

*Confidential*

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# 2010 Annual Giving Salary Survey

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Results Sorted By: Private Institutions

Annual Giving Assistants, Associates and Managers

Prepared by: Robert Burdinski  
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
Total	24 1.3% 100.0% 1.3%	52 2.9% 100.0% 2.9%	95 5.3% 100.0% 5.3%	164 9.2% 100.0% 9.2%	331 18.3% 100.0% 18.3%	629 35.1% 100.0% 35.1%	496 27.7% 100.0% 27.7%
<u>1.a. Overall, I had a satisfying student experience</u>							
Strongly Agree (+2)	12 1.3% 50.0% 0.7%	32 3.4% 61.5% 1.8%	56 5.9% 58.9% 3.1%	77 8.1% 47.0% 4.3%	183 19.3% 55.3% 10.2%	336 35.3% 53.4% 18.8%	251 26.5% 50.6% 14.0%
Agree (+1)	10 1.4% 41.7% 0.6%	19 2.7% 36.5% 1.1%	31 4.3% 32.6% 1.7%	74 10.3% 45.1% 4.1%	130 18.2% 39.3% 7.3%	241 33.7% 38.3% 13.3%	211 29.5% 42.5% 11.8%
Neutral	2 2.0% 8.3% 0.1%	1 1.0% 1.9% 0.1%	7 6.9% 7.4% 0.4%	10 9.9% 6.1% 0.6%	15 14.9% 4.5% 0.8%	43 42.6% 6.8% 2.4%	23 22.8% 4.6% 1.3%
Disagree (-1)	0 0.0% 0.0% 0.0%	0 0.0% 0.0% 0.0%	1 4.5% 1.1% 0.1%	3 13.6% 1.8% 0.2%	2 9.1% 0.6% 0.1%	7 31.8% 1.1% 0.4%	9 40.9% 1.8% 0.5%
Strongly Disagree (-2)	0 0.0% 0.0% 0.0%	0 0.0% 0.0% 0.0%	0 0.0% 0.0% 0.0%	0 0.0% 0.0% 0.0%	1 20.0% 0.3% 0.1%	2 40.0% 0.3% 0.1%	2 40.0% 0.4% 0.1%
Mean	1.42	1.60	1.49	1.37	1.49	1.43	1.41

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	92	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	23	10	6	4	2	1	---	---	---
	100.0%	43.5%	26.1%	17.4%	8.7%	4.3%	---	---	---
	25.0%	34.5%	20.7%	19.0%	22.2%	50.0%	---	---	---
<\$1M	16	3	6	5	1	---	---	1	---
	100.0%	18.8%	37.5%	31.3%	6.3%	---	---	6.3%	---
	17.4%	10.3%	20.7%	23.8%	11.1%	---	---	50.0%	---
\$1M	22	5	10	4	2	1	---	---	---
	100.0%	22.7%	45.5%	18.2%	9.1%	4.5%	---	---	---
	23.9%	17.2%	34.5%	19.0%	22.2%	50.0%	---	---	---
\$2M	11	3	4	2	1	---	---	1	---
	100.0%	27.3%	36.4%	18.2%	9.1%	---	---	9.1%	---
	12.0%	10.3%	13.8%	9.5%	11.1%	---	---	50.0%	---
\$3M	7	4	1	2	---	---	---	---	---
	100.0%	57.1%	14.3%	28.6%	---	---	---	---	---
	7.6%	13.8%	3.4%	9.5%	---	---	---	---	---
\$4-6M	8	3	---	2	3	---	---	---	---
	100.0%	37.5%	---	25.0%	37.5%	---	---	---	---
	8.7%	10.3%	---	9.5%	33.3%	---	---	---	---
\$7-9M	3	1	1	1	---	---	---	---	---
	100.0%	33.3%	33.3%	33.3%	---	---	---	---	---
	3.3%	3.4%	3.4%	4.8%	---	---	---	---	---
\$10M+	2	---	1	1	---	---	---	---	---
	100.0%	---	50.0%	50.0%	---	---	---	---	---
	2.2%	---	3.4%	4.8%	---	---	---	---	---

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	93	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	23	4	8	6	3	1	---	1	---
	100.0%	17.4%	34.8%	26.1%	13.0%	4.3%	---	4.3%	---
	24.7%	13.8%	26.7%	28.6%	33.3%	50.0%	---	50.0%	---
1.5	6	1	3	2	---	---	---	---	---
	100.0%	16.7%	50.0%	33.3%	---	---	---	---	---
	6.5%	3.4%	10.0%	9.5%	---	---	---	---	---
2	14	7	4	---	3	---	---	---	---
	100.0%	50.0%	28.6%	---	21.4%	---	---	---	---
	15.1%	24.1%	13.3%	---	33.3%	---	---	---	---
2.5	5	2	1	2	---	---	---	---	---
	100.0%	40.0%	20.0%	40.0%	---	---	---	---	---
	5.4%	6.9%	3.3%	9.5%	---	---	---	---	---
3	11	2	4	3	1	1	---	---	---
	100.0%	18.2%	36.4%	27.3%	9.1%	9.1%	---	---	---
	11.8%	6.9%	13.3%	14.3%	11.1%	50.0%	---	---	---
3.5-4	10	6	3	1	---	---	---	---	---
	100.0%	60.0%	30.0%	10.0%	---	---	---	---	---
	10.8%	20.7%	10.0%	4.8%	---	---	---	---	---
4.5-6	11	2	5	3	---	---	---	1	---
	100.0%	18.2%	45.5%	27.3%	---	---	---	9.1%	---
	11.8%	6.9%	16.7%	14.3%	---	---	---	50.0%	---
6.5-8	5	2	1	1	1	---	---	---	---
	100.0%	40.0%	20.0%	20.0%	20.0%	---	---	---	---
	5.4%	6.9%	3.3%	4.8%	11.1%	---	---	---	---
More than 8	8	3	1	3	1	---	---	---	---
	100.0%	37.5%	12.5%	37.5%	12.5%	---	---	---	---
	8.6%	10.3%	3.3%	14.3%	11.1%	---	---	---	---

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	91	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	5	1	2	1	1	---	---	---	---
	100.0%	20.0%	40.0%	20.0%	20.0%	---	---	---	---
	5.5%	3.7%	6.7%	4.8%	11.1%	---	---	---	---
10,000-29,999	9	2	3	3	---	---	---	1	---
	100.0%	22.2%	33.3%	33.3%	---	---	---	11.1%	---
	9.9%	7.4%	10.0%	14.3%	---	---	---	50.0%	---
30,000-49,999	8	4	3	1	---	---	---	---	---
	100.0%	50.0%	37.5%	12.5%	---	---	---	---	---
	8.8%	14.8%	10.0%	4.8%	---	---	---	---	---
50,000-69,999	9	2	2	5	---	---	---	---	---
	100.0%	22.2%	22.2%	55.6%	---	---	---	---	---
	9.9%	7.4%	6.7%	23.8%	---	---	---	---	---
70,000-99,999	19	7	8	1	2	1	---	---	---
	100.0%	36.8%	42.1%	5.3%	10.5%	5.3%	---	---	---
	20.9%	25.9%	26.7%	4.8%	22.2%	50.0%	---	---	---
100,000-149,000	16	2	7	4	3	---	---	---	---
	100.0%	12.5%	43.8%	25.0%	18.8%	---	---	---	---
	17.6%	7.4%	23.3%	19.0%	33.3%	---	---	---	---
150,000 or more	23	8	4	6	3	1	---	1	---
	100.0%	34.8%	17.4%	26.1%	13.0%	4.3%	---	4.3%	---
	25.3%	29.6%	13.3%	28.6%	33.3%	50.0%	---	50.0%	---
Not Applicable	2	1	1	---	---	---	---	---	---
	100.0%	50.0%	50.0%	---	---	---	---	---	---
	2.2%	3.7%	3.3%	---	---	---	---	---	---

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 Number Row % Col %	Question 12: What was your base salary as of January 1, 2010?								
	Total								
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	92	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	---	1	2	---	---	---	---	---
	100.0%	---	33.3%	66.7%	---	---	---	---	---
	3.3%	---	3.3%	9.5%	---	---	---	---	---
Doctoral/Research Universities	26	10	10	5	1	---	---	---	---
	100.0%	38.5%	38.5%	19.2%	3.8%	---	---	---	---
	28.3%	34.5%	33.3%	23.8%	12.5%	---	---	---	---
Master's Colleges and Universities	19	6	4	7	---	---	---	2	---
	100.0%	31.6%	21.1%	36.8%	---	---	---	10.5%	---
	20.7%	20.7%	13.3%	33.3%	---	---	---	100.0%	---
Baccalaureate Colleges--Arts & Sciences	8	5	3	---	---	---	---	---	---
	100.0%	62.5%	37.5%	---	---	---	---	---	---
	8.7%	17.2%	10.0%	---	---	---	---	---	---
Baccalaureate Colleges--Diverse Fields	8	3	1	2	2	---	---	---	---
	100.0%	37.5%	12.5%	25.0%	25.0%	---	---	---	---
	8.7%	10.3%	3.3%	9.5%	25.0%	---	---	---	---
Special Institutions--Med, Eng, Bus or Law	3	---	2	1	---	---	---	---	---
	100.0%	---	66.7%	33.3%	---	---	---	---	---
	3.3%	---	6.7%	4.8%	---	---	---	---	---
Special Institutions--Theo, Art, Music, Design or Other	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
Independent Schools Not Higher Ed	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
Not Applicable	25	5	9	4	5	2	---	---	---
	100.0%	20.0%	36.0%	16.0%	20.0%	8.0%	---	---	---
	27.2%	17.2%	30.0%	19.0%	62.5%	100.0%	---	---	---

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	92	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	6	3	---	3	---	---	---	---	---
CT ME MA NH	100.0%	50.0%	---	50.0%	---	---	---	---	---
RI VT	6.5%	10.3%	---	14.3%	---	---	---	---	---
U.S. Mid-Atlantic	11	1	6	3	---	---	---	1	---
DE DC MD NJ NY	100.0%	9.1%	54.5%	27.3%	---	---	---	9.1%	---
PA	12.0%	3.4%	20.7%	14.3%	---	---	---	50.0%	---
U.S. Great Lakes	7	2	4	1	---	---	---	---	---
IL IN MI OH WI	100.0%	28.6%	57.1%	14.3%	---	---	---	---	---
	7.6%	6.9%	13.8%	4.8%	---	---	---	---	---
U.S. Plains IA KS	7	4	2	1	---	---	---	---	---
MN MO NE ND	100.0%	57.1%	28.6%	14.3%	---	---	---	---	---
SD	7.6%	13.8%	6.9%	4.8%	---	---	---	---	---
U.S. Southeast AL									
AR FL GA KY LA	11	5	4	1	1	---	---	---	---
MS NC SC TN VA	100.0%	45.5%	36.4%	9.1%	9.1%	---	---	---	---
WV	12.0%	17.2%	13.8%	4.8%	11.1%	---	---	---	---
U.S. Southwest and Rocky Mountains									
AZ NM OK TX	12	6	3	3	---	---	---	---	---
CO ID MT UT	100.0%	50.0%	25.0%	25.0%	---	---	---	---	---
WY	13.0%	20.7%	10.3%	14.3%	---	---	---	---	---
U.S. Far West AK	9	2	2	5	---	---	---	---	---
CA HI NV OR WA	100.0%	22.2%	22.2%	55.6%	---	---	---	---	---
	9.8%	6.9%	6.9%	23.8%	---	---	---	---	---
Canada, Europe or Other	29	6	8	4	8	2	---	1	---
	100.0%	20.7%	27.6%	13.8%	27.6%	6.9%	---	3.4%	---
	31.5%	20.7%	27.6%	19.0%	88.9%	100.0%	---	50.0%	---



## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	93	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	19	3	4	6	4	1	---	1	---
	100.0%	15.8%	21.1%	31.6%	21.1%	5.3%	---	5.3%	---
	20.4%	10.3%	13.3%	28.6%	44.4%	50.0%	---	50.0%	---
Mid-size city	33	13	9	6	4	1	---	---	---
	100.0%	39.4%	27.3%	18.2%	12.1%	3.0%	---	---	---
	35.5%	44.8%	30.0%	28.6%	44.4%	50.0%	---	---	---
Urban fringe of large city	7	1	3	3	---	---	---	---	---
	100.0%	14.3%	42.9%	42.9%	---	---	---	---	---
	7.5%	3.4%	10.0%	14.3%	---	---	---	---	---
Urban fringe of mid-size city	3	1	2	---	---	---	---	---	---
	100.0%	33.3%	66.7%	---	---	---	---	---	---
	3.2%	3.4%	6.7%	---	---	---	---	---	---
Large town	9	4	5	---	---	---	---	---	---
	100.0%	44.4%	55.6%	---	---	---	---	---	---
	9.7%	13.8%	16.7%	---	---	---	---	---	---
Small town	17	4	7	5	1	---	---	---	---
	100.0%	23.5%	41.2%	29.4%	5.9%	---	---	---	---
	18.3%	13.8%	23.3%	23.8%	11.1%	---	---	---	---
Rural	3	3	---	---	---	---	---	---	---
	100.0%	100.0%	---	---	---	---	---	---	---
	3.2%	10.3%	---	---	---	---	---	---	---
Other, please specify	2	---	---	1	---	---	---	1	---
	100.0%	---	---	50.0%	---	---	---	50.0%	---
	2.2%	---	---	4.8%	---	---	---	50.0%	---

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	92	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	60	21	22	12	3	1	---	1	---
	100.0%	35.0%	36.7%	20.0%	5.0%	1.7%	---	1.7%	---
	65.2%	75.0%	73.3%	57.1%	33.3%	50.0%	---	50.0%	---
1-2	30	7	8	7	6	1	---	1	---
	100.0%	23.3%	26.7%	23.3%	20.0%	3.3%	---	3.3%	---
	32.6%	25.0%	26.7%	33.3%	66.7%	50.0%	---	50.0%	---
3-4	2	---	---	2	---	---	---	---	---
	100.0%	---	---	100.0%	---	---	---	---	---
	2.2%	---	---	9.5%	---	---	---	---	---
5-6	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
7-8	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
More than 8	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	93	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	5	1	2	1	---	1	---	---	---
	100.0%	20.0%	40.0%	20.0%	---	20.0%	---	---	---
	5.4%	3.4%	6.7%	4.8%	---	50.0%	---	---	---
2	20	12	7	---	1	---	---	---	---
	100.0%	60.0%	35.0%	---	5.0%	---	---	---	---
	21.5%	41.4%	23.3%	---	11.1%	---	---	---	---
3	17	7	3	7	---	---	---	---	---
	100.0%	41.2%	17.6%	41.2%	---	---	---	---	---
	18.3%	24.1%	10.0%	33.3%	---	---	---	---	---
4	12	4	5	1	2	---	---	---	---
	100.0%	33.3%	41.7%	8.3%	16.7%	---	---	---	---
	12.9%	13.8%	16.7%	4.8%	22.2%	---	---	---	---
5-6	16	4	3	3	5	---	---	1	---
	100.0%	25.0%	18.8%	18.8%	31.3%	---	---	6.3%	---
	17.2%	13.8%	10.0%	14.3%	55.6%	---	---	50.0%	---
7-9	15	---	7	6	1	1	---	---	---
	100.0%	---	46.7%	40.0%	6.7%	6.7%	---	---	---
	16.1%	---	23.3%	28.6%	11.1%	50.0%	---	---	---
10-14	6	1	3	2	---	---	---	---	---
	100.0%	16.7%	50.0%	33.3%	---	---	---	---	---
	6.5%	3.4%	10.0%	9.5%	---	---	---	---	---
15 or More	2	---	---	1	---	---	---	1	---
	100.0%	---	---	50.0%	---	---	---	50.0%	---
	2.2%	---	---	4.8%	---	---	---	50.0%	---

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	93	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	14	4	3	4	1	1	---	1	---
	100.0%	28.6%	21.4%	28.6%	7.1%	7.1%	---	7.1%	---
	15.1%	13.8%	10.0%	19.0%	11.1%	50.0%	---	50.0%	---
2	19	9	6	1	2	---	---	1	---
	100.0%	47.4%	31.6%	5.3%	10.5%	---	---	5.3%	---
	20.4%	31.0%	20.0%	4.8%	22.2%	---	---	50.0%	---
3	17	7	7	3	---	---	---	---	---
	100.0%	41.2%	41.2%	17.6%	---	---	---	---	---
	18.3%	24.1%	23.3%	14.3%	---	---	---	---	---
4	6	2	3	1	---	---	---	---	---
	100.0%	33.3%	50.0%	16.7%	---	---	---	---	---
	6.5%	6.9%	10.0%	4.8%	---	---	---	---	---
5-6	15	4	3	4	3	1	---	---	---
	100.0%	26.7%	20.0%	26.7%	20.0%	6.7%	---	---	---
	16.1%	13.8%	10.0%	19.0%	33.3%	50.0%	---	---	---
7-9	10	1	4	3	2	---	---	---	---
	100.0%	10.0%	40.0%	30.0%	20.0%	---	---	---	---
	10.8%	3.4%	13.3%	14.3%	22.2%	---	---	---	---
10-14	8	1	2	4	1	---	---	---	---
	100.0%	12.5%	25.0%	50.0%	12.5%	---	---	---	---
	8.6%	3.4%	6.7%	19.0%	11.1%	---	---	---	---
15 or More	4	1	2	1	---	---	---	---	---
	100.0%	25.0%	50.0%	25.0%	---	---	---	---	---
	4.3%	3.4%	6.7%	4.8%	---	---	---	---	---

## Public Institutions: Annual Giving Assistants, Associates and Managers

Responses=93 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	93	29	30	21	9	2	---	2	---
	100.0%	31.2%	32.3%	22.6%	9.7%	2.2%	---	2.2%	---
	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	22	7	6	6	2	1	---	---	---
	100.0%	31.8%	27.3%	27.3%	9.1%	4.5%	---	---	---
	23.7%	24.1%	20.0%	28.6%	22.2%	50.0%	---	---	---
2	33	11	12	5	3	1	---	1	---
	100.0%	33.3%	36.4%	15.2%	9.1%	3.0%	---	3.0%	---
	35.5%	37.9%	40.0%	23.8%	33.3%	50.0%	---	50.0%	---
3	20	6	6	6	2	---	---	---	---
	100.0%	30.0%	30.0%	30.0%	10.0%	---	---	---	---
	21.5%	20.7%	20.0%	28.6%	22.2%	---	---	---	---
4	7	3	3	---	1	---	---	---	---
	100.0%	42.9%	42.9%	---	14.3%	---	---	---	---
	7.5%	10.3%	10.0%	---	11.1%	---	---	---	---
5-6	7	2	2	2	---	---	---	1	---
	100.0%	28.6%	28.6%	28.6%	---	---	---	14.3%	---
	7.5%	6.9%	6.7%	9.5%	---	---	---	50.0%	---
7-9	4	---	1	2	1	---	---	---	---
	100.0%	---	25.0%	50.0%	25.0%	---	---	---	---
	4.3%	---	3.3%	9.5%	11.1%	---	---	---	---
10-14	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
15 or More	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---