



2005 Compensation Survey Preview

John Lippincott

CASE President

CASE Commissions, April 2005

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COUNCIL FOR ADVANCEMENT AND SUPPORT OF EDUCATION

- **Evergreen survey initiated in fall 2004**
- **Surveys in 1982, 1986, 1990, 1995, 2002**
- **Web-based**
- **Contact via e-mail to 32,985 professionals at all U.S. and Canadian institutions**

- **4,404 responses**
- **13% response rate to date**
- **Specific salary numbers vs. ranges**
- **In preliminary stages of analysis**
- **Full analysis in July/August *CURRENTS***

	<u>2002</u>	<u>2005</u>
Female	65.4%	67.9%
Male	34.6%	32.1%

	<u>2002</u>	<u>2005</u>
Public	44.0%	39.5%
Private	56.0%	60.5%

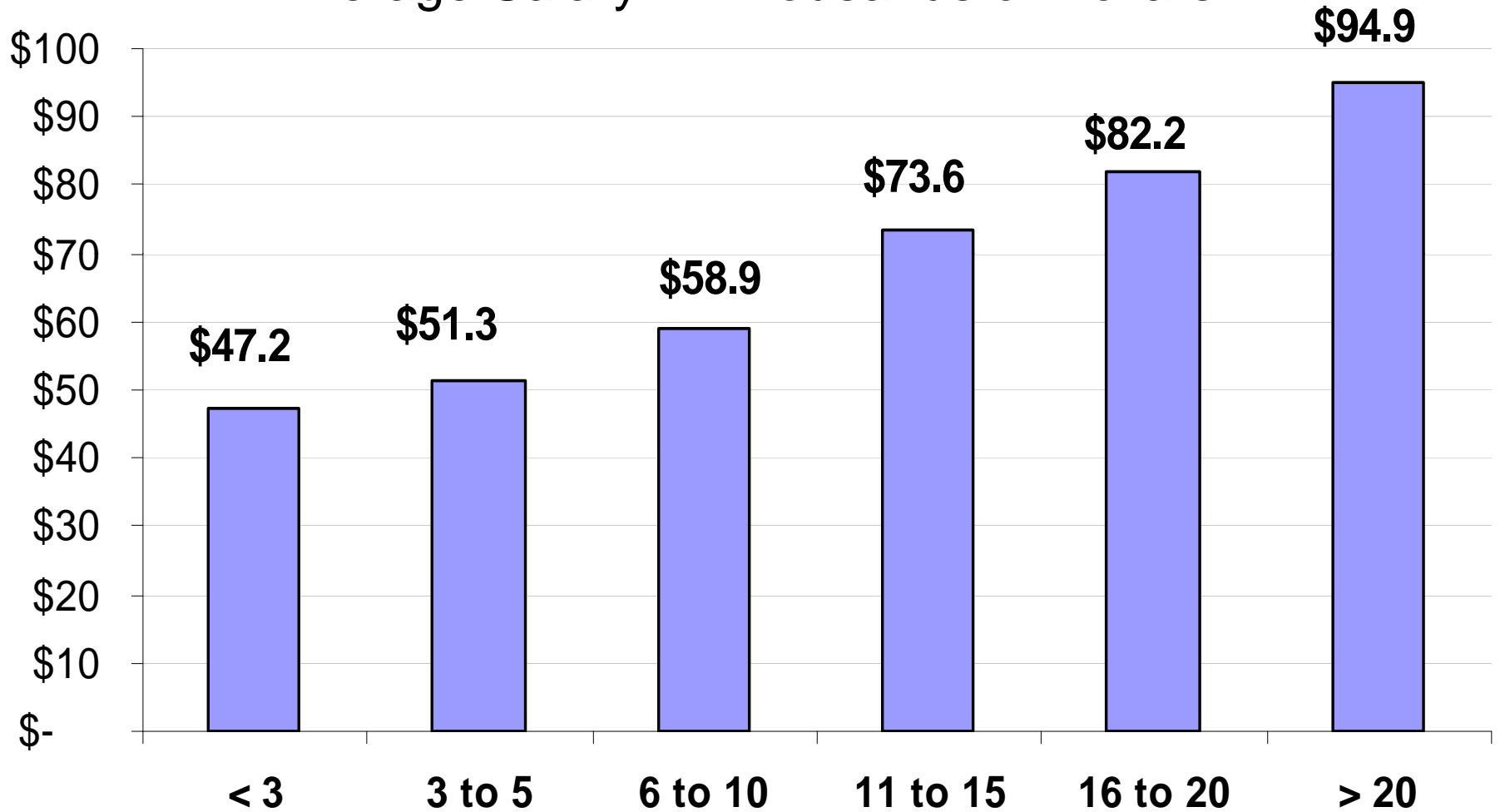
Top Six

- 1. Years in advancement**
- 2. Level of management responsibility**
- 3. Age**
- 4. Advancement discipline**
- 5. Level of education**
- 6. Sex**

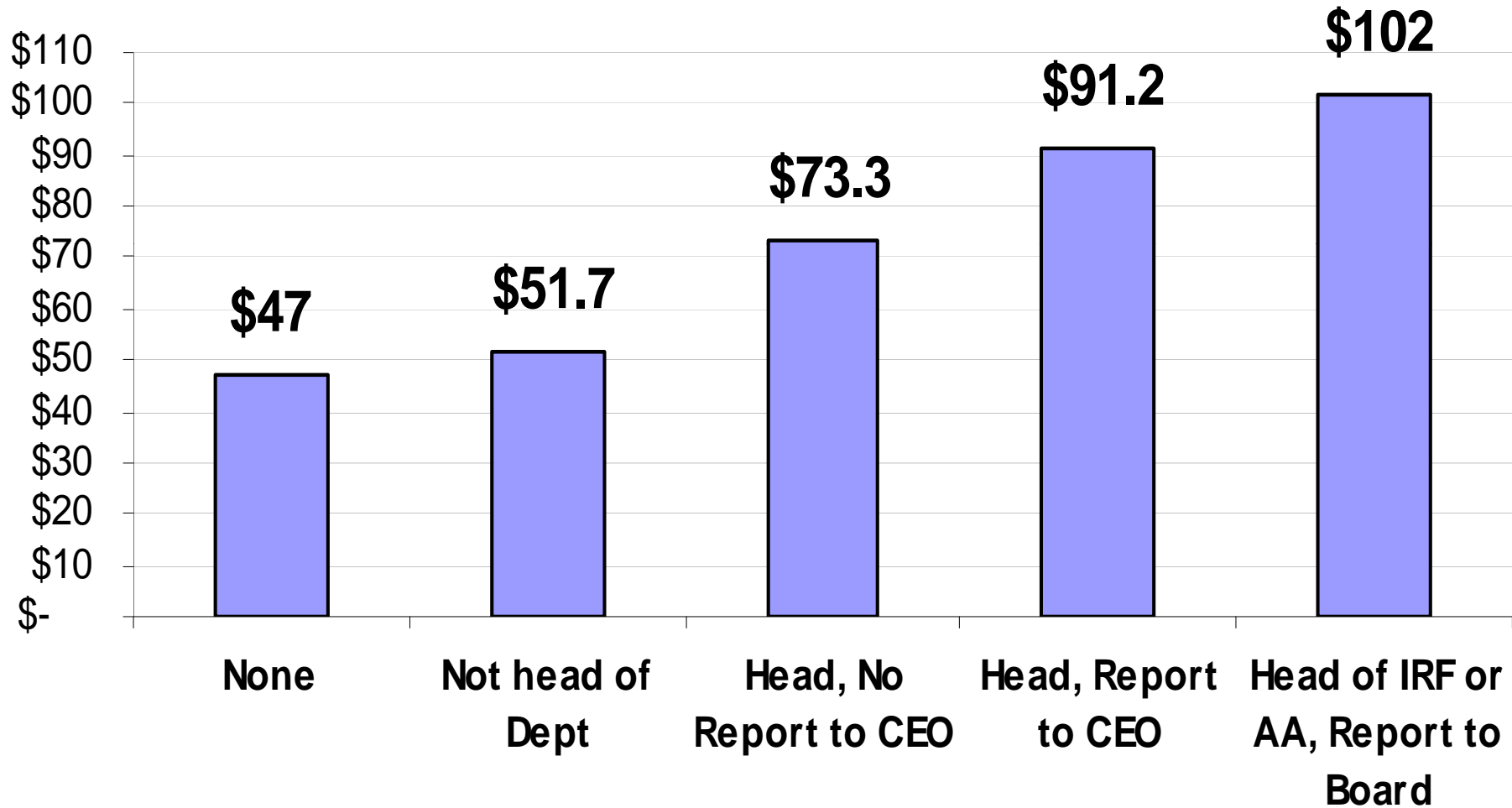
Others (in descending order)

- **Years at institution**
- **Institutional type**
- **Certification level**
- **Years in position**
- **CASE region**
- **FTE**
- **Private vs. public**
- **Race**

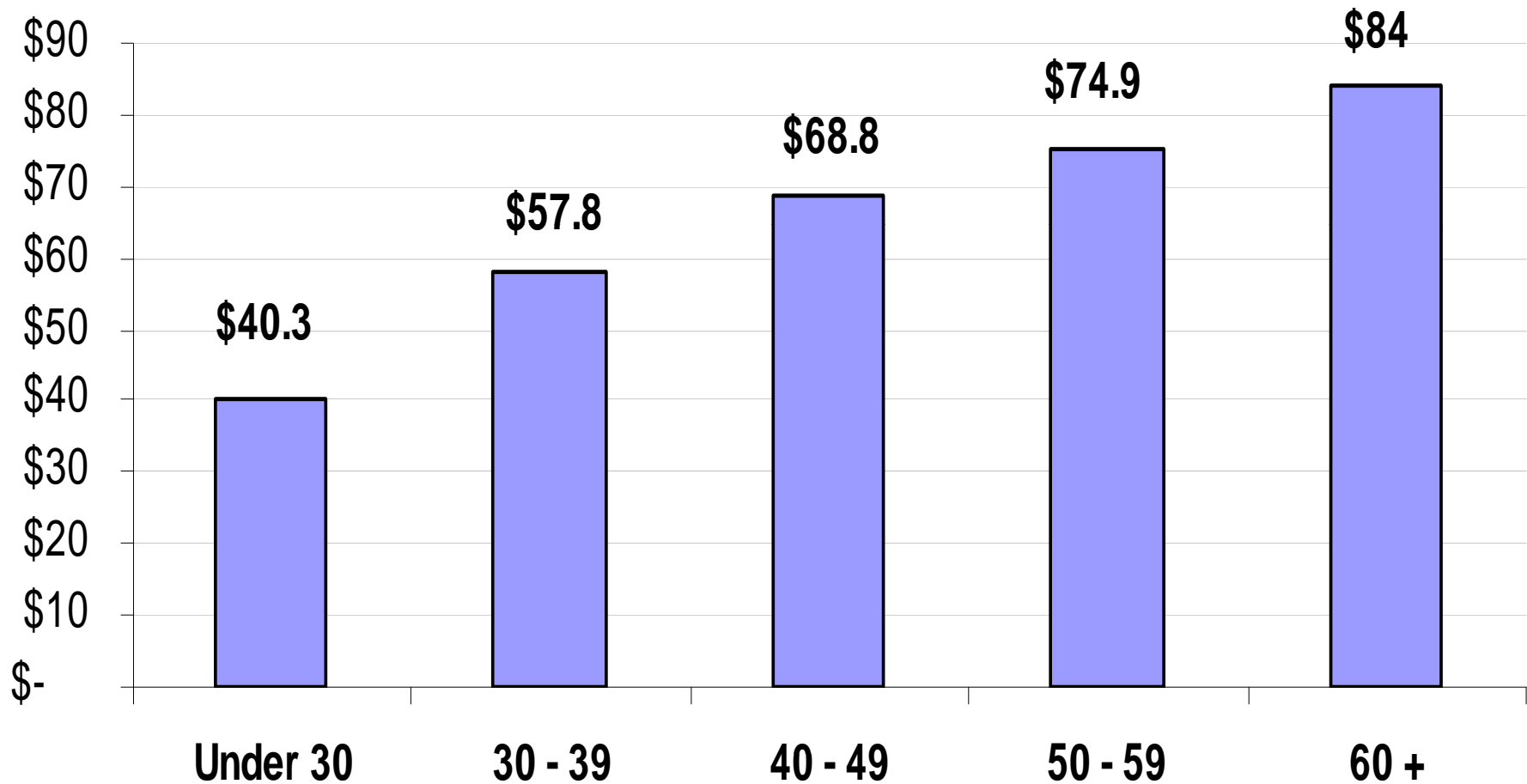
Average Salary In Thousands of Dollars



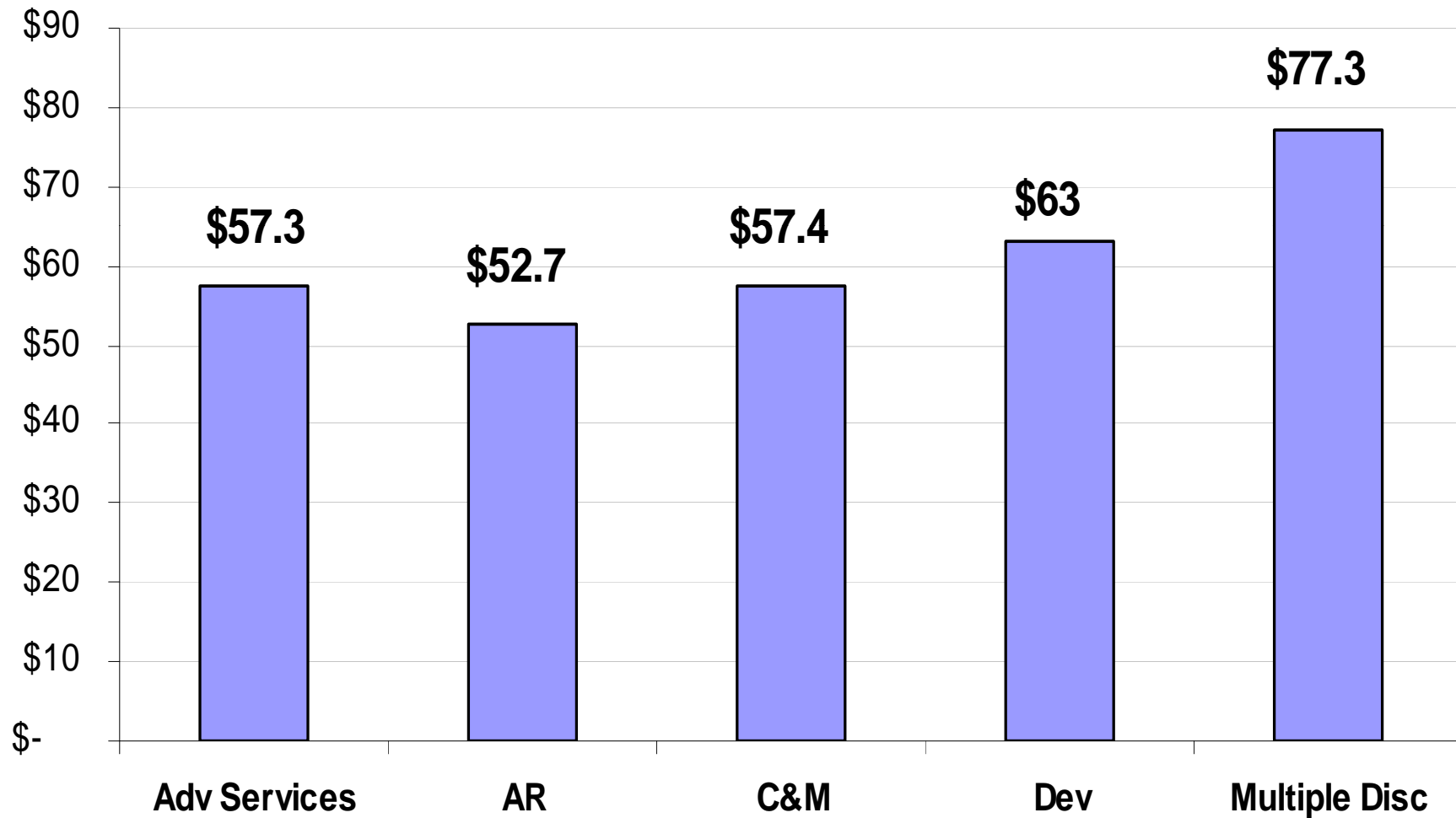
Average Salary In Thousands of Dollars



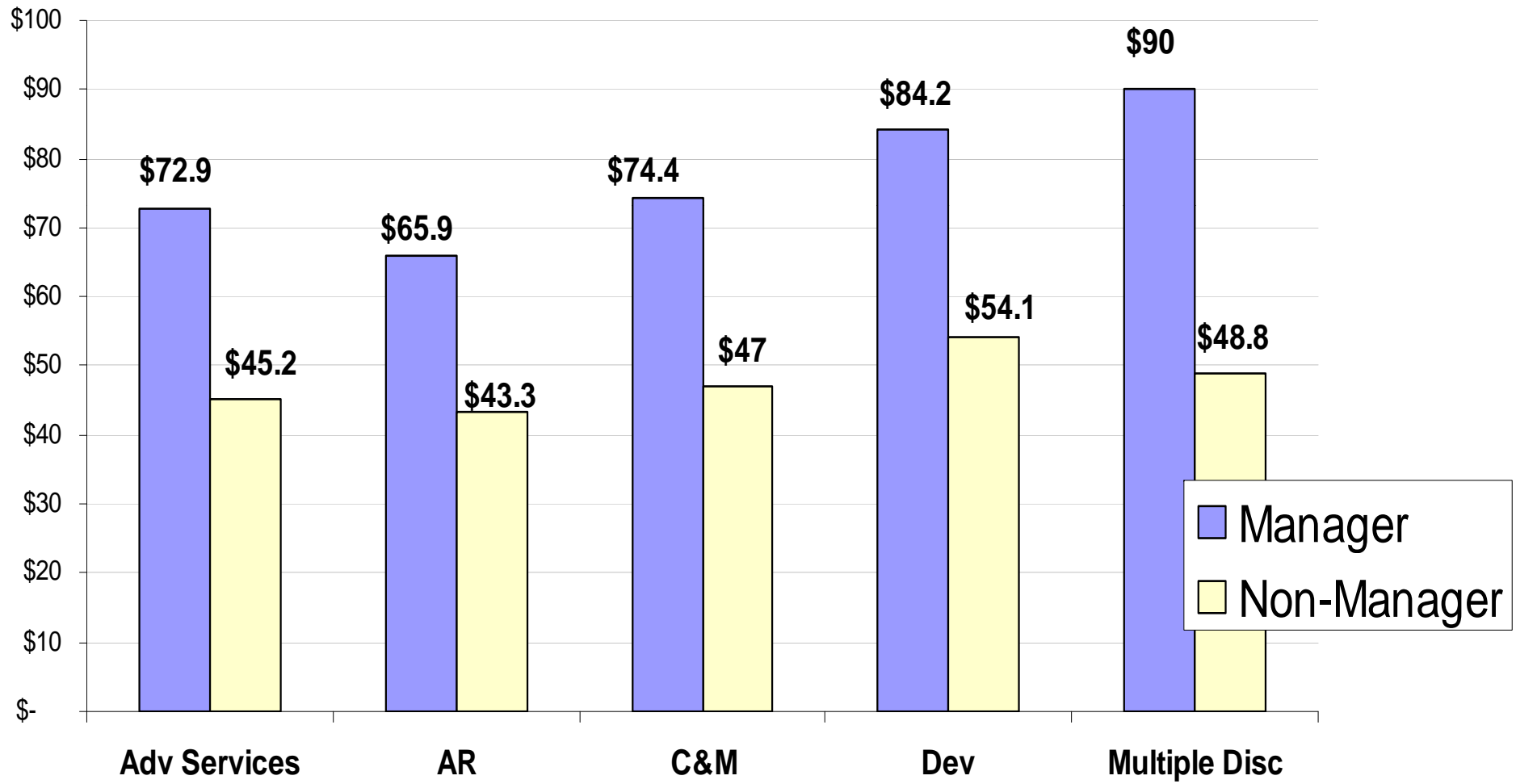
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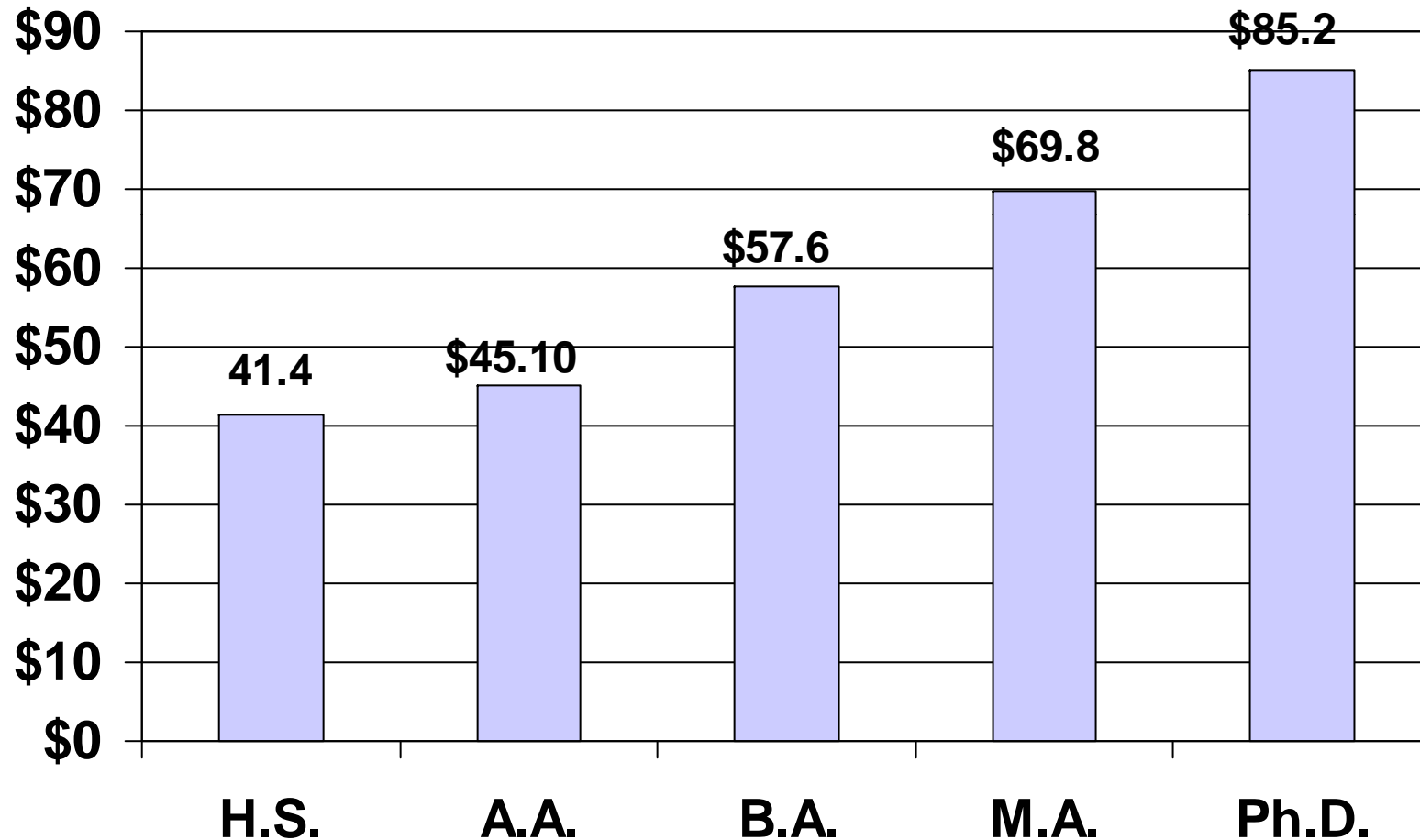
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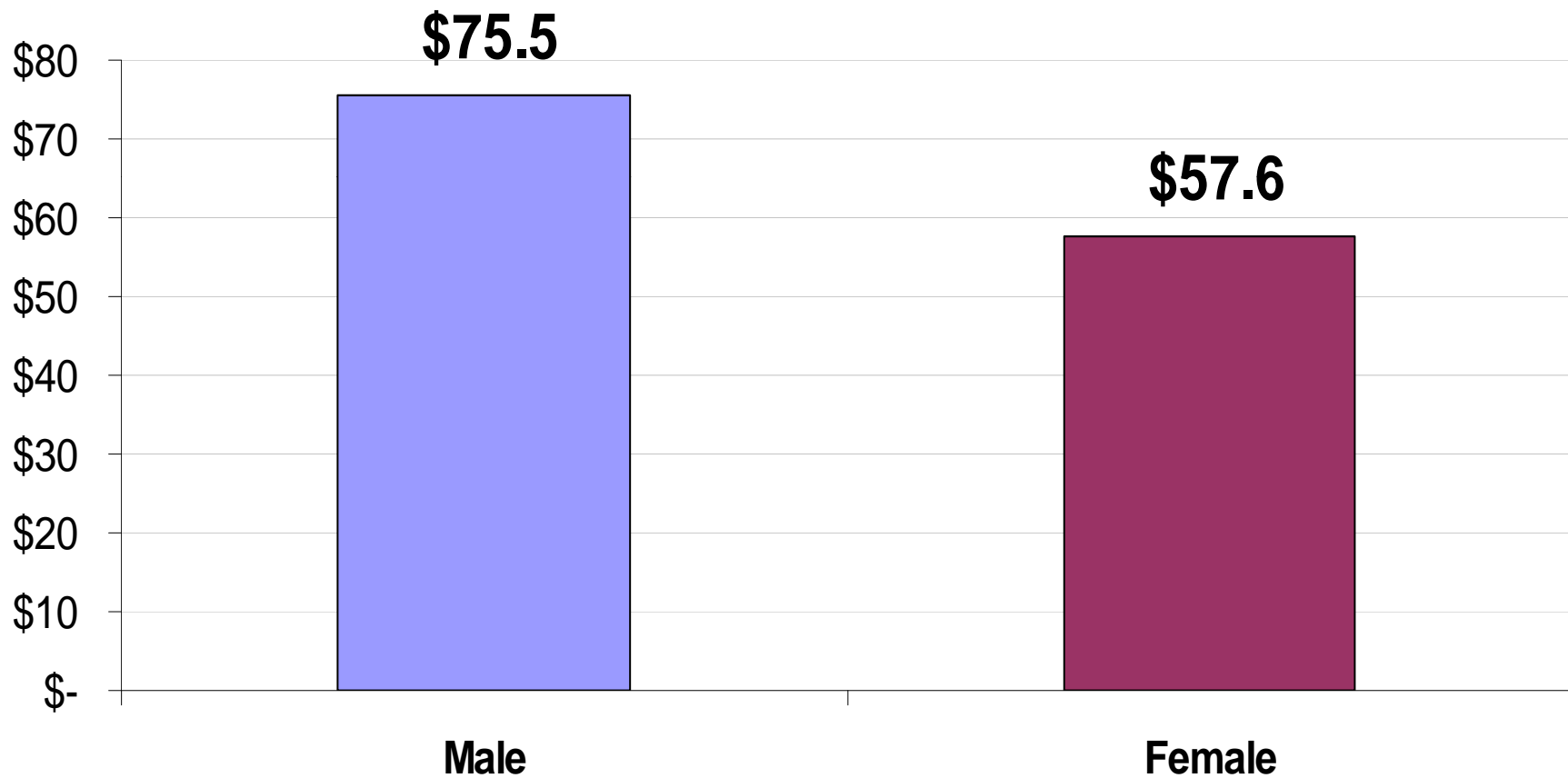
Average Salary In Thousands of Dollars



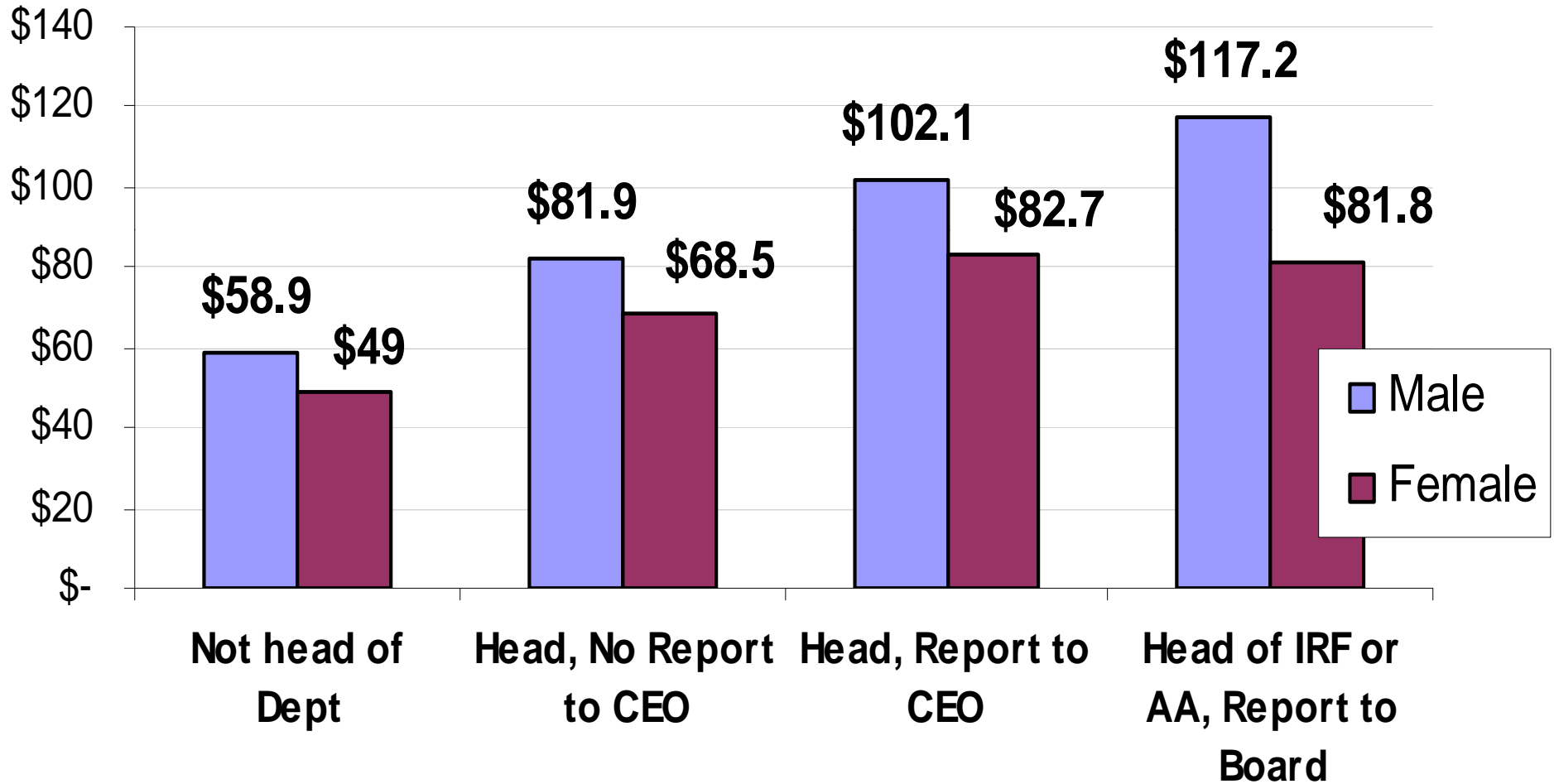
Average Salary In Thousands of Dollars



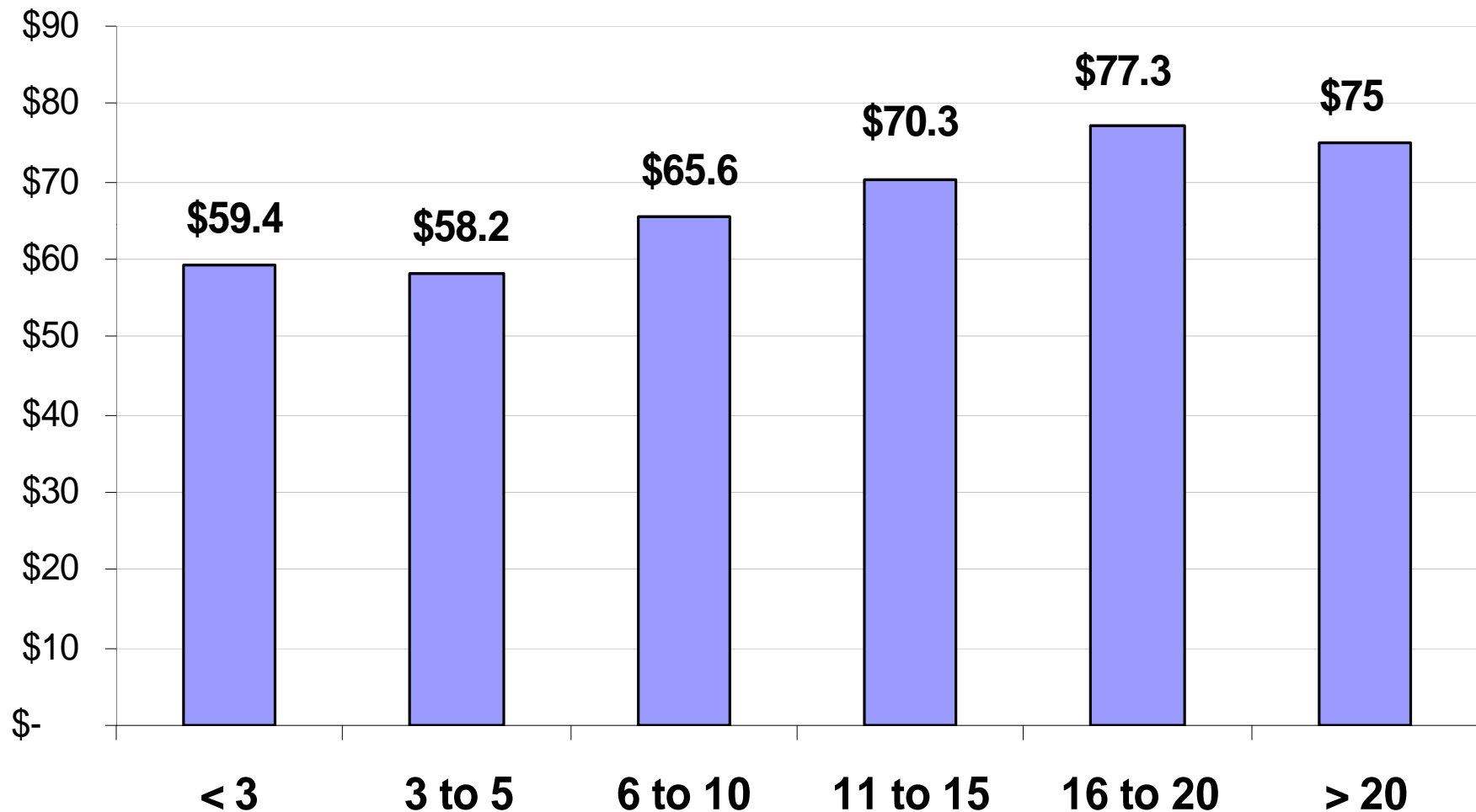
Average Salary In Thousands of Dollars

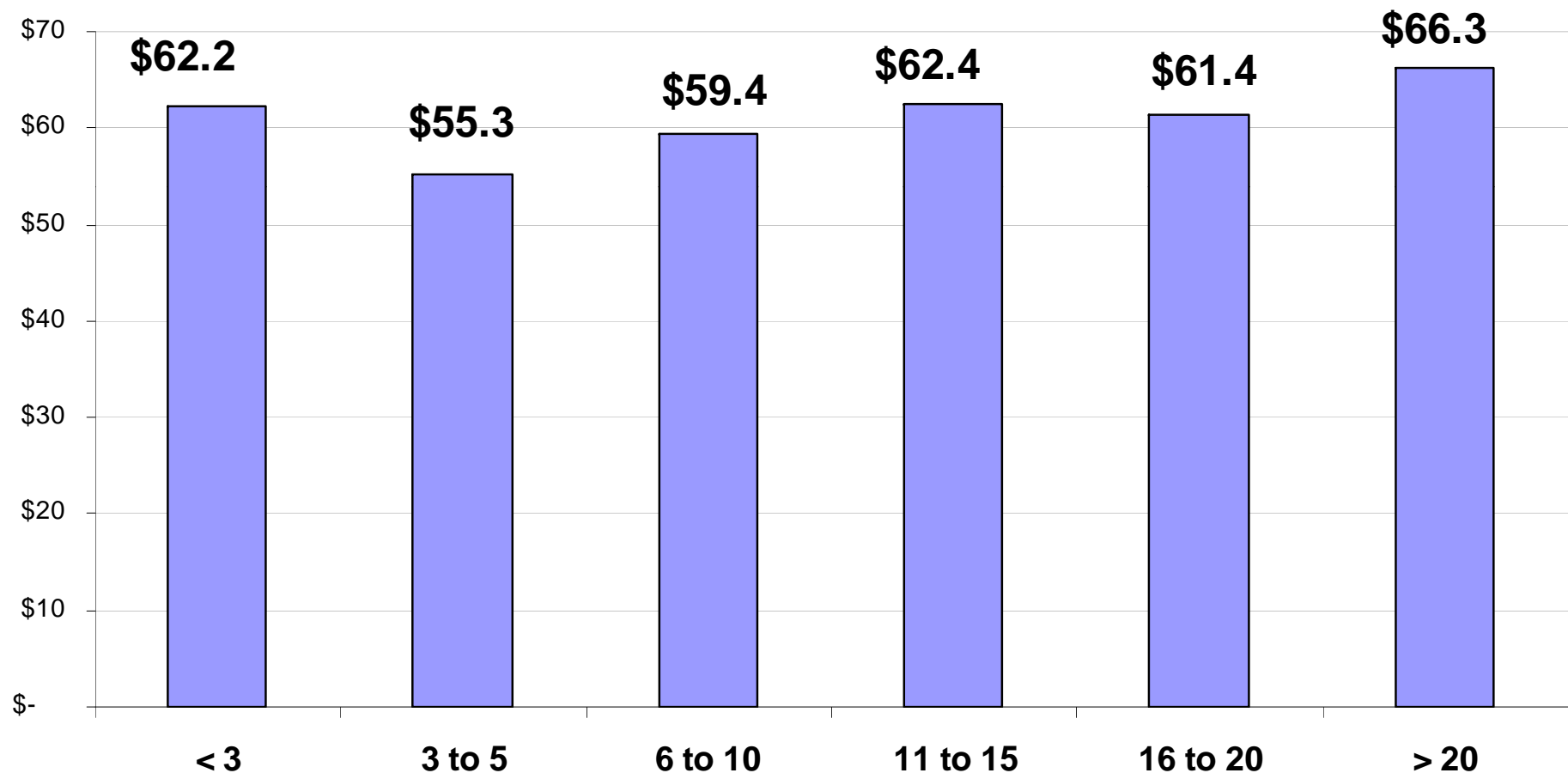


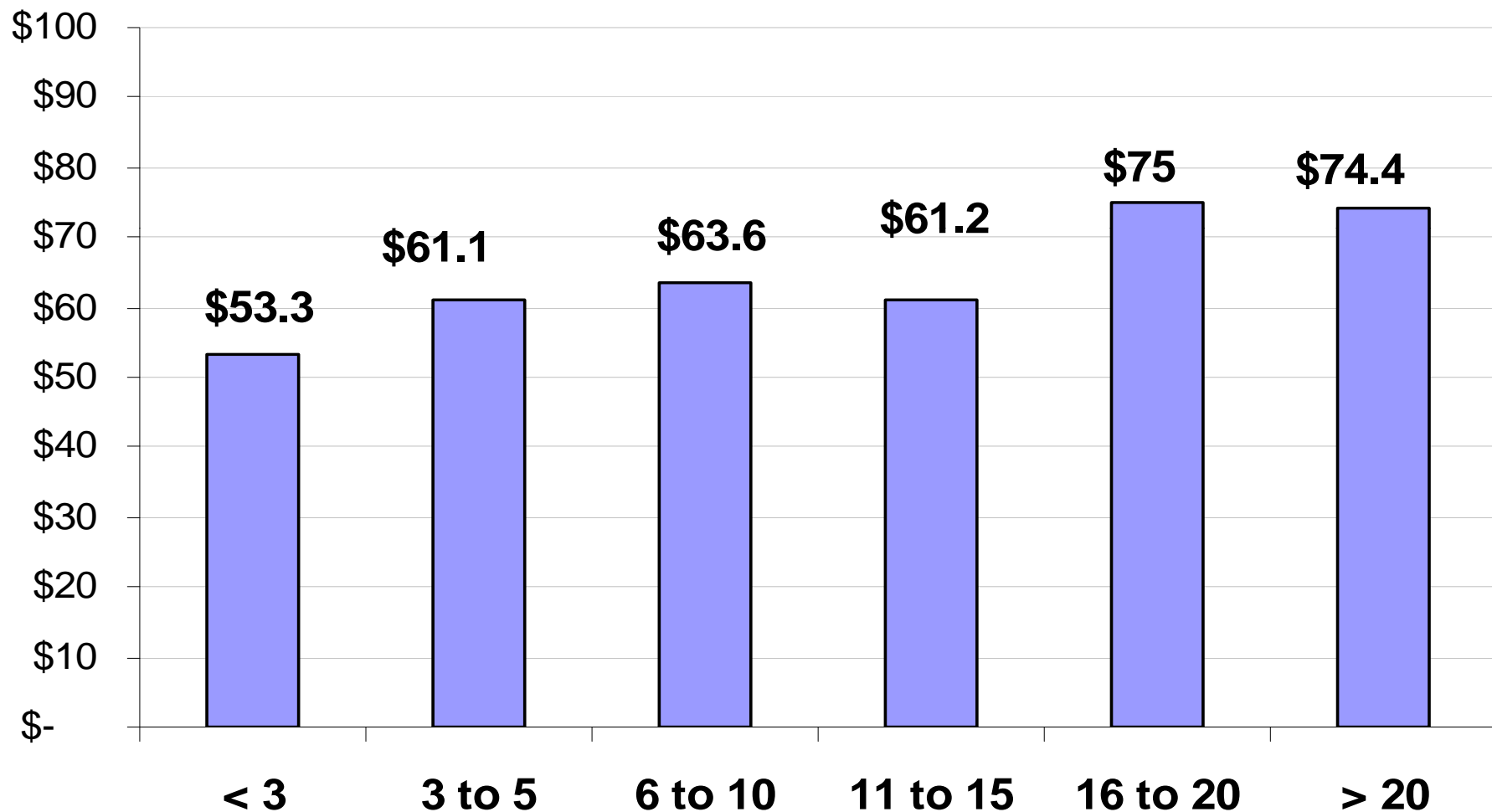
Average Salary In Thousands of Dollars

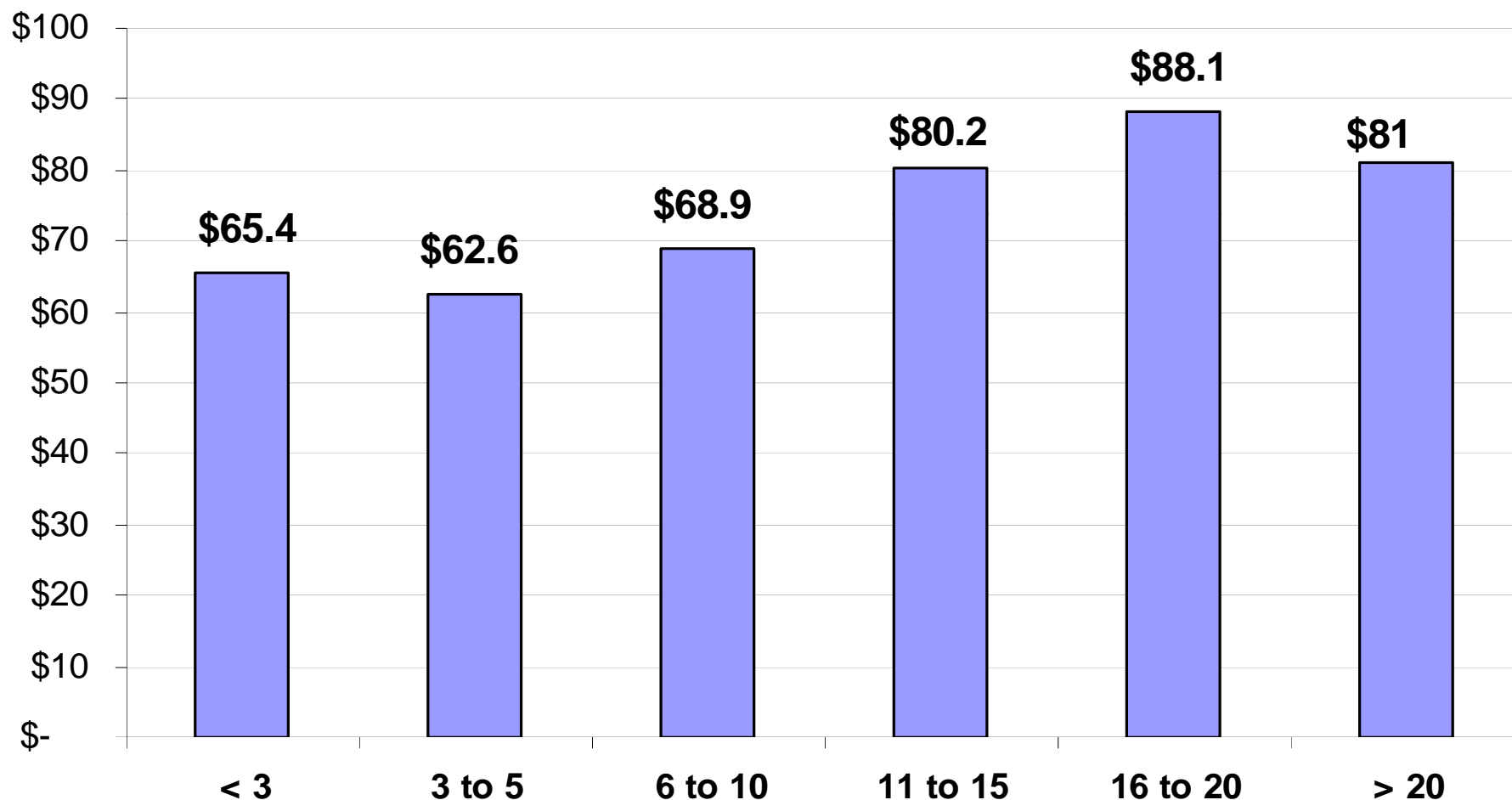


Average Salary In Thousands of Dollars

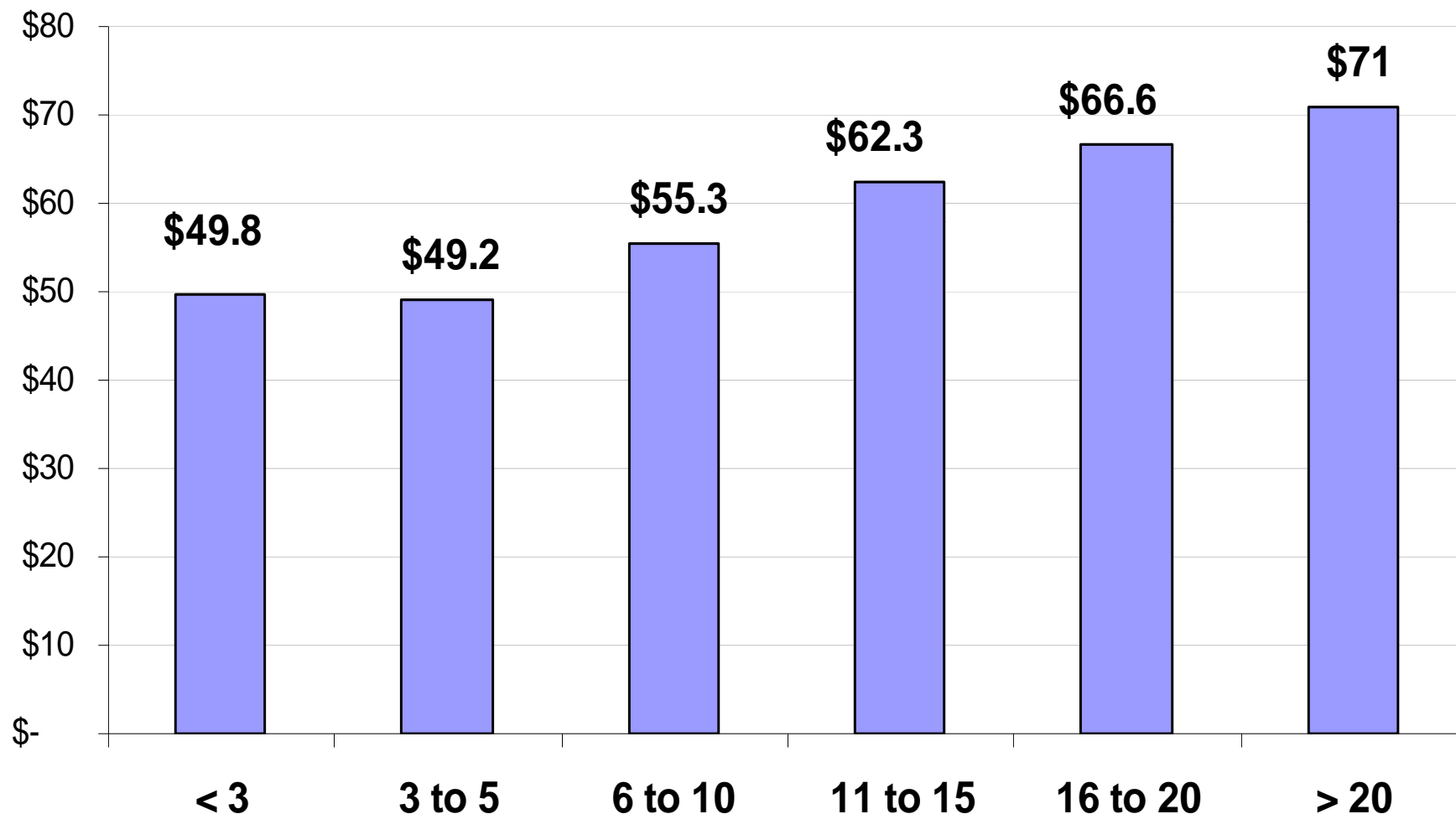


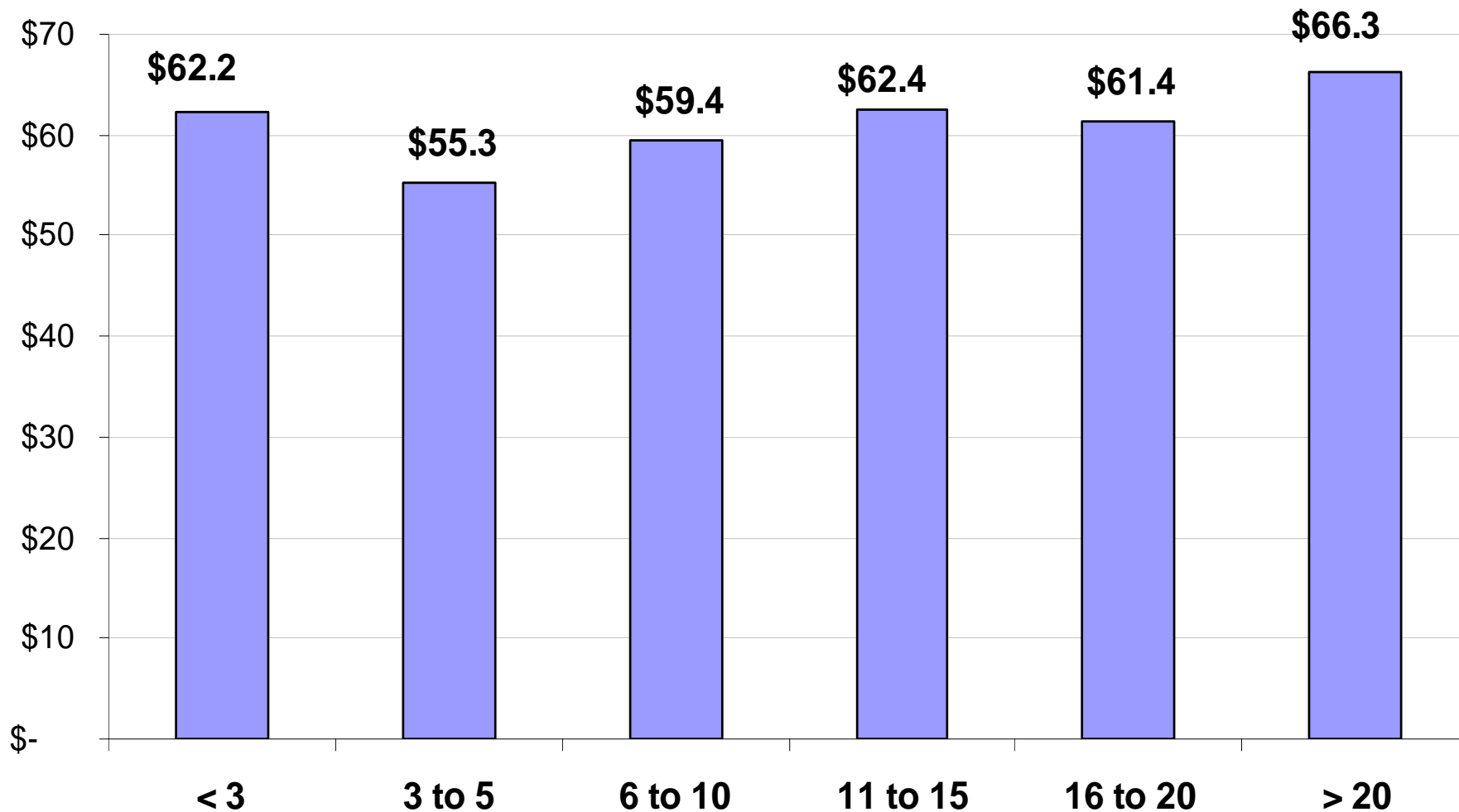
Average Salary (x\$1,000) for **Advancement Services**

Average Salary (x\$1,000) for **Communications & Marketing**

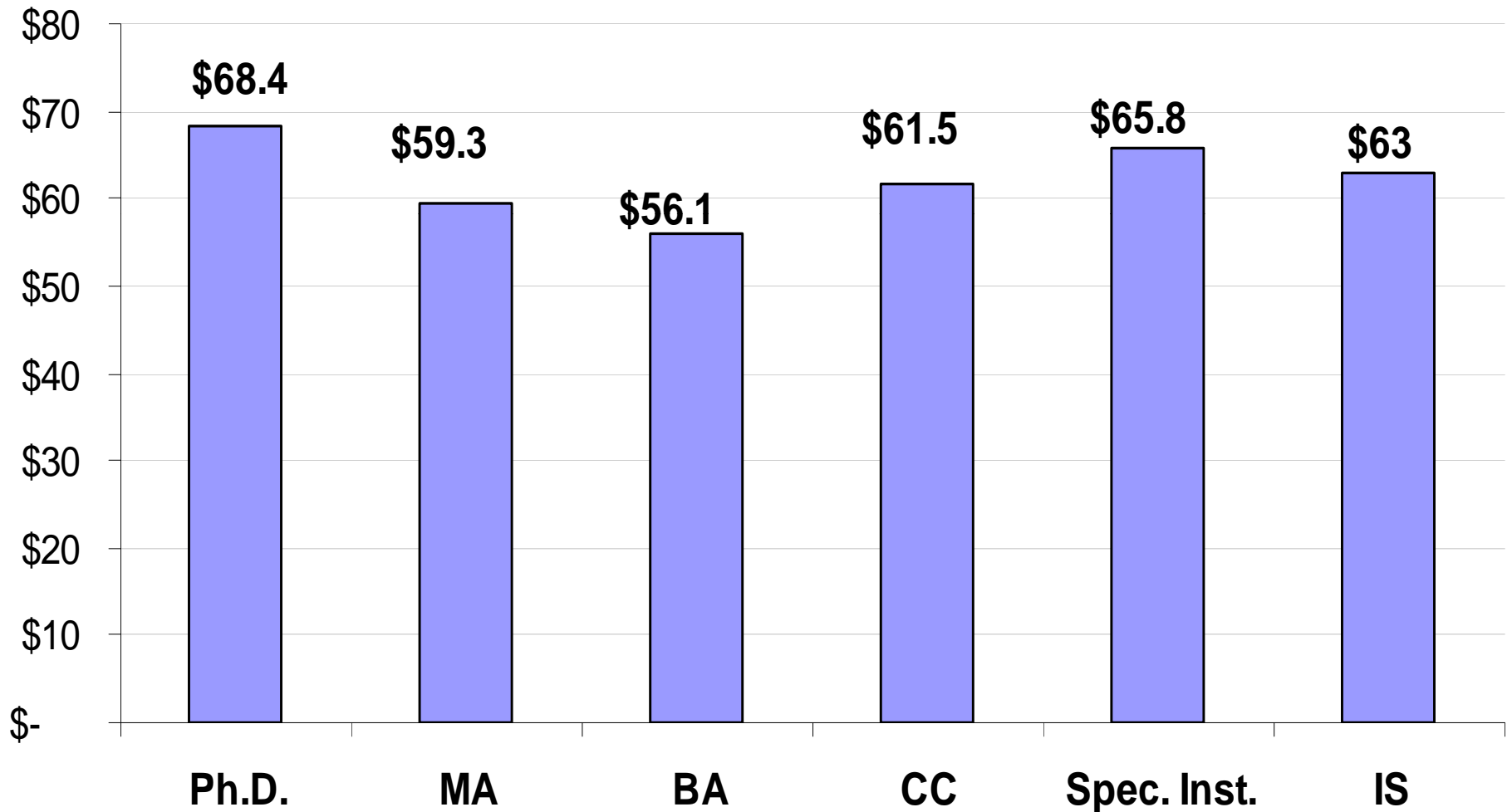
Average Salary (x\$1,000) for **Development**

Average Salary (x\$1,000) for Alumni Relations

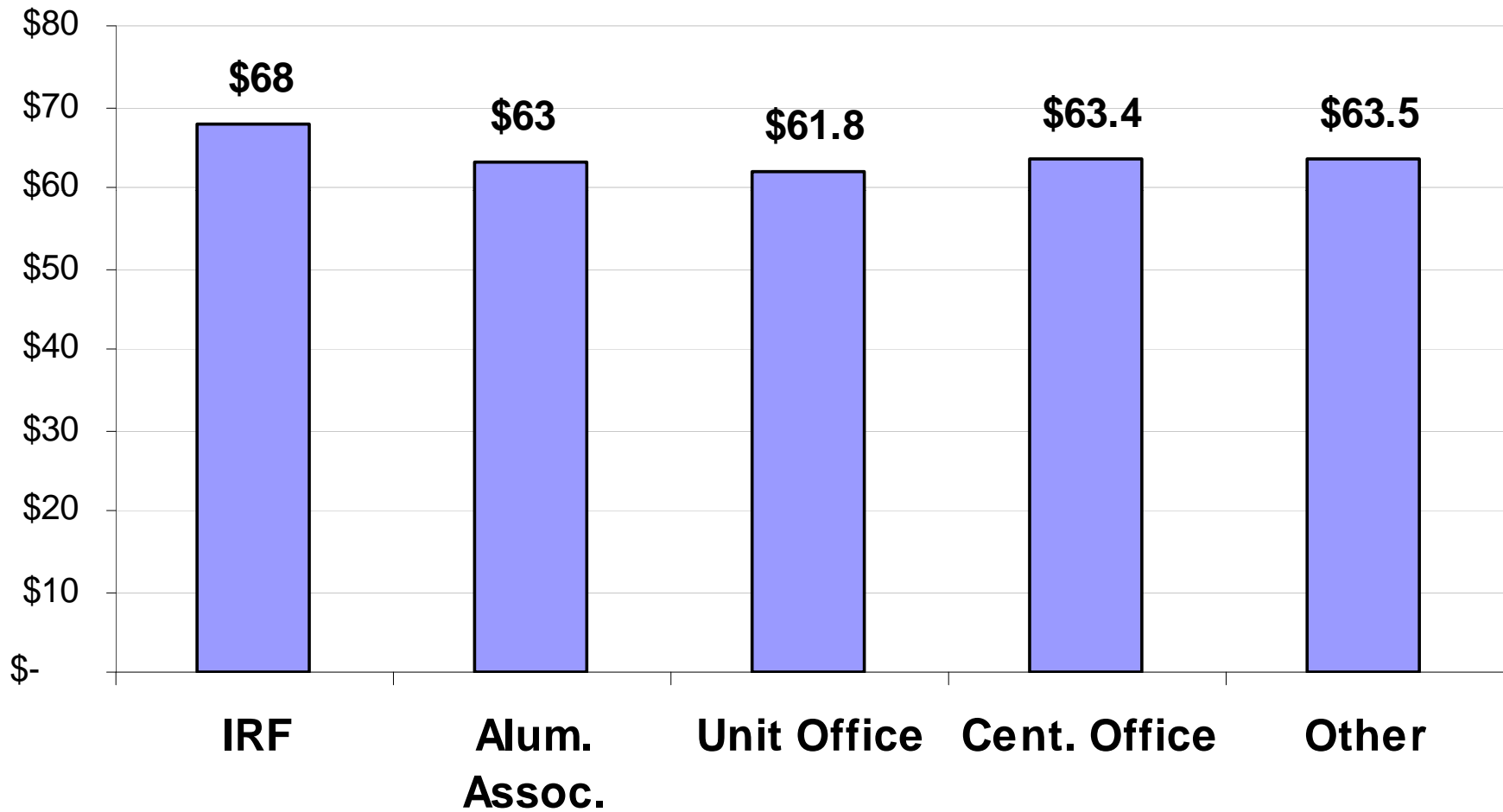


Average Salary (x\$1,000) for **Cross-disciplinary**

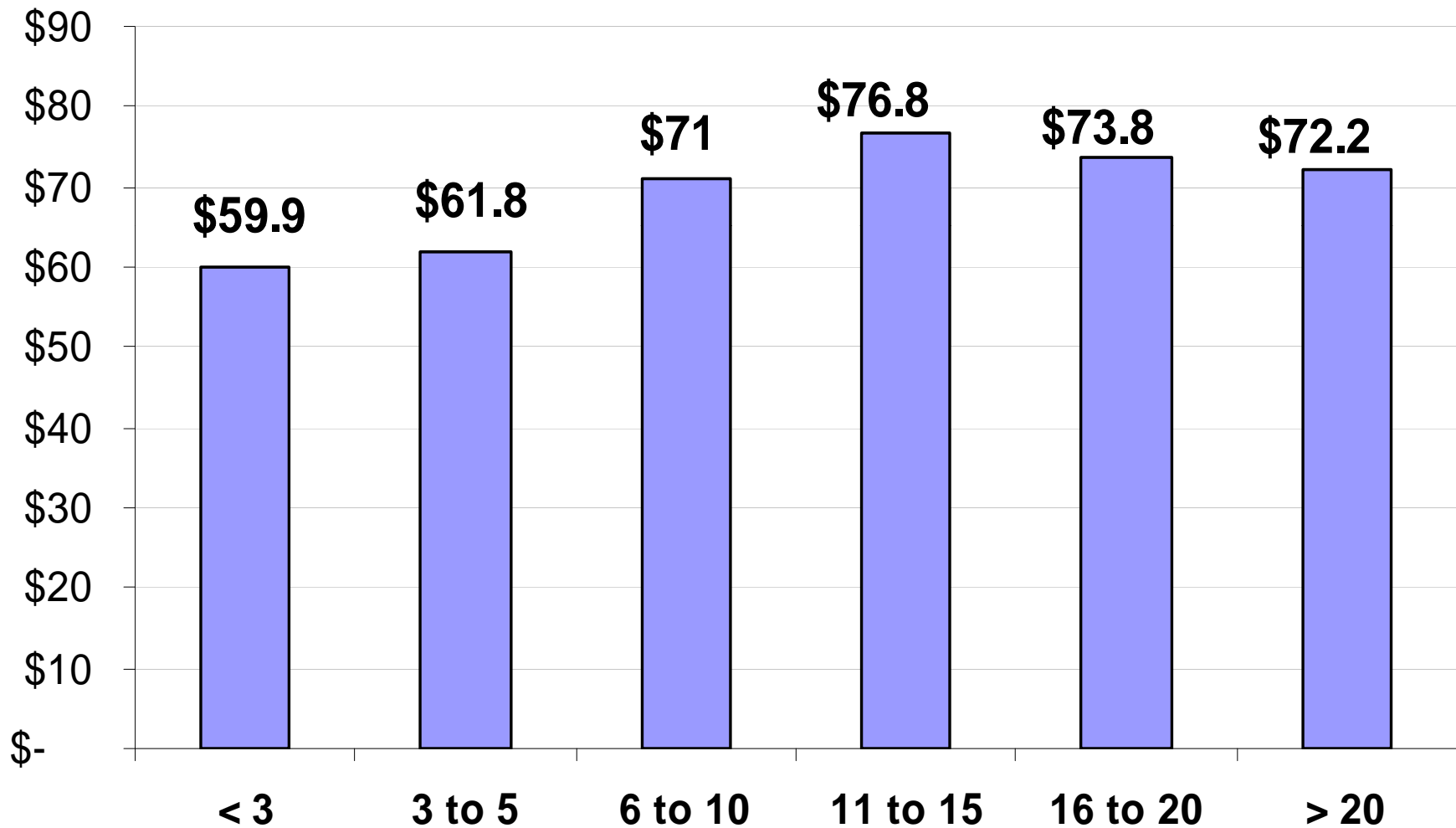
Average Salary In Thousands of Dollars



Average Salary In Thousands of Dollars



Average Salary In Thousands of Dollars



VII	\$72,121
I	\$66,888
II	\$65,816
V	\$61,601
III	\$60,073
IV	\$59,816
VIII	\$59,277
VI	\$57,152
All	\$63,307



White female working for a **private doctoral** institution in District V earning between **\$40,001 and \$60,000** annually. She has spent **seven and a half years at her current institution**, four and a half in her current job as a **major gifts officer** in the development office. She has supervisory experience but is not the head of a major department.

White female working for a **private doctoral** institution in District V earning **\$64,129** annually. She has 6 to 10 years of advancement experience and has worked in **annual giving** for **fewer than three years at her current institution**. She manages a budget and supervises 1 to 3 people but is not the head of a major department.

<i>Overall 2002</i>	<i>Overall 2005</i>
White female	White female
Private doctoral	Private doctoral
7.5 yrs./inst.	<3 yrs./inst.
Major gifts	Annual giving
Not dept. head	Not dept. head
\$40-\$60K	\$64,129

- To take the survey
 - Go to www.case.org (or case.salaries.com)
 - CASE code: salaries (or Resources section)
 - Participants receive
 - a free summary report comparing their salaries to others in similar jobs
 - a substantial discount on custom report subscriptions

- To purchase the survey
- Go to www.case.org (or case.salaries.com)
 - CASE code: salaries (or resources section)
 - Choose from one-day or six-month subscriptions
 - Customize your reports by
 - Geographic region
 - Institution type
 - Experience
 - Education and certification
 - Management and supervisory responsibilities
 - Advancement discipline and sub-discipline



Survey News

**Are you earning what you're worth?
Are you paying what you should?**

Find out with CASE's Advancement Compensation Survey.

The survey is a continuously updated tool CASE members can use to research the pay, benefits, and job components of positions across the advancement office at any type of institution.

We want you! Any staff person at a CASE member institution in the United States or Canada can participate. Complete the survey, and update your results each time your employment situation changes.

Your information is secure. Individual survey data are gathered on a secure Web site, encrypted in transmission, and kept confidential.

Survey participants receive a FREE summary report comparing their salary to others who have similar jobs and a substantial discount on custom report subscriptions.

To participate in the survey, update your survey, or purchase reports, click the "Log In Now" button at left.

Questions? Contact CASE at (202) 328-CASE or MemberServiceCenter@case.org.



Getting Started

To complete the survey, update your survey information, or purchase a custom report subscription, log in below. You will need your CASE individual ID number and password. If you don't know your ID and password, follow the instructions at right below.

Questions? Contact CASE at (202) 328-CASE or MemberServiceCenter@case.org.

Log in

To complete the survey, access your free salary report, update your survey results, or purchase a report subscription, type in your CASE individual ID number and password below.

Note: If you have moved to a new institution since you last completed the survey, update your membership information with CASE first by calling (202) 328-CASE or e-mailing MemberServiceCenter@case.org.

CASE ID Number:

Password:

Log In

Need Assistance?

You should already have a CASE individual ID number if (1) you're a CASE professional member, OR (2) you've logged into the CASE Web site to register online for a conference, purchase a book, or undertake a similar transaction.

If you don't have a CASE ID number AND you work for a CASE member institution, contact CASE at (202) 328-CASE or MemberServiceCenter@case.org to get one.

If you know your CASE individual ID number but you've forgotten your password, enter your ID below to have your password e-mailed to you.

CASE ID:

Get Password

Welcome to the CASE Advancement Compensation Survey

You have logged in successfully. To navigate throughout the site, select from among the menu options below or at the top right of the page.

- [Participate in the Advancement Compensation Survey](#): Complete the survey for the first time or update your survey information. Please update your survey each time your employment situation changes. Participants receive a FREE summary report and substantial discounts on custom reporting subscriptions.
- [Access Your Free Summary Salary Report](#): All survey participants receive a free report that summarizes salary data for their advancement discipline, management level, and geographic region.*
- [Order or Access Your Custom Report Subscription](#): An online subscription puts you in control of the salary database. Create unlimited custom reports, compare data, and cross-tabulate—all based on criteria you select.*

*(Note: You must accept the terms of service in the pop-up window to access the free or custom reports.)

Questions? Contact CASE at (202) 328-CASE or MemberServiceCenter@case.org.

Survey Reports

Your available reports are listed below. All participants receive access to the FREE summary report for their discipline, management level, and geographic region. To purchase a report subscription, contact Member Services at (202) 328-CASE or purchase the following reports online:

[One-Day Subscription, Participant Pricing: \\$49](#)

[One-Day Subscription, Non-Participant Pricing: \\$175](#)

[Six-Month Subscription, Participant Pricing: \\$199](#)

[Six-Month Subscription, Non-Participant Pricing: \\$399](#)

View the [Terms of Use Agreement](#).

[Free Summary Report](#)

[Custom Reports](#) Your report subscription will be available until February 22, 2006

Questions? Contact CASE at (202) 328-CASE or MemberServiceCenter@case.org.

Run Report

- + Advancement Services
- + Alumni Relations
- + Communications and Marketing
- + Development
- + Institution Type
- + Public or Private
- + Highest Degree Earned
- + Years in Advancement
- + Years at Institution
- + Years in Position
- + Certification
- + Management
- + Management Responsibility
- + Supervisory Level
- + Number of Employees Supervised
- + Geographic Area

To preview your sample report, please select the data points you would like to examine from the left menu. Below you will see the sample size for your selection. If the report below shows insufficient data, please try again using fewer (or more) data points. Once you are satisfied with your sample, click "Run Report" to view your data.

Run Report

- + Advancement Services
- + Alumni Relations
- + Communications and Marketing
- **Development**
 - Select All Options
 - Administrative support in development
 - Annual giving
 - Campaign management
 - Corporate and foundation relations
 - Development communications
 - Donor relations/donor stewardship
 - Endowment management
 - Gift accounting and processing
 - Information technology/systems/database support
 - Institutionally related foundation management
 - Major or principal gifts
 - Online services
 - Overall management of

Online Salary Survey Custom Report

Select data points to examine from the left menu. The "# of Respondents" column below shows how many respondents there were in that category. If the report below shows an insufficient number of respondents, please try again using fewer (or more) data points. When you are satisfied with your data selections and sample size, click "Run Report" at the top of the left menu. Once the salary data appears, print your report by using your browser's print button.

To create a new report, select a new set of data points. The salary data on your screen will disappear when you change the options at left, so be sure to print before you make changes.

		Income					
	# of Resp	Avg	10th Pctl	25th Pctl	Med	75th Pctl	90th Pctl
Development : Administrative support in development; Annual giving; Campaign management; Corporate and foundation relations; Development communications; Donor relations/donor stewardship; Endowment management; Gift accounting and processing; Information technology/systems/database support; Institutionally related foundation management; Major or principal gifts; Online services; Overall management of development; Planned giving; Proposal/grant writing; Prospect management; Prospect research/development research; Special events; Volunteer board/council/committee relations; Other area in development							
US Dollar	2112	--	--	--	--	--	--
Canadian Dollar	55	--	--	--	--	--	--

NMS = No meaningful sample; sample size is less than 10
-- = Report has not been run

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- Major or principal gifts
- Online services
- Overall management of development
- Planned giving
- Proposal/grant writing
- Prospect management
- Prospect research/development research
- Special events
- Volunteer board/council/committee relations
- Other area in development
- + **Institution Type**
- **Public or Private**
 - Select All Options
 - Public
 - Private
- + **Highest Degree Earned**
- + **Years in Advancement**
- + **Years at Institution**
- + **Years in Position**
- + **Certification**
- + **Management**

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US Dollar	2112	--	--	--	--	--	--
Canadian Dollar	55	--	--	--	--	--	--
Public or Private : Public							
US Dollar	1685	--	--	--	--	--	--
Canadian Dollar	53	--	--	--	--	--	--
2 Factor Cross - Tabulation							
US Dollar	793	--	--	--	--	--	--
Canadian Dollar	24	--	--	--	--	--	--

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Search Web

- + Institution Type
- Public or Private
 - Select All Options
 - Public
 - Private
- + Highest Degree Earned
- Years in Advancement
 - Select All Options
 - < 3 years
 - 3-5 years
 - 6-10 years
 - 11-15 years
 - 16-20 years
 - > 20 years
- + Years at Institution
- + Years in Position
- + Certification
- + Management
- + Management Responsibility
- + Supervisory Level
- + Number of Employees Supervised
- + Geographic Area

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US Dollar	2112	--	--	--	--	--	--
Canadian Dollar	55	--	--	--	--	--	--
Public or Private : Public							
US Dollar	1685	--	--	--	--	--	--
Canadian Dollar	53	--	--	--	--	--	--
Years in Advancement : < 3 years; 3-5 years; 6-10 years							
US Dollar	2725	--	--	--	--	--	--
Canadian Dollar	99	--	--	--	--	--	--
3 Factor Cross - Tabulation							
US Dollar	469	--	--	--	--	--	--
Canadian Dollar	15	--	--	--	--	--	--

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- Private
- + Highest Degree Earned
- Years in Advancement
 - Select All Options
 - < 3 years
 - 3-5 years
 - 6-10 years
 - 11-15 years
 - 16-20 years
 - > 20 years
- + Years at Institution
- + Years in Position
- + Certification
- + Management
- + Management Responsibility
- + Supervisory Level
- + Number of Employees Supervised
- Geographic Area
 - Selected Postal Codes - 77052
 - State: Texas
 - CMSA: Houston-Galveston-Brazoria, TX
 - MSA: Houston, TX

	Resp	Avg	Pctl	Pctl	Med	Pctl	Pctl
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US Dollar	2112	--	--	--	--	--	--
Canadian Dollar	55	--	--	--	--	--	--
Public or Private : Public							
US Dollar	1685	--	--	--	--	--	--
Canadian Dollar	53	--	--	--	--	--	--
Years in Advancement : < 3 years; 3-5 years; 6-10 years							
US Dollar	2725	--	--	--	--	--	--
Canadian Dollar	99	--	--	--	--	--	--
Geographic Area : State: Texas							
US Dollar	173	--	--	--	--	--	--
Canadian Dollar	0	--	--	--	--	--	--
4 Factor Cross - Tabulation							
US Dollar	27	--	--	--	--	--	--
Canadian Dollar	0	--	--	--	--	--	--

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Run Report

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- + Communications and Marketing
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US Dollar	2112	--	--	--	--	--	--
Canadian Dollar	55	--	--	--	--	--	--
Public or Private : Public							
US Dollar	1685	--	--	--	--	--	--
Canadian Dollar	53	--	--	--	--	--	--
Years in Advancement : < 3 years; 3-5 years; 6-10 years							
US Dollar	2725	--	--	--	--	--	--
Canadian Dollar	99	--	--	--	--	--	--
Geographic Area : State: Texas							
US Dollar	173	--	--	--	--	--	--
Canadian Dollar	0	--	--	--	--	--	--
4 Factor Cross - Tabulation							
US Dollar	27	--	--	--	--	--	--
Canadian Dollar	0	--	--	--	--	--	--

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US Dollar	2112	68,930	35,000	45,000	61,566	83,025	110,000
Canadian Dollar	55	76,368	45,220	55,765	74,000	89,368	108,600
Public or Private : Public							
US Dollar	1685	66,448	35,168	43,000	57,400	79,800	105,000
Canadian Dollar	53	70,904	43,020	47,338	70,000	87,000	107,600
Years in Advancement : < 3 years; 3-5 years; 6-10 years							
US Dollar	2725	53,502	32,467	38,119	48,000	62,000	80,000
Canadian Dollar	99	68,699	38,616	44,896	55,120	74,500	95,600
Geographic Area : State: Texas							
US Dollar	173	62,347	34,000	40,000	52,000	74,500	104,575
Canadian Dollar	0	NMS	NMS	NMS	NMS	NMS	NMS
4 Factor Cross - Tabulation							
US Dollar	27	48,809	31,997	39,000	46,000	60,500	66,400
Canadian Dollar	0	NMS	NMS	NMS	NMS	NMS	NMS

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Professional
Development
ADVOCACY

INTEGRITY

Resources

ETHICS

Thank you.

Questions?

SERVICE

Recognition

INCLUSIVENESS

CASE.

COUNCIL FOR ADVANCEMENT AND SUPPORT OF EDUCATION