

**Having the following information on hand BEFORE starting the survey will hopefully make the survey easier to complete. Thank you!**

Number of employees

Part Time/Remote

Annual Budget

Number of current members

Contracted Services and how much

- Marketing/Communications
- Government Relations
- Accounting/Financial
- It
- Meeting Planning
- Website
- Advocacy

Senior Staff Questions

- Salary
- Highest education degree attained
- Age
- Race
- Gender
- Length of employment

Non-executive staff

- We ask percentage of employees by:
  - Education attainment
  - Race
  - Gender
- Salary and length of service for 23 positions

Benefits

- Which benefits do you offer
- What are the minimum and maximum accumulated hours of vacation per month
- Percentage of 401K match
- Percentage of health insurance premiums paid
- Do you offer bonuses
- Have you had a dues increase in the past 5 years
- What is your professional development budget
- What kinds of PD does your organization use
- Are board members compensated?
- How are they compensated?

None of the questions require a response so you can participate at your own comfort level but we encourage you to participate as deeply as you can. If you participate, your responses will be kept completely confidential by the University of Arkansas, Little Rock Center for Nonprofit Organizations and will never be linked to your name, your personal information, or organizational affiliation. All data will be reported in aggregate and individual responses will not be released or reported. If you do not complete the survey, none of your responses will be retained. Your participation is voluntary, and you may choose to skip questions or stop responding at any point.

*There are no anticipated risks to participants greater than those experienced in daily life. This study has been reviewed and approved by University of Arkansas Little Rock's Institutional Review Board (IRB). The IRB has determined that this study meets the ethical obligations required by federal law and University policies. If you have questions or concerns regarding this study, please contact the Co-Principal Investigators Dr. Kirk Leach at [kaleach@ualr.edu](mailto:kaleach@ualr.edu); or Michelle Kitchens at [mkitchens@ualr.edu](mailto:mkitchens@ualr.edu). If you have any questions regarding your rights as a research participant, please contact the Research Compliance Officer at 501-569-8657 or [irb@ualr.edu](mailto:irb@ualr.edu).*