

# Endowment and Foundation Investment Staff Compensation Survey

This survey offers a comprehensive look into compensation and pay practices for investment staff positions among college and university endowments, private foundations, health care and other not-for-profit organizations.

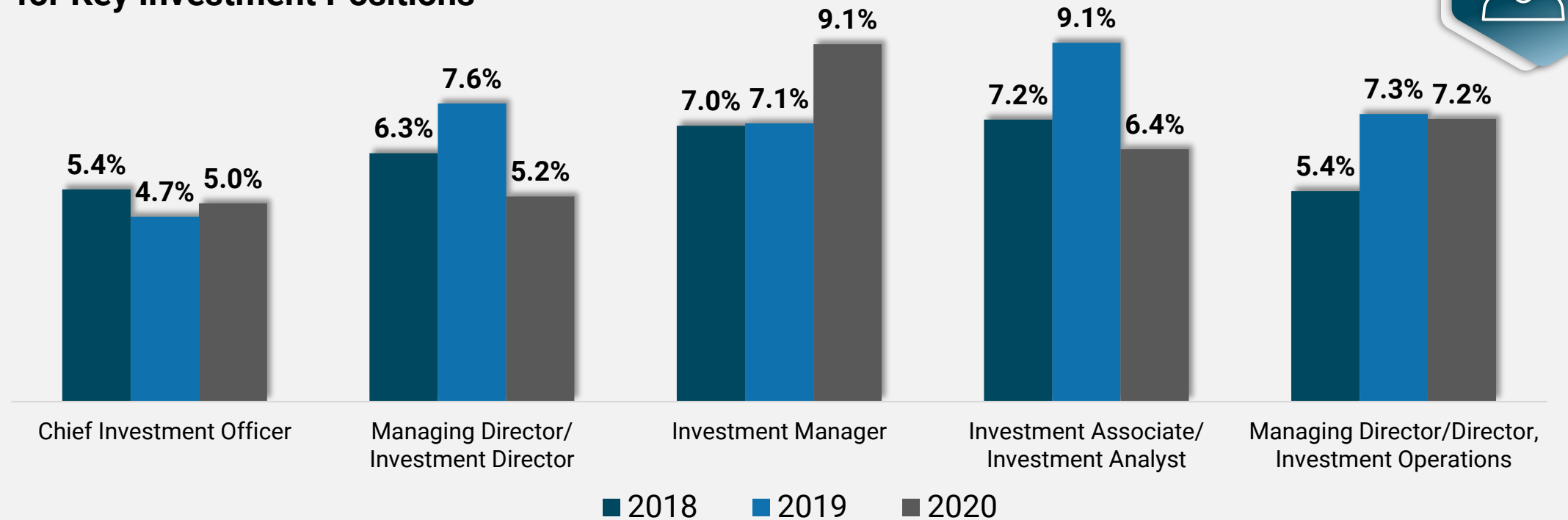


Featuring data from more than 50 organizations nationwide

Questions? Contact Us!

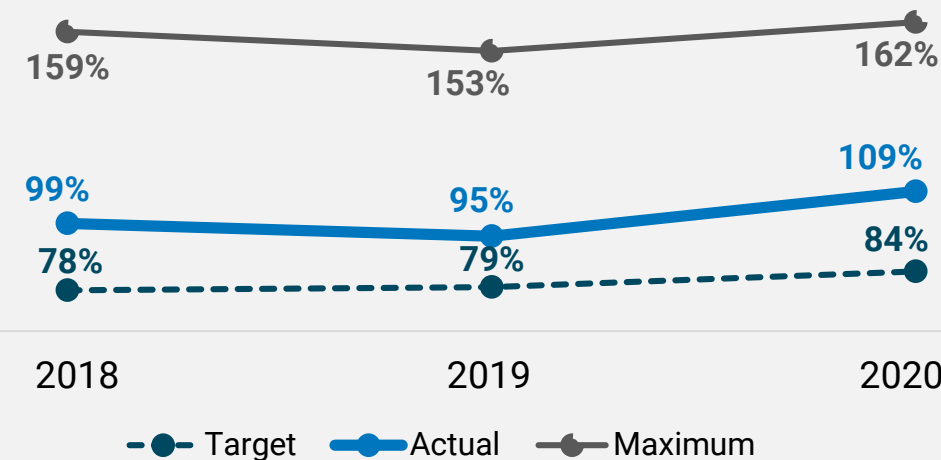
888.739.7039 | [surveys@sullivancotter.com](mailto:surveys@sullivancotter.com)

## Average Year-Over-Year Increase in Base Salary for Key Investment Positions



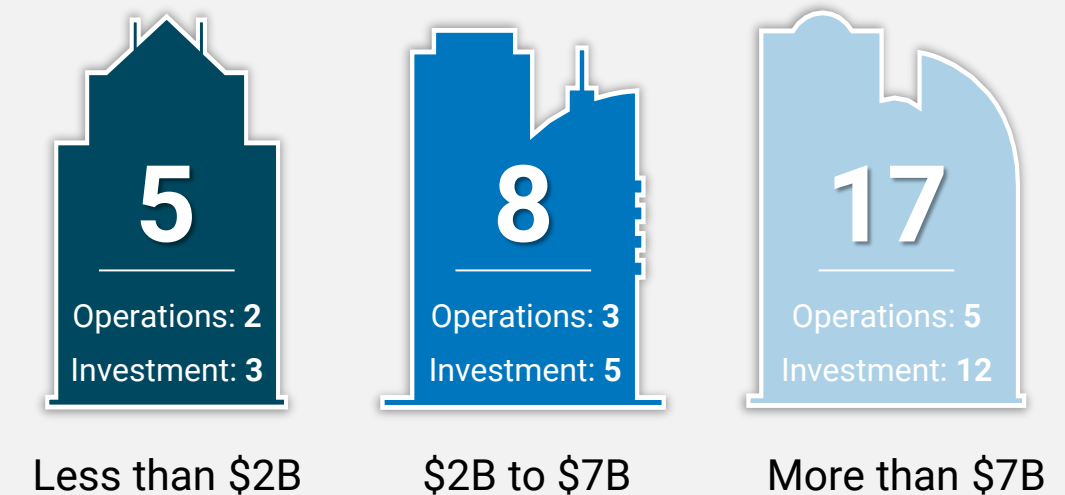
## Incentive Compensation as a Percentage of Salary (Asset Category > \$3B)

### Chief Investment Officer Position



## Investment Office Size by Asset Category

### Total Number of Staff in 2020



Source: SullivanCotter 2018-2020 Endowment and Investment Staff Compensation Survey Report

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