

*Confidential*

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# 2010 Annual Giving Salary Survey

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Results Sorted By: Private Institutions

Directors, D of Ds, AVPs, and VPs for Annual Giving

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 18.5% 100.0% 18.5%	629 35.1% 100.0% 35.1%	496 27.7% 100.0% 27.7%
<b>1.a. Overall, I had a satisfying student experience</b>							
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 35.5% 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% 13.5%	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

**Private Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving**

Responses=294 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	292	14	50	64	59	34	26	22	22
	100.0%	4.8%	17.2%	22.0%	20.3%	11.7%	8.9%	7.6%	7.6%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>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?</b>									
<\$.5M	49	3	12	16	5	2	3	4	3
	100.0%	6.3%	25.0%	33.3%	10.4%	4.2%	6.3%	8.3%	6.3%
	16.8%	21.4%	24.0%	25.0%	8.5%	5.9%	11.5%	18.2%	14.3%
<\$1M	61	7	10	14	14	7	1	4	4
	100.0%	11.5%	16.4%	23.0%	23.0%	11.5%	1.6%	6.6%	6.6%
	20.9%	50.0%	20.0%	21.9%	23.7%	20.6%	3.8%	18.2%	19.0%
\$1M	68	3	14	17	14	7	6	2	5
	100.0%	4.4%	20.6%	25.0%	20.6%	10.3%	8.8%	2.9%	7.4%
	23.3%	21.4%	28.0%	26.6%	23.7%	20.6%	23.1%	9.1%	23.8%
\$2M	49	---	8	6	12	10	7	4	2
	100.0%	---	16.3%	12.2%	24.5%	20.4%	14.3%	8.2%	4.1%
	16.8%	---	16.0%	9.4%	20.3%	29.4%	26.9%	18.2%	9.5%
\$3M	24	---	3	4	7	3	---	3	3
	100.0%	---	13.0%	17.4%	30.4%	13.0%	---	13.0%	13.0%
	8.2%	---	6.0%	6.3%	11.9%	8.8%	---	13.6%	14.3%
\$4-6M	21	---	---	3	5	3	8	2	---
	100.0%	---	---	14.3%	23.8%	14.3%	38.1%	9.5%	---
	7.2%	---	---	4.7%	8.5%	8.8%	30.8%	9.1%	---
\$7-9M	10	1	---	3	1	1	1	1	2
	100.0%	10.0%	---	30.0%	10.0%	10.0%	10.0%	10.0%	20.0%
	3.4%	7.1%	---	4.7%	1.7%	2.9%	3.8%	4.5%	9.5%
\$10M+	10	---	3	1	1	1	---	2	2
	100.0%	---	30.0%	10.0%	10.0%	10.0%	---	20.0%	20.0%
	3.4%	---	6.0%	1.6%	1.7%	2.9%	---	9.1%	9.5%

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Responses=294 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	293	14	50	64	59	34	26	22	22
	100.0%	4.8%	17.2%	22.0%	20.3%	11.7%	8.9%	7.6%	7.6%
	100.0%	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	72	6	14	18	15	5	2	3	9
	100.0%	8.3%	19.4%	25.0%	20.8%	6.9%	2.8%	4.2%	12.5%
	24.6%	42.9%	28.6%	28.1%	25.4%	14.7%	7.7%	13.6%	40.9%
1.5	40	3	8	7	8	7	3	3	---
	100.0%	7.7%	20.5%	17.9%	20.5%	17.9%	7.7%	7.7%	---
	13.7%	21.4%	16.3%	10.9%	13.6%	20.6%	11.5%	13.6%	---
2	46	2	10	13	12	4	2	3	---
	100.0%	4.3%	21.7%	28.3%	26.1%	8.7%	4.3%	6.5%	---
	15.7%	14.3%	20.4%	20.3%	20.3%	11.8%	7.7%	13.6%	---
2.5	15	1	2	3	2	3	1	2	1
	100.0%	6.7%	13.3%	20.0%	13.3%	20.0%	6.7%	13.3%	6.7%
	5.1%	7.1%	4.1%	4.7%	3.4%	8.8%	3.8%	9.1%	4.5%
3	24	1	3	6	5	2	2	1	4
	100.0%	4.2%	12.5%	25.0%	20.8%	8.3%	8.3%	4.2%	16.7%
	8.2%	7.1%	6.1%	9.4%	8.5%	5.9%	7.7%	4.5%	18.2%
3.5-4	35	---	5	8	9	5	5	1	2
	100.0%	---	14.3%	22.9%	25.7%	14.3%	14.3%	2.9%	5.7%
	11.9%	---	10.2%	12.5%	15.3%	14.7%	19.2%	4.5%	9.1%
4.5-6	27	1	4	7	3	4	4	3	---
	100.0%	3.8%	15.4%	26.9%	11.5%	15.4%	15.4%	11.5%	---
	9.2%	7.1%	8.2%	10.9%	5.1%	11.8%	15.4%	13.6%	---
6.5-8	16	---	1	---	3	2	4	2	3
	100.0%	---	6.7%	---	20.0%	13.3%	26.7%	13.3%	20.0%
	5.5%	---	2.0%	---	5.1%	5.9%	15.4%	9.1%	13.6%
More than 8	18	---	2	2	2	2	3	4	3
	100.0%	---	11.1%	11.1%	11.1%	11.1%	16.7%	22.2%	16.7%
	6.1%	---	4.1%	3.1%	3.4%	5.9%	11.5%	18.2%	13.6%

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Responses=294 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	294 100.0% 100.0%	14 4.8% 100.0%	50 17.2% 100.0%	64 22.0% 100.0%	59 20.3% 100.0%	34 11.7% 100.0%	26 8.9% 100.0%	22 7.6% 100.0%	22 7.6% 100.0%
<u>Question 5: What is the approximate size of your institution's living alumni population?</u>									
Less than 10,000	126 100.0% 42.9%	8 6.4% 57.1%	20 16.0% 40.0%	33 26.4% 51.6%	21 16.8% 35.6%	14 11.2% 41.2%	8 6.4% 30.8%	10 8.0% 45.5%	11 8.8% 50.0%
10,000-29,999	106 100.0% 36.1%	4 3.8% 28.6%	26 25.0% 52.0%	23 22.1% 35.9%	26 25.0% 44.1%	13 12.5% 38.2%	4 3.8% 15.4%	5 4.8% 22.7%	3 2.9% 13.6%
30,000-49,999	29 100.0% 9.9%	1 3.4% 7.1%	2 6.9% 4.0%	3 10.3% 4.7%	8 27.6% 13.6%	5 17.2% 14.7%	6 20.7% 23.1%	1 3.4% 4.5%	3 10.3% 13.6%
50,000-69,999	11 100.0% 3.7%	1 9.1% 7.1%	1 9.1% 2.0%	2 18.2% 3.1%	--- --- ---	--- --- ---	4 36.4% 15.4%	2 18.2% 9.1%	1 9.1% 4.5%
70,000-99,999	6 100.0% 2.0%	--- --- ---	1 16.7% 2.0%	1 16.7% 1.6%	--- --- ---	1 16.7% 2.9%	1 16.7% 3.8%	1 16.7% 4.5%	1 16.7% 4.5%
100,000-149,000	8 100.0% 2.7%	--- --- ---	--- --- ---	--- --- ---	1 12.5% 1.7%	1 12.5% 2.9%	1 12.5% 3.8%	3 37.5% 13.6%	2 25.0% 9.1%
150,000 or more	7 100.0% 2.4%	--- --- ---	--- --- ---	2 28.6% 3.1%	2 28.6% 3.4%	--- --- ---	2 28.6% 7.7%	--- --- ---	1 14.3% 4.5%
Not Applicable	1 100.0% 0.3%	--- --- ---	--- --- ---	--- --- ---	1 100.0% 1.7%	--- --- ---	--- --- ---	--- --- ---	--- --- ---

**Private Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving**

Responses=294 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	278 100.0% 100.0%	14 4.8% 100.0%	50 17.2% 100.0%	64 22.0% 100.0%	59 20.3% 100.0%	34 11.7% 100.0%	26 8.9% 100.0%	22 7.6% 100.0%	22 7.6% 100.0%
<b>Question 7: Which is your institution's Carnegie classification type?</b>									
Associate's	1 100.0% 0.4%	--- --- ---	--- --- ---	--- --- ---	--- --- ---	--- --- ---	1 100.0% 4.0%	--- --- ---	--- --- ---
Doctoral/Research Universities	30 100.0% 10.8%	--- --- ---	2 6.7% 4.3%	2 6.7% 3.3%	5 16.7% 9.1%	4 13.3% 12.5%	5 16.7% 20.0%	6 20.0% 28.6%	6 20.0% 28.6%
Master's Colleges and Universities	59 100.0% 21.2%	2 3.4% 14.3%	12 20.3% 25.5%	13 22.0% 21.7%	13 22.0% 23.6%	6 10.2% 18.8%	8 13.6% 32.0%	3 5.1% 14.3%	2 3.4% 9.5%
Baccalaureate Colleges--Arts & Sciences	60 100.0% 21.6%	2 3.4% 14.3%	15 25.9% 31.9%	12 20.7% 20.0%	13 22.4% 23.6%	8 13.8% 25.0%	4 6.9% 16.0%	1 1.7% 4.8%	3 5.2% 14.3%
Baccalaureate Colleges--Diverse Fields	15 100.0% 5.4%	1 6.7% 7.1%	4 26.7% 8.5%	7 46.7% 11.7%	2 13.3% 3.6%	--- --- ---	--- --- ---	1 6.7% 4.8%	--- --- ---
Special Institutions--Med, Eng, Bus or Law	7 100.0% 2.5%	--- --- ---	--- --- ---	1 14.3% 1.7%	2 28.6% 3.6%	2 28.6% 6.3%	--- --- ---	1 14.3% 4.8%	1 14.3% 4.8%
Special Institutions--Theo, Art, Music, Design or Other	2 100.0% 0.7%	--- --- ---	--- --- ---	1 50.0% 1.7%	1 50.0% 1.8%	--- --- ---	--- --- ---	--- --- ---	--- --- ---
Independent Schools Not Higher Ed	90 100.0% 32.4%	6 6.7% 42.9%	13 14.4% 27.7%	22 24.4% 36.7%	16 17.8% 29.1%	11 12.2% 34.4%	6 6.7% 24.0%	8 8.9% 38.1%	8 8.9% 38.1%
Not Applicable	14 100.0% 5.0%	3 23.1% 21.4%	1 7.7% 2.1%	2 15.4% 3.3%	3 23.1% 5.5%	1 7.7% 3.1%	1 7.7% 4.0%	1 7.7% 4.8%	1 7.7% 4.8%

**Private Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving**

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	Total	\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	293	14	50	64	59	34	26	22	22
	100.0%	4.8%	17.2%	22.0%	20.3%	11.7%	8.9%	7.6%	7.6%
	100.0%	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	49	1	6	11	7	6	6	5	7
CT ME MA NH	100.0%	2.0%	12.2%	22.4%	14.3%	12.2%	12.2%	10.2%	14.3%
RI VT	16.7%	7.1%	12.0%	17.2%	11.9%	17.6%	24.0%	22.7%	31.8%
U.S. Mid-Atlantic	65	---	8	16	12	10	10	6	2
DE DC MD NJ NY	100.0%	---	12.5%	25.0%	18.8%	15.6%	15.6%	9.4%	3.1%
PA	22.2%	---	16.0%	25.0%	20.3%	29.4%	40.0%	27.3%	9.1%
U.S. Great Lakes	39	4	9	8	10	1	4	3	---
IL IN MI OH WI	100.0%	10.3%	23.1%	20.5%	25.6%	2.6%	10.3%	7.7%	---
	13.3%	28.6%	18.0%	12.5%	16.9%	2.9%	16.0%	13.6%	---
U.S. Plains IA KS	26	2	7	6	6	---	1	2	1
MN MO NE ND	100.0%	8.0%	28.0%	24.0%	24.0%	---	4.0%	8.0%	4.0%
SD	8.9%	14.3%	14.0%	9.4%	10.2%	---	4.0%	9.1%	4.5%
U.S. Southeast AL	50	4	12	12	8	7	3	1	3
AR FL GA KY LA	100.0%	8.0%	24.0%	24.0%	16.0%	14.0%	6.0%	2.0%	6.0%
MS NC SC TN VA	17.1%	28.6%	24.0%	18.8%	13.6%	20.6%	12.0%	4.5%	13.6%
WV									
U.S. Southwest and Rocky Mountains	17	2	5	4	5	1	---	---	---
AZ NM OK TX	100.0%	11.8%	29.4%	23.5%	29.4%	5.9%	---	---	---
CO ID MT UT	5.8%	14.3%	10.0%	6.3%	8.5%	2.9%	---	---	---
WY									
U.S. Far West AK	42	1	3	7	10	8	1	5	7
CA HI NV OR WA	100.0%	2.4%	7.1%	16.7%	23.8%	19.0%	2.4%	11.9%	16.7%
	14.3%	7.1%	6.0%	10.9%	16.9%	23.5%	4.0%	22.7%	31.8%
Canada, Europe or Other	5	---	---	---	1	1	---	---	2
	100.0%	---	---	---	25.0%	25.0%	---	---	50.0%
	1.7%	---	---	---	1.7%	2.9%	---	---	9.1%



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	Total	\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	293	14	50	64	59	34	26	22	22
	100.0%	4.8%	17.2%	22.0%	20.3%	11.7%	8.9%	7.6%	7.6%
	100.0%	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	67	---	3	13	16	11	9	6	8
	100.0%	---	4.5%	19.7%	24.2%	16.7%	13.6%	9.1%	12.1%
	22.9%	---	6.0%	20.6%	27.1%	32.4%	34.6%	27.3%	36.4%
Mid-size city	74	5	17	11	18	4	5	7	6
	100.0%	6.8%	23.3%	15.1%	24.7%	5.5%	6.8%	9.6%	8.2%
	25.3%	35.7%	34.0%	17.5%	30.5%	11.8%	19.2%	31.8%	27.3%
Urban fringe of large city	41	1	3	9	10	7	4	5	2
	100.0%	2.4%	7.3%	22.0%	24.4%	17.1%	9.8%	12.2%	4.9%
	14.0%	7.1%	6.0%	14.3%	16.9%	20.6%	15.4%	22.7%	9.1%
Urban fringe of mid-size city	20	---	4	2	6	4	2	---	2
	100.0%	---	20.0%	10.0%	30.0%	20.0%	10.0%	---	10.0%
	6.8%	---	8.0%	3.2%	10.2%	11.8%	7.7%	---	9.1%
Large town	20	---	2	10	4	1	1	1	1
	100.0%	---	10.0%	50.0%	20.0%	5.0%	5.0%	5.0%	5.0%
	6.8%	---	4.0%	15.9%	6.8%	2.9%	3.8%	4.5%	4.5%
Small town	51	6	13	13	3	6	3	3	3
	100.0%	12.0%	26.0%	26.0%	6.0%	12.0%	6.0%	6.0%	6.0%
	17.4%	42.9%	26.0%	20.6%	5.1%	17.6%	11.5%	13.6%	13.6%
Rural	16	1	5	5	2	1	2	---	---
	100.0%	6.3%	31.3%	31.3%	12.5%	6.3%	12.5%	---	---
	5.5%	7.1%	10.0%	7.9%	3.4%	2.9%	7.7%	---	---
Other, please specify	4	1	3	---	---	---	---	---	---
	100.0%	25.0%	75.0%	---	---	---	---	---	---
	1.4%	7.1%	6.0%	---	---	---	---	---	---

**Private Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving**

Responses=294 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	293	14	50	64	59	34	26	22	22	
	100.0%	4.8%	17.2%	22.0%	20.3%	11.7%	8.9%	7.6%	7.6%	
	100.0%	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	61	5	17	18	15	4	1	1	---	
	100.0%	8.2%	27.9%	29.5%	24.6%	6.6%	1.6%	1.6%	---	
	20.8%	35.7%	34.0%	28.1%	25.9%	11.8%	3.8%	4.5%	---	
1-2	109	8	27	26	19	12	6	6	4	
	100.0%	7.4%	25.0%	24.1%	17.6%	11.1%	5.6%	5.6%	3.7%	
	37.2%	57.1%	54.0%	40.6%	32.8%	35.3%	23.1%	27.3%	18.2%	
3-4	70	1	6	16	14	11	8	8	6	
	100.0%	1.4%	8.6%	22.9%	20.0%	15.7%	11.4%	11.4%	8.6%	
	23.9%	7.1%	12.0%	25.0%	24.1%	32.4%	30.8%	36.4%	27.3%	
5-6	29	---	---	3	7	5	5	2	5	
	100.0%	---	---	11.1%	25.9%	18.5%	18.5%	7.4%	18.5%	
	9.9%	---	---	4.7%	12.1%	14.7%	19.2%	9.1%	22.7%	
7-8	11	---	---	1	2	---	4	2	2	
	100.0%	---	---	9.1%	18.2%	---	36.4%	18.2%	18.2%	
	3.8%	---	---	1.6%	3.4%	---	15.4%	9.1%	9.1%	
More than 8	13	---	---	---	1	2	2	3	5	
	100.0%	---	---	---	7.7%	15.4%	15.4%	23.1%	38.5%	
	4.4%	---	---	---	1.7%	5.9%	7.7%	13.6%	22.7%	

**Private Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving**

Responses=294 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	291	14	50	64	59	34	26	22	22
	100.0%	4.8%	17.2%	22.0%	20.3%	11.7%	8.9%	7.6%	7.6%
	100.0%	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	15	---	5	5	3	1	---	1	---
	100.0%	---	33.3%	33.3%	20.0%	6.7%	---	6.7%	---
	5.2%	---	10.2%	7.8%	5.2%	2.9%	---	4.5%	---
2	17	4	6	4	---	---	2	1	---
	100.0%	23.5%	35.3%	23.5%	---	---	11.8%	5.9%	---
	5.8%	28.6%	12.2%	6.3%	---	---	8.0%	4.5%	---
3	27	2	7	10	3	---	---	2	2
	100.0%	7.7%	26.9%	38.5%	11.5%	---	---	7.7%	7.7%
	9.3%	14.3%	14.3%	15.6%	5.2%	---	---	9.1%	9.1%
4	26	3	4	5	6	---	4	1	3
	100.0%	11.5%	15.4%	19.2%	23.1%	---	15.4%	3.8%	11.5%
	8.9%	21.4%	8.2%	7.8%	10.3%	---	16.0%	4.5%	13.6%
5-6	62	1	16	17	11	11	3	2	1
	100.0%	1.6%	25.8%	27.4%	17.7%	17.7%	4.8%	3.2%	1.6%
	21.3%	7.1%	32.7%	26.6%	19.0%	32.4%	12.0%	9.1%	4.5%
7-9	51	1	5	9	16	9	4	2	4
	100.0%	2.0%	10.0%	18.0%	32.0%	18.0%	8.0%	4.0%	8.0%
	17.5%	7.1%	10.2%	14.1%	27.6%	26.5%	16.0%	9.1%	18.2%
10-14	62	3	4	10	16	6	9	9	4
	100.0%	4.9%	6.6%	16.4%	26.2%	9.8%	14.8%	14.8%	6.6%
	21.3%	21.4%	8.2%	15.6%	27.6%	17.6%	36.0%	40.9%	18.2%
15 or More	31	---	2	4	3	7	3	4	8
	100.0%	---	6.5%	12.9%	9.7%	22.6%	9.7%	12.9%	25.8%
	10.7%	---	4.1%	6.3%	5.2%	20.6%	12.0%	18.2%	36.4%

**Private Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving**

Responses=294 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	292	14	50	64	59	34	26	22	22
	100.0%	4.8%	17.2%	22.0%	20.3%	11.7%	8.9%	7.6%	7.6%
	100.0%	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	33	1	5	6	9	3	3	1	4
	100.0%	3.1%	15.6%	18.8%	28.1%	9.4%	9.4%	3.1%	12.5%
	11.3%	7.1%	10.2%	9.4%	15.5%	8.8%	11.5%	4.5%	18.2%
2	59	4	9	16	5	6	7	6	5
	100.0%	6.9%	15.5%	27.6%	8.6%	10.3%	12.1%	10.3%	8.6%
	20.2%	28.6%	18.4%	25.0%	8.6%	17.6%	26.9%	27.3%	22.7%
3	48	4	9	9	8	8	2	4	3
	100.0%	8.5%	19.1%	19.1%	17.0%	17.0%	4.3%	8.5%	6.4%
	16.4%	28.6%	18.4%	14.1%	13.8%	23.5%	7.7%	18.2%	13.6%
4	32	---	8	7	8	---	4	3	2
	100.0%	---	25.0%	21.9%	25.0%	---	12.5%	9.4%	6.3%
	11.0%	---	16.3%	10.9%	13.8%	---	15.4%	13.6%	9.1%
5-6	46	3	10	13	10	6	3	---	1
	100.0%	6.5%	21.7%	28.3%	21.7%	13.0%	6.5%	---	2.2%
	15.8%	21.4%	20.4%	20.3%	17.2%	17.6%	11.5%	---	4.5%
7-9	31	---	2	9	9	6	1	3	1
	100.0%	---	6.5%	29.0%	29.0%	19.4%	3.2%	9.7%	3.2%
	10.6%	---	4.1%	14.1%	15.5%	17.6%	3.8%	13.6%	4.5%
10-14	30	2	4	2	7	4	3	4	4
	100.0%	6.7%	13.3%	6.7%	23.3%	13.3%	10.0%	13.3%	13.3%
	10.3%	14.3%	8.2%	3.1%	12.1%	11.8%	11.5%	18.2%	18.2%
15 or More	13	---	2	2	2	1	3	1	2
	100.0%	---	15.4%	15.4%	15.4%	7.7%	23.1%	7.7%	15.4%
	4.5%	---	4.1%	3.1%	3.4%	2.9%	11.5%	4.5%	9.1%

**Private Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving**

Responses=294 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	293	14	50	64	59	34	26	22	22
	100.0%	4.8%	17.2%	22.0%	20.3%	11.7%	8.9%	7.6%	7.6%
	100.0%	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	64	2	14	15	13	7	7	1	4
	100.0%	3.2%	22.2%	23.8%	20.6%	11.1%	11.1%	1.6%	6.3%
	21.8%	14.3%	28.0%	23.4%	22.0%	20.6%	26.9%	4.8%	18.2%
2	80	5	11	18	13	11	7	7	7
	100.0%	6.3%	13.9%	22.8%	16.5%	13.9%	8.9%	8.9%	8.9%
	27.3%	35.7%	22.0%	28.1%	22.0%	32.4%	26.9%	33.3%	31.8%
3	57	2	9	14	12	7	4	5	3
	100.0%	3.6%	16.1%	25.0%	21.4%	12.5%	7.1%	8.9%	5.4%
	19.5%	14.3%	18.0%	21.9%	20.3%	20.6%	15.4%	23.8%	13.6%
4	28	1	3	5	7	1	4	4	3
	100.0%	3.6%	10.7%	17.9%	25.0%	3.6%	14.3%	14.3%	10.7%
	9.6%	7.1%	6.0%	7.8%	11.9%	2.9%	15.4%	19.0%	13.6%
5-6	29	2	8	7	4	5	1	1	1
	100.0%	6.9%	27.6%	24.1%	13.8%	17.2%	3.4%	3.4%	3.4%
	9.9%	14.3%	16.0%	10.9%	6.8%	14.7%	3.8%	4.8%	4.5%
7-9	20	---	3	2	9	1	2	2	1
	100.0%	---	15.0%	10.0%	45.0%	5.0%	10.0%	10.0%	5.0%
	6.8%	---	6.0%	3.1%	15.3%	2.9%	7.7%	9.5%	4.5%
10-14	11	2	1	2	1	1	1	1	2
	100.0%	18.2%	9.1%	18.2%	9.1%	9.1%	9.1%	9.1%	18.2%
	3.8%	14.3%	2.0%	3.1%	1.7%	2.9%	3.8%	4.8%	9.1%
15 or More	4	---	1	1	---	1	---	---	1
	100.0%	---	25.0%	25.0%	---	25.0%	---	---	25.0%
	1.4%	---	2.0%	1.6%	---	2.9%	---	---	4.5%