

NCAA Division III

2025 CSC Compensation, Career Satisfaction & Staffing

Survey Summary – May 2025



Median data in this report is reflective of 277 individuals and 79 DI-FBS institutions from the College Sports Communicators (CSC) membership who completed the surveys in the **2025 CSC Compensation & Career Satisfaction Survey** (individual) and **2025 CSC Member Institution Communications Staffing Survey** (school) in February 2025. Visit Collegesportscommunicators.com/2025SalarySurvey for more information and interactive dashboards.

Individual	
Average Salary Range	\$55,673 - \$60,672
Average years of professional experience	11.5
Feel valued by employer *(favorable)	82.8%
Well compensated *(favorable)	43.0%
Compensation is sufficient for geographic area *(favorable)	53.5%
Satisfied with workplace flexibility *(favorable)	90.2%
Satisfied with healthcare-related benefits *(favorable)	85.8%
Satisfied with total benefits package *(favorable)	77.7%
NPS - Would you recommend a career in athletics communications/creative "Promoter"	15.6%
NPS - Would you recommend a career in college sports "Promoter"	20.3%
Have your responsibilities increased in the last three years? "Yes"	81.9%
Did increased responsibilities improve your title? "Yes"	28.4%
Did increase responsibilities increase your compensation? "Yes"	34.6%
Funds for professional development	\$620 - \$1,490
Which skills do you believe are most critical to your professional advancement?	1. Strategic Communications 2. Brand Management 3. Digital/social media
If you could improve ONE thing to increase your job satisfaction, what would you improve?	Salary/pay

*(favorable) = Somewhat agree or Strongly agree

School	
Average number of FULL-TIME communications/creative staff	1.73
Our institution is well-resourced in terms of amount of FULL-TIME communications and creative staff. *(favorable)	21.6%
Our institution is well-resources in terms of facilities and work space. *(favorable)	37.2%
Our institution is well-resourced in terms of technology required to do our jobs at the level we are expected to perform. *(favorable)	56.3%
Average total non-salary annual operating budget for communications and creative departments	\$29,905
Is the head of athletics communications a member of the senior leadership team? "yes"	59.7%

CSC recommends:

- Communications and/or creative teams should be represented on the athletics department's senior leadership where important decisions about the school's brand are made.
- Ensure you have the number of **full-time staff** with the required skill sets to meet the expectations of coaches and administration. Support with adequate work space and the equipment/technology necessary.
- Proactively enact policies that discourage staff from working more than 40 hours per week. Require all staff take at least one day off per week.
- Invest time and resources into staff professional development and innovation.
- Make efforts to pay staff competitive wages to similar industries outside of sports, depending on experience and value to the department.