design salary survey

- 324 respondents
  - Web/Mobile Design
  - Connected Products
- California is the place you want to be
- Experience > Age
- The Meeting Paradox
- Self-Assessment accuracy
- Correlation ≠ Causation
**US Has Most Respondents**

- **US = Highest Median Salaries**
  - $99K vs $91K

**Small Sample Sizes**

- Less reliable results for Asia, Latin America, Australia/NZ, Africa
IQR - Inter Quartile Range

Half of Respondents
IQR - Inter Quartile Range

- 25% Below IQR
- IQR: Half of Respondents
- 25% Above IQR

Salary Median and IQR* (US Dollars)

- United States
- Europe (except UK/I)
- Canada
- UK/Ireland
- Asia
- Latin America
- Australia/NZ
- Africa (all from South Africa)

Range/Median
IQR - Inter Quartile Range

25% Below IQR

IQR

Half of Respondents

Median

25% Above IQR
- California: $128,000
- Mid-Atlantic: $118,00 (DC)
- Women make $14K less than men
  - $8K of difference explained by men having a larger share of higher positions

- Adjusting for position, women make $6K less than men
69% of respondents < 40

Higher salaries do not correlate with age

Experience matters more: higher median salaries correlate with years of experience

- exception w/ > 20 yrs
The more you meet, the more you make

- Meetings appear as a proxy for responsibility - a better indicator than job title
- Lots of meetings = big salary
  - >20 hrs/week: $148,000

**Don’t start scheduling meetings to increase your pay**
**Job Prospects**

- For the most part, higher median salaries for those who think they can easily find another job

**Bargaining Skills**

- No surprise, if you think you’re good at bargaining, you probably are
90% of respondents use some form of Agile/Lean methodology

- The 7% who use “no process” had a median salary of $52,000

88% of respondents on Mac OS X

- 37% use Windows
- Mac salaries higher than Windows
  - Mac only $98,000
  - Windows only $78,000
  - Mac + Windows $88,000
design salary survey - model

- multi-variate linear regression - just plug in your numbers!
  - sum of least squares “best fit” line

salary = $51,617 (constant)
  + [$12,257 (US) I -$12,561 (EU except UK/I)] + [$17,390 (California) I $2,956 (Northeast)]
  + [-$6,363 (female)] + $1,292 * years of experience
  + [$1,258 (math, stats or physics degree) I -$5,178 (graphics design degree)]
  + [$-1,848 (title: graphics design)]
  + [-7,522 (industry: education)]
  + [$6,403 (employees = 1) I $1,543 (employees > 1,000)]
  + [$-6,052 (team = 2) I $6,661 (team 8-20) I $12,224 (team > 20)]
  + [$7,021 (work w/ Prod Mgr)] + [$3,633 (work w/ programmers)] + [$-896 (work on services)]
  + [$1,039 (no brainstorming)] + [$18,409 (manage)] + [$-16,682 (no programming)]
  + [$3,669 (pitching)] + [$-1,723 (no research)]
  + [$14,168 (9-20 hrs meetings/week) I $15,547 (20+ meetings /week)]
  + [$-20,963 (< 30 hrs/wk) I $-16,834 (30-35 hrs/wk) I $23,472 (>55 hrs/wk)]
  + [$6,378 (Slack)] + [$5,402 (Zoom)] + [$5,147 (PHP)] + [$3,661 (Alexa)]
  + [$3,198 (Keynote)] + [$1,434 (Dropbox)] + [$-3,740 (Windows)]
  + [$-1,259 (bad bargaining skills) I $3,288 (good bargain skills) I $4,146 (exc bargain skills)]
  + [$-5,444 (ease of finding new work: 1-3 on 5 point scale)]
There’s much more in the Design Survey Report

- Tasks, Job Title, Tools, Industry, Company Size, Company Age, Team Size, Work Week, Coding, Programming Languages

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Help us improve the results - take the survey

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Thank you