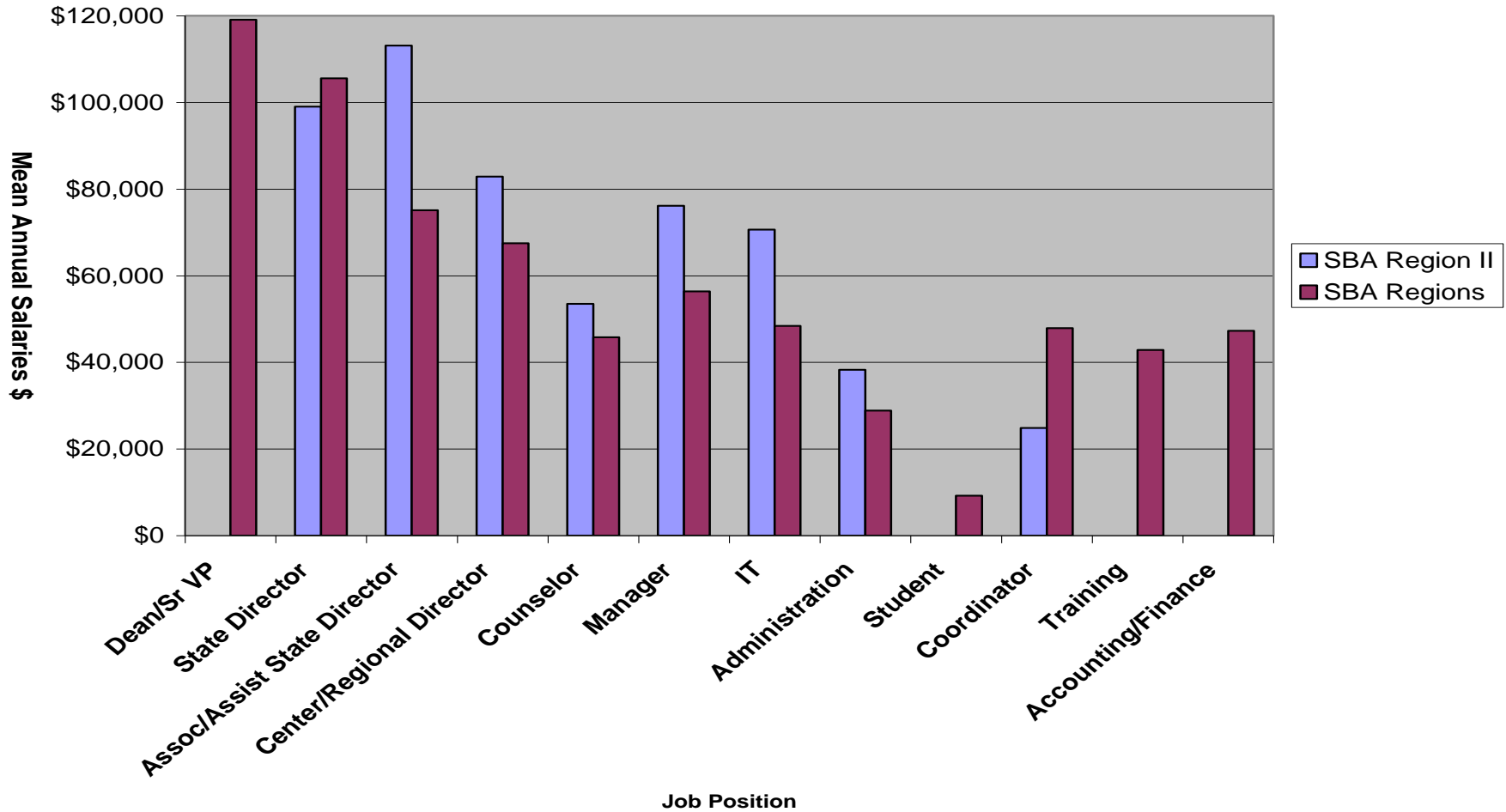
Number	34	
Mean	\$47,244	
Median	\$44,427	
Std. Deviation	\$13,166	
Minimum	\$24,551	
Maximum	\$91,638	
Percentile		
	50	\$44,427
	60	\$49,494
	70	\$53,508
	80	\$56,944
	90	\$58,911

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

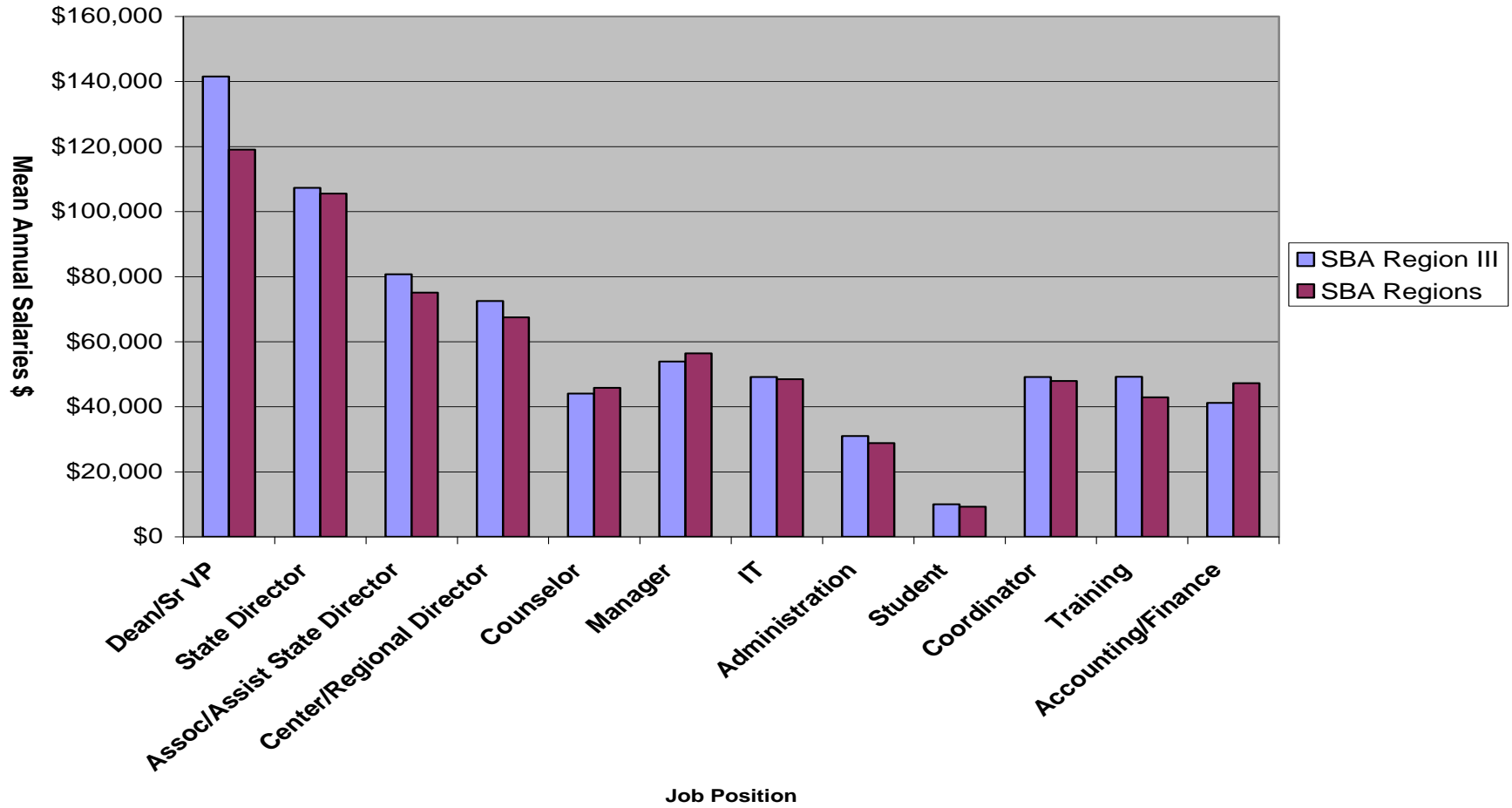
SBA Region I Compared To SBA Regions



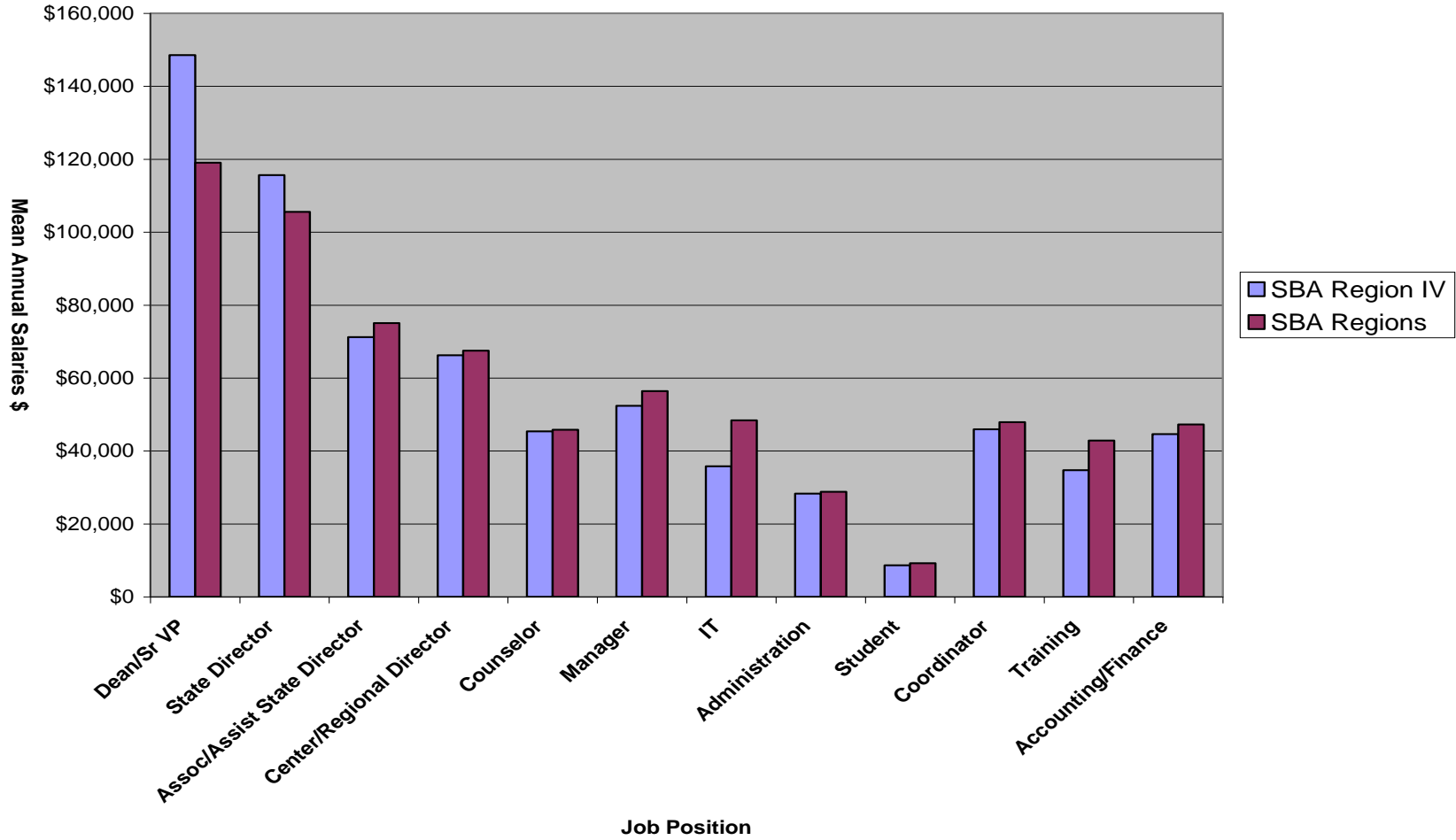
SBA Region II Compared To SBA Regions



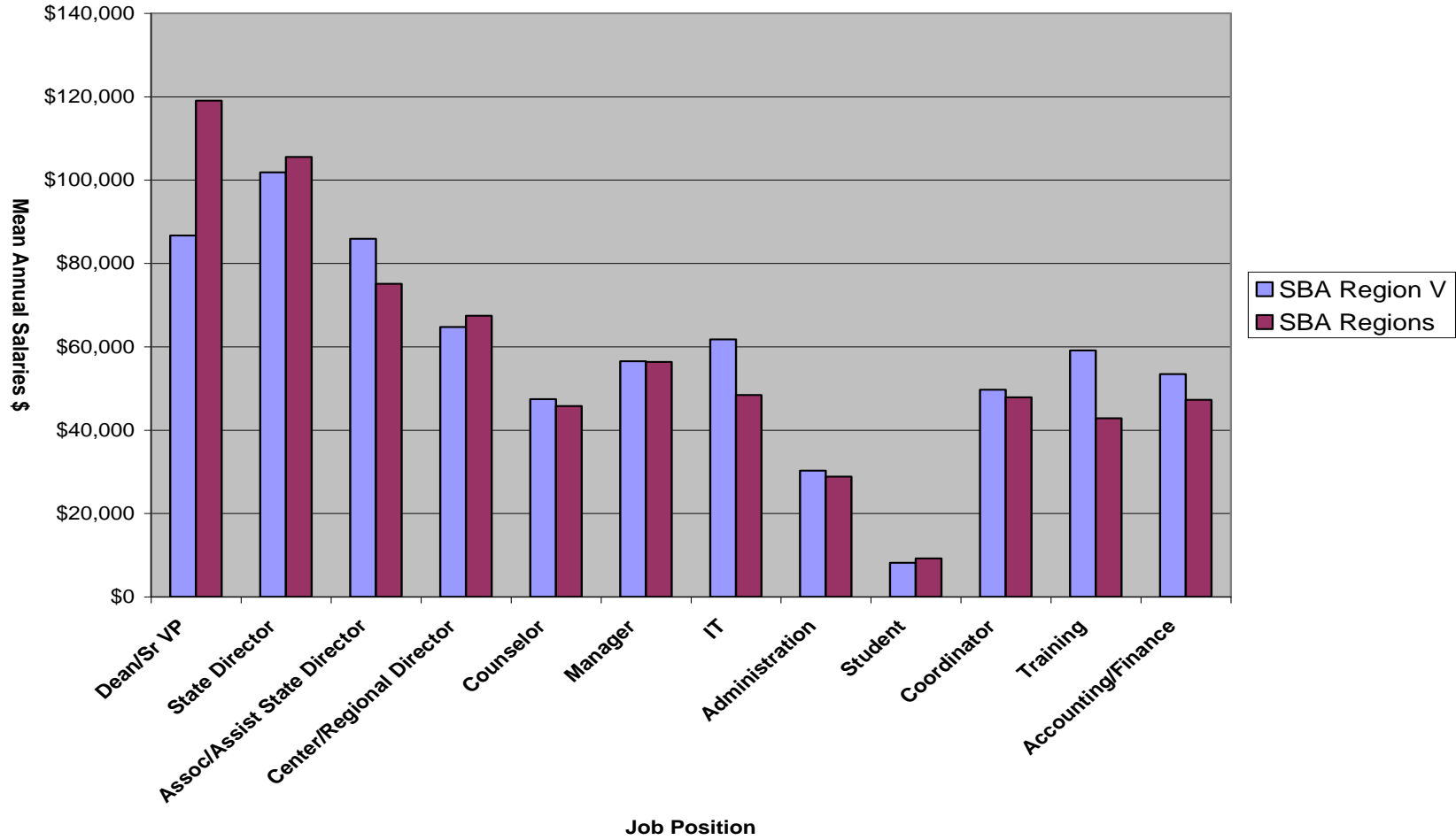
SBA Region III Compared To SBA Regions



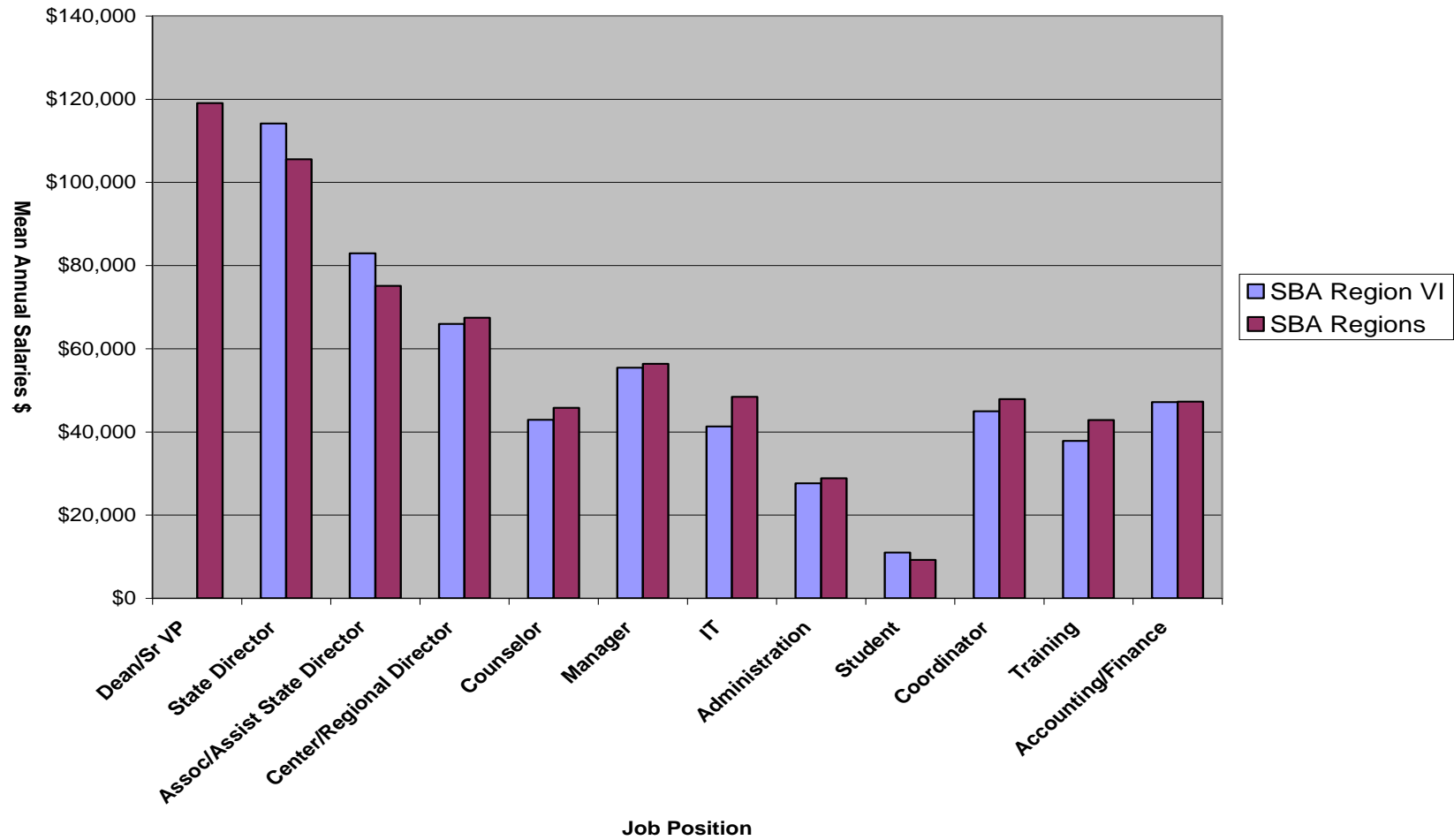
SBA Region IV Compared To SBA Regions



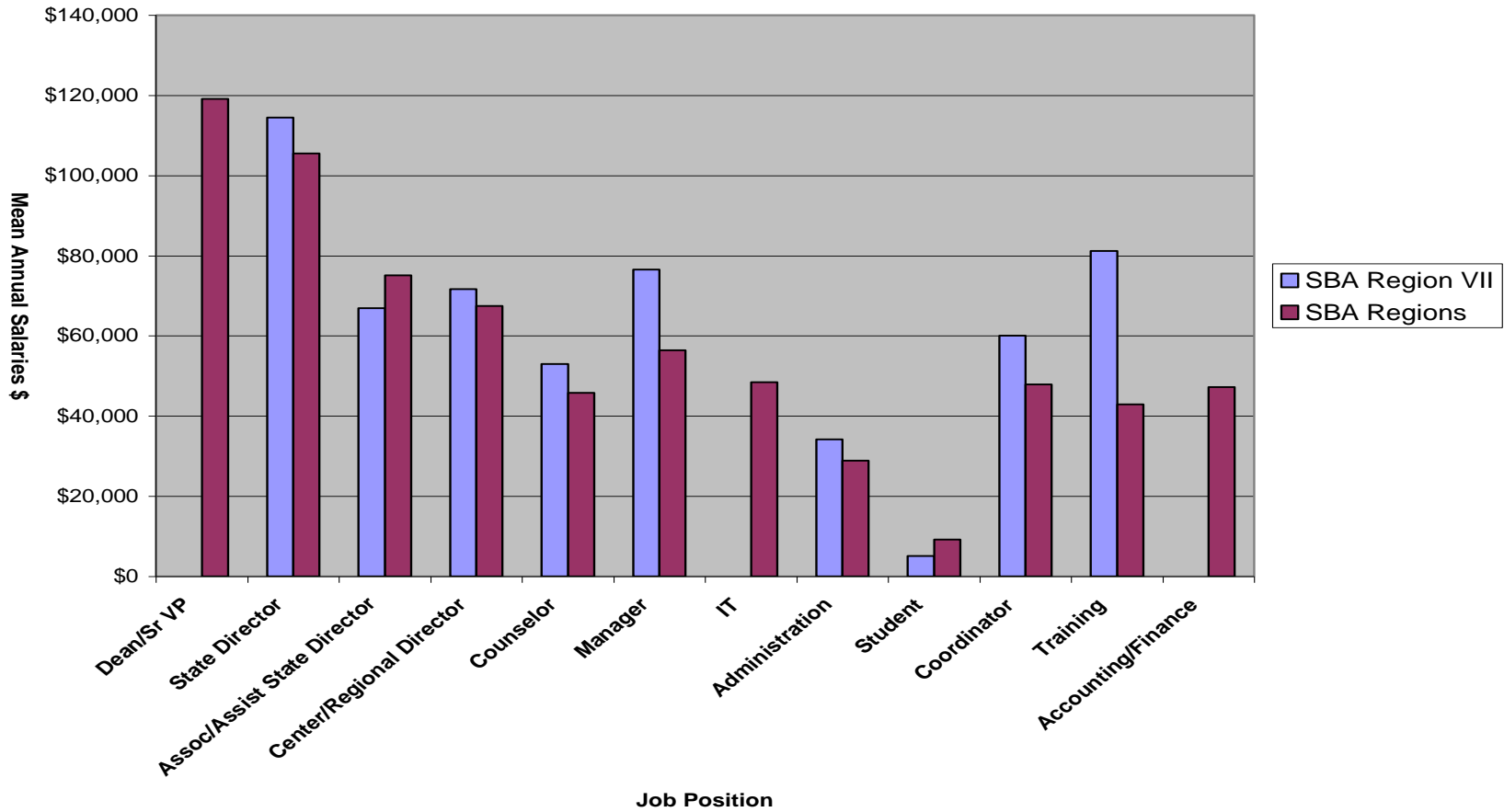
SBA Region V Compared To SBA Regions



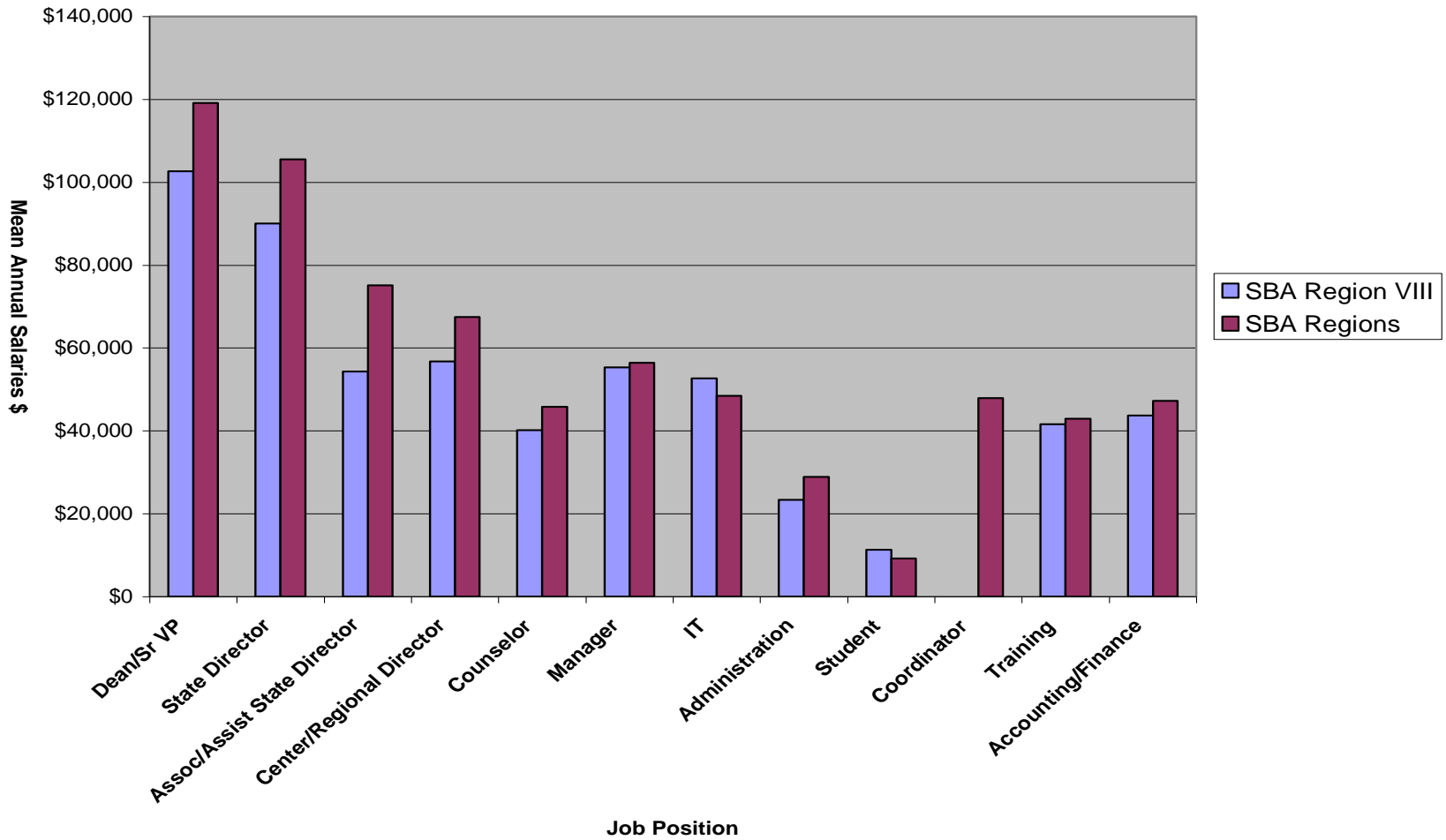
SBA Region VI Compared To SBA Regions



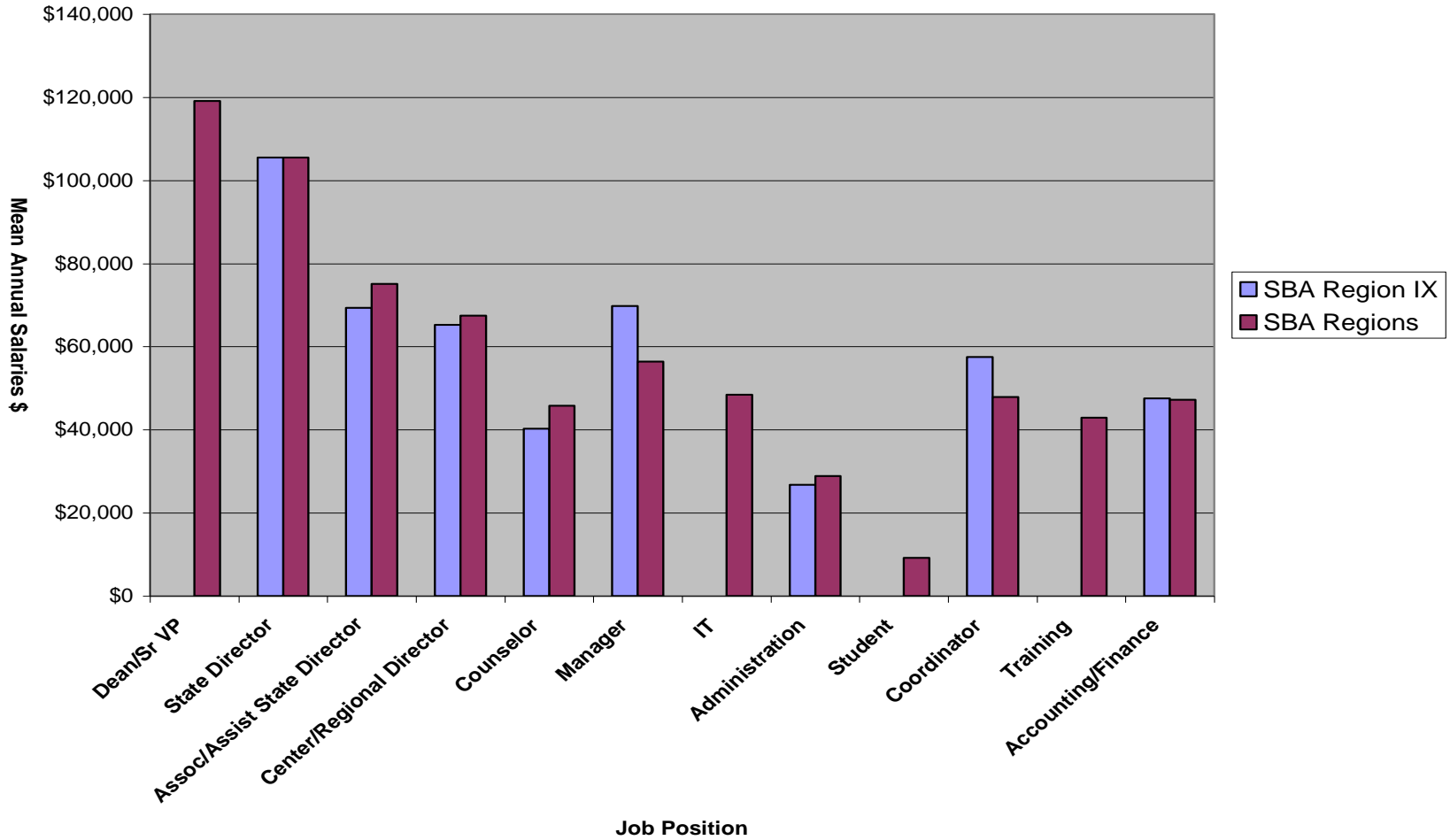
SBA Region VII Compared To SBA Regions



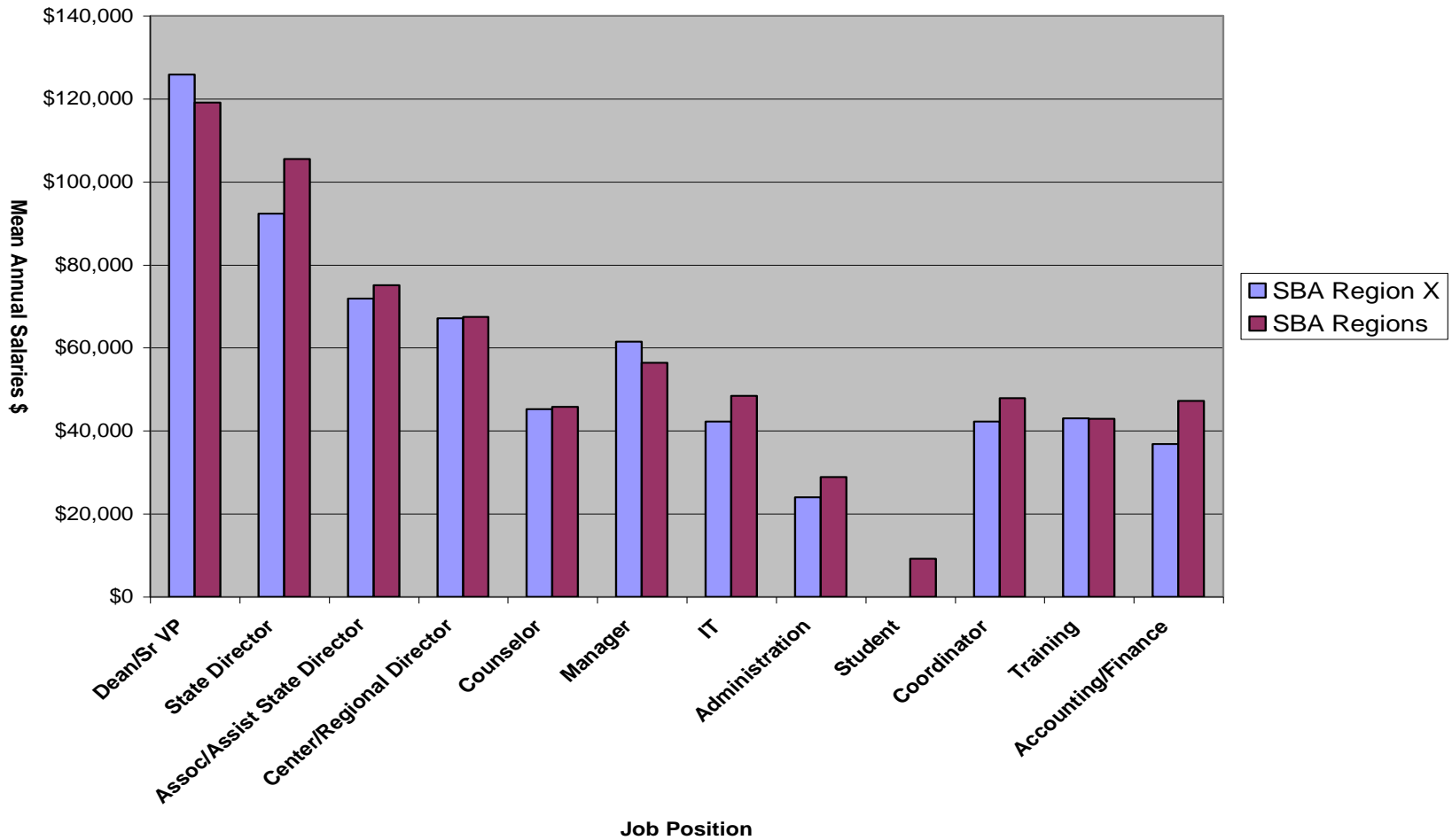
SBA Region VIII Compared To SBA Regions



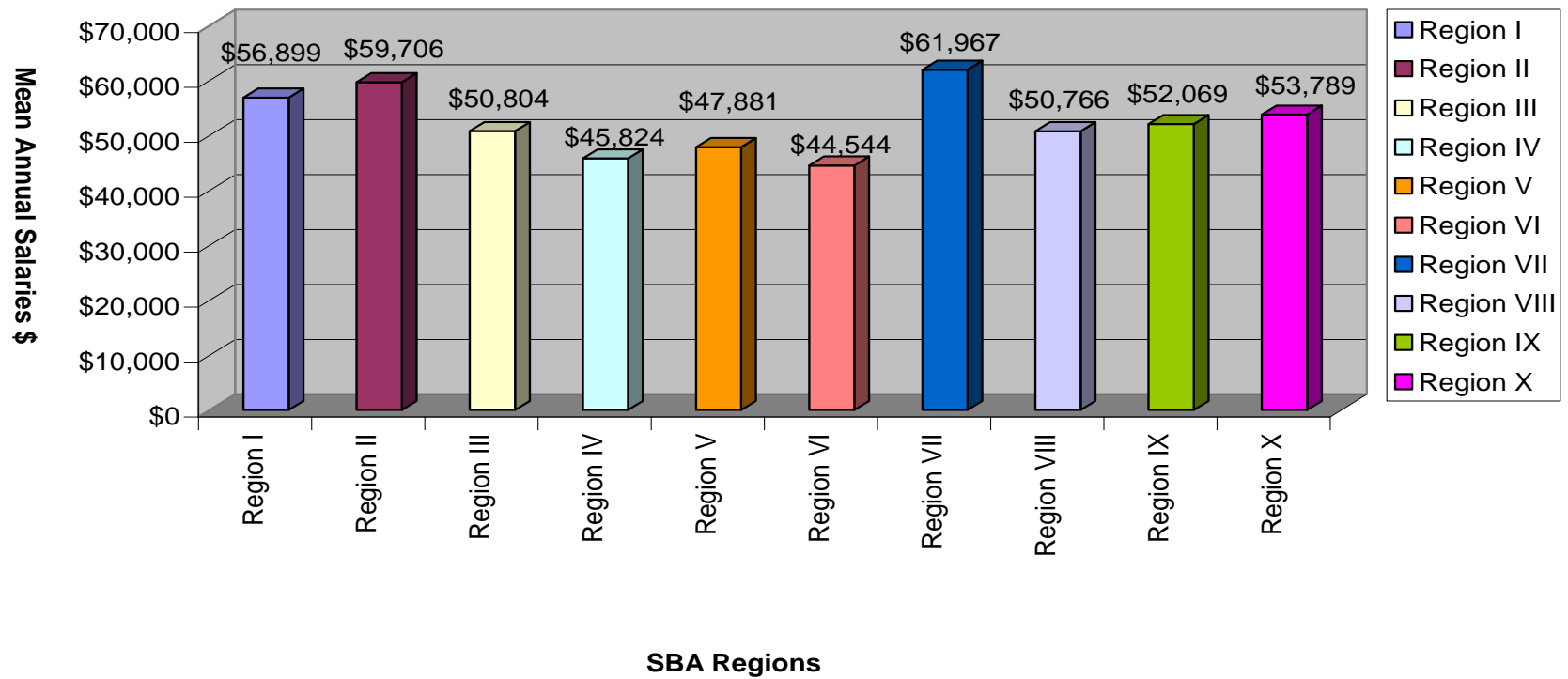
SBA Region IX Compared To SBA Regions



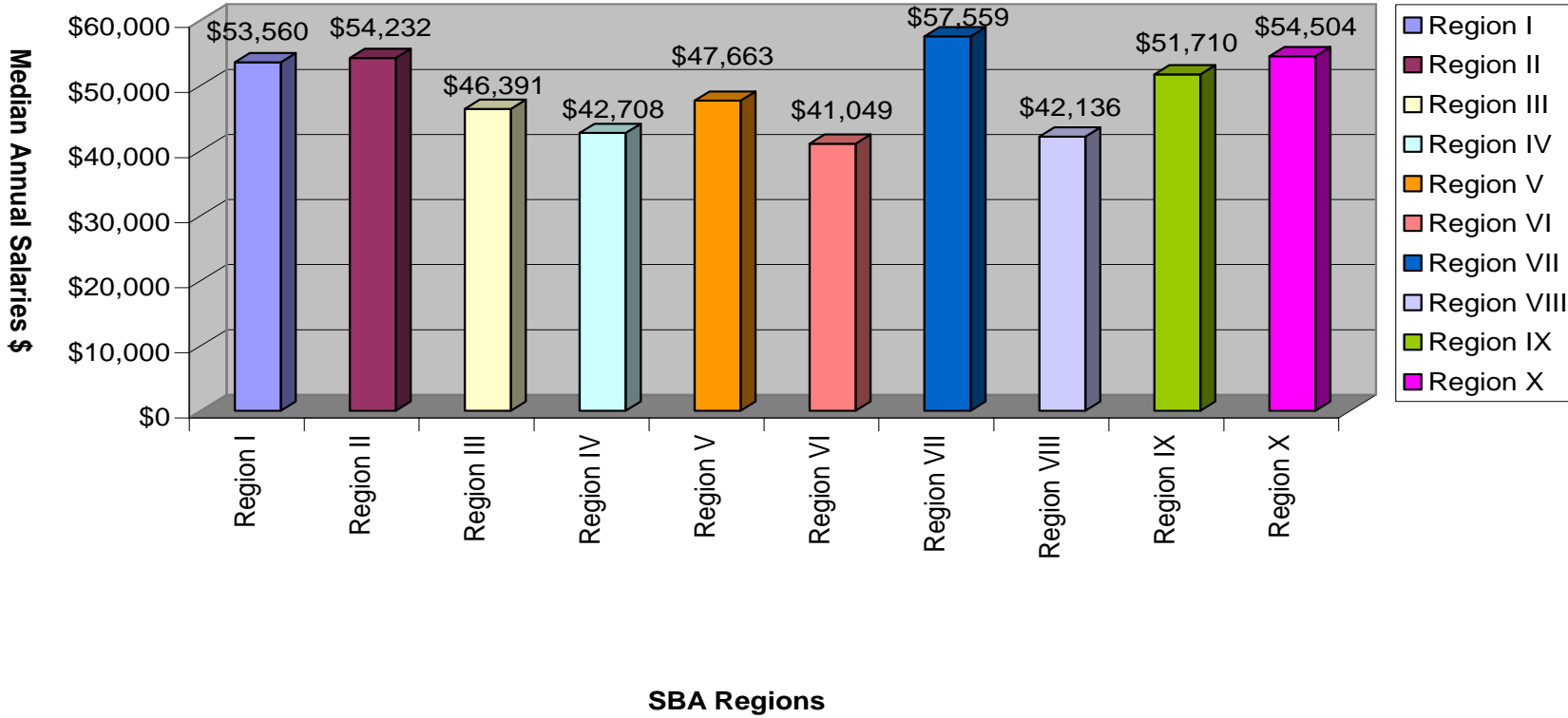
SBA Region X Compared To SBA Regions



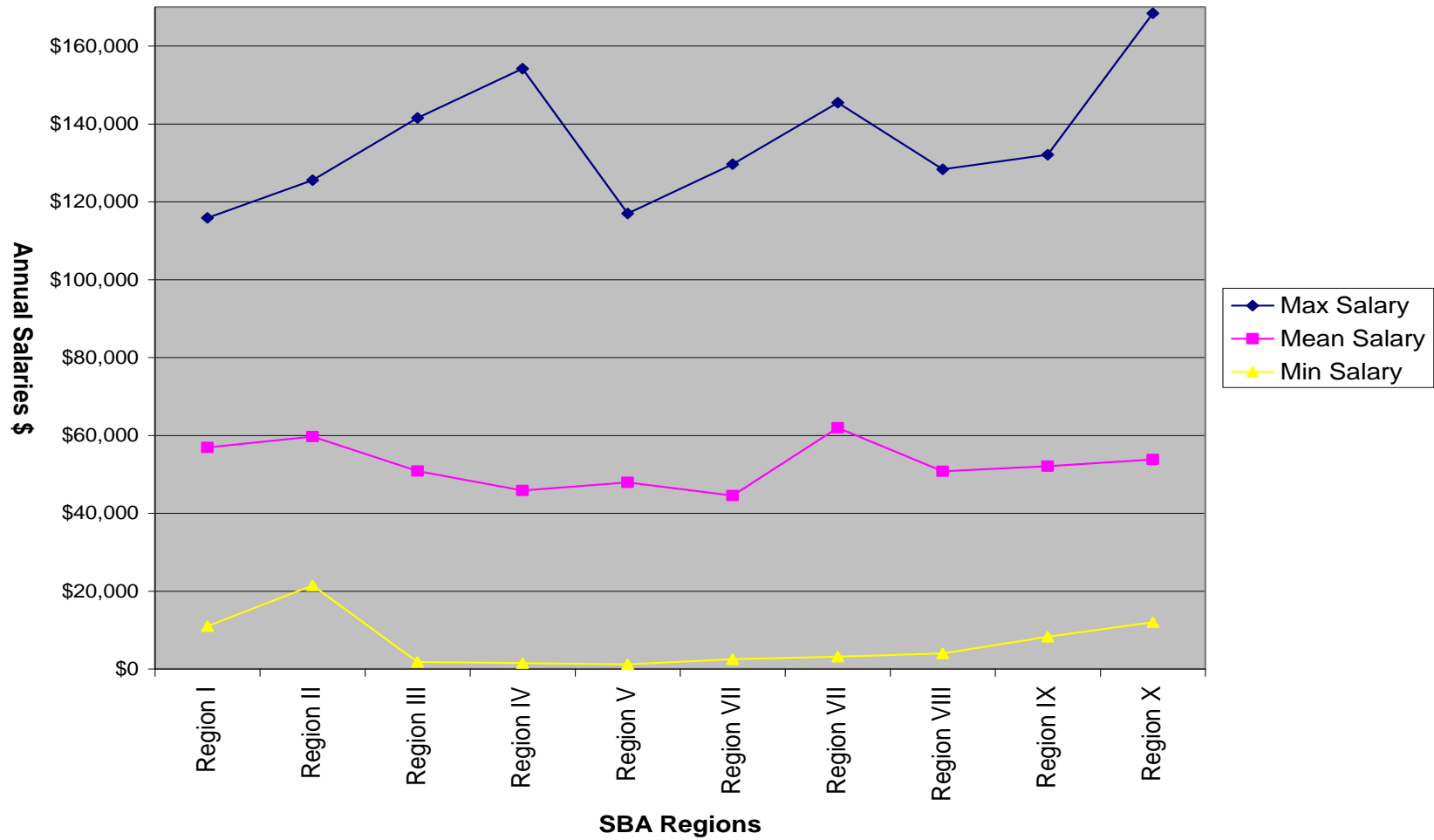
SBA Regions Mean Salaries All Positions



SBA Regions Median Salaries All Positions



SBA Regions Min Max Salaries All Positions



Mean Salary by Position for 2001, 2003, 2005, 2007, 2009

Job Position	2001	2003	2005	2007	2009
State Director	\$77,657	\$88,790	\$89,637	\$98,999	\$105,543
Assoc./Assist State Director	\$56,492	\$63,987	\$64,667	\$69,315	\$75,073
Center/Regional Director	\$49,414	\$56,405	\$56,224	\$60,998	\$67,461
Counselor	\$36,978	\$40,632	\$42,936	\$42,960	\$45,785
Administration	\$19,592	\$21,119	\$23,322	\$26,531	\$28,830
IT	\$32,946	\$41,072	\$46,211	\$41,008	\$48,427

Percentage of Mean Salary Change 2001, 2003, 2005, 2007, 2009

Job Position	2001 to 2003	2001 to 2003	2003 to 2005	2003 to 2005	2005 to 2007	2005 to 2007	2007 to 2009	2007 to 2009
	\$ Change	% Change	\$ Change	% Change	\$ Change	% Change	\$ Change	% Change
State Director	\$11,133	14.34%	\$847	0.95%	9,362	10.44%	\$6,544	6.61%
Assoc/Assist State Director	\$7,495	13.27%	\$680	1.06%	\$4,648	7.19%	\$5,758	8.31%
Center/Regional Director	\$6,991	14.15%	-\$181	-0.32%	\$4,764	8.47%	\$6,437	10.61%
Counselor	\$3,654	9.88%	\$2,304	5.67%	-\$76	-0.18%	\$2,925	6.82%
Administration	\$1,527	7.79%	\$2,203	10.43%	\$3,209	13.76%	\$2,299	8.67%
IT	\$8,126	24.66%	\$5,139	12.51%	-\$5,203	-11.26%	\$7,419	18.10%

Mean Salaries All Regions 2009

Job Position	Region I	Region II	Region III	Region IV	Region V	Region VI	Region VII	Region VIII	Region IX	Region X
Dean/SR Vice President	\$82,400	\$0	\$141,547	\$148,510	\$86,667	\$0	\$0	\$102,675	\$0	\$125,855
State Director	\$95,341	\$99,029	\$107,290	\$115,651	\$101,832	\$114,116	\$114,447	\$90,054	\$105,514	\$92,309
Assoc./Assist State Director	\$57,913	\$113,098	\$80,719	\$71,216	\$85,899	\$82,934	\$66,872	\$54,348	\$69,299	\$71,921
Center/Regional Director	\$73,964	\$82,838	\$72,477	\$66,244	\$64,747	\$65,949	\$71,641	\$56,712	\$65,214	\$67,219
Counselor	\$51,601	\$53,482	\$44,029	\$45,356	\$47,436	\$42,902	\$52,986	\$40,187	\$40,270	\$45,203
Manager	\$52,610	\$76,106	\$53,845	\$52,338	\$56,543	\$55,413	\$76,493	\$55,270	\$69,726	\$61,457
IT	\$68,882	\$70,605	\$49,142	\$35,814	\$61,780	\$41,327	\$0	\$52,642	\$0	\$42,251
Administration	\$33,062	\$38,251	\$30,957	\$28,313	\$30,258	\$27,610	\$34,179	\$23,297	\$26,798	\$24,015
Student	\$11,000	\$0	\$10,010	\$8,649	\$8,157	\$10,976	\$5,073	\$11,290	\$0	\$0
Coordinator	\$47,381	\$24,828	\$49,111	\$45,956	\$49,660	\$44,957	\$60,076	\$0	\$57,548	\$42,293
Training	\$60,130	\$0	\$49,200	\$34,726	\$59,124	\$37,837	\$81,213	\$41,600	\$0	\$43,050
Accounting/Finance	\$50,704	\$0	\$41,164	\$44,603	\$53,458	\$47,155	\$0	\$43,682	\$47,550	\$36,780

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).

Dean/SR. Vice President: Job Classification Includes;

Dean
Senior Vice President
President
CEO

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

Center/Regional 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

Center/Regional Director Continued:

Regional Director (Except for Texas and California)
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

Administration: 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

Student: Job Classification Includes;
Graduate Student
Student
Student Assistant
Student Worker
Intern

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	Chief Operations Officer
Grants and Budgets	Marketing
Research Catalog Librarian	State Demographer
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.

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