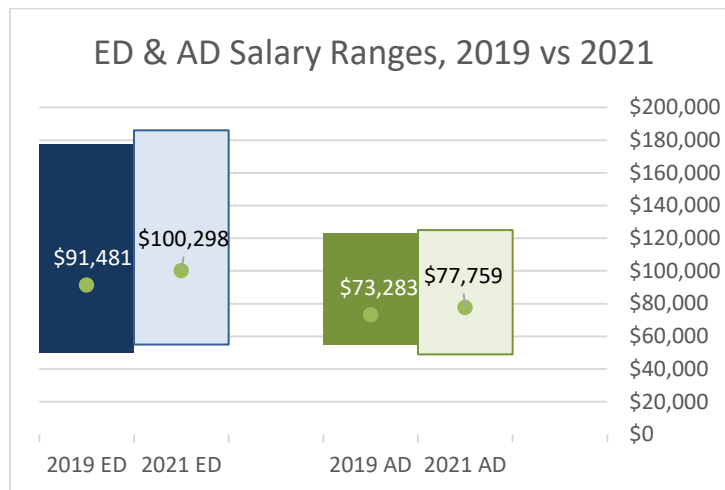


# 2021 Sexual Assault Coalition Executive Salary Report

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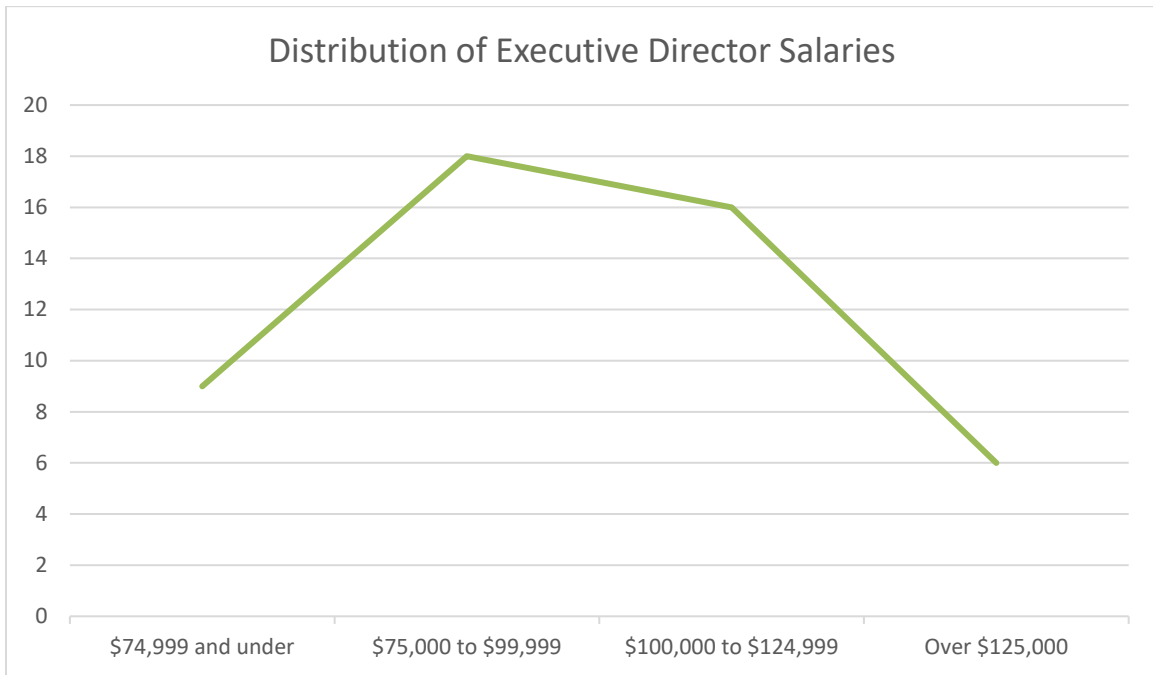


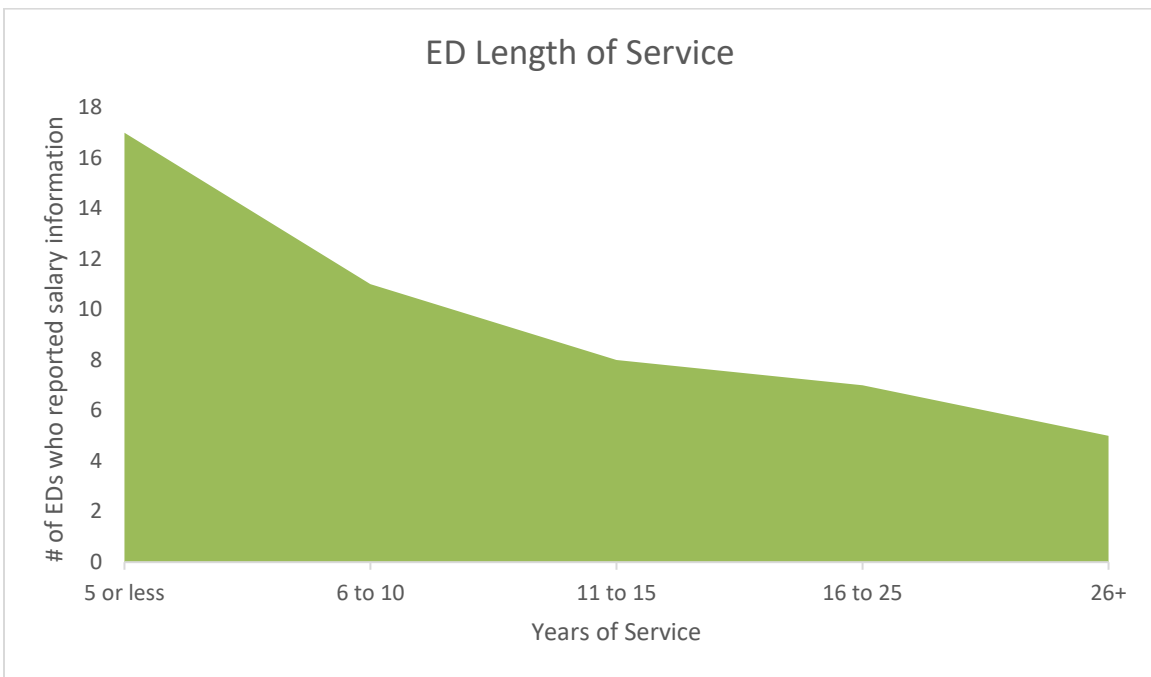
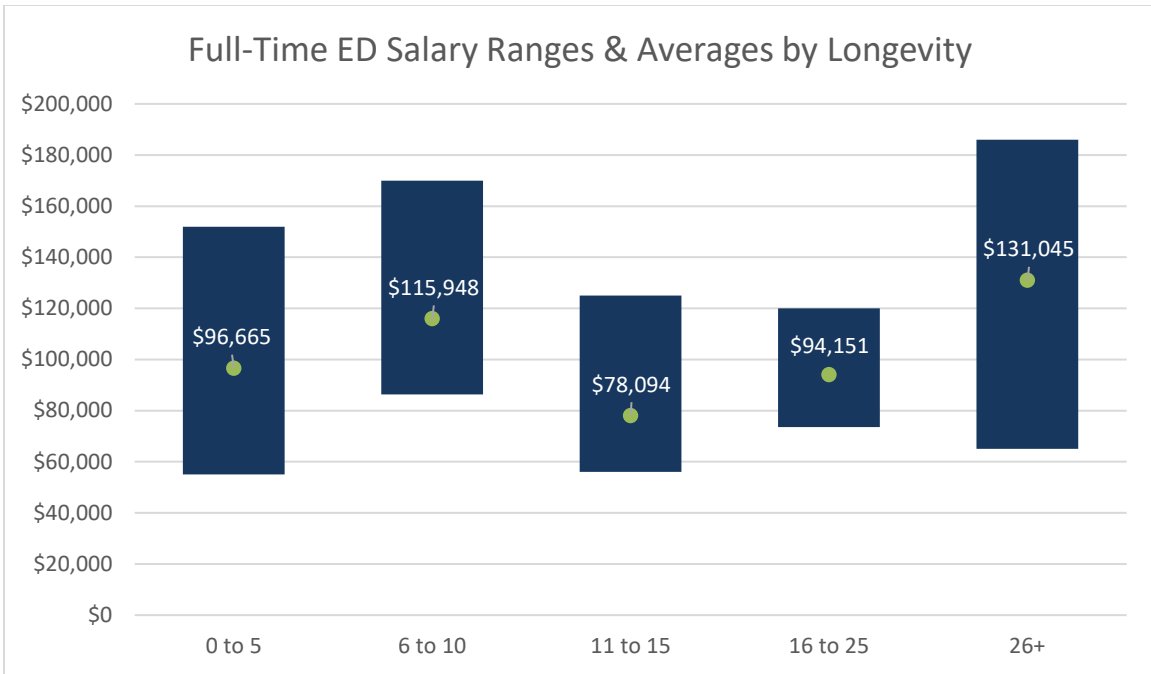
The *2021 Resource Sharing Project (RSP) Sexual Assault Coalition Executive Salary Report* is a summary of information on executive and assistant director pay from 47 of 56 state and territorial sexual assault coalitions.

Coalitions often use this information to meet Internal Revenue Service (IRS) Safe Harbor standards, which requires all organizations use comparable data when establishing executive pay ([IRS.gov, 2020](https://www.irs.gov/irs2020)). The Office on Violence Against Women (OVW) coalition grant and many other federal funds require coalitions to meet this standard in their application processes.

## ED and AD Salary Ranges and Averages, 2019 vs. 2021

	2019 (54 ED; 26 AD)	2021 (50 ED; 45 AD)
ED pay range	\$50,000-\$177,278	\$55,000-\$186,000
ED pay average	\$91,481	\$100,298
AD pay range	\$55,000-\$122,874	\$49,000-\$125,000
AD pay average	\$73,283	\$77,759





## Notable Findings

This year, RSP collected information about how many years each person has served as the coalition ED to see if there is a connection between length of service and salary range. When grouped by years of service as executive directors, RSP

could not find a meaningful correlation between length of service and salary. This information supports the picture that emerged in [RSP's 2019 salary report](#)<sup>1</sup> which found that geographic region, cost of living, area median household incomes, and organizational budget alone did not account for the spread in executive salaries.

These variations indicate that organizations make decisions about executive compensation based on a range of factors that may include budget size, employee longevity, organizational values, advanced degrees, whether the ED supervises additional projects, and staff size.

To analyze salary information while protecting coalition confidentiality, RSP grouped full-time executive directors by length of service. Executive directors were placed in one of six categories, with between five to sixteen respondents per category: 0-5 years, 6-10 years, 11-15 years, 16-25 years, and 26+ years. Several current EDs previously held other positions at their coalitions, but those years were not included for the purposes of this report.

## How RSP Compiled and Analyzed This Data

All of the information used in this report was self-reported by coalition staff, except for information on executive director longevity. To protect the confidentiality of individual coalition salary information, RSP entered all responses into a spreadsheet, grouped them by executive or assistant director job titles, and averaged the results. For the purposes of this report, we included people with a range of job titles under Assistant Director, including Senior Program Director, Public Relations & Special Projects Director, Grants and Funding Director, Legal Director, Capacity Building Director, Service Enhancement Director, Senior Director of Finance and Human Resources, Senior Director of Collaboration and Training, Senior Director of Systems Advocacy, Deputy Director, Chief Operating Officer, and Finance Director. Where coalitions provided a pay range, the average of that salary range was used in the calculation of the larger average. The averages were then assembled into several charts that makes up the majority of

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<sup>1</sup> To access the 2019 report, coalitions will need to log-in to the RSP website. For coalition log-in information, please contact your coalition executive director. If the executive director needs assistance with logging in, please contact your RSP TA provider.

this report. Due to the small sample size, we were not able to publish data on part-time executive or assistant director salaries this year and still maintain confidentiality.

Multiple coalitions reported one or more assistant director, or equivalent, positions. When known, we included the salary of each assistant director as a unique entry in calculating the averages. So, though 30 out of 56 coalitions reported having an assistant director or equivalent position, the salary average represents 45 people.

For the chart on executive director pay by length of service, RSP used reported salaries, and averages from salary ranges when a specific number was not given, to calculate the average salary for each category. RSP used the lowest possible salary and the highest possible salary, based on actual pay or reported ranges, to create the salary range for each category. RSP drew on responses provided directly from coalition executive directors, from coalition websites, and from internal historical archives to assign coalition directors to longevity groups.

The chart showing the spread of sexual assault and dual coalition executive directors by length of service only includes coalition directors who submitted information for this report. It does not include every sexual assault or dual coalition executive director.

The chart showing the spread of executive director salaries grouped reported salaries, and averages from salary ranges when a specific number was not given, to show the distribution of executive pay.

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