



Section 2. About the Job and Programs Being Run by Resident Directors

In this section, Resident Directors were asked questions relating to the position they hold including titles, conditions and benefits, salaries, hours worked per week, types of program, numbers of students hosted, number of staff and faculty supervised, and academic and residence facilities for which they may be responsible.

Again, country-specific data is only provided when 10 or more respondents from a country answered that question. Where appropriate, responses from countries with fewer than 10 respondents are grouped as Others, and include Germany, Greece, the Netherlands, and Switzerland.

Job Title

Leaders of Europe-based study abroad programs have many different job titles. Often titles include the word Director (85.6% of the 153 respondents to this question had the word 'Director' in their title)(Table 2.1), and often the term was simply Director (n=27; 17.6%) or was accompanied by a qualifying term, including Resident Director (n=44; 28.8% of positions had this title), Program Director (n=14; 9.2%), and Centre Director (n=7; 4.6%).

Table 2.1. Job title groupings for Resident Directors in Europe.

Total Responses	153	%
Director (somewhere in title)	131	85.6
Resident Director	44	28.8
Director	27	17.6
Program Director	14	9.2
Center Director	7	4.6
Student Services Director	5	3.3
On-Site Director	6	3.9
Dean	6	3.9
Professor (in title)	6	3.9
Coordinator (in title)	5	3.3
Administration Director	4	2.6
Academic Director	3	2.0
Executive Director	3	2.0
Managing Director	1	0.7

Employment Conditions

The survey asked respondents to indicate their employment conditions in a series of grouped 'check all that apply' questions. Of the 197 respondents to complete this part of the survey, a number did not answer several of the grouped questions presented in Tables 2.3, 2.4, and 2.5.

Of 197 Resident Directors, 163 (82.7%) indicated they held a full-time Resident Director position, while 21 (10.7%) indicated part-time employment status (Table 2.2). Ireland has the largest percentage of part-time Resident Directors, at 35.3%. Almost one third of Resident Directors teach in addition to their other duties (n=64; 32.5%).

Table 2.2. Employment conditions for Resident Directors in Europe by country (n (%)).

Employment Conditions	Czech	France	Ireland	Italy	Spain	UK	Others	TOTALS
I am a full-time Resident Director	8 (80.0%)	25 (92.6%)	11 (64.7%)	47 (74.6%)	36 (92.3%)	25 (92.6%)	11 (78.6%)	163 (82.7%)
I am a part-time Resident Director	2 (20.0%)	2 (7.4%)	6 (35.3%)	7 (11.1%)	1 (2.6%)	1 (3.7%)	2 (14.3%)	21 (10.7%)
I teach in addition to being the Resident Director	1 (10.0%)	12 (44.4%)	5 (29.4%)	24 (38.1%)	9 (23.1%)	10 (37.0%)	3 (21.4%)	64 (32.5%)
Total Respondents by Country	10	27	17	63	39	27	14	197

Permanent contracts were held by 75.9% (n=107) of 141 respondents, while 13.5% (n=19) held renewable yearly contracts (Table 2.3). Permanent contracts were highest amongst Resident Directors working in France, at 100.0% (n=23), with the lowest percentage found in Ireland (n=7; 58.3%). A smaller number of Resident Directors were on temporary assignments (n=5; 3.5%) or were from programs with rotating Resident Directors from the home institution (n=8; 5.7%).

Table 2.3. Contract or assignment type amongst Resident Directors in Europe (n (%)).

Contract Type	France	Ireland	Italy	Spain	UK	Others	TOTALS
I hold a permanent contract	23 (100.0%)	7 (58.3%)	28 (63.6%)	19 (86.4%)	15 (68.2%)	15 (83.3%)	107 (75.9%)
I hold a renewable yearly contract	0 (0.0%)	3 (25.0%)	11 (25.0%)	0 (0.0%)	5 (22.7%)	2 (11.1%)	19 (13.5%)
I hold a temporary assignment: one semester / one academic year	0 (0.0%)	1 (8.3%)	2 (4.5%)	1 (4.5%)	0 (0.0%)	1 (5.5%)	5 (3.5%)
I am a faculty member from a home institution with a rotating Program Director system	0 (0.0%)	1 (8.3%)	3 (6.8%)	2 (9.1%)	2 (9.1%)	0 (0.0%)	8 (5.7%)

Total Respondents by Country	23	12	44	22	22	18	141
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A large proportion of Resident Directors are employed under local labour laws and policies (n=120; 81.6%), while some are employed in the US and follow US labour laws and policies (n=27; 18.4%)(Table 2.4). It is noted that 37.8% of Resident Directors working in Italy are employed in the US and under US law, the highest percentage of any country.

Table 2.4. Location of employment and employment laws and policies for Resident Directors in Europe (n (%)).

Employment Location	Czech	France	Ireland	Italy	Spain	UK	Others	TOTALS
I am employed locally and according to local labor laws and policies	10 (100.0%)	25 (100.0%)	10 (83.3%)	28 (62.2%)	22 (91.6%)	15 (71.4%)	10 (100.0%)	120 (81.6%)
I am employed in the US and according to US labor laws and policies	0 (0.0%)	0 (0.0%)	2 (16.7%)	17 (37.8%)	2 (8.4%)	6 (28.6%)	0 (0.0%)	27 (18.4%)
Total Respondents by Country	10	25	12	45	24	21	10	147

Resident Directors paid in local currency and into a local bank account (n=125; 80.1%) outnumber those who are paid in \$US and into a US bank account (n=31; 19.9%)(Table 2.5). It should be noted that the number of respondents to these questions was low (n=147 and n=156), but it is apparent a number of Resident Directors on permanent contracts are being paid outside of the country of their program.

Note that it is also recognized that there are at least 3 respondents to the survey representing Canadian institutions in Europe, and they may have answered these questions with that in mind.

Table 2.5. Payroll conditions for Resident Directors in Europe (n (%))

Payroll Conditions	Czech	France	Ireland	Italy	Spain	UK	Others	TOTALS
I am paid in local currency into a local bank account	10 (100.0%)	24 (100.0%)	13 (86.7%)	25 (56.8%)	24 (85.7%)	18 (78.2%)	11 (91.7%)	125 (80.1%)
I am paid in USD to a US bank account	0 (0.0%)	0 (0.0%)	2 (13.3%)	19 (43.2%)	4 (14.3%)	5 (21.8%)	1 (8.3%)	31 (19.9%)
Total Respondents by Country	10	24	15	44	28	23	12	156

Months of Contract

Of the 189 respondents to the question of contract length, the overwhelming majority (n=176; 93.1%) of Resident Directors indicated they hold 12 month work contracts (Table 2.6).

Table 2.6. Months under contract per year for Resident Directors in Europe

Months under Contract	Responses	%
4	2	1.1
6	1	0.5
8	1	0.5
9	4	2.1
10	3	1.6
11	2	1.1
12	176	93.1
Total	189	100

Academic Rank

Of the 188 respondents to this question, 75 (40.5%) hold an academic rank with their position (Table 2.7). The most common academic rank held was Contributing or Adjunct Faculty (n=20; 10.5%), followed by Full Professor or Professor (n=18; 9.5%) and Associate Professor (n=17; 8.9%). Table 2.8 shows that 52.9% of Resident Directors who identify as a male hold academic ranks, compared to 31.8% of female-identifying Resident Directors.

Table 2.7. Academic rank held by Resident Directors in Europe by country (n (%)).

Academic Rank	Czech	France	Ireland	Italy	Spain	UK	Others	TOTALS
No Academic Rank	9 (90.0%)	17 (65.4%)	14 (87.5%)	25 (43.1%)	27 (69.2%)	13 (50.0%)	8 (61.5%)	113 (59.5%)
Lecturer	1 (10.0%)	4 (15.4%)	0 (0.0%)	2 (3.4%)	1 (2.6%)	1 (3.8%)	1 (7.7%)	10 (5.3%)
Contributing or Adjunct Faculty	0 (0.0%)	4 (15.4%)	0 (0.0%)	8 (13.8%)	2 (5.1%)	6 (2.3%)	0 (0.0%)	20 (10.5%)
Assistant Professor	0 (0.0%)	0 (0.0%)	0 (0.0%)	5 (8.6%)	0 (0.0%)	0 (0.0%)	3 (2.3%)	8 (4.2%)
Associate Professor	0 (0.0%)	0 (0.0%)	0 (0.0%)	10 (17.2%)	4 (10.3%)	3 (11.6%)	0 (0.0%)	17 (8.9%)
Professor or Full Professor	0 (0.0%)	1 (3.8%)	2 (12.5%)	6 (10.3%)	5 (12.8%)	3 (11.6%)	1 (7.7%)	18 (9.5%)
Emeritus Professor	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (3.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (1.1%)
Total	10	26	16	58	39	26	13	188

Table 2.8. Academic rank by gender identity.

Academic Rank	Male	Female
No Academic Rank	33 (47.1%)	75 (68.2%)
Lecturer	6 (8.6%)	4 (3.6%)
Contributing or Adjunct Faculty	8 (11.4)	11 (10.0%)
Assistant Professor	4 (5.7%)	4 (3.6%)
Associate Professor	8 (11.4%)	7 (6.4%)
Professor or Full Professor	10 (14.3%)	8 (7.3%)
Emeritus Professor	1 (1.4%)	1 (0.9%)
Total	70	110

Program Type

A majority of respondents (n=196) indicated that they worked for US university programs within Europe (n=116; 59.2%), while 38 (19.4%) worked for third party providers with a global reach (Table 2.9). Ireland and the Czech Republic were the only countries where US university programs did not dominate the responses. Responses in the Other Program Types included Canadian university programs, a high school program, and independent organizations, all based in Italy.

Table 2.9. Type of program led by Resident Directors in Europe by country (n (%)).

Program Type	Czech	France	Ireland	Italy	Spain	UK	Others	TOTALS
A US University with a program(s) in Europe	3 (30.0%)	19 (70.4%)	6 (35.3%)	43 (69.4%)	22 (56.4%)	19 (70.4%)	4 (28.6%)	116 (59.2%)
A Third Party Provider with a global reach	6 (60.0%)	3 (11.1%)	7 (41.2%)	7 (11.3%)	8 (20.5%)	5 (18.5%)	2 (14.3%)	38 (19.4%)
A Third Party Provider specializing in your region or academic focus	1 (10.0%)	1 (3.7%)	1 (5.9%)	4 (6.5%)	1 (2.6%)	0 (0.0%)	0 (0.0%)	8 (4.1%)
A Third Party Provider specializing in Academic Internships	0 (0.0%)	1 (3.7%)	2 (11.8%)	0 (0.0%)	1 (2.6%)	1 (3.4%)	1 (7.1%)	6 (3.1%)
An non-US accredited university (local university) / A European University	0 (0.0%)	1 (3.7%)	1 (5.9%)	1 (1.6%)	2 (5.1%)	1 (3.4%)	2 (14.3%)	8 (4.1%)
A consortium of US and/or international institutions	0 (0.0%)	2 (7.4%)	0 (0.0%)	5 (8.1%)	4 (10.3%)	1 (3.4%)	1 (7.1%)	13 (6.6%)
Other Program Types	0 (0.0%)	0 (0.0%)	0 (0.0%)	5 (8.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	5 (2.6%)
Total Respondents by Country	10	27	17	62	39	27	14	196

Salary

Respondents were asked for total annual salary converted to Euro, and including administrative and teaching salaries, where appropriate. Salaries were assumed to be the mid-point of each range for the purposes of calculations, with €5,000 Euro assumed for <€10,000 and €150,000 assumed for anyone >€140,000. Responses are from July-September 2019.

The average Resident Director salary in Europe is €66,495 (n=184), ranging from a low of €45,500 in the Czech Republic (n=10) to a high of €75,435 in the UK (n=23)(Table 2.10). Overall, 14.1% (n=26) of Resident Directors have salaries exceeding €100,000, and 17.9% (n=33) have salaries less than €40,000. Median salary ranges for each country are shaded. Median salaries may differ from average salaries owing to the weighted influence of a number of high salaries. Note this table includes 19 Resident Directors who indicated their positions are part time (see Table 2.14).

Table 2.10. Annual salary reported by Resident Directors in Europe in Euro, by country. Median salary ranges for each country are shaded. The Others category includes respondents from countries with fewer than 10 respondents, and includes Germany, Greece, the Netherlands, and Switzerland.

Annual Salary in Euro	Czech	France	Ireland	Italy	Spain	UK	Others	TOTALS
<10,000	1	0	0	1	0	0	1	3 (1.6%)
10,000-20,000	2	0	3	4	1	0	0	10 (5.4%)
20,001-30,000	2	2	1	0	1	1	0	7 (3.8%)
30,001-40,000	1	1	1	3	4	2	1	13 (7.1%)
40,001-50,000	1	4	1	5	9	5	0	25 (13.6%)
50,001-60,000	0	5	7	5	8	1	5	31 (16.8%)
60,001-70,000	1	2	0	5	3	2	0	13 (7.1%)
70,001-80,000	1	2	2	11	3	1	3	23 (12.5%)
80,001-90,000	0	4	0	8	2	3	1	18 (9.8%)
90,001-100,000	0	4	0	5	3	3	0	15 (8.2%)
100,001-110,000	0	3	2	5	2	3	0	15 (8.2%)
110,001-120,000	0	0	0	0	1	0	0	1 (0.5%)
120,001-130,000	0	0	0	3	0	0	0	3 (1.6%)
130,001-140,000	0	0	0	1	1	0	0	2 (1.1%)
>140,000	1	0	0	2	0	2	0	5 (2.7%)
Total Respondents by Country	10	27	17	58	38	23	11	184
Average Salary in Euro	45,500	68,704	52,647	74,310	62,105	75,435	56,818	66,495

Data allows salaries to be compared to other factors, such as gender (Table 2.11), highest degree obtained (Table 2.12), academic rank (Table 2.13), full or part-time employment status (Table 2.14), and program type (Table 2.15).

Salary by Gender

While 60.9% of European Resident Directors identified as female, their average salaries (€60,625; n=112) were significantly lower than those respondents who identified as a male (€75,077; n=65)(Table 2.11). Female Resident Directors were on average 4 years younger than male Resident Directors (Figure 1.2) and held proportionally fewer terminal degrees (Table 1.11) and academic ranks (Table 2.8) than their male colleagues.

Table 2.11. Annual salary reported by Resident Directors in Europe in Euro, by gender. Median salary ranges for each gender are shaded.

Annual Salary	Male	Female
<10,000	2	1
10,000-20,000	0	10
20,001-30,000	1	6
30,001-40,000	2	11
40,001-50,000	10	14
50,001-60,000	8	22
60,001-70,000	5	8
70,001-80,000	13	9
80,001-90,000	7	10
90,001-100,000	4	10
100,001-110,000	5	8
110,001-120,000	1	0
120,001-130,000	2	1
130,001-140,000	2	0
>140,000	3	2
Total	65	112
Did not answer salary question	13	19
Average Salary in Euro	75,077	60,625

Resident Directors who held Doctorate degrees had the highest average salaries at €80,325 (n=77), while lower salaries were reported by those who held a Masters (€59,085; n=82), an Undergraduate (€43,421, n=19) or an Associates Degree (€40,000, n=2)(Table 2.12).

Table 2.12. Annual salary reported by Resident Directors in Europe in Euro, by highest degree obtained. Median salary ranges for each column are shaded.

Salary	Associates Degree	Undergraduate	Masters	Doctorate
<10,000	0	0	2	1
10,000-20,000	0	4	4	2
20,001-30,000	0	1	5	1
30,001-40,000	1	4	6	2
40,001-50,000	1	4	11	9
50,001-60,000	0	2	19	9
60,001-70,000	0	2	10	1
70,001-80,000	0	1	7	13
80,001-90,000	0	0	10	8
90,001-100,000	0	0	3	11
100,001-110,000	0	1	3	11
110,001-120,000	0	0	0	1
120,001-130,000	0	0	1	2
130,001-140,000	0	0	0	2
>140,000	0	0	1	4
Total	2	19	82	77
Average Salary in Euro	40,000	43,421	59,085	80,325

Resident Directors with an academic rank reported salaries averaging €74,933 (n=72), significantly higher than those without an academic rank, who reported salaries averaging €58,952 (n=105)(Table 2.13). The highest salaries were for the rank of Professor or Full Professor (€91,875; n=16), followed by Associate Professor (€76,250; n=16), and Assistant Professor (€76,250; n=8). Lecturers reported an average salary of €67,000 (n=10), while those with Contributing or Adjunct Lecturer status reported average salaries of €72,500 (n=20). Two Emeritus Professors responded to both academic rank and salary questions, but with very different salaries, making it difficult to provide an accurate picture of average salaries in this case.

Table 2.13. Annual salary reported by Resident Directors in Europe in Euro, by academic rank. Median salary ranges for each column are shaded.

Annual Salary in Euro	No Academic Rank	Contributing or Adjunct Lecturer	Lecturer	Assistant Professor	Associate Professor	Professor or Full Professor	Emeritus Professor
<10,000	2	0	0	0	0	0	0
10,000-20,000	7	1	0	0	0	1	1
20,001-30,000	6	1	0	0	0	0	0
30,001-40,000	12	0	0	0	0	0	0
40,001-50,000	13	4	2	0	3	2	0
50,001-60,000	24	0	2	2	1	1	0
60,001-70,000	8	1	3	0	1	0	0
70,001-80,000	10	4	1	2	4	1	0
80,001-90,000	10	3	0	3	0	1	0
90,001-100,000	4	2	1	1	4	3	0
100,001-110,000	5	4	1	0	2	3	0
110,001-120,000	0	0	0	0	0	1	0
120,001-130,000	1	0	0	0	1	0	0
130,001-140,000	0	0	0	0	0	1	1
>140,000	3	0	0	0	0	2	0
Total	105	20	10	8	16	16	2
Average Annual Salary in Euro	58,952	72,500	67,000	76,250	79,375	91,875	75,000

Resident Directors whose positions were considered as full time jobs reported an average annual salary of €71,146 (n=157) compared to €36,053 (n=19) for part time Resident Directors (Table 2.14)

Table 2.14. Annual salary reported by Resident Directors in Europe in Euro, by full or part-time status of employment. Median salary ranges for each column are shaded.

Annual Salary in Euro	Full Time	Part Time
<10,000	1	2
10,000-20,000	3	4
20,001-30,000	4	3
30,001-40,000	10	2
40,001-50,000	18	6
50,001-60,000	30	0
60,001-70,000	13	0

70,001-80,000	23	0
80,001-90,000	17	0
90,001-100,000	14	1
100,001-110,000	14	1
110,001-120,000	0	0
120,001-130,000	3	0
130,001-140,000	2	0
>140,000	5	0
Total	157	19
Average Annual Salary in Euro	71,146	36,053

Resident Directors working for a US university with a program(s) in Europe reported the highest average annual salaries, at €73,302 (n=102)(Table 2.15). Resident Directors working for a consortium of US and/or international institutions earned an average of €66,667 (n=12), while those employed by third party providers with a global reach were paid on average €57,027 (n=37). Third party providers specializing in that region or academic focus paid their Resident Directors an average of €51,250 (n=8) per year, and third party providers specializing in academic internships paid an average of €36,667 (n=6). Non-US accredited universities showed salaries averaging €52,500 (n=8).

Table 2.15. Annual salary reported by Resident Directors in Europe in Euro, by program type. Median salary ranges for each column are shaded.

Annual Salary in Euro	A Third Party Provider specializing in Academic Internships	A Third Party Provider specializing in your region or academic focus	A Third Party Provider with a global reach	A consortium of US and/or international institutions	A US University with a program (s) in Europe	An non-US accredited university (local university) / A European University	Other
<10,000	1	2	0	0	0	0	0
10,000-20,000	1	0	3	0	0	0	2
20,001-30,000	0	0	3	1	3	0	0
30,001-40,000	1	0	4	1	4	3	0
40,001-50,000	1	2	4	1	14	2	1
50,001-60,000	1	2	11	2	14	1	0
60,001-70,000	1	0	3	1	8	0	0
70,001-80,000	0	1	3	3	15	0	1
80,001-90,000	0	0	3	1	12	2	0

90,001-100,000	0	0	0	0	13	0	2
100,001-110,000	0	0	1	2	11	0	0
110,001-120,000	0	0	0	0	1	0	0
120,001-130,000	0	1	0	0	2	0	0
130,001-140,000	0	0	1	0	1	0	0
>140,000	0	0	1	0	4	0	0
Total	6	8	37	12	102	8	6
Average Annual Salary in Euro	36,667	51,250	57,027	66,667	73,302	52,500	56,667

In addition to salary, the survey asked respondents (n=182) about the types of benefits they receive from their employer. The most common benefit received was health and medical insurance, with 73.1% (n=133) reporting this was a part of their employment benefits (Table 2.16). Other common benefits included phone cost or contribution (n=120; 65.9%), a pension over and above any national benefit (n=86; 47.3%), and professional development funds (n=76; 41.8%). Less commonly offered benefits included travel insurance (n=51; 28.0%), dental insurance (n=37; 20.9%), and disability insurance (n=37; 20.3%). Resident Directors in Ireland and the UK received the most individual benefit types from employers, while those in the Czech Republic received the fewest (Table 2.16).

Table 2.16. Employment benefits provided to Resident Directors in Europe by country.

Employment Benefits (check all that apply)	Czech	France	Ireland	Italy	Spain	UK	Others	TOTALS
Health and medical insurance (please also check here if this is a national benefit)	8 (80.0%)	23 (85.2%)	7 (46.7%)	44 (75.6%)	29 (80.6%)	12 (50.0%)	10 (83.3%)	133 (73.1%)
Phone cost or contribution	7 (70.0%)	14 (51.9%)	15 (100.0%)	39 (67.2%)	21 (58.3)	18 (75.0%)	6 (50.0%)	120 (65.9%)
Pension (over and above a national benefit)	1 (10.0%)	10 (37.0%)	7 (46.7%)	30 (51.7%)	13 (36.1%)	19 (79.2%)	6 (50.0%)	86 (47.3%)
Professional development funds	2 (20.0)	13 (48.1%)	6 (40.0%)	27 (46.6%)	11 (30.6%)	13 (54.2%)	4 (33.3%)	76 (41.8%)
Travel insurance	2 (20.0%)	3 (11.1%)	6 (40.0%)	15 (25.9%)	12 (33.3%)	9 (37.5%)	4 (33.3%)	51 (28.0%)
Dental insurance (please also check here if this is a national benefit)	4 (40.0%)	11 (40.1%)	4 (26.7%)	11 (19.0%)	1 (2.8%)	3 (12.5%)	4 (33.3%)	38 (20.9%)
Disability insurance	0 (0.0%)	7 (25.9%)	3 (20.0%)	15 (25.9%)	2 (5.6%)	6 (25.0%)	4 (33.3%)	37 (20.3%)
Life insurance	0 (0.0%)	2 (7.4%)	3 (20.0%)	15 (25.9%)	4 (11.1%)	6 (25.0%)	6 (50.0%)	36 (19.8%)

Housing benefit or housing provided	0 (0.0%)	1 (3.7%)	3 (20.0%)	15 (25.9%)	4 (11.1%)	6 (25.0%)	1 (8.3%)	30 (16.5%)
Tuition reimbursement	0 (0.0%)	2 (7.4%)	3 (20.0%)	10 (17.2%)	4 (11.1%)	3 (12.5%)	1 (8.3%)	23 (12.6%)
Employee assistance program	1 (10.0%)	1 (3.7%)	4 (26.7%)	2 (3.4%)	2 (5.6%)	3 (12.5%)	1 (8.3%)	14 (7.7%)
Profit sharing or other bonuses	2 (20.0%)	3 (11.1%)	0 (0.0%)	1 (1.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	6 (3.3%)
Use of company vehicle	0 (0.0%)	0 (0.0%)	1 (6.7%)	2 (3.4%)	1 (2.8%)	1 (4.2%)	0 (0.0%)	5 (2.7%)
Average # Benefits per Respondent	2.7	3.3	4.1	3.9	2.9	4.1	3.9	3.6
Total Respondents	10	27	15	58	36	24	12	182

Other benefits mentioned by a number of respondents include commuter travel passes and annual return flights to the US.

Annual Vacation

A wide variety of responses (n=178) were received for this open-ended question, ranging from 0 days annual vacation (n=9; 5.1%) to 70 days (n=1; 0.6%). The average days of annual vacation was 27.3 (n=178). Greater than 35 days of annual vacation was received by 11.8% of Resident Directors in Europe, and 9% received less than 20 days.

The most commonly reported days of annual vacation were 30 (n=53)(most common response from Italy and Spain), 20 (n=23)(most common response from Czech Republic), 25 (n=20)(most common response from Ireland and France), and 28 (n=14)(most common response from UK).

Sick Leave

Annual paid sick leave varied dramatically amongst Resident Directors in Europe. Of the 119 responses, the average days of sick leave was 18.7, although this was heavily weighted by a number (n=9; 7.6%) of Resident Directors with >100 sick days per year. The most commonly reported number of sick days were 0 (n=43; 36.1%), 10 (n=20; 16.8%), and 5 (n=14; 11.8%). Overall, 88 of the 119 (73.9%) respondents received 10 or fewer days of annual sick leave.

Location of Direct Supervisor Contact

Data presented in Table 2.17 shows that the direct supervisor of 73.8% (n=141) of Resident Directors is based in the United States. Smaller proportions of Resident Directors have direct supervisors based locally (n=29; 15.2%) or in a third country (n=21; 11.0%).

Table 2.17. Location of the Resident Director's direct supervisor.

Your direct supervisor	Czech	France	Ireland	Italy	Spain	UK	Others	Totals
Is based locally	3	4	3	5	8	2	4	29 (15.2%)
Is based in the US	4	22	7	51	26	24	7	141 (73.8%)
Is based in a third country	3	1	7	5	1	1	3	21 (11.0%)
Total Respondents	10	27	17	61	35	27	14	191

Supervision of Administrative Staff and Faculty

Resident Directors across Europe supervised as many as 36 administrative staff, with an average of 3.9 (n=189)(Table 2.18); this average is skewed by the inclusion of several large programs. 75% of Resident Directors supervised 4 or fewer administrative staff; and 15.3% supervised none. Resident Directors in Ireland supervised the fewest administrative staff at an average of 2.0 (n=17), whereas those in the Czech Republic supervised the most at an average of 10 (n=10); although, this is skewed by the inclusion of two large programs.

Resident Directors across Europe supervised as many as 100 faculty, with an average of 10.5 (n=181)(Table 2.18); this average is skewed by the inclusion of several large programs. 67% of Resident directors supervised 10 or fewer faculty; and 19.3% supervised none. Resident Directors in Ireland supervised the fewest faculty at an average of 3.6 (n=17), whereas those in the UK supervised the most at an average of 15.3 (n=26). Note that less than 10 Resident Directors from the Czech Republic answered this question, and their data was therefore included in Others.

Table 2.18. Number of administrative staff and faculty supervised by Resident Directors in Europe.

Number of Staff and Faculty Supervised	Czech	France	Ireland	Italy	Spain	UK	Others	Overall average
Administrative Staff average (range)	10 (0-21)	3.6 (0-15)	2.0 (0-6)	3.7 (0-15)	2.8 (0-10)	6.1 (0-30)	6.5 (0-36)	3.9
Faculty average (range)	-	10.0 (0-30)	3.6 (0-18)	10.8 (0-60)	8.3 (0-40)	15.3 (0-100)	13.8 (0-54)	10.5
Total Respondents (staff)	10	26	17	61	36	26	13	189
Total Respondents (faculty)	-	25	17	61	32	26	20	181

Weekly Hours Worked

Full time Resident Directors reported working an average of 46.8 hours per week (Table 2.19), with a high of 52.8 average hours per week reported in Italy, and a low of 39.6 hours in the Czech Republic.

Table 2.19. Average number of hours worked weekly for full time Resident Directors in Europe.

Number of hours worked weekly on average	Czech	France	Ireland	Italy	Spain	UK	Others	Overall average
Full Time RDs only	39.6	43	41.2	52.8	43.8	49.2	44.7	46.8
Total Respondents	10	25	13	52	34	23	12	169

Largest Numbers of On the Ground Students

Table 2.20 shows the largest numbers of students on the ground at any one time for which the Resident Director is responsible. The median number of students for most countries was between 51-70, except for the UK (71-100 students) and the Czech Republic (101-150 students). 32.2% of Resident Directors were responsible for more than 100 students at any one time, while 26.4% were responsible for fewer than 30 students.

Table 2.20. The largest number of students on the ground at any one time for whom the Resident Director is responsible. Median number of students shaded for each country.

Largest number of students on the ground at any one time	Czech	France	Ireland	Italy	Spain	UK	Others	Overall Totals
1-10	0	2	1	3	0	0	1	7 (3.6%)
11-20	1	1	2	8	3	1	0	16 (8.3%)
21-30	1	5	1	8	7	4	2	28 (14.5%)
31-50	0	5	0	11	8	2	1	27 (14.0%)
51-70	0	4	5	7	6	5	2	29 (15.0%)
71-100	2	5	1	6	7	2	1	24 (12.4%)
101-150	1	2	3	5	3	2	1	17 (8.8%)
151-200	2	0	1	8	1	1	2	15 (7.8%)
201-300	2	2	1	3	2	4	0	14 (7.3%)
301-400	1	1	1	2	1	2	1	9 (4.7%)
400+	0	0	0	2	1	3	1	7 (3.6%)
Total Respondents	10	27	16	63	39	26	12	193

Duration of Student Stay

The most common duration of student stay in the host country was for 1 academic semester, with 83.4% (n=161) of survey respondents indicating they hosted students for this duration,

representing 17,460 students (Table 2.21). This represents 34.8% of 50,159 total study abroad students reported in the survey. On average a Resident Director who oversaw academic semester programs hosted 108.4 semester students per year.

Academic year programs were the next highest reported duration of study abroad length, with 60.1 % (n=116) of 193 respondents indicating students of this duration (Table 2.21). Academic year students represented 24.9% (n=12,469) of students reported (n=50,159), with an average number of 107.5 students per program. Note that several very large programs in Italy with large numbers of academic year students appear to skew this result.

Short-term programs were the fewest reported and represented the fewest numbers of students. These included programs with durations of 8 weeks to 1 semester (56 reported programs representing 2,599 students), and for less than 2 weeks (70 reported programs representing 3,211 students) (Table 2.21).

This data is presented by country in Table 2.22.

Table 2.21. Program length, student numbers represented, and average students hosted for each duration per year.

	< 2 Weeks	2-4 Weeks	4-8 Weeks	8 Weeks < semester	1 Semester	Academic Year
# Programs	70	92	98	56	161	116
# Students Represented	3211	6096	8324	2599	17460	12469
Average Students per Program per Year	45.9	66.3	84.9	46.4	108.4	107.5
% of Students Represented in Survey (Total = 50159)	6.4	12.2	16.6	5.2	34.8	24.9
% of Total Respondents (n=193)	36.3	47.7	50.8	29.0	83.4	60.1

Table 2.22. Program length, total number of students reported per program length, and average number of students hosted per program length, presented by country.

	Czech (n=10)	France (n=27)	Ireland (n=16)	Italy (n=63)	Spain (n=39)	UK (n=26)	Others (n=12)
< 2 Weeks							
# Programs with Students; n (%)	5 (50%)	5 (18.5%)	5 (31.2%)	13 (20.1%)	5 (12.8%)	10 (38.5%)	2 (16.7%)
Total Students	260	250	80	1208	570	693	150
Average Students per Program	52	50	16	92.9	114	69.3	75
2-4 Weeks							
# Programs with Students; n (%)	8 (80%)	7 (25.9%)	9 (56.3%)	26 (41.3%)	13 (33.3%)	9 (34.6%)	7 (58.3%)
Total Students	408	557	616	2252	1068	875	320
Average Students per Program	58.3	79.6	68.4	86.6	82.2	97.2	45.7
4-8 Weeks							
# Programs with Students; n (%)	7 (70%)	12 (44.4%)	8 (50%)	21 (33.3%)	14 (35.9%)	13 (50%)	6 (50%)
Total Students	710	731	504	1985	1330	2073	991
Average Students per Program	101.4	60.9	63	94.5	95	159.5	165.2
8 Weeks < Semester							
# Programs with Students; n (%)	5 (50%)	7 (25.9%)	2 (6.3%)	6 (9.5%)	4 (10.2%)	7 (26.9%)	6 (50%)
Total Students	860	469	90	554	160	282	184
Average Students per Program	172*	67	45	92.3	40	40.3	30.7
1 Semester							
# Programs with Students; n (%)	9 (90%)	25 (92.6%)	14 (87.5%)	48 (76.2%)	33 (84.6%)	21 (80.1%)	11 (91.7%)
Total Students	2102	1430	1179	5754	2482	3528	985
Average Students per Program	233.6*	57.2	84.2	119.9*	75.2	168	89.5
Academic Year							

# Programs with Students; n (%)	7 (70%)	21 (77.8%)	6 (37.5%)	32 (50.8%)	27 (69.2%)	16 (61.5%)	8 (66.7%)
Total Students	1140	293	116	6545	1092	2513	770
Average Students per Program	162.9*	14	19.3	204.5*	40.4	157.1*	96.25

* Note that values with an asterisk indicate a large program of at least 3x the size of the next largest program skewing the average.

Weeks per Year with Students On Site

Programs operate with students on site an average of 38.8 weeks per year across Europe, with a high of 42.8 weeks per year average in the Others category (Czech Republic, Greece, Germany, the Netherlands, and Switzerland respondents), and low of 36.3 weeks per year in Italy (Table 2.23).

Table 2.23. Reported average number of weeks per year with students on site, by country.

	Czech	France	Ireland	Italy	Spain	UK	Others	Overall Average
Average number of weeks with students on site	-	40.3	41.2	36.3	37.8	39.5	42.8	38.8
Respondents	-	27	17	60	36	27	22	189

Types of Academic and Office Facilities used by Program

The majority (n=130; 66.0%) of study abroad programs represented in this study had a study centre that is operated and controlled by the program. Other types of program facilities included a study centre that is embedded within a local university or organization (n=28; 14.2%), or offices for students but with no classrooms or other academic facilities under program control (n=18; 9.1%). Less common were 'work from home' positions without program facilities (n=7; 3.6%) or a study centre embedded within another study abroad institution (n=6; 3.0%).

Table 2.24. Types of Academic and Office Facilities used by your Program

Type of Academic and Office Facilities used by your Program	Czech	France	Ireland	Italy	Spain	UK	Others	Totals
A study centre (offices, classrooms, student spaces etc.) that is operated and controlled by the program (rented or owned)	10 (100.0%)	20 (74.1%)	7 (41.2%)	51 (81.0%)	22 (56.4%)	14 (51.9%)	6 (42.9%)	130 (66.0%)
A study centre embedded within another study abroad institution	0 (0.0%)	1 (3.7%)	1 (5.9%)	1 (1.6%)	0 (0.0%)	3 (11.1%)	0 (0.0%)	6 (3.0%)
A study centre that is embedded within a local university or organization	0 (0.0%)	2 (7.4%)	2 (11.8%)	9 (14.3%)	8 (20.5%)	2 (7.4%)	5 (35.7%)	28 (14.2%)

My position is 'work from home' and our program does not have its own facilities	0 (0.0%)	0 (0.0%)	2 (11.8%)	1 (1.6%)	1 (2.6%)	2 (7.4%)	1 (7.1%)	7 (3.6%)
Offices for staff but no classrooms or other academic facilities under our control	0 (0.0%)	3 (11.1%)	4 (23.5%)	0 (0.0%)	4 (10.3%)	5 (18.5%)	2 (14.3%)	18 (9.1%)
Other	0 (0.0%)	1 (3.7%)	1 (5.9%)	1 (1.6%)	4 (10.3%)	1 (3.7%)	0 (0.0%)	8 (4.0%)
Total	10	27	17	63	39	27	14	197

Types of Student Residence Facilities used by Program

Resident Directors reported using multiple types of student housing for their programs, including homestays, having their own residence, or renting in the open market or through purpose built student residences. Homestays are the most common overall type of student residence facilities used by programs when averaged across Europe, with 39.3% (n=77) of programs reporting using homestays sourced by the program, and 8.7% (n=17) reporting using homestays sourced by a partner organization (Table 2.25). Homestays appear to dominate student housing in Italy and France, and appear not to be highly used by programs in Ireland or the Czech Republic.

Independent living with the program renting student accommodation through the private sector (n=69; 35.2% of programs) was common (>50% of programs) in Italy and the Czech Republic. The use of purpose-built student accommodation was most common in Ireland, where 58.9% (n=10) programs used this for their students. Utilizing residential space rented from a local university partner was also common in Ireland, with 58.9% (n=10) programs housing students in this manner. Students on a number of programs (n=35; 17.9%) across Europe find their own accommodation for the duration of their program (Table 2.25).

Table 2.25. Types of Student Residence Facilities used by Program, by country.

Please describe the student residence facilities that your program uses	Czech	France	Ireland	Italy	Spain	UK	Others	Totals (%)
Our own residence, controlled and staffed by our program	2 (20.0%)	2 (7.4%)	1 (5.9%)	16 (25.4%)	2 (5.3%)	10 (37.0%)	3 (21.4%)	36 (18.4%)
Residential space rented in a purpose-built student residence, operated by another entity	3 (30.0%)	9 (33.3%)	10 (58.9%)	5 (7.9%)	10 (26.3%)	9 (33.3%)	4 (28.6%)	50 (25.5%)
Residential space provided and managed by a local university partner	2 (20.0%)	2 (7.4%)	10 (58.9%)	5 (7.9%)	4 (10.5%)	9 (33.3%)	4 (28.6%)	36 (18.4%)
Locally available and locally managed rental	6 (60.0%)	6 (22.2%)	4 (23.5%)	36 (57.1%)	5 (13.2%)	7 (25.9%)	5 (35.8%)	69 (35.2%)

property from the private sector								
Homestays sourced by the program	2 (20.0%)	16 (59.3%)	0 (0.0%)	21 (33.3%)	28 (73.7%)	4 (14.8%)	6 (42.9%)	77 (39.3%)
Homestays sourced by a partner organization	0 (0.0%)	4 (14.8%)	0 (0.0%)	3 (4.8%)	8 (21.1%)	2 (7.4%)	0 (0.0%)	17 (8.7%)
Students find their own housing during the program	2 (20.0%)	5 (18.6%)	1 (5.9%)	15 (23.8%)	7 (18.4%)	3 (11.1%)	2 (14.3%)	35 (17.9%)
Total Respondents	10	27	17	63	38	27	14	196

Hosting of Students Under the Age of 18.

Respondents were asked if they hosted students under the age of 18. Of 197 respondents, 155 (78.7%) responded they did not, while 42 (21.3%) did host students under the age of 18.

Legal Entity in Country of Operation

Respondents were asked if their program was registered as a legal entity in the country of the program. Of 193 respondents, 171 (88.6%) reported that their program was a legal entity in their country, while 22 (11.4%) reported their program was not. Germany (n=5; 62.5%) and Ireland (n=5; 33.3%) were the locations with the proportionally most programs not registered as legal entities in the country of program.