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2016 National Think Tank Compensation Survey



Participant List

Listed in alphabetical order

Organization	Organization Type
AEI (American Enterprise Institute)	Think Tank
American Institutes for Research	Combination
Asia Society	Combination
Atlantic Council	Think Tank
Bill & Melinda Gates Foundation	Other
Carnegie Endowment for International Peace	Think Tank
Cato Institute	Think Tank
Center for Global Development	Think Tank
Center for Reproductive Rights	Other
Center for Strategic and International Studies	Think Tank
Center for the National Interest	Think Tank
Chapin Hall at The University of Chicago	Think Tank
Committee for a Responsible Federal Budget	Think Tank
Council on Foreign Relations	Think Tank
German Marshall Fund of the US	Combination
Institute for Women's Policy Research	Think Tank
Inter-American Dialogue	Think Tank
International Food Policy Research Institute	Other
Lincoln Institute of Land Policy	Other
Mathematica Policy Research	Combination
Milken Institute	Think Tank
NORC	Other
Nuclear Threat Initiative, NTI	Other
Pew Research Center	Think Tank
Public Policy Institute of California	Think Tank
RAND Corporation	Think Tank
Resources for the Future	Think Tank
SRI International	Other
Tax Foundation	Think Tank
The Brookings Institution	Think Tank
The Chicago Council on Global Affairs	Think Tank
The Guttmacher Institute	Think Tank
The Heritage Foundation	Think Tank
The Independent Institute of Oakland	Think Tank
The National Academies of Sciences, Engineering, and Medicine	Other
The Union of Concerned Scientists	Other
The Urban Institute	Think Tank
UN Foundation	Other
World Resources Institute	Think Tank

Tuition Reimbursement

Number Responding:

39

Do you provide tuition reimbursement to employees?	
Yes	25 64%
Which employee groups are eligible for tuition assistance?	
Executives	22 56%
Senior Researchers	23 59%
Other Researchers	23 59%
Administrative/Support Staff	23 59%
When are employees eligible?	
Immediately	7 18%
After a number of months	17 44%
Other	1 3%
<i>If eligible after a number of months, how many months?</i>	
Average	6.5
Median	12
Is there a service obligation?	
Yes	8 53%
No	7 47%
<i>If yes, number of months for service obligation</i>	
Average	8
Median	9
<i>If service obligation is not met, is employee required to reimburse organization?</i>	
Yes	8 44%
No	10 56%

Is tuition assistance contingent on satisfactory completion of course?	
Yes	22 92%
No	2 8%

What was the total amount of tuition assistance spent last year?	
Average	\$85,655
Median	\$30,000
How many employees received tuition assistance?	
Average	29
Median	13.5
What is the amount of tuition assistance spent per employee?	
Average	\$2,037
Median	\$1,809

How is the assistance provided:	
As a dollar amount per year	14 74%
Other	5 26%
Amount of assistance per year	
Average	\$3,582
Median	\$3,250

What does tuition reimbursement cover?	
Pre-approved courses only	20 51%
Courses related to current job	21 54%
Courses related to any job	8 21%
Courses required for degree	15 38%
Any courses	0 0%
Are online courses covered?	
Yes	21 54%
No	2 5%

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411 Public Policy Researcher I

Conducts research and writing in support of research or policy papers, studies and reports in the field of Public Policy. Conducts research in specific areas under the guidance of more experienced researchers. Performs library, on-line, bibliographic, and investigative research. Knowledge of public policy area gained from undergraduate education. Typically has a BA or BS degree and 0 to 2 years of research and writing experience.

	Base Pay (in \$000s)	Operating Budget (Millions)				Organization Type			Number of Employees				Region			
	Total	< \$10	\$10 - \$25	\$25 - \$50	> \$50	Think Tank	Combination	Other	< 50	50 - 150	150 - 500	> 500	Wash Metro	Northeast	West	Other
ERs Reporting	17	2	2	4	9	11	2	4	3	1	6	6	12	1	2	2
EEs Reported	343	4	5	53	281	196	116	31	5	4	116	206	217	46	71	9
25th Pctile	40.1		39.8	37.3	42.0	40.0	41.0	38.6	36.5		39.1	41.4	39.4		48.0	41.6
50th Pctile	44.0	36.5	41.6	38.0	45.0	44.4	42.4	42.5	36.5		44.0	47.0	41.4		52.5	42.4
75th Pctile	48.0		44.2	39.3	50.0	50.0	47.0	43.8	39.9		46.5	52.0	44.0		55.0	43.6
Average	44.9	36.8	41.9	39.0	46.2	45.6	44.5	42.1	37.8		43.0	46.6	41.8		51.6	42.5
Std Dev	5.5	0.5	2.7	2.9	5.1	6.2	4.4	3.2	2.1		3.8	5.8	3.3		4.6	2.1
IQA	44.2		41.7	38.3	45.6	45.3	43.5	41.7	36.8		43.2	46.4	41.8		51.8	42.4

Pay Range (in \$000s)	
ERs Reporting	7
Minimum	38.4
Midpoint	46.7
Maximum	55.0

FLSA Status	
	% Reporting
Exempt	65
Exempt, paid OT	-
Non-Exempt	18
Not Reported	18

Level of Match	
	% Reporting
Close Match	88
Survey Job Higher	6
Survey Job Lower	0
Not Reported	6

Close Match Pay	
	Base Pay (in \$000s)
25th Pctile	41.1
50th Pctile	44.0
75th Pctile	48.0
Average	45.3
Std Dev	5.4

Other Job Titles
Analyst I; Junior Fellow; Program Assistant; Program Associate; Program Coordinator & Research Assistant, Project Coordinator & Research Assistant; Project Assistant; Research Assistant; Research Assistant, I, Research Assistant, II

Respondent Comparison to Survey Data										
Base Pay (in \$000s)	Your Data	Survey Data (1)	Diff (%)	Your Peers						
				Oper Budget (1)	Diff (%)	Org Type (1)	Diff (%)	Num of EEs (1)	Diff (%)	Region (1)
25th Pctile										
50th Pctile										
75th Pctile										
Average										
(1) Aggregate excludes your data.										

	Year-over-Year Percent Change						
	2016	2015	1 Yr % Chg	2014	2 Yr % Chg	2013	3 Yr % Chg
ERs Reporting	17	20		17		17	
EEs Reported	343	322		365		378	
Average	44.9	43.5	3.3%	42.2	6.5%	41.6	8.0%
Median	44.0	42.6	3.3%	42.3	4.1%	40.0	10.0%