Syracuse Architecture Annual Alumni Salary Survey

Data Collected: Fall 2011

Report Produced by Connie Caldwell, Director of Career Services In collaboration with Nilay Yidirim & Timothy Wasserman With formatting assistance from Mariel Mora, Frank Fuentes, George Guarino

Table of Contents

Introduction and Methodology	PDF Page 3
Charts and Graphs	4 - 35
Special Salary Reports (Excel Format)	
By Location	36
By Title	41
By Field of Work	42
By Gender	44
By Most Advanced Degree	45
(non-Syracuse School)	
Report Summary with Detail	46 – 81 [*]

Repo	ort Summary with Detail	46 - 81*
* -		

*Report Summary also has individual page numbers.

Syracuse University School of Architecture Alumni Survey 2011

About this Report

Terminology

You will note that we report salaries as a "median". A median is not the same as an "average" or a "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, 1/2 earn more money. We also report the minimum and maximum salaries so that you know the full range. (One person started the survey, but did not complete.)

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 1950 so we will not claim that these numbers are true for the whole profession. We have 1,074 responses. All data was collected through a web-based survey Fall 2011.

Confidentiality

In order to protect confidentiality, we are only reporting information when four (3) 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.

Skipped Question

The detailed summary will indicate the number of responders who skipped the question. Generally this means that the question was not relevant. For example: if the responder is unemployed, that person would skip questions about salary and benefits.

Acknowledgements

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 Nilay Yidirim and Timothy Wasserman of the Syracuse University Office of Institutional Research and Assessment. Work/study students Mariel Mora, Frank Fuentes and George Guarino assisted with formatting. And none of this would be possible without the outstanding Syracuse Architecture alums who were willing to commit time to this survey.

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**.

Your comments will improve the report for future surveys. Please be in touch!

What is your current employment status?



Has your firm experienced layoffs since September 2010?



In which of the following professional field(s) do you work? Check all that apply.



What is your title for the position that is your major source of income? Please select the most appropriate title.





Do you do 'freelance' or 'side work' IN ADDITION to Full or Part-time employment?



What is your annual income generated by 'side' or 'freelance' work ONLY.



FULL TIME Please provide your NET annual salary, NOT including overtime and bonus/profit sharing. If you are paid hourly, please multiply your hourly rate by 2,080 to calculate your annual salary. Do not subtract the amount you paid in taxes or any deductions listed on your tax return. Round to nearest dollar (/-\$500.00).



FULL TIME Please provide your NET annual salary, NOT including overtime and bonus/profit sharing. If you are paid hourly, please multiply your hourly rate by 2,080 to calculate your annual salary. Do not subtract the amount you paid in taxes or any deductions listed on your tax return. Round to nearest dollar (/-\$500.00).



PART-TIMEDo you work PART-TIME? (29 hours per week or less)



PART-TIME Please provide your NET annual salary, NOT including overtime and bonus/profit sharing. If you are paid hourly, please multiply your hourly rate by 2,080 to calculate your annual salary. Do not subtract the amount you paid in taxes or any deductions listed on your tax return. Round to nearest dollar.



BONUS or PROFIT-SHARING income (excluding 401K contributions) in the past 12 months: Please identify the approximate range of additional income.



What was the percentage of increase to your income IF you received a RAISE. Please do NOT include bonuses. For example, if your base salary changed from 40,000 to 42,000, the increase was 5%.



PART-TIME ONLY:Please provide the average number of hours you work PER WEEK.





How does your firm compensate employees for overtime work?



Please identify which of the following benefits you receive. Check all that apply.



Please identify your primary work responsibilities.



Please identify your firm's primary client base.



Do you live in the USA?



What is the total number of employees in your firm, including all offices?



USA: IF you live in a Large City or Metropolitan Area, in which city do you live? IF your area is not listed, please choose your State in the Next Question.



USA: NOT living in a Large Metropolitan Area? Please select your State or Territory.



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



IF you live outside of the USA, please select the country or continent in which you live.



Does your firm have offices located outside of the USA?



Are you enrolled in or have you completed IDP?



Are you licensed in either a US State or Territory or Canadian province?



IF you have completed the Architecture Registration Exam, how many years passed between your graduation from B Arch or M Arch 1 program and the completion of the final ARE section?



What other certifications or credentials have you earned?



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



For the purpose of correlating salary to gender, please identify your gender.



Please indicate the year and degree for each level of education completed at SU Architecture.



Further Education: IF you earned a degree(s) AFTER you graduated from your first SU degree program, please indicate degree & year of graduation.



Salary By Graduation	Year and Location (Architectur	e Only)	(Page One of Five	2)	
NOTE: When number	r of responses is less than 3, dat	ta not reported to protec	t confidentiality.		
MEDIAN = Mid-point.	1/2 responders earn more, 1/	2 earn less. Mean is not	affected by high,	/low extremes	•
To protect confidention	ality, some year ranges were co	ombined. Some ranges a	re > 5 years.		
LOCATION	GRADUATION YEAR	Number of Responses	MEDIAN	MIN	MAX
Alabama	1992-2001	3	\$ 61,277.00	\$ 47,000.00	\$ 75,500.00
Arizona	1986-1996	3	\$ 126,249.75	\$ 122,499.80	\$ 129,999.75
	2002-2011	3	\$ 43,500.00	\$ 37,499.75	\$ 46,000.00
Atlanta	1992-2006	6	\$ 78,499.75	\$ 49,499.88	\$ 107,749.63
Baltimore	1970-1976	3	\$ 109,999.50		\$ 154,999.50
	1982-1996 2001-2006	6 8	\$ 130,499.63 \$ 60,250.00	\$ 103,749.50 \$ 53,500.00	\$ 149,999.50 \$ 67,000.00
	2007-2011	10	\$ 47,500.00	\$ 43,000.00	\$ 56,000.00
Boston	1970-1982 1987-1991	7	\$ 110,832.83 \$ 109,999.50	\$ 99,166.30 \$ 70,000.00	\$ 139,166.17 \$ 164,999.50
	1992-1996	10	\$ 94,749.75		\$ 164,999.50
	1997-2001	21	\$ 72,000.00		\$ 109,999.50
	2002-2006	18	\$ 63,000.00	\$ 45,000.00	\$ 92,499.50
	2007-2011	41	\$ 49,000.00	\$ 32,499.50	\$ 70,000.00
Charlotte	1981-2001	3	\$ 56,750.00	\$ 55,000.00	\$ 58,500.00
Chicago	1977-1986	4	\$ 118,749.50	\$ 24,999.50	\$ 212,499.50
	1986-1996	4	\$ 112,832.92	\$ 103,166.33	\$ 122,499.50
Salary By Graduation Year and	d Location (Architecture On	ly)			
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LOCATION	GRADUATION YEAR	Number of Responses	MEDIAN	MIN	MAX
Chicago	2007-2011	5	\$ 45,000.00	\$ 32,499.50	\$ 55,000.00
Cleveland	1970-2006	5	\$ 91,166.50	\$ 87,333.33	\$ 95,000.00
Colorado	1992-2001 2002-2011	4 3	\$ 58,750.00 \$ 72,500.00	\$ 50,000.00 \$ 50,000.00	\$ 64,800.00 \$ 95,500.00
	2002-2011	5	\$ 72,500.00	\$ 50,000.00	\$ 95,500.00
Connecticut	1970-1981	3	\$ 147,500.00	\$ 147,500.00	\$ 147,500.00
	1982-1991 1996-1992	3	\$ 105,624.50 \$ 70,000.00	\$ 87,499.50 \$ 50,000.00	\$ 123,749.50 \$ 144,999.50
	2001-1997	3	\$ 70,000.00	\$ 60,000.00	\$ 97,000.00
	2002-2011	4	\$ 55,000.00	\$ 50,500.00	\$ 59,500.00
Dallas, Houston or Austin	1970-1991	3	\$ 86,124.63	\$ 82,499.50	\$ 89,749.75
Denver, Boulder	1982-1996	5	\$ 98,166.67	\$ 96,499.83	\$ 105,666.67
	1997-2001	3	\$ 56,000.00	\$ 55,000.00	\$ 57,000.00
	2002-2006	4	\$ 53,500.00	\$ 46,000.00	\$ 60,000.00
Florida	1970-1986	3	\$ 72,666.67	\$ 72,666.67	\$ 72,666.67
	1991-2006	3	\$ 45,000.00	\$ 44,500.00	\$ 45,500.00
Greenwich (CT)	1977-1986	3	\$ 233,750.00	\$ 217,499.50	\$ 249,999.50
	2007-2011	4	\$ 54,500.00	\$ 32,499.50	\$ 60,000.00
Los Angeles, San Diego	1970-1981	3	\$ 141,249.50		\$ 159,999.50
	1986-1982	3	\$ 134,999.50	\$ 109,999.50	\$ 134,999.50
	1987-1996 2002-2006	3 8	\$ 143,124.75 \$ 67,500.00	\$ 116,249.50 \$ 44,000.00	\$ 164,999.50 \$ 174,999.50
	2002-2000	11	\$ 55,000.00	\$ 40,000.00	\$ 78,000.00

Salary By Graduation Year an					
LOCATION	GRADUATION YEAR	Number of Responses	MEDIAN	MIN	MAX
Maine	1970-2011	5	\$ 82,999.75	\$ 79,999.75	\$ 84,499.50
Massachusetts	1981-1991	3	\$ 148,332.93	\$ 148,332.93	\$ 148,332.93
	1992-1996	4	\$ 138,749.75	\$ 40,000.00	\$ 450,000.00
	1997-2001	3	\$ 57,000.00	\$ 52,000.00	\$ 109,999.50
	2002-2006	4	\$ 58,500.00	\$ 55,000.00	\$ 77,000.00
Miami	1982-2011	5	\$ 72,666.67	\$ 62,000.25	\$ 97,999.83
Minneapollis/St.Paul	1992-2011	4	\$ 59,166.67	\$ 58,000.00	\$ 60,333.33
NY - Albany	1950-1976	3	\$ 124,999.50	\$ 117,499.50	\$ 134,999.50
	1982-1996	4	\$ 83,749.92	\$ 80,000.00	\$ 87,499.83
	1997-2001	4	\$ 69,999.50	\$ 52,000.00	\$ 82,499.50
	2002-2011	7	\$ 47,250.00	\$ 40,000.00	\$ 73,749.75
NY - Buffalo, Rochester	1982-2001	6	\$ 187,749.75	\$ 183,499.33	\$ 192,333.00
	2002-2011	6	\$ 62,999.88	\$ 38,500.00	\$ 90,999.75
NY - Long Island	1977-1981	4	\$ 117,499.75	\$ 9,999.50	\$ 164,999.50
	1982-1996	5	\$ 178,332.83	\$ 120,833.00	\$ 178,332.83
	1997-2011	3	\$ 63,333.33	\$ 63,333.33	\$ 63,333.33
NY - New York City	1970-1976	7	\$ 164,999.50	\$ 65,000.00	\$ 450,000.00
-	1977-1981	6	\$ 211,249.50	\$ 75,000.00	\$ 450,000.00
	1982-1986	11	\$ 134,999.50	\$ 97,000.00	\$ 324,999.50
	1992-1996	12	\$ 103,499.75	\$ 75,000.00	\$ 134,999.50
	1997-2011	25	\$ 87,499.50	\$ 60,000.00	\$ 144,999.50
	2002-2006	31	\$ 75,000.00	\$ 24,999.50	\$ 109,999.50
	2007-2011	75	\$ 50,000.00	\$ 9,999.50	\$ 109,999.50

Salary By Graduation Year a	nd Location (Architecture On	ly)			
LOCATION	GRADUATION YEAR	Number of Responses	MEDIAN	MIN	MAX
NY - Syracuse, Ithaca	1970-1976	3	\$ 72,000.00	\$ 68,000.00	\$ 154,999.50
	1982-1986	4	\$ 80,249.75	\$ 55,000.00	\$ 87,499.50
	1991-1996	4	\$ 257,374.75	\$ 84,749.75	\$ 429,999.75
	1997-2001	4	\$ 75,249.75	\$ 50,000.00	\$ 109,999.50
LOCATION	GRADUATION YEAR	Number of Responses	MEDIAN	MIN	MAX
	2002-2006	5	\$ 60,000.00	\$ 48,000.00	\$ 82,499.50
	2007-2011	16	\$ 42,000.00	\$ 24,999.50	\$ 164,999.50
NY - Westchester City	1955-1976	3	\$ 128,499.75	\$ 125,999.75	\$ 130,999.75
	1977-1986	3	\$ 137,999.75	\$ 133,749.75	\$ 142,249.75
	1987-2011	4	\$ 94,999.83	\$ 94,333.17	\$ 95,666.50
New Hampshire	1987-2011	5	\$ 105,749.83	\$ 65,833.17	\$ 145,666.50
New Jersey	1977-1986	4	\$ 145,624.50		\$ 193,749.50
	2002-2006	3	\$ 65,000.00	\$ 62,000.00	\$ 69,000.00
New York	1970-1981	3	\$ 93,999.88	\$ 74,500.00	\$ 113,499.75
	1982-1986	3	\$ 32,499.50	\$ 9,999.50	\$ 124,999.50
	1987-2011	10	\$ 55,333.33	\$ 51,333.17	\$ 58,666.67
North Carolina	1970-2006	3	\$ 85,249.88	\$ 69,000.00	\$ 101,499.75
Pennsylvania	1970-1996	4	\$ 77,624.75	\$ 59,000.00	\$ 96,249.50
	1997-2006	3	\$ 71,249.75	\$ 71,249.75	\$ 71,249.75
	2007-2011	5	\$ 38,000.00	\$ 32,499.50	\$ 45,000.00
Philadelphia	1970-1986	3	\$ 152,500.25	\$ 152,500.25	\$ 152,500.25
-	1987-1991	3	\$ 134,999.50	\$ 92,499.50	\$ 184,999.50
	1992-1996	3	\$ 124,999.50		\$ 154,999.50
	1997-2001	8	\$ 72,000.00		\$ 109,999.50

Salary By Graduation Yea	r and Location (Architecture On	ly)			
LOCATION	GRADUATION YEAR	Number of Responses	MEDIAN	MIN	MAX
Philadelphia	2002-2006	13	\$ 59,000.00	\$ 46,000.00	\$ 92,499.50
	2007-2011	6	\$ 43,500.00	\$ 38,000.00	\$ 62,000.00
Pittsburgh	1977-1996	3	\$ 85,832.83	\$ 85,832.83	\$ 85,832.83
	2002-2011	4	\$ 38,749.75	\$ 35,249.75	\$ 46,249.75
Portland	1987-2011	6	\$ 84,333.00	\$ 84,333.00	\$ 84,333.00
Princeton	1977-1996	5	\$ 113,333.00	\$ 104,999.67	\$ 119,166.17
	1997-2001	3	\$ 92,499.50	\$ 65,000.00	\$ 92,499.50
	2002-2011	5	\$ 47,250.00	\$ 45,000.00	\$ 53,500.00
Rhode Island	1997-2011	3	\$ 50,500.00	\$ 50,000.00	\$ 51,000.00
San Francisco	1970-1976	3	\$ 109,999.50	\$ 79,999.00	\$ 144,999.50
	1982-1991	5	\$ 86,624.88	\$ 83,500.00	\$ 103,499.75
	1992-2001	9	\$ 91,874.50	\$ 76,249.75	\$ 109,999.50
	2002-2006	5	\$ 60,000.00	\$ 58,000.00	\$ 109,999.50
	2007-2011	5	\$ 50,000.00	\$ 35,000.00	\$ 75,000.00
Seattle	1977-1991	6	\$ 87,499.50	\$ 76,249.75	\$ 123,749.50
	1978-2006	4	\$ 60,000.00	\$ 55,500.00	\$ 65,000.00
	2007-2011	3	\$ 36,000.00	\$ 35,000.00	\$ 48,000.00
Vermont	1970-1996	3	\$ 59,333.33	\$ 59,333.33	\$ 59,333.33
	1997-2011	3	\$ 48,500.00	\$ 45,500.00	\$ 51,500.00
Washington DC	1970-1986	7	\$ 111,083.12	\$ 70,500.00	\$ 151,666.27
	1987-1996	5	\$ 88,749.63	\$ 78,749.75	\$ 117,499.50
	1997-2001	4	\$ 94,749.75	\$ 71,000.00	\$ 109,999.50
	2002-2006	11	\$ 70,000.00	\$ 48,000.00	\$ 97,000.00
	2007-2011	17	\$ 50,000.00	\$ 32,499.50	\$ 79,999.00

Salary By Title		(Page One of C	Dne)					
NOTE: When number of respo	NOTE: When number of responses is less than 3, data not reported to protect confidentiality.							
MEDIAN = Mid-point. 1/2 res	ponders earn more, 1/2	earn less. Me	an is not affe	ected by high/lov	v extremes.			
TITLE	Number of Responses	MEDIAN	MIN	MAX				
Architect I	12	\$ 52,500.00	\$ 32,499.50	\$ 164,999.50				
Architect II	9	\$ 55,000.00	\$ 50,000.00	\$ 194,999.50				
Architect III	10	\$ 79,749.75	\$ 55,000.00	\$ 109,999.50				
Architect Junior	90	\$ 48,000.00	\$ 24,999.50	\$ 154,999.50				
Architect Senior	45	\$ 87,499.50	\$ 32,499.50	\$ 184,999.50				
Architect or Architect I	26	\$ 72,500.00	\$ 32,499.50	\$ 287,000.00				
Architectural Designer	47	\$ 46,000.00	\$ 35,000.00	\$ 287,000.00				
Associate	72	\$ 75,500.00	\$ 36,000.00	\$ 154,999.50				
CAD Operator, Draftsperson	12	\$ 42,500.00	\$ 24,999.50	\$ 75,000.00				
Construction Administrator	7	\$ 65,000.00	\$ 9,999.50	\$ 124,999.50				
Construction Manager	12	\$ 78,749.75	\$ 38,000.00	\$ 174,999.50				
Consultant	9	\$ 124,999.50	\$ 68,000.00	\$ 194,999.50				
Design Coordinator/Director	10	\$ 103,499.75	\$ 49,000.00	\$ 144,999.50				
Designer	79	\$ 48,000.00	\$ 24,999.50	\$ 287,000.00				
Director	32	\$ 109,999.50	\$ 77,000.00	\$ 262,499.50				
Interior Designer	6	\$ 71,500.00	\$ 55,000.00	\$ 287,000.00				
Intern	42	\$ 41,000.00	\$ 9,999.50	\$ 54,000.00				
Job Captain	22	\$ 55,000.00	\$ 40,000.00	\$ 82,499.50				
Manager	16	\$ 87,499.50	\$ 46,000.00	\$ 450,000.00				
Marketing Staff	4	\$ 48,000.00	\$ 40,000.00	\$ 58,000.00				
Owner	25	\$ 109,999.50	\$ 40,000.00	\$ 212,499.50				
Partner	26	\$ 139,999.50	\$ 40,000.00	\$ 4,000,000.00				
Planner	5	\$ 72,000.00	\$ 35,000.00	\$ 134,999.50				
President	35	\$ 124,999.50	\$ 9,999.50	\$ 450,000.00				
Principal	90	\$ 109,999.50	\$ 9,999.50	\$ 750,000.00				
Professor/Instructor	8	\$ 70,500.00	\$ 48,000.00	\$ 144,999.50				
Project Architect	105	\$ 66,000.00	\$ 40,000.00	\$ 154,999.50				

Salary By Field of Work	(Page One of Two)					
NOTE: When number of responses is less than 3, data not reported to protect confidentiality.						
MEDIAN = Mid-point. 1/2 responders earn more, 1/2 earn less. Mean is not affected by high/low extreme						
If responder works in more than on	e field, data is reported	for each field.	-			
FIELD OF WORK	Number of responses	MEDIAN	MIN	MAX		
Academia	39	\$ 71,000.00	\$ 24,999.50	\$ 164,999.50		
Architecture	840	\$ 65,000.00	\$ 9,999.50	\$ 750,000.00		
Code Compliance, Specifications	90	\$ 82,499.50	\$ 9,999.50	\$ 374,500.00		
Construction	84	\$ 73,500.00	\$ 9,999.50	\$ 450,000.00		
Construction Manager	82	\$ 74,000.00	\$ 9,999.50	\$ 4,000,000.00		
Consulting	68	\$ 97,000.00	\$ 9,999.50	\$ 262,499.50		
Datavisualization, Infographics	6	\$ 96,249.50	\$ 45,000.00	\$ 174,999.50		
Developments	38	\$ 109,999.50	\$ 24,999.50	\$ 4,000,000.00		
Dot Com	7	\$ 109,999.50	\$ 9,999.50	\$ 174,999.50		
Engineering	27	\$ 87,499.50	\$ 24,999.50	\$ 374,500.00		
Exhibit Design	19	\$ 65,000.00	\$ 24,999.50	\$ 750,000.00		
Facilities Management	43	\$ 87,499.50	\$ 55,000.00	\$ 374,500.00		
Fashion Design	5	\$ 65,000.00	\$ 45,000.00	\$ 154,999.50		
Finance	11	\$ 144,999.50	\$ 9,999.50	\$ 4,000,000.00		
Furniture/Product Design	46	\$ 62,000.00	\$ 24,999.50	\$ 750,000.00		
Government	50	\$ 97,000.00	\$ 24,999.50	\$ 374,500.00		
Graphics	43	\$ 58,000.00	\$ 24,999.50	\$ 194,999.50		
Historic Preservation, Restoration	37	\$ 97,000.00	\$ 9,999.50	\$ 450,000.00		
IT Support	6	\$ 62,749.75	\$ 32,499.50	\$ 154,999.50		
Interior Design	182	\$ 70,000.00	\$ 9,999.50	\$ 750,000.00		
Landscape Design	47	\$ 97,000.00	\$ 35,000.00	\$ 450,000.00		
Law	5	\$ 82,499.50	\$ 42,000.00	\$ 450,000.00		
Lighting Design	30	\$ 76,749.75	\$ 24,999.50	\$ 374,500.00		
Non-Profit	18	\$ 97,000.00	\$ 9,999.50	\$ 374,500.00		
Photography	15	\$ 55,000.00	\$ 32,499.50	\$ 154,999.50		

Salary By Field of Work	(Page One of Two)				
FIELD OF WORK	Number of responses	MEDIAN	MIN	MAX	
Real Estate	46	\$ 103,499.75	\$ 9,999.50	\$ 4,000,000.00	
Sculpture, Public Art	4	\$ 103,499.75	\$ 71,000.00	\$ 124,999.50	
Software Design	7	\$ 82,499.50	\$ 55,000.00	\$ 184,999.50	
Stage/Set Design/Film	8	\$ 89,999.50	\$ 24,999.50	\$ 134,999.50	
Urban Design/ Planning	85	\$ 65,000.00	\$ 9,999.50	\$ 374,500.00	
Video Game Design	3	\$ 154,999.50	\$ 9,999.50	\$ 154,999.50	
Web Design	15	\$ 65,000.00	\$ 9,999.50	\$ 174,999.50	
Writer/ Publisher	7	\$ 154,999.50	\$ 75,000.00	\$ 154,999.50	
Other	61	\$ 82,499.50	\$ 9,999.50	\$ 287,000.00	

Salary By O	Gender and Graduation	Year	(Page One of O	ne)		
NOTE: Wh	nen number of response	s is less than 3, data not r	eported to pro	tect confidenti	ality.	
MEDIAN =	Mid-point. 1/2 respon	ders earn more, 1/2 earn	less. Mean is n	ot affected by	high/low extremes	•
GENDER	GRADUATION YEAR	Number of Responses	MEDIAN	MIN	MAX	
Female	1970-1976	3	\$ 184,999.50	\$ 109,999.50	\$ 237,499.50	
	1977-1981	3	\$ 40,000.00	\$ 9,999.50	\$ 75,000.00	
	1982-1986	10	\$ 109,999.50	\$ 9,999.50	\$ 154,999.50	
	1987-1991	17	\$ 87,499.50	\$ 32,499.50	\$ 750,000.00	
	1992-1996	19	\$ 92,499.50	\$ 32,499.50	\$ 154,999.50	
	1997-2001	43	\$ 75,000.00	\$ 40,000.00	\$ 109,999.50	
	2002-2006	53	\$ 60,000.00	\$ 32,499.50	\$ 124,999.50	
	2007-2011	122	\$ 45,000.00	\$ 9,999.50	\$ 79,999.00	
Male	1950-1964	4	\$ 766,499.77	\$ 125,666.33	\$ 1,407,333.17	
	1970-1976	58	\$ 124,999.50	\$ 48,000.00	\$ 450,000.00	
	1977-1981	33	\$ 134,999.50	\$ 24,999.50	\$ 450,000.00	
	1982-1986	48	\$ 124,999.50	\$ 32,499.50	\$ 450,000.00	
	1987-1991	54	\$ 103,499.75	\$ 24,999.50	\$ 750,000.00	
	1992-1996	74	\$ 92,499.50	\$ 9,999.50	\$ 450,000.00	
	1997-2001	95	\$ 82,499.50	\$ 49,000.00	\$ 262,499.50	
	2002-2006	118	\$ 65,000.00	\$ 24,999.50	\$ 174,999.50	
	2007-2011	167	\$ 48,000.00	\$ 9,999.50	\$ 164,999.50	

Salary By Most Recent Advanced Degree			(Page One of	One)			
NOTE: When number of responses is less than 3, data not reported to protect confidentiality.							
MEDIAN = Mid-point.	1/2 responders earn m	ore, 1/2 earn l	ess. Mean is	not affected by	y high/low	v extremes.	
ADVANCED DEGREE	Number of Responses	MEDIAN	MIN	MAX			
ВА	6	\$ 65,000.00	\$ 32,499.50	\$ 164,999.50			
BFA	3	\$ 109,999.50	\$ 82,499.50	\$ 212,499.50			
BS	8	\$ 61,500.00	\$ 38,000.00	\$ 184,999.50			
M-Arch2	26	\$ 87,499.50	\$ 9,999.50	\$ 450,000.00			
MA	4	\$ 144,999.50	\$ 82,499.50	\$ 154,999.50			
MBA	14	\$ 129,999.50	\$ 38,000.00	\$ 450,000.00			
MS	11	\$ 109,999.50	\$ 71,000.00	\$ 194,999.50			
MUP	4	\$ 92,499.75	\$ 65,000.00	\$ 124,999.50			

Syracuse Architecture Alumni Salary Survey: 2011 🧄 SurveyMonkey

1. What is your current emp	ployment status?		
		Response Percent	Response Count
I am self-employed as a solo practitioner.		8.5%	91
I own a firm with a total of 2 or more staff.		5.8%	62
I am a partner of a firm.		5.5%	59
I am employed, either full-time or part-time.		73.4%	788
I am unemployed due to layoff.		3.1%	33
I am a Class of 2011 graduate and not employed since graduation.		0.8%	9
I am unemployed because I am a student earning an advanced degree.		2.0%	21
I am retired and currently not working.		1.0%	11
		Other (please specify)	30
		answered question	1,074
		skipped question	1

2. Has your firm experienced layoffs since September 2010?					
		Response Percent	Response Count		
Yes		40.6%	366		
No		59.4%	536		
		answered question	902		
		skipped question	173		

3. In which of the following professional field(s) do you work? Check all that apply.

		Response Percent	Response Count
Academia		4.2%	41
Architecture		87.7%	859
Code Compliance, Specifications		9.5%	93
Construction		9.2%	90
Construction Manager		8.9%	87
Consulting		7.6%	74
Culinary, Pastry Arts	I	0.2%	2
Datavisualization, Infographics	0	0.6%	6
Developments		4.1%	40
Dot Com	0	0.7%	7
Engineering		3.0%	29
Exhibit Design		2.3%	23
Facilities Management		4.4%	43
Fashion Design	Ω	0.6%	6
Finance	0	1.2%	12
Furniture/Product Design		5.2%	51
Government		5.2%	51
Graphics		4.3%	42
Historic Preservation,Restoration		4.0%	39
IT Support	0	0.4%	4
Interior Design		19.2%	188
Landscape Design		5.0%	49
Law	0	0.5%	5

Lighting Design	3.3%	32
Non-Profit	1.9%	19
Photography	1.6%	16
Real Estate	5.0%	49
Sculpture, Public Art	0.6%	6
Software Design	0.6%	6
Stage/Set Design/Film	0.9%	9
Urban Design/ Planning	8.8%	86
Video Game Design	0.3%	3
Web Design	1.6%	16
Writer/ Publisher	0.7%	7
Other (please specify)	7.2%	70
	answered question	979
	skipped question	96

4. What is your title for the position that is your major source of income? Please select the most appropriate title.

	Response Percent	Response Count
Appraiser	0.0%	0
Architect Junior	9.1%	89
Architect Senior	4.8%	47
Architect I	1.2%	12
Architect II	1.0%	10
Architect III	1.1%	11
Architectural Designer	5.0%	49
Art Director	0.1%	1
Associate	7.5%	73
Architect or Architect I	3.0%	29
Manager	0.8%	8
CAD Operator, Draftsperson	1.1%	11
Construction Administrator	0.7%	7
Construction Manager	1.3%	13
Consultant	1.2%	12
Design Coordinator/Director	1.1%	11
Designer	8.1%	79
Director	2.8%	27
Furniture/Product Designer	0.1%	1
Graphic Designer	0.3%	3
Interior Designer	0.6%	6
Intern	4.6%	45

Job Captain	2.2%	22
Manager	1.1%	11
Marketing Staff	0.4%	4
Network Administrator	0.0%	0
Owner	3.4%	33
Owner's Representative	0.0%	0
Partner	2.7%	26
Planner	0.5%	5
President	3.5%	34
Principal	10.3%	101
Professor/Instructor	0.8%	8
Project Architect	11.3%	111
Project Manager	13.3%	130
Set Designer	0.1%	1
Specifications Coordinator	0.1%	1
Urban Designer	0.3%	3
Vice President	1.0%	10
Assistant (Pleace specify)	0.2%	2
Other (please specify)	9.2%	90
	answered question	979
	skipped question	96

5. Do you do 'freelance' or 'side work' IN ADDITION to Full or Part-time employment?

	Response Percent	Response Count
Yes	25.7%	252
No	74.3%	727
	answered question	979
	skipped question	96

6. What is your annual income generated by 'side' or 'freelance' work ONLY.

	Response Percent	Response Count
less than 999.00	21.7%	54
1,000 - 1,999	16.9%	42
2,000 - 2,999	15.7%	39
3,000 - 3,999	7.6%	19
4,000 - 4,999	2.4%	6
5,000 - 5,999	8.0%	20
6,000 - 6,999	1.2%	3
7,000 - 7,999	1.6%	4
8,000 - 8,999	1.6%	4
9,000 - 9,999	2.4%	6
10,000 - 11,999	6.8%	17
12,000 - 13,999	2.0%	5
14,000 - 15,999	1.6%	4
16,000 - 19,999	2.0%	5
20,000 - 23,999	1.6%	4
24,000 - 27,999	2.0%	5
28,000 or above	4.8%	12
	answered question	249
	skipped question	826

7. IF you are employed by a firm or you own a firm or are a partner . . . Do you work FULL-TIME? (at least 30 hours per week)

	Response Percent	Response Count
Yes	95.5%	931
No	4.5%	44
	answered question	975
	skipped question	100

8. FULL TIME Please provide your NET annual salary, NOT including overtime and bonus/profit sharing. If you are paid hourly, please multiply your hourly rate by 2,080 to calculate your annual salary. Do not subtract the amount you paid in taxes or any deductions listed on your tax return. Round to nearest dollar (+/- \$500.00).

	Response Percent	Response Count
Less than \$19,999	0.9%	8
\$20,000 to \$29,999	1.5%	14
\$30,000 to \$34,999	1.3%	12
35,000	1.0%	9
36,000	0.7%	6
37,000	0.5%	5
38,000	1.6%	15
39,000	0.5%	5
40,000	3.0%	27
41,000	0.3%	3
42,000	3.3%	30
43,000	1.4%	13
44,000	1.2%	11
45,000	2.0%	18
46,000	1.1%	10
47,000	0.9%	8
48,000	1.6%	15
49,000	0.8%	7
50,000	3.2%	29
51,000	0.4%	4
52,000	2.3%	21

53,000	0.9	9% 8
54,000	0.9	9% 8
55,000	3.5	5% 32
56,000	1.0)% 9
57,000	0.9	9% 8
58,000	2.0	0% 18
59,000	0.9	9% 8
60,000	3.3	3% 30
61,000	0.7	7% 6
62,000	0.9	9% 8
63,000	1.2	2% 11
64,000	0.2	2% 2
65,000	4.2	2% 38
66,000	0.3	3% 3
67,000	0.4	4% 4
68,000	1.4	1% 13
69,000	0.4	4% 4
70,000	2.3	3% 21
71,000	0.5	5% 5
72,000	1.0	0% 9
73,000	0.5	5% 5
74,000	0.2	2% 2
75,000	1.5	9% 17
76,000	0.3	3% 3
77,000	0.8	3% 7

78,000		1.1%	10
79,999	0	0.4%	4
80,000 - 84,999		4.8%	44
85,000 - 89,999		4.2%	38
90,000 - 94,999		3.2%	29
95,000 - 99,000		3.4%	31
100,000 - 119,999		7.5%	69
120,000 - 129,999		3.1%	28
130,000 - 139,999		1.8%	16
140,000 - 149,999		1.1%	10
150,000 - 159,999		2.2%	20
160,000 - 169,999		1.3%	12
170,000 - 179,999	0	1.0%	9
180,000 - 189,999		1.2%	11
190,000 - 199,999	0	0.4%	4
200,000 - 224,999	0	0.9%	8
225,000 - 249,999	0	0.2%	2
250,000 - 274,999	0	0.5%	5
275,000 - 299,000	0	0.2%	2
300,000 - 349,999	0	0.2%	2
350,000 - 399,000	0	0.2%	2
400,000 - 500,000	0	0.5%	5
500,000 - 1,000,000	0	0.2%	2
1,000,000 - 2,000,000		0.0%	0
3,000,000 - 4,000,00		0.0%	0
4,000,001 or above	1	0.1%	1

ify) 11	Other (please specify)	
on 914	answered question	
on 161	skipped question	

9. PART-TIME Do you work PART-TIME? (29 hours per week or less)		
	Response Percent	Response Count
Yes	92.9%	39
No	7.1%	3
	answered question	42
	skipped question	1,033

10. PART-TIME Please provide your NET annual salary, NOT including overtime and bonus/profit sharing. If you are paid hourly, please multiply your hourly rate by 2,080 to calculate your annual salary. Do not subtract the amount you paid in taxes or any deductions listed on your tax return. Round to nearest dollar.

	Response Percent	Response Count
less than 4,999	9.1%	4
5,000 to 9,999	4.5%	2
10,000 to 14,999	4.5%	2
15,000 to 19,999	4.5%	2
20,000	4.5%	2
21,000	4.5%	2
22,000	4.5%	2
23,000	0.0%	0
24,000	0.0%	0
25,000	6.8%	3
26,000	0.0%	0
27,000	0.0%	0
28,000	0.0%	0
29,000	0.0%	0
30,000	2.3%	1
31,000	2.3%	1
32,000	0.0%	0
33,000	2.3%	1
34,000	0.0%	0
35,000	4.5%	2
36,000	0.0%	0

1	2.3%	37,000
0	0.0%	38,000
1	2.3%	39,000
4	9.1%	40,000 to 44,999
3	6.8%	45,000 to 49,999
1	2.3%	50,000 to 54,999
0	0.0%	55,000 to 59,999
10	22.7%	60,000 or above
44	answered question	
1,031	skipped question	

11. PART-TIME ONLY: Please provide the average number of hours you work PER WEEK.

	Response Percent	Response Count
0 - 5	2.6%	1
6 - 10	12.8%	5
11 - 15	7.7%	3
16 - 20	30.8%	12
21 - 25	30.8%	12
26 - 29	15.4%	6
answ	vered question	39
skip	pped question	1,036

12. BONUS or PROFIT-SHARING income (excluding 401K contributions) in the past 12 months: Please identify the approximate range of additional income.

	Response Percent	Response Count
\$0.00	46.1%	411
\$10.00 to 99.00	0.4%	4
\$100.00 to 299.00	2.1%	19
\$300.00 to 499.00	2.4%	21
\$500.00 to 999.00	4.5%	40
\$1,000.00 to 2,999.00	15.0%	134
\$3,000.00 to 4,999.00	5.8%	52
\$5,000.00 to 6,999.00	4.6%	41
\$7,000.00 to 9,999.00	3.9%	35
\$10,000.00 to 14,999.00	5.0%	45
\$15,000.00 to 19,999.00	2.6%	23
\$20,000.00 and up	7.5%	67
	answered question	892
	skipped question	183

13. What was the percentage of increase to your income IF you received a RAISE. Please do NOT include bonuses. For example, if your base salary changed from 40,000 to 42,000, the increase was 5%.

	Response Percent	Response Count
0% raise	47.9%	324
0.01% to 1.00%	1.8%	12
1.01% to 2.00%	5.9%	40
2.01% to 3.00%	8.4%	57
3.01% to 4.00%	7.2%	49
4.01% to 5.00%	7.4%	50
5.01% to 6.00%	4.1%	28
6.01% to 7.00%	1.6%	11
7.01% to 8.00%	1.8%	12
8.01% to 9.00%	1.8%	12
9.01% to 10.00%	3.0%	20
More than 10%	9.0%	61
	answered question	676
	skipped question	399

14. How does your firm compensate employees for overtime work?

	Response Percent	Response Count
Time and 1/2 for hourly employees	16.3%	153
Straight time for hourly employees	13.9%	130
Comp time (time off equal to overtime hours worked)	14.2%	133
Overtime not compensated	55.6%	521
	answered question	937
	skipped question	138

15. Please identify which of the following benefits you receive. Check all that apply.

	Response Percent	Response Count
Health insurance	83.5%	775
Paid vacation	87.6%	813
Paid holidays	87.4%	811
Paid sick days	80.7%	749
401 K	65.4%	607
Dental insurance	61.1%	567
Casual dress code	62.2%	577
Company "outings" or "picnics"	50.4%	468
Disability insurance	41.8%	388
Quarterly or annual bonus	40.4%	375
Life insurance	44.3%	411
Professional membership fee	48.8%	453
Conference fees/Continuing Ed classes	43.6%	405
Vision insurance	38.9%	361
Registration exam fees (full or partial)	42.0%	390
Meals, snacks, happy hour	38.6%	358
Dress down days	33.5%	311
Free meals when working overtime	30.2%	280
Flex hours	35.0%	325
Profit-sharing	21.8%	202
Flexible spending accounts	33.5%	311
Cab fare for overtime nights	22.8%	212

Paid parking or commuter subsidy	24.6%	228
Cell phone	32.1%	298
Unpaid family leave	28.2%	262
Paid maternity leave	23.9%	222
Tuition reimbursement	15.5%	144
Health club	10.7%	99
Employee Assistance Plan	11.7%	109
Other retirement benefit	8.4%	78
Stock options	6.7%	62
Company vehicle	7.8%	72
Adoption assistance	2.9%	27
No benefits	4.8%	45
Other (please specify)	3.9%	36
	answered question	928
	skipped question	147

16. Please identify your primary work responsibilities.

		Response Percent	Response Count
Business Management		23.1%	210
CAD, Drafting		53.1%	483
Code Compliance/Specifications		35.1%	319
Construction Administration		45.8%	417
Construction Documents		58.4%	531
Construction Management		18.0%	164
Design Development		64.4%	586
Engineering		2.2%	20
Facilities Management		4.8%	44
Field Work/Site Visits		34.1%	310
Graphic Design		15.3%	139
IT Management		4.9%	45
Land Acquisition	0	0.4%	4
Marketing/Sales		21.1%	192
Model Building/Presentation		19.9%	181
Office Management/ Administration		20.8%	189
Planning		31.4%	286
Programming		29.6%	269
Project Management		54.1%	492
Schematics		40.4%	368
Teaching		4.8%	44
Technical Coordination		26.5%	241
Writing		9.8%	89

Other (please specify) 55	
answered question 910	
skipped question 165	

17. Please identify your firm's primary client base.			
	Response Percent	Response Count	
Commercial	46.8%	427	
Community	10.6%	97	
Contractor	3.5%	32	
Criminal Justice	2.1%	19	
Developer	17.4%	159	
Education	34.1%	311	
Entertainment/Hospitality	9.3%	85	
Film/Stage Productions	1.3%	12	
Finance/Banking	5.3%	48	
Government	24.7%	225	
Health Care	24.7%	225	
Higher Ed, Institutional	18.2%	166	
Historic Restoration/Preservation	13.2%	120	
Industrial	5.3%	48	
Labs/Research Facilities	12.9%	118	
Manufacturing	3.4%	31	
Mixed-use Complex	15.0%	137	
Multiple Family	12.4%	113	
Museum/Gallery	10.9%	99	

54	5.9%	Non-Profit Organization
192	21.1%	Office
51	5.6%	Performing Arts
56	6.1%	Recreation
64	7.0%	Religious
344	37.7%	Residential
113	12.4%	Resort/Hotel
177	19.4%	Retail
51	5.6%	Senior Housing/Assisted Living
36	3.9%	Students
35	3.8%	Sports Stadia
70	7.7%	Sustainable Facilities/Envelopes
58	6.4%	Transportation/Infrastructure
116	12.7%	Urban Design/Planning
1	0.1%	Video Game Publisher
44	Other (please specify)	
912	answered question	
163	skipped question	

18. Do you live in the USA?		
	Response Percent	Response Count
Yes	95.8%	888
No	4.2%	39
	answered question	927
	skipped question	148

19. USA: IF you live in a Large City or Metropolitan Area, in which city do you live? IF your area is not listed, please choose your State in the Next Question.

	Response Percent	Response Count
Atlanta	0.7%	5
Baltimore	3.9%	29
Boston	16.3%	120
Charlotte	0.4%	3
Chicago	2.6%	19
Cleveland	0.7%	5
Dallas, Houston or Austin	0.7%	5
Denver, Boulder	1.8%	13
Greenwich (CT)	1.0%	7
Kansas City, St. Louis	0.4%	3
Los Angeles, San Diego	4.5%	33
Miami	1.1%	8
Minneapollis/St.Paul	0.5%	4
NY - New York City	26.1%	192
NY - Albany	3.4%	25
NY - Buffalo, Rochester	2.4%	18
NY - Long Island	1.8%	13
NY - Syracuse, Ithaca	6.3%	46
NY - Westchester Cty	1.5%	11
New Orleans	0.1%	1
Pittsburgh	1.1%	8
Philadelphia	6.0%	44

Portland	1.1%	8
Princeton	1.9%	14
San Francisco	4.2%	31
San Juan (PR)	0.3%	2
Seattle	1.8%	13
Washington DC, Arlington VA	7.5%	55
	answered question	735
	skipped question	340

20. USA: NOT living in a Large Metropolitan Area? Please select your State or Territory.

	Response Percent	Response Count
Alabama	1.9%	3
Alaska	0.0%	0
Arizona	4.5%	7
Arkansas	0.0%	0
California	0.6%	1
Colorado	4.5%	7
Connecticut	13.4%	21
Delaware	0.0%	0
Florida	3.2%	5
Georgia	0.0%	0
Hawaii	0.6%	1
Idaho	0.6%	1
Illinois	0.0%	0
Indiana	0.0%	0
Iowa	0.0%	0
Kansas	0.0%	0
Kentucky	0.6%	1
Louisiana	0.0%	0
Maine	3.2%	5
Maryland	1.3%	2
Massachusetts	10.2%	16
Michigan	0.6%	1
Minnesota	0.0%	0

Mississippi	0.0%	0
Missouri	0.6%	1
Montana	0.0%	0
Nebraska	0.6%	1
Nevada	0.6%	1
New Hampshire	3.2%	5
New Jersey	10.2%	16
New Mexico	0.0%	0
New York	13.4%	21
North Carolina	2.5%	4
North Dakota	0.0%	0
Ohio	1.3%	2
Oklahoma	0.0%	0
Oregon	0.0%	0
Pennsylvania	7.6%	12
Rhode Island	1.9%	3
South Carolina	1.9%	3
South Dakota	0.0%	0
Tennessee	0.6%	1
Texas	0.6%	1
Utah	0.6%	1
Vermont	5.1%	8
Virginia	1.9%	3
Washington State	0.6%	1
West Virginia	0.0%	0

2	1.3%	Wisconsin
0	0.0%	Wyoming
0	0.0%	Puerto Rico
157	answered question	
918	skipped question	

21. IF you live outside of the USA, please select the country or continent in which you live.

	Response Percent	Response Count
African Continent	2.8%	1
Australia	2.8%	1
Austria	0.0%	0
Canada	13.9%	5
Central American Continent	0.0%	0
China	11.1%	4
France	2.8%	1
Germany	5.6%	2
Hong Kong	13.9%	5
India	0.0%	0
Italy	2.8%	1
Japan	5.6%	2
Korea	5.6%	2
Netherlands	0.0%	0
Nigeria	0.0%	0
Singapore	0.0%	0
South American Continent	0.0%	0
Spain	0.0%	0

3	8.3%	nd	Switzerland
0	0.0%	nd	Thailand
6	16.7%	Æ	UAE
3	8.3%	m	United Kingdom
3	Other (please specify)		
36	answered question		
1,039	skipped question		

22. Does your firm have offices located outside of the USA?			
		Response Percent	Response Count
Yes		21.6%	202
No		78.4%	732
		answered question	934
		skipped question	141

23. What is the total number of employees in your firm, including all offices?

	Response Percent	Response Count
1 to 4	15.8%	148
5 to 9	10.4%	97
10 to 19	11.8%	110
20 to 49	18.0%	168
50 to 99	10.7%	100
100 to 149	6.2%	58
150 to 199	4.6%	43
200 to 399	5.9%	55
400 to 599	2.4%	22
600 to 799	1.5%	14
800 to 999	1.4%	13
1000 to 2999	4.1%	38
3000 or more	7.3%	68
	answered question	934
	skipped question	141

24. How many years have you been employed in your CURRENT position?

	Response Percent	Response Count
0 - 1	27.6%	256
2 - 3	23.8%	221
4 - 5	13.8%	128
6 - 7	9.4%	87
8 - 9	4.0%	37
10 - 11	4.3%	40
12 - 13	2.3%	21
14 - 15	3.2%	30
16 +	11.7%	109
	answered question	929
	skipped question	146

25. Are you enrolled in or ha	ave you completed IDP?	
	Response Percent	Response Count
Yes	70.1%	688
No	29.9%	293
	answered question	981
	skipped question	94

26. Are you licensed in either a US State or Territory or Canadian province?

-	Response Percent	
4%	47.4%	Yes, passed Architecture Registration Exam (ARE) and licensed in US State, Territory or Canadian Province.
1%	2.1%	Passed ARE, but not licensed in state or territory.
5%	50.5%	No, ARE not completed.
on	answered question	
on	skipped question	

27. IF you have completed the Architecture Registration Exam, how many years passed between your graduation from B Arch or M Arch 1 program and the completion of the final ARE section?

	Response Percent	Response Count
3	26.1%	124
4	16.2%	77
5	14.1%	67
6	9.7%	46
7	9.5%	45
8	6.1%	29
9	4.4%	21
10	4.8%	23
11	1.5%	7
12	1.9%	9
13	0.4%	2
14	0.6%	3
15	1.3%	6
16	0.0%	0
17	0.2%	1
18	0.6%	3
19	0.2%	1
20	0.0%	0
21+	2.3%	11
	answered question	475
	skipped question	600

28. What other certifications or credentials have you earned?

	Response Percent	Response Count
LEED AP	53.5%	262
LEED Green Associate	6.5%	32
LEED AP with Specialty	29.4%	144
CAPM Certified Associate Project Management	0.2%	1
CCA Certified Coding Associate	0.0%	0
CCS Certified Coding Specialist	0.2%	1
CCM Certified Construction Manager	0.2%	1
CDPE Certified Depressed Property Expert	0.0%	0
CDT Construction Documents Technologist	4.9%	24
CPC Certified Professional Contractor	0.2%	1
CSI Construction Specifications Institute	3.3%	16
DBIA Design Build Institute of America	0.2%	1
GCA General Certified Appraiser	0.0%	0
ICC Certified Construction Inspector	0.6%	3
NCARB Certificate	32.0%	157
PMP Project Management Professional	1.0%	5
REO Certified Real Estate Owned Specialist	0.0%	0

49

answered question	490
skipped question	585

29. Are you a member (Full, Associate, Allied, or International) of the AIA? Response Percent Response Count Yes 43.3% 425 No 56.7% 556 981 981 943

30. For the purpose of correlating salary to gender, please identify your gender.

	Response Percent	Response Count
Female	30.3%	297
Male	69.7%	684
	answered question	981
	skipped question	94