

Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
CEO/President/Executive Director	\$1 B or More	469,500	491,388	320,632	702,000	14	14
	\$750 to \$999.9	*	*	*	*	2	2
	\$500 to \$749.9	372,500	386,962	244,440	508,500	6	6
	\$250 to \$499.9	300,000	320,497	150,000	473,481	11	11
	\$100 to \$249.9	213,375	225,664	40,000	468,000	24	23
	\$50 to \$99.9	177,263	184,959	87,500	249,696	16	16
	\$25 to \$49.9	148,848	158,059	87,746	286,608	6	6
	\$10 to \$24.9	100,243	119,722	*	*	4	4
	\$5 to \$9.9	*	*	*	*	1	1
All	244,720	277,961	40,000	702,000	84	83	
Assoc Dir / Executive Vice President	\$1 B or More	327,965	373,405	275,000	631,000	6	6
	\$500 to \$749.9	*	*	*	*	2	2
	\$250 to \$499.9	178,250	172,096	*	*	4	4
	\$100 to \$249.9	*	*	*	*	2	2
	\$50 to \$99.9	114,400	132,491	84,780	220,565	5	5
	All	202,500	239,477	84,780	631,000	19	19
Vice President (Admin)	\$1 B or More	210,000	205,288	123,524	267,000	8	7
	\$500 to \$999.9	178,816	191,433	*	*	4	4
	\$250 to \$499.9	*	*	*	*	2	2
	\$25 to \$99.9	82,783	77,861	*	*	3	3
	All	173,399	173,685	62,400	278,100	17	16

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
CFO / Treasurer	\$1 B or More	241,638	268,614	184,000	425,000	13	12
	\$750 to \$999.9	*	*	*	*	2	2
	\$500 to \$749.9	192,000	205,981	*	*	4	4
	\$250 to \$499.9	151,000	165,076	74,000	240,960	7	7
	\$100 to \$249.9	140,400	171,553	110,430	354,949	13	13
	\$50 to \$99.9	114,000	104,489	63,000	123,000	5	5
	\$25 to \$49.9	*	*	*	*	1	1
	All	190,323	194,933	63,000	425,000	45	44
Controller	\$1 B or More	148,500	158,052	105,000	257,225	16	13
	\$750 to \$999.9	*	*	*	*	2	2
	\$500 to \$749.9	85,000	96,412	72,618	130,000	5	5
	\$250 to \$499.9	89,880	99,435	79,900	137,245	5	5
	\$100 to \$249.9	89,875	103,164	67,600	175,000	10	10
	\$50 to \$99.9	*	*	*	*	2	2
	\$10 to \$24.9	*	*	*	*	1	1
	All	111,600	121,908	67,600	257,225	41	38
Chief Investment Officer	\$1 B or More	456,950	447,321	230,000	669,000	9	9
	\$500 to \$749.9	*	*	*	*	2	2
	\$250 to \$499.9	297,500	259,235	*	*	4	4
	All	335,000	360,855	91,939	669,000	15	15

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
Assistant Treasurer	\$1 B or More	86,100	95,043	79,900	128,960	6	5
	\$250 to \$999.9	122,500	140,155	*	*	3	3
	\$50 to \$99.9	*	*	*	*	1	1
	All	96,750	105,887	68,150	176,000	10	9
Accountant	\$1 B or More	64,514	64,533	44,000	90,000	27	11
	\$750 to \$999.9	*	*	*	*	5	2
	\$500 to \$749.9	70,000	73,025	55,000	105,000	5	5
	\$250 to \$499.9	67,850	67,525	*	*	4	3
	\$50 to \$249.9	64,656	72,252	*	*	3	3
	All	65,568	67,335	44,000	105,000	44	24
Accounting Clerk	\$1 B or More	52,465	51,647	34,643	70,000	18	11
	\$500 to \$999.9	50,775	48,879	*	*	4	3
	\$250 to \$499.9	49,073	49,841	*	*	4	4
	\$100 to \$249.9	47,000	44,944	35,110	50,700	5	5
	\$50 to \$99.9	*	*	*	*	2	1
	\$25 to \$49.9	*	*	*	*	1	1
	All	49,306	49,458	34,643	70,000	34	25

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
Vice President (Program)	\$1 B or More	253,500	279,041	165,000	525,000	16	12
	\$750 to \$999.9	*	*	*	*	2	2
	\$500 to \$749.9	230,000	237,639	122,711	374,400	8	5
	\$250 to \$499.9	197,288	176,106	105,000	234,562	10	8
	\$100 to \$249.9	112,439	140,954	86,700	325,000	10	8
	\$50 to \$99.9	109,253	109,526	*	*	4	4
	All	199,788	207,112	80,100	525,000	50	39
Program Director	\$1 B or More	174,175	174,441	71,604	330,000	81	12
	\$750 to \$999.9	*	*	*	*	7	2
	\$500 to \$749.9	130,000	142,564	90,000	225,000	11	5
	\$250 to \$499.9	134,425	129,901	71,240	237,000	20	6
	\$100 to \$249.9	118,306	134,166	111,384	188,000	12	6
	\$50 to \$99.9	67,401	72,240	63,000	111,924	8	5
	\$10 to \$24.9	*	*	*	*	1	1
All	152,500	153,476	63,000	330,000	140	37	
Senior Program Officer	\$1 B or More	135,152	138,497	88,550	230,000	53	13
	\$750 to \$999.9	*	*	*	*	6	2
	\$500 to \$749.9	118,500	111,366	66,030	156,614	19	5
	\$250 to \$499.9	124,712	113,294	57,953	165,000	29	7
	\$100 to \$249.9	94,667	100,368	68,250	132,500	20	11
	\$50 to \$99.9	70,941	74,858	*	*	4	4
	\$25 to \$49.9	*	*	*	*	1	1
	All	125,000	120,176	57,953	230,000	132	43

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
Program Officer	\$1 B or More	110,250	113,729	56,250	325,000	152	13
	\$750 to \$999.9	*	*	*	*	10	1
	\$500 to \$749.9	76,000	76,913	53,000	111,000	10	5
	\$250 to \$499.9	83,838	89,560	73,528	120,000	10	6
	\$100 to \$249.9	81,390	86,318	56,000	144,458	33	18
	\$50 to \$99.9	79,040	80,314	40,800	153,816	13	8
	\$25 to \$49.9	83,997	76,043	*	*	4	4
	All	100,000	102,956	40,800	325,000	232	55
Program Associate	\$1 B or More	68,000	68,253	40,000	98,422	39	8
	\$750 to \$999.9	*	*	*	*	4	2
	\$500 to \$749.9	47,500	48,956	42,250	65,000	12	5
	\$250 to \$499.9	65,394	63,051	*	*	7	4
	\$100 to \$249.9	53,386	60,512	43,000	100,000	9	9
	\$25 to \$99.9	35,000	39,936	*	*	3	3
	All	64,232	61,842	32,307	100,000	74	31
	Program Assistant	\$1 B or More	51,300	52,108	38,274	71,800	59
\$750 to \$999.9		43,749	43,354	*	*	14	3
\$500 to \$749.9		48,750	47,079	*	*	14	4
\$250 to \$499.9		44,500	44,506	33,462	61,707	29	6
\$100 to \$249.9		43,466	44,936	34,000	54,326	11	7
\$50 to \$99.9		37,901	43,564	*	*	3	3
All		47,000	48,124	33,462	71,800	130	31

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
VP (Development) / Chief Dev / Adv Officer	\$1 B or More	208,500	206,946	*	*	3	3
	\$750 to \$999.9	*	*	*	*	1	1
	\$500 to \$749.9	166,400	160,873	*	*	5	4
	\$250 to \$499.9	*	*	*	*	2	1
	\$50 to \$99.9	*	*	*	*	1	1
	All	147,283	152,918	55,000	228,938	12	10
Director/Officer Donor Services	\$1 B or More	92,737	103,604	*	*	6	3
	\$750 to \$999.9	*	*	*	*	1	1
	\$500 to \$749.9	84,400	92,197	*	*	5	3
	\$250 to \$499.9	*	*	*	*	6	1
	\$50 to \$99.9	*	*	*	*	2	1
	All	81,091	84,751	55,120	160,000	20	9
Director/Officer of Gift Planning	\$1 B or More	112,613	112,727	*	*	6	3
	\$500 to \$749.9	*	*	*	*	1	1
	\$250 to \$499.9	*	*	*	*	1	1
	\$25 to \$49.9	*	*	*	*	1	1
	All	94,668	100,462	65,000	138,937	9	6
Donor Svcs / Dev / Adv Asst	\$1 B or More	*	*	*	*	6	2
	\$500 to \$749.9	*	*	*	*	3	2
	\$100 to \$249.9	*	*	*	*	1	1
	All	51,522	52,656	38,000	70,000	10	5

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
Director of Communications	\$1 B or More	163,734	145,779	64,246	288,498	15	11
	\$750 to \$999.9	93,912	113,891	*	*	6	3
	\$500 to \$749.9	116,000	143,728	*	*	7	4
	\$250 to \$499.9	129,141	119,521	75,920	147,000	5	5
	\$100 to \$249.9	88,567	90,255	62,100	116,000	8	8
	\$50 to \$99.9	79,420	75,710	*	*	4	4
	All	112,500	122,191	42,000	288,498	45	35
Communications Associate	\$1 B or More	66,300	68,583	39,270	110,975	19	10
	\$750 to \$999.9	55,576	52,946	*	*	6	3
	\$500 to \$749.9	*	*	*	*	4	2
	\$250 to \$499.9	49,698	54,711	*	*	7	4
	\$100 to \$249.9	63,700	70,612	48,464	113,000	7	5
	\$50 to \$99.9	*	*	*	*	2	2
	All	62,830	62,741	39,270	113,000	45	26
Research Director	\$1 B or More	164,000	157,168	77,125	239,200	5	5
	\$750 to \$999.9	*	*	*	*	2	1
	\$500 to \$749.9	102,500	120,059	*	*	4	4
	\$250 to \$499.9	*	*	*	*	2	2
	\$100 to \$249.9	126,880	130,283	*	*	3	3
	All	115,440	128,194	58,968	239,200	16	15
Research Associate	\$1 B or More	72,000	70,072	29,026	93,000	9	5
	\$500 to \$999.9	56,022	57,860	*	*	10	3
	\$100 to \$499.9	58,000	57,831	*	*	4	4
	All	67,997	62,634	29,026	93,000	23	12

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
Director of Information Systems	\$1 B or More	162,931	166,752	97,920	300,950	9	9
	\$750 to \$999.9	*	*	*	*	2	2
	\$500 to \$749.9	106,695	119,128	*	*	3	3
	\$250 to \$499.9	70,730	89,619	*	*	4	4
	\$100 to \$249.9	75,000	80,600	*	*	3	3
	All	106,695	127,245	61,800	300,950	21	21
Computer Professional	\$1 B or More	92,214	101,366	54,641	207,699	16	9
	\$750 to \$999.9	*	*	*	*	2	1
	\$500 to \$749.9	67,933	65,716	*	*	4	4
	\$250 to \$499.9	56,850	54,239	*	*	4	3
	\$50 to \$249.9	50,000	65,133	*	*	3	3
	All	75,000	84,679	39,000	207,699	29	20
Office Manager	\$1 B or More	62,626	70,108	47,350	124,925	13	7
	\$500 to \$999.9	63,000	60,609	*	*	3	3
	\$250 to \$499.9	83,889	82,202	63,500	96,828	6	6
	\$100 to \$249.9	55,000	57,700	40,000	85,726	9	9
	\$50 to \$99.9	49,784	58,890	43,270	94,454	6	6
	\$10 to \$24.9	*	*	*	*	1	1
	All	62,850	65,676	36,600	124,925	38	32
Grants Manager	\$1 B or More	74,750	81,945	59,004	160,000	32	12
	\$750 to \$999.9	75,128	76,521	*	*	7	3
	\$500 to \$749.9	74,050	77,209	36,810	126,344	6	5
	\$250 to \$499.9	82,120	82,700	60,000	113,100	8	8
	\$100 to \$249.9	62,100	61,847	36,021	78,000	13	13
	\$50 to \$99.9	62,300	61,186	*	*	4	4
	All	71,283	76,164	36,021	160,000	70	45

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
Grants Management Assistant	\$1 B or More	54,000	52,610	38,000	75,656	31	11
	\$750 to \$999.9	48,836	49,813	*	*	4	3
	\$500 to \$749.9	*	*	*	*	2	2
	\$250 to \$499.9	51,155	52,081	*	*	6	4
	\$100 to \$249.9	54,500	51,334	*	*	4	4
	\$50 to \$99.9	*	*	*	*	1	1
	All	50,116	51,396	30,000	75,656	48	25
Director of Human Resources	\$1 B or More	124,732	152,191	93,600	285,000	12	11
	\$500 to \$999.9	87,500	109,615	*	*	3	3
	\$100 to \$499.9	108,267	109,853	*	*	4	4
	\$50 to \$99.9	*	*	*	*	1	1
	All	119,815	132,477	55,000	285,000	20	19
Human Resources Professional	\$1 B or More	74,625	88,213	42,848	209,300	20	12
	\$500 to \$749.9	93,600	87,200	*	*	3	3
	\$250 to \$499.9	*	*	*	*	2	1
	All	74,750	87,048	42,848	209,300	25	16
Executive Assistant	\$1 B or More	65,202	68,643	40,000	115,343	39	12
	\$750 to \$999.9	*	*	*	*	5	2
	\$500 to \$749.9	60,650	66,242	44,000	100,000	12	6
	\$250 to \$499.9	66,319	67,696	40,004	101,750	21	9
	\$100 to \$249.9	64,186	64,372	35,000	82,500	7	5
	\$50 to \$99.9	46,395	47,595	*	*	3	3
	\$25 to \$49.9	*	*	*	*	1	1
	All	64,162	66,643	35,000	115,343	88	38

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey

**Compensation Summary for Grantmakers in Health, by Position and Assets
(Base salaries as of 2/1/2010)**

Position	Asset Group (in millions)	Salary				Number in Position	Number of Foundations
		Median	Mean	Minimum	Maximum		
Administrative Assistant	\$1 B or More	46,675	49,013	23,410	95,200	108	13
	\$750 to \$999.9	38,730	38,873	*	*	8	3
	\$500 to \$749.9	40,650	40,333	*	*	16	4
	\$250 to \$499.9	45,781	45,154	26,280	60,200	17	10
	\$100 to \$249.9	44,330	46,398	27,301	69,847	14	9
	\$50 to \$99.9	41,595	43,035	35,500	54,880	6	5
	\$25 to \$49.9	43,163	47,035	18,975	79,811	6	6
	\$10 to \$24.9	40,000	44,545	*	*	3	3
	\$5 to \$9.9	*	*	*	*	1	1
All	45,665	46,802	18,975	95,200	179	54	
Receptionist	\$1 B or More	39,428	39,059	29,275	46,376	16	13
	\$750 to \$999.9	*	*	*	*	2	2
	\$500 to \$749.9	34,393	34,371	*	*	4	4
	\$250 to \$499.9	35,941	37,737	28,397	53,530	6	6
	\$100 to \$249.9	37,394	34,427	23,690	40,000	10	9
	\$50 to \$99.9	*	*	*	*	2	2
	All	37,040	36,488	23,690	53,530	40	36

*Insufficient data.

Source: Council on Foundations, 2010 Grantmakers Salary and Benefits Survey