

**ASSOCIATION  
OF  
ART MUSEUM  
DIRECTORS**

**2015  
SALARY  
SURVEY**



## PREFACE

The 2015 Salary Survey is the thirtieth 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 233 of 278 museums surveyed—a response rate of 84%.

Among the museums surveyed were both current and former AAMD members, as well as select other art museums in North America. While the response rate of 84% 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 and his staff, particularly Ajay Shah, for their work on the online survey format and 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 (MSAs) and consolidated metropolitan statistical areas (CMSAs), and primary metropolitan statistical areas (PMSAs) as of April 1, 2000.

Salary information is based on compensation for FY14. 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 2015 Salary Survey may be obtained from the Standards & Practices section of AAMD's website at [aamd.org](http://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**

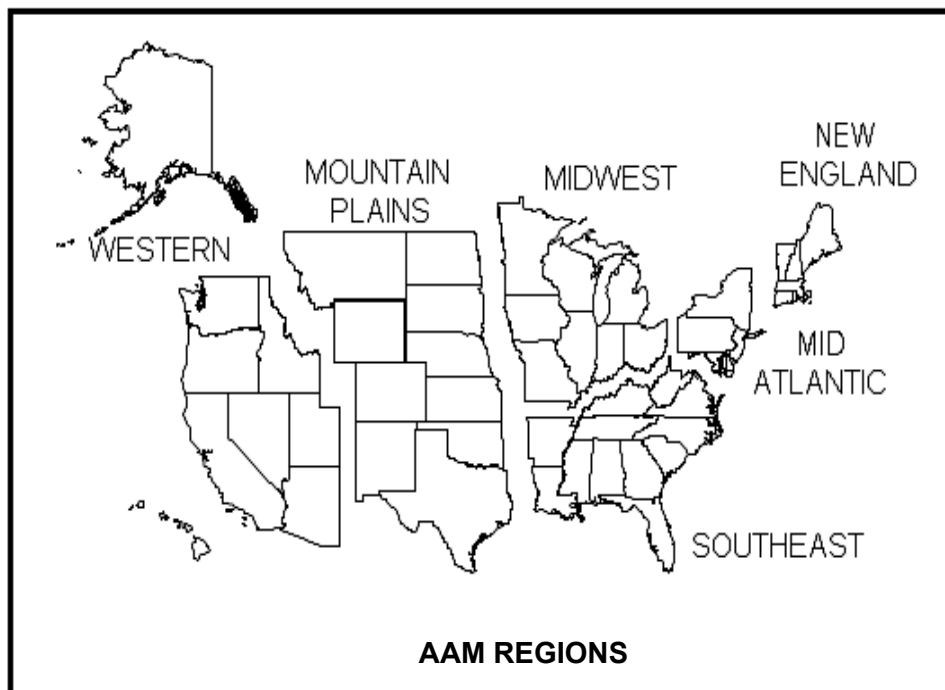
Connecticut  
 Massachusetts  
 Maine  
 New Hampshire  
 Rhode Island  
 Vermont

### **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	12.0 %
Mid Atlantic	23.2 %
Midwest	17.2 %
Mountain Plains	8.6 %
Southeast	18.9 %
Western	15.0 %
Canada/Mexico	5.2 %

Percentages based on responses from 233 museums.

### Distribution of Museums by Metropolitan Area Population

MSA Population	% of Responding Museums
Under 100,000	12.3 %
100,000 to 499,999	11.9 %
500,000 to 999,999	11.4 %
1,000,000 to 1,999,999	21.9 %
2,000,000 to 4,999,999	30.1 %
5,000,000 and over	12.8 %

Percentages based on responses from 219 museums.

### Distribution of Museums by Founding Date

Year Founded	% of Responding Museums
1875 and Before	6.9 %
1876 to 1900	12.6 %
1901 to 1925	14.3 %
1926 to 1950	23.4 %
1951 to 1960	6.9 %
After 1960	35.9 %

Percentages based on responses from 231 museums.

# Characteristics of Responding Museums

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## Distribution of Museums by Governance Patterns

Governance	% of Responding Museums
Private, non-profit	74.3 %
Government	10.9 %
University	23.9 %
Other	2.6 %

Percentages based on responses from 230 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

Full Time Employees	% of Responding Museums
10 or Fewer	4.8 %
11 to 20	16.0 %
21 to 50	32.0 %
51 to 100	21.2 %
More than 100	26.0 %
Lowest	3 employees
25th Percentile	23 employees
Median	44 employees
75th Percentile	104 employees
Highest	1,826 employees
Mean	98.0 employees

Percentages based on responses from 231 museums.

## Distribution of Museums by Part Time Employees

Part Time Employees	% of Responding Museums
5 or Fewer	11.9 %
6 to 10	13.3 %
11 to 20	17.3 %
21 to 50	29.6 %
More than 50	27.9 %
Lowest	1 employee
25th Percentile	10 employees
Median	25 employees
75th Percentile	60 employees
Highest	368 employees
Mean	48.3 employees

Percentages based on responses from 226 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	46.6 %
11 to 20	11.6 %
21 to 50	15.8 %
51 to 100	10.3 %
More than 100	15.8 %
Lowest	1 contractor
25th Percentile	4 contractors
Median	13 contractors
75th Percentile	55 contractors
Highest	878 contractors
Mean	63.7 contractors

Percentages based on responses from 146 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	0.9 %
\$1,000,000-2,500,000	12.9 %
\$2,500,000-5,000,000	31.0 %
\$5,000,000-7,500,000	12.5 %
\$7,500,000-10,000,000	10.3 %
\$10,000,000-15,000,000	8.6 %
\$15,000,000-20,000,000	6.5 %
Over \$20,000,000	17.2 %

Percentages based on responses from 232 museums.

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

Percent of Budget	% of Responding Museums
40% or less	36.3 %
41% to 50%	56.3 %
51% to 60%	33.1 %
61% to 70%	8.8 %
More than 70%	3.8 %

Percentages based on responses from 221 museums.

### Distribution of Museums by Beginning of Fiscal Year

Starting Month	% of Responding Museums
January	16.1 %
February	0.4 %
March	0.0 %
April	3.9 %
May	1.7 %
June	1.7 %
July	60.9 %
August	0.9 %
September	3.9 %
October	10.4 %
November	0.0 %
December	0.0 %

Percentages based on responses from 230 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
Medical Insurance	6.9 %	0.0 %	39.1 %	54.1 %
Managed Health Care	12.4 %	0.0 %	67.8 %	19.7 %
Dependent Health Care	4.3 %	22.3 %	70.0 %	3.4 %
Long-term Disability	56.2 %	17.6 %	14.2 %	12.0 %
Short-term Disability	49.4 %	16.7 %	8.6 %	25.3 %
Dental Insurance	23.2 %	15.9 %	58.4 %	2.6 %
Pension	19.7 %	0.9 %	16.7 %	62.7 %
Tax Deferred Annuity	20.2 %	27.0 %	44.2 %	8.6 %
a. Employee Salary Reduction	0.9 %	45.5 %	14.2 %	39.5 %
b. Employer Funded Plan	25.3 %	0.0 %	0.0 %	74.7 %
Cafeteria (Section 125)	0.0 %	44.6 %	0.0 %	55.4 %
Life Insurance	71.2 %	7.7 %	13.3 %	7.7 %
Expense Account	38.6 %	0.0 %	0.0 %	61.4 %
Car Allowance	18.0 %	0.0 %	0.4 %	81.5 %
Bonus	40.3 %	0.0 %	0.0 %	59.7 %
Executive Retirement	20.6 %	0.0 %	0.0 %	79.4 %
Sabbatical	8.2 %	2.1 %	1.3 %	88.4 %
Housing	9.9 %	0.0 %	2.1 %	88.0 %

20 museums reported offering one or more other benefits

Percentages based on responses from 233 museums

For museums with a tax-deferred annuity benefit, 5.8 % is the average percent of salary paid by the museum. Within this group 60.1 % required an employee match distributed as follows:

<u>Ratio</u>	<u>Museums</u>
1/1	31
1/2	10
1/3	1
2/1	12
Other	33

## 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	43.7%	46.0%	28.6%	15.5%	7.5%	5.6%
One to Three Years	0.0%	4.2%	30.0%	22.1%	17.4%	5.6%
Three to Six Years	0.0%	0.0%	0.9%	34.3%	26.3%	6.1%
Six to Ten Years	0.0%	0.5%	0.9%	3.8%	9.4%	8.5%
More than Ten Years	0.0%	0.0%	0.5%	2.3%	26.3%	30.0%

Percentages based on responses from 213 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 232 responding museums (52.6%). Another 29.7% have a 35-hour work week, and 12.1% have a 37.5-hour week. 5.6% of the responding museums indicated another exempt work period.

## Museum Salary Procedures

69.7 % of the responding museums reported having established salary ranges for each position in the museum.

### Average Percentage Salary Increase: FY 1987 to 2014

YEAR	75th Percentile	Median	25th Percentile	Mean	# of Museums
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

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

Merit (formal job evaluation system)	77.0 %
Merit (no formal job evaluation system)	8.4 %
Cost of Living	40.3 %
Annual Step Increments	12.8 %
Union Negotiations	14.6 %
Other	10.2 %

Percentages based on responses from 226 museums

## DIRECTOR

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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	302,780	226,600	175,000	268,892	227

### Region

New England	303,256	222,500	165,580	261,177	26
Mid Atlantic	300,000	246,000	189,280	295,652	53
Midwest	351,688	200,004	164,749	257,131	39
Mountain Plains	430,304	275,000	181,560	310,296	20
Southeast	283,250	197,437	162,390	224,736	44
Western	400,003	218,400	165,000	301,014	33
Canada/Mexico	300,000	203,800	125,000	210,214	12

### Operating Budget

\$1,000,000-2,500,000	184,428	161,412	126,956	158,502	29
\$2,500,000-5,000,000	210,000	175,000	160,000	187,567	70
\$5,000,000-7,500,000	250,000	208,638	183,600	224,698	29
\$7,500,000-10,000,000	300,000	250,000	217,527	267,049	24
\$10,000,000-15,000,000	340,000	300,000	280,000	321,725	19
\$15,000,000-20,000,000	420,250	350,000	274,528	349,700	15
Over \$20,000,000	566,735	455,000	334,264	487,212	38

### Metropolitan Area Population

Under 100,000	360,500	240,000	181,010	310,594	55
100,000 to 499,999	309,000	250,000	180,000	281,745	31
500,000 to 999,999	310,000	204,302	165,580	265,352	30
1,000,000 to 1,999,999	280,000	200,000	175,000	235,713	38
2,000,000 to 4,999,999	300,000	238,870	184,428	270,294	40
5,000,000 and over	300,000	221,150	165,000	249,354	26

## 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	200,000	138,192	102,200	161,290	123

### Region

New England	194,750	124,750	94,000	162,182	18
Mid Atlantic	219,680	150,323	108,201	173,408	30
Midwest	230,000	144,786	120,000	179,699	16
Mountain Plains	249,084	151,000	131,461	191,549	8
Southeast	153,000	119,177	86,204	132,959	23
Western	201,825	130,608	93,450	161,330	20
Canada/Mexico	190,000	143,521	54,000	130,874	8

### Operating Budget

\$1,000,000-2,500,000	95,000	83,682	69,350	87,440	10
\$2,500,000-5,000,000	128,000	102,100	88,050	106,118	31
\$5,000,000-7,500,000	157,155	115,000	83,466	117,886	14
\$7,500,000-10,000,000	132,600	128,750	121,594	140,453	8
\$10,000,000-15,000,000	190,000	153,000	118,715	156,742	15
\$15,000,000-20,000,000	238,703	171,086	128,640	185,143	13
Over \$20,000,000	300,000	209,229	151,000	230,265	31

### Metropolitan Area Population

Under 100,000	250,000	178,700	128,000	200,328	26
100,000 to 499,999	234,600	153,800	102,200	179,249	15
500,000 to 999,999	208,060	143,521	101,000	162,109	16
1,000,000 to 1,999,999	163,230	132,600	113,558	153,238	20
2,000,000 to 4,999,999	151,000	125,000	93,206	145,879	24
5,000,000 and over	171,086	120,550	81,500	130,751	17

## 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	194,327	132,500	79,590	158,020	75

### Region

New England	148,000	108,300	95,000	146,513	7
Mid Atlantic	305,575	137,402	92,700	183,012	24
Midwest	265,000	79,590	64,168	157,664	11
Mountain Plains	225,000	183,835	139,322	179,989	7
Southeast	107,638	75,726	61,188	101,836	11
Western	172,900	135,863	121,162	156,467	10
Canada/Mexico	215,000	164,580	30,084	146,504	5

### Operating Budget

\$1,000,000-2,500,000	79,590	62,561	53,181	67,066	5
\$2,500,000-5,000,000	104,808	75,394	64,493	83,422	18
\$5,000,000-7,500,000	107,638	100,000	85,020	95,422	7
\$7,500,000-10,000,000	169,894	139,524	132,000	150,747	10
\$10,000,000-15,000,000	164,580	148,000	138,670	167,576	9
\$15,000,000-20,000,000	248,509	151,097	120,429	168,048	8
Over \$20,000,000	371,423	305,575	183,000	286,001	16

### Metropolitan Area Population

Under 100,000	325,000	133,000	64,493	191,283	19
100,000 to 499,999	172,900	126,581	85,020	159,853	10
500,000 to 999,999	208,208	173,790	104,808	153,036	9
1,000,000 to 1,999,999	156,172	103,194	75,726	128,963	14
2,000,000 to 4,999,999	225,000	148,000	126,702	174,311	11
5,000,000 and over	145,200	120,429	80,000	132,485	11

## 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.

<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	62,164	50,000	40,000	52,365	185

### Region

New England	60,000	48,672	41,000	51,076	26
Mid Atlantic	68,720	50,550	40,000	55,681	41
Midwest	63,561	47,586	36,538	51,333	34
Mountain Plains	55,000	48,131	37,440	50,180	16
Southeast	55,000	48,880	36,000	48,618	34
Western	67,925	50,622	43,777	55,571	27
Canada/Mexico	55,000	50,678	12,602	51,328	7

### Operating Budget

\$1,000,000-2,500,000	54,000	43,015	35,000	42,229	19
\$2,500,000-5,000,000	50,300	43,919	37,080	45,636	57
\$5,000,000-7,500,000	54,101	48,548	35,000	44,800	25
\$7,500,000-10,000,000	58,486	47,600	36,000	47,416	21
\$10,000,000-15,000,000	55,000	50,000	43,500	52,454	16
\$15,000,000-20,000,000	75,710	70,000	55,000	69,567	12
Over \$20,000,000	75,000	65,500	52,000	67,549	34

### Metropolitan Area Population

Under 100,000	65,500	48,932	41,000	53,624	50
100,000 to 499,999	70,960	57,395	41,720	57,782	28
500,000 to 999,999	57,400	51,339	42,901	51,520	26
1,000,000 to 1,999,999	54,101	48,066	39,041	48,700	31
2,000,000 to 4,999,999	55,000	46,781	38,000	50,003	25
5,000,000 and over	70,000	50,550	35,000	50,648	22



## 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	131,159	96,500	79,568	115,739	150

### Region

New England	155,000	107,136	82,244	130,832	17
Mid Atlantic	139,252	99,362	85,000	131,430	32
Midwest	119,787	95,700	78,000	105,416	31
Mountain Plains	190,000	115,300	79,341	142,838	12
Southeast	99,570	84,150	72,001	95,579	29
Western	104,000	95,090	83,684	111,666	23
Canada/Mexico	130,000	101,659	52,500	100,455	6

### Operating Budget

\$1,000,000-2,500,000	82,244	67,277	52,500	67,195	13
\$2,500,000-5,000,000	89,739	79,671	65,500	79,889	44
\$5,000,000-7,500,000	104,000	95,000	79,568	90,120	21
\$7,500,000-10,000,000	120,600	98,916	95,000	108,675	17
\$10,000,000-15,000,000	150,000	109,894	96,232	136,273	14
\$15,000,000-20,000,000	147,693	117,452	99,807	124,483	9
Over \$20,000,000	234,218	159,114	121,113	189,703	31

### Metropolitan Area Population

Under 100,000	147,693	99,807	75,000	132,951	41
100,000 to 499,999	122,250	96,960	75,000	110,612	24
500,000 to 999,999	151,500	102,000	84,706	116,172	18
1,000,000 to 1,999,999	110,000	94,700	79,050	102,295	25
2,000,000 to 4,999,999	155,000	99,570	85,000	120,642	23
5,000,000 and over	105,000	91,147	63,898	98,099	18

## 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	86,700	63,630	44,865	73,845	130

### Region

New England	88,732	68,900	57,100	72,039	15
Mid Atlantic	88,000	71,717	53,500	76,111	30
Midwest	90,012	61,000	46,975	97,709	22
Mountain Plains	91,800	68,000	56,650	82,570	9
Southeast	65,000	45,974	37,645	51,172	25
Western	85,306	63,437	40,560	72,184	21
Canada/Mexico	105,633	70,548	21,450	68,413	8

### Operating Budget

\$1,000,000-2,500,000	46,975	40,334	35,000	46,173	10
\$2,500,000-5,000,000	53,500	40,560	29,213	43,433	28
\$5,000,000-7,500,000	61,201	47,736	39,438	50,227	19
\$7,500,000-10,000,000	83,183	72,500	65,000	74,575	14
\$10,000,000-15,000,000	85,000	69,500	57,000	68,423	12
\$15,000,000-20,000,000	98,000	85,150	63,656	79,448	13
Over \$20,000,000	119,025	91,800	71,425	117,234	33

### Metropolitan Area Population

Under 100,000	95,125	67,632	41,500	75,722	31
100,000 to 499,999	90,012	64,219	55,000	73,566	22
500,000 to 999,999	86,700	68,260	43,000	98,275	17
1,000,000 to 1,999,999	68,000	56,925	42,000	64,212	18
2,000,000 to 4,999,999	88,000	64,365	47,572	67,332	21
5,000,000 and over	86,300	66,500	53,500	68,376	18

## 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	145,000	103,708	82,000	124,064	177

### Region

New England	140,097	101,996	90,000	125,613	18
Mid Atlantic	160,000	109,203	85,250	132,305	39
Midwest	159,960	99,593	81,113	126,646	29
Mountain Plains	127,752	120,488	86,570	123,090	18
Southeast	105,000	81,571	66,310	95,293	38
Western	174,396	136,586	105,000	139,363	25
Canada/Mexico	215,000	135,625	88,812	153,406	10

### Operating Budget

\$1,000,000-2,500,000	73,440	63,750	57,400	68,098	15
\$2,500,000-5,000,000	100,000	84,357	70,000	86,779	57
\$5,000,000-7,500,000	122,100	95,000	85,020	102,028	23
\$7,500,000-10,000,000	145,000	127,010	103,000	123,869	23
\$10,000,000-15,000,000	160,000	138,251	120,000	147,261	18
\$15,000,000-20,000,000	195,700	169,145	113,346	169,744	9
Over \$20,000,000	250,000	192,500	140,000	202,526	31

### Metropolitan Area Population

Under 100,000	181,477	125,543	81,113	144,529	41
100,000 to 499,999	154,000	103,000	82,000	130,133	25
500,000 to 999,999	141,250	105,000	85,000	122,434	25
1,000,000 to 1,999,999	122,100	93,097	65,000	103,939	33
2,000,000 to 4,999,999	130,000	120,000	100,000	125,906	25
5,000,000 and over	147,900	114,173	85,250	118,729	24

## 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	75,775	61,800	47,741	65,339	141

### Region

New England	78,221	60,000	50,000	66,137	14
Mid Atlantic	85,500	69,600	50,000	73,533	37
Midwest	73,650	65,000	42,683	64,762	23
Mountain Plains	75,775	61,598	45,000	61,447	14
Southeast	55,120	45,000	39,440	49,732	22
Western	74,422	66,330	46,000	64,838	26
Canada/Mexico	86,400	77,715	70,070	82,497	5

### Operating Budget

\$1,000,000-2,500,000	36,050	35,525	35,000	35,525	2
\$2,500,000-5,000,000	60,000	49,260	39,440	51,390	37
\$5,000,000-7,500,000	72,430	60,000	45,000	60,279	23
\$7,500,000-10,000,000	75,621	60,000	47,000	65,489	18
\$10,000,000-15,000,000	77,012	61,800	50,273	62,383	20
\$15,000,000-20,000,000	105,606	72,720	53,730	80,183	12
Over \$20,000,000	90,000	74,422	64,256	80,039	28

### Metropolitan Area Population

Under 100,000	94,767	74,422	50,000	76,504	32
100,000 to 499,999	73,650	57,273	43,255	59,746	22
500,000 to 999,999	72,720	55,000	48,223	61,909	19
1,000,000 to 1,999,999	65,000	55,822	40,000	54,427	25
2,000,000 to 4,999,999	78,221	68,624	50,273	68,797	22
5,000,000 and over	78,508	67,397	42,000	64,048	22

## 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	56,547	44,693	36,000	49,662	144

### Region

New England	63,189	47,576	40,000	54,413	14
Mid Atlantic	53,884	44,125	35,000	49,265	38
Midwest	60,600	47,000	34,680	52,085	23
Mountain Plains	56,547	45,000	39,000	48,816	13
Southeast	48,000	40,500	32,240	45,555	32
Western	69,216	48,545	36,727	51,464	21
Canada/Mexico	67,100	57,492	12,450	48,634	3

### Operating Budget

\$1,000,000-2,500,000	45,265	35,000	32,000	40,281	9
\$2,500,000-5,000,000	42,000	35,938	28,500	38,882	41
\$5,000,000-7,500,000	50,000	43,000	36,050	42,708	19
\$7,500,000-10,000,000	50,000	44,089	39,000	46,127	20
\$10,000,000-15,000,000	70,000	53,061	42,000	56,373	15
\$15,000,000-20,000,000	55,000	44,175	36,000	49,685	11
Over \$20,000,000	73,903	57,503	45,000	62,844	28

### Metropolitan Area Population

Under 100,000	55,000	45,133	39,500	50,249	39
100,000 to 499,999	45,000	40,528	35,776	43,326	21
500,000 to 999,999	55,723	41,500	36,400	49,331	18
1,000,000 to 1,999,999	53,000	38,250	29,417	43,837	19
2,000,000 to 4,999,999	63,855	50,000	35,000	53,204	24
5,000,000 and over	74,970	52,668	36,450	58,001	21

## 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	116,304	86,000	65,000	97,507	54

### Region

New England	164,106	144,695	73,950	136,235	5
Mid Atlantic	172,125	114,800	75,000	126,571	13
Midwest	99,168	77,145	60,000	77,937	12
Mountain Plains	95,671	85,000	65,000	81,890	3
Southeast	100,000	73,500	55,000	79,232	10
Western	103,740	81,064	70,000	89,081	8
Canada/Mexico	116,304	92,450	42,000	83,585	3

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	60,000	54,555	52,500	61,102	6
\$5,000,000-7,500,000	73,950	51,233	47,507	56,990	8
\$7,500,000-10,000,000	103,740	80,000	66,300	82,702	7
\$10,000,000-15,000,000	81,598	74,750	67,000	74,525	4
\$15,000,000-20,000,000	180,000	106,500	87,000	126,454	7
Over \$20,000,000	154,500	99,584	78,600	116,266	21

### Metropolitan Area Population

Under 100,000	172,125	114,800	58,710	119,389	17
100,000 to 499,999	100,000	87,127	65,000	83,374	9
500,000 to 999,999	113,000	81,598	67,000	83,907	7
1,000,000 to 1,999,999	95,671	78,040	73,950	79,356	10
2,000,000 to 4,999,999	128,220	85,000	75,000	95,931	7
5,000,000 and over	155,000	96,796	45,000	106,619	4

## 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	88,434	67,340	95,564	107

### Region

New England	97,000	87,500	65,545	89,693	13
Mid Atlantic	127,863	98,122	84,974	118,370	22
Midwest	111,100	95,000	66,830	98,905	18
Mountain Plains	93,800	76,700	63,813	81,840	11
Southeast	90,000	72,383	47,000	72,543	16
Western	110,000	88,000	62,988	98,556	18
Canada/Mexico	124,836	96,005	67,340	92,626	9

### Operating Budget

\$1,000,000-2,500,000	67,363	67,363	n.d.	67,363	1
\$2,500,000-5,000,000	75,000	59,449	48,668	62,650	10
\$5,000,000-7,500,000	67,340	58,550	47,000	58,719	16
\$7,500,000-10,000,000	92,000	81,600	68,681	80,296	15
\$10,000,000-15,000,000	92,000	86,221	80,000	86,892	17
\$15,000,000-20,000,000	103,288	97,939	89,091	95,686	13
Over \$20,000,000	150,427	123,750	93,800	131,203	34

### Metropolitan Area Population

Under 100,000	127,863	99,903	67,363	112,789	26
100,000 to 499,999	132,600	88,434	75,000	106,481	16
500,000 to 999,999	110,000	92,000	61,000	88,762	17
1,000,000 to 1,999,999	98,846	83,050	61,540	80,855	16
2,000,000 to 4,999,999	97,000	81,525	68,681	90,440	18
5,000,000 and over	98,305	84,974	63,898	87,095	13

## 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.

<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	130,000	105,374	76,451	112,187	70

### **Region**

New England	107,625	102,596	60,690	102,520	6
Mid Atlantic	144,200	113,106	80,000	127,058	24
Midwest	155,012	125,167	91,811	126,422	11
Mountain Plains	123,000	120,000	90,388	111,269	7
Southeast	94,209	74,500	51,164	80,912	12
Western	159,100	104,638	91,540	118,792	7
Canada/Mexico	108,102	90,000	18,431	72,178	3

### **Operating Budget**

\$1,000,000-2,500,000	46,617	46,617	n.d.	46,617	1
\$2,500,000-5,000,000	67,970	60,703	51,164	67,836	9
\$5,000,000-7,500,000	75,000	56,858	18,431	55,858	5
\$7,500,000-10,000,000	115,000	102,288	66,300	93,789	6
\$10,000,000-15,000,000	94,102	91,540	76,451	88,494	13
\$15,000,000-20,000,000	130,000	110,000	94,209	110,617	7
Over \$20,000,000	174,040	139,259	109,881	152,730	29

### **Metropolitan Area Population**

Under 100,000	172,873	119,803	100,008	143,136	16
100,000 to 499,999	159,100	120,000	85,000	129,617	9
500,000 to 999,999	108,102	93,105	90,000	96,745	10
1,000,000 to 1,999,999	120,000	82,694	65,100	90,591	10
2,000,000 to 4,999,999	115,911	100,106	57,000	100,192	14
5,000,000 and over	116,901	101,992	74,000	101,844	11



# 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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	85,600	73,213	58,500	73,670	92

## Region

New England	85,600	77,755	58,945	72,204	13
Mid Atlantic	84,250	67,943	58,185	78,551	24
Midwest	77,760	67,690	48,000	67,851	16
Mountain Plains	85,194	73,000	43,780	67,779	7
Southeast	83,520	62,284	40,520	68,764	12
Western	91,276	81,138	70,000	81,939	14
Canada/Mexico	98,495	72,024	44,180	68,826	6

## Operating Budget

\$1,000,000-2,500,000	58,945	41,520	32,033	44,166	3
\$2,500,000-5,000,000	58,837	50,102	32,000	49,132	13
\$5,000,000-7,500,000	70,380	59,250	40,000	58,357	14
\$7,500,000-10,000,000	75,770	65,000	53,883	67,968	14
\$10,000,000-15,000,000	70,000	64,465	58,185	65,929	7
\$15,000,000-20,000,000	87,099	80,662	63,091	76,835	12
Over \$20,000,000	100,100	85,276	77,250	93,462	28

## Metropolitan Area Population

Under 100,000	85,600	75,710	51,737	74,255	28
100,000 to 499,999	95,000	83,108	65,000	79,027	11
500,000 to 999,999	85,194	69,024	60,002	70,214	13
1,000,000 to 1,999,999	77,760	60,000	44,533	61,911	13
2,000,000 to 4,999,999	87,418	65,108	58,185	74,256	16
5,000,000 and over	107,325	80,154	65,919	83,463	10

## 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	77,000	60,475	43,000	64,387	77

### Region

New England	68,959	56,088	44,096	56,746	6
Mid Atlantic	85,680	56,180	43,000	69,431	23
Midwest	73,004	58,616	38,760	60,080	17
Mountain Plains	75,000	68,000	44,800	64,900	4
Southeast	69,000	56,672	36,500	57,110	9
Western	75,000	60,804	42,016	64,336	11
Canada/Mexico	108,102	68,821	50,090	73,064	7

### Operating Budget

\$1,000,000-2,500,000	95,514	95,514	n.d.	95,514	1
\$2,500,000-5,000,000	42,588	38,000	29,994	43,219	13
\$5,000,000-7,500,000	50,090	48,823	38,760	53,596	7
\$7,500,000-10,000,000	60,804	46,350	42,000	51,216	10
\$10,000,000-15,000,000	56,180	49,329	40,400	55,357	10
\$15,000,000-20,000,000	80,631	68,890	63,100	69,136	10
Over \$20,000,000	93,616	75,000	61,600	82,406	25

### Metropolitan Area Population

Under 100,000	85,680	69,000	53,830	78,458	16
100,000 to 499,999	85,000	72,500	42,016	76,541	9
500,000 to 999,999	85,044	56,152	38,760	61,793	15
1,000,000 to 1,999,999	61,600	46,680	36,500	49,620	10
2,000,000 to 4,999,999	72,657	50,900	42,588	60,388	12
5,000,000 and over	71,504	60,475	40,400	60,155	13

## 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	51,188	42,656	37,595	46,325	62

### Region

New England	77,250	42,864	37,000	58,366	5
Mid Atlantic	65,812	45,608	34,528	49,032	15
Midwest	51,188	42,448	38,000	44,480	10
Mountain Plains	57,000	42,615	34,505	44,934	7
Southeast	45,000	41,493	39,000	43,716	14
Western	50,000	37,440	33,000	44,184	8
Canada/Mexico	63,815	39,985	18,900	40,900	3

### Operating Budget

\$1,000,000-2,500,000	34,528	34,169	32,000	33,566	3
\$2,500,000-5,000,000	45,000	40,986	31,200	40,741	13
\$5,000,000-7,500,000	42,000	39,000	37,440	39,915	9
\$7,500,000-10,000,000	43,216	42,339	37,738	41,462	8
\$10,000,000-15,000,000	48,000	39,985	37,595	41,860	3
\$15,000,000-20,000,000	50,000	43,000	36,720	44,544	5
Over \$20,000,000	72,000	53,096	46,000	57,569	21

### Metropolitan Area Population

Under 100,000	65,812	44,000	36,066	49,523	17
100,000 to 499,999	60,638	53,096	42,230	53,007	8
500,000 to 999,999	43,000	41,925	36,946	42,686	12
1,000,000 to 1,999,999	45,000	38,880	37,000	39,859	11
2,000,000 to 4,999,999	72,000	41,500	37,595	49,966	8
5,000,000 and over	51,188	49,000	36,720	46,477	4

## 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	50,000	39,039	33,693	44,339	159

### Region

New England	50,400	42,843	33,000	46,769	17
Mid Atlantic	48,880	39,614	34,000	44,660	35
Midwest	57,183	42,630	34,500	47,803	23
Mountain Plains	55,000	36,200	30,030	44,837	16
Southeast	40,173	36,763	32,000	37,995	31
Western	52,000	40,000	35,000	45,711	30
Canada/Mexico	62,567	47,630	35,000	46,848	7

### Operating Budget

\$1,000,000-2,500,000	34,000	33,036	28,700	31,542	11
\$2,500,000-5,000,000	41,970	36,979	32,760	37,356	44
\$5,000,000-7,500,000	45,136	38,485	32,000	40,621	22
\$7,500,000-10,000,000	47,000	39,140	32,117	41,617	22
\$10,000,000-15,000,000	51,960	45,450	35,000	47,319	19
\$15,000,000-20,000,000	48,200	37,614	31,200	42,196	12
Over \$20,000,000	81,717	57,000	40,913	62,043	29

### Metropolitan Area Population

Under 100,000	50,000	39,000	34,000	42,963	41
100,000 to 499,999	46,410	39,000	31,990	43,673	26
500,000 to 999,999	54,810	42,749	35,700	48,380	17
1,000,000 to 1,999,999	55,000	37,870	33,693	44,662	30
2,000,000 to 4,999,999	48,384	38,540	32,000	42,718	27
5,000,000 and over	48,509	42,779	33,000	45,637	17

## 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	67,600	50,808	42,000	58,280	177

### Region

New England	57,300	46,800	40,000	52,099	18
Mid Atlantic	91,525	62,715	45,900	73,342	40
Midwest	65,260	49,219	42,490	51,586	32
Mountain Plains	75,000	54,783	43,992	64,797	17
Southeast	50,000	42,636	37,043	45,053	33
Western	71,000	60,567	45,566	60,421	30
Canada/Mexico	73,899	56,038	51,250	61,663	7

### Operating Budget

\$1,000,000-2,500,000	45,900	42,664	35,000	40,458	18
\$2,500,000-5,000,000	48,000	42,630	35,000	45,337	47
\$5,000,000-7,500,000	53,961	44,927	40,000	48,307	26
\$7,500,000-10,000,000	68,955	55,000	50,000	59,600	21
\$10,000,000-15,000,000	66,000	53,843	48,960	61,833	18
\$15,000,000-20,000,000	113,346	76,440	62,000	83,203	13
Over \$20,000,000	89,588	72,450	57,100	79,608	32

### Metropolitan Area Population

Under 100,000	80,000	51,750	42,000	66,328	45
100,000 to 499,999	60,567	51,500	39,655	52,173	27
500,000 to 999,999	66,000	51,509	42,321	54,240	23
1,000,000 to 1,999,999	57,233	46,350	42,000	54,332	31
2,000,000 to 4,999,999	66,018	53,843	43,500	59,072	31
5,000,000 and over	75,000	50,000	42,000	61,055	19

## 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	157,500	106,551	80,000	133,498	68

### Region

New England	138,717	125,000	87,550	135,391	10
Mid Atlantic	175,000	112,000	80,000	181,875	17
Midwest	155,000	107,443	70,390	120,823	10
Mountain Plains	170,000	84,094	53,967	113,833	5
Southeast	96,000	80,636	56,000	84,243	12
Western	206,900	138,750	80,008	151,236	8
Canada/Mexico	120,700	114,051	105,000	105,648	6

### Operating Budget

\$1,000,000-2,500,000	95,790	85,000	56,000	78,930	3
\$2,500,000-5,000,000	100,000	68,039	53,967	81,211	12
\$5,000,000-7,500,000	94,000	75,000	30,084	74,841	5
\$7,500,000-10,000,000	175,000	91,679	80,008	109,895	8
\$10,000,000-15,000,000	132,057	115,000	79,825	113,370	11
\$15,000,000-20,000,000	172,205	144,355	120,000	147,653	6
Over \$20,000,000	260,000	156,250	108,102	198,159	22

### Metropolitan Area Population

Under 100,000	260,000	112,000	80,000	192,259	17
100,000 to 499,999	198,984	161,438	80,008	146,486	10
500,000 to 999,999	120,700	117,500	96,886	113,221	10
1,000,000 to 1,999,999	118,000	69,234	53,967	86,834	8
2,000,000 to 4,999,999	125,000	97,904	80,000	104,886	12
5,000,000 and over	150,000	120,000	85,000	114,464	11

## 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	98,000	70,000	55,419	82,037	126

### Region

New England	85,490	66,285	61,000	72,224	10
Mid Atlantic	119,187	90,000	61,733	104,234	27
Midwest	85,000	64,016	52,003	74,574	22
Mountain Plains	95,000	68,680	50,174	73,122	9
Southeast	83,000	61,000	44,500	69,943	27
Western	87,600	73,440	55,000	79,200	25
Canada/Mexico	130,000	110,227	60,469	105,492	6

### Operating Budget

\$1,000,000-2,500,000	57,000	48,298	43,050	50,302	10
\$2,500,000-5,000,000	65,664	57,823	45,000	58,591	41
\$5,000,000-7,500,000	70,000	60,469	55,419	67,500	15
\$7,500,000-10,000,000	93,000	75,000	62,521	76,974	12
\$10,000,000-15,000,000	105,000	83,000	80,000	88,054	11
\$15,000,000-20,000,000	132,131	74,563	60,836	86,719	8
Over \$20,000,000	168,960	113,919	98,000	131,013	28

### Metropolitan Area Population

Under 100,000	130,000	77,500	62,000	100,197	32
100,000 to 499,999	98,500	77,175	57,823	80,157	19
500,000 to 999,999	108,102	88,678	57,500	89,729	18
1,000,000 to 1,999,999	85,000	58,750	50,549	65,091	20
2,000,000 to 4,999,999	85,490	68,000	57,000	75,644	25
5,000,000 and over	80,765	60,836	50,000	72,468	11

## 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	75,600	60,000	43,616	65,137	121

### Region

New England	70,800	59,800	55,923	62,925	14
Mid Atlantic	83,183	64,717	43,616	76,125	33
Midwest	70,000	57,558	42,000	58,901	21
Mountain Plains	88,000	76,050	42,844	70,443	11
Southeast	60,000	47,626	42,200	49,833	14
Western	85,000	53,873	41,600	63,211	18
Canada/Mexico	69,105	62,101	42,440	60,969	10

### Operating Budget

\$1,000,000-2,500,000	60,000	55,923	36,000	50,064	9
\$2,500,000-5,000,000	60,000	45,645	37,595	48,375	23
\$5,000,000-7,500,000	63,444	52,500	38,000	51,045	12
\$7,500,000-10,000,000	82,500	60,876	47,650	62,921	16
\$10,000,000-15,000,000	76,488	57,950	51,250	63,002	14
\$15,000,000-20,000,000	84,975	63,119	44,300	65,356	13
Over \$20,000,000	95,000	67,600	60,000	84,894	33

### Metropolitan Area Population

Under 100,000	90,137	61,776	51,508	79,342	26
100,000 to 499,999	84,975	49,000	39,995	60,599	19
500,000 to 999,999	65,488	59,120	42,440	59,244	16
1,000,000 to 1,999,999	74,028	60,000	47,650	61,100	15
2,000,000 to 4,999,999	72,100	58,300	42,588	63,382	25
5,000,000 and over	82,824	54,772	42,000	60,953	18



## 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	51,500	44,000	60,612	179

### Region

New England	63,000	56,070	48,900	55,855	22
Mid Atlantic	86,149	61,192	46,350	77,541	38
Midwest	64,000	45,970	38,000	56,392	31
Mountain Plains	61,744	47,972	42,000	52,509	18
Southeast	52,265	48,134	40,625	49,193	33
Western	70,975	58,288	47,348	64,571	27
Canada/Mexico	77,647	57,892	49,507	61,453	10

### Operating Budget

\$1,000,000-2,500,000	50,815	44,329	31,512	40,697	12
\$2,500,000-5,000,000	50,000	44,665	33,285	44,204	51
\$5,000,000-7,500,000	50,800	46,961	37,600	46,609	24
\$7,500,000-10,000,000	62,800	54,320	45,900	61,253	22
\$10,000,000-15,000,000	63,000	58,990	51,311	58,641	19
\$15,000,000-20,000,000	77,358	64,000	46,350	67,008	12
Over \$20,000,000	100,000	82,994	62,000	94,049	37

### Metropolitan Area Population

Under 100,000	84,000	55,829	46,030	71,376	46
100,000 to 499,999	80,106	60,308	49,920	71,646	25
500,000 to 999,999	59,321	48,900	35,023	52,362	22
1,000,000 to 1,999,999	60,000	45,408	40,625	50,196	29
2,000,000 to 4,999,999	70,000	55,140	44,290	56,153	32
5,000,000 and over	61,100	51,500	33,360	55,065	21

## 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	40,800	34,500	45,041	95

### Region

New England	50,000	44,775	37,925	44,878	8
Mid Atlantic	57,810	44,341	35,000	48,609	19
Midwest	49,335	39,010	29,120	41,097	17
Mountain Plains	44,000	37,946	35,000	39,417	10
Southeast	43,937	38,218	30,000	46,425	20
Western	53,427	43,042	33,281	46,632	15
Canada/Mexico	62,441	53,125	18,431	45,377	6

### Operating Budget

\$1,000,000-2,500,000	41,660	35,830	30,000	35,830	2
\$2,500,000-5,000,000	43,937	36,352	24,960	45,882	16
\$5,000,000-7,500,000	40,185	35,350	28,836	35,349	14
\$7,500,000-10,000,000	46,452	40,400	33,281	41,371	11
\$10,000,000-15,000,000	44,341	39,690	35,048	40,213	11
\$15,000,000-20,000,000	62,441	44,726	32,750	49,841	11
Over \$20,000,000	60,117	49,335	41,456	50,170	29

### Metropolitan Area Population

Under 100,000	52,000	41,660	33,281	45,245	28
100,000 to 499,999	53,427	49,000	28,836	54,733	14
500,000 to 999,999	44,762	41,728	35,048	43,130	10
1,000,000 to 1,999,999	43,937	39,690	35,000	40,172	13
2,000,000 to 4,999,999	49,828	39,000	32,750	41,208	19
5,000,000 and over	60,117	40,500	20,800	44,881	9

## 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	150,000	110,000	81,616	133,313	150

### Region

New England	158,800	110,000	86,975	124,068	20
Mid Atlantic	157,100	116,887	81,103	178,874	37
Midwest	130,265	88,390	81,616	111,151	23
Mountain Plains	173,400	120,147	92,800	131,787	11
Southeast	120,000	90,337	73,215	102,756	28
Western	150,000	130,571	94,528	130,885	21
Canada/Mexico	155,000	140,000	57,000	117,836	10

### Operating Budget

\$1,000,000-2,500,000	77,591	74,358	61,137	76,991	10
\$2,500,000-5,000,000	94,528	81,052	70,000	85,790	44
\$5,000,000-7,500,000	125,904	93,412	82,500	99,590	17
\$7,500,000-10,000,000	130,000	114,390	105,000	120,414	22
\$10,000,000-15,000,000	155,000	140,000	115,000	140,690	15
\$15,000,000-20,000,000	157,100	122,269	97,000	130,372	13
Over \$20,000,000	230,313	168,870	131,000	228,919	28

### Metropolitan Area Population

Under 100,000	187,818	130,000	92,268	190,236	39
100,000 to 499,999	130,000	94,528	70,000	109,214	20
500,000 to 999,999	154,537	122,000	75,608	119,170	17
1,000,000 to 1,999,999	120,000	87,700	77,234	98,719	25
2,000,000 to 4,999,999	125,904	105,000	85,654	117,895	27
5,000,000 and over	158,800	129,168	95,400	127,670	19

## 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	103,000	82,400	64,890	121,487	153

### Region

New England	101,610	85,000	68,513	86,028	20
Mid Atlantic	116,901	87,077	74,000	100,349	41
Midwest	103,487	81,313	64,964	89,645	24
Mountain Plains	110,961	83,134	62,029	90,270	13
Southeast	81,032	66,083	54,600	71,001	24
Western	104,704	91,151	65,280	323,638	22
Canada/Mexico	108,122	85,600	62,145	84,923	9

### Operating Budget

\$1,000,000-2,500,000	70,912	59,771	53,341	63,819	10
\$2,500,000-5,000,000	79,695	65,833	58,806	68,593	36
\$5,000,000-7,500,000	78,193	65,500	52,500	324,964	20
\$7,500,000-10,000,000	93,730	84,320	70,643	81,970	20
\$10,000,000-15,000,000	106,000	83,210	64,964	89,422	15
\$15,000,000-20,000,000	108,987	94,032	74,214	100,664	13
Over \$20,000,000	139,310	105,000	90,176	118,554	37

### Metropolitan Area Population

Under 100,000	107,000	85,838	69,469	231,512	39
100,000 to 499,999	100,000	78,193	64,018	88,488	21
500,000 to 999,999	104,858	79,267	63,463	84,870	20
1,000,000 to 1,999,999	90,479	76,581	62,820	80,712	28
2,000,000 to 4,999,999	103,000	82,400	55,000	84,544	21
5,000,000 and over	131,200	96,455	71,504	98,379	22

## 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	89,380	71,634	56,707	74,356	96

### Region

New England	96,300	70,900	59,000	76,114	13
Mid Atlantic	95,000	82,548	66,500	81,982	24
Midwest	79,178	63,052	46,716	63,254	14
Mountain Plains	86,528	68,000	51,500	74,199	9
Southeast	73,500	60,230	50,000	61,456	17
Western	94,912	70,495	51,000	79,572	15
Canada/Mexico	90,000	74,214	72,000	82,372	4

### Operating Budget

\$1,000,000-2,500,000	66,500	64,357	43,029	61,090	8
\$2,500,000-5,000,000	61,533	51,600	46,500	55,057	23
\$5,000,000-7,500,000	62,046	57,500	48,000	56,860	7
\$7,500,000-10,000,000	86,528	70,000	60,000	72,950	10
\$10,000,000-15,000,000	89,110	75,000	60,000	72,999	12
\$15,000,000-20,000,000	96,300	76,500	55,080	79,823	8
Over \$20,000,000	104,465	87,317	73,500	91,829	27

### Metropolitan Area Population

Under 100,000	95,000	80,375	65,000	82,140	24
100,000 to 499,999	94,400	67,997	54,660	77,297	12
500,000 to 999,999	90,000	68,987	50,000	70,537	9
1,000,000 to 1,999,999	66,188	57,063	50,000	61,069	15
2,000,000 to 4,999,999	80,000	68,000	53,959	70,744	20
5,000,000 and over	96,115	76,489	51,000	75,729	13

## 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	69,250	56,104	47,000	58,696	114

### Region

New England	83,100	65,000	49,000	66,054	12
Mid Atlantic	78,142	58,618	51,000	63,706	29
Midwest	65,366	55,000	50,000	57,394	21
Mountain Plains	65,564	61,000	54,075	60,164	9
Southeast	51,600	42,023	40,000	46,373	23
Western	68,250	57,000	47,842	59,448	15
Canada/Mexico	85,429	64,474	18,431	53,020	5

### Operating Budget

\$1,000,000-2,500,000	55,000	42,750	38,000	46,230	6
\$2,500,000-5,000,000	54,590	47,842	40,000	48,051	31
\$5,000,000-7,500,000	55,609	50,587	44,537	49,122	12
\$7,500,000-10,000,000	70,000	57,000	43,264	57,639	15
\$10,000,000-15,000,000	68,500	56,658	46,969	58,602	11
\$15,000,000-20,000,000	74,000	63,410	52,226	63,036	8
Over \$20,000,000	81,600	68,250	56,500	69,970	29

### Metropolitan Area Population

Under 100,000	80,000	64,057	51,000	65,185	21
100,000 to 499,999	63,000	55,000	46,969	56,220	23
500,000 to 999,999	65,000	56,790	38,456	54,740	16
1,000,000 to 1,999,999	57,750	52,226	48,900	55,209	15
2,000,000 to 4,999,999	65,000	56,500	42,030	56,142	22
5,000,000 and over	85,000	66,722	47,250	65,438	15

## 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	55,600	48,546	40,000	49,441	88

### Region

New England	61,200	56,200	43,260	55,332	14
Mid Atlantic	55,000	49,480	42,953	50,274	23
Midwest	50,960	42,500	35,700	43,830	17
Mountain Plains	55,540	46,411	39,500	47,043	6
Southeast	41,820	38,750	35,000	43,376	9
Western	60,000	53,000	39,000	51,429	15
Canada/Mexico	73,495	52,018	48,195	56,302	4

### Operating Budget

\$1,000,000-2,500,000	60,750	55,480	37,000	56,185	6
\$2,500,000-5,000,000	50,278	40,740	38,133	46,108	14
\$5,000,000-7,500,000	50,090	40,720	32,569	41,820	8
\$7,500,000-10,000,000	67,297	43,160	35,596	49,780	8
\$10,000,000-15,000,000	49,300	44,323	41,040	45,236	13
\$15,000,000-20,000,000	53,040	49,547	35,700	45,863	7
Over \$20,000,000	60,475	52,212	42,343	52,132	31

### Metropolitan Area Population

Under 100,000	55,600	51,540	40,000	51,686	25
100,000 to 499,999	59,850	50,501	40,800	50,832	10
500,000 to 999,999	60,750	50,000	38,133	50,865	10
1,000,000 to 1,999,999	47,389	41,450	35,000	41,462	11
2,000,000 to 4,999,999	53,000	44,390	39,000	46,104	18
5,000,000 and over	63,000	58,495	46,809	54,772	12

## 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	42,636	36,000	31,500	38,163	140

### Region

New England	43,050	36,000	30,830	39,580	20
Mid Atlantic	43,000	37,087	32,000	39,037	32
Midwest	40,580	33,280	30,000	35,034	24
Mountain Plains	38,000	35,289	31,996	35,078	12
Southeast	36,500	32,000	27,851	32,676	21
Western	46,103	38,976	32,829	40,655	24
Canada/Mexico	63,080	47,265	40,600	51,115	7

### Operating Budget

\$1,000,000-2,500,000	43,000	36,000	30,467	36,048	11
\$2,500,000-5,000,000	37,411	33,140	30,000	34,436	31
\$5,000,000-7,500,000	37,000	32,000	29,619	33,209	19
\$7,500,000-10,000,000	40,170	36,044	30,128	38,124	18
\$10,000,000-15,000,000	40,600	35,000	30,000	35,447	16
\$15,000,000-20,000,000	48,796	40,227	32,000	41,727	10
Over \$20,000,000	49,681	40,800	34,342	42,416	34

### Metropolitan Area Population

Under 100,000	44,175	37,215	31,980	38,742	34
100,000 to 499,999	41,165	35,000	31,320	36,270	22
500,000 to 999,999	47,265	37,411	32,068	40,998	19
1,000,000 to 1,999,999	37,500	32,500	30,000	34,087	22
2,000,000 to 4,999,999	40,000	33,980	30,000	34,067	26
5,000,000 and over	53,737	45,000	37,000	46,305	16



## 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	69,448	55,405	45,100	58,830	78

### Region

New England	70,094	63,563	54,879	62,584	10
Mid Atlantic	84,682	71,450	55,000	71,860	21
Midwest	60,622	50,856	37,000	51,978	11
Mountain Plains	55,000	51,980	38,356	50,553	7
Southeast	50,022	47,850	36,749	48,345	10
Western	67,000	53,000	42,463	56,223	10
Canada/Mexico	61,175	57,910	51,009	51,213	9

### Operating Budget

\$1,000,000-2,500,000	45,100	45,100	n.d.	45,100	1
\$2,500,000-5,000,000	63,494	48,863	40,966	53,814	12
\$5,000,000-7,500,000	50,000	47,850	12,602	39,762	5
\$7,500,000-10,000,000	69,000	45,839	36,749	51,663	8
\$10,000,000-15,000,000	64,908	54,353	38,569	51,979	11
\$15,000,000-20,000,000	76,467	63,692	51,009	60,584	8
Over \$20,000,000	72,900	61,175	53,000	65,031	32

### Metropolitan Area Population

Under 100,000	88,442	69,143	53,300	72,365	16
100,000 to 499,999	56,160	50,856	38,356	50,892	12
500,000 to 999,999	69,448	60,751	38,877	61,949	9
1,000,000 to 1,999,999	50,022	45,100	38,569	42,173	10
2,000,000 to 4,999,999	57,400	51,050	42,950	52,138	14
5,000,000 and over	79,916	72,430	53,300	66,291	14

# 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	93,896	70,015	55,196	78,848	202

## Region

New England	99,381	76,146	66,873	82,083	24
Mid Atlantic	99,905	81,000	60,000	86,218	46
Midwest	93,267	66,500	51,917	78,063	34
Mountain Plains	108,600	70,000	54,165	82,773	18
Southeast	77,268	62,801	50,966	67,478	39
Western	93,255	71,000	53,040	79,526	31
Canada/Mexico	101,350	73,629	58,916	79,033	10

## Operating Budget

\$1,000,000-2,500,000	62,424	54,894	49,881	55,818	24
\$2,500,000-5,000,000	69,111	60,000	50,880	62,592	60
\$5,000,000-7,500,000	70,029	63,880	55,075	64,974	27
\$7,500,000-10,000,000	87,885	81,108	68,000	79,381	22
\$10,000,000-15,000,000	115,000	91,260	60,000	87,111	17
\$15,000,000-20,000,000	107,375	95,919	93,182	101,123	14
Over \$20,000,000	134,100	108,343	93,600	116,208	36

## Metropolitan Area Population

Under 100,000	94,992	80,905	62,270	86,350	49
100,000 to 499,999	121,099	74,292	62,000	90,056	26
500,000 to 999,999	93,896	63,301	51,626	74,130	27
1,000,000 to 1,999,999	78,000	67,203	58,260	72,345	33
2,000,000 to 4,999,999	87,550	67,137	56,100	75,704	35
5,000,000 and over	99,905	59,870	49,384	73,373	26

## 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	60,000	48,531	41,000	51,950	178

### Region

New England	60,235	47,935	43,000	53,218	22
Mid Atlantic	63,722	52,020	42,500	54,037	40
Midwest	55,000	45,900	38,956	47,870	27
Mountain Plains	58,525	43,718	40,000	48,791	16
Southeast	54,654	45,477	40,800	47,620	35
Western	68,850	56,000	44,844	58,672	27
Canada/Mexico	74,214	50,893	40,296	54,836	11

### Operating Budget

\$1,000,000-2,500,000	49,772	46,125	36,982	46,688	10
\$2,500,000-5,000,000	48,960	42,970	37,000	45,930	50
\$5,000,000-7,500,000	44,334	41,000	35,000	41,957	24
\$7,500,000-10,000,000	57,200	49,351	42,435	50,431	23
\$10,000,000-15,000,000	56,450	50,000	42,200	49,822	19
\$15,000,000-20,000,000	65,000	55,382	48,347	56,420	14
Over \$20,000,000	75,000	63,516	53,311	64,034	37

### Metropolitan Area Population

Under 100,000	60,610	52,650	43,215	54,201	48
100,000 to 499,999	60,070	49,955	43,000	53,025	25
500,000 to 999,999	55,080	48,024	39,092	53,932	23
1,000,000 to 1,999,999	52,709	45,154	39,350	46,983	28
2,000,000 to 4,999,999	57,200	46,000	40,185	49,802	31
5,000,000 and over	76,576	52,000	34,071	55,837	19

## 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	46,000	40,000	34,320	41,124	135

### Region

New England	45,000	37,156	34,000	38,948	17
Mid Atlantic	50,000	42,000	37,400	43,773	32
Midwest	44,300	39,000	32,344	40,130	22
Mountain Plains	44,500	36,420	34,000	39,045	11
Southeast	41,519	35,000	30,000	36,428	29
Western	48,491	43,549	35,000	42,533	18
Canada/Mexico	70,104	57,376	39,200	53,446	6

### Operating Budget

\$1,000,000-2,500,000	38,600	33,335	24,679	31,786	9
\$2,500,000-5,000,000	41,000	35,020	30,512	36,360	34
\$5,000,000-7,500,000	40,000	35,000	32,500	36,750	19
\$7,500,000-10,000,000	43,260	39,000	34,000	40,400	14
\$10,000,000-15,000,000	44,000	38,133	35,000	40,386	15
\$15,000,000-20,000,000	45,444	42,200	36,000	41,791	10
Over \$20,000,000	54,000	46,250	40,000	46,998	33

### Metropolitan Area Population

Under 100,000	46,000	40,114	35,000	40,198	33
100,000 to 499,999	47,463	42,026	34,000	41,434	23
500,000 to 999,999	46,726	41,057	34,000	44,127	17
1,000,000 to 1,999,999	40,014	35,000	31,365	38,090	22
2,000,000 to 4,999,999	44,500	39,000	34,790	40,254	25
5,000,000 and over	57,784	40,833	35,000	45,030	14

## 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	38,940	33,000	29,000	35,266	119

### Region

New England	42,071	34,375	26,074	34,842	13
Mid Atlantic	50,090	35,000	30,125	39,898	26
Midwest	37,134	31,817	28,000	32,030	22
Mountain Plains	36,000	31,470	27,846	32,122	11
Southeast	35,420	33,053	29,016	32,496	22
Western	49,525	35,872	31,075	40,080	18
Canada/Mexico	46,806	28,650	15,800	29,820	7

### Operating Budget

\$1,000,000-2,500,000	35,420	29,792	22,300	28,956	8
\$2,500,000-5,000,000	42,071	35,000	28,539	36,957	22
\$5,000,000-7,500,000	35,000	31,600	26,520	29,583	19
\$7,500,000-10,000,000	36,050	32,136	28,756	37,373	15
\$10,000,000-15,000,000	37,743	35,000	30,300	34,462	14
\$15,000,000-20,000,000	37,632	33,000	31,827	36,945	13
Over \$20,000,000	46,155	36,000	28,500	37,362	28

### Metropolitan Area Population

Under 100,000	43,202	35,662	31,491	38,592	29
100,000 to 499,999	42,230	35,000	29,000	36,243	16
500,000 to 999,999	38,002	34,821	27,040	34,915	18
1,000,000 to 1,999,999	33,000	30,940	29,464	31,883	19
2,000,000 to 4,999,999	35,750	32,136	26,520	31,508	23
5,000,000 and over	49,353	36,361	28,500	38,219	13

## 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	73,273	59,837	49,791	64,038	210

### Region

New England	70,848	60,477	52,637	62,659	26
Mid Atlantic	79,085	67,931	54,000	71,016	51
Midwest	67,570	55,445	48,223	60,898	36
Mountain Plains	90,000	72,000	59,094	73,925	17
Southeast	64,000	55,000	46,349	54,657	38
Western	65,000	55,440	47,382	62,047	32
Canada/Mexico	87,765	70,190	63,355	67,092	10

### Operating Budget

\$1,000,000-2,500,000	55,889	44,772	41,616	48,927	25
\$2,500,000-5,000,000	60,610	53,291	46,595	52,969	62
\$5,000,000-7,500,000	62,000	54,000	46,349	53,458	24
\$7,500,000-10,000,000	75,000	68,957	60,000	69,671	23
\$10,000,000-15,000,000	74,208	64,179	54,360	66,019	20
\$15,000,000-20,000,000	101,866	74,214	55,989	83,612	15
Over \$20,000,000	94,200	79,043	61,000	82,072	38

### Metropolitan Area Population

Under 100,000	77,250	60,000	52,000	67,087	54
100,000 to 499,999	79,000	56,969	52,101	65,753	27
500,000 to 999,999	72,000	55,889	44,746	62,114	26
1,000,000 to 1,999,999	65,873	57,609	48,853	59,083	34
2,000,000 to 4,999,999	72,000	60,700	51,250	62,016	37
5,000,000 and over	86,040	63,608	46,192	68,795	26

## 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	57,934	46,553	39,981	50,425	126

### Region

New England	67,700	52,780	39,535	53,785	14
Mid Atlantic	65,082	51,000	43,000	55,547	33
Midwest	52,530	42,600	34,050	46,821	21
Mountain Plains	48,300	46,000	44,650	49,082	12
Southeast	44,000	40,000	34,810	40,943	23
Western	56,919	48,933	40,118	50,364	18
Canada/Mexico	65,672	62,736	55,686	64,415	5

### Operating Budget

\$1,000,000-2,500,000	43,744	43,037	33,567	50,106	5
\$2,500,000-5,000,000	44,723	39,768	34,000	41,599	30
\$5,000,000-7,500,000	45,900	40,003	33,500	42,394	9
\$7,500,000-10,000,000	52,000	44,889	38,252	48,909	19
\$10,000,000-15,000,000	48,300	42,770	36,327	43,437	15
\$15,000,000-20,000,000	73,607	54,650	42,600	62,355	12
Over \$20,000,000	65,000	54,844	46,818	55,584	35

### Metropolitan Area Population

Under 100,000	59,915	50,000	41,918	51,138	30
100,000 to 499,999	54,408	46,211	41,000	49,508	23
500,000 to 999,999	62,736	47,996	34,715	50,784	15
1,000,000 to 1,999,999	50,000	42,000	35,000	44,878	18
2,000,000 to 4,999,999	52,530	46,674	38,007	47,919	19
5,000,000 and over	67,700	51,739	37,121	56,508	20

## 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	45,712	39,000	33,618	40,150	99

### Region

New England	49,200	44,680	36,565	43,962	12
Mid Atlantic	45,712	41,252	35,230	43,117	23
Midwest	40,000	35,729	31,512	36,900	19
Mountain Plains	39,000	32,926	29,000	33,536	9
Southeast	40,000	34,000	29,330	35,021	19
Western	50,341	47,638	39,780	45,635	12
Canada/Mexico	45,603	42,816	34,125	42,803	5

### Operating Budget

\$1,000,000-2,500,000	35,360	30,000	24,378	31,302	9
\$2,500,000-5,000,000	41,333	36,500	31,512	39,593	16
\$5,000,000-7,500,000	42,816	38,075	36,070	39,835	10
\$7,500,000-10,000,000	48,492	36,050	31,207	39,402	15
\$10,000,000-15,000,000	41,000	34,125	31,824	35,521	11
\$15,000,000-20,000,000	45,603	41,503	34,415	41,647	10
Over \$20,000,000	48,897	42,167	35,700	43,006	27

### Metropolitan Area Population

Under 100,000	47,128	41,933	34,000	42,375	26
100,000 to 499,999	43,440	39,000	35,000	39,119	12
500,000 to 999,999	38,487	35,000	31,824	36,822	11
1,000,000 to 1,999,999	40,000	36,471	32,335	37,423	15
2,000,000 to 4,999,999	42,359	35,640	30,000	36,608	22
5,000,000 and over	55,204	45,705	36,000	46,846	11



## 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	81,479	60,240	48,000	68,192	84

### Region

New England	91,982	55,343	47,000	70,991	9
Mid Atlantic	98,325	71,440	48,000	79,274	20
Midwest	84,635	67,112	54,761	67,597	14
Mountain Plains	92,700	76,583	56,214	73,721	8
Southeast	67,588	55,000	41,600	55,520	14
Western	76,929	60,240	43,480	61,062	11
Canada/Mexico	98,221	58,019	53,944	66,412	8

### Operating Budget

\$1,000,000-2,500,000	71,800	63,572	55,343	63,572	2
\$2,500,000-5,000,000	48,223	40,000	35,000	41,459	10
\$5,000,000-7,500,000	59,228	53,944	35,991	51,243	11
\$7,500,000-10,000,000	76,929	47,913	43,607	55,304	10
\$10,000,000-15,000,000	61,200	55,286	50,000	57,011	12
\$15,000,000-20,000,000	78,000	63,240	50,000	71,040	9
Over \$20,000,000	98,325	83,072	72,800	90,787	30

### Metropolitan Area Population

Under 100,000	107,364	74,865	47,826	81,985	24
100,000 to 499,999	80,800	62,424	50,000	68,491	9
500,000 to 999,999	98,221	60,000	48,223	69,073	11
1,000,000 to 1,999,999	75,123	54,919	35,991	55,714	15
2,000,000 to 4,999,999	76,566	56,780	51,982	62,373	13
5,000,000 and over	91,982	58,121	40,000	63,563	12

## 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	66,600	51,000	43,411	52,693	52

### Region

New England	64,769	57,816	45,195	56,770	4
Mid Atlantic	69,843	54,261	45,735	58,084	14
Midwest	53,316	43,828	38,000	47,335	10
Mountain Plains	56,000	49,447	47,100	49,216	7
Southeast	51,000	45,000	32,000	43,732	6
Western	66,600	53,052	43,500	54,496	7
Canada/Mexico	78,750	67,100	12,602	58,170	4

### Operating Budget

\$1,000,000-2,500,000	52,312	44,183	36,053	44,183	2
\$2,500,000-5,000,000	46,582	39,541	32,500	39,541	2
\$5,000,000-7,500,000	35,791	32,000	12,602	30,405	5
\$7,500,000-10,000,000	57,600	53,582	51,500	54,066	3
\$10,000,000-15,000,000	47,218	46,363	41,600	43,624	6
\$15,000,000-20,000,000	68,579	47,100	38,000	52,382	7
Over \$20,000,000	69,520	56,000	45,145	57,591	26

### Metropolitan Area Population

Under 100,000	69,653	52,552	45,000	55,797	17
100,000 to 499,999	60,000	51,457	40,000	51,464	9
500,000 to 999,999	75,046	67,100	39,620	61,898	7
1,000,000 to 1,999,999	51,000	45,000	43,411	45,287	7
2,000,000 to 4,999,999	52,312	46,455	35,791	43,183	7
5,000,000 and over	68,579	57,076	12,602	52,311	5

## 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	48,625	40,900	31,518	40,602	42

### Region

New England	58,030	37,003	21,632	41,598	6
Mid Atlantic	56,373	48,060	41,000	49,270	8
Midwest	43,440	37,407	32,510	37,166	7
Mountain Plains	40,800	37,982	35,000	36,513	4
Southeast	46,099	30,520	27,972	37,573	4
Western	47,791	42,680	31,200	40,469	8
Canada/Mexico	53,860	45,040	3,701	37,366	5

### Operating Budget

\$1,000,000-2,500,000	20,257	20,257	n.d.	20,257	1
\$2,500,000-5,000,000	63,000	63,000	n.d.	63,000	1
\$5,000,000-7,500,000	40,800	27,327	3,701	24,390	5
\$7,500,000-10,000,000	44,916	33,421	29,702	36,013	3
\$10,000,000-15,000,000	43,360	30,520	15,600	30,317	5
\$15,000,000-20,000,000	44,379	34,481	14,500	36,128	4
Over \$20,000,000	53,100	43,297	37,003	46,179	22

### Metropolitan Area Population

Under 100,000	56,373	48,060	40,000	48,177	12
100,000 to 499,999	52,894	44,770	31,200	44,470	6
500,000 to 999,999	64,984	45,527	37,400	48,983	5
1,000,000 to 1,999,999	38,564	32,954	27,327	31,993	6
2,000,000 to 4,999,999	37,003	33,421	25,480	31,901	6
5,000,000 and over	46,157	30,520	15,000	31,141	6

## 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	126,072	98,051	72,000	107,100	76

### Region

New England	125,274	112,519	88,000	115,408	8
Mid Atlantic	138,136	124,163	93,000	125,131	24
Midwest	111,650	95,122	87,200	97,350	10
Mountain Plains	176,900	141,467	76,000	135,472	6
Southeast	92,000	75,000	58,556	75,677	8
Western	116,462	95,000	47,472	99,175	11
Canada/Mexico	102,478	87,765	60,469	80,412	9

### Operating Budget

\$1,000,000-2,500,000	75,000	69,474	50,000	64,825	3
\$2,500,000-5,000,000	93,000	58,298	44,194	70,339	7
\$5,000,000-7,500,000	63,463	60,469	12,602	53,368	5
\$7,500,000-10,000,000	110,000	92,801	66,300	93,148	6
\$10,000,000-15,000,000	110,838	83,441	64,555	85,973	12
\$15,000,000-20,000,000	114,924	101,000	70,960	111,522	9
Over \$20,000,000	160,000	124,163	95,000	131,230	33

### Metropolitan Area Population

Under 100,000	172,060	108,271	70,960	125,935	17
100,000 to 499,999	107,117	95,366	58,556	91,512	13
500,000 to 999,999	116,462	107,064	87,765	105,872	10
1,000,000 to 1,999,999	122,933	94,536	77,134	102,405	7
2,000,000 to 4,999,999	114,200	89,600	64,555	97,082	15
5,000,000 and over	131,053	125,137	93,000	109,832	14

## 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	93,000	77,664	62,582	78,608	70

### Region

New England	93,698	86,611	77,014	81,893	8
Mid Atlantic	96,918	78,361	62,021	81,330	24
Midwest	92,056	74,471	62,582	76,007	10
Mountain Plains	98,124	92,677	65,379	88,695	5
Southeast	74,823	54,854	50,796	59,281	6
Western	99,995	79,350	72,200	84,911	9
Canada/Mexico	83,638	77,664	49,500	70,254	8

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	90,429	49,933	44,716	58,212	6
\$5,000,000-7,500,000	74,823	55,398	46,267	57,972	4
\$7,500,000-10,000,000	98,124	70,000	62,021	72,314	10
\$10,000,000-15,000,000	71,002	65,686	47,740	66,287	11
\$15,000,000-20,000,000	98,305	71,913	62,145	77,250	7
Over \$20,000,000	95,661	83,190	74,683	86,461	31

### Metropolitan Area Population

Under 100,000	100,696	83,977	61,200	87,393	17
100,000 to 499,999	77,100	72,200	61,082	72,188	8
500,000 to 999,999	83,638	77,664	54,857	73,133	10
1,000,000 to 1,999,999	95,661	79,087	62,582	81,814	8
2,000,000 to 4,999,999	89,000	72,630	62,021	71,941	13
5,000,000 and over	98,305	88,561	70,000	84,061	12

## 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	65,323	52,082	44,365	54,951	56

### Region

New England	69,000	56,020	47,202	56,777	7
Mid Atlantic	74,343	59,510	49,520	61,818	17
Midwest	50,500	45,000	37,000	46,781	10
Mountain Plains	58,000	50,000	47,000	52,469	5
Southeast	47,482	43,260	35,000	42,054	6
Western	70,804	59,987	53,488	60,848	6
Canada/Mexico	76,967	49,309	39,710	51,981	5

### Operating Budget

\$1,000,000-2,500,000	43,260	43,260	n.d.	43,260	1
\$2,500,000-5,000,000	65,323	52,163	16,000	44,495	2
\$5,000,000-7,500,000	33,785	33,785	n.d.	33,785	1
\$7,500,000-10,000,000	54,000	46,100	40,845	48,174	4
\$10,000,000-15,000,000	50,000	40,753	36,109	43,449	10
\$15,000,000-20,000,000	70,960	48,500	41,987	57,053	8
Over \$20,000,000	69,996	58,226	47,482	59,623	29

### Metropolitan Area Population

Under 100,000	78,000	67,000	48,000	66,421	12
100,000 to 499,999	60,000	53,300	41,200	51,217	9
500,000 to 999,999	63,815	45,000	36,432	50,554	7
1,000,000 to 1,999,999	52,476	46,982	40,520	48,317	7
2,000,000 to 4,999,999	59,037	49,760	46,983	52,410	12
5,000,000 and over	73,735	61,700	51,700	61,155	7

## 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	82,400	66,899	51,009	67,752	90

### Region

New England	90,000	67,500	48,672	71,838	8
Mid Atlantic	102,000	79,670	67,297	80,912	20
Midwest	70,414	58,066	42,873	61,123	16
Mountain Plains	82,400	68,486	54,626	68,021	6
Southeast	73,000	62,750	47,784	63,120	15
Western	84,214	72,000	58,218	70,382	16
Canada/Mexico	74,214	65,000	35,000	54,087	9

### Operating Budget

\$1,000,000-2,500,000	74,916	64,667	35,000	59,813	4
\$2,500,000-5,000,000	59,071	50,940	39,500	52,557	18
\$5,000,000-7,500,000	70,000	56,338	12,602	51,150	7
\$7,500,000-10,000,000	85,000	64,000	43,775	67,832	10
\$10,000,000-15,000,000	98,010	73,000	50,000	71,332	13
\$15,000,000-20,000,000	87,886	67,863	42,631	70,554	6
Over \$20,000,000	84,214	75,850	65,000	76,647	31

### Metropolitan Area Population

Under 100,000	82,400	74,958	60,482	75,272	17
100,000 to 499,999	82,004	59,109	52,500	65,768	15
500,000 to 999,999	78,294	71,180	59,305	69,538	14
1,000,000 to 1,999,999	82,400	59,000	50,071	62,337	16
2,000,000 to 4,999,999	83,986	72,000	41,000	64,201	14
5,000,000 and over	103,019	78,649	38,900	71,323	11

## 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	64,480	51,885	43,435	55,980	167

### Region

New England	71,047	54,154	45,000	59,176	21
Mid Atlantic	77,998	55,605	46,350	60,696	39
Midwest	59,894	51,750	42,987	52,188	29
Mountain Plains	63,658	53,560	48,268	55,935	15
Southeast	47,500	44,061	40,570	45,185	34
Western	68,000	56,439	44,023	60,281	18
Canada/Mexico	87,765	60,300	46,000	67,708	11

### Operating Budget

\$1,000,000-2,500,000	49,980	44,568	36,050	44,234	18
\$2,500,000-5,000,000	52,500	44,797	39,481	47,038	49
\$5,000,000-7,500,000	55,620	48,000	40,000	47,901	21
\$7,500,000-10,000,000	64,604	55,000	45,000	55,696	17
\$10,000,000-15,000,000	61,004	53,305	47,620	55,034	18
\$15,000,000-20,000,000	86,196	80,404	49,400	76,951	10
Over \$20,000,000	85,061	71,922	59,777	72,130	32

### Metropolitan Area Population

Under 100,000	64,709	51,859	38,199	55,052	39
100,000 to 499,999	64,600	54,075	45,645	55,686	26
500,000 to 999,999	59,000	52,010	44,981	60,026	23
1,000,000 to 1,999,999	51,500	48,000	43,000	48,474	28
2,000,000 to 4,999,999	63,658	52,223	44,023	54,282	29
5,000,000 and over	81,300	64,046	43,000	67,217	18



## 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	50,400	42,619	35,390	52,045	137

### Region

New England	48,827	43,050	37,920	44,086	19
Mid Atlantic	62,647	44,875	39,000	86,585	25
Midwest	48,165	40,133	35,000	41,708	28
Mountain Plains	50,000	44,915	35,416	45,329	12
Southeast	42,000	36,338	32,000	37,992	26
Western	52,000	45,268	35,360	45,918	19
Canada/Mexico	66,043	51,420	44,617	51,202	8

### Operating Budget

\$1,000,000-2,500,000	45,000	40,019	32,715	38,308	13
\$2,500,000-5,000,000	44,966	39,738	32,779	64,215	31
\$5,000,000-7,500,000	43,517	38,818	35,000	40,555	16
\$7,500,000-10,000,000	45,411	39,780	32,427	40,967	16
\$10,000,000-15,000,000	47,840	41,000	33,726	40,899	16
\$15,000,000-20,000,000	55,130	48,200	44,175	53,049	12
Over \$20,000,000	62,490	49,618	41,990	63,741	31

### Metropolitan Area Population

Under 100,000	56,222	42,880	38,760	59,264	30
100,000 to 499,999	52,000	43,517	36,000	44,134	22
500,000 to 999,999	50,000	38,495	32,545	42,975	20
1,000,000 to 1,999,999	44,966	39,832	33,726	40,341	24
2,000,000 to 4,999,999	49,104	43,840	36,670	42,688	24
5,000,000 and over	65,150	46,788	39,000	93,629	15

## 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	92,450	68,216	55,477	77,258	92

### Region

New England	88,087	68,216	58,350	81,216	9
Mid Atlantic	98,305	86,564	60,000	92,742	29
Midwest	83,408	62,000	47,670	67,762	15
Mountain Plains	88,888	67,461	51,500	68,955	9
Southeast	61,266	57,280	48,630	56,960	12
Western	97,290	75,575	53,382	74,013	12
Canada/Mexico	103,195	94,197	74,057	82,748	6

### Operating Budget

\$1,000,000-2,500,000	60,000	57,739	55,477	57,739	2
\$2,500,000-5,000,000	69,617	58,657	42,400	58,132	10
\$5,000,000-7,500,000	62,000	57,185	48,630	52,829	10
\$7,500,000-10,000,000	65,576	58,755	53,382	61,079	14
\$10,000,000-15,000,000	88,888	65,000	52,520	69,414	10
\$15,000,000-20,000,000	95,226	69,000	51,500	76,283	13
Over \$20,000,000	102,950	90,125	80,000	99,610	32

### Metropolitan Area Population

Under 100,000	102,950	91,700	61,903	98,494	23
100,000 to 499,999	88,300	68,000	58,970	75,941	13
500,000 to 999,999	92,450	60,000	44,346	66,877	12
1,000,000 to 1,999,999	76,000	57,374	50,000	63,284	12
2,000,000 to 4,999,999	80,714	61,155	47,342	62,590	16
5,000,000 and over	95,460	78,550	68,216	80,577	14

## 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	65,672	52,460	40,950	54,944	123

### Region

New England	59,334	50,599	45,000	52,771	13
Mid Atlantic	81,204	59,160	46,500	65,956	27
Midwest	67,167	50,000	36,000	53,248	22
Mountain Plains	60,446	42,600	36,599	49,569	12
Southeast	58,006	41,000	38,563	47,276	22
Western	60,000	55,212	43,750	56,811	21
Canada/Mexico	65,672	51,605	15,500	44,014	6

### Operating Budget

\$1,000,000-2,500,000	41,924	35,000	30,000	42,401	5
\$2,500,000-5,000,000	53,286	39,951	36,599	46,049	25
\$5,000,000-7,500,000	58,006	39,757	31,450	45,492	14
\$7,500,000-10,000,000	60,446	51,381	43,300	53,550	16
\$10,000,000-15,000,000	58,190	51,900	42,200	53,359	14
\$15,000,000-20,000,000	65,490	55,000	42,000	56,275	13
Over \$20,000,000	75,274	59,400	50,000	63,355	35

### Metropolitan Area Population

Under 100,000	63,870	54,035	40,400	55,991	33
100,000 to 499,999	70,076	53,300	39,392	55,820	16
500,000 to 999,999	65,490	55,727	40,858	52,900	16
1,000,000 to 1,999,999	72,100	48,345	36,599	52,560	19
2,000,000 to 4,999,999	54,000	49,163	40,076	49,858	17
5,000,000 and over	78,040	55,642	43,057	61,667	20

## 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	96,052	73,638	55,036	81,469	180

### **Region**

New England	106,604	79,193	62,600	87,752	19
Mid Atlantic	117,000	89,805	71,250	102,250	38
Midwest	87,216	72,100	55,167	71,934	30
Mountain Plains	97,500	71,884	49,345	78,260	18
Southeast	76,000	56,530	45,015	64,066	35
Western	94,946	75,000	56,610	78,817	31
Canada/Mexico	115,500	92,517	63,435	90,266	9

### **Operating Budget**

\$1,000,000-2,500,000	68,850	55,999	39,069	55,012	13
\$2,500,000-5,000,000	66,439	54,294	45,015	55,334	48
\$5,000,000-7,500,000	75,600	62,920	55,036	66,277	26
\$7,500,000-10,000,000	103,500	84,900	71,667	85,875	22
\$10,000,000-15,000,000	105,493	85,441	74,375	88,943	18
\$15,000,000-20,000,000	121,122	88,776	71,677	96,002	14
Over \$20,000,000	138,551	118,450	93,840	124,435	37

### **Metropolitan Area Population**

Under 100,000	120,000	80,710	63,550	98,616	46
100,000 to 499,999	94,000	75,000	54,052	78,237	25
500,000 to 999,999	93,840	65,000	47,532	72,713	25
1,000,000 to 1,999,999	81,826	65,884	53,000	69,492	30
2,000,000 to 4,999,999	95,584	80,299	56,990	79,868	33
5,000,000 and over	99,296	73,950	54,267	79,298	18

## 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	88,473	64,948	52,000	72,600	63

### Region

New England	106,223	71,641	52,320	75,178	8
Mid Atlantic	101,430	76,821	60,390	89,714	17
Midwest	82,000	56,598	43,992	62,057	12
Mountain Plains	65,000	61,245	51,000	63,590	8
Southeast	50,000	44,034	31,000	47,762	5
Western	91,800	84,412	61,021	81,453	6
Canada/Mexico	105,725	61,399	55,910	67,843	7

### Operating Budget

\$1,000,000-2,500,000	51,000	39,425	27,850	39,425	2
\$2,500,000-5,000,000	50,000	31,000	25,605	35,535	2
\$5,000,000-7,500,000	52,320	47,843	39,993	43,745	6
\$7,500,000-10,000,000	65,395	56,360	50,000	58,194	8
\$10,000,000-15,000,000	65,000	58,090	51,149	59,917	11
\$15,000,000-20,000,000	72,380	67,939	61,399	69,193	6
Over \$20,000,000	106,223	88,651	68,340	92,668	27

### Metropolitan Area Population

Under 100,000	99,898	88,473	52,320	90,624	16
100,000 to 499,999	76,821	61,021	50,000	69,879	9
500,000 to 999,999	105,725	55,974	49,100	67,885	8
1,000,000 to 1,999,999	79,142	65,000	48,075	66,793	8
2,000,000 to 4,999,999	65,395	60,390	51,149	62,456	13
5,000,000 and over	85,500	75,486	25,605	69,421	8

# CHIEF OF SECURITY

Supervises all guard forces.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	76,000	56,000	40,851	63,669	153

## Region

New England	79,700	58,000	43,771	65,351	20
Mid Atlantic	94,108	65,000	55,000	81,837	32
Midwest	66,851	50,000	40,851	58,485	26
Mountain Plains	85,000	62,500	34,694	60,693	14
Southeast	56,000	45,000	36,823	50,220	30
Western	75,000	55,202	37,500	61,433	22
Canada/Mexico	93,775	73,285	27,500	68,677	9

## Operating Budget

\$1,000,000-2,500,000	40,277	35,110	30,900	36,482	11
\$2,500,000-5,000,000	50,000	39,044	34,320	43,036	41
\$5,000,000-7,500,000	62,320	55,260	50,000	52,813	20
\$7,500,000-10,000,000	64,343	57,200	50,000	59,371	17
\$10,000,000-15,000,000	68,110	64,667	53,020	64,102	16
\$15,000,000-20,000,000	91,269	73,285	58,426	74,459	11
Over \$20,000,000	116,130	91,000	72,828	100,647	35

## Metropolitan Area Population

Under 100,000	91,269	59,989	40,851	74,818	38
100,000 to 499,999	76,000	58,172	45,000	66,958	20
500,000 to 999,999	84,595	60,150	37,486	63,362	21
1,000,000 to 1,999,999	56,661	50,000	36,823	49,161	26
2,000,000 to 4,999,999	79,700	58,000	43,771	63,722	28
5,000,000 and over	84,500	54,634	37,500	61,863	17

## University Museum Salary Ranges

Position	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Director	217,527	175,465	152,241	192,216	53
Deputy Director	130,608	110,618	90,454	113,565	32
Administrator	114,560	73,774	62,561	87,969	16
Assistant To Director	54,321	48,340	41,600	49,284	45
Finance A	89,739	67,750	55,000	72,103	24
Finance B	72,800	57,100	37,668	58,433	21
Development A	103,708	96,420	75,190	95,505	29
Development B	74,422	58,000	40,564	61,948	18
Development C	55,000	43,000	39,000	50,393	25
Dir. of Planned Giving	58,710	53,305	50,966	54,072	4
Director of Human Resources	86,221	63,898	47,000	71,565	9
Dir. of Information Systems	101,992	67,352	46,617	73,672	8
Systems Manager	80,000	73,075	67,425	70,471	12
Web Manager	82,400	56,252	45,002	64,384	6
New Media Manager	44,000	39,000	36,066	43,673	7
Membership Assistant	48,509	40,000	32,760	41,879	28
Special Events Manager	53,961	45,936	38,002	48,701	35
Director of External Affairs	95,790	84,547	49,260	80,432	8
Marketing Director	67,910	55,000	46,000	58,660	25
Public Relations Officer	61,751	55,500	42,200	54,887	22
Museum Store Manager	55,000	46,504	35,000	45,911	33
Volunteer Coordinator	65,203	43,071	37,704	59,039	12
Curator A	129,914	91,732	73,215	100,366	27
Curator B	90,479	78,101	61,428	77,473	37
Curator C	84,000	63,052	50,388	67,081	22
Curator D	63,000	54,225	47,792	55,246	25
Curator E	61,200	55,000	43,230	56,229	18
Curatorial Assistant	43,000	37,500	32,000	40,217	30
Photographer	67,662	54,425	43,554	58,498	12
Educator A	76,898	63,095	54,165	66,300	43
Educator B	58,011	49,978	44,000	54,828	35
Educator C	45,000	40,000	34,360	42,559	21
Educational Assistant	52,000	40,880	35,000	45,063	20
Registrar A	66,054	60,266	46,144	59,214	52
Registrar B	63,963	44,821	39,494	50,127	33
Registrar C	47,638	37,763	31,512	39,754	28
Librarian A	76,929	55,000	40,000	59,783	7
Librarian B	57,076	50,093	34,680	48,202	5
Librarian C	63,000	44,916	30,520	44,858	5
Conservator A	98,500	93,000	58,298	94,072	9
Conservator B	93,698	90,000	86,100	85,864	6
Conservator C	61,700	52,163	43,260	52,167	5
Exhibition Designer	74,916	58,203	48,672	62,730	18
Preparator A	59,894	48,998	41,580	53,309	44
Preparator B	49,087	43,069	38,760	44,480	36
Editor	68,216	60,633	55,400	63,532	16
Graphic Designer	72,808	51,980	42,200	56,299	20
Facilities Director	72,900	61,141	50,559	63,182	29
Engineering Manager	75,486	73,893	72,300	73,893	2
Chief Of Security	58,490	45,000	37,000	52,749	32