

*Confidential*

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# 2008 Annual Giving Salary Survey

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Results Sorted By: Private Institutions  
Assistants, Associates & Managers for Annual Giving

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Annual Giving

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May, 2008

# 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 - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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 2006-2007 Fiscal Year?</u>									
<\$0.5M	12	5	---	3	---	---	---	---	---
	100.0%	41.7%	---	25.0%	---	---	---	---	---
	6.4%	5.7%	---	10.0%	---	---	---	---	---
<\$1M	20	12	4	3	---	---	---	---	---
	100.0%	60.0%	20.0%	15.0%	---	---	---	---	---
	10.7%	13.8%	7.0%	10.0%	---	---	---	---	---
\$1M	30	16	10	4	---	---	---	---	---
	100.0%	53.3%	33.3%	13.3%	---	---	---	---	---
	16.0%	18.4%	17.5%	13.3%	---	---	---	---	---
\$2M	46	27	14	4	---	---	---	---	---
	100.0%	58.7%	30.4%	8.7%	---	---	---	---	---
	24.6%	31.0%	24.6%	13.3%	---	---	---	---	---
\$3M	22	13	5	4	---	---	---	---	---
	100.0%	59.1%	22.7%	18.2%	---	---	---	---	---
	11.8%	14.9%	8.8%	13.3%	---	---	---	---	---
\$4-6M	21	6	11	4	---	---	---	---	---
	100.0%	28.6%	52.4%	19.0%	---	---	---	---	---
	11.2%	6.9%	19.3%	13.3%	---	---	---	---	---
\$7-9M	12	4	6	---	---	---	---	---	---
	100.0%	33.3%	50.0%	---	---	---	---	---	---
	6.4%	4.6%	10.5%	---	---	---	---	---	---
\$10M+	24	4	5	7	3	---	---	---	---
	100.0%	16.7%	20.8%	29.2%	12.5%	---	---	---	---
	12.8%	4.6%	8.8%	23.3%	100.0%	---	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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	15	5	5	5	---	---	---	---	---
	100.0%	33.3%	33.3%	33.3%	---	---	---	---	---
	7.9%	5.7%	8.6%	16.7%	---	---	---	---	---
1.5	8	4	---	3	---	---	---	---	---
	100.0%	50.0%	---	37.5%	---	---	---	---	---
	4.2%	4.6%	---	10.0%	---	---	---	---	---
2	21	9	5	4	---	---	---	---	---
	100.0%	45.0%	25.0%	20.0%	---	---	---	---	---
	11.1%	10.3%	8.6%	13.3%	---	---	---	---	---
2.5	8	6	---	---	---	---	---	---	---
	100.0%	75.0%	---	---	---	---	---	---	---
	4.2%	6.9%	---	---	---	---	---	---	---
3	23	14	6	---	---	---	---	---	---
	100.0%	60.9%	26.1%	---	---	---	---	---	---
	12.2%	16.1%	10.3%	---	---	---	---	---	---
3.5-4	32	20	9	---	---	---	---	---	---
	100.0%	62.5%	28.1%	---	---	---	---	---	---
	16.9%	23.0%	15.5%	---	---	---	---	---	---
4.5-6	33	17	12	4	---	---	---	---	---
	100.0%	51.5%	36.4%	12.1%	---	---	---	---	---
	17.5%	19.5%	20.7%	13.3%	---	---	---	---	---
6.5-8	19	8	9	---	---	---	---	---	---
	100.0%	42.1%	47.4%	---	---	---	---	---	---
	10.1%	9.2%	15.5%	---	---	---	---	---	---
More than 8	30	4	9	9	3	---	---	---	---
	100.0%	13.3%	30.0%	30.0%	10.0%	---	---	---	---
	15.9%	4.6%	15.5%	30.0%	100.0%	---	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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	31	18	5	5	---	3	---	---	---
	100.0%	58.1%	16.1%	16.1%	---	9.7%	---	---	---
	16.4%	20.7%	8.6%	16.7%	---	50.0%	---	---	---
10,000-29,999	82	37	29	13	---	---	---	---	---
	100.0%	45.7%	35.8%	16.0%	---	---	---	---	---
	43.4%	42.5%	50.0%	43.3%	---	---	---	---	---
30,000-49,999	43	22	13	6	---	---	---	---	---
	100.0%	51.2%	30.2%	14.0%	---	---	---	---	---
	22.8%	25.3%	22.4%	20.0%	---	---	---	---	---
50,000-69,999	14	6	6	---	---	---	---	---	---
	100.0%	42.9%	42.9%	---	---	---	---	---	---
	7.4%	6.9%	10.3%	---	---	---	---	---	---
70,000-99,999	9	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	4.8%	---	---	---	---	---	---	---	---
100,000-149,000	4	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.1%	---	---	---	---	---	---	---	---
150,000 or more	5	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.6%	---	---	---	---	---	---	---	---
Not Applicable	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---	---	---
<u>Question 6: Is your institution public or private?</u>									
Private	189	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
Doctoral/Research Universities	18	---	4	6	---	---	---	---	---
	100.0%	---	22.2%	33.3%	---	---	---	---	---
	9.9%	---	7.3%	20.0%	---	---	---	---	---
Master's Colleges and Universities	34	20	12	---	---	---	---	---	---
	100.0%	58.8%	35.3%	---	---	---	---	---	---
	18.7%	24.1%	21.8%	---	---	---	---	---	---
Baccalaureate Colleges--Arts & Sciences	67	34	24	8	---	---	---	---	---
	100.0%	50.7%	35.8%	11.9%	---	---	---	---	---
	36.8%	41.0%	43.6%	26.7%	---	---	---	---	---
Baccalaureate Colleges--Diverse Fields	19	13	5	---	---	---	---	---	---
	100.0%	68.4%	26.3%	---	---	---	---	---	---
	10.4%	15.7%	9.1%	---	---	---	---	---	---
Special Institutions--Medical, Engineering, Business or Law	17	3	4	5	---	3	---	---	---
	100.0%	18.8%	25.0%	31.3%	---	18.8%	---	---	---
	9.3%	3.6%	7.3%	16.7%	---	50.0%	---	---	---
Special Institutions--Theological, Art, Music, Design or Other	8	---	3	3	---	---	---	---	---
	100.0%	---	37.5%	37.5%	---	---	---	---	---
	4.4%	---	5.5%	10.0%	---	---	---	---	---
Independent Schools Not Higher Ed	11	4	---	5	---	---	---	---	---
	100.0%	36.4%	---	45.5%	---	---	---	---	---
	6.0%	4.8%	---	16.7%	---	---	---	---	---
Not Applicable	7	4	---	---	---	---	---	---	---
	100.0%	57.1%	---	---	---	---	---	---	---
	3.8%	4.8%	---	---	---	---	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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	28	8	8	7	---	---	---	---	---
CT ME MA NH RI	100.0%	28.6%	28.6%	25.0%	---	---	---	---	---
VT	14.8%	9.2%	13.8%	23.3%	---	---	---	---	---
U.S. Mid East DE	55	24	19	8	---	---	---	---	---
DC MD NJ NY PA	100.0%	43.6%	34.5%	14.5%	---	---	---	---	---
	29.1%	27.6%	32.8%	26.7%	---	---	---	---	---
U.S. Great Lakes IL	35	22	8	4	---	---	---	---	---
IN MI OH WI	100.0%	64.7%	23.5%	11.8%	---	---	---	---	---
	18.5%	25.3%	13.8%	13.3%	---	---	---	---	---
U.S. Plains IA KS	16	8	8	---	---	---	---	---	---
MN MO NE ND SD	100.0%	50.0%	50.0%	---	---	---	---	---	---
	8.5%	9.2%	13.8%	---	---	---	---	---	---
U.S. Southeast AL									
AR FL GA KY LA	20	14	4	---	---	---	---	---	---
MS NC SC TN VA	100.0%	70.0%	20.0%	---	---	---	---	---	---
WV	10.6%	16.1%	6.9%	---	---	---	---	---	---
U.S. Southwest and Rocky Mountains	5	3	---	---	---	---	---	---	---
AZ NM OK TX CO	100.0%	60.0%	---	---	---	---	---	---	---
ID MT UT WY	2.6%	3.4%	---	---	---	---	---	---	---
U.S. Far West AK	29	8	11	6	---	3	---	---	---
CA HI NV OR WA	100.0%	27.6%	37.9%	20.7%	---	10.3%	---	---	---
	15.3%	9.2%	19.0%	20.0%	---	50.0%	---	---	---
Canada, Europe or Other	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---



Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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	38	12	12	11	---	---	---	---	---
	100.0%	31.6%	31.6%	28.9%	---	---	---	---	---
	20.1%	13.8%	20.7%	36.7%	---	---	---	---	---
Mid-size city	42	21	13	5	---	---	---	---	---
	100.0%	51.2%	31.7%	12.2%	---	---	---	---	---
	22.2%	24.1%	22.4%	16.7%	---	---	---	---	---
Urban fringe of large city	35	7	12	11	---	3	---	---	---
	100.0%	20.0%	34.3%	31.4%	---	8.6%	---	---	---
	18.5%	8.0%	20.7%	36.7%	---	50.0%	---	---	---
Urban fringe of mid-size city	8	6	---	---	---	---	---	---	---
	100.0%	75.0%	---	---	---	---	---	---	---
	4.2%	6.9%	---	---	---	---	---	---	---
Large town	18	11	5	---	---	---	---	---	---
	100.0%	61.1%	27.8%	---	---	---	---	---	---
	9.5%	12.6%	8.6%	---	---	---	---	---	---
Small town	39	24	12	---	---	---	---	---	---
	100.0%	61.5%	30.8%	---	---	---	---	---	---
	20.6%	27.6%	20.7%	---	---	---	---	---	---
Rural	9	6	3	---	---	---	---	---	---
	100.0%	66.7%	33.3%	---	---	---	---	---	---
	4.8%	6.9%	5.2%	---	---	---	---	---	---

Private Institutions - Assistants/Associates/Managers 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	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---	---	---
<u>Question 11: Is your job full- or part-time?</u>									
Full-Time	189	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---	---	---
<u>Question 13: Are you able to earn bonus pay in your job?</u>									
Yes	12	3	3	---	3	---	---	---	---
	100.0%	25.0%	25.0%	---	25.0%	---	---	---	---
	6.4%	3.4%	5.2%	---	100.0%	---	---	---	---
No	176	84	55	28	---	6	---	---	---
	100.0%	48.0%	31.4%	16.0%	---	3.4%	---	---	---
	93.6%	96.6%	94.8%	96.6%	---	100.0%	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---	---	---
<u>Question 14: How many staff report to you?</u>									
None	113	61	31	16	---	3	---	---	---
	100.0%	54.5%	27.7%	14.3%	---	2.7%	---	---	---
	60.1%	70.1%	54.4%	53.3%	---	50.0%	---	---	---
1-2	68	25	25	11	---	---	---	---	---
	100.0%	36.8%	36.8%	16.2%	---	---	---	---	---
	36.2%	28.7%	43.9%	36.7%	---	---	---	---	---
3-4	4	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.1%	---	---	---	---	---	---	---	---
5-6	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
More than 8	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
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Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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	25	17	6	---	---	---	---	---	---
	100.0%	68.0%	24.0%	---	---	---	---	---	---
	13.4%	20.0%	10.5%	---	---	---	---	---	---
2	22	13	5	3	---	---	---	---	---
	100.0%	61.9%	23.8%	14.3%	---	---	---	---	---
	11.8%	15.3%	8.8%	10.0%	---	---	---	---	---
3	33	13	12	4	---	---	---	---	---
	100.0%	39.4%	36.4%	12.1%	---	---	---	---	---
	17.7%	15.3%	21.1%	13.3%	---	---	---	---	---
4	33	18	11	4	---	---	---	---	---
	100.0%	54.5%	33.3%	12.1%	---	---	---	---	---
	17.7%	21.2%	19.3%	13.3%	---	---	---	---	---
5-6	38	13	13	7	---	---	---	---	---
	100.0%	34.2%	34.2%	18.4%	---	---	---	---	---
	20.4%	15.3%	22.8%	23.3%	---	---	---	---	---
7-8	14	---	4	5	---	---	---	---	---
	100.0%	---	28.6%	35.7%	---	---	---	---	---
	7.5%	---	7.0%	16.7%	---	---	---	---	---
9-10	11	5	---	3	---	---	---	---	---
	100.0%	45.5%	---	27.3%	---	---	---	---	---
	5.9%	5.9%	---	10.0%	---	---	---	---	---
11-14	6	3	---	---	---	---	---	---	---
	100.0%	50.0%	---	---	---	---	---	---	---
	3.2%	3.5%	---	---	---	---	---	---	---
15 or More	4	---	3	---	---	---	---	---	---
	100.0%	---	75.0%	---	---	---	---	---	---
	2.2%	---	5.3%	---	---	---	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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	32	16	11	4	---	---	---	---	---
	100.0%	51.6%	35.5%	12.9%	---	---	---	---	---
	16.9%	18.4%	19.0%	13.3%	---	---	---	---	---
2	29	14	8	6	---	---	---	---	---
	100.0%	48.3%	27.6%	20.7%	---	---	---	---	---
	15.3%	16.1%	13.8%	20.0%	---	---	---	---	---
3	39	20	12	5	---	---	---	---	---
	100.0%	51.3%	30.8%	12.8%	---	---	---	---	---
	20.6%	23.0%	20.7%	16.7%	---	---	---	---	---
4	28	16	8	3	---	---	---	---	---
	100.0%	57.1%	28.6%	10.7%	---	---	---	---	---
	14.8%	18.4%	13.8%	10.0%	---	---	---	---	---
5-6	29	12	8	4	---	3	---	---	---
	100.0%	41.4%	27.6%	13.8%	---	10.3%	---	---	---
	15.3%	13.8%	13.8%	13.3%	---	50.0%	---	---	---
7-8	14	---	5	4	---	---	---	---	---
	100.0%	---	35.7%	28.6%	---	---	---	---	---
	7.4%	---	8.6%	13.3%	---	---	---	---	---
9-10	8	4	---	---	---	---	---	---	---
	100.0%	50.0%	---	---	---	---	---	---	---
	4.2%	4.6%	---	---	---	---	---	---	---
11-14	8	3	---	3	---	---	---	---	---
	100.0%	37.5%	---	37.5%	---	---	---	---	---
	4.2%	3.4%	---	10.0%	---	---	---	---	---
15 or More	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---

Private Institutions - Assistants/Associates/Managers for Annual Giving

N=189 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	188	87	58	30	3	6	---	---	---
	100.0%	46.3%	30.9%	16.0%	1.6%	3.2%	---	---	---
	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	53	26	17	7	---	---	---	---	---
	100.0%	50.0%	32.7%	13.5%	---	---	---	---	---
	28.0%	29.9%	29.3%	23.3%	---	---	---	---	---
2	42	18	13	7	---	---	---	---	---
	100.0%	42.9%	31.0%	16.7%	---	---	---	---	---
	22.2%	20.7%	22.4%	23.3%	---	---	---	---	---
3	42	19	12	7	---	---	---	---	---
	100.0%	45.2%	28.6%	16.7%	---	---	---	---	---
	22.2%	21.8%	20.7%	23.3%	---	---	---	---	---
4	24	14	6	---	---	---	---	---	---
	100.0%	58.3%	25.0%	---	---	---	---	---	---
	12.7%	16.1%	10.3%	---	---	---	---	---	---
5-6	15	5	6	3	---	---	---	---	---
	100.0%	33.3%	40.0%	20.0%	---	---	---	---	---
	7.9%	5.7%	10.3%	10.0%	---	---	---	---	---
7-8	6	---	---	3	---	---	---	---	---
	100.0%	---	---	50.0%	---	---	---	---	---
	3.2%	---	---	10.0%	---	---	---	---	---
9-10	4	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.1%	---	---	---	---	---	---	---	---
11-14	3	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	1.6%	---	---	---	---	---	---	---	---