

WAGE INFORMATION:

Position Title:

Vice President for Research & Strategy

Source	Descriptor	Job Title	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly
			25%		50%		75%		90%	
LinkedIn Salary	Michigan	Senior Research Director	\$ 104,250	\$ 50.12	\$ 139,000	\$ 66.83	\$ 173,750	\$ 83.53	\$ 194,600	\$ 93.56
Indeed, Glassdoor, Salary.com	Michigan	Director of Strategy	\$ 119,250	\$ 57.33	\$ 159,000	\$ 76.44	\$ 198,750	\$ 95.55	\$ 222,600	\$ 107.02
Salary.com	Detroit	Senior Research Analyst	\$ 132,750	\$ 63.82	\$ 177,000	\$ 85.10	\$ 221,250	\$ 106.37	\$ 247,800	\$ 119.13
Indeed, ZipRecruiter, Glassdoor, Payscale	National	Senior Research Analyst	\$ 74,813	\$ 35.97	\$ 99,750	\$ 47.96	\$ 124,688	\$ 59.95	\$ 139,650	\$ 67.14
College & University Professional Association for HR 2015-16	National	Chief Research Officer	\$ 127,473	\$ 61.29	\$ 169,964	\$ 81.71	\$ 212,455	\$ 102.14	\$ 237,949	\$ 114.40
Robert Half Technology Salary Guide 2019	National	Big Data Engineer	\$ 127,250	\$ 61.18	\$ 155,500	\$ 74.76	\$ 185,500	\$ 89.18	\$ 219,500	\$ 105.53
Robert Half Technology Salary Guide 2019	National	Business Intelligence Analyst	\$ 85,750	\$ 41.23	\$ 106,000	\$ 50.96	\$ 132,000	\$ 63.46	\$ 178,000	\$ 85.58
Robert Half Technology Salary Guide 2019	National	Data Warehouse Analyst	\$ 77,750	\$ 37.38	\$ 96,250	\$ 46.27	\$ 119,000	\$ 57.21	\$ 160,000	\$ 76.92
OVERALL AVERAGE:			\$ 106,434	\$ 53.47	\$ 137,638	\$ 66.17	\$ 170,520	\$ 81.98	\$ 200,786	\$ 96.53

60th Percentile Calculation: ((Salary difference between 50th and 75th /25)*10) + 50th Percentile

\$	32,883	Salary difference between 50th and 75th percentile
\$	1,315.31	Cost of each percentile (the difference shown above/25)
\$	13,153.05	Cost of 10 percentile points (the cost of each percentile *10)
60th Percentile Amount (based on overall average):	\$ 150,790.74	60th percentile calculation (cost of 10 percentile points shown above + 50th percentile amount)