

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 2004

Table of Contents

About this Report.....	1
Terminology:.....	1
How to use the website (http://cstl.syr.edu/arc/results_04.asp):.....	1
A piece of advice for using this report:.....	1
Confidentiality:	1
Accuracy:	1
Copies of this Report:	1
Report 1: Salary/Year of Graduation/Location.....	3
What year did you graduate?	3
Salary by Year of Graduation and Location	4
Salary by Year of Graduation	6
What is your annual salary?	7
Part-time Employees/Owners	7
In what region is your firm located?	8
Salary by Location.....	10
Salary by Size of Firm for Interns and Principals	12
Report 2: Benefits.....	13
Which benefits do you receive?	13
Benefits Received by Size of Firm	14
Report 3: Gender	15
What is your gender?	15
Salary by Gender and Year of Graduation.....	16
Report 4: Degree	17
What degree(s) do you have?.....	17
Salary by Most Recent Degree.....	18
Report 5: Field of Work	19
In which field(s) do you work?.....	19
Salary by Field of Work.....	20
Report 6: Title	21
What is your title?.....	21
Salary by Title	22
Report 7: Freelance Work	23
Do you do "freelance" architectural work?.....	23
If you do "freelance" work, is it your main source of income?	23
Report 8: Responsibility	24
Which responsibilities consume most of your time?	24

Report 9: Overtime	25
Does your firm compensate for overtime?.....	25
Has your firm changed (or is it planning to change) the overtime compensation policy as a result of the new labor law?	25
Report 10: Promotion.....	26
What are the criteria for promotion at your firm?.....	26
Promotion Criteria by Size of Firm	27
If you received a raise in the last 12 months, what is the percentage of increase, not including bonuses?	28
Percent Raise by Size of Firm.....	29
Report 11: Licensed.....	30
Are you licensed?.....	30
Report 12: International Offices.....	31
Does your firm have offices located outside the USA?	31
Report 13: # Employees.....	32
Total Number of Employees in All Offices.....	32
Report 14: Client Base.....	33
What is your firm's client base?	33
Report 15: Years in Current Position.....	34
How many years have you been employed in your current position?	34
Report 16: IDP	35
Are you enrolled in or have you completed IDP?.....	35

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 1952, so we will not claim that these numbers are true for the whole profession. We have 675 responses. All data was collected through a web-based survey conducted September 15, 2004 - October 18, 2004.

Terminology:

You will note that we report salaries as a "median". A median is not the same as an "average". The result of calculating an average may be a number that is "pulled" low or high by extreme data. Instead, median is the mid-point of all salaries reported. In other words, 1/2 the responders earn less money, 1/2 earn more money. We also report the minimum & maximum salaries so that you know the full range. Also, in the data tables, "n" = the total number of responses.

How to use the website (http://cstl.syr.edu/arc/results_04.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:

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.

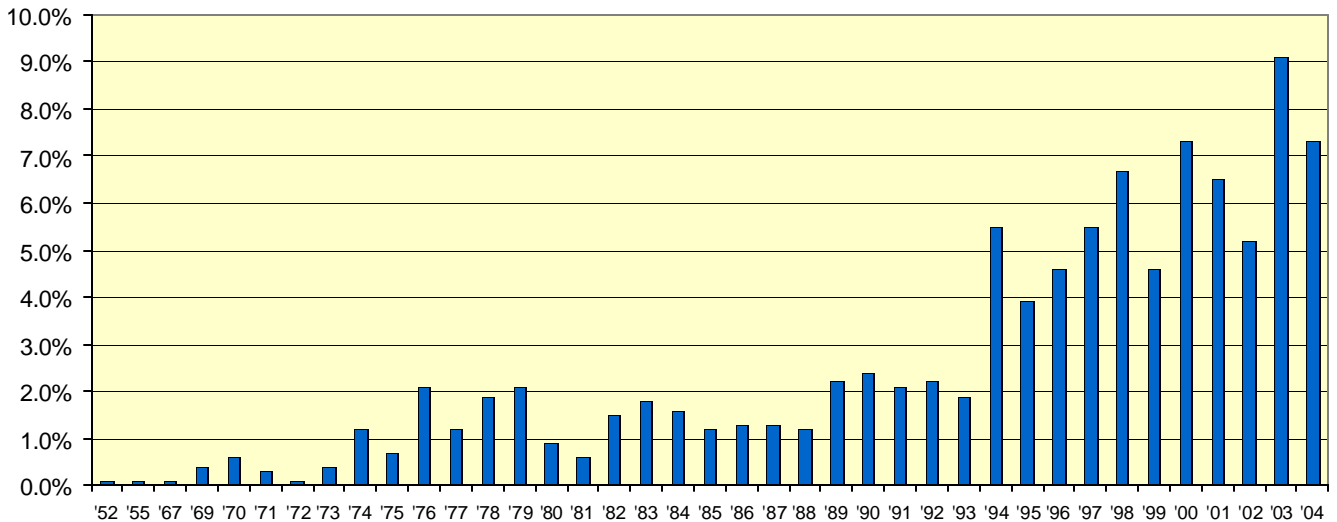
If you have any questions about the results or the methodology, please contact Connie Caldwell, director of career services, by e-mail at cbcaldwe@syr.edu or by phone at 315-443-4937. Our plan is to conduct the survey annually. Your comments will improve the report for next year. Please be in touch!

Report 1: Salary/Year of Graduation/Location

What year did you graduate?

The highest number of responders (9.1%) graduated in 2003.

60.7% of all responders graduated in the last 10 years.



Year of Graduation	n	%
1952	1	0%
1955	1	0%
1967	1	0%
1969	3	0%
1970	4	1%
1971	2	0%
1972	1	0%
1973	3	0%
1974	8	1%
1975	5	1%
1976	14	2%
1977	8	1%
1978	13	2%
1979	14	2%
1980	6	1%
1981	4	1%
1982	10	2%
1983	12	2%
1984	11	2%
1985	8	1%

Year of Graduation	n	%
1986	9	1%
1987	9	1%
1988	8	1%
1989	15	2%
1990	16	2%
1991	14	2%
1992	15	2%
1993	13	2%
1994	37	6%
1995	26	4%
1996	31	5%
1997	37	6%
1998	45	7%
1999	31	5%
2000	49	7%
2001	44	7%
2002	35	5%
2003	61	9%
2004	49	7%

Salary by Year of Graduation and Location

The median salary for a recent grad in NYC = \$43,000.00.

BALTIMORE METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	6	\$53,000.00	\$48,000.00	\$60,000.00
2000-2004.....	4	\$42,250.00	\$39,000.00	\$45,000.00

BOSTON/CAMBRIDGE METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	4	\$81,000.00	\$50,000.00	\$100,000.00
1980-1984.....	5	\$165,000.00	\$35,000.00	\$1,000,000.00
1985-1989.....	5	\$80,000.00	\$63,000.00	\$110,000.00
1990-1994.....	14	\$66,000.00	\$52,000.00	\$95,000.00
1995-1999.....	29	\$53,500.00	\$37,000.00	\$185,000.00
2000-2004.....	30	\$40,250.00	\$29,120.00	\$91,000.00

CHICAGO METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	6	\$53,000.00	\$39,000.00	\$58,000.00
2000-2004.....	6	\$43,000.00	\$38,500.00	\$49,500.00

COLORADO

Year of Degree	n	Median	Minimum	Maximum
2000-2004.....	4	\$36,750.00	\$31,200.00	\$42,000.00

CONNECTICUT

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	4	\$96,000.00	\$69,000.00	\$260,000.00
1980-1984.....	7	\$100,000.00	\$72,000.00	\$250,000.00
1985-1989.....	5	\$87,000.00	\$75,000.00	\$200,000.00
1995-1999.....	4	\$57,710.00	\$55,000.00	\$136,000.00
2000-2004.....	10	\$44,750.00	\$34,000.00	\$85,000.00

DENVER METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
2000-2004.....	4	\$31,350.00	\$30,000.00	\$36,400.00

LOS ANGELES METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
2000-2004.....	6	\$46,500.00	\$37,440.00	\$65,000.00

NY - ALBANY AREA

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	4	\$40,250.00	\$37,000.00	\$42,500.00

NY - BUFFALO/ROCHESTER AREA

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	4	\$97,250.00	\$70,000.00	\$100,000.00
1995-1999.....	4	\$48,000.00	\$42,000.00	\$56,000.00
2000-2004.....	6	\$35,700.00	\$28,000.00	\$41,200.00

NY - NYC METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	7	\$150,000.00	\$75,000.00	\$325,000.00
1980-1984.....	5	\$100,000.00	\$60,000.00	\$250,000.00
1985-1989.....	9	\$97,000.00	\$59,200.00	\$130,000.00
1990-1994.....	12	\$73,750.00	\$40,000.00	\$220,000.00
1995-1999.....	29	\$55,000.00	\$35,360.00	\$120,000.00
2000-2004.....	56	\$43,000.00	\$30,000.00	\$85,000.00

NY - SYRACUSE/ITHACA AREA

Year of Degree	n	Median	Minimum	Maximum
1975-1979.....	7	\$100,000.00	\$56,160.00	\$150,000.00
1980-1984.....	4	\$72,500.00	\$68,000.00	\$89,440.00
1990-1994.....	5	\$55,000.00	\$49,400.00	\$200,000.00
1995-1999.....	8	\$40,300.00	\$32,000.00	\$49,600.00
2000-2004.....	6	\$31,100.00	\$28,080.00	\$47,000.00

NY- LONG ISLAND

Year of Degree	n	Median	Minimum	Maximum
2000-2004.....	4	\$40,000.00	\$39,000.00	\$42,000.00

NY - OTHER

Year of Degree	n	Median	Minimum	Maximum
2000-2004.....	4	\$36,310.00	\$20,000.00	\$45,000.00

NEW JERSEY

Year of Degree	n	Median	Minimum	Maximum
2000-2004.....	6	\$34,250.00	\$32,000.00	\$50,000.00

PHILADELPHIA METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	9	\$50,000.00	\$45,000.00	\$90,000.00
2000-2004.....	10	\$38,000.00	\$32,500.00	\$48,000.00

PRINCETON METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1990-1994.....	4	\$75,000.00	\$65,000.00	\$96,000.00
2000-2004.....	6	\$41,400.00	\$38,000.00	\$55,000.00

RHODE ISLAND

Year of Degree	n	Median	Minimum	Maximum
1995-1999.....	4	\$46,250.00	\$38,160.00	\$63,500.00

SAN FRANCISCO METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1990-1994.....	7	\$75,000.00	\$65,000.00	\$108,000.00
1995-1999.....	7	\$58,000.00	\$48,000.00	\$100,000.00
2000-2004.....	4	\$40,500.00	\$39,000.00	\$52,000.00

VIRGINIA

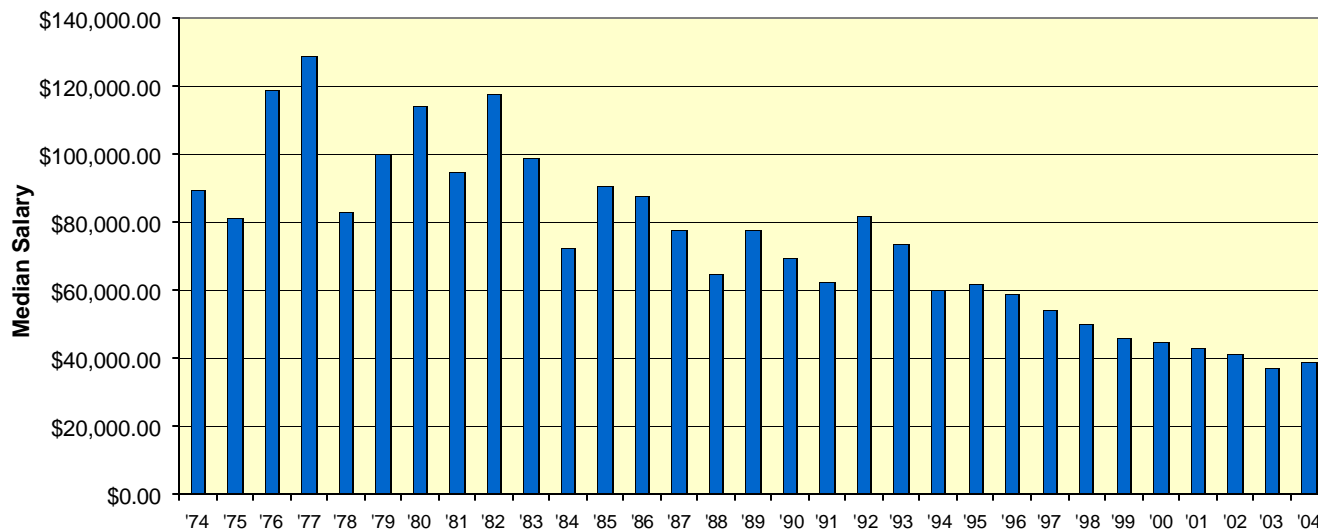
Year of Degree	n	Median	Minimum	Maximum
2000-2004.....	5	\$36,000.00	\$33,280.00	\$40,000.00

WASHINGTON DC

Year of Degree	n	Median	Minimum	Maximum
1990-1994.....	4	\$74,200.00	\$60,000.00	\$130,000.00
1995-1999.....	9	\$56,000.00	\$45,000.00	\$74,900.00
2000-2004.....	14	\$44,860.00	\$39,500.00	\$124,110.00

Salary by Year of Graduation

The median salary for all responders from 2004 = \$39,000.00.

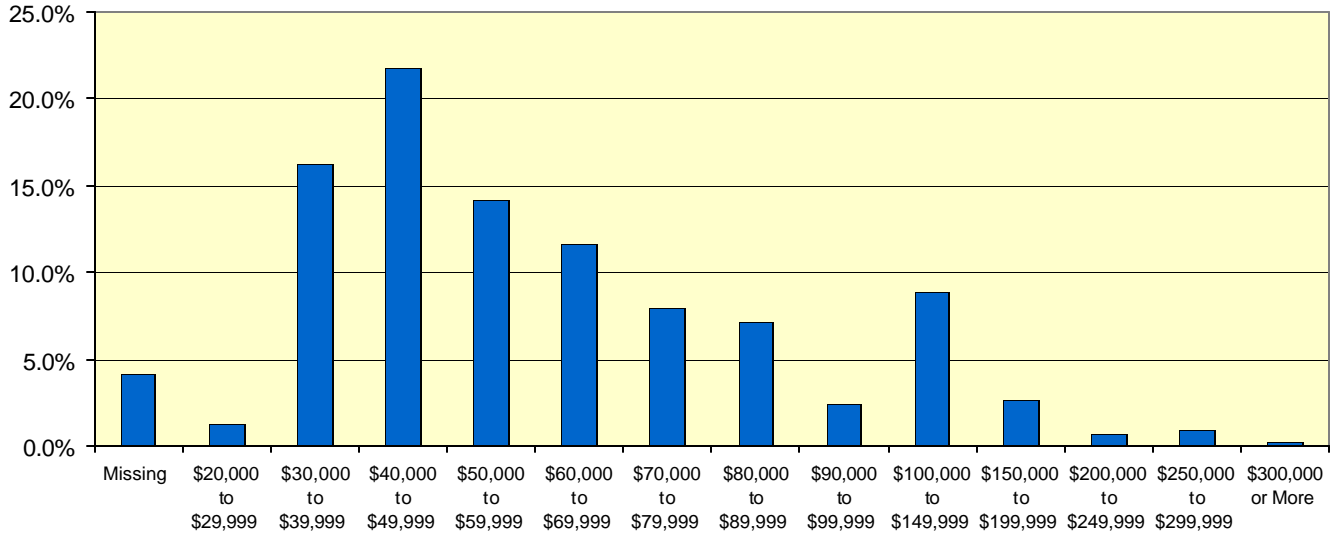


Year of Graduation	n	Median	Minimum	Maximum
1974	6	\$89,600.00	\$60,000.00	\$156,000.00
1975	4	\$81,000.00	\$56,160.00	\$120,000.00
1976	14	\$119,000.00	\$70,000.00	\$325,000.00
1977	8	\$129,000.00	\$55,000.00	\$250,000.00
1978	13	\$83,200.00	\$67,500.00	\$150,000.00
1979	14	\$100,000.00	\$50,000.00	\$260,000.00
1980	5	\$114,000.00	\$85,000.00	\$250,000.00
1981	4	\$95,000.00	\$70,000.00	\$100,000.00
1982	10	\$117,500.00	\$35,000.00	\$1,000,000.00
1983	12	\$99,000.00	\$50,000.00	\$250,000.00
1984	11	\$72,500.00	\$60,000.00	\$185,000.00
1985	8	\$90,500.00	\$75,000.00	\$130,000.00
1986	9	\$88,000.00	\$63,000.00	\$240,000.00
1987	8	\$77,500.00	\$47,000.00	\$107,000.00
1988	7	\$64,800.00	\$47,500.00	\$130,000.00
1989	15	\$78,000.00	\$48,520.00	\$135,000.00
1990	16	\$69,250.00	\$49,400.00	\$200,000.00
1991	13	\$62,400.00	\$40,000.00	\$220,000.00
1992	13	\$82,000.00	\$53,000.00	\$135,000.00
1993	12	\$73,750.00	\$25,000.00	\$140,000.00
1994	37	\$60,320.00	\$40,000.00	\$150,000.00
1995	26	\$62,000.00	\$50,000.00	\$143,000.00
1996	30	\$58,750.00	\$42,000.00	\$120,000.00
1997	35	\$54,000.00	\$24,000.00	\$185,000.00
1998	44	\$50,000.00	\$32,000.00	\$150,000.00
1999	29	\$46,000.00	\$36,230.00	\$90,000.00
2000	45	\$45,000.00	\$20,000.00	\$76,500.00
2001	43	\$43,000.00	\$31,200.00	\$91,000.00
2002	34	\$41,500.00	\$30,000.00	\$124,110.00
2003	59	\$37,000.00	\$24,000.00	\$78,000.00
2004	48	\$39,000.00	\$28,000.00	\$85,000.00

NOTE: The following years of graduation had data that was too small to report: 1952, 1967, 1969, 1970, 1971, 1972, and 1973

What is your annual salary?

Regardless of year and location, 21.7% of the responders are earning \$40,000.00 - \$49,999.00.



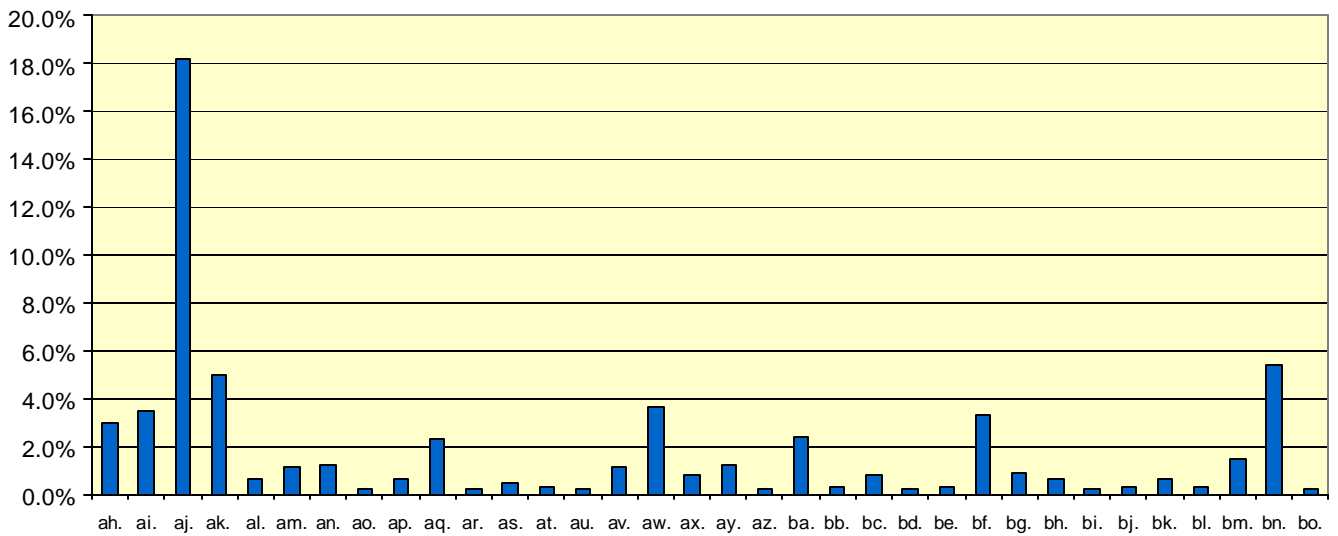
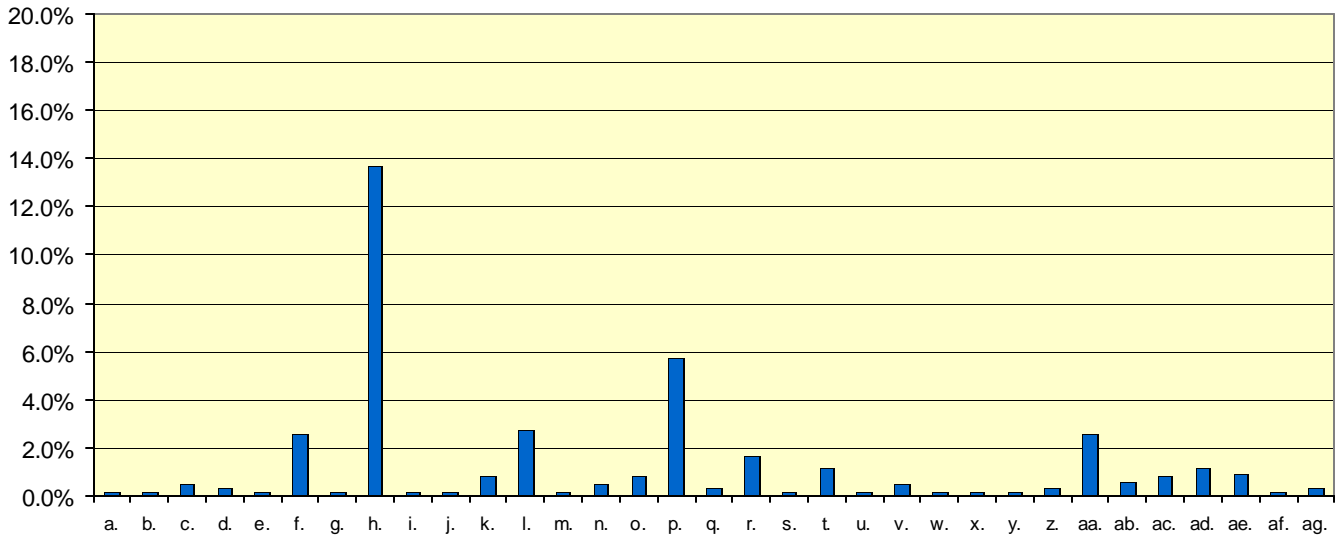
Salary Range	n	%
Missing	28	4.2%
\$20,000 to \$29,999	9	1.3%
\$30,000 to \$39,999	109	16.2%
\$40,000 to \$49,999	146	21.7%
\$50,000 to \$59,999	96	14.2%
\$60,000 to \$69,999	78	11.6%
\$70,000 to \$79,999	53	7.9%
\$80,000 to \$89,999	48	7.1%
\$90,000 to \$99,999	16	2.4%
\$100,000 to \$149,999	60	8.9%
\$150,000 to \$199,999	18	2.7%
\$200,000 to \$249,999	5	0.7%
\$250,000 to \$299,999	6	0.9%
\$300,000 or More	2	0.3%

Part-time Employees/Owners

This year we again included part-time part-time employees/owners. A total of 25 alumni/ae responded with part-time salaries. The number of part-time hours worked varies from three (3) to thirty-five (35) hours per week. The hourly wage ranges from \$13.50/hour to \$115/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?

18.2% 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-bo. The supporting tables for these graphs are on the next page.

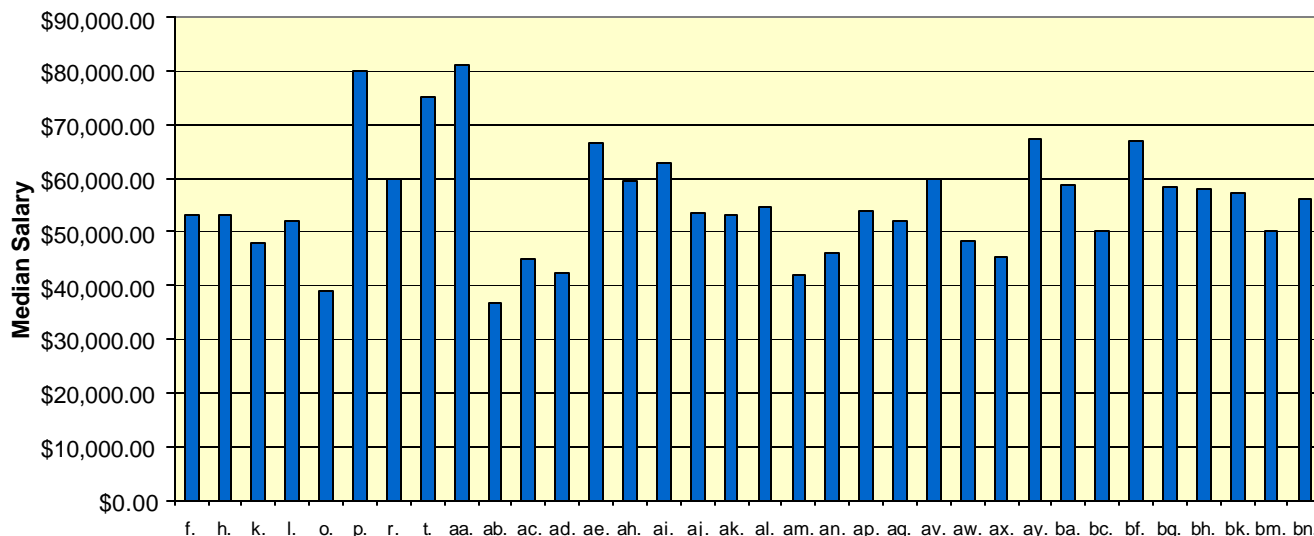
In what region is your firm located? (continued)

Location	n	%
a. Argentina	1	0.2%
b. Arkansas.....	1	0.2%
c. Atlanta Metro Only	3	0.5%
d. Austin/San Marcos Metro Only	2	0.3%
e. Australia	1	0.2%
f. Baltimore Metro Only	17	2.6%
g. Birmingham Metro Only	1	0.2%
h. Boston/Cambridge Metro Only	91	13.7%
i. California	1	0.2%
j. Canada.....	1	0.2%
k. Charlotte Metro Only	5	0.8%
l. Chicago Metro Only	18	2.7%
m. China.....	1	0.2%
n. Cleveland Metro Only	3	0.5%
o. Colorado	5	0.8%
p. Connecticut	38	5.7%
q. Dallas Metro Only	2	0.3%
r. Denver Metro Only	11	1.7%
s. Detroit Metro Only	1	0.2%
t. Florida	8	1.2%
u. Hong Kong	1	0.2%
v. Houston Metro Only	3	0.5%
w. Iowa	1	0.2%
x. Italy	1	0.2%
y. Kansas City Metro Only	1	0.2%
z. Kentucky	2	0.3%
aa. Los Angeles Metro Only	17	2.6%
ab. Maine	4	0.6%
ac. Maryland	5	0.8%
ad. Massachusetts	8	1.2%
ae. Miami/Fort Lauderdale	6	0.9%
af. Milwaukee Metro Only	1	0.2%
ag. Minneapolis/St. Paul Metro Only	2	0.3%

Location	n	%
ah. NY - Albany Area	20	3.0%
ai. NY - Buffalo/Rochester Area	23	3.5%
aj. NY - NYC Metro Only	121	18.2%
ak. NY - Syracuse/Ithaca Area	33	5.0%
al. NY - Westchester County.....	4	0.6%
am. NY - Long Island.....	7	1.1%
an. NY - Other.....	8	1.2%
ao. Nevada	1	0.2%
ap. New Hampshire.....	4	0.6%
aq. New Jersey.....	15	2.3%
ar. New Mexico.....	1	0.2%
as. North Carolina.....	3	0.5%
at. Oakland Metro Only	2	0.3%
au. Ohio	1	0.2%
av. Pennsylvania	7	1.1%
aw. Philadelphia Metro Only	24	3.6%
ax. Phoenix/Scottsdale Only	5	0.8%
ay. Pittsburgh Metro Only	8	1.2%
az. Portland Metro Only	1	0.2%
ba. Princeton Metro Only	16	2.4%
bb. Puerto Rico.....	2	0.3%
bc. Rhode Island	5	0.8%
bd. Sacramento Metro Only	1	0.2%
be. San Diego Metro Only	2	0.3%
bf. San Francisco Metro Only	22	3.3%
bg. Seattle/Tacoma Metro Only	6	0.9%
bh. South Carolina.....	4	0.6%
bi. Milwaukee Metro Only	1	0.2%
bj. St. Louis Metro Only	2	0.3%
bk. United Kingdom	4	0.6%
bl. Vermont.....	2	0.3%
bm. Virginia	10	1.5%
bn. Washington DC.....	36	5.4%
bo. Wyoming.....	1	0.2%

Salary by Location

The median salary for responders who are working in "NYC Metro Only" is \$53,500.00.



Location	n	Median	Minimum	Maximum
f. Baltimore Metro Only	17	\$53,000.00	\$39,000.00	\$120,000.00
h. Boston/Cambridge Metro Only	88	\$53,250.00	\$29,120.00	\$1,000,000.00
k. Charlotte Metro Only	5	\$48,000.00	\$33,200.00	\$60,000.00
l. Chicago Metro Only	17	\$52,000.00	\$38,500.00	\$175,000.00
o. Colorado	5	\$39,000.00	\$31,200.00	\$65,000.00
p. Connecticut	35	\$80,000.00	\$34,000.00	\$260,000.00
r. Denver Metro Only	11	\$60,000.00	\$30,000.00	\$100,000.00
t. Florida	8	\$75,000.00	\$32,000.00	\$150,000.00
aa. Los Angeles Metro Only	17	\$81,120.00	\$37,440.00	\$155,500.00
ab. Maine	4	\$36,660.00	\$31,200.00	\$58,240.00
ac. Maryland	5	\$45,000.00	\$35,000.00	\$120,000.00
ad. Massachusetts	7	\$42,500.00	\$37,000.00	\$86,320.00
ae. Miami/Fort Lauderdale	6	\$66,500.00	\$36,000.00	\$98,000.00
ah. NY - Albany Area	18	\$59,500.00	\$33,800.00	\$250,000.00
ai. NY - Buffalo/Rochester Area	22	\$63,000.00	\$28,000.00	\$240,000.00
aj. NY - NYC Metro Only	118	\$53,500.00	\$30,000.00	\$325,000.00
ak. NY - Syracuse/Ithaca Area	32	\$53,250.00	\$28,080.00	\$200,000.00
al. NY - Westchester County	4	\$54,750.00	\$42,000.00	\$150,000.00
am. NY- Long Island	7	\$42,000.00	\$39,000.00	\$150,000.00
an. NY - Other	8	\$46,000.00	\$20,000.00	\$55,000.00
ap. New Hampshire	4	\$54,000.00	\$34,320.00	\$70,000.00
aq. New Jersey	15	\$52,000.00	\$32,000.00	\$115,000.00
av. Pennsylvania	7	\$60,000.00	\$38,500.00	\$160,000.00
aw. Philadelphia Metro Only	24	\$48,180.00	\$32,500.00	\$120,000.00
ax. Phoenix/Scottsdale Only	4	\$45,250.00	\$41,000.00	\$58,000.00
ay. Pittsburgh Metro Only	7	\$67,500.00	\$30,000.00	\$82,000.00

Salary by Location (continued)

Location	n	Median	Minimum	Maximum
ba. Princeton Metro Only	16	\$58,900.00	\$38,000.00	\$138,000.00
bc. Rhode Island	5	\$50,000.00	\$38,160.00	\$110,800.00
bf. San Francisco Metro Only	22	\$67,000.00	\$39,000.00	\$250,000.00
bg. Seattle/Tacoma Metro Only	6	\$58,500.00	\$41,500.00	\$85,000.00
bh. South Carolina	4	\$58,130.00	\$32,000.00	\$85,000.00
bk. United Kingdom	4	\$57,250.00	\$34,200.00	\$68,000.00
bm. Virginia	10	\$50,000.00	\$33,280.00	\$250,000.00
bn. Washington DC	34	\$56,250.00	\$39,500.00	\$170,000.00

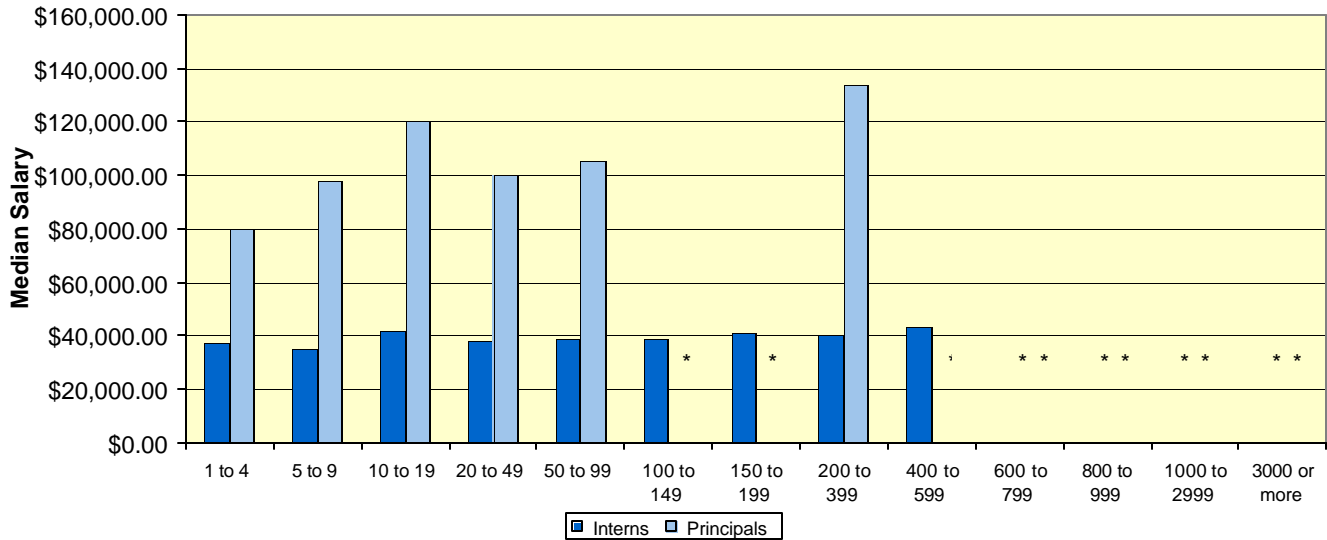
NOTE: The following locations had data that was too small to report:

Argentina, Arkansas, Atlanta Metro Only, Austin/San Marcos Metro Only, Australia, Birmingham Metro Only, California, Canada, China, Cleveland Metro Only, Dallas Metro Only, Detroit Metro Only, Hong Kong, Houston Metro Only, Iowa, Italy, Kansas City Metro Only, Kentucky, Milwaukee Metro Only, Minneapolis/St. Paul Metro Only, Nevada, New Mexico, North Carolina, Oakland Metro Only, Ohio, Portland Metro Only, Puerto Rico, Sacramento Metro Only, San Diego Metro Only, Spain, St. Louis Metro Only, Vermont, Wyoming

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 \$37,750.00.

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



Interns

Size of Firm	N	Median	Minimum	Maximum
1 to 4	5	\$37,440.00	\$31,200.00	\$52,000.00
5 to 9	9	\$35,000.00	\$28,080.00	\$42,500.00
10 to 19	21	\$42,000.00	\$30,000.00	\$150,000.00
20 to 49	32	\$37,750.00	\$29,120.00	\$49,500.00
50 to 99	16	\$38,500.00	\$30,000.00	\$48,300.00
100 to 149	12	\$38,500.00	\$31,200.00	\$57,500.00
150 to 199	7	\$41,000.00	\$33,200.00	\$44,500.00
200 to 399	9	\$40,500.00	\$35,000.00	\$58,000.00
400 to 599	5	\$43,500.00	\$39,000.00	\$49,000.00
600 to 799		*data too small to report		
800 to 999		*data too small to report		
1000 to 2999		*data too small to report		
3000 or more		*data too small to report		

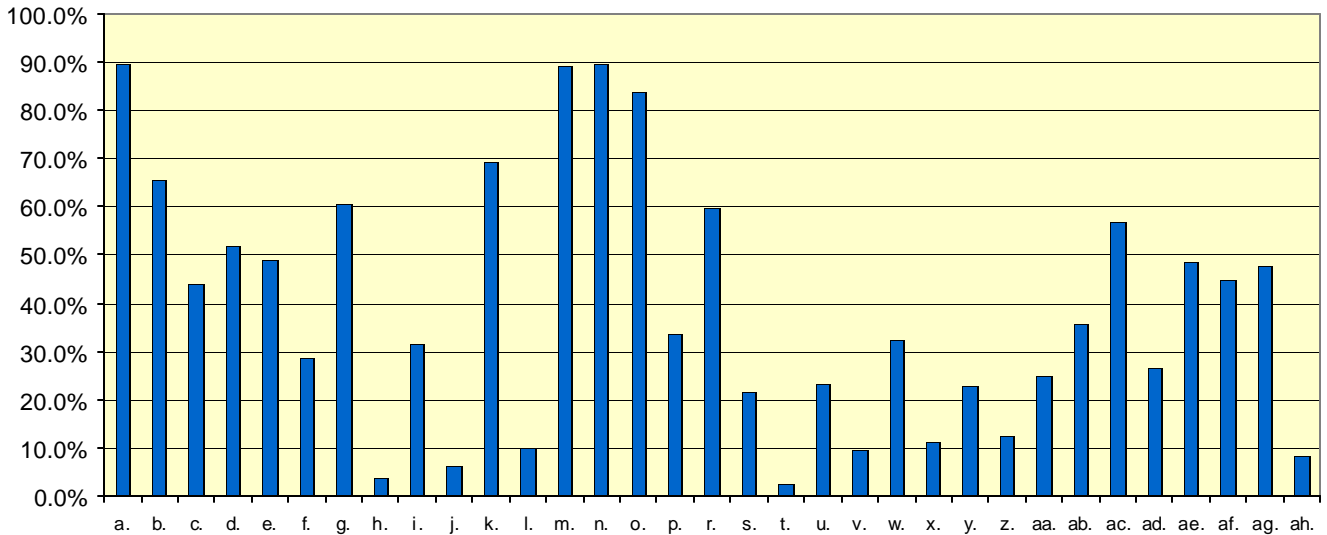
Principals

Size of Firm	N	Median	Minimum	Maximum
1 to 4	22	\$80,000.00	\$20,000.00	\$150,000.00
5 to 9	21	\$98,000.00	\$35,000.00	\$260,000.00
10 to 19	15	\$120,000.00	\$60,000.00	\$175,000.00
20 to 49	14	\$100,000.00	\$58,000.00	\$250,000.00
50 to 99	6	\$105,500.00	\$70,000.00	\$200,000.00
100 to 149		*data too small to report		
150 to 199		*data too small to report		
200 to 399	4	\$134,000.00	\$115,000.00	\$170,000.00
400 to 599		*data too small to report		
600 to 799		*data too small to report		
800 to 999		*data too small to report		
1000 to 2999		*data too small to report		
3000 or more		*data too small to report		

Report 2: Benefits

Which benefits do you receive?

The benefits that most respondents receive are: health insurance (89.6%), paid vacation (89.5%) and paid holidays (89.0%).



Benefit	n	%
a. Health Insurance	604	89.6%
b. Dental	441	65.4%
c. Vision	295	43.8%
d. Disability insurance	349	51.8%
e. Life Insurance	330	49.0%
f. Flexible Spending Accounts	193	28.6%
g. Annual Bonus	408	60.5%
h. Quarterly Bonus	25	3.7%
i. Profit-sharing	212	31.5%
j. Stock Options	41	6.1%
k. 401 K	467	69.3%
l. Other retirement benefit	68	10.1%
m. Paid holidays	600	89.0%
n. Paid vacation	603	89.5%
o. Paid sick days	565	83.8%
p. Dress down days	228	33.8%
r. Casual dress code	404	59.9%
s. Paid Maternity Leave	147	21.8%
t. Adoption Assistance	17	2.5%
u. Unpaid Family Leave	158	23.4%
v. Health Club	64	9.5%

Benefit	n	%
w. Flex Hours	218	32.3%
x. Employee Assistance Plan	76	11.3%
y. Tuition Reimbursement	155	23.0%
z. Company Vehicle	83	12.3%
aa. Cab Fare for overtime nights	169	25.1%
ab. Free meals when you work overtime	240	35.6%
ac. Company "outings" or "picnics"	384	57.0%
ad. Paid Parking or Commuter Subsidy	180	26.7%
ae. Conference Fees/Continuing Ed classes	328	48.7%
af. Registration Exam fees full or partial	301	44.7%
ag. Professional membership fees	322	47.8%
ah. Other	56	8.3%

Benefits Received by Size of Firm

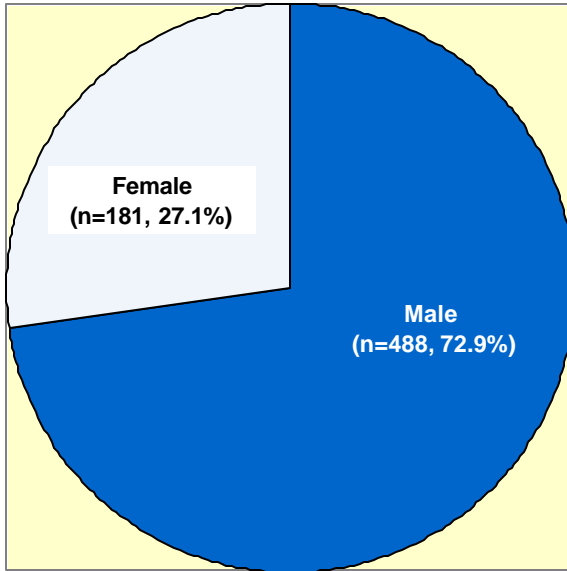
Of all responders in firms of 20-49 people, 96.8% of them get health insurance.

# of Employees	Health		Dental		Vision		401k		Profit Sharing		Paid Holidays		Paid Vacation	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
1 to 4	33	53.2%	12	19.4%	4	6.5%	6	9.7%	9	14.5%	33	53.2%	32	51.6%
5 to 9	49	76.6%	22	34.4%	10	15.6%	19	29.7%	26	40.6%	55	85.9%	58	90.6%
10 to 19	89	90.8%	42	42.9%	26	26.5%	26	26.5%	55	56.1%	86	87.8%	87	88.8%
20 to 49	120	96.8%	80	64.5%	49	39.5%	47	37.9%	98	79.0%	119	96.0%	120	96.8%
50 to 99	86	97.7%	65	73.9%	36	40.9%	42	47.7%	80	90.9%	84	95.5%	85	96.6%
100 to 149	44	97.8%	41	91.1%	27	60.0%	11	24.4%	41	91.1%	44	97.8%	44	97.8%
150 to 199	24	96.0%	24	96.0%	14	56.0%	11	44.0%	21	84.0%	24	96.0%	24	96.0%
200 to 399	56	96.6%	55	94.8%	40	69.0%	24	41.4%	51	87.9%	55	94.8%	55	94.8%
400 to 599	18	100.0%	18	100.0%	14	77.8%	1	5.6%	15	83.3%	17	94.4%	16	88.9%
600 to 799	7	100.0%	5	71.4%	5	71.4%	0	0.0%	7	100.0%	7	100.0%	7	100.0%
800 to 999	13	100.0%	13	100.0%	11	84.6%	4	30.8%	12	92.3%	13	100.0%	13	100.0%
1000 to 2999	25	96.2%	25	96.2%	25	96.2%	14	53.8%	21	80.8%	25	96.2%	25	96.2%
3000 or more	28	100.0%	27	96.4%	24	85.7%	5	17.9%	26	92.9%	28	100.0%	28	100.0%

Report 3: Gender

What is your gender?

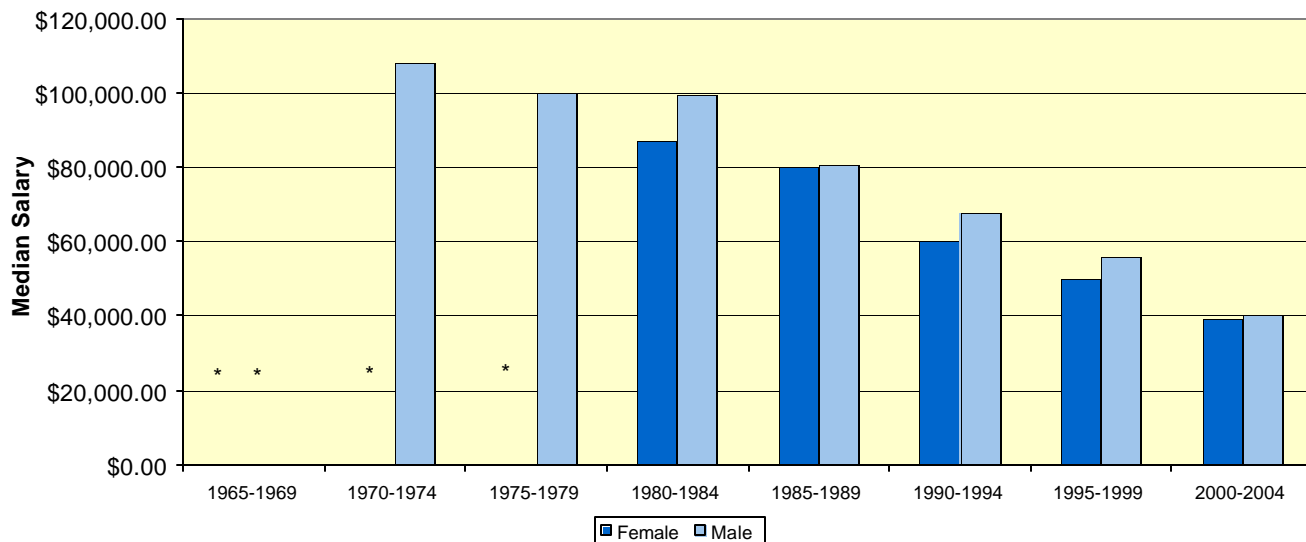
27.1% of the responders are female.



Gender	n	%
Male	488	72.9%
Female	181	27.1%

Salary by Gender and Year of Graduation

There is only a slight difference in median salaries for male/female recent grads.



Female

Year of Graduation	N	Median	Minimum	Maximum
1965-1969		*data too small to report		
1970-1974		*data too small to report		
1975-1979		*data too small to report		
1980-1984	6	\$87,000.00	\$35,000.00	\$120,000.00
1985-1989	11	\$80,000.00	\$52,000.00	\$135,000.00
1990-1994	20	\$60,000.00	\$40,000.00	\$75,000.00
1995-1999	54	\$50,000.00	\$36,000.00	\$100,000.00
2000-2004	74	\$39,260.00	\$28,500.00	\$91,000.00

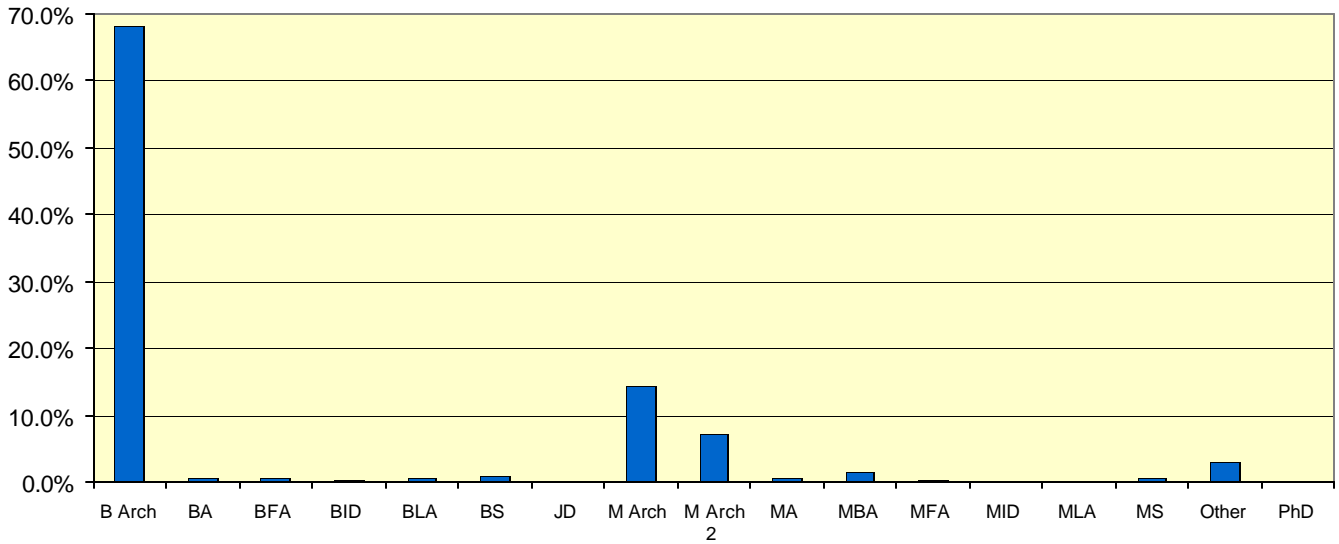
Male

Year of Graduation	N	Median	Minimum	Maximum
1965-1969		*data too small to report		
1970-1974	13	\$108,000.00	\$60,000.00	\$160,000.00
1975-1979	53	\$100,000.00	\$50,000.00	\$325,000.00
1980-1984	36	\$99,500.00	\$50,000.00	\$1,000,000.00
1985-1989	36	\$80,560.00	\$47,000.00	\$240,000.00
1990-1994	69	\$67,500.00	\$25,000.00	\$220,000.00
1995-1999	110	\$55,580.00	\$24,000.00	\$185,000.00
2000-2004	153	\$40,000.00	\$20,000.00	\$124,110.00

Report 4: Degree

What degree(s) do you have?

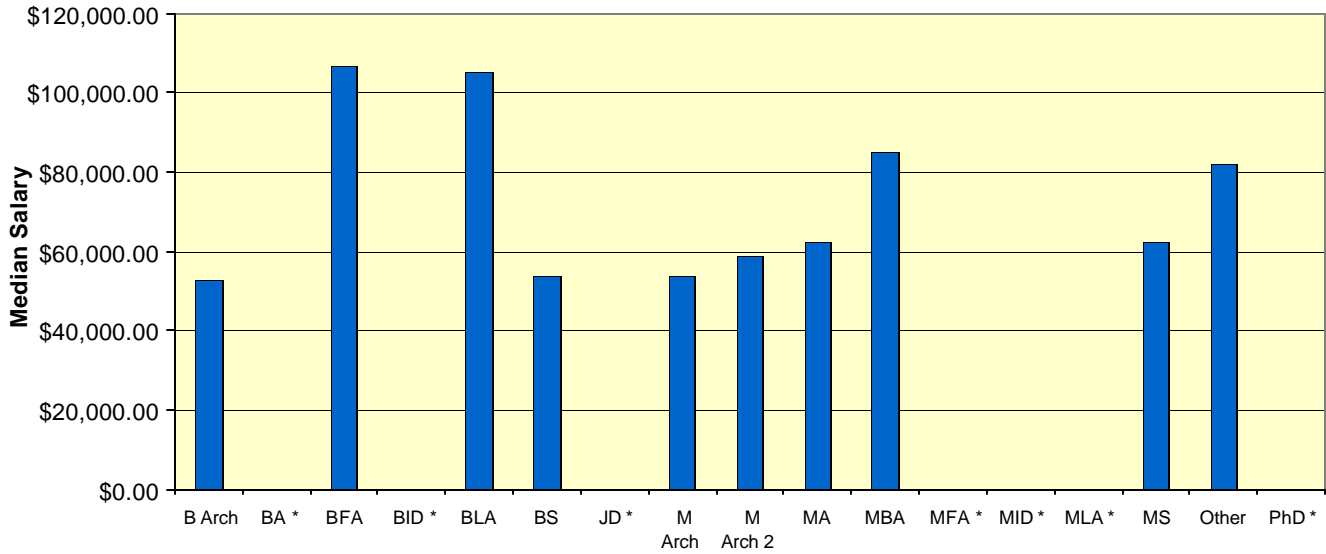
68.1% of the responders have a B Arch.



Degree	n	%
B Arch.....	453	68.1%
BA.....	4	0.6%
BFA	5	0.8%
BID	3	0.5%
BLA	5	0.8%
BS	6	0.9%
JD.....	1	0.2%
M Arch.....	95	14.3%
M Arch 2.....	49	7.4%
MA.....	4	0.6%
MBA	10	1.5%
MFA.....	3	0.5%
MID	1	0.2%
MLA	1	0.2%
MS	4	0.6%
Other	20	3.0%
PhD.....	1	0.2%

Salary by Most Recent Degree

The median salary for all B Arch responders combined = \$53,000.00

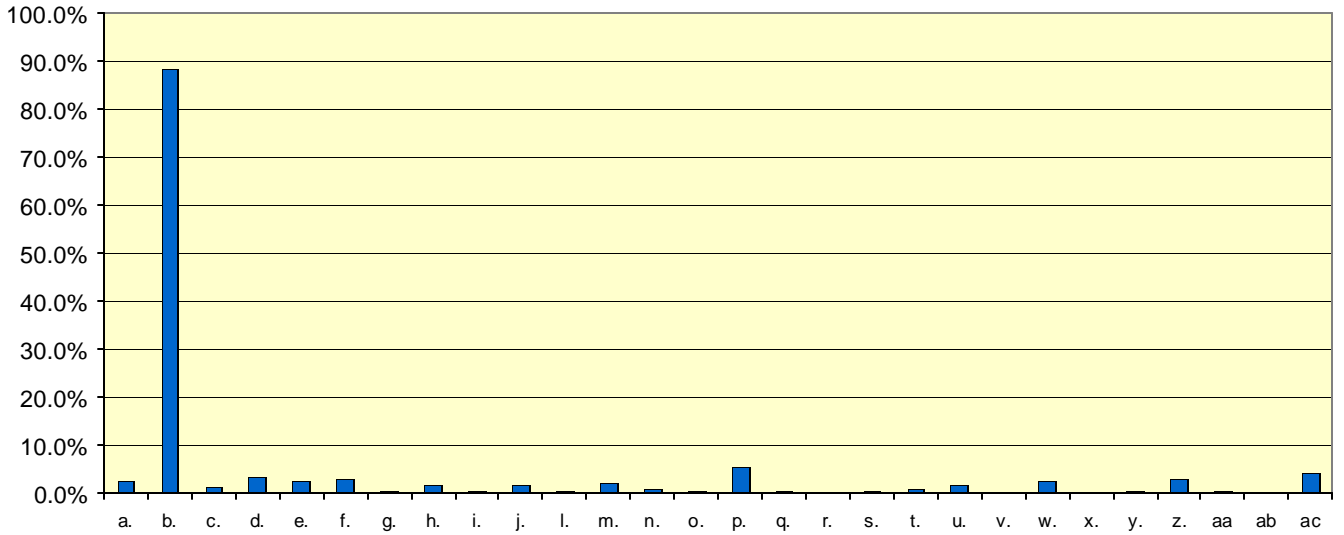


Degree	N	Median	Minimum	Maximum
B Arch.....	438	\$53,000.00	\$20,000.00	\$325,000.00
BA.....	*data too small to report			
BFA	4	\$106,750.00	\$42,000.00	\$130,000.00
BID	*data too small to report			
BLA	5	\$105,000.00	\$37,440.00	\$180,000.00
BS	6	\$53,750.00	\$35,360.00	\$125,000.00
JD	*data too small to report			
M Arch.....	92	\$54,000.00	\$30,000.00	\$200,000.00
M Arch 2.....	46	\$59,000.00	\$24,000.00	\$250,000.00
MA.....	4	\$62,500.00	\$38,000.00	\$95,000.00
MBA	9	\$85,000.00	\$60,000.00	\$100,000.00
MFA.....	*data too small to report			
MID	*data too small to report			
MLA	*data too small to report			
MS	4	\$62,440.00	\$37,000.00	\$97,000.00
Other	19	\$82,000.00	\$35,000.00	\$1,000,000.00
PhD	*data too small to report			

Report 5: Field of Work

In which field(s) do you work?

88.3% of all responders work in the field of architecture.

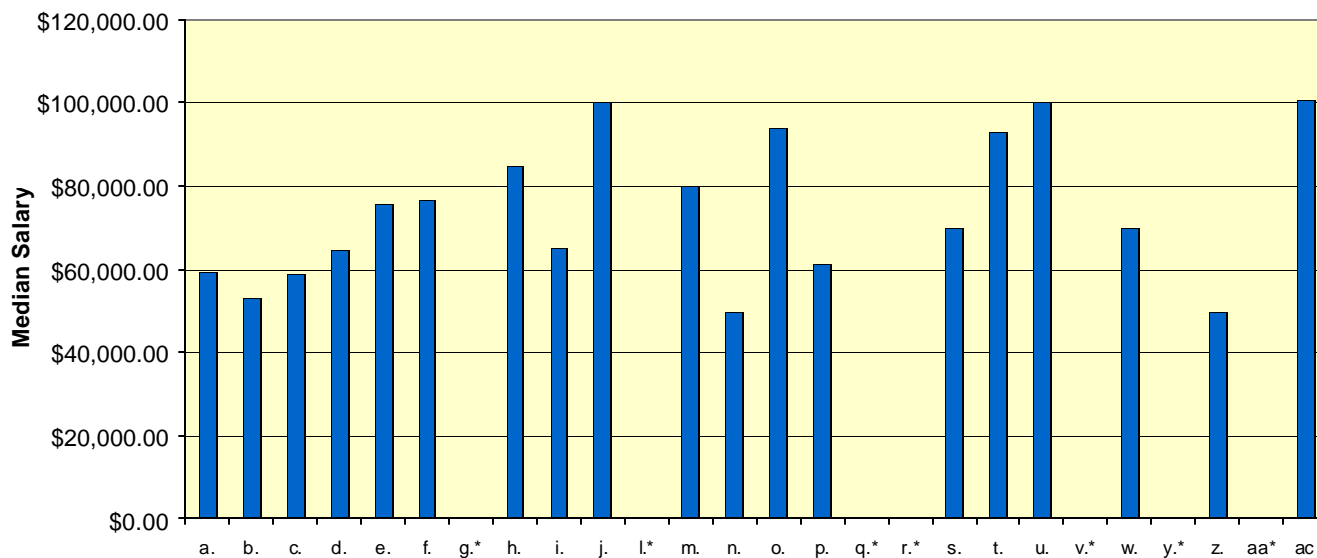


Field of Work	n	%
a. Academia	18	2.7%
b. Architecture	595	88.3%
c. Code Compliance	9	1.3%
d. Construction	22	3.3%
e. Construction Manager	17	2.5%
f. Development	21	3.1%
g. Dot Com	2	0.3%
h. Engineering	13	1.9%
i. Exhibit Design	4	0.6%
j. Facilities Management	11	1.6%
l. Furniture/Product Design	3	0.4%
m. Government	15	2.2%
n. Graphics	7	1.0%
o. IT Support	4	0.6%

Field of Work	n	%
p. Interior Design	38	5.6%
q. Landscape Design	4	0.6%
r. Law	1	0.1%
s. Lighting Design	5	0.7%
t. Marketing	6	0.9%
u. Owner Representative	11	1.6%
v. Photography	1	0.1%
w. Real Estate	17	2.5%
x. Software Design	1	0.1%
y. Stage/Set Design	3	0.4%
z. Urban Design/Planning	20	3.0%
aa. Web Design	2	0.3%
ab. Writer/Publisher	1	0.1%
ac. Other	29	4.3%

Salary by Field of Work

The median salary for all responders in the field of architecture = \$53,000.

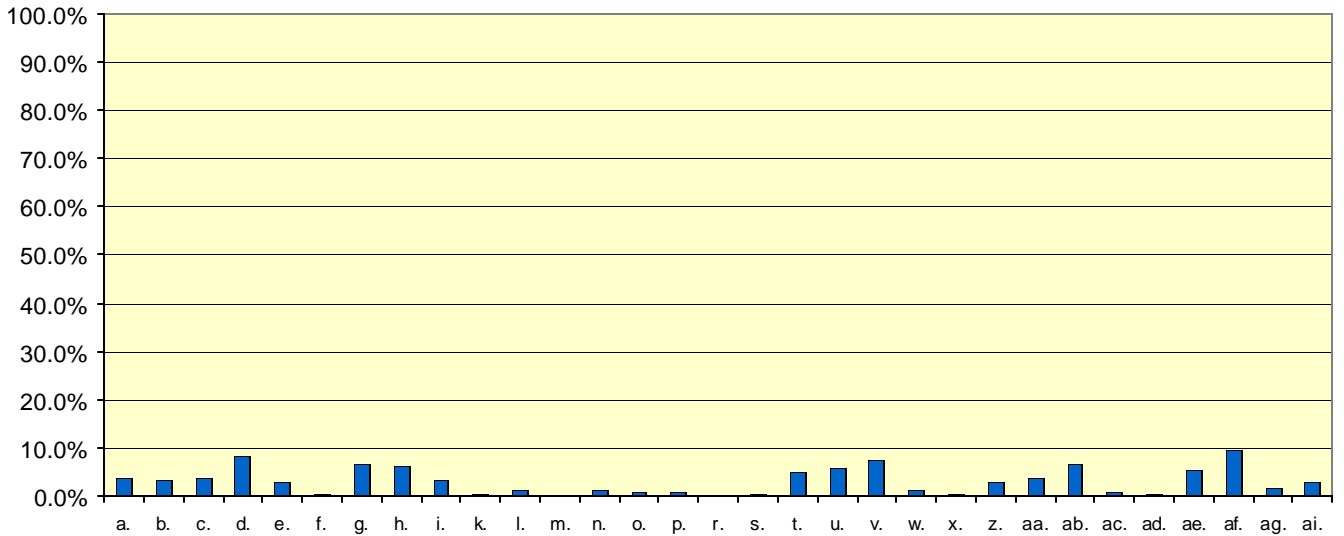


Field of Work	n	Median	Minimum	Maximum
a. Academia	16	\$59,500.00	\$39,000.00	\$200,000.00
b. Architecture	578	\$53,000.00	\$20,000.00	\$1,000,000.00
c. Code Compliance	8	\$59,000.00	\$28,000.00	\$120,000.00
d. Construction	22	\$64,500.00	\$28,000.00	\$150,000.00
e. Construction Manager	16	\$75,500.00	\$28,080.00	\$250,000.00
f. Development	18	\$76,440.00	\$28,000.00	\$225,000.00
g. Dot Com	*data too small to report			
h. Engineering	13	\$85,000.00	\$42,000.00	\$180,000.00
i. Exhibit Design	4	\$65,000.00	\$42,000.00	\$134,000.00
j. Facilities Management	11	\$100,000.00	\$54,000.00	\$1,000,000.00
l. Furniture/Product Design	*data too small to report			
m. Government	15	\$80,200.00	\$24,000.00	\$113,000.00
n. Graphics	6	\$49,750.00	\$36,000.00	\$78,000.00
o. IT Support	4	\$94,000.00	\$40,000.00	\$1,000,000.00
p. Interior Design	36	\$61,450.00	\$30,000.00	\$180,000.00
q. Landscape Design	*data too small to report			
r. Law	*data too small to report			
s. Lighting Design	5	\$70,000.00	\$38,160.00	\$138,000.00
t. Marketing	6	\$93,000.00	\$42,000.00	\$185,000.00
u. Owner Representative	11	\$100,000.00	\$48,000.00	\$150,000.00
v. Photography	*data too small to report			
w. Real Estate	17	\$70,000.00	\$42,000.00	\$185,000.00
y. Stage/Set Design	*data too small to report			
z. Urban Design/Planning	17	\$49,500.00	\$28,000.00	\$124,110.00
aa. Web Design	*data too small to report			
ac. Other	26	\$100,500.00	\$30,000.00	\$1,000,000.00

Report 6: Title

What is your title?

9.4% of responders reported "Project Manager" as their title.

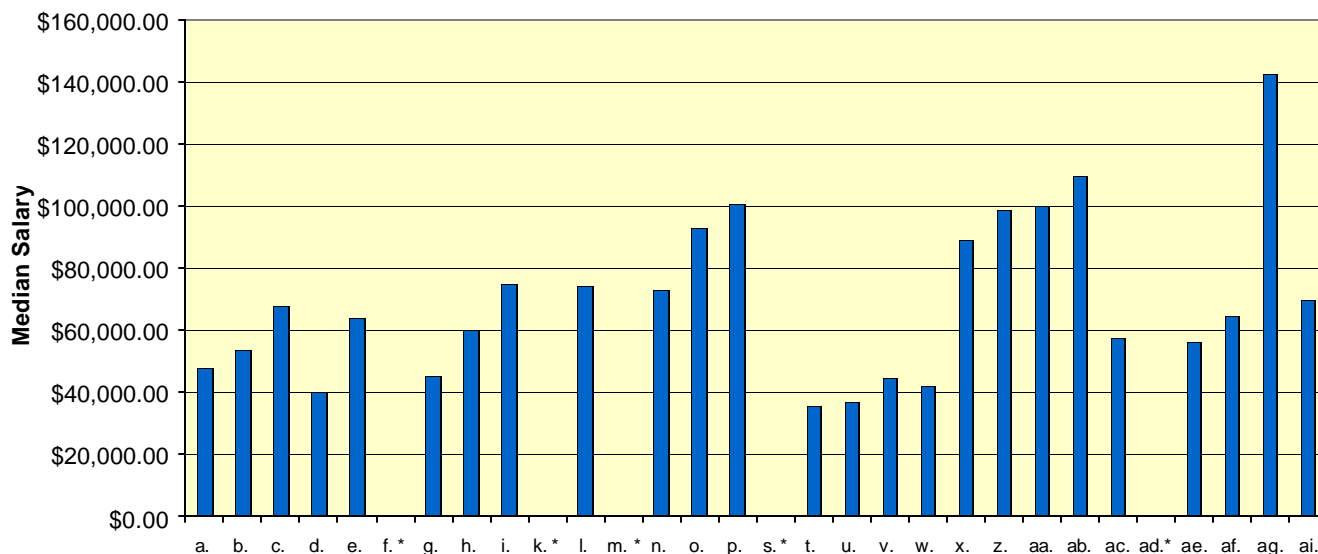


Title	n	%
a. Architect 1	26	3.9%
b. Architect 2	22	3.3%
c. Architect 3	26	3.9%
d. Architect/Designer, Junior	57	8.5%
e. Architect/Designer, Senior ...	19	2.8%
f. Architect, Graduate	2	0.3%
g. Architectural Designer	44	6.6%
h. Associate	43	6.4%
i. Associate, Senior	23	3.4%
k. CAD Operator	2	0.3%
l. Construction Manager	8	1.2%
m. Design Coordinator	1	0.1%
n. Designer, Senior	10	1.5%
o. Director	6	0.9%
p. Director of Design	6	0.9%

Title	n	%
r. Graphic Designer	1	0.1%
s. Interior Designer	4	0.6%
t. Intern 1	35	5.2%
u. Intern 2	38	5.7%
v. Intern 3	50	7.5%
w. Job Captain	9	1.3%
x. Marketing Director	5	0.7%
z. Partner	21	3.1%
aa. President	26	3.9%
ab. Principal	46	6.9%
ac. Professor	6	0.9%
ad. Professor, Adjunct	2	0.3%
ae. Project Architect	37	5.5%
af. Project Manager	63	9.4%
ag. Vice President	13	1.9%
ai. Other	19	2.8%

Salary by Title

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

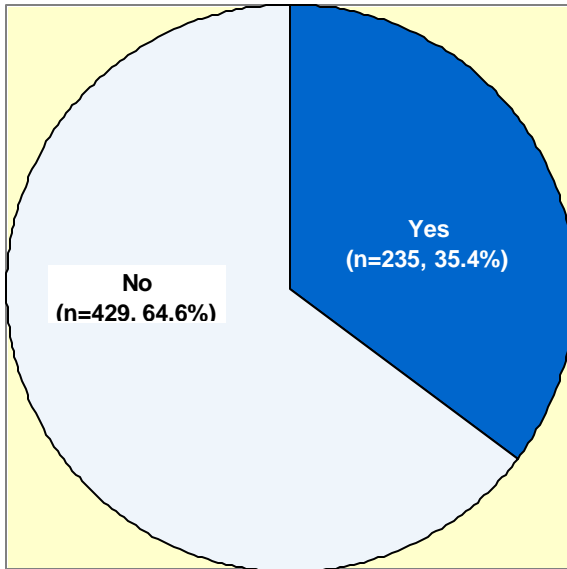


Title	n	Median	Minimum	Maximum
a. Architect 1	26	\$48,000.00	\$34,500.00	\$325,000.00
b. Architect 2	21	\$54,000.00	\$25,000.00	\$65,000.00
c. Architect 3	24	\$67,750.00	\$40,000.00	\$140,000.00
d. Architect/Designer, Junior	54	\$40,000.00	\$28,000.00	\$64,000.00
e. Architect/Designer, Senior	19	\$64,000.00	\$42,000.00	\$107,000.00
f. Architect, Graduate	*data too small to report			
g. Architectural Designer	44	\$45,500.00	\$30,000.00	\$72,800.00
h. Associate	43	\$60,000.00	\$41,200.00	\$130,000.00
i. Associate, Senior	23	\$75,000.00	\$55,000.00	\$95,000.00
k. CAD Operator	*data too small to report			
l. Construction Manager	8	\$74,000.00	\$55,000.00	\$150,000.00
m. Design Coordinator	*data too small to report			
n. Designer, Senior	10	\$72,860.00	\$42,000.00	\$101,000.00
o. Director	6	\$93,000.00	\$48,517.00	\$143,000.00
p. Director of Design	6	\$100,500.00	\$75,400.00	\$225,000.00
s. Interior Designer	*data too small to report			
t. Intern 1	35	\$36,000.00	\$28,080.00	\$150,000.00
u. Intern 2	38	\$37,220.00	\$28,500.00	\$57,500.00
v. Intern 3	48	\$45,000.00	\$30,000.00	\$58,000.00
w. Job Captain	9	\$42,000.00	\$37,000.00	\$75,000.00
x. Marketing Director	4	\$89,000.00	\$50,000.00	\$185,000.00
z. Partner	20	\$99,000.00	\$38,000.00	\$200,000.00
aa. President	26	\$100,000.00	\$20,000.00	\$1,000,000.00
ab. Principal	42	\$109,400.00	\$24,000.00	\$260,000.00
ac. Professor	6	\$57,500.00	\$39,000.00	\$81,000.00
ad. Professor, Adjunct	*data too small to report			
ae. Project Architect	37	\$56,160.00	\$36,900.00	\$101,000.00
af. Project Manager	59	\$64,500.00	\$28,080.00	\$150,000.00
ag. Vice President	12	\$142,500.00	\$75,000.00	\$240,000.00
ai. Other	16	\$70,000.00	\$24,000.00	\$150,000.00

Report 7: Freelance Work

Do you do "freelance" architectural work?

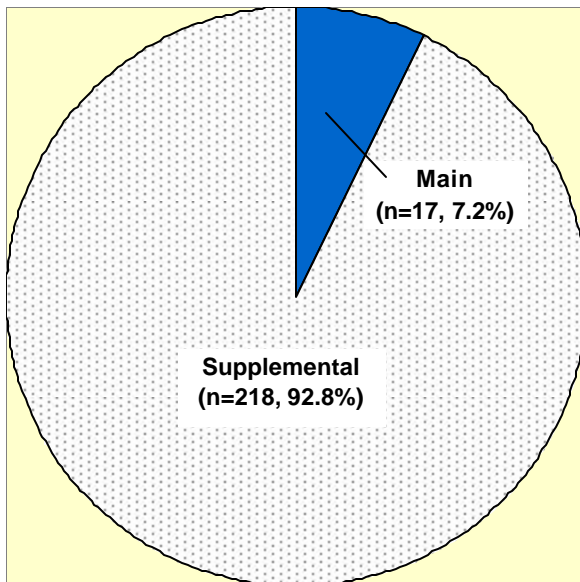
35.4% of all responders do freelance work.



Freelance	n	%
Yes.....	235	35.4%
No.....	429	64.6%

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

Of all responders who do freelance work, only 7.2% of them consider it a main source of income.

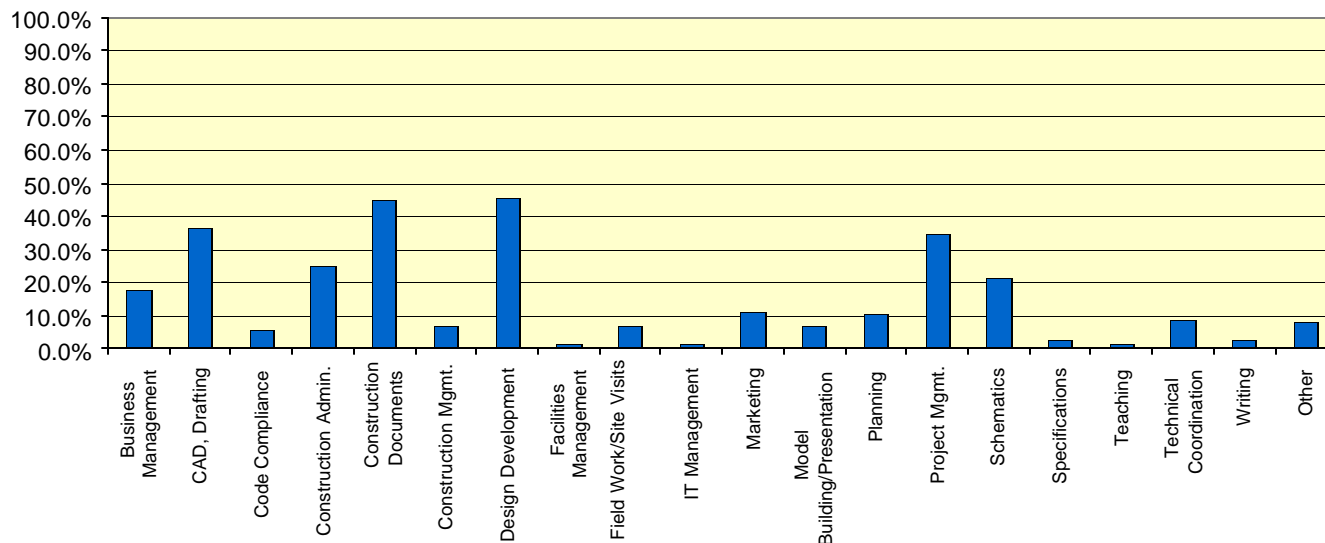


Main Income?	n	%
Main source of income	17	7.2%
Supplemental source of income	218	92.8%

Report 8: Responsibility

Which responsibilities consume most of your time?

45.8% of all respondents reported that design development is one of the 3 responsibilities that consumes most of their time.

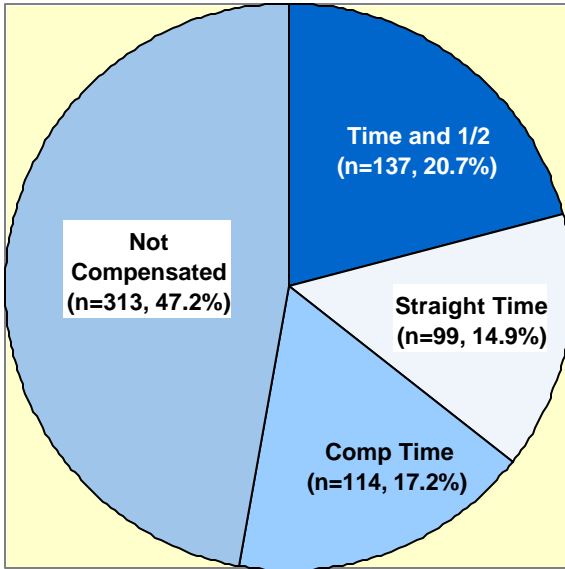


Responsibility	n	%
Business Management	118	17.5%
CAD, Drafting	246	36.5%
Code Compliance	37	5.5%
Construction Admin.	167	24.8%
Construction Documents	302	44.8%
Construction Mgmt.	47	7.0%
Design Development	309	45.8%
Facilities Management	10	1.5%
Field Work/Site Visits	48	7.1%
IT Management	10	1.5%
Marketing	77	11.4%
Model Building/Presentation	45	6.7%
Planning	70	10.4%
Project Mgmt.	232	34.4%
Schematics	142	21.1%
Specifications	16	2.4%
Teaching	9	1.3%
Technical Coordination	57	8.5%
Writing	17	2.5%
Other	53	7.9%

Report 9: Overtime

Does your firm compensate for overtime?

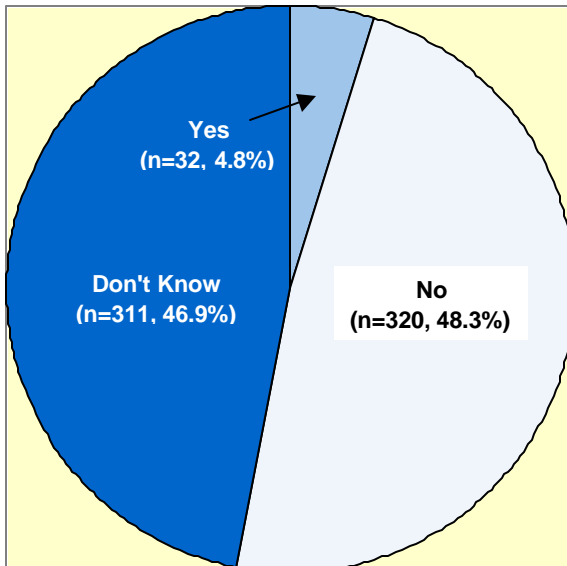
20.7% of responders report that hourly employees earn "time & 1/2" pay for overtime.



Overtime	n	%
Time and 1/2 for hourly employees.....	137	20.7%
Straight time for hourly employees.....	99	14.9%
Comp time (time off equal to overtime hours worked)	114	17.2%
Overtime not compensated..	313	47.2%

Has your firm changed (or is it planning to change) the overtime compensation policy as a result of the new labor law?

Only 4.8% of responders report that their firm changed or is planning to change the overtime compensation policy.

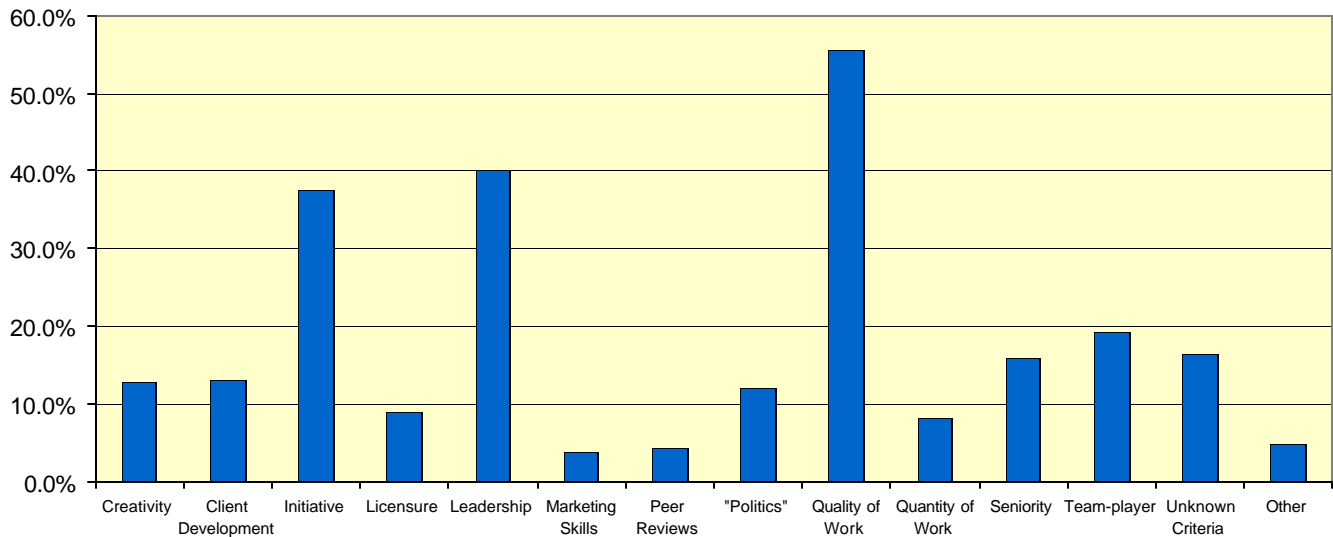


Policy changed?	n	%
Yes.....	32	4.8%
No.....	320	48.3%
Don't know	311	46.9%

Report 10: Promotion

What are the criteria for promotion at your firm?

55.5% of responders selected "Quality of Work" as one of the most important criteria for promotion at their firm.



Promotion	n	%
Creativity	86	12.8%
Client Development	88	13.1%
Initiative	253	37.5%
Licensure	61	9.1%
Leadership	271	40.2%
Marketing Skills	26	3.9%
Peer Reviews	30	4.5%
"Politics"	82	12.2%
Quality of Work	374	55.5%
Quantity of Work	56	8.3%
Seniority	108	16.0%
Team-player	130	19.3%
Unknown Criteria	111	16.5%
Other	34	5.0%

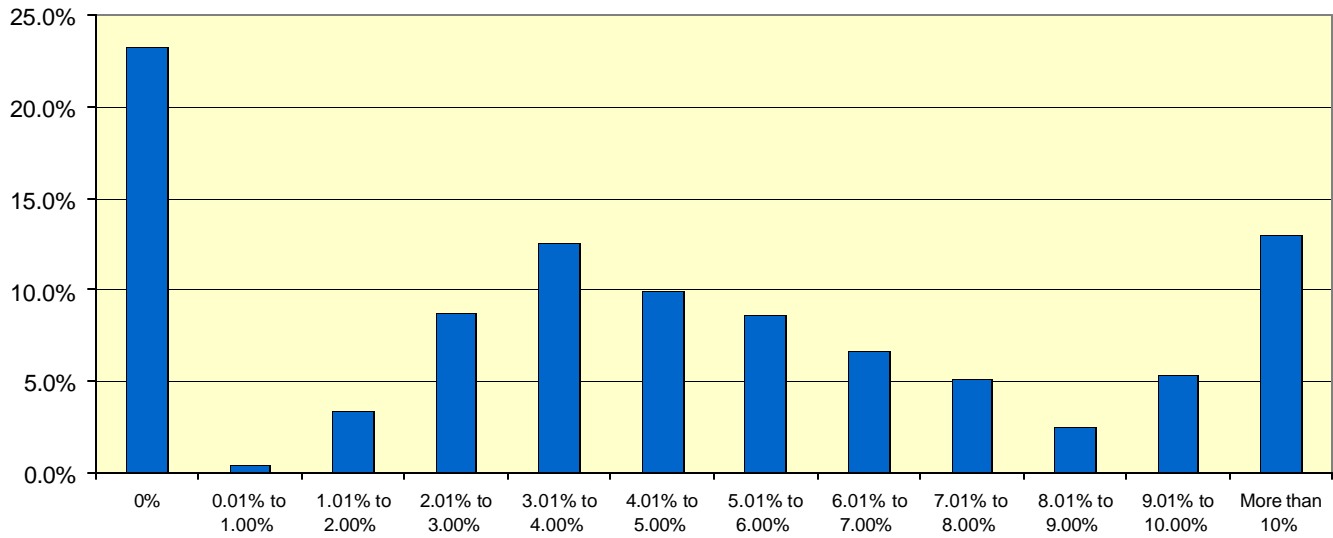
Promotion Criteria by Size of Firm

57.3% 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	Client				Marketing Skills	Peer Reviews	"Politics"	Quality of Work	Quantity of Work	Seniority	Team-player	Unknown	Other
	Creativity	Development	Initiative	Licensure									
1 to 4	14 22.6%	6 9.7%	22 35.5%	3 4.8%	1 1.6%	1 1.6%	3 4.8%	34 54.8%	7 11.3%	2 3.2%	8 12.9%	7 11.3%	8 12.9%
5 to 9	10 15.6%	6 9.4%	32 50.0%	5 7.8%	0 0.0%	2 3.1%	2 3.1%	41 64.1%	6 9.4%	9 14.1%	12 18.8%	14 21.9%	1 1.6%
10 to 19	15 15.3%	15 15.3%	38 38.8%	13 13.3%	4 4.1%	2 2.0%	2 2.0%	65 66.3%	12 12.2%	22 22.4%	23 23.5%	13 13.3%	2 2.0%
20 to 49	16 12.9%	16 12.9%	52 41.9%	15 12.1%	2 1.6%	5 4.0%	10 8.1%	71 57.3%	11 8.9%	20 16.1%	20 16.1%	21 16.9%	8 6.5%
50 to 99	14 15.9%	12 13.6%	31 35.2%	10 11.4%	7 8.0%	4 4.5%	11 12.5%	53 60.2%	4 4.5%	16 18.2%	25 28.4%	12 13.6%	3 3.4%
100 to 149	3 6.7%	3 6.7%	23 51.1%	3 6.7%	1 2.2%	3 6.7%	10 22.2%	21 46.7%	2 4.4%	6 13.3%	7 15.6%	11 24.4%	0 0.0%
150 to 199	5 20.0%	1 4.0%	8 32.0%	3 12.0%	0 0.0%	3 12.0%	6 24.0%	12 48.0%	2 8.0%	4 16.0%	4 16.0%	4 16.0%	2 8.0%
200 to 399	6 10.3%	9 15.5%	20 34.5%	4 6.9%	4 6.9%	6 10.3%	13 22.4%	26 44.8%	6 10.3%	11 19.0%	11 19.0%	9 15.5%	3 5.2%
400 to 599	1 5.6%	4 22.2%	8 44.4%	1 5.6%	2 11.1%	1 5.6%	2 11.1%	10 55.6%	1 5.6%	5 27.8%	3 16.7%	2 11.1%	1 5.6%
600 to 799	0 0.0%	2 28.6%	3 42.9%	0 0.0%	2 28.6%	0 0.0%	1 14.3%	5 71.4%	1 14.3%	0 0.0%	2 28.6%	0 0.0%	2 28.6%
800 to 999	0 0.0%	2 15.4%	8 61.5%	0 0.0%	1 7.7%	0 0.0%	2 15.4%	7 53.8%	2 15.4%	3 23.1%	4 30.8%	2 15.4%	0 0.0%
1000 to 2999	0 0.0%	7 26.9%	3 11.5%	2 7.7%	1 3.8%	2 7.7%	7 26.9%	11 42.3%	2 7.7%	2 7.7%	2 7.7%	9 34.6%	1 3.8%
3000 or more	1 3.6%	5 17.9%	5 17.9%	2 7.1%	1 3.6%	1 3.6%	10 35.7%	13 46.4%	0 0.0%	6 21.4%	7 25.0%	5 17.9%	1 3.6%

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

23.2% of responders received no raise in the last 12 months.



Percent Raise	n	%
0% (No raise in the last 12 months).....	129	23.2%
0.01% to 1.00%	3	0.5%
1.01% to 2.00%	19	3.4%
2.01% to 3.00%	49	8.8%
3.01% to 4.00%	70	12.6%
4.01% to 5.00%	55	9.9%
5.01% to 6.00%	48	8.6%
6.01% to 7.00%	37	6.7%
7.01% to 8.00%	29	5.2%
8.01% to 9.00%	14	2.5%
9.01% to 10.00%	30	5.4%
More than 10%	72	13.0%

Percent Raise by Size of Firm

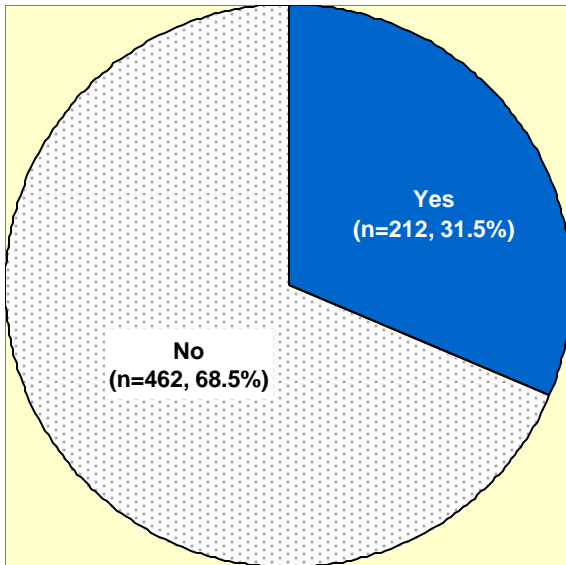
19.6% of responders in firms with 20-49 employees reported they received no raise in the last 12 months.

Employees	0%	0.01% to 1.00%	1.01% to 2.00%	2.01% to 3.00%	3.01% to 4.00%	4.01% to 5.00%	5.01% to 6.00%	6.01% to 7.00%	7.01% to 8.00%	8.01% to 9.00%	9.01% to 10.00%	More than 10%
1 to 4	17	0	1	3	1	2	0	0	2	0	4	8
5 to 9	44.7%	0	2	0	4	5	3	3	3	0	6	4
10 to 19	23	0	3	6	7	8	10	8	5	4	2	10
20 to 49	26.7%	0	3	7	8	9	9	10	9	1	3	14
50 to 99	19	1	2	9	11	11	9	10	8	1	3	9
100 to 149	24.7%	1	2	7	13	6	9	5	1	2	3	9
150 to 199	17.5%	0	0	3	4	4	6	2	4	5	1	4
200 to 399	9.1%	0	2	1	5	2	2	0	0	1	2	5
400 to 599	16.3%	0	3	10	6	5	3	3	2	0	4	5
600 to 799	0	0	0	1	4	1	0	2	13.3%	1	6.7%	4
800 to 999	8.3%	0	1	2	1	0	0	0	0	0	0	0
1000 to 2999	15.0%	0	0	4	5	1	3	2	0	0	2	1
3000 or more	11.1%	1	1	2	6	8	2	1	1	0	1	2

Report 11: Licensed

Are you licensed?

31.5% of all responders who graduated at least 3 years ago are licensed.

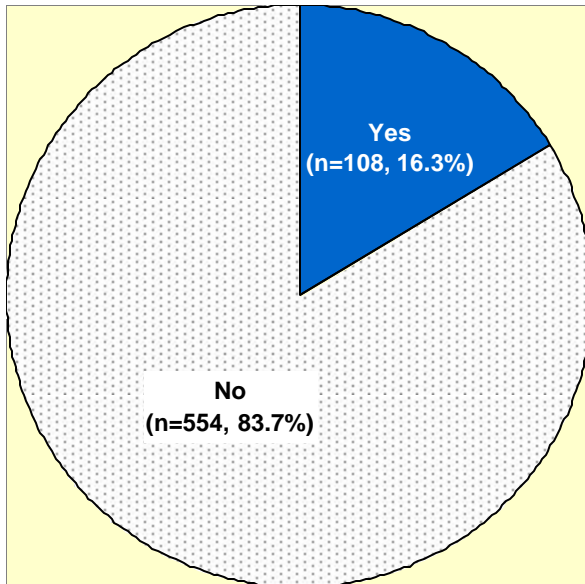


Licensed?	n	%
No	462	68.5%
Yes.....	212	31.5%

Report 12: International Offices

Does your firm have offices located outside the USA?

16.3% of responders' firms have an international office.

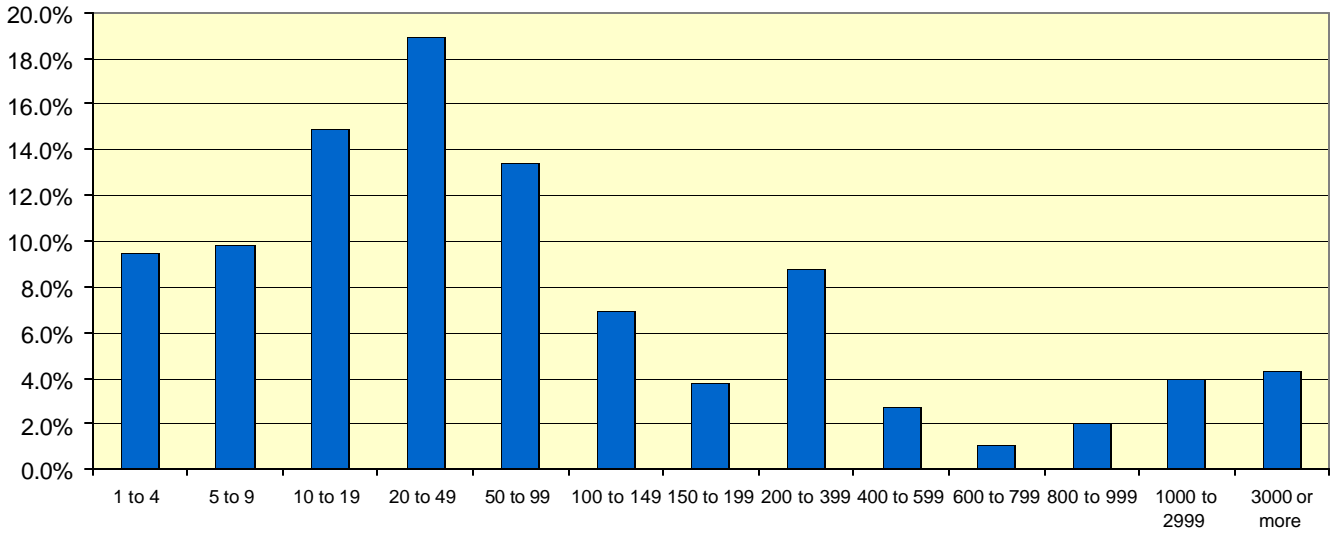


Offices Outside US?	n	%
No	554	83.7%
Yes.....	108	16.3%

Report 13: # Employees

Total Number of Employees in All Offices

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

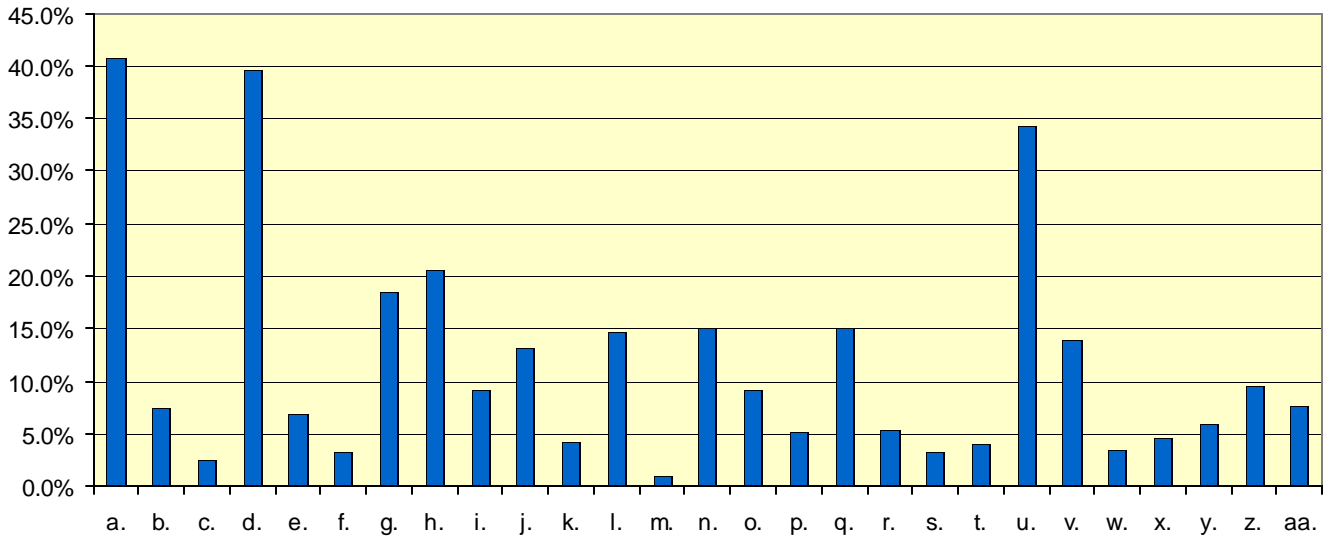


Total Employees in All Offices	n	%
1 to 4 Employees.....	62	9.5%
5 to 9 Employees.....	64	9.8%
10 to 19 Employees	98	14.9%
20 to 49 Employees	124	18.9%
50 to 99 Employees	88	13.4%
100 to 149 Employees.....	45	6.9%
150 to 199 Employees.....	25	3.8%
200 to 399 Employees.....	58	8.8%
400 to 599 Employees.....	18	2.7%
600 to 799 Employees.....	7	1.1%
800 to 999 Employees.....	13	2.0%
1000 to 2999 Employees.....	26	4.0%
3000 or more Employees.....	28	4.3%

Report 14: Client Base

What is your firm's client base?

40.85% of responders list "commercial" as one of their top 3 clients.



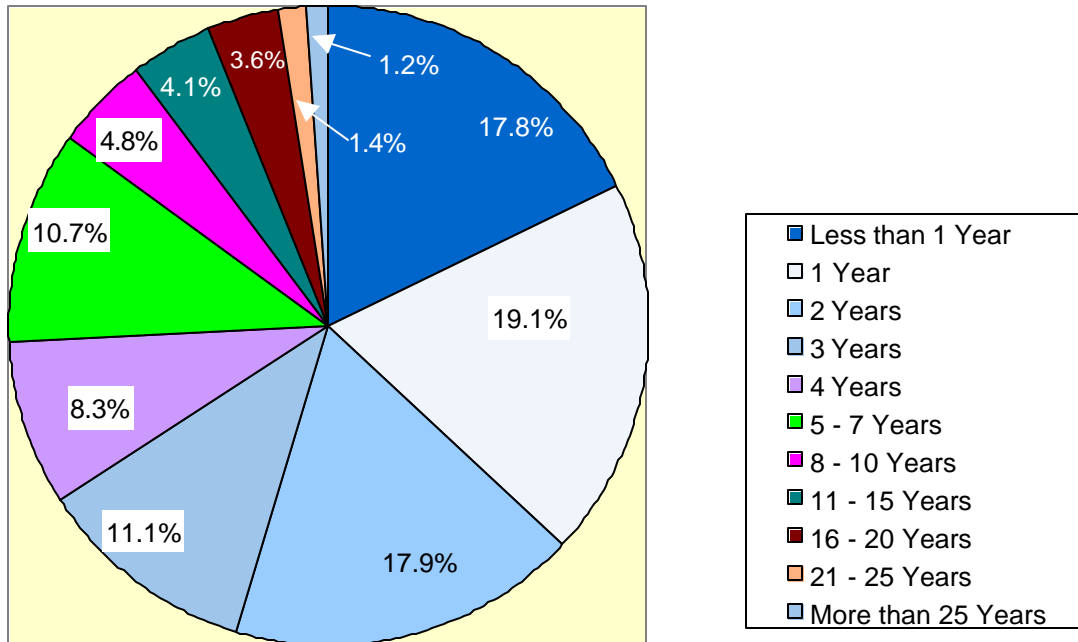
Client Base	n	%
a. Commercial	275	40.8%
b. Community	50	7.4%
c. Criminal Justice	17	2.5%
d. Education	267	39.6%
e. Entertainment/ Restaurant	46	6.8%
f. Finance/Banking	22	3.3%
g. Government	125	18.5%
h. Health Care	138	20.5%
i. Historic Restoration/ Preservation	62	9.2%
j. Hospitality/Resort/ Hotel	88	13.1%
k. Industrial	28	4.2%
l. Labs/Research Facilities	99	14.7%

Client Base	n	%
m. Manufacturing	7	1.0%
n. Multiple Family	102	15.1%
o. Museum/Gallery	61	9.1%
p. Non-Profit Organization	35	5.2%
q. Office	102	15.1%
r. Performing Arts	36	5.3%
s. Recreation	22	3.3%
t. Religious	27	4.0%
u. Residential	231	34.3%
v. Retail	94	13.9%
w. Students	23	3.4%
x. Sports	31	4.6%
y. Transportation	40	5.9%
z. Urban Design/Planning	65	9.6%
aa. Other	52	7.7%

Report 15: Years in Current Position

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

54.8% of all responders have been in their current positions 2 years or less.
 (Only 21.6% of all responders graduated in '02, '03, or '04.)

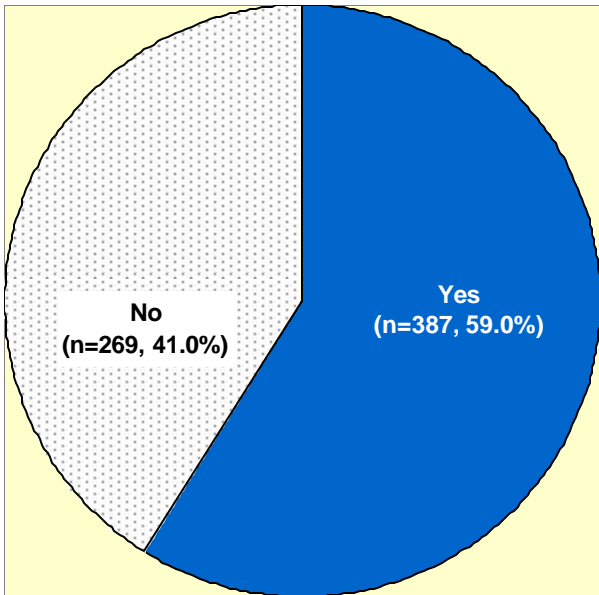


Years in Current Position	n	%
Less than 1 Year	118	17.8%
1 Year	127	19.1%
2 Years	119	17.9%
3 Years	74	11.1%
4 Years	55	8.3%
5 - 7 Years	71	10.7%
8 - 10 Years	32	4.8%
11 - 15 Years	27	4.1%
16 - 20 Years	24	3.6%
21 - 25 Years	9	1.4%
More than 25 Years	8	1.2%

Report 16: IDP

Are you enrolled in or have you completed IDP?

59.0% of all responders are enrolled in or have completed their IDP.



Enrolled in or completed IDP?	n	%
Yes.....	387	59.0%
No.....	269	41.0%