

# Association for Clinical Pastoral Education, Inc.

June 9, 2014

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## 2014 Salary Survey Results

By [Trace Haythorn](#), ACPE Executive Director

Thank you to everyone who completed our salary survey. Over 1800 surveys were emailed, 890 were opened, and 431 were completed (which yields a 24% overall completion rate and a 48% completion percentage for opened emails).

These numbers are based solely on the responses we received so therefore do not give a complete picture. Included in the national figures are active retired, candidates, and SES. Some categories did not receive any responses. As we develop this data over time, we will look at ranges of salaries, salaries related to institutional budgets, and salaries related to age.

The findings were as follows:

- **National average for all salaries:**
  - National average for ACPE salaries regardless of position: \$80,290
  - National median salary for all positions: \$85,000
  - National average for Supervisors: \$89,909
  - National average for Associates: \$69,286
- **National average for salaries by gender:**
  - National average for male salaries: \$84,558
  - National average for female salaries: \$76,811
- **Regional averages for all salaries, supervisors, and associates:**
  - East: \$81,100
  - East Central: \$79,000
  - Mid Atlantic: \$87,845
  - North Central: \$82,619
  - Northeast: \$74,800
  - Pacific: \$86,780
  - South Central: \$74,828
  - Southeast: \$71,525
  - Southwest: \$82,500
- **Supervisor salaries by Region (parenthetical number indicates sample size):**
  - Supervisor in East (32): \$90,938
  - Supervisor East Central (36): \$88,333
  - Supervisor in Mid Atlantic (44): \$91,818
  - Supervisor in North Central (31): \$82,647
  - Supervisor in Northeast (17): \$82,647



- Supervisor in Pacific (37): \$96,892
- o Supervisor in South Central (19): \$83,421
- o Supervisor in Southeast (31): \$83,710
- o Supervisor in Southwest (27): \$94,000

- **Associate salaries by Region:**

- o Associate in East (5): \$81,000
- o Associate in East Central (5): \$59,000
- o Associate in Mid Atlantic (no data): n/a
- o Associate in North Central (no data): n/a
- o Associate in Northeast (1): \$85,000
- o Associate in Pacific (8): \$75,000
- o Associate in South Central (1): \$55,000
- o Associate in Southeast (5): \$61,000
- o Associate in Southwest (3): \$65,000

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