

Syracuse University

School of Architecture Alumni Salary Survey

Prepared for:
School of Architecture Alumni

Prepared by:
School of Architecture Career Services
Center for Support of Teaching and Learning

November, 2002

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About this Report

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 1969, so we will not claim that these numbers are true for the whole profession. We have 540 responses. All data was collected through a web-based survey conducted September 16, 2002 - October 19, 2002.

How to use the site: (http://cstl.syr.edu/arc/results_02.asp):

This site offers the results in 2 ways: 1) easy-to-read reports and 2) links to details. Using the bar at the left, you can click on the report of interest. From that page, you can click on "view data tables" if you want to see the specific details. "Top" moves you to the top of that particular report; to get to the next report, click "< back" to the home page.

Most reports will begin with a simple graph, chart, or table describing one aspect of the population that responded. For example, Report 1 begins with a graph showing the percentage of responses from each graduation year. Some reports will then go on to "cross" that information with salary, gender, location, or size of firm. Each report offers an example that clarifies how to read the report.

A piece of 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.

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 some reports, we had to group responses by year of graduation (in ranges of 5 years) to protect confidentiality.

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:

This year we are offering this report in an easily printable PDF format. This report will be available at the main survey site by Friday, November 22.

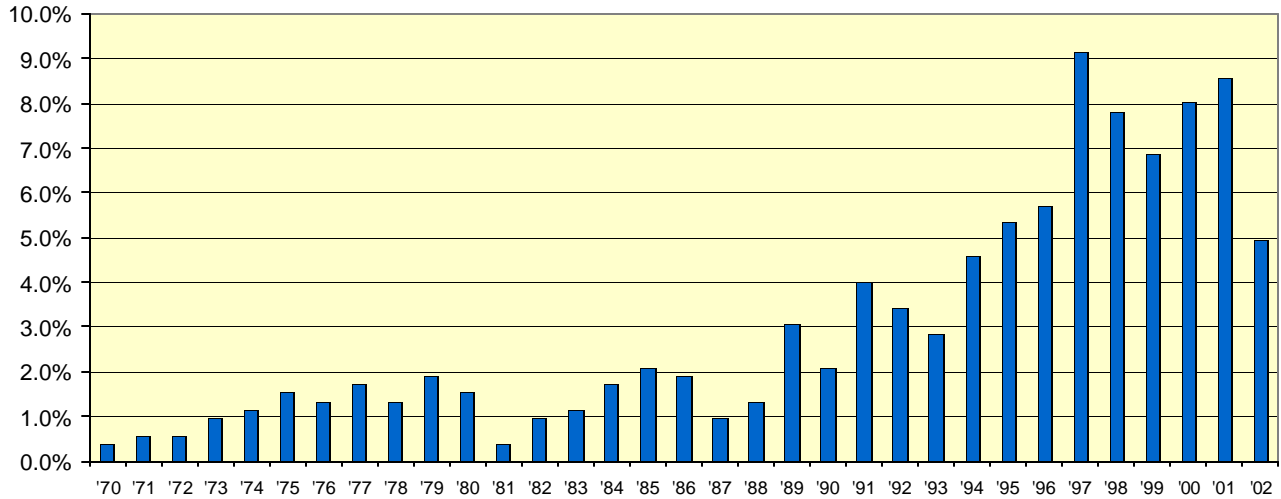
Many thanks to the School of Architecture for its continuing support of Career Services, and to students and alumni/ae who have been generous with feedback and suggestions. This project is not possible without the talent and time of Judy O'Brien, Joe Viscomi, and Julie Hall at the Syracuse University Center for the Support of Teaching and Learning.

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 conduct the survey annually. Your comments will improve the report for next year. Please be in touch!

Report 1: Salary/Year of Graduation/Location

What year did you graduate?

The highest number of responders (9.2%) graduated in 1997.
 21.6% of all responders graduated in '00, '01, or '02.



Year of Graduation	n	%
1970	2	0.4%
1971	3	0.6%
1972	3	0.6%
1973	5	1.0%
1974	6	1.1%
1975	8	1.5%
1976	7	1.3%
1977	9	1.7%
1978	7	1.3%
1979	10	1.9%
1980	8	1.5%
1981	2	0.4%
1982	5	1.0%
1983	6	1.1%
1984	9	1.7%
1985	11	2.1%
1986	10	1.9%

Year of Graduation	n	%
1987	5	1.0%
1988	7	1.3%
1989	16	3.1%
1990	11	2.1%
1991	21	4.0%
1992	18	3.4%
1993	15	2.9%
1994	24	4.6%
1995	28	5.3%
1996	30	5.7%
1997	48	9.2%
1998	41	7.8%
1999	36	6.9%
2000	42	8.0%
2001	45	8.6%
2002	26	5.0%

Salary Information by Year of Graduation and Location

The median salary for a recent grad in NYC = \$41,250.00.

BALTIMORE METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1990-1995.....	4.00	\$57,700.00	\$48,360.00	\$63,000.00
1995-1999.....	6.00	\$47,000.00	\$39,000.00	\$52,000.00

BOSTON/CAMBRIDGE METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	4.00	\$86,500.00	\$82,000.00	\$130,000.00
1985-1989.....	5.00	\$67,000.00	\$51,000.00	\$86,000.00
1990-1995.....	8.00	\$58,000.00	\$45,000.00	\$70,000.00
1995-1999.....	23.00	\$47,000.00	\$40,000.00	\$185,000.00
2000-2002.....	19.00	\$39,000.00	\$22,500.00	\$75,000.00
Missing.....	4.00	\$52,000.00	\$39,000.00	\$69,500.00

CHICAGO METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	6.00	\$47,500.00	\$38,000.00	\$55,000.00
2000-2002.....	6.00	\$37,750.00	\$35,000.00	\$39,000.00

CONNECTICUT

Year of Degree	n	Median	Minimum	Maximum
1985-1989.....	7.00	\$81,500.00	\$36,500.00	\$190,000.00
2000-2002.....	6.00	\$36,168.00	\$31,000.00	\$38,000.00

LOS ANGELES METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	4.00	\$53,750.00	\$47,000.00	\$116,000.00

MASSACHUSETTS

Year of Degree	n	Median	Minimum	Maximum
1990-1995.....	6.00	\$58,500.00	\$35,000.00	\$93,600.00
1995-1999.....	4.00	\$46,800.00	\$43,000.00	\$60,000.00

NYC METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	7.00	\$120,000.00	\$50,000.00	\$200,000.00
1985-1989.....	4.00	\$68,500.00	\$48,000.00	\$78,000.00
1990-1995.....	12.00	\$69,500.00	\$45,000.00	\$100,000.00
1995-1999.....	37.00	\$48,000.00	\$35,360.00	\$175,000.00
2000-2002.....	23.00	\$41,250.00	\$32,000.00	\$108,000.00

NEW JERSEY

Year of Degree	n	Median	Minimum	Maximum
1990-1995.....	5.00	\$52,400.00	\$48,700.00	\$75,000.00
1995-1999.....	4.00	\$41,300.00	\$36,500.00	\$65,000.00

PENNSYLVANIA

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	4.00	\$48,880.00	\$42,000.00	\$58,000.00
1990-1995.....	2.00	\$62,500.00	\$45,000.00	\$80,000.00

PHILADELPHIA METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1990-1995.....	6.00	\$52,000.00	\$42,000.00	\$75,000.00
1995-1999.....	8.00	\$40,250.00	\$37,500.00	\$68,000.00
2000-2002.....	4.00	\$35,700.00	\$29,000.00	\$49,000.00

PITTSBURGH METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	4.00	\$57,500.00	\$52,500.00	\$200,000.00

PRINCETON METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	5.00	\$47,500.00	\$42,180.00	\$55,900.00

SAN FRANCISCO METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1990-1995.....	6.00	\$70,000.00	\$64,000.00	\$91,000.00
1995-1999.....	7.00	\$46,000.00	\$39,000.00	\$65,000.00

UPSTATE NEW YORK

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	8.00	\$72,500.00	\$41,000.00	\$120,000.00
1990-1995.....	5.00	\$45,760.00	\$10,000.00	\$200,000.00
1995-1999.....	23.00	\$40,000.00	\$33,176.00	\$285,000.00
2000-2002.....	8.00	\$33,900.00	\$32,000.00	\$48,000.00

VIRGINIA

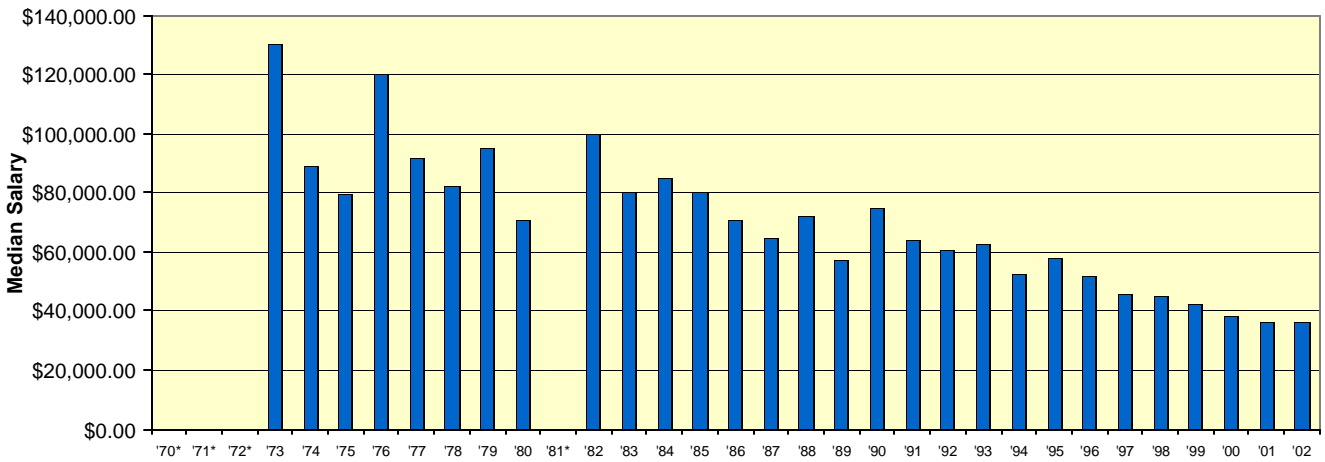
Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	4.00	\$44,751.00	\$30,000.00	\$52,500.00

WASHINGTON DC

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	10.00	\$52,000.00	\$39,000.00	\$56,000.00
2000-2002.....	13.00	\$38,000.00	\$33,000.00	\$87,000.00

Median Salary by Year of Graduation

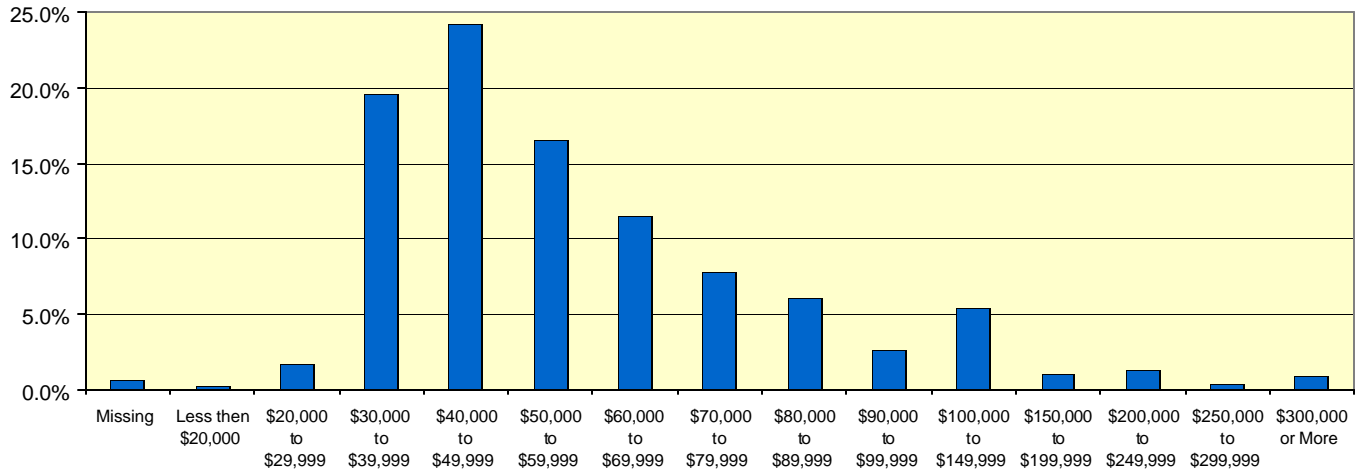
The median salary for all responders from 1997 = \$46,000.00.



Year of Graduation	n	Median	Minimum	Maximum
1970		*data too small to report		
1971		*data too small to report		
1972		*data too small to report		
1973	5	\$130,000.00	\$73,100.00	\$450,000.00
1974	6	\$89,100.00	\$70,000.00	\$350,000.00
1975	8	\$79,500.00	\$57,000.00	\$200,000.00
1976	7	\$120,000.00	\$50,000.00	\$200,000.00
1977	9	\$91,700.00	\$41,000.00	\$150,000.00
1978	6	\$82,500.00	\$50,000.00	\$120,000.00
1979	10	\$95,300.00	\$75,000.00	\$358,000.00
1980	8	\$71,000.00	\$47,000.00	\$500,000.00
1981		*data too small to report		
1982	5	\$100,000.00	\$55,000.00	\$141,500.00
1983	6	\$80,000.00	\$50,000.00	\$105,000.00
1984	9	\$85,000.00	\$44,000.00	\$220,000.00
1985	11	\$80,000.00	\$56,000.00	\$225,000.00
1986	10	\$71,000.00	\$46,000.00	\$190,000.00
1987	5	\$65,000.00	\$36,500.00	\$260,000.00
1988	7	\$72,000.00	\$55,000.00	\$120,000.00
1989	16	\$57,500.00	\$43,500.00	\$85,000.00
1990	11	\$75,000.00	\$42,000.00	\$200,000.00
1991	21	\$64,000.00	\$28,500.00	\$91,000.00
1992	18	\$60,700.00	\$10,000.00	\$123,000.00
1993	15	\$62,400.00	\$35,000.00	\$78,000.00
1994	24	\$52,500.00	\$43,160.00	\$75,000.00
1995	28	\$58,120.00	\$40,000.00	\$175,000.00
1996	30	\$52,000.00	\$37,000.00	\$85,000.00
1997	47	\$46,000.00	\$30,000.00	\$200,000.00
1998	41	\$45,000.00	\$33,176.00	\$285,000.00
1999	34	\$42,000.00	\$35,000.00	\$68,000.00
2000	42	\$38,000.00	\$29,120.00	\$75,000.00
2001	45	\$36,400.00	\$25,000.00	\$108,000.00
2002	26	\$36,088.00	\$22,500.00	\$58,240.00

What is your annual salary?

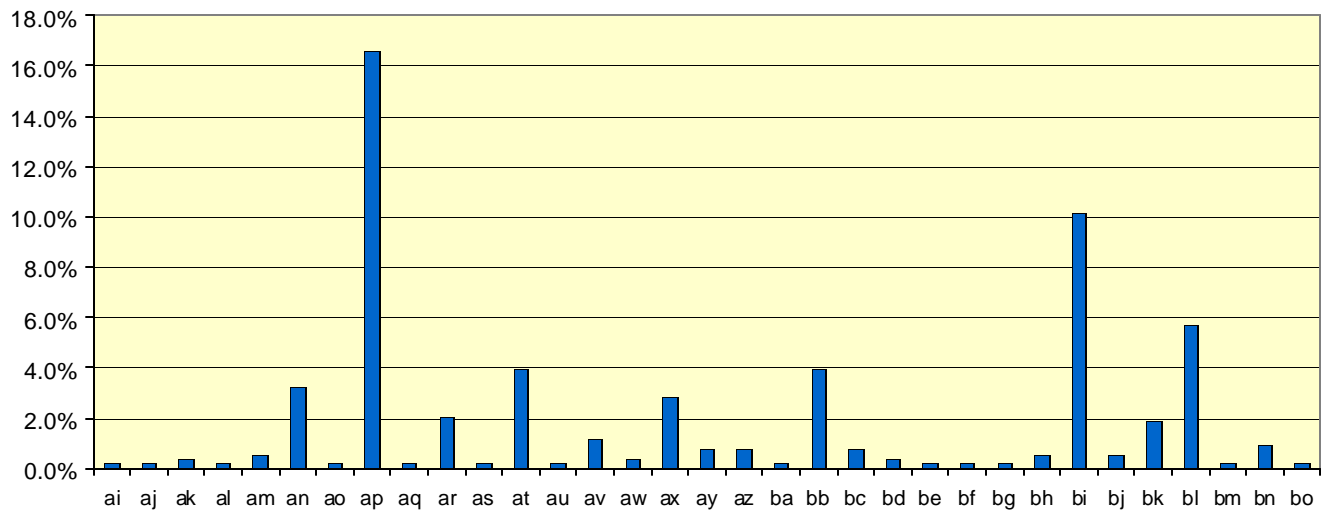
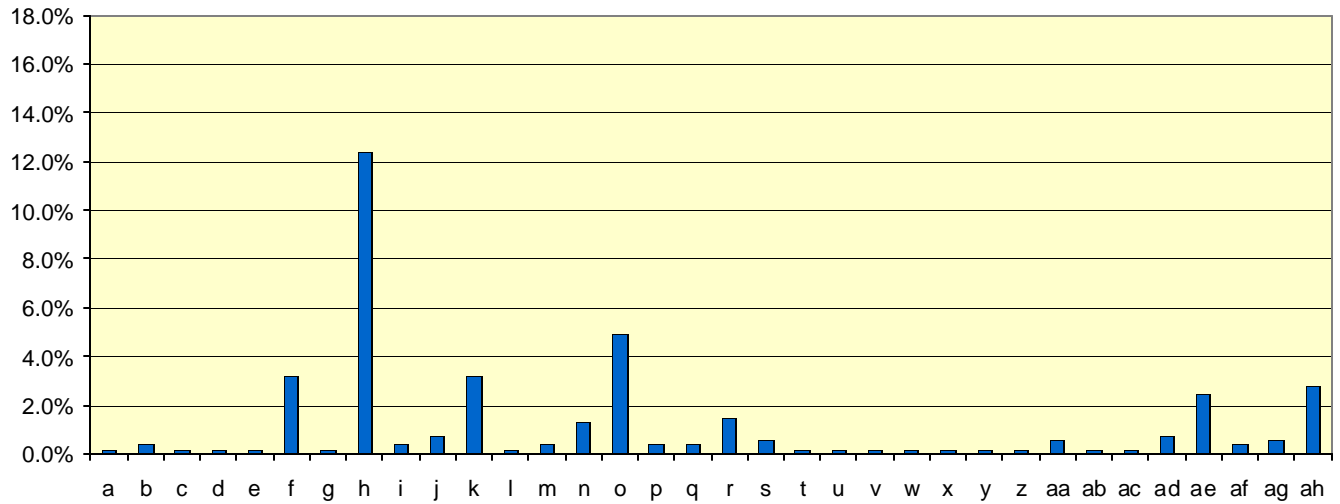
Regardless of year and location, 24.3% of the responders are earning \$40,000 - \$49,000.



Salary Range	n	%
Missing	4	0.7%
Less than \$20,000	1	0.2%
\$20,000 to \$29,999	9	1.7%
\$30,000 to \$39,999	106	19.6%
\$40,000 to \$49,999	131	24.3%
\$50,000 to \$59,999	89	16.5%
\$60,000 to \$69,999	62	11.5%
\$70,000 to \$79,999	42	7.8%
\$80,000 to \$89,999	33	6.1%
\$90,000 to \$99,999	14	2.6%
\$100,000 to \$149,999	29	5.4%
\$150,000 to \$199,999	6	1.1%
\$200,000 to \$249,999	7	1.3%
\$250,000 to \$299,999	2	0.4%
\$300,000 or More	5	0.9%

In what region is your firm located?

16.6% of all responders are working in "NYC Metro Only".



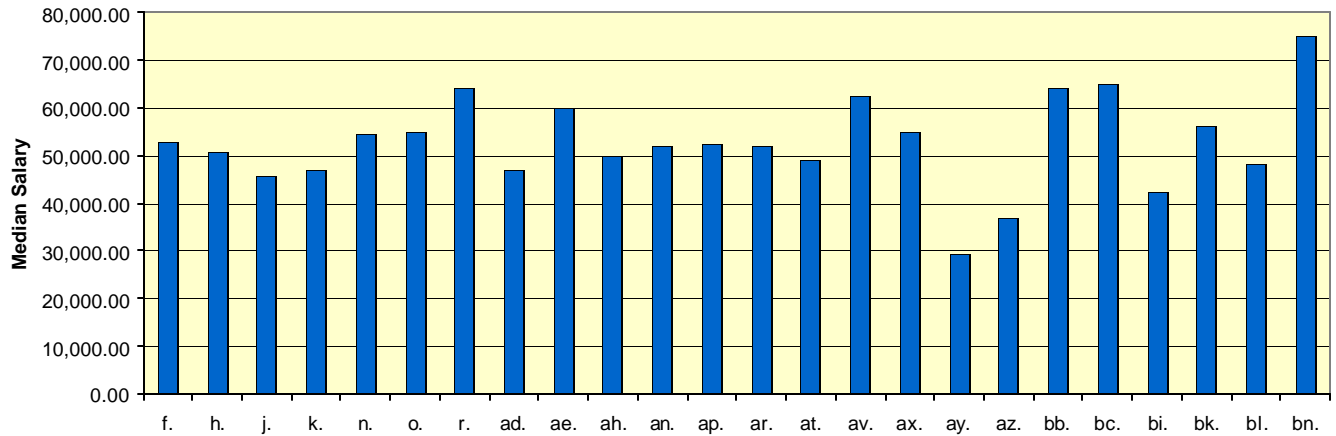
NOTE: The information on location has been broken down into two graphs. These graphs read consecutively a-bo. The supporting tables for these graphs are on the next page.

Location	n	%
a. Africa	1	0.2%
b. Arizona	2	0.4%
c. Arkansas.....	1	0.2%
d. Atlanta Metro Only	1	0.2%
e. Australia	1	0.2%
f. Baltimore Metro Only ...	17	3.2%
g. Birmingham Metro Only	1	0.2%
h. Boston/Cambridge Metro Only	66	12.4%
i. California	2	0.4%
j. Charlotte Metro Only	4	0.8%
k. Chicago Metro Only	17	3.2%
l. chicago northshore.....	1	0.2%
m. Cleveland Metro Only	2	0.4%
n. Colorado	7	1.3%
o. Connecticut	26	4.9%
p. Dallas Metro Only	2	0.4%
q. Denver Metro Only	2	0.4%
r. Florida	8	1.5%
s. Georgia	3	0.6%
t. Germany	1	0.2%
u. Great Britain	1	0.2%
v. Hong Kong	1	0.2%
w. Honolulu Metro Only	1	0.2%
x. Houston Metro Only	1	0.2%
y. Illinois	1	0.2%
z. Indiana.....	1	0.2%
aa. Italy	3	0.6%
ab. Japan.....	1	0.2%
ac. Kansas City Metro Only	1	0.2%
ad. Long Island NY.....	4	0.8%
ae. Los Angeles Metro Only	13	2.4%
af. Maine	2	0.4%
ag. Maryland	3	0.6%
ah. Massachusetts	15	2.8%

Location	n	%
ai. Michigan	1	0.2%
aj. Milwaukee Metro Only	1	0.2%
ak. Minneapolis/St. Paul Metro Only	2	0.4%
al. Nevada.....	1	0.2%
am. New Hampshire	3	0.6%
an. New Jersey.....	17	3.2%
ao. NY CT Hudson Valley	1	0.2%
ap. NYC Metro Only	88	16.6%
aq. Oregon	1	0.2%
ar. Pennsylvania.....	11	2.1%
as. PERU.....	1	0.2%
at. Philadelphia Metro Only .	21	4.0%
au. Phoenix/Scottsdale Only...	1	0.2%
av. Pittsburgh Metro Only	6	1.1%
aw. Portland Metro Only	2	0.4%
ax. Princeton Metro Only	15	2.8%
ay. Puerto Rico.....	4	0.8%
az. Rhode Island.....	4	0.8%
ba. San Diego Metro Only	1	0.2%
bb. San Francisco Metro Only	21	4.0%
bc. Seattle/Tacoma Metro Only	4	0.8%
bd. South Carolina	2	0.4%
be. St. Louis Metro Only.....	1	0.2%
bf. switzerland	1	0.2%
bg. Tennessee.....	1	0.2%
bh. Texas	3	0.6%
bi. Upstate New York.....	54	10.2%
bj. Vermont	3	0.6%
bk. Virginia	10	1.9%
bl. Washington DC	30	5.6%
bm. Washington State	1	0.2%
bn. Westchester County - NY .	5	0.9%
bo. Wyoming	1	0.2%

Median Salary by Location

The median salary for responders who are working in "NYC Metro Only" is \$52,500.00.



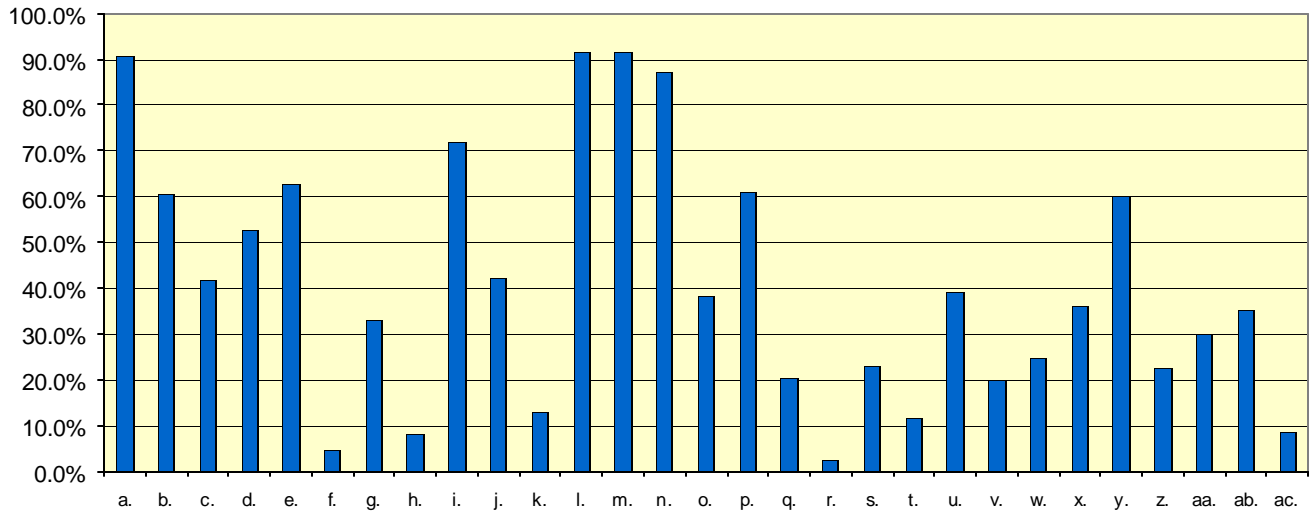
Location	n	Median	Minimum	Maximum
f. Baltimore Metro Only	17	\$53,000.00	\$39,000.00	\$750,000.00
h. Boston/Cambridge Metro Only	66	\$50,750.00	\$22,500.00	\$500,000.00
j. Charlotte Metro Only	4	\$45,750.00	\$43,000.00	\$54,000.00
k. Chicago Metro Only	17	\$47,000.00	\$35,000.00	\$100,000.00
n. Colorado	7	\$54,500.00	\$31,200.00	\$90,000.00
o. Connecticut	25	\$55,000.00	\$31,000.00	\$358,000.00
r. Florida	8	\$64,000.00	\$37,440.00	\$120,000.00
ad. Long Island NY	4	\$46,870.00	\$28,500.00	\$100,000.00
ae. Los Angeles Metro Only	13	\$60,000.00	\$42,000.00	\$116,000.00
ah. Massachusetts	15	\$49,920.00	\$30,000.00	\$120,000.00
an. New Jersey	17	\$52,000.00	\$27,040.00	\$125,000.00
ap. NYC Metro Only	88	\$52,500.00	\$32,000.00	\$240,000.00
ar. Pennsylvania	11	\$52,000.00	\$33,280.00	\$450,000.00
at. Philadelphia Metro Only	21	\$49,000.00	\$29,000.00	\$92,000.00
av. Pittsburgh Metro Only	6	\$62,500.00	\$52,500.00	\$200,000.00
ax. Princeton Metro Only	15	\$55,000.00	\$40,000.00	\$95,000.00
ay. Puerto Rico	4	\$29,560.00	\$28,000.00	\$70,000.00
az. Rhode Island	4	\$37,000.00	\$34,320.00	\$42,000.00
bb. San Francisco Metro Only	21	\$64,000.00	\$35,000.00	\$350,000.00
bc. Seattle/Tacoma Metro Only	4	\$65,000.00	\$37,500.00	\$85,000.00
bi. Upstate New York	54	\$42,500.00	\$10,000.00	\$285,000.00
bk. Virginia	10	\$56,250.00	\$30,000.00	\$200,000.00
bl. Washington DC	30	\$48,250.00	\$33,000.00	\$155,000.00
bn. Westchester County, NY	5	\$75,000.00	\$53,000.00	\$123,000.00

NOTE: The following locations had data that was too small to report:
 Africa, Arizona, Arkansas, Atlanta Metro Only, Australia, Birmingham Metro Only, California, Chicago Northshore, Cleveland Metro Only, Dallas Metro Only, Denver Metro Only, Georgia, Germany, Great Britain, Hong Kong, Honolulu Metro Only, Houston Metro Only, Illinois, Indiana, Italy, Japan, Kansas City Metro Only, Maine, Maryland, Michigan, Milwaukee Metro Only, Minneapolis/St. Paul Metro Only, Nevada, New Hampshire, NY CT Hudson Valley, Oregon, PERU, Phoenix/Scottsdale Only, Portland Metro Only, San Diego Metro Only, South Carolina, St. Louis Metro Only, Switzerland, Tennessee, Texas, Vermont, Washington State, Wyoming,

Report 2: Benefits

Which benefits do you receive?

The benefits that most respondents receive are: paid holidays (91.7%), paid vacation (91.5%) and health insurance (90.7%).



Benefit	n	%
a. Health Insurance.....	490	90.7%
b. Dental.....	328	60.7%
c. Vision.....	225	41.7%
d. Disability insurance.....	284	52.6%
e. Annual Bonus.....	339	62.8%
f. Quarterly Bonus.....	25	4.6%
g. Profit-sharing.....	179	33.1%
h. Stock Options.....	45	8.3%
i. 401 K.....	389	72.0%
j. AIA membership fees.....	227	42.0%
k. Other retirement benefit.....	69	12.8%
l. Paid holidays.....	495	91.7%
m. Paid vacation.....	494	91.5%
n. Paid sick days.....	471	87.2%
o. Dress down days.....	208	38.5%
p. Casual dress code.....	330	61.1%
q. Paid Maternity Leave.....	110	20.4%
r. Adoption Assistance.....	14	2.6%

Benefit	n	%
s. Unpaid Family Leave.....	125	23.1%
t. Health Club.....	62	11.5%
u. Flex Hours.....	212	39.3%
v. Tuition Reimbursement.....	109	20.2%
w. Cab Fare for overtime nights.....	134	24.8%
x. Free meals when you work overtime.....	194	35.9%
y. Company "outings" or "picnics".....	324	60.0%
z. Paid Parking or Commuter Subsidy.....	122	22.6%
aa. License-required Continuing Ed Class.....	163	30.2%
ab. Registration Exam fees covered if you pass.....	191	35.4%
ac. Other.....	47	8.7%

Benefits Received by Size of Firm

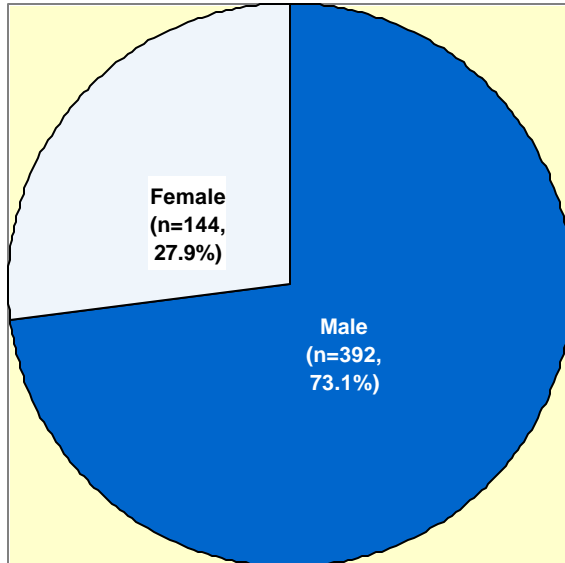
Of all responders in firms of 20-49 people, 95.0% of them get health insurance.

# of Employees	Health	Dental	Vision	401k	Profit Sharing	Paid Holidays	Paid Vacation
1 to 4.....	31 56.4%	8 14.5%	7 12.7%	9 16.4%	10 18.2%	35 63.6%	35 63.6%
5 to 9.....	48 80.0%	14 23.3%	7 11.7%	24 40.0%	10 16.7%	52 86.7%	53 88.3%
10 to 19.....	65 92.9%	25 35.7%	19 27.1%	41 58.6%	24 34.3%	66 94.3%	67 95.7%
20 to 49.....	95 95.0%	59 59.0%	40 40.0%	83 83.0%	34 34.0%	96 96.0%	94 94.0%
50 to 99.....	69 98.6%	57 81.4%	32 45.7%	64 91.4%	34 48.6%	68 97.1%	67 95.7%
100 to 149.....	33 97.1%	29 85.3%	19 55.9%	30 88.2%	9 26.5%	33 97.1%	33 97.1%
150 to 199.....	23 100.0%	22 95.7%	13 56.5%	23 100.0%	7 30.4%	22 95.7%	22 95.7%
200 to 399.....	47 100.0%	43 91.5%	29 61.7%	41 87.2%	26 55.3%	45 95.7%	45 95.7%
400 to 599.....	17 100.0%	16 94.1%	12 70.6%	16 94.1%	6 35.3%	17 100.0%	17 100.0%
600 to 799.....	9 100.0%	7 77.8%	7 77.8%	8 88.9%	1 11.1%	9 100.0%	8 88.9%
800 to 999.....	8 100.0%	7 87.5%	7 87.5%	8 100.0%	3 37.5%	8 100.0%	8 100.0%
1000 to 2999.....	17 100.0%	16 94.1%	10 58.8%	16 94.1%	7 41.2%	17 100.0%	17 100.0%
3000 or More.....	19 95.0%	18 90.0%	17 85.0%	20 100.0%	7 35.0%	20 100.0%	20 100.0%

Report 3: Gender

What is your gender?

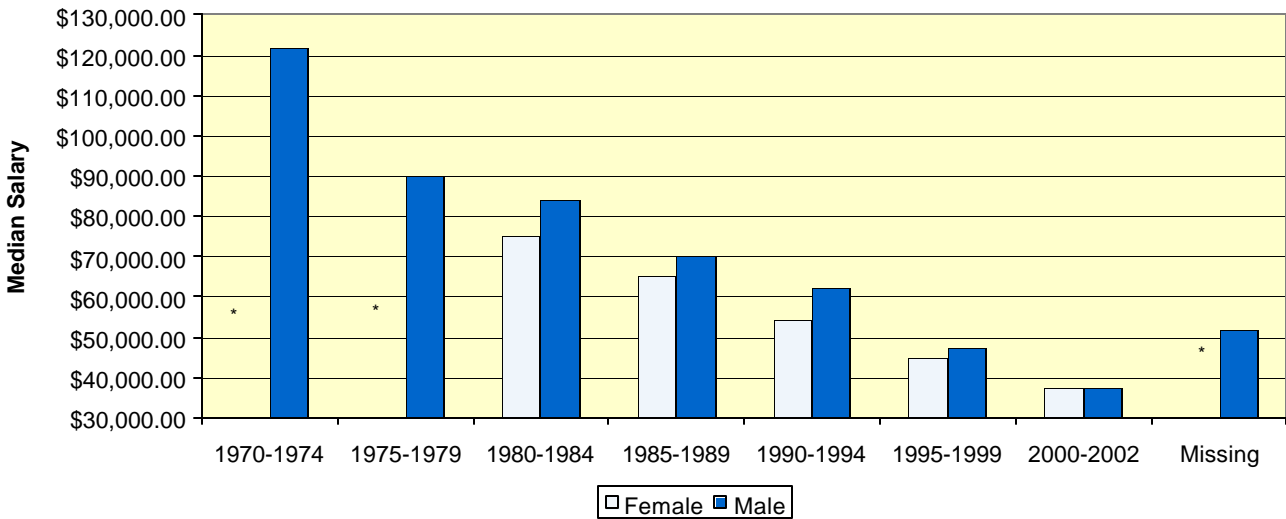
27.9% of the responders are female.



Gender	n	%
Male	392	73.1%
Female	144	26.9%

Median Salary by Gender and Year of Graduation

There is no difference in median salaries for male/female recent grads.



Female

Year of Graduation	N	Median	Minimum	Maximum
1970-1974.....	* data too small to report			
1975-1979.....	* data too small to report			
1980-1984.....	5	\$75,000.00	\$60,000.00	\$102,000.00
1985-1989.....	9	\$65,000.00	\$46,000.00	\$260,000.00
1990-1994.....	23	\$54,000.00	\$10,000.00	\$93,600.00
1995-1999.....	61	\$45,000.00	\$30,000.00	\$285,000.00
2000-2002.....	38	\$37,220.00	\$30,000.00	\$75,000.00
Missing.....	* data too small to report			

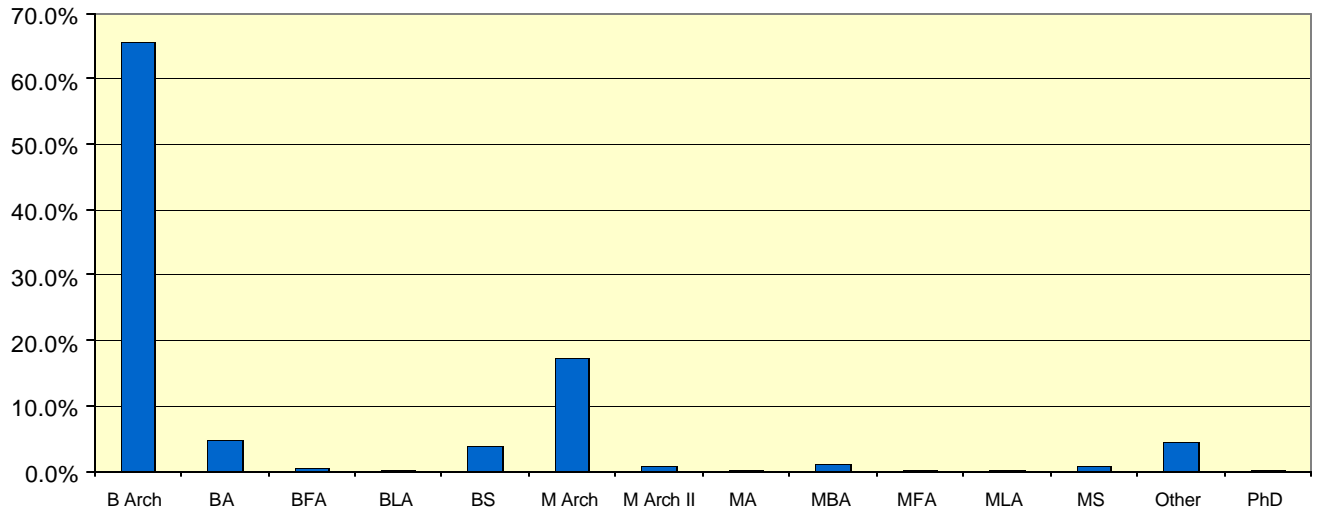
Male

Year of Graduation	N	Median	Minimum	Maximum
1970-1974.....	16	\$122,000.00	\$54,000.00	\$750,000.00
1975-1979.....	40	\$89,850.00	\$41,000.00	\$358,000.00
1980-1984.....	25	\$84,000.00	\$44,000.00	\$500,000.00
1985-1989.....	40	\$70,000.00	\$36,500.00	\$225,000.00
1990-1994.....	65	\$62,400.00	\$35,000.00	\$200,000.00
1995-1999.....	116	\$47,500.00	\$33,176.00	\$200,000.00
2000-2002.....	75	\$37,336.00	\$22,500.00	\$108,000.00
Missing.....	13	\$52,000.00	\$24,000.00	\$105,000.00

Report 4: Degree

What degree(s) do you have?

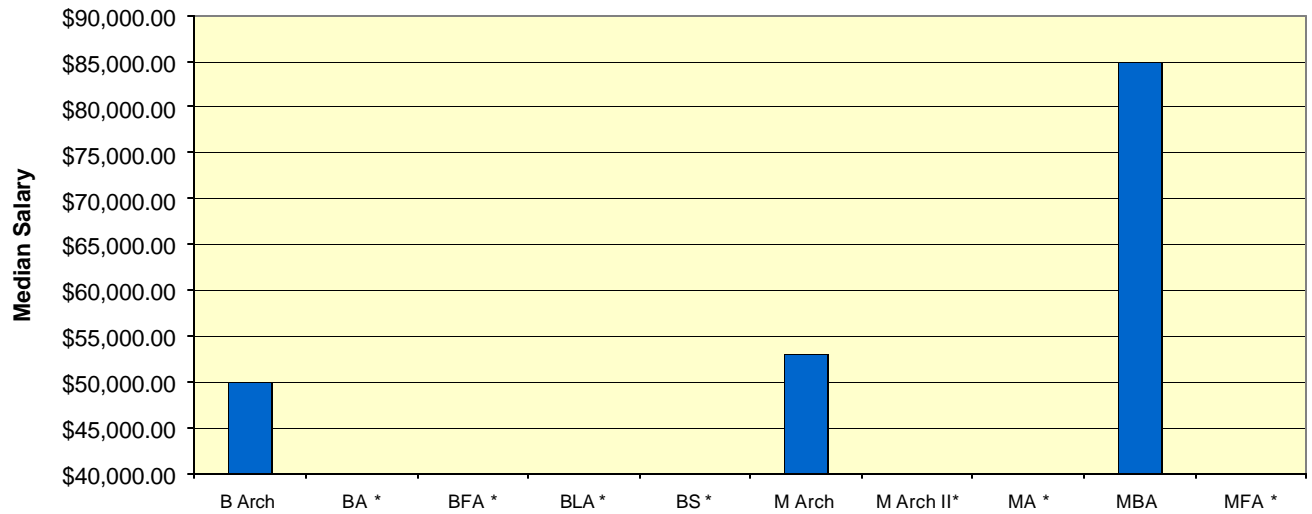
65.2% of the responders have a B Arch.



Degree	n	%
B Arch	450	65.5%
BA	34	4.9%
BFA	4	0.6%
BLA	1	0.1%
BS	27	3.9%
M Arch	119	17.3%
M Arch II.....	5	0.7%
MA	1	0.1%
MBA	7	1.0%
MFA	1	0.1%
MLA	1	0.1%
MS	5	0.7%
Other	31	4.5%
PhD	1	0.1%

Median Salary by Most Recent Degree

The median salary for all B Arch responders combined = \$50,000.00

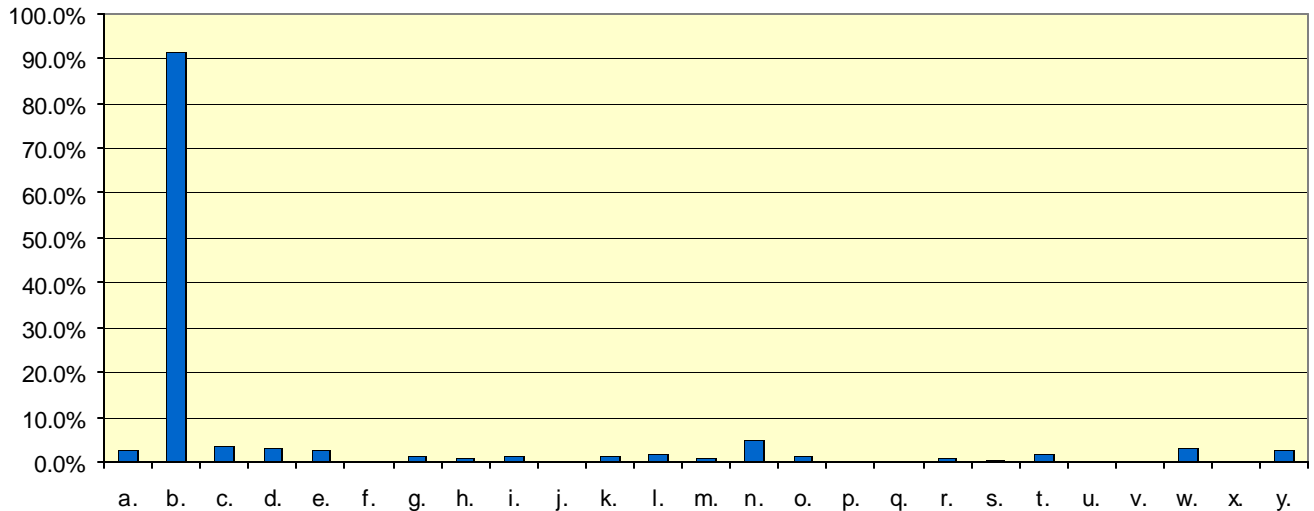


Degree	N	Median	Minimum	Maximum
B Arch	392	\$50,000.00	\$22,500.00	\$450,000.00
BA	* data too small to report			
BFA	* data too small to report			
BLA	* data too small to report			
BS	* data too small to report			
M Arch	119	\$53,000.00	\$10,000.00	\$750,000.00
M Arch II.....	* data too small to report			
MA	* data too small to report			
MBA	7	\$85,000.00	\$54,000.00	\$185,000.00
MFA	* data too small to report			
MLA	* data too small to report			
MS	5	\$75,000.00	\$36,500.00	\$500,000.00
Other	* data too small to report			
PhD	* data too small to report			

Report 5: Field of Work

In which field(s) do you work?

91.5% of all responders work in the field of architecture.

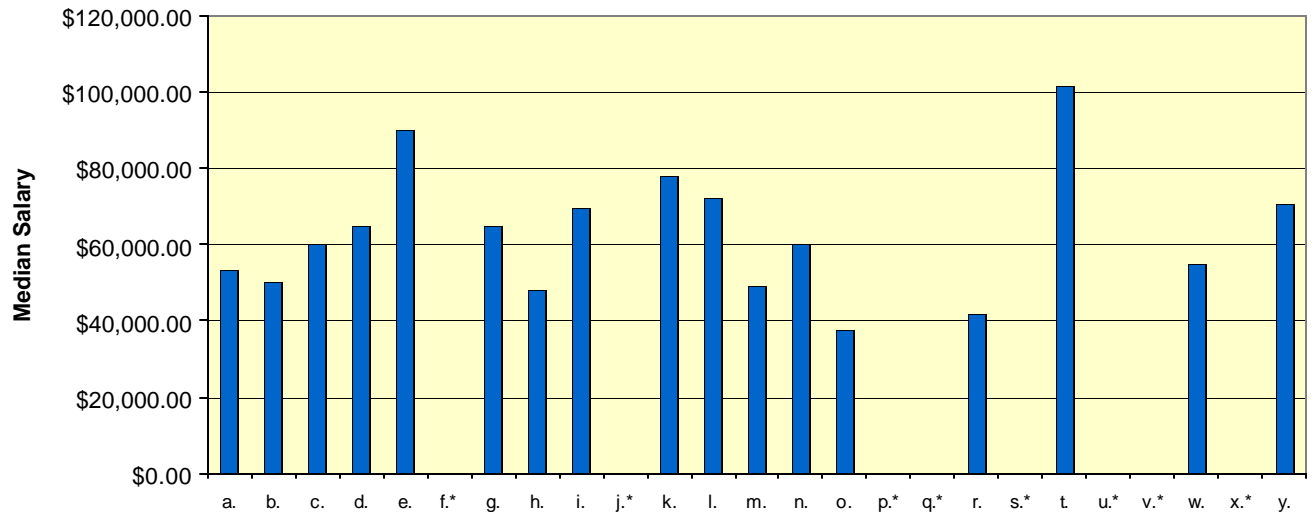


Field of Work	n	%
a. Academia	14	2.6%
b. Architecture	494	91.5%
c. Construction.....	20	3.7%
d. Construction Manager...	17	3.1%
e. Development	14	2.6%
f. Dot Com	1	0.2%
g. Engineering.....	8	1.5%
h. Exhibit Design.....	4	0.7%
i. Facilities Management	7	1.3%
j. Fashion Design.....	0	0.0%
k. Furniture Design.....	6	1.1%
l. Government	10	1.9%
m. Graphics	5	0.9%

Field of Work	n	%
n. Interior Design.....	26	4.8%
o. Landscape Design	7	1.3%
p. Law	0	0.0%
q. Lighting Design	1	0.2%
r. Marketing.....	4	0.7%
s. Photography	3	0.6%
t. Real Estate	10	1.9%
u. Software Design	1	0.2%
v. Stage/Set Design.....	1	0.2%
w. Urban Design/Planning ...	17	3.1%
x. Web Design.....	1	0.2%
y. Other.....	15	2.8%

Median Salary by Field of Work

The median salary for all responders in the field of architecture = \$50,000.

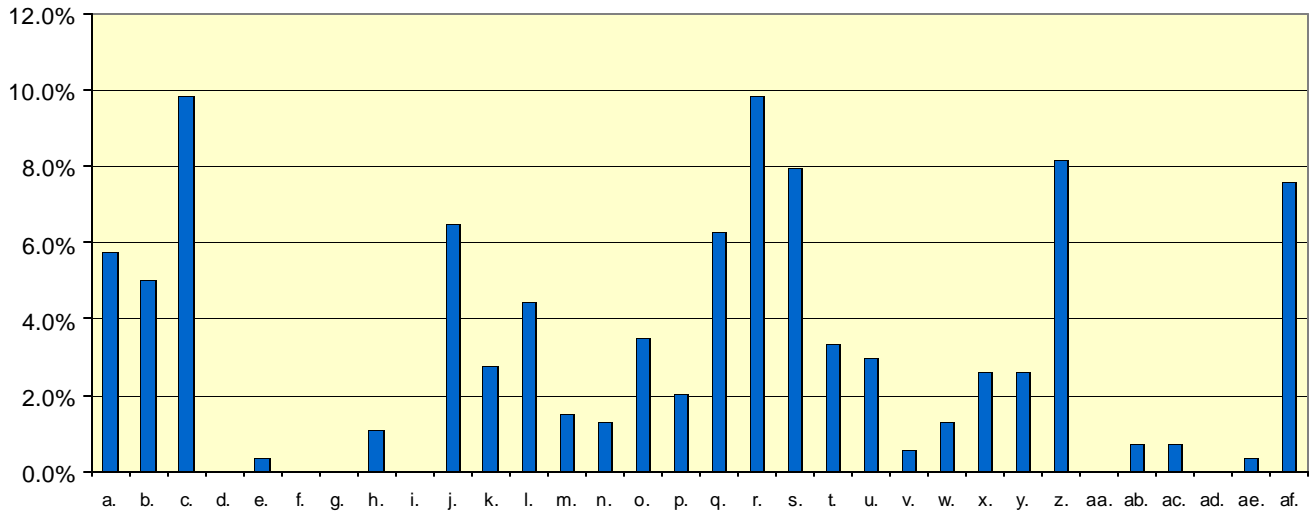


Field of Work	n	Median	Minimum	Maximum
a. Academia	14	\$53,250.00	\$41,600.00	\$114,384.00
b. Architecture	492	\$50,000.00	\$10,000.00	\$750,000.00
c. Construction	20	\$60,000.00	\$31,200.00	\$130,000.00
d. Construction Manager	17	\$65,000.00	\$31,200.00	\$750,000.00
e. Development	14	\$90,000.00	\$48,700.00	\$200,000.00
f. Dot Com	*data is too small to report			
g. Engineering	8	\$65,000.00	\$35,776.00	\$750,000.00
h. Exhibit Design	4	\$48,000.00	\$37,502.00	\$72,000.00
i. Facilities Management	7	\$69,500.00	\$43,325.00	\$750,000.00
j. Fashion Design.....	0			
k. Furniture Design	6	\$78,000.00	\$40,000.00	\$123,000.00
l. Government	10	\$72,050.00	\$46,846.00	\$110,000.00
m. Graphics	5	\$49,000.00	\$37,502.00	\$114,384.00
n. Interior Design	26	\$60,000.00	\$10,000.00	\$358,000.00
o. Landscape Design	7	\$37,502.00	\$10,000.00	\$96,000.00
p. Law	0			
q. Lighting Design	*data is too small to report			
r. Marketing	4	\$42,000.00	\$37,502.00	\$85,000.00
s. Photography	*data is too small to report			
t. Real Estate	10	\$101,500.00	\$54,000.00	\$141,500.00
u. Software Design	*data is too small to report			
v. Stage/Set Design	*data is too small to report			
w. Urban Design/Planning	17	\$55,000.00	\$30,000.00	\$130,000.00
x. Web Design	*data is too small to report			
y. Other	14	\$70,500.00	\$22,500.00	\$500,000.00

Report 6: Title

What is your title?

9.8% of responders reported "Project Architect" as their title.

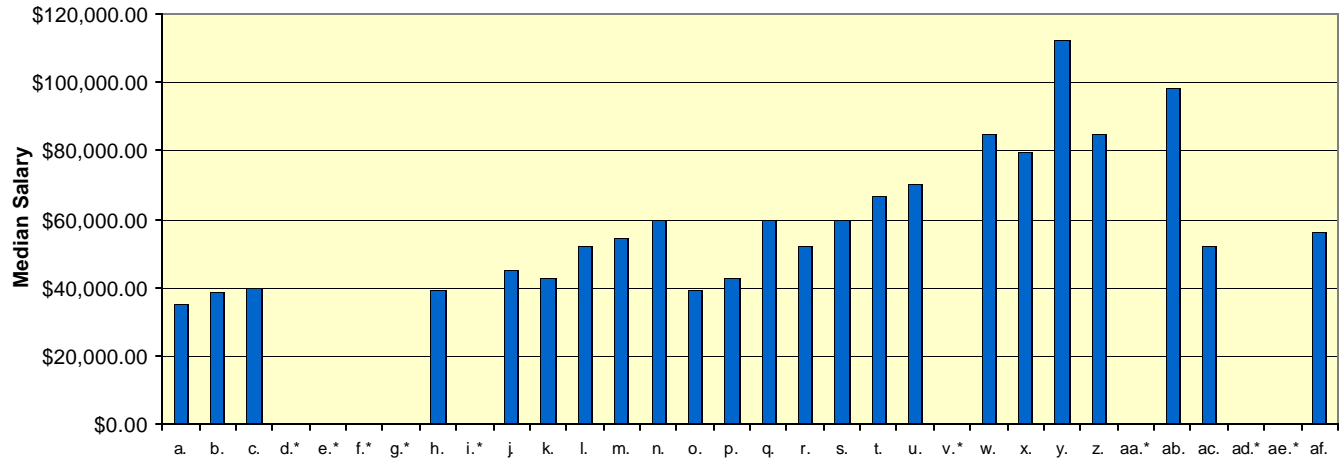


Title	n	%
a. Intern 1	31	5.7%
b. Intern 2	27	5.0%
c. Intern 3	53	9.8%
d. Draftsperson	0	0.0%
e. CAD Operator	2	0.4%
f. CAD Manager	0	0.0%
g. Network Administrator	0	0.0%
h. Graduate Architect	6	1.1%
i. Design Coordinator	0	0.0%
j. Arch. Designer	35	6.5%
k. Architect 1	15	2.8%
l. Architect 2	24	4.4%
m. Architect 3	8	1.5%
n. Senior Designer	7	1.3%
o. Jr. Architect	19	3.5%
p. Job Captain	11	2.0%

Title	n	%
q. Associate	34	6.3%
r. Project Architect	53	9.8%
s. Project Manager	43	8.0%
t. Sr. Architect	18	3.3%
u. Sr. Associate	16	3.0%
v. Dir. of Design	3	0.6%
w. Vice President	7	1.3%
x. President	14	2.6%
y. Partner	14	2.6%
z. Principal	44	8.1%
aa. Marketing Director	0	0.0%
ab. Construction Manager	4	0.7%
ac. Professor	4	0.7%
ad. Adjunct Professor	0	0.0%
ae. Assistant (specify)	2	0.4%
af. Other	41	7.6%

Median Salary Title

The median salary for all responders with title Project Architect = \$52,000.00.

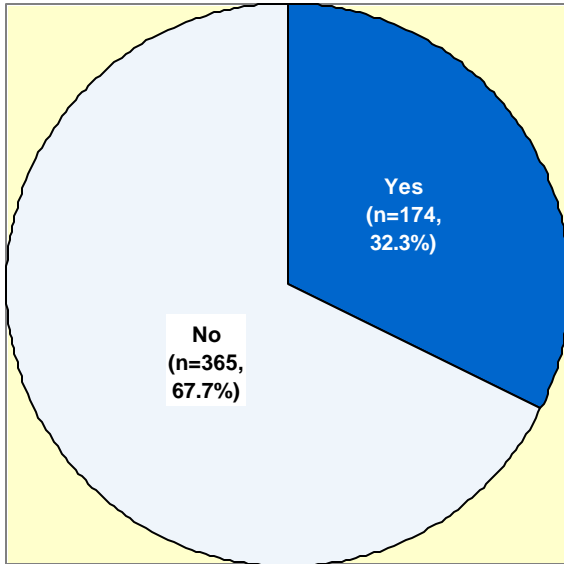


Title	n	Median	Minimum	Maximum
a. Intern 1	31	\$35,000.00	\$24,000.00	\$42,000.00
b. Intern 2	27	\$38,440.00	\$29,000.00	\$285,000.00
c. Intern 3	53	\$40,000.00	\$33,000.00	\$80,000.00
d. Draftsperson	0			
e. CAD Operator	*data too small to report			
f. CAD Manager	0			
g. Network Administrator	0			
h. Graduate Architect	6	\$39,000.00	\$33,500.00	\$100,000.00
i. Design Coordinator	0			
j. Arch. Designer	35	\$45,000.00	\$10,000.00	\$65,000.00
k. Architect 1	15	\$43,000.00	\$33,000.00	\$55,000.00
l. Architect 2	23	\$52,000.00	\$37,157.12	\$65,000.00
m. Architect 3	8	\$54,500.00	\$45,760.00	\$123,000.00
n. Senior Designer	7	\$60,000.00	\$41,600.00	\$80,000.00
o. Jr. Architect	18	\$39,500.00	\$29,120.00	\$55,000.00
p. Job Captain	11	\$43,000.00	\$38,400.00	\$53,500.00
q. Associate	34	\$60,000.00	\$40,000.00	\$91,700.00
r. Project Architect	53	\$52,000.00	\$36,000.00	\$80,000.00
s. Project Manager	43	\$60,000.00	\$33,000.00	\$116,000.00
t. Sr. Architect	18	\$66,500.00	\$48,800.00	\$90,000.00
u. Sr. Associate	16	\$69,900.00	\$47,000.00	\$94,000.00
v. Dir. of Design	*data too small to report			
w. Vice President	7	\$85,000.00	\$56,000.00	\$185,000.00
x. President	14	\$79,600.00	\$44,000.00	\$350,000.00
y. Partner	14	\$112,192.00	\$30,000.00	\$225,000.00
z. Principal	44	\$85,000.00	\$42,000.00	\$750,000.00
aa. Marketing Director	0			
ab. Construction Manager	4	\$98,000.00	\$65,000.00	\$125,000.00
ac. Professor	4	\$52,000.00	\$49,000.00	\$55,000.00
ad. Adjunct Professor	0			
ae. Assistant (specify)	*data too small to report			
af. Other	39	\$56,243.00	\$28,500.00	\$260,000.00

Report 7: Freelance Work

Do you do "freelance" architectural work?

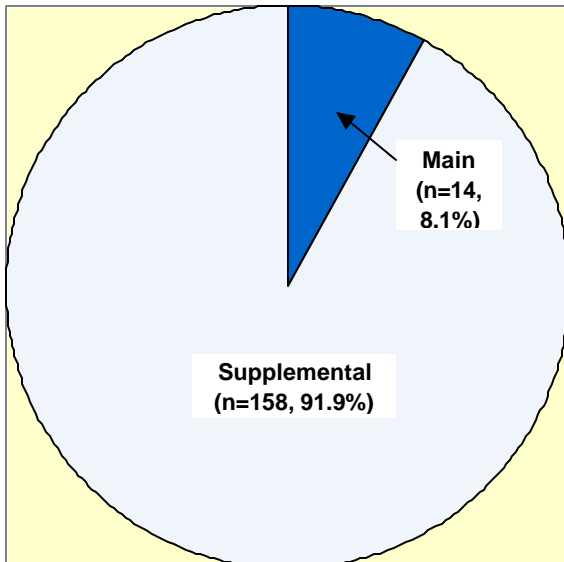
32.3% of all responders do freelance work.



Freelance	n	%
Yes	174	32.3%
No	365	67.7%

If you do "freelance" work, is it your main source of income?

Of all responders who do freelance work, only 8.1% of them consider it a main source of income.

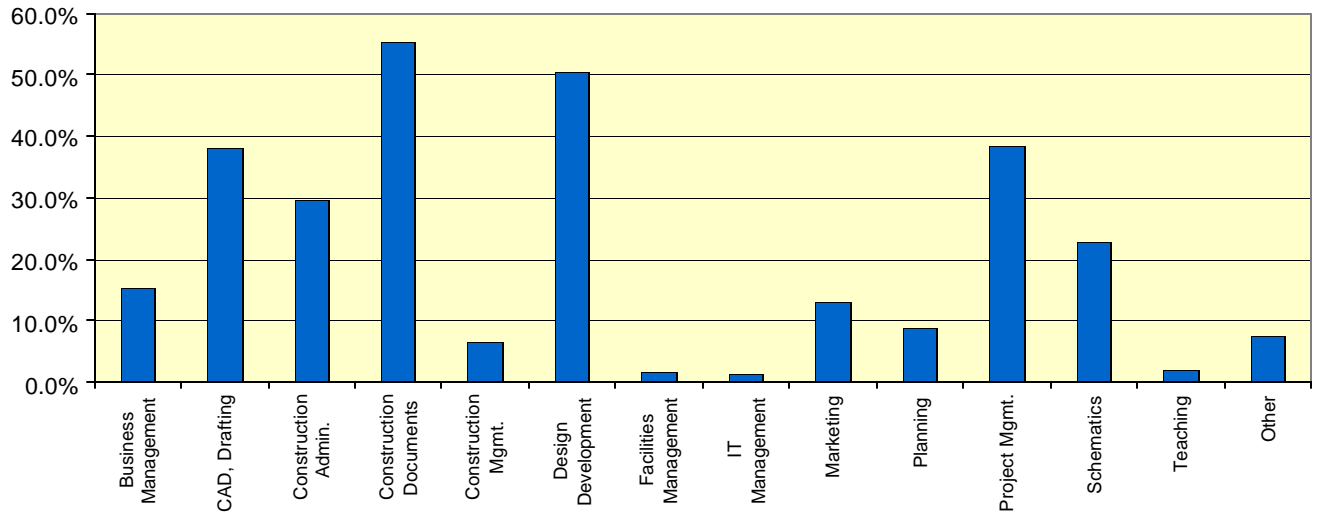


Main Income?	n	%
Main source of income	14	8.1%
Supplemental source of income	158	91.9%

Report 8: Responsibility

Which responsibilities consume most of your time?

55.4% of all respondents reported that construction documents is one of the 3 responsibilities that consumes most of their time.

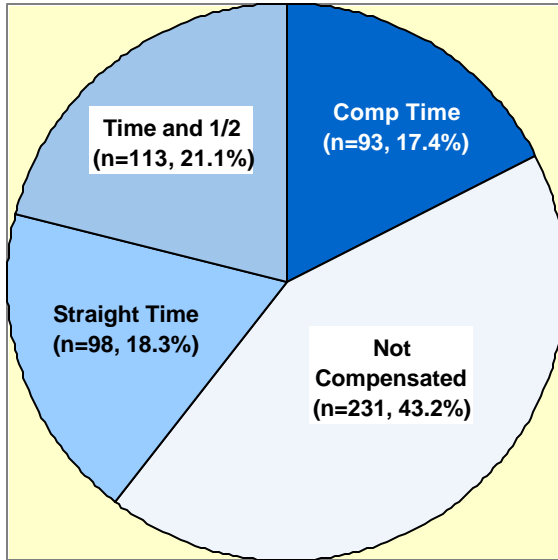


Responsibility	n	%
Business Management.....	82	15.2%
CAD, Drafting.....	206	38.1%
Construction Administrator	160	29.6%
Construction Documents	299	55.4%
Construction Mgmt.	36	6.7%
Design Development.....	273	50.6%
Facilities Management	9	1.7%
IT Management.....	7	1.3%
Marketing	70	13.0%
Planning	48	8.9%
Project Mgmt.	208	38.5%
Schematics.....	124	23.0%
Teaching	10	1.9%
Other	40	7.4%

Report 9: Overtime

Does your firm compensate for overtime?

21.1% of responders report that hourly employees earn "time & 1/2" pay for overtime.

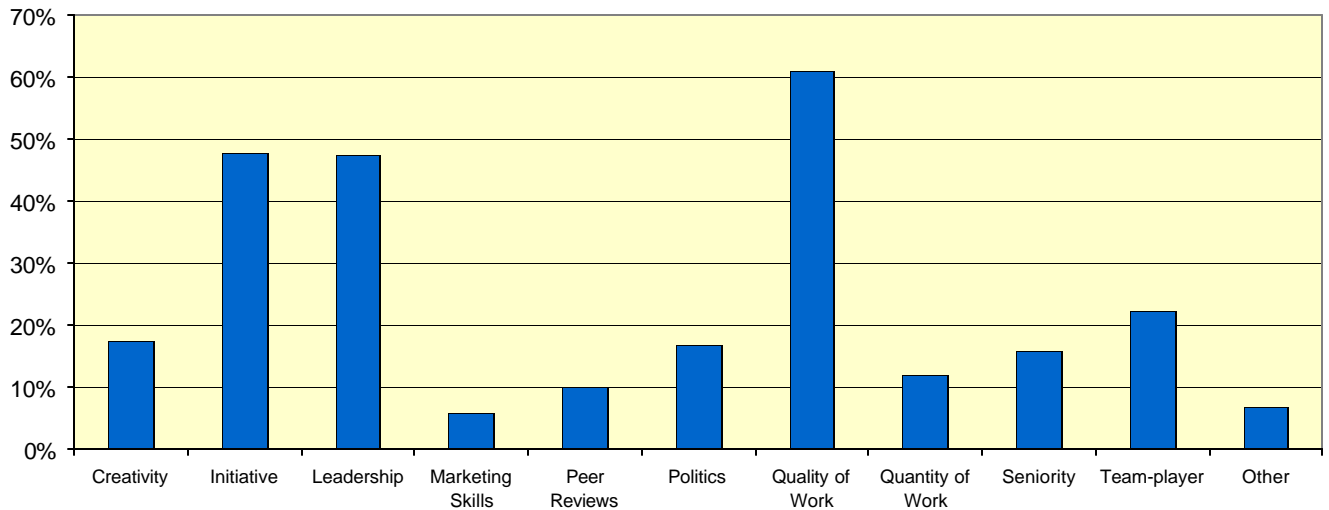


Overtime	n	%
Comp time	93	17.4%
Overtime not compensated.....	231	43.2%
Straight time for hourly employees.....	98	18.3%
Time and 1/2 for hourly employees.....	113	21.1%

Report 10: Promotion

What are the criteria for promotion at your firm?

60.9% of responders selected "Quality of Work" as one of the most important criteria for promotion at their firm.



Promotion	n	%
Promotion Criteria	n	%
Creativity	93	17.2%
Initiative	258	47.8%
Leadership	255	47.2%
Marketing Skills	32	5.9%
Peer Reviews.....	54	10.0%
Politics.....	90	16.7%
Quality of Work	329	60.9%
Quantity of Work.....	64	11.9%
Seniority	85	15.7%
Team-player.....	119	22.0%
Other	37	6.9%

Promotion Criteria by Size of Firm

62.0% of responders in firms with 20-49 employees selected "Quality of Work" as one of the most important criteria for promotion at their firm.*

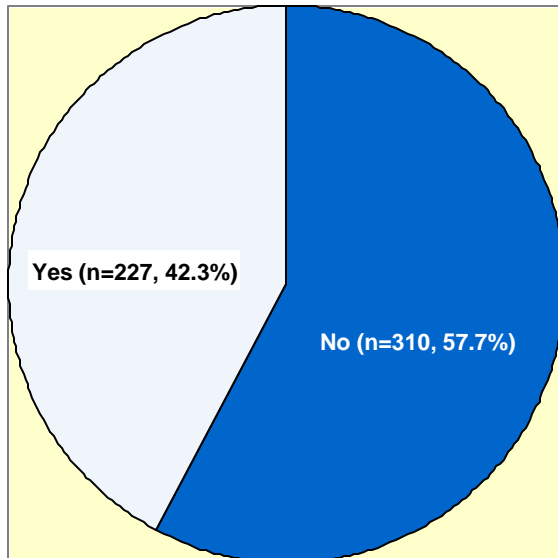
Employees	Creativity	Initiative	Leadership	Marketing Skills	Peer Reviews	Politics	Quality of Work	Quantity of Work	Seniority	Team-player	Other										
1 to 4.....18	32.7%	26	47.3%	12	21.8%	2	3.6%	1	1.8%	1	1.8%	31	56.4%	8	14.5%	4	7.3%	4	7.3%	7	12.7%
5 to 9.....18	30.0%	29	48.3%	28	46.7%	2	3.3%	2	3.3%	2	3.3%	38	63.3%	7	11.7%	9	15.0%	14	23.3%	2	3.3%
10 to 19.....14	20.0%	34	48.6%	30	42.9%	3	4.3%	3	4.3%	7	10.0%	47	67.1%	14	20.0%	15	21.4%	17	24.3%	6	8.6%
20 to 49.....13	13.0%	51	51.0%	50	50.0%	6	6.0%	7	7.0%	17	17.0%	62	62.0%	11	11.0%	20	20.0%	23	23.0%	6	6.0%
50 to 99.....13	18.6%	32	45.7%	36	51.4%	4	5.7%	11	15.7%	11	15.7%	44	62.9%	8	11.4%	14	20.0%	24	34.3%	2	2.9%
100 to 149.....4	11.8%	20	58.8%	20	58.8%	1	2.9%	6	17.6%	9	26.5%	20	58.8%	1	2.9%	5	14.7%	5	14.7%	3	8.8%
150 to 199.....2	8.7%	9	39.1%	10	43.5%	3	13.0%	4	17.4%	4	17.4%	12	52.2%	5	21.7%	3	13.0%	3	13.0%	2	8.7%
200 to 399.....4	8.5%	20	42.6%	26	55.3%	5	10.6%	7	14.9%	16	34.0%	25	53.2%	4	8.5%	8	17.0%	8	17.0%	4	8.5%
400 to 599.....2	11.8%	10	58.8%	10	58.8%	2	11.8%	3	17.6%	4	23.5%	11	64.7%	1	5.9%	3	17.6%	1	5.9%	1	5.9%
600 to 799.....0	0.0%	3	33.3%	7	77.8%	0	0.0%	3	33.3%	1	11.1%	8	88.9%	1	11.1%	0	0.0%	1	11.1%	1	11.1%
800 to 999.....0	0.0%	4	50.0%	3	37.5%	1	12.5%	1	12.5%	3	37.5%	5	62.5%	2	25.0%	2	25.0%	3	37.5%	0	0.0%
1000 to 2999.....3	17.6%	7	41.2%	10	58.8%	0	0.0%	1	5.9%	6	35.3%	12	70.6%	1	5.9%	1	5.9%	7	41.2%	1	5.9%
3000 or More.....1	5.0%	8	40.0%	9	45.0%	2	10.0%	4	20.0%	7	35.0%	11	55.0%	1	5.0%	1	5.0%	7	35.0%	2	10.0%

** This table was amended 11/03, using a more appropriate data analysis method.

Report 11: Licensed

Are you licensed?

42.3% of all responders are licensed..

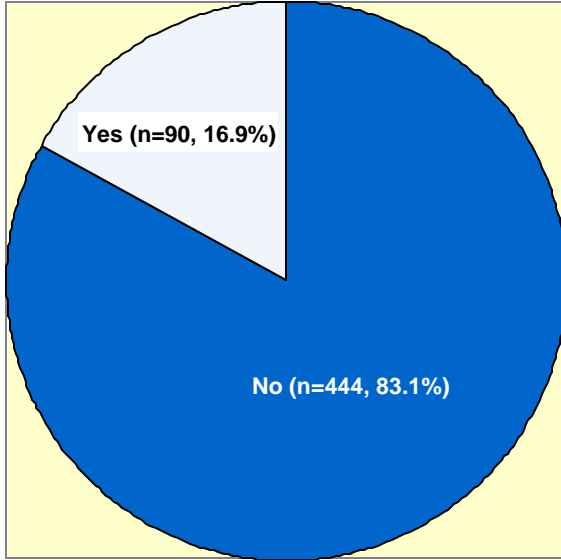


Licensed?	n	%
No	310	57.7%
Yes	227	42.3%

Report 12: Offices

Does your firm have offices located outside the USA?

16.9% of responders' firms have an international office.

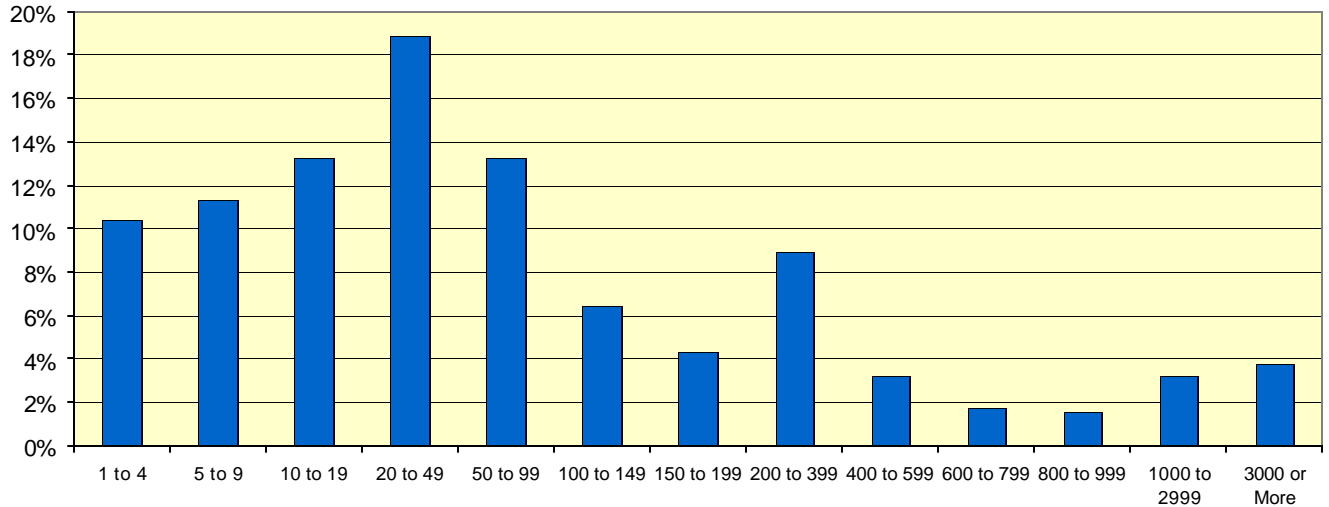


Offices Outside US?	n	%
No	444	83.1%
Yes	90	16.9%

Report 13: # Employees

Total Number of Employees in All Offices

18.9% of all responders are in firms of 20 – 49 employees total.

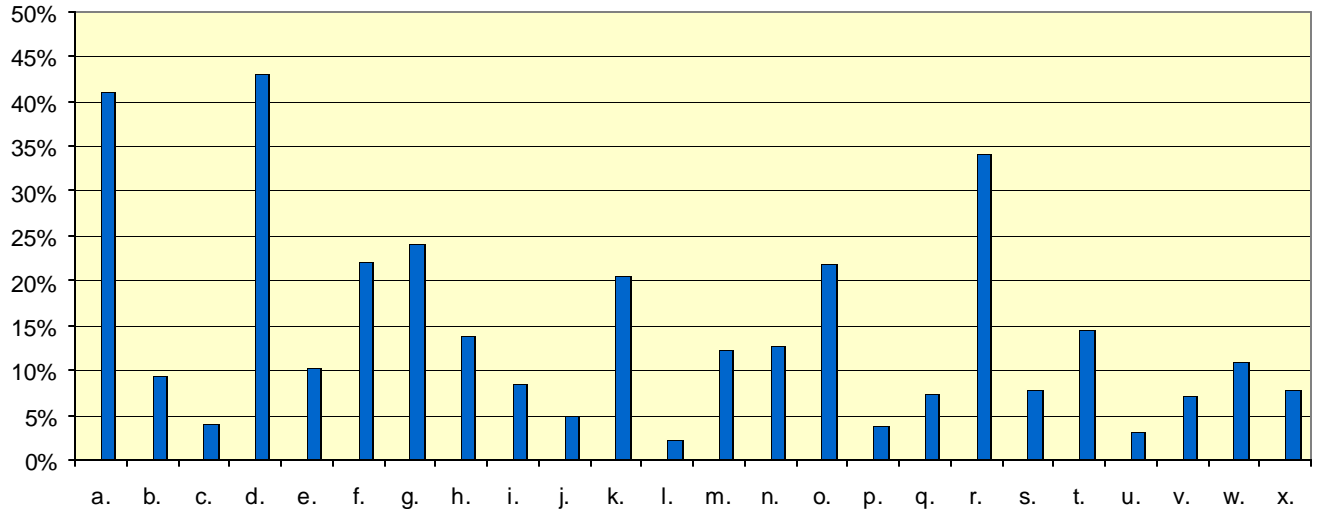


Total Employees in All Offices	n	%
1 to 4 Employees.....	55	10.4%
5 to 9 Employees.....	60	11.3%
10 to 19 Employees	70	13.2%
20 to 49 Employees	100	18.9%
50 to 99 Employees	70	13.2%
100 to 149 Employees.....	34	6.4%
150 to 199 Employees.....	23	4.3%
200 to 399 Employees.....	47	8.9%
400 to 599 Employees.....	17	3.2%
600 to 799 Employees.....	9	1.7%
800 to 999 Employees.....	8	1.5%
1000 to 2999 Employees.....	17	3.2%
3000 or more Employees.....	20	3.8%

Report 14: Client Base

What is your firm's client base?

43.0% of responders reported that Education is one of their firm's top 3 clients.

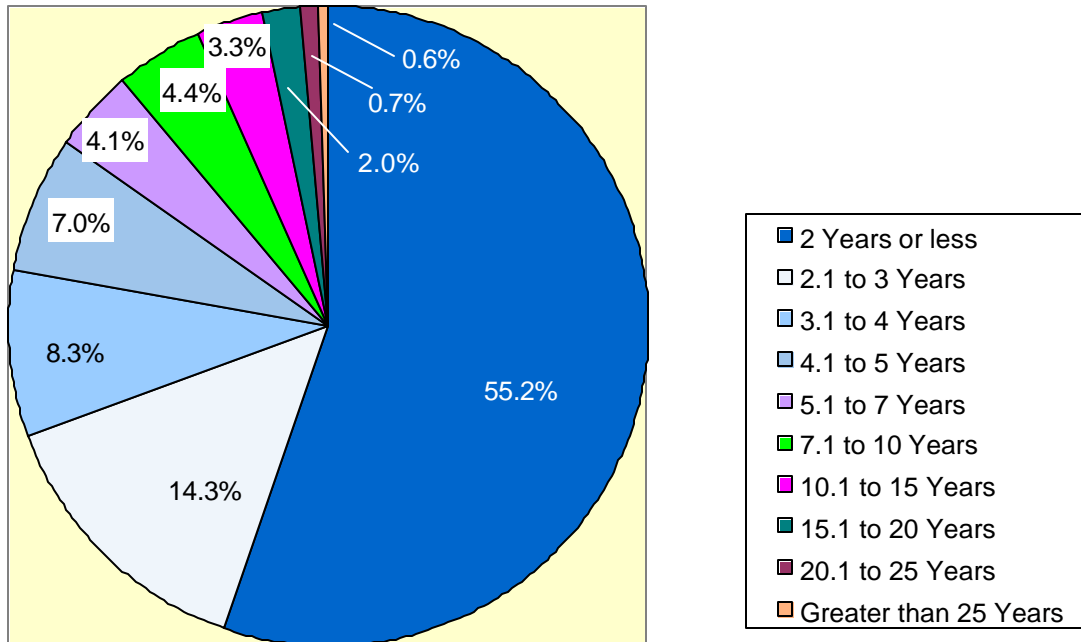


Client Base	n	%
a. Commercial	221	40.9%
b. Community	51	9.4%
c. Criminal Justice	22	4.1%
d. Education	232	43.0%
e. Entertainment/Restaurant	55	10.2%
f. Government	119	22.0%
g. Health Care	130	24.1%
h. Historic Restoration/Preservation	74	13.7%
i. Hospitality	46	8.5%
j. Industrial	26	4.8%
k. Labs/Research Facilities	111	20.6%
l. Manufacturing	12	2.2%
m. Multiple Family	66	12.2%
n. Museum/Gallery	68	12.6%
o. Office	118	21.9%
p. Recreation	20	3.7%
q. Religious	40	7.4%
r. Residential	184	34.1%
s. Resort/Hotel	42	7.8%
t. Retail	78	14.4%
u. Sports	17	3.1%
v. Transportation	38	7.0%
w. Urban Design/Planning	59	10.9%
x. Other	42	7.8%

Report 15: Years in Current Position

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

55.2% of all responders have been in their current positions 2 years or less.
 (21.6% of all responders graduated in '00, '01, or '02.)

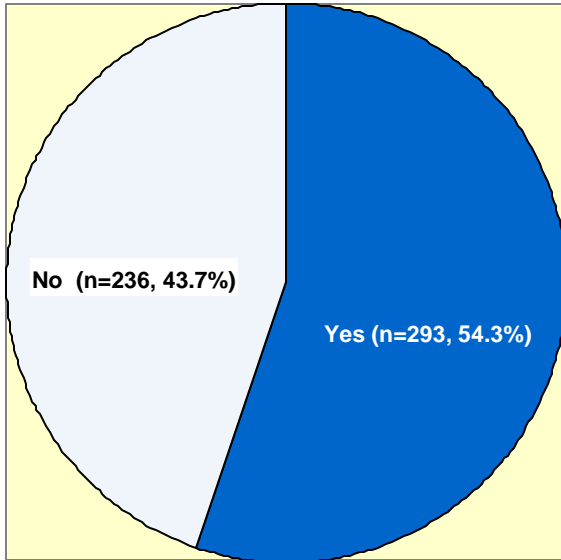


Years in Current Position	n	%
2 Years or less.....	298	55.5%
2.1 to 3 Years.....	77	14.3%
3.1 to 4 Years.....	45	8.4%
4.1 to 5 Years.....	38	7.1%
5.1 to 7 Years.....	22	4.1%
7.1 to 10 Years.....	24	4.5%
10.1 to 15 Years.....	18	3.4%
15.1 to 20 Years.....	11	2.0%
20.1 to 25 Years.....	4	0.7%
Greater than 25 Years.....	3	0.6%

Report 16: IDP

Are you enrolled in or have you completed IDP?

54.3% of all responders are enrolled in or have completed their IDP.



Enrolled in or completed IDP?	n	%
Yes	293	54.4%
No	236	43.8%