Graduate Enrollment Management Compensation Analytics Tool

(GEMCAT)

Data for GEMCAT comes from the biennial NAGAP Salary Survey completed in July 2017. Over 1,000 graduate enrollment management professionals from the U.S. and Canada participated in the survey. Compensation data is in U.S. dollars.

GEMCAT data point labels on the left are shown with their corresponding 2017 NAGAP Salary Survey questions on the right.

GEMCAT Data point Label	2017 NAGAP Salary Survey Question
NAGAP Member	Are you a member of NAGAP?
Salary Range 5K	What is your gross annual salary? (converted to range)
Salary Range 2.5K	
Salary Range 10K	
Highest Degree Earned	What is the highest academic degree you've earned?
U.S. Region	What state is your institution located in? (converted to regions used by U.S. Census Bureau)
U.S. State	What state is your institution located in?
Urban or Rural Campus	How would you describe your campus location?
Public or Private	Is your institution public or private?
Campus Grad Enrollment	What is the approximate graduate enrollment on your campus?
Central or Academic Unit	Do you work in a central or non-centralized unit?
Job Level	What best describes your job level?
Gender	What is your gender? GEMCAT data combines "Other" respondents and "Skipped" respondents into one grouping of data to preserve anonymity.
Faculty or Non-Faculty	Do you have a faculty appointment?
Union or Non-Union	Are you part of a labor union?
Supervisory Responsibilities	Do you have supervisory responsibilities?
Control of Budget	Do you control an operational budget?
Primary Job Role	What best describes your role?
Degree Requirement for Job	Does your position require a certain level of degree or certification?
Direct Report Categories	Indicate the types of staff you supervise:
Direct Report Counts	How many people do you supervise?
Budget Amount	How much is the budget? (in US$)

GEMCAT Data point Label	2017 NAGAP Salary Survey Question
Academic Advising	Please indicate which of the following duties you perform:
Academic Programming	
Admissions	
Alumni Relations	
Credential Evaluation	
Employee Supervision	
Enrollment or Yield Retention	
Fellowships or Financial Aid	
I 20 Processing	
Recruiting	
Student Services	
Technology	
Communications or Marketing	What area(s) of Graduate Enrollment Management do you work in?
Strategic Management	
Years in Higher Ed	How many years have you worked in higher education? (converted to ranges)
Years in Graduate Ed	How many years have you worked specifically in graduate education? (converted to ranges)
Years at Current Institution	How many years have you worked at your current institution? (converted to ranges)
Years in Current Position	How many years have you held your current position? (converted to ranges)
Promotions in Grad Ed	How many times have you been upgraded in rank or title while working in graduate education?
Field of Study	Which broad field of study is your unit a part of?
Number of Programs Supported	How many graduate programs does your unit support? (combined central and non-central answers)
Application Volume Annually	How many applications does your unit receive annually?
Constituents Your Unit Supports	Approximately how many constituents does your unit support yearly? (applicants and students)
Your Office or Work Unit	What central office do you work for? AND What type of academic unit do you work for? (combined answers)
Paid Vacation Days	Indicate number of annual paid personal vacation days: