

**ASSOCIATION  
OF  
ART MUSEUM  
DIRECTORS**

**2016  
SALARY  
SURVEY**



## PREFACE

The 2016 Salary Survey is the thirty-first in a series of annual survey of art museum salaries issued by the Association of Art Museum Directors. The results of this survey represent responses from 220 of 240 museums surveyed—a response rate of 92%.

Among the museums surveyed were both current and former AAMD members. While the response rate of 92% enables this report to be statistically representative of institutions eligible for AAMD membership, one should not assume relevance to museums in other disciplines.

The Salary information derives from positions considered (a) professional and (b) likely to be filled from the national marketplace rather than locally. Comparative statistics on clerical, maintenance, and security are more valid when secured from within a museum’s own region.

Peter R. Griffiths of CMI Solutions, Inc. in Charlotte, North Carolina, tabulated the statistical data in this survey. Thanks are due to Mr. Griffiths for the publication of the survey. Thanks are also due to the museums responding to the survey for the considerable time and effort put into their responses.

The format of the survey reflects metropolitan areas defined as metropolitan statistical areas and micropolitan statistical areas as of [July 15, 2015](#). Maps of metropolitan and micropolitan statistical areas by state [are available here](#). Population data has been updated to reflect 2010 U.S. Census counts. Canadian and Mexican metropolitan area populations were sourced from [Statistics Canada](#) and [Instituto Nacional de Estadística y Geografía](#), respectively.

Salary information is based on compensation for FY15. Information is not presented for positions when fewer than five museums reported salary figures. Categories with no reporting museum are denoted by “n.d.” Salaries reported by Canadian art museums are reported in Canadian dollars.

Additional copies of the 2016 Salary Survey may be obtained from the Standards & Practices section of AAMD’s website at [aamd.org](#).



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## Regional Associations of the American Alliance of Museums

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### **Southeast**

Alabama  
 Arkansas  
 Florida  
 Georgia  
 Kentucky  
 Louisiana  
 Mississippi  
 North Carolina  
 South Carolina  
 Tennessee  
 Virginia  
 West Virginia

### **Mountain Plains**

Colorado  
 Kansas  
 Montana  
 Nebraska  
 New Mexico  
 North Dakota  
 Oklahoma  
 South Dakota  
 Texas  
 Wyoming

### **Western**

Alaska  
 Arizona  
 California  
 Hawaii  
 Idaho  
 Nevada  
 Oregon  
 Utah  
 Washington

### **New England**

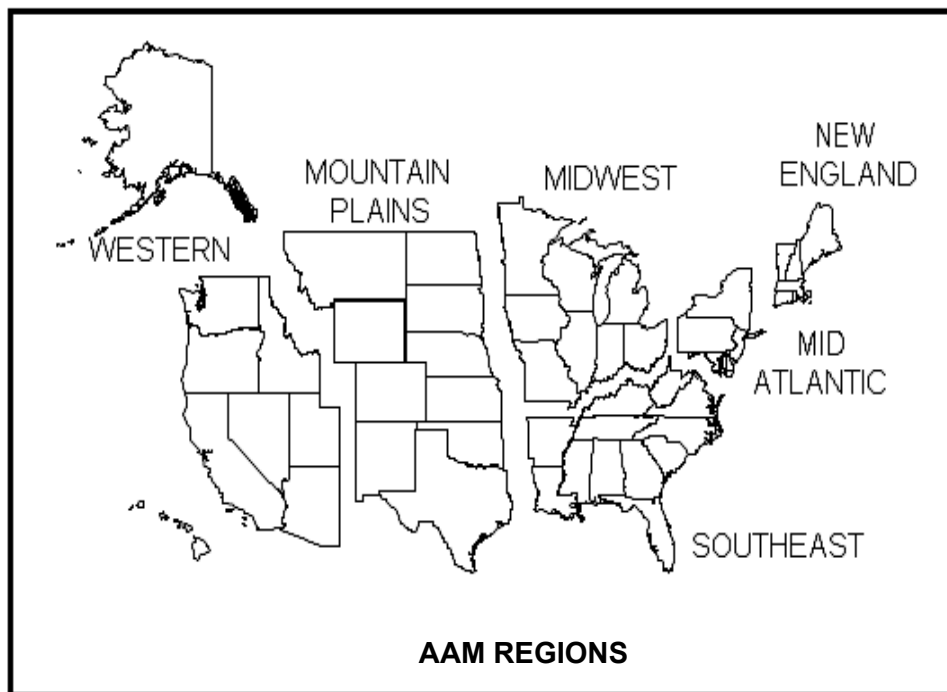
Connecticut  
 Massachusetts  
 Maine  
 New Hampshire  
 Rhode Island  
 Vermont

### **Mid Atlantic**

Delaware  
 District of Columbia  
 Maryland  
 New Jersey  
 New York  
 Pennsylvania

### **Midwest**

Illinois  
 Indiana  
 Iowa  
 Michigan  
 Minnesota  
 Missouri  
 Ohio  
 Wisconsin



## Characteristics of Responding Museums

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### Distribution of Museums by American Alliance of Museums Region

AAM Region	% of Responding Museums
New England	11.3 %
Mid-Atlantic	24.0 %
Midwest	16.7 %
Mountain Plains	10.0 %
Southeast	16.7 %
Western	15.4 %
Canada Mexico	5.9 %

Percentages based on responses from 221 museums.

### Distribution of Museums by Metropolitan Area Population

MSA Population	% of Responding Museums
Under 100,000	1.8 %
100,000 to 499,999	16.0 %
500,000 to 999,999	13.7 %
1,000,000 to 1,999,999	11.9 %
2,000,000 to 4,999,999	25.1 %
5,000,000 and over	31.5 %

Percentages based on responses from 219 museums.

### Distribution of Museums by Founding Date

Year Founded	% of Responding Museums
1875 and Before	5.5 %
1876 to 1900	11.4 %
1901 to 1925	14.6 %
1926 to 1950	25.1 %
1951 to 1960	6.8 %
After 1960	36.5 %

Percentages based on responses from 219 museums.

# Characteristics of Responding Museums

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## Distribution of Museums by Governance Patterns

<b>Governance</b>	<b>% of Responding Museums</b>
Private, non-profit	76.5 %
Government	8.1 %
University	22.6 %
Other	3.2 %

Percentages based on responses from 221 museums.

*NOTE: museums can respond positively to more than one governance category, thus the total of all responses will exceed 100%*

## Distribution of Museums by Full Time Employees

<b>Full Time Employees</b>	<b>% of Responding Museums</b>
10 or Fewer	3.6 %
11 to 20	14.5 %
21 to 50	33.6 %
51 to 100	24.1 %
More than 100	24.1 %

Percentages based on responses from 220 museums.

## Distribution of Museums by Part Time Employees

<b>Part Time Employees</b>	<b>% of Responding Museums</b>
5 or Fewer	12.7 %
6 to 10	9.5 %
11 to 20	17.7 %
21 to 50	31.4 %
More than 50	28.6 %

Percentages based on responses from 220 museums.

## Characteristics of Responding Museums

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### Distribution of Museums by Independent Contractors

<b>Contractors</b>	<b>% of Responding Museums</b>
10 or Fewer	56.6 %
11 to 20	10.5 %
21 to 50	13.2 %
51 to 100	9.1 %
More than 100	10.5 %

Percentages based on responses from 219 museums.



## Fiscal Characteristics of Responding Museums

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### Distribution of Museums by Annual Operating Budget

Budget	% of Responding Museums
Under \$1,000,000	1.8 %
\$1,000,000-2,500,000	8.7 %
\$2,500,000-5,000,000	32.0 %
\$5,000,000-7,500,000	12.3 %
\$7,500,000-10,000,000	9.6 %
\$10,000,000-15,000,000	9.1 %
\$15,000,000-20,000,000	9.6 %
Over \$20,000,000	16.9 %

Percentages based on responses from 219 museums.

### Distribution of Payroll as a Percentage of Total Budget

Percent of Budget	% of Responding Museums
40% or less	31.5 %
41% to 50%	42.0 %
51% to 60%	14.6 %
61% to 70%	8.2 %
More than 70%	2.3 %

Percentages based on responses from 219 museums.

### Distribution of Museums by Beginning of Fiscal Year

Starting Month	% of Responding Museums
January	17.3 %
February	0.5 %
March	0.0 %
April	3.6 %
May	1.4 %
June	2.7 %
July	59.1 %
August	1.4 %
September	4.5 %
October	9.5 %
November	0.0 %
December	0.0 %

Percentages based on responses from 220 museums.

## Employee Benefits in Responding Museums

### Distribution of Museums by Benefits Offered and Payment

Employee Benefit	Offered Museum Paid	Offered Employee Paid	Offered Split Payment	Not Offered
Indemnity Medical Insurance	7.4 %	0.9 %	32.7 %	59.0 %
Managed Health Care	13.8 %	0.5 %	75.6 %	10.1 %
Dependent Health Care	3.7 %	22.4 %	70.8 %	3.2 %
Long-term Disability	59.8 %	18.7 %	9.8 %	11.7 %
Short-term Disability	49.1 %	17.1 %	7.4 %	26.4 %
Dental Insurance	21.5 %	16.9 %	59.8 %	1.8 %
Pension	19.4 %	0.5 %	17.1 %	63.1 %
Tax Deferred Annuity	18.3 %	25.7 %	47.7 %	8.3 %
a. Employee Salary Reduction	0.5 %	42.9 %	9.0 %	47.6 %
b. Employer Funded Plan	22.6 %	0.0 %	0.0 %	77.4 %
Cafeteria (Section 125)	0.0 %	40.1 %	0.0 %	59.9 %
Life Insurance	73.3 %	6.0 %	15.7 %	5.1 %
Expense Account	26.3 %	0.0 %	0.0 %	73.7 %
Car Allowance	17.4 %	0.0 %	0.0 %	82.6 %
Bonus	34.3 %	0.0 %	0.0 %	65.7 %
Executive Retirement	22.7 %	0.0 %	0.0 %	77.3 %
Sabbatical	17.1 %	0.0 %	0.0 %	82.9 %
Housing	8.3 %	0.0 %	0.0 %	91.7 %

14 museums reported offering one or more other benefits

Percentages based on responses from 200 museums

## Employee Benefits in Responding Museums

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### Distribution of Vacation Time Offered Based on Length of Employment

Length of Employment	Not Offered	One Week	Two Weeks	Three Weeks	Four Weeks	Five Weeks
Less than One Year	0.9%	85.2%	63.0%	35.6%	17.1%	9.3%
One to Three Years	0.5%	8.3%	31.5%	24.5%	16.7%	6.0%
Three to Six Years	0.5%	0.0%	1.9%	31.5%	24.5%	8.3%
Six to Ten Years	0.5%	0.0%	0.0%	0.9%	8.3%	6.9%
More than Ten Years	0.5%	0.0%	0.0%	0.9%	8.3%	6.9%

Percentages based on responses from 216 museums. Some museums offered different length vacations by employee category. The percentages do not equal 100% for each period of employment due to variance in vacation policies.

**A 40-hour work week for exempt employees is the most common among the 220 responding museums (53.0%). Another 29.0% have a 35-hour work week, and 11.0% have a 37.5-hour week. 5.0% of the responding museums indicated another exempt work period.**

## Museum Salary Procedures

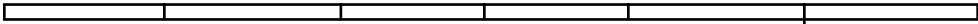
71.1 % of the responding museums reported having established salary ranges for each position in the museum.

### Average Percentage Salary Increase: FY 1987 to 2015

YEAR	75th Percentile	Median	25th Percentile	Mean	# of Museums
2015	3.0 %	2.7 %	2.0 %	2.6 %	212
2014	3.0 %	2.5 %	2.0 %	2.4 %	230
2013	3.0 %	2.5 %	2.0 %	2.4 %	242
2012	3.0 %	2.4 %	1.5 %	6.7 %	227
2011	3.0 %	2.0 %	0.0 %	1.9 %	199
2010	2.0 %	0.0 %	0.0 %	1.8 %	101
2009	2.0 %	0.0 %	0.0 %	1.0 %	132
2008	3.8 %	3.0 %	3.0 %	3.3 %	117
2007	4.0 %	3.0 %	3.0 %	3.3 %	167
2006	4.0 %	3.0 %	3.0 %	3.5 %	179
2003	3.0 %	2.5 %	0.0 %	2.3 %	184
2002	4.0 %	3.0 %	2.2 %	2.9 %	159
2001	4.0 %	4.0 %	3.0 %	3.5 %	179
2000	4.3 %	4.0 %	3.0 %	3.9 %	174
1999	4.0 %	3.8 %	3.0 %	3.8 %	163
1998	4.0 %	3.5 %	3.0 %	3.5 %	179
1997	4.0 %	3.5 %	3.0 %	3.5 %	175
1996	4.0 %	3.0 %	3.0 %	3.4 %	177
1995	4.0 %	3.2 %	2.3 %	3.2 %	171
1994	4.0 %	3.5 %	3.0 %	3.3 %	176
1993	4.0 %	3.1 %	2.0 %	3.2 %	175
1992	5.0 %	3.8 %	2.3 %	3.3 %	171
1991	5.0 %	4.0 %	2.4 %	3.8 %	178
1990	5.3 %	5.0 %	4.0 %	4.8 %	169
1989	6.0 %	5.0 %	4.0 %	5.1 %	167
1988	6.0 %	5.0 %	4.0 %	4.9 %	157
1987	6.0 %	5.0 %	4.0 %	4.9 %	149

**Museum Salary Procedures**

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**Distribution of Museums by Bases Used for Salary Increases**

Merit (formal job evaluation system)	74.2 %
Merit (no formal job evaluation system)	12.0 %
Cost of Living	32.3 %
Annual Step Increments	16.6 %
Union Negotiations	13.8 %
Other	14.3 %

Percentages based on responses from 217 museums

## DIRECTOR

Directs the daily work activities of the organization. Accountable for the successful execution of organizational programs, policies and procedures. Responsible for overseeing the effective utilization of the organization's financial and human resources. responsible for professional practices such as acquisitions, deaccessioning, preservation, research interpretation and presentation. Reports to the Board of Directors.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	310,000	229,782	175,000	278,330	215

### Region

New England	360,000	233,250	185,000	278,627	24
Mid-Atlantic	350,000	258,750	199,500	322,055	52
Midwest	444,000	209,724	154,992	280,191	35
Mountain Plains	415,000	278,888	190,000	294,980	23
Southeast	283,250	200,000	164,900	223,510	36
Western	321,840	228,888	175,000	292,143	34
Canada Mexico	261,994	189,820	78,850	188,181	13

### Operating Budget

\$1,000,000-2,500,000	190,000	163,613	126,875	156,447	19
\$2,500,000-5,000,000	214,000	176,750	154,992	184,004	68
\$5,000,000-7,500,000	250,000	221,623	187,425	230,592	27
\$7,500,000-10,000,000	309,000	277,776	221,450	276,606	21
\$10,000,000-15,000,000	300,000	275,000	221,877	270,799	20
\$15,000,000-20,000,000	450,000	360,000	297,417	391,691	21
Over \$20,000,000	600,000	466,250	352,000	503,114	36

### Metropolitan Area Population

Under 100,000	456,000	357,500	225,000	356,000	6
100,000 to 499,999	234,207	187,425	165,000	201,197	35
500,000 to 999,999	241,500	170,000	150,000	199,059	28
1,000,000 to 1,999,999	298,250	250,000	200,000	263,725	24
2,000,000 to 4,999,999	360,000	230,065	183,000	284,088	55
5,000,000 and over	454,706	274,528	199,500	344,636	67

## DEPUTY DIRECTOR

Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum. May direct the daily activities of one or more major program or support function of the organization. Responsible for budget, personnel, and operations within designated area of responsibility.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	206,400	138,021	96,900	164,620	110

### Region

New England	226,000	149,878	89,811	179,859	14
Mid-Atlantic	218,000	154,588	120,000	186,353	31
Midwest	235,800	137,626	107,700	175,371	15
Mountain Plains	231,500	155,250	113,500	167,847	9
Southeast	132,600	94,265	87,000	119,077	15
Western	196,325	134,532	95,000	166,867	18
Canada Mexico	155,879	106,050	30,739	100,647	9

### Operating Budget

\$1,000,000-2,500,000	83,000	75,000	55,974	70,593	9
\$2,500,000-5,000,000	128,000	95,319	81,576	99,166	27
\$5,000,000-7,500,000	150,000	112,000	100,000	130,395	12
\$7,500,000-10,000,000	135,252	120,000	87,183	129,300	7
\$10,000,000-15,000,000	162,000	141,879	110,000	140,384	13
\$15,000,000-20,000,000	245,864	195,000	143,000	196,485	16
Over \$20,000,000	314,000	235,000	155,879	251,265	26

### Metropolitan Area Population

Under 100,000	296,824	206,400	154,530	224,551	4
100,000 to 499,999	128,569	100,350	89,652	117,788	18
500,000 to 999,999	149,878	111,650	81,576	117,639	11
1,000,000 to 1,999,999	156,042	128,640	95,319	145,926	14
2,000,000 to 4,999,999	260,000	157,440	113,500	200,632	27
5,000,000 and over	235,000	167,200	100,000	176,437	36

## CHIEF OPERATING OFFICER (ADMINISTRATOR)

Responsible for operations of the museum, usually including services, purchasing, and telecommunications. Also responsible for maintenance of physical plant, including service contracts, and security and safety supervision of several administrative professionals.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	172,900	121,635	81,577	158,549	88

### Region

New England	149,653	102,500	81,000	117,156	9
Mid-Atlantic	371,423	135,000	92,000	214,069	23
Midwest	161,319	127,011	81,594	165,566	13
Mountain Plains	216,536	164,950	110,295	169,893	8
Southeast	113,557	90,000	75,000	114,485	15
Western	194,327	139,950	81,577	150,752	13
Canada Mexico	170,524	80,195	21,059	104,324	7

### Operating Budget

\$1,000,000-2,500,000	80,000	63,561	17,924	60,697	5
\$2,500,000-5,000,000	92,000	80,195	67,409	80,798	24
\$5,000,000-7,500,000	105,060	92,263	61,730	93,816	5
\$7,500,000-10,000,000	163,949	133,343	110,867	137,930	10
\$10,000,000-15,000,000	172,900	161,319	140,000	160,620	9
\$15,000,000-20,000,000	152,440	139,950	98,750	137,572	13
Over \$20,000,000	386,391	296,319	210,000	315,990	21

### Metropolitan Area Population

Under 100,000	277,648	173,458	69,267	173,458	2
100,000 to 499,999	98,600	78,487	63,500	85,774	9
500,000 to 999,999	125,000	86,000	75,000	98,579	12
1,000,000 to 1,999,999	127,011	113,557	92,263	120,438	11
2,000,000 to 4,999,999	172,900	150,000	100,000	152,158	21
5,000,000 and over	322,745	157,438	90,744	214,380	33



## ASSISTANT TO DIRECTOR

Manages director's office. Relieves the director of administrative, clerical, and business details by overseeing day-to-day operations. Responds independently to matters of precedent or policy. Updates director on status of projects and other relevant issues. May serve as liaison to the Board of Trustees. May prepare board minutes and minutes to various other meetings. Manages special projects for the director or trustees. May supervise other members of the director's office.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	61,000	50,356	42,000	54,190	187

### Region

New England	62,400	52,500	44,187	54,072	23
Mid-Atlantic	74,500	52,834	43,644	61,436	44
Midwest	60,000	49,398	40,000	51,792	33
Mountain Plains	56,650	47,365	42,000	50,857	21
Southeast	55,000	47,101	38,000	47,530	31
Western	68,000	52,500	42,901	57,679	28
Canada Mexico	57,000	53,923	11,072	46,617	9

### Operating Budget

\$1,000,000-2,500,000	49,333	44,358	29,118	39,596	12
\$2,500,000-5,000,000	50,000	44,495	38,000	45,355	58
\$5,000,000-7,500,000	55,183	47,174	37,080	46,676	27
\$7,500,000-10,000,000	60,000	52,071	42,972	51,559	20
\$10,000,000-15,000,000	58,548	51,500	45,500	51,458	17
\$15,000,000-20,000,000	72,500	56,201	47,040	60,114	20
Over \$20,000,000	85,000	73,007	59,500	78,365	32

### Metropolitan Area Population

Under 100,000	55,461	53,000	44,000	52,998	5
100,000 to 499,999	53,181	45,100	36,000	46,885	29
500,000 to 999,999	54,700	43,580	36,388	44,425	25
1,000,000 to 1,999,999	62,500	52,141	45,900	58,535	22
2,000,000 to 4,999,999	62,400	52,000	42,000	54,989	49
5,000,000 and over	72,500	54,423	45,000	59,368	57

## FINANCE A / DIRECTOR OF FINANCE

### *AKA Director of Finance*

Manages and directs all activities involving finance, investment management, accounting, and budgeting for the museum. Also includes audit responsibility (external audit and/or annual internal audits). May supervise members of accounting and/or finance departments.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	140,586	99,100	79,050	118,647	144

### Region

New England	163,000	123,000	81,385	121,014	14
Mid-Atlantic	143,430	99,665	82,244	139,049	35
Midwest	135,094	100,785	75,000	106,906	27
Mountain Plains	150,000	105,000	97,621	133,988	15
Southeast	107,000	89,437	72,000	100,435	22
Western	161,000	97,438	81,955	115,951	24
Canada Mexico	119,030	75,623	30,739	88,914	9

### Operating Budget

\$1,000,000-2,500,000	82,244	72,239	36,528	76,026	8
\$2,500,000-5,000,000	91,402	78,831	70,000	80,143	40
\$5,000,000-7,500,000	104,000	89,870	75,623	89,241	20
\$7,500,000-10,000,000	143,430	112,500	99,425	119,935	16
\$10,000,000-15,000,000	123,406	100,000	94,000	112,431	15
\$15,000,000-20,000,000	150,000	117,383	96,712	118,477	14
Over \$20,000,000	223,584	159,180	119,030	193,700	31

### Metropolitan Area Population

Under 100,000	157,560	122,467	72,000	118,623	4
100,000 to 499,999	105,800	82,100	69,628	93,135	24
500,000 to 999,999	105,000	86,724	75,000	86,653	15
1,000,000 to 1,999,999	116,139	97,337	86,846	98,358	19
2,000,000 to 4,999,999	130,000	99,785	79,661	110,382	37
5,000,000 and over	203,000	123,406	85,000	158,916	45

## FINANCE B

Directs financial activities of an organization by overseeing and preparing reports which summarize and forecast museum business activity and financial position. Responsible for all accounting functions, fiscal records, preparation of operating reports and tax returns and coordination of investments. May be responsible for audits and government compliance. May supervise members of accounting, finance and/or purchasing departments.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	90,730	66,735	48,403	75,339	124

### Region

New England	96,400	89,788	61,515	81,117	13
Mid-Atlantic	100,450	72,634	58,472	91,512	32
Midwest	73,639	55,379	41,100	64,741	21
Mountain Plains	79,600	62,500	45,000	70,400	12
Southeast	72,000	53,300	40,622	56,786	17
Western	112,500	85,000	53,000	89,379	20
Canada Mexico	79,148	46,644	12,902	49,651	9

### Operating Budget

\$1,000,000-2,500,000	43,860	39,879	18,558	34,497	8
\$2,500,000-5,000,000	60,836	48,581	35,880	47,055	25
\$5,000,000-7,500,000	59,400	51,980	40,622	54,012	15
\$7,500,000-10,000,000	72,000	61,108	46,700	61,560	12
\$10,000,000-15,000,000	86,564	79,148	58,710	75,045	16
\$15,000,000-20,000,000	90,640	74,905	62,578	75,754	15
Over \$20,000,000	146,000	100,725	85,000	118,152	32

### Metropolitan Area Population

Under 100,000	89,339	87,619	52,886	79,366	3
100,000 to 499,999	63,654	48,400	35,880	52,647	15
500,000 to 999,999	63,253	54,000	41,100	54,428	16
1,000,000 to 1,999,999	77,558	60,000	45,450	62,683	12
2,000,000 to 4,999,999	97,602	76,321	53,000	79,464	33
5,000,000 and over	112,014	77,175	58,472	91,090	45

## DEVELOPMENT A / DIRECTOR OF DEVELOPMENT

### *AKA Director of Development*

Directs the fundraising activities of the organization, including membership, grants, capital programs, and special fundraising events. Develops fundraising strategies and campaigns. Establishes contacts with individuals and organizations to solicit financial support for the organization.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	150,235	106,600	84,094	126,343	167

### Region

New England	149,350	103,200	90,000	122,794	16
Mid-Atlantic	175,000	123,978	85,000	143,258	43
Midwest	157,900	97,079	84,700	124,774	27
Mountain Plains	127,000	122,764	70,000	114,481	21
Southeast	105,060	91,250	77,975	92,937	27
Western	165,000	129,063	96,426	137,041	26
Canada Mexico	215,460	110,000	70,350	142,068	9

### Operating Budget

\$1,000,000-2,500,000	96,760	68,000	59,545	71,892	10
\$2,500,000-5,000,000	100,052	89,303	75,175	90,690	49
\$5,000,000-7,500,000	105,000	91,059	83,546	98,501	22
\$7,500,000-10,000,000	154,530	128,500	100,000	125,126	20
\$10,000,000-15,000,000	149,350	127,500	101,000	127,708	18
\$15,000,000-20,000,000	186,000	152,618	123,978	160,254	19
Over \$20,000,000	225,000	185,000	122,764	196,106	29

### Metropolitan Area Population

Under 100,000	154,530	106,801	70,000	109,533	4
100,000 to 499,999	100,000	86,261	77,773	93,242	26
500,000 to 999,999	105,000	87,753	68,675	88,863	22
1,000,000 to 1,999,999	155,879	125,396	86,700	122,437	20
2,000,000 to 4,999,999	178,584	127,000	90,000	134,183	43
5,000,000 and over	185,000	127,512	100,000	153,201	52

## DEVELOPMENT B / GRANT MANAGER / INSTITUTIONAL GIVING MANAGER

Develops and manages a comprehensive grants program for museum that considers museum-wide programs and initiatives in the context of local, regional, national and international foundations, government agencies, and/or corporations. Reports to Director of Development.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	75,000	60,000	47,600	65,909	129

### Region

New England	68,000	60,236	51,500	62,595	13
Mid-Atlantic	94,462	72,600	52,000	80,811	35
Midwest	75,000	58,500	41,600	59,725	24
Mountain Plains	63,750	53,760	46,000	55,461	18
Southeast	57,823	45,000	38,000	48,018	15
Western	74,000	59,350	47,000	64,683	21
Canada Mexico	123,998	72,000	62,123	90,049	5

### Operating Budget

\$1,000,000-2,500,000	38,000	38,000	n.d.	38,000	1
\$2,500,000-5,000,000	56,238	47,493	40,000	49,503	30
\$5,000,000-7,500,000	63,900	55,000	43,255	55,878	25
\$7,500,000-10,000,000	60,000	52,700	46,460	60,125	16
\$10,000,000-15,000,000	78,924	70,000	58,700	70,753	17
\$15,000,000-20,000,000	82,000	72,882	67,000	74,239	16
Over \$20,000,000	100,000	76,581	63,525	86,326	25

### Metropolitan Area Population

Under 100,000	77,250	64,375	51,500	64,375	2
100,000 to 499,999	56,238	50,000	45,800	53,457	14
500,000 to 999,999	60,700	41,600	36,896	49,065	17
1,000,000 to 1,999,999	70,359	57,823	45,825	58,572	17
2,000,000 to 4,999,999	72,870	64,166	51,440	66,839	35
5,000,000 and over	86,000	70,000	52,000	77,118	44

## DEVELOPMENT C / DEVELOPMENT ASSOCIATE

### AKA Grant Writer

Coordinates fundraising activities including, but not limited to, annual fund, planned giving, corporate sponsorship, circles, and major donors. May write and/or oversee grant proposals. May develop and execute special fundraising events.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	63,000	49,597	38,500	54,701	145

### Region

New England	61,800	49,796	40,500	51,634	16
Mid-Atlantic	72,219	52,000	40,000	58,787	43
Midwest	58,882	42,000	35,000	51,966	25
Mountain Plains	56,000	49,205	41,919	53,366	14
Southeast	60,000	46,716	36,000	52,737	24
Western	60,000	49,827	36,727	54,353	20
Canada Mexico	68,442	54,752	15,079	52,153	4

### Operating Budget

\$1,000,000-2,500,000	43,680	37,194	33,000	37,861	6
\$2,500,000-5,000,000	50,324	42,009	37,000	44,577	37
\$5,000,000-7,500,000	51,500	45,000	35,360	46,021	20
\$7,500,000-10,000,000	67,500	50,116	39,998	54,585	17
\$10,000,000-15,000,000	60,000	49,026	36,062	55,582	18
\$15,000,000-20,000,000	80,017	53,074	40,000	59,842	16
Over \$20,000,000	72,491	58,988	48,580	65,328	30

### Metropolitan Area Population

Under 100,000	86,000	66,000	53,820	72,089	4
100,000 to 499,999	51,500	45,380	40,500	48,527	20
500,000 to 999,999	54,172	41,250	33,000	45,610	17
1,000,000 to 1,999,999	75,012	55,721	40,000	62,061	19
2,000,000 to 4,999,999	55,729	44,423	36,836	47,415	37
5,000,000 and over	75,000	54,251	40,000	60,419	48

## DIRECTOR, PLANNED GIVING / INSTITUTIONAL GIVING

Directs the planned giving programs and activities of the organization. Establishes overall strategy and policies to obtain regularly scheduled donations from sponsoring companies and individuals. Sets target contribution goals and participates in developing materials to promote the organization's planned giving program.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	121,147	90,073	75,000	103,612	45

### Region

New England	149,037	121,147	96,795	121,626	6
Mid-Atlantic	177,200	93,458	76,500	121,673	15
Midwest	87,500	80,375	51,985	80,044	7
Mountain Plains	98,542	81,200	53,800	78,686	4
Southeast	57,000	57,000	n.d.	57,000	1
Western	104,000	88,563	70,000	91,620	11
Canada Mexico	118,630	118,630	n.d.	118,630	1

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	57,000	54,000	43,716	57,928	5
\$5,000,000-7,500,000	82,000	78,291	53,800	73,297	5
\$7,500,000-10,000,000	104,000	82,000	60,000	82,000	2
\$10,000,000-15,000,000	95,416	79,041	70,000	81,785	6
\$15,000,000-20,000,000	128,942	84,460	68,289	94,194	8
Over \$20,000,000	149,037	118,630	91,500	131,752	19

### Metropolitan Area Population

Under 100,000	60,000	60,000	n.d.	60,000	1
100,000 to 499,999	128,942	90,000	51,985	90,309	3
500,000 to 999,999	105,255	93,628	82,000	93,628	2
1,000,000 to 1,999,999	90,145	81,793	53,800	75,246	3
2,000,000 to 4,999,999	100,000	81,581	75,000	91,900	17
5,000,000 and over	154,000	101,643	87,400	124,429	19

## DIRECTOR OF HUMAN RESOURCES

Directs the human resource activities of the organization, including recruitment, selection, benefits, compensation and affirmative action. Responsible for establishing personnel policies, procedures and practices.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	105,000	88,000	67,890	96,945	108

### Region

New England	100,880	87,500	82,000	102,299	9
Mid-Atlantic	130,050	99,296	84,017	118,035	25
Midwest	104,676	89,217	66,463	91,710	20
Mountain Plains	95,000	71,000	63,000	79,458	13
Southeast	92,634	68,334	46,380	78,721	16
Western	110,000	88,000	64,927	101,148	18
Canada Mexico	105,000	91,782	26,097	81,899	9

### Operating Budget

\$1,000,000-2,500,000	69,384	38,425	7,465	38,425	2
\$2,500,000-5,000,000	75,000	60,000	44,000	61,793	11
\$5,000,000-7,500,000	69,360	64,000	51,983	68,086	14
\$7,500,000-10,000,000	83,232	70,500	66,667	73,118	16
\$10,000,000-15,000,000	93,678	86,900	81,600	87,330	17
\$15,000,000-20,000,000	100,880	97,873	76,049	90,132	18
Over \$20,000,000	183,300	130,148	97,335	145,192	31

### Metropolitan Area Population

Under 100,000	130,800	95,550	64,000	96,475	4
100,000 to 499,999	95,220	85,109	63,000	77,310	11
500,000 to 999,999	87,100	67,890	50,127	69,053	13
1,000,000 to 1,999,999	88,434	76,049	46,380	87,194	13
2,000,000 to 4,999,999	108,470	89,000	70,000	99,033	35
5,000,000 and over	140,000	98,316	82,782	116,566	32



## DIRECTOR OF INFORMATION SYSTEMS / CHIEF INFORMATION OFFICER

### *AKA Chief Information Officer*

Responsible for overall vision and coordination of the museum's information and communications systems and the integration of computer and new communication technology into the museum's programs. Supervises of one or several technology professionals.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	130,000	96,866	71,696	111,728	71

### Region

New England	130,000	110,000	57,995	110,058	5
Mid-Atlantic	151,410	113,991	79,127	129,884	25
Midwest	156,949	95,950	67,626	111,756	12
Mountain Plains	125,641	92,194	65,000	94,499	8
Southeast	97,500	72,000	47,840	89,934	8
Western	163,873	104,638	84,131	122,679	9
Canada Mexico	115,436	54,067	12,902	59,118	4

### Operating Budget

\$1,000,000-2,500,000	58,945	47,550	15,254	40,583	3
\$2,500,000-5,000,000	66,988	55,080	45,000	52,128	8
\$5,000,000-7,500,000	117,300	74,566	57,995	81,107	4
\$7,500,000-10,000,000	115,000	71,000	67,626	84,288	6
\$10,000,000-15,000,000	107,185	94,000	72,192	91,177	10
\$15,000,000-20,000,000	97,500	90,823	82,697	95,301	11
Over \$20,000,000	195,514	146,505	115,436	160,848	28

### Metropolitan Area Population

Under 100,000	131,950	122,971	113,991	122,971	2
100,000 to 499,999	94,265	62,000	47,840	72,387	11
500,000 to 999,999	130,000	86,096	65,000	91,798	4
1,000,000 to 1,999,999	97,500	91,899	57,995	94,191	8
2,000,000 to 4,999,999	156,949	111,100	90,000	119,861	19
5,000,000 and over	170,060	112,800	82,200	130,000	27

# SYSTEMS MANAGER / TECHNOLOGY DIRECTOR / DIRECTOR OF NEW MEDIA

## *AKA Technology Manager or Director of New Media*

Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies, such as web sites and interactive gallery kiosks. May involve supervision of subordinate staff and/or volunteers.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	95,000	75,892	60,000	78,913	82

## Region

New England	91,532	87,005	72,100	81,747	9
Mid-Atlantic	109,420	82,029	66,515	90,995	25
Midwest	80,000	75,194	48,410	71,182	12
Mountain Plains	104,096	60,525	45,000	68,373	8
Southeast	76,237	45,365	43,000	54,635	8
Western	105,456	81,963	62,504	82,086	15
Canada Mexico	102,435	75,093	20,840	65,412	6

## Operating Budget

\$1,000,000-2,500,000	43,680	25,712	7,743	25,712	2
\$2,500,000-5,000,000	62,504	45,000	43,775	51,662	10
\$5,000,000-7,500,000	70,380	59,670	45,000	60,740	12
\$7,500,000-10,000,000	70,000	68,180	45,424	62,945	8
\$10,000,000-15,000,000	108,987	75,892	65,015	81,757	9
\$15,000,000-20,000,000	85,841	69,534	55,000	71,774	13
Over \$20,000,000	115,000	94,195	79,568	101,449	28

## Metropolitan Area Population

Under 100,000	80,000	70,000	68,360	72,787	2
100,000 to 499,999	70,380	45,000	43,680	54,523	12
500,000 to 999,999	76,237	76,139	48,410	81,286	5
1,000,000 to 1,999,999	95,000	64,835	43,000	67,371	11
2,000,000 to 4,999,999	89,009	77,909	62,504	77,750	23
5,000,000 and over	116,000	89,171	68,000	93,608	29

## WEB MANAGER

Responsible for development, site management, and content of the museum's website or online presence. May include social media outreach.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	73,000	53,899	44,013	62,757	80

### Region

New England	52,382	49,013	46,000	53,874	9
Mid-Atlantic	95,488	64,000	45,942	74,001	27
Midwest	65,000	41,313	39,780	53,171	13
Mountain Plains	60,000	50,850	46,982	53,671	7
Southeast	58,916	48,435	42,000	53,152	8
Western	82,000	61,800	40,000	69,176	11
Canada Mexico	70,000	63,339	27,006	53,208	6

### Operating Budget

\$1,000,000-2,500,000	51,513	47,046	12,367	36,975	3
\$2,500,000-5,000,000	48,000	45,619	35,123	45,255	12
\$5,000,000-7,500,000	51,700	50,850	41,200	47,008	7
\$7,500,000-10,000,000	53,882	47,740	42,000	50,882	8
\$10,000,000-15,000,000	72,219	61,262	36,700	57,969	11
\$15,000,000-20,000,000	58,000	45,902	40,000	51,195	10
Over \$20,000,000	97,375	73,000	61,800	83,249	29

### Metropolitan Area Population

Under 100,000	140,670	140,670	n.d.	140,670	1
100,000 to 499,999	51,513	50,000	37,543	49,443	9
500,000 to 999,999	49,013	46,982	41,200	47,455	11
1,000,000 to 1,999,999	63,339	53,882	45,902	57,570	9
2,000,000 to 4,999,999	73,000	58,780	40,997	61,158	22
5,000,000 and over	95,488	71,115	45,942	72,565	28

## NEW MEDIA MANAGER

Responsible for planning and executing the museum's social and new media strategy, including, but not limited to, Twitter, Facebook, Tumblr, and mobile apps. May work in conjunction with technology and marketing staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	56,400	45,723	37,298	51,171	77

### Region

New England	59,600	49,013	45,320	54,766	11
Mid-Atlantic	65,000	50,687	36,573	57,861	21
Midwest	51,000	43,296	37,825	44,180	13
Mountain Plains	44,013	43,000	35,000	43,255	9
Southeast	50,000	40,488	34,900	41,272	8
Western	75,766	53,600	33,280	54,688	11
Canada Mexico	67,395	59,160	8,771	50,968	4

### Operating Budget

\$1,000,000-2,500,000	35,013	34,853	8,771	26,212	3
\$2,500,000-5,000,000	45,800	38,766	27,500	41,076	12
\$5,000,000-7,500,000	45,320	35,787	34,638	40,031	9
\$7,500,000-10,000,000	44,013	43,000	39,999	42,139	12
\$10,000,000-15,000,000	57,200	39,000	33,280	43,160	3
\$15,000,000-20,000,000	51,500	49,077	38,684	47,111	9
Over \$20,000,000	77,250	58,000	50,000	67,507	28

### Metropolitan Area Population

Under 100,000	40,800	38,340	35,880	38,340	2
100,000 to 499,999	53,560	43,007	35,013	43,261	8
500,000 to 999,999	45,646	44,293	34,900	41,683	8
1,000,000 to 1,999,999	59,160	48,000	38,684	48,771	10
2,000,000 to 4,999,999	75,766	51,438	38,766	55,731	19
5,000,000 and over	56,400	50,000	35,500	54,202	30

## MEMBERSHIP ASSISTANT (FORMERLY MEMBERSHIP SECRETARY)

Oversees maintenance of annual membership drives and programs for members. Provides support in planning and executing special fundraising events. May provide Reports to Director of Development.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	49,631	38,597	33,000	45,224	160

### Region

New England	50,400	39,700	34,000	45,124	18
Mid-Atlantic	50,000	38,570	32,000	44,337	38
Midwest	52,500	43,260	33,000	46,409	26
Mountain Plains	40,000	35,000	31,850	39,923	18
Southeast	39,500	35,979	31,000	47,033	27
Western	54,810	40,800	35,360	45,940	27
Canada Mexico	64,954	47,819	11,497	47,785	8

### Operating Budget

\$1,000,000-2,500,000	35,200	28,840	24,500	31,831	9
\$2,500,000-5,000,000	43,443	37,080	32,000	43,778	44
\$5,000,000-7,500,000	42,840	36,500	35,000	37,181	24
\$7,500,000-10,000,000	47,000	38,972	32,500	40,912	21
\$10,000,000-15,000,000	45,000	35,256	32,000	39,573	16
\$15,000,000-20,000,000	42,840	36,502	34,000	40,040	18
Over \$20,000,000	81,717	60,000	47,819	66,556	29

### Metropolitan Area Population

Under 100,000	50,003	35,000	21,000	45,904	5
100,000 to 499,999	44,075	36,802	31,605	37,719	21
500,000 to 999,999	45,320	40,000	31,000	39,645	25
1,000,000 to 1,999,999	59,800	42,000	35,979	60,263	20
2,000,000 to 4,999,999	52,000	39,000	32,500	44,539	42
5,000,000 and over	49,206	38,000	33,000	45,004	47

## SPECIAL EVENTS MANAGER

Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals. Responsible for event planning, execution, and evaluation. May supervise building rental program. May be responsible for marketing rental program to corporations, travel-tourism industry, and other appropriate customers.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	69,083	53,000	43,426	60,557	163

### Region

New England	65,000	52,771	45,000	57,318	16
Mid-Atlantic	91,679	63,722	48,690	76,243	40
Midwest	65,260	51,500	40,091	54,890	27
Mountain Plains	65,000	52,000	35,911	62,946	20
Southeast	52,794	45,000	35,875	45,187	27
Western	71,022	59,583	45,000	59,740	25
Canada Mexico	70,000	60,570	51,800	57,453	10

### Operating Budget

\$1,000,000-2,500,000	48,707	43,869	35,000	40,048	10
\$2,500,000-5,000,000	50,000	42,815	35,000	45,137	44
\$5,000,000-7,500,000	55,488	45,000	36,000	47,870	25
\$7,500,000-10,000,000	64,000	54,130	47,045	59,632	19
\$10,000,000-15,000,000	66,990	63,722	48,131	61,104	16
\$15,000,000-20,000,000	75,920	68,134	52,794	73,707	19
Over \$20,000,000	95,000	76,500	58,933	84,451	30

### Metropolitan Area Population

Under 100,000	48,690	44,000	43,000	46,062	5
100,000 to 499,999	51,162	43,028	36,000	44,368	21
500,000 to 999,999	53,541	50,000	35,875	46,215	23
1,000,000 to 1,999,999	63,427	52,000	43,000	53,797	22
2,000,000 to 4,999,999	75,377	60,523	47,045	61,737	42
5,000,000 and over	96,191	67,217	50,000	77,737	50

## DIRECTOR OF EXTERNAL AFFAIRS

Directs the public affairs and information activities of the organization. Directs the media relations, publicity and customer relation activities of the organization. Responsible for directing the marketing activities of the organization (i.e., service development, advertising and promotional activities, and market penetration/expansion).

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	125,000	92,499	73,158	109,892	84

### Region

New England	185,014	120,116	87,125	133,655	12
Mid-Atlantic	107,100	90,204	75,000	116,938	25
Midwest	135,000	80,920	77,000	116,459	13
Mountain Plains	175,100	82,200	60,065	108,523	7
Southeast	92,499	68,000	50,491	74,040	11
Western	162,224	105,000	82,195	117,148	9
Canada Mexico	132,600	100,000	21,059	79,134	7

### Operating Budget

\$1,000,000-2,500,000	75,000	44,365	13,729	44,365	2
\$2,500,000-5,000,000	80,000	65,810	50,491	68,441	21
\$5,000,000-7,500,000	97,724	73,787	61,675	79,780	8
\$7,500,000-10,000,000	100,000	92,499	73,158	97,813	7
\$10,000,000-15,000,000	125,000	97,714	80,073	104,393	11
\$15,000,000-20,000,000	151,496	101,509	82,195	116,436	10
Over \$20,000,000	185,014	156,000	108,102	162,967	24

### Metropolitan Area Population

Under 100,000	80,920	76,747	72,574	76,747	2
100,000 to 499,999	105,000	84,500	50,491	96,014	6
500,000 to 999,999	87,125	80,250	61,675	76,279	8
1,000,000 to 1,999,999	108,102	81,630	65,000	89,631	9
2,000,000 to 4,999,999	156,000	115,000	92,499	123,546	25
5,000,000 and over	160,400	88,384	72,219	117,121	34

## MARKETING DIRECTOR

General responsibility for coordinating museum promotional programs, revenue producing sale of products and the creative services for museum printed and promotional materials (excluding scholarly publications). Often acts as a consultant to other museum departments and volunteer groups to promote a specific event, product or service.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	100,000	74,000	58,938	83,725	109

### Region

New England	88,055	80,034	62,830	83,715	10
Mid-Atlantic	114,920	80,000	68,336	102,690	25
Midwest	96,552	64,650	51,812	72,588	20
Mountain Plains	100,000	71,077	65,000	81,306	10
Southeast	83,766	67,643	45,613	69,828	18
Western	99,929	79,310	49,717	80,137	23
Canada Mexico	167,801	94,469	58,938	103,919	4

### Operating Budget

\$1,000,000-2,500,000	51,812	46,545	41,000	47,732	9
\$2,500,000-5,000,000	68,000	56,573	45,782	60,285	27
\$5,000,000-7,500,000	70,054	62,000	58,938	64,480	15
\$7,500,000-10,000,000	99,929	85,000	68,336	85,442	11
\$10,000,000-15,000,000	84,862	81,883	77,272	80,199	8
\$15,000,000-20,000,000	130,000	102,276	74,000	102,462	14
Over \$20,000,000	125,248	105,000	87,125	123,982	25

### Metropolitan Area Population

Under 100,000	142,478	100,000	99,929	114,136	3
100,000 to 499,999	65,000	53,500	44,350	59,899	16
500,000 to 999,999	78,000	63,000	45,782	66,726	15
1,000,000 to 1,999,999	96,552	82,133	68,336	84,415	18
2,000,000 to 4,999,999	100,000	80,000	62,000	85,959	30
5,000,000 and over	121,635	83,000	50,000	100,966	27



## PUBLIC RELATIONS OFFICER

Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Draft press releases & target to specific audiences.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	75,000	57,950	46,350	67,716	118

### Region

New England	87,125	68,700	48,100	69,348	14
Mid-Atlantic	86,564	70,000	53,435	82,548	33
Midwest	61,800	51,000	46,350	57,116	22
Mountain Plains	85,380	58,500	42,844	66,232	12
Southeast	56,100	46,224	37,400	46,519	14
Western	97,375	62,672	46,687	74,783	14
Canada Mexico	72,023	54,000	45,791	56,793	11

### Operating Budget

\$1,000,000-2,500,000	70,000	42,647	15,293	42,647	2
\$2,500,000-5,000,000	61,044	48,884	39,000	54,007	28
\$5,000,000-7,500,000	52,000	46,946	42,000	49,022	18
\$7,500,000-10,000,000	74,263	54,872	46,350	58,658	8
\$10,000,000-15,000,000	75,000	60,944	56,100	63,846	16
\$15,000,000-20,000,000	77,250	56,100	45,000	64,179	16
Over \$20,000,000	109,801	87,100	53,873	96,016	31

### Metropolitan Area Population

Under 100,000	51,000	46,000	39,000	45,333	3
100,000 to 499,999	63,455	49,724	38,335	52,441	12
500,000 to 999,999	70,800	52,709	45,000	57,402	13
1,000,000 to 1,999,999	50,583	48,100	38,760	47,563	13
2,000,000 to 4,999,999	85,309	59,580	47,443	68,132	35
5,000,000 and over	96,878	71,110	53,435	82,070	42

## MUSEUM STORE MANAGER

Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	67,626	50,992	42,840	60,911	172

### Region

New England	64,260	51,500	45,600	53,629	20
Mid-Atlantic	93,000	60,450	44,280	77,327	41
Midwest	63,778	47,308	40,950	56,201	30
Mountain Plains	57,794	50,000	45,789	57,893	19
Southeast	50,000	44,458	33,266	46,095	28
Western	74,130	60,978	48,769	66,339	24
Canada Mexico	79,200	60,433	33,338	59,307	11

### Operating Budget

\$1,000,000-2,500,000	48,000	30,645	28,288	35,917	6
\$2,500,000-5,000,000	50,000	44,458	33,266	44,429	51
\$5,000,000-7,500,000	50,992	46,961	40,000	45,848	24
\$7,500,000-10,000,000	57,794	51,000	40,706	57,615	20
\$10,000,000-15,000,000	61,142	60,450	46,000	56,206	17
\$15,000,000-20,000,000	74,130	61,816	48,925	63,644	19
Over \$20,000,000	116,700	86,850	67,835	102,250	34

### Metropolitan Area Population

Under 100,000	56,800	50,000	46,463	55,782	6
100,000 to 499,999	57,794	46,961	35,875	46,404	23
500,000 to 999,999	52,266	47,858	41,291	46,804	27
1,000,000 to 1,999,999	67,626	51,660	37,000	53,183	22
2,000,000 to 4,999,999	74,130	60,000	39,000	60,644	47
5,000,000 and over	102,500	59,160	46,000	80,923	47

## VOLUNTEER COORDINATOR

Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	51,250	41,742	34,364	44,443	90

### Region

New England	51,250	44,130	39,063	44,466	8
Mid-Atlantic	55,000	44,980	35,000	45,569	23
Midwest	46,500	36,175	30,992	39,842	15
Mountain Plains	47,630	38,000	35,000	52,628	9
Southeast	44,816	40,157	30,000	40,040	16
Western	54,288	42,325	34,860	48,101	13
Canada Mexico	65,578	54,000	12,902	41,197	7

### Operating Budget

\$1,000,000-2,500,000	41,660	41,660	n.d.	41,660	1
\$2,500,000-5,000,000	40,500	34,364	20,800	37,669	17
\$5,000,000-7,500,000	38,000	35,640	28,560	34,731	12
\$7,500,000-10,000,000	51,828	40,314	35,000	44,426	9
\$10,000,000-15,000,000	48,000	36,355	27,582	38,343	12
\$15,000,000-20,000,000	51,083	44,805	39,063	48,177	13
Over \$20,000,000	58,000	51,034	43,014	53,021	26

### Metropolitan Area Population

Under 100,000	55,000	46,108	34,130	45,079	3
100,000 to 499,999	48,000	38,000	27,578	38,608	11
500,000 to 999,999	45,000	41,742	28,560	41,252	9
1,000,000 to 1,999,999	46,500	42,982	37,030	44,694	14
2,000,000 to 4,999,999	51,250	39,376	35,000	45,841	26
5,000,000 and over	58,000	46,218	30,992	46,169	27

## CURATOR A / CHIEF CURATOR / DIRECTOR OF CURATORIAL AFFAIRS

### *AKA Director of Curatorial Affairs*

General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities; considerable public and donor contact; supervision of several curatorial departments or staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	144,560	99,670	76,455	116,510	191

### Region

New England	138,375	107,590	80,000	118,841	23
Mid-Atlantic	158,700	109,306	79,757	134,159	48
Midwest	151,454	89,196	75,190	109,450	33
Mountain Plains	132,000	100,000	69,469	109,861	20
Southeast	104,420	85,327	72,263	91,953	31
Western	160,311	130,000	80,000	134,514	25
Canada Mexico	155,000	85,000	37,648	91,020	13

### Operating Budget

\$1,000,000-2,500,000	76,000	63,902	57,000	67,119	13
\$2,500,000-5,000,000	95,000	81,616	68,436	82,074	59
\$5,000,000-7,500,000	100,000	82,891	70,980	88,982	26
\$7,500,000-10,000,000	125,000	116,480	85,654	115,813	20
\$10,000,000-15,000,000	150,000	123,509	83,640	122,517	19
\$15,000,000-20,000,000	158,700	136,660	95,500	148,592	19
Over \$20,000,000	222,300	173,277	132,000	184,476	34

### Metropolitan Area Population

Under 100,000	107,614	106,000	62,500	95,759	5
100,000 to 499,999	95,036	79,051	69,469	91,275	30
500,000 to 999,999	97,100	84,678	75,000	87,327	26
1,000,000 to 1,999,999	130,000	100,544	74,000	104,331	22
2,000,000 to 4,999,999	153,000	104,420	80,000	121,297	51
5,000,000 and over	180,960	123,509	85,000	143,971	57

## CURATOR B / SENIOR CURATOR / CURATOR OF SPECIAL COLLECTIONS AREA

### *AKA Senior Curator, Curator of Special Collections Area*

Responsibility for important sub-collections; general administrative duties relating to area of responsibility; supervision of one or several curatorial subordinates.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	104,704	79,757	63,036	89,454	143

### Region

New England	113,098	86,063	70,000	89,353	15
Mid-Atlantic	119,794	83,009	74,000	100,310	42
Midwest	102,446	79,581	59,000	83,527	25
Mountain Plains	100,000	79,568	63,890	86,731	15
Southeast	83,460	69,674	57,200	72,344	17
Western	116,092	87,000	60,600	103,328	20
Canada Mexico	104,858	66,010	13,728	70,229	11

### Operating Budget

\$1,000,000-2,500,000	76,000	63,902	46,000	58,940	9
\$2,500,000-5,000,000	78,101	63,092	47,000	61,511	34
\$5,000,000-7,500,000	86,700	65,374	61,532	73,665	18
\$7,500,000-10,000,000	85,000	72,000	61,800	73,552	18
\$10,000,000-15,000,000	115,000	89,193	70,000	91,017	14
\$15,000,000-20,000,000	106,090	89,773	80,000	98,631	16
Over \$20,000,000	158,093	110,000	86,142	125,107	34

### Metropolitan Area Population

Under 100,000	77,682	73,984	62,500	75,811	4
100,000 to 499,999	81,687	70,000	60,000	74,028	23
500,000 to 999,999	76,455	63,036	56,425	68,407	15
1,000,000 to 1,999,999	99,670	75,949	54,629	79,705	16
2,000,000 to 4,999,999	115,000	91,718	66,263	95,980	36
5,000,000 and over	122,000	87,815	75,000	102,629	49

## CURATOR C / CURATOR OF EXHIBITIONS

Primary responsibility for scheduling and installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special programs related to exhibition schedules.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	91,200	70,000	55,140	74,667	97

### Region

New England	103,000	68,000	58,505	74,213	14
Mid-Atlantic	100,710	80,000	57,000	80,923	23
Midwest	78,500	63,287	55,140	66,800	15
Mountain Plains	89,989	65,000	48,000	71,962	10
Southeast	70,976	60,000	51,396	63,359	12
Western	95,697	79,941	50,000	83,322	17
Canada Mexico	76,455	68,922	46,246	59,936	7

### Operating Budget

\$1,000,000-2,500,000	56,525	50,000	24,960	43,828	3
\$2,500,000-5,000,000	64,890	60,000	49,736	57,179	23
\$5,000,000-7,500,000	61,634	52,000	46,246	55,471	13
\$7,500,000-10,000,000	60,151	58,000	49,397	57,744	10
\$10,000,000-15,000,000	90,000	79,108	72,100	79,044	13
\$15,000,000-20,000,000	101,354	75,717	64,600	80,482	12
Over \$20,000,000	118,888	95,611	78,500	98,899	24

### Metropolitan Area Population

Under 100,000	132,090	96,981	88,437	105,836	2
100,000 to 499,999	96,500	65,000	55,764	72,053	10
500,000 to 999,999	72,100	52,000	47,600	59,926	11
1,000,000 to 1,999,999	67,560	57,750	48,000	58,424	17
2,000,000 to 4,999,999	100,000	79,946	63,550	80,068	27
5,000,000 and over	100,710	77,875	56,525	82,645	30

## CURATOR D / ASSOCIATE CURATOR

Performs same functions as Curator in association with, and under supervision of, the Curator.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	71,312	56,213	46,000	58,519	103

### Region

New England	83,397	61,204	46,250	65,039	9
Mid-Atlantic	76,868	59,492	49,884	63,712	31
Midwest	62,400	52,500	46,820	55,711	18
Mountain Plains	68,500	53,849	44,000	54,962	6
Southeast	50,750	45,569	41,794	47,608	16
Western	75,104	66,325	48,000	63,047	15
Canada Mexico	73,949	42,978	11,883	45,959	8

### Operating Budget

\$1,000,000-2,500,000	46,820	40,000	9,152	36,594	5
\$2,500,000-5,000,000	50,300	47,000	40,000	44,675	24
\$5,000,000-7,500,000	50,174	48,000	42,500	49,404	12
\$7,500,000-10,000,000	74,900	52,500	41,794	56,714	10
\$10,000,000-15,000,000	71,312	67,000	50,148	63,916	10
\$15,000,000-20,000,000	61,200	56,449	50,750	57,246	13
Over \$20,000,000	85,175	73,006	57,144	72,292	28

### Metropolitan Area Population

Under 100,000	62,400	52,700	43,000	52,700	2
100,000 to 499,999	52,000	48,000	44,137	50,258	11
500,000 to 999,999	56,897	46,820	42,500	50,461	11
1,000,000 to 1,999,999	70,000	49,740	41,570	53,312	15
2,000,000 to 4,999,999	72,062	57,702	48,696	60,409	27
5,000,000 and over	78,924	60,000	50,008	62,955	37

## CURATOR E / ASSISTANT CURATOR

Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	57,289	47,173	40,000	48,321	81

### Region

New England	59,600	48,266	44,558	51,300	13
Mid-Atlantic	56,650	48,960	38,000	49,205	25
Midwest	53,000	44,308	36,174	43,357	15
Mountain Plains	49,953	45,400	40,000	44,292	6
Southeast	44,824	39,223	32,000	38,850	6
Western	62,000	59,383	37,440	52,260	12
Canada Mexico	63,080	55,538	41,659	53,989	5

### Operating Budget

\$1,000,000-2,500,000	55,000	42,186	32,000	40,324	8
\$2,500,000-5,000,000	46,604	36,837	32,888	38,405	15
\$5,000,000-7,500,000	41,000	40,000	32,000	38,884	8
\$7,500,000-10,000,000	42,040	35,000	32,000	36,347	3
\$10,000,000-15,000,000	55,539	49,578	41,659	48,703	10
\$15,000,000-20,000,000	56,000	49,108	45,000	50,073	10
Over \$20,000,000	61,645	53,914	45,000	54,389	28

### Metropolitan Area Population

Under 100,000	43,470	43,470	n.d.	43,470	1
100,000 to 499,999	45,000	43,000	32,800	42,205	9
500,000 to 999,999	50,500	44,691	40,700	45,864	9
1,000,000 to 1,999,999	47,213	42,040	32,000	40,359	8
2,000,000 to 4,999,999	59,431	49,579	37,440	49,103	25
5,000,000 and over	59,555	50,000	43,457	51,325	29



## CURATORIAL ASSISTANT

Assists curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	43,807	36,000	32,000	37,883	124

### Region

New England	42,060	35,500	32,000	38,284	19
Mid-Atlantic	46,050	40,280	32,000	39,888	32
Midwest	37,000	32,633	30,000	33,529	18
Mountain Plains	42,000	35,022	32,760	37,196	11
Southeast	36,000	32,700	28,285	32,831	16
Western	45,041	37,602	32,829	39,603	23
Canada Mexico	48,000	43,807	40,000	47,698	6

### Operating Budget

\$1,000,000-2,500,000	42,060	32,000	25,000	32,176	6
\$2,500,000-5,000,000	37,934	34,100	30,000	33,992	30
\$5,000,000-7,500,000	36,400	32,855	29,869	33,432	15
\$7,500,000-10,000,000	44,000	35,798	30,000	38,436	15
\$10,000,000-15,000,000	42,275	37,050	32,000	37,573	14
\$15,000,000-20,000,000	43,057	38,956	29,500	37,111	15
Over \$20,000,000	50,032	43,680	33,671	43,596	29

### Metropolitan Area Population

Under 100,000	41,569	37,011	27,571	37,430	3
100,000 to 499,999	37,934	34,204	31,000	34,666	17
500,000 to 999,999	38,192	33,400	30,000	36,262	12
1,000,000 to 1,999,999	35,826	33,255	32,000	35,672	13
2,000,000 to 4,999,999	43,000	34,790	30,000	36,308	37
5,000,000 and over	48,200	41,500	33,100	41,391	42

## PHOTOGRAPHER

Responsible for photographic documentation of fine arts collections; supervision of studio and dark room facilities and personnel; participates in and oversees photography of general museum activities and events as required by museum staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	70,433	56,947	46,676	59,641	67

### Region

New England	75,453	65,603	56,170	64,517	8
Mid-Atlantic	82,840	69,449	51,560	69,122	23
Midwest	64,136	55,855	42,000	55,810	9
Mountain Plains	56,693	54,380	46,410	53,114	5
Southeast	48,500	41,785	36,220	41,537	6
Western	63,965	52,068	43,737	54,472	9
Canada Mexico	60,000	59,190	50,000	54,040	7

### Operating Budget

\$1,000,000-2,500,000	51,096	51,096	n.d.	51,096	1
\$2,500,000-5,000,000	56,257	46,528	41,785	49,214	10
\$5,000,000-7,500,000	57,400	57,400	n.d.	57,400	1
\$7,500,000-10,000,000	50,000	50,000	30,000	48,667	5
\$10,000,000-15,000,000	81,889	59,190	51,560	63,989	10
\$15,000,000-20,000,000	70,433	58,800	41,464	57,707	10
Over \$20,000,000	72,219	59,196	52,382	63,064	30

### Metropolitan Area Population

Under 100,000	78,089	76,756	75,423	76,756	2
100,000 to 499,999	56,257	47,826	41,922	50,203	6
500,000 to 999,999	75,453	54,935	43,737	60,642	4
1,000,000 to 1,999,999	59,196	48,338	42,000	49,945	11
2,000,000 to 4,999,999	59,499	56,170	50,000	56,139	20
5,000,000 and over	82,840	68,050	52,068	67,161	24

# EDUCATOR A / DIRECTOR OF EDUCATION / CURATOR OF EDUCATION

## *AKA Director of Education, Curator of Education*

Supervision of several educational departments or programs; responsibility for general educational program development; some museum administrative duties; considerable public contact; supervision of several education professionals and/or volunteers.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	93,851	72,576	58,000	81,270	193

## Region

New England	102,860	85,800	72,000	88,477	22
Mid-Atlantic	104,017	84,014	60,598	92,953	46
Midwest	84,086	67,000	56,221	78,898	33
Mountain Plains	90,664	77,460	59,530	80,912	21
Southeast	79,261	64,337	55,052	68,921	32
Western	95,481	71,500	57,666	79,712	31
Canada Mexico	93,727	58,900	12,945	64,273	10

## Operating Budget

\$1,000,000-2,500,000	60,598	56,221	44,580	56,813	14
\$2,500,000-5,000,000	70,000	60,570	53,976	62,031	65
\$5,000,000-7,500,000	80,000	70,169	58,900	72,487	24
\$7,500,000-10,000,000	83,977	75,730	56,576	73,959	20
\$10,000,000-15,000,000	103,000	85,209	69,079	91,610	16
\$15,000,000-20,000,000	112,744	96,878	80,000	97,034	18
Over \$20,000,000	150,000	110,285	90,600	121,225	34

## Metropolitan Area Population

Under 100,000	103,600	86,800	70,000	87,782	6
100,000 to 499,999	83,000	68,362	56,000	68,789	31
500,000 to 999,999	78,813	63,503	56,650	66,032	27
1,000,000 to 1,999,999	93,181	72,318	57,222	78,014	20
2,000,000 to 4,999,999	103,000	74,300	56,654	84,011	48
5,000,000 and over	111,800	84,068	60,500	93,287	61

## EDUCATOR B / ASSOCIATE EDUCATOR

Responsibility for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences; budget management related to program area; preparation of written material and packaging of other educational materials for program; supervision of staff and volunteers relating to program area.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	59,480	47,721	40,000	51,383	174

### Region

New England	67,400	47,700	44,000	54,729	21
Mid-Atlantic	64,900	53,300	41,506	56,324	42
Midwest	57,283	46,567	38,192	48,959	27
Mountain Plains	55,000	45,000	40,000	46,838	19
Southeast	51,000	43,050	36,540	44,379	28
Western	67,915	52,322	37,740	55,781	26
Canada Mexico	67,899	47,300	40,440	48,523	13

### Operating Budget

\$1,000,000-2,500,000	50,766	44,600	32,500	40,785	12
\$2,500,000-5,000,000	47,520	40,000	35,000	41,849	51
\$5,000,000-7,500,000	52,034	41,600	37,440	44,884	24
\$7,500,000-10,000,000	50,000	44,175	38,229	43,158	19
\$10,000,000-15,000,000	58,525	53,221	42,500	55,358	17
\$15,000,000-20,000,000	63,860	54,576	46,800	55,909	18
Over \$20,000,000	79,082	66,498	53,040	67,494	34

### Metropolitan Area Population

Under 100,000	57,283	52,375	50,400	55,072	5
100,000 to 499,999	52,000	47,000	41,919	48,497	29
500,000 to 999,999	47,283	41,820	36,774	43,885	24
1,000,000 to 1,999,999	56,027	49,799	39,000	50,848	18
2,000,000 to 4,999,999	64,666	48,000	38,229	51,245	46
5,000,000 and over	66,800	53,560	41,173	56,510	52

## EDUCATOR C / ASSISTANT EDUCATOR

Assists in developing and implementing a major interpretive or studio program; administrative duties within program as directed and supervised by Educator or Associate Educator.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	59,689	46,000	36,982	50,133	143

### Region

New England	65,603	48,632	37,000	51,935	17
Mid-Atlantic	71,750	51,560	40,000	57,603	39
Midwest	55,000	42,758	35,000	46,731	22
Mountain Plains	52,760	44,750	36,000	43,800	16
Southeast	46,500	40,495	30,000	38,758	22
Western	63,965	47,523	36,400	51,729	18
Canada Mexico	64,444	58,800	19,114	50,584	11

### Operating Budget

\$1,000,000-2,500,000	46,500	39,305	36,982	36,759	6
\$2,500,000-5,000,000	44,454	36,560	33,000	39,209	36
\$5,000,000-7,500,000	41,538	36,500	32,760	37,770	17
\$7,500,000-10,000,000	50,000	38,522	34,011	42,178	16
\$10,000,000-15,000,000	56,405	46,597	39,340	52,170	17
\$15,000,000-20,000,000	65,603	44,290	40,000	51,822	17
Over \$20,000,000	72,219	60,000	51,937	62,609	35

### Metropolitan Area Population

Under 100,000	75,423	43,564	38,500	51,857	5
100,000 to 499,999	50,000	41,000	36,069	42,872	22
500,000 to 999,999	48,539	35,720	33,959	41,164	15
1,000,000 to 1,999,999	57,400	44,780	40,000	47,712	18
2,000,000 to 4,999,999	59,190	49,962	38,135	49,673	36
5,000,000 and over	71,750	50,846	40,000	55,885	47

## EDUCATION ASSISTANT

Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	39,858	33,252	29,120	34,730	110

### Region

New England	41,935	32,947	25,958	34,149	14
Mid-Atlantic	44,928	35,336	32,320	37,871	30
Midwest	36,018	32,615	28,018	31,859	19
Mountain Plains	35,000	30,680	29,120	31,773	12
Southeast	34,773	32,715	29,016	32,566	16
Western	44,871	34,821	26,130	35,872	15
Canada Mexico	49,687	39,687	15,800	34,659	5

### Operating Budget

\$1,000,000-2,500,000	25,917	23,500	22,750	26,266	5
\$2,500,000-5,000,000	34,759	30,000	22,432	29,278	24
\$5,000,000-7,500,000	34,250	30,680	28,000	31,713	14
\$7,500,000-10,000,000	37,131	31,491	25,350	33,345	11
\$10,000,000-15,000,000	44,871	35,000	32,489	37,887	14
\$15,000,000-20,000,000	34,759	33,000	23,624	32,145	11
Over \$20,000,000	45,230	36,882	33,100	39,614	31

### Metropolitan Area Population

Under 100,000	44,928	39,530	25,350	36,603	3
100,000 to 499,999	34,112	31,340	25,917	31,248	16
500,000 to 999,999	36,800	32,614	27,000	33,405	13
1,000,000 to 1,999,999	35,000	31,720	28,018	32,004	14
2,000,000 to 4,999,999	41,052	33,488	28,000	34,838	28
5,000,000 and over	45,336	35,881	31,941	37,277	36

## REGISTRAR A

Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage; oversees shipping arrangements; may involve supervision of subordinate registration staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	75,000	60,000	49,791	64,536	199

### Region

New England	66,000	61,248	55,500	62,606	24
Mid-Atlantic	85,058	72,598	55,650	75,320	49
Midwest	64,928	53,938	45,228	62,090	32
Mountain Plains	80,000	66,873	59,094	70,222	19
Southeast	60,031	54,018	47,740	55,444	33
Western	80,081	56,650	45,000	61,007	32
Canada Mexico	68,802	58,460	23,604	54,599	12

### Operating Budget

\$1,000,000-2,500,000	47,300	43,447	40,000	45,693	15
\$2,500,000-5,000,000	62,251	53,580	46,000	53,230	64
\$5,000,000-7,500,000	60,511	52,360	45,000	53,494	26
\$7,500,000-10,000,000	75,417	61,772	55,620	66,612	19
\$10,000,000-15,000,000	80,081	69,492	57,764	70,412	20
\$15,000,000-20,000,000	81,120	65,350	55,650	71,676	20
Over \$20,000,000	105,893	84,917	67,583	87,708	34

### Metropolitan Area Population

Under 100,000	77,282	63,799	52,632	70,885	6
100,000 to 499,999	63,330	55,938	46,000	56,372	34
500,000 to 999,999	62,000	53,363	42,452	55,330	27
1,000,000 to 1,999,999	68,534	55,620	49,187	58,402	22
2,000,000 to 4,999,999	73,440	60,000	49,858	63,478	48
5,000,000 and over	91,000	75,290	55,650	75,876	62

## REGISTRAR B / ASSOCIATE REGISTRAR

Assists Registrar in performance of routine duties.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	59,000	48,112	40,000	51,132	112

### Region

New England	66,000	51,350	43,000	53,237	11
Mid-Atlantic	67,626	52,334	43,900	57,200	34
Midwest	57,962	45,257	38,892	47,069	19
Mountain Plains	59,000	47,340	42,000	50,883	11
Southeast	44,154	41,018	36,153	40,961	16
Western	64,109	51,713	41,820	53,395	17
Canada Mexico	61,000	13,932	8,391	37,624	4

### Operating Budget

\$1,000,000-2,500,000	34,704	22,300	8,391	21,924	3
\$2,500,000-5,000,000	45,000	42,000	35,000	41,505	23
\$5,000,000-7,500,000	55,000	41,100	34,000	45,006	8
\$7,500,000-10,000,000	50,000	43,000	40,000	46,419	13
\$10,000,000-15,000,000	58,026	47,278	40,314	54,525	15
\$15,000,000-20,000,000	57,650	47,300	38,367	50,933	16
Over \$20,000,000	69,041	58,403	50,000	59,537	33

### Metropolitan Area Population

Under 100,000	48,223	45,424	40,000	44,845	5
100,000 to 499,999	50,196	45,011	41,919	45,781	12
500,000 to 999,999	47,380	39,651	33,000	40,674	11
1,000,000 to 1,999,999	57,276	42,101	36,608	47,353	14
2,000,000 to 4,999,999	58,305	50,000	40,000	49,520	28
5,000,000 and over	69,041	54,577	45,900	57,719	42



## REGISTRAR C / ASSISTANT REGISTRAR

Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	47,138	38,000	33,534	40,662	98

### Region

New England	48,410	38,265	32,990	41,578	12
Mid-Atlantic	51,900	43,400	37,000	45,099	27
Midwest	38,500	35,962	32,474	35,930	18
Mountain Plains	43,053	34,500	29,000	36,482	11
Southeast	35,000	32,500	29,543	32,356	13
Western	51,971	44,164	37,087	44,895	14
Canada Mexico	49,146	44,200	33,534	45,643	4

### Operating Budget

\$1,000,000-2,500,000	40,974	28,100	25,110	31,395	3
\$2,500,000-5,000,000	40,026	36,391	30,491	37,530	14
\$5,000,000-7,500,000	38,900	35,794	32,000	35,482	14
\$7,500,000-10,000,000	38,000	34,840	31,395	35,643	13
\$10,000,000-15,000,000	41,000	36,000	33,534	39,073	14
\$15,000,000-20,000,000	47,590	44,600	35,918	43,762	10
Over \$20,000,000	52,000	44,082	37,000	45,367	30

### Metropolitan Area Population

Under 100,000	40,394	34,241	28,028	34,226	3
100,000 to 499,999	39,282	32,374	28,100	33,366	13
500,000 to 999,999	42,500	37,964	34,500	38,770	8
1,000,000 to 1,999,999	38,500	34,840	31,395	35,948	12
2,000,000 to 4,999,999	44,200	35,962	32,760	38,956	30
5,000,000 and over	52,000	45,000	37,200	46,918	32

## LIBRARIAN A / HEAD LIBRARIAN

Formulates and carries out library practices, policies and procedures; assigns, supervises and reviews work of library personnel; oversees acquisition of library materials; maintains catalogue and inventory of publications, reference materials and periodicals; responds to public inquiries and provides reference and research materials as requested by museum staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	83,924	60,000	47,250	67,504	78

### Region

New England	110,585	75,437	37,267	76,734	8
Mid-Atlantic	108,589	66,000	48,000	81,609	23
Midwest	80,598	56,641	30,500	59,455	13
Mountain Plains	95,481	76,565	55,167	74,212	7
Southeast	58,940	51,826	37,071	49,183	9
Western	78,468	61,518	50,000	64,207	10
Canada Mexico	73,000	57,712	10,524	52,593	9

### Operating Budget

\$1,000,000-2,500,000	45,000	26,505	8,010	26,505	2
\$2,500,000-5,000,000	56,000	38,100	12,902	36,241	8
\$5,000,000-7,500,000	57,712	55,367	37,071	50,124	6
\$7,500,000-10,000,000	55,167	47,913	37,267	50,411	14
\$10,000,000-15,000,000	76,565	63,036	55,042	67,047	11
\$15,000,000-20,000,000	78,700	61,970	55,000	66,476	8
Over \$20,000,000	101,865	85,149	63,662	89,412	30

### Metropolitan Area Population

Under 100,000	105,074	101,865	50,000	85,646	3
100,000 to 499,999	66,949	55,723	36,000	59,642	9
500,000 to 999,999	63,036	55,825	55,000	59,322	7
1,000,000 to 1,999,999	63,662	55,470	41,754	55,789	11
2,000,000 to 4,999,999	83,924	65,000	47,375	67,631	23
5,000,000 and over	95,481	73,225	47,250	75,955	25

## LIBRARIAN B / ASSOCIATE LIBRARIAN

Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	62,079	47,525	36,000	49,186	46

### Region

New England	69,091	60,500	50,533	64,356	3
Mid-Atlantic	72,358	50,740	41,500	53,737	16
Midwest	46,567	38,000	32,000	42,488	11
Mountain Plains	51,000	48,333	47,200	49,741	5
Southeast	54,650	42,154	36,000	43,740	3
Western	58,715	53,250	43,480	53,038	5
Canada Mexico	68,442	8,821	6,581	34,498	3

### Operating Budget

\$1,000,000-2,500,000	24,661	24,661	n.d.	24,661	1
\$2,500,000-5,000,000	8,821	7,686	6,581	11,333	5
\$5,000,000-7,500,000	34,000	34,000	n.d.	34,000	1
\$7,500,000-10,000,000	51,000	46,750	42,500	46,750	2
\$10,000,000-15,000,000	68,579	44,400	32,148	47,578	6
\$15,000,000-20,000,000	48,894	43,480	33,500	45,833	7
Over \$20,000,000	68,442	53,335	45,900	57,403	23

### Metropolitan Area Population

Under 100,000	73,137	71,367	26,044	60,479	2
100,000 to 499,999	51,000	39,500	24,661	40,509	6
500,000 to 999,999	69,091	48,250	33,500	49,773	3
1,000,000 to 1,999,999	52,020	42,604	32,000	42,274	4
2,000,000 to 4,999,999	55,000	46,461	41,600	46,749	10
5,000,000 and over	68,442	48,894	41,500	52,034	21

## LIBRARIAN C / ASSISTANT LIBRARIAN

Assists Head Librarian and Associate Librarian with specific sub-program in library operations.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	50,269	40,000	30,535	40,572	36

### Region

New England	61,800	38,500	36,330	43,126	4
Mid-Atlantic	54,535	40,000	29,702	44,066	10
Midwest	48,500	43,702	33,966	41,759	6
Mountain Plains	43,090	38,808	34,000	38,137	5
Southeast	31,402	27,560	19,836	26,266	3
Western	60,250	46,896	15,600	40,915	3
Canada Mexico	52,974	47,107	2,591	38,389	5

### Operating Budget

\$1,000,000-2,500,000	17,920	17,920	n.d.	17,920	1
\$2,500,000-5,000,000	34,000	11,214	2,237	14,666	3
\$5,000,000-7,500,000	22,069	22,069	n.d.	22,069	1
\$7,500,000-10,000,000	41,615	32,063	27,560	33,325	4
\$10,000,000-15,000,000	46,896	37,129	15,600	36,688	4
\$15,000,000-20,000,000	61,800	38,901	26,117	42,146	5
Over \$20,000,000	54,535	46,263	37,929	47,135	18

### Metropolitan Area Population

Under 100,000	68,176	49,385	43,702	52,662	2
100,000 to 499,999	63,654	40,818	17,920	40,803	3
500,000 to 999,999	37,129	31,402	15,600	31,089	4
1,000,000 to 1,999,999	51,681	29,702	22,069	36,797	4
2,000,000 to 4,999,999	46,400	38,215	34,469	39,685	9
5,000,000 and over	58,345	43,090	30,535	42,029	14

## CONSERVATOR A / CHIEF CONSERVATOR

General supervision of conservation department, including administration of the budget and department personnel; initiates and supervises treatments carried out in conservation and scientific laboratories; performs conservation treatments on special projects.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	128,593	101,857	82,500	113,951	59

### Region

New England	125,000	109,079	87,756	106,909	6
Mid-Atlantic	141,555	111,423	76,500	123,999	25
Midwest	115,000	96,662	94,500	104,454	6
Mountain Plains	210,100	127,000	75,640	134,935	4
Southeast	102,704	80,685	58,556	80,658	4
Western	151,295	110,331	97,850	126,386	7
Canada Mexico	104,528	79,251	65,374	77,276	8

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	135,945	85,870	8,821	79,127	4
\$5,000,000-7,500,000	65,374	65,374	58,556	63,101	3
\$7,500,000-10,000,000	87,756	77,028	66,300	77,028	2
\$10,000,000-15,000,000	116,146	96,101	65,200	95,671	10
\$15,000,000-20,000,000	121,635	97,550	70,310	101,948	12
Over \$20,000,000	160,000	117,044	97,850	132,890	29

### Metropolitan Area Population

Under 100,000	128,136	121,568	115,000	121,568	2
100,000 to 499,999	100,600	79,578	58,556	79,578	2
500,000 to 999,999	102,704	100,531	65,374	98,104	5
1,000,000 to 1,999,999	96,980	89,878	68,795	84,417	7
2,000,000 to 4,999,999	110,000	97,591	75,640	92,749	18
5,000,000 and over	176,000	137,734	105,422	141,516	25

## CONSERVATOR B / SENIOR CONSERVATOR

Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization; preparation of conservation reports; supervision of professional assistant(s).

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	96,888	75,202	62,000	78,312	65

### Region

New England	96,924	80,290	61,500	79,804	7
Mid-Atlantic	99,296	81,342	64,604	86,450	21
Midwest	94,818	66,497	60,300	74,191	10
Mountain Plains	99,105	95,566	89,000	94,035	4
Southeast	77,067	55,850	50,796	60,360	5
Western	96,325	74,630	61,799	82,298	10
Canada Mexico	83,232	66,381	25,475	58,246	8

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	53,900	47,406	14,733	48,768	8
\$5,000,000-7,500,000	86,100	54,267	50,796	63,721	3
\$7,500,000-10,000,000	99,105	64,604	36,000	68,290	6
\$10,000,000-15,000,000	89,435	70,095	61,500	74,975	12
\$15,000,000-20,000,000	81,784	70,000	55,850	72,384	9
Over \$20,000,000	99,341	85,205	72,506	89,551	27

### Metropolitan Area Population

Under 100,000	105,060	82,680	60,300	82,680	1
100,000 to 499,999	54,267	52,520	47,406	60,819	5
500,000 to 999,999	81,220	63,941	55,620	68,754	4
1,000,000 to 1,999,999	80,290	69,091	55,857	70,127	9
2,000,000 to 4,999,999	88,103	75,202	63,833	75,585	19
5,000,000 and over	99,809	93,115	64,604	86,697	27

## CONSERVATOR C / ASSOCIATE CONSERVATOR

Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	69,996	52,921	43,697	56,355	54

### Region

New England	69,996	51,983	43,056	55,007	5
Mid-Atlantic	77,643	58,531	48,250	62,670	20
Midwest	55,000	50,000	38,495	48,537	8
Mountain Plains	56,000	53,322	39,000	53,266	3
Southeast	46,404	37,154	33,785	38,624	4
Western	78,952	62,625	56,099	64,377	8
Canada Mexico	67,561	48,105	19,175	46,056	6

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	56,944	31,116	14,006	33,048	4
\$5,000,000-7,500,000	33,785	33,785	n.d.	33,785	1
\$7,500,000-10,000,000	60,000	54,000	49,307	54,436	2
\$10,000,000-15,000,000	50,500	46,644	39,000	50,651	11
\$15,000,000-20,000,000	65,250	43,056	37,432	49,458	9
Over \$20,000,000	76,257	63,114	50,000	63,768	27

### Metropolitan Area Population

Under 100,000	55,000	50,066	50,000	51,689	2
100,000 to 499,999	33,785	33,785	n.d.	33,785	1
500,000 to 999,999	46,644	41,700	36,875	42,469	5
1,000,000 to 1,999,999	67,561	50,250	43,500	52,847	8
2,000,000 to 4,999,999	63,817	52,520	43,860	55,536	15
5,000,000 and over	80,073	64,705	47,500	61,808	23

## EXHIBITION DESIGNER

Designs installation of permanent collection as well as temporary exhibition. May supervise preparators in the fabrication of exhibition components and the installation and disassembly of temporary or permanent exhibitions.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	84,214	61,075	48,230	66,404	86

### Region

New England	84,214	57,285	46,856	68,005	7
Mid-Atlantic	104,040	84,872	52,668	82,512	22
Midwest	74,984	59,000	44,159	62,440	16
Mountain Plains	85,696	65,900	58,806	70,168	9
Southeast	68,864	56,000	40,062	55,244	13
Western	85,549	61,975	54,933	67,524	14
Canada Mexico	70,668	41,415	8,821	40,107	6

### Operating Budget

\$1,000,000-2,500,000	57,920	57,876	14,186	47,344	5
\$2,500,000-5,000,000	59,071	46,465	37,500	47,262	19
\$5,000,000-7,500,000	86,146	64,777	49,645	64,107	8
\$7,500,000-10,000,000	71,882	61,950	44,990	61,179	10
\$10,000,000-15,000,000	79,542	63,950	52,000	71,970	12
\$15,000,000-20,000,000	97,889	63,432	42,333	68,409	6
Over \$20,000,000	92,391	83,929	60,200	81,661	26

### Metropolitan Area Population

Under 100,000	61,950	58,101	44,159	55,578	3
100,000 to 499,999	59,071	57,960	52,000	59,218	7
500,000 to 999,999	74,700	58,788	42,333	58,367	5
1,000,000 to 1,999,999	75,000	63,915	40,062	60,124	13
2,000,000 to 4,999,999	83,644	61,098	41,820	64,066	28
5,000,000 and over	99,082	76,092	57,053	75,806	30



## PREPERATOR A / CHIEF PREPARATOR

Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits; administers budget, personnel and operations of preparation department.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	65,427	53,560	44,738	61,840	160

### Region

New England	71,717	55,619	46,374	58,056	21
Mid-Atlantic	80,716	57,571	50,487	84,489	35
Midwest	61,552	55,340	44,621	54,965	27
Mountain Plains	60,000	55,084	48,650	54,679	15
Southeast	48,100	44,957	41,700	45,807	29
Western	72,000	48,000	41,200	59,924	24
Canada Mexico	88,882	61,000	46,000	63,616	11

### Operating Budget

\$1,000,000-2,500,000	50,000	45,880	33,000	43,659	14
\$2,500,000-5,000,000	55,237	46,853	42,000	48,816	47
\$5,000,000-7,500,000	55,000	48,650	40,000	49,114	21
\$7,500,000-10,000,000	55,167	53,560	39,748	51,485	13
\$10,000,000-15,000,000	71,000	61,942	51,700	62,236	18
\$15,000,000-20,000,000	89,700	58,037	49,350	70,003	16
Over \$20,000,000	93,492	75,353	60,118	99,063	30

### Metropolitan Area Population

Under 100,000	53,663	50,487	42,000	50,317	5
100,000 to 499,999	56,734	45,645	40,890	49,925	25
500,000 to 999,999	60,730	50,217	43,998	53,154	27
1,000,000 to 1,999,999	60,000	47,000	42,000	52,799	17
2,000,000 to 4,999,999	65,563	53,123	45,000	57,459	42
5,000,000 and over	89,700	60,320	50,856	81,952	44

## PREPARATOR B / ASSOCIATE PREPARATOR

Assists Chief Preparator in administration of the department and implementation of preparation programs.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	49,608	42,452	35,000	43,634	138

### Region

New England	51,600	44,000	41,330	46,643	19
Mid-Atlantic	58,728	45,600	38,192	48,889	31
Midwest	46,800	40,326	35,600	39,820	27
Mountain Plains	45,032	39,760	28,000	37,731	14
Southeast	42,840	38,563	32,640	38,143	21
Western	57,347	40,317	32,175	44,704	20
Canada Mexico	71,143	45,037	40,804	48,476	8

### Operating Budget

\$1,000,000-2,500,000	44,000	36,891	28,319	35,354	8
\$2,500,000-5,000,000	43,493	40,141	32,640	37,770	36
\$5,000,000-7,500,000	43,899	40,310	33,280	38,773	19
\$7,500,000-10,000,000	42,224	39,032	28,000	36,466	13
\$10,000,000-15,000,000	50,000	44,838	37,911	45,242	16
\$15,000,000-20,000,000	55,427	45,236	36,667	47,512	15
Over \$20,000,000	63,405	50,635	44,574	54,394	31

### Metropolitan Area Population

Under 100,000	44,512	40,950	35,006	40,697	4
100,000 to 499,999	44,000	41,571	35,600	40,724	23
500,000 to 999,999	44,125	40,557	32,640	39,790	23
1,000,000 to 1,999,999	47,685	40,326	30,600	40,970	18
2,000,000 to 4,999,999	49,994	40,400	30,000	41,359	34
5,000,000 and over	63,405	47,451	42,879	52,215	36

## EDITOR / DIRECTOR OF PUBLICATIONS

Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	97,369	66,138	52,520	78,252	82

### Region

New England	88,087	66,625	54,600	76,765	9
Mid-Atlantic	99,296	73,067	55,215	91,316	30
Midwest	100,000	66,470	47,600	72,801	12
Mountain Plains	65,000	52,900	42,000	62,052	9
Southeast	61,200	51,510	49,890	56,085	5
Western	84,000	75,150	52,520	74,717	11
Canada Mexico	105,671	96,048	13,522	74,172	7

### Operating Budget

\$1,000,000-2,500,000	55,477	34,500	13,522	34,500	2
\$2,500,000-5,000,000	78,284	61,850	50,500	61,077	8
\$5,000,000-7,500,000	54,600	44,750	38,355	46,323	8
\$7,500,000-10,000,000	57,073	49,890	34,453	46,692	6
\$10,000,000-15,000,000	87,821	65,650	55,215	71,822	14
\$15,000,000-20,000,000	76,000	63,240	47,600	72,126	12
Over \$20,000,000	107,000	96,290	80,002	104,599	31

### Metropolitan Area Population

Under 100,000	92,600	88,301	65,000	81,967	3
100,000 to 499,999	63,760	59,302	45,000	55,998	6
500,000 to 999,999	68,500	50,500	47,500	54,230	7
1,000,000 to 1,999,999	61,200	53,055	42,500	54,520	13
2,000,000 to 4,999,999	103,000	75,150	63,000	81,003	21
5,000,000 and over	107,000	96,532	55,215	96,646	32

## GRAPHIC DESIGNER

Responsible for design of all museum publications and graphics.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	65,920	51,555	40,560	55,240	119

### Region

New England	62,730	51,345	40,000	52,845	12
Mid-Atlantic	86,564	61,635	46,920	68,083	28
Midwest	69,182	47,754	39,000	54,355	22
Mountain Plains	62,885	54,366	41,000	53,830	12
Southeast	58,000	43,190	38,000	46,969	18
Western	61,111	53,287	40,858	54,389	20
Canada Mexico	54,935	18,687	9,806	32,154	7

### Operating Budget

\$1,000,000-2,500,000	43,190	33,100	12,185	30,394	4
\$2,500,000-5,000,000	48,000	41,500	33,000	42,142	27
\$5,000,000-7,500,000	47,600	41,000	38,500	46,004	13
\$7,500,000-10,000,000	60,065	46,377	40,400	51,370	11
\$10,000,000-15,000,000	68,960	56,827	40,560	57,828	13
\$15,000,000-20,000,000	58,000	48,816	41,200	53,094	18
Over \$20,000,000	81,939	63,900	51,765	67,718	32

### Metropolitan Area Population

Under 100,000	69,182	60,000	45,000	56,492	5
100,000 to 499,999	56,822	42,600	35,000	49,370	13
500,000 to 999,999	47,182	44,000	35,000	44,359	15
1,000,000 to 1,999,999	58,000	47,677	41,000	51,100	14
2,000,000 to 4,999,999	61,111	51,983	40,858	54,159	32
5,000,000 and over	79,504	62,885	42,900	63,541	40

## FACILITIES DIRECTOR / BUILDING MANAGER / OPERATIONS MANAGER

### *AKA Building Manager or Operations Manager*

Responsible for the operation of all facilities including maintenance and janitorial services.

<b>Summary</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>25th Percentile</b>	<b>Mean Salary</b>	<b># of Museums</b>
ALL MUSEUMS	100,000	74,370	55,112	82,015	169

### **Region**

New England	110,869	81,804	63,852	90,026	17
Mid-Atlantic	110,250	86,899	67,867	100,140	43
Midwest	93,000	71,949	56,429	76,879	26
Mountain Plains	93,000	74,300	42,000	76,347	21
Southeast	69,874	55,425	44,146	60,359	28
Western	101,648	66,435	50,000	74,619	27
Canada Mexico	118,936	94,822	44,340	84,137	8

### **Operating Budget**

\$1,000,000-2,500,000	75,000	40,263	34,656	49,784	7
\$2,500,000-5,000,000	68,973	55,112	44,340	56,116	49
\$5,000,000-7,500,000	76,628	61,266	50,559	63,856	24
\$7,500,000-10,000,000	103,500	83,150	71,701	84,304	20
\$10,000,000-15,000,000	95,580	78,333	63,000	78,695	15
\$15,000,000-20,000,000	118,078	99,227	69,874	97,851	19
Over \$20,000,000	141,458	116,063	87,332	125,523	34

### **Metropolitan Area Population**

Under 100,000	96,656	86,496	60,330	80,229	6
100,000 to 499,999	80,256	65,000	54,052	69,694	23
500,000 to 999,999	74,083	61,550	55,000	62,792	22
1,000,000 to 1,999,999	87,332	77,657	52,000	71,707	22
2,000,000 to 4,999,999	100,000	72,782	55,310	80,173	44
5,000,000 and over	122,004	96,721	67,768	100,448	52

## ENGINEERING MANAGER

Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum including ventilation, air conditioning, plumbing, lighting, humidification, and temperature controls. Recommends appropriate upgrades of equipment for museums environment.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	82,380	68,010	56,002	74,227	62

### Region

New England	108,879	72,055	59,740	78,728	7
Mid-Atlantic	102,856	70,339	56,002	83,569	22
Midwest	81,596	63,308	50,552	65,738	8
Mountain Plains	66,560	60,829	51,000	65,775	7
Southeast	94,694	59,759	31,500	61,428	4
Western	110,656	83,414	62,000	85,937	6
Canada Mexico	73,537	57,712	12,901	57,361	9

### Operating Budget

\$1,000,000-2,500,000	51,000	31,897	12,793	31,897	2
\$2,500,000-5,000,000	71,000	50,750	12,901	46,350	4
\$5,000,000-7,500,000	57,712	55,012	49,517	58,172	6
\$7,500,000-10,000,000	67,000	60,415	52,000	59,055	6
\$10,000,000-15,000,000	65,578	56,140	50,552	61,173	9
\$15,000,000-20,000,000	75,000	64,280	59,740	64,067	10
Over \$20,000,000	110,656	81,307	68,340	93,082	25

### Metropolitan Area Population

Under 100,000	56,568	56,568	n.d.	56,568	1
100,000 to 499,999	73,110	61,656	51,000	65,272	6
500,000 to 999,999	65,578	59,271	49,400	57,673	6
1,000,000 to 1,999,999	70,000	59,451	47,500	59,843	6
2,000,000 to 4,999,999	82,380	67,325	58,275	74,278	20
5,000,000 and over	103,965	77,977	61,200	85,039	23

## CHIEF OF SECURITY

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Supervises all guard forces.

<b>Summary</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>25th Percentile</b>	<b>Mean Salary</b>	<b># of Museums</b>
ALL MUSEUMS	79,587	56,284	42,000	65,254	135

### Region

New England	78,141	58,662	50,000	67,085	17
Mid-Atlantic	95,000	75,618	55,000	86,789	32
Midwest	66,000	52,353	41,600	58,282	22
Mountain Plains	85,000	59,230	48,500	61,743	14
Southeast	56,000	45,000	36,900	46,705	20
Western	79,249	56,000	40,013	64,398	22
Canada Mexico	96,094	54,365	11,072	55,163	8

### Operating Budget

\$1,000,000-2,500,000	48,900	36,163	11,072	37,615	5
\$2,500,000-5,000,000	50,000	39,771	32,780	40,245	37
\$5,000,000-7,500,000	65,853	54,275	45,000	53,952	18
\$7,500,000-10,000,000	64,190	54,200	48,000	57,541	16
\$10,000,000-15,000,000	80,385	69,215	58,089	69,583	13
\$15,000,000-20,000,000	79,587	66,000	53,020	68,860	14
Over \$20,000,000	123,398	96,841	84,595	110,227	30

### Metropolitan Area Population

Under 100,000	68,000	48,000	37,053	57,979	5
100,000 to 499,999	58,500	54,200	39,542	49,468	18
500,000 to 999,999	58,834	49,450	36,900	50,159	18
1,000,000 to 1,999,999	72,828	56,000	50,000	60,780	17
2,000,000 to 4,999,999	84,595	61,891	49,700	69,996	36
5,000,000 and over	100,000	66,385	37,440	77,704	41

## SECURITY OFFICER

Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff. Serves as ambassador to visitors, answering questions, providing information and directions.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	36,086	29,084	23,275	31,891	123

### Region

New England	40,809	29,718	25,081	32,952	14
Mid-Atlantic	37,440	30,998	26,000	31,926	28
Midwest	34,421	28,163	20,800	28,768	22
Mountain Plains	37,000	24,960	21,840	30,583	17
Southeast	30,453	25,000	22,230	32,333	18
Western	34,183	30,810	22,834	32,681	21
Canada Mexico	46,467	37,087	35,482	39,637	4

### Operating Budget

\$1,000,000-2,500,000	30,000	24,000	23,080	25,397	5
\$2,500,000-5,000,000	31,500	26,000	21,840	29,711	34
\$5,000,000-7,500,000	35,600	27,900	23,184	29,689	20
\$7,500,000-10,000,000	31,579	28,163	22,035	30,613	13
\$10,000,000-15,000,000	40,809	33,383	25,500	33,769	13
\$15,000,000-20,000,000	35,755	34,000	24,960	31,805	11
Over \$20,000,000	46,467	33,246	28,080	36,590	27

### Metropolitan Area Population

Under 100,000	52,000	25,375	21,410	31,507	4
100,000 to 499,999	33,280	26,871	23,060	34,400	20
500,000 to 999,999	34,022	26,501	19,860	28,182	19
1,000,000 to 1,999,999	32,000	27,040	23,000	30,547	16
2,000,000 to 4,999,999	37,939	31,000	23,088	31,619	33
5,000,000 and over	39,741	30,998	25,173	33,383	31



## University Museum Salary Ranges

Position	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Director	235,511	180,688	154,992	201,638	55
Deputy Director	128,569	98,760	85,553	110,272	28
Administrator	117,000	78,804	65,777	88,895	20
Assistant To Director	55,000	48,867	41,724	49,868	49
Finance A	98,899	73,652	52,000	78,096	23
Finance B	76,321	54,433	37,825	56,335	26
Development A	113,000	95,713	78,400	96,032	33
Development B	68,000	59,220	44,500	59,341	21
Development C	57,500	46,716	40,281	52,618	27
Dir. of Planned Giving	105,255	96,795	43,716	83,780	4
Director of Human Resources	82,000	64,874	51,890	64,402	10
Dir. of Information Systems	79,310	60,108	47,840	67,510	10
Systems Manager	79,310	69,190	45,729	70,467	12
Web Manager	58,000	49,013	42,971	50,778	14
New Media Manager	51,374	39,099	35,000	44,427	14
Membership Assistant	49,420	40,000	34,535	50,324	34
Special Events Manager	55,100	45,000	38,863	49,092	31
Director of External Affairs	93,561	72,825	50,491	77,561	14
Marketing Director	70,000	55,000	46,545	59,024	23
Public Relations Officer	64,244	55,000	42,844	58,175	25
Museum Store Manager	55,000	45,998	35,875	45,175	32
Volunteer Coordinator	48,750	42,421	35,000	41,331	14
Curator A	110,000	82,044	70,000	93,013	49
Curator B	87,125	77,154	62,000	76,973	39
Curator C	79,950	62,644	51,480	68,064	22
Curator D	70,000	51,001	44,137	55,862	26
Curator E	58,220	46,604	43,600	47,235	21
Curatorial Assistant	45,017	36,087	32,000	38,532	29
Photographer	57,400	53,000	41,922	51,255	11
Educator A	83,988	66,236	56,221	69,251	45
Educator B	54,680	47,115	40,000	48,703	40
Educator C	56,257	41,948	35,000	43,691	26
Educational Assistant	44,871	36,409	29,679	36,297	21
Registrar A	67,000	58,396	45,900	58,773	54
Registrar B	58,026	45,841	38,892	50,060	26
Registrar C	47,634	39,091	32,990	40,544	25
Librarian A	78,468	53,022	35,000	52,847	7
Librarian B	60,500	35,000	8,821	38,431	6
Librarian C	31,402	20,953	2,591	20,839	5
Conservator A	125,000	100,600	70,310	90,135	7
Conservator B	96,924	80,550	53,900	74,493	8
Conservator C	60,117	53,138	38,000	51,475	6
Exhibition Designer	74,700	54,467	44,700	54,227	19
Preparator A	60,014	48,827	44,957	52,492	45
Preparator B	47,256	43,493	37,920	44,244	39
Editor	68,500	63,240	54,600	64,088	13
Graphic Designer	64,000	45,817	41,000	51,965	22
Facilities Director	76,628	59,332	45,000	63,735	32
Engineering Manager	115,114	74,834	12,901	69,421	3
Chief Of Security	58,000	48,616	37,053	53,256	31