The Information Architecture Institute

2013

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 2013 IA Institute Salary Survey was conducted from July to November 2013. 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 149 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/2013-IA-Salary-Survey. The survey contained 34 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 $20,000" 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.

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SALARY AND WAGES

Salary Range

- The salary range with the most responses was USD$90,000-99,999 USD, representing 15.0% of the total responses.

- The ranges between USD$80,000-89,999, USD$70,000-79,000, and USD$60,000-69,999 were second, third and fourth highest.

- The top five ranges clustered between USD$60,000 and USD$109,000, representing 53.4% of the total.

- Using midpoints, the average salary was estimated to be USD$97,686, down from last year.

- 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$95,422, or 2.3% lower, than when these ranges are included.

- Salary rates appear to be about $1,500 per year lower than last year's report. In the previous year, salaries had increased by $6,000.


2013 IAI Salary Survey
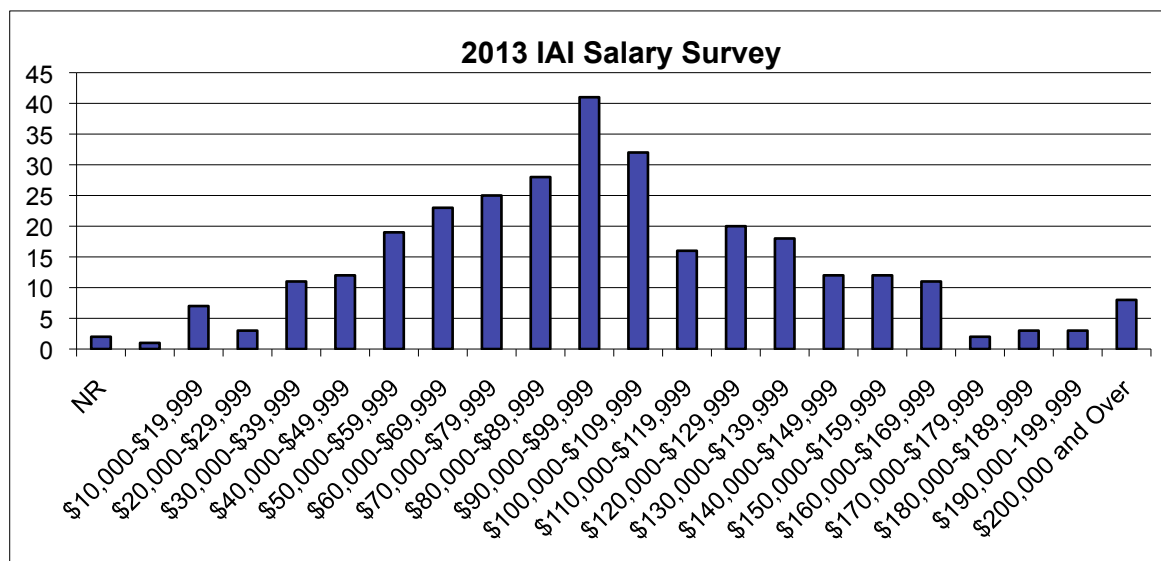
Freelance Rates

- Responses for freelance hourly rate ranged from USD$40.00 to USD$225 per hour.

- Zero outliers were found and removed from this chart, leaving the maximum rate at USD$225/hour.

- Zero non-numerical responses were eliminated from the study.

- The average freelance rate (excluding outliers) was USD$109.76, the median was USD$100.00 and the modal rate was USD$100.00, with six people indicating that rate. These were up from USD$96.59 average and USD$90 median in 2012.

- Note on Outliers: We performed a Grubbs test and found no outliers. The Interquartile Test for outliers is somewhat more aggressive, as follows:

    o Grubbs Test: Eliminates all numbers with a Z value higher than 3.2121641719. (http://www.graphpad.com/quickcalcs/Grubbs1.cfm), in this case no outliers were found.
    o Interquartile Test: Eliminates values that are more than 1.5 times the interquartile range (45) above the 3rd Quartile (130) or more than 1.5 times the IQR below the 1st Quartile (85). This removes figures above $175 or below $17 in this sample. This test is somewhat more aggressive than the Grubbs test.

- We asked if freelancers were paid hourly, per diem, per project or by commission or equity share. Respondents were able to select more than one answer.

    o 80.6% are paid hourly.

    o 6.5% were paid per diem.

    o 35.5% are paid per project.

    o 6.5% receive Commission and Share of Equity.

Region

- The Australia and Pacific Rim once again held the top median salary by Region at USD$114,999 (3 responses). At 33 responses, second place US: West has a more reliable median salary at $104,999, followed by US: Northeast with $94,999 (50 responses).

- The United Kingdom's median looks better this year at $84,999, but with there were very few responses.

- The regions rankings are as follows (with number of responses in parentheses):
- Australia and Pacific Rim (3), US: West (33), US: Northeast (50), Canada (11), United Kingdom (4), US: Midwest (18), EU (except the UK) (13), US: South (13), South America (1), India (1)

- No responses were collected for Asia (non-India), the Middle East, Africa or US: Alaska & Hawaii in this year's survey. We need to do a better job reaching out to these markets.

- 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 77.6% of responses coming from the US. We will need to do better outreach in 2014 to represent non-US regions more thoroughly.

2013 Median Salary by Region

No. of Respondents in Parentheses (n)
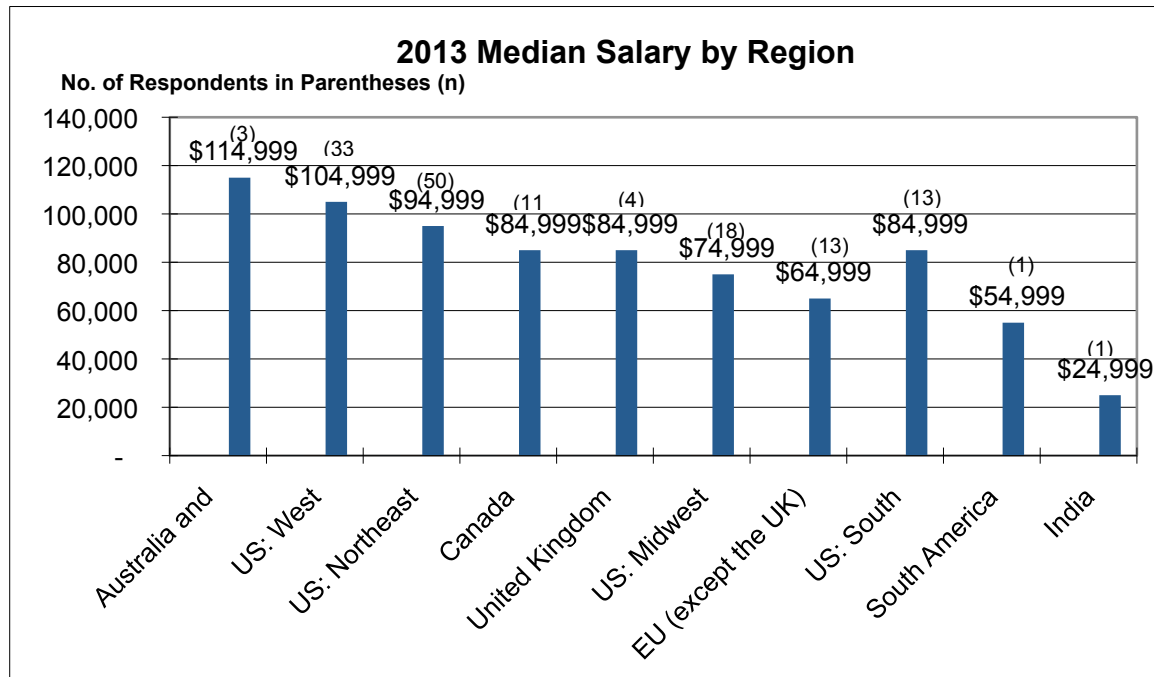
Region	Number of Respondents	Inferred Average Salary ($USD)	Median Salary ($USD)
Australia and Pacific Rim	3	$133,333	$114,999
Canada	11	$99,544	$84,999
EU (except the UK)	13	$79,230	$64,999
India	1	$24,999	$24,999
South America	1	$54,999	$54,999
United Kingdom	4	$84,999	$84,999
US: Midwest	18	$80,555	$74,999
US: Northeast	50	$104,399	$94,999
US: South	13	$78,845	$84,999
US: West	33	$112,726	$104,999

Country

- 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)
Australia	3	$133,333	$114,999
Canada	11	$99,544	$84,999
Netherlands	7	$77,856	$64,999
Poland	2	$44,999	$44,999
Switzerland	1	$200,000	$200,000
EU Not specified	3	$64,999	$64,999
India	1	$24,999	$24,999
Argentina	1	$54,999	$54,999
United Kingdom	4	$84,999	$84,999
United States	114	$100,131	$94,999

Metropolitan Area

- Responses sorted by metro area were higher in the US than in other countries. A few cities in The Netherlands, Canada and UK. 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 response rates below three people.

- The top ten metropolitan areas by salary were all US cities and Montreal, Canada. The top five cities reported median salaries above USD$100,000. The metropolitan area with the highest salary was San Francisco at USD$144,999

followed by Montreal at USD$134,000 , Chicago at USD$114,999, Washington at USD$104,999, Boston at USD$104,999. New York City, Seattle and Los Angeles tied at USD$99,999. The next ranking cities were Philadelphia and Baltimore at at USD$94,999, Denver, London and Toronto at USD$84,999, Detroit (including Ann Arbor, MI) at USD$79,999. Vancouver and Minneapolis came in at USD$74,999. Houston was at USD$64,999 and Utrecht came at USD$44,999.

Metropolitan Area	Number of Respondents	Inferred Average Salary ($USD)	Median Salary ($USD)
San Francisco	12	$143,749	$144,999
Montreal	3	$138,332	$134,999
Chicago	4	$114,999	$114,999
Washington	14	$105,713	$104,999
Boston	3	$114,999	$104,999
New York City	14	$107,856	$99,999
Seattle	6	$96,666	$99,999
Los Angeles	4	$102,500	$99,999
Philadelphia	12	$99,166	$94,999
Baltimore	3	$114,999	$94,999
Denver	5	$76,999	$84,999
London	4	$84,999	$84,999
Toronto	3	$94,999	$84,999
Atlanta	3	$88,332	$84,999
Detroit (incl. Ann Arbor)	3	$77,499	$79,999
Vancouver	3	$74,999	$74,999
Minneapolis	3	$78,332	$74,999
NR USA	5	$70,999	$64,999
Houston	3	$81,666	$64,999
Utrecht	5	$66,999	$44,999

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

Salary Increases

- 47.3% of respondents noted 1-5% annual increase in salary, up 9.0% from 2012.

- 11.5% indicated a 6-10% annual increase, down 1.8% from 2012.

- 2.7% noted a decrease in income, the same rate as 2012.

- 8.1% reported an increase of 11-15% over the previous year, versus 6.2% in 2012; 3.4% had an increase of 16-20% versus 6.3% in 2012.

- 10 people reported an increase over 20% of the previous year's salary.

- 20.3% entered "not applicable" which could indicate no change.

Age

- The field is predominantly 26-40 years old, although there is also a large group (13.6%) in the 41-45 year old category. 51-55 year olds have the highest median Salary at USD$149,999. This is 42.9% greater than the next youngest group.

- In the 56-60 age group, median salary dropped by 42.2%. There were no respondents over age 60.

- 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 43% drop after age 50.

- If education level was a factor, one would expect those with higher education to receive higher salaries. This may be true overall, but it does not appear to be true for those over 50, of whom over 81% have masters degrees, compared to only 47.4% of those aged 50 and under.

- Gender could be a factor along with age. 80.0% of the 56-60 group are female, versus 33.3% of those aged 51-55.

- There was a slightly lower percentage of part time workers in the 56-60 age group, 80% versus 93.3% in the 51-55 age group. If our oldest group is working slightly more hours for less pay, this could be a factor.

- The number of people working below management level steadily declined from the age 21-25 group through the 46-50 age group, then the number began to increase again, with 83.3% below management in the 51-55 age group and 100% below management in the 56-60 age group. This could explain a decline in salary for the oldest group.

- Industry experience may contribute to lower salaries for the 56-60 age group, where 20% of respondents had less than 10 years experience in the IA field. This could also be a factor of our industry being so young. It is likely that those over 50 started their careers in a different field.

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

- Those aged 56-60 reported feeling the least satisfied with their jobs, with only 60% saying they are "Satisfied" or "Very Satisfied". Those aged 46-60 also had low satisfaction rate with 66.7 feeling less than "Satisfied." The 31-35 and 41-45 age groups had the highest rates of satisfaction, reporting that they are "Satisfied" or "Very Satisfied" at rates of 90.3% and 90.0% respectively, followed by the 55-60 age group at 83.3%. A decline in satisfaction at age 36-40 could indicate either a desire to take on more responsibility or an adjustment to greater responsibility. Salaries show a sizable jump in this age group of 30.8% over the previous group, which implies that salary is not the reason for the decline in job satisfaction.

Age	Number of Respondents	Percent of Responses	Inferred Average Salary ($USD)	Median Salary ($USD)
21-25	5	3.4%	$68,999	$74,999
26-30	35	23.8%	$66,142	$64,999
31-35	31	21.1%	$70,160	$64,999
36-40	35	23.8%	$80,428	$84,999
41-45	20	13.6%	$87,999	$74,999
46-50	9	6.1%	$84,999	$104,999
51-55	6	4.1%	$138,333	$149,999
56-60	5	3.4%	$68,999	$84,999
61-65	0	0.0%	NA	NA
Over 65	0	0.0%	NA	NA

Gender

- This year the gender breakdown was 53.7% female and 46.3% male respondents.

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

- Average salaries were higher for males at USD$99,411 versus USD$96,202 for females, a difference of $3,209. Salaries have fallen slightly since 2012 where males averaged $100,156 and females averaged $97,781.

- Women are losing the gender parity they enjoyed in previous years. The salary lead for men widened to $3,209 over women. The gender disparity was $2,376 in 2012 and $1,619 in 2011 with men leading in each of these years.

- Education level for males and females was similar to 2011.

- 62.0% of women and 38% of men reported a Masters Degree as their highest education level. This is slightly higher for women versus 2012, but lower for men versus 2012.

- In both gender groups, 27.8% reported a Bachelors Degree as their highest education level, a slightly higher level for women and lower for men since 2012.

- 7.6% of women and 6.3% of men claim "Some graduate school."

- No women reported having a PhD or post-doctoral studies while 3.8% of men do.

- Most reported their position at the Experienced/Senior Level, including 41.8% of women and 38.0% of men.

- Slightly more men occupy management and higher positions than women, with 19.0% of men versus 15.2% of women. Last year, about 16% held management and higher positions for both male and females.

- Women also showed a slight decline versus men at the Executive/CEO/President level, 3.8% versus 5.1%. In 2012, 4.9% of women held executive positions versus 3.1% of men.

- The percentage of women working as Freelancers was 20.3% versus 15.4% in 2012. Males also were more likely to work freelance this year with 22.1% versus 17.0% in 2012.

**2013 Salary by Gender
by Number of Respondents**
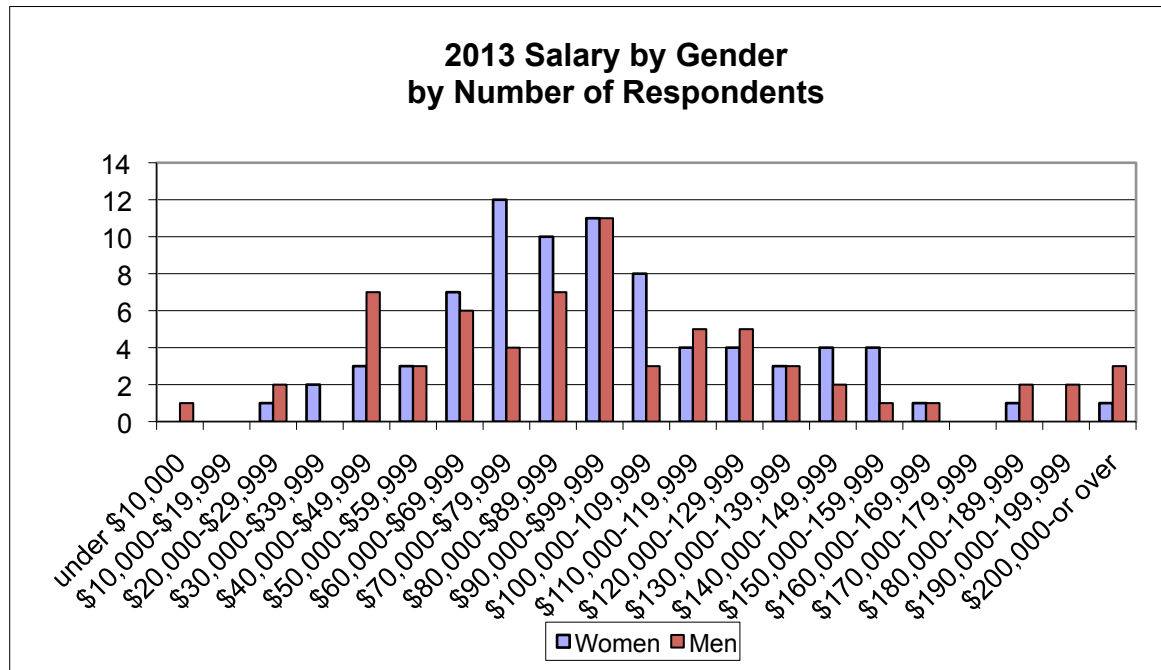
Education Level

- The highest level of educational attainment for the majority of respondents is a Master's Degree (53.7%), followed by Bachelor's Degree (29.9%) and Some Graduate School (7.5%).

- 94.6% of respondents have at least a Bachelor's Degree.

- 64.6% of respondents have pursued post-baccalaureate degrees and/or certificates. This is similar to last year's survey (64.9% in 2012).

- Though the median salary for respondents with a Master's Degree remained the same as last year, $94,999, while Bachelor's Degrees declined from that level to $84,999. The average salary was $10,466 higher for Master's Degrees than Bachelor's. Even some graduate school credit is helpful. In fact those citing some graduate credits, though not a Master's, earned $18,182 more than those with Bachelor's Degrees and are in a higher median bracket.

- While the number of respondents holding Doctorate Degrees is only 1.4% of total respondents, figures indicate that on average they earn nearly 23.0% more than those with Master's Degrees and 37.5% more than those holding Bachelor's Degrees.

- Six respondents (4.1%) indicated their highest educational attainment was High School and also held a healthy median salary of USD$114,999, indicating, perhaps, that with diligence, a High School graduate can earn a salary comparable to that of their peers with degrees.

- It is interesting to note that those who completed a certificate program earned over $20,000 more than those with Bachelor's Degrees. This could indicate that certain certificate programs may provide greater value than a traditional Master's degree, particularly since there are so few degrees that are specific to Information Architecture and User Experience. A list of certificate programs cited by respondents is included below.

Highest Degree Earned	Respondents	Inferred Average Salary ($USD)	Median Salary ($USD)
No degree	0	NA	NA
High school degree	6	$120,833	$114,999
Junior college degree	2	$69,999	$69,999
Bachelor's degree	44	$89,090	$84,999
Certificate Program	2	$109,999	$109,999
Some graduate school	11	$107,272	$94,999
Master's degree	79	$99,556	$94,999
Doctorate	2	$122,500	$122,500
Post-doctorate program	1	$64,999	$64,999
No Response	0	NA	NA

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.

Job Title

- 74 respondents, or 50.3% of the total, described themselves as User Experience Designer/Planner/Architects. Of these, 36 respondents held Experienced/Senior level positions with 18 in Experienced/Mid Level and 13 in Senior Management/VP/Director.

- The next largest group was Information Architects at 15.6% of respondents and Interaction Designers at 8.2%. Interaction Designers were primarily Experienced/Mid Level, while Information Architects were split somewhat evenly between Experienced/Mid Level and Experienced/Senior Level.

- Median salary was $94,999 for User Experience Designer/Planner/Architects, which may reflect a higher proportion of Senior Management using this title. Median salary was $74,999 for Information Architects and $99,999 for Interaction Designers. Information Architect salaries were lower than Interaction Designers, despite having more Senior Level workers as a proportion of the total. This is a reverse of last year's figures.

2013 Job Titles

Note: Number of responses is indicated above each bar
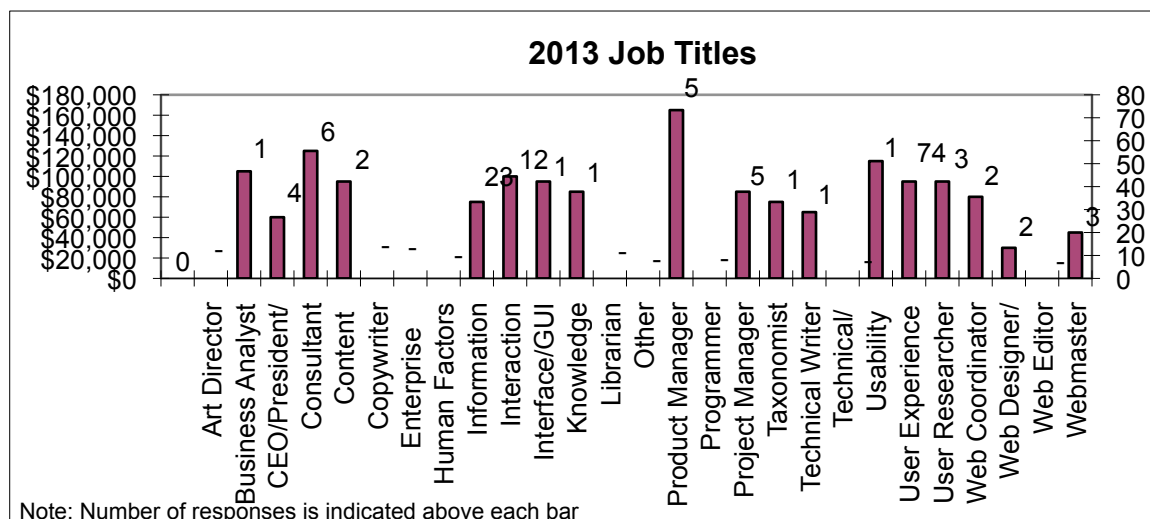
- Only two respondents entered a title in the "Other" category, including "Director of User Experience" and "Also IA UX Designer." We note that UX directors tend to select "Other," presumably because they identified the "Planner/Designer/Architect" label with lower seniority levels. Because the Job Title question is not intended to represent seniority, we moved this entry to the "User Experience Planner/Designer/Architect" column to reflect a User Experience focus. The "Also IA UX Designer" had selected "CEO/President/Owner" as their the Job Title, which we left alone.

Experience Level

- Most respondents (42.9%) identified their position level as "Experienced/Senior Level".

- The next highest in number were Experienced/Mid level at 32.0% of respondents followed by Senior Management/VP/Directors at 13.6%. Entry Level/juniors were 6.8% of respondents and Executive/CEO/Presidents were only 4.8%.

2013 Median Salary by Experience Level
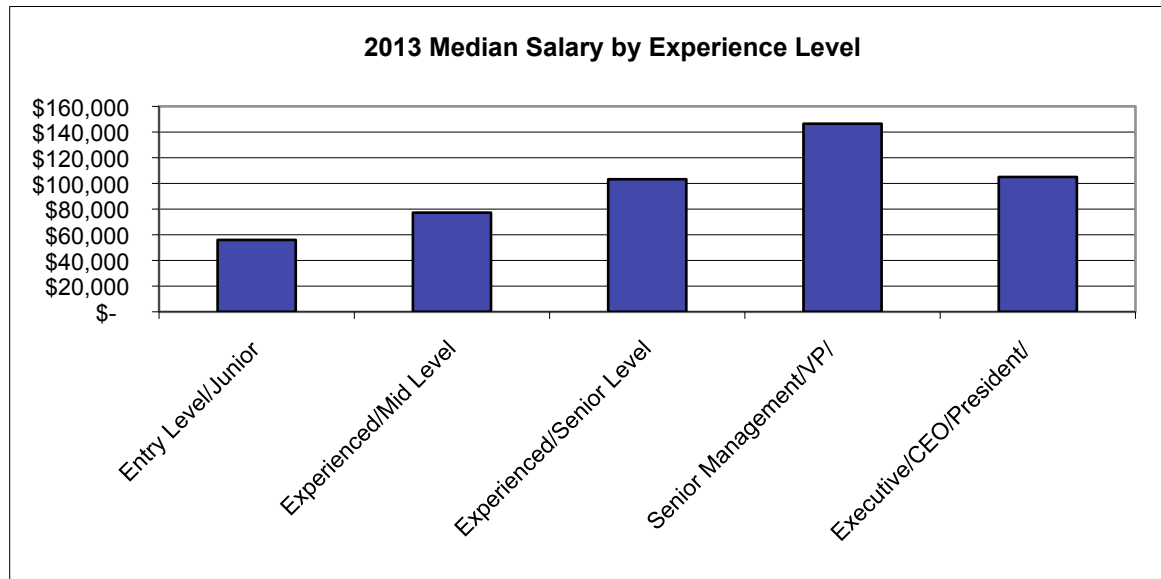

- Management and higher positions appear to require at least 8 years of experience in the field. Most of these respondents had more than ten years of industry experience.

- Men and women occupy higher-level positions at a similar rate, with only 11 men and 9 women in Senior Management/VP/Director positions and four men and one woman in Executive/CEO/President positions.

EXPERIENCE

Tenure

- The largest group of respondents, 26.5%, has been in their current job for 1-2 years.

- The next largest group, 21.8% has been in their current job for over five years.

- Nearly one third (28.6%) have been in their current job for less than one year.

- Respondents with more than two years at their current job typically have higher salaries. The 4-5 year range only had three respondents so the data is a bit off compared to adjacent groups.

2013 Time in Current Position
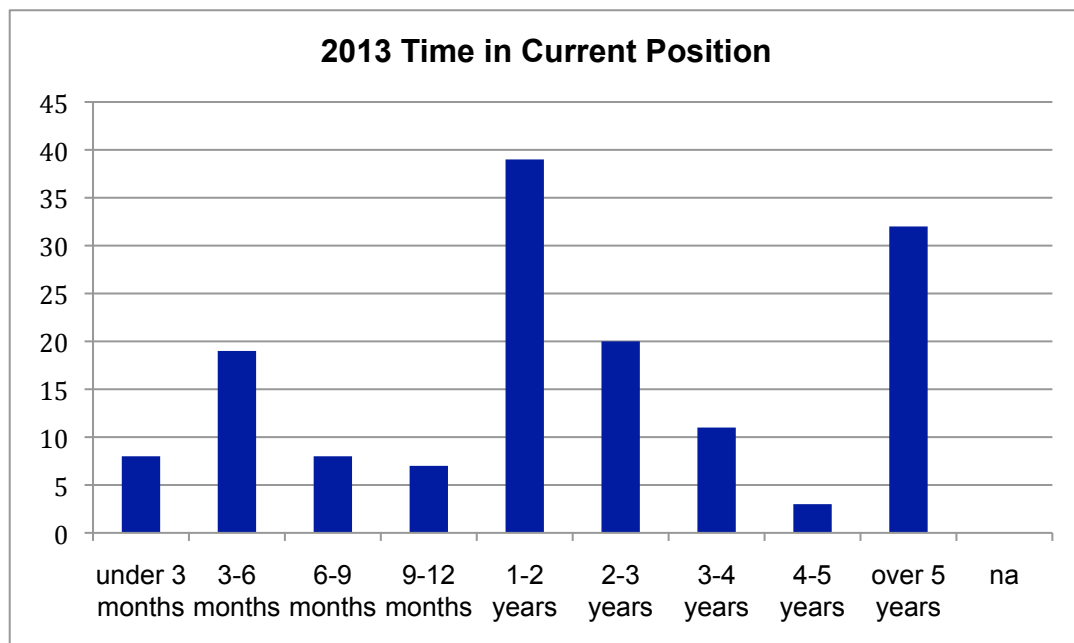
- Most typical time in current job by experience level

  - Interns: There were no intern respondents.

  - Entry-level staff typically stayed in their current job no more than 2 years.

  - Most Experienced/Mid Level staff were in their current job for 1-2 years with other tenure groups fairly evenly represented below 4 years of tenure. Data suggests that they tend to move on to new opportunities after two to three years, but are more likely than entry-level staff to

remain.

- o Experienced/Senior level staff also represented a broad range of tenure at their current positions, with most clustering at 1-2 and 2-3 years of tenure.

- o Senior management/VP/Directors also exhibited two manor tenure groups, including 30.0% in the 1-2 year group and 25.0% in the Over 5 years group.

- o 80% of Executive/CEO/Presidents have been with their current position more than four years (based on seven responses).

Industry Experience

- Just over one-quarter of respondents (27.2%) have been in their current field between 1-5 years. This is slightly higher than 2012 figures.

- Only 2.0% have been in working in the field for less than one year.
- As in last year's report, almost a third (29.9%) have been in the field from 5 to 10 years.

- Respondents who have at least ten years of experience in the field reported 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.

- Median salary for those reporting more than ten years experience was 108.3% higher than those reporting between 9 and 10 years. 71.9% of those making more than $100,000 median salary had over 10 years experience.

- Those with at least ten years experience earn 177.8% more than those with less than a year of experience.

2013 Median Salary by Time in Field
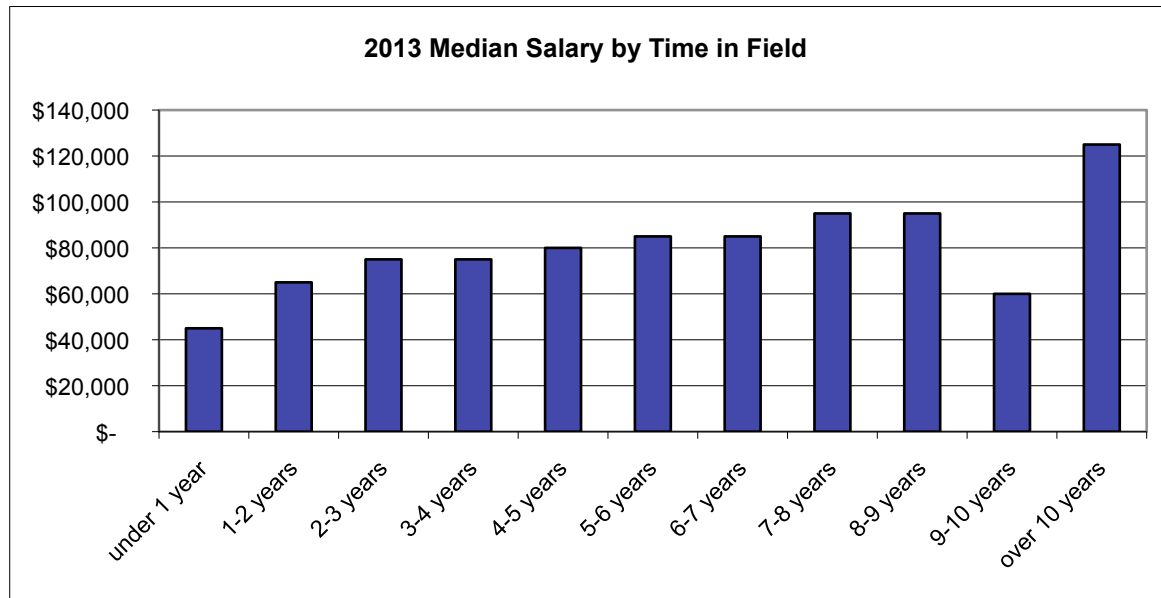
- Median salary for those reporting more than ten years experience showed a notable drop from the 8-9 year group. We looked at the lower end responses for the 9-10 year group to see if there was a reason. Of two respondents in the $44,999 salary range, we noted that both were in the EU (except the UK) region and one was a CEO/Founder who was not taking a standard salary. Those with 9-10 years experience only had a salary premium of 33% over those with less than a year of experience, versus a premium of 111.1% for those with 8-9 years of experience. Given the trend line it may be reasonable to assume that ten years of experience would result in closer to a 100% premium, or twice the salary of entry level staff.

- The premium for those with more than ten years experience was 177.8% over entry level, down from 288% in 2012.

2013 Experience Premium
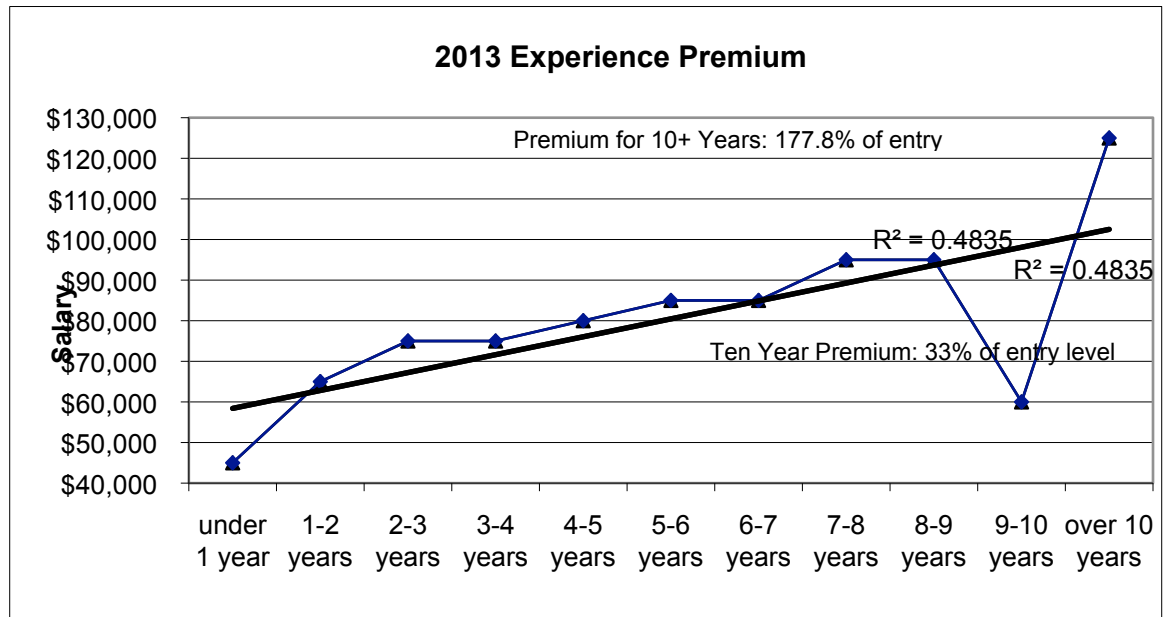
- Industry experience reported by Entry Level/Junior employees ranged across several categories, with most having 5-7 years of experience.

- Most Experienced/Mid Level respondents had between either less than three years of industry experience or more than ten, indicating that this may be a common entry point for career transition. A large proportion of Experienced/Senior Level staff had over 10 years experience (44.4%). 30.2% had between 5 and 10 years of industry experience. There were clusters of respondents in the 2-3 year group ((12.7%), the 5-6 year group (also 12.7%) and the 6-7 year group (7.9%).

- Management and higher positions appear to require at least 5 years of experience in the field. Most of these respondents had more than ten years of industry experience. 65.0% of Senior Management/VP/Directors had over 10 years industry experience. Three of six Executive/CEO/President respondents have over 10 years of industry experience and none have less than five.

Hours Worked

- The majority of respondents worked 40-50 hours per week (63.3%), with the second largest group (22.4%) working 30-40 hours.

- Only 1.4% work less than 30 hours per week and 2.8% work more than 60.

- Two respondents did not answer this question.

2013 Median Salary by Hours Worked

A bar chart showing median salary increasing by hours worked:
- Under 20 hours: ~$62,000
- 20-30 hours: ~$75,000
- 30-40 hours: ~$85,000
- 40-50 hours: ~$95,000
- 50-60 hours: ~$125,000
- over 60 hours: ~$115,000
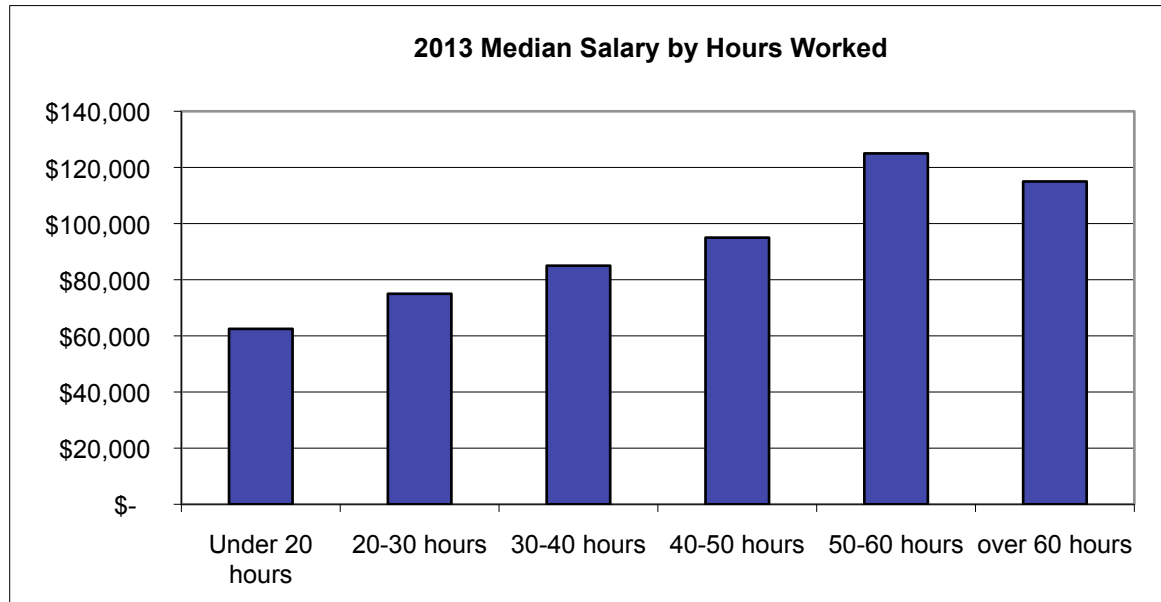
- Generally, the more hours worked, the higher the salary, except for a slight drop in the over 60 hours group.

Management

- Of 147 people who participated in the survey, 62.0% indicated that they manage staff, up 78.9% since 2012.

- Full-time employees represent 77.0% of staff under management. Contract staff comprises another 17.1% and Temp agency staff make up 1.6%. There is a distinct move toward managing full-time staff over previous years.

- 4.3% of the staff under management are at the management level themselves, versus 27.8% in 2012 and 7.7% in 2011.

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

ORGANIZATION

Type of Organization

- The highest paid group was Freelancers who earned a USD$139,999 median salary. One of the higher paid freelancers commented, "I work for any client that has complex systems or applications and interesting projects."

- The next highest paid group was Consumer projects at USD$104,999, followed by those working at Interactive/design agencies, Software/Application developers, and Service Companies at USD$84,999 and Consulting firms at USD$89,999.

- Financial services was a large enough write-in from the Other group to consider pulling it out into its own category. Financial services worker earned a median salary of USD$84,999 as did those at Not for Profit organizations. The "Other" category included a number of insurance, Internet providers, game developers, retail/e-commerce companies, manufacturers and specialized advertising and marketing companies. We may consider adding Advertising/marketing, Healthcare and Media/Entertainment selections next year.

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

2013 Median Salary by Type of Organization
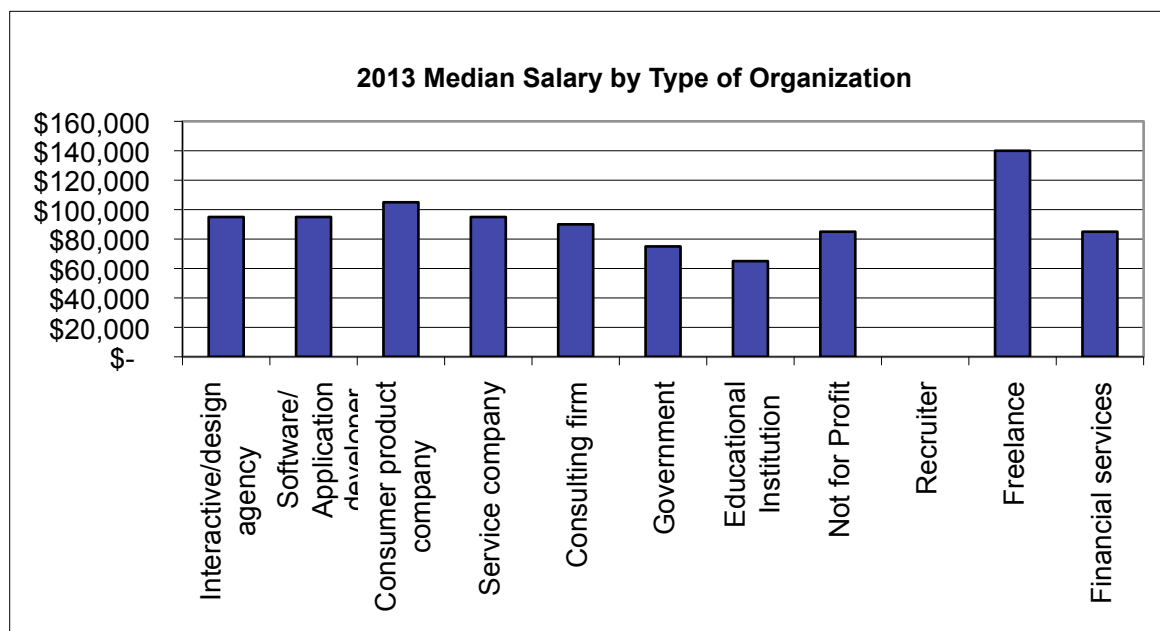
Type of Product

- The median salary by product type was fairly uniform across all categories at USD$94,999. Those working on Public Kiosks/Billboards (ATM, interactive billboard, ticket kiosk, etc.) and Physical projects or devices (Medical, home, in-dash systems, etc) earned slightly more at USD$104,000 and USD$109,0999 respectively.

- All 147 respondents entered answers to this question. We allowed respondents to select more than one answer.

- 82.3% worked on public facing websites in 2013 versus 87.3% in 2012, a slight decline. Mobile is the fastest growing project type having increased 4.2% since 2012. 74.8% worked on mobile applications in 2013, versus 70.6% in 2012. In other 2013 categories, 53.1% work on Desktop/web software, 21.1% work on social media applications, 16.3% work on email marketing campaigns, 14.3% work on public kiosks, 9.5% work on physical products, and 4.8% work on entertainment consoles, including game systems, DVDs and BlueRay applications. Social media applications have declined by a similar amount from 25.5% in 2012. Intranet/Extranets (57.1%) and Email marketing (16.3%) were new additions this year.

- In the Other category, which represented 6.1% of responses, we received the following write-in responses:

  - Analytics and data visualization tools for information security managers/execs
  - Business Intelligence and Data Warehouse applications
  - Business Intelligence, Health Care Intelligence
  - CRM
  - e-Commerce, B2B websites, eProcurement punchouts
  - Enterprise Content Management Systems (Document Management, Records Management, Collaboration systems), Portals.
  - Other internal CMSs that aren't for the web.
  - PC Games
  - Specialist computing

Working Environment

- 30.4% of respondents work at organizations employing more than 3,000 people, versus 35% in 2012. 9.5% were self-employed, an increase of 3.9% over 2012. 22.6% work at organizations employing less than 50 people, which is similar to the rate in 2012.

- 44.1% work on a team of 1-5 people, versus 72.5% in 2012. 32.4% indicated that they are the only person performing IA work in their workgroup, versus 24.7% in 2012. 19.6% indicated that they were the only person at their company performing IA work, versus 14.1% in 2012.

- 59.9% spend 75-100% of their time working at their Employer/Company offices, which is similar to 2012's rate of 57.0%. 78.2% spend up to 25% of their time working at home, up from 74.3% in 2012. There are also a significant number of respondents who spend up to 25% of their time working at Client office/premises (36.7% of respondents). We noted a large increase in respondents working at "Other" locations, such as airports, trains, cars, cafes, etc. (57.8% of respondents, up from 38.8% in 2012).

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. 94.6% of respondents reported either performing or review/delegating Wireframing/sitemaps tasks and 93.2% reported working on User flow/scenario development at least some of the time. These task categories were closely followed by Usability Testing (91.8%) and Interaction Design (91.2%). Interestingly, when asked if the task is performed frequently, 50.3 agreed that Interaction design was performed frequently but only 45.6% indicated Wireframing/sitemaps was a frequent task and 48.3% indicated User flow/scenario development was performed frequently.

- The most frequently reviewed and/or delegated tasks included Graphic/interface design and Content generation/copywriting.

- The most frequently cited hands-on task, i.e. Tasks not delegated to others, included Wireframing/sitemaps at 85.0%, User flow/scenario development at 82.3% and Strategic work (business models, high-level categorization, requirements analysis, life cycle assessment) at 80.3%.

- The most frequently reviewed and/or delegated tasks included Graphic/interface design (43.5%) and Content generation/copywriting (36.1%).

- Tasks that were least likely to be performed by survey respondents included Database design (74.8% are not involved), General IT consulting (also 73.5% not involved), Programming/IT integration (68.7% not involved), and Non-IA Business administration and operations (68.7% not involved). The flip side is at least a quarter to a third of all respondents have some involvement in these more technical/admin tasks on a delegated or occasional basis. In fact, respondents were 35.3% more likely to have some involvement with Programming/IT Integration, 24.2% more likely have involvement in General business consulting/analytics, and 19.0% more likely be involved with General IT consulting.

- We also noted a continued increase in the number of respondents who are doing Content management/strategy work, Database design Content generation/copywriting and Taxonomy development (Thesauri, metadata, controlled vocabularies, etc.).

- Staff training/recruiting/team development was a recently added category. While most respondents do not perform this task frequently, 65.3% have some involvement and 15.0% perform this task frequently.

| Task	Not involved with these tasks	Review and/or delegate these tasks to others	Occasionally perform these tasks	Frequently perform these tasks
Taxonomy development (thesauri, metadata, controlled vocabularies, etc.)	32.0%	22.4%	35.4%	7.5%
Strategic work (business models, high-level categorization, requirements analysis, life cycle assessment)	11.6%	7.5%	34.7%	45.6%
Wireframing/sitemaps	5.4%	9.5%	21.8%	63.3%
Audience definitions/ persona development	12.2%	17.0%	40.8%	29.9%
User flow/scenario development	6.1%	10.9%	34.0%	48.3%
Usability testing	8.2%	25.2%	46.3%	20.4%
Other user research	8.8%	25.2%	41.5%	21.8%
Heuristic analysis/review	17.0%	18.4%	43.5%	19.0%
Accessibility review	40.8%	29.9%	21.8%	6.1%
Design templates/ style guides	25.2%	32.7%	27.9%	13.6%
Content generation/ copywriting	28.6%	36.1%	27.2%	8.2%
Content management/ inventory/strategy	16.3%	30.6%	35.4%	17.7%
Interaction design	8.8%	15.0%	25.9%	50.3%
Social media integration	39.5%	27.2%	25.9%	6.8%
Graphic/interface design	23.8%	43.5%	17.0%	15.6%
Database design	74.8%	15.6%	6.8%	2.7%
Programming/IT integration	68.7%	17.7%	8.2%	4.8%
Project management	40.8%	11.6%	33.3%	14.3%
Evangelizing/public speaking/ blogging/whitepapers	36.7%	4.1%	46.9%	10.9%
General business consulting/analytics	38.1%	12.9%	36.1%	12.9%
General IT consulting	73.5%	9.5%	12.2%	4.8%
Marketing/proposal writing	58.5%	8.8%	23.8%	8.2%
Business administration/ operations (non-IA)	68.7%	10.2%	16.3%	4.8%
Staff training/recruiting/team development	34.7%	12.2%	38.1%	15.0%

Benefits

- The most cited benefits were Health/Medical Insurance, cited by 88.1% of respondents, Life Insurance Plan (76.9%), 401K or Other Pension/Investment Plan (76.9%), Flexible Schedule (72.4%), Disability Insurance at (69.4%), Family Leave (Maternity/Paternity/Partner/Adoption) (67.2%), Professional Training/Continuing Education/Tuition Reimbursement (62.7%), Pretax Flexible Spending Account (e.g. medical or childcare use) (58.2%), Conference Registration (51.5%), and Bonus Pay (47.8%). Except for Bonus Pay, the number of responses in these categories was up across the board from 2012, a reverse of the prior year's downward trend.

- Other types of time off has declined across the board as 38.8% get Personal Time off or Sabbatical Leave, only 22.4% get Compensatory Time, or additional time off. (Check your local laws, though. Compensatory time off in lieu of pay is illegal in many areas.)

- In addition to the 76.9% receiving a 401K or Other Pension/Investment Plan, 28.4% receive a Stock Options/Purchase Plan from their companies, 19.4% indicated Other Profit Sharing Plan. Each of these categories is up over 2012. While employers may be more generous with profit sharing and pensions, corporate discounts have declined to only 33.6% in 2013 versus 38.4% in 2012.

- As for family related benefits, Family Leave (Maternity/Paternity/Partner/Adoption) benefits increased from 59.9% in 2012 to 67.2% in 2013, and Flexible Schedules increased from 68.5% in 2012 to 72.4% in 2013. In 2013, 34.3% receive benefits covering Domestic Partnerships, which is similar to 2012; only 13.4% had access to a Dependent Care/Child Care/Babysitting Program (up down from 20.4% in 2012); and 14.9% get Housing/Relocation assistance.

- A healthy 27.6% get a Health Club/Gym Membership reimbursement, similar to the previous year. Transportation/Commuting Reimbursement (24.6% up from 21.5% in 2012) and Meals/Entertainment (23.1% up from 21.1% last year) round out the physical needs of our respondents.

- 76.2% receive more than two weeks of vacation, with the majority, 31.3%, in the 11-15 Days range.

- 79.6% also get an additional four to eleven public holidays in addition to their paid vacation. A lucky 6.8% get more than 11 public holidays to top off their vacations.

Benefit	Response Percent
Health/Medical/Dental/Vision Insurance Plan	88.10%
Life Insurance Plan	76.90%
401K or Other Pension/Investment Plan	76.90%
Flexible Schedule	72.40%
Disability Insurance Plan	69.40%
Family Leave (Maternity/Paternity/Adoption)	67.20%
Professional Training/Continuing Education/Tuition Reimbursement	62.70%
Pretax Flexible Spending Account (e.g. medical or childcare use)	58.20%
Conference Registration	51.50%
Bonus Pay	47.80%
Personal Time Off/Sabbatical Leave	38.80%
Domestic Partner Benefits (non-spousal)	34.30%
Corporate Discount Program (shopping, hotels, travel, etc)	33.60%
Mobile phone/Wireless account/Home Internet	30.60%
Stock Options/Stock Purchase Plan	28.40%
Health Club/Gym Membership	27.60%
Transportation/Commuting Reimbursement	24.60%
Professional Association Dues Reimbursement	23.90%
Meals/Entertainment	23.10%
Compensatory Time (time off in lieu of pay)	22.40%
Other Profit Sharing Plan	19.40%
Housing/Relocation assistance	14.90%
Dependent Care/Child Care/Babysitting Program	13.40%
Overtime Pay	4.50%

2013 Vacation Days

2013 Business and Personal Holidays
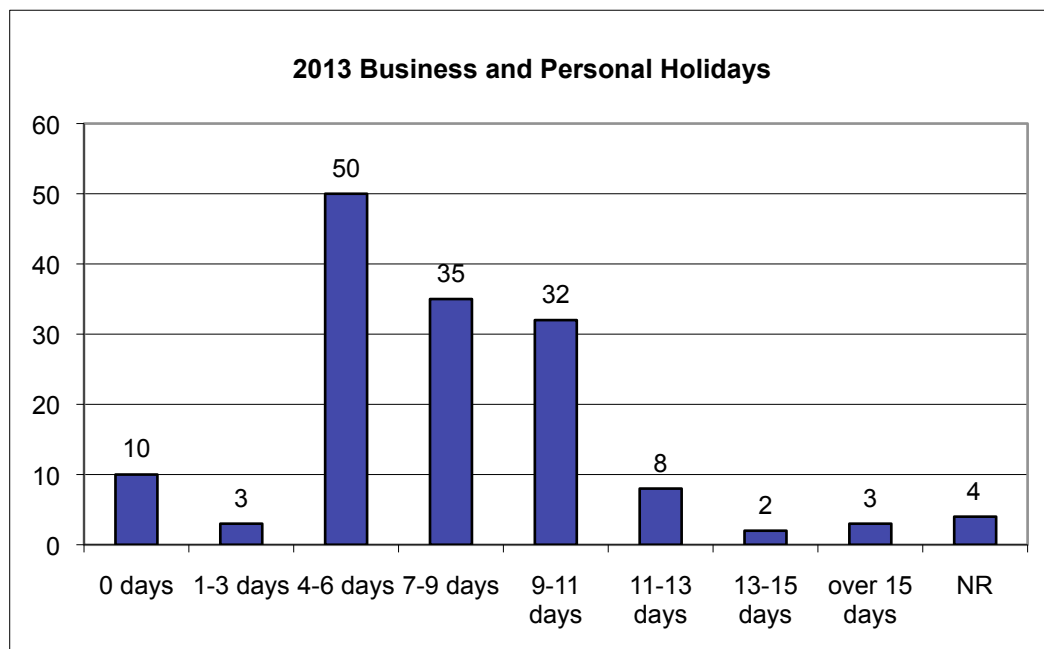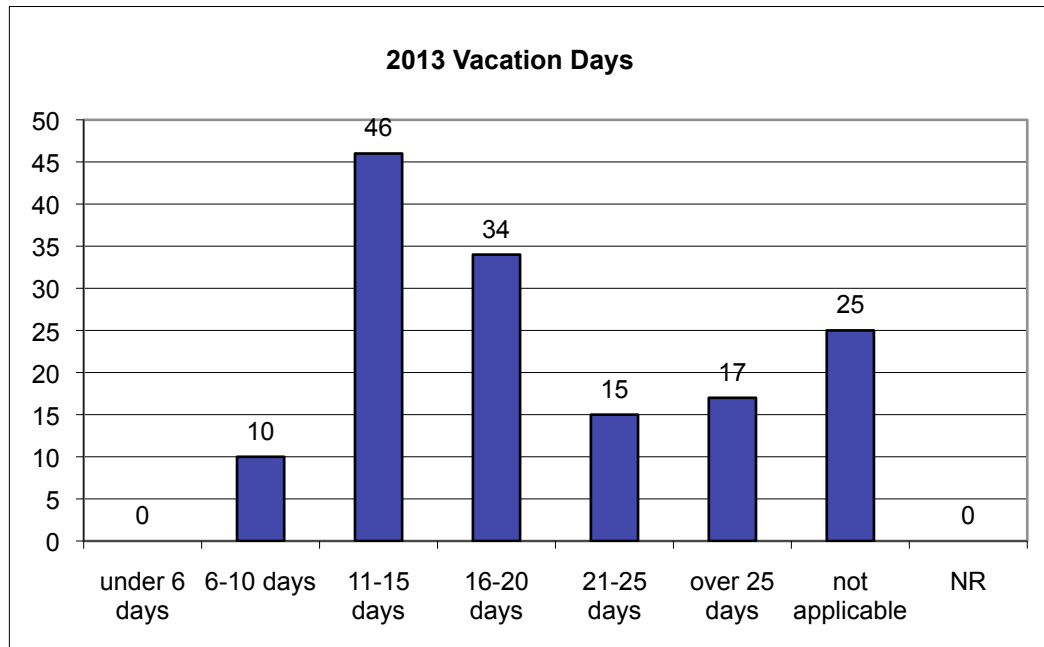
- Write-in benefits and additional comments included:

    - N/A
    - Telework
    - Financial advisor, health advocate
    - I am independent, but this was funny to answer.
    - Laptop, tablet, car (leased)
    - snacks, soda, and beer in the office

- o Tech budget (comes from same pool of money that you would use to pay for meals, health gym/memberships, and transport/commuting reimbursement (that isn't client-related). It's a flexible account to cover personal expenses that aren't medical and aren't part of client work (personal use).
  - o Free bus pas
  - o I'm a consultant, so you could say I get all of these or none of these.

- One response that appeared to be a phone number was removed.

JOB SATISFACTION

Overall Job Satisfaction

- Overall job satisfaction was positive with more 79.7% stating they are either satisfied or very satisfied with their job, up from 75.4% in 2012. Responses were almost equally split between these two categories. Autonomy, flexibility, respect, and innovation were frequently cited by those who were satisfied with their jobs, along with good pay and working environment.

- Among those who were Unsatisfied (8.10%) ore Very Unsatisfied (1.4%), comments included a negative work environment, low pay, lack of mobility or educational opportunities, hectic or disorganized schedules and a lack of challenge on the job.
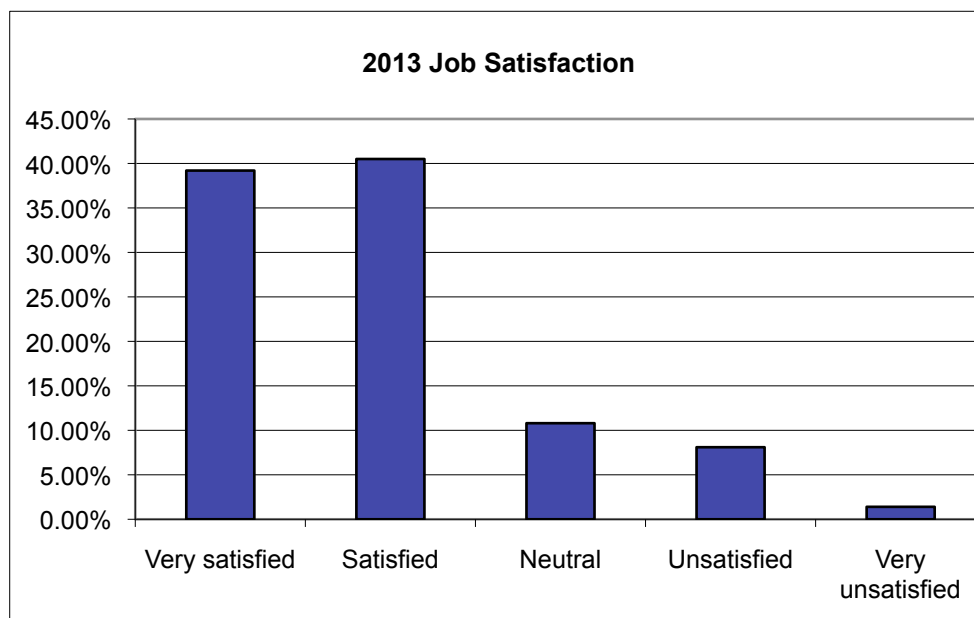
Individual comments are included in the Appendix.

APPENDIX: Complete Survey Results

Below are the complete question-by-question results:

2013 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.)

	answered question	146
	skipped question	3
	Response Percent	Response Count
CEO/President/Owner	2.70%	4
Information Architect	15.80%	23
Interaction Designer	8.20%	12
User Experience Designer/Planner/Architect	50.00%	73
User Researcher	2.10%	3
Usability Engineer/Designer	0.70%	1
Consultant	4.10%	6
Human Factors Engineer	0.00%	0
Business Analyst	0.70%	1
Content Strategist	1.40%	2
Art Director	0.00%	0
Enterprise Architect (EIA)	0.00%	0
Interface/GUI Designer	0.70%	1
Librarian	0.00%	0
Knowledge Manager	0.70%	1
Programmer	0.00%	0
Project Manager	3.40%	5
Product Manager	3.40%	5
Taxonomist	0.70%	1
Technical Writer	0.70%	1
Technical/Knowledge Architect	0.00%	0
Web Coordinator	1.40%	2
Web Designer/Developer	1.40%	2
Web Editor	0.00%	0

Webmaster	2.10%	3
Copywriter	0.00%	0
Other (please specify)		
Show Responses		4

Also IA & UX Designer (included in CEO/President/Owner, which was selected)

Safety Officer (deleted, no data entered)

NURSING SUPERVISOR (deleted, not IA/UX, no IA/UX related tasks selected)

Director of User Experience (Moved to User Experience Designer/Planner/Architect)

2. What is your actual title printed on your business card?		
	answered question	142
	skipped question	7
		Response Count
Show Responses		142

Responses:

Associate Professor

Associate UX Designer

Co-founder

Consultant

Content Strategist & UX Architect

Director of User Experience

Enterprise Information Architect

Enterprise Technology Engineer

Experience Architect

Experience Strategist

Founder

Information Architect (5)

Information Management Specialist

Interaction Designer (2)

Lead User Experience Consultant

Lead User Experience Designer

N/A - no title printed on my card

NURSING SUPERVISOR

Online Communications Manager

Principal Creative Lead

Principal User Experience Specialist

Scientist

Search Administrator - IA/Taxonomy

Senior Experience Designer (3)

Senior Information Architect & Web Analyst

Senior Information Architect/ Web Analyst

Senior Program Officer

Senior User Experience Analyst

Senior user experience designer

Senior User Experience Designer

Taxonomy Specialist

Technical Support Analyst

User Experience Architect

User Experience Designer (4)

User Experience Developer

UX Analyst

UX Designer (4)

Webcoordinator

3. Which of the following best describes your position level?

	answered question	148
	skipped question	1

	Response Percent	Response Count
Executive/CEO/President/Owner	4.70%	7
Senior Management/VP/Director	13.50%	20
Experienced/Senior Level	42.60%	63
Experienced/Mid Level	31.80%	47
Entry Level/Junior	6.80%	10
Intern	0.00%	0
Administrative Staff	0.70%	1

4. What is your highest attained educational level?

	answered question	148
	skipped question	1

	Response Percent	Response Count
No degree	0.00%	0
High school degree	4.10%	6
Junior college	1.40%	2
Bachelor's degree	29.70%	44
Certificate program	1.40%	2
Some graduate school	7.40%	11
Master's degree	54.10%	80
Doctorate degree	1.40%	2
Post-doctoral program	0.70%	1

5. Academic degrees (for each program, enter the school, program name and major):		
answered question		127
skipped question		22
	Response Percent	Response Count
Program 1: Show Responses	100.00%	127
Program 2: Show Responses	59.80%	76
Program 3: Show Responses	9.40%	12
Program 4: Show Responses	0.80%	1

Schools and Degree Programs Noted:

American University, BA Film & Media Studies

American University, College of Arts & Sciences, Creative Writing

American University, Interdisciplinary Studies, BA

American University, Literature, MA

Art Center College of Design, Graphic Design

Associate Degree: Ferris State University, School of Business, Visual Design & Web Media Program, Visual Design & Web Media Major

Augustana College, German

Augustana College, History

Barnard College, BA in Linguistics

Belmont University, B.Mus. Music Theory & Composition

Bournemouth University, Interactive media production

Bradford Business School, MBA

Carleton University - Cognitive Science

Carleton University - Psychology

Carleton University, B.Sc., Computer Science

Carnegie Mellon University, English

College of St. Catherine, Undergraduate, Anthropology

College of William & Mary, BA English

Colorado University, Boulder, BS Computer Science

Columbia University, Teachers College, Developmental Psychology

Cornell University, Hotel, BS

DePaul University, CTI, M.S Human Computer Interaction

DePaul University, CTI, MS HCI

DePaul University, MS in Human Computer Interaction

Drew University (Madison, NJ, USA), BA, Psychology

Drexel University, BA in Communications - Journalism

Drexel University, BS in Information science and technology

Drexel University, MS in Information science and technology

Eastern Michigan University - BA in English

Ecole Polytechnique of Montreal, M.Eng. Human Computer Interaction (2002)

Elizabethtown College, Communications

Ferris State University, Bachelor Degree, School of Business, Graphic Design Program, Graphic Design Major, Marketing Minor

Florida State University, Information Studies, Information Architecture

Florida State University, Library and Information Studies

Frostburg State University, BFA in Art & Design

Frostburg State University, BS in Computer Science

Full Sail University, Show Production and Touring

Furman University. BS Psychology

George Mason University, Instructional Design and Development, M.Ed.

George Mason University, MA English / Professional Writing & Editing

George Mason University, MA Human Factors/Applied Cognition

Georgia Institute of Technology, BS Science Technology and Culture

Georgia Tech, B.S., Science Technology and Culture

Georgia Tech, Bachelor of Science Computational Media

Georgia Tech, M.S., Information Design and Technology

Georgia Tech, USA, MS HCI,

Griffith University, Bachelor of Multimedia, Design Major

Hamline University, Economics

Heinz College at Carnegie Mellon University, Master of Information Systems Management

Hogeschool Inholland Diemen, School of Economics, Major in Management Economics and Law

Imperial College London, MEng in Electrical and Electronic Engineering with Management

Indiana University of PA, B.S.:, Communications Media

Indiana University, Human-Computer Interaction Design

Indiana University, MLS

Indiana University, MS, Human Computer Interaction Design

Indiana University, Theatre & Drama, BA Lighting Design

Johns Hopkins Univ - M.S. Technical Management

Kansas State University, Human Ecology & Mass Communications, Bachelor of Science

Marriott School of Business at Brigham Young University, Bs in Information Systems

Maryland Institute College of Art, Certificate, Digital Design and Illustration

McGill University, B.Sc. Occupational Therapy (1997)

McGill University, Bachelor of Arts, Political Science and History

Millersville University of PA, Bachelor's in English

Millersville University, BA in English

Minnesota State, Mankato, Technical Communication

Montana State University, Bachelor of Environmental Design

Mumbai University, India, Masters in computer applications,

New York University

New York University - Cultural Studies and Communications

New York University, ABD, Music Technology

New York University, Psychology B.A.

North Carolina State - graphic design

Northeastern University, communication studies, BA

Northeastern University, M.T.P.W. Technical and Professional Writing

Northern Arizona University, Visual Communication

Ohio University, Athens, BFA, Visual Communications,

Ohio University, Journalism with specializations in African American Studies and Sociology, BS

Parsons,The New School for Design, MFA in Design & Technology

Parsons, The New School (NYC), MA, Media Studies

Parsons, The New School for Design MFA Design + Technology

Penn State University, Communication Disorders

Penn State University, Master's in Software Engineering

Penn State University, MS Software Engineering

Pratt Institute, Information and Library Science, M.S.

Pratt Institute, School of information and library science, MLIS

Princeton University, philosophy

Pune University, India, BSc. Computer Science

Queensland University of Technology, Masters of Information Management, Library Science major

Regis Univeristy, School for Professional Studies, Computer Information Systems (MA)

Regis University, Information Assurance

Rio Grande Community College, ADN

Ripon College, Bachelor of Arts, Philosophy

Roanoke College, B.S., Biology

Rochester Institute of Technology, Information Technology

San Jose State University, MLIS

School of design, design

Seattle University, Art History, BA

Simon Fraser University, SIAT, BSc

Southern Polytechnic State University, MS Information Design & Communication

St. Catherine University, Masters of Library and Information Science

SUNY Purchase, BFA in Visual Arts

The Art Institute of Philadelphia, BS, Graphic Design

The University of Melbourne, Bachelor of Science, Psychology

The University of Southern Mississippi, Bachelor of Fine Arts with an emphasis in Graphic Communication

Troy University, BS English (Professional & Technical Communication)

Truman State, bachelor of science biology, minor mathematics

Tufts Univ - B.S. Engineering Psychology (Human Factors)

Tufts University, MS, Human Factors

UNITEC Institute of Technology, Faculty of Architecture & Design; Bachelor of Design, Visual Communication

Univeristy of Maryland Baltimore County, MS, Human Centered Computing

Université de Montréal - M. Sc. Communication Studies

Universite Lumiere Lyon 2, Doctorat Informatique

University of Amsterdam, Economics, Business Economics

University of Applied Sciences Utrecht, Bachelor of Communications,

University of Baltimore, MS, IDIA - interaction Design & Information Architecture

University of British Columbia, Bachelor of International Relations

University of British Columbia, M.Sc., HCI

University of British Columbia, Master's of Library and Information Sciences

University of British Columbia, MLIS, iSchool

University of California Berkeley, BA, Cognitive Science

University of California San Diego, Lit Writing, BA

University of California, Berkeley, Library & Information Science, MLIS

University of California, Davis, BA

University of California, Irvine B.S. Biological Sciences

University of California, Santa Cruz, B.A , Psychology

University of Cincinnati, Sociology, MA

University of Colorado, School of Journalism, Advertising (BS)

University of Denver, Library & Information Science, Masters

University of Florida, BS Journalism/Online Media

University of Houston, Computer Science, BS

University of Illinois, MA in Library & Information Science

University of London, Master of Science, Sustainable Development

University of Manchester, UK History Honours

University of Maryland, BS, Biological Sciences

University of Maryland, M.S., Biochemistry

University of Massachusetts Bachelor of Fine Arts

University of Michigan BA - Communications

University of Michigan School of Information - MSI in HCI

University of Michigan School of Information MSI - HCI

University of Michigan, Master of Library & Info Sci

University of Michigan, Psychology (BA)

University of Michigan, School of Information, HCI

University of Michigan, School of Information, Human-Computer Interaction (MSI)

University of Michigan, School of Information, Master of Science in Information [Human-Computer Interaction]

University of Minnesota, Carlson School of Management, B.S. in Marketing

University of Minnesota, School of Journalism and Mass Communication, B.A. in Strategic Communication

University of Nevada, Las Vegas, Informatics, MS

University of New Mexico, BA, English, Professional Writing

University of North Carolina, Chapel Hill, MS Information Science

University of Northern Iowa - Professional Writing English

University of Oklahoma, BA, R/TV/F

University of Oregon, Bachelor Landscape Architecture

University of Oregon, Master Architecture

University of Pennsylvania history & sociology

University of Pennsylvania, Bachelor of Arts, English

University of Pennsylvania, Bs, comp sci,

University of Phoenix, MHA

University of Phoenix, MSN Ed.

University of Pittsburgh, BA, English, Writing

University of Pittsburgh, M.A. Music Theory & Composition

University of Pittsburgh, School of Library & Information Science, Information Science

University of Portland, BA, Psychology

University of Queensland, Bachelor of Arts, Cognitive Science

University of Rio Grande, BSN

University of Social Sciences and Humanities, Msc, Social Psychology of Interent & communication

University of South Australia, Bachelor of Arts, Information Studies

University of Southern Maine, B.A. English Literature

University of St. Thomas, School of Arts and Sciences, Bachelor of Arts in Psychology

University of Texas at Austin, BS, Advertising

University of the Aegean, PhD in Cultural Informatics

University of Toronto, Honors BA, Political Science

University of Toronto, Master of Information, Knowledge Media Design

University of Toronto, Masters, Information Science

University of Utrecht, Communications, MA

University of Victoria, BA,

University of Warsaw, Teaching English

University of Washington, Masters in Human centered design and engineering

University of Washington, MLIS, MS

University of Washington, MS, information management

University of Washington, Spanish

University of Waterloo, Kinesiology

University of Waterloo, Systems Design Engineering, Bachelors of Engineering

University of Waterloo, Systems Design Engineering, BASc

University of Waterloo, Systems Design Engineering, Human Factors and Ergonomics, MASc

University of Waterloo, Systems Design Engineering, Masters of Engineering

University Utrecht, Communication Studies, 2007

Victoria University of Wellington, Bachelor of Design, Industrial Design

Villanova University, Post Grad certificate, Strategic Communication

Virginia Commonwealth University, B.F.A., Interior Design

Virginia Commonwealth University, Bachelor of Science, Sociology and Anthropology

Virginia Tech Political Science

Virginia Tech, M.Arch, Architecture

Vrije Universiteit Amsterdam, Artificial Intelligence, Human–Computer Interaction

Warsaw School of Economy, PHD studies, Collegium of Business Administration

Warsaw School of Technology, Msc Eng., Department: Mechatronic, Spec: Photonic Engineer

Washington University in St. Louis, BFA, Painting

Western Illinois University, Commercial Art, Art

Western Illinois University, Masters of Computer Science, Computer Science

Western Illinois University, Music Business, Music

Wichita State University, MA, Human Factors Psychology

Degree Programs (school not noted):

B.A.

B.A. Communications

BA, English and Studio Art

BA, English and Women's Studies

BA, Psychology

Bachelors of Science in Graphic Design with a focus in Multimedia studies

Computer science/hci

Geography

Human computer interaction

J.D.

Journalism

M.S.

M.Sc. Human Computer Interaction

MBA: not finished

MFA, Design & Technology

Publishing

6. Certificates and additional training (for each program, enter the institution, program name and topics covered):		
answered question		23
skipped question		126
	Response Percent	Response Count
Program 1: Show Responses	100.00%	23
Program 2: Show Responses	17.40%	4
Program 3: Show Responses	13.00%	3
Program 4: Show Responses	4.30%	1

All Certificate Programs:

Adobe Photoshop Certified Expert

AIIM: ECMm

Boston University Center for Digital Imaging Arts

Certificate for PRINCE2

CISSP: Certified Information Systems Security Professional

Coursera: HCI

Georgetown University: Graduate Certificate in Corporate Executive Leadership

Harvard Extension: MLA in IT, Digital Media and Instructional Design

Human Factors International, Certified Usability Analyst

Human Factors International, Certified Usability Analyst

Human Factors International, Certified Usability Analyst

Opatel: Indesign certification

Knight Foundation: introduction to infographics and data visualization

Lincoln Technical Institute, Internet Programming

Master Online Persuasion

Microsoft: Microsoft Certified P (MCP)

Netherlands Institute of Marketing: Nima A, marketing degree

Netherlands Institute of Marketing: Nima B, marketing degree

Novell, Certified Novell Administrator

Novell, Certified Novell Engineer

Penn State University: Web Graphics & Design

Prince2: Project Management

Rosenfeld Media: UX Leadership

School of Visual Arts: Graphic Design & Typography

Scrum Alliance: Scrum Master

Karelgeenen.nl: SEO, SEA, Google Analytics

University of Utah: Summer Research Program in Psychology (SROP); experimentation, human factors, data analysis

University of Washington: Information Architecture Summer Institute, iSchool, IA

7. Do you teach?			
	answered question		147
	skipped question		2
		Response Percent	Response Count
Yes		12.20%	18
No		87.80%	129

If you marked Yes, please provide information about the course you teach, the sponsor/hosting institution and URL, if available.

Show Responses — 18

2 postgraduate studies at: 1) UX Design, http://www.podyplomowe.pl/swps-warszawa/studia-podyplomowe/projektowanie-i-kreacja/user-experience-design; 2) E-Marketing > http://rekrutacja.lazarski.pl/ckp/studia-podyplomowe/akademia-marketera/e-marketing/

Adjunct prof at Kent State, teach Advanced Information Architecture and User & Task Analysis

clinicals

Content Strategy, Content Architecture, Enterprise Information Management, Enterprise Content Management, Business Process Management

DePaul University, HCI 454, Information Architecture and Interface Design

General Assembly

Guest lecture / project critique at Information Architecture Summer Institute (just a few days annually)

HTML/CSS, School of Visual Concepts, Seattle

I teach internal courses for Googlers

I teach on the UXD course for General Assembly in London https://generalassemb.ly/learn/user-experience-design

Iowa State University: teach numerous courses in new media development, usability, user experience and interaction design

Kent State

Lecturer, Université de Sherbrooke

SharePoint site administration

Statistical Applications for Information Visualization, Maryland Institute College of Art (MICA)

Undergraduate elective "Information Architecture" at Parsons. Thesis Adviser for the Products of Design program at SVA. IA portion of 12 week UX class at General Assembly.

UNLV - Informatics (undergraduate), Art Institute of Las Vegas - web design and programming

UX Course, General Assembly Los Angeles

8. During 2013, what do you estimate you will earn, including salary, commission and/or bonus? (in US Dollars, before tax. Currency Converter)		
answered question		148
skipped question		1
	Response Percent	Response Count
under $10,000	0.70%	1
$10,000-$19,999	0.00%	0
$20,000-$29,999	2.00%	3
$30,000-$39,999	1.40%	2
$40,000-$49,999	6.80%	10
$50,000-$59,999	4.10%	6
$60,000-$69,999	9.50%	14
$70,000-$79,999	10.80%	16
$80,000-$89,999	11.50%	17
$90,000-$99,999	14.90%	22
$100,000-109,999	7.40%	11
$110,000-119,999	6.10%	9
$120,000-129,999	6.10%	9
$130,000-139,999	4.10%	6
$140,000-149,999	4.10%	6
$150,000-159,999	3.40%	5
$160,000-169,999	1.40%	2
$170,000-179,999	0.00%	0
$180,000-189,999	2.00%	3
$190,000-199,999	1.40%	2
$200,000-or over	2.70%	4

9. How large was your last salary increase?		
answered question		148
skipped question		1
	Response Percent	Response Count
not applicable	20.30%	30
my salary decreased	2.70%	4
1-5%	47.30%	70
6-10%	11.50%	17
11-15%	8.10%	12
16-20%	3.40%	5
21-25%	2.70%	4
26-30%	2.70%	4
31-35%	0.00%	0
36-40%	0.70%	1
41-45%	0.00%	0
46-50%	0.70%	1
over 50%	0.00%	0

10. How long ago was your last salary increase?		
answered question		148
skipped question		1
	Response Percent	Response Count
not applicable	18.90%	28
0-3 months ago	15.50%	23
3-6 months ago	19.60%	29
6-9 months ago	20.90%	31
9-12 months ago	16.20%	24
1-2 years ago	6.80%	10
2-3 years ago	0.70%	1
3-4 years ago	0.00%	0
over 4 years ago	1.40%	2

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

	answered question	32
	skipped question	117

	Response Percent	Response Count
Hourly Rate	78.10%	25
Per Diem Rate	3.10%	1
Per Project Rate	31.30%	10
Commission	3.10%	1
Share of Equity	0.00%	0
Other (please specify)		
Show Responses		1

Individual Responses:

Was freelance in the last year; paid hourly/per project

12. If you are a freelance consultant, what is the average hourly rate you charged in 2013 (please convert amount to US Dollars)?

	answered question	31
	skipped question	118

	Response Count
Show Responses	31

Individual Responses:

$40	$75.00	$100	$150
$55	$85	$120	$150
$57.50	$85	$125	$150.00
$60, Was	$93	$125	$165
freelance in the	$100	$125	$200
last year	$100	$125	$225
$65	$100.00	$127	
$65	$100	$130	
$75.00	$100	$130	

13. On average, how many hours do you work each week?		
	answered question	146
	skipped question	3
	Response Percent	Response Count
Under 20 hours	1.40%	2
20-30 hours	3.40%	5
30-40 hours	23.30%	34
40-50 hours	63.70%	93
50-60 hours	6.80%	10
over 60 hours	1.40%	2

14. How much of your time do you spend on these tasks:					
	answered question skipped question	147 2			
	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	Rating Count
Taxonomy development (thesauri, metadata, controlled vocabularies, etc.)	32.9% (47)	23.1% (33)	36.4% (52)	7.7% (11)	143
Strategic work (business models, high-level categorization, requirements analysis, life cycle assessment)	11.6% (17)	7.5% (11)	34.9% (51)	45.9% (67)	146
Wireframing/sitemaps	5.4% (8)	9.5% (14)	21.8% (32)	63.3% (93)	147
Audience definitions/persona development	12.2% (18)	17.0% (25)	40.8% (60)	29.9% (44)	147
User flow/scenario development	6.2% (9)	11.0% (16)	34.2% (50)	48.6% (71)	146
Usability testing	8.2% (12)	25.2% (37)	46.3% (68)	20.4% (30)	147
Other user research	9.1% (13)	25.9% (37)	42.7% (61)	22.4% (32)	143
Heuristic analysis/review	17.4% (25)	18.8% (27)	44.4% (64)	19.4% (28)	144
Accessibility review	41.4% (60)	30.3% (44)	22.1% (32)	6.2% (9)	145
Design templates/style guides	25.3%	32.9%	28.1	13.7%	146

	(37)	(48)	% (41)	(20)	
Content generation/copywriting	28.6% (42)	36.1% (53)	27.2% (40)	8.2% (12)	147
Content management/inventory/strategy	16.3% (24)	30.6% (45)	35.4% (52)	17.7% (26)	147
Interaction design	8.8% (13)	15.0% (22)	25.9% (38)	50.3% (74)	147
Social media integration	39.7% (58)	27.4% (40)	26.0% (38)	6.8% (10)	146
Graphic/interface design	23.8% (35)	43.5% (64)	17.0% (25)	15.6% (23)	147
Database design	74.8% (110)	15.6% (23)	6.8% (10)	2.7% (4)	147
Programming/IT integration	69.2% (101)	17.8% (26)	8.2% (12)	4.8% (7)	146
Project management	40.8% (60)	11.6% (17)	33.3% (49)	14.3% (21)	147
Evangelizing/public speaking/blogging/whitepapers	37.2% (54)	4.1% (6)	47.6% (69)	11.0% (16)	145
General business consulting/analytics	38.1% (56)	12.9% (19)	36.1% (53)	12.9% (19)	147
General IT consulting	73.5% (108)	9.5% (14)	12.2% (18)	4.8% (7)	147
Marketing/proposal writing	58.9% (86)	8.9% (13)	24.0% (35)	8.2% (12)	146
Business administration/operations (non-IA)	68.7% (101)	10.2% (15)	16.3% (24)	4.8% (7)	147
Staff training/recruiting/team development	34.7% (51)	12.2% (18)	38.1% (56)	15.0% (22)	147

15. If you perform any tasks that are not on the above list, please describe these other activities.

	answered question	15
	skipped question	134
		Response Count
Show Responses		15

Individual Responses:

(E)CMS consultancy

Basic visual design

CMS advisor

Creating content audits

Data analytics and visualization

data/information visualization

Defect tracking; backlog management; customer outreach.

Design for print

Front End Development

Mentoring and peer review

Prototyping

Self study

SEO research for clients

Tender and Selling our serivces to corporate customers

Volunteering in the IA Community should be on this list IMHO

16. If you manage staff, how many people report to you on a typical project?			
answered question		57	
skipped question		92	
	Response Average	Response Total	Response Count
Fulltime Staff			
Show Responses	6.17	284	46
Contract Staff	2.1		
Show Responses		63	30
Temp Agency			
Show Responses	0.5	6	12
How many are Managers?			
Show Responses	0.55	16	29

Fulltime Staff responses:

0	1	3	4	10
0	2	3	5	11
0	2	3	6	12
0	2	3	6	12
1	2	3	6	18
1	2	3	6	100
1	2	3	7	
1	2	3	7	
1	2	4	8	
1	3	4	8	

Contract Staff responses:

0	1	2	1	1
2	1	1	2	2
1	2	2	4	2
3	1	3	3	1
2	0	2	5	3
6	5	2	2	1

Temp Agency responses:

0	0	1	1
0	0	0	1
0	1	2	0

How many are Managers responses:

0	0	0	0	0
0	0	0	1	0
1	1	1	0	0
0	1	0	1	3
0	4	0	2	0
0	0	1	0	

17. How long is your annual paid vacation?

	answered question	148
	skipped question	1
	Response Percent	Response Count
not applicable	16.90%	25
under 6 days	0.00%	0
6-10 days	7.40%	11
11-15 days	31.10%	46
16-20 days	23.00%	34
21-25 days	10.10%	15
over 25 days	11.50%	17

18. How many public holidays do you get in addition to your paid vacation? (Also called "bank holidays")

	answered question	144
	skipped question	5
	Response Percent	Response Count
0 days	6.90%	10
1-3 days	2.10%	3
4-6 days	34.70%	50
7-9 days	25.00%	36
9-11 days	22.20%	32
11-13 days	5.60%	8
13-15 days	1.40%	2
over 15 days	2.10%	3

19. Does your employer provide any of the following benefits? (check all that apply)		
answered question		134
skipped question		15
	Response Percent	Response Count
Bonus Pay	47.8%	64
Overtime Pay	4.5%	6
Compensatory Time (time off in lieu of pay)	22.4%	30
Flexible Schedule	72.4%	97
Health/Medical/Dental/Vision Insurance Plan	88.1%	118
Disability Insurance Plan	69.4%	93
Life Insurance Plan	76.9%	103
Pretax Flexible Spending Account (eg. medical or childcare use)	58.2%	78
Dependent Care/Child Care/Babysitting Program	13.4%	18
Family Leave (Maternity/Paternity/Adoption)	67.2%	90
Personal Time Off/Sabbatical Leave	38.8%	52
Domestic Partner Benefits (non-spousal)	34.3%	46
Stock Options/Stock Purchase Plan	28.4%	38
401K or Other Pension/Investment Plan	76.9%	103
Other Profit Sharing Plan	19.4%	26
Professional Training/Continuing Education/Tuition Reimbursement	62.7%	84
Professional Association Dues Reimbursement	23.9%	32
Union Membership	3.0%	4
Conference Registration	51.5%	69
Transportation/Commuting Reimbursement	24.6%	33
Mobile phone/Wireless account/Home Internet	30.6%	41
Health Club/Gym Membership	27.6%	37
Housing/Relocation assistance	14.9%	20
Meals/Entertainment	23.1%	31
Corporate Discount Program (shopping, hotels, travel, etc)	33.6%	45

Describe above benefits or enter additional items:

N/A

Telework

Financial advisor, health advocate

I am independent, but this was funny to answer.

Laptop, tablet, car (leased)

snacks, soda, and beer in the office

Tech budget (comes from same pool of money that you would use to pay for meals, health gym/memberships, and transport/commuting reiumbursement (that isn't client-related). It's a flexible account to cover personal expenses that aren't medical and aren't part of client work (personal use).

Free bus pas

I'm a consultant, so you could say I get all of these or none of these.

One response that looked like a phone number was removed.

20. How long have you worked at your present job?		
	answered question	148
	skipped question	1
	Response Percent	Response Count
under 3 months	5.40%	8
3-6 months	12.80%	19
6-9 months	5.40%	8
9-12 months	4.70%	7
1-2 years	26.40%	39
2-3 years	13.50%	20
3-4 years	7.40%	11
4-5 years	2.00%	3
over 5 years	22.30%	33

21. How long have you worked in your current field? (combine time worked at your current and past positions in this field.)		
	answered question	148
	skipped question	1
	Response Percent	Response Count
under 1 year	2.00%	3
1-2 years	5.40%	8
2-3 years	8.80%	13
3-4 years	8.80%	13
4-5 years	4.10%	6
5-6 years	8.80%	13
6-7 years	6.10%	9
7-8 years	4.70%	7
8-9 years	6.10%	9
9-10 years	4.10%	6
over 10 years	41.20%	61

22. What positions have you held prior to your current job or field?		
	answered question	123
	skipped question	26
		Response Count
Show Responses		123

Individual Responses:

Account Planner at an ad agency

All positions in area of User Experience with varying titles

Architect, Systems Engineer, Analyst

Art Director; Graphic Design (Print)

basically ones leading up to the current title

Business Analyst, Project Manager

Business Systems Analyst

Community Manager, Information Architect, Knowledge Management, Librarian

Consultant, Development Director, Video Producer

Content Supervisor, Senior Editor, Marketing Copywriter, Web Designer, Technical Writer

Creative Director, Web Director, Art Director, Graphic Designer

CTO

Dept Director

Design Director, Creative Director, Interaction Designer, Designer

Designer

Designer, Creative Director

Designer/Developer

Developer, Development Manager

Director of consumer experience, staff interaction designer, director of strategic services, senior information architect, content strategist

Director of Strategic Planning & UX, Senior Information Architect, Information Architect, Junior Information Architect, Design Intern

Director of Usability, Vice President of IA, Vice President of Operations

Director of Web Strategy, Project Manager

Director, Supervisor

Director, UX specialist

Editor, reporter, editorial assistant

Executive Creative Director, Creative Director, Founding Partner, Art Director, Designer

Freelance Information Architect; Freelance Web Developer

Freelance UX consultant; Social Media Analyst and Strategist; Research Assistant (Psychology)

front end developer, web/graphic designer, software engineer, ui/ux dev

Front end developer/designer, Client Records Manager

Front-end dev, UI design, UX designer

Front-end engineer, Interaction Designer

General Manager UX, Ux Strategist, UX Designer, UX Researcher

Graduate student, software developer

Graphic Desiger

Graphic Designer

Graphic Designer

Graphic/Web Designer

Human Factors Engineer

Human Factors Engineer, Product Manager, Interaction Designer

IA, IxD, UX, Web Design, Web Development, Graphic design, copywriter

Information architect

Information Architect

Information Architect, Digital Media Producer, Web Manager

Information Architect, User Interface Designer, Graphical User Interface Designer

Information engineer, information architect, sr information architect, user experience architect

Interaction designer

Interactive Producer, Senior Web Analyst

Intern Interaction Designer

IT consulting

Junior, mid level designer (ixd, ux)

knowledge manager, information architect

Lead Designer at a start-up

Librarian

Librarian

Librarian

library assistant

Manager of UX, Interaction Designer

Manager, User Experience

Marketing & Sales Account Management

marketing consultant

Marketing coordinator, sales consultant

Marketing general

oncology nurse

Program Manager, Project Lead, Senior Software Engineer

Progression for individual contributor IA to UX Director

Project manager, consultant

Research librarian

Research Spec., Usability Research Leader, Research Director

Resource & Information Manager at a non-profit

Same

Senior Designer

Senior IA, senior experience architect, UX designer

Senior Information Architect

Senior Information Architect, Information Architect, Front-End Developer

Senior Product Designer, UX Designer, Creative Director

Senior UI Designer

Software developer

Software Developer

Speech recognition analyst, university teacher

Sr Manager Digital Experience

Sr. Manager UX, UX Lead, IA, Web Developer

Student, research intern

Systems and Network Engineer

Taxonomist

Teacher

Tech support, bookseller, interaction designer

Technical writer

Technical writer & trainer

technical writer, graduate student, assistant professor

Usability Analyst

User Experience Architect, Interaction Designer

User Experience Designer, Executive Assistant (in property management)

User Experience Lead

User Experience Specialist

User Experience Strategist, User Experience Analyst, Sr. User Experience Analyst, Design Intern

User Experience, Information Architect

User Interface Designer

UX Designer

UX Designer

ux designer + loads of other stuff.

UX Designer II

UX Designer previously

UX Designer, Information Architect

UX Designer, Information Architect

UX manager, art director, web designer

UX Specialist

Video Editor, Design Analyst, Interaction Designer, User Experience Designer, Senior Interaction Designer

Web & Graphic Designer

Web Architect

Web Content Manager

web designer

web designer

web designer

Web Designer, Creative Director, Consultant, UX Manager, Sr. Director of Ecommerce

Web Designer, Web Developer, Information Architect

web developer, copywriter

Web developer, IT projects manager, communications manager

Web Editor; Marketing Associate; Senior Marketing Associate; Lead Senior Marketing Associate

Web Manager, Graphic Designer

Webmaster

writer, editor

Writer/Editor,Web Content

23. What type of company do you work for?		
	answered question	121
	skipped question	28
	Response Percent	Response Count
Interactive/design agency	24.00%	29
Software/Application developer	15.70%	19
Consumer product company	14.00%	17
Service company	9.90%	12
Consulting firm	11.60%	14
Government	3.30%	4
Educational Institution	5.80%	7
Not for Profit	5.80%	7
Recruiter	0.00%	0
Freelance	9.90%	12
Other (please specify) Show Responses		

Individual Responses:

Marketing agency (and design)

MFG company

Creative and digital agency (full service)

Technology Company

Financial Services

Financial investment firm

Also consult part-time on my own.

Media Organization (that happens to be a non-profit)

News & Information company

Conglomerate Corporation

Financial services

hospital

Industrial manufacturer

Healthcare

Pharmaceutical Advertising

Online Commerce - eBay

e-commerce company

I work for any client that has complex systems or applications and interesting projects.

Game Developer

distributor

Online marketing campaigns

Jobs board

Ad tech

Health Care Group Purchasing Organization

Financial services

Advertising

Startup

Interactive Media & Entertainment

Finance

Financial

Retailer

24. What type of products do you work on? (Enter all that apply)		
	answered question	145
	skipped question	4
	Response Percent	Response Count
Public Websites	83.40%	121
Intranet/Exranet	57.90%	84
Mobile applications (phone, tablet, etc.)	75.90%	110
Desktop/web software	53.80%	78
Social media applications	21.40%	31
Entertainment systems (XBox, Wii, Playstation, Blueray, etc.)	4.80%	7
Public Kiosks/Billboards (ATM, interactive billboard, ticket kiosk, etc.)	14.50%	21
Physical products or devices (medical, home, in-dash systems, etc.)	9.70%	14
Email marketing	16.60%	24
Other (or additional comments) Show Responses		

Individual Responses:

Analytics and data visualization tools for information security managers/execs

Business Intelligence and Data Warehouse applications

Business Intelligence, Health Care Intelligence

CRM

e-Commerce, B2B websites, eProcurement punchouts

Enterprise Content Management Systems (Document Management, Records Management, Collaboration systems), Portals.

Other internal CMSs that aren't for the web.

patient care

PC Games

Specialist computing

25. How many people does your company employ?

	answered question	148
	skipped question	1
	Response Percent	Response Count
Self-employed	9.50%	14
2-5 employees	2.00%	3
6-10 employees	2.00%	3
11-25 employees	8.10%	12
26-50 employees	9.50%	14
51-300 employees	14.90%	22
301-750 employees	9.50%	14
751-3000 employees	13.50%	20
over 3000 employees	30.40%	45
Not Sure	0.70%	1

26. How many people perform Information Architecture related tasks:

			answered question	146			
			skipped question	3			
	1 (just me)	2-5	6-10	11-20	> 20	Not Sure	Response Count
In your workgroup	32.4% (47)	44.1% (64)	12.4% (18)	6.2% (9)	3.4% (5)	1.4% (2)	145
In your company	19.6% (28)	25.2% (36)	16.8% (24)	9.8% (14)	21.7% (31)	7.0% (10)	143

27. How many people perform Information Architecture related tasks:							
		answered question				148	
		skipped question				1	
	Never	1-25%	25-50%	51-75%	76-100%	Rating Average	Rating Count
At home	5.3% (7)	78.2% (104)	6.8% (9)	4.5% (6)	5.3% (7)	2.26	133
Own office	86.7% (85)	4.1% (4)	1.0% (1)	3.1% (3)	5.1% (5)	1.36	98
Employer/Company offices	6.6% (9)	5.8% (8)	4.4% (6)	23.4% (32)	59.9% (82)	4.24	137
Client office/premises	51.4% (56)	36.7% (40)	7.3% (8)	1.8% (2)	2.8% (3)	1.68	109
Shared office/coworking with others	82.8% (82)	9.1% (9)	2.0% (2)	3.0% (3)	3.0% (3)	1.34	99
Other (airport, car, train, cafe)	57.8% (59)	41.2% (42)	1.0% (1)	0.0% (0)	0.0% (0)	1.43	102

28. 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)

	answered question	147
	skipped question	2
	Response Percent	Response Count
Africa	0.00%	0
Asia (except India)	0.00%	0
India	0.70%	1
Australia and Pacific Rim	2.00%	3
Canada	7.50%	11
Central America, Mexico, Caribbean	0.00%	0
EU (except the UK)	8.80%	13
United Kingdom	2.70%	4
Non-EU Europe	0.00%	0
Middle East	0.00%	0
South America	0.70%	1
US: Northeast (includes D.C.)	34.00%	50
US: South (Texas through Delaware)	8.80%	13
US: Midwest (Eastern Plains and Midwest states)	12.20%	18
US: West (Pacific and Mountain States)	22.40%	33
US: Alaska & Hawaii	0.00%	0

29. Are you located in or near a major metropolitan area? (Note: we know this is subjective, but give it your best shot)		
	answered question	147
	skipped question	2
	Response Percent	Response Count
Yes	94.60%	139
No	5.40%	8

30. If "yes" to the previous question, what is the name of this city?		
	answered question	139
	skipped question	10
	Response Count	
Show Responses	139	

Individual Responses:

Adelaide

Amsterdam

Ann Arbor, MI or Detroit Metro area

Atlanta

Atlanta

Atlanta

Austin

Austin, TX

Baltimore

Baltimore

Baltimote

Boston

Boston

Boston

Brisbane

Buffalo

Charlotte

Chicago

Chicago

Chicago, Illinois

Cincinnati

Cleveland

Cordoba, Argentina

Denver

Denver

Denver, CO

Denver, CO

Denver, Colorado

Detroit

Detroit, MI

Fort Worth, Texas

Harrisburg, PA

Hattiesburg, Jackson, New Orleans

Houston

Houston

Houston, TX

Hyderabad

Lausanne

Located in Ann Arbor - about 40 min outside of Detroit.

London

London

London

London	Philadelphia	Seattle
Los Angeles	Philadelphia	Seattle
Los Angeles	Philadelphia	Seattle
Los Angeles	Philadelphia	Seattle, WA
Los Angeles	Philadelphia	Tallahassee, FL
Melbourne	Philadelphia	Toronto
Memphis	Philadelphia	Toronto
Minneapolis	Philadelphia	Toronto
Minneapolis	PHILADELPHIA	Utrecht
Minneapolis	Philadelphia	Utrecht
Montreal	Phoenix	Utrecht
Montreal	Pittsburgh, PA	Utrecht
Montreal	Portland	Utrecht, Amsterdam
New York	Portland	Vancouver
New York	Rotterdam	Vancouver
New York	Saint Louis, MO	Vancouver, BC
New York City	San Diego	Warsaw
New York City	San Francisco	Warsaw, Poland
New York City	San Francisco	Washington
New York City	San Francisco	Washington DC
New York City	San Francisco	Washington, D.C.
New York City	San Francisco	Washington, DC
New York City	San Francisco	Washington, DC
New York City	San Francisco	Washington, DC
New York City!	San Francisco	Washington, DC
New York, NY	San Francisco	Washington, DC
NYC	San Francisco	Washington, DC
Ottawa	San Francisco	Washington, DC
Ottawa	San Francisco, CA	Washington, DC
Peoria, Illinois	San Jose, CA	Washington, DC
Philadelphia	Seattle	Washington, DC
Philadelphia	Seattle	

Washington, DC (which   is not northeast!)

31. How old are you?		
	answered question	147
	skipped question	2
	Response Percent	Response Count
under 21	0.00%	0
21-25	3.40%	5
26-30	23.80%	35
31-35	21.10%	31
36-40	23.80%	35
41-45	13.60%	20
46-50	6.10%	9
51-55	4.10%	6
56-60	4.10%	6
61-65	0.00%	0
over 65	0.00%	0

32. What is your gender?		
	answered question	147
	skipped question	2
	Response Percent	Response Count
Female	54.40%	80
Male	45.60%	67

33. Please rate your job satisfaction.		
	answered question	148
	skipped question	1
	Response Percent	Response Count
Very satisfied	39.20%	58
Satisfied	40.50%	60
Neutral	10.80%	16

| Unsatisfied | 8.10% | 12 |
| Very unsatisfied | 1.40% | 2 |

Please comment on factors affecting your job satisfaction.

Show Responses

Individual Responses:

Money, Respect, Learning opportunities, Projects

Autonomy, influence all projects ad strategy, decent pay, great co-workers

Compensation, interest in products, support from my managers

Company culture affects it negatively, job responsibilities and projects affect it positively

Innovation

Flexible scheduling, telecommuting, autonomy in work

I have great benefits but find it difficult to accomplish anything in my organization.

The company is great and so are my coworkers, but the work itself isn't as creative as I'd like and it's frustrating to be forced to do subpar work just because a senior executive wants it a certain way with no explanation of why. Also, my commute is really getting old.

Flexibility, Freedom, Choice of work, Location of work

Tired of not seeing projects to completion. Tired of working on corporate vaporware.

Flexible schedule, ability to work from home, ability to combine full-time job with consulting on my own.

pay

Don't work more than 40 hours per week. Work hours are flexible and I can take time during the day to make appointments and run errands. Finally, there is work to be done, but it isn't all consuming (i.e. timelines are manageable).

Work environment; project. (I love my vocation, but not my location)

Life. Volunteerism. Teaching.

Flexibility , learning opportunities, tasks, management

Currently looking for new position after last contract ended

Stress, Time Pressure, Organisational Problem, People Conflicts

Love the work and the people; hate the deadlines, politics and stress.

I took a demotion and pay cut to join the only major consumer e-commerce company in Houston. Everything else is oil and gas in Houston

Having new challenges and not doing the same old thing, a balanced relationship between work and life, my ability to add value to an organization (not be hobbled by bureaucracy) and help teach/grow others into leaders

Pay scale

Low salary

Freedom, Innovation, International network

Commute (35-50 minutes to, up to an hour from)

not as challenged as I would like to be

Unable to do good work because of a work culture that does not embrace good design.

I like the field. I like my day-to-day tasks, but there is some friction in the organization.

Some projects are more fulfilling than others depending on the client and type of work

Achievement, problem-solving, challenges

This job allows me to do what I feel I am good at doing.

Would like more work!

Pay is good, but not so much innovative work due to working for large corporate brands

Not enough of my skill set given needs

Thoughtful coworkers, team environment

better pay

poor job fit, low job range, funding instability

Having good client work and speaking gigs

Sometimes hectic schedule

Company size, business type, culture

Corporate consulting is not exactly what I wanted to do (I originally wanted to work for a design agency like IDEO or Adaptive Path/tech company like Google or Facebook) after graduating with a Masters, but was told I didn't have enough dev experience. However, if I take another job, I will have to move - which at this point, I am unsure about.

Lack of understanding over design and UX within company

Negative work environmemt

UXD is empowered!

balanced workload, physical office environment, team dynamics

34. Please use this space to provide any additional information, clarification or thoughts on salaries and compensation in the field of Information Architecture.		
	answered question	19
	skipped question	130
		Response Count
Show Responses		19

Individual Responses:

I know I could have probably earned more at another (bigger) company, but as a career changer, work-life balance is extremely important to me. Working at a small company that has more flexibility (and more opportunities to take on additional roles and responsibilities) was more important than salary considerations.

This data is skewed in that I only began my company in July of 2013.

Though I'm making about $10k less than I did as a Software Engineer 8 years ago, I enjoy what I do. It was fairly difficult to get an IA job when most people wanted to hire me as a developer -- I imagine that's due to the area. Everyone in Seattle wants to be a developer, and I was one of the few crazies that wanted to switch to something else! No regrets though, as happiness is worth a lot!

Not actually receiving any salary. As co-founder of the company, compensation is rather a portion of what is left over in the bank account after all employees, partners and bills have been paid :)

In general, the field pays quite well, and I feel that my skills are in high demand.

Salary is after expected expenses.

I had a major change from a high-stress high-pressure low-respect long-hours IXD job to a much more comfortable and sane position in June. I changed departments but not companies.

Thank you.

While I am well paid as a consultant, my life is semi devoted to creation of content and teaching IA. For which I am not well paid. I feel like a survey on that specifically or a way to deal with that reality on this survey could be good. There are many of us who fuel our love of this field with consulting work, I dont think it is just me. Also, hi Noreen :)

Last contract ended in March, so answers are relevant to that position & not small freelance projects done since then.

I consider myself lucky to be in a sweet spot working as a Product Manager for an information portal on the inside of the company - we are responsible for providing employees access to analytics used in their jobs. It's been quite an interesting ride to get here, I feel that I have been able to use my training and my background to do some fairly interesting stuff and while I think I could maybe get more money, I'm happy with what I make ...

I've heard stories and seen where company leadership and culture don't understand what UX is and only hire for UX because it's trendy. After that, it's an uphill battle for UX person.

We have flexible vacation/PTO. As long as we're getting all the work done, we can have paid time off.

I'm a product owner on an agile software product team, so I'm responsible for things like creating requirements (which is awesome), helping make strategic decisions, writing copy, QA, etc., but I don't think I'm getting paid as high as I should be considering I do all of that in addition to my UX duties!

I've experienced quite a bit of push back from clients on rate this year for the first time in my career.

I work as a contract employee through a recruitment agency. My salary and compensation are though them but information on the employer and job are based on my placement.

You may want to get an understanding of pre-and post-bonus salaries (aka base). As a person coming into the field (or when I went from being at a non-profit to being at a for-profit), getting a good understanding of base salaries by region, experience, etc was really important. Also, total compensation can be hugely variable depending on how good your health insurance is.

Identifying the degrees and which programs they're from would make it too easy to identify me. Same for the job title progression.

There are almost no "bridge" programs for grad school folks to break into IA or UX - you either have to have built something or have connections or already be working. Salaries vary across job settings - I am compensated well comparatively for my job and area across the field, but Cost of Living (CoL) is rising MUCH faster than my salary will.