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2018 National Think Tank Compensation Survey



Participant List

Listed in alphabetical order

Organization

AEI (American Enterprise Institute)
 American Institutes for Research
 Bipartisan Policy Center
 Carnegie Endowment for International Peace
 Cato Institute
 Center for Global Development
 Center for Reproductive Rights
 Center for Strategic and International Studies
 Center for the National Interest
 Chapin Hall at The University of Chicago
 Council on Foreign Relations
 Independent Institute
 Institute for Women's Policy Research
 Inter-American Dialogue
 International Center for Research On Women (ICRW)
 International Food Policy Research Institute
 Mathematica Policy Research
 MDRC
 NORC
 Pew Research Center
 Public Policy Institute of California
 RAND Corporation
 Resources for the Future
 Social Science Research Council
 Tax Foundation
 The Brookings Institution
 The German Marshall Fund of the United States
 The Guttmacher Institute
 The Heritage Foundation
 The National Academies of Sciences, Engineering, and Medicine
 The Roosevelt Institute
 The Union of Concerned Scientists
 The Urban Institute
 World Resources Institute

Organization Type

Think Tank
 Combination
 Think Tank
 Think Tank
 Think Tank
 Think Tank
 Other
 Think Tank
 Think Tank
 Think Tank
 Think Tank
 Think Tank
 Think Tank
 Other
 Combination
 Think Tank
 Other
 Think Tank
 Think Tank
 Think Tank
 Think Tank
 Think Tank
 Other
 Combination
 Other
 Think Tank
 Think Tank

Variable Pay

Number Responding: 34

Does your organization offer variable pay to any of the following employee groups?

Executives	23 68%	Other researchers	18 53%
Senior Researchers	20 59%	Administrative/Support Staff	19 56%
Other Professional (non-researcher)	20 59%	No variable pay offered	9 26%

What types of variable pay programs do you have in your organization?

Bonus (Typically awarded at end of year, based on individual performance. May be based on a percentage of annual salary or left to the discretion of the manager)	22 65%	Formal	4 18%
		Discretionary	17 77%
Incentive (Well defined completion or performance award paid for completing a project or task, and based upon defined goals)	8 24%	Formal	1 13%
		Discretionary	7 88%
Spot award (Awarded throughout the year, either as an individual award or part of a group performance award)	17 50%	Formal	3 18%
		Discretionary	14 82%
Retention/Completion bonus (Awarded as an incentive to the employee to remain throughout the completion of an important project, task, or organizational milestone)	9 26%	Formal	0 0%
		Discretionary	9 100%
Signing bonus (Awarded as an incentive to a candidate to join the organization)	15 44%	Formal	1 7%
		Discretionary	14 93%
Referral bonus (Awarded as an incentive to recruit talent from current employee networks)	5 15%	Formal	3 60%
		Discretionary	2 40%

Jobs Index

Job Number	Job Name	Page Number
Executive		
101	Chief Executive Officer	49
102	Chief Financial Officer, CFO	50
103	Chief Operating Officer	51
105	Executive Secretary	52
107	Chief of Staff	53
109	Vice President of Membership	54
110	Vice President of Research	55
111	Vice President of Development	56
112	General Counsel	57
Research		
401	Research Director	58
405	Research Operations Manager	59
411	Public Policy Researcher I	60
412	Public Policy Researcher II	61
413	Public Policy Researcher III	62
414	Public Policy Researcher IV	63
415	Public Policy Researcher V	64
416	Public Policy Researcher VI	65
431	Economics Policy Researcher I	66
432	Economics Policy Researcher II	67
433	Economics Policy Researcher III	68
434	Economics Policy Researcher IV	69
435	Economics Policy Researcher V	70
436	Economics Policy Researcher VI	71
451	Other Researcher I	72
452	Other Researcher II	73
453	Other Researcher III	74
454	Other Researcher IV	75
455	Other Researcher V	76
456	Other Researcher VI	77
Communications		
501	Director of Communications	78
503	VP of Communications	79
505	Communications Analyst	80
511	Publications Director	81
521	Publications Production Manager	82
531	Congressional Relations Director	83
541	Public Relations Director	84
543	Public Relations Manager	85
545	Legislative Coordinator/Analyst	86
549	Digital Director	87
550	Social Media Manager	88
551	Social Media Specialist	89
555	Info Graphics Specialist	90

Jobs Index (*continued*)**Management & Administration**

601	Development Director	91
605	Development Manager	92
607	Development Associate	93
608	Development Assistant	94
611	Database Manager	95
610	Marketing Manager	96
613	Membership Coordinator	97
615	Editor I	98
616	Editor II	99
617	Editor III	100
618	Editor IV	101
619	Technical Editor	102
620	Copy Editor	103
621	Survey Director	104
622	Survey Research Methodologist	105
623	Statistical Programmer I	106
625	Statistical Programmer II	107
627	Statistical Programmer III	108
629	Data Scientist	109
631	Information Technology Director	110
635	Website Content Manager	111
641	Human Resources Director	112
645	Senior Contracts Administrator	113
647	Contracts Administrator	114
651	Conference / Facilities Manager	115
661	Chief Librarian	116
663	Librarian	117
665	Program Director	118
667	Senior Program Officer	119
669	Program Officer	120
671	Program Coordinator	121
673	Program Assistant	122
681	Grants Manager	123
682	Grants Writer	124
683	Grants Assistant	125
690	Controller	126
693	Director of Finance	127

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	1	5	9	13	2	2	1	4	7	5	12	2	1	2
EEs Reported	387		8	1	87	291	270	103	14	2	27	197	161	250	80	44	13
25th Pctile	42.4		42.3		40.0	42.9	42.9	41.0	42.7		39.0	42.5	42.0	41.0	47.5		44.0
50th Pctile	45.0		44.5		43.0	46.9	46.3	43.2	46.9		42.0	45.0	47.5	43.1	48.0		47.5
75th Pctile	48.1		49.3		47.5	52.0	50.6	47.5	48.7		45.0	47.8	66.1	45.0	52.1		49.4
Average	47.9		45.9		43.3	49.3	49.2	44.5	45.8		42.5	45.7	51.5	43.4	50.0		47.1
Std Dev	8.7		4.9		3.8	9.4	9.8	4.2	3.1		4.2	4.0	11.7	3.0	3.1		3.9
IQA	45.5		44.3		44.1	46.6	46.1	44.2	46.0		40.8	45.2	47.7	43.3	49.0		47.2

Pay Range (in \$000s)	
ERs Reporting	9
Minimum	42.9
Midpoint	51.1
Maximum	59.2

FLSA Status	
	% Reporting
Exempt	35
Exempt, paid OT	-
Non-Exempt	59
Not Reported	6

Level of Match	
	% Reporting
Close Match	88
Survey Job Higher	0
Survey Job Lower	0
Not Reported	12

Close Match Pay	
	Base Pay (in \$000s)
25th Pctile	42.5
50th Pctile	46.0
75th Pctile	48.7
Average	48.3
Std Dev	8.9

Other Job Titles	
Junior Fellow; Policy Analyst, II; Project Assistant, Project Specialist; Research Analyst; Research Assistant; Research Assistant I, Research Assistant I - Tech, Research Assistant II, Research Assistant II - Tech	

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)	Diff (%)
25th Pctile											
50th Pctile											
75th Pctile											
Average											
(1) Aggregate excludes your data.											

Year-over-Year Percent Change							
	2018	2017	1 Yr % Chg	2016	2 Yr % Chg	2015	3 Yr % Chg
ERs Reporting	17	19		17		20	
EEs Reported	387	352		343		322	
Average	47.9	45.5	5.3%	44.9	6.6%	43.5	10.1%
Median	45.0	45.0	0.0%	44.0	2.3%	42.6	5.6%