# The Information Architecture Institute

# 2012

## Salary Survey

**Annual IA Salary and Benefits Survey**

# About the IA Salary and Benefits Survey

The Information Architecture Institute conducts an annual salary survey to capture information on compensation, daily work habits and demographics of information architecture practitioners. Summary data, as well as open-ended responses are presented, helping formulate questions for next year's survey. The most recent Salary Survey as well as past years surveys can be found online at http://iainstitute.org. Please send any feedback or requests to info@iainstitute.org.

## Methodology

The 2012 IA Institute Salary Survey was conducted from July to November 2012. Members of the IA Institute, IxDA and sigia-l were invited to participate. A link to the survey was also promoted via the IA Institute homepage, newsletter and Twitter account.  A total of 309 responses were collected. Respondents who did not enter a salary range were filtered out for salary calculation purposes. You may download the expanded results from http://iainstitute.org. We removed city data from the results due to concerns about the privacy of individuals in places where a small, easily identifiable population of respondents live. A list of cities is available in the comments section and a narrower analysis by location is available by request.

Survey responses were collected via a Surveymonkey form located at: http://www.surveymonkey.com/s/2012-IA-Salary-Survey. The survey contained nineteen questions covering salary, age, gender, education, benefits, typical tasks, management and job satisfaction. Additional open ended responses were collected to help illustrate the results, including additional job titles and benefits not included in our survey, previous positions held, courses or degree programs taken and any additional information the respondent wishes to contribute.

All figures were represented in US dollars. A currency converter was provided in the survey for those who use non-US currency. Since respondents gave us a salary range instead of an exact salary figure, it is impossible to estimate a true average or median salary. In our analysis, we have estimated the median for various data points by taking the midpoint of the salary range a person selected and then averaging that figure for various data points, eliminating the "Over $200,000" and "Under $10,000" groups, which do not have a midpoint. We also present median salary estimates, based on midpoints, for comparison purposes, but it is better to read the survey results in terms of a percentage that falls within a range rather than thinking in terms of a specific salary.

## About the Information Architecture Institute

The Information Architecture Institute (IA Institute – formerly The Asilomar Institute for Information Architecture "AIfIA") is 501(c)6 professional organization that supports the practice of Information Architecture. Through education, advocacy, services, and social networking, the Institute supports a community of practitioners, leading the way in demonstrating the value of information architecture to the world at large, and providing a framework for members to improve their skills and enhance their professional standing.

# 2012 IA Salary and Benefits Survey

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## SALARY AND WAGES

## Salary Range:

- The salary range with the most responses was USD$90,000-99,999, representing 13.3% of the total responses.

- The ranges between USD$100-109,999, USD$80,000-89,999 and USD$70,000-79,000 were second, third and fourth highest.

- The top five ranges clustered between USD$60,000 and USD$109,000, representing 48.2% of the total.

- Using midpoints, the average salary was estimated to be USD$99,152.The median salary was UDS$94,999.

- Using midpoints is inexact; particularly since the top and bottom ranges do not have identifiable midpoints.  When excluding the top and bottom ranges, the average salary is USD$96,744, or 2.4% lower, than when these ranges are included.

- Salary rates appear to be just under USD$6,000 per year higher than last year's report, a considerable change since the previous year when average salary had dropped by USD$2,000.
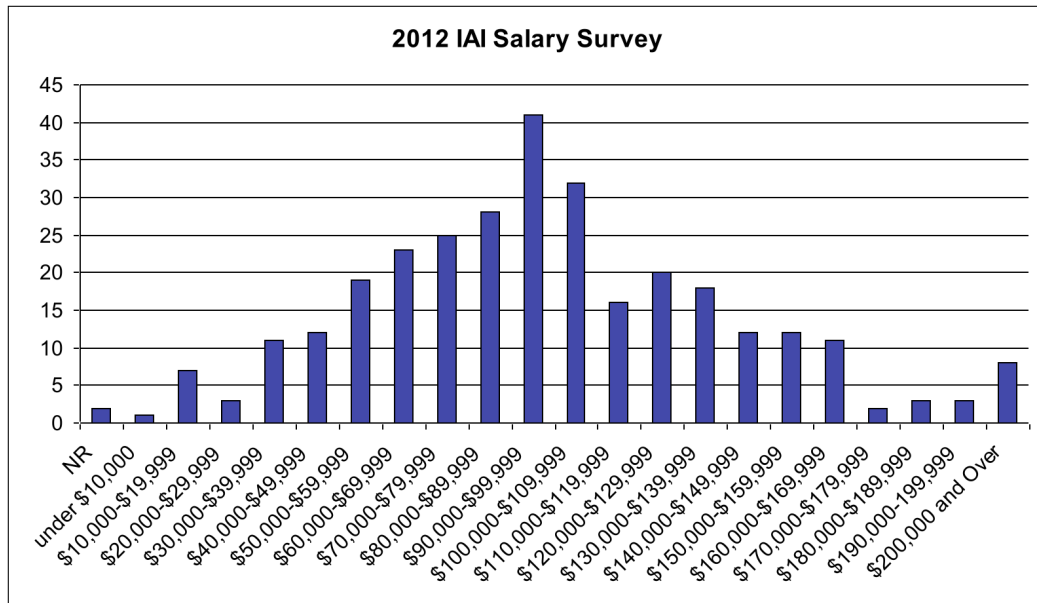
Freelance Rates:

- Responses for freelance hourly rate ranged from USD$6.00 to USD$600 per hour.  One outlier was removed from this chart, USD$600, leaving the maximum rate at USD$295/hour. The average freelance rate (excluding outliers) was USD$94.59. The median rate was USD$90.00 and the modal rate was USD$100.00, with six people indicating that rate. Average freelance rate is up USD$4.01 over 2011, median up USD$5.00 and mode up USD$10.00.

- Note on Outliers: We performed a Grubbs test and eliminated the numbers above USD$295.  The Interquartile Test for outliers is somewhat more aggressive, as follows:
    - Grubbs Test: Eliminates all numbers from 295 and up in this list, leaving a median rate of USD$94.59. (http://www.graphpad.com/quickcalcs/Grubbs1.cfm)
    - Interquartile Test: Eliminates values that are more than 1.5 times the interquartile range (82.5), or above USD$201.38, leaving a median rate of USD$88.56.

- One response that was non-numerical was eliminated from the study.

**2012 Freelance Hourly Rates**

n=62

Outlier: USD$600
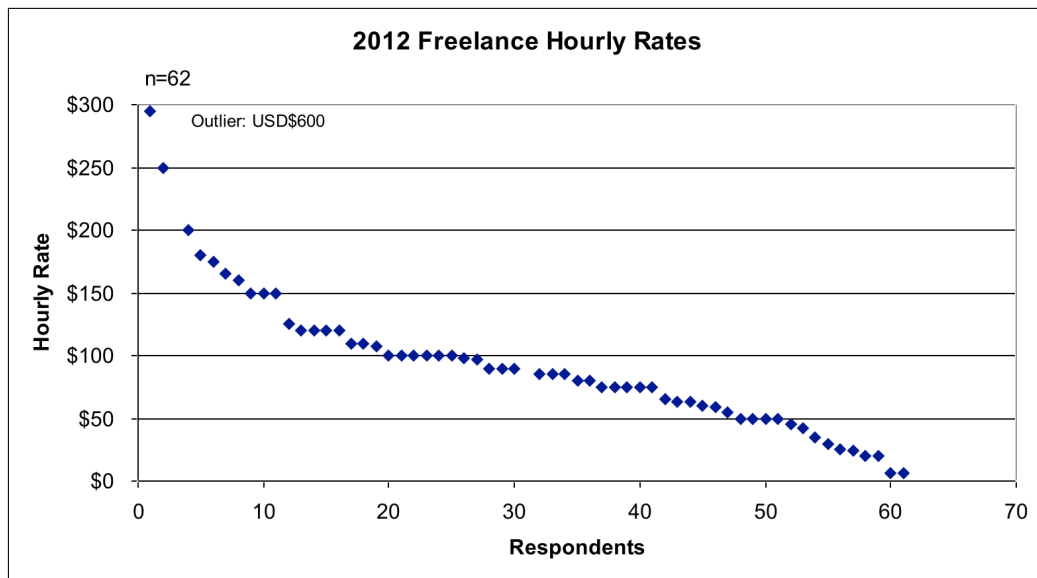


- We asked whether respondents were paid hourly, per diem, per project or by commission or equity share. Respondents were able to select more than one answer. Sixty-five respondents entered 87 answers to this question. Some respondents reported more than one answer.

- Most responses (59.8%) indicated that they were paid an Hourly Rate. Another 24.4% are paid Per Project Rate, 10.3% receive a Per Diem Rate, while one respondent each indicated Commission or Share of Equity.

- We also had two write-in quotes from freelancers indicating they were paid a "Per Week Rate" and "donuts and coffee."

## Region:

- The Australia and Pacific Rim held the top median salary by Region at USD$124,999.  At 66 responses, second place US: Northeast has a more reliable median salary at USD$114,999, followed by US: West with USD$104,999 (78 responses).

- The United Kingdom's median dropped significantly since 2011, however there were many fewer responses, making the decline difficult to support.

- The regions rankings are as follows (with number of responses in parentheses): Australia and Pacific Rim  (8), US: Northeast  (66), US: West  (78), Non-EU Europe (2), US: Midwest  (50), US: South  (35), Canada  (25), United Kingdom  (9), EU (except the UK)  (14), South America  (7), Africa  (1), India  (3), Asia (except India) (4)

- No responses were collected for the Middle East or US: Alaska & Hawaii in this year's survey.

- Note that a careful cost of living analysis should be considered when comparing one region or metro area to another, since living costs can be much higher in some areas than in others. Also when comparing one region to another, consider differences in benefits that are offered through the employer versus those that must be paid for by the individual or that are subsidized by government programs.  In the United States, for example, while medical insurance is considered a benefit, the difference in actual cost of medical care can be significant compared to other countries.

- Once again our survey had an overwhelming response from the United States, with 75.8% of responses coming from the US. It is a goal of the IA Institute to better represent non-US regions more thoroughly.

**2012 Median Salary by Region**

No. of Respondents in Parentheses (n)
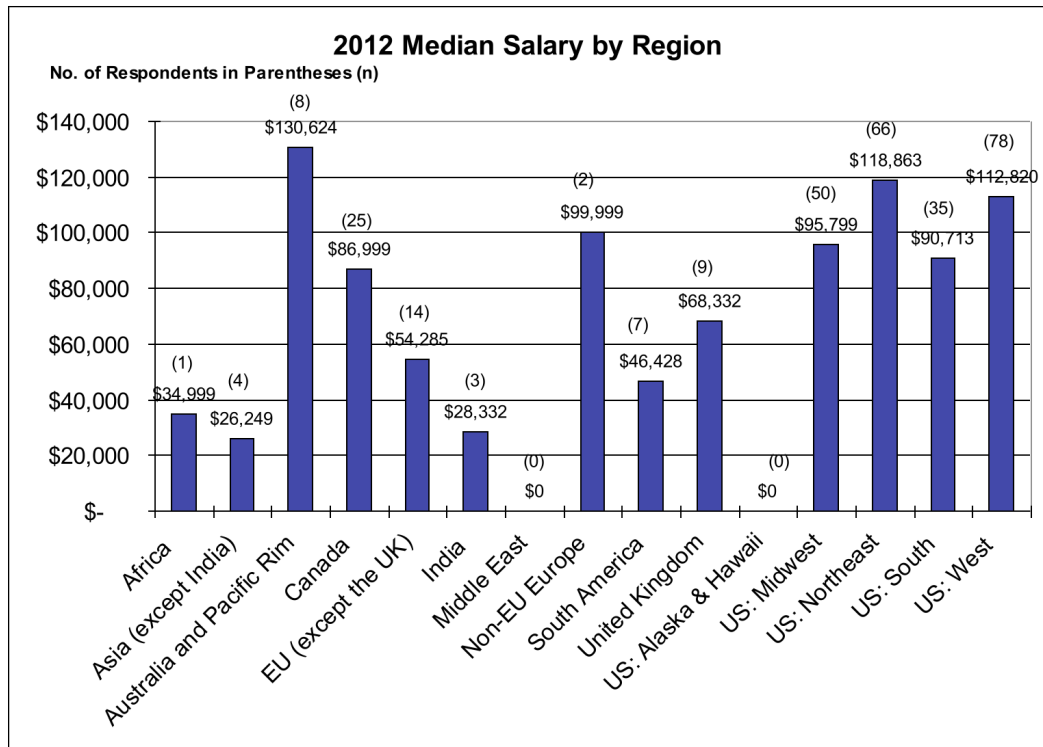
| Region | Number of Respondents | Inferred Average Salary ($USD) | Median Salary ($USD) |
|---|---|---|---|
| Australia and Pacific Rim | 8 | 130,624 | 124,999 |
| US: Northeast | 66 | 118,863 | 114,999 |
| US: West | 78 | 112,820 | 104,999 |
| Non-EU Europe | 2 | 99,999 | 99,999 |
| US: Midwest | 50 | 95,799 | 94,999 |
| US: South | 35 | 90,713 | 84,999 |
| Canada | 25 | 86,999 | 84,999 |
| United Kingdom | 9 | 68,332 | 54,999 |
| EU (except the UK) | 14 | 54,285 | 44,999 |
| South America | 7 | 46,428 | 34,999 |
| Africa | 1 | 34,999 | 34,999 |
| India | 3 | 28,332 | 14,999 |
| Asia (except India) | 4 | 26,249 | 24,999 |
| US: Alaska & Hawaii | NR | NR | NR |
| Middle East | NR | NR | NR |

Country:

- Once again our survey had an overwhelming response from the United States, with 74.4% of responses coming from the US. Higher count indicates greater reliability; unfortunately, few countries had enough responses to indicate a reliable median salary outside the United States.

- Switzerland was the top earner (based on a single response) with a median salary of USD$154,999. This sample is too small to show any reliability for the country as a whole. Of those countries with more than five responses, Australia was the highest at USD$124,999 (8), followed by the United States (229) at USD$104,999, Canada (25) at USD$84,999 and the United Kingdom (9) at USD$54,999.

- Other countries with less than 5 responses included Germany (3) at USD$94,999, Sweden (2) at USD$59,999, Italy (2) at $49,999, The Netherlands, Argentina and Spain at USD$44,999, China at USD$39,999, Brazil and South Africa at USD$34,999, Latvia and Poland at USD$24,999, Colombia at USD$19,999, India and the Philippines at USD$14,999 and Thailand at Under USD$10,000.

| Country | Number of Respondents | Inferred Average Salary ($USD) | Median Salary ($USD) |
|---|---|---|---|
| Switzerland | 1 | $ 154,999 | $ 154,999 |
| Australia | 8 | $ 130,624 | $ 124,999 |
| United States | 230 | $ 107,466 | $ 104,999 |
| Germany | 3 | $ 84,999 | $ 94,999 |
| Canada | 25 | $ 86,999 | $ 84,999 |
| NA | 8 | $ 83,570 | $ 64,999 |
| Sweden | 2 | $ 59,999 | $ 59,999 |
| United Kingdom | 9 | $ 68,332 | $ 54,999 |
| Italy | 2 | $ 49,999 | $ 49,999 |
| Netherlands | 3 | $ 44,999 | $ 44,999 |
| Argentina | 1 | $ 44,999 | $ 44,999 |
| Spain | 1 | $ 44,999 | $ 44,999 |
| China | 2 | $ 39,999 | $ 39,999 |
| Brazil | 4 | $ 59,999 | $ 34,999 |
| South Africa | 1 | $ 34,999 | $ 34,999 |
| Latvia | 1 | $ 24,999 | $ 24,999 |
| Poland | 1 | $ 24,999 | $ 24,999 |
| Colombia | 2 | $ 19,999 | $ 19,999 |
| India | 3 | $ 28,332 | $ 14,999 |
| Philippines | 1 | $ 14,999 | $ 14,999 |

Metropolitan Area:

- Responses sorted by metro area were higher in the US, Toronto and London than in other cities. Only San Francisco reported more than 20 responses. Also, given low response rates in some metro areas, the data potentially could be personally identifiable; therefore we hesitate to report results for metro areas with low response rates.

- The top ten metropolitan areas by salary were all US cities with at least 7 responses. The top seven cities were all over USD$100,000. The metropolitan area with the highest salary was San Francisco at (USD$134,999) followed by New York City and Boston, tied at (USD$124,999). The next ranking cities were Chicago at USD$114,999, Los Angeles at USD$109,999, Washington, DC and Philadelphia at USD$104,999. Seattle, Atlanta, Detroit, and Minneapolis came in at USD$94,999. Toronto and Austin tied for 12th place at USD$74,999 and London came in 15th at USD$69,999.

- Use caution when interpreting these figures as the number of responses for each city was rather small.

| Metropolitan Area | Number of Respondents | Inferred Average Salary ($USD) | Median Salary ($USD) |
|---|---|---|---|
| San Francisco | 24 | $136,457 | $134,999 |
| New York City | 17 | $134,411 | $124,999 |
| Boston | 15 | $113,332 | $124,999 |
| Chicago | 17 | $114,999 | $114,999 |
| Los Angeles | 16 | $124,374 | $109,999 |
| Washington, DC | 14 | $117,142 | $104,999 |
| Philadelphia | 7 | $112,142 | $104,999 |
| Seattle | 16 | $91,874 | $94,999 |
| Atlanta | 11 | $102,272 | $94,999 |
| Minneapolis | 9 | $93,888 | $94,999 |
| Detroit | 7 | $93,181 | $94,999 |
| Toronto | 14 | $84,285 | $74,999 |
| Austin | 6 | $79,999 | $74,999 |
| London | 6 | $79,999 | $69,999 |

## Salary Increases:

- 38.3% of respondents noted 1-5% annual increase in salary, down 0.6% from 2011.

- 14.3% indicated a 6-10% annual increase, up 0.3% from 2011.

- 2.7% noted a decrease in income, down 0.8% from 2011.

- 6.2% reported an increase of 11-15% over the previous year and 6.3% had an increase of 16-20%.

- 11 people reported an increase over 30% of the previous year's salary.

- 22.7% entered "not applicable" which could indicate no change.

## Age:

- The field is predominantly 26-45 years old, although there is also a large group (10%) in the 46-50 year old category. 36-40 year olds have the highest median Salary at USD$114,999.  This is 21.1% greater than the next youngest group. (There was one person in the Over 65 group earning more than USD$200,000).

- There is little variation between the 41-45, 46-50 and 51-55 year old groups. Each earns a median salary of USD$104,999, which is 8.7% less than the 31-35 year old group.

- After age 55, median salary dropped again by 9.5%, an improvement on the previous year when the difference was negative 24%. Average salaries were somewhat more stable for these age groups, with the 46-50 group earning the most at USD$116,718. Average salary did not drop until the 56-60 year old group, but there were fewer respondents, so it is difficult to conclude anything from this change.

- We looked at responses for gender, education level, experience level and years in the industry to see if there might be a reason for the 8.7% drop after age 50.

- There was no significant difference based on education level.  Almost the same percentage had a Master's Degree or higher. In fact, in the oldest two cohort groups, the majority had at least a Master's Degree.

- Gender could be a factor. Fifty percent of the 46-50 age group are female versus 73.3% of the 51-55, 80.0% of the 56-60 group and 66.7% in the 61-65 group, compared to under 45% in the 36-40 and 41-45 group.

- There was a slightly higher percentage of part time workers in the 56-60 age group, versus 36.7% in the 36-40 age group and 36.5% in the 41-45 age group, but fewer in the 46-50 age group (21.9%) and the 61-65 age group (33.3%).

- Industry experience also did not seem to contribute to lower salaries for any group, except the 56-60 age group, where 80% of respondents had less than 10 years experience in the IA field.

- It seems that the main difference for the drop in salary after age 50 may be attributed to these cohorts having more women serving in lower level positions. Having a higher degree does not appear to increase salary over age 56, though it is more common in these age groups.

| Age | Number of Respondents | Percent of Responses | Inferred Average Salary ($USD) | Median Salary ($USD) |
|---|---|---|---|---|
| 21-25 | 12 | 3.9% | $ 41,249 | $ 39,999 |
| 26-30 | 61 | 19.9% | $ 72,376 | $ 74,999 |
| 31-35 | 61 | 19.9% | $ 93,933 | $ 94,999 |
| 36-40 | 60 | 19.5% | $ 112,582 | $ 114,999 |
| 41-45 | 52 | 16.9% | $ 115,768 | $ 104,999 |
| 46-50 | 32 | 10.4% | $ 116,718 | $ 104,999 |
| 51-55 | 15 | 4.9% | $ 114,332 | $ 104,999 |
| 56-60 | 5 | 1.6% | $ 104,999 | $ 94,999 |
| 61-65 | 3 | 1.0% | $ 104,999 | $ 104,999 |
| Over 65 | 1 | 0.3% | $ 200,000 | $ 200,000 |

## Gender:

- This year the gender breakdown was 47.4% female and 52.6% male respondents, a nearly equal swap of gender rates from 2011.

- The median salary for females and males was the same (USD$94,999) and unchanged from 2011.

- Average salaries were higher for males at USD$100,156 versus USD$97,781 for females. Indicating a possible loss of gender parity. The average salary difference between men and women of USD$2,376 has widened versus the salary lead for men of USD$1,619 in 2011. This was curious because men and women occupy

management and higher positions at a similar rate, 16.4% of men versus 16.1% of women.

- While this year, more women reported working at the Executive/CEO/President level, 4.9% versus 3.1% of male respondents, males who are CEOs tend to earn more than female CEOs. Also, Men with PhD degrees tend to earn more than women with PhDs. These two factors could explain the disparity in average salary.



2012 Salary by Gender by Number of Respondents
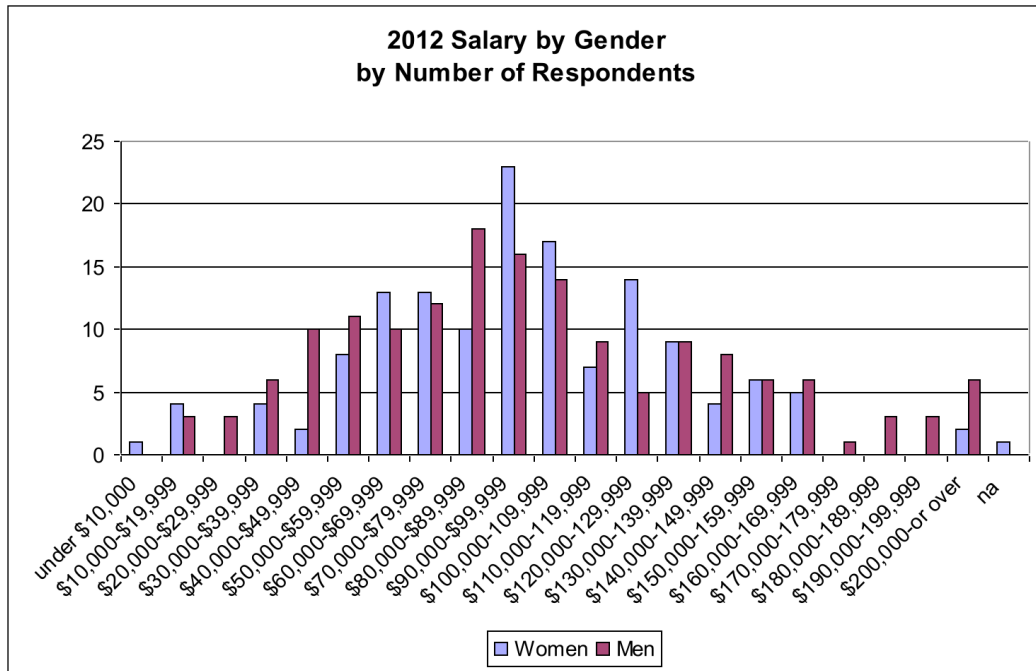
## Education Level:

- This year, we added a new series of questions about education, including names of schools, degree programs and certificates. These responses are included in the Appendix and will be incorporated in our Schools Teaching IA page on the website in 2013.

- The highest level of educational attainment for the majority of respondents is a Master's Degree (50.0%), followed by Bachelor's Degree (30.5%) and Some Graduate School (8.1%). 95.5% of respondents have at least a Bachelor's Degree.

- 64.9% of respondents pursued post-baccalaureate degrees and/or certificates. This is higher than in previous year's surveys, a continuation of a trend noted last year.

| Highest Degree Earned | Respondents | Inferred Average Salary ($USD) | Median Salary ($USD) |
|---|---|---|---|
| No degree | 3 | $ 118,332 | $ 134,999 |
| High school degree | 7 | $ 89,285 | $ 104,999 |
| Junior college degree | 4 | $ 112,499 | $ 104,999 |
| Bachelor's degree | 94 | $ 92,339 | $ 94,999 |
| Certificate Program | 10 | $ 88,999 | $ 79,999 |
| Some graduate school | 25 | $ 101,599 | $ 104,999 |
| Master's degree | 154 | $ 101,176 | $ 94,999 |
| Doctorate | 10 | $ 131,499 | $ 134,999 |
| Post-doctorate program | 1 | $ 104,999 | $ 104,999 |
| No Response | 0 | $ - | $ - |

Note: We did not ask whether the Certificate was pre- or post-baccalaureate. Certificates may be earned with or without a Bachelor or Junior College degree. Therefore, placing it after Bachelor's degree is somewhat arbitrary.

- Though the median salary for respondents with a Master's Degree was equal to those with Bachelor's Degrees (USD$94,999), the average salary was USD$8,836 higher. Even some graduate school credit is helpful. In fact those citing some graduate credits, though not a Master's, earned USD$9,260 more than those with Bachelor's Degrees and are in a higher median bracket.

- While the number of respondents holding Doctorate Degrees is only 3.2% of total respondents, figures indicate that on average they earn nearly 30.0% more than those with Master's Degrees and 42.4% more than those with Bachelor's Degrees.

- Seven respondents indicated their highest educational attainment was High School and also held a healthy median salary of USD$104,000, indicating, perhaps, that with diligence, a High School graduate can earn a salary comparable to that of their peers with degrees.

Job Title:

- 154 respondents, or 50.2% of the total, described themselves as User Experience Designer/Planner/Architects. 89 respondents held Experienced/Senior level positions with 29 in Experienced/Mid Level and 24 in Senior Management/VP/Director.

- The next largest group was Information Architects at 16.5% of respondents and Interaction Designers at 10.1%. Interaction Designers were primarily Experienced/Senior Level, while Information Architects were split somewhat evenly between Experienced/Senior Level and Experienced/Mid Level.

- Median salary was USD$104,999 for User Experience Designer/Planner/Architects, which may reflect a higher proportion of Senior Management using this title. Median salary was USD$89,999 for Information Architects and USD$84,999 for Interaction Designers. Information Architect salaries were higher than Interaction Designers, despite having fewer Senior Level workers as a proportion of the total.
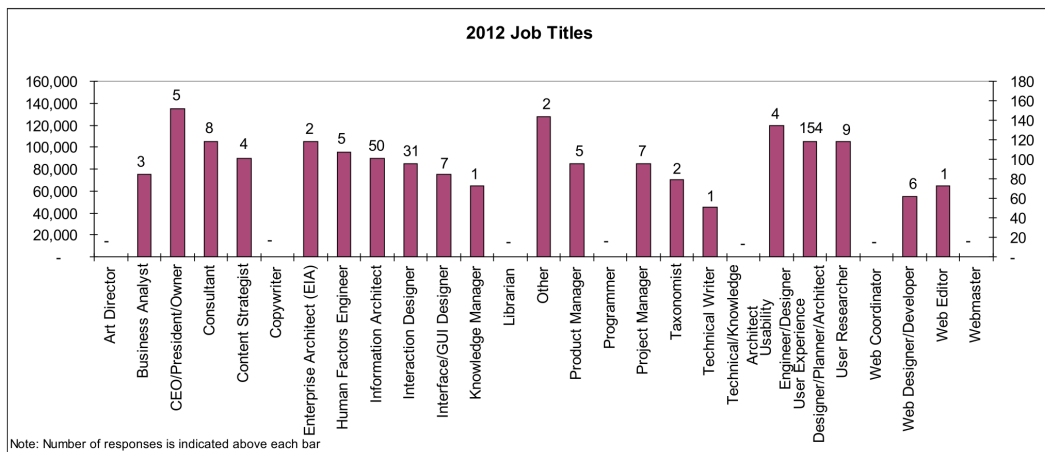


- Of five respondents entering "Other", three entered a variation of "User Experience Manager" or "User Experience Director," presumably because they identified the "Planner/ Designer/Architect" label with lower seniority levels. Because the Job Title question is not intended to represent seniority, we moved these entries to the "User Experience Planner/Designer/Architect" column to reflect a User Experience focus.  The remaining two responses that indicated "Other" in the Job Title question were "Product Designer" and "Behavior Designer."

## Experience Level:

- Most respondents (48.9%) identified their position level as "Experienced/Senior Level". The next highest in number were Experienced/Mid level at 27.8% of respondents followed by Senior Management/VP/Directors at 12.0%. Entry Level/juniors were 6.8% of respondents and Executive/CEO/Presidents were only 3.9%.

**2012 Median Salary by Experience Level**
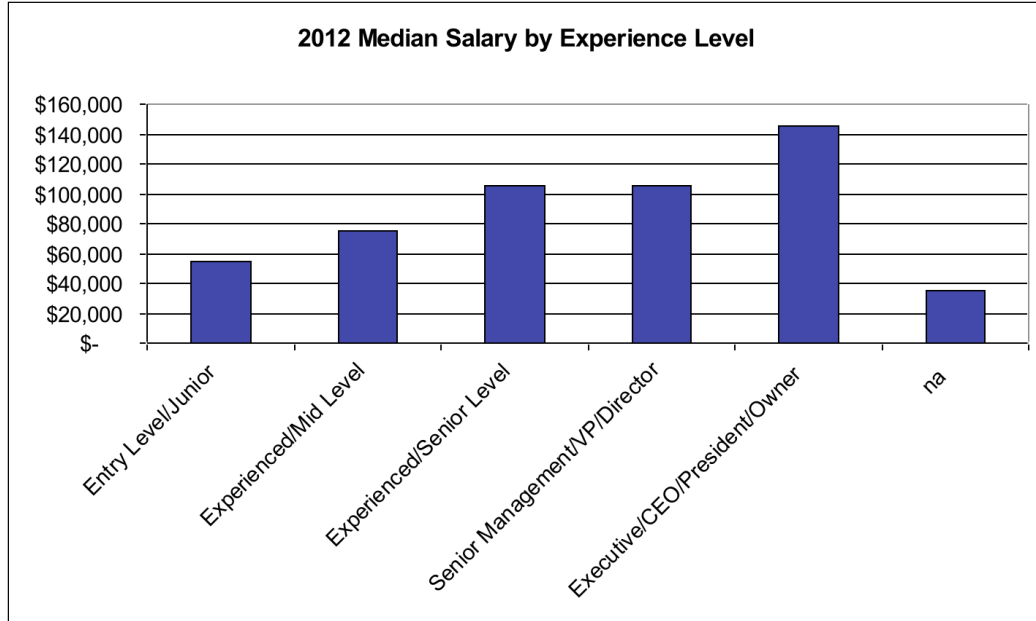
- Men and women occupy higher-level positions at a similar rate, with slightly more men in Senior Management/VP/Director positions and slightly more women in Executive/CEO/President positions.

### EXPERIENCE

## Tenure:

- The largest group of respondents, 21.0%, has been in their current job for 1-2 years. The next largest group, 17.5% has been in their current job for over five years. More than one third (37.9%) have been in their current job for less than one year.

- Respondents with more than two years in their current job tend to have higher salaries. The advantage is strongest after four years on the job.

**2012 Time in Current Job**
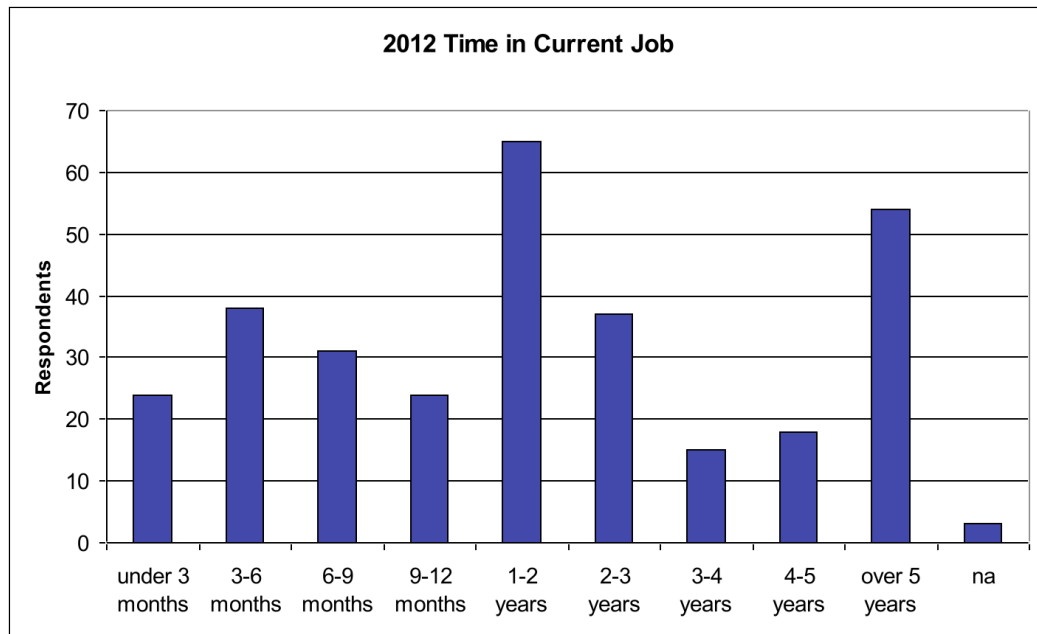


- The only Intern respondent has less than three months in their current position. Entry-level staff typically stays in their current job no more than 2 years.

- There was a broad range of tenure for Experienced/Mid Level staff. Data suggests that they tend to move on to new opportunities after two years, but are more likely than entry level staff to remain.

- Experienced/Senior level staff represented a broad range of tenure at their current positions. At this level, they are just as likely to have only 1-2 years with the firm, as they are to have more than 5 years.

- Senior management/VP/Directors also exhibited two manor tenure groups, including 37.8% in the 1-2 and 2-3 year group and 24.3% in the Over 5 years group.

- Two thirds of Executive/CEO/Presidents have been with their current position for more than five years.

- Two thirds of Executive/CEO/Presidents have been with their current position for more than five years.

Industry Experience:

- Just under one-quarter of respondents (24.6%) have been in their current field 1-5 years. This is similar to 2011 figures. Only 1.6% have been in working in the field for less than one year, half the percentage in this category in 2011.

- As in last year's report, almost a third (29.4%) have been in the field 5-10 years. Respondents who have at least ten years of experience in the field reported notably higher median salaries than those reporting less than eight years in the field. Between 2 and 5 years of experience, the difference in median salary doesn't show much change.

**2012 Salary by Time In IA/UX Field**
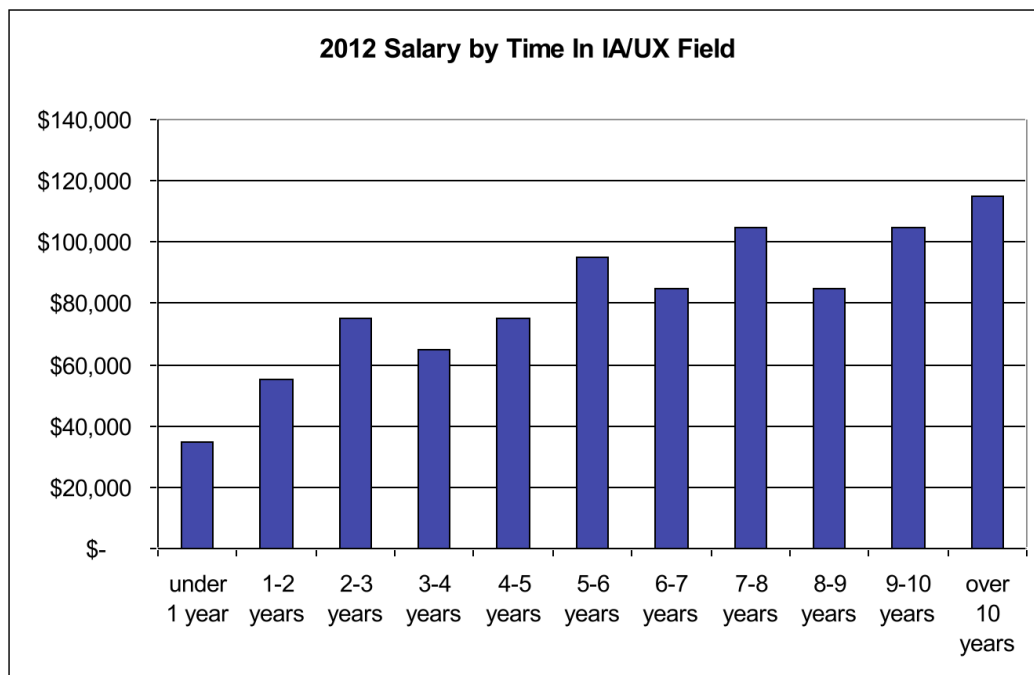


- Median salary for those reporting more than ten years experience was 35.3% higher than those reporting between 9 and 10 years. Those with at least ten years experience earn twice as much as those with less than a year of experience. The premium for those with more than ten years experience was 223% over entry level.

**2012 Experience Premium**

Premium for 10+ Years: 228% of entry level

$R^2 = 0.8334$

$R^2 = 0.7867$

Ten Year Premium: 200% of entry level

Salary axis: $120,000 / $110,000 / $100,000 / $90,000 / $80,000 / $70,000 / $60,000 / $50,000 / $40,000

X axis: under 1 year / 1-2 years / 2-3 years / 3-4 years / 4-5 years / 5-6 years / 6-7 years / 7-8 years / 8-9 years / 9-10 years / over 10 years
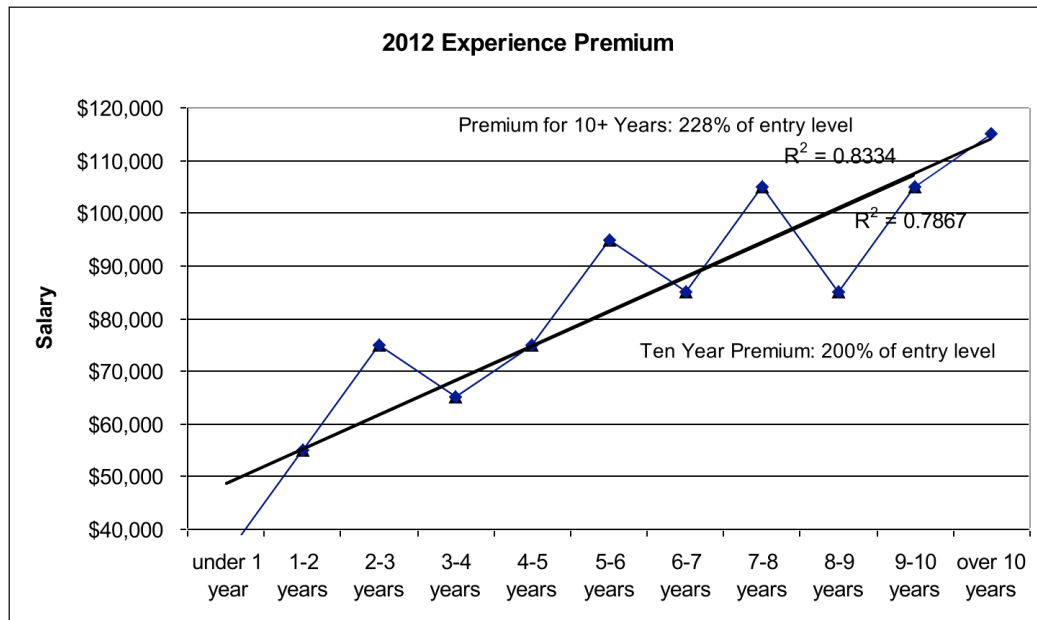
- Looking at industry experience by position level, the only Intern respondent has less than a year of industry experience. Industry experience reported by Entry Level/Junior employees ranged across several categories, with most having less than four years of experience.

- Most Experienced/Mid Level respondents had between one and seven years of industry experience (72.1%). There was a significant group (16.3%) that had more than ten years of experience. The majority of Experienced/Senior Level staff had over 10 years experience (53.6%). Still a large group, 43.7% had between 4 and 10 years of industry experience, with most of these clustering in the 5-6 and 6-7 year ranges.

- Management and higher positions appear to require at least 8 years of experience in the field. Most of these respondents had more than ten years of industry experience. 73.0% of Senior Management/VP/Directors had over 10 years industry experience. Ten out of twelve Executive/CEO/President respondents have over 10 years of industry experience.

## Hours Worked:

- The majority of respondents worked 40-50 hours per week (56.6%), with the second largest group (30.7%) working 30-40 hours.

- Only 4.2% work less than 30 hours per week and 6.5% work more than 50.

- Six respondents did not answer this question.

**2012 Salary by Hours Worked**
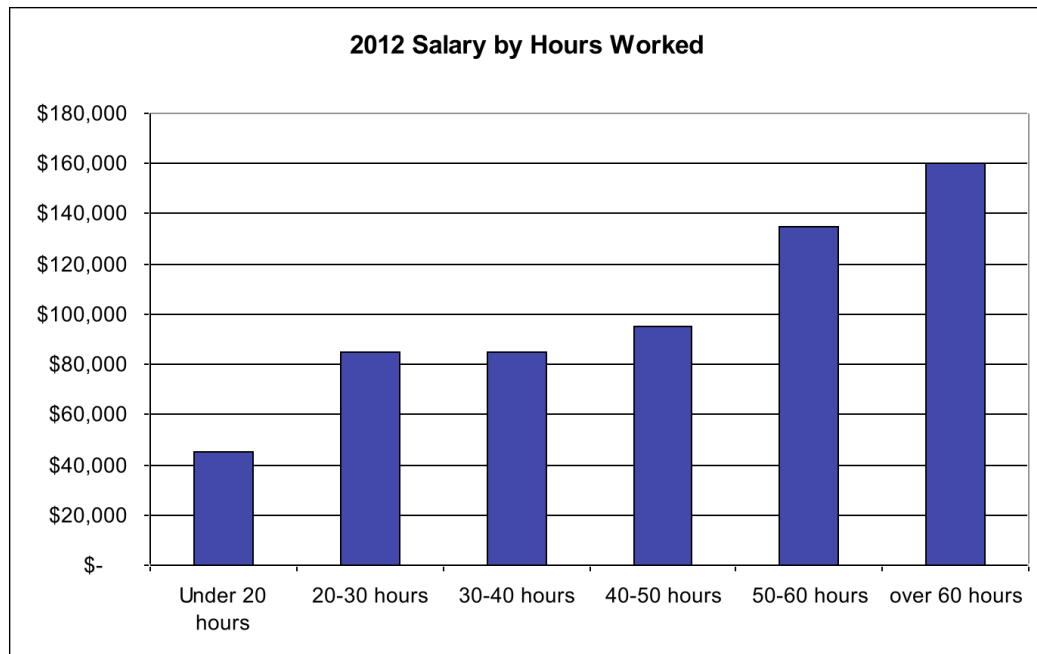


- As expected, the more hours worked, the higher the salary.

## Management:

- Of 309 people who participated in the survey, 34.6% indicated that they manage staff, down 0.1% since 2011.

- Fulltime employees represent 38.5 percent of staff under management. Contract staff makes up another 30.8% and Temp agency staff make up 2.9%.

- 27.8% of the staff under management are at the management level themselves, versus 7.7% in 2011.

- These figures indicate that management level employees must be able to supervise a significant number of contract and temporary employees.

**ORGANIZATION**

Type of Organization:

- The highest paid group by organization type was those who marked "Other" at USD$114,000 median salary. The highest paid respondent in this group was a game developer, earning over USD$200,000. The Other group also included a number of financial services, insurance, internet provider, utilities, retail/e-commerce employees and one Google employee.

- The next highest paid groups tied at USD$104,999 were those working at Consulting firms, Freelancers and a Recruiter.

- Those at government (USD$64,999) and Educational Institutions (USD$74,999) were paid the least.

**2012 Salary by Type of Organization**



Type of Product:

- This is a new question this year. All but 3 respondents entered answers to this question. We allowed respondents to select more than one answer.

- 87.3% work on websites, 70.6% work on mobile applications, 52% work on Desktop/web software, 25.5% work on social media applications, 12.7% work on physical products, 9.8% public kiosks and 4.9% work on entertainment consoles, including game systems, DVDs and Blue-Ray applications.

- In the Other category, which represented 10.5% of responses, we received the following write-in responses:

  - Advertising and experiential campaigns
  - Artwork (stills/moving pictures)
  - ATM
  - design process
  - Digital repository
  - EIM
  - Email marketing
  - Email Marketing (Design and coding )
  - ENG SERVICES & PLANING & DESIGN
  - Enterprise Apps
  - Enterprise Content and Records Management Systems
  - Full ecosystems, including environments & services.
  - In that past I have also worked on physical products or devices, including packaging and instructions/help.
  - Intelligent Transportation Systems, in-vehicle devices, connected vehicles
  - Interactive environments, POS, CRM, iPad apps, non-screen devices
  - intranets
  - Intranets (if not included under websites defn)
  - medical devices, services
  - Outdoor experiences including projections
  - PC Games
  - Print materials
  - search engines, technical documentation in .html and .pdf, etc.
  - service design
  - Service design, entertainment systems (non-game boxes or DVD players listed above
  - Software, SAAS
  - Tablet
  - Tablet
  - tablet software and cross-device experiences
  - Telematics, in-store UI, POS UI, Interactive Television, etc.
  - workforce communications  high-level decision-making materials

## Working Group:

- 35% of respondents work at organizations employing more than 3,000 people. Only 5.6% were self-employed. 22.1% work at organizations employing less than 50 people.

- 72.5% work on a team of 1-5 people. 24.7% indicated that they are the only person performing IA work in their workgroup. 14.1% indicated that they were the only person at their company performing IA work.

- 57% spend 75-100% of their time working at their Employer/Company offices. 74.3% spend up to 25% of their time working at home. There is also a significant number of respondents who spend up to 25% of their time working at Client office/premises (31.2% of respondents) or Other locations, such as airports, trains, cars, cafes, etc. (38.8% of respondents).

## Tasks Performed:

- We noted a higher response rate for this question than last year. As in previous surveys, the most frequently performed, hands on tasks are Wireframing/sitemaps and User Flow/scenario development. 91.4% of respondents reported either performing or review/delegating these tasks. 84.6% work on Wireframing/sitemaps at least some of the time and 81.0% do at least some User flow/scenario development.

- The third most likely task performed is Interaction design: 11.5% review and/or delegate this task while 79.7% perform this task themselves at least some of the time.

- At least two-thirds of respondents indicated hands-on involvement (occasionally or frequently performing the task with 78.4% doing some Strategic work (business models, high-level categorization, requirements analysis, life cycle assessment), 74.4% performing Audience definitions/persona development, and 70.2% doing Other user research.

- Tasks that were most likely reviewed and/or delegated to others included Graphic/interface design, Content generation/copywriting, Design template/style guides, Content management/inventory/strategy and Accessibility reviews.

- Tasks that were least likely to be performed by survey respondents included Database design (76.1% are not involved), Programming/IT integration (75.7% not involved), General IT consulting (also 75.7% not involved) and Non-IA

Business administration and operations (61.3% not involved).

- We noted an increase in the number of respondents who are doing Content management/strategy work and Staff training/recruiting/team management.

- Staff training/recruiting/team development was a recently added category. While most respondents do not perform this task frequently, 66.2% have some involvement and 16.7% perform this task frequently.

| Task | Frequently perform these tasks | Occasionally perform these tasks | Review and/or Delegate | Not Involved |
|---|---|---|---|---|
| Taxonomy development (thesauri, metadata, controlled vocabularies, etc.) | 7.9% | 35.4% | 15.1% | 40.7% |
| Strategic work (business models, high-level categorization, requirements analysis, life cycle assessment) | 38.7% | 39.7% | 6.2% | 14.4% |
| Wireframing/sitemaps | 67.5% | 17.0% | 9.5% | 5.6% |
| Audience definitions/ persona development | 28.2% | 46.2% | 12.8% | 12.5% |
| User flow/scenario development | 48.9% | 32.1% | 13.1% | 4.6% |
| Usability testing | 22.6% | 42.0% | 24.3% | 10.8% |
| Other user research | 23.9% | 46.2% | 16.4% | 12.1% |
| Heuristic analysis/review | 23.6% | 41.3% | 15.4% | 18.4% |
| Accessibility review | 5.9% | 28.9% | 22.0% | 41.3% |
| Design templates/ style guides | 16.4% | 35.4% | 28.9% | 17.7% |
| Content generation/ copywriting | 9.5% | 22.0% | 31.1% | 35.7% |
| Content management/ inventory/strategy | 19.3% | 25.2% | 26.9% | 27.9% |
| Interaction design | 56.1% | 23.6% | 11.5% | 7.5% |
| Social media integration | 9.2% | 28.9% | 21.0% | 39.0% |
| Graphic/interface design | 16.1% | 19.7% | 39.7% | 22.6% |
| Database design | 2.0% | 5.6% | 14.4% | 76.1% |
| Programming/IT integration | 2.0% | 5.6% | 15.1% | 75.7% |
| Project management | 16.7% | 31.1% | 15.4% | 35.1% |
| Evangelizing/public speaking/ blogging/whitepapers | 11.8% | 36.1% | 9.2% | 41.3% |

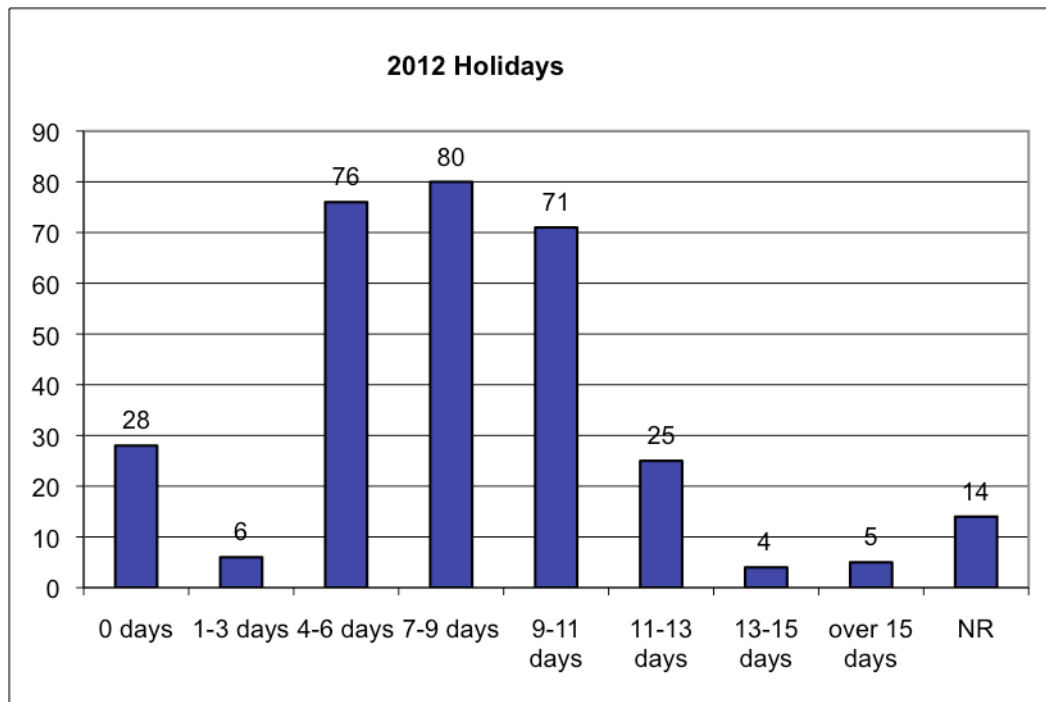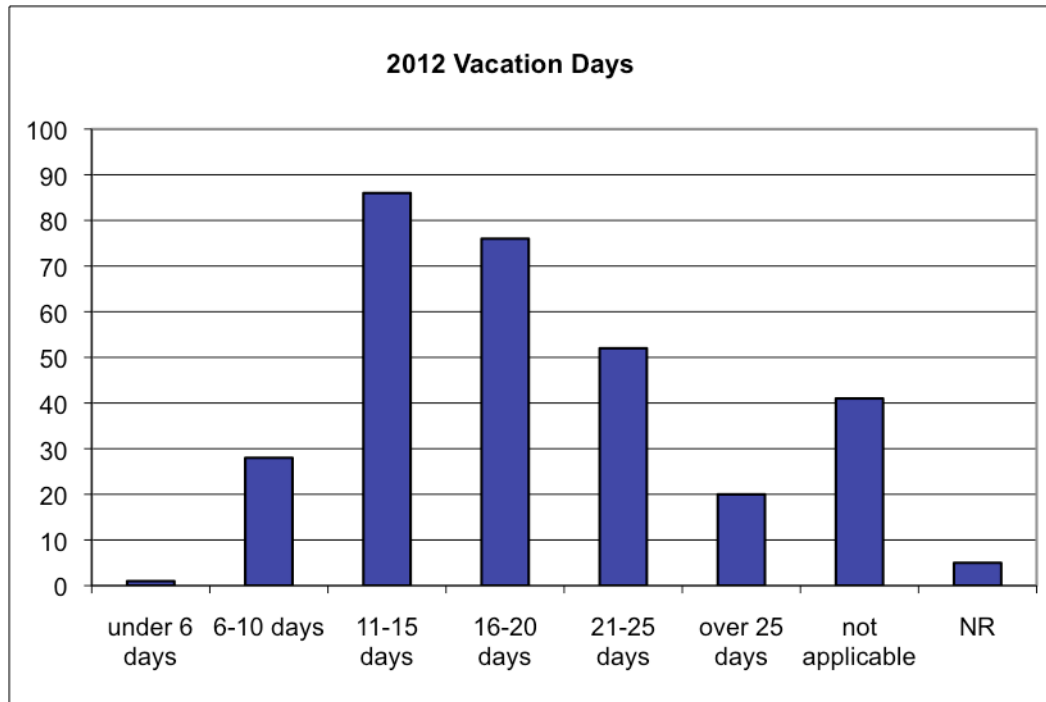| Task | Frequently perform these tasks | Occasionally perform these tasks | Review and/or Delegate | Not Involved |
|---|---|---|---|---|
| General business consulting/analytics | 10.5% | 27.9% | 11.5% | 48.5% |
| General IT consulting | 2.6% | 10.5% | 9.2% | 75.7% |
| Marketing/proposal writing | 7.9% | 22.3% | 10.5% | 55.7% |
| Business administration/ operations (non-IA) | 7.5% | 19.7% | 8.2% | 61.3% |
| Staff training/recruiting/team development | 16.7% | 42.3% | 7.2% | 31.5% |

Benefits:

- The most cited benefits were Health/Medical Insurance, cited by 86.8% of respondents, 401K or Other Pension/Investment Plan (73.0%), Life Insurance Plan (70.6%), Flexible Schedule (68.5%), Disability Insurance at (66.1%), Family Leave (Maternity/Paternity/Partner/Adoption) (59.9%), Professional Training/Continuing Education/Tuition Reimbursement (58.8%), Pretax Flexible Spending Account (e.g. medical or childcare use) (56.4%), Bonus Pay (55.7%) and Conference Registration (50.5%) Except for Conference Registration, the number of responses in these categories was down across the board from 2011.

- While Professional Training/Continuing Education/Tuition Reimbursement and Conference Registration were otherwise similar to 2011 figures and more respondents received Professional Dues Reimbursement (26.0%) than last year (24.3%).

- While 55.7% receive Bonus Pay and 48.1% get Personal Time off or Sabbatical Leave, only 29.1% get Compensatory Time, or additional time off. (Check your local laws, though. Compensatory time off in lieu of pay is illegal in many areas.) 11.1% receive Overtime Pay up from 8.8% in 2011.

- In addition to the 73.0% receiving a 401K or Other Pension/Investment Plan, 27.7% receive a Stock Options/Purchase Plan from their companies, 9.3% indicated Other Profit Sharing Plan and 38.4% have access to corporate discounts.

- As for family related benefits, while 59.9% get Family Leave (Maternity/Paternity/Partner/Adoption) benefits (a drop of 10% since 2011), only 34.9% receive benefits covering Domestic Partnerships; 68.5% have access to a Flexible Schedule, if needed a drop from 72.6% in 2011), 20.4% have access to a Dependent Care/Child Care/Babysitting Program (up 18.6% over 2011); and

16.3% get Housing/Relocation assistance (up 13.7% over 2011).

- A healthy 27.3% get a Health Club/Gym Membership reimbursement. Though down a percent from 2011, this indicates that some companies are taking care of their employees' bodies as well as their professional development. Transportation/Commuting Reimbursement (21.5%) and Meals/Entertainment (21.1%, up from 17.7% last year) round out the physical needs of our respondents.

- For vacation, 77.0% receive more than two weeks, with the majority, 28.3%, in the 11-15 Days range. 77.0% get an additional four to eleven public holidays in addition to their paid vacation. A lucky 11.6% get more than 11 public holidays to top off their vacations.

| Benefit | Response Percent |
|---|---|
| Health/Medical/Dental/Vision Insurance Plan | 89.4% |
| 401K or Other Pension/Investment Plan | 74.8% |
| Life Insurance Plan | 73.9% |
| Flexible Schedule | 72.6% |
| Family Leave (Maternity/Paternity/Adoption) | 69.9% |
| Disability Insurance Plan | 68.6% |
| Professional Training/Continuing Education/Tuition Reimbursement | 62.4% |
| Pretax Flexible Spending Account (e.g. medical or childcare use) | 61.5% |
| Bonus Pay | 55.8% |
| Conference Registration | 50.4% |
| Personal Time Off/Sabbatical Leave | 42.5% |
| Corporate Discount Program (shopping, hotels, travel, etc) | 41.6% |
| Domestic Partner Benefits | 38.9% |
| Health Club/Gym Membership | 28.3% |
| Stock Options/Stock Purchase Plan | 27.0% |
| Compensatory Time (time off in lieu of pay) | 26.1% |
| Professional Association Dues Reimbursement | 24.3% |
| Transportation/Commuting Reimbursement | 23.0% |
| Dependent Care/Child Care/Babysitting Program | 18.6% |
| Meals/Entertainment | 17.7% |
| Housing/Relocation assistance | 13.7% |
| Other Profit Sharing Plan | 11.5% |
| Overtime Pay | 8.8% |
| Union Membership | 2.7% |

**2012 Vacation Days**



**2012 Holidays**



- Write-in benefits and additional comments included:

    o Pension Plan
    o Pretax Commuting Spending Account
    o Provides both 401k matching and a separate pension plan

- o Mobile phone discount, prior to a large project we had work from home 1 day per week
- o Family leave is possible but possibly stops one's career; disability insurance for leading management
- o Health care/massage
- o Flexible paid vacation (no quota)
- o Awesome team, 7.5 hour work day, and management totally has my back
- o Medical benefits negotiated by company, but premiums are 100% employee paid.
- o Enjoyable culture, recruitment incentives
- o R+R time off when traveling a lot
- o Conferences are every other year
- o Free company services & products
- o I'm self-employed as a consultant.

JOB SATISFACTION

## Overall Job Satisfaction:

- Overall job satisfaction was positive with more 75.4% stating they are either satisfied or very satisfied with their job. Individual comments are included in the Appendix.

**2012 Job Satisfaction**

APPENDIX: Complete Survey Results

Below are the complete question-by-question results:

2012 INFORMATION ARCHITECTURE SALARY AND BENEFITS SURVEY

1. Which of the following job titles best represents your current position?  PLEASE be flexible and consider one from our list before you resort to "Other." Closeness is worth more to us than absolute accuracy. (For example, if you are a UX Director, please select "User Experience Designer/Planner/Architect" here. You will have a chance to select "Director" in question 6.)

|  | Response Percent | Response Count |
|---|---|---|
| CEO/President/Owner | 1.6% | 5 |
| Information Architect | 16.8% | 51 |
| Interaction Designer | 10.5% | 32 |
| User Experience Designer/Planner/Architect | 49.7% | 151 |
| User Researcher | 3.0% | 9 |
| Usability Engineer/Designer | 1.3% | 4 |
| Consultant | 2.6% | 8 |
| Human Factors Engineer | 1.6% | 5 |
| Business Analyst | 1.0% | 3 |
| Content Strategist | 1.3% | 4 |
| Art Director | 0.0% | 0 |
| Enterprise Architect (EIA) | 0.7% | 2 |
| Interface/GUI Designer | 2.3% | 7 |
| Librarian | 0.0% | 0 |
| Knowledge Manager | 0.3% | 1 |
| Programmer | 0.0% | 0 |
| Project Manager | 2.3% | 7 |
| Product Manager | 1.6% | 5 |
| Taxonomist | 0.7% | 2 |
| Technical Writer | 0.3% | 1 |
| Technical/Knowledge Architect | 0.0% | 0 |
| Web Coordinator | 0.0% | 0 |
| Web Designer/Developer | 2.0% | 6 |
| Web Editor | 0.3% | 1 |
| Webmaster | 0.0% | 0 |
| Copywriter | 0.0% | 0 |
| Other (please specify) Show Responses | | 14 |
| | answered question | 304 |
| | skipped question | 5 |

**Showing** 14 **text responses**

Independent Consultant with LLC
Email specialist
Department Head
Also involves IA and ID. Didn't see a place to note Director in question 6.
UX Strategist (Included in User Experience Designer/Planner/Architect)
User Experience Specialst (Included in User Experience Designer/Planner/Architect)
User Experience Manager (Included in User Experience Designer/Planner/Architect)
User Experience Director (Included in User Experience Designer/Planner/Architect)
Product Designer (Included in Product Manager)
Search Applications Administrator
Interaction Designer
Behaviour Designer

### 2. Which of the following best describes your position level?

| | Response Percent | Response Count |
|---|---|---|
| Executive/CEO/President/Owner | 3.9% | 12 |
| Senior Management/VP/Director | 12.0% | 37 |
| Experienced/Senior Level | 49.0% | 151 |
| Experienced/Mid Level | 27.9% | 86 |
| Entry Level/Junior | 6.8% | 21 |
| Intern | 0.3% | 1 |
| Administrative Staff | 0.0% | 0 |
| | answered question | 308 |
| | Skipped question | 1 |

### 3. What is your highest attained educational level?

| | Response Percent | Response Count |
|---|---|---|
| No degree | 1.0% | 3 |
| High school degree | 2.3% | 7 |
| Junior college | 1.3% | 4 |
| Bachelor's degree | 30.7% | 95 |
| Certificate program | 3.2% | 10 |
| Some graduate school | 8.1% | 25 |
| Master's degree | 49.8% | 154 |
| Doctorate degree | 3.2% | 10 |
| Post-doctoral program | 0.3% | 1 |
| | answered question | 309 |
| | skipped question | 0 |

| 4. Academic degrees (for each program, enter the school, program name and major): | | |
| --- | --- | --- |
| | Response Percent | Response Count |
| **Program 1: Show Responses** | 100.0% | 253 |
| **Program 2: Show Responses** | 55.7% | 141 |
| **Program 3: Show Responses** | 11.9% | 30 |
| **Program 4: Show Responses** | 2.8% | 7 |
| | answered question | 253 |
| | skipped question | 56 |

**Showing text responses**

Silpakorn University, Visual Communication Design
Anna University, Computer Science and Engineering
Carnegie Mellon University, Master's in Interaction design
UFRJ - Library Science
University of Michigan, MSI, School of Information
NID, PGDPD, UX Design
Uniciencia, Ingeniería Informática, Universidad Pompeu-Fabra; Master en Documentación Digital
University of Southern Denmark, IT Product Design, Master; Riga Technical University, Systems Analysis, Bachelor
HfG Schwäbisch Gmünd, Bachelor of Arts, Communication Design, HfG Schwäbisch Gmünd, Master of Arts, Communication Planning and Design
UFRJ (Brazil) - Communication Studies - Radio and TV - College Degree, UFRJ (Brazil), Culture and Communication Studies - Master's Degree, PUC-RIO (Brazil) - IA and Ergodesign - Specialist Degree
University of Queensland, Australia, Bachelor of Arts, Curtin University, Australia , Master of Information Management
Cape Peninsula University of Technology, Bachelor's degree in Industrial Design, BTech Industrial Design, Cape Peninsula University of Technology Master's degree in Design, MTech: Design, Service Design and Interaction Design
University of Pennsylvania, B.A. English
English Translation
Bachelor of Science
New York University , BS in Cultural and Communication Studies
UCLIK Master grade, Sociology grade, Ebusiness Master
Twente University, Computer Science, Information Ergonomics
Concordia University Irvine, Bachelor of Arts: Theology
Wayne State University, MS Library and Information Science
Duquesne - Interactive Media Design, Duquesne  - Multimedia Design – Duquesne -Journalism
Florida State University, Information Studies, Information Architecture
James Madison University, BA in English
Louisiana state university, Bachelors of architecture; Carnegie Mellon university Masters of design in communication planning and information design
Human-Centered Computing, MS, Journalism, BA
Florida State University - Accounting
University of Houston, BBA Marketing; Houston Community College A.A.S. Digital Comm. - Web Publishing
Bachelor in cognitive science, Master in interaction design
Union University, Bachelor of Theatre/Speech
Delhi University, Bachelor of Information Technology, I.T.; National Institute of Design, PG Diploma in Design, Information & Digital Design

OCAD University, B Des., Industrial Design, Industrial Design; George Brown College, Graduate Certificate, Advanced Digital Design, Advanced Digital Design

Elon University: Business Administration

University of Puget Sound, Bachelor's in Mathematics, Pratt Institute, Master's in Information and Library Science

Washington State University, B.S. Architectural Studies

Aquinas College, Visual Business Administration (dual major in Business and Art); University of Michigan, School of Information, Human-Computer Interaction

University of Windsor, Honours BA International Relations; The Royal Military College of Canada, MA War Studies; University of New Brunswick, MA History, University, Phd in progress, Interdisiplinary Studies

University of Illinois, College of Media, B.S. in Advertising, University of Illinois, College of Liberal Arts & Sciences, B.A. in Sociology

University of Waterloo, BASc: Systems Design Engineering: University of Waterloo MASc: Systems Design Engineering

University of Edinburgh, MTh in Ministry; University of St Andrews, BD (Hons) in Practical Theology and Christian Ethics

Florida State University, MLIS, Information Studies

Durham College - Web Developer Diploma

University of British Columbia, MLIS; University of Vic, BA

Griffith University, Bachelor's of Multimedia, major in Design, QUT, Masters of Information Management, major in Library Science

Victorian College of the Arts, Bachelor Creative Arts, Media

Multimedia pedagogic

University of Wisconsin - Whitewater, Finance with an emphasis on planning; University of Wisconsin - Whitewater, Computer End-User Technology

Durham College - Web Development Diploma

Bethel University, Social Work

Drexel University iSchool, B.S. Information Systems; Drexel University iSchool, M.S. Library & Information Science

University of Michigan-Dearborn, Bachelor's, Communication; Wayne State University, Master's, Library and Information Science

University of Washington, PhD, English; University of Washington, MA, English; University of Washington, BA, English; University of Washington, BA, French

Anthropology, Corporate communication

U of Waterloo, Environmental Studies, Environment & Resource Studies,; Wilfrid Laurier U, Religion & Culture

Master of Science Informatics

IIT Institute of Design, Master of Design; University of Southern California, BA, Communication

University of Wisconsin-Madison, BA, English & Women's Studies

College for Creative Studies, Animation & Digital Media, Concentration Interactive; Savannah College of Art & Design, Interactive Design & Game Development

Florida State University, MLIS, Library and Information Studies; Full Sail University, AS, Show Production & Touring; Elizabethtown College, BA, Communications with a concentration in Corporate Media

Calvin College, Communication Arts and Sciences; University of Michigan, School of Information, HCI

University of British Columbia, Bachelor of Applied Science, Materials Engineering; University of Toronto, Master of Health Sciences, Clinical Biomedical Engineering

DeVry University, EET

Mount Union College, Bachelor of Science in Mathematics; Kent State University, College of Information, Masters of Library and Information Science; Kent State University, College of Information, Masters of Science, IAKM (Information Architecture and Knowledge Management), concentration in Information Architecture

New York University, Gallatin Division, BA Liberal Arts; Rio Hondo College, AA Liberal Arts

UT-Dallas, M.F.A., Art and Technology; UT-Dallas, M.A., Art and Technology, B.A.A.S.,; AUT-Brownsville, Applied Business Technology; TSTC-Harlingen, A.A.S., Information Management Technology

University of Toronto, Industrial Engineering (Bachelors), Human Factors; Ryerson University, Industrial Engineering (Masters), Human Factors

B.Sc. Computer Science

UCLA, Communication Studies, Art History; The New School, Media Studies

University of Calgary, Psychology; University of Calgary, Experimental Psychology, Human factors

Arizona State University, Graphic Information Technology

West Virginia University, BFA, Graphic Design; Carnegie Mellon University, School of Design, M.Des., Interaction Design

AAS Integrated Digital Imaging

Northeastern University, College of Computer and Information Science, Dual Major Information Science & Cognitive Psychology

Ripon College,Bachelor of Arts, Philosophy; University of Michigan, Master of Library Science

New York University, Gallatin Division, BA Liberal Arts

University of Waterloo, Bachelor of Mathematics; University of Western Ontario, Master of Library and Information Science

Bryn Mawr College, Anthropology, B.A.; University of Minnesota, Anthropology, Ph.D.; University of Redlands, GIS, MS

University of North Carolina Chapel Hill, BA, Women's Studies

University of Leeds, BA in Communication Studies; City University, London; MSc in Information Science

BA Hons Product Design

Medaille College, Business Administration, Business (BBA); Finger Lakes Community College, Electronics and Computer Technology (AAS)

St. Anselm College Business Degree

Pratt Institute, Digital Arts, BFA

St. Olaf, BA, English/Religion/Philosphy

Bachelor of Business Administration

Pratt Institute, BFA in Digital Design

Engineering, Univeristy of Alberta, Civil

CU Boulder - BS Computer Science; UNC Chapel Hill - MS Information Science

Hope College, B.S. Computer Science; University of Michigan, Master of Science in Information, Human Computer Interaction

BS; MA

Wayne State Univ., Masters of Library and Information Science; Michigan State Univ. BA History, Michigan State Univ, BA German

University of Washington, Master of Science in Human-Centered Design and Engineering

UCLA, bachelor of arts, communication studies

UBC, BComm (Marketing Major)

Graphic Design, BFA; Instructional Psychology & Technology, MS

Indiana University BM Music, The Juilliard School MM Music

Umass Amherst, Business, BBA

York/Sheridan - Design

University of Georgia, Master of Mass Communication; Emory University, Bachelor of Arts in English

Iowa State University Masters in Human Computer Interaction; Taylor University Bachelors in Computer Science

Southern Polytechnic State University, Master of Science in Information Design & Communication; Troy University, Bachelor of Science in English (Professional & Technical Writing emphasis) with a Web Development minor

Journalism, Advertising Design, Master in Business Administration

B.A. English Literature, M.L.S Library Science

Computer Science

University of Florida, liberal arts & sciences, English/American Lit

Florida State University, BA English Literature
Emerson College, Writing, Literature & Publishing
New York University, Master of Professional Studies, Bachelor of General Studies, University of Michigan
Western Michigan University, Bachelor of Business Administration, Entrepreneurship; Western Michigan University, Master of Business Administration, Computer Information Systems
Florida Atlantic University, Undergrad, Management Information Systems
Louisiana State University, Counseling, BS, UNM, MBA
Oberlin, BA: Psychology
University of Cincinnati, General Studies, Associates of Arts
DePaul University, Human-Computer Interaction; Art Institute of Atlanta, Graphic Design
University of Minnesota - Management, Bethel University - MBA
Masters IM&C, Walsh, Journalism, MSU
Psychology BS
Staatsexamen II / LMU Munich
University of British Columbia, M.Sc., HCI; Carleton University, B.Sc., Computer Science
BS in Science Technology and Culture; GeorgiaTech, MS in Information Design and Technology, GeorgiaTech
HCI
DePaul University, Masters of Science, Human-Computer Interaction; Frostburg State University, Bachelors of Science, Computer Science; Frostburg State University, Bachelors of Fine Arts, Art & Design
Art Institutes of Pittsburgh, Interactive Media Design
biology
Communications
Duquesne University, Journalism
San Jose State University , Master's in Library and Information Science
San Jose State University , Master's in Library and Information Science
University of Texas Austin, BA, MS, Information Science; Colorado University Boulder, Philosophy
Marist College, BA Communications
BA English, Web Developer Certificate
University of Washington, Bachelor of Communication; University of Washington, Masters in Human Centered Design and Engineering
Art institute of Seattle, Bachelor Fine Arts, Graphic Design
Miami University of Ohio, Business, MIS
English Literature
Drexel Information Science and Technology, Bachelors of Science; Drexel Information Science and Technology, Masters of Science with a focus in HCI and business analysis
University of Vermont, College of Arts & Sciences, English Major
Northwestern College, BA, English/French Literature; University of Maryland, College Park, Master's of Information Management
Stanford University, Communication Department (Media Studies, HCI concentration) MA; Stanford University, Symbolic Systems (Concentration in HCI) BS
St. Olaf College, Bachelor of Arts, English, Religion, Philospohy
MS in Scientific and Technical Communication; BA in Journalism and Mass Communication
University of Southern California, Marshall School of Business
City University New York, NYC,English
Drexel University, B.S. in Information Science
Central Michigan University, BFA, Broadcasting, Brooklyn College, MS, Radio and TV
Louisiana State University, BS, Counselling; University of New Mexico, MBA
Rochester Institute of Technology, Information Technology; University of Baltimore, Interaction Design & Information Architecture
University of Illinois at Urbana-Champaign, MLIS
National Institute of Design, Swinburne University of Technology, B. Design (Hons), Multimedia Design
Denison University, BA, Journalistic Photo & Video; DePaul University, MS, HCI

University of Michigan School of Information, Library and Information Studies

University of Wisconsin BA Asian Studies; Clemson University MA English and Professional Communications

Calvin College, BA, History; Columbia University, MA, Art History; Columbia University, MPhil, Architectural History

University of Pennsylvania, Sociology, BA; University of North Carolina, MS, Information Science

UMBC, BA, Psychology, Loyola College in Maryland, MBA, Business Management

Barnard College, BA in Linguistics; University of Illinois, MA in Library & Information Science

Brigham Young University, BA; Brigham Young University, English, MA; Miami University, Ph.D. English (Rhetoric & Composition)

BA, American Studies

University of MD, BA, History

Iowa State University, Human Computer Interaction , MS

Tulane University, BA, Philosophy and Political Science; University of New Orleans, MA, Sociology

Rutgers Univiversity, BA Communications and Visual Arts

College of William & Mary, BA English; George Mason University, MA English / Writing & Editing

University of Kansas, BFA - Industrial Design

Ohio University (Athens), Visual Communication, BFA

Masters of Art

BA Hons, English Literature; MA, English Literature; PhD, English Literature

Trenr University, Cultural Studies, BA Honours

Cornell University, Bachelor of Fine Arts in Painting; University of Pennsylvania, Master of Architecture

San Jose State University, Masters of Library and Information Science

DePaul University (HCI program)

City University of New York, BA English

University of Tampa, Sykes College of Business, MBA; University of Kentucky, College of Fine Arts, BA Design

Columbia College Chicago, interdisciplinary studies, Bachelor of Arts

Large State University, MEd, Instructional Technology; Liberal Arts College, BA, Government

Syracuse University, BFA Communication Design

University of Michigan, School of Info, HCI

UCLA, MLIS, Rice, English / Art / Art History

University of Houston, BA, Creative Writing, New School University, MFA, Poetry

Miami University, Bachelors, Management Information Systems; Carnegie Mellon University, Masters, HCI

University of Toronto, Honors BA Political Science; University of Toronto, Master Information Science

Indiana University School of Informatics HCI

Hofstra University, BA, Communication Arts (film concentration); West Chester University, MA, Communication Studies

Georgia Tech, Masters in Digital Media

University of Iowa, B.A. English

Tufts University, BS in Mechanical Engineering; Georgia Tech, MS in HCI

drs Informatica, Vrije Universiteit, Software Engineering Psychologische variant

Georgia Tech, MS, HCI; New School University, BA, Liberal Arts

University of Minnesota, English, University of Minnesota, Theater

Brown University, Religious Studies; Brown University, Visual Art, honors; Harvard Extension School, ALM Biology

New School for Social Research: Media Studies, MA; Lewis & Clark College: Philosophy, BA

UC Berkeley, ISchool, M.I.M.S, Information Management; San Francisco State University, M.A. English Literature; UC Berkeley, B.A., Anthropology

Boston University, BA in Psychology; Bentley University, MS in Human Factors in Information Design

Hampshire College, Liberal Arts, BA; School of Visual Arts NYC, Computer Art, MFA

American University, BA, Literature; Georgetown University, Culture Communication & Technology (Masters, not completed); Southern Polytechnic State University, MS, Information Design & Communication (in progress)

BU, BS magazine journalism

Bentley University, Human Factors in Information Design, Master's Degree; Brown University, Cognitive Science, Bachelor of Arts

Ivy League University, BS, Hard Science degree; Some graduate work in a specialized design graduate school; Some post-bac visual design courses at a fine arts university

St. Louis University, BA in English

BA, MDes

Wheaton College, BA, Art History

New York University, Interactive Telecommunications, Master Professional Studies; Georgia Institute of Technology, Science, Technology and Culture, Bachelor of Sciences

Drexel, Information Science, PhD, Drexel, Computer Science, B.S.

SCAD - Computer Art (Focus on Interactive Design) BFA; Bentley University - Human Factors in Information Design, MS

Indiana University, College of Arts and Sciences, Theatre & Drama; DePaul University, College of Computer and Information, Human Computer Interaction

American University, College of Arts and Sciences

Bachelor of Science, Pure Mathematics

University of Chicago, Cognitive Psychology; National Taiwan University, Experimental Psychology

UC Berkeley, BA English,; UC Berkeley, BA French

Vanderbilt, BA, Economics & Philosophy; Georgetown, MA, Communications, Culture & Technology English

Bentley University , MS, Human Factors in Information Design; Suffolk University, MBA, International Business

AIU, MIT, Information Technology; Art Institute of Atlana, AA, Web Design; Orglethorpe University, BA, English

Hope College, BA, English; University of Michigan, MILS, Archival Administration

Bachelor of Arts in English

Carnegie Mellon University, Professional Writing

Masters of Library and Information Science, Masters Arts, Comparative Literature

Pennsylvania State University, English, BA major; Pennsylvania State University, Mythology and Folklore, BA minor; University of Kansas, English, MA (focus in creative writing, literary criticism, and literary scholarship)

Northwestern University, BS Theater; Northwestern University, MA Learning Sciences

UT at Austin, MSIS; Queens University of Charlotte, MBA; Univ. of Pennsylvania, BA Political Science

Seattle University, Art History, BA, George Mason University, Instructional Design and Development, MEd

Illinois Institute of Technology, Masters in Computer Science; DePaul University, Masters in Human Computer Interaction

Syracuse University, M.A., Philosophy; Southern Methodist University, B.A., Philosophy; Southern Methodist University, B.A., Political Science

Isfahan University, B.Sc In Geology As First Class Student; Tehran University, M Sc In Environmental, Engd; AWU University, Ma, Architecture 2006, AWU University, Phd In Architecture

College of William and Mary, Interdisciplinary Studies

University of Ottawa, Visual Arts Bachelor, Photography; University of Montreal, Education Science certificate, Arts; University of Montreal, Communication Sciences Masters, Semiotics; Ecole Polytechnique de Montreal, Industrial Engineering Masters, Management of Technology

Stanford Bachelors symbolic systems interaction design concentration; Stanford masters Communications, Media Studies

California College of Arts and Crafts, Illustration

University of Toronto, Hons. BA English Literature

The American University, College of Arts and Sciences, Literature; The American University, College of Arts and Sciences, Interdisciplinary
Columbia, BS; U. Virginia MS; Royal Institute of Technology, Stockholm, PhD
MA NMSU, Cog Psych, HCI
Johns Hopkins University, Information and Telecom Systems
Abilene Christian University; B.A. in Bible and Missions
Fullerton College, journalism, AA
Bachelor Design. Visual Communication
UCLA Information Studies MLIS; USC Annenberg Communication BA
University of Waterloo, Applied Health Science Hon BSc in Kinesiology with Ergonomics Option
University of Wisconsin Eau Claire, BA Music; Carnegie Mellon, MS HCI
University of Delaware, MBA; University of Delaware, MS Organizational Effectiveness; University of Greenwich, BS Management of IT; University of Wolverhampton, BA Economics
University of California, San Diego, BA, Psychology; University of Michigan, MA, Cognitive Psychology
UMUC, International Management Masters; TESC, Liberal Studies
Georgia Tech, M.S., Information Design & Technology; UC Berkeley School of Law, J.D.
Kansas, MBA – innovation, Kansas, MA - interaction design
San Francisco Conservatory of Music, Music Performance
University of Hartford, Technical Writing; Bentley University, MS in Information Design
Az St Univ, BS, Engineering, Mechanical (Astronautical), CMSU, MS, Public Services, Safety; Tx Tech Univ, PhD, Indus Engr, Human Factors/Ergonomics
Harvard, BA, Architecture; Columbia, MArch, Architecture
UMASS, BFA Design and Illustration
University of Michigan, Art School, BFA; New York University, Interactive Telecommunications Program, MPS
Princeton, AB, Philosophy
BA, Philosophy; MA, Leadership
University of Queensland, Master of Human Factors, Maj. Cognitive Ergonomics; Griffith University, Bachelor of Multimedia, Maj. Design; Commercial Art Training College, Diploma of Design; Air Training Centre, Commercial Pilot
Birmingham-Southern College, B.A. Fine Arts, concentration printmaking; Winthrop University, MBA; University of North Carolina Greensboro, BS, Information Systems Operations Management

| | Response Percent | Response Count |
|---|---|---|
| **5. Certificates and additional training (for each program, enter the institution, program name and topics covered):** | | |
| **Program 1:** Show Responses | 100.0% | 57 |
| **Program 2:** Show Responses | 19.3% | 11 |
| **Program 3:** Show Responses | 10.5% | 6 |
| **Program 4:** Show Responses | 1.8% | 1 |
| | answered question | 57 |
| | skipped question | 252 |

**Showing text responses**

Accenture Certified User Experience Architect

AIIM: SharePoint for ECM Master; SharePoint 2010 planningAIIM: Enterprise Content Management Specialist; ECM, IA, MIKE2.0AIIM: Certified Information Professional; access/use, capture/manage, collaboration/deliver, secure/preserve, architecture/systems, plan/implement

Algonquin College - Television Broadcasting

Award of Achievement in Web Analytics, Continuing Studies, University of British Columbia

Behavioural Economics, ESS: London School of Economics

Bentley University, Human Factors in Information Design

Brenda Hoddinott, Drawspace.com, drawing lessons

BTEC Product Design

Candidate: NYU SCPS Web Producing: IA, usability, visual design, law

Centennial College, Postgraduate Certificate in Teacher of Adults

Certificate, Information Management

certified Project Management Professional (PMP), Project Management Institute

Certified Usability Analyst (CUA) Human Factors International

Cinematography Certificate, NWFC (BA equivalent)Videography Certificate, NWFC (AA equivalent)

Clark University, Web development

Compact 3month (Daily 9 Hour Classes) Workshop On Hydrogeology,Hydrology.Geoelectric,Hydrochemistry,Drilling At The Tehran Polytechnic  University Ordered By Ministry Of Water & Energy 1982Surveying Workshop Pooyeshprivacy Instiyude1982Geotechnical Site Investigation Of Slope Stability Tehran PolytechnicRural Development @ Natural Hazard Ministry Of Housing & Urbanism 1990

Cooper U | Design Collaboration

Cooper U, all courses completed

CUA

Dawn Nidy

Edward Tufte trainingAdobe Creative Suite

George Washington University, Landscape design certificate

George Washington University, project mgmt certification, 320 hours of training in all facets of project mgmt

Graduate Certificate of Archival Administration

Graduate study, HCI, UMASS

graphic design - not completed

HFI, CUA Certification, Usability
Human Factors International, Certified Usability Analyst
Human Factors International, Certified Usability Analyst
Human Factors International, Certified Usability Analyst, Usability & UI Design
ISEB certificate in requirements engineering
JournalismMBA
Kyoto University of Art (Japan), Research Student Certificate
Lake Washington Technical Institute - Web Graphics & Print
Leadership Institute, Northern Lakes College
Multimedia Arts, Interdec College
NAIT, Computer Systems Technology
New York University, Continuning and Professional Studies, Intermediate Flash
PMI, PMP
Post-bac in Teaching Secondary English, Texas Women's University
Pragmatic MarketingUBC E-Business CertificateITIL Certified
Project Management / IHK (1 year)Basics Marketing / Workshops (between 1990 and 1994 / via Scholz&friends)
Red Rocks Community College: Web Developer Certificate (on going)
self taught
Seminar in Information Architecture, UCLA Graduate School of Education and Information Science
Seminar in Information Architecture, UCLA Graduate School of Education and Information Science
SENAC - Digital and Interactive Media
Software Ergonomy
Stanford, HCI, interaction design, prototyping, user testingWFMM, Interaction DesignProfessional development conferences & workshops
Univeristy of New Brunswick, MEd Instructional designUniversity of MAnitoba, Connectivism and Connected LearningCanadian Armed Forces Armoured Officer Training including Staff officer training
University of Baltimore, Masters program - Interaction Design & Info Arch,
University of Baltimore, Masters program - Interaction Design & Info Arch,
University of St Andrews, ITIL v3 Foundation
University of Washington, Certificate in User Centered Design
UNIX Sys Admin certificate, UC Santa Cruz
Usability Boot Camp Bentley University
Usability Week Bootcamp (Nielsen)IA Summit, UPA, An Event Apart, & other conferences
UXInformation Architecture

## 6. Do you teach?

| | Response Percent | Response Count |
|---|---|---|
| Yes | 8.3% | 25 |
| No | 91.7% | 276 |
| If you marked Yes, please provide information about the course you teach, the sponsor/hosting institution and URL, if available. Show Responses | | 24 |
| | answered question | 301 |
| | skipped question | 8 |

**Showing text responses**

Adjunct Faculty at West Virginia University teaching one Masters-level design class each semester. Topic varies.

Art Institute, Screen Design, Typography, Portfolio, aii.edu

But I'd love to!

Cal State Fullerton Certificate in UX: http://www.csufextension.org/ux/

cca.edu/interaction

From 5 years ago up to now in  fondamental 0f islamic architecture,east architecture,construction material design (2,3,4,5)final design ,thesise,under graduate(b.alevel) & now for under graduate & post graduate desig1,2,environmental design ,land preparation0in awu  & yazd  stateart coplex & payame noor universities .from 1984 up to2007 eng geology geotechnical eng for civil engineering.now im the dean of graduate school of architecture  but just came to u.s.a as an immigrant. Of islamic architecture/constructure materials/design (2,3,4,5)thesise guide /desine 1&environmental design for post graduate  architecture/dean of under graduate & postgraduate design of architecture awu university/now y

German / History / Arts

Guest teaching @ UW, plan to do more in the future.

Have taught college level HCI/Interaction Design courses

http://www.fh-aachen.de/en/faculties/design/

Informally at conferences (previously taught at local college)

Information Architecture, Brainco, http://www.brainco.org/

Information Architecture, Creative Circus, Atlanta - General IA

Information Architecture, Humber College; User Interface Design, U of Guelph-Humber

Internal Training and coaching

just internal staff

Multiple courses in Interactive Media at DCCCD and UTD

SIE410a, Human Factors/Ergonomics in Systems Design, Univ of AZ

Stanford, d.school, Cross Cultural Design, http://dschool.stanford.edu/crosscultural/index.html

Teach in the IAKM program at KSU

The Royal Military College of Canada. Technology and Warfare; Candian Military History; Canadian Civics,

User Experience Design, UCLA Information Studies MLIS program, 2001-2012 (http://polaris.gseis.ucla.edu/labuse/Courses/CoursesInstructor.html)

Various universities

Workshops uf UCD & rapid prototyping

7. During 2012, what do you estimate you will earn, including salary, commission and/or bonus? (in US Dollars, before tax. Currency Converter)

| | Response Percent | Response Count |
|---|---|---|
| under $10,000 | 0.3% | 1 |
| $10,000-$19,999 | 2.3% | 7 |
| $20,000-$29,999 | 1.0% | 3 |
| $30,000-$39,999 | 3.6% | 11 |
| $40,000-$49,999 | 3.9% | 12 |
| $50,000-$59,999 | 6.2% | 19 |
| $60,000-$69,999 | 7.5% | 23 |
| $70,000-$79,999 | 8.1% | 25 |
| $80,000-$89,999 | 9.1% | 28 |
| $90,000-$99,999 | 13.4% | 41 |
| $100,000-109,999 | 10.4% | 32 |
| $110,000-119,999 | 5.2% | 16 |
| $120,000-129,999 | 6.5% | 20 |
| $130,000-139,999 | 5.9% | 18 |
| $140,000-149,999 | 3.9% | 12 |
| $150,000-159,999 | 3.9% | 12 |
| $160,000-169,999 | 3.6% | 11 |
| $170,000-179,999 | 0.7% | 2 |
| $180,000-189,999 | 1.0% | 3 |
| $190,000-199,999 | 1.0% | 3 |
| $200,000-or over | 2.6% | 8 |
| | answered question | 307 |
| | skipped question | 2 |

## 8. How large was your last salary increase?

| | Response Percent | Response Count |
|---|---|---|
| not applicable | 22.7% | 68 |
| my salary decreased | 2.7% | 8 |
| 1-5% | 38.3% | 115 |
| 6-10% | 14.3% | 43 |
| 11-15% | 6.3% | 19 |
| 16-20% | 6.7% | 20 |
| 21-25% | 2.7% | 8 |
| 26-30% | 2.7% | 8 |
| 31-35% | 1.7% | 5 |
| 36-40% | 0.3% | 1 |
| 41-45% | 0.3% | 1 |
| 46-50% | 0.0% | 0 |
| over 50% | 1.3% | 4 |
| | answered question | 300 |
| | skipped question | 9 |

## 9. How long ago was your last salary increase?

| | Response Percent | Response Count |
|---|---|---|
| not applicable | 19.9% | 60 |
| 0-3 months ago | 21.3% | 64 |
| 3-6 months ago | 19.9% | 60 |
| 6-9 months ago | 12.6% | 38 |
| 9-12 months ago | 12.3% | 37 |
| 1-2 years ago | 8.0% | 24 |
| 2-3 years ago | 4.0% | 12 |
| 3-4 years ago | 1.3% | 4 |
| over 4 years ago | 0.7% | 2 |
| | answered question | 301 |
| | skipped question | 8 |

## 10. If you are a freelance consultant, how are you typically paid? (select more than one choice if it varies)

| | Response Percent | Response Count |
|---|---|---|
| Hourly Rate | 80.0% | 52 |
| Per Diem Rate | 13.8% | 9 |
| Per Project Rate | 32.3% | 21 |
| Commission | 1.5% | 1 |
| Share of Equity | 1.5% | 1 |
| Other (please specify) Show Responses | | 3 |
| Answered question | | 65 |
| Skipped question | | 244 |

**Showing 3 text responses**

donuts and coffee
I am staff but only recently so (in the last year). I had been happily freelance for a few years prior.
Per Week Rate

| 11. If you are a freelance consultant, what is the average hourly rate you charged in 2012 (please convert amount to US Dollars)? | |
|---|---|
| | Response Count |
| **Show Responses** | 63 |
| answered question | 63 |
| skipped question | 246 |

**Showing 63 text responses**

| | |
|---|---|
| 6 | 165 |
| 75 | $80.00 |
| $50.00 | $6 |
| 150 | 25 |
| 63.00 | $90 |
| 120 | 50 USD |
| 250 | $30 |
| 35 | 120 |
| I DIDNT WORK HOURLY I WAS THE MANAGER | $150 |
| OF MY CONSULTANT ENG DESIGN IN THE FIELD | 120 |
| OF ARCHITECTURE,URBANISM | $45.00 |
| ,STRUCTURE,INSTALLATION | $42 |
| ,STRENGTHENING,GEOTECHNIC,GEOPHYSICS,GE | 90.00 |
| OLOGY.ROAD CONSTRUCTION,POWER | 600 |
| PRODUCTION ,DISTRIBUTION& GEOGRAPHICAL | 180$ |
| SPACE STUDIES & NEW EERGY | 100 |
| $50 | 85 |
| 100.00 | 100 |
| 107.5 | 80.00 |
| 54.468 | 75 |
| $295 | 85 |
| $59.00 | 90 per hour |
| 63 | 175 |
| 60 | $97 |
| 20 | 20 |
| $100 (Applicable to Atlanta, Boston and San | 160 |
| Fran work) | 110 |
| 200 | 85 |
| 100 | $200 |
| 75 | $75 |
| $120 | 50 |
| 24 | 65 |
| 125 | 75.00 |
| 150.00 | 100 |
| 98 | 110 |
| 90.00 | |

## 12. On average, how many hours do you work each week?

|  | Response Percent | Response Count |
|---|---|---|
| Under 20 hours | 0.7% | 2 |
| 20-30 hours | 3.6% | 11 |
| 30-40 hours | 31.4% | 95 |
| 40-50 hours | 57.8% | 175 |
| 50-60 hours | 5.3% | 16 |
| over 60 hours | 1.3% | 4 |
|  | answered question | 303 |
|  | skipped question | 6 |

**13. How much of your time do you spend on these tasks:**

| | I am not involved with these tasks | I review and/or delegate these tasks to others | I occasionally perform these tasks | I frequently perform these tasks | Response Count |
|---|---|---|---|---|---|
| Taxonomy development (thesauri, metadata, controlled vocabularies, etc.) | 41.1% (124) | 15.2% (46) | 35.8% (108) | 7.9% (24) | 302 |
| Strategic work (business models, high-level categorization, requirements analysis, life cycle assessment) | 14.6% (44) | 6.3% (19) | 40.1% (121) | 39.1% (118) | 302 |
| Wireframing/sitemaps | 5.6% (17) | 9.5% (29) | 17.1% (52) | 67.8% (206) | 304 |
| Audience definitions/persona development | 12.5% (38) | 12.8% (39) | 46.4% (141) | 28.3% (86) | 304 |
| User flow/scenario development | 4.7% (14) | 13.3% (40) | 32.6% (98) | 49.5% (149) | 301 |
| Usability testing | 10.9% (33) | 24.3% (74) | 42.1% (128) | 22.7% (69) | 304 |
| Other user research | 12.3% (37) | 16.6% (50) | 46.8% (141) | 24.3% (73) | 301 |
| Heuristic analysis/review | 18.6% (56) | 15.6% (47) | 41.9% (126) | 23.9% (72) | 301 |
| Accessibility review | 42.1% (126) | 22.4% (67) | 29.4% (88) | 6.0% (18) | 299 |
| Design templates/style guides | 18.0% (54) | 29.3% (88) | 36.0% (108) | 16.7% (50) | 300 |
| Content generation/copywriting | 36.3% (109) | 31.7% (95) | 22.3% (67) | 9.7% (29) | 300 |
| Content management/inventory/strategy | 28.1% (85) | 27.1% (82) | 25.4% (77) | 19.5% (59) | 303 |
| Interaction design | 7.6% (23) | 11.6% (35) | 23.9% (72) | 56.8% (171) | 301 |
| Social media integration | 39.8% (119) | 21.4% (64) | 29.4% (88) | 9.4% (28) | 299 |
| Graphic/interface design | 23.1% (69) | 40.5% (121) | 20.1% (60) | 16.4% (49) | 299 |
| Database design | 77.6% (232) | 14.7% (44) | 5.7% (17) | 2.0% (6) | 299 |
| Programming/IT integration | 77.0% (231) | 15.3% (46) | 5.7% (17) | 2.0% (6) | 300 |
| Project management | 35.7% (107) | 15.7% (47) | 31.7% (95) | 17.0% (51) | 300 |

**13. How much of your time do you spend on these tasks:**

| | I am not involved with these tasks | I review and/or delegate these tasks to others | I occasionally perform these tasks | I frequently perform these tasks | Response Count |
|---|---|---|---|---|---|
| Evangelizing/public speaking/blogging/ whitepapers | 42.0% (126) | 9.3% (28) | 36.7% (110) | 12.0% (36) | 300 |
| General business consulting/analytics | 49.3% (148) | 11.7% (35) | 28.3% (85) | 10.7% (32) | 300 |
| General IT consulting | 77.3% (231) | 9.4% (28) | 10.7% (32) | 2.7% (8) | 299 |
| Marketing/proposal writing | 57.8% (170) | 10.9% (32) | 23.1% (68) | 8.2% (24) | 294 |
| Business administration/operations (non-IA) | 63.4% (187) | 8.5% (25) | 20.3% (60) | 7.8% (23) | 295 |
| Staff training/recruiting/team development | 32.2% (96) | 7.4% (22) | 43.3% (129) | 17.1% (51) | 298 |
| | | | | answered question | 305 |
| | | | | skipped question | 4 |

| | Response Count |
|---|---|
| **14. If you perform any tasks that are not on the above list, please describe these other activities.** | |
| **Show Responses** | 32 |
| answered question | 32 |
| skipped question | 277 |

**Showing** 32 **text responses**

Spec writing

Search experience design

prototyping (non-programming; Axure)(in case you see this as separate from wireframing & interaction design

QA

Web Development

Front-end web development (HTML, CSS, JQUERY)

CREATION @ INNOVATION

Prototyping, information graphics

Create integrated artwork

Business case writing; change management planning; capacity planning; infrastructure planning; governance planning; data migration; BI reporting; business development; BPM

prototyping

Development Backlog, Storymapping,

Concepting

UI prototyping and implementation, functional testing, training users, authoring user guides and training materials

Product Development, MVP Strategy

Training materials development

knoweldge mgmt and strategy, seo and strategy, web metrics/analytics and strategy

documentation of design and accessibility standards

business requirement gathering, user acceptance testing, managing translations process with vendor

Manage portfolios

prototyping (HTML/CSS/JS)

ideation / brainstorming, training / mentoring, platform selection, feature prioritization

customer ecosystem development, new business

Marekt and product Research/analysis

design research, directional user research, generative user research, research for product development, service design

scenario planning

Project planning/estimation

Teaching, business development

Help desk response

Internal presentations, executive presentations, writing/pitching long-term research plans (3-12 months) for internal projects

Prototype development

Writing and illustrating design guidelines.

| 15. If you manage staff, how many people report to you on a typical project? | | | |
|---|---|---|---|
| | Response Average | Response Total | Response Count |
| Fulltime Staff | 4.79 | 474 | 99 |
| Contract Staff | 6.11 | 379 | 62 |
| Temp Agency | 1.24 | 36 | 29 |
| How many are Managers? | 6.58 | 342 | 52 |
| | answered question | | 107 |
| | skipped question | | 202 |

| 16. How long is your annual paid vacation? | | |
|---|---|---|
| | Response Percent | Response Count |
| not applicable | 13.5% | 41 |
| under 6 days | 0.3% | 1 |
| 6-10 days | 9.2% | 28 |
| 11-15 days | 28.3% | 86 |
| 16-20 days | 25.0% | 76 |
| 21-25 days | 17.1% | 52 |
| over 25 days | 6.6% | 20 |
| | answered question | 304 |
| | skipped question | 5 |

| 17. How many public holidays do you get in addition to your paid vacation? (Also called "bank holidays") | Response Percent | Response Count |
|---|---|---|
| 0 days | 9.5% | 28 |
| 1-3 days | 2.0% | 6 |
| 4-6 days | 25.8% | 76 |
| 7-9 days | 27.1% | 80 |
| 9-11 days | 24.1% | 71 |
| 11-13 days | 8.5% | 25 |
| 13-15 days | 1.4% | 4 |
| over 15 days | 1.7% | 5 |
| | answered question | 295 |
| | skipped question | 14 |

18. Does your employer provide any of the following benefits? (check all that apply)  We understand that in some countries, certain of these benefits may be directly provided by your government or required by law. Please only check an item if your EMPLOYER provides the benefit.  Also, please note that some benefits, such as group rate medical insurance in the United States, actually result in deductions from gross pay and may vary greatly. These costs should be evaluated when comparing salaries from one region to another.

| | Response Percent | Response Count |
|---|---|---|
| Bonus Pay | 55.7% | 161 |
| Overtime Pay | 11.1% | 32 |
| Compensatory Time (time off in lieu of pay) | 29.4% | 85 |
| Flexible Schedule | 68.5% | 198 |
| Health/Medical/Dental/Vision Insurance Plan | 86.9% | 251 |
| Disability Insurance Plan | 66.1% | 191 |
| Life Insurance Plan | 70.6% | 204 |
| Pretax Flexible Spending Account (eg. medical or childcare use) | 56.4% | 163 |
| Dependent Care/Child Care/Babysitting Program | 20.4% | 59 |
| Family Leave (Maternity/Paternity/Adoption) | 59.9% | 173 |
| Personal Time Off/Sabbatical Leave | 48.1% | 139 |
| Domestic Partner Benefits (non-spousal) | 34.9% | 101 |
| Stock Options/Stock Purchase Plan | 27.7% | 80 |
| 401K or Other Pension/Investment Plan | 73.0% | 211 |
| Other Profit Sharing Plan | 9.3% | 27 |
| Professional Training/Continuing Education/Tuition Reimbursement | 58.8% | 170 |
| Professional Association Dues Reimbursement | 26.0% | 75 |
| Union Membership | 2.4% | 7 |
| Conference Registration | 50.5% | 146 |
| Transportation/Commuting Reimbursement | 21.5% | 62 |
| Mobile phone/Wireless account/Home Internet | 32.5% | 94 |
| Health Club/Gym Membership | 27.3% | 79 |
| Housing/Relocation assistance | 16.3% | 47 |
| Meals/Entertainment | 21.1% | 61 |
| Corporate Discount Program (shopping, hotels, travel, etc) | 38.4% | 111 |
| Describe above benefits or enter additional items: Show Responses | | 15 |
| answered question | | 289 |
| skipped question | | 20 |

**Showing** 15 **text responses**

Pension Plan

Pretax Commuting Spending Account

[Phone number, removed from analysis]

provides both 401k matching and a separate pension plan

Mobile phone discount, prior to a large project we had work from home 1 day per week

family leave is possible but possibly stops ones career , disability insurance for leading management

health care/massage,

flexible paid vacation (no quota)

awesome team, 7.5 hour work day, and management totally has my back

Medical benefits negotiated by company, but premiums are 100% employee paid.

enjoyable culture, recruitment incentives

R+R time off when traveling a lot

Conferences are every other year

Free company services & products

I'm self-employed as a consultant.

### 19. How long have you worked at your present job?

| | Response Percent | Response Count |
|---|---|---|
| under 3 months | 7.8% | 24 |
| 3-6 months | 12.4% | 38 |
| 6-9 months | 10.1% | 31 |
| 9-12 months | 7.8% | 24 |
| 1-2 years | 21.2% | 65 |
| 2-3 years | 12.1% | 37 |
| 3-4 years | 4.9% | 15 |
| 4-5 years | 5.9% | 18 |
| over 5 years | 17.6% | 54 |
| | answered question | 306 |
| | skipped question | 3 |

| 20. How long have you worked in your current field? (combine time worked at your current and past positions in this field.) | Response Percent | Response Count |
|---|---|---|
| under 1 year | 1.6% | 5 |
| 1-2 years | 4.9% | 15 |
| 2-3 years | 5.2% | 16 |
| 3-4 years | 7.2% | 22 |
| 4-5 years | 7.5% | 23 |
| 5-6 years | 7.9% | 24 |
| 6-7 years | 8.9% | 27 |
| 7-8 years | 6.2% | 19 |
| 8-9 years | 2.6% | 8 |
| 9-10 years | 4.3% | 13 |
| over 10 years | 43.6% | 133 |
| | answered question | 305 |
| | skipped question | 4 |

| 21. What positions have you held prior to your current job or field? | |
|---|---|
| | Response Count |
| **Show Responses** | 237 |
| answered question | 237 |
| skipped question | 72 |

**Showing** 237 **text responses**

Web Developer, UX Analyst, Interaction Designer

IA, Interactive Team Lead

research and writing positions

Lead UX/UI

Knowledge Manager

Graphic Designer, Web Developer, Interactive Architect

web Experience Manager, Information Architect/User Experience Designer, User Experience Architect, Marketing Specialist

ux designer

marketing strategist, webmaster, marketing manager,

Creative Director, Manager of Operations

Graphic Artist, Animator

Project Manager, Iinformation Architect, Business Analyst, Digital Planner

Developer & Designer

Freelance Interaction Design

Interaction Design Freelance

writer, editor

Product coordinator

IT Consultant, Researcher, Admin Assistant, Librarian Intern

Information architect, user experience designer

User Experience Designer; prior: content manager, full-service website designer, copy editor

Web Designer

Usability Specialist, Human Factors Design Engineer

QA,, librarian

Librarian

Intern architect

Customer service

Website designer, website developer, ui designer

Senior Graphic Designer, Senior Lead Interactive Designer, User Interface Designer

Sr. Web Developer, Creative Coordinator, Web Producer, Faculty

software engineer, information developer

SEO, web designer/developer

Multimedia Designer

Project Management

Senior UX Designer, Sr. Usability Specialist, UI Designer

Auditor, legal information systems consultant

Website Manager, Project Manager

Various, government, PR journalism information

Usability manager, product development manager, usability analyst, instructor

Project Manager, Executive Producer

Director, consultant

Animator, Graphic Designer, Technical Artist, Multimedia Artist

Design Consultant

Usability Coordinator, Webmaster, Product Manager

Project Manager

Senior Technical Writer

Lead UX Consultant, Senior UX Engineer, UI Architect, Senior UI Developer

Front-End Web Developer

UI Design; Interaction Design; Usability Specialist; IA

DIRECTOR MANAGER/HEAD OF THE BOARD/PROJECT MANAGER

Managing Director, Information Technology Solutions

Engineer

Graphic Designer

Information Architect, Enterprise Content Manager, Software Developer, CEO, Associate Director of IT

Software engineer, grad student

Interaction Designer, User Researcher

Interaction Designer

teacher ; hospitality management

Owned Consulting co, UX Manager, UX Architect

Simular to current

Usability Auditor, Usability Team Lead

Team Lead, Manager, Consultant

UX designer

Freelancer

Information Architect

Consultant in Organizational Management

Corporate, teaching, research

Visual Database Engineer (with flight simulators)

non-profit director, theatrical company manager

UX Lead

graphic designer

UX or usability specialist or consultant; content specialist

Interaction designer

Interaction Designer / User Experience Architect

Principal Usability Designer, Sr. User Experience Designer

VP, eBusiness Strategy

Information Architect, Usability Lab Manager

UX Manager, Front-end Developer, Web Designer

web designer, project manager, producer

UX team manager; independent consultant

Journalism

Research Associate, Human Factors engineering specialist

Freelans

Designer, Interactive Team Director

I ran my own consultancy

Interaction Designer, product manager

UX Architect

VP User Experience

reporter, editor, tech writer, PR consultant

Web Designer

Server

front-end developer/HTML coder

CIO

Senior Director of Ecommerce, Creative Director, UI Designer, Freelance Illustrator

Social Worker

Publishing Editor, Intern

Before this industry, right out of college, I spent 2 years as a financial journalist.

Id, Senior ID, Senior Usability Engineer, UX Lead, UX Director

Student, Freelancer

Interaction designer at a start up for a year

Business Analyst, Procedures Analyst

associate information architect, design researcher

Senior Designer, Art Director

Communications Consultant, Tech Writer, Web Designer

Information Architect, User Experience Designer, Interface Designer, Graphic Designer

Chef

same, same

Software Engineer / Web Developer

Information Architect

Product Information and Sales

Vice President, Operations; Director of Usability

project manager, consultant, information architect, user experience designer, experience designer

Freelance, Project Coordinator, Permfomer

Manager, Information Architecture

Front End Designer/Developer, Business Analyst

association executive

Web manager, Web developer, Webmaster

Consultant/Information Architect

academic librarian in web development, web developer

Web Developer, Web Designer

user experience, business analyst

quality assurance

User Experience Specialst

Human Factors Engineer, Information Architect

Human Factors Engineer, Information Architect

IA, Sr. IA, Sr. UE Consultant, Freelance Interfaceologist, proprietor

user experience architect, lead information architect, senior project engineer, senior knowledge engineer

Information Architect

Writing Consultant

Information Architect

Programmer Analyst, IT Analyst, Trainer

academic librarian, technical writer

User Experience Designer, Senior Information Architect

Sr. Editor, regulatory compliance

advertising copywriter; sales

many- IA, systems analysis, UX mgr & director

UI architect, flash developer, web designer, graphic designer

administrative assistant

copywriter, marketing specialist

Web analyst, online marketing strategist

Webmaster, IA, Principal, Sr. Interaction Designer, Design Manager, Director

Technical Writer, Front End Developer, Web Designer

Librarian, Sports Writer

Web Development

information architect

User Experience Architect formerly called Information Architect, Front End Developer

Information Architect, UI Guy, UI Designer, GUI Designer, Human Factor Technician

UX Designer

University Faculty; GIS analyst

Student teacher

Webmaster, Web Support Manager, Contrent Producer, CTO, CEO

Content Strategist, Front-end Developer

UCD Lead

Interface Designer, Front End Engineer, UX engineer

developer

Practice manager

Computer programmer, contract user researcher at Microsoft

Director of UX, Director of Marketing, UX Designer, Senior IA, IA, Web Designer, Web Developer, etc

Software Engineer

webmaster, consultant, information architect, designer, developer, production coordinator, manager, director

usabilitxy in innovation

Director of Product, Director of Consumer Experience, Staff Interaction Designer, Director of Strategy, Senior Information Architect, Content Strategist

Sr experience designer, sr interaction designer, ux consultant, IA

user interface designer

Sr. UX Analyst, UX Strategist, UX Analyst

Development Director; Researcher

User Experience Designer

Library Assistant

Designer

Art Director, Web Designer

copywriter

Academic IT support, freelance web design

Advertising Sales

Technical Writer, Instructional Designer, Operations Manager

User Experience Specialist

Producer, Web

Tech support, technical trainer

Intranet Manager, Senior Web Communications Specialist, Social Media Developer

Front-end Developer / Business Analyst

Sr. IA, Researcher, UXA

Information Architect, User Experience Designer

print design

Finance

journalist, photographer

graphics, UX, creative director

Business Systems Analyst

Interaction Designer, Product Manager

Technical Writer, Trainer / Consultant, Professional Services Manager, Product Manager

Copywriter

Sr. Information Architect, Usability analyst

User Research Manager, Research Librarian

graphic designer, photographer, journalist

Educator, Designer

business analyst, information architecture manager, information architect, producer, production assistant

Scottish Episcopal Church parish priest

Librarian, Information Architect

Web designer, Web developer, Internet marketing consultant

Graphic designer, Information Architect

Business analyst

Interaction Designer

| 22. What type of company do you work for? | | |
| --- | --- | --- |
| | Response Percent | Response Count |
| Interactive/design agency | 26.6% | 72 |
| Software/Application developer | 20.3% | 55 |
| Consumer product company | 13.3% | 36 |
| Service company | 13.3% | 36 |
| Consulting firm | 14.4% | 39 |
| Government | 1.5% | 4 |
| Educational Institution | 3.3% | 9 |
| Not for Profit | 2.2% | 6 |
| Recruiter | 0.4% | 1 |
| Freelance | 4.8% | 13 |
| Other (please specify) Show Responses | | 42 |
| answered question | | 271 |
| skipped question | | 38 |

**Showing 42 text responses**

Educational Research

Web portal

non profit healthcare

Financial services

Developing internal tools for use within our company

Financial services

Retail

Utility

Financial Investment Company

Ecom Retailer

Internet provider

intern / industry / marketing

Financial services

Technology

Internet? I work for Google.

Airline

B:B

Nike

Marketing Agency

Financial Institution

Game Development and Publishig

Design and Development Company

Banking

Financial institution

High Tech (networking hardware/software manufacturer)

Broadcast Media

ECommerce retailer

Retail

Technically both a Consulting Firm and a Interactive Agency in one.

Pharmaceutical industry

Hosting Provider

eCommerce (retail)

Information/Publishing

Financial Services

IT is in support of primary busines of health care business practice solution provider

Advertising Agency

Digital media

Marketing agency

Insurance

Insurance company

Financial Services Company

Publishing

**23. What type of products do you work on? (Enter all that apply)**

| | Response Percent | Response Count |
|---|---|---|
| Websites | 88.4% | 267 |
| Mobile applications | 71.5% | 216 |
| Desktop/web software | 52.6% | 159 |
| Social media applications | 25.8% | 78 |
| Entertainment systems (XBox, Wii, Playstation, Blueray, etc.) | 5.0% | 15 |
| Public Kiosks/Billboards | 9.3% | 28 |
| Physical products or devices | 12.3% | 37 |
| Other (or additional comments) Show Responses | | 30 |
| answered question | | 302 |
| skipped question | | 7 |

**Showing** 30 **text responses**

workforce communications high-level decision-making materials

Tablet

Print materials

design process

Email Marketing (Design and coding )

ENG SERVICES & PLANING & DESIGN

EIM

Artwork (stiils/moving pictures)

Enterprise Content and Records Management Systems

In that past I have also worked on physical products or devices, including packaging and instructions/help.

Email marketing

Intelligent Transportation Systems, in-vehicle devices, connected vehicles,

Interactive environments, POS, CRM, iPad apps, non-screen devices

ATM

PC Games

service design

intranets

Enterprise Apps

search engines, technical documentation in .html and .pdf, etc.

Software, SAAS

Digital repository

Intranets (if not included under websites defn)

Telematics, in-store UI, POS UI, Interactive Television, etc.

tablet software and cross-device experiences

Outdoor experiences including projections

medical devices, services

Advertising and experiential campaigns

Tablet

Service design, entertainment systems (non-game boxes or DVD players listed above)

Full ecosystems, including environments & services.

| 24. How many people does your company employ? | Response Percent | Response Count |
|---|---|---|
| Self-employed | 5.6% | 17 |
| 2-5 employees | 1.0% | 3 |
| 6-10 employees | 2.3% | 7 |
| 11-25 employees | 4.6% | 14 |
| 26-50 employees | 8.6% | 26 |
| 51-300 employees | 20.8% | 63 |
| 301-750 employees | 10.9% | 33 |
| 751-3000 employees | 9.6% | 29 |
| over 3000 employees | 35.0% | 106 |
| Not Sure | 1.7% | 5 |
| | answered question | 303 |
| | skipped question | 6 |

**25. How many people perform Information Architecture related tasks:**

| Number of People | In your workgroup | In your company |
|---|---|---|
| 1 (just me) | 24.7% (73) | 14.1% (41) |
| 2-5 | **47.8% (141)** | **31.0% (90)** |
| 6-10 | 12.2% (36) | 12.8% (37) |
| 11-20 | 9.2% (27) | 10.7% (31) |
| > 20 | 5.1% (15) | 22.8% (66) |
| Not Sure | 1.0% (3) | 8.6% (25) |
| Response Count | 295 | 290 |
| | answered question | 296 |
| | skipped question | 13 |

| 26. Where do you physically work? | | | | | | | |
|---|---|---|---|---|---|---|---|
| | Never | 1-25% | 26-50% | 51-75% | 76-100% | Rating Average | Response Count |
| At home | 9.9% (28) | 74.3% (211) | 5.3% (15) | 3.9% (11) | 6.7% (19) | 2.23 | 284 |
| Own office | 88.0% (191) | 5.1% (11) | 0.9% (2) | 2.3% (5) | 3.7% (8) | 1.29 | 217 |
| Employer/Company offices | 6.8% (19) | 7.2% (20) | 5.4% (15) | 23.7% (66) | 57.0% (159) | 4.17 | 279 |
| Client office/premises | 52.8% (122) | 31.2% (72) | 7.8% (18) | 3.0% (7) | 5.2% (12) | 1.77 | 231 |
| Shared office/ coworking with others | 79.7% (169) | 9.4% (20) | 1.9% (4) | 5.2% (11) | 3.8% (8) | 1.44 | 212 |
| Other (airport, car, train, cafe) | 58.0% (127) | 38.8% (85) | 2.7% (6) | 0.5% (1) | 0.0% (0) | 1.46 | 219 |
| | | | | | answered question | | 305 |
| | | | | | skipped question | | 4 |

27. Where do you work geographically? If you travel a lot, where is your base of operations? (U.S. regions are based on U.S. Census regions with the addition of Alaska & Hawaii as a separate category)

| | Response Percent | Response Count |
|---|---|---|
| Africa | 0.3% | 1 |
| Asia (except India) | 1.3% | 4 |
| India | 1.0% | 3 |
| Australia and Pacific Rim | 2.7% | 8 |
| Canada | 8.0% | 24 |
| Central America, Mexico, Caribbean | 0.0% | 0 |
| EU (except the UK) | 4.7% | 14 |
| United Kingdom | 3.0% | 9 |
| Non-EU Europe | 0.7% | 2 |
| Middle East | 0.0% | 0 |
| South America | 2.3% | 7 |
| US: Northeast (includes D.C.) | 22.0% | 66 |
| US: South (Texas through Delaware) | 12.0% | 36 |
| US: Midwest (Eastern Plains and Midwest states) | 16.3% | 49 |
| US: West (Pacific and Mountain States) | 25.7% | 77 |
| US: Alaska & Hawaii | 0.0% | 0 |
| | answered question | 300 |
| | skipped question | 9 |

28. Are you located in or near a major metropolitan area? (Note: we know this is subjective, but give it your best shot)

|  | Response Percent | Response Count |
| --- | --- | --- |
| Yes | 95.4% | 289 |
| No | 4.6% | 14 |
| answered question | | 303 |
| skipped question | | 6 |

| 29. If "yes" to the previous question, what is the name of this city? | |
|---|---|
| | Response Count |
| **Show Responses** | 286 |
| answered question | 286 |
| skipped question | 23 |

**Showing** 286 **text responses**

Albuquerque (2)
Amsterdam
Ann Arbor
Annapolis
Atlanta (11)
Austin (6)
Baltimore (4)
Bangalore
Bangkok
Birmingham, UK
Bogotá
Boise (2)
Boston (14)
Boston and Denver (counted as Boston)
Brisbane
Calgary (2)
Calgary
Cape Town
Charlotte (3)
Charlotte, NC and Raleigh NC (counted as Charlotte)
Chicago (17)
Cleveland (2)
Cologne
Cordoba
Dallas (3)
Den Haag
Denver (4)
Detroit (7)
Dundee
Fredericton

Gdynia
Göteborg
Hartford
Hong Kong (2)
Houston (2)
Hyderabad (2)
Las Vegas (3)
London (6)
Los Angeles (15)
Los Angeles, Santa Monica, North Hollywood (counted as Los Angeles)
Madison
Madrid
Medellin
Melbourne (4)
Memphis (2)
Miami (2)
Milwaukee
Minneapolis (9)
Montreal
Munich (2)
Nashville
New Orleans
New York City (17)
Norfolk/Virginia Beach
Oakland
Ottawa
Philadelphia (7)
Phoenix
Pittsburgh (2)
Portland, OR (2)

Porto Alegre
Quezon City
Raleigh/Durham (2)
Richmond
Riga
Rio de Janeiro (3)
Rochester
Rome (2)
Rotterdam
Salt Lake City
San Diego
San Francisco (24)
San Jose, CA (2)
Silicon Valley (counted as San Jose, CA)
Seattle (16)
St. Louis (4)
Stockholm
Sydney
Sydney (3)
Toronto (14)
Tucson - Phoenix
Vancouver (3)
Vancouver, BC and San Francisco, CA (counted as Vancouver)
Washington, DC (13)
Between DC and Baltimore (counted as Washington, DC)
Wichita
Zurich

| 30. How old are you? | | |
|---|---|---|
| | Response Percent | Response Count |
| under 21 | 0.0% | 0 |
| 21-25 | 4.0% | 12 |
| 26-30 | 20.1% | 61 |
| 31-35 | 20.1% | 61 |
| 36-40 | 19.8% | 60 |
| 41-45 | 17.2% | 52 |
| 46-50 | 10.6% | 32 |
| 51-55 | 5.0% | 15 |
| 56-60 | 2.0% | 6 |
| 61-65 | 1.0% | 3 |
| over 65 | 0.3% | 1 |
| | answered question | 303 |
| | skipped question | 6 |

| 31. What is your gender? | | |
| --- | --- | --- |
| | Response Percent | Response Count |
| Female | 47.4% | 143 |
| Male | 52.6% | 159 |
| | answered question | 302 |
| | skipped question | 7 |

| 32. Please rate your job satisfaction. | Response Percent | Response Count |
|---|---|---|
| Very satisfied | 29.4% | 89 |
| Satisfied | 47.5% | 144 |
| Neutral | 15.2% | 46 |
| Unsatisfied | 6.3% | 19 |
| Very unsatisfied | 1.7% | 5 |
| Please comment on factors affecting your job satisfaction. Show Responses | | 93 |
| | answered question | 303 |
| | skipped question | 6 |

**Showing** 93 **text responses**

i was laid off in May - company leadership is struggling

Currently waiting my yearly review and hoping for a significant raise.

limited resources, having to do work that is far afield from information design

I would be very satisfied if I did more IA and less project management.

Flexibility, Respect, Pay

Not as challenging as I would like, very repetitive style projects

It's a little slow these days

no opportunity for new areas of information

Productive, respected, good work-life balance, positive attitudes around me, learning every day from knowledgable managers, able to teach them and others things I've learned that they don't know yet, open to new ideas from any level. Negatives: No style guide or design principles. Very slow moving and terrified of even the smallest risk.

I think others might be "very satisfied" with my situation, at the same company for several years, working close to home, etc.

Not enough true IA work, but on my own team I have flexibility and respect for my ideas. It's satisfactory until I finish my masters and look for more of a true IA job

Overworked

Resource and budget avaialability

Quality of clients and projects is not always high, however there is a lot of job flexibility

Some stress related to changing company cultural to accept user experience

Wish people would know what IA is.

Job role and title

Love what I do, but UX is largely misunderstood by the software industry.

performing work well over pay grade/job description and promotion was put on hold due to on-going re-orgs.

Underutilization for my level

Freedom, Flexibility

I would prefer to do more IA related work and less project management.

Overall strategic direction, lack of larger UX-relaed staff.

Excellent manager who understands and advocates for UX/IA in the company. Good co-workers and physical job environment.

I work with smart people on interesting projects and have a good work-life balance that's supported by my boss, my team colleagues and wider colleague base

solid planing, flexible concept, trustfull surrounding

Satisfied, but starting to have doubts.

Support from executive leadership; challenge of working with multiple clients; good salary

Flexible work arrangements, ability to do strategic work, work-life balance

Too much work

autonomy; company committed to UX; treated like a professional/expert with important contributions that impact bottom line

Not doing enough IA work I enjoy (too many wireframes, not enough research)

Company and org. dont understand the value in UX or have any design process.

Work-life balance; team competence; product quality

I long to do more user research, but we do not have budget for it.

I am in a UX leadership position, but there are many in the organization that UX is still new to, and the overall company is very old school, in design and development, so there is a lot of opportunity, but so much work to do.

Autonomy, enthusiastic and competent co-workers

Recent changes mean more supervision, less independence - don't like that.

Stability

Recent merger and dealing with the changes

I like the people I work with, and I enjoy the variety of domains that I work in.

Low pay

company culture, rewarding projects, balance of autonomy + collaboration

I've downshifted to focus on parenting but I really miss having a more challenging job role. (to say nothing of missing the salary & benefits!)

freelancing is scary at times

manager, team, company

pay rate is low; sold on 'temp to perm' but perm not happened

Would like to work with a team of IAs and on projects where IA is not the enemy

Would love the work if it were more artistic and less dull.

Challenges

Commute time is a problem but everything else is fabulous.

| 33. Please use this space to provide any additional information, clarification or thoughts on salaries and compensation in the field of Information Architecture. | |
|---|---|
| | Response Count |
| **Show Responses** | 40 |
| answered question | 40 |
| skipped question | 269 |

**Showing** 40 **text responses**

No proper practice of User Experience design is followed in India

I was laid off for "economical" reasons. the interpretation of this is that the company did not want to pay my salary - they wanted someone more jr, (less expensive), despite the lack of experience.

I relocated to North Carolina from New York when I took my current job, and my current employer matched my salary from my job in New York. Because of that, I think my salary is a little above average for the area.

I'm below where others at my age may be because of transitioning laterally from content to UX design and IA.

Clarification on 2 questions: 2. Which of the following best describes your position level? I answered "Experienced / Senior Level" because I have 10+ years of experience and I do senior-level work, but I don't have "senior" in my title. 7. During 2012, what do you estimate you will earn, including salary, commission and/or bonus? I chose the "$100,000 - 109.999" answer, but I just barely earn more than 100,000.

I think that IA related positions are undervalued in the south, specifically, Louisiana. The positions also follow an antiquated process that doesn't allow for much user centric design

Wish people would know what IA is and appreciate its true value

Took salary decrease in 2011 to join non-profit. Before that was 220K/year at private design consultancy with bonus.

I THINK THE FUTURE OF DESIGN TO THE INTER DISCIPLINARY & CREATION ON NEW LIFE STYLE & SUN STABILITY.I HAD WORKED IN MANY FACILITIES OF ENGINEERING DESIGN & PLANING ABOUT 1000 PROJECT.I HAVE 6 INVENTIONS TWO WORLD WIDE THEORY.

I earn much more as a consultant in a boutique consulting firm as the IA practice lead than I did as an information architect within a large corporation. This compensation is tied to my role in bringing in new business.

Things are looking good for us, but I do think that we are in a "bubble" and that some of us more experienced folk may be hitting the ceiling with regard to income.

I think job descriptions are absurd -- there is a demand for programmers who are also graphic designers. The idea that a team should be composed of people with complementary skills seems forgotten.

My company of just over 50 was very recently acquired by a much larger company, which itself is a subsidiary of an even larger company.

I am currently in a 3 month internship.

It seems to me that this is still a relatively new field and does not have a set standard for salaries or compensation. I was hired as a contractor first and then was flipped to full time. This was difficult to negotiate a salary, especially when the company didnt understand what I was doing or what a going rate would be.

I haven't increased my hourly rate since 2007 in large part because of how much push back I get from clients around my hourly rate ($150/hr); I have some clients where I've agreed to lower my rate. Overall I

feel like I've lost ground, but it's hard to know how much is related to the economic downturn and how much is related to downshifting due to having a child.

some questions were not aplicable or very useful/insightful for me as a freelancer (e.g. benefits, but also who does IA in worksgroup vs. company).

It's a great time to be in the UX field!

Despite working towards my Masters degree and having some experience in the field, as a person making a mid-career transition it is incredibly difficult to find employers willing to mentor/train someone new to the field who isn't also just out of school. Something in-between internship and Senior level.

I finish in two month my master degree in Psychology, but i can't write that because you didn't add this option in your survey.

Some context: I work from home (in my office in our house, in Wichita) 100% for Juniper Networks, and travel to the office 2-4 times a year. My role is web architect and I own the user experience for all of our technical documentation.

Question 17 has overlapping ranges, and question 8 has gaps.

this is so helpful for my students, thank you!

The benefits questions was difficult for me to answer. I am self-employed, so I provide all the benefits to myself and take tax deductions on them. But... does htat count?

I'm dying to know if women are paid less than men in our field? I'm starting to think this is the case.

It seems that in the last year contract jobs and employers have been really trying to drive down the rate of an IA. Most (and my mentor, a senior IA has particularly remarked on this), expect mid-senior level IAs to work for around $42-55/hr range (plus the recruiter's share).

This survey should include more consideration for UX and Design managers and directors.

I completely support salaries and compensation in the field of Information Architecture.

My salary is high this year because of bonus and severance from my previous job. Next year my base salary is 20% lower, but my equity stake is much higher, so it's unclear how that will work out.

This is a really hard field to staff right now in Boston. People with a lack of skills/experience are having no trouble getting good money from large shops like SapientNitro.

New Brunswick Canada salaries run about 20% below the national average and about 2/3 that of Toronto

We don't call ourselves information architects anymore -- I think user experience has "won" as the umbrella term for what we do, and IA is one of the key sub-practices along with interaction design, user research, usability testing, visual design, etc.

It's been a long road trying to explain why the heck an IA is necessary in life, but in an older, stoic organization, it's finally starting to pay off as they become more aware of the benefits.

Riga (Latvia) is located in North Eastern Europe where salaries for the same job are lower as, for instance, in Western Europe.

Demand for UX is rising again and with it agencies are starting to pay insane salaries to anyone who claims they can do IA and have a pulse. Seeing kids with 3 years experience asking for $100K base which is crazy. This is really detriment to our industry and profession, we're not nurturing talent, just encouraging people who have marginal skills to chase $ rather than chase professional mastery.

Best opportunities are still with agencies and consulting as large companies have yet to embrace Ux as well as creative teams versus treating these teams the same as accountants, underwriters, project managers etc.

I love UX!

I could easily make more than I do, but the benefits, flexibility and conscious effort made by my company on my behalf keeps me very happy. More money is always welcome, of course.

I have worked in three states in the past 6 months. NYC - $90/h RI -$85/h and CT $72.50/h All positions have been partial on site and off site working. Most hours were spent working on a per project basis with a minimum of three projects per client.