



**ASSOCIATION OF ART MUSEUM
DIRECTORS**

2018 Salary Survey



PREFACE

The 2018 Salary Survey is the thirty-third in a series of the annual survey of art museum salaries issued by the Association of Art Museum Directors. The results of this survey represent responses from 222 of 230 museums surveyed—a response rate of 97%.

Among the museums surveyed were both current and former AAMD members. While the response rate of 97% enables this report to be statistically representative of institutions eligible for AAMD membership, one should not assume relevance to museums in other disciplines.

Our thanks are due to Stax Inc., who worked with us to support the effort, and provided analysis and development of insights. 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 in this report. 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 FY17. In accordance with US Department of Justice anti-trust guidelines, salary comparison by designation is not presented for positions if fewer than five museums reported figures for a given designation. Salaries reported by Canadian art museums were converted to US dollars using the exchange rate 1 CAD = 0.7929 USD on April 10th 2018. Commentary on analyzed trends refers to the fiscal year.

Additional copies of the 2018 Salary Survey may be obtained from the Standards & Practices section of AAMD's website at aamd.org.



SURVEY DEFINITIONS

Income: Includes an individual's current base salary, excluding benefits. Incomes have only been reported for full-time employees (i.e., not including independent contractors or consultants). Incomes of support staff not directly employed by the museum haven't been recorded (e.g., security officers). Incomes of shared service center employees working at academic museums haven't been recorded.

Mean: A measure of central tendency. Indicates the average salary of employees in a group (i.e., if salaries of the entire group were added together and the total was divided by the number of individuals involved). This value is greatly influenced by outliers.

Median: A measure of central tendency. It's the value of the middle item of a group of values when they are arranged from the highest to the lowest. Unlike the mean, this value isn't greatly influenced by outliers.

25th Percentile: A measure of dispersion. When all of the incomes are arranged from the highest to the lowest, the 25th percentile is that income level below which 25% of the incomes fall.

75th Percentile: A measure of dispersion. When all of the incomes are arranged from the highest to the lowest, the 75th percentile is that income level below which 75% of the incomes fall.

Year over year (YOY) Growth: A measure of growth. It measures growth between two identical periods and compares the results of one period with that of another comparable time period— on an annualized basis.

Compounded Annual Growth Rate (CAGR): A measure of growth. It's the mean (geometric) annual growth rate of salaries taking into account multiple periods. It's calculated by considering the beginning and ending values of a data set. Unlike a YOY growth, CAGR considers the compounding values (i.e., takes into account salary increments and cuts overtime).

$$CAGR = \left(\frac{\textit{Final Value}}{\textit{Starting Value}} \right)^{\frac{1}{N}} - 1$$

NOTE: N denotes the number of periods/years

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REGIONAL ASSOCIATIONS OF THE AMERICAN ALLIANCE OF MUSEUMS (AAM)

THE UNITED STATES

SOUTHEAST

Alabama
 Arkansas
 Florida
 Georgia
 Kentucky
 Louisiana
 Mississippi
 North Carolina
 Puerto Rico
 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

CANADA

MEXICO

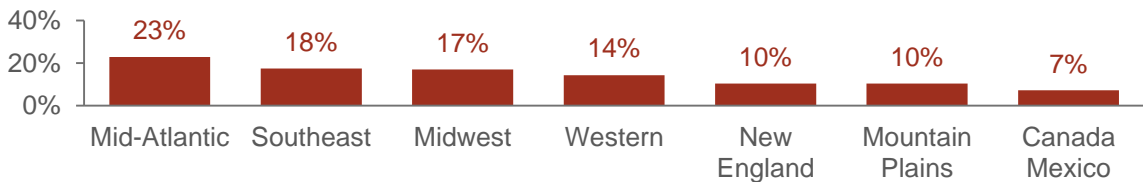
REGIONAL ASSOCIATIONS OF THE AMERICAN ALLIANCE OF MUSEUMS (AAM) – U.S.



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by AAM Region

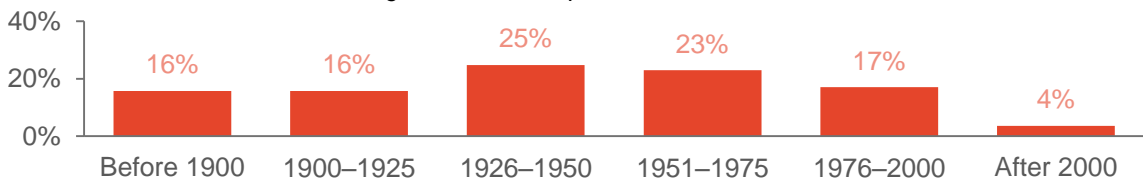
Percentages based on responses from 222 museums.



New York State and California had the largest concentration of AAM-affiliated museums, with 29 and 20, respectively. Meanwhile, New York City and Washington, D.C. hosted the greatest number of AAM-affiliated museums— 16 and 8, respectively.

Distribution of Museums by Founding Date

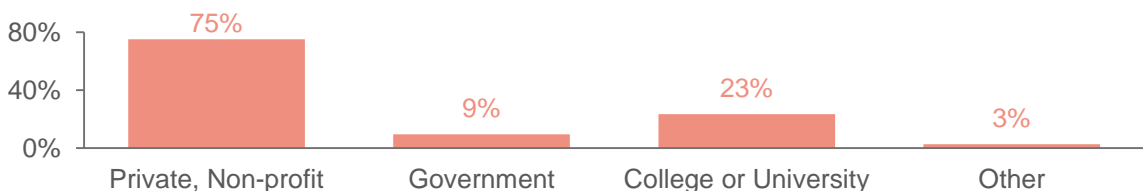
Percentages based on responses from 222 museums.



The oldest museum that took part in the survey was the Peabody Essex Museum from Salem, MA, while the newest was the Eli & Edythe Broad Museum of Art at Michigan State University (MSU) in East Lansing, MI— with the museums being established over 210 years apart.

Distribution of Museums by Governance Patterns

Percentages based on responses from 222 museums.

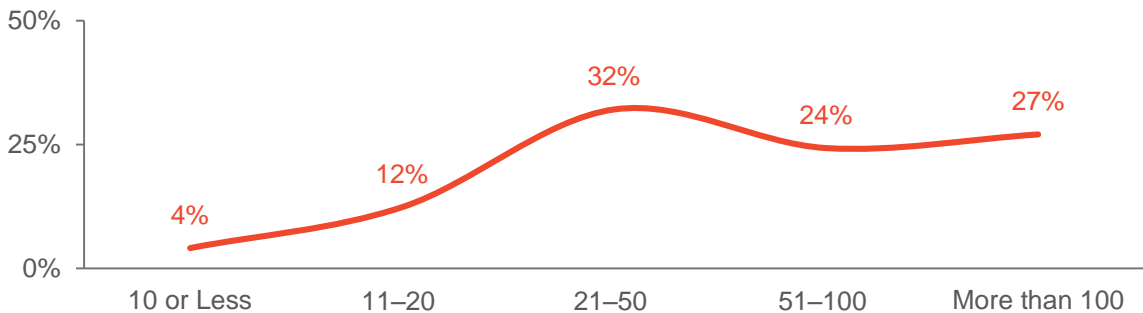


NOTE: Museums can indicate more than one governance category. Thus the total of all responses exceeds 100%

GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by the Number of Full Time Employees

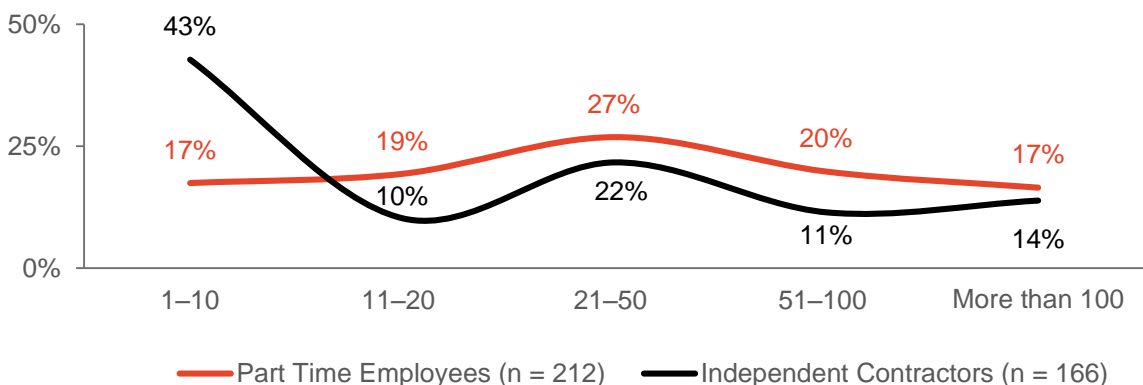
Percentages based on responses from 218 museums.



In 2017, more than half of the museums had 51 or more full time employees; 19 museums had more than 250 full time employees. The Metropolitan Museum of Art in New York had the most full time employees with more than 1,900.

NOTE: Figures are rounded to the nearest whole number; thus may not always add up to 100.

Distribution of Museums by Employee Type

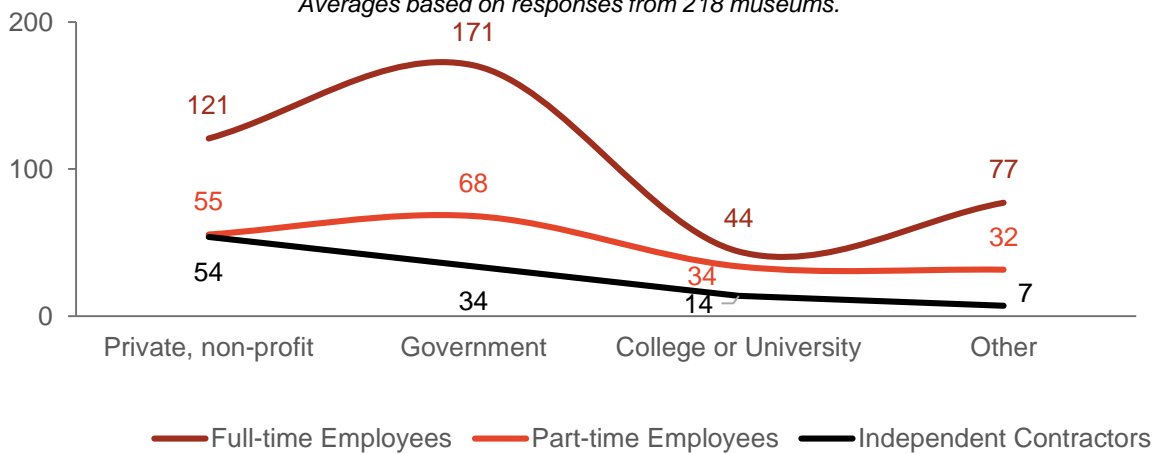


23 of the museums surveyed employed more than 100 independent contractors— 6 of which employed more than 250.

GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

Average Number of Full Time, Part Time, and Independent Contractors by Governance Patterns

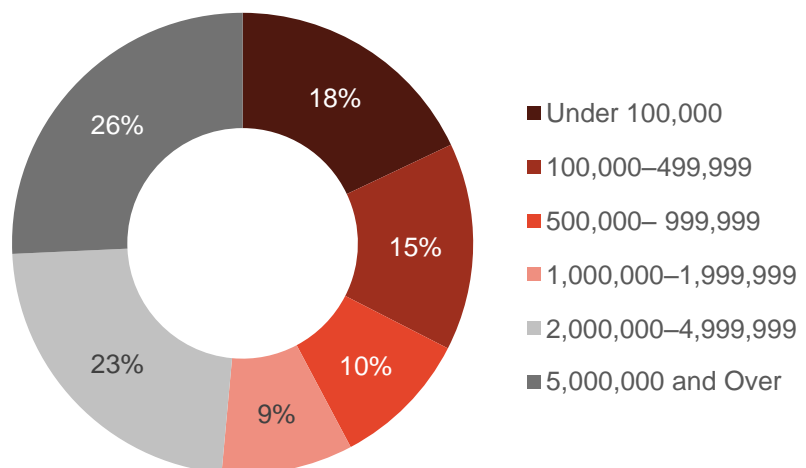
Averages based on responses from 218 museums.



Part-time employees were most prominent in College or University museums; on average, 37% of staff were employed on a part-time basis. Independent contractors were hired mostly in Private, non-profit museums, where they accounted for 23% of the total number of employees on average.

Distribution of Museums by Metropolitan Area Population

Percentages based on responses from 206 museums.



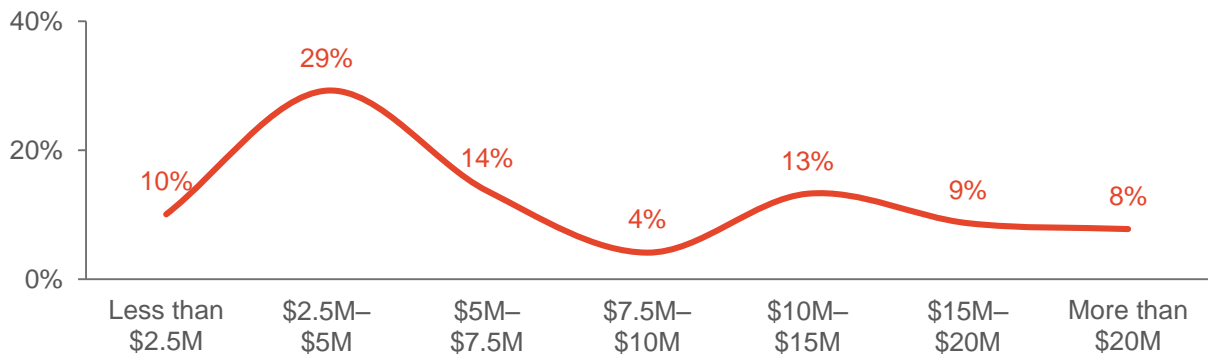
NOTE: Figures are rounded to the nearest whole number; thus may not always add up to 100.

FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Of 219 museums surveyed, almost 60% commenced their fiscal year in July, with a further 20% starting at the beginning of the calendar year and another 10% in October.

Distribution of Museums by Annual Operating Budget

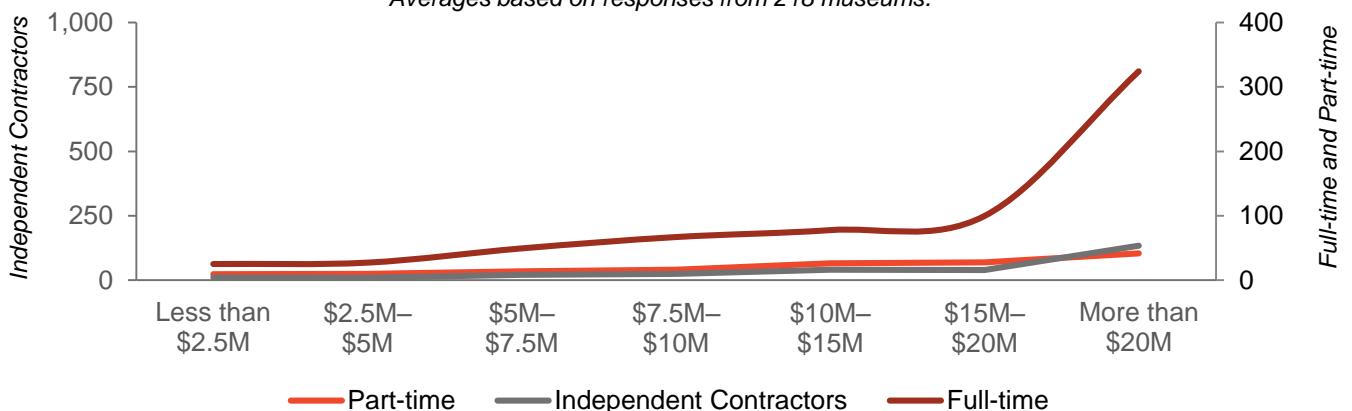
Percentages based on responses from 219 museums.



The distribution of museums across the operating budget brackets remained largely the same as in 2016. Nearly 40% had an operating budget of less than \$5M. On the other end of the scale, 45 of the museums were in the top bracket (more than \$20M), which is the same as in 2016. Furthermore, 17 of the museums had an operating budget of over \$50M, 5 of which had a budget in excess of \$100M.

The Average Number of Full-time Employees by the Size of the Annual Operating Budget

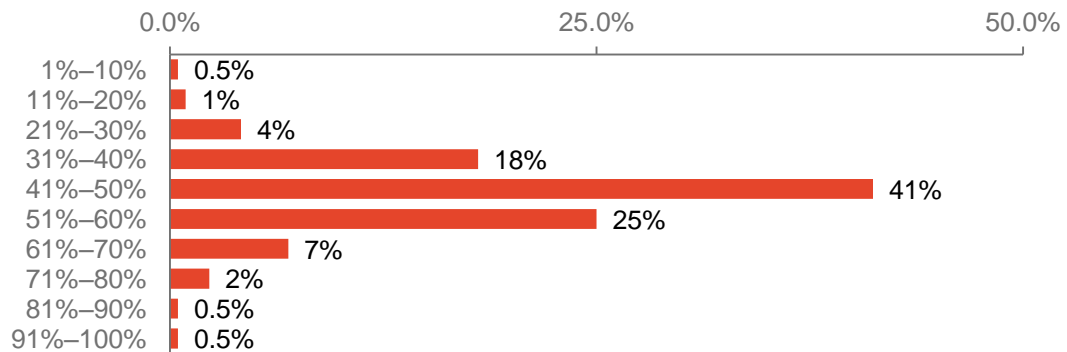
Averages based on responses from 218 museums.



FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by Payroll as a Percentage of Total Budget

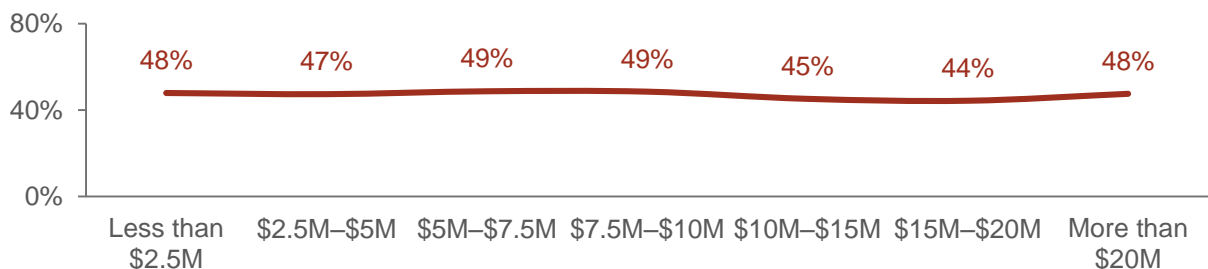
Percentages based on responses from 216 museums.



The number of museums spending over 50% of their budget on payroll expenses increased from 66 in 2016 to 76 by 2017— an increase (YoY) of 15%.

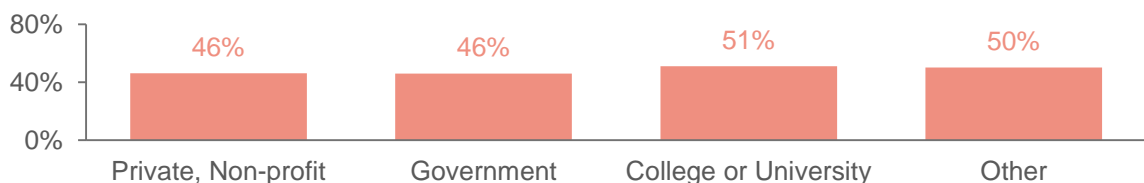
Payroll Expenditure as a Percentage of the Annual Operating Budget by Size

Percentages based on responses from 216 museums.



Average Payroll As a Percentage of Total Budget by Governance Patterns

Averages based on responses from 216 museums.

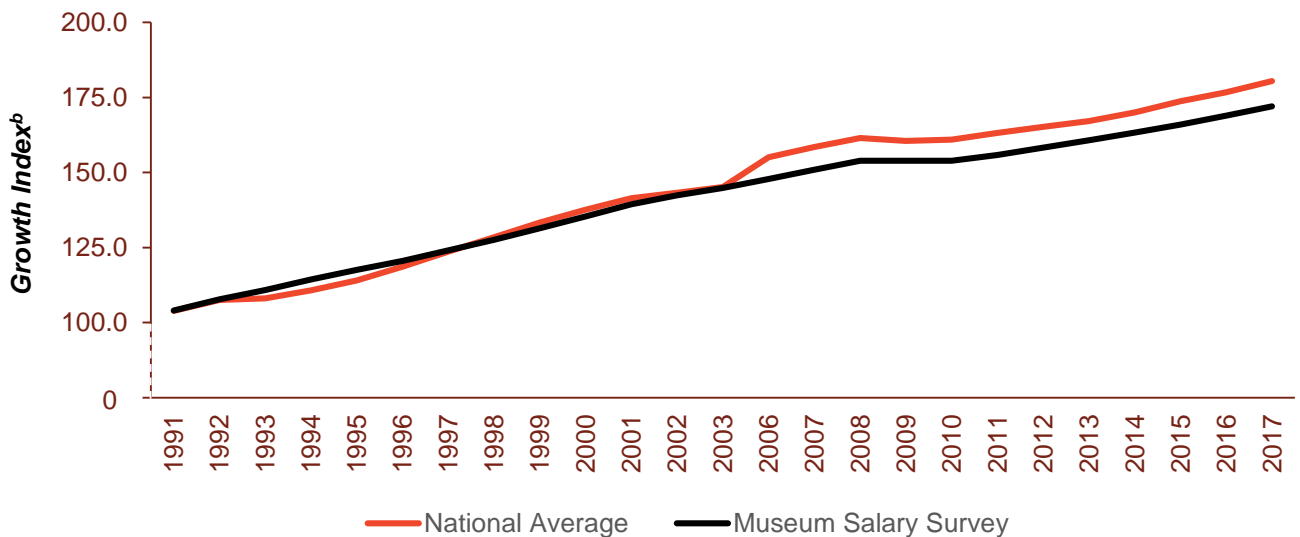


NOTE: Museums can indicate more than one governance category. Thus the total of all responses will exceed 100%

SALARY PROCEDURES OF RESPONDING MUSEUMS

NOTE^a: The median national average salary increase is based on the National Average Wage Index (NAWI)—an index calculated annually by the Social Security Administration (SSA) based on wages subject to federal income taxes and contributions. 2017 figures are based on estimates provided by the SSA’s Trustees Report.

Average Percentage Salary Increase: National Average ^a vs. AAMD Salary Survey Results—Median



NOTE^b: The index shows the compounded percentage increase in the salaries overtime. For the purpose of this analysis, 1991 has been used as the base year.

Even though the median increase in salaries of the AAMD survey grew at a slower pace than the national average in the period between 1991-2017, it’s worth noting that in 2017 the average median salary as per the AAMD survey stood at \$65,449 (based on the median salary weighted by FTE’s), while the national average wage index was estimated to be \$50,491— almost 23% lower.

SALARY PROCEDURES OF RESPONDING MUSEUMS

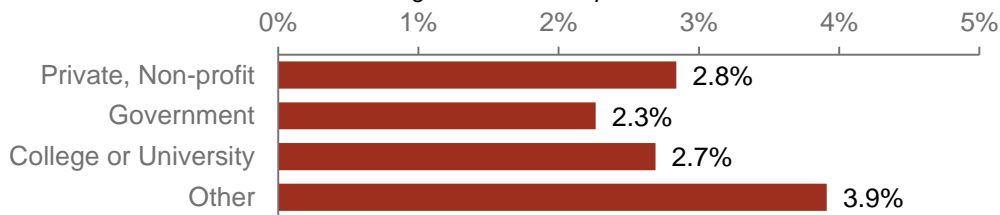
Average Percentage Salary Increase FY 1991 to 2017

Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
2017	3.0%	3.0%	2.0%	2.5%	211
2016	3.0%	3.0%	2.0%	2.8%	212
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

SALARY PROCEDURES OF RESPONDING MUSEUMS

Average Increase in Salaries During the Last Fiscal Year by Type of Institution (i.e., type of governance)

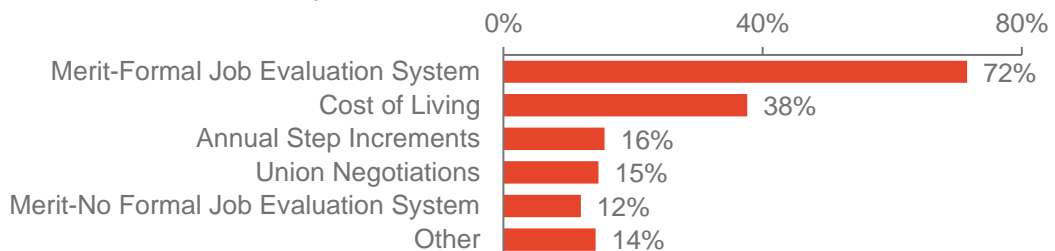
Percentages based on responses from 212 museums.



Of 219 responding museums, 70% reported having established salary ranges for each position.

Distribution of Museums by Basis for Salary Increment

Percentages based on responses from 218 museums.



NOTE: Museums can indicate more than one basis for salary increment. Thus, the total of all responses exceeds 100%

27% of all responding museums reported having unionized staff. Clerical, maintenance, and security staff were the most predominant groups working under a union contract.

Basis For Salary Increment by Type of Governance

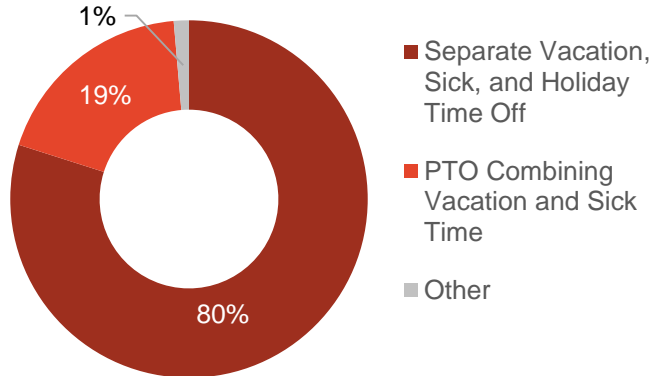
Category	Private, non-profit	Government	College or University	Other
Merit (formal job evaluation system)	70.7%	25.0%	76.9%	50.0%
Merit (no formal job evaluation system)	11.4%	5.8%	11.5%	33.3%
Cost of Living	35.9%	26.9%	38.5%	50.0%
Annual Step Increments	10.8%	25.0%	19.2%	16.7%
Union Negotiations	10.8%	13.5%	25.0%	0.0%
Other	15.0%	7.7%	9.6%	0.0%
	n = 167	n = 52	n = 52	n = 6

EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Of 218 responding museums, full-time exempt employees worked 38 hours on average each week.

Distribution of Museums by Vacation, Sick and Holiday Time Off Offering Policy

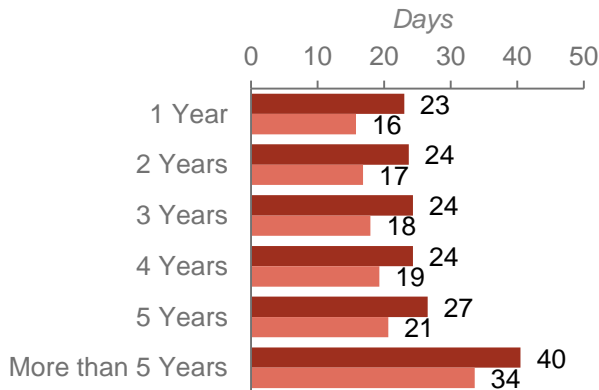
Percentages based on responses from 219 museums.



Of 220 museums surveyed, 70% offered Vacation/PTO at the Same Rate for Regular, Full-time Exempt, and Non-exempt Employees.

Duration of Vacation/PTO (In Days) for Regular Fulltime Exempt and Non-exempt Employees by Length of Employment

When offered at different rates for Exempt and Non-exempt Employees.

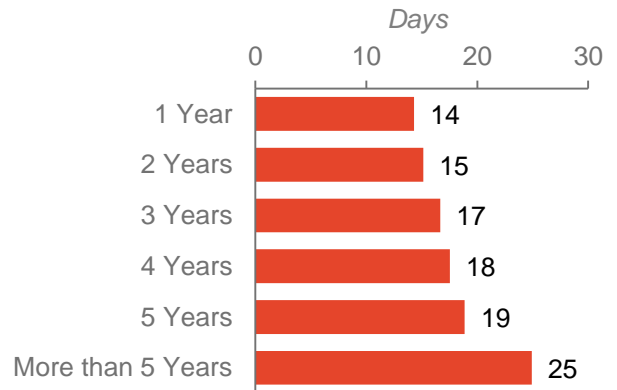


Mean based on responses of at least 65 museums.

- Regular Fulltime Exempt
- Regular Fulltime Non-exempt

Duration of Vacation/PTO for Regular Fulltime Exempt and Non-exempt Employees, by Length of Employment (In Days)

When offered at the same rate for Exempt and Non-exempt Employees.



Mean based on responses of at least 155 museums.

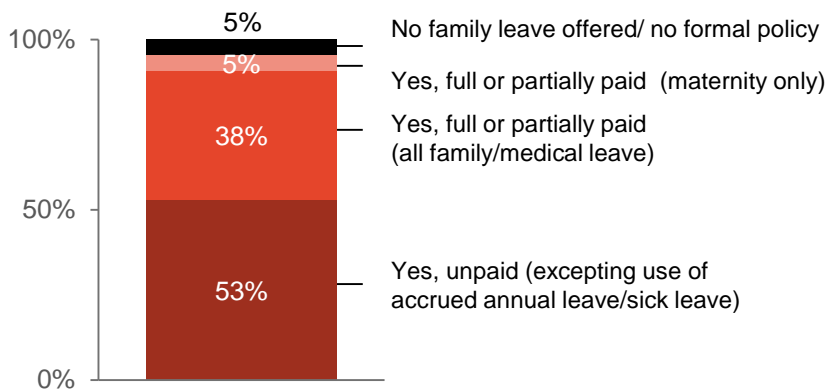
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Approximately 85% of 220 responding museums allowed earned vacation/PTO days that are not used during the current fiscal year to be carried forward to the next. The number of days allowed to be carried over varied from as low as 5 to an unlimited amount in certain instances.

On average, museums offer regular full-time employees 13 sick days and 4 personal/floating holidays per year.

Distribution of Museums Offering Family and Medical Leave

Percentages based on responses from 219 museums.



Distribution of Museums by Retirement Plan Offered and Payment Type

Policy Followed	401(k) Plan	403(b) Plan	Pension Plan	Other Defined Contribution Plan
Paid by Museum	2%	12%	10%	11%
Employee Co-Payment	19%	34%	15%	8%
Fully Paid by Employee	8%	23%	0%	11%
Not Offered	71%	31%	75%	70%
	n = 220	n = 220	n = 219	n = 205

On average, salary contributions are capped at 5% for museums contributing to a 401(k) Plan for their employees. Of the museums contributing to a 403(b) Plan for their employees, salary contributions are capped at 6.2% on average.

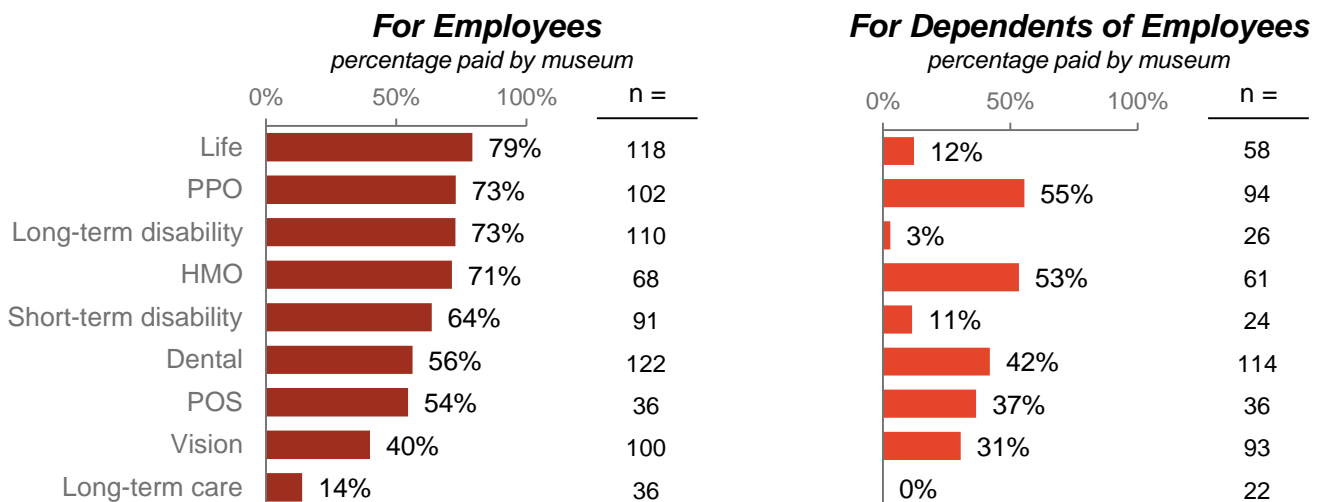
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Distribution of Museums Offering Insurance Benefits for Employees and Dependents of Employees

	For Employees				For Dependents of Employees			
	Private, non-profit	Govt.	College or University	Other	Private, non-profit	Govt.	College or University	Other
HMO	29%	24%	27%	0%	22%	19%	25%	0%
PPO	46%	33%	42%	17%	35%	24%	33%	17%
POS	13%	10%	12%	0%	10%	5%	12%	0%
Dental	49%	38%	27%	0%	38%	24%	25%	17%
Vision	28%	29%	12%	0%	20%	19%	10%	17%
Life	52%	43%	29%	0%	4%	5%	2%	0%
Long-term disability	47%	29%	19%	0%	1%	0%	0%	0%
Short-term disability	33%	24%	17%	0%	1%	0%	2%	0%
Long-term care	2%	5%	2%	0%	0%	0%	0%	0%
n =	167	21	52	6	167	21	52	6

Distribution of Museums Offering Insurance Benefits for Employees and Dependents of Employees, by Type, by Percentage Paid by the Museum

Percentages based on responses of at least 22 museums.

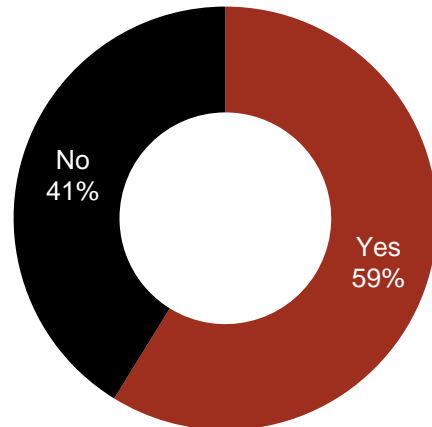


Of the 219 museums surveyed, only 10% reported that they had revised or intend to change their plans or offerings as a result of the Affordable Care Act.

EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Distribution of Museums Offering a Cafeteria Plan

Percentages based on responses from 216 museums.



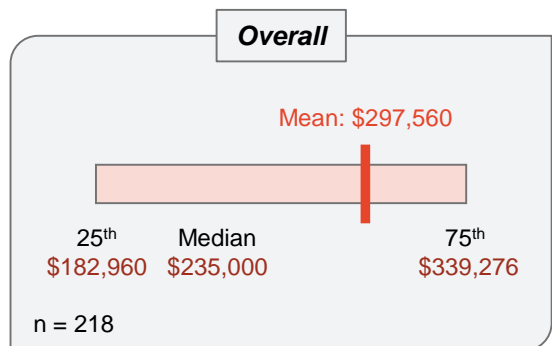
Percentage of Museums that offer employee benefits, by Type, by Employee Level

<i>Type Of Benefit</i>	<i>Executive Director or CEO</i>	<i>Other Executive Staff</i>	<i>Other Staff</i>
Employee Assistance Program	70.6%	69.3%	70.6%
Deferred Compensation	29.9%	20.3%	10.9%
Telecommuting	37.4%	37.3%	33.6%
Reimbursement for acquiring and/or maintaining professional license or similar credentials	52.8%	59.4%	50.2%
Professional conference attendance	91.6%	91.0%	86.3%
Professional membership dues	89.3%	80.7%	74.9%
Professional development classes	74.8%	82.1%	81.5%
Spouse or domestic partner travel expenses	7.9%	0.5%	0.9%
Local mass transit subsidy	17.8%	19.3%	19.4%
Car or car allowance	19.2%	3.3%	1.4%
Housing or housing allowance	14.0%	1.4%	0.0%
Cell phone	62.6%	53.8%	42.2%
Sabbatical	14.0%	6.1%	4.7%
Bonus	42.1%	30.7%	25.6%
Other	10.7%	8.0%	6.6%
	n = 214	n = 212	n = 211

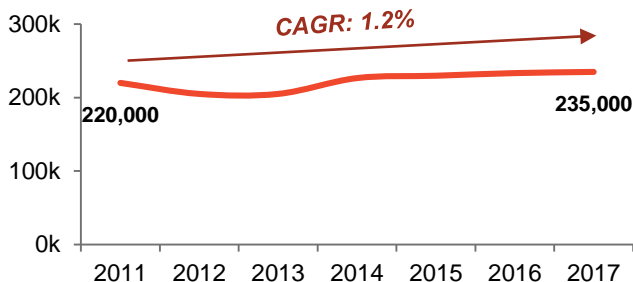
NOTE: Museums offer multiple types of employee benefits. Thus, the total of responses can exceed 100%

Director

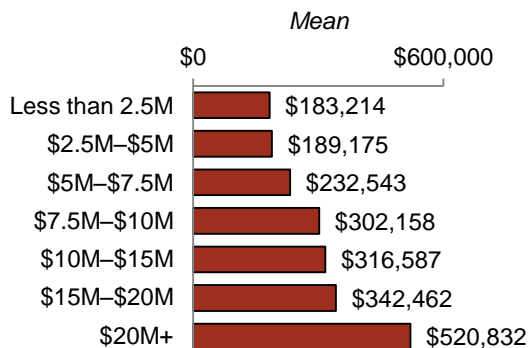
Directs the daily work activities of the organization. Reports to the Board of Directors.



Historical Trend—Median (2011–2017)

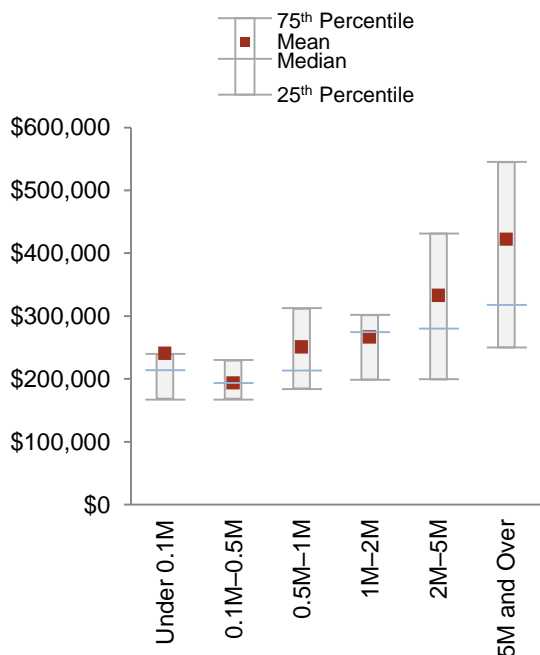


Operating Budget

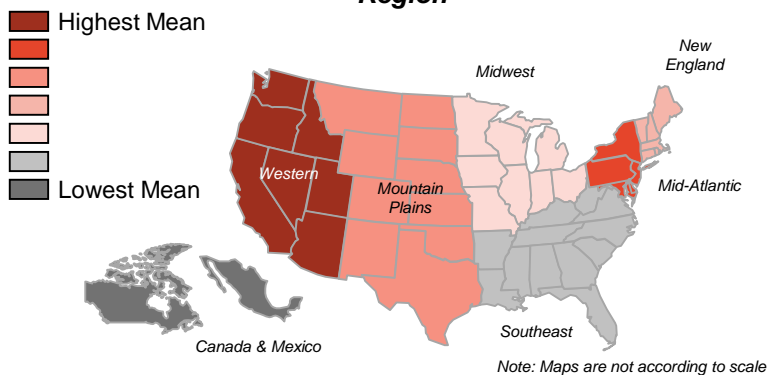


25 th Percentile	Median	75 th Percentile	# of Museums
\$119,013	\$175,880	\$206,842	20
\$167,500	\$182,960	\$218,632	63
\$199,134	\$216,900	\$267,000	30
\$275,000	\$310,000	\$313,500	9
\$263,248	\$287,311	\$325,409	28
\$282,000	\$317,000	\$425,500	19
\$350,000	\$497,861	\$650,000	45

MSA Population (n = 203)



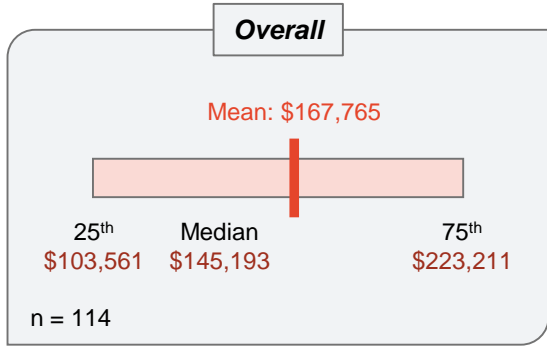
Region



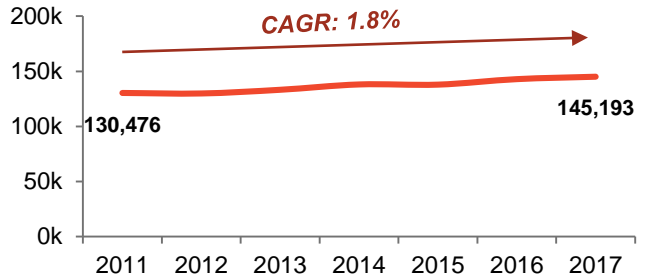
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$103,239	\$168,444	\$280,450	\$181,540	12
Mid-Atlantic	\$190,632	\$255,940	\$438,875	\$339,241	50
Midwest	\$175,005	\$222,266	\$375,000	\$280,777	38
Mountain Plains	\$195,000	\$278,078	\$350,000	\$292,908	23
New England	\$182,960	\$235,000	\$360,000	\$291,249	22
Southeast	\$182,652	\$220,041	\$293,000	\$240,261	38
Western	\$203,305	\$285,500	\$452,491	\$369,187	32

Deputy Director

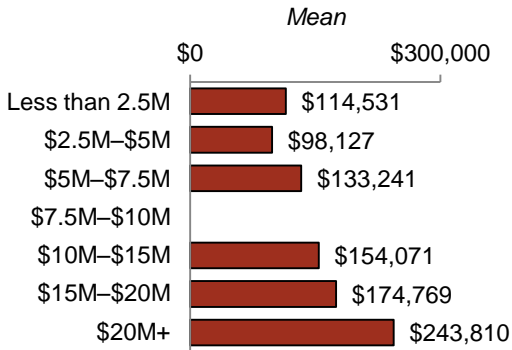
Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum.



Historical Trend—Median (2011–2017)

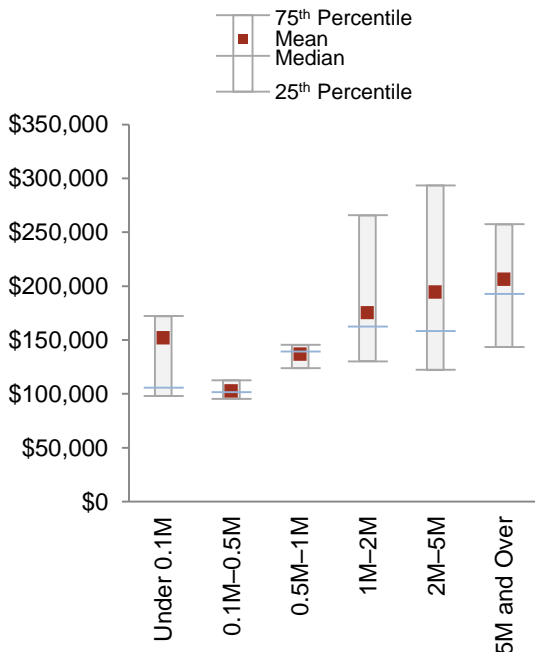


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$79,915	\$99,748	\$195,351	9
\$81,600	\$97,262	\$120,000	27
\$102,250	\$134,750	\$136,000	13
Small Sample Size (n < 5)			
\$127,869	\$146,819	\$195,665	17
\$145,193	\$161,750	\$188,500	13
\$158,172	\$264,776	\$294,600	30

MSA Population (n = 105)



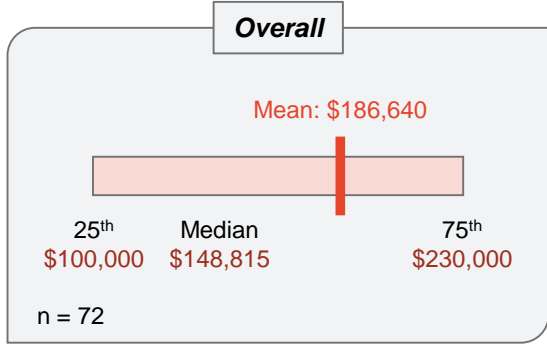
Region



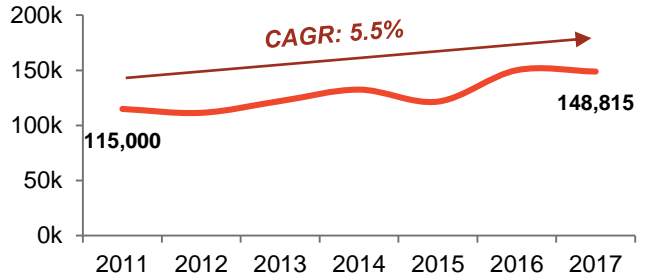
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$14,752	\$25,363	\$126,790	\$77,758	9
Mid-Atlantic	\$125,000	\$170,000	\$231,000	\$193,826	32
Midwest	\$114,386	\$128,935	\$235,800	\$165,901	17
Mountain Plains	\$103,561	\$127,500	\$184,000	\$151,305	10
New England	\$134,750	\$146,695	\$294,600	\$194,323	12
Southeast	\$100,800	\$145,193	\$195,351	\$152,961	16
Western	\$102,602	\$179,824	\$224,878	\$190,848	18

Chief Operating Officer / Administrator

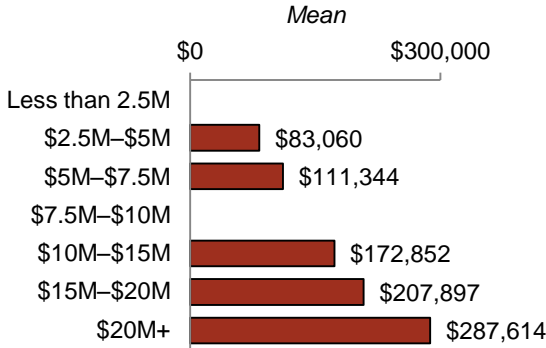
Responsible for operations of the museum, usually including services, purchasing, and telecommunications.



Historical Trend—Median (2011–2017)

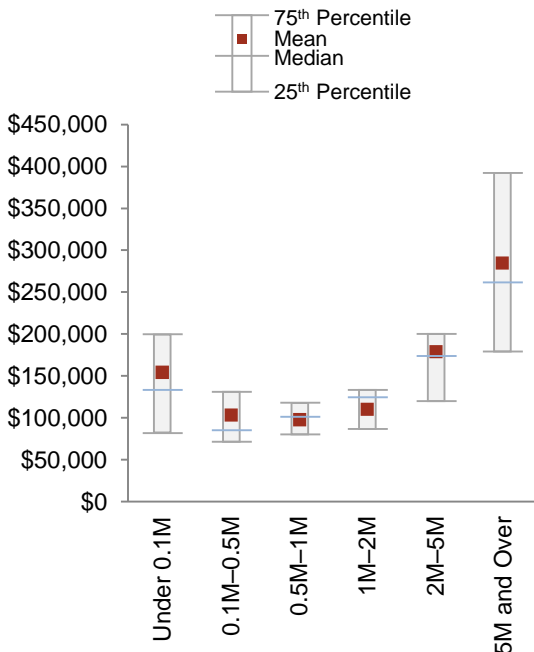


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$67,371	\$81,130	\$103,845	16
\$116,212	\$132,000	\$133,650	5
Small Sample Size (n < 5)			
\$144,728	\$170,000	\$194,887	10
\$159,250	\$181,879	\$258,876	8
\$154,000	\$269,300	\$394,005	25

MSA Population (n = 66)



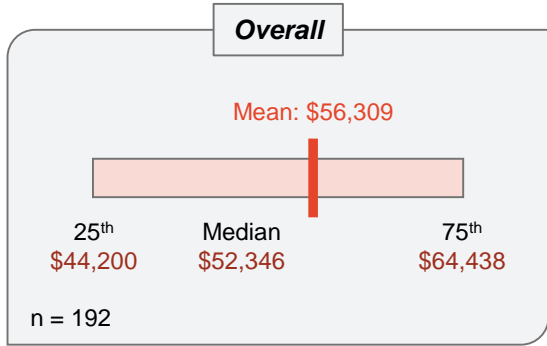
Region



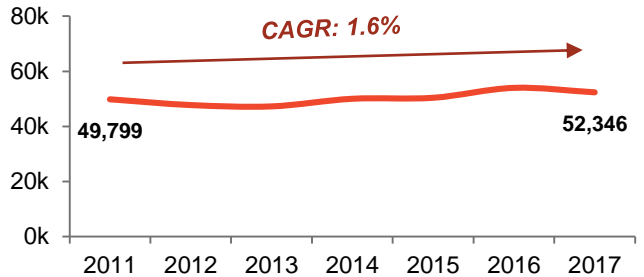
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$35,396	\$116,415	\$138,250	\$94,534	6
Mid-Atlantic	\$142,346	\$229,244	\$401,964	\$269,358	20
Midwest	\$82,335	\$130,000	\$150,100	\$140,090	13
Mountain Plains	\$133,650	\$180,000	\$210,502	\$174,614	6
New England	Small Sample Size (n < 5)				
Southeast	\$63,000	\$116,212	\$181,879	\$131,097	11
Western	\$139,050	\$199,460	\$258,876	\$218,358	12

Assistant to Director

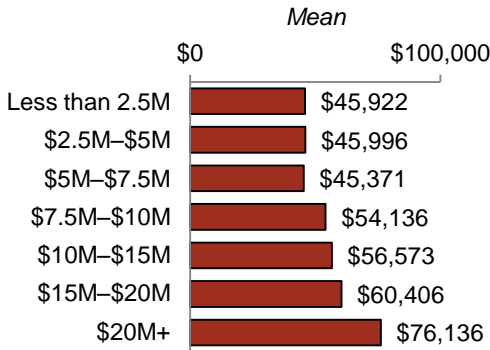
Manages director's office. Relieves the director of administrative, clerical, and business details by overseeing day-to-day operations.



Historical Trend—Median (2011–2017)

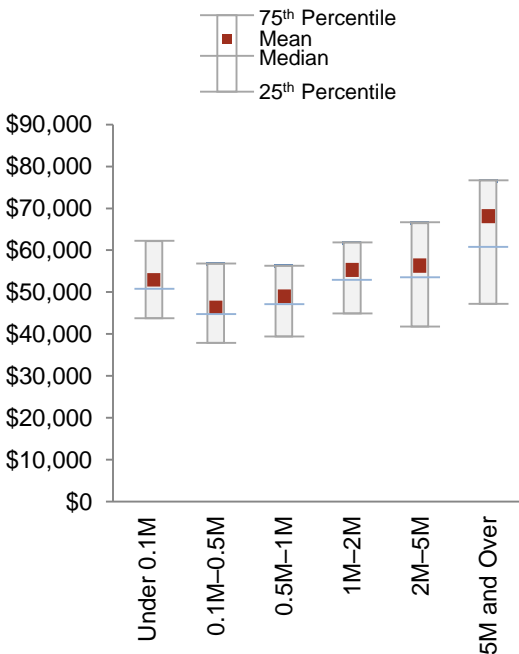


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$36,667	\$46,956	\$56,784	14
\$38,208	\$46,310	\$51,913	54
\$37,000	\$45,600	\$55,000	30
\$50,000	\$55,000	\$60,008	9
\$47,476	\$59,172	\$61,963	26
\$46,500	\$60,000	\$72,010	17
\$58,000	\$72,100	\$85,500	41

MSA Population (n = 184)



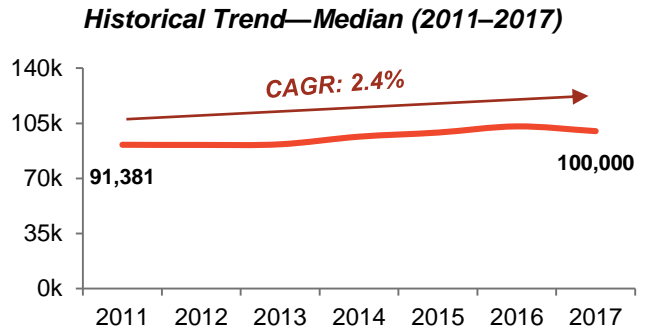
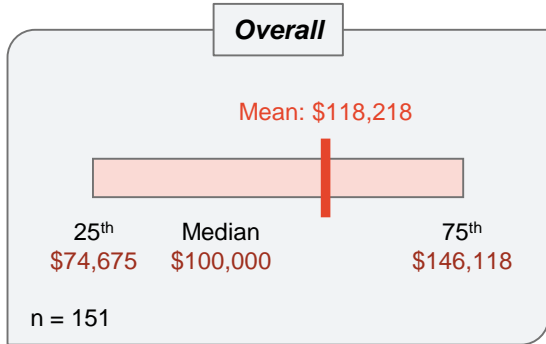
Region



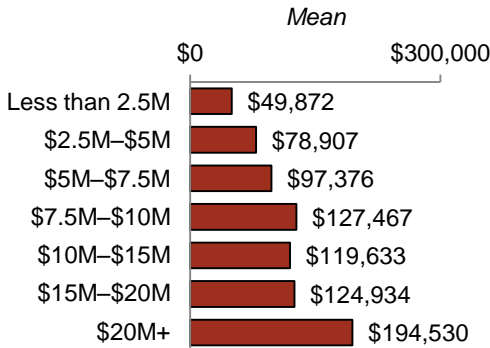
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$12,227	\$45,030	\$54,016	\$41,520	8
Mid-Atlantic	\$47,476	\$62,000	\$76,557	\$66,041	46
Midwest	\$40,000	\$50,000	\$56,784	\$52,032	32
Mountain Plains	\$38,000	\$47,500	\$58,000	\$49,582	22
New England	\$46,574	\$54,565	\$68,146	\$57,559	23
Southeast	\$40,789	\$48,393	\$56,000	\$51,216	34
Western	\$48,480	\$60,000	\$66,300	\$60,049	27

Director of Finance / Finance A

Manages and directs all activities involving finance, investment management, accounting, and budgeting for the museum.

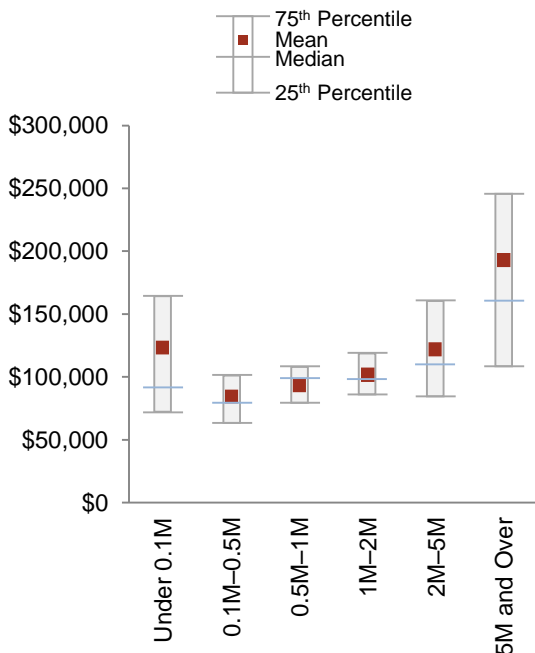


Operating Budget

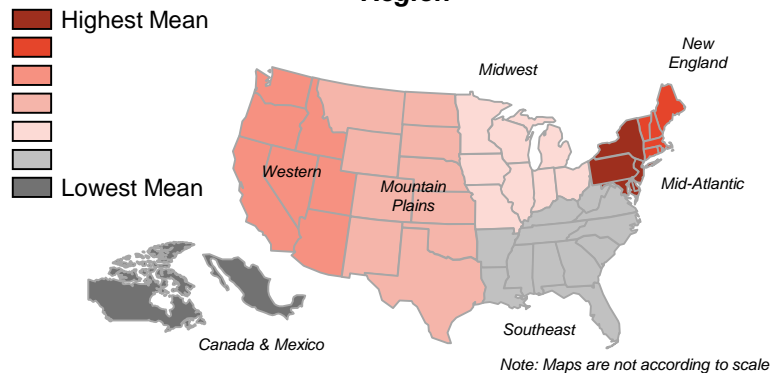


25 th Percentile	Median	75 th Percentile	# of Museums
\$20,000	\$47,418	\$74,300	12
\$62,956	\$79,375	\$94,538	32
\$84,999	\$92,700	\$107,625	22
\$90,000	\$117,600	\$147,000	7
\$100,082	\$108,754	\$126,250	22
\$82,467	\$100,500	\$150,000	14
\$128,500	\$173,600	\$233,788	41

MSA Population (n = 141)



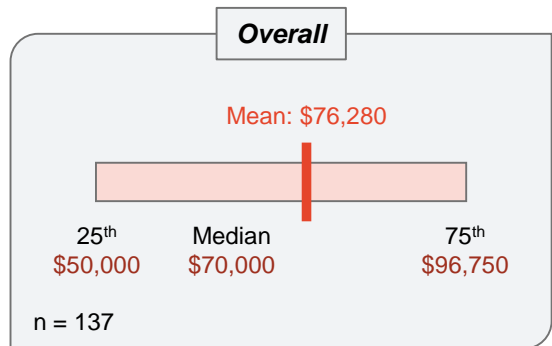
Region



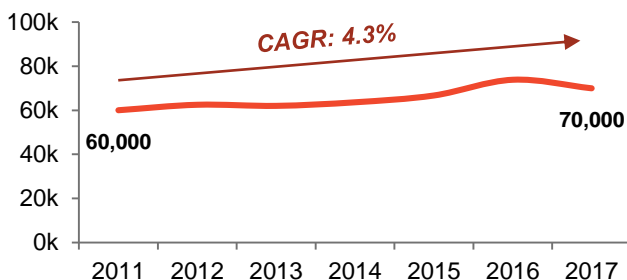
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$18,078	\$20,000	\$61,119	\$45,049	10
Mid-Atlantic	\$90,000	\$130,000	\$175,000	\$151,582	35
Midwest	\$81,885	\$101,000	\$127,000	\$113,319	29
Mountain Plains	\$90,000	\$108,563	\$147,000	\$123,856	14
New England	\$84,300	\$126,250	\$183,184	\$141,545	15
Southeast	\$74,838	\$91,150	\$109,895	\$109,743	23
Western	\$83,039	\$98,500	\$132,000	\$127,772	25

Finance B

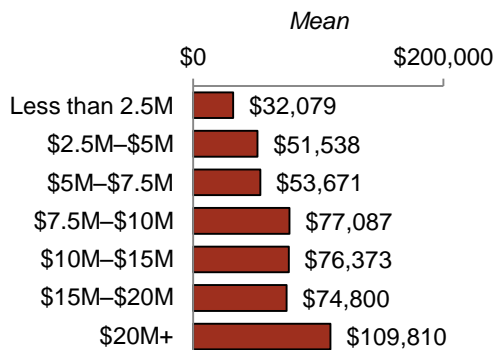
Directs financial activities of an organization by overseeing and preparing reports which summarize and forecast museum business activity and financial position.



Historical Trend—Median (2011–2017)

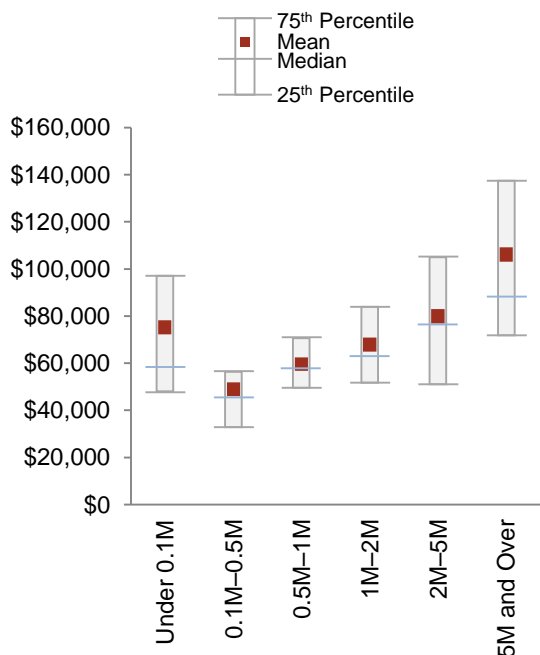


Operating Budget

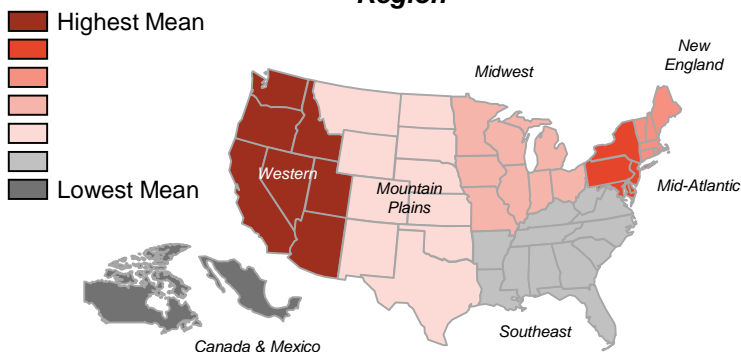


25 th Percentile	Median	75 th Percentile	# of Museums
\$8,900	\$41,881	\$50,478	5
\$38,126	\$49,684	\$60,500	31
\$43,680	\$53,000	\$63,623	16
\$65,000	\$72,461	\$103,100	6
\$65,813	\$74,182	\$93,008	22
\$55,160	\$83,194	\$92,500	15
\$75,000	\$97,532	\$130,000	41

MSA Population (n = 128)



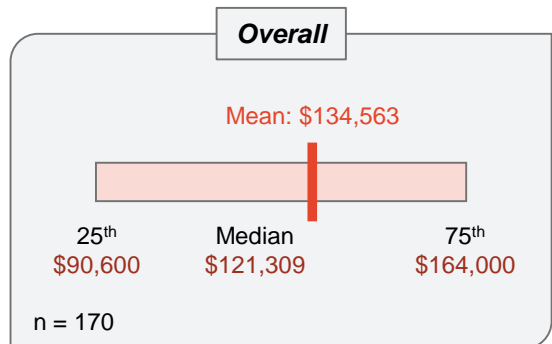
Region



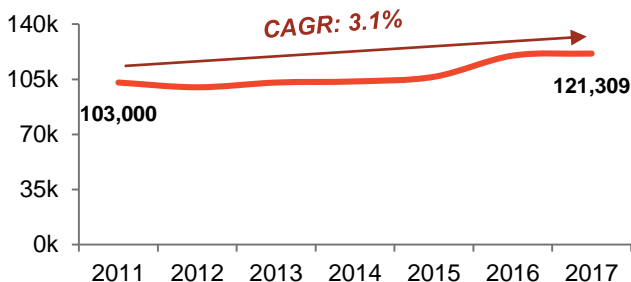
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$12,236	\$18,078	\$57,553	\$33,332	9
Mid-Atlantic	\$64,655	\$79,834	\$101,221	\$92,864	33
Midwest	\$50,326	\$61,003	\$86,700	\$73,779	19
Mountain Plains	\$45,000	\$56,400	\$88,900	\$63,594	16
New England	\$62,745	\$80,969	\$111,731	\$81,815	18
Southeast	\$43,051	\$51,001	\$77,250	\$59,860	23
Western	\$73,422	\$97,999	\$130,000	\$110,726	19

Director of Development / Development A

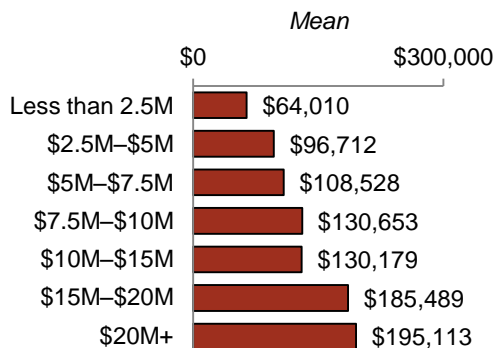
Directs the fundraising activities of the organization—including membership, grants, capital programs, and special fundraising events.



Historical Trend—Median (2011–2017)

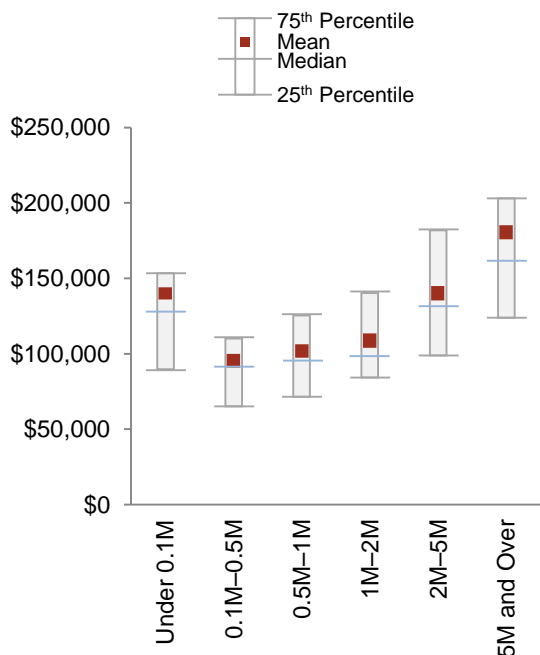


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$24,345	\$61,051	\$98,440	13
\$80,000	\$95,977	\$113,458	46
\$90,000	\$96,000	\$128,750	25
\$105,000	\$128,350	\$159,250	8
\$96,782	\$124,152	\$154,429	23
\$140,457	\$166,500	\$236,214	15
\$134,500	\$180,000	\$211,769	40

MSA Population (n = 161)



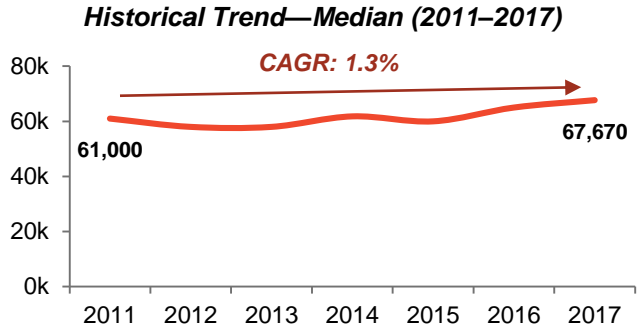
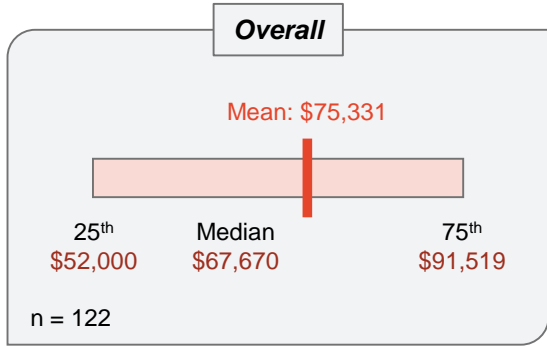
Region



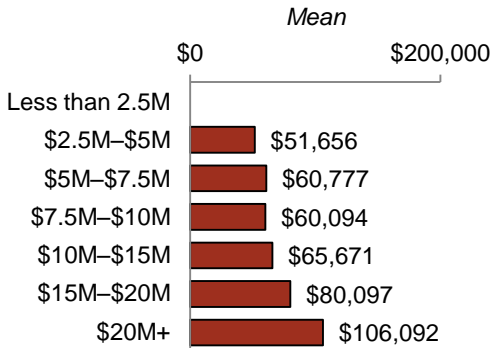
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$7,890	\$61,396	\$114,215	\$75,590	9
Mid-Atlantic	\$112,551	\$153,329	\$195,000	\$169,977	39
Midwest	\$92,700	\$113,000	\$128,303	\$119,373	28
Mountain Plains	\$76,000	\$103,516	\$149,000	\$113,374	19
New England	\$102,500	\$143,000	\$162,250	\$154,691	16
Southeast	\$82,870	\$95,000	\$128,750	\$104,169	32
Western	\$112,448	\$137,500	\$192,505	\$159,194	27

Grant Manager / Institutional Giving Manager / Development B

Develops and manages a comprehensive grants program for museum that considers museum-wide programs and initiatives.

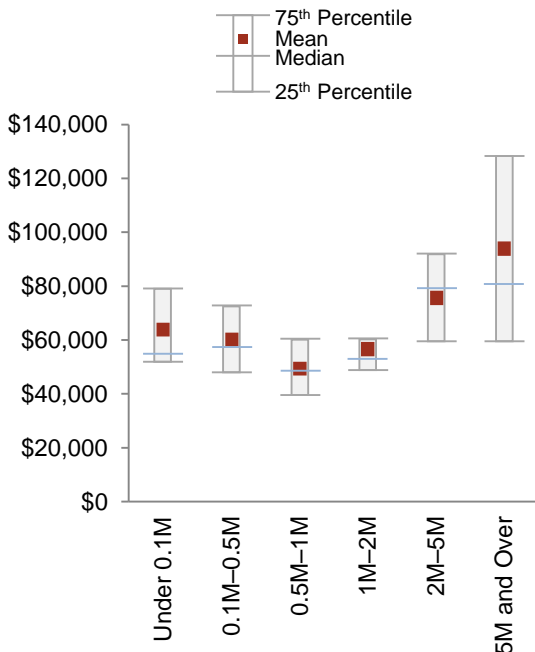


Operating Budget

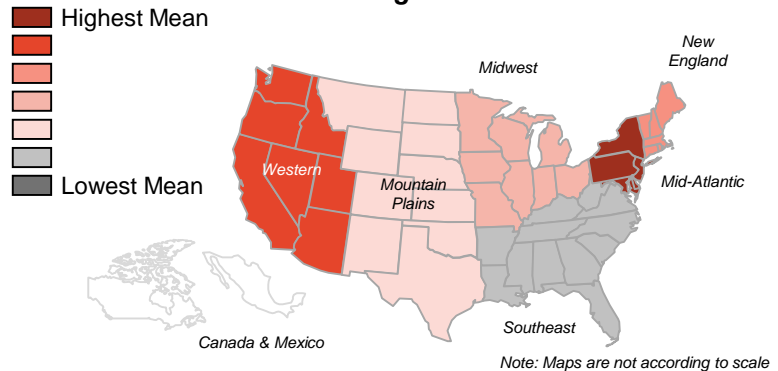


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$46,175	\$52,910	\$58,933	23
\$44,034	\$52,530	\$88,954	23
\$52,000	\$54,000	\$67,000	5
\$50,480	\$66,446	\$77,890	23
\$68,313	\$83,465	\$91,519	16
\$74,740	\$98,540	\$133,104	30

MSA Population (n = 119)



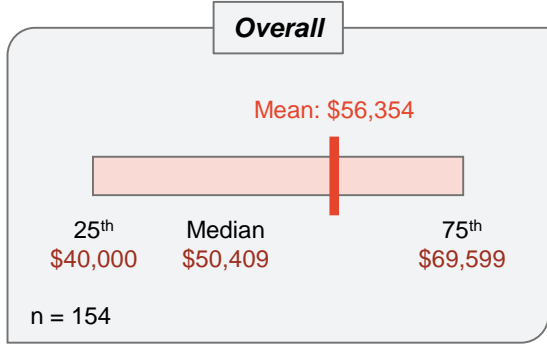
Region



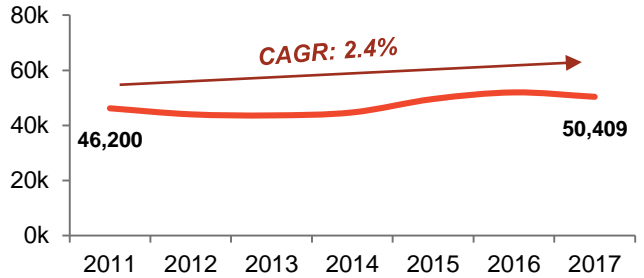
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$60,316	\$91,519	\$100,000	\$93,343	34
Midwest	\$48,500	\$60,000	\$76,766	\$63,314	23
Mountain Plains	\$48,413	\$52,250	\$80,000	\$59,731	16
New England	\$52,500	\$63,548	\$81,200	\$71,886	10
Southeast	\$41,048	\$54,270	\$64,475	\$56,032	19
Western	\$60,000	\$70,000	\$85,000	\$78,425	17

Development Associate / Development C

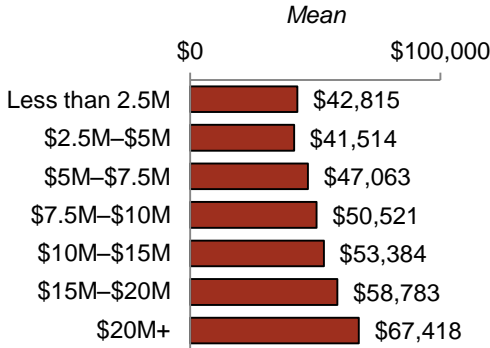
Coordinates fundraising activities including, but not limited to, annual fund, planned giving, corporate sponsorship, circles, and major donors.



Historical Trend—Median (2011–2017)

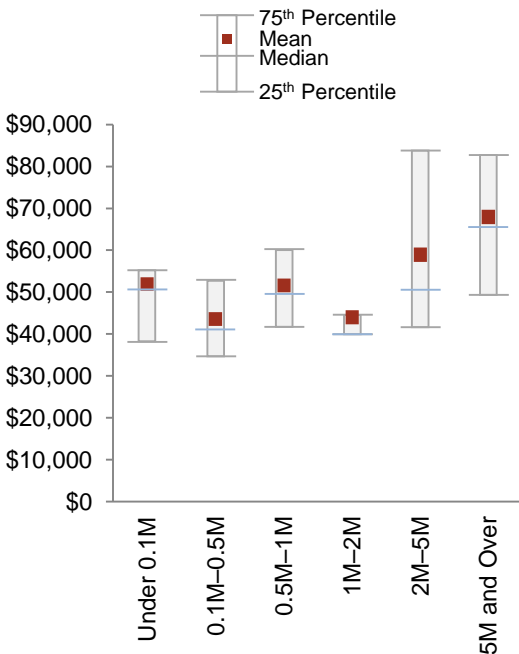


Operating Budget

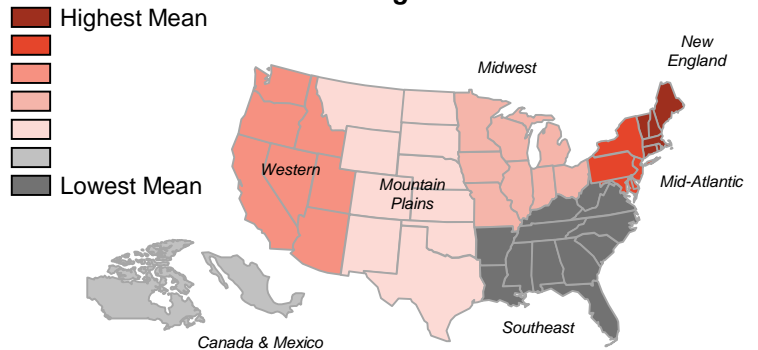


25 th Percentile	Median	75 th Percentile	# of Museums
\$34,300	\$38,000	\$68,500	9
\$40,000	\$40,000	\$40,000	36
\$34,515	\$45,500	\$53,389	22
\$47,372	\$48,935	\$48,935	8
\$41,000	\$49,450	\$64,850	20
\$39,000	\$57,500	\$69,312	17
\$50,409	\$63,500	\$83,464	42

MSA Population (n = 146)



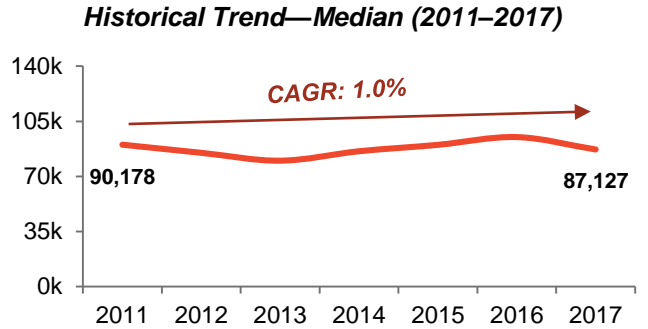
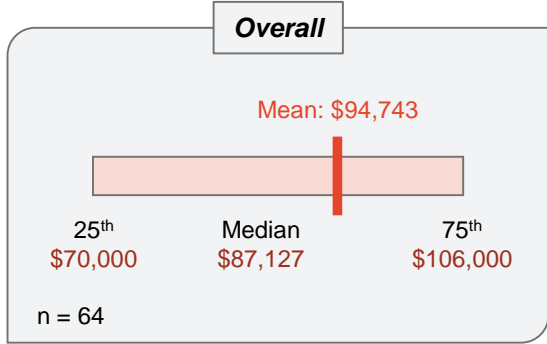
Region



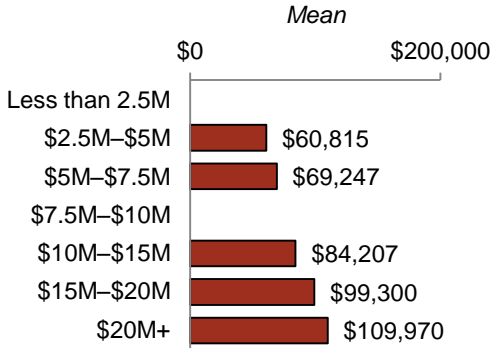
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$49,223	\$50,409	\$54,353	\$47,023	8
Mid-Atlantic	\$41,455	\$60,319	\$82,661	\$64,095	36
Midwest	\$37,512	\$49,257	\$64,503	\$54,204	27
Mountain Plains	\$46,000	\$49,500	\$55,000	\$51,034	17
New England	\$53,044	\$66,808	\$83,464	\$66,073	16
Southeast	\$40,000	\$40,000	\$47,500	\$44,619	27
Western	\$47,000	\$50,502	\$86,700	\$63,536	23

Director of Planned Giving / Institutional Giving

Directs the planned giving programs and activities of the organization.

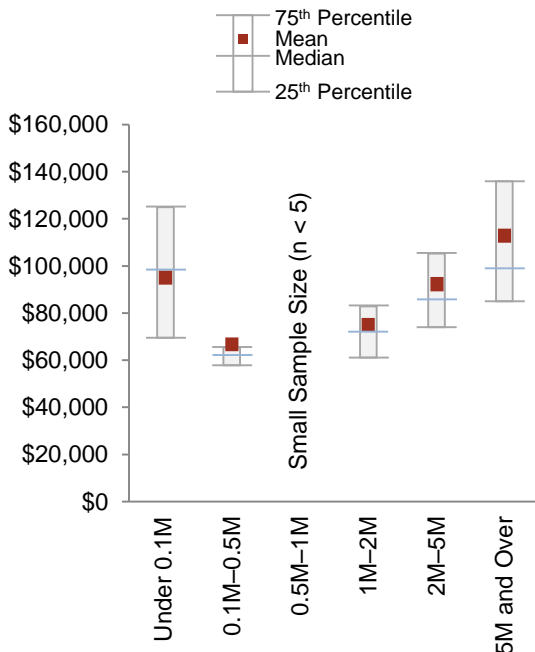


Operating Budget

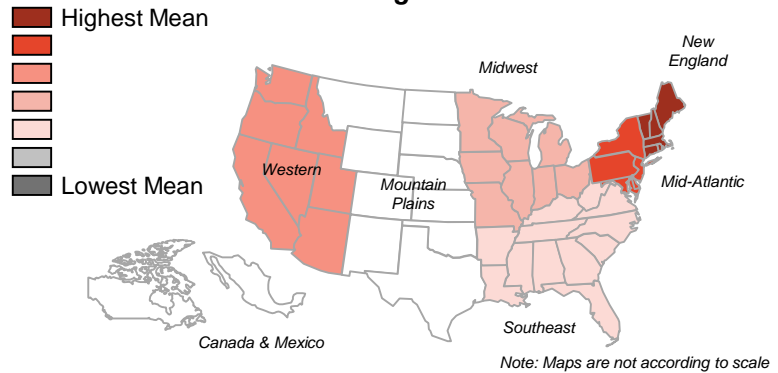


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$57,678	\$58,653	\$60,744	5
\$45,900	\$63,500	\$82,000	6
	Small Sample Size (n < 5)		
\$73,000	\$90,000	\$98,358	10
\$83,532	\$98,950	\$120,000	11
\$77,250	\$102,523	\$118,000	27

MSA Population (n = 61)



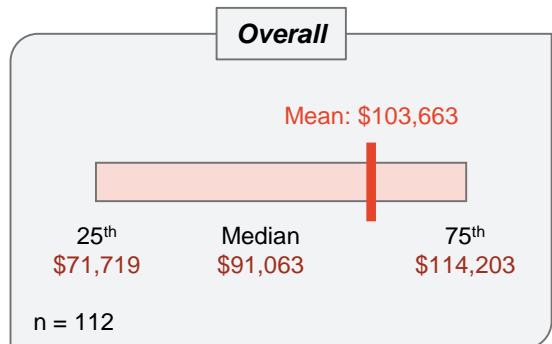
Region



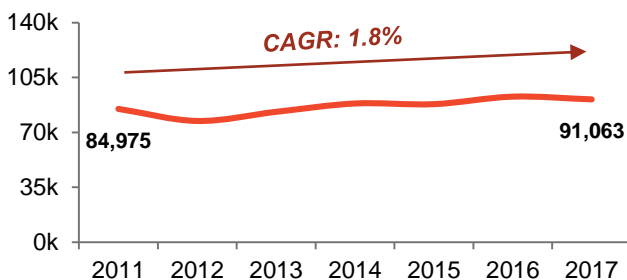
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico		Small Sample Size (n < 5)			
Mid-Atlantic	\$80,000	\$98,950	\$128,000	\$106,963	17
Midwest	\$74,701	\$77,250	\$89,690	\$83,963	12
Mountain Plains		Small Sample Size (n < 5)			
New England	\$103,810	\$119,027	\$132,810	\$121,837	5
Southeast	\$62,000	\$70,000	\$75,000	\$70,778	9
Western	\$83,121	\$100,441	\$114,059	\$106,331	14

Human Resources Director

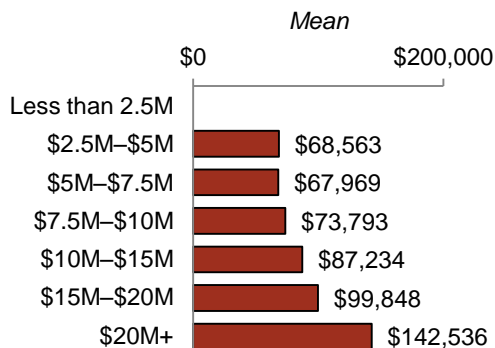
Directs the human resource activities of the organization, including recruitment, selection, benefits, compensation and affirmative action.



Historical Trend—Median (2011–2017)

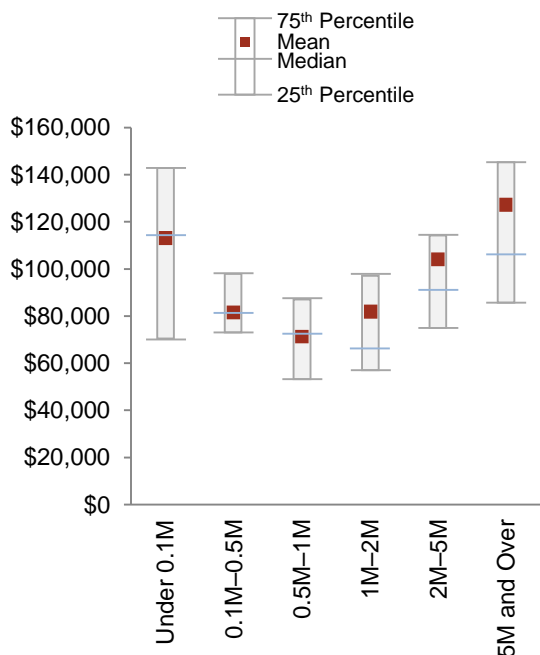


Operating Budget

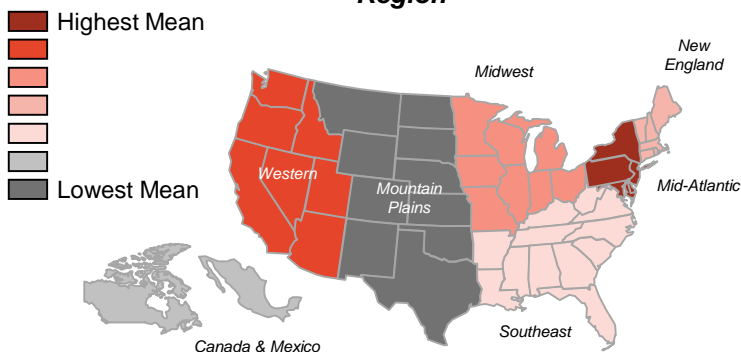


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$57,000	\$68,000	\$70,585	5
\$53,957	\$65,636	\$78,000	18
\$57,500	\$72,000	\$86,000	7
\$77,500	\$87,297	\$93,084	24
\$85,000	\$103,000	\$110,000	16
\$105,000	\$131,518	\$173,682	39

MSA Population (n = 103)



Region

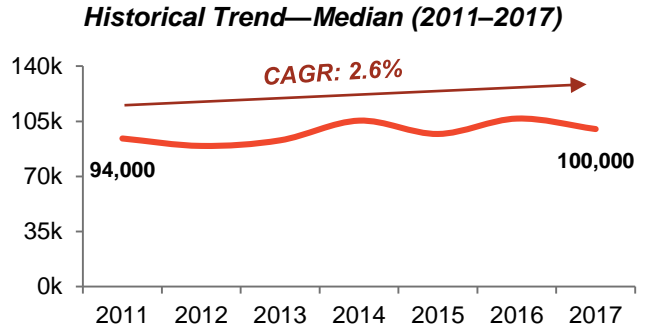
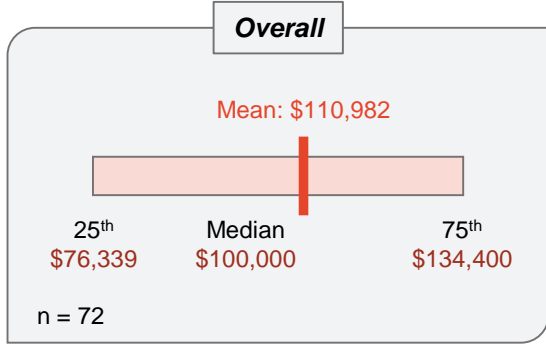


Note: Maps are not according to scale

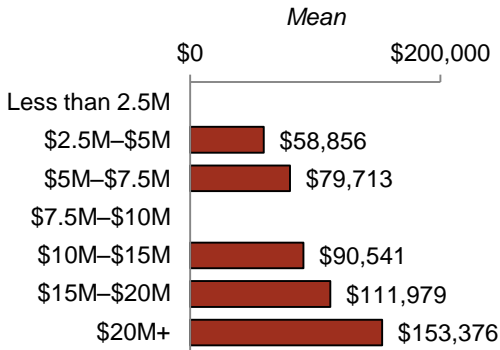
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$56,057	\$81,445	\$108,213	\$83,868	9
Mid-Atlantic	\$91,567	\$113,294	\$143,917	\$133,281	24
Midwest	\$69,148	\$95,325	\$113,322	\$98,473	17
Mountain Plains	\$71,000	\$79,219	\$92,000	\$80,725	14
New England	\$72,450	\$87,459	\$111,243	\$97,681	12
Southeast	\$57,500	\$71,760	\$99,142	\$88,446	16
Western	\$71,677	\$93,625	\$145,656	\$113,317	20

Director of Information Systems / Chief Information Officer

Responsible for overall vision and coordination of the museum's information and communications systems.

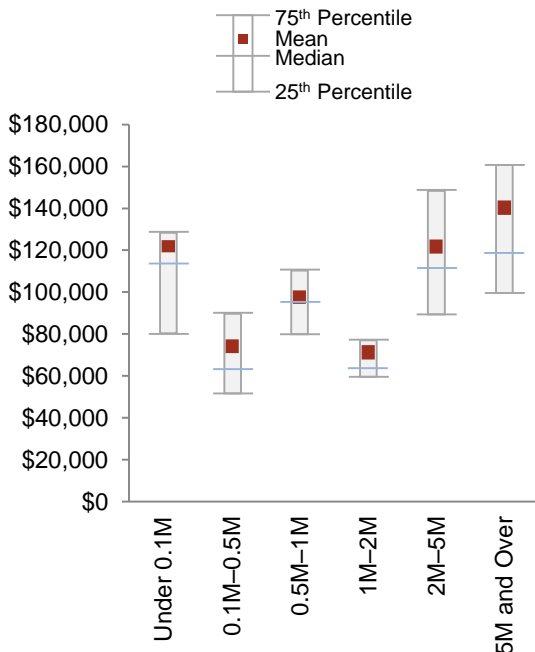


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$48,370	\$63,866	\$74,745	8
\$63,167	\$66,574	\$90,000	10
	Small Sample Size (n < 5)		
\$76,339	\$90,000	\$107,463	15
\$91,202	\$100,500	\$131,700	16
\$114,000	\$135,000	\$178,179	35

MSA Population (n = 86)



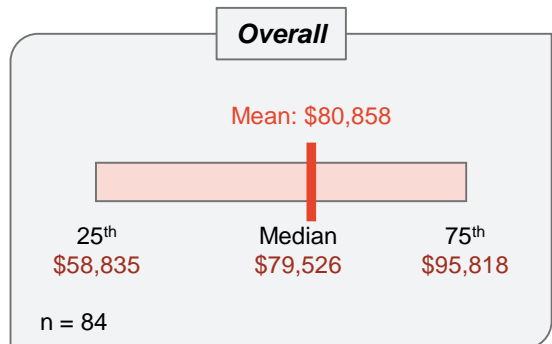
Region



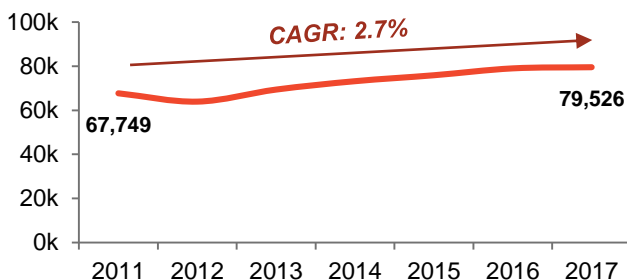
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$12,415	\$23,162	\$86,207	\$45,679	6
Mid-Atlantic	\$97,500	\$114,200	\$160,630	\$132,542	30
Midwest	\$75,000	\$105,300	\$129,779	\$114,268	12
Mountain Plains	\$84,700	\$97,000	\$131,500	\$102,161	9
New England	\$80,898	\$111,100	\$138,251	\$114,891	7
Southeast	\$63,167	\$78,625	\$100,000	\$92,241	14
Western	\$90,000	\$112,957	\$140,000	\$117,073	14

Systems Manager / Technology Director / Director of New Media

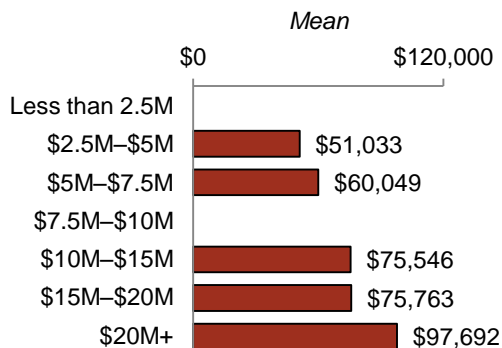
Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies,.



Historical Trend—Median (2011–2017)

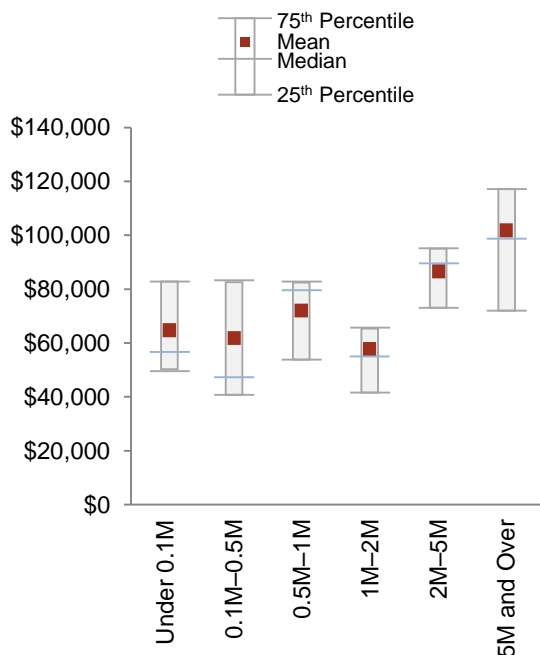


Operating Budget

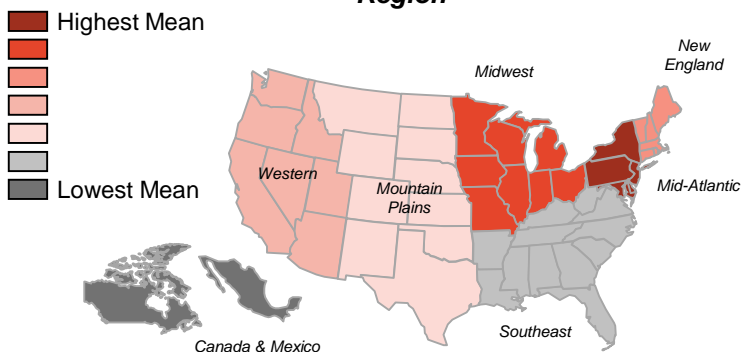


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$37,380	\$44,082	\$64,000	9
\$47,250	\$49,786	\$78,054	9
	Small Sample Size (n < 5)		
\$56,020	\$69,190	\$93,093	16
\$62,127	\$73,919	\$85,755	11
\$81,000	\$92,000	\$109,363	32

MSA Population (n = 77)



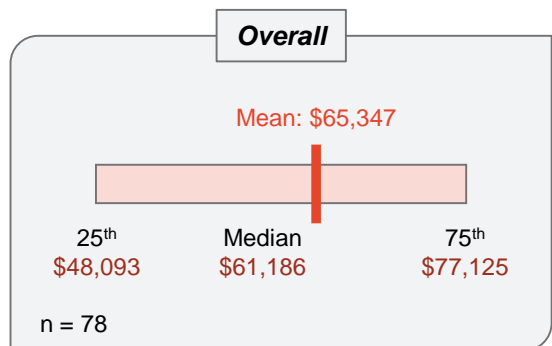
Region



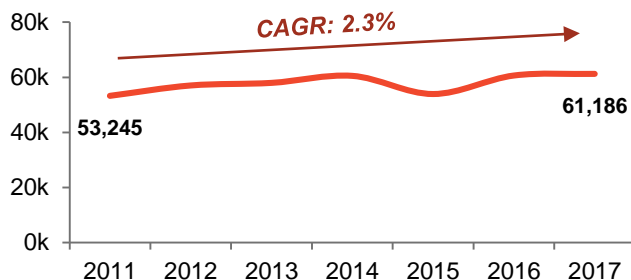
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$19,406	\$60,595	\$70,691	\$51,179	7
Mid-Atlantic	\$64,000	\$80,222	\$116,914	\$91,836	23
Midwest	\$66,620	\$88,078	\$94,585	\$82,664	12
Mountain Plains	\$64,495	\$89,232	\$93,093	\$80,525	7
New England	\$77,491	\$80,000	\$97,574	\$81,567	11
Southeast	\$47,250	\$54,476	\$85,200	\$62,432	7
Western	\$59,670	\$83,233	\$98,377	\$80,716	17

Web Manager

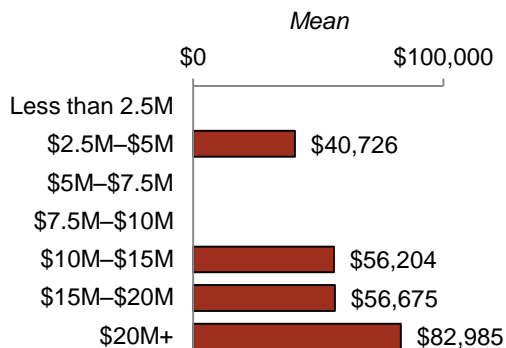
Responsible for development, site management, and content of the museum's website or online presence. May include social media outreach.



Historical Trend—Median (2011–2017)

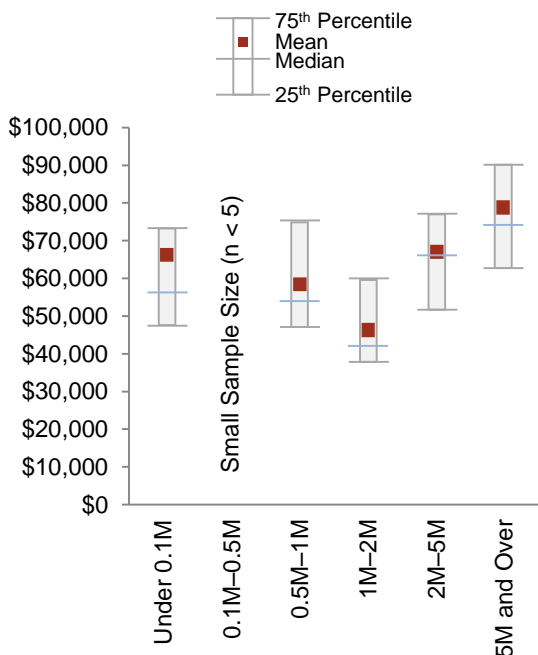


Operating Budget

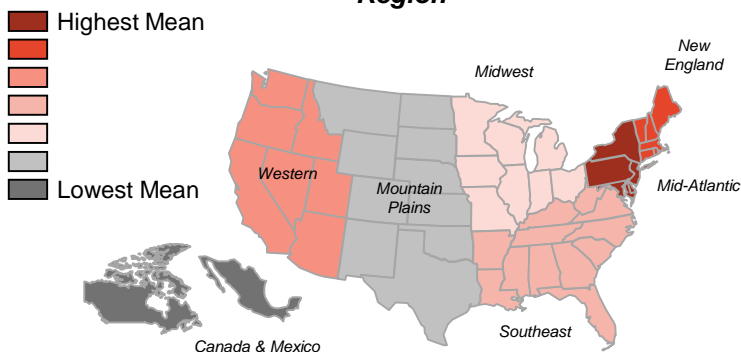


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$35,000	\$45,000	\$52,000	11
	Small Sample Size (n < 5)		
\$48,000	\$57,550	\$63,099	14
\$47,476	\$60,271	\$72,121	9
\$66,338	\$76,000	\$92,291	34

MSA Population (n = 70)



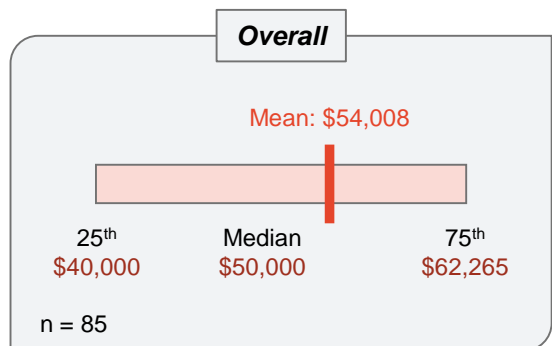
Region



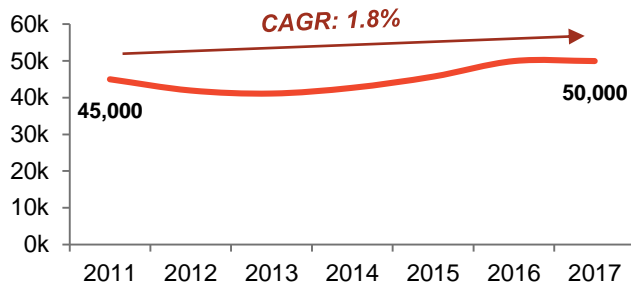
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$17,932	\$43,564	\$58,339	\$41,136	8
Mid-Atlantic	\$55,640	\$68,838	\$90,000	\$79,151	22
Midwest	\$38,627	\$52,634	\$60,008	\$54,389	13
Mountain Plains	\$46,238	\$49,500	\$64,272	\$51,195	6
New England	\$54,651	\$69,750	\$74,500	\$71,379	11
Southeast	\$52,000	\$59,515	\$62,500	\$56,630	6
Western	\$52,015	\$72,121	\$82,400	\$68,584	12

New Media Manager

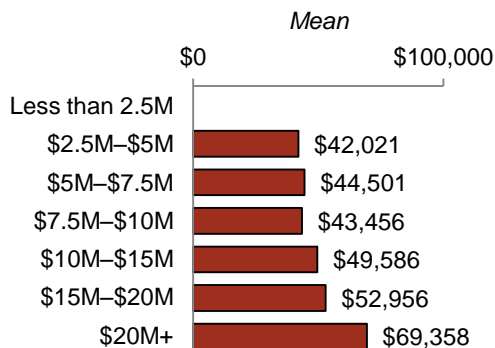
Responsible for planning and executing the museum's social and new media strategy, including, but not limited to, Twitter, Face book, Tumblr, and mobile apps.



Historical Trend—Median (2011–2017)

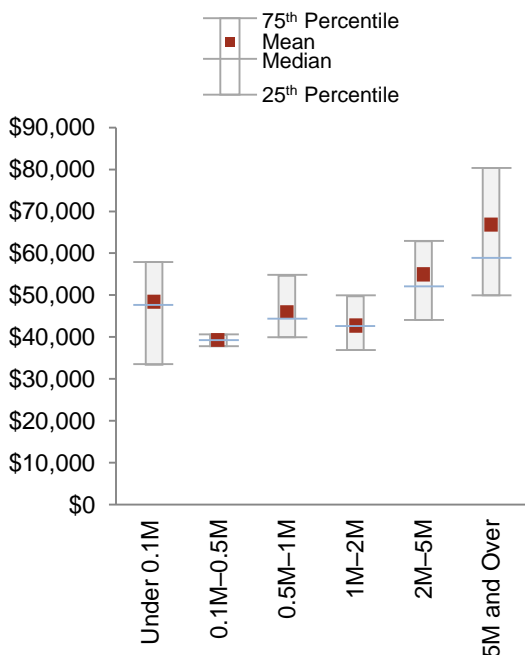


Operating Budget

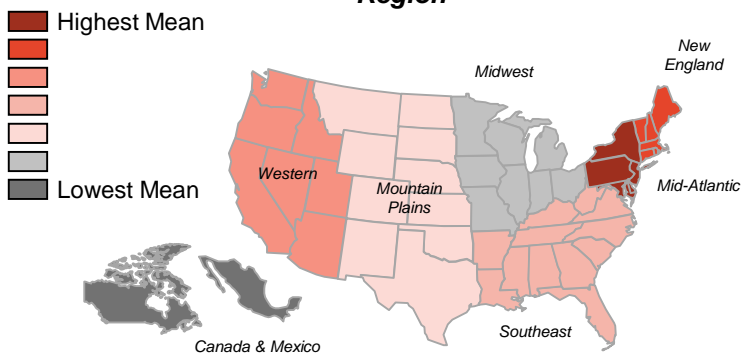


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$33,654	\$40,004	\$48,688	16
\$38,188	\$44,562	\$50,000	11
\$40,900	\$46,238	\$47,380	5
\$40,000	\$49,225	\$59,050	10
\$42,250	\$46,955	\$57,372	8
\$54,000	\$62,642	\$78,878	31

MSA Population (n = 79)



Region

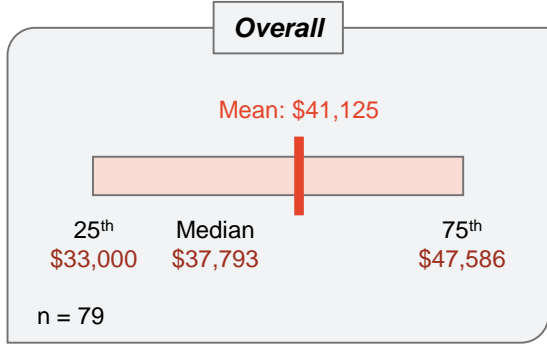


Note: Maps are not according to scale

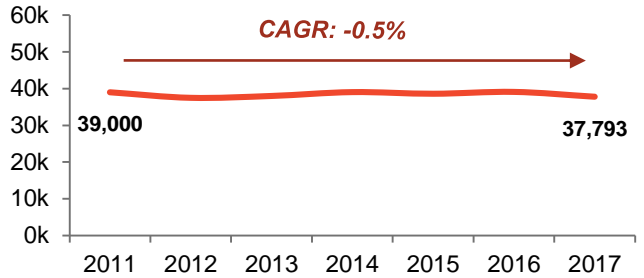
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$12,415	\$21,690	\$73,448	\$36,420	6
Mid-Atlantic	\$46,240	\$54,900	\$82,500	\$66,145	23
Midwest	\$37,000	\$43,000	\$54,350	\$44,582	16
Mountain Plains	\$40,000	\$46,238	\$50,000	\$47,363	9
New England	\$43,909	\$60,380	\$75,858	\$61,373	8
Southeast	\$40,004	\$50,000	\$58,000	\$49,267	11
Western	\$47,380	\$51,405	\$58,000	\$54,263	12

Membership Assistant

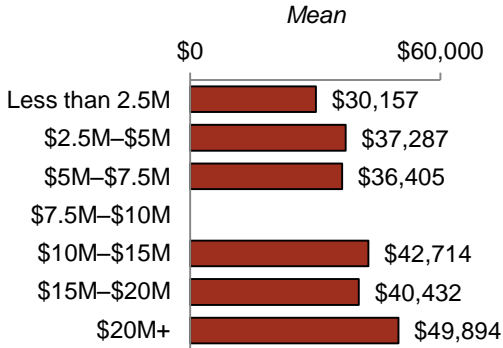
Oversees maintenance of annual membership drives and programs for members. Provides support in planning and executing special fundraising events.



Historical Trend—Median (2011–2017)

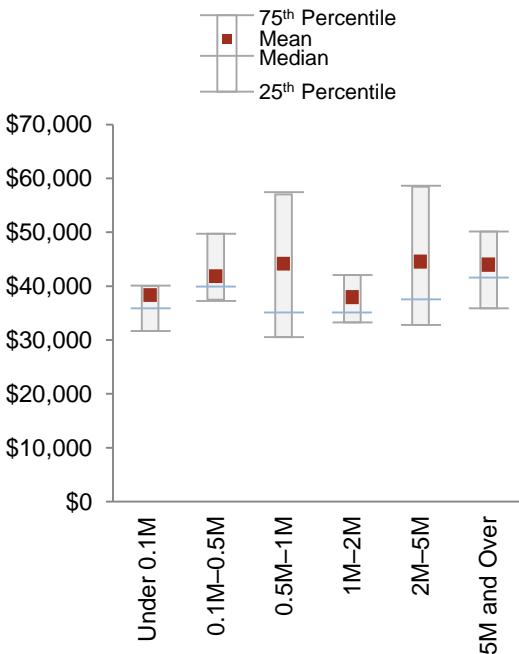


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$26,458	\$30,722	\$37,503	6
\$35,000	\$36,000	\$40,000	20
\$33,000	\$34,203	\$37,500	9
Small Sample Size (n < 5)			
\$35,140	\$37,467	\$48,793	13
\$35,002	\$37,986	\$48,000	9
\$37,945	\$42,264	\$63,336	18

MSA Population (n = 74)



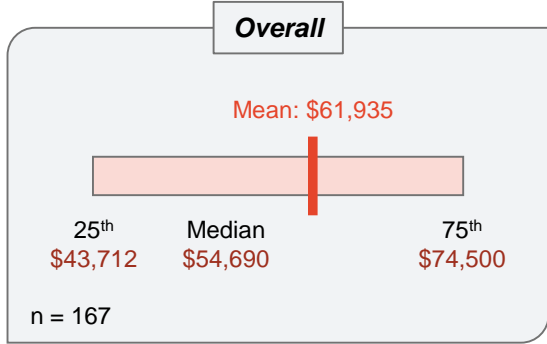
Region



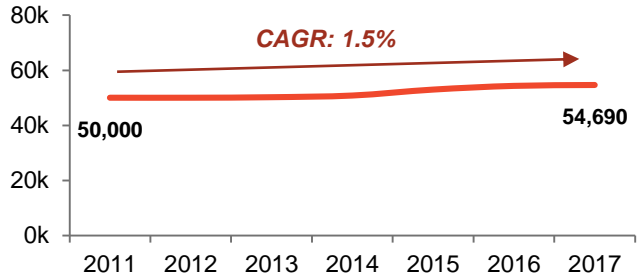
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$8,000	\$18,021	\$39,211	\$20,725	5
Mid-Atlantic	\$35,172	\$40,000	\$42,264	\$41,421	21
Midwest	\$30,812	\$36,861	\$48,019	\$40,575	12
Mountain Plains	\$29,120	\$33,500	\$41,663	\$37,549	9
New England	\$35,659	\$47,300	\$61,790	\$49,737	7
Southeast	\$32,736	\$38,001	\$40,948	\$37,888	13
Western	\$35,027	\$50,000	\$67,500	\$52,599	12

Special Events Manager

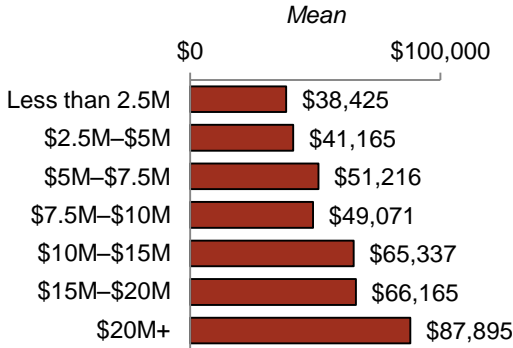
Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals.



Historical Trend—Median (2011–2017)

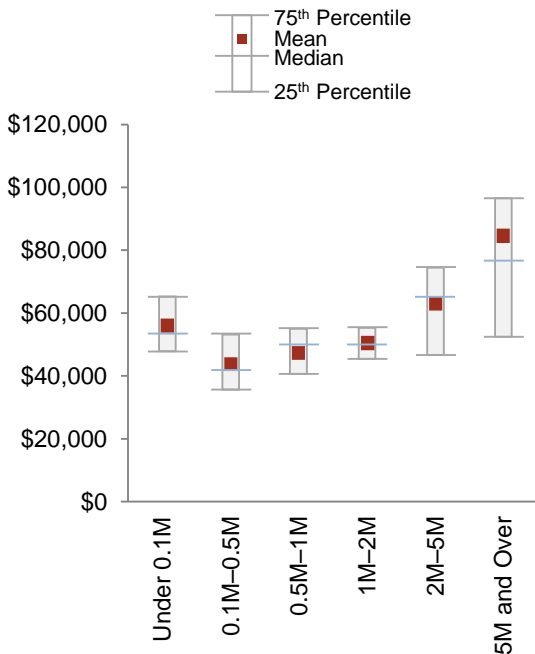


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$31,000	\$39,174	\$50,011	11
\$35,190	\$40,140	\$47,232	36
\$44,909	\$49,490	\$55,100	27
\$42,000	\$50,000	\$55,500	7
\$52,000	\$64,100	\$75,000	29
\$42,800	\$60,567	\$78,000	16
\$67,255	\$75,880	\$91,582	40

MSA Population (n = 157)



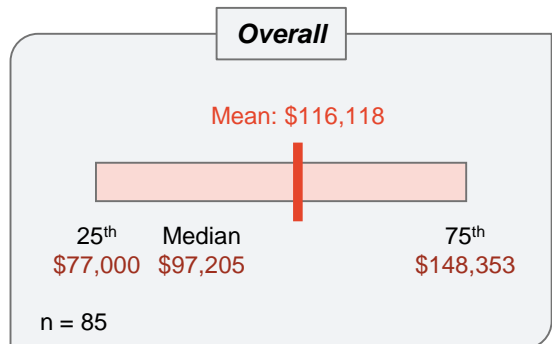
Region



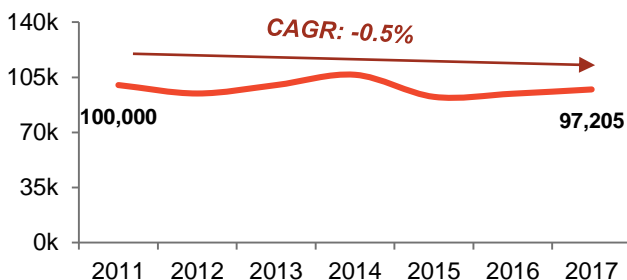
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$12,401	\$35,498	\$66,182	\$39,093	10
Mid-Atlantic	\$51,000	\$65,000	\$95,674	\$79,560	41
Midwest	\$44,000	\$53,191	\$73,755	\$56,732	24
Mountain Plains	\$37,837	\$46,846	\$63,800	\$55,144	19
New England	\$50,000	\$58,800	\$71,750	\$63,672	14
Southeast	\$40,000	\$46,813	\$51,000	\$46,131	32
Western	\$53,500	\$72,750	\$76,563	\$70,172	27

Director of External Affairs

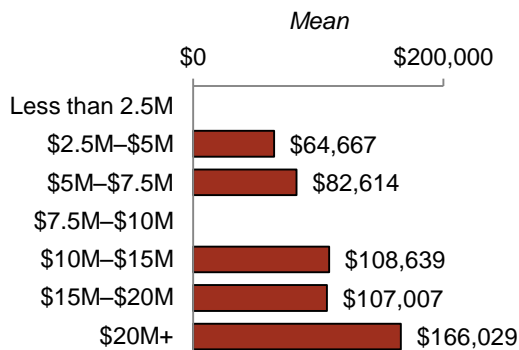
Directs the public affairs and information activities of the organization. Directs the media relations, publicity and customer relation activities of the organization.



Historical Trend—Median (2011–2017)

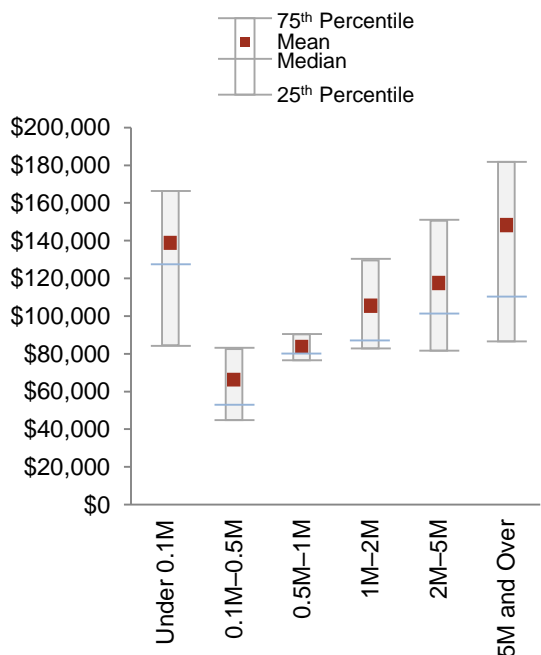


Operating Budget

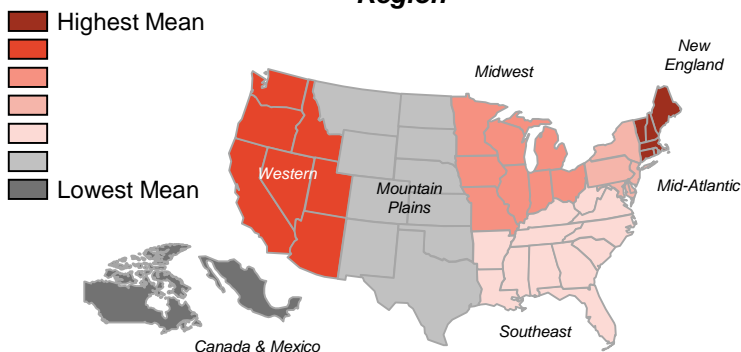


25 th Percentile	Median	75 th Percentile	# of Museums
-	Small Sample Size (n < 5)		
\$47,476	\$66,000	\$80,000	15
\$64,796	\$83,199	\$101,931	7
-	Small Sample Size (n < 5)		
\$86,500	\$100,000	\$113,580	13
\$79,598	\$89,250	\$141,104	8
\$120,000	\$154,750	\$182,174	33

MSA Population (n = 76)



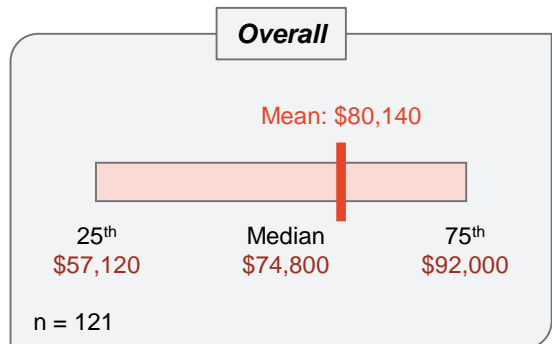
Region



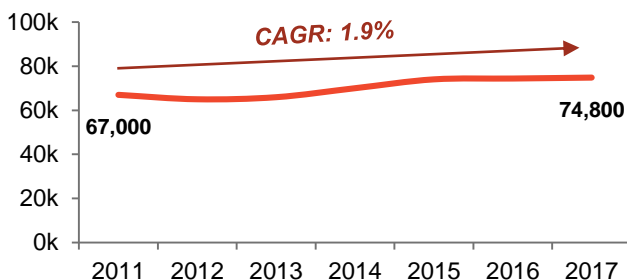
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$23,162	\$65,481	\$138,275	\$76,498	9
Mid-Atlantic	\$83,199	\$94,298	\$126,958	\$114,913	21
Midwest	\$66,000	\$81,475	\$140,000	\$124,848	14
Mountain Plains	\$68,132	\$91,850	\$102,665	\$98,566	8
New England	\$98,859	\$127,554	\$155,250	\$143,847	9
Southeast	\$71,000	\$85,000	\$155,000	\$106,250	9
Western	\$89,043	\$123,600	\$182,174	\$134,798	15

Marketing Director

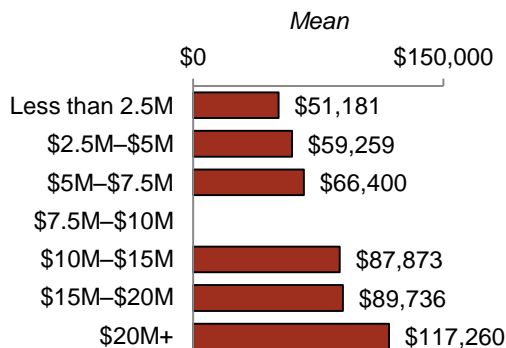
General responsibility for coordinating museum promotional programs, revenue producing sale of products and the creative services for museum printed materials .



Historical Trend—Median (2011–2017)

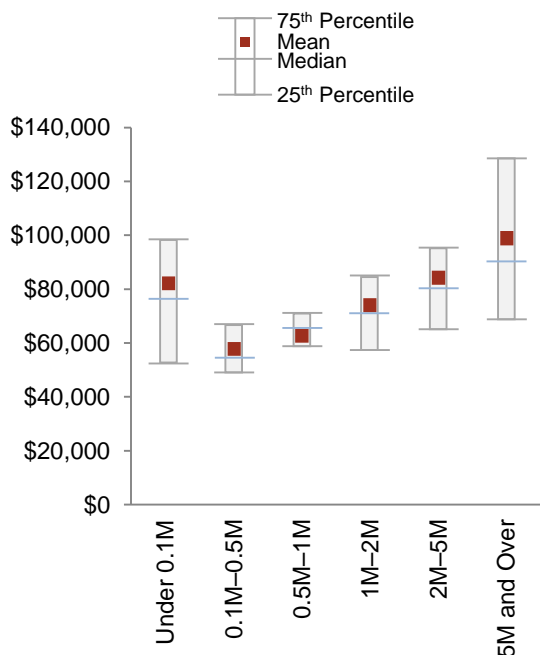


Operating Budget

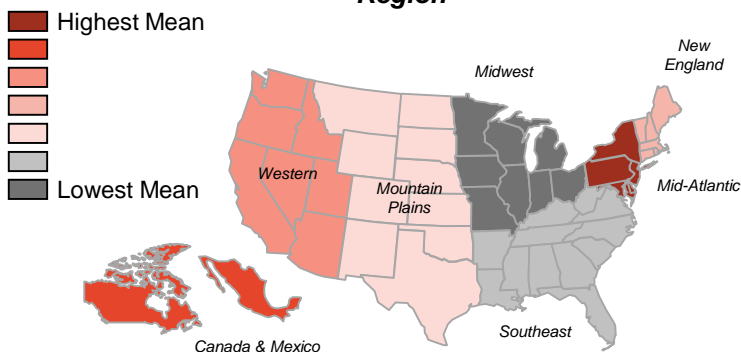


Operating Budget Range	25th Percentile	Median	75th Percentile	# of Museums
Less than 2.5M	\$40,000	\$48,890	\$67,500	9
\$2.5M–\$5M	\$48,000	\$55,723	\$70,000	31
\$5M–\$7.5M	\$57,120	\$67,000	\$72,791	19
\$7.5M–\$10M	Small Sample Size (n < 5)			
\$10M–\$15M	\$77,415	\$87,203	\$95,109	20
\$15M–\$20M	\$71,000	\$83,105	\$90,000	13
\$20M+	\$98,343	\$127,384	\$136,600	25

MSA Population (n = 116)



Region

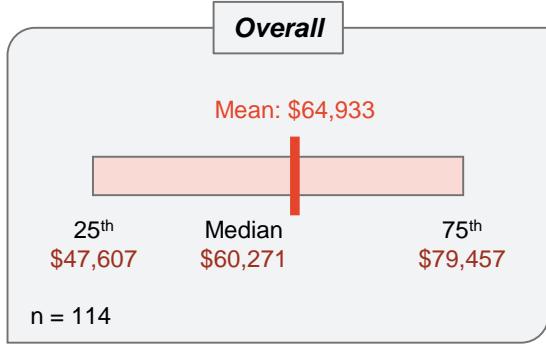


Note: Maps are not according to scale

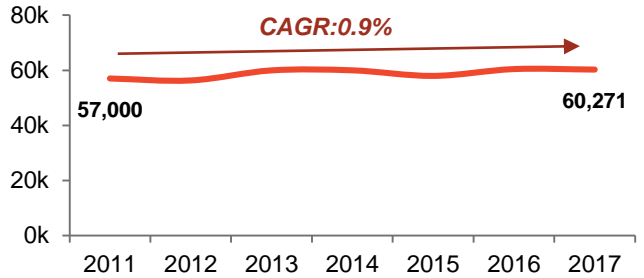
Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$83,105	\$99,454	\$105,070	\$87,179	5
Mid-Atlantic	\$75,000	\$84,800	\$122,000	\$94,160	31
Midwest	\$52,866	\$65,460	\$75,900	\$68,231	21
Mountain Plains	\$65,000	\$71,550	\$80,000	\$73,682	10
New England	\$57,796	\$67,188	\$89,209	\$80,466	12
Southeast	\$54,000	\$70,000	\$76,225	\$71,581	25
Western	\$62,930	\$71,000	\$98,712	\$83,368	17

Public Relations Officer

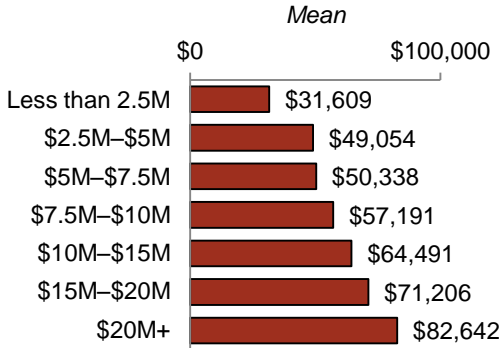
Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Draft press releases & target to specific audiences.



Historical Trend—Median (2011–2017)

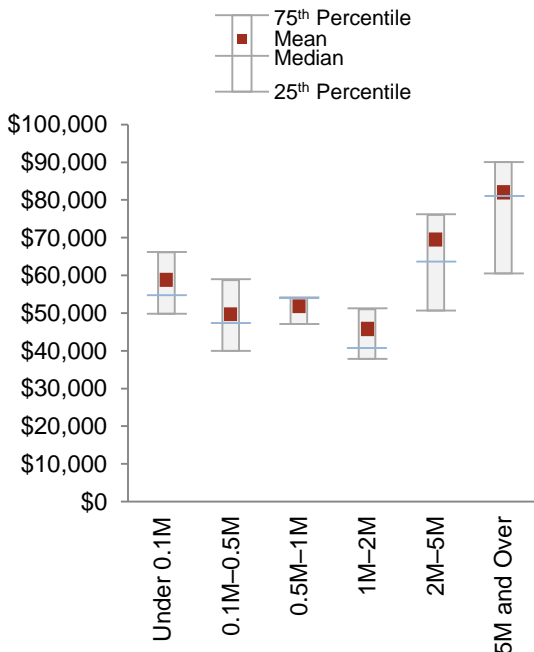


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$10,300	\$22,650	\$51,205	5
\$40,000	\$48,179	\$57,305	20
\$39,474	\$50,000	\$56,320	14
\$40,500	\$46,446	\$82,400	6
\$57,073	\$60,727	\$68,994	15
\$54,093	\$67,203	\$85,000	15
\$60,916	\$74,000	\$97,868	38

MSA Population (n = 104)



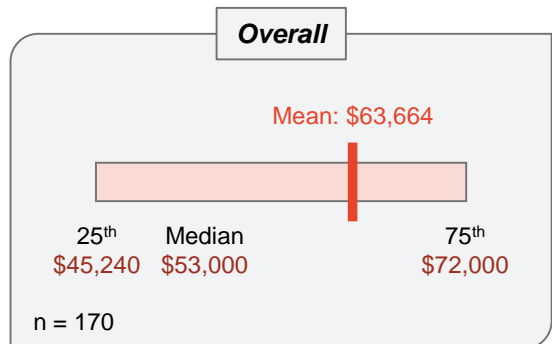
Region



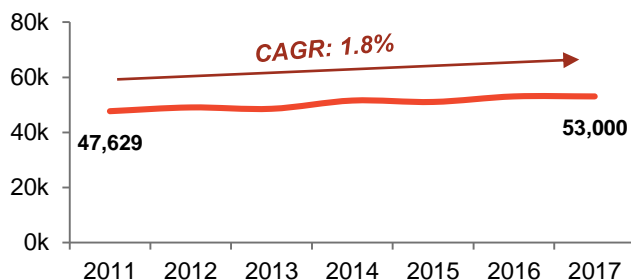
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$10,300	\$21,698	\$57,247	\$33,956	10
Mid-Atlantic	\$54,700	\$62,574	\$84,139	\$74,649	32
Midwest	\$52,000	\$62,000	\$73,902	\$67,116	14
Mountain Plains	\$50,000	\$70,100	\$85,000	\$65,750	15
New England	\$49,000	\$69,112	\$82,000	\$71,270	9
Southeast	\$45,000	\$48,000	\$65,500	\$53,978	17
Western	\$48,750	\$64,185	\$74,000	\$71,835	17

Museum Store Manager

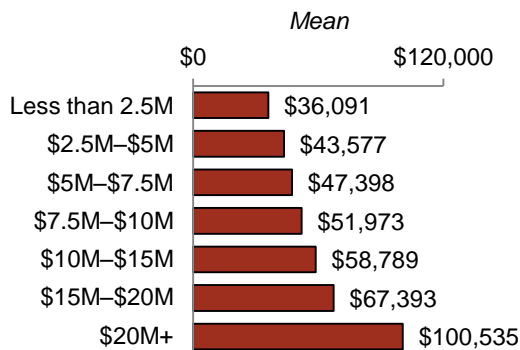
Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.



Historical Trend—Median (2011–2017)

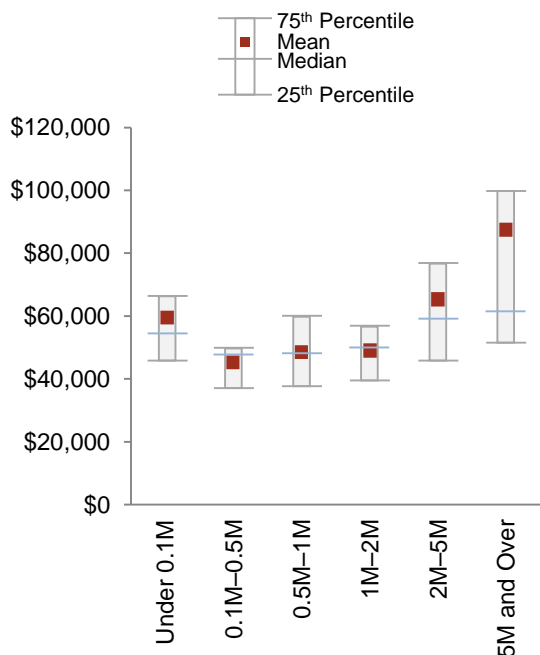


Operating Budget

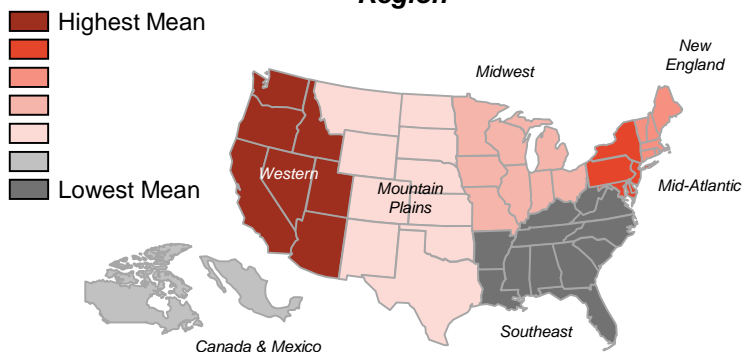


25 th Percentile	Median	75 th Percentile	# of Museums
\$26,748	\$32,350	\$51,000	9
\$35,292	\$43,518	\$51,626	40
\$44,038	\$47,250	\$50,064	26
\$45,010	\$54,300	\$58,910	8
\$50,000	\$57,697	\$65,750	28
\$52,900	\$61,796	\$84,000	18
\$65,096	\$89,908	\$116,500	41

MSA Population (n = 160)



Region

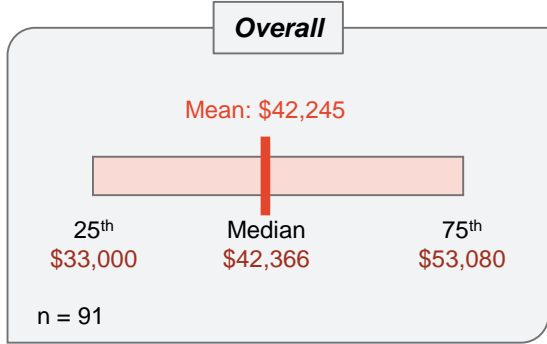


Note: Maps are not according to scale

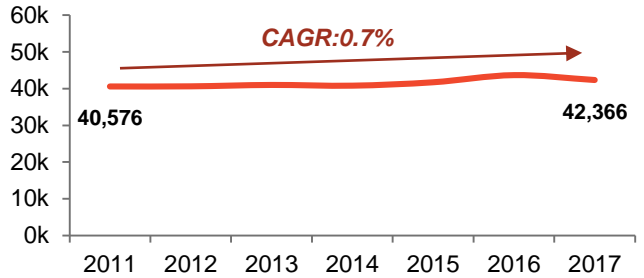
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$39,842	\$51,057	\$65,096	\$50,972	10
Mid-Atlantic	\$45,376	\$55,525	\$80,340	\$74,962	39
Midwest	\$44,390	\$49,529	\$72,441	\$61,113	29
Mountain Plains	\$47,750	\$52,900	\$60,719	\$54,948	20
New England	\$48,458	\$57,282	\$71,254	\$63,482	19
Southeast	\$40,000	\$47,000	\$54,590	\$47,458	28
Western	\$54,300	\$65,434	\$103,842	\$77,030	25

Volunteer Coordinator

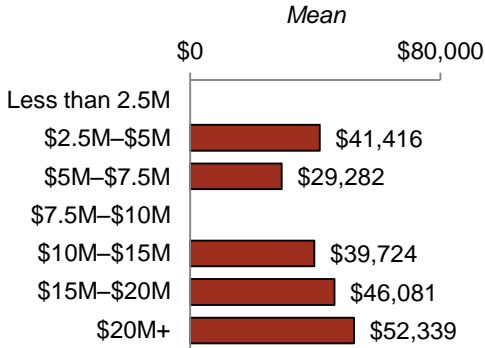
Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.



Historical Trend—Median (2011–2017)

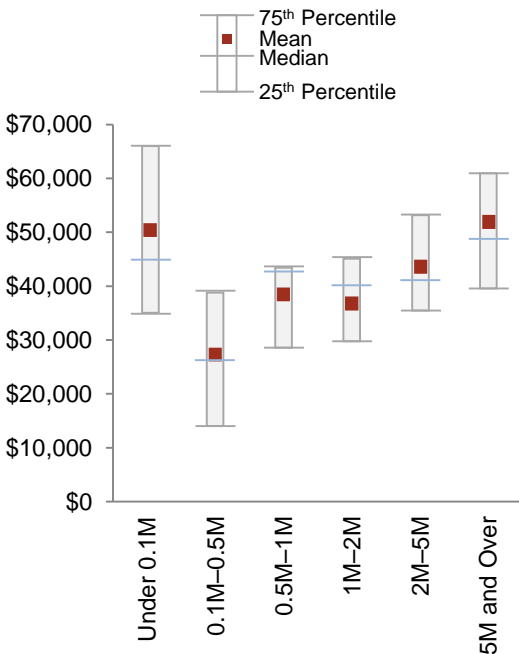


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$35,000	\$42,000	\$45,900	13
\$14,341	\$33,280	\$39,200	13
Small Sample Size (n < 5)			
\$32,650	\$36,600	\$45,364	13
\$38,510	\$43,114	\$55,859	12
\$44,135	\$53,285	\$61,006	33

MSA Population (n = 85)



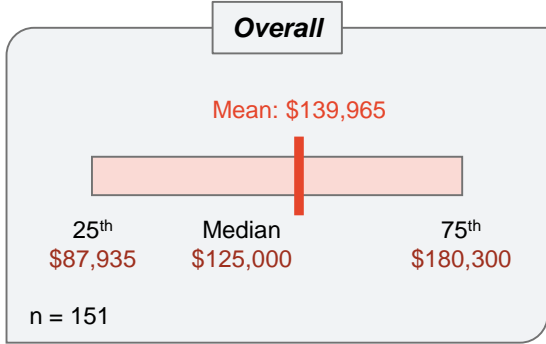
Region



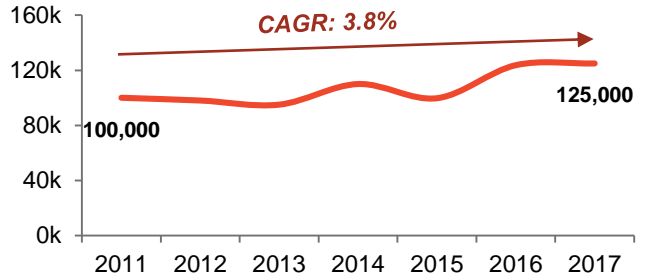
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$12,820	\$19,320	\$48,265	\$28,351	6
Mid-Atlantic	\$40,900	\$54,204	\$63,297	\$53,274	22
Midwest	\$31,657	\$40,000	\$47,895	\$40,395	17
Mountain Plains	\$31,996	\$39,200	\$50,659	\$41,112	7
New England	\$33,000	\$36,400	\$44,000	\$38,726	6
Southeast	\$21,840	\$37,500	\$44,850	\$34,579	17
Western	\$37,991	\$45,955	\$53,644	\$48,101	16

Chief Curator / Director of Curatorial Affairs / Curator A

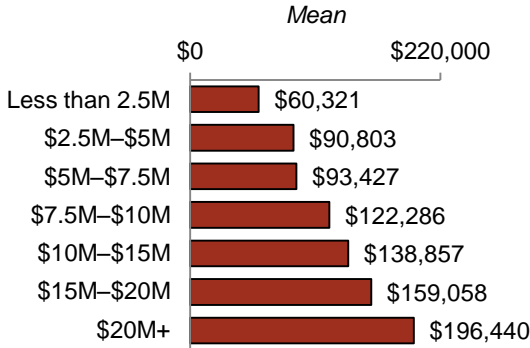
General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities.



Historical Trend—Median (2011–2017)

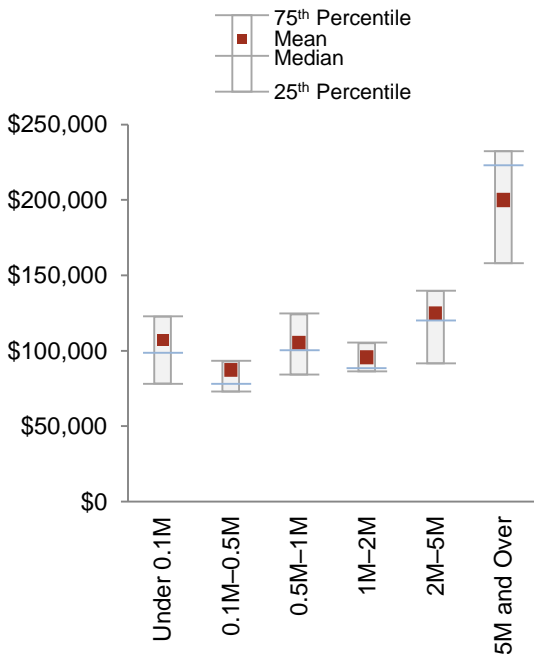


Operating Budget

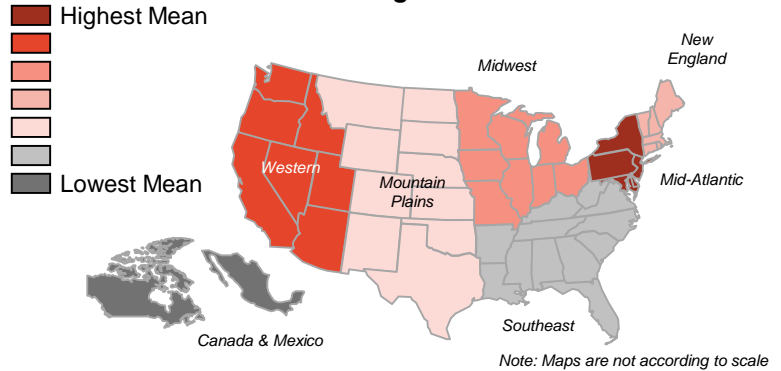


25 th Percentile	Median	75 th Percentile	# of Museums
\$41,000	\$62,000	\$83,150	11
\$75,000	\$88,000	\$104,860	36
\$74,000	\$87,695	\$96,832	25
\$102,000	\$111,394	\$147,750	8
\$112,959	\$127,500	\$150,100	23
\$134,550	\$161,900	\$185,000	13
\$139,654	\$221,438	\$231,789	35

MSA Population (n = 141)



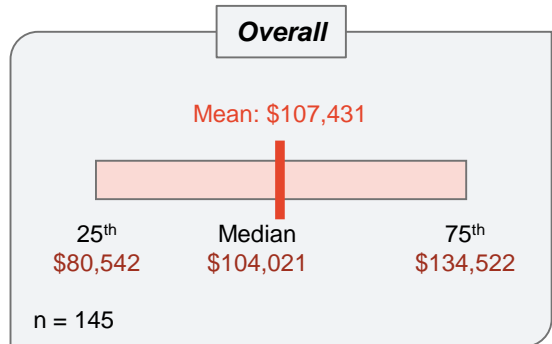
Region



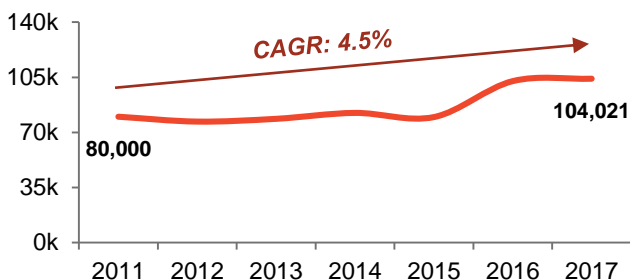
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$47,400	\$126,839	\$147,171	\$98,491	10
Mid-Atlantic	\$90,000	\$164,000	\$231,789	\$175,043	40
Midwest	\$88,000	\$112,959	\$222,500	\$138,862	25
Mountain Plains	\$92,916	\$107,421	\$135,500	\$114,294	12
New England	\$104,860	\$129,775	\$139,654	\$127,688	17
Southeast	\$74,000	\$88,100	\$123,473	\$102,539	29
Western	\$96,291	\$130,663	\$165,000	\$141,175	18

Senior Curator / Curator of Special Collections Area / Curator B

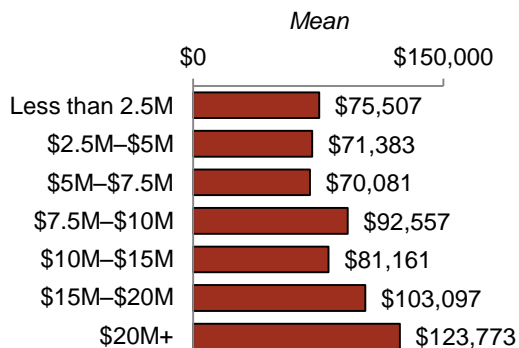
Responsibility for important sub-collections; general administrative duties relating to area of responsibility; supervision of one or several curatorial subordinates.



Historical Trend—Median (2011–2017)

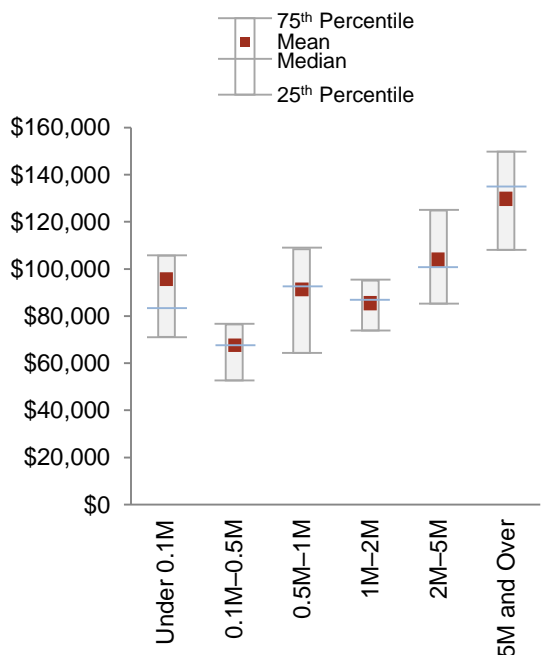


Operating Budget

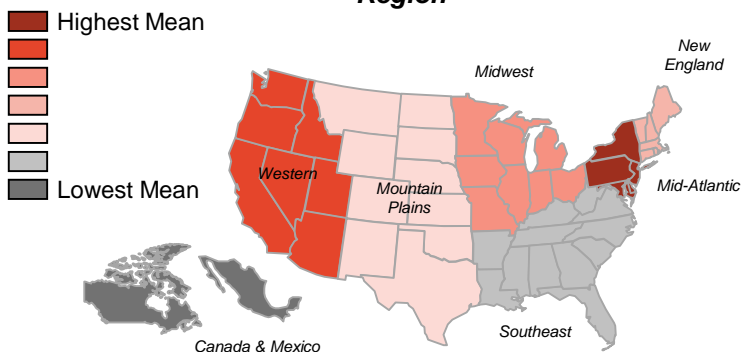


25 th Percentile	Median	75 th Percentile	# of Museums
\$61,948	\$73,989	\$90,000	8
\$62,190	\$72,100	\$78,351	33
\$53,102	\$64,069	\$80,542	17
\$79,000	\$94,560	\$95,250	7
\$71,603	\$78,750	\$90,900	20
\$87,457	\$99,495	\$108,861	16
\$101,590	\$125,000	\$149,896	44

MSA Population (n = 137)



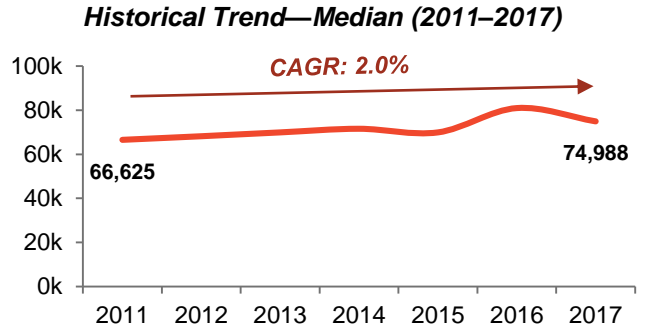
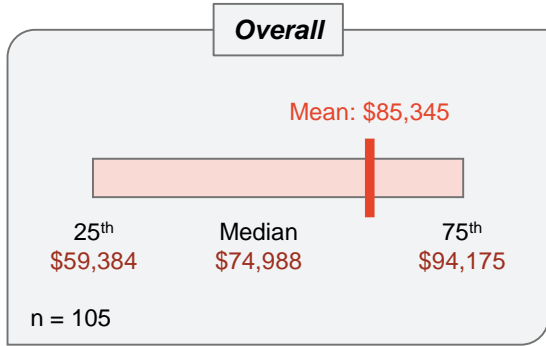
Region



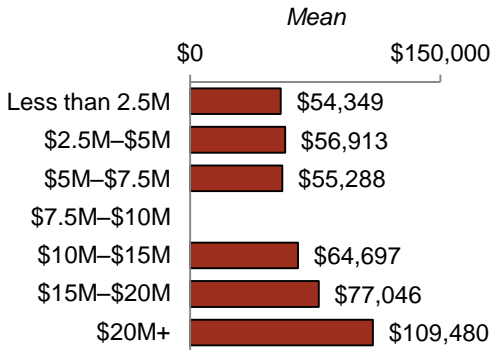
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$64,839	\$89,797	\$89,797	\$80,290	8
Mid-Atlantic	\$99,940	\$130,591	\$149,896	\$124,243	35
Midwest	\$78,750	\$101,590	\$108,832	\$99,391	24
Mountain Plains	\$79,000	\$85,421	\$105,000	\$91,256	15
New England	\$78,351	\$95,250	\$108,960	\$99,246	18
Southeast	\$72,100	\$79,302	\$85,000	\$80,315	22
Western	\$94,609	\$125,000	\$142,517	\$124,124	23

Curator of Exhibitions / Curator C

Primary responsibility for scheduling and installing temporary exhibits.

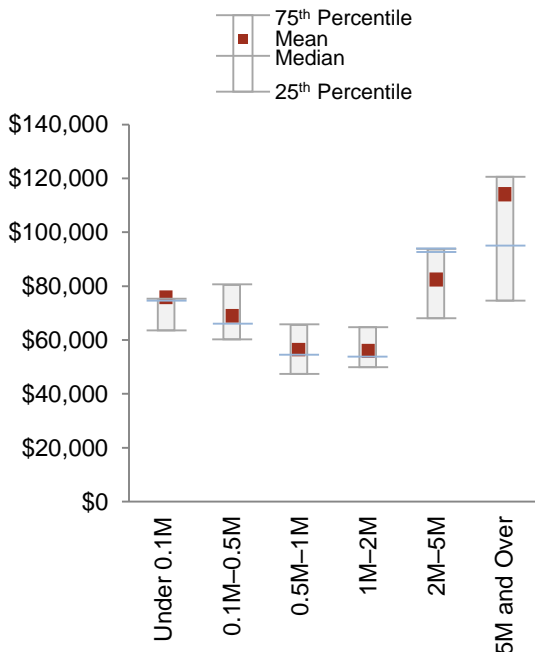


Operating Budget

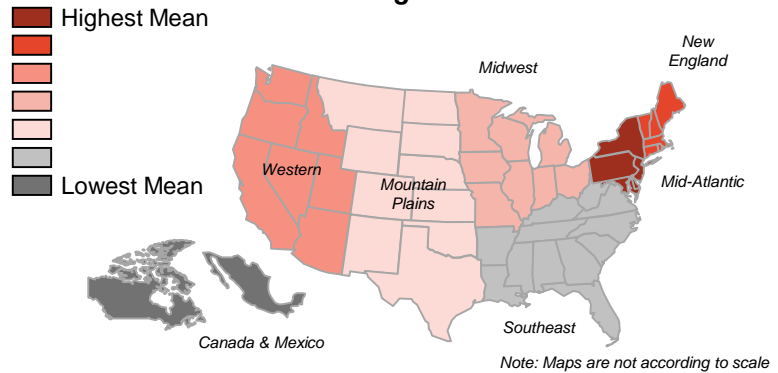


25 th Percentile	Median	75 th Percentile	# of Museums
\$52,824	\$55,000	\$69,979	7
\$47,470	\$58,896	\$67,392	24
\$45,645	\$50,000	\$61,778	14
Small Sample Size (n < 5)			
\$51,695	\$60,500	\$73,950	17
\$60,399	\$70,000	\$97,184	10
\$85,613	\$94,175	\$114,474	29

MSA Population (n = 99)



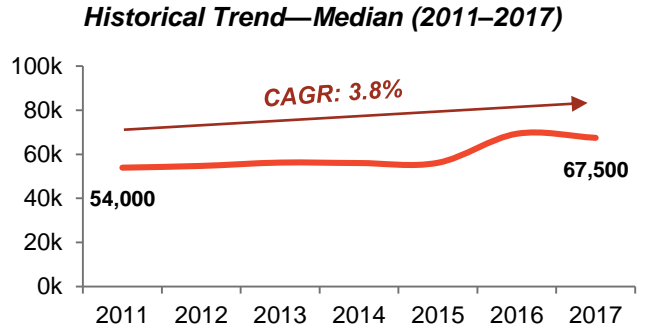
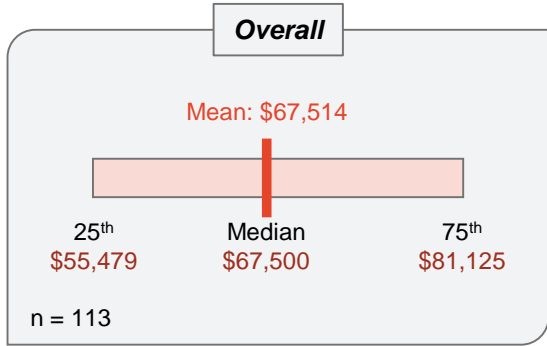
Region



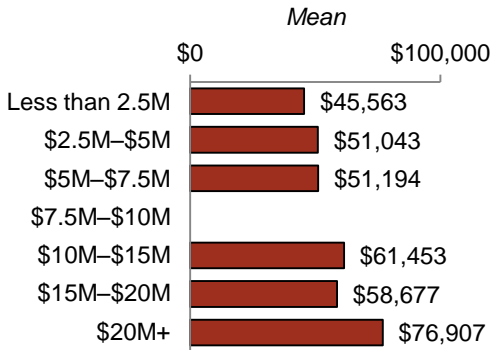
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$44,527	\$60,399	\$75,050	\$54,882	6
Mid-Atlantic	\$56,000	\$94,175	\$121,887	\$107,439	27
Midwest	\$57,792	\$66,500	\$70,163	\$71,894	15
Mountain Plains	\$50,000	\$76,755	\$93,000	\$70,563	13
New England	\$92,419	\$92,419	\$97,282	\$90,074	10
Southeast	\$58,705	\$62,000	\$68,000	\$63,907	12
Western	\$67,997	\$74,988	\$96,000	\$82,280	22

Associate Curator / Curator D

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

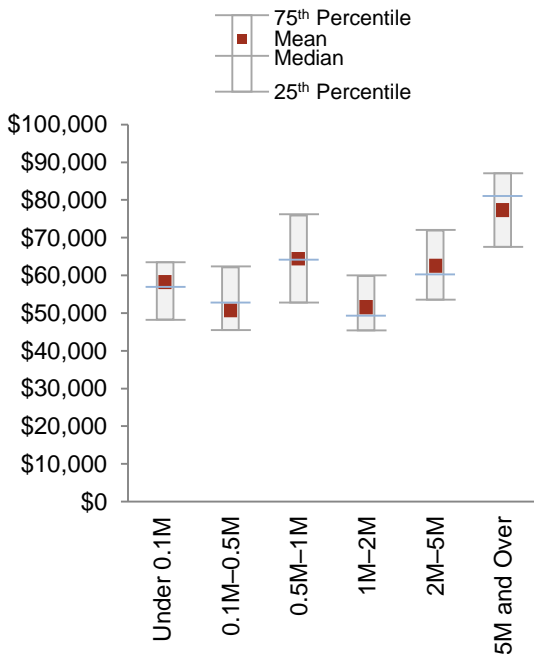


Operating Budget

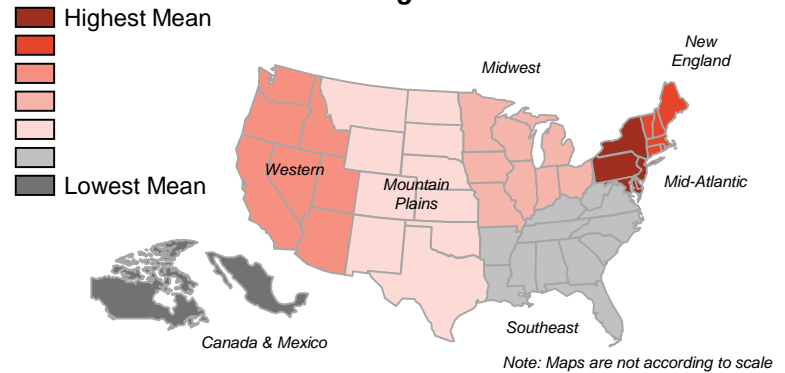


25 th Percentile	Median	75 th Percentile	# of Museums
\$36,000	\$44,100	\$64,565	9
\$47,000	\$52,000	\$62,018	25
\$50,437	\$53,920	\$56,000	12
Small Sample Size (n < 5)			
\$52,820	\$60,030	\$69,100	18
\$53,000	\$56,424	\$67,980	12
\$67,500	\$81,125	\$87,167	34

MSA Population (n = 106)



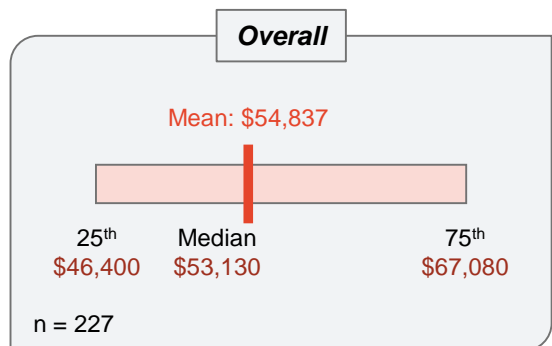
Region



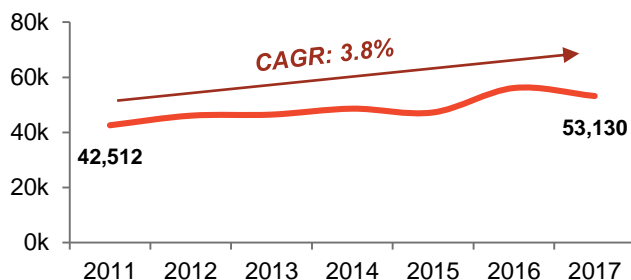
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$15,312	\$62,954	\$62,954	\$47,524	7
Mid-Atlantic	\$63,500	\$81,125	\$87,167	\$75,749	32
Midwest	\$56,434	\$65,231	\$67,500	\$61,651	23
Mountain Plains	\$53,920	\$54,293	\$57,525	\$54,498	10
New England	\$62,631	\$76,150	\$76,150	\$71,433	9
Southeast	\$42,954	\$48,600	\$56,000	\$48,894	16
Western	\$56,660	\$76,342	\$82,809	\$70,361	16

Assistant Curator / Curator E

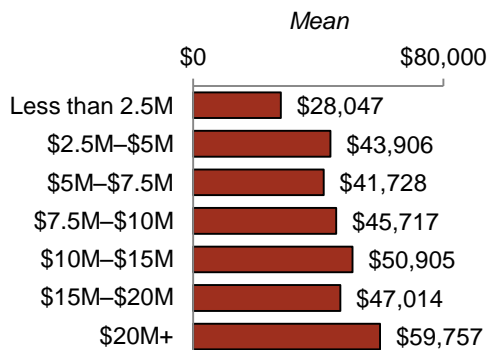
Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.



Historical Trend—Median (2011–2017)

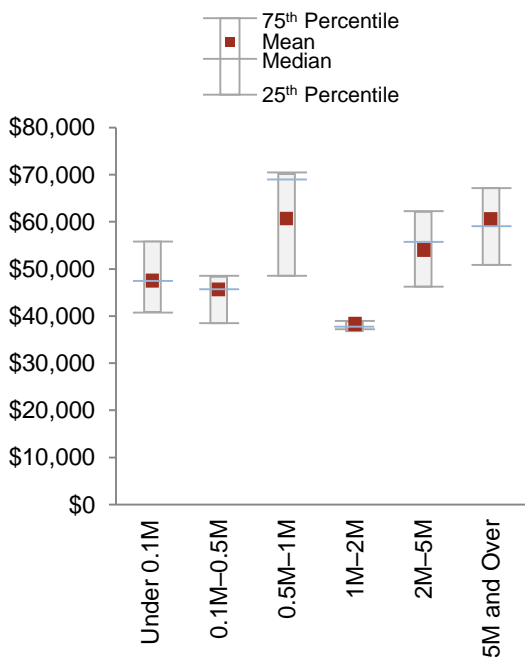


Operating Budget

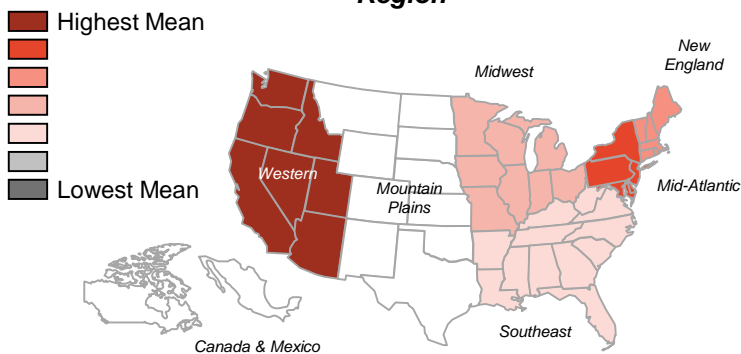


25 th Percentile	Median	75 th Percentile	# of Museums
\$11,319	\$35,000	\$36,000	6
\$38,900	\$42,000	\$49,562	9
\$37,901	\$37,901	\$43,680	9
\$38,000	\$47,500	\$50,000	6
\$45,000	\$50,319	\$51,485	12
\$37,440	\$49,049	\$55,000	6
\$52,642	\$59,056	\$67,080	36

MSA Population (n = 80)



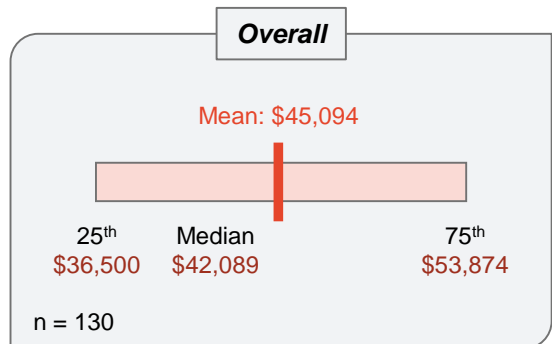
Region



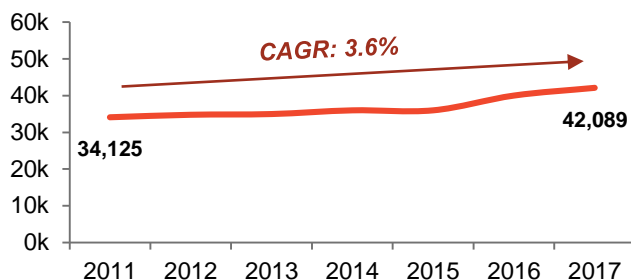
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$50,319	\$56,500	\$67,080	\$58,875	22
Midwest	\$39,000	\$51,023	\$52,642	\$47,728	15
Mountain Plains	Small Sample Size (n < 5)				
New England	\$47,373	\$55,934	\$69,708	\$56,584	12
Southeast	\$33,820	\$38,400	\$45,250	\$39,520	11
Western	\$55,196	\$59,056	\$66,670	\$59,196	16

Curatorial Assistant

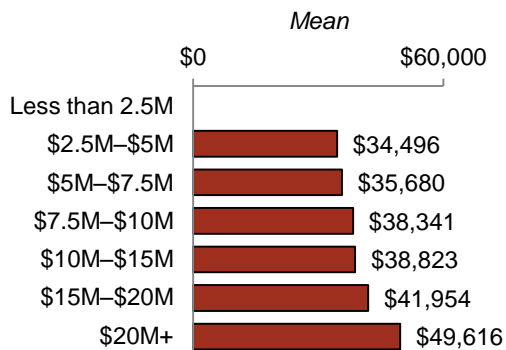
Assists curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).



Historical Trend—Median (2011–2017)

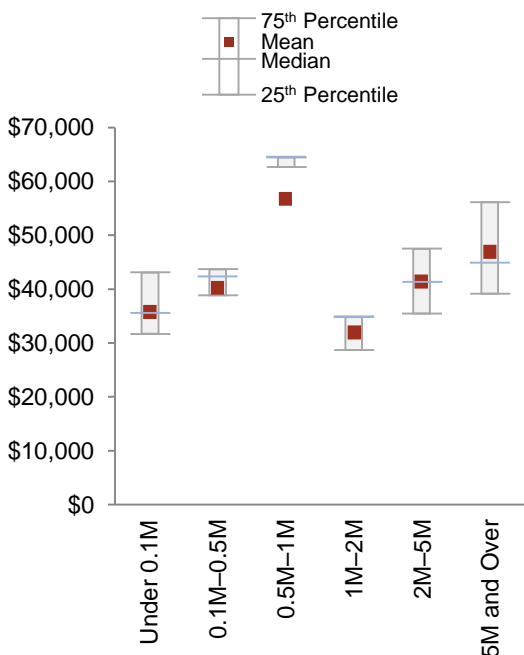


Operating Budget

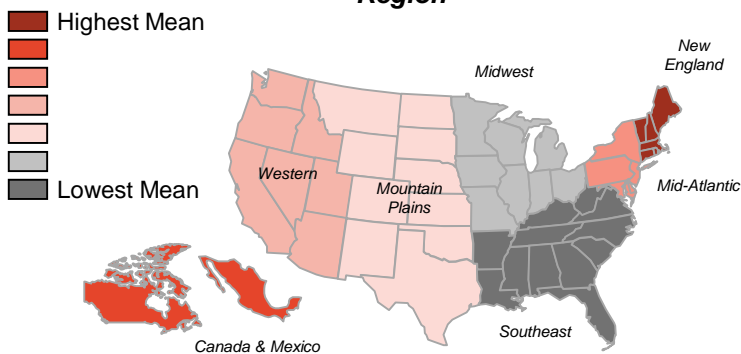


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$31,200	\$33,897	\$40,000	26
\$31,200	\$34,892	\$40,800	18
\$36,000	\$36,500	\$36,500	6
\$35,900	\$37,089	\$41,634	24
\$31,280	\$40,610	\$53,874	15
\$40,695	\$50,338	\$59,733	39

MSA Population (n = 123)



Region

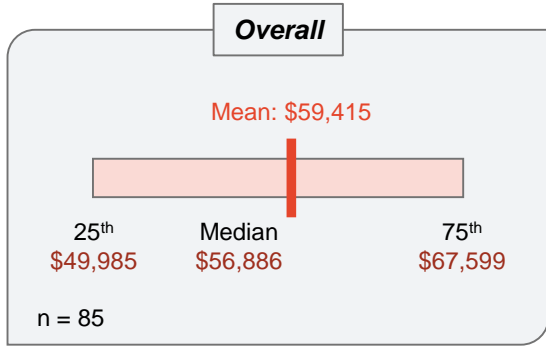


Note: Maps are not according to scale

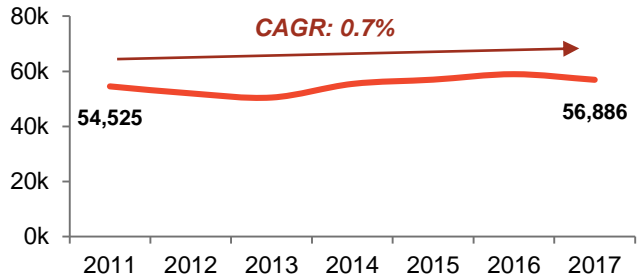
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$44,473	\$57,075	\$57,075	\$50,704	7
Mid-Atlantic	\$38,676	\$41,475	\$59,733	\$45,838	34
Midwest	\$35,403	\$37,489	\$41,237	\$37,966	19
Mountain Plains	\$36,500	\$40,340	\$48,500	\$40,602	15
New England	\$43,570	\$51,806	\$63,804	\$52,403	18
Southeast	\$28,500	\$32,960	\$38,000	\$33,104	17
Western	\$37,089	\$46,832	\$50,823	\$44,839	20

Photographer

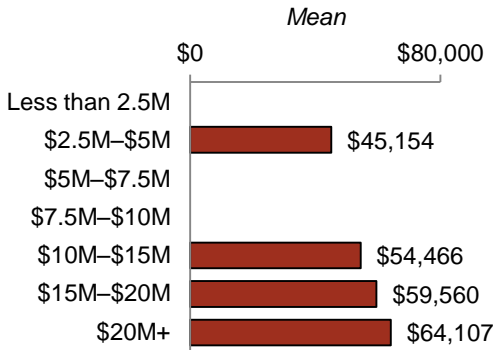
Responsible for photographic documentation of fine arts collections.



Historical Trend—Median (2011–2017)

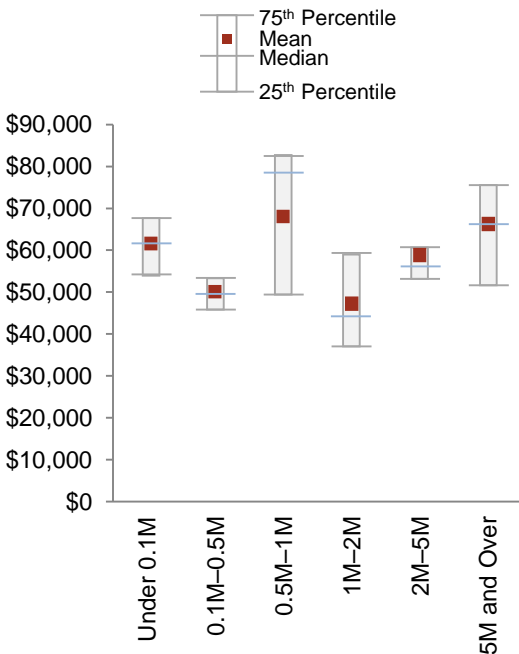


Operating Budget

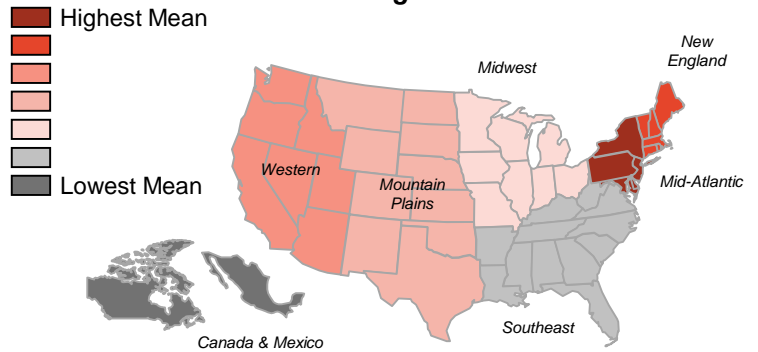


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$37,141	\$46,373	\$57,999	10
	Small Sample Size (n < 5)		
\$44,377	\$48,482	\$58,655	9
\$41,012	\$62,000	\$71,467	8
\$51,564	\$59,982	\$75,377	36

MSA Population (n = 63)



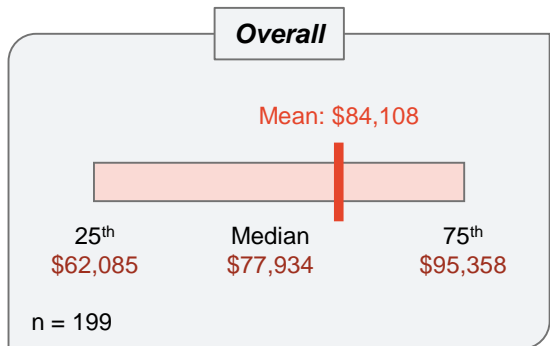
Region



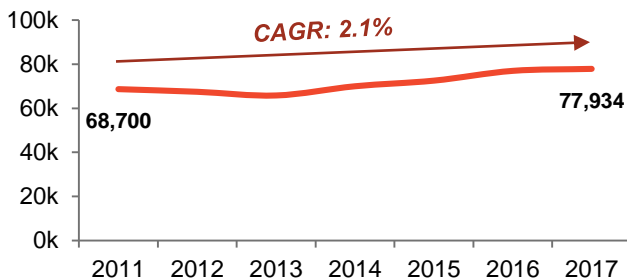
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$41,296	\$47,005	\$50,884	\$42,077	9
Mid-Atlantic	\$64,683	\$66,125	\$75,749	\$71,540	20
Midwest	\$50,174	\$50,174	\$54,210	\$53,014	10
Mountain Plains	\$43,712	\$57,999	\$59,302	\$53,019	7
New England	\$53,038	\$66,586	\$80,962	\$67,886	9
Southeast	\$40,234	\$44,246	\$51,500	\$45,735	6
Western	\$46,008	\$51,564	\$59,059	\$54,719	11

Director of Education / Curator of Education / Educator A

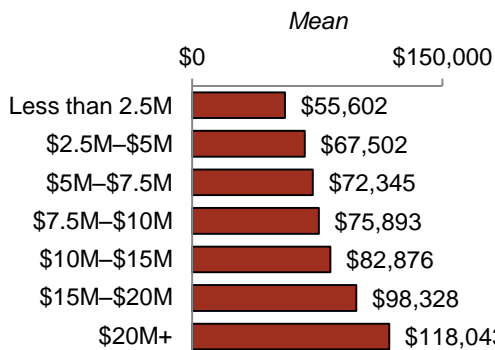
Supervision of several educational departments or programs.



Historical Trend—Median (2011–2017)

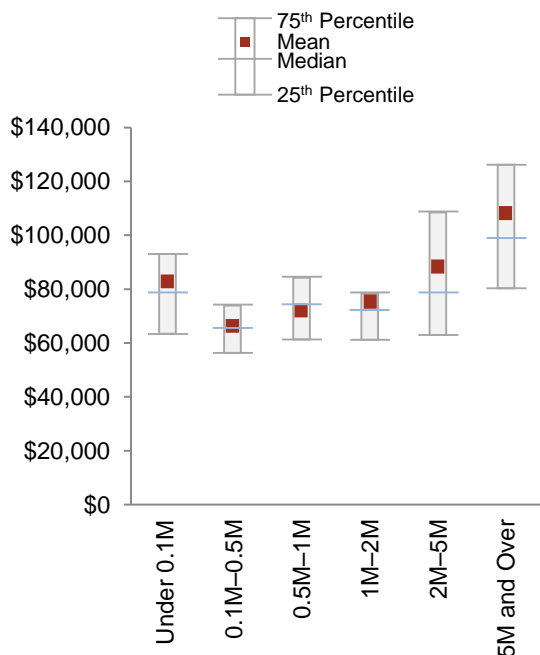


Operating Budget

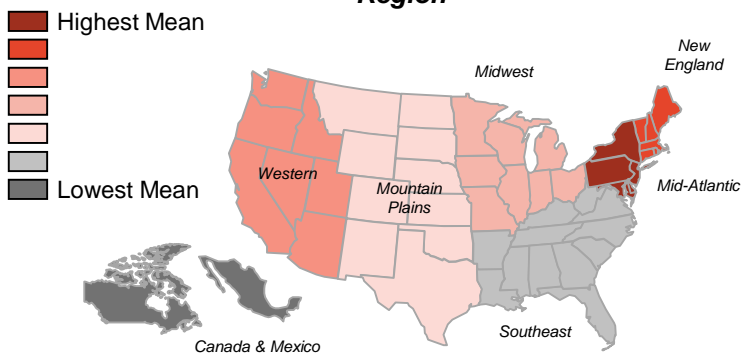


25 th Percentile	Median	75 th Percentile	# of Museums
\$46,225	\$54,845	\$63,989	18
\$57,726	\$65,124	\$75,444	54
\$61,406	\$71,822	\$79,224	27
\$58,656	\$77,500	\$94,065	8
\$63,200	\$82,280	\$90,000	28
\$82,618	\$95,056	\$120,000	17
\$89,101	\$109,430	\$139,791	45

MSA Population (n = 186)



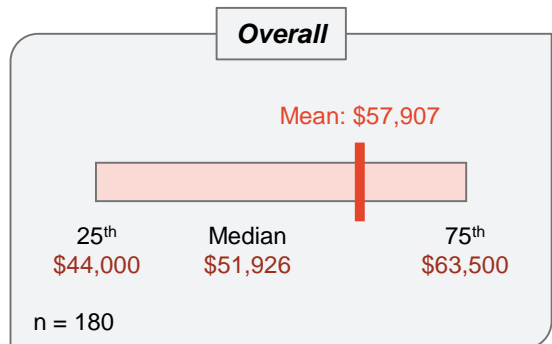
Region



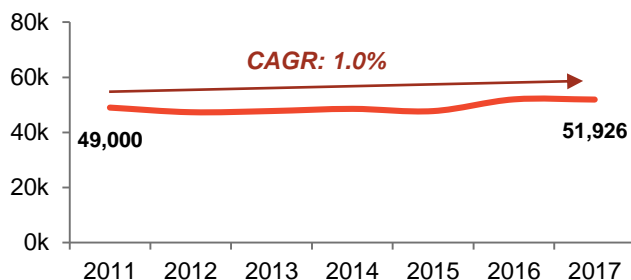
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$16,000	\$47,621	\$74,830	\$50,852	13
Mid-Atlantic	\$63,628	\$88,617	\$115,755	\$96,391	48
Midwest	\$59,356	\$67,881	\$96,599	\$80,981	35
Mountain Plains	\$61,800	\$70,000	\$86,005	\$77,641	22
New England	\$76,688	\$88,947	\$100,000	\$92,071	20
Southeast	\$58,698	\$72,318	\$92,500	\$76,048	31
Western	\$67,000	\$79,500	\$95,335	\$90,665	30

Associate Educator / Educator B

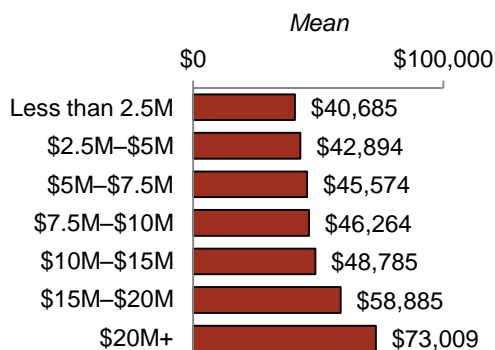
Responsibility for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences



Historical Trend—Median (2011–2017)

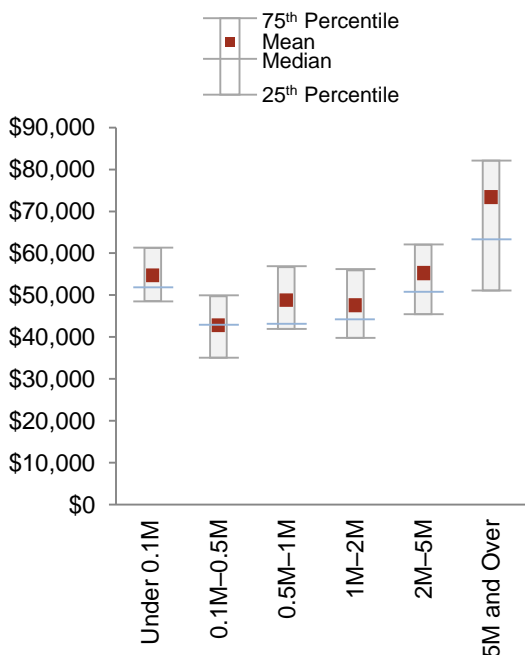


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$37,440	\$42,840	\$49,440	10
\$39,010	\$44,125	\$48,200	44
\$41,416	\$46,500	\$49,570	29
\$39,500	\$45,366	\$53,750	9
\$42,624	\$48,163	\$52,445	27
\$45,591	\$56,293	\$66,570	17
\$56,500	\$63,500	\$81,600	44

MSA Population (n = 170)



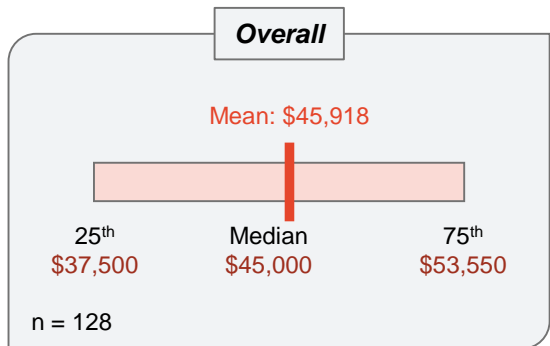
Region



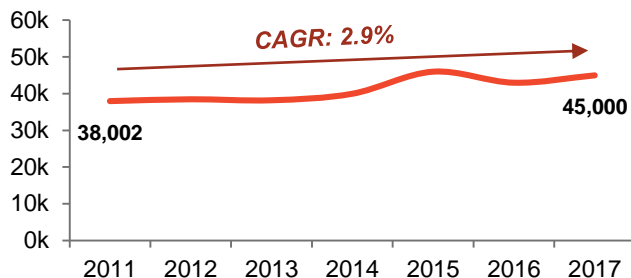
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$36,903	\$44,797	\$58,983	\$44,034	10
Mid-Atlantic	\$48,000	\$63,500	\$84,000	\$75,941	42
Midwest	\$41,810	\$50,875	\$55,136	\$52,061	29
Mountain Plains	\$38,746	\$48,173	\$56,500	\$46,732	19
New England	\$45,500	\$51,926	\$73,334	\$58,060	19
Southeast	\$41,103	\$49,845	\$61,212	\$50,829	33
Western	\$45,366	\$52,979	\$64,060	\$56,487	28

Assistant Educator / Educator C

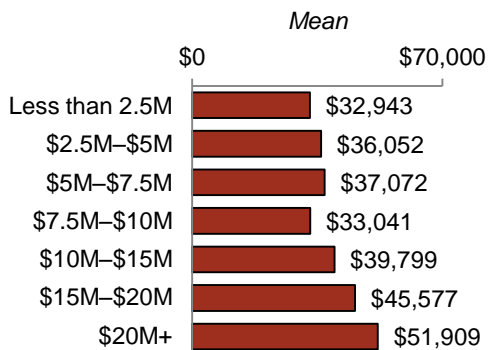
Assists in developing and implementing a major interpretive or studio program.



Historical Trend—Median (2011–2017)

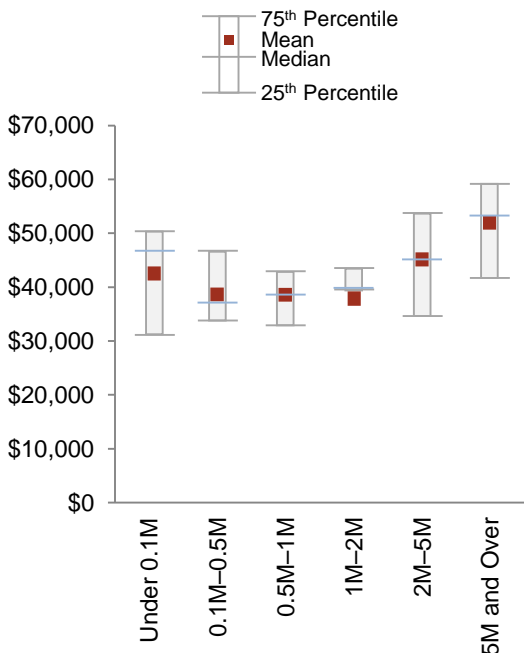


Operating Budget

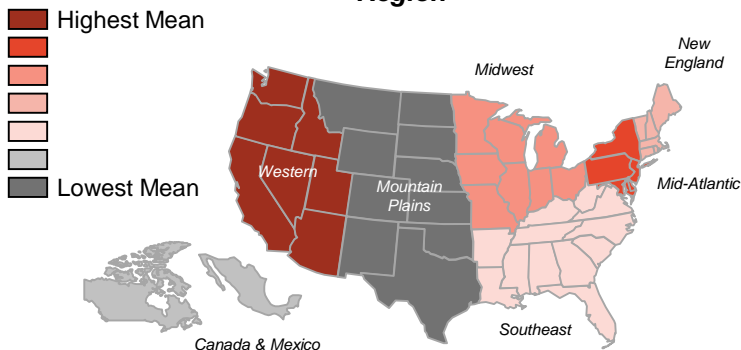


25 th Percentile	Median	75 th Percentile	# of Museums
\$32,280	\$35,422	\$39,777	8
\$34,800	\$37,000	\$41,900	29
\$32,000	\$34,569	\$42,322	16
\$29,500	\$32,500	\$33,541	6
\$32,640	\$41,000	\$46,592	17
\$40,544	\$46,250	\$48,615	13
\$43,469	\$51,888	\$58,033	39

MSA Population (n = 120)



Region

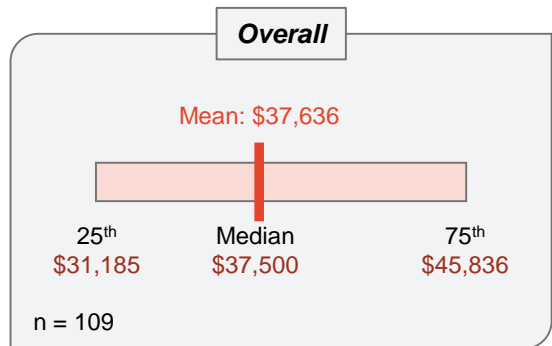


Note: Maps are not according to scale

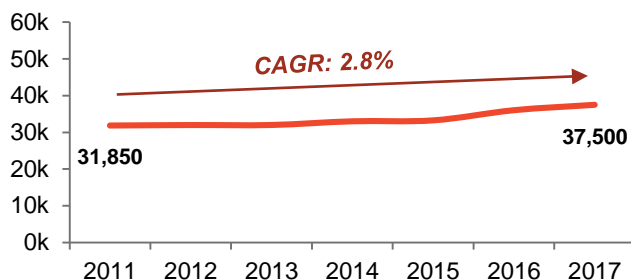
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$29,710	\$51,094	\$56,295	\$41,329	8
Mid-Atlantic	\$41,256	\$47,060	\$53,550	\$50,124	31
Midwest	\$36,991	\$53,796	\$54,634	\$45,937	17
Mountain Plains	\$32,280	\$35,265	\$45,000	\$36,586	14
New England	\$31,200	\$43,200	\$54,027	\$43,201	16
Southeast	\$39,777	\$43,469	\$50,122	\$42,184	25
Western	\$40,397	\$51,888	\$59,845	\$50,526	17

Education Assistant

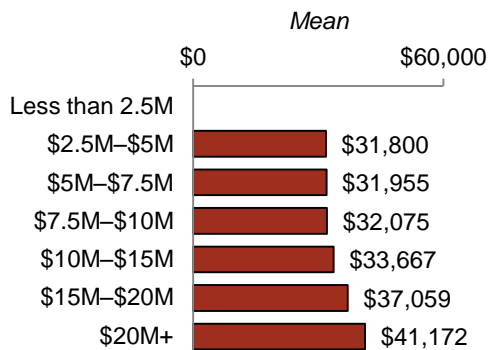
Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.



Historical Trend—Median (2011–2017)

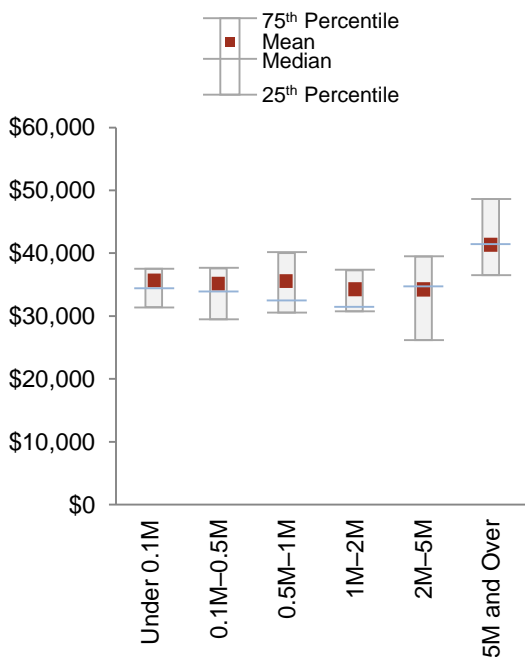


Operating Budget

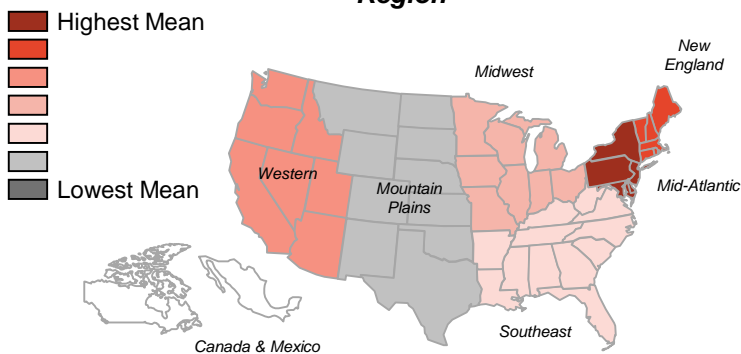


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$25,000	\$29,994	\$37,600	21
\$29,776	\$31,000	\$36,500	14
\$20,800	\$34,600	\$37,500	6
\$30,000	\$33,755	\$37,132	15
\$28,977	\$36,021	\$47,500	17
\$35,034	\$39,706	\$46,769	34

MSA Population (n = 105)



Region

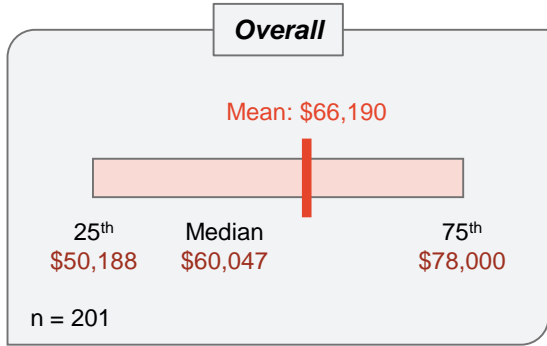


Note: Maps are not according to scale

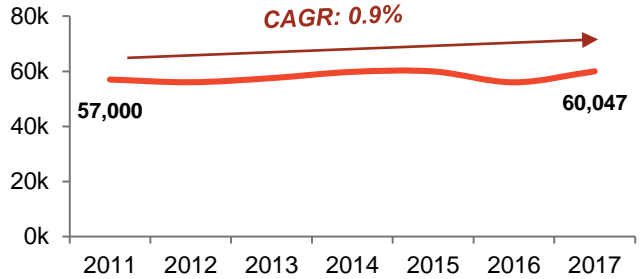
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$37,440	\$45,836	\$48,565	\$43,056	26
Midwest	\$32,078	\$37,789	\$37,789	\$36,306	21
Mountain Plains	\$23,250	\$29,500	\$34,007	\$28,810	12
New England	\$34,516	\$39,413	\$45,605	\$39,035	12
Southeast	\$27,040	\$29,776	\$34,650	\$30,817	17
Western	\$31,200	\$35,360	\$51,002	\$38,731	17

Registrar A

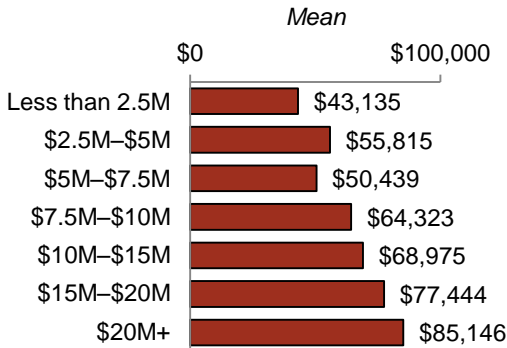
Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, cataloguing, etc.



Historical Trend—Median (2011–2017)

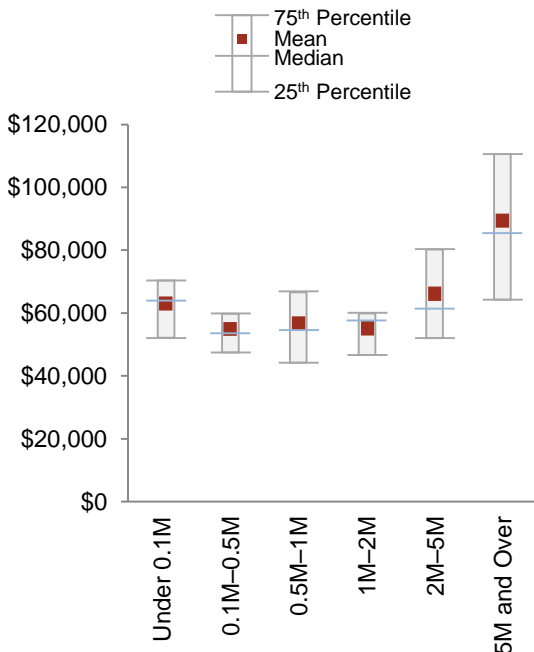


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$38,828	\$45,050	\$51,634	15
\$47,500	\$57,545	\$64,000	57
\$38,500	\$49,889	\$59,808	26
\$58,500	\$58,708	\$76,500	8
\$54,000	\$64,800	\$78,000	28
\$55,845	\$75,160	\$91,200	19
\$64,400	\$78,415	\$105,813	46

MSA Population (n = 188)



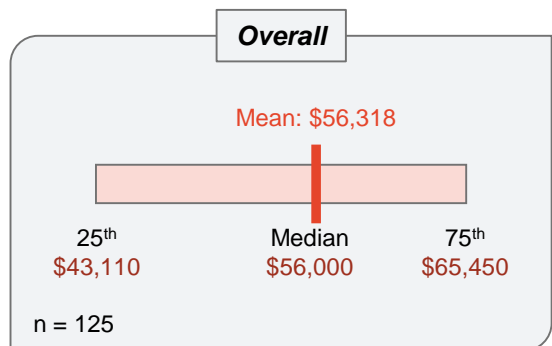
Region



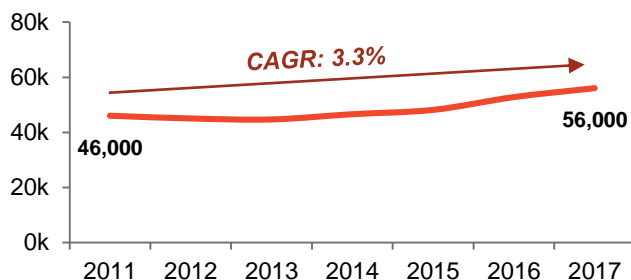
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$16,490	\$50,188	\$53,235	\$40,089	13
Mid-Atlantic	\$62,314	\$77,588	\$100,000	\$82,630	46
Midwest	\$48,567	\$55,826	\$70,747	\$61,837	36
Mountain Plains	\$47,274	\$52,250	\$71,000	\$62,700	19
New England	\$58,925	\$65,172	\$77,700	\$68,832	23
Southeast	\$46,200	\$56,650	\$67,322	\$57,101	34
Western	\$55,845	\$61,154	\$85,468	\$70,191	30

Associate Registrar / Registrar B

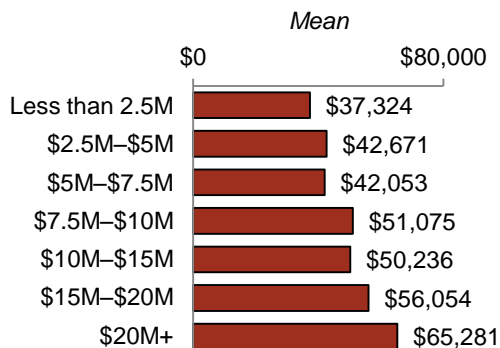
Assists Registrar in performance of routine duties.



Historical Trend—Median (2011–2017)

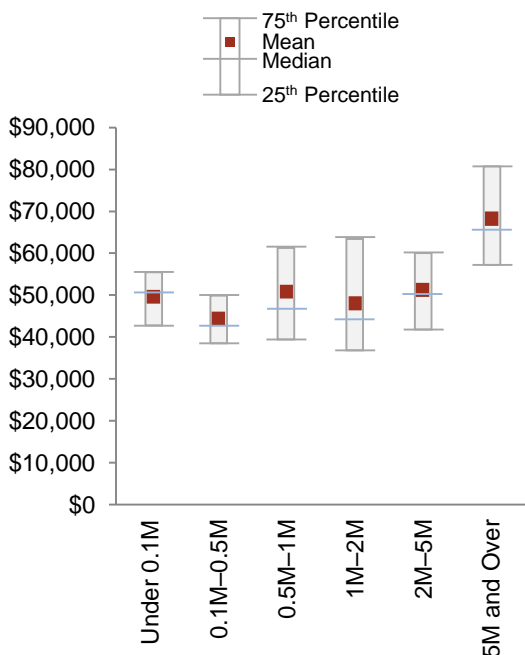


Operating Budget

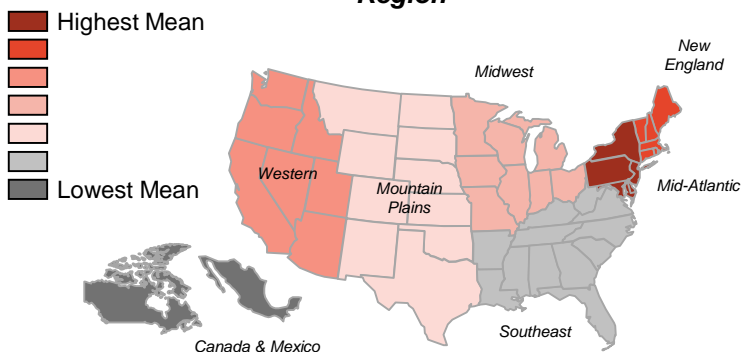


25 th Percentile	Median	75 th Percentile	# of Museums
\$35,359	\$41,249	\$43,369	7
\$37,958	\$42,071	\$50,010	24
\$36,356	\$41,832	\$47,953	10
\$43,110	\$44,278	\$64,800	7
\$42,769	\$47,841	\$54,400	21
\$41,258	\$51,353	\$63,288	16
\$56,720	\$62,000	\$72,094	40

MSA Population (n = 119)



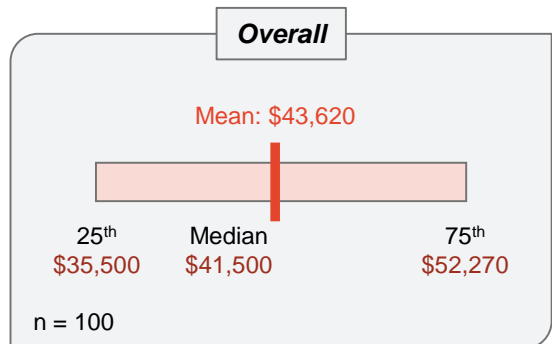
Region



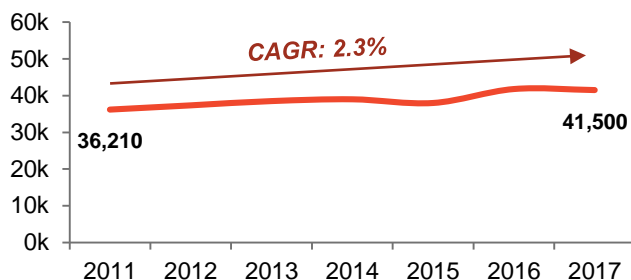
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$8,732	\$52,455	\$56,720	\$40,102	6
Mid-Atlantic	\$49,738	\$65,450	\$81,230	\$65,688	34
Midwest	\$38,627	\$47,008	\$60,060	\$50,605	20
Mountain Plains	\$48,508	\$50,000	\$56,000	\$49,242	13
New England	\$48,691	\$62,133	\$70,019	\$59,227	14
Southeast	\$41,716	\$43,639	\$48,413	\$45,373	19
Western	\$50,750	\$56,408	\$62,000	\$57,101	19

Assistant Registrar / Registrar C

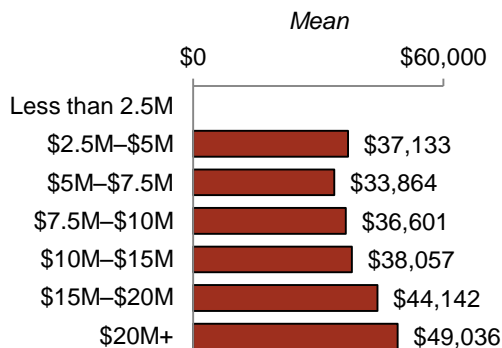
Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.



Historical Trend—Median (2011–2017)

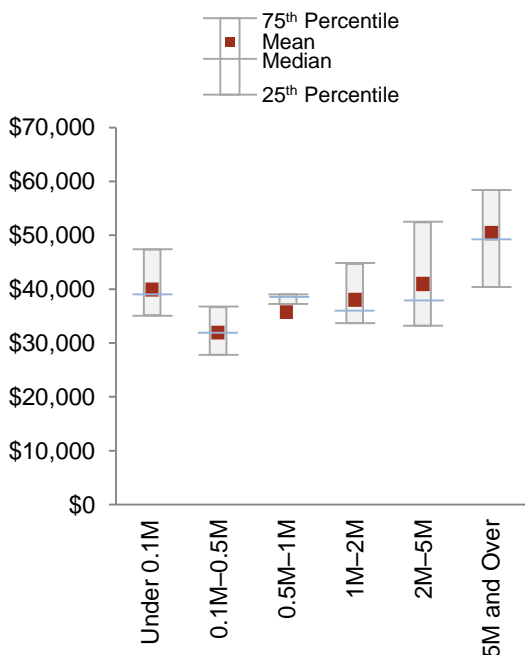


Operating Budget

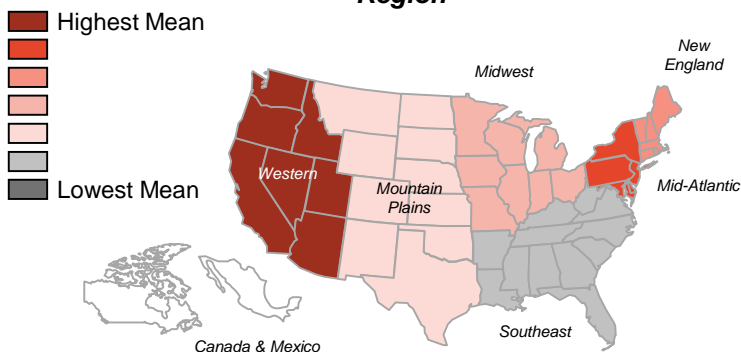


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$31,804	\$34,890	\$38,438	16
\$30,000	\$34,870	\$37,636	12
\$29,000	\$33,720	\$41,500	6
\$32,905	\$37,850	\$40,800	16
\$35,360	\$45,000	\$58,204	14
\$41,526	\$47,238	\$54,249	34

MSA Population (n = 96)



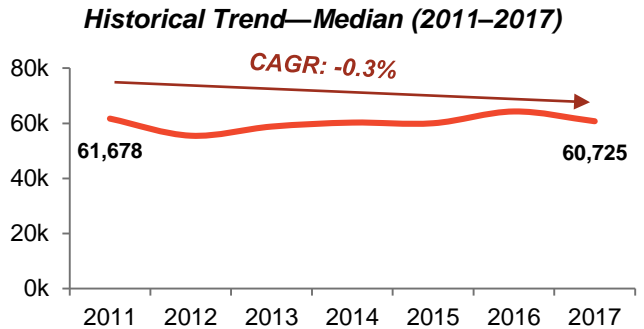
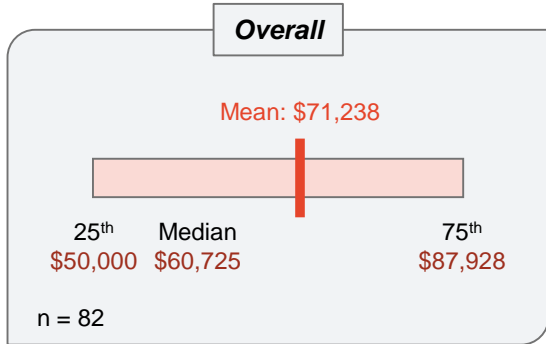
Region



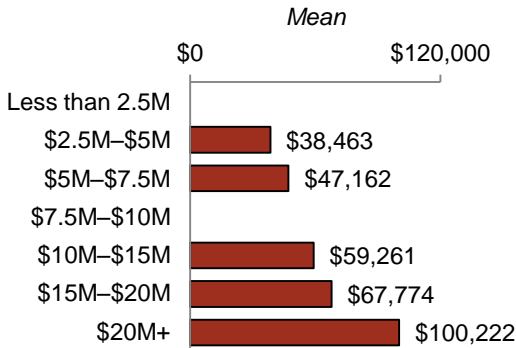
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$36,500	\$46,954	\$58,204	\$47,125	28
Midwest	\$34,689	\$36,225	\$40,800	\$38,248	15
Mountain Plains	\$29,000	\$38,500	\$45,000	\$37,809	12
New England	\$36,046	\$44,369	\$47,238	\$43,681	12
Southeast	\$31,804	\$37,400	\$40,314	\$35,986	16
Western	\$42,975	\$52,789	\$54,800	\$51,069	13

Head Librarian / Librarian A

Formulates and carries out library practices, policies and procedures.

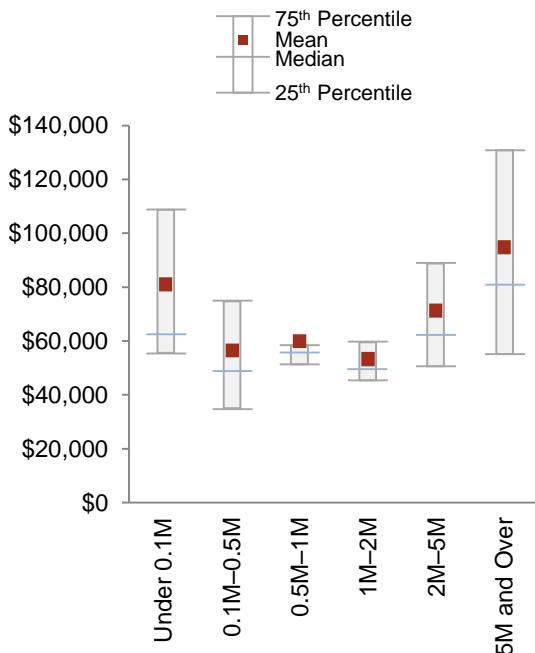


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$20,280	\$47,690	\$48,875	9
\$37,636	\$47,500	\$55,164	10
Small Sample Size (n < 5)			
\$51,175	\$55,904	\$65,356	15
\$52,266	\$56,569	\$80,721	8
\$72,388	\$90,176	\$122,400	33

MSA Population (n = 72)



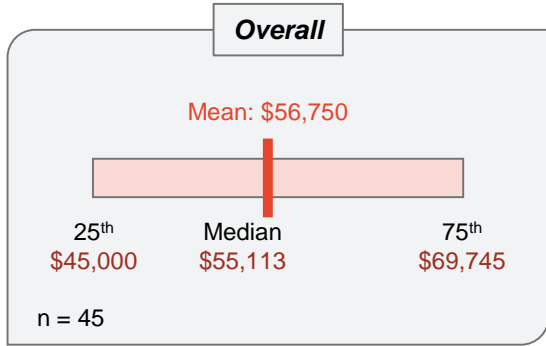
Region



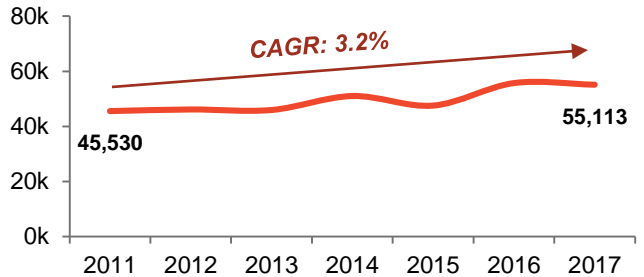
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$11,656	\$53,627	\$77,194	\$46,129	10
Mid-Atlantic	\$50,090	\$65,975	\$124,230	\$85,587	21
Midwest	\$53,750	\$62,792	\$90,484	\$71,011	12
Mountain Plains	\$55,917	\$68,731	\$80,721	\$71,539	8
New England	\$47,903	\$56,200	\$94,424	\$68,574	8
Southeast	\$40,000	\$47,285	\$59,824	\$50,269	10
Western	\$62,500	\$66,439	\$99,222	\$85,717	13

Associate Librarian / Librarian B

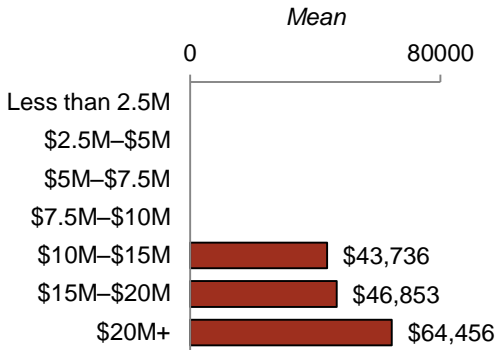
Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.



Historical Trend—Median (2011–2017)



Operating Budget

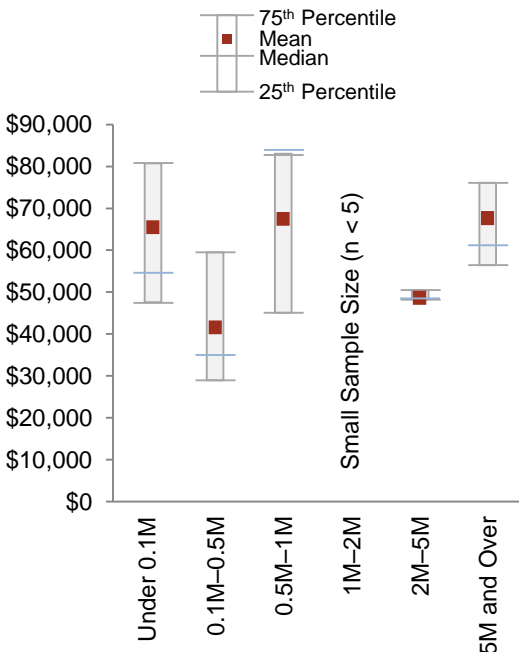


25th Percentile | Median | 75th Percentile | # of Museums

Small Sample Size (n < 5)

Operating Budget	25 th Percentile	Median	75 th Percentile	# of Museums
\$10M–\$15M	\$37,647	\$37,647	\$58,630	5
\$15M–\$20M	\$34,175	\$46,900	\$49,608	6
\$20M+	\$49,922	\$60,862	\$75,950	26

MSA Population (n = 40)



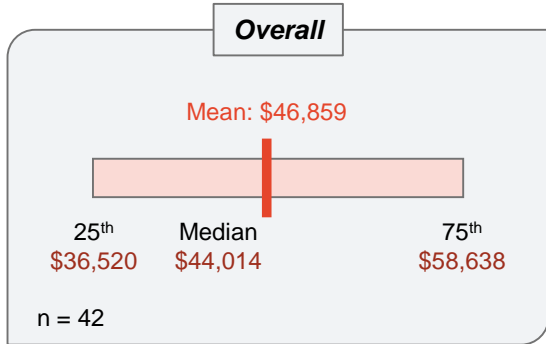
Region



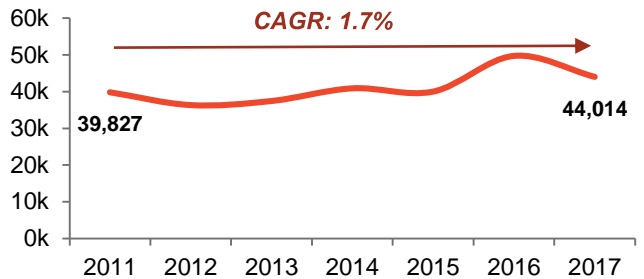
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$7,463	\$37,647	\$37,647	\$30,028	5
Mid-Atlantic	\$55,113	\$61,250	\$75,950	\$67,488	13
Midwest	\$35,000	\$48,685	\$49,922	\$48,222	9
Mountain Plains	Small Sample Size (n < 5)				
New England	Small Sample Size (n < 5)				
Southeast	Small Sample Size (n < 5)				
Western	\$57,167	\$59,272	\$65,149	\$64,997	7

Assistant Librarian / Librarian C

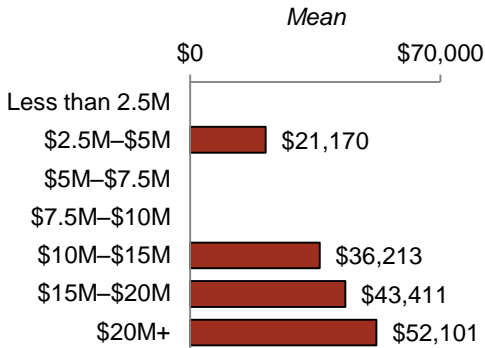
Assists Head Librarian and Associate Librarian with specific sub-program in library operations.



Historical Trend—Median (2011–2017)

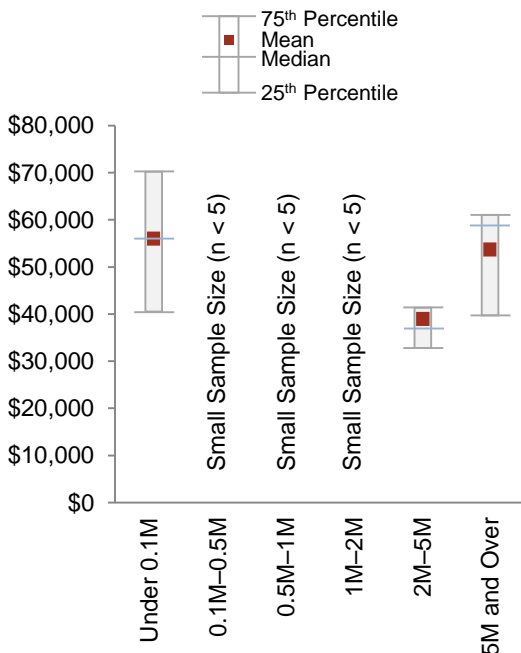


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$4,527	\$24,220	\$35,250	5
	Small Sample Size (n < 5)		
\$32,209	\$34,365	\$44,194	8
\$34,770	\$35,319	\$55,022	8
\$40,466	\$55,792	\$60,331	63

MSA Population (n = 34)



Region

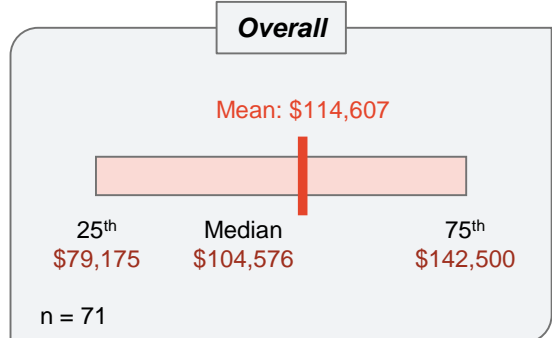


Note: Maps are not according to scale

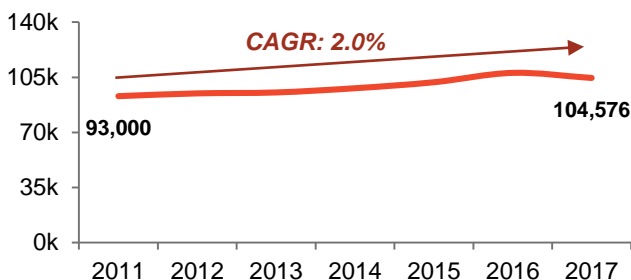
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$32,209	\$36,656	\$45,029	\$35,730	8
Mid-Atlantic	\$40,917	\$58,638	\$60,765	\$52,389	11
Midwest	Small Sample Size (n < 5)				
Mountain Plains	\$35,250	\$39,209	\$40,000	\$37,052	5
New England	\$38,425	\$40,466	\$70,043	\$48,644	5
Southeast	Small Sample Size (n < 5)				
Western	\$51,733	\$51,888	\$60,331	\$58,779	6

Chief Conservator / Conservator A

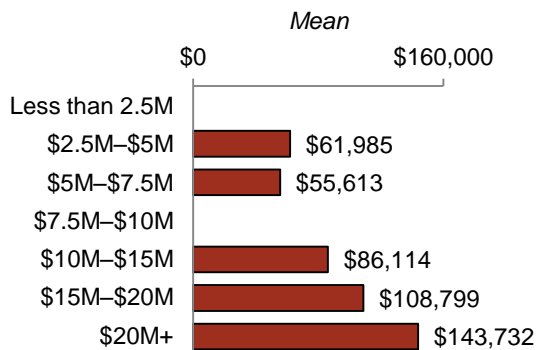
General supervision of conservation department, including administration of the budget and department personnel.



Historical Trend—Median (2011–2017)

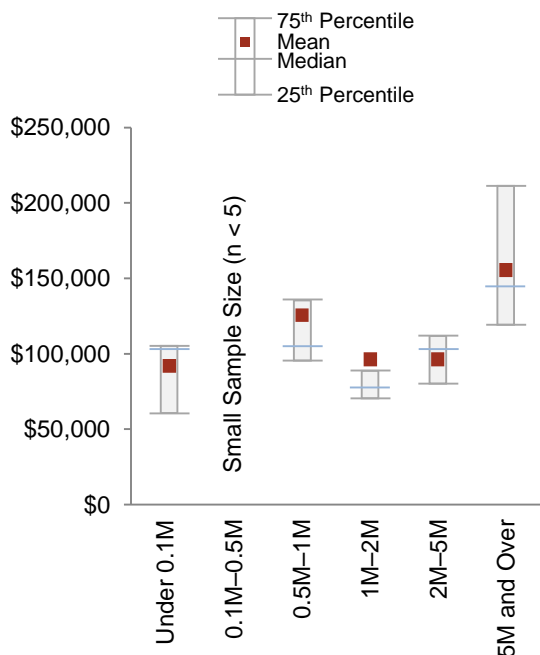


Operating Budget

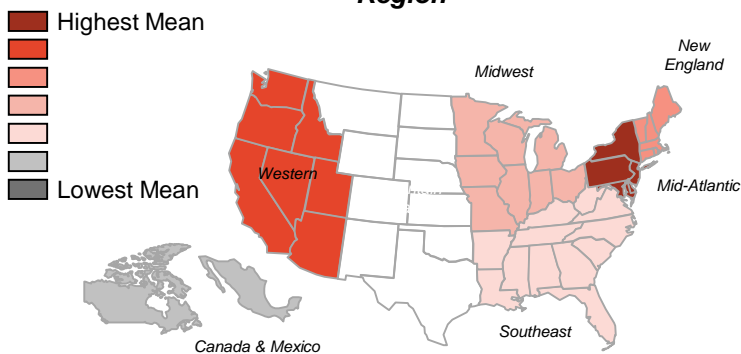


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$45,000	\$73,235	\$83,850	6
\$50,293	\$54,509	\$60,225	6
Small Sample Size (n < 5)			
\$73,869	\$80,000	\$92,800	11
\$88,619	\$104,576	\$130,692	10
\$108,204	\$132,612	\$162,847	34

MSA Population (n = 62)



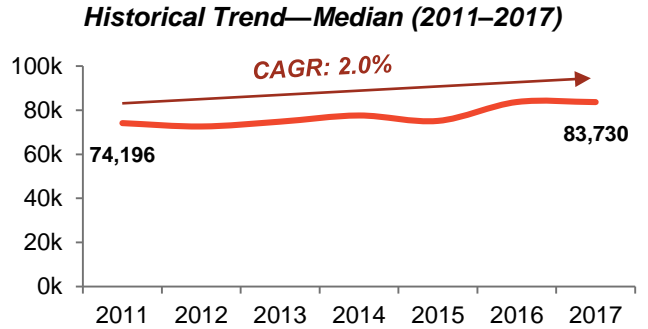
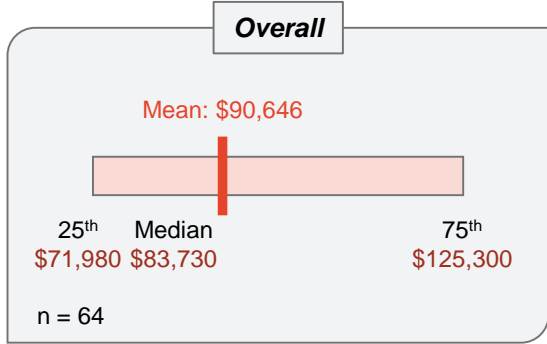
Region



	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$28,977	\$52,930	\$80,791	\$52,837	9
Mid-Atlantic	\$86,500	\$133,911	\$198,660	\$139,706	23
Midwest	\$82,006	\$100,297	\$116,323	\$103,424	8
Mountain Plains	Small Sample Size (n < 5)				
New England	\$87,890	\$106,561	\$134,387	\$115,317	8
Southeast	\$50,293	\$70,063	\$83,850	\$83,320	9
Western	\$105,566	\$111,750	\$162,558	\$124,445	10

Senior Conservator / Conservator B

Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization.

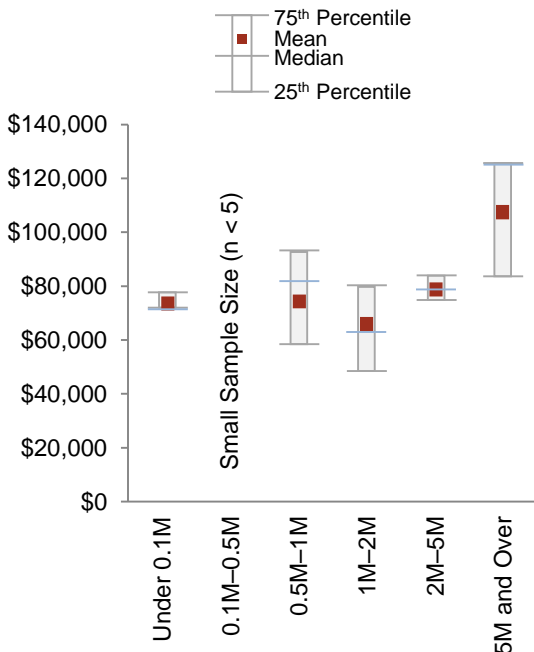


Operating Budget

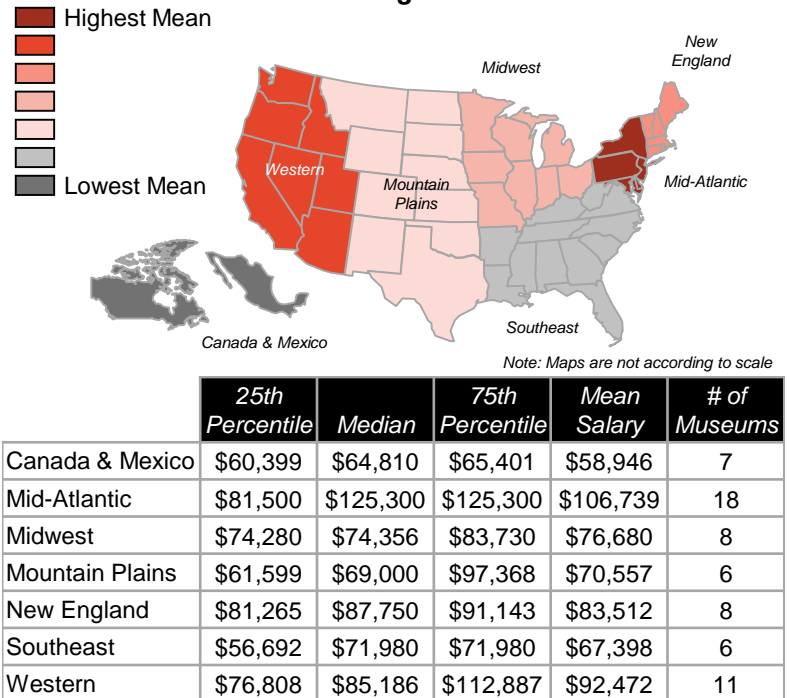
Mean	25 th Percentile	Median	75 th Percentile	# of Museums
Less than 2.5M				
\$2.5M–\$5M				
\$5M–\$7.5M				
\$7.5M–\$10M				
\$10M–\$15M	\$52,520	\$61,425	\$83,785	10
\$15M–\$20M	\$66,488	\$76,693	\$87,291	11
\$20M+	\$76,000	\$88,750	\$125,300	34

Small Sample Size (n < 5)

MSA Population (n = 57)

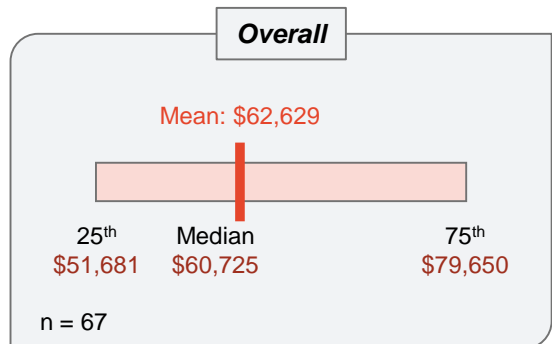


Region

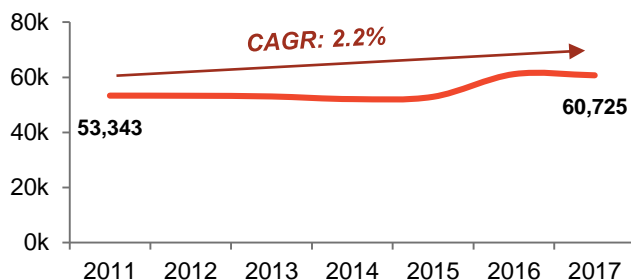


Associate Conservator / Conservator C

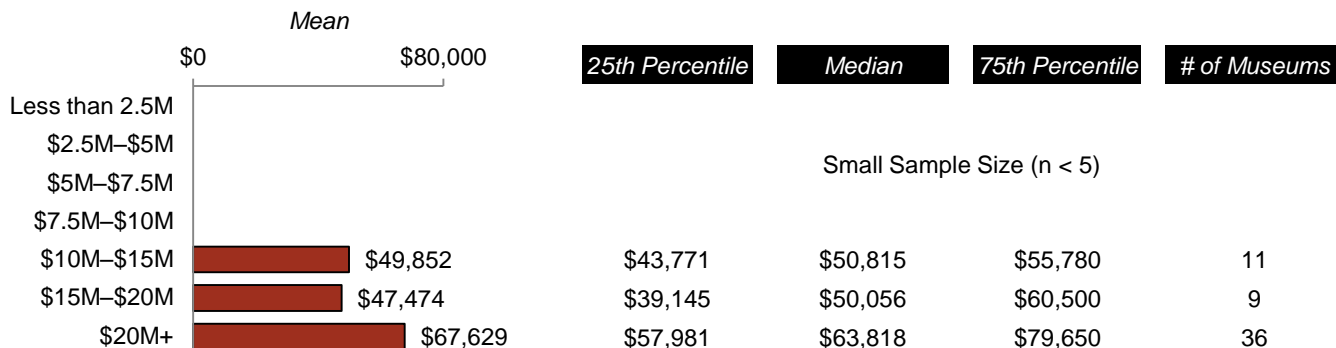
Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.



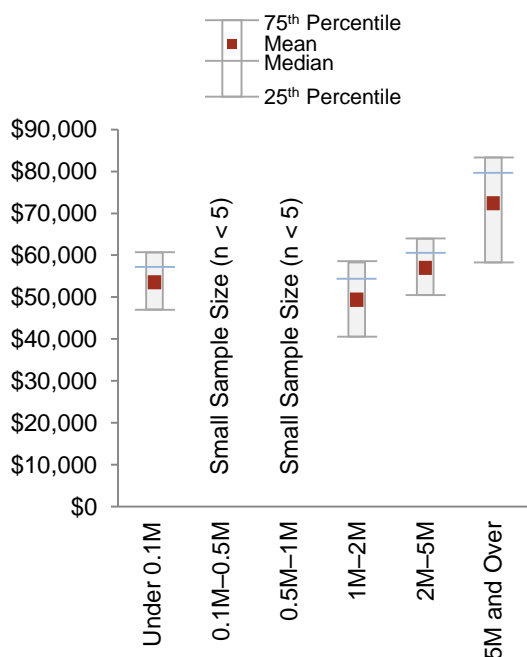
Historical Trend—Median (2011–2017)



Operating Budget



MSA Population (n = 60)



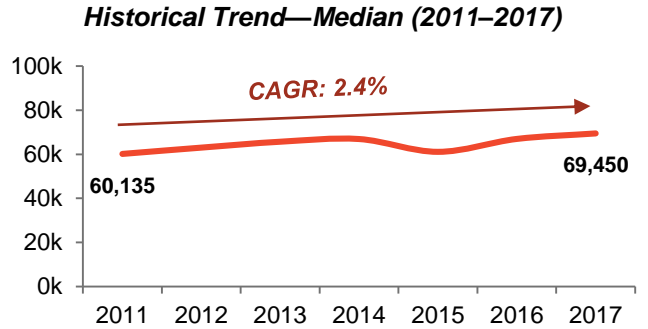
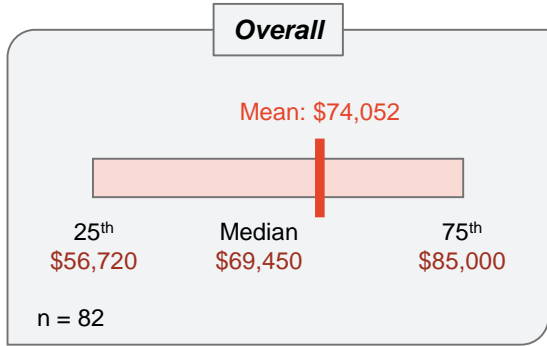
Region



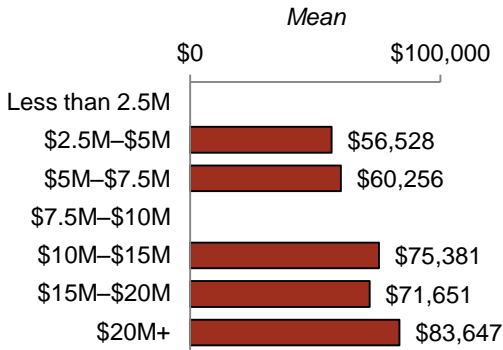
Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$39,749	\$51,361	\$58,710	\$46,621	7
Mid-Atlantic	\$55,350	\$70,943	\$80,222	\$69,232	22
Midwest	\$48,000	\$57,981	\$58,750	\$53,334	10
Mountain Plains	\$56,000	\$56,500	\$56,500	\$54,944	5
New England	\$58,305	\$63,818	\$63,818	\$60,567	8
Southeast	\$39,640	\$44,004	\$58,637	\$47,700	5
Western	\$63,988	\$71,271	\$83,165	\$73,140	10

Exhibition Designer

Designs installation of permanent collection as well as temporary exhibition.

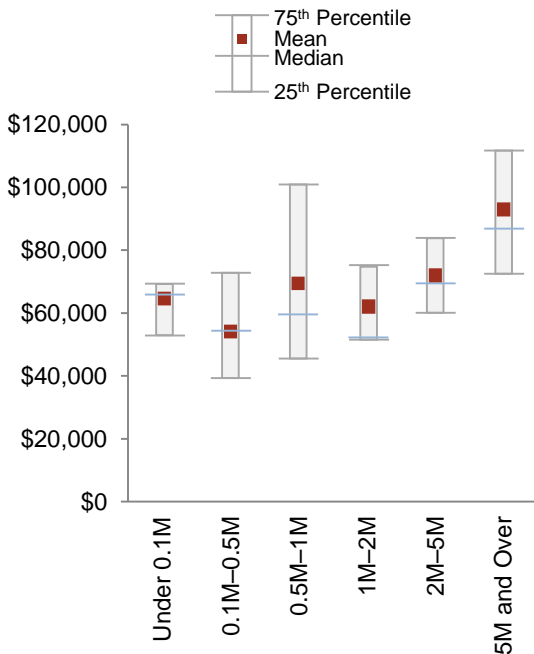


Operating Budget

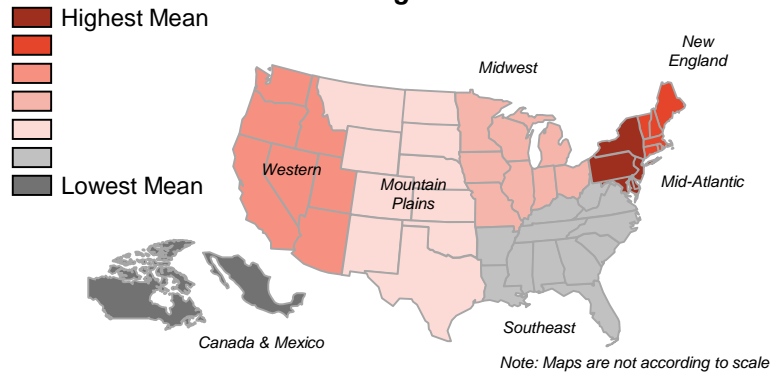


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$45,364	\$56,801	\$78,250	14
\$51,651	\$59,454	\$74,000	9
Small Sample Size (n < 5)			
\$65,978	\$72,500	\$76,715	17
\$54,958	\$65,278	\$88,354	12
\$61,500	\$76,970	\$100,500	38

MSA Population (n = 86)



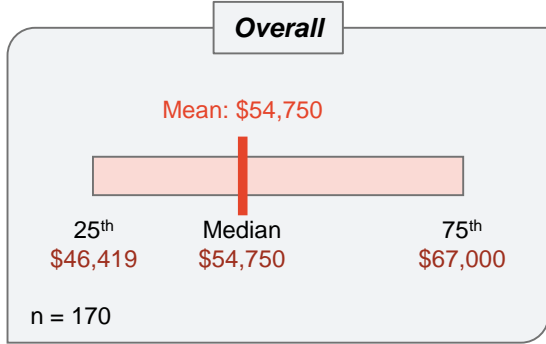
Region



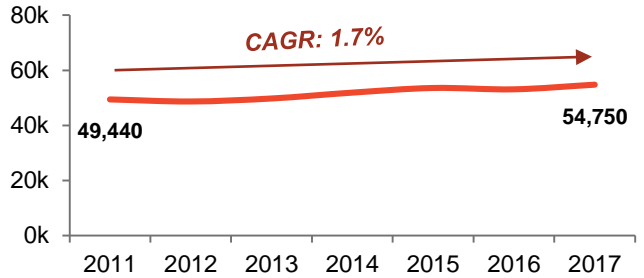
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$47,202	\$54,595	\$56,720	\$47,729	9
Mid-Atlantic	\$76,970	\$88,354	\$111,850	\$96,670	21
Midwest	\$60,000	\$65,000	\$74,723	\$69,079	14
Mountain Plains	\$60,000	\$62,224	\$71,306	\$64,959	9
New England	\$50,000	\$78,000	\$100,662	\$81,918	7
Southeast	\$45,800	\$52,497	\$69,280	\$57,168	17
Western	\$65,448	\$72,500	\$90,996	\$77,009	18

Chief Preparator / Preparator A

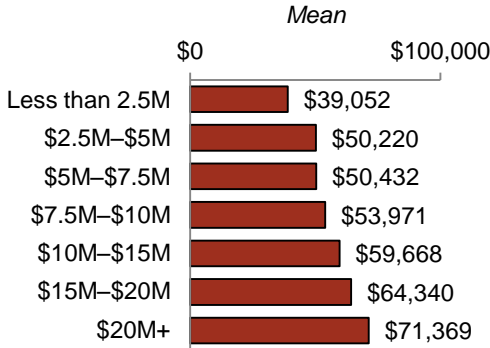
Supervises installation of art objects.



Historical Trend—Median (2011–2017)

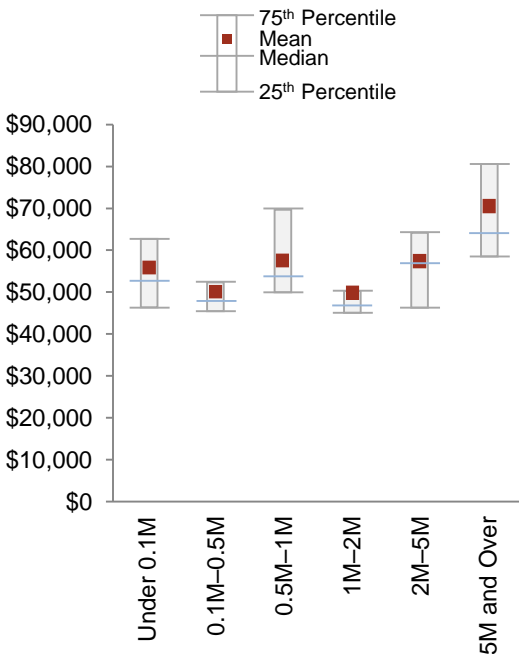


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$21,628	\$46,326	\$52,563	13
\$42,262	\$48,500	\$54,900	45
\$45,000	\$48,695	\$56,230	21
\$43,861	\$48,425	\$64,913	8
\$49,740	\$60,283	\$66,978	24
\$53,664	\$60,000	\$70,000	17
\$56,981	\$71,034	\$84,386	41

MSA Population (n = 157)



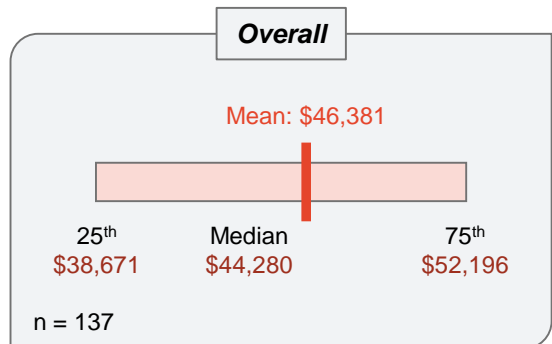
Region



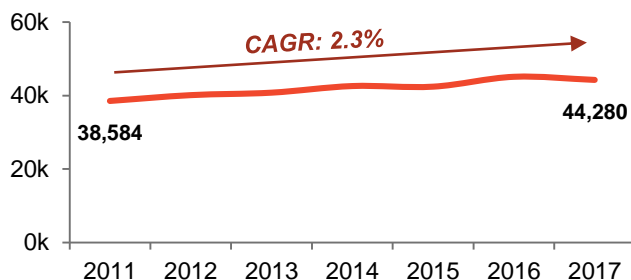
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$10,350	\$37,308	\$69,358	\$41,274	13
Mid-Atlantic	\$55,000	\$63,245	\$80,716	\$67,742	39
Midwest	\$47,500	\$54,513	\$61,552	\$55,038	28
Mountain Plains	\$44,000	\$53,664	\$62,832	\$52,364	15
New England	\$47,000	\$60,725	\$73,900	\$61,101	20
Southeast	\$43,721	\$46,813	\$50,725	\$47,562	30
Western	\$46,419	\$60,000	\$74,830	\$63,879	25

Associate Preparator / Preparator B

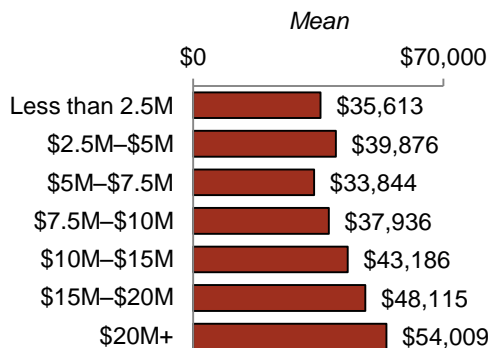
Assists Chief Preparator in administration of the department and implementation of preparation programs.



Historical Trend—Median (2011–2017)

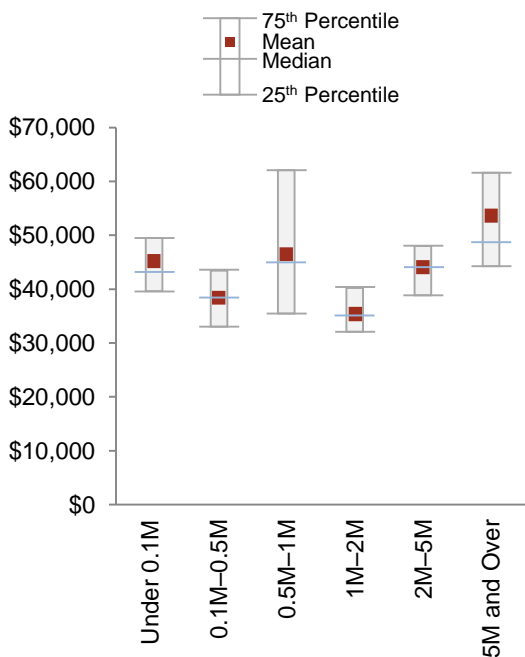


Operating Budget

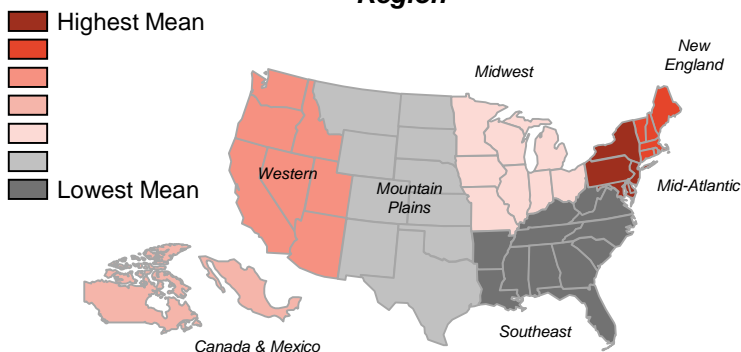


25 th Percentile	Median	75 th Percentile	# of Museums
\$33,452	\$34,912	\$41,250	7
\$36,562	\$40,000	\$44,564	35
\$29,640	\$35,265	\$40,413	16
\$32,000	\$37,690	\$40,550	6
\$39,943	\$41,956	\$46,257	20
\$38,035	\$45,201	\$48,800	17
\$44,280	\$52,033	\$62,403	36

MSA Population (n = 128)



Region

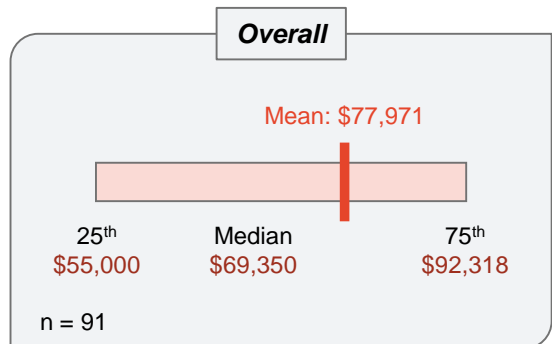


Note: Maps are not according to scale

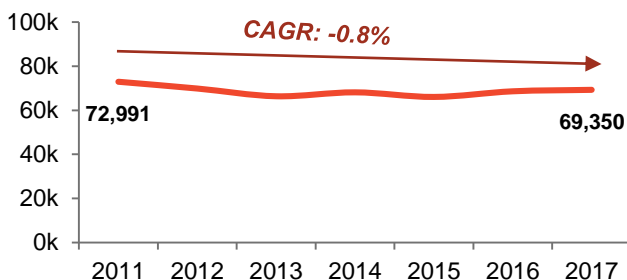
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$41,870	\$41,898	\$55,351	\$45,947	9
Mid-Atlantic	\$42,952	\$50,954	\$75,319	\$55,735	30
Midwest	\$41,000	\$44,280	\$46,330	\$43,733	26
Mountain Plains	\$35,265	\$39,500	\$40,455	\$38,237	13
New England	\$42,188	\$46,717	\$62,403	\$50,544	18
Southeast	\$31,201	\$38,035	\$40,413	\$36,346	21
Western	\$36,982	\$45,201	\$61,602	\$48,112	20

Editor / Director of Publications

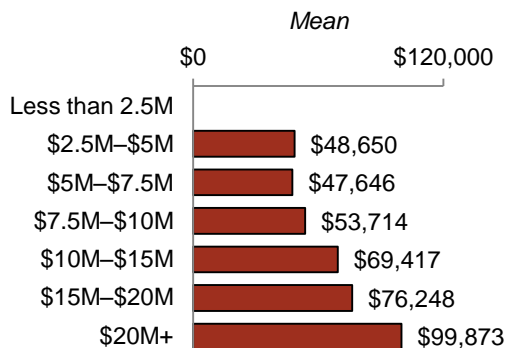
Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.



Historical Trend—Median (2011–2017)

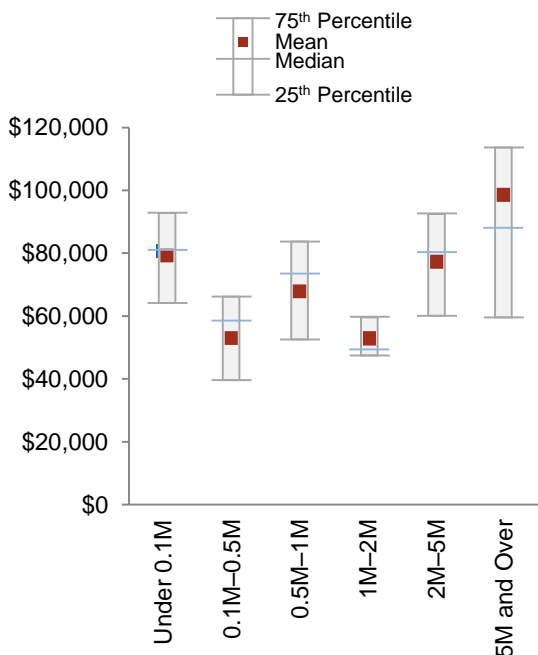


Operating Budget

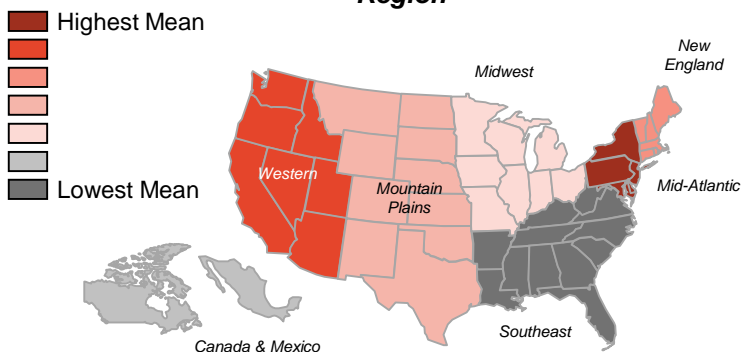


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$39,978	\$47,567	\$62,475	9
\$33,918	\$50,250	\$54,244	6
\$49,890	\$58,500	\$65,000	5
\$60,000	\$64,288	\$68,000	12
\$55,500	\$68,000	\$99,408	15
\$80,000	\$87,330	\$105,000	39

MSA Population (n = 83)



Region

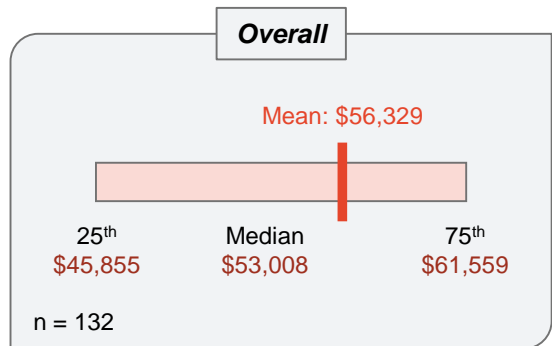


Note: Maps are not according to scale

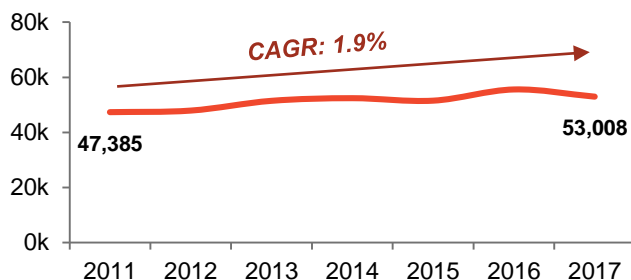
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$17,789	\$78,747	\$87,330	\$60,209	8
Mid-Atlantic	\$59,305	\$74,269	\$103,000	\$93,792	30
Midwest	\$51,500	\$63,482	\$80,000	\$68,055	13
Mountain Plains	\$55,500	\$71,263	\$87,000	\$69,329	9
New England	\$64,087	\$83,047	\$90,400	\$76,288	8
Southeast	\$47,556	\$50,250	\$64,000	\$56,561	9
Western	\$60,000	\$86,712	\$87,000	\$84,151	14

Graphic Designer

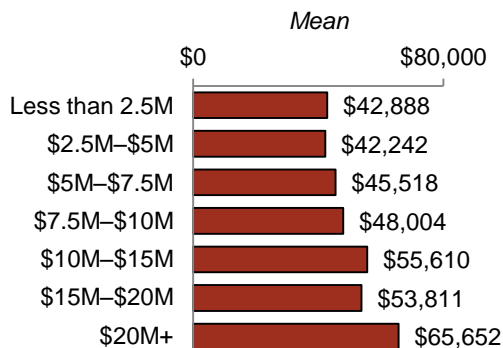
Responsible for design of all museum publications and graphics.



Historical Trend—Median (2011–2017)

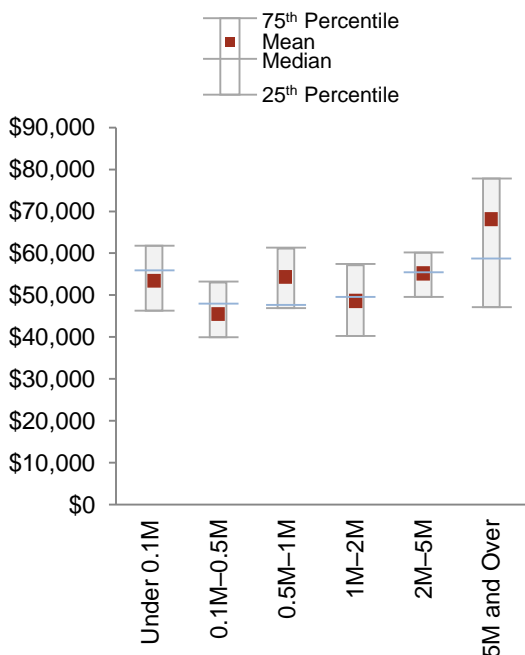


Operating Budget

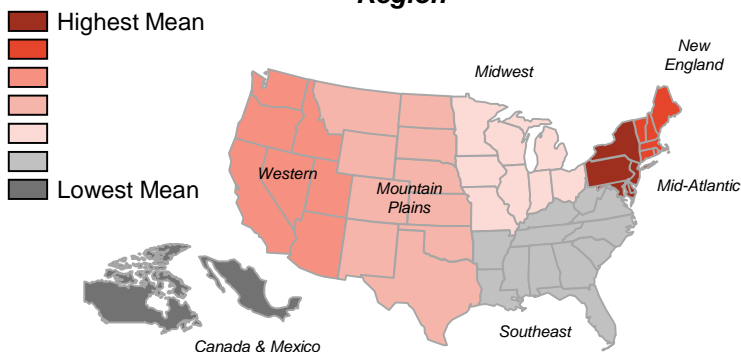


25 th Percentile	Median	75 th Percentile	# of Museums
\$36,859	\$49,362	\$49,362	5
\$36,000	\$43,178	\$48,410	24
\$39,380	\$46,380	\$50,500	16
\$40,000	\$46,353	\$52,850	7
\$45,900	\$52,800	\$70,460	21
\$45,250	\$51,023	\$66,727	16
\$55,457	\$57,500	\$65,950	42

MSA Population (n = 122)



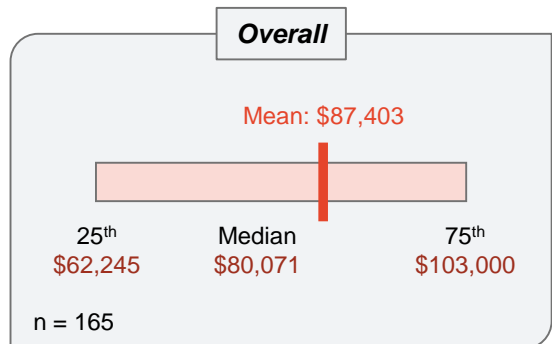
Region



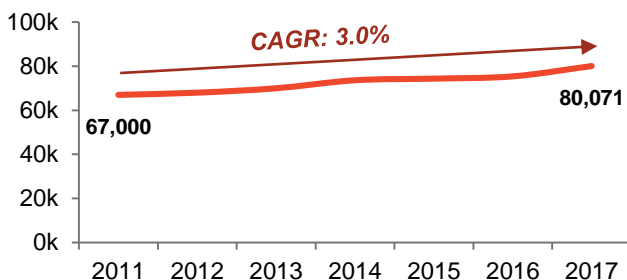
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$15,572	\$44,268	\$54,171	\$37,434	10
Mid-Atlantic	\$52,100	\$65,950	\$79,306	\$72,439	29
Midwest	\$45,855	\$51,000	\$55,457	\$51,920	22
Mountain Plains	\$40,000	\$53,750	\$64,000	\$52,423	14
New England	\$52,850	\$55,890	\$58,965	\$57,832	12
Southeast	\$40,425	\$49,362	\$57,445	\$49,230	23
Western	\$46,915	\$54,344	\$60,182	\$55,073	22

Facilities Director / Building Manager / Operations Manager

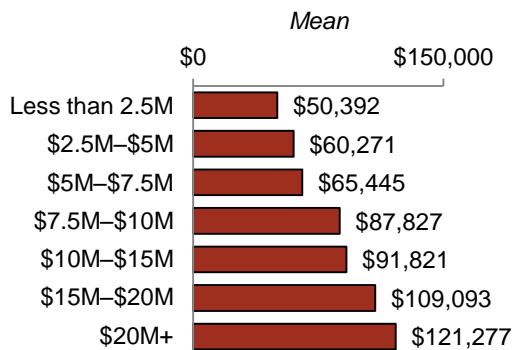
Responsible for the operation of all facilities including maintenance and janitorial services.



Historical Trend—Median (2011–2017)

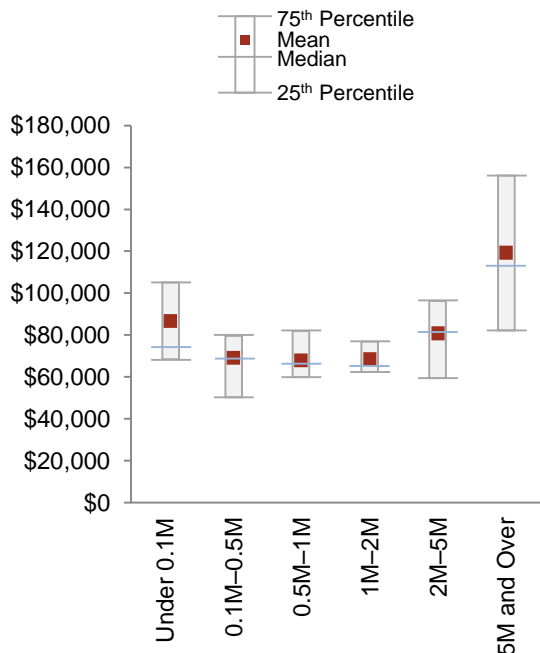


Operating Budget

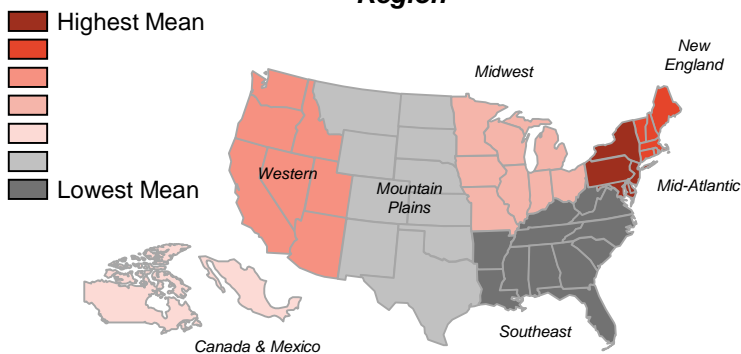


25 th Percentile	Median	75 th Percentile	# of Museums
\$37,886	\$46,053	\$62,000	10
\$44,402	\$60,160	\$68,646	34
\$62,150	\$65,325	\$75,000	28
\$64,250	\$85,663	\$112,136	8
\$78,921	\$85,463	\$99,634	27
\$85,775	\$101,500	\$121,311	17
\$89,981	\$106,116	\$156,000	41

MSA Population (n = 155)



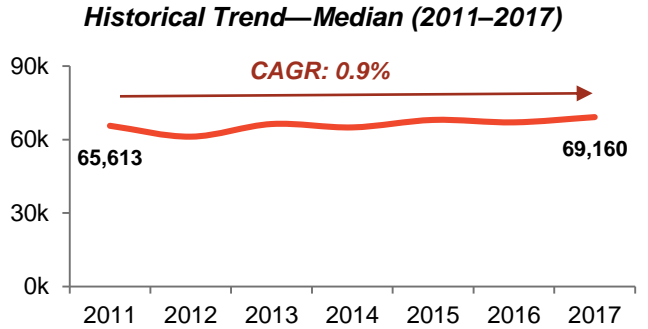
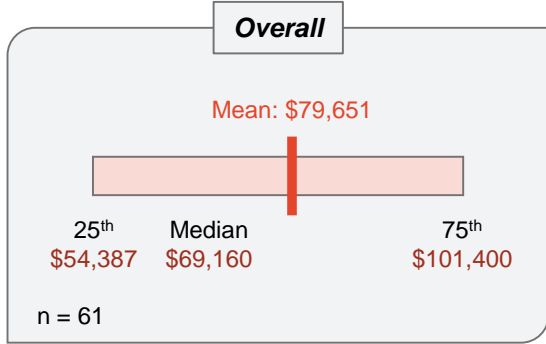
Region



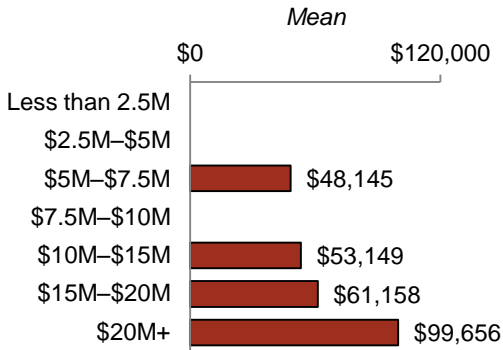
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$72,313	\$80,071	\$87,914	\$78,045	10
Mid-Atlantic	\$73,874	\$98,325	\$135,750	\$109,315	39
Midwest	\$60,991	\$79,228	\$91,500	\$78,868	27
Mountain Plains	\$46,612	\$72,410	\$102,075	\$77,615	22
New England	\$69,250	\$87,733	\$106,600	\$92,755	14
Southeast	\$57,400	\$65,325	\$77,250	\$68,419	26
Western	\$66,150	\$86,550	\$106,131	\$92,116	27

Engineering Manager

Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum.



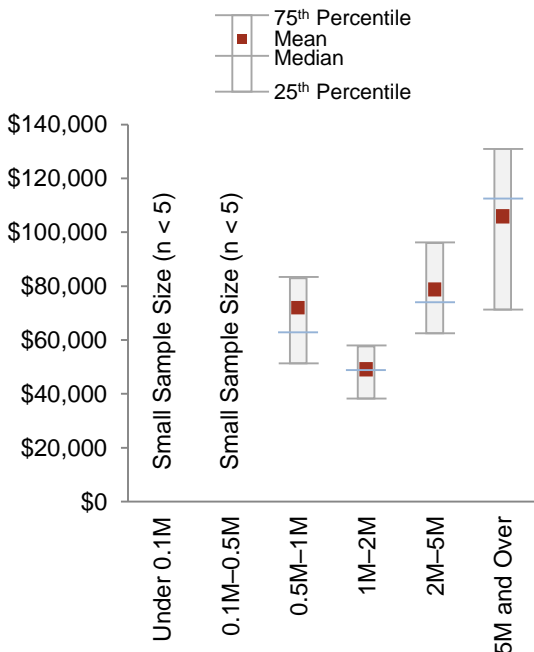
Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
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	Small Sample Size (n < 5)			
\$5M–\$7.5M	\$38,520	\$46,600	\$51,584	7
\$7.5M–\$10M	Small Sample Size (n < 5)			
\$10M–\$15M	\$40,325	\$55,637	\$61,440	7
\$15M–\$20M	\$50,943	\$58,558	\$65,393	8
\$20M+	\$74,235	\$98,849	\$125,437	34

MSA Population (n = 53)



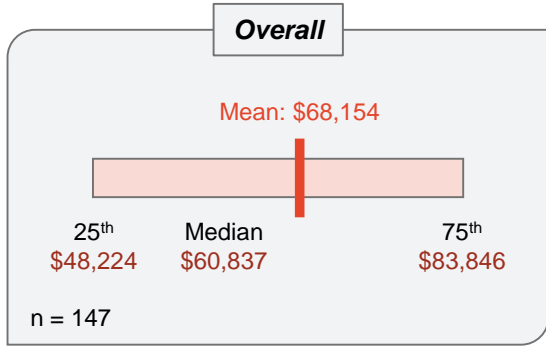
Region



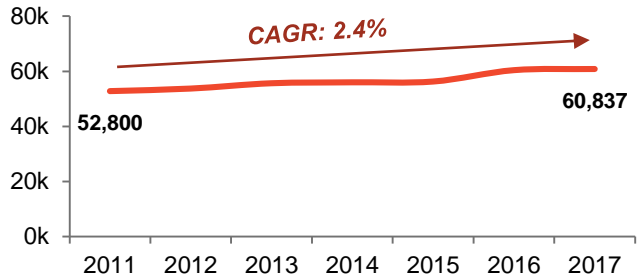
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$24,639	\$56,818	\$75,815	\$52,295	8
Mid-Atlantic	\$61,440	\$112,390	\$130,692	\$98,929	17
Midwest	\$47,476	\$68,835	\$82,400	\$66,798	11
Mountain Plains	\$60,058	\$63,000	\$67,573	\$65,606	7
New England	Small Sample Size (n < 5)				
Southeast	\$38,520	\$46,600	\$57,727	\$52,735	6
Western	\$88,828	\$112,818	\$112,818	\$101,875	8

Chief of Security

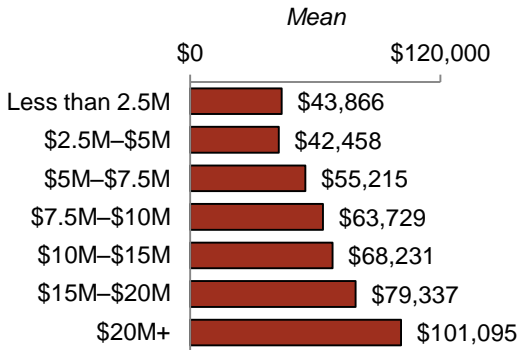
Supervises all guard forces.



Historical Trend—Median (2011–2017)

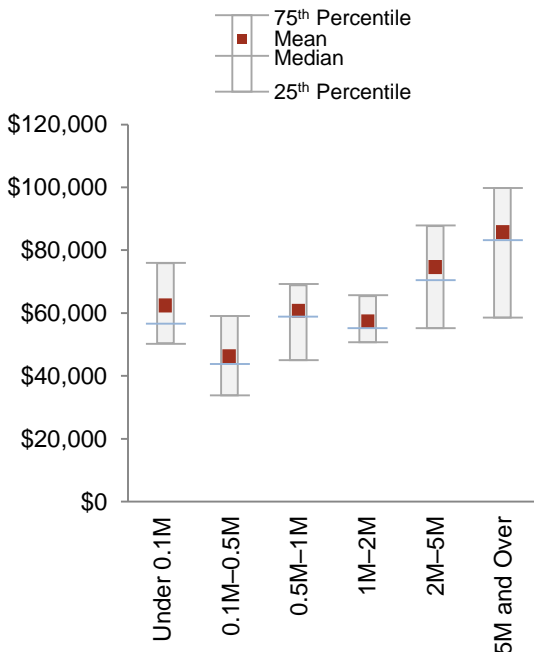


Operating Budget

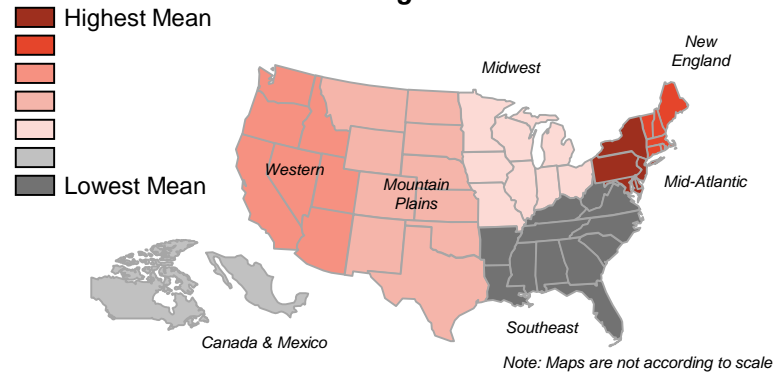


25 th Percentile	Median	75 th Percentile	# of Museums
\$41,200	\$42,000	\$53,075	5
\$31,465	\$42,511	\$53,000	38
\$52,010	\$56,000	\$62,636	18
\$53,705	\$63,161	\$70,500	8
\$57,200	\$68,959	\$75,000	21
\$63,932	\$79,000	\$89,547	17
\$78,050	\$91,926	\$126,896	39

MSA Population (n = 138)



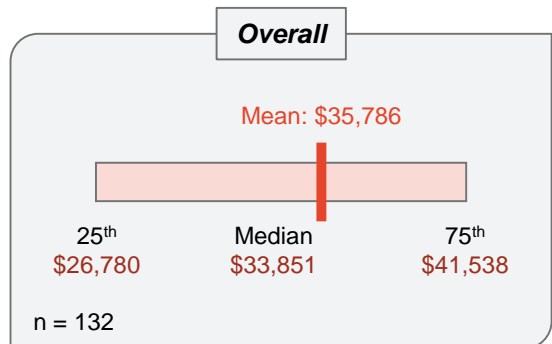
Region



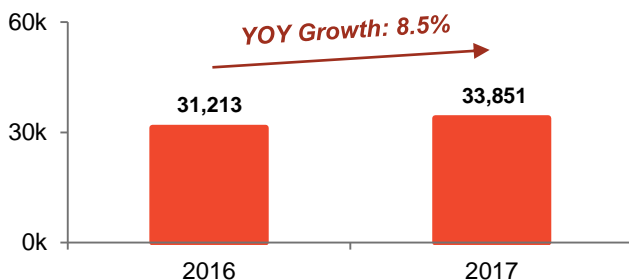
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$12,500	\$60,538	\$78,784	\$52,684	9
Mid-Atlantic	\$70,555	\$87,750	\$105,000	\$95,122	27
Midwest	\$41,200	\$58,427	\$71,000	\$58,280	26
Mountain Plains	\$52,000	\$55,000	\$79,000	\$60,501	20
New England	\$55,338	\$73,133	\$93,101	\$79,968	19
Southeast	\$41,007	\$51,500	\$62,997	\$52,140	24
Western	\$50,445	\$58,786	\$80,000	\$67,140	22

Museum Security Officer / Museum Security Guard

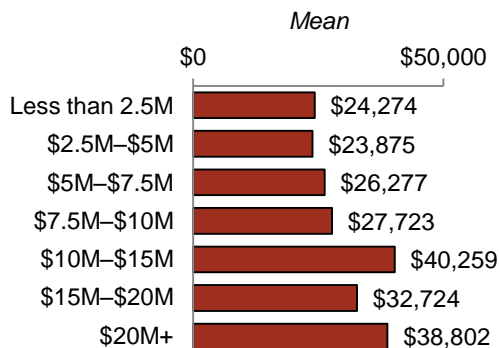
Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.



Historical Trend—Median (2016 vs 2017)

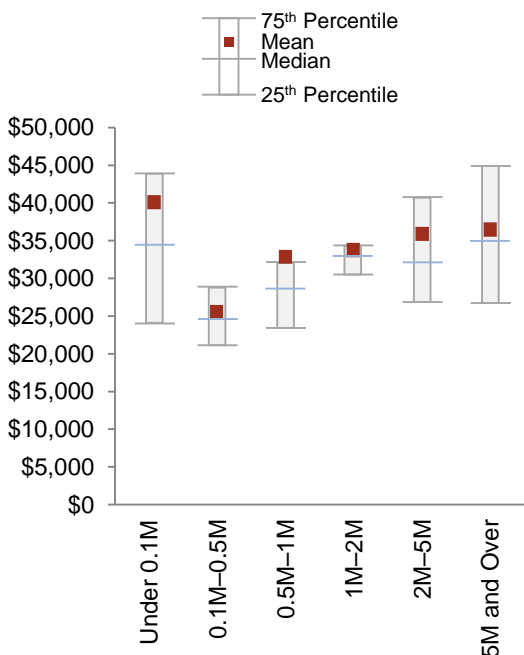


Operating Budget

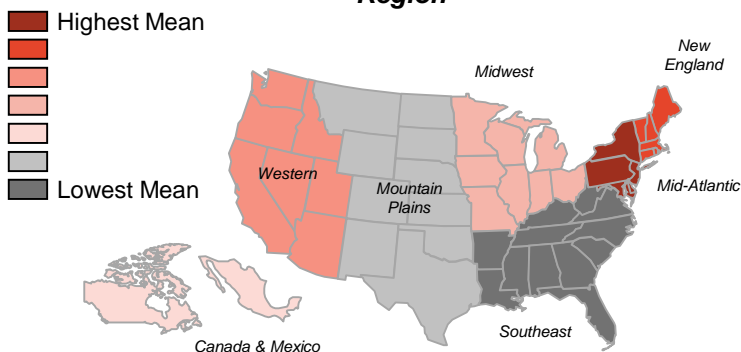


25 th Percentile	Median	75 th Percentile	# of Museums
\$8,400	\$30,947	\$30,947	9
\$19,032	\$24,539	\$31,286	32
\$22,920	\$25,844	\$31,000	18
\$23,820	\$27,508	\$30,160	5
\$27,136	\$30,160	\$37,440	20
\$26,014	\$33,280	\$34,268	13
\$29,502	\$37,139	\$44,759	35

MSA Population (n = 124)



Region



Note: Maps are not according to scale

Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$28,124	\$36,898	\$37,355	\$29,395	8
Mid-Atlantic	\$33,851	\$43,774	\$50,490	\$43,865	29
Midwest	\$25,844	\$28,194	\$40,711	\$30,012	24
Mountain Plains	\$23,820	\$28,600	\$34,268	\$27,908	15
New England	\$32,958	\$37,139	\$37,534	\$36,371	16
Southeast	\$23,350	\$25,000	\$30,947	\$27,033	21
Western	\$25,220	\$30,500	\$34,954	\$35,839	19

University Museum Salary Comparisons by Designation

Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Director	240,839	199,134	169,300	213,979	51
Deputy Director	146,453	113,125	95,625	117,704	43
Administrator	128,225	79,704	71,956	94,736	14
Assistant To Director	54,224	50,460	43,270	50,683	48
Finance A	90,833	67,508	54,554	71,716	22
Finance B	77,668	60,494	42,760	59,025	33
Development A	122,932	97,372	81,900	100,291	32
Development B	68,225	57,858	47,342	59,194	19
Development C	60,388	47,645	39,183	49,730	32
Dir. of Planned Giving	77,000	60,744	58,653	71,059	5
Director of Human Resources	86,374	72,996	68,287	75,677	10
Dir. of Information Systems	113,400	80,353	60,000	81,989	13
Systems Manager	82,328	79,526	68,492	74,796	20
Web Manager	72,100	61,370	54,561	58,068	14
New Media Manager	53,876	43,105	40,000	47,157	18
Membership Assistant	48,468	38,167	32,934	41,520	20
Special Events Manager	58,800	48,925	39,877	51,507	33
Director of External Affairs	93,800	80,248	52,530	86,578	13
Marketing Director	69,063	56,354	53,910	61,381	24
Public Relations Officer	64,291	49,400	40,007	52,670	20
Museum Store Manager	60,948	48,165	40,746	49,631	31
Volunteer Coordinator	47,806	44,735	41,705	44,871	12
Curator A	117,800	96,291	83,150	104,101	33
Curator B	114,102	91,551	74,135	96,849	78
Curator C	84,766	68,283	53,734	69,832	33
Curator D	75,561	62,009	53,751	61,738	56
Curator E	60,503	50,319	49,883	53,457	30
Curatorial Assistant	63,585	45,907	35,900	48,176	78
Photographer	75,100	59,684	46,373	58,224	19

University Museum Salary Comparisons by Designation

Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Educator A	90,621	72,828	58,676	75,507	47
Educator B	56,000	50,312	44,156	53,333	65
Educator C	48,675	41,256	37,000	42,498	36
Educational Assistant	50,111	40,900	33,217	39,813	19
Registrar A	70,747	61,500	47,857	61,624	53
Registrar B	63,288	49,000	41,361	51,302	48
Registrar C	41,400	36,225	34,350	38,797	27
Librarian A	66,254	56,651	45,893	57,347	8
Librarian B	82,595	59,272	30,555	52,792	10
Librarian C	35,409	29,688	19,297	29,383	8
Conservator A	118,832	85,000	70,582	95,684	11
Conservator B	92,628	81,265	81,265	82,975	15
Conservator C	61,875	50,815	50,815	53,505	16
Exhibition Designer	86,381	72,625	51,238	67,584	16
Preparator A	63,391	52,790	46,896	56,350	49
Preparator B	54,706	44,685	38,501	47,019	64
Editor	83,199	64,489	56,371	66,084	16
Graphic Designer	55,943	51,000	43,238	53,478	29
Facilities Director	83,460	62,245	42,720	67,933	23
Engineering Manager	99,687	91,444	69,114	81,654	6
Chief Of Security	71,000	55,333	44,250	61,076	30
Security Officer	37,534	32,200	29,405	35,646	241