

Cash Compensation

The following pages show the distribution of reported data for a sample survey position. Three statistics are shown:

- Salary: The annual rate of base salary, adjusted to a full-time equivalency if necessary.
- Total Cash Comp (TCC): The sum of Salary and any cash bonuses that were earned for the fiscal year ending in 20XX.
- Yrs Svc: The years of relevant fundraising experience.

For each statistic, the mean or average values as well as the 10th, 25th, 50th, 75th and 90th percentiles of the data are reported. (The 90th percentile of each statistic is the level below which 90% of the data is found.)

To ensure confidentiality of the data, averages and medians (50th percentiles) are not calculated unless there are at least three data points. Seventy-fifth and twenty-fifth percentiles are only calculated if there are five or more values. The ninetieth and tenth percentiles are only calculated when there are nine or more values.

The data is broken out by:

- University Size: First showing data for all participants, then the subsets of larger, medium and smaller universities.
- Job Match: Whether the position match is heavier, the same or lighter than the position described in the survey job description.
- Specialty Area: For Major Gift Officer positions: Athletics, Business, Law, or Medical/Health.



20XX Institutional Advancement & Alumni Relations Compensation

Sample Job #1

	<u>Salary</u>	<u>TCC</u>	<u>Yrs Svc</u>
<i>All Participants</i>			
# reported	127		
Average	138,104	140,188	8.0
90th Percentile	172,692	175,072	15.6
75th Percentile	155,645	159,085	11.0
50th Percentile	135,000	135,831	6.5
25th Percentile	115,166	116,707	3.0
10th Percentile	102,000	104,258	1.0

SCHOOL SIZE

Larger Schools

# reported	96		
Average	139,623	141,486	7.9
90th Percentile	172,872	175,096	15.0
75th Percentile	156,293	159,012	11.0
50th Percentile	134,670	135,170	6.5
25th Percentile	116,716	117,455	3.0
10th Percentile	102,000	105,500	1.0

Medium Schools

# reported	31		
Average	133,401	136,169	8.2
90th Percentile	166,000	171,580	17.9
75th Percentile	153,124	159,468	9.8
50th Percentile	135,831	135,831	6.5
25th Percentile	113,438	115,166	3.7
10th Percentile	102,000	102,000	3.0

JOB MATCH

Heavier Match

# reported	6		
Average	155,813	158,313	14.0
75th Percentile	159,791	164,093	14.0
50th Percentile	159,214	163,107	12.5
25th Percentile	158,852	161,906	8.8

Same Match

# reported	121		
Average	137,226	139,289	7.6
90th Percentile	173,769	175,218	15.3
75th Percentile	153,000	156,285	10.0
50th Percentile	133,920	133,920	6.0
25th Percentile	114,480	115,332	3.0
10th Percentile	102,000	104,000	1.0

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Sample Job #2

		<u>Salary</u>	<u>TCC</u>	<u>Yrs Svc</u>
<i>All Participants</i>				
# reported	242			
Average		83,151	84,722	5.2
90th Percentile		103,650	103,650	10.0
75th Percentile		90,623	93,340	6.0
50th Percentile		80,749	83,259	3.9
25th Percentile		72,000	72,975	2.0
10th Percentile		64,833	65,000	1.0

SCHOOL SIZE

Larger Schools

# reported	182			
Average		83,635	85,389	5.6
90th Percentile		104,980	104,980	12.9
75th Percentile		91,791	93,731	6.1
50th Percentile		82,043	84,392	4.0
25th Percentile		71,440	73,009	2.1
10th Percentile		64,833	65,000	1.4

Medium Schools

# reported	60			
Average		81,682	82,698	4.1
90th Percentile		95,522	98,743	8.3
75th Percentile		90,000	90,658	4.9
50th Percentile		78,199	79,620	3.0
25th Percentile		73,325	73,325	2.0
10th Percentile		64,870	65,792	1.0

JOB MATCH

Same Match

# reported	240			
Average		83,189	84,738	5.2
90th Percentile		103,773	103,773	10.2
75th Percentile		90,712	93,318	6.0
50th Percentile		80,749	83,259	4.0
25th Percentile		71,881	73,325	2.0
10th Percentile		64,683	65,000	1.1

SPECIALTY AREA

Athletics

# reported	12			
Average		91,254	92,280	5.9
90th Percentile		117,455	122,030	14.6
75th Percentile		102,759	103,670	7.6
50th Percentile		82,227	83,477	3.7
25th Percentile		71,850	71,850	2.4
10th Percentile		68,340	68,340	1.1

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<u>SPECIALTY AREA cont.</u>		<u>Salary</u>	<u>TCC</u>	<u>Yrs Svc</u>
<i>Business</i>				
# reported	25			
Average		83,543	83,749	3.6
90th Percentile		98,180	98,180	7.2
75th Percentile		86,993	88,493	4.5
50th Percentile		82,750	84,000	4.0
25th Percentile		70,000	70,000	1.5
10th Percentile		67,823	67,823	1.0
<i>Law</i>				
# reported	11			
Average		90,073	90,073	3.6
90th Percentile		119,405	119,405	6.3
75th Percentile		95,700	95,700	4.9
50th Percentile		85,626	85,626	3.0
25th Percentile		75,600	75,600	2.2
10th Percentile		63,500	63,500	2.0
<i>Medical</i>				
# reported	22			
Average		87,630	87,896	7.5
90th Percentile		111,795	111,795	13.8
75th Percentile		103,333	103,333	10.0
50th Percentile		87,351	87,351	5.4
25th Percentile		74,778	76,680	3.5
10th Percentile		60,630	60,630	2.0

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