

2026 University Advancement Compensation Survey

*Twenty years of benchmarks built by
university foundations*



*Compensation insights designed
exclusively for higher education
foundations*

Designed for Higher Education Foundations

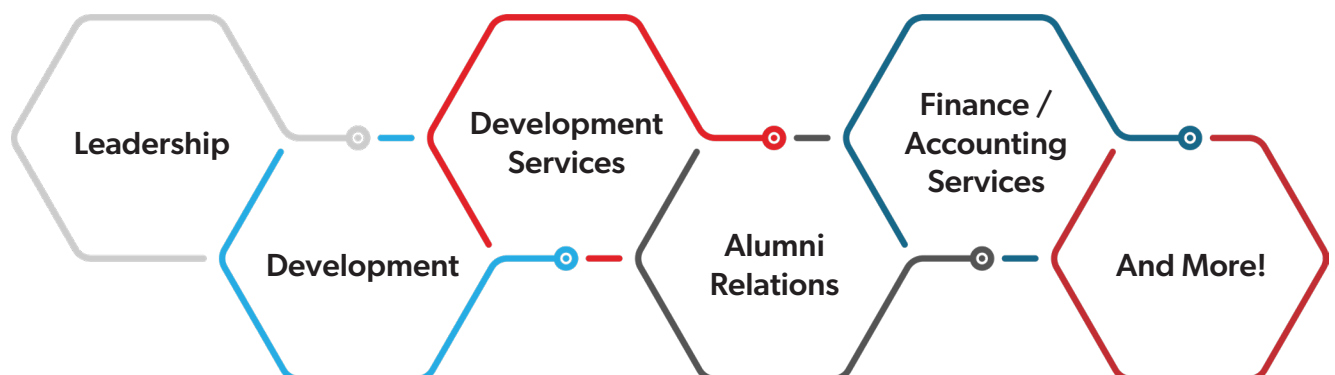
The University Advancement Compensation Survey provides a sector-specific resource for compensation benchmarking. Built exclusively for higher education foundations, the survey delivers reliable data across advancement and development roles, segmented by endowment size, geographic region, and athletic conference. By participating, foundations gain the insights needed to make informed pay decisions, strengthen talent strategies, and support leadership and board reporting. Now in its 20th year, the survey pairs two decades of consistent benchmarks and stable participation with modernized design, data integrity, and responsive participant support from QTI Consulting – ensuring results you can trust and use with confidence.

WHY PARTICIPATE

- Benchmark compensation for 66 advancement and development jobs
- Access segmented results (endowment size, geographic region, athletic conference)
- Rely on data integrity: confidentiality, rigorous job matching, built-in data checks
- Built for foundations, not generic higher education

BENCHMARK COVERAGE

The survey includes 66 job benchmarks across key areas:





BENEFITS FOR YOUR ORGANIZATION

- Strengthen talent strategy with competitive pay data
- Provide foundation-specific benchmarks for leadership and board reporting
- Plan with confidence using credible, actionable insights



PARTICIPATION MADE SIMPLE

- Report one incumbent per line – submit data as it exists in your records
- A short online form plus a guided Excel workbook with a built-in Data Check tab
- Dedicated support from QTI Consulting, including a kickoff session and a Q&A session, both recorded
- Clear key dates: submissions due November 20, 2026 · results by mid-February 2027



BEYOND COMPENSATION

- Employee turnover
- Employee pay and structure increases
- Fundraising performance and total dollars raised
- Benefit and retirement offerings
- Remote/hybrid work eligibility
- Executive benefits and perquisites

WHAT'S NEW FOR 2026

Simplified Reporting

One incumbent per line replaces low, average, and high summaries – submit data as it exists in your records

Expanded Benchmarks

Five new jobs, including a deeper development ladder from Associate Development Officer to Assistant Vice President

Streamlined Submission

Institution information is captured in a simple online form; compensation data is collected in Excel

Athletic Conference

Results are now segmented by athletic conference, alongside endowment size and geographic region

HRIS-Ready Results

Optional Excel version of the results, designed for direct upload into HRIS systems

Here to Help

Kickoff and Q&A sessions (recorded), a step-by-step FAQ, and responsive support from QTI throughout the participation window

2025 PARTICIPANT SNAPSHOT

53 institutions participated in 2025, up from 47 the year before. For a full list of participants, contact QTI Consulting, Inc. at ua-survey@qtigroup.com

- **Endowment:** Average \$2.2B (ranging from \$194M to \$21.2B)
- **Staffing:** Average 186 FTEs (ranging from 24 to 764)
- **Structure:** 60% Autonomous, 30% University, 9% Independent
- **Regions:** Midwest 40%, Southeast 21%, Northwest, Southwest, and Northeast 13% each

ABOUT THE QTI GROUP

QTI Consulting helps organizations demonstrate employee value through effectively designed HR, compensation, benefits, and total rewards programs. The team of HR consultants at QTI prioritizes responsiveness, attentiveness, and strong client relationships. They bring extensive experience collaborating with various higher education foundations on their compensation and total rewards strategies.

QTI Consulting is part of The QTI Group, a privately owned business based in Wisconsin with a history spanning 69 years. In addition to their focus on compensation and total rewards, QTI offers a wide range of HR services, including professional and executive search, staffing solutions, and Hogan personality assessments.

GET STARTED TODAY



Be part of the only compensation survey designed for university foundations. The 2026 survey is open now, with submissions due November 20, 2026. Results are available to participants for \$850 (PDF report), with an optional Excel data file for HRIS upload for an additional \$150.

QTI Consulting, Inc.



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Our Work is People. Because People are the Heart of Every Business.

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