



2025 AAMC Development Survey Part II - Staff Compensation

Introduction

Welcome to the 2025 AAMC Development Survey Part II - Staff Compensation. The data from the AAMC Development Survey will be used to provide useful benchmark measures, such as in the AAMC Development Survey Report and the AAMC Development Survey Reporting Tool. Maintained by the AAMC since 1999, these survey data are used by medical school deans, academic health system and teaching hospital CEOs, chief development officers, and other leaders at member institutions to assess integral components of a successful development program and to make effective decisions on the deployment of organizational resources. Through the compilation and analysis of annual data, the ongoing survey provides the opportunity for academic medicine organizations to identify philanthropic trends useful for development planning and management purposes.

Part II of the survey collects compensation information of key development staff. Part I of the survey collects information about private support, development staff, and development costs.

Any U.S. medical school, teaching hospital, or health system that is a member of the AAMC is encouraged to participate in the annual survey by submitting the requested data about its development programs. Participation in the survey is voluntary. You can decide not to participate or to discontinue your participation at any time without penalty. However, only those institutions that participate in the survey will have access to the full results when they are available in August 2026. The expected time to complete this survey is about one hour. Once your data are compiled, the survey should take approximately half an hour to complete. **The deadline for completing the survey is March 16, 2026.**

Data Confidentiality Policy

The salary data collected for individual positions at an identified institution are classified by the AAMC as confidential. Confidential data are data that may not be released outside of the AAMC with individual or institutional identification, except with permission. Individuals may grant the AAMC permission to release confidential data that describe themselves. An authorized representative of an AAMC member institution may grant the AAMC permission to release confidential data that describe his or her institution. To ensure confidentiality, compensation information will be reported only in the aggregate and when there are at least five institutions represented.

All other survey data are classified as restricted. Restricted data are data that may not be published with identification but may be disclosed to external parties with management approval. These data will be released with institutional identification to survey participants but will not be made available to the public. In publicly available reports, only aggregate data will be displayed.

Contact information you provide when filling out this survey will be used to contact you if we have a question about your response(s). Contact information will also be included in the data file provided to

participating institutions.

Data will be stored for multiple years in order to provide you and your institution with the most comprehensive analysis. Your responses will be securely stored by the AAMC with appropriate access controls to limit exposure of your data to those with a need to know.

Risks/Benefits

This data collection is considered to be minimal risk. While the AAMC has taken extensive measures to ensure the security of the data and the confidentiality of the responses, if the compensation data provided in response to Part II of the survey were made public in an individually identifiable way, it could prove embarrassing to individuals or institutions. If the restricted data provided in response to Part I of the survey were made public, it is expected to have a limited adverse effect on individuals and institutions. Institutionally-identified data will only be shared with participating institutions. Institutions that are given access to restricted information may not publish it or share it with other institutions.

Only participating institutions will receive access to all institution-level responses to Part I of the survey, as well as aggregated compensation data from Part II of the survey. An institution that participates in the survey can access survey analyses that enable representatives to:

- View a comparison chart of your institution and up to three others at a time, showing select total private support, development staff, and development costs data.
- View a summary of the compensation data.
- View institution-level data from the survey.

A summary report containing national aggregate data will also be made available on the AAMC's public website.

Instructions for accessing data will be provided to participating institutions when the analyses become available in August 2026.

Contact Information

This data collection has been reviewed according to AAMC policies and procedures and is subject to the [AAMC Privacy Statement](#). Questions, comments, or suggestions on the content of the survey should be directed to survey staff at developmentsurvey@aamc.org.

By clicking the "Save and Continue" button, you acknowledge that you have read the above statement and understand the risks and benefits of participation and would like to continue.





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Survey Instructions and Definitions

You may wish to print this page for your reference using the print command. A blank PDF of the survey is available for reference on the [AAMC website](#) under the "Explore this report" section.

You will have the opportunity to print your responses immediately after submitting the survey. Please note the instructions on the last page of the survey. To request data submitted by your institution in previous years, please reach out to survey staff at developmentsurvey@aamc.org.

What's New This Year

There have been no changes to the 2025 AAMC Development Survey Part II - Staff Compensation from the 2024 survey.

General

- Data requested are for the 2024-2025 fiscal year, which at many institutions may correspond to the period of July 2024 through June 2025.
- Only include staff involved in development functions at the medical school, teaching hospital, or joint program, corresponding to the reported institution type.
- If there is more than one employee for a position, please provide the median compensation. *The median is equal to the middle figure in the dataset. To calculate the median, arrange the compensation figures for employees in the position from smallest to largest. If there are an odd number of employees, please report the middle compensation; if there are an even number of employees, please report the average of the two compensation figures in the middle. You may wish to use a tool such as Excel to calculate the median.*
- If an individual in your development office does not fit into one of the positions, please exclude their compensation from the survey.
- Please include compensation only for positions that were filled during the 2024-2025 fiscal year. If a position was vacant, please leave the position fields blank.
- If a question is not applicable to your institution, please leave the field blank. Only insert a zero ("0") if it represents an actual value or numeric response.
- Click "Save and Continue" to save the responses entered on a page and continue to the next page. To save the responses entered on a page and exit the survey, click "Save and Exit." After exiting the

survey, you can return to the survey at any time before the deadline to review the saved responses and continue completing the survey.

- After completing the survey, please click the "Submit Survey" button on the final page of the survey to submit the survey. After clicking this button, you will see a complete listing of the responses you entered. You can print the list of responses for your records by using the print command. If you need to update your responses, you may return to this survey to make updates at any time before the survey deadline.

Institution Type Classification

- Survey participant institutions are classified according to institution type. Institution type should be determined based on your institution's development program. The following are categories of institution type:

- o Medical School - Development program is separate from the development program(s) of teaching hospital(s).

- o Teaching Hospital - Development program is separate from the development program of a medical school. This could include, for example, children's hospitals, rehabilitation hospitals, psychiatric hospitals, cancer specialty centers/hospitals, "stand-alone" hospitals that have separate foundations or programs, etc.

- o Joint Program - Development program is integrated and conducted jointly for the benefit of both a medical school and the teaching hospital(s).

Compensation Components

- Salary - Compensation that is annually fixed, regardless of source, by the institution and includes any employee retirement contributions through a salary reduction plan.
- Bonus/Incentive Pay - Income earned by an individual as a result of the achievement of specific performance goals by the individual, the department, or the institution.
- Total Compensation - The sum of Salary and Bonus/Incentive Pay. Total Compensation excludes the value of fringe benefits, such as health insurance and employer retirement contributions.

Positions

- "Development" positions (Vice President of Development, Director of Development, etc.) have responsibilities related to development as a whole rather than a specific area of development.
- "Director" positions (Director of Development, Director of Major Gifts, etc.) have responsibilities that include the supervision of a program and/or staff.



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Survey Contact and Institution Type

Our records indicate that you are associated with AAMC. This is the institution name that will be included in the Development Survey Reporting Tool. If this is not correct, please contact developmentsurvey@aamc.org before completing the survey.

Survey Completed By:

This individual will serve as the primary contact for survey follow-up

*First Name:

*Last Name:

*Title:

*Phone:

*Email:

***Is the survey contact listed above the Chief Development Officer (CDO)?**

If no, please enter the CDO information below.

☐ Yes

☒ No

Chief Development Officer (CDO) Information:

First Name:

Last Name:

Title:

Phone:

Email:

***Institution Type:**

Please select the structure that best fits your institution's development program. If you have multiple development programs under different leadership, please select the category that best describes your primary fundraising operation.

As a reminder, in previous years, your institution indicated Joint Program for institution type.
Please ensure that the institution type entered in Part I and Part II are the same.

- ☐ **Medical School Only** - Development program is separate from the development program(s) of teaching hospital(s).
- ☐ **Teaching Hospital Only** - Development program is separate from the development program of a medical school. This could include, for example, children's hospitals, rehabilitation hospitals, psychiatric hospitals, cancer specialty centers/hospitals, "stand-alone" hospitals that have separate foundations or programs, etc.
- ☐ **Joint Program** - Development program is integrated and conducted jointly for the benefit of both a medical school and the teaching hospital(s).

*Indicates required field.





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Institutional Description

Our records indicate that you are associated with AAMC.

Medical School Information:

Medical School Name

Medical School City

Medical School State

Teaching Hospital Information:

Teaching Hospital Name

Teaching Hospital City

Teaching Hospital State

Please list any other teaching hospitals represented in the survey data.

1500 characters left.





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Compensation of Key Development Staff

Please report data for the 2024-2025 fiscal year, which at many institutions may correspond to the period of July 2024 through June 2025. Only include staff involved in development functions at the medical school, teaching hospital, or joint program, corresponding to the reported institution type.

If there is more than one employee for a position, please provide the median compensation.

The median is equal to the middle figure in the dataset. To calculate the median, arrange the compensation figures for employees in the position from smallest to largest. If there is an odd number of employees, please report the middle compensation; if there is an even number of employees, please report the average of the two compensation figures in the middle. You may wish to use a tool such as Excel to calculate the median.

If a question is not applicable to your institution or the position was vacant, please leave the field blank. Only insert a zero ("0") if it represents an actual value or numeric response.

Compensation Components

- Salary - Compensation that is annually fixed, regardless of source, by the institution and includes any employee retirement contributions through a salary reduction plan.
- Bonus/Incentive Pay - Income earned by an individual as a result of the achievement of specific performance goals by the individual, the department, or the institution.
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Positions

- "Development" positions (Vice President of Development, Director of Development, etc.) have responsibilities related to development as a whole rather than a specific area of development.
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Position	<u>Salary</u> (\$)	<u>Bonus/Incentive</u> <u>Pay</u> (\$)	<u>Total</u> <u>Compensation</u> (\$)	Number of Individuals Represented
Chief Advancement Officer or Chief Development Officer				
Vice President of Development				
Associate or Assistant Vice President of Development				
Director of Development				
Department, Institute, or Unit Development Officer				

Director of Major Gifts			
Major Gifts Officer(s)			
Director of Annual Giving			
Director of Planned Giving			
Director of Corporate and Foundation Giving			
Director of Advancement or Development Communications			
Director or Manager of Development Operations or Advancement Services			
Director of Special Events			
Director of Alumni Relations			





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Survey Information

Please estimate how much time it took for your institution to complete the survey. Please report as whole numbers.

Hour(s)

Minutes

Please share any thoughts that you have about this survey.

Please click the "Submit Survey" button at the bottom of this page to submit this survey.

After clicking this button, you will see a complete listing of the responses you entered. You can print the list of responses for your records by using the print command. If you need to update your responses, you may return to this survey to make updates at any time before the survey deadline.

Thank you for your participation in the survey.

