

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

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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 15, 2003 - October 18, 2003.

### **How to use the website ([http://cstl.syr.edu/arc/results\\_03.asp](http://cstl.syr.edu/arc/results_03.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 21.

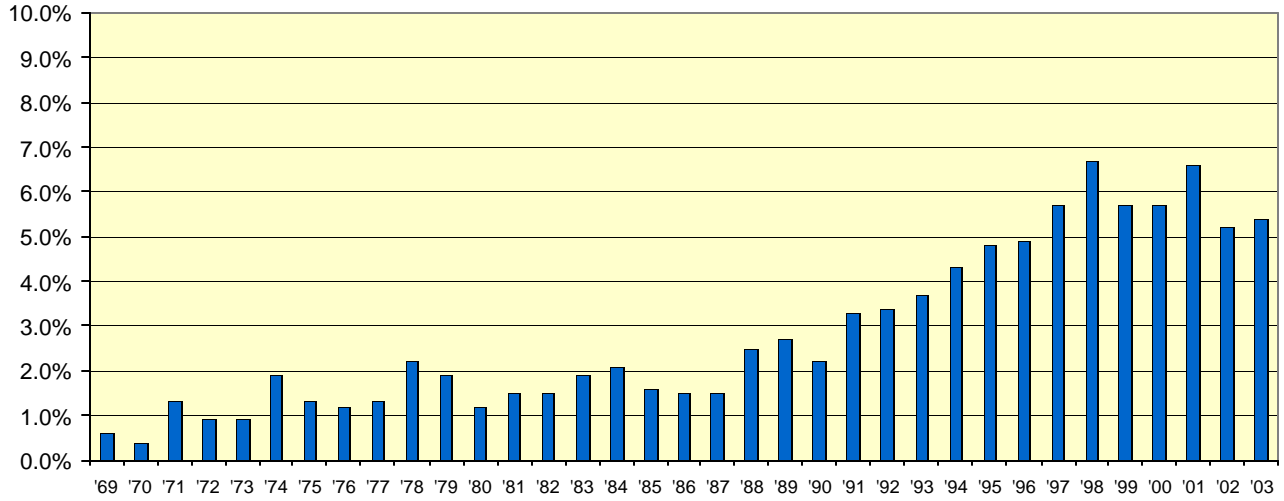
Many thanks to the School of Architecture for its continuing support of Career Services, and to students and alumni/ae who have been generous with feedback and suggestions. This project is not possible without the talent and time of Judith O'Brien, Sherry Spuches, and Julie Hall at the Syracuse University 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](mailto: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 (6.7%) graduated in 1998.  
 58.7% of all responders graduated in the last 10 years.



Year of Graduation	n	%
1969 .....	4	0.6%
1970 .....	3	0.4%
1971 .....	9	1.3%
1972 .....	6	0.9%
1973 .....	6	0.9%
1974 .....	13	1.9%
1975 .....	9	1.3%
1976 .....	8	1.2%
1977 .....	9	1.3%
1978 .....	15	2.2%
1979 .....	13	1.9%
1980 .....	8	1.2%
1981 .....	10	1.5%
1982 .....	10	1.5%
1983 .....	13	1.9%
1984 .....	14	2.1%
1985 .....	11	1.6%
1986 .....	10	1.5%

Year of Graduation	n	%
1987 .....	10	1.5%
1988 .....	17	2.5%
1989 .....	18	2.7%
1990 .....	15	2.2%
1991 .....	22	3.3%
1992 .....	23	3.4%
1993 .....	25	3.7%
1994 .....	29	4.3%
1995 .....	32	4.8%
1996 .....	33	4.9%
1997 .....	38	5.7%
1998 .....	45	6.7%
1999 .....	38	5.7%
2000 .....	38	5.7%
2001 .....	44	6.6%
2002 .....	35	5.2%
2003 .....	36	5.4%

**Salary by Year of Graduation and Location**

The median salary for a recent grad in NYC = \$42,000.00.

**ALBANY AREA**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1985-1989.....	4	\$60,160.00	\$57,500.00	\$62,090.00
1995-1999.....	6	\$43,330.00	\$21,800.00	\$63,700.00

**BALTIMORE METRO ONLY**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1995-1999.....	6	\$49,000.00	\$41,000.00	\$55,000.00
2000-2003.....	5	\$39,000.00	\$32,600.00	\$45,000.00

**BOSTON/CAMBRIDGE METRO ONLY**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1980-1984.....	5	\$120,000.00	\$65,000.00	\$1,000,000.00
1985-1989.....	9	\$65,000.00	\$51,000.00	\$120,000.00
1990-1994.....	15	\$61,000.00	\$50,000.00	\$87,500.00
1995-1999.....	28	\$50,000.00	\$40,000.00	\$67,000.00
2000-2003.....	18	\$41,000.00	\$34,500.00	\$91,000.00

**CHICAGO METRO ONLY**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1995-1999.....	6	\$50,250.00	\$38,000.00	\$100,000.00
2000-2003.....	4	\$41,250.00	\$37,000.00	\$42,000.00

**CONNECTICUT**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1970-1974.....	5	\$143,000.00	\$82,730.00	\$363,000.00
1985-1989.....	5	\$60,000.00	\$38,000.00	\$86,380.00
2000-2003.....	4	\$37,000.00	\$30,000.00	\$38,000.00

**LOS ANGELES METRO ONLY**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1995-1999.....	7	\$64,000.00	\$45,000.00	\$134,000.00
2000-2003.....	4	\$38,750.00	\$32,000.00	\$42,000.00

**MAINE**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
2000-2003.....	4	\$34,600.00	\$27,040.00	\$39,000.00

**NYC METRO ONLY**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1975-1979.....	13	\$122,000.00	\$71,000.00	\$200,000.00
1980-1984.....	9	\$100,000.00	\$85,000.00	\$250,000.00
1985-1989.....	11	\$81,000.00	\$56,500.00	\$120,000.00
1990-1994.....	19	\$65,000.00	\$50,000.00	\$135,000.00
1995-1999.....	39	\$53,000.00	\$40,000.00	\$168,000.00
2000-2003.....	38	\$42,000.00	\$30,000.00	\$123,000.00
Missing.....	4	\$84,500.00	\$45,000.00	\$250,000.00

**PENNSYLVANIA**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1970-1974.....	4	\$87,620.00	\$36,000.00	\$210,000.00

**PHILADELPHIA METRO ONLY**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1990-1994.....	12	\$65,750.00	\$38,000.00	\$135,000.00
1995-1999.....	10	\$47,620.00	\$40,000.00	\$85,000.00
2000-2003.....	9	\$30,000.00	\$18,000.00	\$40,040.00

**PRINCETON METRO ONLY**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1990-1994.....	4	\$60,250.00	\$50,000.00	\$80,000.00
1995-1999.....	4	\$48,260.00	\$37,000.00	\$56,000.00

**RHODE ISLAND**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1995-1999.....	5	\$46,000.00	\$36,400.00	\$54,000.00

**SAN FRANCISCO METRO ONLY**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1990-1994.....	6	\$67,500.00	\$60,000.00	\$83,000.00
1995-1999.....	9	\$48,000.00	\$38,250.00	\$68,000.00

**SYRACUSE/ITHACA AREA**

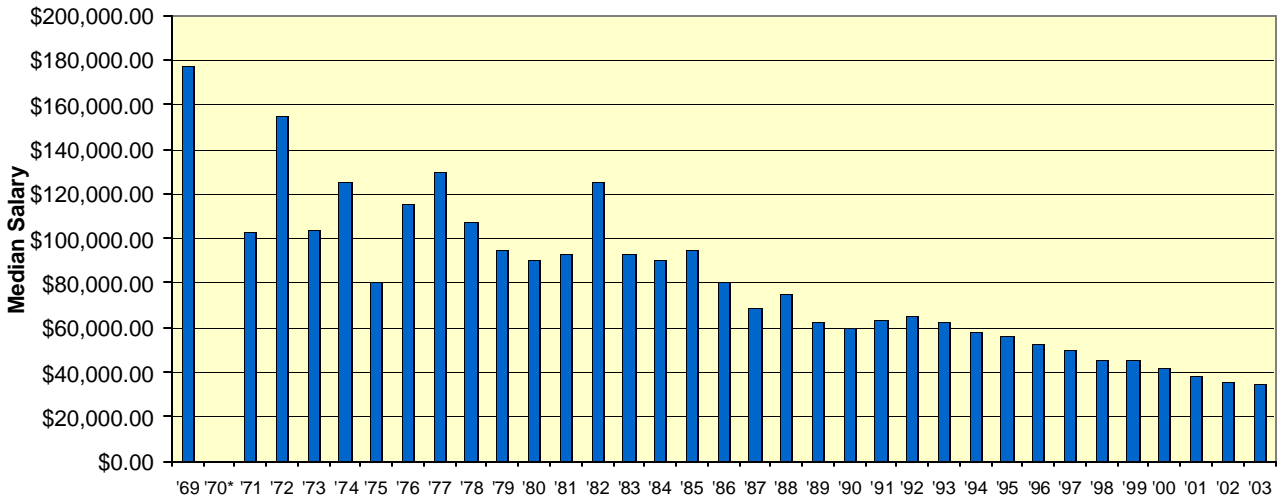
<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1975-1979.....	4	\$54,500.00	\$41,600.00	\$115,000.00
1980-1984.....	4	\$68,000.00	\$58,510.00	\$86,320.00
1990-1994.....	4	\$57,150.00	\$55,000.00	\$200,000.00
1995-1999.....	14	\$39,010.00	\$30,000.00	\$55,000.00
2000-2003.....	10	\$32,070.00	\$17,680.00	\$52,000.00

**WASHINGTON DC**

<b>Year of Degree</b>	<b>n</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
1975-1979.....	5	\$118,000.00	\$72,000.00	\$200,000.00
1980-1984.....	4	\$105,000.00	\$78,260.00	\$170,000.00
1990-1994.....	5	\$62,400.00	\$49,900.00	\$140,000.00
1995-1999.....	7	\$54,600.00	\$49,500.00	\$60,000.00
2000-2003.....	11	\$38,480.00	\$36,000.00	\$45,000.00

### Salary by Year of Graduation

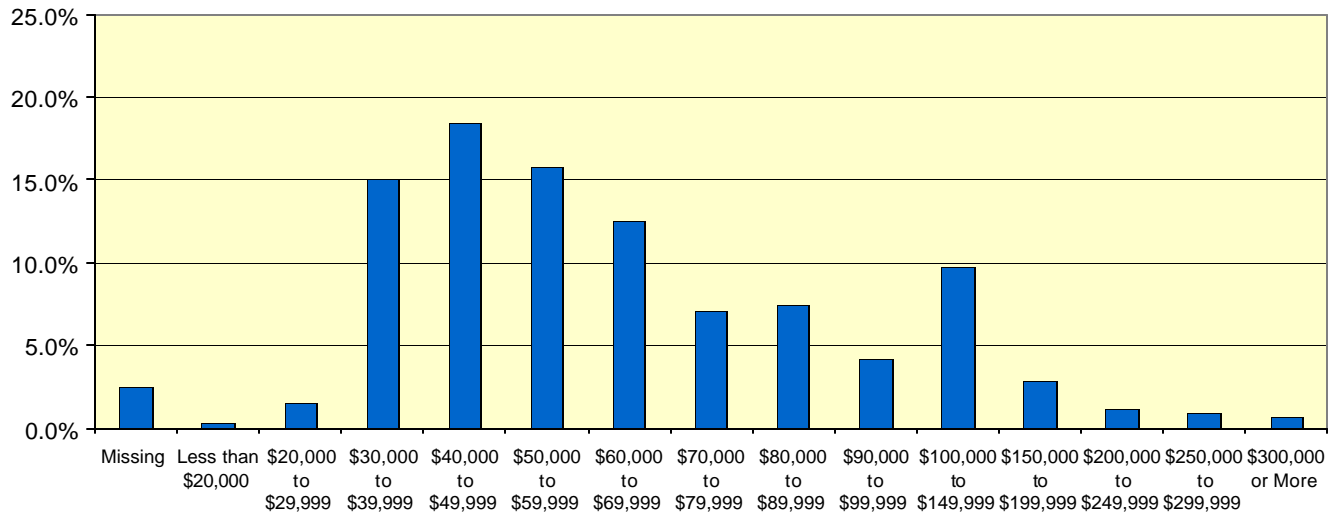
The median salary for all responders from 1998 = \$45,000.00.



Year of Graduation	n	Median	Minimum	Maximum
1969	4	\$177,500.00	\$47,950.00	\$500,000.00
1970	*data too small to report			
1971	9	\$102,340.00	\$70,720.00	\$250,000.00
1972	6	\$155,000.00	\$55,000.00	\$400,000.00
1973	6	\$104,000.00	\$62,400.00	\$210,000.00
1974	13	\$125,000.00	\$36,000.00	\$363,000.00
1975	9	\$80,000.00	\$53,000.00	\$150,000.00
1976	8	\$115,000.00	\$60,000.00	\$200,000.00
1977	9	\$130,000.00	\$41,600.00	\$200,000.00
1978	15	\$107,000.00	\$37,400.00	\$152,500.00
1979	13	\$95,000.00	\$72,000.00	\$144,000.00
1980	7	\$90,000.00	\$85,000.00	\$165,000.00
1981	10	\$93,000.00	\$70,000.00	\$1,000,000.00
1982	10	\$125,000.00	\$60,000.00	\$170,000.00
1983	12	\$92,500.00	\$65,000.00	\$250,000.00
1984	14	\$90,500.00	\$42,000.00	\$180,000.00
1985	11	\$95,000.00	\$45,000.00	\$225,000.00
1986	9	\$80,000.00	\$57,500.00	\$107,000.00
1987	10	\$68,500.00	\$47,000.00	\$80,000.00
1988	17	\$75,000.00	\$38,000.00	\$110,000.00
1989	17	\$62,090.00	\$47,500.00	\$86,000.00
1990	15	\$60,000.00	\$43,500.00	\$200,000.00
1991	20	\$63,500.00	\$40,000.00	\$100,000.00
1992	23	\$65,000.00	\$48,000.00	\$135,000.00
1993	25	\$62,500.00	\$25,000.00	\$140,000.00
1994	29	\$58,000.00	\$46,000.00	\$130,000.00
1995	31	\$56,000.00	\$43,000.00	\$134,000.00
1996	33	\$52,520.00	\$33,280.00	\$91,000.00
1997	37	\$50,000.00	\$36,300.00	\$168,000.00
1998	45	\$45,000.00	\$21,800.00	\$75,000.00
1999	37	\$45,000.00	\$34,000.00	\$73,000.00
2000	38	\$42,000.00	\$28,000.00	\$70,000.00
2001	44	\$38,710.00	\$18,000.00	\$123,000.00
2002	32	\$35,500.00	\$28,000.00	\$60,000.00
2003	35	\$35,100.00	\$17,680.00	\$91,000.00

### What is your annual salary?

Regardless of year and location, 18.4% of the responders are earning \$40,000.00 - \$49,999.00.

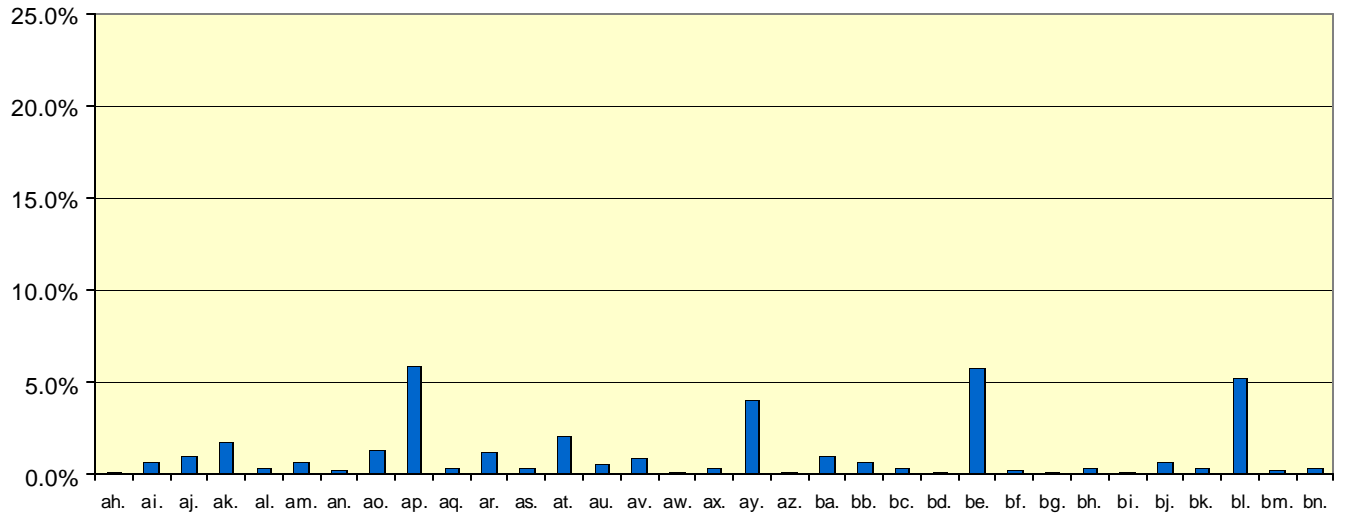
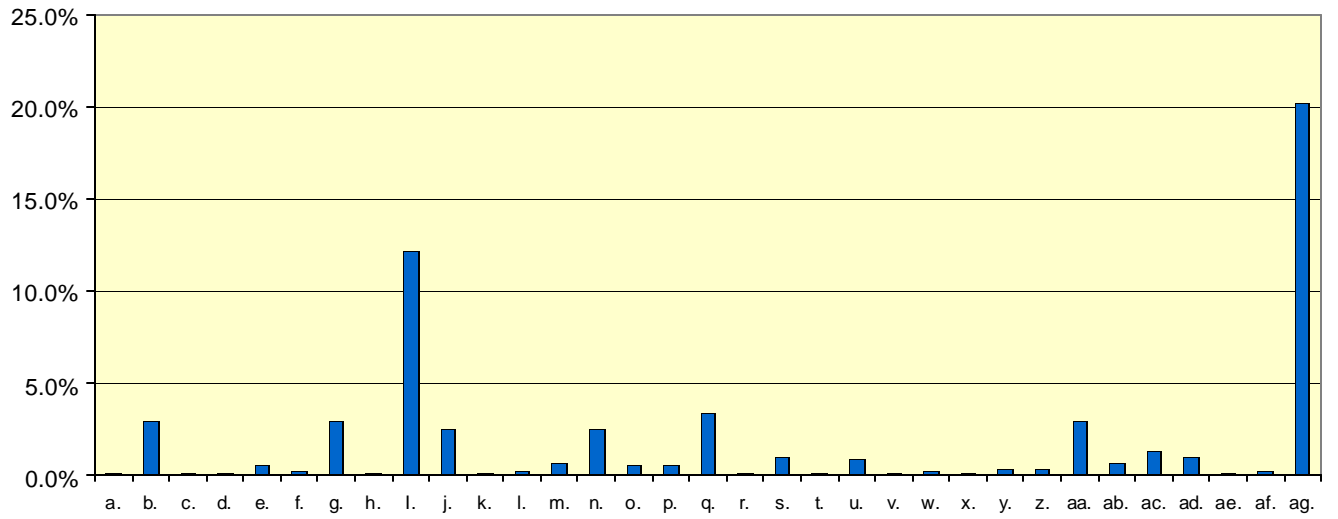


Salary Range	n	%
Missing .....	17	2.5%
Less than \$20,000 .....	2	0.3%
\$20,000 to \$29,999 .....	10	1.5%
\$30,000 to \$39,999 .....	104	15.1%
\$40,000 to \$49,999 .....	127	18.4%
\$50,000 to \$59,999 .....	109	15.8%
\$60,000 to \$69,999 .....	86	12.5%
\$70,000 to \$79,999 .....	49	7.1%
\$80,000 to \$89,999 .....	51	7.4%
\$90,000 to \$99,999 .....	29	4.2%
\$100,000 to \$149,999 .....	67	9.7%
\$150,000 to \$199,999 .....	19	2.8%
\$200,000 to \$249,999 .....	8	1.2%
\$250,000 to \$299,999 .....	6	0.9%
\$300,000 or More .....	5	0.7%

Note: This year, for the first time, we included part-time employees/owners. A total of 11 alumni/ae responded with part-time salaries. The number of part-time hours worked varies from five (5) to thirty (30) hours per week. The hourly wage ranges from \$13.50/hour to \$140/hour depending on the nature of the work. Because the number of responders is too small and varied to report a median or show on a graph, we will simply use this data to track trends.

**In what region is your firm located?**

20.2% of all responders are working in "NYC Metro Only".



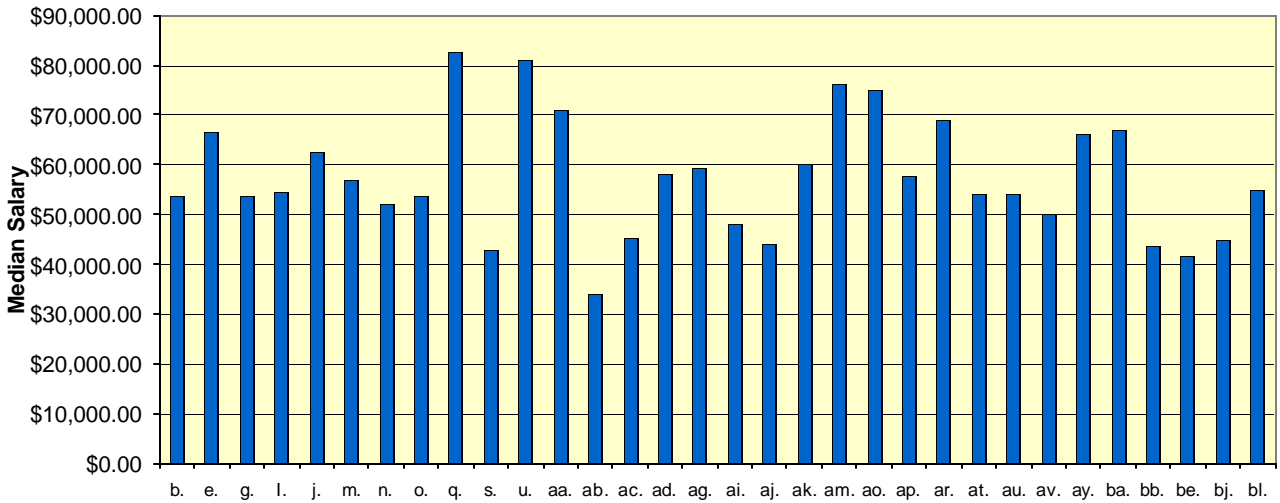
NOTE: The information on location has been broken down into two graphs. These graphs read consecutively a-bn. The supporting tables for these graphs are on the next page.

Location	n	%
a. African Continent .....	1	0.1%
b. Albany Area.....	20	3.0%
c. Arizona.....	1	0.1%
d. Arkansas.....	1	0.1%
e. Atlanta Metro Only .....	4	0.6%
f. Austin/San Marcos Metro Only .....	2	0.3%
g. Baltimore Metro Only ...	20	3.0%
h. Birmingham Metro Only .	1	0.1%
I. Boston/Cambridge Metro Only .....	82	12.2%
j. Buffalo/Rochester Area.	17	2.5%
k. California .....	1	0.1%
l. Canada.....	2	0.3%
m. Charlotte Metro Only .....	5	0.7%
n. Chicago Metro Only .....	17	2.5%
o. Cleveland Metro Only .....	4	0.6%
p. Colorado .....	4	0.6%
q. Connecticut .....	23	3.4%
r. Dallas Metro Only .....	1	0.1%
s. Denver Metro Only .....	7	1.0%
t. Detroit Metro Only .....	1	0.1%
u. Florida .....	6	0.9%
v. Georgia .....	1	0.1%
w. Hong Kong .....	2	0.3%
x. Honolulu Metro Only .....	1	0.1%
y. Houston Metro Only .....	3	0.4%
z. Italy .....	3	0.4%
aa. Los Angeles Metro Only .....	20	3.0%
ab. Maine .....	5	0.7%
ac. Massachusetts .....	9	1.3%
ad. Miami/Fort Lauderdale .....	7	1.0%
ae. Milwaukee Metro Only ...	1	0.1%
af. Minneapolis/St. Paul Metro Only .....	2	0.3%

Location	n	%
ag. NYC Metro Only .....	136	20.2%
ah. Nevada.....	1	0.1%
ai. New Hampshire .....	5	0.7%
aj. New Jersey.....	7	1.0%
ak. New York.....	12	1.8%
al. North Carolina .....	3	0.4%
am. Oakland Metro Only.....	5	0.7%
an. Ohio .....	2	0.3%
ao. Pennsylvania.....	9	1.3%
ap. Philadelphia Metro Only .	40	5.9%
aq. Phoenix/Scottsdale Only...	3	0.4%
ar. Pittsburgh Metro Only .....	8	1.2%
as. Portland Metro Only .....	3	0.4%
at. Princeton Metro Only .....	14	2.1%
au. Puerto Rico.....	4	0.6%
av. Rhode Island.....	6	0.9%
aw. Sacramento Metro Only .....	1	0.1%
ax. San Diego Metro Only .....	3	0.4%
ay. San Francisco Metro Only .....	27	4.0%
az. Scotland .....	1	0.1%
ba. Seattle/Tacoma Metro Only .....	7	1.0%
bb. South Carolina .....	5	0.7%
bc. St. Louis Metro Only.....	3	0.4%
bd. Switzerland.....	1	0.1%
be. Syracuse/Ithaca Area.....	39	5.8%
bf. Texas .....	2	0.3%
bg. Thailand .....	1	0.1%
bh. United Kingdom .....	3	0.4%
bi. Utah.....	1	0.1%
bj. Vermont .....	5	0.7%
bk. Virginia .....	3	0.4%
bl. Washington DC .....	35	5.2%
bm. Washington State .....	2	0.3%
bn. Westchester County .....	3	0.4%

### Salary by Location

The median salary for responders who are working in "NYC Metro Only" is \$59,250.00.



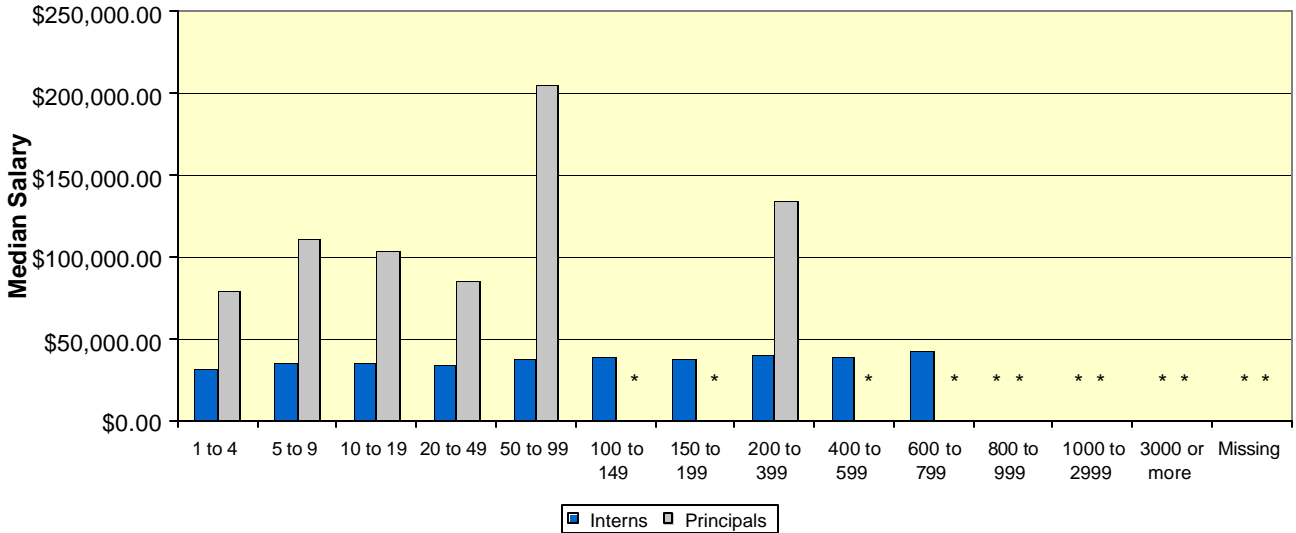
Location	n	Median	Minimum	Maximum
b. Albany Area	20	\$53,750.00	\$21,800.00	\$150,000.00
e. Atlanta Metro Only	4	\$66,500.00	\$50,000.00	\$75,000.00
g. Baltimore Metro Only	20	\$53,690.00	\$32,600.00	\$120,000.00
I. Boston/Cambridge Metro Only	80	\$54,500.00	\$34,500.00	\$1,000,000.00
j. Buffalo/Rochester Area	17	\$62,600.00	\$31,200.00	\$124,300.00
m. Charlotte Metro Only	5	\$57,000.00	\$48,600.00	\$100,000.00
n. Chicago Metro Only	17	\$52,000.00	\$37,000.00	\$220,000.00
o. Cleveland Metro Only	4	\$53,750.00	\$30,000.00	\$275,000.00
q. Connecticut	23	\$82,730.00	\$30,000.00	\$363,000.00
s. Denver Metro Only	7	\$43,000.00	\$28,000.00	\$80,000.00
u. Florida	6	\$81,150.00	\$60,000.00	\$192,000.00
aa. Los Angeles Metro Only	20	\$71,000.00	\$32,000.00	\$134,000.00
ab. Maine	5	\$34,000.00	\$27,040.00	\$39,000.00
ac. Massachusetts	9	\$45,150.00	\$32,500.00	\$225,000.00
ad. Miami/Fort Lauderdale	7	\$58,000.00	\$41,000.00	\$85,000.00
ag. NYC Metro Only	134	\$59,250.00	\$30,000.00	\$250,000.00
ai. New Hampshire	5	\$48,000.00	\$29,120.00	\$62,000.00
aj. New Jersey	6	\$44,100.00	\$31,200.00	\$92,000.00
ak. New York	11	\$60,000.00	\$39,520.00	\$136,000.00
am. Oakland Metro Only	4	\$76,250.00	\$44,720.00	\$80,000.00
ao. Pennsylvania	9	\$75,000.00	\$36,000.00	\$210,000.00
ap. Philadelphia Metro Only	40	\$57,500.00	\$18,000.00	\$400,000.00
ar. Pittsburgh Metro Only	8	\$69,000.00	\$36,500.00	\$250,000.00
at. Princeton Metro Only	14	\$54,260.00	\$37,000.00	\$138,500.00
au. Puerto Rico	4	\$54,000.00	\$31,200.00	\$150,000.00
av. Rhode Island	6	\$50,000.00	\$36,400.00	\$105,000.00
ay. San Francisco Metro Only	27	\$66,000.00	\$35,000.00	\$500,000.00
ba. Seattle/Tacoma Metro Only	7	\$67,000.00	\$39,000.00	\$110,000.00
bb. South Carolina	4	\$43,500.00	\$28,000.00	\$71,000.00
be. Syracuse/Ithaca Area	38	\$41,800.00	\$17,680.00	\$200,000.00
bj. Vermont	5	\$45,000.00	\$31,410.00	\$85,000.00
bl. Washington DC	35	\$55,000.00	\$36,000.00	\$200,000.00

NOTE: The following locations had data that was too small to report:  
 African Continent, Arizona, Arkansas, Austin/San Marcos Metro Only, California, Canada, Colorado, Dallas Metro Only, Detroit Metro Only, Georgia, Hong Kong, Honolulu Metro Only, Houston Metro Only, Italy, Milwaukee Metro Only, Minneapolis/St. Paul Metro Only, Nevada, North Carolina, Ohio, Phoenix/Scottsdale Only, Portland Metro Only, Sacramento Metro Only, San Diego Metro Only, Scotland, St. Louis Metro Only, Switzerland, Texas, Thailand, United Kingdom, Utah, Virginia, Washington State, and Westchester County,

### Salary by Size of Firm for Interns and Principals

Regardless of year and location, interns working in office with 20 to 49 employees make a median salary of \$34,500.00.

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



#### Interns

Year of Graduation	N	Median	Minimum	Maximum
a. 1 to 4	9	\$32,000.00	\$17,680.00	\$45,760.00
b. 5 to 9	6	\$36,000.00	\$29,120.00	\$40,000.00
c. 10 to 19	15	\$36,000.00	\$21,800.00	\$45,000.00
d. 20 to 49	24	\$34,500.00	\$28,000.00	\$53,000.00
e. 50 to 99	17	\$38,000.00	\$30,000.00	\$49,000.00
f. 100 to 149	10	\$39,500.00	\$34,000.00	\$53,000.00
g. 150 to 199	9	\$38,000.00	\$32,000.00	\$48,500.00
h. 200 to 399	12	\$40,000.00	\$33,000.00	\$52,000.00
i. 400 to 599	4	\$39,110.00	\$38,250.00	\$58,000.00
j. 600 to 799	4	\$43,260.00	\$39,520.00	\$54,000.00
k. 800 to 999		*data too small to report		
l. 1000 to 2999		*data too small to report		
m. 3000 or more		*data too small to report		
n. Missing		*data too small to report		

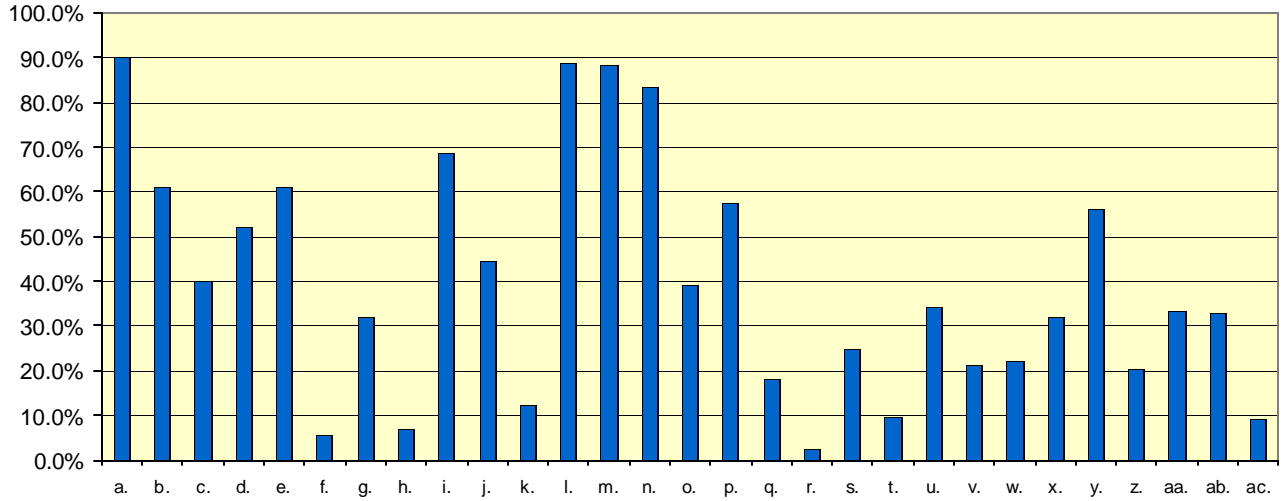
#### Principals

Year of Graduation	N	Median	Minimum	Maximum
a. 1 to 4	49	\$80,000.00	\$42,000.00	\$400,000.00
b. 5 to 9	22	\$111,500.00	\$36,000.00	\$363,000.00
c. 10 to 19	15	\$104,000.00	\$80,000.00	\$250,000.00
d. 20 to 49	16	\$85,660.00	\$58,000.00	\$250,000.00
e. 50 to 99	6	\$205,000.00	\$124,300.00	\$250,000.00
f. 100 to 149		*data too small to report		
g. 150 to 199		*data too small to report		
h. 200 to 399	7	\$135,000.00	\$85,000.00	\$400,000.00
i. 400 to 599		*data too small to report		
j. 600 to 799	0	• no responses in this category		
k. 800 to 999	0	• no responses in this category		
l. 1000 to 2999	0	• no responses in this category		
m. 3000 or more		*data too small to report		
n. Missing		*data too small to report		

# Report 2: Benefits

## Which benefits do you receive?

The benefits that most respondents receive are: health insurance (90.0%), paid holidays (88.7%) and paid vacation (88.5%).



Benefit	n	%
a. Health Insurance	620	90.0%
b. Dental	420	61.0%
c. Vision	275	39.9%
d. Disability insurance	360	52.2%
e. Annual Bonus	420	61.0%
f. Quarterly Bonus	37	5.4%
g. Profit-sharing	220	31.9%
h. Stock Options	48	7.0%
i. 401 K	473	68.7%
j. AIA membership fees	305	44.3%
k. Other retirement benefit	85	12.3%
l. Paid holidays	611	88.7%
m. Paid vacation	610	88.5%
n. Paid sick days	575	83.5%
o. Dress down days	270	39.2%
p. Casual dress code	397	57.6%
q. Paid Maternity Leave	124	18.0%
r. Adoption Assistance	18	2.6%

Benefit	n	%
s. Unpaid Family Leave	171	24.8%
t. Health Club	66	9.6%
u. Flex Hours	236	34.3%
v. Tuition Reimbursement	146	21.2%
w. Cab Fare for overtime nights	153	22.2%
x. Free meals when you work overtime	221	32.1%
y. Company "outings" or "picnics"	386	56.0%
z. Paid Parking or Commuter Subsidy	140	20.3%
aa. License-required Continuing Ed classes	230	33.4%
ab. Registration Exam fees covered if you pass	227	32.9%
ac. Other	62	9.0%

**Benefits Received by Size of Firm**

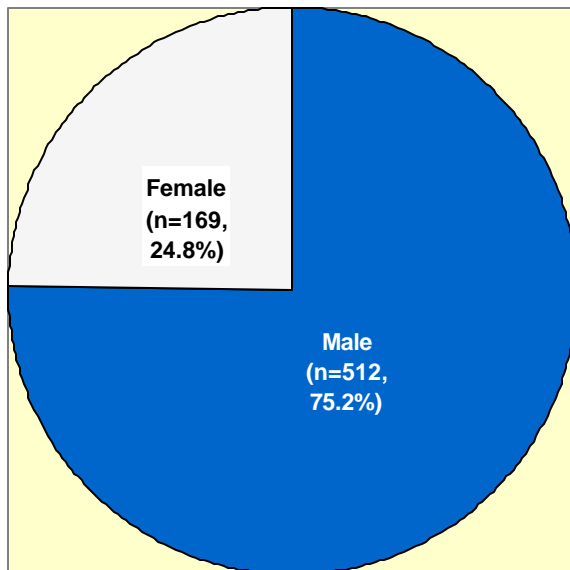
Of all responders in firms of 20-49 people, 98.4% of them get health insurance.

# of Employees	Health	Dental	Vision	401k	Profit Sharing	Paid Holidays	Paid Vacation
1 to 4	58 66.7%	17 19.5%	12 13.8%	18 20.7%	18 20.7%	49 56.3%	49 56.3%
5 to 9	54 85.7%	18 28.6%	14 22.2%	24 38.1%	13 20.6%	55 87.3%	54 85.7%
10 to 19	77 88.5%	32 36.8%	18 20.7%	50 57.5%	24 27.6%	83 95.4%	83 95.4%
20 to 49	120 98.4%	79 64.8%	50 41.0%	93 76.2%	45 36.9%	119 97.5%	116 95.1%
50 to 99	87 95.6%	71 78.0%	32 35.2%	81 89.0%	44 48.4%	88 96.7%	88 96.7%
100 to 149	49 100.0%	42 85.7%	25 51.0%	45 91.8%	13 26.5%	48 98.0%	49 100.0%
150 to 199	26 100.0%	24 92.3%	17 65.4%	24 92.3%	12 46.2%	26 100.0%	26 100.0%
200 to 399	58 98.3%	56 94.9%	40 67.8%	54 91.5%	26 44.1%	54 91.5%	56 94.9%
400 to 599	26 92.9%	22 78.6%	19 67.9%	23 82.1%	6 21.4%	26 92.9%	27 96.4%
600 to 799	8 100.0%	5 62.5%	5 62.5%	7 87.5%	1 12.5%	8 100.0%	8 100.0%
800 to 999	4 100.0%	3 75.0%	2 50.0%	4 100.0%	1 25.0%	4 100.0%	4 100.0%
1000 to 2999	18 94.7%	18 94.7%	13 68.4%	17 89.5%	8 42.1%	17 89.5%	17 89.5%
3000 or more	25 96.2%	24 92.3%	22 84.6%	25 96.2%	6 23.1%	25 96.2%	25 96.2%

## Report 3: Gender

### What is your gender?

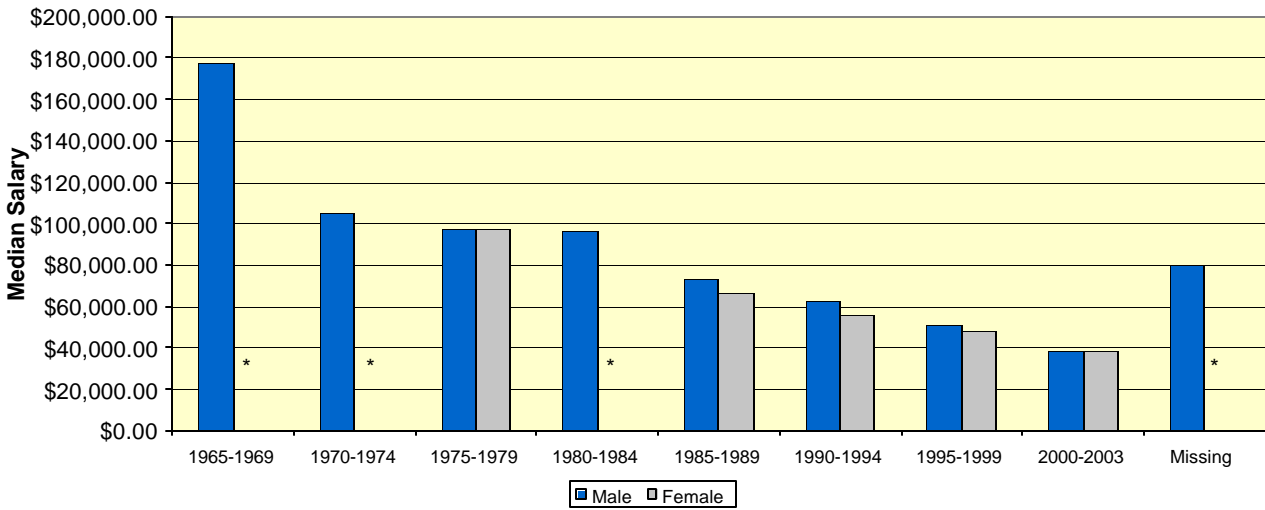
24.8% of the responders are female.



Gender	n	%
Male .....	512	75.2%
Female .....	169	24.8%

### 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
1965-1969	4	*data too small to report		
1970-1974	35	*data too small to report		
1975-1979	4	\$97,500.00	\$76,000.00	\$150,000.00
1980-1984	50	*data too small to report		
1985-1989	13	\$66,500.00	\$51,000.00	\$96,000.00
1990-1994	25	\$56,000.00	\$40,000.00	\$87,500.00
1995-1999	58	\$48,000.00	\$21,800.00	\$115,000.00
2000-2003	54	\$38,000.00	\$28,000.00	\$91,000.00
Missing	11	*data too small to report		

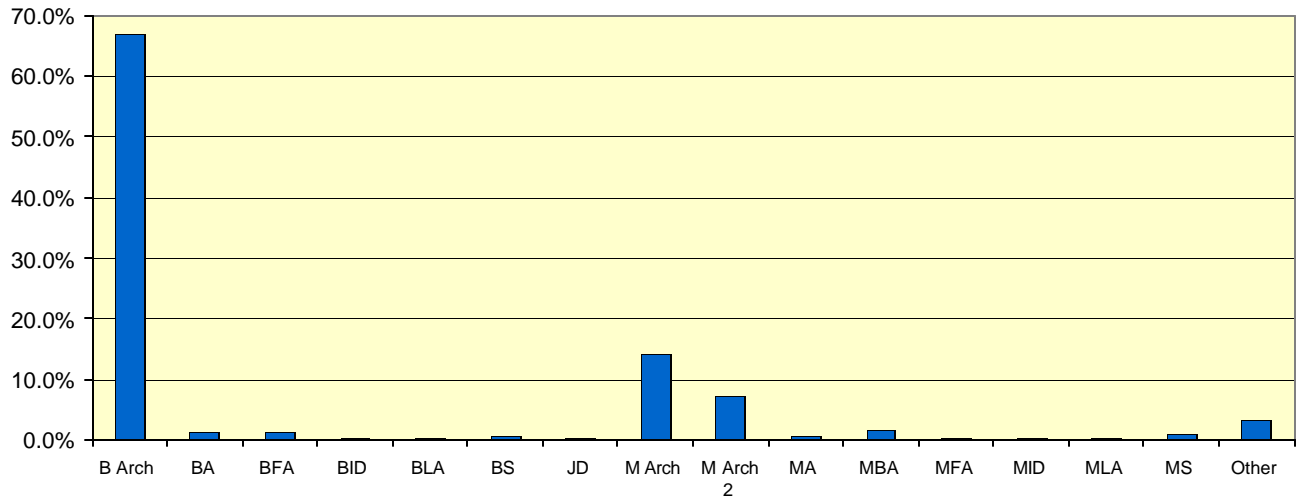
#### Male

Year of Graduation	N	Median	Minimum	Maximum
1965-1969	4	\$177,500.00	\$47,950.00	\$500,000.00
1970-1974	35	\$105,000.00	\$36,000.00	\$400,000.00
1975-1979	50	\$97,500.00	\$37,400.00	\$200,000.00
1980-1984	50	\$96,000.00	\$58,510.00	\$1,000,000.00
1985-1989	51	\$73,500.00	\$38,000.00	\$225,000.00
1990-1994	87	\$62,500.00	\$25,000.00	\$200,000.00
1995-1999	124	\$51,000.00	\$30,000.00	\$168,000.00
2000-2003	95	\$38,000.00	\$17,680.00	\$123,000.00
Missing	11	\$80,000.00	\$43,000.00	\$400,000.00

# Report 4: Degree

## What degree(s) do you have?

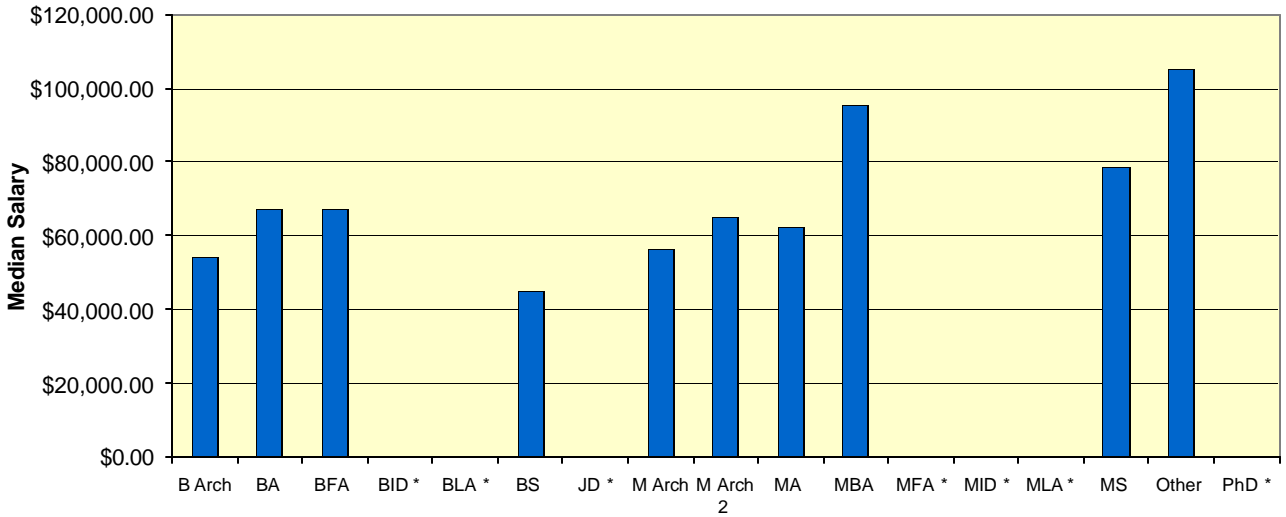
66.9% of the responders have a B Arch.



Degree	n	%
B Arch.....	441	66.9%
BA.....	8	1.2%
BFA .....	8	1.2%
BID .....	3	0.5%
BLA .....	2	0.3%
BS .....	4	0.6%
JD.....	1	0.2%
M Arch.....	93	14.1%
M Arch 2.....	49	7.4%
MA.....	5	0.8%
MBA .....	12	1.8%
MFA.....	2	0.3%
MID .....	1	0.2%
MLA .....	1	0.2%
MS .....	7	1.1%
Other .....	21	3.2%

### Salary by Most Recent Degree

The median salary for all B Arch responders combined = \$54,000.00

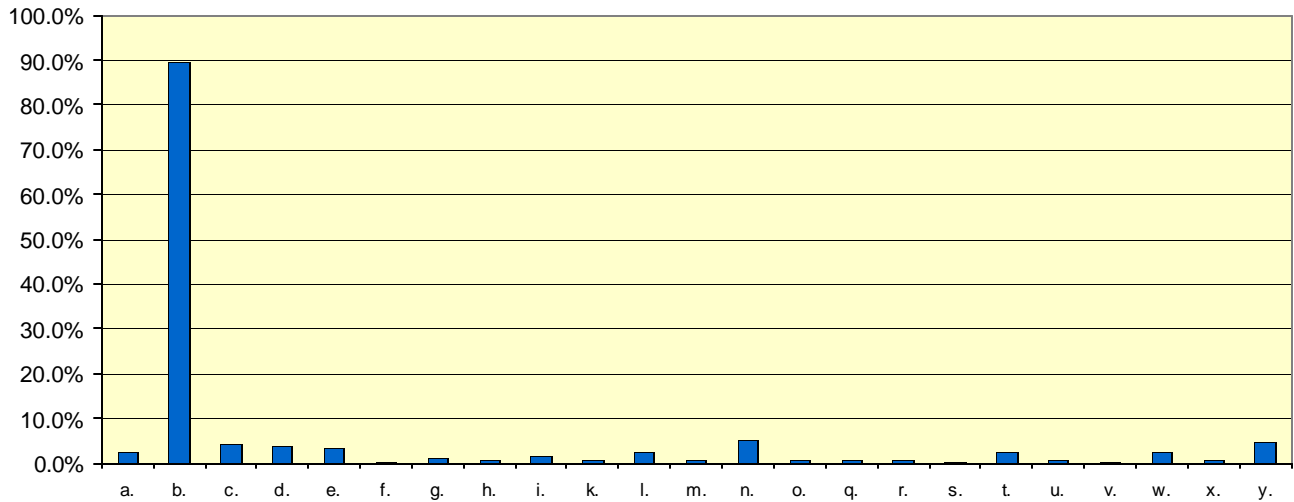


Degree	N	Median	Minimum	Maximum
B Arch.....	437	\$54,000.00	\$17,680.00	\$500,000.00
BA.....	8	\$67,000.00	\$47,000.00	\$85,000.00
BFA .....	8	\$67,000.00	\$42,000.00	\$210,000.00
BID .....	*data too small to report			
BLA .....	*data too small to report			
BS4 .....		\$44,800.00	\$40,000.00	\$60,000.00
JD .....	*data too small to report			
M Arch.....	93	\$56,300.00	\$28,500.00	\$400,000.00
M Arch 2.....	44	\$65,250.00	\$31,000.00	\$1,000,000.00
MA.....	5	\$62,400.00	\$30,000.00	\$100,000.00
MBA .....	10	\$95,500.00	\$55,000.00	\$150,000.00
MFA.....	*data too small to report			
MID .....	*data too small to report			
MLA .....	*data too small to report			
MS .....	6	\$78,500.00	\$21,800.00	\$106,000.00
Other .....	21	\$105,000.00	\$37,000.00	\$225,000.00
PhD .....	*data too small to report			

# Report 5: Field of Work

## In which field(s) do you work?

89.7% of all responders work in the field of architecture.

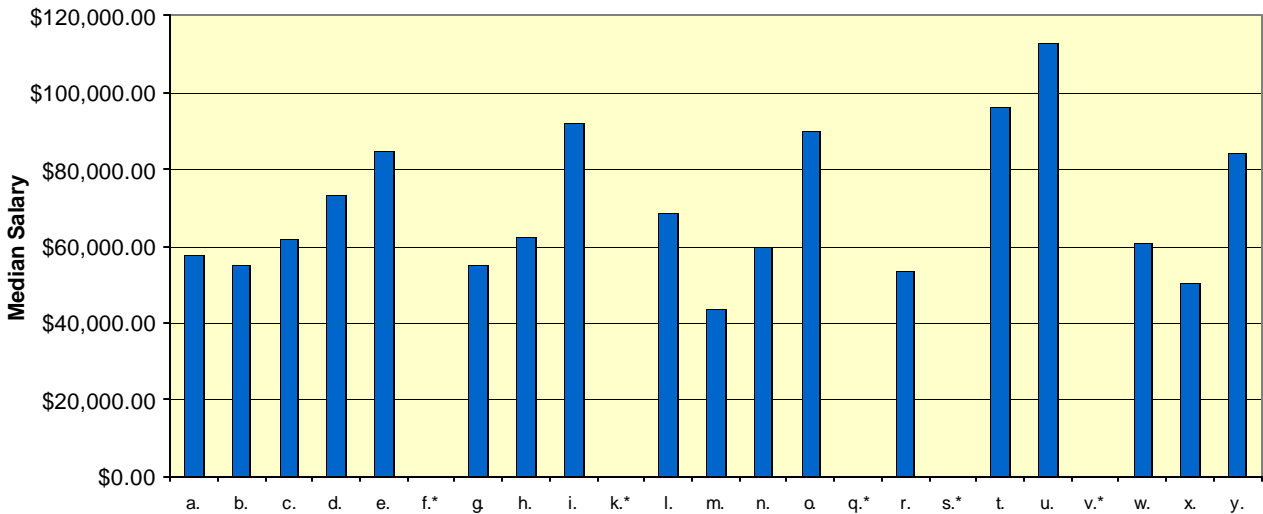


Field of Work	n	%
a. Academia .....	17	2.5%
b. Architecture .....	618	89.7%
c. Construction .....	28	4.1%
d. Construction Management .....	26	3.8%
e. Development .....	25	3.6%
f. Dot Com .....	1	0.1%
g. Engineering .....	9	1.3%
h. Exhibit Design .....	5	0.7%
i. Facilities Management ..	11	1.6%
k. Furniture Design .....	4	0.6%
l. Government .....	16	2.3%
m. Graphics .....	6	0.9%

Field of Work	n	%
n. Interior Design .....	36	5.2%
o. Landscape Design .....	6	0.9%
q. Lighting Design .....	4	0.6%
r. Marketing .....	6	0.9%
s. Photography .....	2	0.3%
t. Real Estate .....	17	2.5%
u. Software Design .....	4	0.6%
v. Stage/Set Design .....	1	0.1%
w. Urban Design/Planning ..	18	2.6%
x. Web Design .....	5	0.7%
y. Other .....	33	4.8%

### Salary by Field of Work

The median salary for all responders in the field of architecture = \$55,000.

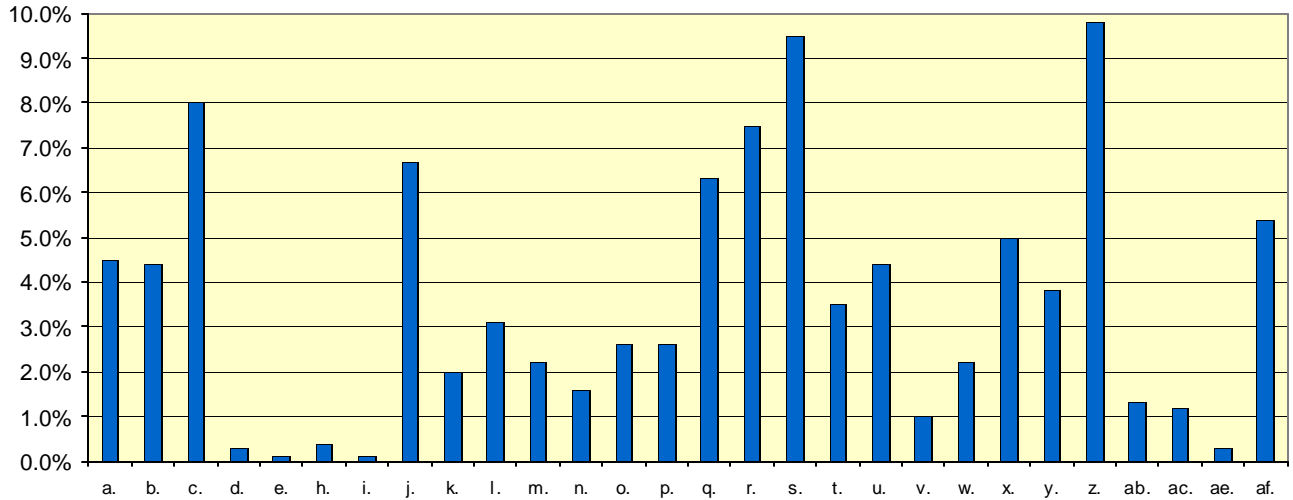


Field of Work	n	Median	Minimum	Maximum
a. Academia .....	16	\$57,500.00	\$38,000.00	\$200,000.00
b. Architecture .....	603	\$55,000.00	\$17,680.00	\$400,000.00
c. Construction.....	28	\$61,660.00	\$32,500.00	\$250,000.00
d. Construction Management.....	26	\$73,500.00	\$35,100.00	\$130,000.00
e. Development .....	25	\$85,000.00	\$30,000.00	\$400,000.00
f. Dot Com .....	0	* no responses in this category		
g. Engineering.....	9	\$55,000.00	\$33,280.00	\$138,500.00
h. Exhibit Design.....	4	\$62,500.00	\$42,000.00	\$134,000.00
i. Facilities Management .....	11	\$92,000.00	\$45,000.00	\$1,000,000.00
k. Furniture Design.....	*data too small to report			
l. Government .....	16	\$68,500.00	\$47,500.00	\$110,000.00
m. Graphics .....	4	\$43,500.00	\$41,350.00	\$48,000.00
n. Interior Design .....	34	\$60,000.00	\$32,600.00	\$250,000.00
o. Landscape Design.....	4	\$90,250.00	\$31,200.00	\$250,000.00
q. Lighting Design.....	*data too small to report			
r. Marketing .....	6	\$53,500.00	\$41,350.00	\$107,000.00
s. Photography .....	*data too small to report			
t. Real Estate .....	17	\$96,000.00	\$39,520.00	\$168,000.00
u. Software Design .....	4	\$113,000.00	\$68,000.00	\$180,000.00
v. Stage/Set Design .....	*data too small to report			
w. Urban Design/Planning .....	17	\$60,920.00	\$21,800.00	\$400,000.00
x. Web Design .....	4	\$50,680.00	\$37,000.00	\$90,000.00
y. Other .....	32	\$84,370.00	\$21,800.00	\$500,000.00

# Report 6: Title

## What is your title?

9.5% of responders reported "Project Manager" as their title.

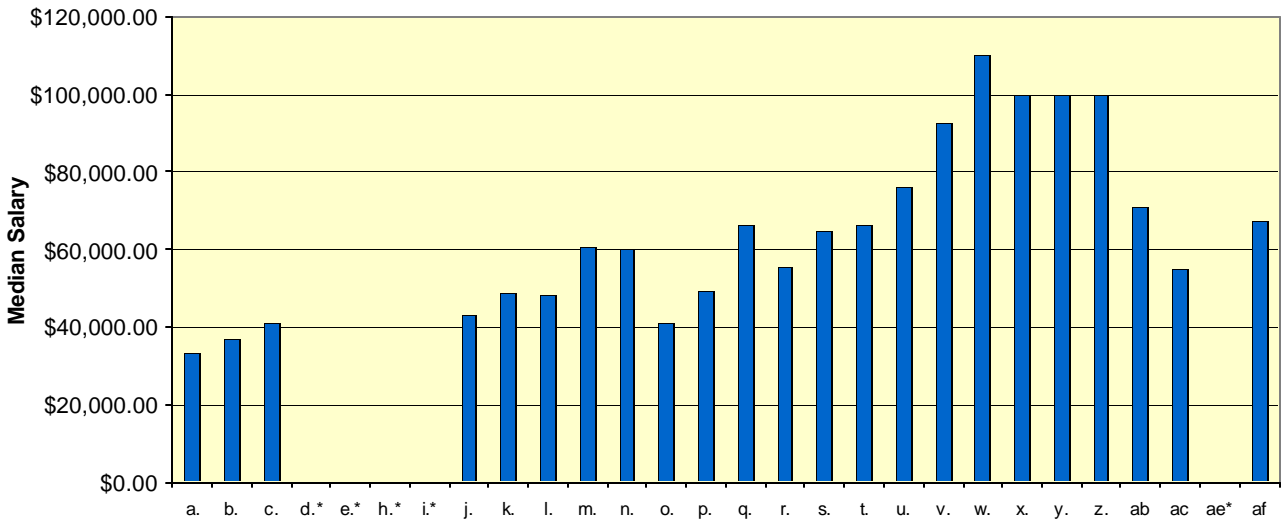


Title	n	%
a. Intern 1.....	31	4.5%
b. Intern 2.....	30	4.4%
c. Intern 3.....	55	8.0%
d. Draftsperson.....	2	0.3%
e. CAD Operator.....	1	0.1%
h. Graduate Architect.....	3	0.4%
i. Design Coordinator.....	1	0.1%
j. Arch. Designer.....	46	6.7%
k. Architect 1.....	14	2.0%
l. Architect 2.....	21	3.1%
m. Architect 3.....	15	2.2%
n. Senior Designer.....	11	1.6%
o. Jr. Architect.....	18	2.6%
p. Job Captain.....	18	2.6%

Title	n	%
q. Associate.....	43	6.3%
r. Project Architect.....	51	7.5%
s. Project Manager.....	65	9.5%
t. Sr. Architect.....	24	3.5%
u. Sr. Associate.....	30	4.4%
v. Dir. Of Design.....	7	1.0%
w. Vice President.....	15	2.2%
x. President.....	34	5.0%
y. Partner.....	26	3.8%
z. Principal.....	67	9.8%
ab. Construction Manager.....	9	1.3%
ac. Professor.....	8	1.2%
ae. Assistant.....	2	0.3%
af. Other.....	37	5.4%

### Salary by Title

The median salary for all responders with title Project Manager= \$64,500.00.

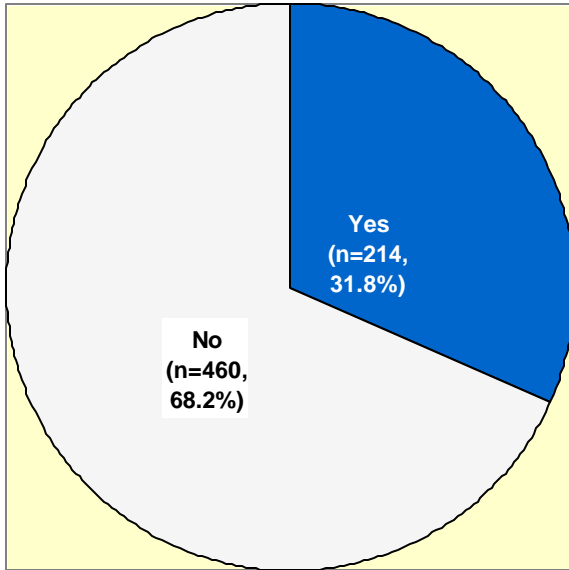


Title	n	Median	Minimum	Maximum
a. Intern 1 .....	31	\$33,280.00	\$17,680.00	\$42,432.00
b. Intern 2 .....	30	\$37,000.00	\$27,040.00	\$53,000.00
c. Intern 3 .....	55	\$41,000.00	\$21,800.00	\$58,000.00
d. Draftsperson .....	*data too small to report			
e. CAD Operator .....	*data too small to report			
h. Graduate Architect .....	*data too small to report			
i. Design Coordinator .....	*data too small to report			
j. Arch. Designer .....	45	\$43,260.00	\$18,000.00	\$110,000.00
k. Architect 1 .....	13	\$48,600.00	\$31,200.00	\$275,000.00
l. Architect 2 .....	21	\$48,000.00	\$37,500.00	\$56,000.00
m. Architect 3 .....	12	\$60,564.00	\$48,000.00	\$107,000.00
n. Senior Designer .....	11	\$60,000.00	\$48,000.00	\$84,000.00
o. Jr. Architect .....	17	\$41,000.00	\$29,000.00	\$55,000.00
p. Job Captain .....	18	\$49,000.00	\$35,360.00	\$65,000.00
q. Associate .....	42	\$66,250.00	\$36,000.00	\$152,500.00
r. Project Architect .....	50	\$55,500.00	\$41,500.00	\$80,700.00
s. Project Manager .....	63	\$64,500.00	\$33,280.00	\$130,000.00
t. Sr. Architect .....	24	\$66,500.00	\$46,000.00	\$130,000.00
u. Sr. Associate .....	30	\$76,220.00	\$53,000.00	\$150,000.00
v. Dir. Of Design .....	7	\$92,500.00	\$75,000.00	\$110,000.00
w. Vice President .....	15	\$110,000.00	\$47,500.00	\$168,000.00
x. President .....	33	\$100,000.00	\$48,000.00	\$400,000.00
y. Partner .....	25	\$100,000.00	\$58,000.00	\$1,000,000.00
z. Principal .....	66	\$100,000.00	\$36,000.00	\$400,000.00
ab. Construction Manager .....	9	\$71,000.00	\$55,000.00	\$130,000.00
ac. Professor .....	7	\$55,000.00	\$39,000.00	\$73,333.00
ae. Assistant .....	*data too small to report			
af. Other .....	36	\$67,280.00	\$25,000.00	\$500,000.00

# Report 7: Freelance Work

## Do you do "freelance" architectural work?

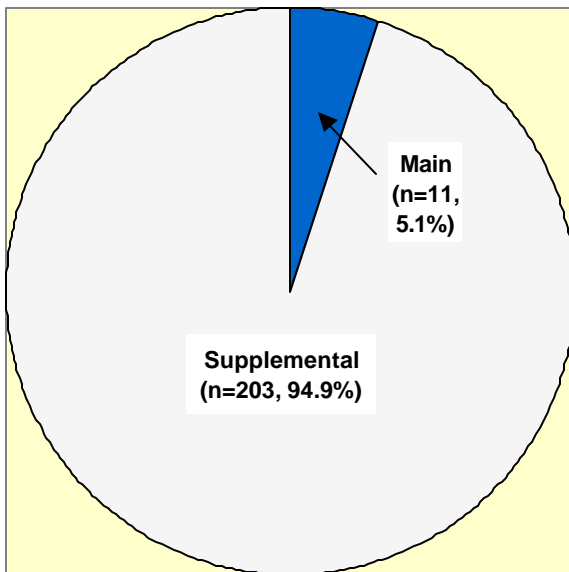
31.8% of all responders do freelance work.



Freelance	n	%
Yes .....	214	31.8%
No .....	460	68.2%

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

Of all responders who do freelance work, only 5.1% of them consider it a main source of income.

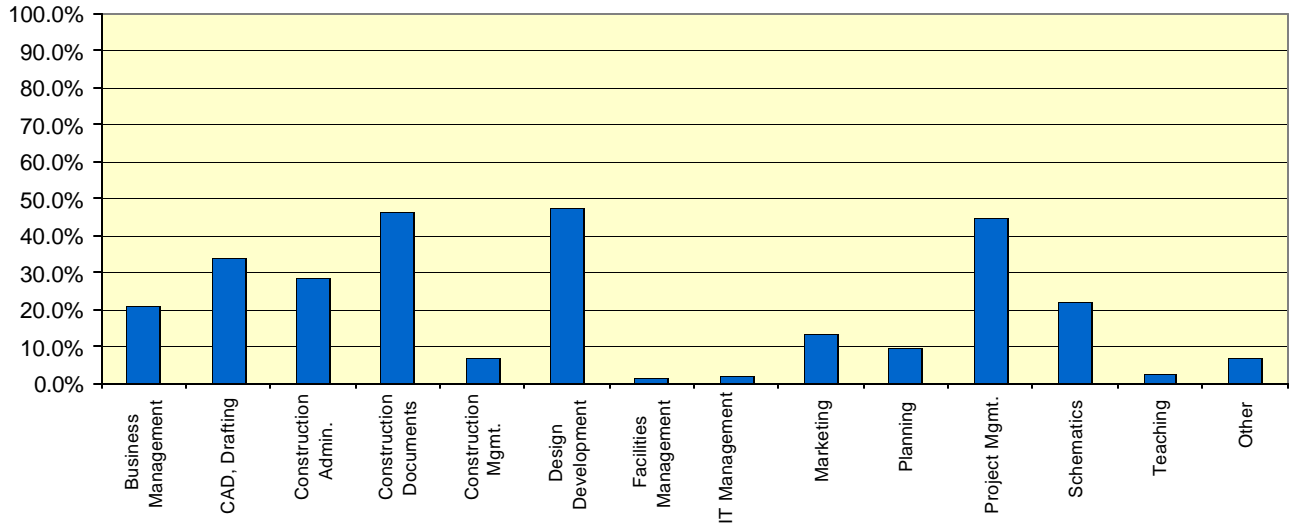


Main Income?	n	%
Main source of income .....	11	5.1%
Supplemental source of income .....	203	94.9%

# Report 8: Responsibility

## Which responsibilities consume most of your time?

47.5% of all respondents reported that design development is one of the 3 responsibilities that consumes most of their time.

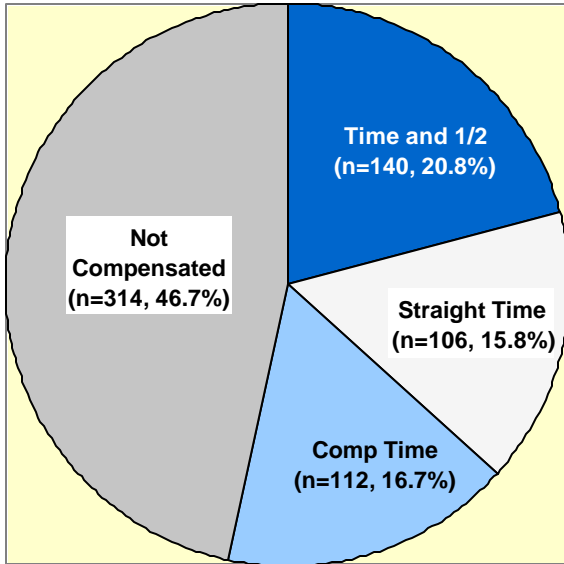


Responsibility	n	%
Business Management .....	143	20.8%
CAD, Drafting .....	232	33.7%
Construction Admin. ....	196	28.4%
Construction Documents .....	318	46.2%
Construction Mgmt. ....	49	7.1%
Design Development .....	327	47.5%
Facilities Management .....	10	1.5%
IT Management .....	13	1.9%
Marketing .....	94	13.6%
Planning .....	67	9.7%
Project Mgmt. ....	309	44.8%
Schematics .....	153	22.2%
Teaching .....	18	2.6%
Other .....	48	7.0%

# Report 9: Overtime

## Does your firm compensate for overtime?

20.8% of responders report that hourly employees earn "time & 1/2" pay for overtime.

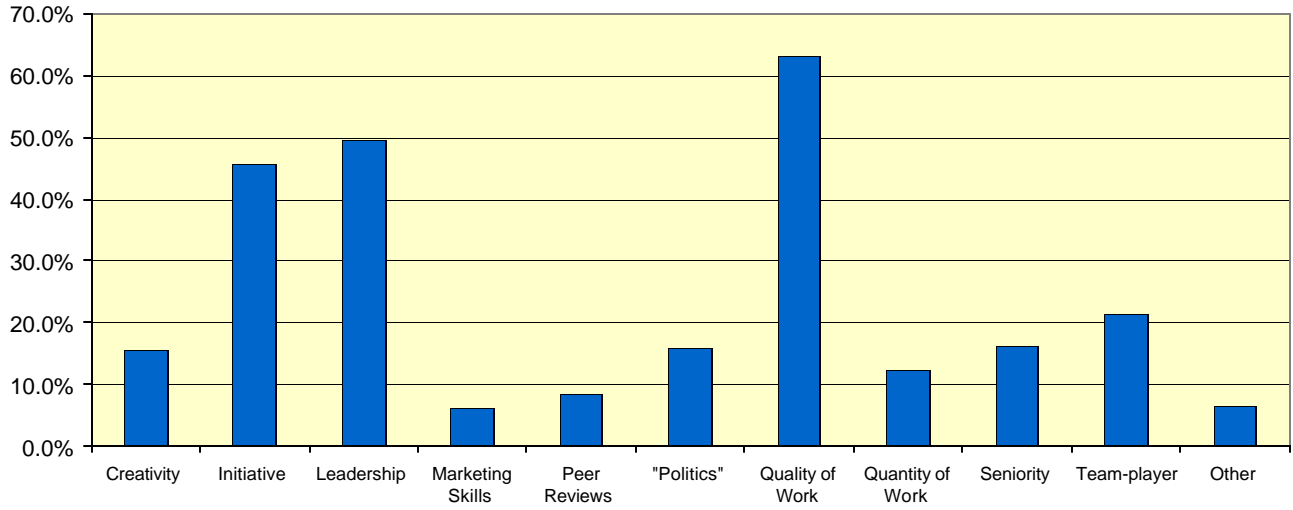


Overtime	n	%
Comp time .....	112	16.7%
Overtime not compensated.....	314	46.7%
Straight time for hourly employees.....	106	15.8%
Time and 1/2 for hourly employees.....	140	20.8%

# Report 10: Promotion

## What are the criteria for promotion at your firm?

63.0% of responders selected "Quality of Work" as one of the most important criteria for promotion at their firm.



Promotion	n	%
Creativity .....	107	15.5%
Initiative .....	315	45.7%
Leadership .....	342	49.6%
Marketing Skills .....	42	6.1%
Peer Reviews .....	59	8.6%
"Politics" .....	109	15.8%
Quality of Work .....	434	63.0%
Quantity of Work .....	84	12.2%
Seniority .....	113	16.4%
Team-player .....	148	21.5%
Other .....	45	6.5%

**Promotion Criteria by Size of Firm**

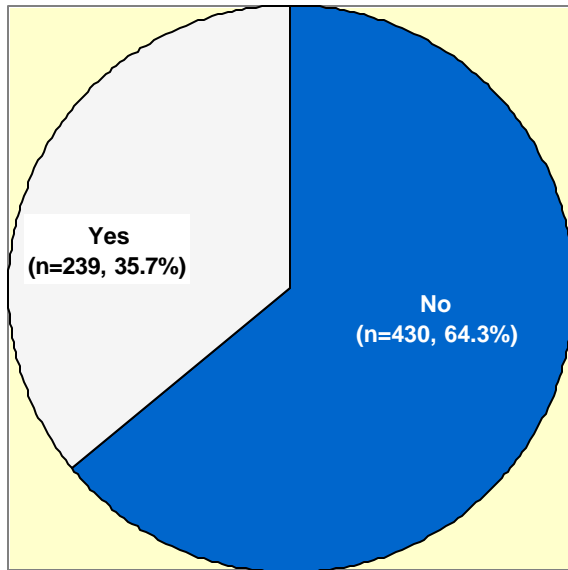
70.5% of responders in firms with 20-49 employees selected "Quality of Work" as one of the most important criteria for promotion at their firm.

Employees	Creativity	Initiative	Leadership	Marketing		Peer Reviews	"Politics"	Quality of Work		Seniority	Team-player	Other
				Skills	Reviews			Work	Work			
1 to 4	22 25.3%	29 33.3%	28 32.2%	6 6.9%	4 4.6%	1 1.1%	53 60.9%	12 13.8%	7 8.0%	15 17.2%	12 13.8%	
5 to 9	12 19.0%	38 60.3%	24 38.1%	1 1.6%	1 1.6%	1 1.6%	48 76.2%	11 17.5%	12 19.0%	15 23.8%	4 6.3%	
10 to 19	19 21.8%	48 55.2%	38 43.7%	2 2.3%	3 3.4%	3 3.4%	62 71.3%	12 13.8%	13 14.9%	17 19.5%	5 5.7%	
20 to 49	19 15.6%	60 49.2%	73 59.8%	10 8.2%	11 9.0%	22 18.0%	86 70.5%	14 11.5%	23 18.9%	27 22.1%	3 2.5%	
50 to 99	18 19.8%	50 54.9%	46 50.5%	6 6.6%	7 7.7%	19 20.9%	48 52.7%	13 14.3%	18 19.8%	20 22.0%	7 7.7%	
100 to 149	7 14.3%	17 34.7%	27 55.1%	3 6.1%	6 12.2%	15 30.6%	32 65.3%	3 6.1%	9 18.4%	10 20.4%	3 6.1%	
150 to 199	4 15.4%	12 46.2%	14 53.8%	0 0.0%	3 11.5%	7 26.9%	14 53.8%	5 19.2%	4 15.4%	7 26.9%	0 0.0%	
200 to 399	2 3.4%	23 39.0%	32 54.2%	5 8.5%	6 10.2%	14 23.7%	35 59.3%	10 16.9%	13 22.0%	16 27.1%	6 10.2%	
400 to 599	2 7.1%	14 50.0%	15 53.6%	2 7.1%	2 7.1%	5 17.9%	17 60.7%	1 3.6%	3 10.7%	7 25.0%	2 7.1%	
600 to 799	0 0.0%	4 50.0%	6 75.0%	1 12.5%	1 12.5%	3 37.5%	5 62.5%	1 12.5%	1 12.5%	1 12.5%	1 12.5%	
800 to 999	0 0.0%	1 25.0%	4 100.0%	1 25.0%	2 50.0%	1 25.0%	3 75.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	
1000 to 2999	1 5.3%	6 31.6%	13 68.4%	1 5.3%	6 31.6%	6 31.6%	12 63.2%	1 5.3%	4 21.1%	4 21.1%	0 0.0%	
3000 or more	0 0.0%	11 42.3%	16 61.5%	3 11.5%	4 15.4%	11 42.3%	14 53.8%	0 0.0%	5 19.2%	9 34.6%	2 7.7%	

## Report 11: Licensed

### Are you licensed?

35.7% of all responders are licensed.

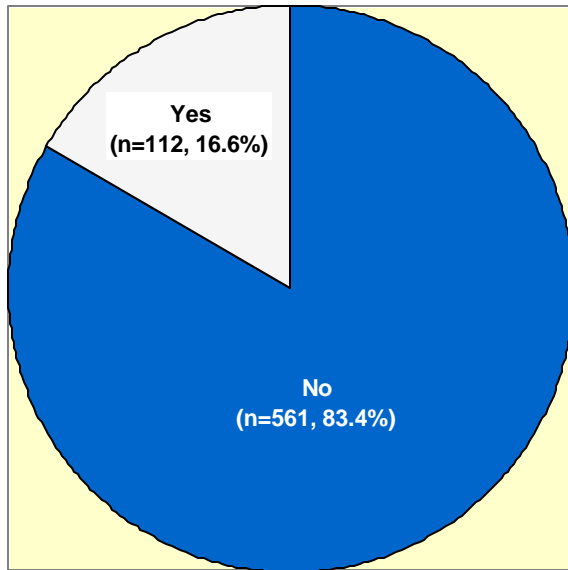


<b>Licensed?</b>	<b>n</b>	<b>%</b>
No .....	430	64.3%
Yes .....	239	35.7%

## Report 12: Offices

### Does your firm have offices located outside the USA?

16.6% of responders' firms have an international office.

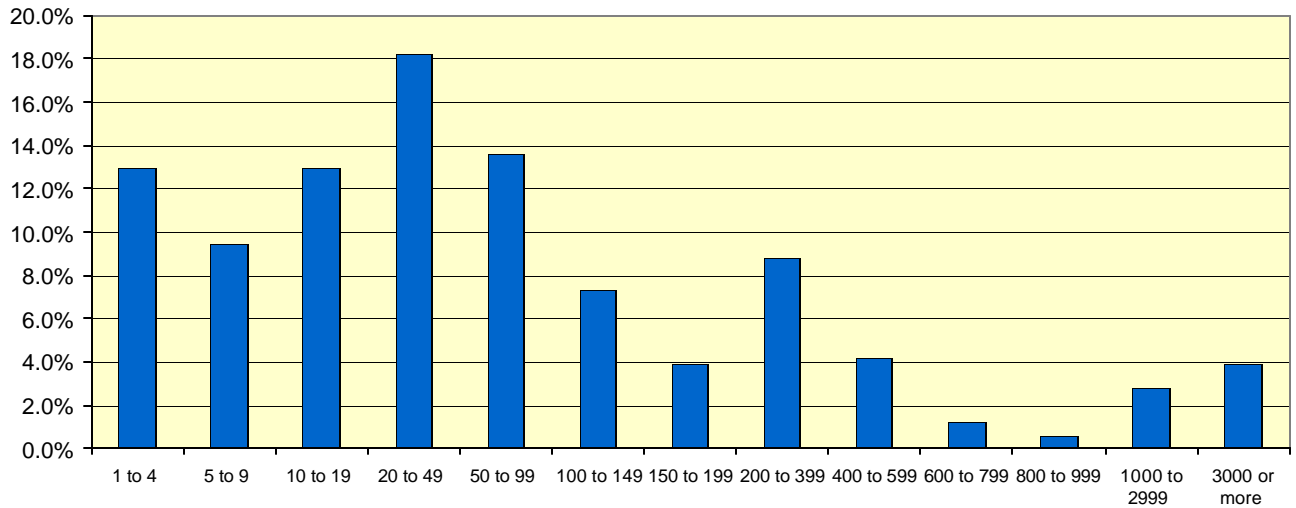


Offices Outside US?	n	%
No .....	561	83.4%
Yes .....	112	16.6%

# Report 13: # Employees

## Total Number of Employees in All Offices

18.2% of all responders are in firms of 20 – 49 employees total.

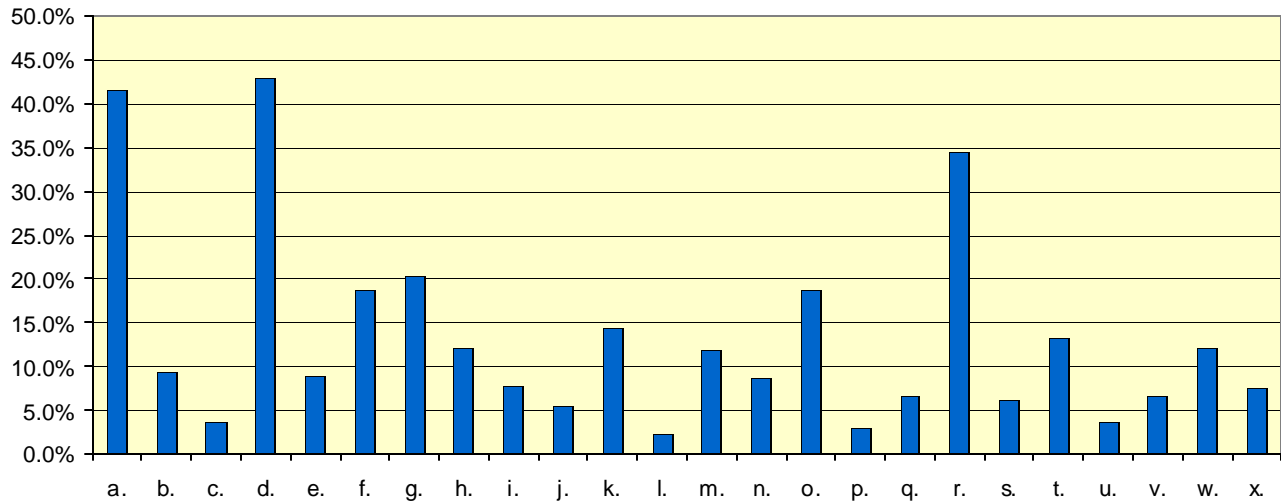


Total Employees in All Offices	n	%
1 to 4 Employees.....	87	13.0%
5 to 9 Employees.....	63	9.4%
10 to 19 Employees .....	87	13.0%
20 to 49 Employees .....	122	18.2%
50 to 99 Employees .....	91	13.6%
100 to 149 Employees.....	49	7.3%
150 to 199 Employees.....	26	3.9%
200 to 399 Employees.....	59	8.8%
400 to 599 Employees.....	28	4.2%
600 to 799 Employees.....	8	1.2%
800 to 999 Employees.....	4	0.6%
1000 to 2999 Employees.....	19	2.8%
3000 or more Employees.....	26	3.9%

# 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.

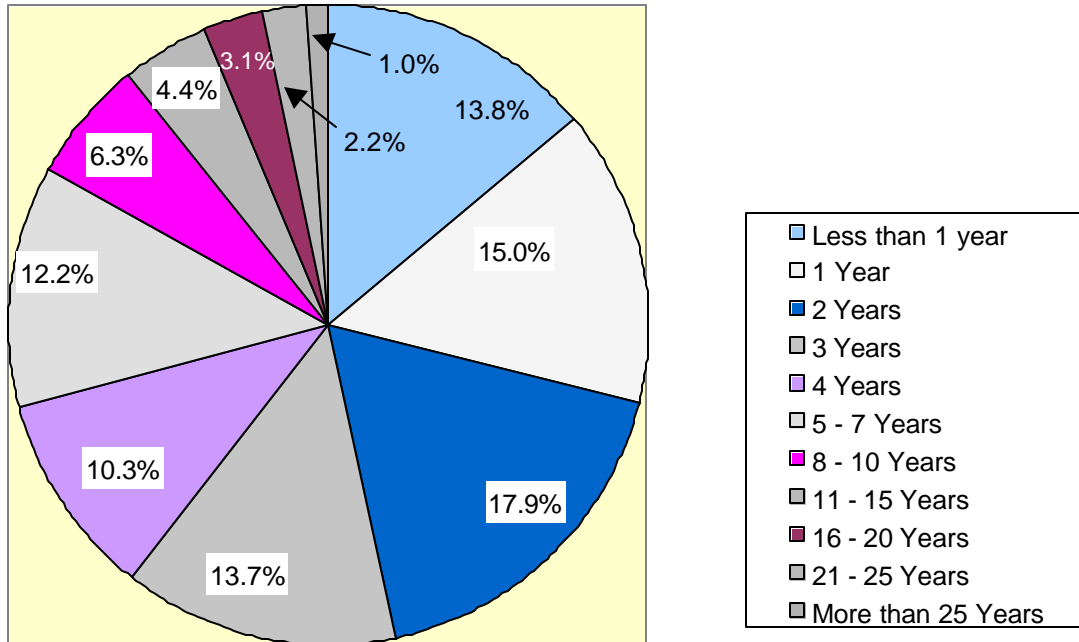


Client Base	n	%
a. Commercial	286	41.5%
b. Community	65	9.4%
c. Criminal Justice	25	3.6%
d. Education	296	43.0%
e. Entertainment/Restaurant	61	8.9%
f. Government	129	18.7%
g. Health Care	139	20.2%
h. Historic Restoration/Preservation	83	12.0%
i. Hospitality	54	7.8%
j. Industrial	37	5.4%
k. Labs/Research Facilities	99	14.4%
l. Manufacturing	16	2.3%
m. Multiple Family	82	11.9%
n. Museum/Gallery	59	8.6%
o. Office	129	18.7%
p. Recreation	20	2.9%
q. Religious	45	6.5%
r. Residential	238	34.5%
s. Resort/Hotel	43	6.2%
t. Retail	91	13.2%
u. Sports	25	3.6%
v. Transportation	46	6.7%
w. Urban Design/Planning	83	12.0%
x. Other	52	7.5%

# Report 15: Years in Current Position

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

46.7% of all responders have been in their current positions 2 years or less.  
 (17.2% of all responders graduated in '01, '02, or '03.)

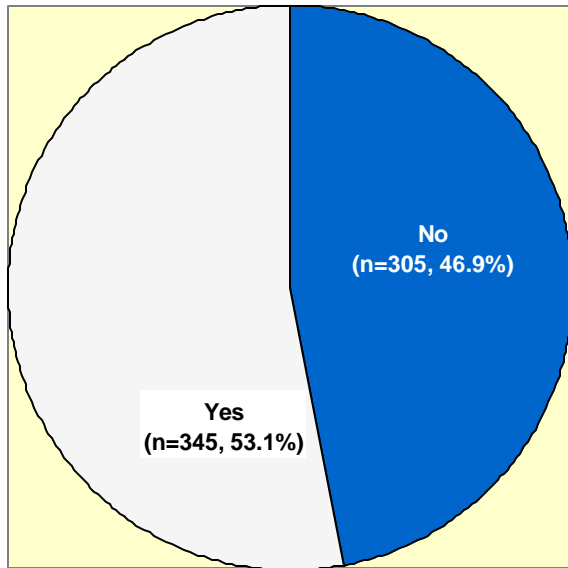


Years in Current Position	n	%
Less than 1 year	94	13.8%
1 Year	102	15.0%
2 Years	122	17.9%
3 Years	93	13.7%
4 Years	70	10.3%
5 - 7 Years	83	12.2%
8 - 10 Years	43	6.3%
11 - 15 Years	30	4.4%
16 - 20 Years	21	3.1%
21 - 25 Years	15	2.2%
More than 25 Years	7	1.0%

## Report 16: IDP

### Are you enrolled in or have you completed IDP?

53.1% of all responders are enrolled in or have completed their IDP.



<b>Enrolled in or completed IDP?</b>	<b>n</b>	<b>%</b>
Yes .....	345	53.1%
No .....	305	46.9%