

## 2008 Staff Demographic Data for Professional (26) and Administrative (9) Positions in Philanthropy

	White		Minority		Total Number	Blacks		
	Number	Percent	Number	Percent		Number	Percent	
<b>Professional Staff</b>								
Chief Executive Officer/President	680	93.2	50	6.8	730	21	2.9	
Associate Director/Executive Vice President	103	88.8	13	11.2	116	5	4.3	
Vice President (Program)	154	77.4	45	22.6	199	29	14.6	
Vice President (Administration)	68	81.0	16	19.0	84	5	6.0	
Vice President or Chief Development/Advancement Office	106	91.4	10	8.6	116	4	3.4	
Chief Financial Officer/Treasurer	205	91.1	20	8.9	225	5	2.2	
Controller	174	84.9	31	15.1	205	5	2.4	
Chief Investment Officer	24	88.9	3	11.1	27	1	3.7	
Assistant Treasurer	17	81.0	4	19.0	21	1	4.8	
Program Director	278	73.9	98	26.1	376	52	13.8	
Senior Program Officer	228	69.7	99	30.3	327	41	12.5	
Program Officer	456	63.8	259	36.2	715	130	18.2	
Program Associate	210	65.0	113	35.0	323	54	16.7	
Director of Communications	136	85.5	23	14.5	159	6	3.8	
Director of Donor Services/Donor Services Officer	121	90.3	13	9.7	134	5	3.7	
Research Director	22	73.3	8	26.7	30	3	10.0	
Computer Professional	53	63.9	30	36.1	83	9	10.8	
Office Manager	116	77.9	33	22.1	149	23	15.4	
Librarian	13	65.0	7	35.0	20	1	5.0	
Accountant	146	67.6	70	32.4	216	25	11.6	
Grants Manager/Administrator	146	73.0	54	27.0	200	27	13.5	
Director of Gift Planning/Gift Planning Officer	81	89.0	10	11.0	91	4	4.4	
Human Resources Professional	29	65.9	15	34.1	44	9	20.5	
Director of Information Systems	56	78.9	15	21.1	71	3	4.2	
Director of Human Resources	32	65.3	17	34.7	49	10	20.4	
Executive Assistant	223	79.1	59	20.9	282	29	10.3	
<b>Sub-total</b>	<b>3,877</b>	<b>77.7</b>	<b>1,115</b>	<b>22.3</b>	<b>4,992</b>	<b>507</b>	<b>10.2</b>	

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	<u>White</u>		<u>Minority</u>		<u>Total</u> Number	<u>Blacks</u>		
	Number	Percent	Number	Percent		Number	Percent	
<b>Administrative Staff</b>								
Program Assistant	209	61.3	132	38.7	341	64	18.8	
Research Associate	36	81.8	8	18.2	44	0	0.0	
Accounting Clerk	105	64.8	57	35.2	162	22	13.6	
Administrative Assistant	462	70.6	192	29.4	654	104	15.9	
Secretary	54	70.1	23	29.9	77	18	23.4	
Receptionist	70	51.5	66	48.5	136	45	33.1	
Communications Associate	100	80.0	25	20.0	125	13	10.4	
Grants Management Assistant	63	64.3	35	35.7	98	16	16.3	
Donor Services/Development/Advancement Assistant	93	76.2	29	23.8	122	13	10.7	
<b>Sub-total</b>	<b>1,192</b>	<b>67.8</b>	<b>567</b>	<b>32.2</b>	<b>1,759</b>	<b>295</b>	<b>16.8</b>	
<b>ALL STAFF</b>	<b>5,069</b>	<b>75.1</b>	<b>1,682</b>	<b>24.9</b>	<b>6,751</b>	<b>802</b>	<b>11.9</b>	

Source: Council on Foundations