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Salaries Grew in 2007...

CONVENE
SALARY
SURVEY

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BY
MICHELLE
RUSSELL

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But are the increases
enough to keep up with the
high cost of living?

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MEETING PROFESSIONALS RESPONDING to *Convene's* annual salary survey pocketed more money in 2007 than in 2006 — a bump of \$3,000 for the industry's average salary. This was due to the fact that respondents' salaries went up an average of 5.7 percent in 2007, compared to an average raise of 4.4 percent the year before. But with energy rates soaring and the cost of food staples surging at double-digit rates over the past year, few are likely to feel that they're getting ahead. And more than 21 percent (compared to nearly 18 percent last year) reported flat earnings during 2007.

This year's salary survey respondents — we received 431 usable surveys — represented a different mix from last year's participants, somewhat skewing year-over-year comparisons. Eleven percent of those who responded to our survey this year identify themselves as CEOs, compared to 4 percent the year before; nearly 6 percent of respondents are vice presidents compared to 3.7 percent the year before. Fewer directors weighed in for this year's survey: 26 percent compared to 37.5 percent last year.

Here are some top-line results from the survey:
▶ More than one-half of respondents (64 percent) are age 40 or older; average age of respondents is between 44 and 45. ▶



Convene's Salary Survey is part of the Annual Meetings Market Survey, produced in partnership with **American Express**, and prepared for *Convene* by Lewis Copulsky and Jennifer Franklin. Survey analysis by *Convene* Editor in Chief Michelle Russell.



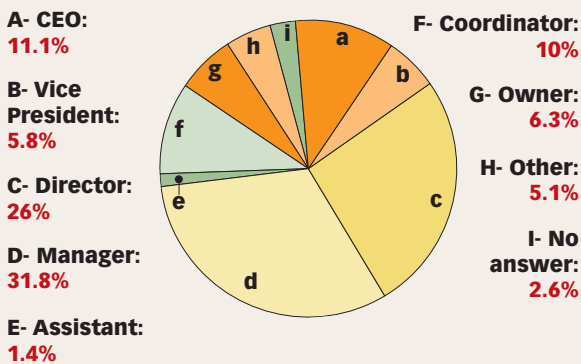
- ▶ A majority of respondents (76 percent) are female.
- ▶ More than half of respondents (53 percent) have at least a college degree, while 24 percent have some post-graduate education or an advanced degree.
- ▶ More than one-third of respondents (35 percent) have at least 10 years of meetings management experience, while 25 percent have more than 20 years' experience. The average is 13 years of experience.
- ▶ Respondents are most likely to be managers (31.8 percent), followed by directors (26 percent). Six percent are owners; 1.4 percent of respondents are at the assistant level, and 10 percent are coordinators.
- ▶ With half of the respondents identifying themselves as association meeting professionals, it's no surprise that 34.5 percent report to the meetings and events department. Seven percent report to finance; an equal number to marketing; 2.3 percent to sales; and 1.2 percent to the travel department.
- ▶ Two-fifths of respondents (40 percent) indicate that their salary for 2007 was \$70,000 or more. On average, respondents report that their salary for 2007 was close to \$70,000, compared to last year's average of \$67,000.
- ▶ Fifty-eight percent of respondents — compared to 32 percent in last year's survey — report that their salary increased in 2007. This change was most likely (54 percent) to be due to a regular salary increase. Slightly less than 12 percent received a promotion, and about 5 percent changed employ-

ers. The largest percentage of respondents whose salary went up (47.6 compared to 26.9 percent last year) enjoyed increases in the 1 percent to 9 percent range; 8.4 percent (compared to 5.2 percent last year) saw double-digit increases of 10 percent to 19 percent; almost 3 percent were given raises in the 20 percent to 29 percent range. Respondents who identified themselves as managers were more likely to change employers than VPs and directors (nearly 9 percent compared to 4.5 percent for VPs and directors combined).

- ▶ More than half of respondents (nearly 60 percent) supervise a meetings staff. While the average number of staff members supervised is about five, respondents are most likely (37 percent) to supervise two to three people. The average salary of those individuals supervised by respondents is \$38,000.
- ▶ Respondents work at locations throughout the United States, as well as Canada; they were most likely to be based in the Washington, D.C., area (30.2 percent), followed by the Chicago area (13.7 percent) and the New York City region (3.2 percent). Fifty percent of respondents live and work in other areas of North America.

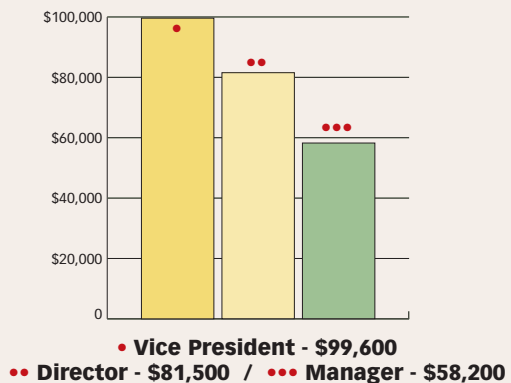
This survey was conducted in conjunction with *Convene's* 17th Annual Meetings Market Survey, published in the March 2008 issue and available at www.pcma.org/Convene/Issue_Archives.htm.

Respondents by Position



2007 Salary Average by Job Title

Overall mean (all positions): \$69,800 (compared to \$66,800 last year)





2007 Salary Average by Job Title and Geographic Area

North	Central	South	West
Vice President: \$112,500	Vice President: \$83,200	Vice President: \$113,200	Vice President: \$125,000
Director: \$84,400	Director: \$83,700	Director: \$75,800	Director: \$87,200
Manager: \$55,500	Manager: \$56,500	Manager: \$58,800	Manager: \$57,100

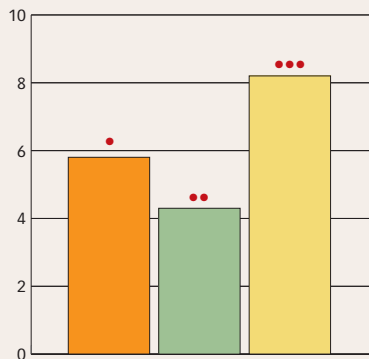
2007 Average Salary According to Attendance at Largest Annual Meeting

Fewer than 500: \$58,500	1,000-2,499: \$72,800
500-999: \$68,600	2,500-4,999: \$71,300
	5,000-10,000: \$83,500

Average Salary Increase in 2007*

*For those receiving salary increases

Overall mean (all positions): 5.7%

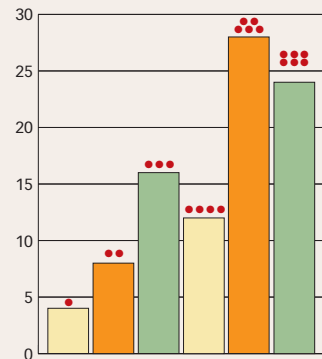


• Vice President - 5.8%
 •• Director - 4.3% / ••• Manager - 8.2%

Vice President / Salary Ranges

(percentage of VPs responding)

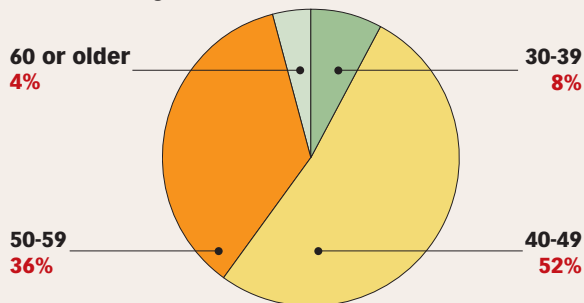
Average: \$99,600



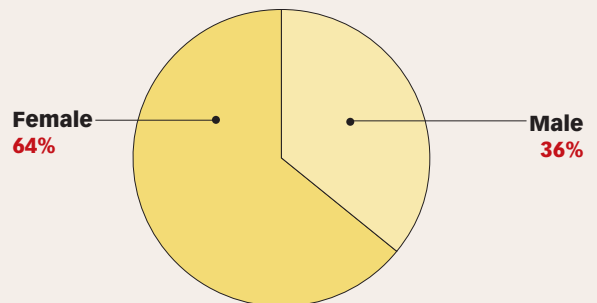
• \$30,000 - \$39,999 - 4% / •• \$60,000 - \$69,999 - 8%
 ••• \$70,000 - \$84,999 - 16% / •••• \$85,000 - \$99,999 - 12%
 ••••• \$100,000 - \$124,999 - 28%
 •••••• \$125,000 or more - 24%

Age

Average: 48



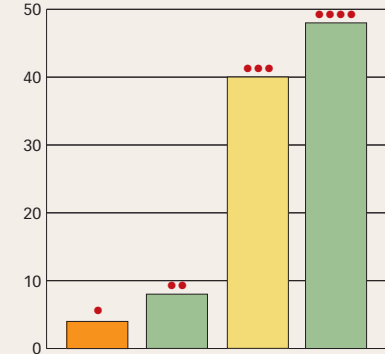
Gender



The Sample Vice President Director Manager

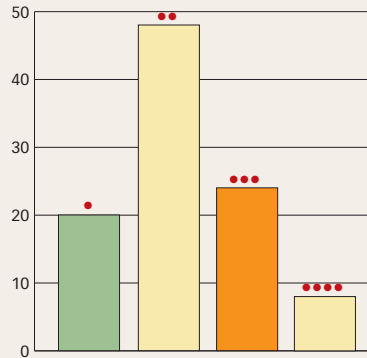
Years of Experience

Average: 16.4



- 3-5 years - 4%
- 6-9 years - 8% / ••• 10-20 years - 40%
- More than 20 years - 48%

Highest Level of Education

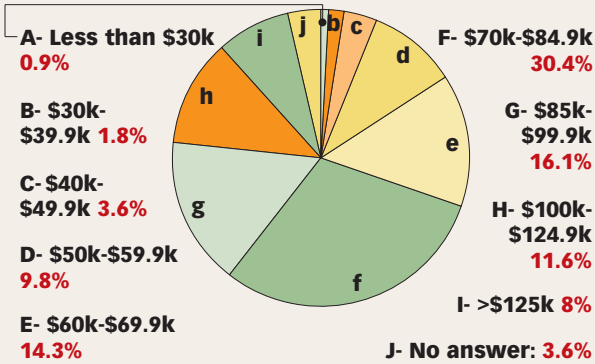


- Some college - 20%
- College graduate - 48% / ••• Some post-graduate - 24%
- Post-graduate degree - 8%

Director / Salary Ranges

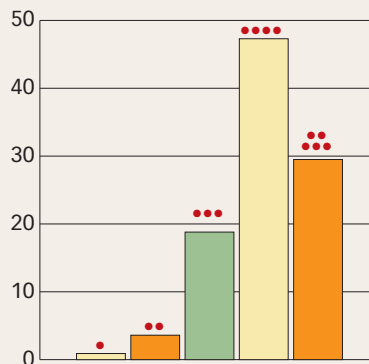
(percentage of directors responding)

Mean: \$76,200



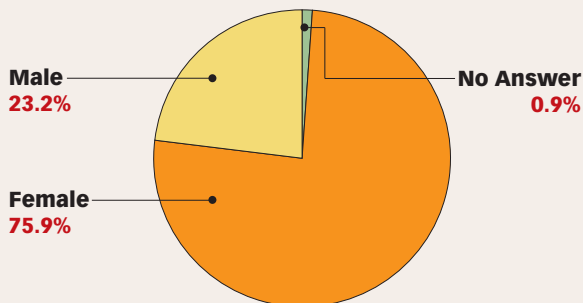
Years of Experience

Average: 14.6 years



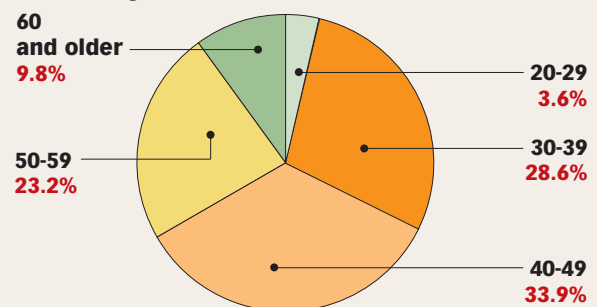
- Less than 3 years - 0.9%
- 3-5 years - 3.6% / ••• 6-9 years - 18.8%
- 10-20 years - 47.3%
- More than 20 years - 29.5%

Gender



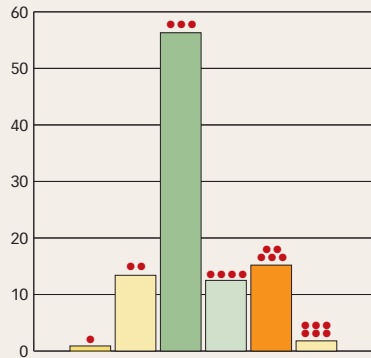
Age

Average: 45





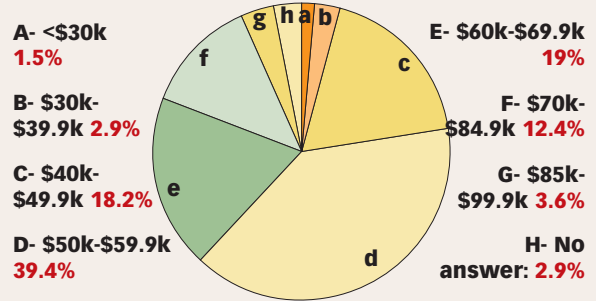
Highest Level of Education



- High school graduate - 0.9%
- Some college - 13.4% / ••• College graduate - 56.3%
- Some post-graduate - 12.5%
- Post-graduate degree - 15.2% / ••• No answer - 1.8%

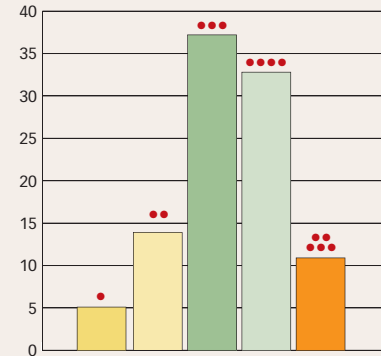
Manager / Salary Ranges (percentage of managers responding)

Mean: \$56,700



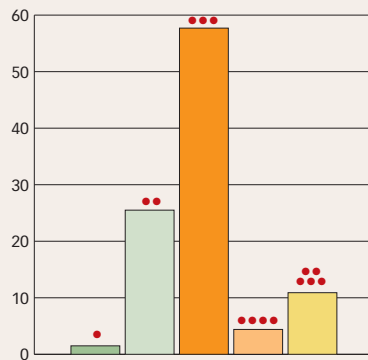
Years of Experience

Average: 10.5 years



- Less than 3 years - 5.1% / •• 3-5 years - 13.9%
- 6-9 years - 37.2%
- 10-20 years - 32.8% / ••• More than 20 years - 10.9%

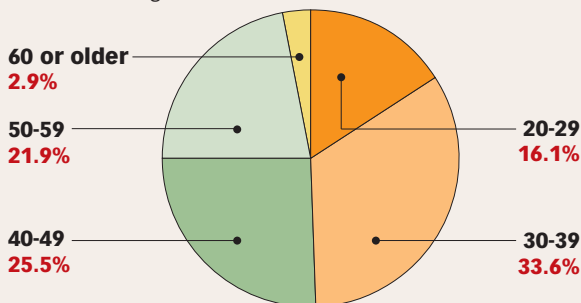
Highest Level of Education



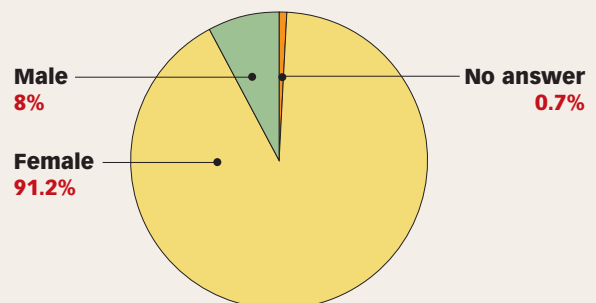
- High school graduate - 1.5%
- Some college - 25.5% / ••• College graduate - 57.7%
- Some post-graduate - 4.4%
- Post-graduate degree - 10.9%

Age

Average: 41



Gender



The Sample Vice President Director Manager