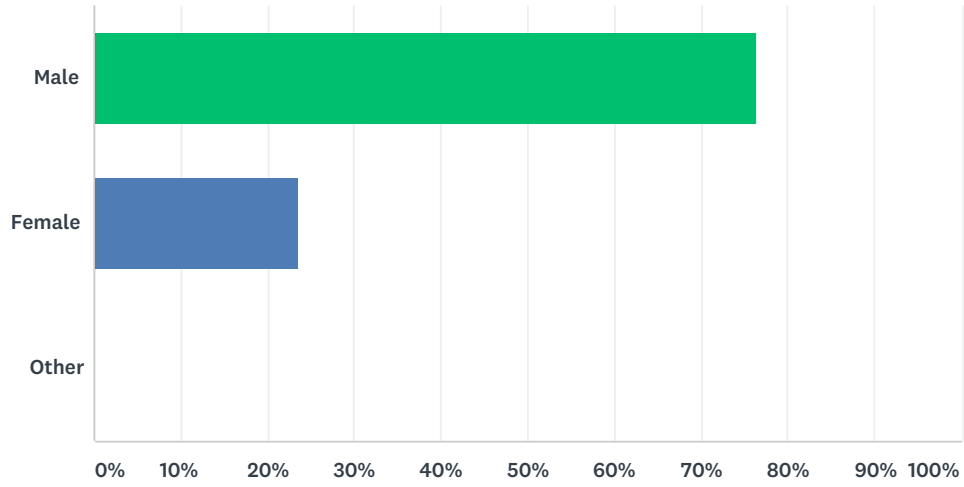


Q1 Your gender:

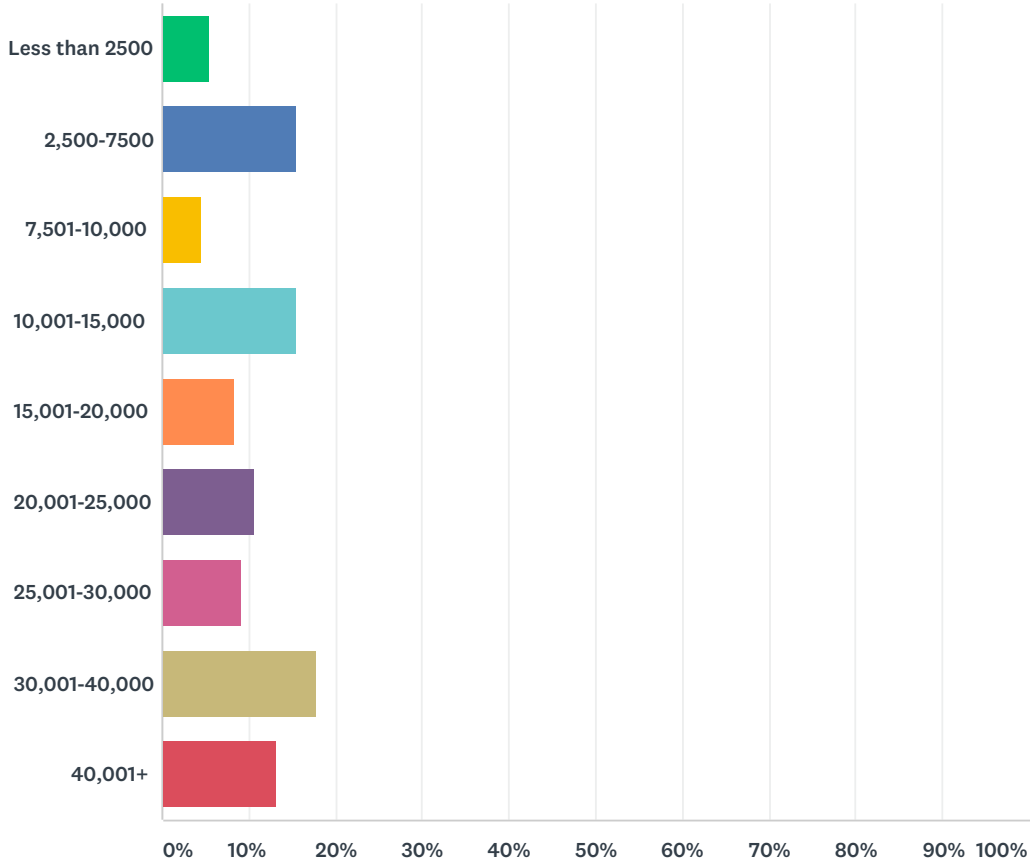
Answered: 97 Skipped: 33



ANSWER CHOICES	RESPONSES	
Male	76.29%	74
Female	23.71%	23
Other	0.00%	0
TOTAL		97

Q2 What is your institution's annual enrollment?

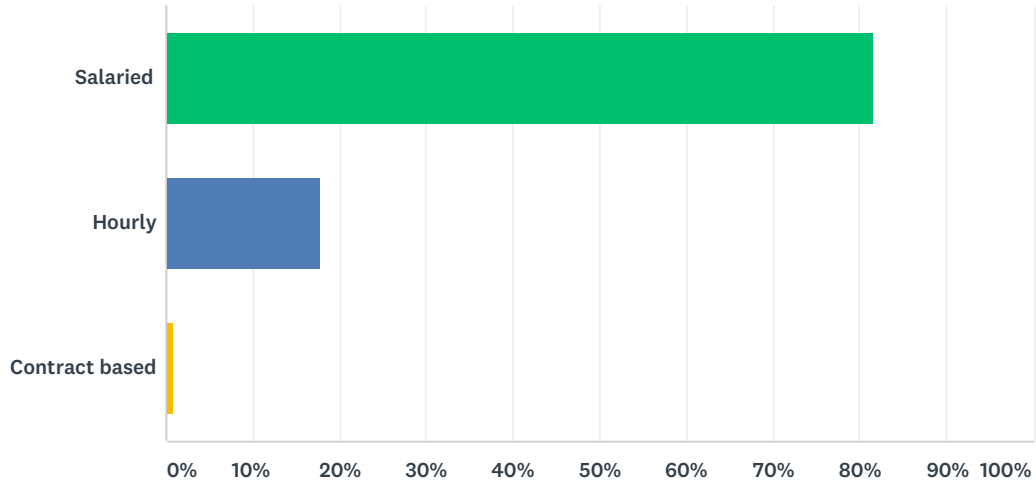
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 2500	5.38%	7
2,500-7500	15.38%	20
7,501-10,000	4.62%	6
10,001-15,000	15.38%	20
15,001-20,000	8.46%	11
20,001-25,000	10.77%	14
25,001-30,000	9.23%	12
30,001-40,000	17.69%	23
40,001+	13.08%	17
TOTAL		130

Q3 How is your position compensated?

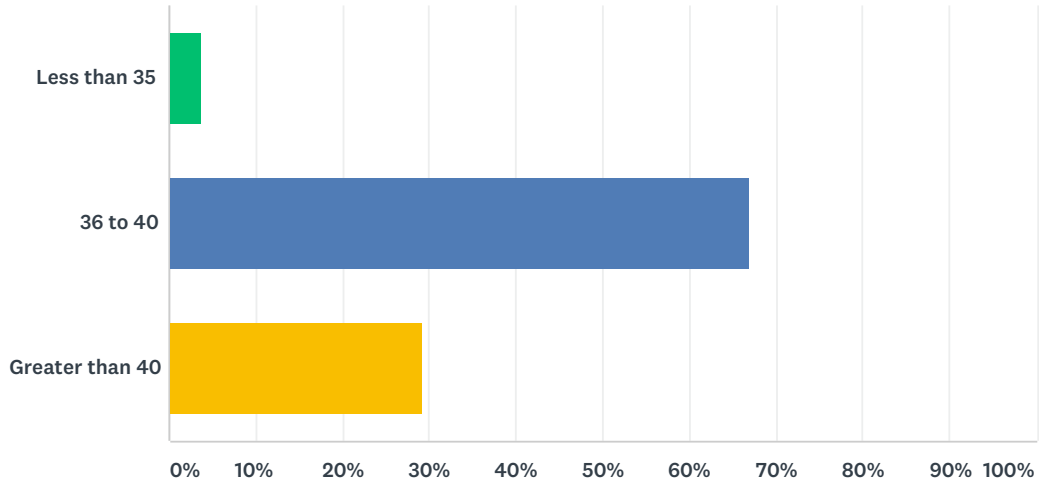
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Salaried	81.54%	106
Hourly	17.69%	23
Contract based	0.77%	1
TOTAL		130

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

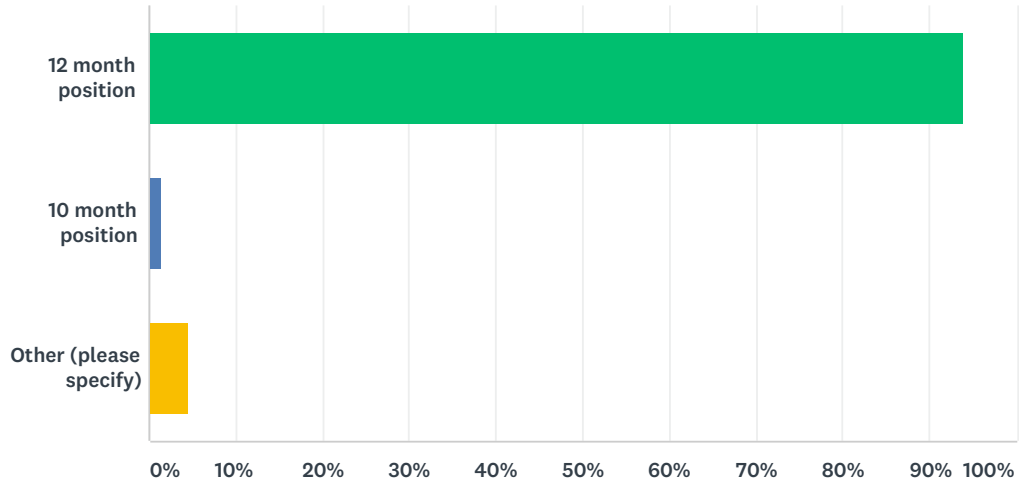
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES
Less than 35	3.85% 5
36 to 40	66.92% 87
Greater than 40	29.23% 38
TOTAL	130

Q5 Is your job a:

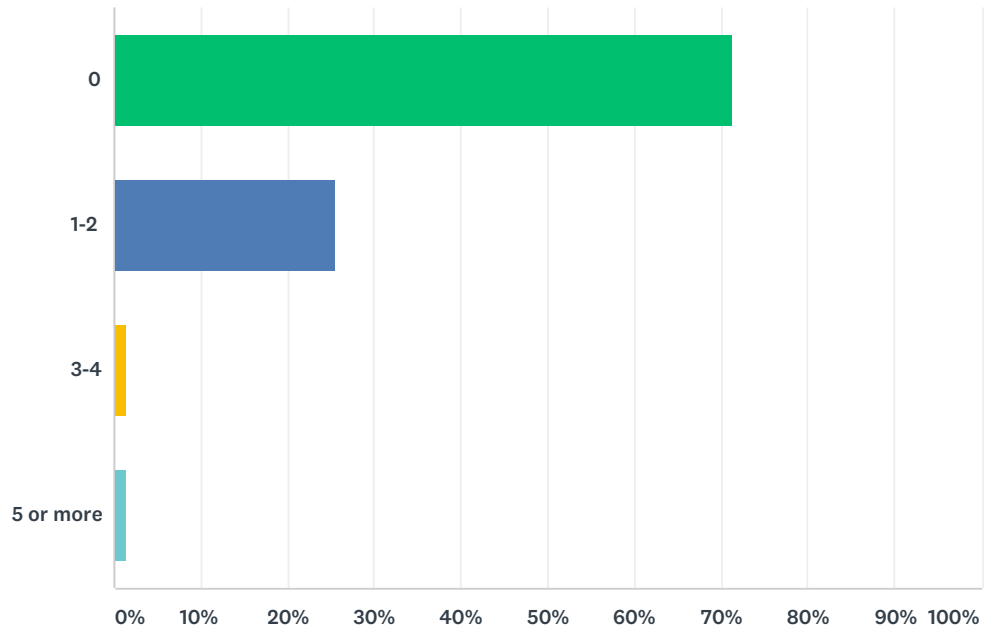
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
12 month position	93.85%	122
10 month position	1.54%	2
Other (please specify)	4.62%	6
TOTAL		130

Q6 How many staff do you supervise?

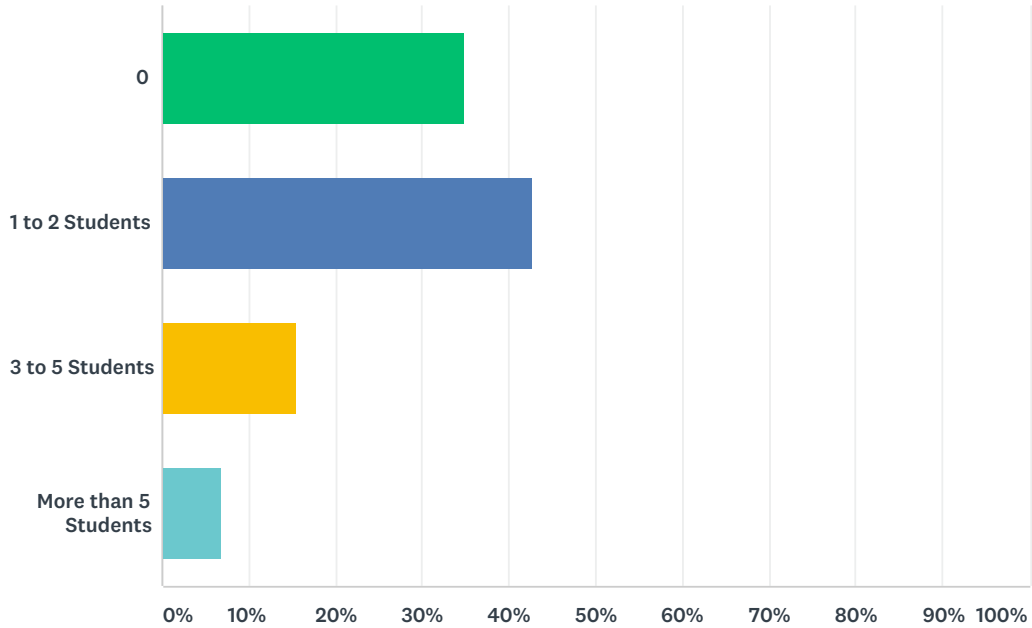
Answered: 129 Skipped: 1



ANSWER CHOICES	RESPONSES	
0	71.32%	92
1-2	25.58%	33
3-4	1.55%	2
5 or more	1.55%	2
TOTAL		129

Q7 Do you have student workers?

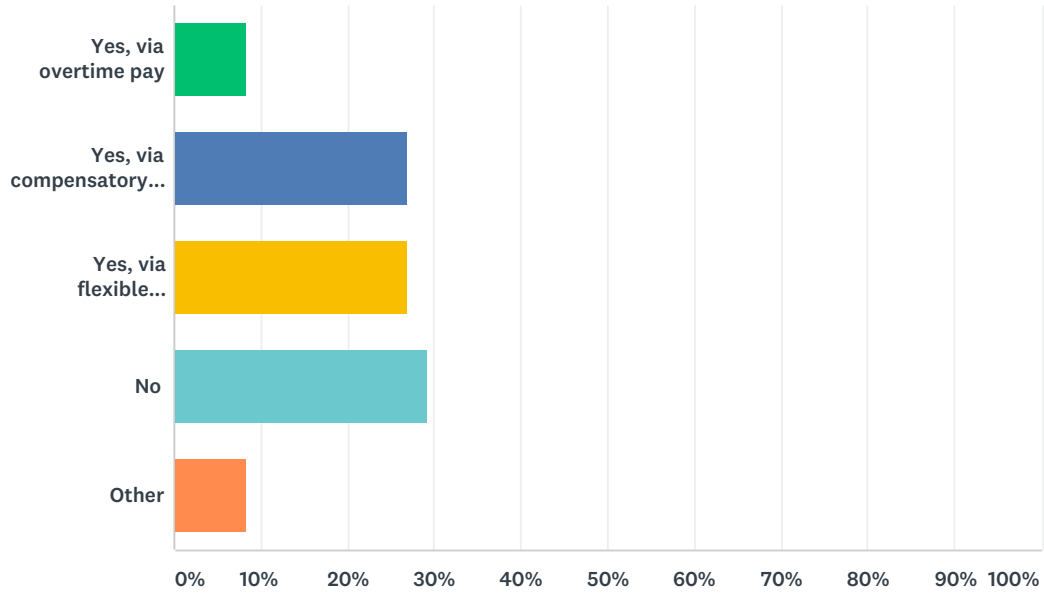
Answered: 129 Skipped: 1



ANSWER CHOICES	RESPONSES	
0	34.88%	45
1 to 2 Students	42.64%	55
3 to 5 Students	15.50%	20
More than 5 Students	6.98%	9
TOTAL		129

Q8 Are you compensated for overtime?

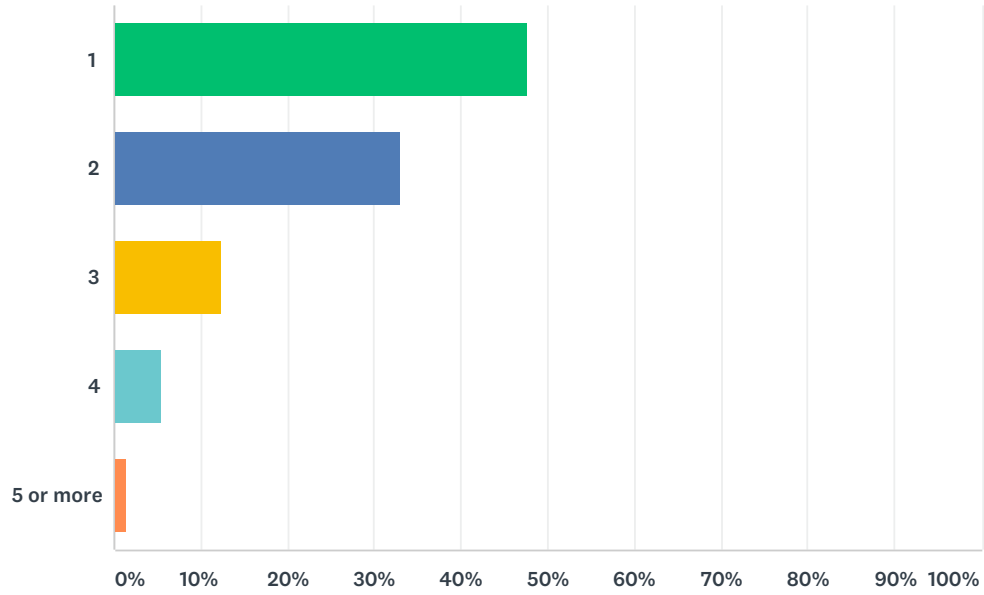
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, via overtime pay	8.46%	11
Yes, via compensatory time	26.92%	35
Yes, via flexible scheduling	26.92%	35
No	29.23%	38
Other	8.46%	11
TOTAL		130

Q9 How many photographers are on staff?

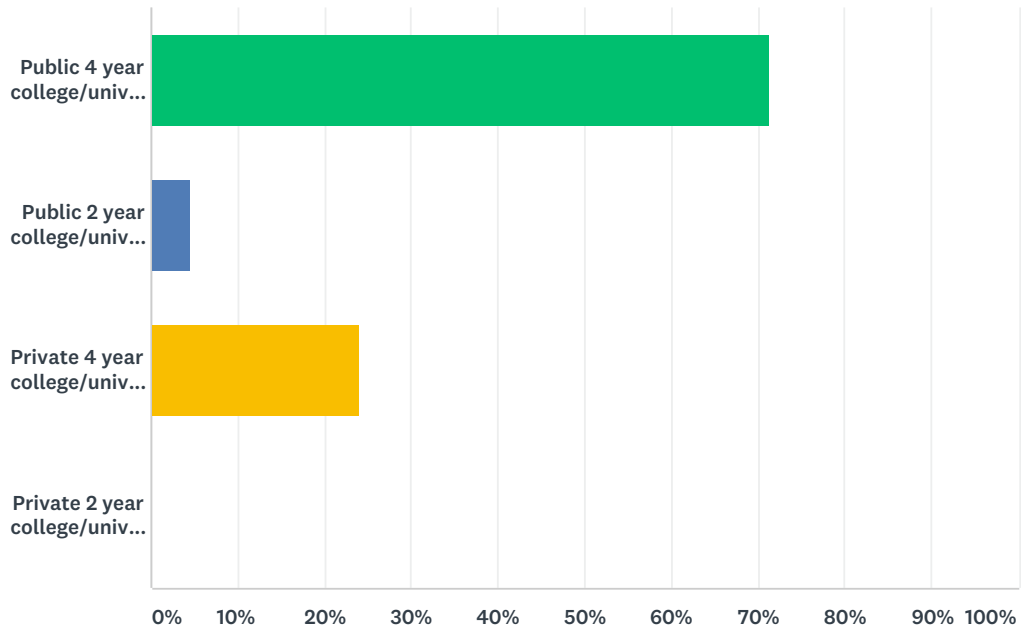
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
1	47.69%	62
2	33.08%	43
3	12.31%	16
4	5.38%	7
5 or more	1.54%	2
TOTAL		130

Q10 Which of the following best describes your institution?

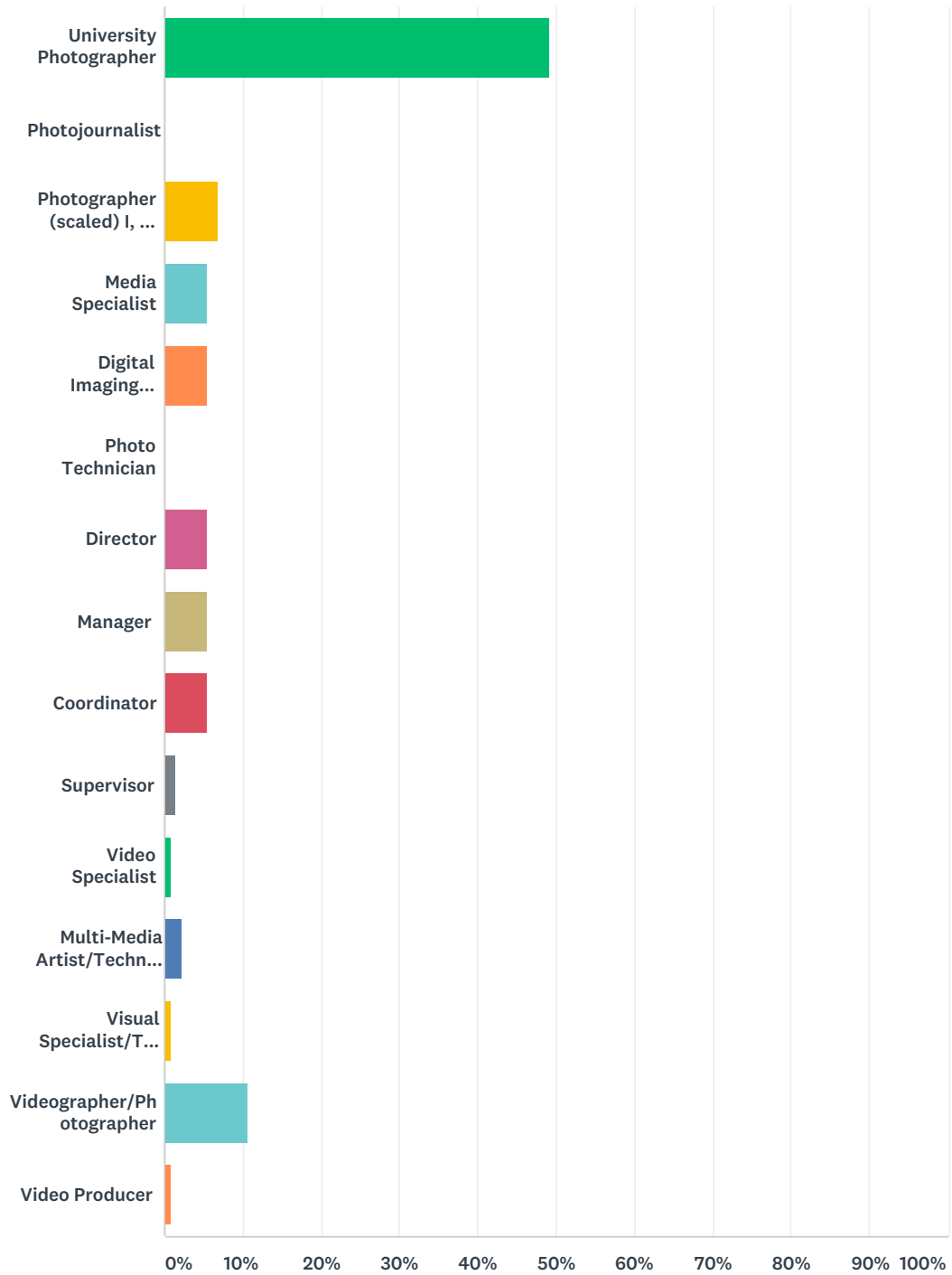
Answered: 129 Skipped: 1



ANSWER CHOICES	RESPONSES
Public 4 year college/university	71.32% 92
Public 2 year college/university	4.65% 6
Private 4 year college/university	24.03% 31
Private 2 year college/university	0.00% 0
TOTAL	129

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

Answered: 130 Skipped: 0



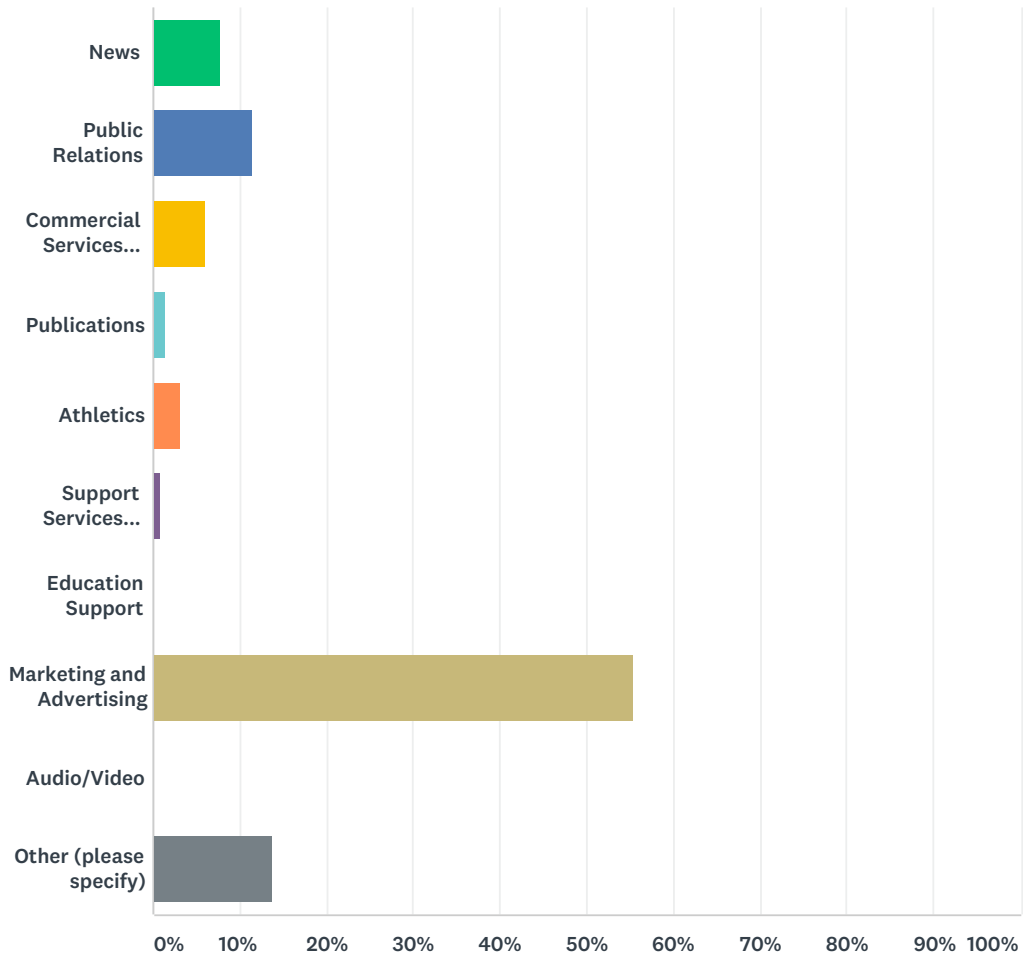
ANSWER CHOICES	RESPONSES	
University Photographer	49.23%	64
Photojournalist	0.00%	0
Photographer (scaled) I, II, III, etc.	6.92%	9

UPAA 2019 Salary Survey

Media Specialist	5.38%	7
Digital Imaging Specialist	5.38%	7
Photo Technician	0.00%	0
Director	5.38%	7
Manager	5.38%	7
Coordinator	5.38%	7
Supervisor	1.54%	2
Video Specialist	0.77%	1
Multi-Media Artist/Technician	2.31%	3
Visual Specialist/Technician	0.77%	1
Videographer/Photographer	10.77%	14
Video Producer	0.77%	1
TOTAL		130

Q12 Your department's primary responsibility is:

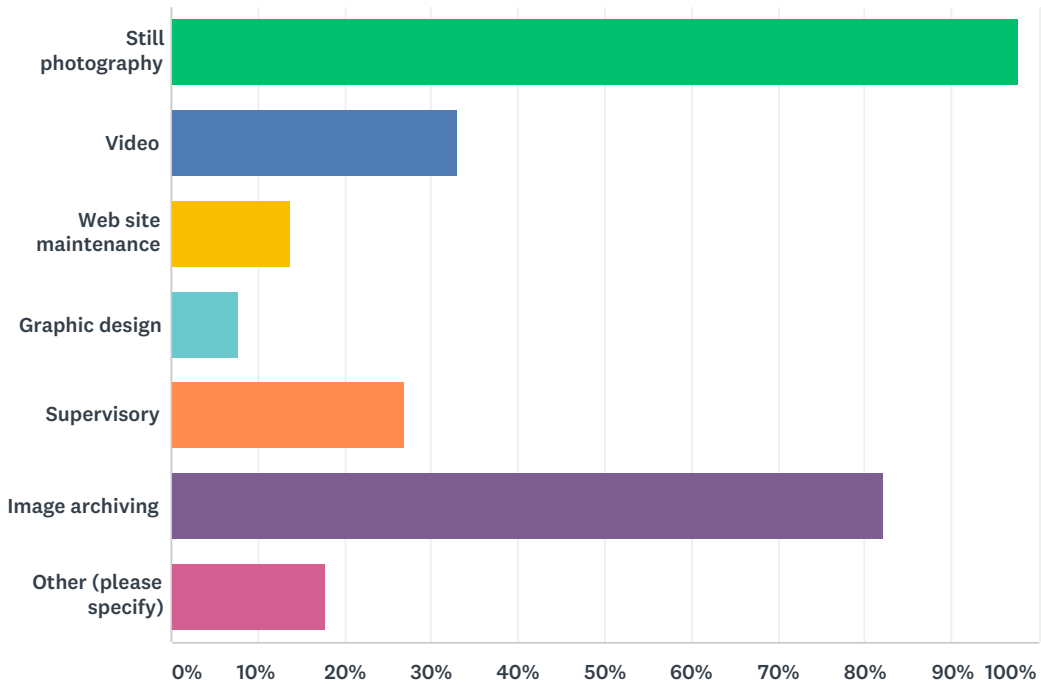
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
News	7.69%	10
Public Relations	11.54%	15
Commercial Services (portrait, event, product)	6.15%	8
Publications	1.54%	2
Athletics	3.08%	4
Support Services (printing, scanning, design, copy work)	0.77%	1
Education Support	0.00%	0
Marketing and Advertising	55.38%	72
Audio/Video	0.00%	0
Other (please specify)	13.85%	18
TOTAL		130

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

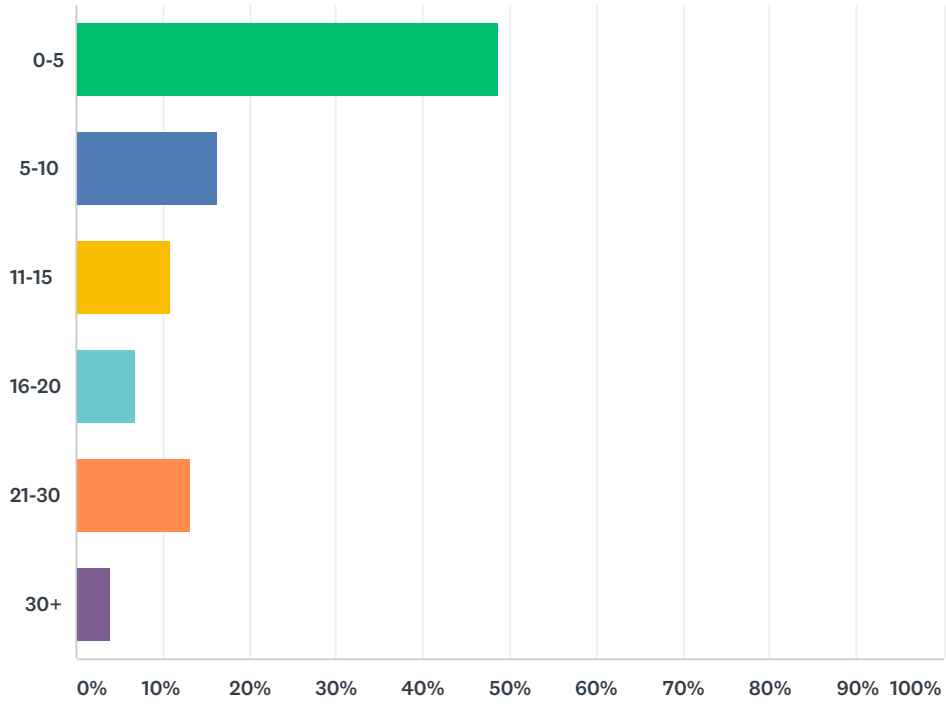
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Still photography	97.69%	127
Video	33.08%	43
Web site maintenance	13.85%	18
Graphic design	7.69%	10
Supervisory	26.92%	35
Image archiving	82.31%	107
Other (please specify)	17.69%	23
Total Respondents: 130		

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

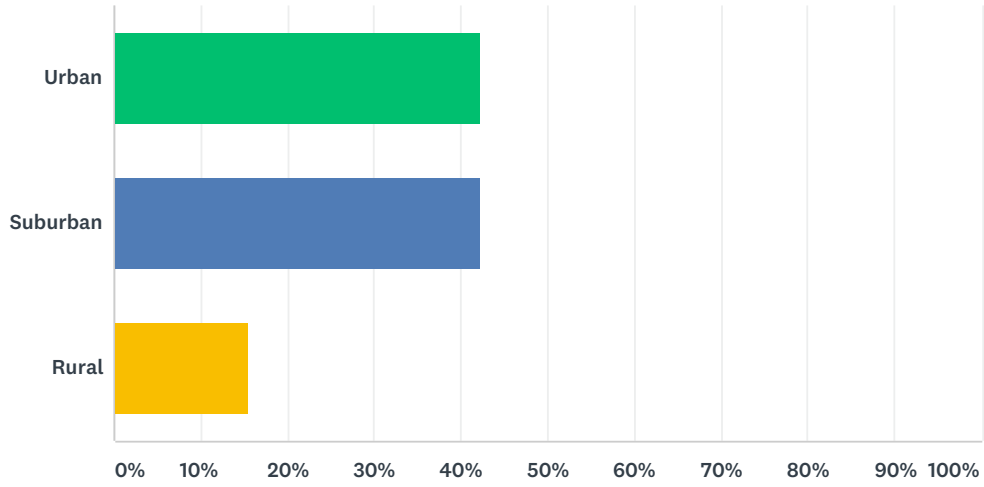
Answered: 129 Skipped: 1



ANSWER CHOICES	RESPONSES	
0-5	48.84%	63
5-10	16.28%	21
11-15	10.85%	14
16-20	6.98%	9
21-30	13.18%	17
30+	3.88%	5
TOTAL		129

Q15 How would you categorize your campus location?

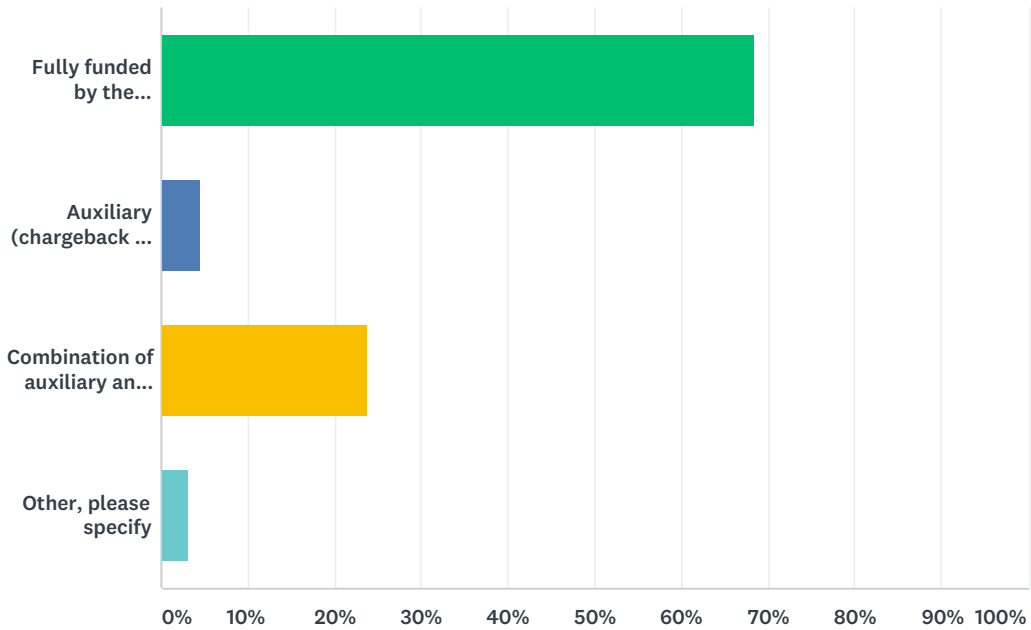
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Urban	42.31%	55
Suburban	42.31%	55
Rural	15.38%	20
TOTAL		130

Q16 How is your photography unit funded?

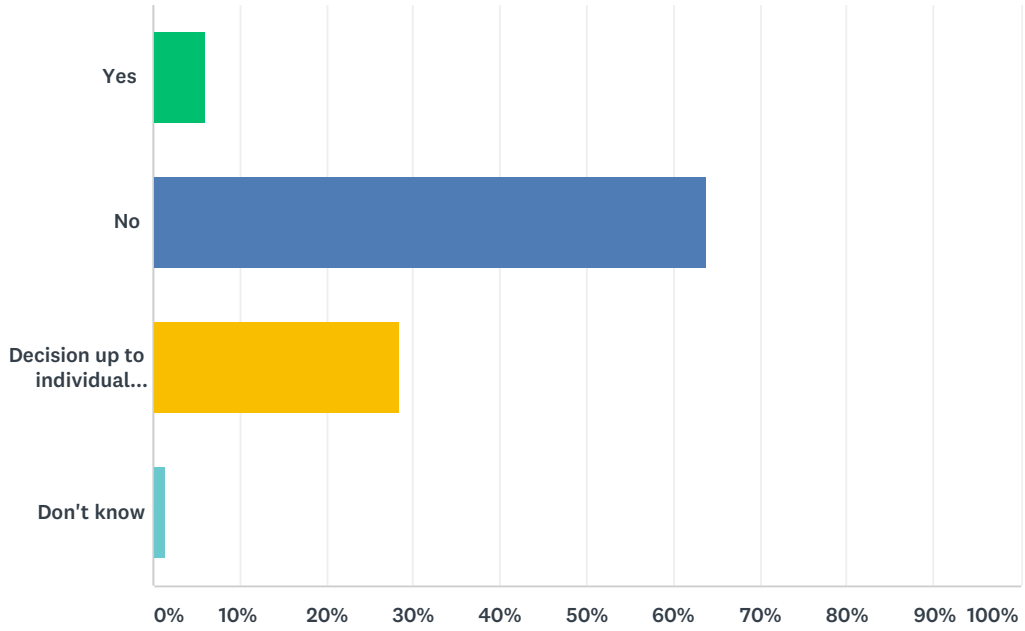
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Fully funded by the university (no service fees for university departments)	68.46%	89
Auxiliary (chargeback for services)	4.62%	6
Combination of auxiliary and university funding	23.85%	31
Other, please specify	3.08%	4
TOTAL		130

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

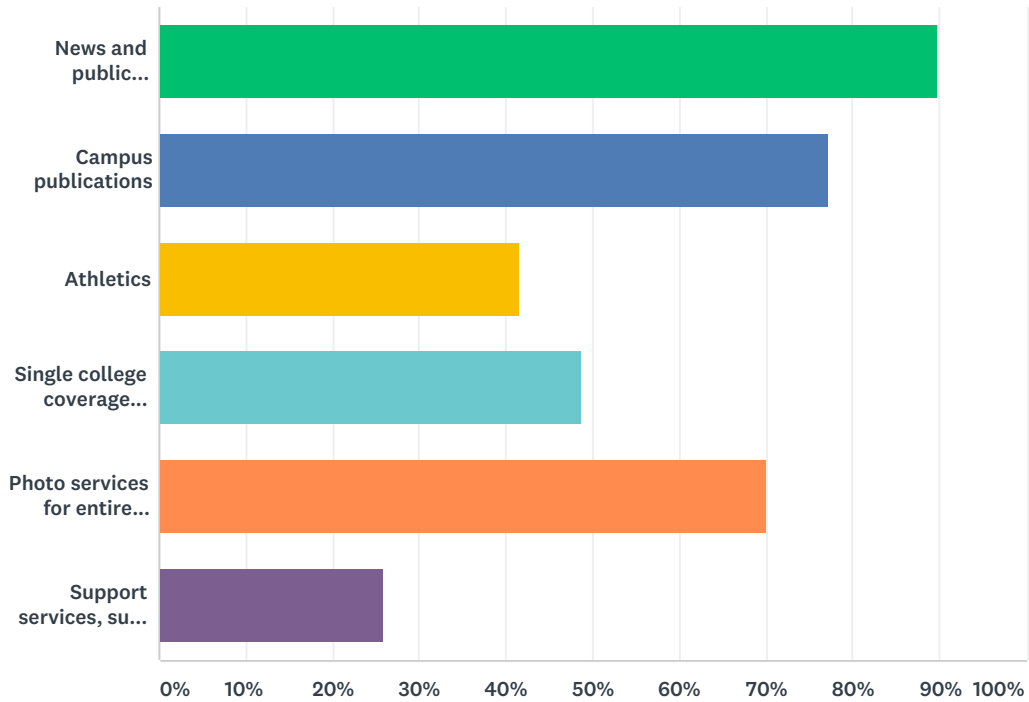
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	6.15%	8
No	63.85%	83
Decision up to individual departments	28.46%	37
Don't know	1.54%	2
TOTAL		130

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

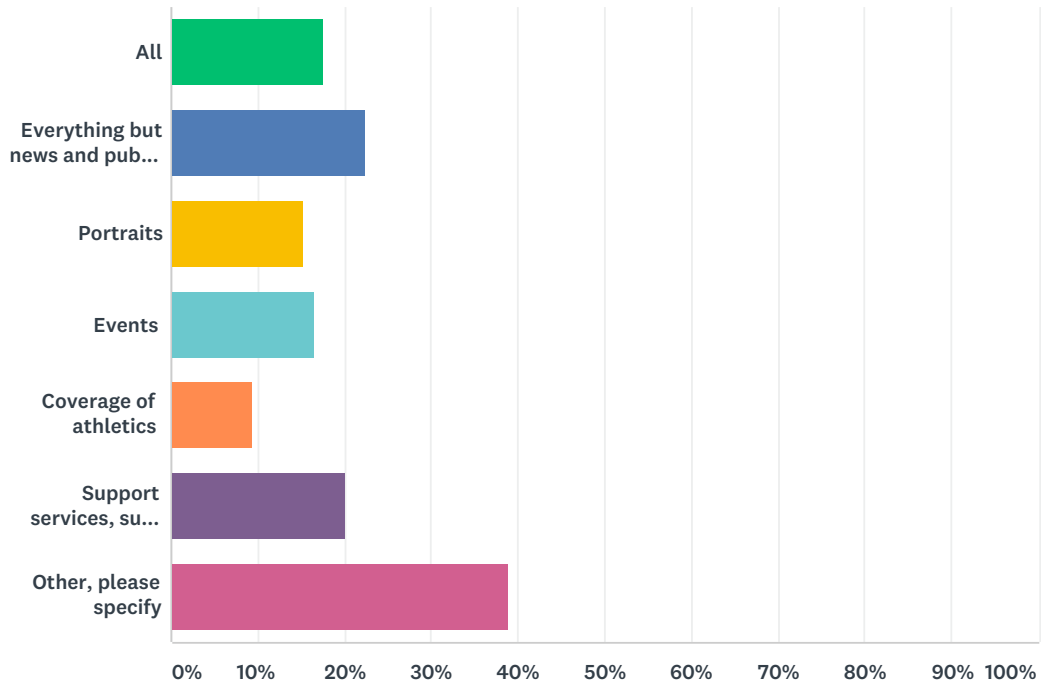
Answered: 127 Skipped: 3



ANSWER CHOICES	RESPONSES	
News and public relations	89.76%	114
Campus publications	77.17%	98
Athletics	41.73%	53
Single college coverage (engineering, medicine, ag extension)	48.82%	62
Photo services for entire university, such as portraits & events	70.08%	89
Support services, such as scanning & printing	25.98%	33
Total Respondents: 127		

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

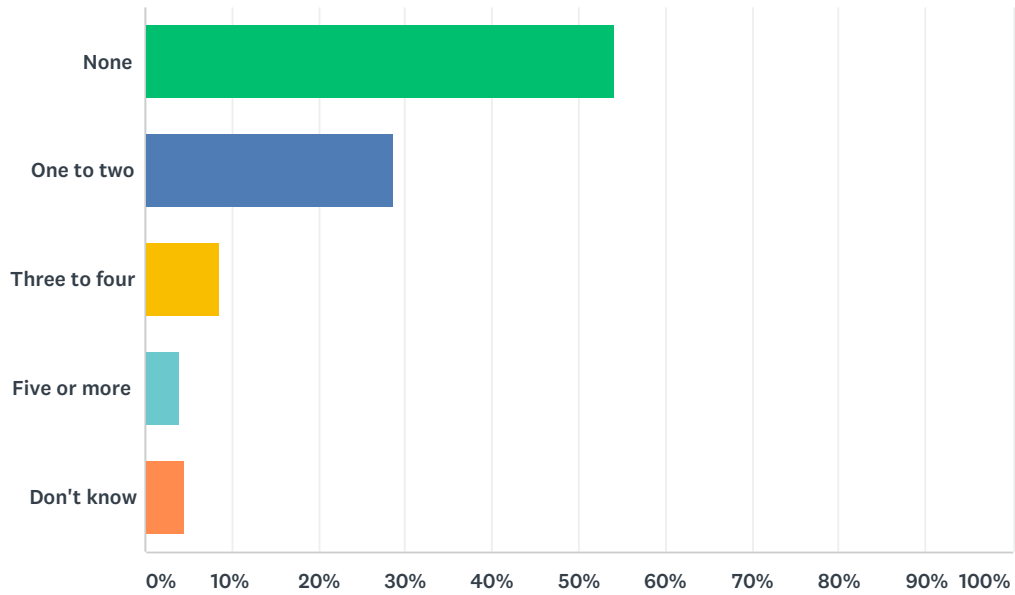
Answered: 85 Skipped: 45



ANSWER CHOICES	RESPONSES	
All	17.65%	15
Everything but news and public relations	22.35%	19
Portraits	15.29%	13
Events	16.47%	14
Coverage of athletics	9.41%	8
Support services, such as scanning & printing	20.00%	17
Other, please specify	38.82%	33
Total Respondents: 85		

Q20 How many other photography units are there on campus?

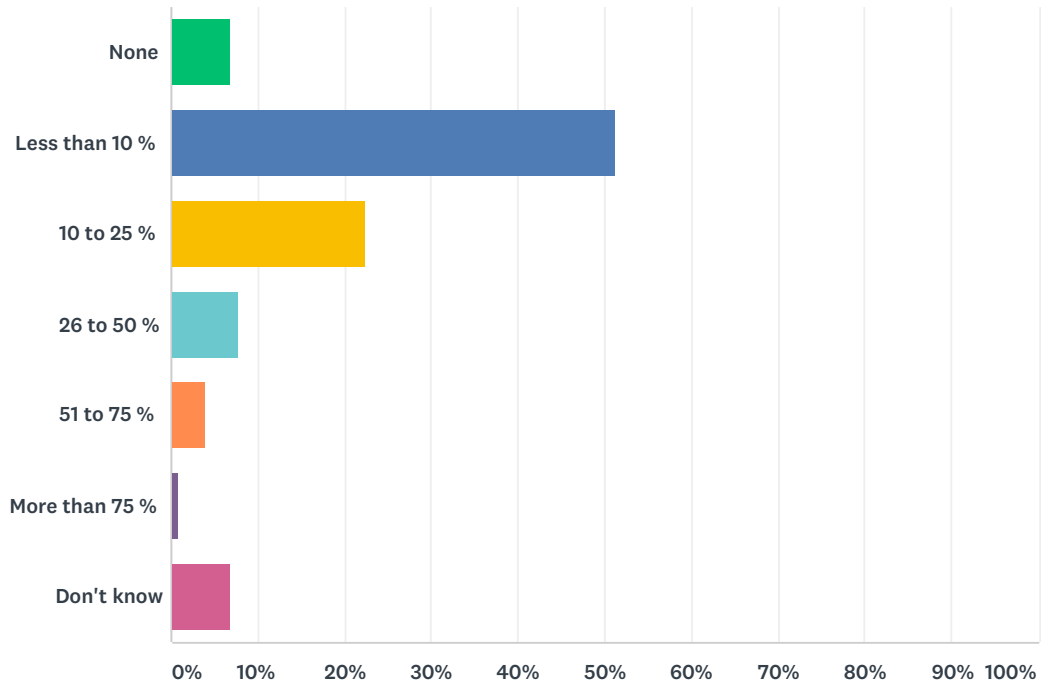
Answered: 129 Skipped: 1



ANSWER CHOICES	RESPONSES	
None	54.26%	70
One to two	28.68%	37
Three to four	8.53%	11
Five or more	3.88%	5
Don't know	4.65%	6
TOTAL		129

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

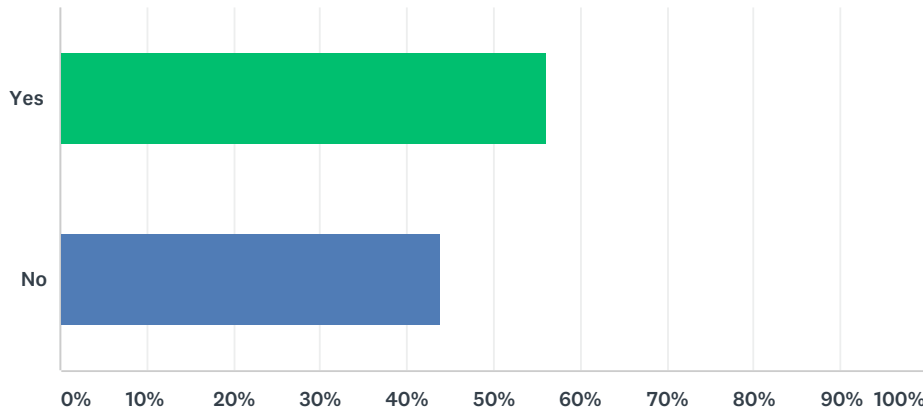
Answered: 129 Skipped: 1



ANSWER CHOICES	RESPONSES	
None	6.98%	9
Less than 10 %	51.16%	66
10 to 25 %	22.48%	29
26 to 50 %	7.75%	10
51 to 75 %	3.88%	5
More than 75 %	0.78%	1
Don't know	6.98%	9
TOTAL		129

Q22 Do you have a degree in photography?

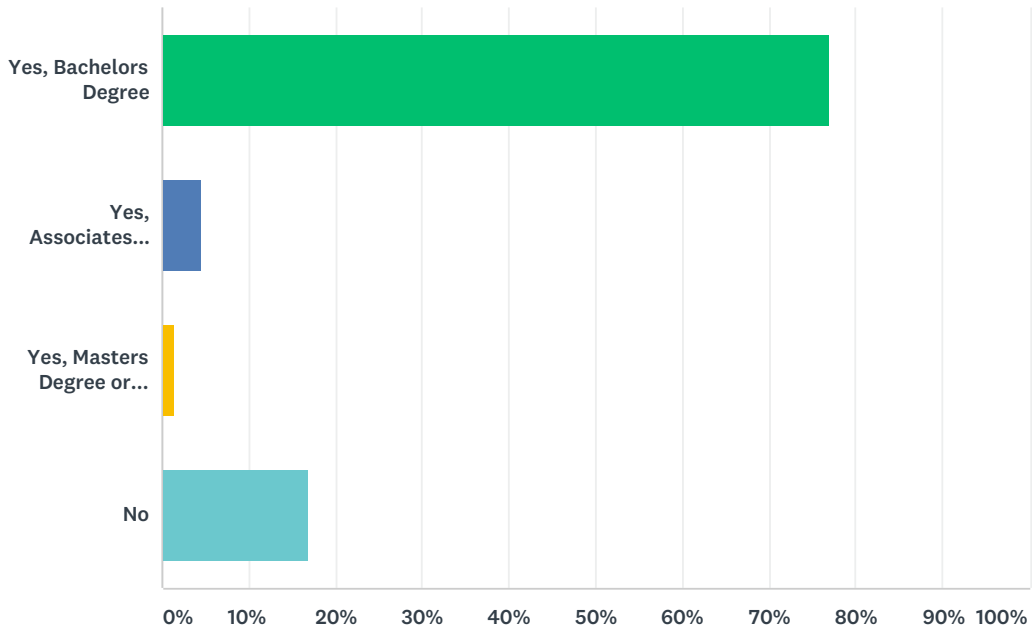
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	56.15%	73
No	43.85%	57
TOTAL		130

Q23 Does your position require a degree?

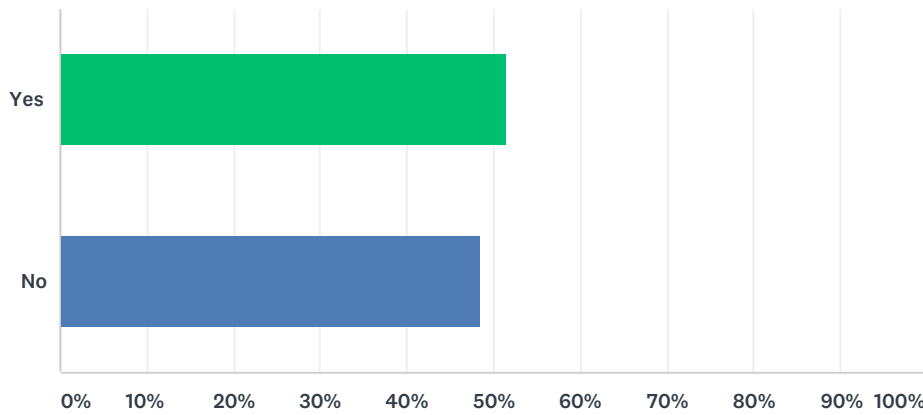
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, Bachelors Degree	76.92%	100
Yes, Associates Degree	4.62%	6
Yes, Masters Degree or greater	1.54%	2
No	16.92%	22
TOTAL		130

Q24 Does your position require you work with video as well as still photography?

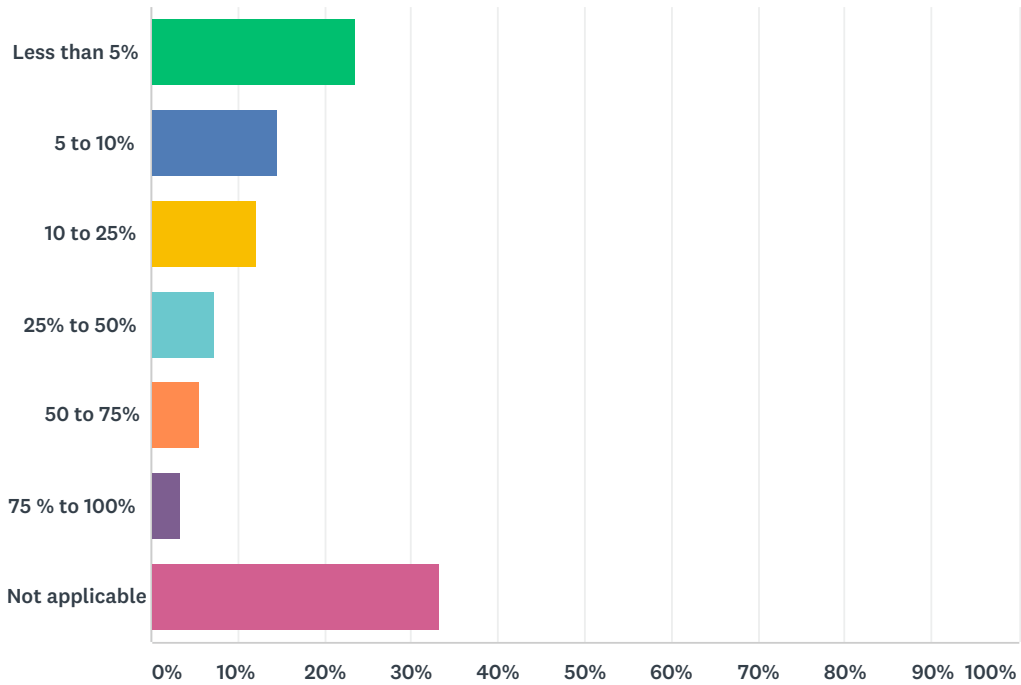
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	51.54%	67
No	48.46%	63
TOTAL		130

Q25 If you do video, what percentage of your total work time does that represent?

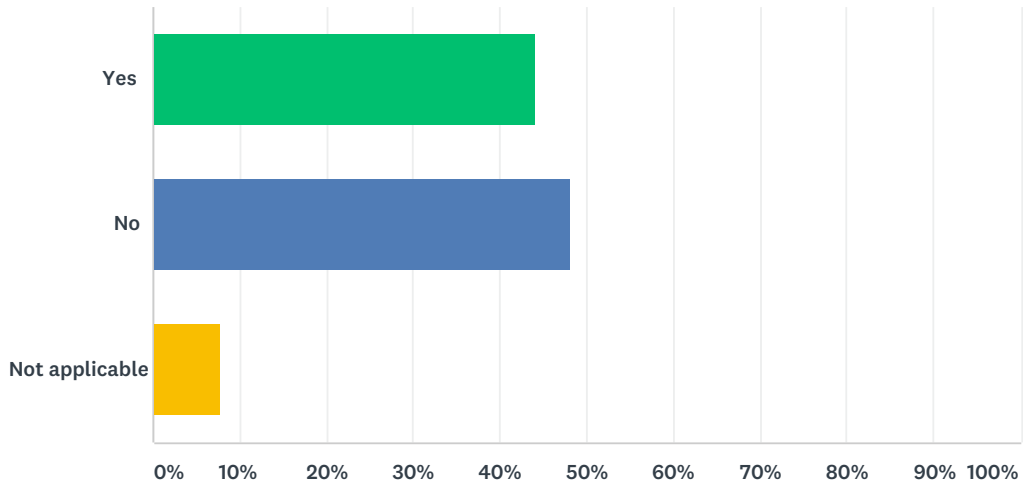
Answered: 123 Skipped: 7



ANSWER CHOICES	RESPONSES	
Less than 5%	23.58%	29
5 to 10%	14.63%	18
10 to 25%	12.20%	15
25% to 50%	7.32%	9
50 to 75%	5.69%	7
75 % to 100%	3.25%	4
Not applicable	33.33%	41
TOTAL		123

Q26 Has your job title ever been amended or changed to reflect changes in your job duties?

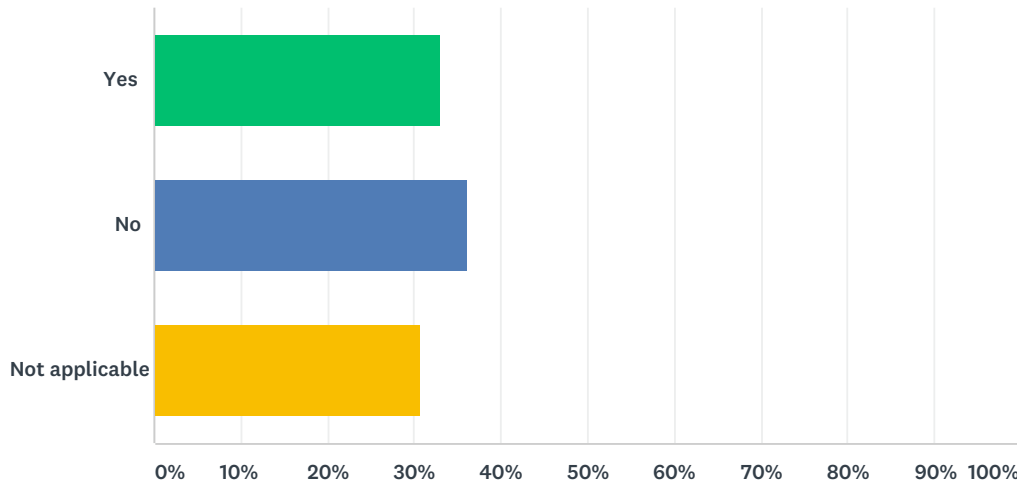
Answered: 129 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	44.19%	57
No	48.06%	62
Not applicable	7.75%	10
TOTAL		129

Q27 Have you received a promotion or raise if your job duties have substantially changed (ie. started out as a still photographer and now doing video)?

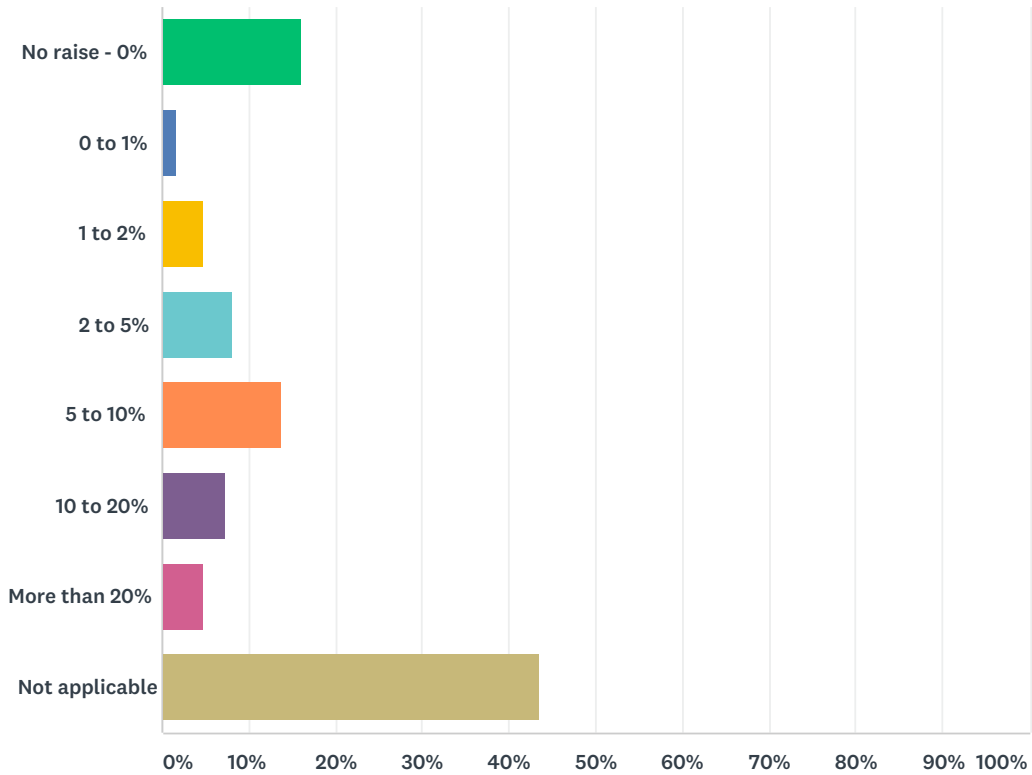
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	33.08%	43
No	36.15%	47
Not applicable	30.77%	40
TOTAL		130

Q28 What percentage raise did you receive if your job duties substantially changed?

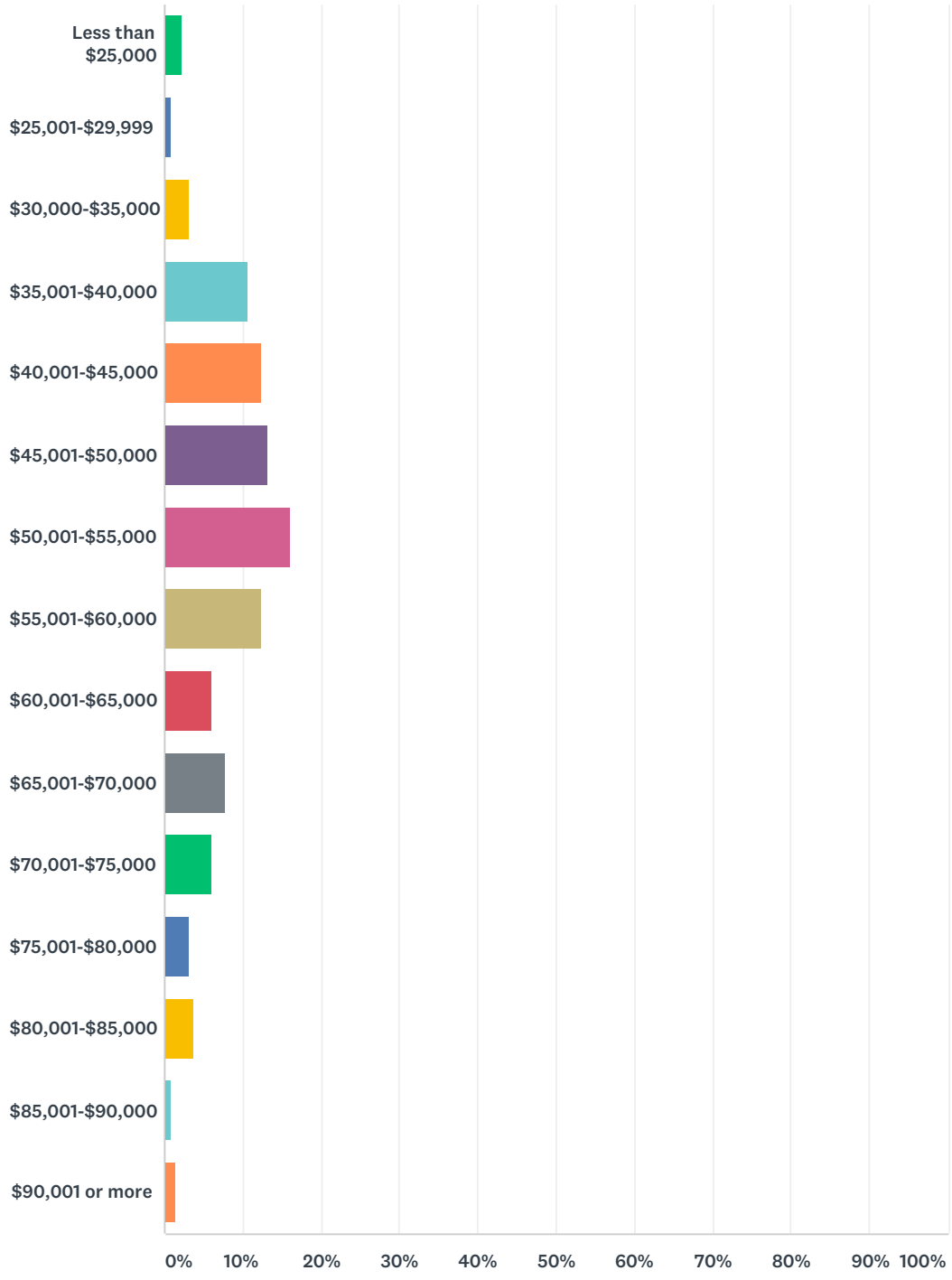
Answered: 124 Skipped: 6



ANSWER CHOICES	RESPONSES	
No raise - 0%	16.13%	20
0 to 1%	1.61%	2
1 to 2%	4.84%	6
2 to 5%	8.06%	10
5 to 10%	13.71%	17
10 to 20%	7.26%	9
More than 20%	4.84%	6
Not applicable	43.55%	54
TOTAL		124

Q29 Please identify the salary range of your current position (not including benefits)

Answered: 130 Skipped: 0



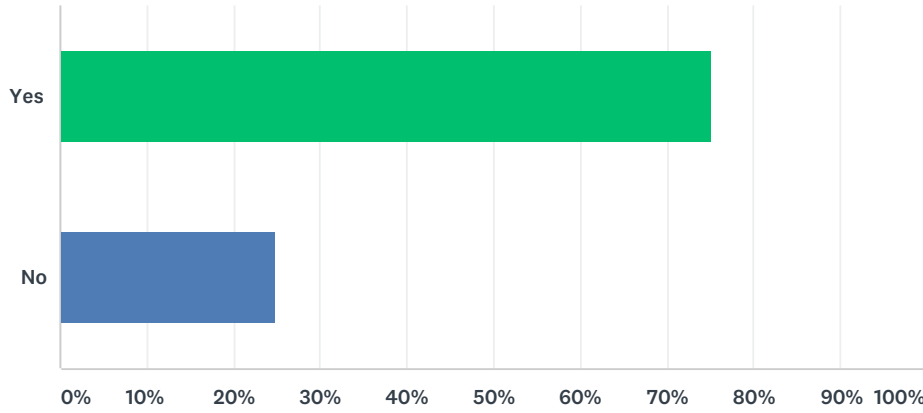
ANSWER CHOICES	RESPONSES
Less than \$25,000	2.31% 3
\$25,001-\$29,999	0.77% 1

UPAA 2019 Salary Survey

\$30,000-\$35,000	3.08%	4
\$35,001-\$40,000	10.77%	14
\$40,001-\$45,000	12.31%	16
\$45,001-\$50,000	13.08%	17
\$50,001-\$55,000	16.15%	21
\$55,001-\$60,000	12.31%	16
\$60,001-\$65,000	6.15%	8
\$65,001-\$70,000	7.69%	10
\$70,001-\$75,000	6.15%	8
\$75,001-\$80,000	3.08%	4
\$80,001-\$85,000	3.85%	5
\$85,001-\$90,000	0.77%	1
\$90,001 or more	1.54%	2
TOTAL		130

Q30 Have you had a raise in your salary in the past two years ?

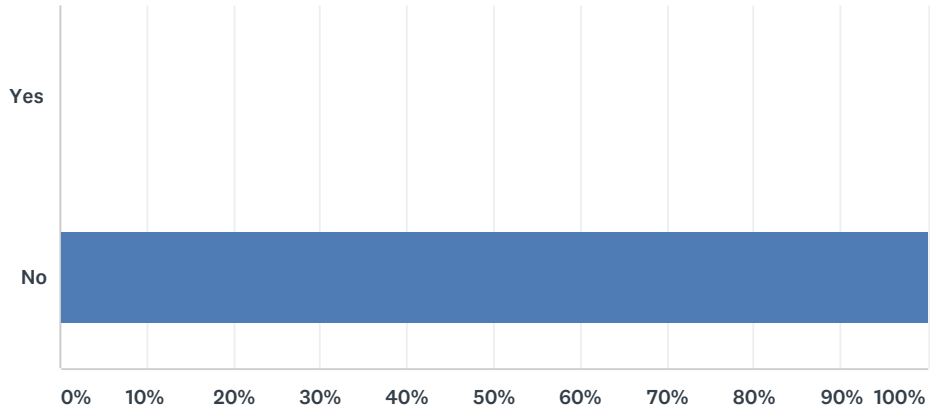
Answered: 129 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	75.19%	97
No	24.81%	32
TOTAL		129

Q31 Did you experience any furlough days in the previous year?

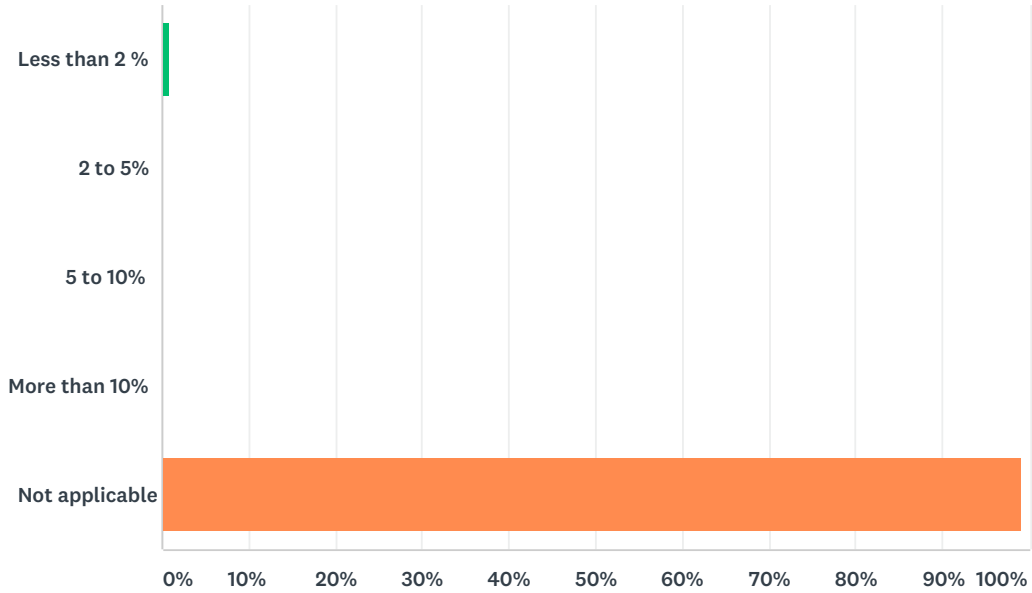
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	130
TOTAL		130

Q32 If you answered "Yes" to question 31, what percent of your salary did you lose in total as a result?

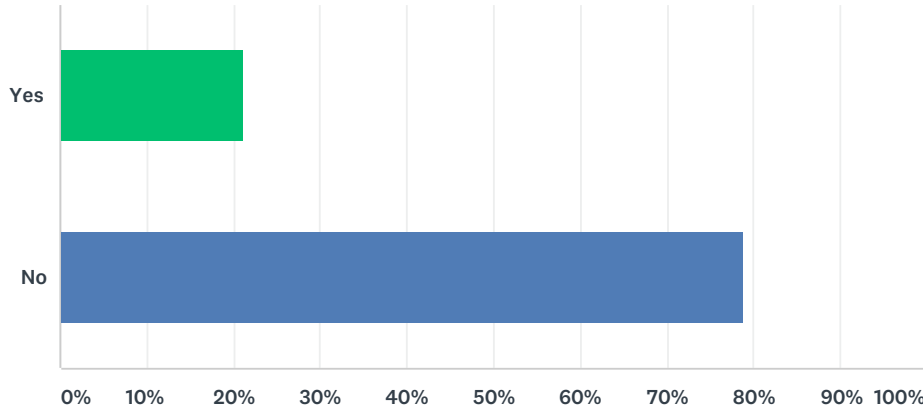
Answered: 111 Skipped: 19



ANSWER CHOICES	RESPONSES	
Less than 2 %	0.90%	1
2 to 5%	0.00%	0
5 to 10%	0.00%	0
More than 10%	0.00%	0
Not applicable	99.10%	110
TOTAL		111

Q33 Did you lose net salary as a result of rising health or other insurance/fees deductions since last year?

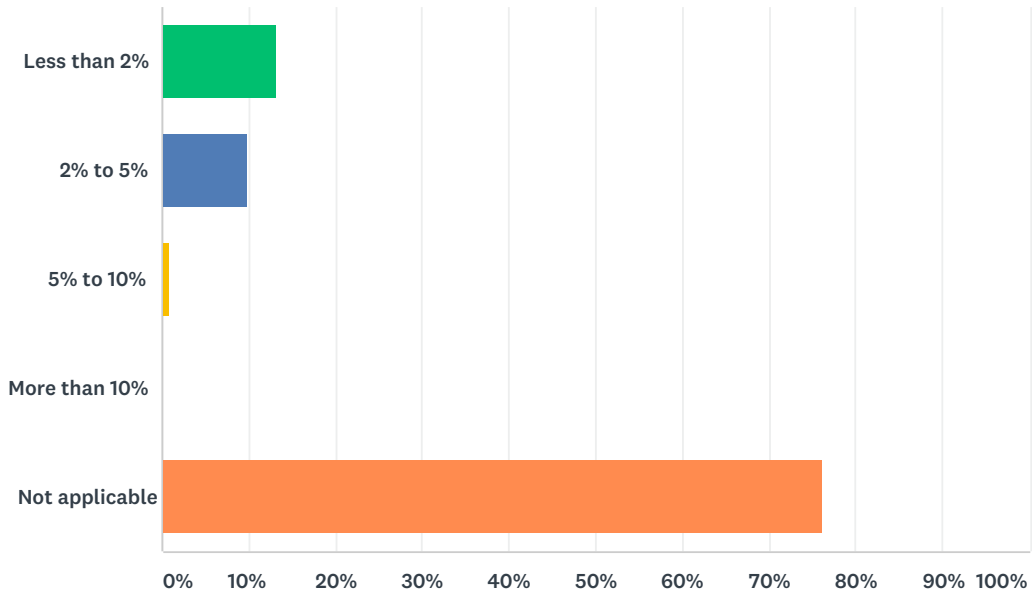
Answered: 128 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	21.09%	27
No	78.91%	101
TOTAL		128

Q34 If you answered "yes" to question 33, what percentage of your pay did you lose as a result?

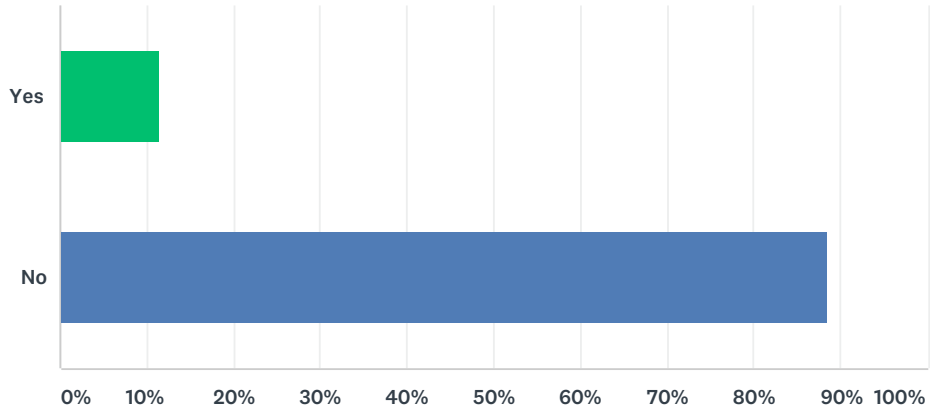
Answered: 113 Skipped: 17



ANSWER CHOICES	RESPONSES	
Less than 2%	13.27%	15
2% to 5%	9.73%	11
5% to 10%	0.88%	1
More than 10%	0.00%	0
Not applicable	76.11%	86
TOTAL		113

Q35 Is your job a union position?

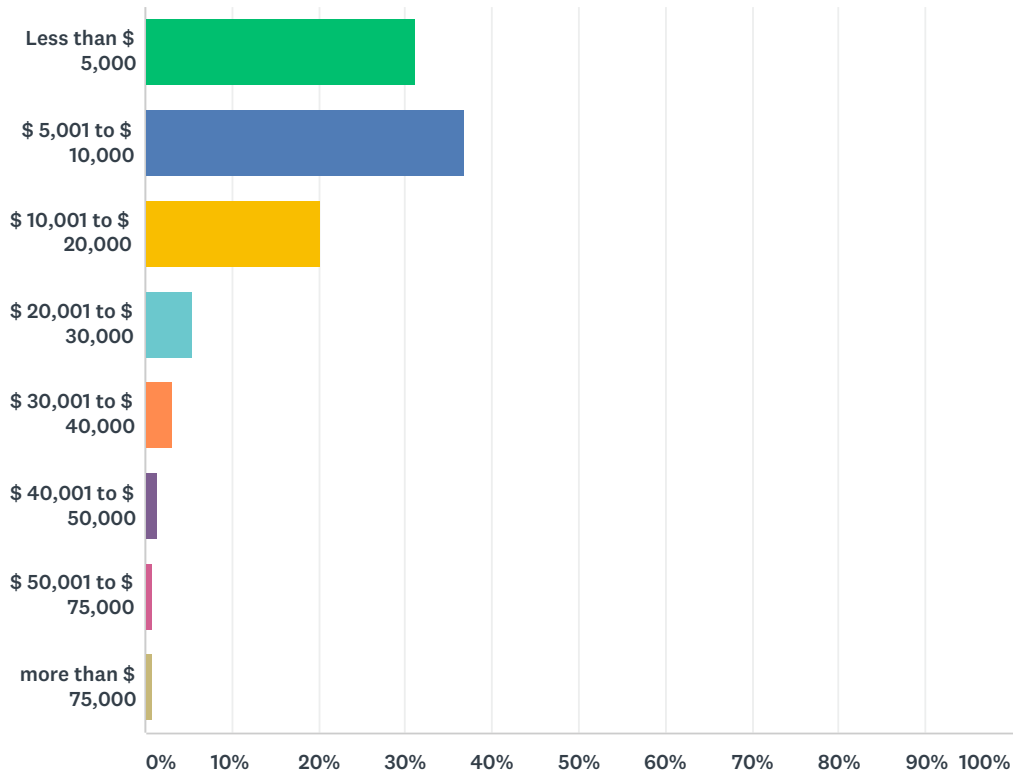
Answered: 130 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	11.54%	15
No	88.46%	115
TOTAL		130

Q36 What are your total expenditures on supplies and equipment in a given year?

Answered: 128 Skipped: 2



ANSWER CHOICES	RESPONSES	
Less than \$ 5,000	31.25%	40
\$ 5,001 to \$ 10,000	36.72%	47
\$ 10,001 to \$ 20,000	20.31%	26
\$ 20,001 to \$ 30,000	5.47%	7
\$ 30,001 to \$ 40,000	3.13%	4
\$ 40,001 to \$ 50,000	1.56%	2
\$ 50,001 to \$ 75,000	0.78%	1
more than \$ 75,000	0.78%	1
TOTAL		128

