

# Evaluator Compensation: Very Preliminary Survey Findings

---

CES Ontario Chapter Annual Conference  
October 1, 2009



Melissa McGuire  
Rochelle Zorzi  
Adina Jacobson

# Acknowledgements

---

- Adina Jacobson did much of the groundwork for this survey, but couldn't be here today. Thanks, Adina!
- A foundational study was carried out in 2005 by Shelley Borys, Benoit Gauthier, Simon Roy, and Nathalie Kishchuck. We are grateful that they have given us permission to use many of the items from their survey.
- Thank you to CES for distributing notices about this study through their news e-bulletins, and to several CES chapters for sending an invitation out directly to their members.
- And thanks to all of you who filled out the survey – we couldn't have done it without you.



# Presentation Agenda

---

- Introduction:
  - Purpose of the survey
  - Methods
- Preliminary findings:
  - Evaluator career profile
  - Evaluator compensation
  - Satisfaction
  - Career stage and gender comparisons
- Discussion



# Introduction



CONSULTING INC

# Purpose

---

- Assess Evaluator compensation, including:
  - Salary
  - Benefits
  - Working environment
- Potential uses:
  - Promote evaluation as an attractive & viable career option
  - Promote compensation equity across the profession
  - Study trends in compensation over time

# Methods

---

- 41-item survey posted on SurveyMonkey (French & English)
- Participants recruited through CES chapters and CES e-news broadcasts
- Survey open from September 17 to October 9, 2009
- 159 completed survey as of Sept 24 [update:392 as of Oct 13]
- Challenges/limitations (distribution, response rates, regional distribution, question interpretation)
- Cross-sectional survey – describes evaluation as a career in the moment & may not accurately predict compensation trajectories in the future



# Coming Soon!

---

- Preliminary results are not shown here due to limited sample size and prematurity of the findings
- Data collection has been extended until October 16, 2009
- Final results will be available mid-November:
  - Posted on CES website
  - Posted on Cathexis website
  - Mailed directly to survey participants

**Thanks to all those who participated in the  
CES Ontario Chapter Conference presentation.**



CONSULTING INC