

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.



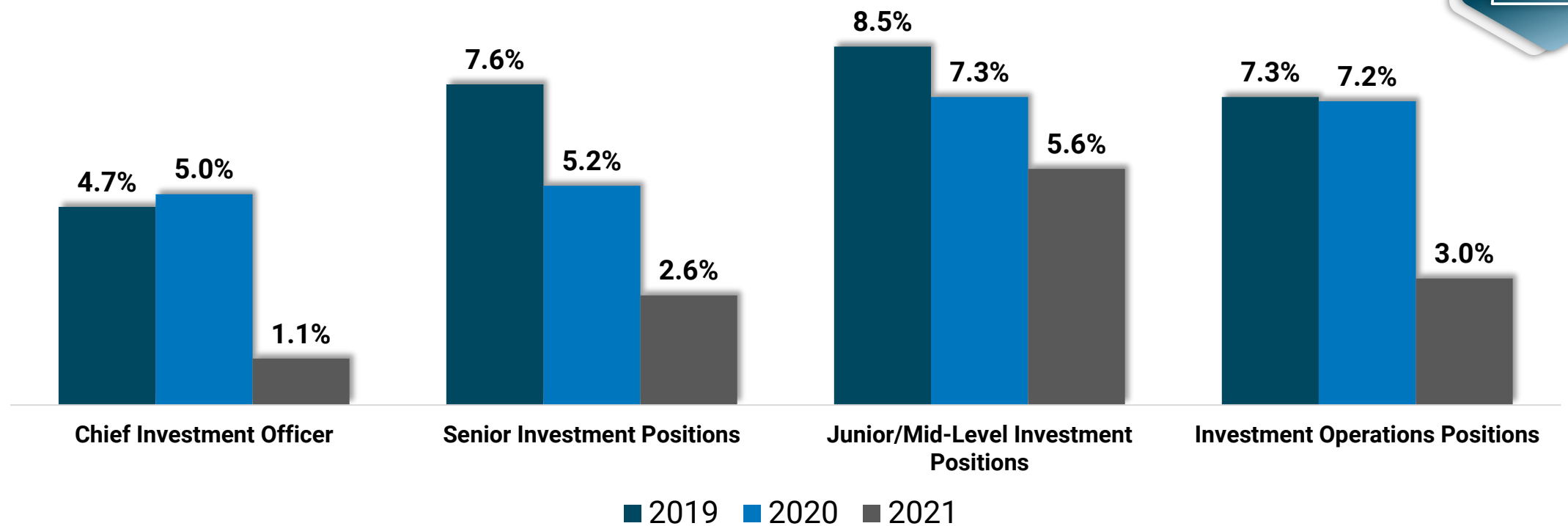
Featuring data from nearly 50 organizations nationwide

Questions? Contact Us!

888.739.7039 | surveys@sullivancotter.com



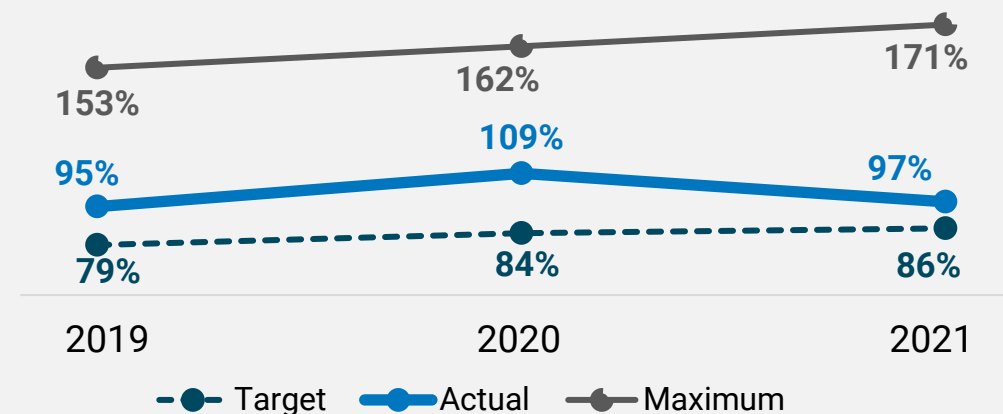
Average Year-Over-Year Increase in Base Salary for Key Investment Positions



Incentive Compensation as Percentage of Salary

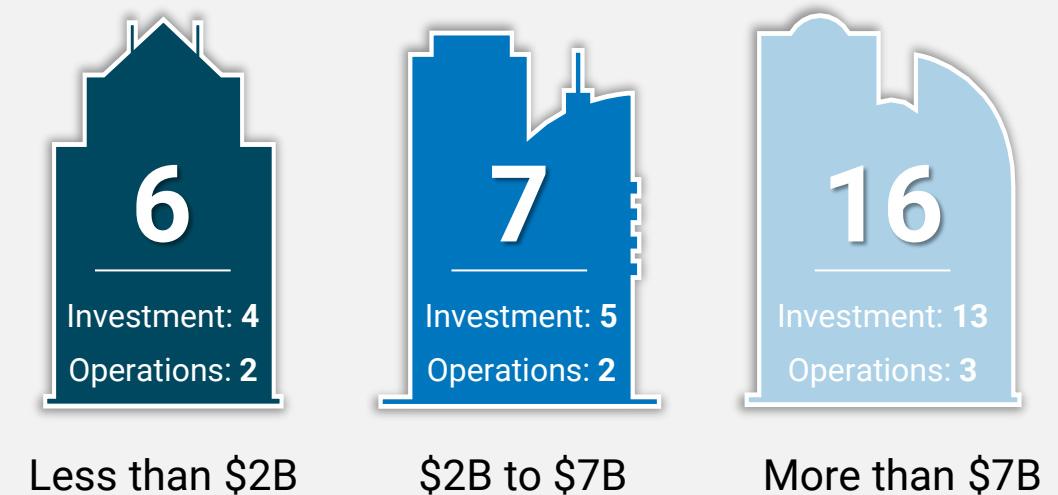
(Assets > \$3B reflecting payout for 2020 plan year performance)

Chief Investment Officer Position



Investment Office Size by Asset Category

Total Number of Staff in 2021



Source: SullivanCotter 2019-2021 Endowment and Foundation Investment Staff Compensation Survey Report

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