

# EPA Compensation Survey 2022

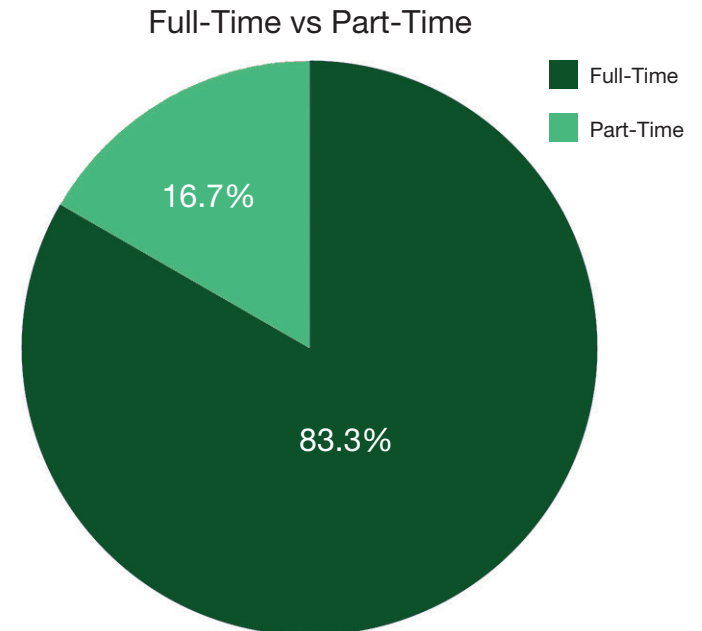
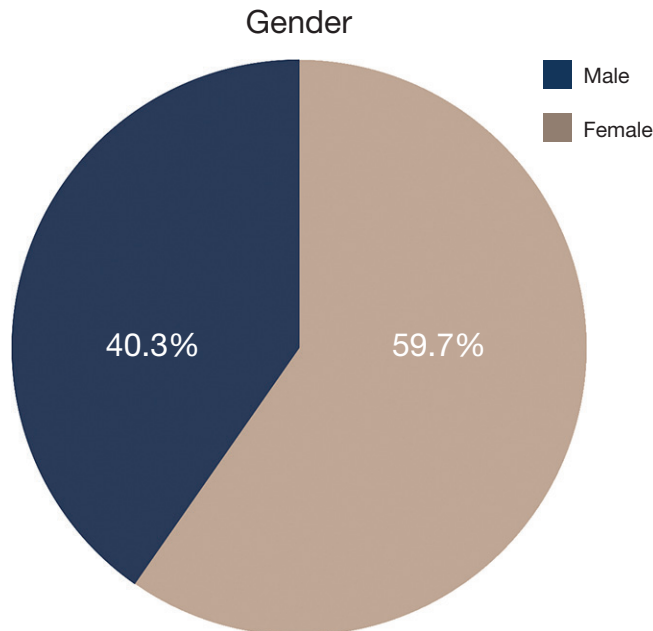


In May 2022, EPA conducted an anonymous survey on salaries and benefits of its members, commissioned by the EPA Board of Directors and conducted by 5by5, an independent research firm based in Nashville.

This is the third time EPA has conducted this survey with prior surveys in 2016 and 2019. This survey is a followup to the 2019 survey [[www.evangelicalpress.com/2019-salary-survey](http://www.evangelicalpress.com/2019-salary-survey)] to see what has changed.

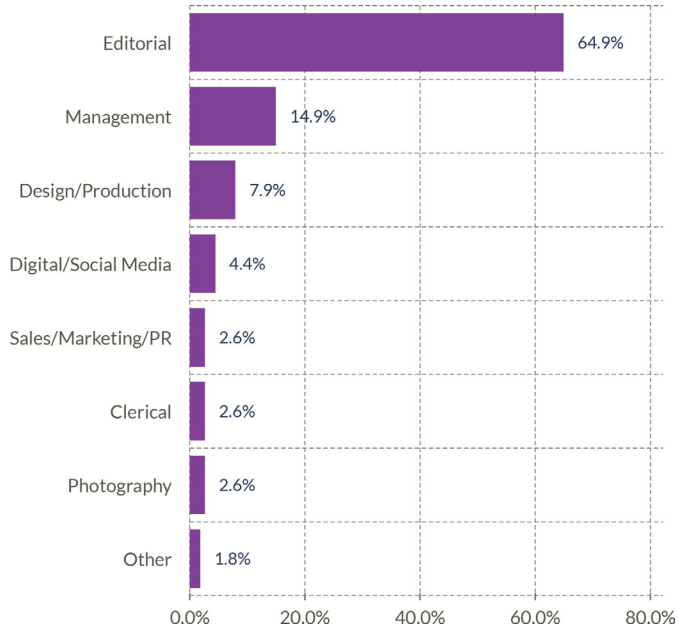
The survey was promoted through a postcard mailing to 562 individuals and three emails sent to 556 of the same individuals for whom we had email addresses. The contact list was made up of staff names from current EPA member publications, numbering more than 200. EPA does not know how many total workers are employed by all publications.

There were 114 responses to the survey, 20% of the targeted group. EPA does not know how many publications or which publications are represented in the survey.

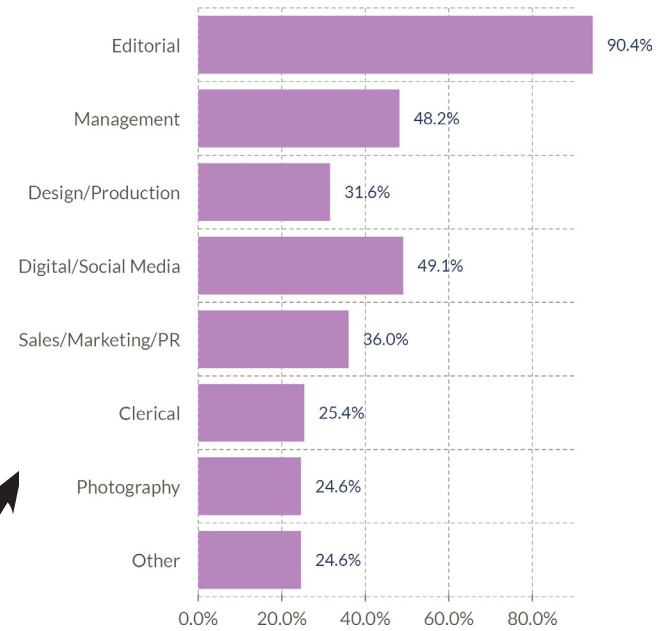


# Job Categories

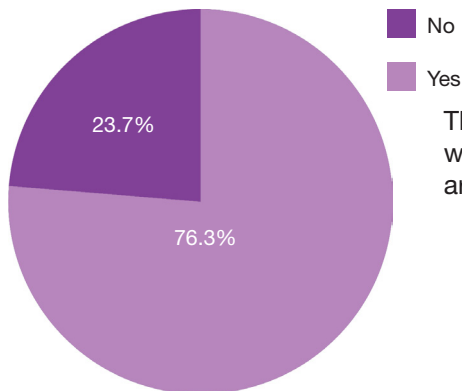
Which category best describes the responsibilities related to your job? (check only one)



Which of these categories are part of your job? (check all that apply)

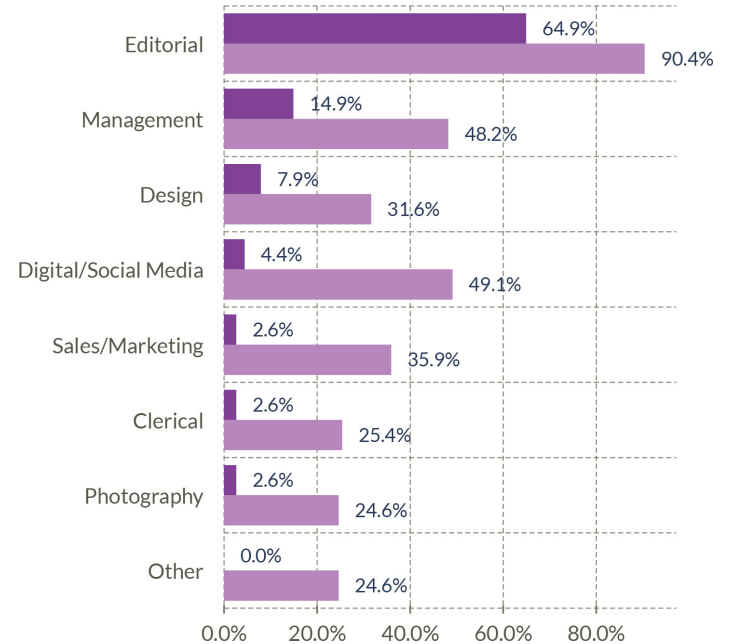


Does your job overlap multiple categories?



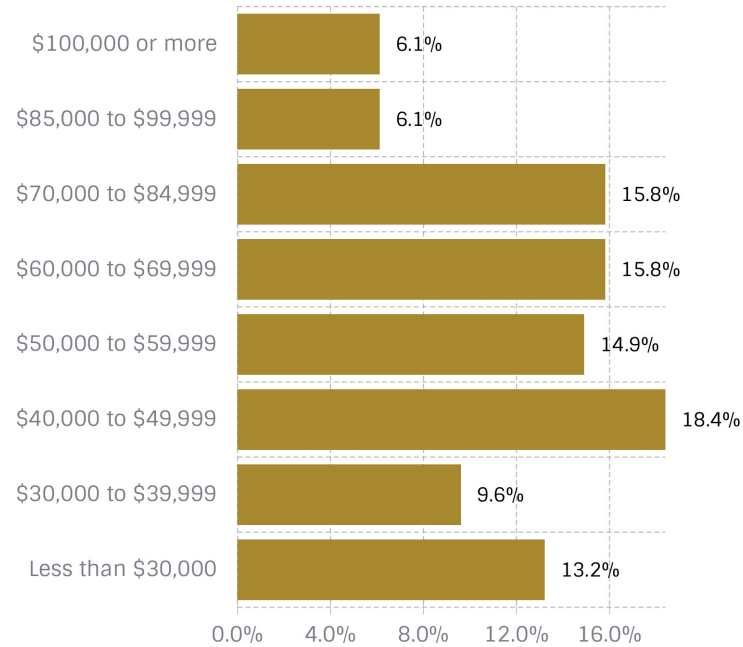
Those who said Yes to this question were also asked to check all the areas in which they are involved.

Both graphs side-by-side

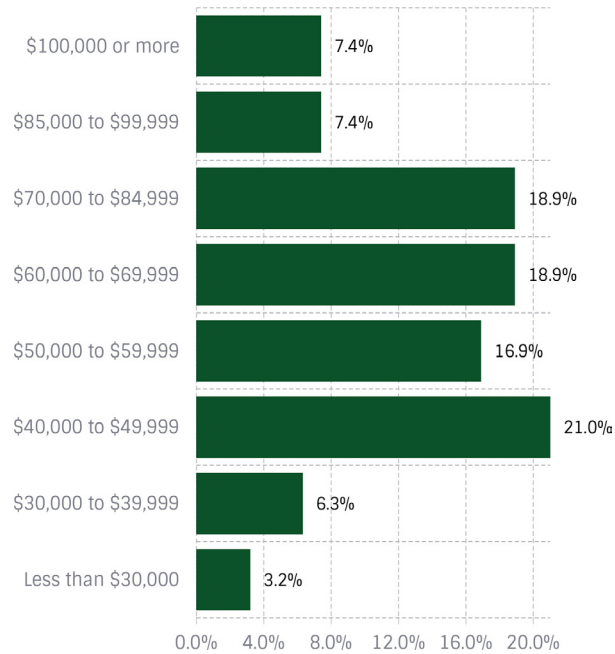


# Salary Range

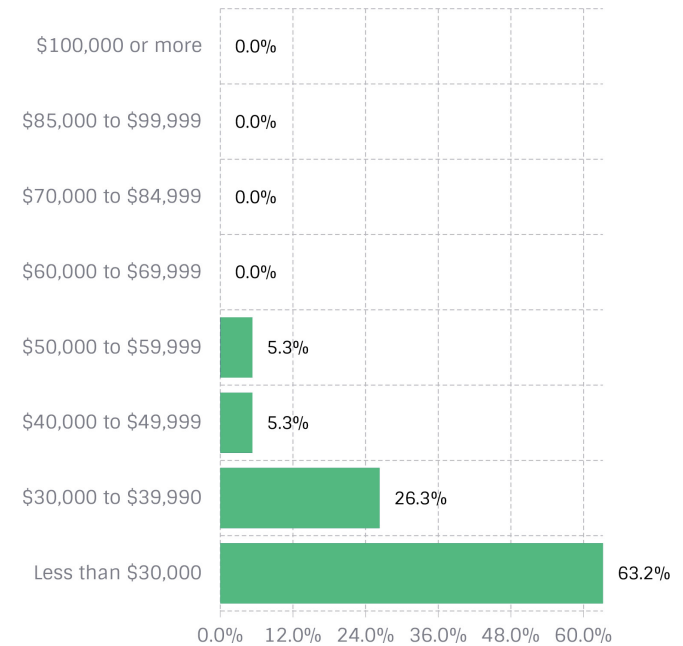
## Salary - Full-time & Part-Time



## Salary - Full-Time Only

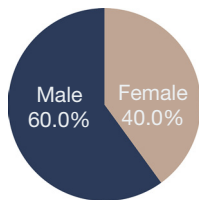
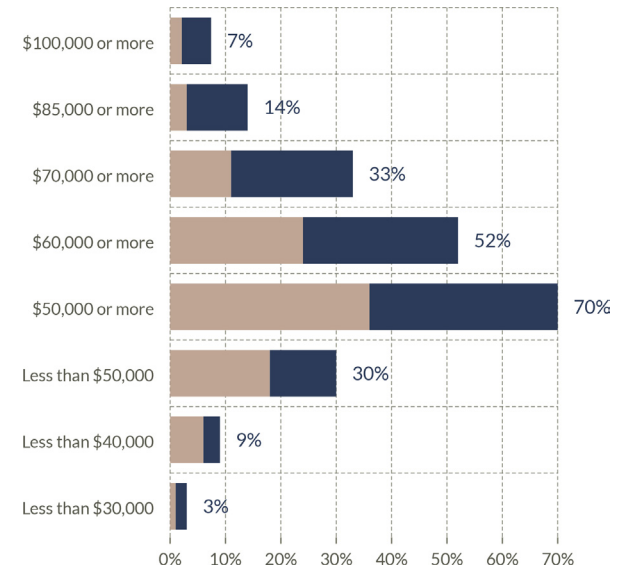
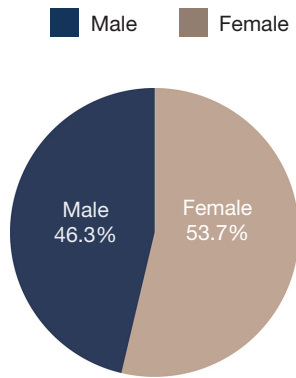
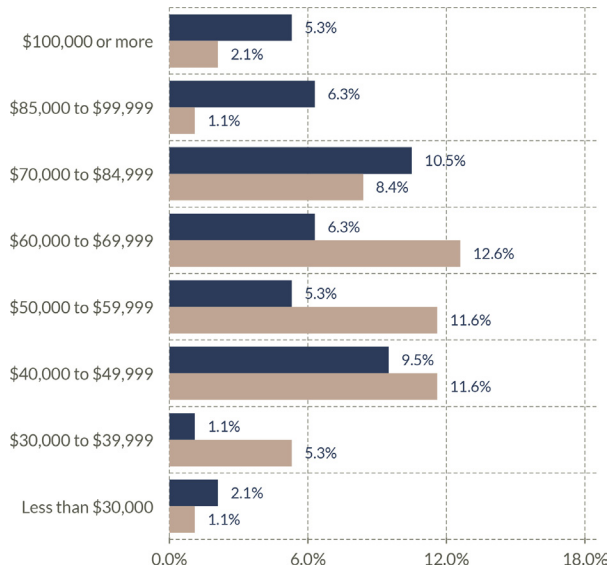


## Salary - Part-Time Only

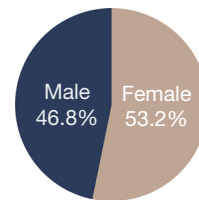
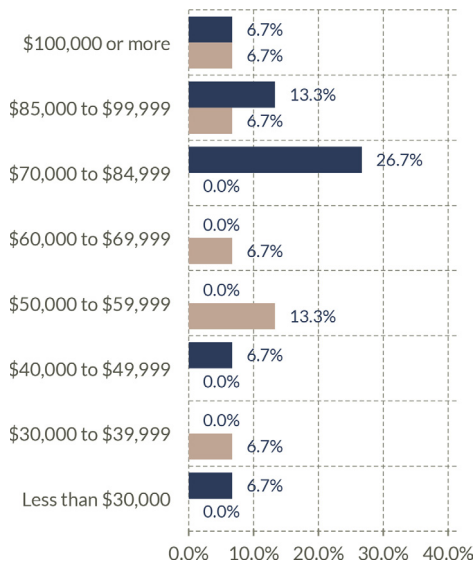


# Salary Range Full-Time by Gender

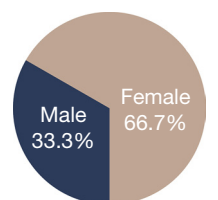
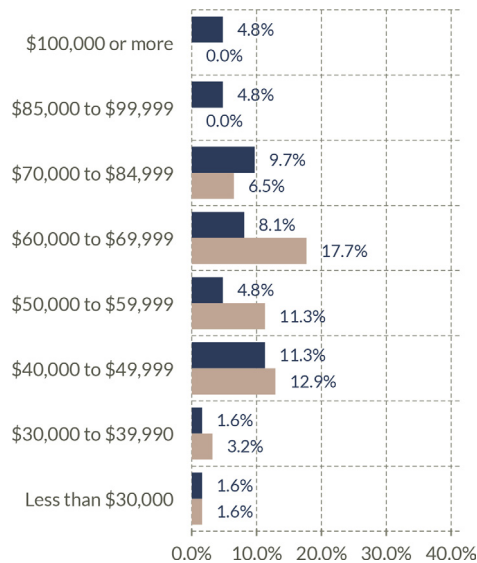
plus a breakout of the three primary categories of jobs



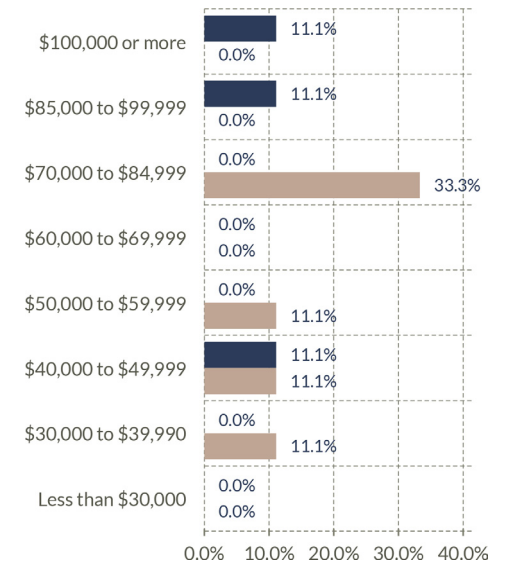
## Salary - Full-time Management Only



## Salary - Full-time Editorial Only

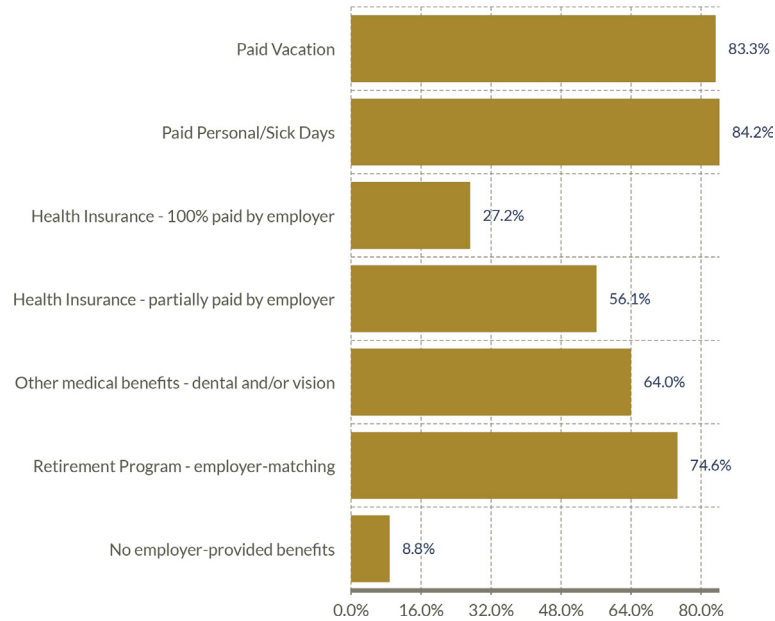


## Salary - Full-time Designers Only



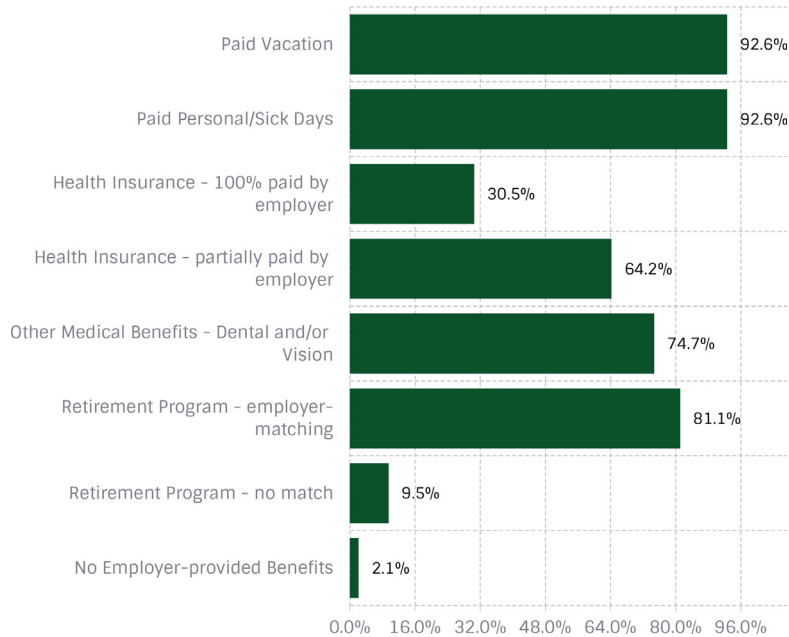
# Benefits Offered

## Benefits Offered - All

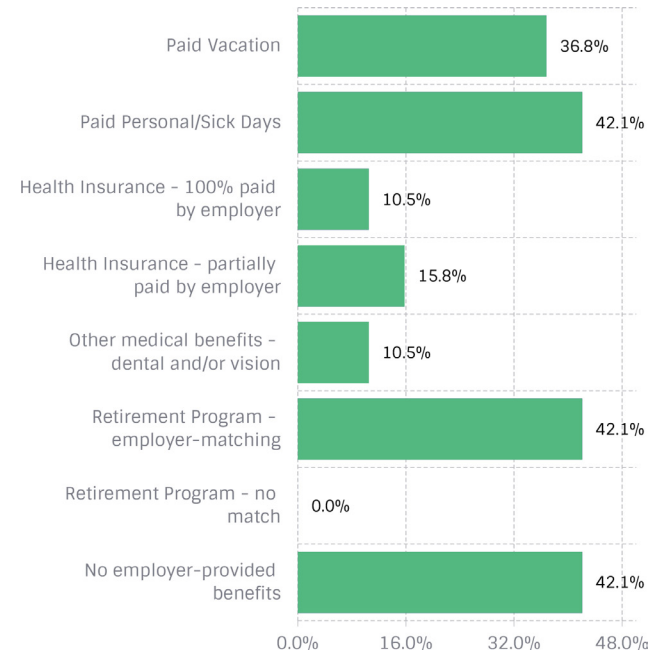


Other benefits mentioned include disability insurance, life insurance and tuition assistance.

## Benefits Offered - Full-time Only



## Benefits Offered - Part-time Only



## 2019 vs 2022 Compensation Survey Comparison

### Significant Points of Change

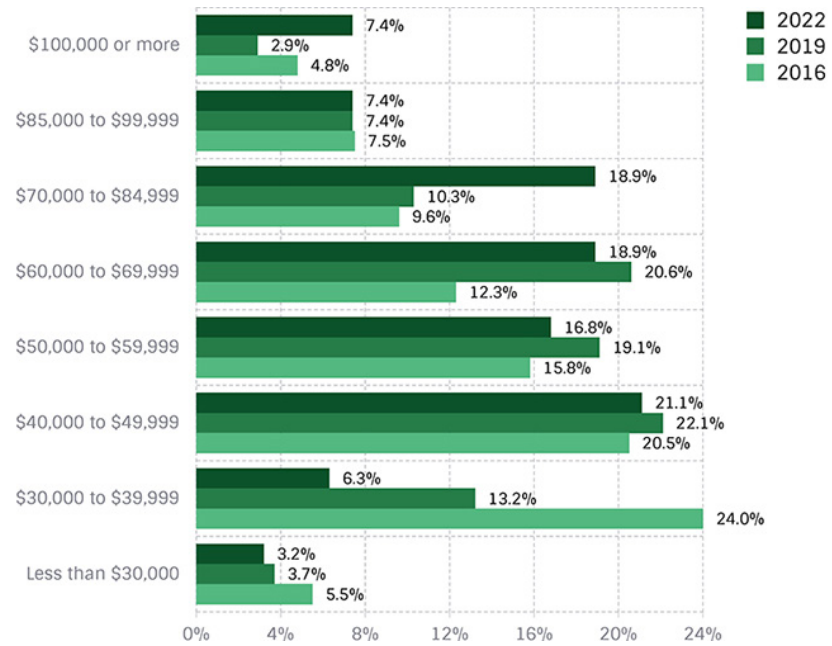
- Female vs. male gender majority increased from 55.8% to 59.7% when considering both full-time and part-time roles
- Female vs. male gender majority increased from 50.8% to 53.7% when considering only full-time roles
- Full-time vs. part-time status decreased from 88.3% to 83.3%
- Those whose roles include editorial responsibilities increased from 78.6% to 90.4%
- Those whose roles included clerical duties increased from 16.9% to 25.4%
- Those whose roles include digital/social media responsibilities decreased from 54.5% to 49.1%
- 23% fewer people have design roles as part of their responsibilities
  
- 33% earn \$70,000 or more (compared to 20% in 2019)
- 52% earn \$60,000 or more (compared to 41% in 2019)
- 70% earn \$50,000 or more (compared to 60% in 2019)
- 30% earn less than \$50,000 (compared to 40% in 2019)
  
- The primary full-time salary range increased from \$40,000 - \$70,000 to \$50,000 to \$85,000
- The percentage of males earning \$60,000 or more increased from 52.2% to 61.4%
- The percentage of females earning \$60,000 or more increased from 30.4% to 45.1%
  
- The ratio of female to male salaries increased in the higher tiers
  - \$60,000 or more: From 37.5% to 46.0%
  - \$70,000 or more: From 28.6% to 34.4%
  - \$85,000 or more: 21.4% (unchanged)
- The ratio of females to males in management decreased from 54.5% to 40%

The 2019 report may be seen at [www.evangelicalpress.com/2019-salary-survey](http://www.evangelicalpress.com/2019-salary-survey).

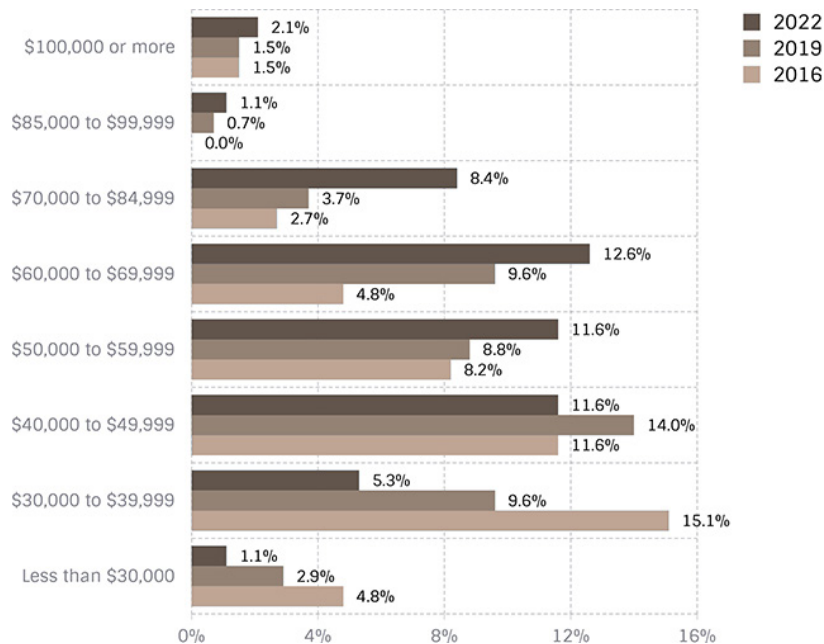
# Comparing Salary Ranges

This compares salary ranges and the percentage of those paid within those ranges — from our triennial surveys in 2016, 2019 and 2022.

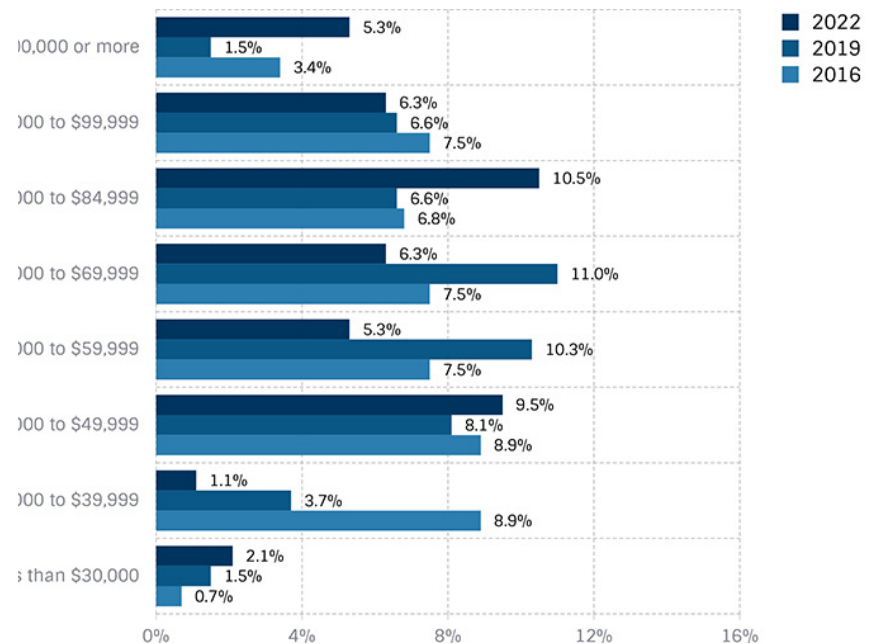
### Salary - All Full-time



### Salary - Female Full-time



### Salary - Male Full-time

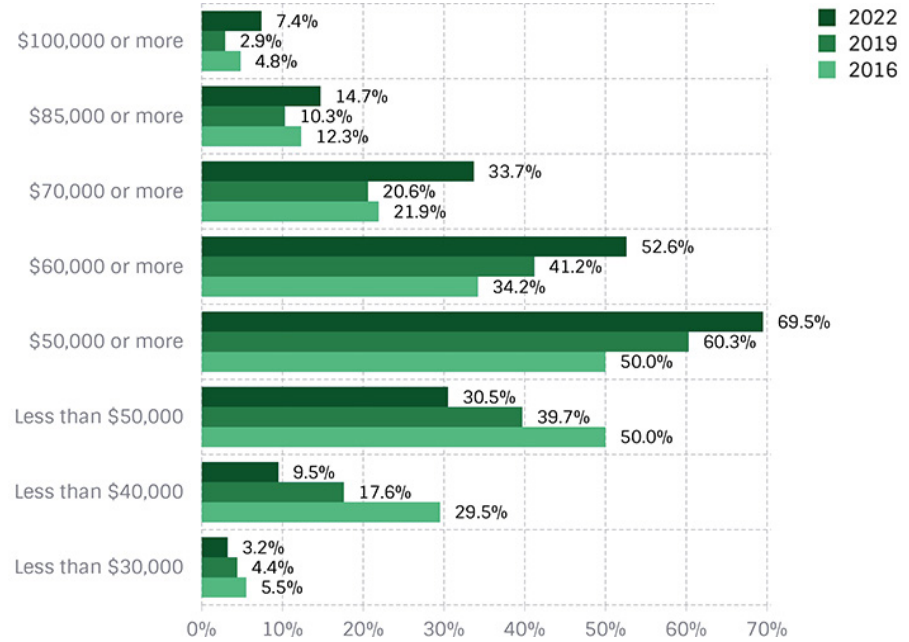




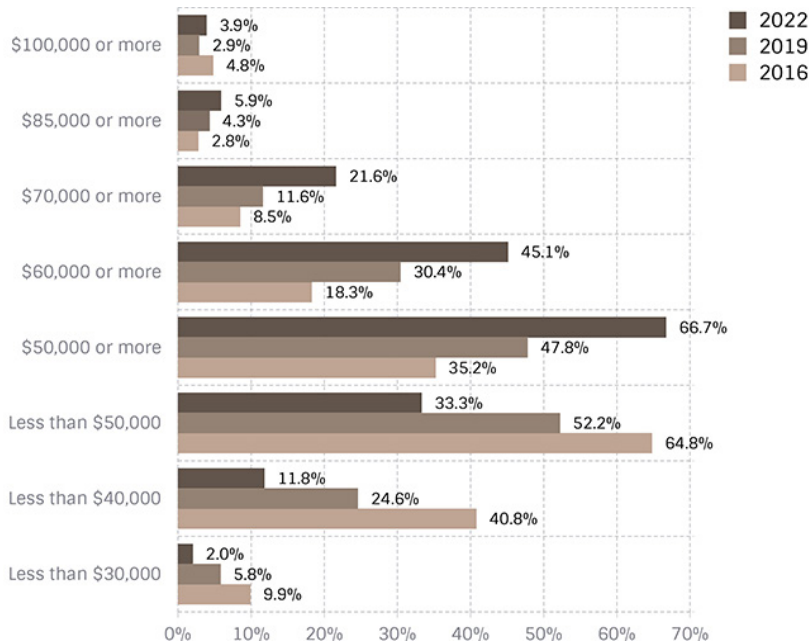
# Comparing Salary Levels

This compares the percentage of those paid above or below varying levels — from our triennial surveys in 2016, 2019 and 2022.

### Salary - All Full-time



### Salary - Female Full-time



### Salary - Male Full-time

