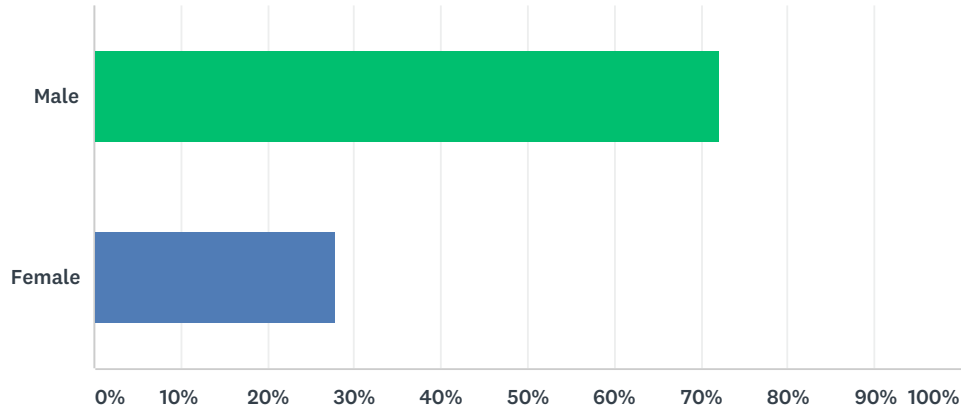


Q1 Your gender:

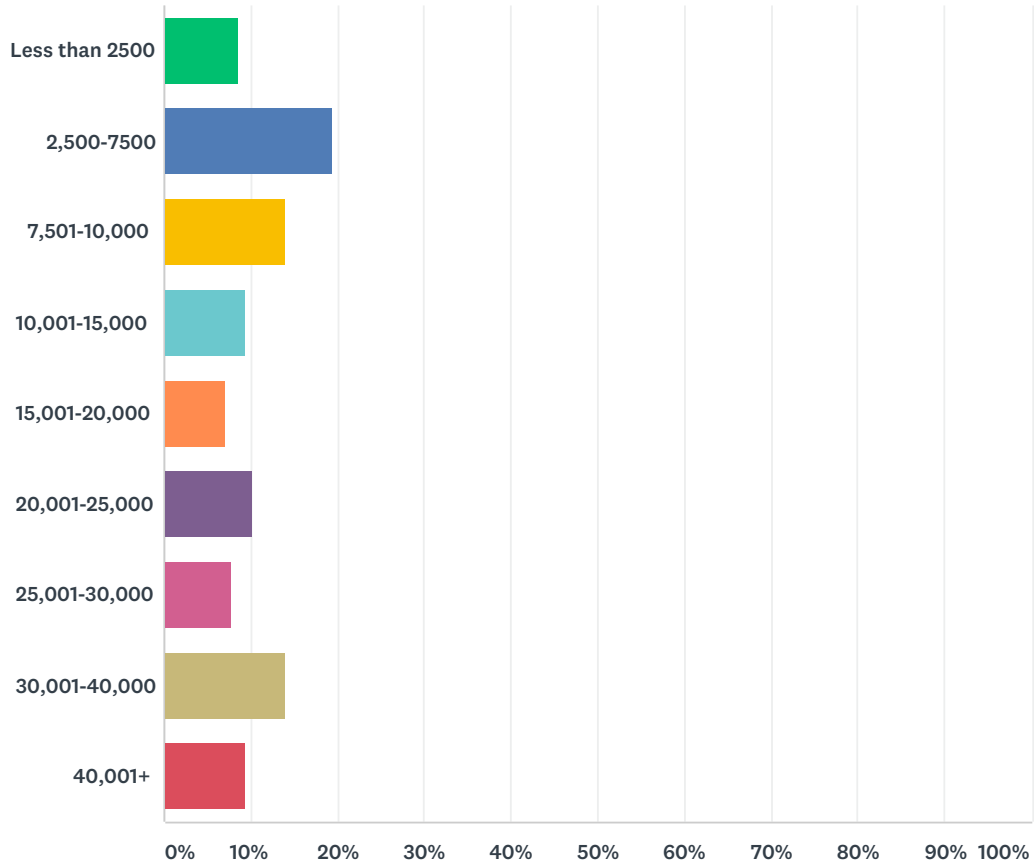
Answered: 97 Skipped: 32



ANSWER CHOICES	RESPONSES	
Male	72.16%	70
Female	27.84%	27
TOTAL		97

Q2 What is your institution's annual enrollment?

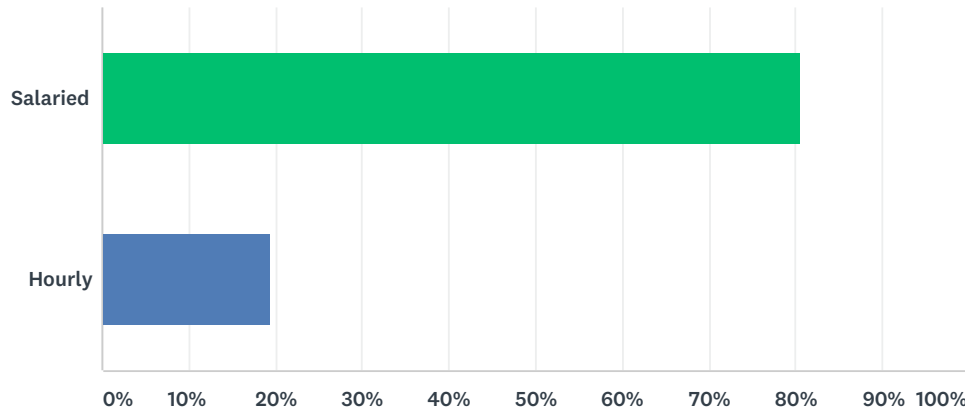
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 2500	8.59%	11
2,500-7500	19.53%	25
7,501-10,000	14.06%	18
10,001-15,000	9.38%	12
15,001-20,000	7.03%	9
20,001-25,000	10.16%	13
25,001-30,000	7.81%	10
30,001-40,000	14.06%	18
40,001+	9.38%	12
TOTAL		128

Q3 How is your position compensated?

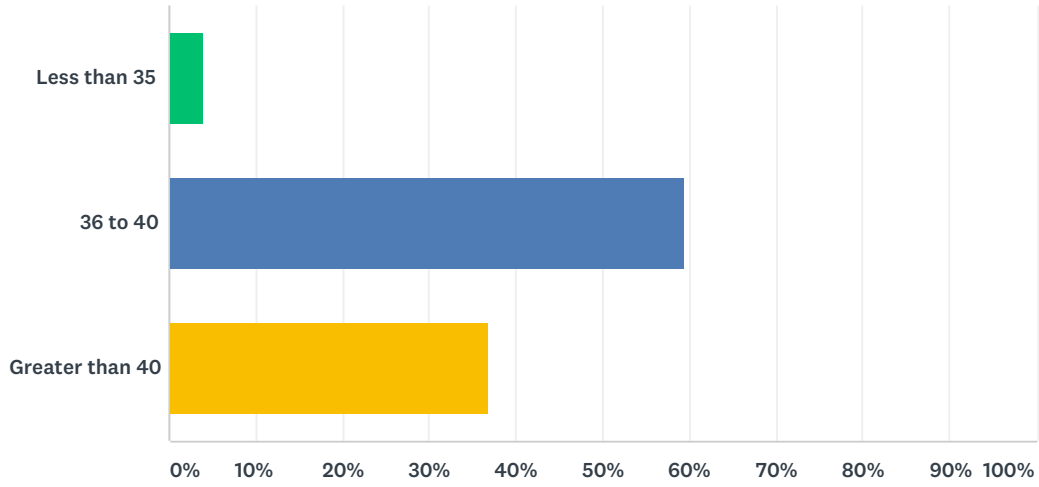
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
Salaried	80.47%	103
Hourly	19.53%	25
TOTAL		128

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

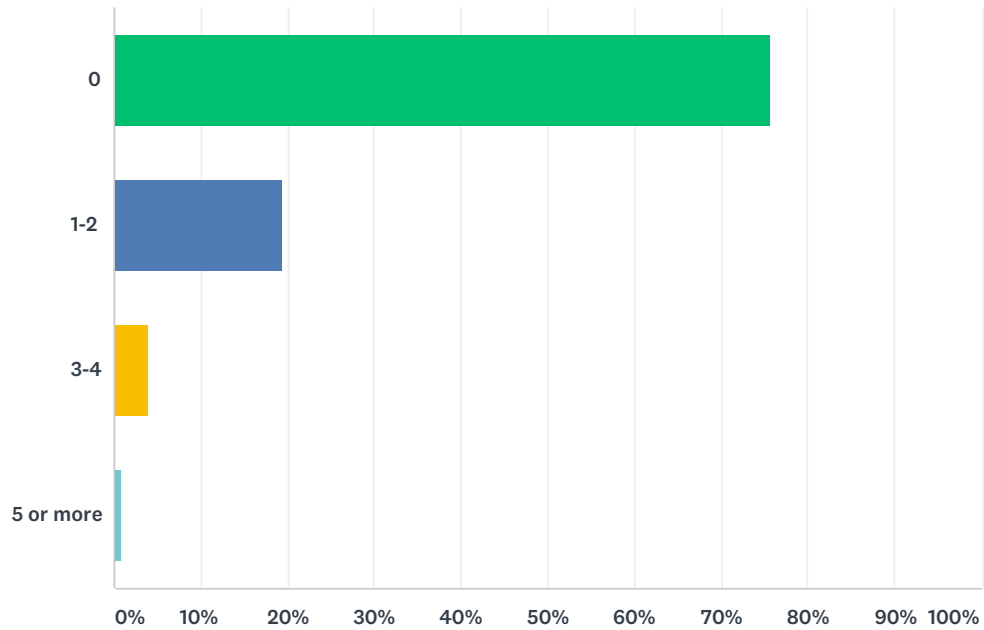
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES
Less than 35	3.91% 5
36 to 40	59.38% 76
Greater than 40	36.72% 47
TOTAL	128

Q5 How many staff do you supervise?

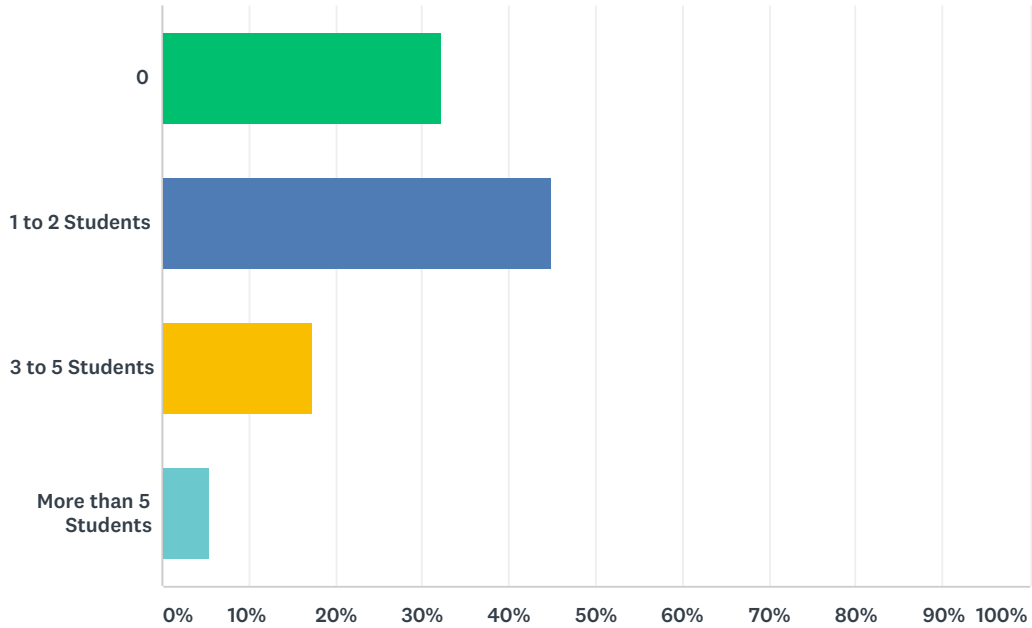
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
0	75.78%	97
1-2	19.53%	25
3-4	3.91%	5
5 or more	0.78%	1
TOTAL		128

Q6 Do you have student workers?

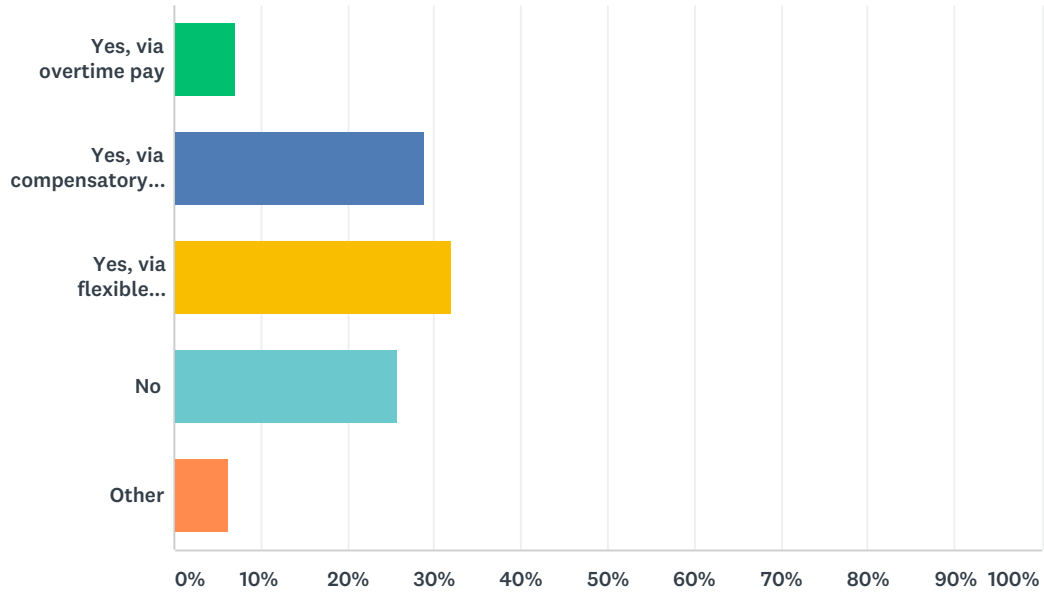
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
0	32.28%	41
1 to 2 Students	44.88%	57
3 to 5 Students	17.32%	22
More than 5 Students	5.51%	7
TOTAL		127

Q7 Are you compensated for overtime?

Answered: 128 Skipped: 1

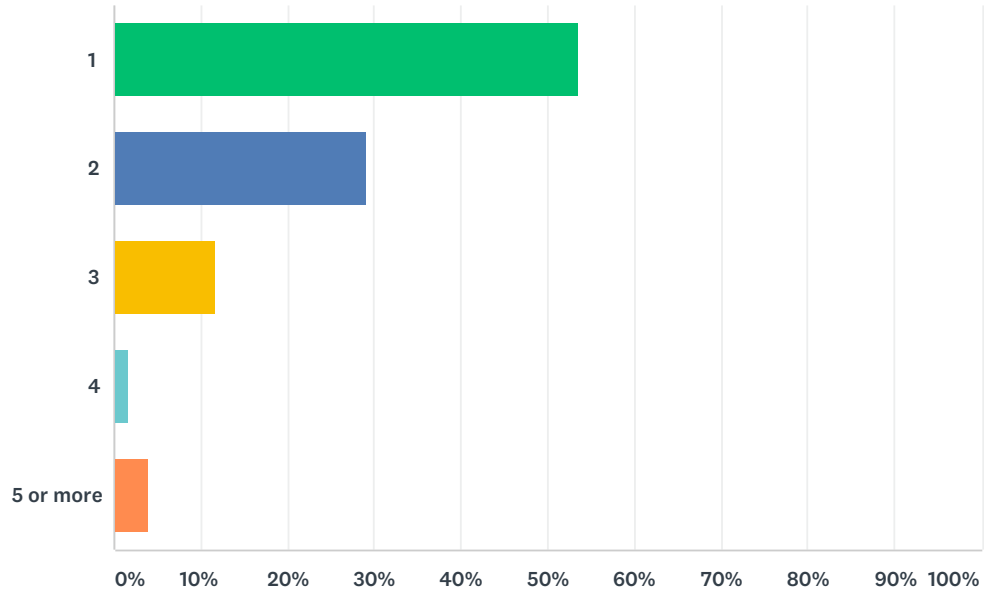


ANSWER CHOICES	RESPONSES	
Yes, via overtime pay	7.03%	9
Yes, via compensatory time	28.91%	37
Yes, via flexible scheduling	32.03%	41
No	25.78%	33
Other	6.25%	8
TOTAL		128

#	OTHER	DATE
1	Choice of overtime pay or compensatory time	3/6/2018 11:19 PM
2	I am classified as non-exempt, so yes, but there is no budget for OT pay \$\$, so I get 1.5x time in comp time	2/27/2018 3:15 PM
3	Yes. It is my choice if I want 1.5 hours of comp time per hour of overtime; or if I want the cash at 1.5x pay per hour of overtime.	2/20/2018 10:47 PM
4	option of overtime pay or flexible scheduling	2/15/2018 11:46 AM
5	Yes, by a mix of overtime and comp time	2/15/2018 10:06 AM
6	If I work overtime, I can take that time off during normal work hours	2/14/2018 3:06 PM
7	Sometimes overtime, sometimes compensatory time, sometimes flexible scheduling, sometimes I am not compensated.	2/14/2018 10:32 AM
8	Yes, all three	2/14/2018 9:14 AM

Q8 How many photographers are on staff?

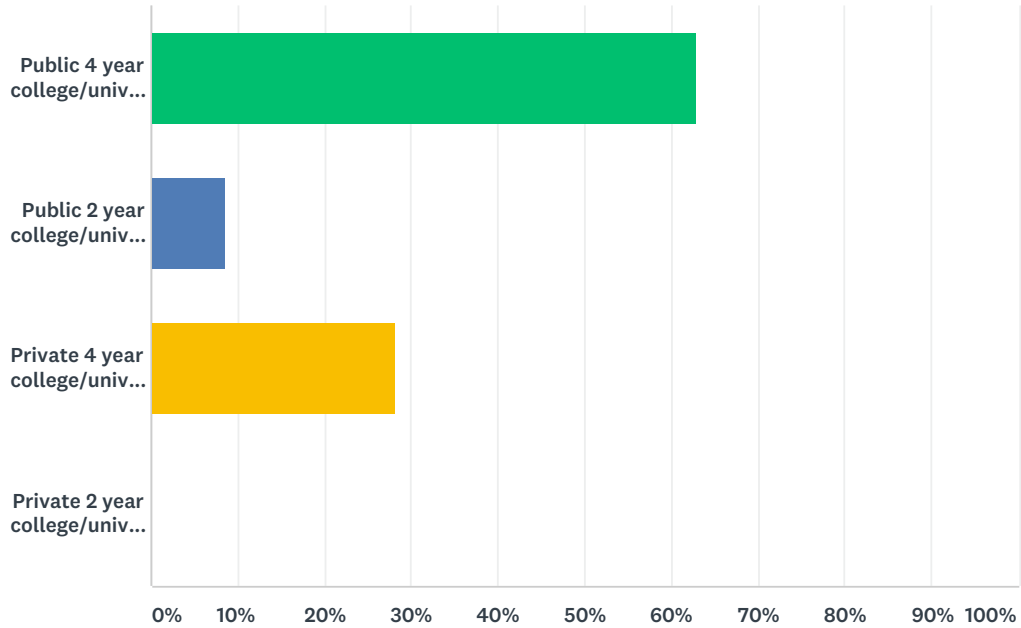
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
1	53.54%	68
2	29.13%	37
3	11.81%	15
4	1.57%	2
5 or more	3.94%	5
TOTAL		127

Q9 Which of the following best describes your institution?

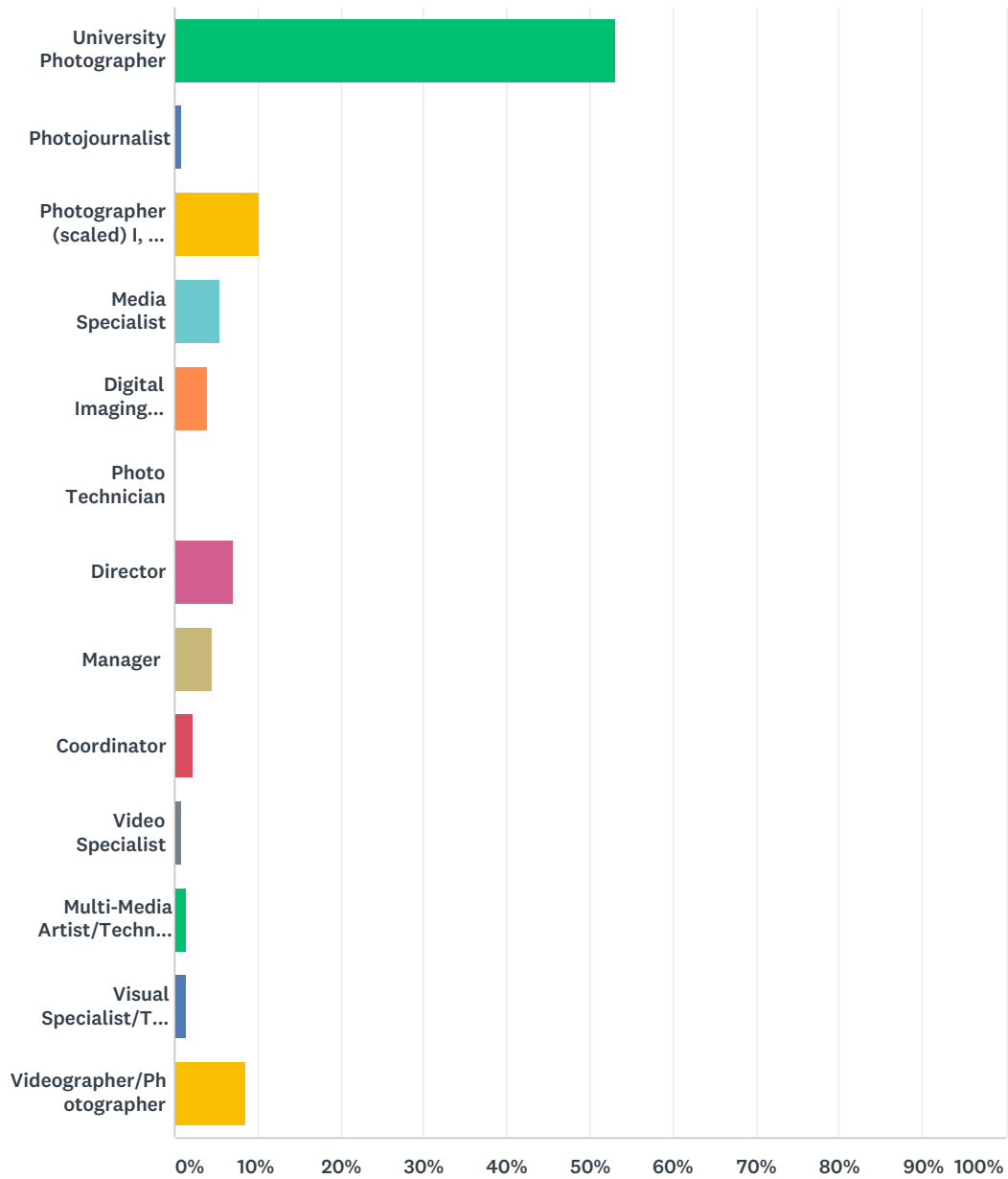
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
Public 4 year college/university	62.99%	80
Public 2 year college/university	8.66%	11
Private 4 year college/university	28.35%	36
Private 2 year college/university	0.00%	0
TOTAL		127

Q10 Which of the following most closely matches your job title?

Answered: 128 Skipped: 1



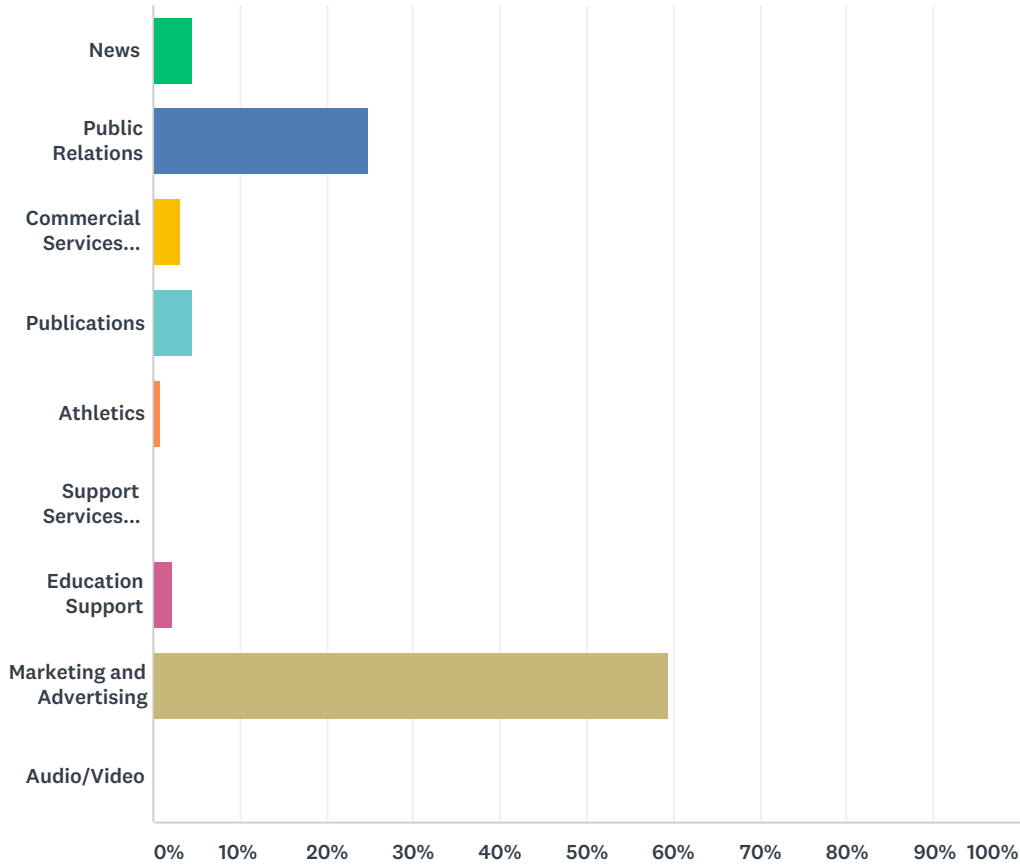
ANSWER CHOICES	RESPONSES	
University Photographer	53.13%	68
Photojournalist	0.78%	1
Photographer (scaled) I, II, III , etc.	10.16%	13
Media Specialist	5.47%	7
Digital Imaging Specialist	3.91%	5
Photo Technician	0.00%	0

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Director	7.03%	9
Manager	4.69%	6
Coordinator	2.34%	3
Video Specialist	0.78%	1
Multi-Media Artist/Technician	1.56%	2
Visual Specialist/Technician	1.56%	2
Videographer/Photographer	8.59%	11
TOTAL		128

Q11 Your department's primary responsibility is:

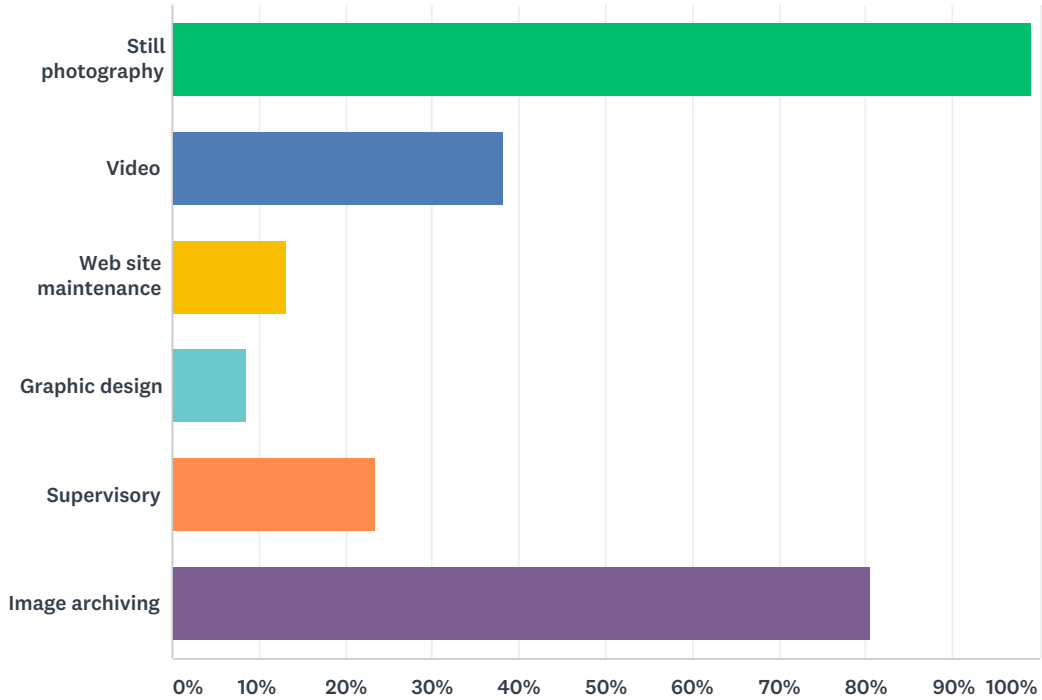
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
News	4.69%	6
Public Relations	25.00%	32
Commercial Services (portrait, event, product)	3.13%	4
Publications	4.69%	6
Athletics	0.78%	1
Support Services (printing, scanning, design, copy work)	0.00%	0
Education Support	2.34%	3
Marketing and Advertising	59.38%	76
Audio/Video	0.00%	0
TOTAL		128

Q12 Which of the following are your direct responsibilities? (Please check all that apply)

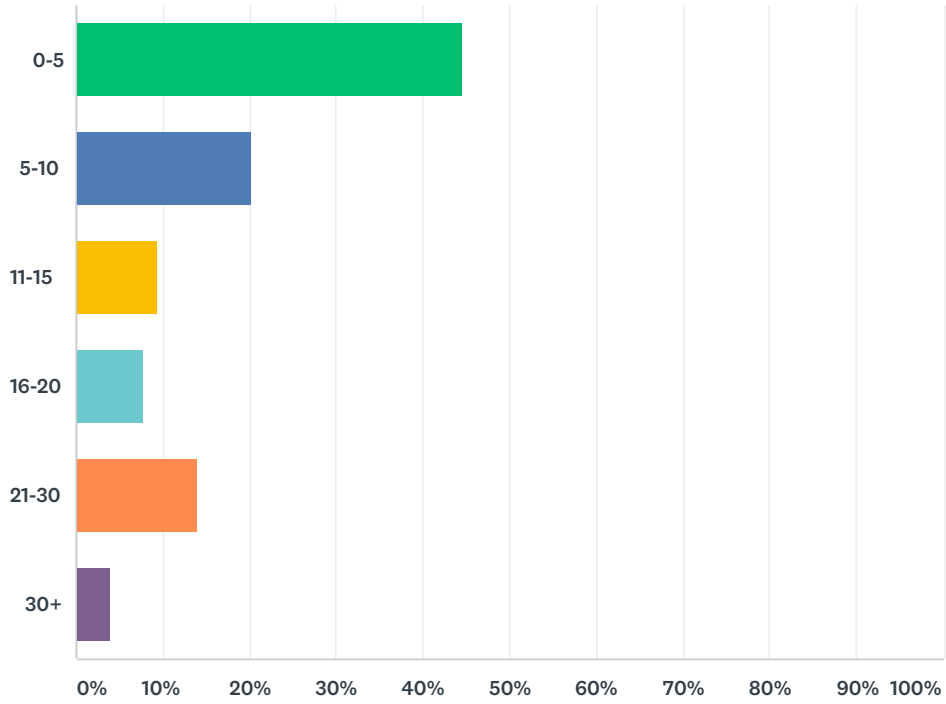
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
Still photography	99.22%	127
Video	38.28%	49
Web site maintenance	13.28%	17
Graphic design	8.59%	11
Supervisory	23.44%	30
Image archiving	80.47%	103
Total Respondents: 128		

Q13 How many years have you been in your current position?

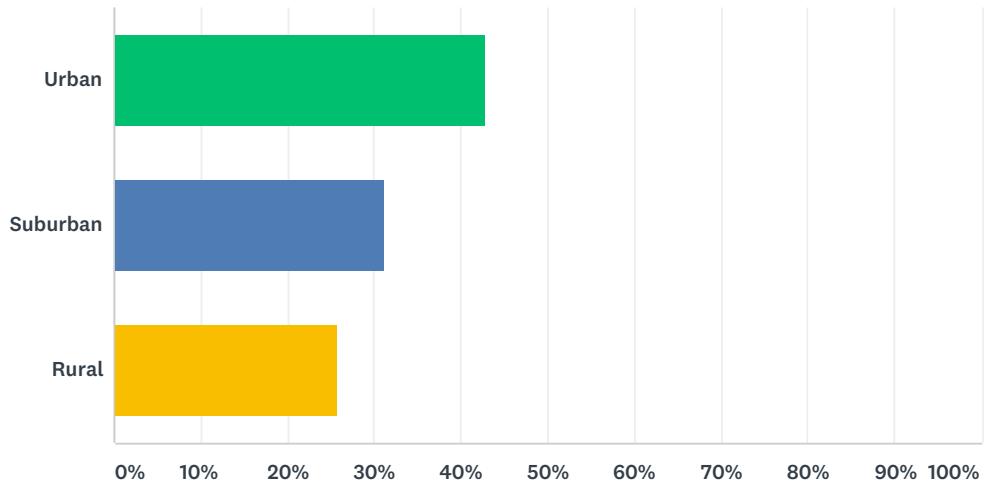
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
0-5	44.53%	57
5-10	20.31%	26
11-15	9.38%	12
16-20	7.81%	10
21-30	14.06%	18
30+	3.91%	5
TOTAL		128

Q14 How would you categorize your campus location?

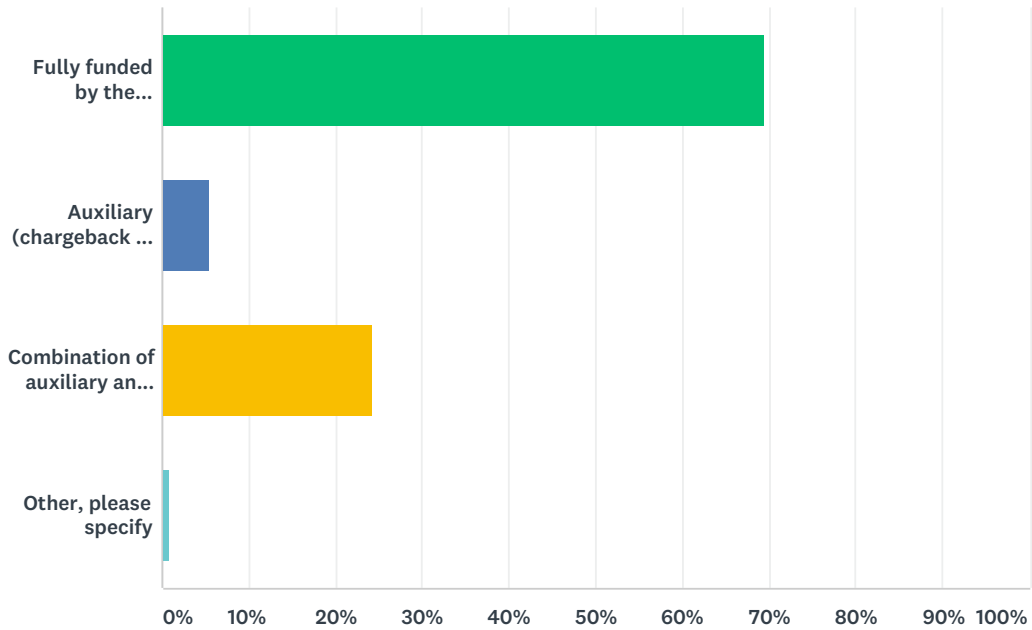
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
Urban	42.97%	55
Suburban	31.25%	40
Rural	25.78%	33
TOTAL		128

Q15 How is your photography unit funded?

Answered: 128 Skipped: 1

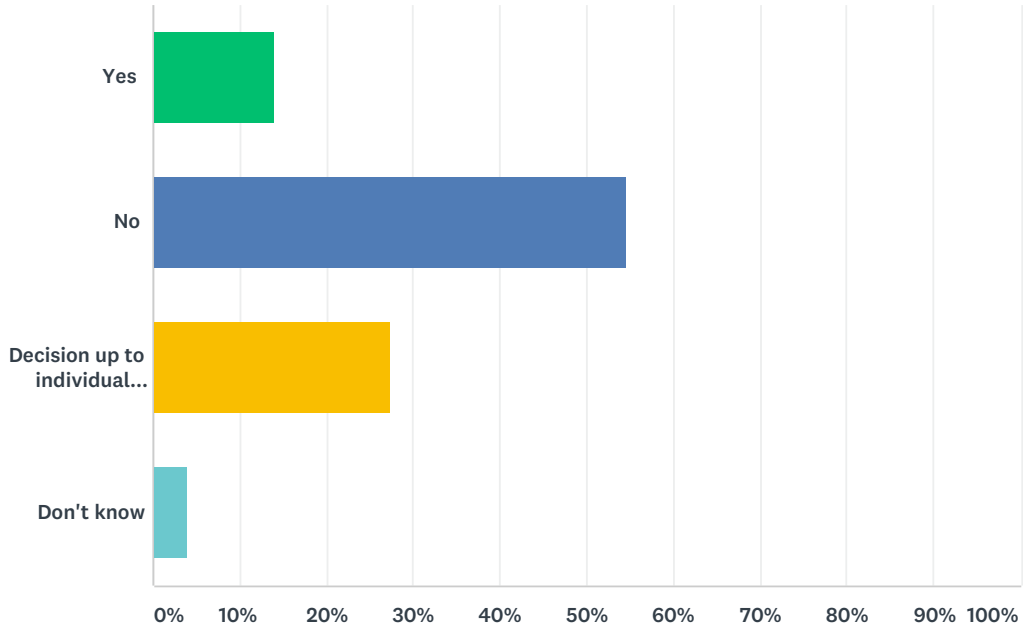


ANSWER CHOICES	RESPONSES	
Fully funded by the university (no service fees for university departments)	69.53%	89
Auxiliary (chargeback for services)	5.47%	7
Combination of auxiliary and university funding	24.22%	31
Other, please specify	0.78%	1
TOTAL		128

#	OTHER, PLEASE SPECIFY	DATE
1	we used to be combo of chargeback and funding but we're going away from funding model	2/27/2018 3:15 PM

Q16 Are campus departments required to only use on-campus media services?

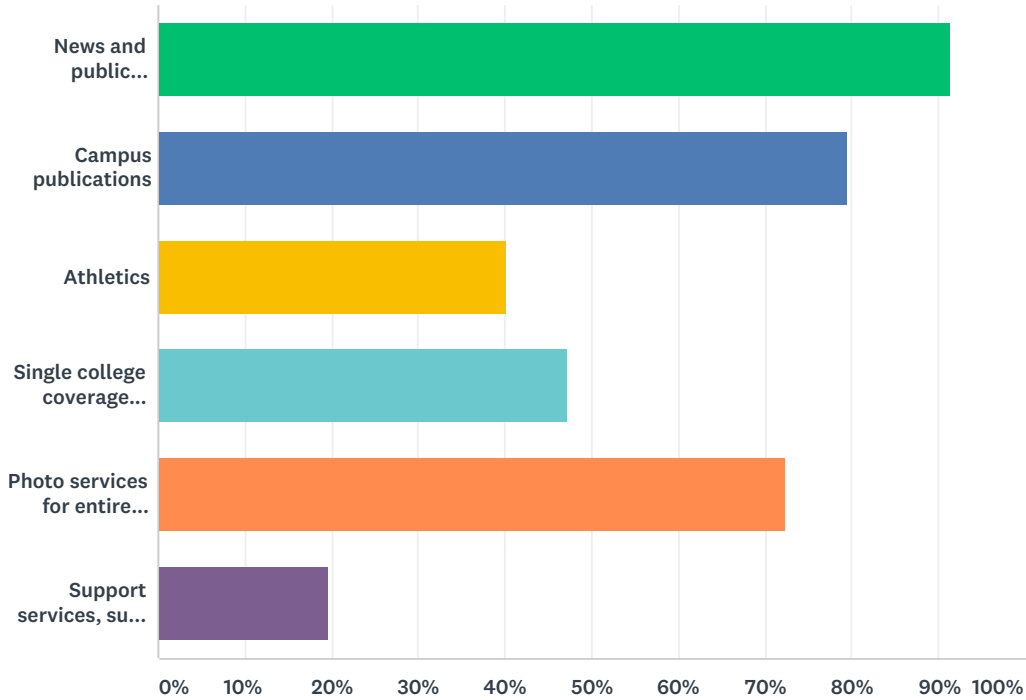
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	14.06%	18
No	54.69%	70
Decision up to individual departments	27.34%	35
Don't know	3.91%	5
TOTAL		128

Q17 For the funded part of your unit's budget, what services are you required to provide? (check all that apply)

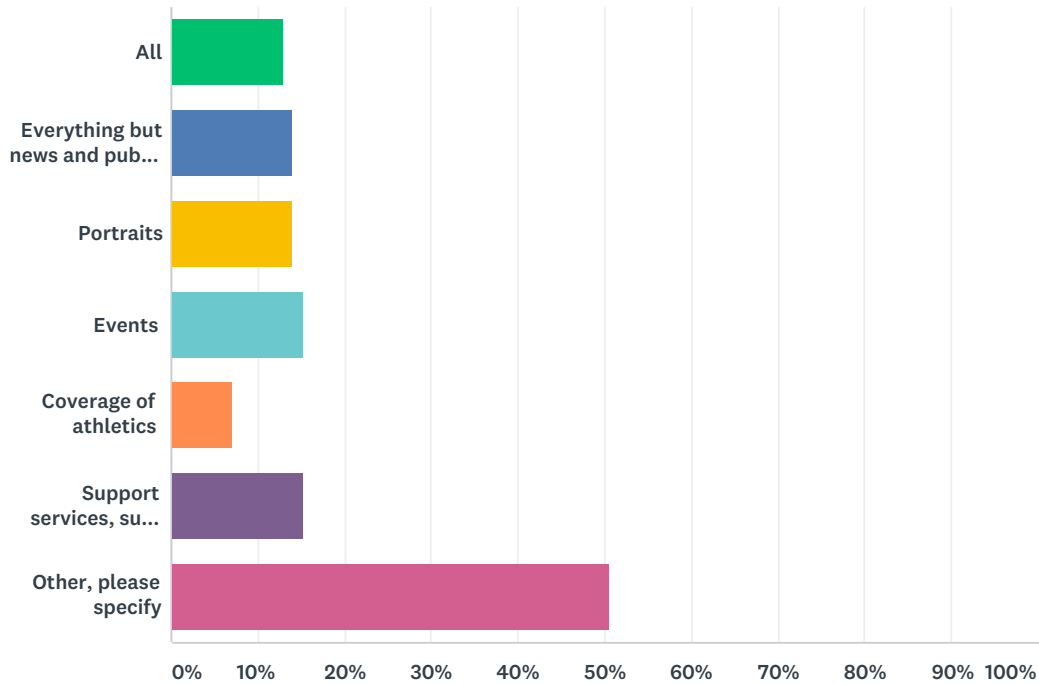
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
News and public relations	91.34%	116
Campus publications	79.53%	101
Athletics	40.16%	51
Single college coverage (engineering, medicine, ag extension)	47.24%	60
Photo services for entire university, such as portraits & events	72.44%	92
Support services, such as scanning & printing	19.69%	25
Total Respondents: 127		

Q18 For what services does your photo department charge? (check all that apply)

Answered: 85 Skipped: 44



ANSWER CHOICES	RESPONSES
All	12.94% 11
Everything but news and public relations	14.12% 12
Portraits	14.12% 12
Events	15.29% 13
Coverage of athletics	7.06% 6
Support services, such as scanning & printing	15.29% 13
Other, please specify	50.59% 43
Total Respondents: 85	

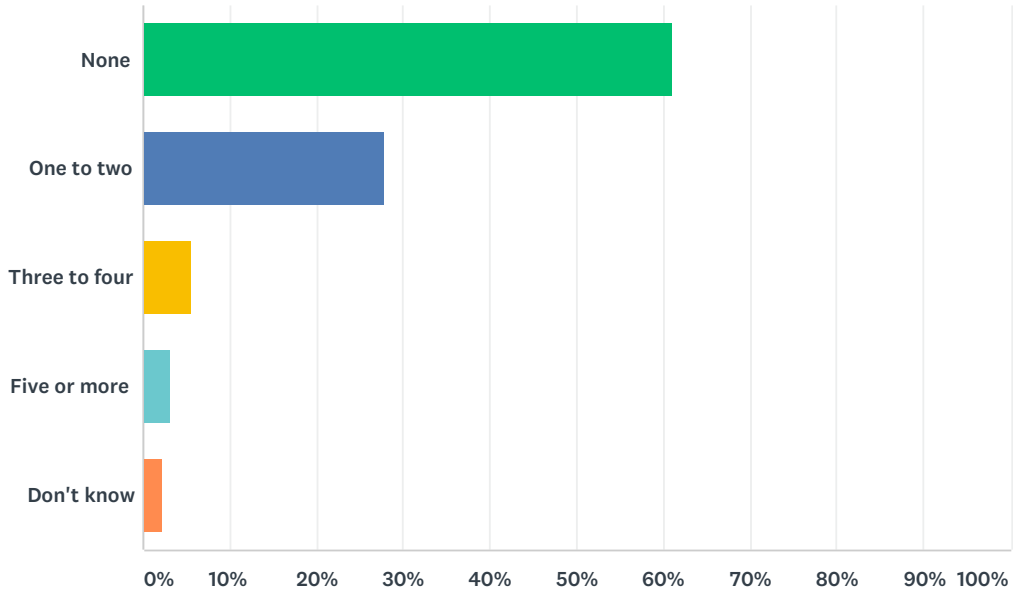
#	OTHER, PLEASE SPECIFY	DATE
1	No charge	3/14/2018 2:36 PM
2	none	3/14/2018 2:34 PM
3	Very large prints	2/27/2018 5:12 PM
4	None	2/26/2018 11:10 AM
5	Don't know	2/22/2018 4:36 PM
6	We don't charge	2/22/2018 3:39 PM
7	There are occasional chargebacks for video projects	2/22/2018 11:34 AM
8	Some design	2/19/2018 9:36 AM

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9	None	2/16/2018 2:42 PM
10	we do not charge for anything	2/16/2018 2:05 PM
11	Based on level of service being provided. If a department is demanding above and beyond the "Standard Package", we start billing. Similarly, if an event is not a marketing/news priority, client will be charged or referred to a freelancer.	2/16/2018 10:26 AM
12	freelance photography for events/projects that are not marketing or recruitment related.	2/15/2018 4:00 PM
13	None	2/15/2018 2:51 PM
14	use of our images in textbooks	2/15/2018 1:48 PM
15	I wish we charged for some things, but we don't	2/15/2018 11:15 AM
16	no charge	2/15/2018 10:25 AM
17	We don't charge anything to anyone	2/15/2018 9:46 AM
18	No charges	2/14/2018 5:21 PM
19	expenses incurred	2/14/2018 4:31 PM
20	Headshots	2/14/2018 3:06 PM
21	None	2/14/2018 1:24 PM
22	No Charge	2/14/2018 12:48 PM
23	Health Sciences & Hospital, Marketing and PR	2/14/2018 11:52 AM
24	occasionally when photography is not deemed necessary for marketing efforts there are charges assessed. often times we will then require requesting department to hire freelance or student shooters.	2/14/2018 10:42 AM
25	none	2/14/2018 10:40 AM
26	None	2/14/2018 10:32 AM
27	none	2/14/2018 10:18 AM
28	No fee to departments	2/14/2018 10:09 AM
29	None	2/14/2018 10:07 AM
30	None	2/14/2018 10:01 AM
31	Contract photographer fees and some retouch	2/14/2018 9:58 AM
32	none	2/14/2018 9:36 AM
33	none	2/14/2018 9:22 AM
34	After hours events	2/14/2018 9:20 AM
35	None	2/14/2018 9:14 AM
36	Nothing	2/14/2018 8:48 AM
37	None	2/13/2018 10:55 PM
38	None	2/13/2018 10:22 PM
39	only for things deemed above and beyond the resources available.	2/13/2018 9:50 PM
40	Art Galleries	2/13/2018 9:38 PM
41	No Charges	2/13/2018 8:10 PM
42	The hiring of freelancers. We'll pass along the fee.	2/13/2018 7:14 PM
43	Travel	2/13/2018 7:11 PM

Q19 How many other photography units are there on campus?

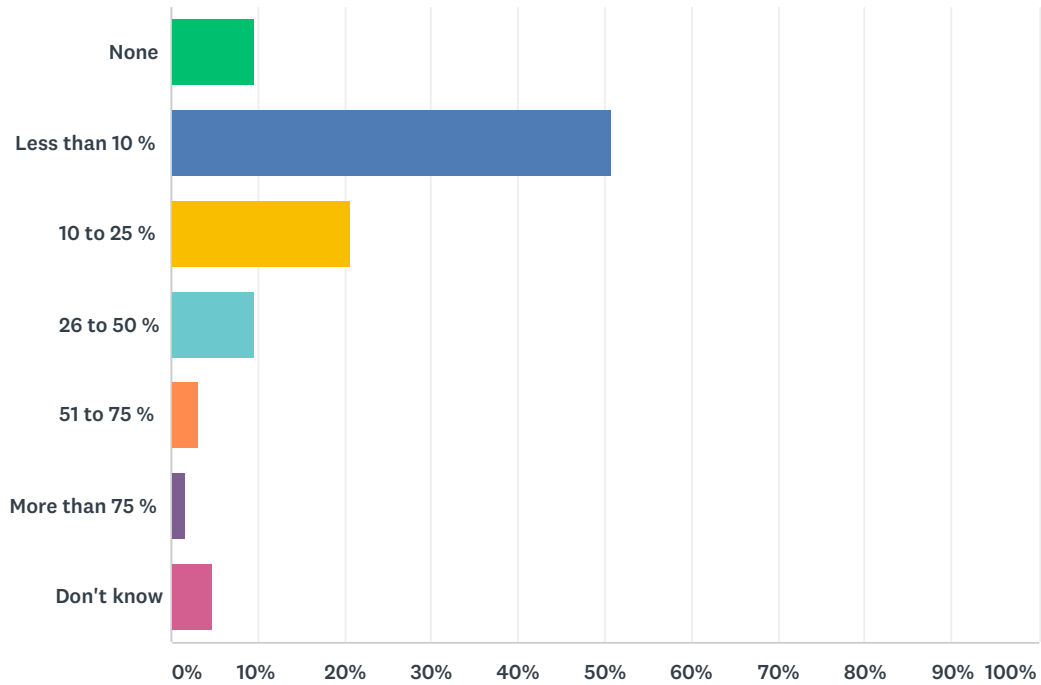
Answered: 126 Skipped: 3



ANSWER CHOICES	RESPONSES
None	61.11% 77
One to two	27.78% 35
Three to four	5.56% 7
Five or more	3.17% 4
Don't know	2.38% 3
TOTAL	126

Q20 What percentage (in your estimation) of your university's photography work is outsourced to freelancers?

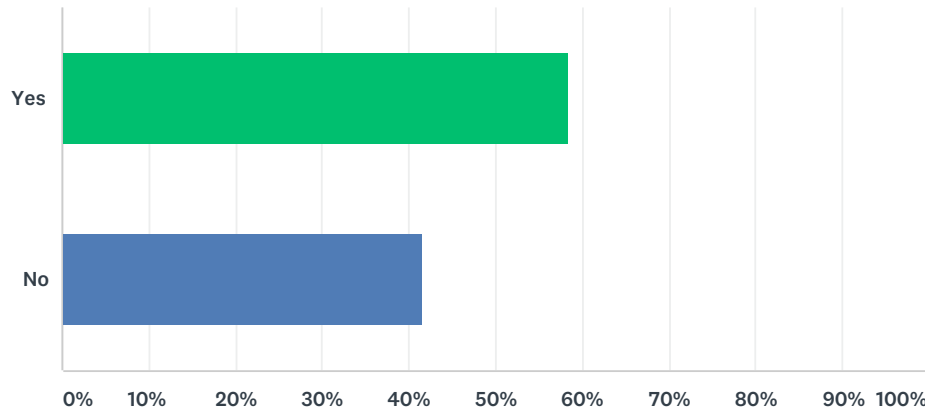
Answered: 126 Skipped: 3



ANSWER CHOICES	RESPONSES	
None	9.52%	12
Less than 10 %	50.79%	64
10 to 25 %	20.63%	26
26 to 50 %	9.52%	12
51 to 75 %	3.17%	4
More than 75 %	1.59%	2
Don't know	4.76%	6
TOTAL		126

Q21 Do you have a degree in photography?

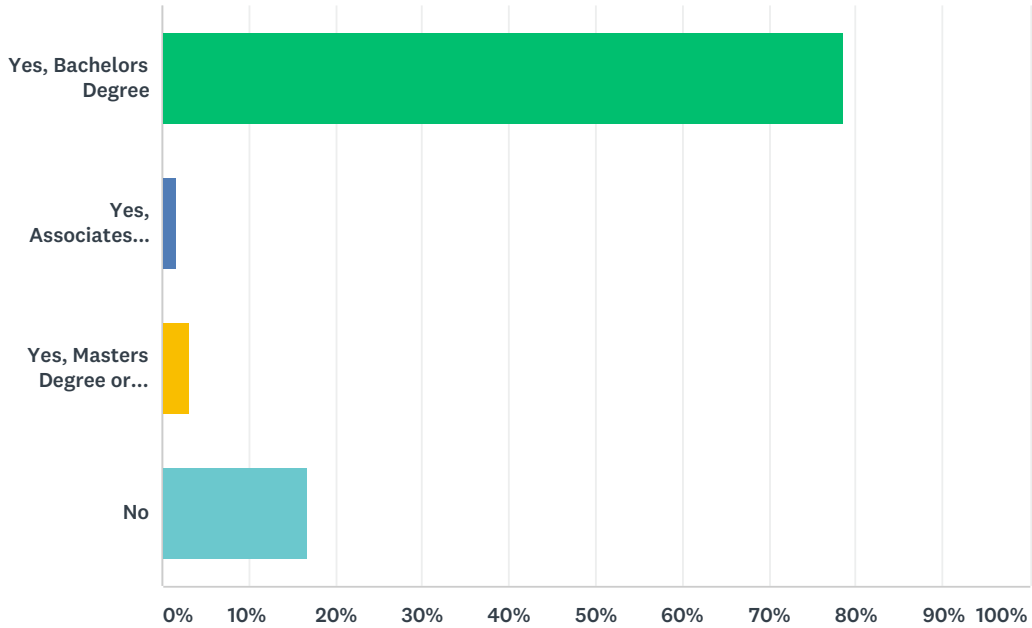
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	58.27%	74
No	41.73%	53
TOTAL		127

Q22 Does your position require a degree?

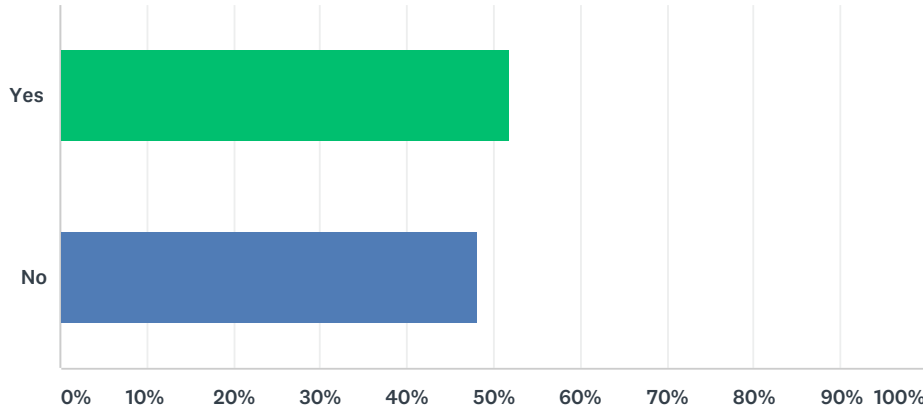
Answered: 126 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes, Bachelors Degree	78.57%	99
Yes, Associates Degree	1.59%	2
Yes, Masters Degree or greater	3.17%	4
No	16.67%	21
TOTAL		126

Q23 Does your position require you work with video as well as still photography?

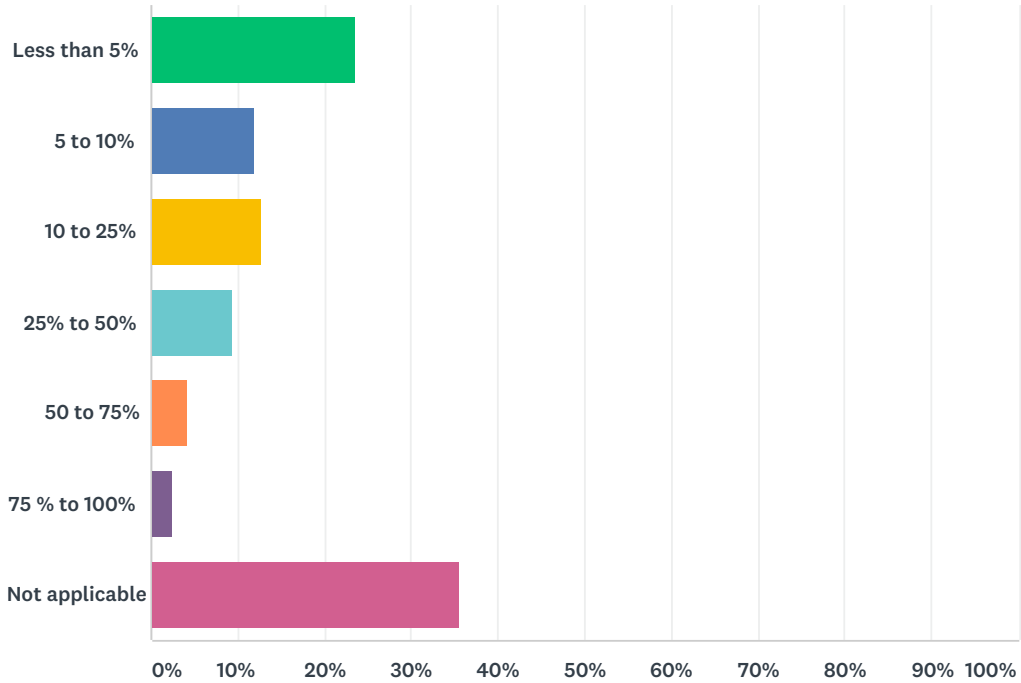
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	51.97%	66
No	48.03%	61
TOTAL		127

Q24 If you do video, what percentage of your total work time does that represent?

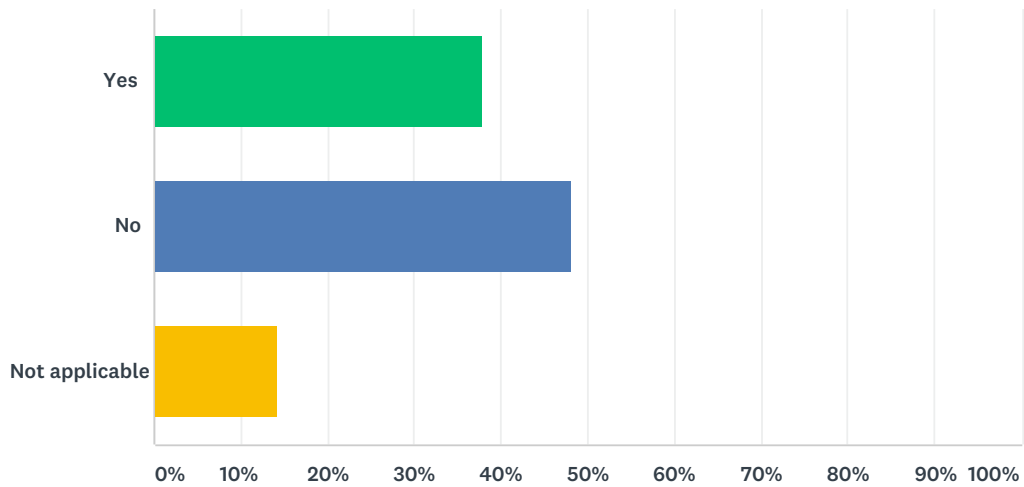
Answered: 118 Skipped: 11



ANSWER CHOICES	RESPONSES	
Less than 5%	23.73%	28
5 to 10%	11.86%	14
10 to 25%	12.71%	15
25% to 50%	9.32%	11
50 to 75%	4.24%	5
75 % to 100%	2.54%	3
Not applicable	35.59%	42
TOTAL		118

Q25 Has your job title ever been amended or changed to reflect changes in your job duties?

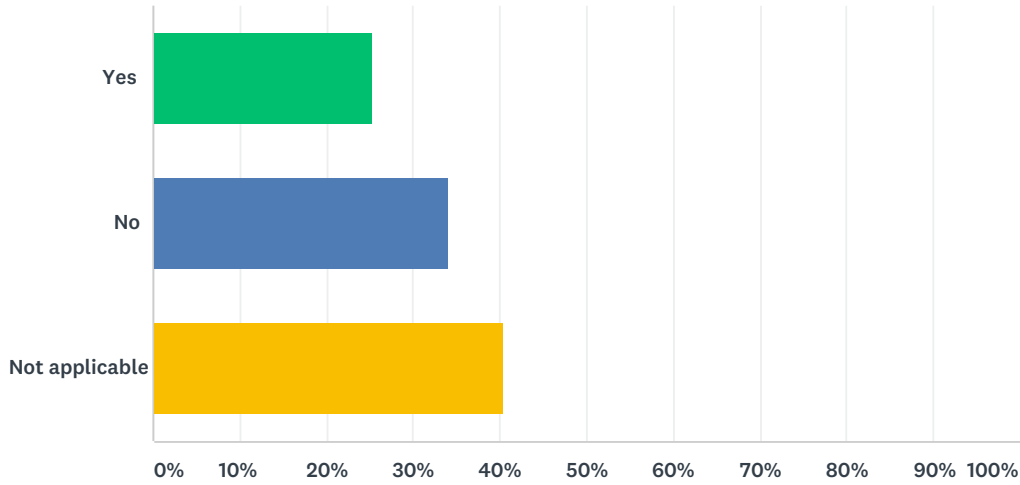
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	37.80%	48
No	48.03%	61
Not applicable	14.17%	18
TOTAL		127

Q26 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)?

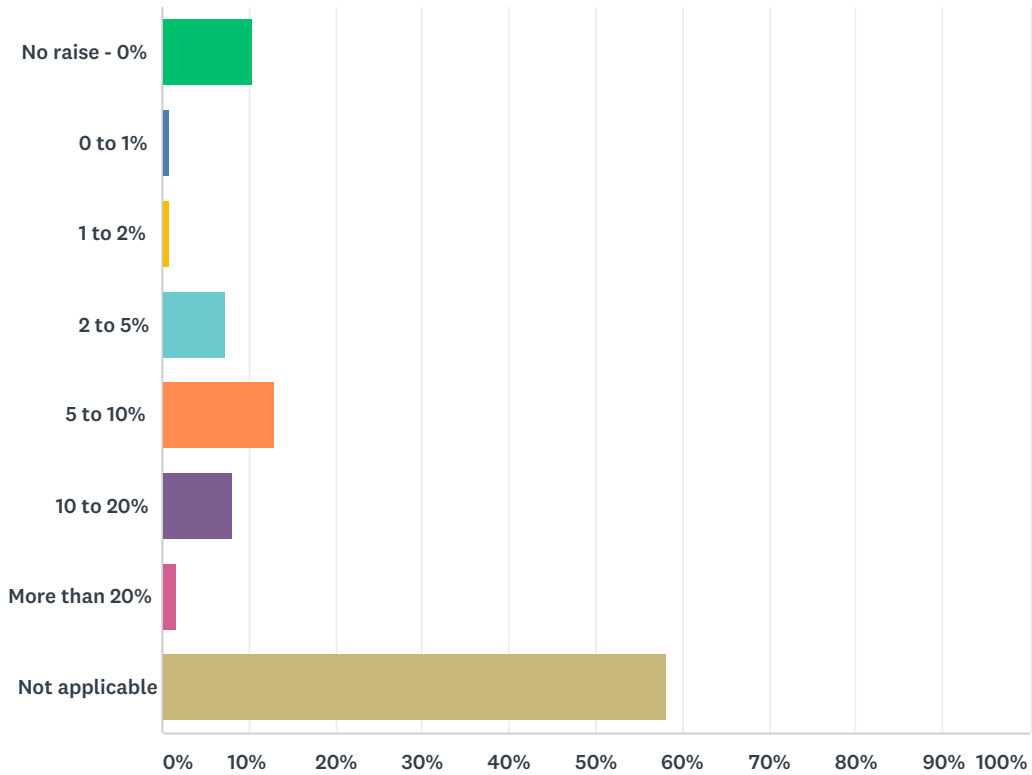
Answered: 126 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	25.40%	32
No	34.13%	43
Not applicable	40.48%	51
TOTAL		126

Q27 What percentage raise did you receive if your job duties substantially changed?

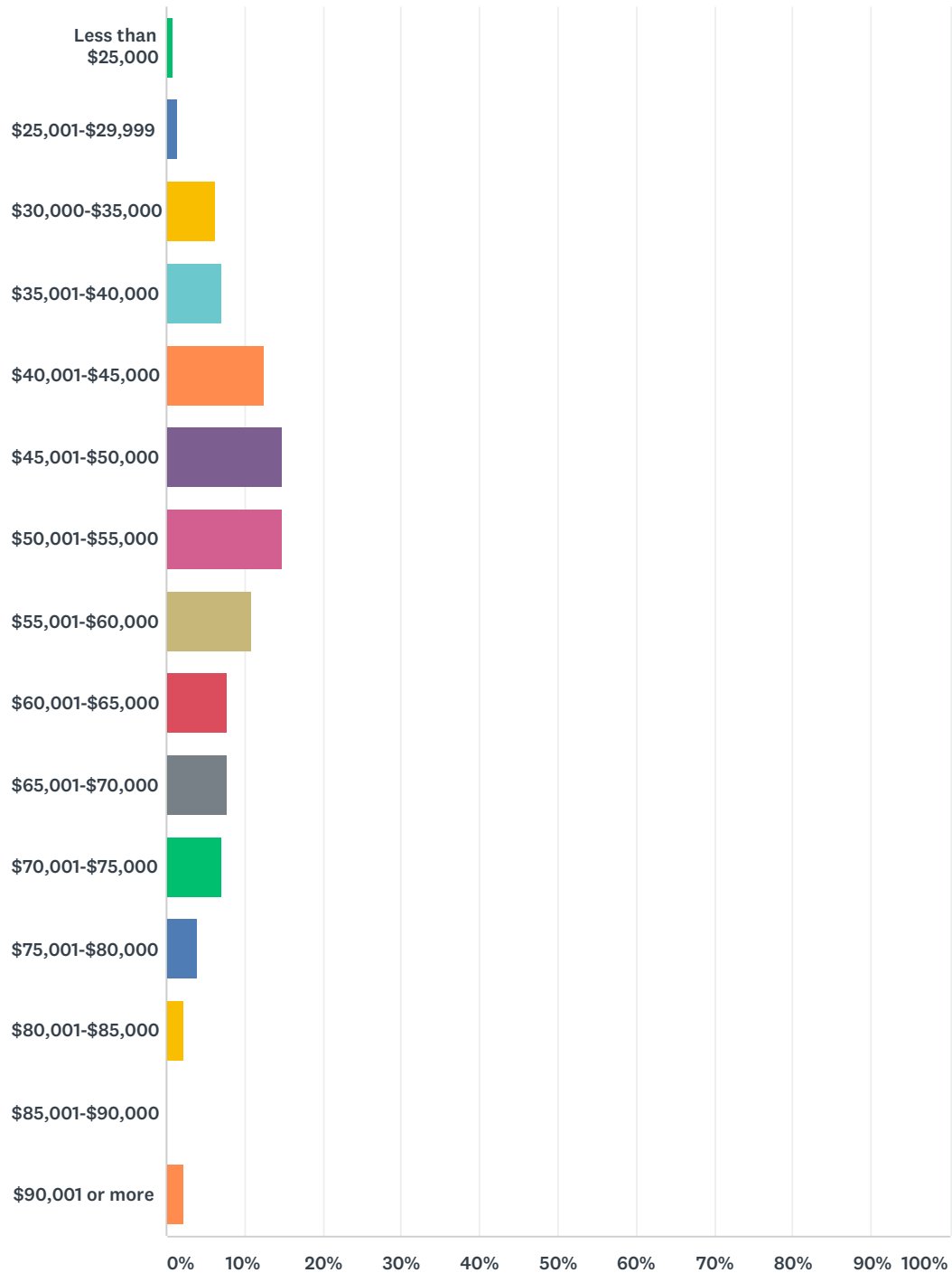
Answered: 124 Skipped: 5



ANSWER CHOICES	RESPONSES	
No raise - 0%	10.48%	13
0 to 1%	0.81%	1
1 to 2%	0.81%	1
2 to 5%	7.26%	9
5 to 10%	12.90%	16
10 to 20%	8.06%	10
More than 20%	1.61%	2
Not applicable	58.06%	72
TOTAL		124

Q28 Please identify the salary range of your current position

Answered: 128 Skipped: 1



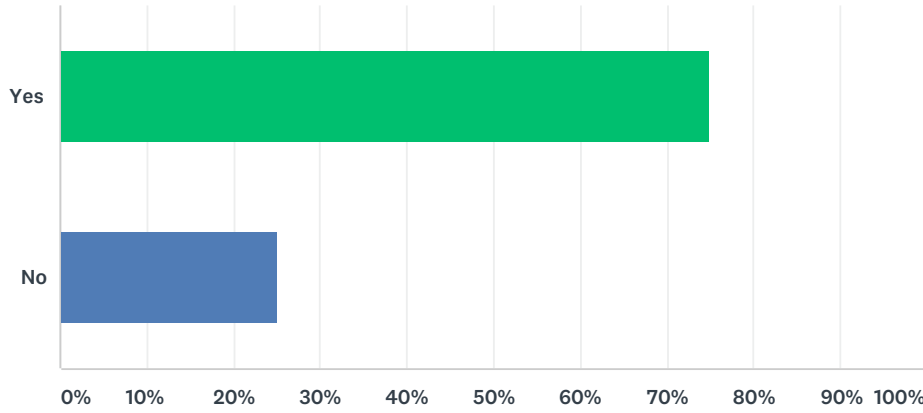
ANSWER CHOICES	RESPONSES	
Less than \$25,000	0.78%	1
\$25,001-\$29,999	1.56%	2
\$30,000-\$35,000	6.25%	8

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\$35,001-\$40,000	7.03%	9
\$40,001-\$45,000	12.50%	16
\$45,001-\$50,000	14.84%	19
\$50,001-\$55,000	14.84%	19
\$55,001-\$60,000	10.94%	14
\$60,001-\$65,000	7.81%	10
\$65,001-\$70,000	7.81%	10
\$70,001-\$75,000	7.03%	9
\$75,001-\$80,000	3.91%	5
\$80,001-\$85,000	2.34%	3
\$85,001-\$90,000	0.00%	0
\$90,001 or more	2.34%	3
TOTAL		128

Q29 Have you had a raise in your salary in the past two years ?

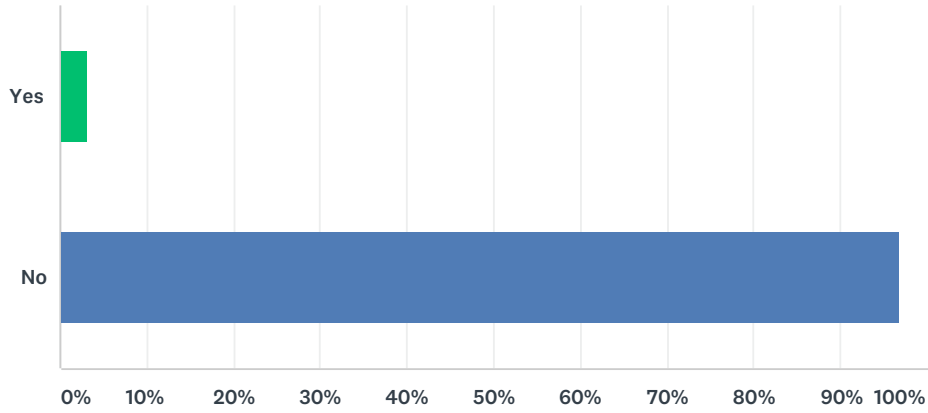
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	74.80%	95
No	25.20%	32
TOTAL		127

Q30 Did you experience any furlough days in the previous year?

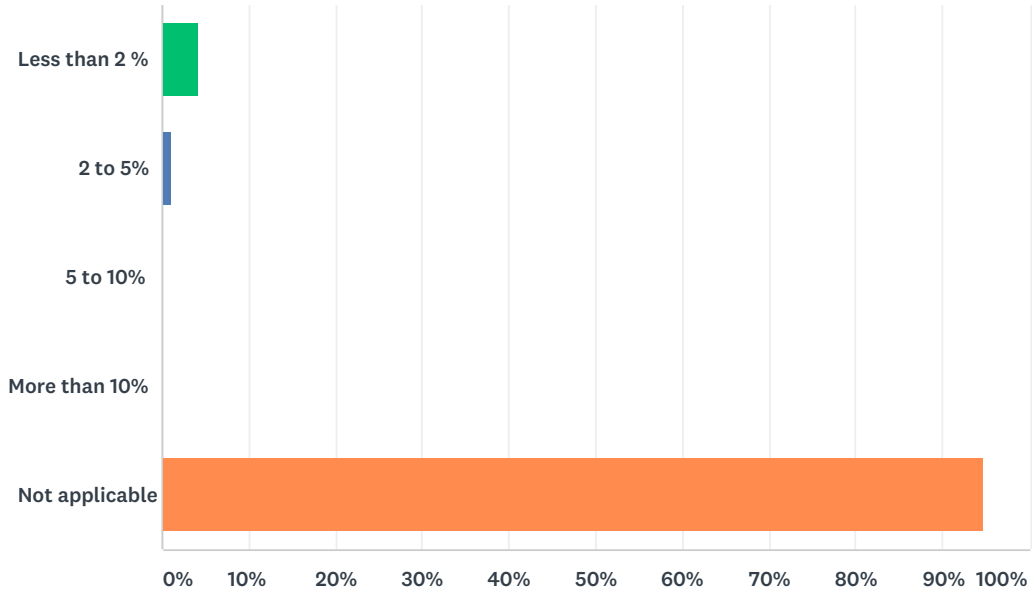
Answered: 128 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	3.13%	4
No	96.88%	124
TOTAL		128

Q31 If you answered "Yes" to question 30, what percent of your salary did you lose in total as a result?

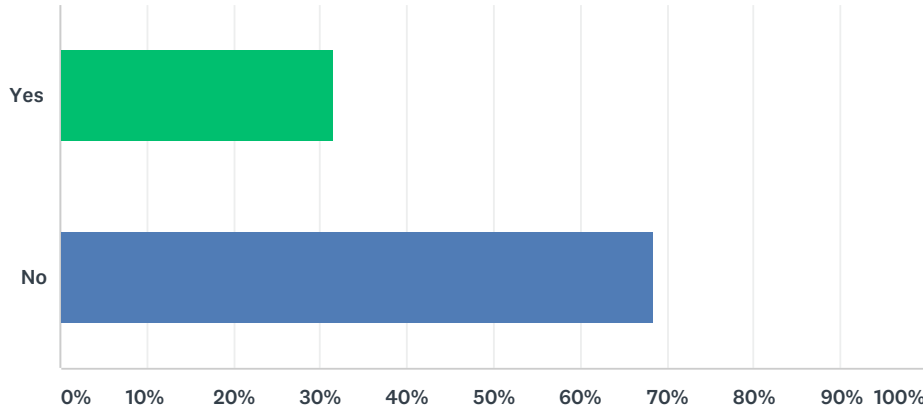
Answered: 97 Skipped: 32



ANSWER CHOICES	RESPONSES	
Less than 2 %	4.12%	4
2 to 5%	1.03%	1
5 to 10%	0.00%	0
More than 10%	0.00%	0
Not applicable	94.85%	92
TOTAL		97

Q32 Did you lose net salary as a result of rising health or other insurance/fees deductions since last year?

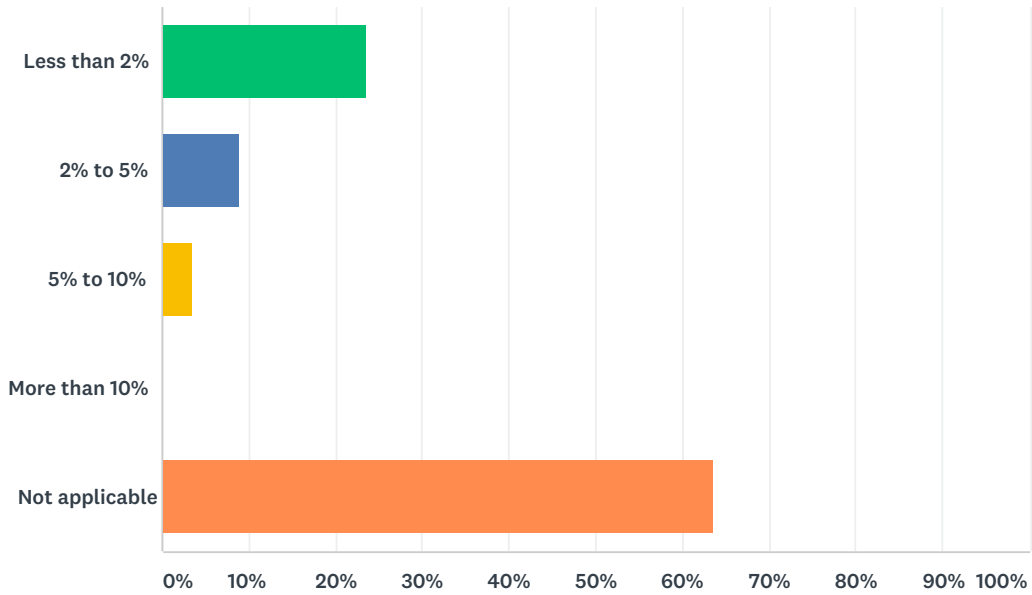
Answered: 127 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	31.50%	40
No	68.50%	87
TOTAL		127

Q33 If you answered "yes" to question 32, what percentage of your pay did you lose as a result?

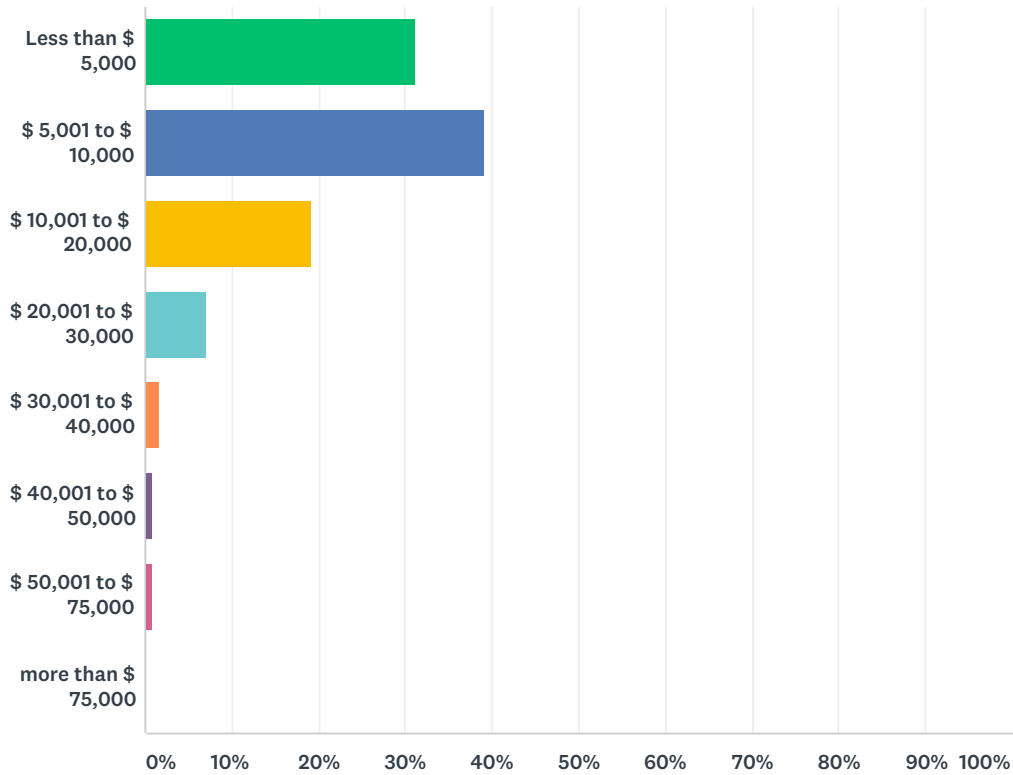
Answered: 110 Skipped: 19



ANSWER CHOICES	RESPONSES	
Less than 2%	23.64%	26
2% to 5%	9.09%	10
5% to 10%	3.64%	4
More than 10%	0.00%	0
Not applicable	63.64%	70
TOTAL		110

Q34 What are your total expenditures on supplies and equipment in a given year?

Answered: 125 Skipped: 4



ANSWER CHOICES	RESPONSES	
Less than \$ 5,000	31.20%	39
\$ 5,001 to \$ 10,000	39.20%	49
\$ 10,001 to \$ 20,000	19.20%	24
\$ 20,001 to \$ 30,000	7.20%	9
\$ 30,001 to \$ 40,000	1.60%	2
\$ 40,001 to \$ 50,000	0.80%	1
\$ 50,001 to \$ 75,000	0.80%	1
more than \$ 75,000	0.00%	0
TOTAL		125

Q35 Any additional comments?

Answered: 20 Skipped: 109

#	RESPONSES	DATE
1	I'm not really sure about #34	2/27/2018 3:15 PM
2	Good job, but get pushed hard and don't get to be as creative as I'd like to be. Lot's of "happy smiling students".	2/26/2018 11:10 AM
3	Nope.	2/22/2018 4:36 PM
4	Our equipment and supply expenses vary from year to year. Sometimes there is more money and sometimes less; and sometimes the university will cover computer/IT purchases and/or upgrades and at other times they bill our budget. FOra while this year, we had the money, but the overall bosses would not let us spend it until my direct boss told them "I NEED THIS -- NOW," and they said OK.	2/20/2018 10:47 PM
5	On question #28 I included my total compensation (salary and benefits). That question should prob be better defined for more accurate results. Some may just be reporting base pay.	2/16/2018 2:05 PM
6	In regard to question 34. Our budget had been \$3000 for the last 5-years. When I was hired we made a vaild attempt to bring the photo department current with equipment. We will continue that trend again this year. However, In year 3 the budget will return to around \$5000 to \$6000 for both Photo and Video	2/15/2018 2:51 PM
7	Question 11 should allow multiple responses. Our department covers all of the choices.	2/14/2018 11:05 PM
8	Only been on the job a year so some questions not yet answered.	2/14/2018 3:09 PM
9	Thanks!	2/14/2018 3:06 PM
10	N/A	2/14/2018 12:48 PM
11	One question you might consider asking in the future is how many months are we required to work? With budget cuts everywhere, a lot of us are now working mostly during the school year with time off in the summer. For my own part, I voluntarily went to a ten-month contract, but my insurance/benefits continue during my time off. It might be interesting to know everyone's status in this regard.	2/14/2018 12:07 PM
12	Thank you for providing this survey!	2/14/2018 10:32 AM
13	Only been employed 5 months as a University Photographer . Had 30yr career as a newspaper photographer and then freelancer. Am 56 years old. I feel grateful to be employed full-time!	2/14/2018 9:36 AM
14	I would love to see the breakdown of this survey as to what those who supervise 3 full time people and multiple students make in a year.	2/14/2018 9:32 AM
15	I was not clear on question 17. Our department is 100 percent auxiliary funded.	2/13/2018 11:05 PM
16	Thank you for this service to the membership.	2/13/2018 9:50 PM
17	I would love to see a comparison of whether departments supply equipments vs. the photographer supplies equipment	2/13/2018 7:26 PM
18	Retired	2/13/2018 7:23 PM
19	Currently have to split budget with our videographer. The last two years with budget cuts both of us lost the entire budget since they had to make reductions.	2/13/2018 7:14 PM
20	I am a union employee.	2/13/2018 7:11 PM