**KNOWLEDGE IS POWER**

The survey was targeted at individuals who are citizens and/or residents of the United States, currently employed in the United States, or attending graduate school for conservation in the United States.

**Methodology**

At least 150 individuals accessed the survey form, and 100 respondents were selected for the first question. 16 respondents were instructed to respond based on their selection to this first question and several of the following questions. Those who responded “No” were not citizens or residents of the United States. While 8% of respondents did not respond definitively to a particular question, four questions can be used to estimate the total size of the professional demographic surveyed overall self-identified as 7.12% as male, and 2.71% as a non-binary gender identity.

**Introduction**

It was considered crucial, among other forms of compensation, to adequately probe basic needs through conservation employment. This study was designed to provide data illustrating the nature of pre-program respondents’ employment, including both academic-year and summer-related income. It was considered crucial among other forms of compensation to adequately probe basic needs through conservation employment. This study was designed to provide data illustrating the nature of pre-program respondents’ employment, including both academic-year and summer-related income.

**Empirical Data**

**Position Titles**

9.46% of respondents (57.5% of overall respondents) were provided benefits by their place of work. Overall, 21.5% of respondents reported that they were compensated, while 8% of respondents reported that they were specifically not compensated. The program respondents accounted for the majority of the 8% of uncompensated respondents. When asked to specify if their professional employment was considered as 7.3% of respondents reported that they were successfully in their efforts at 7.4% reported that they did not receive any financial support to aid in the burden of relocation.

**Salary Transparency**

Despite the high requirement of relocation few were given financial support to aid in the burden of relocation. Of the respondents, 36.7% reported that they were externally funded by an outside organization, grant, or fellowship. AIC/FAIC report includes the median salary for professionals based on years of experience in the field, grouping individuals into seven percentiles (e.g., 0-5 years, 5-9 years, 10-11 years, and so on). However, the data is not analyzed in relation to position title (e.g., full-time, short-term positions such as a private endowment, or The Andrew Mellon Foundation). This includes those working as conservation professionals in those positions. 68.35% (95/139) indicated “yes”; 28.78% (25/88) respondents were asked whether they are given the amount of time needed to pursue said research in those positions. 68.35% (95/139) indicated “yes” but 28.78% (25/88) respondents were considered full-time and worked 50 hours per week or more. The majority of graduate and post-graduate respondents were considered full-time, and worked 50 hours per week or more. Post-program respondents reported working 35-45 hours per week. 90% of post-program respondents reported working 35-45 hours per week.

**Supplemental Income**

Overall, the majority of respondents reported the need to supplement their income. Consistent with this, many respondents reported that they were given financial support to aid in the burden of relocation. Only 3% pre-program, 21% Graduate, and 19% post-program respondents were provided financial support for relocation.

**Financial Security**

The majority of post-program respondents reported that they are fairly comfortable with their income. 44% of 152 survey respondents indicated they “agree” or “strongly agree” with the following statement: “I am able to live comfortably and fulfill basic needs through conservation employment.” AIC/FAIC report includes the median salary for professionals based on years of experience in the field, grouping individuals into seven percentiles (e.g., 0-5 years, 5-9 years, 10-11 years, and so on). However, the data is not analyzed in relation to position title (e.g., full-time, short-term positions such as a private endowment, or The Andrew Mellon Foundation). This includes those working as conservation professionals in those positions. 68.35% (95/139) indicated “yes” but 28.78% (25/88) respondents were considered full-time and worked 50 hours per week or more. The majority of graduate and post-graduate respondents were considered full-time, and worked 50 hours per week or more. Post-program respondents reported working 35-45 hours per week. 90% of post-program respondents reported working 35-45 hours per week.

**Postgraduate Education**

A person who graduates from a graduate level (post-graduate) program in conservation, historic preservation, or similar training program in the United States (OR abroad) is a citizen and/or a resident of the United States. This includes those working as conservation professionals in those positions. 68.35% (95/139) indicated “yes” but 28.78% (25/88) respondents were considered full-time and worked 50 hours per week or more. The majority of graduate and post-graduate respondents were considered full-time, and worked 50 hours per week or more. Post-program respondents reported working 35-45 hours per week. 90% of post-program respondents reported working 35-45 hours per week.

**Employment**

**Position Titles**

Pre-program, graduate, and post-graduate respondents were asked to report their current position title. The majority of respondents worked in a conservation-related position in 2018. Students who responded that they are not citizens or residents of the United States were considered to be in a conservation-related position. The majority of respondents worked in a conservation-related position in 2018. Students who responded that they are not citizens or residents of the United States were considered to be in a conservation-related position.

**Position Titles**

Pre-program, graduate, and post-graduate respondents were asked to report their current position title. The majority of respondents worked in a conservation-related position in 2018. Students who responded that they are not citizens or residents of the United States were considered to be in a conservation-related position. The majority of respondents worked in a conservation-related position in 2018. Students who responded that they are not citizens or residents of the United States were considered to be in a conservation-related position.