

# REPORT & CHARTBOOK:

## The 2012 Biennial *AHEAD* Survey of Disability Service and Resource Professionals in Higher Education: Employment and Compensation

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## I. SURVEY BACKGROUND

### *Purpose*

This is the fourth iteration of this survey of people working on disability issues in higher education conducted by the Association on Higher Education And Disability (*AHEAD*). Originally conducted in 2004, 2008, and 2010, the 2012 questionnaire covers most of the questions asked in previous versions with changes for clarity.

The original purpose of the survey was to:

- Collect demographic information about a wide variety of disability services office staff, including personal statistics (e.g., age, ethnicity), professional backgrounds, and salary ranges;
- Learn more details about the administration of disability services offices, including the number of students and staff served, the decentralization or centralization of services, and the institutional units (e.g., academic affairs, student affairs) overseeing disability services operations; and
- Find practical information to guide administrators in disability services offices and at *AHEAD*, including which types of compensation, resources, and professional development opportunities would be most beneficial for disability services staff.

In 2008, *AHEAD* decided to make the survey biennial, with the intention of designing two alternating surveys, one for disability services administrators, focused on offices and programming, and a second survey for all disability service professionals, regarding their work, salary, and professional development needs. The 2008 survey was a “bridge” to this plan with five sections: (1) personal and professional information such as age, gender, ethnicity, and education; (2) details about respondents’ current positions, including job titles and degree requirements for the position; (3) salary and compensation information, including non-monetary forms of compensation like flexible work hours; (4) information about the respondents’ campus and disability services’ office information, including setting, type of campus, statistics about consumers, and administrative features of the office – this section was only intended for respondents who were disability services office administrators; and (5) perspectives on disability services, including professional development needs, identification of critical knowledge for staff, and underlying philosophy of disability services service provision.

This ambitious agenda was pared down for the 2010 survey which included only the first four sections with one question on professional development needs. The survey is still quite ambitious as it is interested in tracking trends where the unit of study shifts from the individual respondent disability service professional, to the respondent’s job, to the office and campus context in which the respondent works, to the overall nature of disability services at the respondent’s campus or workplace, and to characteristics of disabled students or faculty/staff served.

## *Limitations of the 2012 Survey*

**PEOPLE VS PROGRAMS:** The 2012 questionnaire followed the 2010 model. The very ambitious and plan to split the effort into two separate surveys has not yet been implemented. Therefore, because of issues around confidentiality, each respondent was asked to complete all the questions they could, whether they were program administrators or hourly workers. This means that we have multiple answers about PROGRAMS in which our individual RESPONDENTS work. This means that not only can we not truly identify which answers are about the same programs; we also don't know how many programs are represented.

**RESPONSE RATE:** Responses for 2012 at 461 people were a bit more than half of the 916 for 2010. This is probably due to two factors. First, the timing around the winter holidays was probably a mistake. Second, bringing us back again to PEOPLE vs PROGRAMS, the questionnaire was too long for anyone who did not know the PROGRAM data to answer. It made some people feel inadequate that they didn't know all the PROGRAM details. It appealed most to people in upper level positions who have easy access to program data themselves, and understand it's utility. Even then, it still took a lot of respondent time to research data, and some people did that in groups, and some did it alone, while some people made informed guesses. In looking at the results, please keep this in mind.

**SAMPLING:** Results about PEOPLE are more reliable that results about PROGRAMS. Further, results about programs do not reflect reality as much as they reflect what people THINK about programs. Furthermore, we know that the *AHEAD* membership includes many students and disability studies enthusiasts, these groups are hardly represented at all. We had only two responses from student workers, other than a few long-term professionals working on a graduate degree. Yet, many respondents indicate that they supervise many, even dozens, of student workers. We need to think carefully about how much we want our research effort to reflect the laudable expansion of *AHEAD* membership far beyond direct services to people in higher education who experience disability.

## *The Chartbook*

Traditional long narrative reports are available for the 2004 and 2008 results. This report format, continued from 2010, reflects a slightly different approach to data and its presentation. An important goal of this survey was to collect and report descriptive information in a style that would be accessible to people without any statistics background. Another goal was to build a longitudinal data source where users can track whichever trends interest them most. This Chartbook is a simple way for us to publish the results of the survey so that users can quickly find the data they need. In choosing this format, we expect that *AHEAD* members will consult the Chartbook frequently to look up data, as they need it, on overall trends and to compare their situation with that of their peers. We have tried to present data that is reasonably reliable; summarized where it seems appropriate. However, we have left many categories relatively raw to not impose any particular analytic posture on the data. This is particularly important because of the focus on multiple units of study. At times the Chartbook reports the same data, but organizes it in rows or columns to make differences clear depending on which is most important to readers, the crux of most research. So, for example, data on salary by job title, job description, or job functions is presented several different ways. For easy reference, each table in the Chartbook has a descriptive title that shows up in the Table of Contents.

## *Further Data Reports*

This report contains only a small selection of interpretive notes and data tables for only a small number of possible analyses. In many cases it contains a basic table on data, such as salary, that is then also presented in a more detail or a more summarized format.

The next section contains most of the methodological description of the survey necessary for most users to understand the tables and the full questionnaire, recruitment materials, coding, and the analysis process. This report focuses particularly on the demographic characteristics of the survey respondents, their employment history and compensation. *AHEAD* will present other reports from different perspectives and can make additional data analysis available upon request. For example, if you need a breakdown of salary data for Sign Language Interpreters, or for men vs. women in a particular job category, or a profile of your state, that can probably be provided. In addition, as this is the fourth iteration of this survey over an eight year period, we do have longitudinal data which will be available separately.

## *Notes on the Preparation of the 2012 Data*

**SAMPLING:** Because survey participation is self-selected, generalization of the results is limited, and caution is due in making broad assumptions based on the survey's findings. This survey used a basic opportunity sample with snowball recruitment, the most practical approach. Anyone who had the opportunity to participate was welcome, whether contacted directly by *AHEAD* or by referral from another respondent (snowball fashion). *AHEAD* recruited individual respondents from its membership and from people who could be thought of as potential members (recruited from the same networks from which *AHEAD* recruits members). There was no formal statement of eligibility. The introductory/recruitment letters and informed consent documents referred in general to our profession and to the goal of understanding disability service and resource professionals in higher education. This was deliberate to be as inclusive as possible. Respondents in earlier versions of the survey did report some difficulty fitting themselves into some questions because of the newness of the field and the range of their interests, job functions, and how their job fits into its larger context. Data was collected from people working in K-12, adult education, vocational rehabilitation, one stop centers, and many very unique and specialized environments. Therefore, choosing which respondents to include in the analysis of particular questions is difficult. Some of these difficulties were noted in prior years.

**CLEANING DATA:** The survey itself was anonymous. Data from participants could not be linked to names, e-mail addresses, or institution. In all, 461 people completed usable survey responses. To understand sampling issues, I had to consider apparent inconsistencies. For example, people would report they worked full time at one job but reported a personal income higher than that of the full time equivalent salary they list for their job. Further "combing" or "cleaning" of the data reveals a note that they teach a class once a year. That explains the extra money, so they were re-coded as having 2 jobs with a combined FTE of 1.25. Some seeming inconsistencies are also definitional. People who did not report any experience with disability services may disclose a hearing impairment and work with people who are Deaf/Hard of Hearing (HOH), although not all at the postsecondary level. Is Deafness disability? Another explanation for missing data is that many people are hesitant to answer if the choices are not literally correct. Perhaps some skipped the questions on higher education or disability experience because they could not choose "less than one year" when asked how many years' experience they have. This is a general problem with most questions where no answer is assumed to mean "not

applicable” as a default, rather than giving the respondent the chance to tell us why it is blank. This leaves the interpretation to the analyst. The Chartbook uses responses of all of the people who answered the appropriate questions with interpretable answers. Each table clearly states if any records were excluded and how many were left blank, usually referred to as “no data” or “N/A” for not applicable, sometimes both are included. Some tables have no totals. This is the case where an aggregate total would only be misleading.

The analysis process includes an extensive cleaning of the data in an attempt to sort out these and other inconsistencies. This is a process where researchers look at inconsistencies and see if they can figure out what people meant to answer. [e.g., *did the respondent who said she was an ASL (A for American) interpreter in Texas really mean she was paid in Euros or did she just check the wrong box? This is difficult. Did the person working for an office of “Disabled Student Services” who only listed statistics for faculty/staff disabled consumers mean student consumers, or, in fact, might she be the person responsible for working with staff?*] In cases when it was not possible to interpret responses, even after consultation with AHEAD staff, these responses were deleted from the database for any analysis of the data in question. Some of these interpretive difficulties can be eased in future iterations of the survey by double checking questions such as “Does your office offer services to staff?” before probing for the type of disability experienced by those staff, or conversely, students. However, separation of individual and program surveys will solve some of these problems.

### *The Questionnaire*

Most respondents completed the first parts of the survey about themselves and their personal experience in some detail, with no apparent hesitation in supplying personal information. Due to validity concerns with overlapping categories, some caution is due, therefore, in interpreting what may appear to be similarities or differences in the data.

Again, in a potentially significant number of cases it is likely that the questions didn’t apply to some people, where others didn’t know the answer, or their answer was not an available choice. The respondent didn’t have a job, or an office, or work at a school, or work with students, or were consultants, etc. The survey did not give respondents a consistent way to distinguish between the various reasons why they skipped any particular question. Because of this, in most cases, we have been careful to report both the proportion of all 461 respondents with a particular answer, and the proportion with that particular answer who answered that question at all. This is often indicated by the convention (n=) followed by a number. So, n=461, means that the basis of analysis of that bit of information is all 461 respondents, so all percentages should be read as a percent of 461. A figure such as n=335, for example, means that only 335 respondents answered that question. In this case the percentages reported are a percent of 335.

The survey didn’t ask respondents to reveal their actual campus. The likelihood of two people responding from the same school is high, while the likelihood that their answers, even to non-personal service questions, are exactly the same data is slight. Respondents were encouraged to forward the survey information to colleagues at both their own institution and beyond. We must assume that we do have multiple respondents from the same offices. Please remember that all comparative data is only illustrative of trends. We know much more about how respondents THINK about their places of work than we do any exact profiles of those offices.



As with the older surveys,” it is apparent that a lack of centralized information about disability services will create validity issues. For example, there are no U.S. organizations that currently collect statistics about all disabled students in higher education. Unlike elementary and secondary school systems, which have mandated reporting and standardized disability categories under IDEA, higher education service providers usually only collect statistics for their immediate supervisors. Because there are no agreed-upon standards, many statistics vary by office. For example, some administrators may count deaf, deaf-blind, and hard-of-hearing students as having three different types of disabilities. Other campuses may count these students with blind and visually impaired students, reporting them all under a category of students with sensory disabilities.” (Final Report: The 2008 Biennial *AHEAD* Survey of Disability Services and Resource Professionals in Higher Education, p. 11)

In conclusion, despite these limitations, the survey data is a valuable resource. *AHEAD* has done its best to collect and present data that will further the development of the field of not only disability services in higher education, but to a better understanding of disability and education, and disability services in general in society.

*Table Introduction 1: Ahead Membership*

<b>AHEAD MEMBERSHIP</b>		
<b>Responses</b>	<b>People</b>	<b>Percent</b>
<b>YES</b>	<b>402</b>	<b>87.20%</b>
<b>WAS IN PAST</b>	<b>11</b>	<b>2.39%</b>
<b>NEVER</b>	<b>20</b>	<b>4.34%</b>
<b>NO DATA</b>	<b>15</b>	<b>3.25%</b>
<b>WILL JOIN</b>	<b>13</b>	<b>2.82%</b>
<b>TOTAL</b>	<b>461</b>	<b>100.00%</b>

*Table Introduction 2: Overall Disability Studies Programs and Planning at Respondent's Campuses*

<b>Overall Disability Studies Programs and Planning</b>		
<b>Does your institution have a Disability Studies Program?</b>	<b>Number of Respondents' Access to Disability Studies n=461</b>	<b>Percent of Respondents' Access to Disability Studies</b>
Don't Know	5	1.08%
A graduate program or degree is in a planning stage	6	1.30%
We have an undergraduate certificate program	9	1.95%
Undergraduate program or degree is in a planning stage	13	2.82%
We have an undergraduate minor program	13	2.82%
We have an undergraduate major program	15	3.25%
We have a graduate program	29	6.29%
Not Applicable	31	6.72%
Individual classes are taught with a disability studies perspective, but no program or degree	114	24.73%
Not that I am aware of	258	55.97%
<b>Note: Campuses with programs are possibly over-represented in the sample because they are motivated to respond.</b>		

## II. BASIC DEMOGRAPHIC DATA ON RESPONDENTS

Table Demographics 1: Female Respondents BY Age

FEMALE RESPONDENTS BY AGE					
FEMALES	AGE	PEOPLE	PERSON YEARS	AVERAGE AGE	PERCENT OF FEMALES
Females	20s	22	590	26.82	6.59%
Females	30s	64	2212	34.56	19.16%
Females	40s	69	3092	44.81	20.66%
Females	50s	120	6566	54.72	35.93%
Females	60s	58	3624	62.48	17.37%
Females	70s	1	71	71.00	0.30%
	<b>Sub Total</b>	<b>334</b>	<b>16155</b>	<b>48.37</b>	<b>100%</b>
<b>PERCENT OF TOTAL SAMPLE n=461</b>	<b>Prefer Not to Say</b>	37	n/a	n/a	
<b>80.48%</b>	<b>Totals</b>	<b>371</b>	n/a	n/a	

Table Demographics 2: Male Respondents BY Age

MALE RESPONDENTS BY AGE					
MALES	AGE	PEOPLE	PERSON YEARS	AVERAGE AGE	PERCENT OF MALES
Males	20s	5	128	25.60	6.58%
Males	30s	10	351	35.10	13.16%
Males	40s	17	747	43.94	22.37%
Males	50s	23	1271	55.26	30.26%
Males	60s	18	1130	62.78	23.68%
Males	70s	3	211	70.33	3.95%
	<b>Sub Total</b>	<b>76</b>	<b>3838</b>	<b>50.50</b>	<b>100%</b>
<b>PERCENT OF TOTAL SAMPLE n=461</b>	<b>Prefer Not to Say</b>	3	n/a	n/a	
<b>17.14%</b>	<b>Totals</b>	<b>79</b>	n/a	n/a	

Table Demographics 3: Respondents BY State

State/Province/Country: What is the location of your residence?		
STATE/COUNTRY	PEOPLE	PERCENT N=461
AK	1	0.22%
DE	1	0.22%
ID	1	0.22%
LO	1	0.22%
ND	1	0.22%
NH	1	0.22%
NV	1	0.22%
Qatar	1	0.22%
RI	1	0.22%
United Kingdom	1	0.22%
MS	2	0.43%
WV	2	0.43%
WY	2	0.43%
CT	3	0.65%
HI	3	0.65%
AL	4	0.87%
DC	4	0.87%
KY	4	0.87%
UT	4	0.87%
VT	4	0.87%
WA	4	0.87%
ME	5	1.08%
NJ	5	1.08%
SC	5	1.08%
Canada	6	1.30%
NC	6	1.30%
IA	7	1.52%
NE	7	1.52%

WI	7	1.52%
AR	8	1.74%
CO	8	1.74%
IN	9	1.95%
MO	9	1.95%
NM	9	1.95%
OK	9	1.95%
GA	11	2.39%
KS	11	2.39%
MD	13	2.82%
MI	13	2.82%
TN	13	2.82%
MA	14	3.04%
OR	14	3.04%
AZ	15	3.25%
FL	15	3.25%
MN	16	3.47%
VA	18	3.90%
IL	19	4.12%
TX	21	4.56%
CA	24	5.21%
PA	24	5.21%
NY	28	6.07%
OH	28	6.07%
<b>SUB TOTALS</b>	<b>443</b>	<b>96.10%</b>
<b>NO DATA</b>	<b>18</b>	<b>3.90%</b>
<b>TOTALS</b>	<b>461</b>	<b>100.00%</b>

Table Demographics 4: Respondents' Ethnicity

<b>RESPONDENT ETHNICITY</b>			
<b>Primary Ethnic Identification</b>	<b>People</b>	<b>Percent of People</b>	<b>Percent of Non-White</b>
Middle-Eastern:	3	0.65%	4.23%
American Indian & Alaska Native:	5	1.08%	7.04%
Asian (Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, other Asian):	7	1.52%	9.86%
Multi-Ethnic	6	1.30%	8.45%
Hispanic or Latino (Mexican, Puerto Rican, Cuban, other Hispanic or Latin descent):	19	4.12%	26.76%
Black (African American, African, Atlantic Islander, Indian Islander):	27	5.86%	38.03%
White (Anglo, European descent):	366	79.39%	n/a
Other	4	0.87%	5.63%
Prefer not to say:	20	4.34%	n/a
No Data	4	0.87%	n/a
<b>Totals</b>	<b>461</b>	<b>100.00%</b>	<b>100.00%</b>

*Table Education 1: Respondents' Completed Education*

<b>RESPONDENT EDUCATION</b>		
Education	People	Percent
High School or Equivalent	3	0.65%
Certificate	6	1.30%
A.A., A.A.S. or Associate's	6	1.30%
B.S., B.A., B.I. or other Bachelor's	46	9.98%
M.A., M.S., M.S.W, M.Ed. or other Master's	298	64.64%
Ph.D., Ed.D., J.D., MD, or other Doctorate	93	20.17%
No Data	9	1.95%
<b>TOTAL</b>	<b>461</b>	<b>100.00%</b>

*Table Education 2: Respondents' Ongoing Education*

<b>Are you in school working towards a degree?</b>			
	People	Percent of those in School	Percent of All
A Trade or Skill Certificate	1	1.64%	0.22%
A.A., A.A.S. or other Associate's	0	0.00%	0.00%
B.S., B.A., B.I. or other Bachelor's	6	9.84%	1.30%
M.A., M.S., M.S.W, M.Ed. or other Master's	21	34.43%	4.56%
Ph.D., Ed.D., J.D., MD, or other Doctorate	33	54.10%	7.16%
<b>Total in School</b>	<b>61</b>	<b>100.00%</b>	<b>13.23%</b>
<b>Not in School</b>	395	n/a	85.68%
<b>No Data</b>	5	8.20%	1.08%
<b>Total</b>	<b>461</b>	<b>n/a</b>	<b>100.00%</b>

Table Education 3: Education Required for Respondents' Current Positions

Education Required for Position			
What is the minimum educational level required for your job as indicated on your current job description? OR, what is/would be the minimum educational level currently required for new hires in your job?	People	Percent of People Stating a Degree	Percent of All People
High School Diploma, G.E.D. or other Certificate	3	0.67%	0.65%
A.A., A.A.S. or other Associate's degree	4	0.89%	0.87%
Ph.D., Ed.D., J.D. or other Doctorate degree	32	7.16%	6.94%
B.S., B.A., B.I. or other Bachelor's degree	89	19.91%	19.31%
M.A., M.S., M.S.W, M.Ed. or other Master's degree	319	71.36%	69.20%
<b>SUBTOTAL</b>	<b>447</b>	<b>100.00%</b>	<b>96.96%</b>
Other	5	1.12%	1.08%
No degree is required	4	0.89%	0.87%
No Data	5	1.12%	1.08%
<b>SUBTOTAL</b>	<b>14</b>	<b>3.13%</b>	<b>3.04%</b>
<b>TOTAL</b>	<b>461</b>	<b>N/A</b>	<b>N/A</b>

Table Disability 1: Respondent Overall Personal Disability Experience

RESPONDENT DISABILITY								
Do you consider yourself a person with a disability?	YES	AT TIMES	YES & Disability in my Close Family	NO but Disability is in my Close Family	NO	NO & Not in my Family	NO DATA	TOTAL
<b>PEOPLE</b>	<b>111</b>	<b>64</b>	<b>1</b>	<b>107</b>	<b>170</b>	<b>277</b>	<b>8</b>	<b>461</b>
<b>PERCENT</b>	<b>24.08%</b>	<b>13.88%</b>	<b>0.22%</b>	<b>23.21%</b>	<b>36.88%</b>	<b>60.09%</b>	<b>1.74%</b>	<b>100.00%</b>



Table Disability 2: Respondent Detail Personal Disability Experience

<b>RESPONDENT DISABILITY EXPERIENCE</b>			
<b>My personal disability/difference experience is related to: Check all that apply.</b>	<b>Experiences Count, can be Moore than one per person.</b>	<b>Percent of All Experiences of Disability</b>	<b>Percent of People with This Disability Experience</b>
Speaking	1	0.40%	0.58%
Intellect	3	1.19%	1.75%
Motor Activity	6	2.37%	3.51%
Vision	19	7.51%	11.11%
Learning	22	8.70%	12.87%
Hearing	24	9.49%	14.04%
Attention/Hyperactivity	31	12.25%	18.13%
Psychological/Psychiatric	39	15.42%	22.81%
Mobility	49	19.37%	28.65%
Chronic/Other Health	59	23.32%	34.50%
<b>Total Experiences of Disability</b>	<b>253</b>	<b>100.00%</b>	<b>n/a</b>
<b>Individuals' Experiences</b>	<b>People</b>	<b>Percent of All 461 People</b>	
People with Disability Experience	171	37.09%	
People with No Disability Experience	188	40.78%	
People who Prefer Not to Say	12	2.60%	
People with No Data	90	19.52%	
<b>Total People</b>	<b>461</b>	<b>100.00%</b>	
<b>Average Number of Disability Experiences per Person</b>			<b>1.48</b>

Table Disability 3: Respondents' Experience of Disability Onset

<b>RESPONDENTS' EXPERIENCE OF DISABILITY ONSET</b>			
<b>AGE AT ONSET</b>	<b>People</b>	<b>Percent of All People</b>	<b>Percent of People with Disability Experience</b>
<b>0-1</b>	<b>27</b>	<b>5.86%</b>	<b>16.88%</b>
<b>2-5</b>	<b>17</b>	<b>3.69%</b>	<b>10.63%</b>
<b>6-10</b>	<b>22</b>	<b>4.77%</b>	<b>13.75%</b>
<b>11-15</b>	<b>9</b>	<b>1.95%</b>	<b>5.63%</b>
<b>16-20</b>	<b>13</b>	<b>2.82%</b>	<b>8.13%</b>
<b>21-30</b>	<b>20</b>	<b>4.34%</b>	<b>12.50%</b>
<b>31-40</b>	<b>20</b>	<b>4.34%</b>	<b>12.50%</b>
<b>41-50</b>	<b>7</b>	<b>1.52%</b>	<b>4.38%</b>
<b>51-60</b>	<b>7</b>	<b>1.52%</b>	<b>4.38%</b>
<b>Prefer Not to Say</b>	<b>18</b>	<b>3.90%</b>	<b>11.25%</b>
<b>N/A</b>	<b>210</b>	<b>45.55%</b>	<b>n/a</b>
<b>NO DATA</b>	<b>91</b>	<b>19.74%</b>	<b>n/a</b>
<b>TOTALS</b>	<b>461</b>	<b>100%</b>	<b>100%</b>

### III. EMPLOYMENT HISTORY AND CURRENT POSITIONS

Table Occupation: Respondents' Occupations

<b>Respondents' Occupations (Also see tables on Job Titles BY Salary Below)</b>			
<b>Job Functions/Occupation: How do you commonly describe your current or most recent job functions or occupation? If your job has more than disability related functions, please describe all.</b>	<b>People</b>	<b>Percent of All People</b>	<b>Percent of All Job Duties</b>
Director/Manager	216	46.85%	20.69%
Specialist (including Disability Specialist, Resource Specialist, Accessibility specialist, etc.)	139	30.15%	13.31%
ADA/504 Coordinator	112	24.30%	10.73%
Advisor or Academic Counselor:	100	21.69%	9.58%
Disability Resources/Services Higher Education Consultant	87	18.87%	8.33%
College Teacher, Professor, Associate Professor or Lecturer	74	16.05%	7.09%
Assistive/Adaptive Technology Coordinator/Specialist	66	14.32%	6.32%
Specialist for Learning disability	52	11.28%	4.98%
Associate or Assistant Director	43	9.33%	4.12%
College Counselor, Psychologist	33	7.16%	3.16%
Administrator/Coordinator	26	5.64%	2.49%
High School to College Transition Specialist	24	5.21%	2.30%
Specialist for Vision Impairment/Blind	18	3.90%	1.72%
Sign Language Interpreter	16	3.47%	1.53%
Administrative Assistant, Secretary, Receptionist	8	1.74%	0.77%
Diagnostician	6	1.30%	0.57%
VP/AVP	5	1.08%	0.48%
School to Work Transition Specialist	4	0.87%	0.38%
CART Writer	3	0.65%	0.29%
Dean/Assistant Dean	3	0.65%	0.29%
Specialist Deaf/HoH	3	0.65%	0.29%
K-12 Teacher	2	0.43%	0.19%
OT/PT	2	0.43%	0.19%
Grad Assistant	1	0.22%	0.10%
Student Worker	1	0.22%	0.10%
<b>Totals of People (461) &amp; Job Duties</b>	<b>1044</b>	<b>n/a</b>	<b>100%</b>

*Table Employment History 1: Years of Employment Experience BY Domain in Higher Education and Disability*

<b>YEARS OF EMPLOYMENT EXPERIENCE BY DOMAIN</b>						
	<b>HIGHER EDUCATION</b>		<b>DISABILITY</b>		<b>HIGHER ED AND DISABILITY</b>	
<b>YEARS</b>	<b>PEOPLE</b>	<b>Percent</b>	<b>PEOPLE</b>	<b>Percent</b>	<b>PEOPLE</b>	<b>Percent</b>
0	3.00	0.65%	0	0.00%	8	1.74%
1	18.00	3.90%	15	3.25%	26	5.64%
2	15.00	3.25%	20	4.34%	35	7.59%
3	18.00	3.90%	23	4.99%	25	5.42%
4	13.00	2.82%	15	3.25%	17	3.69%
5	24.00	5.21%	30	6.51%	38	8.24%
6	12.00	2.60%	16	3.47%	26	5.64%
7	14.00	3.04%	11	2.39%	19	4.12%
8	13.00	2.82%	12	2.60%	15	3.25%
9	17.00	3.69%	23	4.99%	20	4.34%
10	34.00	7.38%	18	3.90%	16	3.47%
11	9.00	1.95%	8	1.74%	11	2.39%
12	25.00	5.42%	24	5.21%	19	4.12%
13	18.00	3.90%	15	3.25%	15	3.25%
14	18.00	3.90%	22	4.77%	19	4.12%
15	22.00	4.77%	23	4.99%	21	4.56%
16	18.00	3.90%	14	3.04%	14	3.04%
17	12.00	2.60%	6	1.30%	8	1.74%
18	20.00	4.34%	5	1.08%	4	0.87%
19	24.00	5.21%	5	1.08%	5	1.08%
20	18.00	3.90%	21	4.56%	18	3.90%
21	11.00	2.39%	8	1.74%	8	1.74%
22	7.00	1.52%	6	1.30%	4	0.87%
23	2.00	0.43%	6	1.30%	9	1.95%
24	10.00	2.17%	6	1.30%	13	2.82%
25	15.00	3.25%	17	3.69%	11	2.39%
26	3.00	0.65%	4	0.87%	2	0.43%
27	6.00	1.30%	7	1.52%	6	1.30%
28	5.00	1.08%	7	1.52%	4	0.87%

29	3.00	0.65%	3	0.65%	3	0.65%
30	16.00	3.47%	18	3.90%	9	1.95%
31	3.00	0.65%	3	0.65%	1	0.22%
32	2.00	0.43%	4	0.87%	1	0.22%
33	4.00	0.87%	9	1.95%	2	0.43%
34	4.00	0.87%	3	0.65%	3	0.65%
35	0.00	0.00%	7	1.52%	1	0.22%
36	1.00	0.22%	4	0.87%	1	0.22%
37	0.00	0.00%	4	0.87%	1	0.22%
38	1.00	0.22%	1	0.22%	1	0.22%
39	0.00	0.00%	3	0.65%	0	0.00%
40	1.00	0.22%	1	0.22%	0	0.00%
41	0.00	0.00%	1	0.22%	0	0.00%
42	0.00	0.00%	2	0.43%	0	0.00%
43	1.00	0.22%	1	0.22%	0	0.00%
44	1.00	0.22%	4	0.87%	1	0.22%
45	0.00	0.00%	6	1.30%	1	0.22%
<b>TOTAL PEOPLE</b>	<b>461</b>	<b>100.00%</b>	<b>461</b>	<b>100.00%</b>	<b>453</b>	<b>100.00%</b>
<b>TOTAL PERSON YEARS</b>	<b>6788</b>	<b>AVE 14.72</b>	<b>6845</b>	<b>AVE 14.84</b>	<b>5288</b>	<b>AVE 11.47</b>
<b>YEARS</b>	<b>PEOPLE</b>	<b>%</b>	<b>PEOPLE</b>	<b>%</b>	<b>PEOPLE</b>	<b>%</b>
NONE	3	0.65%	0	0.00%	8	1.74%
1-4	64	13.88%	73	15.84%	103	22.34%
5-9	80	17.35%	92	19.96%	118	25.60%
10-14	104	22.56%	87	18.87%	80	17.35%
15-19	96	20.82%	53	11.50%	52	11.28%
20-24	48	10.41%	47	10.20%	52	11.28%
25-29	32	6.94%	38	8.24%	26	5.64%
30-34	29	6.29%	37	8.03%	16	3.47%
35-39	2	0.43%	19	4.12%	4	0.87%
40-45	3	0.65%	15	3.25%	2	0.43%
<b>TOTAL PEOPLE</b>	<b>461</b>	<b>100.00%</b>	<b>461</b>	<b>100.00%</b>	<b>461</b>	<b>100.00%</b>

*Table Employment History 2: Domain in Higher Education and Disability of Relevant Experience Prior to Current Positions*

DOMAIN OF RELEVANT EXPERIENCE PRIOR TO CURRENT POSITIONS	NUMBER OF PEOPLE	PERCENT OF ALL 461 PEOPLE	TOTAL PERSON YEARS	AVERAGE PERSON YEARS
Teaching in Higher Education	163	35.36%	1,300	7.98
Counseling, Psychological Services, Social Work, Mental Health Services	143	31.02%	1,208	8.45
2K-12 Education Related to Disability	135	29.28%	937	6.94
Student Affairs, Academic Affairs in Higher Education	113	24.51%	1,191	10.54
Vocational or Rehabilitation Services	70	15.18%	540	7.71
Business	63	13.67%	527	8.37
K-12 But Not with Children who Experience Disability	55	11.93%	319	5.80
Allied Health Services and Medical Professions	32	6.94%	359	11.22
Law or Legal Services	18	3.90%	121	6.72
NONE OF THE ABOVE	20	4.34%	-	-

*Table Employment History 3: Overall Current and Past Employment Domain in Higher Education and Disability*

OVERALL EMPLOYMENT DOMAIN					
Domain	YES NOW	IN PAST	NEVER	NO DATA	TOTAL PEOPLE
<b>HIGHER EDUCATION</b>					
PEOPLE	449	5	5	2	461
Percent	97.40%	1.08%	1.08%	0.43%	100.00%
<b>DISABILITY</b>					
PEOPLE	449	6	5	1	461
Percent	97.40%	1.30%	1.08%	0.22%	100.00%

Table Employment History 4: Current Employment Domains BY School Environmental Settings

School Environmental Settings									
	Urban	Suburban or Small Town	Rural	No Data	Multiple Campuses	Small City	Online	Correctional	Total
People Representing these Kinds of Schools	197	168	58	43	21	5	2	1	495
Percent of these kinds of Schools Represented in the Sample	39.80%	33.94%	11.72%	8.69%	4.24%	1.01%	0.40%	0.20%	100.00%

Table Current Employment Status 1: Current Primary Position Full or Part Time Status

Primary Position FTE Status	Number of People	Percent of People
Temporary Position	2	0.43%
Hourly or Contractual	3	0.65%
N/A	6	1.30%
Academic Year Eleven Months	11	2.39%
Academic Year Only	15	3.25%
Academic Year Some Summer	36	7.81%
<b>SUBTOTAL</b>	<b>62</b>	<b>13.45%</b>
Full Year 12 Month Position	<b>388</b>	<b>84.16%</b>

Table Current Employment Status 2: Detail Current Employment Status: FTE, Months Worked, Second Positions, etc., BY Domain in Higher Education and/or in Disability

<b>DETAIL CURRENT EMPLOYMENT STATUS</b>											
<b>CURRENT EMPLOYMENT STATUS OVERALL</b>											
	Employed Full-Time	Full Time in Multiple Positions	Full Time Part Year	Two or More Jobs & More than Full Time	Part-Time (75%)	Part-Time (50%)	Employed Less than half time	Self Employed or Consultant Less than half time	Engaged as a Volunteer or Unpaid Intern	Retired Fully or Partially	TOTAL PEOPLE
Number of People	413	6	9	12	14	8	-	4	2	4	461
Percent of People	89.59%	1.30%	1.95%	2.60%	3.04%	1.74%	0.00%	0.87%	0.43%	0.87%	All People
Total Full Time or More:	440		95%								
Multiple Responsibilities:	24		5%		This is likely under-reported						
<b>CURRENT EMPLOYMENT STATUS IN HIGHER EDUCATION</b>											
Number of People								4	3	3	461
Percent of People	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.86%	0.65%	0.65%	All People
Total Full Time or More:	-		0%								
Multiple Responsibilities:	10		2%		This is likely under-reported						
<b>CURRENT EMPLOYMENT STATUS IN DISABILITY-RELATED WORK</b>											
Number of People	315	7	4	-	35	43	44	4	3	3	461
Percent of People	68.33%	1.51%	0.86%	0.00%	7.54%	9.27%	9.48%	0.86%	0.65%	0.65%	All People
Total Full Time or More:	326		71%								
Multiple Responsibilities:	17		4%		This is likely under-reported						
<b>TOTAL</b>	<b>461</b>	<b>100%</b>									



Table Current Employment Status 3: Years in Primary Current Position

<b>YEARS IN PRIMARY CURRENT POSITION</b>		
<b>Years in Primary Position</b>	<b>People</b>	<b>Percent</b>
1 or Less	49	11%
2	55	12%
3	37	8%
4	31	7%
5	48	10%
6	26	6%
7	20	4%
8	18	4%
9	14	3%
10	15	3%
11 to 15	76	16%
16 to 20	29	6%
21 to 25	25	5%
26 to 30	12	3%
33 to 40	6	1%
<b>TOTAL PEOPLE</b>	<b>461</b>	<b>100%</b>
<b>TOTAL PERSON YEARS</b>	<b>3,955</b>	<b>Average of 8.58 Years per Person</b>

#### IV. EARNINGS AND COMPENSATION

*Table Compensation 1: Current Primary Position Funding*

<b>POSITION FUNDING</b>	<b>Permanent institutionally Supplied Funding</b>	<b>Grants &amp; other Limited Funding</b>	<b>BOTH</b>	<b>No Data</b>	<b>Total</b>
People	394	27	23	17	461
Percent of People Responding to this Question	88.74%	6.08%	5.18%	n/a	100.00%
Percent of All People	85.47%	5.86%	4.99%	3.69%	100.00%

*Table Compensation 2: Basis of Respondent Remuneration*

<b>Basis of Payment</b>	<b>People</b>	<b>Percent of People</b>
No Data	<b>4</b>	<b>0.87%</b>
Contract/Temporary	<b>6</b>	<b>1.30%</b>
Hourly Wage	<b>22</b>	<b>4.77%</b>
Salary	<b>429</b>	<b>93.06%</b>
<b>TOTAL</b>	<b>461</b>	<b>100.00%</b>

Table Earnings 1: Earnings, Number of Jobs, and Months Worked BY Overall FTE

Earnings, Number of Jobs, and Months Worked BY Overall FTE							
All Respondents with Earnings Data	Number of People	Percent of People Reporting Earnings	Annual Earnings: Gross Annual Earnings from All Work	Number of Months	Number of Jobs	FTE	Full Time Annual Pay Rate
Averages for all who work under .8 FTE	27	6.444%	\$ 32,852.00	12.000	27.000	0.617	\$ 55,776.00
Averages for all who work over .8 FTE	392	93.556%	\$ 60,767.00	11.939	1.064	1.006	\$ 60,832.98
<b>Averages Overall</b>	<b>419</b>	<b>100%</b>	<b>\$ 59,325.00</b>	<b>12.021</b>	<b>1.068</b>	<b>0.989</b>	<b>\$ 60,895.00</b>

Table Earnings 2: FTE, Number of Jobs, and Number of Months Worked BY Earnings

FTE, NUMBER OF JOBS, AND NUMBER OF MONTHS WORKED BY EARNINGS							
All Respondents with Earnings Data n=419	Number of People	Percent of People Reporting Income	AVERAGE Annual Earnings: Gross Annual Earnings from All Work	AVERAGE Number of Months	AVERAGE Number of Jobs	AVERAGE Total FTE	AVERAGE Full Time Annual Pay Rate
People earning under 30K	14	3.34%	\$ 23,593.00	12.000	1.071	0.665	\$ 36,679.00
People earning \$30K to under \$40K	44	10.50%	\$ 35,016.00	11.860	1.000	0.913	\$ 41,616.00
People earning \$40K to under \$50K	101	24.11%	\$ 44,843.00	12.009	1.059	1.005	\$ 45,666.00
People earning \$50K to under \$60K	80	19.09%	\$ 54,170.00	12.114	1.025	1.000	\$ 55,782.00
People earning \$60K to under \$70K	71	16.95%	\$ 63,028.00	11.943	1.114	1.006	\$ 63,746.00
People earning \$70K to under \$80K	46	10.98%	\$ 73,458.00	12.000	1.065	1.020	\$ 72,230.00
People earning \$86K to under \$90K	28	6.68%	\$ 83,161.00	12.000	1.143	1.021	\$ 81,232.00
People earning \$90K to under \$100K	15	3.58%	\$ 94,033.00	12.000	1.000	1.023	\$ 92,366.40
People earning under \$110K	5	1.19%	\$ 102,200.00	12.000	1.000	1.000	\$ 102,200.00
People earning under \$120K	4	0.95%	\$ 113,250.00	12.000	1.500	1.027	\$ 112,250.00
People earning under \$130K	4	0.95%	\$ 123,500.00	12.000	1.000	1.000	\$ 123,500.00
People earning under \$140K	2	0.48%	\$ 133,000.00	12.000	1.000	1.000	\$ 133,000.00
People earning under \$150K	2	0.48%	\$ 140,000.00	12.000	1.500	0.922	\$ 167,000.00
People earning \$150K	2	0.48%	\$ 150,000.00	12.000	1.000	1.000	\$ 150,000.00
People earning \$190K	1	0.24%	\$ 190,000.00	12.000	1.000	1.000	\$ 190,000.00
<b>Sub Totals: % or Averages for all 419</b>	<b>419</b>	<b>100</b>	<b>\$ 59,325.00</b>	<b>12.021</b>	<b>1.068</b>	<b>.989</b>	<b>\$ 60,895.00</b>
<b>No Data: % of all 461</b>	<b>42</b>	<b>9.11%</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>

Table Earnings 3: Earnings, FTE, and Number of Jobs BY Months Worked

EARNINGS, FTE, AND NUMBER OF JOBS BY MONTHS WORKED							
All Respondents with Earnings Data	Number of People	Percent of People Reporting Earnings	Annual Earnings: Gross Annual Earnings from All Work	Number of Months	Number of Jobs	FTE	Full Time Annual Pay Rate
Averages for People working 10 months.	9	2.15%	\$ 48,523.00	10.000	1.111	1.000	\$ 55,157.00
Averages for People working 11 Months.	6	1.43%	\$ 41,240.00	11.000	1.167	1.000	\$ 44,550.00
Averages for People working 12 Months.	404	96.42%	\$ 59,464.00	12.438	1.105	1.023	\$ 63,000.00
<b>TOTALS</b>	<b>419</b>	<b>100%</b>	<b>\$ 59,325.00</b>	<b>12.021</b>	<b>1.068</b>	<b>0.989</b>	<b>\$ 60,895.00</b>
No Data: % of all 461	42	9.11%	n/a	n/a	n/a	n/a	n/a

Table Earnings 4: Earnings, FTE, and Months Worked BY Number of Jobs

EARNINGS, FTE, AND MONTHS WORKED BY NUMBER OF JOBS							
All Respondents with Earnings Data	Number of People	Percent of People Reporting Earnings	Annual Earnings: Gross Annual Earnings from All Work	Number of Months	Number of Jobs	FTE	Full Time Annual Pay Rate
Averages for People with 1 Job	394	94.00%	\$ 58,341.00	11.95	1	0.975	\$ 60,110.00
Averages for People with 2 or more Jobs	25	5.97%	\$ 68,862.00	11.880	2	1.09	\$ 66,768.00
<b>Average Overall</b>	<b>419</b>	<b>100%</b>	<b>\$ 59,325.00</b>	<b>12.021</b>	<b>1.068</b>	<b>0.989</b>	<b>\$ 60,895.00</b>

Table Earnings 5: Earnings and Months Worked BY FTE for People Working More than One Job

EARNINGS AND MONTHS WORKED BY FTE FOR PEOPLE WORKING MORE THAN ONE JOB							
All Respondents with Earnings Data	Number of People	Percent of People Reporting 2 Jobs	Annual Earnings: Gross Annual Earnings from All Work	Number of Months	Number of Jobs	FTE	Full Time Annual Pay Rate
	1		\$ 25,000.00	12.000	2	0.750	\$ 43,000.00
	1		\$ 66,000.00	12.000	2	0.750	\$ 88,000.00
	1		\$ 110,000.00	12.000	2	0.846	\$ 130,000.00
	1		\$ 47,000.00	12.000	2	0.904	\$ 52,000.00
<b>Two Jobs and Combined FTE less than 1</b>	<b>4</b>	<b>16.00%</b>	<b>\$ 62,000.00</b>	<b>12.000</b>	<b>2</b>	<b>0.813</b>	<b>\$ 78,250.00</b>
	1		\$ 45,600.00	10.000	2	1.000	\$ 50,160.00
	1		\$ 47,940.00	11.000	2	1.000	\$ 52,000.00
	1		\$ 55,000.00	12.000	2	1.000	\$ 55,000.00
	1		\$ 60,000.00	12.000	2	1.000	\$ 60,000.00
	1		\$ 80,000.00	12.000	2	1.000	\$ 67,000.00
<b>Two Jobs and Combined FTE of 1</b>	<b>5</b>	<b>20.00%</b>	<b>\$ 57,708.00</b>	<b>11.400</b>	<b>2</b>	<b>1.000</b>	<b>\$ 56,832.00</b>
	1		\$ 140,000.00	12	2	1.04	\$ 134,000.00
	1		\$ 69,000.00	12	2	1.08	\$ 64,000.00
	1		\$ 65,000.00	12	2	1.09	\$ 59,500.00
	1		\$ 80,000.00	12	2	1.11	\$ 72,000.00
	1		\$ 68,000.00	12	2	1.13	\$ 60,000.00
	1		\$ 62,000.00	12	2	1.15	\$ 71,300.00
	1		\$ 65,000.00	12	2	1.15	\$ 74,750.00
	1		\$ 70,000.00	12	2	1.15	\$ 80,500.00
	1		\$ 45,000.00	12	2	1.15	\$ 39,000.00
	1		\$ 81,000.00	12	2	1.17	\$ 69,000.00
	1		\$ 80,000.00	12	2	1.18	\$ 68,000.00
	1		\$ 60,000.00	12	2	1.20	\$ 50,000.00
	1		\$ 70,000.00	12	2	1.21	\$ 58,000.00
	1		\$ 115,000.00	12	2	1.26	\$ 91,000.00
	1		\$ 70,000.00	12	2	1.37	\$ 51,000.00
	1		\$ 45,000.00	12	2	1.50	\$ 30,000.00
<b>Two Jobs and Combined FTE of More than 1</b>	<b>16</b>	<b>64.00%</b>	<b>\$ 74,063.00</b>	<b>12.000</b>	<b>2</b>	<b>1.180</b>	<b>\$ 67,003.13</b>
<b>TOTALS AND OVERALL AVERAGES</b>	<b>25</b>	<b>100.00%</b>	<b>\$ 68,862.00</b>	<b>11.880</b>	<b>2</b>	<b>1.090</b>	<b>\$ 66,768.00</b>

*Table Benefits: Other Compensation and Benefits*

<b>OTHER COMPENSATION</b>		
<b>Benefits</b>	<b>People n=461</b>	<b>Percent</b>
Sick leave	414	89.80%
Vacation	407	88.29%
Medical and/or dental insurance for yourself	398	86.33%
Life insurance	352	76.36%
Tuition waivers or reduced tuition fees for yourself	347	75.27%
Medical and/or dental insurance for family members	332	72.02%
Vision plan	313	67.90%
Family leave	295	63.99%
Mandatory retirement plan or pension	292	63.34%
Professional development funding	274	59.44%
Tuition waivers or reduced tuition fees for family members, including your children	267	57.92%
Short term disability insurance	260	56.40%
Optional retirement plan	253	54.88%
Wellness program or fitness plan	208	45.12%
Flexible hours	144	31.24%
Reduced or waived transportation or parking expenses	59	12.80%
Daycare services, reduced rate childcare, or access to on-campus child care	41	8.89%
Other	26	5.64%
I get no other compensation	14	3.04%
Time-sharing your job with another staff member	4	0.87%

## V. SUPERVISORIAL EXPERIENCE

Table Supervision 1: Overall Supervisorial Experience

OVERALL SUPERVISORY EXPERIENCE					
Experience	People	Percent of People	TOTAL Person YEARS of Experience	AVERAGE Total Person YEARS of Experience	AVERAGE Largest Group of People Supervised
People with ANY Supervisorial Experience	351	76.14%	4651.1	13.68	35.47
People with NO Supervisorial Experience	110	23.86%	0	0	0
<b>TOTALS</b>	<b>461</b>	<b>100%</b>	<b>4651.1</b>	<b>13.68</b>	<b>35.47</b>
People with Supervisorial Experience Over 3 Years and 3 People	296	84.33%	4554	15.39	38.15
People with Supervisorial Experience of 3 or Fewer Years or People	44	23.86%	97	2.2	22
People with Supervisorial Experience but NO DATA on Length of Experience	11	2.39%	n/a	n/a	17.45
<b>TOTALS</b>	<b>351</b>	<b>100%</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
People with CURRENT Supervisorial Responsibility	326	70.72%	4354	13.78	36.83
People with PAST BUT NO CURRENT Supervisorial Responsibility	25	5.42%	297	11.88	24.63
People with NO CURRENT OR PAST Supervisorial Responsibility	110	23.86%	0	0	0
<b>TOTALS</b>	<b>461</b>	<b>100%</b>	<b>4651</b>	<b>25.66</b>	<b>61.46</b>



Table Supervision 2: Supervise Largest Number of Direct Reports Currently or in Past\*

SUPERVISE LARGEST NUMBER OF DIRECT REPORTS CURRENTLY OR IN PAST*							
*n's differ because of missing data	People	Percent of People n=461	Percent of Supervisors n=322	Aggregate Largest Number of Ever Supervised n=322	Average Largest Number of Largest Group of Direct Reports n=322	Average Number of Current Direct Reports n=322	Average Total Years of Supervision n=351
Currently	81	17.57%	24.92%	971.00	12	12.95	9.00
In Past	241	52.28%	74.15%	10899.00	45	9.15	12.77
All Supervisors	322	69.85%	100.00%	11870.00	37	10.10	12.40
No Data or No Supervision	139	30.15%	n/a	n/a	n/a	n/a	n/a
Total	461	n/a	100.00%	11870.00	n/a	n/a	n/a

Table Supervision 3: Averages for Current Supervision Profiles BY Student vs Staff Supervisees

AVERAGES FOR CURRENT SUPERVISION PROFILES BY STUDENT VS STAFF SUPERVISEES										
		DIRECT REPORTS			INDIRECT REPORTS			DIRECT AND INDIRECT REPORTS		
DIRECT REPORTS	People	Current Direct Reports Excluding Student Workers (Most Reliable)	Current Direct Report Student Workers (Most Reliable)	All Direct Reports	Current Indirect Reports Excluding Student Workers	Current Indirect Report Student Workers (underreported)	All Indirect Reports	Current Direct & Indirect Reports Excluding Student Workers	Current Direct & Indirect Report Student Workers (Most Reliable)	Current Direct & Indirect Reports
Students Only	20	0.00	8.90	8.90	0.00	1.35	1.35	0.00	10.25	10.25
No Students	57	6.12	0.00	6.12	7.07	0.21	8.33	14.25	0.21	14.46
Both	248	5.15	5.83	10.99	6.54	10.90	18.25	11.71	16.81	28.52
TOTALS	325	11.27	14.73	26.01	13.61	12.46	27.93	25.95	27.28	53.23

*Table Clients Profiles of Offices and Clients Served: Students, Faculty, Staff, Others*

<b>Profiles of Offices and Clients Served: Students, Faculty, Staff, Others</b>		
<b>Respondents' Offices Provides Direct Service To:</b>	<b>Respondents</b>	<b>Percent of Respondents</b>
Only Students	279	60.52%
Students & Staff/Faculty*	148	32.10%
No Data	13	2.82%
Only Staff & Faculty	8	1.74%
Not Applicable	8	1.74%
No Direct Services	5	1.08%
<b>TOTALS</b>	<b>461</b>	<b>100.00%</b>
* 31 of these offices serve others as well, such as visitors, etc.		

**VI. DETAILS OF TITLES AND SALARIES**

*Table Titles and Salaries: PART ONE: Position Titles and Descriptors BY Salary and BY Multiple Titles and Job Descriptors*

**PART ONE: Position Titles and Descriptors *BY* Salary and *BY* Multiple Titles and Job Descriptors**

**Position Titles List as Suggested *BY* the Survey**

<b>SURVEY SUGGESTED TITLES Column A</b>	<b>Average Full Time Equivalent Salary Reported (N=415 people reported salary)</b>	<b>Salary Range</b>	<b>Number of People Checking the Primary Descriptor (Column A) n=460</b>	<b>Average Percent of People Checking the Descriptor n=460</b>	<b>Percent of All Descriptors Checked in A n=1065</b>
VP/AVP	\$ 90,250.00	\$70K - \$120K	5	1.09%	0.47%
Diagnostician	\$ 81,666.00	\$41K - \$168K	6	1.30%	0.56%
Dean/Assistant Dean	\$ 71,955.00	\$44K - \$130K	24	5.22%	2.25%
College Counselor, Psychologist	\$ 68,010.00	\$40K - \$118K	33	7.17%	3.10%
Faculty: College Teacher, Professor, Associate Professor or Lecturer	\$ 67,479.00	\$30K - \$168K	74	16.09%	6.95%
Disability Resources / Services Higher Education Consultant	\$ 67,045.00	\$28K - \$168K	87	18.91%	8.17%
Director/Manager	\$ 66,704.00	\$31k - \$190K	216	46.96%	20.28%
Specialist for Learning Disability	\$ 62,962.00	\$36K - \$168K	52	11.30%	4.88%
High School to College Transition Specialist	\$ 62,660.00	\$36K - \$86K	24	5.22%	2.25%
ADA/504 Coordinator	\$ 61,915.00	\$28K - \$190K	112	24.35%	10.52%
Advisor or Academic Counselor	\$ 60,596.00	\$30K - \$190K	100	21.74%	9.39%
Sign Language Interpreter	\$ 60,428.00	\$40K - \$77K	16	3.48%	1.50%
Specialist Deaf Hard of Hearing	\$ 60,318.00	\$40K - \$77K	3	0.65%	0.28%
School to Work Transition Specialist	\$ 59,750.00	\$48K - \$75K	4	0.87%	0.38%
Assistive/Adaptive Technology Coordinator/Specialist	\$ 57,894.00	\$28k - \$130k	66	14.35%	6.20%
Specialist for Vision Impairment/Blind	\$ 57,599.00	\$26K - \$120K	18	3.91%	1.69%
Specialist	\$ 57,406.00	\$28K - \$175K	139	30.22%	13.05%
Associate or Assistant Director	\$ 55,805.00	\$28K - \$91K	43	9.35%	4.04%
OT/PT	\$ 55,500.00	\$50 - \$61K	2	0.43%	0.19%
Administrator/Coordinator	\$ 55,459.00	\$37K - \$136K	26	5.65%	2.44%
K-12 Teacher	\$ 45,245.00	\$40K - \$51K	2	0.43%	0.19%
CART Writer	\$ 39,438.00	\$30K - \$45K	3	0.65%	0.28%
Administrative Assistant, Secretary, Receptionist	\$ 38,699.00	\$30K - \$47K	8	1.74%	0.75%
Student Worker	\$ 30,000.00	\$30K	1	0.22%	0.09%
Graduate Assistant	\$ 29,000.00	\$29K	1	0.22%	0.09%
<b>TOTALS</b>	<b>\$ 61,112.00</b>	<b>\$20K - \$190K</b>	<b>1065</b>	<b>231.52%</b>	<b>100.00%</b>

*Table Titles and Salaries: PART TWO: Position Titles and Descriptors BY Salary and BY Multiple Titles and Job Descriptors*

**PART TWO: Position Titles and Descriptors BY Salary and BY Multiple Titles and Job Descriptors**

Position Titles Descriptors List		Titles and Descriptors Most Often Checked BY the People who Also Checked the Category Under Analysis in Column A																													
PART TWO PAGE ONE SURVEY SUGGESTED TITLES Column A	Ave. Full Time Equivalent Salary Reported (N=415 people reported salary)	No. of People Checking the Primary Descriptor (Column A) n=460	Director/Manager	Specialist	Advisor, Academic Counselor	Disability Resources/Services, Consultant	ADA/504 Coordinator	Specialist Learning Disability	Assistive/Adaptive Tech	Faculty	High School to College Transition Specialist	Counselor, Psychologist	Specialist Vision Impairment/Blind	Dean/Associate/Assistant Dean	Associate, Assistant Director	Sign Language Interpreter	School to Work Transition Specialist	Diagnostician	Administrative Assistant, Secretary, Receptionist	Administrator/Coordinator	VP/AVP	Specialist Deaf/HoH	CART Writer	K-12 Teacher	OT/PT	Vice /AVP President	Student Worker/Grad Assistant	TOTAL Checked in Addition to Column A	Percent of all 1065 "Checks" Accounted for BY People who Checked Column A	Average Number of "Other" Categories Checked in Addition to Column A per Person	
VP/AVP	\$90,250.00	5	1																		n/a								1	0.09%	0.2
Diagnostician	\$81,666.00	6	1	4	3	4	1	4	2	3	1	2						n/a											25	2.35%	4.17
Dean/Assistant Dean	\$71,955.00	24	17	2	11	2	9		3	5				n/a	3					2								55	5.16%	2.29	
Counselor, Psychologist	\$68,010.00	33	18	14	1	12	13	8	5	6	4	n/a	3		2	1	1	2											90	8.45%	2.73
Faculty: Professor, Associate Professor, Lecturer	\$67,479.00	74	36	24	29	21	22	12	14	n/a	6	6	1	5	8	3	1	3		2					1				194	18.22%	2.62
Disability Resources / Services / Consultant	\$67,045.00	87	42	38	36	n/a	33	26	26	21	15	12	1	2	4	3	3	4	2										268	25.16%	3.08
Director/Manager	\$66,704.00	216	n/a	34	38	12	62	22	23	38	12	18	6	24	5	4	2	1	1	3	3					1			309	29.01%	1.43
Specialist Learning disability	\$62,962.00	52	22	35	18	26	2	52	2	12	1	8	11		2	2	2	4	2	1									202	18.97%	3.88
High School to College Transition Specialist	\$62,660.00	24	12	14	12	15	8	1	7	6	n/a	4	3		2	2	4	1	1										92	8.64%	3.83
ADA/504 Coordinator	\$61,915.00	112	62	34	32	34	n/a	2	26	22	8	13	6	9	9	2	2	1	1	2	1			1					267	25.07%	2.38
Advisor / Academic Counselor	\$60,596.00	100	38	41	n/a	36	32	18	27	29	12	1	8	11	7	3	1	3	3	5				1					276	25.92%	2.76
Sign Language Interpreter	\$60,428.00	16	4	8	3	3	2	2	3	3	2	1	1		1	16	1		1		1	2	1						55	5.16%	3.44
Specialist Deaf Hard of Hearing	\$60,318.00	3		1												2						3							6	0.56%	2
School to Work Transition Specialist	\$59,750.00	4	2	2	1	3	2	2	1	1	4	1			1	1	4												25	2.35%	6.25

PART TWO PAGE TWO SURVEY SUGGESTED TITLES Column A	Ave. Full Time Equivalent Salary Reported (N=415 people reported salary)	No. of People Checking the Primary Descriptor (Column A) n=460	Director/Manager	Specialist	Advisor, Academic Counselor	Disability Resources/Services, Consultant	ADA/504 Coordinator	Specialist Learning Disability	Assistive/Adaptive Tech	Faculty	High School to College Transition Specialist	Counselor, Psychologist	Specialist Vision Impairment/Blind	Dean/Associate/Assistant Dean	Associate, Assistant Director	Sign Language Interpreter	School to Work Transition Specialist	Diagnostician	Administrative Assistant, Secretary, Receptionist	Administrator/Coordinator	VP/AVP	Specialist Deaf/HoH	CART Writer	K-12 Teacher	OT/PT	Vice /AVP President	Student Worker/Grad Assistant	TOTAL Checked in Addition to Column A	Percent of all 1065 "Checks" Accounted for BY People who Checked Column A	Average Number of "Other" Categories Checked in Addition to Column A per Person
	Assistive Tech Coordinator / Specialist	\$57,894.00	66	23	39	27	27	2	2	n/a	14	7	5	11	3	4	3	1	2	5	1				1				177	16.62%
Specialist Vision Impairment/Blind	\$57,599.00	18	6	13	8	1	6	11	11	1	3	3	n/a		2	1	1		2									69	6.48%	3.83
Specialist	\$57,406.00	139	34	n/a	41	38	34	35	39	24	14	14	13	2	1	8	2	4	4	3		1	1		1		313	29.39%	2.25	
Associate/ Assistant Director	\$55,805.00	43	5	1	7	5	9	2	4	8	2	2	2	3	n/a	1	1		1	1				1			55	5.16%	1.28	
OT/PT	\$55,500.00	2		1		1									1									n/a			3	0.28%	1.5	
Administrator/Coordinator	\$55,459.00	26	3	3	5		2	1	1	2				2	1					n/a	1						21	1.97%	0.81	
K-12 Teacher	\$45,245.00	2			1				1			1											n/a				3	0.28%	1.5	
CART Writer	\$39,438.00	3		1												1										1	5	0.47%	1.67	
Administrative Assistant, Secretary, Receptionist	\$38,699.00	8	1	4	3	2	1	2	5		1		2		1	1			n/a								23	2.16%	2.88	
Student Worker / Grad Assistant	\$29,500.00	2																					1			n/a	1	0.09%	1	
<b>TOTALS</b>	<b>\$61,112.00</b>	<b>1065</b>	<b>327</b>	<b>313</b>	<b>276</b>	<b>242</b>	<b>240</b>	<b>202</b>	<b>200</b>	<b>195</b>	<b>92</b>	<b>91</b>	<b>68</b>	<b>61</b>	<b>54</b>	<b>54</b>	<b>26</b>	<b>25</b>	<b>23</b>	<b>20</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2535</b>	<b>238.03%</b>	<b>2.38</b>

Table Actual Titles and Salaries: Job Title BY Salary

<b>JOB TITLE BY SALARY</b>		
<b>Actual Job Title: Some Words Reordered or Condensed for Comparability (in order of salary)</b>	<b>People</b>	<b>Full Time Annual Rate Range</b>
Master Tutor Coordinator Disability Services Assistant Director Campus And Career Transitions Graduate Assistant	<b>4</b>	<b>\$20K - \$29K</b>
Academic Advisor Business Manager Disability Services C-Print Captionist Specialist Instructional Assistant Director Disability Support Services Coordinator Disability Services Academic Success Associate Coordinator Alternate Text And Note Takers Coordinator Student Accommodations Coordinator Testing/ADA Specialist Learning Coordinator Disabilities Services And The Learning Strategies Program Coordinator Disability Services Specialist Assistive Technology Coordinator Student Disability Services Access Consultant Director Student With Disabilities/Academic Support Director-Disability Resources Coordinator Student Accessibility Specialist Learning Disability Coordinator Disability Services Assistant Director Disability Services And Learning Support Coordinator Disability Director Center Health Wellness Counseling And Disability Services Counselor Academic Coach Advisor Access Counselor Student Support Services Director Academic Support Director The Success Center Specialist Disability Coordinator. Academic Advising And Support Services	<b>39</b>	<b>\$30K - \$39K</b>

<b>Specialist Adaptive Technology</b>		
<b>Acting Director-Student Disability Services</b> <b>Assistant Director</b> <b>Consultant Access</b> <b>Coordinator</b> <b>Coordinator Academic Support</b> <b>Coordinator Disability Services</b> <b>Coordinator Student Disability Services</b> <b>Counselor And Coordinator Student Disability Services</b> <b>Counselor Disability</b> <b>Director</b> <b>Director Disability Services</b> <b>High School Teacher</b> <b>Interpreter Scheduler Coordinator</b> <b>Specialist Disabilities</b> <b>Coordinator At/Testing Center/Text Conversion</b> <b>Coordinator Faculty Development</b> <b>Counselor Disability Services</b> <b>Senior Academic Advisor Students With Disabilities</b> <b>Specialist Educational</b> <b>Specialist Student Accessibility Services Specialist</b> <b>Administration Auxiliary Services</b> <b>Coordinator Disability Services</b> <b>Counselor</b> <b>Director Disability Services</b> <b>Specialist Accommodations</b> <b>Counselor Disability</b> <b>Academic And Disabilities Support Coordinator</b> <b>Coordinator Disability Support Services</b> <b>Administrator Testing Center</b> <b>Coordinator Academic Advisor/Office Disability Services</b> <b>Coordinator Disability Services</b> <b>Specialist Disability Support</b> <b>Specialist Learning Disability</b> <b>Specialist Program Management</b> <b>Specialist Testing Center</b> <b>Specialist Assistive Technology</b> <b>Assistant Dean Students</b> <b>Assistant Director</b> <b>Assistant Director Counseling And Disability Services</b> <b>Coordinator Accessibility Testing</b> <b>Coordinator Services Students With Disabilities</b>	<b>103</b>	<b>\$40K - \$49K</b>



**Coordinator Testing Center And Disability Services**  
**Coordinator-Note Taking And Student Support Services**  
**Director Career And Disability Services**  
**Director Disability Services**  
**Generalist Human Resources**  
**Graduate Assistant**  
**Administration Auxiliary Services**  
**Assistant Dean Students**  
**Coordinator Disability Services**  
**Coordinator Disability Specialist**  
**Coordinator Disability Support Services**  
**Coordinator Learning Disability**  
**Coordinator Technology Access**  
**Director Disability Resource Center**  
**Disability Services Specialist**  
**Primary Counselor Disability Services**  
**Program Coordinator Disability Services**  
**Specialist Assistive Technology**  
**Specialist Disability**  
**Specialist Learning**  
**Coordinator Disability Services**  
**Counselor Disability Services**  
**Assistant Director**  
**Coordinator Disability Support**  
**Counselor Academic**  
**Specialist Disabilities And Career Counselor**  
**Specialist Learning**  
**Assistant Dean Students**  
**Assistant Director**  
**Consultant Access**  
**Coordinator Accommodations**  
**Counselor Academic Coach**  
**Director Learning Advancement**  
**Director Learning Services**  
**Director Student Accessibility And Disabilities Services**  
**Coordinator Office Students With Disabilities**  
**Administrative Supervisor**  
**Assistant Director**  
**Assistant Director Academic Support And Disability Services**  
**Associate Academic Affairs**  
**Coordinator Student Services**  
**Director Disability Services**  
**Assistant Director Student Disability Services**

<p>Disability Specialist Coordinator  Assistant Director  Director Disability Resource Center  Director Disability Services  Director Disability Support Services  Manager Student Services And Disability Services  Project Direct Student Support Services  Director Office Academic Services Students With Special Needs</p>		
<p>Coordinator Faculty Liaison And Outreach TPSID  Advocate Disability Services  Assistant Director Consultation And Research  Associate Director Disabled Student Development  Associate Director START Center And Coordinator Disability Services  Coordinator Disability Services  Counselor / Instructor  Director  Director Student Disability Services  Disability Specialist  Consultant Self-Employed Disability Evaluator  Specialist Accommodations  Specialist College Disabilities  Specialist Disability  Specialist Learning Disability  Specialist Student Development  Assistant Dean Faculty Learning Support  Specialist Program  Associate Dean Student Services  Director  Director Student Achievement Center  Specialist ADA/Access/Equity  Director Disability Services  Assistant Director  Coordinator Disability Services  Director  Director Access*Ability Resource Center (Arc)  Director Disability Resource Office  Director Disability Support Services  Director Learning Center And Disability Services  Director Project Excel  Interim Counselor Students With Disabilities  Manager Access And Disability Services  Director Disability Support Services</p>	<p>97</p>	<p>\$50K - \$59K</p>

Director  
Director And Coordinator Disability Services  
Director Disability Services  
Specialist Learning Resource  
Specialist Student Development  
Dean Student Services  
Coordinator Disability Services  
Director Academic Support Center  
Director Disability Services  
Director Office Disability Services And Counseling  
Director Project  
Director Student Success  
Director Disability Services  
Assistant Director  
Coordinator Curricular Access  
Coordinator Disability Services  
Coordinator Disability Support  
Coordinator Veteran/Disability  
Director Academic Success/Coordinator Disability Services  
Director Counseling Career And Disability Services  
Director Disability Services Academic Affairs  
Director Learning Support And Testing Center And Office Disability Services  
Director Student Accessibility Services  
Director Student Services And Educational Access  
Senior Manager And Disability Officer  
Teaching Assistant  
Coordinator Disability Services And Testing  
Director Disability Services  
Coordinator  
Director Academic Center Excellence  
Director Disability Resources And Services  
Director Special Resources Office  
Director Student Disability Services  
Facilitator Disability Services  
Physical Therapist/Access Consultant  
Director Student Disability Services  
Director  
Assistant Professor / Disability Services Learning Specialist  
Dean Learning Support Services  
Director And ADA Coordinator  
Director Disability Services  
Director Program  
Director The Office Disability Resources

<p> <b>Director</b>  <b>Director Disability Support Services</b>  <b>Administrator Disability Service</b>  <b>Assistant Director</b>  <b>Coordinator Disability Resources</b>  <b>Director The Office Disability Services</b>  <b>Director Disability Resources</b>  <b>Manager</b>  <b>Assistant Director</b>  <b>Director</b>  <b>Director Office College Wide Disability Services</b> </p>		
<p> <b>Advisor Supervisor</b>  <b>Assistant Dean Students</b>  <b>Assistant Director Outreach</b>  <b>Assistant Program Director</b>  <b>Associate Dean Student Affairs / Director Disability Services</b>  <b>Associate Director Center Students With Disabilities</b>  <b>Consultant Access</b>  <b>Coordinator Disability Services</b>  <b>Coordinator Disability Support Services</b>  <b>Coordinator Student Accessibility Services</b>  <b>Coordinator Student Disability Services</b>  <b>Counselor</b>  <b>Dean Student Development</b>  <b>Director Disability Services</b>  <b>Disability Support Services Specialist</b>  <b>Manager</b>  <b>Supervisor Alternate Format Services</b>  <b>Supervisor Disability Services</b>  <b>Specialist Learning Disabilities</b>  <b>Assistant Director</b>  <b>Counselor And Student ADA Coordinator</b>  <b>Director</b>  <b>Director Disability Resource Center</b>  <b>Director Special Services</b>  <b>Assistant Dean Academic Resources And Disability Services</b>  <b>Assistant Director</b>  <b>Associate Director</b>  <b>Coordinator Assistive Technology Disability Services</b>  <b>Director Student Disability Services</b>  <b>Counselor Disability</b>  <b>Coordinator Interpreting And Transcribing Services</b> </p>	<p><b>64</b></p>	<p><b>\$60K - \$69K</b></p>

<p> <b>Coordinator Deaf And Hard Of Hearing Communications /Lead Interpreter</b>  <b>Director Disability Services</b>  <b>Manager-Student Disability Services</b>  <b>Assistant Dean</b>  <b>Associate Dean Students</b>  <b>Associate Professor Education</b>  <b>Coordinator Disability Support Services</b>  <b>Director Disability And Learning Services</b>  <b>Manager</b>  <b>Coordinator</b>  <b>Program Director Disability Services</b>  <b>Director Student Disability Services</b>  <b>Assistant Director</b>  <b>Associate Director</b>  <b>Director</b>  <b>Director University Disability Support Services</b>  <b>Director College Living</b>  <b>Specialist Learning Disability And Mental Health</b> </p>		
<p> <b>Assistant Dean Students</b>  <b>Assistant Vice President Student Affairs</b>  <b>Associate Professor</b>  <b>Consultant</b>  <b>Coordinator Disability Resources</b>  <b>Coordinator Services Deaf And Hard Of Hearing Students</b>  <b>Counselor ADA</b>  <b>Director Disability Services</b>  <b>Interpreter</b>  <b>Manager Disability Services And Tutorial Services</b>  <b>Senior Associate Director</b>  <b>Associate Director Student Disability Services</b>  <b>Director Disability Services</b>  <b>Director Disability Resource Center And Title IX Coordinator</b>  <b>Director/Counselor Student Support Services</b>  <b>Associate Professor And Coordinator Access Services</b>  <b>Coordinator or Director Of Counseling</b>  <b>Director Or Manager Disability Services</b>  <b>Senior Regulatory Compliance Analyst</b>  <b>Specialist Learning Disabilities</b>  <b>Student ADA Coordinator</b>  <b>Director Office Disability Services</b>  <b>Director Disability Services</b>  <b>Assistant Vice President Counseling And Educational Support</b> </p>	<p><b>50</b></p>	<p><b>\$70K - \$79K</b></p>

<b>Coordinator Disability Office</b> <b>Director Counseling And Disability Services</b> <b>Director Disability Services</b> <b>Coordinator Academic Support</b> <b>Coordinator Disability Support Services</b> <b>Director ADA Compliance</b> <b>Diagnostician Educational</b> <b>Director</b>		
<b>Assistant Dean Disability Services</b> <b>Associate Dean Student Support Services</b> <b>Director Disability/Support Services/Resources</b> <b>Director Support Services</b> <b>Senior Director</b> <b>Director Disability Support Services</b> <b>Acting Director</b> <b>Associate Director Disability Resources</b> <b>Officer Disability Services</b> <b>Director Disability Resource Center</b> <b>Counselor / Professor</b> <b>Director Disability Services</b> <b>Associate Dean Student Affairs</b> <b>Chair Disability Resource Centre</b> <b>Coordinator Academic Success</b> <b>Director Disability Services And 504/ADA Coordinator</b> <b>Director Student Success</b> <b>Specialist Learning S</b>	<b>26</b>	<b>\$80K - \$89K</b>
<b>Director Disability Resource Center</b> <b>Director Student Disability Services</b> <b>Manager Education Program</b> <b>Director</b> <b>Senior Diversity Advisor Disability</b> <b>Associate Academic Dean and Professor</b> <b>Assistant Vice President</b> <b>Director</b> <b>Director Disability Resource Center And Academic Learning Center</b> <b>Director Disability Services</b> <b>Director System Disability Services</b> <b>Director/Adjunct Assistant Professor</b> <b>Director</b>	<b>13</b>	<b>\$90K - \$99K</b>
<b>Consultant Higher Education</b> <b>Director</b> <b>Director Disability Services</b>	<b>5</b>	<b>\$100K - \$110K</b>

Director Academic Support Center Dean Academic Resources		
Chair Services To Students With Disabilities / Counselor Director Disability Support Services	2	\$110K - \$119K
Associate Vice President Student Services And Enrollment Management Coordinator Disabilities Services Vice Dean Student Affairs Assistant Vice President	4	\$120K - \$129K
Assistant Dean Director Disability Support Services Director Disability Support Programs Coordinator Disability Support Programs	4	\$130K - \$139K
NONE	0	\$140K - \$149K
Director Director Students with Disabilities	3	\$150K - \$159K
Professor / Clinician	1	\$160K - \$169K
Consultant Learning / Clinician	1	\$170K - \$179K
Vice President Academic Affairs	1	OVER \$189K