

Confidential

2010 Annual Giving Salary Survey

Results Sorted By: Private Institutions

Annual Giving Assistants, Associates and Managers

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Annual Giving

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About Robert Burdenski

Bob Burdenski is an internationally-recognized expert in alumni relations and annual giving program reviews and enhancement strategies. He has worked with more than 100 clients of all sizes throughout the U.S., Canada, Europe, Australia & Asia. He is a frequent speaker and published author, often appearing in *Currents*, the member magazine of the Council for the Advancement and Support of Education (CASE). He is the author of the CASE books, *Innovations in Annual Giving*, and *More Innovations in Annual Giving*, which both present case histories of advanced annual giving strategies at educational institutions. Since 2002, he has been the moderator of *FundList*, the fundraising profession's largest e-mail discussion group, with more than 2,500 active subscribers. He lives in Chicago, Illinois.

His clients served include:

<i>Boston College</i>	<i>Lawrence University</i>	<i>University of California at Berkeley</i>
<i>Bournemouth University (UK)</i>	<i>London Business School (UK)</i>	<i>University of Dayton</i>
<i>California Community Colleges</i>	<i>Manchester Metropolitan University (UK)</i>	<i>University of Hartford</i>
<i>Children's Healthcare of Atlanta</i>	<i>Nanyang Technological University (SIN)</i>	<i>University of Memphis</i>
<i>Chinese International School (HK)</i>	<i>National University of Singapore</i>	<i>University of Michigan</i>
<i>College of Saint Benedict</i>	<i>Northwestern College</i>	<i>University of Michigan Ross School</i>
<i>DePaul University</i>	<i>Notre Dame DuNamur University</i>	<i>University of St. Thomas (MN)</i>
<i>Florida International University</i>	<i>New York University</i>	<i>University of Sydney (AUS)</i>
<i>Grand Valley State University</i>	<i>Queensland University of Technology (AUS)</i>	<i>Wellesley College</i>
<i>Indian Institute of Technology</i>	<i>San Diego State University</i>	<i>Wayne State University</i>
<i>INSEAD (FR)</i>	<i>Stanford Graduate School of Business</i>	<i>Wheaton College (IL)</i>
<i>International School of Brussels (BE)</i>	<i>Susquehanna University</i>	<i>William Jewell College</i>

Understanding the Survey Tables

Each page of the survey tables contains a cross-tabulation of one or more questions asked in the survey. One question is plotted horizontally and another is plotted vertically. The first section of information at the top of each page summarizes totals for the horizontal variable (in this case, the undergraduate class year). There were 24 total respondents with an undergraduate class year before 1950, 52 from 1950-59, etc.

The tables provide four lines of information about each combination of question responses: The *number*, the *row percentage* (Row %), the *column percentage* (Col %) and the *total percentage* (Tot %).

Number tells us: 12 respondents had a class year before 1950 and “strongly agreed” that they had a satisfying student experience.

The *row percentage* (Row %) tells us: 1.3% of everyone who “strongly agreed” that they had a satisfying student experience was in a class year before 1950.

The *column percentage* (Col %) tells us: 50.0% of everyone in a class year before 1950 “strongly agreed” that they had a satisfying student experience.

The *total percentage* (Tot %) tells us: 0.7% of ALL of the survey responses were people that were in a class year before 1950 AND “strongly agreed” that they had a satisfying student experience.

N=3504 Number Row % Col % Tot %	6. What was your UNDERGRADUATE class year?						
	Before 1950	1950-1959	1960-1969	1970-1979	1980-1989	1990-1999	2000-2005
	24	52	95	164	331	629	496
	1.3%	2.9%	5.3%	9.2%	18.5%	35.1%	27.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	1.3%	2.9%	5.3%	9.2%	18.5%	35.1%	27.7%
<u>1.a. Overall, I had a satisfying student experience</u>							
Strongly Agree (+2)	12	32	56	77	183	336	251
	1.3%	3.4%	5.9%	8.1%	19.3%	35.5%	26.5%
	50.0%	61.5%	58.9%	47.0%	55.3%	53.4%	50.6%
	0.7%	1.8%	3.1%	4.3%	10.2%	18.8%	14.0%
Agree (+1)	10	19	31	74	130	241	211
	1.4%	2.7%	4.3%	10.3%	18.2%	33.7%	29.5%
	41.7%	36.5%	32.6%	45.1%	39.3%	38.3%	42.5%
	0.6%	1.1%	1.7%	4.1%	7.3%	13.5%	11.8%
Neutral	2	1	7	10	15	43	23
	2.0%	1.0%	6.9%	9.9%	14.9%	42.6%	22.8%
	8.3%	1.9%	7.4%	6.1%	4.5%	6.8%	4.6%
	0.1%	0.1%	0.4%	0.6%	0.8%	2.4%	1.3%
Disagree (-1)	0	0	1	3	2	7	9
	0.0%	0.0%	4.5%	13.6%	9.1%	31.8%	40.9%
	0.0%	0.0%	1.1%	1.8%	0.6%	1.1%	1.8%
	0.0%	0.0%	0.1%	0.2%	0.1%	0.4%	0.5%
Strongly Disagree (-2)	0	0	0	0	1	2	2
	0.0%	0.0%	0.0%	0.0%	20.0%	40.0%	40.0%
	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%	0.4%
	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
Mean	1.42	1.60	1.49	1.37	1.49	1.43	1.41

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	252	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 3: In millions of dollars, what was the approximate total gift revenue credited to your annual giving program in the 2008-2009 Fiscal Year?</u>									
<\$.5M	19	4	9	5	---	1	---	---	---
	100.0%	21.1%	47.4%	26.3%	---	5.3%	---	---	---
	7.5%	4.2%	12.9%	9.3%	---	12.5%	---	---	---
<\$1M	38	19	9	4	4	---	2	---	---
	100.0%	50.0%	23.7%	10.5%	10.5%	---	5.3%	---	---
	15.1%	19.8%	12.9%	7.4%	22.2%	---	40.0%	---	---
\$1M	42	21	10	8	3	---	---	---	---
	100.0%	50.0%	23.8%	19.0%	7.1%	---	---	---	---
	16.7%	21.9%	14.3%	14.8%	16.7%	---	---	---	---
\$2M	57	26	13	12	3	2	1	---	---
	100.0%	45.6%	22.8%	21.1%	5.3%	3.5%	1.8%	---	---
	22.6%	27.1%	18.6%	22.2%	16.7%	25.0%	20.0%	---	---
\$3M	20	8	2	6	3	1	---	---	---
	100.0%	40.0%	10.0%	30.0%	15.0%	5.0%	---	---	---
	7.9%	8.3%	2.9%	11.1%	16.7%	12.5%	---	---	---
\$4-6M	28	7	14	4	1	2	---	---	---
	100.0%	25.0%	50.0%	14.3%	3.6%	7.1%	---	---	---
	11.1%	7.3%	20.0%	7.4%	5.6%	25.0%	---	---	---
\$7-9M	24	7	9	5	2	---	---	1	---
	100.0%	29.2%	37.5%	20.8%	8.3%	---	---	4.2%	---
	9.5%	7.3%	12.9%	9.3%	11.1%	---	---	100.0%	---
\$10M+	24	4	4	10	2	2	2	---	---
	100.0%	16.7%	16.7%	41.7%	8.3%	8.3%	8.3%	---	---
	9.5%	4.2%	5.7%	18.5%	11.1%	25.0%	40.0%	---	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	261	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 4: Estimate the number of staff that primarily work in "annual giving" at your institution.</u>									
1 or Less	24	3	11	5	3	1	1	---	---
	100.0%	12.5%	45.8%	20.8%	12.5%	4.2%	4.2%	---	---
	9.2%	2.9%	15.1%	9.3%	16.7%	12.5%	20.0%	---	---
1.5	13	4	4	---	2	2	1	---	---
	100.0%	30.8%	30.8%	---	15.4%	15.4%	7.7%	---	---
	5.0%	3.9%	5.5%	---	11.1%	25.0%	20.0%	---	---
2	23	13	4	5	1	---	---	---	---
	100.0%	56.5%	17.4%	21.7%	4.3%	---	---	---	---
	8.8%	12.7%	5.5%	9.3%	5.6%	---	---	---	---
2.5	6	4	---	---	2	---	---	---	---
	100.0%	66.7%	---	---	33.3%	---	---	---	---
	2.3%	3.9%	---	---	11.1%	---	---	---	---
3	33	20	10	3	---	---	---	---	---
	100.0%	60.6%	30.3%	9.1%	---	---	---	---	---
	12.6%	19.6%	13.7%	5.6%	---	---	---	---	---
3.5-4	38	19	10	4	2	1	2	---	---
	100.0%	50.0%	26.3%	10.5%	5.3%	2.6%	5.3%	---	---
	14.6%	18.6%	13.7%	7.4%	11.1%	12.5%	40.0%	---	---
4.5-6	46	16	12	15	1	2	---	---	---
	100.0%	34.8%	26.1%	32.6%	2.2%	4.3%	---	---	---
	17.6%	15.7%	16.4%	27.8%	5.6%	25.0%	---	---	---
6.5-8	33	12	10	8	3	---	---	---	---
	100.0%	36.4%	30.3%	24.2%	9.1%	---	---	---	---
	12.6%	11.8%	13.7%	14.8%	16.7%	---	---	---	---
More than 8	45	11	12	14	4	2	1	1	---
	100.0%	24.4%	26.7%	31.1%	8.9%	4.4%	2.2%	2.2%	---
	17.2%	10.8%	16.4%	25.9%	22.2%	25.0%	20.0%	100.0%	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	259	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 5: What is the approximate size of your institution's living alumni population?</u>									
Less than 10,000	54	21	13	9	7	2	1	1	---
	100.0%	38.9%	24.1%	16.7%	13.0%	3.7%	1.9%	1.9%	---
	20.8%	21.0%	17.8%	16.7%	38.9%	25.0%	20.0%	100.0%	---
10,000-29,999	104	51	27	19	4	3	---	---	---
	100.0%	49.0%	26.0%	18.3%	3.8%	2.9%	---	---	---
	40.2%	51.0%	37.0%	35.2%	22.2%	37.5%	---	---	---
30,000-49,999	46	18	15	10	2	---	1	---	---
	100.0%	39.1%	32.6%	21.7%	4.3%	---	2.2%	---	---
	17.8%	18.0%	20.5%	18.5%	11.1%	---	20.0%	---	---
50,000-69,999	14	2	8	2	2	---	---	---	---
	100.0%	14.3%	57.1%	14.3%	14.3%	---	---	---	---
	5.4%	2.0%	11.0%	3.7%	11.1%	---	---	---	---
70,000-99,999	12	2	4	3	2	---	1	---	---
	100.0%	16.7%	33.3%	25.0%	16.7%	---	8.3%	---	---
	4.6%	2.0%	5.5%	5.6%	11.1%	---	20.0%	---	---
100,000-149,000	9	2	2	3	---	2	---	---	---
	100.0%	22.2%	22.2%	33.3%	---	22.2%	---	---	---
	3.5%	2.0%	2.7%	5.6%	---	25.0%	---	---	---
150,000 or more	16	4	4	6	1	1	---	---	---
	100.0%	25.0%	25.0%	37.5%	6.3%	6.3%	---	---	---
	6.2%	4.0%	5.5%	11.1%	5.6%	12.5%	---	---	---
Not Applicable	4	---	---	2	---	---	2	---	---
	100.0%	---	---	50.0%	---	---	50.0%	---	---
	1.5%	---	---	3.7%	---	---	40.0%	---	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	244	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 7: Which is your institution's Carnegie classification type?</u>									
Associate's	3	---	2	1	---	---	---	---	---
	100.0%	---	66.7%	33.3%	---	---	---	---	---
	1.2%	---	3.0%	2.0%	---	---	---	---	---
Doctoral/Research Universities	40	2	13	16	3	4	2	---	---
	100.0%	5.0%	32.5%	40.0%	7.5%	10.0%	5.0%	---	---
	16.4%	2.0%	19.4%	32.7%	17.6%	57.1%	40.0%	---	---
Master's Colleges and Universities	38	20	8	6	3	1	---	---	---
	100.0%	52.6%	21.1%	15.8%	7.9%	2.6%	---	---	---
	15.6%	20.4%	11.9%	12.2%	17.6%	14.3%	---	---	---
Baccalaureate Colleges--Arts & Sciences	98	52	24	18	4	---	---	---	---
	100.0%	53.1%	24.5%	18.4%	4.1%	---	---	---	---
	40.2%	53.1%	35.8%	36.7%	23.5%	---	---	---	---
Baccalaureate Colleges--Diverse Fields	20	12	6	2	---	---	---	---	---
	100.0%	60.0%	30.0%	10.0%	---	---	---	---	---
	8.2%	12.2%	9.0%	4.1%	---	---	---	---	---
Special Institutions--Med, Eng, Bus or Law	9	2	2	3	---	---	2	---	---
	100.0%	22.2%	22.2%	33.3%	---	---	22.2%	---	---
	3.7%	2.0%	3.0%	6.1%	---	---	40.0%	---	---
Special Institutions--Theo, Art, Music, Design or Other	6	---	5	1	---	---	---	---	---
	100.0%	---	83.3%	16.7%	---	---	---	---	---
	2.5%	---	7.5%	2.0%	---	---	---	---	---
Independent Schools Not Higher Ed	23	7	6	1	6	1	1	1	---
	100.0%	30.4%	26.1%	4.3%	26.1%	4.3%	4.3%	4.3%	---
	9.4%	7.1%	9.0%	2.0%	35.3%	14.3%	20.0%	100.0%	---
Not Applicable	7	3	1	1	1	1	---	---	---
	100.0%	42.9%	14.3%	14.3%	14.3%	14.3%	---	---	---
	2.9%	3.1%	1.5%	2.0%	5.9%	14.3%	---	---	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	259	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 8: Where is your institution located?</u>									
U.S. New England	52	11	14	17	5	3	2	---	---
CT ME MA NH	100.0%	21.2%	26.9%	32.7%	9.6%	5.8%	3.8%	---	---
RI VT	20.1%	10.8%	19.4%	31.5%	29.4%	37.5%	40.0%	---	---
U.S. Mid-Atlantic	81	40	20	13	5	2	1	---	---
DE DC MD NJ NY	100.0%	49.4%	24.7%	16.0%	6.2%	2.5%	1.2%	---	---
PA	31.3%	39.2%	27.8%	24.1%	29.4%	25.0%	20.0%	---	---
U.S. Great Lakes	25	14	8	2	1	---	---	---	---
IL IN MI OH WI	100.0%	56.0%	32.0%	8.0%	4.0%	---	---	---	---
	9.7%	13.7%	11.1%	3.7%	5.9%	---	---	---	---
U.S. Plains IA KS	13	6	4	2	---	---	1	---	---
MN MO NE ND	100.0%	46.2%	30.8%	15.4%	---	---	7.7%	---	---
SD	5.0%	5.9%	5.6%	3.7%	---	---	20.0%	---	---
U.S. Southeast AL									
AR FL GA KY LA	31	22	4	4	---	1	---	---	---
MS NC SC TN VA	100.0%	71.0%	12.9%	12.9%	---	3.2%	---	---	---
WV	12.0%	21.6%	5.6%	7.4%	---	12.5%	---	---	---
U.S. Southwest and Rocky Mountains									
AZ NM OK TX	11	5	4	1	---	1	---	---	---
CO ID MT UT	100.0%	45.5%	36.4%	9.1%	---	9.1%	---	---	---
WY	4.2%	4.9%	5.6%	1.9%	---	12.5%	---	---	---
U.S. Far West AK	41	4	16	15	5	---	---	1	---
CA HI NV OR WA	100.0%	9.8%	39.0%	36.6%	12.2%	---	---	2.4%	---
	15.8%	3.9%	22.2%	27.8%	29.4%	---	---	100.0%	---
Canada, Europe or Other	5	---	2	---	1	1	1	---	---
	100.0%	---	40.0%	---	20.0%	20.0%	20.0%	---	---
	1.9%	---	2.8%	---	5.9%	12.5%	20.0%	---	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	261	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 9: Which of the following most closely describes where your institution is located?</u>									
Large city	61	9	23	16	8	3	1	1	---
	100.0%	14.8%	37.7%	26.2%	13.1%	4.9%	1.6%	1.6%	---
	23.4%	8.8%	31.5%	29.6%	44.4%	37.5%	20.0%	100.0%	---
Mid-size city	65	28	15	10	5	3	4	---	---
	100.0%	43.1%	23.1%	15.4%	7.7%	4.6%	6.2%	---	---
	24.9%	27.5%	20.5%	18.5%	27.8%	37.5%	80.0%	---	---
Urban fringe of large city	33	6	10	15	1	1	---	---	---
	100.0%	18.2%	30.3%	45.5%	3.0%	3.0%	---	---	---
	12.6%	5.9%	13.7%	27.8%	5.6%	12.5%	---	---	---
Urban fringe of mid-size city	16	13	2	---	1	---	---	---	---
	100.0%	81.3%	12.5%	---	6.3%	---	---	---	---
	6.1%	12.7%	2.7%	---	5.6%	---	---	---	---
Large town	32	14	9	7	2	---	---	---	---
	100.0%	43.8%	28.1%	21.9%	6.3%	---	---	---	---
	12.3%	13.7%	12.3%	13.0%	11.1%	---	---	---	---
Small town	40	23	12	4	1	---	---	---	---
	100.0%	57.5%	30.0%	10.0%	2.5%	---	---	---	---
	15.3%	22.5%	16.4%	7.4%	5.6%	---	---	---	---
Rural	13	9	2	1	---	1	---	---	---
	100.0%	69.2%	15.4%	7.7%	---	7.7%	---	---	---
	5.0%	8.8%	2.7%	1.9%	---	12.5%	---	---	---
Other, please specify	1	---	---	1	---	---	---	---	---
	100.0%	---	---	100.0%	---	---	---	---	---
	0.4%	---	---	1.9%	---	---	---	---	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	256	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 14: How many staff report to you?</u>									
None	171	82	49	26	7	3	3	1	---
	100.0%	48.0%	28.7%	15.2%	4.1%	1.8%	1.8%	0.6%	---
	66.8%	82.0%	67.1%	51.0%	38.9%	37.5%	60.0%	100.0%	---
1-2	73	18	21	22	8	3	1	---	---
	100.0%	24.7%	28.8%	30.1%	11.0%	4.1%	1.4%	---	---
	28.5%	18.0%	28.8%	43.1%	44.4%	37.5%	20.0%	---	---
3-4	9	---	3	2	2	1	1	---	---
	100.0%	---	33.3%	22.2%	22.2%	11.1%	11.1%	---	---
	3.5%	---	4.1%	3.9%	11.1%	12.5%	20.0%	---	---
5-6	1	---	---	---	1	---	---	---	---
	100.0%	---	---	---	100.0%	---	---	---	---
	0.4%	---	---	---	5.6%	---	---	---	---
7-8	1	---	---	1	---	---	---	---	---
	100.0%	---	---	100.0%	---	---	---	---	---
	0.4%	---	---	2.0%	---	---	---	---	---
More than 8	1	---	---	---	---	1	---	---	---
	100.0%	---	---	---	---	100.0%	---	---	---
	0.4%	---	---	---	---	12.5%	---	---	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	260	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 17: How many total years have you worked in annual giving?</u>									
1	23	15	6	1	1	---	---	---	---
	100.0%	65.2%	26.1%	4.3%	4.3%	---	---	---	---
	8.8%	14.9%	8.2%	1.9%	5.6%	---	---	---	---
2	47	25	10	7	2	2	1	---	---
	100.0%	53.2%	21.3%	14.9%	4.3%	4.3%	2.1%	---	---
	18.1%	24.8%	13.7%	13.0%	11.1%	25.0%	20.0%	---	---
3	54	27	21	5	1	---	---	---	---
	100.0%	50.0%	38.9%	9.3%	1.9%	---	---	---	---
	20.8%	26.7%	28.8%	9.3%	5.6%	---	---	---	---
4	32	12	9	9	2	---	---	---	---
	100.0%	37.5%	28.1%	28.1%	6.3%	---	---	---	---
	12.3%	11.9%	12.3%	16.7%	11.1%	---	---	---	---
5-6	52	17	13	17	1	3	1	---	---
	100.0%	32.7%	25.0%	32.7%	1.9%	5.8%	1.9%	---	---
	20.0%	16.8%	17.8%	31.5%	5.6%	37.5%	20.0%	---	---
7-9	23	2	9	7	4	---	1	---	---
	100.0%	8.7%	39.1%	30.4%	17.4%	---	4.3%	---	---
	8.8%	2.0%	12.3%	13.0%	22.2%	---	20.0%	---	---
10-14	23	2	4	6	5	3	2	1	---
	100.0%	8.7%	17.4%	26.1%	21.7%	13.0%	8.7%	4.3%	---
	8.8%	2.0%	5.5%	11.1%	27.8%	37.5%	40.0%	100.0%	---
15 or More	6	1	1	2	2	---	---	---	---
	100.0%	16.7%	16.7%	33.3%	33.3%	---	---	---	---
	2.3%	1.0%	1.4%	3.7%	11.1%	---	---	---	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	259	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 18: How many years have you worked at your current institution?</u>									
1	47	24	14	4	2	1	1	1	---
	100.0%	51.1%	29.8%	8.5%	4.3%	2.1%	2.1%	2.1%	---
	18.1%	23.8%	19.4%	7.4%	11.1%	12.5%	20.0%	100.0%	---
2	58	23	17	15	2	1	---	---	---
	100.0%	39.7%	29.3%	25.9%	3.4%	1.7%	---	---	---
	22.4%	22.8%	23.6%	27.8%	11.1%	12.5%	---	---	---
3	55	26	19	8	---	1	1	---	---
	100.0%	47.3%	34.5%	14.5%	---	1.8%	1.8%	---	---
	21.2%	25.7%	26.4%	14.8%	---	12.5%	20.0%	---	---
4	27	15	4	8	---	---	---	---	---
	100.0%	55.6%	14.8%	29.6%	---	---	---	---	---
	10.4%	14.9%	5.6%	14.8%	---	---	---	---	---
5-6	31	8	11	6	4	1	1	---	---
	100.0%	25.8%	35.5%	19.4%	12.9%	3.2%	3.2%	---	---
	12.0%	7.9%	15.3%	11.1%	22.2%	12.5%	20.0%	---	---
7-9	20	3	3	7	5	1	1	---	---
	100.0%	15.0%	15.0%	35.0%	25.0%	5.0%	5.0%	---	---
	7.7%	3.0%	4.2%	13.0%	27.8%	12.5%	20.0%	---	---
10-14	9	2	1	2	2	2	---	---	---
	100.0%	22.2%	11.1%	22.2%	22.2%	22.2%	---	---	---
	3.5%	2.0%	1.4%	3.7%	11.1%	25.0%	---	---	---
15 or More	12	---	3	4	3	1	1	---	---
	100.0%	---	25.0%	33.3%	25.0%	8.3%	8.3%	---	---
	4.6%	---	4.2%	7.4%	16.7%	12.5%	20.0%	---	---

Private Institutions: Annual Giving Assistants, Associates and Managers

Responses=261 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	261	102	73	54	18	8	5	1	---
	100.0%	39.1%	28.0%	20.7%	6.9%	3.1%	1.9%	0.4%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 19: How many years have you worked in your current position?</u>									
1	81	34	24	16	3	1	2	1	---
	100.0%	42.0%	29.6%	19.8%	3.7%	1.2%	2.5%	1.2%	---
	31.0%	33.3%	32.9%	29.6%	16.7%	12.5%	40.0%	100.0%	---
2	77	28	23	16	4	4	2	---	---
	100.0%	36.4%	29.9%	20.8%	5.2%	5.2%	2.6%	---	---
	29.5%	27.5%	31.5%	29.6%	22.2%	50.0%	40.0%	---	---
3	48	26	12	6	2	1	1	---	---
	100.0%	54.2%	25.0%	12.5%	4.2%	2.1%	2.1%	---	---
	18.4%	25.5%	16.4%	11.1%	11.1%	12.5%	20.0%	---	---
4	25	8	6	7	3	1	---	---	---
	100.0%	32.0%	24.0%	28.0%	12.0%	4.0%	---	---	---
	9.6%	7.8%	8.2%	13.0%	16.7%	12.5%	---	---	---
5-6	21	4	6	7	3	1	---	---	---
	100.0%	19.0%	28.6%	33.3%	14.3%	4.8%	---	---	---
	8.0%	3.9%	8.2%	13.0%	16.7%	12.5%	---	---	---
7-9	7	1	2	1	3	---	---	---	---
	100.0%	14.3%	28.6%	14.3%	42.9%	---	---	---	---
	2.7%	1.0%	2.7%	1.9%	16.7%	---	---	---	---
10-14	1	1	---	---	---	---	---	---	---
	100.0%	100.0%	---	---	---	---	---	---	---
	0.4%	1.0%	---	---	---	---	---	---	---
15 or More	1	---	---	1	---	---	---	---	---
	100.0%	---	---	100.0%	---	---	---	---	---
	0.4%	---	---	1.9%	---	---	---	---	---