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ABSTRACT

Data obtained from a survey of financial aid administrators in institutions of higher education, conducted to document the status of this rapidly expanding profession on a national basis, is organized into seven major sections. They include: (1) basic characteristics, such as age, sex, racial/ethnic background, and educational level; (2) salary levels; (3) attitudes on adequacy of salary, authority, status levels, etc.; (4) office characteristics, such as staff size and responsibility for student employment; (5) external contacts with the U.S. Office of Education, Congress, or state agencies; (6) professional development, discussed in terms of compensation for conferences, course work, or membership in professional association; and (7) research activities. Responses to the survey are presented in bivariate format using the Crosstabs computer system, with each table including the number of respondents and percentages. Each series of tables is accompanied by a narrative that highlights some of the findings. The first appendix reports the salaries of financial aid directors by institutional type, control, size, and geographic area. The second and third appendices contain copies of the 1974 and 1977 survey questionnaires. A brief review of earlier research is included in the preface. (JMD)

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CHARACTERISTICS AND ATTITUDES OF THE FINANCIAL AID ADMINISTRATOR

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CHARACTERISTICS AND ATTITUDES
OF THE
FINANCIAL AID ADMINISTRATOR
(A Report on the Survey of the Profession in 1977)

National Association of Student
Financial Aid Administrators
910 Seventeenth Street, N.W.
Washington, D.C. 20006

NASFAA is a non-profit corporation of institutions of postsecondary education and other individuals, agencies and students who are interested in promoting the effective administration of student financial aid in the United States. The results of this survey are intended to help the general public better understand the characteristics and attitudes of those individuals who are directly responsible for administering student aid funds and to focus upon those areas where additional attention needs to be directed to upgrade the profession.

This objective analysis, coupled with future action designed to improve current deficiencies, will lead to an improved and more efficient system of administering student financial aid services.

Copies of this survey may be ordered from the National Association of Student Financial Aid Administrators, 910 17th Street, N.W., Suite 217, Washington, D.C. 20006. The price is \$10.00 per copy, and payment must accompany orders.

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Preface

Beginning in 1972, federal expenditures for student aid began to increase significantly and the role of the institutional aid administrator became even more important than it had been in the past. In spite of the vital role that these administrators were performing, comprehensive data on a national basis about their professional skills and attitudes had not been compiled. Therefore, the National Council of the National Association of Student Financial Aid Administrators in 1974 commissioned William J. Bushaw, of the University of Iowa, to conduct a national survey to determine the function, education, status, and other relevant information about this rapidly expanding profession. In preparing this first national survey, Mr. Bushaw reviewed previous studies which had been conducted on a limited scale to determine what changes had occurred in the profession during the past few years.

Earlier Studies about the Profession

The first of these studies which Bushaw reviewed was the study conducted by George Nash and Paul F. Lazarsfeld in 1968 entitled, "New Administrator on Campus: A Study of the Director of Financial Aid." From their study a great deal of useful information was gathered concerning the work and characteristics of aid administrators at senior institutions. A year later in 1969 James B. Puryear presented a study which essentially repeated the work of Nash and Lazarsfeld, entitled, "Two-Year College Financial Aid Officers." The population for this survey was taken from a sample of two-year colleges, and the results were generally similar, except that the two-year administrator was slightly older and tended to have a smaller supporting staff than did the administrator from the four-year school. The Puryear study was reported in the Journal of College Student Personnel, January 1974.

In 1970, Warren N. Willingham surveyed the financial aid administrators' present level of professional development. Using a representative sample of 122 institutions in the West, Willingham, for the first time, included questions dealing with training needs and attitudes concerning future development of the profession. Among the major findings were (1) the annual turnover rate was somewhat lower and inter-institutional hiring somewhat higher than before; (2) workshops were the favored method of maintaining professional competence; and (3) one-third of the aid administrators could be classified at a low level of professional development in the sense that they were involved in few professional activities. The Willingham study, "Professional Development of Financial Aid Officers: Higher Education Surveys Report No. 2," was published by the College Entrance Examination Board in November 1970.

Clarence L. Casazza completed still another study in 1970, entitled, "Career Patterns of Financial Aid Directors," which was reported

in the Journal of Student Financial Aid in November 1971. Casazza studied career patterns of financial aid directors at 179 institutions with enrollments of 10,000 or more and received usable responses from 73% of his sample. Data obtained from the survey showed (1) the Master's degree was the typical degree for financial aid directors; (2) there appeared to be a definite relationship between institutional attendance and employment; (3) financial aid directors came to their positions from a wide range of work experiences; and (4) the typical aid director held his position between two and five years.

In 1972 Wayne O. Chambers conducted "A Survey of the Professional Development of Student Financial Aid Administrators in Nine Southern States." Using an adaptation of the Willingham questionnaire, Chambers surveyed student financial aid administrators in nine southern states which comprise the Southern Association of Student Financial Aid Administrators. The population surveyed included 600 institutions of postsecondary education and, of that number, 388 provided usable returns. Some of the major findings were (1) about half of the respondents had three or more years' experience in financial aid; (2) 60% rated medium to high on professional development; (3) the median age was 37.3 years; (4) two-thirds had at least a Master's degree; and (5) professional meetings and workshops were the two most favored methods of maintaining professional competence.

Also patterning his research design after the Willingham study, Ronald J. Schiesz in 1973 surveyed the professional characteristics of financial aid directors at colleges and universities throughout Illinois. The population was comprised of 128 Illinois student financial aid administrators with a usable response of 92 questionnaires. This data revealed that the Illinois aid administrators were then slightly older, had been in the position longer, were more mobile, and were more likely than previously to have a Master's degree. The Schiesz study reported in the March 1974 issue of the Journal of Student Financial Aid was entitled, "A Study of Certain Professional Characteristics of Financial Aid Administrators at Institutions of Higher Education in the State of Illinois."

The review of these earlier studies emphasized the need for a national survey and, therefore, at the direction of NASFAA's National Council, a questionnaire was developed and mailed in late March 1974 to 3,643 directors of financial aid at institutions of postsecondary education which participated in the Office of Education sponsored programs of student assistance. (A copy of this questionnaire is included in Appendix B.) Responses were received from 1,954 individuals for a 54% return rate.

Major Findings and Conclusions of the 1974 Survey

The data obtained from 1,954 financial aid directors in the 1974 survey provided insight into (1) background characteristics; (2) professional characteristics; (3) academic background; (4) job orientation; (5) maintenance of professional competence; (6) degree of professionalization; (7) needed professional development; and (8) characteristics of the aid administrator. With this information, Bushaw was able to

develop a "national" description of the financial aid administrator. His major findings and conclusions are reported by the above-listed eight areas of emphasis.

1. Background Characteristics

The typical financial aid director was a male Caucasian between the ages of 36 and 40 years.

Although nearly three out of four financial aid directors were male, the percentage of female financial aid directors was increasing in 1974. Additionally, women were most likely to be employed by a private four-year institution.

One out of ten financial aid directors was a member of a minority group. Two-year institutions afforded the greatest percentage of employment opportunities for minority financial aid directors, followed by private institutions.

The average age of financial aid directors fell within the 36-40 year age range, which is consistent with earlier studies. Although financial aid directors in two-year institutions were slightly younger on the average, the gap was narrowing from earlier studies. There was, however, a gradual drop in the number of financial aid directors past their mid-forties who were working at two-year institutions.

2. Professional Characteristics

In nearly two out of three instances, financial aid directors devoted full time to their positions. If the position remained part-time, the employer normally was a two-year, a private graduate/professional, or a proprietary institution.

The typical director had worked in financial aid approximately the same amount of time as he had been director. Although still low, those reporting experience in financial aid prior to assuming the director's position were increasing.

Employment in postsecondary education provided a career path into financial aid. With the exception of proprietary institutions, private business was furnishing fewer financial aid directors than it had previously.

In 1974 the annual turnover rate was decreasing. In just 3% of the cases, the financial aid director had less than one year's experience. Only financial aid directors at proprietary and public graduate/professional institutions exceeded the previous rate of 20%. On the other hand, nearly seven of every ten financial aid directors had three or more years' experience. In fact, the number having worked in financial aid five years or longer approached 50%.

Directors' salaries had advanced to the \$12,000-\$13,999 range in 1974, but were not keeping pace with inflation. Financial aid directors at two-year and public four-year-and-beyond institutions had the highest average salaries. Women typically received lower salaries than men.

This difference, however, was tempered by the fact that a larger percentage of the women was employed by two- and four-year private institutions, which had the lowest average compensation for all financial aid directors.

3. Academic Background

Approximately one-fifth of the financial aid directors had degrees from their employing institutions. If the director held a degree from an employing institution, it was usually the undergraduate degree and the institution was a private one.

The Master's degree, if not a formal requirement for a financial aid director, was an informal one. Of those responding, over 60% had a Master's or higher degree. A financial aid director with a Doctorate remained a rarity.

If the financial aid director was pursuing a degree, it was usually the Master's followed by the Doctorate. For those planning degree work, the Doctorate was the choice most often selected.

There was considerable difference between the academic courses thought "Useful" and the ones the financial aid directors had taken themselves. Of those courses listed in the 1974 survey, only counseling had been taken by a majority of financial aid directors.

4. Job Orientation

As in previous studies, there was a wide difference between the courses thought "useful" in orienting new financial aid administrators and those "I had" upon becoming a financial aid administrator.

Although not ranked as high in previous studies, the internship method was still the most desirable way of obtaining practical experience. However, only a few financial aid directors had ever had the opportunity for such an experience. As far as actually receiving practical experience, on-the-job training was overwhelmingly rated the way most financial aid directors had obtained practical experience. In addition, on-the-job training, although ranked behind the internship method, received increased favor over previous studies as the best way for new financial aid administrators to obtain practical experience.

Financial aid directors, when asked to express a preference for workshop topics for either new and/or experienced financial aid administrators, advocated topics dealing with "practical," "immediate," and "survival" type skills and information.

5. Maintaining Professional Competence

Attending professional meetings, participating in workshops, reading professional periodicals, and meeting periodically with Regional Office of Education officials were all favored ways financial aid directors preferred to keep current in 1974. Coursework and summer institutes were the least favored ways of maintaining professional competence.

It was interesting that the closer the professional meeting was to the director's home base, the greater its importance was as a preferred way to keep current. Furthermore, respondents favored methods of keeping current which were direct, to the point, and could be covered in a relatively short period of time.

The financial aid director was likely to belong to both a state and a regional financial aid association and institutions were likely to contribute toward the director maintaining professional competence by providing released time and paying expenses to attend financial aid meetings and workshops. Institutions also usually paid for office subscriptions and memberships in financial aid associations.

6. Degree of Professionalism

Although the majority of the financial aid directors belonged to professional associations, it was disappointing that the percentage was not higher. There was room for further improvement, especially at the regional level.

Financial aid directors were somewhat involved in professional activities and kept well informed on matters of current importance in financial aid. However, as the degree of active involvement increased, there was a marked drop in participation. Publishing continued to rank extremely low in the hierarchy of activities, but this low rating did not appear to reflect a lesser regard for publishing by the financial aid director. Rather, it appeared to reflect that there was little provision made or reward given for publishing.

7. Needed Professional Development

All of the possibilities listed in the 1974 questionnaire were thought to have importance in further development of the profession. Immediate training for new financial aid administrators received the greatest support, followed by providing opportunities for professional growth to those in smaller aid operations and for developing self-study materials for new financial aid administrators. The establishment of graduate programs in financial aid, although important, had the least amount of support.

8. Characteristics of the Aid Office

According to the 1974 survey, the financial aid director held a position of esteem within the institution's administrative hierarchy. Although there was a variety of organizational possibilities, the director usually reported to the vice-president for student services, and consequently, reported through no more than one person to reach the president. When the financial aid director did not report to the vice-president for student services, the most common practice was for him/her to report directly to the president.

Financial aid directors were responsible for administering a large number of highly complex programs, each with separate requirements and guidelines. In addition, they participated in a variety of activities,

both within and outside the institution. Although the financial aid director's position had a great deal of responsibility, the institution typically filled the position with someone of less experience than the director felt was necessary, and provided him with inadequate staff support. When added staff support was provided, it was usually at the clerical level. Consequently, out of necessity, many clerical employees were functioning as para-professionals, resulting in a whole new set of educational and training needs for this type employee.

The results of the 1974 survey were not distributed to the participants because of limited financial resources, but data from this study was used during the next two years by NASFAA in shaping its programs and policy positions.

In 1977, the Midwest Association of Student Financial Aid Administrators (MASFAA) published a comprehensive study of student aid administrators in the midwest. The study was conducted by the MASFAA Research Committee, which in 1976-77 was chaired by Harvey P. Grotrian.

Following a review of the MASFAA study, the National Council of the National Association of Student Financial Aid Administrators decided that a similar study should be conducted on a nationwide basis. Accordingly, NASFAA established a "Survey of the Profession Committee," consisting of the following three members: Dr. Robert B. Holmes, Office of Financial Aid, The University of Michigan; Mr. Harvey P. Grotrian, Office of Financial Aid, The University of Michigan; Ms. Karen Dickinson, Institute for Social Research, The University of Michigan.

Building from the 1974 survey and the MASFAA survey, it was decided that the 1977 survey would focus on such areas as salaries, attitudes, office characteristics, sources of information, and professional development.

A total of 3,450 questionnaires were mailed to financial aid administrators employed by educational institutions. (A copy of this questionnaire is included in Appendix C.) A total of 2,775 of the questionnaires were mailed in late August 1977 to individuals holding NASFAA membership. An additional mailing to 675 individuals employed in offices serving graduate/professional students was made from a separate mailing list in October 1977. Follow-up postcards were sent to both groups to remind them to return the questionnaire.

A total of 1,912 questionnaires were returned by mid-January 1978. Due to the duplication between the two mailing lists used for the survey, it is estimated that 61.0% of the unduplicated number of individuals receiving the questionnaire returned it by mid-January 1978.

Due to the sensitive nature of some of the questions, the 1977 survey was designed so that all replies were treated with the strictest confidence, and it was not possible to connect anyone with his or her responses. However, since it was not possible to identify respondents,

it was also not possible to identify non-respondents. Therefore, the survey results are only applicable to the respondents and should not be generalized, or at least should be very carefully generalized, to the larger population of financial aid administrators.

The data obtained from the 1,912 respondents in the 1977 survey provided insight into (1) background characteristics; (2) salary levels; (3) attitudes and opinions; (4) office characteristics; (5) external contacts; (6) professional development; and (7) research activities.

The major findings and conclusions of the 1977 survey are reported by the above-listed seven areas of emphasis.

Major Findings and Conclusions of the 1977 Survey

1. Background Characteristics

The typical financial aid director in 1977 was a male Caucasian, 38 years of age, employed full-time. Even though 67% of financial aid directors were male, the percentage of female financial aid directors had increased by 9% since the 1974 survey. In addition, female administrators were more likely to be employed in the proprietary sector (52%), followed by the independent sector (43%).

One out of ten financial aid directors was a member of a minority group. With the exception of Spanish surnamed administrators, minority administrators (Blacks, Native Americans, and Orientals) had a greater tendency to be women than did white respondents and were more likely to be employed at public institutions.

The median age of directors remained stable at 38. Associate/assistant directors had a median age of 33, while the median age for counselors was 34.

Aproximately half of the aid administrators had worked in financial aid six years or more with 3% reporting 16 years or more experience. 13% of the directors had one year or less experience.

As in earlier studies, the financial aid director with a Doctorate degree remained a rarity (6%), while 52% of the directors had a Master's degree.

2. Salary Levels

Institutional control and size are primary determinants of salary level. For example, directors' salaries were significantly higher at public institutions (\$19,050) followed by \$14,430 at independent institutions and \$12,620 at proprietary institutions.

3. Attitudes and Opinions

The need for increased authority for interfund transfers received overwhelming support from all varieties of institutional type, control, and size.

Over 81% of the respondents agreed that receipt of a federal administrative allowance would promote a greater feeling of responsibility by their institution for the BEOG and GSL programs.

Dissatisfaction with the current Tri-Partite Application process and panel review procedures was evident. 80% of the respondents agreed that the Tri-Partite process should be changed to depend more upon verifiable, historical data and only 50% of the respondents agreed that the panel process is an equitable way of making funding decisions.

The need for periodic program reviews by the U.S. Office of Education was underscored by the fact that over 90% of the respondents agreed that they were necessary.

Over 85% of the respondents agreed that their institutions had received good support from their Regional Office of Education.

A total of 85% of the respondents disagreed that there had "been an unacceptable amount of deliberate student abuse of financial aid programs" at their institution.

4. Office Characteristics

The results of the 1977 survey reveal that the majority of the directors think they have enough authority to do their job effectively. In addition, they feel they are recognized by others in their institution as holding an important position and agree that financial aid is sufficiently satisfying to be a lifetime career.

As in an earlier survey, the majority of directors in public and private institutions reported to a chief administrator for student activities. Directors at proprietary institutions were more likely to report directly to the president than were directors at other types of institutions.

5. External Contacts

Slightly over half of the respondents indicated that they had not contacted the office of a member of the U.S. Congress regarding a financial aid problem or issue during the last year. Contact with federal officials is more frequent with approximately 75% of the respondents reporting that they had contacted a DHEW/USOE official in Washington during the past year. An even higher frequency of contact (88%) was reported with regional officials. In addition, approximately one-fourth of the respondents had written or called the NASFAA office in the past year.

6. Professional Development

Professional financial aid training programs were judged to be adequate by over 84% of the respondents. However, respondents with doctorate degrees were twice as likely to find training inadequate, as were respondents holding other degrees. Another group of respondents

finding training programs inadequate was employed in offices serving graduate/ professional students. Respondents from the rocky mountain region were most satisfied with training programs, while the respondents from the western region were the most dissatisfied.

If respondents were able to attend only one major conference per year, approximately equal numbers would attend either their regional conference (39%) or their state conference (42%). Directors from public institutions were almost twice as likely to express a preference for attending the NASFAA annual conference as were directors from independent institutions.

Over 95% of the respondents reported that their institutions were willing to pay the expenses for their attendance at instate meetings, and expenses for out of state meetings would be paid for 83% of the respondents. Institutions also usually pay for office subscriptions and memberships in financial aid associations.

Over 85% of the respondents agreed that communications from NASFAA and regional associations were adequate to keep them informed about current issues in financial aid.

7. Research Activities

Just over 30% of the directors of financial aid responding to the 1977 survey reported that their office had conducted research on topics related to financial aid within the past two years. Respondents from large institutions were more than twice as likely to conduct research projects than were respondents from small schools. Of the directors conducting research projects, the impact of financial aid programs was addressed in over one-half of the projects. The results of the research were primarily used for financial aid office operations and policy making.

While a comparison of the 1974 and 1977 surveys is not possible because of the differences in the items contained in the two respective questionnaires, there are numerous data elements which are compatible. The chart on the following page lists these elements and shows the percentage of respondents in each category:

| | 1974 | 1977 |
|--|----------|----------|
| Institutional Control | | |
| Independent | 49% | 50% |
| Public | 46% | 42% |
| Proprietary | 5% | 8% |
| Median Age | 36-40 | 38 |
| Sex | | |
| Male | 76% | 67% |
| Female | 24% | 33% |
| Ethnic Origin | | |
| Black | 7% | 6% |
| Native American | 1% | 0.05% |
| Oriental | 0 | 0.05% |
| Spanish Sur-Named | 2% | 2% |
| White | 90% | 89% |
| Other | 0 | 2% |
| Level of Education | | |
| High School Diploma or Other | 5% | 11% |
| Associate | 5% | 4% |
| Bachelors | 28% | 27% |
| Masters | 58% | 52% |
| Doctorate | 4% | 6% |
| Years of Employment in the Student Financial Aid Profession | | |
| 1 year or less | 13% | 14% |
| 4 years or more | 44% | 68% |
| 16 years or more | 2% | 3% |
| Median Salary Levels by Type of Institution | | |
| All Types | \$13,000 | \$16,250 |
| Public | 15,000 | 19,050 |
| Independent | 11,600 | 14,430 |
| Proprietary | 11,000 | 12,620 |

As the number of individuals employed in the financial aid profession continues to grow, and as the administration of financial aid programs becomes more complex, it is essential that future studies on the characteristics and attitudes of aid administrators be continued. While the tables presented in this survey represent only a few of the many combinations that could be presented, it is hoped that they will answer many questions and help to define other issues that should be addressed in the future. It is also hoped that the results will underline the importance and critical needs of the total financial aid profession.

Editors

Joyce Dunagan, Assistant Director, NASFAA
Dallas Martin, Executive Director, NASFAA

Acknowledgements

When NASFAA decided to conduct the initial survey in 1974, as well as the second survey in 1977, a primary goal was to document the "Status of the Profession" on a national basis in hopes of improving the overall administration and support for student financial aid services at all postsecondary educational institutions. From the beginning it was decided that the identification of critical literature and the collection of accurate information would be dependent upon the cooperation of many people. That assumption proved to be very true since literally hundreds of our financial aid colleagues contributed to this effort. There are however, several individuals who should be recognized by NASFAA for their special efforts. In particular, special recognition is given to William J. Bushaw for compiling the first survey. In addition, special thanks also is given to the following individuals for their help with the first survey. They include Dr. William Snider, from the University of Iowa, who helped develop the computer programs; Dr. James Maxey, from the American College Testing Program, for advice on constructing the tables; and Dr. Al Hood, University of Iowa for overseeing the study.

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In addition, a special thank you also is given to Ms. Carol W. Van Dyke and Ms. Diane L. McCallum, who are members of the administrative staff at the University of Michigan, for their assistance in preparing this report.

Organization of the Report

The data in this report is organized into seven major sections which include:

1. Basic Characteristics
2. Salary
3. Attitudes
4. Office Characteristics
5. External Contacts
6. Professional Development
7. Research Activities

Each section is identified separately in the Table of Contents for ease in reference. The responses to the questions are presented in a bivariate format using the Crosstabs computer system. Each table includes the number of respondents falling into each category, as well as row and column percentages. For example, in the table shown below, it can be seen that respondents' titles and regions are being compared.

| ROWS = TITLE | | REGIONAL COLUMNS = ASSOCIATIONS OF STATES | | | | | | ROW SUMS |
|---------------------------------|---------|---|---------|---------|---------|---------|---------|-------------|
| | | EASFAA | SASFAA | MASFAA | SWASFAA | PMASFAA | WASFAA | |
| DIREC- TOR | 392 | 221 | 397 | 139 | 75 | 154 | 1378 | |
| | 28.447 | 16.038 | 28.810 | 10.007 | 5.443 | 11.176 | 100.000 | |
| | 74.102 | 76.207 | 70.766 | 81.287 | 85.227 | 66.074 | 73.611 | |
| ASSOC./ ASSIS. DIRECT. | 46 | 17 | 64 | 10 | 4 | 21 | 162 | |
| | 28.395 | 10.494 | 32.506 | 6.173 | 2.469 | 12.963 | 100.000 | |
| | 8.696 | 5.862 | 11.408 | 5.048 | 4.545 | 9.013 | 8.654 | |
| FIN.AID/ OFFICER/ COOR/AD | 55 | 28 | 52 | 10 | 4 | 36 | 185 | |
| | 29.730 | 15.135 | 28.108 | 5.405 | 2.162 | 19.459 | 100.000 | |
| | 10.397 | 9.655 | 9.269 | 5.848 | 4.545 | 15.451 | 9.882 | |
| OTHER | 36 | 24 | 48 | 12 | 5 | 22 | 147 | |
| | 24.490 | 16.327 | 32.653 | 0.153 | 3.401 | 14.966 | 100.000 | |
| | 6.805 | 8.276 | 8.556 | 7.019 | 5.682 | 9.442 | 7.053 | |
| COLUMN SUMS | 529 | 290 | 561 | 171 | 88 | 233 | 1872 | |
| | 28.259 | 15.491 | 29.968 | 9.135 | 4.701 | 12.447 | 100.000 | |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | |

A total of 1,872 individuals responded to both questions. There were 392 directors from EASFAA states who responded. Directors of financial aid from EASFAA states comprised 28.447% of the total number of directors responding to the survey (1,378). In addition, the directors from EASFAA states represented 74.102% of the 529 respondents from EASFAA states. In the aggregate, directors of financial aid represented 73.611% of the respondents, while EASFAA respondents comprised 28.259% of all respondents.

The total number of respondents varies slightly from one table to another due to some questions not being answered or due to unusable responses. In some cases, however, the number of respondents varies since the table only includes selected categories. For example, in order to permit the comparison of salaries among a homogeneous group,

salary tables only include individuals who are employed full-time and who devote at least 50% of their employment time to financial aid.

Each series of tables is accompanied by a narrative which highlights some of the findings. In some cases, the chi-square test of statistical significance is employed.

Section A

Basic Characteristics of
Student Financial
Aid Administrators

TABLE 1-1 Institutional Size by Institutional Control

TABLE 1-2 Institutional Size by Institutional Type

Almost half (49.6%) of the respondents to the survey were employed at independent institutions and just over 42 percent were employed at public institutions. Eight percent of the respondents were from proprietary schools.

Approximately 63 percent of the respondents from public institutions were employed by institutions with enrollments of over 4,000 students as compared to less than one-fourth of those from independent institutions and less than 2 percent of those from proprietary institutions.

Respondents were employed in a wide range of institutional types. The largest group was employed in 4-year institutions which offered advanced degree work (36.9%). Slightly over two-thirds of this group were from institutions with enrollments of over 4,000. The next largest group was 4-year institutions with the majority (88.6%) of these having enrollments of under 4,000. Nursing schools had both the smallest number of respondents (40) and the smallest institutional size (all were under 1,000).

TABLE 1-1 Institutional Size by Control

| INSTITUTIONAL ROWS - CLASSIFICATION | INSTITUTIONAL COLUMNS - SIZE | | | | | ROW SUMS |
|--|---------------------------------|---------------|---------------|-------------------|---------|-------------|
| | UNDER 1000 | 1000- 3999 | 4000- 9999 | 10,000- 19,999 | 20,000+ | |
| PUBLIC | 78 | 211 | 196 | 158 | 158 | 601 |
| | 9.738 | 26.342 | 24.469 | 19.725 | 19.725 | 100.000 |
| | 12.704 | 37.882 | 63.430 | 67.234 | 89.773 | 42.359 |
| INDEP. | 408 | 325 | 112 | 75 | 18 | 938 |
| (PRI- | 43.497 | 34.648 | 11.940 | 7.996 | 1.919 | 100.000 |
| VATE) | 66.450 | 58.348 | 36.246 | 31.915 | 10.227 | 49.603 |
| PROPRI- | 128 | 21 | 1 | 2 | | 152 |
| ETARY | 84.211 | 13.816 | 0.658 | 1.316 | | 100.000 |
| | 20.847 | 3.770 | 0.324 | 0.851 | | 8.038 |
| COLUMN SUMS | 614 | 557 | 309 | 235 | 176 | 1891 |
| | 32.479 | 29.455 | 16.341 | 12.427 | 9.307 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 1-2 Institutional Size by Type

| | INSTITUTIONAL | | | | | ROW SUMS |
|-------------|----------------|---------------|---------------|-------------------|---------|-------------|
| | COLUMNS = SIZE | | | | | |
| ROWS = TYPE | UNDER 1000 | 1000- 3999 | 4000- 9999 | 10,000- 19,999 | 20,000+ | |
| VOC. | 114 | 28 | 11 | 9 | 2 | 166 |
| TECH. | 68.675 | 16.867 | 7.831 | 5.422 | 1.205 | 100.000 |
| | 19.128 | 5.176 | 4.276 | 3.913 | 1.143 | 8.992 |
| 2 YEARS | 114 | 120 | 69 | 39 | 16 | 358 |
| 6 UNDER | 11.344 | 33.520 | 19.274 | 10.894 | 4.469 | 100.000 |
| NOT V.T. | 19.128 | 22.181 | 22.697 | 16.957 | 9.143 | 19.393 |
| 4 YEAR | 194 | 209 | 24 | 20 | 8 | 455 |
| | 42.637 | 45.934 | 5.275 | 4.396 | 1.758 | 100.000 |
| | 32.550 | 38.632 | 7.895 | 8.696 | 4.571 | 24.648 |
| 4 YEAR | 50 | 162 | 19 | 14 | 135 | 681 |
| AND | 7.342 | 21.789 | 28.047 | 20.999 | 19.824 | 100.000 |
| BEYOND | 4.183 | 29.945 | 62.829 | 62.174 | 77.143 | 36.891 |
| BUSINESS | 40 | | | | | 40 |
| | 100.000 | | | | | 100.000 |
| | 6.711 | | | | | 2.167 |
| GRAD/ | 84 | 22 | 7 | 19 | 14 | 146 |
| PROFE. | 57.534 | 15.068 | 4.795 | 11.014 | 9.589 | 100.000 |
| ONLY | 14.094 | 4.067 | 2.303 | 8.261 | 8.000 | 7.909 |
| COLLEGE | 596 | 541 | 304 | 230 | 175 | 1846 |
| SUMS | 32.296 | 29.307 | 16.468 | 12.459 | 9.480 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLE 1-3 Age of Student Financial Aid Administrators by Title

Almost 75 percent of the respondents to the survey were Directors of Financial Aid. Less than 10 percent of the respondents fell into each of the remaining 3 categories of "Associate/Assistant Director," "Financial Aid Officer/Counselor/Advisor," or "Other." The "other" category included a wide variety of respondents including the following job titles:

1. Coordinator of Financial Aid
2. Coordinator of Student Services
3. Dean of Student Services
4. Acting Director of Financial Aid
5. Registrar and Director of Financial Aid

The median age of Directors was approximately 38. Associate/Assistant Directors had a median age of 33, while the median age for Financial Aid Officers/Counselors/Advisors was 34.

Table 1-3 Age by Title

ROWS = TITLE COLUMNS = AGE

| | UNDER 25 | 26-30 | 31-35 | 36-40 | 41-50 | 51-59 | 60+ | ROW SUMS |
|---------------------------------|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|------------------------|---------------------------|
| DIRFC- TOR | 73 5.229 58.871 | 256 18.338 66.841 | 274 19.628 74.863 | 218 15.616 78.700 | 288 20.630 76.190 | 223 15.974 78.799 | 64 4.585 75.294 | 1396 100.000 73.629 |
| ASSOC./ DIRECT. | 17 10.180 13.710 | 51 30.539 11.316 | 38 22.754 10.383 | 16 9.581 5.776 | 22 13.174 5.820 | 18 10.778 6.360 | 5 2.994 5.882 | 167 100.000 8.808 |
| FIN.AID/ OFFICER/ COUN/AD | 22 11.828 17.742 | 53 28.495 13.838 | 27 14.516 7.377 | 18 9.677 6.498 | 36 19.355 9.524 | 20 10.753 7.067 | 10 5.376 11.765 | 186 100.000 9.810 |
| OTHER | 12 8.163 9.677 | 23 15.646 6.005 | 27 18.167 7.377 | 25 17.007 9.025 | 32 21.769 8.466 | 22 14.966 7.774 | 6 4.082 7.059 | 147 100.000 7.753 |
| COLUMN SUMS | 124 6.540 100.000 | 303 29.200 100.000 | 366 19.104 100.000 | 277 14.610 100.000 | 378 19.937 100.000 | 283 14.926 100.000 | 85 4.483 100.000 | 1896 100.000 |

TABLES 1-4 Through 1-7 Sex of Student Financial Aid Administrators

Almost 63 percent of the respondents were men, while 37 percent were women. The majority of the respondents in 3 of the title categories were men, with women comprising 56.7 percent of the "Financial Aid Officers/Counselors/Advisors" category (Table 1-4). 78.3 percent of the men responding to the survey were Directors, as opposed to 65.5 percent of the women.

As seen in Table 1-5, women respondents tended to be younger than men, with the median age of women being 35 as opposed to 38 for men (significant at the .01 level). 35.2 percent of the women were 30 or under, while 21.7 percent of the men were in this age category. There were also significant differences (at the .01 level) between men and women based on their place of employment. For example, women responding to the survey were less likely than men to be employed in public institutions and more likely than men (42.7% vs. 26.6%) to be employed in institutions with enrollments of under 1,000 (Tables 1-6 and 1-7).

Table 1-4 Sex by Title

| ROWS - TITLE | | COLUMNS - SEX | | |
|-------------------------|---------|---------------|----------|--|
| | MALE | FEMALE | ROW SUMS | |
| DIRECTOR | 736 | 462 | 1392 | |
| | 66.810 | 33.190 | 100.000 | |
| | 78.283 | 65.625 | 73.573 | |
| ASSOC./ASSIS. | 98 | 69 | 167 | |
| | 58.683 | 41.317 | 100.000 | |
| DIRECT. | 8.249 | 9.801 | 18.050 | |
| FIN.AID OFFICER/COUN/AD | 81 | 106 | 187 | |
| | 43.316 | 56.684 | 100.000 | |
| | 6.818 | 15.057 | 21.875 | |
| OTHER | 79 | 67 | 146 | |
| | 54.110 | 45.890 | 100.000 | |
| | 6.650 | 9.517 | 16.167 | |
| COLUMNS | 1184 | 704 | 1888 | |
| SUMS | 62.791 | 37.209 | 100.000 | |
| | 100.000 | 100.000 | 100.000 | |

Table 1-5 Sex by Age

ROWS = AGE

COLUMNS = SEX

| | MALE | FEMALE | ROW SUMS |
|----------|---------|---------|----------|
| UNDER 25 | 58 | 66 | 124 |
| | 46.774 | 53.226 | 100.000 |
| | 4.878 | 9.375 | 6.550 |
| 26-30 | 200 | 182 | 382 |
| | 52.356 | 47.644 | 100.000 |
| | 16.821 | 25.852 | 20.180 |
| 31-35 | 259 | 107 | 366 |
| | 70.765 | 29.235 | 100.000 |
| | 21.783 | 15.199 | 19.334 |
| 36-40 | 202 | 75 | 277 |
| | 72.924 | 27.076 | 100.000 |
| | 16.989 | 10.653 | 14.633 |
| 41-50 | 247 | 129 | 376 |
| | 65.691 | 34.309 | 100.000 |
| | 20.774 | 18.324 | 19.863 |
| 51-59 | 171 | 111 | 282 |
| | 60.638 | 39.362 | 100.000 |
| | 14.382 | 15.767 | 14.897 |
| 60+ | 52 | 34 | 86 |
| | 60.465 | 39.535 | 100.000 |
| | 4.373 | 4.830 | 4.543 |
| COL SUMS | 1189 | 704 | 1893 |
| | 62.810 | 37.190 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 1-6 Sex by Institutional Control

ROWS = INSTITUTIONAL CLASSIFICATION

COLUMNS = SEX

| | MALE | FEMALE | ROW SUMS |
|-------------------|---------|---------|----------|
| PUBLIC | 578 | 223 | 801 |
| | 72.160 | 27.840 | 100.000 |
| | 44.694 | 31.766 | 42.403 |
| INDEP. (PRI-VATE) | 537 | 401 | 938 |
| | 57.249 | 42.751 | 100.000 |
| | 45.240 | 57.123 | 49.656 |
| PROPRIETARY | 72 | 78 | 150 |
| | 48.000 | 52.000 | 100.000 |
| | 6.066 | 11.111 | 7.941 |
| COLUMN SUMS | 1187 | 702 | 1889 |
| | 62.837 | 37.163 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 1-7 Sex by Institutional Size

ROWS = INSTITUTIONAL SIZE

COLUMNS = SEX

| | MALE | FEMALE | ROW SUMS |
|---------------|---------|---------|----------|
| UNDER 100 | 315 | 299 | 614 |
| | 51.303 | 48.697 | 100.000 |
| | 26.560 | 42.653 | 32.538 |
| 100-399 | 365 | 191 | 556 |
| | 65.647 | 34.353 | 100.000 |
| | 30.776 | 27.247 | 29.465 |
| 400-999 | 224 | 83 | 307 |
| | 72.964 | 27.036 | 100.000 |
| | 18.887 | 11.840 | 16.269 |
| 10,000-19,999 | 162 | 73 | 235 |
| | 68.936 | 31.064 | 100.000 |
| | 13.659 | 10.414 | 12.454 |
| 20,000+ | 120 | 55 | 175 |
| | 68.571 | 31.429 | 100.000 |
| | 10.118 | 7.846 | 9.274 |
| COLUMN SUMS | 1186 | 701 | 1887 |
| | 62.851 | 37.149 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLES 1-8 Through 1-11 Racial/Ethnic Background of Student
Financial Aid Administrators

Approximately 10 percent of the respondents were minorities. The Black respondents, totaling 132, represented 6.9 percent of the total number completing the questionnaire.

Two-thirds of the respondents in each racial/ethnic category (with the exception of Oriental) were Directors. Minorities were more likely than whites to be in the categories of "Associate/Assistant Director" and "Financial Aid Officers/Counselors/Advisors." For example, 8.9 percent of the whites were Financial Aid Officers/Counselors/Advisors, while 18.2 percent of the Blacks fell into this category (Table 1-8).

As seen in Table 1-9, minority respondents tended to be slightly younger than did majority respondents. For example, whites had a median age of approximately 38, while minorities (Blacks, Native Americans, Orientals, and Spanish Surnamed) had a median age of approximately 33.

Table 1-10 highlights the relationship between the race and sex of respondents. With the exception of Spanish Surnamed respondents, minority respondents (Blacks, Native Americans, and Orientals) had a greater tendency to be women than did white respondents.

Minorities, with the exception of Native Americans, were more likely to be employed at public institutions than were white respondents (Table 1-11).

Table 1-8 Race by Title

| ROWS - TITLE | COLUMNS - RACE | | | | | | ROW SUMS |
|--------------------------|----------------|-------------------|------------|--------------------|---------|---------|----------|
| | BLACK | NATIVE AMERI- CAN | ORIEN- TAL | SPANISH SUR- NAMED | WHITE | OTHER | |
| DIREC- TOR | 87 | 5 | 6 | 23 | 1249 | 26 | 1398 |
| | 6.366 | 0.358 | 0.429 | 1.645 | 89.342 | 1.860 | 100.000 |
| | 67.424 | 71.429 | 37.500 | 67.647 | 74.434 | 78.788 | 73.579 |
| ASSOC./ ASSIS. DIRECT. | 12 | 1 | 1 | 3 | 146 | 4 | 167 |
| | 7.186 | 0.599 | 0.599 | 1.796 | 87.425 | 2.395 | 100.000 |
| | 9.091 | 14.286 | 6.250 | 8.824 | 8.701 | 12.121 | 8.789 |
| FIN.AID OFFICER/ COUN/AD | 24 | 1 | 5 | 6 | 149 | 3 | 188 |
| | 12.746 | 0.532 | 2.660 | 3.191 | 79.255 | 1.596 | 100.000 |
| | 18.182 | 14.286 | 31.250 | 17.647 | 8.880 | 9.091 | 9.895 |
| OTHER | 7 | | 4 | 2 | 134 | | 147 |
| | 4.762 | | 2.721 | 1.361 | 91.156 | | 100.000 |
| | 5.303 | | 25.000 | 5.882 | 7.986 | | 7.737 |
| COLUMN SUMS | 132 | 7 | 16 | 34 | 1678 | 33 | 1900 |
| | 6.947 | 0.368 | 0.842 | 1.789 | 88.316 | 1.737 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 1-9 Race by Age

ROWS = AGE

COLUMNS = RACE

| | BLACK | NATIVE AMERICAN | ORIENTAL | SPANISH SUR-NAMED | WHITE | OTHER | ROW SUMS |
|----------|---------|-----------------|----------|-------------------|---------|---------|----------|
| UNDER 25 | 11 | 1 | 3 | 3 | 104 | 2 | 124 |
| | 8.871 | 0.806 | 2.419 | 2.419 | 83.871 | 1.613 | 100.000 |
| | 8.333 | 14.286 | 18.750 | 8.824 | 6.198 | 6.061 | 6.526 |
| 26-30 | 32 | 2 | 8 | 9 | 327 | 4 | 382 |
| | 8.377 | 0.524 | 2.094 | 2.356 | 85.602 | 1.047 | 100.000 |
| | 24.242 | 28.571 | 50.000 | 26.471 | 19.487 | 12.121 | 20.105 |
| 31-35 | 30 | 1 | 1 | 11 | 317 | 6 | 366 |
| | 8.197 | 0.273 | 0.273 | 3.005 | 86.612 | 1.639 | 100.000 |
| | 22.727 | 14.286 | 6.250 | 32.353 | 18.892 | 18.182 | 19.263 |
| 36-40 | 21 | 1 | 1 | 2 | 249 | 4 | 278 |
| | 7.554 | 0.360 | 0.360 | 0.719 | 89.568 | 1.439 | 100.000 |
| | 15.909 | 14.286 | 6.250 | 5.882 | 14.839 | 12.121 | 14.632 |
| 41-50 | 18 | 2 | 2 | 8 | 340 | 9 | 379 |
| | 4.749 | 0.528 | 0.528 | 2.111 | 89.710 | 2.375 | 100.000 |
| | 13.636 | 28.571 | 12.500 | 23.529 | 20.262 | 27.273 | 19.947 |
| 51-59 | 14 | | 1 | 1 | 262 | 7 | 285 |
| | 4.912 | | 0.351 | 0.351 | 91.930 | 2.456 | 100.000 |
| | 10.606 | | 6.250 | 2.941 | 15.614 | 21.212 | 15.000 |
| 60+ | 6 | | | | 79 | 1 | 86 |
| | 6.977 | | | | 91.860 | 1.163 | 100.000 |
| | 4.545 | | | | 4.708 | 3.030 | 4.526 |
| COL SUMS | 132 | 7 | 16 | 34 | 1678 | 33 | 1900 |
| | 6.947 | 0.368 | 0.842 | 1.789 | 88.316 | 1.737 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 1-10 Race by Sex

ROWS = SEX

COLUMNS = RACE

| | BLACK | NATIVE AMERICAN | ORIENTAL | SPANISH SUR-NAMED | WHITE | OTHER | ROW SUMS |
|-------------|---------|-----------------|----------|-------------------|---------|---------|----------|
| MALE | 64 | 4 | 5 | 24 | 1072 | 22 | 1191 |
| | 5.374 | 0.336 | 0.420 | 2.015 | 90.008 | 1.847 | 100.000 |
| | 49.231 | 57.143 | 31.250 | 70.588 | 63.962 | 66.667 | 62.816 |
| FEMALE | 66 | 3 | 11 | 10 | 604 | 11 | 705 |
| | 7.362 | 0.426 | 1.560 | 1.418 | 85.674 | 1.560 | 100.000 |
| | 50.769 | 42.857 | 68.750 | 29.412 | 36.038 | 33.333 | 37.184 |
| COLUMN SUMS | 130 | 7 | 16 | 34 | 1676 | 33 | 1896 |
| | 6.857 | 0.369 | 0.844 | 1.793 | 88.397 | 1.741 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 1-11 Race by Institutional Control

INSTITUTIONAL
ROWS = CLASSIFICATION

COLUMNS = RACE

| | BLACK | NATIVE AMERI- CAN | ORIEN- TAL | SPANISH SUR- NAMED | WHITE | OTHEP | ROW SUMS |
|--------------------------|---------|-------------------------|---------------|--------------------------|---------|---------|-------------|
| PUBLIC | 74 | 1 | 12 | 21 | 684 | 12 | 804 |
| | 9.204 | 0.124 | 1.493 | 2.612 | 85.075 | 1.493 | 100.000 |
| | 56.061 | 14.286 | 75.000 | 61.765 | 40.811 | 37.500 | 42.383 |
| INDEP. {PRI- VATE} | 54 | 6 | 2 | 12 | 850 | 17 | 941 |
| | 5.739 | 0.638 | 0.213 | 1.275 | 90.329 | 1.807 | 100.000 |
| | 40.909 | 85.714 | 12.500 | 35.294 | 50.716 | 53.125 | 49.605 |
| PROPRI- ETARY | 4 | | 2 | 1 | 142 | 3 | 152 |
| | 2.632 | | 1.316 | 0.658 | 93.421 | 1.974 | 100.000 |
| | 3.030 | | 12.500 | 2.941 | 8.473 | 9.375 | 8.013 |
| COLUMN SUMS | 132 | 7 | 16 | 34 | 1676 | 32 | 1897 |
| | 6.958 | 0.369 | 0.843 | 1.792 | 88.350 | 1.687 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 1-12 Through 1-14 NASFAA Membership of Student Financial Aid Administrators

A total of 83.8 percent of the respondents stated that they were NASFAA members.* There were significant differences (at the .01 level) between title and NASFAA membership, with Directors of Financial Aid having the highest incidence of membership (87.5%) and the "Other" category having the lowest (64.1%).

As shown in Table 1-13, respondents who stated that they were not NASFAA members tended to be slightly younger (significant at the .01 level) than NASFAA members. Furthermore, men were slightly more likely to hold NASFAA membership (85.9%) than were women (80.3%) and this relationship was significant at the .01 level. There were no significant differences in NASFAA membership among racial/ethnic groups.

*The data on NASFAA membership may be spurious to the extent that the responses may have been affected by the change in NASFAA membership from individual to institutional which occurred during the summer of 1977. It is possible, therefore, that some respondents who held membership in NASFAA, but whose institutions had not yet become members, indicated that they did not have current NASFAA membership.

Table 1-12 NASFAA Membership by Title

| ROW - TITLE | COLUMN - MEMBER NASFAA? | | ROW SUMS |
|------------------|-------------------------|---------|----------|
| | YES | NO | |
| DIRECTOR | 1217 | 174 | 1391 |
| | 87.49% | 12.509% | 100.000 |
| | 76.979 | 56.863 | 71.617 |
| ASSOC./ASSIS. | 135 | 31 | 166 |
| | 81.325% | 18.675% | 100.000 |
| DIRECT. | 8.524 | 10.131 | 8.788 |
| FIN. AID OFFICER | 139 | 49 | 187 |
| | 73.797% | 25.203% | 100.000 |
| COUN/AD | 8.718 | 16.013 | 9.899 |
| OTHER | 93 | 52 | 145 |
| | 64.139% | 35.862% | 100.000 |
| | 5.975 | 16.993 | 7.676 |
| COLUMN SUMS | 1583 | 306 | 1889 |
| | 83.801 | 16.199 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 1-13 NASFAA Membership, by Age

ROWS = MEMBER NASFAA?

COLUMNS = AGE

| | UNDER 25 | 26-30 | 31-35 | 36-40 | 41-50 | 51-59 | 60+ | ROW SUMS |
|-------------|-------------|---------|---------|---------|---------|---------|---------|-------------|
| YES | 88 | 312 | 313 | 236 | 320 | 236 | 78 | 1583 |
| | 5.559 | 19.709 | 19.773 | 14.908 | 20.215 | 14.908 | 4.927 | 100.000 |
| | 70.968 | 82.322 | 85.989 | 85.818 | 84.433 | 83.392 | 91.765 | 83.801 |
| NO | 36 | 67 | 51 | 39 | 59 | 47 | 7 | 306 |
| | 11.765 | 21.895 | 16.667 | 12.745 | 19.281 | 15.359 | 2.288 | 100.000 |
| | 29.032 | 17.678 | 14.011 | 14.182 | 15.567 | 16.608 | 8.235 | 16.199 |
| COL SUMS | 124 | 379 | 364 | 275 | 379 | 283 | 85 | 1889 |
| | 6.564 | 20.064 | 19.269 | 14.558 | 20.064 | 14.981 | 4.500 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 1-14 NASFAA Membership by Sex

ROWS = MEMBER NASFAA?

COLUMNS = SEX

| | MALE | FFEMALE | ROW SUMS |
|-------------|---------|---------|-------------|
| YES | 1017 | 563 | 1580 |
| | 64.367 | 35.633 | 100.000 |
| | 85.495 | 80.314 | 83.820 |
| NO | 167 | 138 | 305 |
| | 54.754 | 45.246 | 100.000 |
| | 14.105 | 19.686 | 16.180 |
| COL SUMS | 1184 | 701 | 1885 |
| | 62.812 | 37.188 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLE 1-16 Amount of Employment Time Devoted to Student Financial Aid by Title

The majority (57.8%) of the respondents spent 100 percent of their employment time on matters pertaining to student financial aid. However, there were a number of differences based upon title. Respondents in the title category of "Other" were the least likely to spend their full time devoted to financial aid concerns. Slightly over 43 percent of the Directors of Financial Aid devoted less than 100 percent of their time to financial aid.

The most striking difference between respondents who spend various amounts of employment time administering financial aid programs is based upon "the kinds of students" served by their office and whether or not their office is the central financial aid office on campus (See Tables 1-24 and 1-27). For example, 28.6 percent of the respondents in offices serving only graduate/professional students spent 100 percent of their employment time in financial aid, while the percent was almost three times as high among respondents employed in offices serving both undergraduate and graduate students. At the other end of the spectrum, only 4.5 percent of the respondents from offices serving both undergraduate and graduate students spent less than half of their employment time on financial aid matters, while the figure was over 50 percent for respondents in offices serving only graduate/professional students. These differences were significant at the .01 level.

Respondents working in the central financial aid office on a campus were more likely to spend 100 percent of their employment time in financial aid (60.5%) than respondents working in non-central aid offices (22.2%). This difference was significant at the .01 level.

Table 1-16 Percentage of Employment Time Devoted to Financial Aid by Title

| ROWS = TITLE | COLUMNS = % TIME SPENT ON FINANCIAL AID | | | | ROW SUMS |
|--------------|---|---------|---------|----------------|----------|
| | 100% | 75-99% | 50-74% | LESS THAN HALF | |
| DIRECTOR | 794 | 286 | 147 | 173 | 1400 |
| TOP | 56.714 | 20.429 | 10.500 | 12.357 | 100.000 |
| | 72.247 | 77.929 | 77.778 | 70.040 | 73.607 |
| ASSOC./ | 118 | 18 | 8 | 3 | 167 |
| ASSIST. | 82.635 | 10.778 | 4.790 | 1.796 | 100.000 |
| DIRECT. | 12.557 | 4.905 | 4.233 | 1.215 | 8.780 |
| FIN. AID | 115 | 36 | 16 | 21 | 188 |
| OFFICER | 61.170 | 19.149 | 8.511 | 11.170 | 100.000 |
| COORD/AD | 10.464 | 9.809 | 8.466 | 8.502 | 9.824 |
| OTHER | 52 | 27 | 18 | 50 | 147 |
| | 15.174 | 18.167 | 12.245 | 34.014 | 100.000 |
| | 4.732 | 7.357 | 9.524 | 20.243 | 7.729 |
| COLUMN SUMS | 1077 | 367 | 189 | 247 | 1902 |
| | 57.781 | 19.295 | 9.937 | 12.986 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLE 1-17 Primary Other Area of Responsibility for Respondents
Devoting Less Than 100 Percent of Their Working Time
to Student Financial Aid by Title

Of the respondents reporting that they spent less than 100 percent of their employment time working in a financial aid office, approximately one-fifth indicated that the Office of Admissions was their primary other area of responsibility. 44.8 percent of the Associate/Assistant Directors stated that the Office of Admissions was their primary other responsibility, and aside from the title category of "Other," it was the most prevalent choice for respondents in the remaining three title categories. Approximately an equal number of respondents stated that they had responsibilities in either the Dean of Students Office or the Business Office.

Table 1-17 Other Area of Responsibility by Title

| ROWS = TITLE | PRIMARY RESPONSIBILITY | | | | | | | | ROW SUMS |
|-----------------------|---------------------------------|---------------------|---------------------|----------------------|-----------------------|-----------------|----------|---------|----------|
| | COLUMNS = OUTSIDE FINANCIAL AID | | | | | | | | |
| | DEAN OF STUDENTS OFFICE | OFFICE OF REGISTRAR | OFFICE OF PERSONNEL | OFFICE OF ADMISSIONS | COMMUNICATIONS CENTER | BUSINESS OFFICE | TEACHING | OTHER | |
| DIPECTOR | 73 | 26 | 33 | 112 | 21 | 91 | 45 | 176 | 577 |
| | 12.652 | 4.506 | 5.719 | 19.411 | 3.640 | 15.771 | 7.799 | 30.503 | 100.000 |
| | 74.490 | 65.000 | 80.488 | 71.203 | 70.000 | 85.849 | 80.357 | 73.950 | 75.722 |
| ASSOC./ASSIS. DIRECT. | 3 | 1 | | 13 | | | 1 | 11 | 29 |
| | 10.345 | 3.448 | | 44.828 | | | 3.448 | 17.931 | 100.000 |
| | 3.061 | 2.500 | | 8.497 | | | 1.786 | 4.622 | 3.806 |
| FIN. AID OFFICER | 8 | 9 | 2 | 7 | 9 | 11 | 3 | 19 | 68 |
| | 11.765 | 13.235 | 2.941 | 10.294 | 13.235 | 16.176 | 4.412 | 27.941 | 100.000 |
| | 8.163 | 22.500 | 4.878 | 4.575 | 30.000 | 10.377 | 5.357 | 7.983 | 8.924 |
| OTHER | 14 | 4 | 6 | 21 | | 4 | 7 | 32 | 98 |
| | 15.909 | 4.545 | 6.818 | 23.864 | | 4.545 | 7.955 | 36.364 | 100.000 |
| | 14.286 | 10.000 | 14.634 | 13.725 | | 3.774 | 12.509 | 13.445 | 11.549 |
| COLUMN SUMS | 98 | 40 | 41 | 153 | 30 | 106 | 56 | 238 | 762 |
| | 12.961 | 5.249 | 5.381 | 20.079 | 3.937 | 13.911 | 7.349 | 31.234 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 1-18 Through 1-20 Number of Years of Employment in the Student Financial Aid Profession

Approximately half of the respondents reported having 6 years or more of experience in financial aid administration. Financial aid experience totaling 11 years or more was reported by 16 percent of the respondents (Table 1-18).

There were significant differences (at the .01 level) in years of employment based upon sex and race. For example, as shown in Table 1-19, women had a median length of employment of between 4 to 5 years, while the median for men was approximately 6 years. Whites, Blacks, and "other" racial/ethnic groups were the only respondents to have worked for 11 years or more in the financial aid profession. The majority of the respondents in the Native American, Oriental, and Spanish Surnamed groups had between 4 and 10 years of experience (Table 1-20).

Table 1-18 Years of Employment by Title

| TITLE | NO. YEARS WORKED IN FINANCIAL AID | | | | | | ROW SUMS |
|---------------|-----------------------------------|-----------|-----------|------------|-------------|-----------|----------|
| | 1 YEAR OR LESS | 2-3 YEARS | 4-5 YEARS | 6-10 YEARS | 11-15 YEARS | 16+ YEARS | |
| DIRFC-TOP | 182 | 238 | 279 | 452 | 197 | 52 | 1399 |
| | 13.009 | 17.012 | 19.871 | 32.309 | 14.681 | 3.717 | 100.000 |
| | 70.270 | 68.195 | 73.545 | 74.347 | 81.405 | 83.871 | 73.709 |
| ASSOC./ASSIS. | 20 | 35 | 36 | 52 | 19 | 4 | 166 |
| | 12.749 | 21.084 | 21.687 | 31.325 | 11.446 | 2.410 | 100.000 |
| DIRECT. | 7.122 | 10.029 | 9.524 | 8.551 | 7.851 | 6.452 | 8.746 |
| FIN.AID | 35 | 49 | 38 | 54 | 11 | 1 | 189 |
| | 18.617 | 26.064 | 20.213 | 28.723 | 5.851 | 0.532 | 100.000 |
| COOR/AD | 13.514 | 14.040 | 10.053 | 8.882 | 4.545 | 1.613 | 9.905 |
| OTHRP | 22 | 27 | 26 | 50 | 15 | 5 | 145 |
| | 15.172 | 18.621 | 17.931 | 34.493 | 10.345 | 3.448 | 100.000 |
| | 3.494 | 7.736 | 6.878 | 8.224 | 6.198 | 8.065 | 7.640 |
| COLUMN SUMS | 259 | 349 | 379 | 609 | 242 | 62 | 1898 |
| | 13.646 | 18.398 | 19.916 | 32.034 | 12.750 | 3.267 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLE 1-21 Highest Level of Education Achieved by Student Financial Aid Administrators

Approximately half of the respondents had a masters degree and 5.9 percent held the doctorate.

Table 1-21 Educational Level by Title

EDUCATION:
COLUMNS = HIGHEST LEVEL
ACHIEVED

ROWS = TITLE

| | DOCTOR- RATE | MASTERS | BACHE- LORS | ASSO- CIATE | OTHER | ROW SUMS |
|---------------------|-----------------|---------|----------------|----------------|---------|-------------|
| DIRREC- TOR | 78 | 725 | 381 | 59 | 150 | 1393 |
| | 5.593 | 52.046 | 27.351 | 4.235 | 10.768 | 100.000 |
| | 69.643 | 75.916 | 69.399 | 76.623 | 75.000 | 73.587 |
| ASSOC./ DIRECT. | 8 | 82 | 64 | 3 | 10 | 167 |
| | 4.790 | 49.102 | 38.323 | 1.796 | 5.988 | 100.000 |
| | 7.143 | 8.586 | 11.658 | 3.896 | 5.000 | 8.822 |
| FIN.AID/ OFFICER | 6 | 77 | 69 | 10 | 26 | 188 |
| | 3.191 | 40.957 | 36.702 | 5.319 | 13.830 | 100.000 |
| COOR/AD | 5 | 8 | 12 | 12 | 13 | 9.931 |
| | 5.157 | 8.063 | 12.568 | 12.987 | 13.000 | 9.931 |
| OTHER | 20 | 71 | 35 | 5 | 14 | 145 |
| | 13.793 | 48.966 | 24.138 | 3.448 | 9.655 | 100.000 |
| | 17.857 | 7.435 | 6.375 | 6.494 | 7.000 | 7.660 |
| COLUMN SUMS | 112 | 955 | 549 | 77 | 200 | 1893 |
| | 5.117 | 50.449 | 29.002 | 4.068 | 10.565 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLE 1-22 Geographic Location by Title

Over 58 percent of the respondents were from either states comprising either EASFAA (28.3%) or MASFAA (29.9%). Respondents from SASFAA (15.5%) and SWASFAA (9.1%) represented just over one-fourth of the total. RMASFAA (4.7%) and WASFAA (12.4%) accounted for the remainder of the responses.

Table 1-22 Geographic Location by Title

| ROWS = TITLE | REGIONAL ASSOCIATIONS OF STATES | | | | | | ROW SUMS |
|--------------------------------|---------------------------------|---------|---------|---------|---------|---------|----------|
| | EASFAA | SASFAA | MASFAA | SWASFAA | RMASFAA | WASFAA | |
| DIRECTOR | 392 | 221 | 397 | 139 | 75 | 154 | 1378 |
| | 28.447 | 16.018 | 28.810 | 10.087 | 5.443 | 11.176 | 100.000 |
| | 74.102 | 76.207 | 70.766 | 81.287 | 85.227 | 66.094 | 73.611 |
| ASSOCIATION ASSISTANT DIRECTOR | 46 | 17 | 64 | 10 | 4 | 21 | 162 |
| | 28.395 | 10.494 | 39.506 | 6.173 | 2.469 | 12.963 | 100.000 |
| | 8.696 | 5.862 | 11.408 | 5.848 | 4.545 | 9.013 | 8.654 |
| PIN AID OFFICER | 55 | 28 | 52 | 10 | 4 | 36 | 185 |
| | 29.730 | 15.135 | 28.108 | 5.405 | 2.162 | 19.459 | 100.000 |
| | 10.397 | 9.655 | 9.269 | 5.848 | 4.545 | 15.451 | 9.882 |
| OTHER | 36 | 24 | 43 | 12 | 5 | 22 | 147 |
| | 24.490 | 16.327 | 32.653 | 8.163 | 3.401 | 14.966 | 100.000 |
| | 6.805 | 8.276 | 8.556 | 7.018 | 5.682 | 9.442 | 7.853 |
| COLUMN SUMS | 529 | 290 | 561 | 171 | 88 | 233 | 1872 |
| | 28.259 | 15.491 | 29.968 | 9.135 | 4.701 | 12.447 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 1-23 and 1-24 The Academic Level(s) of Students Served

Just over one-half of the respondents were employed in offices which only served undergraduate students. 38.5 percent were employed in offices serving both undergraduate and graduate students, and 9.7 worked in offices which only served graduate students.

As indicated in the narrative for Table 1-16, respondents employed in offices with graduate/professional clientele were more likely to be less than full time than were respondents in other offices (significant at the .01 level).

Table 1-23 Academic Level of Students Served by Title

| ROWS - TITLE | KINDS OF STUDENTS | | | ROW SUMS |
|-----------------|-------------------|--------------------|-----------------|----------|
| | GR/PROF ONLY | UNDERGR STUD. ONLY | UNDRGRS GR/PROF | |
| DIRECTOR | 95 | 782 | 517 | 1394 |
| | 6.815 | 56.098 | 37.088 | 100.000 |
| | 51.630 | 79.715 | 70.919 | 73.601 |
| ASSOC./ASSIST. | 9 | 28 | 130 | 167 |
| | 5.387 | 16.766 | 77.844 | 100.000 |
| DIRECT. | 4.041 | 2.854 | 17.833 | 8.817 |
| FIN.AID OFFICER | 38 | 99 | 50 | 187 |
| | 20.321 | 52.941 | 26.738 | 100.000 |
| COORD/AD | 20.652 | 10.092 | 6.859 | 9.873 |
| OTHER | 42 | 72 | 32 | 146 |
| | 28.767 | 49.315 | 21.918 | 100.000 |
| | 22.826 | 7.339 | 4.390 | 7.709 |
| COLUMN SUMS | 384 | 981 | 729 | 1094 |
| | 9.715 | 51.795 | 38.490 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 |

Table 1-24 Academic Level of Students Served by Percentage of Employment Time Devoted to Financial Aid

ROWS = % TIME SPENT ON FINANCIAL AID
 COLUMNS = SERVED KINDS OF STUDENTS

| | GR/PROF ONLY | UNDERGR STUD. ONLY | UNDGR6 GR/PROF | ROW SUMS |
|-------------|--------------|--------------------|----------------|----------|
| 100% | 53 | 475 | 571 | 1099 |
| | 4.823 | 43.221 | 51.956 | 100.000 |
| | 28.649 | 48.272 | 78.112 | 57.842 |
| 75-99% | 14 | 261 | 91 | 366 |
| | 3.825 | 71.311 | 24.863 | 100.000 |
| | 7.568 | 26.524 | 18.449 | 19.263 |
| 50-74% | 24 | 127 | 36 | 187 |
| | 12.834 | 67.914 | 19.251 | 100.000 |
| | 12.973 | 12.907 | 4.925 | 9.842 |
| LFSS | 94 | 121 | 33 | 248 |
| THAN | 37.903 | 48.790 | 13.306 | 100.000 |
| HALP | 50.811 | 12.297 | 4.514 | 13.053 |
| COLUMN SUMS | 185 | 984 | 731 | 1900 |
| | 9.737 | 51.789 | 38.474 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 1-25 Through 1-27 Is Your Office Considered the Central Financial Aid Office on Campus?

There were significant differences (at the .01 level) between whether or not respondents were employed in central financial aid offices by title, by kinds of students served, and by percentage of employment time spent in financial aid. Almost 93 percent of the respondents were employed in the central student financial aid office on their campus. Financial Aid Officers/Counselors/Advisors and those in the title category of "Other" were more likely to be employed in a non-central financial aid office than were Directors and Associate/Assistant Directors.

As shown in Table 1-26, respondents from offices serving only graduate/professional students were more likely to be employed in non-central offices than were other respondents. Furthermore, as the percentage of employment time spent in the financial aid office decreased, so did the likelihood that the respondent would work in a central financial aid office (Table 1-27).

Table 1-25 Central Financial Aid Office by Title

| ROWS = TITLE | COLUMNS = CENTRAL FINANCIAL AID OFFICE? | | ROW SUMS |
|--------------|---|---------|----------|
| | YES | NO | |
| DIRFC- | 1332 | 63 | 1395 |
| TOR | 95.488 | 4.516 | 100.000 |
| | 75.639 | 47.015 | 73.615 |
| ASSOC./ | 160 | 7 | 167 |
| ASSIS. | 95.808 | 4.192 | 100.000 |
| DIRECT. | 9.086 | 5.224 | 8.813 |
| FIN.AID | 165 | 22 | 187 |
| OFFICER | 88.235 | 11.765 | 100.000 |
| COUN/AD | 9.370 | 16.418 | 9.868 |
| OTHER | 104 | 42 | 146 |
| | 71.233 | 28.767 | 100.000 |
| | 5.906 | 31.343 | 7.704 |
| COLUMN | 1761 | 134 | 1895 |
| SUMS | 92.929 | 7.071 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 1-26 Central Financial Aid Office by
Kinds of Students Served

| | | KINDS OF STUDENTS | | |
|---------|--|-------------------|---------|---|
| | | ROWS = SERVED | | COLUMNS = CENTRAL FINANCIAL AID OFFICE? |
| | | YES | NO | ROW SUMS |
| GR/PROF | | 85 | 99 | 184 |
| ONLY | | 46.196 | 53.804 | 100.000 |
| | | 4.819 | 73.333 | 9.689 |
| UNDERGR | | 974 | 12 | 986 |
| STUD. | | 98.783 | 1.217 | 100.000 |
| ONLY | | 55.215 | 8.889 | 51.922 |
| UNDGR | | 705 | 24 | 729 |
| GR/PROF | | 96.708 | 3.292 | 100.000 |
| | | 39.966 | 17.778 | 38.389 |
| COLUMN | | 1764 | 135 | 1899 |
| SUMS | | 92.891 | 7.109 | 100.000 |
| | | 100.000 | 100.000 | 100.000 |

Table 1-27 Central Financial Aid Office by Percentage
of Employment Time in Financial Aid

| | | ROWS = % TIME SPENT ON FINANCIAL AID | | |
|--------|--|---|---------|----------|
| | | COLUMNS = CENTRAL FINANCIAL AID OFFICE? | | |
| | | YES | NO | ROW SUMS |
| 100% | | 1069 | 30 | 1099 |
| | | 97.270 | 2.730 | 100.000 |
| | | 60.532 | 22.222 | 57.812 |
| 75-99% | | 354 | 13 | 367 |
| | | 96.458 | 3.542 | 100.000 |
| | | 20.045 | 9.630 | 19.306 |
| 50-74% | | 169 | 18 | 187 |
| | | 90.374 | 9.626 | 100.000 |
| | | 9.570 | 13.333 | 9.837 |
| LESS | | 174 | 74 | 248 |
| THAN | | 70.161 | 29.839 | 100.000 |
| HALF | | 9.853 | 54.815 | 13.046 |
| COLUMN | | 1766 | 135 | 1901 |
| SUMS | | 92.898 | 7.102 | 100.000 |
| | | 100.000 | 100.000 | 100.000 |

TABLE 1-28 Through 1-32 Tenure

Approximately 83.6 percent of the respondents were not tenured. 4.8 percent of the respondents stated that they would be eligible for tenure in the future, while 16.4 percent of those completing the questionnaire currently had tenure.

There were significant differences (at the .01 level) in the tenure status of respondents based upon percentage of employment time in financial aid, number of years in financial aid, and institutional control. As the percentage of employment time spent in financial aid decreased from 100 percent to under 50 percent, the likelihood that respondents had tenure almost doubled (Table 1-29). As might be expected, as years of employment in financial aid increased so too did the likelihood of having tenure (Table 1-30).

Respondents from public and proprietary institutions were more likely to report tenure than those from independent institutions.

There were no differences (at the .05 level) in whether respondents had tenure based upon sex or types of students served by the financial aid office.

Table 1-28 Tenure Status by Title

| ROWS = TITLE | | COLUMNS = TENURE | | | |
|----------------|----------------|--------------------------|----------------------|-------------|--|
| | HAVE TENURE | ELIGIBLE IN FUTURE | NOT ELI- GIBLE | ROW SUMS | |
| DIRECTOR | 215 | 56 | 1046 | 1317 | |
| | 16.325 | 4.252 | 79.423 | 100.000 | |
| | 73.379 | 65.116 | 74.079 | 73.534 | |
| ASSOC./ | 12 | 9 | 140 | 161 | |
| ASSIS. | 7.453 | 5.590 | 86.957 | 100.000 | |
| DIRECT. | 4.096 | 10.465 | 9.915 | 8.989 | |
| FIN. AID | 39 | 12 | 124 | 175 | |
| OFFICER | 22.286 | 6.857 | 70.857 | 100.000 | |
| COHN/AD | 13.311 | 13.953 | 8.782 | 9.771 | |
| OTHER | 27 | 9 | 102 | 138 | |
| | 19.565 | 6.522 | 71.913 | 100.000 | |
| | 9.215 | 10.465 | 7.224 | 7.705 | |
| COLUMN SUMS | 293 | 86 | 1412 | 1791 | |
| | 16.360 | 4.802 | 78.839 | 100.000 | |
| | 100.000 | 100.000 | 100.000 | 100.000 | |

Table 1-29 Tenure Status by Percentage of Employment Time Devoted to Financial Aid

| ROWS = % TIME SPENT ON FINANCIAL AID | | COLUMNS = TENURE | | |
|--------------------------------------|-------------|--------------------|---------------|----------|
| | HAVE TENURE | ELIGIBLE IN FUTURE | NOT ELI-GIBLE | ROW SUMS |
| 100% | 135 | 41 | 872 | 1048 |
| | 12.882 | 3.912 | 83.206 | 100.000 |
| | 45.918 | 47.674 | 61.582 | 58.352 |
| 75-99% | 69 | 22 | 259 | 350 |
| | 19.714 | 6.286 | 74.000 | 100.000 |
| | 23.469 | 25.581 | 18.291 | 19.488 |
| 50-74% | 36 | 5 | 132 | 173 |
| | 20.809 | 2.890 | 76.301 | 100.000 |
| | 12.245 | 5.814 | 9.322 | 9.633 |
| LESS THAN HALF | 54 | 18 | 153 | 225 |
| | 24.000 | 8.000 | 68.000 | 100.000 |
| | 18.367 | 20.930 | 10.805 | 12.528 |
| COLUMN SUMS | 294 | 86 | 1416 | 1796 |
| | 16.370 | 4.788 | 78.842 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 |

Table 1-30 Tenure Status by Years Worked in Financial Aid

| ROWS = NO. YEARS WORKED IN FINANCIAL AID | | COLUMNS = TENURE | | |
|--|-------------|--------------------|---------------|----------|
| | HAVE TENURE | ELIGIBLE IN FUTURE | NOT ELI-GIBLE | ROW SUMS |
| 1 YEAR OR LESS | 23 | 21 | 189 | 233 |
| | 9.871 | 9.013 | 81.116 | 100.000 |
| | 7.823 | 24.419 | 13.376 | 12.995 |
| 2-3 YEARS | 44 | 12 | 271 | 327 |
| | 13.456 | 3.670 | 82.875 | 100.000 |
| | 14.966 | 13.953 | 19.179 | 18.238 |
| 4-5 YEARS | 47 | 28 | 282 | 357 |
| | 13.165 | 7.843 | 78.992 | 100.000 |
| | 15.986 | 32.558 | 19.958 | 19.911 |
| 6-10 YEARS | 115 | 19 | 444 | 578 |
| | 19.896 | 3.287 | 76.817 | 100.000 |
| | 39.116 | 22.093 | 11.423 | 32.236 |
| 11-15 YEARS | 44 | 6 | 187 | 237 |
| | 18.565 | 2.532 | 78.903 | 100.000 |
| | 14.966 | 6.977 | 13.234 | 13.218 |
| 16+ YEARS | 21 | | 40 | 61 |
| | 34.426 | | 65.574 | 100.000 |
| | 7.143 | | 2.831 | 3.402 |
| COLUMN SUMS | 294 | 86 | 1413 | 1793 |
| | 16.397 | 4.796 | 78.806 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 |

Table 1-31 Tenure Status by Institutional Control

| | INSTITUTIONAL | | | ROW SUMS | |
|--------------------------|-----------------------|--------------------------|----------------------|-------------|------------------|
| | ROWS = CLASSIFICATION | | | | COLUMNS = TENURE |
| | HAVE TENURE | ELIGIBLE IN FUTURE | NOT ELI- GIBLE | | |
| PUBLIC | 185 | 47 | 555 | 787 | |
| | 27.507 | 5.972 | 70.521 | 100.000 | |
| | 67.140 | 54.651 | 39.390 | 44.016 | |
| INDEP. (PRI- VATE) | 79 | 37 | 770 | 886 | |
| | 8.916 | 4.176 | 86.907 | 100.000 | |
| | 26.962 | 43.023 | 54.649 | 49.553 | |
| PROPRI- ETARY | 29 | 21 | 84 | 115 | |
| | 25.217 | 1.739 | 73.043 | 100.000 | |
| | 9.898 | 2.126 | 5.962 | 6.432 | |
| COLUMN SUMS | 293 | 86 | 1409 | 1788 | |
| | 16.387 | 4.810 | 78.803 | 100.000 | |
| | 100.000 | 100.000 | 100.000 | 100.000 | |

Table 1-32 Tenure Status by Institutional Size

| | INSTITUTIONAL | | | ROW SUMS | |
|-------------------|----------------|--------------------------|----------------------|-------------|------------------|
| | ROWS = SIZE | | | | COLUMNS = TENURE |
| | HAVE TENURE | ELIGIBLE IN FUTURE | NOT ELI- GIBLE | | |
| UNDER 1000 | 94 | 32 | 417 | 543 | |
| | 17.311 | 5.893 | 76.796 | 100.000 | |
| | 32.082 | 37.647 | 29.595 | 30.386 | |
| 1000- 9999 | 67 | 23 | 443 | 533 | |
| | 12.570 | 4.315 | 83.114 | 100.000 | |
| | 22.867 | 27.059 | 31.441 | 29.827 | |
| 4000- 9999 | 64 | 14 | 226 | 304 | |
| | 21.053 | 4.605 | 74.342 | 100.000 | |
| | 21.843 | 16.471 | 16.040 | 17.012 | |
| 10,000- 19,999 | 38 | 14 | 180 | 232 | |
| | 16.379 | 6.034 | 77.586 | 100.000 | |
| | 12.969 | 16.471 | 12.775 | 12.983 | |
| 20,000+ | 30 | 21 | 143 | 175 | |
| | 17.143 | 1.143 | 81.714 | 100.000 | |
| | 10.239 | 2.353 | 10.149 | 9.793 | |
| COLUMN SUMS | 293 | 85 | 1409 | 1787 | |
| | 16.396 | 4.757 | 78.847 | 100.000 | |
| | 100.000 | 100.000 | 100.000 | 100.000 | |

Section B

Salaries of Student Financial
Aid Administrators

TABLES 2-1 Through 2-9 Salaries*

In September, 1977, the median salary for 1,156 Directors of Financial Aid was approximately \$16,250 (Table 2-1). Twenty-five percent of Directors earned salaries below \$13,000, while one-fifth had salaries of \$21,000 or over.

Salaries for other respondents such as Associate/Assistant Directors are based on a smaller sample, since the majority of NASFAA members in September, 1977, were Directors of Financial Aid. Therefore, the salaries for the other categories are less generalizable to the total population than are the salaries for Directors. The median salary for the 160 Associate/Assistant Directors was \$14,700. The median salary for the 158 Financial Aid Advisors/Counselors/Officers was \$13,870.

Respondents whose title fell into a category other than the above categories had a median annual salary of \$15,200. However, the "other" category included individuals in a wide variety of positions from Student Services Coordinators to Deans of Students. This diversity of job classifications, and the fact that only 94 respondents were in the "other" category, limits the usefulness of the salary information in this category.

Institutional control and size are primary determinants of salary level. For example, Directors' salaries were significantly higher (at the .01 level) at public institutions than at either independent or proprietary institutions. Directors at public institutions had a median salary of \$19,050 and over one-third of the Directors had salaries of \$21,000 or over per year. The median salary for Directors at independent institutions was \$14,430 and only 10.2 percent of the Directors had salaries of \$21,000 or over. The median yearly salary for Directors of Financial Aid at proprietary institutions was the lowest of the three groups at \$12,620 (Table 2-2).

There were significant differences (at the .01 level) in Directors' salaries based upon institutional size. For institutions with enrollments of under 1,000 students, median Directors' salaries were \$12,560, while they were in excess of \$23,180 at institutions with enrollments of 20,000 and over (Table 2-3).

Table 2-1 highlighted the median salary of approximately \$16,250 for Directors of Financial Aid responding to the survey. Table 2-3 identifies the fact that over 63 percent of the respondents were employed by institutions with enrollments of under 4,000 students and that Directors employed at these institutions had median salary levels below \$16,250.

Previous tables have shown that there are differences in Directors' salaries by institutional type as well as by institutional size. Table 2-4 permits a detailed examination of the effects of both

*Respondents are included in tables displaying salaries or attitudes about salaries if they were employed full time and devoted at least 50 percent of their employment time to financial aid.

institutional type and size on Directors' salaries (institutional types with low numbers of respondents are not divided into size categories). For example, in the 84 public universities with an enrollment of under 7,000 students, the median Director's salary was \$17,750. At the 53 institutions with enrollments of 20,000 or more, the median Director's salary was \$24,580.

Salaries for other title categories by institutional type, control, and size are shown in Tables 2-5 and 2-6. Directors at public institutions with less than three years' experience have a median salary of \$15,310, while the comparable figure for those have 3-5 years of experience is \$17,670. Directors with six or more years of experience who are employed at public institutions have a median average salary of \$20,370. The same tendency in Directors' salaries is noticeable at independent institutions as well as at proprietary institutions (Tables 2-7, 2-8, 2-9). To some extent, these differences are a result of the tendency for individuals to be employed at larger institutions as their length of employment in the financial aid profession increases.

Table 2-1 Salary by Title

ROWS = TITLE

COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDRR \$9,000 | \$9,000- 10,999 | \$11,000 12,999 | \$13,000 14,999 | \$15,000 16,999 | \$17,000 18,999 | \$19,000 20,999 | \$21,000 23,999 | \$24,000 26,999 | \$27,000+ | ROW SUMS |
|------------------------|------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------|------------------------|------------------------|---------------------------|
| DIRECTOR | 47 4.066 65.278 | 104 8.997 65.409 | 138 11.938 63.594 | 177 15.311 73.750 | 178 15.398 75.105 | 145 12.543 71.429 | 134 11.592 81.212 | 122 10.554 85.315 | 61 5.277 85.915 | 50 4.325 81.967 | 1156 100.000 73.724 |
| ASSOC./ASSIST. DIRECT. | 5 3.125 6.944 | 24 15.000 15.094 | 28 17.500 12.903 | 27 16.875 11.250 | 29 18.125 12.236 | 20 12.500 9.852 | 14 8.750 8.485 | 8 5.000 5.594 | 4 2.500 5.634 | 1 0.625 1.639 | 160 100.000 10.204 |
| FIN. AID OFFICER | 15 9.494 | 22 13.924 | 32 20.253 | 23 14.557 | 20 12.658 | 21 13.291 | 13 8.228 | 6 3.797 | 3 1.899 | 3 1.899 | 158 100.000 |
| COUN/AD | 20.833 | 13.836 | 14.747 | 9.583 | 8.439 | 10.345 | 7.879 | 4.196 | 4.225 | 4.918 | 10.077 |
| OTHER | 5 5.119 6.944 | 9 9.574 5.660 | 19 20.213 8.756 | 13 13.830 5.417 | 10 10.638 4.219 | 17 18.085 8.374 | 4 4.255 2.424 | 7 7.447 4.895 | 3 3.191 4.225 | 7 7.447 11.475 | 94 100.000 5.995 |
| COLUMN SUMS | 72 4.592 100.000 | 159 10.140 100.000 | 217 13.839 100.000 | 240 15.306 100.000 | 237 15.115 100.000 | 203 12.946 100.000 | 165 10.523 100.000 | 143 9.120 100.000 | 71 4.528 100.000 | 61 3.890 100.000 | 1568 100.000 |

Table 2-2 Salaries for Directors of Financial Aid by Institutional Control

TITLE = DIRECTOR

ROWS = INSTITUTIONAL CLASSIFICATION:

COLUMNS = SALARY: CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27,000+ | ROW SUMS |
|------------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------|----------|
| PUBLIC | 5 | 11 | 12 | 49 | 79 | 81 | 80 | 86 | 42 | 33 | 478 |
| | 1.046 | 2.301 | 2.510 | 10.251 | 16.527 | 16.946 | 16.736 | 17.992 | 8.787 | 6.904 | 100.000 |
| | 10.870 | 10.577 | 8.696 | 27.941 | 44.886 | 55.862 | 59.701 | 71.074 | 68.852 | 67.347 | 41.565 |
| INDP. (PRI-VATE) | 30 | 74 | 105 | 112 | 86 | 59 | 53 | 33 | 15 | 11 | 578 |
| | 5.190 | 12.803 | 18.166 | 19.377 | 14.879 | 10.208 | 9.170 | 5.709 | 2.595 | 1.903 | 100.000 |
| | 65.217 | 71.154 | 76.087 | 63.636 | 48.864 | 40.690 | 39.552 | 27.273 | 24.590 | 22.449 | 50.261 |
| PROPRIETARY | 11 | 19 | 21 | 15 | 11 | 5 | 1 | 2 | 4 | 5 | 94 |
| | 11.702 | 20.213 | 22.340 | 15.957 | 11.702 | 5.319 | 1.064 | 2.128 | 4.255 | 5.319 | 100.000 |
| | 21.913 | 18.269 | 15.217 | 8.523 | 6.250 | 3.448 | 0.746 | 1.653 | 6.557 | 10.204 | 8.174 |
| COLUMN SUMS | 46 | 104 | 138 | 176 | 176 | 145 | 134 | 121 | 61 | 49 | 1150 |
| | 4.000 | 9.043 | 12.000 | 15.304 | 15.304 | 12.609 | 11.652 | 10.522 | 5.304 | 4.261 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 2-2A Salaries for Associate/Assistant Directors
by Institutional Type

TITLE = ASSOC./
ASSIS.
DIRECT.

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000- 10,999 | \$11,000 12,999 | \$13,000 14,999 | \$15,000 16,999 | \$17,000 18,999 | \$19,000 20,999 | \$21,000 23,999 | \$24,000 26,999 | \$27,000+ | ROW SUMS |
|--------------------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-----------|-------------|
| PUBLIC | 2 | 2 | 9 | 17 | 19 | 17 | 10 | 6 | 4 | | 86 |
| | 2.326 | 2.326 | 10.465 | 19.767 | 22.093 | 19.767 | 11.628 | 6.977 | 4.651 | | 100.000 |
| | 40.000 | 8.333 | 32.143 | 62.963 | 65.517 | 85.000 | 71.429 | 75.000 | 100.000 | | 53.750 |
| INDEP. (PRI- VATE) | 3 | 22 | 19 | 10 | 10 | 3 | 4 | 2 | | 1 | 74 |
| | 4.054 | 29.730 | 25.676 | 13.514 | 13.514 | 4.054 | 5.405 | 2.703 | | 1.351 | 100.000 |
| | 60.000 | 91.667 | 67.857 | 37.037 | 34.483 | 15.000 | 28.571 | 25.000 | | 100.000 | 46.250 |
| PROPRI- ETARY | | | | | | | | | | | |
| COLUMN SUMS | 5 | 24 | 28 | 27 | 29 | 20 | 14 | 8 | 4 | 1 | 160 |
| | 3.125 | 15.000 | 17.500 | 15.875 | 13.125 | 12.500 | 8.750 | 5.000 | 2.500 | 0.625 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 2-2B Salaries for Financial Aid Officers,
Counselors, Advisors by Institutional Type

TITLE = FIN.AID
OFFICER
COUN/AD

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000- 10,999 | \$11,000 12,999 | \$13,000 14,999 | \$15,000 16,999 | \$17,000 18,999 | \$19,000 20,999 | \$21,000 23,999 | \$24,000 26,999 | \$27,000+ | ROW SUMS |
|--------------------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-----------|-------------|
| PUBLIC | 3 | 6 | 14 | 13 | 14 | 18 | 7 | 4 | 3 | 3 | 85 |
| | 3.529 | 7.059 | 16.471 | 15.294 | 16.471 | 21.176 | 8.235 | 4.706 | 3.529 | 3.529 | 100.000 |
| | 20.000 | 27.273 | 43.750 | 56.522 | 70.000 | 85.714 | 53.846 | 66.667 | 100.000 | 100.000 | 53.797 |
| INDEP. (PRI- VATE) | 9 | 9 | 15 | 10 | 5 | 3 | 6 | 2 | | | 59 |
| | 15.254 | 15.254 | 25.424 | 16.949 | 8.475 | 5.085 | 10.169 | 3.390 | | | 100.000 |
| | 60.000 | 40.909 | 46.875 | 43.478 | 25.000 | 14.286 | 46.154 | 33.333 | | | 37.342 |
| PROPRI- ETARY | 3 | 7 | 3 | | 1 | | | | | | 14 |
| | 21.429 | 50.000 | 21.429 | | 7.143 | | | | | | 100.000 |
| | 20.000 | 31.818 | 9.375 | | 5.000 | | | | | | 8.861 |
| COLUMN SUMS | 15 | 22 | 32 | 23 | 20 | 21 | 13 | 6 | 3 | 3 | 158 |
| | 9.494 | 13.924 | 20.253 | 14.557 | 12.658 | 13.291 | 8.228 | 3.797 | 1.899 | 1.899 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 2-3 Salaries for Financial Aid Directors
by Institutional Size

| INSTITUTIONAL | | COLUMNS - SALARY: | | | | | | | | | | ROW |
|---------------|---------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|---------|---------|
| ROWS - SIZE | | CURRENT ANNUAL | | | | | | | | | | SUMS |
| | UNDER | \$9,000- | \$11,000 | \$13,000 | \$15,000 | \$17,000 | \$19,000 | \$21,000 | \$24,000 | | | |
| | \$9,000 | 10,999 | 12,999 | 14,999 | 16,999 | 18,999 | 20,999 | 23,999 | 26,999 | \$27000+ | | |
| UNDER | 40 | 77 | 68 | 63 | 39 | 25 | 12 | 10 | 5 | 1 | | 340 |
| 1000 | 11.765 | 22.647 | 20.000 | 18.529 | 11.471 | 7.353 | 3.529 | 2.941 | 1.471 | 0.294 | 100.000 | |
| | 85.106 | 74.038 | 49.635 | 35.593 | 22.159 | 17.241 | 9.023 | 8.264 | 8.197 | 2.000 | | 29.540 |
| 1000- | 7 | 23 | 61 | 88 | 85 | 52 | 42 | 18 | 4 | 8 | | 388 |
| 3999 | 1.804 | 5.928 | 15.722 | 22.680 | 21.907 | 13.402 | 10.825 | 4.639 | 1.031 | 2.062 | 100.000 | |
| | 14.894 | 22.115 | 44.526 | 49.718 | 48.295 | 35.862 | 31.579 | 14.876 | 6.557 | 16.003 | | 33.710 |
| 4000- | | 2 | 7 | 17 | 41 | 42 | 42 | 39 | 17 | 9 | | 216 |
| 9999 | | 0.926 | 3.241 | 7.870 | 18.981 | 19.444 | 19.444 | 18.056 | 7.870 | 4.167 | 100.000 | |
| | | 1.923 | 5.109 | 9.605 | 23.295 | 28.966 | 31.579 | 32.231 | 27.869 | 18.003 | | 18.766 |
| 10,000- | | 2 | 1 | 7 | 7 | 16 | 24 | 43 | 20 | 13 | | 133 |
| 19,999 | | 1.504 | 0.752 | 5.263 | 5.263 | 12.030 | 18.045 | 32.331 | 15.038 | 9.774 | 100.000 | |
| | | 1.923 | 0.730 | 3.955 | 3.977 | 11.034 | 18.045 | 35.537 | 32.787 | 26.003 | | 11.555 |
| 20,000+ | | | | 2 | 4 | 10 | 13 | 11 | 15 | 19 | | 74 |
| | | | | 2.703 | 5.405 | 13.514 | 17.568 | 14.865 | 20.270 | 25.676 | 100.000 | |
| | | | | 1.130 | 2.273 | 6.897 | 9.774 | 9.091 | 24.590 | 38.000 | | 6.429 |
| COLUMN | 47 | 104 | 137 | 177 | 176 | 145 | 133 | 121 | 61 | 50 | | 1151 |
| SUMS | 4.083 | 9.036 | 11.903 | 15.378 | 15.291 | 12.598 | 11.555 | 10.513 | 5.300 | 4.344 | 100.000 | |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 2-4 Salaries for Directors of Financial Aid by Institutional Type, Control, and Size

TITLE = DIRECTOR

ROWS = INSTITUTIONAL TYPE AND SIZE COLUMNS = SALARY: CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27,000+ | ROW SUMS |
|-----------------------------|------------------------|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|------------------------|------------------------|----------------------------|
| PUBLIC 4 YEAR <7000 | | 1 1.190 0.971 | 3 3.571 2.256 | 10 11.905 5.780 | 22 26.190 12.644 | 16 19.048 11.268 | 9 10.714 7.031 | 16 19.048 13.333 | 21 2.381 3.333 | 5 5.952 10.870 | 84 100.000 7.473 |
| PUBLIC 4 YEAR 7-19999 | | | 1 1.042 0.752 | 1 1.042 0.578 | 6 6.250 3.448 | 20 20.833 14.085 | 19 19.792 14.844 | 34 35.417 28.333 | 11 11.458 18.333 | 4 4.167 8.696 | 96 100.000 8.541 |
| PUBLIC 4 YEAR 20,000+ | | | | | 2 3.774 1.149 | 6 11.321 4.225 | 7 13.208 5.469 | 9 16.981 7.500 | 13 24.528 21.667 | 16 30.189 34.783 | 53 100.000 4.715 |
| PUBLIC 4 YEAR <4000 | | 2 6.452 1.942 | | 8 25.806 4.624 | 12 38.710 6.897 | 5 16.129 3.521 | 3 9.677 2.344 | 1 3.226 0.833 | | | 31 100.000 2.758 |
| PUBLIC 4 YEAR 4,000+ | | | 1 4.167 0.752 | 6 25.000 3.468 | | 5 20.833 3.521 | 5 20.833 3.906 | 4 16.667 3.333 | 2 8.333 3.333 | 1 4.167 2.174 | 24 100.000 2.135 |
| PUBLIC 2 YEAR <4000 | 4 5.882 8.889 | 6 8.824 5.825 | 5 7.353 3.759 | 14 20.588 8.092 | 17 25.000 9.770 | 9 13.235 6.338 | 9 13.235 7.031 | 2 2.941 1.667 | 1 1.471 1.667 | 1 1.471 2.174 | 68 100.000 6.050 |
| PUBLIC 2 YEAR 4,000+ | | | | 5 6.849 2.890 | 10 13.699 5.747 | 7 9.589 4.930 | 21 28.767 16.406 | 17 23.288 14.167 | 9 12.329 15.000 | 4 5.479 8.696 | 73 100.000 6.495 |
| PUBLIC, GRAD/ PROF | | | | 3 37.500 1.734 | 3 37.500 1.724 | 2 25.000 1.408 | | | | | 8 100.000 0.712 |
| INDEP 4 YEAR <4000 | 2 1.852 4.444 | 6 5.556 5.825 | 21 19.444 15.789 | 27 25.000 15.607 | 22 20.370 12.644 | 14 12.963 9.859 | 10 9.259 7.813 | 5 4.630 4.167 | 1 0.926 1.667 | | 108 100.000 9.609 |
| INDEP 4 YEAR 4,000+ | | 1 1.205 0.971 | 2 2.410 1.504 | 6 7.229 3.468 | 13 15.663 7.471 | 14 16.867 9.859 | 14 16.867 10.938 | 11 13.253 9.167 | 12 14.458 20.000 | 10 12.048 21.739 | 83 100.000 7.384 |
| INDEP 4 YEAR <1000 | 13 9.424 28.889 | 41 31.298 39.806 | 26 19.847 19.549 | 26 19.847 15.029 | 14 10.687 8.046 | 7 5.344 4.930 | 2 1.527 1.563 | 2 1.527 1.667 | | | 131 100.000 11.655 |
| INDEP 4 YEAR 1-1,999 | 3 2.564 6.667 | 11 9.402 10.680 | 31 26.496 23.308 | 28 23.932 16.185 | 17 14.530 9.770 | 14 11.966 9.859 | 9 7.692 7.031 | 4 3.419 3.333 | | | 117 100.000 10.409 |
| INDEP 4 YEAR 2,000+ | | 2 5.405 1.942 | 1 2.703 0.752 | 7 18.919 4.046 | 9 24.324 5.172 | 4 10.811 2.817 | 10 27.027 7.813 | 4 10.811 3.333 | | | 37 100.000 3.292 |
| INDEP 2 YEAR | 10 21.810 22.222 | 7 16.667 6.796 | 7 16.667 5.263 | 6 14.286 3.468 | 5 11.905 2.874 | 1 2.381 0.704 | 2 4.762 1.563 | 4 9.524 3.333 | | | 42 100.000 3.737 |
| INDEP GRAD/ PROP | | 2 6.897 1.942 | 8 27.586 6.015 | 6 20.690 3.468 | 4 13.793 2.299 | 3 10.345 2.113 | 3 10.345 2.344 | 2 6.897 1.667 | 1 3.448 1.667 | | 29 100.000 2.580 |
| PUBLIC INDEP NURSING | | 3 27.273 2.913 | | 3 27.273 1.734 | 1 9.091 0.575 | 1 9.091 0.704 | 1 9.091 0.781 | 1 9.091 0.833 | 1 9.091 1.667 | | 11 100.000 0.979 |
| PUBLIC INDEP VOC. TEC | 2 5.714 4.444 | 2 5.714 1.942 | 6 17.143 4.511 | 2 5.714 1.156 | 6 17.143 3.448 | 9 25.714 6.338 | 3 8.571 2.344 | 2 5.714 1.667 | 3 8.571 5.000 | | 35 100.000 3.114 |
| PROPRI. VOC. TEC | 6 10.169 13.133 | 11 18.644 10.680 | 13 22.034 9.774 | 12 20.339 6.916 | 4 6.780 2.299 | 4 6.780 2.817 | 1 1.695 0.781 | | 3 5.085 5.000 | 5 8.475 10.870 | 59 100.000 5.249 |
| ALL OTHER PROPRI. | 5 14.286 11.111 | 8 22.857 7.767 | 8 22.857 6.015 | 3 8.571 1.734 | 7 20.000 4.023 | 1 2.857 0.704 | | 2 5.714 1.667 | 1 2.857 1.667 | | 35 100.000 3.114 |
| COLUMN SUMS | 45 4.004 100.000 | 103 9.164 100.000 | 133 11.833 100.000 | 173 15.391 100.000 | 174 15.400 100.000 | 142 12.633 100.000 | 128 11.388 100.000 | 120 10.676 100.000 | 60 5.338 100.000 | 46 4.093 100.000 | 1124 100.000 100.000 |

Table 2-5 Salaries for Associate/Assistant Directors of Financial Aid by Institutional Type, Control, and Size

ASSOC./
TITLE = ASSIS.
DIRRCT.

ROWS = INSTITUTIONAL TYPE AND SIZE COLUMNS = SALARY: CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27,000+ | ROW SUMS |
|-------------------------------|-----------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------|-----------------------|-----------------------|-----------------------|---------------------------|
| PUBLIC | | 1 | 1 | 2 | 2 | 1 | | 2 | | | 9 |
| 4 YEAR+ <7000 | | 11.111 4.348 | 11.111 3.846 | 22.222 7.407 | 22.222 7.143 | 11.111 5.000 | | 22.222 25.000 | | | 100.000 5.769 |
| PUBLIC | | | 1 | 5 | 8 | 5 | 3 | 1 | | | 23 |
| 4 YEAR+ 7-19999 | | | 4.348 3.846 | 21.739 18.519 | 34.783 28.571 | 21.739 25.000 | 13.043 21.429 | 4.348 12.500 | | | 100.000 14.744 |
| PUBLIC | | | 3 | 9 | 6 | 7 | 7 | 3 | 4 | | 39 |
| 4 YEAR+ 20,000+ | | | 7.692 11.538 | 23.077 33.333 | 15.385 21.429 | 17.949 35.000 | 17.949 50.000 | 7.692 37.500 | 10.256 100.000 | | 100.000 25.000 |
| PUBLIC | | | 1 | 1 | | | | | | | 2 |
| 4 YEAR <4000 | | | 50.000 3.846 | 50.000 3.704 | | | | | | | 100.000 1.282 |
| PUBLIC | | | | | 1 | 3 | | | | | 4 |
| 4 YEAR 4,300+ | | | | | 25.000 3.571 | 75.000 15.000 | | | | | 100.000 2.564 |
| PUBLIC | 1 | | 1 | | | | | | | | 2 |
| 2 YEAR <4000 | 50.000 20.000 | | 50.000 3.846 | | | | | | | | 100.000 1.282 |
| PUBLIC | 1 | 1 | 1 | | 1 | 1 | | | | | 5 |
| 2 YEAR 4,000+ | 20.000 20.000 | 20.000 4.348 | 20.000 3.846 | | 20.000 3.571 | 20.000 5.000 | | | | | 100.000 3.205 |
| PUBLIC, GRAD/ PROF | | | | | | | | | | | |
| INDEP | 1 | 5 | 5 | 3 | 1 | | | | | | 15 |
| 4 YEAR+ <4000 | 6.667 20.000 | 33.333 21.739 | 33.333 19.231 | 20.000 11.111 | 6.667 3.571 | | | | | | 100.000 9.615 |
| INDEP | | 2 | 7 | 6 | 8 | 2 | 3 | 2 | | 1 | 31 |
| 4 YEAR+ 4,000+ | | 6.452 8.696 | 22.581 26.923 | 19.355 22.222 | 25.806 28.571 | 6.452 10.000 | 9.677 21.429 | 6.452 25.000 | | 3.226 100.000 | 100.000 19.872 |
| INDEP | 1 | 5 | | | | | | | | | 6 |
| 4 YEAR <1000 | 16.667 20.000 | 83.333 21.739 | | | | | | | | | 100.000 3.846 |
| INDEP | | 3 | 1 | | | | | | | | 4 |
| 4 YEAR 1-1,999 | | 75.000 13.043 | 25.000 3.846 | | | | | | | | 100.000 2.564 |
| INDEP | | 4 | 3 | 1 | 1 | | 1 | | | | 10 |
| 4 YEAR 2,000+ | | 40.000 17.391 | 30.000 11.538 | 10.000 3.704 | 10.000 3.571 | | 10.000 7.143 | | | | 100.000 6.410 |
| INDEP | 1 | | | | | | | | | | 1 |
| 2 YEAR | 100.000 20.000 | | | | | | | | | | 100.000 0.641 |
| INDEP GRAD/ PROF | | 2 | 2 | | | 1 | | | | | 5 |
| | | 40.000 8.696 | 40.000 7.692 | | | 20.000 5.000 | | | | | 100.000 3.205 |
| PUBLIC & INDEP NURSING | | | | | | | | | | | |
| PUBLIC & INDEP VOC. TEC | | | | | | | | | | | |
| PROPRI. VOC. TEC | | | | | | | | | | | |
| ALL OTHER PROPRI. | | | | | | | | | | | |
| COLUMN SUMS | 5 1.205 100.000 | 23 14.744 100.000 | 26 16.667 100.000 | 27 17.308 100.000 | 28 17.949 100.000 | 20 12.821 100.000 | 14 8.974 100.000 | 8 5.128 100.000 | 4 2.564 100.000 | 1 0.641 100.000 | 156 100.000 100.000 |

Table 2-6 Salaries for Financial Aid Officers, Counselors, Advisors by Institutional Type, Control, and Size

FIN.AID
TITLE = OFFICER
COUN/AD

ROWS = INSTITUTIONAL TYPE AND SIZE COLUMNS = SALARY: CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|------------------------------|------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------|-----------------------|-----------------------|-----------------------|-------------------------|
| PUBLIC 4 YEAR+ <7000 | 1 25.000 6.667 | | | | 1 25.000 5.263 | | 2 50.000 15.385 | | | | 4 100.000 2.614 |
| PUBLIC 4 YEAR+ 7-19999 | 1 14.286 6.667 | 1 14.286 4.762 | | | 2 28.571 10.526 | 2 28.571 10.526 | | | | 1 14.286 33.333 | 7 100.000 4.575 |
| PUBLIC 4 YEAR+ 20,000+ | | 1 7.692 4.762 | 4 30.769 12.903 | 4 30.769 17.391 | 3 23.077 15.789 | | | | 1 7.692 33.333 | | 13 100.000 8.497 |
| PUBLIC 4 YEAR <4000 | | 1 25.000 4.762 | | 1 25.000 4.348 | | 2 50.000 10.526 | | | | | 4 100.000 2.614 |
| PUBLIC 4 YEAR 4,000+ | | | | | | | | | | | |
| PUBLIC 2 YEAR <4000 | 1 7.143 6.667 | | 2 14.286 6.452 | 4 28.571 17.391 | 3 21.429 15.789 | | 2 14.286 15.385 | 1 7.143 16.667 | 1 7.143 33.333 | | 14 100.000 9.150 |
| PUBLIC 2 YEAR 4,000+ | | | 2 9.524 6.452 | 3 14.286 13.043 | 2 9.524 10.526 | 7 33.333 36.842 | 3 14.286 23.077 | 1 4.762 16.667 | 1 4.762 33.333 | 2 9.524 66.667 | 21 100.000 13.725 |
| PUBLIC, GRAD/ PROP | | 1 12.500 4.762 | 3 37.500 9.677 | | 1 12.500 5.263 | 2 25.000 10.526 | | 1 12.500 16.667 | | | 8 100.000 5.229 |
| INDEP 4 YEAR+ <4000 | 3 33.333 20.000 | | 1 11.111 3.226 | 1 11.111 4.348 | 1 11.111 5.263 | 1 11.111 5.263 | 1 11.111 7.692 | 1 11.111 16.667 | | | 9 100.000 5.882 |
| INDEP 4 YEAR+ 4,000+ | | 1 12.500 4.762 | 3 37.500 9.677 | 1 12.500 4.348 | 1 12.500 5.263 | | 1 12.500 7.692 | 1 12.500 16.667 | | | 8 100.000 5.229 |
| INDEP 4 YEAR <1000 | 2 28.571 13.333 | 4 57.143 19.048 | 1 14.286 3.226 | | | | | | | | 7 100.000 4.575 |
| INDEP 4 YEAR 1-1,999 | | 1 16.667 4.762 | 3 50.000 9.677 | 2 33.333 8.696 | | | | | | | 6 100.000 3.922 |
| INDEP 4 YEAR 2,000+ | | | 2 66.667 6.452 | | 1 33.333 5.263 | | | | | | 3 100.000 1.961 |
| INDEP 2 YEAR | 2 40.000 13.333 | | 2 40.000 6.452 | 1 20.000 4.348 | | | | | | | 5 100.000 3.268 |
| INDEP GRAD/ PROP | 2 11.111 11.333 | 2 11.111 4.524 | 1 5.556 3.226 | 5 27.778 21.739 | 2 11.111 10.526 | 2 11.111 10.526 | 4 22.222 30.769 | | | | 18 100.000 11.765 |
| PUBLIC INDEP NURSING | | 1 33.333 4.762 | 1 33.333 3.226 | | | 1 33.333 5.263 | | | | | 3 100.000 1.961 |
| PUBLIC INDEP VOC.TEC | | 1 11.111 4.762 | 3 33.333 9.677 | 1 11.111 4.348 | 1 11.111 5.263 | 2 22.222 10.526 | | 1 11.111 16.667 | | | 9 100.000 5.882 |
| PROPRI. VOC.TEC | 3 33.333 20.000 | 3 33.333 14.286 | 2 22.222 6.452 | | 1 11.111 5.263 | | | | | | 9 100.000 5.882 |
| ALL OTHER PROPRI. | | 4 80.000 19.048 | 1 20.000 3.226 | | | | | | | | 5 100.000 3.268 |
| COLUMN SUMS | 15 9.804 100.000 | 21 13.725 100.000 | 31 20.261 100.000 | 23 15.033 100.000 | 19 12.418 100.000 | 19 12.418 100.000 | 13 8.497 100.000 | 6 3.922 100.000 | 3 1.961 100.000 | 3 1.961 100.000 | 153 100.000 |

Table 2-7 Salaries for Financial Aid Directors by Institutional Control and by Years Worked (3 Years or Less)

NO. YEARS WORKED IN = 3 YEARS
FINANCIAL AID OR LESS

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|------------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|----------|
| PUBLIC | 2 | 5 | 7 | 24 | 19 | 9 | 9 | 3 | 1 | 3 | 82 |
| | 2.439 | 6.098 | 8.537 | 29.268 | 23.171 | 10.976 | 10.976 | 3.659 | 1.220 | 3.659 | 100.000 |
| | 7.407 | 7.937 | 9.211 | 31.169 | 52.778 | 45.000 | 69.231 | 50.000 | 25.000 | 75.000 | 25.153 |
| INDEP. (PRIVATE) | 19 | 42 | 59 | 46 | 13 | 9 | 4 | 3 | 3 | 1 | 199 |
| | 9.548 | 21.106 | 29.648 | 23.116 | 6.533 | 4.523 | 2.010 | 1.508 | 1.508 | 0.503 | 100.000 |
| | 70.370 | 66.667 | 77.632 | 59.740 | 36.111 | 45.000 | 30.769 | 50.000 | 75.000 | 25.000 | 61.043 |
| PROPRIETARY | 6 | 16 | 10 | 7 | 4 | 2 | | | | | 45 |
| | 13.333 | 35.556 | 22.222 | 15.556 | 8.889 | 4.444 | | | | | 100.000 |
| | 22.222 | 25.397 | 13.158 | 9.091 | 11.111 | 10.000 | | | | | 13.804 |
| COLUMN SUMS | 27 | 63 | 76 | 77 | 36 | 20 | 13 | 6 | 4 | 4 | 326 |
| | 8.282 | 19.325 | 23.313 | 23.620 | 11.043 | 6.135 | 3.988 | 1.840 | 1.227 | 1.227 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 2-8 Salaries for Financial Aid Directors by Institutional Control and by Years Worked (4-5 Years)

NO. YEARS WORKED IN = 4-5
FINANCIAL AID YEARS

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|------------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|----------|
| PUBLIC | 3 | 3 | 2 | 14 | 16 | 15 | 17 | 9 | 5 | 2 | 86 |
| | 3.488 | 3.488 | 2.326 | 16.279 | 18.605 | 17.442 | 19.767 | 10.465 | 5.814 | 2.325 | 100.000 |
| | 33.333 | 14.286 | 8.696 | 35.000 | 37.209 | 39.474 | 70.833 | 75.000 | 83.333 | 50.000 | 39.091 |
| INDEP. (PRIVATE) | 3 | 15 | 16 | 19 | 25 | 22 | 7 | 2 | 1 | | 110 |
| | 2.727 | 13.636 | 14.545 | 17.273 | 22.727 | 20.000 | 6.364 | 1.818 | 0.909 | | 100.000 |
| | 33.333 | 71.429 | 69.565 | 47.500 | 58.140 | 57.895 | 29.167 | 16.667 | 16.667 | | 50.000 |
| PROPRIETARY | 3 | 3 | 5 | 7 | 2 | 1 | | 1 | | 2 | 24 |
| | 12.500 | 12.500 | 20.833 | 29.167 | 8.333 | 4.167 | | 4.167 | | 8.333 | 100.000 |
| | 33.333 | 14.286 | 21.739 | 17.500 | 4.651 | 2.632 | | 8.333 | | 50.000 | 10.909 |
| COLUMN SUMS | 9 | 21 | 23 | 40 | 43 | 36 | 24 | 12 | 6 | 4 | 220 |
| | 4.091 | 9.545 | 10.455 | 18.182 | 19.545 | 17.273 | 10.909 | 5.455 | 2.727 | 1.818 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 2-9 Salaries for Financial Aid Directors by Institutional Control and by Years Worked (6+ Years)

NO. YEARS WORKED IN = 6+
FINANCIAL AID YEARS

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27,000+ | ROW SUMS |
|-------------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------|----------|
| PUBLIC | | 3 | 3 | 11 | 44 | 57 | 54 | 74 | 36 | 28 | 310 |
| | | 0.968 | 0.968 | 3.548 | 14.194 | 18.387 | 17.419 | 23.871 | 11.613 | 9.032 | 100.000 |
| | | 15.000 | 7.692 | 18.644 | 45.833 | 65.517 | 55.670 | 71.845 | 70.588 | 68.293 | 51.410 |
| INDEP. (PRI-VATE) | 8 | 17 | 30 | 47 | 47 | 28 | 42 | 28 | 11 | 10 | 268 |
| | 2.985 | 6.343 | 11.194 | 17.537 | 17.537 | 10.448 | 15.672 | 10.448 | 4.104 | 3.731 | 100.000 |
| | 80.000 | 85.000 | 76.923 | 79.661 | 48.958 | 32.184 | 43.299 | 27.184 | 21.569 | 24.390 | 44.444 |
| PROPRIETARY | 2 | | 6 | 1 | 5 | 2 | 1 | 1 | 4 | 3 | 25 |
| | 8.030 | | 24.000 | 4.000 | 20.000 | 8.000 | 4.000 | 4.000 | 16.000 | 12.000 | 100.000 |
| | 20.000 | | 15.385 | 1.695 | 5.208 | 2.299 | 1.031 | 0.971 | 7.843 | 7.317 | 4.146 |
| COLUMN SUMS | 10 | 20 | 39 | 59 | 96 | 87 | 97 | 103 | 51 | 41 | 603 |
| | 1.658 | 3.317 | 6.468 | 9.784 | 15.920 | 14.428 | 16.086 | 17.081 | 8.458 | 6.799 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Section C

Attitudes of Student Financial
Aid Administrators

TABLES 3-1 Through 3-10 "In Comparison to the Salaries in Other Institutions and to Salaries of Individuals Not Employed in Education, my Salary is Adequate"

Less than half of the respondents stated that their salaries were not adequate compared to salaries at other educational institutions and to the salaries of those not employed in education. Only 12.1 percent of the respondents expressed strong agreement with the adequacy of their salary compared to the salaries of individuals not employed at their institution (Table 3-1). Associate/Assistant Directors tended to express more dissatisfaction with their salaries than did respondents in other categories.

In general, respondents in all title categories tended to express more satisfaction with their salaries at public institutions than at private institutions. Among Directors of Financial Aid, respondents from proprietary institutions expressed the highest levels of satisfaction (Table 3-2). Responses from other title categories are shown in Tables 3-3, 3-4, and 3-5.

Respondents in all title categories were more likely to strongly agree that their salary was adequate as institutional size increased (Tables 3-6, 3-7, 3-8, 3-9).

Table 3-10 displays Directors' reactions to the adequacy of salary by institutional type, size, and control. Due to the limited number of respondents in the other title categories, responses of individuals who were not directors are not shown by institutional type, size, and control.

Table 3-1 Adequacy of Salary Compared to Other Institutions by Title

| ROWS = TITLE | COLUMNS = SALARY ADEQUATE: OUTSIDE? | | | | ROW SUMS |
|--------------------------------|--|--------------------------|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRECTOR | 137 12.210 74.054 | 383 34.135 77.688 | 350 31.194 72.464 | 252 22.460 69.231 | 1122 100.000 73.574 |
| ASSOC./ ASSIS. DIRECT. | 16 10.191 8.649 | 41 26.115 8.316 | 43 27.389 8.903 | 57 36.306 15.659 | 157 100.000 10.295 |
| FIN. AID OFFICER COUN/AD | 17 11.111 9.189 | 44 28.750 8.925 | 58 37.908 12.008 | 34 22.222 9.341 | 153 100.000 10.011 |
| OTHER | 15 16.122 8.108 | 25 26.882 5.071 | 32 34.409 6.625 | 21 22.581 5.769 | 93 100.000 6.098 |
| COLUMN SUMS | 185 12.131 100.000 | 493 32.328 100.000 | 483 31.672 100.000 | 364 23.869 100.000 | 1525 100.000 100.000 |

Table 3-2 Adequacy of Salary Compared to Other Institutions
by Institutional Control (Directors)

TITLE = DIR-
TOR

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY ADEQUATE:
OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| PUBLIC | 71 | 169 | 124 | 108 | 472 |
| | 15.042 | 35.805 | 26.271 | 22.881 | 100.000 |
| | 51.825 | 44.591 | 15.423 | 43.200 | 42.294 |
| INDEP. (PRI- VATE) | 47 | 173 | 204 | 130 | 554 |
| | 8.484 | 31.227 | 36.823 | 23.466 | 100.000 |
| | 34.307 | 45.646 | 59.286 | 52.000 | 49.642 |
| PROPRI- ETARY | 19 | 37 | 22 | 12 | 90 |
| | 21.111 | 41.111 | 24.444 | 13.333 | 100.000 |
| | 11.869 | 9.763 | 6.286 | 4.800 | 8.065 |
| COLUMN SUMS | 137 | 379 | 350 | 250 | 1116 |
| | 12.276 | 33.961 | 31.362 | 22.401 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-3 Adequacy of Salary Compared to Other Institutions
by Institutional Control (Associate/Assistant Directors)

TITLE = ASSOC./
ASSIS.
DIRECT.

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY ADEQUATE:
OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| PUBLIC | 11 | 23 | 23 | 27 | 84 |
| | 13.095 | 27.381 | 27.381 | 32.143 | 100.000 |
| | 68.750 | 56.098 | 51.488 | 47.368 | 53.503 |
| INDPP. (PRI- VATE) | 5 | 18 | 20 | 30 | 73 |
| | 6.849 | 24.658 | 27.397 | 41.096 | 100.000 |
| | 31.250 | 43.902 | 46.512 | 52.632 | 46.497 |
| PROPRI- ETARY | | | | | |
| COLUMN SUMS | 16 | 41 | 43 | 57 | 157 |
| | 10.191 | 26.115 | 27.389 | 36.306 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-4 Adequacy of Salary Compared to Other Institutions by Institutional Control (Financial Aid Officers/Counselors/Advisors)

TITLE = PIN.AID
OFFICER
COUN/AD

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY ADEQUATE:
OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| PUBLIC | 12 | 22 | 30 | 19 | 83 |
| | 14.458 | 26.506 | 36.145 | 22.892 | 100.000 |
| | 70.588 | 50.000 | 51.724 | 55.882 | 54.248 |
| INDEP. (PRI- VATE) | 5 | 18 | 21 | 12 | 56 |
| | 8.929 | 32.143 | 37.500 | 21.429 | 100.000 |
| | 29.412 | 40.909 | 36.207 | 35.294 | 36.601 |
| PROPRI- ETARY | | 4 | 7 | 3 | 14 |
| | | 28.571 | 50.000 | 21.429 | 100.000 |
| | | 9.091 | 12.069 | 8.824 | 9.150 |
| COLUMN SUMS | 17 | 44 | 58 | 34 | 153 |
| | 11.111 | 28.758 | 37.908 | 22.222 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-5 Adequacy of Salary Compared to Other Institutions by Institutional Control (Other)

TITLE = OTHER

INSTITUTIONAL
ROWS = CLASSIFICATION: COLUMNS = SALARY ADEQUATE:
OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| PUBLIC | 14 | 16 | 19 | 10 | 59 |
| | 23.729 | 27.119 | 32.203 | 16.949 | 100.000 |
| | 93.333 | 64.000 | 61.290 | 47.619 | 64.110 |
| INDEP. (PRI- VATE) | 1 | 8 | 12 | 11 | 32 |
| | 3.125 | 25.000 | 37.500 | 34.375 | 100.000 |
| | 6.667 | 32.000 | 38.710 | 52.381 | 34.783 |
| PROPRI- ETARY | | 1 | | | 1 |
| | | 100.000 | | | 100.000 |
| | | 4.000 | | | 1.087 |
| COLUMN SUMS | 15 | 25 | 31 | 21 | 92 |
| | 16.304 | 27.174 | 33.696 | 22.826 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-6 Adequacy of Salary Compared to Other Institutions by Institutional Size (Directors)

TITLE = DIRECTOR

INSTITUTIONAL
ROWS = SIZE

COLUMNS = SALARY ADEQUATE:
OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| UNDER | 32 | 101 | 119 | 75 | 327 |
| 1000 | 9.746 | 30.887 | 36.391 | 22.936 | 100.000 |
| | 23.529 | 26.509 | 34.097 | 29.880 | 29.275 |
| 1000- | 37 | 122 | 117 | 47 | 373 |
| 3999 | 9.920 | 32.708 | 31.367 | 26.005 | 100.000 |
| | 27.206 | 32.021 | 33.524 | 38.645 | 33.393 |
| 4000- | 36 | 67 | 63 | 45 | 211 |
| 9999 | 17.062 | 31.754 | 29.858 | 21.327 | 100.000 |
| | 26.471 | 17.585 | 18.052 | 17.924 | 18.890 |
| 10,000- | 19 | 56 | 35 | 22 | 132 |
| 19,999 | 14.394 | 42.424 | 26.515 | 16.667 | 100.000 |
| | 13.971 | 14.698 | 10.029 | 8.765 | 11.817 |
| 20,000+ | 12 | 35 | 15 | 12 | 74 |
| | 16.216 | 47.297 | 20.270 | 16.216 | 100.000 |
| | 8.824 | 9.186 | 4.298 | 4.781 | 6.625 |
| COLUMN SUMS | 136 | 381 | 349 | 251 | 1117 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-7 Adequacy of Salary Compared to Other Institutions by Institutional Size (Associate/Assistant Directors)

TITLE = ASSOC./
ASSIS.
DIRECT.

INSTITUTIONAL
ROWS = SIZE

COLUMNS = SALARY ADEQUATE:
OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| UNDER | 1 | 4 | 4 | 6 | 15 |
| 1000 | 6.667 | 26.667 | 26.667 | 40.000 | 100.000 |
| | 6.250 | 9.756 | 9.524 | 10.714 | 9.677 |
| 1000- | 1 | 6 | 6 | 14 | 27 |
| 3999 | 3.704 | 22.222 | 22.222 | 51.852 | 100.000 |
| | 6.250 | 14.634 | 14.286 | 25.000 | 17.419 |
| 4000- | 3 | 7 | 11 | 13 | 34 |
| 9999 | 8.824 | 20.588 | 32.353 | 38.235 | 100.000 |
| | 18.750 | 17.071 | 26.190 | 23.214 | 21.935 |
| 10,000- | 4 | 12 | 7 | 9 | 32 |
| 19,999 | 12.500 | 37.500 | 21.875 | 28.125 | 100.000 |
| | 25.000 | 29.268 | 16.667 | 16.071 | 20.645 |
| 20,000+ | 7 | 12 | 14 | 14 | 47 |
| | 14.874 | 25.532 | 29.787 | 29.787 | 100.000 |
| | 43.750 | 29.268 | 33.333 | 25.000 | 30.323 |
| COLUMN SUMS | 16 | 41 | 42 | 56 | 155 |
| | 10.323 | 26.452 | 27.097 | 36.129 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-8 Adequacy of Salary Compared to Other Institutions by Institutional Size (Financial Aid Officers/Counselors/Advisors)

FIN.AID
TITLE = OFFICER
COUN/AD

INSTITUTIONAL
ROWS = SIZE

COLUMNS = SALARY ADEQUATE:
OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| UNDER | 3 | 8 | 14 | 14 | 39 |
| 1000 | 7.692 | 20.513 | 35.897 | 15.897 | 100.000 |
| | 17.647 | 18.182 | 24.138 | 41.176 | 25.490 |
| 1000- | 4 | 15 | 22 | 9 | 50 |
| 1999 | 8.000 | 30.000 | 44.000 | 18.000 | 100.000 |
| | 23.529 | 34.091 | 37.931 | 26.471 | 32.680 |
| 4000- | 2 | 8 | 8 | 2 | 20 |
| 9999 | 10.000 | 40.000 | 40.000 | 10.000 | 100.000 |
| | 11.765 | 18.182 | 13.793 | 5.882 | 13.072 |
| 10,000- | 4 | 8 | 8 | 5 | 25 |
| 19,999 | 16.000 | 32.000 | 32.000 | 20.000 | 100.000 |
| | 23.529 | 18.182 | 13.793 | 14.706 | 16.340 |
| 20,000+ | 4 | 5 | 6 | 4 | 19 |
| | 21.053 | 26.316 | 31.579 | 21.053 | 100.000 |
| | 23.529 | 11.364 | 10.345 | 11.765 | 12.418 |
| COLUMN SUMS | 17 | 44 | 58 | 34 | 153 |
| | 11.111 | 28.758 | 37.908 | 22.222 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-9 Adequacy of Salary Compared to Other Institutions by Institutional Size (Other)

TITLE = OTHER

INSTITUTIONAL
ROWS = SIZE

COLUMNS = SALARY ADEQUATE:
OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| UNDER | 1 | 2 | 4 | 6 | 13 |
| 1000 | 7.692 | 15.385 | 30.769 | 46.154 | 100.000 |
| | 6.667 | 8.000 | 12.903 | 28.571 | 14.130 |
| 1000- | 2 | 10 | 12 | 6 | 30 |
| 1999 | 6.667 | 33.333 | 40.000 | 20.000 | 100.000 |
| | 13.333 | 40.000 | 18.710 | 28.571 | 32.609 |
| 4000- | | 1 | 6 | 6 | 13 |
| 9999 | | 7.692 | 46.154 | 46.154 | 100.000 |
| | | 4.000 | 19.355 | 28.571 | 14.130 |
| 10,000- | 7 | 5 | 6 | 1 | 19 |
| 19,999 | 36.842 | 26.316 | 31.579 | 5.263 | 100.000 |
| | 46.667 | 20.000 | 19.355 | 4.762 | 20.652 |
| 20,000+ | 5 | 7 | 3 | 2 | 17 |
| | 29.412 | 41.176 | 17.647 | 11.765 | 100.000 |
| | 33.333 | 28.000 | 9.677 | 9.524 | 18.478 |
| COLUMN SUMS | 15 | 25 | 31 | 21 | 92 |
| | 16.304 | 27.174 | 33.696 | 22.826 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-10 Adequacy of Salary Compared to Other Institutions by Institutional Type, Control, and Size (Directors)

TITLE = DIRECTOR

ROWS - INSTITUTIONAL TYPE AND SIZE COLUMNS - SALARY ADEQUATE: OUTSIDE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRON- LY DIS- AGREE | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|----------------------------|-------------|
| PUBLIC | 15 | 25 | 22 | 22 | 84 |
| 4 YEAR* | 17.857 | 29.762 | 26.190 | 26.190 | 100.000 |
| <7000 | 11.278 | 6.739 | 6.433 | 1.016 | 2.706 |
| PUBLIC | 15 | 35 | 27 | 18 | 95 |
| 4 YEAR* | 15.789 | 36.842 | 28.421 | 14.947 | 100.000 |
| 7-19999 | 11.278 | 9.434 | 7.895 | 7.377 | 8.716 |
| PUBLIC | 10 | 26 | 10 | 7 | 53 |
| 4 YEAR* | 18.868 | 49.057 | 18.868 | 11.208 | 100.000 |
| 20,000+ | 7.519 | 7.008 | 2.924 | 2.869 | 4.862 |
| PUBLIC | 2 | 7 | 11 | 9 | 29 |
| 4 YEAR | 6.997 | 24.138 | 37.931 | 31.034 | 100.000 |
| <4000 | 1.704 | 1.887 | 3.216 | 3.689 | 2.661 |
| PUBLIC | 4 | 6 | 8 | 6 | 24 |
| 4 YEAR | 16.667 | 25.000 | 33.333 | 25.000 | 100.000 |
| 4,000+ | 3.008 | 1.617 | 2.339 | 2.459 | 2.202 |
| PUBLIC | 4 | 21 | 21 | 20 | 66 |
| 2 YEAR | 6.061 | 31.818 | 31.818 | 30.303 | 100.000 |
| <4000 | 3.008 | 5.660 | 6.140 | 8.197 | 6.055 |
| PUBLIC | 14 | 32 | 13 | 13 | 72 |
| 2 YEAR | 19.444 | 44.444 | 18.056 | 19.056 | 100.000 |
| 4,000+ | 10.526 | 8.625 | 3.801 | 5.328 | 6.606 |
| PUBLIC, GRAD/ PROF | | 4 | 1 | 3 | 8 |
| | | 50.000 | 12.500 | 37.500 | 100.000 |
| | | 1.078 | 0.292 | 1.230 | 10.734 |
| INDEP | 7 | 33 | 38 | 26 | 104 |
| 4 YEAR* | 6.731 | 31.731 | 36.538 | 25.000 | 100.000 |
| <4000 | 5.263 | 8.895 | 11.111 | 10.656 | 9.541 |
| INDEP | 12 | 29 | 23 | 16 | 80 |
| 4 YEAR* | 15.000 | 36.250 | 28.750 | 20.000 | 100.000 |
| 4,000+ | 9.023 | 7.817 | 6.725 | 6.557 | 7.339 |
| INDEP | 4 | 33 | 61 | 26 | 124 |
| 4 YEAR | 3.226 | 26.613 | 49.194 | 20.968 | 100.000 |
| <1000 | 3.008 | 8.895 | 17.836 | 10.656 | 11.376 |
| INDEP | 6 | 33 | 39 | 35 | 113 |
| 4 YEAR | 5.310 | 29.204 | 34.513 | 30.973 | 100.000 |
| 1-1,999 | 4.511 | 8.895 | 11.404 | 14.344 | 10.367 |
| INDEP | 4 | 12 | 15 | 6 | 37 |
| 4 YEAR | 10.811 | 32.432 | 40.541 | 16.216 | 100.000 |
| 2,000+ | 3.008 | 3.215 | 4.386 | 2.459 | 3.394 |
| INDEP | 5 | 12 | 13 | 11 | 41 |
| 2 YEAR | 12.195 | 29.268 | 31.707 | 26.829 | 100.000 |
| | 3.759 | 3.235 | 3.801 | 4.508 | 3.761 |
| INDEP | 2 | 12 | 4 | 7 | 25 |
| GRAD/ PROF | 8.000 | 48.000 | 16.000 | 28.000 | 100.000 |
| | 1.504 | 3.235 | 1.170 | 2.869 | 2.294 |
| PUBLIC | 4 | 5 | 2 | | 11 |
| INDEP | 36.364 | 45.455 | 18.182 | | 100.000 |
| NURSING | 1.008 | 1.348 | 0.585 | | 1.009 |
| PUBLIC | 6 | 9 | 12 | 7 | 34 |
| INDEP | 17.647 | 26.471 | 35.294 | 20.588 | 100.000 |
| VOC.TEC | 4.511 | 2.426 | 3.509 | 2.869 | 3.119 |
| PROPRI. | 17 | 23 | 10 | 7 | 57 |
| VOC.TEC | 29.825 | 40.351 | 17.544 | 12.281 | 100.000 |
| | 17.782 | 6.199 | 2.924 | 2.869 | 5.229 |
| ALL | 2 | 14 | 12 | 5 | 33 |
| OTHER | 6.061 | 42.424 | 36.364 | 15.152 | 100.000 |
| PROPRI. | 1.504 | 3.774 | 3.503 | 2.049 | 3.028 |
| COLUMN SUMS | 133 | 371 | 342 | 244 | 1090 |
| | 12.202 | 34.037 | 31.376 | 22.385 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 3-11 Through 3-20 "In Comparison to the Salaries of Others in my Institution, my Salary is Adequate"

As shown in Table 3-11, respondents were more likely to agree that their salaries were adequate compared to salaries within their institution (55.0%) as opposed to salaries outside of their institution (44.5%) as shown in Table 3-1. As in Table 3-1, Associate/Assistant Directors expressed a higher level of dissatisfaction with their salaries than did other respondents.

There was a slight tendency for respondents from independent institutions to agree more readily than those from public institutions that their salary was adequate compared with others in their institution. Directors of Financial Aid at proprietary institutions expressed the greatest level of satisfaction, with approximately two-thirds of them agreeing that their salary was adequate (Table 3-2; also see Tables 3-12, 3-13, 3-14, and 3-15).

There were no differences (at the .05 level) between satisfaction with salary and institutional size within each title category. This is not to say, however, that there are no differences based upon size (Tables 3-16, 3-17, 3-18, and 3-19).

Table 3-20 shows Directors' reactions to the adequacy of salary by institutional type, size, and control.

Table 3-11 Adequacy of Salary Within the Institution by Title

| ROWS = TITLE | SALARY ADEQUATE | | | | ROW SUMS |
|-----------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRECTOR | 220 | 429 | 313 | 162 | 1124 |
| | 19.57 | 38.167 | 27.847 | 14.413 | 100.000 |
| | 78.953 | 76.335 | 71.298 | 65.323 | 73.560 |
| ASSOC./ASSIST. | 19 | 48 | 50 | 40 | 157 |
| | 12.102 | 30.573 | 31.847 | 25.478 | 100.000 |
| DIRECT. | 6.810 | 8.541 | 11.390 | 16.129 | 10.275 |
| FIN.AID OFFICER | 21 | 58 | 49 | 26 | 154 |
| | 11.636 | 37.662 | 11.819 | 16.883 | 100.000 |
| COUN/AD | 7.527 | 10.320 | 11.162 | 10.484 | 10.079 |
| OTHER | 19 | 27 | 27 | 20 | 93 |
| | 20.430 | 29.032 | 29.032 | 21.505 | 100.000 |
| | 6.810 | 4.804 | 6.150 | 8.065 | 6.086 |
| COLUMN SUMS | 279 | 567 | 439 | 248 | 1528 |
| | 18.259 | 36.780 | 28.730 | 16.230 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-12 Adequacy of Salary Within the Institution
by Institutional Control (Directors)

TITLE = DIREC-
TOR

INSTITUTIONAL
ROWS = CLASSIFICATION:

SALARY ADEQUATE
COLUMNS = WITHIN
INSTITUTION?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| PUBLIC | 85 | 163 | 136 | 89 | 473 |
| | 17.970 | 34.461 | 28.753 | 18.816 | 100.000 |
| | 38.813 | 38.353 | 43.590 | 54.938 | 42.308 |
| INDEP. (PRI- VATF) | 107 | 230 | 156 | 63 | 556 |
| | 19.245 | 41.367 | 28.058 | 11.331 | 100.000 |
| | 48.858 | 54.118 | 50.000 | 38.889 | 49.732 |
| PROPRI- ETARY | 27 | 32 | 20 | 10 | 89 |
| | 30.337 | 35.955 | 22.472 | 11.236 | 100.000 |
| | 12.329 | 7.529 | 6.410 | 6.173 | 7.961 |
| COLUMN SUMS | 219 | 425 | 312 | 162 | 1118 |
| | 19.589 | 38.014 | 27.907 | 14.490 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-13 Adequacy of Salary Within the Institution by
Institutional Control (Associate/Assistant Directors)

TITLE = ASSOC./
ASSIS.
DIRECT.

INSTITUTIONAL
ROWS = CLASSIFICATION:

SALARY ADEQUATE
COLUMNS = WITHIN
INSTITUTION?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| PUBLIC | 11 | 21 | 26 | 24 | 84 |
| | 13.095 | 27.381 | 30.952 | 28.571 | 100.000 |
| | 57.895 | 47.917 | 52.000 | 60.000 | 53.503 |
| INDEP. (PRI- VATF) | 8 | 25 | 24 | 16 | 73 |
| | 10.959 | 34.247 | 32.877 | 21.918 | 100.000 |
| | 42.105 | 52.083 | 48.000 | 40.000 | 46.497 |
| PROPRI- ETARY | | | | | |
| COLUMN SUMS | 19 | 48 | 50 | 40 | 157 |
| | 12.102 | 30.573 | 31.847 | 25.478 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-14 Adequacy of Salary Within the Institution by Institutional Control (Financial Aid Officers/Counselors/Advisors)

FIN. AID
TITLE = OFFICR
COUN/AD

| INSTITUTIONAL ROWS = CLASSIFICATION: | SALARY ADEQUATE COLUMNS = WITHIN INSTITUTION? | | | | ROW SUMS |
|---|---|--------------------------|-------------------------|-----------------------------|-------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| PUBLIC | 9 | 27 | 29 | 20 | 85 |
| | 10.588 | 31.765 | 34.118 | 23.529 | 100.000 |
| | 42.857 | 46.552 | 59.184 | 76.923 | 55.195 |
| INDEP. (PRI- VATE) | 11 | 25 | 15 | 5 | 56 |
| | 19.643 | 44.643 | 26.786 | 8.929 | 100.000 |
| | 52.381 | 43.103 | 30.612 | 19.231 | 36.364 |
| PROPRI- ETARY | 1 | 6 | 5 | 1 | 13 |
| | 7.592 | 46.154 | 39.462 | 7.692 | 100.000 |
| | 4.762 | 10.345 | 10.204 | 3.846 | 8.442 |
| COLUMN SUMS | 21 | 58 | 49 | 26 | 154 |
| | 13.635 | 37.662 | 31.818 | 16.883 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-15 Adequacy of Salary Within the Institution by Institutional Control (Other)

TITLE = OTHER

| INSTITUTIONAL ROWS = CLASSIFICATION: | SALARY ADEQUATE COLUMNS = WITHIN INSTITUTION? | | | | ROW SUMS |
|---|---|--------------------------|-------------------------|-----------------------------|-------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| PUBLIC | 13 | 12 | 22 | 13 | 60 |
| | 21.667 | 20.000 | 36.667 | 21.667 | 100.000 |
| | 68.421 | 44.444 | 44.615 | 65.000 | 65.217 |
| INDEP. (PRI- VATE) | 6 | 14 | 4 | 7 | 31 |
| | 19.355 | 45.161 | 12.903 | 22.581 | 100.000 |
| | 31.579 | 51.852 | 15.385 | 35.000 | 33.696 |
| PROPRI- ETARY | | 1 | | | 1 |
| | | 100.000 | | | 100.000 |
| | | 3.704 | | | 1.087 |
| COLUMN SUMS | 19 | 27 | 26 | 20 | 92 |
| | 20.652 | 29.348 | 24.261 | 21.739 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-16 Adequacy of Salary Within the Institution by Institutional Size (Directors)

TITLE = DIRECTOR

| INSTITUTIONAL SIZE | SALARY ADEQUATE WITHIN INSTITUTION? | | | | ROW SUMS |
|--------------------|-------------------------------------|------------------|------------------|--------------------|----------|
| | STRONGLY AGREE | MODERATELY AGREE | MODER. DIS-AGREE | STRONGLY DIS-AGREE | |
| UNDER 1000 | 75 | 124 | 90 | 39 | 328 |
| | 22.866 | 37.805 | 27.439 | 11.890 | 100.000 |
| | 14.247 | 29.176 | 28.754 | 24.074 | 29.312 |
| 1000-9999 | 60 | 144 | 112 | 60 | 376 |
| | 15.957 | 38.298 | 29.787 | 15.957 | 100.000 |
| | 27.397 | 33.882 | 35.783 | 37.037 | 33.601 |
| 10000-99999 | 42 | 74 | 56 | 38 | 210 |
| | 20.000 | 35.238 | 26.667 | 18.095 | 100.000 |
| | 19.178 | 17.412 | 17.891 | 23.457 | 18.767 |
| 100000-999999 | 27 | 57 | 31 | 16 | 131 |
| | 20.611 | 43.511 | 23.664 | 12.214 | 100.000 |
| | 12.329 | 13.412 | 4.904 | 9.877 | 11.707 |
| 200000+ | 15 | 26 | 24 | 9 | 74 |
| | 20.270 | 35.135 | 32.432 | 12.162 | 100.000 |
| | 6.849 | 6.118 | 7.668 | 5.556 | 6.613 |
| COLUMN SUMS | 219 | 425 | 313 | 162 | 1119 |
| | 19.571 | 37.980 | 27.971 | 14.477 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-17 Adequacy of Salary Within the Institution by Institutional Size (Associate/Assistant Directors)

TITLE = ASSOC./DIRECT.

| INSTITUTIONAL SIZE | SALARY ADEQUATE WITHIN INSTITUTION? | | | | ROW SUMS |
|--------------------|-------------------------------------|------------------|------------------|--------------------|----------|
| | STRONGLY AGREE | MODERATELY AGREE | MODER. DIS-AGREE | STRONGLY DIS-AGREE | |
| UNDER 1000 | 2 | 6 | 6 | 1 | 15 |
| | 11.333 | 40.000 | 40.000 | 6.667 | 100.000 |
| | 10.526 | 12.766 | 12.000 | 2.564 | 9.677 |
| 1000-9999 | 4 | 6 | 6 | 11 | 27 |
| | 14.815 | 22.222 | 22.222 | 40.741 | 100.000 |
| | 21.053 | 12.766 | 12.000 | 28.205 | 17.419 |
| 10000-99999 | 2 | 11 | 16 | 5 | 34 |
| | 5.882 | 32.351 | 47.059 | 14.706 | 100.000 |
| | 10.526 | 23.404 | 32.000 | 12.821 | 21.935 |
| 100000-999999 | 5 | 12 | 6 | 9 | 32 |
| | 15.625 | 37.500 | 18.750 | 28.125 | 100.000 |
| | 26.316 | 25.532 | 12.000 | 23.077 | 20.645 |
| 200000+ | 6 | 12 | 16 | 13 | 47 |
| | 12.766 | 25.532 | 34.041 | 27.660 | 100.000 |
| | 31.579 | 25.532 | 32.000 | 33.333 | 10.323 |
| COLUMN SUMS | 19 | 47 | 50 | 39 | 155 |
| | 12.258 | 30.323 | 32.258 | 25.161 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-18 Adequacy of Salary Within the Institution
by Institutional Size (Financial Aid
Officers/Counselors/Advisors)

TITLE = FIN. AID
OFFICER
COUN/AD

INSTITUTIONAL
ROWS = SIZE

SALARY ADEQUATE
COLUMNS = WITHIN
INSTITUTION?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| UNDER | 6 | 15 | 10 | 7 | 38 |
| 1000 | 15.789 | 39.474 | 26.316 | 18.421 | 100.000 |
| | 28.571 | 25.862 | 20.833 | 26.923 | 24.837 |
| 1000- | 4 | 22 | 17 | 8 | 51 |
| 3999 | 7.043 | 43.137 | 33.333 | 15.686 | 100.000 |
| | 19.048 | 37.931 | 35.417 | 30.769 | 33.333 |
| 4000- | 2 | 9 | 7 | 2 | 20 |
| 9999 | 10.000 | 45.000 | 35.000 | 10.000 | 100.000 |
| | 9.524 | 15.517 | 14.583 | 7.692 | 13.072 |
| 10,000- | 5 | 5 | 8 | 7 | 25 |
| 19,999 | 20.000 | 20.000 | 32.000 | 28.000 | 100.000 |
| | 23.810 | 8.621 | 16.667 | 26.923 | 16.340 |
| 20,000+ | 4 | 7 | 6 | 2 | 19 |
| | 21.053 | 36.842 | 31.579 | 10.526 | 100.000 |
| | 19.048 | 12.069 | 12.500 | 7.692 | 12.418 |
| COLUMN SUMS | 21 | 58 | 48 | 26 | 153 |
| | 13.725 | 37.908 | 31.373 | 15.993 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-19 Adequacy of Salary Within the Institution
by Institutional Size (Other)

TITLE = OTHER

INSTITUTIONAL
ROWS = SIZE

SALARY ADEQUATE
COLUMNS = WITHIN
INSTITUTION?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| UNDER | 3 | 4 | 1 | 5 | 13 |
| 1000 | 23.077 | 30.769 | 7.692 | 38.462 | 100.000 |
| | 15.789 | 14.815 | 3.846 | 25.000 | 14.130 |
| 1000- | 6 | 9 | 9 | 7 | 31 |
| 3999 | 19.355 | 29.032 | 29.032 | 22.581 | 100.000 |
| | 31.579 | 33.333 | 34.615 | 35.000 | 33.696 |
| 4000- | | 6 | 4 | 3 | 13 |
| 9999 | | 46.154 | 30.769 | 23.077 | 100.000 |
| | | 22.222 | 15.385 | 15.000 | 14.130 |
| 10,000- | 6 | 4 | 7 | 1 | 18 |
| 19,999 | 33.333 | 22.222 | 38.889 | 5.556 | 100.000 |
| | 31.579 | 14.815 | 26.923 | 5.000 | 19.565 |
| 20,000+ | 4 | 4 | 5 | 4 | 17 |
| | 23.529 | 23.529 | 29.412 | 23.529 | 100.000 |
| | 21.053 | 14.815 | 19.211 | 20.000 | 18.478 |
| COLUMN SUMS | 19 | 27 | 26 | 20 | 92 |
| | 20.652 | 29.348 | 28.261 | 21.739 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 3-20 Adequacy of Salary Within the Institution by Institutional Type, Control, and Size (Directors)

TITLE - DIRECTOR

ROWS = INSTITUTIONAL TYPE AND SIZE COLUMNS = SALARY ADEQUATE WITHIN INSTITUTION?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| PUBLIC | 18 | 28 | 21 | 17 | 84 |
| 4 YEAR* | 21.429 | 33.333 | 25.000 | 20.238 | 100.000 |
| <7000 | 8.531 | 6.731 | 6.840 | 10.625 | 7.678 |
| PUBLIC | 17 | 34 | 28 | 16 | 95 |
| 4 YEAR* | 17.995 | 35.789 | 21.474 | 16.842 | 100.000 |
| 7-19999 | 8.057 | 8.173 | 9.121 | 10.000 | 8.684 |
| PUBLIC | 11 | 21 | 14 | 7 | 53 |
| 4 YEAR* | 20.755 | 39.623 | 26.415 | 13.208 | 100.000 |
| 20,000+ | 5.213 | 5.048 | 4.560 | 4.375 | 4.845 |
| PUBLIC | 2 | 6 | 13 | 9 | 30 |
| 4 YEAR | 6.667 | 20.000 | 43.333 | 30.000 | 100.000 |
| <4000 | 0.748 | 1.442 | 4.235 | 5.625 | 2.742 |
| PUBLIC | 4 | 8 | 8 | 4 | 24 |
| 4 YEAR | 16.667 | 33.333 | 33.333 | 16.667 | 100.000 |
| 4,000+ | 1.876 | 1.923 | 2.606 | 2.500 | 2.194 |
| PUBLIC | 9 | 25 | 17 | 18 | 68 |
| 2 YEAR | 11.765 | 36.765 | 25.000 | 26.471 | 100.000 |
| <4000 | 3.791 | 6.010 | 5.537 | 11.250 | 6.216 |
| PUBLIC | 17 | 21 | 21 | 12 | 71 |
| 2 YEAR | 23.944 | 29.577 | 29.577 | 16.901 | 100.000 |
| 4,000+ | 4.057 | 5.048 | 6.840 | 7.500 | 6.490 |
| PUBLIC, GRAD/ PROF | | 2 | 4 | 2 | 8 |
| | | 25.000 | 50.000 | 25.000 | 100.000 |
| | | 0.481 | 1.303 | 1.250 | 0.731 |
| INDEP | 18 | 50 | 23 | 14 | 105 |
| 4 YEAR* | 17.143 | 47.619 | 21.905 | 13.333 | 100.000 |
| <4000 | 8.531 | 12.019 | 7.492 | 8.750 | 9.578 |
| INDEP | 17 | 36 | 19 | 8 | 80 |
| 4 YEAR* | 21.250 | 45.000 | 23.750 | 10.000 | 100.000 |
| 4,000+ | 8.057 | 8.654 | 6.189 | 5.000 | 7.313 |
| INDEP | 26 | 45 | 39 | 14 | 124 |
| 4 YEAR | 20.968 | 36.290 | 31.452 | 11.290 | 100.000 |
| <1000 | 12.322 | 10.817 | 12.704 | 8.750 | 11.335 |
| INDEP | 13 | 44 | 41 | 16 | 114 |
| 4 YEAR | 11.404 | 38.596 | 35.965 | 14.035 | 100.000 |
| 1-1,999 | 6.161 | 10.577 | 13.355 | 10.000 | 10.420 |
| INDEP | 7 | 17 | 10 | 3 | 37 |
| 4 YEAR | 18.919 | 45.946 | 27.027 | 8.100 | 100.000 |
| 2,000+ | 3.318 | 4.087 | 3.257 | 1.875 | 3.382 |
| INDEP | 9 | 14 | 14 | 4 | 41 |
| 2 YEAR | 21.951 | 34.146 | 34.146 | 9.756 | 100.000 |
| | 4.265 | 3.365 | 4.560 | 2.500 | 3.748 |
| INDEP | 8 | 11 | 3 | 4 | 26 |
| GRAD/ PROF | 30.769 | 42.308 | 11.538 | 15.385 | 100.000 |
| | 3.791 | 2.644 | 0.977 | 2.500 | 2.377 |
| PUBLIC | 1 | 6 | 2 | | 11 |
| INDEP | 27.273 | 54.545 | 18.182 | | 100.000 |
| NURSING | 1.422 | 1.442 | 0.651 | | 1.005 |
| PUBLIC | 6 | 16 | 10 | 2 | 34 |
| INDEP | 17.647 | 47.059 | 29.412 | 5.882 | 100.000 |
| VOC.TEC | 2.888 | 3.846 | 3.257 | 1.250 | 3.108 |
| PROPRI. | 19 | 15 | 15 | 6 | 55 |
| VOC.TEC | 14.545 | 27.273 | 27.273 | 10.409 | 100.000 |
| | 9.095 | 3.606 | 4.886 | 3.750 | 5.027 |
| ALL | 8 | 17 | 5 | 4 | 34 |
| OTHER | 23.529 | 50.000 | 14.706 | 11.765 | 100.000 |
| PROPRI. | 3.791 | 4.087 | 1.629 | 2.500 | 3.108 |
| COLUMN SUMS | 211 | 416 | 307 | 160 | 1094 |
| | 19.287 | 38.026 | 28.062 | 14.625 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 4-1 Through 4-4 "I Have Enough Authority to do my Job Effectively"

Over 93 percent of the respondents agreed, either strongly or moderately, that they had enough authority to do their job effectively. Directors of financial aid were most likely to express "strong" agreement that they had enough authority to do their job effectively (Table 4-1).

At least 90 percent of the respondents in most of the major categories agreed that they had sufficient authority. However, there are a number of statistically significant differences (at the .01 level) based upon institutional control, size, and "number of years of employment in the financial aid profession." For example, 71.3 percent of the respondents from proprietary institutions expressed strong agreement that they had sufficient authority, while the percentage expressing strong agreement from public institutions was considerably less (Table 4-2). As shown in Table 4-3, the percentage of respondents expressing strong agreement that they have sufficient authority decreases from 63.5 percent to 51.4 percent as institutional size increases from under 1,000 to over 20,000.

As length of employment increases, the tendency for respondents to strongly agree that they have sufficient authority also increases (Table 4-4).

Table 4-1 Sufficient Authority to do Job Effectively by Title

| ROWS - TITLE | COLUMNS - SUFFICIENT AUTHORITY? | | | | |
|--------------|---------------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | POW SUMS |
| DIRECTOR | 87 | 860 | 95 | 16 | 1398 |
| TOT | 62.169 | 33.141 | 3.292 | 1.153 | 100.000 |
| | 73.87 | 69.637 | 52.991 | 40.000 | 73.595 |
| ASSOCIATE | 11 | 69 | 19 | 10 | 166 |
| ASSIST. | 93.976 | 91.566 | 9.439 | 6.029 | 100.000 |
| DIRECT. | 6.610 | 10.455 | 16.471 | 25.000 | 8.892 |
| FIN. AID | 85 | 79 | 19 | 8 | 196 |
| OFFICER | 85.619 | 82.473 | 7.527 | 3.301 | 100.000 |
| COUNSEL | 7.720 | 11.470 | 16.471 | 20.000 | 9.862 |
| OTHER | 76 | 52 | 12 | 6 | 146 |
| | 52.955 | 35.616 | 3.213 | 4.110 | 100.000 |
| | 6.303 | 7.379 | 14.113 | 15.000 | 7.741 |
| COLUMBIA | 110 | 660 | 85 | 40 | 1496 |
| SUM | 59.174 | 34.995 | 8.507 | 2.121 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-2 Sufficient Authority to do Job Effectively by Institutional Control

| | | INSTITUTIONAL | | | | |
|--------------------------|--|------------------------|--------------------------|-------------------------|-----------------------------|---------------------------------|
| | | ROWS = CLASSIFICATION: | | | | COLUMNS = SUFFICIENT AUTHORITY? |
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| PUBLIC | | 435 | 296 | 45 | 22 | 798 |
| | | 54.511 | 37.093 | 5.639 | 2.757 | 100.000 |
| | | 39.617 | 44.848 | 52.326 | 55.000 | 42.357 |
| INDEP. (PRI- VATE) | | 556 | 325 | 38 | 17 | 936 |
| | | 59.402 | 34.722 | 4.060 | 1.816 | 100.000 |
| | | 50.638 | 49.242 | 44.186 | 42.500 | 49.682 |
| PROPRI- ETARY | | 107 | 39 | 3 | 1 | 150 |
| | | 71.333 | 26.000 | 2.000 | 0.667 | 100.000 |
| | | 9.745 | 5.909 | 3.488 | 2.500 | 7.962 |
| COLUMN SUMS | | 1098 | 660 | 86 | 40 | 1884 |
| | | 58.280 | 35.032 | 4.565 | 2.123 | 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-3 Sufficient Authority to do Job Effectively by Institutional Size

| | | INSTITUTIONAL | | | | |
|-------------------|--|------------------------|--------------------------|-------------------------|-----------------------------|---------------------------------|
| | | ROWS = SIZE | | | | COLUMNS = SUFFICIENT AUTHORITY? |
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| UNDER 1000 | | 388 | 195 | 20 | 8 | 611 |
| | | 61.502 | 31.915 | 3.273 | 1.339 | 100.000 |
| | | 15.273 | 29.635 | 23.256 | 20.000 | 32.431 |
| 1000- 3999 | | 333 | 186 | 29 | 8 | 556 |
| | | 59.492 | 33.453 | 5.216 | 1.439 | 100.000 |
| | | 10.273 | 28.267 | 33.721 | 20.000 | 29.512 |
| 4000- 9999 | | 166 | 118 | 16 | 6 | 306 |
| | | 54.244 | 38.562 | 5.229 | 1.961 | 100.000 |
| | | 15.091 | 17.933 | 18.695 | 15.000 | 16.242 |
| 10,000- 19,999 | | 123 | 91 | 11 | 10 | 235 |
| | | 52.340 | 38.723 | 4.681 | 4.255 | 100.000 |
| | | 11.192 | 13.830 | 12.791 | 25.000 | 12.473 |
| 20,000+ | | 90 | 68 | 10 | 8 | 176 |
| | | 51.136 | 38.636 | 5.682 | 4.545 | 100.000 |
| | | 8.182 | 10.334 | 11.620 | 20.000 | 9.342 |
| COLUMN SUMS | | 1100 | 658 | 86 | 40 | 1884 |
| | | 58.386 | 34.926 | 4.565 | 2.123 | 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-4 Sufficient Authority to do Job Effectively by Years Worked

| ROWS = NO. YEARS WORKED IN FINANCIAL AID | | COLUMNS = SUFFICIENT AUTHORITY? | | | | ROW SUMS |
|--|--|---------------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| 1 YEAR | | 128 | 113 | 13 | 4 | 258 |
| EXPER. | | 49.612 | 41.798 | 5.039 | 1.550 | 100.000 |
| OR LESS | | 11.615 | 17.121 | 15.116 | 10.000 | 113.665 |
| 2-3 | | 176 | 119 | 21 | 10 | 346 |
| YEARS | | 50.967 | 40.173 | 6.069 | 2.840 | 100.000 |
| EXPER. | | 15.971 | 21.061 | 24.419 | 25.000 | 18.326 |
| 4-5 | | 223 | 128 | 10 | 13 | 374 |
| YEARS | | 59.626 | 34.225 | 2.674 | 3.476 | 100.000 |
| | | 20.236 | 19.394 | 11.628 | 12.500 | 19.809 |
| 6-10 | | 360 | 204 | 31 | 11 | 606 |
| YEARS | | 59.406 | 33.663 | 5.116 | 1.815 | 100.000 |
| | | 32.668 | 30.909 | 36.047 | 27.500 | 2.097 |
| 11-15 | | 171 | 60 | 8 | 2 | 241 |
| YEARS | | 70.954 | 24.896 | 3.320 | 0.810 | 100.000 |
| | | 15.517 | 9.091 | 9.302 | 5.000 | 1.765 |
| 16+ | | 44 | 16 | 3 | | 63 |
| YEARS | | 69.841 | 25.397 | 4.762 | | 100.000 |
| | | 3.993 | 2.424 | 3.488 | | 3.337 |
| COLUMN | | 1102 | 660 | 86 | 40 | 1888 |
| SUMS | | 58.369 | 34.958 | 4.555 | 2.119 | 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 4-5 Through 4-7 "My Superiors Have a Clear Picture of the Kind of Job I am Doing in Financial Aid Administration"

78.3 percent of the respondents regarded their superiors as having a clear picture of the kind of work they were doing in the financial aid office. However, there are significant differences (at the .05 level) between various categories of respondents. The categories of "Associate/Assistant Director" and "Financial Aid Officer/Counselor/Advisor" had the highest levels of dissatisfaction with their superiors' knowledge of the kind of job they were doing (Table 4-5).

Reactions to superiors' knowledge of the kind of job being done by respondents varied by institutional type and size (Table 4-6). The respondents who most strongly agreed that their superiors had a clear picture of the kind of work being done by the respondent were from independent universities with enrollments of over 4,000 students and from proprietary institutions. Respondents from the following types of institutions had the greatest tendency to disagree (either strongly or moderately) that their superiors had a clear picture of the work being done by the respondents:

1. 2-year public colleges with enrollments of 4,000 and over (32.5%)
2. 4-year independent colleges with enrollments of 2,000 and over (32.7%)
3. Nursing Schools (40.0%)

There is a statistically significant relationship (at the .01 level) between greater understanding of the respondents' performance by superiors and longer length of employment in the financial aid profession. For example, for those with 5 or less years of experience, less than one-third strongly agree that their supervisors understand the kind of work being done by the respondent. For those employed in financial aid 11-15 years, the figure moves up to 43.1 percent and for those employed 16 years or more the figure equals 50 percent (Table 4-7).

Table 4-5 Superiors Have a Clear Picture of Job Done by Title

| ROW | TITLE | SUPERIORS UNDERSTAND PERFORMANCE? | | | | ROW SUMS |
|--------------------|-------|-----------------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIFFC- TOP | | 46.71 | 62.11 | 18.51 | 8.91 | 1382 |
| | | 35.231 | 44.935 | 11.386 | 6.440 | 100.000 |
| | | 75.671 | 74.910 | 69.911 | 62.239 | 73.472 |
| ASSOC./ ASSIST. | | 5.11 | 5.01 | 2.71 | 2.21 | 166 |
| | | 35.542 | 34.940 | 16.265 | 13.253 | 100.000 |
| | | 9.161 | 6.996 | 10.189 | 15.185 | 8.825 |
| FIN. AID | | 5.11 | 8.21 | 3.21 | 2.11 | 188 |
| | | 20.191 | 43.617 | 17.021 | 11.170 | 100.000 |
| | | 8.230 | 9.391 | 12.075 | 14.685 | 9.995 |
| OTHER | | 4.51 | 6.81 | 2.11 | 1.11 | 145 |
| | | 11.039 | 46.897 | 14.483 | 7.586 | 100.000 |
| | | 6.268 | 8.293 | 7.925 | 7.692 | 7.709 |
| COPIED SUPER. | | 6.99 | 8.29 | 2.65 | 1.71 | 1881 |
| | | 34.237 | 44.072 | 14.288 | 7.607 | 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-6 Superiors Have a Clear Picture of Job Done by Institutional Type, Control, and Size

| ROWS = | INSTITUTIONAL | | | | COLUMNS = | SUPERIORS |
|----------------|------------------------|--------------------------|-------------------------|-----------------------------|-----------|-------------|
| | TYPE AND SIZE | | | | | |
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | | ROW SUMS |
| PUBLIC | 35 | 48 | 15 | 9 | | 107 |
| 4 YEAR | 12.71 | 44.86 | 14.019 | 8.411 | | 100.000 |
| <7000 | 5.654 | 5.941 | 5.725 | 6.383 | | 5.847 |
| PUBLIC | 43 | 63 | 20 | 11 | | 137 |
| 4 YEAR | 31.387 | 45.985 | 14.599 | 8.029 | | 100.000 |
| 7-19999 | 6.947 | 7.797 | 7.634 | 7.801 | | 7.486 |
| PUBLIC | 40 | 57 | 13 | 9 | | 119 |
| 4 YEAR | 11.613 | 47.899 | 10.924 | 7.563 | | 100.000 |
| 20,000+ | 6.462 | 7.054 | 4.962 | 6.383 | | 6.503 |
| PUBLIC | 14 | 15 | 8 | 3 | | 40 |
| 4 YEAR | 35.000 | 37.500 | 20.000 | 7.500 | | 100.000 |
| <4000 | 2.262 | 1.856 | 1.053 | 2.128 | | 2.186 |
| PUBLIC | 10 | 12 | 4 | 3 | | 29 |
| 4 YEAR | 34.483 | 41.379 | 13.793 | 10.344 | | 100.000 |
| 4,000+ | 1.616 | 1.485 | 1.527 | 2.128 | | 1.585 |
| PUBLIC | 36 | 54 | 20 | 9 | | 119 |
| 2 YEAR | 10.252 | 45.378 | 16.807 | 7.563 | | 100.000 |
| <4000 | 5.816 | 6.683 | 7.634 | 6.383 | | 6.503 |
| PUBLIC | 28 | 53 | 23 | 16 | | 120 |
| 2 YEAR | 23.333 | 44.167 | 19.167 | 13.333 | | 100.000 |
| 4,000+ | 4.523 | 6.559 | 8.779 | 11.348 | | 6.557 |
| PUBLIC | 12 | 17 | 4 | 3 | | 36 |
| GRAD/ PROF | 33.333 | 47.222 | 11.111 | 8.333 | | 100.000 |
| | 1.939 | 2.104 | 1.527 | 2.128 | | 1.967 |
| INDEP | 50 | 84 | 17 | 11 | | 162 |
| 4 YEAR | 30.864 | 51.852 | 10.494 | 6.790 | | 100.000 |
| <4000 | 8.078 | 10.396 | 6.489 | 7.801 | | 8.852 |
| INDEP | 68 | 51 | 21 | 9 | | 149 |
| 4 YEAR | 45.638 | 34.228 | 14.094 | 6.040 | | 100.000 |
| 4,000+ | 10.985 | 6.312 | 8.015 | 6.383 | | 8.142 |
| INDEP | 53 | 90 | 27 | 13 | | 183 |
| 4 YEAR | 28.962 | 49.180 | 14.754 | 7.104 | | 100.000 |
| <1000 | 8.562 | 11.139 | 10.305 | 9.220 | | 10.000 |
| INDEP | 46 | 66 | 19 | 9 | | 140 |
| 4 YEAR | 32.857 | 47.143 | 13.571 | 6.429 | | 100.000 |
| 1-1,999 | 7.431 | 8.168 | 7.252 | 6.383 | | 7.650 |
| INDEP | 16 | 21 | 12 | 6 | | 55 |
| 4 YEAR | 29.091 | 38.182 | 21.818 | 10.909 | | 100.000 |
| 2,000+ | 2.585 | 2.599 | 4.580 | 4.255 | | 3.005 |
| INDEP | 27 | 33 | 8 | 5 | | 73 |
| 2 YEAR | 36.986 | 45.205 | 10.959 | 6.849 | | 100.000 |
| | 4.162 | 4.084 | 3.053 | 3.546 | | 3.989 |
| INDEP | 42 | 43 | 13 | 9 | | 107 |
| GPAD/ PROF | 39.252 | 40.187 | 12.150 | 8.411 | | 100.000 |
| | 6.785 | 5.322 | 4.962 | 6.383 | | 5.847 |
| PUBLIC | 8 | 13 | 11 | 3 | | 35 |
| INDEP | 22.857 | 37.143 | 31.429 | 8.571 | | 100.000 |
| NURSING | 1.292 | 1.609 | 4.198 | 2.128 | | 1.913 |
| PUBLIC | 20 | 37 | 11 | 6 | | 74 |
| INDEP | 27.027 | 50.000 | 14.865 | 8.108 | | 100.000 |
| VOC.TEC | 3.231 | 4.579 | 4.198 | 4.255 | | 4.044 |
| PROPRI. | 47 | 26 | 8 | 6 | | 87 |
| VOC.TEC | 54.023 | 29.885 | 9.195 | 6.897 | | 100.000 |
| | 7.593 | 3.218 | 3.053 | 4.255 | | 4.754 |
| ALL | 24 | 25 | 8 | 1 | | 58 |
| OTHER | 41.379 | 43.103 | 13.793 | 1.724 | | 100.000 |
| PROPRI. | 3.377 | 3.094 | 3.053 | 0.709 | | 3.169 |
| COLUMN SUMS | 619 | 808 | 262 | 141 | | 1830 |
| | 33.825 | 44.153 | 14.317 | 7.705 | | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | | 100.000 |

Table 4-7 Superiors Have a Clear Picture of Job Done by Years Worked

| ROWS = NO. YEARS WORKED IN FINANCIAL AID | | COLUMNS = SUPERIOR'S UNDERSTANDING OF PERFORMANCE? | | | | |
|--|--|--|--------------------------|----------------------------------|-----------------------------|----------------------------|
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER- ATELY DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| 1 YEAR EXPER. OR LESS | | 78 30.588 12.093 | 126 49.412 15.236 | 33 12.941 12.313 | 18 7.059 12.587 | 255 100.000 13.542 |
| 2-3 YEARS EXPER. | | 113 32.471 17.519 | 132 37.931 15.961 | 71 29.402 26.493 | 32 9.195 22.378 | 348 100.000 18.481 |
| 4-5 YEARS | | 113 30.295 17.519 | 177 47.453 21.403 | 56 15.013 20.896 | 27 7.239 18.881 | 373 100.000 19.809 |
| 6-10 YEARS | | 206 34.106 31.939 | 271 44.868 32.769 | 76 12.583 29.158 | 51 8.444 35.664 | 604 100.000 32.076 |
| 11-15 YEARS | | 104 43.154 16.124 | 95 39.419 11.487 | 29 12.033 10.821 | 13 5.394 9.091 | 241 100.000 12.799 |
| 16+ YEARS | | 31 50.000 4.806 | 26 41.935 3.144 | 31 4.839 1.119 | 2 3.226 1.399 | 62 100.000 3.293 |
| COLUMN SUMS | | 645 34.254 100.000 | 827 43.919 100.000 | 268 14.213 100.000 | 143 7.594 100.000 | 1883 100.000 100.000 |

TABLES 4-8 Through 4-11 "I am Recognized by Others in my Institution as Holding an Important Position"

As shown in Table 4-8, almost 80 percent of the respondents agreed (moderately or strongly) that they were recognized by others as holding an important position. However, there are statistically significant differences (at the .01 level) in the responses to this question depending upon title. Although 83.9 percent of Directors agreed that they were recognized by others as holding an important position, only 59.3 percent of the Associate/Assistant Directors, and 70.1 percent of Financial Aid Officers/Counselors/Advisors expressed the same opinion. Directors were over twice as likely to strongly agree that they were recognized as holding an important position as Associate/Assistant Directors. Over 40 percent of the Associate/Assistant Directors did not believe that others recognized them as holding an important position.

As the percentage of employment time devoted to financial aid decreased, respondents were more likely to strongly agree (Table 4-9) that they were recognized by others in their institution as holding an important position (significant at the .01 level):

| Percentage of time in financial aid: | Percentage expressing strong agreement relating to recognition by others: |
|---|---|
| 100% | 26.4% |
| 50% or less | 47.8% |

For a summary of the kinds of job responsibilities held by financial aid administrators external to the Financial Aid Office, see Table 1-17.

There were significant differences (at the .01 level) between perceived recognition as holding an important position and institutional control and type. Over 55 percent of the respondents from proprietary institutions strongly believed that they were recognized as holding an important position. Less than one-third of the respondents from independent institutions were in the "strongly agree" category, while less than one-fourth of the respondents from public institutions were in this category (Table 4-10).

As shown in Table 4-11, respondents from 2-year institutions showed the least tendency (26.3%) to strongly agree that they were recognized as holding an important position while those at vocational/technical schools showed the greatest incidence of strong agreement (48.1%).

Table 4-8 Recognized by Others - Holding an Important Position by Title

| ROWS = TITLE | IMPORTANT POSITION (OTHERS RECOG.) ? | | | | ROW SUMS |
|------------------------------|--------------------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRECTOR | 467 | 682 | 167 | 50 | 1370 |
| | 14.000 | 49.781 | 12.190 | 3.942 | 100.000 |
| | 80.916 | 75.193 | 61.397 | 54.000 | 73.815 |
| ASSOCIATE ASSISTANT DIRECTOR | 25 | 71 | 52 | 14 | 162 |
| | 15.432 | 43.827 | 32.099 | 8.642 | 100.000 |
| | 4.333 | 7.928 | 11.118 | 14.000 | 8.728 |
| FINANCIAL OFFICER | 43 | 86 | 34 | 21 | 184 |
| | 21.170 | 46.739 | 18.478 | 11.413 | 100.000 |
| | 7.452 | 9.482 | 12.500 | 21.000 | 9.914 |
| OTHER | 42 | 68 | 19 | 11 | 140 |
| | 30.000 | 48.571 | 13.571 | 7.857 | 100.000 |
| | 7.279 | 7.497 | 6.985 | 11.000 | 7.543 |
| COLUMN SUMS | 577 | 907 | 272 | 100 | 1856 |
| | 31.000 | 48.869 | 14.655 | 5.388 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-9 Recognized by Others - Holding an Important Position by Percentage of Employment Time in Financial Aid

| ROWS = % TIME SPENT ON FINANCIAL AID | IMPORTANT POSITION (OTHERS RECOG.) ? | | | | ROW SUMS |
|--------------------------------------|--------------------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| 100% | 280 | 537 | 171 | 70 | 1044 |
| | 28.388 | 49.519 | 17.620 | 6.458 | 100.000 |
| | 49.130 | 59.076 | 73.223 | 69.107 | 58.217 |
| 75-99% | 111 | 180 | 51 | 17 | 363 |
| | 30.579 | 50.639 | 14.050 | 4.683 | 100.000 |
| | 13.133 | 20.242 | 18.750 | 16.332 | 19.495 |
| 50-74% | 73 | 69 | 18 | 5 | 165 |
| | 19.459 | 48.108 | 7.730 | 2.701 | 100.000 |
| | 12.536 | 9.771 | 6.638 | 4.950 | 9.916 |
| LESS THAN HALF | 110 | 99 | 12 | 9 | 230 |
| | 47.826 | 41.043 | 5.217 | 3.913 | 100.000 |
| | 18.966 | 10.891 | 4.412 | 8.911 | 12.352 |
| COLUMN SUMS | 580 | 939 | 272 | 101 | 1862 |
| | 31.147 | 48.818 | 14.608 | 5.424 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-10 Recognized by Others - Holding an Important Position by Institutional Control

| | INSTITUTIONAL CLASSIFICATION: | | | | ROW SUMS |
|--------------------------|-------------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| PUBLIC | 194 | 406 | 140 | 55 | 795 |
| | 24.403 | 51.069 | 17.610 | 6.918 | 100.000 |
| | 33.798 | 44.714 | 51.471 | 54.455 | 42.857 |
| INDEP. (PRI- VATE) | 299 | 442 | 126 | 46 | 913 |
| | 32.749 | 48.412 | 13.801 | 5.038 | 100.000 |
| | 52.091 | 48.678 | 46.324 | 45.545 | 49.218 |
| PROPRI- ETARY | 81 | 60 | 6 | | 147 |
| | 55.102 | 40.816 | 4.082 | | 100.000 |
| | 14.111 | 6.608 | 2.206 | | 7.925 |
| COLUMN SUMS | 574 | 908 | 272 | 101 | 1855 |
| | 30.943 | 48.949 | 14.663 | 5.445 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-11 Recognized by Others - Holding an Important Position by Institutional Type

| | INSTITUTIONAL TYPE: | | | | ROW SUMS |
|--------------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| VOC. | 77 | 69 | 8 | 6 | 160 |
| TECH. | 48.125 | 43.129 | 5.000 | 3.750 | 100.000 |
| | 13.775 | 7.814 | 3.008 | 6.000 | 8.850 |
| 2 YEARS E UNDER NOT V.T. | 93 | 183 | 53 | 24 | 353 |
| | 26.346 | 51.841 | 15.014 | 6.799 | 100.000 |
| | 16.637 | 20.725 | 19.925 | 24.000 | 19.524 |
| 4 YEAR | 126 | 227 | 78 | 16 | 447 |
| | 28.148 | 50.783 | 17.450 | 3.579 | 100.000 |
| | 22.540 | 25.708 | 29.323 | 16.000 | 24.723 |
| 4 YEAR AND BEYOND | 192 | 330 | 198 | 40 | 670 |
| | 28.657 | 49.254 | 16.119 | 5.970 | 100.000 |
| | 34.347 | 37.373 | 40.602 | 40.000 | 37.058 |
| NURSING | 16 | 16 | 5 | 3 | 40 |
| | 40.000 | 40.000 | 12.500 | 7.500 | 100.000 |
| | 2.862 | 1.812 | 1.800 | 3.000 | 2.212 |
| GPAD/ PROFES- ONLY | 55 | 58 | 14 | 11 | 138 |
| | 39.855 | 42.029 | 10.145 | 7.971 | 100.000 |
| | 9.839 | 6.569 | 5.263 | 11.000 | 7.633 |
| COLUMN SUMS | 559 | 883 | 266 | 100 | 1808 |
| | 30.918 | 48.838 | 14.712 | 5.531 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 4-12 Through 4-16 "Financial Aid Work is Sufficiently Satisfying to be a Lifetime Career for Me"

A total of 69.2 percent of the respondents agreed (either strongly or moderately) that the financial aid profession was sufficiently satisfying to be a lifetime career (Table 4-12). A majority of the respondents (60.3%) under 25 stated that the financial aid profession was sufficiently satisfying to be a lifetime career (Table 4-13), and this percentage increased to 80 percent in the group aged 60 and over (significant at the .01 level). A related finding is that the attractiveness of the financial aid profession increases as length of employment in financial aid increases. Ninety percent of the respondents who have worked 16 or more years in the financial aid profession find it sufficiently satisfying to be a lifetime career. It is interesting to note, however, that over 60 percent of the respondents with one year or less experience agree that the financial aid profession is sufficiently satisfying to be a lifetime career (Table 4-14).

There are few differences in financial aid as a career choice based upon institutional control (public, independent, proprietary) and institutional size. However, there are a number of differences based upon institutional type. Over 70 percent of the respondents in three of the institutional type categories agreed that financial aid work was sufficiently satisfying to be a lifetime career. Although Nursing Schools had the highest percentage of respondents who "strongly agreed," respondents from Nursing Schools and Graduate/Professional Schools also had the highest percentages of respondents who were less likely to see the financial aid profession as their lifetime career (Table 4-15).

As shown in Table 4-16, female respondents were more likely to view financial aid as a career than were men (significant at the .01 level). There were no significant differences (at the .05 level) by racial/ethnic group.

Table 4-12 Financial Aid as a Career Choice by Title

| ROWS = TITLE | COLUMNS = FINANCIAL AID AS A CAREER? | | | | ROW SUMS |
|-----------------------|--------------------------------------|------------------|--------------------|-------------------|----------|
| | STRONGLY AGREE | MODERATELY AGREE | NEUTRALLY DISAGREE | STRONGLY DISAGREE | |
| DIRECTOR | 407 | 536 | 263 | 121 | 1327 |
| TOTAL | 30,556 | 40,240 | 29,120 | 9,094 | 109,010 |
| | 27.975 | 36.860 | 26.626 | 8.269 | 73.673 |
| ASSOCIATE | 511 | 621 | 261 | 201 | 1614 |
| ASSISTANT | 12,111 | 34,509 | 16,149 | 12,422 | 75,191 |
| DIRECTOR | 9,007 | 8,659 | 7,143 | 10,363 | 35,172 |
| FINANCIAL AID OFFICER | 43 | 73 | 43 | 26 | 185 |
| COORDINATOR | 29,364 | 39,037 | 22,975 | 13,904 | 105,280 |
| OTHER | 4,111 | 10,196 | 11,811 | 13,472 | 49,590 |
| OTHER | 50 | 45 | 27 | 26 | 148 |
| | 23,138 | 35,156 | 21,094 | 20,111 | 100,000 |
| | 5,637 | 6,285 | 7,418 | 13,472 | 32,812 |
| COLUMN SUMS | 535 | 716 | 364 | 193 | 1808 |
| | 23,591 | 39,602 | 29,133 | 19,675 | 112,001 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-13 Financial Aid as a Career Choice by Age

ROWS = AGE

COLUMNS = FINANCIAL AID AS A CAREER?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|-------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| UNDER 25 | 25 | 48 | 32 | 16 | 121 |
| | 20.661 | 39.669 | 26.446 | 13.223 | 100.000 |
| | 4.673 | 6.723 | 8.791 | 8.247 | 6.696 |
| 26-30 | 78 | 143 | 101 | 48 | 370 |
| | 21.081 | 38.649 | 27.297 | 12.973 | 100.000 |
| | 14.579 | 20.028 | 27.747 | 24.742 | 20.476 |
| 31-35 | 77 | 143 | 89 | 41 | 350 |
| | 22.000 | 40.857 | 25.429 | 11.714 | 100.000 |
| | 14.393 | 20.028 | 24.451 | 21.134 | 19.369 |
| 36-40 | 78 | 114 | 45 | 27 | 264 |
| | 24.545 | 43.182 | 17.045 | 10.227 | 100.000 |
| | 14.579 | 15.966 | 12.363 | 13.918 | 14.610 |
| 41-50 | 127 | 149 | 57 | 29 | 362 |
| | 35.083 | 41.160 | 15.746 | 8.011 | 100.000 |
| | 23.738 | 20.868 | 15.659 | 14.948 | 20.033 |
| 51-59 | 111 | 96 | 31 | 27 | 265 |
| | 41.887 | 16.226 | 11.698 | 10.189 | 100.000 |
| | 20.748 | 13.445 | 8.516 | 13.918 | 14.665 |
| 60+ | 39 | 21 | 9 | 6 | 75 |
| | 52.000 | 28.000 | 12.000 | 8.000 | 100.000 |
| | 7.290 | 2.941 | 2.473 | 3.093 | 4.151 |
| COL SUMS | 535 | 714 | 364 | 194 | 1807 |
| | 29.607 | 39.513 | 20.144 | 10.736 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-14 Financial Aid as a Career Choice by Years Worked

ROWS = NO. YEARS WORKED IN FINANCIAL AID COLUMNS = FINANCIAL AID AS A CAREER?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|-----------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| 1 YEAR EXPER. OR LESS | 54 | 96 | 58 | 38 | 246 |
| | 21.951 | 39.024 | 23.577 | 15.447 | 100.000 |
| | 10.056 | 13.445 | 15.934 | 19.487 | 13.591 |
| 2-3 YEARS EXPER. | 73 | 118 | 93 | 48 | 332 |
| | 21.908 | 35.542 | 28.012 | 14.458 | 100.000 |
| | 13.594 | 16.527 | 25.589 | 24.615 | 18.343 |
| 4-5 YEARS | 98 | 137 | 90 | 40 | 355 |
| | 24.789 | 38.592 | 25.352 | 11.268 | 100.000 |
| | 16.387 | 19.188 | 24.725 | 20.513 | 19.613 |
| 6-10 YEARS | 193 | 245 | 90 | 54 | 582 |
| | 33.162 | 42.096 | 15.464 | 9.278 | 100.000 |
| | 35.940 | 34.314 | 24.725 | 27.692 | 32.155 |
| 11-15 YEARS | 96 | 97 | 29 | 13 | 235 |
| | 40.851 | 41.277 | 12.340 | 5.532 | 100.000 |
| | 17.877 | 13.585 | 7.967 | 6.667 | 12.983 |
| 16+ YEARS | 31 | 21 | 4 | 2 | 60 |
| | 55.000 | 35.000 | 6.667 | 3.333 | 100.000 |
| | 6.145 | 2.441 | 1.099 | 1.026 | 3.315 |
| COL SUMS | 537 | 714 | 364 | 195 | 1810 |
| | 29.669 | 39.448 | 20.110 | 10.773 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-15 Financial Aid as a Career Choice by Institutional Type

| INSTITUTIONAL | | | | | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| ROWS = TYPE: | | | | | |
| | STRONG- LY AGREE | MODEP- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| VOC. | 47 | 63 | 33 | 13 | 156 |
| TECH. | 10.129 | 40.385 | 21.154 | 8.333 | 100.000 |
| | 9.189 | 9.013 | 9.270 | 6.876 | 8.884 |
| 2 YEARS | 87 | 134 | 88 | 16 | 345 |
| 6 UNDER | 25.217 | 38.841 | 25.507 | 10.435 | 100.000 |
| NOT V.T. | 16.992 | 19.170 | 24.719 | 19.048 | 19.647 |
| 4 YEAR | 139 | 187 | 80 | 12 | 438 |
| | 31.735 | 42.694 | 18.265 | 7.306 | 100.000 |
| | 27.148 | 26.753 | 22.472 | 16.931 | 24.943 |
| 4 YEAR AND BEYOND | 206 | 271 | 111 | 62 | 650 |
| | 31.692 | 41.692 | 17.077 | 9.538 | 100.000 |
| | 40.234 | 38.770 | 31.180 | 32.804 | 37.016 |
| NURSING | 12 | 8 | 8 | 6 | 34 |
| | 35.294 | 23.529 | 23.529 | 17.647 | 100.000 |
| | 2.344 | 1.144 | 2.247 | 3.175 | 1.936 |
| GRAD/ PROFES. ONLY | 21 | 36 | 36 | 40 | 133 |
| | 15.789 | 27.068 | 27.068 | 30.075 | 100.000 |
| | 4.102 | 5.150 | 10.112 | 21.164 | 7.574 |
| COLUMN SUMS | 512 | 699 | 356 | 189 | 1756 |
| | 29.157 | 39.806 | 20.273 | 10.763 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 4-16 Financial Aid as a Career Choice by Sex

| ROWS = SEX | | | | | ROW SUMS |
|--------------------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| COLUMNS = FINANCIAL AID AS A CAREER? | | | | | |
| | STRONG- LY AGREE | MODEP- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| MALE | 304 | 464 | 246 | 118 | 1132 |
| | 26.855 | 40.989 | 21.731 | 10.424 | 100.000 |
| | 56.611 | 65.077 | 67.769 | 62.105 | 62.784 |
| FEMALE | 233 | 249 | 117 | 72 | 671 |
| | 34.724 | 37.109 | 17.437 | 10.730 | 100.000 |
| | 41.389 | 34.923 | 32.231 | 37.895 | 37.216 |
| COLUMN SUMS | 537 | 713 | 363 | 190 | 1803 |
| | 29.784 | 39.545 | 20.133 | 10.538 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 5-1 Through 5-3

"Communications from NASFAA and Regional SFA Associations are Generally Adequate to Keep me Up to Date with Changes in Legislation, Regulations, and with Current Issues in Financial Aid"

As shown in Table 5-1, over 85 percent of the respondents agreed (either strongly or moderately) that communications from NASFAA and Regional SFA Associations were adequate to keep them informed about current issues in financial aid. There were no significant differences (at the .05 level) in the responses by title, institutional type, or by years worked in financial aid. This latter finding is interesting in the sense that present communiques are seen as meaningful by financial aid administrators with experience ranging from less than one year to over 16 years (Table 5-2).

Institutional size had a significant effect (at the .01 level) on the perceived adequacy of communiques from NASFAA and Regional SFA Associations. In general, as institutional size increased, respondents were less likely to find NASFAA and regional communiques adequate to keep them up to date. However, even among respondents from the largest institutions (20,000 students and over), 78.1 percent found the present communications efforts to be adequate (Table 5-3).

Table 5-1 Adequacy of Communications by Title

| ROWS = TITLE | NASFAA & SFA COLUMNS = COMMUNICATION ADEQUATE? | | | | ROW SUMS |
|--------------------------------|--|--------------------------|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRPC- TOR | 477 35.281 75.714 | 686 50.740 73.605 | 155 11.464 77.500 | 34 2.515 72.340 | 1352 100.000 74.737 |
| ASSOC./ ASSIS. DIRECT. | 52 32.500 8.254 | 90 56.250 9.657 | 15 9.375 7.500 | 3 1.875 6.383 | 160 100.000 8.845 |
| FIN.AID OFFICER/ COUN/AD | 63 35.795 10.000 | 94 53.409 10.086 | 16 9.091 8.000 | 3 1.705 6.383 | 176 100.000 9.729 |
| OTHER | 38 31.405 6.032 | 62 51.240 6.652 | 14 11.570 7.000 | 7 5.705 14.894 | 121 100.000 6.689 |
| COLUMN SUMS | 630 34.826 100.000 | 932 51.520 100.000 | 200 11.056 100.000 | 47 2.598 100.000 | 1809 100.000 100.000 |

Table 5-2 Adequacy of Communications by Years Worked

| ROWS = NO. YEARS WORKED IN FINANCIAL AID | | COLUMNS = NASFAA & SFA COMMUNICATION ADEQUATE? | | | |
|--|--------------------------|--|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| 1 YEAR EXPER. OR LESS | 83 35.470 11.175 | 133 56.838 14.255 | 11 4.701 5.473 | 7 2.991 14.894 | 234 100.000 12.921 |
| 2-3 YEARS EXPER. | 114 34.756 18.095 | 167 50.915 17.899 | 40 12.195 19.900 | 7 2.134 14.894 | 328 100.000 18.112 |
| 4-5 YEARS | 135 37.098 21.429 | 195 50.824 19.829 | 36 9.890 17.910 | 8 2.198 17.021 | 364 100.000 20.099 |
| 6-10 YEARS | 204 34.694 12.181 | 288 48.980 30.868 | 79 13.435 39.303 | 17 2.891 36.170 | 588 100.000 32.468 |
| 11-15 YEARS | 71 30.085 11.270 | 127 53.814 13.612 | 30 12.712 14.925 | 8 3.390 17.021 | 236 100.000 13.031 |
| 16+ YEARS | 21 37.705 3.651 | 33 54.098 3.537 | 5 8.197 2.488 | | 61 100.000 3.368 |
| COLUMN SUMS | 630 34.787 100.000 | 933 51.518 100.000 | 201 11.099 100.000 | 47 2.595 100.000 | 1811 100.000 100.000 |

Table 5-3 Adequacy of Communications by Institutional Size

| ROWS = INSTITUTIONAL SIZE | | COLUMNS = NASFAA & SFA COMMUNICATION ADEQUATE? | | | |
|---------------------------|--------------------------|--|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| UNDER 1000 | 211 33.555 16.783 | 294 50.342 11.545 | 52 8.904 25.871 | 7 1.199 14.894 | 584 100.000 32.301 |
| 1000- 3999 | 184 33.577 29.219 | 297 54.197 31.867 | 54 9.854 26.866 | 13 2.372 27.660 | 548 100.000 30.310 |
| 4000- 9999 | 95 32.313 15.127 | 152 51.701 16.309 | 39 13.265 19.403 | 8 2.721 17.021 | 294 100.000 16.261 |
| 10,000- 19,999 | 73 33.641 11.624 | 105 48.387 11.266 | 31 14.286 15.423 | 8 3.687 17.021 | 217 100.000 12.002 |
| 20,000+ | 45 27.273 7.166 | 84 50.909 9.013 | 25 15.152 12.438 | 11 6.667 21.404 | 165 100.000 9.126 |
| COLUMN SUMS | 628 34.735 100.000 | 932 51.549 100.000 | 201 11.117 100.000 | 47 2.600 100.000 | 1808 100.000 100.000 |

TABLES 5-4 Through 5-8 "In General, Professional Training Programs Which I Have Engaged in as a Participant Have Been Adequate"

Professional financial aid training programs were judged to be adequate by over 84 percent of the respondents with 59.5 percent of the respondents expressing moderate agreement with their adequacy (Table 5-4).

As shown in Table 5-5, respondents with Ph.D.'s were approximately twice as likely to find training programs inadequate as were respondents in other educational groups. Slightly over one-fourth of those holding the Ph.D. found training programs to be inadequate (significant at the .01 level).

Another group which tended to be more critical of the adequacy of training programs were respondents employed in offices serving graduate/professional students (significant at the .01 level). Respondents from graduate/professional programs represented approximately 7.9 percent of those completing the questionnaire, and slightly over one-fourth of them found training programs to be in need of improvement (Table 5-6).

There were no differences (at the .05 level) between responses relating to the adequacy of training based upon institutional type (public, independent, proprietary). However, there were significant differences (at the .01 level) between the perceived adequacy of training and the size of the respondent's institution. Respondents from small institutions were more likely to strongly agree that training had been adequate than were respondents from large institutions (Table 5-7).

The perceived adequacy of training programs was also related to geographic area (Table 5-8). Respondents from the Rocky Mountain region were the most likely to express satisfaction with training programs, while those from the Western region were the most likely to express dissatisfaction (significant at the .01 level).

Table 5-4 Adequacy of Training Programs by Title

| ROWS = TITLE | COLUMNS = PROF. TRAINING PROGRAMS ADEQUATE? | | | | ROW SUMS |
|-----------------|---|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRECTOR | 339 | 821 | 157 | 37 | 1154 |
| | 25.037 | 60.635 | 11.595 | 2.733 | 100.000 |
| | 75.333 | 75.668 | 69.161 | 58.730 | 74.192 |
| ASSOC./ASSIS. | 32 | 93 | 27 | 9 | 161 |
| DIRECT. | 19.876 | 57.764 | 16.770 | 5.590 | 100.000 |
| | 7.111 | 8.571 | 11.894 | 14.246 | 8.822 |
| FIN.AID OFFICER | 86 | 107 | 22 | 7 | 182 |
| COUN/AD | 25.275 | 58.791 | 12.088 | 3.846 | 100.000 |
| | 10.222 | 9.862 | 9.692 | 11.111 | 9.973 |
| OTHER | 33 | 64 | 21 | 10 | 128 |
| | 25.781 | 50.000 | 16.406 | 7.813 | 100.000 |
| | 7.333 | 5.899 | 9.251 | 15.873 | 7.014 |
| COLUMN SUMS | 450 | 1085 | 227 | 63 | 1825 |
| | 24.658 | 59.452 | 12.438 | 3.452 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 5-5 Adequacy of Training Programs by Education

| EDUCATION: ROWS - HIGHEST LEVEL ACHIEVED | COLUMNS - PROF. TRAINING PROGRAMS ADEQUATE? | | | | ROW SUMS |
|--|--|---------------------------|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DOCTOR- RATE | 15.157 3.398 | 57.447 4.911 | 18.085 7.456 | 8.511 12.500 | 94 100.000 5.159 |
| MASTERS | 219 21.539 48.884 | 56.1 60.453 51.848 | 118 12.716 51.754 | 30 3.233 46.875 | 928 100.000 50.933 |
| BACHE- LORS | 138 25.383 10.804 | 300 56.497 27.726 | 72 13.559 31.579 | 21 3.955 32.813 | 531 100.000 29.144 |
| ASSO- CIATE | 27 15.526 6.327 | 43 56.579 3.974 | 5 6.579 2.193 | 1 1.316 1.563 | 76 100.000 4.171 |
| OTHER | 49 25.383 10.338 | 124 64.249 11.460 | 16 8.290 7.018 | 4 2.073 6.250 | 193 100.000 10.593 |
| COLUMN SUMS | 449 24.588 100.000 | 1082 59.385 100.000 | 228 12.514 100.000 | 64 3.513 100.000 | 1822 100.000 100.000 |

Table 5-6 Adequacy of Training Programs by Kinds of Students Served

| KINDS OF STUDENTS ROWS - SERVED | COLUMNS = PROF. TRAINING PROGRAMS ADEQUATE? | | | | ROW SUMS |
|------------------------------------|--|---------------------------|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| GR/PROF ONLY | 23 15.172 5.122 | 84 59.313 7.742 | 24 16.667 10.526 | 13 9.028 20.313 | 144 100.000 7.886 |
| UNDERGR STUD. ONLY | 264 27.600 59.688 | 579 59.629 53.364 | 100 10.299 43.860 | 24 2.472 17.500 | 971 100.000 53.176 |
| GR/PROF | 154 22.222 35.189 | 422 59.353 38.874 | 104 14.627 45.614 | 27 3.717 42.188 | 711 100.000 38.938 |
| COLUMN SUMS | 449 24.589 100.000 | 1085 59.419 100.000 | 228 12.486 100.000 | 64 3.505 100.000 | 1826 100.000 100.000 |

Table 5-7 Adequacy of Training Programs by Institutional Size

| ROWS = SIZE | INSTITUTIONAL | | | | ROW SUMS |
|---------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODEP- ATFLY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| UNDER 1000 | 161 | 354 | 72 | 10 | 597 |
| | 26.969 | 59.296 | 12.060 | 1.675 | 100.000 |
| | 35.857 | 32.657 | 31.718 | 15.625 | 32.730 |
| 1000-1999 | 147 | 316 | 61 | 19 | 543 |
| | 27.072 | 58.195 | 11.234 | 3.499 | 100.000 |
| | 32.739 | 29.151 | 26.872 | 29.688 | 29.770 |
| 4000-9999 | 70 | 177 | 33 | 14 | 294 |
| | 23.810 | 60.204 | 11.224 | 4.762 | 100.000 |
| | 15.590 | 16.328 | 14.537 | 21.875 | 16.118 |
| 10,000-19,999 | 47 | 134 | 33 | 8 | 222 |
| | 21.171 | 60.360 | 14.865 | 3.604 | 100.000 |
| | 10.468 | 12.362 | 14.537 | 12.500 | 12.171 |
| 20,000+ | 24 | 103 | 28 | 13 | 168 |
| | 14.286 | 61.310 | 16.667 | 7.738 | 100.000 |
| | 5.145 | 9.502 | 12.335 | 20.313 | 9.211 |
| COLUMN SUMS | 449 | 1084 | 227 | 64 | 1824 |
| | 24.616 | 59.430 | 12.445 | 3.509 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 5-8 Adequacy of Training Programs by Geographic Area

| ROWS = ASSOCIATIONS OF STATES | REGIONAL | | | | ROW SUMS |
|-------------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| EASFAA | 113 | 308 | 64 | 17 | 502 |
| | 22.510 | 61.355 | 12.749 | 3.386 | 100.000 |
| | 25.508 | 28.678 | 28.444 | 27.419 | 27.827 |
| SASFAA | 86 | 156 | 32 | 9 | 283 |
| | 30.389 | 55.124 | 11.307 | 3.180 | 100.000 |
| | 19.413 | 14.525 | 14.222 | 14.516 | 15.687 |
| MASFAA | 130 | 333 | 62 | 15 | 540 |
| | 24.074 | 61.667 | 11.481 | 2.778 | 100.000 |
| | 29.345 | 31.006 | 27.556 | 24.194 | 29.933 |
| SWASFAA | 40 | 100 | 21 | 6 | 167 |
| | 23.952 | 59.880 | 12.575 | 3.593 | 100.000 |
| | 9.029 | 9.311 | 9.333 | 9.677 | 9.257 |
| RHASFAA | 34 | 48 | 5 | | 87 |
| | 39.080 | 55.172 | 5.747 | | 100.000 |
| | 7.675 | 4.469 | 2.222 | | 4.823 |
| WASFAA | 40 | 129 | 41 | 15 | 225 |
| | 17.778 | 57.333 | 18.222 | 6.667 | 100.000 |
| | 9.029 | 12.011 | 18.222 | 24.194 | 12.472 |
| COLUMN SUMS | 443 | 1074 | 225 | 62 | 1804 |
| | 24.557 | 59.534 | 12.472 | 3.437 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 6-1 Through 6-3 "Institutions Should Have Increased Authority for Interfund Transfers Between the SEOG, CWS, and NDSL Programs"

The need for increased authority for interfund transfers received overwhelming support (Table 6-1). Over 60 percent of the respondents strongly agreed with the need for increased authority in this area and over 91 percent agreed (either strongly or moderately). Strong support was also received among all varieties of institutional type, control, and size. As institutional size increased, there was a significant tendency (at the .01 level) for stronger agreement with the need for liberalized transfer policies (Table 6-2).

Liberalized transfer policies received the support of no less than 88 percent of the respondents in each of the six geographic regions of the country (Table 6-3).

Table 6-1 Increased Authority for Interfund Transfers by Title

| ROWS | TITLE | NEED FOR SEOG/ COLUMNS = CWS/NDSL INTER FUND TRANSFERS? | | | | ROW SUMS |
|---------------------------------|-------|---|--------------------------|-------------------------|-----------------------------|-------------|
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRFC- TOP | | 812 | 351 | 83 | 35 | 1281 |
| | | 63.300 | 27.400 | 6.479 | 2.732 | 100.000 |
| | | 77.773 | 69.505 | 77.570 | 79.545 | 75.353 |
| ASSOC./ ASSIST. DIRECT. | | 91 | 56 | 6 | 1 | 154 |
| | | 59.091 | 36.364 | 3.896 | 0.649 | 100.000 |
| | | 8.716 | 11.089 | 5.607 | 2.273 | 9.059 |
| FIN. ADJ OFFICER/ COUN/AD | | 85 | 58 | 11 | 4 | 158 |
| | | 53.797 | 36.709 | 6.962 | 2.532 | 100.000 |
| | | 8.142 | 11.485 | 10.280 | 9.091 | 9.294 |
| OTHER | | 56 | 40 | 7 | 4 | 107 |
| | | 52.336 | 37.383 | 6.542 | 3.718 | 100.000 |
| | | 5.164 | 7.921 | 6.542 | 9.091 | 6.294 |
| COLUMN SUMS | | 1044 | 505 | 107 | 44 | 1700 |
| | | 61.412 | 29.706 | 6.294 | 2.588 | 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 6-2 Increased Authority for Interfund Transfers by Institutional Size

| ROWS = | INSTITUTIONAL SIZE | | | | ROW SUMS |
|---------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| UNDER 1000 | 26.3 | 197 | 33 | 14 | 512 |
| | 52.344 | 38.477 | 6.445 | 2.734 | 100.000 |
| | 25.720 | 18.780 | 11.132 | 31.818 | 30.118 |
| 1000-3999 | 332 | 145 | 36 | 18 | 531 |
| | 62.524 | 27.307 | 6.740 | 3.320 | 100.000 |
| | 31.862 | 28.543 | 11.962 | 40.909 | 31.235 |
| 4000-9999 | 191 | 70 | 20 | 4 | 285 |
| | 67.018 | 24.561 | 7.018 | 1.404 | 100.000 |
| | 18.330 | 13.780 | 18.868 | 9.091 | 16.765 |
| 10,000-19,999 | 140 | 53 | 11 | 7 | 211 |
| | 66.351 | 25.118 | 5.213 | 3.318 | 100.000 |
| | 13.436 | 10.433 | 10.377 | 15.909 | 12.412 |
| 20,000+ | 111 | 43 | 6 | 1 | 161 |
| | 68.944 | 26.708 | 3.727 | 0.621 | 100.000 |
| | 10.653 | 8.465 | 5.660 | 2.273 | 9.471 |
| COLUMN SUMS | 1042 | 508 | 106 | 44 | 1700 |
| | 61.294 | 29.882 | 6.235 | 2.588 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 6-3 Increased Authority for Interfund Transfers by Geographic Area

| ROWS = | REGIONAL ASSOCIATIONS OF STATES | | | | ROW SUMS |
|-------------|---------------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| EASFAA | 295 | 135 | 30 | 9 | 469 |
| | 62.900 | 28.785 | 6.397 | 1.919 | 100.000 |
| | 28.447 | 27.000 | 28.571 | 21.429 | 27.850 |
| SASFAA | 142 | 102 | 18 | 61 | 268 |
| | 52.985 | 38.060 | 6.716 | 2.239 | 100.000 |
| | 13.693 | 20.400 | 17.143 | 14.286 | 15.914 |
| MASFAA | 304 | 154 | 25 | 12 | 495 |
| | 61.414 | 31.111 | 5.051 | 2.424 | 100.000 |
| | 29.315 | 30.800 | 23.810 | 28.571 | 29.394 |
| SWASFAA | 98 | 40 | 13 | 4 | 155 |
| | 63.226 | 25.806 | 8.387 | 2.581 | 100.000 |
| | 9.450 | 8.000 | 12.381 | 9.524 | 9.204 |
| RMASFAA | 54 | 20 | 7 | 3 | 84 |
| | 64.286 | 23.810 | 8.333 | 3.571 | 100.000 |
| | 5.207 | 4.000 | 6.667 | 7.143 | 4.988 |
| WASFAA | 144 | 49 | 12 | 8 | 213 |
| | 67.606 | 23.005 | 5.634 | 3.756 | 100.000 |
| | 13.886 | 9.800 | 11.429 | 19.048 | 12.648 |
| COLUMN SUMS | 1037 | 500 | 105 | 42 | 1684 |
| | 61.580 | 29.691 | 6.235 | 2.494 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 6-4 Through 6-6 "My Institution Would have a Greater Feeling of Responsibility for the BEOG and GSL Programs if we Received a Federal Administrative Allowance"

Over 81 percent of the respondents agreed (either strongly or moderately) that receipt of a federal administrative allowance would promote a greater feeling of responsibility for the BEOG and GSL programs. Directors of Financial Aid were more likely to agree with the above statement than were respondents in other job categories (Table 6-4). Respondents from public institutions were the most likely to strongly agree that an administrative allowance in the BEOG and GSL programs would promote a greater sense of institutional responsibility (Table 6-5).

There were some differences in responses to this question based upon region of the country (Table 6-6). However, no fewer than 78.5 percent of the respondents in any region agreed that payment of an administrative allowance would promote a greater feeling of responsibility for the BEOG and GSL programs.

Table 6-4 Greater Responsibility if Received Administrative Allowance by Title

| ROWS = TITLE | FED. ADMINI. ALLOW | | | | ROW SUMS |
|--------------------------------|---|--------------------------|--------------------------|-----------------------------|----------------------------|
| | COLUMNS = INCR. RESP FOR BEOG & GSL PROGRAMS? | | | | |
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRCC- TOR | 712 55.975 77.814 | 337 26.494 71.398 | 141 11.085 68.116 | 82 6.447 73.214 | 1272 100.000 74.560 |
| ASSOC./ DIRPCT. | 76 48.101 8.106 | 45 28.481 9.534 | 27 17.089 13.043 | 10 6.329 8.929 | 158 100.000 9.261 |
| FIN. AID OFFICER/ COORD. | 70 41.210 7.650 | 58 35.802 12.288 | 25 15.432 12.077 | 9 5.556 8.036 | 162 100.000 9.496 |
| OTHER | 57 59.000 6.230 | 32 28.070 6.780 | 14 12.281 6.763 | 11 9.649 9.821 | 114 100.000 6.682 |
| COLUMN SUMS | 915 51.634 100.000 | 472 27.667 100.000 | 207 12.134 100.000 | 112 6.565 100.000 | 1706 100.000 100.000 |

Table 6-5 Greater Responsibility if Received Administrative Allowance by Institutional Control

| ROWS = CLASSIFICATION: | INSTITUTIONAL | | | | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| PUBLIC | 454 | 186 | 81 | 33 | 754 |
| | 60.212 | 24.668 | 10.743 | 4.377 | 100.000 |
| | 49.672 | 39.490 | 38.942 | 29.730 | 44.249 |
| INDEP. (PRI- VATE) | 391 | 240 | 112 | 68 | 811 |
| | 48.212 | 29.593 | 13.810 | 8.385 | 100.000 |
| | 42.779 | 50.955 | 53.846 | 61.261 | 47.594 |
| PROPRI- ETARY | 69 | 45 | 15 | 10 | 139 |
| | 49.640 | 32.374 | 10.791 | 7.194 | 100.000 |
| | 7.549 | 9.554 | 7.212 | 9.009 | 8.157 |
| COLUMN SUMS | 914 | 471 | 208 | 111 | 1704 |
| | 53.638 | 27.641 | 12.207 | 6.514 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 6-6 Greater Responsibility if Received Administrative Allowance by Geographic Area

| ROWS = ASSOCIATIONS OF STATES | REGIONAL | | | | ROW SUMS |
|----------------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| EASFAA | 238 | 124 | 64 | 33 | 459 |
| | 51.852 | 27.015 | 13.943 | 7.190 | 100.000 |
| | 26.298 | 26.609 | 31.373 | 29.464 | 27.208 |
| SASFAA | 167 | 63 | 25 | 17 | 272 |
| | 61.397 | 23.162 | 9.191 | 6.250 | 100.000 |
| | 18.453 | 13.519 | 12.255 | 15.179 | 16.123 |
| MASFAA | 233 | 163 | 73 | 35 | 504 |
| | 46.230 | 32.341 | 14.484 | 6.944 | 100.000 |
| | 25.746 | 34.979 | 35.784 | 31.250 | 29.876 |
| SWASFAA | 86 | 47 | 12 | 11 | 156 |
| | 55.128 | 30.128 | 7.692 | 7.051 | 100.000 |
| | 9.503 | 10.086 | 5.882 | 9.821 | 9.247 |
| RHASFAA | 53 | 17 | 9 | 4 | 83 |
| | 63.855 | 20.482 | 10.843 | 4.819 | 100.000 |
| | 5.856 | 3.648 | 4.412 | 3.571 | 4.920 |
| WASFAA | 128 | 52 | 21 | 12 | 213 |
| | 60.094 | 24.413 | 9.859 | 5.634 | 100.000 |
| | 14.144 | 11.159 | 10.294 | 10.714 | 12.626 |
| COLUMN SUMS | 905 | 466 | 204 | 112 | 1687 |
| | 53.646 | 27.623 | 12.092 | 6.639 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 6-7 and 6-8 "The Tri-Partite Application Process Should be Revised to Depend more Heavily Upon Verifiable, Historical Data"

The need to change the Tri-Partite application process to depend more upon verifiable, historical data was expressed by 79.9 percent of the respondents. There were no significant differences (at the .05 level) to responses to this question by type or control of institution, institutional size, or region of the country. However, as years of experience increase, there is a noticeable tendency (significant at the .05 level) for respondents to agree more strongly with the need to use verifiable, historical data in the Tri-Partite application process.

Table 6-7 Tri-Partite Application Process Should be Revised by Title

| ROWS - TITLE | REVISE TRI-PARTITE APPLICATION PROCESS? | | | | ROW SUMS |
|--------------------|---|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRECTOR | 442 | 531 | 197 | 55 | 1227 |
| | 36.023 | 43.439 | 16.055 | 4.482 | 100.000 |
| | 77.273 | 71.517 | 76.357 | 79.710 | 75.554 |
| ASSOCIATE DIRECTOR | 57 | 61 | 11 | 4 | 143 |
| | 39.860 | 44.056 | 13.287 | 2.797 | 100.000 |
| | 9.365 | 8.690 | 7.364 | 5.797 | 8.805 |
| FINAID OFFICER | 41 | 79 | 26 | 5 | 153 |
| | 24.105 | 51.634 | 16.991 | 3.268 | 100.000 |
| | 7.517 | 10.897 | 10.078 | 7.246 | 9.421 |
| OTHER | 30 | 50 | 16 | 5 | 101 |
| | 23.703 | 49.505 | 15.842 | 4.950 | 100.000 |
| | 5.245 | 6.897 | 6.202 | 7.246 | 6.219 |
| COLUMN SUMS | 572 | 725 | 258 | 69 | 1624 |
| | 35.222 | 44.643 | 15.887 | 4.249 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 6-8 Tri-Partite Application Process Should be Revised by Years Worked

| ROWS = NO. YEARS WORKED IN FINANCIAL AID | | COLUMNS = REVISE TRI-PARTITE APPLICATION PROCESS? | | | | ROW SUMS |
|--|--|---|--------------------------|-------------------------|-----------------------------|----------|
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| 1 YEAR | | 51 | 98 | 32 | 6 | 187 |
| EXPER. | | 27.273 | 52.406 | 17.112 | 3.209 | 100.000 |
| OR LESS | | 8.932 | 13.462 | 12.451 | 8.571 | 11.501 |
| 2-3 | | 97 | 135 | 50 | 7 | 289 |
| YEARS | | 33.564 | 46.713 | 17.301 | 2.422 | 100.000 |
| EXPER. | | 16.998 | 18.544 | 19.455 | 10.000 | 17.774 |
| 4-5 | | 101 | 149 | 55 | 21 | 326 |
| YEARS | | 30.982 | 45.706 | 16.871 | 6.442 | 100.000 |
| | | 17.688 | 20.467 | 21.401 | 30.000 | 20.049 |
| 6-10 | | 206 | 233 | 85 | 21 | 545 |
| YEARS | | 37.798 | 42.752 | 15.596 | 3.853 | 100.000 |
| | | 36.077 | 32.005 | 33.074 | 30.000 | 33.518 |
| 11-15 | | 92 | 91 | 29 | 14 | 226 |
| YEARS | | 40.708 | 40.265 | 12.832 | 6.195 | 100.000 |
| | | 16.112 | 12.500 | 11.284 | 20.000 | 13.899 |
| 16+ | | 24 | 22 | 6 | 1 | 53 |
| YEARS | | 45.283 | 41.509 | 11.321 | 1.887 | 100.000 |
| | | 4.203 | 3.022 | 2.335 | 1.429 | 3.260 |
| COLUMN | | 571 | 728 | 257 | 70 | 1626 |
| SUMS | | 35.117 | 44.772 | 15.806 | 4.305 | 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 6-9 Through 6-11 "The Regional Review Panel Process is an Equitable Way of Making Funding Decisions"

Approximately 50 percent of the respondents agreed that the panel process is an equitable way of making funding decisions while 50 percent disagreed. However, 22.2 percent expressed strong disagreement, while only 7.8 percent strongly agreed that the panel process was an equitable vehicle for funding decisions. Based upon title, there were no significant differences (at the .05 level) in responses to the perceived equity of the panel process.

As shown in Table 6-10, respondents from proprietary institutions were approximately twice as likely as those from other groups of institutions to strongly agree that the panel process is an equitable way to make funding decisions.

Support for the panel process decreases as institutional size increases (Table 6-11). Respondents from the largest institutions were twice as likely to express strong disagreement as those from institutions with enrollments of under 1,000 (significant at the .01 level).

Table 6-9 The Regional Panel Process is Equitable by Title

| ROWS = TITLE | REGIONAL REVIEW | | | | ROW SUMS |
|---------------------|---|--------------------------|-------------------------|-----------------------------|-----------------|
| | COLUMNS = EQUITABLE FOR FUNDING DECISIONS? | | | | |
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRFC- TOR | 105 8.261 | 503 39.575 | 369 29.032 | 294 23.131 | 1271 100.000 |
| | 77.545 | 71.004 | 75.153 | 78.610 | 75.386 |
| ASSOC./ ASSIS. | 10 6.711 | 50 38.926 | 49 32.886 | 32 21.477 | 149 100.000 |
| DIRECT. | 7.576 | 8.418 | 9.980 | 8.556 | 8.837 |
| FIN.AID/ OFFICER | 8 4.908 | 78 47.853 | 42 25.767 | 35 21.472 | 163 100.000 |
| COUN/AD | 6.061 | 11.121 | 8.554 | 9.358 | 9.668 |
| OTHER | 9 8.738 | 50 48.544 | 31 30.097 | 13 12.621 | 103 100.000 |
| | 6.818 | 7.257 | 6.314 | 3.476 | 6.109 |
| COLUMN SUMS | 112 7.829 | 689 40.866 | 491 29.122 | 374 22.183 | 1686 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 6-10 The Regional Panel Process is Equitable by Institutional Control

| ROWS = INSTITUTIONAL CLASSIFICATION: | REGIONAL REVIEW | | | | ROW SUMS |
|--------------------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| PUBLIC | 47 | 291 | 235 | 177 | 750 |
| | 6.267 | 38.800 | 31.333 | 23.600 | 100.000 |
| | 35.878 | 42.113 | 47.764 | 47.453 | 44.458 |
| INDEP. (PRI- VATE) | 64 | 347 | 229 | 169 | 809 |
| | 7.911 | 42.892 | 28.307 | 20.890 | 100.000 |
| | 48.855 | 50.217 | 46.545 | 45.308 | 47.955 |
| PROPRI- ETARY | 20 | 53 | 28 | 27 | 128 |
| | 15.625 | 41.406 | 21.875 | 21.094 | 100.000 |
| | 15.267 | 7.670 | 5.691 | 7.239 | 7.587 |
| COLUMN SUMS | 131 | 691 | 492 | 373 | 1687 |
| | 7.765 | 40.960 | 29.164 | 22.110 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 6-11 The Regional Panel Process is Equitable by Institutional Size

| ROWS = INSTITUTIONAL SIZE | REGIONAL REVIEW | | | | ROW SUMS |
|---------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| UNDER 1000 | 48 | 249 | 150 | 72 | 519 |
| | 9.249 | 47.977 | 28.902 | 11.873 | 100.000 |
| | 37.209 | 36.035 | 30.426 | 19.303 | 30.783 |
| 1000- 3999 | 36 | 216 | 150 | 120 | 522 |
| | 6.897 | 41.379 | 28.716 | 22.989 | 100.000 |
| | 27.907 | 31.259 | 30.426 | 32.172 | 30.961 |
| 4000- 9999 | 23 | 100 | 76 | 84 | 283 |
| | 8.127 | 35.336 | 26.855 | 29.682 | 100.000 |
| | 17.829 | 14.472 | 15.416 | 22.520 | 16.785 |
| 10,000- 19,999 | 16 | 76 | 57 | 56 | 205 |
| | 7.805 | 37.073 | 27.805 | 27.317 | 100.000 |
| | 12.403 | 10.999 | 11.562 | 15.013 | 12.159 |
| 20,000+ | 6 | 50 | 60 | 41 | 157 |
| | 3.822 | 31.847 | 38.217 | 26.115 | 100.000 |
| | 4.651 | 7.236 | 12.170 | 10.992 | 9.312 |
| COLUMN SUMS | 129 | 691 | 493 | 373 | 1686 |
| | 7.651 | 40.985 | 29.241 | 22.123 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 6-12 Through 6-14 "There is a Need for Periodic Program Reviews of Financial Aid Offices by U. S. Office of Education Staff"

The need for periodic program reviews by the U. S. Office of Education was underscored by the fact that over 90 percent of the respondents agreed that they were necessary (Table 6-12). Respondents from public institutions expressed the strongest sentiments in favor of periodic program reviews, although over 87 percent of the respondents from independent and proprietary institutions agreed (either moderately or strongly) with the need for periodic program reviews (Table 6-13).

As years of experience in financial aid increase, there is a significant tendency (at the .01 level) for respondents to express stronger agreement with the need for program reviews by the U. S. Office of Education (Table 6-14).

Table 6-12 Need for USOE Program Reviews by Title

| ROWS = TITLE | NEED PROGRAM REVIEWS | | | | ROW SUMS |
|---------------------------------|--------------------------|--------------------------|-------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRM- TOR | 672 49.926 77.509 | 566 42.051 71.016 | 80 5.944 72.072 | 28 2.080 62.222 | 1346 100.000 73.956 |
| ASSOC./ ASSIS. DIRECT. | 82 50.000 2.458 | 72 43.902 9.034 | 7 4.268 6.306 | 3 1.829 6.667 | 164 100.000 9.011 |
| FIN.AID/ OFFICER/ COMM/AD | 59 32.418 6.805 | 105 57.692 13.174 | 14 7.692 12.613 | 4 2.198 9.889 | 182 100.000 10.000 |
| OTHER | 54 42.198 6.224 | 54 42.189 6.775 | 10 7.813 9.009 | 10 7.813 22.222 | 128 100.000 7.033 |
| COLUMN SUMS | 867 47.637 100.000 | 797 43.791 100.000 | 111 6.099 100.000 | 45 2.473 100.000 | 1820 100.000 100.000 |

Table 6-13 Need for USOE Program Reviews
by Institutional Control

| ROWS = CLASSIFICATION | INSTITUTIONAL | | | | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| PUBLIC | 449 | 305 | 21 | 14 | 789 |
| | 56.907 | 38.657 | 2.662 | 1.774 | 100.000 |
| | 51.408 | 38.269 | 18.750 | 31.818 | 43.399 |
| INDEP. (PPI- VATE) | 355 | 420 | 78 | 28 | 881 |
| | 40.295 | 47.673 | 8.854 | 3.178 | 100.000 |
| | 41.040 | 52.698 | 69.643 | 63.636 | 48.460 |
| PROPRI- ETARY | 61 | 72 | 13 | 21 | 148 |
| | 41.216 | 48.649 | 8.784 | 1.351 | 100.000 |
| | 7.052 | 9.034 | 11.607 | 4.545 | 8.141 |
| COLUMN SUMS | 865 | 797 | 112 | 44 | 1818 |
| | 47.580 | 43.839 | 6.161 | 2.420 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 6-14 Need for USOE Program Reviews
by Years Worked

| ROWS = NO. YEARS WORKED IN FINANCIAL AID | NEED PROGRAM REVIEWS | | | | ROW SUMS |
|---|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| 1 YEAR | 73 | 124 | 30 | 6 | 233 |
| EXPER. OR LESS | 31.330 | 53.219 | 12.876 | 2.575 | 100.000 |
| | 8.439 | 15.481 | 27.027 | 13.333 | 12.788 |
| 2-3 YEARS | 140 | 167 | 18 | 5 | 330 |
| EXPER. % | 42.424 | 50.606 | 5.455 | 1.515 | 100.000 |
| | 16.185 | 20.849 | 16.216 | 11.111 | 18.112 |
| 4-5 YEARS | 190 | 151 | 18 | 10 | 369 |
| | 51.491 | 40.921 | 4.878 | 2.710 | 100.000 |
| | 21.965 | 18.851 | 16.216 | 22.222 | 20.252 |
| 6-10 YEARS | 311 | 237 | 31 | 16 | 595 |
| | 52.269 | 39.832 | 5.210 | 2.689 | 100.000 |
| | 35.954 | 29.588 | 27.928 | 35.556 | 32.656 |
| 11-15 YEARS | 118 | 104 | 12 | 4 | 238 |
| | 49.580 | 43.697 | 5.042 | 1.681 | 100.000 |
| | 13.642 | 12.984 | 10.811 | 8.889 | 13.063 |
| 16+ YEARS | 33 | 18 | 2 | 4 | 57 |
| | 57.895 | 31.579 | 3.509 | 7.018 | 100.000 |
| | 3.815 | 2.247 | 1.802 | 8.889 | 3.128 |
| COLUMN SUMS | 865 | 801 | 111 | 45 | 1822 |
| | 47.475 | 43.963 | 6.092 | 2.470 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLE 6-15 Through 6-17 "My Institution has Received Good Support From the Regional U. S. Office of Education"

Over 85 percent of the respondents agreed (either strongly or moderately) that their institution had received good support from the Regional Office of Education. Directors of Financial Aid were most likely to strongly agree that their institution had received good support (Table 6-15).

There were no significant differences in responses to the above statement based upon control or size of the respondents' institutions. There were, however, differences by institutional type, but no group of institutions had less than 78 percent of their respondents expressing strong or moderate agreement that their institution had received good support (Table 6-16).

As shown in Table 6-17, there were significant differences (at the .01 level) between whether respondents thought they had received good support from the Office of Education based upon geographic region. However, at least 70 percent of the respondents in each region stated that they had received good support. Respondents from the states covered by the Rocky Mountain, Southern, and Southwestern financial aid associations were most likely to express strong agreement, while respondents from WASFAA were most likely to express either moderate or strong disagreement.

Table 6-15 Good Support from Regional USOE by Title

| ROWS - TITLE | GOOD SUPPORT FROM U.S. OFFICE OF EDUCATION? | | | | ROW SUMS |
|---------------------|---|--------------------------|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRCT- TOR | 523 40.367 80.365 | 596 45.566 70.952 | 148 11.315 78.307 | 36 2.752 63.158 | 1308 100.000 75.043 |
| ASSOC./ ASST. | 53 34.194 8.067 | 82 52.903 9.762 | 15 9.677 7.937 | 5 3.226 8.772 | 155 100.000 8.893 |
| FIN.AID/ OFFICER | 50 29.762 7.610 | 93 55.357 11.071 | 16 9.524 8.466 | 9 5.357 15.789 | 168 100.000 9.639 |
| COMB/AD/ OTHER | 26 23.214 3.957 | 69 61.607 8.214 | 10 8.929 5.291 | 7 6.250 12.281 | 112 100.000 6.426 |
| COLUMN SUMS | 657 37.694 100.000 | 840 48.193 100.000 | 189 10.843 100.000 | 57 3.270 100.000 | 1743 100.000 100.000 |

Table 6-16 Good Support from Regional USOE by Institutional Type

| ROWS = TYPE | INSTITUTIONAL | | | | ROW SUMS |
|-----------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| VOC. | 69 | 74 | 9 | 2 | 153 |
| TECH. | 44.444 | 48.366 | 5.882 | 1.307 | 100.000 |
| | 10.625 | 9.035 | 4.891 | 3.636 | 9.011 |
| 2 YEARS | 117 | 174 | 33 | 14 | 338 |
| & UNDER | 34.615 | 51.479 | 9.763 | 4.142 | 100.000 |
| NOT Y.T | 18.281 | 21.245 | 17.935 | 25.455 | 19.906 |
| 4 YEAR | 181 | 194 | 45 | 9 | 429 |
| | 42.191 | 45.221 | 10.490 | 2.098 | 100.000 |
| | 28.281 | 23.687 | 24.457 | 16.364 | 25.265 |
| 4 YEAR | 238 | 294 | 79 | 18 | 629 |
| AND | 37.838 | 46.741 | 12.560 | 2.862 | 100.000 |
| BEYOND | 37.188 | 35.897 | 42.935 | 32.727 | 37.044 |
| NURSING | 13 | 16 | 3 | 3 | 35 |
| | 37.143 | 45.714 | 8.571 | 8.571 | 100.000 |
| | 2.031 | 1.954 | 1.630 | 5.455 | 2.061 |
| GRAD/ PROFS. | 23 | 67 | 15 | 9 | 114 |
| ONLY | 20.175 | 58.772 | 13.158 | 7.895 | 100.000 |
| | 3.594 | 8.181 | 8.152 | 16.364 | 6.714 |
| COLUMN SUMS | 640 | 819 | 184 | 55 | 1698 |
| | 37.691 | 48.233 | 10.836 | 3.239 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 6-17 Good Support from Regional USOE by Geographic Area

| ROWS = ASSOCIATIONS OF STATES | REGIONAL | | | | ROW SUMS |
|----------------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| EASFAA | 140 | 266 | 58 | 18 | 482 |
| | 29.046 | 55.187 | 12.033 | 3.734 | 100.000 |
| | 21.538 | 32.048 | 31.183 | 31.579 | 27.974 |
| SASFAA | 131 | 119 | 14 | 4 | 268 |
| | 48.981 | 44.403 | 5.224 | 1.493 | 100.000 |
| | 20.154 | 14.337 | 7.527 | 7.018 | 15.554 |
| MASFAA | 172 | 261 | 57 | 16 | 506 |
| | 33.992 | 51.581 | 11.265 | 3.162 | 100.000 |
| | 26.462 | 31.446 | 30.645 | 28.070 | 29.367 |
| SWASFAA | 96 | 55 | 11 | 2 | 164 |
| | 58.537 | 33.537 | 6.707 | 1.220 | 100.000 |
| | 14.769 | 6.627 | 5.914 | 3.509 | 9.518 |
| RHASFAA | 57 | 27 | 2 | | 86 |
| | 66.279 | 31.395 | 2.326 | | 100.000 |
| | 8.769 | 3.253 | 1.075 | | 4.991 |
| WASFAA | 54 | 102 | 44 | 17 | 217 |
| | 24.885 | 47.005 | 20.276 | 7.834 | 100.000 |
| | 8.308 | 12.289 | 23.656 | 29.825 | 12.594 |
| COLUMN SUMS | 650 | 830 | 186 | 57 | 1723 |
| | 37.725 | 48.172 | 10.795 | 3.308 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 7-1 Through 7-4 "Even Given Equal Financial Need, Half-Time Students are Less Likely to be Assisted than Full-Time Students at my Institution"

As shown in Table 7-1, approximately two-thirds of the respondents stated that, given equal need, half-time students would be less likely to be assisted at their institution than full-time students. There were significant differences (at the .01 level) in responses to the above statement depending upon institutional type and control (Table 7-2). For example, respondents from proprietary institutions were approximately twice as likely as respondents from independent institutions to disagree with the statement that half-time students were less likely to be assisted than full-time students.

The highest level of disagreement (72.2%) with the statement that half-time students were less likely to be assisted than full-time students came from respondents working for Nursing Schools. Over 40 percent of the respondents from vocational/technical schools and 2-year colleges disagreed with the statement that at their institution, half-time students were less likely to be assisted than full-time students (Table 7-3).

Reactions to the likelihood of financial aid for half-time students varied significantly (at the .01 level) based upon region of the country. For example, in EASFAA states, 23.9 percent of respondents disagreed with the statement that half-time students were less likely to be assisted than full-time students. In SWASFAA states, however, over 46 percent of the respondents disagreed.

Table 7-1 Full-Time Students Receive Priority by Title

| ROWS - TITLE | FULL-TIME STUD. GET AID PRIORITY OVER HALF-TIME STUDENTS? | | | | ROW SUMS |
|------------------|---|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRECTOR | 176 | 430 | 192 | 202 | 1200 |
| | 11.333 | 35.833 | 16.000 | 16.833 | 100.000 |
| | 12.331 | 76.512 | 75.294 | 72.662 | 74.212 |
| ASSOC./ASSIST. | 60 | 43 | 24 | 24 | 151 |
| | 19.735 | 28.477 | 15.894 | 15.894 | 100.000 |
| DIRECTOR | 11.494 | 7.651 | 9.412 | 8.633 | 9.338 |
| FIN. AID OFFICER | 42 | 57 | 19 | 30 | 148 |
| | 28.174 | 38.514 | 12.818 | 20.270 | 100.000 |
| COOR/AD | 4.048 | 10.142 | 7.451 | 10.791 | 9.153 |
| OTHER | 44 | 32 | 20 | 22 | 118 |
| | 37.288 | 27.119 | 16.949 | 18.644 | 100.000 |
| | 4.429 | 5.694 | 7.843 | 7.914 | 7.297 |
| COLUMNS | 522 | 562 | 255 | 278 | 1617 |
| SUMS | 32.282 | 34.756 | 15.770 | 17.192 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-2 Full-Time Students Receive Priority
by Institutional Control

| INSTITUTIONAL | | FULL-TIME STUD. GET | | | |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| ROWS = CLASSIFICATION | | AID PRIORITY OVER | | | |
| | | HALF-TIME STUDENTS? | | | |
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| PUBLIC | 214 | 244 | 131 | 147 | 736 |
| | 29.076 | 33.152 | 17.799 | 19.973 | 100.000 |
| | 41.154 | 43.494 | 50.973 | 52.878 | 45.545 |
| INDEP. (PRI- VATE) | 284 | 287 | 101 | 103 | 775 |
| | 36.645 | 37.032 | 13.032 | 13.290 | 100.000 |
| | 54.615 | 51.159 | 39.300 | 37.050 | 47.958 |
| PROPRI- ETARY | 22 | 30 | 25 | 28 | 105 |
| | 20.952 | 28.571 | 23.810 | 26.667 | 100.000 |
| | 4.231 | 5.348 | 9.728 | 10.072 | 6.498 |
| COLUMN SUMS | 520 | 561 | 257 | 278 | 1616 |
| | 32.178 | 34.715 | 15.903 | 17.203 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-3 Full-Time Students Receive Priority
by Institutional Type

| INSTITUTIONAL | | FULL-TIME STUD. GET | | | |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| ROWS = TYPE | | AID PRIORITY OVER | | | |
| | | HALF-TIME STUDENTS? | | | |
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| VOC. | 26 | 36 | 22 | 34 | 118 |
| TECH. | 22.034 | 30.508 | 18.644 | 28.814 | 100.000 |
| | 5.039 | 6.642 | 8.871 | 12.734 | 7.502 |
| 2 YEARS & UNDER | 85 | 109 | 73 | 62 | 329 |
| | 25.836 | 33.131 | 22.188 | 18.845 | 100.000 |
| NOT V.T. | 16.473 | 20.111 | 29.435 | 23.221 | 20.915 |
| 4 YEAR | 146 | 143 | 59 | 53 | 401 |
| | 36.409 | 35.661 | 14.713 | 13.217 | 100.000 |
| | 28.295 | 26.384 | 21.790 | 19.850 | 25.493 |
| 4 YEAR AND BEYOND | 227 | 232 | 79 | 97 | 635 |
| | 35.748 | 36.535 | 12.441 | 15.276 | 100.000 |
| | 43.992 | 42.804 | 31.855 | 36.330 | 40.369 |
| NURSING | 3 | 2 | 6 | 7 | 18 |
| | 16.667 | 11.111 | 33.333 | 38.889 | 100.000 |
| | 0.581 | 0.369 | 2.419 | 2.622 | 1.144 |
| GRAD/ PROFES. ONLY | 29 | 20 | 9 | 14 | 72 |
| | 40.278 | 27.778 | 12.500 | 19.444 | 100.000 |
| | 5.620 | 3.690 | 3.629 | 5.243 | 4.577 |
| COLUMN SUMS | 516 | 542 | 248 | 267 | 1573 |
| | 32.804 | 34.456 | 15.766 | 16.974 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-4 Full-Time Students Receive Priority
by Geographic Area

| REGIONAL ROWS = ASSOCIATIONS OF STATES | FULL-TIME STUD. GET AID PRIORITY OVER HALF-TIME STUDENTS? | | | | ROW SUMS |
|--|---|--------------------------|-------------------------|-----------------------------|-------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| EASFAA | 155 | 163 | 50 | 50 | 418 |
| | 37.081 | 38.995 | 11.962 | 11.962 | 100.000 |
| | 30.039 | 29.369 | 19.455 | 18.392 | 26.125 |
| SASFAA | 81 | 80 | 53 | 48 | 262 |
| | 30.916 | 30.534 | 20.229 | 18.321 | 100.000 |
| | 15.698 | 14.414 | 20.623 | 17.647 | 16.375 |
| MASFAA | 153 | 182 | 88 | 75 | 498 |
| | 30.723 | 36.546 | 17.671 | 15.060 | 100.000 |
| | 29.651 | 32.793 | 34.241 | 27.574 | 31.125 |
| SWASFAA | 40 | 40 | 25 | 45 | 150 |
| | 26.667 | 26.667 | 16.667 | 30.000 | 100.000 |
| | 7.752 | 7.207 | 9.728 | 16.544 | 9.375 |
| RNASFAA | 27 | 24 | 15 | 11 | 77 |
| | 35.065 | 31.169 | 19.481 | 14.286 | 100.000 |
| | 5.233 | 4.324 | 5.837 | 4.044 | 4.813 |
| WASFAA | 60 | 66 | 26 | 43 | 195 |
| | 30.769 | 33.846 | 13.333 | 22.051 | 100.000 |
| | 11.628 | 11.892 | 10.117 | 15.809 | 12.188 |
| COLUMN SUMS | 516 | 555 | 257 | 272 | 1600 |
| | 32.250 | 34.688 | 16.063 | 17.000 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLES 7-5 Through 7-8 "There has been an Unacceptable Amount of Deliberate Student Abuse of Financial Aid Programs at my Institution"

A total of 85.3 percent of the respondents disagreed that there had "been an unacceptable amount of deliberate student abuse of financial aid programs" at their institution. 57.2 percent expressed strong disagreement with the statement, while 28.1 percent stated moderate disagreement (Table 7-5).

Respondents from public institutions were the most likely to agree that there had been an unacceptable amount of student abuse, while aid administrators at independent institutions were least likely to report such abuse (Table 7-6).

There were significant differences (at the .01 level) in perceptions of student abuse based upon institutional size. There was a noticeable tendency for respondents to report unacceptable amounts of student abuse as size increased. For example, 9.5 percent of the respondents from institutions of under 1,000 students reported unacceptable amounts of abuse, while the figure was over 25 percent for respondents from institutions of 20,000 or more students (Table 7-7).

Respondents from public community colleges with enrollments of 4,000 and over were the most likely to identify the existence of student abuse, but only 4.3 percent of this group expressed strong agreement that there had been an unacceptable amount of deliberate abuse. Respondents from independent graduate/professional schools were the least likely group to express concern about student abuse (Table 7-8).

Table 7-5 Unacceptable Amount of Student Abuse of Financial Aid Programs by Title

| ROW - TITLE | COLUMNS - TOO MUCH DELIBERATE STUDENT ABUSE OF FIN.AID PROGRAMS? | | | | ROW SUMS |
|--------------------|--|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIRECTOR | 35 | 105 | 366 | 805 | 1351 |
| | 2.591 | 10.733 | 27.091 | 59.585 | 100.000 |
| | 77.778 | 65.022 | 71.206 | 76.836 | 73.866 |
| ASSOC./ ASST. | 21 | 291 | 531 | 861 | 1644 |
| | 1.220 | 17.683 | 32.317 | 48.780 | 100.000 |
| | 4.444 | 13.004 | 10.311 | 7.641 | 8.967 |
| FIN.AID OFFICER | 21 | 261 | 601 | 881 | 1804 |
| | 1.111 | 14.444 | 35.556 | 48.889 | 100.000 |
| | 4.474 | 11.659 | 12.451 | 8.405 | 9.841 |
| OTHER | 61 | 231 | 311 | 741 | 1344 |
| | 4.479 | 17.164 | 21.134 | 55.224 | 100.000 |
| | 13.333 | 10.319 | 6.031 | 7.068 | 7.326 |
| COLUMN SUMS | 45 | 221 | 514 | 1047 | 1829 |
| | 2.460 | 12.192 | 28.103 | 57.244 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-6 Unacceptable Amount of Student Abuse of Financial Aid Programs by Institutional Control

| ROWS = INSTITUTIONAL CLASSIFICATION | COLUMNS = TOO MUCH DELIBERATE STUDENT ABUSE OF FIN.AID PROGRAMS? | | | | ROW SUMS |
|-------------------------------------|--|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| PUBLIC | 32 | 139 | 249 | 356 | 776 |
| | 4.124 | 17.912 | 32.088 | 45.876 | 100.000 |
| | 71.111 | 61.778 | 48.633 | 34.034 | 42.451 |
| INDEP. (PRI- VATE) | 10 | 68 | 222 | 606 | 906 |
| | 1.104 | 7.506 | 24.503 | 66.887 | 100.000 |
| | 22.222 | 30.222 | 43.359 | 57.935 | 49.562 |
| PROPRI- ETARY | 3 | 18 | 41 | 84 | 146 |
| | 2.055 | 12.329 | 28.082 | 57.534 | 100.000 |
| | 6.667 | 8.000 | 8.008 | 8.031 | 7.987 |
| COLUMN SUMS | 45 | 225 | 512 | 1046 | 1828 |
| | 2.462 | 12.309 | 28.009 | 57.221 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-7 Unacceptable Amount of Student Abuse of Financial Aid Programs by Institutional Size

| ROWS = INSTITUTIONAL SIZE | COLUMNS = TOO MUCH DELIBERATE STUDENT ABUSE OF FIN.AID PROGRAMS? | | | | ROW SUMS |
|---------------------------|--|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| UNDER 1000 | 7 | 50 | 141 | 401 | 599 |
| | 1.169 | 8.347 | 23.539 | 66.945 | 100.000 |
| | 15.709 | 22.124 | 27.539 | 38.300 | 32.750 |
| 1000- 3999 | 12 | 62 | 158 | 309 | 541 |
| | 2.218 | 11.460 | 29.205 | 57.116 | 100.000 |
| | 27.273 | 27.434 | 30.859 | 29.513 | 29.579 |
| 4000- 9999 | 9 | 48 | 88 | 155 | 300 |
| | 3.000 | 16.000 | 29.333 | 51.667 | 100.000 |
| | 20.455 | 21.239 | 17.188 | 14.804 | 16.402 |
| 10,000- 19,999 | 8 | 32 | 71 | 113 | 224 |
| | 3.571 | 14.286 | 31.696 | 50.446 | 100.000 |
| | 18.182 | 14.159 | 13.867 | 10.793 | 12.247 |
| 20,000+ | 8 | 34 | 54 | 69 | 165 |
| | 4.848 | 20.606 | 32.727 | 41.818 | 100.000 |
| | 18.182 | 15.044 | 10.547 | 6.590 | 9.021 |
| COLUMN SUMS | 44 | 226 | 512 | 1047 | 1829 |
| | 2.406 | 12.356 | 27.993 | 57.244 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-8 Unacceptable Amount of Student Abuse of Financial Aid Programs by Institutional Type, Control, and Size

| ROWS = INSTITUTIONAL TYPE AND SIZE | TOO MUCH DELIBERATE COLUMNS = STUDENT ABUSE OF FIN. AID PROGRAMS? | | | | ROW SUMS |
|--|---|--------------------------|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| PUBLIC 4 YEAR+ <7000 | 6 5.660 13.636 | 17 16.038 7.798 | 39 36.792 7.847 | 44 41.509 4.301 | 106 100.000 5.948 |
| PUBLIC 4 YEAR+ 7-19999 | 7 5.224 15.909 | 16 11.940 7.339 | 46 34.328 9.256 | 65 48.507 6.354 | 134 100.000 7.520 |
| PUBLIC 4 YEAR+ 20,000+ | 4 3.478 9.091 | 20 17.391 9.174 | 40 34.783 8.048 | 51 44.348 4.985 | 115 100.000 6.453 |
| PUBLIC 4 YEAR <4000 | | 10 25.000 4.587 | 14 35.000 2.817 | 16 40.000 1.564 | 40 100.000 2.245 |
| PUBLIC 4 YEAR 4,000+ | | 6 20.690 2.752 | 8 27.586 1.610 | 15 51.724 1.466 | 29 100.000 1.627 |
| PUBLIC 2 YEAR <4000 | 4 3.478 9.091 | 20 17.391 9.174 | 36 31.304 7.243 | 55 47.826 5.376 | 115 100.000 6.453 |
| PUBLIC 2 YEAR 4,000+ | 5 4.310 11.364 | 32 27.586 14.679 | 34 29.310 6.841 | 45 38.793 4.399 | 116 100.000 6.510 |
| PUBLIC, GRAD/ PROF | 2 6.452 4.545 | 1 3.226 0.459 | 6 19.355 1.207 | 22 70.968 2.151 | 31 100.000 1.740 |
| INDEP 4 YEAR+ <4000 | 2 1.282 4.545 | 11 7.051 5.046 | 40 25.641 8.048 | 103 66.026 10.066 | 156 100.000 8.754 |
| INDEP 4 YEAR+ 4,000+ | 1 0.699 2.273 | 16 11.189 7.339 | 42 29.371 8.451 | 84 58.741 8.211 | 143 100.000 8.025 |
| INDEP 4 YEAR <1000 | 2 1.099 4.545 | 10 5.495 4.587 | 36 19.780 7.243 | 134 73.626 13.099 | 182 100.000 10.213 |
| INDEP 4 YEAR 1-1,999 | 3 2.190 6.818 | 12 8.759 5.505 | 35 25.547 7.042 | 87 63.504 8.504 | 137 100.000 7.688 |
| INDEP 4 YEAR 2,000+ | | 6 10.909 2.752 | 15 27.273 3.018 | 34 61.818 3.324 | 55 100.000 3.086 |
| INDEP 2 YEAR | | 5 7.143 2.294 | 18 25.714 3.622 | 47 67.143 4.594 | 70 100.000 3.928 |
| INDEP GRAD/ PROF | 2 1.942 4.545 | 2 1.942 0.917 | 25 24.272 5.030 | 74 71.845 7.234 | 103 100.000 5.780 |
| PUBLIC NURSING | | 3 8.571 1.376 | 6 17.143 1.207 | 26 74.286 2.542 | 35 100.000 1.964 |
| PUBLIC INDEP VOC. TEC | 3 4.348 6.818 | 13 18.841 5.963 | 16 23.188 3.219 | 37 53.623 3.617 | 69 100.000 3.872 |
| PROPRI. VOC. TEC | 2 2.326 4.545 | 9 10.465 4.128 | 26 30.233 5.231 | 49 56.977 4.790 | 86 100.000 4.826 |
| ALL OTHER PROPRI. | 1 1.667 2.273 | 9 15.000 4.128 | 15 25.000 3.018 | 35 58.333 3.421 | 60 100.000 3.367 |
| COLUMN SUMS | 44 2.469 100.000 | 218 12.233 100.000 | 497 27.890 100.000 | 1023 57.407 100.000 | 1782 100.000 100.000 |

TABLES 7-9 Through 7-14 "There Should be a Formal Certification Process for Financial Aid Administrators"

The question of "to certify, or not to certify" has received a great deal of attention, especially in the past several years. Over three-fourths of the respondents were in favor of a formal certification process for financial aid administrators. Slightly more than one-third of the respondents said they "strongly" agreed with the need for certification of aid administrators. There were no statistically significant differences (at the .05 level) in responses based on title (see Table 7-9), race, sex, or institutional size.

Support for certification of aid administrators was strongest among those with between 4 to 10 years of financial aid experience (approximately 80 percent were in favor of certification). On the other hand, almost one-half of the respondents with over 16 years of experience were opposed to certification. Differences in responses based on length of employment in financial aid were significant at the .01 level (Table 7-10).

Significant differences (at the .01 level) were also apparent based upon respondents' level of education. Holders of the Ph.D. were approximately twice as likely to disagree with the need for certification as were other respondents (Table 7-11).

Although respondents from the three major categories of institutions (public, independent, proprietary) overwhelmingly supported the need for certification, respondents from public institutions expressed the highest levels of support (Table 7-12). Over 70 percent of the respondents from 4 out of the 6 categories of institutional type (vocational/technical, 2-year, 4-year college, and university) expressed support for certification. The strongest support came from respondents in the vocational/technical area, while respondents from graduate/professional schools expressed the greatest dissatisfaction with certification (Table 7-13).

No area of the country had less than 70 percent of its respondents favoring a certification process for aid administrators. The most dissatisfaction with certification was found in the EASFAA region, while over 80 percent of the respondents in 4 out of the 5 remaining regions supported certification (Table 7-14).

Table 7-9 There Should be Certification of Aid Administrators by Title

| ROWS = TITLE | NEED FORMAL CERTIFICATION FOR FINANCIAL AID ADMINISTRATORS? | | | | ROW SUMS |
|-------------------------------|---|--------------------------|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| DIREC- TOP | 471 35.176 76.337 | 568 42.420 74.443 | 196 14.638 68.531 | 104 7.767 69.333 | 1339 100.000 73.733 |
| ASSOC./ ASSIS. DIRECT. | 55 33.951 8.914 | 62 38.272 8.126 | 28 17.284 9.790 | 17 10.494 11.333 | 162 100.000 8.921 |
| PIN.AID OFFICER COUN/AD | 53 28.962 8.590 | 79 43.169 10.354 | 36 19.672 12.587 | 15 8.197 10.000 | 183 100.000 10.077 |
| OTHER | 38 28.788 6.159 | 54 40.909 7.077 | 26 19.697 9.091 | 14 10.606 9.333 | 132 100.000 7.269 |
| COLUMN SUMS | 617 33.976 100.000 | 763 42.015 100.000 | 286 15.749 100.000 | 150 8.260 100.000 | 1816 100.000 100.000 |

Table 7-10 There Should be Certification of Aid Administrators by Years Worked

| ROWS = NO. YEARS WORKED IN FINANCIAL AID | NEED FORMAL CERTIFICATION FOR FINANCIAL AID ADMINISTRATORS? | | | | ROW SUMS |
|---|---|--------------------------|--------------------------|-----------------------------|----------------------------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| 1 YEAR EXPER. OR LESS | 72 29.876 11.632 | 101 41.909 13.255 | 56 23.237 19.580 | 12 4.979 8.000 | 241 100.000 13.264 |
| 2-3 YEARS EXPER. | 95 28.190 15.347 | 153 45.401 20.079 | 53 15.727 18.531 | 36 10.682 24.000 | 337 100.000 18.547 |
| 4-5 YEARS | 154 42.308 24.879 | 142 39.011 18.635 | 46 12.637 16.084 | 22 6.044 14.667 | 364 100.000 20.033 |
| 6-10 YEARS | 218 37.012 35.218 | 247 41.935 32.415 | 75 12.733 26.224 | 49 8.319 32.667 | 589 100.000 32.416 |
| 11-15 YEARS | 71 30.870 11.470 | 99 43.043 12.992 | 43 18.696 15.035 | 17 7.391 11.333 | 230 100.000 12.658 |
| 16+ YEARS | 9 16.071 1.454 | 20 35.714 2.625 | 13 23.214 4.545 | 14 25.000 9.333 | 56 100.000 3.082 |
| COLUMN SUMS | 619 34.067 100.000 | 762 41.937 100.000 | 286 15.740 100.000 | 150 8.255 100.000 | 1817 100.000 100.000 |

Table 7-11 There Should be Certification of Aid Administrators by Educational Level

| | | EDUCATION: | | | | |
|-------------------------------|--|---|--------------------------|-------------------------|-----------------------------|-------------|
| ROWS = HIGHEST LEVEL ACHIEVED | | NEED FORMAL CERTIFICATION FOR FINANCIAL AID ADMINISTRATORS? | | | | |
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| DOCTORATE | | 24 | 30 | 20 | 22 | 96 |
| | | 75.000 | 31.250 | 20.033 | 22.917 | 100.000 |
| | | 1.883 | 3.937 | 6.993 | 14.966 | 5.295 |
| MASTERS | | 342 | 371 | 147 | 62 | 922 |
| | | 37.093 | 40.239 | 15.944 | 6.725 | 100.000 |
| | | 55.340 | 48.688 | 51.399 | 42.177 | 50.855 |
| BACHELORS | | 163 | 244 | 76 | 45 | 533 |
| | | 31.520 | 45.779 | 14.259 | 8.443 | 100.000 |
| | | 27.184 | 32.021 | 26.573 | 30.612 | 29.399 |
| ASSOCIATE | | 29 | 29 | 12 | 6 | 76 |
| | | 38.158 | 38.158 | 15.789 | 7.895 | 100.000 |
| | | 4.693 | 3.806 | 4.196 | 4.082 | 4.192 |
| OTHER | | 55 | 88 | 31 | 12 | 186 |
| | | 29.570 | 47.312 | 16.667 | 6.452 | 100.000 |
| | | 9.900 | 11.549 | 10.839 | 8.163 | 10.259 |
| COLUMN SUMS | | 618 | 762 | 286 | 147 | 1813 |
| | | 34.087 | 42.030 | 15.775 | 8.108 | 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-12 There Should be Certification of Aid Administrators by Institutional Control

| | | INSTITUTIONAL | | | | |
|--------------------------|--|---|--------------------------|-------------------------|-----------------------------|-------------|
| ROWS = CLASSIFICATION | | NEED FORMAL CERTIFICATION FOR FINANCIAL AID ADMINISTRATORS? | | | | |
| | | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
| PUBLIC | | 294 | 345 | 92 | 52 | 783 |
| | | 37.548 | 44.061 | 11.750 | 6.641 | 100.000 |
| | | 47.573 | 45.335 | 32.394 | 34.667 | 43.188 |
| INDEP. (PRI- VATE) | | 271 | 362 | 164 | 88 | 885 |
| | | 30.621 | 40.904 | 18.531 | 9.944 | 100.000 |
| | | 43.851 | 47.569 | 57.746 | 58.667 | 48.814 |
| PROPERT- ETARY | | 53 | 54 | 28 | 10 | 145 |
| | | 36.552 | 37.241 | 19.310 | 6.897 | 100.000 |
| | | 8.576 | 7.096 | 9.859 | 6.667 | 7.998 |
| COLUMN SUMS | | 618 | 761 | 284 | 150 | 1813 |
| | | 34.087 | 41.975 | 15.665 | 8.274 | 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-13 There Should be Certification of Aid Administrators by Institutional Type

| ROWS = TYPE | INSTITUTIONAL | | | | ROW SUMS |
|--------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| VOC. | 64 | 59 | 28 | 8 | 159 |
| TECH. | 40.252 | 37.107 | 17.610 | 5.031 | 100.000 |
| | 10.667 | 7.973 | 10.036 | 5.479 | 9.008 |
| 2 YEARS | 135 | 163 | 44 | 13 | 355 |
| & UNDER | 38.028 | 45.915 | 12.394 | 3.662 | 100.000 |
| NOT V.T. | 22.500 | 22.027 | 15.771 | 8.904 | 20.113 |
| 4 YEAR | 145 | 189 | 74 | 32 | 440 |
| | 32.955 | 42.955 | 16.818 | 7.273 | 100.000 |
| | 24.167 | 25.541 | 26.523 | 21.918 | 24.929 |
| 4 YEAR AND BEYOND | 221 | 262 | 104 | 64 | 651 |
| | 33.948 | 40.246 | 15.975 | 9.831 | 100.000 |
| | 36.833 | 35.405 | 37.276 | 43.836 | 36.884 |
| NURSING | 11 | 13 | 4 | 7 | 35 |
| | 31.429 | 37.143 | 11.429 | 20.000 | 100.000 |
| | 1.813 | 1.757 | 1.434 | 4.795 | 1.983 |
| GRAD/ PROFES. ONLY | 24 | 54 | 25 | 22 | 125 |
| | 19.200 | 43.200 | 20.000 | 17.600 | 100.000 |
| | 4.000 | 7.297 | 8.961 | 15.068 | 7.082 |
| COLUMN SUMS | 600 | 740 | 279 | 146 | 1765 |
| | 33.994 | 41.926 | 15.807 | 8.272 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 7-14 There Should be Certification of Aid Administrators by Geographic Area

| ROWS = ASSOCIATIONS OF STATES | REGIONAL | | | | ROW SUMS |
|----------------------------------|------------------------|--------------------------|-------------------------|-----------------------------|----------|
| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | |
| EASFAA | 156 | 197 | 91 | 53 | 497 |
| | 31.388 | 39.638 | 18.310 | 10.664 | 100.000 |
| | 25.532 | 26.024 | 12.500 | 36.054 | 27.688 |
| SASFAA | 109 | 119 | 37 | 15 | 280 |
| | 38.929 | 42.500 | 13.214 | 5.357 | 100.000 |
| | 17.840 | 15.720 | 13.214 | 10.204 | 15.599 |
| MASFAA | 170 | 243 | 81 | 47 | 541 |
| | 31.423 | 44.917 | 14.972 | 8.688 | 100.000 |
| | 27.823 | 32.100 | 28.929 | 31.973 | 30.139 |
| SWASFAA | 72 | 62 | 25 | 8 | 167 |
| | 43.114 | 37.126 | 14.970 | 4.790 | 100.000 |
| | 11.784 | 8.190 | 8.929 | 5.442 | 9.304 |
| RMASFAA | 26 | 43 | 12 | 4 | 85 |
| | 30.588 | 50.588 | 14.118 | 4.706 | 100.000 |
| | 4.255 | 5.680 | 4.286 | 2.721 | 4.735 |
| WASFAA | 78 | 93 | 34 | 20 | 225 |
| | 34.667 | 41.333 | 15.111 | 8.889 | 100.000 |
| | 12.766 | 12.285 | 12.143 | 13.605 | 12.535 |
| COLUMN SUMS | 611 | 757 | 280 | 147 | 1795 |
| | 34.039 | 42.173 | 15.599 | 8.189 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Section D

Office Characteristics

TABLES 8-1 Through 8-13 Staff Size and Adequacy of Staff

Tables 8-1 through 8-3 display office staffing patterns for the following positions: professional, clerical, and student assistants. If the number of respondents in an institutional category exceeded 100, the category was further divided by institutional size. Responses are only included from respondents indicating that they work in the "central" financial aid office on their campus.

It was originally anticipated that staffing patterns would be compared with the "size of the setting" in which the respondent worked (branch campus, central campus, academic department, etc.). However, over 59 percent of the Directors of Financial Aid responding to the survey did not indicate "size of setting." As a result, the following tables compare "staff size" with "institutional size" for respondents stating that they are employed in the "central" financial aid office on their campus. Although this approach produces a number of anomalies, it produces accurate results for the majority of the respondents. It should also be noted that a number of respondents apparently included other staff members, besides those in the Financial Aid Office in their staff size. As a result, several respondents state that they are employed at small institutions and yet they have staffs that would be more appropriate for larger institutions. At the other extreme, some respondents from large institutions replied that they had either no staff or very small staffs. Many of these respondents are probably employed in staff positions above the Financial Aid Office and may have only reported the Director of Financial Aid as someone reporting to them. In summary, the figures on staff size are questionable for several reasons and responses which are extremely high or low should, in all probability, be deleted. However, if the figures are interpreted carefully, they do provide a reasonable approximation of staffing patterns.

Table 8-1 Size of Full-Time Equivalent Professional Staff by Institutional Type, Control, and Size

ROWS = ITS: INSTITUTIONAL TYPE AND SIZE COLUMNS = SIZE OF FULL-TIME PROFESSIONAL STAFF

| | NONE | 1 | 2-3 | 4-6 | 7-9 | 10-14 | 15-19 | 20+ | ROW SUMS |
|-------------|---------|---------|---------|---------|---------|---------|---------|---------|----------|
| PUBLIC | 2 | 1 | 34 | 41 | 5 | 1 | | | 84 |
| 4 YEAR+ | 2.381 | 1.190 | 40.476 | 48.810 | 5.952 | 1.190 | | | 100.000 |
| <7000 | 6.897 | 3.226 | 6.104 | 13.487 | 4.630 | 2.273 | | | 7.602 |
| PUBLIC | | | 4 | 39 | 42 | 9 | 1 | 1 | 96 |
| 4 YEAR+ | | | 4.167 | 40.625 | 43.750 | 9.375 | 1.042 | 1.042 | 100.000 |
| 7-19999 | | | 0.718 | 12.829 | 38.889 | 20.455 | 5.882 | 6.667 | 8.688 |
| PUBLIC | 3 | | 1 | 6 | 12 | 13 | 10 | 8 | 53 |
| 4 YEAR+ | 5.660 | | 1.887 | 11.321 | 22.642 | 24.528 | 18.868 | 15.094 | 100.000 |
| 20,000+ | 10.345 | | 0.180 | 1.974 | 11.111 | 29.545 | 58.824 | 53.333 | 4.796 |
| PUBLIC | | | 20 | 1 | | | | | 31 |
| 4 YEAR | | | 64.516 | 35.484 | | | | | 100.000 |
| <4000 | | | 3.591 | 3.618 | | | | | 2.805 |
| PUBLIC | | | 4 | 8 | 9 | 2 | 1 | | 24 |
| 4 YEAR | | | 16.667 | 33.333 | 37.500 | 8.333 | 4.167 | | 100.000 |
| 4,000+ | | | 0.718 | 2.632 | 8.333 | 4.545 | 5.882 | | 2.172 |
| PUBLIC | 6 | | 50 | 11 | | | | | 67 |
| 2 YEAR | 8.955 | | 74.627 | 16.418 | | | | | 100.000 |
| <4000 | 20.690 | | 8.977 | 3.618 | | | | | 6.063 |
| PUBLIC | 2 | | 37 | 25 | 7 | 2 | | | 73 |
| 2 YEAR | 2.740 | | 50.685 | 34.247 | 9.589 | 2.740 | | | 100.000 |
| 4,000+ | 6.897 | | 6.643 | 8.224 | 6.481 | 4.545 | | | 6.606 |
| PUBLIC, | | | 3 | 3 | | | | | 6 |
| GRAD/ | | | 50.000 | 50.000 | | | | | 100.000 |
| PROF | | | 0.539 | 0.987 | | | | | 0.543 |
| INDEP | 2 | 6 | 58 | 36 | 4 | 2 | | | 108 |
| 4 YEAR+ | 1.852 | 5.556 | 53.704 | 33.333 | 3.704 | 1.852 | | | 100.000 |
| <4000 | 6.897 | 19.355 | 10.413 | 11.842 | 3.704 | 4.545 | | | 9.774 |
| INDEP | | | 6 | 29 | 21 | 13 | 4 | 3 | 76 |
| 4 YEAR+ | | | 7.895 | 38.158 | 27.632 | 17.105 | 5.263 | 3.947 | 100.000 |
| 4,000+ | | | 1.077 | 9.539 | 19.444 | 29.545 | 23.529 | 20.000 | 6.878 |
| INDEP | 3 | 6 | 103 | 19 | | | | | 131 |
| 4 YEAR | 2.290 | 4.580 | 78.626 | 14.504 | | | | | 100.000 |
| <1000 | 10.345 | 19.355 | 18.492 | 6.250 | | | | | 11.855 |
| INDEP | 3 | 5 | 78 | 29 | 2 | | | | 117 |
| 4 YEAR | 2.564 | 4.274 | 66.667 | 24.786 | 1.709 | | | | 100.000 |
| 1-1,999 | 10.345 | 16.129 | 14.004 | 9.539 | 1.852 | | | | 10.588 |
| INDEP | | 1 | 20 | 14 | 2 | | | | 37 |
| 4 YEAR | | 2.703 | 54.054 | 37.838 | 5.405 | | | | 100.000 |
| 2,000+ | | 3.226 | 3.591 | 4.605 | 1.852 | | | | 3.348 |
| INDEP | 1 | 2 | 34 | 3 | | | 1 | | 41 |
| 2 YEAR | 2.439 | 4.878 | 82.927 | 7.317 | | | 2.439 | | 100.000 |
| | 3.448 | 6.452 | 6.104 | 0.987 | | | 5.882 | | 3.710 |
| INDEP | 1 | 1 | 16 | 3 | | | | | 21 |
| GRAD/ | 4.762 | 4.762 | 76.190 | 14.286 | | | | | 100.000 |
| PROF | 3.448 | 3.226 | 2.873 | 0.987 | | | | | 1.900 |
| PUBLIC | 1 | | 10 | | | | | | 11 |
| INDEP | 9.091 | | 90.909 | | | | | | 100.000 |
| NURSING | 3.448 | | 1.795 | | | | | | 0.995 |
| PUBLIC | 1 | 2 | 25 | 6 | | 1 | | | 35 |
| INDEP | 2.857 | 5.714 | 71.429 | 17.143 | | 2.857 | | | 100.000 |
| VOC.TEC | 3.448 | 6.452 | 4.488 | 1.974 | | 2.273 | | | 3.167 |
| PROPRI. | 2 | 4 | 33 | 14 | 2 | 1 | | 2 | 58 |
| VOC.TEC | 3.448 | 6.877 | 56.897 | 24.138 | 3.448 | 1.724 | | 3.448 | 100.000 |
| | 6.897 | 12.903 | 5.925 | 4.605 | 1.852 | 2.273 | | 13.333 | 5.249 |
| ALL | 2 | 3 | 21 | 7 | 2 | | | 1 | 36 |
| OTHER | 5.555 | 8.333 | 58.333 | 19.444 | 5.555 | | | 2.778 | 100.000 |
| PROPRI. | 6.897 | 9.677 | 3.770 | 2.303 | 1.852 | | | 6.667 | 3.258 |
| COLUMN SUMS | 29 | 31 | 57 | 304 | 108 | 44 | 17 | 15 | 1105 |
| SUMS | 2.624 | 2.805 | 50.407 | 27.511 | 9.774 | 3.982 | 1.538 | 1.357 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-2 Size of Full-Time Equivalent Clerical Staff by Institutional Type, Control, and Size

| ROWS = ITS: INSTITUTIONAL TYPE AND SIZE | SIZE OF FULL-TIME CLERICAL STAFF | | | | | | | | ROW SUMS |
|---|----------------------------------|---------|---------|---------|---------|---------|---------|---------|----------|
| | NONE | 1 | 2-3 | 4-6 | 7-9 | 10-14 | 15-19 | 20+ | |
| PUBLIC | 2 | 3 | 24 | 42 | 12 | 1 | | | 84 |
| 4 YEAR+ | 2.381 | 3.571 | 28.571 | 50.000 | 14.286 | 1.190 | | | 100.000 |
| <7000 | 2.532 | 4.348 | 5.381 | 13.816 | 9.677 | 3.030 | | | 7.616 |
| PUBLIC | 1 | | 3 | 23 | 52 | 8 | 8 | | 95 |
| 4 YEAR+ | 1.053 | | 3.158 | 24.211 | 54.737 | 8.421 | 8.421 | | 100.000 |
| 7-19999 | 1.266 | | 0.673 | 7.566 | 41.935 | 24.242 | 26.667 | | 8.613 |
| PUBLIC | 3 | | | 6 | 6 | 11 | 14 | 12 | 52 |
| 4 YEAR+ | 5.769 | | | 11.538 | 11.538 | 21.154 | 26.923 | 23.077 | 100.000 |
| 20,000+ | 3.797 | | | 1.974 | 4.839 | 33.333 | 46.667 | 66.667 | 4.714 |
| PUBLIC | | 3 | 16 | 9 | 3 | | | | 31 |
| 4 YEAR | | 9.677 | 51.613 | 29.032 | 9.677 | | | | 100.000 |
| <4000 | | 4.348 | 3.587 | 2.961 | 2.419 | | | | 2.811 |
| PUBLIC | | | 5 | 9 | 7 | 2 | 1 | | 24 |
| 4 YEAR | | | 20.833 | 37.500 | 29.167 | 8.333 | 4.167 | | 100.000 |
| 4,000+ | | | 1.121 | 2.961 | 5.645 | 6.061 | 3.333 | | 2.176 |
| PUBLIC | 4 | 3 | 42 | 17 | 1 | | | | 67 |
| 2 YEAR | 5.970 | 4.478 | 62.687 | 25.373 | 1.493 | | | | 100.000 |
| <4000 | 5.063 | 4.348 | 9.417 | 5.592 | 0.806 | | | | 6.074 |
| PUBLIC | 3 | 1 | 19 | 36 | 10 | 2 | 2 | | 73 |
| 2 YEAR | 4.110 | 1.370 | 26.027 | 49.315 | 13.699 | 2.740 | 2.740 | | 100.000 |
| 4,000+ | 3.797 | 1.449 | 4.260 | 11.842 | 8.065 | 6.061 | 6.667 | | 6.618 |
| PUBLIC, | | 1 | 4 | 1 | | | | | 6 |
| GRAD/ | | 16.667 | 66.667 | 16.667 | | | | | 100.000 |
| PROF | | 1.449 | 0.897 | 0.329 | | | | | 0.544 |
| INDEP | 6 | 5 | 64 | 30 | 2 | 1 | | | 108 |
| 4 YEAR+ | 5.556 | 4.630 | 59.259 | 27.778 | 1.852 | 0.926 | | | 100.000 |
| <4000 | 7.595 | 7.246 | 14.350 | 9.868 | 1.613 | 3.030 | | | 9.791 |
| INDEP | | 1 | 10 | 25 | 21 | 8 | 5 | 6 | 76 |
| 4 YEAR+ | | 1.316 | 13.158 | 32.895 | 27.632 | 10.526 | 6.579 | 7.895 | 100.000 |
| 4,000+ | | 1.449 | 2.242 | 8.224 | 16.935 | 24.242 | 16.667 | 33.333 | 6.890 |
| INDEP | 25 | 12 | 79 | 12 | 3 | | | | 131 |
| 4 YEAR | 19.084 | 9.160 | 60.305 | 9.160 | 2.290 | | | | 100.000 |
| <1000 | 31.646 | 17.391 | 17.713 | 3.947 | 2.419 | | | | 11.877 |
| INDEP | 6 | 6 | 68 | 35 | 2 | | | | 117 |
| 4 YEAR | 5.128 | 5.128 | 58.120 | 29.915 | 1.709 | | | | 100.000 |
| 1-1,999 | 7.595 | 8.696 | 15.247 | 11.513 | 1.613 | | | | 10.607 |
| INDEP | 1 | | 21 | 15 | | | | | 37 |
| 4 YEAR | 2.703 | | 56.757 | 40.541 | | | | | 100.000 |
| 2,000+ | 1.266 | | 4.709 | 4.934 | | | | | 3.354 |
| INDEP | 6 | 8 | 20 | 7 | | | | | 41 |
| 2 YEAR | 14.634 | 19.512 | 48.780 | 17.073 | | | | | 100.000 |
| | 7.595 | 11.594 | 4.484 | 2.303 | | | | | 3.717 |
| INDEP | 2 | 1 | 15 | 3 | | | | | 21 |
| GRAD/ | 9.524 | 4.762 | 71.429 | 14.286 | | | | | 100.000 |
| PROF | 2.532 | 1.449 | 3.363 | 0.987 | | | | | 1.904 |
| PUBLIC | 1 | 3 | 6 | 1 | | | | | 11 |
| INDEP | 9.091 | 27.273 | 54.545 | 9.091 | | | | | 100.000 |
| NURSING | 1.266 | 4.348 | 1.345 | 0.329 | | | | | 0.997 |
| PUBLIC | | 6 | 16 | 12 | 1 | | | | 35 |
| INDEP | | 17.143 | 45.714 | 34.286 | 2.857 | | | | 100.000 |
| VOC.TEC | | 8.696 | 3.587 | 3.947 | 0.806 | | | | 3.173 |
| PROPRI. | 11 | 12 | 20 | 11 | 4 | | | | 58 |
| VOC.TEC | 18.966 | 20.690 | 34.483 | 18.966 | 6.897 | | | | 100.000 |
| | 13.924 | 17.391 | 4.484 | 3.618 | 3.226 | | | | 5.258 |
| ALL | 8 | 4 | 14 | 10 | | | | | 36 |
| OTHER | 22.222 | 11.111 | 38.889 | 27.778 | | | | | 100.000 |
| PROPRI. | 10.127 | 5.797 | 3.139 | 3.289 | | | | | 3.264 |
| COLUMN SUMS | 79 | 69 | 446 | 304 | 124 | 33 | 30 | 18 | 1103 |
| | 7.162 | 6.256 | 40.435 | 27.561 | 11.242 | 2.992 | 2.720 | 1.632 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-3 Size of Full-Time Equivalent Student Staff by Institutional Type, Control, and Size

ROWS = ITS: INSTITUTIONAL TYPE AND SIZE COLUMNS = SIZE OF FULL-TIME STUDENT ASSISTANTS STAFF

| | NONE | 1 | 2-3 | 4-6 | 7-9 | 10-14 | 15-19 | 20+ | ROW SUMS |
|-------------|---------|---------|---------|---------|---------|---------|---------|---------|----------|
| PUBLIC | 4 | 8 | 15 | 22 | 27 | 4 | 3 | 1 | 84 |
| 4 YEAR+ | 4.762 | 9.524 | 17.857 | 26.190 | 32.143 | 4.762 | 3.571 | 1.190 | 100.000 |
| <7000 | 2.597 | 4.469 | 6.944 | 7.358 | 19.708 | 8.889 | 6.383 | 4.167 | 7.629 |
| PUBLIC | 3 | 1 | 6 | 28 | 19 | 18 | 16 | 5 | 96 |
| 4 YEAR+ | 3.125 | 1.042 | 6.250 | 29.167 | 19.792 | 18.750 | 16.667 | 5.208 | 100.000 |
| 7-19999 | 1.948 | 0.559 | 2.778 | 9.365 | 13.869 | 40.000 | 34.043 | 20.833 | 8.719 |
| PUBLIC | 3 | 1 | 2 | 5 | 10 | 5 | 13 | 11 | 50 |
| 4 YEAR+ | 6.000 | 2.000 | 4.000 | 10.000 | 20.000 | 10.000 | 26.000 | 22.000 | 100.000 |
| 20,000+ | 1.948 | 0.559 | 0.926 | 1.672 | 7.299 | 11.111 | 27.660 | 45.833 | 4.541 |
| PUBLIC | 2 | 3 | 4 | 13 | 9 | | | | 31 |
| 4 YEAR+ | 6.452 | 9.677 | 12.903 | 41.935 | 29.032 | | | | 100.000 |
| <4000 | 1.299 | 1.676 | 1.852 | 4.348 | 6.569 | | | | 2.816 |
| PUBLIC | | 1 | 2 | 7 | 8 | 3 | 2 | 1 | 24 |
| 4 YEAR+ | | 4.167 | 8.333 | 29.167 | 33.333 | 12.500 | 8.333 | 4.167 | 100.000 |
| 4,000+ | | 0.559 | 0.926 | 2.341 | 5.839 | 6.667 | 4.255 | 4.167 | 2.180 |
| PUBLIC | 13 | 12 | 17 | 20 | 4 | | 1 | | 67 |
| 2 YEAR | 19.403 | 17.910 | 25.373 | 29.851 | 5.970 | | 1.493 | | 100.000 |
| <4000 | 8.442 | 6.704 | 7.870 | 6.689 | 2.920 | | 2.128 | | 6.085 |
| PUBLIC | 7 | 5 | 11 | 32 | 13 | 1 | | 4 | 73 |
| 2 YEAR | 9.589 | 6.849 | 15.068 | 43.836 | 17.808 | 1.370 | | 5.479 | 100.000 |
| 4,000+ | 4.545 | 2.793 | 5.093 | 10.702 | 9.489 | 2.222 | | 16.667 | 6.630 |
| PUBLIC, | 2 | 4 | | | | | | | 6 |
| GRAD/ | 33.333 | 66.667 | | | | | | | 100.000 |
| PROF | 1.299 | 2.235 | | | | | | | 0.545 |
| INDEP | 15 | 14 | 28 | 40 | 9 | 1 | 1 | | 108 |
| 4 YEAR+ | 13.889 | 12.963 | 25.926 | 37.037 | 8.333 | 0.926 | 0.926 | | 100.000 |
| <4000 | 9.740 | 7.821 | 12.963 | 13.378 | 6.569 | 2.222 | 2.128 | | 9.809 |
| INDEP | 6 | 4 | 13 | 23 | 14 | 8 | 5 | 2 | 75 |
| 4 YEAR+ | 8.000 | 5.333 | 17.333 | 30.667 | 18.667 | 10.667 | 6.667 | 2.667 | 100.000 |
| 4,000+ | 3.896 | 2.235 | 6.019 | 7.692 | 10.219 | 17.778 | 10.639 | 8.333 | 6.812 |
| INDEP | 24 | 21 | 43 | 33 | 5 | 2 | 3 | | 131 |
| 4 YEAR | 18.321 | 16.031 | 32.824 | 25.191 | 3.817 | 1.527 | 2.290 | | 100.000 |
| <1000 | 15.584 | 11.732 | 19.907 | 11.037 | 3.650 | 4.444 | 6.383 | | 11.898 |
| INDEP | 14 | 23 | 32 | 40 | 6 | 1 | 1 | | 117 |
| 4 YEAR | 11.966 | 19.658 | 27.350 | 34.188 | 5.128 | 0.855 | 0.855 | | 100.000 |
| 1-1,999 | 9.091 | 12.849 | 14.815 | 13.378 | 4.380 | 2.222 | 2.128 | | 10.627 |
| INDEP | 3 | 2 | 10 | 16 | 4 | 1 | 1 | | 37 |
| 4 YEAR | 8.108 | 5.405 | 27.027 | 43.243 | 10.811 | 2.703 | 2.703 | | 100.000 |
| 2,000+ | 1.948 | 1.117 | 4.630 | 5.351 | 2.920 | 2.222 | 2.128 | | 3.361 |
| INDEP | 7 | 12 | 12 | 7 | 2 | 1 | | | 41 |
| 2 YEAR | 17.073 | 29.268 | 29.268 | 17.073 | 4.878 | 2.439 | | | 100.000 |
| | 4.545 | 6.704 | 5.556 | 2.341 | 1.460 | 2.222 | | | 3.724 |
| INDEP | 6 | 6 | 3 | 4 | 2 | | | | 21 |
| GRAD/ | 28.571 | 28.571 | 14.286 | 19.048 | 9.524 | | | | 100.000 |
| PROF | 3.896 | 3.352 | 1.389 | 1.338 | 1.460 | | | | 1.907 |
| PUBLIC | 6 | 5 | | | | | | | 11 |
| INDEP | 54.545 | 45.455 | | | | | | | 100.000 |
| NURSING | 3.896 | 2.793 | | | | | | | 0.999 |
| PUBLIC | 5 | 13 | 10 | 3 | 3 | | 1 | | 35 |
| INDEP | 14.286 | 37.143 | 28.571 | 8.571 | 8.571 | | 2.857 | | 100.000 |
| VOC.TEC | 3.247 | 7.263 | 4.630 | 1.003 | 2.190 | | 2.128 | | 3.179 |
| PROPRI. | 24 | 24 | 5 | 4 | 1 | | | | 58 |
| VOC.TEC | 41.379 | 41.379 | 8.621 | 6.897 | 1.724 | | | | 100.000 |
| | 15.584 | 13.408 | 2.315 | 1.338 | 0.730 | | | | 5.268 |
| ALL | 10 | 20 | 3 | 2 | 1 | | | | 36 |
| OTHER | 27.778 | 55.556 | 8.333 | 5.556 | 2.778 | | | | 100.000 |
| PROPRI. | 6.494 | 11.173 | 1.389 | 0.669 | 0.730 | | | | 3.270 |
| COLUMN SUMS | 154 | 179 | 216 | 299 | 137 | 45 | 47 | 24 | 1101 |
| | 11.987 | 16.258 | 19.619 | 27.157 | 12.443 | 4.087 | 4.269 | 2.180 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-4 Professional Staff Size by Adequacy of Staff by Institutional Size (Under 1,000)

INSTITUTIONAL SIZE = UNDER 1000

ROWS = SIZE OF FULL-TIME PROFESSIONAL STAFF COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------|-------------------------|--------------------------|-------------------------|-----------------------------|--------------------------|
| NONE | 1 9.091 1.515 | 6 54.545 5.310 | 1 9.091 1.163 | 3 27.273 4.167 | 11 100.000 3.264 |
| 1 | 2 11.111 3.030 | 6 33.333 5.310 | 5 27.778 5.814 | 5 27.778 6.944 | 18 100.000 5.341 |
| 2-3 | 4 18.577 71.212 | 8 32.016 71.681 | 6 26.087 76.744 | 5 23.320 81.944 | 253 100.000 75.074 |
| 4-6 | 13 27.660 19.697 | 17 36.170 15.044 | 12 25.532 13.953 | 5 10.638 6.944 | 47 100.000 13.947 |
| 7-9 | | 2 100.000 1.770 | | | 2 100.000 0.593 |
| 10-14 | 1 50.000 1.515 | 1 50.000 0.885 | | | 2 100.000 0.593 |
| 15-19 | 1 100.000 1.515 | | | | 1 100.000 0.297 |
| 20+ | 1 33.333 1.515 | | 2 66.667 2.326 | | 3 100.000 0.890 |
| COL SUMS | 66 19.585 100.000 | 113 33.531 100.000 | 86 25.519 100.000 | 72 21.365 100.000 | 337 100.000 |

Table 8-5 Professional Staff Size by Adequacy of Staff by Institutional Size (1,000-3,999)

INSTITUTIONAL SIZE = 1000-3999

ROWS = SIZE OF FULL-TIME PROFESSIONAL STAFF COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------|------------------------|--------------------------|--------------------------|-----------------------------|--------------------------|
| NONE | 1 9.091 3.125 | 7 63.636 5.344 | 3 27.273 2.857 | | 11 100.000 2.842 |
| 1 | | 4 33.333 3.053 | 5 41.667 4.762 | 3 25.000 2.521 | 12 100.000 3.101 |
| 2-3 | 13 5.579 40.625 | 6 28.326 50.382 | 6 27.897 61.905 | 8 38.197 74.790 | 233 100.000 60.207 |
| 4-6 | 12 10.169 37.500 | 4 40.678 36.641 | 3 26.271 29.524 | 2 22.881 22.689 | 118 100.000 30.491 |
| 7-9 | 5 45.455 15.625 | 5 45.455 3.817 | 1 9.091 0.952 | | 11 100.000 2.842 |
| 10-14 | 1 50.000 3.125 | 1 50.000 0.763 | | | 2 100.000 0.517 |
| 15-19 | | | | | |
| 20+ | | | | | |
| COL SUMS | 32 8.269 100.000 | 131 33.850 100.000 | 105 27.132 100.000 | 119 30.749 100.000 | 387 100.000 |

Table 8-6 Professional Staff Size by Adequacy of Staff by Institutional Size (4,000-9,999)

INSTITUTIONAL SIZE = 4000-9999

SIZE OF FULL-TIME PROFESSIONAL STAFF

COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| NONE | 1 | | 2 | | 3 |
| | 33.333 | | 66.667 | | 100.000 |
| | 4.545 | | 3.125 | | 1.389 |
| 1 | 1 | | | | 1 |
| | 100.000 | | | | 100.000 |
| | 4.545 | | | | 0.463 |
| 2-3 | 3 | 14 | 14 | 29 | 60 |
| | 5.000 | 23.333 | 23.333 | 48.333 | 100.000 |
| | 13.636 | 24.561 | 21.875 | 39.726 | 27.778 |
| 4-6 | 8 | 26 | 35 | 32 | 101 |
| | 7.921 | 25.743 | 34.653 | 31.683 | 100.000 |
| | 36.364 | 45.614 | 54.688 | 43.836 | 46.759 |
| 7-9 | 6 | 14 | 12 | 11 | 43 |
| | 13.953 | 32.558 | 27.907 | 25.581 | 100.000 |
| | 27.273 | 24.561 | 18.750 | 15.068 | 19.907 |
| 10-14 | 3 | 3 | 1 | 1 | 8 |
| | 37.500 | 37.500 | 12.500 | 12.500 | 100.000 |
| | 11.636 | 5.263 | 1.563 | 1.370 | 3.704 |
| 15-19 | | | | | |
| 20+ | | | | | |
| COL SUMS | 22 | 57 | 64 | 73 | 216 |
| | 10.185 | 26.389 | 29.630 | 33.796 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-7 Professional Staff Size by Adequacy of Staff by Institutional Size (10,000-19,999)

INSTITUTIONAL SIZE = 10,000-19,999

SIZE OF FULL-TIME PROFESSIONAL STAFF

COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| NONE | | | | | |
| 1 | | | | 1 | 1 |
| | | | | 100.000 | 100.000 |
| | | | | 2.041 | 0.763 |
| 2-3 | 5 | 8 | 3 | 11 | 27 |
| | 18.519 | 29.630 | 11.111 | 40.741 | 100.000 |
| | 33.333 | 22.857 | 9.375 | 22.449 | 20.611 |
| 4-6 | 4 | 9 | 12 | 15 | 40 |
| | 10.000 | 22.500 | 30.000 | 37.500 | 100.000 |
| | 26.667 | 25.714 | 37.500 | 30.612 | 30.534 |
| 7-9 | 1 | 8 | 14 | 18 | 41 |
| | 2.439 | 19.512 | 34.146 | 43.902 | 100.000 |
| | 6.667 | 22.857 | 43.750 | 36.735 | 31.298 |
| 10-14 | 3 | 8 | 3 | 3 | 17 |
| | 17.647 | 47.059 | 17.647 | 17.647 | 100.000 |
| | 20.000 | 22.857 | 9.375 | 6.122 | 12.977 |
| 15-19 | 2 | 1 | | 1 | 4 |
| | 50.000 | 25.000 | | 25.000 | 100.000 |
| | 13.333 | 2.857 | | 2.041 | 3.053 |
| 20+ | | 1 | | | 1 |
| | | 100.000 | | | 100.000 |
| | | 2.857 | | | 0.763 |
| COL SUMS | 15 | 35 | 32 | 49 | 131 |
| | 11.450 | 26.718 | 24.427 | 37.405 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-8 Professional Staff Size
by Adequacy of Staff by
Institutional Size
(20,000 and over)

INSTITUTIONAL
SIZE = 20,000+

ROWS = SIZE OF FULL-TIME
PROFESSIONAL STAFF COLUMNS = SIZE OF STAFF
ADEQUATE?

| | STRONG- LY AGREE | MODEP- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|-------------|------------------------|--------------------------|-------------------------|-----------------------------|--------------------------|
| NONE | | 1 50.000 3.704 | 1 50.000 5.000 | | 2 100.000 2.817 |
| 1 | | | | | |
| 2-3 | | 2 33.333 7.407 | 2 33.333 10.000 | 2 33.333 11.765 | 6 100.000 8.451 |
| 4-6 | 1 9.091 14.286 | 4 36.364 14.815 | 2 18.182 10.000 | 4 36.364 23.529 | 11 100.000 15.493 |
| 7-9 | 2 14.286 28.571 | 4 28.571 14.815 | 4 28.571 20.000 | 4 28.571 23.529 | 14 100.000 19.718 |
| 10-14 | 4 26.667 57.143 | 5 33.333 18.519 | 5 33.333 25.000 | 1 6.667 5.882 | 15 100.000 21.127 |
| 15-19 | | 5 41.667 18.519 | 4 33.333 20.000 | 3 25.000 17.647 | 12 100.000 16.901 |
| 20+ | | 6 54.545 22.222 | 2 18.182 10.000 | 3 27.273 17.647 | 11 100.000 15.493 |
| COL SUMS | 7 9.859 100.000 | 27 38.028 100.000 | 20 28.167 100.000 | 17 23.944 100.000 | 71 100.000 100.000 |

Table 8-9 Clerical Staff Size by Adequacy of Staff by Institutional Size (Under 1,000)

INSTITUTIONAL SIZE = UNDER 1000

SIZE OF FULL-TIME STAFF

ROWS = CLERICAL STAFF COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| NONE | 11 | 20 | 13 | 9 | 53 |
| | 20.755 | 37.736 | 24.528 | 16.981 | 100.000 |
| | 16.667 | 17.857 | 15.116 | 12.500 | 15.774 |
| 1 | 4 | 8 | 12 | 26 | 50 |
| | 8.000 | 16.000 | 24.000 | 52.000 | 100.000 |
| | 6.061 | 7.143 | 13.953 | 36.111 | 14.881 |
| 2-3 | 35 | 66 | 53 | 31 | 185 |
| | 18.919 | 35.676 | 28.649 | 16.757 | 100.000 |
| | 53.030 | 58.929 | 61.628 | 43.056 | 55.060 |
| 4-6 | 14 | 16 | 5 | 6 | 41 |
| | 34.146 | 39.024 | 12.195 | 14.634 | 100.000 |
| | 21.212 | 14.286 | 5.814 | 8.333 | 12.202 |
| 7-9 | 2 | 2 | 3 | | 7 |
| | 28.571 | 28.571 | 42.857 | | 100.000 |
| | 1.030 | 1.786 | 3.488 | | 2.083 |
| 10-14 | | | | | |
| 15-19 | | | | | |
| 20+ | | | | | |
| COL SUMS | 66 | 112 | 86 | 72 | 336 |
| | 19.643 | 33.333 | 25.595 | 21.429 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-10 Clerical Staff Size by Adequacy of Staff by Institutional Size (1,000-3,999)

INSTITUTIONAL SIZE = 1000-3999

SIZE OF FULL-TIME STAFF

ROWS = CLERICAL STAFF COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------|------------------------|--------------------------|-------------------------|-----------------------------|-------------|
| NONE | 2 | 7 | 5 | 6 | 20 |
| | 10.000 | 35.000 | 25.000 | 30.000 | 100.000 |
| | 6.250 | 5.344 | 4.762 | 5.042 | 5.168 |
| 1 | | | 5 | 10 | 15 |
| | | | 33.333 | 66.667 | 100.000 |
| | | | 4.762 | 8.403 | 3.876 |
| 2-3 | 18 | 65 | 54 | 78 | 215 |
| | 8.372 | 30.233 | 25.116 | 36.279 | 100.000 |
| | 56.250 | 49.618 | 51.429 | 65.546 | 55.556 |
| 4-6 | 5 | 53 | 39 | 25 | 126 |
| | 7.143 | 42.063 | 30.952 | 19.841 | 100.000 |
| | 28.125 | 40.458 | 37.143 | 21.008 | 32.558 |
| 7-9 | 2 | 6 | 2 | | 10 |
| | 20.000 | 60.000 | 20.000 | | 100.000 |
| | 6.250 | 4.580 | 1.905 | | 2.584 |
| 10-14 | 1 | | | | 1 |
| | 100.000 | | | | 100.000 |
| | 3.125 | | | | 0.258 |
| 15-19 | | | | | |
| 20+ | | | | | |
| COL SUMS | 32 | 131 | 105 | 119 | 387 |
| | 8.269 | 33.850 | 27.132 | 30.749 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-11 Clerical Staff Size by Adequacy of Staff by Institutional Size (4,000-9,999)

INSTITUTIONAL SIZE = 4000-9999

ROWS = CLERICAL STAFF SIZE OF FULL-TIME STAFF COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------|------------------------|--------------------------|-------------------------|-----------------------------|----------------|
| NONE | | | 1 33.333 | 2 66.667 | 3 100.000 |
| | | | 1.563 | 2.740 | 1.389 |
| 1 | 1 33.333 | | | 2 66.667 | 3 100.000 |
| | 4.545 | | | 2.740 | 1.389 |
| 2-3 | 2 8.651 | 13 30.233 | 7 16.279 | 21 48.837 | 43 100.000 |
| | 9.091 | 22.807 | 10.938 | 28.767 | 19.907 |
| 4-6 | 11 10.891 | 24 23.762 | 32 31.683 | 34 33.663 | 101 100.000 |
| | 50.000 | 42.105 | 50.000 | 46.575 | 46.759 |
| 7-9 | 6 10.909 | 16 29.091 | 21 38.182 | 12 21.818 | 55 100.000 |
| | 27.273 | 28.070 | 32.813 | 16.438 | 25.463 |
| 10-14 | 1 11.111 | 4 44.444 | 3 33.333 | 1 11.111 | 9 100.000 |
| | 4.545 | 7.018 | 4.688 | 1.370 | 4.167 |
| 15-19 | 1 50.000 | | | 1 50.000 | 2 100.000 |
| | 4.545 | | | 1.370 | 0.926 |
| 20+ | | | | | |
| COL SUMS | 22 10.185 | 57 26.389 | 64 29.630 | 73 33.796 | 216 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-12 Clerical Staff Size by Adequacy of Staff by Institutional Size (10,000-19,999)

INSTITUTIONAL SIZE = 10,000-19,999

ROWS = CLERICAL STAFF SIZE OF FULL-TIME STAFF COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|----------|------------------------|--------------------------|-------------------------|-----------------------------|----------------|
| NONE | | | 1 33.333 | 2 66.667 | 3 100.000 |
| | | | 6.667 | 6.250 | 2.308 |
| 1 | | | | 2 100.000 | 2 100.000 |
| | | | | 4.082 | 1.538 |
| 2-3 | 4 23.529 | 5 29.412 | 1 5.882 | 7 41.176 | 17 100.000 |
| | 26.667 | 14.706 | 3.125 | 14.286 | 13.077 |
| 4-6 | 2 5.714 | 9 25.714 | 10 28.571 | 14 40.000 | 35 100.000 |
| | 13.333 | 26.471 | 31.250 | 28.571 | 26.923 |
| 7-9 | 3 6.250 | 13 27.083 | 16 33.333 | 16 33.333 | 48 100.000 |
| | 20.000 | 38.235 | 50.000 | 32.653 | 36.923 |
| 10-14 | 1 9.091 | 2 18.182 | 1 9.091 | 7 63.636 | 11 100.000 |
| | 6.667 | 5.882 | 3.125 | 14.286 | 8.462 |
| 15-19 | 3 27.273 | 3 27.273 | 2 18.182 | 3 27.273 | 11 100.000 |
| | 20.000 | 8.824 | 6.250 | 6.122 | 8.462 |
| 20+ | 1 33.333 | | 2 66.667 | | 3 100.000 |
| | 6.667 | | 5.882 | | 2.308 |
| COL SUMS | 15 11.538 | 34 26.154 | 32 24.615 | 49 37.692 | 130 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 8-13 Clerical Staff Size by Adequacy of Staff by Institutional Size (20,000 and over)

INSTITUTIONAL
SIZE = 20,000+

SIZE OF FULL-TIME
ROWS = CLERICAL STAFF COLUMNS = SIZE OF STAFF ADEQUATE?

| | STRONG- LY AGREE | MODER- ATELY AGREE | MODER. DIS- AGREE | STRONG- LY DIS- AGREE | ROW SUMS |
|-------|------------------------|--------------------------|-------------------------|-----------------------------|-------------------------|
| NONE | | 1 100.000 3.846 | | | 1 100.000 1.429 |
| 1 | | | | | |
| 2-3 | 1 25.000 14.286 | | 1 25.000 5.000 | 2 50.000 11.765 | 4 100.000 5.714 |
| 4-6 | 1 7.692 14.286 | 6 46.154 23.077 | 2 15.385 10.000 | 4 30.769 23.529 | 13 100.000 18.571 |
| 7-9 | | 5 55.556 19.231 | 2 22.222 10.000 | 2 22.222 11.765 | 9 100.000 12.857 |
| 10-14 | 2 18.182 28.571 | 3 27.273 11.538 | 4 36.364 20.000 | 2 18.182 11.765 | 11 100.000 15.714 |
| 15-19 | 2 11.765 28.571 | 1 5.882 3.846 | 10 58.824 50.000 | 4 23.529 23.529 | 17 100.000 24.286 |
| 20+ | 1 6.667 14.286 | 10 66.667 38.462 | 1 6.667 5.000 | 3 20.000 17.647 | 15 100.000 21.429 |
| COL | 7 | 26 | 20 | 17 | 70 |
| SUMS | 10.000 100.000 | 37.143 100.000 | 28.571 100.000 | 24.286 100.000 | 100.000 100.000 |

TABLES 9-1 Through 9-3 "What is the Title of Your Immediate Supervisor?"*

Directors of financial aid reported a wide variety of immediate supervisors. As seen in Tables 9-1, 9-2, and 9-3, reporting arrangements tend to vary by type of institution and by institutional size.

Directors at small institutions (under 1,000 students) were more likely to report directly to the President or Chancellor than were those at other institutions.

Among Directors from public institutions (Table 9-1), the most common reporting arrangement was to the Dean of Students (38.4%), followed by the Vice-President or Vice-Chancellor of Student Affairs (28.9%). At private institutions (Table 9-2), Directors were more likely to report to the Vice-President or Vice-Chancellor for Business Affairs (19.3%) than were Directors at public institutions.

Directors at proprietary institutions (Table 9-3) were more likely to report directly to the President than were Directors at other types of institutions.

*Respondents were given a choice of 15 supervisor's titles to select. Very few responses (less than 1%) were made in several of the title categories. Therefore, a number of the little-used categories were collapsed into related categories:

1. Vice-Chancellor or Vice-President for Business Affairs/Treasurer includes Associate/Assistant Vice-Chancellors and Associate/Assistant Vice-Presidents for Business Affairs as well as Controllers/Comptrollers.
2. Vice-Chancellor or Vice-President for Academic Affairs includes Associate/Assistant Vice-Chancellors and Associate/Assistant Vice-Presidents for Academic Affairs as well as Deans of Academic Affairs.
3. Vice-Chancellor or Vice-President for Student Affairs includes Associate/Assistant Chancellors and Associate/Assistant Vice-Presidents for Student Affairs.

Table 9-1 Title of Immediate Supervisor for Directors of Financial Aid at Public Institutions by Institutional Size

INSTITUTIONAL CLASSIFICATION: = PUBLIC TITLE = DIRECTOR

ROWS = INSTITUTIONAL SIZE COLUMNS = TITLE OF IMMEDIATE SUPERVISOR

| | PRES. OR CHANC. | VICE-CH OR V.P. BUS. AF. | VICE-CH OR VP ACAD. AF. | VICE CH OR V.P. STUD. AF. | DEAN OF STU- DENTS | DI/DEAN ADMIS. G FIN. AID | DIR. OF ADMIS- SIONS | MGR./ ADMINI- STRATOR | OTHER | ROW SUMS |
|---------------|------------------------|--------------------------|-------------------------|---------------------------|--------------------------|---------------------------|-----------------------|-----------------------|-------------------------|--------------------------|
| UNDER 1000 | 8 21.053 32.000 | 2 5.263 9.091 | 1 2.632 10.000 | 2 5.263 1.449 | 9 23.684 4.918 | | 1 2.632 14.286 | | 15 39.474 17.647 | 38 100.000 7.983 |
| 1000-3999 | 10 8.065 40.000 | 5 4.032 22.727 | 1 0.806 10.000 | 23 18.548 16.667 | 65 52.419 35.519 | | 1 0.806 14.286 | | 19 15.323 22.353 | 124 100.000 26.050 |
| 4000-9999 | 4 2.649 16.000 | 12 7.947 54.545 | 4 2.649 40.000 | 50 33.113 36.232 | 52 34.437 28.415 | 2 1.325 66.667 | 3 1.987 42.857 | 2 1.325 66.667 | 22 14.570 25.882 | 151 100.000 31.723 |
| 10,000-19,999 | 3 3.191 12.000 | 2 2.128 9.091 | 1 1.064 10.000 | 40 42.553 28.986 | 35 37.234 19.126 | 1 1.064 33.333 | | | 12 12.766 14.118 | 94 100.000 19.748 |
| 20,000+ | | 1 1.449 4.545 | 3 4.348 30.000 | 23 33.333 16.667 | 22 31.884 12.022 | | 2 2.899 28.571 | 1 1.449 33.333 | 17 24.638 20.000 | 69 100.000 14.496 |
| COLUMN SUMS | 25 5.252 100.000 | 22 4.622 100.000 | 10 2.101 100.000 | 138 28.992 100.000 | 183 38.445 100.000 | 3 0.630 100.000 | 7 1.471 100.000 | 3 0.630 100.000 | 85 17.857 100.000 | 476 100.000 |

Table 9-2 Title of Immediate Supervisor for Directors of Financial Aid at Independent Institutions by Institutional Size

INSTITUTIONAL CLASSIFICATION = INDEP. (INDEPENDENT) TITLE = DIRECTOR

ROWS = INSTITUTIONAL SIZE SHORT CODE COLUMNS = TITLE OF IMMEDIATE SUPERVISOR

| | PRFS. OR CHANC. | VICE-CH OR V.P. BUS. AF. | VICE-CH OR VP ACAD. AF. | VICE CH OR V.P. STUD. AF. | DEAN OF STU- DENTS | DI/DEAN ADMIS. G FIN. AID | DIR. OF ADMIS- SIONS | MGR./ ADMINI- STRATOR | OTHER | ROW SUMS |
|---------------|-------------------------|--------------------------|-------------------------|---------------------------|--------------------------|---------------------------|------------------------|-----------------------|--------------------------|--------------------------|
| UNDER 1000 | 4 19.731 58.667 | 1 18.386 36.937 | 18 8.072 48.649 | 7 3.139 12.069 | 37 16.592 36.275 | 2 0.897 9.091 | 25 11.211 59.524 | 5 2.242 83.333 | 4 19.731 36.066 | 221 100.000 38.783 |
| 1000-3999 | 28 11.336 37.333 | 5 21.862 48.649 | 13 5.263 15.135 | 24 9.717 41.379 | 56 22.672 54.902 | 11 4.453 50.000 | 15 6.073 35.714 | 1 0.405 16.667 | 45 18.219 36.885 | 247 100.000 42.957 |
| 4000-9999 | 3 4.688 4.000 | 7 10.938 6.106 | 4 6.250 10.811 | 17 26.563 29.310 | 8 12.500 7.843 | 3 4.688 13.636 | 1 1.563 2.381 | | 2 32.813 17.213 | 64 100.000 11.130 |
| 10,000-19,999 | | 2 22.222 7.207 | 10 5.556 5.405 | 10 27.778 17.241 | 1 2.778 0.980 | 5 13.889 22.727 | 1 2.778 2.381 | | 9 25.000 7.377 | 36 100.000 6.261 |
| 20,000+ | | 1 20.000 0.901 | | | | 1 20.000 4.545 | | | 3 60.000 2.459 | 5 100.000 0.870 |
| COLUMN SUMS | 75 13.043 100.000 | 111 14.304 100.000 | 37 6.435 100.000 | 58 10.087 100.000 | 102 17.739 100.000 | 22 3.826 100.000 | 42 7.304 100.000 | 6 1.043 100.000 | 122 21.217 100.000 | 575 100.000 |

Table 9-3 Title of Immediate Supervisor for Directors of Financial Aid at Proprietary Institutions by Institutional Size

INSTITUTIONAL CLASSIFICATION: = PROPRIETARY

TITLE = DIRECTOR

| INSTITUTIONAL ROWS = SIZE | TITLE OF COLUMNS = IMMEDIATE SUPERVISOR | | | | | | | | | ROW SUMS |
|------------------------------|--|-------------------------------|------------------------------|--------------------------------|--------------------------|--------------------------------|----------------------------|-----------------------------|-------------------------|--------------------------|
| | PRES. OR CHANC. | VICE-CH OR V.P. BUS.AF. | VICE-CH OR VP ACAD.AF. | VICE-CH OR V.P. STUD.AF. | DEAN OF STU- DENTS | DI/DEAN ADMIS. & FIN.AID | DIR. OF ADMIS- SIONS | MGR./ ADMINI- STRATOR | OTHER | |
| UNDER 1000 | 47 60.256 87.037 | 1 1.282 33.333 | 1 1.282 100.000 | 2 2.564 50.000 | 1 1.282 25.000 | | 1 1.282 100.000 | 9 11.538 100.000 | 16 20.513 88.889 | 78 100.000 82.979 |
| 1000- 3999 | 6 46.154 11.111 | 1 7.692 33.333 | | 2 15.385 50.000 | 2 15.385 50.000 | | | | 2 15.385 11.111 | 13 100.000 13.830 |
| 4000- 9999 | | 1 100.000 33.333 | | | | | | | | 1 100.000 1.064 |
| 10,000- 19,999 | 1 50.000 1.852 | | | | 1 50.000 25.000 | | | | | 2 100.000 2.128 |
| 20,000+ | | | | | | | | | | |
| COLUMN SUMS | 54 57.447 100.000 | 3 3.191 100.000 | 1 1.064 100.000 | 4 4.255 100.000 | 4 4.255 100.000 | | 1 1.064 100.000 | 9 9.574 100.000 | 18 19.149 100.000 | 94 100.000 100.000 |

TABLES 10-1 Through 10-3 Office Responsibility for Student Employment

Approximately one-third of the respondents fell into each of the following two categories:

...office is responsible for both finding positions for College Work-Study students and placing them in these positions

...office is responsible for finding positions and/or placing students in positions for both the CWS program and other student employment programs (Table 10-1).

There were noticeable differences between the responses of individuals from proprietary schools and other groups. Respondents from proprietary schools were more likely to indicate that they had little or no responsibility for student employment or that their institution did not have a student employment program. Similarly, respondents from vocational/technical schools, nursing schools, and graduate/professional schools were more likely than other groups to indicate that they had little or no responsibility for student employment or that their institution did not have a student employment program (Table 10-2).

Table 10-3 permits the identification of several differences in responsibility for student employment based on institutional size. For example, respondents from institutions with enrollments of 10,000 or more students were approximately twice as likely to indicate that their office had little or no responsibility for student employment as were respondents from smaller institutions. Although 11.9 percent of the respondents from institutions with enrollments of under 1,000 students indicated their institution did not have a student employment program, this was the most unlikely response from individuals in all of the other size categories.

Table 10-1 Office Responsibility for Student Employment by Institutional Control (Directors)

| INSTITUTIONAL ROWS = CLASSIFICATION: | OFFICE COLUMNS = RESPONSIBILITY FOR STUDENT EMPLOYMENT | | | | | | | ROW SUMS |
|---|--|-------------------------|--------------|---------------------------|--------------------------------|-------------------------------|---------|-------------|
| | FIND PLACE CWS | FIND POS. FOR CWS | PLACE CWS | FIND/ PLACE CWS ETC | LITTLE/ NO RESP STU. EMP | NO STUD EMPLOY. PROGRAM | OTHER | |
| PUBLIC | 236 | 18 | 18 | 196 | 31 | 5 | 16 | 520 |
| | 45.385 | 3.462 | 3.462 | 37.692 | 5.962 | 0.962 | 3.077 | 100.000 |
| | 47.581 | 56.250 | 40.000 | 41.525 | 22.794 | 7.937 | 17.582 | 38.951 |
| INDEP. (PRT- VATE) | 235 | 14 | 24 | 268 | 74 | 23 | 54 | 692 |
| | 33.960 | 2.023 | 3.468 | 38.728 | 10.694 | 3.324 | 7.803 | 100.000 |
| | 47.379 | 43.750 | 53.333 | 56.780 | 54.412 | 36.508 | 59.341 | 51.835 |
| PROPRI- ETARY | 25 | | 3 | 8 | 31 | 35 | 21 | 123 |
| | 20.325 | | 2.439 | 6.504 | 25.203 | 28.455 | 17.073 | 100.000 |
| | 5.040 | | 6.667 | 1.695 | 22.794 | 55.556 | 23.077 | 9.213 |
| COLUMN SUMS | 496 | 32 | 45 | 472 | 136 | 63 | 91 | 1335 |
| | 37.154 | 2.397 | 3.371 | 35.356 | 10.187 | 4.719 | 6.816 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 10-2 Office Responsibility for Student Employment
by Institutional Type (Directors)

| | INSTITUTIONAL ROWS = TYPE: | | | OFFICE COLUMNS = RESPONSIBILITY FOR STUDENT EMPLOYMENT | | | | ROW SUMS |
|--------------------------------|-------------------------------|------------------------|------------------------|--|-------------------------------|-------------------------------|------------------------|----------------------------|
| | FINDE PLACE CWS | FIND POS.FOR CWS | PLACE CWS | FIND/ PLACE CWS ETC | LITTLE/ NO RESP STU.EMP | NO STUD EMPLOY. PROGRAM | OTHER | |
| VOC. TECH. | 38 31.667 7.819 | | 3 2.500 7.317 | 17 14.167 3.680 | 21 17.500 15.789 | 28 23.333 46.667 | 13 10.833 15.294 | 120 100.000 9.238 |
| 2 YEARS F UNDER NOT V.T. | 131 50.579 26.955 | 4 1.544 12.500 | 10 3.861 24.390 | 67 25.869 14.502 | 24 9.266 18.045 | 9 3.475 15.000 | 14 5.405 16.471 | 259 100.000 19.938 |
| 4 YEAR | 135 36.388 27.778 | 7 1.887 21.875 | 8 2.156 19.512 | 171 46.092 37.013 | 22 5.930 16.541 | 2 0.539 3.333 | 26 7.008 30.588 | 371 100.000 28.560 |
| 4 YEAR AND BEYOND | 154 34.452 31.687 | 19 4.251 59.375 | 12 2.685 29.263 | 195 43.624 42.208 | 44 9.843 33.083 | 1 0.224 1.667 | 22 4.922 25.882 | 447 100.000 34.411 |
| NURSING | 8 34.783 1.646 | | 1 4.348 2.439 | | 4 17.391 3.008 | 10 43.478 16.667 | | 23 100.000 1.771 |
| GRAD/ PROFES. ONLY | 20 25.316 4.115 | 2 2.532 6.250 | 7 8.861 17.073 | 12 15.190 2.597 | 18 22.785 13.534 | 10 12.658 16.667 | 10 12.658 11.765 | 79 100.000 6.082 |
| COLUMN SUMS | 486 37.413 100.000 | 32 2.463 100.000 | 41 3.155 100.000 | 462 35.566 100.000 | 133 10.239 100.000 | 60 4.619 100.000 | 85 6.543 100.000 | 1299 100.000 100.000 |

Table 10-3 Office Responsibility for Student Employment
by Institutional Size (Directors)

| | INSTITUTIONAL ROWS = SIZE | | | OFFICE COLUMNS = RESPONSIBILITY FOR STUDENT EMPLOYMENT | | | | ROW SUMS |
|-------------------|------------------------------|------------------------|------------------------|--|-------------------------------|-------------------------------|------------------------|----------------------------|
| | FINDE PLACE CWS | FIND POS.FOR CWS | PLACE CWS | FIND/ PLACE CWS ETC | LITTLE/ NO RESP STU.EMP | NO STUD EMPLOY. PROGRAM | OTHER | |
| UNDER 1000 | 168 35.220 33.871 | 7 1.468 21.875 | 16 3.354 35.556 | 139 29.140 29.449 | 50 10.482 36.496 | 57 11.950 90.476 | 40 8.386 43.956 | 477 100.000 35.704 |
| 1000- 3999 | 154 37.108 31.048 | 8 1.928 25.000 | 16 3.855 35.556 | 165 39.759 34.958 | 36 8.675 26.277 | 5 1.205 7.937 | 31 7.470 34.066 | 415 100.000 31.063 |
| 4000- 9999 | 92 40.889 18.548 | 5 2.222 15.625 | 9 4.000 20.000 | 94 41.778 19.915 | 16 7.111 11.679 | | 9 4.000 9.890 | 225 100.000 16.841 |
| 10,000- 19,999 | 48 33.803 9.677 | 8 5.634 25.000 | 3 2.113 6.667 | 51 35.915 10.805 | 23 16.197 16.788 | 1 0.704 1.587 | 8 5.634 8.791 | 142 100.000 10.629 |
| 20,000+ | 34 44.156 6.855 | 4 5.195 12.500 | 1 1.299 2.222 | 23 29.870 4.873 | 12 15.584 8.759 | | 3 3.896 3.297 | 77 100.000 5.763 |
| COLUMN SUMS | 496 37.126 100.000 | 32 2.395 100.000 | 45 3.368 100.000 | 472 35.329 100.000 | 137 10.254 100.000 | 63 4.716 100.000 | 91 6.811 100.000 | 1336 100.000 100.000 |

TABLES 11-1 Through 11-3 "What Percentage of the Funds Administered by Your Office are Assigned on the Basis of Computed Financial Need?"

Approximately one-fourth of the respondents stated that all of the funds administered by their office were assigned based on financial need. Respondents from proprietary institutions were most likely to report that all of their funds were based on financial need. In the aggregate, over 81 percent of the respondents stated that 80 percent or more of their funds were assigned based on financial need (Table 11-1).

Respondents from vocational/technical schools, nursing schools, and graduate/professional schools reported the highest percentages of funds which were assigned totally based on financial need (Table 11-2).

As shown in Table 11-3, there were differences in the percentage of funds assigned on the basis of financial need based upon institutional size.

Table 11-1 Percentage of Funds Based on Need by Institutional Control (Directors)

| INSTITUTIONAL ROWS - CLASSIFICATION: | % FUNDS ADMINISTERED COLUMNS = ASSIGNED BY COMPUTED FINANCIAL NEED | | | | | | ROW SUMS |
|---|--|---------|---------|---------|---------|--------------|-------------|
| | 100% | 90-99 | 80-89 | 70-79 | 60-69 | UNDER 60% | |
| PUBLIC | 89 | 245 | 95 | 37 | 27 | 38 | 531 |
| | 16.761 | 46.139 | 17.891 | 6.968 | 5.085 | 7.156 | 100.000 |
| | 26.727 | 41.952 | 46.569 | 35.238 | 42.857 | 48.101 | 38.816 |
| INDEP. (PRI- VATE) | 162 | 313 | 100 | 65 | 32 | 36 | 708 |
| | 22.881 | 44.209 | 14.124 | 9.181 | 4.520 | 5.085 | 100.000 |
| | 48.649 | 53.596 | 49.020 | 61.905 | 50.794 | 45.570 | 51.754 |
| PROPRI- ETARY | 82 | 26 | 9 | 3 | 4 | 5 | 129 |
| | 63.566 | 20.155 | 6.977 | 2.326 | 3.101 | 3.876 | 100.000 |
| | 24.625 | 4.452 | 4.412 | 2.857 | 6.349 | 6.329 | 9.430 |
| COLUMN SUMS | 333 | 584 | 204 | 105 | 63 | 79 | 1368 |
| | 24.342 | 42.690 | 14.912 | 7.675 | 4.605 | 5.775 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 11-2 Percentage of Funds Based on Need by Institutional Type (Directors)

| INSTITUTIONAL ROWS = TYPE: | % FUNDS ADMINISTERED COLUMNS = ASSIGNED BY COMPUTED FINANCIAL NEED | | | | | | ROW SUMS |
|-------------------------------|--|---------|---------|---------|---------|--------------|-------------|
| | 100% | 90-99 | 80-89 | 70-79 | 60-69 | UNDER 60% | |
| VOC. | 67 | 37 | 11 | 1 | 3 | 8 | 127 |
| TECH. | 52.756 | 29.134 | 8.661 | 0.787 | 2.362 | 6.299 | 100.000 |
| | 20.872 | 6.514 | 5.446 | 0.971 | 4.839 | 10.390 | 9.527 |
| 2 YEARS | 76 | 123 | 35 | 14 | 4 | 10 | 262 |
| 6 UNDER | 29.008 | 46.947 | 13.359 | 5.344 | 1.527 | 3.817 | 100.000 |
| NOT V.T. | 23.676 | 21.655 | 17.327 | 13.592 | 6.452 | 12.987 | 19.655 |
| 4 YEAR | 59 | 180 | 69 | 36 | 22 | 15 | 381 |
| | 15.486 | 47.244 | 18.110 | 9.449 | 5.774 | 3.937 | 100.000 |
| | 18.380 | 31.690 | 34.158 | 34.951 | 35.484 | 19.481 | 28.582 |
| 4 YEAR AND BEYOND | 63 | 199 | 81 | 47 | 30 | 38 | 458 |
| | 13.755 | 43.450 | 17.686 | 10.262 | 6.550 | 8.297 | 100.000 |
| | 19.626 | 35.035 | 40.099 | 45.631 | 48.387 | 49.351 | 34.359 |
| NURSING | 13 | 9 | 1 | | 1 | | 24 |
| | 54.167 | 37.500 | 4.167 | | 4.167 | | 100.000 |
| | 4.050 | 1.585 | 0.495 | | 1.613 | | 1.800 |
| GRAD/ PROFES. ONLY | 43 | 20 | 5 | 5 | 2 | 6 | 81 |
| | 53.086 | 24.691 | 6.173 | 6.173 | 2.469 | 7.407 | 100.000 |
| | 13.396 | 3.521 | 2.475 | 4.854 | 3.226 | 7.792 | 6.077 |
| COLUMN SUMS | 321 | 568 | 202 | 103 | 62 | 77 | 1333 |
| | 24.081 | 42.611 | 15.154 | 7.727 | 4.651 | 5.776 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 11-3 Percentage of Funds Based on Need by Institutional Size

| INSTITUTIONAL ROWS = SIZE | % FUNDS ADMINISTERED COLUMNS = ASSIGNED BY COMPUTED FINANCIAL NEED | | | | | | ROW SUMS |
|------------------------------|--|---------|---------|---------|---------|--------------|-------------|
| | 100% | 90-99 | 80-89 | 70-79 | 60-69 | UNDER 60% | |
| UNDER 1000 | 185 | 177 | 56 | 34 | 17 | 26 | 495 |
| | 37.374 | 35.758 | 11.313 | 6.869 | 3.434 | 5.253 | 100.000 |
| | 55.556 | 30.308 | 27.317 | 32.075 | 26.984 | 32.911 | 36.131 |
| 1000- 3999 | 91 | 194 | 67 | 34 | 19 | 19 | 424 |
| | 21.462 | 45.755 | 15.802 | 8.019 | 4.481 | 4.481 | 100.000 |
| | 27.327 | 33.219 | 32.683 | 32.075 | 30.159 | 24.051 | 30.949 |
| 4000- 9999 | 22 | 107 | 42 | 19 | 14 | 21 | 225 |
| | 9.778 | 47.556 | 18.667 | 8.444 | 6.222 | 9.333 | 100.000 |
| | 6.607 | 18.322 | 20.488 | 17.925 | 22.222 | 26.582 | 16.423 |
| 10,000- 19,999 | 21 | 73 | 21 | 13 | 10 | 10 | 148 |
| | 14.189 | 49.324 | 14.189 | 8.784 | 6.757 | 6.757 | 100.000 |
| | 6.306 | 12.500 | 10.244 | 12.264 | 15.873 | 12.658 | 10.803 |
| 20,000+ | 14 | 33 | 19 | 6 | 3 | 3 | 78 |
| | 17.949 | 42.308 | 24.359 | 7.692 | 3.846 | 3.846 | 100.000 |
| | 4.204 | 5.651 | 9.268 | 5.660 | 4.762 | 3.797 | 5.693 |
| COLUMN SUMS | 333 | 584 | 205 | 106 | 63 | 79 | 1370 |
| | 24.307 | 42.628 | 14.964 | 7.737 | 4.599 | 5.766 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Section E

External Contacts

TABLE 12-1 "How Many Times During the Past 12 Months Have You Written or Called the Office of U. S. Senator or U. S. Representative Regarding a Financial Aid Problem or Issue?"

Slightly over half of the respondents indicated that they had not contacted the office of a member of the U. S. Congress regarding a financial problem or issue during the last year. The most politically active group (6.5% of the respondents) had contacted the office of a member of Congress six or more times during the prior twelve-month period.

Table 12-1 Contacts With the Office of a Member of Congress by Title

| ROWS = TITLE | COLUMNS = NO. TIMES CONTACTED U.S. SENATOR/CONGR. ON FIN. AID PROBLEM | | | | ROW SUMS |
|----------------|---|---------|---------|---------|-------------|
| | NONE | 1-2 | 3-5 | 6+ | |
| DIRECTOR | 593 | 374 | 213 | 96 | 1276 |
| TOTAL | 46.473 | 29.310 | 16.693 | 7.524 | 100.000 |
| | 67.234 | 80.603 | 82.558 | 86.486 | 74.402 |
| ASSOC./ | 110 | 22 | 15 | 5 | 152 |
| ASSIS. | 72.368 | 14.474 | 9.868 | 3.289 | 100.000 |
| DIRECT. | 12.472 | 4.741 | 5.814 | 4.505 | 8.863 |
| FIN. AID | 95 | 38 | 17 | 4 | 154 |
| OFFICER | 61.688 | 24.675 | 11.039 | 2.597 | 100.000 |
| COUN/AD | 10.771 | 8.190 | 6.589 | 3.604 | 8.980 |
| OTHER | 84 | 30 | 13 | 6 | 133 |
| | 63.158 | 22.556 | 9.774 | 4.511 | 100.000 |
| | 9.524 | 6.466 | 5.039 | 5.405 | 7.755 |
| COLUMN SUMS | 882 | 464 | 258 | 111 | 1715 |
| | 51.429 | 27.055 | 15.044 | 6.472 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLE 12-2 "How Many Times During the Past 12 Months Have You Written or Called a Federal Official (DHEW/USOE) in Washington Regarding a Financial Aid Problem or Issue?"

Approximately 75 percent of the respondents stated that they had contacted a Federal official in Washington regarding a financial aid matter in the prior 12-month period. The largest category of respondents (32.3%) had contacted a Federal official in Washington either 1 or 2 times within the past year.

Table 12-2 Contacts with a Federal Official in Washington by Title

| ROWS = TITLE | NO. TIMES CONTACTED | | | | | ROW SUMS |
|--------------------------|---|--------------------------|--------------------------|-------------------------|-------------------------|---------------------------|
| | WASHINGTON FED.OFF. ON FIN. AID PROBLEM | | | | | |
| | NONE | 1-2 | 3-5 | 6-9 | 10+ | |
| DIRECTOR | 300 22.883 66.225 | 421 32.113 73.473 | 374 28.528 80.258 | 113 8.619 77.931 | 103 7.857 76.296 | 1311 100.000 73.984 |
| ASSOC./ASSIS. DIRECT. | 47 29.747 10.375 | 51 32.278 8.901 | 32 20.253 6.867 | 16 10.127 11.034 | 12 7.595 8.889 | 158 100.000 8.916 |
| FIN. AID OFFICER COUN/AD | 53 32.121 11.700 | 58 35.152 10.122 | 38 23.030 8.155 | 8 4.848 5.517 | 8 4.848 5.926 | 165 100.000 9.312 |
| OTHER | 53 38.406 11.700 | 43 31.159 7.504 | 22 15.942 4.721 | 8 5.797 5.517 | 12 8.696 8.889 | 138 100.000 7.788 |
| COLUMN SUMS | 453 25.564 100.000 | 573 32.336 100.000 | 466 26.298 100.000 | 145 8.183 100.000 | 135 7.619 100.000 | 1772 100.000 |

TABLE 12-3 "How Many Times During the Past 12 Months Have You Contacted a Federal Official in a USOE Regional Office Regarding a Financial Aid Problem or Issue?"

Over 88 percent of the respondents had contacted the regional Office of Education at least once in the prior twelve-month period. Approximately 37 percent of the respondents reported six or more contacts with the regional office within the prior year.

Table 12-3 Contacts with a USOE Regional Office by Title

ROWS = TITLE
 COLUMNS = NO. TIMES CONTACTED REGIONAL FED. OFF. ON FIN. AID PROBLEM

| | NONE | 1-2 | 3-5 | 6-9 | 10+ | ROW SUMS |
|----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|----------------------------|
| DIRECTOR | 121 8.923 55.505 | 254 18.732 72.159 | 439 32.375 75.820 | 264 19.469 78.571 | 278 20.501 79.429 | 1356 100.000 73.896 |
| ASSOC. / ASSIST. DIRECT. | 22 13.836 10.092 | 33 20.755 9.375 | 45 28.302 7.772 | 29 18.239 8.631 | 30 18.868 8.571 | 159 100.000 8.665 |
| FIN. AID OFFICER / COUN/AD | 32 18.182 14.679 | 32 18.182 9.091 | 64 36.364 11.054 | 24 13.636 7.143 | 24 13.636 6.857 | 176 100.000 9.591 |
| OTHER | 43 29.861 19.725 | 33 22.917 9.375 | 31 21.528 5.354 | 19 13.194 5.655 | 18 12.500 5.143 | 144 100.000 7.847 |
| COLUMN SUMS | 218 11.880 100.000 | 352 19.183 100.000 | 579 31.553 100.000 | 336 18.311 100.000 | 350 19.074 100.000 | 1835 100.000 100.000 |

TABLE 12-4 "How Many Times During the Past 12 Months Have You Contacted the NASFAA Office in Washington Regarding a Financial Aid Problem or Issue?"

Approximately one-fourth of the respondents had written or called the NASFAA office within the prior year.

Table 12-4 Contacts with the NASFAA Office by Title

ROWS = TITLE
COLUMNS = NO. TIMES CONTACTED NASFAA CENT. OFFICE ON FIN. AID PROBLEM

| | NONE | 1-2 | 3-5 | 6+ | ROW SUMS |
|------------------|---------|---------|---------|---------|----------|
| DIRECTOR | 928 | 198 | 86 | 48 | 1260 |
| | 73.651 | 15.714 | 6.825 | 3.810 | 100.000 |
| | 71.994 | 80.488 | 83.495 | 84.211 | 74.336 |
| ASSOC./ASSIS. | 116 | 22 | 7 | 5 | 150 |
| | 77.333 | 14.667 | 4.667 | 3.333 | 100.000 |
| DIRECT. | 8.999 | 8.943 | 6.796 | 8.772 | 8.850 |
| FIN. AID OFFICER | 134 | 16 | 3 | 1 | 154 |
| | 87.013 | 10.390 | 1.948 | 0.649 | 100.000 |
| COUN/AD | 10.396 | 6.504 | 2.913 | 1.754 | 9.086 |
| OTHER | 111 | 10 | 7 | 3 | 131 |
| | 84.733 | 7.634 | 5.344 | 2.290 | 100.000 |
| | 8.611 | 4.065 | 6.796 | 5.263 | 7.729 |
| COLUMN SUMS | 1289 | 246 | 103 | 57 | 1695 |
| | 76.047 | 14.513 | 6.077 | 3.363 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLE 12-5 "How Many Times During the Past 12 Months Have You Contacted a State Senator/State Representative Regarding a Financial Aid Problem or Issue?"

Slightly over 60 percent of the respondents had not contacted a State Senator or Representative regarding a financial aid matter within the past year. Only 16.7 percent of the respondents had contacted a member of the State Legislature with a financial aid problem or issue three or more times within the previous twelve-month period.

Table 12-5 Contacts with a Member of a State Legislature by Title

| ROWS = TITLE | NO. TIMES CONTACTED | | | | ROW SUMS |
|------------------|-----------------------------|---------------------|---------|---------|----------|
| | COLUMNS = STATE SEN./CONGR. | ON FIN. AID PROBLEM | | | |
| | NONE | 1-2 | 3-5 | 6+ | |
| DIRECTOR | 710 | 301 | 151 | 81 | 1243 |
| | 57.120 | 24.216 | 12.148 | 6.516 | 100.000 |
| | 69.608 | 79.420 | 78.646 | 91.011 | 73.988 |
| ASSOCIATE | 110 | 25 | 13 | 4 | 152 |
| | 72.368 | 16.447 | 8.553 | 2.632 | 100.000 |
| DIRECT. | 10.784 | 6.596 | 6.771 | 4.494 | 9.048 |
| FIN. AID OFFICER | 104 | 35 | 14 | | 153 |
| | 67.974 | 22.876 | 9.150 | | 100.000 |
| COUN/AD | 10.196 | 9.235 | 7.292 | | 9.107 |
| OTHER | 96 | 18 | 14 | 4 | 132 |
| | 72.727 | 13.636 | 10.606 | 3.030 | 100.000 |
| | 9.412 | 4.749 | 7.292 | 4.494 | 7.857 |
| COLUMN SUMS | 1020 | 379 | 192 | 89 | 1680 |
| | 60.714 | 22.560 | 11.429 | 5.298 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

TABLE 12-6 "How Many Times During the Past 12 Months Have You Contacted a State Agency Official Regarding a Financial Aid Problem or Issue?"

Over 80 percent of the respondents had contacted a State agency official on a financial aid matter within the prior twelve-month period. The most prevalent response was in the "10 and over" category with one-third of the respondents falling into this group.

Table 12-6 Contacts with a State Agency Official by Title

ROWS = TITLE
COLUMNS = NO. TIMES CONTACTED ST. AGENCY OFFICIAL ON FIN. AID PROBLEM

| | NONE | 1-2 | 3-5 | 6-9 | 10+ | ROW SUMS |
|------------------|---------|---------|---------|---------|---------|----------|
| DIRECTOR | 234 | 174 | 256 | 181 | 465 | 1310 |
| | 17.863 | 13.282 | 19.542 | 13.817 | 35.496 | 100.000 |
| | 65.915 | 71.901 | 75.516 | 73.577 | 77.500 | 73.513 |
| ASSOCIATE | 32 | 20 | 26 | 20 | 59 | 157 |
| | 20.382 | 12.739 | 16.561 | 12.739 | 37.580 | 100.000 |
| DIRECT | 9.014 | 8.264 | 7.670 | 8.130 | 9.833 | 8.810 |
| FIN. AID OFFICER | 49 | 30 | 22 | 29 | 41 | 171 |
| | 28.655 | 17.544 | 12.865 | 16.959 | 23.977 | 100.000 |
| COUNSELOR | 13.803 | 12.397 | 6.490 | 11.789 | 6.833 | 9.596 |
| OTHER | 40 | 18 | 35 | 16 | 35 | 144 |
| | 27.778 | 12.500 | 24.306 | 11.111 | 24.306 | 100.000 |
| | 11.268 | 7.438 | 10.324 | 6.504 | 5.833 | 8.081 |
| COLUMN SUMS | 355 | 242 | 339 | 246 | 600 | 1782 |
| | 19.921 | 13.580 | 19.024 | 13.805 | 33.670 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Section F

Professional Development

TABLES 13-1 Through 13-5 "If you Were Able to Attend Only one Major Conference per Year, Which one Would you Prefer?"

If respondents were constrained to only attending one major conference per year, approximately equal numbers of them would attend either their Regional Student Financial Aid Conference (39.0%) or their State Financial Aid Conference (42.3%). 12.4 percent of the respondents stated that they would attend the NASFAA Annual Conference, with Associate/Assistant Directors being the most likely to choose the NASFAA Annual Conference (Table 13-1).

Directors' responses to the above question vary by years of experience (significant at the .05 level). For example, 8.6 percent of the Directors with one year or less of experience expressed a preference for the NASFAA Annual Conference as opposed to 19.6 percent of those with 16 or more years of experience (Table 13-2).

Directors from public institutions were almost twice as likely (significant at the .01 level) to express a preference for attending the NASFAA National Conference as were Directors from independent institutions (Table 13-3). Since institutional control is closely related to size, it is not surprising to find substantial differences (significant at the .01 level) in the percentage of respondents expressing a preference for the NASFAA Annual Conference based upon institutional size. For example, less than 7 percent of the Directors in the under 1,000 category expressed a preference for the NASFAA Conference, while over 17 percent of the Directors from institutions in the two categories over 10,000 students expressed a preference for the NASFAA Conference (Table 13-4).

As shown in Table 13-5, Directors from universities and graduate/professional schools were the most likely to express a preference for the NASFAA Annual Conference.

Table 13-1 Which Conference Preferred by Title

| ROWS = TITLE | COLUMNS = WHICH MAJOR CONFERENCE PREFERRED? | | | | ROW SUMS |
|------------------------------|---|---------------|---------|---------|----------|
| | NASFAA NAT. CONF. | REGION. CONF. | STATE | OTHER | |
| DIRECTOR | 152 11.247 540 39.244 602 44.259 75 5.451 1376 100.000 | | | | |
| ASSOCIATE/ASSISTANT DIRECTOR | 35 15.152 74 10.193 51 6.480 5 4.310 165 100.000 | | | | |
| FIN. AID OFFICER | 27 14.935 66 36.264 72 43.407 10 5.495 182 100.000 | | | | |
| COUNCIL/ADVISOR | 17 12.409 46 33.577 49 35.036 26 18.978 137 100.000 | | | | |
| OTHER | 231 12.419 726 39.032 787 42.312 116 6.237 1860 100.000 | | | | |
| COLUMN SUMS | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 13-2 Which Conference Preferred by Years Worked (Directors)

ROWS = NO. YEARS WORKED IN FINANCIAL AID COLUMNS = WHICH MAJOR CONFERENCE PREFERRED

| | NASFAA | | | | ROW SUMS |
|-------------|--------------|-----------------|---------|---------|----------|
| | NAT. CONFER. | REGION. CONFER. | STATE | OTHER | |
| 1 YEAR | 15 | 79 | 71 | 10 | 175 |
| EXPER. | 8.571 | 45.143 | 40.571 | 5.714 | 100.000 |
| OR LESS | 9.868 | 14.657 | 11.658 | 13.333 | 12.727 |
| 2-3 | 25 | 92 | 103 | 11 | 231 |
| YEARS | 10.823 | 39.827 | 44.589 | 4.762 | 100.000 |
| EXPER. | 16.447 | 17.069 | 16.913 | 14.667 | 16.800 |
| 4-5 | 26 | 98 | 138 | 12 | 274 |
| YEARS | 9.483 | 35.766 | 50.365 | 4.380 | 100.000 |
| | 17.105 | 18.182 | 22.660 | 16.000 | 19.927 |
| 6-10 | 56 | 161 | 202 | 29 | 448 |
| YEARS | 12.500 | 35.938 | 45.089 | 6.473 | 100.000 |
| | 36.842 | 29.870 | 33.169 | 38.667 | 32.582 |
| 11-15 | 20 | 86 | 83 | 7 | 196 |
| YEARS | 10.204 | 43.878 | 42.347 | 3.571 | 100.000 |
| | 13.158 | 15.955 | 13.629 | 9.333 | 14.255 |
| 16+ | 10 | 23 | 12 | 6 | 51 |
| YEARS | 19.608 | 45.098 | 23.529 | 11.765 | 100.000 |
| | 6.579 | 4.267 | 1.970 | 8.000 | 3.709 |
| COLUMN SUMS | 152 | 539 | 609 | 75 | 1375 |
| | 11.055 | 39.200 | 44.291 | 5.455 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 13-3 Which Conference Preferred by Institutional Control (Directors)

ROWS = INSTITUTIONAL CLASSIFICATION; COLUMNS = WHICH MAJOR CONFERENCE PREFERRED

| | NASFAA | | | | ROW SUMS |
|-------------------|--------------|-----------------|---------|---------|----------|
| | NAT. CONFER. | REGION. CONFER. | STATE | OTHER | |
| PUBLIC | 81 | 198 | 233 | 21 | 533 |
| | 15.197 | 37.148 | 43.715 | 3.940 | 100.000 |
| | 53.642 | 36.667 | 39.512 | 28.378 | 38.905 |
| INDEP. (PRI-VATE) | 58 | 280 | 326 | 44 | 708 |
| | 8.192 | 39.548 | 46.045 | 6.215 | 100.000 |
| | 38.411 | 51.852 | 53.884 | 59.459 | 51.679 |
| PROPRIETARY | 12 | 62 | 46 | 9 | 129 |
| | 9.302 | 48.062 | 35.659 | 6.977 | 100.000 |
| | 7.947 | 11.481 | 7.603 | 12.162 | 9.416 |
| COLUMN SUMS | 151 | 540 | 605 | 74 | 1370 |
| | 11.022 | 39.416 | 44.161 | 5.401 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

Table 13-4 Which Conference Preferred by Institutional Size (Directors)

| INSTITUTIONAL | | COLUMNS = WHICH MAJOR CONFERENCE PREFERRED | | | | |
|---------------|---------------------------|--|--------------------------|------------------------|----------------------------|--|
| ROWS = SIZE | | | | | | |
| | NASPAA NAT. CONFER. | REGION. CONFER. | STATE | OTHER | ROW SUMS | |
| UNDER 1000 | 34 6.869 22.971 | 201 40.606 37.222 | 241 48.687 39.638 | 19 3.838 25.333 | 495 100.000 36.105 | |
| 1000-3999 | 42 9.906 28.378 | 157 37.028 29.074 | 198 46.693 32.566 | 27 6.368 36.000 | 424 100.000 30.926 | |
| 4000-9999 | 31 13.717 20.946 | 93 41.150 17.222 | 86 38.053 14.145 | 16 7.080 21.313 | 226 100.000 16.484 | |
| 10,000-19,999 | 27 18.493 18.243 | 56 38.356 10.370 | 58 39.726 9.539 | 5 3.425 6.667 | 146 100.000 10.649 | |
| 20,000+ | 14 17.500 9.459 | 33 41.250 6.111 | 25 31.250 4.112 | 8 10.000 10.667 | 80 100.000 5.835 | |
| COLUMN SUMS | 148 10.795 100.000 | 540 39.387 100.000 | 608 44.347 100.000 | 75 5.470 100.000 | 1371 100.000 100.000 | |

Table 13-5 Which Conference Preferred by Institutional Type (Directors)

| INSTITUTIONAL | | COLUMNS = WHICH MAJOR CONFERENCE PREFERRED | | | | |
|--------------------------|---------------------------|--|--------------------------|------------------------|----------------------------|--|
| ROWS = TYPE | | | | | | |
| | NASPAA NAT. CONFER. | REGION. CONFER. | STATE | OTHER | ROW SUMS | |
| VOC. TECH. | 8 6.250 5.556 | 55 42.969 10.476 | 57 44.531 9.596 | 8 6.250 11.111 | 128 100.000 9.588 | |
| 2 YEARS & UNDER NOT V.T. | 26 9.886 18.056 | 110 41.825 20.952 | 122 46.388 20.519 | 5 1.901 6.944 | 263 100.000 19.700 | |
| 4 YEAR | 27 7.068 18.750 | 148 38.743 28.190 | 188 49.215 31.650 | 19 4.974 26.349 | 382 100.000 28.614 | |
| 4 YEAR AND BEYOND | 72 15.755 50.000 | 174 38.074 33.143 | 183 40.044 30.808 | 28 6.127 18.889 | 457 100.000 34.232 | |
| NURSING | | 12 48.000 2.286 | 12 48.000 2.020 | 1 4.000 1.389 | 25 100.000 1.873 | |
| GRAD/PROFES. ONLY | 11 13.750 7.639 | 26 32.500 4.952 | 32 40.000 5.387 | 11 13.750 15.278 | 80 100.000 5.993 | |
| COLUMN SUMS | 144 10.787 100.000 | 525 39.326 100.000 | 594 44.494 100.000 | 72 5.393 100.000 | 1335 100.000 100.000 | |

TABLES 13-6 Through 13-9 "Does Your Institution Pay Your Expenses for Attendance at Financial Aid Meetings Within Your State?"

Over 95 percent of the respondents reported that their institutions were willing to pay expenses associated with attending an instate financial aid meeting (Table 13-6).

Directors' responses to the above question show no significant variance by institutional control or institutional size. The most sizable variance in responses (significant at the .01 level) is based on "kinds of students served" and whether or not the respondent's office is the central financial aid office. Directors employed in offices serving only graduate/professional students were the least likely to have their expenses covered for attendance at instate meetings (however, 81.1 percent do have their expenses covered). Directors employed in non-central financial aid offices were less likely to have their expenses covered than those employed in the central financial aid offices (79.4% vs. 97.4%).

There were significant differences (at the .01 level) in whether an institution would provide paid release time based on the percentage of annual employment time spent in financial aid. As employment time decreased, so too did institutional willingness to cover expenses associated with instate meetings. However, among Directors employed less than one-half time in the financial aid office, institutions were still willing to cover expenses for 88.4 percent of the respondents (Table 13-9).

Table 13-6 Expenses Paid for Instate Meetings by Title

| ROWS = TITLE | INSTITUTION PAY FOR AID MEETING INSTATE: PAY EXPENSES? | | ROW SUMS |
|---------------------------|--|---------|----------|
| | YES | NO | |
| DIRREC-TOR | 1351 | 49 | 1400 |
| | 96.500 | 3.500 | 100.000 |
| | 74.517 | 55.056 | 73.607 |
| ASSOC./ASSIS. DIRECT. | 167 | 5 | 167 |
| | 97.006 | 2.994 | 100.000 |
| | 8.935 | 5.618 | 8.780 |
| FIN.AID OFFICER/COORD/AD. | 175 | 13 | 188 |
| | 93.085 | 6.915 | 100.000 |
| | 9.651 | 14.607 | 9.808 |
| OTHER | 125 | 22 | 147 |
| | 85.034 | 14.966 | 100.000 |
| | 6.895 | 24.719 | 7.729 |
| COLUMN SUMS | 1813 | 89 | 1902 |
| | 95.321 | 4.679 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-7 Expenses Paid for Instate Meetings
by Kinds of Students Served (Directors)

| | KINDS OF STUDENTS ROWS = SERVED | | ROW SUMS |
|---------|------------------------------------|---------|-------------|
| | YES | NO | |
| GR/PROF | 77 | 18 | 95 |
| ONLY | 81.053 | 18.947 | 100.000 |
| | 5.725 | 36.735 | 6.815 |
| UNDERGR | 764 | 18 | 782 |
| STUD. | 97.698 | 2.302 | 100.000 |
| ONLY | 55.803 | 36.735 | 56.098 |
| INDGR& | 504 | 13 | 517 |
| GR/PROF | 97.485 | 2.515 | 100.000 |
| | 37.472 | 26.531 | 37.088 |
| COLUMN | 1345 | 49 | 1394 |
| SUMS | 96.485 | 3.515 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-8 Expenses Paid for Instate Meetings by
Central Financial Aid Office (Directors)

| | KINDS OF STUDENTS ROWS = CENTRAL FINANCIAL AID OFFICE? | | ROW SUMS |
|------|--|---------|-------------|
| | YES | NO | |
| YES | 1297 | 35 | 1332 |
| | 97.372 | 2.628 | 100.000 |
| | 96.288 | 72.917 | 95.484 |
| NO | 50 | 13 | 63 |
| | 79.365 | 20.635 | 100.000 |
| | 3.712 | 27.083 | 4.516 |
| COL | 1347 | 48 | 1395 |
| SUMS | 96.559 | 3.441 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-9 Expenses Paid for Instate Meetings by Percentage
of Employment Time (Directors)

| | KINDS OF STUDENTS ROWS = % TIME SPENT ON FINANCIAL AID | | ROW SUMS |
|--------------|--|---------|-------------|
| | YES | NO | |
| 100% | 776 | 18 | 794 |
| | 97.733 | 2.267 | 100.000 |
| | 57.439 | 36.735 | 56.714 |
| 75-99% | 278 | 8 | 286 |
| | 97.203 | 2.797 | 100.000 |
| | 20.577 | 16.327 | 20.429 |
| 50-74% | 144 | 3 | 147 |
| | 97.959 | 2.041 | 100.000 |
| | 10.659 | 6.122 | 10.500 |
| LESS THAN | 153 | 20 | 173 |
| HALF | 88.439 | 11.561 | 100.000 |
| | 11.325 | 40.816 | 12.357 |
| COLUMN | 1351 | 49 | 1400 |
| SUMS | 96.500 | 3.500 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLE 13-10 "Does Your Institution Provide Paid Release Time for Attendance at Financial Aid Meetings Within Your State?"

As shown in Table 13-10, responses to whether an institution will provide paid release time for attendance at an instate meeting closely approximate responses to the previous question (will your institution pay your expenses for attendance at instate financial aid meetings).

Table 13-10 Paid Release Time for Instate Meetings by Title

| ROWS = TITLE | COLUMNS = INSTITUTION PAY FOR AID MEETING INSTATE: RELEASED TIME? | | ROW SUMS |
|--------------|---|---------|----------|
| | YFS | NO | |
| DIRPC- | 1349 | 51 | 1400 |
| TOR | 96.357 | 3.643 | 100.000 |
| | 74.202 | 60.714 | 73.607 |
| ASSOC. | 161 | 6 | 167 |
| ASSIS. | 96.407 | 3.593 | 100.000 |
| DIRECT. | 8.856 | 7.143 | 8.780 |
| FIN.AID | 176 | 12 | 188 |
| OFFICER | 93.617 | 6.383 | 100.000 |
| COUN/AD | 9.681 | 14.286 | 9.884 |
| OTHER | 132 | 15 | 147 |
| | 89.796 | 10.204 | 100.000 |
| | 7.261 | 17.857 | 7.729 |
| COLUMN SUMS | 1818 | 84 | 1902 |
| | 95.584 | 4.416 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLES 13-11 Through 13-15 "Does Your Institution pay Your Expenses for Attendance at Out-of-State Financial Aid Meetings?"

Approximately 83 percent of the respondents reported that their institution would pay their expenses for out-of-state financial aid meetings (Table 13-11).

Similar relationships (significant at the .01 level) were discovered in responses to this question as in the responses to the question relating to instate meetings. There was a discernible tendency for institutions to be more parsimonious with covering the expenses of Directors employed in offices serving graduate/professional students (Table 13-12), and with Directors employed in non-central financial aid offices (Table 13-13). In addition, percentage of employment time spent in the financial aid office also had the previously observed effect (Table 13-14).

There were no significant differences in Directors' responses based upon institutional size. It is interesting to note, however, that institutions with enrollments of 20,000 or more were perceived by Directors as being slightly less likely to cover out-of-state meeting expenses than institutions with enrollments of under 1,000 (Table 13-15).

Table 13-11 Expenses Paid for Out-of-State Meetings by Title

| ROWS = TITLE | INSTITUTION PAY FOR AID MEET. OUTSTATE PAY EXPENSES? | | ROW SUMS |
|--------------|--|---------|----------|
| | YES | NO | |
| DIRPFC- | 1186 | 214 | 1400 |
| TOT | 84.714 | 15.286 | 100.000 |
| | 75.111 | 66.254 | 73.607 |
| ASSOC./ | 143 | 24 | 167 |
| ASSIS. | 85.620 | 14.371 | 100.000 |
| DIRECT. | 9.056 | 7.410 | 8.780 |
| FIN.AID | 147 | 41 | 188 |
| OFFICER | 78.191 | 21.809 | 100.000 |
| COOR/AD | 9.110 | 12.693 | 9.884 |
| OTHER | 103 | 44 | 147 |
| | 70.068 | 29.932 | 100.000 |
| | 6.523 | 13.622 | 7.729 |
| COLUMN | 1579 | 323 | 1902 |
| SUMS | 83.018 | 16.982 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-12 Expenses Paid for Out-of-State Meetings
by Kinds of Students Served (Directors)

| | KINDS OF STUDENTS ROWS = SERVED | | ROW SUMS |
|---------|------------------------------------|---------|-------------|
| | YES | NO | |
| GR/PROF | 66 | 29 | 95 |
| ONLY | 69.474 | 30.526 | 100.000 |
| | 5.548 | 13.615 | 6.815 |
| UNDERGR | 663 | 119 | 782 |
| STUD. | 84.783 | 15.217 | 100.000 |
| ONLY | 56.139 | 55.869 | 56.098 |
| UNDGR | 452 | 65 | 517 |
| GR/PROF | 87.427 | 12.573 | 100.000 |
| | 38.273 | 30.516 | 37.088 |
| COLUMN | 1181 | 213 | 1394 |
| SUMS | 84.720 | 15.280 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-13 Expenses Paid for Out-of-State Meetings by
Central Financial Aid Office (Directors)

| | KINDS OF STUDENTS ROWS = CENTRAL FINANCIAL AID OFFICE? | | ROW SUMS |
|------|--|---------|-------------|
| | YES | NO | |
| YES | 1137 | 195 | 1332 |
| | 85.360 | 14.640 | 100.000 |
| | 96.193 | 91.549 | 85.484 |
| NO | 45 | 18 | 63 |
| | 71.429 | 28.571 | 100.000 |
| | 3.807 | 8.451 | 4.516 |
| COL. | 1182 | 213 | 1395 |
| SUMS | 84.731 | 15.269 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-14 Expenses Paid for Out-of-State Meetings
by Percentage of Employment Time in
Financial Aid (Directors)

| | ROWS = % TIME SPENT ON FINANCIAL AID | | ROW SUMS |
|----------------------|---|---------|-------------|
| | YES | NO | |
| 100% | 691 | 103 | 794 |
| | 87.028 | 12.972 | 100.000 |
| | 58.263 | 48.131 | 56.714 |
| 75-99% | 244 | 42 | 286 |
| | 85.315 | 14.685 | 100.000 |
| | 20.573 | 19.626 | 20.429 |
| 50-74% | 124 | 23 | 147 |
| | 84.354 | 15.646 | 100.000 |
| | 10.455 | 10.748 | 10.500 |
| LESS THAN HALF | 127 | 46 | 173 |
| | 73.410 | 26.590 | 100.000 |
| | 10.708 | 21.495 | 12.357 |
| COLUMN SUMS | 1186 | 214 | 1400 |
| | 84.714 | 15.286 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-15 Expenses Paid for Out-of-State Meetings
by Institutional Size (Directors)

| | ROWS = INSTITUTIONAL SIZE | | ROW SUMS |
|----------------|------------------------------|---------|-------------|
| | YES | NO | |
| UNDEP | 415 | 92 | 507 |
| 1000 | 81.854 | 18.146 | 100.000 |
| | 35.199 | 42.991 | 36.396 |
| 1000- | 366 | 64 | 430 |
| 1999 | 85.116 | 14.884 | 100.000 |
| | 31.043 | 29.907 | 30.869 |
| 4000- | 179 | 27 | 226 |
| 9999 | 88.053 | 11.947 | 100.000 |
| | 16.979 | 12.617 | 16.224 |
| 10,000- | 133 | 16 | 149 |
| 19,999 | 89.262 | 10.738 | 100.000 |
| | 11.281 | 7.477 | 10.696 |
| 20,000+ | 66 | 15 | 81 |
| | 81.481 | 18.519 | 100.000 |
| | 5.598 | 7.009 | 5.815 |
| COLUMN SUMS | 1179 | 214 | 1393 |
| | 84.637 | 15.363 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLE 13-16 "Does Your Institution Provide Paid Release Time for Attendance at Financial Aid Meetings Outside of Your State?"

As shown in Table 13-16, institutions were slightly more likely to provide paid release time to attend out-of-state meetings (85.8%) than they were to cover expenses for such meetings (see Table 13-11). In general, similar differences to those already noted are apparent by "kinds of students served," whether or not the respondent is from the "central" financial aid office, and by percentage of employment time spent in financial aid.

Table 13-16 Paid Release Time for Out-of-State Meetings by Title

| ROWS - TITLE | COLUMNS = INSTITUTION PAY FOR AID MEETING OUTSTAFF RELEASED TIME? | | |
|--------------|---|---------|----------|
| | YES | NO | FOR SUMS |
| DIRECT | 1214 | 182 | 1400 |
| TOP | 87.900 | 13.000 | 100.000 |
| | 74.678 | 67.159 | 71.607 |
| ASSOC./ | 147 | 20 | 167 |
| ASSTS. | 48.924 | 11.976 | 100.000 |
| DIRECT. | 9.013 | 7.380 | 9.780 |
| FIN.AID | 153 | 35 | 188 |
| OFFICER | 81.383 | 18.617 | 100.000 |
| COUN/AD | 9.381 | 12.915 | 9.884 |
| OTHER | 113 | 34 | 147 |
| | 76.871 | 23.129 | 100.000 |
| | 6.928 | 12.546 | 7.729 |
| COLUMN | 1631 | 271 | 1902 |
| SUMS | 85.752 | 14.248 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLES 13-17 Through 13-19 "Does Your Institution pay Your Expenses for Attendance at Workshops?"

Almost 93 percent of the respondents stated that their institution would pay their expenses for attendance at a financial aid workshop (Table 13-17).

As in a number of the previous questions, Directors were less likely (significant at the .01 level) to have their expenses covered if they worked in an office which only served graduate/professional students (Table 13-18), or in a non-central financial aid office (Table 13-19).

There were few differences to responses to the above question among Directors based upon institutional type and control.

Table 13-17 Expenses Paid for Workshops by Title

| ROWS = TITLE | INSTITUTION PAY FOR | | ROW SUMS |
|--------------|----------------------|---------------|-------------|
| | COLUMNS = WORKSHOPS: | PAY EXPENSES? | |
| | YES | NO | |
| DIRECTOR | 1108 | 92 | 1400 |
| TOTAL | 93.42% | 6.57% | 100.00% |
| | 74.192 | 66.187 | 73.607 |
| ASSOC./ | 153 | 14 | 167 |
| ASSIS. | 91.617 | 8.383 | 100.00% |
| DIRECT. | 8.678 | 10.072 | 8.780 |
| FIN. AID | 175 | 13 | 188 |
| OFFICER | 93.085 | 6.915 | 100.00% |
| COUN/AD | 9.926 | 9.353 | 9.884 |
| OTHER | 127 | 20 | 147 |
| | 86.395 | 13.605 | 100.00% |
| | 7.204 | 14.388 | 7.729 |
| COLUMN | 1763 | 139 | 1902 |
| SUMS | 92.692 | 7.308 | 100.00% |
| | 100.00% | 100.00% | 100.00% |

Table 13-18 Expenses Paid for Workshops by
Kinds of Students Served (Directors)

| | KINDS OF STUDENTS ROWS = SERVED | | ROW SUMS |
|---------|------------------------------------|---------|-------------|
| | YES | NO | |
| GR/PROF | 78 | 17 | 95 |
| ONLY | 82.105 | 17.895 | 100.000 |
| | 5.986 | 18.681 | 6.815 |
| UNDERGR | 736 | 46 | 782 |
| STUD. | 94.118 | 5.882 | 100.000 |
| ONLY | 56.485 | 50.549 | 56.098 |
| INDGPE | 48 | 28 | 517 |
| GR/PROF | 94.584 | 5.416 | 100.000 |
| | 17.529 | 30.769 | 17.098 |
| COLUMN | 1103 | 91 | 1394 |
| SUMS | 93.472 | 6.528 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-19 Expenses Paid for Workshops by Central
Financial Aid Office (Directors)

| | ROWS = CENTRAL FINANCIAL AID OFFICE? | | ROW SUMS |
|------|---|---------|-------------|
| | YES | NO | |
| YES | 1255 | 77 | 1332 |
| | 94.219 | 5.781 | 100.000 |
| | 96.169 | 85.556 | 95.484 |
| NO | 50 | 13 | 63 |
| | 79.365 | 20.635 | 100.000 |
| | 3.811 | 14.444 | 4.516 |
| COL | 1305 | 90 | 1395 |
| SUMS | 93.548 | 6.452 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLE 13-20 "Does Your Institution Provide Paid Release Time for Attendance at Workshops?"

Almost 95 percent of the respondents stated that their institution would provide them with paid release time for attendance at a financial aid workshop (Table 13-20).

There were no significant differences in responses to the above question among Directors of Financial Aid based upon institutional type, control, size, or whether the respondent worked in the central or a non-central aid office. As in a number of previous questions, however, respondents employed in offices serving graduate/professional students were less likely to receive paid release time than were other respondents.

Table 13-20 Paid Release Time for Workshops by Title

| TITLE | INSTITUTION PAY FOR WORKSHOPS: | | TOTAL |
|----------|--------------------------------|---------|---------|
| | YES | NO | |
| DIRECTOR | 1333 | 671 | 1000 |
| TOT | 95.214 | 4.786 | 100.000 |
| | 73.932 | 67.677 | 73.607 |
| ASSOC. / | 157 | 101 | 167 |
| ASSIS. | 44.912 | 5.988 | 100.000 |
| DIRECT. | 4.708 | 10.101 | 9.780 |
| FIN. AID | 177 | 111 | 188 |
| OFFICER | 34.149 | 5.851 | 100.000 |
| COOR/AD | 9.817 | 11.111 | 9.884 |
| OTHER | 136 | 111 | 147 |
| | 92.517 | 7.493 | 100.000 |
| | 7.543 | 11.111 | 7.729 |
| COLUMN | 1803 | 29 | 1902 |
| SUMS | 94.795 | 5.205 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLES 13-21 Through 13-25 'Does Your Institution pay Your Expenses for Course Work Related to Your Job?'

Less than 40 percent of the respondents stated that their institutions would pay for job-related courses (Table 13-21).

In contrast with previous questions, Directors employed in offices serving graduate/professional students and in non-central financial aid offices indicated a greater institutional willingness to pay for job-related courses than did other respondents (see Tables 13-22 and 13-23).

As shown in Table 13-24, 61.9 percent of the Directors at proprietary institutions indicated that their institutions would pay for course expenses, while respondents from both public and independent institutions reported less institutional willingness to pay for courses (significant at the .01 level).

Table 13-25 indicates the differences in willingness to pay for job-related courses based upon institutional type.

Table 13-21 Expenses Paid for Course Work by Title

| ROWS - TITLE | COLUMNS - INSTITUTION PAY FOR JOB-RELATED COURSE: PAY EXPENSES? | | ROW SUMS |
|--------------|---|---------|----------|
| | YES | NO | |
| DIRFC- | 559 | 841 | 1400 |
| TOP | 39.929 | 60.071 | 100.000 |
| | 74.434 | 73.067 | 73.607 |
| ASSOC./ | 66 | 101 | 167 |
| ASSIS. | 39.521 | 60.479 | 100.000 |
| DIRFCT. | 8.788 | 8.775 | 8.780 |
| FIN.AID | 76 | 112 | 188 |
| OFFICER | 40.426 | 59.574 | 100.000 |
| COUN/AD | 10.120 | 9.731 | 9.884 |
| OTHER | 50 | 97 | 147 |
| | 34.014 | 65.986 | 100.000 |
| | 6.658 | 8.427 | 7.729 |
| COLUMN SUMS | 751 | 1151 | 1902 |
| | 39.485 | 60.515 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-22 Expenses Paid for Course Work by
Kinds of Students Served (Directors)

KINDS OF STUDENTS
ROWS = SERVED

INSTITUTION PAY FOR
COLUMNS = JOB-RELATED COURSE:
PAY EXPENSES?

| | KINDS OF STUDENTS | | ROW SUMS |
|---------|-------------------|---------|-------------|
| | YES | NO | |
| GR/PROF | 41 | 54 | 95 |
| ONLY | 41.158 | 56.842 | 100.000 |
| | 7.401 | 6.429 | 6.815 |
| UNDERGR | 305 | 477 | 782 |
| STUD. | 39.003 | 60.997 | 100.000 |
| ONLY | 55.054 | 56.786 | 56.098 |
| UNDRG | 208 | 309 | 517 |
| GR/PROF | 40.232 | 59.768 | 100.000 |
| | 37.545 | 36.786 | 37.088 |
| COLUMN | 554 | 840 | 1394 |
| SUMS | 39.742 | 60.258 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-23 Expenses Paid for Course Work by Central
Financial Aid (Directors)

ROWS = CENTRAL FINANCIAL
AID OFFICE?

INSTITUTION PAY FOR
COLUMNS = JOB-RELATED COURSE:
PAY EXPENSES?

| | KINDS OF STUDENTS | | ROW SUMS |
|------|-------------------|---------|-------------|
| | YES | NO | |
| YES | 524 | 808 | 1332 |
| | 39.139 | 60.661 | 100.000 |
| | 94.245 | 96.105 | 95.484 |
| NO | 12 | 11 | 63 |
| | 50.794 | 49.206 | 100.000 |
| | 5.755 | 3.695 | 4.516 |
| COL | 556 | 839 | 1395 |
| SUMS | 39.857 | 60.143 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-24 Expenses Paid for Course Work by Institutional Control (Directors)

INSTITUTIONAL
ROWS = CLASSIFICATION

INSTITUTION PAY FOR
COLUMNS = JOB-RELATED COURSE:
PAY EXPENSES?

| | INSTITUTIONAL | | ROW SUMS |
|---------|---------------|---------|-------------|
| | YES | NO | |
| PUBLIC | 182 | 354 | 536 |
| | 33.955 | 66.045 | 100.000 |
| | 32.793 | 42.193 | 38.451 |
| INDEP. | 290 | 434 | 724 |
| (PRI- | 40.055 | 59.945 | 100.000 |
| VATF) | 52.252 | 51.728 | 51.937 |
| PROPRI- | 83 | 51 | 134 |
| ETARY | 67.940 | 38.060 | 100.000 |
| | 14.955 | 6.079 | 9.613 |
| COLUMN | 555 | 839 | 1394 |
| SUMS | 39.813 | 60.187 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-25 Expenses Paid for Course Work by Institutional Type (Directors)

INSTITUTIONAL
ROWS = TYPE

INSTITUTION PAY FOR
COLUMNS = JOB-RELATED COURSE:
PAY EXPENSES?

| | INSTITUTIONAL | | ROW SUMS |
|----------|---------------|---------|-------------|
| | YES | NO | |
| VOC. | 71 | 60 | 131 |
| TECH. | 54.198 | 45.802 | 100.000 |
| | 13.246 | 7.317 | 9.661 |
| 2 YEARS | 85 | 181 | 266 |
| 6 UNDER | 31.955 | 68.045 | 100.000 |
| NOT V.T) | 15.858 | 22.073 | 19.617 |
| 4 YEAR | 148 | 236 | 384 |
| | 38.542 | 61.458 | 100.000 |
| | 27.612 | 28.780 | 28.319 |
| 4 YEAR | 174 | 289 | 463 |
| AND | 37.581 | 62.419 | 100.000 |
| BEYOND | 32.463 | 35.244 | 34.145 |
| NURSING | 18 | 7 | 25 |
| | 72.000 | 28.000 | 100.000 |
| | 3.358 | 0.854 | 1.844 |
| GPAD/ | 40 | 47 | 87 |
| PROFES. | 45.977 | 54.023 | 100.000 |
| ONLY | 7.463 | 5.732 | 6.416 |
| COLUMN | 536 | 820 | 1356 |
| SUMS | 39.528 | 60.472 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLE 13-26 "Does Your Institution Provide Paid Release Time for Course Work Related to Your Job?"

Institutions are more willing to provide paid release time for job-related course work (51.4%) than they are to cover course expenses (39.5%). In general, Directors' responses to the above question tended to vary by institutional type, etc., in the same manner as in Tables 13-21 through 13-25.

Table 13-26 Paid Release Time for Course Work by Title

| ROWS - TITLE | INSTITUTION PAY FOR | | ROW SUMS |
|--------------|---|---------|-------------|
| | COLUMNS = JOB-RELATED COURSE: RELEASED TIME? | | |
| | YES | NO | |
| DIRECT- | 7221 | 6781 | 1400 |
| TOT | 51.5711 | 44.4291 | 100.000 |
| | 73.0291 | 73.3771 | 73.607 |
| ASSOC./I | 951 | 721 | 167 |
| ASSIS. | 56.0861 | 43.1141 | 100.000 |
| DIRECT. | 9.7141 | 7.7921 | 8.780 |
| FIN.AID | 921 | 961 | 188 |
| OFFICER | 48.9361 | 51.0641 | 100.000 |
| COUN/AD | 9.4071 | 10.3901 | 9.884 |
| OTHER | 631 | 781 | 147 |
| | 46.3301 | 53.0611 | 100.000 |
| | 7.0551 | 8.4421 | 7.729 |
| COLUMN | 970 | 924 | 1902 |
| SUMS | 51.420 | 48.580 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

TABLES 13-27 and 13-28 "Does Your Institution pay for Office Subscriptions?"

Almost 80 percent of the respondents indicated that their institution would pay for office subscriptions (Table 13-27).

There were some differences among Directors' responses (Table 13-28), with Directors from Nursing Schools and two-year colleges indicating the highest levels of institutional unwillingness to pay for office subscriptions.

Table 13-27 Institution Pay for Office Subscriptions by Title

| ROWS = TITLE | INSTITUTIONAL PAY FOR OFFICE SUBSCRIPTIONS | | ROW SUMS |
|--------------|--|---------|----------|
| | YES | NO | |
| DIRECTOR | 1163 | 232 | 1400 |
| TOTAL | 41,429 | 16,571 | 100,000 |
| | 76,293 | 60,574 | 73,607 |
| ASSOC./ | 116 | 51 | 167 |
| ASSIS. | 69,461 | 30,539 | 100,000 |
| DIRECT. | 7,637 | 13,316 | 9,783 |
| FIN.AID | 111 | 57 | 188 |
| OFFICER | 69,681 | 30,319 | 100,000 |
| COUN/AD | 8,624 | 14,883 | 9,884 |
| OTHER | 104 | 43 | 147 |
| | 70,748 | 29,252 | 100,000 |
| | 6,947 | 11,277 | 7,223 |
| COLUMN SUMS | 1519 | 383 | 1902 |
| | 77,463 | 29,137 | 100,000 |
| | 100,000 | 100,000 | 100,000 |

Table 13-28 Institution Pay for Office Subscriptions by Institutional Type (Directors)

| ROWS = TYPE | INSTITUTIONAL PAY FOR OFFICE SUBSCRIPTIONS | | ROW SUMS |
|-------------------|--|---------|----------|
| | YES | NO | |
| VOC. | 110 | 21 | 131 |
| TECH. | 83,969 | 16,031 | 100,000 |
| | 9,683 | 9,545 | 9,661 |
| 2 YEARS | 203 | 63 | 266 |
| 6 UNDER | 76,316 | 23,684 | 100,000 |
| NOT V.T. | 17,870 | 28,636 | 19,617 |
| 4 YEAR | 330 | 54 | 384 |
| | 85,938 | 14,063 | 100,000 |
| | 29,049 | 24,545 | 28,319 |
| 4 YEAR AND BEYOND | 403 | 60 | 463 |
| | 87,041 | 12,959 | 100,000 |
| | 35,475 | 27,273 | 34,145 |
| NURSING | 19 | 6 | 25 |
| | 76,900 | 24,000 | 100,000 |
| | 1,673 | 2,727 | 1,844 |
| GRAD/PROFES. ONLY | 71 | 16 | 87 |
| | 81,609 | 18,391 | 100,000 |
| | 6,250 | 7,273 | 6,416 |
| COLUMN SUMS | 1136 | 220 | 1356 |
| | 83,776 | 16,224 | 100,000 |
| | 100,000 | 100,000 | 100,000 |

TABLES 13-29 Through 13-40

"Does Your Institution Pay for Individual Memberships in State/Regional/National Associations?"

Respondents reported that their institutions were slightly more willing to pay for individual state association memberships than either individual, regional, or national association memberships. As shown in Tables 13-29, 13-30, and 13-31, institutions were more likely to pay for Directors' individual memberships than for respondents in other job categories (significant at the .01 level).

Directors from proprietary institutions were most likely to report that their institutions would pay for individual memberships in either state, regional, or national associations (Tables 13-32, 13-33, 13-34). At the other extreme, Directors from public institutions reported that their institutions were much less likely to pay for such memberships (significant at the .01 level).

As institutional size increased, there was a strong tendency (significant at the .01 level) for institutions to be less likely to pay for individual memberships for Directors (Tables 13-35, 13-36, 13-37).

There were significant differences (at the .01 level) in institutional willingness to pay for Directors' individual memberships. Directors from graduate/professional institutions reported the least institutional willingness to pay for individual memberships, while respondents from vocational/technical schools were at the other end of the continuum (Tables 13-38, 13-39, 13-40).

Table 13-29 Pay for Individual Memberships - State Associations by Title

| ROWS = TITLE | INSTITUTION PAY FOR | | ROW SUMS |
|-------------------|---|---------|-------------|
| | COLUMNS = IND. MEMB. ST. ASSO: PAY EXPENSES? | | |
| | YES | NO | |
| DIREC- TOP | 1094 | 306 | 1400 |
| | 78.143 | 21.857 | 100.000 |
| | 77.424 | 62.577 | 73.607 |
| ASSOC./ ASSTS. | 110 | 57 | 167 |
| | 65.869 | 34.132 | 100.000 |
| DIRECT. | 7.785 | 11.656 | 8.780 |
| FIN. AID | 127 | 61 | 188 |
| OFFICER | 67.553 | 32.447 | 100.000 |
| COOR/AD | 8.989 | 12.474 | 9.884 |
| OTHER | 92 | 65 | 147 |
| | 55.782 | 44.218 | 100.000 |
| | 5.903 | 13.292 | 7.729 |
| COLUMN SUMS | 1413 | 489 | 1902 |
| | 74.290 | 25.710 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-30 Pay for Individual Memberships -
Regional Associations by Title

ROWS = TITLE

COLUMNS = INSTITUTION PAY FOR
IND. MEMB. REG. ASSO
PAY EXPENSES?

| | YES | NO | ROW SUMS |
|----------------|---------|---------|-------------|
| DIRFC- | 1059 | 342 | 1400 |
| TOR | 75.571 | 24.429 | 100.000 |
| | 78.603 | 61.511 | 73.607 |
| ASSOC./ | 92 | 75 | 167 |
| ASSIS. | 55.090 | 44.910 | 100.000 |
| DIRECT. | 6.835 | 13.489 | 8.780 |
| FIN.ATO | 117 | 71 | 188 |
| OFFICER | 62.234 | 37.766 | 100.000 |
| COMM/AD | 8.697 | 12.770 | 9.884 |
| OTHER | 79 | 68 | 147 |
| | 53.741 | 46.259 | 100.000 |
| | 5.869 | 12.230 | 7.729 |
| COLUMN SUMS | 1346 | 556 | 1902 |
| | 70.768 | 29.232 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-31 Pay for Individual Memberships -
National Associations by Title

ROWS = TITLE

COLUMNS = INSTITUTION PAY FOR
IND. MEMB. NAT. ASS:
PAY EXPENSES?

| | YES | NO | ROW SUMS |
|----------------|---------|---------|-------------|
| DIRFC- | 1020 | 380 | 1400 |
| TOR | 72.857 | 27.143 | 100.000 |
| | 78.764 | 62.603 | 73.607 |
| ASSOC./ | 89 | 78 | 167 |
| ASSIS. | 53.293 | 46.707 | 100.000 |
| DIRECT. | 6.873 | 12.850 | 8.780 |
| FIN.ATO | 110 | 78 | 188 |
| OFFICER | 58.511 | 41.489 | 100.000 |
| COMM/AD | 8.494 | 12.850 | 9.884 |
| OTHER | 76 | 71 | 147 |
| | 51.701 | 48.299 | 100.000 |
| | 5.869 | 11.697 | 7.729 |
| COLUMN SUMS | 1295 | 607 | 1902 |
| | 68.086 | 31.914 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-32 Pay for Individual Memberships - State Associations by Institutional Control (Directors)

| | INSTITUTIONAL | | ROW SUMS |
|--------------------------|-----------------------|---------|-------------|
| | ROWS = CLASSIFICATION | | |
| | YES | NO | |
| PUBLIC | 341 | 193 | 536 |
| | 63.991 | 36.007 | 100.000 |
| | 31.468 | 63.407 | 94.875 |
| INDEP. (PRI- VATE) | 624 | 100 | 724 |
| | 86.188 | 13.812 | 100.000 |
| | 57.248 | 32.895 | 90.143 |
| PROPRI- ETARY | 123 | 11 | 134 |
| | 91.791 | 8.209 | 100.000 |
| | 11.284 | 3.618 | 14.902 |
| COLUMN SUMS | 1090 | 304 | 1394 |
| | 78.192 | 21.808 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-33 Pay for Individual Memberships - Regional Associations by Institutional Control (Directors)

| | INSTITUTIONAL | | ROW SUMS |
|--------------------------|-----------------------|---------|-------------|
| | ROWS = CLASSIFICATION | | |
| | YES | NO | |
| PUBLIC | 337 | 199 | 536 |
| | 62.873 | 37.127 | 100.000 |
| | 31.973 | 58.529 | 90.502 |
| INDEP. (PRI- VATE) | 601 | 123 | 724 |
| | 83.011 | 16.989 | 100.000 |
| | 57.021 | 36.176 | 93.197 |
| PROPRI- ETARY | 116 | 19 | 134 |
| | 86.567 | 13.433 | 100.000 |
| | 11.006 | 5.244 | 16.250 |
| COLUMN SUMS | 1054 | 340 | 1394 |
| | 75.610 | 24.390 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-34 Pay for Individual Memberships - National Associations by Institutional Control (Directors)

| | INSTITUTIONAL | | ROW SUMS |
|--------------------------|-----------------------|---------|-------------|
| | ROWS = CLASSIFICATION | | |
| | YES | NO | |
| PUBLIC | 127 | 209 | 536 |
| | 61.007 | 38.993 | 100.000 |
| | 32.153 | 55.438 | 87.591 |
| INDEP. (PRI- VATE) | 581 | 143 | 724 |
| | 80.249 | 19.751 | 100.000 |
| | 57.129 | 37.931 | 95.060 |
| PROPRI- ETARY | 109 | 25 | 134 |
| | 81.383 | 18.657 | 100.000 |
| | 10.718 | 6.631 | 17.349 |
| COLUMN SUMS | 1017 | 377 | 1394 |
| | 72.956 | 27.044 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-35 Pay for Individual Memberships - State Associations by Institutional Size (Directors)

| | INSTITUTIONAL | | ROW SUMS |
|---------------|---------------|--|----------|
| | ROWS = SIZE | COLUMNS = INSTITUTE PAY FOR IND. MEMB. ST. ASSO: PAY EXPENSES? | |
| | YES | NO | |
| UNDER 1000 | 432 | 75 | 507 |
| | 85.207 | 14.793 | 100.000 |
| | 19.706 | 24.590 | 36.396 |
| 1000-3999 | 348 | 82 | 430 |
| | 80.930 | 19.070 | 100.000 |
| | 31.985 | 26.885 | 30.869 |
| 4000-9999 | 163 | 63 | 226 |
| | 72.124 | 27.876 | 100.000 |
| | 14.982 | 20.656 | 16.224 |
| 10,000-19,999 | 103 | 46 | 149 |
| | 69.128 | 30.872 | 100.000 |
| | 9.467 | 15.082 | 10.696 |
| 20,000+ | 42 | 39 | 81 |
| | 51.852 | 48.148 | 100.000 |
| | 3.860 | 12.787 | 5.815 |
| COLUMN SUMS | 1088 | 305 | 1393 |
| | 78.105 | 21.895 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-36 Pay for Individual Memberships - Regional Associations by Institutional Size (Directors)

| | INSTITUTIONAL | | ROW SUMS |
|---------------|---------------|---|----------|
| | ROWS = SIZE | COLUMNS = INSTITUTE PAY FOR IND. MEMB. REG. ASSO: PAY EXPENSES? | |
| | YES | NO | |
| UNDER 1000 | 409 | 98 | 507 |
| | 80.671 | 19.329 | 100.000 |
| | 19.878 | 28.739 | 36.396 |
| 1000-3999 | 336 | 94 | 430 |
| | 78.140 | 21.860 | 100.000 |
| | 31.939 | 27.566 | 30.869 |
| 4000-9999 | 166 | 60 | 226 |
| | 73.451 | 26.549 | 100.000 |
| | 15.779 | 17.595 | 16.224 |
| 10,000-19,999 | 101 | 48 | 149 |
| | 67.785 | 32.215 | 100.000 |
| | 9.601 | 14.076 | 10.696 |
| 20,000+ | 40 | 41 | 81 |
| | 49.381 | 50.617 | 100.000 |
| | 3.802 | 12.023 | 5.815 |
| COLUMN SUMS | 1052 | 341 | 1393 |
| | 75.520 | 24.480 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-37 Pay for Individual Memberships - National Associations by Institutional Size (Directors)

| | INSTITUTIONAL | | ROW SUMS |
|---------------|---------------|---|----------|
| | ROWS = SIZE | COLUMNS = INSTITUTE PAY FOR IND. MEMB. NAT. ASSO: PAY EXPENSES? | |
| | YES | NO | |
| UNDER 1000 | 405 | 102 | 507 |
| | 79.982 | 20.118 | 100.000 |
| | 19.941 | 26.913 | 36.396 |
| 1000-3999 | 313 | 117 | 430 |
| | 72.791 | 27.209 | 100.000 |
| | 30.868 | 10.671 | 30.869 |
| 4000-9999 | 160 | 66 | 226 |
| | 70.796 | 29.204 | 100.000 |
| | 15.779 | 17.414 | 16.224 |
| 10,000-19,999 | 92 | 57 | 149 |
| | 61.745 | 38.255 | 100.000 |
| | 9.073 | 15.040 | 10.696 |
| 20,000+ | 44 | 37 | 81 |
| | 54.321 | 45.679 | 100.000 |
| | 4.339 | 9.763 | 5.815 |
| COLUMN SUMS | 1014 | 379 | 1393 |
| | 72.793 | 27.207 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-38 Pay for Individual Memberships - State Associations by Institutional Type (Directors)

| | INSTITUTIONAL ROWS = TYPE | | ROW SUMS |
|--------------------------|------------------------------|---------|-------------|
| | YES | NO | |
| VOC. | 114 | 17 | 131 |
| TECH. | 87.023 | 12.977 | 100.000 |
| | 10.745 | 5.763 | 9.661 |
| 2 YEARS | 203 | 63 | 266 |
| 6 UNDER | 76.316 | 23.684 | 100.000 |
| NOT V.T. | 19.133 | 21.356 | 19.617 |
| 4 YEAR | 333 | 51 | 384 |
| | 86.719 | 13.281 | 100.000 |
| | 31.385 | 17.288 | 28.319 |
| 4 YEAR | 334 | 129 | 463 |
| AND | 72.138 | 27.862 | 100.000 |
| BEYOND | 31.480 | 41.729 | 34.145 |
| NURSING | 21 | 4 | 25 |
| | 84.000 | 16.000 | 100.000 |
| | 1.979 | 1.356 | 1.844 |
| GRAD/ PROFES. ONLY | 55 | 31 | 87 |
| | 64.369 | 35.632 | 100.000 |
| | 5.278 | 10.508 | 6.416 |
| COLUMN SUMS | 1061 | 295 | 1356 |
| | 78.245 | 21.755 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-39 Pay for Individual Memberships - Regional Associations by Institutional Type (Directors)

| | INSTITUTIONAL ROWS = TYPE | | ROW SUMS |
|--------------------------|------------------------------|---------|-------------|
| | YES | NO | |
| VOC. | 111 | 20 | 131 |
| TECH. | 84.733 | 15.267 | 100.000 |
| | 10.808 | 6.079 | 9.661 |
| 2 YEARS | 195 | 71 | 266 |
| 6 UNDER | 73.308 | 26.692 | 100.000 |
| NOT V.T. | 18.987 | 21.581 | 19.617 |
| 4 YEAR | 125 | 59 | 384 |
| | 84.615 | 15.365 | 100.000 |
| | 31.646 | 17.933 | 28.319 |
| 4 YEAR | 324 | 139 | 463 |
| AND | 69.978 | 30.022 | 100.000 |
| BEYOND | 31.548 | 42.749 | 34.145 |
| NURSING | 19 | 6 | 25 |
| | 76.000 | 24.000 | 100.000 |
| | 1.850 | 1.824 | 1.844 |
| GRAD/ PROFES. ONLY | 53 | 34 | 87 |
| | 60.920 | 39.080 | 100.000 |
| | 5.161 | 10.334 | 6.416 |
| COLUMN SUMS | 1027 | 329 | 1356 |
| | 75.717 | 24.263 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 13-40 Pay for Individual Memberships - National Associations by Institutional Type (Directors)

| | INSTITUTIONAL ROWS = TYPE | | ROW SUMS |
|--------------------------|------------------------------|---------|-------------|
| | YES | NO | |
| VOC. | 107 | 24 | 131 |
| TECH. | 81.679 | 18.321 | 100.000 |
| | 10.830 | 6.522 | 9.661 |
| 2 YEARS | 179 | 87 | 266 |
| 6 UNDER | 67.293 | 32.707 | 100.000 |
| NOT V.T. | 18.117 | 23.641 | 19.617 |
| 4 YEAR | 311 | 73 | 384 |
| | 80.990 | 19.010 | 100.000 |
| | 31.478 | 19.837 | 28.319 |
| 4 YEAR | 321 | 142 | 463 |
| AND | 69.330 | 30.670 | 100.000 |
| BEYOND | 32.490 | 38.587 | 34.145 |
| NURSING | 18 | 7 | 25 |
| | 72.000 | 28.000 | 100.000 |
| | 1.822 | 1.902 | 1.844 |
| GRAD/ PROFES. ONLY | 52 | 35 | 87 |
| | 59.770 | 40.230 | 100.000 |
| | 5.263 | 9.511 | 6.416 |
| COLUMN SUMS | 988 | 368 | 1356 |
| | 72.861 | 27.139 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Section G

Research Activities

TABLES 14-1 Through 14-15 Has Your Office Conducted Any Research Projects Relating to Financial Aid Topics Within the Past Two Years?

Just over 30 percent of the Directors of Financial Aid responding to the survey stated that their office had conducted research on topics related to financial aid within the past two years. As seen in Tables 14-1 through 14-5, the existence of office research projects on financial aid topics is related to the following: years of employment, educational level, and institutional size, control, and type (significant at the .01 level). For example, respondents from large institutions were over twice as likely to report the existence of office research projects as were respondents from small schools.

(The following section applies only to those Directors indicating that their office had conducted research projects within the past two years)

Approximately 44 percent of the Directors whose offices had conducted research projects stated that some/all of the projects were analytical (i.e., they employed tests of statistical significance). Although there were differences in responses to this question by years of employment, educational level, and institutional size, type, and control, none of the differences were significant at the .05 level (Tables 14-6 through 14-8).

Respondents were requested to state whether their research project(s) dealt with "student attitudes toward either financing postsecondary education or financial aid programs" or with the "impact of financial aid, e.g. on student or institutional decision making." There were no significant differences (at the .05 level) in whether or not research projects dealt with student attitudes based on years of employment, educational level, or institutional type, control, and size. Table 14-9 displays the results of the above question based on institutional size.

The impact of financial aid programs was addressed in over one-half of the research projects which were conducted. There were no significant differences in whether the research related to the impact of financial aid programs based on years of employment (Table 14-10), educational level, or institutional size and type. However, institutional control was related to the above question, with private institutions being most likely (significant at the .01 level) to address the issue of the impact of financial aid programs (Table 14-11).

Respondents were asked to check any or all of three alternatives regarding how the results of their research projects were utilized:

- (1) For internal financial aid office operations and policy making
- (2) For dissemination within selected offices or segments of the institution
- (3) For publication in a professional journal

Approximately 91 percent of the respondents stated that the results of their research were used for financial aid office operations and policy making. There were no significant differences in responses to this question based on years of employment, educational level, or institutional type, control, and size (Table 14-12).

Just over 60 percent of the respondents stated that the results of their research projects were used for institutional dissemination. As years of experience in the financial aid profession increased, there was a greater tendency to share the results of research projects within the respondents' institutions (Table 14-13).

Results of research projects were used for publication in professional journals by approximately 8 percent of the respondents. Publication in professional journals was most common among those holding either doctoral or associate degrees (Table 14-14). As seen in Table 14-15, publication in professional journals was most common among respondents employed in universities and graduate/professional schools.

Table 14-1 Recent Financial Aid Research Projects by Years Worked (Directors)

| | ROWS = NO. YEARS WORKED IN FINANCIAL AID | | COLUMNS = RECENT RESEARCH PROJECTS ON FINANCIAL AID? |
|----------------|--|---------|--|
| | YES | NO | ROW SUMS |
| 1 YEAR OR LESS | 24 | 148 | 172 |
| | 13.953 | 86.047 | 100.000 |
| | 5.839 | 15.711 | 12.712 |
| 2-3 YEARS | 63 | 170 | 233 |
| | 27.039 | 72.961 | 100.000 |
| | 15.328 | 18.047 | 17.221 |
| 4-5 YEARS | 78 | 194 | 272 |
| | 28.676 | 71.324 | 100.000 |
| | 18.978 | 20.594 | 20.103 |
| 6-10 YEARS | 157 | 281 | 438 |
| | 35.845 | 64.155 | 100.000 |
| | 38.200 | 29.810 | 32.373 |
| 11-15 YEARS | 70 | 117 | 187 |
| | 37.433 | 62.567 | 100.000 |
| | 17.032 | 12.420 | 13.821 |
| 16+ YEARS | 19 | 32 | 51 |
| | 37.255 | 62.745 | 100.000 |
| | 4.623 | 3.397 | 3.769 |
| COLUMN SUMS | 11 | 942 | 1353 |
| | 30.377 | 69.623 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-2 Recent Financial Aid Research Projects
by Educational Level (Directors)

| | EDUCATION: ROWS = HIGHEST LEVEL ACHIEVED | | ROW SUMS |
|----------------|--|--------------------------|----------------------------|
| | YES | NO | |
| DOCTO- RATE | 36 47.368 8.802 | 40 52.632 4.264 | 76 100.000 5.642 |
| MASTERS | 253 35.887 61.858 | 452 64.113 48.188 | 705 100.000 52.339 |
| BACHE- LORS | 85 23.161 20.782 | 282 76.839 30.064 | 367 100.000 27.246 |
| ASSO- CIATE | 9 16.364 2.200 | 46 83.636 4.904 | 55 100.000 4.083 |
| OTHER | 26 18.055 6.357 | 118 81.944 12.580 | 144 100.000 10.690 |
| COLUMN SUMS | 409 30.364 100.000 | 938 69.636 100.000 | 1347 100.000 100.000 |

Table 14-3 Recent Financial Aid Research Projects
by Institutional Size (Directors)

| | ROWS = INSTITUTIONAL SIZE | | ROW SUMS |
|-------------------|------------------------------|--------------------------|----------------------------|
| | YES | NO | |
| UNDER 1000 | 89 18.275 21.760 | 398 81.725 42.251 | 487 100.000 36.047 |
| 1000- 3999 | 132 31.429 32.274 | 288 68.571 30.573 | 420 100.000 31.088 |
| 4000- 9999 | 91 40.807 22.249 | 132 59.193 14.013 | 223 100.000 16.506 |
| 10,000- 19,999 | 59 40.690 14.425 | 86 59.310 9.130 | 145 100.000 10.733 |
| 20,000+ | 38 50.000 9.291 | 38 50.000 4.034 | 76 100.000 5.625 |
| COLUMN SUMS | 409 30.274 100.000 | 942 69.726 100.000 | 1351 100.000 100.000 |

Table 14-4 Recent Financial Aid Research Projects
by Institutional Control (Directors)

| INSTITUTIONAL | | RECENT RESEARCH | |
|--------------------------|---------|--------------------------------------|----------|
| ROWS = CLASSIFICATION: | | COLUMNS = PROJECTS ON FINANCIAL AID? | |
| | YES | NO | ROW SUMS |
| PUBLIC | 186 | 336 | 522 |
| | 35.632 | 64.368 | 100.000 |
| | 45.366 | 35.745 | 38.667 |
| INDEP. {PRI- YATE} | 206 | 496 | 702 |
| | 29.345 | 70.655 | 100.000 |
| | 50.244 | 52.766 | 52.000 |
| PROPRI- ETARY | 18 | 108 | 126 |
| | 14.286 | 85.714 | 100.000 |
| | 4.390 | 11.489 | 9.333 |
| COLUMN SUMS | 410 | 940 | 1350 |
| | 30.370 | 69.630 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-5 Recent Financial Aid Research Projects
by Institutional Type (Directors)

| INSTITUTIONAL | | RECENT RESEARCH | |
|--------------------------|---------|--------------------------------------|----------|
| ROWS = TYPE: | | COLUMNS = PROJECTS ON FINANCIAL AID? | |
| | YES | NO | ROW SUMS |
| VOC. | 23 | 101 | 124 |
| TECH. | 18.548 | 81.452 | 100.000 |
| | 5.764 | 11.050 | 9.444 |
| <2YEARS | 2 | 14 | 16 |
| NOT VOC | 12.500 | 87.500 | 100.000 |
| TECH. | 0.501 | 1.532 | 1.219 |
| 2 YEAR | 62 | 181 | 243 |
| NOT VOC | 25.514 | 74.486 | 100.000 |
| TECH | 15.539 | 19.803 | 18.507 |
| 4 YEAR | 115 | 259 | 374 |
| | 30.749 | 69.251 | 100.000 |
| | 28.822 | 28.337 | 28.484 |
| 4 YEAR AND BEYOND | 175 | 274 | 449 |
| | 38.976 | 61.024 | 100.000 |
| | 43.860 | 29.978 | 34.196 |
| NURSING | 1 | 23 | 24 |
| | 4.167 | 95.833 | 100.000 |
| | 0.251 | 2.516 | 1.828 |
| GRAD/ PROFES. ONLY | 21 | 62 | 83 |
| | 25.301 | 74.699 | 100.000 |
| | 5.263 | 6.783 | 6.321 |
| COLUMN SUMS | 399 | 914 | 1313 |
| | 30.388 | 69.612 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-6 Analytical Research Projects by Educational Level (Directors)

EDUCATION:
 ROWS = HIGHEST LEVEL ACHIEVED
 COLUMNS = ANALYTICAL RESEARCH PROJECTS?

| | YES | NO | ROW SUMS |
|-------------|---------|---------|----------|
| DOCTORATE | 22 | 14 | 36 |
| | 61.111 | 38.889 | 100.000 |
| | 12.360 | 6.393 | 9.063 |
| MASTERS | 103 | 142 | 245 |
| | 42.041 | 57.959 | 100.000 |
| | 57.865 | 64.840 | 61.713 |
| BACHELORS | 35 | 47 | 82 |
| | 42.683 | 57.317 | 100.000 |
| | 19.663 | 21.461 | 20.655 |
| ASSOCIATE | 5 | 4 | 9 |
| | 55.556 | 44.444 | 100.000 |
| | 2.809 | 1.826 | 2.267 |
| OTHER | 13 | 12 | 25 |
| | 52.000 | 48.000 | 100.000 |
| | 7.303 | 5.479 | 6.297 |
| COLUMN SUMS | 178 | 219 | 397 |
| | 44.836 | 55.164 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-7 Analytical Research Projects by Institutional Size (Directors)

INSTITUTIONAL SIZE
 ROWS = INSTITUTIONAL SIZE
 COLUMNS = ANALYTICAL RESEARCH PROJECTS?

| | YES | NO | ROW SUMS |
|---------------|---------|---------|----------|
| UNDER 1000 | 38 | 46 | 84 |
| | 45.238 | 54.762 | 100.000 |
| | 21.348 | 21.005 | 21.159 |
| 1000-3999 | 48 | 78 | 126 |
| | 38.095 | 61.905 | 100.000 |
| | 26.966 | 35.616 | 31.738 |
| 4000-9999 | 44 | 46 | 90 |
| | 48.889 | 51.111 | 100.000 |
| | 24.719 | 21.005 | 22.670 |
| 10,000-19,999 | 28 | 31 | 59 |
| | 47.458 | 52.542 | 100.000 |
| | 15.730 | 14.155 | 14.861 |
| 20,000+ | 20 | 18 | 38 |
| | 52.632 | 47.368 | 100.000 |
| | 11.236 | 8.219 | 9.572 |
| COLUMN SUMS | 178 | 219 | 397 |
| | 44.836 | 55.164 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-8 Analytical Research Projects by Institutional Type (Directors)

INSTITUTIONAL TYPE:
 ROWS = TYPE:
 COLUMNS = ANALYTICAL RESEARCH PROJECTS?

| | YES | NO | ROW SUMS |
|-------------------|---------|---------|----------|
| VOC. | 10 | 12 | 22 |
| | 45.455 | 54.545 | 100.000 |
| | 5.848 | 5.530 | 5.670 |
| <2 YEARS NOT VOC | 1 | 1 | 2 |
| | 50.000 | 50.000 | 100.000 |
| | 0.585 | 0.461 | 0.515 |
| 2 YEAR NOT VOC | 27 | 34 | 61 |
| | 44.262 | 55.738 | 100.000 |
| | 15.789 | 15.668 | 15.722 |
| 4 YEAR | 47 | 63 | 110 |
| | 42.727 | 57.273 | 100.000 |
| | 27.485 | 29.032 | 28.351 |
| 4 YEAR AND BEYOND | 80 | 91 | 171 |
| | 46.784 | 53.216 | 100.000 |
| | 46.784 | 41.935 | 44.072 |
| NURSING | 1 | | 1 |
| | 100.000 | | 100.000 |
| | 0.585 | | 0.258 |
| GRAD/PROFES ONLY | 5 | 16 | 21 |
| | 23.810 | 76.190 | 100.000 |
| | 2.924 | 7.373 | 5.412 |
| COLUMN SUMS | 171 | 217 | 388 |
| | 44.072 | 55.928 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-9 Research Projects on Student Attitudes by Institutional Size (Directors)

| ROWS = INSTITUTIONAL SIZE | RESEARCH PROJECTS ON STUD. ATTITUDES | | ROW SUMS |
|---------------------------|--------------------------------------|--------------------------|---------------------------|
| | YES | NO | |
| UNDER 1000 | 27 31.395 19.286 | 59 68.605 22.868 | 86 100.000 21.608 |
| 1000-3999 | 46 36.220 32.857 | 81 63.780 31.395 | 127 100.000 31.910 |
| 4000-9999 | 32 35.556 22.857 | 58 64.444 22.481 | 90 100.000 22.613 |
| 10,000-19,999 | 21 36.207 15.000 | 37 63.793 14.341 | 58 100.000 14.573 |
| 20,000+ | 14 37.838 10.000 | 23 62.162 8.915 | 37 100.000 9.296 |
| COLUMN SUMS | 140 35.176 100.000 | 258 64.824 100.000 | 398 100.000 100.000 |

Table 14-10 Research Projects on Student Attitudes by Years Worked (Directors)

| ROWS = NO. YEARS WORKED IN FINANCIAL AID | RESEARCH PROJECTS ON IMPACT OF FINANCIAL AID PROGRAMS? | | ROW SUMS |
|--|--|--------------------------|---------------------------|
| | YES | NO | |
| 1 YEAR OR LESS | 13 56.522 6.311 | 10 43.478 5.128 | 23 100.000 5.736 |
| 2-3 YEARS | 32 51.613 15.534 | 30 48.387 15.385 | 62 100.000 15.461 |
| 4-5 YEARS | 38 49.351 18.447 | 39 50.649 20.000 | 77 100.000 19.202 |
| 6-10 YEARS | 83 54.605 40.291 | 69 45.395 35.385 | 152 100.000 37.905 |
| 11-15 YEARS | 29 42.647 14.078 | 39 57.353 20.000 | 68 100.000 16.958 |
| 16+ YEARS | 11 57.895 5.340 | 8 42.105 4.103 | 19 100.000 4.738 |
| COLUMN SUMS | 206 51.372 100.000 | 195 48.628 100.000 | 401 100.000 100.000 |

Table 14-11 Research Projects on the Impact of Student Financial Aid Programs (Directors)

| ROWS = INSTITUTIONAL CLASSIFICATION | RESEARCH PROJECTS ON IMPACT OF FINANCIAL AID PROGRAMS? | | ROW SUMS |
|-------------------------------------|--|--------------------------|---------------------------|
| | YES | NO | |
| PUBLIC | 78 42.857 38.049 | 104 57.143 53.333 | 182 100.000 45.500 |
| INDEP. (PRIVATE) | 119 59.204 58.049 | 82 40.796 42.051 | 201 100.000 50.250 |
| PROPRIETARY | 8 47.059 3.902 | 9 52.941 4.615 | 17 100.000 4.250 |
| COLUMN SUMS | 205 51.250 100.000 | 195 48.750 100.000 | 400 100.000 100.000 |

Table 14-12 Research Results Used for Internal Office Operations and Policy Making by Institutional Size (Directors)

ROWS = INSTITUTIONAL SIZE COLUMNS = RESULTS USED FOR INTERNAL OPERATIONS & POLICY MAKING

| | RESULTS USED FOR INTERNAL OPERATIONS & POLICY MAKING | | ROW SUMS |
|---------------|--|---------|----------|
| | YES | NO | |
| UNDER 1000 | 81 | 8 | 89 |
| | 91.011 | 8.989 | 100.000 |
| | 21.600 | 23.529 | 21.760 |
| 1000-3999 | 121 | 11 | 132 |
| | 91.667 | 8.333 | 100.000 |
| | 32.267 | 32.353 | 32.274 |
| 4000-9999 | 85 | 6 | 91 |
| | 93.407 | 6.593 | 100.000 |
| | 22.667 | 17.647 | 22.249 |
| 10,000-19,999 | 53 | 6 | 59 |
| | 89.831 | 10.169 | 100.000 |
| | 14.133 | 17.647 | 14.425 |
| 20,000+ | 35 | 3 | 38 |
| | 92.105 | 7.895 | 100.000 |
| | 9.333 | 8.824 | 9.291 |
| COLUMN SUMS | 375 | 34 | 409 |
| | 91.667 | 8.313 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-13 Research Results Used for Institutional Dissemination by Years of Employment (Directors)

ROWS = NO. YEARS WORKED IN FINANCIAL AID COLUMNS = RESULTS USED FOR INSTITUTIONAL DISSEMINATION

| | RESULTS USED FOR INSTITUTIONAL DISSEMINATION | | ROW SUMS |
|----------------|--|---------|----------|
| | YES | NO | |
| 1 YEAR OR LESS | 11 | 13 | 24 |
| | 45.833 | 54.167 | 100.000 |
| | 4.435 | 7.975 | 5.839 |
| 2-3 YEARS | 33 | 30 | 63 |
| | 52.381 | 47.619 | 100.000 |
| | 13.306 | 18.405 | 15.328 |
| 4-5 YEARS | 45 | 33 | 78 |
| | 57.692 | 42.308 | 100.000 |
| | 18.145 | 20.245 | 18.978 |
| 6-10 YEARS | 103 | 54 | 157 |
| | 65.605 | 34.395 | 100.000 |
| | 41.532 | 33.129 | 38.200 |
| 11-15 YEARS | 41 | 29 | 70 |
| | 58.571 | 41.429 | 100.000 |
| | 16.532 | 17.791 | 17.032 |
| 16+ YEARS | 15 | 4 | 19 |
| | 78.947 | 21.053 | 100.000 |
| | 6.048 | 2.454 | 4.623 |
| COLUMN SUMS | 248 | 163 | 411 |
| | 60.341 | 39.659 | 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-14 Research Results Used for Publication
in a Professional Journal by
Educational Level (Directors)

EDUCATION:
ROWS = HIGHEST LEVEL
ACHIEVED

RESULTS USED FOR
PUBLICATION IN A
PROFESSIONAL JOURNAL
COLUMNS =

| | YES | NO | ROW SUMS |
|----------------|-------------|---------------|----------------|
| DOCTO- RATE | 7 19.444 | 29 80.556 | 36 100.000 |
| | 21.875 | 7.692 | 8.802 |
| MASTERS | 20 7.905 | 233 92.095 | 253 100.000 |
| | 62.500 | 61.804 | 61.858 |
| BACHE- LORS | 3 3.529 | 82 96.471 | 85 100.000 |
| | 9.375 | 21.751 | 20.782 |
| ASSO- CIATE | 1 11.111 | 8 88.889 | 9 100.000 |
| | 3.125 | 2.122 | 2.200 |
| OTHER | 1 3.846 | 25 96.154 | 26 100.000 |
| | 3.125 | 6.631 | 6.357 |
| COLUMN SUMS | 32 7.824 | 377 92.176 | 409 100.000 |
| | 100.000 | 100.000 | 100.000 |

Table 14-15 Research Results Used for Publication
in a Professional Journal by
Institutional Type (Directors)

INSTITUTIONAL
ROWS = TYPE:

RESULTS USED FOR
PUBLICATION IN A
PROFESSIONAL JOURNAL
COLUMNS =

| | YES | NO | ROW SUMS |
|------------------------------|--------------|---------------|----------------|
| VOC. TECH. | | 23 100.000 | 23 100.000 |
| | | 6.267 | 5.764 |
| <2 YEARS NOT VOC TECH. | | 2 100.000 | 2 100.000 |
| | | 0.545 | 0.501 |
| 2 YEAR NOT VOC TECH | 3 4.839 | 59 95.161 | 62 100.000 |
| | 9.375 | 16.076 | 15.539 |
| 4 YEAR | 7 6.087 | 108 93.913 | 115 100.000 |
| | 21.875 | 29.428 | 28.822 |
| 4 YEAR AND BEYOND | 20 11.429 | 155 88.571 | 175 100.000 |
| | 62.500 | 42.234 | 43.860 |
| NURSING | | 1 100.000 | 1 100.000 |
| | | 0.272 | 0.251 |
| GRAD/ PROPES. ONLY | 2 9.524 | 19 90.476 | 21 100.000 |
| | 6.250 | 5.177 | 5.263 |
| COLUMN SUMS | 32 8.020 | 367 91.980 | 399 100.000 |
| | 100.000 | 100.000 | 100.000 |

Appendix A

Financial Aid Directors' Salaries
by Institutional Type, Control, and Size
and by Geographic Area

ITS: INSTITUTIONAL = 4 YEAR+
 TYPE AND SIZE <7000

PUBLIC

REGIONAL
 ROWS = ASSOCIATIONS
 OF STATES

COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000- 10,999 | \$11,000 12,999 | \$13,000 14,999 | \$15,000 16,999 | \$17,000 18,999 | \$19,000 20,999 | \$21,000 23,999 | \$24,000 26,999 | \$27000+ | ROW SUMS |
|----------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------|-------------|
| EASFAA | | | | 3 | 5 | 3 | 1 | 4 | | 3 | 19 |
| | | | | 15.789 | 26.316 | 15.789 | 5.263 | 21.053 | | 15.789 | 100.000 |
| | | | | 30.000 | 22.727 | 18.750 | 11.111 | 25.000 | | 60.000 | 22.619 |
| SASFAA | | | | 5 | 5 | 4 | 1 | 1 | | 1 | 17 |
| | | | | 29.412 | 29.412 | 23.529 | 5.882 | 5.882 | | 5.882 | 100.000 |
| | | | | 50.000 | 22.727 | 25.000 | 11.111 | 6.250 | | 20.000 | 20.238 |
| HASFAA | | | | 1 | 2 | 5 | 1 | 5 | | | 14 |
| | | | | 7.143 | 14.286 | 35.714 | 7.143 | 35.714 | | | 100.000 |
| | | | | 10.000 | 9.091 | 31.250 | 11.111 | 31.250 | | | 16.667 |
| SWASFAA | | 1 | 2 | | 5 | 1 | 3 | 3 | | 1 | 16 |
| | | 6.250 | 12.500 | | 31.250 | 6.250 | 18.750 | 18.750 | | 6.250 | 100.000 |
| | | 100.000 | 66.667 | | 22.727 | 6.250 | 33.333 | 18.750 | | 20.000 | 19.048 |
| BHASFAA | | | | 1 | 5 | 3 | 2 | 1 | | | 12 |
| | | | | 8.333 | 41.667 | 25.000 | 16.667 | 8.333 | | | 100.000 |
| | | | | 10.000 | 22.727 | 18.750 | 22.222 | 6.250 | | | 14.286 |
| WASFAA | | | 1 | | | | 1 | 2 | | 2 | 6 |
| | | | 16.667 | | | | 16.667 | 33.333 | | 33.333 | 100.000 |
| | | | 33.333 | | | | 11.111 | 12.500 | | 100.000 | 7.143 |
| COLUMN SUMS | 1 | 3 | 10 | 22 | 16 | 9 | 16 | 2 | 5 | 84 | |
| | 1.190 | 3.571 | 11.905 | 26.190 | 19.048 | 10.714 | 19.048 | 2.381 | 5.752 | 100.000 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

ITS: INSTITUTIONAL = 4 YEAR+
 TYPE AND SIZE 7-19999

PUBLIC

REGIONAL
 ROWS = ASSOCIATIONS
 OF STATES

COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000- 10,999 | \$11,000 12,999 | \$13,000 14,999 | \$15,000 16,999 | \$17,000 18,999 | \$19,000 20,999 | \$21,000 23,999 | \$24,000 26,999 | \$27000+ | ROW SUMS |
|----------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------|-------------|
| EASFAA | | | | | 2 | 1 | 3 | 6 | | 1 | 13 |
| | | | | | 15.385 | 7.692 | 23.077 | 46.154 | | 7.692 | 100.000 |
| | | | | | 33.333 | 5.000 | 15.789 | 17.647 | | 9.091 | 13.542 |
| SASFAA | | | 1 | 1 | 2 | 7 | 2 | 7 | | 2 | 22 |
| | | | 4.545 | 4.545 | 9.091 | 31.818 | 9.091 | 31.818 | | 9.091 | 100.000 |
| | | | 100.000 | 100.000 | 33.333 | 35.000 | 10.526 | 20.588 | | 18.182 | 22.917 |
| HASFAA | | | | | 1 | 4 | 3 | 10 | | 3 | 22 |
| | | | | | 4.545 | 18.182 | 13.636 | 45.455 | | 13.636 | 100.000 |
| | | | | | 16.667 | 20.000 | 15.789 | 29.412 | | 27.273 | 22.917 |
| SWASFAA | | | | | 1 | 5 | 3 | 4 | | | 13 |
| | | | | | 7.692 | 38.462 | 23.077 | 30.769 | | | 100.000 |
| | | | | | 16.667 | 25.000 | 15.789 | 11.765 | | | 13.542 |
| BHASFAA | | | | | | 3 | 3 | 1 | | 1 | 8 |
| | | | | | | 37.500 | 37.500 | 12.500 | | 12.500 | 100.000 |
| | | | | | | 15.000 | 15.789 | 2.941 | | 9.091 | 8.333 |
| WASFAA | | | | | | | 5 | 6 | | 4 | 18 |
| | | | | | | | 27.778 | 33.333 | | 22.222 | 100.000 |
| | | | | | | | 26.316 | 17.647 | | 36.364 | 18.750 |
| COLUMN SUMS | 1 | 1 | 6 | 20 | 19 | 34 | 11 | 4 | 96 | | |
| | 1.042 | 1.042 | 6.250 | 20.833 | 19.792 | 35.417 | 11.458 | 4.167 | 100.000 | 100.000 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

ITS: INSTITUTIONAL = PUBLIC
 TYPE AND SIZE 4 YEAR+
 20,000+

REGIONAL
 ROWS = ASSOCIATIONS OF STATES
 COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|---------------|
| EASFAA | | | | | | | 1 14.286 | 1 14.286 | 3 42.857 | 2 28.571 | 7 100.000 |
| | | | | | | | 14.286 | 11.111 | 23.077 | 12.500 | 13.208 |
| SASFAA | | | | | 1 33.333 | 2 66.667 | | | | | 3 100.000 |
| | | | | | 50.000 | 33.333 | | | | | 5.660 |
| MASFAA | | | | | 1 4.545 | 3 13.636 | 3 13.636 | 5 22.727 | 4 18.182 | 6 27.273 | 22 100.000 |
| | | | | | 50.000 | 50.000 | 42.857 | 55.556 | 30.769 | 37.500 | 41.509 |
| SWASFAA | | | | | | | 2 40.000 | | 1 20.000 | 2 40.000 | 5 100.000 |
| | | | | | | | 28.571 | | 7.692 | 12.500 | 9.434 |
| RNASFAA | | | | | | 1 33.333 | | 1 33.333 | 1 33.333 | | 3 100.000 |
| | | | | | | 16.667 | | 11.111 | 7.692 | | 5.660 |
| WASFAA | | | | | | | 1 7.692 | 2 15.385 | 4 30.769 | 6 46.154 | 13 100.000 |
| | | | | | | | 14.286 | 22.222 | 30.769 | 37.500 | 24.528 |
| COLUMN SUMS | | | | | 2 3.774 | 6 11.321 | 7 13.208 | 9 16.981 | 13 24.528 | 16 30.189 | 53 100.000 |
| | | | | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

ITS: INSTITUTIONAL = PUBLIC
 TYPE AND SIZE = 4 YEAR
 <4000

REGIONAL
 ROWS = ASSOCIATIONS OF STATES
 COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|-----------------------|-----------------|------------------------|-------------------------|------------------------|-----------------------|------------------------|-----------------|----------|--------------------------|
| EASFAA | | 1 11.111 50.000 | | 3 33.333 37.500 | 3 33.333 25.000 | 1 11.111 20.000 | 1 11.111 33.333 | | | | 9 100.000 29.032 |
| SASFAA | | | | 3 75.000 37.500 | 1 25.000 8.333 | | | | | | 4 100.000 12.903 |
| HASFAA | | | | | 3 50.000 25.000 | 2 33.333 40.000 | | 1 16.667 100.000 | | | 6 100.000 19.355 |
| SWASFAA | | | | 1 33.333 12.500 | 2 66.667 16.667 | | | | | | 3 100.000 9.677 |
| RHASFAA | | 1 25.000 50.000 | | | 1 25.000 8.333 | 1 25.000 20.000 | 1 25.000 33.333 | | | | 4 100.000 12.903 |
| WASFAA | | | | 1 20.000 12.500 | 2 40.000 16.667 | 1 20.000 20.000 | 1 20.000 33.333 | | | | 5 100.000 16.129 |
| COLUMN SUMS | | 2 6.452 100.000 | | 8 25.806 100.000 | 12 38.710 100.000 | 5 16.129 100.000 | 3 9.677 100.000 | 1 3.226 100.000 | | | 31 100.000 100.000 |

ITS: INSTITUTIONAL = PUBLIC
 TYPE AND SIZE = 4 YEAR
 4,000+

REGIONAL
 ROWS = ASSOCIATIONS OF STATES
 COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|------------------------|------------------------|-----------------|------------------------|------------------------|------------------------|------------------------|-----------------------|--------------------------|
| EASFAA | | | 1 20.000 100.000 | 2 40.000 33.333 | | 2 40.000 40.000 | | | | | 5 100.000 20.833 |
| SASFAA | | | | 1 25.000 16.667 | | 1 25.000 20.000 | 1 25.000 20.000 | 1 25.000 25.000 | | | 4 100.000 16.667 |
| HASFAA | | | | 3 37.500 50.000 | | | 2 25.000 40.000 | 1 12.500 25.000 | 2 25.000 100.000 | | 8 100.000 33.333 |
| SWASFAA | | | | | | 1 50.000 20.000 | 1 50.000 20.000 | | | | 2 100.000 8.333 |
| RHASFAA | | | | | | 1 33.333 20.000 | 1 33.333 20.000 | 1 33.333 25.000 | | | 3 100.000 12.500 |
| WASFAA | | | | | | | | 1 50.000 25.000 | 1 50.000 100.000 | | 2 100.000 8.333 |
| COLUMN SUMS | | | 1 4.167 100.000 | 6 25.000 100.000 | | 5 20.833 100.000 | 5 20.833 100.000 | 4 16.667 100.000 | 2 8.333 100.000 | 1 4.167 100.000 | 24 100.000 100.000 |

ITS: INSTITUTIONAL = PUBLIC
 TYPE AND SIZE = 2 YEAR
 <4000

REGIONAL
 ROWS = ASSOCIATIONS
 OF STATES

COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|-----------------------|-----------------------|-----------------------|-------------------------|-------------------------|------------------------|------------------------|-----------------------|-----------------------|------------------------|--------------------------|
| EASFAA | | 2 11.111 33.333 | 1 5.556 20.000 | 4 22.222 28.571 | 4 22.222 23.529 | 4 22.222 44.444 | 3 16.667 37.500 | | | | 18 100.000 26.866 |
| SASFAA | 2 15.385 50.000 | 3 23.077 50.000 | 2 15.385 40.000 | 2 15.385 14.286 | 3 23.077 17.647 | 1 7.692 11.111 | | | | | 13 100.000 19.403 |
| HASFAA | | 1 6.667 16.667 | 1 6.667 20.000 | 1 6.667 7.143 | 6 40.000 35.294 | 2 13.333 22.222 | 2 13.333 25.000 | 1 6.667 50.000 | 1 6.667 100.000 | | 15 100.000 22.388 |
| SWASFAA | 2 18.182 50.000 | | | 4 36.364 28.571 | 1 9.091 5.882 | 2 18.182 22.222 | 2 18.182 25.000 | | | | 11 100.000 16.418 |
| RHASFAA | | | 1 14.286 20.000 | 3 42.857 21.429 | 2 28.571 11.765 | | 1 14.286 12.500 | | | | 7 100.000 10.448 |
| WASFAA | | | | | 1 33.333 5.882 | | | 1 33.333 50.000 | | 1 33.333 100.000 | 3 100.000 4.478 |
| COLUMN SUMS | 4 5.970 100.000 | 6 8.955 100.000 | 5 7.463 100.000 | 14 20.896 100.000 | 17 25.373 100.000 | 9 13.433 100.000 | 8 11.940 100.000 | 2 2.985 100.000 | 1 1.493 100.000 | 1 1.493 100.000 | 67 100.000 100.000 |

ITS: INSTITUTIONAL = PUBLIC
 TYPE AND SIZE = 2 YEAR
 \$4,000+

REGIONAL
 ROWS = ASSOCIATIONS
 OF STATES

COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------------|-------------------------|------------------------|-------------------------|-------------------------|------------------------|-----------------------|--------------------------|
| EASFAA | | | | 2 10.526 40.000 | 3 15.789 30.000 | 2 10.526 28.571 | 3 15.789 14.286 | 7 36.842 41.176 | 1 5.263 11.111 | 1 5.263 25.000 | 19 100.000 26.027 |
| SASFAA | | | | 1 16.667 20.000 | | | 3 50.000 14.286 | 1 16.667 5.882 | 1 16.667 11.111 | | 6 100.000 8.219 |
| HASFAA | | | | 1 4.545 20.000 | 3 13.636 30.000 | 2 9.091 28.571 | 8 36.364 38.095 | 3 13.636 17.647 | 4 18.182 44.444 | 1 4.545 25.000 | 22 100.000 30.137 |
| SWASFAA | | | | 1 9.091 20.000 | 4 36.364 40.000 | 1 9.091 14.286 | 4 36.364 19.048 | 1 9.091 5.882 | | | 11 100.000 15.068 |
| RHASFAA | | | | | | 1 100.000 14.286 | | | | | 1 100.000 1.370 |
| WASFAA | | | | | | 1 7.143 14.286 | 3 21.429 14.286 | 5 35.714 29.412 | 3 21.429 33.333 | 2 14.286 50.000 | 14 100.000 19.178 |
| COLUMN SUMS | | | | 5 6.849 100.000 | 10 13.699 100.000 | 7 9.589 100.000 | 21 28.767 100.000 | 17 23.288 100.000 | 9 12.329 100.000 | 4 5.479 100.000 | 73 100.000 100.000 |

INDEP
 ITS: INSTITUTIONAL = 4 YEAR+
 TYPE AND SIZE <4000

REGIONAL
 ROWS = ASSOCIATIONS OF STATES
 COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|----------|
| EASFAA | 1 | 2 | 6 | 9 | 7 | 6 | 6 | 2 | | | 39 |
| | 2.564 | 5.128 | 15.385 | 23.077 | 17.949 | 15.385 | 15.385 | 5.128 | | | 100.000 |
| | 50.000 | 33.333 | 28.571 | 33.333 | 31.818 | 42.857 | 60.000 | 40.000 | | | 36.111 |
| SASFAA | 1 | | 5 | 4 | 3 | 1 | | | | | 14 |
| | 7.143 | | 35.714 | 28.571 | 21.429 | 7.143 | | | | | 100.000 |
| | 50.000 | | 23.810 | 14.815 | 13.636 | 7.143 | | | | | 12.963 |
| HASFAA | | 1 | 3 | 9 | 6 | 2 | 1 | | 1 | | 23 |
| | | 4.348 | 13.043 | 39.130 | 26.087 | 8.696 | 4.348 | | 4.348 | | 100.000 |
| | | 16.667 | 14.286 | 33.333 | 27.273 | 14.286 | 10.000 | | 10.000 | | 21.296 |
| SWASFAA | | | 3 | 3 | 3 | 1 | | 1 | | | 11 |
| | | | 27.273 | 27.273 | 27.273 | 9.091 | | 9.091 | | | 100.000 |
| | | | 14.286 | 11.111 | 13.636 | 7.143 | | 20.000 | | | 10.185 |
| RHASFAA | | | | | | 1 | | | | | 1 |
| | | | | | | 100.000 | | | | | 100.000 |
| | | | | | | 7.143 | | | | | 0.926 |
| WASFAA | | 3 | 4 | 2 | 3 | 3 | 3 | 2 | | | 20 |
| | | 15.000 | 20.000 | 10.000 | 15.000 | 15.000 | 15.000 | 10.000 | | | 100.000 |
| | | 50.000 | 19.048 | 7.407 | 13.636 | 21.429 | 30.000 | 40.000 | | | 18.519 |
| COLUMN SUMS | 2 | 6 | 21 | 27 | 22 | 14 | 10 | 5 | 1 | | 108 |
| | 1.852 | 5.556 | 19.444 | 25.000 | 20.370 | 12.963 | 9.259 | 4.630 | 0.926 | | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | | 100.000 |

INDEP
 ITS: INSTITUTIONAL = 4 YEAR+
 TYPE AND SIZE 4,000+

REGIONAL
 ROWS = ASSOCIATIONS OF STATES
 COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|----------|
| EASFAA | | 1 | 1 | 4 | 8 | 4 | 5 | 7 | 7 | 8 | 45 |
| | | 2.222 | 2.222 | 8.889 | 17.778 | 8.889 | 11.111 | 15.556 | 15.556 | 17.778 | 100.000 |
| | | 100.000 | 50.000 | 66.667 | 61.538 | 28.571 | 35.714 | 63.636 | 58.333 | 80.000 | 54.217 |
| SASFAA | | | | | 1 | 1 | | | 2 | | 4 |
| | | | | | 25.000 | 25.000 | | | 50.000 | | 100.000 |
| | | | | | 7.692 | 7.143 | | | 16.667 | | 4.819 |
| HASFAA | | | 1 | | 3 | 3 | 5 | 2 | 2 | 1 | 17 |
| | | | 5.882 | | 17.647 | 17.647 | 29.412 | 11.765 | 11.765 | 5.882 | 100.000 |
| | | | 50.000 | | 23.077 | 21.429 | 35.714 | 18.182 | 16.667 | 10.000 | 20.482 |
| SWASFAA | | | | 1 | | 1 | 3 | | | 1 | 6 |
| | | | | 16.667 | | 16.667 | 50.000 | | | 16.667 | 100.000 |
| | | | | 16.667 | | 7.143 | 21.429 | | | 10.000 | 7.229 |
| RHASFAA | | | | | | 1 | | | | | 1 |
| | | | | | | 100.000 | | | | | 100.000 |
| | | | | | | 7.143 | | | | | 1.205 |
| WASFAA | | | | 1 | 1 | 4 | 1 | 2 | 1 | | 10 |
| | | | | 10.000 | 10.000 | 40.000 | 10.000 | 20.000 | 10.000 | | 100.000 |
| | | | | 16.667 | 7.692 | 28.571 | 7.143 | 18.182 | 8.333 | | 12.048 |
| COLUMN SUMS | 1 | 2 | 6 | 13 | 14 | 14 | 14 | 11 | 12 | 10 | 83 |
| | 1.205 | 2.410 | 7.229 | 15.663 | 16.867 | 16.867 | 13.253 | 14.458 | 12.048 | 100.000 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

INDEP
 ITS: INSTITUTIONAL = 4 YEAR
 TYPE AND SIZE <1000

REGIONAL
 ROWS = ASSOCIATIONS OF STATES
 COLUMNS = SALARY: CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|----------|
| EASPA | 2 | 7 | 7 | 5 | 1 | | | | | | 22 |
| | 9.091 | 31.818 | 31.818 | 22.727 | 4.545 | | | | | | 100.000 |
| | 15.385 | 17.073 | 28.000 | 19.231 | 7.692 | | | | | | 17.054 |
| SASPA | 2 | 11 | 5 | 8 | 3 | 2 | 1 | | | | 32 |
| | 6.250 | 34.375 | 15.625 | 25.000 | 9.375 | 6.250 | 3.125 | | | | 100.000 |
| | 15.385 | 26.829 | 20.000 | 30.769 | 23.077 | 28.571 | 50.000 | | | | 24.806 |
| HASPA | 8 | 15 | 9 | 11 | 4 | 4 | | 1 | | | 52 |
| | 15.385 | 28.846 | 17.308 | 21.154 | 7.692 | 7.692 | | 1.923 | | | 100.000 |
| | 61.538 | 36.585 | 36.000 | 42.308 | 30.769 | 57.143 | | 50.000 | | | 40.310 |
| SWASPA | | 3 | 1 | 1 | 2 | | 1 | | | | 8 |
| | | 37.500 | 12.500 | 12.500 | 25.000 | | 12.500 | | | | 100.000 |
| | | 7.317 | 4.000 | 3.846 | 15.385 | | 50.000 | | | | 6.202 |
| RHASPA | 1 | 3 | 1 | 1 | 2 | | | 1 | | | 9 |
| | 11.111 | 33.333 | 11.111 | 11.111 | 22.222 | | | 11.111 | | | 100.000 |
| | 7.692 | 7.317 | 4.000 | 3.846 | 15.385 | | | 50.000 | | | 6.977 |
| WASPA | | 2 | 2 | | 1 | 1 | | | | | 6 |
| | | 33.333 | 33.333 | | 16.667 | 16.667 | | | | | 100.000 |
| | | 4.878 | 8.000 | | 7.692 | 14.286 | | | | | 4.651 |
| COLUMN SUMS | 13 | 41 | 25 | 26 | 13 | 7 | 2 | 2 | | | 129 |
| | 10.078 | 31.783 | 19.380 | 20.155 | 10.078 | 5.426 | 1.550 | 1.550 | | | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | | | 100.000 |

INDEP
 ITS: INSTITUTIONAL = 4 YEAR
 TYPE AND SIZE 1-1,999

REGIONAL
 ROWS = ASSOCIATIONS OF STATES
 COLUMNS = SALARY: CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|----------|
| EASPA | | 2 | 7 | 12 | 6 | 6 | 3 | 3 | | | 39 |
| | | 5.128 | 17.949 | 30.769 | 15.385 | 15.385 | 7.692 | 7.692 | | | 100.000 |
| | | 18.182 | 23.333 | 42.857 | 37.500 | 42.857 | 33.333 | 75.000 | | | 33.913 |
| SASPA | 1 | 2 | 6 | 3 | 2 | 1 | 1 | | | | 16 |
| | 6.250 | 12.500 | 37.500 | 18.750 | 12.500 | 6.250 | 6.250 | | | | 100.000 |
| | 33.333 | 18.182 | 20.000 | 10.714 | 12.500 | 7.143 | 11.111 | | | | 13.913 |
| HASPA | 1 | 3 | 12 | 12 | 4 | 5 | 3 | 1 | | | 41 |
| | 2.439 | 7.317 | 29.268 | 29.268 | 9.756 | 12.195 | 7.317 | 2.439 | | | 100.000 |
| | 33.333 | 27.273 | 40.000 | 42.857 | 25.000 | 35.714 | 33.333 | 25.000 | | | 35.652 |
| SWASPA | 1 | 2 | 4 | | 2 | 2 | | | | | 11 |
| | 9.091 | 18.182 | 36.364 | | 18.182 | 18.182 | | | | | 100.000 |
| | 33.333 | 18.182 | 13.333 | | 12.500 | 14.286 | | | | | 9.565 |
| RHASPA | | 1 | 1 | | 1 | | 1 | | | | 4 |
| | | 25.000 | 25.000 | | 25.000 | | 25.000 | | | | 100.000 |
| | | 9.091 | 3.333 | | 6.250 | | 11.111 | | | | 3.478 |
| WASPA | | 1 | | 1 | 1 | | 1 | | | | 4 |
| | | 25.000 | | 25.000 | 25.000 | | 25.000 | | | | 100.000 |
| | | 9.091 | | 3.571 | 6.250 | | 11.111 | | | | 3.478 |
| COLUMN SUMS | 3 | 11 | 30 | 28 | 16 | 14 | 9 | 4 | | | 115 |
| | 2.609 | 9.565 | 26.087 | 24.348 | 13.913 | 12.174 | 7.826 | 3.478 | | | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | | | 100.000 |

ITS: INSTITUTIONAL = INDEP
 TYPE AND SIZE = 4 YEAR
 2,000+

REGIOAL
 ROWS = ASSOCIATIONS OF STATES
 COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|---------------|
| EASPA | | 1 5.000 | 1 5.000 | 2 10.000 | 6 30.000 | 2 10.000 | 6 30.000 | 2 10.000 | | | 20 100.000 |
| | | 50.000 | 100.000 | 28.571 | 66.667 | 50.000 | 60.000 | 50.000 | | | 54.054 |
| SASPA | | 1 50.000 | | | 1 50.000 | | | | | | 2 100.000 |
| | | 50.000 | | | 11.111 | | | | | | 5.405 |
| HASPA | | | | 3 25.000 | 2 16.667 | 2 16.667 | 3 25.000 | 2 16.667 | | | 12 100.000 |
| | | | | 42.857 | 22.222 | 50.000 | 30.000 | 50.000 | | | 32.432 |
| SWASPA | | | | | | | | | | | |
| RHASPA | | | | 1 100.000 | | | | | | | 1 100.000 |
| | | | | 14.286 | | | | | | | 2.703 |
| WASPA | | | | 1 50.000 | | | 1 50.000 | | | | 2 100.000 |
| | | | | 14.286 | | | 10.000 | | | | 5.405 |
| COLUMN SUMS | | 2 5.405 | 1 2.703 | 7 18.919 | 9 24.324 | 4 10.811 | 10 27.027 | 4 10.811 | | | 37 100.000 |
| | | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | | | 100.000 |

ITS: INSTITUTIONAL = INDEP
TYPE AND SIZE 2 YEAR

REGIONAL
ROWS = ASSOCIATIONS
OF STATES

COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000- 10,999 | \$11,000 12,999 | \$13,000 14,999 | \$15,000 16,999 | \$17,000 18,999 | \$19,000 20,999 | \$21,000 23,999 | \$24,000 26,999 | \$27000+ | ROW SUMS |
|----------------|-------------------------|------------------------|------------------------|------------------------|------------------------|-----------------------|-----------------------|-----------------------|--------------------|----------|--------------------------|
| BASFAA | 1 7.143 10.000 | 2 14.286 28.571 | 3 21.429 42.857 | 3 21.429 50.000 | 2 14.286 40.000 | 1 7.143 100.000 | 1 7.143 50.000 | 1 7.143 25.000 | | | 14 100.000 33.333 |
| SASPAA | 6 46.154 60.000 | 2 15.385 28.571 | 2 15.385 28.571 | 2 15.385 33.333 | | | | 1 7.692 25.000 | | | 13 100.000 30.952 |
| HASPAA | 3 37.500 30.000 | | 1 12.500 14.286 | 1 12.500 16.667 | 2 25.000 40.000 | | | 1 12.500 25.000 | | | 8 100.000 19.048 |
| SWASPAA | | 2 66.667 28.571 | | | | | 1 33.333 50.000 | | | | 3 100.000 7.143 |
| RHASPAA | | | | | 1 100.000 20.000 | | | | | | 1 100.000 2.381 |
| WASPAA | | 1 33.333 14.286 | 1 33.333 14.286 | | | | | 1 33.333 25.000 | | | 3 100.000 7.143 |
| COLUMN SUMS | 10 23.810 100.000 | 7 16.667 100.000 | 7 16.667 100.000 | 6 14.286 100.000 | 5 11.905 100.000 | 1 2.381 100.000 | 2 4.762 100.000 | 4 9.524 100.000 | | | 42 100.000 100.000 |

ITS: INSTITUTIONAL = GRAD/
 TYPE AND SIZE PROF PUBLIC,

REGIONAL
 ROWS = ASSOCIATIONS OF STATES COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-------------------------|------------------------|------------------------|-----------------|-----------------|-----------------|----------|-------------------------|
| EASFAA | | | | 3 100.000 100.000 | | | | | | | 3 100.000 42.857 |
| SASFAA | | | | | 1 100.000 33.333 | | | | | | 1 100.000 14.286 |
| HASFAA | | | | | 1 100.000 33.333 | | | | | | 1 100.000 14.286 |
| SWASFAA | | | | | 1 50.000 33.333 | 1 50.000 100.000 | | | | | 2 100.000 28.571 |
| RHASFAA | | | | | | | | | | | |
| WASFAA | | | | | | | | | | | |
| COLUMN SUMS | | | | 3 42.857 100.000 | 3 42.857 100.000 | 1 14.286 100.000 | | | | | 7 100.000 100.000 |

ITS: INSTITUTIONAL = GRAD/
 TYPE AND SIZE PROF INDEP

REGIONAL
 ROWS = ASSOCIATIONS OF STATES COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-----------------------|----------|--------------------------|
| EASFAA | | 1 5.556 50.000 | 2 11.111 25.000 | 6 33.333 100.000 | 3 16.667 75.000 | 1 5.556 33.333 | 2 11.111 66.667 | 2 11.111 100.000 | 1 5.556 100.000 | | 18 100.000 62.069 |
| SASFAA | | | 2 100.000 25.000 | | | | | | | | 2 100.000 6.897 |
| HASFAA | | 1 25.000 50.000 | 2 50.000 25.000 | | | 1 25.000 33.333 | | | | | 4 100.000 13.793 |
| SWASFAA | | | | | | 1 100.000 33.333 | | | | | 1 100.000 3.448 |
| RHASFAA | | | | | | | | | | | |
| WASFAA | | | 2 50.000 25.000 | | 1 25.000 25.000 | | 1 25.000 33.333 | | | | 4 100.000 13.793 |
| COLUMN SUMS | | 2 6.897 100.000 | 8 27.586 100.000 | 6 20.690 100.000 | 4 13.793 100.000 | 3 10.345 100.000 | 3 10.345 100.000 | 2 6.897 100.000 | 1 3.448 100.000 | | 29 100.000 100.000 |

ITS: INSTITUTIONAL = PUBLICS
 TYPE AND SIZE = INDEP NURSING

REGIONAL
 ROWS = ASSOCIATIONS OF STATES COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|----------|
| EASFAA | | | | 1 | 1 | 1 | | 1 | | | 4 |
| | | | | 25.000 | 25.000 | 25.000 | | 25.000 | | | 100.000 |
| | | | | 33.333 | 100.000 | 100.000 | | 100.000 | | | 36.364 |
| SASFAA | | 1 | | | | | | | | | 1 |
| | | 100.000 | | | | | | | | | 100.000 |
| | | 33.333 | | | | | | | | | 9.091 |
| MASFAA | | | | 2 | | | 1 | | 1 | | 4 |
| | | | | 50.000 | | | 25.000 | | 25.000 | | 100.000 |
| | | | | 66.667 | | | 100.000 | | 100.000 | | 36.364 |
| SWASFAA | | 1 | | | | | | | | | 1 |
| | | 100.000 | | | | | | | | | 100.000 |
| | | 33.333 | | | | | | | | | 9.091 |
| RNASFAA | | 1 | | | | | | | | | 1 |
| | | 100.000 | | | | | | | | | 100.000 |
| | | 33.333 | | | | | | | | | 9.091 |
| WASFAA | | | | | | | | | | | |
| COLUMN SUMS | 3 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| | 27.273 | 27.273 | 9.091 | 9.091 | 9.091 | 9.091 | 9.091 | 9.091 | 9.091 | 100.000 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | | 100.000 |

ITS: INSTITUTIONAL = PUBLICS
 TYPE AND SIZE = INDEP VOC.TEC

REGIONAL
 ROWS = ASSOCIATIONS OF STATES COLUMNS = SALARY:
 CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|---------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|----------|
| EASFAA | | | 2 | 1 | | | | | | | 3 |
| | | | 66.667 | 33.333 | | | | | | | 100.000 |
| | | | 33.333 | 50.000 | | | | | | | 8.571 |
| SASFAA | 1 | | 1 | 1 | 3 | | | | | | 6 |
| | 16.667 | | 16.667 | 16.667 | 50.000 | | | | | | 100.000 |
| | 50.000 | | 16.667 | 50.000 | 50.000 | | | | | | 17.143 |
| MASFAA | 1 | 2 | 1 | | 2 | 5 | 2 | 1 | 2 | | 16 |
| | 6.250 | 12.500 | 6.250 | | 12.500 | 31.250 | 12.500 | 6.250 | 12.500 | | 100.000 |
| | 50.000 | 100.000 | 16.667 | | 33.333 | 55.556 | 66.667 | 50.000 | 66.667 | | 45.714 |
| SWASFAA | | | 1 | | | 2 | 1 | | | | 4 |
| | | | 25.000 | | | 50.000 | 25.000 | | | | 100.000 |
| | | | 16.667 | | | 22.222 | 33.333 | | | | 11.429 |
| RNASFAA | | | | | 1 | 1 | | 1 | | | 3 |
| | | | | | 33.333 | 33.333 | | 33.333 | | | 100.000 |
| | | | | | 16.667 | 11.111 | | 50.000 | | | 8.571 |
| WASFAA | | | 1 | | | 1 | | | 1 | | 3 |
| | | | 33.333 | | | 33.333 | | | 33.333 | | 100.000 |
| | | | 16.667 | | | 11.111 | | | 33.333 | | 8.571 |
| COLUMN SUMS | 2 | 2 | 6 | 2 | 6 | 9 | 3 | 2 | 3 | | 35 |
| | 5.714 | 5.714 | 17.143 | 5.714 | 17.143 | 25.714 | 8.571 | 5.714 | 8.571 | 100.000 | 100.000 |
| | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | | 100.000 |

ITS: INSTITUTIONAL = PROPRI.
TYPE AND SIZE VOC.TEC

REGIONAL
ROWS = ASSOCIATIONS OF STATES COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|-----------------------|-------------------------|-------------------------|-------------------------|-----------------------|-----------------------|-----------------------|-----------------|-----------------------|-----------------------|--------------------------|
| EASPA | 1 8.333 20.000 | 3 25.000 27.273 | 1 8.333 8.333 | 3 25.000 27.273 | | 2 16.667 50.000 | | | 1 8.333 33.333 | 1 8.333 20.000 | 12 100.000 21.818 |
| SASPA | | | 1 20.000 8.333 | 3 60.000 27.273 | | 1 20.000 25.000 | | | | | 5 100.000 9.091 |
| HASPA | | 1 9.091 9.091 | 7 63.636 58.333 | 1 9.091 9.091 | 1 9.091 33.333 | | | | 1 9.091 33.333 | | 11 100.000 20.000 |
| SWASPA | 1 16.667 20.000 | 2 33.333 18.182 | 3 50.000 25.000 | | | | | | | | 6 100.000 10.909 |
| RHASPA | 2 40.000 40.000 | | | 1 20.000 9.091 | 1 20.000 33.333 | | | | 1 20.000 33.333 | | 5 100.000 9.091 |
| WASPA | 1 6.250 20.000 | 5 31.250 45.455 | | 3 18.750 27.273 | 1 6.250 33.333 | 1 6.250 25.000 | 1 6.250 100.000 | | | 4 25.000 80.000 | 16 100.000 29.091 |
| COLUMN SUMS | 5 9.091 100.000 | 11 20.000 100.000 | 12 21.818 100.000 | 11 20.000 100.000 | 3 5.455 100.000 | 4 7.273 100.000 | 1 1.818 100.000 | | 3 5.455 100.000 | 5 9.091 100.000 | 55 100.000 100.000 |

ITS: INSTITUTIONAL = OTHER
TYPE AND SIZE PROPRI.

REGIONAL
ROWS = ASSOCIATIONS OF STATES COLUMNS = SALARY:
CURRENT ANNUAL

| | UNDER \$9,000 | \$9,000-10,999 | \$11,000-12,999 | \$13,000-14,999 | \$15,000-16,999 | \$17,000-18,999 | \$19,000-20,999 | \$21,000-23,999 | \$24,000-26,999 | \$27000+ | ROW SUMS |
|-------------|------------------------|------------------------|------------------------|-----------------------|------------------------|------------------------|-----------------|-----------------------|-----------------|----------|--------------------------|
| EASPA | 1 12.500 20.000 | 1 12.500 12.500 | | 1 12.500 50.000 | 3 37.500 42.857 | 1 12.500 100.000 | | 1 12.500 50.000 | | | 8 100.000 24.242 |
| SASPA | 2 22.222 40.000 | 1 11.111 12.500 | 4 44.444 50.000 | 1 11.111 50.000 | | | | 1 11.111 50.000 | | | 9 100.000 27.273 |
| HASPA | 1 10.000 20.000 | 4 40.000 50.000 | 2 20.000 25.000 | | 3 30.000 42.857 | | | | | | 10 100.000 30.303 |
| SWASPA | 1 33.333 20.000 | 2 66.667 25.000 | | | | | | | | | 3 100.000 9.091 |
| RHASPA | | | | | | | | | | | |
| WASPA | | | 2 66.667 25.000 | | 1 33.333 14.286 | | | | | | 3 100.000 9.091 |
| COLUMN SUMS | 5 15.152 100.000 | 8 24.242 100.000 | 8 24.242 100.000 | 2 6.061 100.000 | 7 21.212 100.000 | 1 3.030 100.000 | | 2 6.061 100.000 | | | 33 100.000 100.000 |

Appendix B

1974 Survey Questionnaire

NASFAA

NATIONAL ASSOCIATION OF STUDENT FINANCIAL AID ADMINISTRATORS

CENTRAL OFFICE AND PLACEMENT SERVICE
910 Seventeenth Street, N.W., Suite 228
Washington, D. C. 20006
(202) 785-0453

March 11, 1974

Dear Director of Financial Aid:

I know that you are vitally concerned about the role of the financial aid administrator in post-secondary education today and in the future. The National Council of NASFAA shares this concern and therefore has commissioned William J. Bushaw of the University of Iowa to conduct the enclosed survey to determine the function, training, status and other relevant information about our rapidly expanding profession. It is hoped that the data obtained can be used to upgrade the aid administrator through better training, more adequate staffing, greater stature within the institution, and improved compensation.

The questionnaire consists of two sections. Section One applies to all financial aid administrators at your institution. Because of the cost factor, I would deeply appreciate your making sufficient copies to allow each member of your professional staff to complete the first portion of this survey.

Section Two pertains to the financial aid office and requires completion only by the director. All individual responses will be held strictly confidential.

The National Council urges you to take the relatively brief time needed to complete this important survey and return it to Mr. Bushaw at the address below within two weeks. Thanks so much for your cooperation in this vital survey.

Sincerely,



(Mrs.) Eunice L. Edwards
President

Return Surveys to:

NASFAA Professional Survey
The University of Iowa
Office of Financial Aids
106 Old Dental Building
Iowa City, Iowa 52242

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SECTION ONE: The questions in this section should be answered by all professional financial aid administrators. Please answer each question if at all possible. Give the best answer you can, and if desired, explain any answer in the "comments" section. To economize, we are asking each Director to reproduce enough copies of Section One for distribution to the professional staff.

1. To support professional development of Aid Officers, does your institution provide released time and/or pay expenses for any of the following? (Check all that apply.)

| <u>Released Time</u> | <u>Pay Expenses</u> | |
|----------------------|---------------------|--|
| ___ | ___ | Aid Meetings within state |
| ___ | ___ | Aid Meetings out-of-state |
| ___ | ___ | Coursework related to job |
| ___ | ___ | Outside professional activities |
| ___ | ___ | Attendance at workshops |
| ___ | ___ | Office subscriptions |
| ___ | ___ | Individual membership in state aid association |
| ___ | ___ | Individual membership in regional and national aid association |

2. In your judgment, what areas of academic preparation would be especially useful for Aid Officers? Which did you have?

| <u>Useful</u> | <u>I Had</u> | |
|---------------|--------------|---------------------------------------|
| ___ | ___ | Data Processing |
| ___ | ___ | Accounting |
| ___ | ___ | Statistics |
| ___ | ___ | Counseling |
| ___ | ___ | Law |
| ___ | ___ | Government |
| ___ | ___ | Research |
| ___ | ___ | Office Management |
| ___ | ___ | Internship/Practicum in Financial Aid |
| ___ | ___ | Financial Aid Administration |

3. What types of information for job orientation are especially useful for New Aid Officers? Which did you have?

| <u>Useful</u> | <u>I Had</u> | |
|---------------|--------------|----------------------------|
| ___ | ___ | Written Job Description |
| ___ | ___ | Limits of Authority |
| ___ | ___ | Institutional Policies |
| ___ | ___ | Office Administration |
| ___ | ___ | Overview of Yearly Work |
| ___ | ___ | Program Procedures |
| ___ | ___ | Minority/Poverty Issues |
| ___ | ___ | Inter-Office Relationships |
| ___ | ___ | Procedures Manual |
| ___ | ___ | Budget Preparation |

4. Ideally, what is the single best way for new Aid Officers to get practical experience? Check those you had.

| <u>Single Best</u> | <u>I Had</u> |
|--|--|
| ___ Internship/Practicum/Assistantship | ___ Internship/Practicum/Assistantship |
| ___ Summer Institute (2-4 Weeks) | ___ Summer Institute (2-4 Weeks) |
| ___ Workshop (2-5 Days) | ___ Workshop (2-5 Days) |
| ___ On-the -job Training | ___ On-the-job Training |

5. In what ways would you prefer to keep current? Assume all are available and check only those you would most likely use.

| |
|--|
| ___ Occasional coursework |
| ___ Workshop (2-5 Days) |
| ___ Professional meetings--state-wide |
| ___ Professional meetings--regional |
| ___ Professional meetings--national |
| ___ Financial Aid newsletters |
| ___ <u>The Journal of Student Financial Aid</u> |
| ___ Summer Institute (2-4 Weeks) |
| ___ Self-study materials |
| ___ Meeting periodically with Regional Office of Education Officials |
| ___ Other (Please specify.) _____ |

6. Check the most useful topics for inclusion in workshops to train new Aid Officers and to keep experienced Aid Officers current.

| <u>New</u> | <u>Experienced</u> | |
|------------|--------------------|---|
| ___ | ___ | Personnel Management and Office Organization |
| ___ | ___ | Research Methods and Findings |
| ___ | ___ | Data Processing Applications |
| ___ | ___ | Report Preparation (including budget preparation) |
| ___ | ___ | Need Analysis |
| ___ | ___ | Operation of Student Employment Services |
| ___ | ___ | Status of Student Aid Legislation |
| ___ | ___ | Interviewing Techniques |
| ___ | ___ | Fund Raising or Developing New Sources of Aid |
| ___ | ___ | Minority/Poverty Issues |

7. Which of the following have you done? (Check as many as apply.)

| |
|--|
| ___ Read financial aid newsletters regularly. |
| ___ Read <u>The Journal of Student Financial Aid</u> regularly. |
| ___ Read <u>The Chronical of Higher Education</u> or "Higher Education and National Affairs" regularly. |
| ___ Attended an aid association meeting in the past year. |
| ___ Done committee work for an aid association in the past three years. |
| ___ Participated in an aid meeting (read paper, led discussion, appeared on a panel, etc) in the past three years. |
| ___ Held an office in an aid association in the past three years. |
| ___ Served as a consultant off campus in the past three years. |
| ___ Attended professional association meetings other than those of a financial aid association in the past year. |
| ___ Published or submitted for publication an article in a professional journal in the past three years. |

8. Are you a member of a state financial aid association?

- Yes
- No
- There is not an aid association in my state.

9. Are you a member of a regional aid association?

- Yes - EASF AA
- Yes - MASFAA
- Yes - RMA SFAA
- Yes - SASFAA
- Yes - SWASF AA
- Yes - WASFAA
- No

10. In developing the Financial Aid Profession further, how important do you rate each of the following?

Rate each item according to the following scale:
 1=Very important
 2=Important
 3=Not so important

- Hold seminars on the use of technology in the financial aid office.
- Develop a written code of ethics.
- Conduct more research.
- Encourage the establishment of graduate training programs.
- Provide immediate training for newly appointed aid officers.
- Provide opportunities for professional growth for those in smaller aid operations.
- Develop self-study materials for new aid officers.
- Provide training in effective legislative advocacy.
- Establish a recommended set of credentials for aid officers.
- Other (Please specify.) _____

11. What is your age?

- 21-24 36-40 51-55
- 25-30 41-45 56-60
- 31-35 46-50 Over 60

12. What is your sex?

- Male
- Female

13. What is your race or ethnic background?

- Black American Spanish American
- American Indian American Caucasian
- Oriental American

14. What is the highest degree you have earned?

- High School Diploma or less
- Associate Arts or 2-year certificate
- Bachelors
- Masters
- Graduate work which led to a degree between the Masters and Doctorate
- Doctorate

15. Are any of your degrees from the institution at which you are currently working?

- Yes - Undergraduate
- Yes - Graduate
- Both
- No

16. Are you presently enrolled in a degree program?

- Yes - Associate Arts/2-year certificate
- Yes - Bachelors
- Yes - Masters
- Yes - Mid-Degree (i.e., Ed.S.)
- Yes - Doctorate
- No

17. Do you plan to pursue a higher degree in the future?

- Yes - Associate Arts/2-year certificate
- Yes - Bachelors
- Yes - Masters
- Yes - Mid-Degree (i.e., Ed.S.)
- Yes - Doctorate
- No
- Uncertain

18. Which best describes your present position?

- Full-time Aid Administrator
- Part-time Aid Administrator
- If part-time, list other responsibilities, if any.

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19. How long have you worked in Financial Aid?

- | | |
|---|--|
| <input type="checkbox"/> Less than 1 year | <input type="checkbox"/> 8-10 years |
| <input type="checkbox"/> 1-2 years | <input type="checkbox"/> 11-15 years |
| <input type="checkbox"/> 3-4 years | <input type="checkbox"/> Over 15 years |
| <input type="checkbox"/> 5-7 years | |

20. What is your current salary?

- | | |
|--|--|
| <input type="checkbox"/> Under \$5,000 | <input type="checkbox"/> \$14,000 - 15,999 |
| <input type="checkbox"/> \$ 5,000 - 7,499 | <input type="checkbox"/> \$16,000 - 17,999 |
| <input type="checkbox"/> \$ 7,500 - 9,999 | <input type="checkbox"/> \$18,000 - 19,999 |
| <input type="checkbox"/> \$10,000 - 11,999 | <input type="checkbox"/> \$20,000 - 21,999 |
| <input type="checkbox"/> \$12,000 - 13,999 | <input type="checkbox"/> \$22,000 or more |

21. What was your position just previous to the present one? Two positions ago?

- | <u>Most Recent</u> | <u>2nd Most Recent</u> | |
|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> | Director of Financial Aid at another school |
| <input type="checkbox"/> | <input type="checkbox"/> | Financial Aid Officer at another school |
| <input type="checkbox"/> | <input type="checkbox"/> | Financial Aid Officer at the same school |
| <input type="checkbox"/> | <input type="checkbox"/> | Employed in Higher Education in a capacity other than Financial Aid |
| <input type="checkbox"/> | <input type="checkbox"/> | Employed in Elementary/Secondary Education |
| <input type="checkbox"/> | <input type="checkbox"/> | Employed in Government Service |
| <input type="checkbox"/> | <input type="checkbox"/> | Employed in Private Business |
| <input type="checkbox"/> | <input type="checkbox"/> | Military |
| <input type="checkbox"/> | <input type="checkbox"/> | Student |
| <input type="checkbox"/> | <input type="checkbox"/> | Other (Please specify.) _____ |

This completes the questions asked of all Aid Officers. Thank you for your cooperation.

Comments:

SECTION TWO: These questions deal with staffing and office operations and are to be answered by the Director of Financial Aid.

22. Your institution is classified as which one of the following?

- Public 2 year or less
- Public 4 year only
- Public 4 year and beyond
- Public Graduate/Professional only
- Private 2 year or less
- Private 4 year only
- Private 4 year and beyond
- Private Graduate/Professional only
- Proprietary

23. What is the full-time enrollment at your institution?

- | | | |
|------------------------------------|--------------------------------------|--|
| <input type="checkbox"/> 0 - 249 | <input type="checkbox"/> 1000 - 2499 | <input type="checkbox"/> 10,000 - 14,999 |
| <input type="checkbox"/> 250 - 499 | <input type="checkbox"/> 2500 - 4999 | <input type="checkbox"/> 15,000 - 19,999 |
| <input type="checkbox"/> 500 - 749 | <input type="checkbox"/> 5000 - 7499 | <input type="checkbox"/> 20,000 or more |
| <input type="checkbox"/> 750 - 999 | <input type="checkbox"/> 7500 - 9999 | |

24. Where does the Office of Student Financial Aid report within your institution? (Check one.)

- Directly to the President
- To Chief Administrator for Student Services (Either a Vice-President, Dean, or Director)
- To a second level student personnel officer (Assistant Dean for Student Services, Registrar, Director of Admissions)
- To Chief Fiscal Officer (Vice-President for Finance)
- To second level fiscal officer (Cashier, Chief Accountant)
- Other (Please specify) _____

25. How many people do you officially report through to reach the President of the institution?

- | | |
|-------------------------------|------------------------------------|
| <input type="checkbox"/> None | <input type="checkbox"/> 3 |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 4 |
| <input type="checkbox"/> 2 | <input type="checkbox"/> 5 or more |

26. How long have you been a Financial Aid Director?

- | | |
|---|--|
| <input type="checkbox"/> Less than 1 year | <input type="checkbox"/> 8 - 10 years |
| <input type="checkbox"/> 1 - 2 years | <input type="checkbox"/> 11 - 15 years |
| <input type="checkbox"/> 3 - 4 years | <input type="checkbox"/> Over 15 years |
| <input type="checkbox"/> 5 - 7 years | |

27. How much financial aid experience do you consider necessary to hold your present position? How much did you have when assuming it?

| | | |
|----------------------|--------------|--------------|
| <u>Necessary Now</u> | | <u>I Had</u> |
| ___ | Under 1 year | ___ |
| ___ | 1 - 3 years | ___ |
| ___ | 4 - 5 years | ___ |
| ___ | Over 5 years | ___ |

28. How many full-time professional staff assistants do you employ? _____

29. How many full-time clerical staff do you employ? _____

30. How many part-time assistants do you employ? (Include both clerical and professional) _____

31. Which of the following operational activities are the responsibility of the financial aid office? (Check all that apply.)

___ Informational activities, i.e., counseling students, visiting secondary schools and community colleges, meeting with community and fraternal organizations.

___ Needs analysis (ascertaining need and seeing that program qualifications are met)

___ Aid packaging (awarding type of aid and notifying awardee)

___ Authorizing the disbursement of funds to awardee (notifying fiscal authority of amount and form of award so a check can be prepared)

___ Disbursing funds to awardee (actually handling payment of funds or establishing credit for awardee)

___ Do fund accounting (maintaining own office records regarding program expenditures rather than receiving monthly statements from the Business Office)

___ Fiscal reporting (preparing summation of activities and expenditures)

___ Loan collections (periodic billing for and bookkeeping of loan repayments)

___ Placement or referral of individuals for Work-Study positions.

___ Placement or referral of individuals for regular part-time employment.

32. Where are each of the following programs administered at your institution?

Use the following code for designating location:

- 1=By the Aid Office
- 2=By some other office
- 3=By both the Aid and some other office
- 4=Aid not available

- ___ National Direct Student Loan
- ___ Educational Opportunity Grant
- ___ College Work-Study Program
- ___ Health Professions Programs
- ___ Nursing Program
- ___ Law Enforcement Education Program
- ___ Federally Insured or State Guaranteed Loan Program
- ___ Regular Part-Time Jobs
- ___ Institutional Loans
- ___ Academic Scholarships to Entering Freshmen
- ___ Academic Scholarships to Enrolled Undergraduates
- ___ Institutional Grants
- ___ Graduate Scholarships
- ___ Graduate Assistantships
- ___ Cuban Loan Program
- ___ State Scholarships
- ___ State Grants

33. Number of students who applied for aid through the institution in 1972-73. _____

34. List the number of students assisted and the total amount of funds distributed under each of the following aid categories for program year 1972-73. Include Federal, State, and Institutional shares.

| <u>Loans</u> | <u>Number of Students</u> | <u>1972-73 Amounts</u> |
|--|---------------------------|------------------------|
| Institutionally Based (i.e., college-based federal programs, institutional Federally Insured Loans, institutional long and short-term loans) | _____ | _____ |
| Non-Institutionally Based (i.e., Federally Insured or State Guaranteed Student Loans through a private lender, loans through state agencies, and loans from private or fraternal organizations) | _____ | _____ |
| TOTAL LOANS | _____ | _____ |

34. (Continued)

COMMENTS:

| <u>Scholarships</u> | <u>Number of Students</u> | <u>1972-73 Amounts</u> |
|--|---------------------------|------------------------|
| Institutionally Based (i.e., Institutional scholarships or endow- ment funded scholar- ships institutionally administered) | _____ | _____ |
| Non-institutionally Based (i.e., State scholarship program, donor selected scholarships) | _____ | _____ |
| TOTAL SCHOLARSHIPS | _____ | _____ |
| <u>Grants</u> | | |
| Institutionally Based (i.e., college-based federal programs, ath- letic grants-in-aid, institutional grants, activities awards) | _____ | _____ |
| Non-institutionally Based (i.e., VA, Social Security, Vocational Rehabilitation, and Bonus Board Benefits, State tuition grants) | _____ | _____ |
| TOTAL GRANTS | _____ | _____ |
| Employment (i.e., College Work-Study, regular part-time employ- ment, graduate assistantships) | _____ | _____ |
| TOTAL ALL AID | _____ | _____ |
| TOTAL ALL AID (Unduplicated count) | _____ | _____ |

Thank you for cooperating in this survey. If you have any other comments concerning or ideas regarding professional development, feel free to make them in the comments section. Upon completing the survey, staple the flap and mail. No postage is required.

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Appendix C

1977 Survey Questionnaire



NATIONAL ASSOCIATION OF STUDENT FINANCIAL AID ADMINISTRATORS

CENTRAL OFFICE AND PLACEMENT SERVICE

910 Seventeenth Street, N.W., Suite 228

Washington, D.C. 20006

(202) 785-0453

August, 1977

Dear Colleague:

Recently the National Council of the National Association of Student Financial Aid Administrators formed a special committee to gather, study, and report on selected characteristics of financial aid administrators, the programs they administer, and their opinions on current issues in financial aid. The special committee consists of Harvey Grotrian and Robert Holmes of the University of Michigan and Karen Dickinson of the University of Michigan's Institute for Social Research.

The questionnaire developed by the committee is enclosed. As you can see the questionnaire represents an ambitious effort to learn more about individuals who are employed in the financial aid profession. I urge you to promptly complete the questionnaire and return it using the prepaid addressed envelope which is also enclosed.

The questionnaire is to be completed only by individuals who are employed in financial aid at educational institutions. We are particularly aware of the sensitive nature of some of the information you are asked to provide. Therefore, the study has been designed so that your replies will be treated with the strictest confidence and so that it will not be possible to connect anyone with his or her responses.

It is crucial that any study of this type be based upon a high percentage of those surveyed. Last month the Midwest Association of Student Financial Aid Administrators published a study to which nearly 75 percent of the MASFAA members contributed. Given the ease with which this questionnaire can be completed, I hope that we can do at least as well on a national basis.

Best wishes for continued success in the year ahead. The committee looks forward to receiving your response.

Sincerely,

A handwritten signature in cursive script that reads "Joe L. McCormick". The signature is written in dark ink and is positioned above the typed name and title.

Joe L. McCormick
President

Directions: Please answer the following questions by putting an "X" in the appropriate parentheses. Typically, this will involve putting an "X" on a number or letter between the parentheses. Do not darken the entire area between the parentheses. If you believe that more than one response is appropriate, please only check the most appropriate response. Only one response is required for each question numbered 1-41, 44-49, and 51.

DO NOT MAKE
ENTRIES IN THIS
AREA-FOR OFFICE
USE ONLY

Personal and Professional Characteristics

I I I I I
[1-4]

- | | | |
|---|--|------|
| 1. WHAT IS YOUR TITLE? | | |
| (1) Director | (4) Financial Aid Officer/ Counselor/Advisor | |
| (2) Associate Director | | |
| (3) Assistant Director | (5) Other (specify) _____ | [5] |
| 2. WHAT IS YOUR AGE? | | |
| (1) Under 20 | (5) 36-40 | |
| (2) 20-25 | (6) 41-45 | |
| (3) 26-30 | (7) 46-50 | |
| (4) 31-35 | (8) 51-59 | [6] |
| | (9) 60 and over | |
| 3. WHAT IS YOUR SEX? | | |
| (1) Male | (2) Female | |
| | | [7] |
| 4. WHAT IS YOUR RACE OR ETHNIC BACKGROUND? | | |
| (1) Black American | (4) Spanish Surnamed American | |
| (2) American Indian | (5) American Caucasian | |
| (3) Oriental American | (6) Other (specify) _____ | [8] |
| 5. ARE YOU A MEMBER OF THE NATIONAL ASSOCIATION OF STUDENT FINANCIAL AID ADMINISTRATORS (NASFAA)? | | |
| (1) Yes | (2) NO | [9] |
| 6. WHICH BEST DESCRIBES YOUR EMPLOYMENT? | | |
| (1) Full Time | (3) More than half time and less than full time | |
| (2) Full Time-9 month assignment | (4) Half Time | [10] |
| | (5) Less than half time | |
| 7. WHICH BEST DESCRIBES THE AMOUNT OF EMPLOYMENT TIME YOU DEVOTE TO FINANCIAL AID? | | |
| (1) 100% | (4) 25-49% | |
| (2) 75-99% | (5) 1-24% | [11] |
| (3) 50-74% | | |
| 8. IF YOU DEVOTE LESS THAN 100% OF YOUR TIME TO FINANCIAL AID, PLEASE INDICATE YOUR PRIMARY <u>OTHER</u> AREA OF RESPONSIBILITIES: (CHECK ONLY ONE) | | |
| (1) Dean of Students Office | (6) Academic Affairs Office | |
| (2) Office of the Registrar | (7) Business Office | |
| (3) Office of Career Planning | (8) Teaching | [12] |
| (4) Office of Admissions | (9) Other (specify) _____ | |
| (5) Counseling Center | | |

9. HOW MANY YEARS HAVE YOU WORKED IN FINANCIAL AID?

- | | |
|---|-----------------------|
| (1) Less than 1 year (limited experience) | (5) 4 years |
| (2) 1 year's experience | (6) 5 years |
| (3) 2 years | (7) 6-10 years |
| (4) 3 years | (8) 11-15 years |
| | (9) 16 years and over |

[13]

10. WHAT IS THE HIGHEST LEVEL OF EDUCATION YOU HAVE ACHIEVED?

- | | |
|---------------|---------------------------|
| (1) Doctorate | (4) Associate |
| (2) Masters | (5) Other (specify) _____ |
| (3) Bachelors | |

[14]

11. WHAT IS YOUR CURRENT ANNUAL SALARY?

- | | |
|---------------------|---------------------|
| (A) under \$9,000 | (G) \$19,000-20,999 |
| (B) \$9,000-10,999 | (H) \$21,000-23,999 |
| (C) \$11,000-12,999 | (I) \$24,000-26,999 |
| (D) \$13,000-14,999 | (J) \$27,000-29,999 |
| (E) \$15,000-16,999 | (K) \$30,000-34,999 |
| (F) \$17,000-18,999 | (L) \$35,000+ |

[15]

12. TENURE

- (1) I presently have tenure
- (2) I am eligible to receive tenure at a future time
- (3) I am not eligible for tenure

[16]

13. HOW MANY TIMES IN THE PAST 12 MONTHS HAVE YOU WRITTEN OR CALLED ANY OF THE FOLLOWING REGARDING A FINANCIAL AID PROBLEM OR ISSUE?

| | A | B | C | D | E | |
|---|-------------|------------|------------|------------|------------|------|
| | <u>None</u> | <u>1-2</u> | <u>3-5</u> | <u>6-9</u> | <u>10+</u> | |
| 1. Office of a U.S. Senator/U.S. Representative | () | () | () | () | () | [17] |
| 2. Federal Official (DHEW/USOE) in Washington | () | () | () | () | () | [18] |
| 3. Federal Official in a USOE Regional Office | () | () | () | () | () | [19] |
| 4. State Senator/State Representative | () | () | () | () | () | [20] |
| 5. State Agency Official | () | () | () | () | () | [21] |
| 6. NASFAA Central Office | () | () | () | () | () | [22] |

Institutional Characteristics/Office of Financial Aid Characteristics

14. HOW IS YOUR INSTITUTION CLASSIFIED?

- (1) Public
- (2) Independent (Private)
- (3) Proprietary

[23]

15. WHAT IS THE TYPE OF YOUR INSTITUTION?

- (1) Vocational-technical
- (2) Less than 2 years (not vocational-technical)
- (3) 2 year (not vocational-technical)
- (4) 4 year
- (5) 4 year and beyond
- (6) Nursing
- (7) Graduate/professional only

[24]

16. WHAT IS THE TOTAL SIZE OF YOUR INSTITUTION? (Total Headcount Enrollment of students on all Campuses and Departments)

- | | |
|---------------|-----------------|
| (A) Under 500 | (G) 10000-14999 |
| (B) 500-999 | (H) 15000-19999 |
| (C) 1000-1999 | (I) 20000-29999 |
| (D) 2000-3999 | (J) 30000-39999 |
| (E) 4000-6999 | (K) 40000-49999 |
| (F) 7000-9999 | (L) 50000+ |

[25]

17. IN WHAT TYPE OF SETTING DO YOU WORK? (Please read all the possible choices before checking the best response)

- (1) a single campus institution
(If you checked response number 1 to this question, please skip to question 19)
- (2) an academic area (law, medicine, etc.) or an academic level (undergraduate, graduate, etc.) of a single campus institution
- (3) a branch campus
- (4) an academic area or an academic level of a branch campus
- (5) a main campus with one or more branch campuses
- (6) an academic area or an academic level of a main campus with one or more branch campuses
- (7) one of the administratively equal campuses of a multi-campus institution
- (8) an academic area or an academic level of one of the administratively equal campuses of a multi-campus institution
- (9) none of the above

[26]

18. WHAT IS THE SIZE OF THE SETTING (See Question 17) IN WHICH YOU WORK? Total Headcount Enrollment of your campus, academic department (medicine, law, etc.) or academic level (undergraduate, graduate, etc.)

- | | | |
|---------------|-----------------|-----------------|
| (A) Under 200 | (F) 2000-3999 | (K) 20000-29999 |
| (B) 200-299 | (G) 4000-6999 | (L) 30000-39999 |
| (C) 300-499 | (H) 7000-9999 | (M) 40000+ |
| (D) 500-999 | (I) 10000-14999 | |
| (E) 1000-1999 | (J) 15000-19999 | |

[27]

19. IN WHICH STATE IS YOUR INSTITUTION LOCATED?

OFFICE USE
ONLY

- | | | |
|-------------|--------------|----------------|
| (01) Ala. | (19) La. | (37) Oakl. |
| (02) Alaska | (20) Maine | (38) Oreg. |
| (03) Ariz. | (21) Md. | (39) Pa. |
| (04) Ark. | (22) Mass. | (40) R.I. |
| (05) Calif. | (23) Mich. | (41) S.C. |
| (06) Colo. | (24) Minn. | (42) S. Dak. |
| (07) Conn. | (25) Miss. | (43) Tenn. |
| (08) Del. | (26) Mo. | (44) Tex. |
| (09) D.C. | (27) Mont. | (45) Utah |
| (10) Fla. | (28) Nebr. | (46) Vt. |
| (11) Ga. | (29) Nev. | (47) Va. |
| (12) Hawaii | (30) N.H. | (48) Wash. |
| (13) Idaho | (31) N.J. | (49) W. Va. |
| (14) Ill. | (32) N. Mex. | (50) Wis. |
| (15) Ind. | (33) N.Y. | (51) Wyo. |
| (16) Iowa | (34) N.C. | (52) P.R. |
| (17) Kans. | (35) N. Dak. | (53) All other |
| (18) Ky. | (36) Ohio | |

[28-29]

20. WHAT IS THE TITLE OF YOUR IMMEDIATE SUPERVISOR?

- (A) President or Chancellor
- (B) Vice-Chancellor or Vice-President for Student Affairs
- (C) Associate/Assistant Chancellor or Vice-President for student affairs
- (D) Vice-Chancellor or Vice-President for Business Affairs/Treasurer
- (E) Associate/Assistant Vice-Chancellor or Vice-President for Business Affairs
- (F) Vice-Chancellor or Vice-President for Academic Affairs
- (G) Associate/Assistant Vice-Chancellor or Vice-President for Academic Affairs
- (H) Dean of Students
- (I) Dean of Academic Affairs
- (J) Director of Admissions
- (K) Director of Admissions and Financial Aid/Dean of Admissions and Financial Aid
- (L) Controller/Comptroller
- (M) Manager/Administrator
- (N) Director or Associate/Assistant Director of Financial Aid
- (O) Other (specify) _____

[30]

21. HOW MANY PEOPLE DO YOU OFFICIALLY REPORT THROUGH TO REACH THE PRESIDENT (OR CHIEF ADMINISTRATIVE OFFICER) OF YOUR SCHOOL?

- | | |
|--------------|---------------|
| (1) None | (4) 3 people |
| (2) 1 person | (5) 4 people |
| (3) 2 people | (6) 5 or more |

[31]

22. WHAT KINDS OF STUDENTS DOES YOUR OFFICE SERVE?

- (1) Graduate/Professional Students Only
- (2) Undergraduate Students Only
- (3) Undergraduate and Graduate/Professional Students

[32]

23. IS YOUR OFFICE CONSIDERED THE CENTRAL FINANCIAL AID OFFICE ON YOUR CAMPUS?

- | | |
|---------|--------|
| (1) Yes | (2) No |
|---------|--------|

[33]

(if yes, skip to question 24)

If your office is not the Central Financial Aid Office on your campus, indicate the primary academic unit which you serve: (check only one)

OFFICE USE ONLY

- | | |
|---|---------------------------|
| (0) Biological & health sciences (excluding nursing) | (5) Theology |
| (1) Nursing | (6) Social Sciences |
| (2) Physical sciences & engineering | (7) Language & fine arts |
| (3) Law | (8) All academic areas |
| (4) Business/Management | (9) Other (specify) _____ |

[34]

Attitudes & Opinions

How do you feel about the following statements?

| | 1 | 2 | 3 | 4 | 8 | |
|---|---------------------------------|-----------------------------------|--------------------------------------|------------------------------------|------------------------------------|------|
| | <u>Strongly</u> <u>Agree</u> | <u>Moderately</u> <u>Agree</u> | <u>Moderately</u> <u>Disagree</u> | <u>Strongly</u> <u>Disagree</u> | No Opinion or Does Not Apply | |
| 24. I have enough authority to do my job effectively. | () | () | () | () | () | [35] |
| 25. My superiors have a clear picture of the kind of job I am doing in financial aid administration. | () | () | () | () | () | [36] |
| 26. I am recognized by others in my institution as holding an important position. | () | () | () | () | () | [37] |
| 27. In comparison to the salaries in other institutions & to those of individuals not employed in education, my salary is adequate. | () | () | () | () | () | [38] |
| 28. In comparison to the salaries of others in my institution, my salary is adequate. | () | () | () | () | () | [39] |
| 29. Financial aid work as a full-time job is sufficiently satisfying to be a lifetime career for me. | () | () | () | () | () | [40] |

| | 1 <u>Strongly Agree</u> | 2 <u>Moderately Agree</u> | 3 <u>Moderately Disagree</u> | 4 <u>Strongly Disagree</u> | 8 No Opinion or Does Not Apply | |
|---|--------------------------------|----------------------------------|-------------------------------------|-----------------------------------|---|------|
| 30. Communications from NASFAA & regional SFA associations are generally adequate to keep me up to date with changes in legislation, regulations, & with current issues in financial aid. | () | () | () | () | () | [41] |
| 31. Institutions should have increased authority for inter-fund transfers between the SEOG, CWS, & NDSL programs. | () | () | () | () | () | [42] |
| 32. My institution would have a greater feeling of responsibility for the BEOG & GSL programs if we received a federal administrative allowance. | () | () | () | () | () | [43] |
| 33. In general, professional training activities which I have engaged in as a participant have been adequate. | () | () | () | () | () | [44] |
| 34. There is a need for periodic program reviews of financial aid offices by U.S. Office of Education staff. | () | () | () | () | () | [45] |
| 35. There should be a formal certification process for financial aid administrators. | () | () | () | () | () | [46] |
| 36. The regional review panel process is an equitable way of making funding decisions. | () | () | () | () | () | [47] |
| 37. My institution has received good support from the Regional U.S. Office of Education. | () | () | () | () | () | [48] |

| | 1 <u>Strongly Agree</u> | 2 <u>Moderately Agree</u> | 3 <u>Moderately Disagree</u> | 4 <u>Strongly Disagree</u> | 8 No Opinion or Does Not Apply | |
|---|--------------------------------|----------------------------------|-------------------------------------|-----------------------------------|---|------|
| 38. There has been an unacceptable amount of deliberate student abuse of financial aid programs at my institution. | () | () | () | () | () | [49] |
| 39. The Tri-Partite application process should be revised to depend more heavily on verifiable, historical data. | () | () | () | () | () | [50] |
| 40. Even given equal financial need, half-time students are less likely to be assisted than full-time students at my institution. | () | () | () | () | () | [51] |
| 41. IF YOU WERE ABLE TO ATTEND ONLY ONE MAJOR CONFERENCE PER YEAR, WHICH ONE WOULD YOU PREFER: | | | | | | |
| (1) NASFAA National Conference | | | (3) State | | | |
| (2) Your Regional Conference | | | (4) Other (specify) _____ | | | [52] |
| 42. DOES YOUR INSTITUTION PROVIDE PAID RELEASED TIME FOR ANY OF THE FOLLOWING ACTIVITIES? (CHECK ALL THAT APPLY) | | | | | | |
| (1) Attendance at Aid Meeting within state | | | | | | [53] |
| (2) Attendance at Aid Meeting out of state | | | | | | [54] |
| (3) Course work related to the job | | | | | | [55] |
| (4) Attendance at workshops | | | | | | [56] |
| 43. DOES YOUR INSTITUTION PAY YOUR EXPENSES FOR ANY OF THE FOLLOWING? (CHECK ALL THAT APPLY) | | | | | | |
| (1) Attendance at Aid Meeting within state | | | | | | [57] |
| (2) Attendance at Aid Meeting out of state | | | | | | [58] |
| (3) Course work related to the job | | | | | | [59] |
| (4) Attendance at workshops | | | | | | [60] |
| (5) Office subscriptions | | | | | | [61] |
| (6) Individual membership in state association | | | | | | [62] |
| (7) Individual membership in regional association | | | | | | [63] |
| (8) Individual membership in national association | | | | | | [64] |

The remaining questions are to be answered only by (1) the Director of Financial Aid on your campus, (2) the person solely responsible for the administration of aid on your campus, or (3) the person solely responsible for the administration of aid in a specific academic unit (law, medicine, etc.) or in a specific academic level (undergraduate, graduate, etc.). If you do not fall into one of the three categories, the survey is now completely filled out and is ready to be returned in the prepaid envelope which is provided. Thank you for your assistance.

44. WHAT IS THE SIZE OF YOUR FULL-TIME STAFF INCLUDING YOURSELF? (use full-time equivalents, i.e., 2 half-time staff members=1 full-time staff member) Check only one box in each of the three rows.

| | A None | B 1 | C 2-3 | D 4-6 | E 7-9 | F 10-14 | G 15-19 | H 20-29 | I 30+ |
|-----------------------|-----------|--------|----------|----------|----------|------------|------------|------------|----------|
| A. Professional | () | () | () | () | () | () | () | () | () |
| B. Clerical | () | () | () | () | () | () | () | () | () |
| C. Student Assistants | () | () | () | () | () | () | () | () | () |

[65]
[66]
[67]

45. THE SIZE OF THE FINANCIAL AID STAFF IS ADEQUATE TO COPE WITH THE TASKS CURRENTLY ASSIGNED TO US.

- | | |
|-------------------------|-----------------------|
| (1) Strongly agree | (4) Strongly disagree |
| (2) Moderately agree | (5) No opinion |
| (3) Moderately disagree | |

[68]

46. PLEASE ESTIMATE THE NUMBER OF AID RECIPIENTS YOUR OFFICE HANDLED DIRECTLY IN 1976-77. (Include all recipients whether or not the FAO selects the recipient -e.g. state scholarships, BEOG's, etc.)

- | | |
|---------------|---------------|
| (0) 1-99 | (5) 1500-1999 |
| (1) 100-249 | (6) 2000-3999 |
| (2) 250-499 | (7) 4000-6999 |
| (3) 500-999 | (8) 7000-9999 |
| (4) 1000-1499 | (9) 10000+ |

[69]

47. PLEASE ESTIMATE THE AMOUNT OF AID DOLLARS ADMINISTERED BY YOUR OFFICE IN 1976-77. (Include all funds whether or not the FAO selects the recipient)

- | | |
|-----------------------------|-------------------------------|
| (0) Under \$100,000 | (5) \$3,000,000-\$4,999,999 |
| (1) \$100,000-\$249,000 | (6) \$5,000,000-\$7,999,999 |
| (2) \$250,000-\$499,000 | (7) \$8,000,000-\$11,999,999 |
| (3) \$500,000-\$999,999 | (8) \$12,000,000-\$17,999,999 |
| (4) \$1,000,000-\$2,999,999 | (9) \$18,000,000 & over |

[70]

48. WHAT PERCENTAGE OF THE FUNDS ADMINISTERED BY YOUR FINANCIAL AID OFFICE ARE ASSIGNED ON THE BASIS OF COMPUTED FINANCIAL NEED. (Include BEOG funds since their assignment involves a determination of relative family financial strength)

- | | |
|------------|---------------|
| (1) 100% | (6) 50-59% |
| (2) 90-99% | (7) 40-49% |
| (3) 80-89% | (8) 30-39% |
| (4) 70-79% | (9) Under 30% |
| (5) 60-69% | |

[71]

49. HAS YOUR OFFICE CONDUCTED ANY RESEARCH PROJECTS RELATING TO FINANCIAL AID TOPICS WITHIN THE PAST TWO YEARS?

OFFICE USE ONLY

- (1) YES (2) NO (If no, skip to question 51)

[72]

1 2
YES NO

A. Were any of the research projects "analytical" (using tests of statistical significance)?

() ()

[73]

B Was assistance received from outside of the institution and/or from researchers who do not normally work for the the office?

() ()

[74]

C. Did any of your research projects deal with student attitudes toward either financing postsecondary education or financial aid programs

() ()

[75]

D. Did any of your research projects deal with the impact of financial aid programs, e.g. on student or institutional decision making?

() ()

[76]

50. HOW WERE THE RESULTS OF YOUR RESEARCH PROJECTS UTILIZED? (CHECK ALL WHICH APPLY)

- (1) For internal financial aid office operations & policy making
(2) For dissemination within selected offices or segments of the institution
(3) For publication in a professional journal

[77]

[78]

[79]

51. OFFICE RESPONSIBILITY FOR STUDENT EMPLOYMENT (Check the one best answer)

- (1) My office is responsible for both finding positions for College Work-Study (CWS) students and placing them in these positions.
(2) My office is responsible for finding positions for CWS students.
(3) My office is responsible for placing CWS students.
(4) My office is responsible for finding positions and/or placing students in positions for both the CWS program and other student employment program(s).
(5) My office has little or no responsibility for the student employment program.
(6) The institution does not have a student employment program
(7) Other (specify) _____

[80]

Important note: The National Association of Student Financial Aid Administrators is in the process of developing a professional library of topics related to student financial aid. If your office has conducted any research projects recently, we would be interested in receiving copies. Similarly, if you are aware of recent master's theses, doctoral dissertations, or other papers at your institution relating to student financial aid, would you please forward copies of these to NASFAA or indicate how we can obtain copies:

National Association of Student Financial Aid Administrators
910 17th Street, N.W.
Suite 228
Washington, D.C. 20006

Thank you for taking the time to read and complete this survey. The completed survey should be returned in the envelope which is provided.