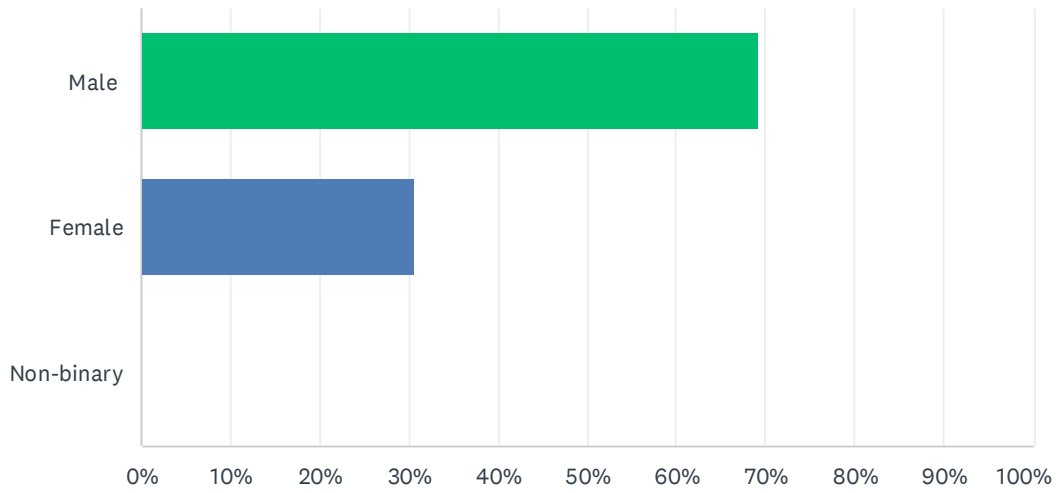


## Q1 Your gender:

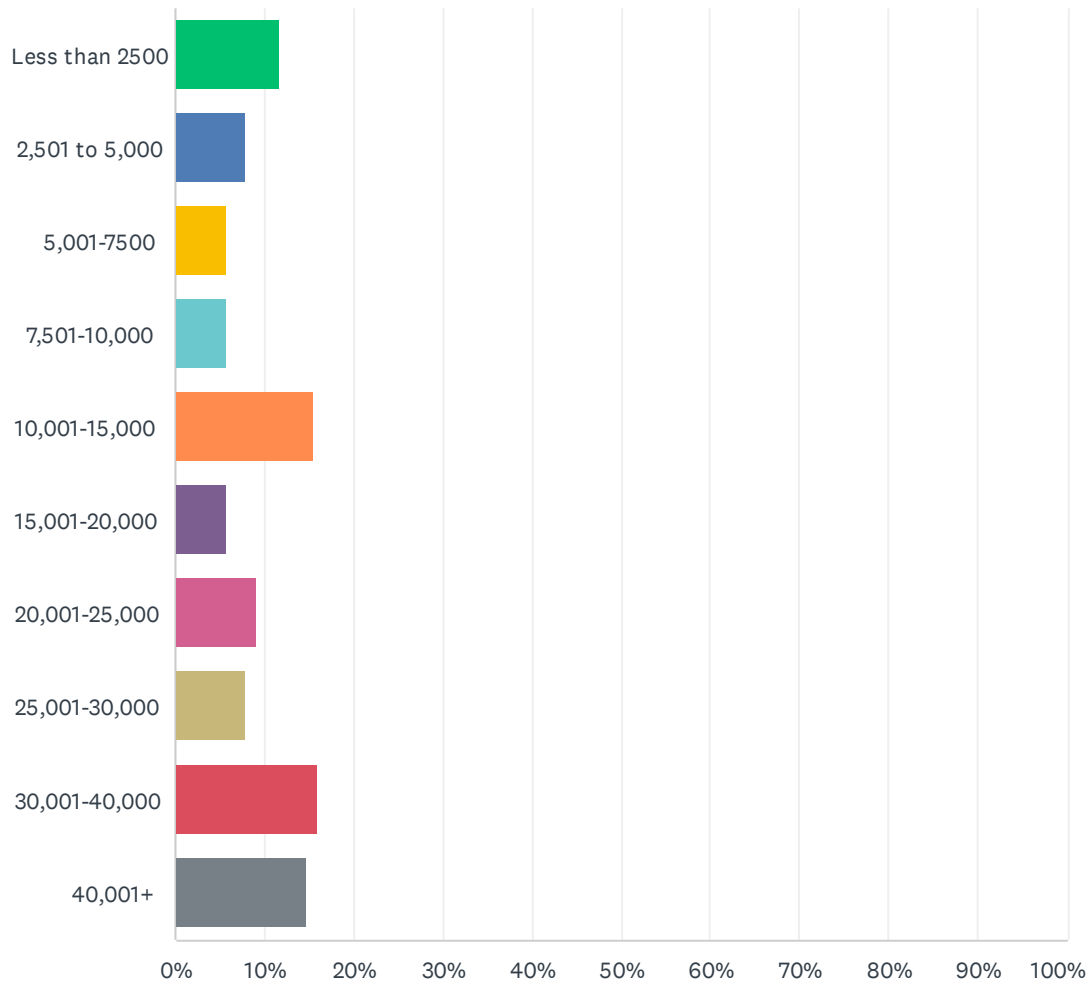
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Male	69.26%
Female	30.74%
Non-binary	0.00%
TOTAL	

## Q2 What is your institution's annual enrollment?

Answered: 230 Skipped: 1

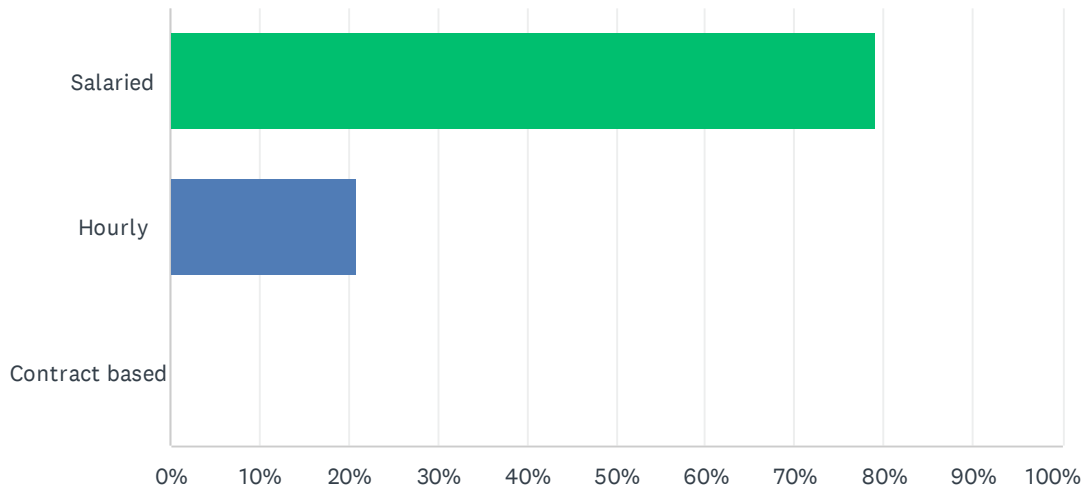


## UPAA 2024 Salary Survey

ANSWER CHOICES	RESPONSES
Less than 2500	11.74%
2,501 to 5,000	7.83%
5,001-7500	5.65%
7,501-10,000	5.65%
10,001-15,000	15.65%
15,001-20,000	5.65%
20,001-25,000	9.13%
25,001-30,000	7.83%
30,001-40,000	16.09%
40,001+	14.78%
TOTAL	

### Q3 How is your position compensated?

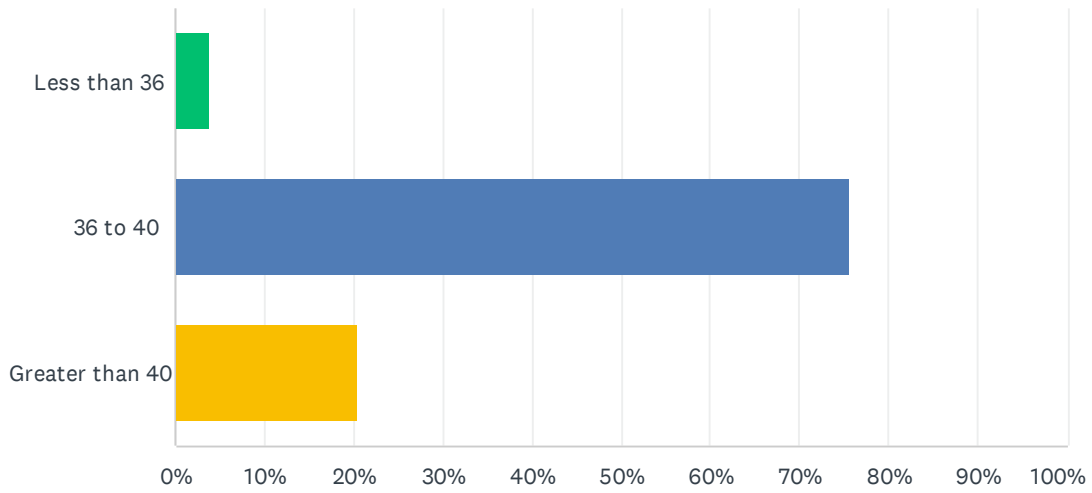
Answered: 230 Skipped: 1



ANSWER CHOICES	RESPONSES
Salaried	79.13%
Hourly	20.87%
Contract based	0.00%
TOTAL	

## Q4 How many hours per week are you required to work?

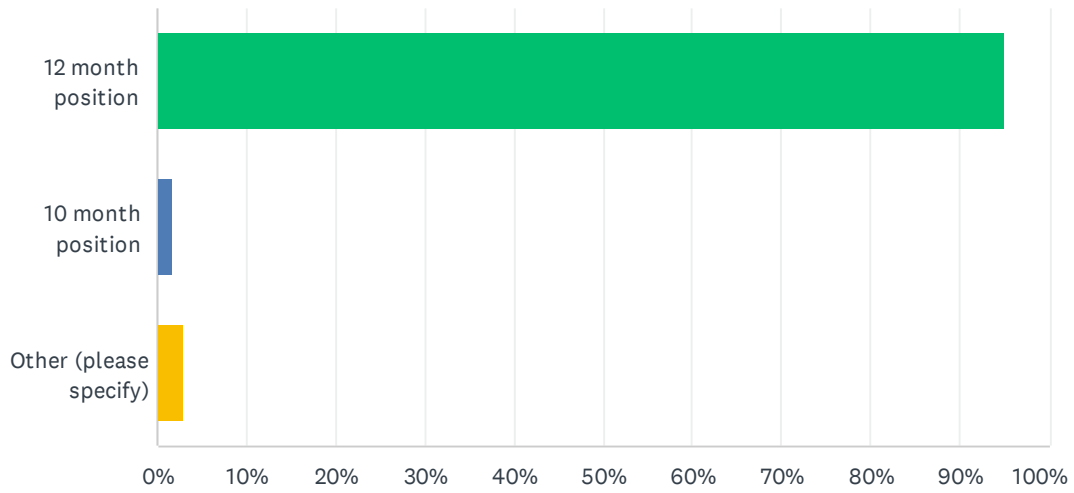
Answered: 230 Skipped: 1



ANSWER CHOICES	RESPONSES
Less than 36	3.91%
36 to 40	75.65%
Greater than 40	20.43%
TOTAL	

## Q5 Is your job a:

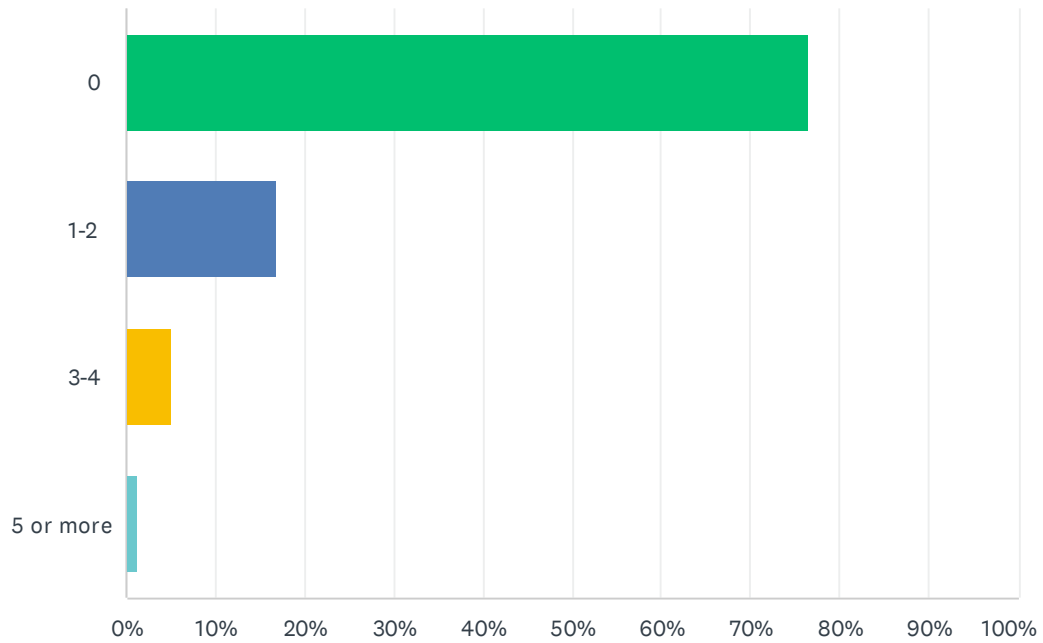
Answered: 229 Skipped: 2



ANSWER CHOICES	RESPONSES
12 month position	95.20%
10 month position	1.75%
Other (please specify)	3.06%
TOTAL	

## Q6 How many staff do you supervise?

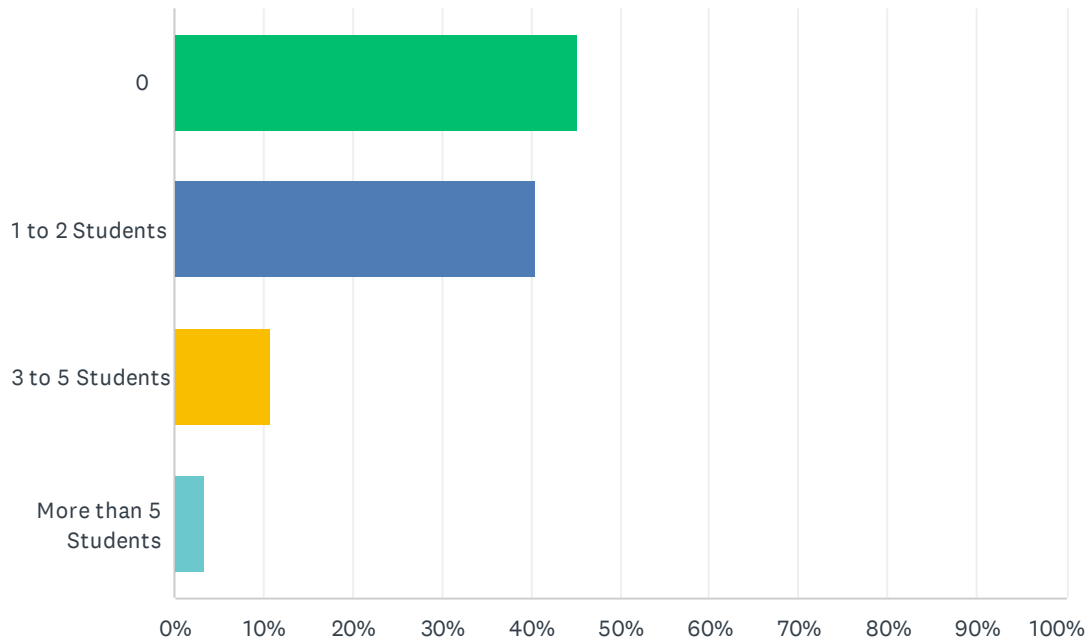
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
0	76.62%
1-2	16.88%
3-4	5.19%
5 or more	1.30%
<b>TOTAL</b>	

## Q7 Do you have student workers?

Answered: 230 Skipped: 1

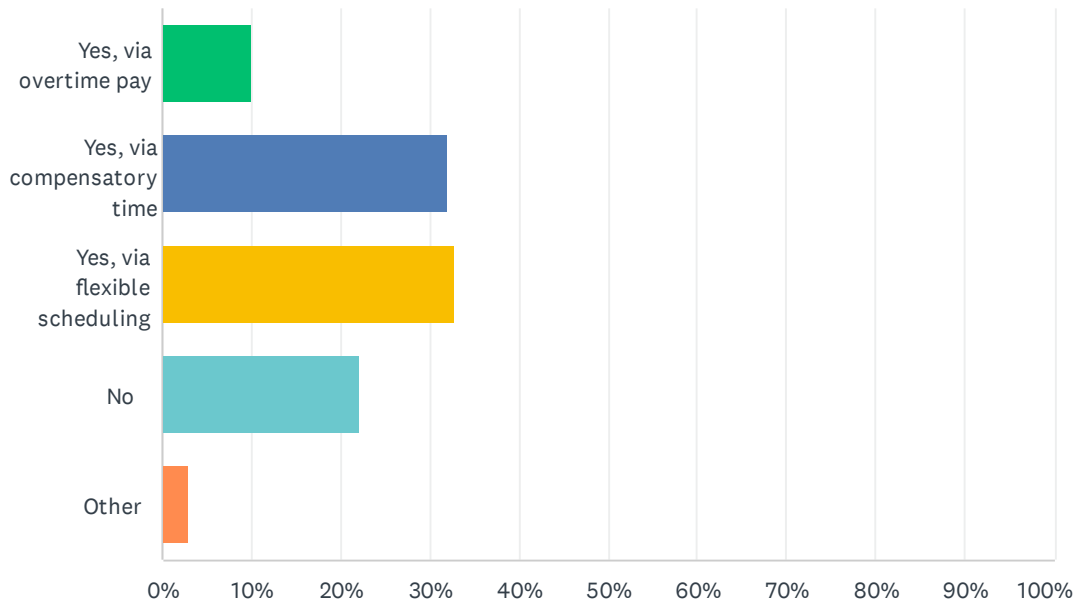


ANSWER CHOICES	RESPONSES
0	45.22%
1 to 2 Students	40.43%
3 to 5 Students	10.87%
More than 5 Students	3.48%
TOTAL	



## Q8 Are you compensated for overtime?

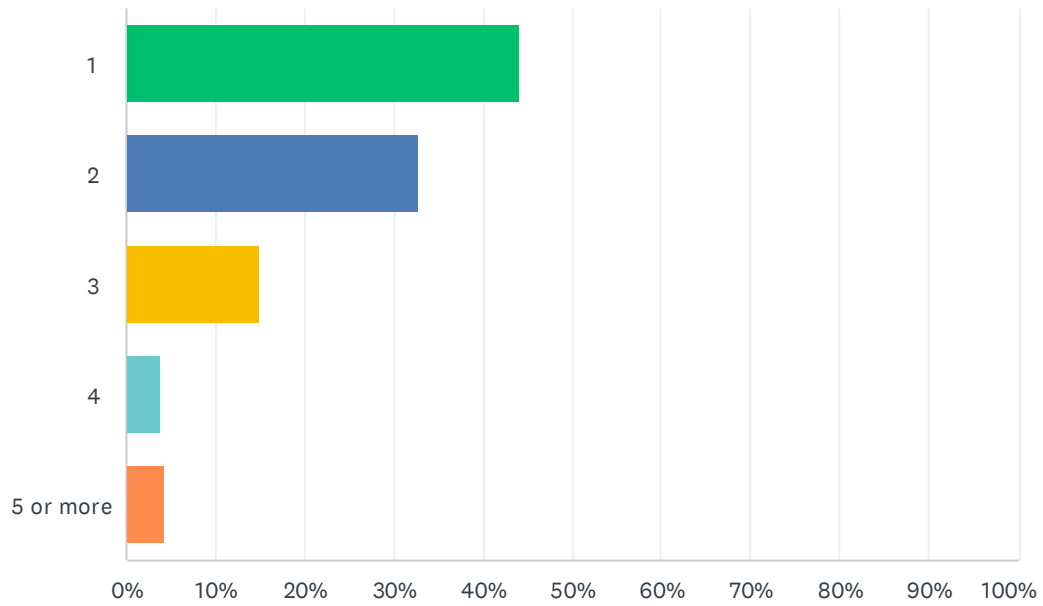
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes, via overtime pay	9.96%
Yes, via compensatory time	32.03%
Yes, via flexible scheduling	32.90%
No	22.08%
Other	3.03%
<b>TOTAL</b>	

## Q9 How many photographers are on staff?

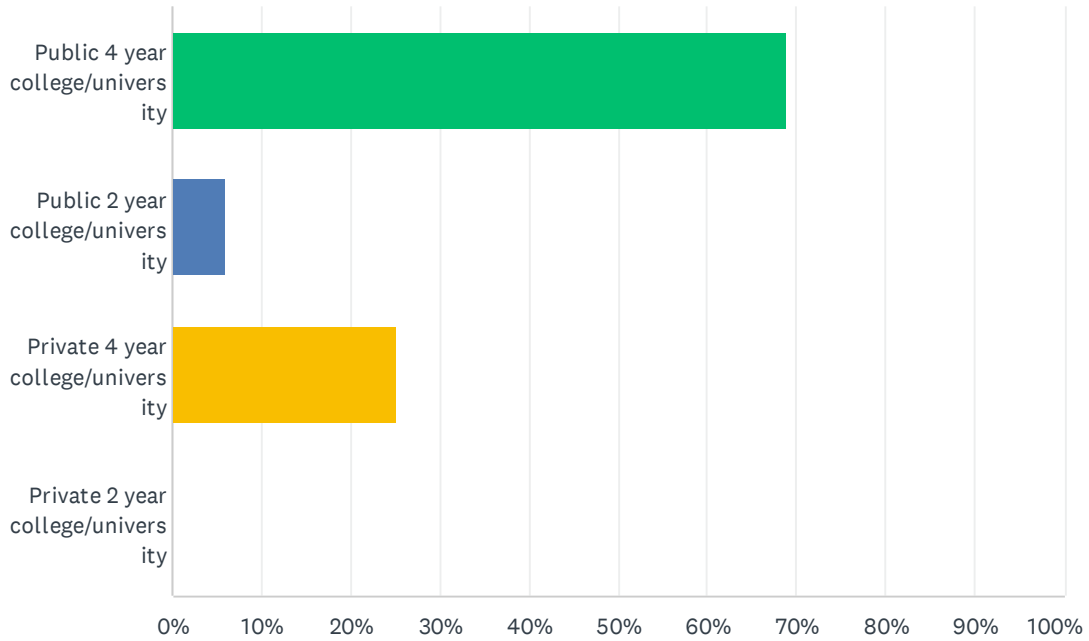
Answered: 229 Skipped: 2



ANSWER CHOICES	RESPONSES
1	44.10%
2	32.75%
3	14.85%
4	3.93%
5 or more	4.37%
<b>TOTAL</b>	

## Q10 Which of the following best describes your institution?

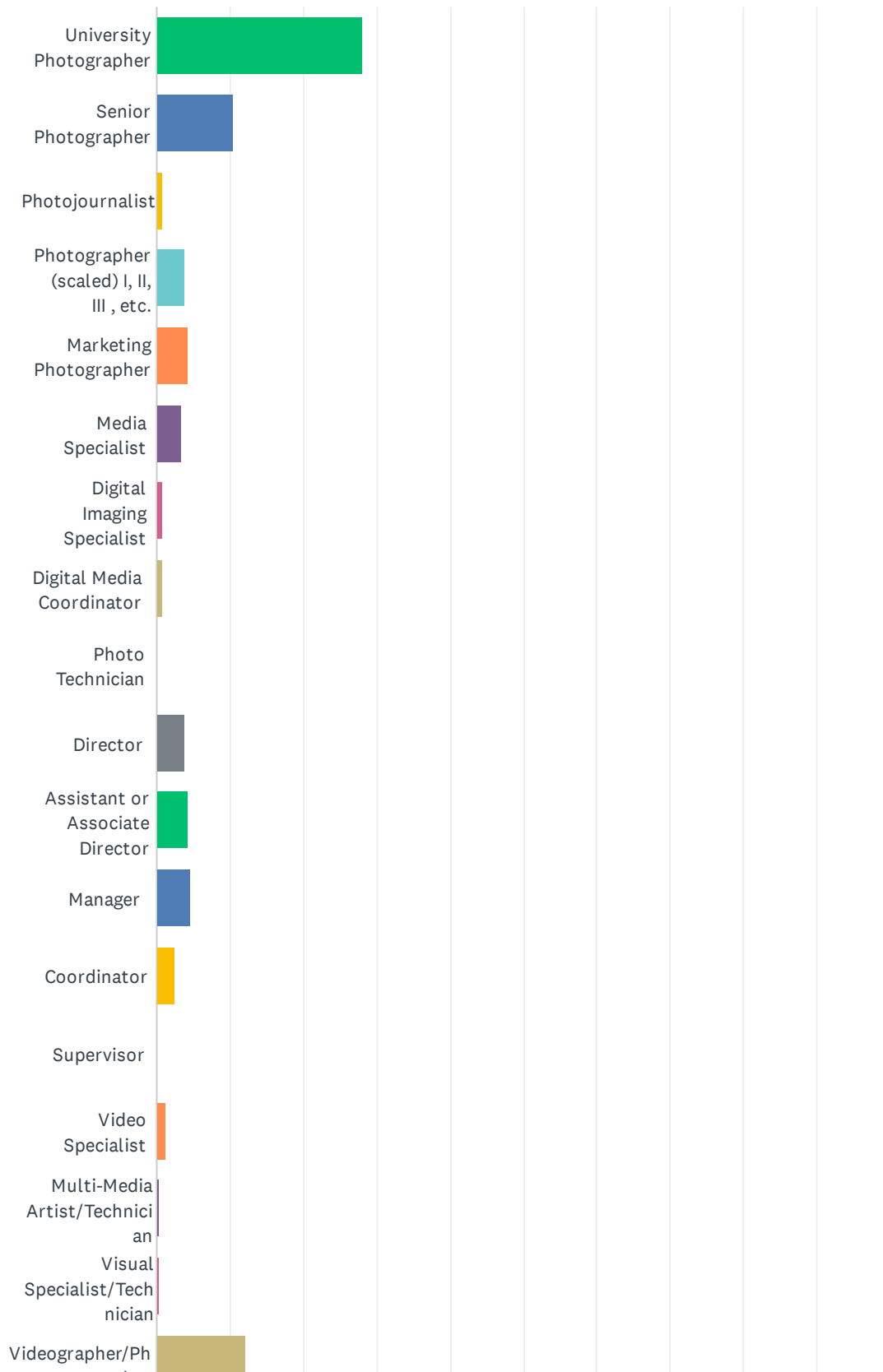
Answered: 231 Skipped: 0



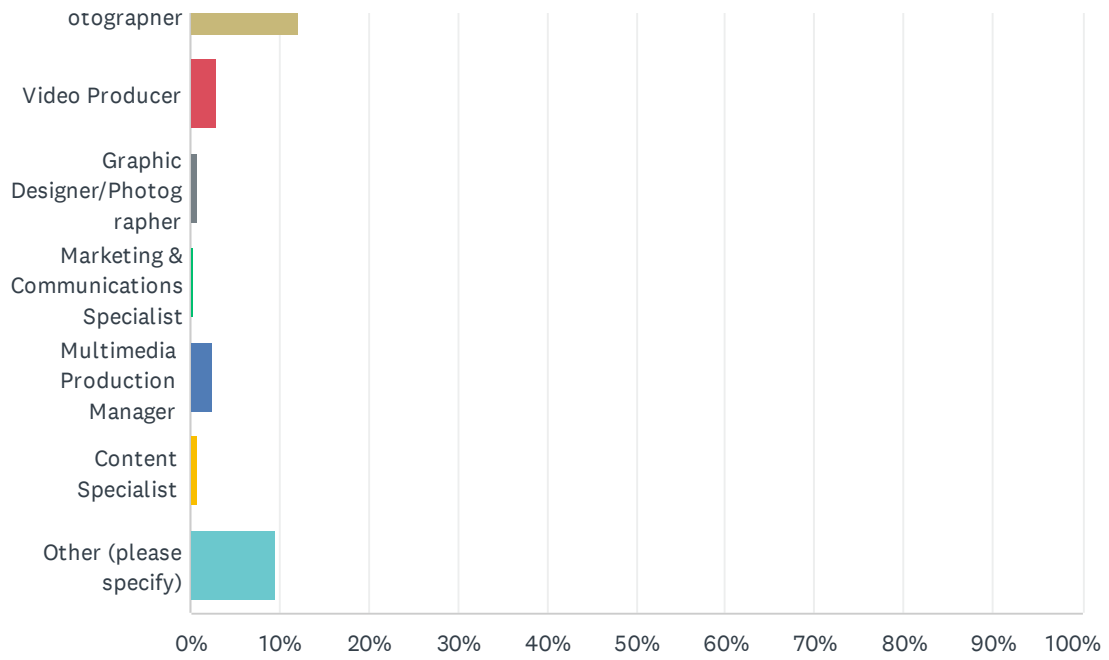
ANSWER CHOICES	RESPONSES
Public 4 year college/university	68.83%
Public 2 year college/university	6.06%
Private 4 year college/university	25.11%
Private 2 year college/university	0.00%
<b>TOTAL</b>	

# Q11 Which of the following most closely matches your job title?

Answered: 231 Skipped: 0



# UPAA 2024 Salary Survey

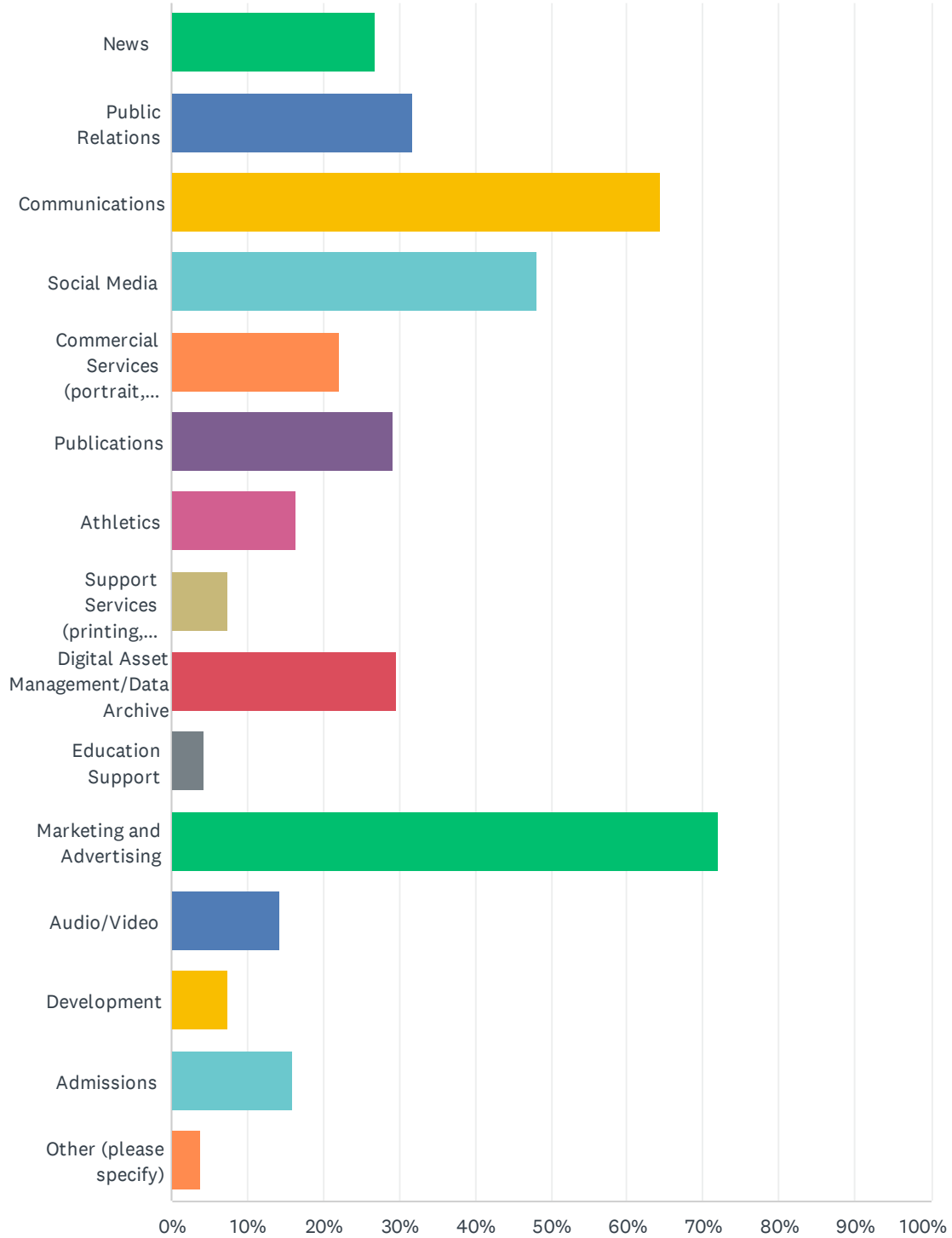


## UPAA 2024 Salary Survey

ANSWER CHOICES	RESPONSES
University Photographer	28.14%
Senior Photographer	10.39%
Photojournalist	0.87%
Photographer (scaled) I, II, III , etc.	3.90%
Marketing Photographer	4.33%
Media Specialist	3.46%
Digital Imaging Specialist	0.87%
Digital Media Coordinator	0.87%
Photo Technician	0.00%
Director	3.90%
Assistant or Associate Director	4.33%
Manager	4.76%
Coordinator	2.60%
Supervisor	0.00%
Video Specialist	1.30%
Multi-Media Artist/Technician	0.43%
Visual Specialist/Technician	0.43%
Videographer/Photographer	12.12%
Video Producer	3.03%
Graphic Designer/Photographer	0.87%
Marketing & Communications Specialist	0.43%
Multimedia Production Manager	2.60%
Content Specialist	0.87%
Other (please specify)	9.52%
<b>TOTAL</b>	

## Q12 Your department's primary responsibilities are: (please check up to three top priorities)

Answered: 230 Skipped: 1



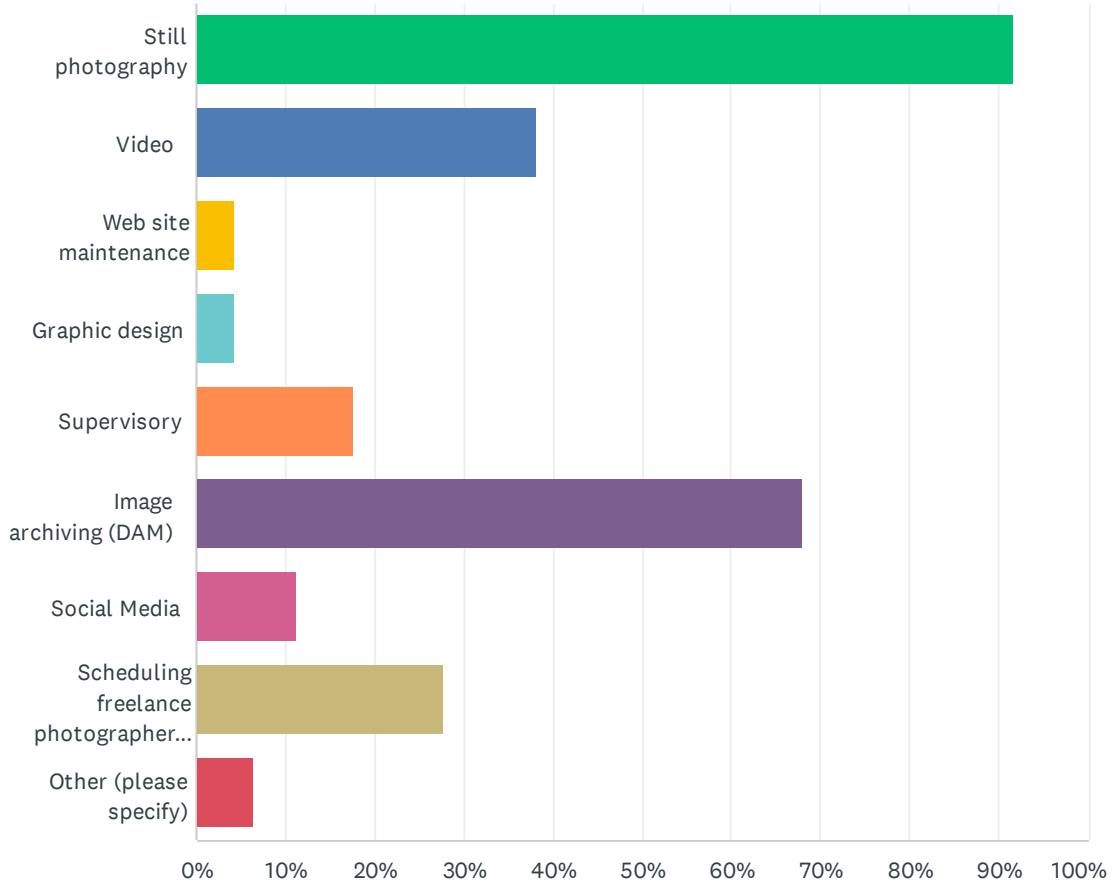
## UPAA 2024 Salary Survey

ANSWER CHOICES	RESPONSES
News	26.96%
Public Relations	31.74%
Communications	64.35%
Social Media	48.26%
Commercial Services (portrait, event, product)	22.17%
Publications	29.13%
Athletics	16.52%
Support Services (printing, scanning, design, copy work)	7.39%
Digital Asset Management/Data Archive	29.57%
Education Support	4.35%
Marketing and Advertising	72.17%
Audio/Video	14.35%
Development	7.39%
Admissions	16.09%
Other (please specify)	3.91%
Total Respondents: 230	



### Q13 Which of the following are your direct responsibilities? (Please check all that apply)

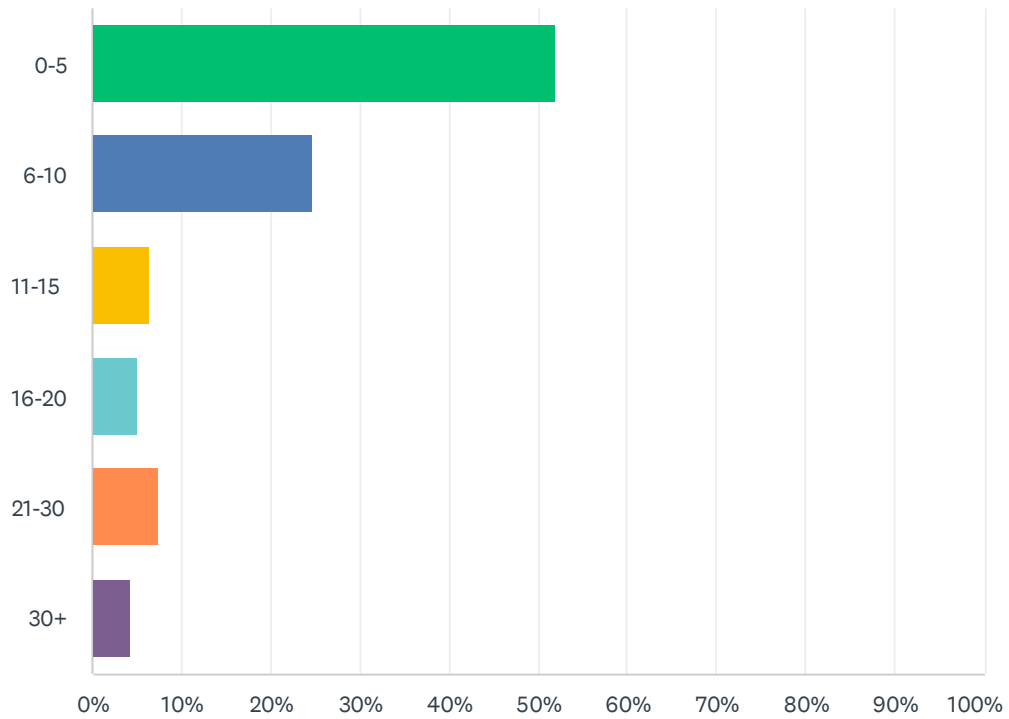
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Still photography	91.77%
Video	38.10%
Web site maintenance	4.33%
Graphic design	4.33%
Supervisory	17.75%
Image archiving (DAM)	67.97%
Social Media	11.26%
Scheduling freelance photographers/videographers	27.71%
Other (please specify)	6.49%
Total Respondents: 231	

## Q14 How many years have you been in your current position?

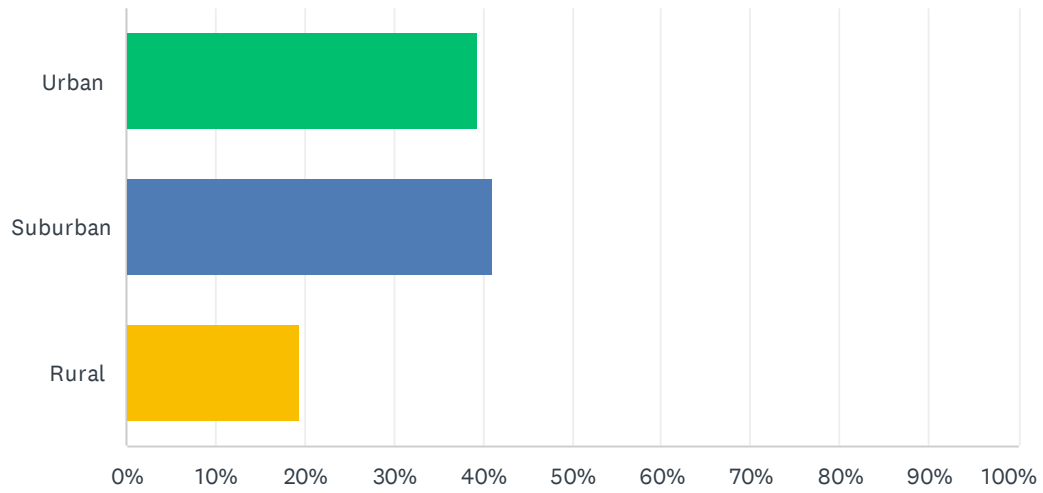
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
0-5	51.95%
6-10	24.68%
11-15	6.49%
16-20	5.19%
21-30	7.36%
30+	4.33%
<b>TOTAL</b>	

## Q15 How would you categorize your campus location?

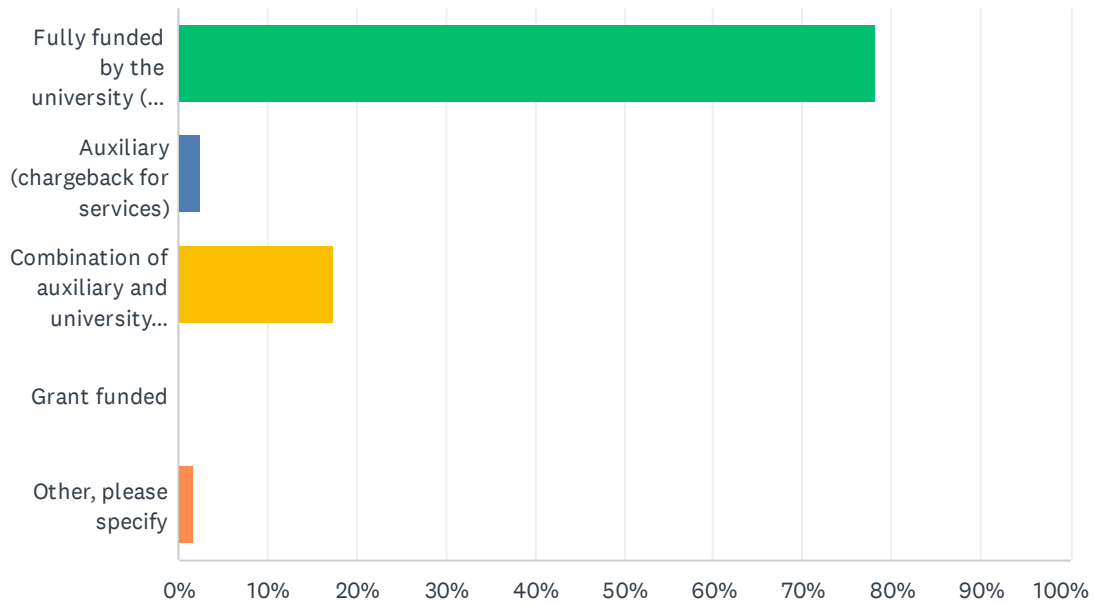
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Urban	39.39%
Suburban	41.13%
Rural	19.48%
TOTAL	

## Q16 How is your photography unit funded?

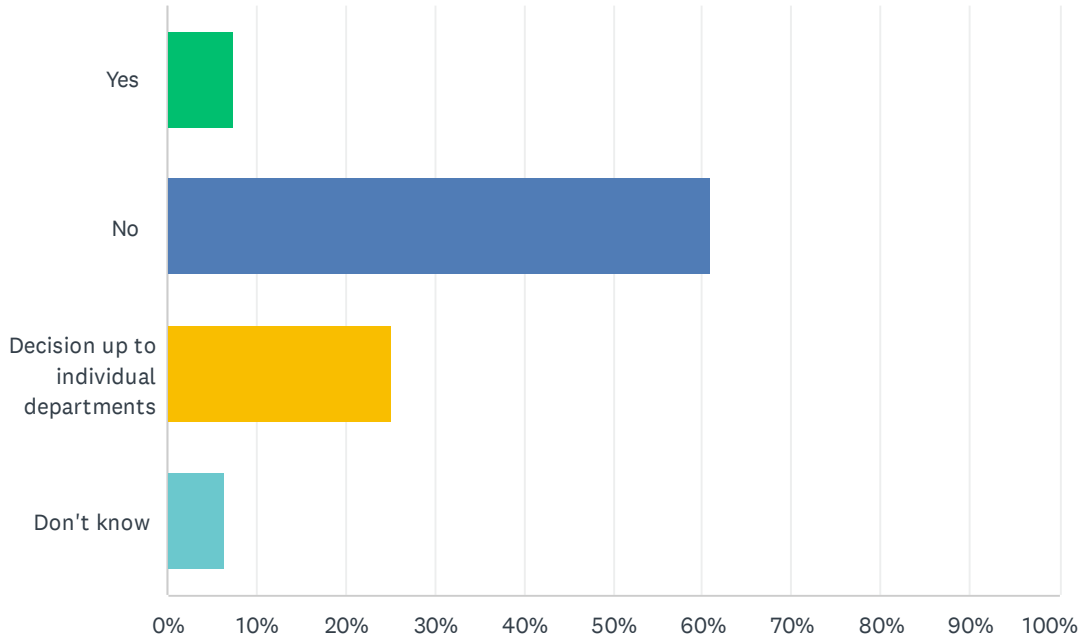
Answered: 229 Skipped: 2



ANSWER CHOICES	RESPONSES
Fully funded by the university (no service fees for university departments)	78.17%
Auxiliary (chargeback for services)	2.62%
Combination of auxiliary and university funding	17.47%
Grant funded	0.00%
Other, please specify	1.75%
<b>TOTAL</b>	

## Q17 Are campus departments required to only use on-campus media services?

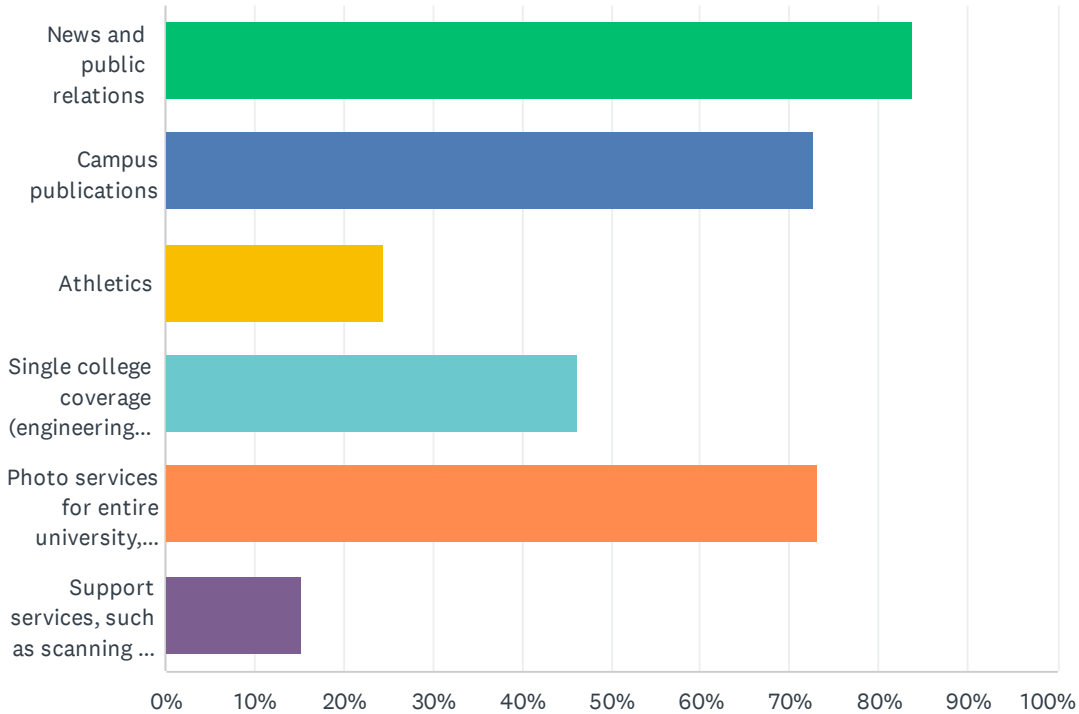
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	7.36%
No	61.04%
Decision up to individual departments	25.11%
Don't know	6.49%
<b>TOTAL</b>	

## Q18 For the funded part of your unit's budget, what services are you required to provide? (check all that apply)

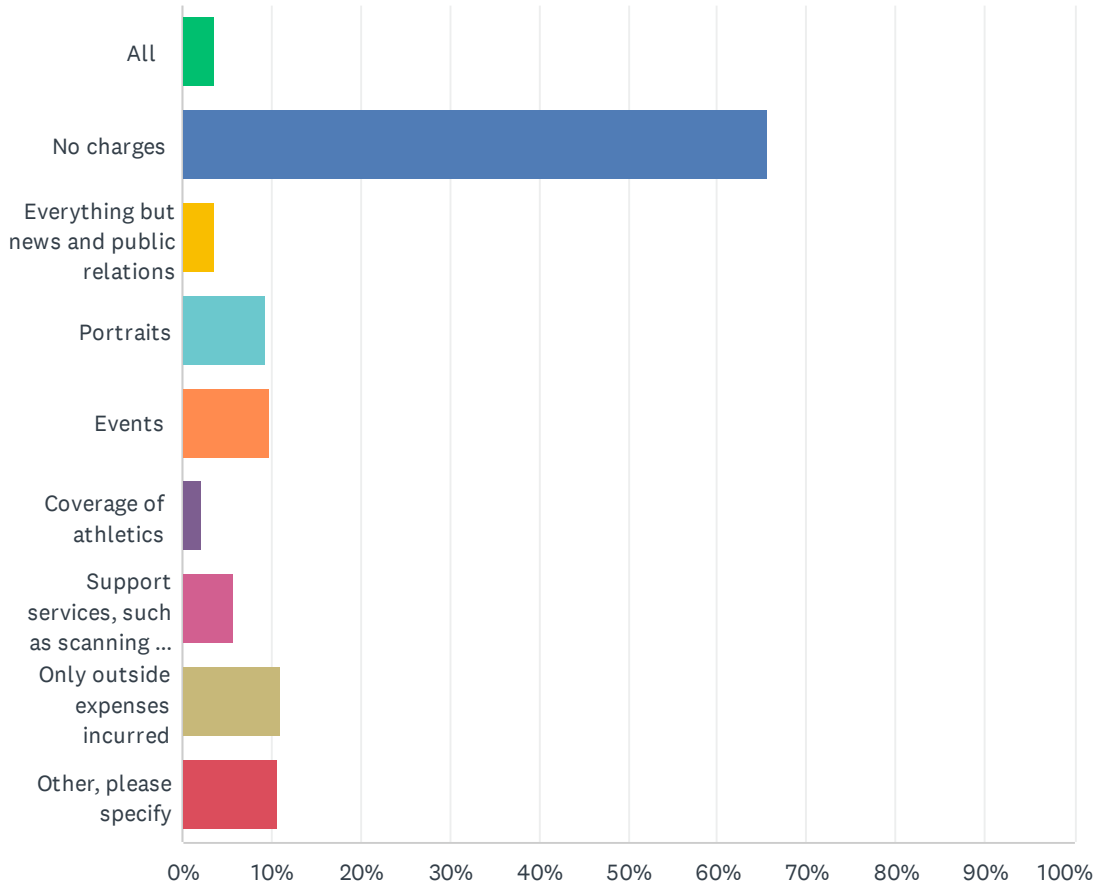
Answered: 216 Skipped: 15



ANSWER CHOICES	RESPONSES
News and public relations	83.80%
Campus publications	72.69%
Athletics	24.54%
Single college coverage (engineering, medicine, ag extension)	46.30%
Photo services for entire university, such as portraits & events	73.15%
Support services, such as scanning & printing	15.28%
Total Respondents: 216	

# Q19 For what services does your photo department charge? (check all that apply)

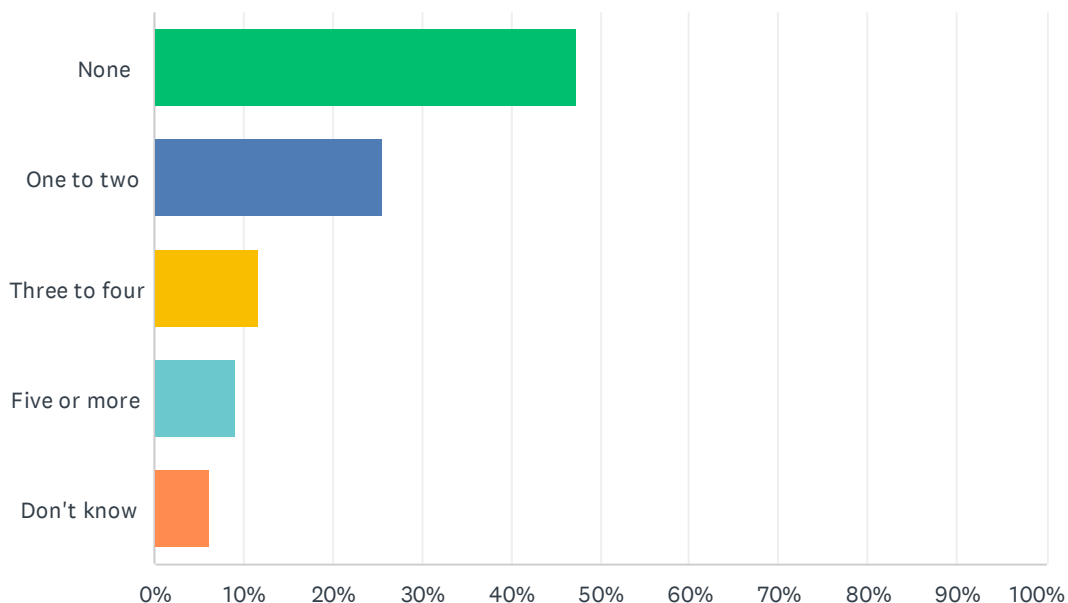
Answered: 224 Skipped: 7



ANSWER CHOICES	RESPONSES
All	3.57%
No charges	65.63%
Everything but news and public relations	3.57%
Portraits	9.38%
Events	9.82%
Coverage of athletics	2.23%
Support services, such as scanning & printing	5.80%
Only outside expenses incurred	11.16%
Other, please specify	10.71%
Total Respondents: 224	

## Q20 How many other photography units are there on campus?

Answered: 230 Skipped: 1

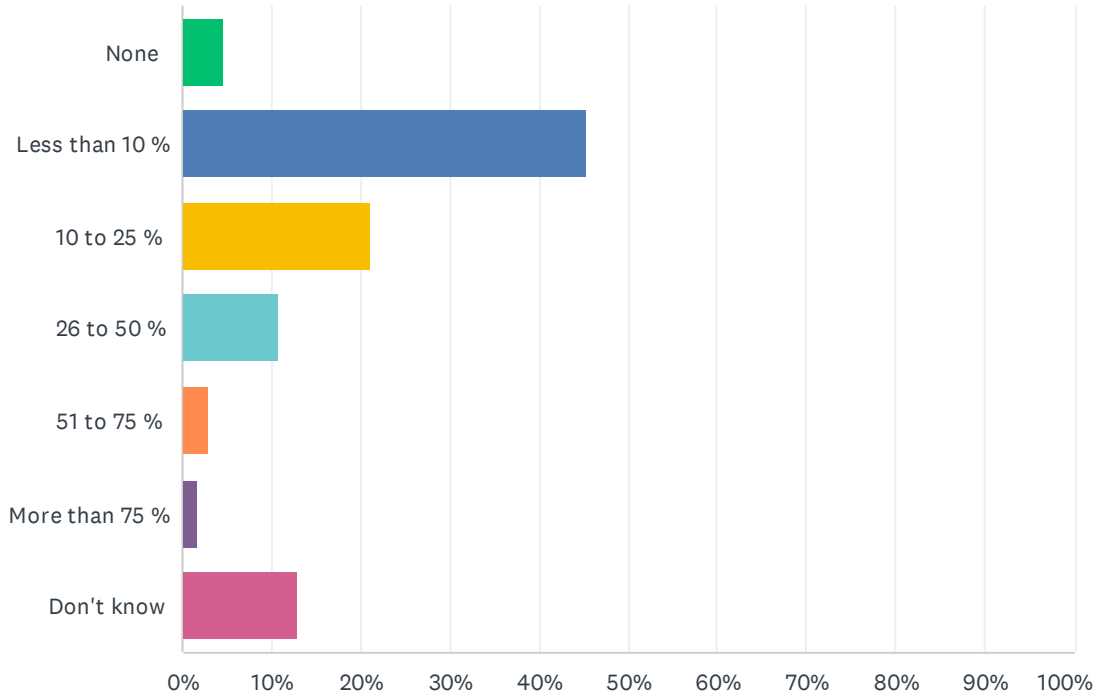


ANSWER CHOICES	RESPONSES
None	47.39%
One to two	25.65%
Three to four	11.74%
Five or more	9.13%
Don't know	6.09%
<b>TOTAL</b>	



## Q21 What percentage (in your estimation) of your university's photograph work is outsourced to freelancers?

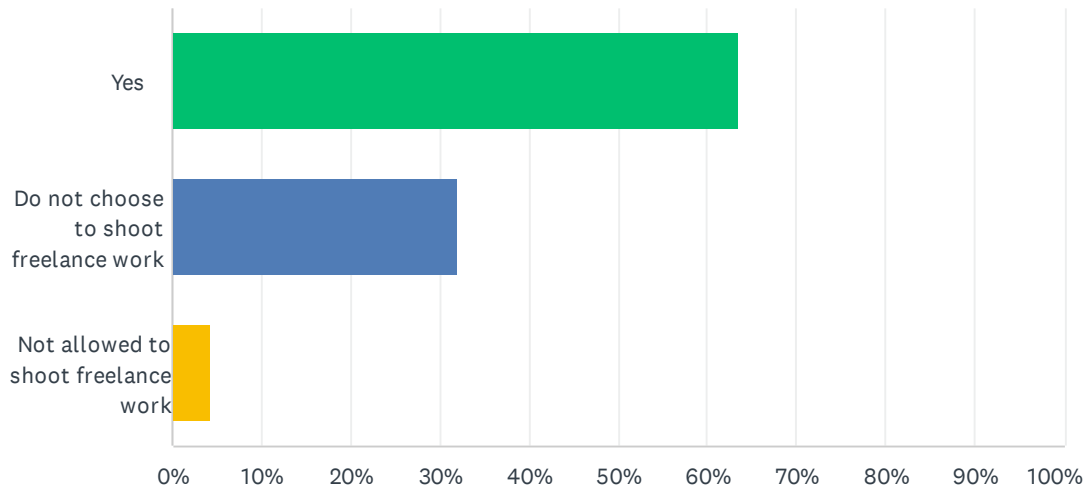
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
None	4.76%
Less than 10 %	45.45%
10 to 25 %	21.21%
26 to 50 %	10.82%
51 to 75 %	3.03%
More than 75 %	1.73%
Don't know	12.99%
<b>TOTAL</b>	

## Q22 Do you shoot freelance assignments?

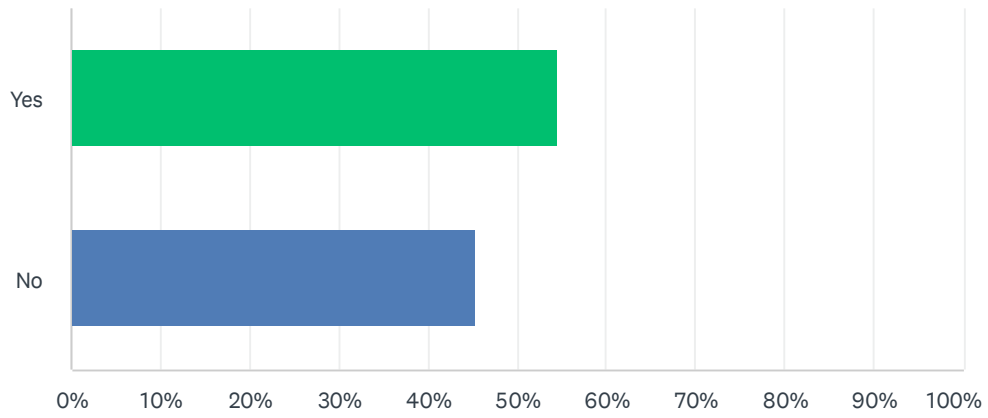
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	63.64%
Do not choose to shoot freelance work	32.03%
Not allowed to shoot freelance work	4.33%
TOTAL	

## Q23 Do you have a degree in photography?

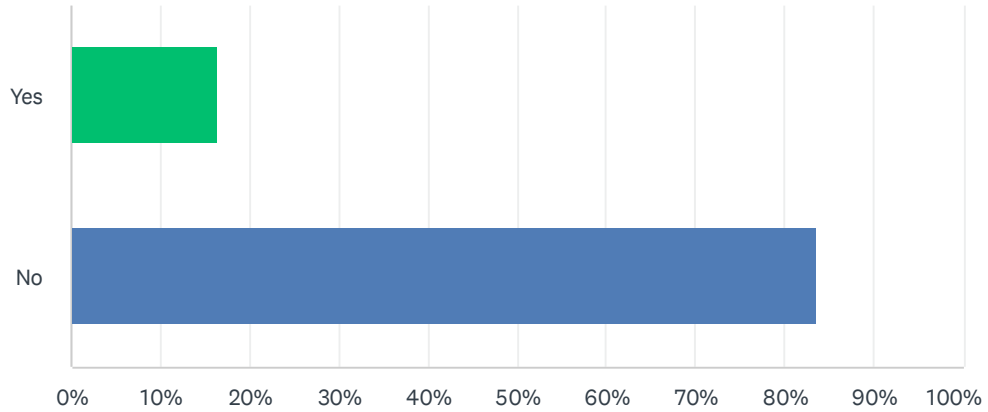
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	54.55%
No	45.45%
TOTAL	

## Q24 Do you have a Masters or additional degrees/certificates in photography/video/communications ?

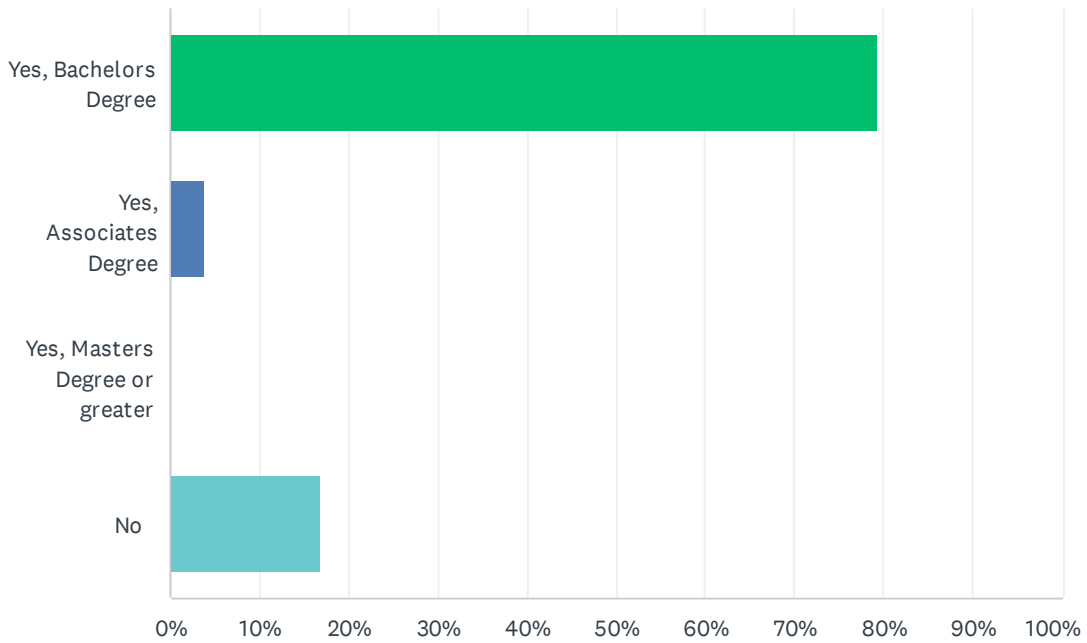
Answered: 230 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	16.52%
No	83.48%
TOTAL	

## Q25 Does your position require a degree?

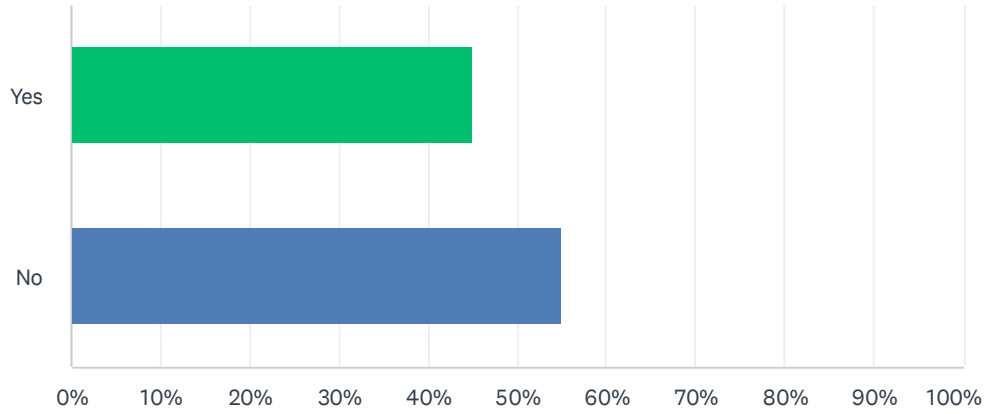
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes, Bachelors Degree	79.22%
Yes, Associates Degree	3.90%
Yes, Masters Degree or greater	0.00%
No	16.88%
<b>TOTAL</b>	

## Q26 Does your position require you work with video as well as still photography?

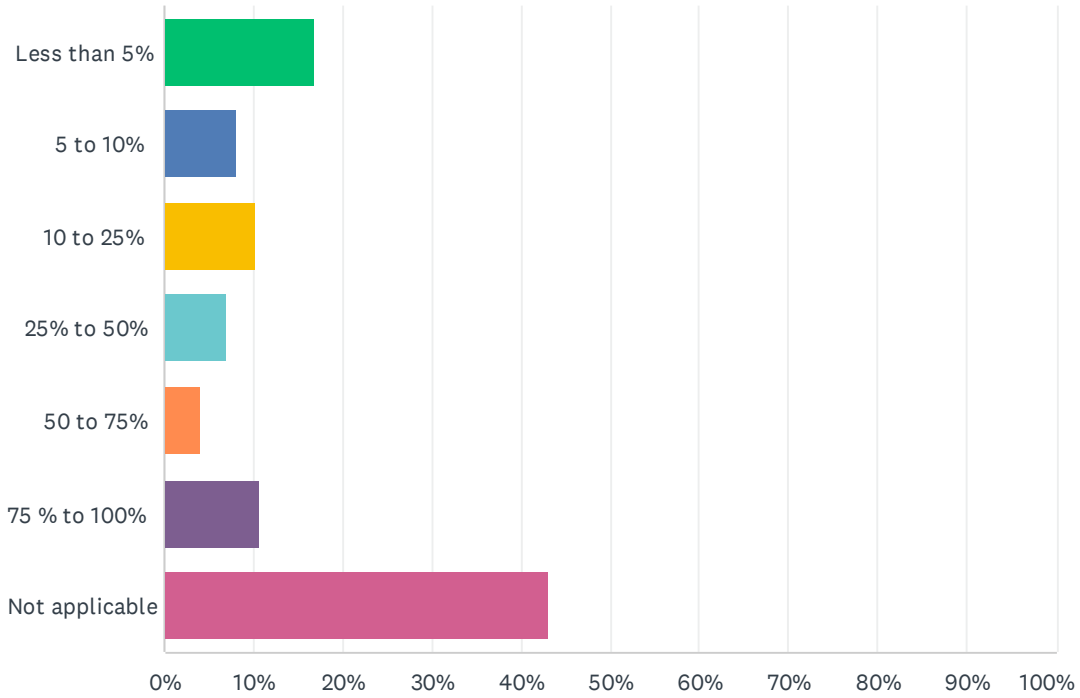
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	45.02%
No	54.98%
TOTAL	

## Q27 If you do video, what percentage of your total work time does that represent?

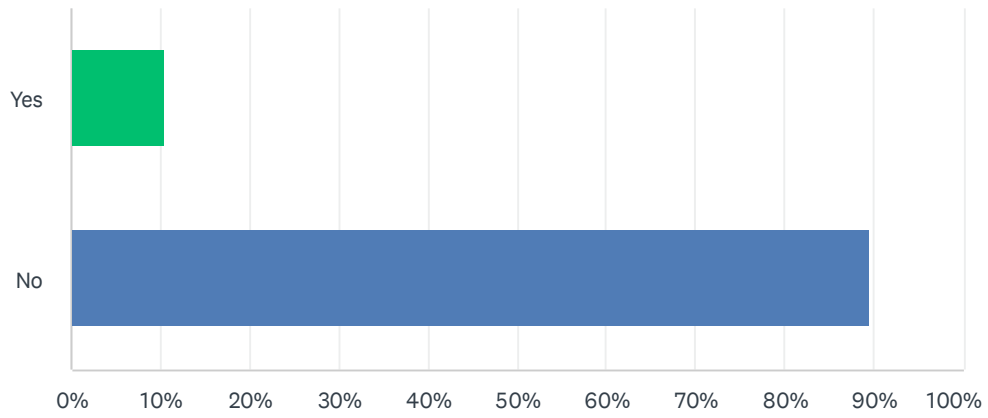
Answered: 225 Skipped: 6



ANSWER CHOICES	RESPONSES
Less than 5%	16.89%
5 to 10%	8.00%
10 to 25%	10.22%
25% to 50%	7.11%
50 to 75%	4.00%
75 % to 100%	10.67%
Not applicable	43.11%
<b>TOTAL</b>	

## Q28 Are you required to post/manage Social Media ?

Answered: 231 Skipped: 0

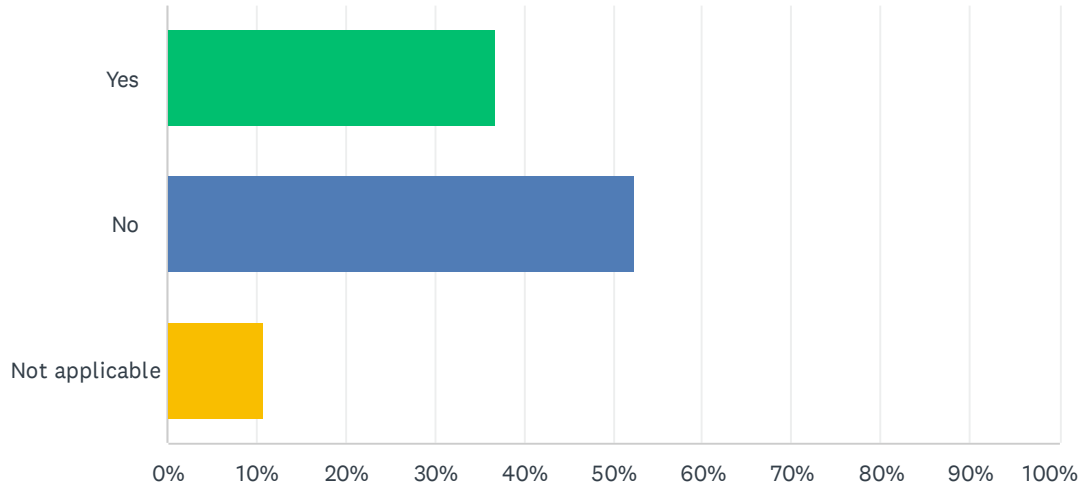


ANSWER CHOICES	RESPONSES
Yes	10.39%
No	89.61%
TOTAL	



## Q29 Has your job title ever been amended or changed to reflect change in your job duties?

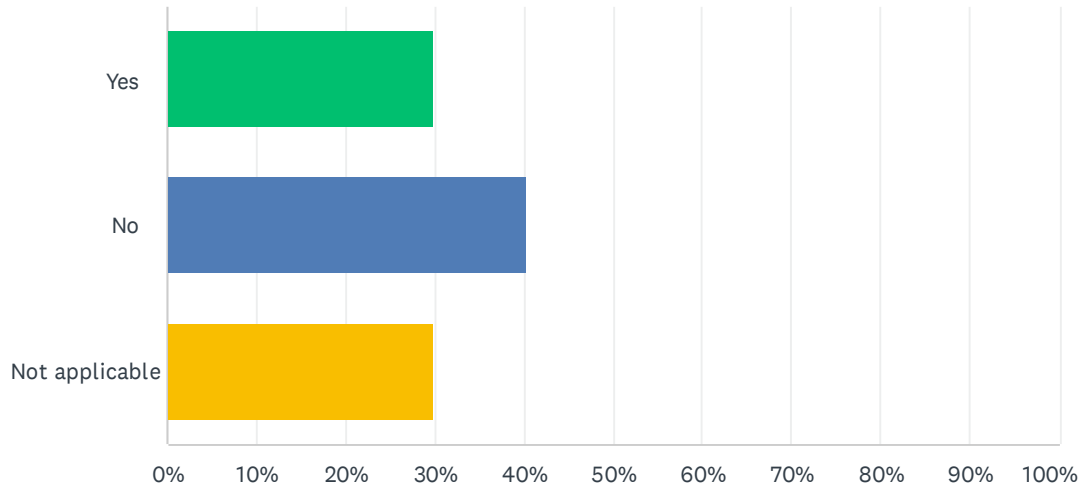
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	36.80%
No	52.38%
Not applicable	10.82%
<b>TOTAL</b>	

### Q30 Have you received a promotion or raise if your job duties have substantially changed (ie. started out as a still photographer and now doin video)?

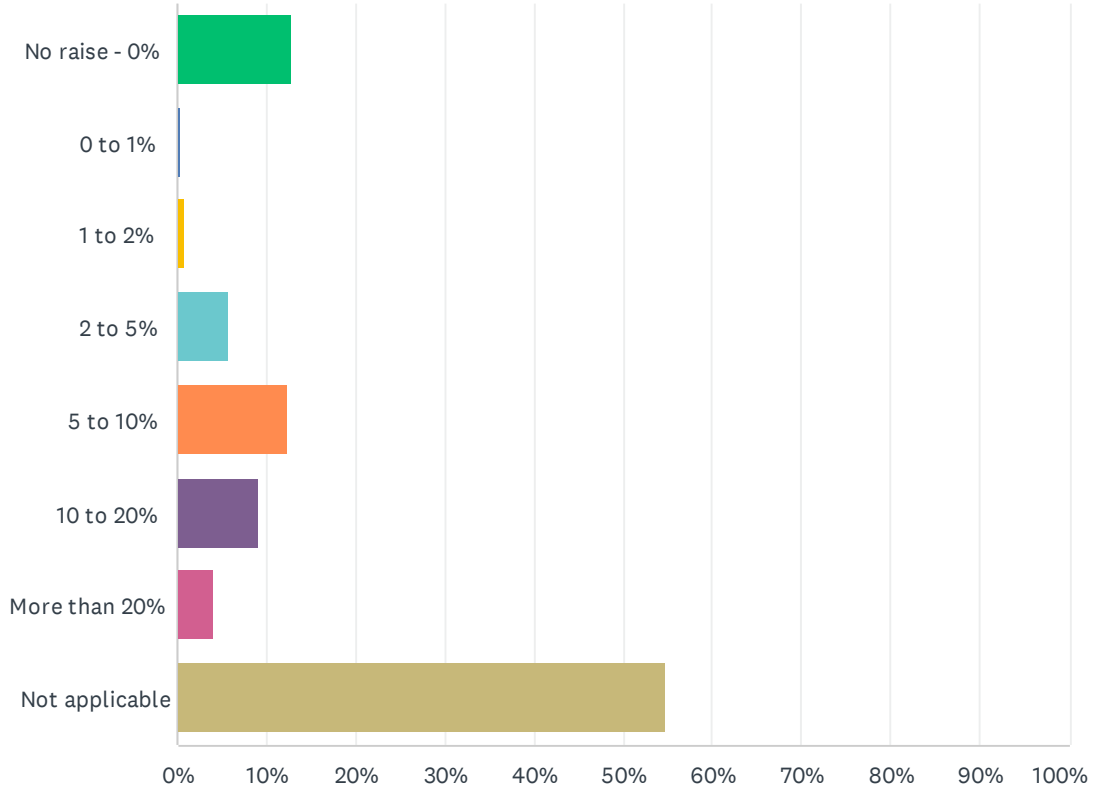
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	29.87%
No	40.26%
Not applicable	29.87%
TOTAL	

### Q31 What percentage raise did you receive if your job duties substantial changed?

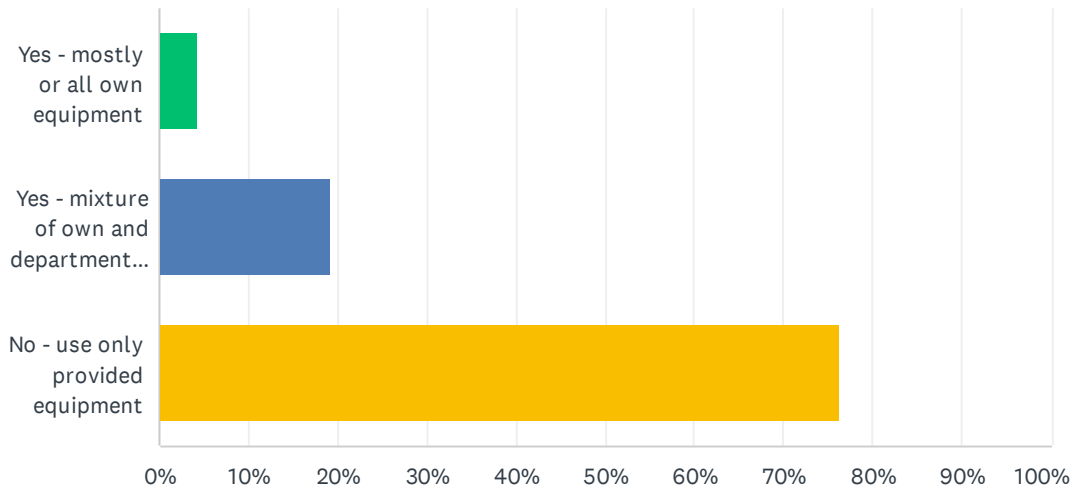
Answered: 228 Skipped: 3



ANSWER CHOICES	RESPONSES
No raise - 0%	12.72%
0 to 1%	0.44%
1 to 2%	0.88%
2 to 5%	5.70%
5 to 10%	12.28%
10 to 20%	9.21%
More than 20%	3.95%
Not applicable	54.82%
<b>TOTAL</b>	

## Q32 Do you use your own equipment for your college/university job?

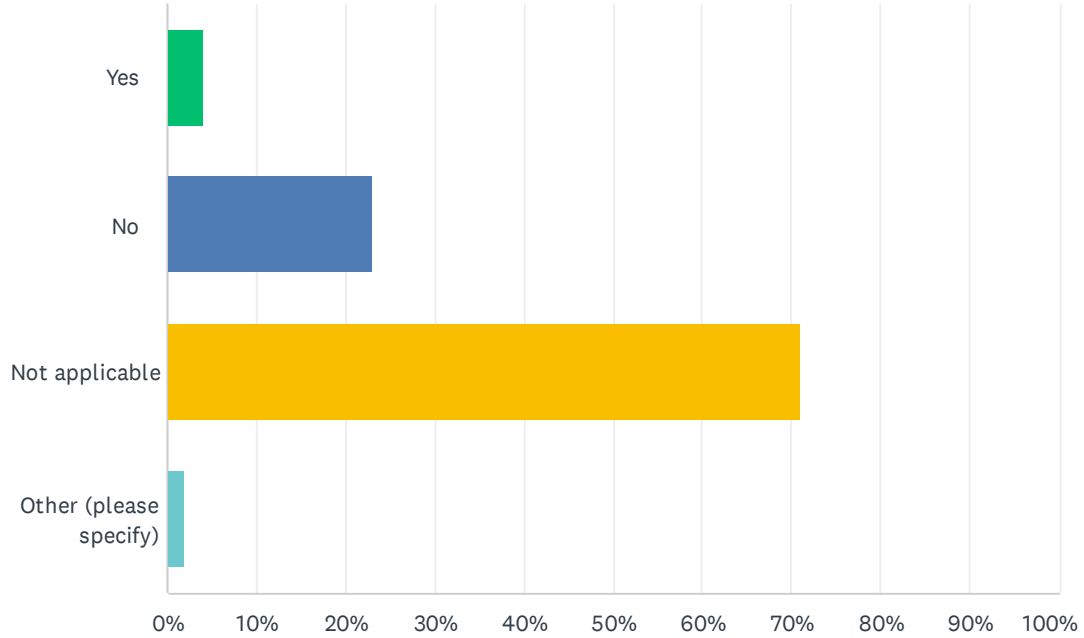
Answered: 229 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes - mostly or all own equipment	4.37%
Yes - mixture of own and department provided equipment	19.21%
No - use only provided equipment	76.42%
TOTAL	

### Q33 If using your own equipment is any compensation or repair work provided by your institution?

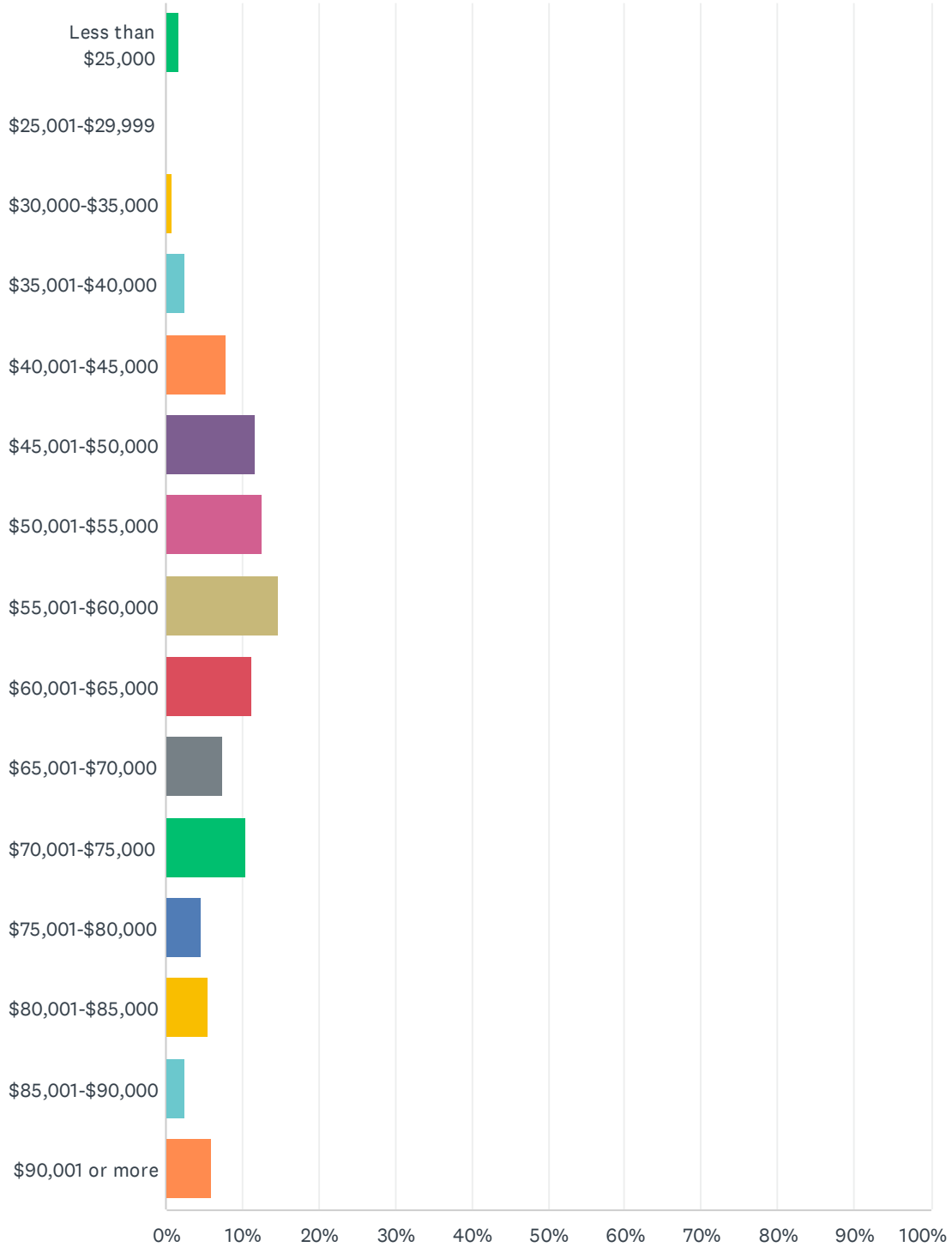
Answered: 217 Skipped: 14



ANSWER CHOICES	RESPONSES
Yes	4.15%
No	23.04%
Not applicable	70.97%
Other (please specify)	1.84%
<b>TOTAL</b>	

# Q34 Please identify the salary range of your current position (not including benefits)

Answered: 231 Skipped: 0

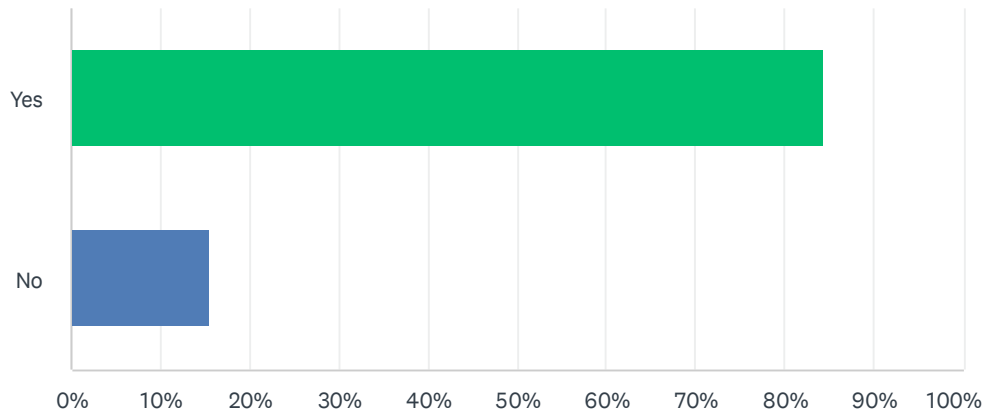


## UPAA 2024 Salary Survey

ANSWER CHOICES	RESPONSES
Less than \$25,000	1.73%
\$25,001-\$29,999	0.00%
\$30,000-\$35,000	0.87%
\$35,001-\$40,000	2.60%
\$40,001-\$45,000	7.79%
\$45,001-\$50,000	11.69%
\$50,001-\$55,000	12.55%
\$55,001-\$60,000	14.72%
\$60,001-\$65,000	11.26%
\$65,001-\$70,000	7.36%
\$70,001-\$75,000	10.39%
\$75,001-\$80,000	4.76%
\$80,001-\$85,000	5.63%
\$85,001-\$90,000	2.60%
\$90,001 or more	6.06%
<b>TOTAL</b>	

### Q35 Have you had a raise in your salary in the past two years ?

Answered: 231 Skipped: 0

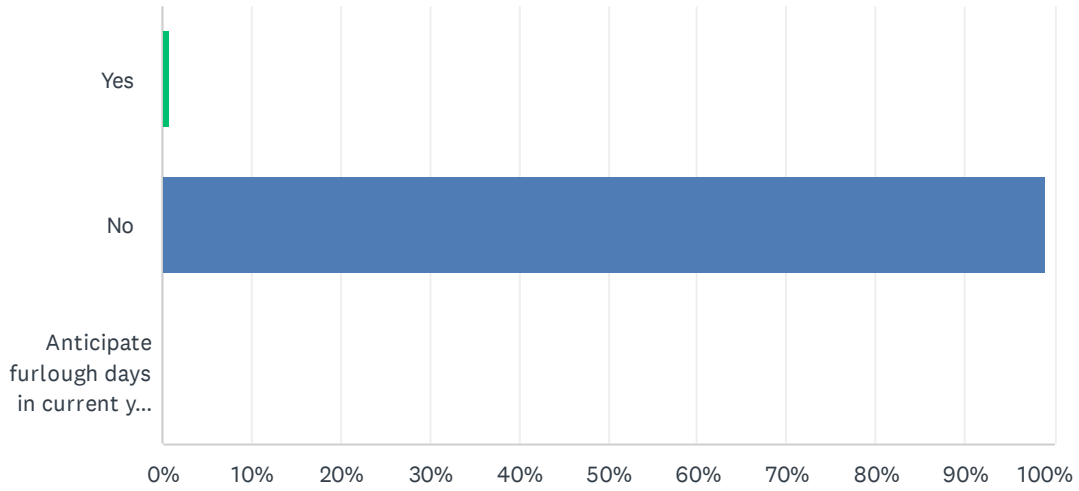


ANSWER CHOICES	RESPONSES
Yes	84.42%
No	15.58%
TOTAL	



### Q36 Did you experience any furlough days in the previous year?

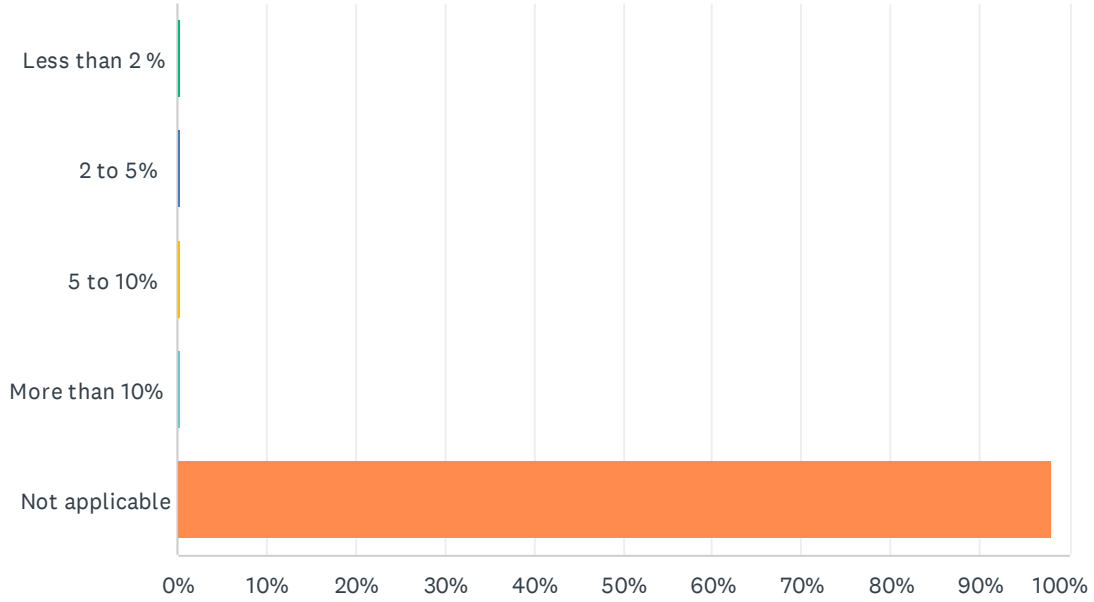
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	0.87%
No	99.13%
Anticipate furlough days in current year but not officially scheduled yet	0.00%
<b>TOTAL</b>	

### Q37 If you answered "Yes" to question 36, what percent of your salary d you lose in total as a result?

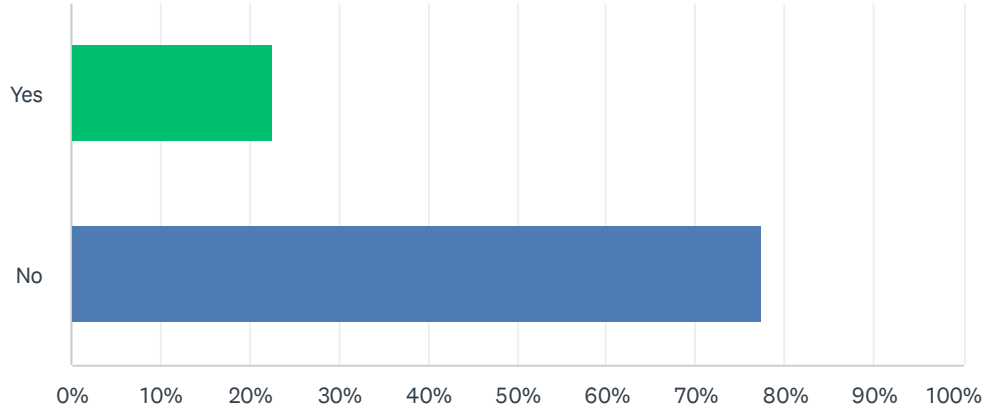
Answered: 210 Skipped: 21



ANSWER CHOICES	RESPONSES
Less than 2 %	0.48%
2 to 5%	0.48%
5 to 10%	0.48%
More than 10%	0.48%
Not applicable	98.10%
<b>TOTAL</b>	

### Q38 Did you lose net salary as a result of rising health or other insurance/fees deductions since last year?

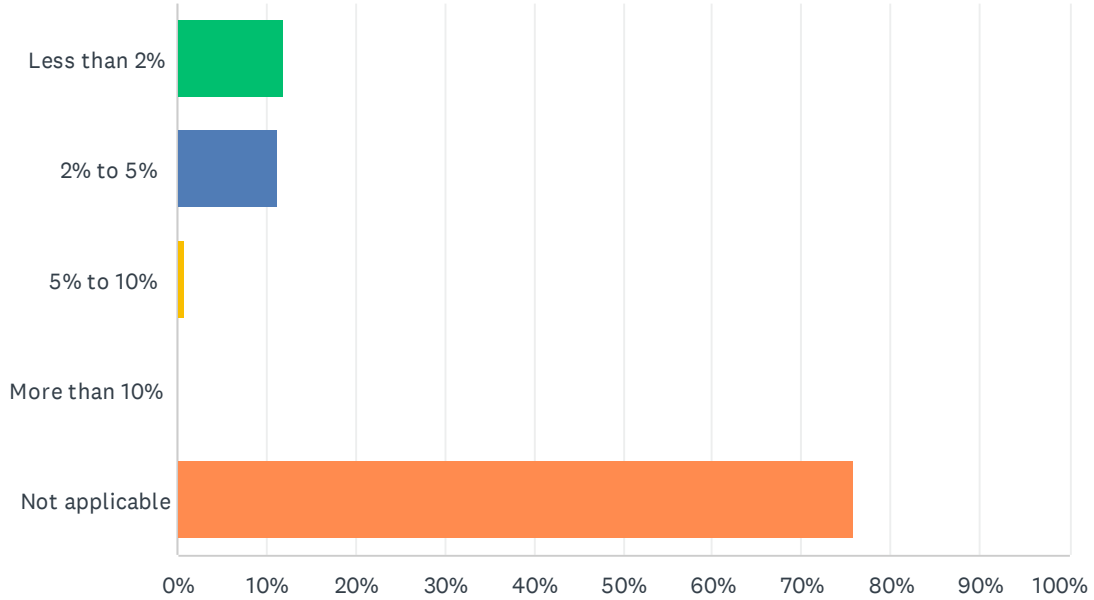
Answered: 229 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	22.71%
No	77.29%
TOTAL	

### Q39 If you answered "yes" to question 38, what percentage of your pay did you lose as a result?

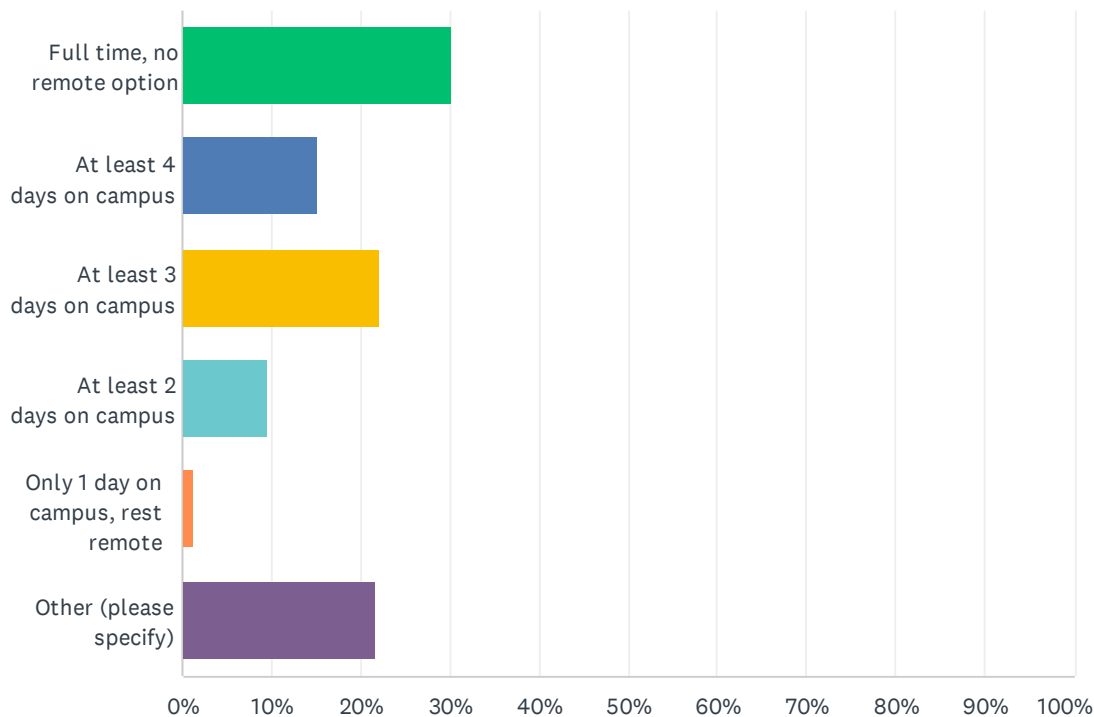
Answered: 211 Skipped: 20



ANSWER CHOICES	RESPONSES
Less than 2%	11.85%
2% to 5%	11.37%
5% to 10%	0.95%
More than 10%	0.00%
Not applicable	75.83%
<b>TOTAL</b>	

## Q40 Following the last pandemic, are you required to be in the office/or campus:

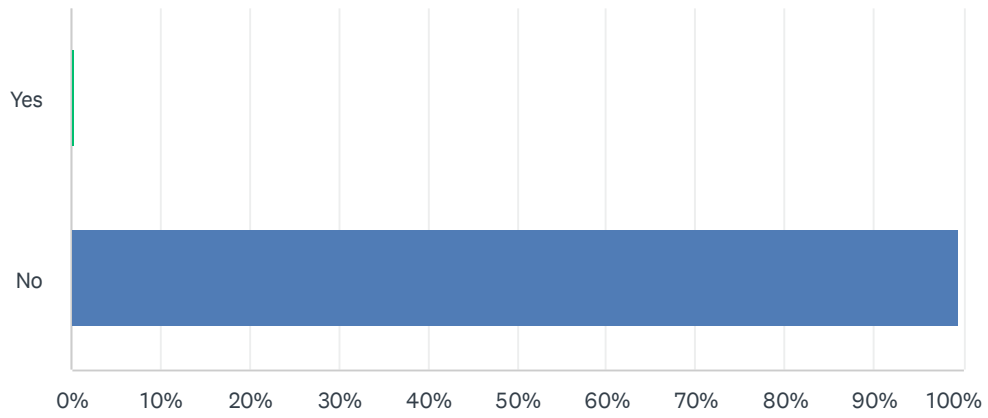
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Full time, no remote option	30.30%
At least 4 days on campus	15.15%
At least 3 days on campus	22.08%
At least 2 days on campus	9.52%
Only 1 day on campus, rest remote	1.30%
Other (please specify)	21.65%
<b>TOTAL</b>	

## Q41 Was your position eliminated in the past year?

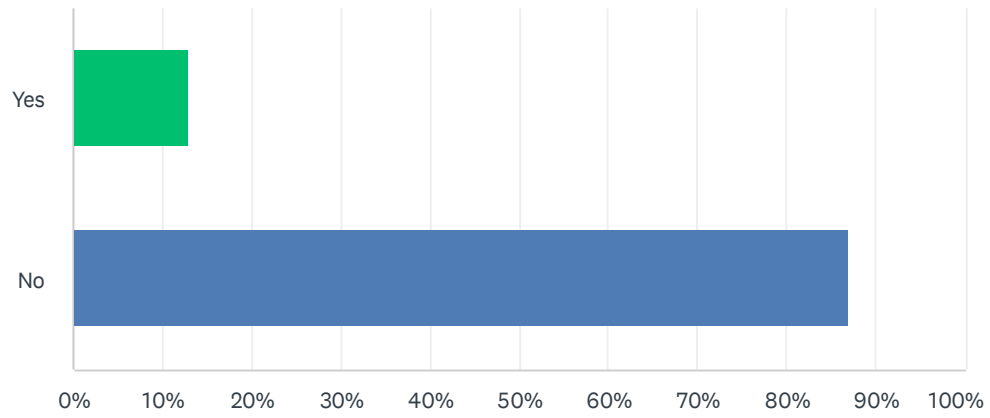
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	0.43%
No	99.57%
TOTAL	

## Q42 Is your job a union position?

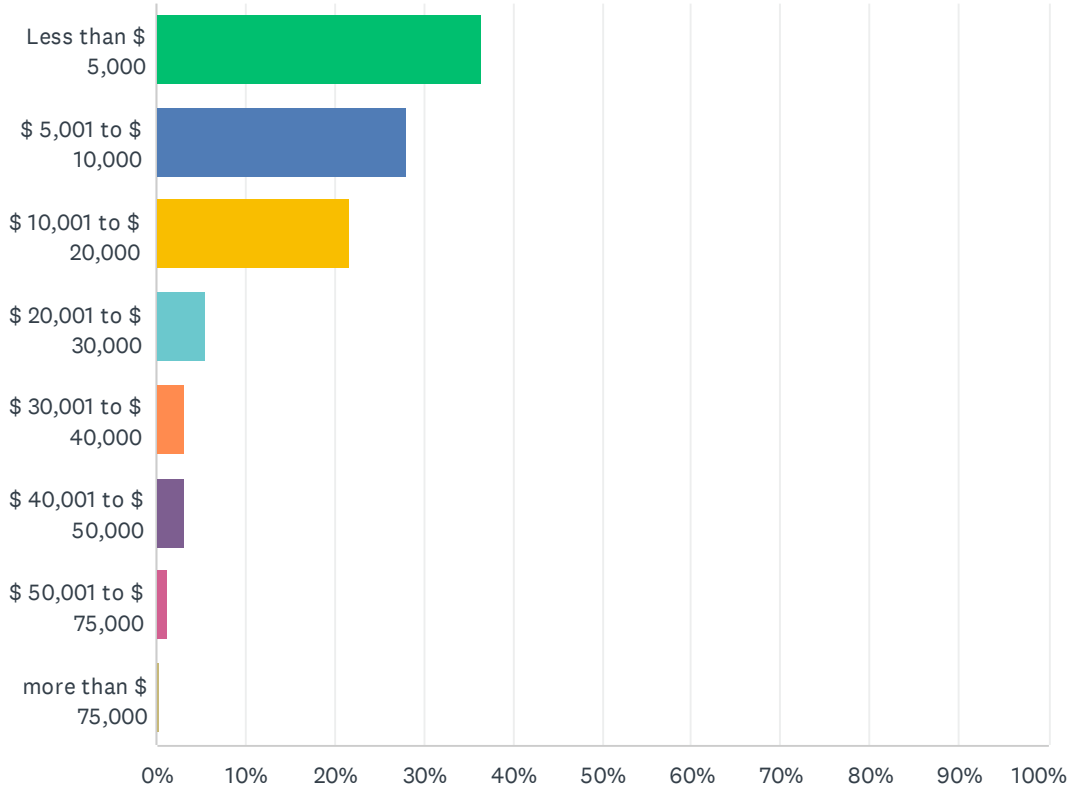
Answered: 231 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	12.99%
No	87.01%
TOTAL	

## Q43 What are your total expenditures on supplies and equipment in a given year?

Answered: 217 Skipped: 14



ANSWER CHOICES	RESPONSES
Less than \$ 5,000	36.41%
\$ 5,001 to \$ 10,000	28.11%
\$ 10,001 to \$ 20,000	21.66%
\$ 20,001 to \$ 30,000	5.53%
\$ 30,001 to \$ 40,000	3.23%
\$ 40,001 to \$ 50,000	3.23%
\$ 50,001 to \$ 75,000	1.38%
more than \$ 75,000	0.46%
<b>TOTAL</b>	



## Q44 Any additional comments?

Answered: 35 Skipped: 196