

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 2005

Table of Contents

About this Report	1
Terminology:	1
Sample Size:	1
Confidentiality:.....	1
TWO New Reports!	1
How to use the website (http://cstl.syr.edu/arc/results_05.asp):.....	2
A piece of advice for using this report:	2
Accuracy:	2
Copies of this Report:.....	2
Report 1: Salary/Year of Graduation/Location	3
What year did you graduate?	3
Salary by Year of Degree and Location	4
Salary by Year of Degree	6
Salary by Year of Degree (Architecture Only)	7
What is your annual salary?	8
Part-time Employees/Owners.....	8
In what region is your firm located?.....	9
Salary by Location.....	11
Salary for Interns and Principals by Size of Firm.....	13
Report 2: Benefits & Bonuses	14
Which benefits do you receive?	14
Benefits Received by Size of Firm	15
Profit Sharing Income or Bonus Earned in the 2004 Calendar Year	16
Report 3: Gender	17
What is your gender?	17
Salary by Gender and Year of Graduation	18
Report 4: Degree.....	19
What degree(s) do you have?	19
Salary by Most Recent Degree	20
Report 5: Field of Work	21
In which field(s) do you work?	21
Salary by Field of Work	22
Report 6: Title	23
What is your title?.....	23
Salary by Title	24
Report 7: Freelance Work	25
Do you do "freelance" architectural work?.....	25
If you do "freelance" work, is it your main source of income?	25
Report 8: Responsibility	26
Which responsibilities consume most of your time?.....	26

Report 9: Overtime	27
Does your firm compensate for overtime?	27
Has your firm changed (or is it planning to change) the overtime compensation policy as a result of the new labor law?	27
Report 10: Promotion/Raises	28
What are the criteria for promotion at your firm?	28
Promotion Criteria by Size of Firm	29
If you received a raise in the last 12 months, what is the percentage of increase, not including bonuses?	30
Percent Raise by Size of Firm	31
Report 11: Licensed	32
Are you licensed?	32
Report 12: International Offices	33
Does your firm have offices located outside the USA?	33
Report 13: # Employees	34
Total Number of Employees in All Offices	34
Report 14: Client Base	35
What is your firm's client base?	35
Report 15: Years in Current Position	36
How many years have you been employed in your current position?	36
Report 16: IDP	37
Are you enrolled in or have you completed IDP?	37
Survey Instrument	38

About this Report

Terminology:

You will note that we report salaries (by alum's most RECENT degree) as a "median". A median is not the same as an "average" or a "mean". A mean may be pulled low or high by extreme data. Instead, median is the mid-point of all salaries reported. In other words, 1/2 the 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.

> > Exception: For the Salary by Year of Degree and Salary by Year of Degree (Architecture ONLY) reports, mean is also reported. See below.

Sample Size:

Every survey has limitations in methodology, and the conclusions we draw must consider these. Our sample includes only SU alumni/ae who have graduated since 1954, so we will not claim that these numbers are true for the whole profession. We have 697 responses. All data was collected through a web-based survey conducted September 20, 2004 - October 24, 2005.

Confidentiality:

In order to protect confidentiality, we are only reporting information when four (4) or more alumni/ae responded from the same year and/or the same location. For most reports, we grouped responses by year of graduation (in ranges of 5 years) to protect confidentiality. **For the Class of 2005, in a range group of its own, we only reported salary by location for Boston, NYC, Philly, DC and Los Angeles combined.**

TWO New Reports!

Remember that, unless otherwise specified, all salaries are reported by most recent degree for Salary by Year of Degree. So, for example, for the Class of 2005, you will see these figures:

45 alumni/ae responded for 2005:

Salary Median = 40K, Min = 31.2K, Max = 90K

The person who is earning 90K graduated in 2001 with a B Arch and then in 2005 with a non-architecture graduate degree. So, for 2005, you are seeing salaries for B Archs, M Archs, and all other degrees such as MBA, JD, PhD, MS, etc.

1. Salary by Year of Degree (Architecture ONLY)

To get a better look at salaries for the architecture profession ONLY, we have created a new report that includes salaries (by most recent degree) if the participant ONLY checked "architecture" in the "field of work" question. For example, if we only look at "architecture" as field of work (but still include non-architecture degrees) for 2005, here are the results. Note the difference in the "Max", but no change in the "Median":

39 alumni/ae responded for 2005:

Salary Median = 40K, Min = 31.2K, Max = 50K

>> Please note: To add depth to this report and to "Salary by Year of Graduation (All fields)" we are also reporting the "mean", often referred to as the "average".

2. Profit Sharing Income or Bonus Earned in 2004

For the first time, we are also reporting bonus and profit sharing as part of Report 2: Benefits and Bonuses. You will see that almost 33% of responders received no bonus or profit sharing, but almost 18% received \$1,000 - 3,000.00 in bonus. Profit sharing as a benefit is already reported by "size of firm" in the benefit data.

How to use the website (http://cstl.syr.edu/arc/results_05.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.

Accuracy:

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

Copies of this Report:

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

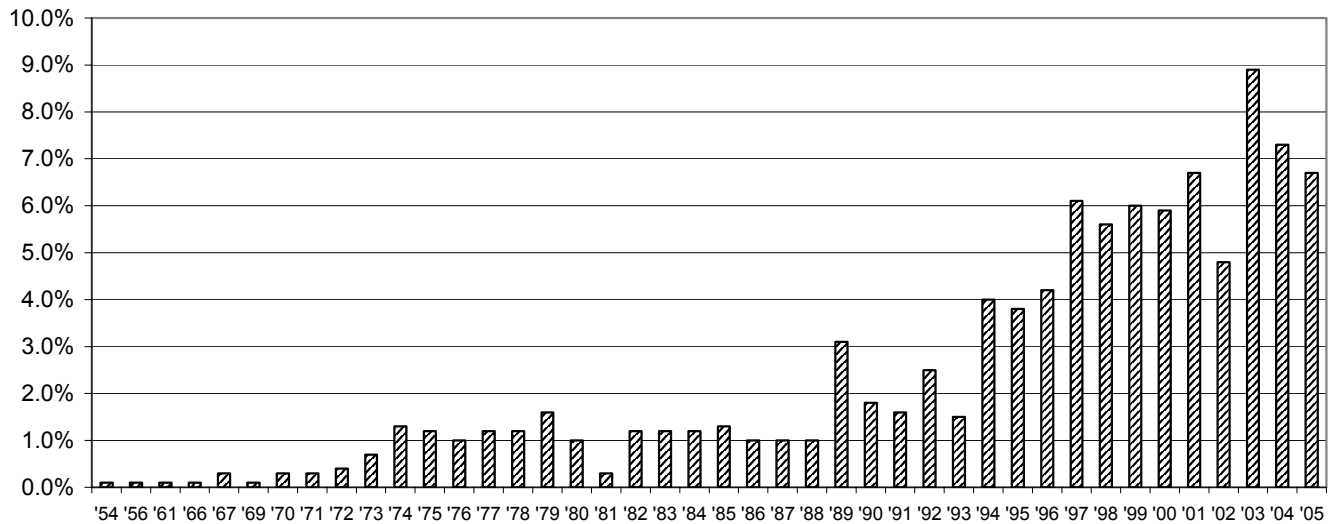
Many thanks to the School of Architecture for its continuing support of Career Services, and to students and alumni/ae who have been generous with feedback and suggestions. This project is not possible without the talent and time of Judith O'Brien, Sherry Spuches, Lori Krom, and Julie Hall at the Syracuse 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 continue 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 (8.9%) graduated in 2003.
 62.2% of all responders graduated in the last 10 years.



Year of Graduation	n	%
1954	1	0.1%
1956	1	0.1%
1961	1	0.1%
1966	1	0.1%
1967	2	0.3%
1969	1	0.1%
1970	2	0.3%
1971	2	0.3%
1972	3	0.4%
1973	5	0.7%
1974	9	1.3%
1975	8	1.2%
1976	7	1.0%
1977	8	1.2%
1978	8	1.2%
1979	11	1.6%
1980	7	1.0%
1981	2	0.3%
1982	8	1.2%
1983	8	1.2%
1984	8	1.2%

Year of Graduation	n	%
1985	9	1.3%
1986	7	1.0%
1987	7	1.0%
1988	7	1.0%
1989	21	3.1%
1990	12	1.8%
1991	11	1.6%
1992	17	2.5%
1993	10	1.5%
1994	27	4.0%
1995	26	3.8%
1996	29	4.2%
1997	42	6.1%
1998	38	5.6%
1999	41	6.0%
2000	40	5.9%
2001	46	6.7%
2002	33	4.8%
2003	61	8.9%
2004	50	7.3%
2005	46	6.7%

Salary by Year of Degree and Location

The median salary for a recent grad in NYC = \$39,000.00.

BALTIMORE Metro Only

Year of Degree	n	Median	Minimum	Maximum
1995-1999	4	\$53,500.00	\$40,000.00	\$63,000.00
2000-2004	6	\$42,500.00	\$37,000.00	\$49,000.00

BOSTON/CAMBRIDGE METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1985-1989	7	\$87,500.00	\$66,000.00	\$200,000.00
1990-1994	13	\$72,000.00	\$58,000.00	\$86,000.00
1995-1999	31	\$60,000.00	\$37,000.00	\$85,000.00
2000-2004	27	\$45,000.00	\$39,000.00	\$91,000.00

CHICAGO METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1995-1999	6	\$58,500.00	\$48,000.00	\$70,000.00
2000-2004	5	\$49,000.00	\$40,000.00	\$52,000.00
Colorado.....				
2000-2004	6	\$46,000.00	\$31,200.00	\$50,000.00

CONNECTICUT

Year of Degree	n	Median	Minimum	Maximum
1985-1989	6	\$92,350.00	\$85,000.00	\$100,000.00
2000-2004	8	\$43,250.00	\$37,000.00	\$85,000.00

LOS ANGELES METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
2000-2004	5	\$45,000.00	\$41,000.00	\$60,000.00

NY - ALBANY AREA

Year of Degree	n	Median	Minimum	Maximum
1995-1999	5	\$49,500.00	\$38,000.00	\$70,000.00

NY - BUFFALO/ROCHESTER AREA

Year of Degree	n	Median	Minimum	Maximum
2000-2004	6	\$37,350.00	\$27,500.00	\$42,000.00

NY - LONG ISLAND

Year of Degree	n	Median	Minimum	Maximum
1995-1999	4	\$55,500.00	\$55,000.00	\$85,000.00

NY - NYC METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1975-1979	7	\$175,000.00	\$90,000.00	\$375,000.00
1980-1984	7	\$105,000.00	\$90,300.00	\$300,000.00
1985-1989	8	\$106,000.00	\$76,500.00	\$137,500.00
1990-1994	8	\$86,000.00	\$35,000.00	\$160,000.00
1995-1999	39	\$65,000.00	\$43,410.00	\$128,000.00
2000-2004	59	\$46,600.00	\$36,750.00	\$180,000.00

NY - SYRACUSE/ITHACA AREA

Year of Degree	n	Median	Minimum	Maximum
1980-1984	7	\$75,000.00	\$60,000.00	\$210,000.00
1995-1999	8	\$43,500.00	\$35,600.00	\$55,000.00
2000-2004	7	\$35,000.00	\$28,080.00	\$42,000.00

NEW JERSEY

Year of Degree	n	Median	Minimum	Maximum
2000-2004	7	\$38,000.00	\$32,500.00	\$47,250.00

PHILADELPHIA METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1990-1994	4	\$85,000.00	\$70,000.00	\$91,000.00
1995-1999	11	\$51,000.00	\$47,250.00	\$125,000.00
2000-2004	16	\$42,000.00	\$33,500.00	\$50,000.00

RHODE ISLAND

Year of Degree	n	Median	Minimum	Maximum
1995-1999	4	\$47,250.00	\$39,000.00	\$67,000.00

SAN FRANCISCO METRO ONLY

Year of Degree	n	Median	Minimum	Maximum
1990-1994	6	\$71,000.00	\$65,000.00	\$75,000.00
1995-1999	5	\$66,000.00	\$61,000.00	\$100,000.00
2000-2004	7	\$52,000.00	\$41,000.00	\$67,500.00

WASHINGTON DC

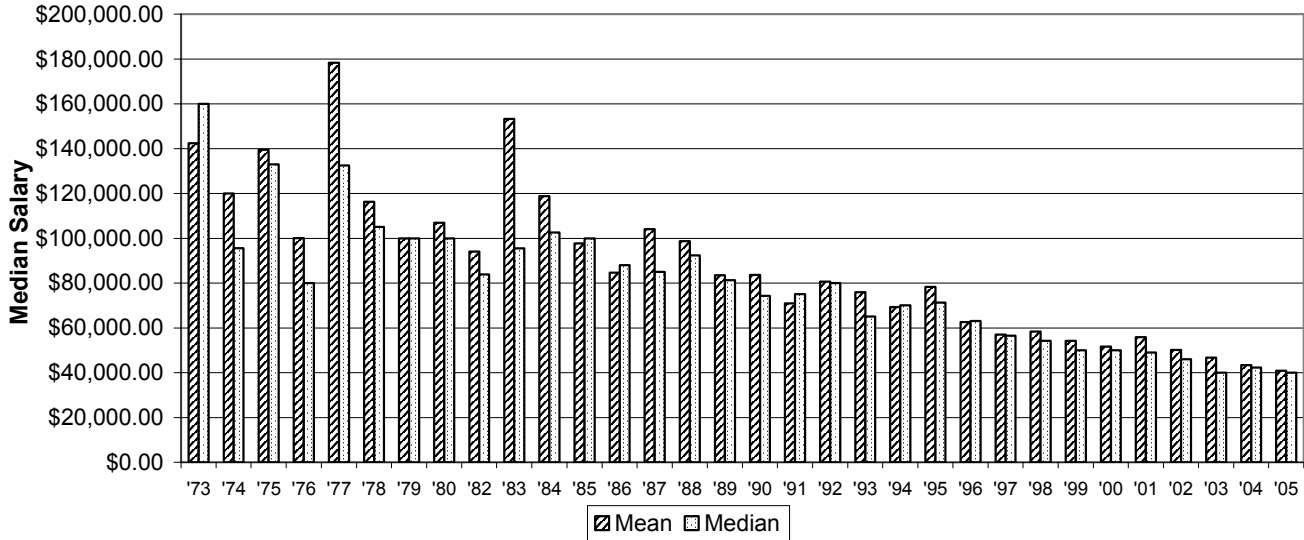
Year of Degree	n	Median	Minimum	Maximum
1975-1979	4	\$137,500.00	\$72,000.00	\$250,000.00
1990-1994	4	\$82,910.00	\$72,800.00	\$150,000.00
1995-1999	12	\$62,000.00	\$45,000.00	\$78,000.00
2000-2004	18	\$45,250.00	\$38,500.00	\$288,000.00

2005 ONLY - BOSTON, LA, NYC, PHILLY, DC METRO AREAS

Year of Degree	n	Median	Minimum	Maximum
2005.....	25	\$40,000.00	\$32,000.00	\$57,500.00

Salary by Year of Degree

The median salary for all responders from 2005 = \$40,000.00.

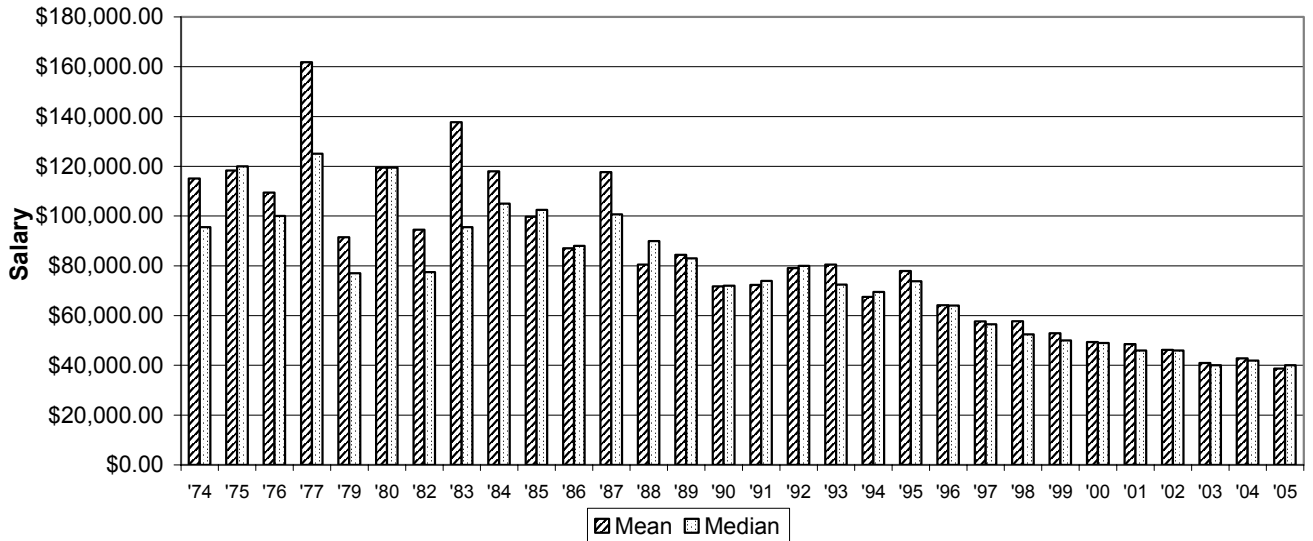


Year of Degree	n	Mean	Median	Minimum	Maximum
1973	5	\$142,400.00	\$160,000.00	\$83,200.00	\$164,800.00
1974	8	\$120,010.00	\$95,530.00	\$36,000.00	\$200,000.00
1975	8	\$139,410.00	\$133,000.00	\$58,240.00	\$250,000.00
1976	7	\$100,060.00	\$80,000.00	\$72,000.00	\$150,000.00
1977	8	\$178,380.00	\$132,500.00	\$74,000.00	\$400,000.00
1978	8	\$116,250.00	\$105,000.00	\$72,500.00	\$225,000.00
1979	11	\$99,960.00	\$100,000.00	\$59,000.00	\$160,000.00
1980	7	\$106,930.00	\$100,000.00	\$74,600.00	\$150,000.00
1982	8	\$94,040.00	\$83,900.00	\$33,000.00	\$180,000.00
1983	8	\$153,250.00	\$95,500.00	\$60,000.00	\$400,000.00
1984	8	\$118,750.00	\$102,500.00	\$60,000.00	\$210,000.00
1985	9	\$97,670.00	\$100,000.00	\$60,000.00	\$130,000.00
1986	6	\$84,620.00	\$88,000.00	\$64,710.00	\$107,000.00
1987	7	\$104,070.00	\$85,000.00	\$52,000.00	\$200,000.00
1988	7	\$98,690.00	\$92,350.00	\$50,000.00	\$147,000.00
1989	20	\$83,500.00	\$81,300.00	\$50,000.00	\$137,500.00
1990	12	\$83,590.00	\$74,220.00	\$52,780.00	\$160,000.00
1991	11	\$70,890.00	\$75,000.00	\$35,000.00	\$100,000.00
1992	15	\$80,630.00	\$80,000.00	\$63,000.00	\$106,000.00
1993	10	\$75,890.00	\$65,000.00	\$50,000.00	\$150,000.00
1994	27	\$69,310.00	\$70,000.00	\$52,280.00	\$94,000.00
1995	26	\$78,240.00	\$71,250.00	\$54,160.00	\$135,000.00
1996	27	\$62,580.00	\$63,000.00	\$25,000.00	\$92,500.00
1997	41	\$56,890.00	\$56,500.00	\$24,000.00	\$88,000.00
1998	38	\$58,270.00	\$54,250.00	\$35,600.00	\$100,000.00
1999	41	\$54,250.00	\$50,000.00	\$37,000.00	\$110,000.00
2000	39	\$51,570.00	\$50,000.00	\$28,000.00	\$114,000.00
2001	46	\$55,800.00	\$49,000.00	\$40,000.00	\$160,000.00
2002	31	\$50,130.00	\$46,000.00	\$31,000.00	\$180,000.00
2003	61	\$46,720.00	\$40,000.00	\$28,080.00	\$288,000.00
2004	48	\$43,380.00	\$42,250.00	\$27,500.00	\$85,000.00
2005	45	\$40,890.00	\$40,000.00	\$31,200.00	\$90,000.00

NOTE: The following years of degree had data that was too small to report: 1954, 1956, 1966, 1967, 1969, 1970, 1971, 1972, and 1981.

Salary by Year of Degree (Architecture Only)

The median salary for all responders from 2005 who work ONLY in the field of architecture = \$40,000.00.

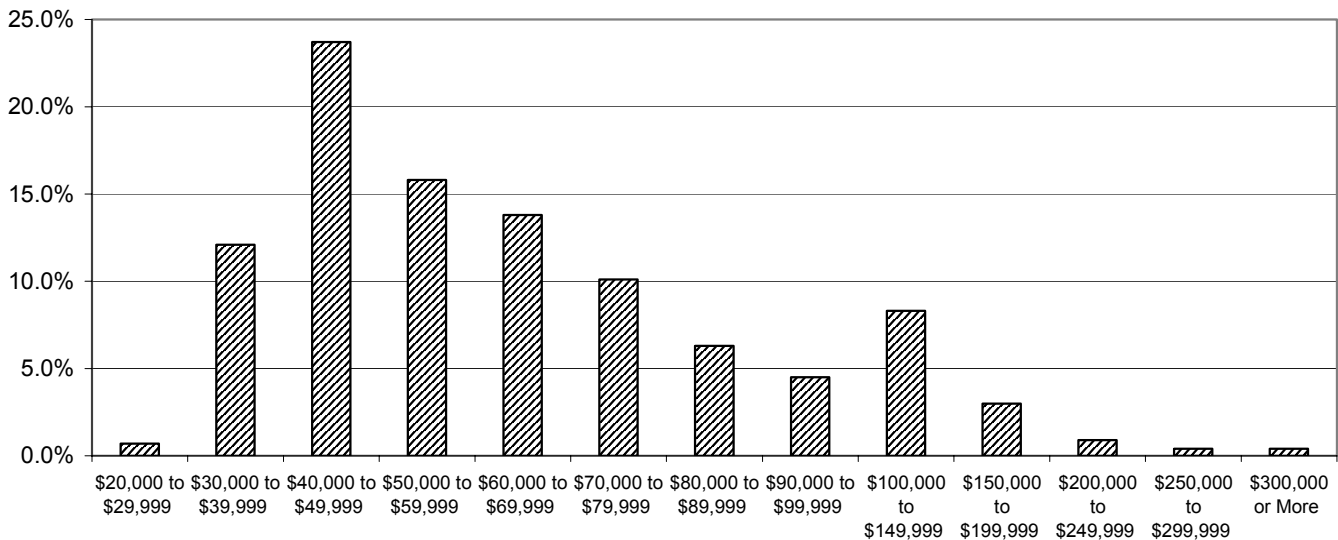


Year of Degree	n	Mean	Median	Minimum	Maximum
1974.....	6	\$115,010.00	\$95,530.00	\$36,000.00	\$200,000.00
1975.....	4	\$118,310.00	\$120,000.00	\$58,240.00	\$175,000.00
1976.....	5	\$109,480.00	\$100,000.00	\$72,000.00	\$150,000.00
1977.....	5	\$161,800.00	\$125,000.00	\$74,000.00	\$375,000.00
1979.....	5	\$91,520.00	\$77,000.00	\$60,000.00	\$155,000.00
1980.....	4	\$119,480.00	\$119,460.00	\$89,000.00	\$150,000.00
1982.....	7	\$94,570.00	\$77,500.00	\$33,000.00	\$180,000.00
1983.....	4	\$137,750.00	\$95,500.00	\$60,000.00	\$300,000.00
1984.....	5	\$118,000.00	\$105,000.00	\$60,000.00	\$210,000.00
1985.....	8	\$99,750.00	\$102,500.00	\$60,000.00	\$130,000.00
1986.....	4	\$87,000.00	\$88,000.00	\$65,000.00	\$107,000.00
1987.....	4	\$117,630.00	\$100,750.00	\$69,000.00	\$200,000.00
1988.....	5	\$80,470.00	\$90,000.00	\$50,000.00	\$95,000.00
1989.....	17	\$84,460.00	\$83,000.00	\$50,000.00	\$137,500.00
1990.....	9	\$71,790.00	\$72,000.00	\$52,780.00	\$82,500.00
1991.....	8	\$72,380.00	\$73,900.00	\$48,000.00	\$100,000.00
1992.....	12	\$79,040.00	\$80,000.00	\$63,000.00	\$102,000.00
1993.....	8	\$80,490.00	\$72,500.00	\$57,000.00	\$150,000.00
1994.....	22	\$67,500.00	\$69,500.00	\$53,560.00	\$77,500.00
1995.....	20	\$77,940.00	\$73,750.00	\$54,750.00	\$128,000.00
1996.....	20	\$64,190.00	\$64,000.00	\$50,000.00	\$92,500.00
1997.....	35	\$57,690.00	\$56,500.00	\$43,000.00	\$88,000.00
1998.....	32	\$57,710.00	\$52,500.00	\$35,600.00	\$100,000.00
1999.....	36	\$52,930.00	\$50,000.00	\$37,000.00	\$110,000.00
2000.....	36	\$49,290.00	\$49,000.00	\$28,000.00	\$77,000.00
2001.....	31	\$48,570.00	\$46,000.00	\$40,000.00	\$91,000.00
2002.....	27	\$46,200.00	\$46,000.00	\$34,800.00	\$67,500.00
2003.....	48	\$40,890.00	\$40,000.00	\$30,160.00	\$70,000.00
2004.....	40	\$42,830.00	\$42,000.00	\$33,000.00	\$85,000.00
2005.....	39	\$38,640.00	\$40,000.00	\$31,200.00	\$50,000.00

NOTE: The following years of degree had data that was too small to report: 1954, 1970, 1971, 1972, 1973, 1978, and 1981

What is your annual salary?

Regardless of year and location, 23.7% of the responders are earning \$40,000.00 - \$49,999.00.



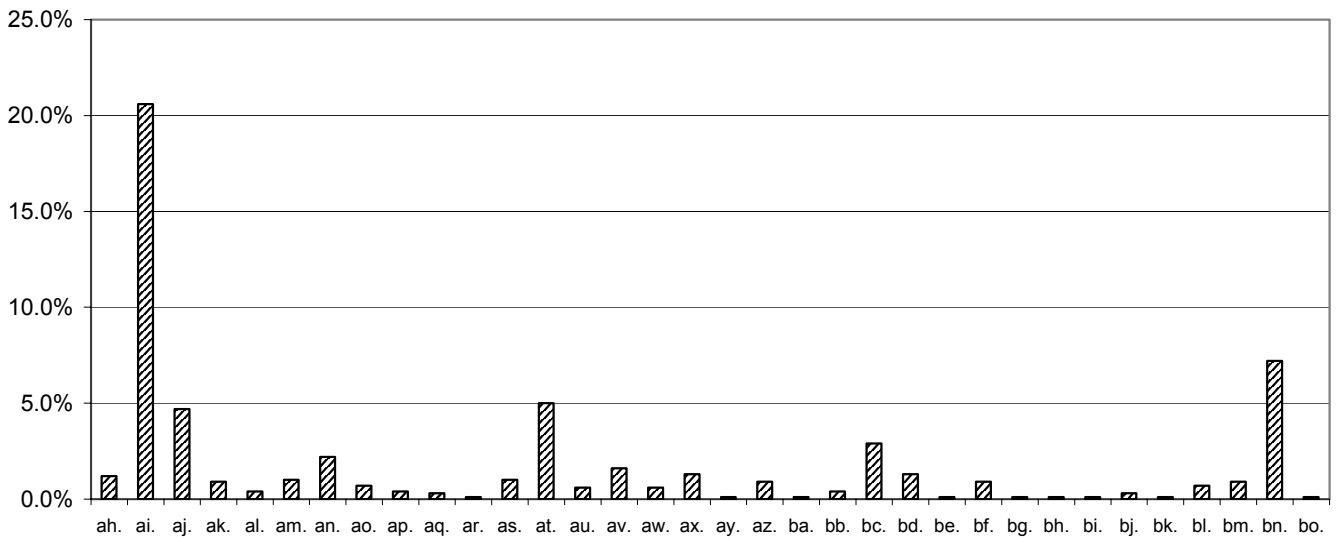
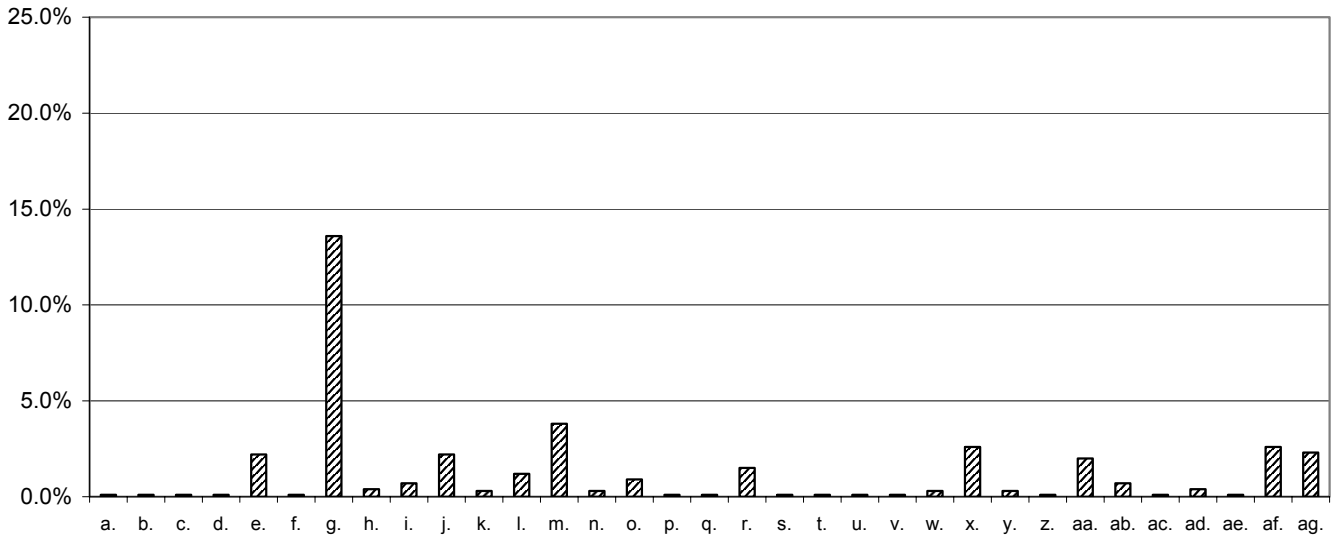
Salary Range	n	%
\$20,000 to \$29,999	5	0.7%
\$30,000 to \$39,999	81	12.1%
\$40,000 to \$49,999	159	23.7%
\$50,000 to \$59,999	106	15.8%
\$60,000 to \$69,999	93	13.8%
\$70,000 to \$79,999	68	10.1%
\$80,000 to \$89,999	42	6.3%
\$90,000 to \$99,999	30	4.5%
\$100,000 to \$149,999	56	8.3%
\$150,000 to \$199,999	20	3.0%
\$200,000 to \$249,999	6	0.9%
\$250,000 to \$299,999	3	0.4%
\$300,000 or More	3	0.4%

Part-time Employees/Owners

This year we again 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 twenty (20) to thirty-five (35) hours per week. The hourly wage ranges from \$21.00/hour to \$125/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?

20.6% of all responders are working in "NYC Metro Only".



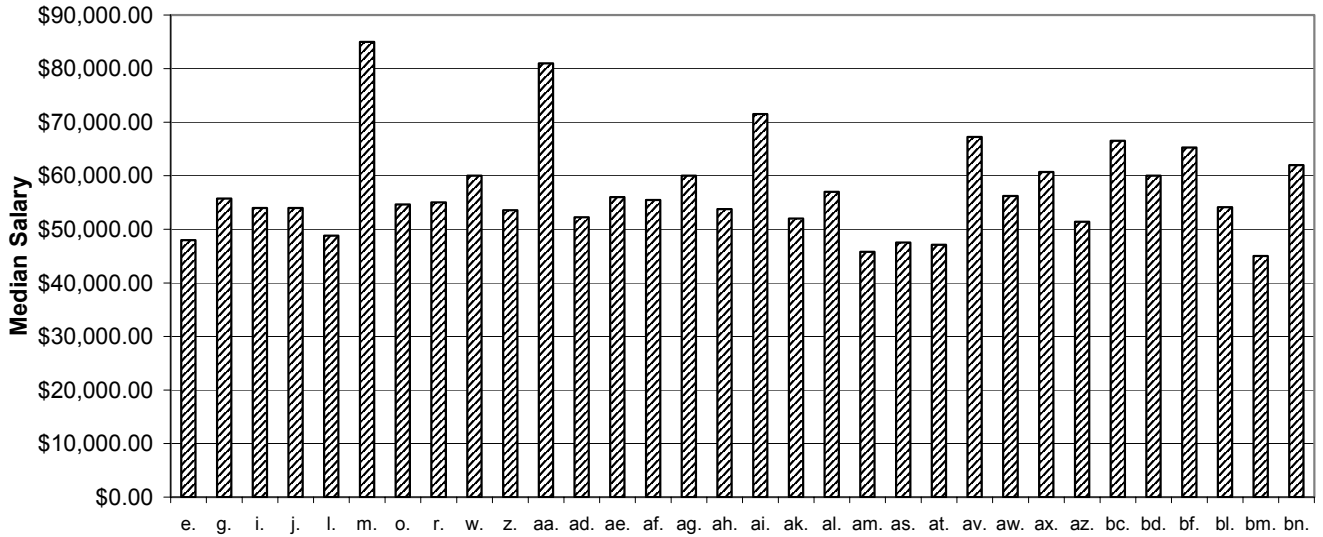
NOTE: The information on location has been broken down into two graphs. These graphs read consecutively a-bo. The supporting tables for these graphs are on the next page.

In what region is your firm located? (continued)

Location	n	%	Location	n	%
a. African Continent	1	0.1%	ah. NY - Long Island	8	1.2%
b. Arkansas	1	0.1%	ai. NY - NYC Metro Only	141	20.6%
c. Atlanta Metro Only	1	0.1%	aj. NY - Syracuse/Ithaca Area	32	4.7%
d. Australia	1	0.1%	ak. NY - Westchester County	6	0.9%
e. Baltimore Metro Only	15	2.2%	al. Nevada	3	0.4%
f. Birmingham Metro Only	1	0.1%	am. New Hampshire	7	1.0%
g. Boston/Cambridge Metro Only	93	13.6%	an. New Jersey	15	2.2%
h. California	3	0.4%	ao. New York	5	0.7%
i. Charlotte Metro Only	5	0.7%	ap. North Carolina	3	0.4%
j. Chicago Metro Only	15	2.2%	aq. Oakland Metro Only	2	0.3%
k. Cleveland Metro Only	2	0.3%	ar. Ohio	1	0.1%
l. Colorado	8	1.2%	as. Pennsylvania	7	1.0%
m. Connecticut	26	3.8%	at. Philadelphia Metro Only	34	5.0%
n. Dallas Metro Only	2	0.3%	au. Phoenix/Scottsdale Only	4	0.6%
o. Denver Metro Only	6	0.9%	av. Pittsburgh Metro Only	11	1.6%
p. Detroit Metro Only	1	0.1%	aw. Portland Metro Only	4	0.6%
q. Eastern Coast/USA	1	0.1%	ax. Princeton Metro Only	9	1.3%
r. Florida	10	1.5%	ay. Puerto Rico	1	0.1%
s. Georgia	1	0.1%	az. Rhode Island	6	0.9%
t. Houston Metro Only	1	0.1%	ba. Sacramento Metro Only	1	0.1%
u. Italy	1	0.1%	bb. San Diego Metro Only	3	0.4%
v. Kansas City Metro Only	1	0.1%	bc. San Francisco Metro Only	20	2.9%
w. Kentucky	2	0.3%	bd. Seattle/Tacoma Metro Only	9	1.3%
x. Los Angeles Metro Only	18	2.6%	be. Shanghai, China	1	0.1%
y. Maine	2	0.3%	bf. South Carolina	6	0.9%
z. Maryland	1	0.1%	bg. St. Louis Metro Only	1	0.1%
aa. Massachusetts	14	2.0%	bh. Texas	1	0.1%
ab. Miami/Fort Lauderdale	5	0.7%	bi. Transylvania, Romania	1	0.1%
ac. Milwaukee Metro Only	1	0.1%	bj. United Kingdom	2	0.3%
ad. Minneapolis/St. Paul Metro Only	3	0.4%	bk. Utah	1	0.1%
ae. Montana	1	0.1%	bl. Vermont	5	0.7%
af. NY - Albany Area	18	2.6%	bm. Virginia	6	0.9%
ag. NY - Buffalo/Rochester Area ..	16	2.3%	bn. Washington DC	49	7.2%
			bo. Other US Locations	1	0.1%

Salary by Location

The median salary for responders who are working in "NYC Metro Only" is \$60,000.00.



Location	n	Median	Minimum	Maximum
e. Baltimore Metro Only	15	\$48,000.00	\$37,000.00	\$83,200.00
g. Boston/Cambridge Metro Only	92	\$55,750.00	\$33,000.00	\$200,000.00
i. Charlotte Metro Only	5	\$54,000.00	\$40,000.00	\$67,500.00
j. Chicago Metro Only	15	\$54,000.00	\$40,000.00	\$115,000.00
l. Colorado	8	\$48,800.00	\$31,200.00	\$72,000.00
m. Connecticut	25	\$85,000.00	\$37,000.00	\$400,000.00
o. Denver Metro Only	6	\$54,660.00	\$31,000.00	\$100,000.00
r. Florida	9	\$55,000.00	\$35,360.00	\$150,000.00
w. Los Angeles Metro Only	17	\$60,000.00	\$38,000.00	\$147,000.00
z. Massachusetts	13	\$53,560.00	\$34,000.00	\$130,000.00
aa. Miami/Fort Lauderdale	5	\$81,000.00	\$68,000.00	\$96,000.00
ad. NY - Albany Area	17	\$52,280.00	\$32,000.00	\$132,000.00
ae. NY - Buffalo/Rochester Area	16	\$56,000.00	\$27,500.00	\$155,000.00
af. NY - Long Island	8	\$55,500.00	\$33,000.00	\$85,000.00
ag. NY - NYC Metro Only	139	\$60,000.00	\$32,000.00	\$375,000.00
ah. NY - Syracuse/Ithaca Area	32	\$53,770.00	\$28,080.00	\$210,000.00
ai. NY - Westchester County	6	\$71,500.00	\$35,000.00	\$180,000.00
ak. New Hampshire	7	\$52,000.00	\$31,200.00	\$72,000.00
al. New Jersey	15	\$57,000.00	\$32,500.00	\$400,000.00
am. New York	4	\$45,800.00	\$25,000.00	\$65,000.00
as. Pennsylvania	7	\$47,500.00	\$36,000.00	\$98,500.00
at. Philadelphia Metro Only	34	\$47,130.00	\$33,500.00	\$125,000.00
av. Pittsburgh Metro Only	10	\$67,250.00	\$32,000.00	\$80,000.00
aw. Portland Metro Only	4	\$56,200.00	\$30,160.00	\$76,960.00

Salary by Location (continued)

Location	n	Median	Minimum	Maximum
ax. Princeton Metro Only	9	\$60,710.00	\$40,000.00	\$102,000.00
az. Rhode Island	6	\$51,450.00	\$39,000.00	\$115,000.00
bc. San Francisco Metro Only	20	\$66,500.00	\$41,000.00	\$200,000.00
bd. Seattle/Tacoma Metro Only	9	\$60,000.00	\$43,500.00	\$120,000.00
bf. South Carolina	6	\$65,250.00	\$38,500.00	\$164,800.00
bl. Vermont	5	\$54,160.00	\$40,000.00	\$62,000.00
bm. Virginia	6	\$45,000.00	\$36,500.00	\$67,500.00
bn. Washington DC	48	\$62,000.00	\$38,500.00	\$288,000.00

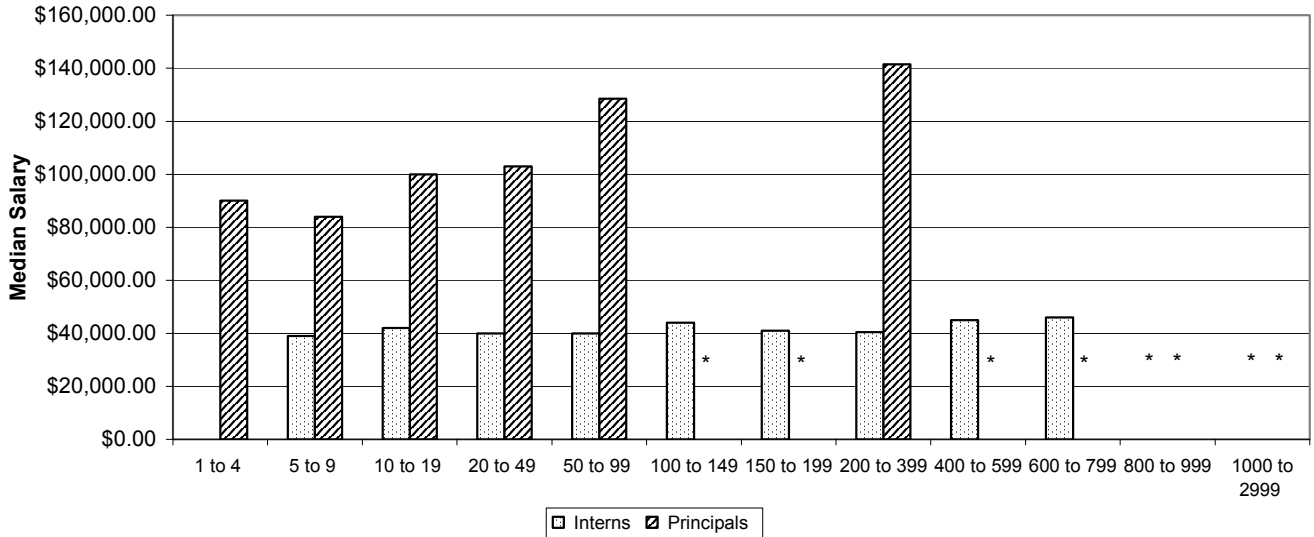
NOTE: The following locations had data that was too small to report:

African Continent, Arkansas, Atlanta Metro Only, Australia, Birmingham Metro Only, California, Cleveland Metro Only, Dallas Metro Only, Detroit Metro Only, Eastern Coast/USA, Georgia, Houston Metro Only, Italy, Kentucky, Maine, Maryland, Milwaukee Metro Only, Minneapolis/St. Paul Metro Only, Nevada, North Carolina, Oakland Metro Only, Ohio, Phoenix/Scottsdale Only, Puerto Rico, Sacramento Metro Only, San Diego Metro Only, Shanghai, China, St. Louis Metro Only, Texas, United Kingdom, Utah, and Other US Locations.

Salary for Interns and Principals by Size of Firm

Regardless of year and location, interns working in office with 20 to 49 employees make a median salary of \$40,000.00.

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		*data too small to report		
5 to 9	15	\$39,000.00	\$27,500.00	\$58,000.00
10 to 19	19	\$42,000.00	\$31,200.00	\$50,000.00
20 to 49	22	\$40,000.00	\$31,000.00	\$52,000.00
50 to 99	18	\$40,000.00	\$34,800.00	\$53,000.00
100 to 149	9	\$44,000.00	\$32,000.00	\$55,000.00
150 to 199	9	\$41,000.00	\$31,200.00	\$48,000.00
200 to 399	12	\$40,500.00	\$36,600.00	\$65,000.00
400 to 599	7	\$45,000.00	\$40,300.00	\$67,500.00
600 to 799	5	\$46,000.00	\$38,000.00	\$54,500.00
800 to 999		*data too small to report		
1000 to 2999		*data too small to report		

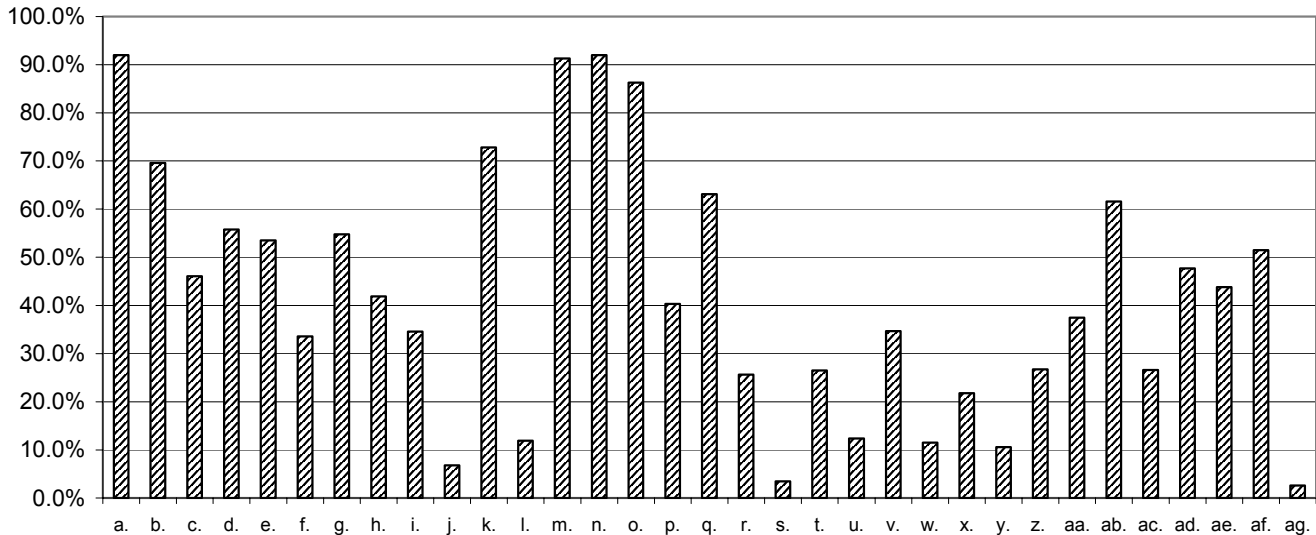
Principals

Size of Firm	n	Median	Minimum	Maximum
1 to 4	21	\$90,000.00	\$24,000.00	\$288,000.00
5 to 9	21	\$84,000.00	\$33,000.00	\$250,000.00
10 to 19	11	\$100,000.00	\$72,000.00	\$300,000.00
20 to 49	16	\$103,000.00	\$68,000.00	\$240,000.00
50 to 99	6	\$128,500.00	\$89,000.00	\$180,000.00
100 to 149		*data too small to report		
150 to 199		*data too small to report		
200 to 399	7	\$141,500.00	\$125,000.00	\$225,000.00
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		

Report 2: Benefits & Bonuses

Which benefits do you receive?

The benefits that most respondents receive are: health insurance (92.0%), paid vacation (92.0%) and paid holidays (91.3%).



Benefit	n	%
a. Health Insurance	633	92.0%
b. Dental	479	69.6%
c. Vision	317	46.1%
d. Disability insurance	384	55.8%
e. Life Insurance	368	53.5%
f. Flexible Spending Accounts	231	33.6%
g. Quarterly or Annual Bonus	377	54.8%
h. Meals, snacks, happy hour	288	41.9%
i. Profit-sharing	238	34.6%
j. Stock Options	47	6.8%
k. 401 K	501	72.8%
l. Other retirement benefit	82	11.9%
m. Paid holidays	628	91.3%
n. Paid vacation	633	92.0%
o. Paid sick days	594	86.3%
p. Dress down days	277	40.3%
q. Casual dress code	434	63.1%
r. Paid Maternity Leave	176	25.6%
s. Adoption Assistance	24	3.5%
t. Unpaid Family Leave	182	26.5%

Benefit	n	%
u. Health Club	85	12.4%
v. Flex Hours	239	34.7%
w. Employee Assistance Plan	79	11.5%
x. Tuition Reimbursement	150	21.8%
y. Company Vehicle	73	10.6%
z. Cab Fare for overtime nights	184	26.7%
aa. Free meals when you work overtime	258	37.5%
ab. Company "outings" or "picnics"	424	61.6%
ac. Paid Parking or Commuter Subsidy	183	26.6%
ad. Conference Fees/Continuing Ed classes	328	47.7%
ae. Registration Exam fees full or partial	301	43.8%
af. Professional membership fees	354	51.5%
ag. Other	17	2.6%

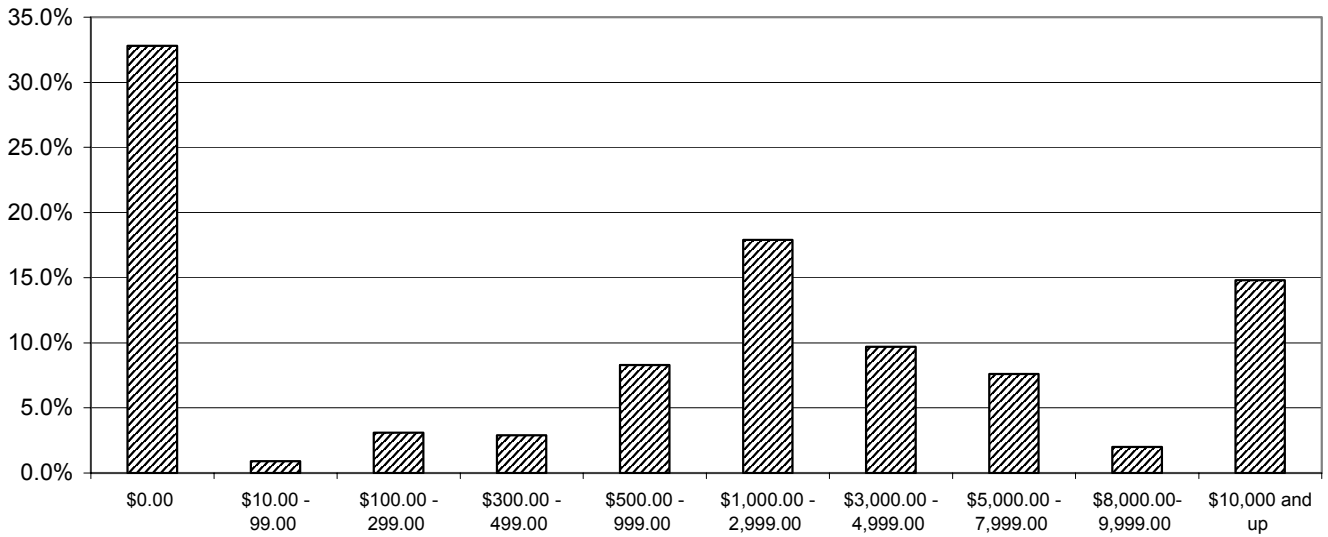
Benefits Received by Size of Firm

Of all responders in firms of 20-49 people, 96.2% of them get health insurance.

# of Employees	Health	Dental	Vision	Profit Sharing	401k	Paid Holidays	Paid Vacation
1 to 4	50.0%	13.0%	4.3%	4.3%	19.6%	47.8%	54.3%
5 to 9	86.8%	35.5%	22.4%	22.4%	32.9%	90.8%	90.8%
10 to 19	88.4%	50.0%	19.8%	34.9%	59.3%	91.9%	90.7%
20 to 49	96.2%	69.2%	44.6%	36.2%	77.7%	93.8%	93.8%
50 to 99	97.8%	75.6%	50.0%	47.8%	93.3%	96.7%	96.7%
100 to 149	100.0%	94.9%	46.2%	30.8%	94.9%	97.4%	97.4%
150 to 199	100.0%	97.1%	68.6%	40.0%	94.3%	94.3%	100.0%
200 to 399	98.6%	93.1%	65.3%	47.2%	88.9%	94.4%	94.4%
400 to 599	100.0%	100.0%	87.5%	43.8%	100.0%	100.0%	100.0%
600 to 799	100.0%	100.0%	90.0%	10.0%	100.0%	100.0%	100.0%
800 to 999	100.0%	100.0%	75.0%	0.0%	87.5%	100.0%	100.0%
1000 to 2999	100.0%	100.0%	80.0%	60.0%	92.0%	100.0%	100.0%
3000 or more	94.4%	88.9%	77.8%	44.4%	94.4%	100.0%	100.0%

Profit Sharing Income or Bonus Earned in the 2004 Calendar Year

32.8% of responders earned no profit sharing or bonus income in the 2004 calendar year.



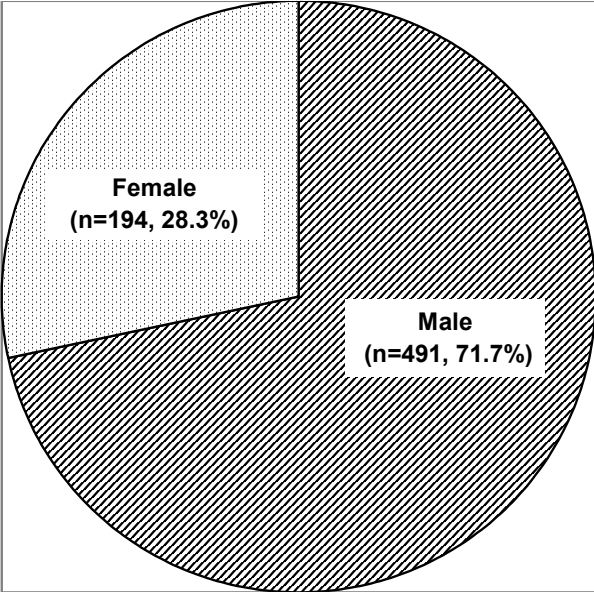
Profit Sharing or Bonus Income

	n	%
\$0.00	226	32.8%
\$10.00 - 99.00	6	0.9%
\$100.00 - 299.00	21	3.1%
\$300.00 - 499.00	20	2.9%
\$500.00 - 999.00	57	8.3%
\$1,000.00 - 2,999.00	123	17.9%
\$3,000.00 - 4,999.00	67	9.7%
\$5,000.00 - 7,999.00	52	7.6%
\$8,000.00- 9,999.00	14	2.0%
\$10,000 and up	102	14.8%

Report 3: Gender

What is your gender?

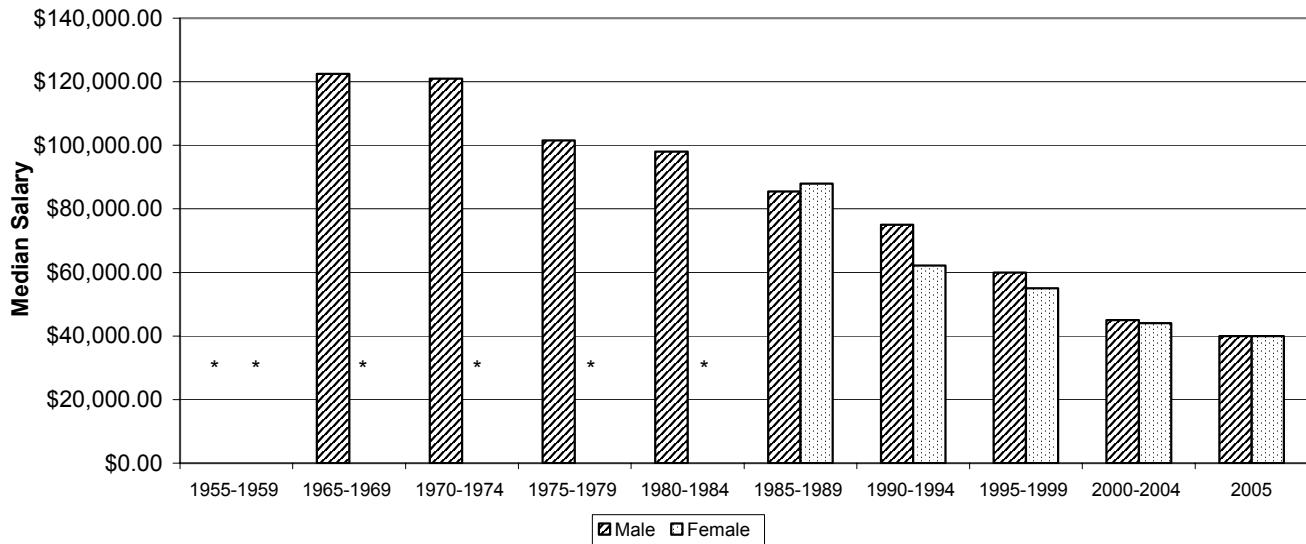
28.3% of the responders are female.



Gender	n	%
Male	491	71.7%
Female	194	28.3%

Salary by Gender and Year of Graduation

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



Male

Year of Graduation	n	Median	Minimum	Maximum
1955-1959		*data too small to report		
1965-1969	4	\$122,500.00	\$83,200.00	\$180,000.00
1970-1974	19	\$121,000.00	\$36,000.00	\$240,000.00
1975-1979	40	\$101,500.00	\$58,240.00	\$400,000.00
1980-1984	30	\$98,000.00	\$60,000.00	\$400,000.00
1985-1989	38	\$85,500.00	\$50,000.00	\$141,500.00
1990-1994	61	\$75,000.00	\$35,000.00	\$160,000.00
1995-1999	116	\$60,000.00	\$24,000.00	\$135,000.00
2000-2004	147	\$45,000.00	\$27,500.00	\$288,000.00
2005	23	\$40,000.00	\$32,000.00	\$90,000.00

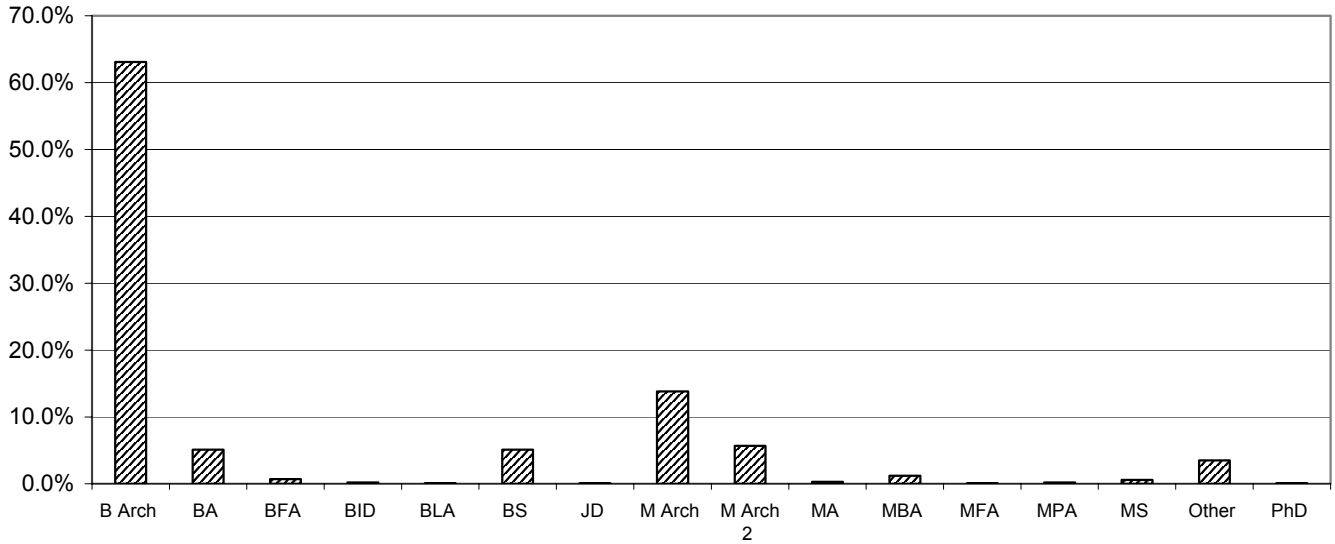
Female

Year of Graduation	n	Median	Minimum	Maximum
1955-1959		*data too small to report		
1965-1969		*data too small to report		
1970-1974		*data too small to report		
1975-1979		*data too small to report		
1980-1984		*data too small to report		
1985-1989	10	\$88,000.00	\$60,000.00	\$200,000.00
1990-1994	14	\$62,200.00	\$50,000.00	\$85,000.00
1995-1999	57	\$55,000.00	\$25,000.00	\$100,000.00
2000-2004	77	\$44,000.00	\$28,000.00	\$91,000.00
2005	22	\$40,000.00	\$31,200.00	\$45,000.00

Report 4: Degree

What degree(s) do you have?

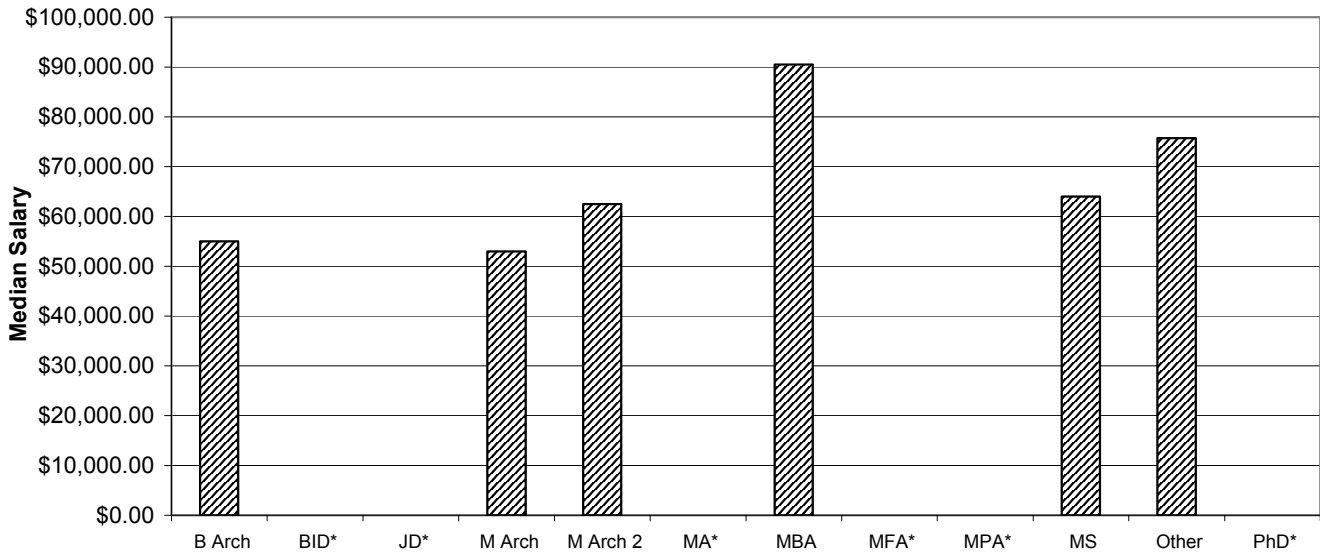
63.1% of the responders have a B Arch.



Degree	n	%
B Arch.....	557	63.1%
BA.....	45	5.1%
BFA.....	6	0.7%
BID.....	2	0.2%
BLA.....	1	0.1%
BS.....	45	5.1%
JD.....	1	0.1%
M Arch.....	122	13.8%
M Arch 2.....	50	5.7%
MA.....	3	0.3%
MBA.....	11	1.2%
MFA.....	1	0.1%
MPA.....	2	0.2%
MS.....	5	0.6%
Other.....	31	3.5%
PhD.....	1	0.1%

Salary by Most Recent Degree

The median salary for all B Arch responders combined = \$55,000.00

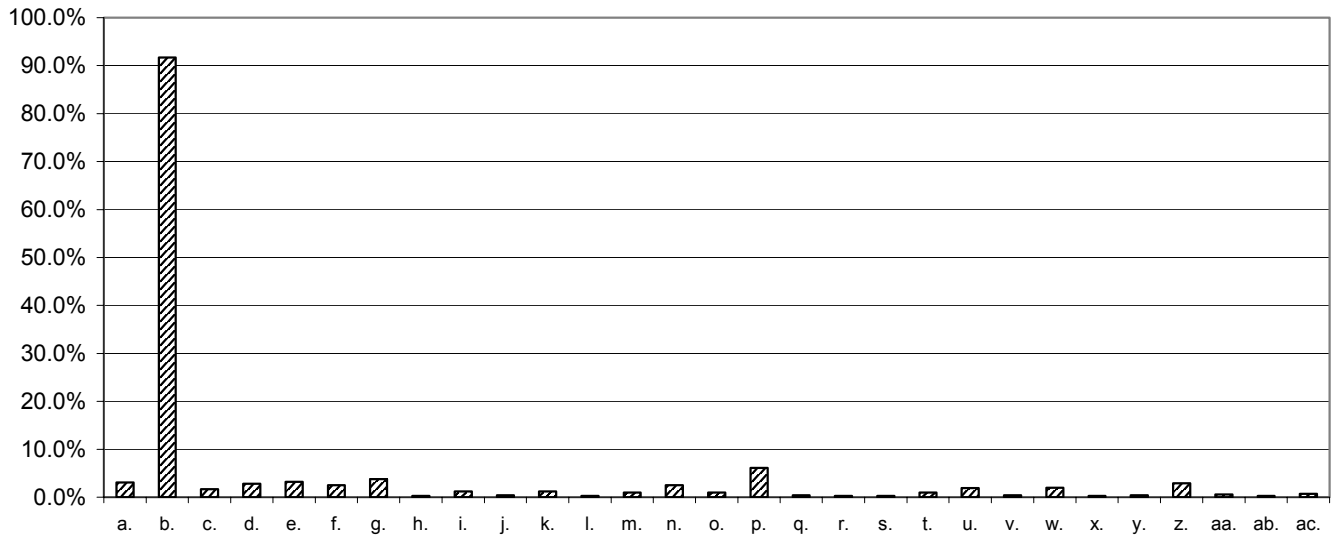


Degree	n	Median	Minimum	Maximum
B Arch.....	474	\$55,000.00	\$25,000.00	\$400,000.00
BID		*data too small to report		
JD		*data too small to report		
M Arch	111	\$53,000.00	\$33,000.00	\$240,000.00
M Arch 2	45	\$62,500.00	\$24,000.00	\$185,000.00
MA		*data too small to report		
MBA	10	\$90,500.00	\$60,000.00	\$180,000.00
MFA		*data too small to report		
MPA		*data too small to report		
MS	4	\$64,000.00	\$38,000.00	\$120,000.00
Other	10	\$75,750.00	\$40,000.00	\$288,000.00
PhD		*data too small to report		

Report 5: Field of Work

In which field(s) do you work?

91.7% of all responders work in the field of architecture.

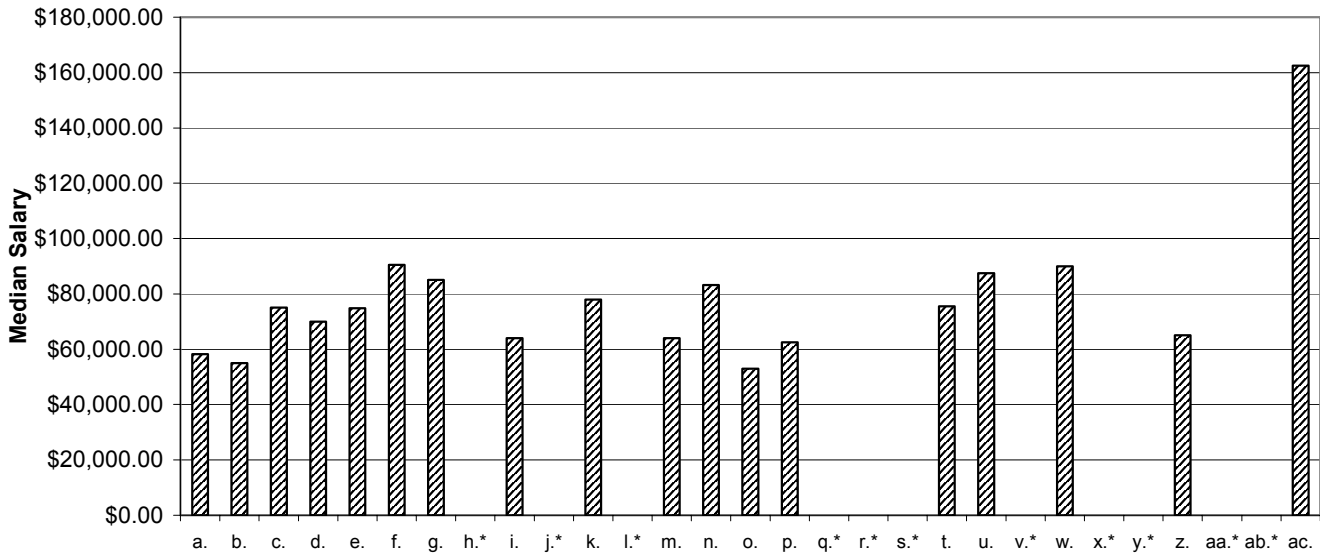


Field of Work	n	%
a. Academia	21	3.1%
b. Architecture	631	91.7%
c. Code Compliance/ Specifications	12	1.7%
d. Construction	19	2.8%
e. Construction Manager	22	3.2%
f. Consulting	17	2.5%
g. Development	26	3.8%
h. Dot Com	2	0.3%
i. Engineering	8	1.2%
j. Exhibit Design	3	0.4%
k. Facilities Management	8	1.2%
l. Fashion Design	2	0.3%
m. Furniture/Product Design ..	7	1.0%
n. Government.....	17	2.5%
o. Graphics.....	7	1.0%

Field of Work	n	%
p. Interior Design.....	42	6.1%
q. Landscape Design	3	0.4%
r. Law.....	2	0.3%
s. Lighting Design	2	0.3%
t. Marketing	7	1.0%
u. Owner Representative	13	1.9%
v. Photography.....	3	0.4%
w. Real Estate.....	14	2.0%
x. Software Design.....	2	0.3%
y. Stage/Set Design/Film	3	0.4%
z. Urban Design/Planning	20	2.9%
aa. Web Design.....	4	0.6%
ab. Writer/Publisher.....	2	0.3%
ac. Other	5	0.7%

Salary by Field of Work

The median salary for all responders in the field of architecture = \$55,000.00.

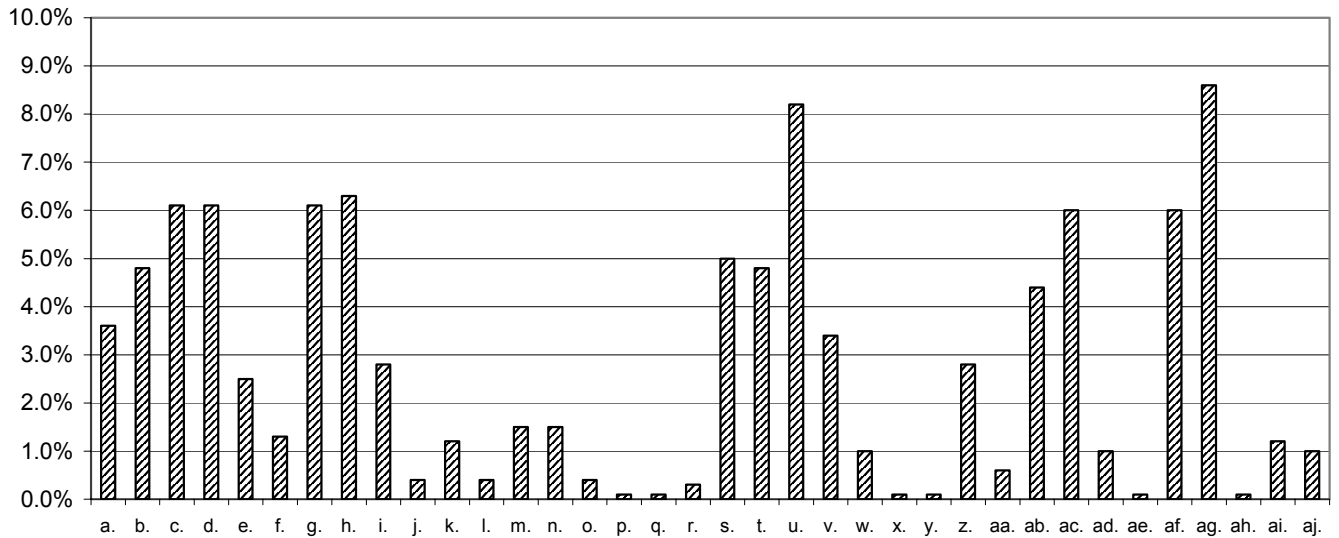


Field of Work	n	Median	Minimum	Maximum
a. Academia	20	\$58,250.00	\$40,000.00	\$125,000.00
b. Architecture	618	\$55,000.00	\$24,000.00	\$400,000.00
c. Code Compliance/Specifications	11	\$75,000.00	\$52,280.00	\$160,000.00
d. Construction	18	\$70,000.00	\$31,000.00	\$400,000.00
e. Construction Manager.....	20	\$74,800.00	\$28,080.00	\$400,000.00
f. Consulting	16	\$90,500.00	\$37,500.00	\$400,000.00
g. Development.....	25	\$85,000.00	\$27,500.00	\$400,000.00
h. Dot Com		*data too small to report		
i. Engineering.....	5	\$64,000.00	\$25,000.00	\$400,000.00
j. Exhibit Design		*data too small to report		
k. Facilities Management	7	\$78,000.00	\$67,000.00	\$145,000.00
l. Fashion Design		*data too small to report		
m. Furniture/Product Design	7	\$64,000.00	\$37,500.00	\$100,000.00
n. Government	15	\$83,200.00	\$52,000.00	\$116,000.00
o. Graphics.....	6	\$53,000.00	\$36,750.00	\$100,000.00
p. Interior Design.....	39	\$62,500.00	\$24,000.00	\$185,000.00
q. Landscape Design		*data too small to report		
r. Law.....		*data too small to report		
s. Lighting Design		*data too small to report		
t. Marketing	6	\$75,500.00	\$46,000.00	\$160,000.00
u. Owner Representative	12	\$87,500.00	\$52,000.00	\$141,500.00
v. Photography.....		*data too small to report		
w. Real Estate.....	13	\$90,000.00	\$50,400.00	\$400,000.00
x. Software Design.....		*data too small to report		
y. Stage/Set Design/Film		*data too small to report		
z. Urban Design/Planning	19	\$65,000.00	\$31,200.00	\$185,000.00
aa. Web Design.....		*data too small to report		
ab. Writer/Publisher.....		*data too small to report		
ac. Other	4	\$162,500.00	\$54,160.00	\$185,000.00

Report 6: Title

What is your title?

8.6% of responders reported "Project Manager" as their title.

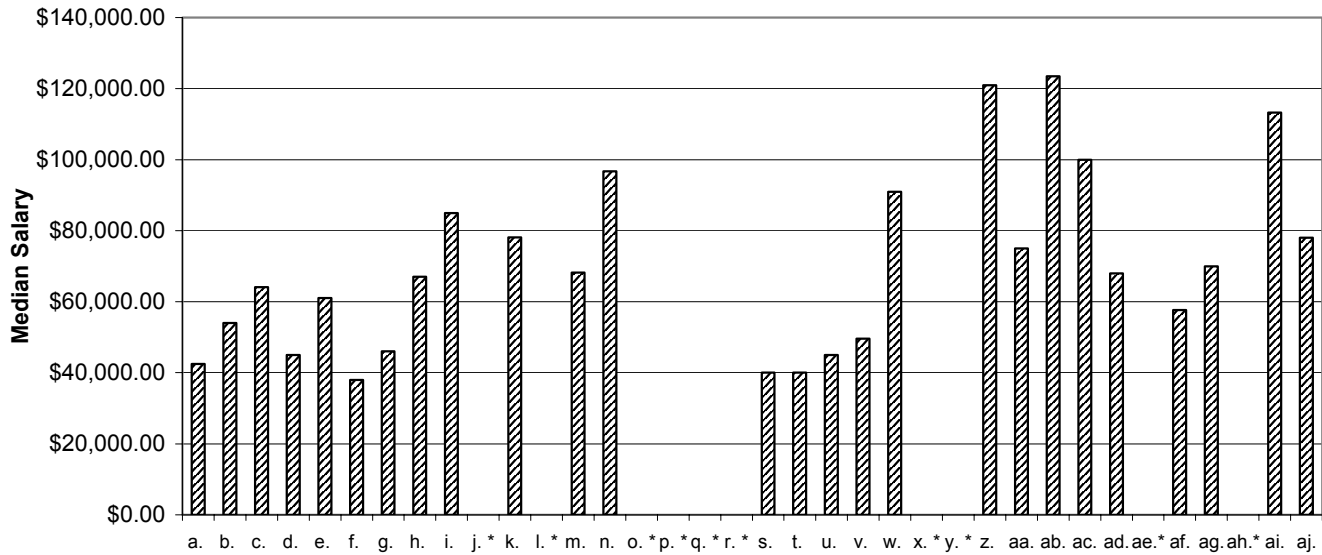


Title	n	%
a. Architect 1	25	3.6%
b. Architect 2	33	4.8%
c. Architect 3	42	6.1%
d. Architect/Designer, Junior	42	6.1%
e. Architect/Designer, Senior	17	2.5%
f. Architect, Graduate	9	1.3%
g. Architectural Designer	42	6.1%
h. Associate	43	6.3%
i. Associate, Senior	19	2.8%
j. CAD Operator	3	0.4%
k. Construction Manager	8	1.2%
l. Consultant	3	0.4%
m. Designer, Senior	10	1.5%
n. Director	10	1.5%
o. Director of Design	3	0.4%
p. Draftsperson	1	0.1%
q. Graphic Designer	1	0.1%
r. Interior Designer	2	0.3%

Title	n	%
s. Intern 1	34	5.0%
t. Intern 2	33	4.8%
u. Intern 3	56	8.2%
v. Job Captain	23	3.4%
w. Manager	7	1.0%
x. Marketing Director	1	0.1%
y. Network Administrator	1	0.1%
z. Partner	19	2.8%
aa. Planner	4	0.6%
ab. President	30	4.4%
ac. Principal	41	6.0%
ad. Professor	7	1.0%
ae. Professor, Adjunct	1	0.1%
af. Project Architect	41	6.0%
ag. Project Manager	59	8.6%
ah. Specifications Coordinator	1	0.1%
ai. Vice President	8	1.2%
aj. Other	7	1.0%

Salary by Title

The median salary for all responders with title Project Manager= \$70,000.00.

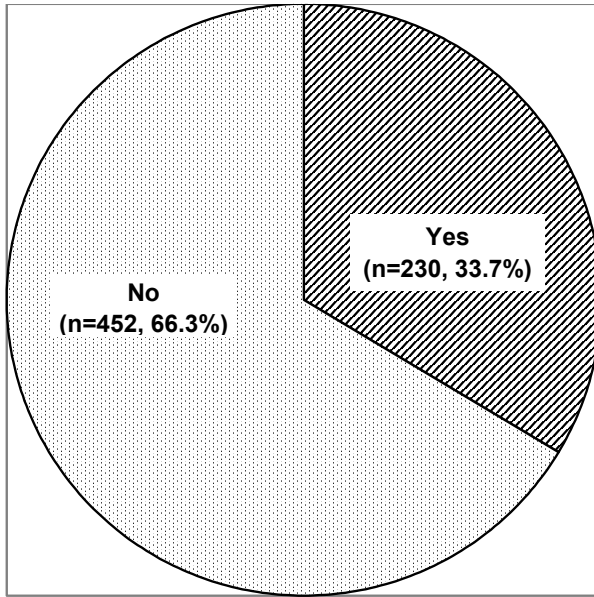


Title	n	Median	Minimum	Maximum
a. Architect 1	25	\$42,500.00	\$33,280.00	\$83,200.00
b. Architect 2	32	\$54,000.00	\$42,500.00	\$75,000.00
c. Architect 3	42	\$64,125.00	\$35,000.00	\$150,000.00
d. Architect/Designer, Junior	41	\$45,000.00	\$33,000.00	\$70,000.00
e. Architect/Designer, Senior	16	\$61,000.00	\$38,000.00	\$100,000.00
f. Architect, Graduate	9	\$38,000.00	\$32,000.00	\$200,000.00
g. Architectural Designer	41	\$46,000.00	\$35,360.00	\$85,000.00
h. Associate	43	\$67,000.00	\$34,320.00	\$102,000.00
i. Associate, Senior	19	\$85,000.00	\$64,000.00	\$175,000.00
j. CAD Operator	*data too small to report			
k. Construction Manager	8	\$78,100.00	\$60,000.00	\$135,000.00
l. Consultant	*data too small to report			
m. Designer, Senior	10	\$68,250.00	\$48,000.00	\$90,000.00
n. Director	10	\$96,750.00	\$50,000.00	\$185,000.00
o. Director of Design	*data too small to report			
p. Draftsperson	*data too small to report			
q. Graphic Designer	*data too small to report			
r. Interior Designer	*data too small to report			
s. Intern 1	34	\$40,000.00	\$31,200.00	\$47,500.00
t. Intern 2	33	\$40,000.00	\$30,160.00	\$52,000.00
u. Intern 3	55	\$45,000.00	\$27,500.00	\$67,500.00
v. Job Captain	23	\$49,600.00	\$38,000.00	\$82,493.00
w. Manager	7	\$91,000.00	\$70,000.00	\$116,000.00
x. Marketing Director	*data too small to report			
y. Network Administrator	*data too small to report			
z. Partner	19	\$121,000.00	\$50,000.00	\$225,000.00
aa. Planner	4	\$75,000.00	\$46,800.00	\$110,000.00
ab. President	28	\$123,500.00	\$33,000.00	\$300,000.00
ac. Principal	39	\$100,000.00	\$24,000.00	\$250,000.00
ad. Professor	7	\$68,000.00	\$41,000.00	\$114,000.00
ae. Professor, Adjunct	*data too small to report			
af. Project Architect	40	\$57,620.00	\$35,000.00	\$110,000.00
ag. Project Manager	58	\$70,000.00	\$28,080.00	\$375,000.00
ah. Specifications Coordinator	*data too small to report			
ai. Vice President	8	\$113,250.00	\$65,000.00	\$180,000.00
aj. Other	6	\$78,000.00	\$25,000.00	\$400,000.00

Report 7: Freelance Work

Do you do "freelance" architectural work?

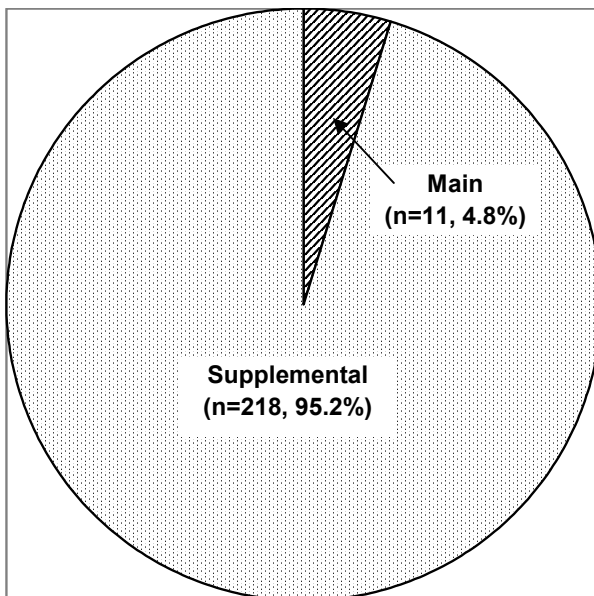
33.7% of all responders do freelance work.



Freelance	n	%
Yes	230	33.7%
No.....	452	66.3%

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

Of all responders who do freelance work, only 4.8% of them consider it a main source of income.

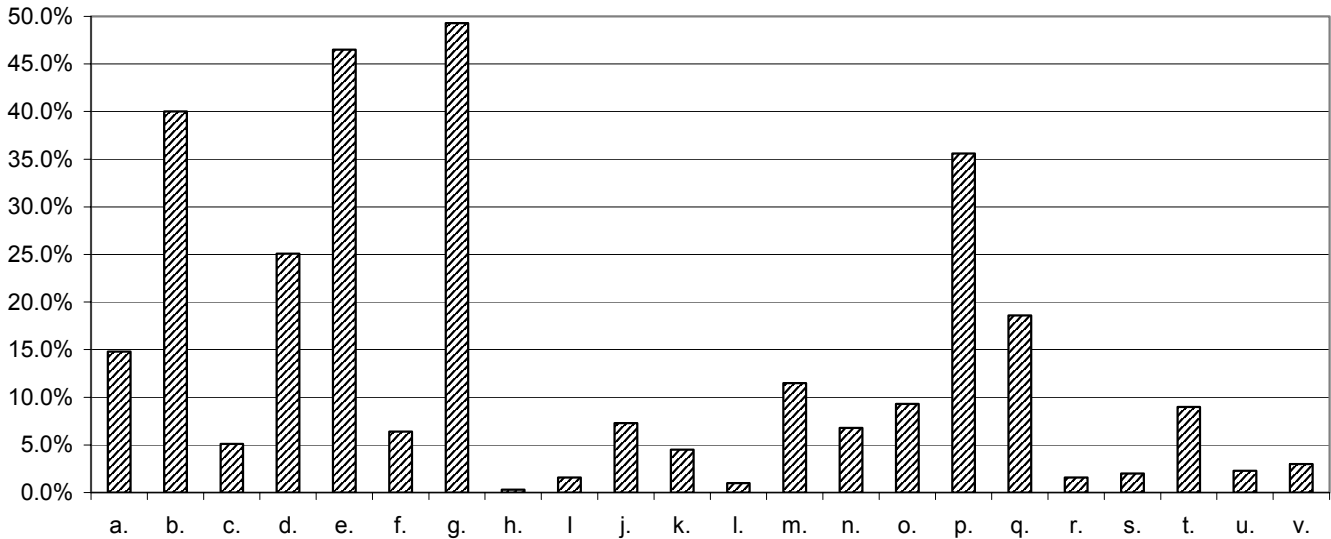


Main Income?	n	%
Main source of income.....	11	4.8%
Only supplemental	218	95.2%

Report 8: Responsibility

Which responsibilities consume most of your time?

49.3% of all respondents reported that design development is one of the 3 responsibilities that consumes most of their time.

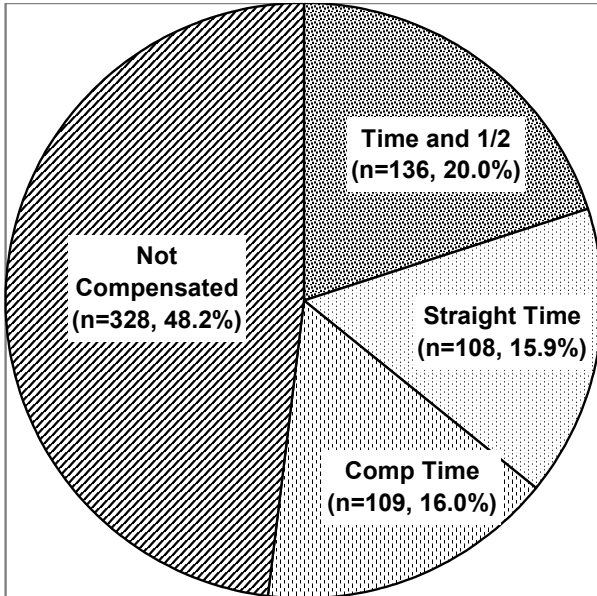


Responsibility	n	%
a. Business Management	102	14.8%
b. CAD, Drafting	275	40.0%
c. Code Compliance	35	5.1%
d. Construction Admin.....	173	25.1%
e. Construction Documents....	320	46.5%
f. Construction Mgmt.....	44	6.4%
g. Design Development.....	339	49.3%
h. Engineering.....	2	0.3%
l. Facilities Management	11	1.6%
j. Field Work/Site Visits	50	7.3%
k. Graphic Design	31	4.5%
l. IT Management.....	7	1.0%
m. Marketing	79	11.5%
n. Model Building/Presentation	47	6.8%
o. Planning	64	9.3%
p. Project Mgmt.....	245	35.6%
q. Schematics	128	18.6%
r. Specifications.....	11	1.6%
s. Teaching	14	2.0%
t. Technical Coordination	62	9.0%
u. Writing.....	16	2.3%
v. Other.....	20	3.0%

Report 9: Overtime

Does your firm compensate for overtime?

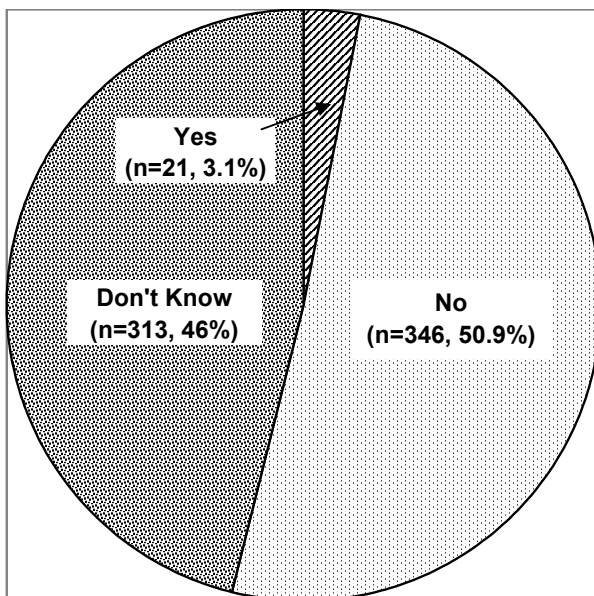
20.0% of responders report that hourly employees earn "time & 1/2" pay for overtime.



Overtime	n	%
Time and 1/2 for hourly employees	136	20.0%
Straight time for hourly employees	108	15.9%
Comp time (time off equal to overtime hours worked)	109	16.0%
Overtime not compensated...	328	48.2%

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

Only 3.1% of responders report that their firm changed or is planning to change the overtime compensation policy.

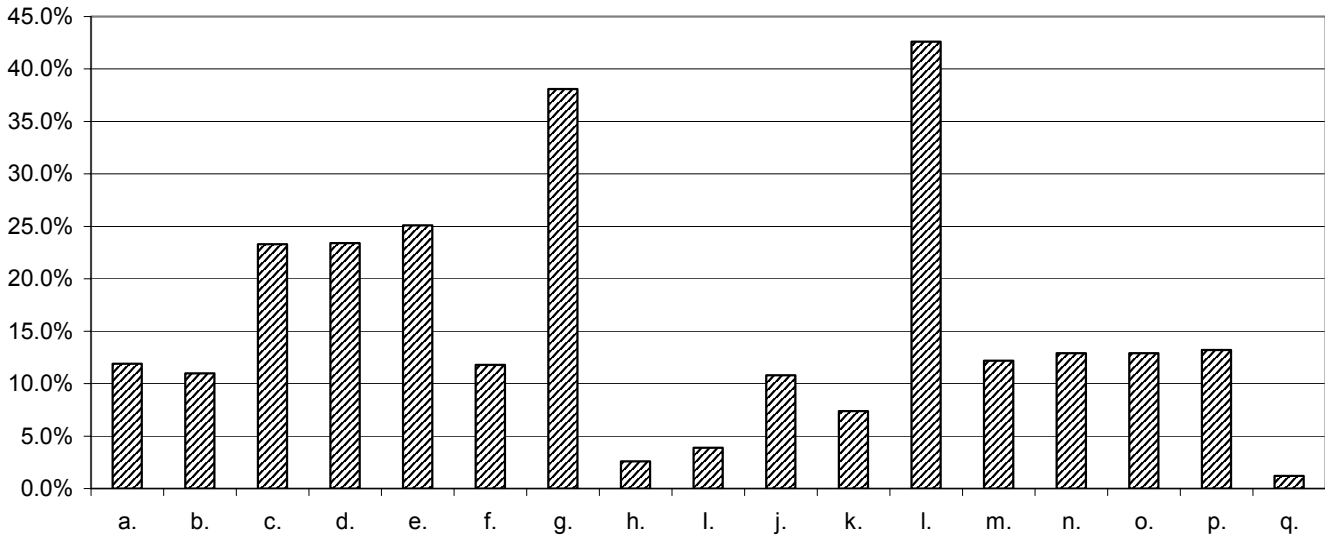


Policy changed?	n	%
Yes	21	3.1%
No	346	50.9%
Don't Know	313	46.0%

Report 10: Promotion/Raises

What are the criteria for promotion at your firm?

42.6% of responders selected "Quality of Work" as one of the most important criteria for promotion at their firm.



Promotion	n	%
a. Creativity	82	11.9%
b. Client Development.....	76	11.0%
c. Communication & People Skills	160	23.3%
d. Dependability	161	23.4%
e. Initiative.....	173	25.1%
f. Licensure	81	11.8%
g. Leadership	262	38.1%
h. Marketing Skills.....	18	2.6%
l. Peer Reviews.....	27	3.9%
j. "Politics"	74	10.8%
k. Profitability	51	7.4%
l. Quality of Work	293	42.6%
m. Quantity of Work	84	12.2%
n. Seniority.....	89	12.9%
o. Team-player.....	89	12.9%
p. Unknown Criteria	91	13.2%
q. Other.....	8	1.2%

Promotion Criteria by Size of Firm

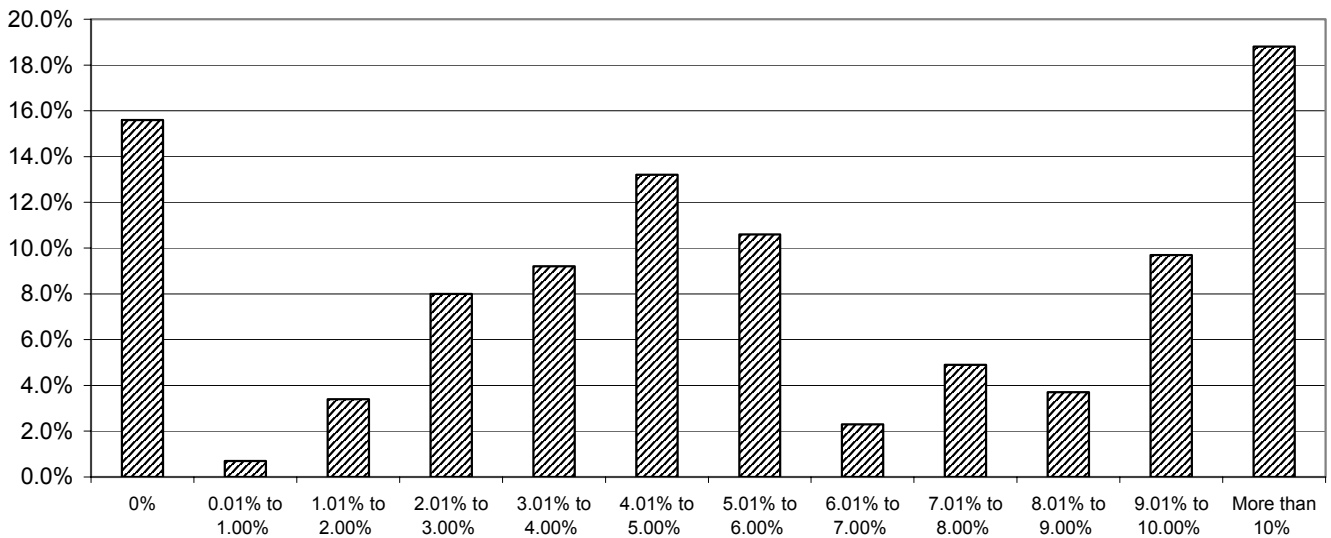
46.9% of responders in firms with 20-49 employees selected "Quality of Work" as one of the most important criteria for promotion at their firm.

Employees	Creativity	Client Development	Communication & People Skills	Dependability	Initiative	Licensure	Leadership	Marketing Skills	Peer Reviews
1 to 4	7 15.2%	1 2.2%	9 19.6%	13 28.3%	10 21.7%	0 0.0%	10 21.7%	2 4.3%	0 0.0%
5 to 9	14 18.4%	5 6.6%	11 14.5%	29 38.2%	24 31.6%	4 5.3%	16 21.1%	1 1.3%	2 2.6%
10 to 19	13 15.1%	7 8.1%	17 19.8%	25 29.1%	20 23.3%	17 19.8%	30 34.9%	3 3.5%	3 3.5%
20 to 49	15 11.5%	3 2.3%	37 28.5%	36 27.7%	31 23.8%	19 14.6%	53 40.8%	3 2.3%	4 3.1%
50 to 99	4 4.4%	8 8.9%	24 26.7%	17 18.9%	21 23.3%	15 16.7%	38 42.2%	3 3.3%	4 4.4%
100 to 149	4 10.3%	7 17.9%	10 25.6%	7 17.9%	14 35.9%	6 15.4%	16 41.0%	0 0.0%	1 2.6%
150 to 199	2 5.7%	7 20.0%	5 14.3%	6 17.1%	9 25.7%	5 14.3%	9 25.7%	0 0.0%	3 8.6%
200 to 399	7 9.7%	13 18.1%	18 25.0%	11 15.3%	23 31.9%	9 12.5%	33 45.8%	4 5.6%	6 8.3%
400 to 599	4 12.5%	8 25.0%	7 21.9%	5 15.6%	10 31.3%	3 9.4%	16 50.0%	0 0.0%	1 3.1%
600 to 799	0 0.0%	4 40.0%	3 30.0%	1 10.0%	2 20.0%	1 10.0%	4 40.0%	0 0.0%	0 0.0%
800 to 999	3 37.5%	2 25.0%	3 37.5%	2 25.0%	1 12.5%	1 12.5%	6 75.0%	0 0.0%	1 12.5%
1000 to 2999	4 16.0%	5 20.0%	6 24.0%	3 12.0%	3 12.0%	0 0.0%	16 64.0%	1 4.0%	0 0.0%
3000 or more	1 5.6%	6 33.3%	8 44.4%	1 5.6%	4 22.2%	1 5.6%	10 55.6%	1 5.6%	2 11.1%

Employees	"Politics"	Profitability	Quality of Work	Quantity of Work	Seniority	Team-Player	Unknown Criteria	Other
1 to 4	1 2.2%	5 10.9%	21 45.7%	10 21.7%	0 0.0%	2 4.3%	5 10.9%	3 6.7%
5 to 9	0 0.0%	7 9.2%	37 48.7%	7 9.2%	3 3.9%	11 14.5%	15 19.7%	1 1.3%
10 to 19	4 4.7%	5 5.8%	45 52.3%	14 16.3%	10 11.6%	10 11.6%	10 11.6%	0 0.0%
20 to 49	13 10.0%	7 5.4%	61 46.9%	20 15.4%	17 13.1%	20 15.4%	16 12.3%	1 0.8%
50 to 99	12 13.3%	8 8.9%	35 38.9%	8 8.9%	16 17.8%	17 18.9%	11 12.2%	1 1.2%
100 to 149	6 15.4%	0 0.0%	15 38.5%	3 7.7%	6 15.4%	0 0.0%	7 17.9%	0 0.0%
150 to 199	9 25.7%	5 14.3%	12 34.3%	1 2.9%	10 28.6%	5 14.3%	4 11.4%	0 0.0%
200 to 399	11 15.3%	6 8.3%	27 37.5%	6 8.3%	9 12.5%	12 16.7%	9 12.5%	1 1.4%
400 to 599	7 21.9%	3 9.4%	11 34.4%	5 15.6%	6 18.8%	5 15.6%	2 6.3%	0 0.0%
600 to 799	3 30.0%	0 0.0%	4 40.0%	0 0.0%	1 10.0%	1 10.0%	3 30.0%	0 0.0%
800 to 999	2 25.0%	0 0.0%	3 37.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
1000 to 2999	2 8.0%	2 8.0%	7 28.0%	2 8.0%	5 20.0%	4 16.0%	4 16.0%	1 4.0%
3000 or more	3 16.7%	1 5.6%	7 38.9%	4 22.2%	3 16.7%	2 11.1%	0 0.0%	0 0.0%

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

18.8% of responders received more than 10% raise in the last 12 months.



Percent Raise	n	%
0% (No raise in the last 12 months)	93	15.6%
0.01% to 1.00%	4	0.7%
1.01% to 2.00%	20	3.4%
2.01% to 3.00%	48	8.0%
3.01% to 4.00%	55	9.2%
4.01% to 5.00%	79	13.2%
5.01% to 6.00%	63	10.6%
6.01% to 7.00%	14	2.3%
7.01% to 8.00%	29	4.9%
8.01% to 9.00%	22	3.7%
9.01% to 10.00%	58	9.7%
More than 10%	112	18.8%

Percent Raise by Size of Firm

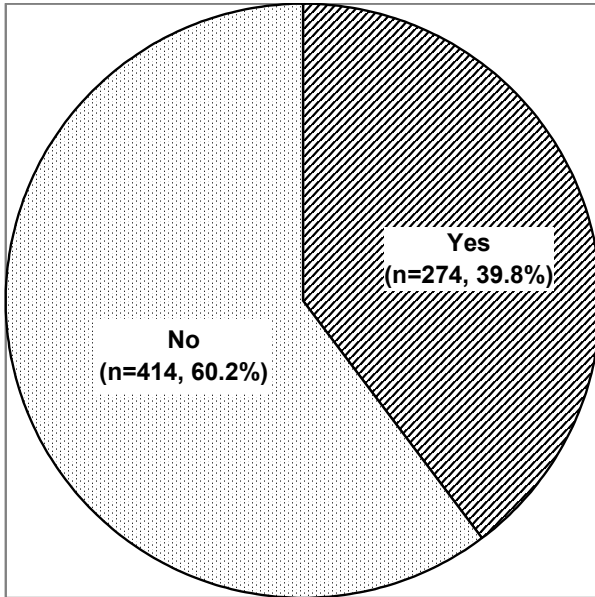
22.1% of responders in firms with 20-49 employees reported they received more than 10% raise in the last 12 months.

Employees	0%	0.01% to 1.01%		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%
		1.00%	2.00%	3.00%	4.00%	5.00%	6.00%	7.00%	8.00%	9.00%	10.00%									
1 to 4	38.2%	0.0%	5.9%	0.0%	0.0%	0.0%	17.6%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.8%	20.6%	
5 to 9	28.4%	0.0%	4.5%	6.0%	7.5%	11.9%	11.9%	4.5%	3.0%	10.4%	1.5%	6.0%	16.4%	13.7%	8.2%	13.7%	8.2%	6.0%	16.4%	
10 to 19	15.1%	1.4%	1.4%	11.0%	6.8%	16.4%	16.4%	13.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.7%	12.3%	
20 to 49	17.7%	0.9%	1.8%	8.8%	11.5%	10.6%	10.6%	9.7%	0.9%	4.4%	2.7%	8.8%	22.1%	8.8%	2.7%	8.8%	2.7%	8.8%	22.1%	
50 to 99	6.1%	1.2%	7.3%	7.3%	8.5%	11.0%	11.0%	13.4%	3.7%	3.7%	3.7%	8.5%	25.6%	3.7%	3.7%	8.5%	3.7%	8.5%	25.6%	
100 to 149	9.1%	3.0%	0.0%	6.1%	6.1%	21.2%	21.2%	15.2%	0.0%	6.1%	6.1%	18.2%	9.1%	6.1%	6.1%	18.2%	6.1%	18.2%	9.1%	
150 to 199	17.2%	0.0%	6.9%	10.3%	10.3%	10.3%	10.3%	3.4%	10.3%	3.4%	3.4%	6.9%	17.2%	3.4%	3.4%	6.9%	3.4%	6.9%	17.2%	
200 to 399	10.6%	0.0%	3.0%	7.6%	15.2%	12.1%	12.1%	13.6%	3.0%	10.6%	3.0%	6.1%	15.2%	10.6%	3.0%	6.1%	3.0%	6.1%	15.2%	
400 to 599	3.6%	0.0%	3.6%	7.1%	3.6%	21.4%	21.4%	0.0%	7.1%	3.6%	7.1%	35.7%	35.7%	3.6%	7.1%	3.6%	7.1%	35.7%	35.7%	
600 to 799	22.2%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	0.0%	11.1%	33.3%	0.0%	0.0%	11.1%	0.0%	11.1%	33.3%	
800 to 999	14.3%	0.0%	0.0%	0.0%	0.0%	28.6%	28.6%	14.3%	0.0%	0.0%	0.0%	28.6%	14.3%	0.0%	0.0%	28.6%	0.0%	28.6%	14.3%	
1000 to 2999	8.7%	0.0%	4.3%	17.4%	4.3%	8.7%	8.7%	21.7%	0.0%	8.7%	4.3%	17.4%	4.3%	8.7%	4.3%	17.4%	4.3%	17.4%	4.3%	
3000 or more	0.0%	0.0%	0.0%	17.6%	35.3%	5.9%	5.9%	5.9%	5.9%	0.0%	5.9%	5.9%	17.6%	0.0%	0.0%	5.9%	5.9%	17.6%	17.6%	

Report 11: Licensed

Are you licensed?

39.8% of all responders who graduated at least 3 years ago are licensed.

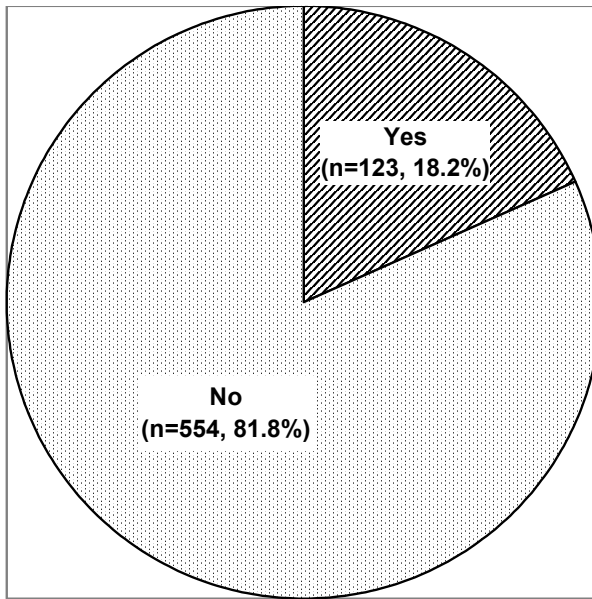


Licensed?	n	%
Yes.....	274	39.8%
No	414	60.2%

Report 12: International Offices

Does your firm have offices located outside the USA?

18.2% of responders' firms have an international office.

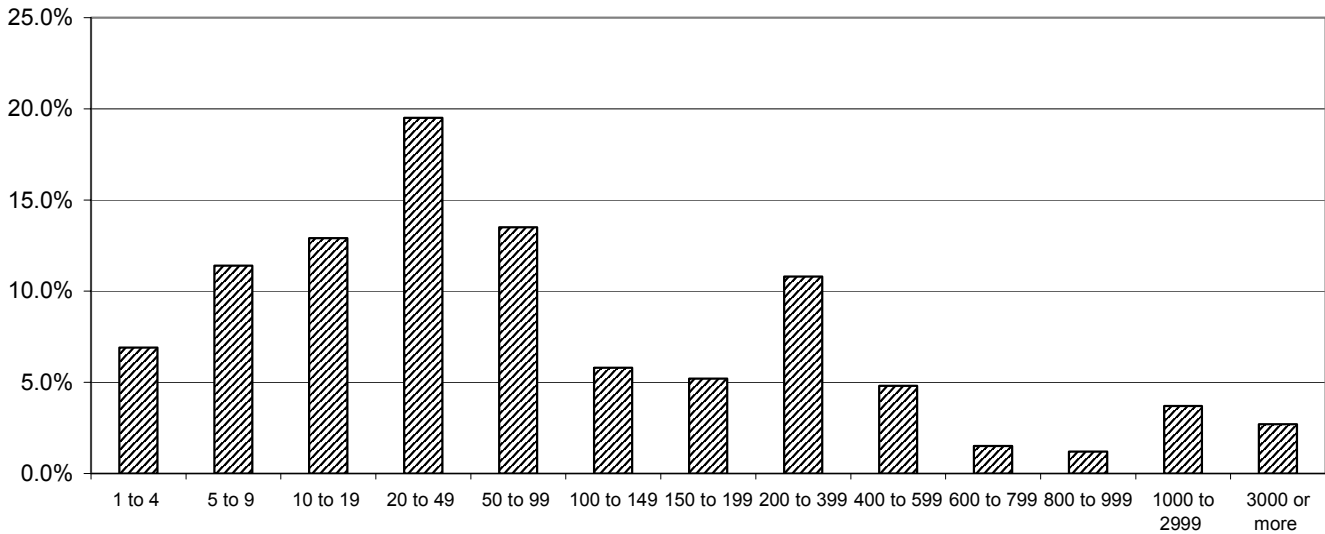


Offices Outside US?	n	%
No.....	554	81.8%
Yes.....	123	18.2%

Report 13: # Employees

Total Number of Employees in All Offices

19.5% of all responders are in firms of 20 – 49 employees total.



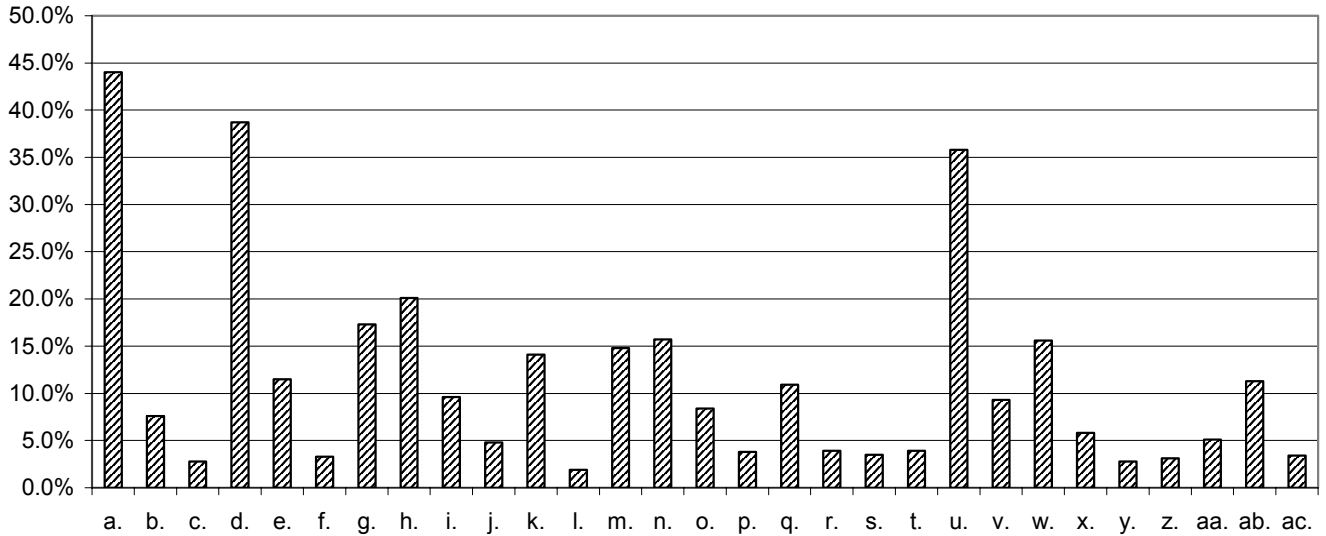
Total Employees in All Offices

	n	%
1 to 4	46	6.9%
5 to 9	76	11.4%
10 to 19	86	12.9%
20 to 49	130	19.5%
50 to 99	90	13.5%
100 to 149	39	5.8%
150 to 199	35	5.2%
200 to 399	72	10.8%
400 to 599	32	4.8%
600 to 799	10	1.5%
800 to 999	8	1.2%
1000 to 2999	25	3.7%
3000 or more	18	2.7%

Report 14: Client Base

What is your firm's client base?

44.0% of responders list "commercial" as one of their top 3 clients.



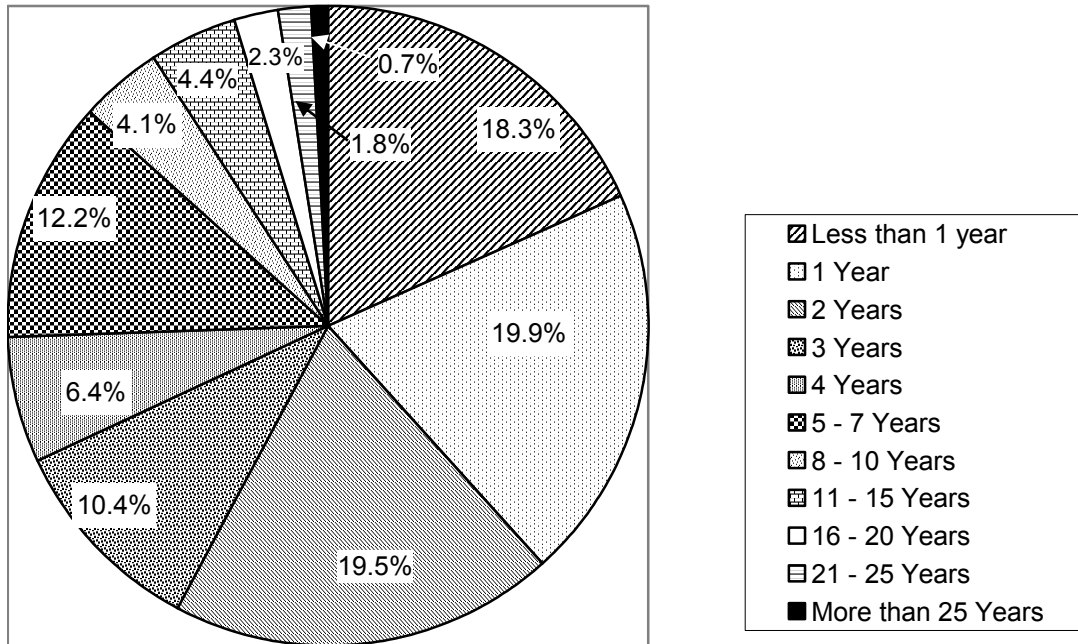
Client Base	n	%
a. Commercial	303	44.0%
b. Community	52	7.6%
c. Criminal Justice	19	2.8%
d. Education	266	38.7%
e. Entertainment/ Restaurant/Hospitality	79	11.5%
f. Finance/Banking	23	3.3%
g. Government	119	17.3%
h. Health Care	138	20.1%
i. Historic Restoration/Preservation	66	9.6%
j. Industrial	33	4.8%
k. Labs/Research Facilities	97	14.1%
l. Manufacturing	13	1.9%
m. Mixed-use Complex	102	14.8%
n. Multiple Family	108	15.7%
o. Museum/Gallery	58	8.4%

Client Base	n	%
p. Non-Profit Organization	26	3.8%
q. Office	75	10.9%
r. Performing Arts	27	3.9%
s. Recreation	24	3.5%
t. Religious	27	3.9%
u. Residential	246	35.8%
v. Resort Hotel	64	9.3%
w. Retail	107	15.6%
x. Senior Housing/Assisted Living	40	5.8%
y. Students	19	2.8%
z. Sports Stadium/Convention Center	21	3.1%
aa. Transportation	35	5.1%
ab. Urban Design/Planning	78	11.3%
ac. Other	23	3.4%

Report 15: Years in Current Position

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

57.7% of all responders have been in their current positions 2 years or less.
 (Only 22.9% of all responders graduated in '03, '04, or '05.)

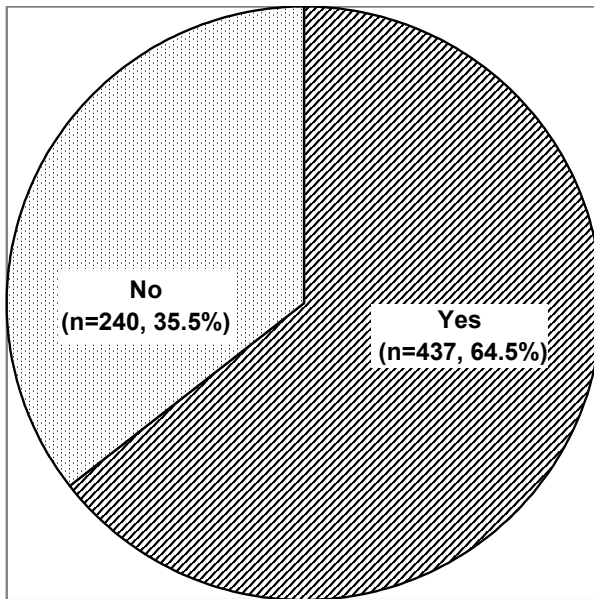


Years in Current Position	n	%
Less than 1 year.....	125	18.3%
1 Year.....	136	19.9%
2 Years.....	133	19.5%
3 Years.....	71	10.4%
4 Years.....	44	6.4%
5 - 7 Years.....	83	12.2%
8 - 10 Years.....	28	4.1%
11 - 15 Years.....	30	4.4%
16 - 20 Years.....	16	2.3%
21 - 25 Years.....	12	1.8%
More than 25 Years.....	5	0.7%

Report 16: IDP

Are you enrolled in or have you completed IDP?

64.5% of all responders are enrolled in or have completed their IDP.



Enrolled in or completed IDP?	n	%
Yes	437	64.5%
No.....	240	35.5%