

Syracuse University

School of Architecture Alumni Salary Survey

Prepared for:

School of Architecture Alumni

Prepared by:

School of Architecture Career Services

Office of Institutional Research and Assessment

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About this Report

Terminology

You will note that we report salaries (by alum's most RECENT degree) as a "median". Median is not the same as "average" or "mean". A **MEAN** may be pulled low or high by extreme data. Instead, **MEDIAN** is the mid-point of all salaries reported. In other words, 1/2 the respondents earn **less** money than the median, 1/2 earn **more** money than the number quoted. We also report the minimum and maximum salaries so that you know the full range of salaries reported.

In the data tables, "n" = the total number of responses.

> > **Exception:** For the “Salary by Year of Degree” and “Salary by Year of Degree (Architecture ONLY)” reports, **MEAN and MEDIAN are both reported.** The Architecture Only report excludes every alum who listed anything other than “architecture” as the field of work.

SPECIAL REPORT

Due to the impact of changes in the economy, seven new questions were asked. Issues related to lay-offs, reduced compensation, and a look at the differences in geographical location for such changes are covered in the responses, pages 2 through 8.

Sample Size

Every survey has limitations in methodology, and the conclusions we draw must consider these. Our sample includes only SU alumni/ae who have graduated since 1952, so we will not claim that these numbers are true for the whole profession. We have 810 responses. All data was collected through a web-based survey conducted November 12, 2009 – January 1, 2010.

Confidentiality

In order to protect confidentiality, we are **only reporting information when four (4) or more alumni/ae** responded from the same year and/or the same location. For most reports, we grouped responses by year of graduation (in ranges of 5 years) to protect confidentiality.

Advice for using this report

Find yourself in each of the many tables/reports in order to get the **WHOLE** picture. Just seeing the median salary for your year is not enough info ---- pull out all of the numbers related to you to get balanced information. Without having details about your years of experience, responsibilities, degree, overtime policy, and benefits offered, it is not easy to answer the question: "What's the average salary for Boston?" This survey will allow you to compare your compensation in terms of several individual attributes.

Accuracy

You will note that, in some tables, the total percentages do not add up to 100%. This is a result of insufficient data rather than a reporting omission.

Copies of this Report

The reports for this year's survey and for the 2002, 2003, 2004, 2005, 2006, 2007, and 2008 surveys are available in PDF format. You may download your personal copy from the main survey site.

Many thanks to the School of Architecture for its continuing support of Career Services, and to students and alumni/ae who have been generous with feedback and suggestions. This project is not possible without the talent and time of Noreen Gaubatz, Sherry Spuches, Joanne Capella and Julie Hall at the Syracuse University Office of Institutional Research and Assessment.

Feedback and Questions

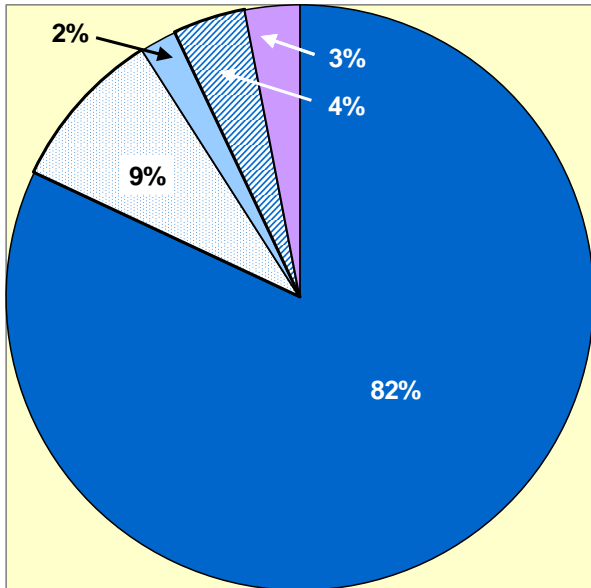
If you have any questions about the results or the methodology, please contact Connie Caldwell, director of career services, by e-mail at cbcaldwe@syr.edu or by phone at 315-443-4937. Our plan is to continue to conduct the survey regularly. Your comments will improve the next survey and report .

Please be in touch!

Special Report

What is your current employment status?

82% of all respondents are employed (not self-employed).

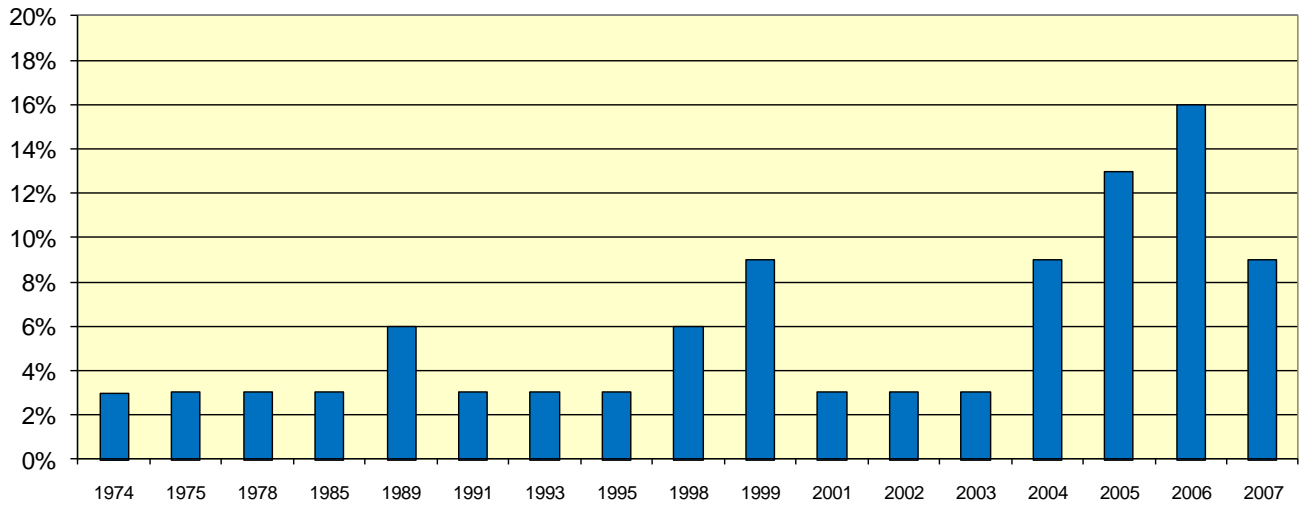


Employment Status	n	%
I am employed (not self-employed)	623	82%
I am self-employed as a solo practitioner	65	9%
I am a Class of '09 graduate and not employed since graduation	17	2%
I am unemployed due to layoff	33	4%
I am unemployed for another reason	22	3%

- Employed (not self-employed)
- Self-employed
- ▒ Unemployed 2009 graduate
- ▓ Unemployed due to layoff
- Unemployed for another reason

Unemployed Due to Layoff by Year of Graduation

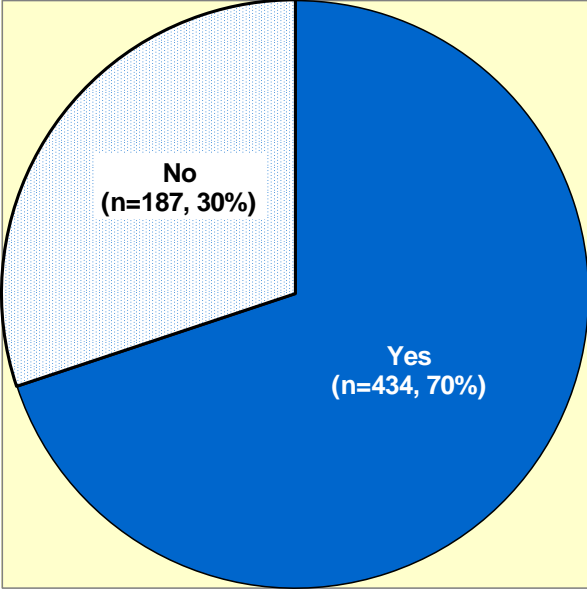
38% of laid off respondents graduated in 2005, 2006, or 2007.



Year of Graduation	n	%
1974	1	3%
1975	1	3%
1978	1	3%
1985	1	3%
1989	2	6%
1991	1	3%
1993	1	3%
1995	1	3%
1998	2	6%
1999	3	9%
2001	1	3%
2002	1	3%
2003	1	3%
2004	3	9%
2005	4	13%
2006	5	16%
2007	3	9%

Has your firm experienced layoffs since September 2008?

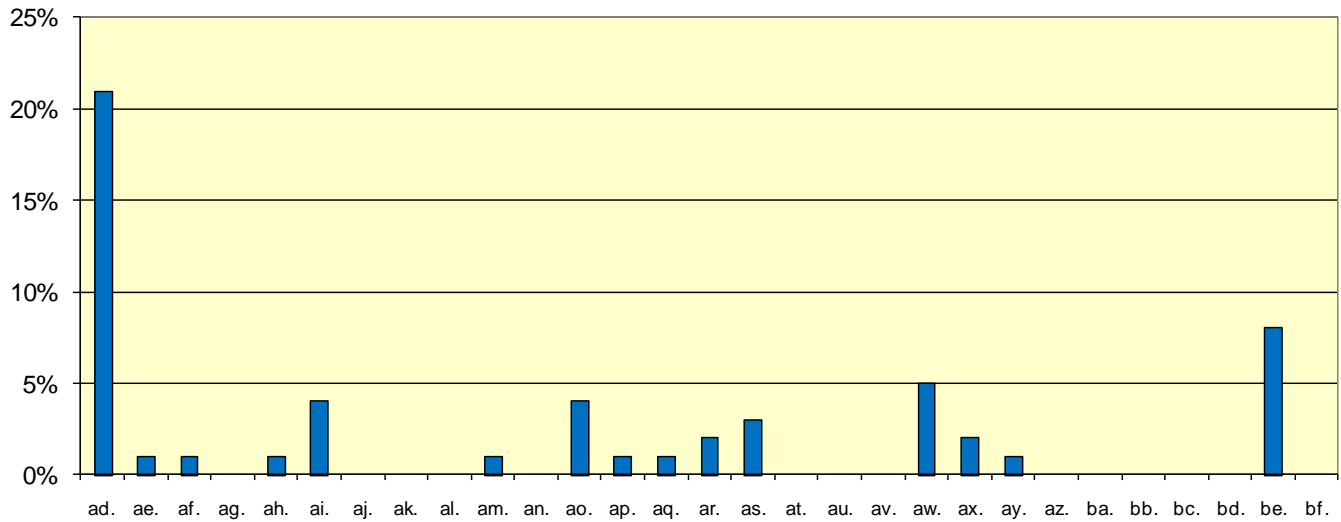
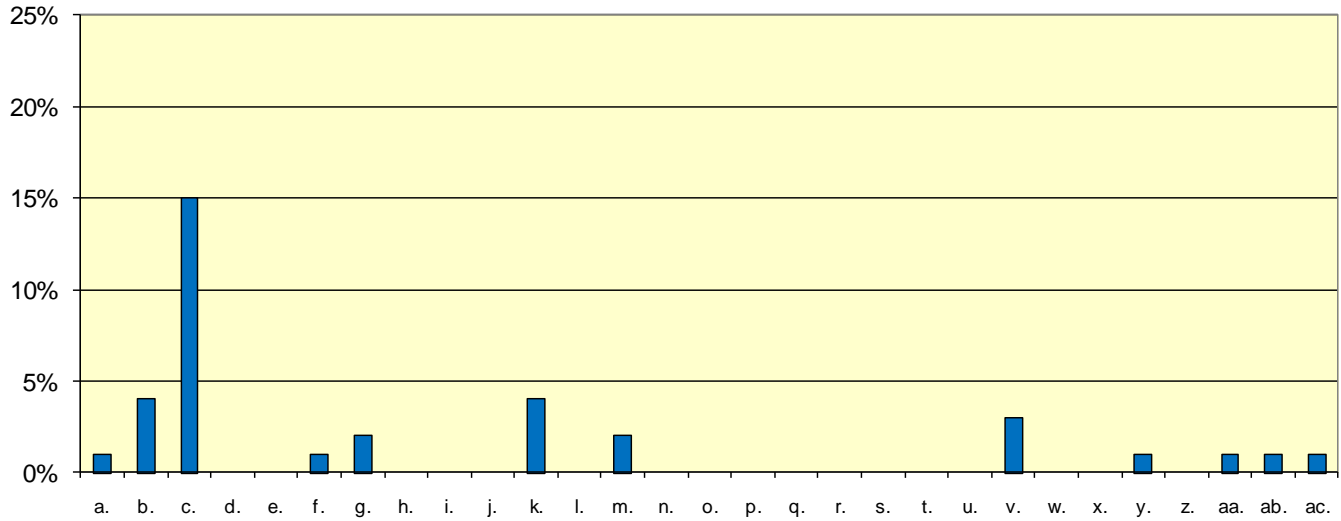
70% of respondents' firms have experienced layoffs since September 2008.



Layoffs	n	%
Yes	434	70%
No	187	30%

Firm Layoffs Since September 2008 by Location

21% of laid off respondents are located in NYC Metro Only.



NOTE: The information on location has been broken down into two graphs. These graphs read consecutively a-bf. The supporting tables for these graphs are on the next page.

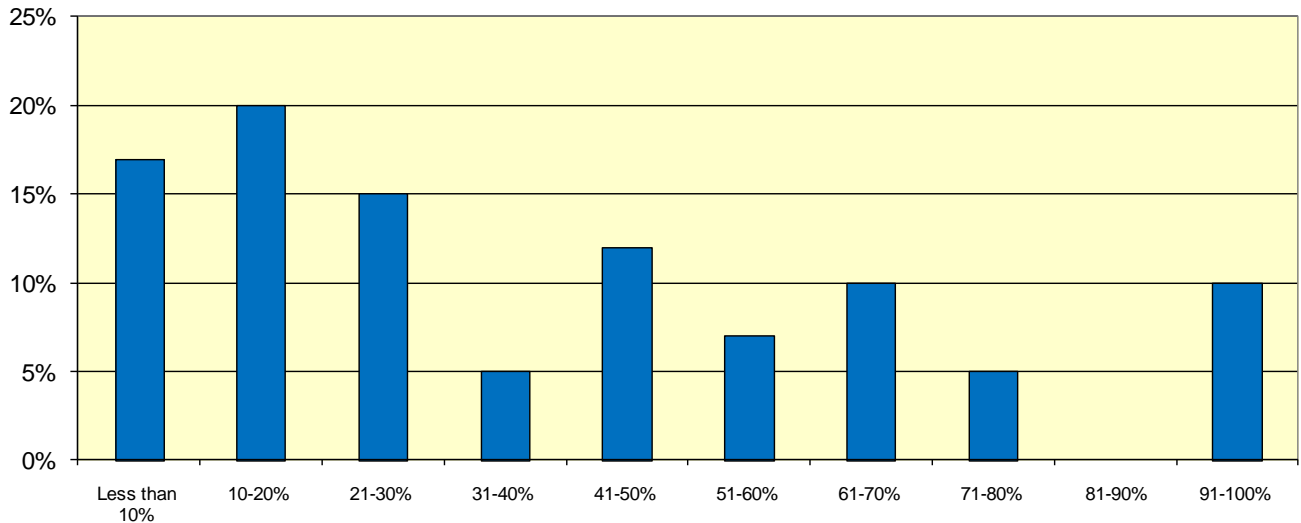
Firm Layoffs Since September 2008 by Location (continued)

Location	n	%	Location	n	%
a. Atlanta Metro Only	3	1%	ad. NY - NYC Metro Only	85	21%**
b. Baltimore Metro Only	16	4%	ae. NY - Syracuse/Ithaca Area	3	1%
c. Boston/Cambridge Metro Only	60	15%	af. NY - Westchester County	4	1%
d. California	1	0%**	ag. New Hampshire	1	0%**
e. Canada	2	0%**	ah. New Jersey	6	1%
f. Charlotte Metro Only	4	1%	ai. New York	17	4%
g. Chicago Metro Only	7	2%	aj. North Carolina	1	0%**
h. China	1	0%**	ak. Ohio	1	0%**
i. Cleveland Metro Only	2	0%**	al. Orange County, CA	1	0%**
j. Colorado	2	0%**	am. Other	3	1%
k. Connecticut	16	4%	an. Pennsylvania	1	0%**
l. Dallas Metro Only	1	0%**	ao. Philadelphia Metro Only	18	4%
m. Denver Metro Only	10	2%	ap. Phoenix/Scottsdale Only	4	1%
n. Detroit Metro Only	1	0%**	aq. Pittsburgh Metro Only	3	1%
o. Florida	2	0%**	ar. Portland Metro Only	7	2%
p. France	1	0%**	as. Princeton Metro Only	14	3%
q. Hong Kong	2	0%**	at. Puerto Rico	1	0%**
r. Houston Metro Only	1	0%**	au. Rhode Island	2	0%**
s. Idaho	1	0%**	av. San Diego Metro Only	1	0%**
t. Iowa	1	0%**	aw. San Francisco/Oakland Metro Only	19	5%
u. Kansas City Metro Only	1	0%**	ax. Seattle/Tacoma Metro Only	7	2%
v. Los Angeles Metro Only	12	3%	ay. South Carolina	3	1%
w. Maine	1	0%**	az. Switzerland	1	0%**
x. Maryland	1	0%**	ba. Texas	1	0%**
y. Massachusetts	3	1%	bb. United Kingdom	1	0%**
z. Miami/Fort Lauderdale	1	0%**	bc. Vermont	1	0%**
aa. NY - Albany Area	5	1%	bd. Virginia	2	0%**
ab. NY - Buffalo/Rochester Area ..	4	1%	be. Washington DC	32	8%
ac. NY - Long Island	6	1%	bf. Washington State	1	0%**

** Percent value lies between 0.1 and 0.4.

What percent of your firm was laid off since September 2008?

32% of respondents' firms laid off 50% or more of employees since September 2008.

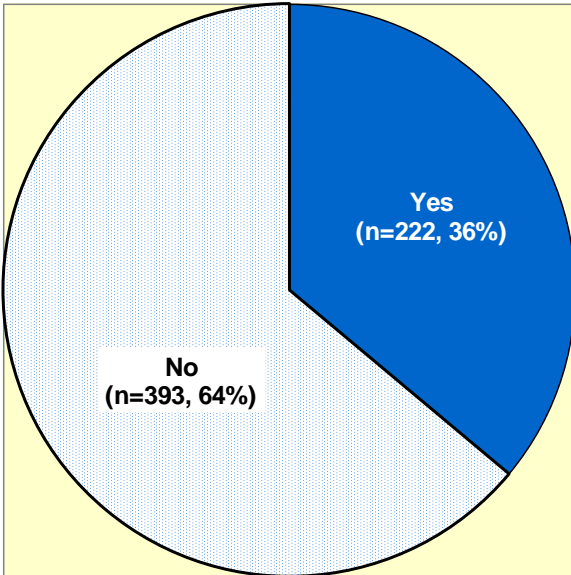


Percentage of Layoffs	n	%
Less than 10%	7	17%
10-20%	8	20%
21-30%	6	15%
31-40%	2	5%
41-50%	5	12%
51-60%	3	7%
61-70%	4	10%
71-80%	2	5%
81-90%	0	0%**
91-100%	4	10%

** Percent value lies between 0.1 and 0.4

Has your total compensation been reduced since September 2008?

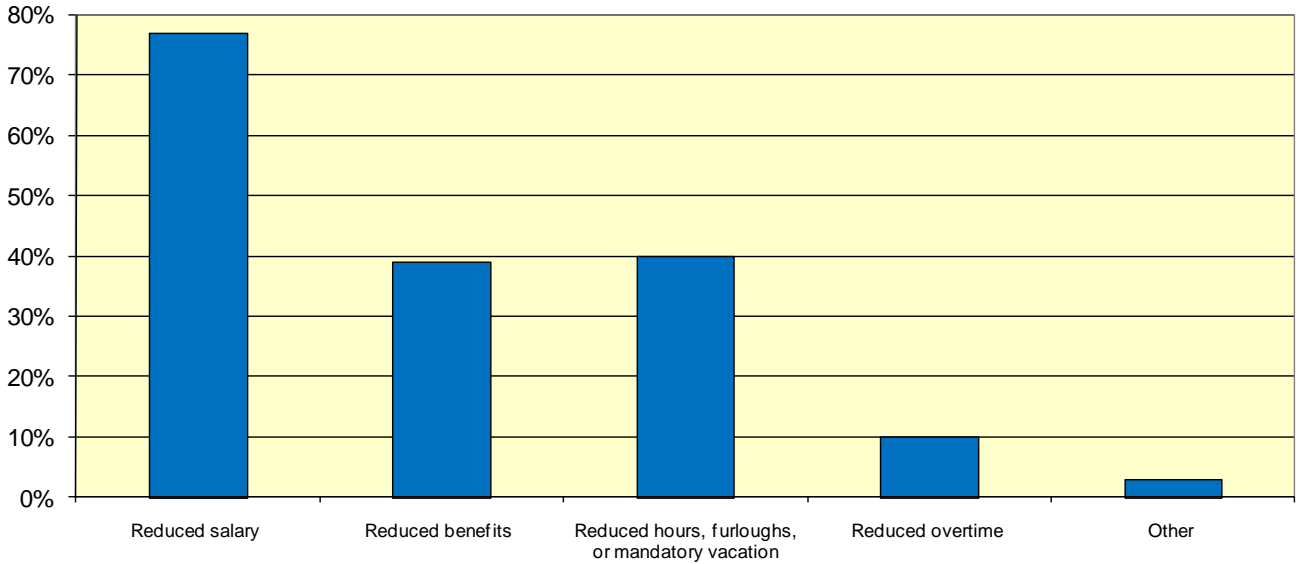
36% of respondents have had their total compensation reduced since September 2008.



Compensation Reduced	n	%
Yes	222	36%
No	393	64%

How has your total compensation been reduced since September 2008?

77% of respondents have had their salary reduced since September 2008.



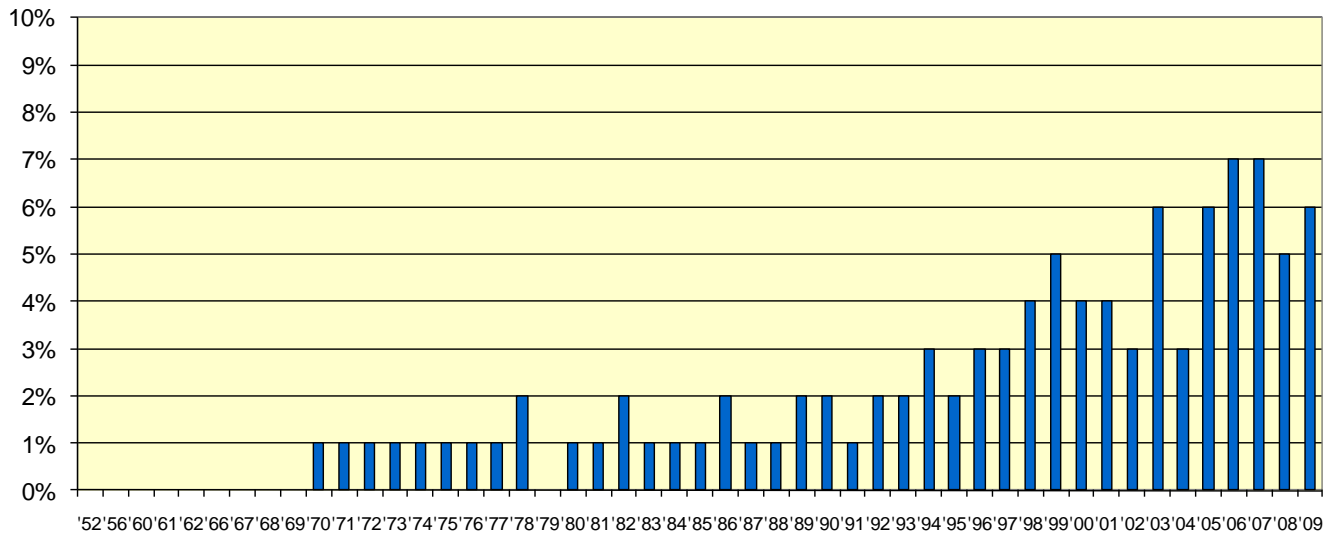
Reduced Compensation	n	%
Reduced salary	172	77%
Reduced benefits	86	39%
Reduced hours, furloughs, or mandatory vacation	89	40%
Reduced overtime	23	10%
Other	6	3%

Report 1: Salary/Year of Graduation/Location

What year did you graduate?

The highest number of respondents (7%) graduated in 2007.

51% of all respondents graduated in the last 10 years.



Year of Graduation	n	%	Year of Graduation	n	%
1952.....	1	0%**	1985.....	9	1%
1956.....	1	0%**	1986.....	11	2%
1960.....	1	0%**	1987.....	4	1%
1961.....	1	0%**	1988.....	5	1%
1962.....	1	0%**	1989.....	15	2%
1966.....	1	0%**	1990.....	12	2%
1967.....	1	0%**	1991.....	10	1%
1968.....	2	0%**	1992.....	17	2%
1969.....	2	0%**	1993.....	17	2%
1970.....	4	1%	1994.....	19	3%
1971.....	5	1%	1995.....	16	2%
1972.....	4	1%	1996.....	24	3%
1973.....	9	1%	1997.....	20	3%
1974.....	9	1%	1998.....	26	4%
1975.....	4	1%	1999.....	32	5%
1976.....	7	1%	2000.....	27	4%
1977.....	5	1%	2001.....	29	4%
1978.....	12	2%	2002.....	19	3%
1979.....	1	0%**	2003.....	42	6%
1980.....	6	1%	2004.....	21	3%
1981.....	6	1%	2005.....	42	6%
1982.....	11	2%	2006.....	50	7%
1983.....	5	1%	2007.....	51	7%
1984.....	8	1%	2008.....	38	5%
			2009.....	43	6%

** Percent value lies between 0.1 and 0.4.

Salary by Year of Degree and Location

The median salary for a recent graduate in NYC is \$50,000.

Baltimore Metro Only

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	6	\$68,500	\$38,000	\$95,000
2005-2009.....	9	\$44,000	\$37,000	\$85,000

Boston/Cambridge Metro Only

Year of Degree	n	Median	Minimum	Maximum
1990-1994.....	10	\$87,500	\$62,000	\$125,000
1995-1999.....	20	\$71,000	\$35,000	\$99,000
2000-2004.....	16	\$62,500	\$51,000	\$85,000
2005-2009.....	23	\$47,000	\$31,680	\$85,000

Chicago Metro Only

Year of Degree	n	Median	Minimum	Maximum
2005-2009.....	4	\$49,000	\$40,000	\$52,000

Connecticut

Year of Degree	n	Median	Minimum	Maximum
1980-1984.....	4	\$107,500	\$90,000	\$230,000

Los Angeles Metro Only

Year of Degree	n	Median	Minimum	Maximum
2005-2009.....	9	\$59,000	\$47,000	\$119,600

New Jersey

Year of Degree	n	Median	Minimum	Maximum
2000-2004.....	4	\$54,900	\$40,000	\$69,000

NY-Albany Area

Year of Degree	n	Median	Minimum	Maximum
2005-2009.....	4	\$35,600	\$28,000	\$41,000

NY - Buffalo/Rochester Area

Year of Degree	n	Median	Minimum	Maximum
2005-2009.....	4	\$48,000	\$29,120	\$131,000

NY-NYC Metro Only

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	4	\$155,000	\$55,000	\$500,000
1980-1984.....	7	\$215,000	\$66,000	\$490,000
1985-1989.....	5	\$90,000	\$80,000	\$150,000
1990-1994.....	8	\$70,000	\$51,000	\$100,000
1995-1999.....	20	\$87,500	\$73,000	\$375,000
2000-2004.....	31	\$70,000	\$40,000	\$200,000
2005-2009.....	36	\$50,000	\$10,000	\$100,000

NY-Syracuse/Ithaca Area

Year of Degree	n	Median	Minimum	Maximum
2005-2009.....	12	\$40,000	\$36,000	\$240,000

New York

Year of Degree	n	Median	Minimum	Maximum
1980-1984	5	\$104,000	\$62,000	\$140,000
1985-1989	5	\$79,000	\$72,000	\$300,000
1990-1994	5	\$90,000	\$67,000	\$650,000
1995-1999	6	\$61,000	\$46,000	\$95,000
2000-2004	4	\$54,750	\$52,500	\$69,680
2005-2009	14	\$37,250	\$26,500	\$93,600

Philadelphia Metro Only

Year of Degree	n	Median	Minimum	Maximum
1990-1994	5	\$115,000	\$100,000	\$350,000
1995-1999	5	\$75,000	\$50,000	\$150,000
2000-2004	8	\$57,750	\$47,000	\$74,000

Portland Metro Only

Year of Degree	n	Median	Minimum	Maximum
2000-2004	4	\$50,750	\$40,560	\$53,000

Princeton Metro Only

Year of Degree	n	Median	Minimum	Maximum
2005-2009	7	\$44,420	\$36,500	\$58,000

San Francisco/Oakland Metro Only

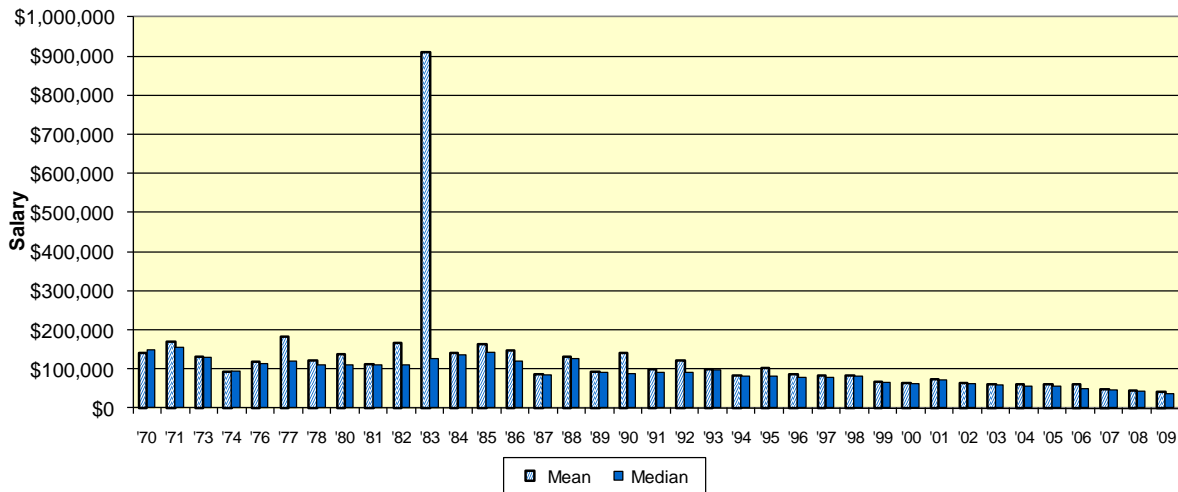
Year of Degree	n	Median	Minimum	Maximum
1990-1994	6	\$90,500	\$80,000	\$165,000
1995-1999	6	\$83,000	\$48,100	\$110,000
2000-2004	4	\$80,500	\$77,000	\$116,000

Washington DC

Year of Degree	n	Median	Minimum	Maximum
1995-1999	6	\$80,000	\$65,000	\$90,300
2000-2004	10	\$75,900	\$50,000	\$130,000
2005-2009	14	\$51,000	\$43,500	\$65,000

Salary by Year of Degree

The median salary for respondents from 2009 is \$37,000.

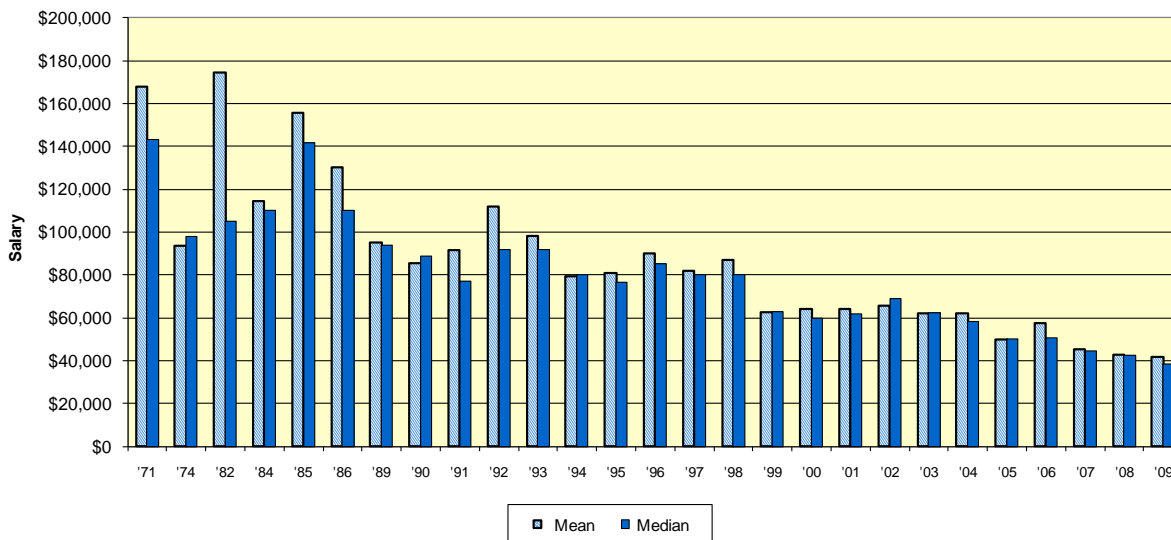


Year of Degree	n	Mean	Median	Minimum	Maximum
1970	4	\$140,750	\$148,500	\$96,000	\$170,000
1971	5	\$169,200	\$156,000	\$105,000	\$280,000
1973	9	\$132,540	\$130,000	\$90,480	\$200,000
1974	7	\$91,610	\$94,140	\$48,000	\$130,000
1976	6	\$118,330	\$112,730	\$55,000	\$200,000
1977	5	\$182,000	\$120,000	\$50,000	\$500,000
1978	9	\$121,110	\$110,000	\$75,000	\$180,000
1980	5	\$138,800	\$111,000	\$90,000	\$250,000
1981	6	\$113,000	\$111,500	\$90,000	\$140,000
1982	11	\$165,470	\$110,000	\$50,000	\$490,000
1983	5	\$909,800	\$125,000	\$90,000	\$4,000,000
1984	8	\$141,010	\$136,540	\$40,000	\$250,000
1985	7	\$163,960	\$141,500	\$108,000	\$260,000
1986	11	\$146,000	\$120,000	\$55,000	\$355,000
1987	4	\$85,420	\$85,000	\$69,690	\$102,000
1988	4	\$131,350	\$126,700	\$72,000	\$200,000
1989	13	\$91,790	\$90,000	\$60,000	\$150,000
1990	10	\$140,420	\$88,500	\$62,000	\$650,000
1991	8	\$99,000	\$92,000	\$51,000	\$150,000
1992	17	\$120,870	\$92,000	\$40,000	\$350,000
1993	14	\$100,550	\$97,500	\$55,000	\$165,000
1994	18	\$82,960	\$81,410	\$60,000	\$125,000
1995	15	\$101,160	\$81,180	\$50,580	\$375,000
1996	23	\$85,840	\$80,000	\$46,000	\$150,000
1997	19	\$82,260	\$80,000	\$45,000	\$165,000
1998	22	\$84,180	\$82,000	\$35,000	\$145,000
1999	27	\$65,950	\$65,000	\$38,000	\$100,000
2000	23	\$64,500	\$62,000	\$20,000	\$90,000
2001	27	\$74,440	\$72,000	\$40,000	\$200,000
2002	17	\$65,400	\$64,000	\$40,000	\$90,000
2003	38	\$61,440	\$59,330	\$40,000	\$110,000
2004	15	\$60,450	\$57,000	\$42,000	\$116,000
2005	36	\$60,140	\$54,750	\$33,280	\$119,600
2006	41	\$60,530	\$51,000	\$32,000	\$240,000
2007	43	\$46,660	\$45,600	\$31,680	\$65,000
2008	36	\$44,210	\$43,250	\$28,000	\$68,000
2009	23	\$42,210	\$37,000	\$10,000	\$90,000

NOTE: The following years of degree had data that were too small to report: 1952, 1960, 1961, 1962, 1966, 1967, 1968, 1969, 1972, 1975, and 1979.

Salary by Year of Degree (Architecture Only)

The median salary for respondents from 2009 who work ONLY in the field of architecture is \$38,500.

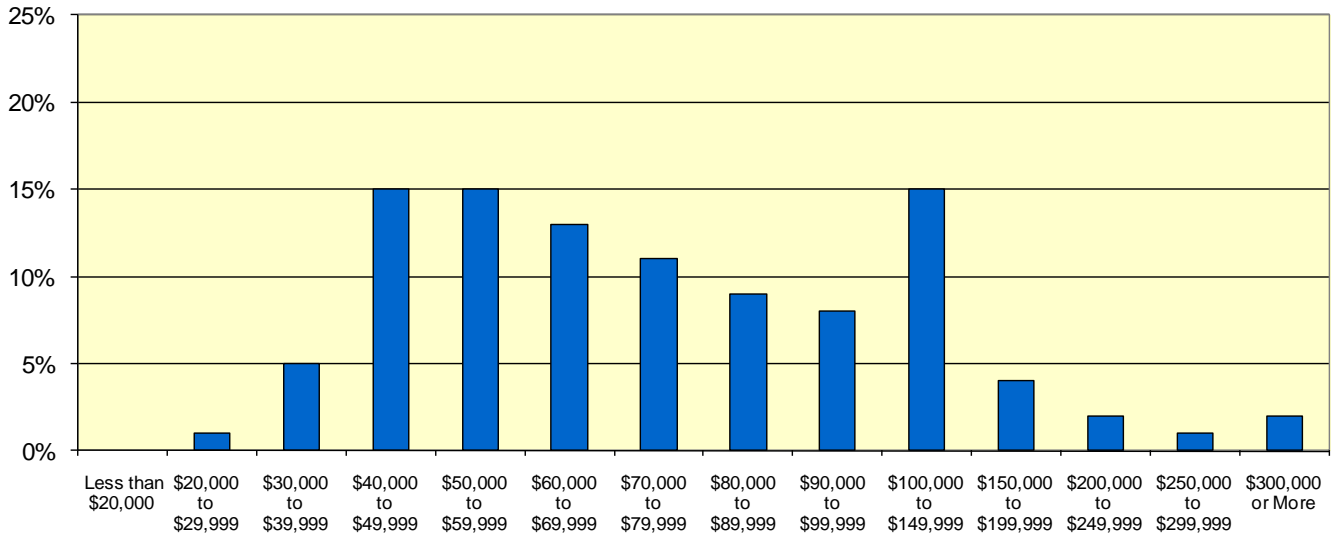


Year of Degree	n	Mean	Median	Minimum	Maximum
1971	4	\$167,750	\$143,000	\$105,000	\$280,000
1974	4	\$93,500	\$98,000	\$48,000	\$130,000
1982	6	\$174,370	\$105,000	\$62,000	\$490,000
1984	5	\$114,800	\$110,000	\$40,000	\$210,000
1985	5	\$155,950	\$141,500	\$121,250	\$203,000
1986	7	\$130,290	\$110,000	\$55,000	\$300,000
1989	9	\$95,030	\$94,000	\$60,000	\$150,000
1990	8	\$85,520	\$88,500	\$62,000	\$105,000
1991	4	\$91,500	\$77,000	\$62,000	\$150,000
1992	13	\$112,290	\$92,000	\$40,000	\$350,000
1993	6	\$98,280	\$91,850	\$78,000	\$140,000
1994	13	\$79,720	\$80,000	\$60,000	\$125,000
1995	6	\$80,960	\$76,800	\$70,000	\$107,170
1996	15	\$90,100	\$85,000	\$46,000	\$150,000
1997	17	\$81,940	\$80,000	\$50,000	\$165,000
1998	15	\$86,940	\$80,000	\$48,500	\$145,000
1999	18	\$62,930	\$63,000	\$43,400	\$80,500
2000	15	\$64,170	\$60,000	\$39,520	\$90,000
2001	17	\$64,470	\$61,750	\$40,000	\$85,000
2002	9	\$65,890	\$69,000	\$40,000	\$80,000
2003	23	\$62,270	\$62,500	\$40,000	\$110,000
2004	13	\$62,140	\$58,000	\$49,920	\$116,000
2005	17	\$50,250	\$50,000	\$33,280	\$68,000
2006	26	\$57,540	\$50,500	\$38,500	\$240,000
2007	31	\$45,430	\$44,420	\$31,680	\$60,000
2008	24	\$42,800	\$42,250	\$33,280	\$68,000
2009	16	\$41,810	\$38,500	\$10,000	\$90,000

NOTE: The following years of degree had data that was too small to report: 1960, 1969, 1970, 1972, 1973, 1976, 1977, 1978, 1979, 1980, 1981, 1983, 1987, and 1988.

What is your annual salary?

Regardless of year and location, 15% of the respondents are earning \$40,000-\$49,999.



Salary Range	n	%
Less than \$20,000.....	1	0%**
\$20,000 to \$29,999	4	1%
\$30,000 to \$39,999	31	5%
\$40,000 to \$49,999	94	15%
\$50,000 to \$59,999	93	15%
\$60,000 to \$69,999	82	13%
\$70,000 to \$79,999	67	11%
\$80,000 to \$89,999	57	9%
\$90,000 to \$99,999	49	8%
\$100,000 to \$149,999	91	15%
\$150,000 to \$199,999	24	4%
\$200,000 to \$249,999	14	2%
\$250,000 to \$299,999	6	1%
\$300,000 or More	11	2%

** Percent value lies between 0.1 and 0.4.

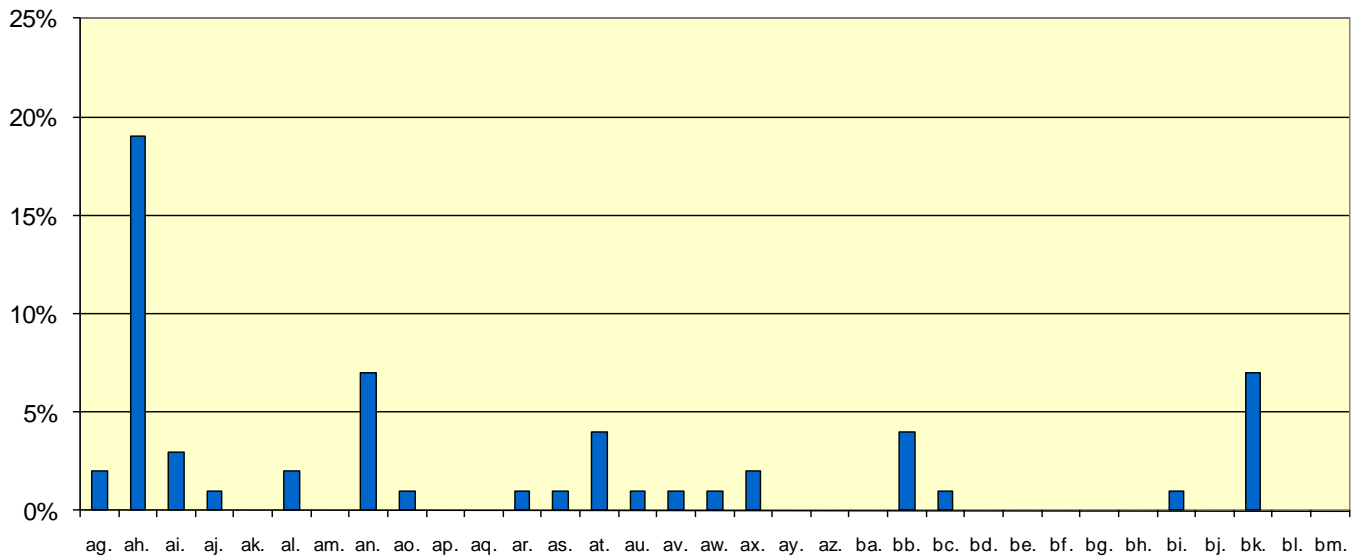
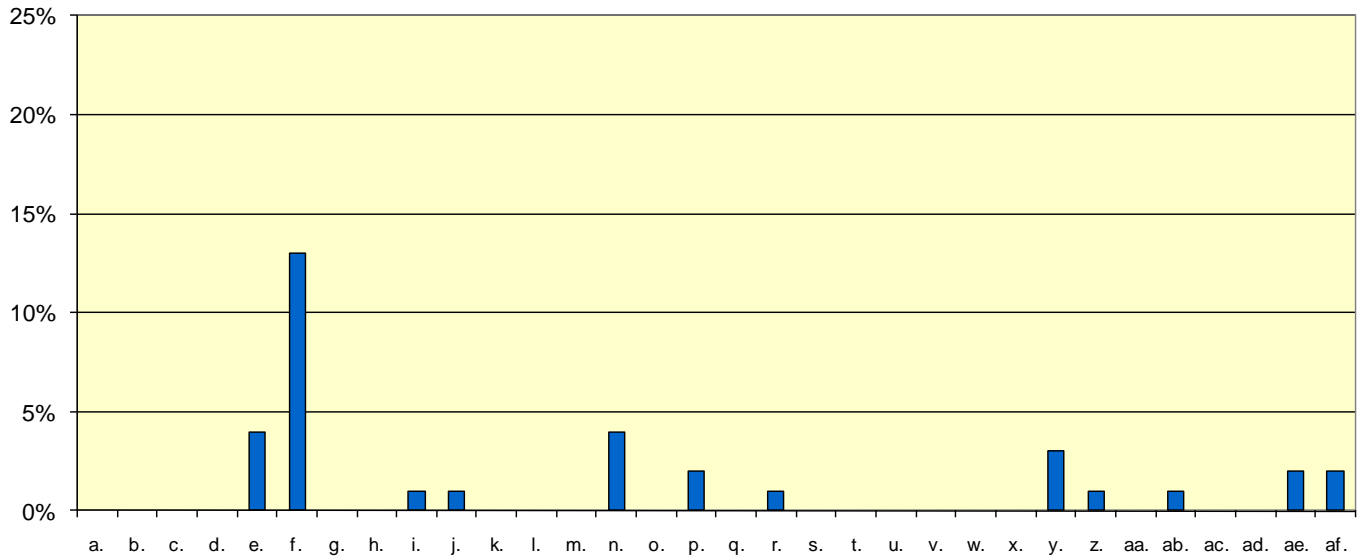
Part-time Employees/Owners

This year we again include part-time employees and part-time owners. A total of 33 alumni/ae responded with part-time salaries. The number of part-time hours worked varies from one (1) to thirty-five (35) hours per week. The hourly wage ranges from \$9.00 / hour to \$300.00 / hour

Year	# of Respondents	part-time hours/ week	hourly wage
2009.....	33	1-35	\$9.00-\$300.00
2008.....	19	6-35	\$17.00-\$100.00
2007.....	15	16-34	\$10.00-\$125.00
2006.....	11	1-35	\$21.63-\$100.00
2005.....	11	20-35	\$21.00-\$125.00

In what region is your firm located?

19% of respondents are working in NYC Metro Only.



NOTE: The information on location has been broken down into two graphs. These graphs read consecutively a-bm. The supporting tables for these graphs are on the next page.

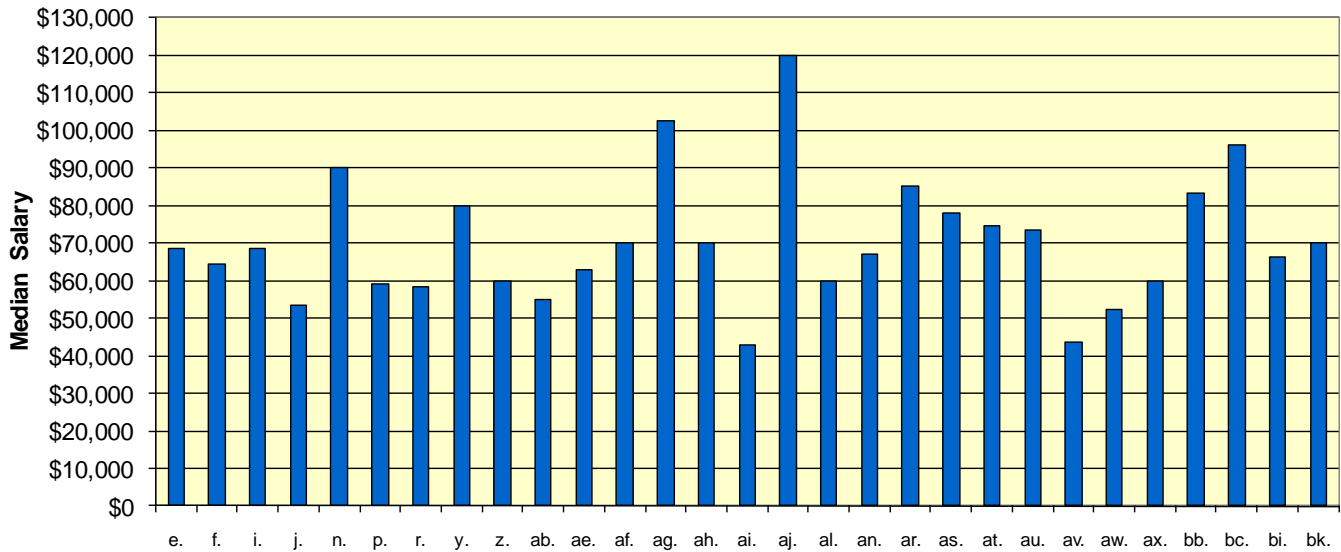
In what region is your firm located? (continued)

Location	n	%	Location	n	%
a. Alabama	1	0%**	ag. NY - Long Island	11	2%
b. Arizona	1	0%**	ah. NY - NYC Metro Only	118	19%
c. Atlanta Metro Only	3	0%**	ai. NY - Syracuse/Ithaca Area ...	20	3%
d. Austin/San Marcos Metro Only	2	0%**	aj. NY - Westchester County	7	1%
e. Baltimore Metro Only	24	4%	ak. New Hampshire	3	0%**
f. Boston/Cambridge Metro Only	79	13%	al. New Jersey	10	2%
g. California	1	0%**	am. New Orleans Metro Only	1	0%**
h. Canada	2	0%**	an. New York	44	7%
i. Charlotte Metro Only	4	1%	ao. North Carolina	4	1%
j. Chicago Metro Only	9	1%	ap. Ohio	3	0%**
k. China	1	0%**	aq. Orange County, CA	1	0%**
l. Cleveland Metro Only	2	0%**	ar. Other	8	1%
m. Colorado	2	0%**	as. Pennsylvania	6	1%
n. Connecticut	22	4%	at. Philadelphia Metro Only	24	4%
o. Dallas Metro Only	1	0%**	au. Phoenix/Scottsdale Only	4	1%
p. Denver Metro Only	10	2%	av. Pittsburgh Metro Only	5	1%
q. Detroit Metro Only	1	0%**	aw. Portland Metro Only	7	1%
r. Florida	7	1%	ax. Princeton Metro Only	15	2%
s. France	1	0%**	ay. Puerto Rico	2	0%**
t. Hong Kong	3	0%**	az. Rhode Island	3	0%**
u. Houston Metro Only	2	0%**	ba. San Diego Metro Only	1	0%**
v. Idaho	1	0%**	bb. San Francisco/Oakland Metro Only	23	4%
w. Iowa	1	0%**	bc. Seattle/Tacoma Metro Only ...	7	1%
x. Kansas City Metro Only	1	0%**	bd. South Carolina	3	0%**
y. Los Angeles Metro Only	17	3%	be. St. Louis Metro Only	1	0%**
z. Maine	5	1%	bf. Switzerland	1	0%**
aa. Maryland	1	0%**	bg. Texas	1	0%**
ab. Massachusetts	6	1%	bh. United Kingdom	3	0%**
ac. Miami/Fort Lauderdale	3	0%**	bi. Vermont	6	1%
ad. Minneapolis/St. Paul Metro Only	2	0%**	bj. Virginia	3	0%**
ae. NY - Albany Area	11	2%	bk. Washington DC	44	7%
af. NY - Buffalo/Rochester Area	11	2%	bl. Washington State	1	0%**
			bm. Wyoming	1	0%**

** Percent value lies between 0.1 and 0.4.

Salary by Location

The median salary for respondents who are working in NYC Metro Only is \$70,000.



Location	n	Median	Minimum	Maximum
e. Baltimore Metro Only	24	\$68,500	\$37,000	\$280,000
f. Boston/Cambridge Metro Only	76	\$64,500	\$31,680	\$250,000
i. Charlotte Metro Only	4	\$68,500	\$62,700	\$73,500
j. Chicago Metro Only	8	\$53,500	\$40,000	\$148,000
n. Connecticut	20	\$90,000	\$45,500	\$230,000
p. Denver Metro Only	10	\$59,250	\$44,000	\$100,000
r. Florida	6	\$58,500	\$40,500	\$98,000
y. Los Angeles Metro Only	17	\$80,000	\$47,000	\$165,000
z. Maine	5	\$60,000	\$39,000	\$94,140
ab. Massachusetts	5	\$55,000	\$53,000	\$75,000
ae. NY - Albany Area	10	\$62,790	\$28,000	\$156,000
af. NY - Buffalo/Rochester Area	10	\$70,150	\$29,120	\$145,000
ag. NY - Long Island	10	\$102,500	\$40,000	\$500,000
ah. NY - NYC Metro Only	114	\$70,000	\$10,000	\$500,000
ai. NY - Syracuse/Ithaca Area	20	\$42,820	\$36,000	\$240,000
aj. NY - Westchester County	6	\$120,000	\$32,000	\$355,000
al. New Jersey	9	\$59,800	\$40,000	\$4,000,000
an. New York	43	\$67,000	\$26,500	\$650,000
ar. Other	7	\$85,280	\$20,000	\$260,000
as. Pennsylvania	6	\$78,000	\$35,360	\$105,000
at. Philadelphia Metro Only	24	\$74,500	\$43,000	\$350,000
au. Phoenix/Scottsdale Only	4	\$73,500	\$45,000	\$93,000
av. Pittsburgh Metro Only	4	\$43,500	\$38,500	\$45,000
aw. Portland Metro Only	6	\$52,250	\$40,560	\$65,850
ax. Princeton Metro Only	15	\$60,000	\$36,500	\$135,000
bb. San Francisco Metro Only	22	\$83,500	\$48,100	\$165,000
bc. Seattle/Tacoma Metro Only	7	\$96,000	\$45,000	\$160,000
bi. Vermont	6	\$66,500	\$37,000	\$85,000
bk. Washington DC	41	\$70,000	\$43,500	\$200,000

Salary by Location (continued)

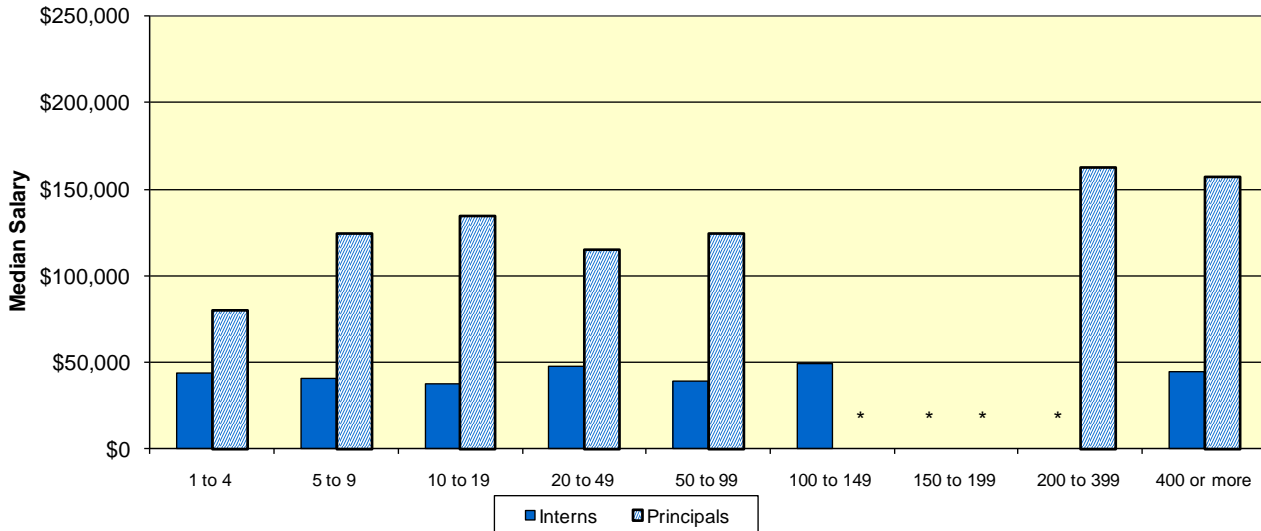
NOTE: The following locations had data that were too small to report:

Arizona, Atlanta Metro Only, Austin/San Marcos Metro Only, California, Canada, China, Cleveland Metro Only, Colorado, Dallas Metro Only, Detroit Metro Only, France, Hong Kong, Houston Metro Only, Idaho, Iowa, Kansas City Metro Only, Miami/Fort Lauderdale, Minneapolis/St. Paul Metro Only, New Hampshire, New Orleans Metro Only, North Carolina, Ohio, Orange County CA, Puerto Rico, Rhode Island, San Diego Metro Only, South Carolina, St. Louis Metro Only, Switzerland, Texas, United Kingdom, Virginia, Washington State, and Wyoming.

Salary for Interns and Principals by Size of Firm

Regardless of year and location, interns working in offices with 20 to 49 employees make a median salary of \$48,000.

Note: "intern" includes all respondents who indicated they were an Intern 1, 2, or 3 and "principals" includes all principals, partners, and presidents.



Interns

Size of Firm	n	Median	Minimum	Maximum
1 to 4	4	\$44,000	\$40,000	\$51,700
5 to 9	10	\$40,280	\$10,000	\$50,000
10 to 19	6	\$37,220	\$32,000	\$60,000
20 to 49	14	\$48,000	\$31,200	\$60,000
50 to 99	5	\$39,000	\$36,000	\$64,000
100 to 149	8	\$49,440	\$31,680	\$54,000
150 to 199	*			
200 to 399	*			
400 or more	7	\$44,420	\$40,960	\$50,000

Principals

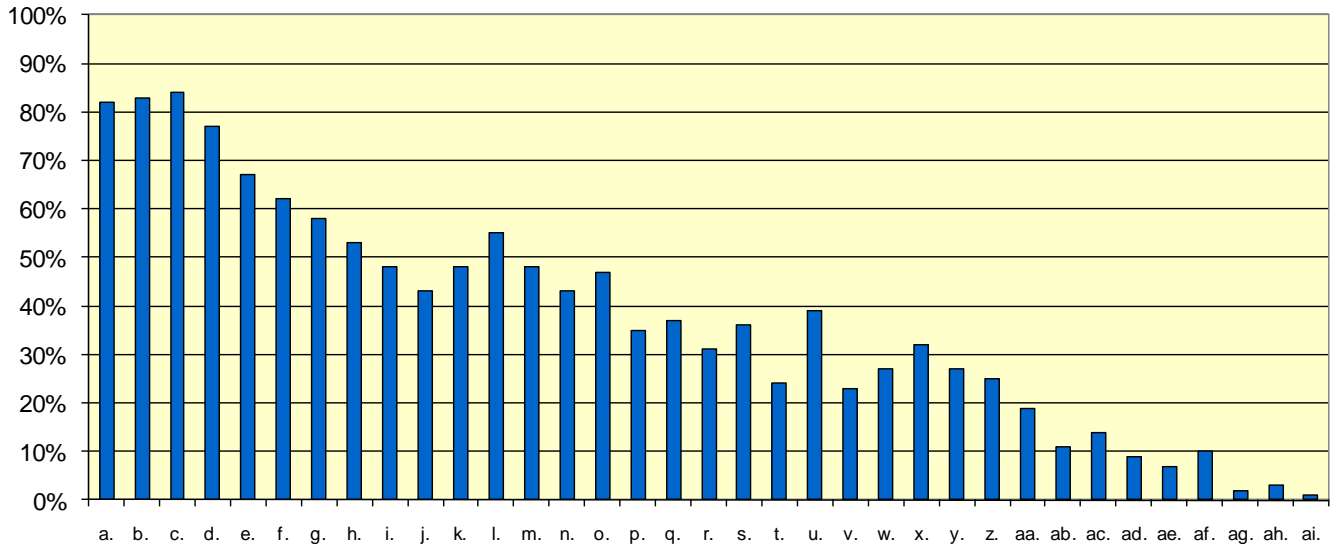
Size of Firm	n	Median	Minimum	Maximum
1 to 4	8	\$80,000	\$35,000	\$130,000
5 to 9	9	\$125,000	\$40,000	\$500,000
10 to 19	7	\$135,000	\$68,000	\$350,000
20 to 49	14	\$115,000	\$63,920	\$490,000
50 to 99	6	\$125,000	\$94,140	\$650,000
100 to 149	*			
150 to 199	*			
200 to 399	4	\$163,000	\$85,000	\$300,000
400 or more	8	\$157,500	\$120,000	\$4,000,000

* data too small to report

Report 2: Benefits and Bonuses

What benefits do you receive?

The benefits that most respondents receive are: paid holidays (84%), paid vacation (83%), and health insurance (82%).



Benefit	n	%
a. Health insurance	566	82%
b. Paid vacation	570	83%
c. Paid holidays	575	84%
d. Paid sick days	529	77%
e. 401 K	462	67%
f. Dental insurance	429	62%
g. Casual dress code	402	58%
h. Company 'outings' or 'picnics'	364	53%
i. Disability insurance	327	48%
j. Quarterly or annual bonus	295	43%
k. Life insurance	333	48%
l. Professional membership fees	375	55%
m. Conference fees/Continuing Ed classes	332	48%
n. Vision insurance	293	43%
o. Registration exam fees (full or partial)	321	47%
p. Meals, snacks, happy hour	242	35%
q. Dress down days	255	37%

Benefit	n	%
r. Free meals when working overtime	212	31%
s. Flex hours	250	36%
t. Profit-sharing	166	24%
u. Flexible spending accounts	268	39%
v. Cab fare for overtime nights	158	23%
w. Paid parking or commuter subsidy	187	27%
x. Cell phone	221	32%
y. Unpaid family leave	183	27%
z. Paid maternity leave	175	25%
aa. Tuition reimbursement	130	19%
ab. Health club	73	11%
ac. Employee Assistance Plan	99	14%
ad. Other retirement benefit ...	60	9%
ae. Stock options	51	7%
af. Company vehicle	71	10%
ag. Adoption assistance	11	2%
ah. No benefits	23	3%
ai. Other	7	1%

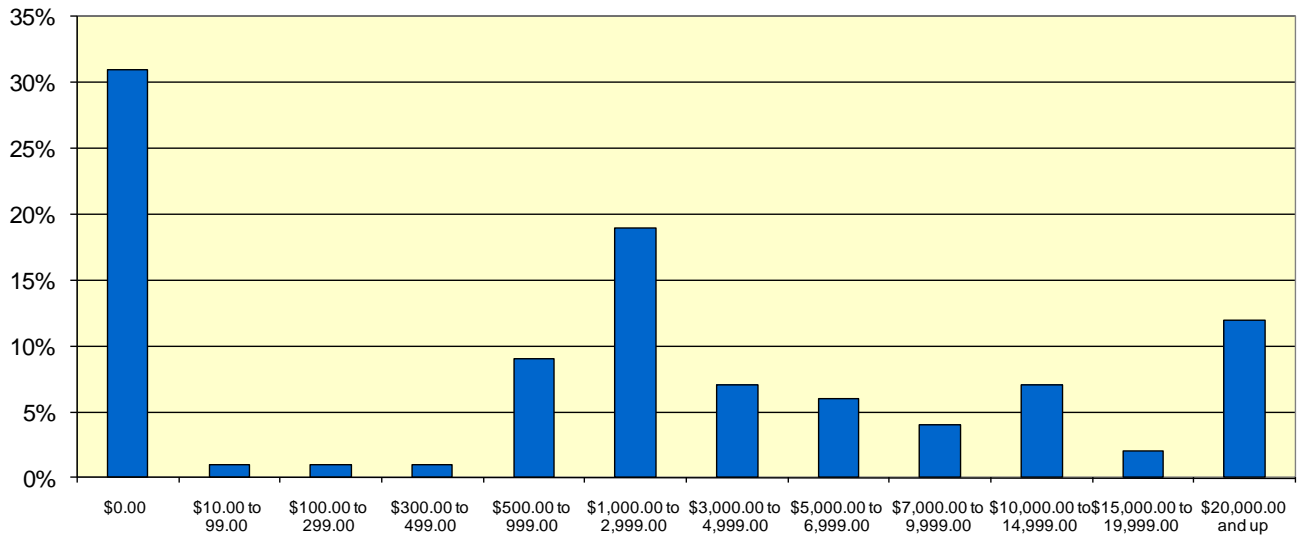
Benefits Received by Size of Firm

Benefits Received by Size of Firm
 Of respondents employed in firms of 20-49 people, 94% receive paid holidays and paid vacation.

# of Employees	Health	Dental	Vision	Profit sharing	401K	Paid holidays	Paid vacation
1 to 4	16 52%	10 32%	3 10%	5 16%	10 32%	26 84%	25 81%
5 to 9	49 86%	25 44%	11 19%	9 16%	24 42%	50 88%	51 89%
10 to 19	58 94%	34 55%	15 24%	16 26%	44 71%	60 97%	61 98%
20 to 49	100 93%	74 69%	38 35%	34 31%	82 76%	102 94%	102 94%
50 to 99	80 96%	61 73%	45 54%	34 41%	74 89%	81 98%	80 96%
100 to 149	39 98%	35 88%	20 50%	8 20%	39 98%	39 98%	39 98%
150 to 199	24 96%	22 88%	13 52%	3 12%	22 88%	23 92%	23 92%
200 to 399	49 98%	46 92%	38 76%	23 46%	45 90%	49 98%	48 96%
400 to 599	19 100%	19 100%	14 74%	6 32%	18 95%	19 100%	19 100%
600 to 799	13 100%	13 100%	11 85%	3 23%	11 85%	13 100%	13 100%
800 to 999	9 90%	8 80%	8 80%	1 10%	8 80%	9 90%	9 90%
1000 to 2999	30 100%	28 93%	27 90%	7 23%	27 90%	29 97%	29 97%
3000 or more	45 100%	39 87%	37 82%	7 16%	37 82%	44 98%	45 100%

Profit Sharing Income or Bonus Earned in the 2008 Calendar Year

19% of respondents earned \$1,000.00 to 2,999.00 profit sharing or bonus income in the 2008 calendar year.

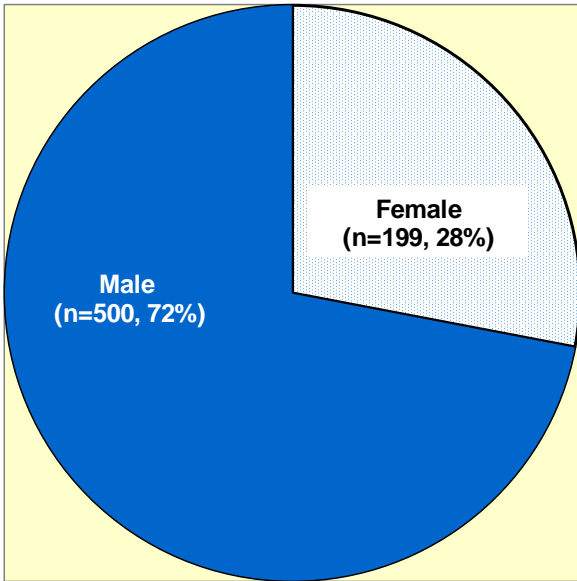


Profit Sharing or Bonus Income	n	%
\$0.00	153	31%
\$10.00 to 99.00	7	1%
\$100.00 to 299.00	7	1%
\$300.00 to 499.00	5	1%
\$500.00 to 999.00	43	9%
\$1,000.00 to 2,999.00	92	19%
\$3,000.00 to 4,999.00	37	7%
\$5,000.00 to 6,999.00	32	6%
\$7,000.00 to 9,999.00	19	4%
\$10,000.00 to 14,999.00	33	7%
\$15,000.00 to 19,999.00	8	2%
\$20,000.00 and up	59	12%

Report 3: Gender

What is your gender?

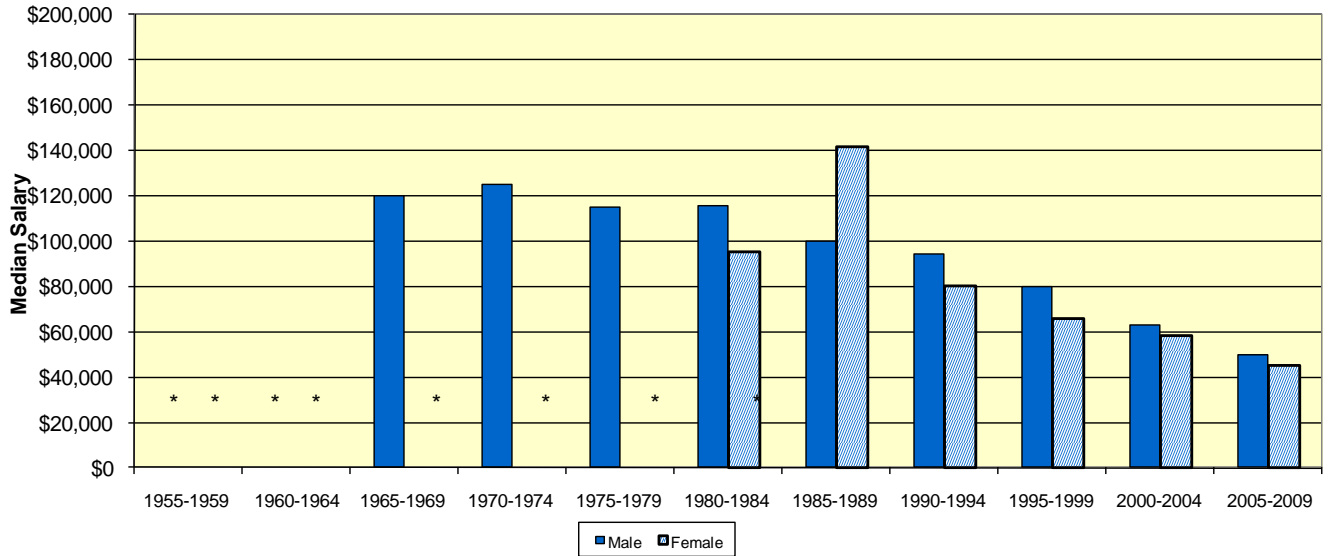
28% of the respondents are female.



Gender	n	%
Female	199	28%
Male	500	72%

Salary by Gender and Year of Graduation

Female recent graduates report a median salary of \$45,250, while male recent graduates report \$49,970.



Male

Year of Graduation	n	Median	Minimum	Maximum
1950-1954	*			
1955-1959	*			
1960-1964	*			
1965-1969	5	\$120,000	\$85,580	\$140,000
1970-1974	26	\$125,000	\$48,000	\$280,000
1975-1979	24	\$115,000	\$50,000	\$500,000
1980-1984	30	\$115,500	\$40,000	\$4,000,000
1985-1989	32	\$100,000	\$55,000	\$355,000
1990-1994	50	\$94,500	\$40,000	\$650,000
1995-1999	77	\$80,000	\$35,000	\$375,000
2000-2004	89	\$63,250	\$20,000	\$200,000
2005-2009	104	\$49,970	\$10,000	\$240,000

Female

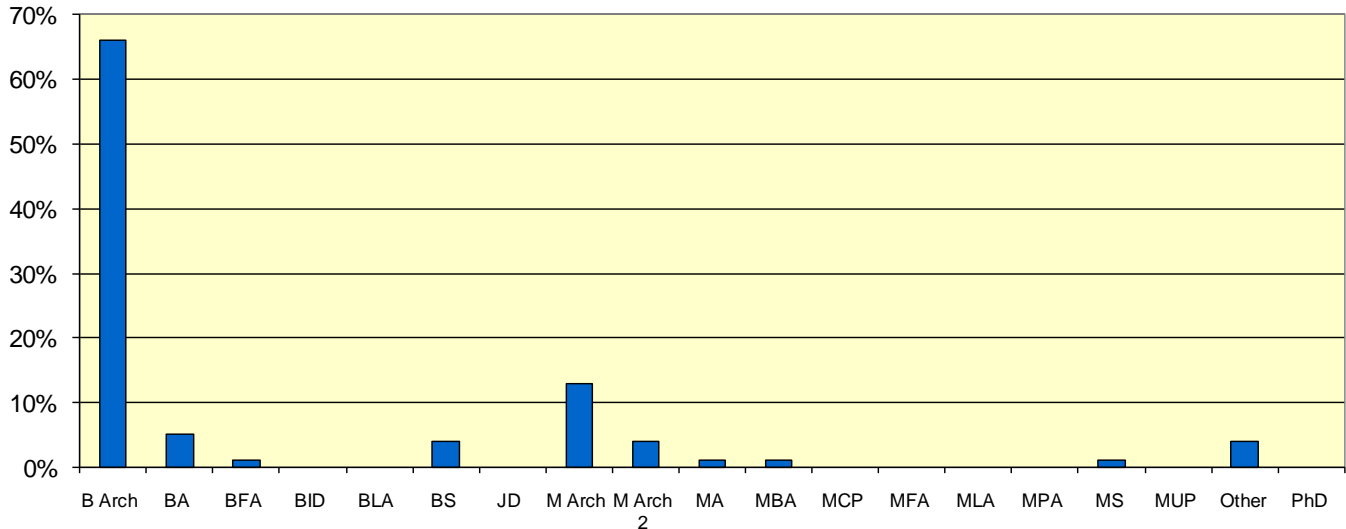
Year of Graduation	n	Median	Minimum	Maximum
1955-1959	*			
1960-1964	*			
1965-1969	*			
1970-1974	*			
1975-1979	*			
1980-1984	4	\$95,540	\$50,000	\$315,000
1985-1989	7	\$141,500	\$72,000	\$260,000
1990-1994	17	\$80,000	\$60,000	\$125,000
1995-1999	27	\$66,000	\$38,000	\$165,000
2000-2004	31	\$58,000	\$39,520	\$81,000
2005-2009	74	\$45,250	\$26,500	\$93,600

* data too small to report

Report 4: Degree

What degree(s) have you earned?

66% of the respondents have a B Arch.

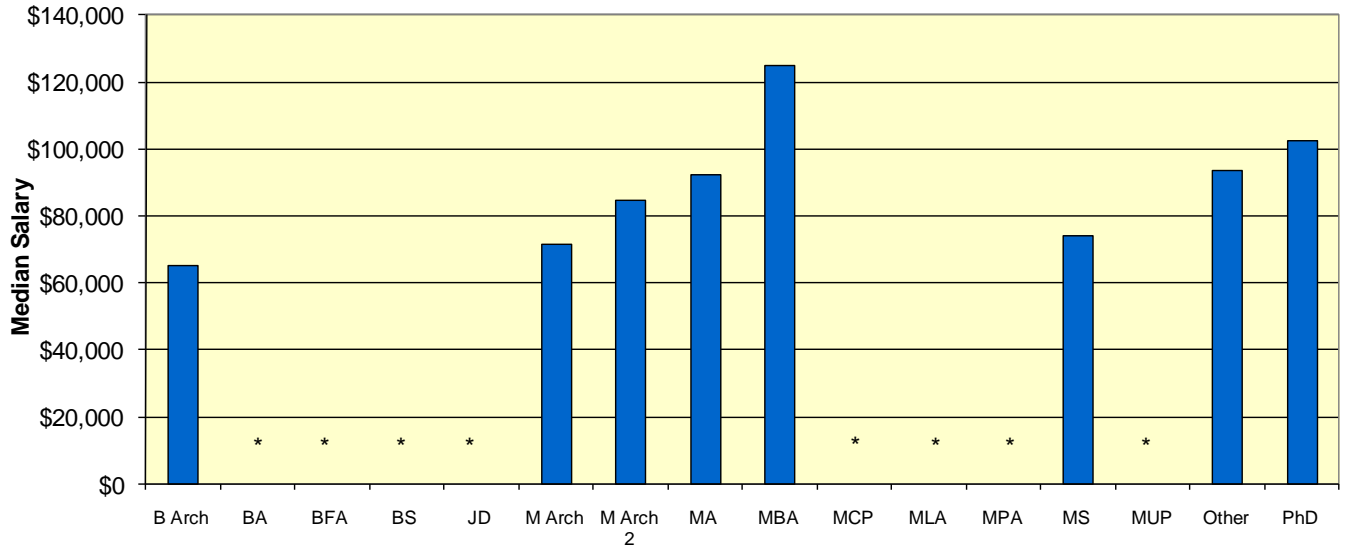


Degree	n	%
B Arch	599	66%
BA	44	5%
BFA	7	1%
BID	1	0%**
BLA	1	0%**
BS	36	4%
JD	3	0%**
M Arch	118	13%
M Arch 2	39	4%
MA	5	1%
MBA	8	1%
MCP	2	0%**
MFA	1	0%**
MLA	1	0%**
MPA	1	0%**
MS	7	1%
MUP	4	0%**
Other	33	4%
PhD	4	0%**

** Percent value lies between 0.1 and 0.4.

Salary by Most Recent Degree

The median salary for B Arch respondents is \$65,000.



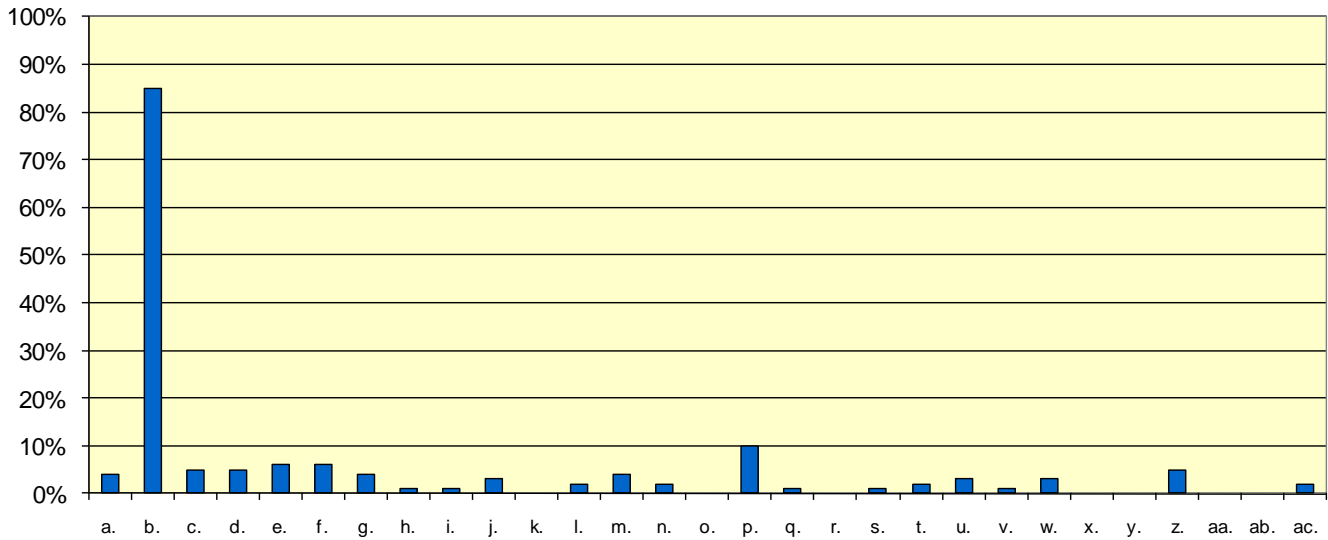
Degree	n	Median	Minimum	Maximum
B Arch	435	\$65,000	\$10,000	\$500,000
BA	*			
BFA	*			
BS	*			
JD	*			
M Arch	88	\$71,500	\$28,000	\$650,000
M Arch 2	32	\$84,500	\$47,000	\$375,000
MA	4	\$92,500	\$52,290	\$135,000
MBA	8	\$125,000	\$85,000	\$260,000
MCP	*			
MLA	*			
MPA	*			
MS	4	\$74,000	\$65,000	\$203,000
MUP	*			
Other	13	\$93,600	\$33,280	\$200,000
PhD	4	\$102,500	\$68,000	\$150,000

* data too small to report

Report 5: Field of Work

In which field(s) do you work?

85% of respondents work in the field of architecture.



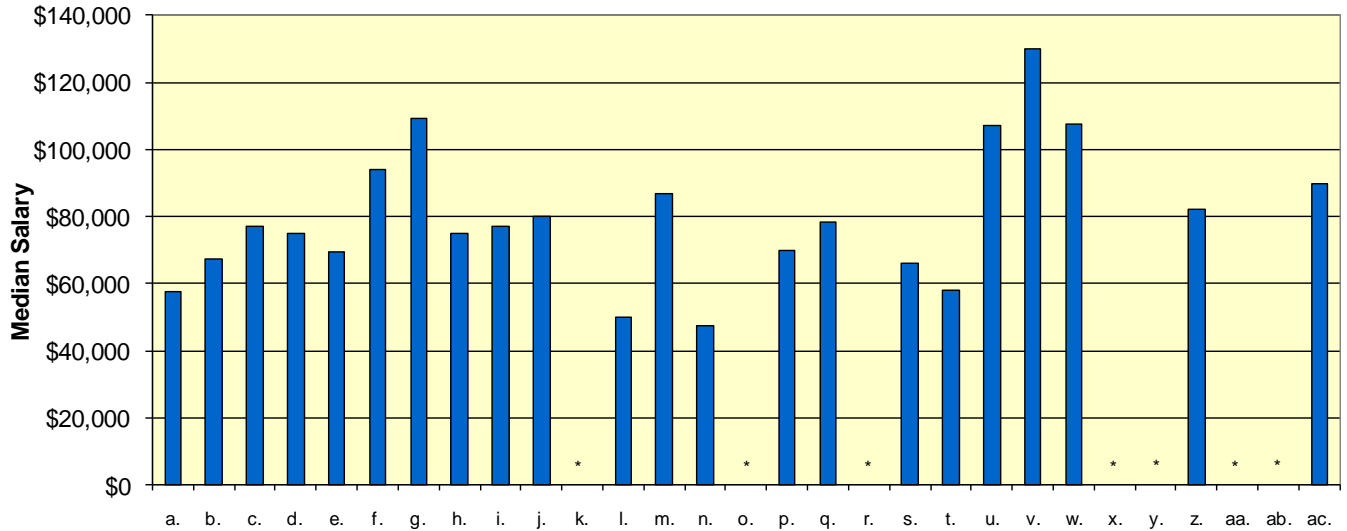
Field of Work	n	%
a. Academia	29	4%
b. Architecture	582	85%
c. Code		
Compliance/Specifications	33	5%
d. Construction	32	5%
e. Construction Manager	38	6%
f. Consulting	41	6%
g. Development	27	4%
h. Engineering	9	1%
i. Exhibit Design	5	1%
j. Facilities Management	19	3%
k. Fashion Design	1	0%**
l. Furniture/Product Design ..	11	2%
m. Government	25	4%
n. Graphics	14	2%

Field of Work	n	%
o. IT Support	3	0%**
p. Interior Design	72	10%
q. Landscape Design	10	1%
r. Law	2	0%**
s. Lighting Design	7	1%
t. Marketing	13	2%
u. Owner Representative	24	3%
v. Photography	5	1%
w. Real Estate	22	3%
x. Software Design	2	0%**
y. Stage/Set Design/Film	2	0%**
z. Urban Design/Planning	32	5%
aa. Web Design	3	0%**
ab. Writer/Publisher	1	0%**
ac. Other	14	2%

** Percent value lies between 0.1 and 0.4.

Salary by Field of Work

The median salary for respondents in the field of architecture is \$67,250.



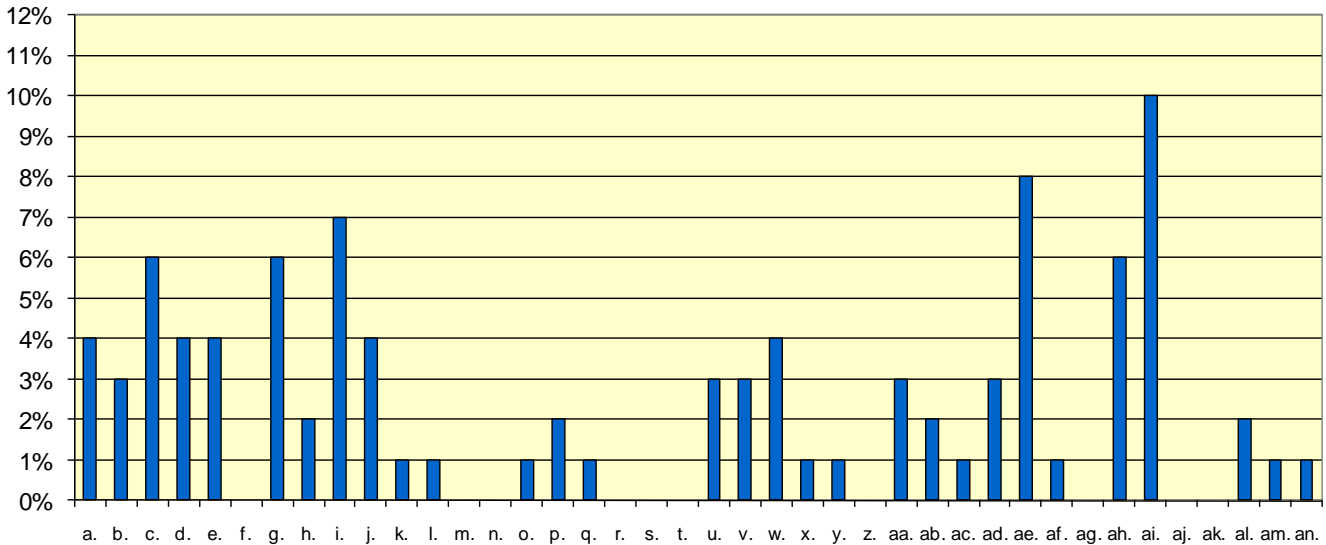
Field of Work	n	Median	Minimum	Maximum
a. Academia	26	\$57,750	\$20,000	\$650,000
b. Architecture	542	\$67,250	\$10,000	\$650,000
c. Code Compliance/Specifications	31	\$77,000	\$32,000	\$150,000
d. Construction	32	\$75,000	\$32,000	\$200,000
e. Construction Manager	35	\$69,680	\$42,640	\$250,000
f. Consulting	37	\$94,000	\$32,000	\$250,000
g. Development	26	\$109,500	\$50,000	\$375,000
h. Engineering	8	\$75,000	\$65,000	\$120,000
i. Exhibit Design	5	\$77,000	\$50,000	\$120,000
j. Facilities Management	19	\$80,000	\$54,000	\$200,000
k. Fashion Design.....	*			
l. Furniture/Product Design	11	\$50,000	\$31,200	\$165,000
m. Government	25	\$87,000	\$44,000	\$150,000
n. Graphics	14	\$47,500	\$28,000	\$165,000
o. IT Support	*			
p. Interior Design	67	\$70,000	\$28,000	\$500,000
q. Landscape Design	10	\$78,500	\$32,000	\$650,000
r. Law	*			
s. Lighting Design	7	\$66,000	\$28,000	\$100,000
t. Marketing	13	\$58,000	\$28,000	\$200,000
u. Owner Representative	24	\$107,000	\$56,000	\$375,000
v. Photography	5	\$130,000	\$49,500	\$200,000
w. Real Estate	20	\$107,750	\$40,000	\$500,000
x. Software Design	*			
y. Stage/Set Design/Film	*			
z. Urban Design/Planning	30	\$82,000	\$32,000	\$179,000
aa. Web Design	*			
ab. Writer/Publisher	*			
ac. Other	13	\$90,000	\$35,000	\$250,000

* data too small to report

Report 6: Title

What is your title?

10% of respondents reported Project Manager as their title.



Title	n	%
a. Architect 1	28	4%
b. Architect 2	17	3%
c. Architect 3	40	6%
d. Architect/Designer, Junior	30	4%
e. Architect/Designer, Senior	26	4%
f. Architect, Graduate	3	0%**
g. Architectural Designer	39	6%
h. Architectural Staff	11	2%
i. Associate	46	7%
j. Associate, Senior	27	4%
k. Construction Administrator	4	1%
l. Construction Manager	10	1%
m. Consultant	3	0%**
n. Design Coordinator	2	0%**
o. Designer, Senior	4	1%
p. Director	14	2%
q. Director of Design	6	1%
r. Draftsperson	1	0%**
s. Graphic Designer	2	0%**

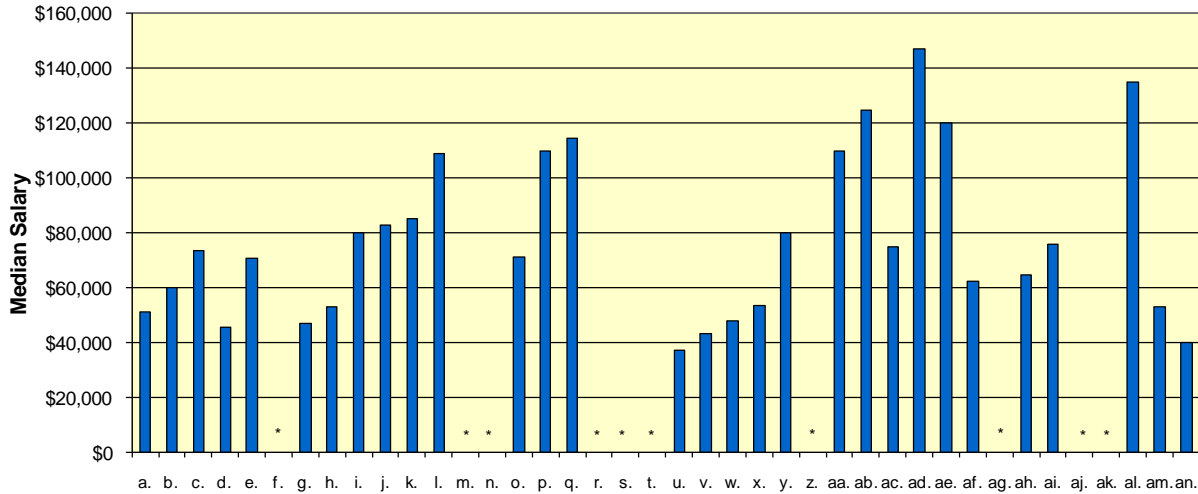
Title	n	%
t. Interior Designer	1	0%**
u. Intern 1	17	3%
v. Intern 2	20	3%
w. Intern 3	28	4%
x. Job Captain	10	1%
y. Manager	6	1%
z. Marketing Director	2	0%**
aa. Owner	21	3%
ab. Partner	15	2%
ac. Planner	7	1%
ad. President	17	3%
ae. Principal	53	8%
af. Professor	10	1%
ag. Professor, Adjunct	1	0%**
ah. Project Architect	42	6%
ai. Project Manager	70	10%
aj. Specifications Coordinator	3	0%**
ak. Urban Designer	2	0%**
al. Vice President	15	2%
am. Assistant	8	1%
an. Other	7	1%

** Percent value lies between 0.1 and 0.4.

Intern 1, 2, or 3: Unlicensed architecture school graduate with 1, 2, or 3 years experience, respectively.
Architect 1: Licensed with 3-5 years post-graduation experience. **Architect 2:** Licensed with 6-8 years post-graduation experience. **Architect 3:** Licensed with 9-10 years post-graduation experience.

Salary by Title

The median salary for respondents with the title of Project Manager is \$75,900.



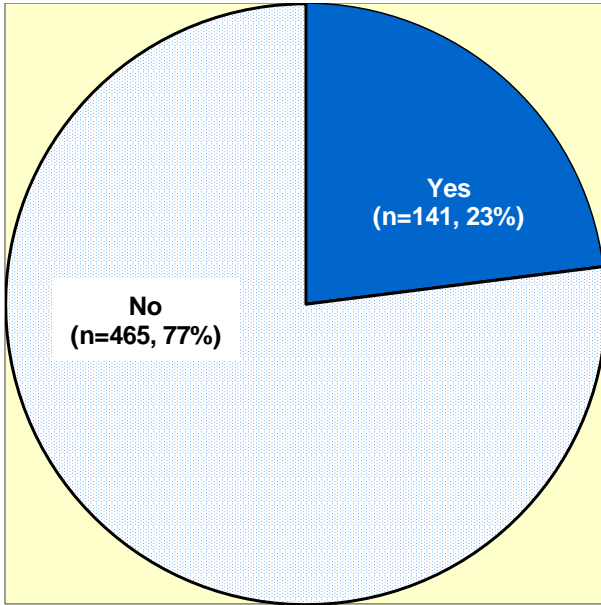
Title	n	Median	Minimum	Maximum
a. Architect 1	26	\$51,500	\$42,000	\$200,000
b. Architect 2	17	\$60,000	\$35,360	\$160,000
c. Architect 3	37	\$73,500	\$32,240	\$156,000
d. Architect/Designer, Junior	28	\$45,750	\$35,000	\$75,000
e. Architect/Designer, Senior	24	\$71,000	\$40,000	\$125,000
f. Architect, Graduate	*			
g. Architectural Designer	35	\$47,000	\$26,500	\$95,000
h. Architectural Staff	10	\$53,000	\$40,000	\$75,000
i. Associate	45	\$80,000	\$48,000	\$355,000
j. Associate, Senior	27	\$82,810	\$60,000	\$150,000
k. Construction Administrator	4	\$85,290	\$70,000	\$120,000
l. Construction Manager	9	\$109,000	\$50,000	\$150,000
m. Consultant	*			
n. Design Coordinator	*			
o. Designer, Senior	4	\$71,500	\$60,000	\$115,000
p. Director	13	\$110,000	\$62,000	\$260,000
q. Director of Design	6	\$114,800	\$81,640	\$130,000
r. Draftsperson	*			
s. Graphic Designer	*			
t. Interior Designer	*			
u. Intern 1	15	\$37,440	\$10,000	\$52,000
v. Intern 2	20	\$43,500	\$31,680	\$60,000
w. Intern 3	24	\$48,000	\$32,000	\$73,000
x. Job Captain	8	\$53,450	\$45,000	\$70,000
y. Manager	6	\$80,000	\$33,280	\$150,000
z. Marketing Director	*			
aa. Owner	16	\$110,000	\$48,000	\$500,000
ab. Partner	15	\$125,000	\$40,000	\$4,000,000
ac. Planner	7	\$75,000	\$50,000	\$125,080
ad. President	16	\$147,000	\$55,000	\$500,000
ae. Principal	49	\$120,000	\$35,000	\$350,000
af. Professor	8	\$62,500	\$20,000	\$170,000
ag. Professor, Adjunct	*			
ah. Project Architect	39	\$65,000	\$45,000	\$140,000
ai. Project Manager	68	\$75,900	\$33,280	\$156,000
aj. Specifications Coordinator	*			
ak. Urban Designer	*			
al. Vice President	14	\$135,000.00	\$72,000.00	\$375,000.00
am. Assistant	7	\$53,000.00	\$40,000.00	\$63,000.00
an. Other	4	\$40,000.00	\$38,200.00	\$109,000.00

* data too small to report

Report 7: Freelance Work

If not self-employed, are you involved in "side" or "freelance" architectural work?

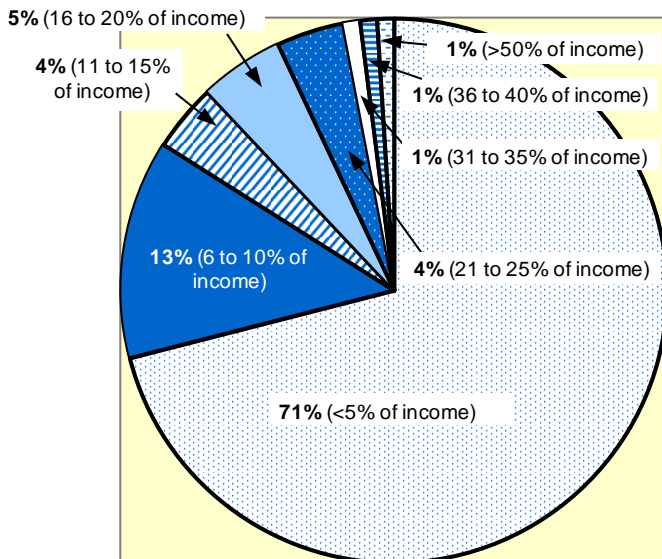
23% of respondents are involved in freelance work.



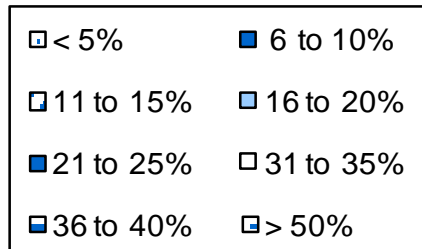
Freelance	n	%
Yes	141	23%
No.....	465	77%

What percentage of your annual income is generated by "side" or "freelance" work?

Of respondents involved in "side" or "freelance" work, 71% consider it less than 5% of their income.



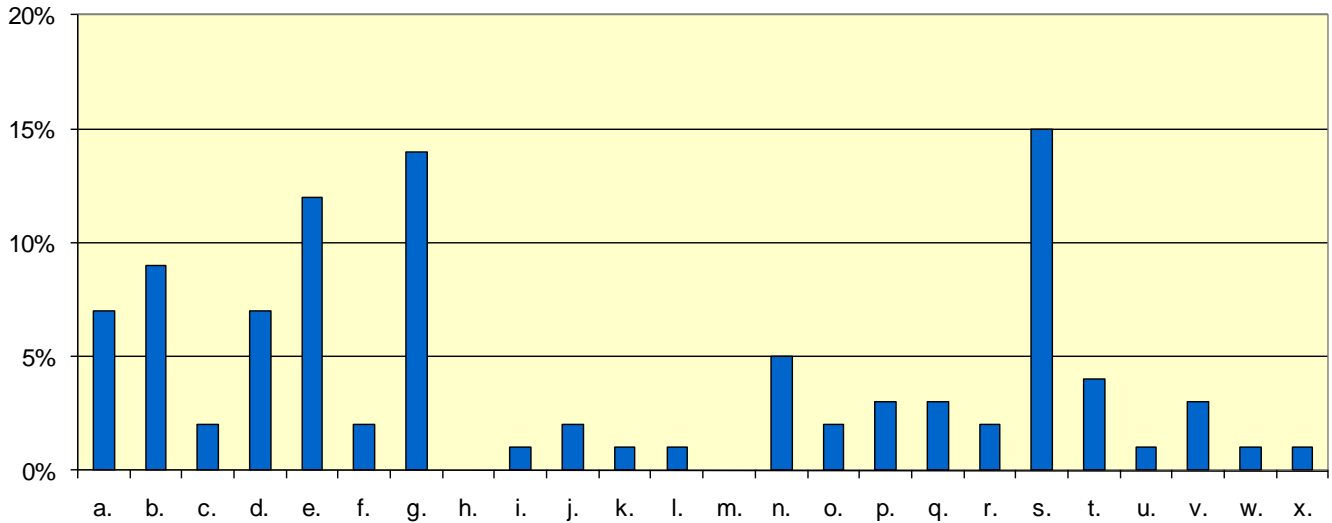
% of income	n	%
< 5%	100	71%
6 to 10%	19	13%
11 to 15%	6	4%
16 to 20%	7	5%
21 to 25%	5	4%
26 to 30%	0	0%
31 to 35%	1	1%
36 to 40%	2	1%
41 to 45%	0	0%
> 50%	1	1%



Report 8: Work Responsibility

What are your primary work responsibilities?

The primary work responsibilities of most respondents are: project management (15%), design development (14%), and construction documents (12%).



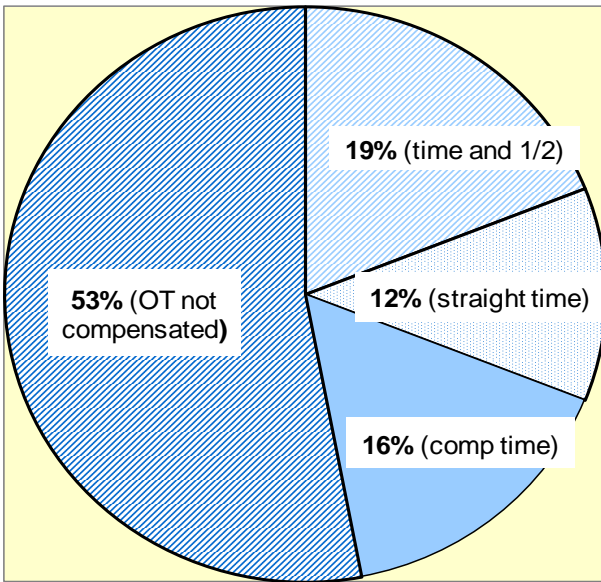
Responsibility	n	%
a. Business Management	136	7%
b. CAD, Drafting	175	9%
c. Code Compliance/ Specifications	44	2%
d. Construction Administration	131	7%
e. Construction Documents	231	12%
f. Construction Management	43	2%
g. Design Development	265	14%
h. Engineering	5	0%**
i. Facilities Management	11	1%
j. Field Work/Site Visits	41	2%
k. Graphic Design	15	1%
l. IT Management	11	1%
m. Land Acquisition	2	0%**
n. Marketing/Sales	97	5%
o. Model Building/Presentation	35	2%
p. Office Management/ Administration	62	3%
q. Planning	55	3%
r. Programming	42	2%
s. Project Management	281	15%
t. Schematics	74	4%
u. Teaching	21	1%
v. Technical Coordination	58	3%
w. Writing	18	1%
x. Other	21	1%

** Percent value lies between 0.1 and 0.4.

Report 9: Overtime

How does your firm compensate employees for overtime work?

53% of respondents report that hourly employees are not compensated for overtime.



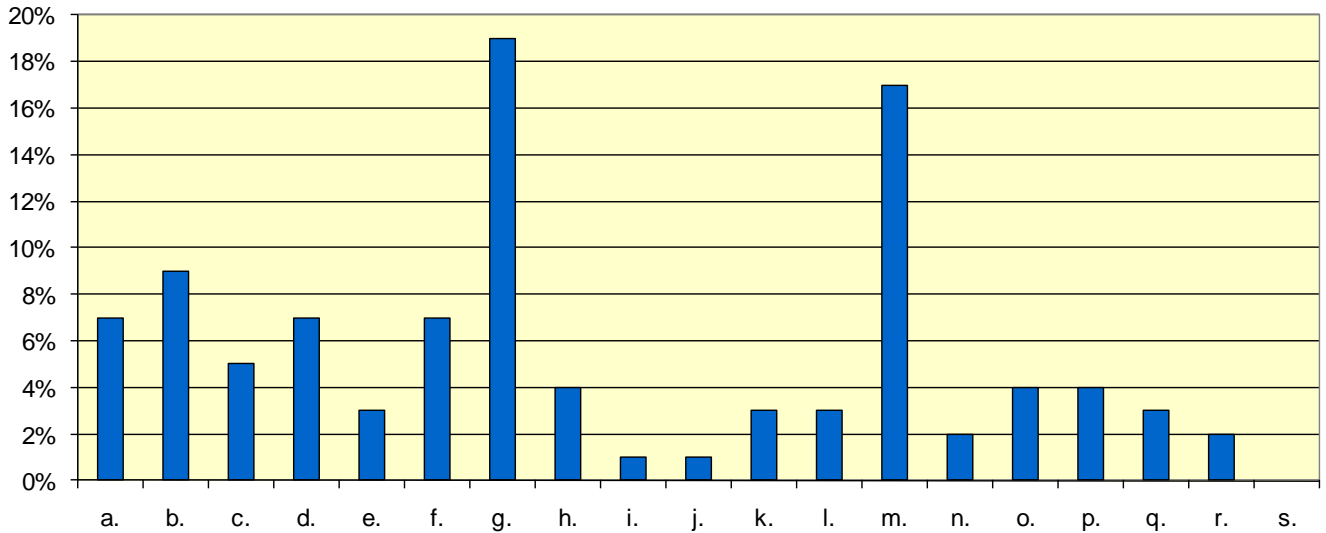
Overtime	n	%
Time and 1/2 for hourly employees	114	19%
Straight time for hourly employees	70	12%
Comp time (time off equal to overtime hours worked)	95	16%
Overtime not compensated ...	314	53%

- Time and 1/2
- Straight time
- Comp time
- Overtime not compensated

Report 10: Promotion/Raises

What are the most important criteria for promotion within your firm?

The most important criteria for promotion at most respondents' firms are: leadership/management (19%), quality of work (17%), and communication and people skills (9%).



Promotion	n	%
a. Client development	112	7%
b. Communication and people skills	144	9%
c. Creativity	72	5%
d. Dependability	115	7%
e. Expertise in specialty market	44	3%
f. Initiative	107	7%
g. Leadership/Management ..	290	19%
h. Licensure	58	4%
i. Marketing skills	23	1%
j. Peer reviews	19	1%
k. 'Politics'	53	3%
l. Profitability	43	3%
m. Quality of work	265	17%
n. Quantity of work	31	2%
o. Seniority	56	4%
p. Team player	58	4%
q. Unknown criteria	46	3%
r. No promotions offered	24	2%
s. Other	3	0%**

** Percent value lies between 0.1 and 0.4.

Promotion Criteria by Size of Firm

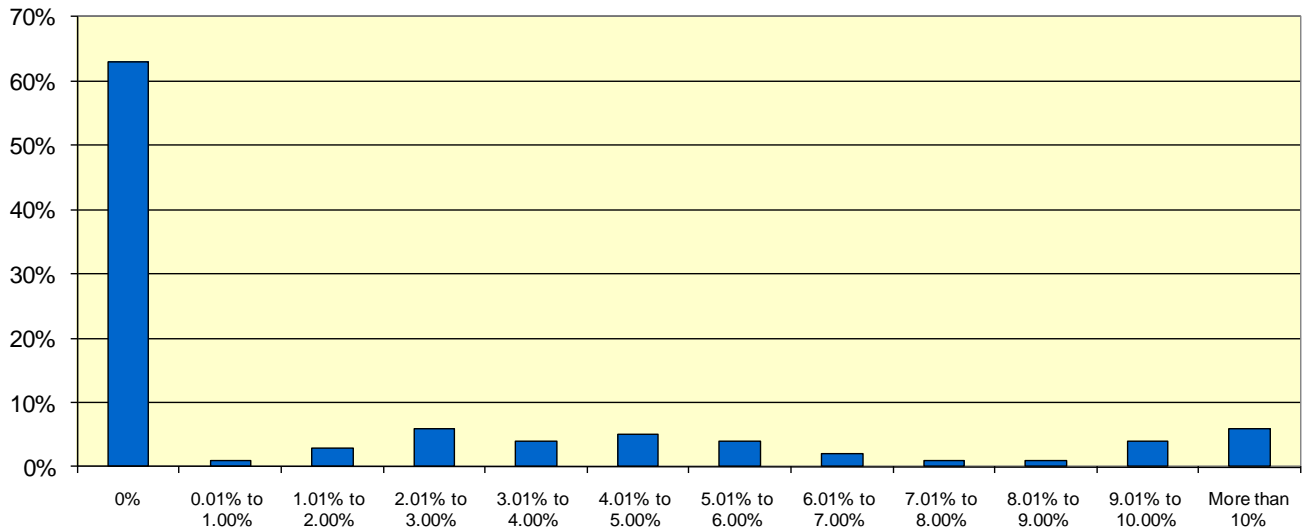
18% of respondents in firms with 20-49 employees selected "Quality of work" and "Leadership/Management" as the most important criteria for promotion at their firm.

# of Employees	Communication and people skills										Peer reviews									
	Client development	5	6%	6	8%	Creativity	Dependability	Specialty Expertise	Initiative	Leadership/Management		Licensure	Marketing skills							
1 to 4	.....5	6%	5	6%	6	8%	11	14%	2	3%	3	4%	6	8%	3	4%	1	1%	0	0%
5 to 9	.....10	7%	12	8%	7	5%	15	10%	2	1%	7	5%	16	11%	5	3%	3	2%	1	1%
10 to 19	.....10	6%	11	7%	5	3%	11	7%	4	3%	15	9%	30	19%	9	6%	2	1%	2	1%
20 to 49	.....21	7%	33	11%	15	5%	20	7%	7	2%	15	5%	53	18%	6	2%	6	2%	2	1%
50 to 99	.....13	6%	28	12%	9	4%	16	7%	6	3%	16	7%	45	19%	10	4%	5	2%	3	1%
100 to 149	.....6	5%	9	8%	6	5%	5	4%	4	4%	8	7%	21	19%	5	4%	1	1%	2	2%
150 to 199	.....8	12%	6	9%	5	7%	3	4%	2	3%	4	6%	16	23%	1	1%	0	0%	1	1%
200 to 399	.....10	7%	13	9%	8	6%	8	6%	4	3%	13	9%	28	20%	3	2%	1	1%	3	2%
400 to 599	.....3	6%	6	12%	2	4%	3	6%	1	2%	6	12%	9	18%	4	8%	0	0%	3	6%
600 to 799	.....4	11%	4	11%	2	6%	3	8%	2	6%	4	11%	7	19%	1	3%	0	0%	1	3%
800 to 999	.....2	7%	1	3%	2	7%	3	10%	0	0%	4	13%	6	20%	4	13%	0	0%	0	0%
1000 to 2999	...7	9%	5	6%	3	4%	4	5%	6	8%	7	9%	16	21%	1	1%	0	0%	0	0%
3000 or more	...10	8%	9	7%	1	1%	8	7%	4	3%	4	3%	31	25%	6	5%	4	3%	0	0%

# of Employees	"Politics"	Profitability	Quality of work	Quantity of work	Seniority	Team player	Unknown criteria	No promotions offered	Other											
										1 to 40	0%	2	3%	17	22%	4	5%	3	4%	0	0%	3	4%	7	9%	0	0%
5 to 9	.....3	2%	4	3%	26	18%	3	2%	6	4%	9	6%	10	7%	4	3%	4	3%	0	0%
10 to 19	.....1	1%	5	3%	28	18%	3	2%	10	6%	4	3%	5	3%	5	3%	5	3%	0	0%
20 to 49	.....8	3%	13	5%	53	18%	7	2%	8	3%	10	3%	8	3%	2	1%	2	1%	0	0%
50 to 99	.....8	3%	5	2%	42	18%	4	2%	9	4%	8	3%	4	2%	2	1%	2	1%	0	0%
100 to 149	.....7	6%	3	3%	18	16%	2	2%	5	4%	3	3%	4	4%	1	1%	2	2%	2	2%
150 to 199	.....3	4%	1	1%	11	16%	0	0%	1	1%	4	6%	3	4%	0	0%	0	0%	0	0%
200 to 399	.....9	7%	1	1%	22	16%	0	0%	5	4%	6	4%	3	2%	1	1%	0	0%	0	0%
400 to 599	.....1	2%	1	2%	9	18%	0	0%	0	0%	2	4%	1	2%	0	0%	0	0%	0	0%
600 to 799	.....3	8%	0	0%	3	8%	1	3%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
800 to 999	.....3	10%	0	0%	3	10%	0	0%	1	3%	1	3%	0	0%	0	0%	0	0%	0	0%
1000 to 2999	...1	1%	1	1%	15	19%	1	1%	0	0%	6	8%	3	4%	1	1%	1	1%	1	1%
3000 or more	...6	5%	6	5%	15	12%	4	3%	7	6%	4	3%	2	2%	1	1%	0	0%	0	0%

If you received a raise in the last 12 months, what was the percentage of increase, not including bonuses?

6% of respondents received more than a 10% raise in the last 12 months.



Percent Raise	n	%
0% (No raise in the last 12 months)	306	63%
0.01% to 1.00%	7	1%
1.01% to 2.00%	14	3%
2.01% to 3.00%	31	6%
3.01% to 4.00%	20	4%
4.01% to 5.00%	25	5%
5.01% to 6.00%	20	4%
6.01% to 7.00%	8	2%
7.01% to 8.00%	4	1%
8.01% to 9.00%	7	1%
9.01% to 10.00%	19	4%
More than 10%	28	6%

Percent Raise by Size of Firm

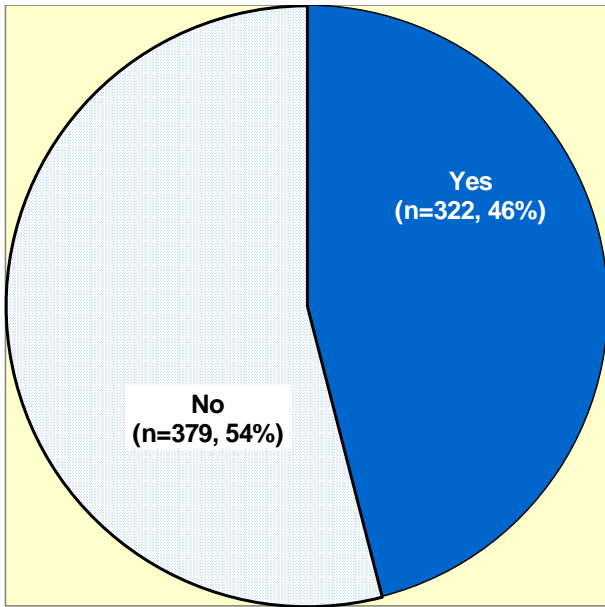
8% of respondents in firms with 20-49 employees reported that they received more than a 10% raise in the last 12 months.

# of Employees	0.01% to 1.00%		1.01% to 2.00%		2.01% to 3.00%		3.01% to 4.00%		4.01% to 5.00%		5.01% to 6.00%		6.01% to 7.00%		7.01% to 8.00%		8.01% to 9.00%		9.01% to 10.00%		More than 10%		
	0%	1.00%	2.00%	3.00%	4.00%	5.00%	6.00%	7.00%	8.00%	9.00%	10.00%	11.00%	12.00%	13.00%	14.00%	15.00%	16.00%	17.00%	18.00%	19.00%	20.00%	21.00%	22.00%
1 to 4	0%	0%	4%	0%	0%	4%	0%	0%	4%	0%	0%	0%	0%	4%	0%	0%	0%	0%	0%	22%	4%	4%	4%
5 to 9	0%	0%	0%	5%	2%	10%	7%	2%	0%	0%	7%	0%	0%	0%	0%	0%	5%	2%	2%	2%	5%	2%	5%
10 to 19	0%	0%	7%	2%	0%	7%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	2%	4%	4%	4%	7%	4%	7%
20 to 49	2%	2%	0%	7%	3%	6%	2%	3%	6%	2%	2%	1%	1%	0%	0%	1%	1%	1%	6%	6%	8%	6%	8%
50 to 99	3%	3%	1%	6%	6%	1%	7%	6%	1%	7%	3%	3%	1%	1%	1%	1%	1%	3%	3%	3%	1%	3%	1%
100 to 149	0%	0%	3%	3%	3%	9%	0%	3%	9%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	3%	9%	3%	9%
150 to 199	0%	0%	0%	9%	5%	0%	0%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	0%	14%
200 to 399	2%	2%	2%	7%	0%	0%	2%	0%	0%	2%	2%	2%	2%	0%	0%	0%	0%	0%	2%	2%	9%	2%	9%
400 to 599	0%	0%	6%	6%	0%	19%	6%	0%	19%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
600 to 799	0%	0%	11%	11%	22%	0%	0%	22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	22%	22%	0%	22%	0%
800 to 999	0%	0%	11%	0%	11%	0%	0%	11%	0%	0%	11%	0%	11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1000 to 2999	0%	0%	8%	12%	4%	12%	4%	4%	12%	0%	4%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
3000 or more	3%	3%	3%	15%	15%	3%	15%	15%	3%	8%	8%	5%	5%	5%	5%	5%	5%	5%	5%	0%	5%	0%	3%

Report 11: Licensed

Are you licensed?

46% of respondents who graduated at least 3 years ago are licensed.

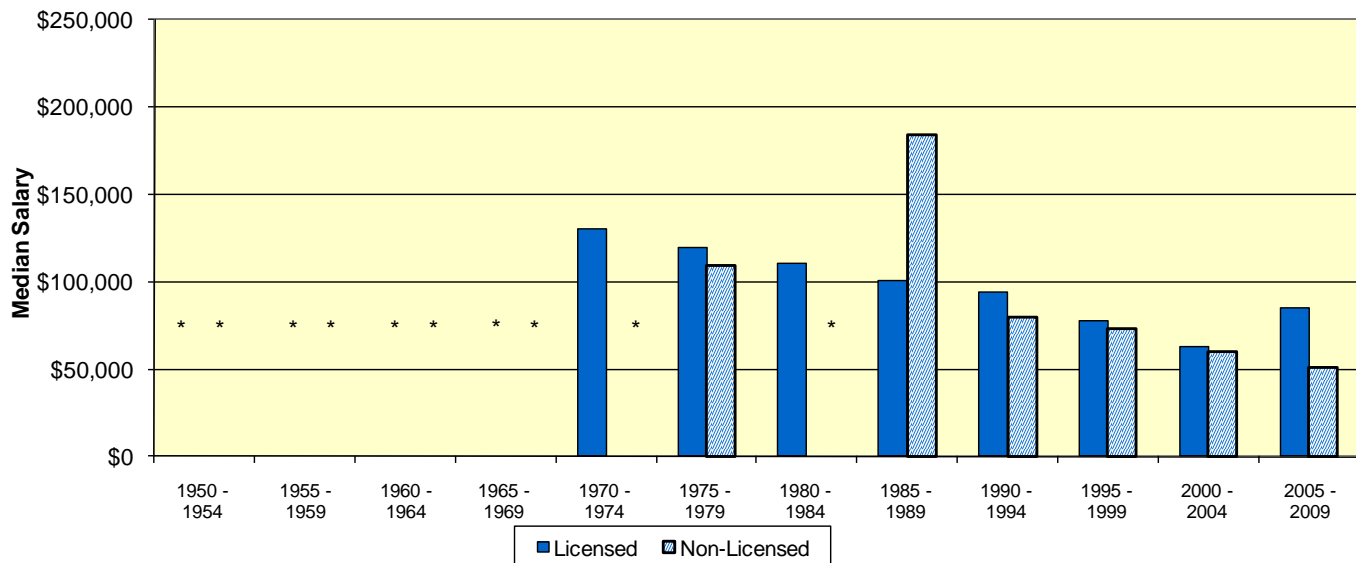


Licensed	n	%
Yes	322	46%
No	379	54%

Median Salary for Licensed and Non-Licensed Architects by Year of Graduation

The median salary for licensed architects graduating between 2000 and 2004 is \$63,000.

The median salary for non-licensed architects graduating during the same years is \$60,000.



Licensed

Year of Graduation	n	Median	Minimum	Maximum
1950-1954.....	*			
1955-1959.....	*			
1960-1964.....	*			
1965-1969.....	*			
1970-1974.....	25	\$130,000	\$48,000	\$280,000
1975-1979.....	16	\$120,000	\$50,000	\$500,000
1980-1984.....	32	\$110,500	\$40,000	\$490,000
1985-1989.....	34	\$101,000	\$55,000	\$300,000
1990-1994.....	45	\$94,000	\$40,000	\$650,000
1995-1999.....	72	\$78,000	\$35,000	\$165,000
2000-2004.....	55	\$63,000	\$20,000	\$130,000
2005-2009.....	10	\$85,000	\$48,000	\$240,000

Non-Licensed

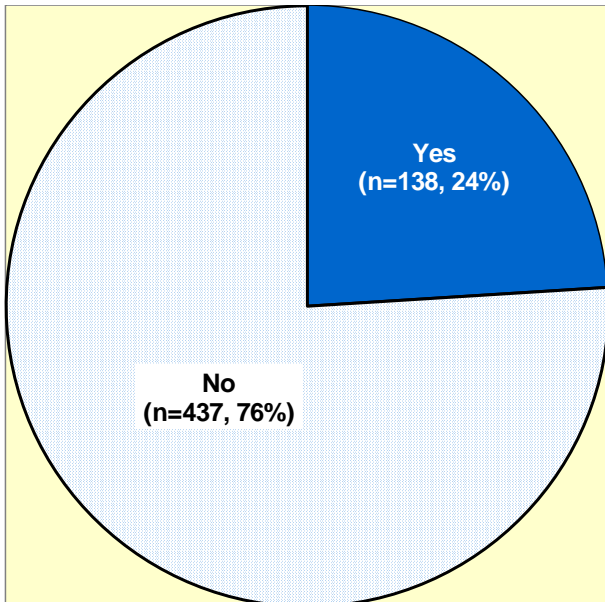
Year of Graduation	n	Median	Minimum	Maximum
1950-1954.....	*			
1955-1959.....	*			
1960-1964.....	*			
1965-1969.....	*			
1970-1974.....	*			
1975-1979.....	8	\$109,500	\$58,000	\$200,000
1980-1984.....	*			
1985-1989.....	5	\$184,000	\$60,000	\$355,000
1990-1994.....	22	\$80,000	\$55,000	\$150,000
1995-1999.....	33	\$73,000	\$38,000	\$375,000
2000-2004.....	65	\$60,000	\$40,000	\$200,000
2005-2009.....	67	\$51,000	\$32,000	\$119,600

* data too small to report

Report 12: International Offices

Does your firm have offices located outside the USA?

24% of respondents' firms have an international office.

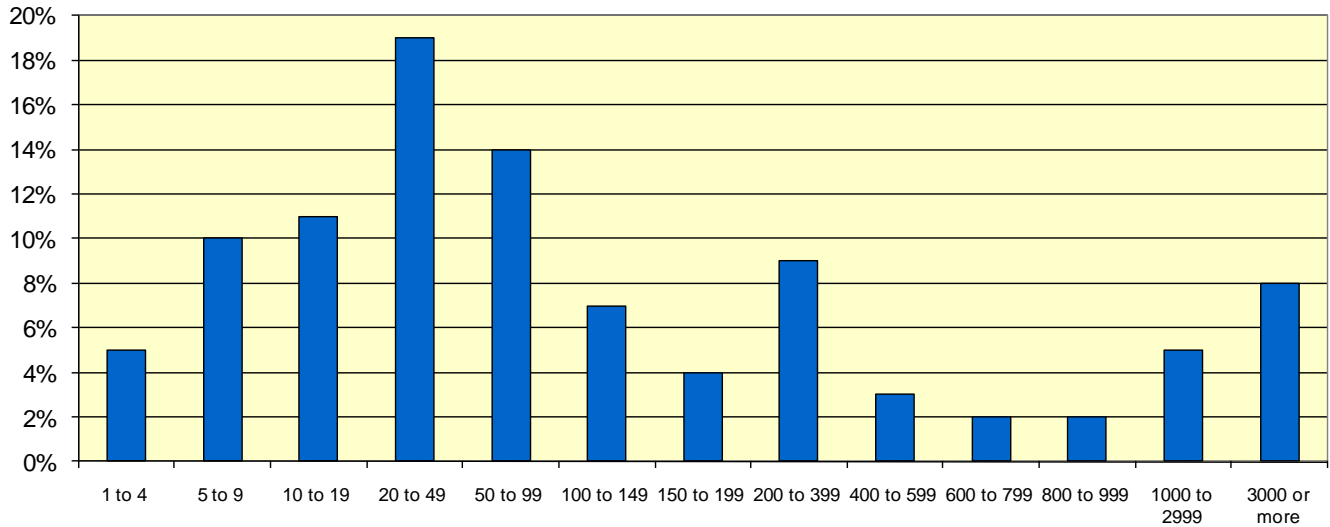


Offices Outside US	n	%
Yes	138	24%
No	437	76%

Report 13: Number of Employees

Total Number of Employees in All Offices

19% of respondents are employed in firms with 20 to 49 total employees.

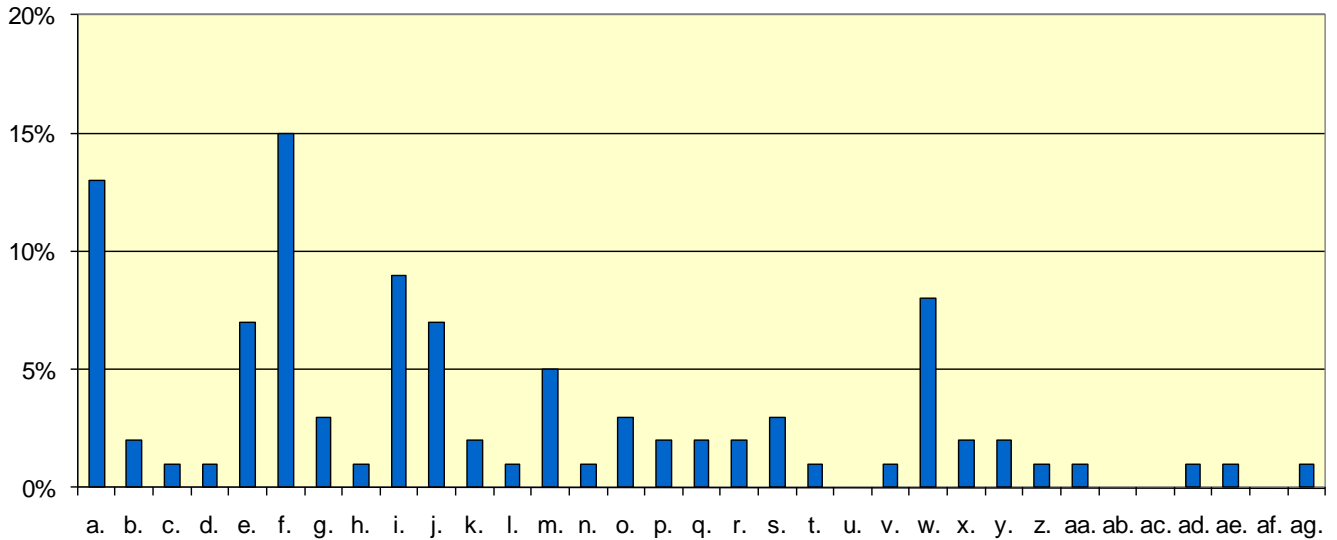


Total Employees in All Offices		
	n	%
1 to 4	31	5%
5 to 9	57	10%
10 to 19	62	11%
20 to 49	108	19%
50 to 99	83	14%
100 to 149	40	7%
150 to 199	25	4%
200 to 399	50	9%
400 to 599	19	3%
600 to 799	13	2%
800 to 999	10	2%
1000 to 2999	30	5%
3000 or more	45	8%

Report 14: Client Base

What type of clients compose your firm's client base?

The client base for most respondents' firms are: education (15%), commercial (13%), and government (9%).



Client Base	n	%
a. Commercial	218	13%
b. Community	36	2%
c. Contractor	18	1%
d. Criminal Justice	14	1%
e. Developer	113	7%
f. Education	259	15%
g. Entertainment/Restaurant/Hospitality	49	3%
h. Finance/Banking	18	1%
i. Government	151	9%
j. Health Care	127	7%
k. Historic Restoration/Preservation	39	2%
l. Industrial	15	1%
m. Labs/Research Facilities	79	5%
n. Manufacturing	9	1%
o. Mixed-use Complex	48	3%
p. Multiple Family	36	2%
q. Museum/Gallery	37	2%

Client Base	n	%
r. Non-Profit Organization	33	2%
s. Office	54	3%
t. Performing Arts	23	1%
u. Recreation	7	0%**
v. Religious	23	1%
w. Residential	147	8%
x. Resort/Hotel	34	2%
y. Retail	41	2%
z. Senior Housing/Assisted Living	18	1%
aa. Students	12	1%
ab. Sports Stadia/Convention Centers	7	0%**
ac. Sustainable Facilities/Envelopes	6	0%**
ad. Transportation	24	1%
ae. Urban Design/Planning	16	1%
af. Video Game Publisher	1	0%**
ag. Other	25	1%

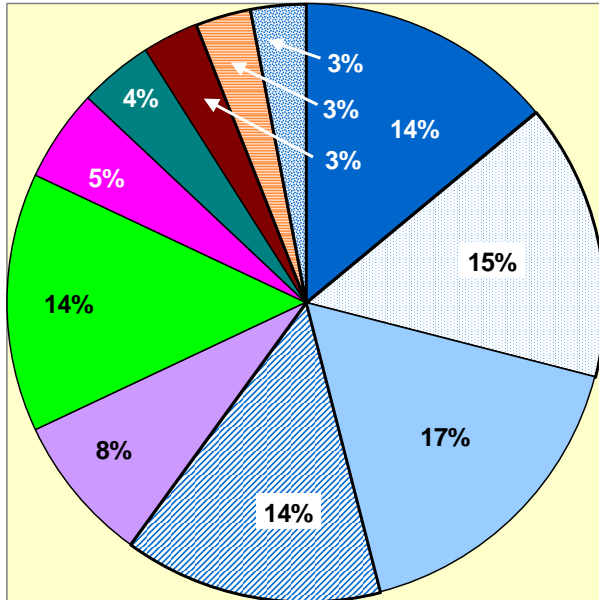
** Percent value lies between 0.1 and 0.4.

Report 15: Years in Current Position

How many years have you been employed in your current position?

46% of respondents have been in their current position for 2 years or less.

(18% of all respondents graduated in '07, '08, or '09, and would, therefore, be in their current position for 2 years or less.)



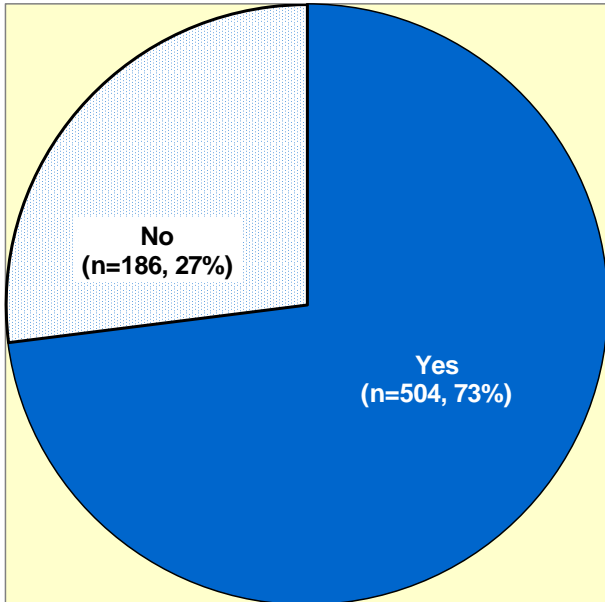
Years in Current Position	n	%
Less than 1 year	89	14%
1 year	96	15%
2 years	110	17%
3 years	90	14%
4 years	52	8%
5 to 7 years	87	14%
8 to 10 years	33	5%
11 to 15 years	26	4%
16 to 20 years	21	3%
21 to 25 years	17	3%
More than 25 years	20	3%



Report 16: IDP

Are you enrolled in or have you completed IDP?

73% of respondents are enrolled in or have completed their IDP.

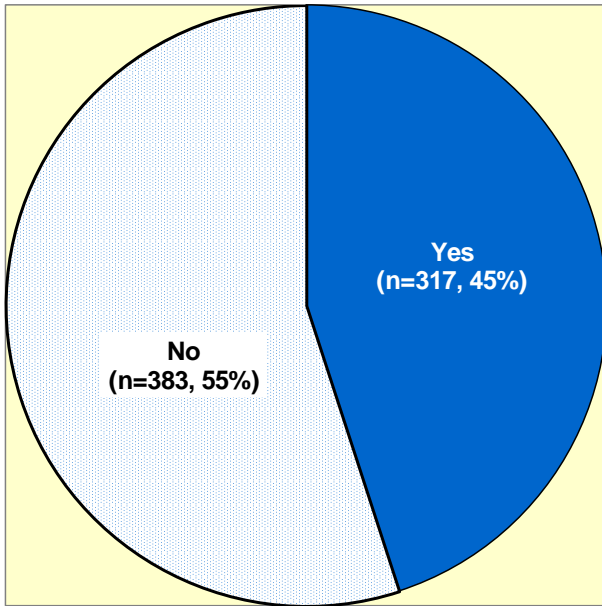


Enrolled in or completed IDP	n	%
Yes	504	73%
No	186	27%

Report 17: AIA

Are you a member (Full, Associate, Allied, or International) of the AIA?

45% of respondents are members of AIA.



Member of AIA	n	%
Yes	317	45%
No	383	55%