



# 2018 Professional Association Compensation Survey

Participant Report

*Conducted by Quatt Associates*

*March 2019*

# 2018 Professional Association Compensation Survey

Sponsored by

**American Association for the Advancement of Science  
American Chemical Society  
American Psychological Association  
American Speech-Language-Hearing Association**

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For questions regarding this report, please contact Quatt's Surveys & Research Team:

**Veronika Bordas**  
Director, Surveys and Research  
Telephone: 202-342-1000 ext. 112  
[vbordas@quatt.com](mailto:vbordas@quatt.com)

**Brenna Hilferty**  
Surveys and Research Associate  
Telephone: 202-342-1000 ext. 124  
[bhiferty@quatt.com](mailto:bhiferty@quatt.com)

**Kyleigh Mann**  
Surveys and Research Analyst  
Telephone: 202-342-1000 ext. 120  
[kmann@quatt.com](mailto:kmann@quatt.com)

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## About Quatt Associates

We are a management consulting firm dedicated to enabling the nonprofit community to operate more effectively and strategically.

We specialize in:

- CEO/senior executive compensation and IRS compliance (Intermediate Sanctions)
- Staff compensation systems
- Compensation surveys and research
- Staff compensation benchmarking and analysis
- Benefits benchmarking and analysis
- Executive and staff performance management systems
- Strategic planning
- Organizational diagnostics and organizational effectiveness
- Organizational performance metrics and leadership assessments
- Employee opinion surveys

# INTRODUCTION

## Overview

This is the Participant Report for the third annual 2018 Professional Association Compensation Survey conducted by Quatt Associates and sponsored by:

- ◆ American Association for the Advancement of Science
- ◆ American Chemical Society
- ◆ American Psychological Association
- ◆ American Speech-Language-Hearing Association

### Report Contents

The survey includes summary compensation data for:

- ◆ Twenty-nine executive and senior management positions
- ◆ Eighty benchmark positions
- ◆ Top ten compensated executive and senior management positions, ranked by total cash
- ◆ Additional information – Board compensation and, new in 2018, bonus prevalence by staff level

For all positions, the survey provides data on base salary, bonus/incentive compensation, and total cash compensation (base plus bonus), as well as representative titles. For the executive and senior management positions, this survey also provides reporting relationship information. The data is presented by both participant organization expense size as well as organization type.

In addition, for the Chief Executive Officer, we provide summary data of benefits, qualified retirement, deferred compensation, and perquisites costs to the organization.

For the “top-paid” rankings, we provide base salary, bonus/incentive, and total cash compensation data. Positions are ranked by total cash compensation.

### New in 2018

This year’s survey includes the following changes compared to 2017:

- Added a section on bonus prevalence by staff level
- Added a “Top Standards” position to capture data for the most senior position responsible for industry standards
- Added a Marketing family (Director, Manager, Specialist I-III)
- Added a “Publication Production Position” to reflect an additional level below “Director, Publication Production”

## Overview, *Continued*

### **New in 2018, *Continued***

- Recast the “Professional Sections Manager” into the Program Services family (Director, Manager, Specialist I-III) to better capture additional levels of staff responsible for the operations of one or more of the organization's programs or sections

### **Effective Date of Data**

All base salary data is effective as of August 1, 2018, and bonus/incentive compensation data is effective for the respondents’ most recent fiscal year.

### **Participants**

Forty-seven organizations participated in this year’s survey. Because not all organizations provided data for all positions, the number of responses reported for a given position may be less than forty-seven. The names of the participating organizations are listed on page 5.