

Confidential

2008 Annual Giving Salary Survey

Results Sorted By: Private Institutions
Directors, AVPs, VPs for Annual Giving

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AnnualGiving

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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%
<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 35.5% 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 4.3% 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, AVPs and VPs for Annual Giving

N=153 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	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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?

<\$.5M	14	3	6	---	---	---	---	---	---
	100.0%	21.4%	42.9%	---	---	---	---	---	---
	9.2%	23.1%	15.0%	---	---	---	---	---	---
<\$1M	31	8	10	6	4	---	---	---	---
	100.0%	25.8%	32.3%	19.4%	12.9%	---	---	---	---
	20.4%	61.5%	25.0%	16.7%	12.1%	---	---	---	---
\$1M	42	---	12	17	9	---	---	---	---
	100.0%	---	28.6%	40.5%	21.4%	---	---	---	---
	27.6%	---	30.0%	47.2%	27.3%	---	---	---	---
\$2M	26	---	7	7	9	---	---	---	---
	100.0%	---	26.9%	26.9%	34.6%	---	---	---	---
	17.1%	---	17.5%	19.4%	27.3%	---	---	---	---
\$3M	11	---	---	---	5	---	---	---	---
	100.0%	---	---	---	45.5%	---	---	---	---
	7.2%	---	---	---	15.2%	---	---	---	---
\$4-6M	20	---	3	3	3	5	3	3	---
	100.0%	---	15.0%	15.0%	15.0%	25.0%	15.0%	15.0%	---
	13.2%	---	7.5%	8.3%	9.1%	38.5%	37.5%	75.0%	---
\$7-9M	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
\$10M+	7	---	---	---	---	---	---	---	3
	100.0%	---	---	---	---	---	---	---	42.9%
	4.6%	---	---	---	---	---	---	---	60.0%

Private Institutions - Directors, 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	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Question 4: Estimate the number of staff that primarily work in annual giving" at your institution.

1 or Less	27	4	12	4	4	---	---	---	---
	100.0%	14.8%	44.4%	14.8%	14.8%	---	---	---	---
	17.6%	30.8%	30.0%	11.1%	11.8%	---	---	---	---
1.5	16	4	4	4	3	---	---	---	---
	100.0%	25.0%	25.0%	25.0%	18.8%	---	---	---	---
	10.5%	30.8%	10.0%	11.1%	8.8%	---	---	---	---
2	25	3	7	10	4	---	---	---	---
	100.0%	12.0%	28.0%	40.0%	16.0%	---	---	---	---
	16.3%	23.1%	17.5%	27.8%	11.8%	---	---	---	---
2.5	6	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	3.9%	---	---	---	---	---	---	---	---
3	22	---	6	5	8	---	---	---	---
	100.0%	---	27.3%	22.7%	36.4%	---	---	---	---
	14.4%	---	15.0%	13.9%	23.5%	---	---	---	---
3.5-4	17	---	4	6	4	---	---	---	---
	100.0%	---	23.5%	35.3%	23.5%	---	---	---	---
	11.1%	---	10.0%	16.7%	11.8%	---	---	---	---
4.5-6	22	---	3	5	5	5	---	---	---
	100.0%	---	13.6%	22.7%	22.7%	22.7%	---	---	---
	14.4%	---	7.5%	13.9%	14.7%	38.5%	---	---	---
6.5-8	6	---	---	---	3	---	---	---	---
	100.0%	---	---	---	50.0%	---	---	---	---
	3.9%	---	---	---	8.8%	---	---	---	---
More than 8	12	---	---	---	---	---	3	---	3
	100.0%	---	---	---	---	---	25.0%	---	25.0%
	7.8%	---	---	---	---	---	37.5%	---	60.0%

Private Institutions - Directors, AVPs and VPs for Annual Giving

N=153 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	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Question 5: What is the approximate size of your institution's living alumni population?

Less than 10,000	41	5	8	12	13	---	---	---	---
	100.0%	12.2%	19.5%	29.3%	31.7%	---	---	---	---
	26.8%	38.5%	20.0%	33.3%	38.2%	---	---	---	---
10,000-29,999	68	6	23	18	10	6	---	3	---
	100.0%	8.8%	33.8%	26.5%	14.7%	8.8%	---	4.4%	---
	44.4%	46.2%	57.5%	50.0%	29.4%	46.2%	---	75.0%	---
30,000-49,999	14	---	---	3	5	3	---	---	---
	100.0%	---	---	21.4%	35.7%	21.4%	---	---	---
	9.2%	---	---	8.3%	14.7%	23.1%	---	---	---
50,000-69,999	5	---	---	---	3	---	---	---	---
	100.0%	---	---	---	60.0%	---	---	---	---
	3.3%	---	---	---	8.8%	---	---	---	---
70,000-99,999	10	---	3	---	---	---	---	---	---
	100.0%	---	30.0%	---	---	---	---	---	---
	6.5%	---	7.5%	---	---	---	---	---	---
100,000-149,000	6	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	3.9%	---	---	---	---	---	---	---	---
150,000 or more	6	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	3.9%	---	---	---	---	---	---	---	---
Not Applicable	3	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.0%	---	---	---	---	---	---	---	---

Private Institutions - Directors, AVPs and VPs for Annual Giving

N=153 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	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Question 6: Is your institution public or private?</u>									
Private	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Private Institutions - Directors, AVPs and VPs for Annual Giving

N=153 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	153	13	40	36	34	13	8	4	5	
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%	
	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>										
Doctoral/Research Universities	23	---	3	4	4	---	5	---	3	
	100.0%	---	13.0%	17.4%	17.4%	---	21.7%	---	13.0%	
	15.2%	---	7.7%	11.1%	12.1%	---	62.5%	---	60.0%	
Master's Colleges and Universities	36	3	13	6	6	5	---	---	---	
	100.0%	8.3%	36.1%	16.7%	16.7%	13.9%	---	---	---	
	23.8%	23.1%	33.3%	16.7%	18.2%	38.5%	---	---	---	
Baccalaureate Colleges--Arts & Sciences	46	6	13	13	11	---	---	---	---	
	100.0%	13.0%	28.3%	28.3%	23.9%	---	---	---	---	
	30.5%	46.2%	33.3%	36.1%	33.3%	---	---	---	---	
Baccalaureate Colleges--Diverse Fields	8	---	---	3	---	---	---	---	---	
	100.0%	---	---	37.5%	---	---	---	---	---	
	5.3%	---	---	8.3%	---	---	---	---	---	
Special Institutions--Medical, Engineering, Business or Law	5	---	---	---	---	---	---	---	---	
	100.0%	---	---	---	---	---	---	---	---	
	3.3%	---	---	---	---	---	---	---	---	
Special Institutions--Theological, Art, Music, Design or Other	5	---	---	---	4	---	---	---	---	
	100.0%	---	---	---	80.0%	---	---	---	---	
	3.3%	---	---	---	12.1%	---	---	---	---	
Independent Schools Not Higher Ed	23	---	7	6	6	---	---	---	---	
	100.0%	---	30.4%	26.1%	26.1%	---	---	---	---	
	15.2%	---	17.9%	16.7%	18.2%	---	---	---	---	
Not Applicable	5	---	---	---	---	---	---	---	---	
	100.0%	---	---	---	---	---	---	---	---	
	3.3%	---	---	---	---	---	---	---	---	

Private Institutions - Directors, AVPs and VPs for Annual Giving

N=153 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?							
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Total	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	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	20	---	4	4	6	---	---	---	---
CT ME MA NH RI	100.0%	---	20.0%	20.0%	30.0%	---	---	---	---
VT	13.1%	---	10.0%	11.1%	17.6%	---	---	---	---
U.S. Mid East DE	33	3	6	6	8	6	3	---	---
DC MD NJ NY PA	100.0%	9.1%	18.2%	18.2%	24.2%	18.2%	9.1%	---	---
	21.6%	23.1%	15.0%	16.7%	23.5%	46.2%	37.5%	---	---
U.S. Great Lakes IL	25	---	9	7	5	---	---	---	---
IN MI OH WI	100.0%	---	36.0%	28.0%	20.0%	---	---	---	---
	16.3%	---	22.5%	19.4%	14.7%	---	---	---	---
U.S. Plains IA KS	13	---	5	5	---	---	---	---	---
MN MO NE ND SD	100.0%	---	38.5%	38.5%	---	---	---	---	---
	8.5%	---	12.5%	13.9%	---	---	---	---	---
U.S. Southeast AL	24	4	8	5	5	---	---	---	---
AR FL GA KY LA	100.0%	16.7%	33.3%	20.8%	20.8%	---	---	---	---
MS NC SC TN VA	15.7%	30.8%	20.0%	13.9%	14.7%	---	---	---	---
WV									
U.S. Southwest and Rocky Mountains	9	---	4	---	---	---	---	---	---
AZ NM OK TX CO	100.0%	---	44.4%	---	---	---	---	---	---
ID MT UT WY	5.9%	---	10.0%	---	---	---	---	---	---
U.S. Far West AK	27	---	4	6	8	3	3	---	---
CA HI NV OR WA	100.0%	---	14.8%	22.2%	29.6%	11.1%	11.1%	---	---
	17.6%	---	10.0%	16.7%	23.5%	23.1%	37.5%	---	---
Canada, Europe or Other	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---

Private Institutions - Directors, AVPs and VPs for Annual Giving

N=153 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?								
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	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%	
	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	29	---	4	9	6	3	4	---	---	
	100.0%	---	13.8%	31.0%	20.7%	10.3%	13.8%	---	---	
	19.0%	---	10.0%	25.0%	17.6%	23.1%	50.0%	---	---	
Mid-size city	37	---	12	5	11	---	4	---	---	
	100.0%	---	32.4%	13.5%	29.7%	---	10.8%	---	---	
	24.2%	---	30.0%	13.9%	32.4%	---	50.0%	---	---	
Urban fringe of large city	22	---	3	3	5	5	---	---	---	
	100.0%	---	13.6%	13.6%	22.7%	22.7%	---	---	---	
	14.4%	---	7.5%	8.3%	14.7%	38.5%	---	---	---	
Urban fringe of mid-size city	13	---	---	7	4	---	---	---	---	
	100.0%	---	---	53.8%	30.8%	---	---	---	---	
	8.5%	---	---	19.4%	11.8%	---	---	---	---	
Large town	14	---	8	3	---	---	---	---	---	
	100.0%	---	57.1%	21.4%	---	---	---	---	---	
	9.2%	---	20.0%	8.3%	---	---	---	---	---	
Small town	32	7	9	7	5	3	---	---	---	
	100.0%	21.9%	28.1%	21.9%	15.6%	9.4%	---	---	---	
	20.9%	53.8%	22.5%	19.4%	14.7%	23.1%	---	---	---	
Rural	6	---	---	---	---	---	---	---	---	
	100.0%	---	---	---	---	---	---	---	---	
	3.9%	---	---	---	---	---	---	---	---	

Private Institutions - Directors, AVPs and VPs for Annual Giving

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	100.0%	100.0%	100.0%	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	149	11	39	35	34	13	8	4	5
	100.0%	7.4%	26.2%	23.5%	22.8%	8.7%	5.4%	2.7%	3.4%
	98.0%	84.6%	97.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Part-Time	3	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.0%	---	---	---	---	---	---	---	---

Private Institutions - Directors, AVPs and VPs for Annual Giving

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	100.0%	100.0%	100.0%	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	9	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	6.0%	---	---	---	---	---	---	---	---
No	141	12	37	34	32	12	8	---	4
	100.0%	8.5%	26.2%	24.1%	22.7%	8.5%	5.7%	---	2.8%
	94.0%	92.3%	94.9%	97.1%	94.1%	92.3%	100.0%	---	80.0%

Private Institutions - Directors, AVPs and VPs for Annual Giving

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	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	34	7	15	5	5	---	---	---	---
	100.0%	20.6%	44.1%	14.7%	14.7%	---	---	---	---
	22.2%	53.8%	37.5%	13.9%	14.7%	---	---	---	---
1-2	66	5	16	23	15	---	3	---	---
	100.0%	7.6%	24.2%	34.8%	22.7%	---	4.5%	---	---
	43.1%	38.5%	40.0%	63.9%	44.1%	---	37.5%	---	---
3-4	30	---	6	7	9	6	---	---	---
	100.0%	---	20.0%	23.3%	30.0%	20.0%	---	---	---
	19.6%	---	15.0%	19.4%	26.5%	46.2%	---	---	---
5-6	13	---	---	---	3	---	---	3	---
	100.0%	---	---	---	23.1%	---	---	23.1%	---
	8.5%	---	---	---	8.8%	---	---	75.0%	---
7-8	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
More than 8	8	---	---	---	---	---	---	---	3
	100.0%	---	---	---	---	---	---	---	37.5%
	5.2%	---	---	---	---	---	---	---	60.0%

Private Institutions - Directors, AVPs and VPs for Annual Giving

N=153 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	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Question 17: How many total years have you worked in annual giving?

1	10	---	5	3	---	---	---	---	---
	100.0%	---	50.0%	30.0%	---	---	---	---	---
	6.5%	---	12.5%	8.3%	---	---	---	---	---
2	5	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	3.3%	---	---	---	---	---	---	---	---
3	11	---	5	---	---	---	---	---	---
	100.0%	---	45.5%	---	---	---	---	---	---
	7.2%	---	12.5%	---	---	---	---	---	---
4	17	---	7	6	---	---	---	---	---
	100.0%	---	41.2%	35.3%	---	---	---	---	---
	11.1%	---	17.5%	16.7%	---	---	---	---	---
5-6	40	3	9	11	9	4	---	---	---
	100.0%	7.5%	22.5%	27.5%	22.5%	10.0%	---	---	---
	26.1%	23.1%	22.5%	30.6%	26.5%	30.8%	---	---	---
7-8	31	---	8	6	11	3	---	---	---
	100.0%	---	25.8%	19.4%	35.5%	9.7%	---	---	---
	20.3%	---	20.0%	16.7%	32.4%	23.1%	---	---	---
9-10	16	---	---	---	6	---	---	3	---
	100.0%	---	---	---	37.5%	---	---	18.8%	---
	10.5%	---	---	---	17.6%	---	---	75.0%	---
11-14	14	---	---	4	3	3	---	---	---
	100.0%	---	---	28.6%	21.4%	21.4%	---	---	---
	9.2%	---	---	11.1%	8.8%	23.1%	---	---	---
15 or More	9	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	5.9%	---	---	---	---	---	---	---	---

Private Institutions - Directors, AVPs and VPs for Annual Giving

N=153 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	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Question 18: How many years have you worked at your current institution?

1	24	---	6	6	7	3	---	---	---
	100.0%	---	25.0%	25.0%	29.2%	12.5%	---	---	---
	15.7%	---	15.0%	16.7%	20.6%	23.1%	---	---	---
2	13	---	5	---	---	---	---	---	---
	100.0%	---	38.5%	---	---	---	---	---	---
	8.5%	---	12.5%	---	---	---	---	---	---
3	21	4	5	4	4	---	---	---	---
	100.0%	19.0%	23.8%	19.0%	19.0%	---	---	---	---
	13.7%	30.8%	12.5%	11.1%	11.8%	---	---	---	---
4	22	4	5	7	3	---	---	---	---
	100.0%	18.2%	22.7%	31.8%	13.6%	---	---	---	---
	14.4%	30.8%	12.5%	19.4%	8.8%	---	---	---	---
5-6	40	---	13	10	11	---	---	---	---
	100.0%	---	32.5%	25.0%	27.5%	---	---	---	---
	26.1%	---	32.5%	27.8%	32.4%	---	---	---	---
7-8	17	---	4	6	3	---	---	---	---
	100.0%	---	23.5%	35.3%	17.6%	---	---	---	---
	11.1%	---	10.0%	16.7%	8.8%	---	---	---	---
9-10	9	---	---	---	---	3	---	---	---
	100.0%	---	---	---	---	33.3%	---	---	---
	5.9%	---	---	---	---	23.1%	---	---	---
11-14	3	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.0%	---	---	---	---	---	---	---	---
15 or More	4	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.6%	---	---	---	---	---	---	---	---

Private Institutions - Directors, AVPs and VPs for Annual Giving

N=153 Number Row % Col %	Question 12: What was your base salary as of December 31, 2007?								
	Total	\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K	\$81-90K	\$91-100K	\$101K or More
Total	153	13	40	36	34	13	8	4	5
	100.0%	8.5%	26.1%	23.5%	22.2%	8.5%	5.2%	2.6%	3.3%
	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	40	---	12	10	8	4	---	---	---
	100.0%	---	30.0%	25.0%	20.0%	10.0%	---	---	---
	26.1%	---	30.0%	27.8%	23.5%	30.8%	---	---	---
2	23	3	6	4	6	---	---	---	---
	100.0%	13.0%	26.1%	17.4%	26.1%	---	---	---	---
	15.0%	23.1%	15.0%	11.1%	17.6%	---	---	---	---
3	29	5	8	7	5	---	---	---	---
	100.0%	17.2%	27.6%	24.1%	17.2%	---	---	---	---
	19.0%	38.5%	20.0%	19.4%	14.7%	---	---	---	---
4	28	---	9	7	5	---	---	---	---
	100.0%	---	32.1%	25.0%	17.9%	---	---	---	---
	18.3%	---	22.5%	19.4%	14.7%	---	---	---	---
5-6	24	---	4	6	9	3	---	---	---
	100.0%	---	16.7%	25.0%	37.5%	12.5%	---	---	---
	15.7%	---	10.0%	16.7%	26.5%	23.1%	---	---	---
7-8	6	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	3.9%	---	---	---	---	---	---	---	---
9-10	3	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	2.0%	---	---	---	---	---	---	---	---