2022 UX Salary Survey

Research Methodology

STUDY DESIGN

Online survey
(8 minutes)

SAMPLE SIZE

625 UX Professionals

Initial respondents were recruited through postings on professional networks and websites, such as UXPA and LinkedIn. Additional respondents were recruited using snowball sampling.

DATES OF STUDY

June 2021
– March 2022

Respondent Demographics

Respondents (Global)

We received responses from people in 31 countries. The majority of respondents were from the United States (72%), the United Kingdom (9%), Canada (5%) and Germany (2%).

The respondent sample differed slightly from 2018, where fewer respondents were from the United States (64%) and the United Kingdom (5%).

	Percentage (2022)	Percentage (2018)	Percentage (2016)	Percentage (2014)	Percentage (2011)
United States (USA)	72%	64%	75%	66%	70%
United Kingdom (UK)	9%	5%	4%	13%	7%
Canada	5%	5%	3%	3%	4%
Germany	2%	2%	2%	1%	2%
India	1%	2%	1%	2%	2%
France	1%	5%	5%	<1%	<1%
Australia	1%	2%	1%	2%	2%
Mexico		2%			

N = 625 in 2022

Global Responses (Full List, 2022)

United States	72%	Croatia	<1%
United Kingdom	9%	Austria	<1%
Canada	5%	Malaysia	<1%
Germany	2%	Ireland {Republic}	<1%
Czech Republic	1%	Italy	<1%
Switzerland	1%	Chile	<1%
India	1%	Netherlands	<1%
France	1%	Philippines	<1%
Australia	1%	Portugal	<1%
Singapore	<1%	Nigeria	<1%
Norway	<1%	Luxembourg	<1%
Colombia	<1%	Pakistan	<1%
Denmark	<1%	Brazil	<1%
Bulgaria	<1%	Spain	<1%
Sweden	<1%		
South Africa	<1%		
Finland	<1%		

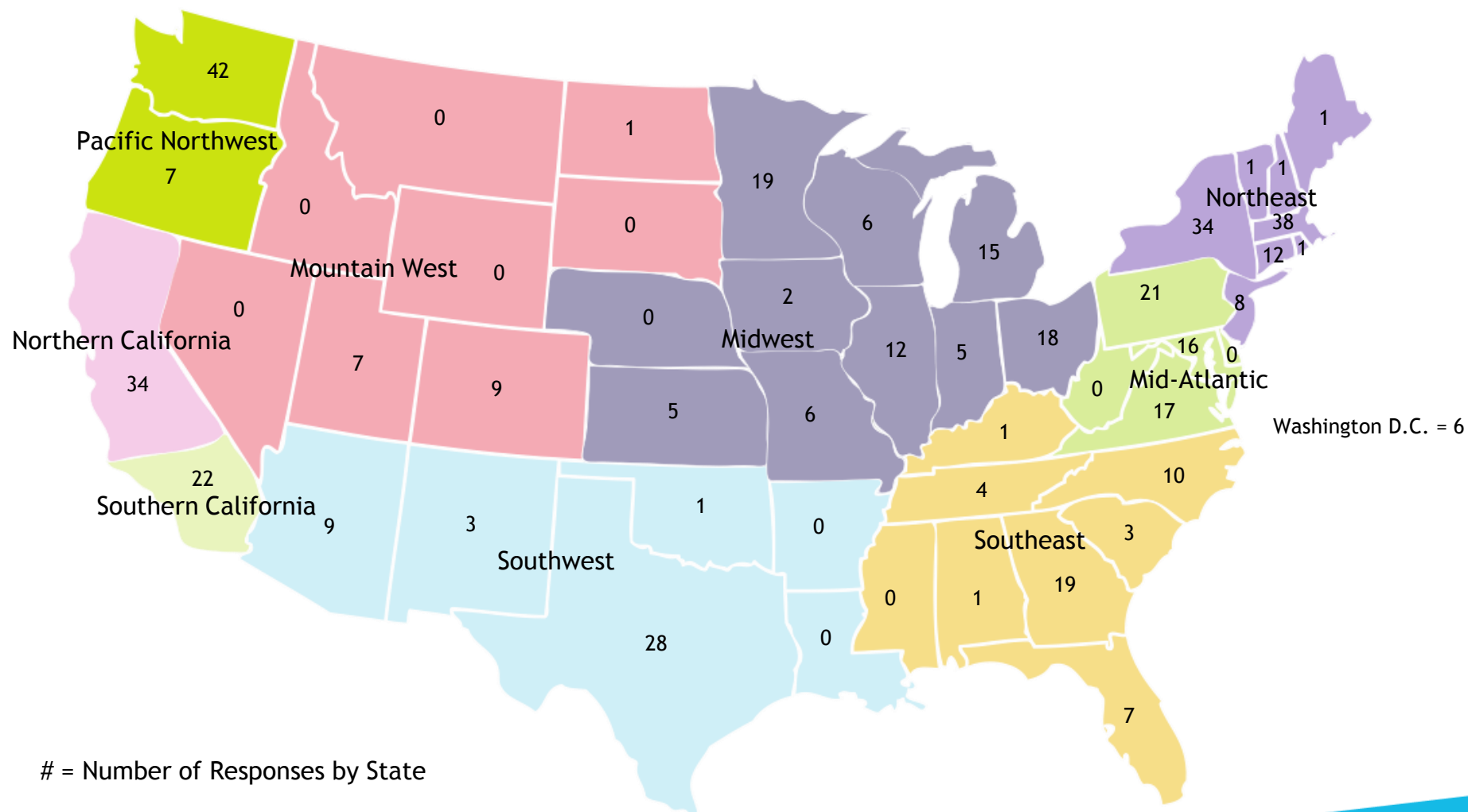*N = 625*

Respondents (US Regions)

The respondents from the US were mostly from the Northeast (21%), Midwest (19%), Mid-Atlantic (13%) and Pacific Northwest (11%). *There was a significant drop in representation from Northern California (4% vs 9%-15% in previous years) possibly the result of relocation from the pandemic.*

US Region	Percentage (2022)	Percentage (2018)	Percentage (2016)	Percentage (2014)
Northeast	21%	22%	17%	23%
Midwest	19%	16%	18%	20%
Mid-Atlantic	13%	10%	23%	14%
Pacific Northwest	11%	11%	9%	6%
Southeast	10%	15%	5%	9%
Southwest	9%	9%	5%	10%
Southern California	8%	4%	6%	4%
Mountain West	5%	4%	3%	3%
Northern California	4%	9%	15%	12%
Total N =	**452**	**848**	**924**	**881**

N=452 (does not include Puerto Rico, n=1)

Regional breakdowns not available prior to 2014.

Respondents (US Regions)

Pacific Northwest
42
7

Mountain West
0
0
0
7
9

Northern California
0
34

Southern California
22
9

Southwest
3
1
0
28
0

Midwest
19
6
15
2
0
12
5
18
5
6
1

Northeast
1
1
1
34
38
12
1
8

Mid-Atlantic
21
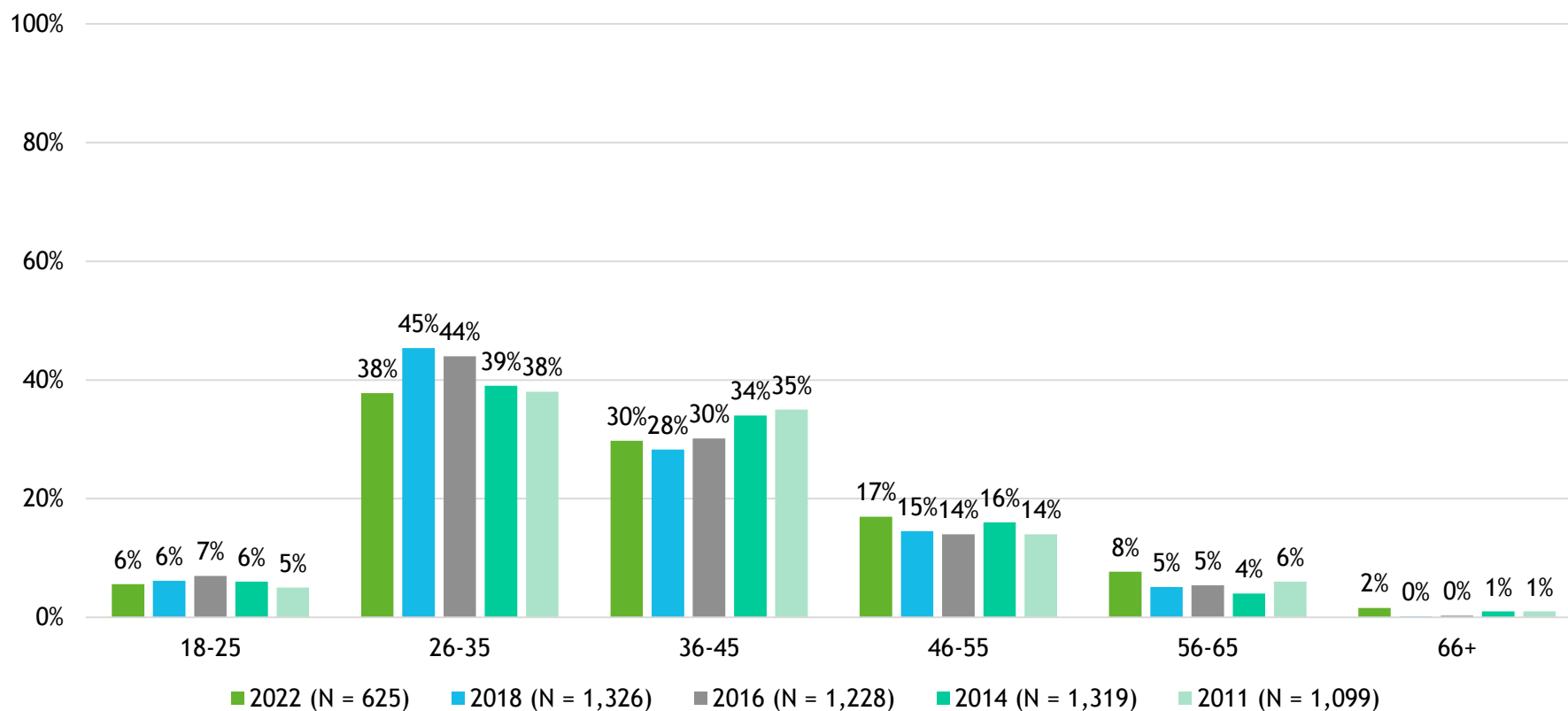16
0
0
17

Washington D.C. = 6

Southeast
4
10
3
0
1
19
7

= Number of Responses by State

N = 452 (does not include Puerto Rico, n=1)

Respondents' Age

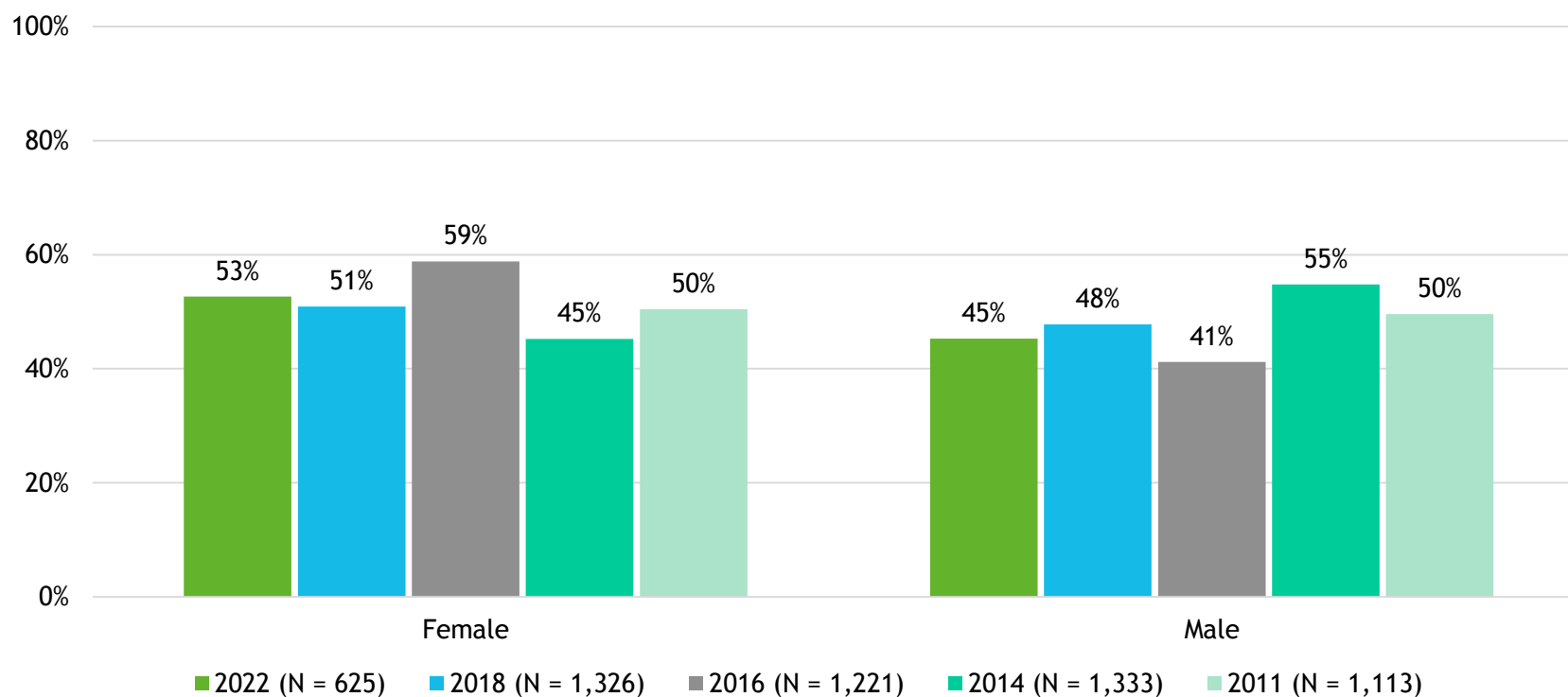68% of the respondents were between the ages of 26 and 45 at the time of this survey, mirroring results seen in 2018, 2016, 2014 and 2011.

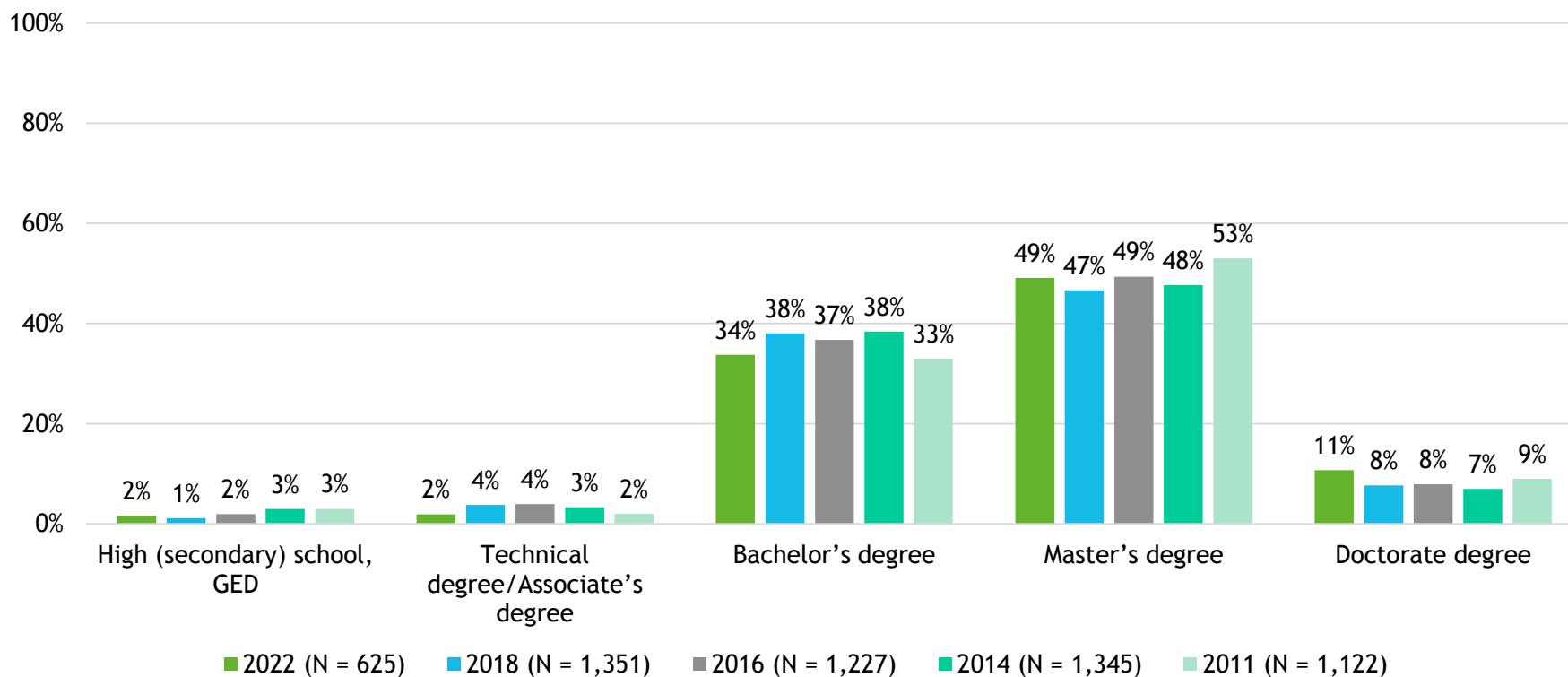|	18-25	26-35	36-45	46-55	56-65	66+
2022 (N = 625)	6%	38%	30%	17%	8%	2%
2018 (N = 1,326)	6%	45%	28%	15%	5%	0%
2016 (N = 1,228)	7%	44%	30%	14%	5%	0%
2014 (N = 1,319)	6%	39%	34%	16%	4%	1%
2011 (N = 1,099)	5%	38%	35%	14%	6%	1%

Respondents' Gender

A slight majority (53%) of respondents in this year's survey were female, a smaller proportion than 2016 where women made up a larger share (59%).

Female: 53%, 51%, 59%, 45%, 50%
Male: 45%, 48%, 41%, 55%, 50%

■ 2022 (N = 625)　■ 2018 (N = 1,326)　■ 2016 (N = 1,221)　■ 2014 (N = 1,333)　■ 2011 (N = 1,113)

1% selected Genderqueer/nonbinary
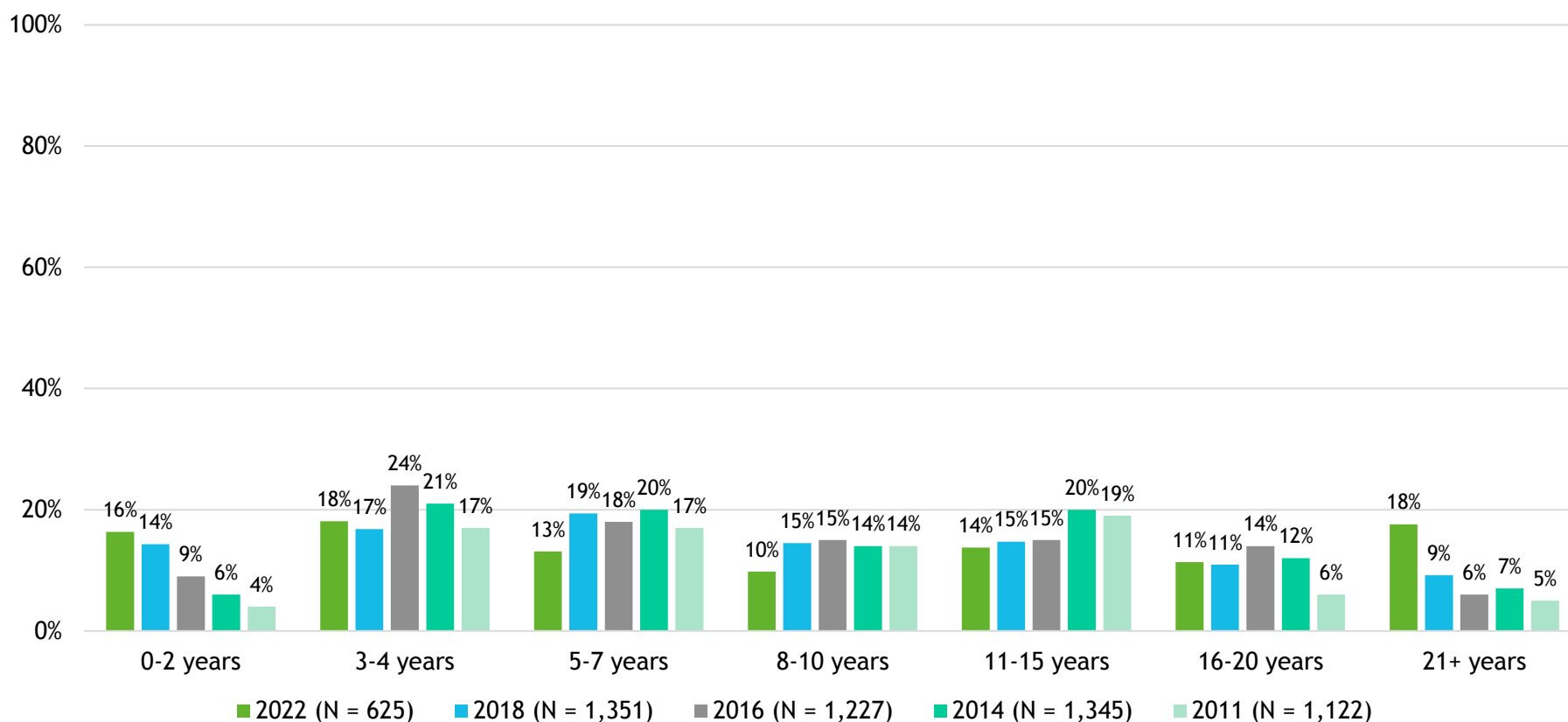*1% selected Prefer not to answer*

Respondents' Highest Degree Held

Almost half of the respondents hold a Master's degree (49%) and 94% of respondents report having a Bachelor's degree or higher, mirroring results seen in 2018 and in earlier years. The percentage of respondents that hold a Doctorate degree (11%) has increased slightly since 2011.

Legend:
- 2022 (N = 625)
- 2018 (N = 1,351)
- 2016 (N = 1,227)
- 2014 (N = 1,345)
- 2011 (N = 1,122)

Data values by category:

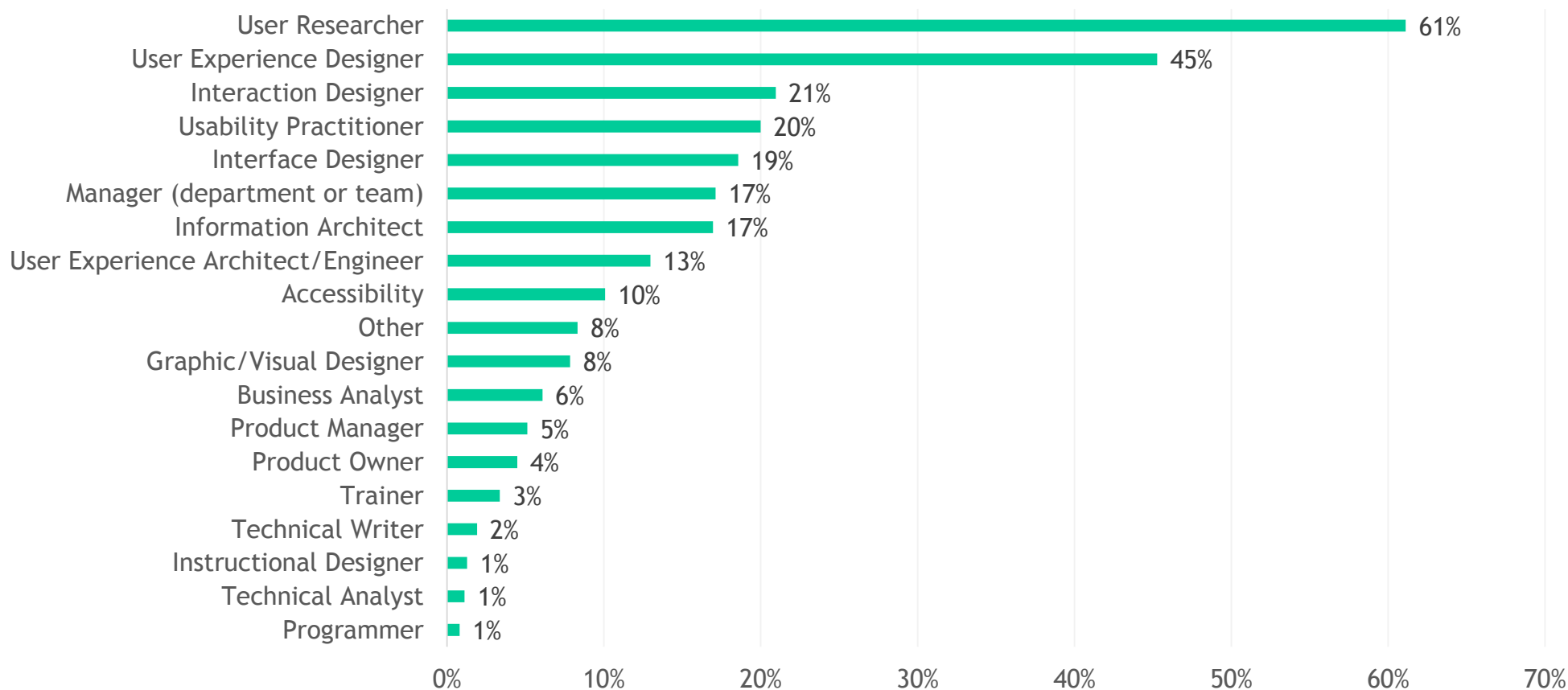| Degree	2022	2018	2016	2014	2011
High (secondary) school, GED	2%	1%	2%	3%	3%
Technical degree/Associate's degree	2%	4%	4%	3%	2%
Bachelor's degree	34%	38%	37%	38%	33%
Master's degree	49%	47%	49%	48%	53%
Doctorate degree	11%	8%	8%	7%	9%

Respondents' In-Field Experience

In 2022, a little under half of respondents (48%) reported between 0 and 7 years of in field experience. 24% reported 8 to 15 years in the field, and 29% reported have 16 or more years of experience. The percentage of those with 0-2 years of experience has been increasing since 2011.

Legend: ■ 2022 (N = 625) ■ 2018 (N = 1,351) ■ 2016 (N = 1,227) ■ 2014 (N = 1,345) ■ 2011 (N = 1,122)

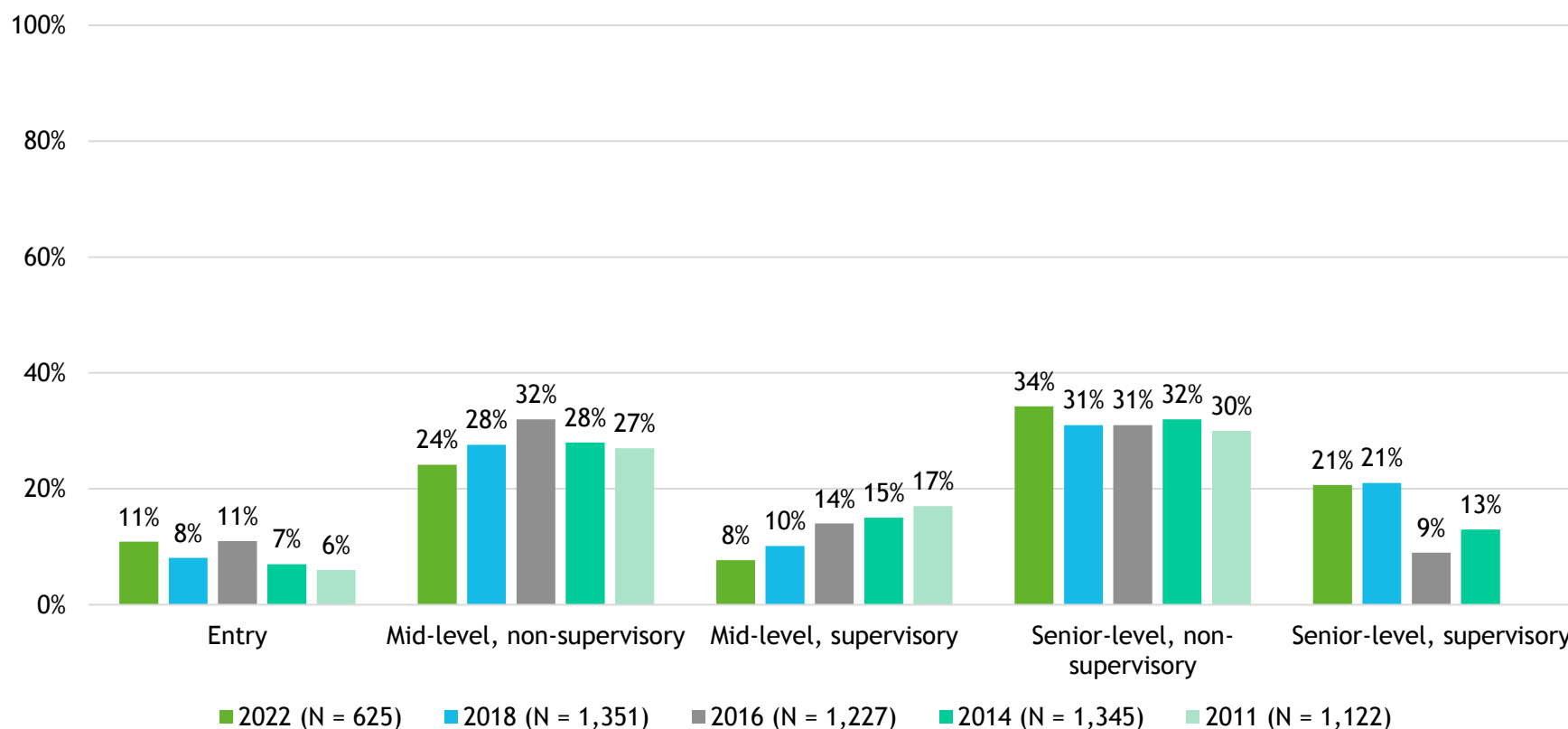| Experience	2022	2018	2016	2014	2011
0-2 years	16%	14%	9%	6%	4%
3-4 years	18%	17%	24%	21%	17%
5-7 years	13%	19%	18%	20%	17%
8-10 years	10%	15%	15%	14%	14%
11-15 years	14%	15%	15%	20%	19%
16-20 years	11%	11%	14%	12%	6%
21+ years	18%	9%	6%	7%	5%

Respondents' Job Title

A variety of different professions were represented in the data set and respondents were able to select multiple titles. "User Researcher" was the most popular job title, being selected by more than half of respondents (61%).

Job Title	Percentage
User Researcher	61%
User Experience Designer	45%
Interaction Designer	21%
Usability Practitioner	20%
Interface Designer	19%
Manager (department or team)	17%
Information Architect	17%
User Experience Architect/Engineer	13%
Accessibility	10%
Other	8%
Graphic/Visual Designer	8%
Business Analyst	6%
Product Manager	5%
Product Owner	4%
Trainer	3%
Technical Writer	2%
Instructional Designer	1%
Technical Analyst	1%
Programmer	1%

N = 625

Respondents' Employment Level

32% of the respondents reported being in a mid-level position and more than half being at least at the senior level (55%). 28% of respondents are in a supervisory position. The proportion of senior-level supervisory respondents increased from 2016 to 2018 and remained steady in 2022.
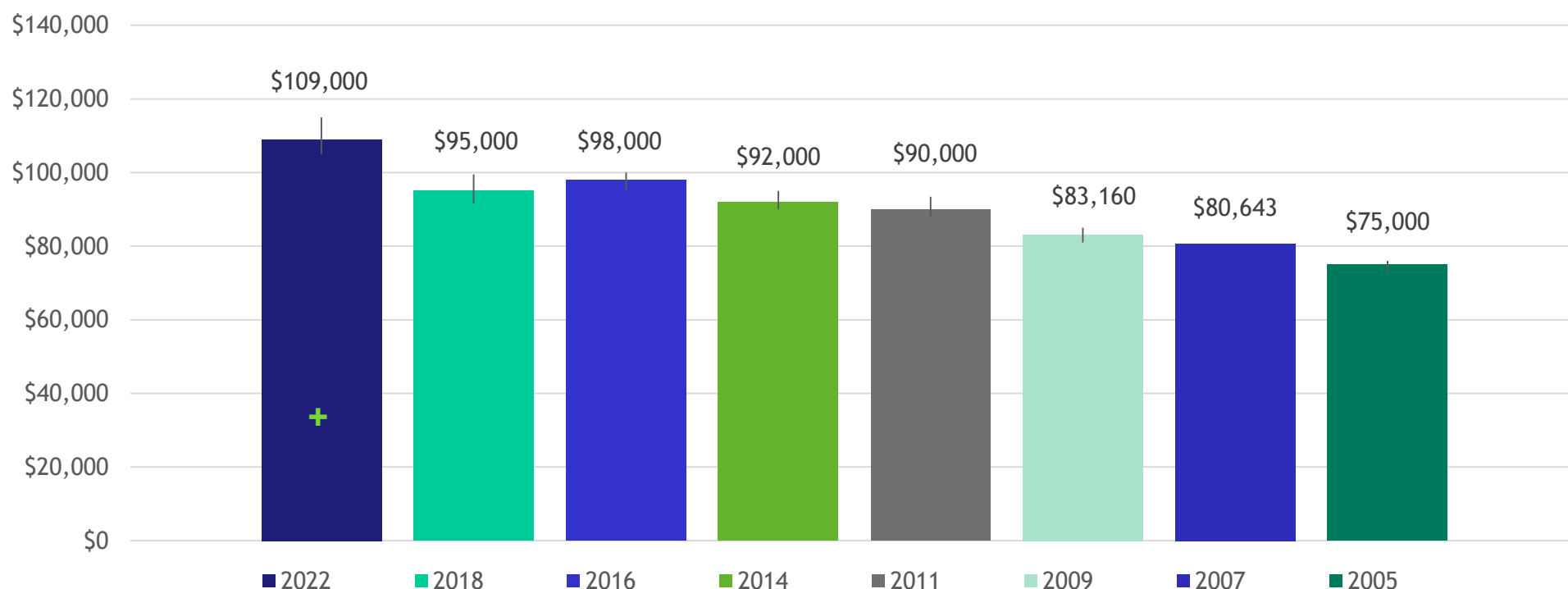

Legend: 2022 (N = 625), 2018 (N = 1,351), 2016 (N = 1,227), 2014 (N = 1,345), 2011 (N = 1,122)

Entry: 11%, 8%, 11%, 7%, 6%
Mid-level, non-supervisory: 24%, 28%, 32%, 28%, 27%
Mid-level, supervisory: 8%, 10%, 14%, 15%, 17%
Senior-level, non-supervisory: 34%, 31%, 31%, 32%, 30%
Senior-level, supervisory: 21%, 21%, 9%, 13%

UX Salary

Median Salary by Year

Median salaries increased by 15% ($14k) compared to 2018, this was a statistically significant increase.
All currencies have been converted to US Dollars.

Median Salary (entry in current USD)

2022	2018	2016	2014	2011	2009	2007	2005

$109,000 $95,000 $98,000 $92,000 $90,000 $83,160 $80,643 $75,000

Note: data for 2007 confidence intervals were not available.

✚ *Statistically higher compared to past years*

Median Salary by Year Constant 2021 Dollars
(Inflation Adjusted)

Median salaries increased by $8,743 (+9%) since 2018 after factoring in inflation. The inflation adjusted median salary hasn't changed much since 2005.
All currencies have been converted to January 2021 US Dollars.
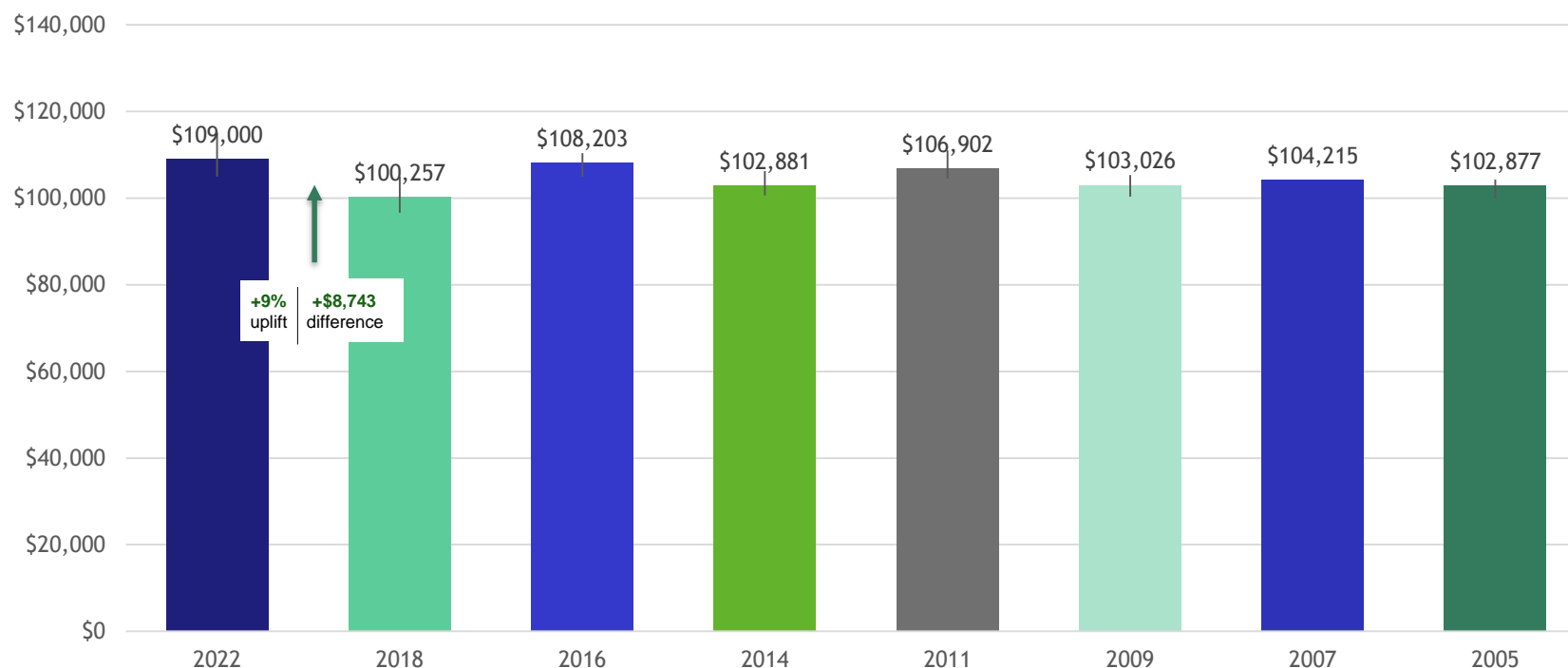
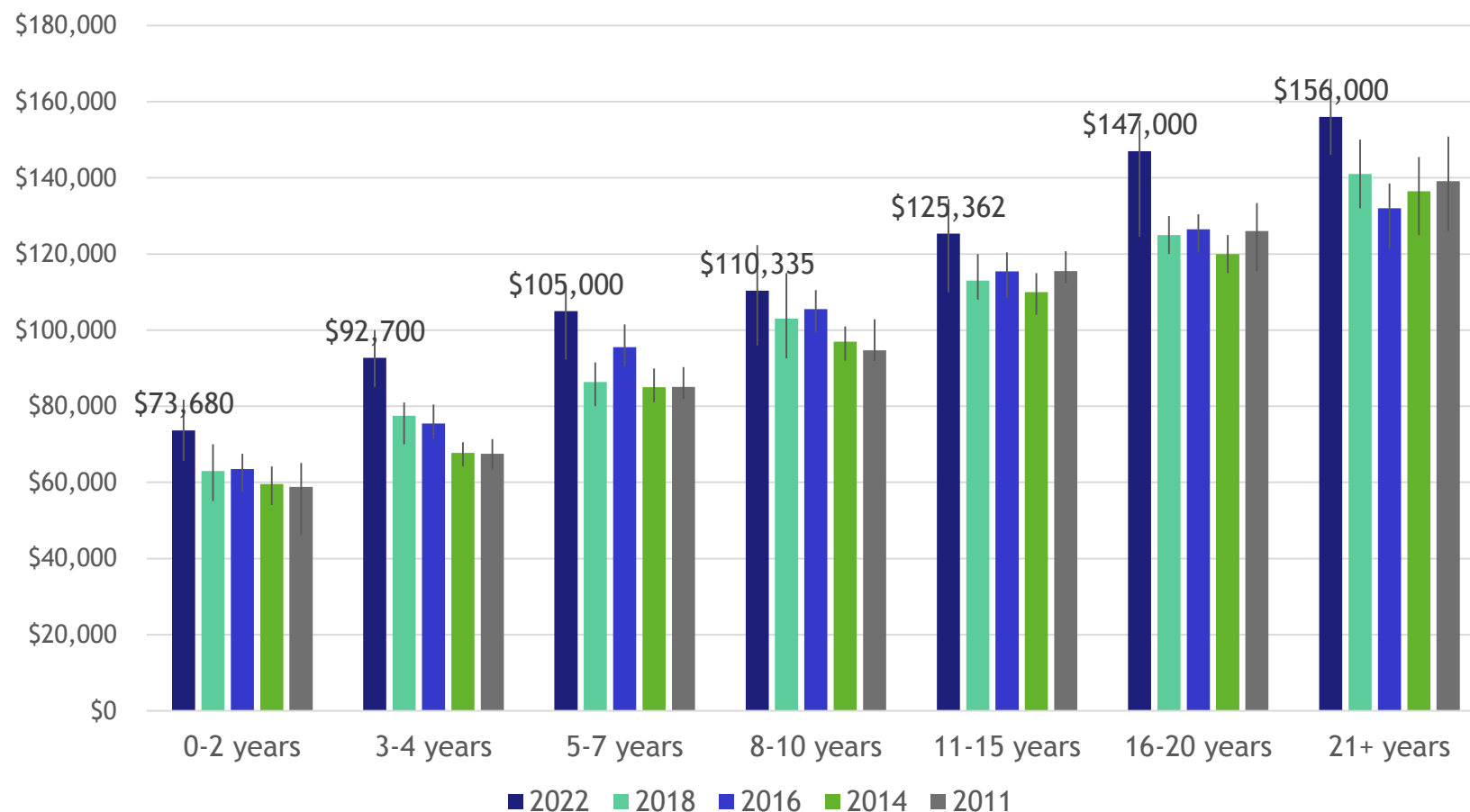*Note: data for 2007 confidence intervals were not available.*

Inflation adjustment calculator
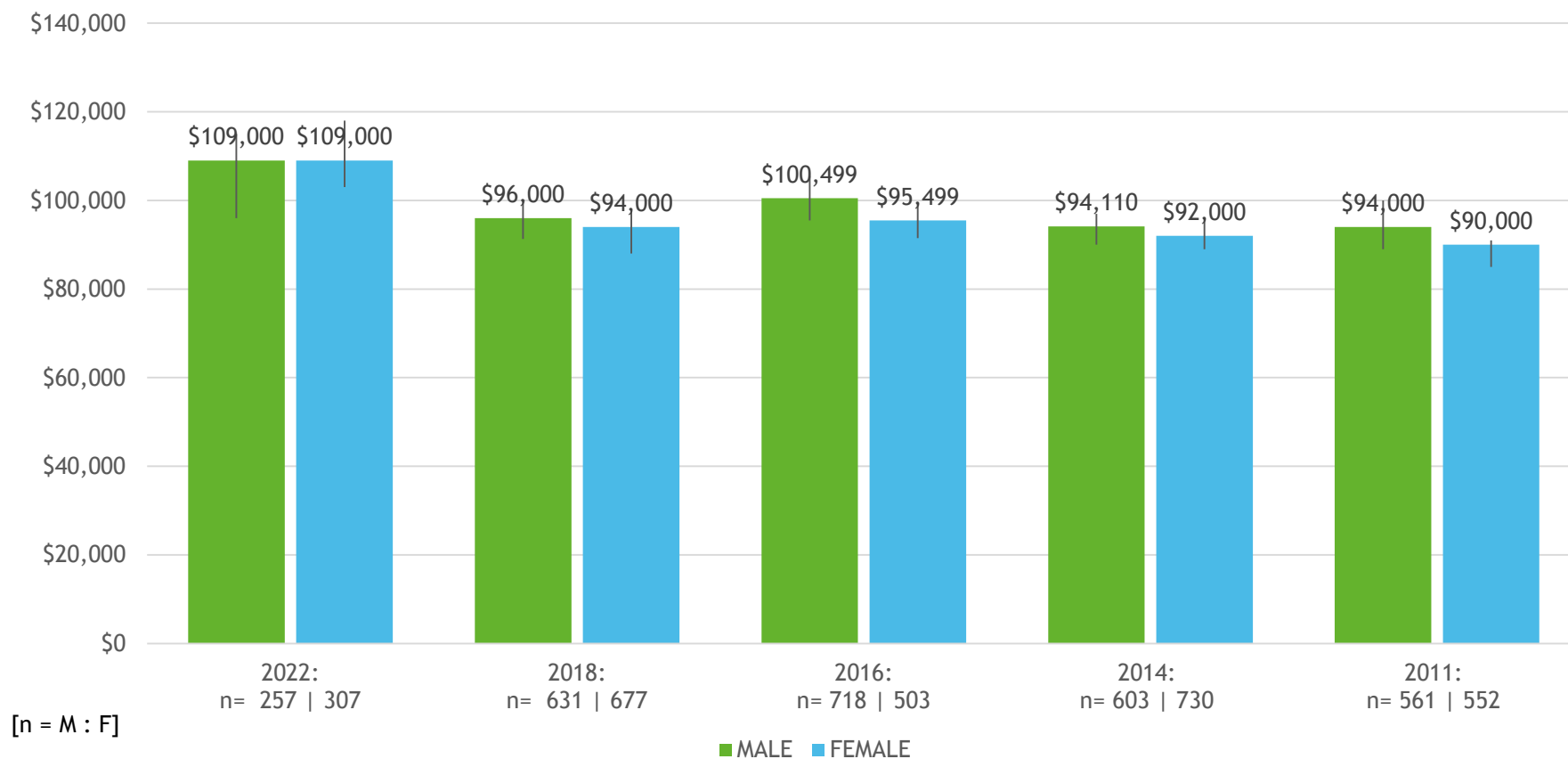*Salaries were converted to USD of January for each year*

Median Salary By Years of Experience

As shown in previous years, there is a linear pattern of years in the field and salary. Respondents with 21+ years of experience make at least 6% ($9k) more annually than those with 20 years of experience or fewer.

Legend: ■ 2022 ■ 2018 ■ 2016 ■ 2014 ■ 2011

Data labels (2022):
- 0-2 years: $73,680
- 3-4 years: $92,700
- 5-7 years: $105,000
- 8-10 years: $110,335
- 11-15 years: $125,362
- 16-20 years: $147,000
- 21+ years: $156,000

Median Salary by Gender

The median salary for men and women in 2022 is the same, $109,000 (not accounting for other variables).

[n = M : F]

- ■ MALE ■ FEMALE

	2022: n= 257 | 307	2018: n= 631 | 677	2016: n= 718 | 503	2014: n= 603 | 730	2011: n= 561 | 552
Male	$109,000	$96,000	$100,499	$94,110	$94,000
Female	$109,000	$94,000	$95,499	$92,000	$90,000

Salary Ranges by Gender

As in 2018, first quartile salary ranges in 2022 were higher for women than men. Men's third quartile salaries were larger than those for women. Men's salaries show higher variability than women (a larger interquartile range).

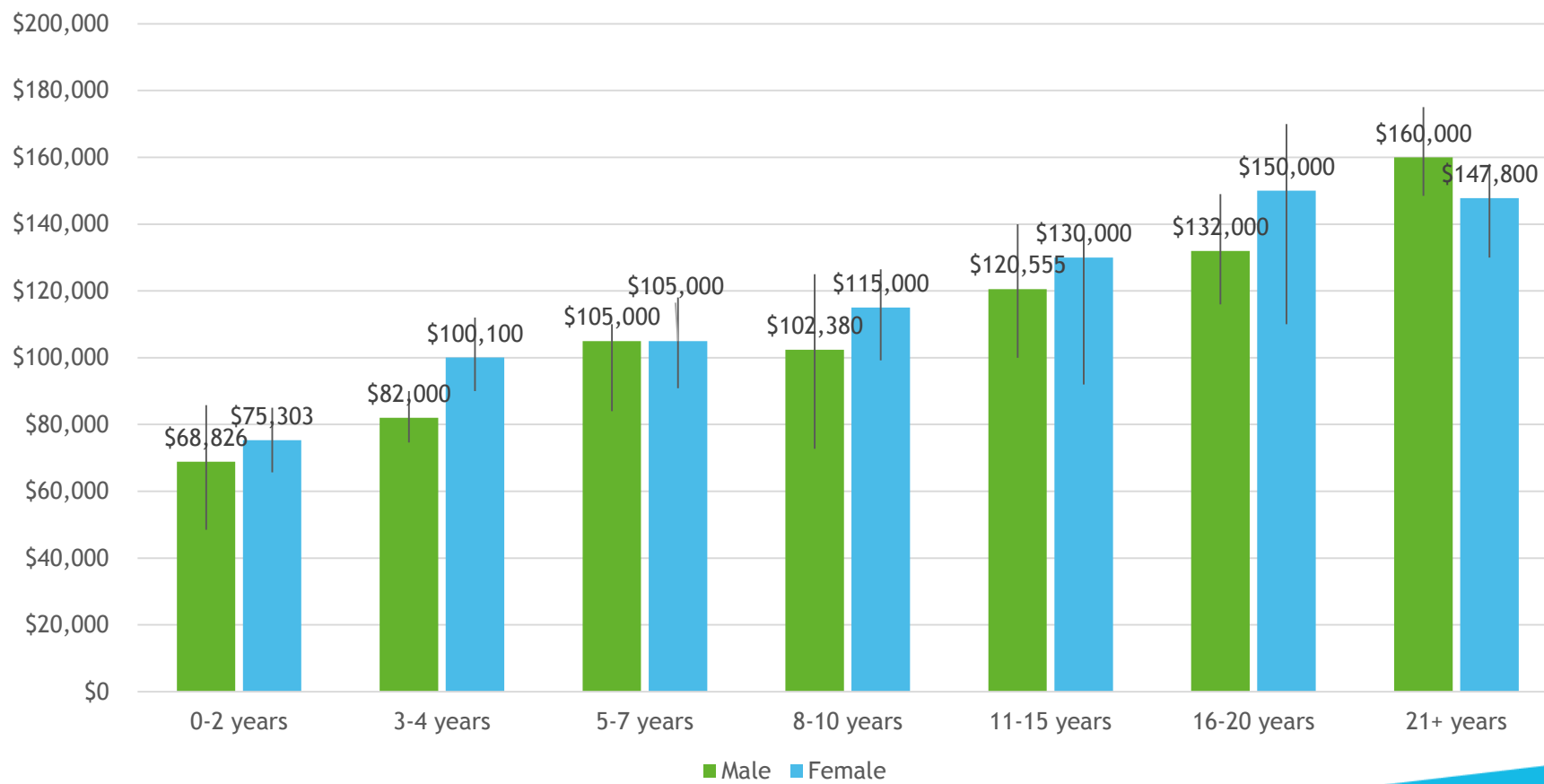| Gender	1st Quartile	2nd Quartile	3rd Quartile
Male	$75,000	$109,000	$149,000
Female	$83,250	$109,000	$142,250

Q1: *The 25th percentile, or the mid-point between the lower number and the median of the entire data set.*

Q2: *The median (also the 50th percentile) of the entire data set.*

Q3: *The 75th percentile, or the median between the highest number and the median of the entire data set.*

Median Salary By Gender and Experience

For 2022, women make nominally more than men in 5 of 7 experience brackets and men make nominally more than women in 1 of 7 experience brackets (21+ years).

	0-2 years	3-4 years	5-7 years	8-10 years	11-15 years	16-20 years	21+ years
Male	$68,826	$82,000	$105,000	$102,380	$120,555	$132,000	$160,000
Female	$75,303	$100,100	$105,000	$115,000	$130,000	$150,000	$147,800

■ Male ■ Female

Median Salary by Country

The median salary in the United States is statistically higher compared to the United Kingdom, Canada and Germany.
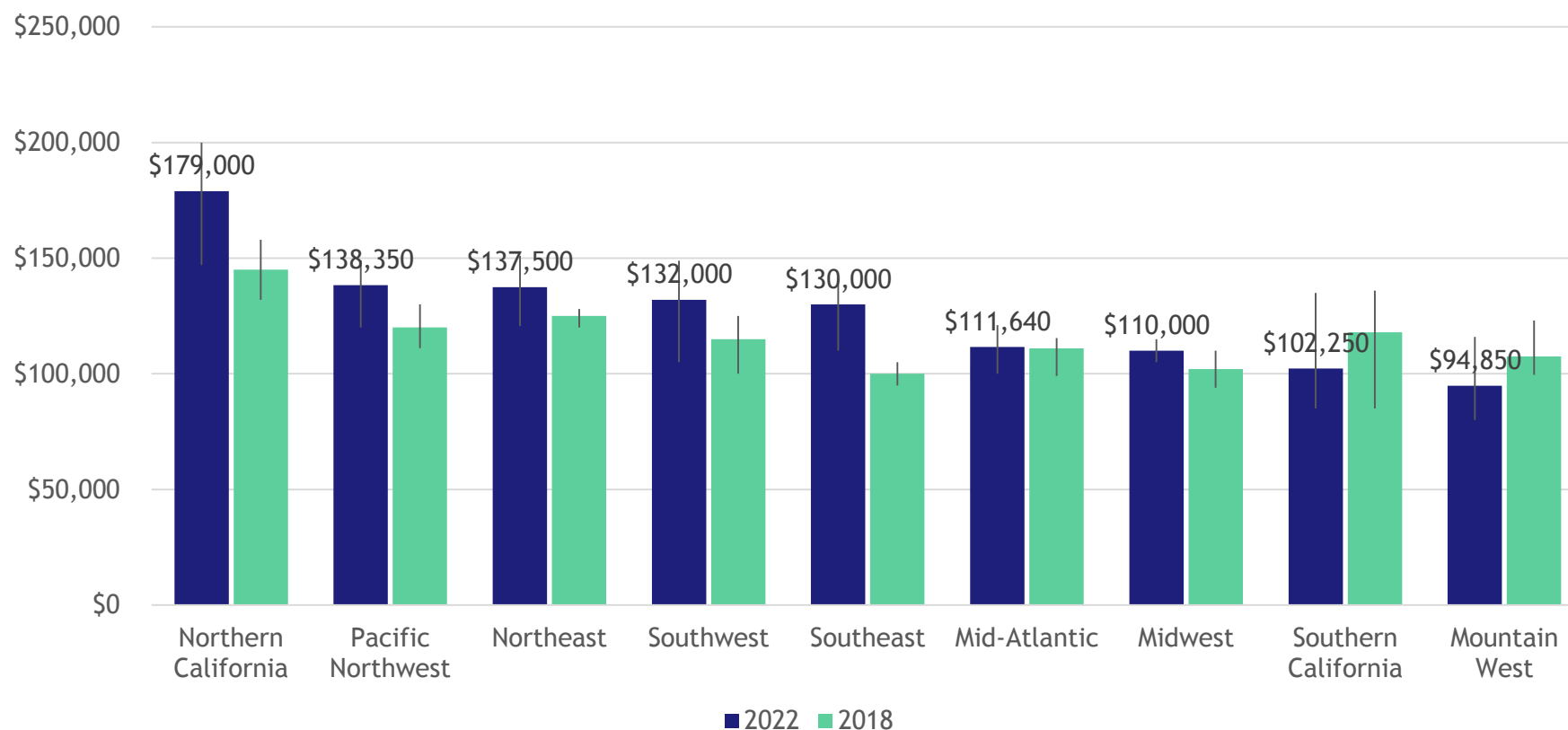
Compared to 2018, the United States, the United Kingdom and Canada are showing a median salary increases while Germany is showing a median salary decrease from 2018.
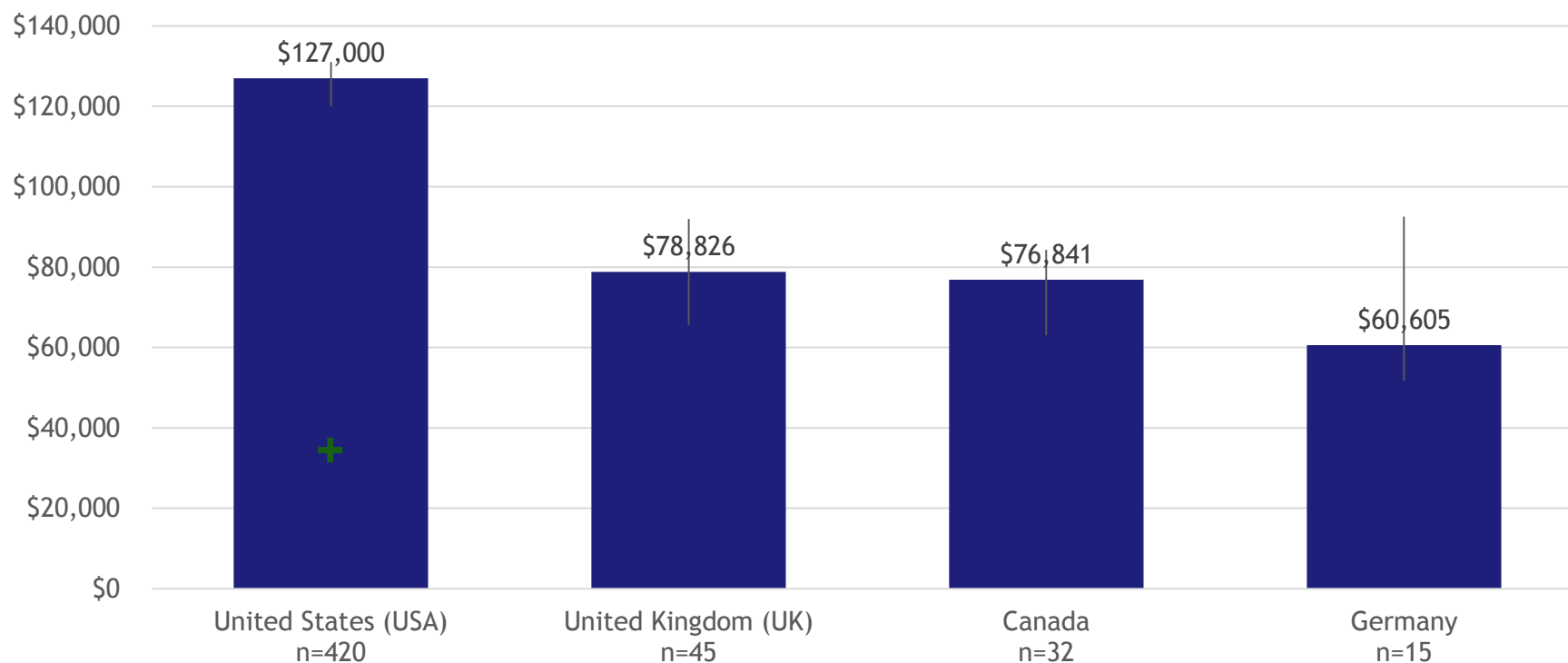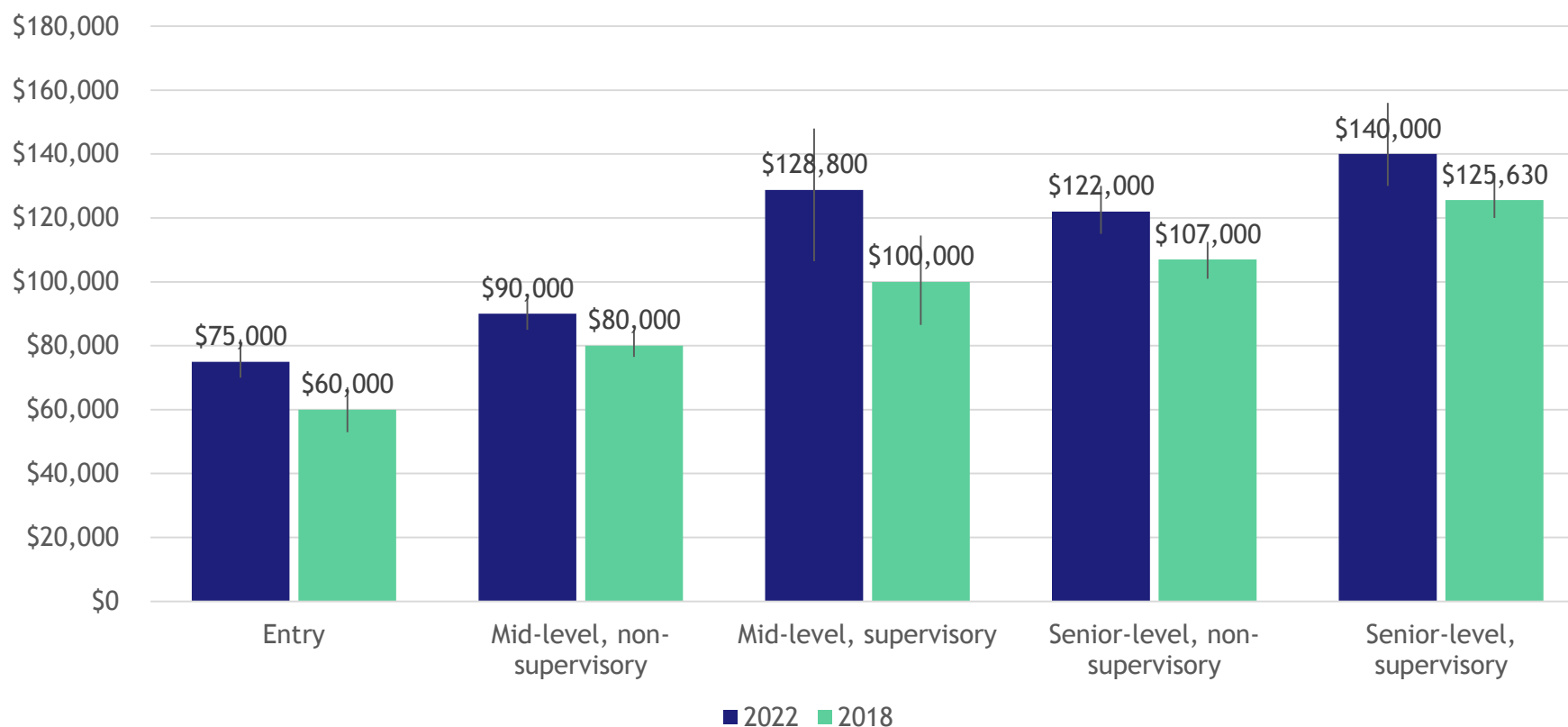

+ *Statistically highest*

Median Salary by US Region

Northern California has a reported median salary that is at least 29% ($40.7k) higher than all other regions in 2022. All US regions had a higher median salary in 2022 compared to 2018, except for Southern CA and Mountain West which showed a drop in median salary since 2018 (-13% and -12%, respectively).

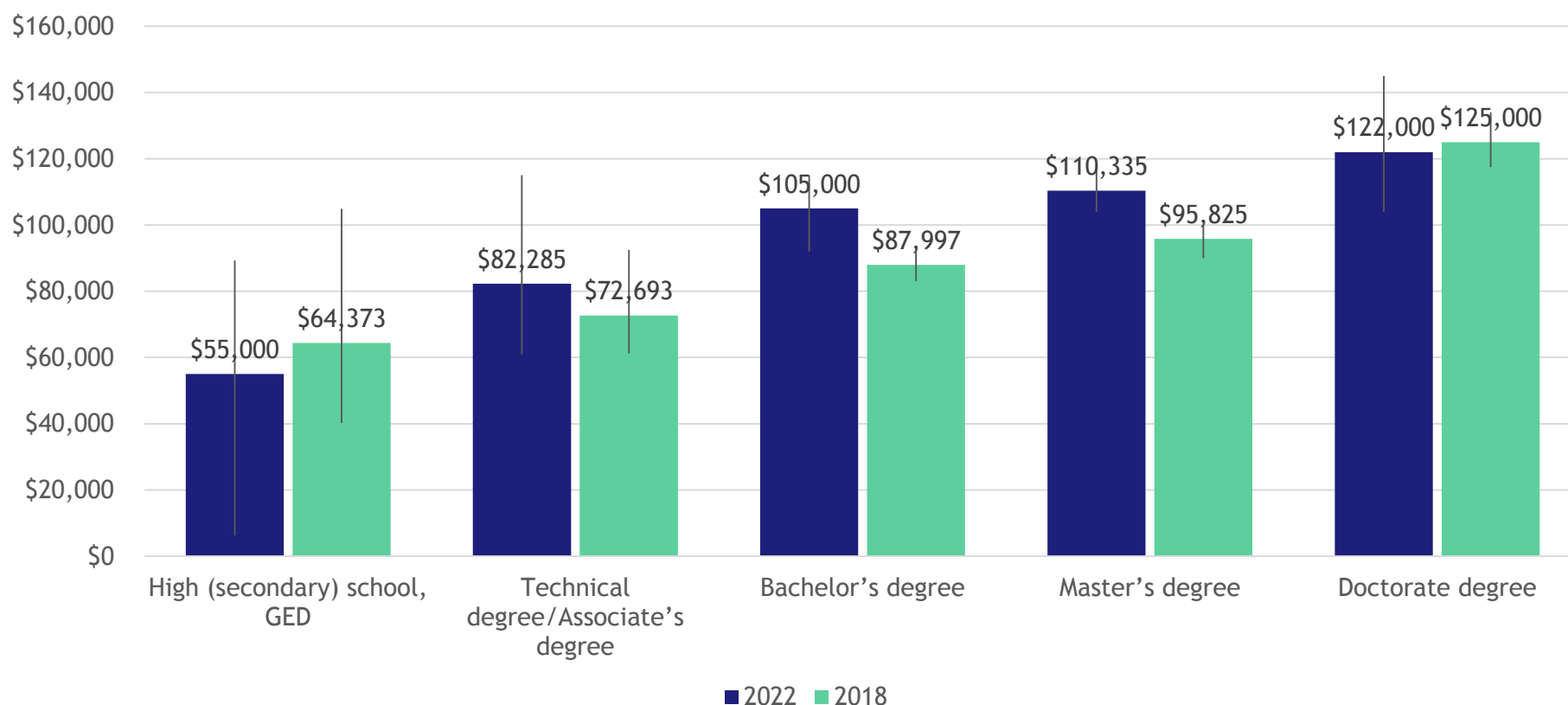|	Northern California	Pacific Northwest	Northeast	Southwest	Southeast	Mid-Atlantic	Midwest	Southern California	Mountain West
2022	$179,000	$138,350	$137,500	$132,000	$130,000	$111,640	$110,000	$102,250	$94,850

■ 2022   ■ 2018

Median Salary by Job Level

As in 2018, those in a senior-level supervisory position earned the highest amount in 2022. Those in a mid-level, supervisory position earned a higher amount than those in a senior-level, non-supervisory role in 2022, although not statistically.

Legend: ■ 2022 ■ 2018

Entry: $75,000 (2022), $60,000 (2018)
Mid-level, non-supervisory: $90,000 (2022), $80,000 (2018)
Mid-level, supervisory: $128,800 (2022), $100,000 (2018)
Senior-level, non-supervisory: $122,000 (2022), $107,000 (2018)
Senior-level, supervisory: $140,000 (2022), $125,630 (2018)
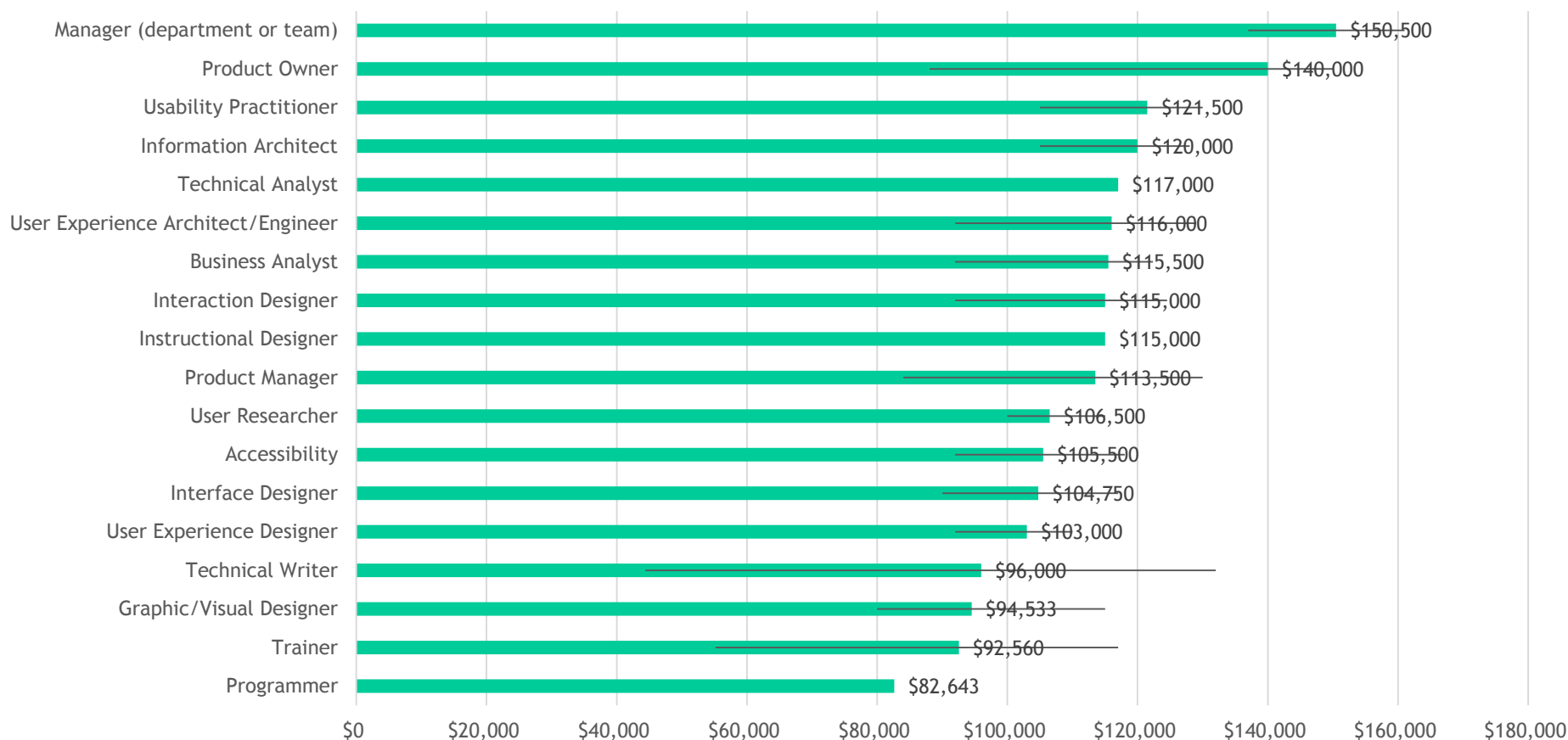
Median Salary by Education Level

There is a linear pattern when median salaries were broken out by education level. Those with a doctorate degree reported the highest annual median salary at $122,000.

	2022	2018
High (secondary) school, GED	$55,000	$64,373
Technical degree/Associate's degree	$82,285	$72,693
Bachelor's degree	$105,000	$87,997
Master's degree	$110,335	$95,825
Doctorate degree	$122,000	$125,000

Median Salary by Job Title

Respondents who reported that at least one of their job titles as man   r (department or team) had the highest median salary ($150.5k).

Job Title	Median Salary
Manager (department or team)	$150,500
Product Owner	$140,000
Usability Practitioner	$121,500
Information Architect	$120,000
Technical Analyst	$117,000
User Experience Architect/Engineer	$116,000
Business Analyst	$115,500
Interaction Designer	$115,000
Instructional Designer	$115,000
Product Manager	$113,500
User Researcher	$106,500
Accessibility	$105,500
Interface Designer	$104,750
User Experience Designer	$103,000
Technical Writer	$96,000
Graphic/Visual Designer	$94,533
Trainer	$92,560
Programmer	$82,643

Salary Ranges by Job Title

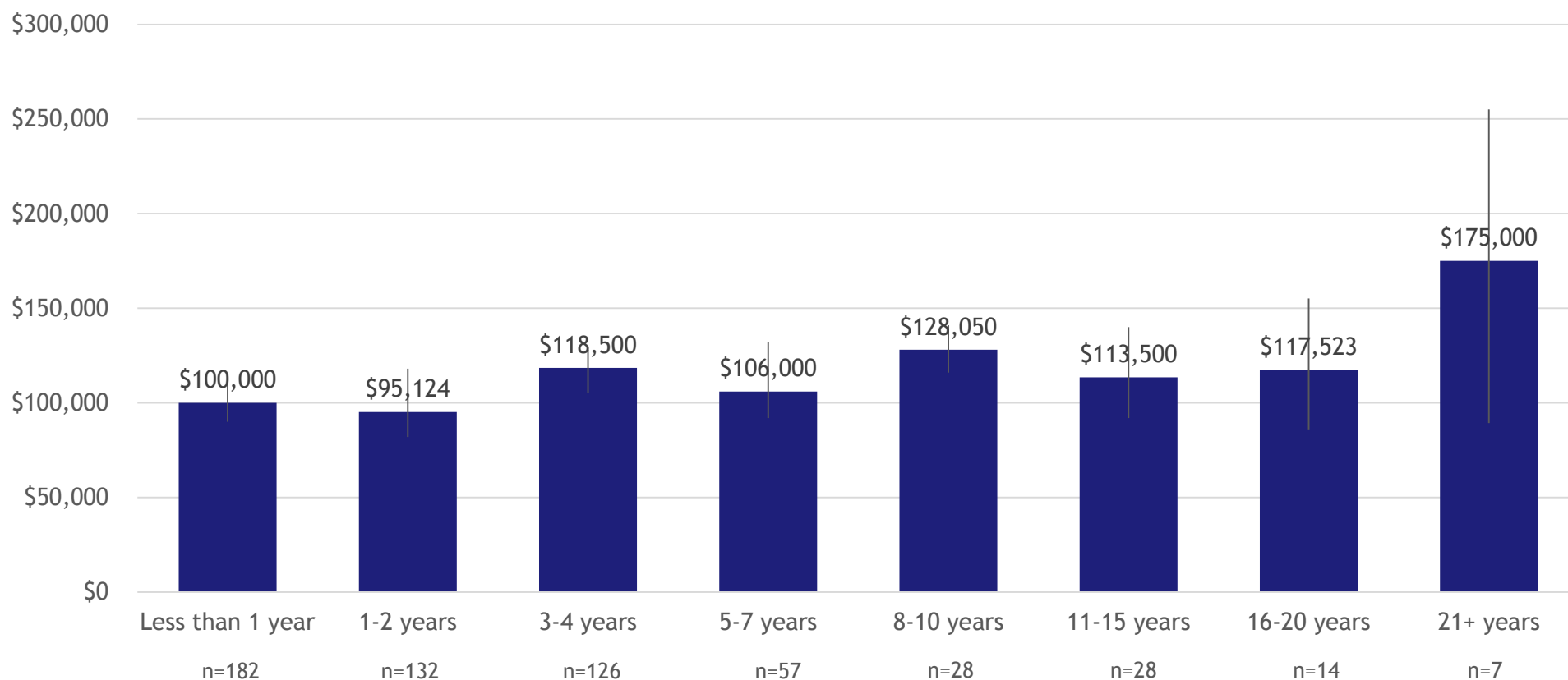| Job Title	1st Quartile 25th Percentile	Median 50th Percentile	3rd Quartile 75th Percentile
Manager (department or team)	$125,272	$150,500	$190,000
Technical Analyst	$94,538	$117,000	$120,750
Instructional Designer	$90,625	$115,000	$128,000
Usability Practitioner	$90,308	$121,500	$145,000
Information Architect	$90,000	$120,000	$140,625
Business Analyst	$89,507	$115,500	$139,250
Product Owner	$88,043	$140,000	$132,600
User Experience Architect/Engineer	$81,733	$116,000	$141,875
User Researcher	$80,000	$106,500	$141,718
Accessibility	$78,181	$105,500	$130,000
Product Manager	$77,250	$113,500	$146,000
Interaction Designer	$76,489	$115,000	$135,000
Interface Designer	$74,643	$104,750	$132,600
User Experience Designer	$73,571	$103,000	$132,000
Graphic/Visual Designer	$72,392	$94,533	$130,000
Trainer	$63,021	$92,560	$126,000
Technical Writer	$61,926	$96,000	$127,750
Programmer	$44,389	$82,643	$115,000

Professional Certification

29% of respondents hold some type of professional certification. 8% received an academic certificate from a university course and 7% have received a Nielsen Norman Group certificate. Median salaries were slightly higher for those without a certificate, although not statistically.

Type of Certification	%
I don't hold a certificate	71%
Other	9%
University/Academic Certificate course in Usability/UX	8%
Nielsen Norman Group	7%
CUA/CXA	3%
CPE/AEP/CEA	1%
CHFP/AHFP	1%
PMP	1%
CUXP/AUXP	1%

Median Salary by Certification

- Certificate: $105,500
- No Certificate: $110,000
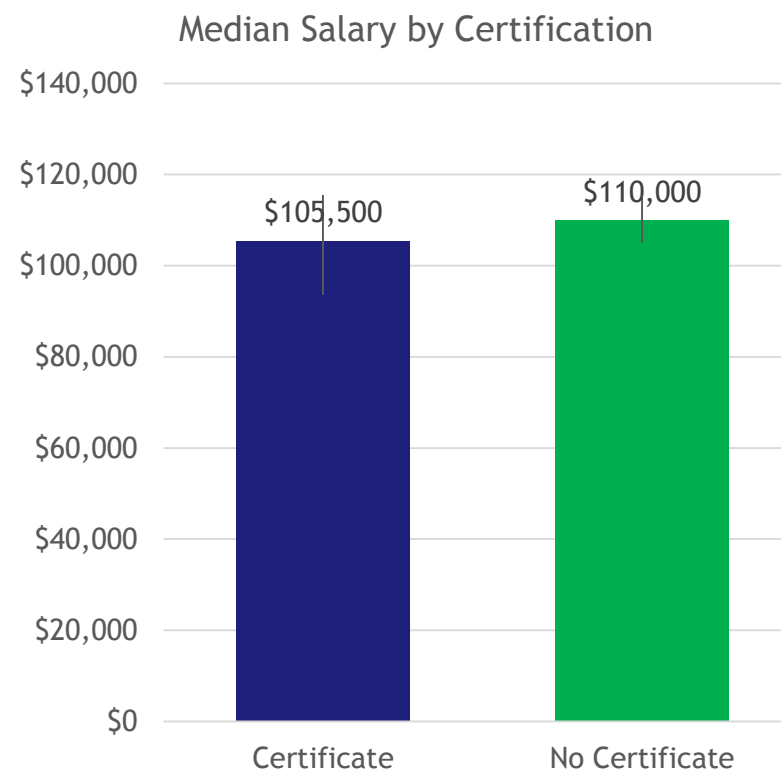
Median Salary by Tenure at Current Position

Those who have been at their current position for 21 or more years have the highest median salary, although not statistically.

Tenure	Median Salary	n
Less than 1 year	$100,000	n=182
1-2 years	$95,124	n=132
3-4 years	$118,500	n=126
5-7 years	$106,000	n=57
8-10 years	$128,050	n=28
11-15 years	$113,500	n=28
16-20 years	$117,523	n=14
21+ years	$175,000	n=7

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UXPA.org

MeasuringU provides UX research support & analysis plus an advanced unmoderated remote testing platform (MUIQ) for rapid data collection on desktop & mobile.
MeasuringU.com