

AIA COMPENSATION REPORT

A Survey of U.S. Architecture Firms

2011



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Report prepared by

Kermit Baker, PhD, Hon. AIA—AIA Chief Economist
James Chu, Director—Market Research
Jennifer Riskus, Manager—Economics and Market Research
Economics and Market Research, Design and Practice
The American Institute of Architects

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AIA National Component Staff

Christina Finkenhofner, Glenn Ono, Jay Stephens, and Mike Katz

Survey administration and data tabulation

Readex Research
Stillwater, MN

Design and production

Steve Walker
idiStudio.com

Editor

Douglas Gordon, Hon. AIA

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REGIONS

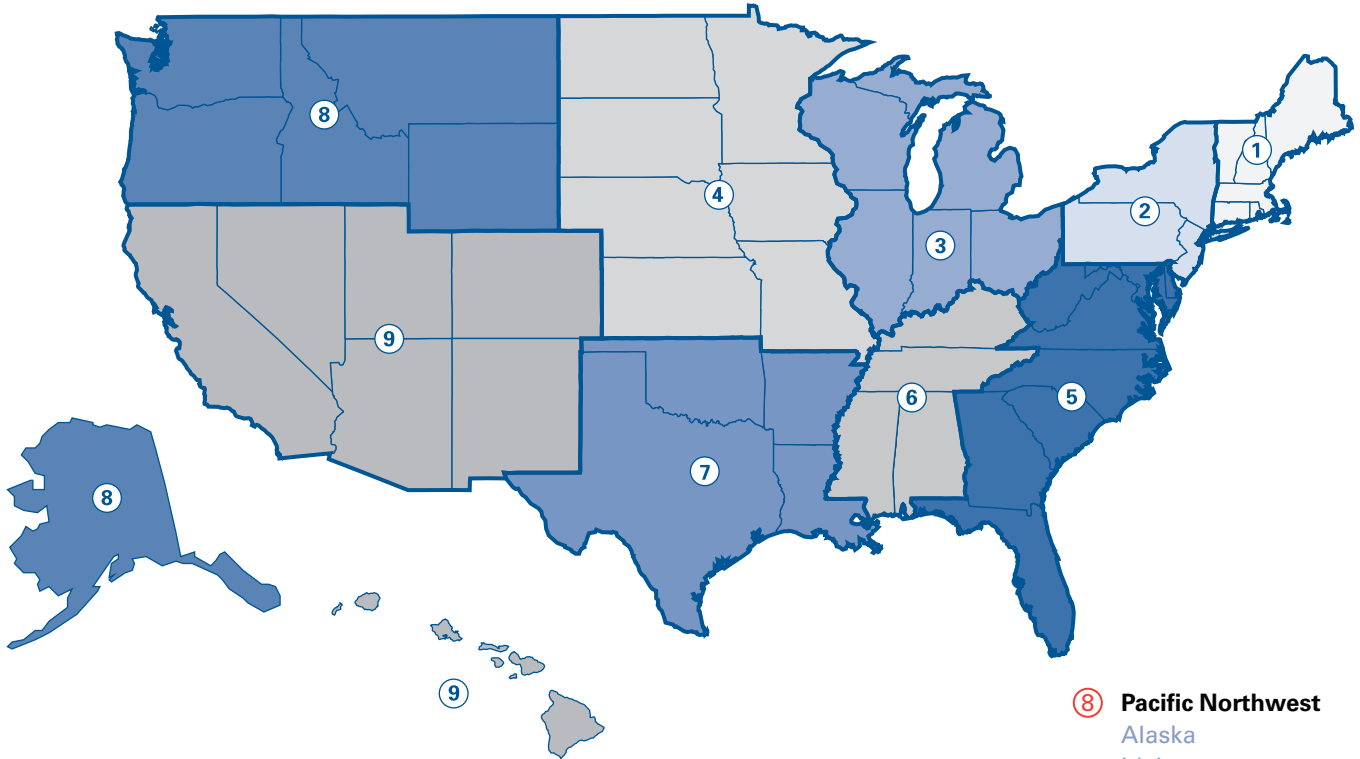
- ① **New England**
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

- ② **Middle Atlantic**
New Jersey
New York
Pennsylvania

- ③ **East North Central**
Illinois
Indiana
Michigan
Ohio
Wisconsin

- ④ **West North Central**
Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

- ⑤ **South Atlantic**
Delaware
District of Columbia
Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia



- ⑧ **Pacific Northwest**
Alaska
Idaho
Montana
Oregon
Washington
Wyoming

- ⑥ **East South Central**
Alabama
Kentucky
Mississippi
Tennessee

- ⑨ **Pacific Southwest**
Arizona
California
Colorado
Hawaii
Nevada
New Mexico
Utah

- ⑦ **West South Central**
Arkansas
Louisiana
Oklahoma
Texas

APPENDIX 1: SURVEY METHODOLOGY

Sample Composition

Invitations to the AIA 2011 Compensation Survey were extended to 8,440 uniquely addressable emailable architecture establishments (i.e., single locations of what might be multiple-location firms), developed from three lists supplied by AIA: its Human Resources Large Firm Roundtable participants, its “firm leaders,” and respondents to the 2008 Compensation Survey. In addition, open invitations to complete the survey were published/broadcast by AIA and its component organizations through a variety of means.

Data Collection

Survey instrument content was developed collaboratively by AIA and Readex Research, working from the instrument used in 2008 and incorporating suggestions solicited from the Human Resources Large Firm Roundtable and other leaders in the profession. Development of the survey web site, data collection, data processing, and tabulation were handled by Readex Research.

On January 19, 2011, Readex broadcast initial email requests (in the name of AIA’s president) to all sample members, inviting them to participate in the survey by visiting the access-controlled web site hosted by Readex Research. 429 of the email addresses (or 5% of the total) bounced back undeliverable, leaving a net effective email list of 8,011.

On January 27, reminder emails were sent to the sample members who had not yet responded. Three additional reminders to non respondents not in the Large Firm Roundtable segment were deployed between February 4, and March 1. AIA contacted members of the Large Firm Roundtable directly, encouraging their participation.

The leaders of AIA’s various component organizations (local and regional chapters) also assisted in prompting local members to participate, as did the leadership of the Human Resources Large Firm Roundtable.

The survey was closed for processing and tabulation on March 14, 2011. A total of 1,223 unique firms responded and passed the screener for having at least one office with more than 2 architecture employees as defined in question 1 of the survey. These 1,223 unique firms reported on a total of 1,484 establishments, for a 19% response rate based on the net effective email list of 8,011. Survey data were edited and cleaned; compensation data were screened for outliers and trimmed (top and bottom 1% of distribution) to enhance reliability.

All survey results are broken out by establishment size (total number of employees) and location (AIA region). Compensation data is reported nationally, by establishment size, by region, and by state and metro area where response was sufficient for meaningful statistical calculation. To preserve participant confidentiality and enhance reliability, no statistics are shown in cases where fewer than five establishments reported.

EXHIBIT A.1 Size Distribution of Responding Offices by Region

	All Offices	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Pacific Northwest	Pacific Southwest
Fewer than 5	13%	18%	16%	11%	10%	14%	8%	10%	10%	16%
5–9	34	47	33	34	34	31	48	38	35	29
10–19	26	12	25	28	27	24	22	27	33	25
20–49	17	12	15	13	17	19	20	17	14	20
50–99	5	8	4	7	8	7	0	3	2	5
100 or more	5	3	7	7	4	5	2	5	6	5
Total offices (establishments)	1,484	74	208	186	124	276	50	172	87	306

EXHIBIT A.2 Firm Type Distribution of Responding Offices by Office Size

	Number of Employees						
	All firms	Fewer than 5	5–9	10–19	20–49	50–99	100 or more
Architecture only	35%	28%	34%	40%	43%	17%	11%
Architecture with interior design	32	52	45	31	13	5	1
Architecture with other design disciplines	12	11	9	11	16	26	20
Architecture with engineering	6	4	3	7	9	6	8
Engineering with architecture	2	0	1	0	3	11	15
Other multidisciplinary design firms	13	5	8	11	16	35	45
Total offices (establishments)	1,484	199	496	377	251	81	80