

*Confidential*

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# 2008 Annual Giving Salary Survey

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

Prepared by: Robert Burdinski  
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
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

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 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	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	20	---	7	5	6	---	---	---	---
	100.0%	---	35.0%	25.0%	30.0%	---	---	---	---
	20.8%	---	41.2%	21.7%	30.0%	---	---	---	---
<\$1M	14	---	---	4	3	3	---	---	---
	100.0%	---	---	28.6%	21.4%	21.4%	---	---	---
	14.6%	---	---	17.4%	15.0%	23.1%	---	---	---
\$1M	15	---	3	5	4	---	---	---	---
	100.0%	---	20.0%	33.3%	26.7%	---	---	---	---
	15.6%	---	17.6%	21.7%	20.0%	---	---	---	---
\$2M	12	---	3	3	---	3	---	---	---
	100.0%	---	25.0%	25.0%	---	25.0%	---	---	---
	12.5%	---	17.6%	13.0%	---	23.1%	---	---	---
\$3M	14	---	---	---	3	3	4	---	---
	100.0%	---	---	---	21.4%	21.4%	28.6%	---	---
	14.6%	---	---	---	15.0%	23.1%	40.0%	---	---
\$4-6M	11	---	---	---	3	---	---	---	3
	100.0%	---	---	---	27.3%	---	---	---	27.3%
	11.5%	---	---	---	15.0%	---	---	---	50.0%
\$7-9M	6	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	6.3%	---	---	---	---	---	---	---	---
\$10M+	4	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	4.2%	---	---	---	---	---	---	---	---

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 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	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	21	---	6	4	5	3	---	---	---
	100.0%	---	28.6%	19.0%	23.8%	14.3%	---	---	---
	21.4%	---	33.3%	16.7%	25.0%	23.1%	---	---	---
1.5	8	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	8.2%	---	---	---	---	---	---	---	---
2	15	---	---	5	4	3	---	---	---
	100.0%	---	---	33.3%	26.7%	20.0%	---	---	---
	15.3%	---	---	20.8%	20.0%	23.1%	---	---	---
2.5	7	---	4	---	---	---	---	---	---
	100.0%	---	57.1%	---	---	---	---	---	---
	7.1%	---	22.2%	---	---	---	---	---	---
3	12	---	---	4	---	---	3	---	---
	100.0%	---	---	33.3%	---	---	25.0%	---	---
	12.2%	---	---	16.7%	---	---	30.0%	---	---
3.5-4	11	---	---	4	3	3	---	---	---
	100.0%	---	---	36.4%	27.3%	27.3%	---	---	---
	11.2%	---	---	16.7%	15.0%	23.1%	---	---	---
4.5-6	11	---	---	4	---	---	3	---	---
	100.0%	---	---	36.4%	---	---	27.3%	---	---
	11.2%	---	---	16.7%	---	---	30.0%	---	---
6.5-8	6	---	---	---	---	3	---	---	---
	100.0%	---	---	---	---	50.0%	---	---	---
	6.1%	---	---	---	---	23.1%	---	---	---
More than 8	7	---	---	---	---	---	---	---	4
	100.0%	---	---	---	---	---	---	---	66.7%
	7.1%	---	---	---	---	---	---	---	66.7%

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 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	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	4	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	4.1%	---	---	---	---	---	---	---	---
10,000-29,999	8	---	---	3	---	---	---	---	---
	100.0%	---	---	37.5%	---	---	---	---	---
	8.2%	---	---	12.5%	---	---	---	---	---
30,000-49,999	14	4	---	4	3	---	---	---	---
	100.0%	28.6%	---	28.6%	21.4%	---	---	---	---
	14.3%	100.0%	---	16.7%	15.0%	---	---	---	---
50,000-69,999	13	---	5	4	3	---	---	---	---
	100.0%	---	38.5%	30.8%	23.1%	---	---	---	---
	13.3%	---	27.8%	16.7%	15.0%	---	---	---	---
70,000-99,999	8	---	4	---	3	---	---	---	---
	100.0%	---	50.0%	---	37.5%	---	---	---	---
	8.2%	---	22.2%	---	15.0%	---	---	---	---
100,000-149,000	19	---	---	6	4	4	---	---	---
	100.0%	---	---	31.6%	21.1%	21.1%	---	---	---
	19.4%	---	---	25.0%	20.0%	30.8%	---	---	---
150,000 or more	28	---	---	4	5	5	6	---	4
	100.0%	---	---	14.8%	18.5%	18.5%	22.2%	---	14.8%
	28.6%	---	---	16.7%	25.0%	38.5%	60.0%	---	66.7%
Not Applicable	4	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	4.1%	---	---	---	---	---	---	---	---

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 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	97	4	18	24	20	13	10	---	6	
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%	
	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>										
Public	98	4	18	24	20	13	10	---	6	
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	---	100.0%	

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Total	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	5	---	3	---	---	---	---	---	---
	100.0%	---	60.0%	---	---	---	---	---	---
	5.4%	---	17.6%	---	---	---	---	---	---
Doctoral/Research Universities	33	---	---	8	7	6	4	---	3
	100.0%	---	---	25.0%	21.9%	18.8%	12.5%	---	9.4%
	35.9%	---	---	34.8%	36.8%	54.5%	40.0%	---	60.0%
Master's Colleges and Universities	23	---	6	8	5	---	---	---	---
	100.0%	---	26.1%	34.8%	21.7%	---	---	---	---
	25.0%	---	35.3%	34.8%	26.3%	---	---	---	---
Baccalaureate Colleges--Arts & Sciences	6	---	3	---	---	---	---	---	---
	100.0%	---	50.0%	---	---	---	---	---	---
	6.5%	---	17.6%	---	---	---	---	---	---
Baccalaureate Colleges--Diverse Fields	11	---	---	3	3	---	3	---	---
	100.0%	---	---	27.3%	27.3%	---	27.3%	---	---
	12.0%	---	---	13.0%	15.8%	---	30.0%	---	---
Special Institutions-- Medical, Engineering, Business or Law	6	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	6.5%	---	---	---	---	---	---	---	---
Not Applicable	8	---	---	---	3	---	---	---	---
	100.0%	---	---	---	37.5%	---	---	---	---
	8.7%	---	---	---	15.8%	---	---	---	---

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 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	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	3	---	---	---	---	---	---	---	---
CT ME MA NH RI	100.0%	---	---	---	---	---	---	---	---
VT	3.1%	---	---	---	---	---	---	---	---
U.S. Mid East DE	13	---	4	---	4	---	---	---	---
DC MD NJ NY PA	100.0%	---	30.8%	---	30.8%	---	---	---	---
	13.3%	---	22.2%	---	20.0%	---	---	---	---
U.S. Great Lakes IL	12	---	---	3	3	3	---	---	---
IN MI OH WI	100.0%	---	---	27.3%	27.3%	27.3%	---	---	---
	12.2%	---	---	12.5%	15.0%	23.1%	---	---	---
U.S. Plains IA KS	11	3	3	4	---	---	---	---	---
MN MO NE ND SD	100.0%	27.3%	27.3%	36.4%	---	---	---	---	---
	11.2%	75.0%	16.7%	16.7%	---	---	---	---	---
U.S. Southeast AL	25	---	4	10	4	4	---	---	---
AR FL GA KY LA	100.0%	---	16.0%	40.0%	16.0%	16.0%	---	---	---
MS NC SC TN VA	25.5%	---	22.2%	41.7%	20.0%	30.8%	---	---	---
WV									
U.S. Southwest and Rocky Mountains	14	---	5	3	3	---	---	---	---
AZ NM OK TX CO	100.0%	---	35.7%	21.4%	21.4%	---	---	---	---
ID MT UT WY	14.3%	---	27.8%	12.5%	15.0%	---	---	---	---
U.S. Far West AK	10	---	---	---	3	---	---	---	---
CA HI NV OR WA	100.0%	---	---	---	30.0%	---	---	---	---
	10.2%	---	---	---	15.0%	---	---	---	---
Canada, Europe or Other	10	---	---	---	---	---	3	---	---
	100.0%	---	---	---	---	---	30.0%	---	---
	10.2%	---	---	---	---	---	30.0%	---	---



Public Institutions - Directors, AVPs and VPs for Annual Giving

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Total	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	15	---	---	---	3	4	3	---	3
	100.0%	---	---	---	20.0%	26.7%	20.0%	---	20.0%
	15.3%	---	---	---	15.0%	30.8%	30.0%	---	50.0%
Mid-size city	31	---	5	8	7	3	6	---	---
	100.0%	---	16.1%	25.8%	22.6%	9.7%	19.4%	---	---
	31.6%	---	27.8%	33.3%	35.0%	23.1%	60.0%	---	---
Urban fringe of large city	12	---	3	---	4	---	---	---	---
	100.0%	---	27.3%	---	36.4%	---	---	---	---
	12.2%	---	16.7%	---	20.0%	---	---	---	---
Urban fringe of mid-size city	4	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	4.1%	---	---	---	---	---	---	---	---
Large town	16	---	5	4	---	---	---	---	3
	100.0%	---	31.3%	25.0%	---	---	---	---	18.8%
	16.3%	---	27.8%	16.7%	---	---	---	---	50.0%
Small town	13	---	4	5	---	---	---	---	---
	100.0%	---	30.8%	38.5%	---	---	---	---	---
	13.3%	---	22.2%	20.8%	---	---	---	---	---
Rural	6	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	6.1%	---	---	---	---	---	---	---	---
Other, please specify	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---

Public Institutions - Directors, AVPs and VPs for Annual Giving

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Total	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	97	4	18	23	20	13	10	---	6
	100.0%	4.2%	18.8%	24.0%	20.8%	13.5%	10.4%	---	6.3%
	99.0%	100.0%	100.0%	95.8%	100.0%	100.0%	100.0%	---	100.0%
Part-Time	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---

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	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%	
	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	6	---	---	---	3	---	---	---	---	
	100.0%	---	---	---	50.0%	---	---	---	---	
	6.3%	---	---	---	15.0%	---	---	---	---	
No	90	4	17	22	17	13	9	---	6	
	100.0%	4.4%	18.9%	24.4%	18.9%	14.4%	10.0%	---	6.7%	
	93.8%	100.0%	94.4%	95.7%	85.0%	100.0%	90.0%	---	100.0%	

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 Number Row % Col %	Total	Question 12: What was your base salary as of December 31, 2007?								
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Total	97	4	18	24	20	13	10	---	6	
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%	
	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	17	3	5	3	---	4	---	---	---	
	100.0%	17.6%	29.4%	17.6%	---	23.5%	---	---	---	
	17.7%	75.0%	27.8%	13.0%	---	30.8%	---	---	---	
1-2	44	---	12	12	11	---	5	---	---	
	100.0%	---	27.3%	27.3%	25.0%	---	11.4%	---	---	
	45.8%	---	66.7%	52.2%	55.0%	---	50.0%	---	---	
3-4	18	---	---	7	5	4	---	---	---	
	100.0%	---	---	38.9%	27.8%	22.2%	---	---	---	
	18.8%	---	---	30.4%	25.0%	30.8%	---	---	---	
5-6	7	---	---	---	---	---	---	---	---	
	100.0%	---	---	---	---	---	---	---	---	
	7.3%	---	---	---	---	---	---	---	---	
7-8	5	---	---	---	---	---	---	---	---	
	100.0%	---	---	---	---	---	---	---	---	
	5.2%	---	---	---	---	---	---	---	---	
More than 8	5	---	---	---	---	---	---	---	---	
	100.0%	---	---	---	---	---	---	---	---	
	5.2%	---	---	---	---	---	---	---	---	

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 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	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
2	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
	---	---	---	---	---	---	---	---	---
3	7	---	---	---	3	---	---	---	---
	100.0%	---	---	---	42.9%	---	---	---	---
	7.3%	---	---	---	15.0%	---	---	---	---
4	13	---	4	5	---	---	---	---	---
	100.0%	---	30.8%	38.5%	---	---	---	---	---
	13.5%	---	22.2%	20.8%	---	---	---	---	---
5-6	12	---	---	5	3	---	---	---	---
	100.0%	---	---	41.7%	25.0%	---	---	---	---
	12.5%	---	---	20.8%	15.0%	---	---	---	---
7-8	15	---	4	5	---	3	---	---	---
	100.0%	---	26.7%	33.3%	---	20.0%	---	---	---
	15.6%	---	22.2%	20.8%	---	23.1%	---	---	---
9-10	11	---	---	---	4	---	---	---	---
	100.0%	---	---	---	36.4%	---	---	---	---
	11.5%	---	---	---	20.0%	---	---	---	---
11-14	25	---	---	6	6	8	3	---	---
	100.0%	---	---	24.0%	24.0%	32.0%	12.0%	---	---
	26.0%	---	---	25.0%	30.0%	61.5%	33.3%	---	---
15 or More	9	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	9.4%	---	---	---	---	---	---	---	---

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 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	97	4	18	24	20	13	10	---	6
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%
	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	13	---	5	---	---	---	---	---	---
	100.0%	---	38.5%	---	---	---	---	---	---
	13.5%	---	27.8%	---	---	---	---	---	---
2	7	---	---	3	---	---	---	---	---
	100.0%	---	---	42.9%	---	---	---	---	---
	7.3%	---	---	12.5%	---	---	---	---	---
3	16	---	3	---	4	5	---	---	---
	100.0%	---	18.8%	---	25.0%	31.3%	---	---	---
	16.7%	---	16.7%	---	20.0%	38.5%	---	---	---
4	5	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	5.2%	---	---	---	---	---	---	---	---
5-6	13	3	---	5	5	---	---	---	---
	100.0%	23.1%	---	38.5%	38.5%	---	---	---	---
	13.5%	75.0%	---	20.8%	25.0%	---	---	---	---
7-8	12	---	---	---	3	3	---	---	---
	100.0%	---	---	---	25.0%	25.0%	---	---	---
	12.5%	---	---	---	15.0%	23.1%	---	---	---
9-10	8	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	8.3%	---	---	---	---	---	---	---	---
11-14	14	---	---	6	3	---	---	---	---
	100.0%	---	---	42.9%	21.4%	---	---	---	---
	14.6%	---	---	25.0%	15.0%	---	---	---	---
15 or More	8	---	---	---	---	---	---	---	---
	100.0%	---	---	---	---	---	---	---	---
	8.3%	---	---	---	---	---	---	---	---

Public Institutions - Directors, AVPs and VPs for Annual Giving

N=98 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	97	4	18	24	20	13	10	---	6	
	100.0%	4.1%	18.6%	24.7%	20.6%	13.4%	10.3%	---	6.2%	
	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	19	---	6	5	---	---	---	---	---	
	100.0%	---	31.6%	26.3%	---	---	---	---	---	
	19.8%	---	33.3%	20.8%	---	---	---	---	---	
2	11	---	---	3	3	---	---	---	---	
	100.0%	---	---	27.3%	27.3%	---	---	---	---	
	11.5%	---	---	12.5%	15.0%	---	---	---	---	
3	18	---	3	4	5	4	---	---	---	
	100.0%	---	16.7%	22.2%	27.8%	22.2%	---	---	---	
	18.8%	---	16.7%	16.7%	25.0%	30.8%	---	---	---	
4	9	---	---	5	---	---	---	---	---	
	100.0%	---	---	55.6%	---	---	---	---	---	
	9.4%	---	---	20.8%	---	---	---	---	---	
5-6	19	---	---	4	4	---	---	---	3	
	100.0%	---	---	21.1%	21.1%	---	---	---	15.8%	
	19.8%	---	---	16.7%	20.0%	---	---	---	50.0%	
7-8	7	---	---	---	---	---	---	---	---	
	100.0%	---	---	---	---	---	---	---	---	
	7.3%	---	---	---	---	---	---	---	---	
9-10	8	---	3	---	---	3	---	---	---	
	100.0%	---	37.5%	---	---	37.5%	---	---	---	
	8.3%	---	16.7%	---	---	23.1%	---	---	---	
11-14	3	---	---	---	---	---	---	---	---	
	100.0%	---	---	---	---	---	---	---	---	
	3.1%	---	---	---	---	---	---	---	---	
15 or More	---	---	---	---	---	---	---	---	---	
	---	---	---	---	---	---	---	---	---	
	---	---	---	---	---	---	---	---	---	