



**ASSOCIATION OF ART MUSEUM
DIRECTORS**

2022 Salary Survey



PREFACE

The 2022 Salary Survey is the thirty-seventh 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 185 of 215 museums surveyed—a response rate of 86%. However, we would like to highlight that not all respondent museums answered every question, resulting in a lower N number for multiple questions.

Among the museums surveyed were both current and former AAMD members. While the response rate of 86% 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 LLC, 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 by the U.S. Census Bureau as of March 2020. Population data has been updated to reflect 2021 U.S. Census Bureau estimates.

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 FY21. 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 U.S. dollars using the exchange rate 1 CAD = 0.77670083 USD on July 21st 2022 (per XE.com). No museums reported salaries in pesos. Commentary on analyzed trends refers to the fiscal year. Furthermore, full-time compensation figures that were reported as hourly wages have been converted to full year salaries for comparison purposes. Similarly, part-time compensation figures that were reported as annual salaries have been converted to hourly wages based on the number of hours worked.

We would also like to highlight that the survey data has been captured based on fiscal years of museums, and not a calendar year. Hence, some COVID impacts such as salary reductions are reflected in this data.

The 2022 Salary Survey is available on AAMD's website at aamd.org/standards-and-practices, along with prior years' surveys.





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 that is 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.

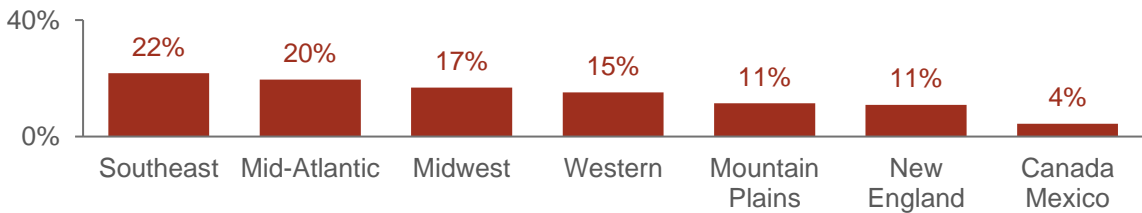




GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by AAM Region

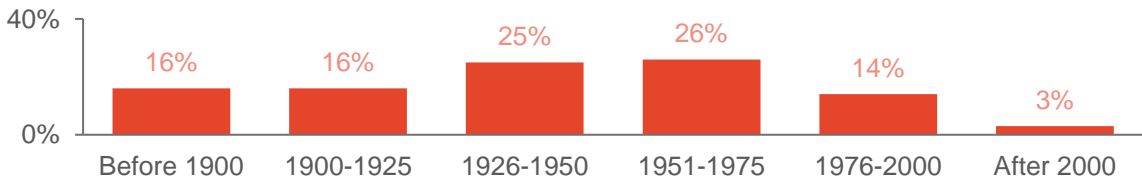
Percentages based on responses from 184 museums.



New York had the most respondents, with 22, followed by California (19), Florida (14), and Texas and Massachusetts with 11 each.

Distribution of Museums by Founding Date

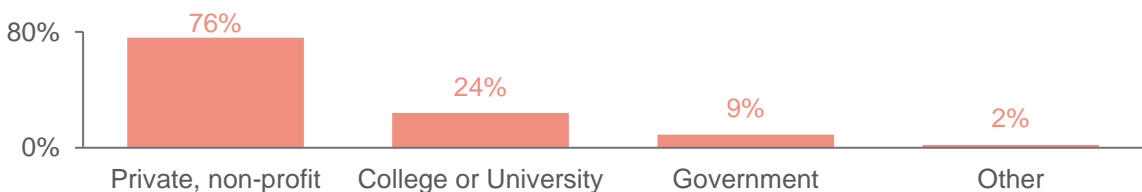
Percentages based on responses from 184 museums.



The oldest museum that took part in the survey was the Peabody Essex Museum from Salem, MA, while the newest was the Eli and Edythe Broad Art Museum at Michigan State University (East Lansing, MI)— the two museums were established 213 years apart.

Distribution of Museums by Governance Patterns

Percentages based on responses from 184 museums.



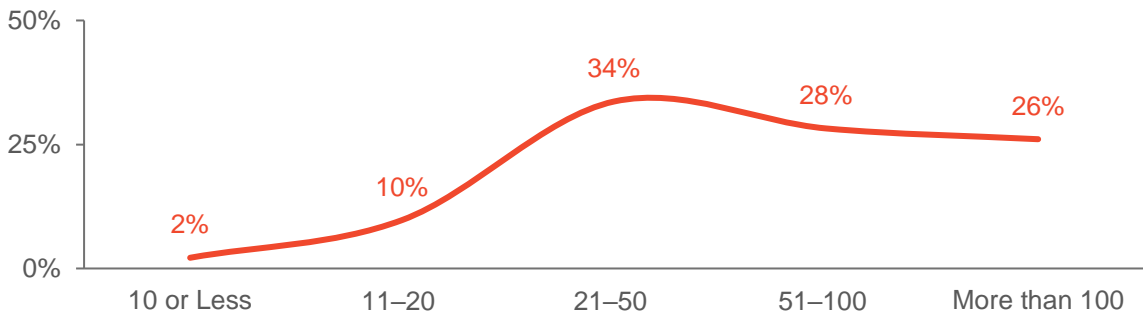
NOTE: *Museums can indicate more than one governance category. Thus, the total of all responses exceeds 100%.*



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

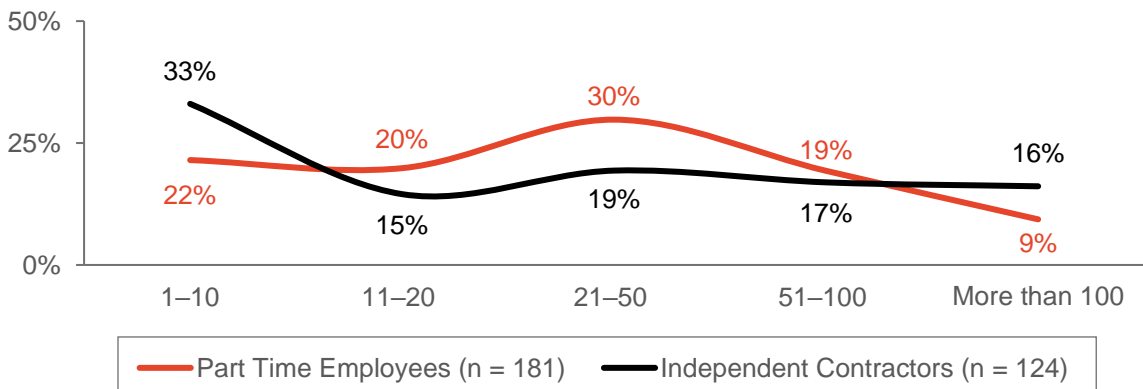
Distribution of Museums by the Number of Full Time Employees

Percentages based on responses from 184 museums.



In 2021, more than half of the museums had 51 or more full time employees, while 18 museums had more than 250 full time employees. In 2020, nearly half of the museums had 51 or more full time employees and 20 museums had more than 250 full time employees.

Distribution of Museums by Employee Type



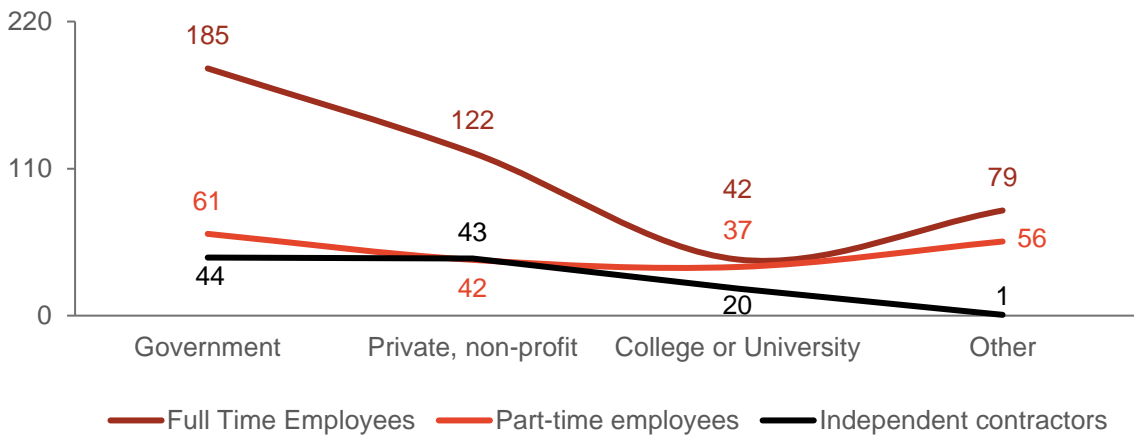
20 of the museums surveyed employed more than 100 independent contractors—3 of which employed more than 250, while none employed over 1,000. In 2020, 24 of the museums surveyed employed more than 100 independent contractors, 6 of which employed more than 250, and none employed more than 1,000.



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

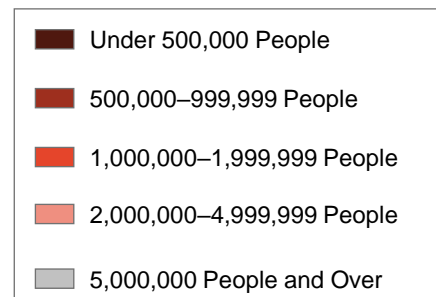
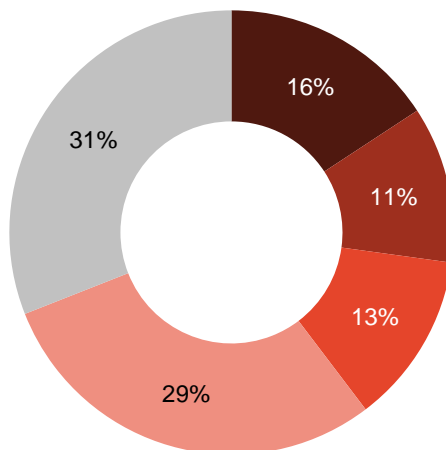
Averages based on responses from 184 museums.



Government museums had the highest ratio of full-time employees, with an average of 64% of staff employed on a full-time basis. Independent contractors were most represented in private, non-profit museums, where on average, they accounted for 21% of the total employee headcount.

Distribution of Museums by Metropolitan Area Population

Percentages based on responses from 184 museums.



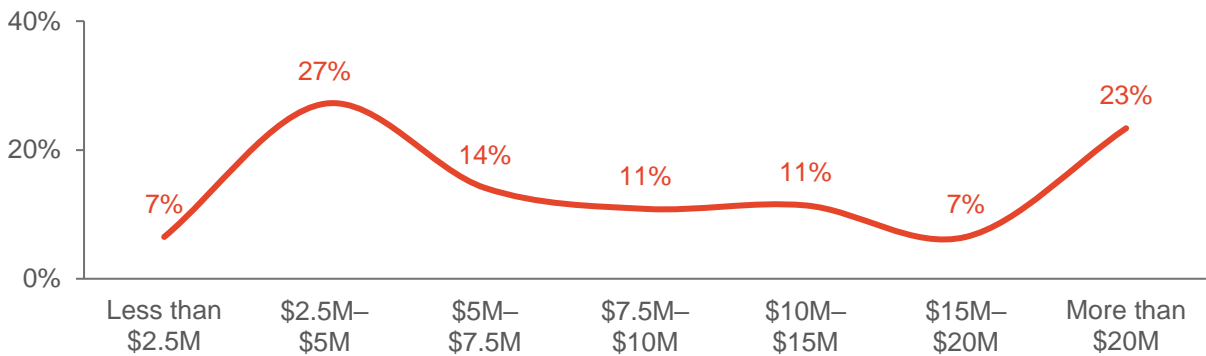
New York-Newark-Jersey City (18) and Washington-Arlington-Alexandria (8) were the Census metro areas with the highest concentration of museum respondents.



FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by Annual Operating Budget

Percentages based on responses from 184 museums.

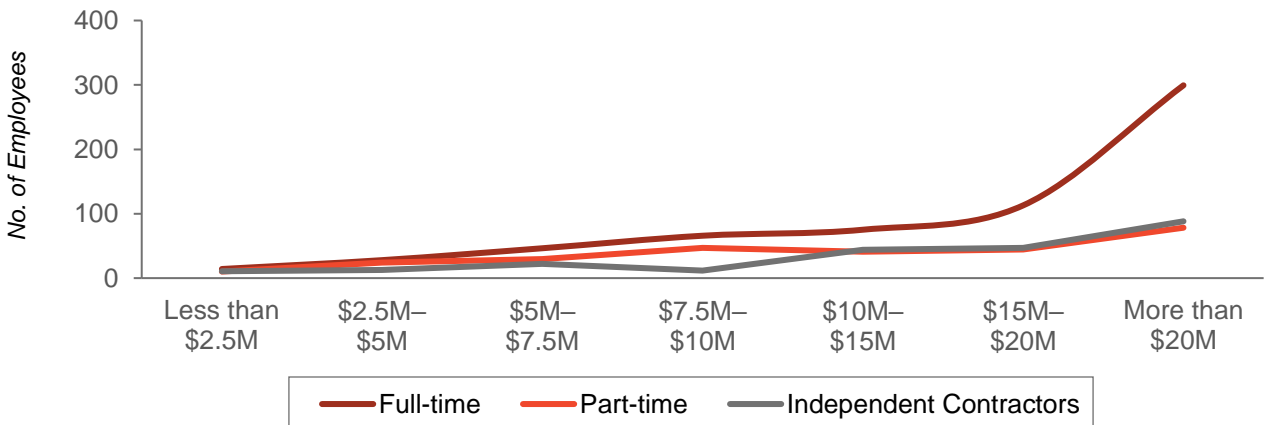


60 museums had an operating budget under \$5M, while 43 museums were in the top bracket of more than \$20M. Furthermore, 14 of the responding museums had an operating budget of \$50M or more, 4 of which had a budget greater than \$100M.

Of the 184 respondent museums, 59% commence their fiscal year in July, with 15% starting at the beginning of the calendar year and a further 10% in October.

Average Number of Full Time, Part Time, and Independent Contractors by the Size of the Annual Operating Budget

Averages based on responses from 184 museums.

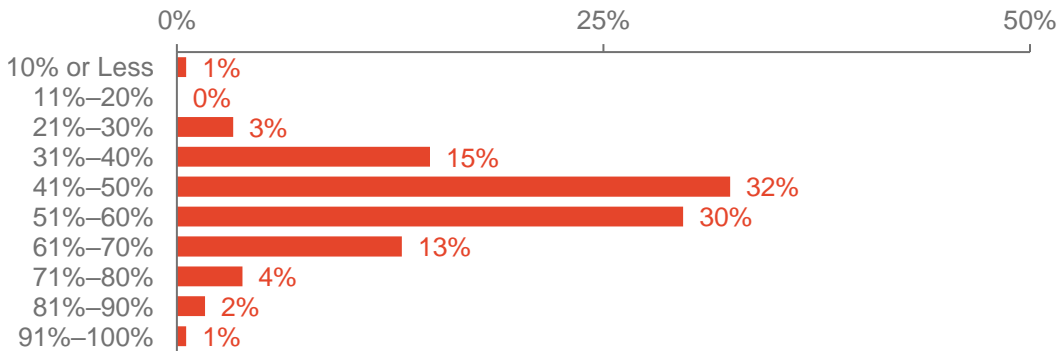




FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by Payroll as a Percentage of Total Budget

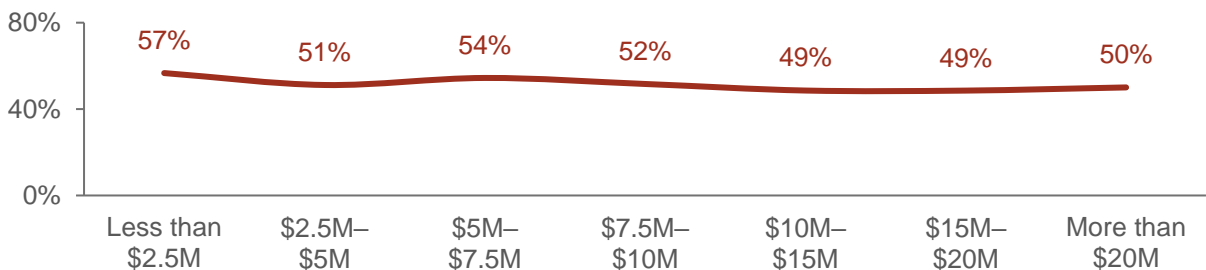
Percentages based on responses from 182 museums.



The bulk (62%) of museums spent between 41–60% of their budget on payroll expenses in 2021, similar to the 66% recorded in the previous year. On the other hand, the share of museums spending over 50% of their budget on payroll expenses was 50% in 2021, up from 42% in 2020.

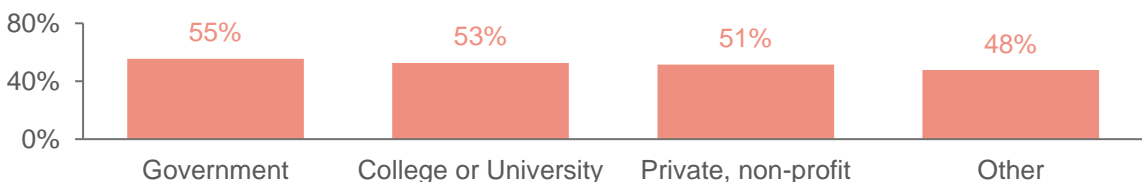
Payroll Expenditure as a Percentage of the Annual Operating Budget by Size

Percentages based on responses from 182 museums.



Average Payroll As a Percentage of Total Budget by Governance Patterns

Averages based on responses from 182 museums.



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



SALARY PROCEDURES OF RESPONDING MUSEUMS

Average Percentage Salary Increase FY 1991 to 2021

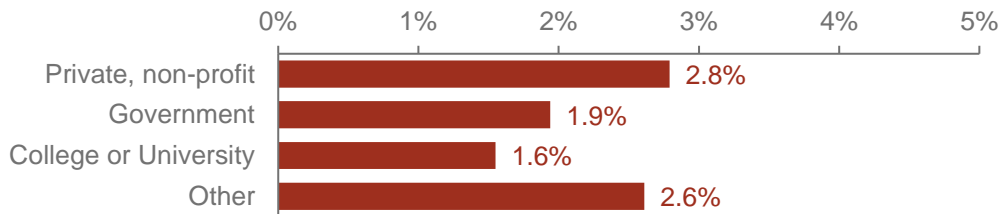
Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
2021	3.0%	2.5%	0.0%	2.5%	165
2020	3.0%	2.0%	0.0%	1.8%	191
2019	3.0%	3.0%	2.0%	2.7%	175
2018	3.0%	2.8%	2.0%	2.9%	202
2017	3.0%	3.0%	2.0%	2.5%	211
2016	3.0%	3.0%	2.0%	2.8%	212
2015	3.0%	2.7%	2.0%	2.6%	212
2014	3.0%	2.5%	2.0%	2.4%	230
2013	3.0%	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)

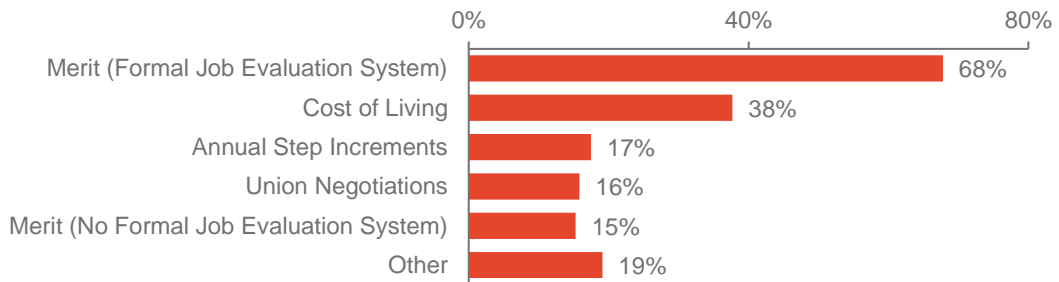
Percentages based on responses from 182 museums.



Out of 183 responding museums, 72% reported having established salary ranges for each position.

Distribution of Museums by Basis for Salary Increment

Percentages based on responses from 183 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. Preparators, security personnel, administrative staff, and building maintenance personnel were the 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)	65.0%	68.8%	77.3%	100.0%
Cost of Living	39.3%	68.8%	29.5%	25.0%
Merit (No Formal Job Evaluation System)	17.1%	12.5%	9.1%	0.0%
Annual Step Increments	12.9%	68.8%	22.7%	0.0%
Union Negotiations	11.4%	37.5%	27.3%	0.0%
Other	21.4%	25.0%	15.9%	0.0%
Sample size	n = 140	n = 16	n = 44	n = 4

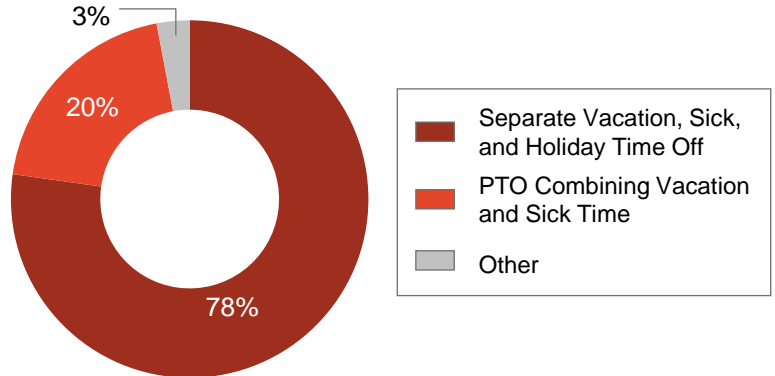


EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Out of 183 responding museums, full-time exempt employees worked 38 hours per week on average.

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

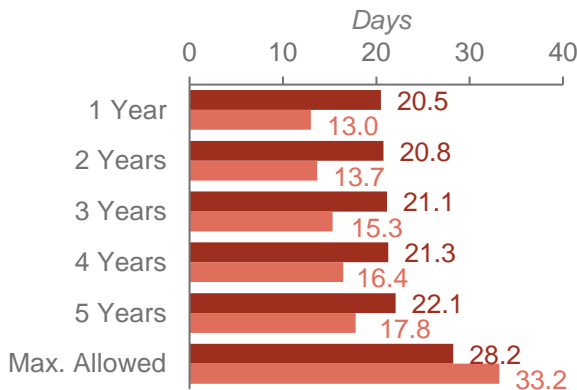
Percentages based on responses from 183 museums.



73% of responding museums offered vacation/PTO at the same rate for regular, full-time exempt, and non-exempt employees.

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

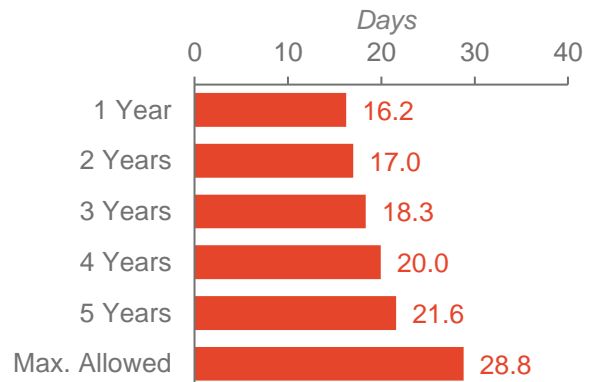
When offered at different rates for Exempt and Non-exempt employees.



Mean based on responses from 49 museums.

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

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



Mean based on responses from 134 museums.

■ Regular Full-time Exempt ■ Regular Full-time Non-exempt



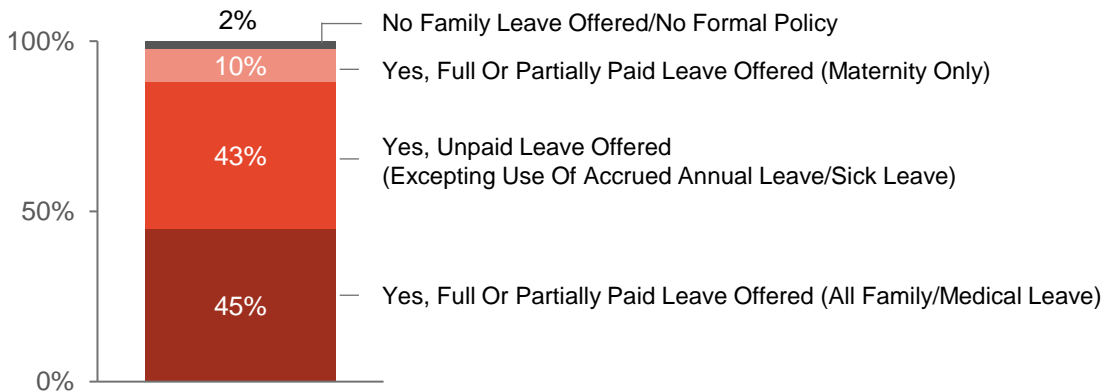
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

88% of 180 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, with some museums allowing 3 days while others allow 2 years' worth of accruals.

On average, in 2021, museums offered regular full-time employees 13 sick days and 4 personal/ floating holidays per year, similar to 2020.

Distribution of Museums Offering Family and Medical Leave

Percentages based on responses from 183 museums.



Distribution of Museums by Retirement Plan Offered and Payment Type

	401(k) Plan	403(b) Plan	Pension	Other Defined Contribution Plan
Employee Co-Payment	20%	36%	15%	5%
Fully Paid by Employee	7%	22%	2%	13%
Not Offered	70%	30%	77%	76%
Paid by Museum	2%	12%	6%	6%
Cap on salary percentage contributed by museum	4.22%	7.88%	6.92%	4.17%
	n = 183	n = 183	n = 183	n = 174

In 2021, salary contributions were capped at 4.2% on average for museums contributing to a 401(k) plan for their employees, compared to 3.8% in 2020. Of the museums contributing to a 403(b) plan for their employees, salary contributions were capped at 7.9% on average—up from 5.0% in 2020.



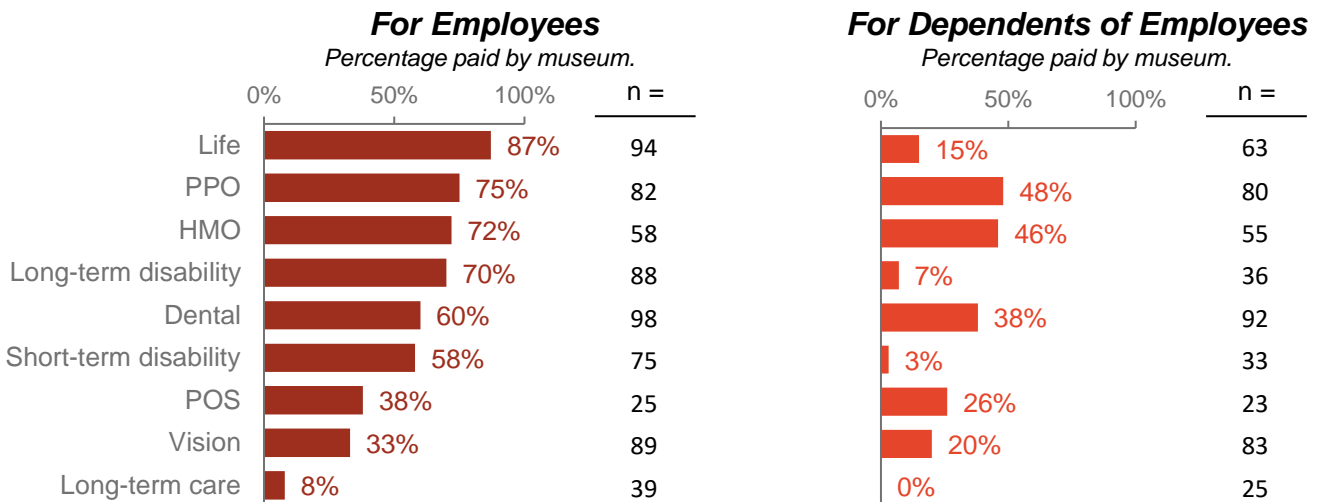
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

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	30.7%	31.3%	20.5%	0.0%	18.8%	18.8%	20.5%	0.0%
PPO	42.9%	31.3%	40.9%	50.0%	25.0%	25.0%	36.4%	0.0%
POS	6.4%	6.3%	11.4%	0.0%	0.0%	0.0%	11.4%	0.0%
Dental	47.1%	31.3%	25.0%	50.0%	18.8%	18.8%	20.5%	0.0%
Vision	22.9%	25.0%	6.8%	0.0%	18.8%	18.8%	4.5%	0.0%
Life	49.3%	37.5%	38.6%	25.0%	0.0%	0.0%	4.5%	0.0%
Long-term disability	37.9%	31.3%	27.3%	25.0%	0.0%	0.0%	4.5%	0.0%
Short-term disability	27.1%	18.8%	20.5%	25.0%	0.0%	0.0%	0.0%	0.0%
Long-term care	2.1%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
n =	140	16	44	4	16	16	44	4

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 23 museums.



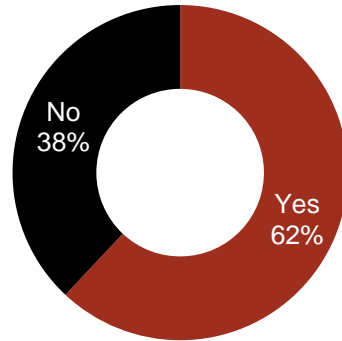
In 2021, the most significant change in insurance benefits was the reduction in the percentage of POS insurance paid to employees and dependents, which were 57% and 40% respectively in 2020.



EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Distribution of Museums Offering a Cafeteria Plan

Percentages based on responses from 177 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 Full-Time staff</i>	<i>Other Part-Time staff</i>
Professional conference attendance	85%	85%	83%	35%
Professional membership dues	84%	80%	79%	29%
Employee assistance program	77%	76%	76%	61%
Professional development classes	76%	79%	76%	42%
Telecommuting	65%	62%	64%	41%
Reimbursement for acquiring and/or maintaining professional license or similar credentials	56%	55%	52%	20%
Cell phone	53%	43%	36%	7%
Bonus	49%	30%	26%	14%
Deferred compensation	25%	16%	11%	8%
Local mass transit subsidy	23%	22%	23%	17%
Other retirement benefits	18%	N/A	N/A	N/A
Supplemental executive retirement plan	16%	N/A	N/A	N/A
Housing or housing allowance	14%	2%	1%	1%
Sabbatical	14%	7%	6%	2%
Car or car allowance	13%	2%	2%	0%
Children's education (or a portion thereof)	10%	N/A	N/A	N/A
Spouse's or domestic partner's travel expenses	8%	1%	2%	1%
Other	4%	5%	4%	4%
	n = 1,268	n = 1,040	n = 995	n = 519

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



EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Change in Employment Benefits Offered by Museums Over Time

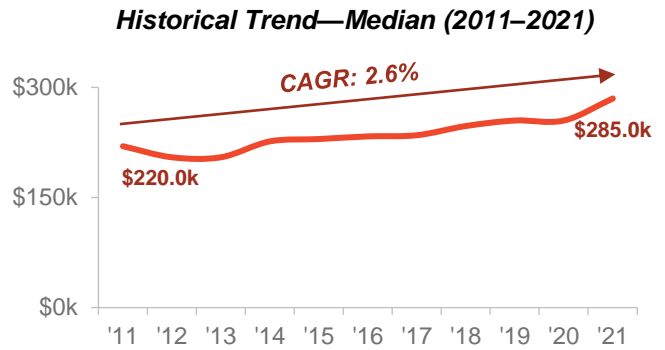
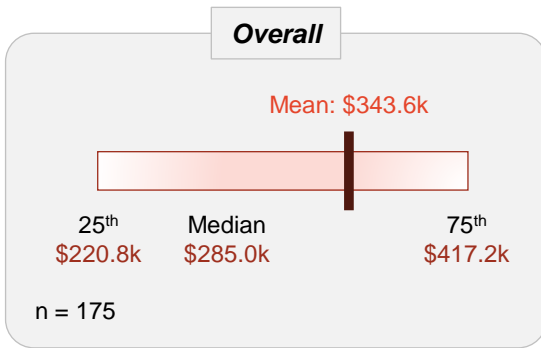
Category	Benefit	2016	2017	2018	2019	2020	2021
Paid Family/Medical Leave	Full or Partially Paid Leave Offered (Maternity Only)	5%	5%	7%	9%	10%	10%
	Full or Partially Paid Leave Offered (All Family/Medical Leave)	35%	38%	35%	37%	44%	45%
Retirement Plan	401(k)	28%	29%	26%	27%	26%	30%
	403(b)	70%	69%	71%	70%	71%	70%
	Pension	27%	25%	22%	23%	23%	23%
	Other Defined Contribution Plan	27%	30%	28%	27%	27%	24%
Insurance Benefits for Employees (Weighted Average)	HMO	35%	27%	27%	29%	31%	28%
	PPO	57%	43%	44%	51%	48%	42%
	POS	15%	12%	13%	13%	17%	7%
	Dental	58%	42%	45%	52%	49%	41%
	Vision	30%	24%	20%	25%	23%	19%
	Life	66%	45%	52%	51%	53%	46%
	Long-term Disability	50%	38%	38%	46%	43%	35%
	Short-term Disability	38%	28%	32%	30%	36%	25%
	Long-term Care	4%	2%	2%	1%	3%	2%
Further Benefits (for Other FTEs)	Professional Conference Attendance	86%	86%	89%	90%	89%	83%
	Professional Membership Dues	75%	75%	79%	83%	81%	79%
	Employee Assistance Program	67%	71%	75%	80%	81%	76%
	Professional Development Classes	72%	82%	83%	86%	86%	76%
	Telecommuting	27%	34%	40%	44%	72%	64%
	Reimbursement for Acquiring/ Maintaining Professional License/ Similar Credentials	42%	50%	59%	59%	60%	52%
	Cell Phone	40%	42%	47%	38%	41%	36%
	Bonus	19%	26%	26%	25%	23%	26%
	Deferred Compensation	11%	11%	15%	16%	16%	11%
	Local Mass Transit Subsidy	20%	19%	24%	25%	25%	23%
	Housing/ Housing Allowance	1%	0%	1%	2%	1%	1%
	Sabbatical	5%	5%	7%	8%	10%	6%
	Car/ Car Allowance	3%	1%	1%	1%	1%	2%
	Spouse/Domestic Partner Travel Expenses	1%	1%	1%	2%	1%	2%
	Other	7%	7%	6%	5%	5%	4%

Overall, the majority of surveyed employee benefits were offered by a relatively steady share of museums over the past 6 years, without trending notably higher or lower in prevalence. However, the popularity of full or partially paid leave—both maternity and all family/medical leave—has increased since 2016. Furthermore, telecommuting has seen a sharp rise due to the pandemic, although the benefit was also growing steadily prior to 2020.

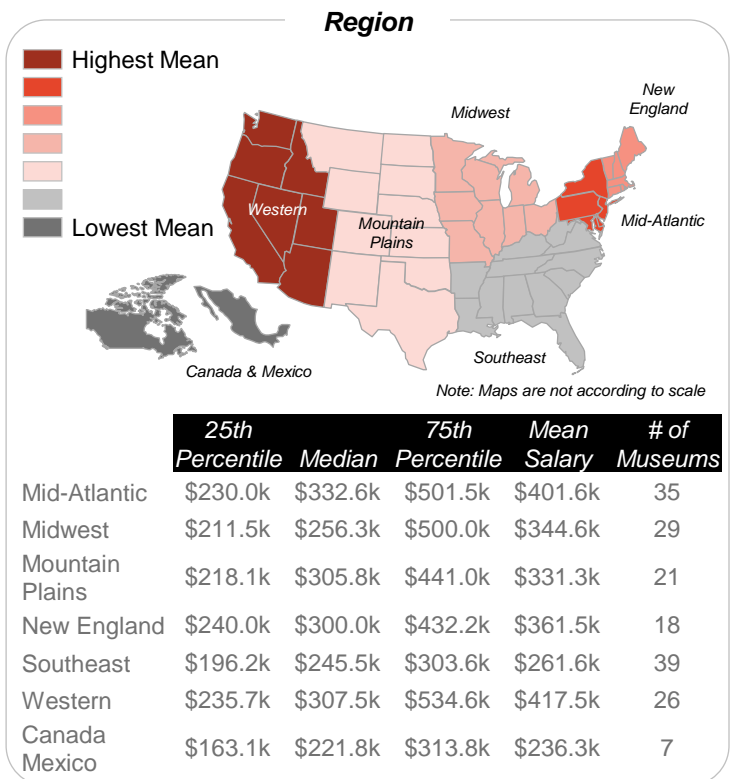
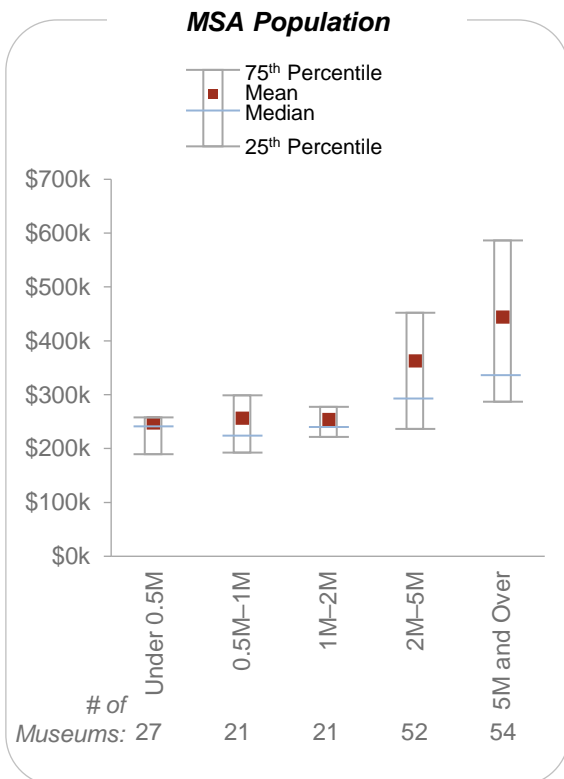
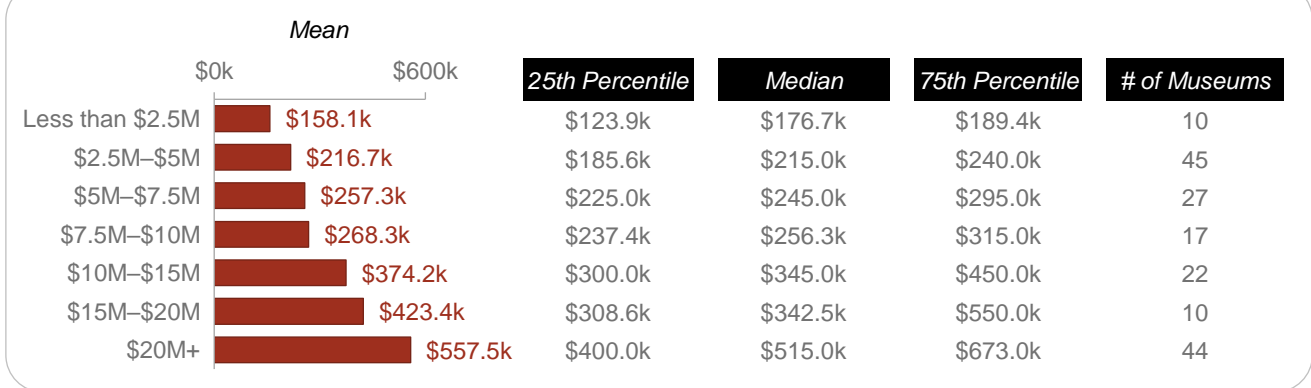
Director



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



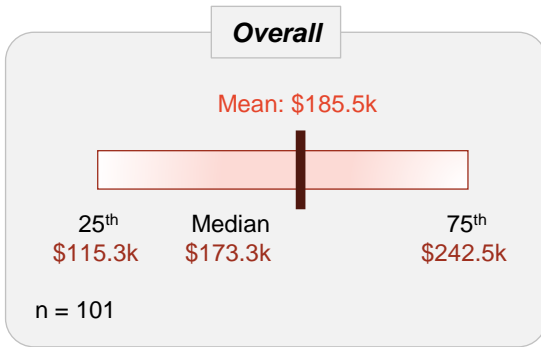
Operating Budget



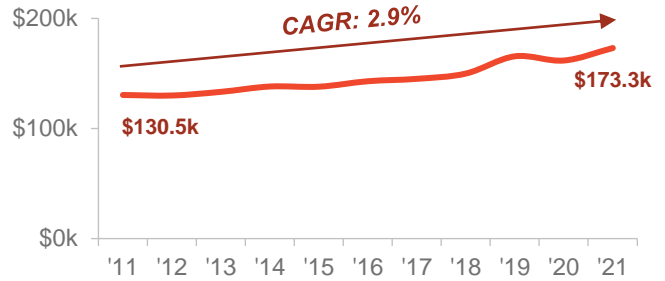
Deputy Director



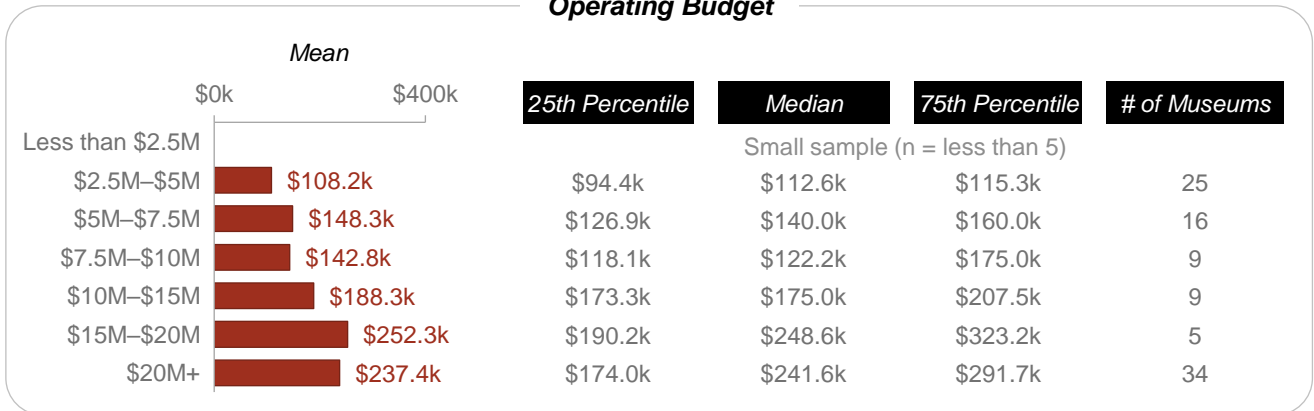
Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum.



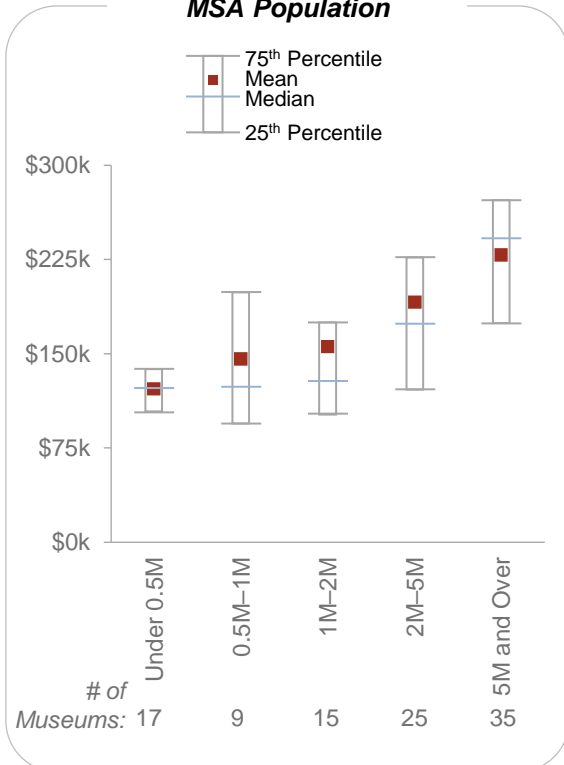
Historical Trend—Median (2011–2021)



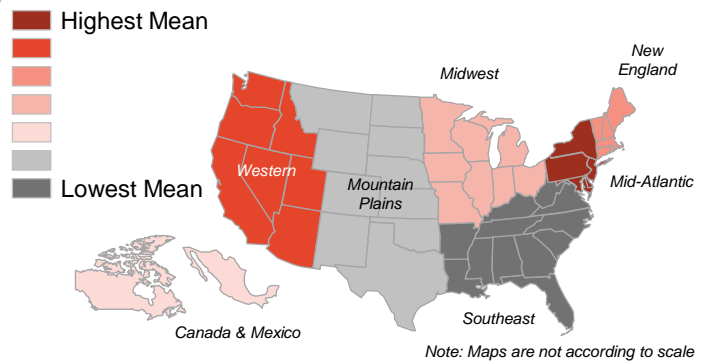
Operating Budget



MSA Population



Region



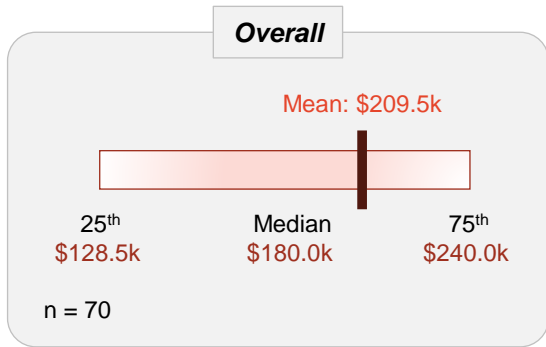
	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$174.0k	\$207.5k	\$272.8k	\$224.0k	24
Midwest	\$115.0k	\$122.2k	\$257.5k	\$178.0k	15
Mountain Plains	\$88.1k	\$133.4k	\$227.5k	\$157.5k	12
New England	\$126.0k	\$175.0k	\$221.4k	\$188.4k	11
Southeast	\$101.8k	\$102.6k	\$182.0k	\$151.0k	19
Western	\$149.4k	\$182.6k	\$256.9k	\$189.8k	16
Canada Mexico					

Small sample (n = less than 5)

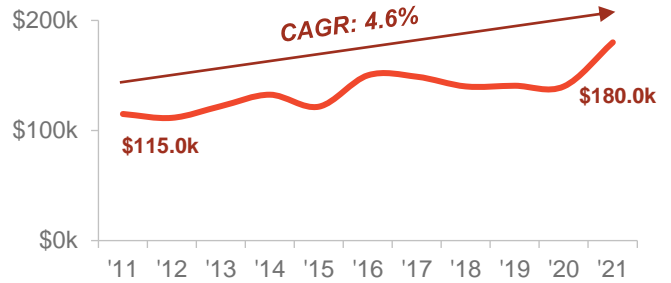
Chief Operating Officer / Administrator



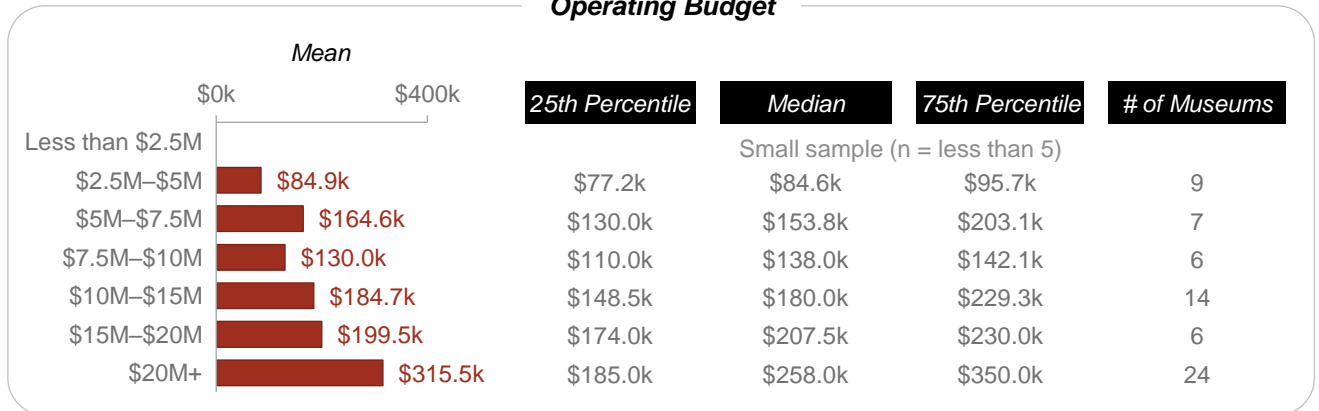
Responsible for operations of the museum, usually including services, purchasing, and telecommunications.



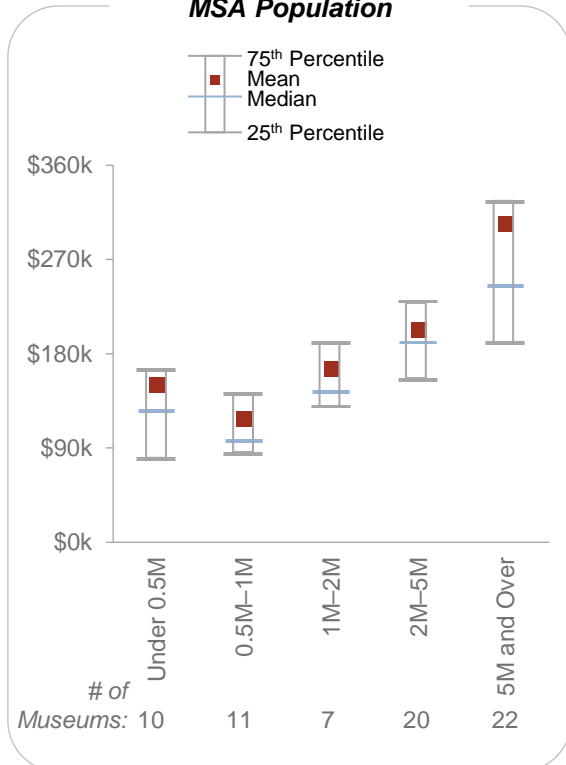
Historical Trend—Median (2011–2021)



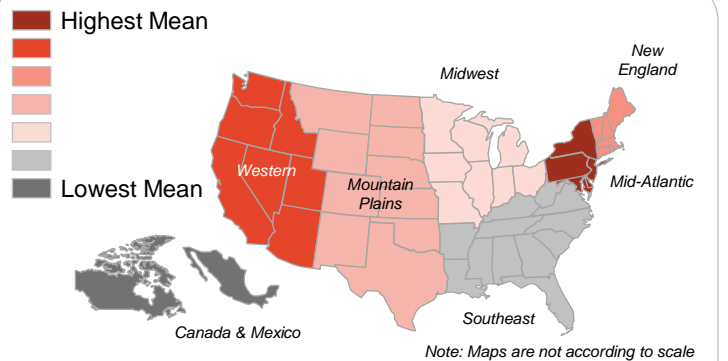
Operating Budget



MSA Population



Region

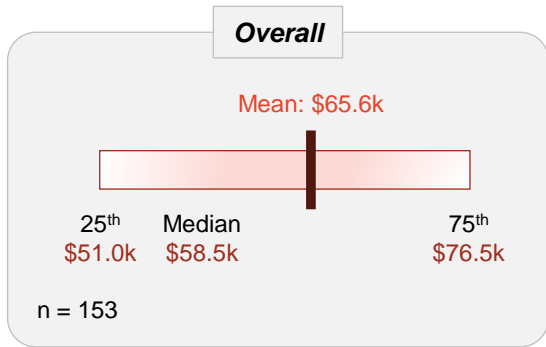


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$174.0k	\$229.3k	\$350.0k	\$296.8k	17
Midwest	\$95.7k	\$125.0k	\$228.8k	\$159.7k	13
Mountain Plains	\$135.0k	\$180.0k	\$208.3k	\$179.6k	9
New England	\$142.1k	\$153.8k	\$230.0k	\$202.1k	5
Southeast	\$90.3k	\$135.0k	\$212.5k	\$154.4k	16
Western	\$165.0k	\$228.5k	\$283.3k	\$267.0k	9
Canada Mexico	Small sample (n = less than 5)				

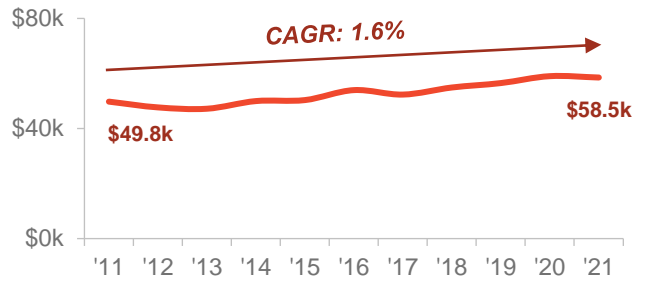
Assistant To Director



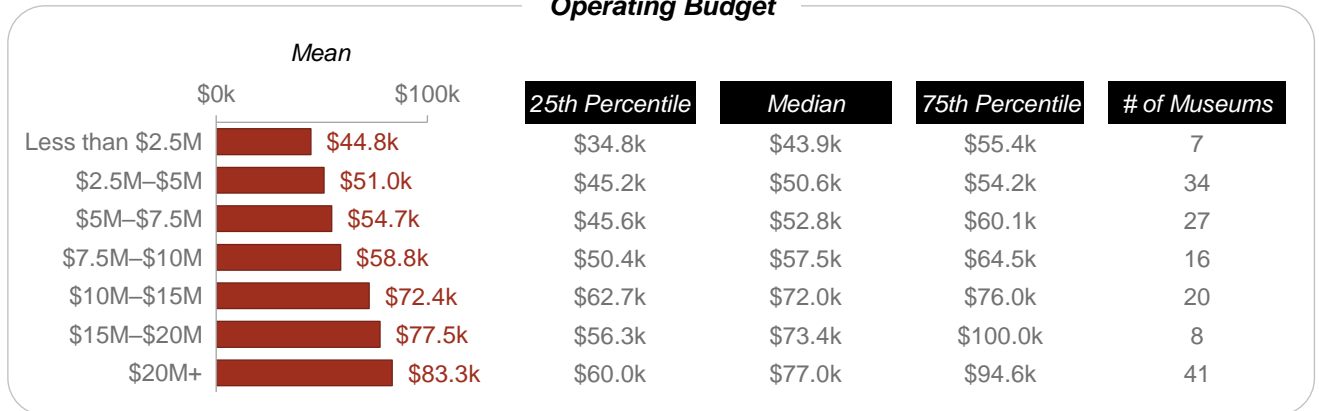
Manages director's office. Relieves the director of administrative, clerical, and business details by overseeing day-to-day operations.



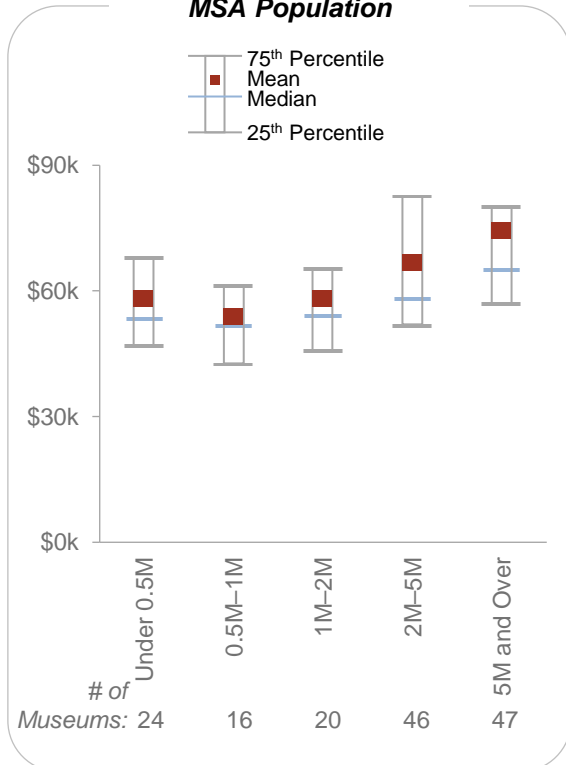
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

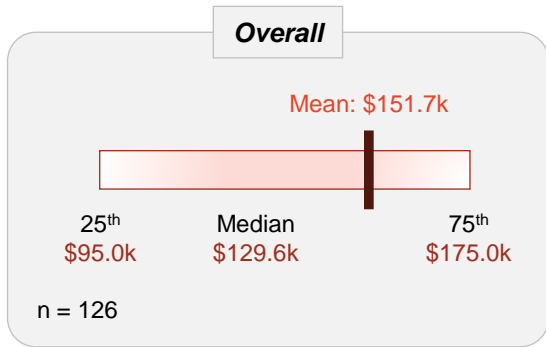


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$57.0k	\$72.0k	\$80.0k	\$74.9k	30
Midwest	\$45.0k	\$50.7k	\$75.7k	\$61.3k	24
Mountain Plains	\$48.0k	\$59.0k	\$67.8k	\$60.1k	18
New England	\$53.3k	\$62.6k	\$77.0k	\$66.4k	19
Southeast	\$45.6k	\$51.2k	\$61.2k	\$55.0k	32
Western	\$57.9k	\$66.0k	\$91.5k	\$73.0k	25
Canada Mexico	\$51.0k	\$54.6k	\$64.5k	\$68.9k	5

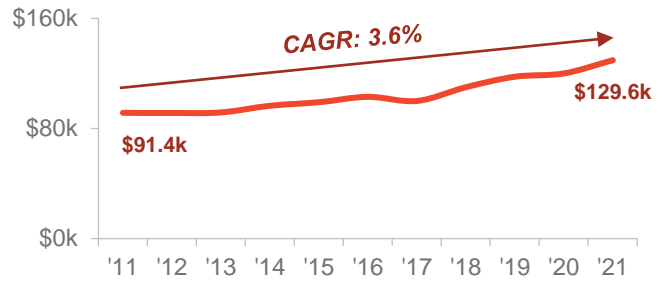
Director of Finance / Finance A



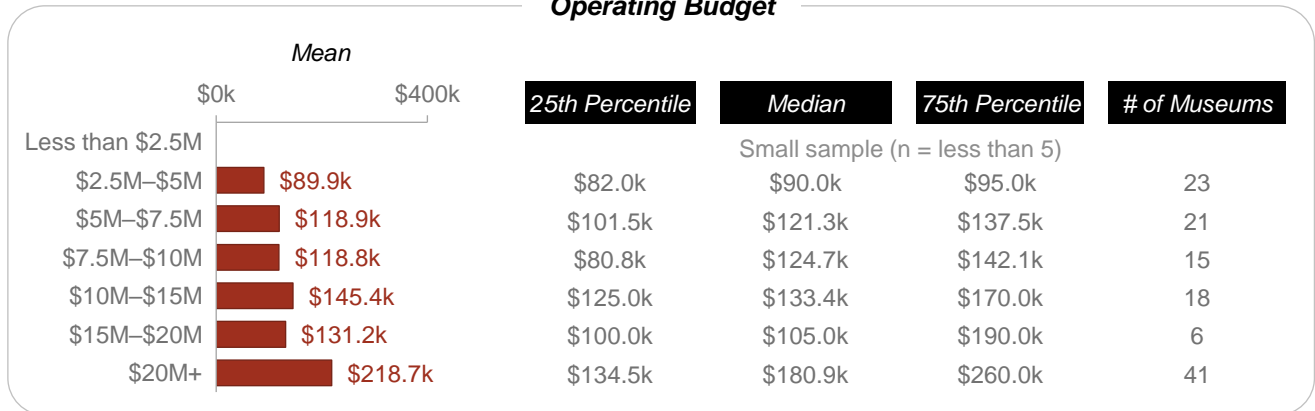
Manages and directs all activities involving finance, investment management, accounting, and budgeting for the museum.



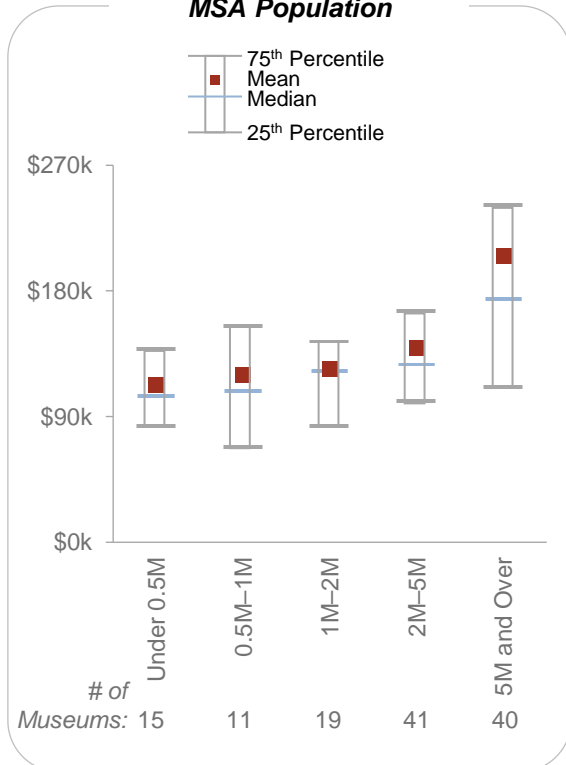
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

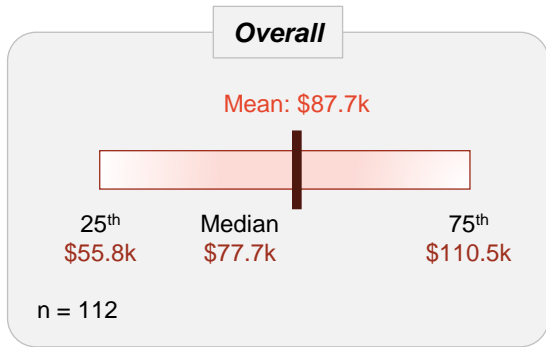


Region	25 th Percentile (\$k)	Median (\$k)	75 th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$117.6k	\$137.5k	\$201.4k	\$187.4k	27
Midwest	\$95.0k	\$134.5k	\$149.0k	\$142.1k	20
Mountain Plains	\$98.5k	\$127.4k	\$175.0k	\$154.1k	12
New England	\$129.2k	\$147.2k	\$180.9k	\$156.7k	11
Southeast	\$80.0k	\$102.8k	\$144.0k	\$119.1k	28
Western	\$108.2k	\$126.3k	\$212.0k	\$164.4k	22
Canada Mexico	\$93.2k	\$99.9k	\$165.5k	\$118.9k	6

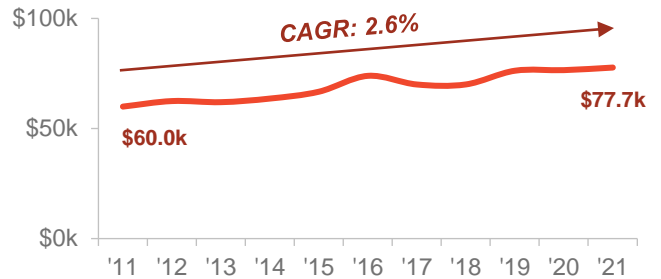
Assistant Director of Finance / Finance B



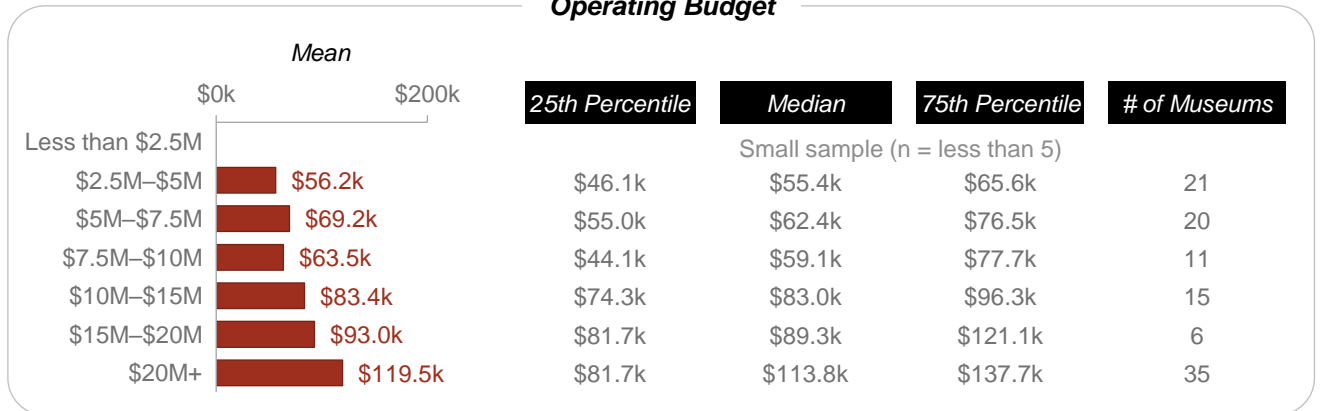
Directs financial activities of organization by overseeing and preparing reports that summarize and forecast the museum's business activity and financial position.



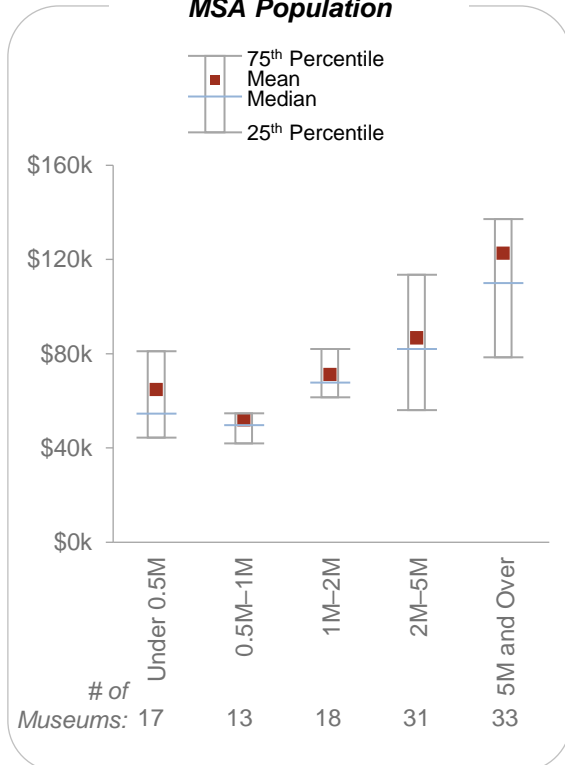
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

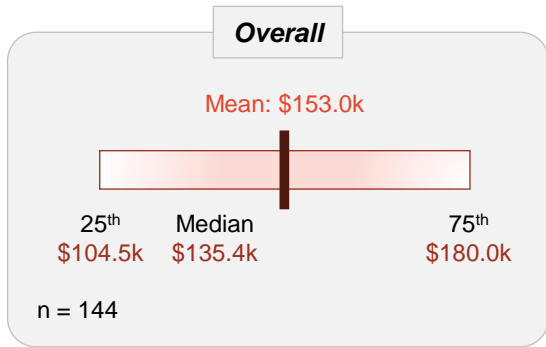


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$77.6k	\$97.5k	\$126.9k	\$112.2k	26
Midwest	\$55.8k	\$56.5k	\$82.0k	\$72.1k	15
Mountain Plains	\$40.5k	\$68.4k	\$110.5k	\$77.1k	11
New England	\$68.0k	\$84.4k	\$113.8k	\$88.9k	13
Southeast	\$47.2k	\$55.0k	\$64.0k	\$59.1k	23
Western	\$81.0k	\$88.4k	\$137.9k	\$115.1k	19
Canada Mexico	\$64.5k	\$77.7k	\$83.4k	\$74.4k	5

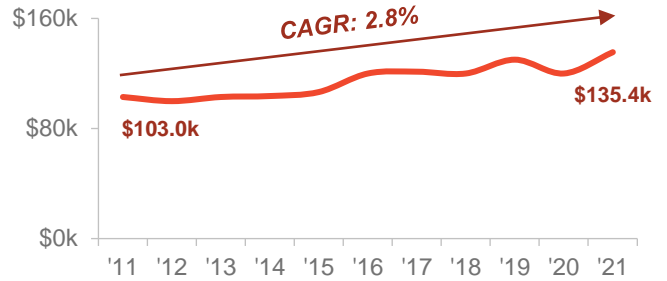
Director of Development / Development A



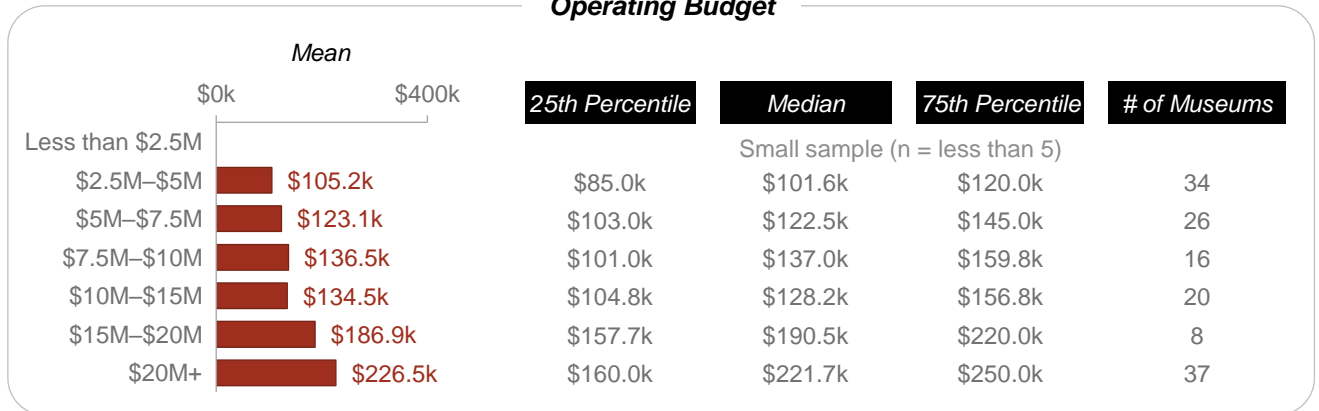
Directs the fundraising activities of the organization—including membership, grants, capital programs, and special fundraising events.



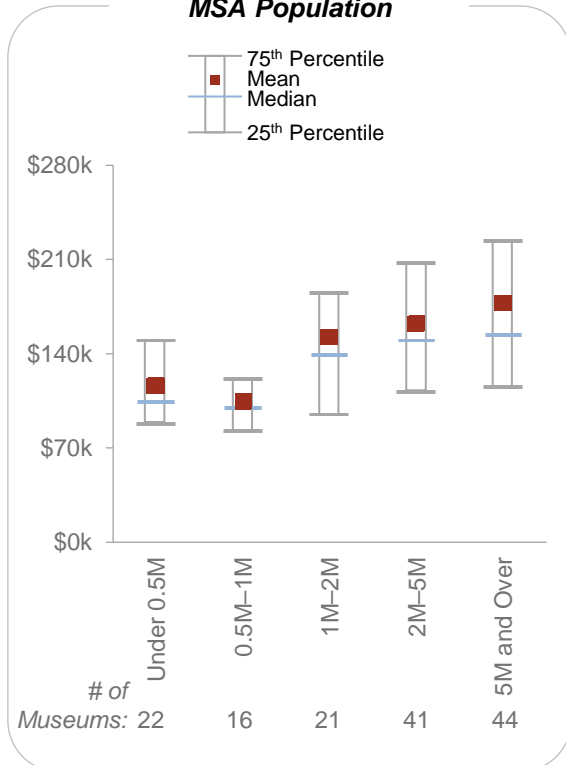
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

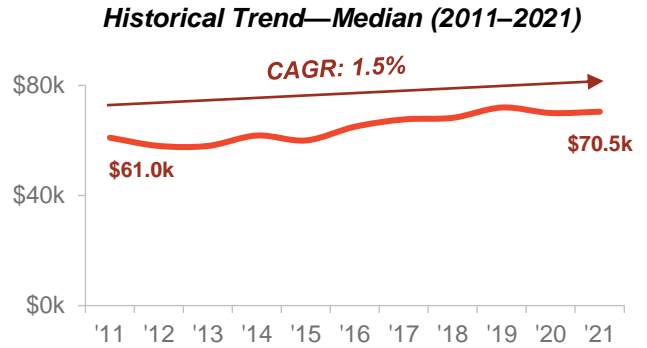
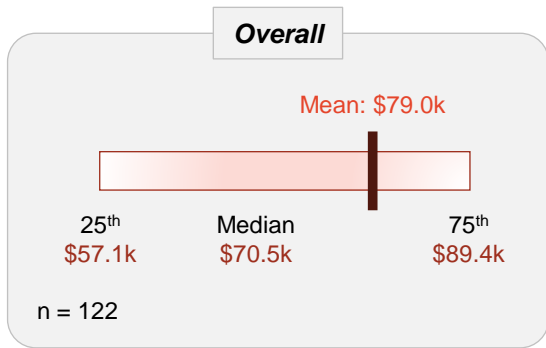


Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$108.0k	\$126.5k	\$160.0k	\$162.0k	28
Midwest	\$100.0k	\$110.8k	\$207.6k	\$141.1k	18
Mountain Plains	\$79.0k	\$103.5k	\$163.0k	\$134.4k	16
New England	\$120.0k	\$153.4k	\$207.8k	\$170.9k	17
Southeast	\$88.6k	\$125.0k	\$157.5k	\$139.0k	33
Western	\$131.3k	\$156.8k	\$187.6k	\$165.2k	26
Canada Mexico	\$97.1k	\$134.7k	\$252.4k	\$165.9k	6

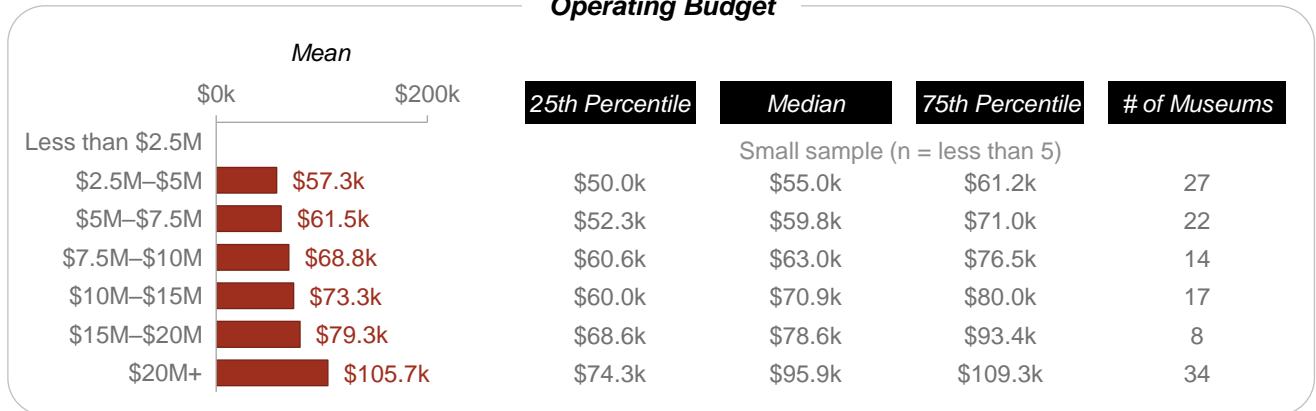
Grant Manager / Institutional Giving Manager / Development B



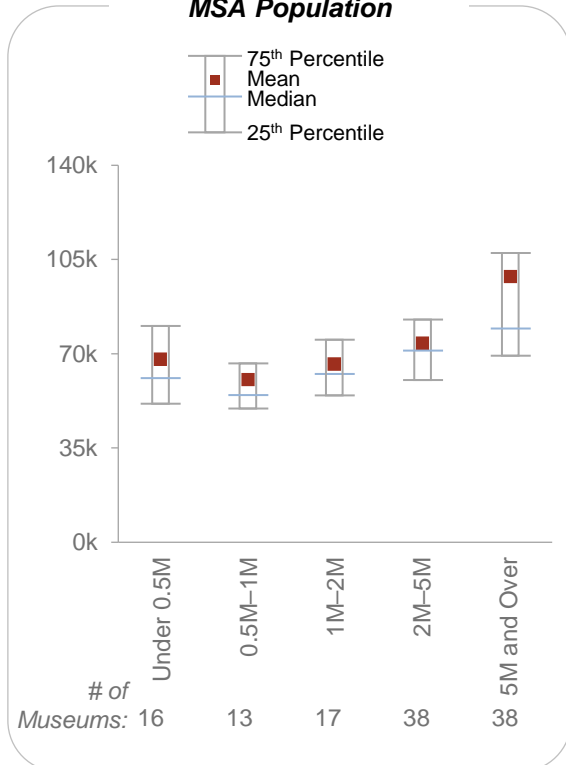
Develops and manages a comprehensive grants program that considers museum-wide programs and initiatives.



Operating Budget



MSA Population



Region

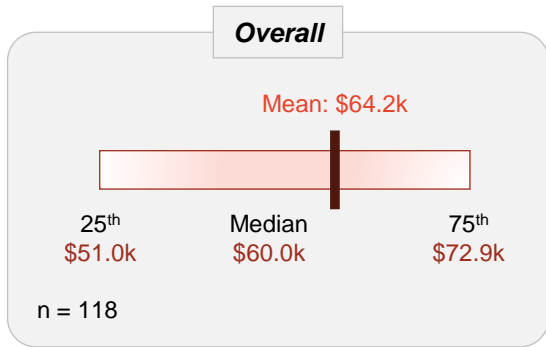


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$70.0k	\$82.5k	\$106.2k	\$103.0k	25
Midwest	\$54.0k	\$68.7k	\$79.2k	\$69.5k	17
Mountain Plains	\$55.8k	\$68.6k	\$69.5k	\$64.8k	13
New England	\$61.0k	\$73.1k	\$76.5k	\$71.5k	14
Southeast	\$50.1k	\$62.4k	\$75.0k	\$64.9k	28
Western	\$62.4k	\$78.6k	\$94.8k	\$82.6k	21
Canada Mexico					Small sample (n = less than 5)

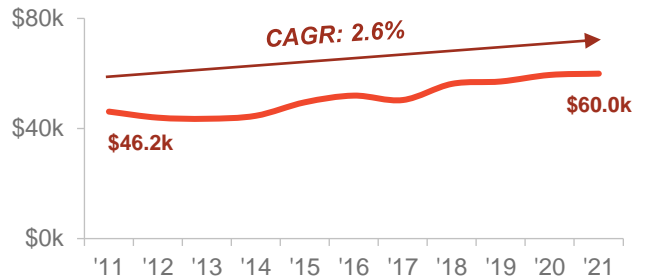
Development Associate / Development C



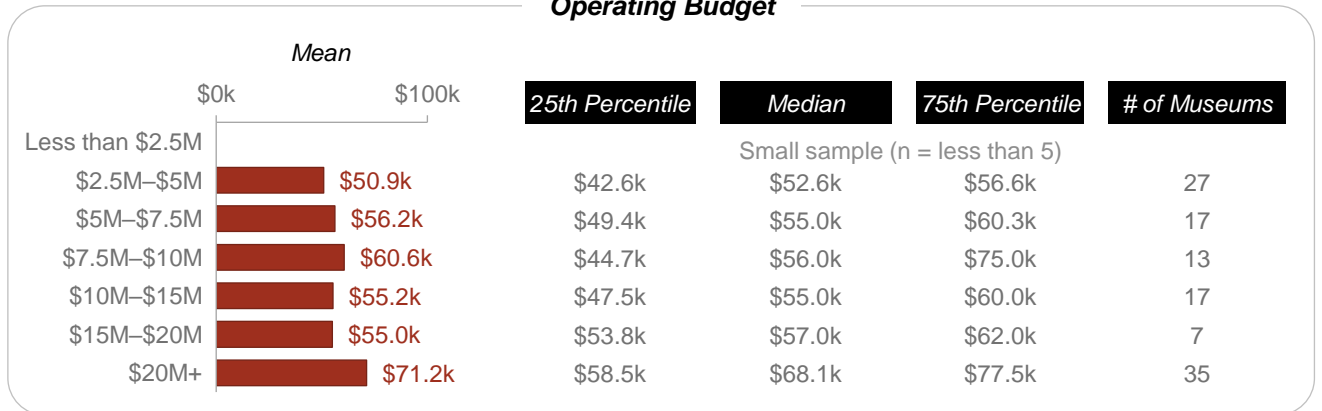
Coordinates fundraising activities including, but not limited to, annual fund, planned giving, corporate sponsorship, circles, and major donors.



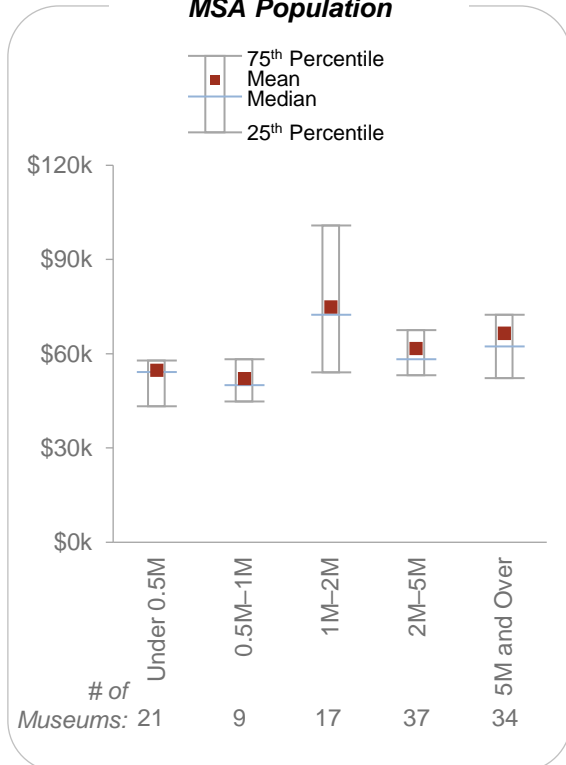
Historical Trend—Median (2011–2021)



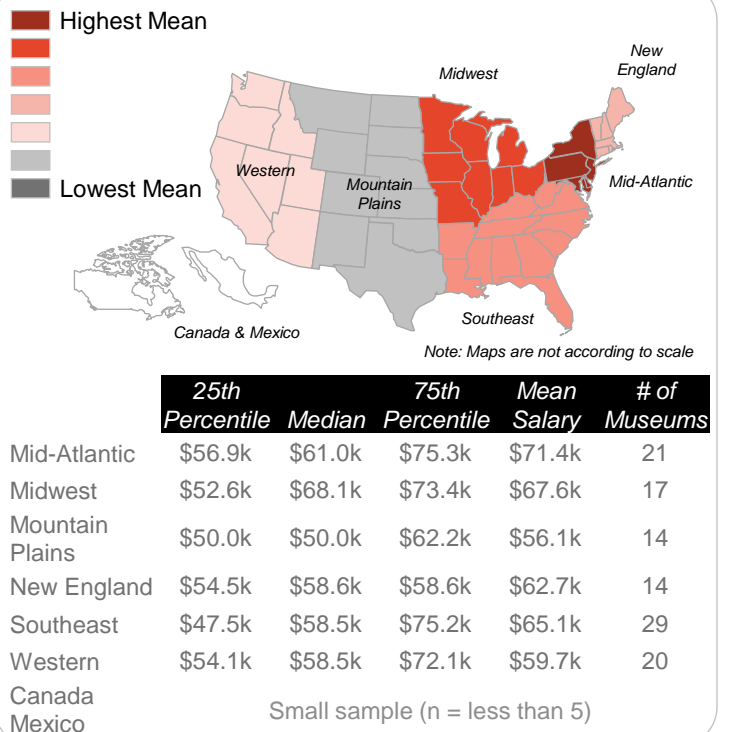
Operating Budget



MSA Population



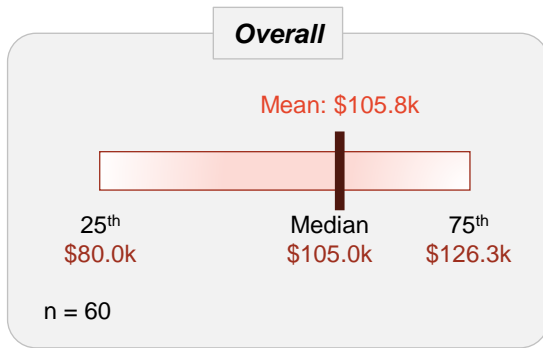
Region



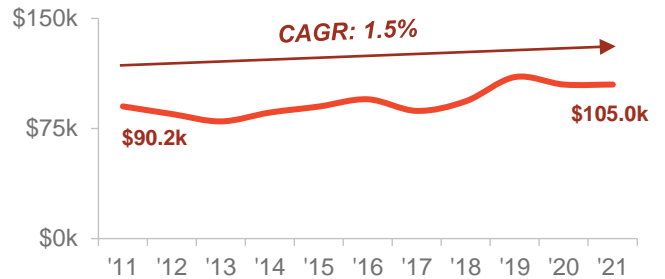
Director, Planned Giving / Institutional Giving



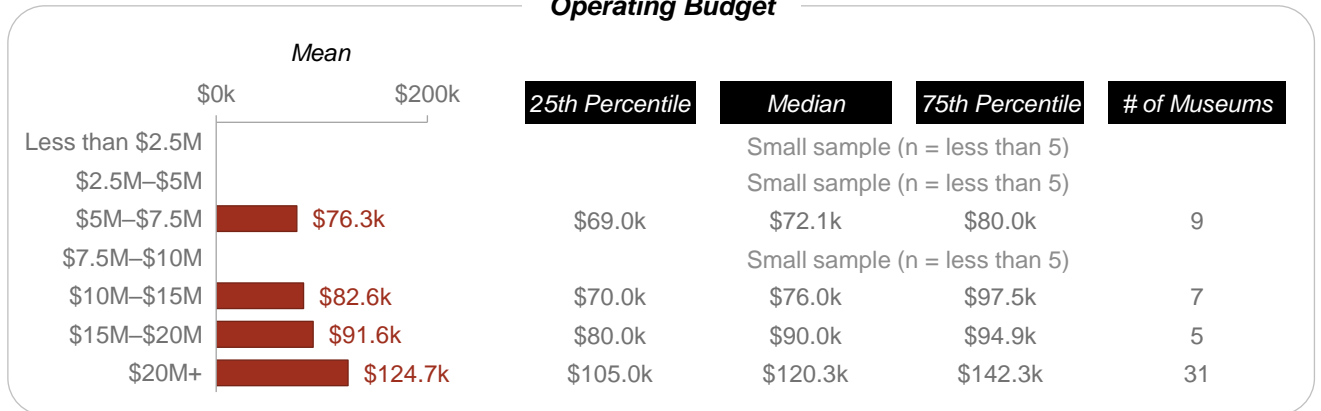
Directs the planned giving programs and activities of the organization.



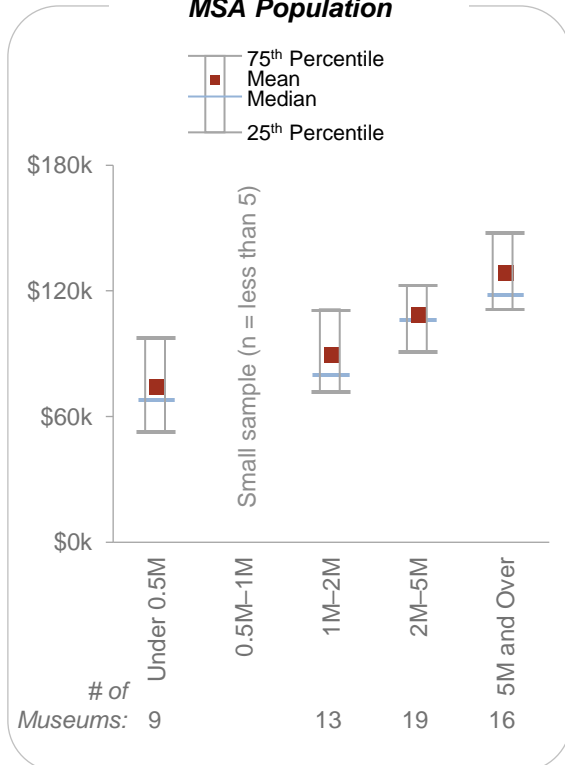
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

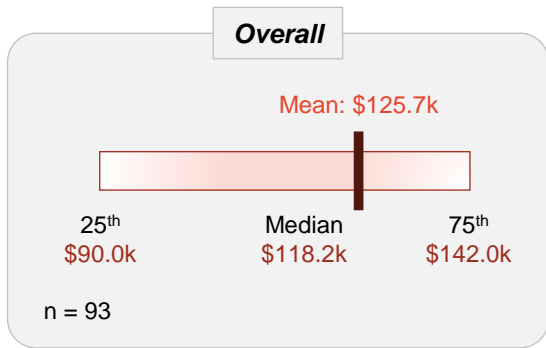


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$80.0k	\$115.0k	\$147.5k	\$121.3k	12
Midwest	\$69.0k	\$96.7k	\$122.7k	\$95.5k	11
Mountain Plains	\$98.8k	\$105.0k	\$117.9k	\$105.1k	5
New England	\$85.5k	\$103.7k	\$122.7k	\$100.4k	5
Southeast	\$72.0k	\$82.5k	\$108.0k	\$90.2k	11
Western	\$94.9k	\$116.3k	\$149.1k	\$115.9k	14
Canada Mexico	Small sample (n = less than 5)				

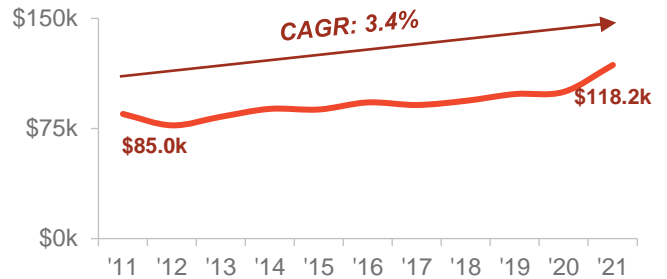
Human Resources Director



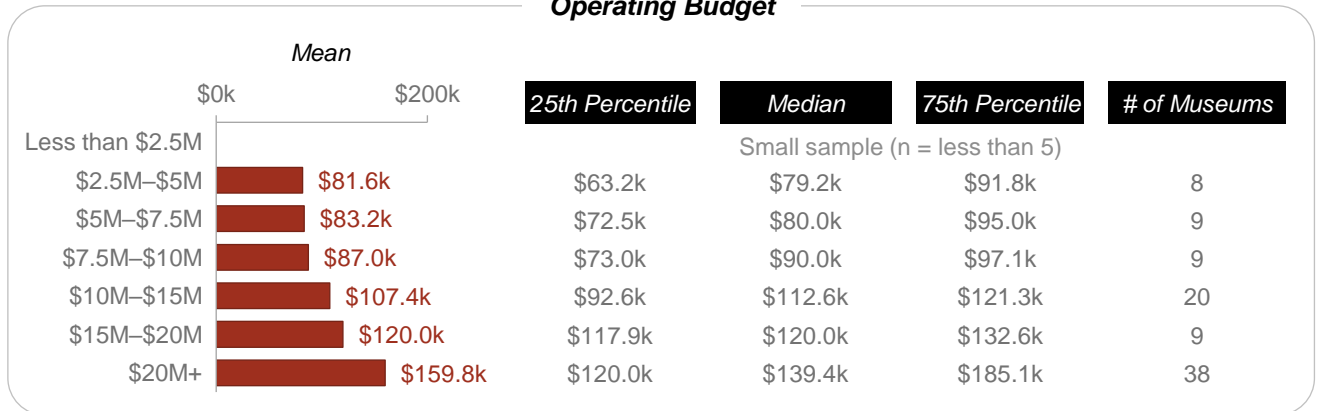
Directs the human resource activities of the organization, including recruitment, selection, benefits, compensation and affirmative action.



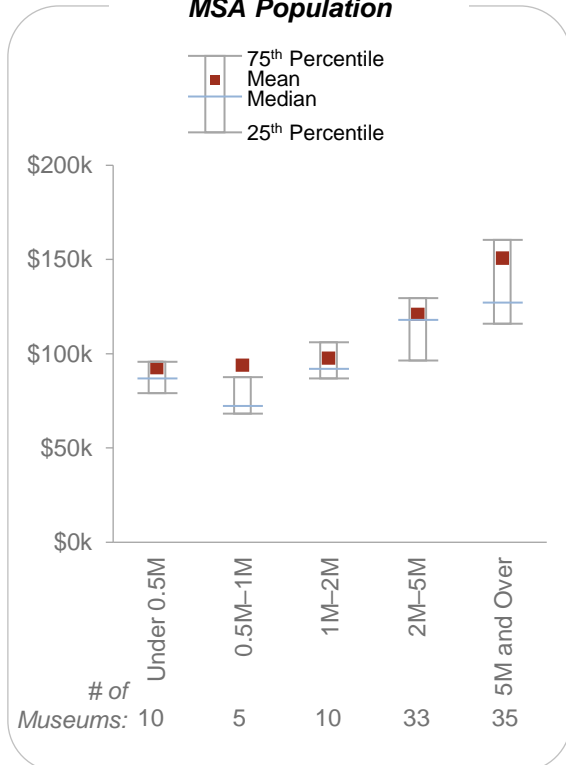
Historical Trend—Median (2011–2021)



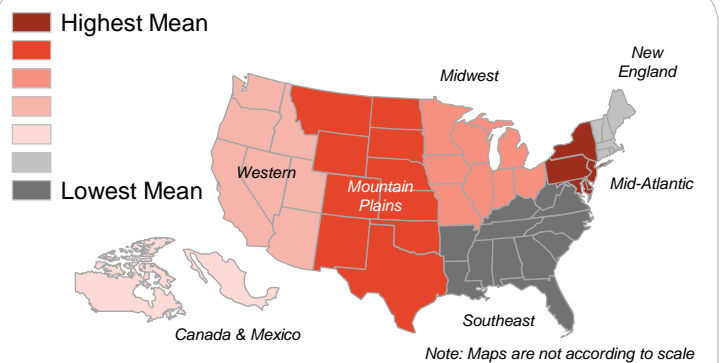
Operating Budget



MSA Population



Region

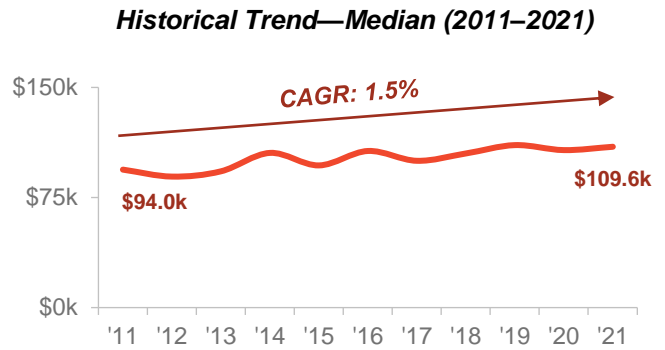
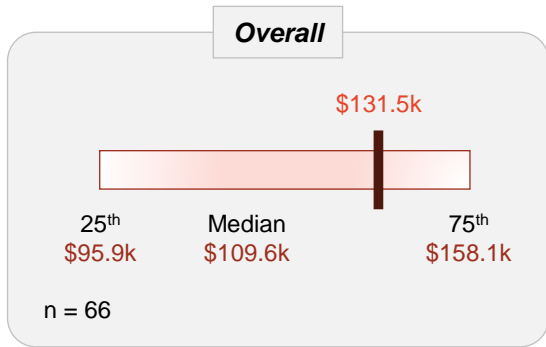


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$113.4k	\$125.0k	\$159.7k	\$148.8k	20
Midwest	\$99.8k	\$126.6k	\$151.3k	\$132.4k	12
Mountain Plains	\$125.0k	\$130.0k	\$132.6k	\$141.2k	9
New England	\$79.8k	\$90.5k	\$112.5k	\$102.9k	9
Southeast	\$72.0k	\$83.0k	\$100.0k	\$90.7k	17
Western	\$90.0k	\$120.0k	\$143.1k	\$130.9k	20
Canada Mexico	\$97.1k	\$97.3k	\$120.4k	\$113.1k	6

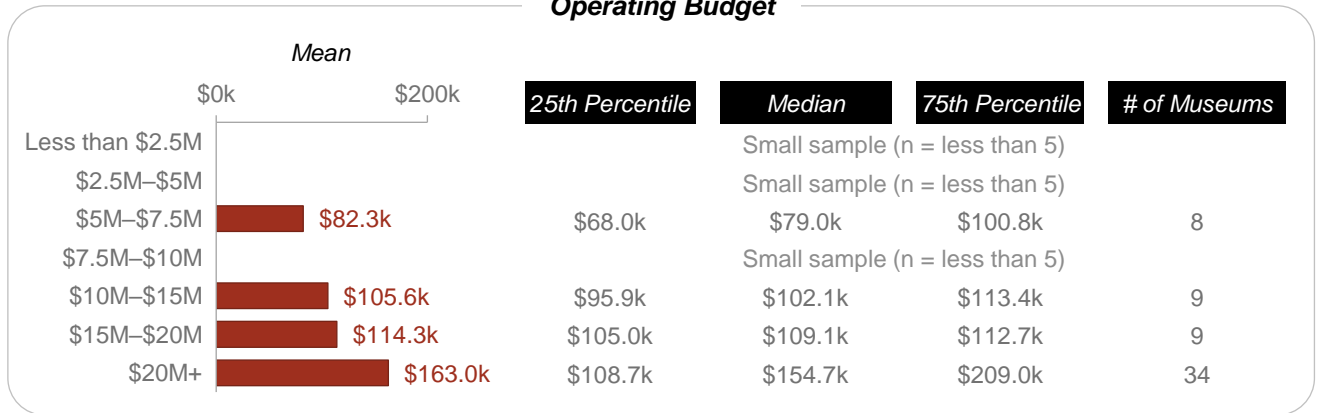
Director of Information Systems / Chief Information Officer



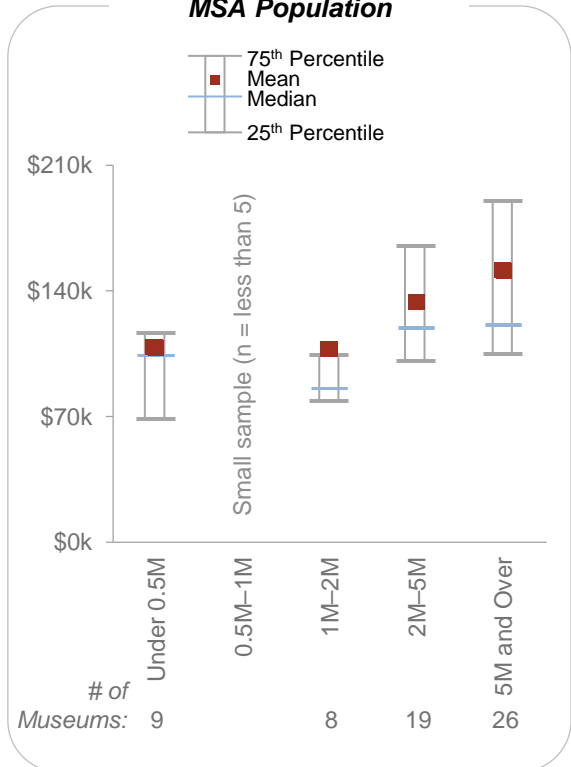
Responsible for overall vision and coordination of the museum's information and communications systems.



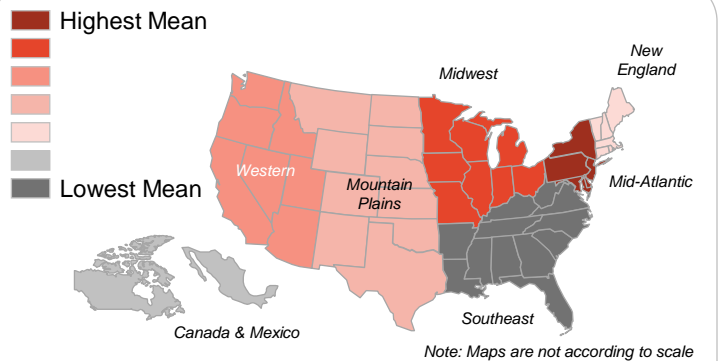
Operating Budget



MSA Population



Region

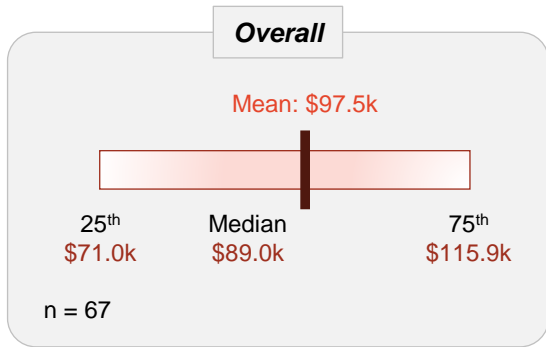


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$97.5k	\$126.7k	\$182.1k	\$149.6k	18
Midwest	\$100.0k	\$129.2k	\$165.0k	\$141.0k	9
Mountain Plains	\$100.0k	\$105.1k	\$158.1k	\$124.0k	7
New England	\$100.2k	\$112.7k	\$127.5k	\$119.1k	7
Southeast	\$75.0k	\$93.6k	\$110.0k	\$107.7k	10
Western	\$104.1k	\$124.1k	\$180.0k	\$138.2k	10
Canada Mexico	\$87.6k	\$101.0k	\$108.7k	\$111.1k	5

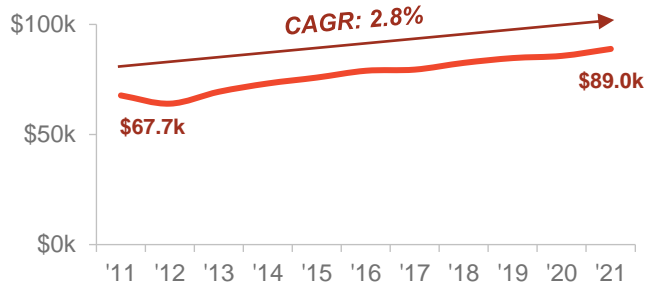
Systems Manager / Technology Director / Director of New Media



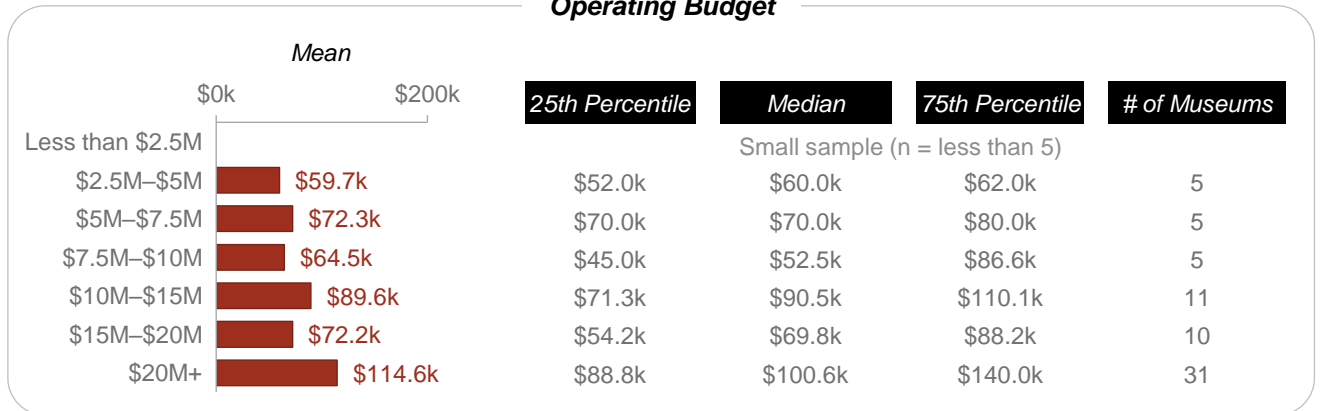
Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies.



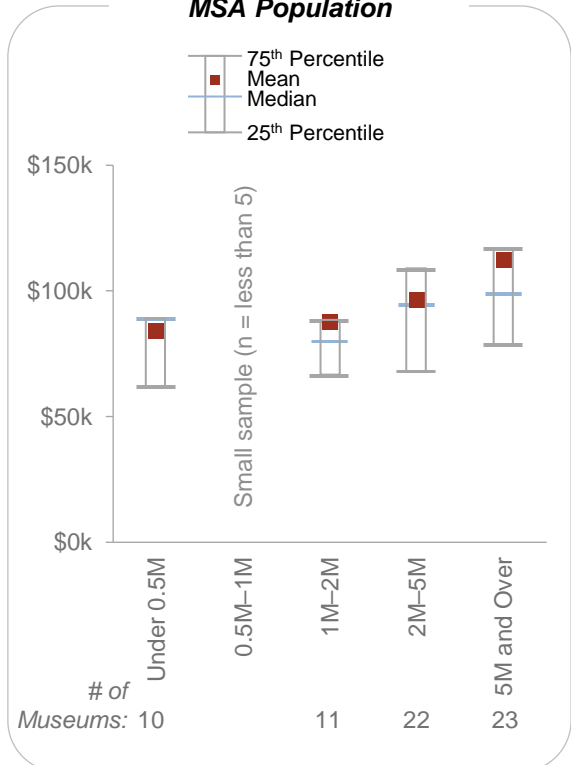
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



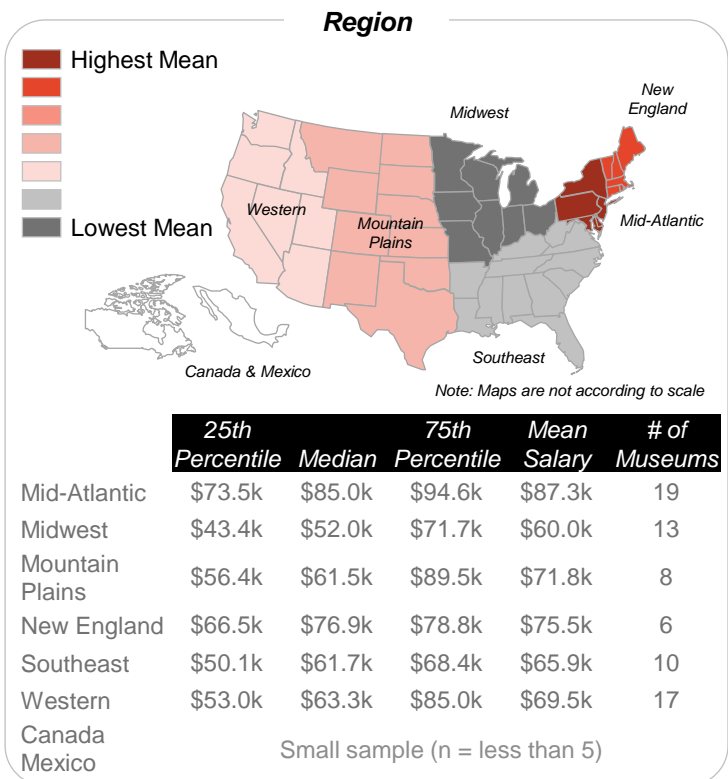
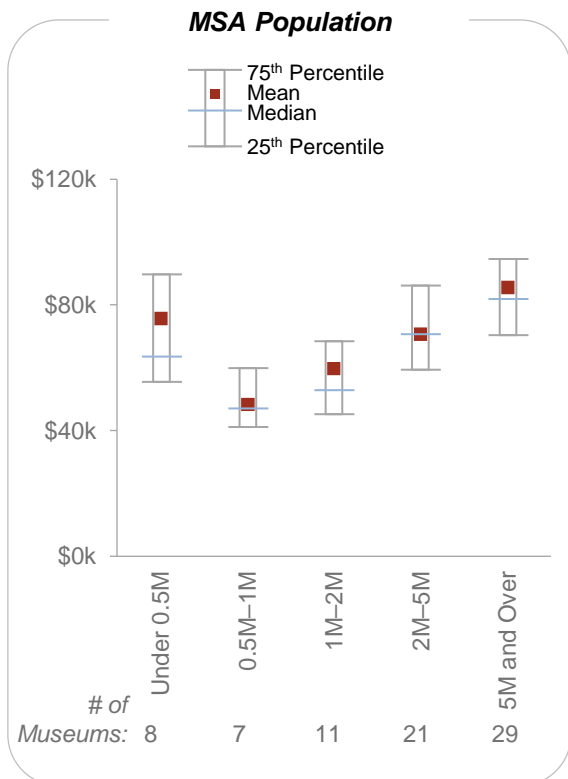
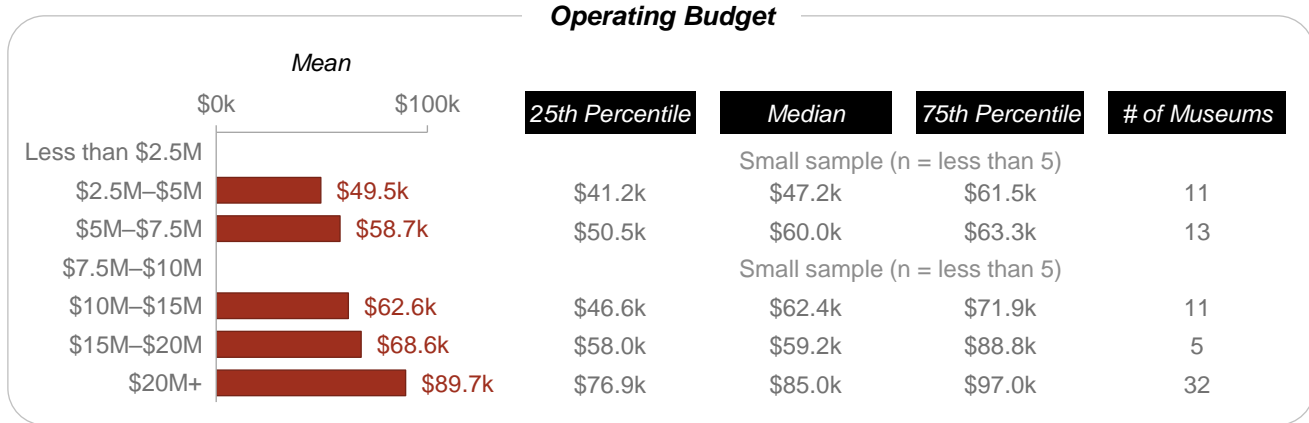
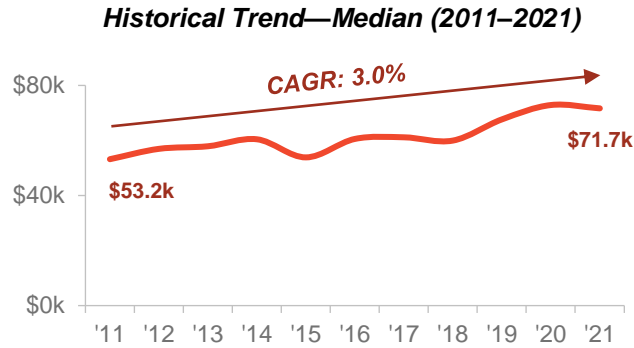
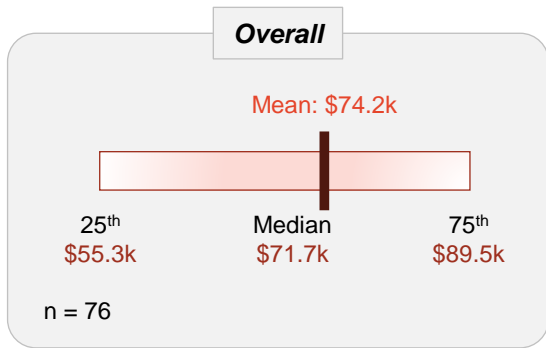
Region



Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$85.4k	\$99.1k	\$116.6k	\$112.8k	16
Midwest	\$81.4k	\$94.6k	\$99.7k	\$101.6k	10
Mountain Plains	\$70.9k	\$77.4k	\$96.3k	\$83.4k	6
New England	\$70.0k	\$88.8k	\$105.0k	\$93.9k	7
Southeast	\$52.0k	\$56.0k	\$140.0k	\$84.8k	11
Western	\$80.0k	\$93.5k	\$141.1k	\$101.7k	14
Canada Mexico					Small sample (n = less than 5)



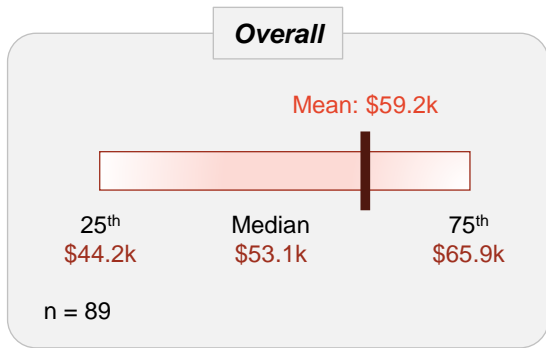
Responsible for development, site management, and content of the museum's website or online presence. May include social media outreach.



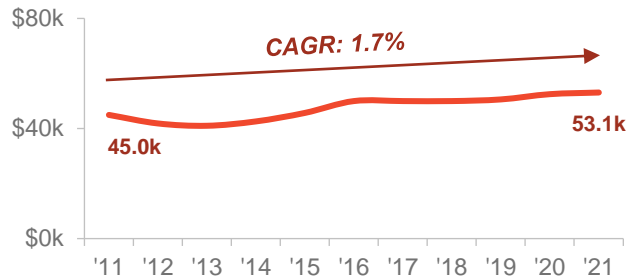
New Media Manager



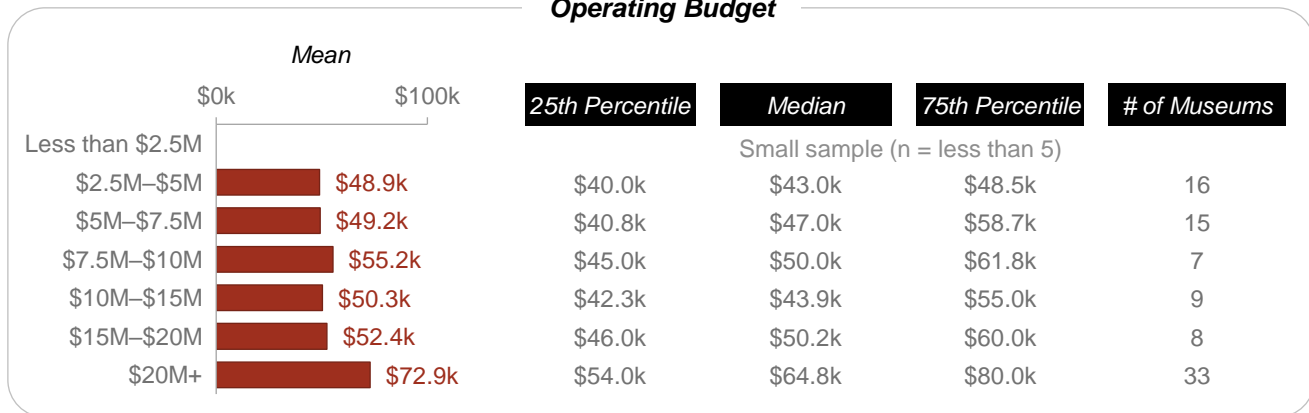
Responsible for planning and executing the museum's social and new media strategy, including, but not limited to, Twitter, Facebook, Tumblr, and mobile apps.



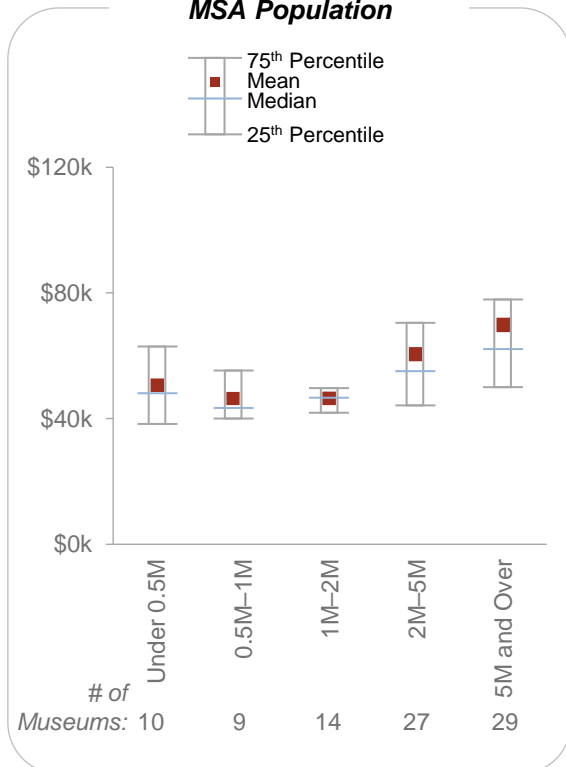
Historical Trend—Median (2011–2021)



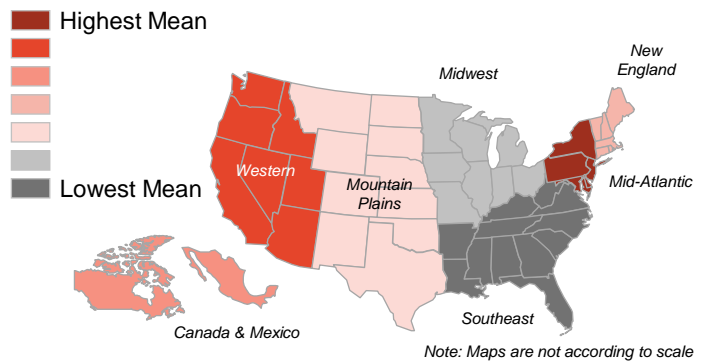
Operating Budget



MSA Population



Region

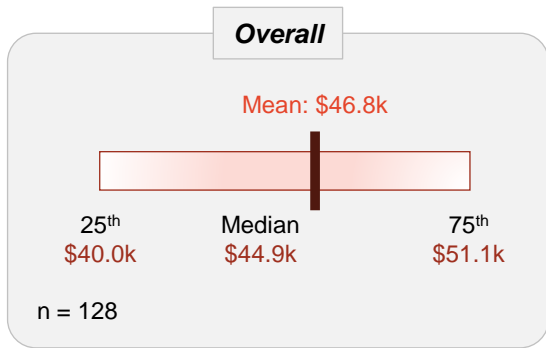


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$48.5k	\$67.5k	\$80.8k	\$72.4k	20
Midwest	\$37.0k	\$43.1k	\$59.9k	\$48.3k	16
Mountain Plains	\$46.0k	\$50.2k	\$57.4k	\$57.8k	10
New England	\$62.8k	\$70.0k	\$72.0k	\$63.4k	5
Southeast	\$40.0k	\$45.0k	\$55.0k	\$47.2k	18
Western	\$51.0k	\$56.9k	\$68.0k	\$64.4k	15
Canada Mexico	\$54.0k	\$60.5k	\$76.1k	\$64.3k	5

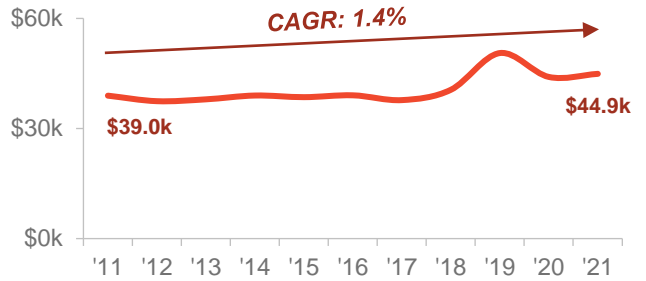
Membership Assistant



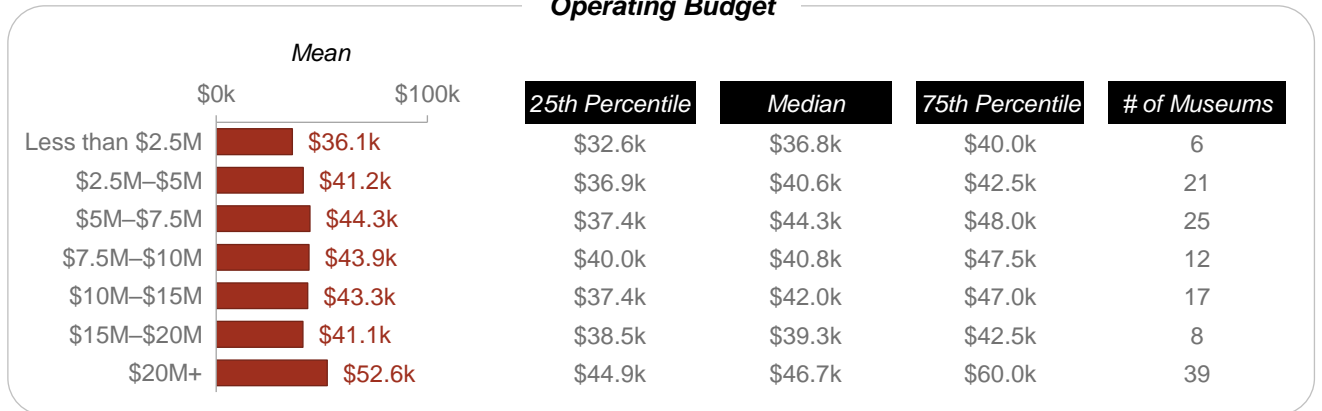
Oversees maintenance of annual membership drives and programs for members. Provides support in planning and executing special fundraising events.



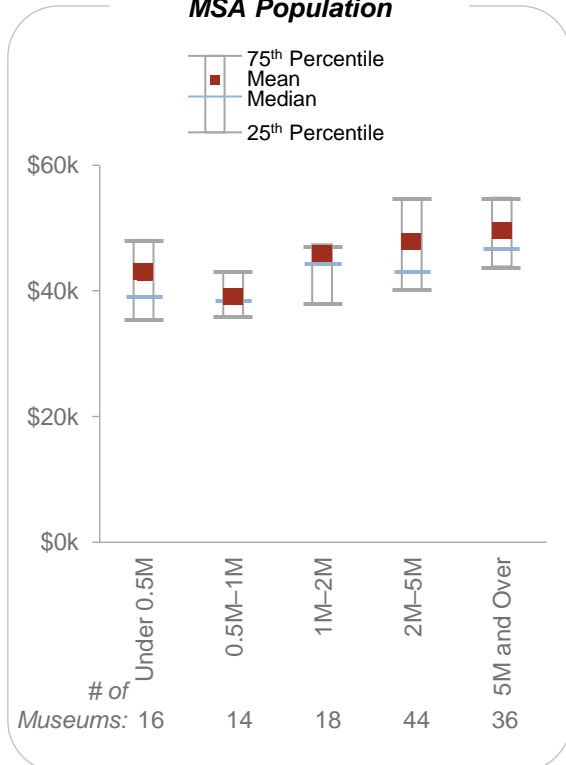
Historical Trend—Median (2011–2021)



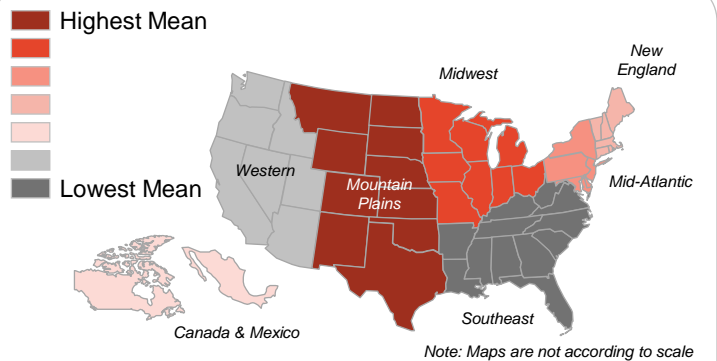
Operating Budget



MSA Population



Region

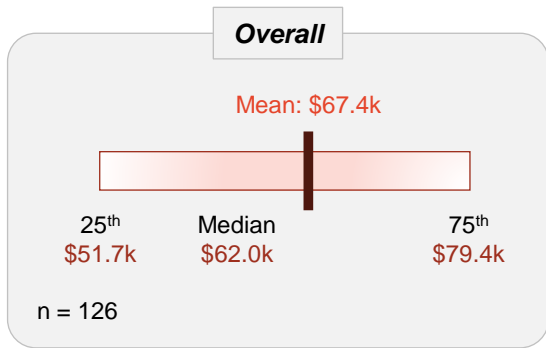


Region	25th Percentile (\$k)	Median (\$k)	75th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$43.1k	\$46.7k	\$49.1k	\$48.0k	22
Midwest	\$36.9k	\$42.0k	\$61.5k	\$48.1k	19
Mountain Plains	\$37.4k	\$45.3k	\$59.4k	\$49.8k	17
New England	\$42.7k	\$46.8k	\$49.3k	\$47.3k	12
Southeast	\$37.4k	\$40.0k	\$45.6k	\$42.5k	29
Western	\$40.5k	\$41.8k	\$54.6k	\$46.8k	24
Canada Mexico	\$41.4k	\$45.7k	\$49.6k	\$47.0k	5

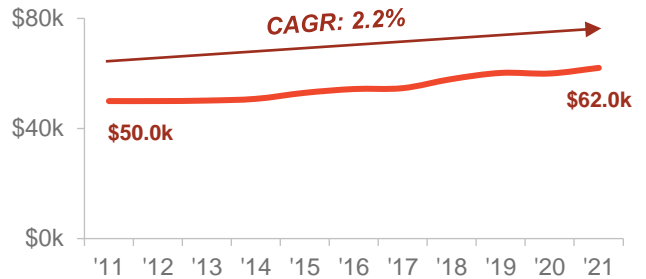
Special Events Manager



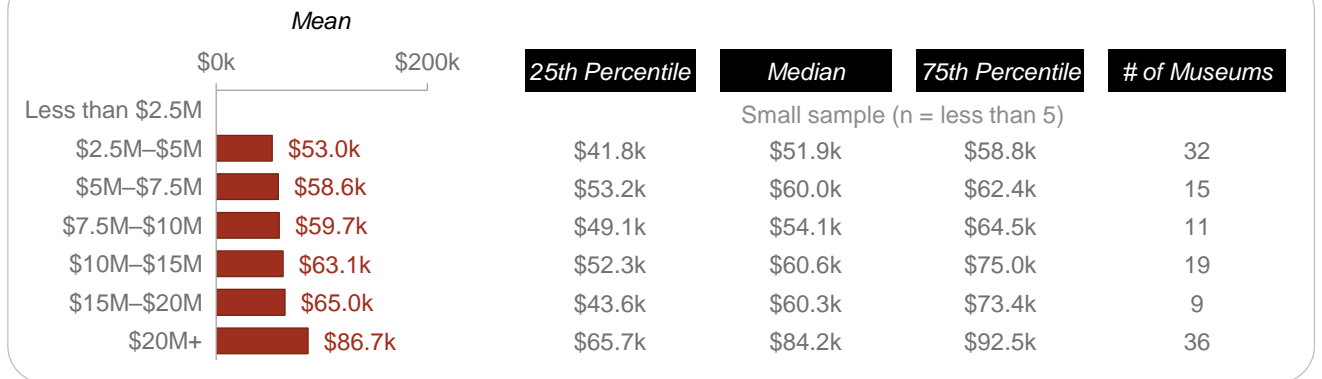
Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals.



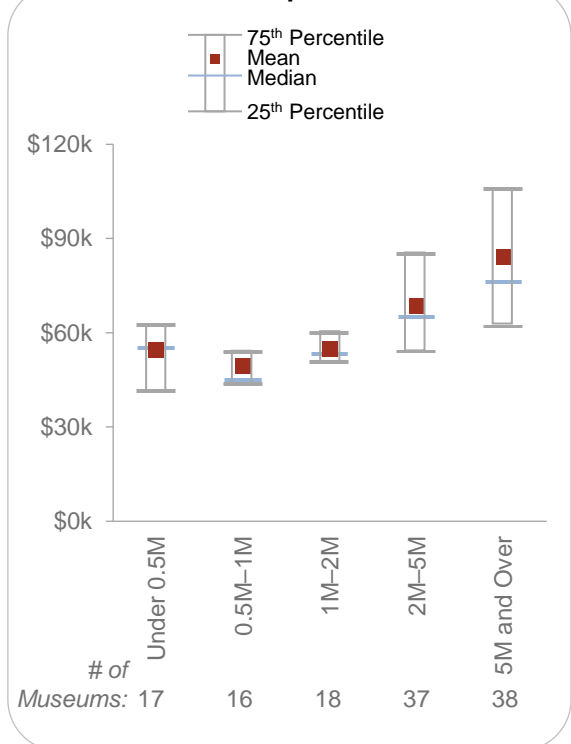
Historical Trend—Median (2011–2021)



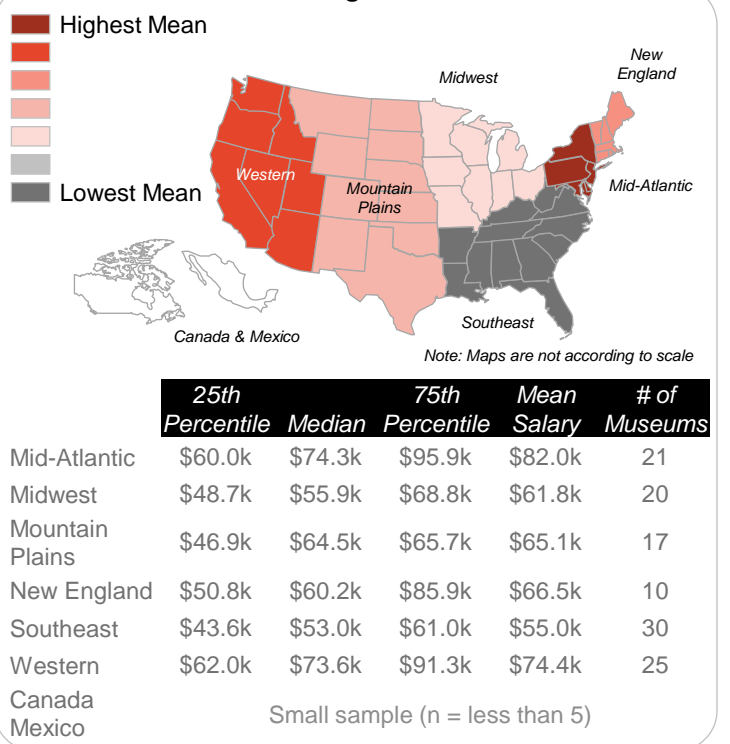
Operating Budget



MSA Population



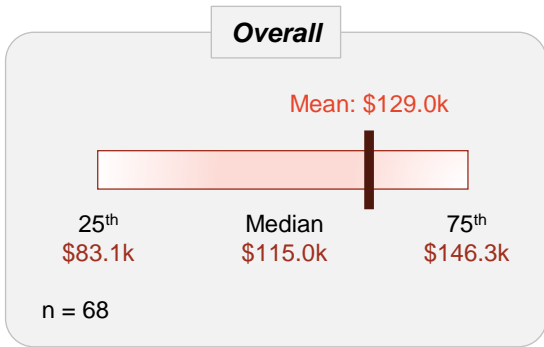
Region



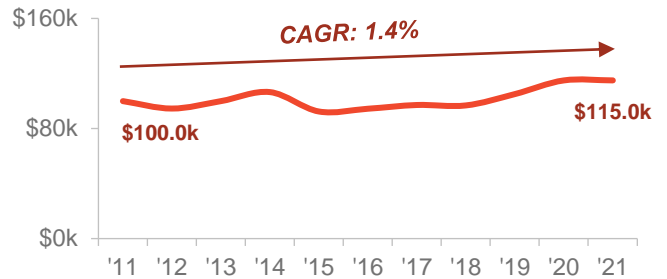
Director of External Affairs



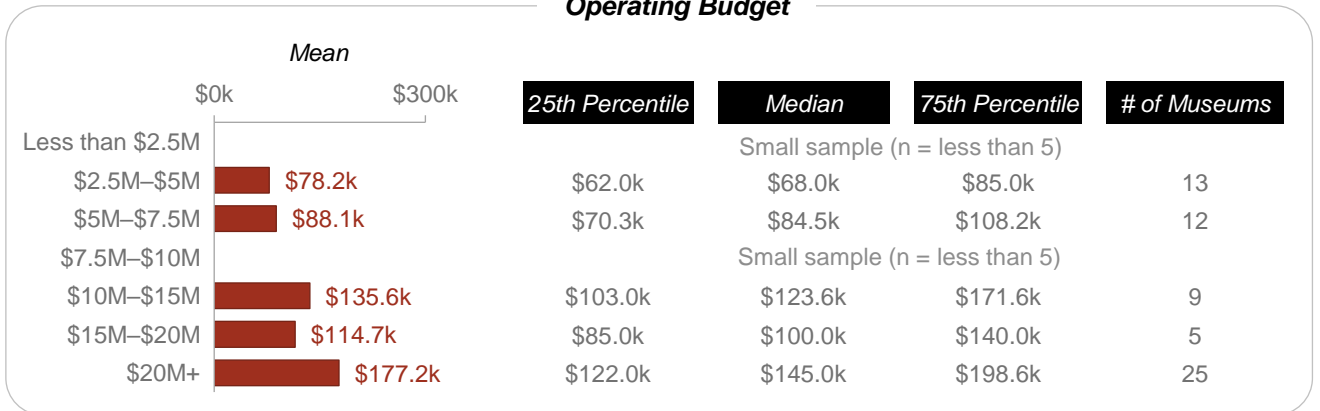
Directs the media relations, publicity, public affairs and information activities, and customer relations of the organization.



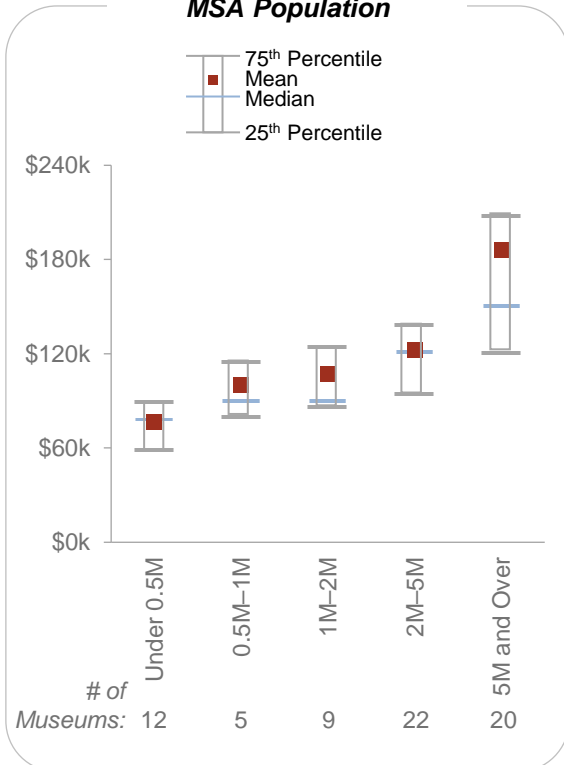
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

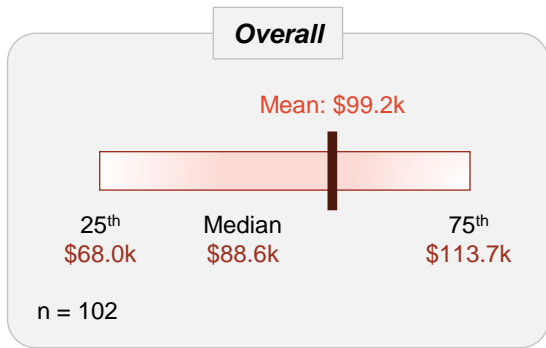


Region	25 th Percentile (\$k)	Median (\$k)	75 th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$85.0k	\$138.0k	\$180.0k	\$153.7k	11
Midwest	\$82.2k	\$100.1k	\$133.1k	\$145.3k	12
Mountain Plains	\$100.0k	\$122.0k	\$145.0k	\$122.7k	9
New England	\$100.1k	\$116.6k	\$136.7k	\$122.6k	6
Southeast	\$60.0k	\$79.5k	\$115.0k	\$89.7k	15
Western	\$123.6k	\$156.3k	\$202.6k	\$154.4k	10
Canada Mexico	\$89.3k	\$124.3k	\$151.0k	\$124.1k	5

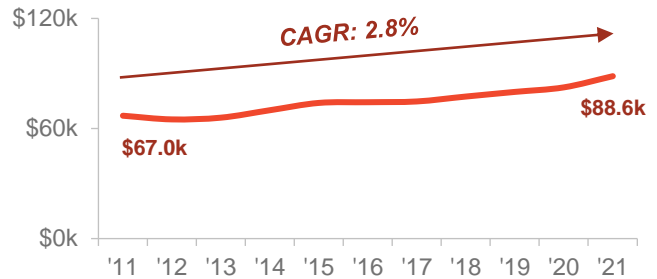
Marketing Director



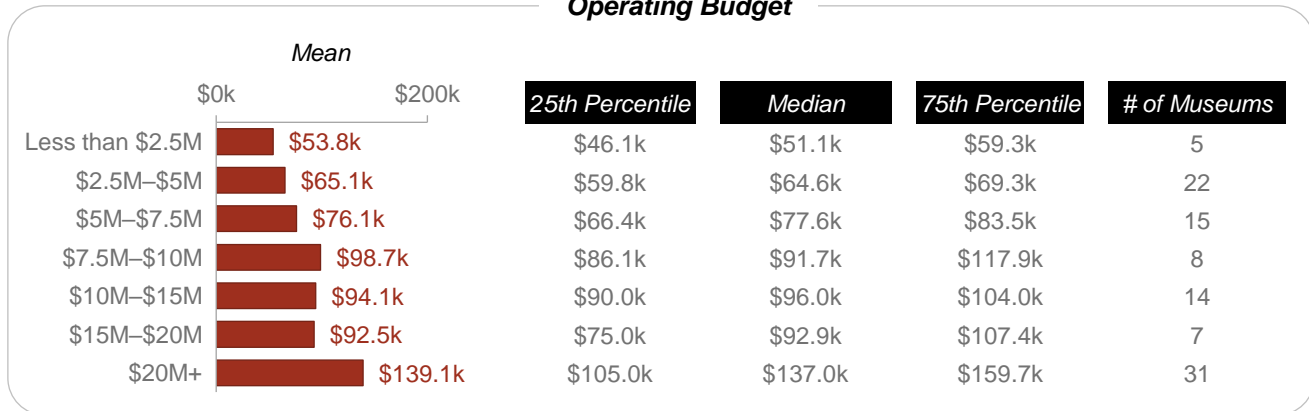
General responsibility for coordinating museum promotional programs, revenue-producing sale of products and creative services for museum marketing materials.



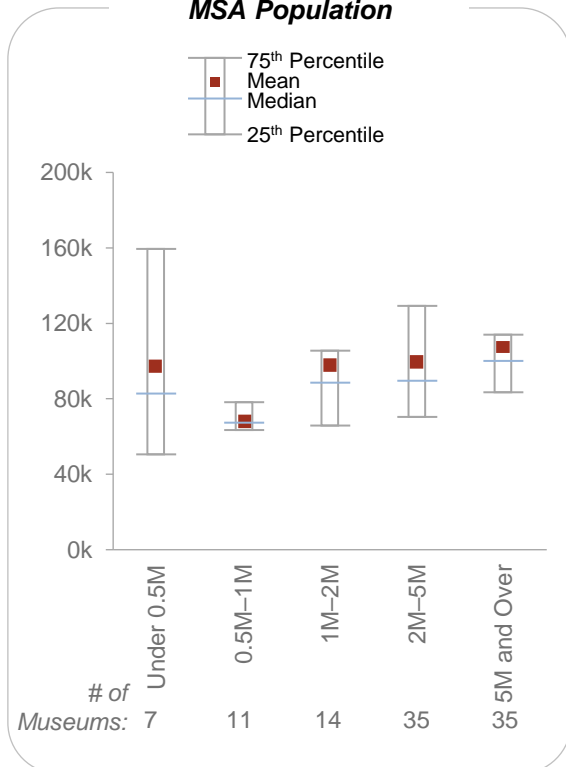
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

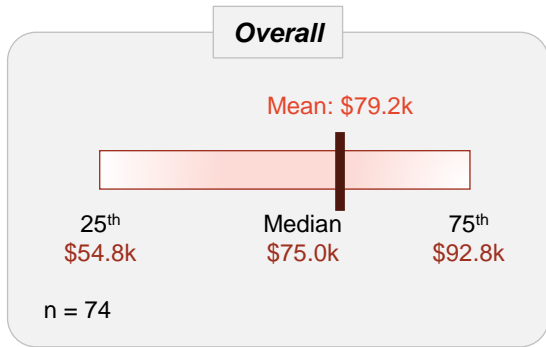


Region	25th Percentile (\$k)	Median (\$k)	75th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$85.0k	\$99.5k	\$113.6k	\$108.3k	20
Midwest	\$60.0k	\$68.0k	\$102.3k	\$85.3k	15
Mountain Plains	\$70.0k	\$92.9k	\$137.0k	\$100.7k	12
New England	\$79.2k	\$113.8k	\$143.2k	\$112.3k	8
Southeast	\$62.0k	\$75.0k	\$86.0k	\$86.8k	23
Western	\$78.5k	\$95.9k	\$128.8k	\$108.4k	19
Canada Mexico	\$93.3k	\$108.7k	\$108.7k	\$102.0k	5

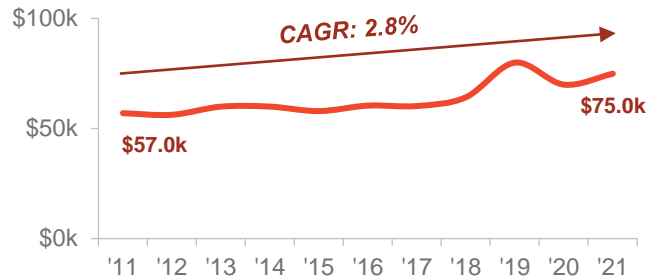
Public Relations Officer



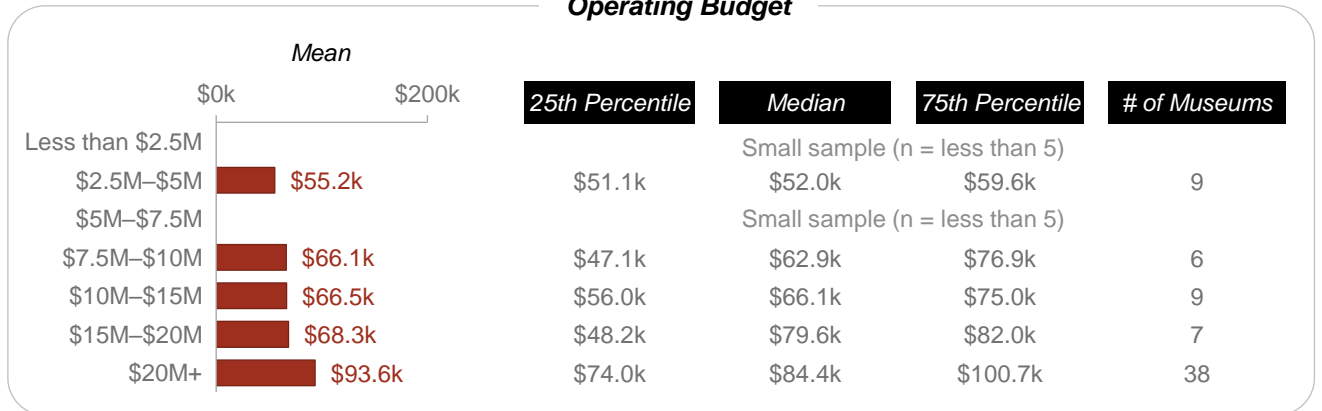
Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Drafts press releases & targets specific audiences.



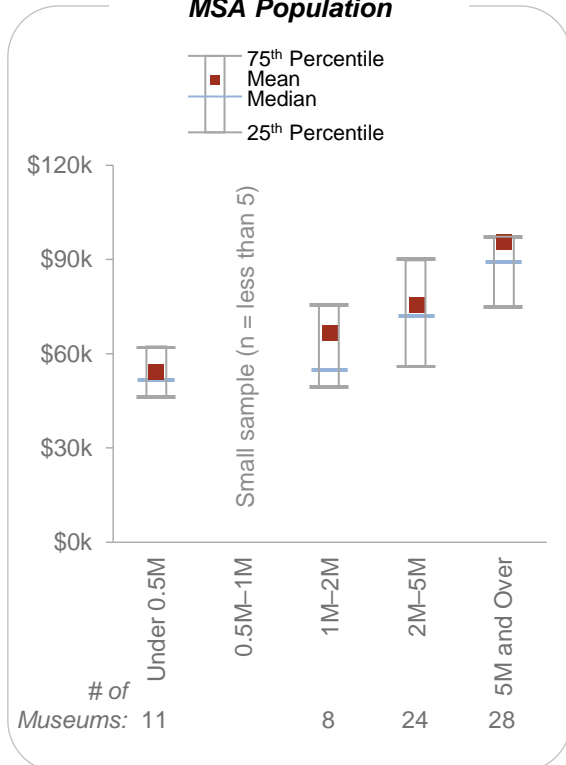
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

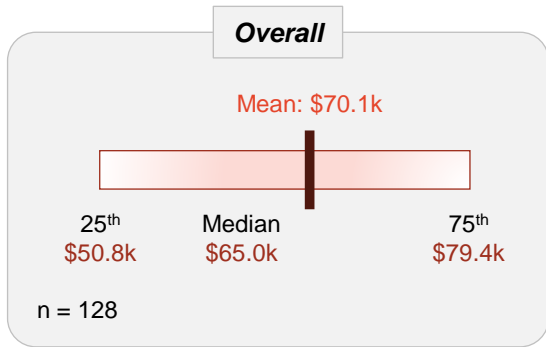


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$76.5k	\$89.2k	\$107.1k	\$101.0k	14
Midwest	\$52.0k	\$64.1k	\$101.3k	\$75.2k	11
Mountain Plains	\$46.0k	\$62.0k	\$76.8k	\$65.2k	11
New England	\$51.1k	\$59.6k	\$72.1k	\$63.3k	9
Southeast	\$48.2k	\$71.3k	\$75.5k	\$68.6k	11
Western	\$74.0k	\$78.6k	\$100.7k	\$90.4k	14
Canada Mexico	Small sample (n = less than 5)				

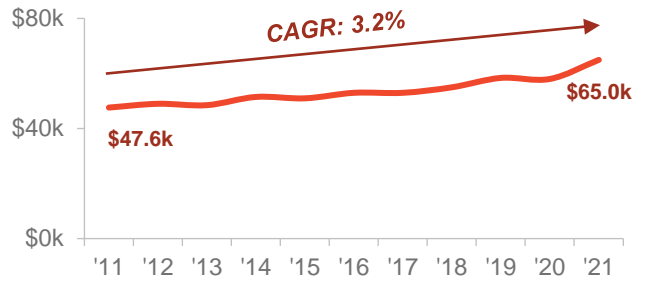
Museum Store Manager



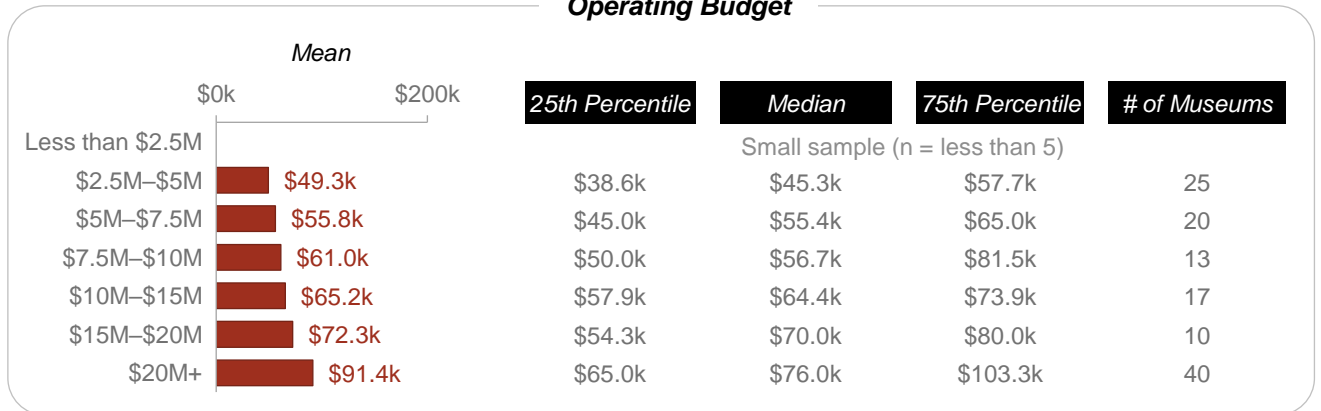
Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.



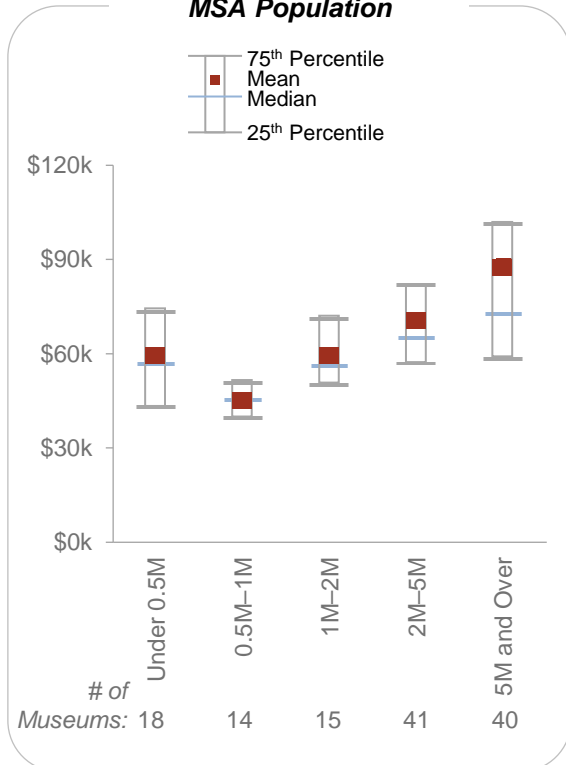
Historical Trend—Median (2011–2021)



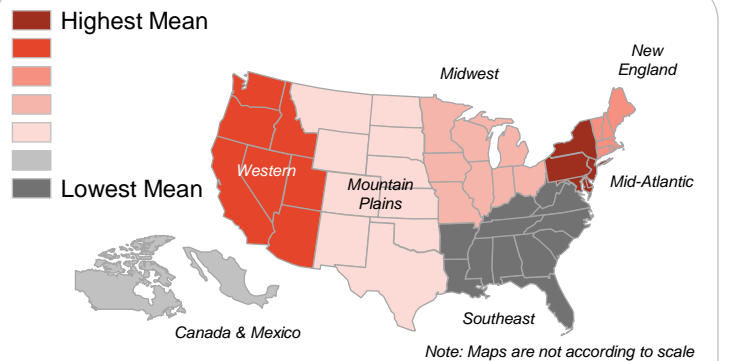
Operating Budget



MSA Population



Region

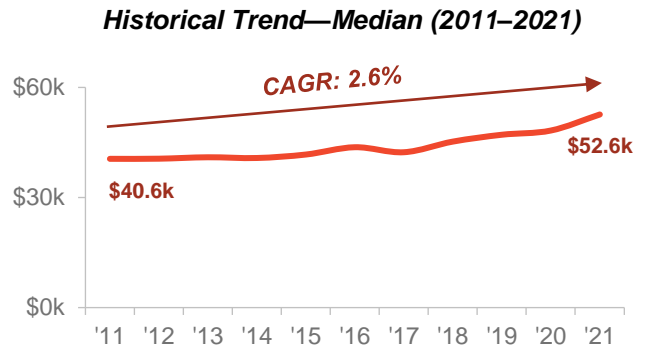
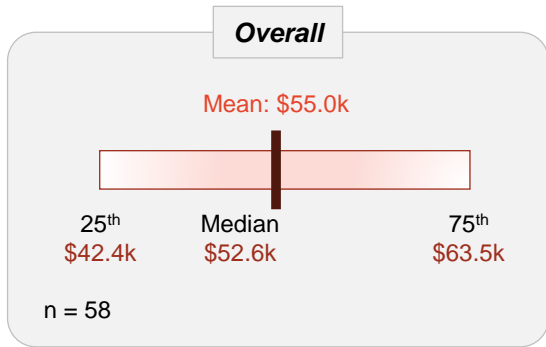


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$54.7k	\$69.7k	\$90.0k	\$84.9k	25
Midwest	\$45.6k	\$55.0k	\$87.6k	\$67.5k	17
Mountain Plains	\$54.3k	\$65.0k	\$65.0k	\$66.9k	14
New England	\$59.5k	\$71.8k	\$79.0k	\$68.9k	15
Southeast	\$42.6k	\$50.3k	\$60.5k	\$53.0k	28
Western	\$62.4k	\$74.4k	\$115.2k	\$82.4k	24
Canada Mexico	\$56.9k	\$58.3k	\$80.1k	\$66.4k	5

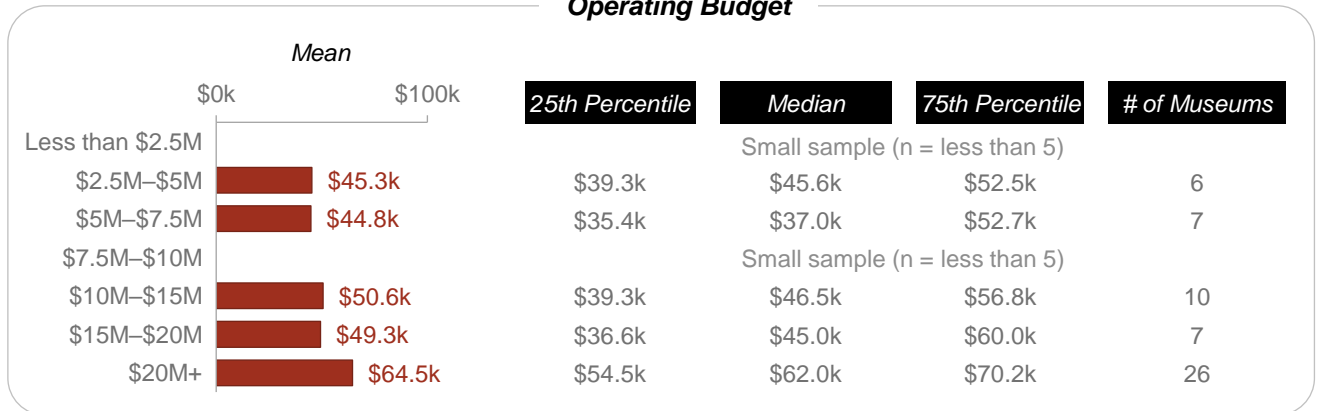
Volunteer Coordinator



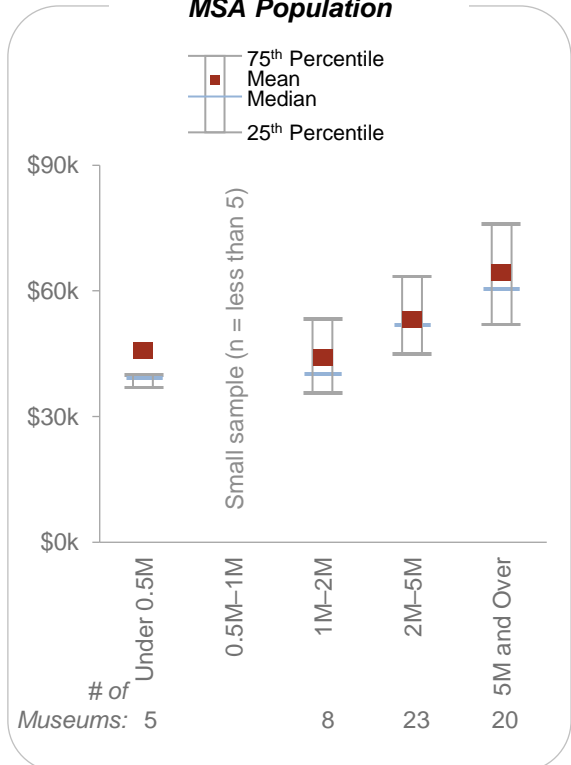
Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.



Operating Budget



MSA Population



Region

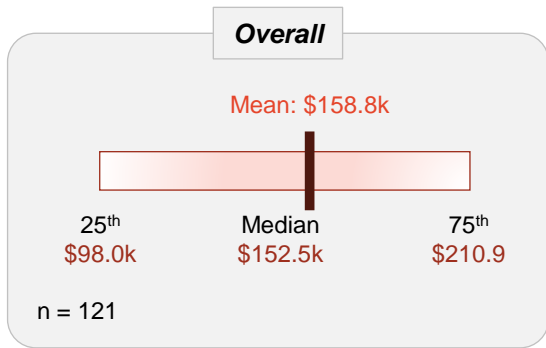


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$60.2k	\$72.2k	\$77.0k	\$70.1k	11
Midwest	\$42.4k	\$45.6k	\$63.5k	\$51.1k	8
Mountain Plains	\$36.6k	\$51.5k	\$52.7k	\$47.6k	6
New England	Small sample (n = less than 5)				
Southeast	\$38.0k	\$44.0k	\$52.5k	\$45.4k	14
Western	\$46.8k	\$54.8k	\$67.5k	\$59.1k	12
Canada Mexico	Small sample (n = less than 5)				

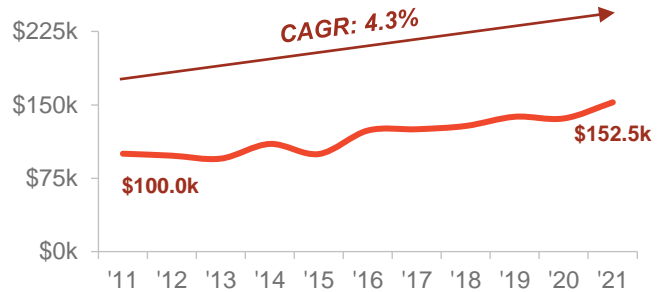
Chief Curator / Director of Curatorial Affairs / Curator A



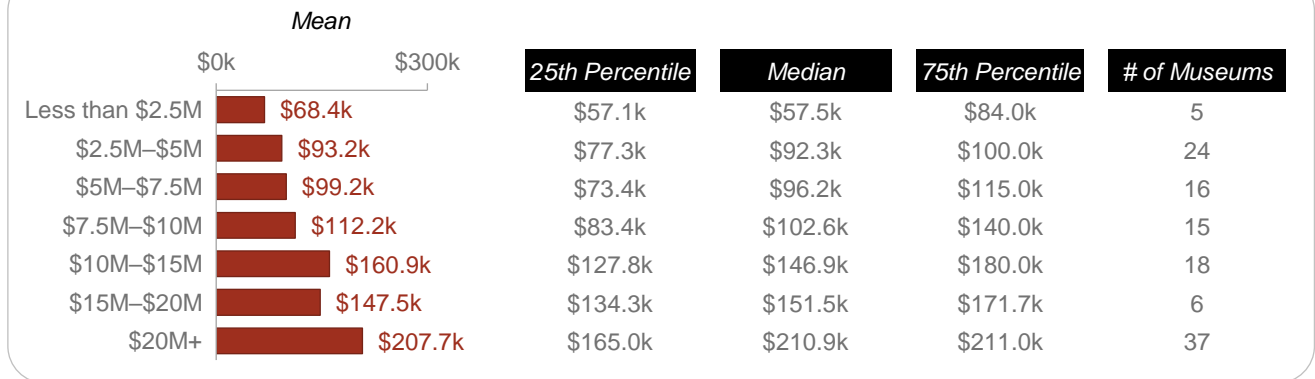
General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities.



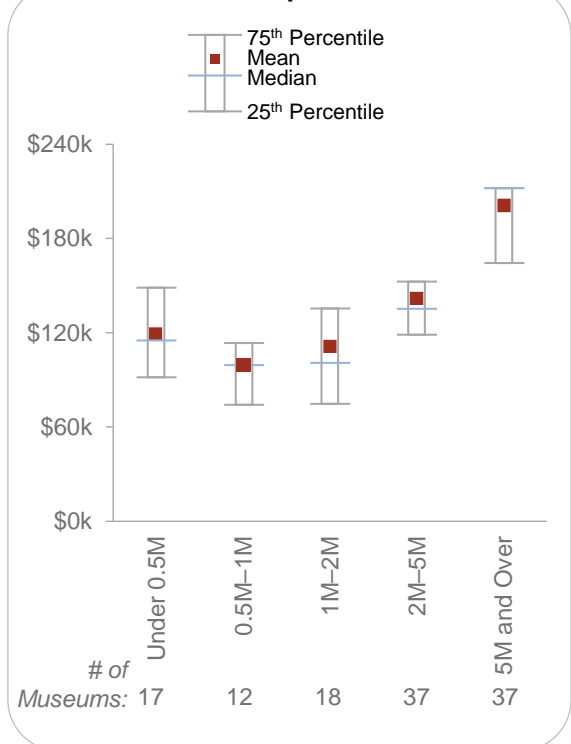
Historical Trend—Median (2011–2021)



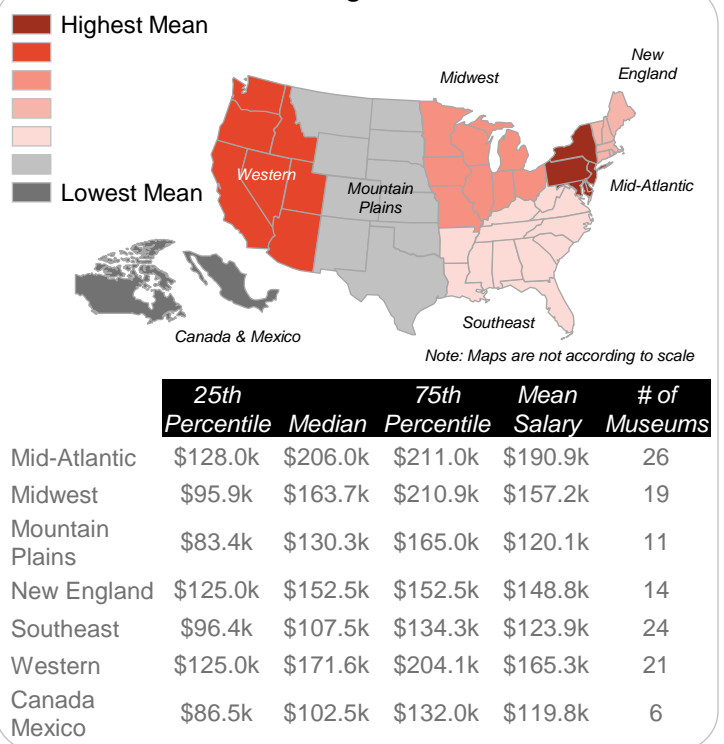
Operating Budget



MSA Population



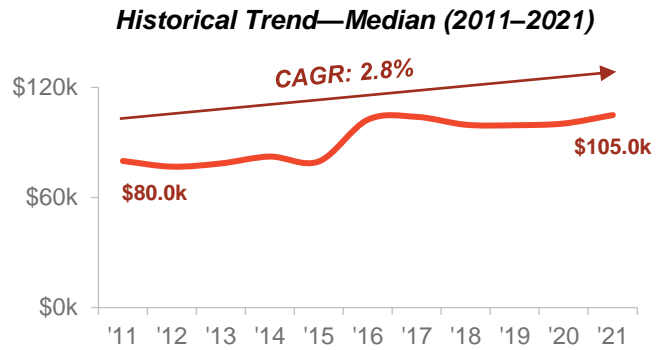
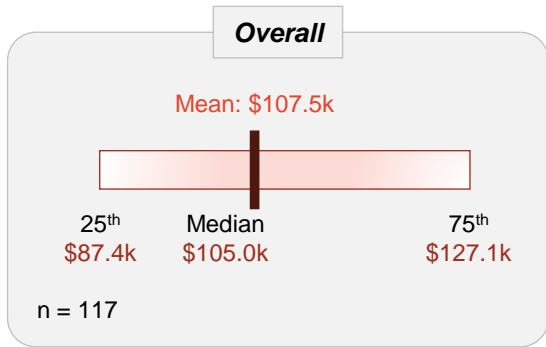
Region



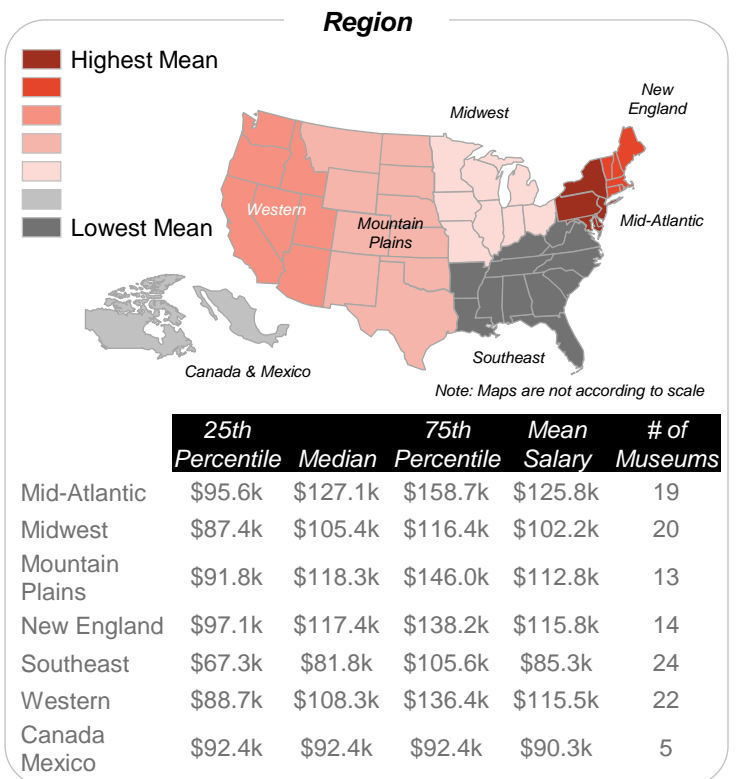
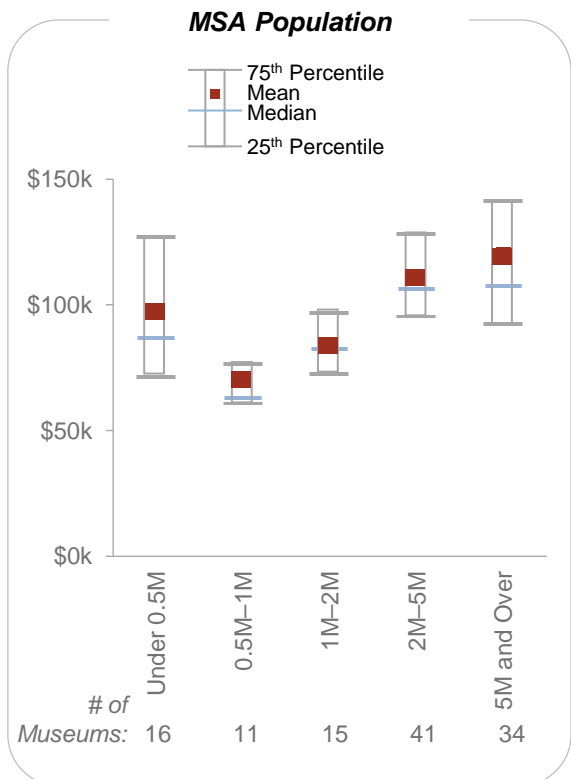
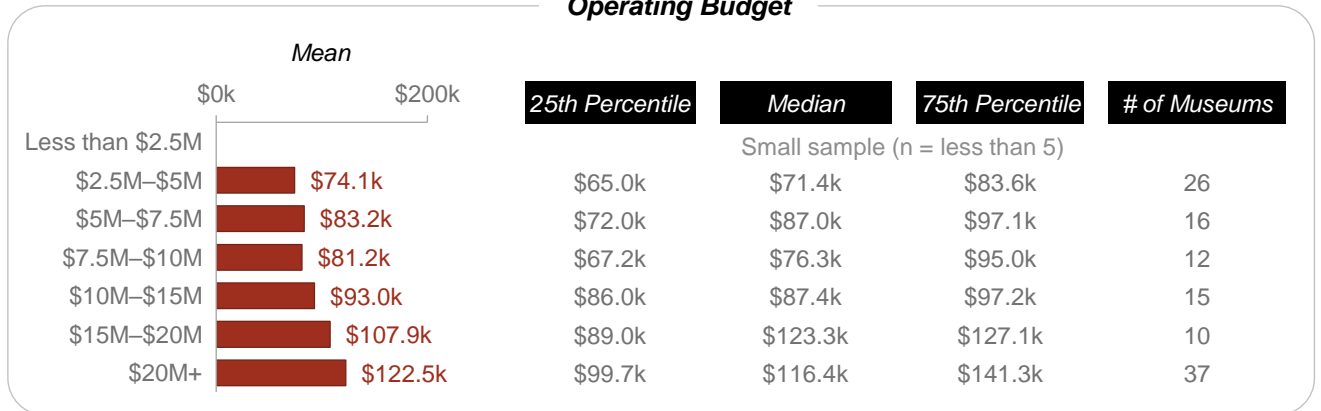
Senior Curator / Curator of Special Collections Area / Curator B



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



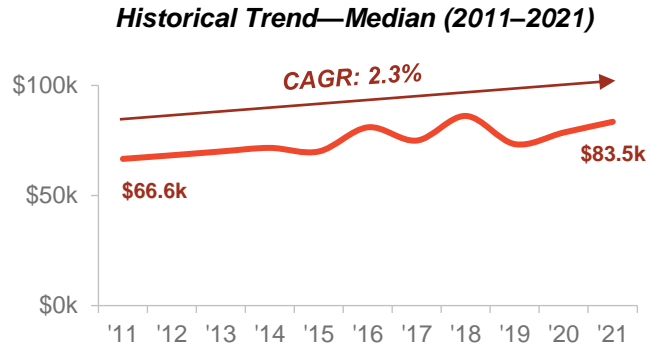
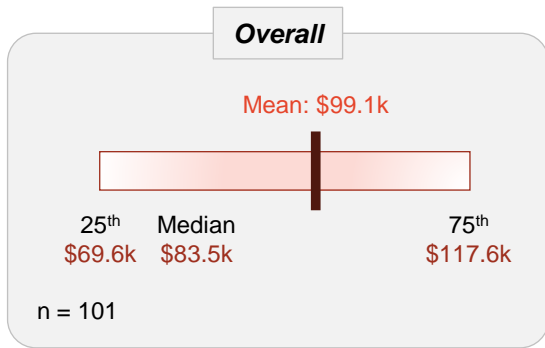
Operating Budget



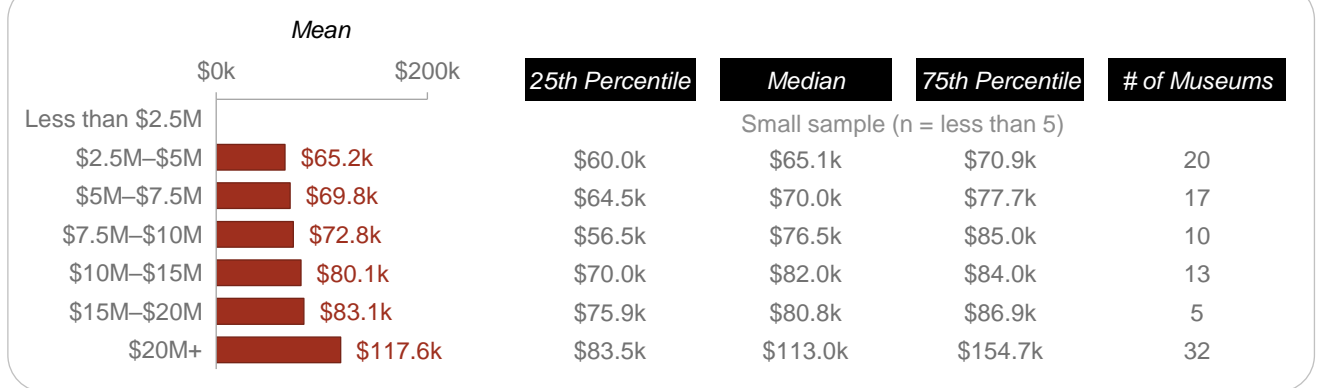
Curator of Exhibitions / Curator C



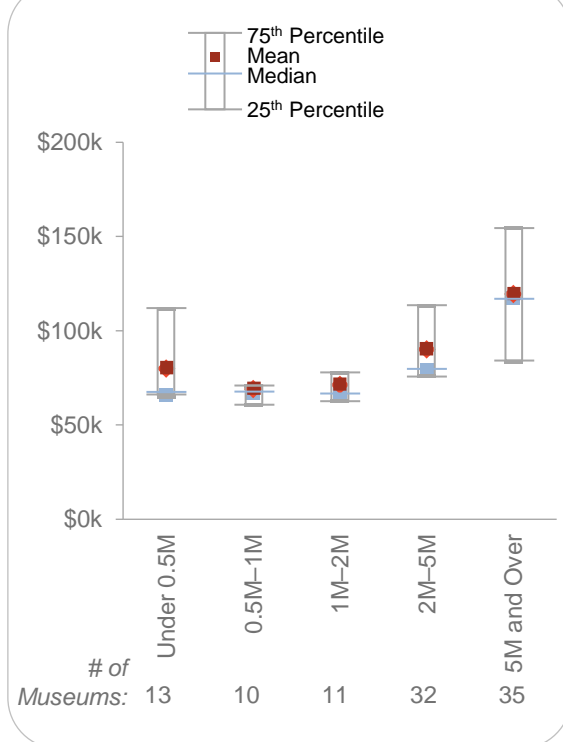
Primary responsibility for scheduling and installing temporary exhibits.



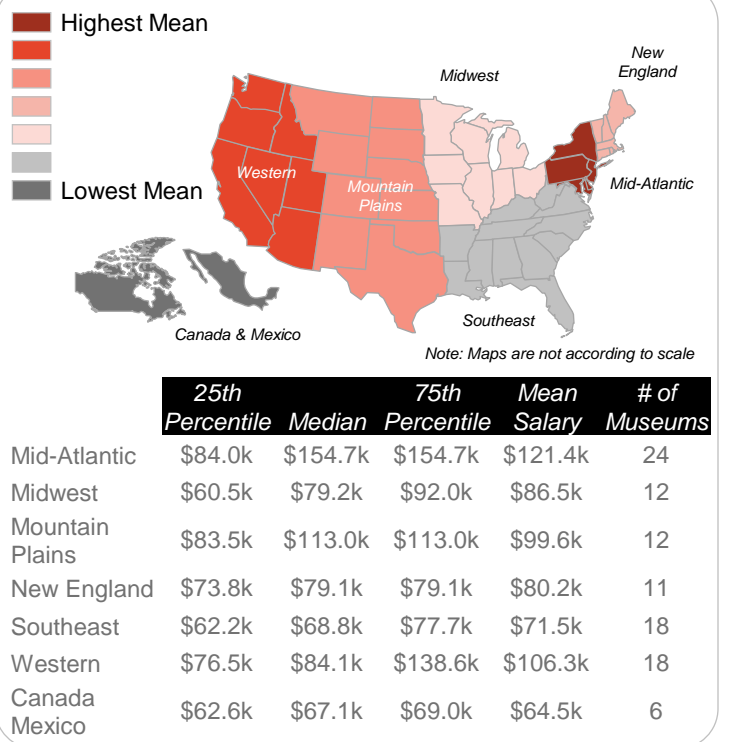
Operating Budget



MSA Population



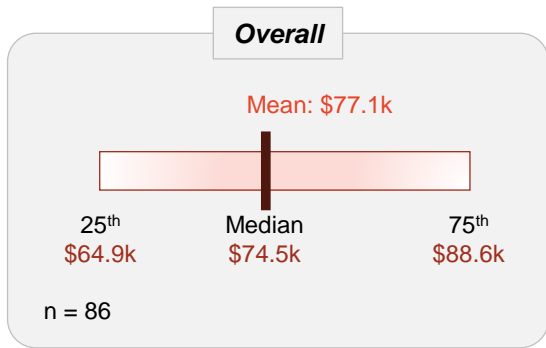
Region



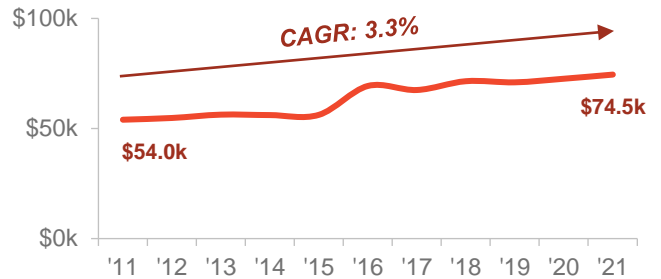
Associate Curator / Curator D



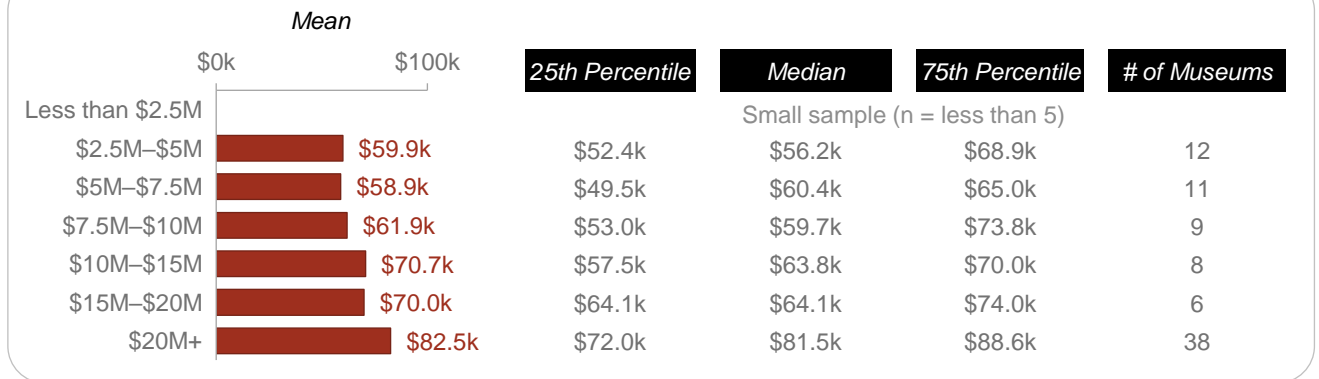
Performs same functions as Curator in association with, and under supervision of, the Curator.



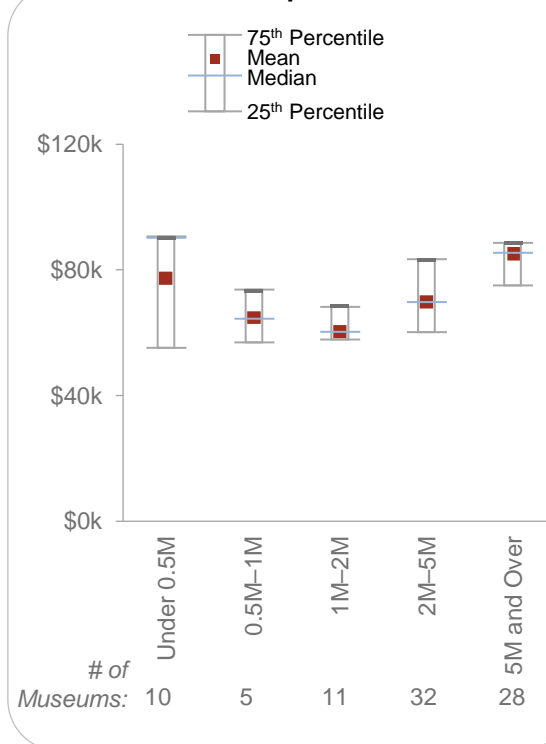
Historical Trend—Median (2011–2021)



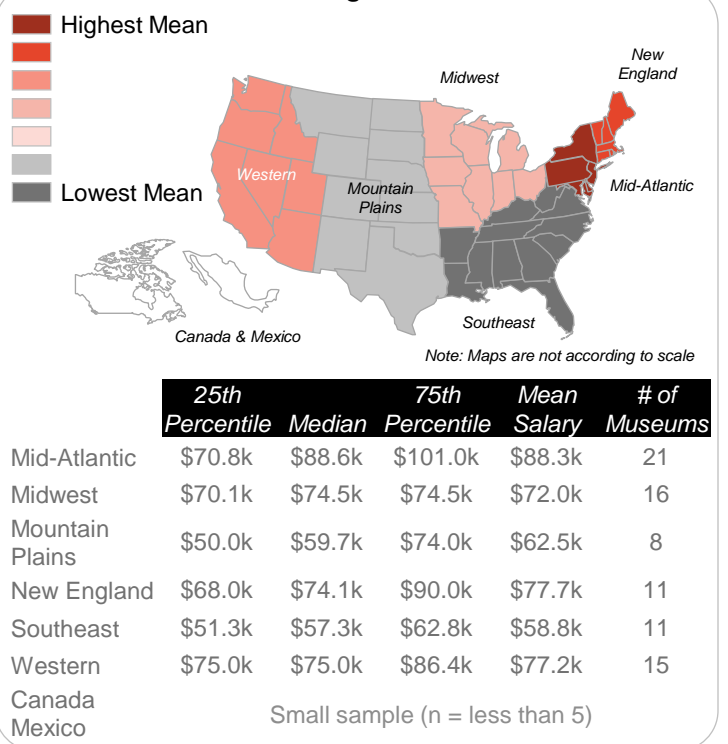
Operating Budget



MSA Population



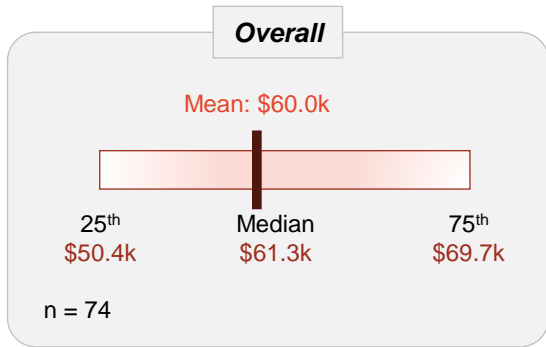
Region



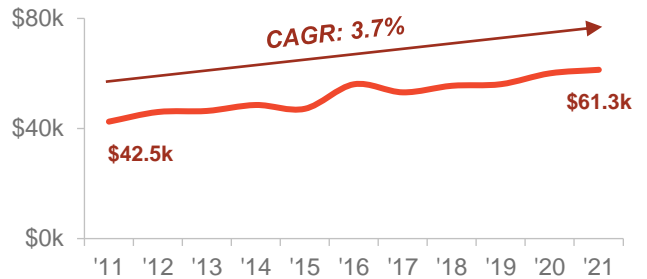
Assistant Curator / Curator E



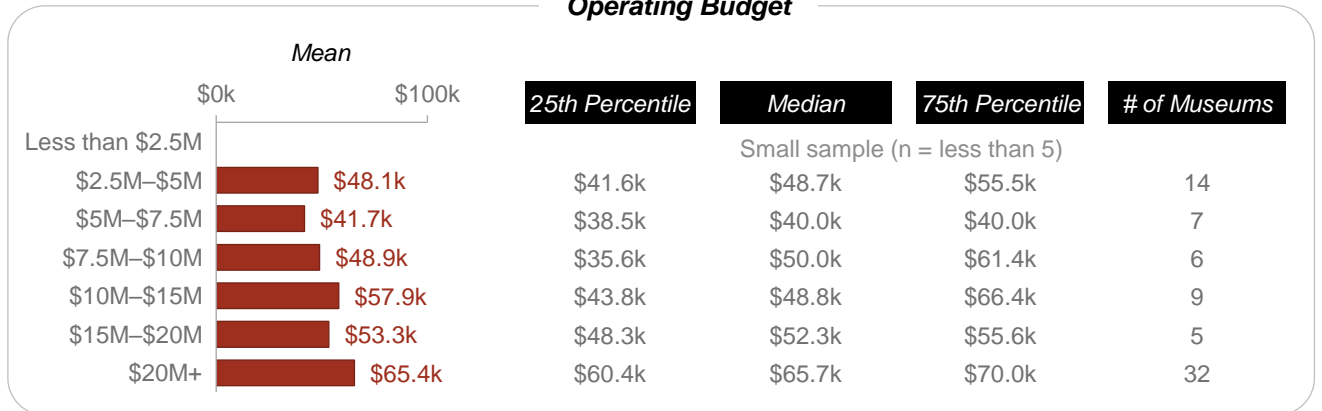
Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.



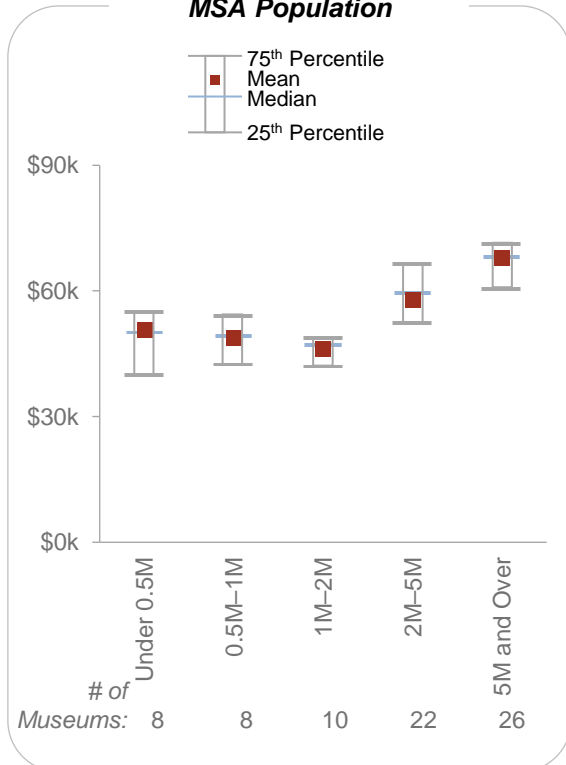
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region



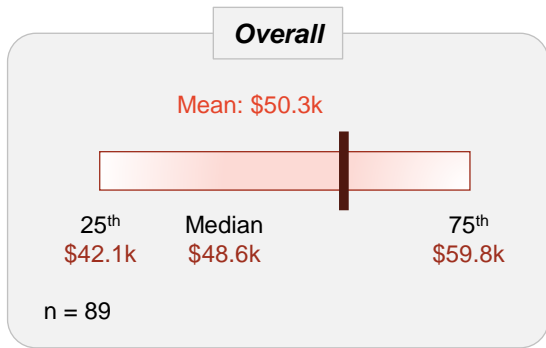
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$54.8k	\$70.0k	\$71.3k	\$66.0k	15
Midwest	\$47.6k	\$53.5k	\$58.4k	\$52.6k	17
Mountain Plains	\$52.1k	\$65.0k	\$66.4k	\$57.0k	5
New England	\$55.0k	\$61.3k	\$61.3k	\$60.3k	9
Southeast	\$40.0k	\$42.5k	\$46.0k	\$44.9k	14
Western	\$63.3k	\$68.0k	\$72.5k	\$66.0k	10
Canada Mexico					

Small sample (n = less than 5)

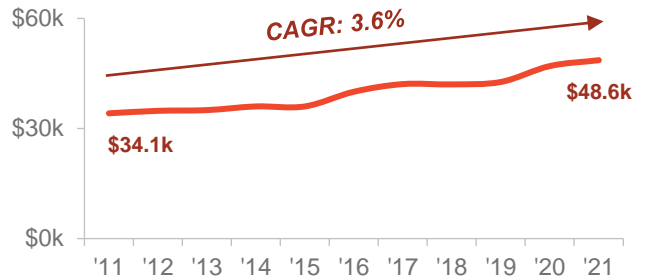
Curator Assistant



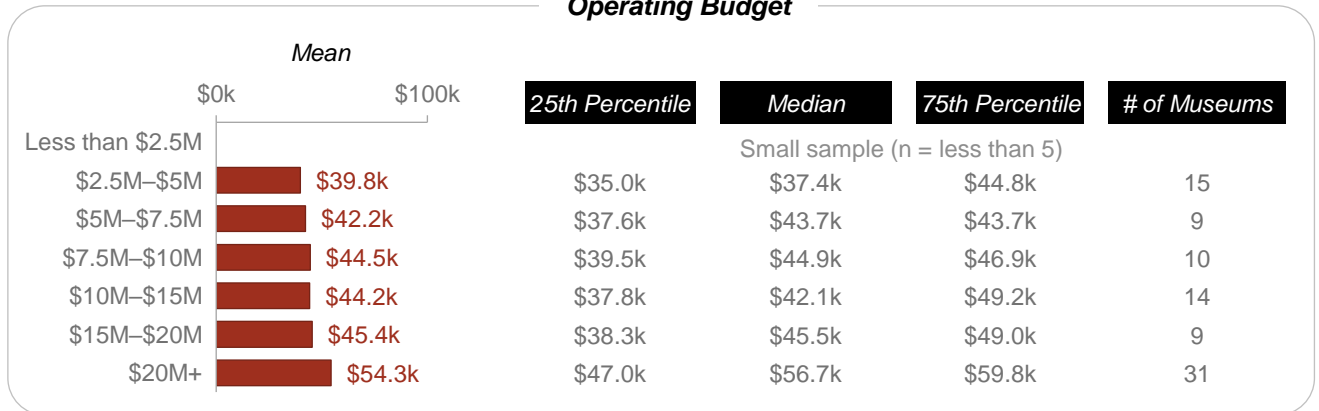
Assists curatorial staff in routine duties, under their supervision; possibly in training to become curatorial professional (curatorial intern).



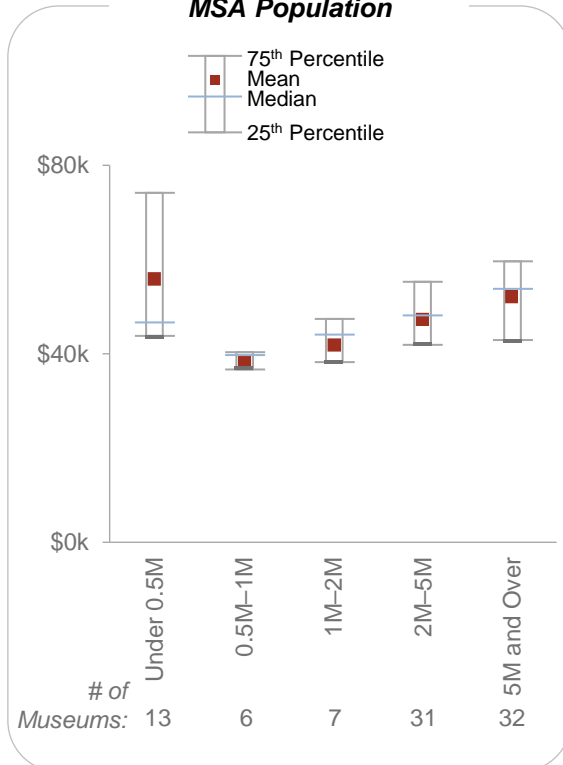
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

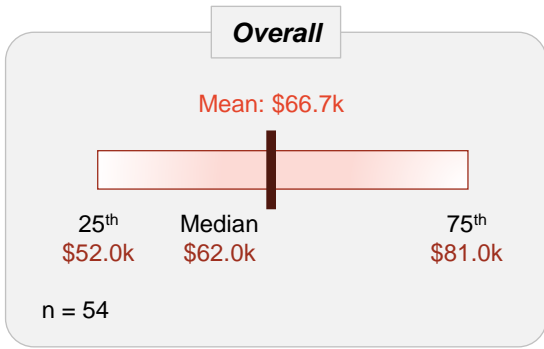


Region	25 th Percentile (\$k)	Median (\$k)	75 th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$42.9k	\$58.9k	\$62.1k	\$52.9k	18
Midwest	\$38.1k	\$43.4k	\$49.6k	\$43.2k	13
Mountain Plains	\$39.5k	\$42.5k	\$42.7k	\$42.5k	7
New England	\$48.6k	\$55.2k	\$74.0k	\$57.4k	11
Southeast	\$35.7k	\$37.6k	\$41.6k	\$38.8k	17
Western	\$47.7k	\$53.5k	\$56.7k	\$51.6k	17
Canada Mexico	\$47.8k	\$59.8k	\$59.8k	\$55.6k	6

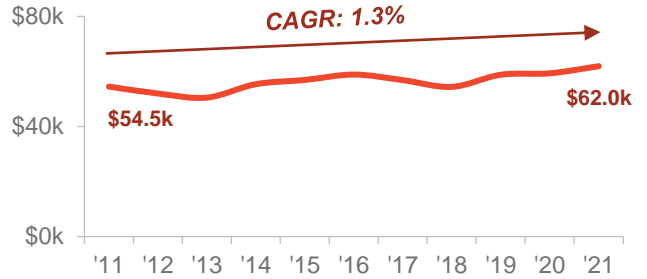
Photographer



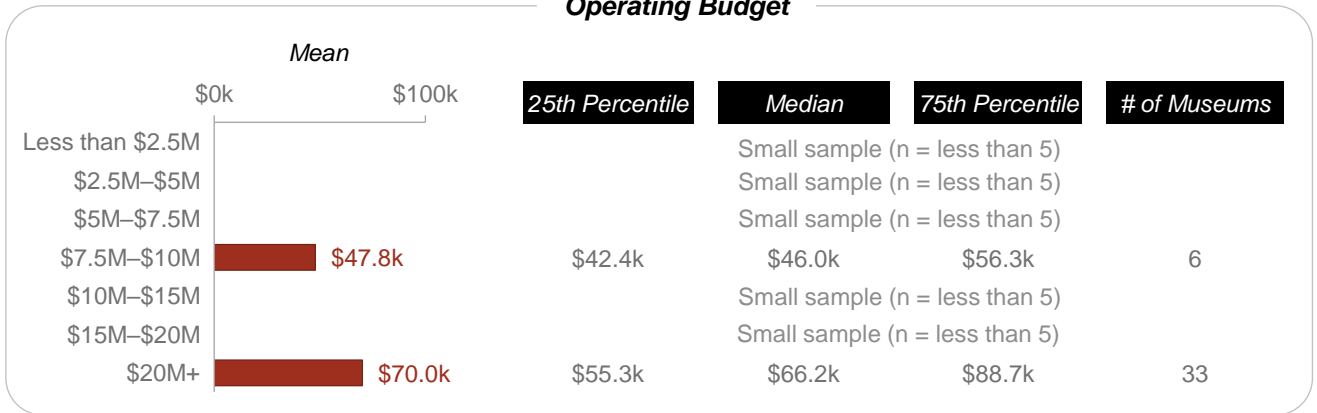
Responsible for photographic documentation of fine arts collections.



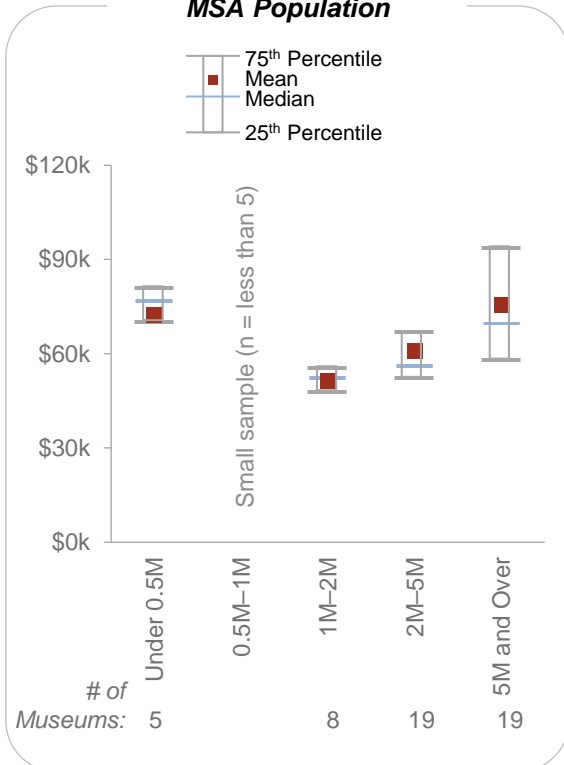
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population

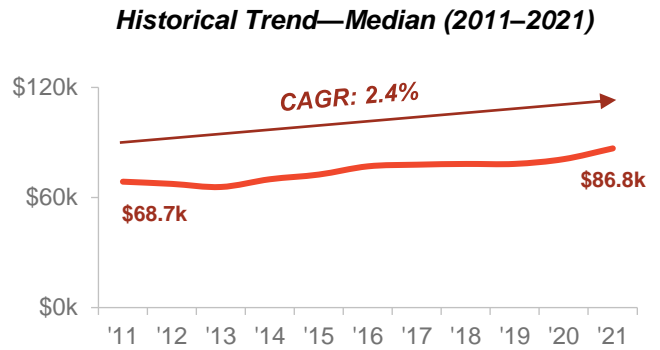
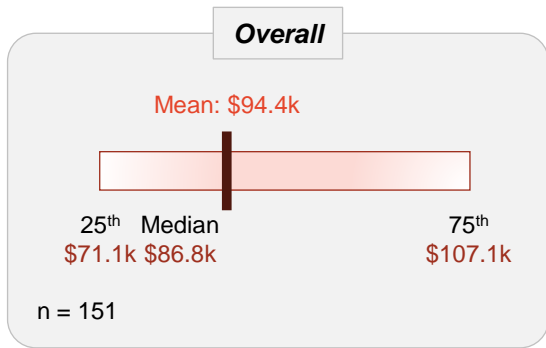


Region

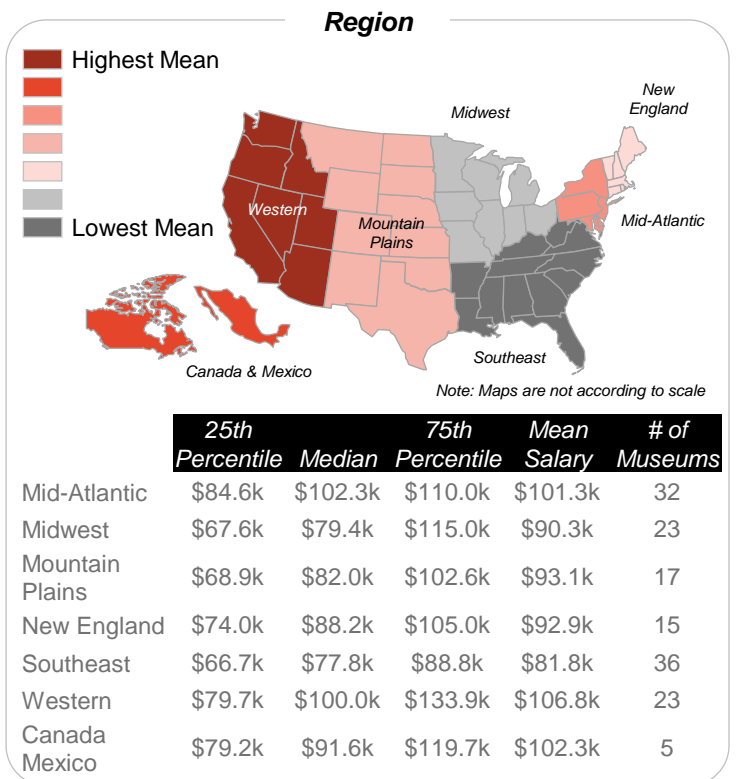
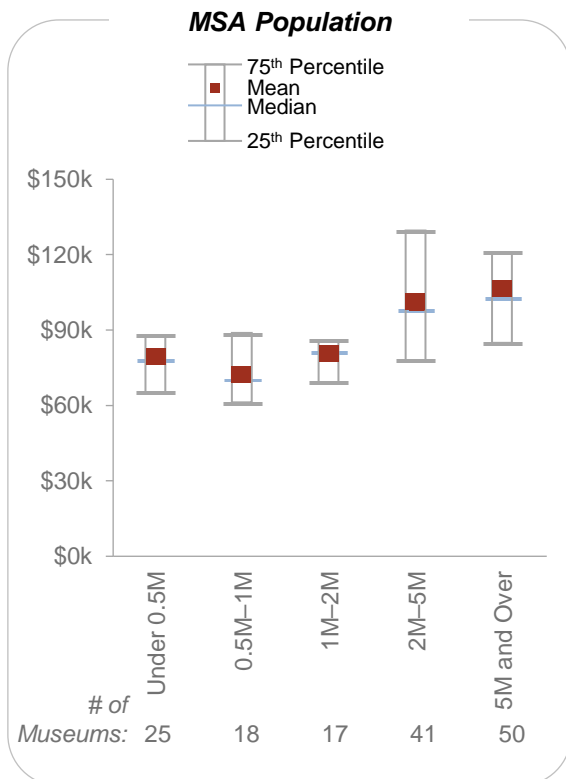
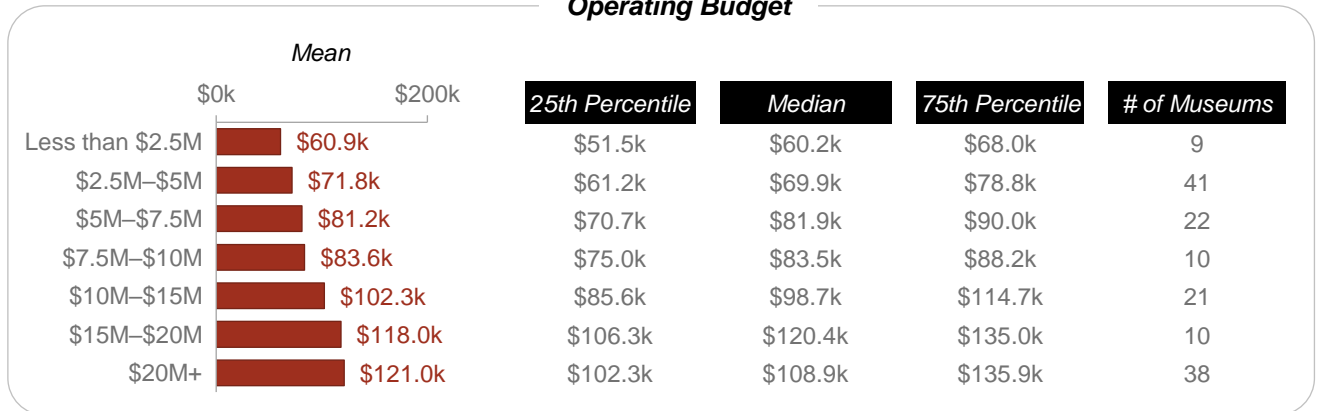


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$66.2k	\$85.5k	\$93.8k	\$80.8k	17
Midwest	\$49.8k	\$53.0k	\$69.8k	\$57.8k	8
Mountain Plains	\$58.0k	\$61.6k	\$67.8k	\$60.9k	5
New England	\$55.3k	\$55.3k	\$72.6k	\$61.3k	6
Southeast	\$48.7k	\$52.8k	\$55.6k	\$52.3k	5
Western	\$61.6k	\$65.2k	\$90.3k	\$69.9k	7
Canada Mexico	\$50.1k	\$52.5k	\$55.7k	\$52.6k	6

Supervision of several educational departments or programs.



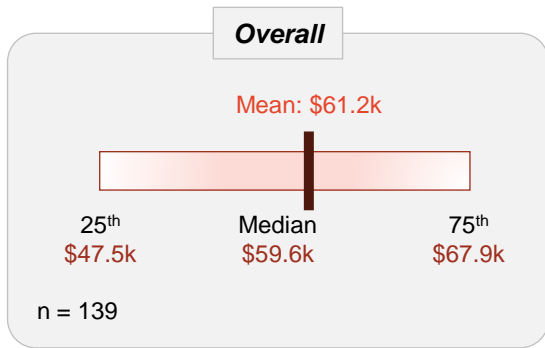
Operating Budget



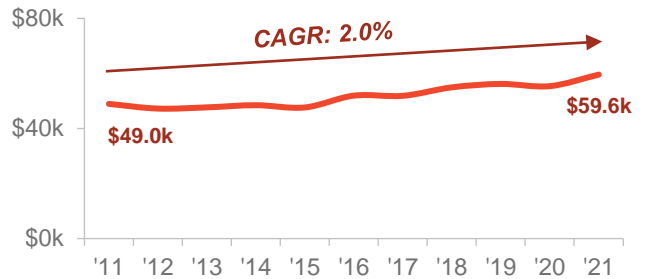
Associate Educator / Educator B



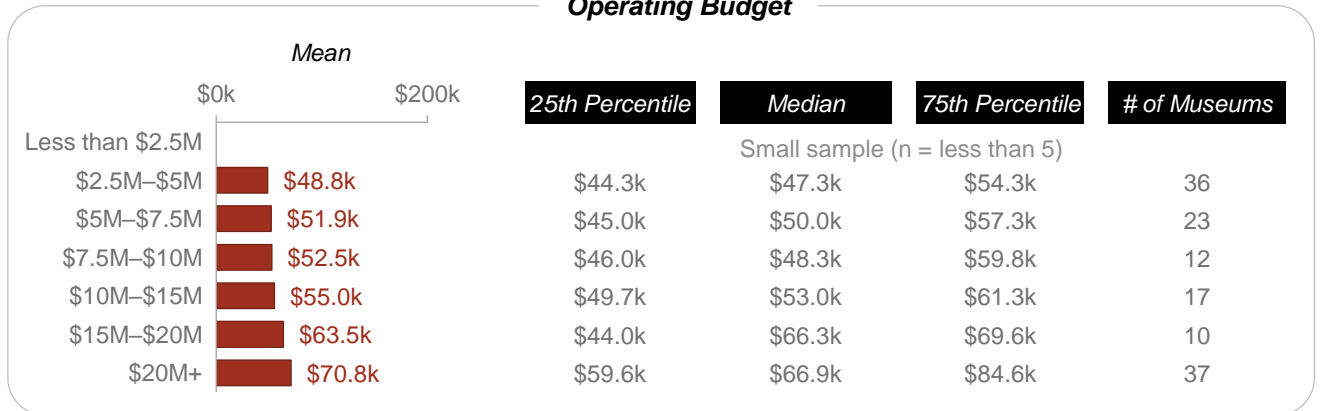
Responsibility for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences.



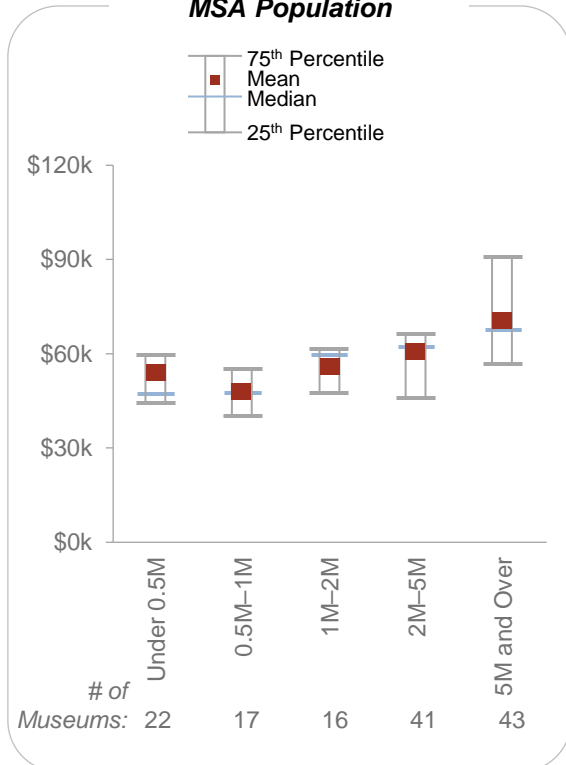
Historical Trend—Median (2011–2021)



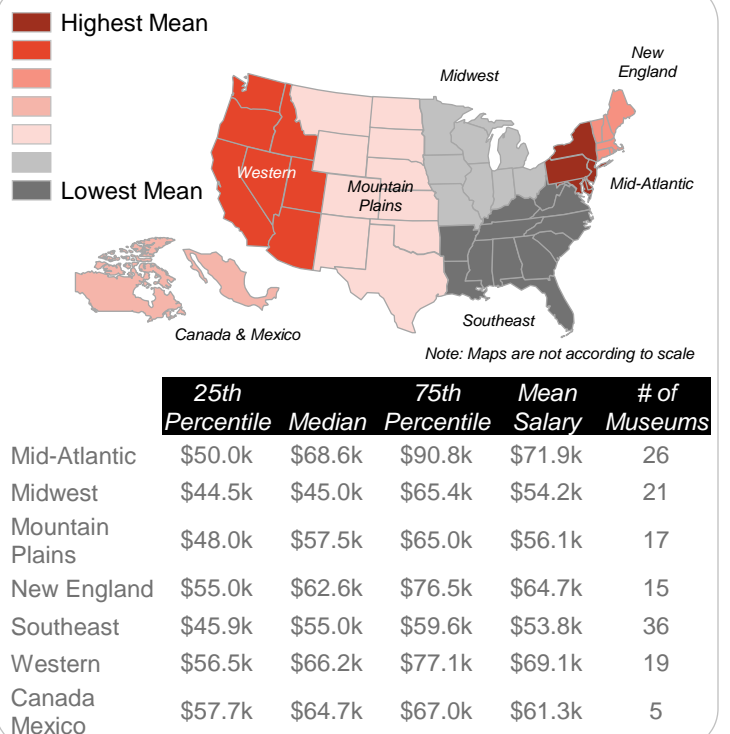
Operating Budget



MSA Population



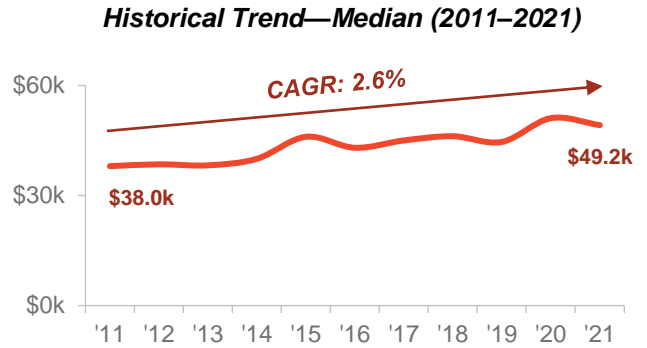
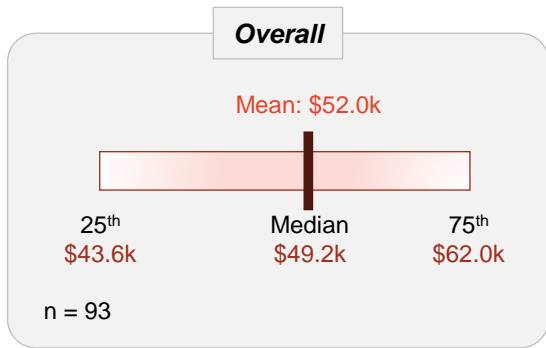
Region



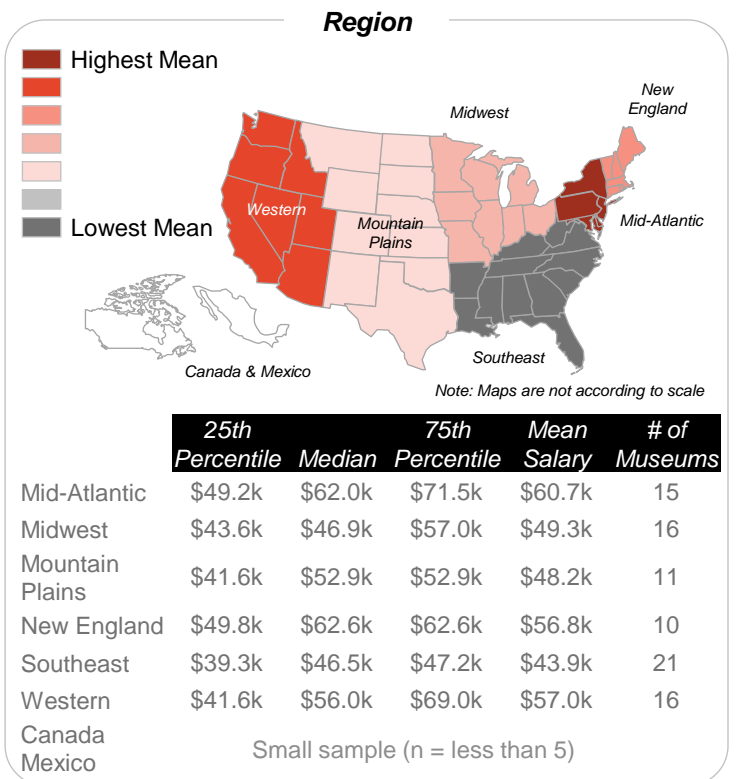
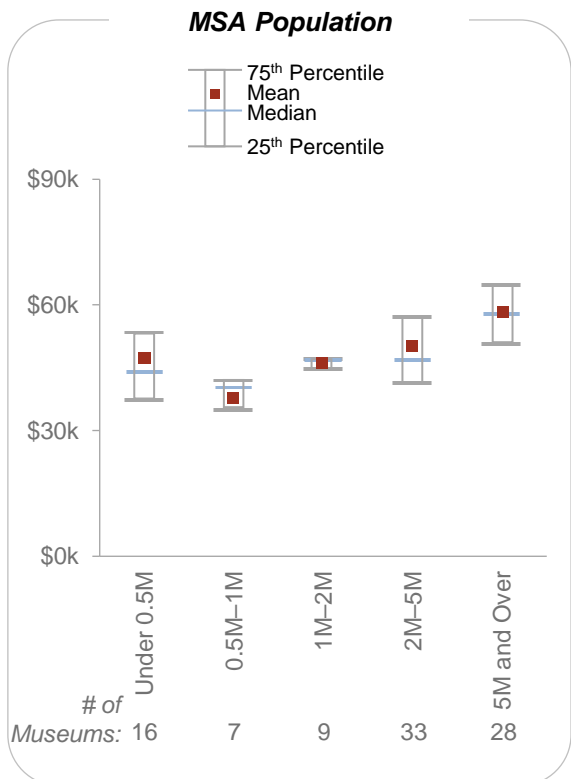
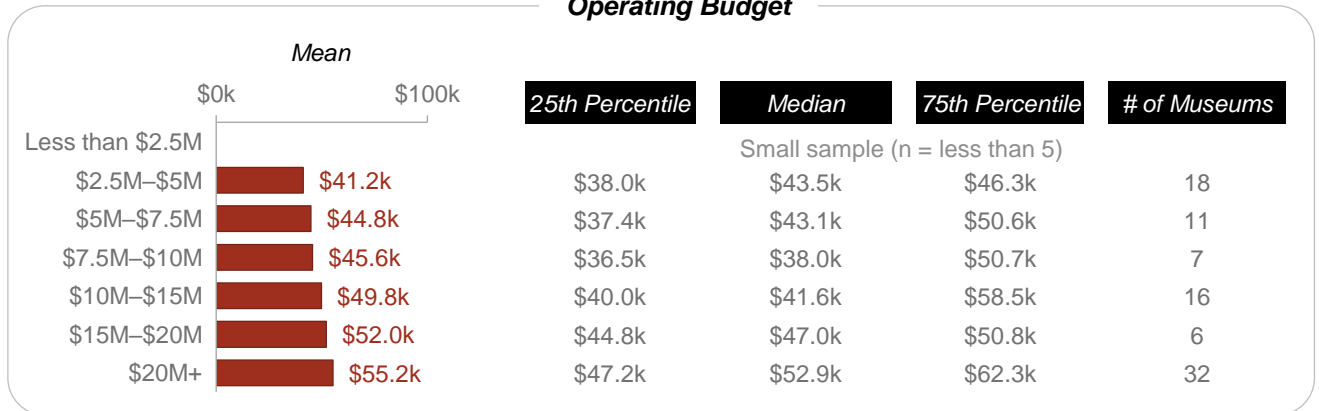
Assistant Educator / Educator C



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



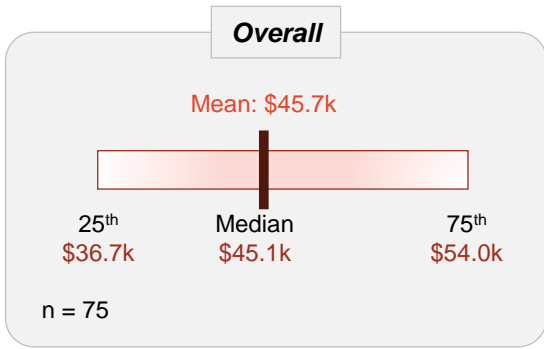
Operating Budget



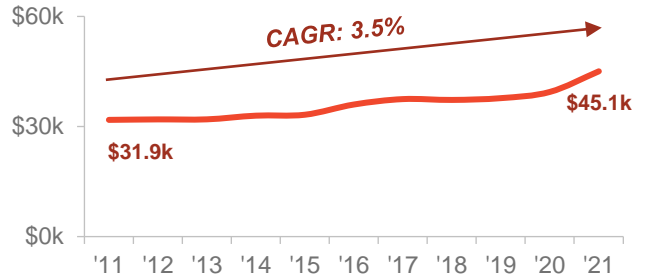
Education Assistant



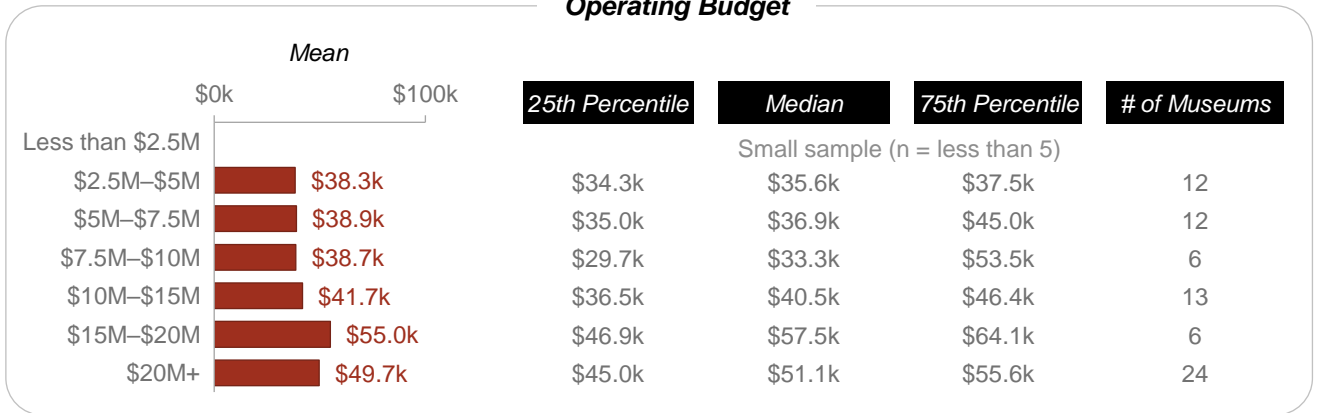
Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.



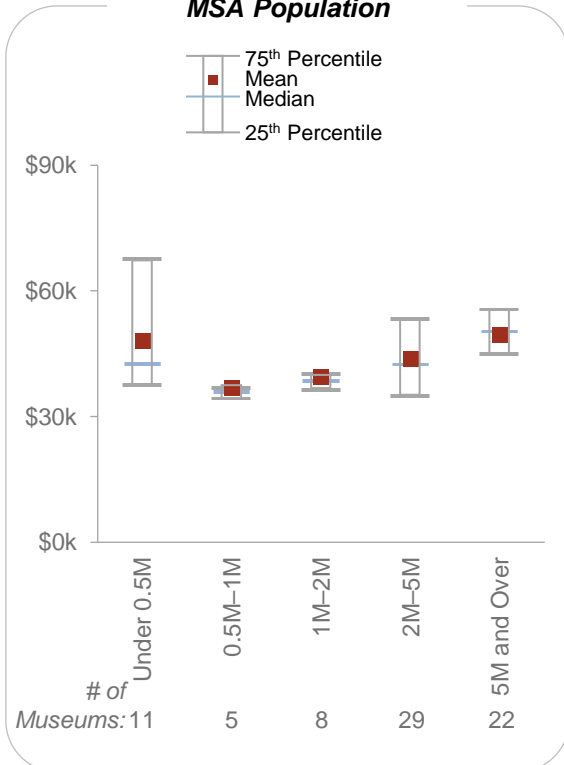
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region



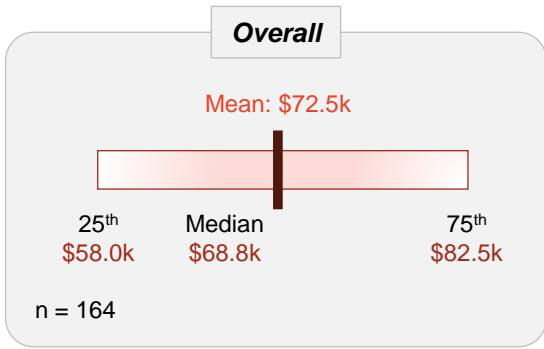
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$48.0k	\$55.6k	\$57.0k	\$54.0k	13
Midwest	\$35.5k	\$45.1k	\$45.1k	\$41.9k	9
Mountain Plains	\$35.2k	\$36.6k	\$36.9k	\$36.9k	9
New England	\$43.6k	\$50.9k	\$67.6k	\$51.8k	8
Southeast	\$34.7k	\$37.8k	\$46.1k	\$39.3k	18
Western	\$40.1k	\$51.7k	\$54.0k	\$48.2k	16
Canada Mexico					

Small sample (n = less than 5)

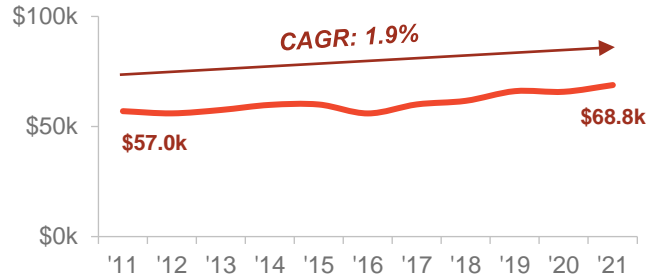
Registrar A



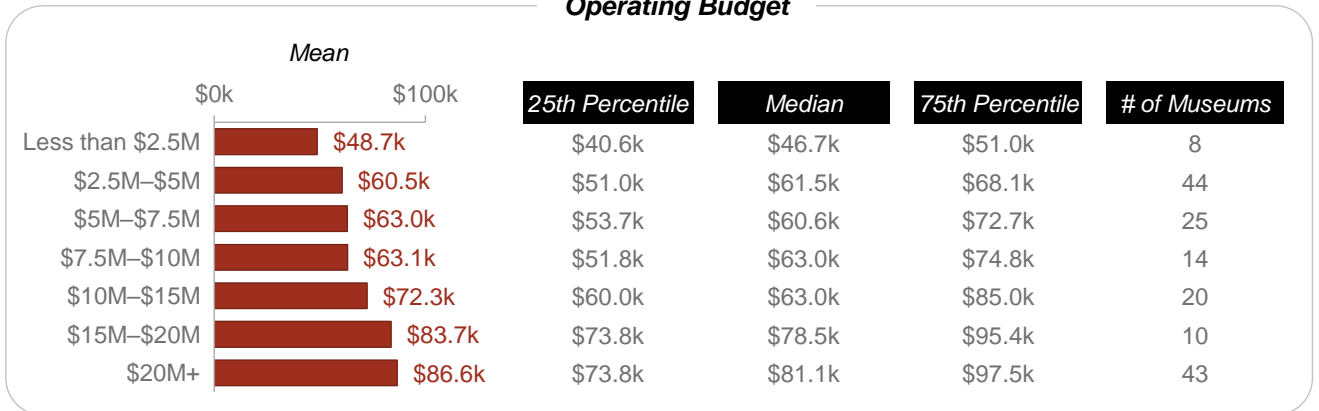
Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, cataloguing, etc.



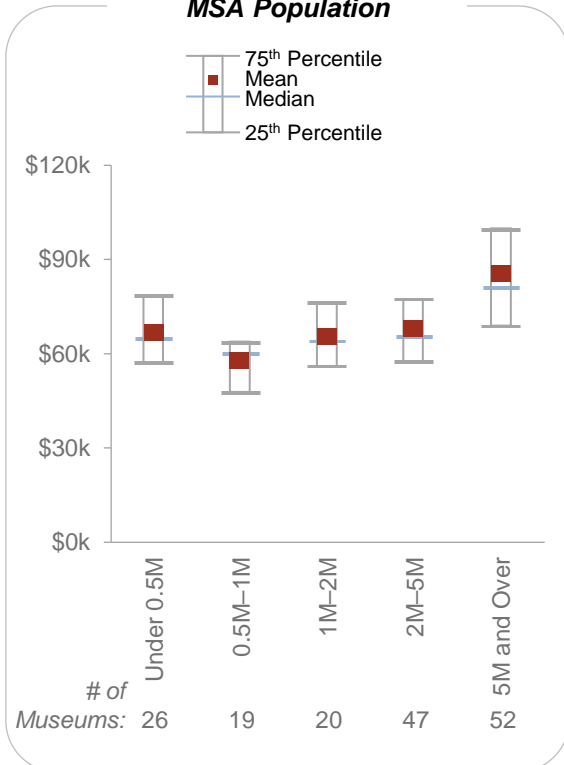
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

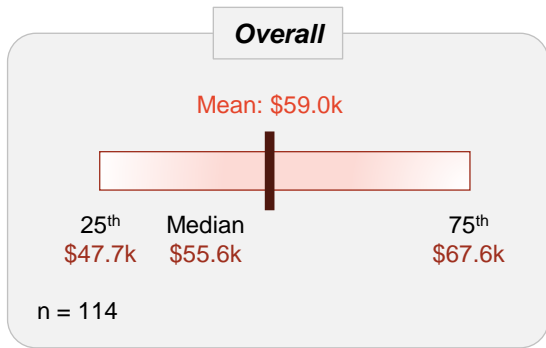


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$64.8k	\$78.8k	\$96.9k	\$84.3k	32
Midwest	\$54.5k	\$64.0k	\$74.1k	\$66.3k	28
Mountain Plains	\$58.0k	\$60.1k	\$85.4k	\$71.5k	19
New England	\$70.5k	\$76.2k	\$88.8k	\$78.5k	18
Southeast	\$51.8k	\$58.1k	\$68.1k	\$60.9k	35
Western	\$58.8k	\$70.0k	\$85.3k	\$74.9k	25
Canada Mexico	\$51.8k	\$77.7k	\$81.6k	\$69.7k	7

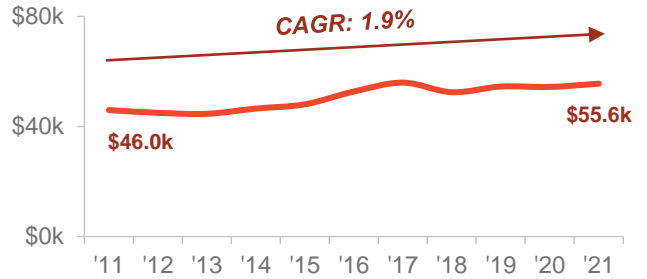
Associate Registrar / Registrar B



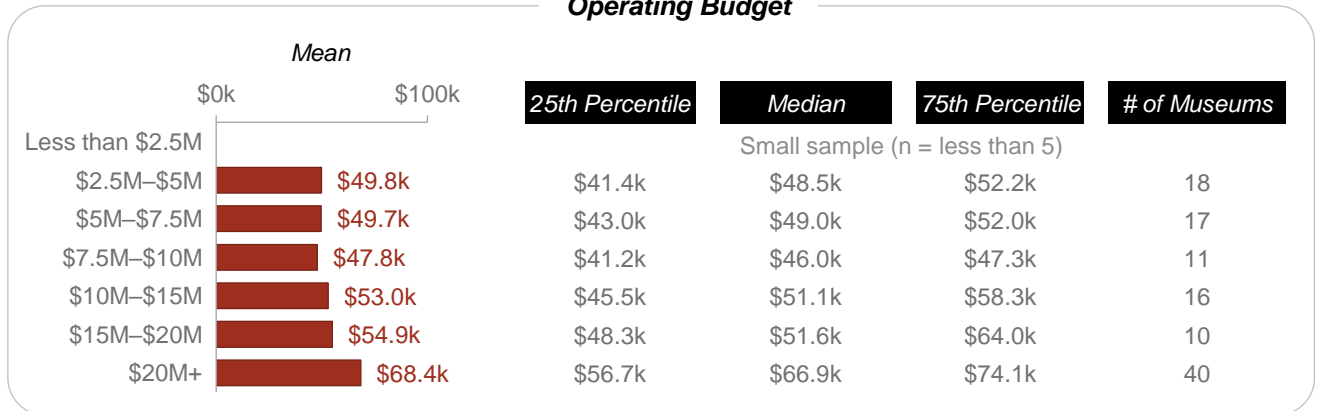
Assists Registrar in performance of routine duties.



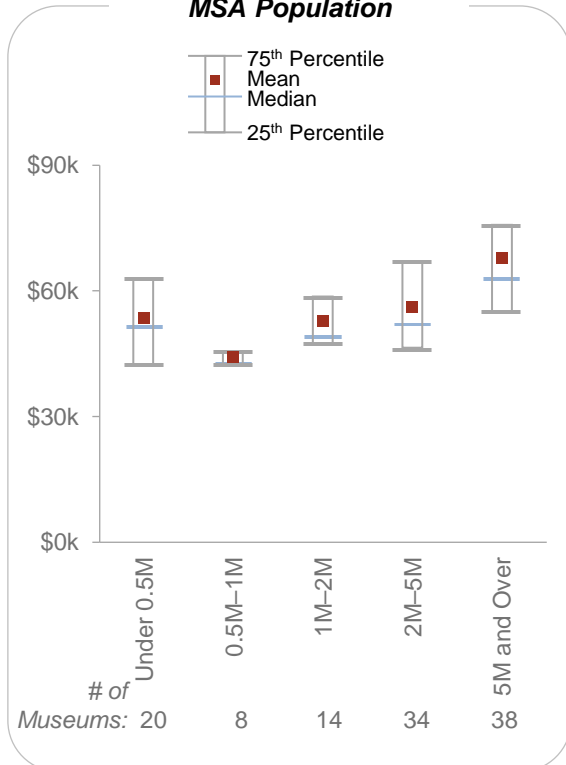
Historical Trend—Median (2011–2021)



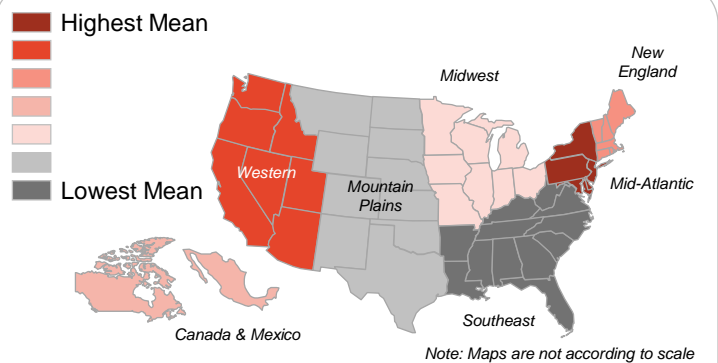
Operating Budget



MSA Population



Region

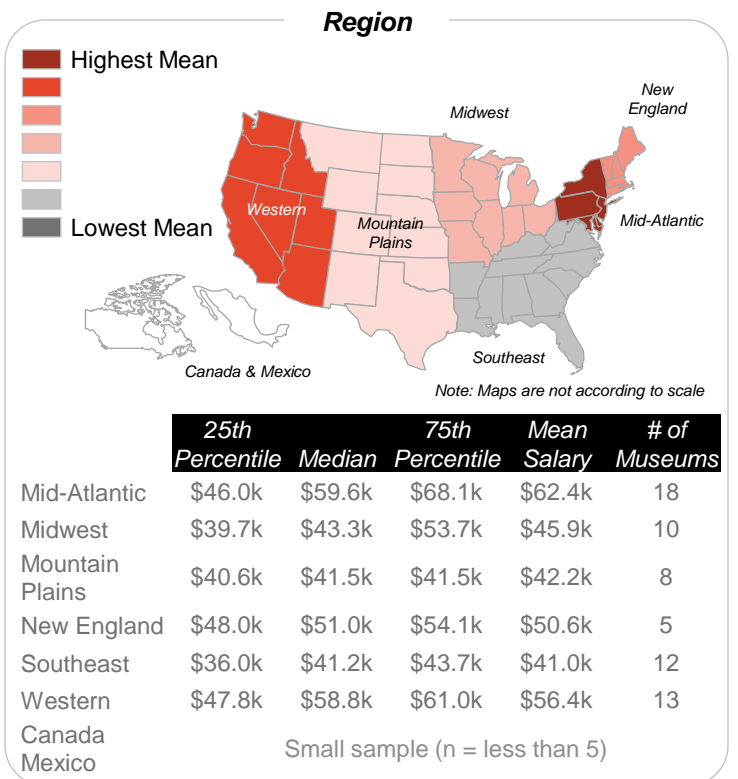
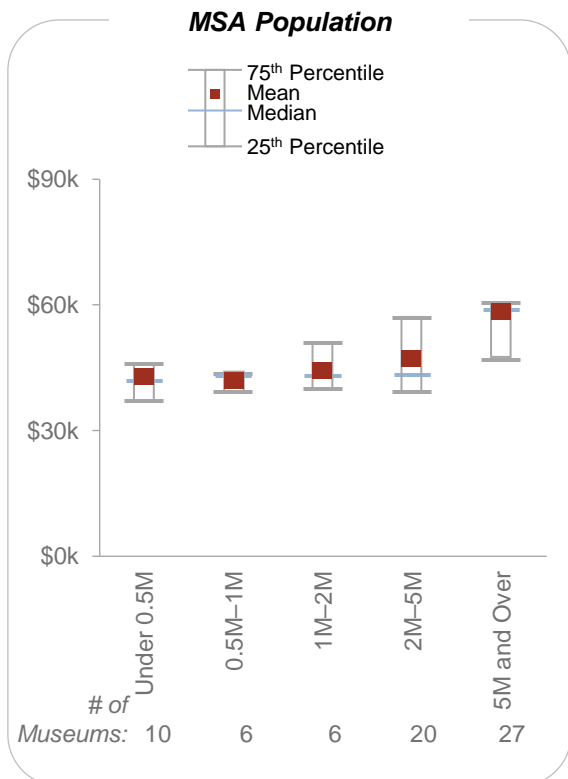
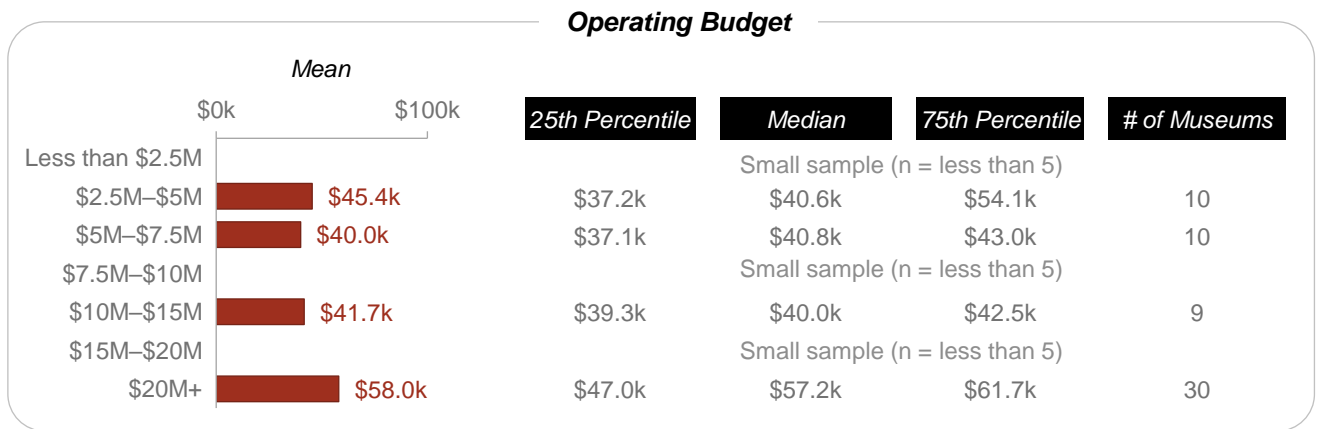
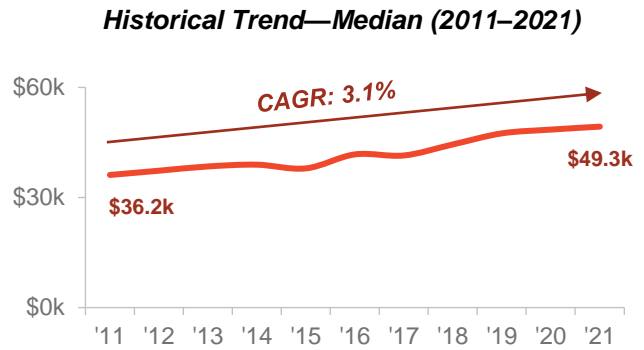
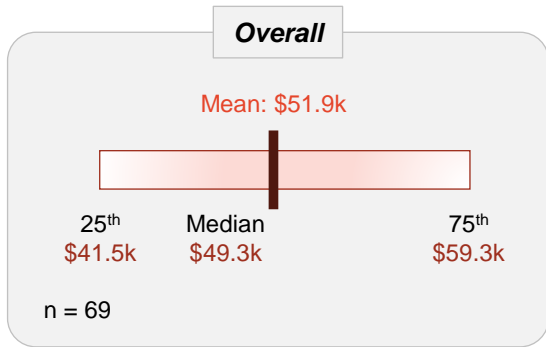


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$51.3k	\$69.1k	\$90.9k	\$71.6k	22
Midwest	\$44.7k	\$48.3k	\$67.6k	\$52.8k	16
Mountain Plains	\$46.0k	\$52.2k	\$55.1k	\$49.8k	16
New England	\$51.5k	\$58.0k	\$63.6k	\$59.2k	14
Southeast	\$42.3k	\$45.8k	\$51.5k	\$47.0k	21
Western	\$60.7k	\$67.2k	\$71.3k	\$66.4k	19
Canada Mexico	\$49.9k	\$54.8k	\$56.7k	\$53.2k	6

Assistant Registrar / Registrar C



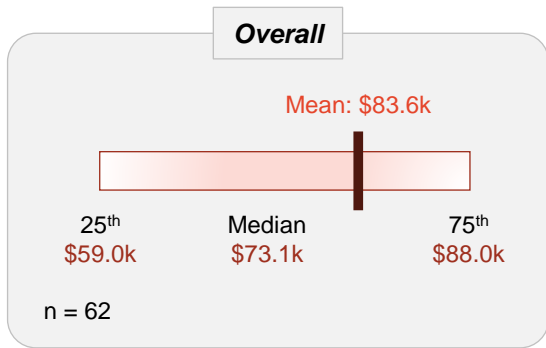
Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.



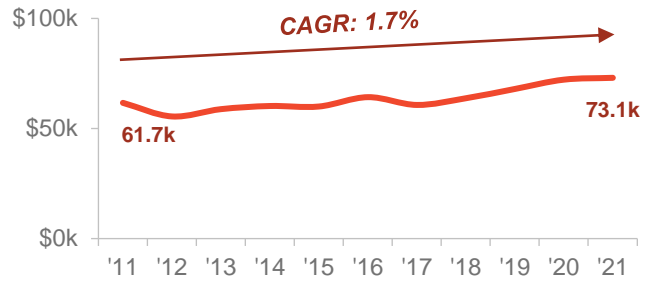
Head Librarian / Librarian A



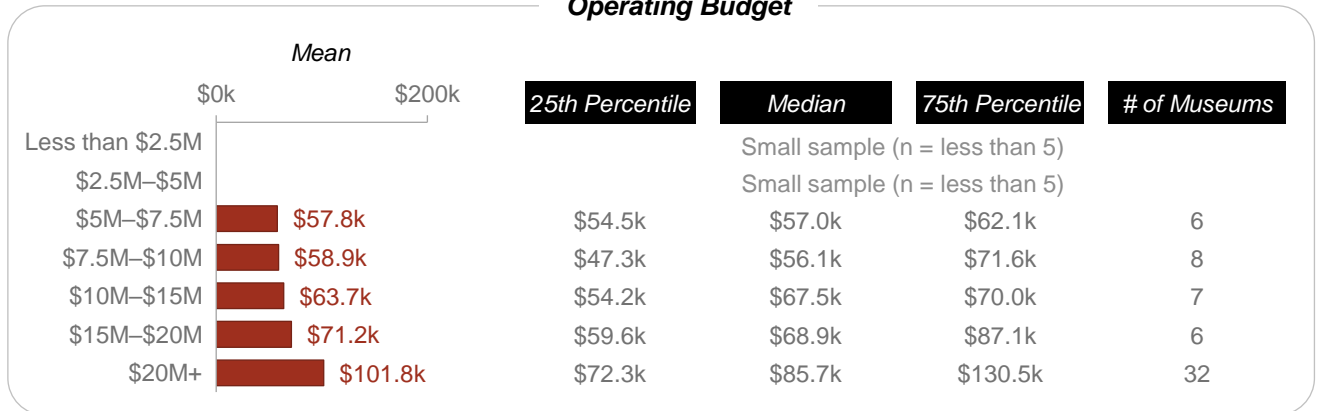
Formulates and carries out library practices, policies and procedures.



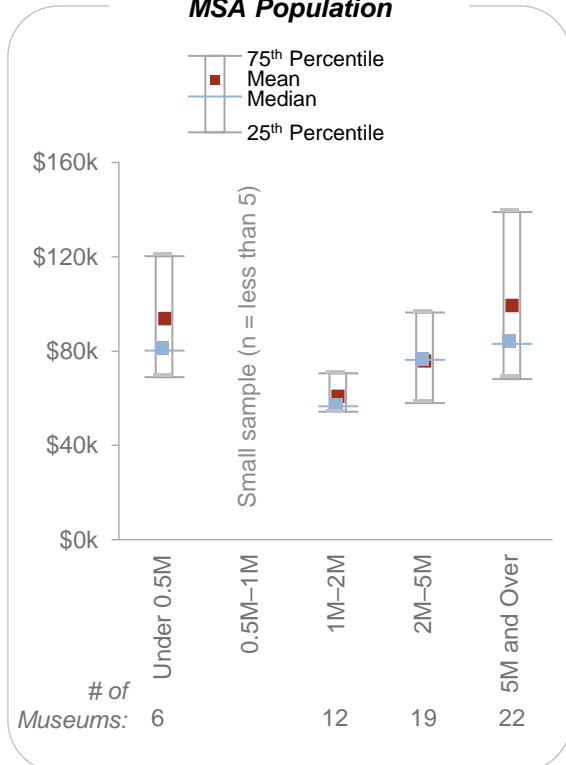
Historical Trend—Median (2011–2021)



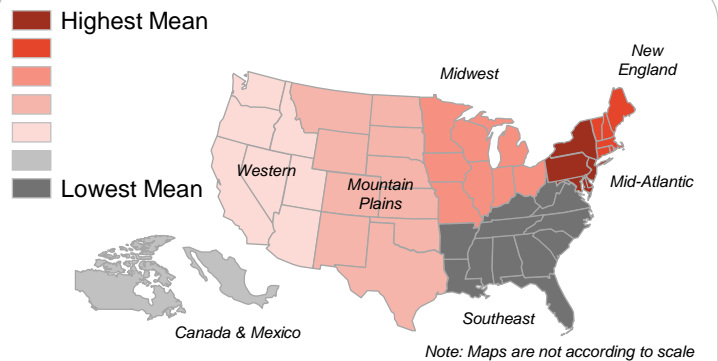
Operating Budget



MSA Population



Region

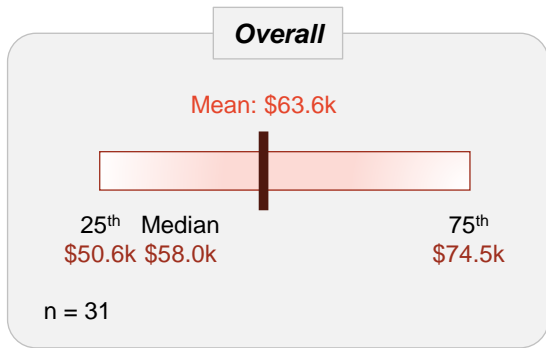


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$57.8k	\$69.8k	\$146.9k	\$101.5k	16
Midwest	\$75.0k	\$86.9k	\$97.1k	\$85.3k	9
Mountain Plains	\$66.5k	\$81.0k	\$87.2k	\$84.7k	7
New England	\$73.1k	\$81.5k	\$103.0k	\$86.5k	7
Southeast	\$43.0k	\$54.6k	\$59.6k	\$54.9k	10
Western	\$62.8k	\$72.3k	\$99.5k	\$81.5k	8
Canada Mexico	\$60.0k	\$78.6k	\$79.5k	\$70.8k	5

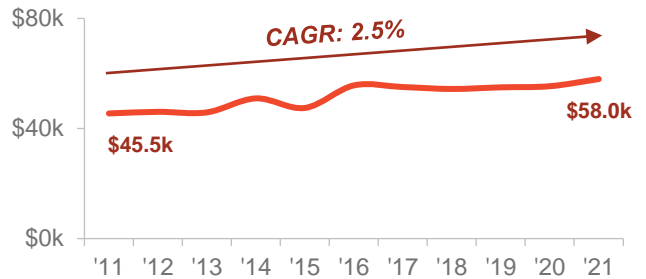
Associate Librarian / Librarian B



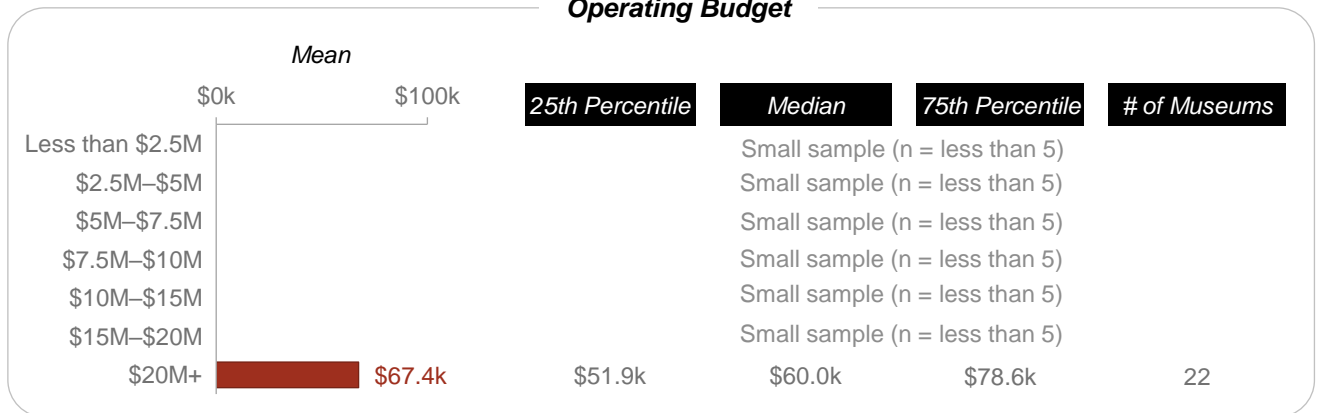
Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.



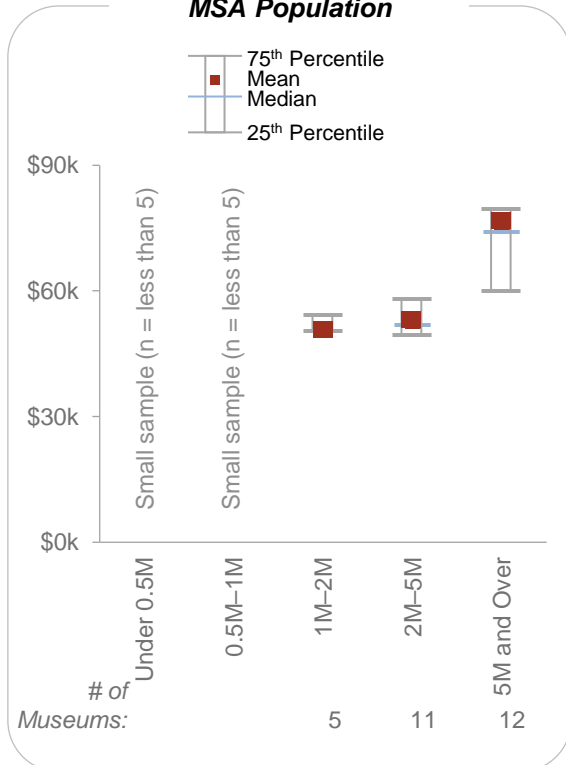
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

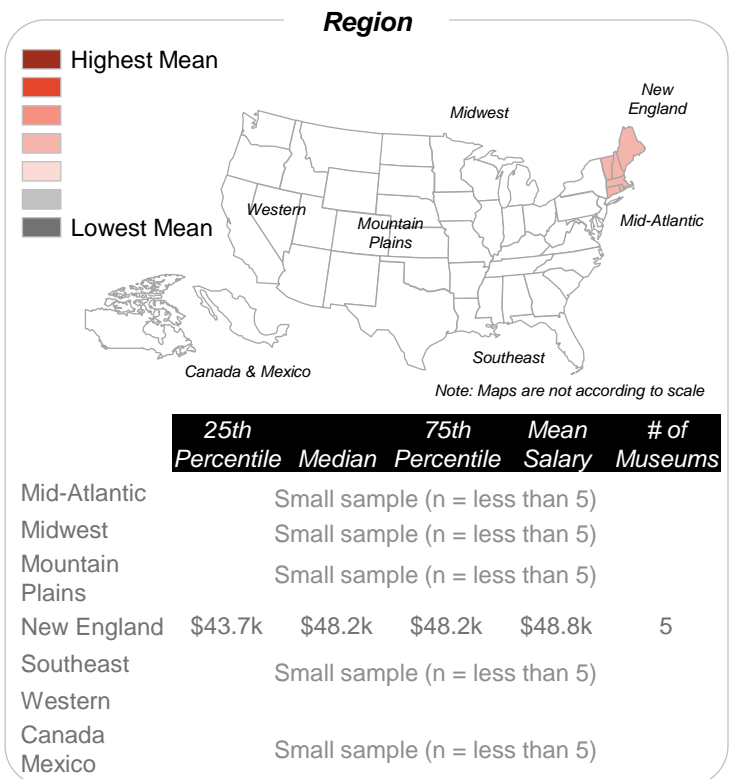
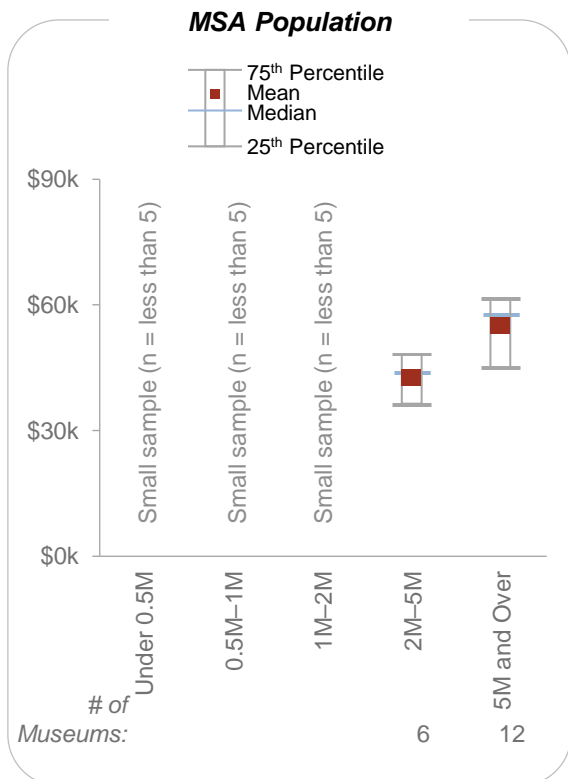
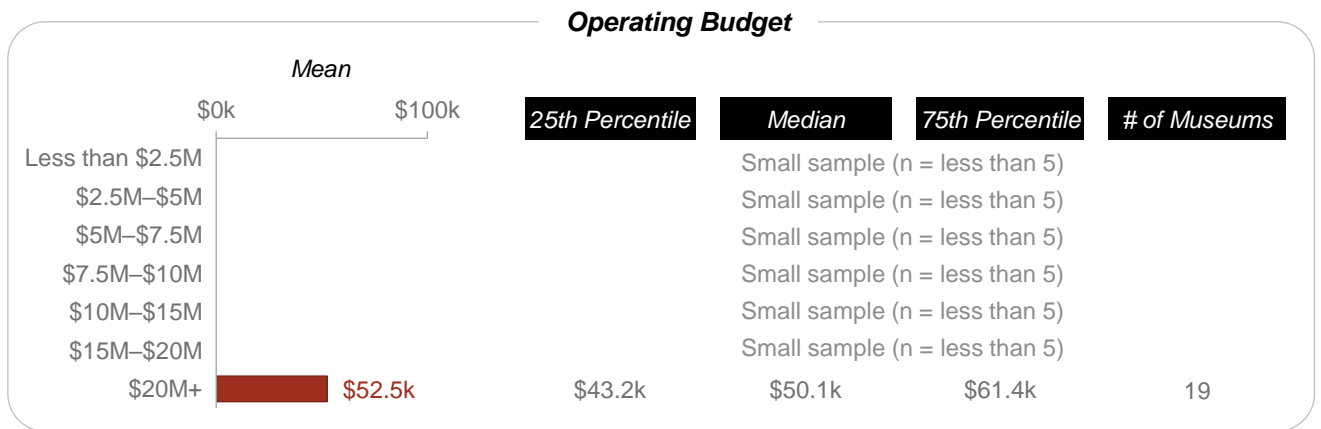
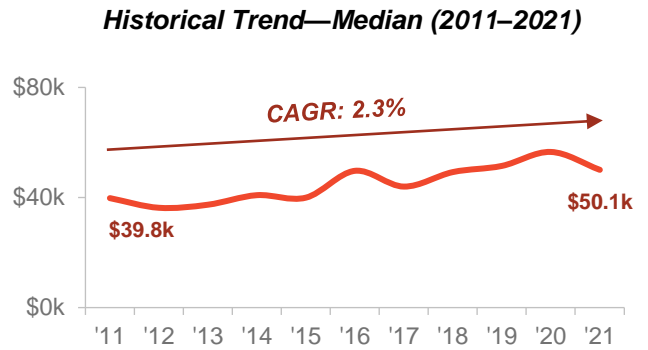
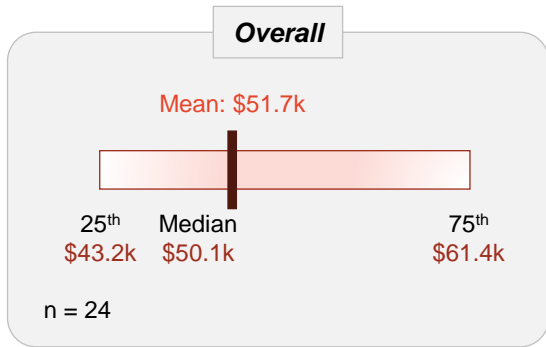


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$74.2k	\$79.5k	\$85.1k	\$81.6k	9
Midwest	\$49.6k	\$51.9k	\$60.0k	\$53.1k	5
Mountain Plains	Small sample (n = less than 5)				
New England	Small sample (n = less than 5)				
Southeast	Small sample (n = less than 5)				
Western	Small sample (n = less than 5)				
Canada Mexico	\$39.0k	\$50.6k	\$50.6k	\$47.1k	5

Associate Librarian / Librarian C

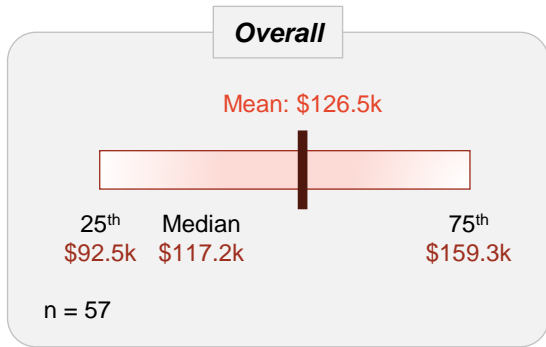


Assists Head Librarian and Associate Librarian with specific sub-program in library operations.

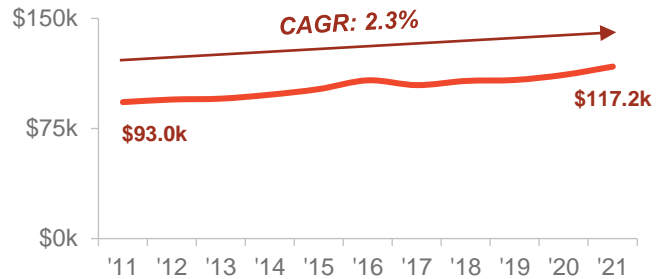


Chief Conservator / Conservator A

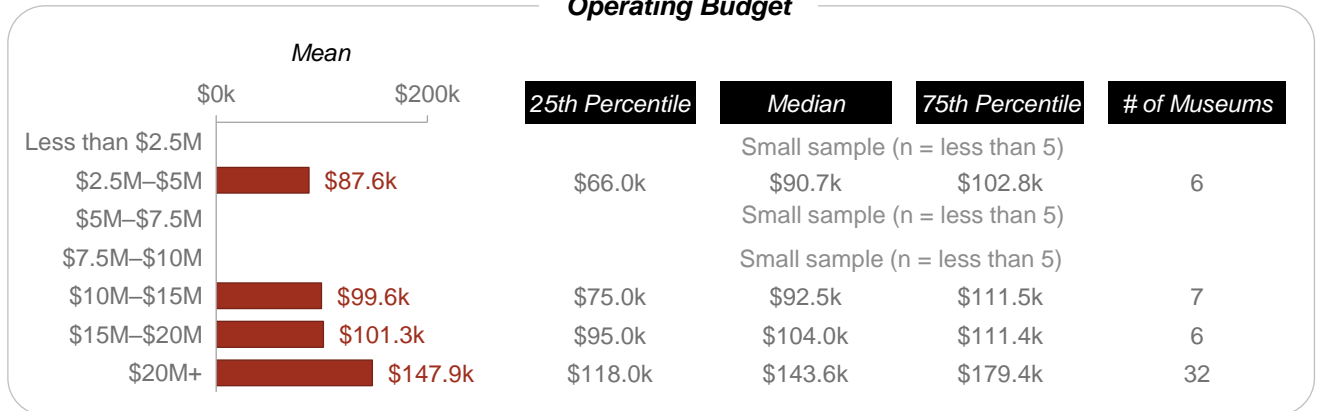
General supervision of conservation department, including administration of the budget and department personnel.



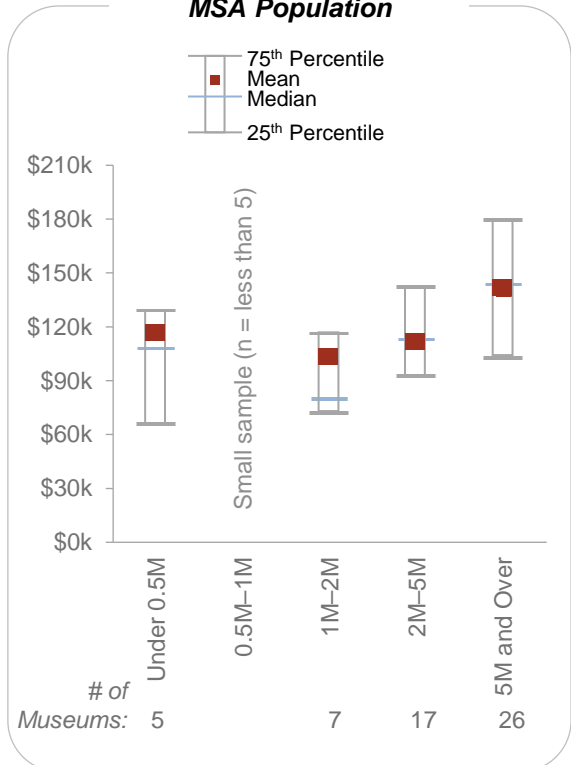
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



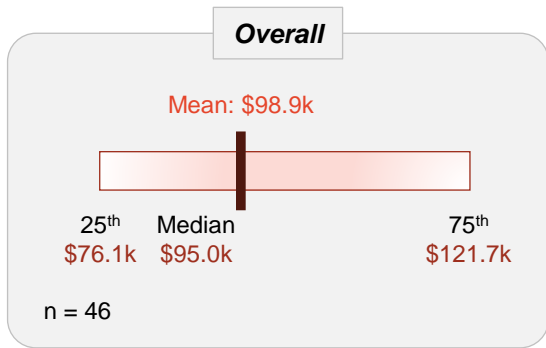
Region



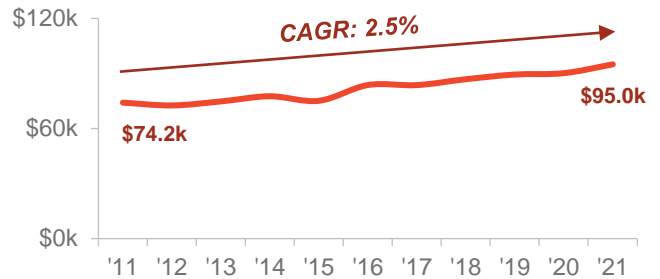
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$101.5k	\$125.7k	\$199.3k	\$140.2k	18
Midwest	\$78.8k	\$128.6k	\$160.0k	\$126.5k	6
Mountain Plains	\$76.9k	\$106.5k	\$140.0k	\$112.3k	6
New England	\$92.6k	\$108.5k	\$142.1k	\$122.2k	6
Southeast	\$88.3k	\$111.4k	\$115.6k	\$124.7k	5
Western	\$116.4k	\$143.6k	\$165.0k	\$131.4k	10
Canada Mexico	\$72.9k	\$86.2k	\$92.7k	\$84.2k	6

Senior Conservator / Conservator B

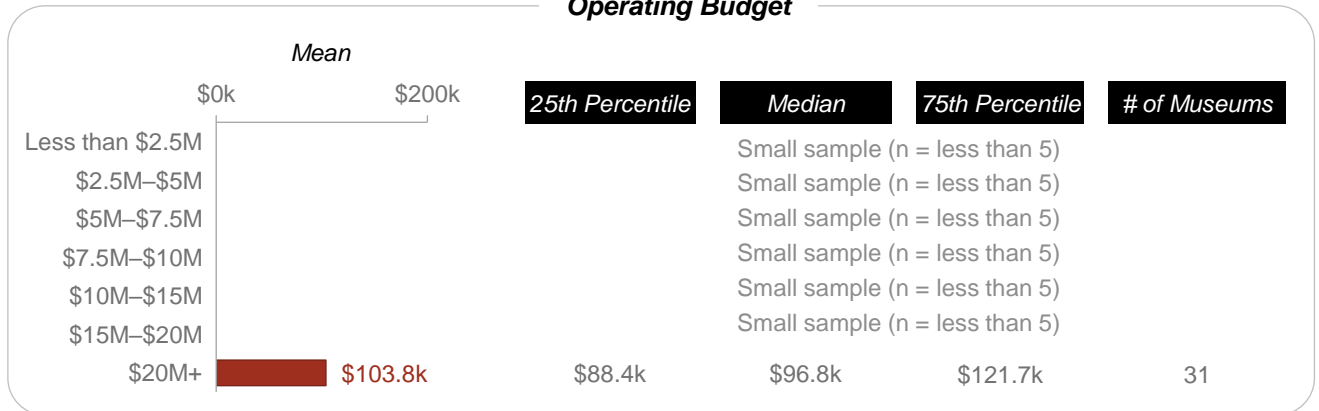
Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization.



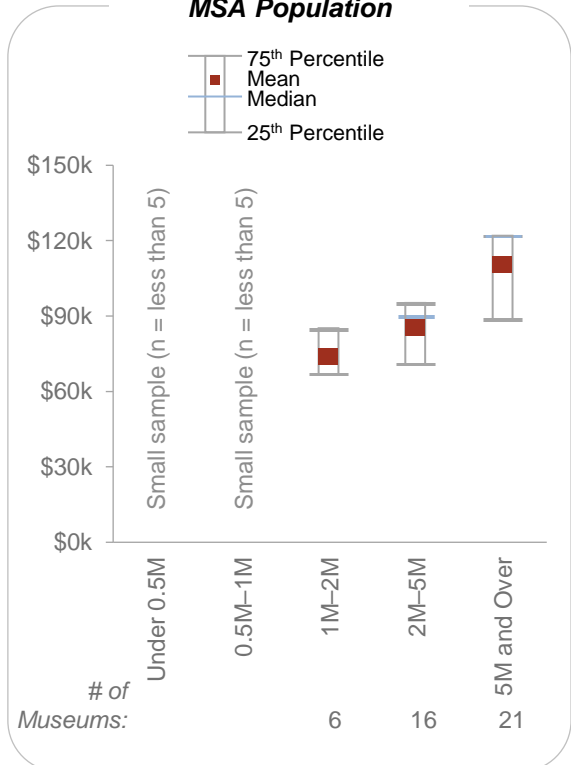
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

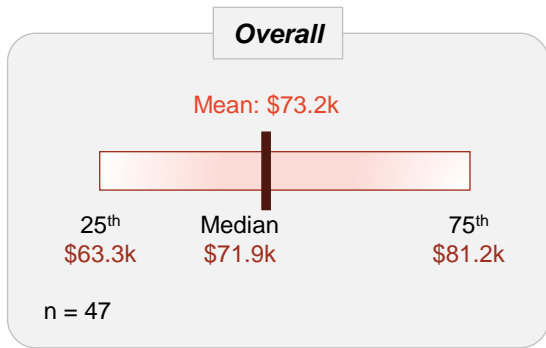


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$96.4k	\$121.7k	\$123.4k	\$115.3k	14
Midwest	\$83.6k	\$88.4k	\$88.4k	\$84.6k	5
Mountain Plains	\$73.1k	\$103.3k	\$110.0k	\$92.4k	5
New England	\$85.7k	\$93.2k	\$96.2k	\$90.3k	6
Southeast	Small sample (n = less than 5)				
Western	\$93.0k	\$97.5k	\$115.2k	\$103.3k	7
Canada Mexico	\$69.3k	\$69.3k	\$70.8k	\$68.2k	5

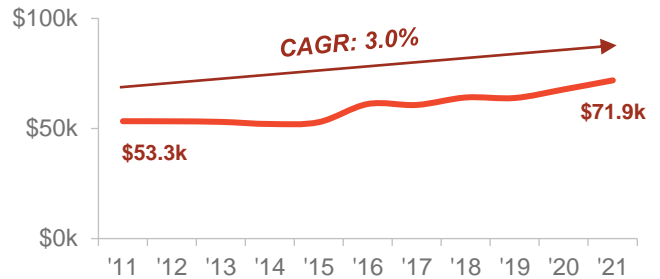
Associate Conservator / Conservator C



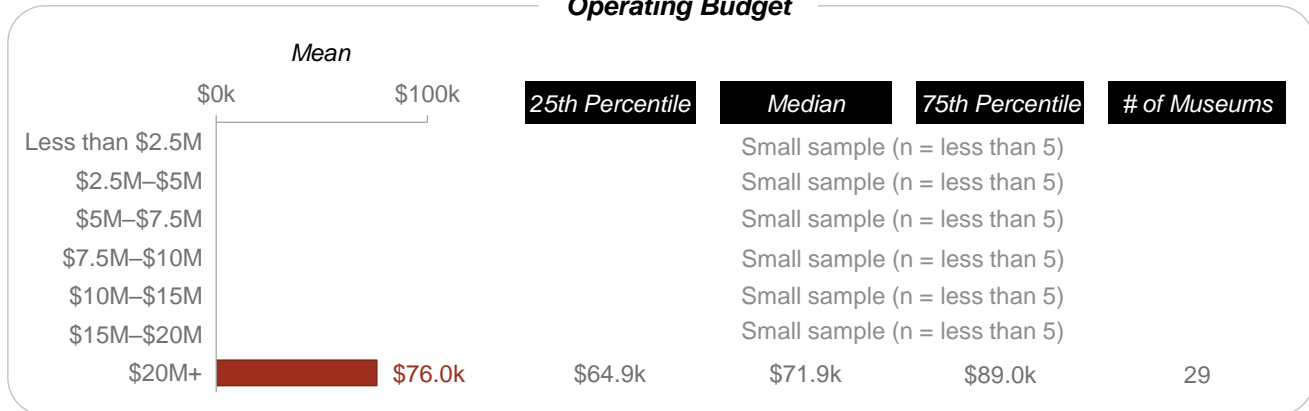
Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.



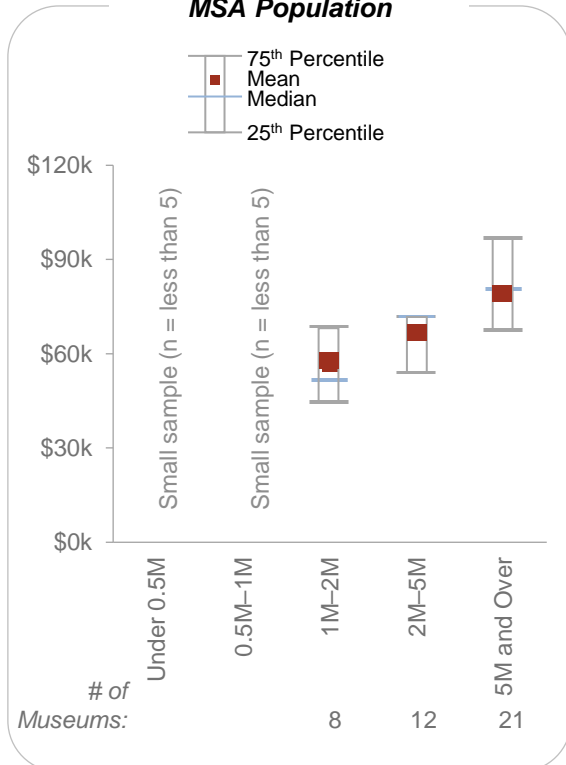
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

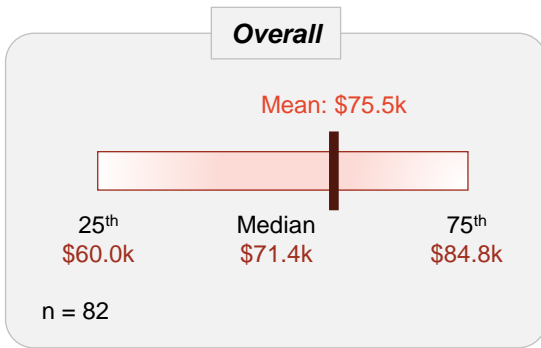


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$80.6k	\$89.7k	\$96.9k	\$85.5k	15
Midwest	\$49.0k	\$64.0k	\$67.6k	\$58.5k	9
Mountain Plains	Small sample (n = less than 5)				
New England	\$54.9k	\$71.9k	\$71.9k	\$66.5k	6
Southeast	Small sample (n = less than 5)				
Western	\$67.5k	\$69.5k	\$88.0k	\$73.1k	9
Canada Mexico	Small sample (n = less than 5)				

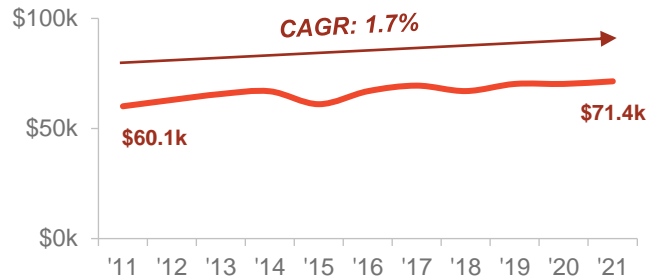
Exhibition Designer



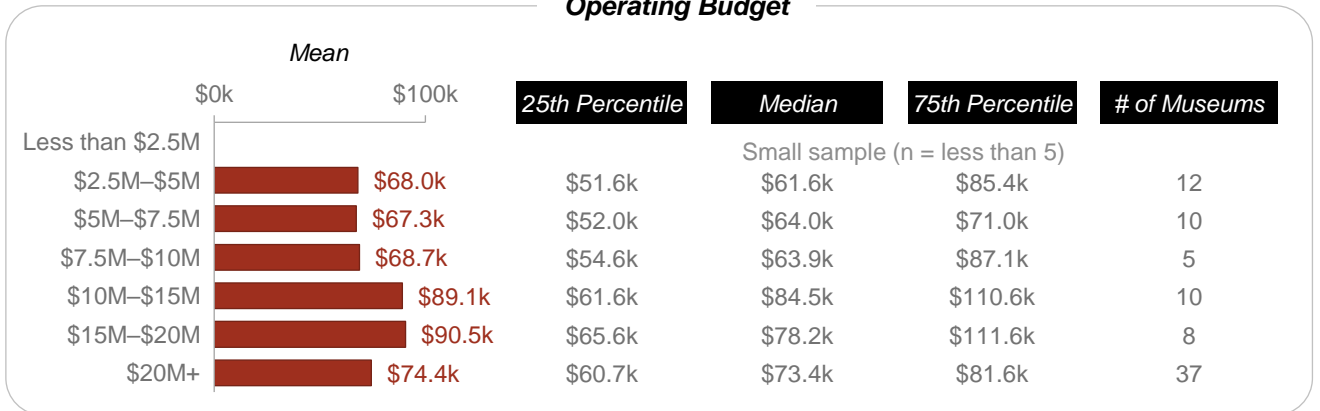
Designs installation of permanent collection as well as temporary exhibition.



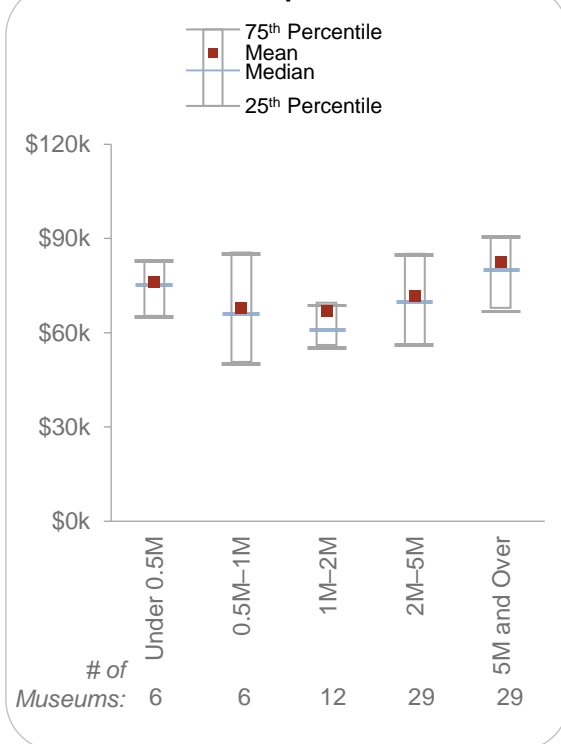
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

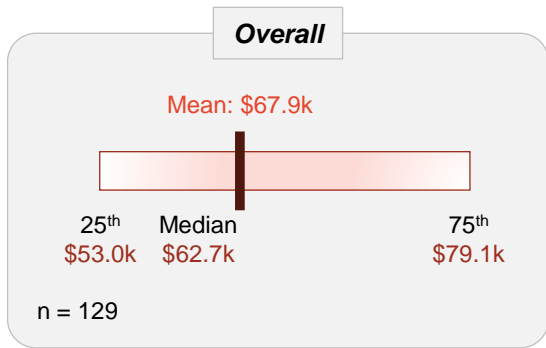


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$77.3k	\$81.6k	\$91.4k	\$87.8k	18
Midwest	\$60.7k	\$73.4k	\$85.9k	\$74.0k	13
Mountain Plains	\$60.3k	\$70.0k	\$91.0k	\$70.7k	6
New England	\$65.0k	\$70.0k	\$80.6k	\$71.2k	8
Southeast	\$52.7k	\$62.9k	\$80.0k	\$67.5k	15
Western	\$69.5k	\$76.2k	\$87.9k	\$80.4k	17
Canada Mexico	\$57.0k	\$58.6k	\$62.9k	\$57.4k	5

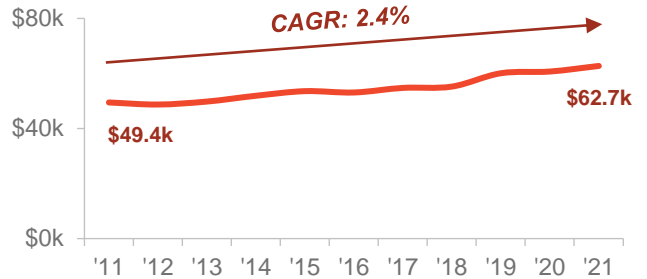
Chief Preparator / Preparator A



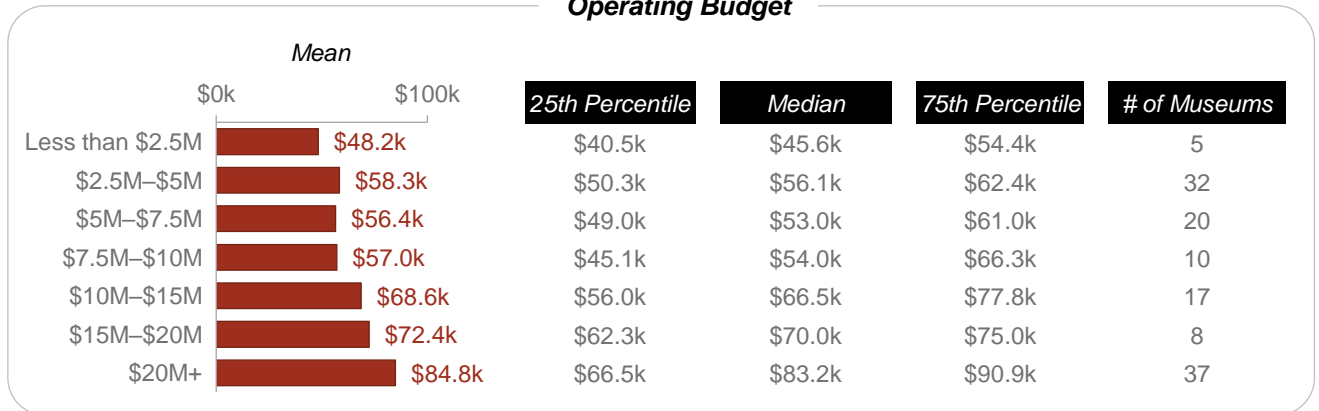
Supervises installation of art objects.



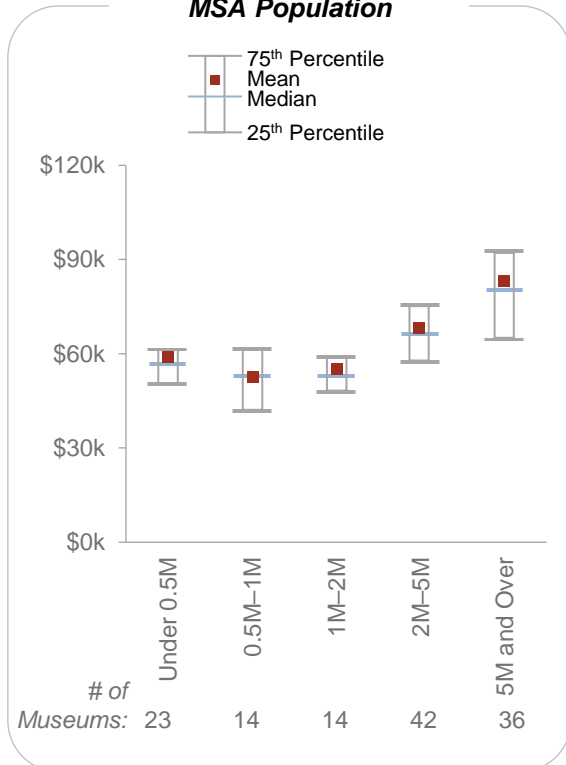
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

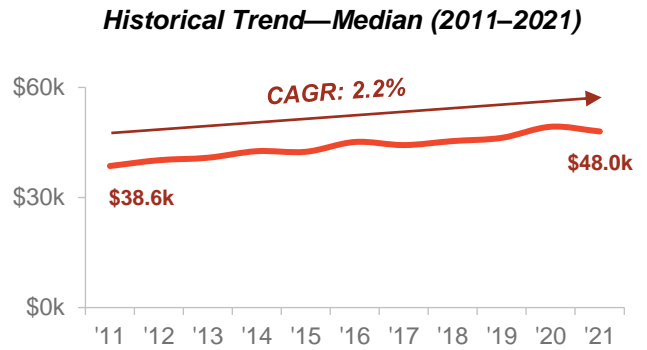
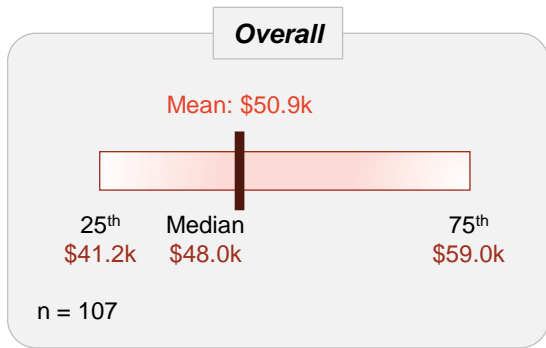


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$55.3k	\$77.3k	\$90.9k	\$77.6k	23
Midwest	\$50.8k	\$60.0k	\$70.0k	\$61.4k	20
Mountain Plains	\$60.3k	\$64.6k	\$74.0k	\$68.6k	12
New England	\$56.8k	\$65.5k	\$80.1k	\$68.0k	18
Southeast	\$42.0k	\$52.5k	\$58.7k	\$51.5k	26
Western	\$62.5k	\$70.0k	\$89.6k	\$81.3k	23
Canada Mexico	\$46.5k	\$73.7k	\$82.5k	\$67.9k	7

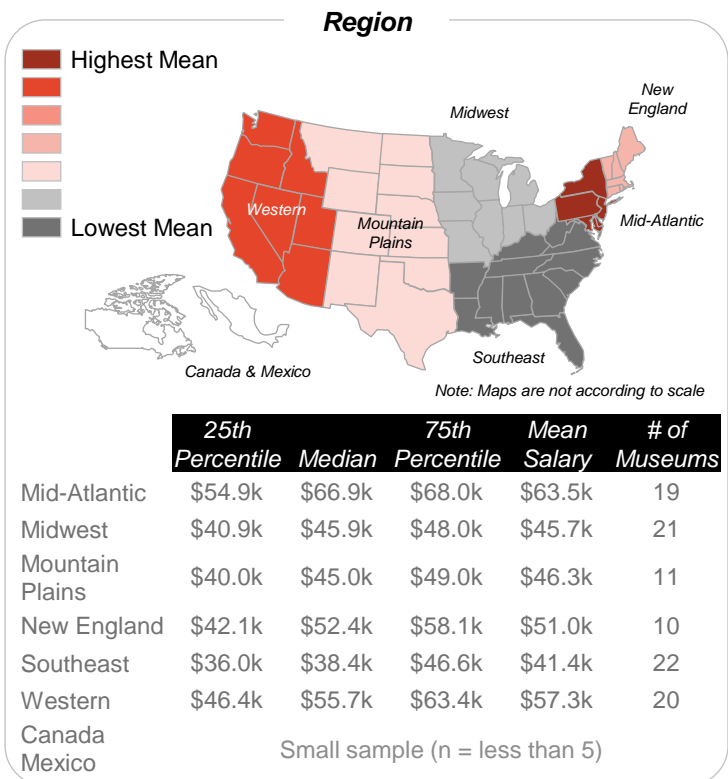
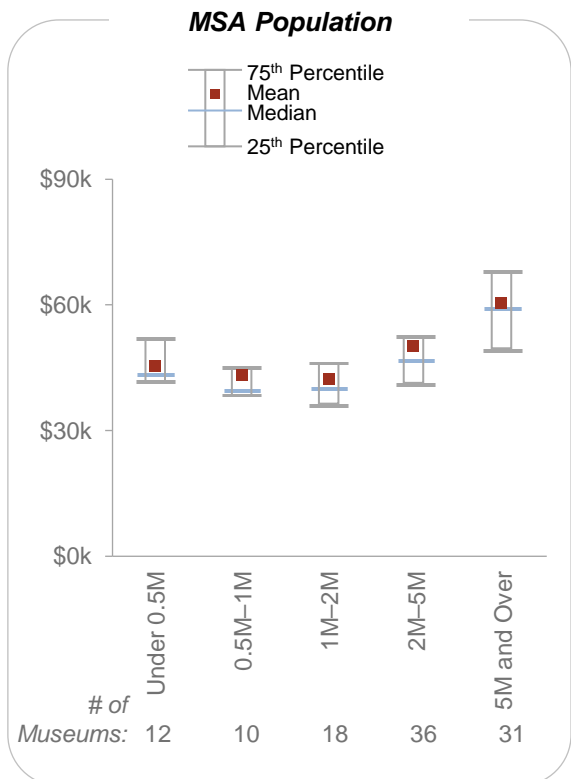
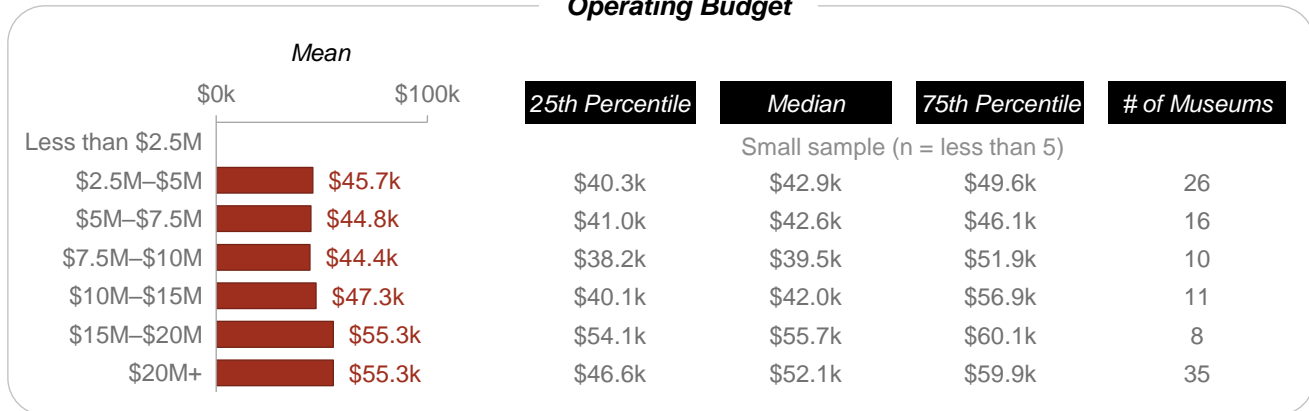
Associate Preparator / Preparator B



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



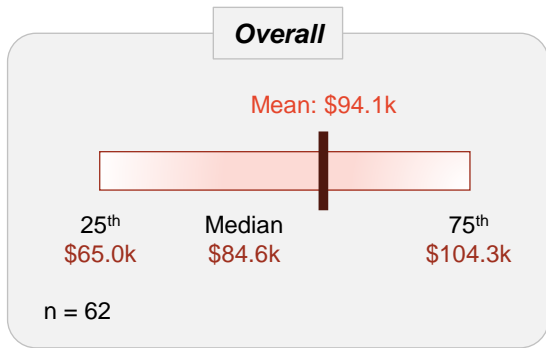
Operating Budget



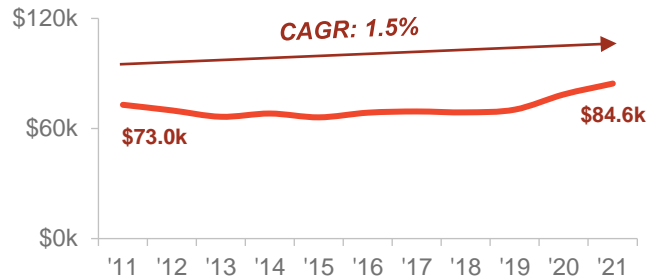
Editor / Director of Publications



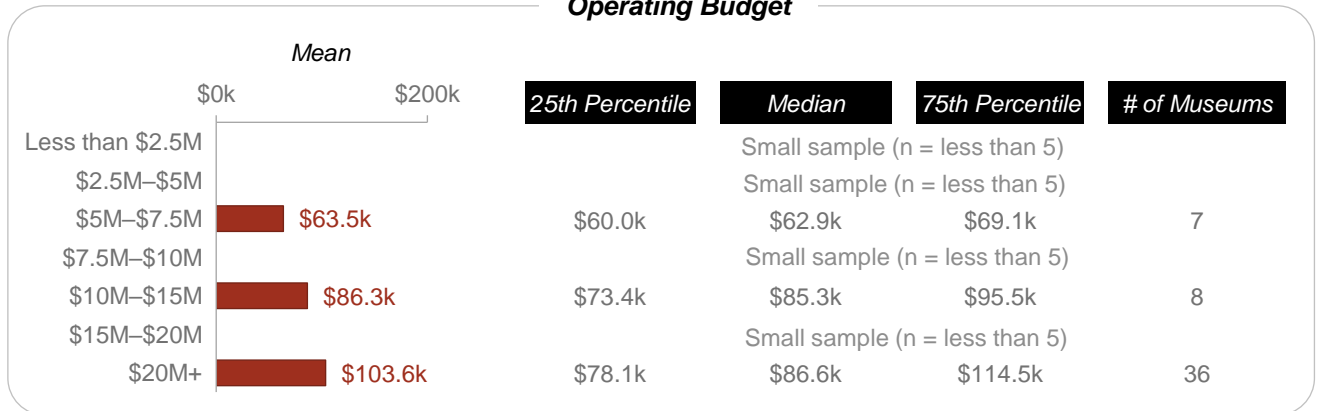
Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.



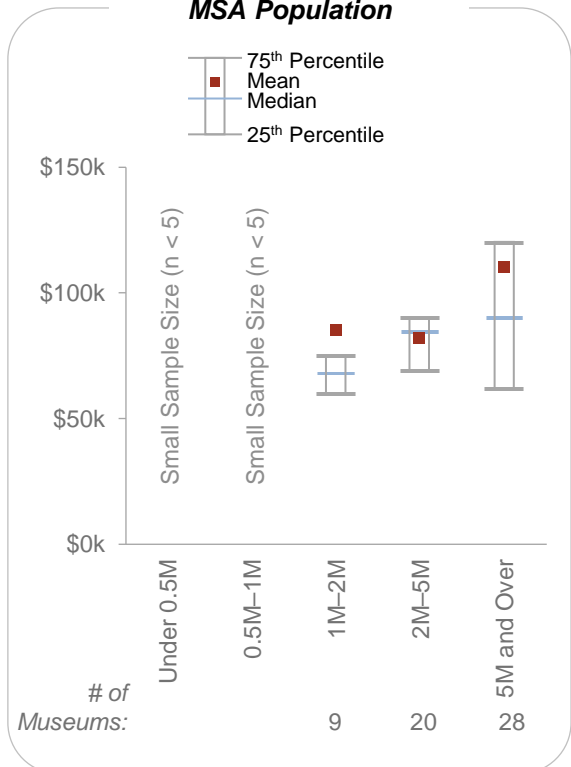
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

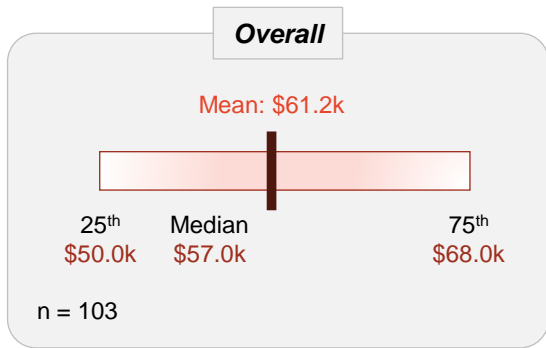


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$68.0k	\$90.0k	\$114.5k	\$114.1k	22
Midwest	\$53.3k	\$57.0k	\$71.9k	\$73.9k	7
Mountain Plains	\$67.2k	\$80.1k	\$107.0k	\$85.0k	7
New England	\$74.4k	\$82.9k	\$90.0k	\$82.5k	7
Southeast	\$49.0k	\$55.3k	\$80.5k	\$81.7k	6
Western	\$85.7k	\$86.6k	\$91.0k	\$93.7k	10
Canada Mexico	Small sample (n = less than 5)				

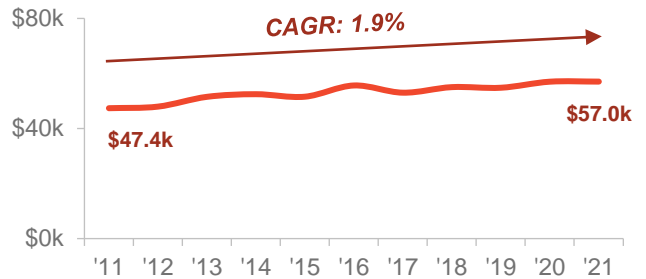
Graphic Designer



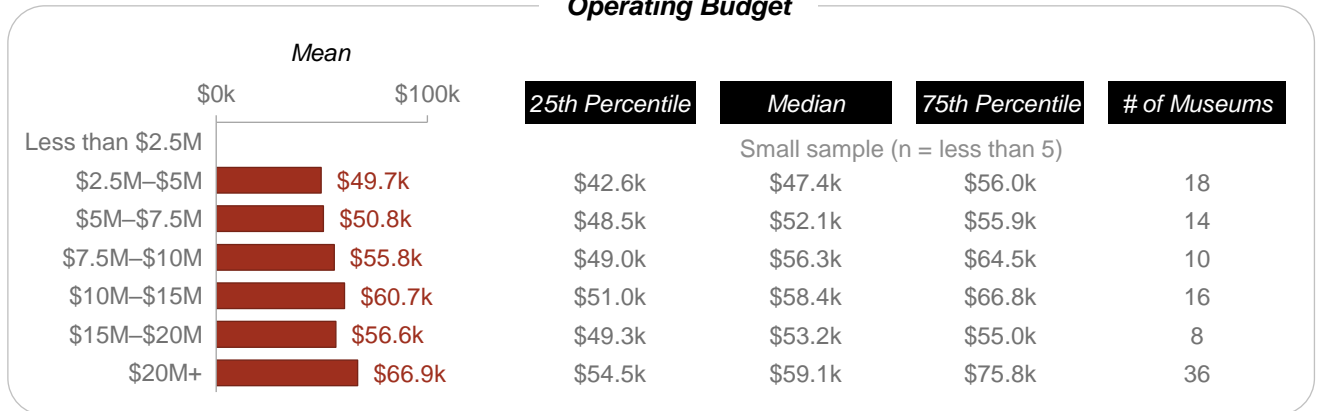
Responsible for design of all museum publications and graphics.



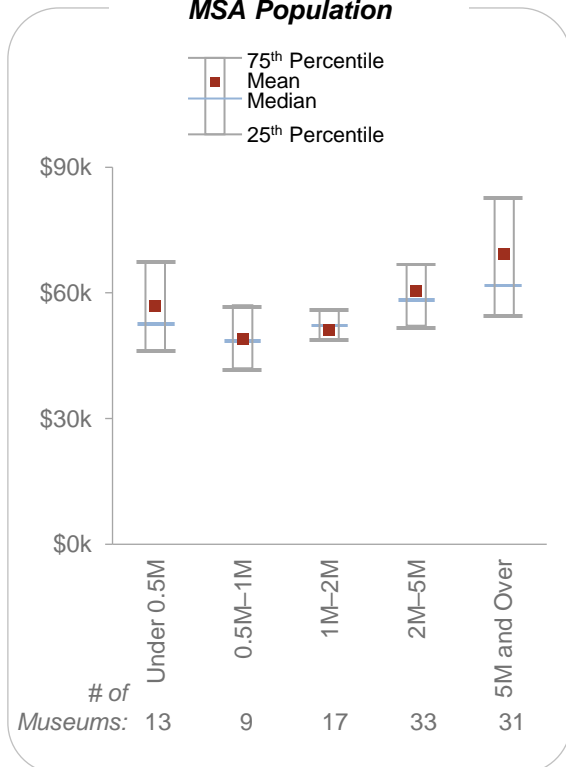
Historical Trend—Median (2011–2021)



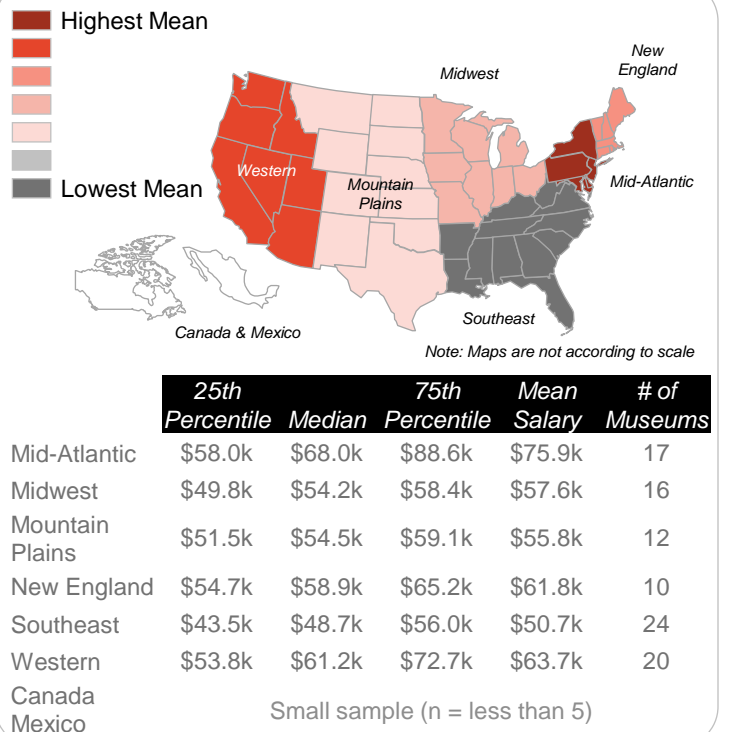
Operating Budget



MSA Population



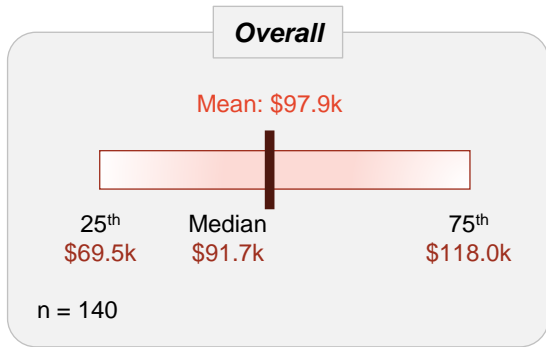
Region



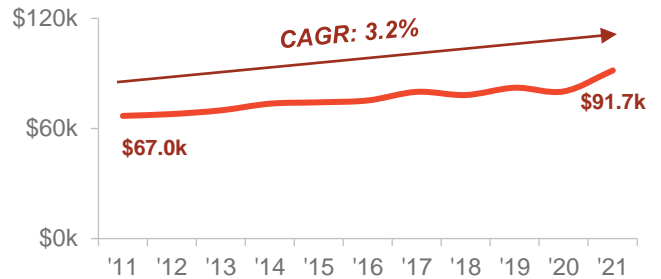
Facilities Director / Building Manager / Operations Manager



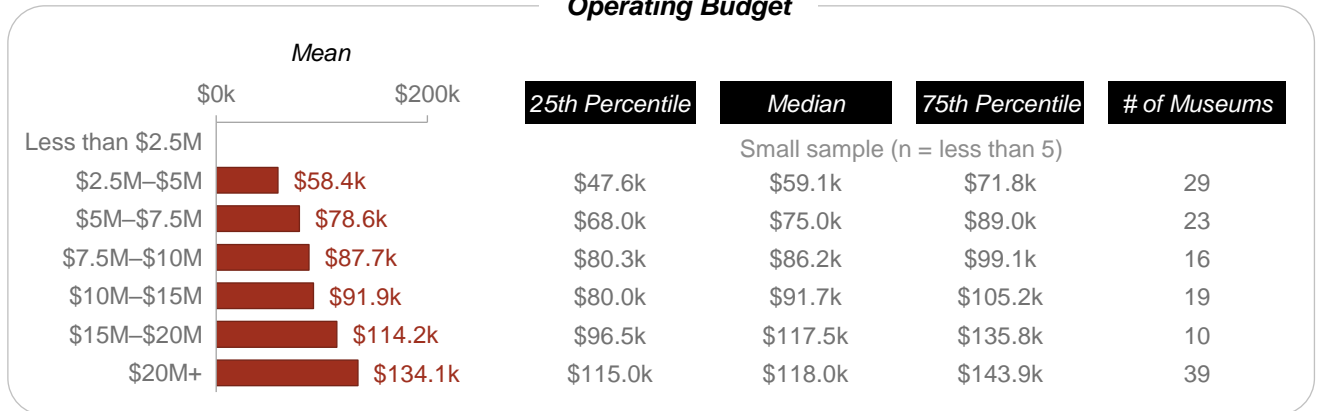
Responsible for the operation of all facilities including maintenance and janitorial services.



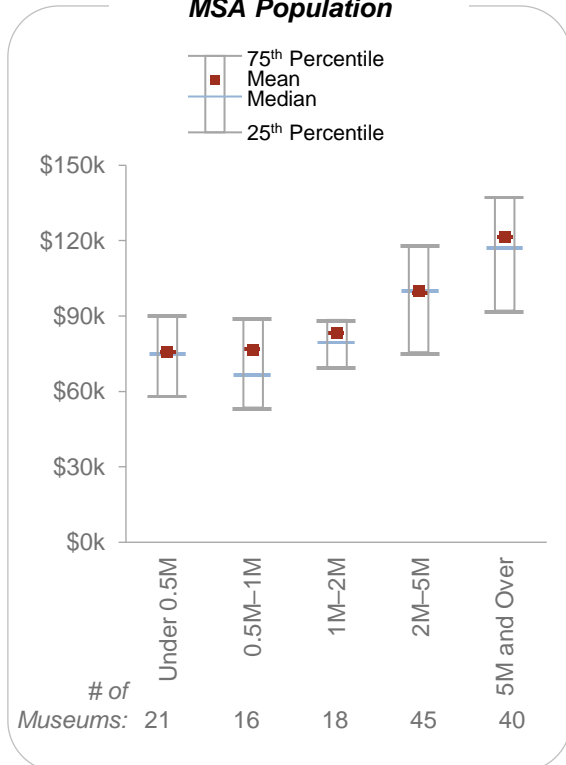
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region

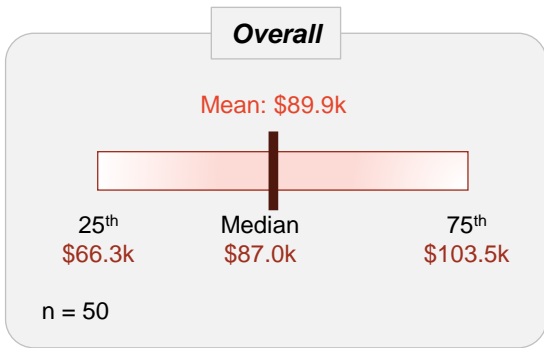


Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$91.7k	\$113.0k	\$137.3k	\$123.9k	26
Midwest	\$58.3k	\$79.8k	\$110.3k	\$87.3k	22
Mountain Plains	\$75.0k	\$118.0k	\$118.0k	\$99.0k	19
New England	\$83.5k	\$100.0k	\$120.0k	\$101.7k	13
Southeast	\$53.9k	\$69.6k	\$88.2k	\$73.9k	29
Western	\$69.5k	\$89.4k	\$118.1k	\$101.9k	25
Canada Mexico	\$85.4k	\$92.9k	\$116.5k	\$107.9k	6

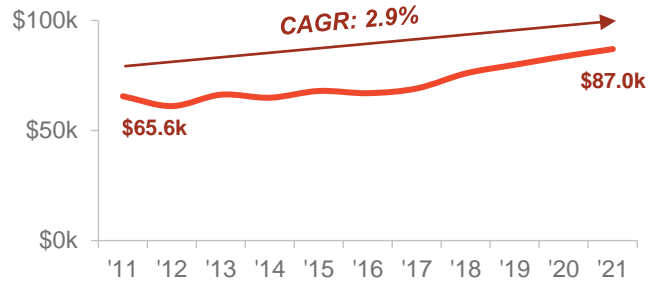
Engineering Manager



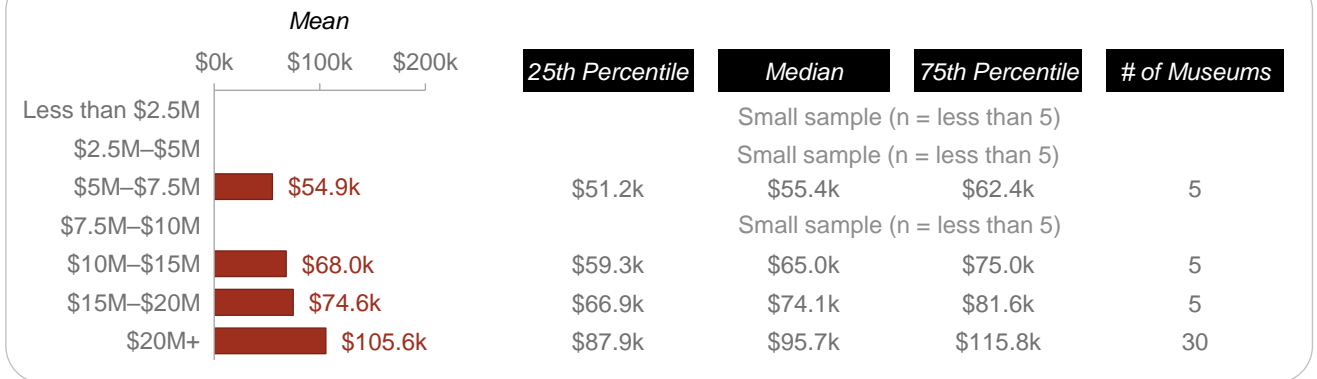
Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum.



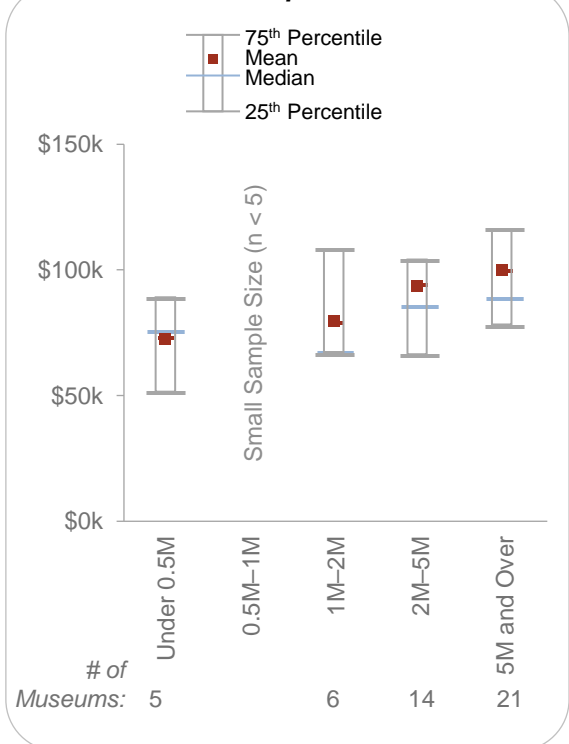
Historical Trend—Median (2011–2021)



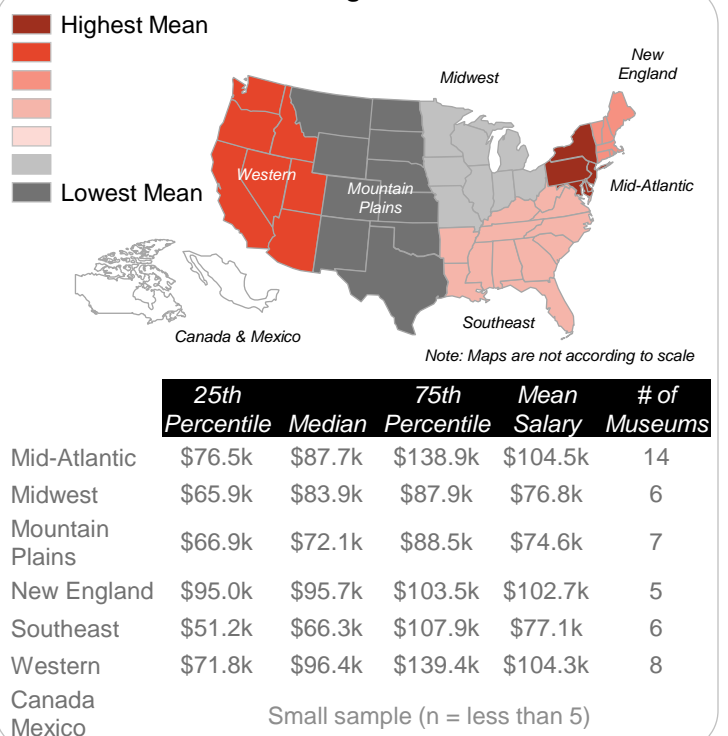
Operating Budget



MSA Population



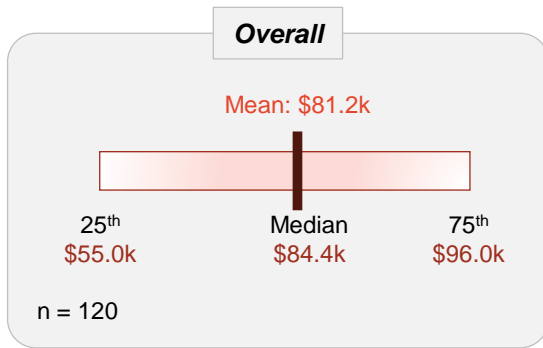
Region



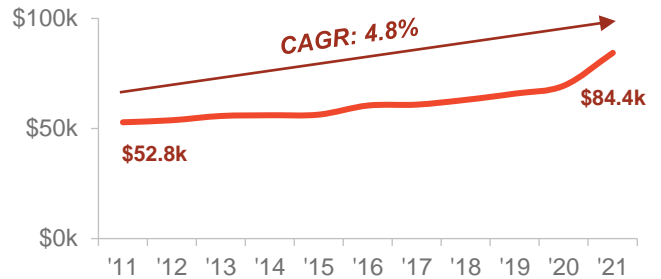
Chief of Security



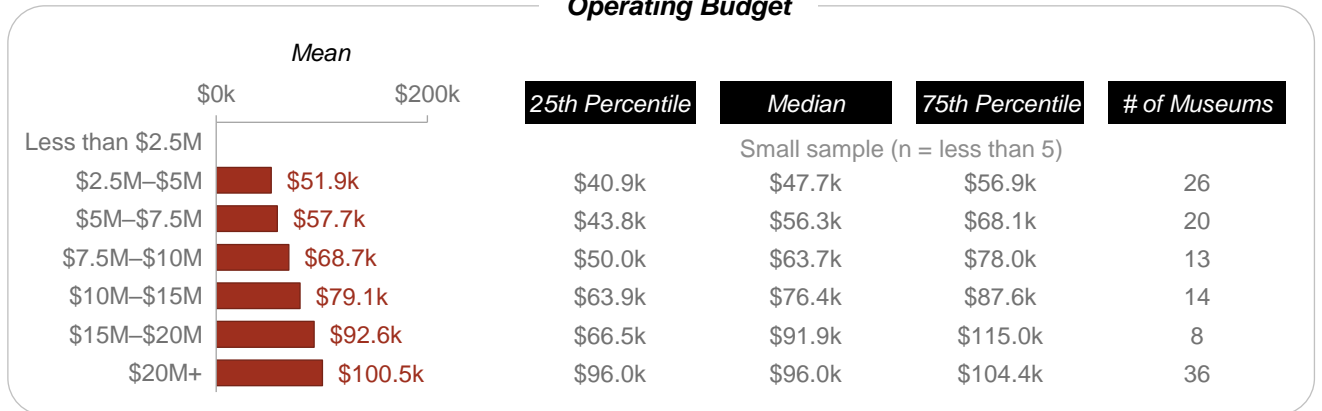
Supervises all guard forces.



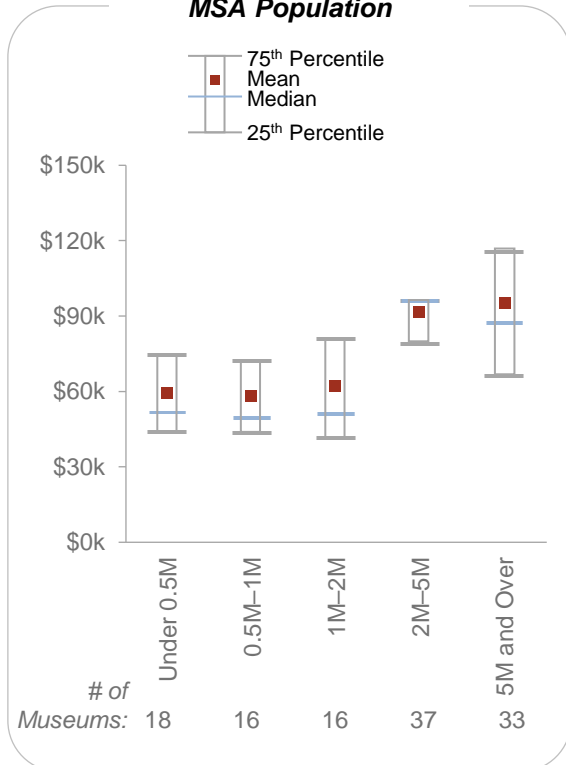
Historical Trend—Median (2011–2021)



Operating Budget



MSA Population



Region



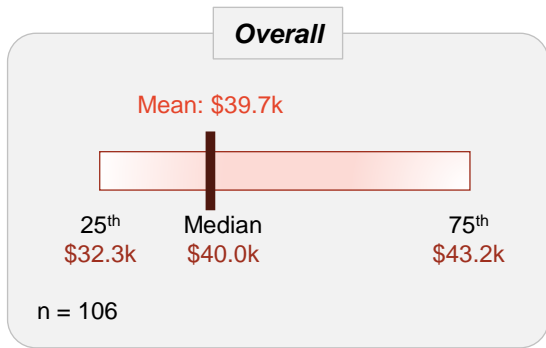
	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$55.0k	\$86.6k	\$110.0k	\$92.8k	15
Midwest	\$57.9k	\$65.0k	\$91.5k	\$76.4k	17
Mountain Plains	\$96.0k	\$96.0k	\$96.0k	\$88.4k	15
New England	\$51.4k	\$87.0k	\$103.8k	\$84.9k	18
Southeast	\$41.5k	\$49.7k	\$75.0k	\$59.4k	29
Western	\$61.2k	\$80.3k	\$115.6k	\$87.8k	22
Canada Mexico					

Small sample (n = less than 5)

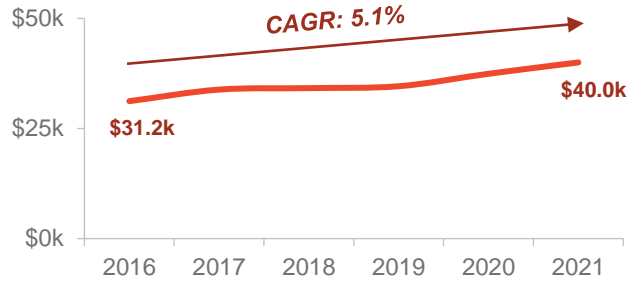
Museum Security Officer / Museum Security Guard



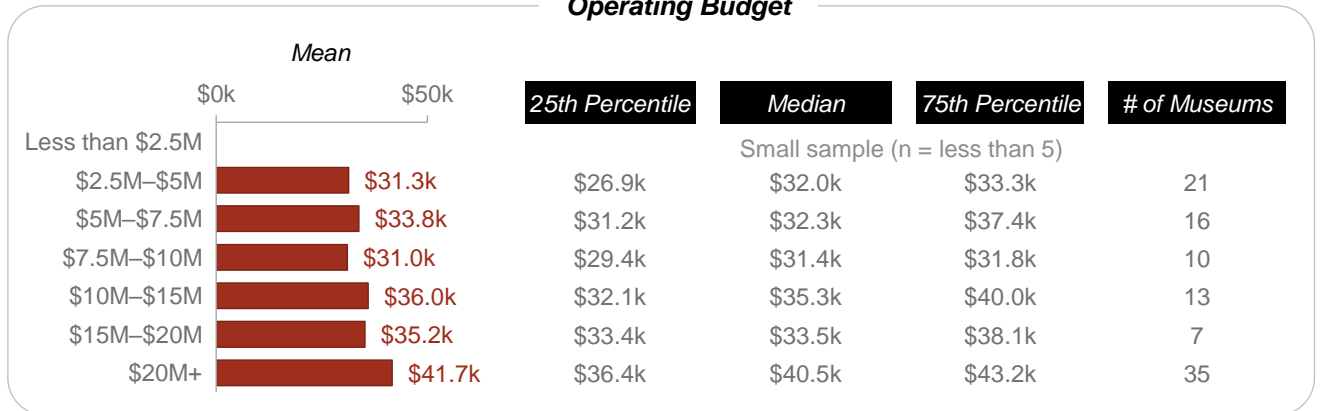
Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.



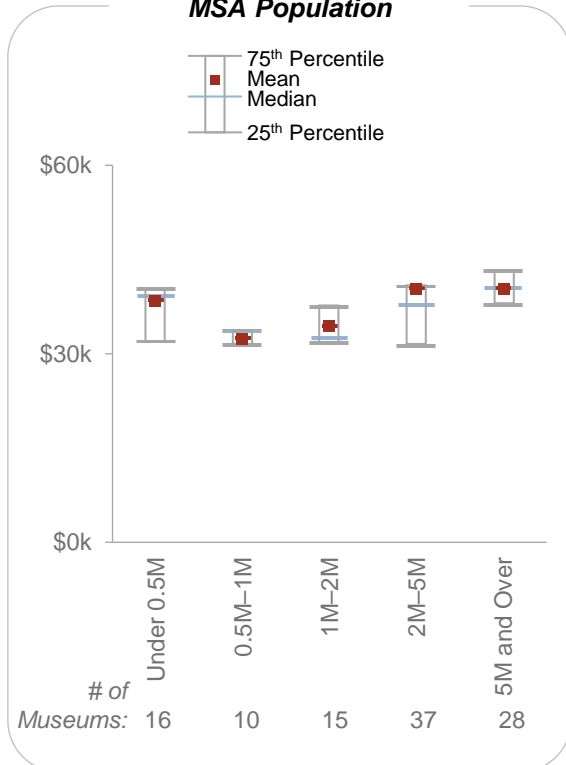
Historical Trend—Median (2016–2021)



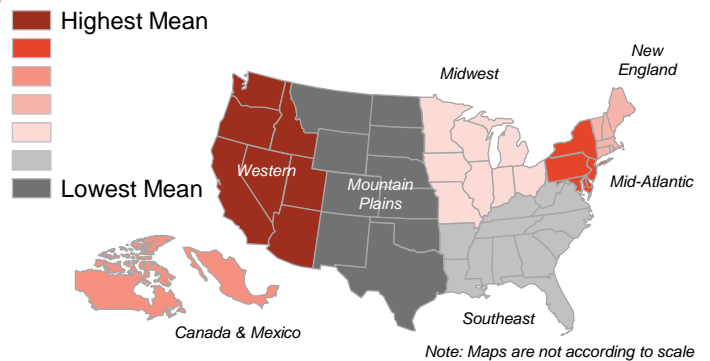
Operating Budget



MSA Population



Region

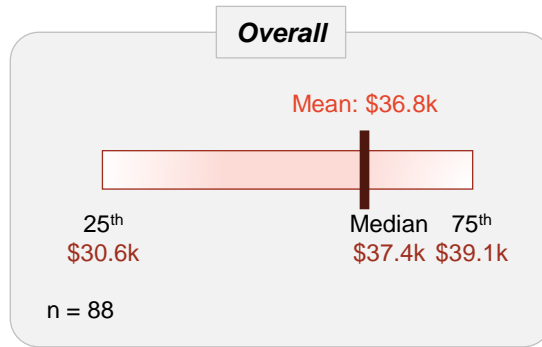


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$40.5k	\$43.2k	\$50.6k	\$44.3k	16
Midwest	\$30.0k	\$33.5k	\$40.0k	\$35.1k	16
Mountain Plains	\$25.1k	\$25.3k	\$28.2k	\$28.2k	14
New England	\$33.4k	\$37.8k	\$40.7k	\$38.7k	12
Southeast	\$31.5k	\$33.7k	\$37.5k	\$33.8k	25
Western	\$39.3k	\$40.5k	\$42.8k	\$46.3k	18
Canada Mexico	\$37.1k	\$39.9k	\$41.1k	\$40.4k	5

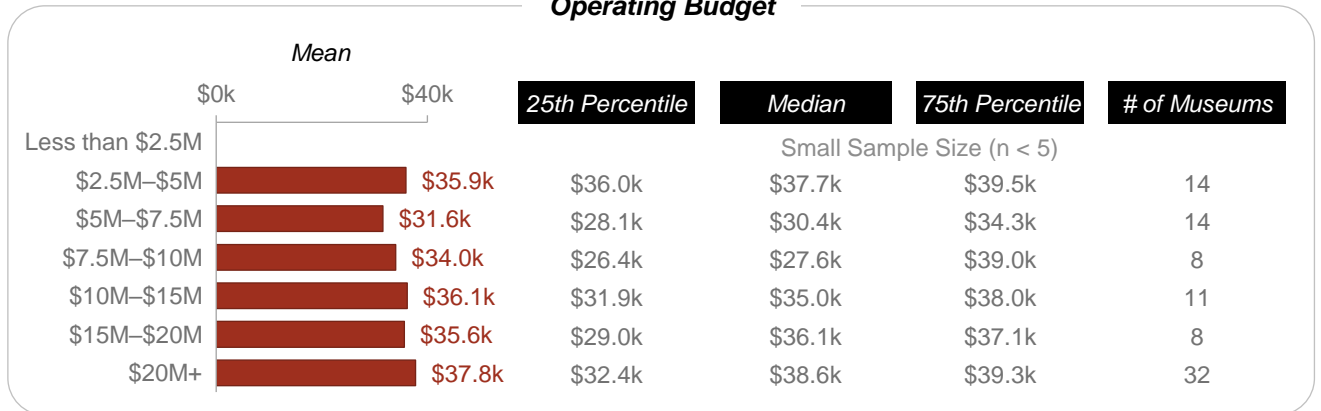
Visitor Services Associate



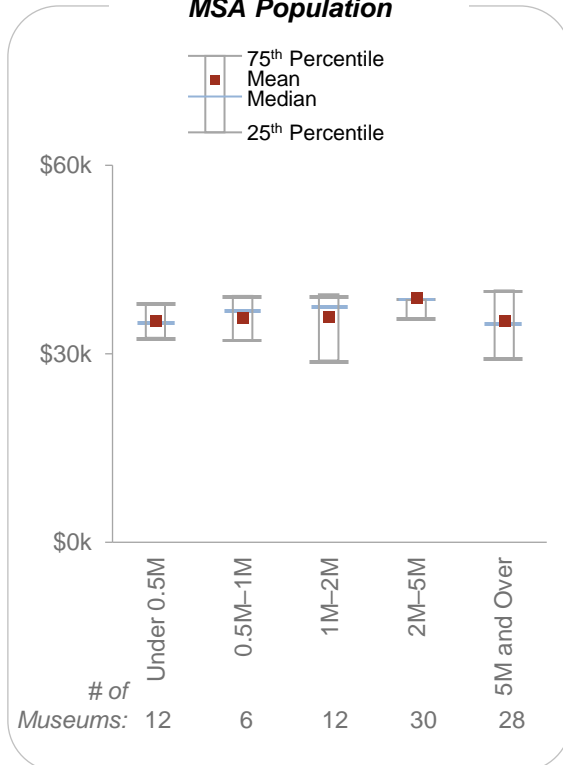
Responsible for a successful guest experience in the museum. Activities include selling tickets, overseeing access control, engaging with guests, handling questions, etc.



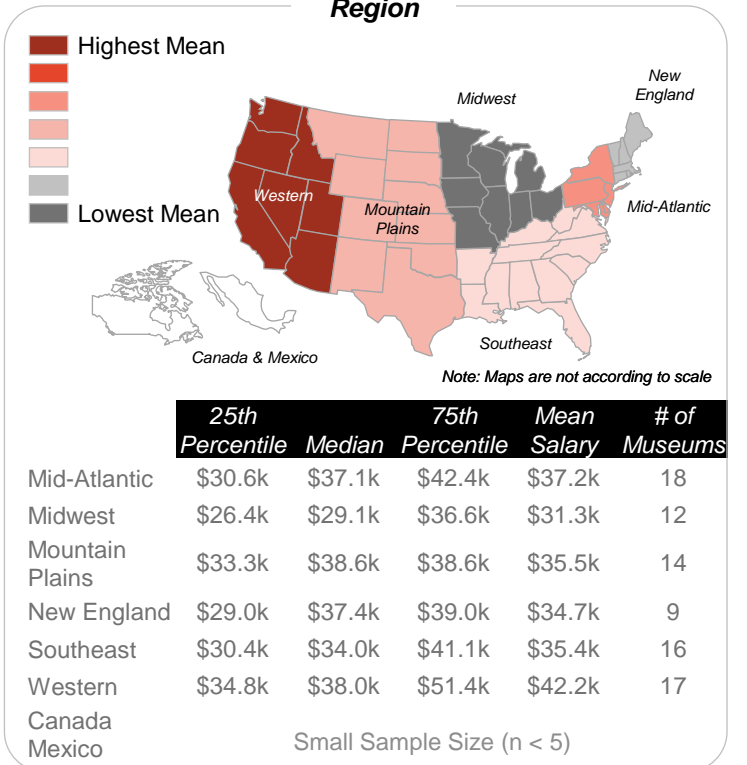
Operating Budget



MSA Population



Region



University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Director	\$292.4k	\$226.0k	\$187.6k	\$244.8k	38
Deputy Director	\$134.8k	\$117.9k	\$98.9k	\$132.3k	22
Chief Operating Officer / Administrator	\$126.7k	\$96.3k	\$79.5k	\$111.2k	16
Assistant to Director	\$55.7k	\$53.0k	\$45.6k	\$54.4k	37
Director of Finance / Finance A	\$108.2k	\$83.2k	\$75.0k	\$93.0k	16
Finance B	\$81.7k	\$57.0k	\$47.2k	\$64.3k	22
Director of Development / Development A	\$142.7k	\$110.3k	\$91.5k	\$118.7k	28
Grant Manager / Institutional Giving Manager / Development B	\$75.7k	\$61.9k	\$50.0k	\$64.6k	20
Development Associate / Development C	\$73.8k	\$58.1k	\$44.4k	\$61.0k	20
Director, Planned Giving / Institutional Giving	\$80.0k	\$61.3k	\$52.5k	\$70.9k	5
Human Resources Director	\$120.0k	\$73.7k	\$60.0k	\$82.0k	5
Director of Information Systems / Chief Information Officer	\$116.8k	\$85.1k	\$68.7k	\$99.8k	7
Systems Manager / Technology Director / Director of New Media	\$90.8k	\$87.7k	\$61.0k	\$79.5k	12
Web Manager	\$69.5k	\$63.6k	\$52.0k	\$64.6k	13
New Media Manager	\$53.5k	\$46.4k	\$39.1k	\$49.3k	14

University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Membership Assistant	\$47.6k	\$40.9k	\$38.0k	\$43.8k	21
Special Events Manager	\$55.2k	\$48.0k	\$43.6k	\$50.2k	22
Director of External Affairs	\$115.0k	\$85.0k	\$65.0k	\$99.4k	13
Marketing Director	\$85.1k	\$65.8k	\$59.7k	\$74.3k	24
Public Relations Officer	\$74.3k	\$60.0k	\$51.1k	\$62.1k	12
Museum Store Manager	\$66.1k	\$53.1k	\$45.8k	\$56.1k	22
Volunteer Coordinator	\$52.5k	\$43.3k	\$35.4k	\$43.1k	7
Chief Curator / Director of Curatorial Affairs / Curator A	\$133.6k	\$95.4k	\$84.0k	\$115.4k	21
Senior Curator / Curator of Special Collections Area / Curator B	\$121.1k	\$92.8k	\$65.0k	\$92.6k	31
Curator of Exhibitions / Curator C	\$76.5k	\$69.2k	\$65.1k	\$70.5k	24
Associate Curator / Curator D	\$90.0k	\$72.6k	\$57.0k	\$74.4k	19
Assistant Curator / Curator E	\$66.4k	\$55.0k	\$50.0k	\$55.1k	13
Curatorial Assistant	\$74.0k	\$49.0k	\$37.6k	\$52.7k	20
Photographer	\$81.0k	\$70.2k	\$52.0k	\$66.0k	6
Director of Education / Curator of Education / Education A	\$85.3k	\$68.1k	\$60.8k	\$77.4k	36

University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Associate Educator / Educator B	\$61.8k	\$55.3k	\$44.5k	\$57.6k	33
Assistant Educator / Educator C	\$69.2k	\$45.1k	\$41.5k	\$50.7k	16
Education Assistant	\$67.6k	\$49.2k	\$35.6k	\$50.6k	13
Registrar A	\$76.2k	\$64.6k	\$53.0k	\$67.5k	42
Associate Registrar / Registrar B	\$69.1k	\$51.5k	\$42.4k	\$56.1k	25
Assistant Registrar / Registrar C	\$54.1k	\$43.5k	\$39.2k	\$47.0k	14
Head Librarian / Librarian A	\$79.3k	\$58.1k	\$54.5k	\$62.1k	6
Associate Librarian / Librarian B	Small Sample Size (n < 5)				
Assistant Librarian / Librarian C	Small Sample Size (n < 5)				
Chief Conservator / Conservator A	\$129.1k	\$111.4k	\$91.4k	\$115.1k	9
Senior Conservator / Conservator B	\$96.2k	\$89.1k	\$61.8k	\$80.5k	7
Associate Conservator / Conservator C	\$81.2k	\$59.4k	\$56.4k	\$64.9k	8
Exhibition Designer	\$95.2k	\$83.9k	\$69.6k	\$81.2k	12
Chief Preparator / Preparator A	\$75.7k	\$60.0k	\$50.8k	\$62.2k	31
Associate Preparator / Preparator B	\$57.8k	\$46.3k	\$41.2k	\$49.1k	26

University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Editor / Director of Publications	\$93.7k	\$69.0k	\$60.6k	\$74.6k	12
Graphic Designer	\$54.7k	\$49.8k	\$46.1k	\$52.3k	16
Facilities Director / Building Manager / Operations Manager	\$91.3k	\$61.0k	\$48.2k	\$70.0k	20
Engineering Manager	Small Sample Size (n < 5)				
Chief of Security	\$72.3k	\$55.0k	\$43.5k	\$59.9k	28
Museum Security Officer / Museum Security Guard	\$40.0k	\$35.0k	\$31.2k	\$37.3k	21
Museum Security Officer / Museum Security Guard (Part Time)	\$16.8	\$13.0	\$11.2	\$14.2	17
Visitor Service Associate	\$48.6k	\$38.6k	\$37.0k	\$41.7k	12
Visitor Service Associate (Part Time)	\$15.8	\$13.4	\$11.2	\$13.7	21

Part-Time Profiles

All figures given are hourly rates.

Membership Assistant

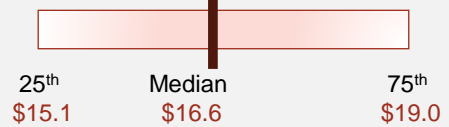
Mean: \$20.6



n = 6

Museum Store Manager

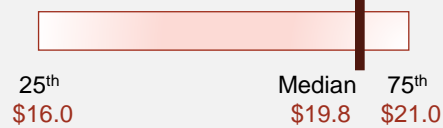
Mean: \$16.9



n = 7

Curatorial Assistant

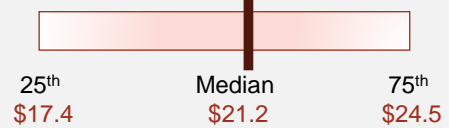
Mean: \$20.4



n = 18

Assistant Educator / Educator C

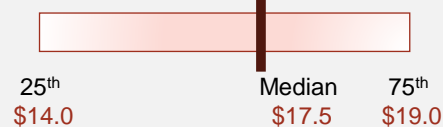
Mean: \$21.4



n = 15

Education Assistant

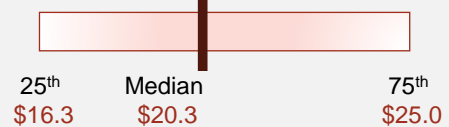
Mean: \$17.0



n = 33

Associate Preparator / Preparator B

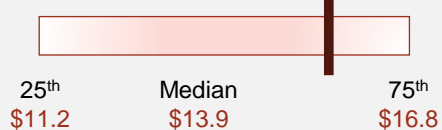
Mean: \$21.2



n = 16

Security Guard

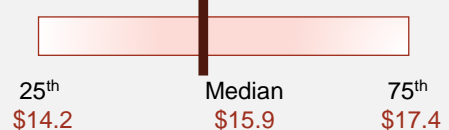
Mean: \$15.3



n = 82

Visitor Services Associate

Mean: \$15.6

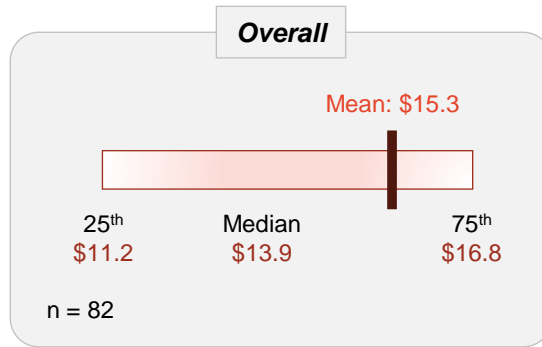


n = 114

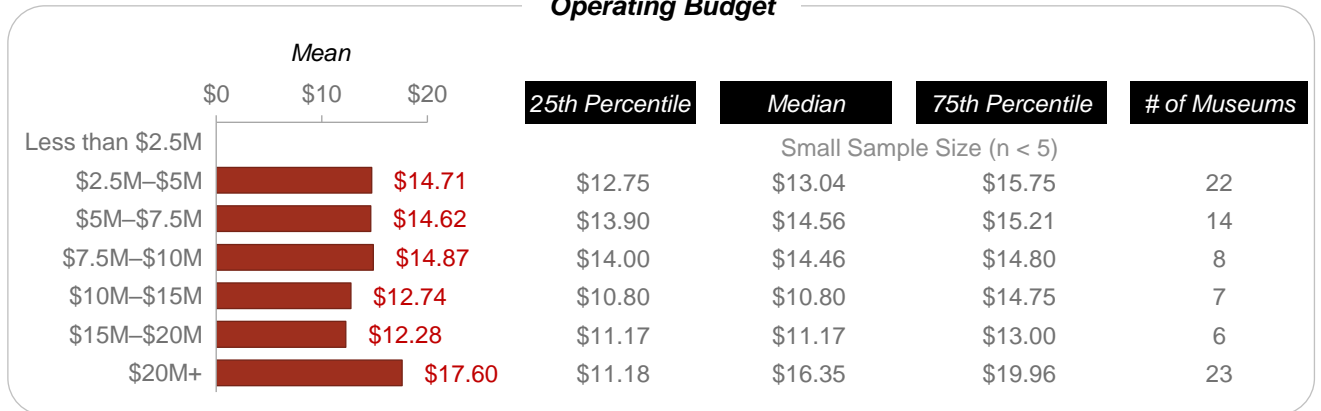
Museum Security Officer / Museum Security Guard (Part-Time)



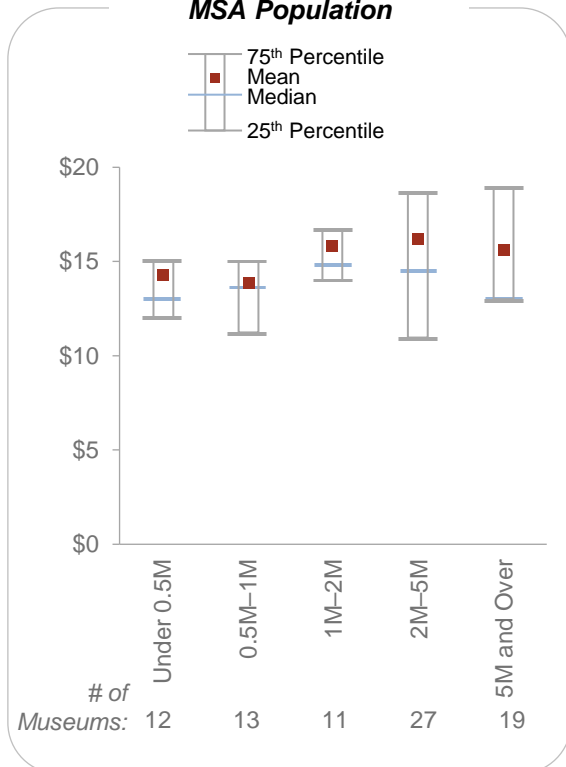
Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.



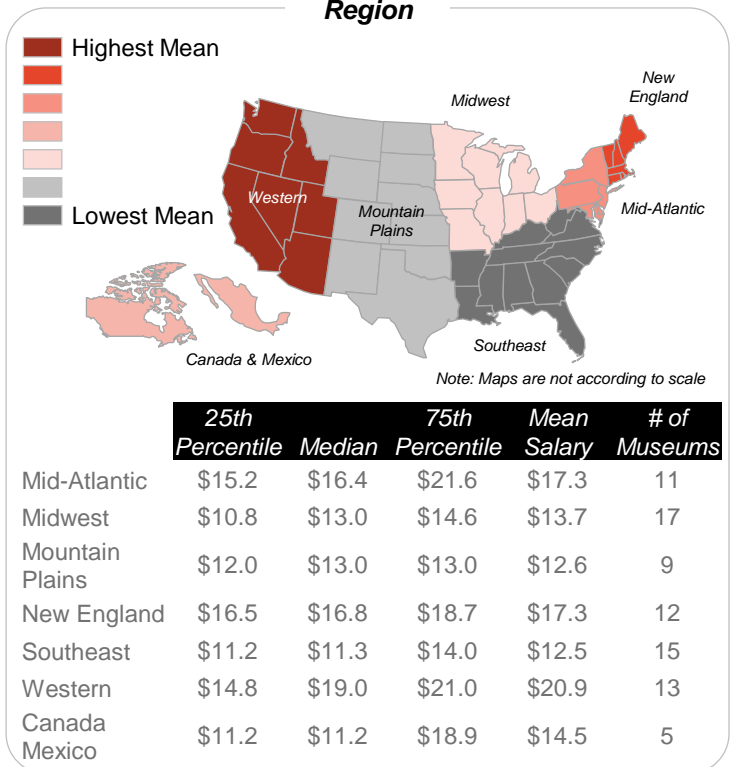
Operating Budget



MSA Population



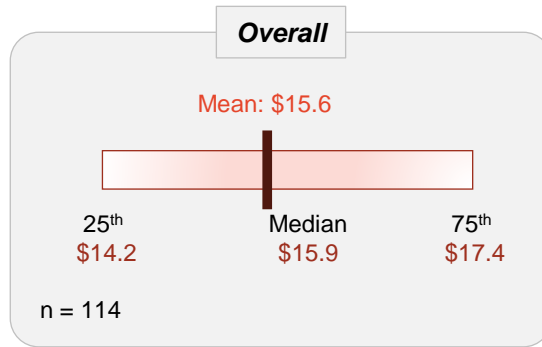
Region



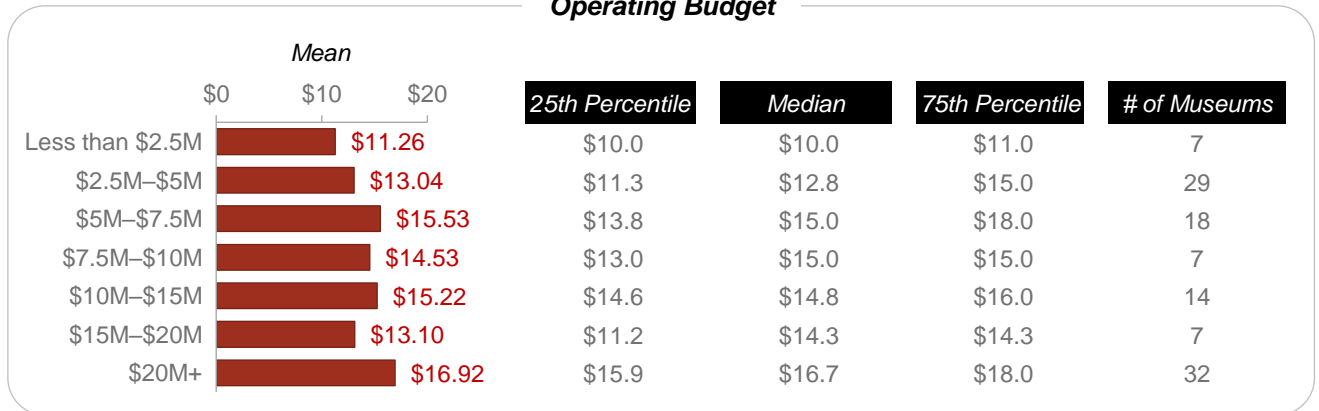
Visitor Services Associate (Part-Time)



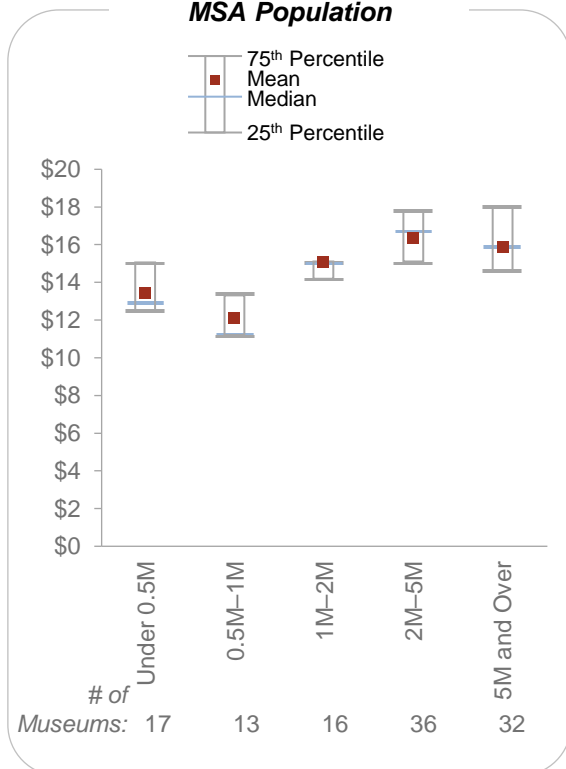
Responsible for a successful guest experience in the museum. Activities include selling tickets, overseeing access control, engaging with guests, handling questions, etc.



Operating Budget



MSA Population



Region

