

## Cash Compensation

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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 90<sup>th</sup> percentile of each statistic is the level below which 90% of the data is found.)

To ensure confidentiality of the data, averages and medians (50<sup>th</sup> 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 Survey

**Sample Job #1**

	<b>Salary</b>	<b>TCC</b>	<b>Yrs Svc</b>
<b>All Participants</b>			
# 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
<b>Larger Schools</b>			
# 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
<b>Medium Schools</b>			
# 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
<b>Heavier Match</b>			
# 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
<b>Same Match</b>			
# 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**

		<b><u>Salary</u></b>	<b><u>TCC</u></b>	<b><u>Yrs Svc</u></b>
<b>All Participants</b>				
# reported	179			
Average		157,754	160,665	8.7
90th Percentile		200,114	207,960	18.1
75th Percentile		175,100	181,040	12.0
50th Percentile		154,500	155,250	6.5
25th Percentile		135,290	136,948	3.0
10th Percentile		121,950	124,486	1.2
<b>Larger Schools</b>				
# reported	88			
Average		166,833	168,935	10.6
90th Percentile		216,296	216,296	22.1
75th Percentile		186,718	188,343	15.0
50th Percentile		165,280	168,450	8.5
25th Percentile		142,580	143,623	4.8
10th Percentile		131,533	131,533	2.0
<b>Medium Schools</b>				
# reported	69			
Average		149,818	153,457	7.4
90th Percentile		186,300	198,998	15.9
75th Percentile		166,400	172,550	10.3
50th Percentile		147,290	149,000	6.0
25th Percentile		130,000	131,200	3.0
10th Percentile		120,000	121,950	1.0
<b>Smaller Schools</b>				
# reported	22			
Average		146,329	150,193	4.9
90th Percentile		174,320	177,516	9.7
75th Percentile		160,034	164,515	6.0
50th Percentile		150,500	152,400	2.7
25th Percentile		126,150	129,979	2.0
10th Percentile		109,280	120,500	1.1
<b>Heavier Match</b>				
# reported	27			
Average		180,912	181,438	11.7
90th Percentile		231,241	231,241	24.2
75th Percentile		197,396	197,396	17.0
50th Percentile		175,000	175,000	7.0
25th Percentile		161,665	161,665	5.0
10th Percentile		142,774	142,774	2.6
<b>Same Match</b>				
# reported	146			
Average		154,102	157,574	8.4
90th Percentile		190,000	199,693	18.0
75th Percentile		173,103	177,688	11.7
50th Percentile		150,000	154,500	6.6
25th Percentile		134,639	135,320	3.0
10th Percentile		120,000	122,176	1.0

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**Sample Job #2 cont.**

		<b><u>Salary</u></b>	<b><u>TCC</u></b>	<b><u>Yrs Svc</u></b>
<b><i>Lighter Match</i></b>				
# reported	6			
Average		142,407	142,407	2.4
75th Percentile		154,800	154,800	2.4
50th Percentile		136,740	136,740	2.0
25th Percentile		130,740	130,740	2.0
<b><i>Athletics</i></b>				
# reported	14			
Average		175,483	177,389	15.6
90th Percentile		219,733	219,733	31.9
75th Percentile		198,034	199,102	19.4
50th Percentile		177,733	177,733	14.0
25th Percentile		150,000	150,000	6.0
10th Percentile		134,723	134,723	2.0
<b><i>Business</i></b>				
# reported	13			
Average		150,626	153,567	6.0
90th Percentile		175,760	176,760	10.0
75th Percentile		154,540	164,309	9.9
50th Percentile		145,000	150,000	6.0
25th Percentile		135,000	138,000	1.6
10th Percentile		129,240	129,240	1.0
<b><i>Law</i></b>				
# reported	6			
Average		148,058	148,058	7.6
75th Percentile		154,016	154,016	13.5
50th Percentile		145,322	145,322	5.5
25th Percentile		138,324	138,324	2.0
<b><i>Medical</i></b>				
# reported	9			
Average		163,925	165,254	9.7
90th Percentile		226,000	226,000	18.6
75th Percentile		174,250	174,250	12.0
50th Percentile		161,800	161,800	10.2
25th Percentile		125,642	134,836	5.2
10th Percentile		117,590	118,145	0.5