Career Resource Center: Compensation Guide

Below are CRC materials, publicly available websites, and internal resources to help you gather industry and function compensation data. While no one resource can tell you exactly what salary to expect or ask for when negotiating, these resources can act as a reference point and prepare you for compensation conversations.

**Resources for Compensation Information: First Steps**

**Review median salaries in the Booth Employment Reports.**

- The [Full-Time Employment Report](#): Use the *Industries* and *Functions* tab to see median salaries of full-time Booth graduates for the last several years.

- The [Evening MBA and Weekend MBA Employment Report*](#) includes spreadsheets called ‘Evening MBA and Weekend MBA Employment Report’. Use the *Employment by Industry* and *Employment by Function* tabs within the report to view median salaries of part-time Booth graduates.

  *Access: Career Services website → Employment Reports.*

  *Full-time students can access the Evening and Weekend Employment Report using the embedded [link](#).*

**Look through peer school Employment Reports.** Review compensation data from other school Employment Reports. While full details of the Employment Report are often private, many schools have a public version you can view. Note these employment reports usually only include data from their full-time programs.

**Talk to recent alumni and to your own personal network about salary ranges.** You can use the following tools to find alumni in your function/industry or even at the specific company you are interested in:

- Community Directory
- Employment Report
- Linkedin.com

**Read books on salary negotiation.** The CRC collects books on negotiating compensation. Feel free to browse our collection and check-out books of interest to you.

**Meet with a career coach.** Career Services coaches are available to help you evaluate your offer and discuss any concerns or questions you might have.
Industry Specific Resources for Compensation Information

**Entrepreneurship**

**Negotiating a Compensation Package for Entrepreneurial Opportunities: Compensation for post-MBA Hires**
This presentation by Ira Weiss covers and Ellen Rudnick covers typical elements of a start-up compensation package, understanding and valuing the package, and questions to ask a potential employer.

*Access:* Career Services Portal → Mediasite. Login at upper right corner and search for presentation name.

**Hedge Funds**

**The Glocap Hedge Fund Compensation Report:** This book includes base salaries and bonuses for professionals at U.S.-based hedge funds and hedge fund of funds. Data is included for a variety of fund size categories and functional roles. This is a reference book located in the Harper (2012) and Fisher (2013) CRC.

**Alpha Hedge Fund Compensation Survey:** This article and chart provide median and mean compensation for several job functions and titles.

*Access:* Visit the CRC to be logged into Alpha to view the survey and commentary.

**Nonprofits**

**Professionals for NonProfits: Salary & Job Reports**
This recruiting firm specializing in nonprofits creates annual surveys of nonprofit salaries for many different positions. These reports are available for New York City, New Jersey, and Washington, D.C.

*Access:* Nonprofitstaffing.com → News and Reports → Salary & Job Reports.

**Private Equity/Venture Capital**

**The Holt Thomson Reuters Private Equity and Venture Capital Compensation Report**
View compensation statistics for more than 30 job titles and more than 22 sample groups categorized by firm type and assets under management. The 2012-13 Report can be found on the Career Services website; 2013-14 is in print in the CRC.
# General Online Resources

| **Glassdoor** | Glassdoor gives you an inside look at company reviews, interview questions and salary information for thousands of jobs. Glassdoor typically requires users to post information in order to gain unlimited access. Register with your Chicago Booth email address and bypass this requirement for twelve months. |
| **The Riley Guide** | This site is a compilation of salary resources including general salary surveys, government surveys and salary calculators. The Riley Guide also provides resources for executive compensation data and articles on evaluating an offer. |
| **Cost of Living Calculator** | Enter your current/previous salary and location and this site will calculate a comparable salary for the location you are looking to move. This website covers U.S. salaries only. |
| **Going Global Career Guides** | This database provides cost of living information for U.S. cities and approximately 40 countries. Access from the Career Services webpage → Research → Research by geography. |
| **Payscale** | This site generates salary reports based on job title, location, education, skills and experience. |
| **Global Salary Guides from Robert Half** | These salary guides provide comprehensive data on average starting salaries for accounting and finance, office administrative, technology, legal and creative professionals. |