

Confidential

2008 Annual Giving Salary Survey

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

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Annual Giving

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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
	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

Public Institutions - Assistants/Associates/Managers for Annual Giving

N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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>						
<\$.5M	17	6	4	4	3	---
	100.0%	35.3%	23.5%	23.5%	17.6%	---
	19.1%	18.2%	14.8%	19.0%	50.0%	---
<\$1M	21	6	6	8	---	---
	100.0%	28.6%	28.6%	38.1%	---	---
	23.6%	18.2%	22.2%	38.1%	---	---
\$1M	10	4	4	---	---	---
	100.0%	44.4%	44.4%	---	---	---
	11.2%	12.1%	14.8%	---	---	---
\$2M	8	---	4	---	---	---
	100.0%	---	50.0%	---	---	---
	9.0%	---	14.8%	---	---	---
\$3M	11	9	---	---	---	---
	100.0%	81.8%	---	---	---	---
	12.4%	27.3%	---	---	---	---
\$4-6M	8	---	---	5	---	---
	100.0%	---	---	62.5%	---	---
	9.0%	---	---	23.8%	---	---
\$7-9M	3	---	---	---	---	---
	100.0%	---	---	---	---	---
	3.4%	---	---	---	---	---
\$10M+	11	4	5	---	---	---
	100.0%	36.4%	45.5%	---	---	---
	12.4%	12.1%	18.5%	---	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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	14	4	5	4	---	---
	100.0%	28.6%	35.7%	28.6%	---	---
	15.2%	11.8%	17.9%	18.2%	---	---
1.5	10	5	---	3	---	---
	100.0%	50.0%	---	30.0%	---	---
	10.9%	14.7%	---	13.6%	---	---
2	11	3	3	---	---	---
	100.0%	30.0%	30.0%	---	---	---
	12.0%	8.8%	10.7%	---	---	---
2.5	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---
3	19	7	7	4	---	---
	100.0%	36.8%	36.8%	21.1%	---	---
	20.7%	20.6%	25.0%	18.2%	---	---
3.5-4	9	4	5	---	---	---
	100.0%	44.4%	55.6%	---	---	---
	9.8%	11.8%	17.9%	---	---	---
4.5-6	13	7	3	3	---	---
	100.0%	53.8%	23.1%	23.1%	---	---
	14.1%	20.6%	10.7%	13.6%	---	---
6.5-8	3	---	---	---	---	---
	100.0%	---	---	---	---	---
	3.3%	---	---	---	---	---
More than 8	12	3	3	5	---	---
	100.0%	25.0%	25.0%	41.7%	---	---
	13.0%	8.8%	10.7%	22.7%	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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	4	---	---	---	---	---
	100.0%	---	---	---	---	---
	4.3%	---	---	---	---	---
10,000-29,999	8	---	4	---	---	---
	100.0%	---	50.0%	---	---	---
	8.7%	---	14.3%	---	---	---
30,000-49,999	8	3	---	3	---	---
	100.0%	37.5%	---	37.5%	---	---
	8.7%	8.8%	---	13.6%	---	---
50,000-69,999	17	9	---	5	---	---
	100.0%	52.9%	---	29.4%	---	---
	18.5%	26.5%	---	22.7%	---	---
70,000-99,999	12	6	3	---	---	---
	100.0%	54.5%	27.3%	---	---	---
	13.0%	17.6%	10.7%	---	---	---
100,000-149,000	15	4	8	---	---	---
	100.0%	26.7%	53.3%	---	---	---
	16.3%	11.8%	28.6%	---	---	---
150,000 or more	26	7	7	9	3	---
	100.0%	26.9%	26.9%	34.6%	11.5%	---
	28.3%	20.6%	25.0%	40.9%	50.0%	---
Not Applicable	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 6: Is your institution public or private?</u>						
Public	92	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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	38	15	12	8	3	---
	100.0%	39.5%	31.6%	21.1%	7.9%	---
	43.7%	44.1%	46.2%	42.1%	50.0%	---
Master's Colleges and Universities	19	11	4	3	---	---
	100.0%	57.9%	21.1%	15.8%	---	---
	21.8%	32.4%	15.4%	15.8%	---	---
Baccalaureate Colleges--Arts & Sciences	10	---	4	4	---	---
	100.0%	---	40.0%	40.0%	---	---
	11.5%	---	15.4%	21.1%	---	---
Baccalaureate Colleges--Diverse Fields	7	4	---	---	---	---
	100.0%	57.1%	---	---	---	---
	8.0%	11.8%	---	---	---	---
Special Institutions--Medical, Engineering, Business or Law	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---
Special Institutions--Theological, Art, Music, Design or Other	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---
Not Applicable	10	---	3	3	---	---
	100.0%	---	33.3%	33.3%	---	---
	11.5%	---	11.5%	15.8%	---	---

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N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 8: Where is your institution located?</u>						
U.S. New England	3	---	---	---	---	---
CT ME MA NH RI	100.0%	---	---	---	---	---
VT	3.3%	---	---	---	---	---
U.S. Mid East DE	10	---	4	---	---	---
DC MD NJ NY PA	100.0%	---	40.0%	---	---	---
	10.9%	---	14.3%	---	---	---
U.S. Great Lakes IL	15	7	6	---	---	---
IN MI OH WI	100.0%	46.7%	40.0%	---	---	---
	16.3%	20.6%	21.4%	---	---	---
U.S. Plains IA KS	8	6	---	---	---	---
MN MO NE ND SD	100.0%	75.0%	---	---	---	---
	8.7%	17.6%	---	---	---	---
U.S. Southeast AL						
AR FL GA KY LA	18	10	5	3	---	---
MS NC SC TN VA	100.0%	55.6%	27.8%	16.7%	---	---
WV	19.6%	29.4%	17.9%	13.6%	---	---
U.S. Southwest and Rocky Mountains	5	---	4	---	---	---
AZ NM OK TX CO	100.0%	---	80.0%	---	---	---
ID MT UT WY	5.4%	---	14.3%	---	---	---
U.S. Far West AK	18	6	4	6	---	---
CA HI NV OR WA	100.0%	33.3%	22.2%	33.3%	---	---
	19.6%	17.6%	14.3%	27.3%	---	---
Canada, Europe or Other	15	---	4	7	---	---
	100.0%	---	28.6%	50.0%	---	---
	16.3%	---	14.3%	31.8%	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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	18	3	6	4	4	---
	100.0%	16.7%	33.3%	22.2%	22.2%	---
	19.6%	8.8%	21.4%	18.2%	66.7%	---
Mid-size city	31	10	10	9	---	---
	100.0%	33.3%	33.3%	30.0%	---	---
	33.7%	29.4%	35.7%	40.9%	---	---
Urban fringe of large city	3	---	---	---	---	---
	100.0%	---	---	---	---	---
	3.3%	---	---	---	---	---
Urban fringe of mid-size city	10	4	4	---	---	---
	100.0%	40.0%	40.0%	---	---	---
	10.9%	11.8%	14.3%	---	---	---
Large town	14	6	5	3	---	---
	100.0%	42.9%	35.7%	21.4%	---	---
	15.2%	17.6%	17.9%	13.6%	---	---
Small town	13	7	---	4	---	---
	100.0%	53.8%	---	30.8%	---	---
	14.1%	20.6%	---	18.2%	---	---
Rural	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---
Other, please specify	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 11: Is your job full- or part-time?</u>						
Full-Time	89	31	28	22	6	---
	100.0%	35.2%	31.8%	25.0%	6.8%	---
	97.8%	93.9%	100.0%	100.0%	100.0%	---
Part-Time	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

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		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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	7	---	3	---	---	---
	100.0%	---	42.9%	---	---	---
	7.6%	---	10.7%	---	---	---
No	85	32	25	20	6	---
	100.0%	38.1%	29.8%	23.8%	7.1%	---
	92.4%	94.1%	89.3%	90.9%	100.0%	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

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		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	100.0%	100.0%	100.0%	100.0%	100.0%	---
<u>Question 14: How many staff report to you?</u>						
None	61	28	20	10	---	---
	100.0%	46.7%	33.3%	16.7%	---	---
	66.3%	82.4%	71.4%	45.5%	---	---
1-2	30	6	8	11	4	---
	100.0%	20.0%	26.7%	36.7%	13.3%	---
	32.6%	17.6%	28.6%	50.0%	66.7%	---
3-4	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

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		\$40K or Less	\$41-50K	\$51-60K	\$61-70K	\$71-80K
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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	9	6	---	---	---	---
	100.0%	66.7%	---	---	---	---
	9.8%	17.6%	---	---	---	---
2	13	---	6	5	---	---
	100.0%	---	46.2%	38.5%	---	---
	14.1%	---	21.4%	22.7%	---	---
3	17	7	5	3	---	---
	100.0%	43.8%	31.3%	18.8%	---	---
	18.5%	20.6%	17.9%	13.6%	---	---
4	16	9	6	---	---	---
	100.0%	56.3%	37.5%	---	---	---
	17.4%	26.5%	21.4%	---	---	---
5-6	17	7	---	4	4	---
	100.0%	41.2%	---	23.5%	23.5%	---
	18.5%	20.6%	---	18.2%	66.7%	---
7-8	8	---	4	4	---	---
	100.0%	---	50.0%	50.0%	---	---
	8.7%	---	14.3%	18.2%	---	---
9-10	4	---	---	---	---	---
	100.0%	---	---	---	---	---
	4.3%	---	---	---	---	---
11-14	6	---	---	3	---	---
	100.0%	---	---	50.0%	---	---
	6.5%	---	---	13.6%	---	---
15 or More	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

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	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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	11	4	4	---	3	---
	100.0%	36.4%	36.4%	---	27.3%	---
	12.0%	11.8%	14.3%	---	50.0%	---
2	19	5	5	8	---	---
	100.0%	27.8%	27.8%	44.4%	---	---
	20.7%	14.7%	17.9%	36.4%	---	---
3	15	9	---	---	3	---
	100.0%	60.0%	---	---	20.0%	---
	16.3%	26.5%	---	---	50.0%	---
4	17	5	7	5	---	---
	100.0%	29.4%	41.2%	29.4%	---	---
	18.5%	14.7%	25.0%	22.7%	---	---
5-6	15	6	5	4	---	---
	100.0%	40.0%	33.3%	26.7%	---	---
	16.3%	17.6%	17.9%	18.2%	---	---
7-8	8	---	---	4	---	---
	100.0%	---	---	50.0%	---	---
	8.7%	---	---	18.2%	---	---
11-14	4	---	---	---	---	---
	100.0%	---	---	---	---	---
	4.3%	---	---	---	---	---
15 or More	3	---	---	---	---	---
	100.0%	---	---	---	---	---
	3.3%	---	---	---	---	---

Public Institutions - Assistants/Associates/Managers for Annual Giving

N=92 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
Total	91	34	28	22	6	---
	100.0%	37.4%	30.8%	24.2%	6.6%	---
	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	16	6	4	3	3	---
	100.0%	37.5%	25.0%	18.8%	18.8%	---
	17.4%	17.6%	14.3%	13.6%	50.0%	---
2	26	7	9	9	---	---
	100.0%	28.0%	36.0%	36.0%	---	---
	28.3%	20.6%	32.1%	40.9%	---	---
3	25	10	7	5	3	---
	100.0%	40.0%	28.0%	20.0%	12.0%	---
	27.2%	29.4%	25.0%	22.7%	50.0%	---
4	14	6	6	---	---	---
	100.0%	42.9%	42.9%	---	---	---
	15.2%	17.6%	21.4%	---	---	---
5-6	7	4	---	---	---	---
	100.0%	57.1%	---	---	---	---
	7.6%	11.8%	---	---	---	---
7-8	3	---	---	---	---	---
	100.0%	---	---	---	---	---
	3.3%	---	---	---	---	---
9-10	---	---	---	---	---	---
	---	---	---	---	---	---
	---	---	---	---	---	---