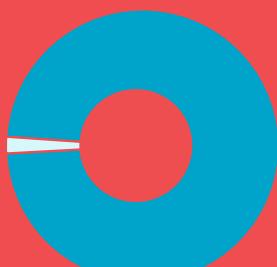


# Auxiliary Program Directors

## Annual Compensation & Position Report

Based on surveys collected from 104 respondents from January through March 2017



**98%**

of respondents work at an independent private school

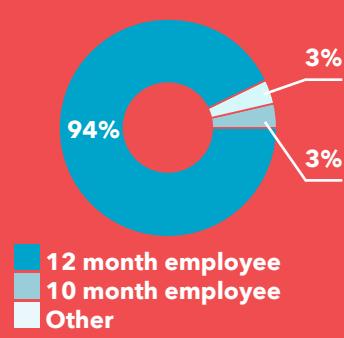
#### Respondent's Full Job Title

<b>51</b>	Director of Auxiliary Programs
<b>16</b>	Director of Summer Programs
<b>4</b>	Director of After School and Summer School Programs

**33** Other including:

- Director of Campus Initiatives
- Director of Campus Programs
- Director of Extracurricular Programs

#### Employment Status



**44%**

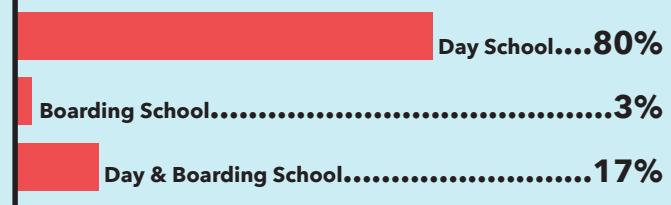
are considered a senior administrator by their school

**104**  
Respondents

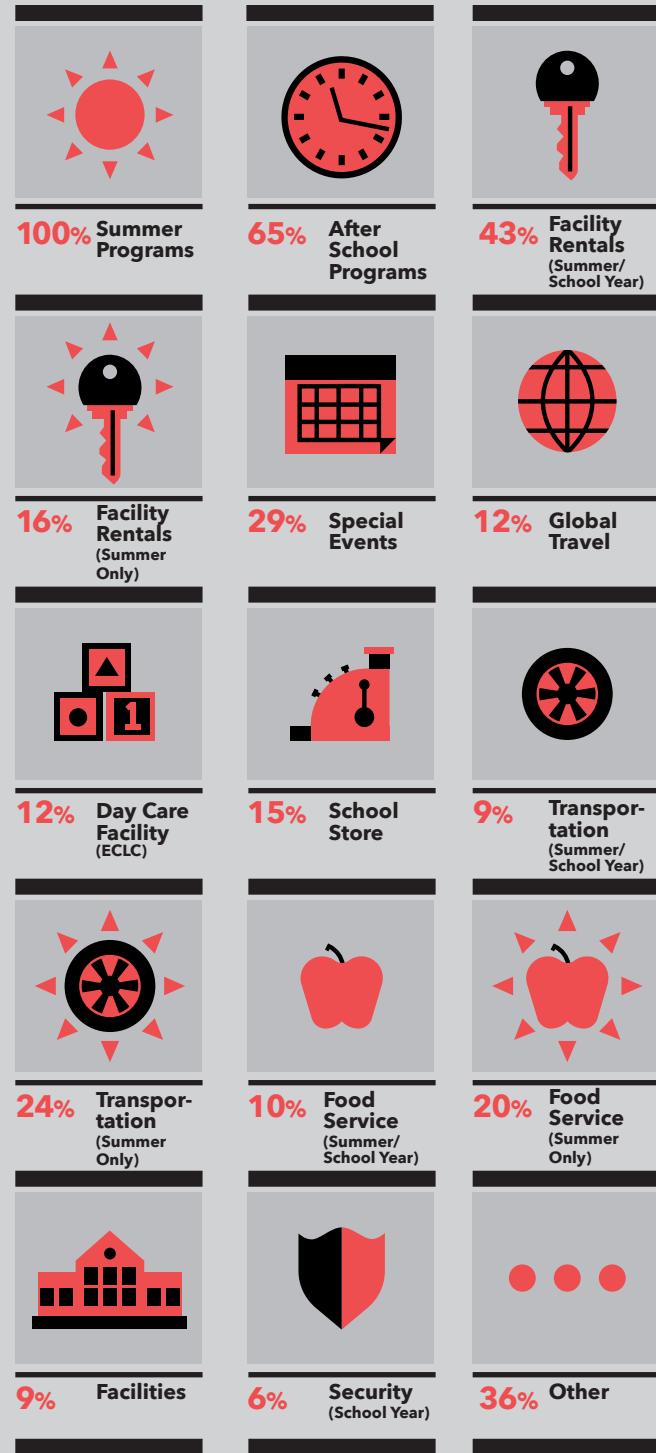
#### Respondent Locations

21.....California	5....New York City	2....North Carolina	1....South Carolina
18....Massachusetts	4.....Rhode Island	2.....Pennsylvania	1.....Tennessee
9....Washington DC	4.....Virginia	1.....Arizona	1.....Utah
9.....Texas	3.....Connecticut	1.....Minnesota	1.....Mississippi
7.....Maryland	2.....Florida	1.....Missouri	1.....Washington
5.....New Jersey	2.....Georgia	1.....Ohio	
5.....New York	2.....Illinois		

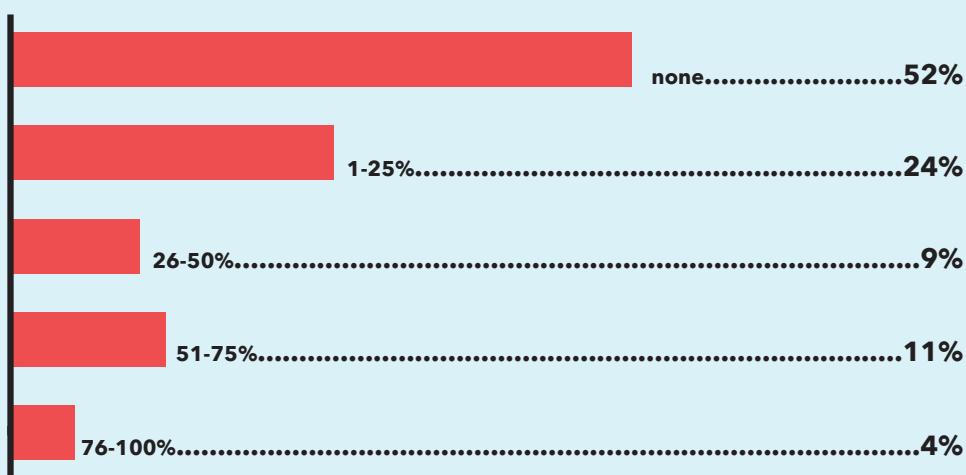
#### School Classification



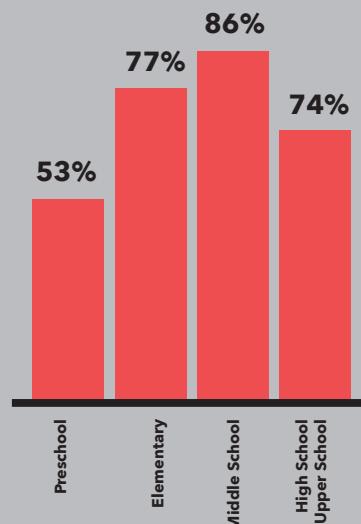
#### Respondent's Areas of Responsibility



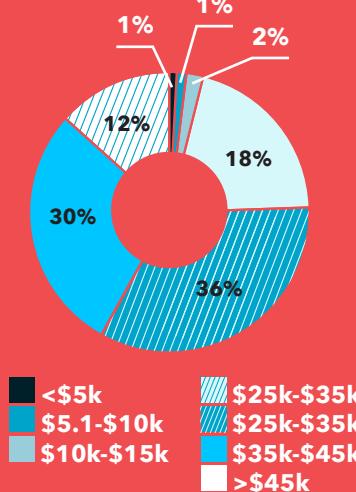
### Percentage of regular work time assigned to other department



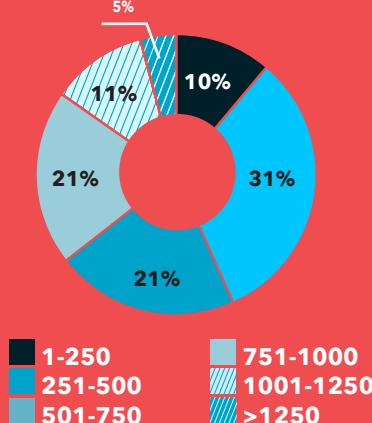
### Grades served by respondent's schools



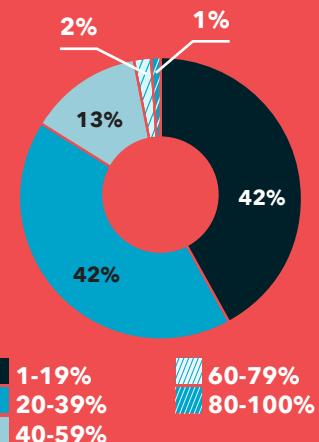
### Annual school tuition



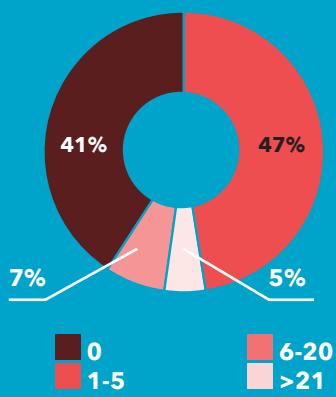
### Number of students that attend respondent's education institution



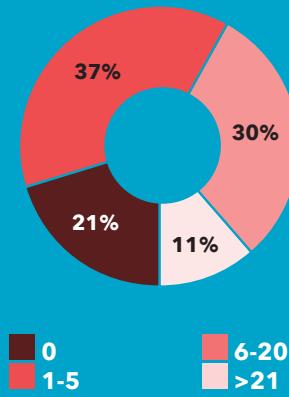
### Percentage of students that also participate in summer programs



### Number of full time employees under respondent's supervision (year round)



### Number of part time staff under respondent's supervision (year round)



### Supervised full time staff member roles include:

**Administrative Assistant**

**After School and Community Programs Assistant**

**Assistant Camp Director**

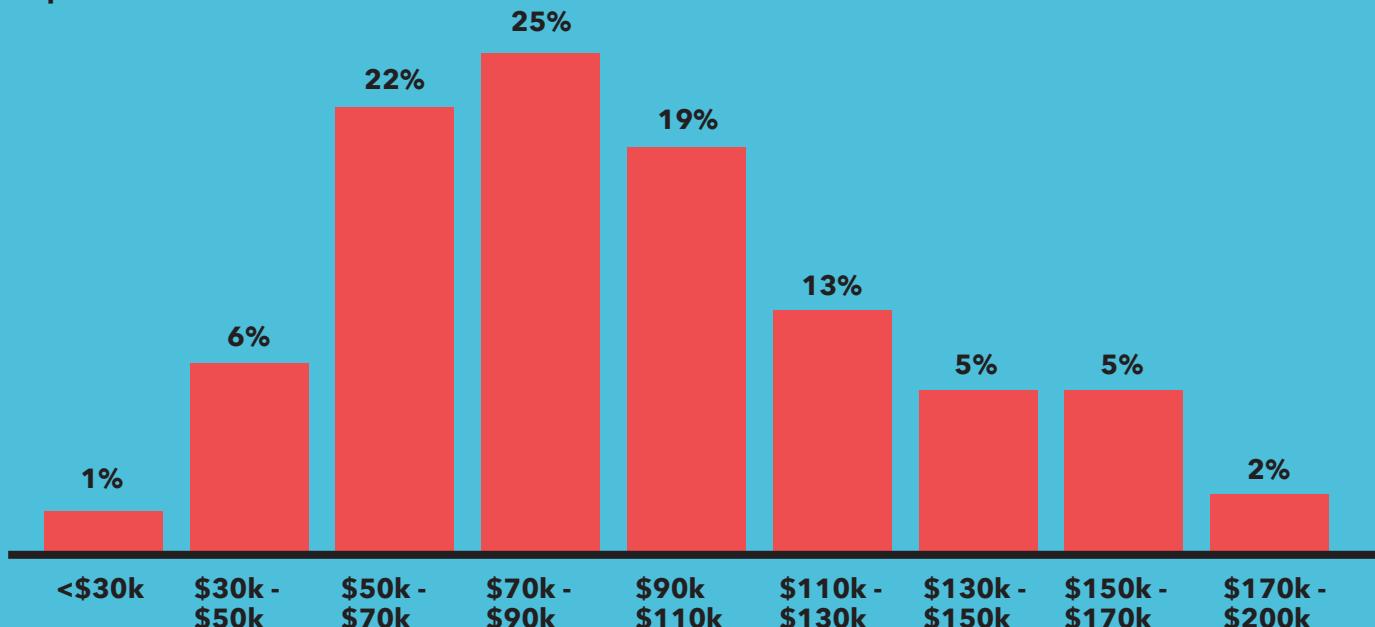
**After School Coordinator**

**Extended Day Assistant Coordinator**

**Transportation Coordinator**

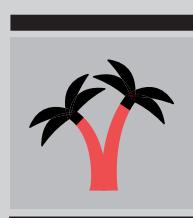
**Summer Director**

## Compensation Levels



## Salaries of Summer/Auxiliary Program Directors rounded to the nearest thousand

### Benefits currently received from respondent's educational institution



85% Paid Leave (vacation, holiday, and/or personal)



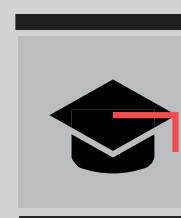
53% Guaranteed Professional Development Funds



97% Retirement Plan individual 401(k) or 403(b)



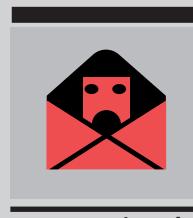
96% Healthcare Plan



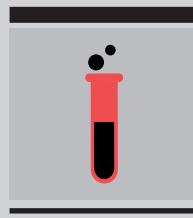
52% Tuition Remission



8% Performance Bonus



13% Pension plan



5% Sabbatical



4% On-campus Housing

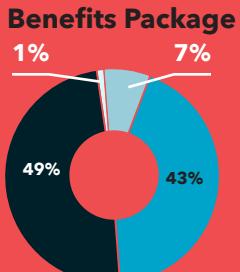
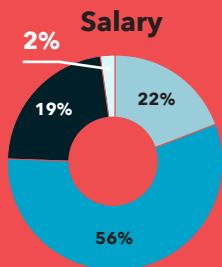


1% Off-campus Housing or Stipend

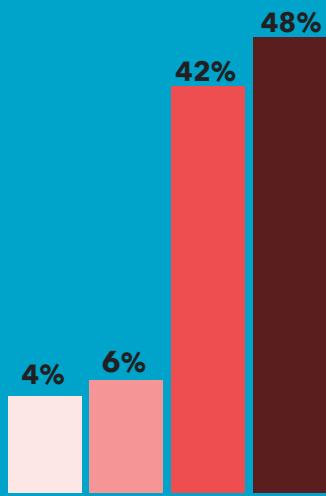
# 98%

of respondents are paid an annual salary

### Respondent's satisfaction with compensation

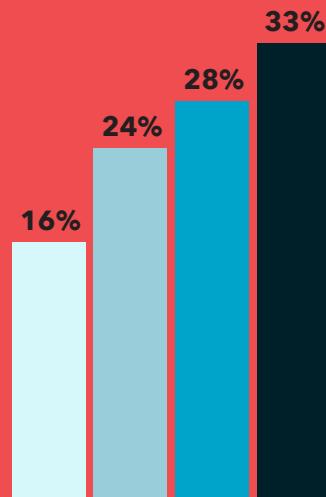


**Likelihood of respondents recommending their job**



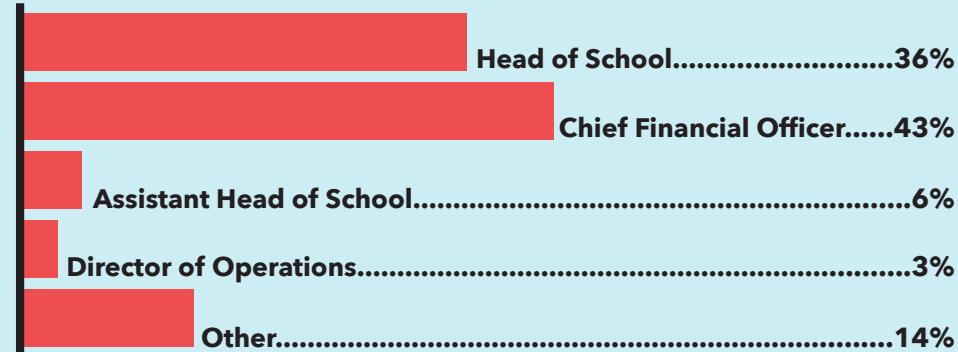
■ Highly Likely  
■ Somewhat Likely  
■ Somewhat Unlikely  
■ Highly Unlikely

**Likelihood of respondents to look for another job in the next two years.**

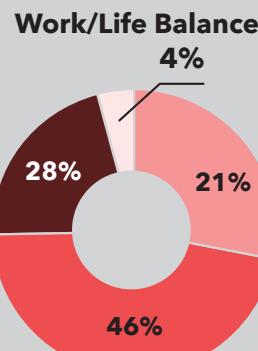


■ Highly Likely  
■ Somewhat Likely  
■ Somewhat Unlikely  
■ Highly Unlikely

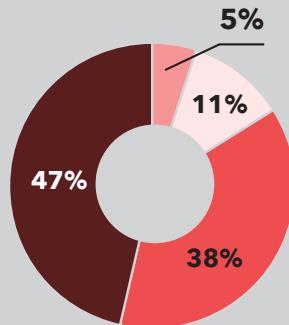
**Respondent direct supervisor**



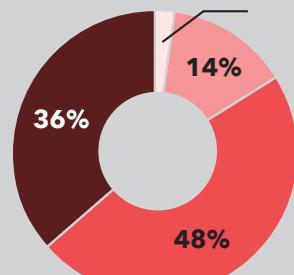
**Respondent overall work satisfaction**



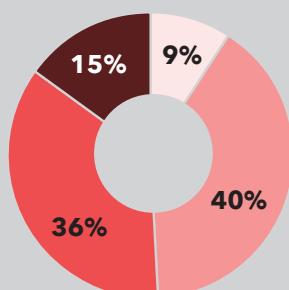
**Opportunities for Professional Development**



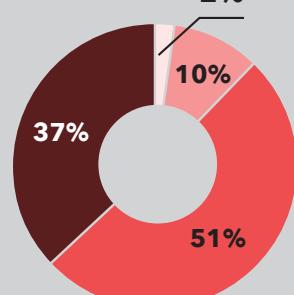
**Overall Work Environment**



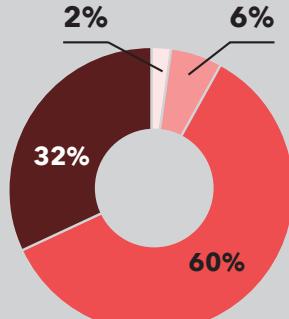
**Opportunities for Career Advancement**



**Areas of Responsibility**



**Overall Job**



■ Highly Satisfied  
■ Somewhat Satisfied

■ Somewhat Dissatisfied  
■ Highly Dissatisfied

# AUXS Insights

## Position Structure



### Responsibilities...

The responsibilities of Auxiliary Program Directors are extensive and varied. The most common responsibilities are Summer Programs (100%), After School Programs (65%), and Facility Rentals (41%). Other significant responsibilities include Special Events, Transportation, Food Service, and School Store.

### Reports to...

More respondents report to the CFO (43%) than those who report to the Head of School (36%), but the difference between the two remains relatively close. This difference in organizational structure is dependent on a variety of factors and should be carefully considered by each individual school.

### Senior Leadership Team...

A minority of Auxiliary Program Directors (44%) report that they are considered part of the Senior Leadership team of their school. As one Director stated, "Appreciate being a part of the school's leadership team brings a higher level of understanding, respect and support for all of us working within the school's mission, having a common vision."

### Full Time/Part time...

Nearly all respondents (97%) report that they are 12 month employees of their school. 47% are exclusively focused on their Auxiliary Program responsibilities with no other work duties while the other 53% report that they fulfill other duties beyond auxiliary programs. Schools should continue to assess the amount of time required to successfully lead their auxiliary programs as there is a direct correlation between auxiliary program growth and the amount of time provided to Directors.



## Salary and Benefits

Respondents reported a wide range of compensation. Annual salaries included 25% in the \$70,000-\$90,000, while 46% reported annual salaries greater than \$90,000. When filtering for certain criteria, several trends emerged:

### Boarding v. Day

on average, those working at "Boarding" combined with "Boarding/Day" schools reported higher salaries than those working at "Day Only" schools

### School Size

greater student enrollment is associated with higher salaries

## Satisfaction

Half of all respondents (49%) reported that they were "Highly Satisfied" with their benefits package, with the most common benefits being Retirement Plan, Health Care Plan, Paid Leave, Professional Development Funding, and Tuition Remission. 8% reported a Performance Bonus as part of their benefit package.



## Job Satisfaction

Overall job satisfaction among Summer and Auxiliary Program Directors was reported positively, with 32% rating themselves as "Highly Satisfied" and another 60% as "Somewhat Satisfied" in their position. While nearly half (48%) of respondents said they would recommend their job to others, one third (33%) said they would seek to leave their position within 2 years. The top 3 answers for "ideal next jobs" were Director of Auxiliary Programs, Director of Operations, and Assistant Head of School.

### Noteworthy individual comments from respondents:

**"The combination of a teaching schedule and trying to grow a summer program is the most challenging part of my job and the cause for any dissatisfaction."**

**"I love my job but I've grown it to a point that I can't do it by myself anymore. I'm afraid of things slipping through the cracks because I have too much going on at once."**

**"I'm burnt out with working 60+ hours per week years on end with no good time to take vacation (no slow times/seasons any more), and insufficient support, both literally and figuratively. My next position will not be in education."**

**"Appreciate a part of the school's leadership team and reporting to the Head of School. It helps me to not feel as isolated and brings a higher level of understanding, respect and support for all of us working within the school's mission, having a common vision."**

**"I enjoy every day what I do and am very happy."**

**"My role is highly intricate on different levels: knowledge of financial budgeting/marketing, staff management, and HR recruitment. Mostly I feel dissatisfied because other directors are paid more and seemingly have more institutional support, and less complexity to their work."**

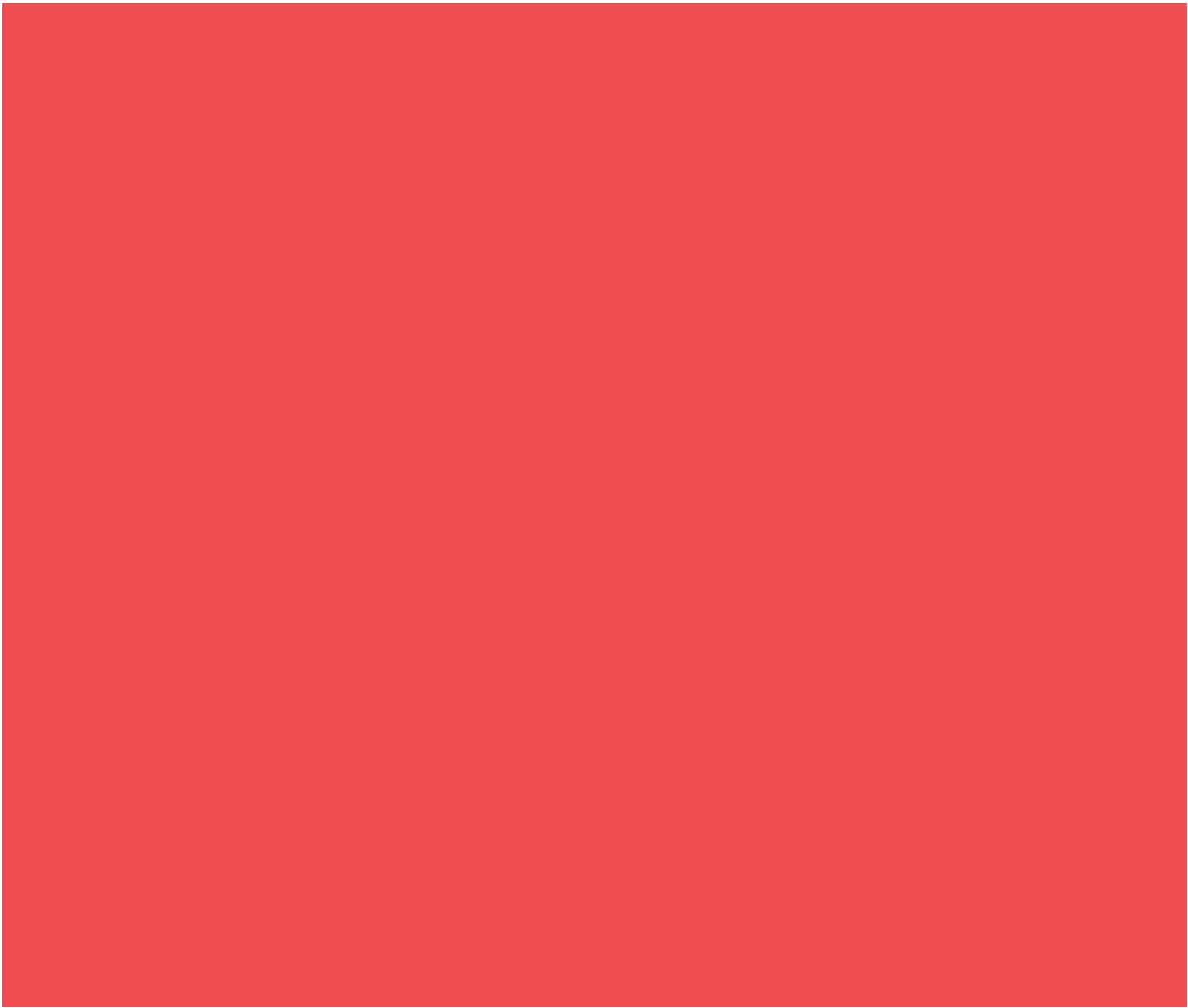
**"I serve as the dean of students as well as auxiliary programs director and the two roles are really two full time positions."**

**"If I continue in my role, I would want more support staff, directors and coordinators working in my department. I'm a one-person show."**

**"My position lacks support for upper management... no room to grow, change, or evolve with regard to personal development or even the camp itself. The administration is an impediment to success."**

**"My position lacks support from upper management. No room to grow, change, or evolve with regard to personal development or even the camp itself. Admin is an impediment to success."**

**"In some ways our school is too generous with paid breaks/vacation (too much work to take all the time off). I wish my school had more opportunities for growth but the mindset just isn't there. School politics made me put somewhat satisfied vs highly - this is likely same at all schools!"**



## About Auxiliary Services Organization

The Auxiliary Services Organization (AUXS) was founded to support independent private schools, colleges and universities. Our mission is to help the institutions we serve in this changing environment with expert knowledge and proficiency. AUXS Advisors have extensive experience working with and for schools. Our team of advisors is made up of individuals from the business sector, entrepreneurs as well as school administrators.

[auxs.org](http://auxs.org)



## About SPARC

SPARC is the premier national conference serving the professional development needs of independent school summer and auxiliary program leaders. Through two and half days of collaborative workshops, keynotes, panels, and discussions, attendees will develop ideas and strategies to implement in their own communities. Our program is designed for professionals with all levels of experience, from those just beginning in their role to others with years of experience.

[sparcnational.com](http://sparcnational.com)