

Confidential

2008 Annual Giving Salary Survey

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

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Annual Giving

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 - 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 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 | 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% |

*Robert Burdenski Annual Giving
2008 Annual Giving Salary Survey - June, 2008
Confidential - Not For Public Posting or Distribution*

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 4: Estimate the number of staff that primarily work in annual giving" at your institution.</u> | | | | | | | | | |
| 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% |
| <u>Question 5: What is the approximate size of your institution's living alumni population?</u> | | | | | | | | | |
| 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? | | | | | | | |
|---|--------|---|----------|----------|----------|----------|----------|-----------|----------------|
| | | \$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 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

| 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 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

| 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 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

| 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 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% |
| <u>Question 17: How many total years have you worked in annual giving?</u> | | | | | | | | | |
| 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% |
| <u>Question 18: How many years have you worked at your current institution?</u> | | | | | | | | | |
| 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 % | 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 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% | --- | --- | --- | --- | --- | --- | --- | --- |