

Professional  
Development  
ADVOCACY

# Working for a Living: How (Much) the Band Gets Paid

INTEGRITY  
Resources  
ETHICS  
SERVICE  
Recognition  
INCLUSIVENESS

John Lippincott  
CASE President

District III, Feb. 22, 2005

CASE.

COUNCIL FOR ADVANCEMENT AND SUPPORT OF EDUCATION

- 2002 Compensation Survey Results
- 2005 Compensation Survey Preview
- Trends in Advancement Compensation

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INTEGRITY

# 2002 Compensation Survey Results

SERVICE

Recognition

ETHICS

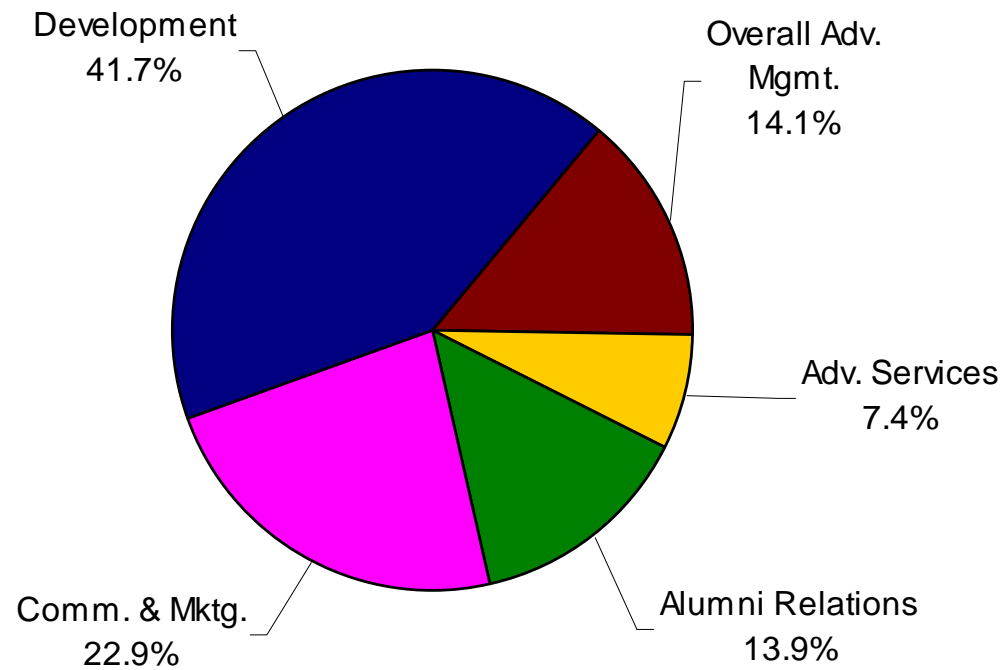
INCLUSIVENESS

CASE.

COUNCIL FOR ADVANCEMENT AND SUPPORT OF EDUCATION

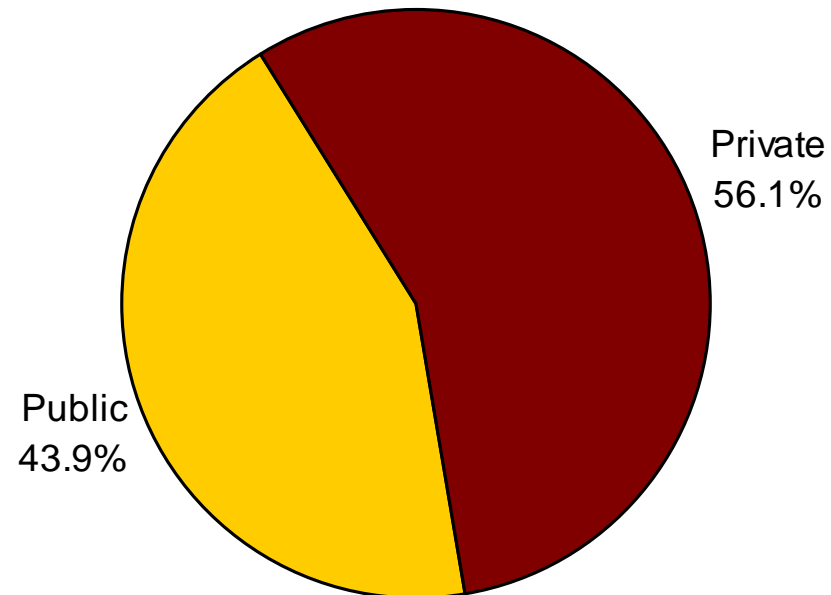
- Prior surveys in 1982, 1986, 1990, 1995
- Conducted in February 2002
- Web-based
- Contact via e-mail to 26,829 U.S. members
- 10,253 responses; 37.5 percent response rate

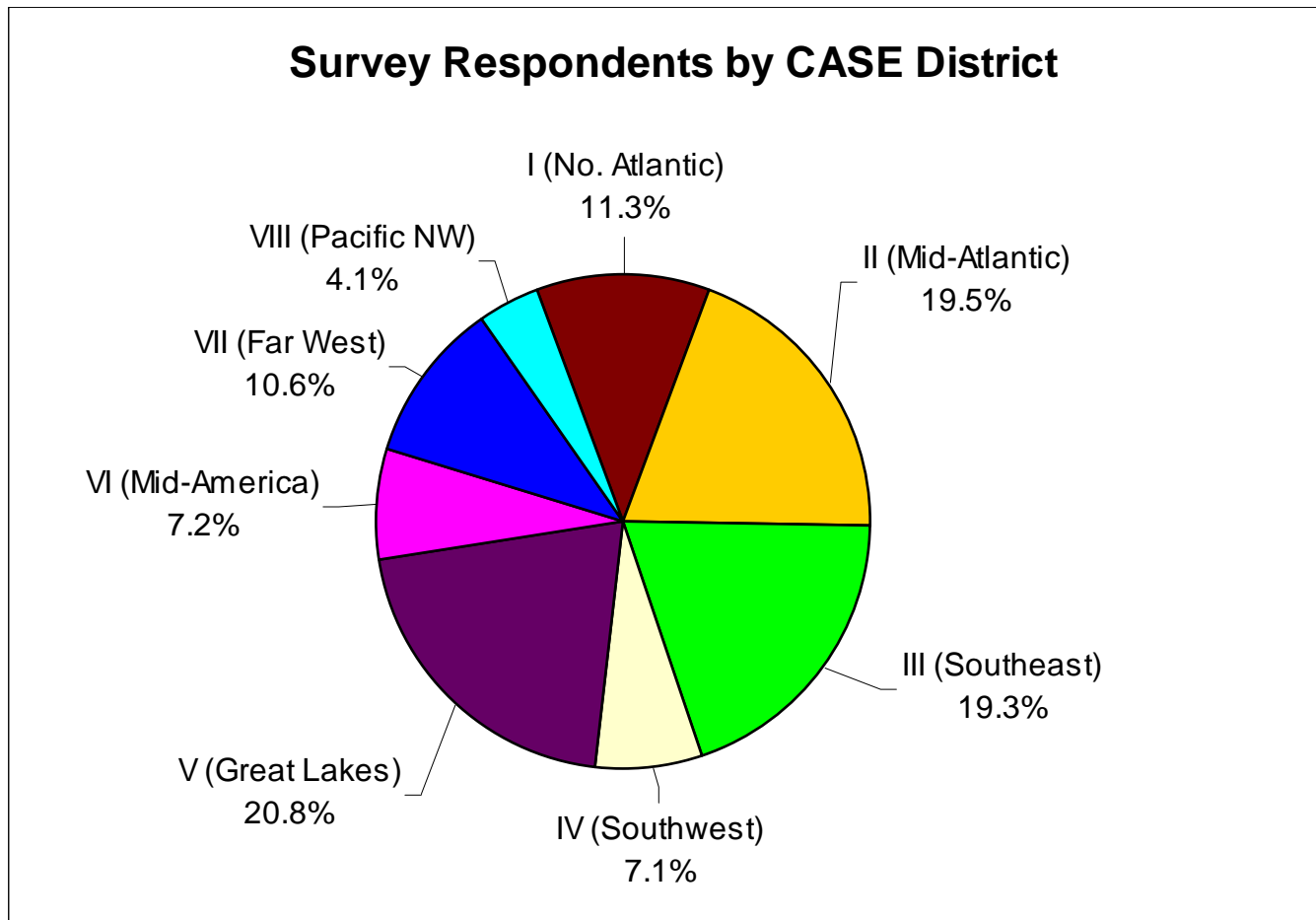
**Survey Respondents by Advancement Discipline**



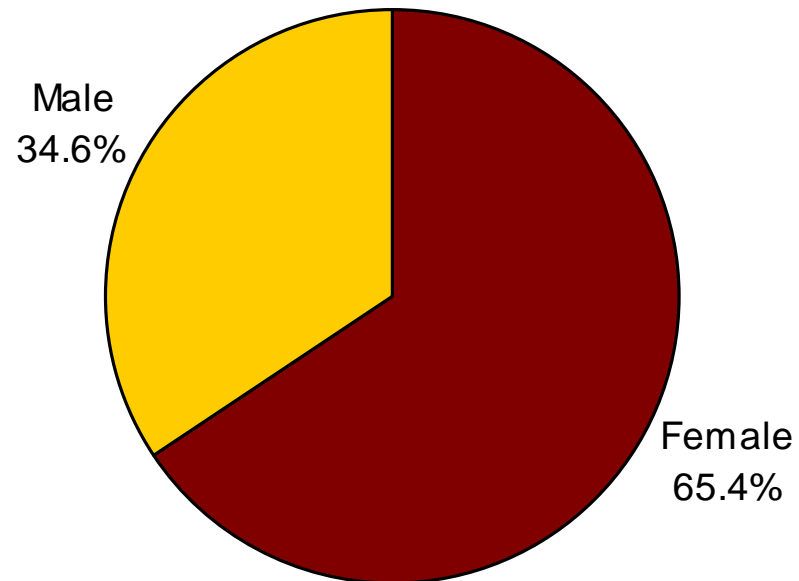
**Survey Respondents by Institution Type**

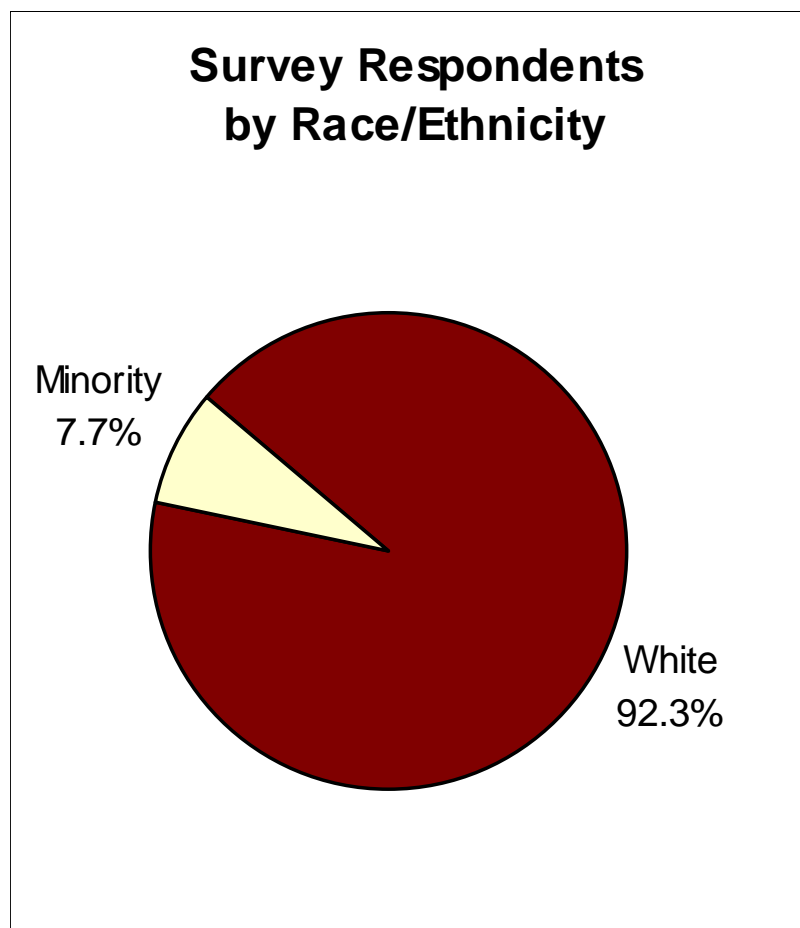
Public vs. Private

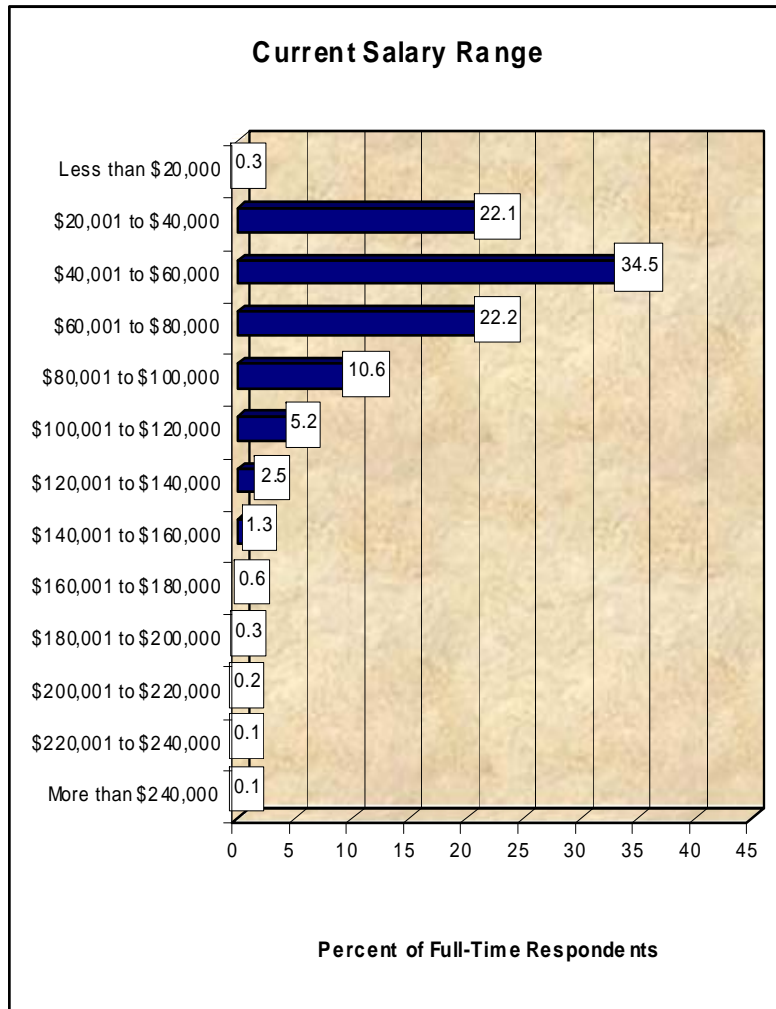




**Survey Respondents by Sex**







*79 percent earn between \$20-\$80k*

**Strongest correlations:**

- Sex
- Level of responsibility
- Discipline
- Years in advancement

Salary by Race/Ethnicity					
	Total	White	Black/African American	Hispanic	Other
Less than \$20,000	0.3	0.3	0.3	0.7	0.0
\$20,001 to \$40,000	22.1	22.1	23.5	24.1	20.3
\$40,001 to \$60,000	34.5	34.3	36.7	36.5	31.1
\$60,001 to \$80,000	22.2	22.2	20.4	22.6	25.5
\$80,001 to \$100,000	10.6	10.7	11.4	8.0	9.1
\$100,001 to \$120,000	5.2	5.3	4.5	0.7	4.3
\$120,001 to \$140,000	2.5	2.6	1.7	2.9	0.9
More than \$140,000	2.5	2.6	1.4	4.4	2.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
sig.=.524 (NOT significant)					
N=	9,582	8925	289	137	231

- *Statistically, no differences in salary by race*

Salary Range by Sex			
Salary Range	PERCENT		
	Total Pool	Women	Men
Less than \$20,000	0.3	0.4	0.0
\$20,001 to \$40,000	22.1	27.4	11.9
\$40,001 to \$60,000	34.5	38.1	27.8
\$60,001 to \$80,000	22.2	20.7	25.2
\$80,001 to \$100,000	10.6	7.8	15.9
\$100,001 to \$120,000	5.2	3.4	8.6
\$120,001 to \$140,000	2.5	1.2	5.0
More than \$140,000	2.6	0.9	5.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
sig.=.000	N=9,672	N=6,299	N=3,307

- *Women more than 2x as likely to make \$20k-40k*
- *Men much more likely to earn \$80k-\$140+k*

Salary Range by Level of Managerial Responsibility						
	PERCENT					
Salary Range	Total Pool	No supervisory responsibility	Some supervisory responsibility	Head of major dept but don't report directly to CEO	Head of major dept and report directly to CEO/board	Little/no supervisory responsibility but report to CEO/board
Less than \$20,000	0.3	1.1	0.3	0.0	0.1	0.3
\$20,001 to \$40,000	22.1	45.2	32.3	8.1	4.0	23.4
\$40,001 to \$60,000	34.5	39.6	43.3	31.3	16.9	37.2
\$60,001 to \$80,000	22.2	11.3	18.6	31.3	24.9	23.1
\$80,001 to \$100,000	10.6	2.3	4.6	16.7	21.2	7.2
\$100,001 to \$120,000	5.2	0.3	0.7	7.8	14.3	3.8
\$120,001 to \$140,000	2.5	0.1	0.2	2.8	8.7	2.4
More than \$140,000	2.6	0.2	0.1	2.0	9.9	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
sig.=.000						
N=	9,672	1,198	3,889	2,395	1,879	290

- *Clear correlation between level of responsibility and salary*

## Level of Managerial Responsibility by Sex

	PERCENT		
	Total Pool	Female	Male
No supervisory responsibility	12.4	14.0	9.4
Some supervisory responsibility, but not head of major dept	40.3	44.6	32.2
Head of major dept but do not report directly to CEO	24.8	23.1	27.9
Head of major dept and report directly to CEO/board	19.5	15.0	28.1
Little or no supervisory resp. and report to CEO/board	3.0	3.3	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
sig.=.000			
N=	9,686	6,337	3,349

- *Nearly twice as many men report directly to CEO*
- *Women less likely to be head of a major dept.*

Salary Range by Advancement Discipline						
	PERCENT					
Salary Range	Total Pool	Overall Advancement Management	Advancement Services	Alumni Relations	Communications & Marketing	Development
Less than \$20,000	0.3	0.2	0.3	0.5	0.2	0.3
\$20,001 to \$40,000	22.1	4.0	31.9	36.3	26.5	19.4
\$40,001 to \$60,000	34.5	12.8	36.8	39.0	40.1	36.9
\$60,001 to \$80,000	22.2	23.9	19.5	15.6	19.8	25.6
\$80,001 to \$100,000	10.6	23.4	6.9	4.4	7.7	10.6
\$100,001 to \$120,000	5.2	15.3	3.4	2.0	3.5	4.1
\$120,001 to \$140,000	2.5	9.6	0.6	1.1	1.4	1.6
More than \$140,000	2.6	10.8	0.7	1.0	0.8	1.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
sig.=.000						
N=	9,672	1,356	712	1,344	2,223	4,037

- *Overall adv. mgmt. has highest salaries; 36% earn >\$100k*

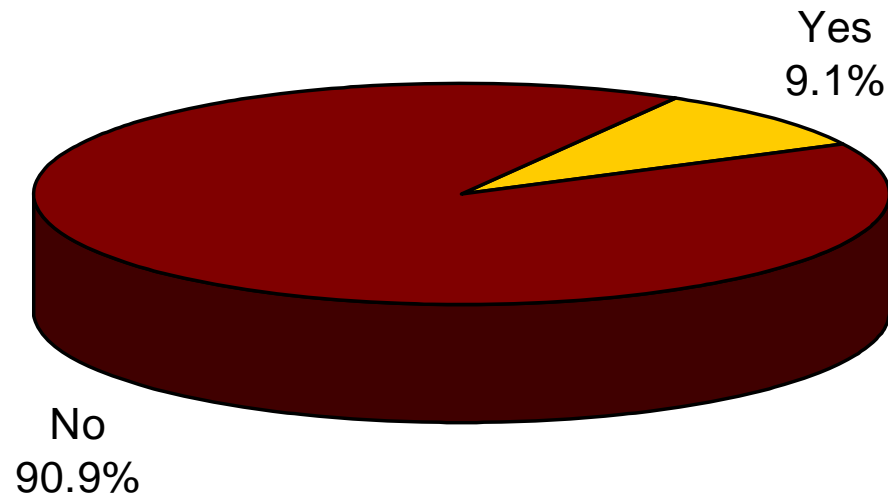
Salary Range by Years In Advancement						
	PERCENT					
Salary Range	Total Pool	< 3 yrs	3 to 5 yrs	5 to 10 yrs	10 to 15 yrs	15+ yrs
Less than \$20,000	0.3	0.7	0.3	0.2	0.1	0.1
\$20,001 to \$40,000	22.1	43.6	34.6	19.9	13.2	5.9
\$40,001 to \$60,000	34.5	33.2	41.9	41.0	33.0	24.9
\$60,001 to \$80,000	22.2	14.9	16.2	24.8	28.3	24.6
\$80,001 to \$100,000	10.6	4.6	4.6	8.3	14.8	18.7
\$100,001 to \$120,000	5.2	1.6	1.4	3.4	6.3	11.8
\$120,001 to \$140,000	2.5	0.5	0.5	1.6	3.2	6.1
More than \$140,000	2.6	1.0	0.5	0.9	1.1	8.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
sig.=.000						
N=	9,672	1,772	1,529	2,442	1,676	2,242

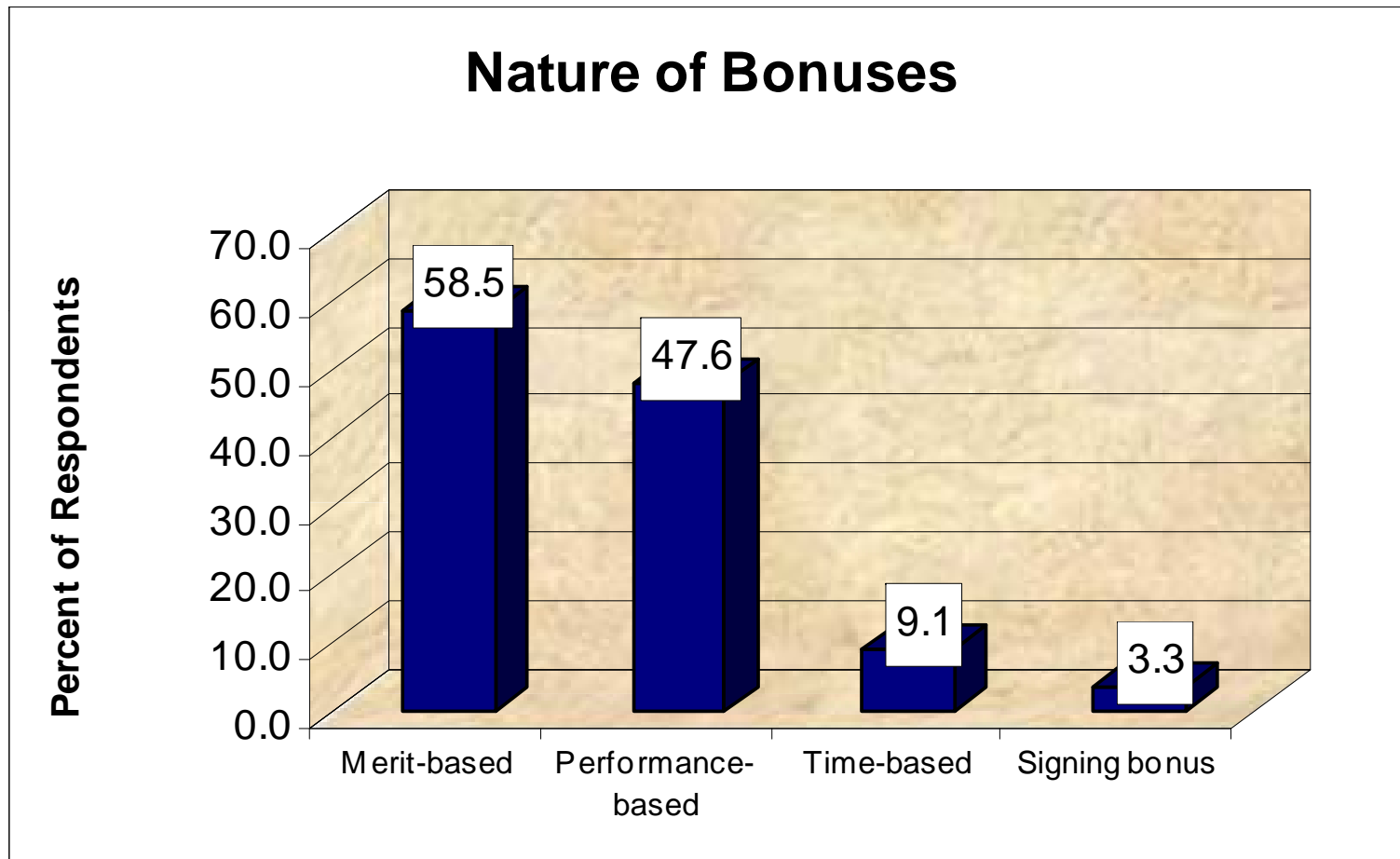
- *Strong correlation between salary and years in advancement*
- *70 percent with 15+ years earn more than \$60k*

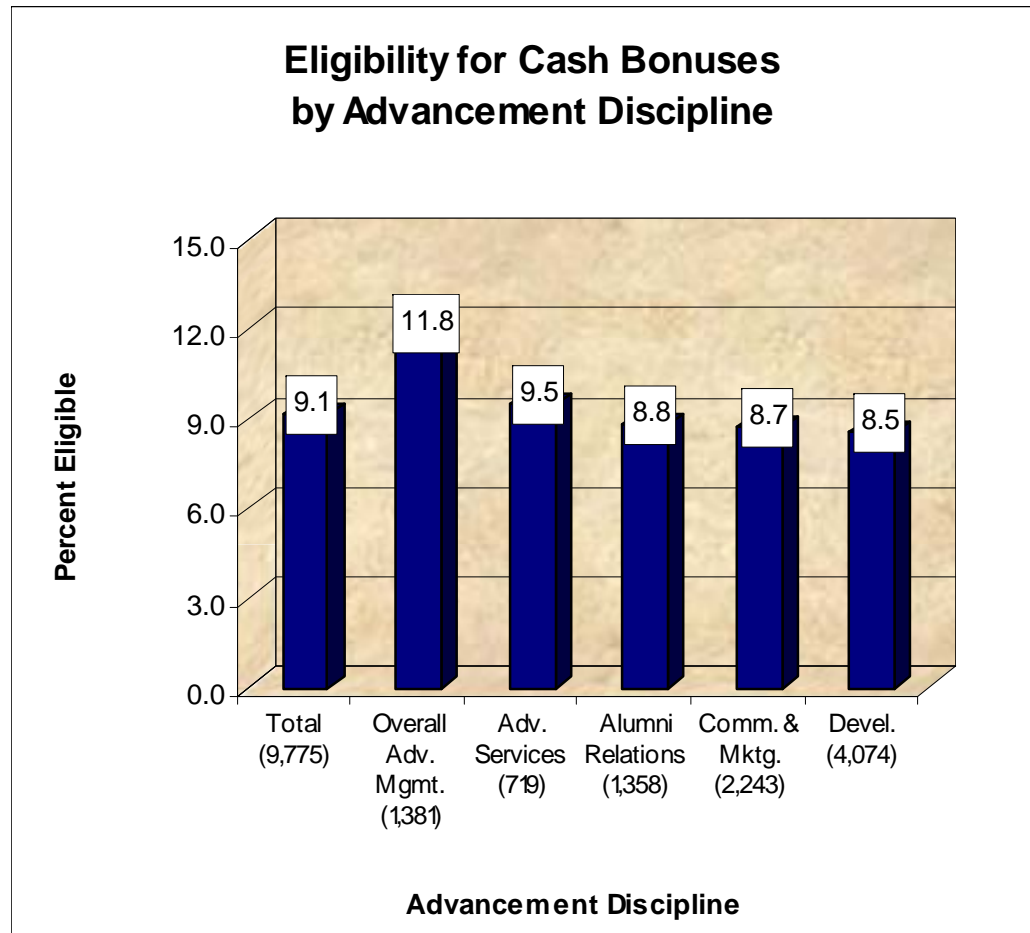
Salary Range - Public vs. Private			
	PERCENT		
Salary Range	Total Pool	Private	Public
Less than \$20,000	0.3	0.4	0.1
\$20,000 to \$40,000	22.1	25.1	18.4
\$40,001 to \$60,000	34.5	34.6	34.4
\$60,001 to \$80,000	22.2	20.9	23.9
\$80,001 to \$100,000	10.6	9.8	11.6
\$100,001 to \$120,000	5.2	4.4	6.2
\$120,001 to \$140,000	2.5	2.5	2.5
More than \$140,000	2.6	2.3	2.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
sig.=.000			
	N= 9,672	5,436	4,236

- *Salaries are higher at publics than at privates*

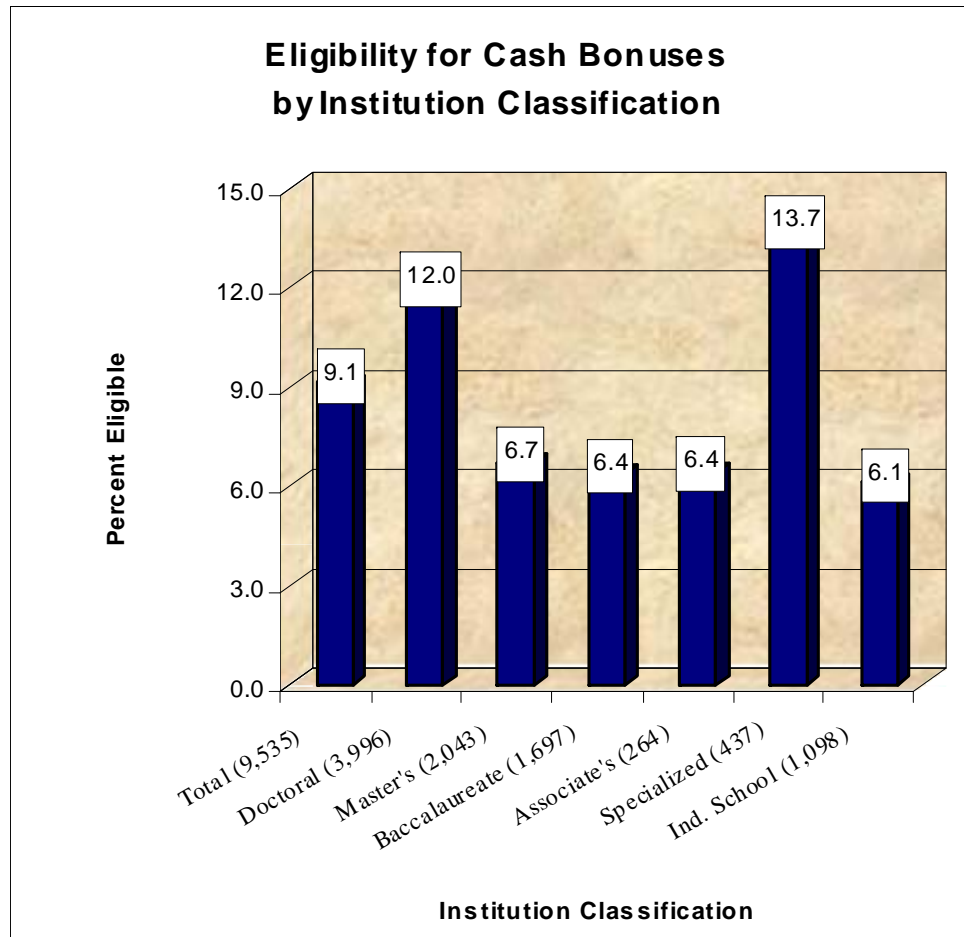
### Eligibility for Cash Bonuses

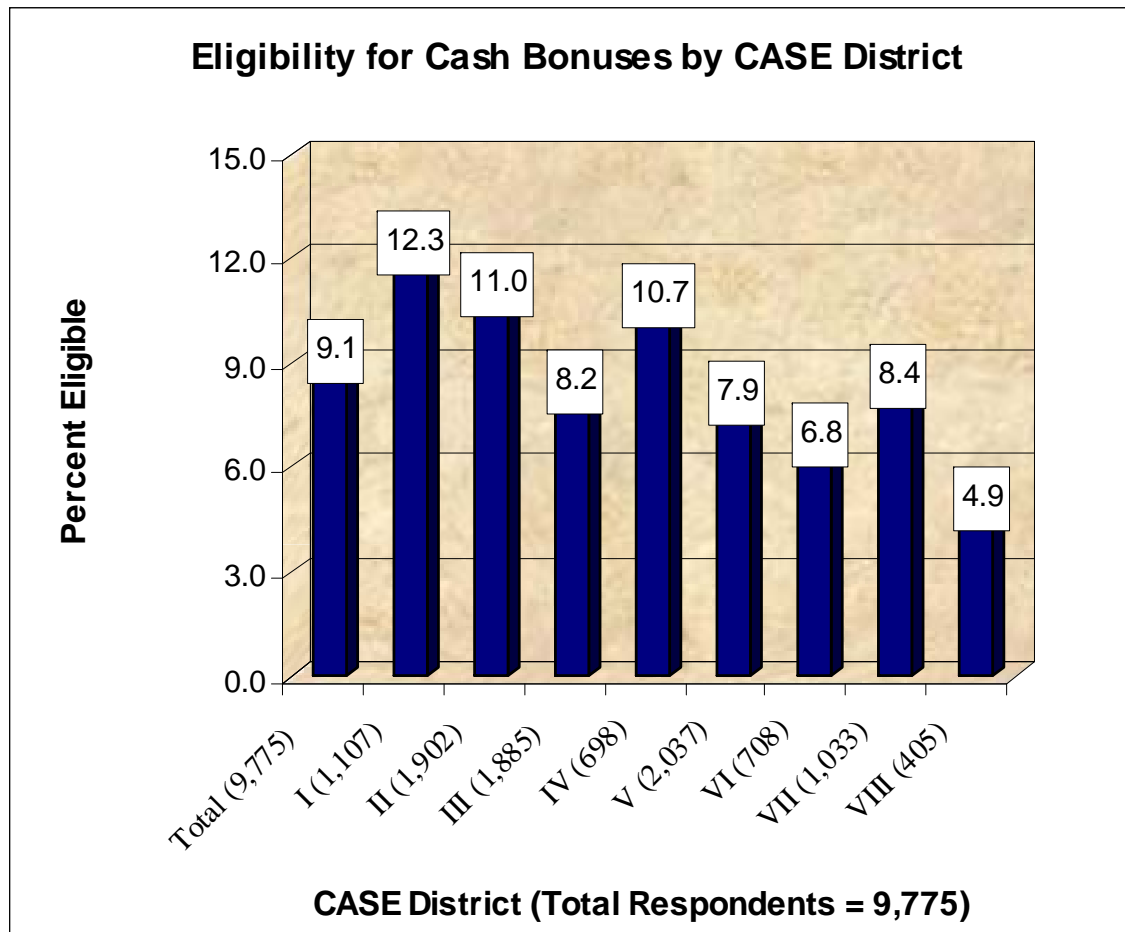


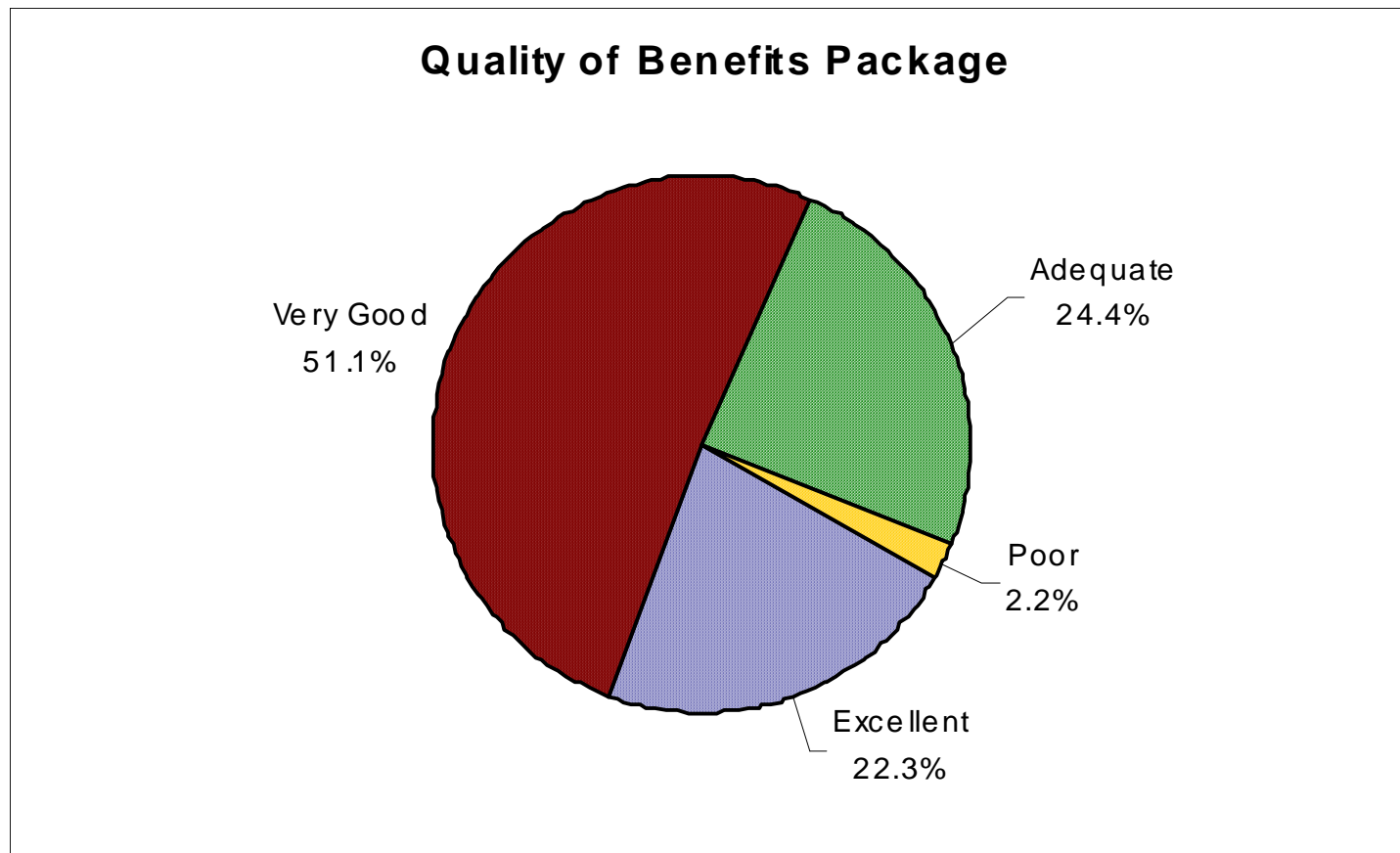




# Bonus by Institution Type

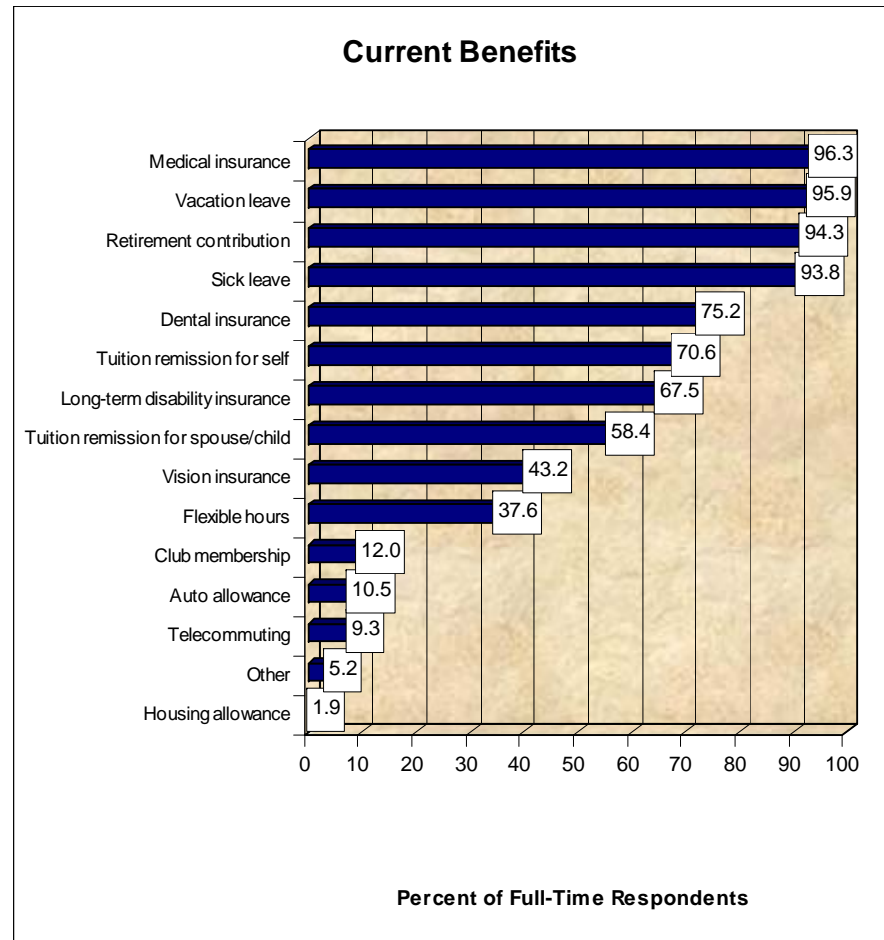






- *73 percent rated their benefits “very good” or “excellent”*

# Type of Benefits



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# 2005 Compensation Survey Previews

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Recognition

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- “Evergreen” survey initiated in fall 2004
- Web-based
- Contact via e-mail to 32,985 professionals at all U.S. and Canadian institutions
- 4,404 responses; 13 percent response rate to date
- Specific salary numbers vs. ranges
- In very preliminary stages of analysis

	<u>Overall</u>	<u>D III</u>
Female	67%	68%
Male	32%	31%
Declined	1%	1%

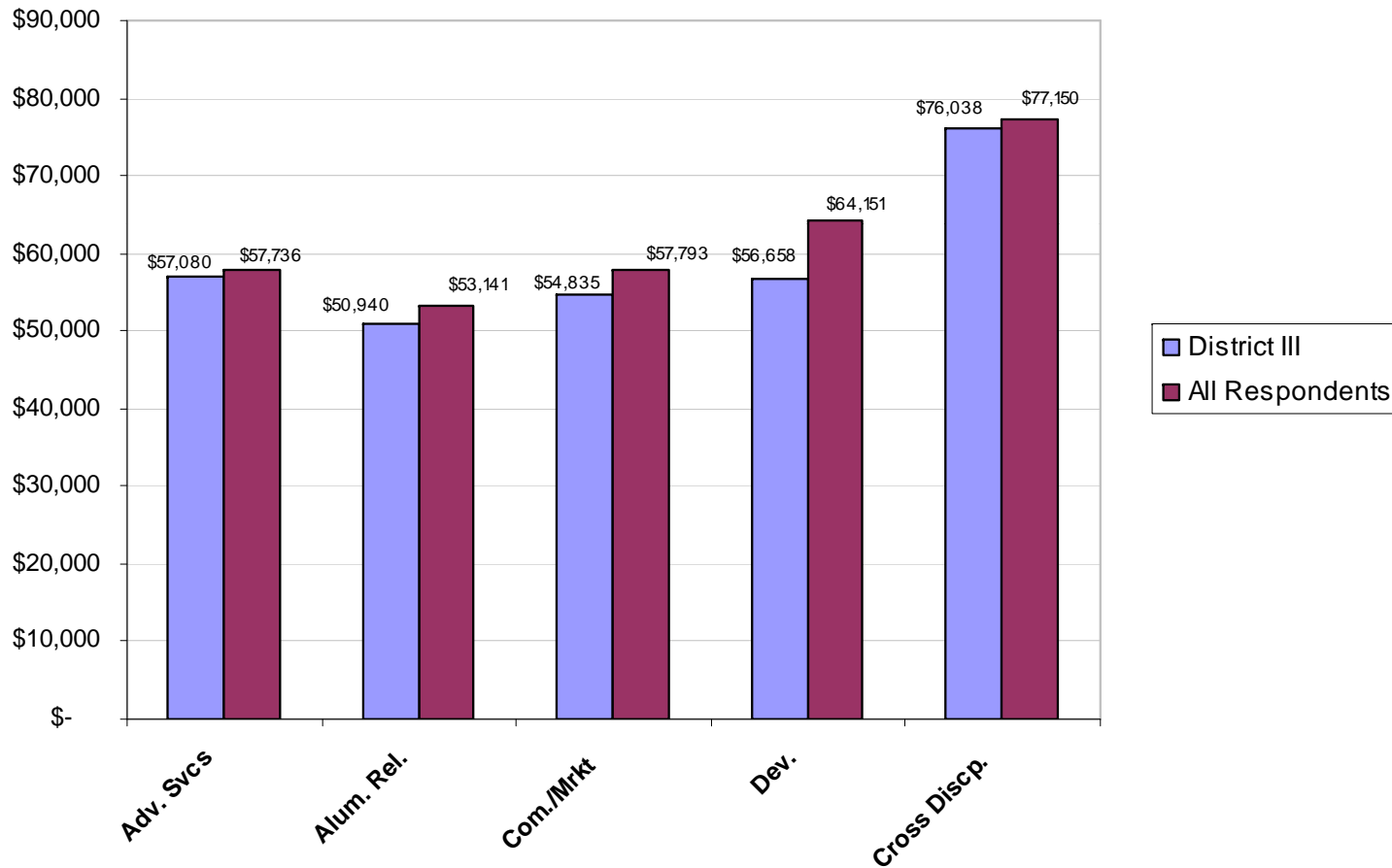
	<u>Overall</u>	<u>D III</u>
American Indian/ Native American	1%	1%
<b>African American</b>	<b>2%</b>	<b>4%</b>
Asian	1%	1%
Hispanic	2%	1%
White	91%	91%
Other	1%	<1%
Declined	2%	2%

# Average Salary by District

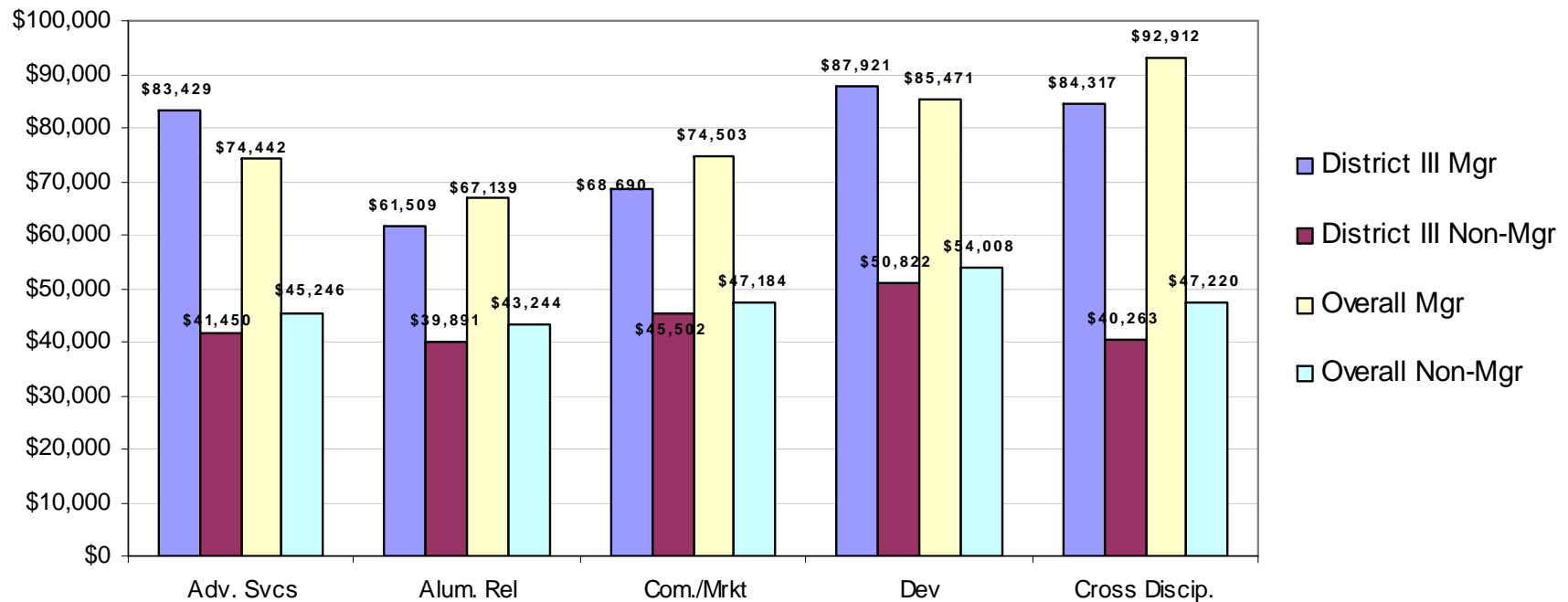
VII	\$72,121
I	\$66,888
II	\$65,816
V	\$61,601
<b>III</b>	<b>\$60,073</b>
IV	\$59,816
VIII	\$59,277
VI	\$57,152
<b>All</b>	<b>\$63,307</b>



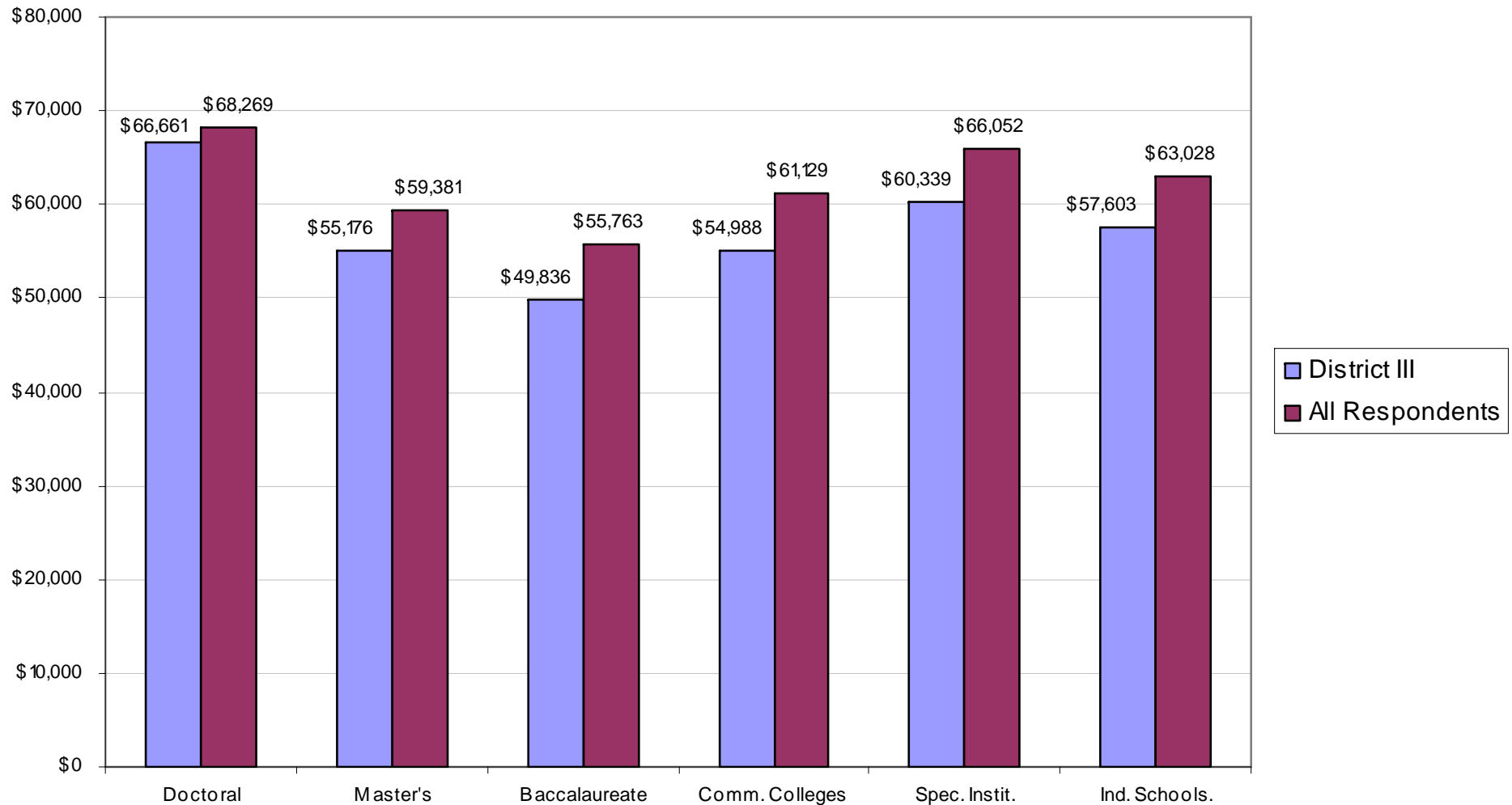
# Average Salary by Discipline



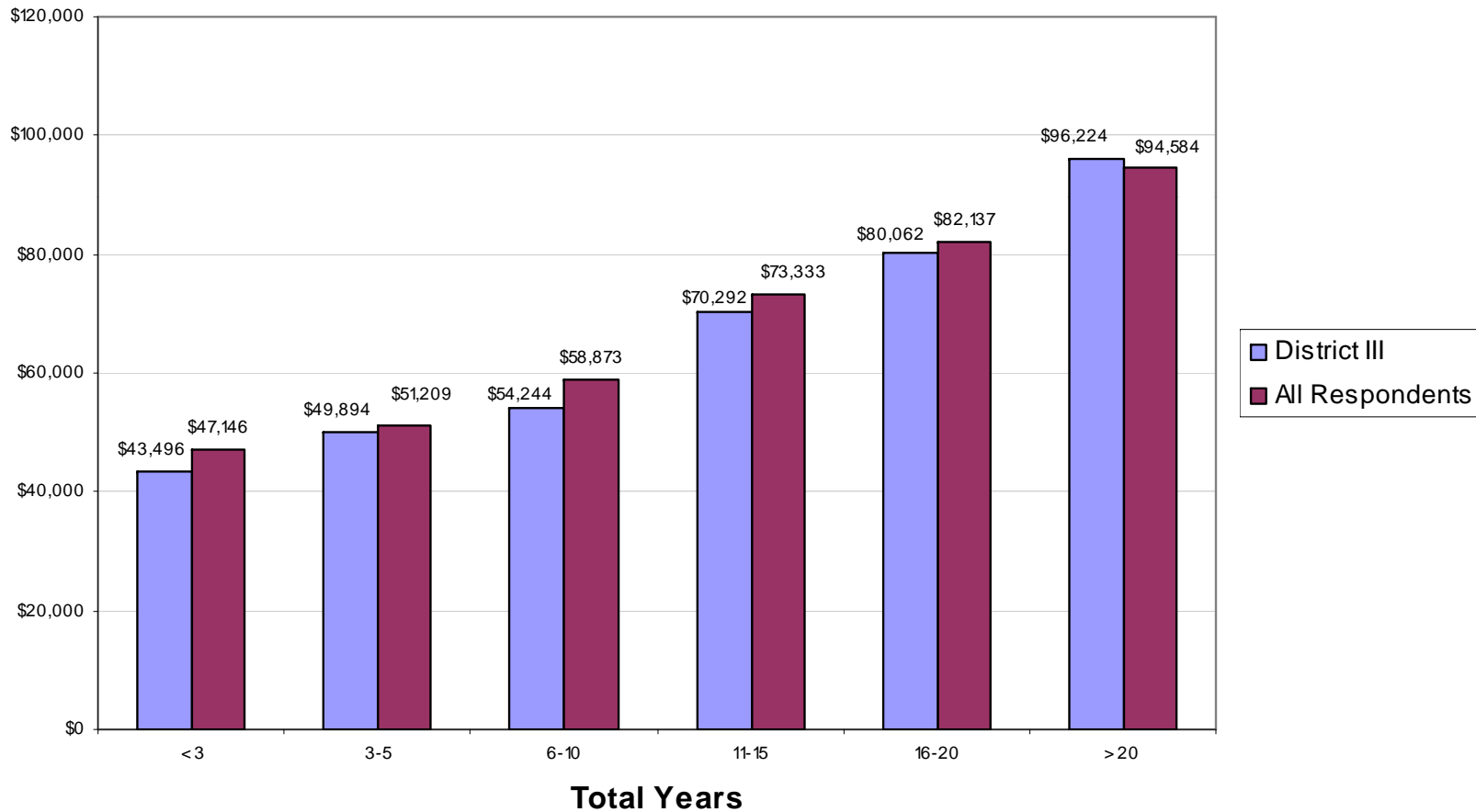
## Manager/Non-Manager by Discipline



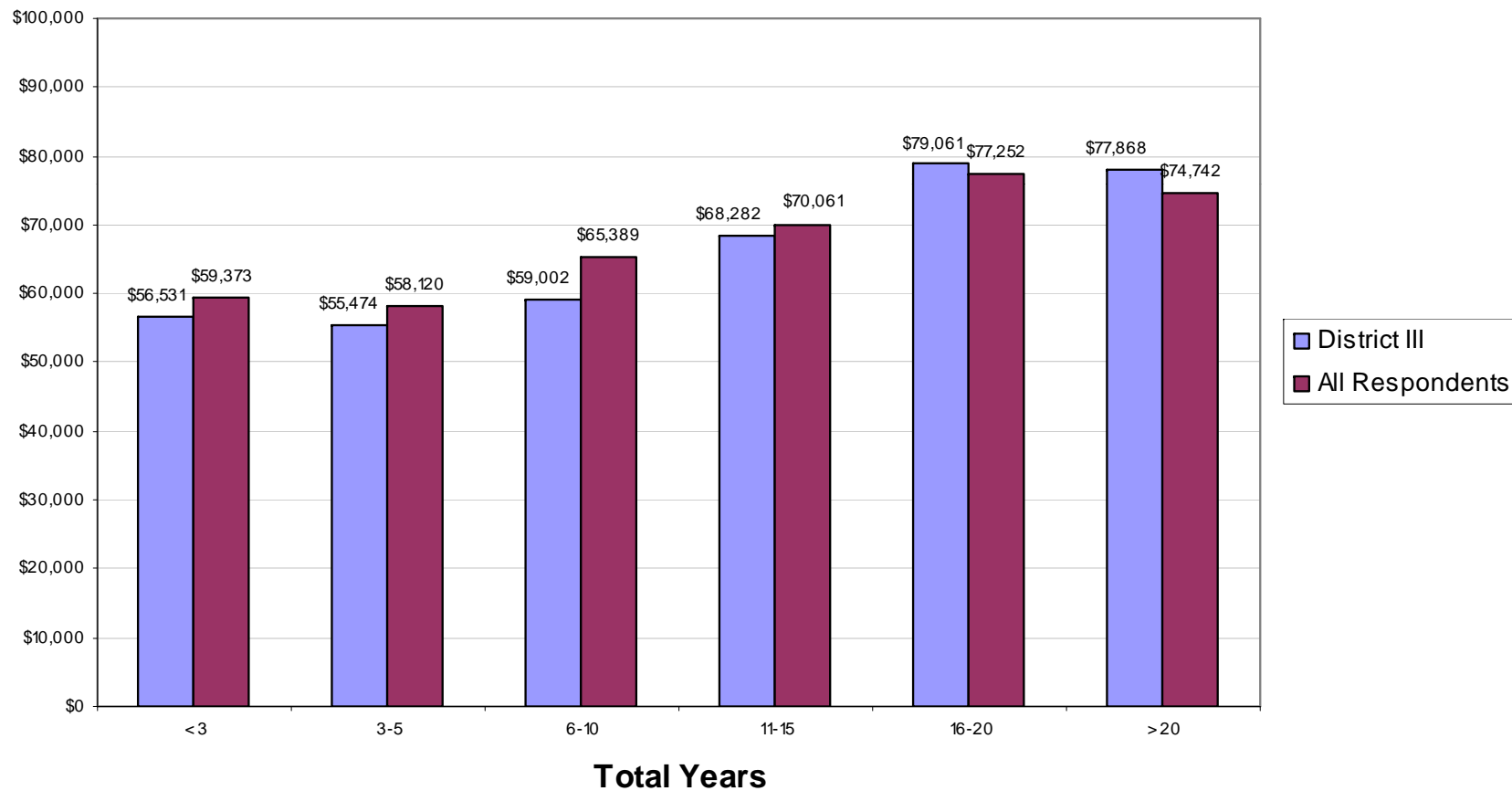
# CASE Avg. Salary by Institution Type



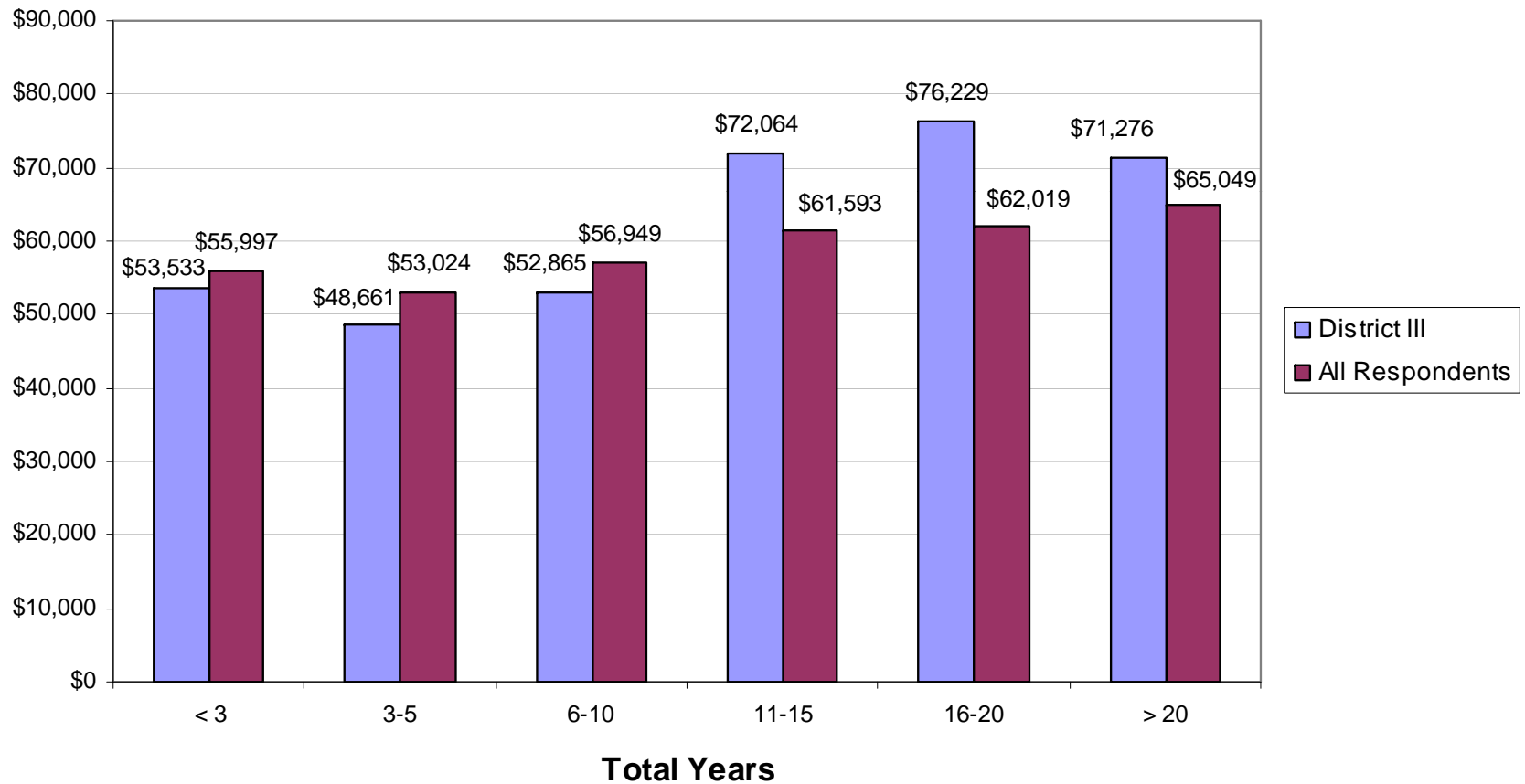
## Years in Advancement



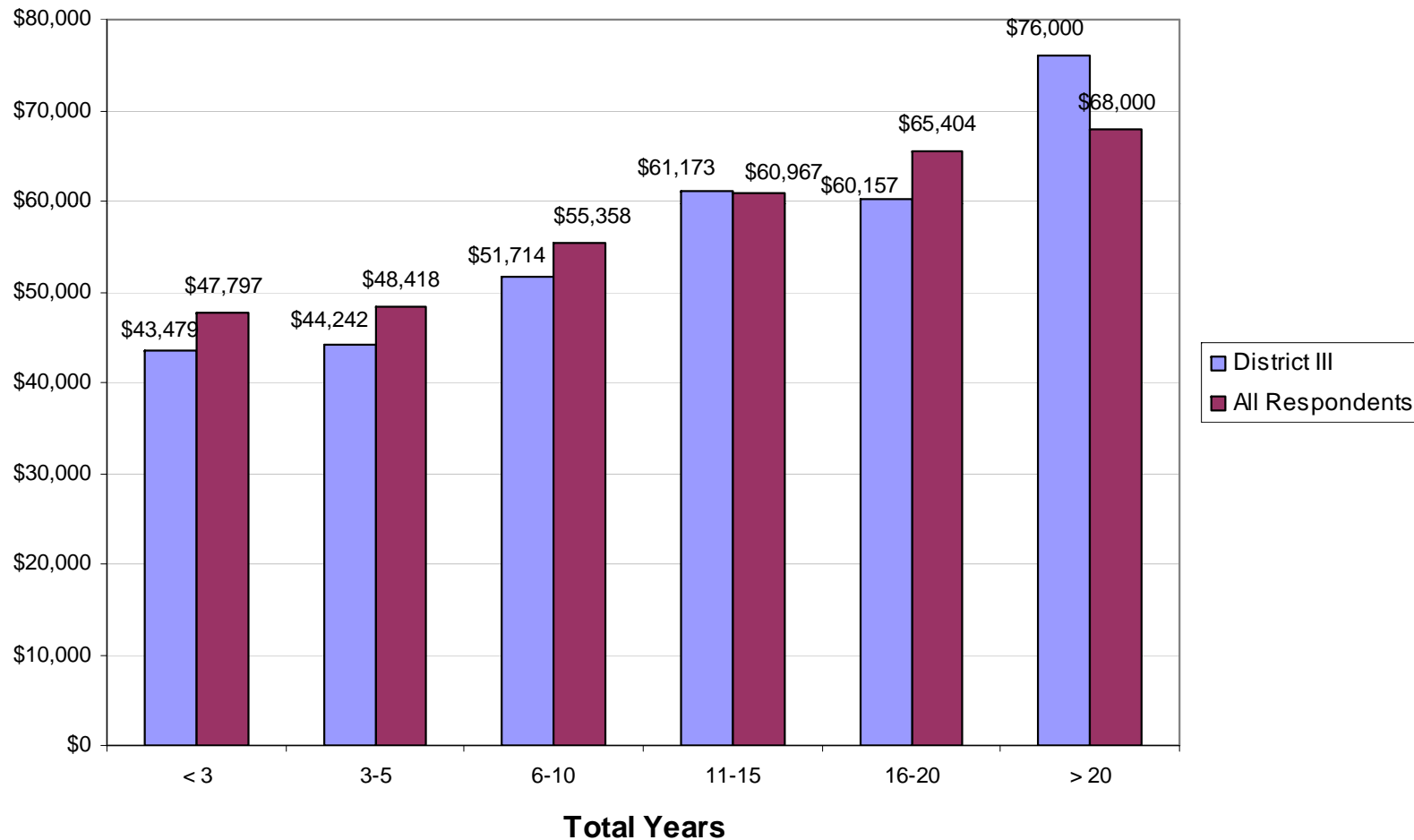
## Years at Current Institution



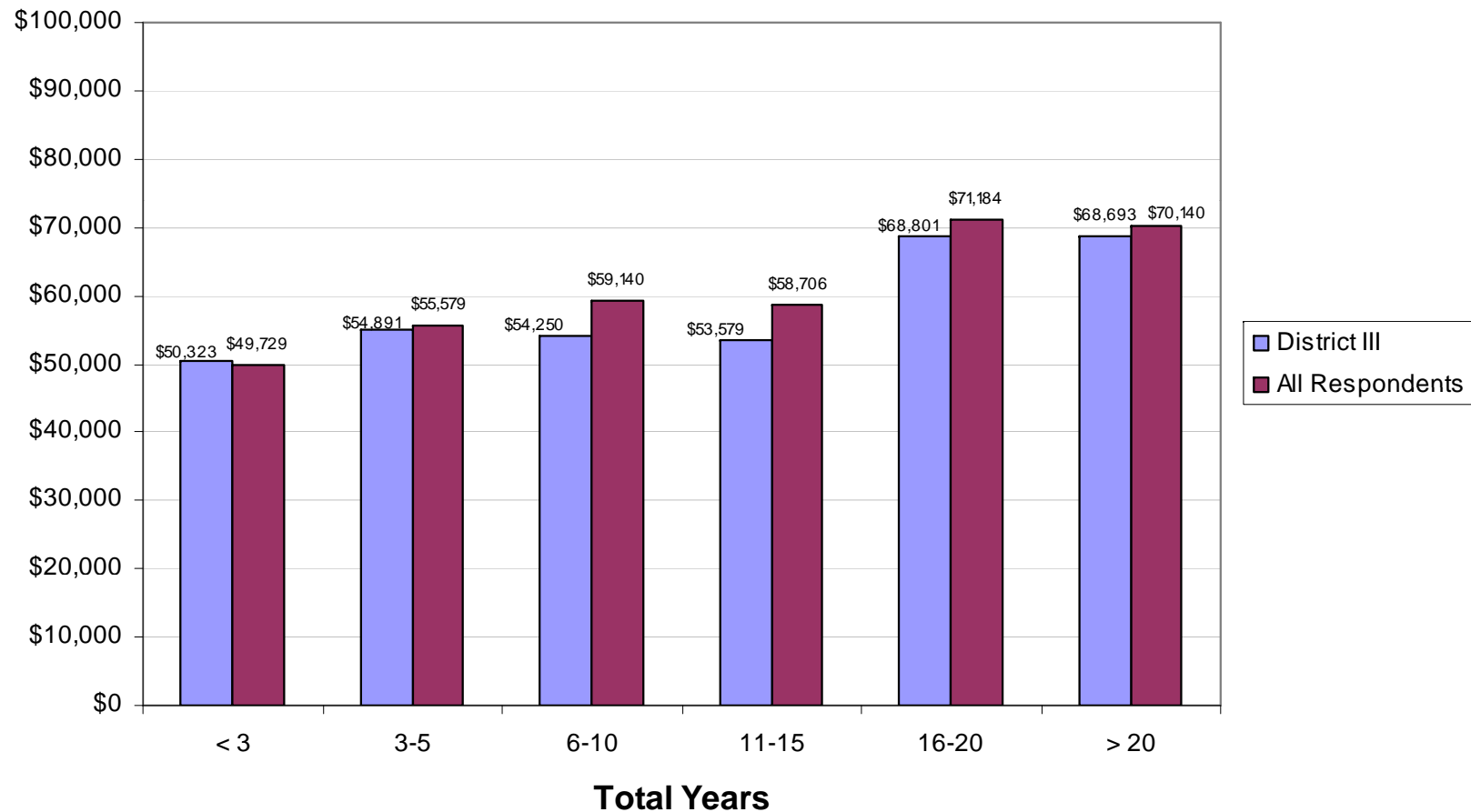
## Average Salary by Years at Current Institution



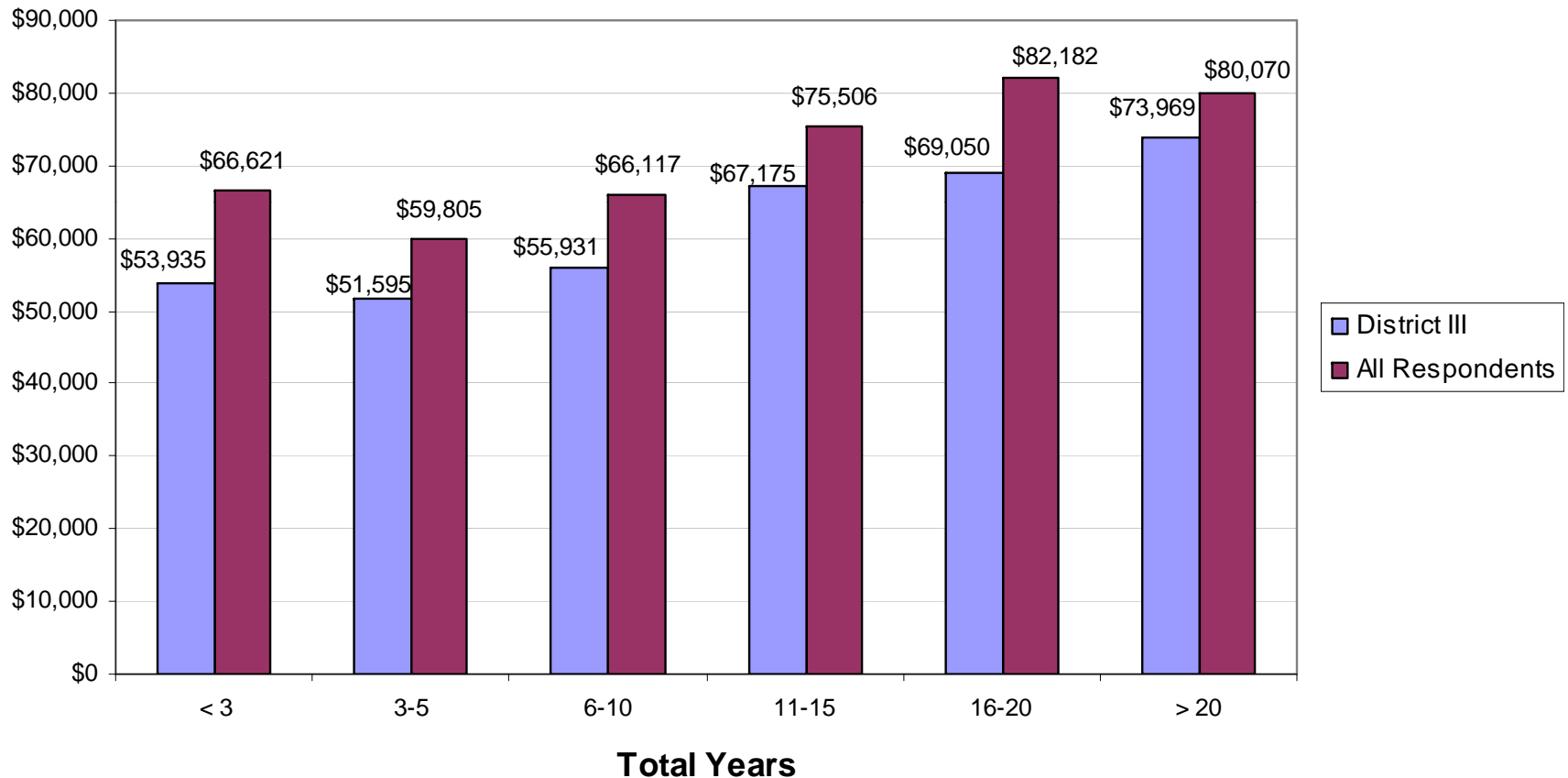
## Average Salary by Years at Current Institution



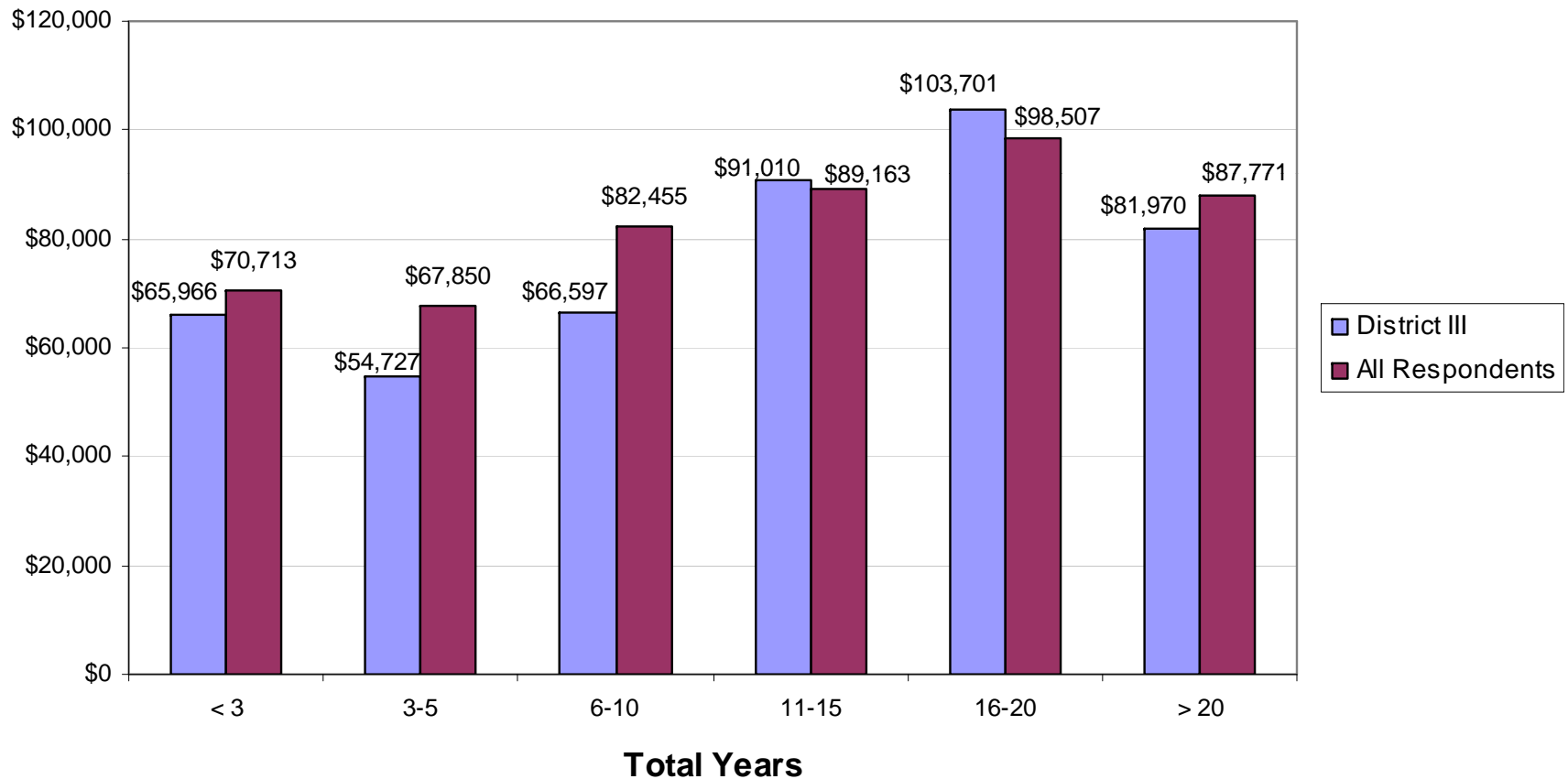
## Average Salary by Years at Current Institution



## Average Salary by Years at Current Institution



## Average Salary by Years at Current Institution



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# Trends in Advancement Compensation

*Very Early Signs*

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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.

Overall

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.

District III

White female working for a **public doctoral** institution in Virginia earning **\$60,073 annually**. She has 3 to 5 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><b>Overall '02</b></i>	<i><b>Overall '05</b></i>	<i><b>D III '05</b></i>
White female	White female	White female
<b>Private</b> doc.	<b>Private</b> doc.	<b>Public</b> doc.
7.5 yrs. at inst.	<3 yrs. at inst.	<3 yrs. at inst.
<b>Major gifts</b>	<b>Annual giving</b>	<b>Annual giving</b>
Not dept. head	Not dept. head	Not dept. head
<b>\$40k-\$60k</b>	<b>\$64,129</b>	<b>\$60,073</b>

- To take the survey
  - Go to [www.case.org](http://www.case.org)
  - CASE code: salaries
  - 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](http://www.case.org),
  - CASE code: salaries
  - 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

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Thank you.

Questions?

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