

## Chapter 9 Professional Advisor Credentials, Career Ladders, and Salaries

### Tables

#### Introduction to Tables of Chapter 9

In this chapter, the response to five survey questions are examined in order to better understand the minimum required and most common educational credentials of professional academic advisors, if there is a career ladder for professional academic advisors, and the typical starting and highest annual salaries of professional academic advisors.

For the questions about credentials of professional advisors (both the minimum required credential and the most common credential), respondents selected from seven educational credentials (*high school diploma, 2-year degree, Bachelor's degree, certificate in advising, Master's degree, specialist degree, and doctorate*).

For the question about a career ladder, respondents were asked to indicate whether *yes*, there was a career ladder for professional advisors, or *no* there was not a career ladder.

For the questions about annual salaries for full-time professional academic advisors (both starting salary and top salary), respondents were asked to write in the salary.

Sample sizes smaller than 50 respondents are marked with an \* (e.g., n=30\*) for tables that present the number and percentage of respondents who endorsed a particular answer. The purpose of the asterisk is to draw your attention to the relatively small sample size. For these groups, a change in the answer of one respondent would result in a change of more than 2%. Inferences involving these groups should be made *cautiously*.

Sample sizes smaller than 30 respondents are marked with an \*\* (e.g., n=26\*\*) for tables that present the average, or median, amount reported by respondents; for example, the average number of full-time professional advisors employed at an institution. The purpose of the double asterisk is to draw your attention to the relatively small sample size. Inferences involving these groups should be made *cautiously*.

*Table 9.1*  
**MINIMUM REQUIRED  
 CREDENTIAL FOR  
 PROFESSIONAL ADVISORS**  
**( N = 603 )**

	<i>f</i>	<i>%</i>
High School Diploma	4	0.7
2-Year Degree	12	2.0
Bachelor's Degree	261	43.3
Certificate in Advising	3	0.5
Master's Degree	245	40.6
Specialist Degree	1	0.2
Doctorate	3	0.5
Don't Know	1	0.2
Choose Not To Reply	2	0.3
Did Not Reply	119	19.7

*Table 9.2*

**MINIMUM REQUIRED CREDENTIAL FOR  
 PROFESSIONAL ADVISORS BY SIZE OF INSTITUTION**

	Small		Medium		Large	
	<i>n</i> = 286		<i>n</i> = 237		<i>n</i> = 77	
	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>
High School Diploma	3	1.0	0	0	1	1.3
2-Year Degree	6	2.1	2	0.8	4	5.2
Bachelor's Degree	121	42.3	105	44.3	34	44.2
Certificate in Advising	3	1.0	0	0	0	0
Master's Degree	117	40.9	98	41.4	30	39.0
Specialist Degree	1	0.3	0	0	0	0
Doctorate	2	0.7	1	0.4	0	0
Did Not Reply	58	20.3	44	18.6	16	20.8

Table 9.3

**MINIMUM REQUIRED CREDENTIAL FOR PROFESSIONAL ADVISORS BY INSTITUTIONAL TYPE**

	Two-Year		Public Bachelor		Private Bachelor		Public Master		Private Master		Public Doctorate		Private Doctorate		Proprietary	
	<i>n</i> = 195		<i>n</i> = 25*		<i>n</i> = 28*		<i>n</i> = 76		<i>n</i> = 77		<i>n</i> = 121		<i>n</i> = 58		<i>n</i> = 23*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
High School Diploma	1	0.5	0	0	0	0	1	1.3	2	2.6	0	0	0	0	0	0
2-Year Degree	9	4.6	0	0	0	0	0	0	2	2.6	0	0	0	0	1	4.3
Bachelor's Degree	96	49.2	12	48.0	7	25.0	34	44.7	29	37.7	50	41.3	22	37.9	11	47.8
Certificate in Advising	3	1.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Master's Degree	58	29.7	7	28.0	14	50.0	38	50.0	37	48.1	58	47.9	25	43.1	8	34.8
Specialist Degree	1	0.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Doctorate	1	0.5	0	0	0	0	1	1.3	0	0	0	0	1	1.7	0	0
Did Not Reply	45	23.1	6	24.0	7	25.0	8	10.5	16	20.8	18	14.9	14	24.1	5	21.7

Table 9.4

**MINIMUM REQUIRED CREDENTIAL FOR PROFESSIONAL ADVISORS BY MANDATORY ADVISING**

	Yes		No		For Some	
	<i>n</i> = 220		<i>n</i> = 225		<i>n</i> = 158	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
High School Diploma	0	0	4	1.8	0	0
2-Year Degree	4	1.8	7	3.1	1	0.6
Bachelor's Degree	83	37.7	95	42.2	83	52.5
Certificate in Advising	1	0.5	1	0.4	1	0.6
Master's Degree	105	47.7	75	33.3	65	41.1
Specialist Degree	0	0	0	0	1	0.6
Doctorate	2	0.9	1	0.4	0	0
Did Not Reply	38	17.3	58	25.8	23	14.6

Table 9.5

**MINIMUM REQUIRED CREDENTIAL FOR PROFESSIONAL ADVISORS BY ADVISING PERSONNEL**

	Full-Time Professional Advisors		Both Full-Time Professional and Faculty advisors	
	<i>n</i> = 168		<i>n</i> = 426	
	<i>f</i>	%	<i>f</i>	%
High School Diploma	2	1.2	2	0.5
2-Year Degree	2	1.2	10	2.3
Bachelor's Degree	77	45.8	183	43.0
Certificate in Advising	0	0	3	0.7
Master's Degree	64	38.1	180	42.3
Specialist Degree	0	0	1	0.2
Doctorate	1	0.6	2	0.5
Did Not Reply	32	19.0	80	18.8

Table 9.6

**MINIMUM REQUIRED CREDENTIAL FOR PROFESSIONAL ADVISORS BY ADVISING SITUATION ( N = 623 )**

	Institution		College, School, Division		Department	
	<i>n</i> = 417		<i>n</i> = 179		<i>n</i> = 27*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
High School Diploma	3	0.7	1	0.6	0	0
2-Year Degree	10	2.4	1	0.6	1	3.7
Bachelor's Degree	186	44.6	74	41.3	13	48.1
Certificate in Advising	3	0.7	0	0	0	0
Master's Degree	162	38.8	79	44.1	13	48.1
Specialist Degree	1	0.2	0	0	0	0
Doctorate	2	0.5	1	0.6	0	0
Did Not Reply	87	20.9	31	17.3	4	14.8

*Table 9.7*  
**MOST COMMON  
 CREDENTIAL FOR  
 PROFESSIONAL ADVISORS**  
 ( N = 603 )

	<i>f</i>	<i>%</i>
High School Diploma	4	0.7
2-Year Degree	2	0.3
Bachelor's Degree	106	17.6
Certificate in Advising	3	0.5
Master's Degree	392	65.0
Specialist Degree	3	0.5
Doctorate	15	2.5
Don't Know	6	1.0
Choose Not to Reply	2	0.3
Did Not Reply	119	19.7

*Table 9.8*  
**MOST COMMON CREDENTIAL FOR PROFESSIONAL  
 ADVISORS BY SIZE OF INSTITUTION**

	Small		Medium		Large	
	<i>n</i> = 286		<i>n</i> = 237		<i>n</i> = 77	
	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>
High School Diploma	3	1.0	1	0.4	0	0
2-Year Degree	1	0.3	0	0	1	1.3
Bachelor's Degree	50	17.5	41	17.3	14	18.2
Certificate in Advising	3	1.0	0	0.0	0	0
Master's Degree	178	62.2	162	68.4	52	67.5
Specialist Degree	2	0.7	1	0.4	0	0
Doctorate	7	2.4	7	3.0	1	1.3
Did Not Reply	58	20.3	44	18.6	16	20.8

Table 9.9

**MOST COMMON CREDENTIAL FOR PROFESSIONAL ADVISORS BY INSTITUTIONAL TYPE**

	Two-Year		Public Bachelor		Private Bachelor		Public Master		Private Master		Public Doctorate		Private Doctorate		Proprietary	
	<i>n</i> = 195		<i>n</i> = 25*		<i>n</i> = 28*		<i>n</i> = 76		<i>n</i> = 77		<i>n</i> = 121		<i>n</i> = 58		<i>n</i> = 23*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
High School Diploma	1	0.5	0	0	0	0	0	0	2	2.6	0	0	1	1.7	0	0
2-Year Degree	2	1.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bachelor's Degree	48	24.6	5	20.0	3	10.7	11	14.5	10	13.0	15	12.4	8	13.8	6	26.1
Certificate in Advising	1	0.5	0	0	0	0	0	0	2	2.6	0	0	0	0	0	0
Master's Degree	112	57.4	13	52.0	16	57.1	59	77.6	51	66.2	89	73.6	38	65.5	14	60.9
Specialist Degree	2	1.0	0	0	0	0	0	0	1	1.3	0	0	0	0	0	0
Doctorate	2	1.0	1	4.0	2	7.1	2	2.6	2	2.6	2	1.7	4	6.9	0	0
Did Not Reply	45	23.1	6	24.0	7	25.0	8	10.5	16	20.8	18	14.9	14	24.1	5	21.7

Tables 9.10

**MOST COMMON CREDENTIAL FOR  
PROFESSIONAL ADVISORS BY MANDATORY  
ADVISING**

	Yes		No		For Some	
	<i>n</i> = 220		<i>n</i> = 225		<i>n</i> = 158	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
High School Diploma	2	0.9	1	0.4	1	0.6
2-Year Degree	0	0	2	0.9	0	0
Bachelor's Degree	33	15.0	43	19.1	30	19.0
Certificate in Advising	1	0.5	1	0.4	1	0.6
Master's Degree	146	66.4	132	58.7	114	72.2
Specialist Degree	2	0.9	0	0	1	0.6
Doctorate	10	4.5	3	1.3	2	1.3
Did Not Reply	38	17.3	58	25.8	23	14.6

Table 9.11

**MOST COMMON CREDENTIAL FOR PROFESSIONAL ADVISORS BY ADVISING PERSONNEL**

	FT Professional Advisors		Both FT Pro. Adv. and Fac	
	<i>n</i> = 168		<i>n</i> = 426	
	<i>f</i>	%	<i>f</i>	%
High School Diploma	1	0.6	3	0.7
2-Year Degree	1	0.6	1	0.2
Bachelor's Degree	28	16.7	78	18.3
Certificate in Advising	1	0.6	2	0.5
Master's Degree	114	67.9	276	64.8
Specialist Degree	0	0	3	0.7
Doctorate	4	2.4	11	2.6
Did Not Reply	32	19.0	80	18.8

Table 9.12

**MOST COMMON CREDENTIAL FOR PROFESSIONAL ADVISORS BY ADVISING SITUATION ( N = 623 )**

	Institution		College, School, Division		Department	
	<i>n</i> = 417		<i>n</i> = 179		<i>n</i> = 27*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
High School Diploma	3	0.7	0	0	1	3.7
2-Year Degree	2	0.5	0	0	0	0
Bachelor's Degree	81	19.4	23	12.8	7	25.9
Certificate in Advising	2	0.5	1	0.6	0	0
Master's Degree	265	63.5	122	68.2	16	59.3
Specialist Degree	2	0.5	0	0	1	3.7
Doctorate	9	2.2	5	2.8	1	3.7
Did Not Reply	87	20.9	31	17.3	4	14.8

Table 9.13

**IS THERE A CAREER  
LADDER FOR  
PROFESSIONAL ADVISORS  
( N = 603 )**

	<i>f</i>	<i>%</i>
Yes	72	11.9
No	391	64.8
Don't Know	16	2.7
Choose Not to Reply	5	0.8
Did Not Reply	119	19.7

Table 9.14

**IS THERE A CAREER LADDER FOR  
PROFESSIONAL ADVISORS BY SIZE OF  
INSTITUTION**

	Small		Medium		Large	
	<i>n</i> = 286		<i>n</i> = 237		<i>n</i> = 77	
	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>
Yes	21	7.3	30	12.7	21	27.3
No	196	68.5	155	65.4	39	50.6
Did Not Reply	58	20.3	44	18.6	16	20.8

Table 9.15

**IS THERE A CAREER LADDER FOR PROFESSIONAL ADVISORS BY INSTITUTIONAL TYPE**

	Two-Year		Public Bachelor		Private Bachelor		Public Master		Private Master		Public Doctorate		Private Doctorate		Proprietary	
	<i>n</i> = 195		<i>n</i> = 25*		<i>n</i> = 28*		<i>n</i> = 76		<i>n</i> = 77		<i>n</i> = 121		<i>n</i> = 58		<i>n</i> = 23*	
	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>	<i>f</i>	<i>%</i>
Yes	15	7.7	3	12.0	2	7.1	10	13.2	5	6.5	22	18.2	7	12.1	8	34.8
No	128	65.6	16	64.0	19	67.9	53	69.7	54	70.1	80	66.1	32	55.2	9	39.1
Did Not Reply	45	23.1	6	24.0	7	25.0	8	10.5	16	20.8	18	14.9	14	24.1	5	21.7



Table 9.16

**IS THERE A CAREER LADDER FOR PROFESSIONAL ADVISORS BY MANDATORY ADVISING**

	Yes		No		For Some	
	<i>n</i> = 220		<i>n</i> = 225		<i>n</i> = 158	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	17	7.7	29	12.9	26	16.5
No	154	70.0	134	59.6	103	65.2
Did Not Reply	38	17.3	58	25.8	23	14.6

Table 9.17

**IS THERE A CAREER LADDER FOR PROFESSIONAL ADVISORS BY ADVISING PERSONNEL**

	FT Professional Advisors		Both FT Pro. Adv. and Fac	
	<i>n</i> = 168		<i>n</i> = 426	
	<i>f</i>	%	<i>f</i>	%
Yes	21	12.5	51	12.0
No	114	67.9	275	64.6
Did Not Reply	32	19.0	80	18.8

Table 9.18

**IS THERE A CAREER LADDER FOR PROFESSIONAL ADVISORS BY ADVISING SITUATION ( N = 623 )**

	Institution		College, School, Division		Department	
	<i>n</i> = 417		<i>n</i> = 179		<i>n</i> = 27*	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Yes	48	11.5	28	15.6	2	7.4
No	270	64.7	111	62.0	18	66.7
Did Not Reply	87	20.9	31	17.3	4	14.8

Table 9.19

**STARTING ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS ( N = 603 )**

	Valid Responses <i>n</i> = 529 (87.7%)
25 <sup>th</sup> Percentile	\$32,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$36,000
75 <sup>th</sup> Percentile	\$40,000

Table 9.20

**STARTING ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS BY SIZE OF INSTITUTION**

	Small <i>n</i> = 286	Medium <i>n</i> = 237	Large <i>n</i> = 77
	Valid Responses <i>n</i> = 236 (82.5%) <i>n</i> = 219 (92.4%) <i>n</i> = 73 (94.8%)		
25 <sup>th</sup> Percentile	\$32,000	\$32,000	\$33,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$36,000	\$36,000	\$36,000
75 <sup>th</sup> Percentile	\$40,000	\$41,000	\$40,500

Table 9.21

**STARTING ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS BY INSTITUTIONAL TYPE**

	Two-Year <i>n</i> = 195	Public Bachelor <i>n</i> = 25	Private Bachelor <i>n</i> = 28	Public Master <i>n</i> = 76	Private Master <i>n</i> = 77	Public Doctorate <i>n</i> = 121	Private Doctorate <i>n</i> = 58	Proprietary <i>n</i> = 23
	Valid Responses <i>n</i> = 173 (88.7%) <i>n</i> = 23** (92%) <i>n</i> = 21** (75%) <i>n</i> = 72 (94.7%) <i>n</i> = 56 (72.7%) <i>n</i> = 111 (91.7%) <i>n</i> = 51 (87.9%) <i>n</i> = 22** (95.7%)							
25 <sup>th</sup> Percentile	\$32,000	\$29,400	\$29,310	\$33,250	\$32,000	\$32,000	\$32,000	\$36,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$37,000	\$33,000	\$35,000	\$38,000	\$35,000	\$35,000	\$36,000	\$40,000
75 <sup>th</sup> Percentile	\$42,183	\$35,000	\$41,000	\$41,750	\$40,000	\$38,000	\$40,000	\$40,500

Table 9.22

**STARTING ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS BY  
MANDATORY ADVISING**

	Yes	No	For Some
	<i>n</i> = 220	<i>n</i> = 225	<i>n</i> = 158
Valid Responses	<i>n</i> = 180 (81.8%)	<i>n</i> = 199 (88.4%)	<i>n</i> = 150 (94.9%)
25 <sup>th</sup> Percentile	\$32,000	\$32,000	\$32,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$36,000	\$36,000	\$35,000
75 <sup>th</sup> Percentile	\$40,000	\$41,000	\$40,000

Table 9.23

**STARTING ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS BY  
ADVISING PERSONNEL**

	FT Professional Advisors	Both FT Pro. Adv. and Fac
	<i>n</i> = 168	<i>n</i> = 426
Valid Responses	<i>n</i> = 155 (92.3%)	<i>n</i> = 370 (86.9%)
25 <sup>th</sup> Percentile	\$32,000	\$32,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$36,000	\$36,000
75 <sup>th</sup> Percentile	\$40,000	\$40,000

Table 9.24

**STARTING ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS BY REGION**

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
	<i>n</i> = 79	<i>n</i> = 75	<i>n</i> = 50	<i>n</i> = 40	<i>n</i> = 101	<i>n</i> = 43	<i>n</i> = 83	<i>n</i> = 42	<i>n</i> = 41	<i>n</i> = 49
Valid Responses	<i>n</i> = 70 (88.6%)	<i>n</i> = 55 (73.3%)	<i>n</i> = 41 (82%)	<i>n</i> = 37 (92.5%)	<i>n</i> = 93 (92.1%)	<i>n</i> = 38 (88.4%)	<i>n</i> = 73 (88%)	<i>n</i> = 36 (85.7%)	<i>n</i> = 38 (92.7%)	<i>n</i> = 48 (98%)
25 <sup>th</sup> Percentile	\$36,750	\$35,000	\$30,000	\$29,391	\$32,500	\$31,000	\$30,000	\$34,409	\$35,000	\$32,027
<b>50<sup>th</sup> Percentile (Median)</b>	\$40,000	\$40,000	\$34,000	\$35,000	\$36,000	\$33,500	\$33,500	\$36,000	\$40,000	\$35,000
75 <sup>th</sup> Percentile	\$45,000	\$47,000	\$38,000	\$38,772	\$40,000	\$35,000	\$38,000	\$38,750	\$43,400	\$40,000

*Table 9.25*  
**STARTING ANNUAL SALARY FOR FULL-TIME FOR PROFESSIONAL ADVISORS BY ADVISING SITUATIONS ( N = 623 )**

	Institution <i>n</i> = 417	College, School, Division <i>n</i> = 176	Department <i>n</i> = 27
Valid Responses	<i>n</i> = 371 (89%)	<i>n</i> = 149 (84.7%)	<i>n</i> = 22** (81.5%)
25 <sup>th</sup> Percentile	\$32,000	\$32,000	\$30,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$36,000	\$35,000	\$34,000
75 <sup>th</sup> Percentile	\$41,000	\$40,000	\$42,000

*Table 9.26*  
**TOP ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS ( N = 603 )**

	Starting Salary
Valid Responses	<i>n</i> = 485 (80.4%)
25 <sup>th</sup> Percentile	\$43,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$50,000
75 <sup>th</sup> Percentile	\$60,000

*Table 9.27*  
**TOP ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS**

	Small <i>n</i> = 286	Medium <i>n</i> = 237	Large <i>n</i> = 77
Valid Responses	<i>n</i> = 214 (74.8%)	<i>n</i> = 202 (85.2%)	<i>n</i> = 68 (88.3%)
25 <sup>th</sup> Percentile	\$40,750	\$45,000	\$47,250
<b>50<sup>th</sup> Percentile (Median)</b>	\$46,266	\$50,000	\$53,673
75 <sup>th</sup> Percentile	\$55,050	\$60,197	\$61,984

Table 9.28

**TOP ANNUAL SALARY FOR FULL-TIME FOR PROFESSIONAL ADVISORS BY INSTITUTIONAL TYPE**

	Two-Year <i>n</i> = 195	Public Bachelor <i>n</i> = 25	Private Bachelor <i>n</i> = 28	Public Master <i>n</i> = 76	Private Master <i>n</i> = 77	Public Doctorate <i>n</i> = 121	Private Doctorate <i>n</i> = 58	Proprietary <i>n</i> = 23
Valid Responses	<i>n</i> = 160 (82.1%)	<i>n</i> = 20** (80%)	<i>n</i> = 21** (75%)	<i>n</i> = 64 (84.2%)	<i>n</i> = 48 (62.3%)	<i>n</i> = 108 (89.3%)	<i>n</i> = 46 (79.3)	<i>n</i> = 18** (78.3%)
25 <sup>th</sup> Percentile	\$45,000	\$35,750	\$39,000	\$43,000	\$38,500	\$44,250	\$41,900	\$45,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$50,000	\$42,912	\$48,000	\$49,000	\$45,000	\$50,000	\$49,500	\$49,000
75 <sup>th</sup> Percentile	\$61,562	\$49,600	\$71,500	\$62,447	\$54,750	\$60,000	\$60,000	\$70,750

Table 9.29

**TOP ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS BY MANDATORY ADVISING**

	Yes <i>n</i> = 220	No <i>n</i> = 225	For Some <i>n</i> = 158
Valid Responses	<i>n</i> = 166 (75.5%)	<i>n</i> = 182 (80.9%)	<i>n</i> = 137 (86.7%)
25 <sup>th</sup> Percentile	\$41,000	\$45,000	\$42,851
<b>50<sup>th</sup> Percentile (Median)</b>	\$47,000	\$51,000	\$50,000
75 <sup>th</sup> Percentile	\$57,000	\$61,953	\$60,000

Table 9.30

**TOP ANNUAL SALARY FOR FULL-TIME PROFESSIONAL ADVISORS BY ADVISING PERSONNEL**

	FT Professional Advisors <i>n</i> = 168	Both FT Pro. Adv. and Fac <i>n</i> = 426
Valid Responses	<i>n</i> = 141 (83.9%)	<i>n</i> = 343 (80.5%)
25 <sup>th</sup> Percentile	\$43,000	\$43,000
<b>50<sup>th</sup> Percentile (Median)</b>	\$50,000	\$50,000
75 <sup>th</sup> Percentile	\$60,000	\$60,000

Table 9.31

**TOP ANNUAL SALARY FOR FULL-TIME FOR PROFESSIONAL ADVISORS BY REGION**

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
	<i>n</i> = 79	<i>n</i> = 75	<i>n</i> = 50	<i>n</i> = 40	<i>n</i> = 101	<i>n</i> = 43	<i>n</i> = 83	<i>n</i> = 42	<i>n</i> = 41	<i>n</i> = 49
Valid Responses	<i>n</i> = 61 (77.2%)	<i>n</i> = 54 (72%)	<i>n</i> = 39 (78%)	<i>n</i> = 33 (82.5%)	<i>n</i> = 84 (83.2%)	<i>n</i> = 37 (86%)	<i>n</i> = 67 (80.7%)	<i>n</i> = 34 (81%)	<i>n</i> = 32 (78%)	<i>n</i> = 44 (89.8%)
25 <sup>th</sup> Percentile	\$48,750	\$49,500	\$38,000	\$43,900	\$45,000	\$42,000	\$41,000	\$41,450	\$46,002	\$42,175
<b>50<sup>th</sup> Percentile (Median)</b>	\$56,000	\$60,000	\$45,000	\$47,100	\$50,000	\$47,000	\$45,000	\$45,000	\$53,000	\$47,000
75 <sup>th</sup> Percentile	\$70,000	\$75,500	\$55,000	\$54,500	\$60,000	\$59,962	\$50,000	\$57,750	\$74,250	\$50,000

Table 9.32

**TOP ANNUAL SALARY FOR FULL-TIME FOR PROFESSIONAL ADVISORS BY ADVISING SITUATION ( N = 623 )**

	Institution	College, School, Division	Department
	<i>n</i> = 417	<i>n</i> = 179	<i>n</i> = 27
Valid Responses	<i>n</i> = 337 (80.8%)	<i>n</i> = 145 (81%)	<i>n</i> = 17 (63%)
25 <sup>th</sup> Percentile	\$43,850	\$42,000	\$41,085
<b>50<sup>th</sup> Percentile (Median)</b>	\$50,000	\$50,000	\$47,000
75 <sup>th</sup> Percentile	\$60,000	\$60,000	\$54,500