

*Confidential*

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# 2010 Annual Giving Salary Survey

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Results Sorted By: Public 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 18.3% 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: Directors, D of Ds, AVPs, and VPs for Annual Giving

Responses=118 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	117	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	100.0%	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	35	2	6	6	14	4	---	2	1
	100.0%	5.7%	17.1%	17.1%	40.0%	11.4%	---	5.7%	2.9%
	29.9%	50.0%	46.2%	30.0%	43.8%	21.1%	---	18.2%	11.1%
<\$1M	21	1	3	3	8	3	2	1	---
	100.0%	4.8%	14.3%	14.3%	38.1%	14.3%	9.5%	4.8%	---
	17.9%	25.0%	23.1%	15.0%	25.0%	15.8%	25.0%	9.1%	---
\$1M	20	1	3	7	4	1	2	---	1
	100.0%	5.3%	15.8%	36.8%	21.1%	5.3%	10.5%	---	5.3%
	17.1%	25.0%	23.1%	35.0%	12.5%	5.3%	25.0%	---	11.1%
\$2M	14	---	---	1	4	4	2	3	---
	100.0%	---	---	7.1%	28.6%	28.6%	14.3%	21.4%	---
	12.0%	---	---	5.0%	12.5%	21.1%	25.0%	27.3%	---
\$3M	6	---	---	---	1	2	1	1	1
	100.0%	---	---	---	16.7%	33.3%	16.7%	16.7%	16.7%
	5.1%	---	---	---	3.1%	10.5%	12.5%	9.1%	11.1%
\$4-6M	16	---	1	2	1	3	1	4	4
	100.0%	---	6.3%	12.5%	6.3%	18.8%	6.3%	25.0%	25.0%
	13.7%	---	7.7%	10.0%	3.1%	15.8%	12.5%	36.4%	44.4%
\$7-9M	2	---	---	---	---	2	---	---	---
	100.0%	---	---	---	---	100.0%	---	---	---
	1.7%	---	---	---	---	10.5%	---	---	---
\$10M+	3	---	---	1	---	---	---	---	2
	100.0%	---	---	33.3%	---	---	---	---	66.7%
	2.6%	---	---	5.0%	---	---	---	---	22.2%

## Public Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving

Responses=118 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	118	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	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	26	2	6	8	7	1	1	---	1
	100.0%	7.7%	23.1%	30.8%	26.9%	3.8%	3.8%	---	3.8%
	22.0%	50.0%	46.2%	40.0%	21.9%	5.0%	12.5%	---	11.1%
1.5	15	1	3	1	2	5	1	2	---
	100.0%	6.7%	20.0%	6.7%	13.3%	33.3%	6.7%	13.3%	---
	12.7%	25.0%	23.1%	5.0%	6.3%	25.0%	12.5%	18.2%	---
2	24	1	3	3	10	2	3	1	---
	100.0%	4.3%	13.0%	13.0%	43.5%	8.7%	13.0%	4.3%	---
	20.3%	25.0%	23.1%	15.0%	31.3%	10.0%	37.5%	9.1%	---
2.5	7	---	1	1	3	1	---	1	---
	100.0%	---	14.3%	14.3%	42.9%	14.3%	---	14.3%	---
	5.9%	---	7.7%	5.0%	9.4%	5.0%	---	9.1%	---
3	9	---	---	4	2	2	---	1	---
	100.0%	---	---	44.4%	22.2%	22.2%	---	11.1%	---
	7.6%	---	---	20.0%	6.3%	10.0%	---	9.1%	---
3.5-4	13	---	---	3	2	5	---	---	3
	100.0%	---	---	23.1%	15.4%	38.5%	---	---	23.1%
	11.0%	---	---	15.0%	6.3%	25.0%	---	---	33.3%
4.5-6	14	---	---	---	5	2	2	4	1
	100.0%	---	---	---	35.7%	14.3%	14.3%	28.6%	7.1%
	11.9%	---	---	---	15.6%	10.0%	25.0%	36.4%	11.1%
6.5-8	3	---	---	---	---	1	1	1	---
	100.0%	---	---	---	---	33.3%	33.3%	33.3%	---
	2.5%	---	---	---	---	5.0%	12.5%	9.1%	---
More than 8	7	---	---	---	1	1	---	1	4
	100.0%	---	---	---	14.3%	14.3%	---	14.3%	57.1%
	5.9%	---	---	---	3.1%	5.0%	---	9.1%	44.4%

## Public Institutions: Directors, D ofDs, AVPs, and VPs for Annual Giving

Responses=118 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	118	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	100.0%	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	11	1	3	2	2	1	1	---	1
	100.0%	9.1%	27.3%	18.2%	18.2%	9.1%	9.1%	---	9.1%
	9.3%	25.0%	23.1%	10.0%	6.3%	5.0%	12.5%	---	11.1%
10,000-29,999	24	---	4	4	9	2	---	5	---
	100.0%	---	16.7%	16.7%	37.5%	8.3%	---	20.8%	---
	20.3%	---	30.8%	20.0%	28.1%	10.0%	---	45.5%	---
30,000-49,999	10	1	3	---	5	1	---	---	---
	100.0%	10.0%	30.0%	---	50.0%	10.0%	---	---	---
	8.5%	25.0%	23.1%	---	15.6%	5.0%	---	---	---
50,000-69,999	13	1	2	3	3	4	---	---	---
	100.0%	7.7%	15.4%	23.1%	23.1%	30.8%	---	---	---
	11.0%	25.0%	15.4%	15.0%	9.4%	20.0%	---	---	---
70,000-99,999	13	---	1	3	5	3	1	---	---
	100.0%	---	7.7%	23.1%	38.5%	23.1%	7.7%	---	---
	11.0%	---	7.7%	15.0%	15.6%	15.0%	12.5%	---	---
100,000-149,000	17	---	---	6	3	3	2	2	1
	100.0%	---	---	35.3%	17.6%	17.6%	11.8%	11.8%	5.9%
	14.4%	---	---	30.0%	9.4%	15.0%	25.0%	18.2%	11.1%
150,000 or more	28	1	---	1	5	6	3	4	7
	100.0%	3.7%	---	3.7%	18.5%	22.2%	11.1%	14.8%	25.9%
	23.7%	25.0%	---	5.0%	15.6%	30.0%	37.5%	36.4%	77.8%
Not Applicable	2	---	---	1	---	---	1	---	---
	100.0%	---	---	50.0%	---	---	50.0%	---	---
	1.7%	---	---	5.0%	---	---	12.5%	---	---

## Public Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving

Responses=118 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	111	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	100.0%	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	6	---	---	1	3	---	---	1	1
	100.0%	---	---	16.7%	50.0%	---	---	16.7%	16.7%
	5.4%	---	---	5.6%	9.7%	---	---	10.0%	11.1%
Doctoral/Research Universities	46	---	---	8	11	10	4	5	7
	100.0%	---	---	17.8%	24.4%	22.2%	8.9%	11.1%	15.6%
	41.4%	---	---	44.4%	35.5%	55.6%	50.0%	50.0%	77.8%
Master's Colleges and Universities	25	2	4	5	8	4	2	---	---
	100.0%	8.0%	16.0%	20.0%	32.0%	16.0%	8.0%	---	---
	22.5%	50.0%	33.3%	27.8%	25.8%	22.2%	25.0%	---	---
Baccalaureate Colleges--Arts & Sciences	12	1	3	1	5	2	---	---	---
	100.0%	8.3%	25.0%	8.3%	41.7%	16.7%	---	---	---
	10.8%	25.0%	25.0%	5.6%	16.1%	11.1%	---	---	---
Baccalaureate Colleges--Diverse Fields	8	---	4	1	1	---	---	2	---
	100.0%	---	50.0%	12.5%	12.5%	---	---	25.0%	---
	7.2%	---	33.3%	5.6%	3.2%	---	---	20.0%	---
Special Institutions--Med, Eng, Bus or Law	2	---	---	---	1	1	---	---	---
	100.0%	---	---	---	50.0%	50.0%	---	---	---
	1.8%	---	---	---	3.2%	5.6%	---	---	---
Special Institutions--Theo, Art, Music, Design or Other	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
Independent Schools Not Higher Ed	2	---	---	---	1	---	---	1	---
	100.0%	---	---	---	50.0%	---	---	50.0%	---
	1.8%	---	---	---	3.2%	---	---	10.0%	---
Not Applicable	10	1	1	2	1	1	2	1	1
	100.0%	10.0%	10.0%	20.0%	10.0%	10.0%	20.0%	10.0%	10.0%
	9.0%	25.0%	8.3%	11.1%	3.2%	5.6%	25.0%	10.0%	11.1%

## Public Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving

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		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	118	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	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	8	---	---	---	3	---	1	4	---
CT ME MA NH	100.0%	---	---	---	37.5%	---	12.5%	50.0%	---
RI VT	6.8%	---	---	---	9.4%	---	12.5%	36.4%	---
U.S. Mid-Atlantic	14	---	---	1	5	3	2	1	2
DE DC MD NJ NY	100.0%	---	---	7.1%	35.7%	21.4%	14.3%	7.1%	14.3%
PA	11.9%	---	---	5.0%	15.6%	15.0%	25.0%	9.1%	22.2%
U.S. Great Lakes	20	---	1	5	7	6	---	---	---
IL IN MI OH WI	100.0%	---	5.3%	26.3%	36.8%	31.6%	---	---	---
	16.9%	---	7.7%	25.0%	21.9%	30.0%	---	---	---
U.S. Plains IA KS	5	1	1	2	1	---	---	---	---
MN MO NE ND	100.0%	20.0%	20.0%	40.0%	20.0%	---	---	---	---
SD	4.2%	25.0%	7.7%	10.0%	3.1%	---	---	---	---
U.S. Southeast AL									
AR FL GA KY LA	32	2	9	8	6	2	---	1	4
MS NC SC TN VA	100.0%	6.3%	28.1%	25.0%	18.8%	6.3%	---	3.1%	12.5%
WV	27.1%	50.0%	69.2%	40.0%	18.8%	10.0%	---	9.1%	44.4%
U.S. Southwest and Rocky Mountains									
AZ NM OK TX	16	---	2	3	5	4	1	1	---
CO ID MT UT	100.0%	---	12.5%	18.8%	31.3%	25.0%	6.3%	6.3%	---
WY	13.6%	---	15.4%	15.0%	15.6%	20.0%	12.5%	9.1%	---
U.S. Far West AK	15	1	---	---	3	5	3	1	2
CA HI NV OR WA	100.0%	6.7%	---	---	20.0%	33.3%	20.0%	6.7%	13.3%
	12.7%	25.0%	---	---	9.4%	25.0%	37.5%	9.1%	22.2%
Canada, Europe or Other	8	---	---	1	2	---	1	3	1
	100.0%	---	---	12.5%	25.0%	---	12.5%	37.5%	12.5%
	6.8%	---	---	5.0%	6.3%	---	12.5%	27.3%	11.1%



## Public Institutions: Directors, D ofDs, AVPs, and VPs for Annual Giving

Responses=118 Number Row % Col %	Total	Question 12: What was your base salary as of January 1, 2010?							
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Total	118	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	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	19	---	1	---	4	5	---	6	3
	100.0%	---	5.3%	---	21.1%	26.3%	---	31.6%	15.8%
	16.1%	---	7.7%	---	12.5%	25.0%	---	54.5%	33.3%
Mid-size city	28	2	2	5	11	1	3	---	4
	100.0%	7.1%	7.1%	17.9%	39.3%	3.6%	10.7%	---	14.3%
	23.7%	50.0%	15.4%	25.0%	34.4%	5.0%	37.5%	---	44.4%
Urban fringe of large city	11	---	---	2	4	1	2	1	---
	100.0%	---	---	20.0%	40.0%	10.0%	20.0%	10.0%	---
	9.3%	---	---	10.0%	12.5%	5.0%	25.0%	9.1%	---
Urban fringe of mid-size city	3	---	---	---	1	---	1	---	1
	100.0%	---	---	---	33.3%	---	33.3%	---	33.3%
	2.5%	---	---	---	3.1%	---	12.5%	---	11.1%
Large town	25	2	3	5	6	6	2	1	---
	100.0%	8.0%	12.0%	20.0%	24.0%	24.0%	8.0%	4.0%	---
	21.2%	50.0%	23.1%	25.0%	18.8%	30.0%	25.0%	9.1%	---
Small town	22	---	5	5	3	6	---	2	1
	100.0%	---	22.7%	22.7%	13.6%	27.3%	---	9.1%	4.5%
	18.6%	---	38.5%	25.0%	9.4%	30.0%	---	18.2%	11.1%
Rural	7	---	2	2	1	1	---	1	---
	100.0%	---	28.6%	28.6%	14.3%	14.3%	---	14.3%	---
	5.9%	---	15.4%	10.0%	3.1%	5.0%	---	9.1%	---
Other, please specify	3	---	---	1	2	---	---	---	---
	100.0%	---	---	33.3%	66.7%	---	---	---	---
	2.5%	---	---	5.0%	6.3%	---	---	---	---

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

Responses=118 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	118	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	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	26	2	5	5	8	3	1	1	1
	100.0%	7.7%	19.2%	19.2%	30.8%	11.5%	3.8%	3.8%	3.8%
	22.0%	50.0%	38.5%	25.0%	25.0%	15.0%	12.5%	9.1%	11.1%
1-2	45	2	8	10	13	6	3	3	---
	100.0%	4.4%	17.8%	22.2%	28.9%	13.3%	6.7%	6.7%	---
	38.1%	50.0%	61.5%	50.0%	40.6%	30.0%	37.5%	27.3%	---
3-4	24	---	---	5	8	7	1	1	2
	100.0%	---	---	20.8%	33.3%	29.2%	4.2%	4.2%	8.3%
	20.3%	---	---	25.0%	25.0%	35.0%	12.5%	9.1%	22.2%
5-6	11	---	---	---	2	2	3	3	1
	100.0%	---	---	---	18.2%	18.2%	27.3%	27.3%	9.1%
	9.3%	---	---	---	6.3%	10.0%	37.5%	27.3%	11.1%
7-8	3	---	---	---	1	1	---	1	---
	100.0%	---	---	---	33.3%	33.3%	---	33.3%	---
	2.5%	---	---	---	3.1%	5.0%	---	9.1%	---
More than 8	9	---	---	---	---	1	---	2	5
	100.0%	---	---	---	---	12.5%	---	25.0%	62.5%
	7.6%	---	---	---	---	5.0%	---	18.2%	55.6%

## Public Institutions: Directors, D ofDs, AVPs, and VPs for Annual Giving

Responses=118 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	117	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	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	4	---	---	---	3	---	---	---	1
	100.0%	---	---	---	75.0%	---	---	---	25.0%
	3.4%	---	---	---	9.4%	---	---	---	12.5%
2	2	1	1	---	---	---	---	---	---
	100.0%	50.0%	50.0%	---	---	---	---	---	---
	1.7%	25.0%	7.7%	---	---	---	---	---	---
3	11	2	2	1	3	1	---	2	---
	100.0%	18.2%	18.2%	9.1%	27.3%	9.1%	---	18.2%	---
	9.4%	50.0%	15.4%	5.0%	9.4%	5.0%	---	18.2%	---
4	13	---	3	3	5	2	---	---	---
	100.0%	---	23.1%	23.1%	38.5%	15.4%	---	---	---
	11.1%	---	23.1%	15.0%	15.6%	10.0%	---	---	---
5-6	22	---	2	7	6	4	1	1	1
	100.0%	---	9.1%	31.8%	27.3%	18.2%	4.5%	4.5%	4.5%
	18.8%	---	15.4%	35.0%	18.8%	20.0%	12.5%	9.1%	12.5%
7-9	20	---	---	6	7	---	4	3	---
	100.0%	---	---	30.0%	35.0%	---	20.0%	15.0%	---
	17.1%	---	---	30.0%	21.9%	---	50.0%	27.3%	---
10-14	27	---	5	2	5	7	1	3	4
	100.0%	---	18.5%	7.4%	18.5%	25.9%	3.7%	11.1%	14.8%
	23.1%	---	38.5%	10.0%	15.6%	35.0%	12.5%	27.3%	50.0%
15 or More	18	1	---	1	3	6	2	2	2
	100.0%	5.9%	---	5.9%	17.6%	35.3%	11.8%	11.8%	11.8%
	15.4%	25.0%	---	5.0%	9.4%	30.0%	25.0%	18.2%	25.0%

## Public Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving

Responses=118 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	118	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	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	14	---	1	---	7	2	1	1	2
	100.0%	---	7.1%	---	50.0%	14.3%	7.1%	7.1%	14.3%
	11.9%	---	7.7%	---	21.9%	10.0%	12.5%	9.1%	22.2%
2	14	---	2	1	6	3	1	---	1
	100.0%	---	14.3%	7.1%	42.9%	21.4%	7.1%	---	7.1%
	11.9%	---	15.4%	5.0%	18.8%	15.0%	12.5%	---	11.1%
3	16	---	3	5	2	1	2	2	1
	100.0%	---	18.8%	31.3%	12.5%	6.3%	12.5%	12.5%	6.3%
	13.6%	---	23.1%	25.0%	6.3%	5.0%	25.0%	18.2%	11.1%
4	11	---	1	---	4	5	---	1	---
	100.0%	---	9.1%	---	36.4%	45.5%	---	9.1%	---
	9.3%	---	7.7%	---	12.5%	25.0%	---	9.1%	---
5-6	13	---	2	3	3	1	2	2	---
	100.0%	---	15.4%	23.1%	23.1%	7.7%	15.4%	15.4%	---
	11.0%	---	15.4%	15.0%	9.4%	5.0%	25.0%	18.2%	---
7-9	16	2	1	7	3	2	---	1	---
	100.0%	12.5%	6.3%	43.8%	18.8%	12.5%	---	6.3%	---
	13.6%	50.0%	7.7%	35.0%	9.4%	10.0%	---	9.1%	---
10-14	20	1	2	2	5	4	---	3	3
	100.0%	5.0%	10.0%	10.0%	25.0%	20.0%	---	15.0%	15.0%
	16.9%	25.0%	15.4%	10.0%	15.6%	20.0%	---	27.3%	33.3%
15 or More	14	1	1	2	2	2	2	1	2
	100.0%	7.7%	7.7%	15.4%	15.4%	15.4%	15.4%	7.7%	15.4%
	11.9%	25.0%	7.7%	10.0%	6.3%	10.0%	25.0%	9.1%	22.2%

## Public Institutions: Directors, D of Ds, AVPs, and VPs for Annual Giving

Responses=118 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	118	4	13	20	32	20	8	11	9
	100.0%	3.4%	11.1%	17.1%	27.4%	17.1%	6.8%	9.4%	7.7%
	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	26	---	1	4	11	4	2	1	3
	100.0%	---	3.8%	15.4%	42.3%	15.4%	7.7%	3.8%	11.5%
	22.0%	---	7.7%	20.0%	34.4%	20.0%	25.0%	9.1%	33.3%
2	22	1	5	2	5	5	1	2	1
	100.0%	4.5%	22.7%	9.1%	22.7%	22.7%	4.5%	9.1%	4.5%
	18.6%	25.0%	38.5%	10.0%	15.6%	25.0%	12.5%	18.2%	11.1%
3	20	2	4	5	2	1	2	3	1
	100.0%	10.0%	20.0%	25.0%	10.0%	5.0%	10.0%	15.0%	5.0%
	16.9%	50.0%	30.8%	25.0%	6.3%	5.0%	25.0%	27.3%	11.1%
4	14	---	---	---	6	5	---	2	1
	100.0%	---	---	---	42.9%	35.7%	---	14.3%	7.1%
	11.9%	---	---	---	18.8%	25.0%	---	18.2%	11.1%
5-6	16	---	1	5	4	---	2	2	2
	100.0%	---	6.3%	31.3%	25.0%	---	12.5%	12.5%	12.5%
	13.6%	---	7.7%	25.0%	12.5%	---	25.0%	18.2%	22.2%
7-9	6	---	---	3	1	1	1	---	---
	100.0%	---	---	50.0%	16.7%	16.7%	16.7%	---	---
	5.1%	---	---	15.0%	3.1%	5.0%	12.5%	---	---
10-14	9	1	2	1	2	2	---	1	---
	100.0%	11.1%	22.2%	11.1%	22.2%	22.2%	---	11.1%	---
	7.6%	25.0%	15.4%	5.0%	6.3%	10.0%	---	9.1%	---
15 or More	5	---	---	---	1	2	---	---	1
	100.0%	---	---	---	25.0%	50.0%	---	---	25.0%
	4.2%	---	---	---	3.1%	10.0%	---	---	11.1%