

# 2025 University Advancement Compensation Survey



*Compensation insights designed  
exclusively for higher education  
foundations*

## Designed for Higher Education Foundations

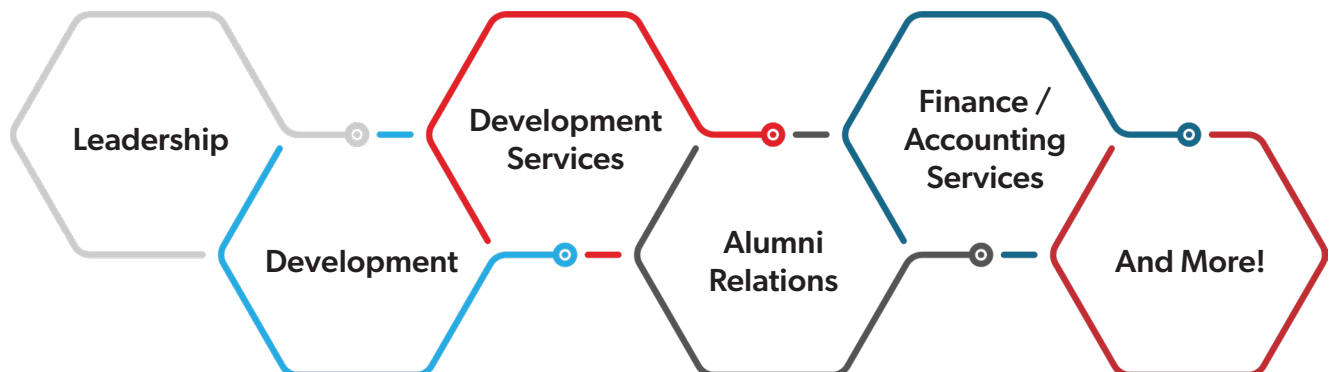
The University Advancement Compensation Survey provides a sector-specific resource for compensation benchmarking. Built exclusively for higher education foundations, the survey delivers reliable data across advancement and development roles, segmented by endowment size, region, and institutional affiliation. By participating, foundations gain the insights needed to make informed pay decisions, strengthen talent strategies, and support leadership and board reporting. QTI Consulting administers the survey with a focus on modernized design, data integrity, and responsive participant support — ensuring results you can trust and use with confidence.

### WHY PARTICIPATE

- ◆ Benchmark compensation for 60+ advancement and development jobs
- ◆ Access segmented results (endowment size, region, structure)
- ◆ Rely on data integrity: confidentiality, rigorous job matching, QA checks
- ◆ Built for foundations, not generic higher education

### BENCHMARK COVERAGE

The survey includes 60+ 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

- Guided submission process
- Dedicated support from QTI Consulting
- Clear key dates for launch, submission, and results



## BEYOND COMPENSATION

- Pay Increase Practices – annual market adjustment trends
- Turnover – voluntary and total turnover levels
- Benefits Summary – health, dental, and retirement contributions data

## SURVEY ENHANCEMENTS

### Modernized Submission Instrument

Streamlined Excel submission workbook with clear instructions to reduce errors and burden

### Live Results Presentation

Interactive session with findings and participant Q&A

### Consistent Reporting

Results include Base Pay and Total Cash Compensation, with Average, P25, P50, and P75

### Participant Guidance

Comprehensive instructions and FAQs for smooth data submission

### Ongoing Support

Responsive help from QTI throughout the participation window

### Practical Use

Benchmark pay, inform board reporting, and shape total rewards strategies with confidence

## 2024 PARTICIPANT SNAPSHOT

For a full list of participants, contact QTI Consulting, Inc. at [ua-survey@qtigroup.com](mailto:ua-survey@qtigroup.com)

- **Endowment:** Average \$2.2B (ranging from \$200M to \$19B)
- **Staffing:** Average 190 FTEs (ranging from 20 to 660)
- **Structure:** 55% Advancement, 23% Independent, 21% University-integrated

## 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 68 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.

**QTI Consulting, Inc.**

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THE *QTI* GROUP

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

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