

Summary Tables – WID Equity Survey – October 2005

Q 1 - In what type of organization are you currently employed?	# of Responses	% of Responses	Average Salary	Maximum Salary	Minimum Salary
Teaching Hospital	68	7.0	83,860	200,000	37,500
Private Hospital	11	1.1	73,636	135,000	37,500
Community Hospital	13	1.3	91,923	200,000	37,500
Health Agency	29	3.0	65,690	135,000	37,500
Other Medical Facility	21	2.2	66,071	135,000	37,500
Private University/College	348	35.9	73,242	200,000	7,500
Public University/College	76	7.8	63,125	200,000	7,500
Junior/Community College	5	0.5	57,000	105,000	37,500
Primary/Secondary School	135	13.9	67,907	200,000	22,500
Professional School	20	2.1	66,250	200,000	22,500
Research Institution	16	1.6	73,906	200,000	22,500
Consulting	18	1.9	95,833	200,000	7,500
Cultural Arts Organization	52	5.4	65,721	200,000	22,500
Environmental Organization	20	2.1	84,375	105,000	37,500
Human/Social Services	75	7.7	58,100	105,000	22,500
Religious Organization	15	1.5	59,500	105,000	37,500
Other	48	5.0	85,955	200,000	7,500
TOTAL	970	100.0	70,607	200,000	7,500

Q 2 - What is geographic location of your employer?	# of Responses	% of Responses
MA-Greater Boston	520	53.6
MA-North Shore	27	2.8
MA-South Shore Cape & Islands	48	4.9
MA-Worcester	41	4.2
MA-Springfield/Berkshires	52	5.4
CT-Greater Hartford	22	2.3
CT-Fairfield	17	1.8
CT-Suburban	50	5.2
Maine	11	3.7
Rhode Island	36	4.5
New Hampshire	44	4.7
Vermont	46	2.3
Metropolitan NY	22	1.1
Other	34	3.5
TOTAL	970	100.0

Q 3 - How many employees work in your development office?	Average # Employees
Professional	22.6
Support	11.7

Q 4 - What is your institutional budget?	# of Responses	% of Responses	Average Salary	Maximum Salary	Minimum Salary
Up to \$500,000	51	5.3	53,039	200,000	7,500
\$500,001 to \$1,000,000	30	3.1	66,167	135,000	22,500
\$1,000,001 to \$1,500,000	44	4.5	58,920	200,000	22,500
\$1,500,001 to \$2,000,000	25	2.6	73,300	135,000	22,500
\$2,000,001 to \$2,500,000	26	2.7	59,423	135,000	37,500
\$2,500,001 to \$3,000,000	24	2.5	56,875	200,000	22,500
\$3,000,001 to \$3,500,000	19	2.0	63,553	200,000	37,500
\$3,500,001 to \$4,000,000	17	1.8	57,656	105,000	37,500
\$4,000,001 to \$4,500,000	12	1.2	68,125	200,000	37,500
\$4,500,001 to \$5,000,000	14	1.4	60,536	200,000	37,500
\$5,000,001 to \$10,000,000	89	9.2	66,222	200,000	37,500
\$10,000,001 to \$15,000,000	70	7.2	72,679	200,000	22,500
\$15,000,001 to \$20,000,000	49	5.1	82,449	200,000	37,500
\$20,000,001 to \$25,000,000	28	2.9	68,839	105,000	37,500
\$25,000,001 to \$50,000,000	110	11.3	62,545	105,000	7,500
\$50,000,001 to \$100,000,000	121	12.5	76,178	105,000	22,500
Over \$100,000,000	241	24.8	81,110	200,000	7,500
TOTAL	970	100.0	70,607	200,000	7,500

Q 5 - Is your employer conducting a capital campaign?	# of Responses	% of Responses
Yes	509	52.5
No	461	47.5
TOTAL	970	100.0

Q 6 - How many years have you worked for your current employer?	Average # Employees
Overall	5.2

Q 7 - How many cumulative years have you worked in development (advancement)?	Average # Years
Overall	9.8

Q 8 - How many cumulative years have you worked outside of the development field?	Average # Years
Overall	9.2

Q 9 - What is your primary area of responsibility?	# of Responses	% of Responses	Average Salary	Maximum Salary	Minimum Salary
Alumni Relations	59	6.1	55,763	200,000	22,500
Annual Giving	140	14.4	56,304	135,000	22,500
Capital Campaign	32	3.3	79,453	200,000	22,500
Corporate Foundation	52	5.4	75,240	200,000	7,500
Development and Public Relations	102	10.5	80,965	200,000	22,500
Government Relations	2	0.2	67,500	82,500	52,500
Grant Writing	22	2.3	49,432	67,500	37,500
Information Systems	11	1.1	45,682	200,000	22,500
Major Gifts	136	14.0	78,125	200,000	37,500
Management	82	8.5	114,360	200,000	7,500
Membership	2	0.2	45,000	67,500	22,500
Operations	17	1.8	75,000	135,000	37,500
Planned Giving	53	5.5	75,425	135,000	7,500
Publications/Communications	40	4.1	57,500	105,000	22,500
Public Relations	10	1.0	58,500	105,000	7,500
Research	81	8.4	48,704	105,000	22,500
Special Events	32	3.3	52,266	105,000	37,500
Stewardship	31	3.2	55,161	105,000	37,500
Volunteers/Friends Groups	4	0.4	65,625	135,000	37,500
Split Responsibilities (more than one primary area)	49	5.1	115,625	200,000	22,500
Consulting	4	0.4	76,990	200,000	22,500
Other	8	0.8	93,438	200,000	37,500
No answer	1	0.1	52,500	52,500	52,500
TOTAL	970	100.0	70,607	200,000	7,500

Q 10 - What is your current job title?	# of Responses	% of Responses	Average Salary	Maximum Salary	Minimum Salary
Chief Development Officer	21	2.0	97,024	200,000	52,500
Vice President	49	5.1	133,316	200,000	52,500
Executive Director Of Development	41	4.2	77,012	135,000	22,500
Assistant Vice President	8	.8	125,938	200,000	52,500
Director	352	36.3	74,757	200,000	22,500
Associate Director	78	8.0	62,500	105,000	37,500
Assistant Director	72	7.4	49,167	105,000	22,500
Sr. Development Officer	32	3.3	85,938	200,000	37,500
Development Officer	48	4.9	48,906	105,000	22,500
Major Gift Officer	44	4.5	68,523	135,000	37,500
Grant Writer	1	.1	37,500	37,500	37,500
Development Associate	30	3.1	41,000	52,500	22,500
Administrative Assistant	16	1.6	40,785	135,000	7,500
Researcher	32	3.3	40,313	52,500	22,500
Consultant	16	1.6	91,094	200,000	7,500
Other	130	13.4	79,613	200,000	7,500
TOTAL	970	100.0	70,607	200,000	7,500

Q 11 - How many years have you been in your current position?	Average # Years
Overall	3.7

Q 12 - How many employees do you supervise?	Average # Employees
Professional	9.2
Support	8.2

Q 13 - Do you expect to advance in your current organization?	# of Responses	% of Responses
Yes	438	45.2
No	532	54.8
TOTAL	970	100.0

Q 14 - Do you see your career opportunities increasing, decreasing or remaining the same over time?	# of Responses	% of Responses
Increasing	621	64
Decreasing	60	6.2
Staying the Same	289	29.8
TOTAL	970	100.0

Q 15 - Which three things below do you feel have attributed to your career advancement thus far?	# of Responses	% of Responses
Skill	662	68.2
Hard Work	681	70.2
Years of Experience	333	34.3
Changing Jobs	258	26.6
Leadership	313	32.3
Networking	273	28.1
Mentoring	127	13.1
Inclusive Work Culture	97	10.0
Family-friendly Policies	51	5.3
Willingness to Relocate	38	3.9
Willingness to Travel	71	7.3
Other	124	12.8

Q 16 - Which employee benefits does your employer provide? Please check all that apply.	# of Responses	% of Responses
Free access to athletic facilities	319	32.9
Subsidy to an athletic facility	236	24.3
Car allowance	47	4.8
Free day care - onsite	3	0.3
Free day care - offsite	1	0.1
Subsidized day care - onsite	80	8.2
Subsidized day care - offsite	42	4.3
Dental insurance - full coverage	241	24.8
Dental insurance - partial coverage	579	59.7
Free dependent/elder care	1	0.1
Subsidized dependent/elder care	46	4.7
Disability insurance-full coverage	347	35.8
Disability insurance-partial coverage	379	39.1
Free education	233	24.0
Subsidized education	410	42.3
Flexible spending account	583	60.1
Flex time	331	34.1
Job sharing	29	3.0
Health insurance - full coverage	409	42.2
Health insurance - partial coverage	523	53.9
Life insurance - full coverage	403	41.5
Life insurance - partial coverage	342	35.3
Family Leave - paid	433	44.6
Family Leave - unpaid	326	33.6
Paid Vacation - 2 weeks	84	8.7
Paid Vacation - 3 weeks	216	22.3
Paid Vacation - 4 weeks	475	49.0
Paid Vacation - 5 weeks	137	14.1
Paid Vacation - more than 5 weeks	66	6.8
Paid Sick Time	828	85.4
Parking - free	465	47.9
Parking - unpaid	275	28.4
Pension plan	689	71.0
Performance based increases in pay	395	40.7
Private club dues	24	2.5
Professional development	760	78.4
Professional dues - paid in full	582	60.0
Professional dues - partial payment	55	5.7
Telecommuting	139	14.3
Sabbatical	68	7.0

Q 17 - Please rate how satisfied you are with your benefits package.	# of Responses	% of Responses
Very Satisfied	244	25.2
Satisfied	519	53.5
Neither Satisfied nor Dissatisfied	134	13.8
Dissatisfied	60	6.2
Very Dissatisfied	13	1.3
TOTAL	970	100.0

Q 18 - If you could add one benefit what would it be?	# of Responses	% of Responses
Dental Coverage	114	14.0
Better Health Care Coverage	85	10.5
Better/More Education Benefits	73	9.0
More Vacation Time	68	8.4
Improvements in retirement - additional 401, 403b, etc.	67	8.2
Better/More Childcare	67	8.2
Flex Hours	61	7.5
Fitness/Gym	34	4.2
Parking	25	3.1
Eye Coverage	25	3.1
Better Maternity Leave Policy	24	3.0
Telecommuting	19	2.3
Merit Raises	19	2.3
Car/Car Allowance	17	2.1
Sabbatical	16	2.0
Better Disability Insurance	13	1.6
Bonuses for Performance	10	1.2
Better/More Competitive Salary	10	1.2
Better/More Life Insurance	9	1.1
Cell phone/laptop	7	0.9
Long Term Care Coverage	7	0.9
Better Family Leave Policy	5	0.6
Job sharing	5	0.6
Sick Days	5	0.6
Commuting/Public Transportation Subsidy	4	0.5
Elder Care Support	4	0.5
Flexible Spending Account	4	0.5
Professional Development	4	0.5
Clothing Allowance	3	0.4
Club/Membership Dues	3	0.4
Employee Housing	3	0.4
Summer Hours	3	0.4
TOTAL	813	100.0

Q 19 - Please rate how family-friendly you feel your organization is.	# of Responses	% of Responses
Very Friendly	278	28.7
Friendly	443	45.7
Neutral	201	20.7
Unfriendly	43	4.4
Very Unfriendly	5	0.5
TOTAL	970	100.0

Q 21 - What is your current annual salary (exclusive of benefits)?	# of Responses	% of Responses
\$0 -\$15,000	4	0.4
\$15,001-\$30,000	19	2.0
\$30,001-\$45,000	196	20.2
\$45,001-\$60,000	253	26.1
\$60,001-\$75,000	180	18.6
\$75,001-\$90,000	115	11.9
\$90,001-\$120,000	122	12.6
\$120,001-\$150,000	46	4.7
Over \$150,000	33	3.4
Prefer not to answer	2	0.2
TOTAL	970	100.0

Q 21 - What is your current annual salary (exclusive of benefits)?	Average Salary
Overall	\$70,607

Q 22 - How satisfied are you with your current salary?	# of Responses	% of Responses
Very Satisfied	104	10.7
Satisfied	397	40.9
Neither Satisfied nor Dissatisfied	214	22.1
Dissatisfied	215	22.2
Very Dissatisfied	40	4.1
TOTAL	970	100.0

Q 23 What percentage raise did you receive from last year's salary to this year's salary?	Average Raise %
Overall	5

Q 24 If you are eligible for a bonus, what was your annual bonus last year?	Average Bonus
Overall	\$4,267

Q 25 - Does your employer offer a pension plan?	# of Responses	% of Responses
Yes	751	77.4
No	218	22.5
Missing	1	0.1
TOTAL	970	100.0

Q 26 - Do you have to be vested to participate in the pension plan?	# of Responses	% of Responses
Yes	419	43.2
No	333	34.3
Missing	218	22.5
TOTAL	970	100.0

Q 27 - How many years before you are vested in your pension plan?	# of Responses	% of Responses
0	11	2.9
<1	6	1.6
1	108	28.3
2	79	20.7
3	45	11.8
4	13	3.4
5	88	23.0
7	5	1.3
9	1	0.3
10	19	5.0
>10	7	1.8
TOTAL	382	100.0

Q 28 - Does your employer offer you a 403b?	# of Responses	% of Responses
Yes	668	68.9
No	302	31.1
TOTAL	970	100.0

Q 29 - Does your employer match your contribution to your 403b?	# of Responses	% of Responses
Yes	419	43.2
No	249	25.7
Missing	302	31.1
TOTAL	970	100.0

Q 30 - On what percentage does your employer match your 403b?	Average % Match
Overall	9.6

Q 31 - Have you ever taken time off (exclusive of vacation) from your job or career?	# of Responses	% of Responses
Yes	376	38.8
No	594	61.2
TOTAL	970	100.0

Q 32 - How long were you out of your job or out of the labor force?	# of Responses	% of Responses
1 week to 3 months	135	35.9
4 months to 6 months	67	17.8
7 months to 9 months	25	6.6
10 months to 1 year	45	12
> 1 year to 2 years	52	13.8
More than 2 years	52	13.8
TOTAL	376	100.0

Q 33 - What was the reason you took time off from your job or were out of the labor force?	# of Responses	% of Responses
Personal illness	33	8.8
Birth/adoption/raising of a child	183	48.7
Caring for a sick family member	14	3.7
To obtain more education or a degree	32	8.5
Unemployment	54	14.4
Organization sponsored sabbatical	12	3.2
Other	48	12.7
TOTAL	376	100.0

Q 34 – If answered CARING FOR SICK FAMILY MEMBER on Q 33 - Did you care for a sick:	# of Responses	% of Responses
Spouse/Partner	10	13.5
Child	10	13.5
Parent	19	25.7
Sibling	2	2.7
Other Family Member	24	32.4
Friend	9	12.2
TOTAL	74	100.0

Q 35 - What is your gender?	# of Responses	% of Responses
Female	800	82.0
Male	170	18.0
TOTAL	970	100.0

Q 36 - Do you feel that women currently have the same advancement opportunities as men in the Development field? Please comment.	# of Responses	% of Responses
Yes	518	53.4
No	282	29.1
TOTAL	800	100.0

Q 37 – If you answered NO on Q 36 - In your opinion, which three organizational practices would contribute most to the advancement of women in the Development field? Please choose only three.	# of Responses	% of Responses
Leadership development	203	72.0
Job training	46	16.3
Having a company mentor/sponsor	114	40.4
Recruitment and hiring systems	86	30.5
Succession planning	66	23.4
Recognizing different work and leadership styles	149	52.8
Diversity programs	18	6.4
Family-friendly policies and culture	129	45.7

Q 38 - Of the three responses that you checked in the previous question on organizational practices, which response do you think is most important?	# of Responses	% of Responses
Leadership development	79	30.4
Job training	8	3.1
Having a company mentor/sponsor	39	15.0
Recruitment and hiring systems	22	8.5
Succession planning	11	4.2
Recognizing different work and leadership styles	43	16.5
Diversity programs	5	1.9
Family-friendly policies and culture	43	16.5
Other	10	3.8
TOTAL	260	100.0

Q 39 - How do you think women get ahead? Please choose your top three responses.	# of Responses	% of Responses
High visibility assignments	140	17.5
Having a sponsor/mentor	94	11.7
Communicating well	102	12.7
Negotiating effectively	104	13.0
Performing above and beyond job expectations	159	19.9
Successfully managing others	60	7.5
Using power and leadership effectively	176	22.0

Q 40 - Which of the following do you think is hindering/not hindering women's advancement in the Development field?	# of Responses	% of Responses
Lack of experience		
Hindering - 1	69	25.1
Not Hindering - 2	171	62.2
Don't know - 3	35	12.7
Lack of education		
Hindering - 1	40	14.5
Not Hindering - 2	200	72.7
Don't know - 3	35	12.7
Lack of leadership skills		
Hindering - 1	110	40.4
Not Hindering - 2	128	47.1
Don't know - 3	34	12.5
Stereotypes and preconceived notions of women's abilities and roles		
Hindering - 1	211	76.2
Not Hindering - 2	45	16.2
Don't know - 3	21	7.6
Exclusion from informal networks		
Hindering - 1	179	64.9
Not Hindering - 2	64	23.2
Don't know - 3	33	12.0
Commitment to personal or family responsibilities		
Hindering - 1	194	70.0
Not Hindering - 2	53	19.1
Don't know - 3	30	10.8
Failure of senior leadership to assume accountability for women's advancement		
Hindering - 1	224	81.8
Not Hindering - 2	22	8.0
Don't know - 3	28	10.2

Q 41 - Do you feel that there is a need for a women-only professional organization in the Development field?	# of Responses	% of Responses
Yes	532	66.5
No	268	33.5
TOTAL	800	100.0

Q 42 - Please rank in order of importance (1 being most important) the roles that you feel a women-only organization in the Development field should play in the future.	# of Responses	% of Responses
Networking		
1	219	54.1
2	89	22.0
3	66	16.3
4	26	6.4
5	3	0.7
Don't Know	2	0.5
Training		
1	93	22.5
2	129	31.2
3	125	30.2
4	37	8.9
5	25	6.0
Don't Know	5	1.2
Research		
1	9	2.1
2	51	11.6
3	103	23.5
4	164	37.4
5	92	21.0
Don't Know	19	4.3
Social Events		
1	8	1.7
2	41	8.5
3	78	16.1
4	118	24.4
5	216	44.7
Don't Know	22	4.6
Mentoring		
1	179	35.0
2	174	34.0
3	88	17.2
4	46	9.0
5	22	4.3
Don't Know	3	0.6

Q 43 - What is your marital status?	# of Responses	% of Responses
Married	588	60.6
Partnered/committed	73	7.5
Widowed, divorced, separated	104	10.7
Single	205	21.2
TOTAL	970	100.0

Q 44 - What is your age?	# of Responses	% of Responses
20-25 years	47	4.8
26-30 years	146	15.1
31-35 years	129	13.3
36-40 years	143	14.7
41-45 years	125	12.9
46-50 years	122	12.6
51-55 years	127	13.1
56-60 years	87	9.0
61-65 years	30	3.1
Over 65 years	14	1.4
TOTAL	970	100.0
Average Age: 43		

Q 45 - Do you have a child or children under 18 years old at home?	# of Responses	% of Responses
Yes	339	34.9
No	631	65.1
TOTAL	970	100.0

Q 46 - If you answered YES on Q 45, who cares for your children while you are working?	# of Responses	% of Responses
They are old enough to be on their own	90	41.1
Spouse	56	25.6
Older sibling	1	0.5
Nanny	19	8.7
Babysitter	24	11.0
Grandparent or other family member	15	6.8
Daycare provider	0	0.0
Other	14	6.3
TOTAL	219	100.0

Q 47 - Please indicate the highest degree attained.	# of Responses	% of Responses
High School Diploma	10	1.0
Associate's Degree	26	2.6
Bachelor's Degree	373	38.5
Some graduate work but no degree	164	16.9
MBA	82	8.5
Master's/non MBA	263	27.1
JD	26	2.7
Doctorate	26	2.7
TOTAL	970	100.0

Q 48 - Have you taken coursework directly related to philanthropy?	# of Responses	% of Responses
Yes	385	39.7
No	585	60.3
TOTAL	970	100.0

Q 49 - Please indicate which professional certifications you hold.	# of Responses	% of Responses
CFRE	34	3.5
ACFRE	0	0
FAHP	1	0.1
CFP	2	0.2
FNAHD	1	0.1
None	931	96.0
Other	1	0.1
TOTAL	970	100.0

Q 50 - Please indicate your racial/ethnic group.	# of Responses	% of Responses
Black/African American	27	2.8
Native American	2	0.2
Asian-American	16	1.6
Hispanic-American	10	1.0
White/Anglo-Euro American	900	92.9
Other	15	1.5
TOTAL	970	100.0