



**ASSOCIATION OF ART MUSEUM
DIRECTORS**

2019 Salary Survey



PREFACE

The 2019 Salary Survey is the thirty-fourth 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 208 of 227 museums surveyed—a response rate of 92%.

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

Our thanks are due to Stax Inc., who worked with us to support the effort, and provided analysis and development of insights. Thanks are also due to the museums responding to the survey for the considerable time and effort put into their responses.

The format of the survey reflects metropolitan areas defined as metropolitan statistical areas and micropolitan statistical areas as of July 15, 2015. Maps of metropolitan and micropolitan statistical areas by state are available in this report. Population data has been updated to reflect 2010 U.S. Census counts.

Canadian and Mexican metropolitan area populations were sourced from Statistics Canada and Instituto Nacional de Estadística y Geografía, respectively.

Salary information is based on compensation for FY18. In accordance with US Department of Justice anti-trust guidelines, salary comparison by designation is not presented for positions if fewer than five museums reported figures for a given designation. Salaries reported by Canadian art museums were converted to US dollars using the exchange rate 1 CAD = 0.7513 USD on March 19th 2019. Commentary on analyzed trends refers to the fiscal year.

Additional copies of the 2019 Salary Survey may be obtained from the Standards & Practices section of AAMD's website at aamd.org.



SURVEY DEFINITIONS

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

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

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

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

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

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

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

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

NOTE: N denotes the number of periods/years

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REGIONAL ASSOCIATIONS OF THE AMERICAN ALLIANCE OF MUSEUMS (AAM)

THE UNITED STATES

SOUTHEAST

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

MOUNTAIN PLAINS

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

WESTERN

Alaska
 Arizona
 California
 Hawaii
 Idaho
 Nevada
 Oregon
 Utah
 Washington

NEW ENGLAND

Connecticut
 Massachusetts
 Maine
 New Hampshire
 Rhode Island
 Vermont

MID-ATLANTIC

Delaware
 District of Columbia
 Maryland
 New Jersey
 New York
 Pennsylvania

MIDWEST

Illinois
 Indiana
 Iowa
 Michigan
 Minnesota
 Missouri
 Ohio
 Wisconsin

CANADA

MEXICO

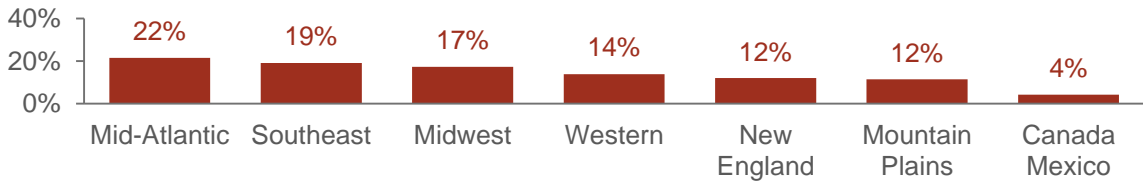
REGIONAL ASSOCIATIONS OF THE AMERICAN ALLIANCE OF MUSEUMS (AAM) – U.S.



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by AAM Region

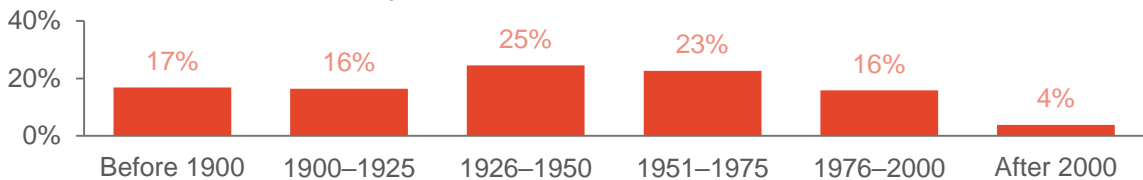
Percentages based on responses from 208 museums.



New York State and California had the largest concentration of AAM-affiliated museums, with 26 and 17, respectively.

Distribution of Museums by Founding Date

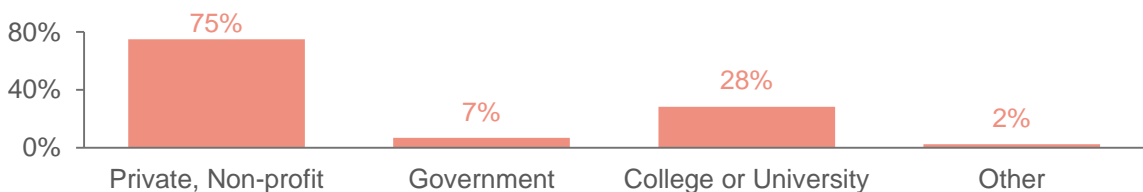
Percentages based on responses from 208 museums.



The oldest museum that took part in the survey was the Peabody Essex Museum from Salem, MA, while the newest was the Museo Universitario de Arte Contemporaneo in Mexico City— the two museums were established 209 years apart.

Distribution of Museums by Governance Patterns

Percentages based on responses from 208 museums.

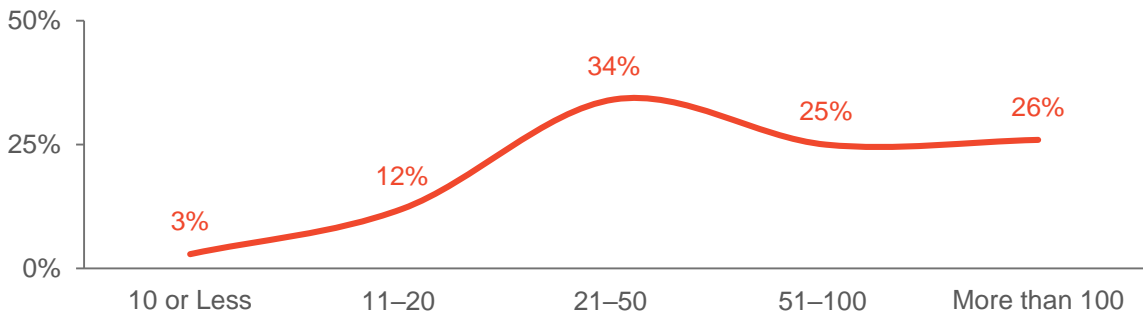


NOTE: Museums can indicate more than one governance category. Thus, the total of all responses exceeds 100%.

GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

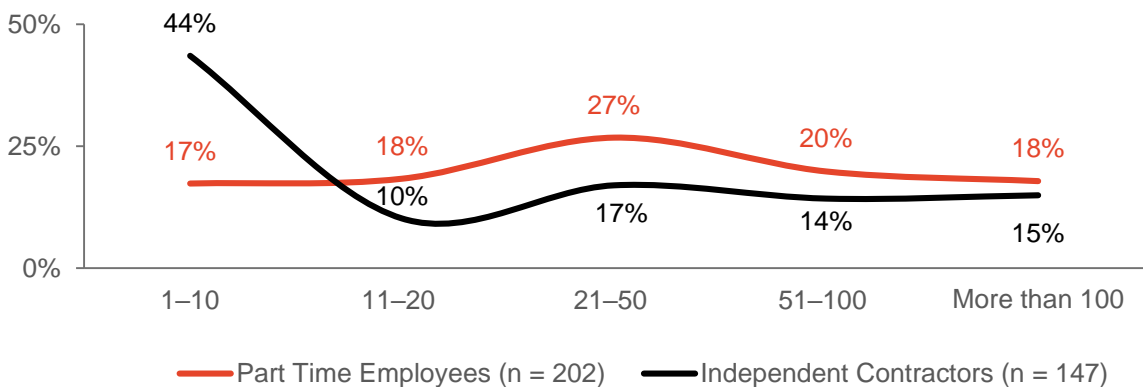
Distribution of Museums by the Number of Full Time Employees

Percentages based on responses from 208 museums.



In 2018, more than half of the museums had 51 or more full time employees; 20 museums had more than 250 full time employees. The Metropolitan Museum of Art in New York had the most full time employees with 1,848.

Distribution of Museums by Employee Type

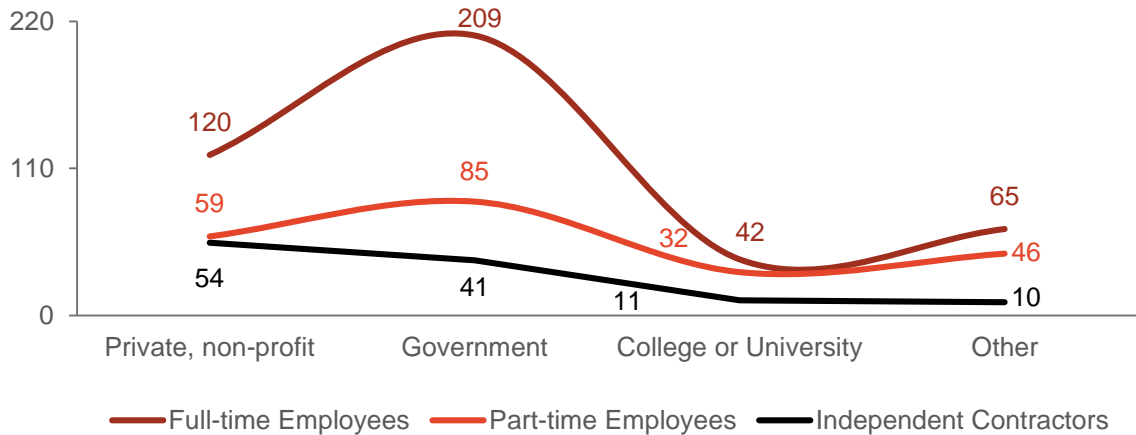


22 of the museums surveyed employed more than 100 independent contractors — 7 of which employed more than 250, while 1 museum employed more than 1,000.

GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

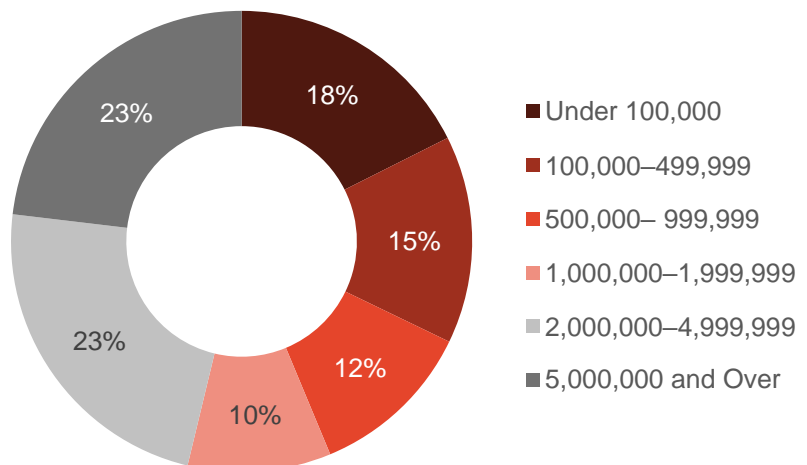
Averages based on responses from 208 museums.



Government museums had the highest ratio of full-time employees, with an average of 60% of staff employed on a full-time basis. Part-time employees were most prominent in College or University museums; on average, 35% of staff were employed on a part-time basis. Independent contractors were hired mostly in Private, non-profit museums, where they accounted for 17% of the total number of employees on average.

Distribution of Museums by Metropolitan Area Population

Percentages based on responses from 199 museums.



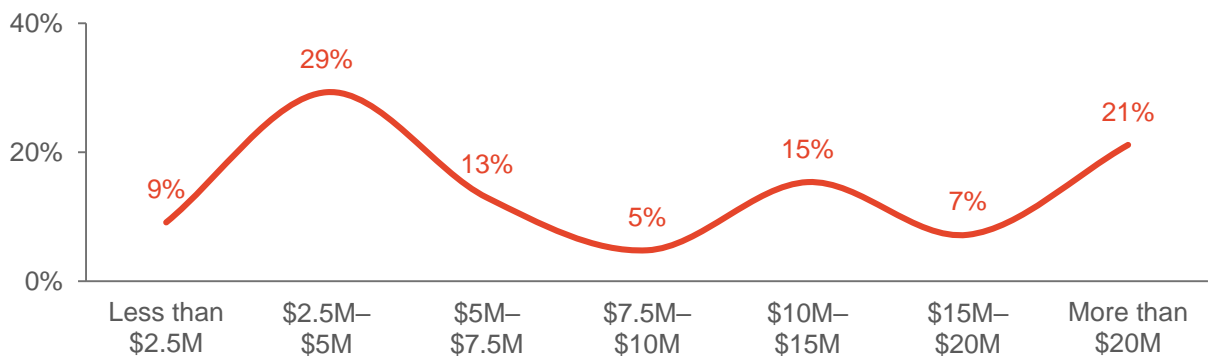
NOTE: Figures are rounded to the nearest whole number; thus, may not always add up to 100%.

FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Of the 208 museums to respond, 62% commenced their fiscal year in July, with 15% starting at the beginning of the calendar year and a further 9% in October.

Distribution of Museums by Annual Operating Budget

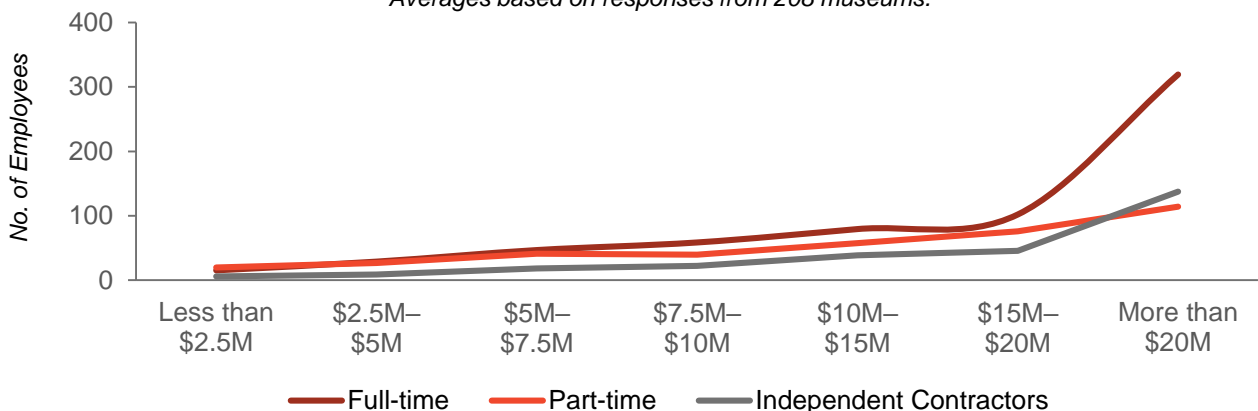
Percentages based on responses from 208 museums.



The distribution of museums across the operating budget brackets remained largely the same as in 2017. Nearly 40% had an operating budget of less than \$5M. On the other end of the scale, 44 of the museums were in the top bracket (more than \$20M). Furthermore, 16 of the museums had an operating budget of \$50M or more, 5 of which had a budget in excess of \$100M.

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

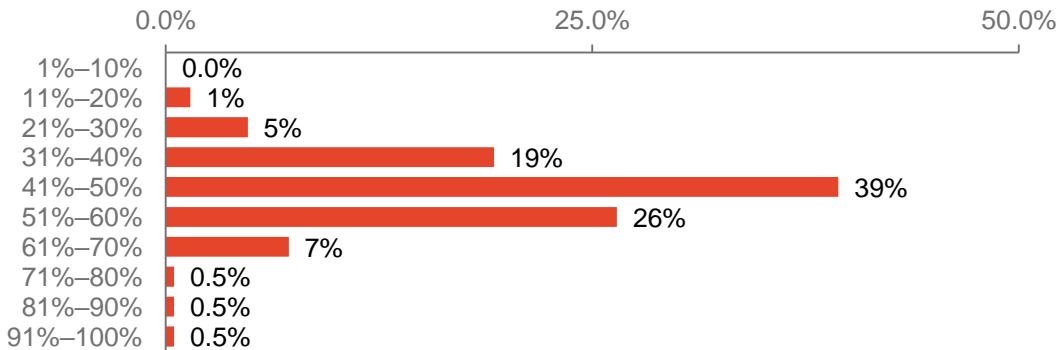
Averages based on responses from 208 museums.



FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by Payroll as a Percentage of Total Budget

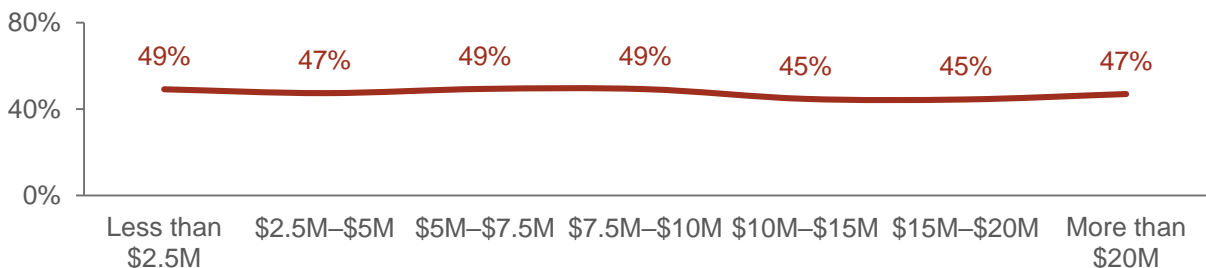
Percentages based on responses from 208 museums.



The portion of museums spending over 50% of their budget on payroll expenses remained the same as in 2017— approximately 35%.

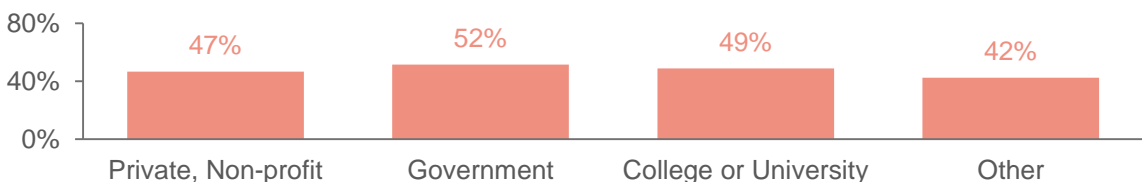
Payroll Expenditure as a Percentage of the Annual Operating Budget by Size

Percentages based on responses from 208 museums.



Average Payroll As a Percentage of Total Budget by Governance Patterns

Averages based on responses from 208 museums.

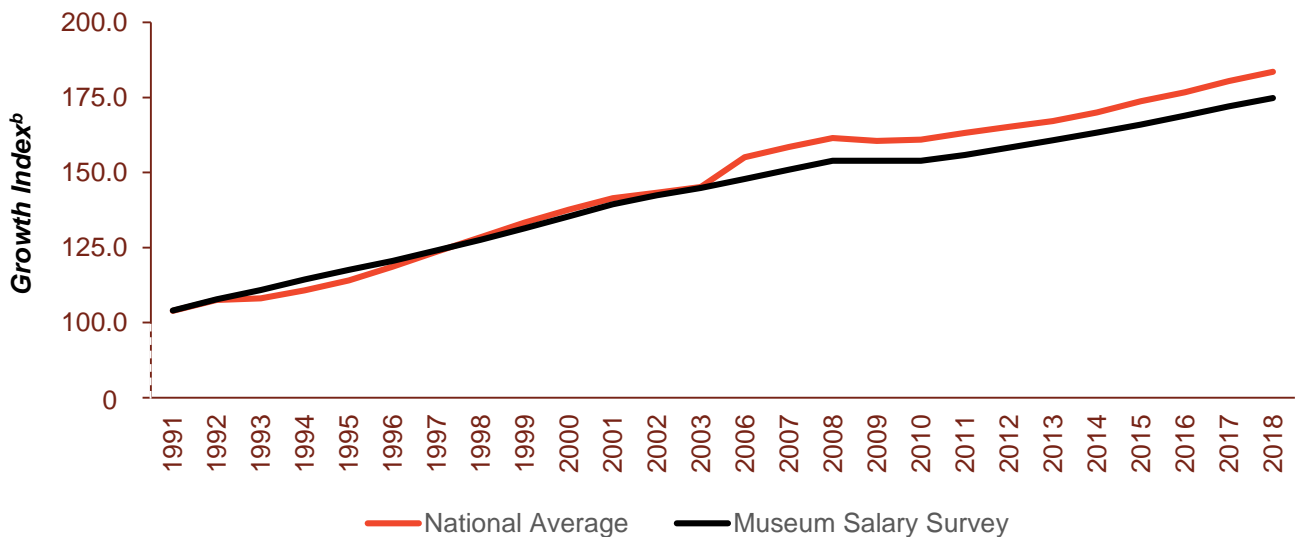


NOTE: Museums can indicate more than one governance category. Thus, the total of all responses will exceed 100%.

SALARY PROCEDURES OF RESPONDING MUSEUMS

NOTE^a: The median national average salary increase is based on the National Average Wage Index (NAWI)— an index calculated annually by the Social Security Administration (SSA) based on wages subject to federal income taxes and contributions. 2018 figures are based on estimates provided by the SSA’s Trustees Report.

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



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

Even though the median increase in salaries of the AAMD survey grew at a slower pace than the national average in the period between 1991-2018, it’s worth noting that in 2018 the national average wage index was estimated to be \$51,894, while the average median salary as per the AAMD survey stood at \$67,412 (based on the median salary weighted by FTE’s)— almost 30% higher.

SALARY PROCEDURES OF RESPONDING MUSEUMS

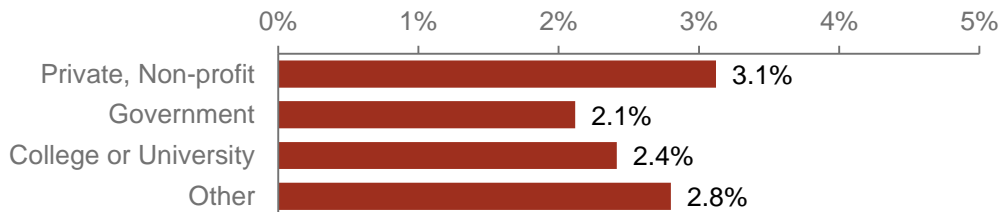
Average Percentage Salary Increase FY 1991 to 2018

Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
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)

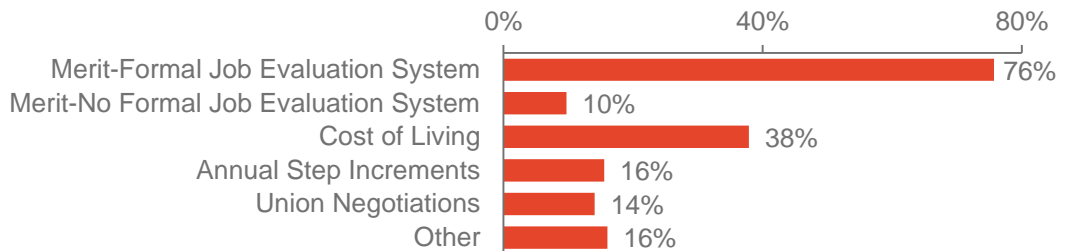
Percentages based on responses from 202 museums.



Of 204 responding museums, 74% reported having established salary ranges for each position—the same as in 2017.

Distribution of Museums by Basis for Salary Increment

Percentages based on responses from 206 museums.



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

25% of all responding museums reported having unionized staff. Clerical, maintenance, and security staff were the most predominant groups working under a union contract.

Basis For Salary Increment by Type of Governance

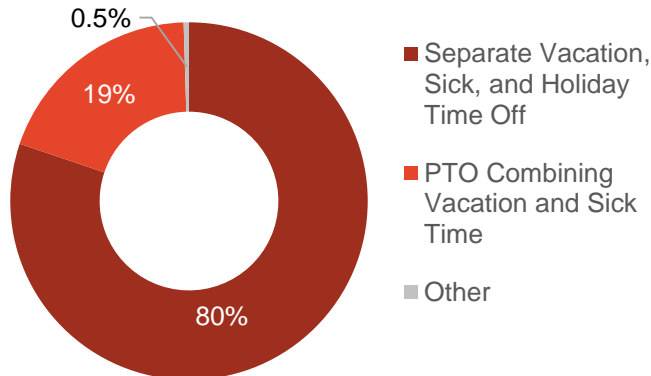
Category	Private, non-profit	Government	College or University	Other
Merit (formal job evaluation system)	74.4%	78.6%	79.7%	80.0%
Merit (no formal job evaluation system)	10.3%	7.1%	6.8%	20.0%
Cost of Living	37.8%	78.6%	28.8%	20.0%
Annual Step Increments	9.6%	71.4%	22.0%	0.0%
Union Negotiations	10.9%	35.7%	22.0%	0.0%
Other	18.6%	21.4%	13.6%	0.0%
	n = 156	n = 14	n = 59	n = 5

EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Of 207 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

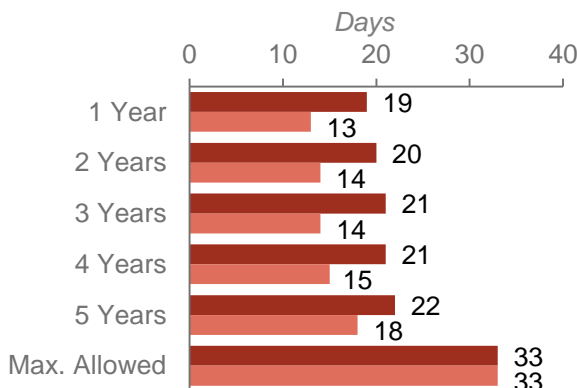
Percentages based on responses from 207 museums.



Of 207 responses, 72% 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.

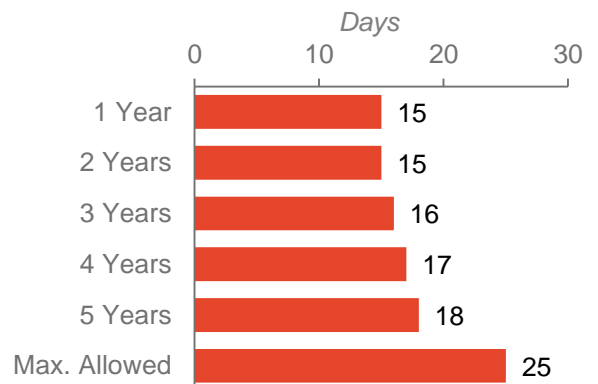


Mean based on responses from 38 museums.

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

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 97 museums.

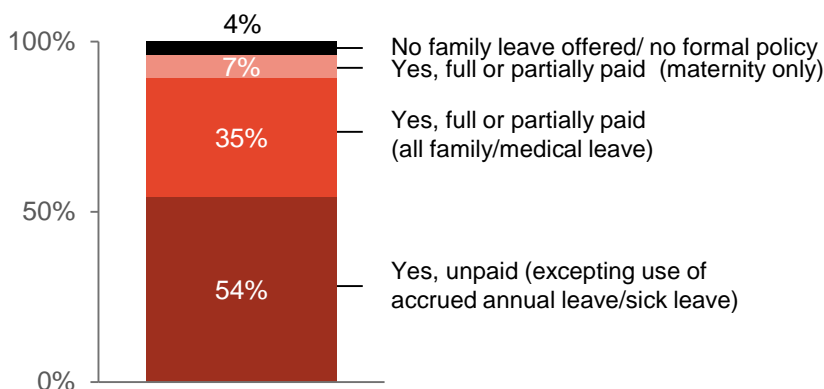
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Almost 90% of the 208 responding museums allowed earned vacation/PTO days that are not used during the current fiscal year to be carried forward to the next. The number of days allowed to be carried over varied from as low as 5 to an unlimited amount in certain instances.

On average, in 2018 museums offered regular full-time employees 13 sick days and 4 personal/ floating holidays per year.

Distribution of Museums Offering Family and Medical Leave

Percentages based on responses from 208 museums.



Distribution of Museums by Retirement Plan Offered and Payment Type

Policy Followed	401(k) Plan	403(b) Plan	Pension Plan	Other Defined Contribution Plan
Paid by Museum	2%	13%	8%	8%
Employee Co-Payment	17%	36%	13%	7%
Fully Paid by Employee	7%	22%	1%	13%
Not Offered	74%	29%	78%	72%
	n = 208	n = 208	n = 207	n = 199

In 2018, salary contributions were capped at 5.2%, on average, for museums contributing to a 401(k) Plan for their employees, compared to 5% in 2017. Of the museums contributing to a 403(b) Plan for their employees, salary contributions were capped at 7.1% on average— up from 6.2% in 2017.

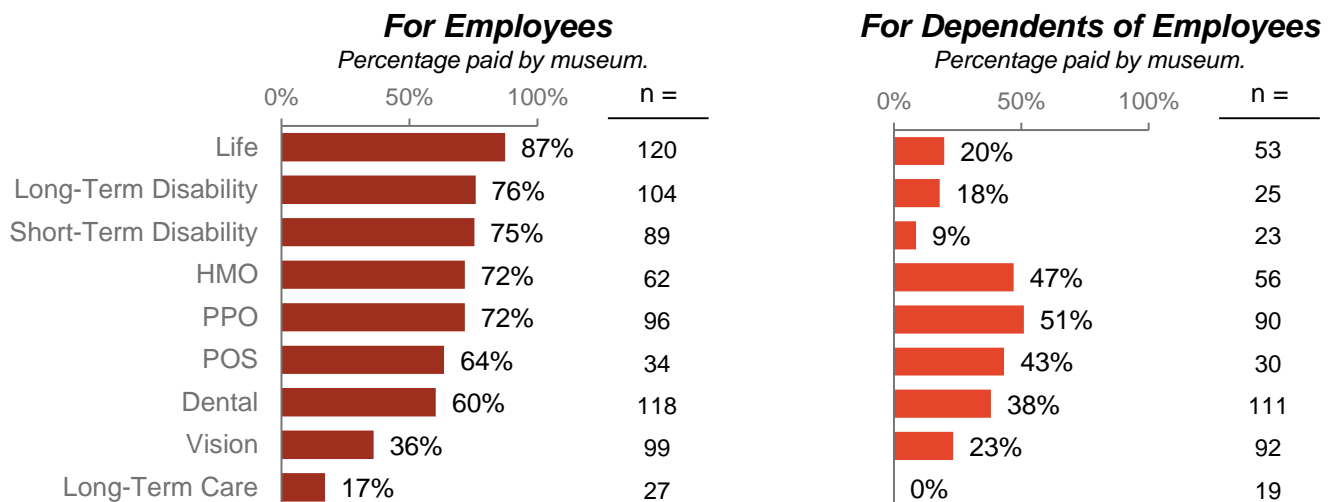
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

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

	For Employees				For Dependents of Employees			
	Private, non-profit	Govt.	College or University	Other	Private, non-profit	Govt.	College or University	Other
HMO	29%	36%	22%	20%	18%	21%	22%	20%
PPO	47%	43%	37%	40%	37%	29%	34%	20%
POS	14%	21%	10%	0%	9%	7%	10%	0%
Dental	51%	43%	31%	40%	35%	29%	29%	40%
Vision	23%	21%	12%	20%	16%	21%	8%	20%
Life	58%	50%	36%	60%	6%	7%	5%	0%
Long-term disability	45%	21%	22%	40%	2%	0%	5%	0%
Short-term disability	37%	21%	22%	40%	1%	0%	3%	0%
Long-term care	2%	7%	2%	0%	0%	0%	0%	0%
n =	156	14	59	5	156	14	59	5

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 19 museums.

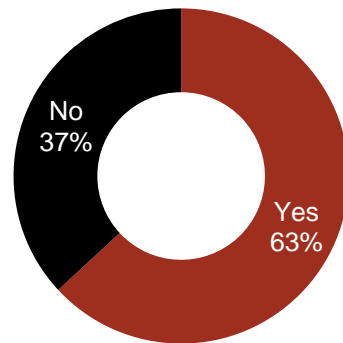


Of the 208 museums surveyed, only 9% reported that they have revised or intend to change their plans or offerings as a result of the Affordable Care Act.

EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Distribution of Museums Offering a Cafeteria Plan

Percentages based on responses from 206 museums.



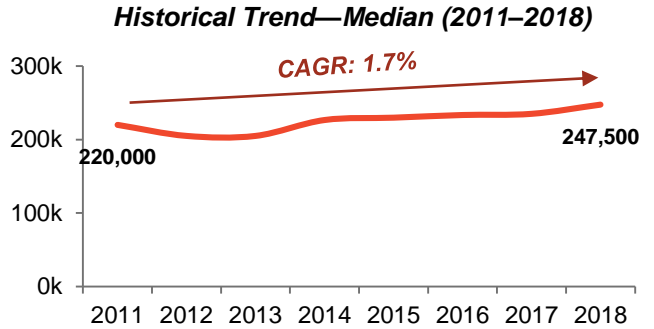
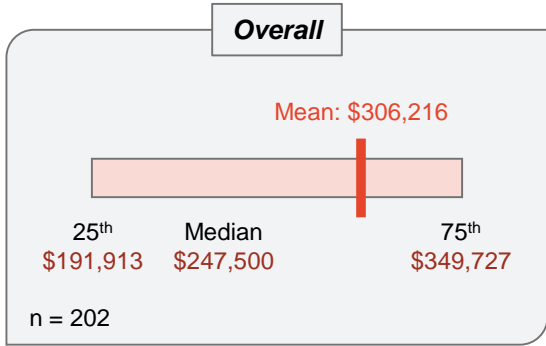
Percentage of Museums that offer Employee Benefits, by Type, by Employee Level

<i>Type Of Benefit</i>	<i>Executive Director or CEO</i>	<i>Other Executive Staff</i>	<i>Other Staff</i>
Employee Assistance Program	72.7%	73.1%	75.3%
Deferred Compensation	30.8%	22.3%	15.3%
Supplemental Executive Retirement Plan	13.1%	N/A	N/A
Other retirement benefits	17.7%	N/A	N/A
Telecommuting	40.9%	42.0%	39.5%
Reimbursement for acquiring and/or maintaining professional license or similar credentials	59.6%	63.2%	58.9%
Professional conference attendance	91.9%	89.6%	88.9%
Professional membership dues	88.9%	83.9%	78.9%
Professional development classes	80.8%	81.9%	82.6%
Spouse or domestic partner travel expenses	9.6%	1.0%	1.1%
Local mass transit subsidy	22.7%	23.3%	23.7%
Car or car allowance	17.2%	3.1%	1.1%
Housing or housing allowance	14.6%	2.1%	1.1%
Childrens' education (or a portion thereof)	15.7%	N/A	N/A
Cell phone	67.7%	54.4%	47.4%
Sabbatical	12.1%	9.8%	7.4%
Bonus	47.0%	32.1%	26.3%
Other	12.6%	8.3%	6.3%
	n = 198	n = 193	n = 190

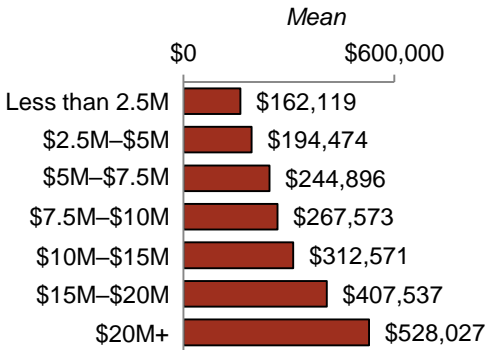
NOTE: Museums offer multiple types of employee benefits. Thus, the total of responses exceeds 100%.

Director

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

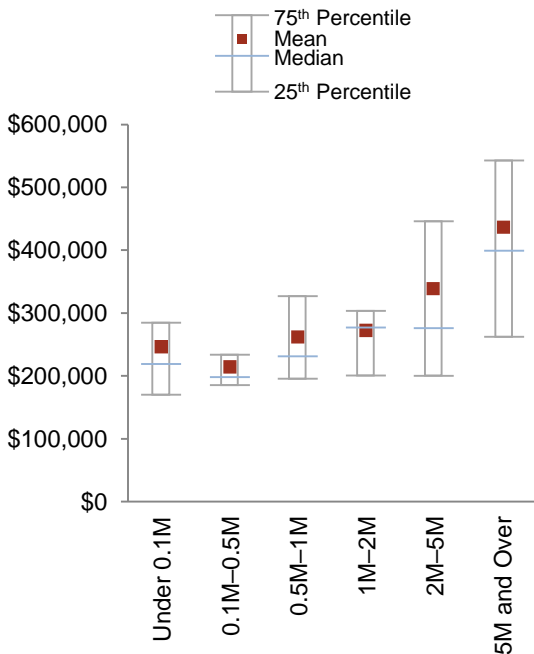


Operating Budget

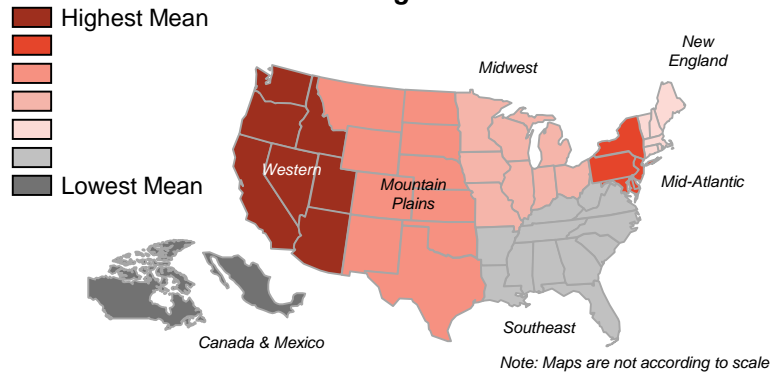


25 th Percentile	Median	75 th Percentile	# of Museums
\$132,621	\$175,000	\$190,761	19
\$172,476	\$190,757	\$225,000	57
\$210,000	\$230,000	\$285,000	27
\$216,941	\$276,539	\$313,500	10
\$260,091	\$284,680	\$330,000	32
\$319,000	\$400,000	\$474,252	15
\$349,454	\$512,486	\$700,000	42

MSA Population (n = 194)



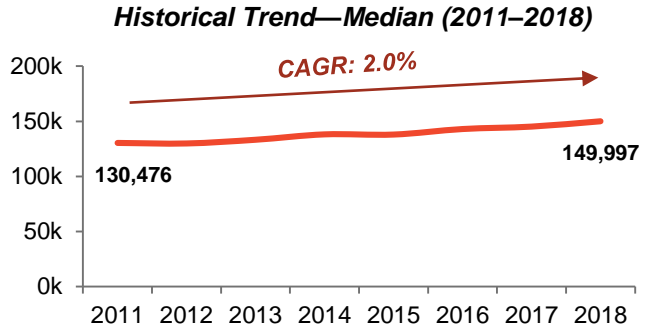
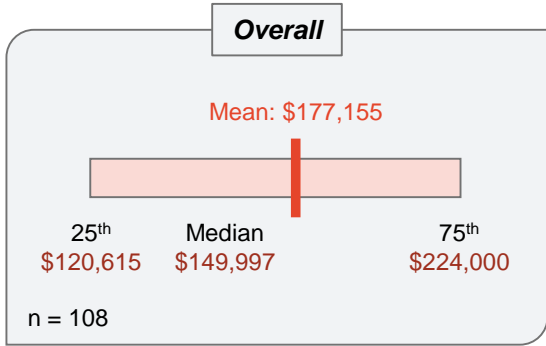
Region



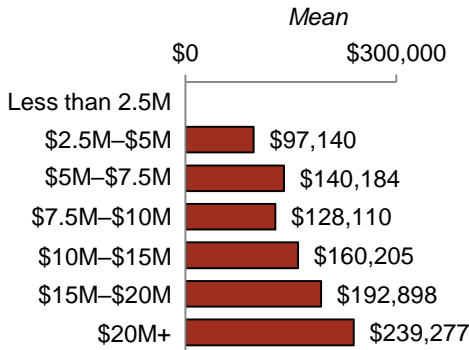
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$141,687	\$235,897	\$281,626	\$212,056	8
Mid-Atlantic	\$204,567	\$263,339	\$438,875	\$340,705	43
Midwest	\$175,050	\$233,015	\$428,250	\$306,142	36
Mountain Plains	\$196,420	\$279,214	\$417,500	\$307,116	24
New England	\$188,449	\$235,000	\$349,454	\$291,342	24
Southeast	\$182,652	\$219,716	\$304,890	\$241,730	38
Western	\$240,000	\$283,000	\$392,000	\$376,535	29

Deputy Director

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

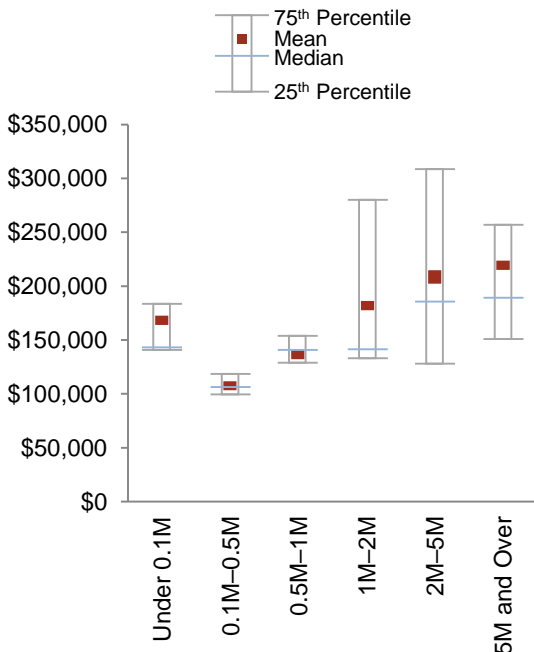


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$84,500	\$96,020	\$105,231	28
\$117,820	\$139,750	\$150,263	13
\$121,722	\$135,000	\$136,990	6
\$127,869	\$155,300	\$185,816	15
\$149,997	\$198,000	\$224,500	11
\$153,089	\$222,624	\$307,845	31

MSA Population (n = 102)



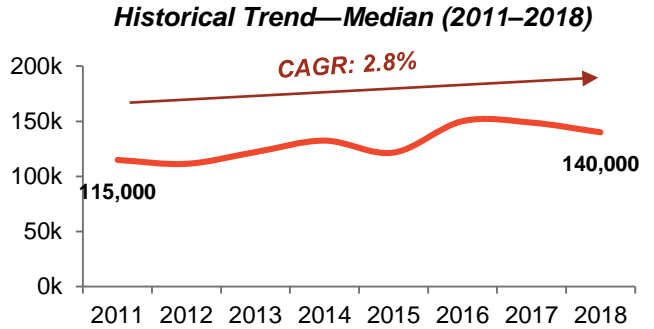
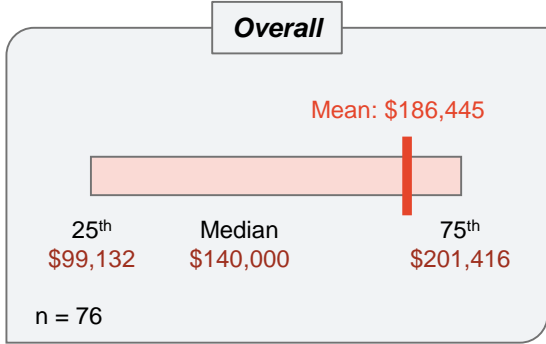
Region



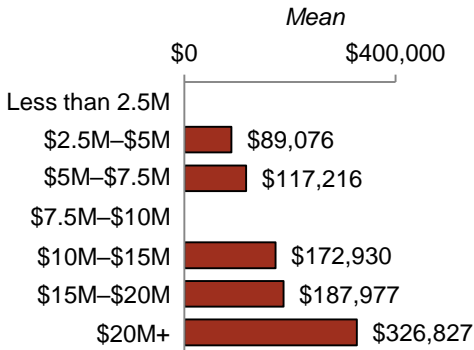
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$25,878	\$120,615	\$156,447	\$109,218	6
Mid-Atlantic	\$160,087	\$187,708	\$224,500	\$208,649	25
Midwest	\$117,820	\$130,000	\$235,800	\$166,461	14
Mountain Plains	\$105,231	\$160,100	\$189,000	\$166,489	10
New England	\$129,500	\$153,089	\$276,855	\$186,577	14
Southeast	\$103,554	\$140,800	\$150,130	\$152,961	20
Western	\$141,815	\$174,739	\$252,249	\$201,547	19

Chief Operating Officer / Administrator

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

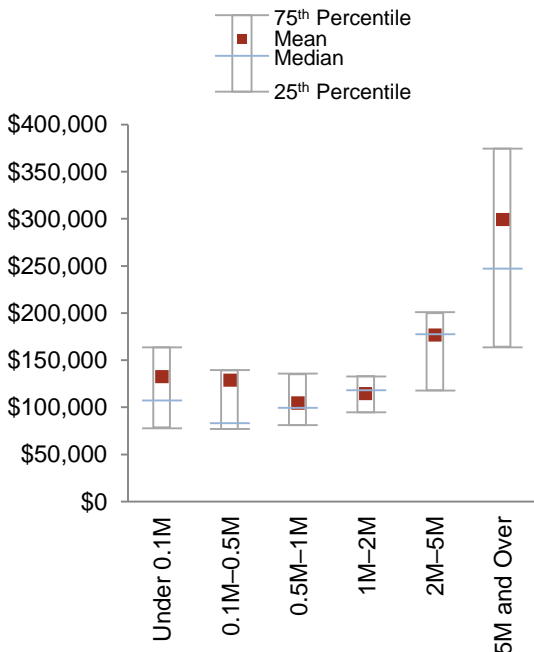


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$75,000	\$82,335	\$112,000	19
\$77,511	\$132,999	\$135,400	6
	Small Sample Size (n < 5)		
\$143,136	\$176,500	\$199,999	13
\$155,030	\$175,957	\$201,416	10
\$160,000	\$310,965	\$401,885	22

MSA Population (n = 73)



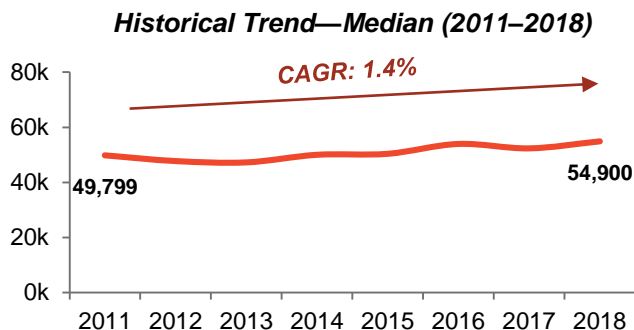
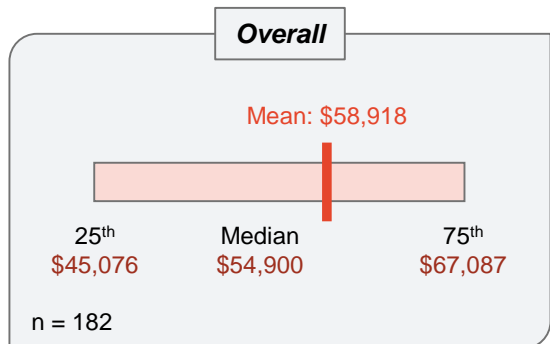
Region



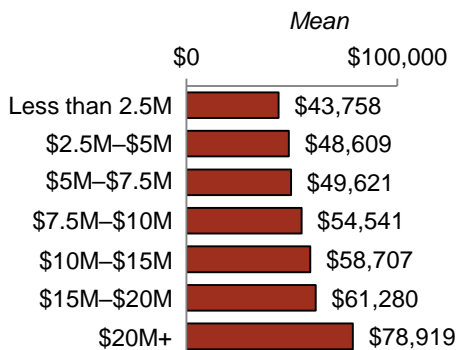
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$137,508	\$178,250	\$315,000	\$267,859	21
Midwest	\$85,000	\$133,650	\$160,000	\$147,969	18
Mountain Plains	\$105,816	\$130,000	\$214,861	\$165,564	8
New England	\$80,000	\$107,689	\$195,000	\$131,821	5
Southeast	\$65,000	\$99,223	\$135,188	\$123,293	10
Western	\$125,000	\$157,475	\$237,108	\$206,777	11

Assistant To Director

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

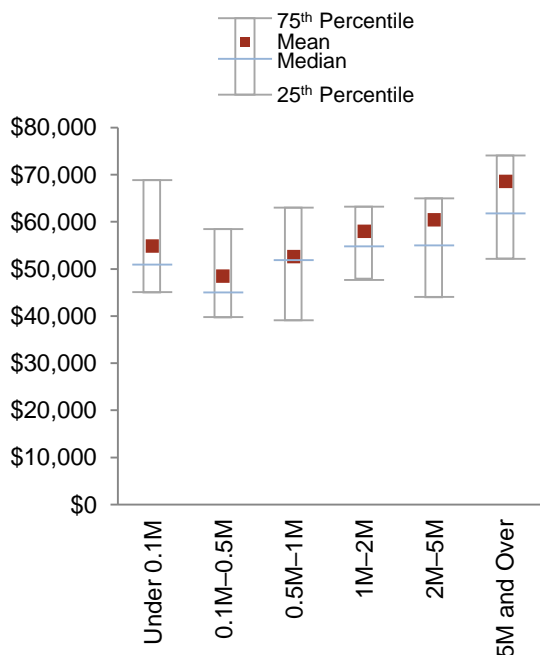


Operating Budget

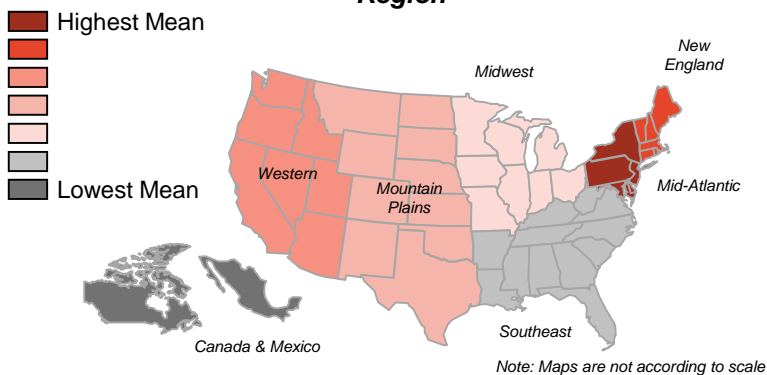


25 th Percentile	Median	75 th Percentile	# of Museums
\$36,564	\$42,808	\$49,956	13
\$41,455	\$48,654	\$55,629	52
\$39,800	\$48,492	\$56,703	25
\$43,992	\$52,500	\$62,000	10
\$50,000	\$60,426	\$64,522	30
\$46,500	\$57,000	\$72,010	13
\$58,000	\$70,000	\$87,500	39

MSA Population (n = 176)



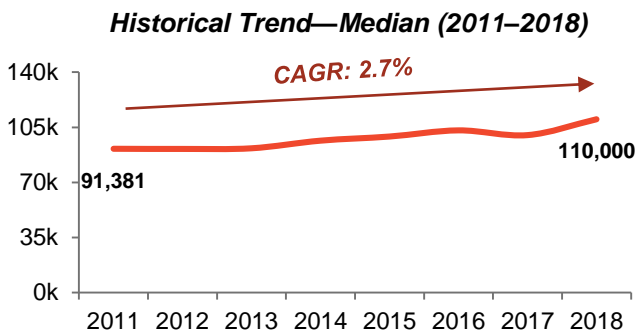
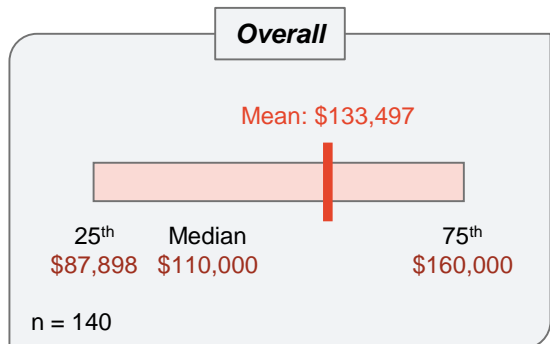
Region



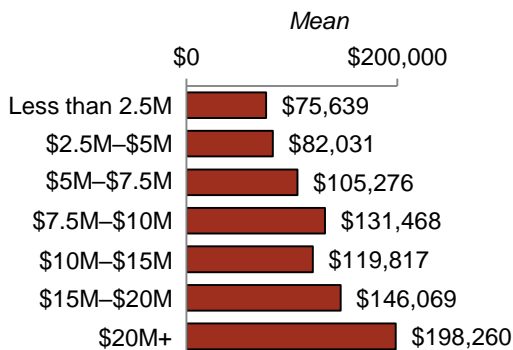
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$45,076	\$45,076	\$46,552	\$49,661	6
Mid-Atlantic	\$46,956	\$61,500	\$74,263	\$65,805	39
Midwest	\$42,000	\$51,000	\$65,546	\$55,266	32
Mountain Plains	\$47,866	\$55,950	\$64,522	\$58,052	21
New England	\$48,400	\$56,703	\$72,010	\$64,510	23
Southeast	\$43,992	\$48,116	\$57,466	\$52,289	35
Western	\$49,484	\$59,517	\$64,988	\$59,781	26

Director of Finance / Finance A

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

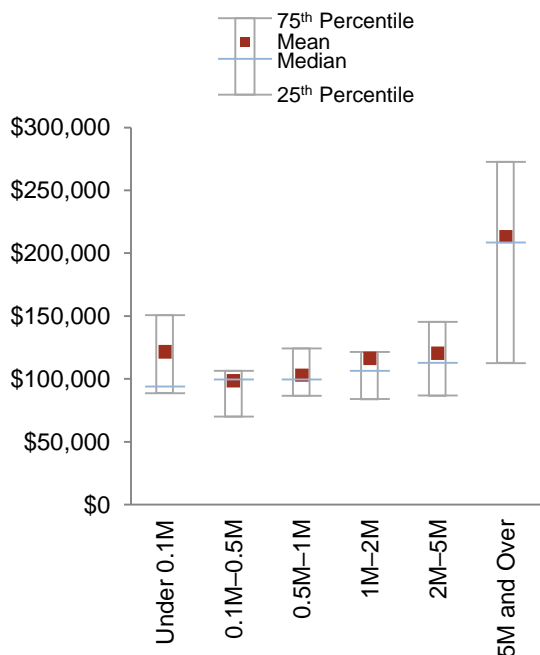


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$64,536	\$77,105	\$86,169	9
\$64,125	\$81,038	\$94,500	29
\$92,300	\$100,000	\$110,315	21
\$101,250	\$124,734	\$144,140	8
\$97,500	\$116,000	\$129,406	22
\$95,000	\$120,000	\$214,869	11
\$125,400	\$170,000	\$230,000	40

MSA Population (n = 134)



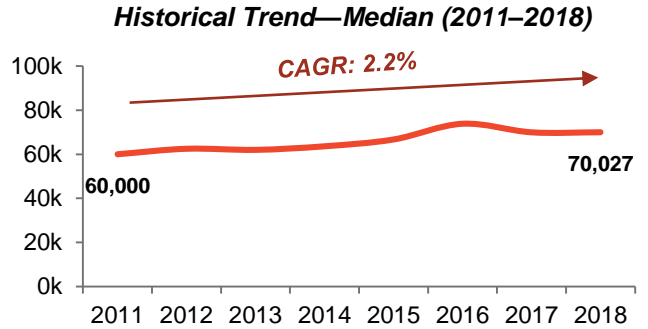
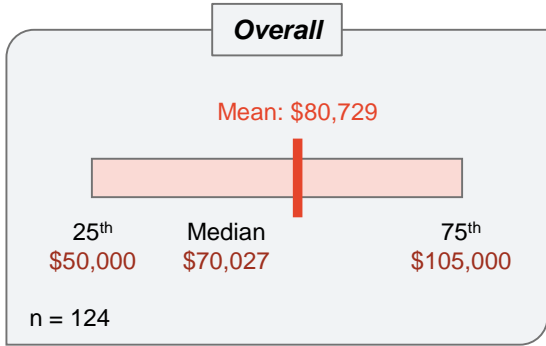
Region



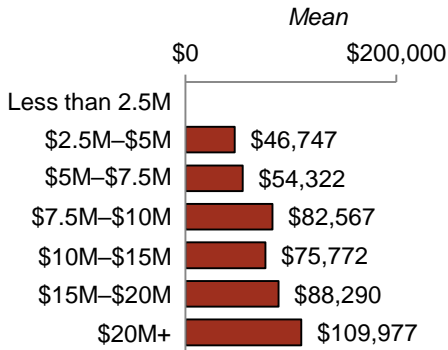
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$59,119	\$93,532	\$115,813	\$92,149	6
Mid-Atlantic	\$95,000	\$127,350	\$225,000	\$167,581	30
Midwest	\$88,085	\$108,588	\$145,000	\$127,814	24
Mountain Plains	\$92,613	\$120,000	\$151,000	\$145,538	17
New England	\$91,600	\$125,400	\$165,000	\$135,271	15
Southeast	\$75,000	\$90,786	\$120,000	\$112,490	25
Western	\$95,000	\$110,000	\$150,000	\$119,294	23

Finance B

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

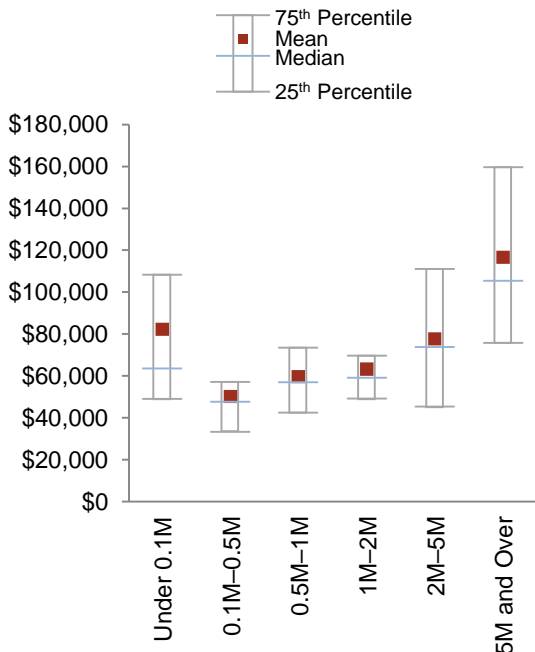


Operating Budget

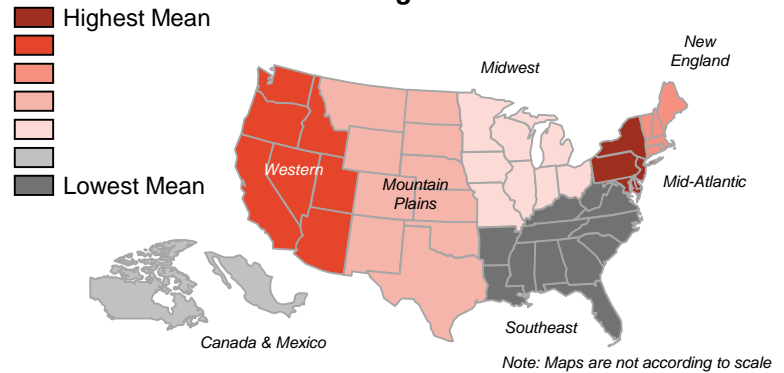


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$38,464	\$47,000	\$57,504	26
\$42,000	\$53,000	\$63,000	17
\$70,027	\$74,957	\$103,100	6
\$64,000	\$70,000	\$90,000	21
\$65,724	\$99,900	\$105,000	11
\$75,000	\$101,102	\$143,500	39

MSA Population (n = 119)



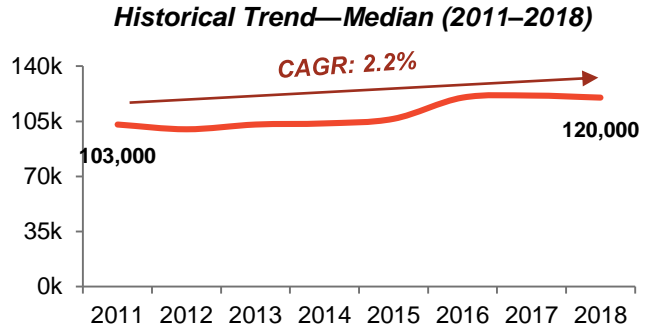
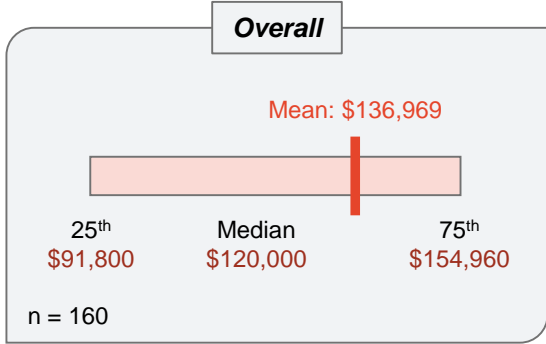
Region



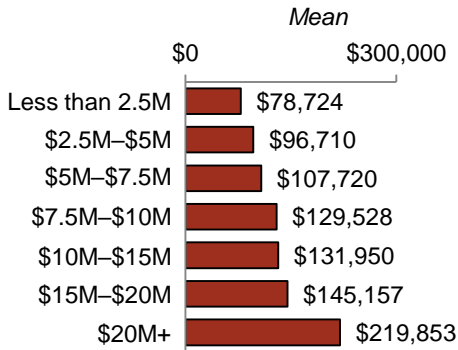
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$67,614	\$75,126	\$80,151	\$66,312	5
Mid-Atlantic	\$70,000	\$91,704	\$114,577	\$101,209	28
Midwest	\$44,742	\$64,031	\$76,763	\$70,243	21
Mountain Plains	\$46,800	\$71,139	\$91,500	\$80,289	17
New England	\$64,000	\$82,900	\$114,803	\$86,157	17
Southeast	\$41,600	\$48,224	\$62,309	\$57,422	20
Western	\$65,724	\$76,358	\$133,900	\$99,714	16

Director of Development / Development A

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

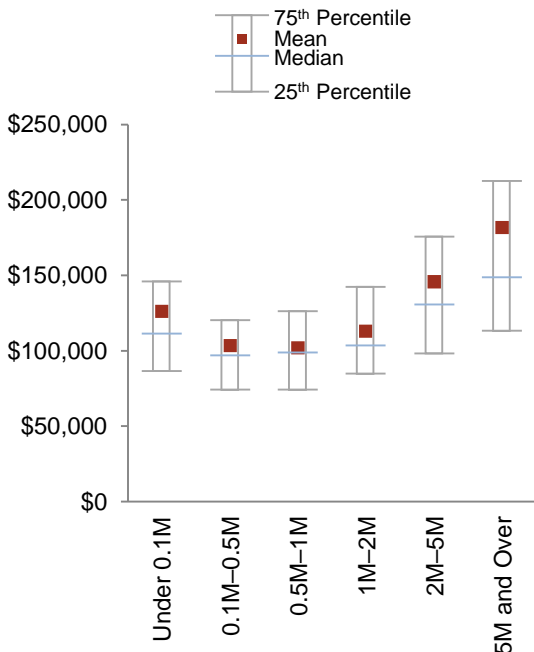


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$63,868	\$70,000	\$88,156	13
\$75,000	\$96,475	\$113,249	42
\$90,900	\$102,000	\$132,600	24
\$93,600	\$133,600	\$165,000	9
\$100,000	\$131,511	\$150,000	25
\$115,000	\$140,000	\$170,000	13
\$148,000	\$195,000	\$270,000	34

MSA Population (n = 155)



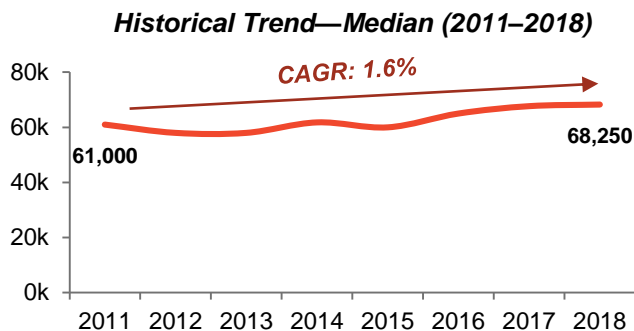
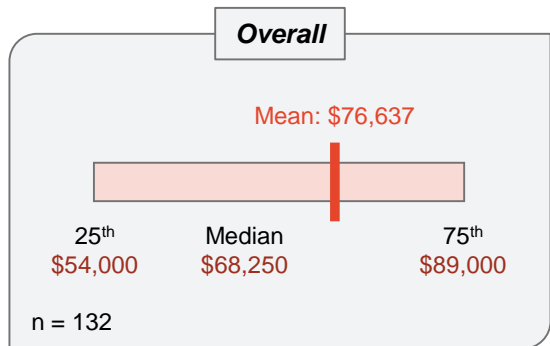
Region



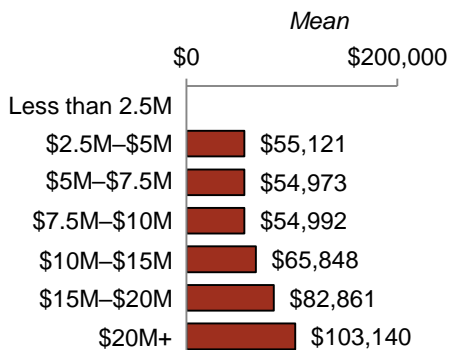
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$67,614	\$87,038	\$185,187	\$115,787	5
Mid-Atlantic	\$104,180	\$120,000	\$191,290	\$163,441	34
Midwest	\$97,499	\$115,000	\$152,341	\$129,671	27
Mountain Plains	\$75,000	\$127,000	\$154,960	\$126,682	22
New England	\$104,000	\$133,600	\$173,400	\$150,885	15
Southeast	\$80,000	\$101,236	\$132,600	\$105,815	32
Western	\$117,193	\$142,500	\$182,087	\$154,519	25

Grant Manager / Institutional Giving Manager / Development B

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

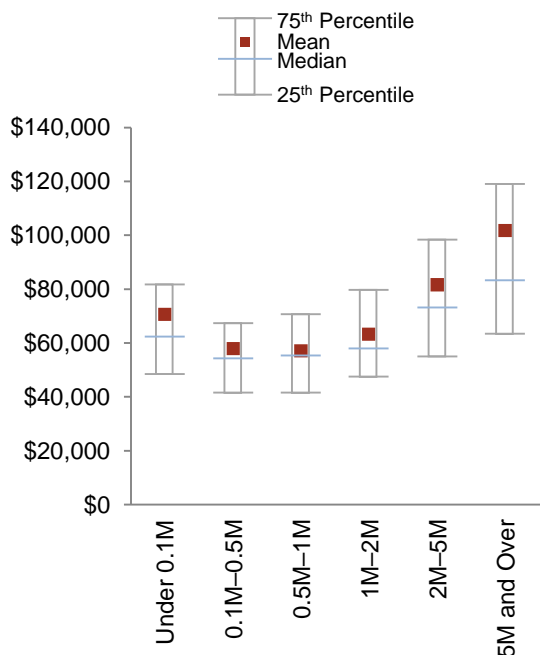


Operating Budget

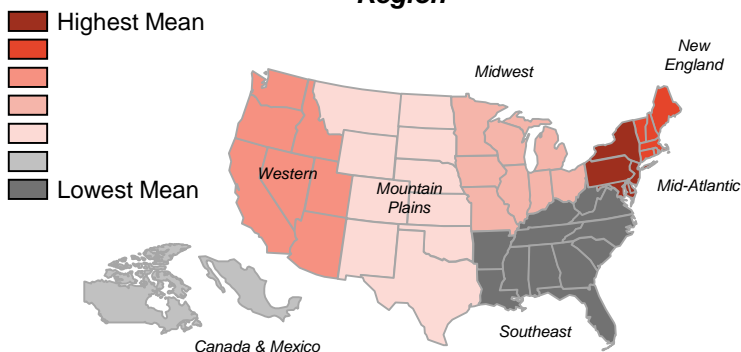


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$46,318	\$56,750	\$63,000	24
\$50,000	\$53,580	\$58,109	22
\$45,000	\$52,387	\$66,898	6
\$52,000	\$60,600	\$76,768	27
\$70,257	\$81,558	\$90,000	14
\$74,740	\$92,421	\$120,000	37

MSA Population (n = 127)



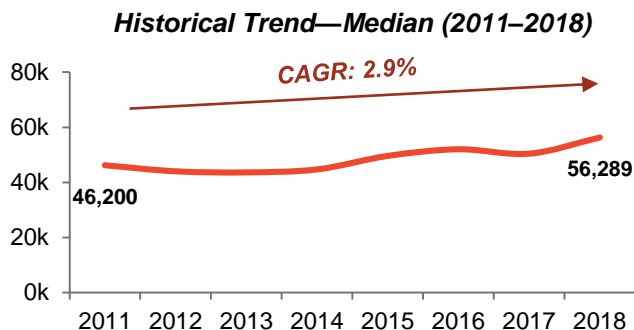
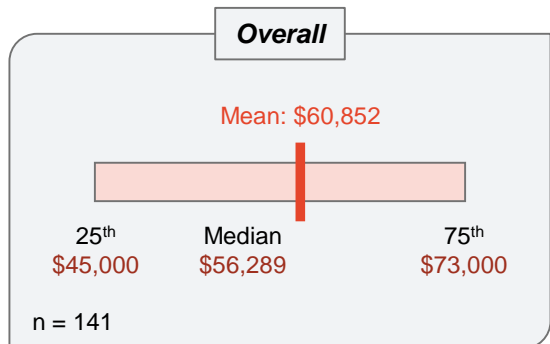
Region



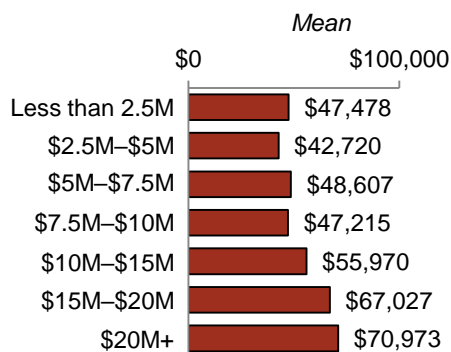
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$41,320	\$69,116	\$87,898	\$64,951	5
Mid-Atlantic	\$55,000	\$83,000	\$112,500	\$94,674	34
Midwest	\$54,997	\$64,000	\$75,357	\$66,388	24
Mountain Plains	\$50,000	\$70,000	\$72,318	\$66,136	14
New England	\$53,300	\$72,400	\$120,800	\$83,177	13
Southeast	\$44,517	\$57,055	\$71,600	\$60,249	23
Western	\$57,834	\$66,836	\$82,800	\$74,761	19

Development Associate / Development C

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

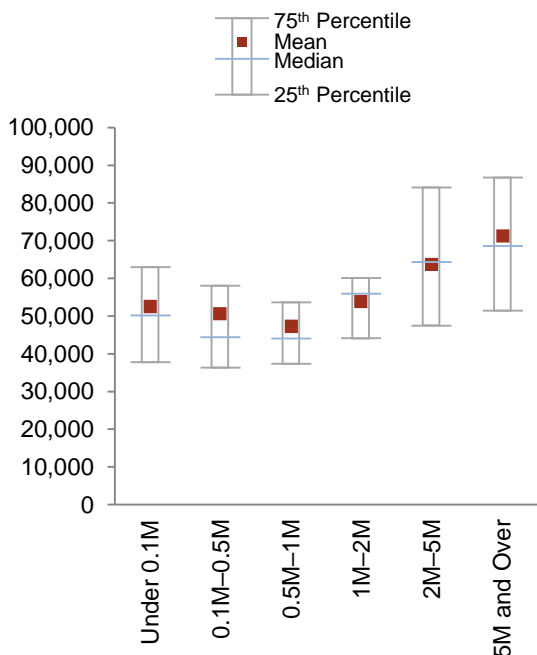


Operating Budget

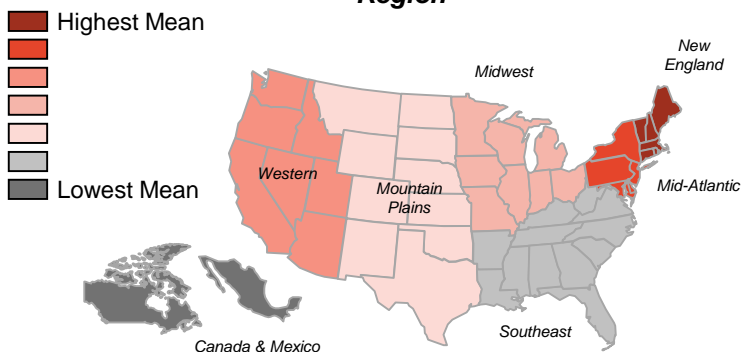


25 th Percentile	Median	75 th Percentile	# of Museums
\$36,420	\$42,840	\$52,000	7
\$35,000	\$41,600	\$50,000	32
\$38,434	\$48,161	\$60,027	21
\$41,000	\$45,000	\$48,100	7
\$44,518	\$51,750	\$58,958	23
\$51,441	\$69,438	\$80,753	11
\$54,161	\$66,820	\$85,072	40

MSA Population (n = 135)



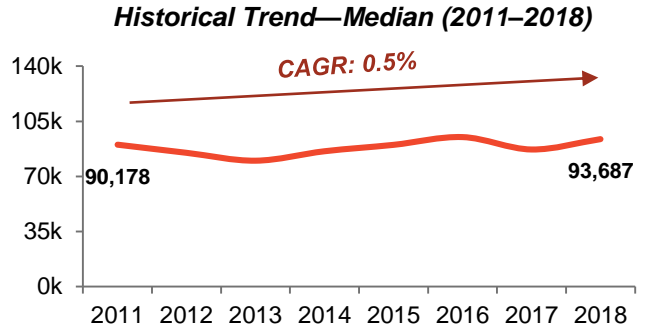
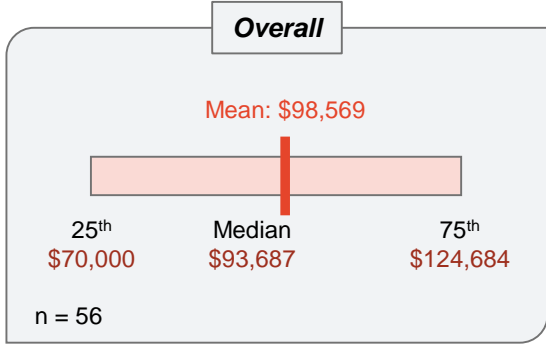
Region



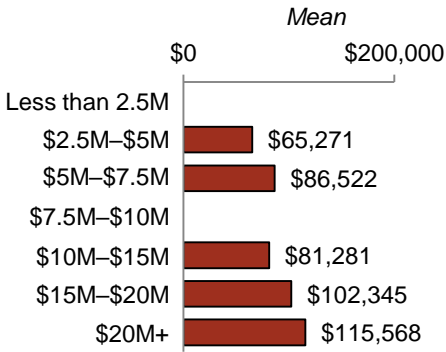
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$37,563	\$48,662	\$58,599	\$46,019	6
Mid-Atlantic	\$52,199	\$64,625	\$86,500	\$67,585	28
Midwest	\$40,100	\$51,000	\$70,538	\$57,490	26
Mountain Plains	\$45,500	\$49,730	\$65,659	\$56,525	14
New England	\$54,972	\$79,150	\$85,072	\$69,367	17
Southeast	\$39,250	\$49,463	\$58,171	\$51,065	28
Western	\$45,260	\$53,350	\$69,768	\$63,123	22

Director, Planned Giving / Institutional Giving

Directs the planned giving programs and activities of the organization.

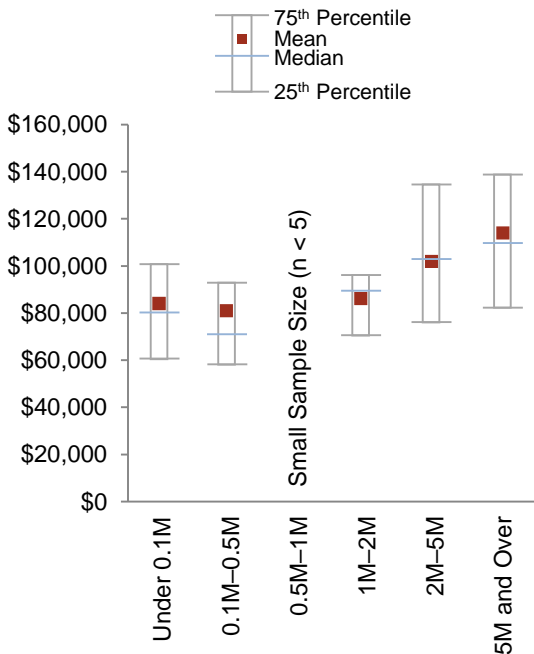


Operating Budget

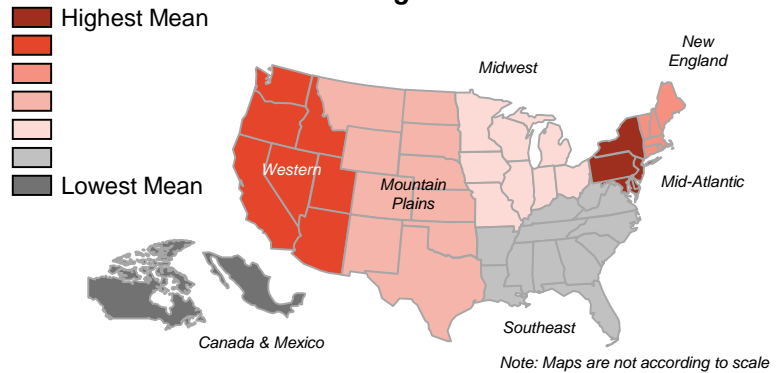


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$57,865	\$60,744	\$72,000	9
\$66,950	\$70,000	\$124,684	5
Small Sample Size (n < 5)			
\$60,750	\$73,220	\$93,126	8
\$85,904	\$90,000	\$128,932	6
\$96,336	\$107,729	\$132,300	26

MSA Population (n = 53)



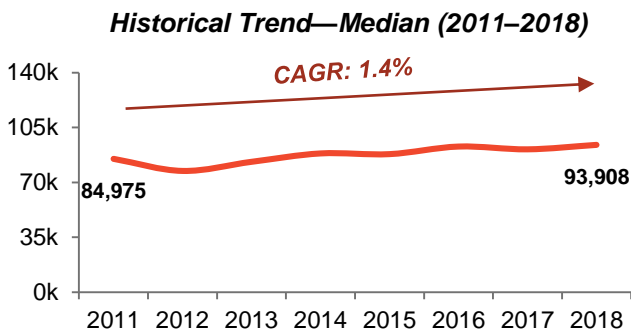
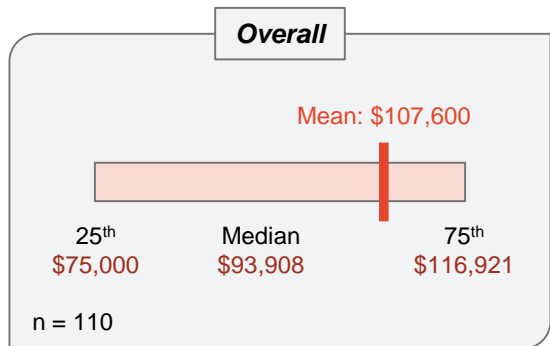
Region



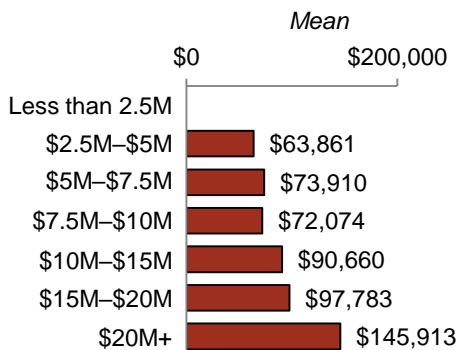
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$70,000	\$123,285	\$152,760	\$115,926	12
Midwest	\$79,672	\$96,336	\$100,763	\$92,857	10
Mountain Plains	Small Sample Size (n < 5)				
New England	\$54,060	\$114,573	\$128,932	\$104,731	6
Southeast	\$63,475	\$72,500	\$83,000	\$76,985	12
Western	\$87,127	\$121,500	\$140,000	\$114,837	10

Human Resources Director

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

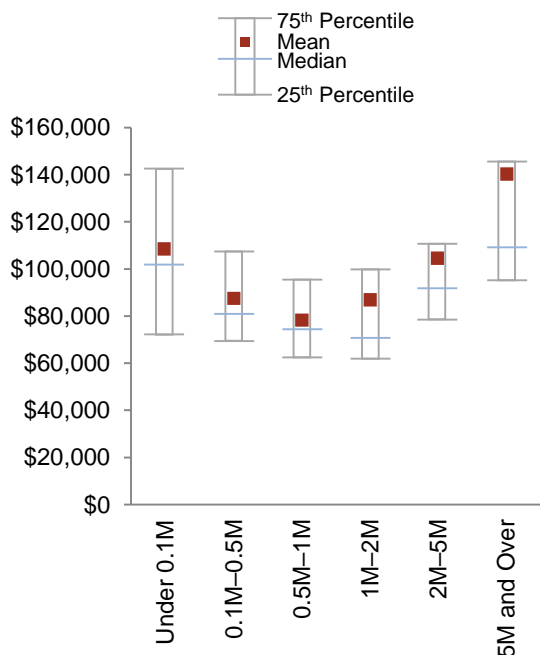


Operating Budget

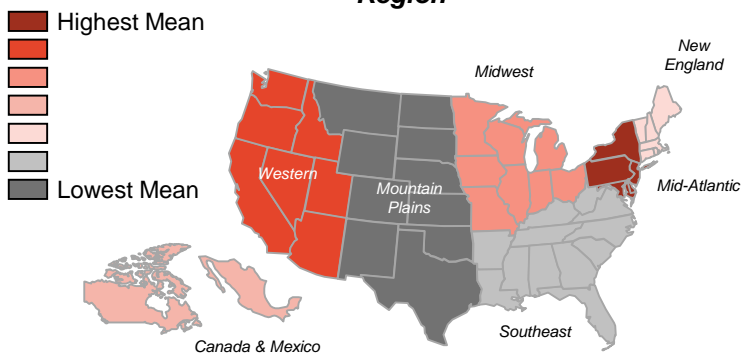


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$48,794	\$58,090	\$65,048	8
\$65,647	\$71,287	\$90,000	14
\$56,000	\$68,096	\$84,600	8
\$80,000	\$90,000	\$97,875	25
\$84,000	\$98,324	\$108,000	13
\$100,000	\$132,638	\$174,234	41

MSA Population (n = 103)



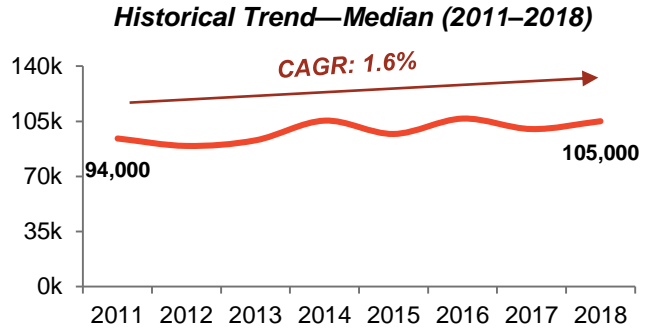
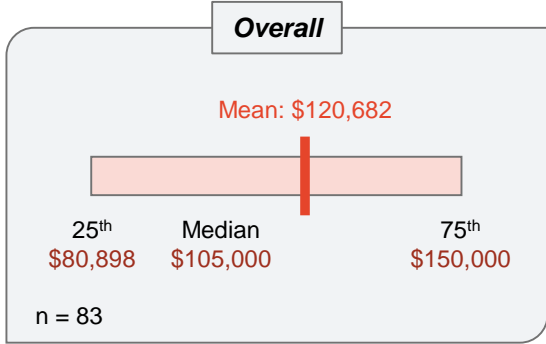
Region



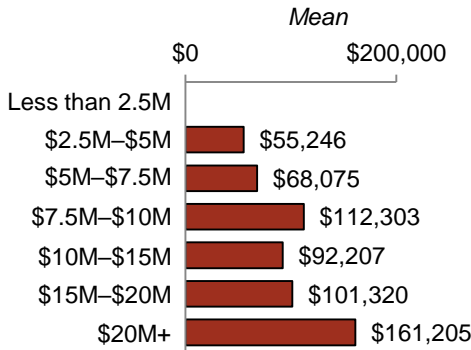
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$78,769	\$93,908	\$141,078	\$102,162	7
Mid-Atlantic	\$91,341	\$108,500	\$143,252	\$134,631	24
Midwest	\$71,574	\$100,000	\$124,376	\$104,485	18
Mountain Plains	\$71,000	\$90,000	\$107,201	\$90,762	15
New England	\$80,942	\$89,834	\$102,250	\$100,537	12
Southeast	\$62,574	\$74,500	\$108,500	\$91,032	15
Western	\$77,190	\$96,438	\$113,461	\$110,145	19

Director of Information Systems / Chief Information Officer

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

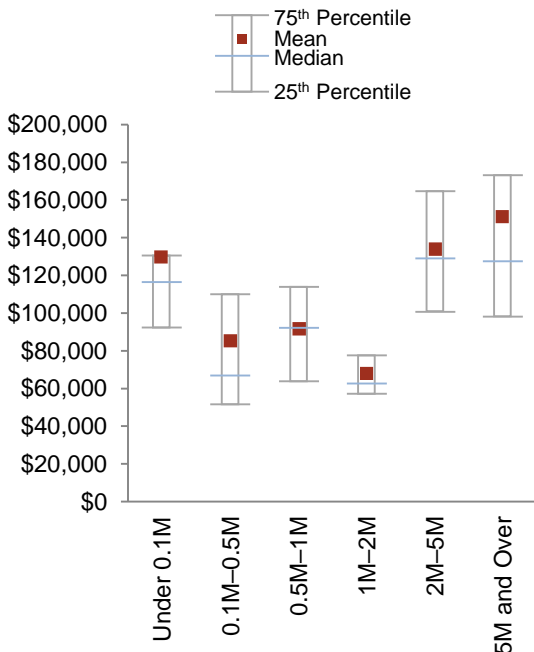


Operating Budget

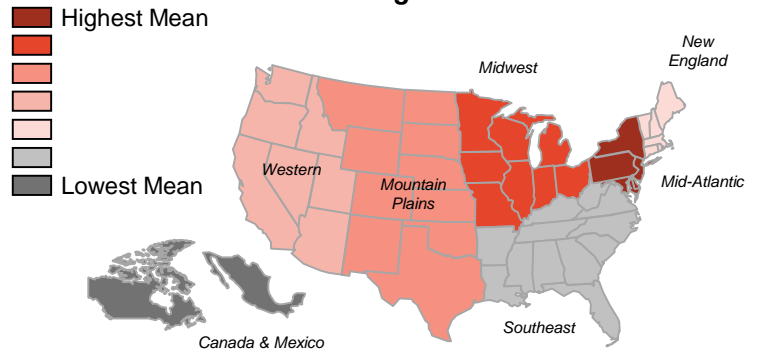


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$50,900	\$58,703	\$66,674	6
\$58,000	\$63,167	\$78,800	7
\$93,515	\$105,000	\$150,000	5
\$77,250	\$94,250	\$101,334	14
\$87,200	\$98,500	\$106,000	11
\$117,420	\$147,048	\$181,742	38

MSA Population (n = 78)



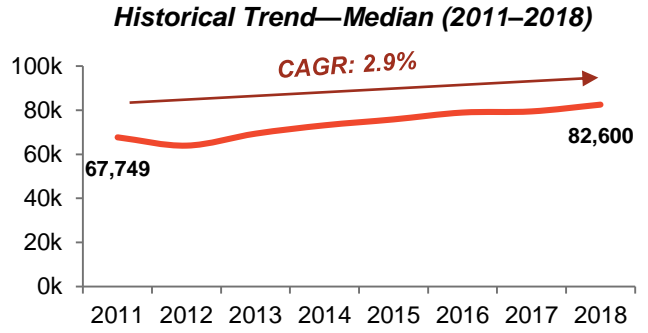
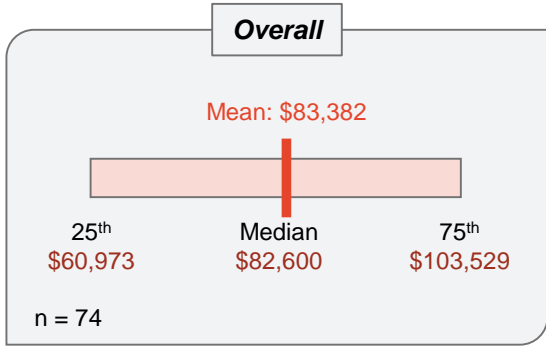
Region



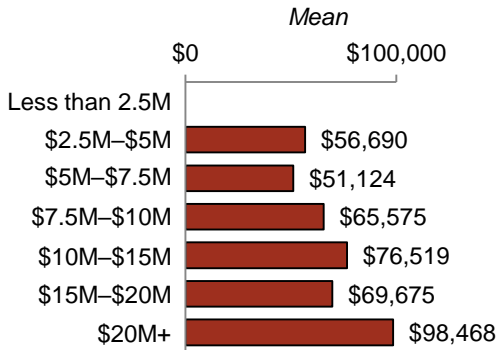
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$75,355	\$83,390	\$90,902	\$86,743	5
Mid-Atlantic	\$97,500	\$120,868	\$165,225	\$143,170	24
Midwest	\$91,780	\$113,575	\$166,669	\$127,459	11
Mountain Plains	\$91,000	\$101,334	\$150,000	\$122,004	9
New England	\$94,252	\$112,650	\$118,449	\$113,243	9
Southeast	\$57,453	\$78,025	\$94,936	\$90,526	12
Western	\$93,150	\$109,612	\$148,536	\$118,556	13

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.

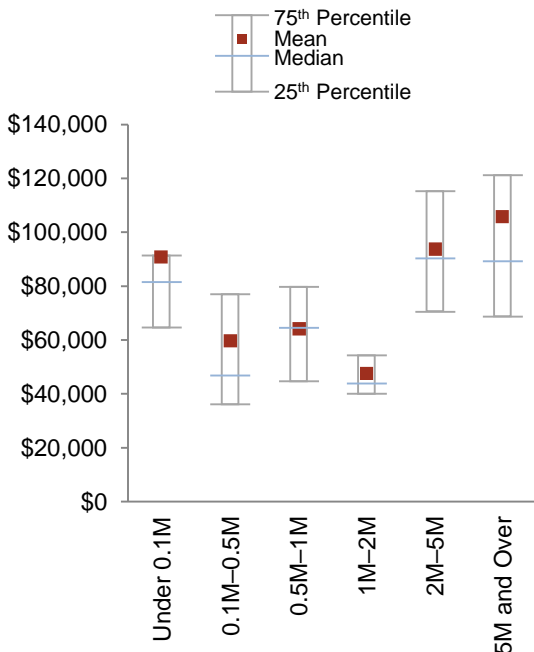


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$45,000	\$49,000	\$76,200	6
\$41,350	\$52,000	\$55,265	6
\$45,011	\$65,184	\$69,680	5
\$60,000	\$72,500	\$85,020	17
\$56,649	\$74,999	\$78,515	7
\$83,194	\$92,980	\$109,900	32

MSA Population (n = 72)



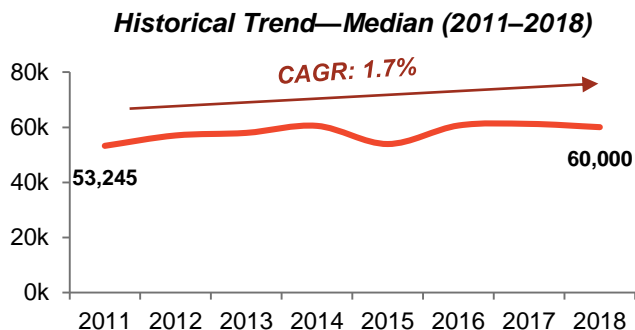
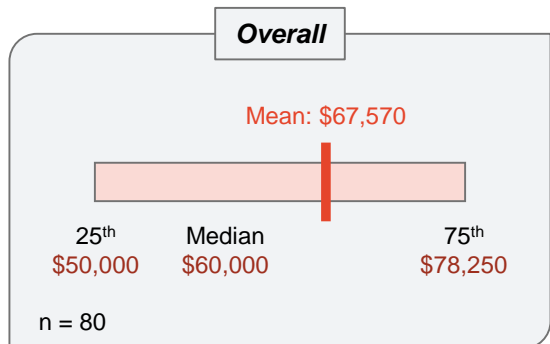
Region



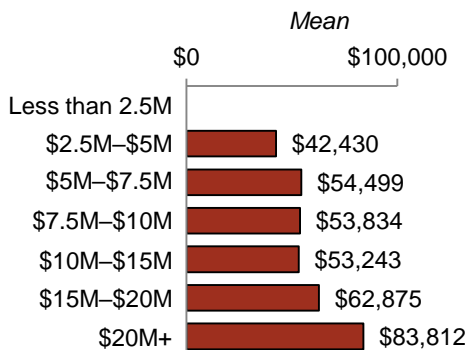
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$73,500	\$85,060	\$120,999	\$97,702	18
Midwest	\$71,000	\$87,651	\$94,585	\$83,147	13
Mountain Plains	\$57,200	\$60,973	\$76,200	\$68,933	11
New England	\$82,000	\$83,194	\$84,861	\$82,642	9
Southeast	\$38,000	\$52,500	\$112,703	\$70,342	7
Western	\$60,000	\$83,233	\$109,900	\$85,234	14

Web Manager

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

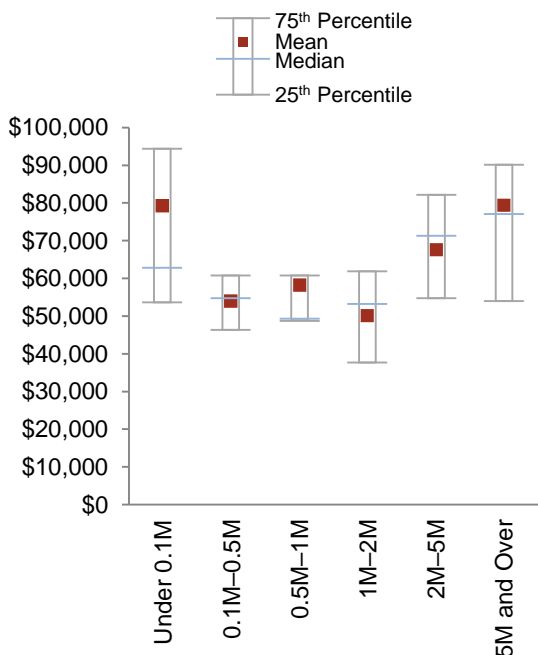


Operating Budget

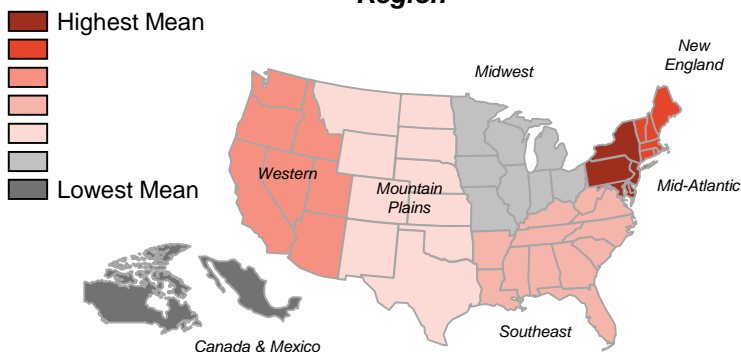


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$36,500	\$42,866	\$52,555	8
\$49,000	\$54,644	\$59,220	7
\$47,008	\$55,000	\$55,000	5
\$45,646	\$52,572	\$63,099	14
\$49,138	\$72,000	\$77,250	9
\$61,985	\$82,106	\$95,149	35

MSA Population (n = 74)



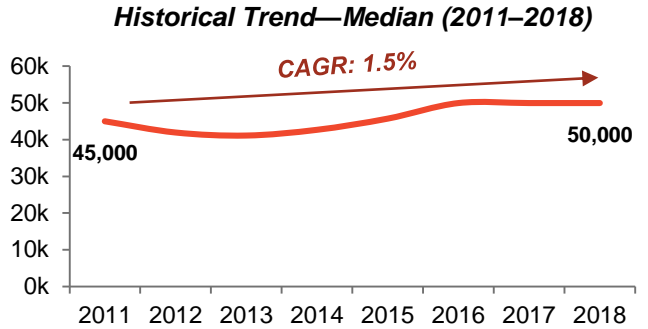
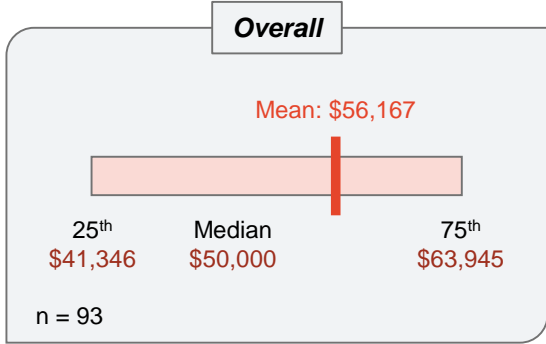
Region



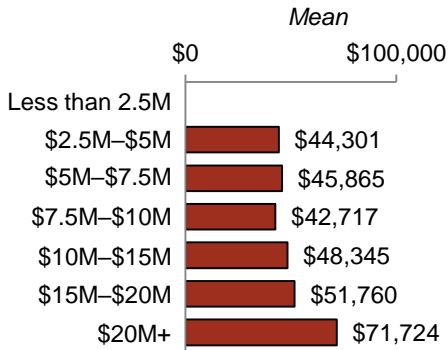
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$42,446	\$55,557	\$76,062	\$57,324	6
Mid-Atlantic	\$54,600	\$65,000	\$90,000	\$78,391	22
Midwest	\$41,200	\$55,099	\$68,555	\$57,929	13
Mountain Plains	\$47,254	\$52,549	\$72,600	\$61,851	8
New England	\$66,400	\$75,110	\$86,592	\$73,417	10
Southeast	\$55,000	\$60,198	\$66,500	\$62,902	9
Western	\$49,069	\$53,330	\$79,586	\$63,377	12

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.

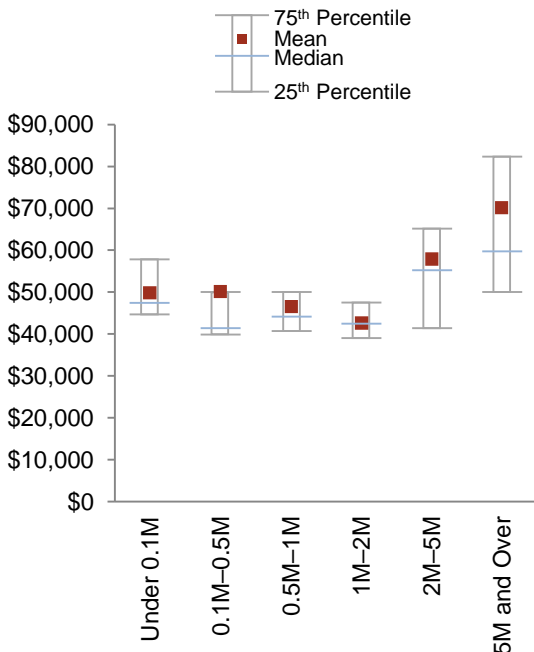


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$35,500	\$40,700	\$49,500	14
\$40,000	\$46,466	\$50,000	10
\$38,000	\$41,600	\$49,920	7
\$37,901	\$43,589	\$50,375	15
\$42,640	\$46,235	\$54,965	8
\$57,360	\$63,990	\$76,500	36

MSA Population (n = 88)



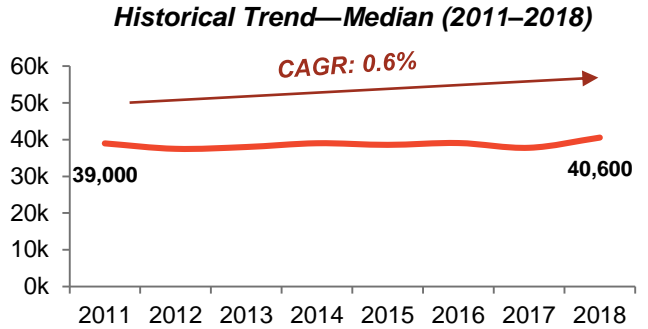
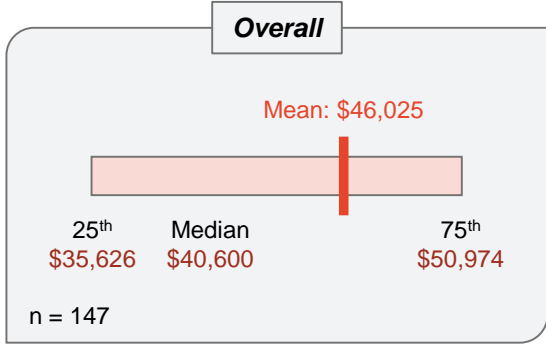
Region



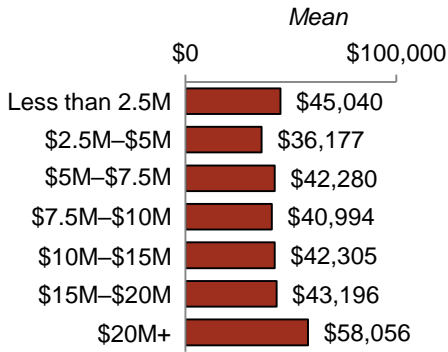
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$33,807	\$48,457	\$71,243	\$49,050	5
Mid-Atlantic	\$47,500	\$59,672	\$89,703	\$70,938	22
Midwest	\$40,019	\$45,452	\$57,360	\$47,545	17
Mountain Plains	\$40,000	\$50,000	\$65,000	\$52,136	10
New England	\$41,600	\$57,358	\$63,945	\$55,326	10
Southeast	\$40,000	\$42,375	\$51,500	\$46,524	15
Western	\$42,000	\$49,920	\$75,189	\$58,879	14

Membership Assistant

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

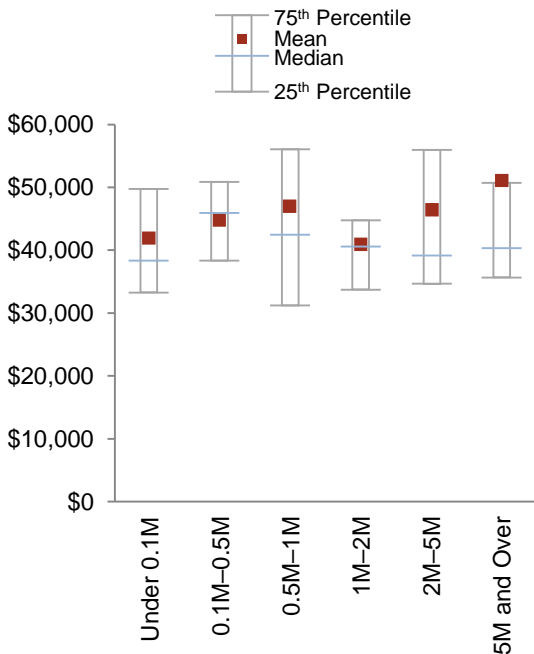


Operating Budget

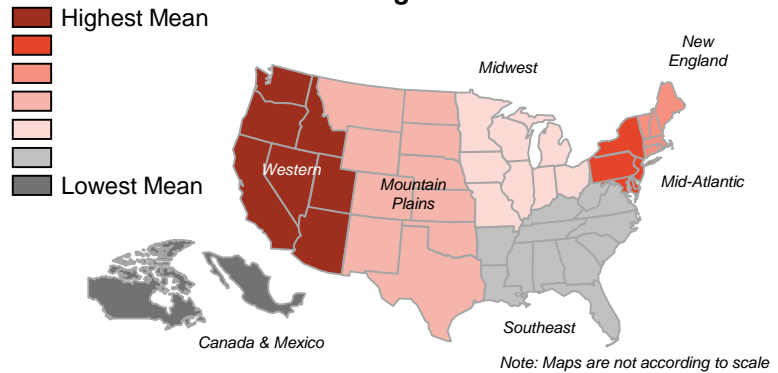


25 th Percentile	Median	75 th Percentile	# of Museums
\$32,001	\$48,000	\$52,450	11
\$32,178	\$35,263	\$39,836	30
\$37,000	\$42,724	\$50,000	22
\$34,985	\$38,000	\$46,000	8
\$36,000	\$39,825	\$47,543	29
\$32,942	\$38,568	\$44,990	13
\$39,255	\$50,000	\$71,500	34

MSA Population (n = 140)



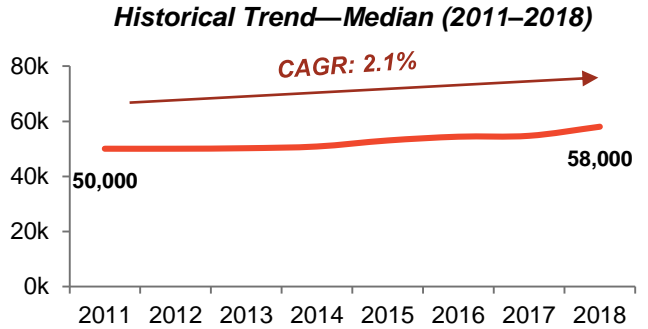
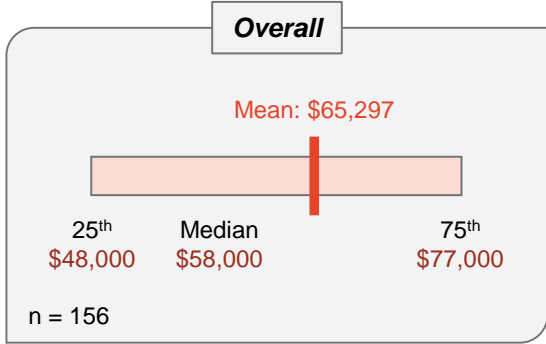
Region



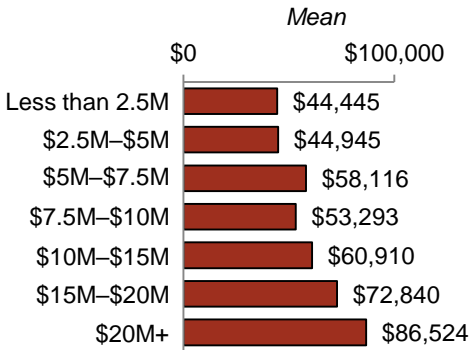
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$27,609	\$37,757	\$41,790	\$36,849	7
Mid-Atlantic	\$40,000	\$42,724	\$50,000	\$47,714	29
Midwest	\$35,006	\$40,303	\$52,000	\$45,852	24
Mountain Plains	\$32,942	\$38,000	\$47,898	\$46,246	18
New England	\$37,550	\$43,782	\$55,300	\$47,160	15
Southeast	\$33,804	\$38,000	\$42,169	\$38,561	28
Western	\$37,333	\$48,000	\$71,350	\$52,834	26

Special Events Manager

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

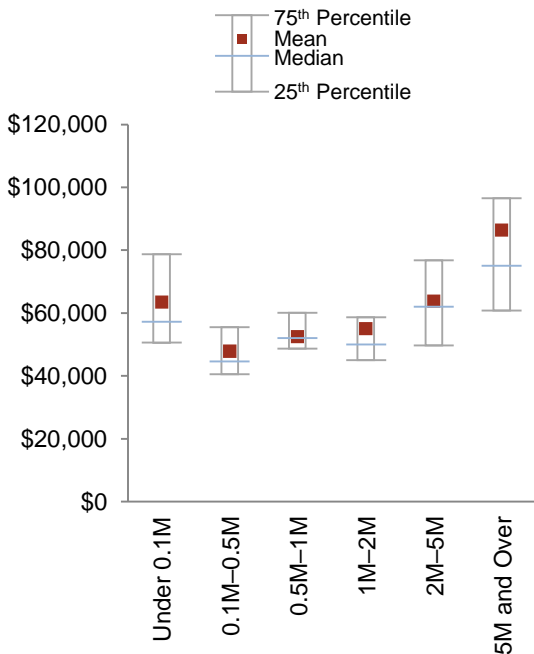


Operating Budget

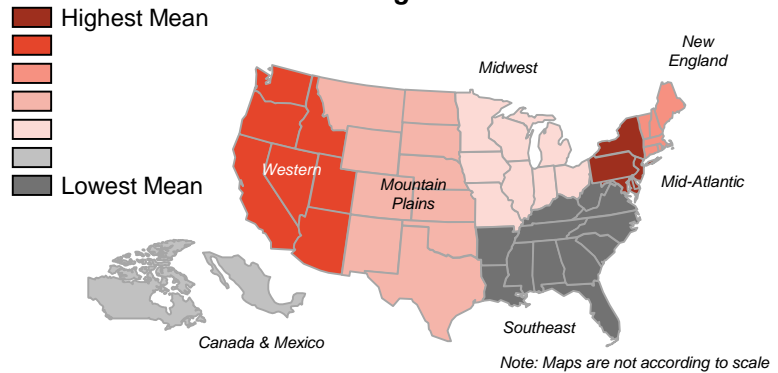


Operating Budget Range	25 th Percentile	Median	75 th Percentile	# of Museums
Less than 2.5M	\$39,423	\$42,608	\$48,250	8
\$2.5M–\$5M	\$37,889	\$45,326	\$52,179	36
\$5M–\$7.5M	\$45,450	\$55,000	\$67,600	21
\$7.5M–\$10M	\$50,000	\$55,000	\$58,000	8
\$10M–\$15M	\$49,094	\$58,801	\$72,900	30
\$15M–\$20M	\$51,500	\$75,000	\$79,200	12
\$20M+	\$67,000	\$77,500	\$85,665	41

MSA Population (n = 149)



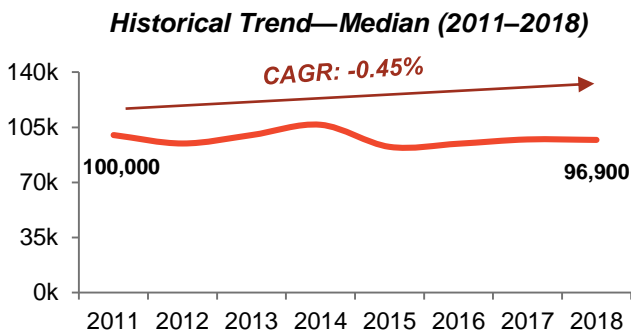
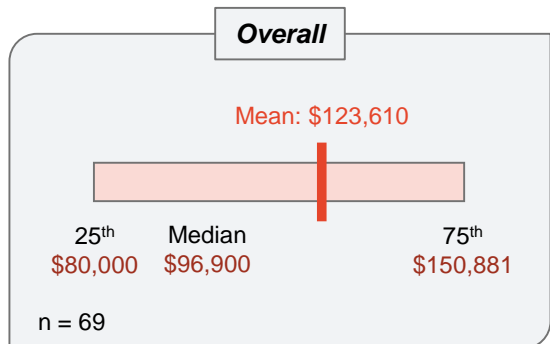
Region



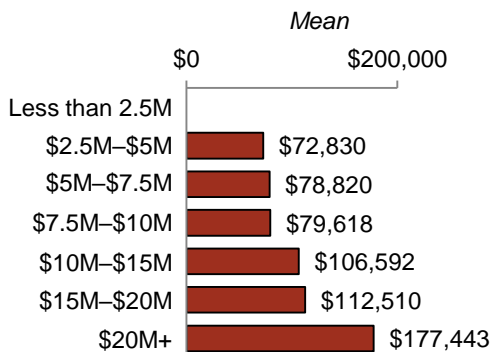
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$38,871	\$55,406	\$74,986	\$54,587	7
Mid-Atlantic	\$52,500	\$68,610	\$90,407	\$81,714	34
Midwest	\$47,476	\$55,964	\$76,000	\$60,674	22
Mountain Plains	\$39,880	\$55,490	\$67,000	\$63,981	20
New England	\$50,000	\$60,450	\$82,400	\$66,399	13
Southeast	\$41,630	\$49,679	\$55,251	\$49,845	33
Western	\$50,000	\$70,700	\$79,796	\$68,657	27

Director of External Affairs

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

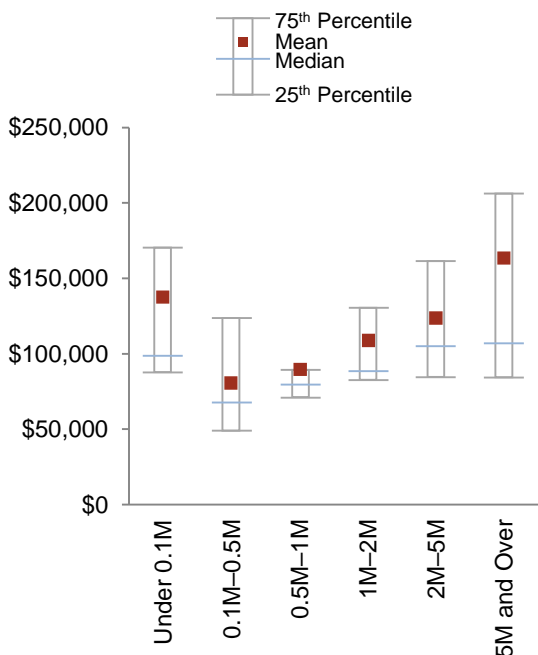


Operating Budget

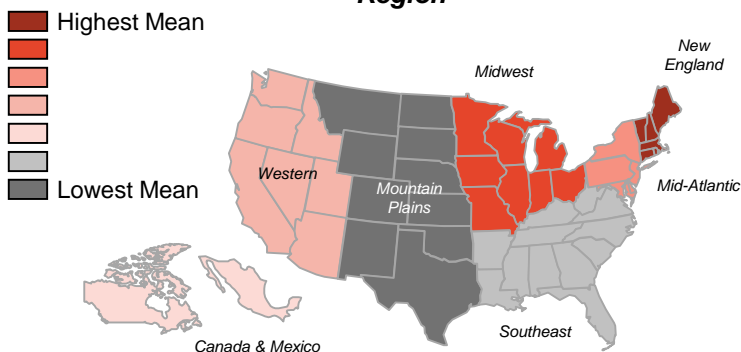


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$51,707	\$71,079	\$83,937	15
\$69,000	\$73,902	\$83,199	5
\$68,000	\$80,000	\$87,500	5
\$86,500	\$94,800	\$105,000	10
\$82,195	\$96,465	\$155,000	7
\$123,467	\$152,784	\$190,000	27

MSA Population (n = 63)



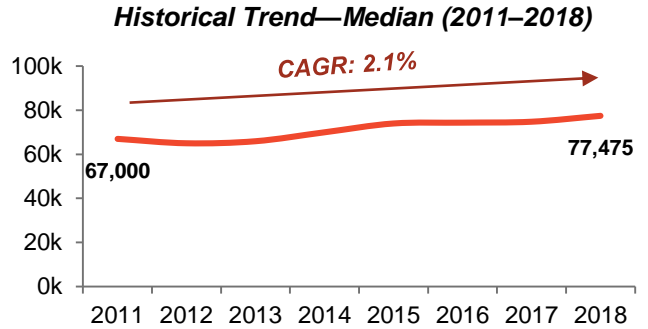
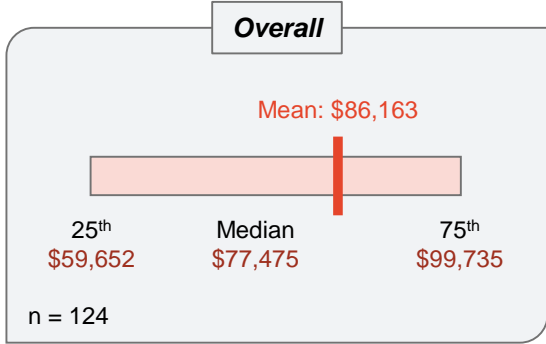
Region



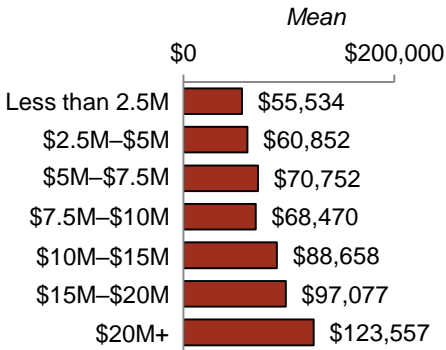
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$80,035	\$115,740	\$143,198	\$108,176	6
Mid-Atlantic	\$84,032	\$94,583	\$150,000	\$134,962	12
Midwest	\$82,500	\$104,450	\$143,741	\$145,317	12
Mountain Plains	\$67,950	\$80,551	\$103,718	\$95,085	8
New England	\$94,430	\$142,234	\$182,185	\$152,676	8
Southeast	\$68,000	\$83,937	\$150,881	\$102,678	11
Western	\$75,598	\$103,024	\$143,800	\$117,094	12

Marketing Director

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

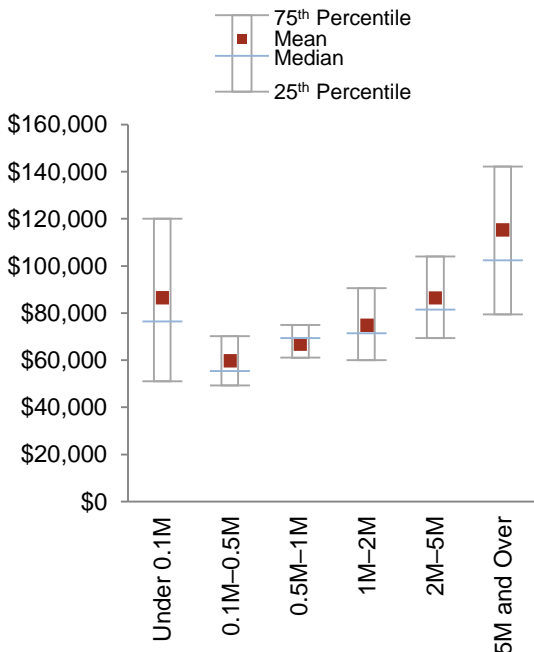


Operating Budget

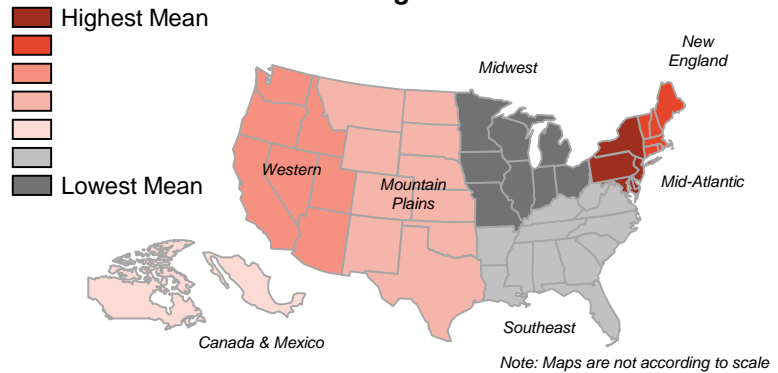


25 th Percentile	Median	75 th Percentile	# of Museums
\$44,000	\$50,225	\$70,000	10
\$49,000	\$55,432	\$70,000	29
\$60,344	\$67,300	\$78,640	16
\$54,243	\$71,523	\$73,130	6
\$73,000	\$87,563	\$93,570	20
\$71,000	\$88,500	\$119,000	10
\$90,000	\$123,467	\$143,221	33

MSA Population (n = 120)



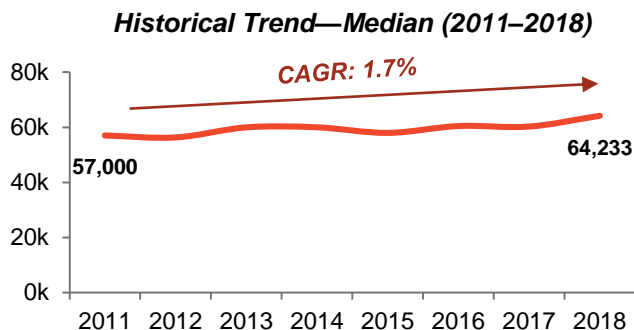
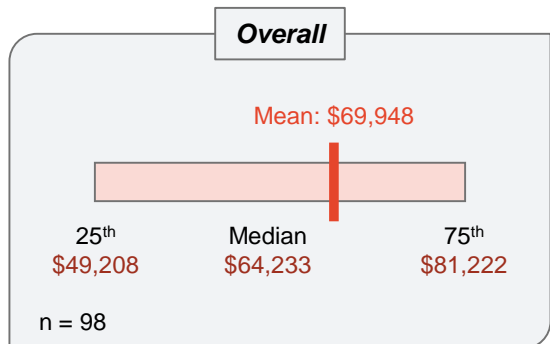
Region



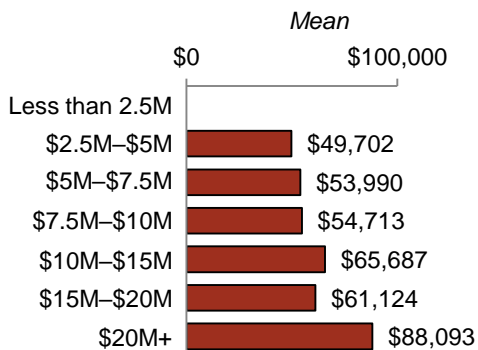
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$77,765	\$88,563	\$133,685	\$106,391	28
Midwest	\$55,535	\$67,884	\$77,608	\$71,608	20
Mountain Plains	\$66,950	\$80,065	\$105,000	\$86,545	14
New England	\$62,192	\$78,400	\$103,000	\$88,926	13
Southeast	\$51,750	\$70,000	\$80,070	\$72,594	25
Western	\$66,168	\$85,662	\$107,500	\$87,783	20

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.

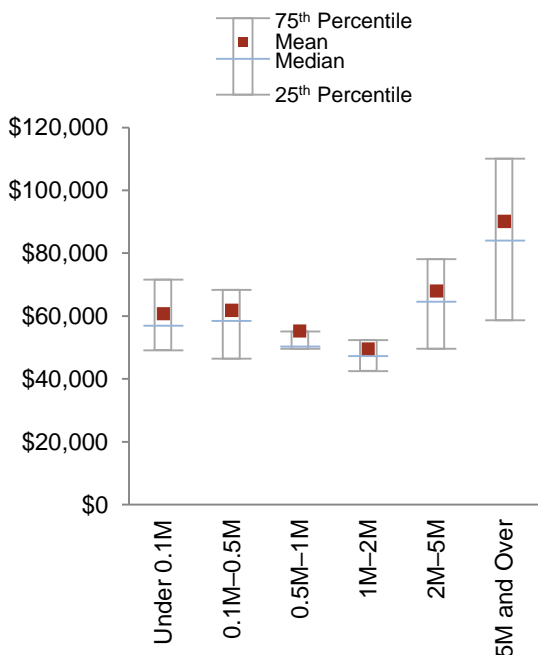


Operating Budget

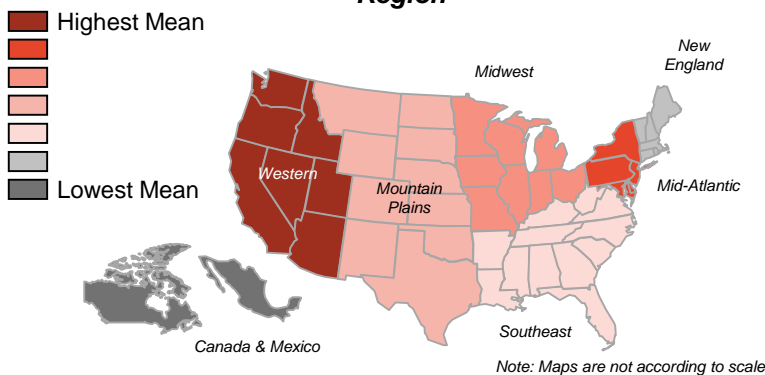


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$41,694	\$49,149	\$57,991	16
\$47,000	\$50,000	\$57,729	9
\$40,911	\$49,920	\$68,000	6
\$53,470	\$64,120	\$79,055	18
\$51,000	\$60,825	\$69,247	12
\$50,000	\$80,800	\$109,900	36

MSA Population (n = 91)



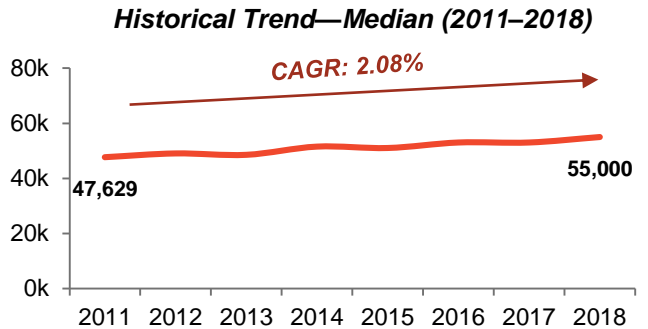
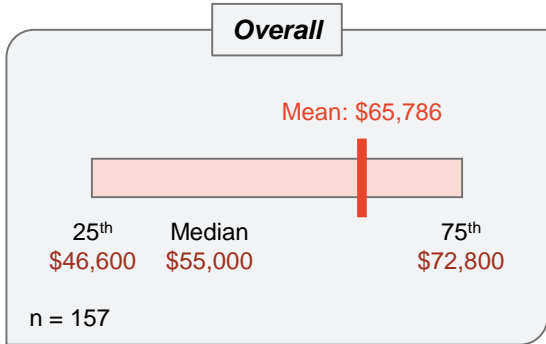
Region



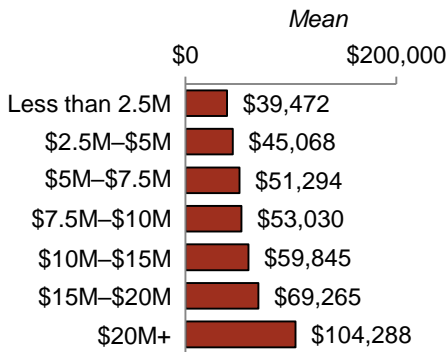
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$44,042	\$52,113	\$59,774	\$49,948	7
Mid-Atlantic	\$47,000	\$73,000	\$100,000	\$81,444	24
Midwest	\$50,000	\$63,925	\$74,682	\$64,782	15
Mountain Plains	\$48,000	\$59,526	\$77,407	\$63,945	15
New England	\$49,500	\$51,249	\$70,494	\$58,327	11
Southeast	\$48,639	\$65,000	\$70,700	\$61,956	11
Western	\$55,259	\$68,000	\$91,800	\$82,950	15

Museum Store Manager

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

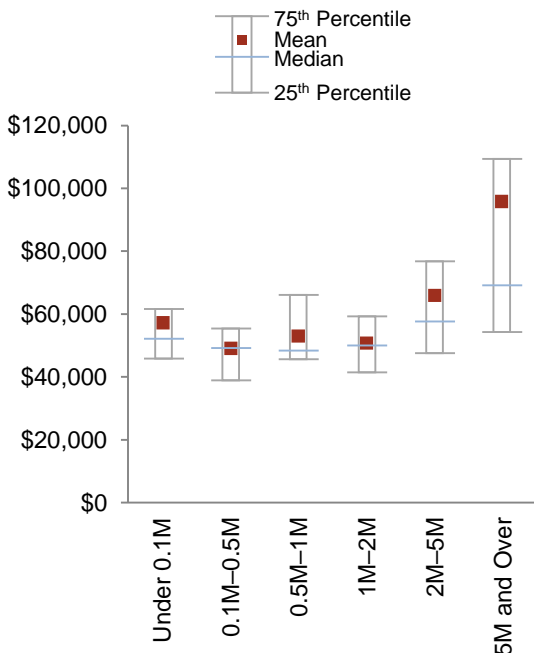


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$30,427	\$33,320	\$52,020	7
\$38,443	\$46,000	\$53,474	37
\$46,818	\$49,250	\$55,000	22
\$42,179	\$51,569	\$59,000	10
\$49,590	\$57,451	\$67,096	29
\$54,500	\$68,661	\$80,212	14
\$67,700	\$77,504	\$123,000	38

MSA Population (n = 151)



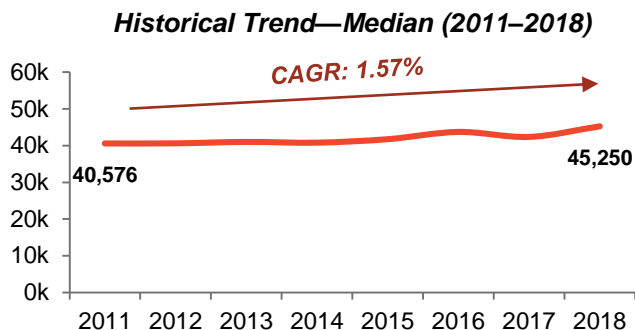
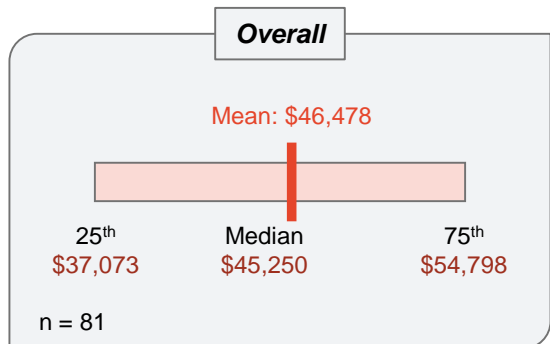
Region



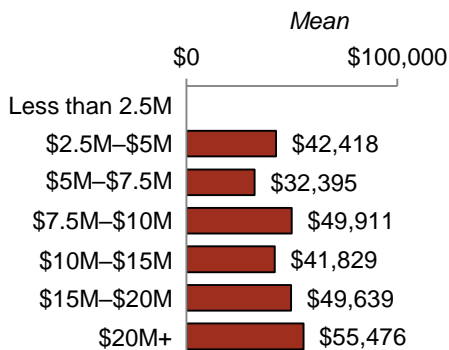
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$44,937	\$50,884	\$55,218	\$48,185	6
Mid-Atlantic	\$49,250	\$57,222	\$87,360	\$80,450	34
Midwest	\$41,456	\$50,060	\$73,800	\$63,373	27
Mountain Plains	\$51,000	\$54,500	\$65,000	\$62,816	20
New England	\$49,000	\$58,995	\$75,504	\$65,064	21
Southeast	\$39,222	\$46,988	\$56,264	\$49,523	27
Western	\$50,608	\$64,497	\$77,606	\$72,730	22

Volunteer Coordinator

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

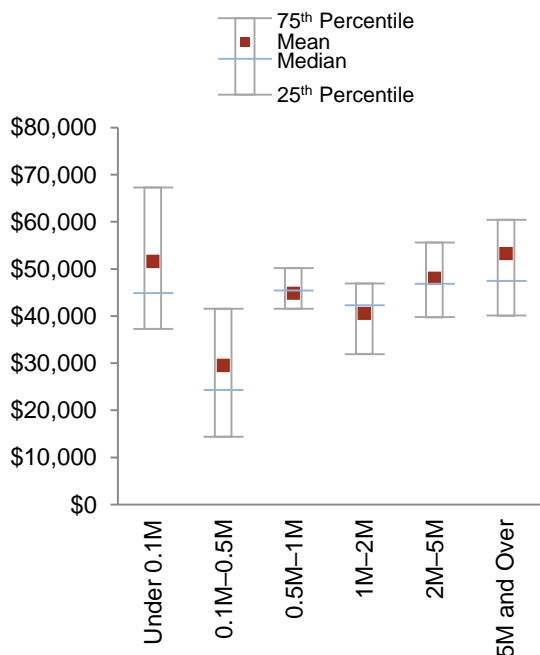


Operating Budget

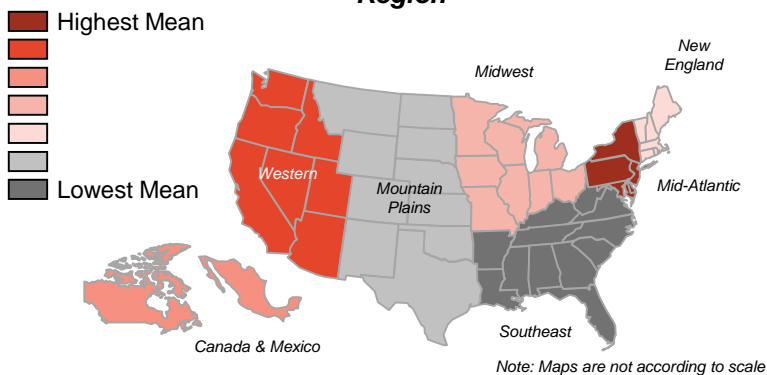


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$37,069	\$40,097	\$47,048	9
\$14,219	\$34,000	\$43,213	11
\$41,601	\$46,624	\$50,659	6
\$35,931	\$39,393	\$45,863	15
\$45,000	\$47,250	\$48,000	10
\$46,480	\$53,399	\$61,768	30

MSA Population (n = 77)



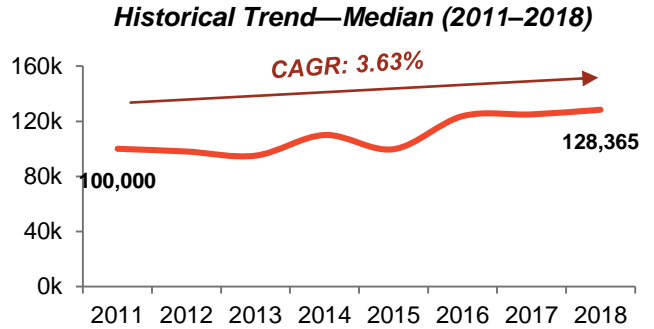
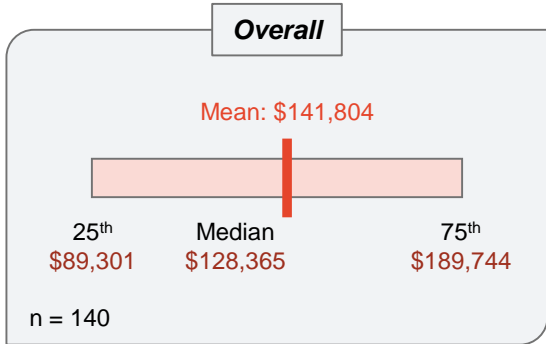
Region



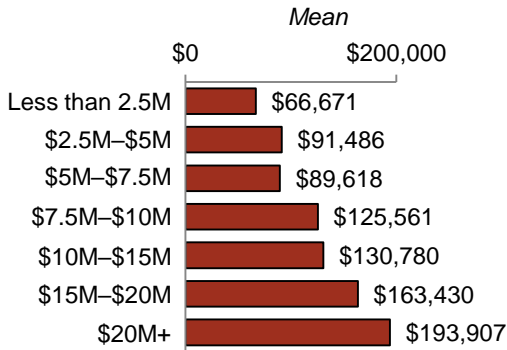
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Small Sample Size (n < 5)					
Canada & Mexico					
Mid-Atlantic	\$45,000	\$56,756	\$70,000	\$57,487	17
Midwest	\$38,000	\$43,353	\$60,000	\$47,489	13
Mountain Plains	\$34,320	\$38,000	\$48,247	\$40,582	9
New England	\$40,786	\$47,500	\$54,798	\$47,341	6
Southeast	\$27,300	\$40,799	\$45,000	\$36,857	18
Western	\$40,000	\$47,524	\$55,000	\$50,244	14

Chief Curator / Director of Curatorial Affairs / Curator A

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

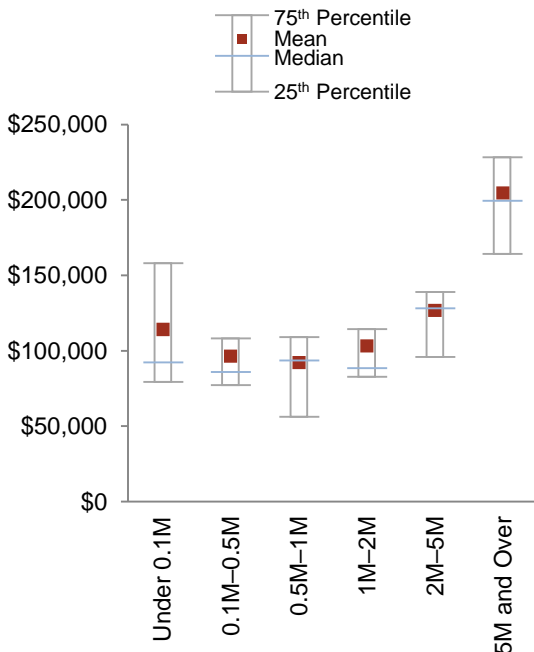


Operating Budget

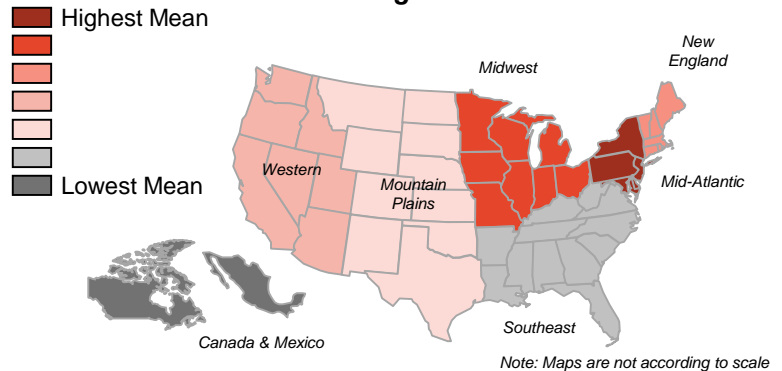


25 th Percentile	Median	75 th Percentile	# of Museums
\$47,895	\$62,000	\$80,000	11
\$76,514	\$90,341	\$103,731	31
\$77,390	\$87,695	\$99,950	20
\$100,000	\$117,800	\$143,500	9
\$92,500	\$128,775	\$150,000	26
\$142,250	\$169,540	\$194,872	8
\$130,000	\$199,500	\$228,063	35

MSA Population (n = 133)



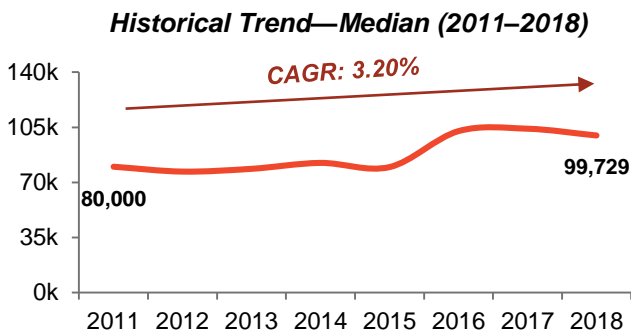
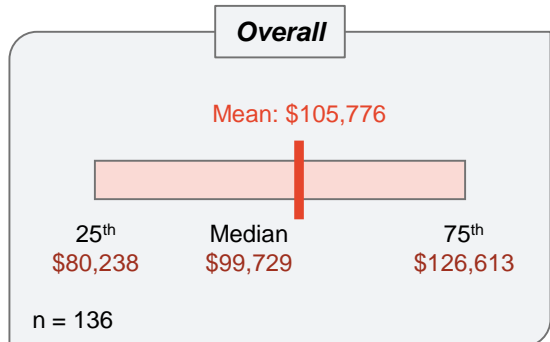
Region



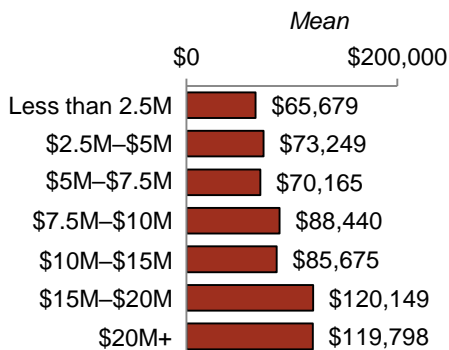
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$74,239	\$122,732	\$142,743	\$107,401	7
Mid-Atlantic	\$89,468	\$172,500	\$199,500	\$171,530	34
Midwest	\$90,000	\$132,003	\$228,063	\$152,776	24
Mountain Plains	\$89,000	\$113,650	\$152,640	\$118,074	15
New England	\$110,500	\$128,365	\$128,365	\$128,939	14
Southeast	\$79,655	\$93,378	\$128,556	\$111,787	27
Western	\$72,860	\$129,388	\$153,795	\$128,938	19

Senior Curator / Curator of Special Collections Area / Curator B

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

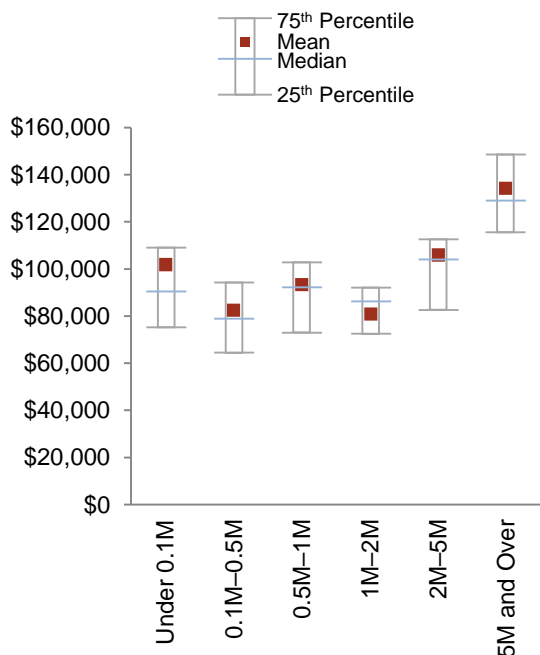


Operating Budget

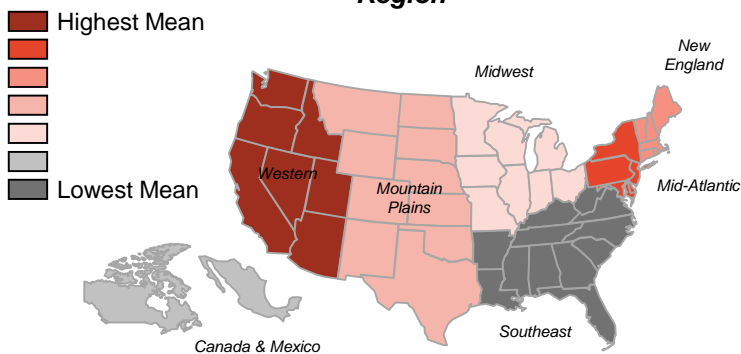


25 th Percentile	Median	75 th Percentile	# of Museums
\$58,000	\$64,035	\$79,208	5
\$63,379	\$73,903	\$78,915	34
\$58,000	\$68,700	\$85,000	13
\$85,000	\$95,250	\$97,380	8
\$74,271	\$82,518	\$89,688	23
\$94,750	\$123,975	\$134,725	12
\$95,139	\$112,000	\$140,150	41

MSA Population (n = 130)



Region

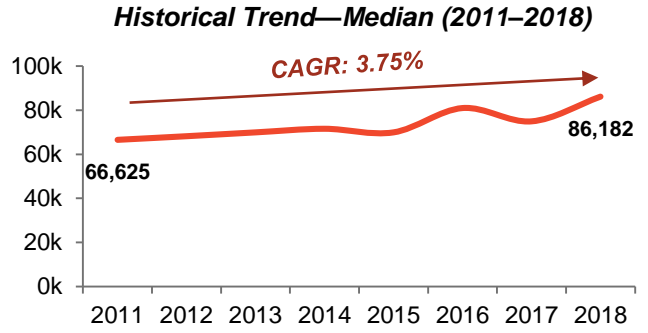
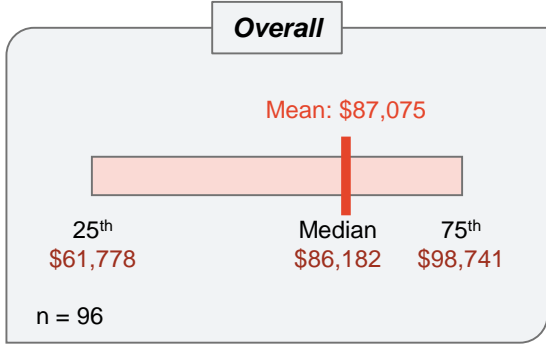


Note: Maps are not according to scale

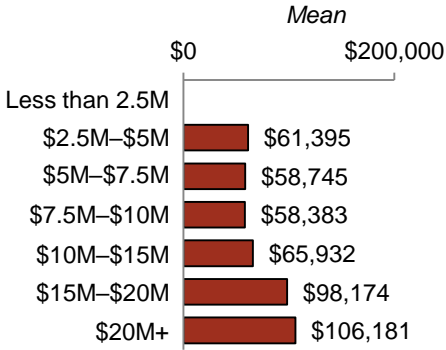
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$80,238	\$80,238	\$80,238	\$82,406	6
Mid-Atlantic	\$85,000	\$117,526	\$160,350	\$121,202	32
Midwest	\$76,500	\$105,000	\$111,653	\$100,543	22
Mountain Plains	\$74,757	\$106,600	\$126,613	\$101,924	14
New England	\$89,688	\$99,729	\$116,039	\$103,727	18
Southeast	\$72,000	\$78,770	\$88,180	\$79,695	23
Western	\$91,993	\$118,179	\$148,441	\$124,359	21

Curator of Exhibitions / Curator C

Primary responsibility for scheduling and installing temporary exhibits.

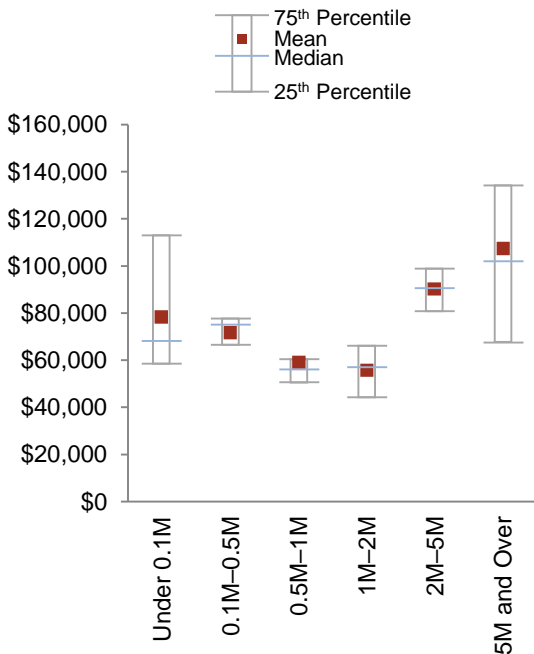


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$53,000	\$65,920	\$69,750	24
\$49,000	\$60,000	\$66,500	13
\$53,000	\$59,977	\$65,750	5
\$54,842	\$57,948	\$80,000	16
\$101,863	\$101,863	\$101,863	5
\$90,379	\$98,000	\$125,422	30

MSA Population (n = 92)



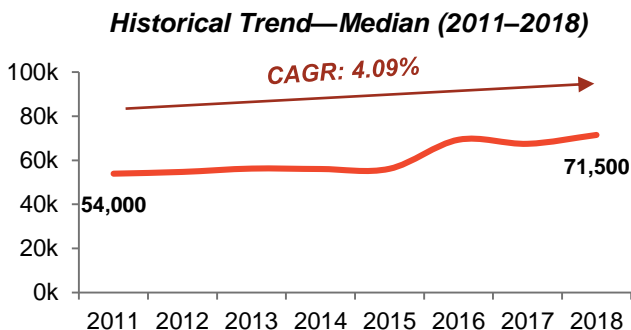
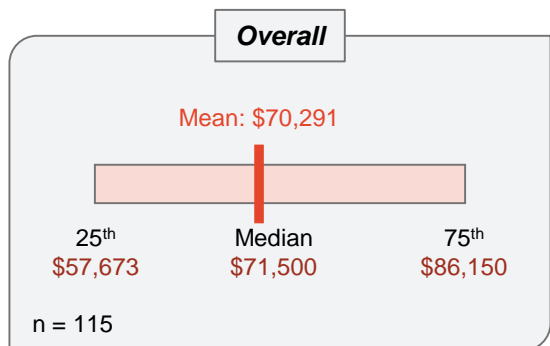
Region



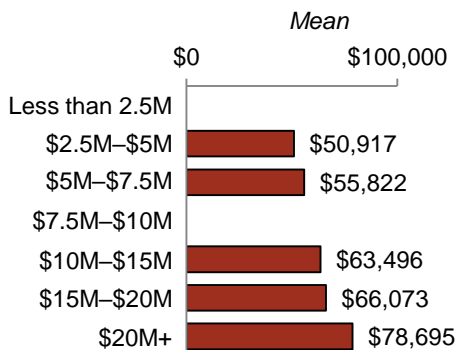
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$61,778	\$94,600	\$133,893	\$104,254	26
Midwest	\$66,500	\$69,750	\$91,155	\$77,732	14
Mountain Plains	\$58,500	\$88,787	\$98,000	\$78,128	9
New England	\$87,550	\$90,379	\$98,741	\$86,907	11
Southeast	\$58,705	\$65,750	\$77,400	\$70,400	14
Western	\$61,872	\$84,386	\$116,997	\$91,785	18

Associate Curator / Curator D

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

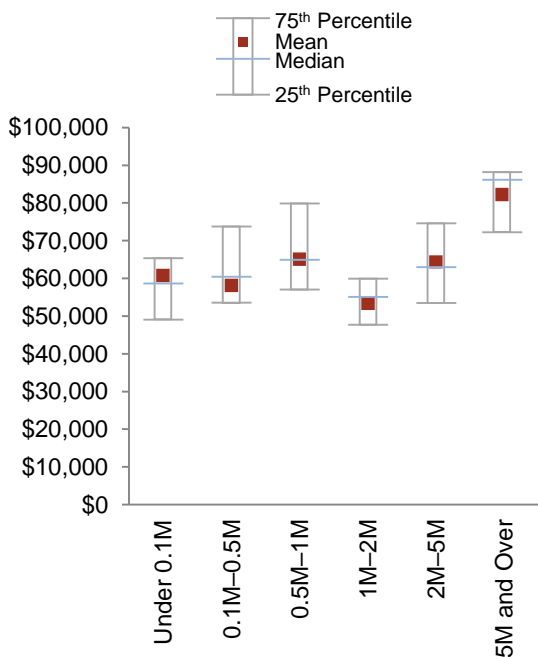


Operating Budget

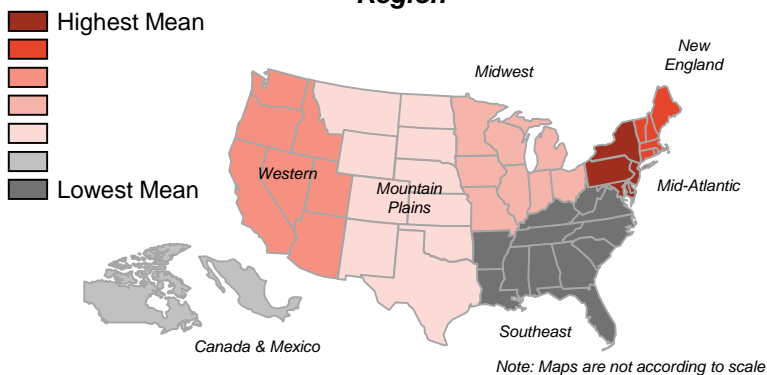


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$43,451	\$53,500	\$62,018	24
\$51,964	\$57,090	\$61,564	16
Small Sample Size (n < 5)			
\$53,875	\$61,200	\$72,618	18
\$56,878	\$61,800	\$74,000	11
\$71,750	\$80,268	\$86,833	38

MSA Population (n = 111)



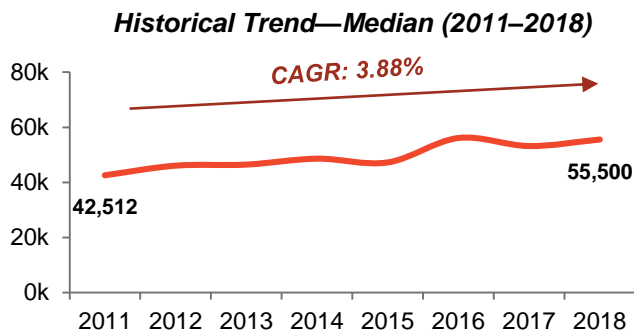
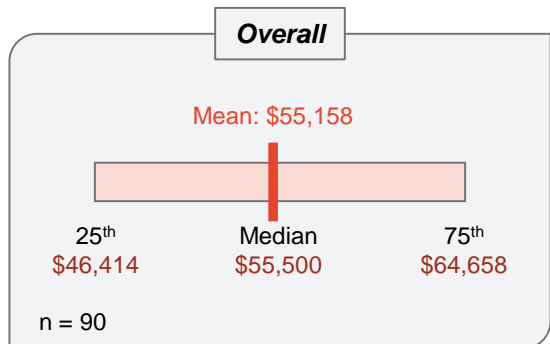
Region



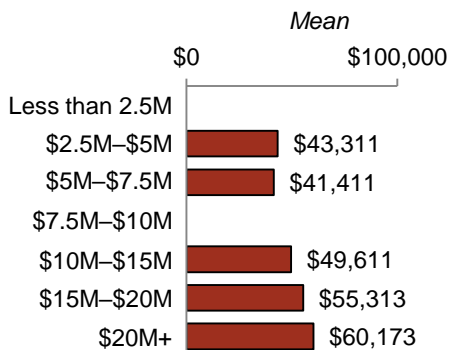
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$64,500	\$86,150	\$87,797	\$79,273	29
Midwest	\$61,550	\$72,100	\$73,587	\$66,564	23
Mountain Plains	\$55,000	\$57,388	\$66,300	\$60,003	12
New England	\$62,631	\$75,675	\$81,425	\$71,652	15
Southeast	\$45,640	\$51,227	\$56,878	\$49,716	16
Western	\$58,080	\$71,750	\$85,813	\$70,625	16

Assistant Curator / Curator E

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

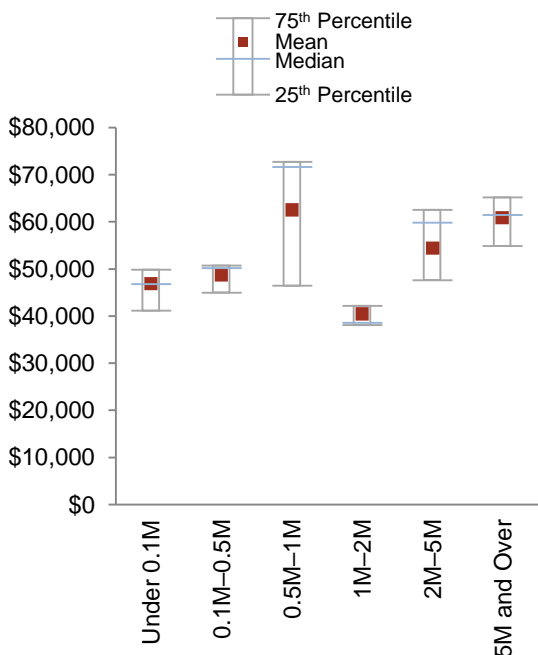


Operating Budget

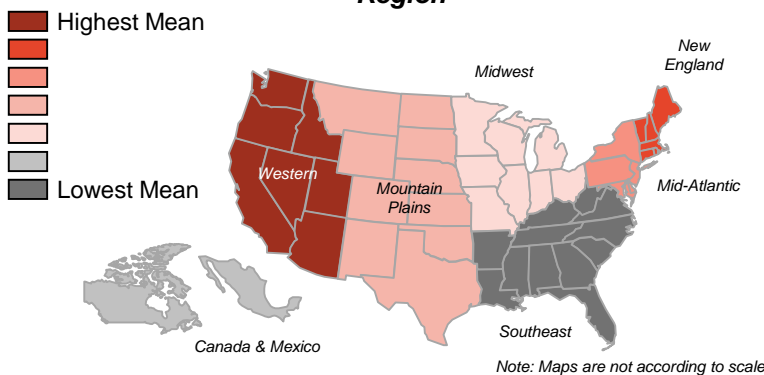


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$36,050	\$41,720	\$50,154	14
\$37,901	\$40,000	\$46,329	11
	Small Sample Size (n < 5)		
\$40,808	\$51,656	\$55,000	15
\$45,000	\$62,350	\$62,350	6
\$52,925	\$61,568	\$65,000	37

MSA Population (n = 86)



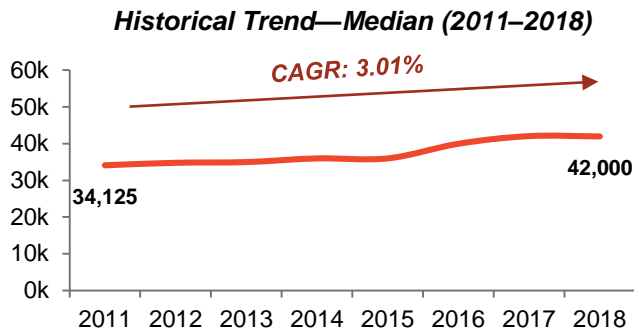
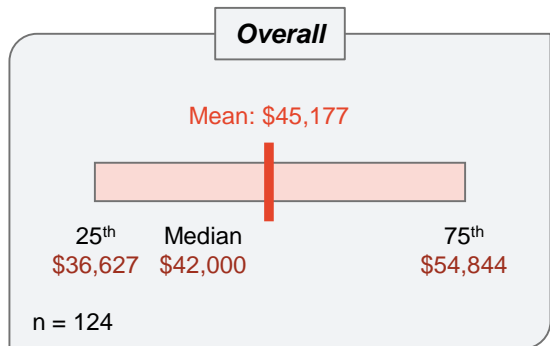
Region



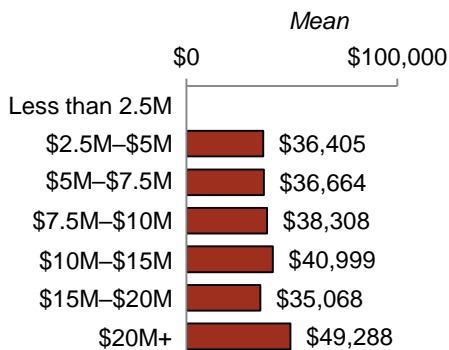
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$51,656	\$59,749	\$65,000	\$57,941	25
Midwest	\$46,329	\$51,000	\$55,500	\$49,610	18
Mountain Plains	\$45,000	\$48,929	\$55,000	\$49,631	10
New England	\$48,985	\$59,584	\$71,735	\$58,934	9
Southeast	\$36,050	\$41,000	\$46,500	\$41,495	11
Western	\$61,568	\$64,658	\$67,330	\$62,665	13

Curatorial Assistant

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

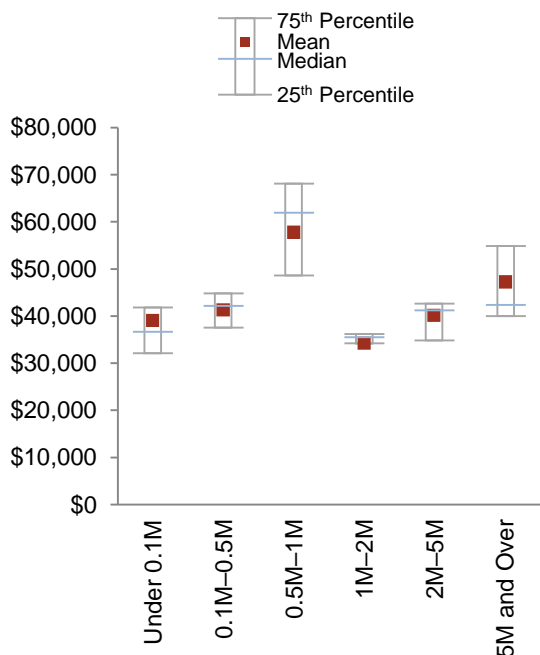


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$30,000	\$36,256	\$41,600	27
\$33,000	\$34,892	\$40,000	14
\$35,000	\$36,000	\$44,720	7
\$35,000	\$39,675	\$41,889	24
\$31,200	\$34,820	\$36,732	11
\$40,813	\$47,232	\$55,362	39

MSA Population (n = 119)



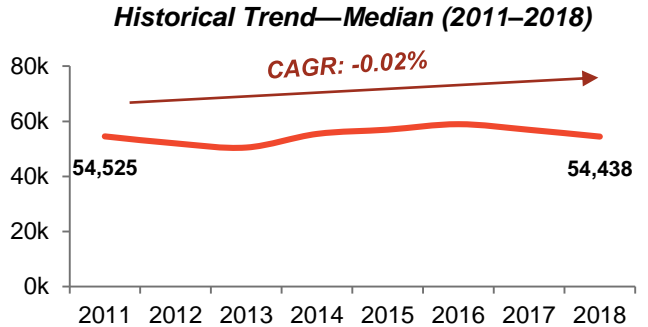
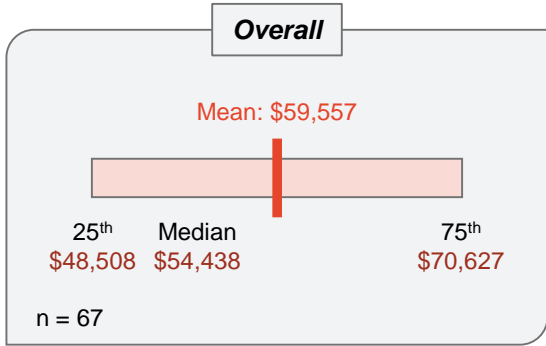
Region



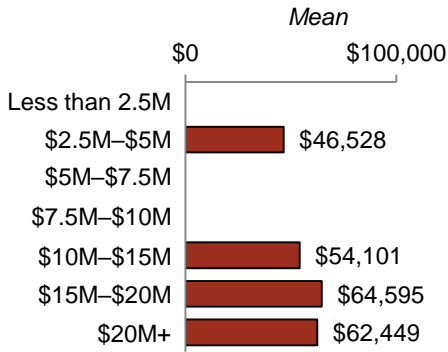
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$44,010	\$55,362	\$55,362	\$49,841	5
Mid-Atlantic	\$38,010	\$41,333	\$61,525	\$45,756	28
Midwest	\$35,006	\$37,564	\$40,813	\$37,671	20
Mountain Plains	\$35,000	\$42,000	\$42,000	\$39,969	14
New England	\$42,026	\$53,512	\$68,094	\$53,118	18
Southeast	\$31,200	\$35,500	\$40,000	\$35,882	20
Western	\$42,178	\$52,000	\$53,451	\$47,380	19

Photographer

Responsible for photographic documentation of fine arts collections.

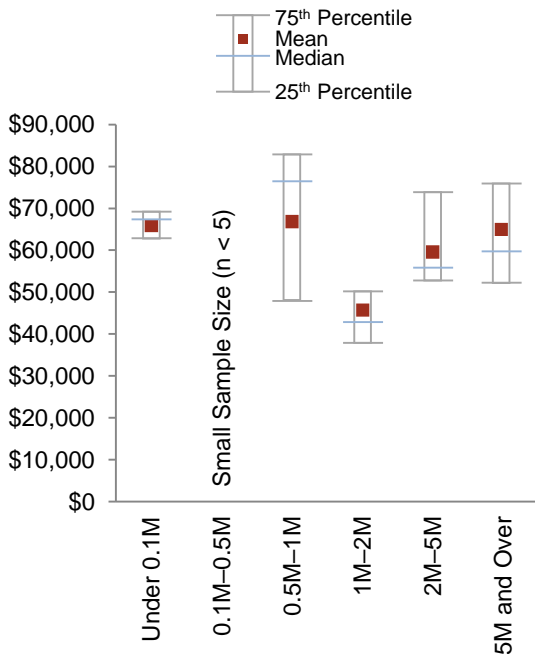


Operating Budget

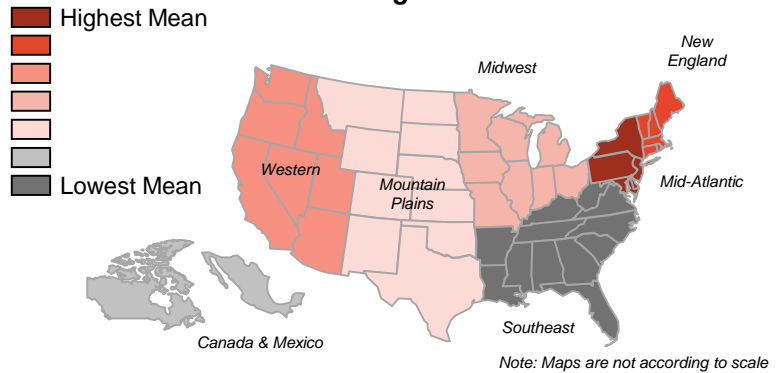


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$33,036	\$49,776	\$61,111	8
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
\$44,394	\$45,882	\$53,077	12
\$42,042	\$65,926	\$79,165	5
\$51,428	\$56,755	\$75,043	37

MSA Population (n = 60)



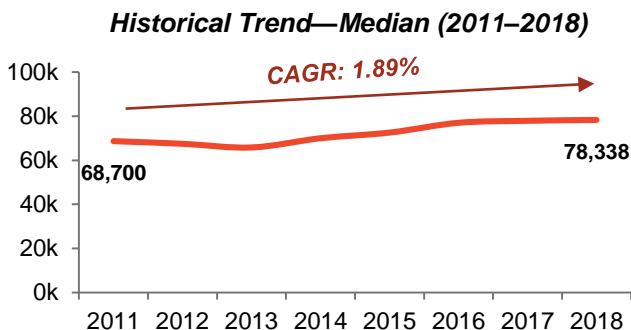
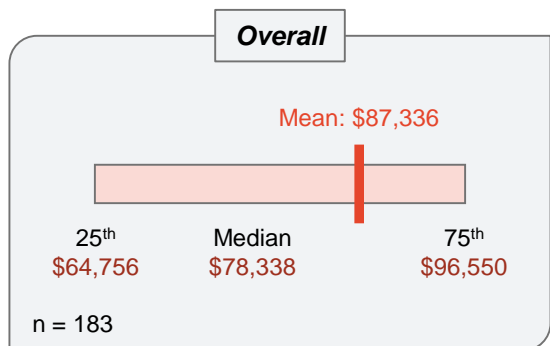
Region



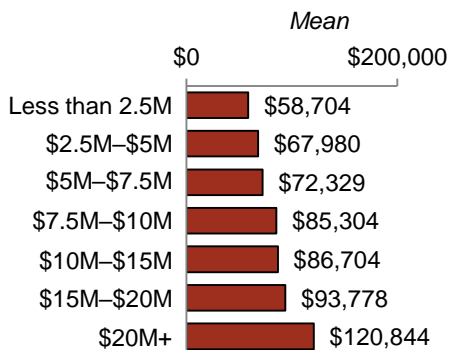
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$44,325	\$48,532	\$49,149	\$43,830	7
Mid-Atlantic	\$56,979	\$66,969	\$77,805	\$69,479	21
Midwest	\$51,428	\$51,428	\$53,544	\$55,326	8
Mountain Plains	\$45,221	\$59,774	\$61,341	\$53,169	7
New England	\$54,438	\$68,922	\$82,807	\$68,687	10
Southeast	\$38,000	\$41,200	\$44,246	\$42,742	5
Western	\$52,651	\$52,651	\$58,091	\$56,474	9

Director of Education / Curator of Education / Educator A

Supervision of several educational departments or programs.

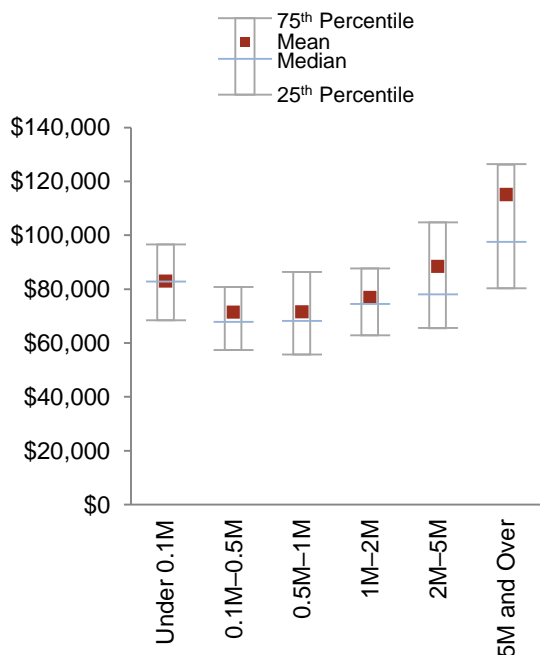


Operating Budget

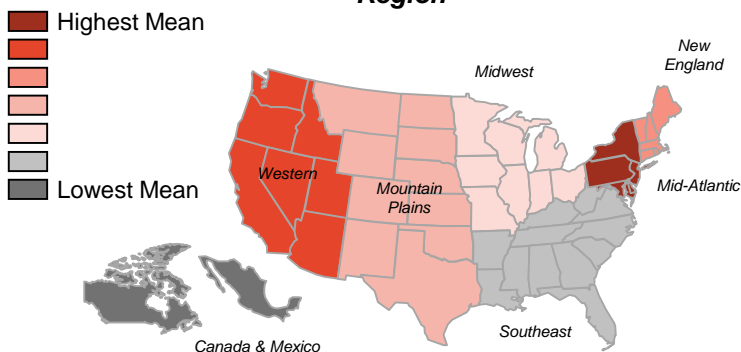


25 th Percentile	Median	75 th Percentile	# of Museums
\$52,484	\$60,480	\$66,500	17
\$57,000	\$64,947	\$81,000	51
\$62,905	\$74,600	\$82,600	23
\$70,225	\$78,676	\$104,685	9
\$74,796	\$87,450	\$95,335	28
\$80,000	\$89,017	\$114,400	13
\$85,000	\$105,800	\$139,000	42

MSA Population (n = 177)



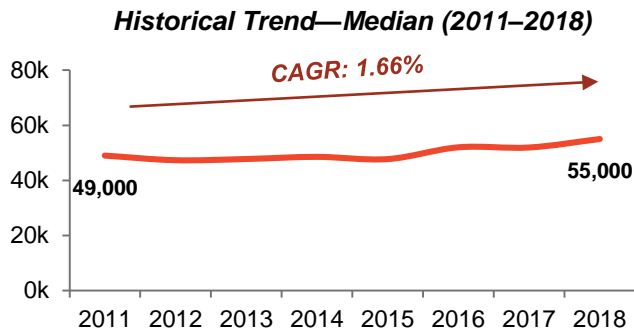
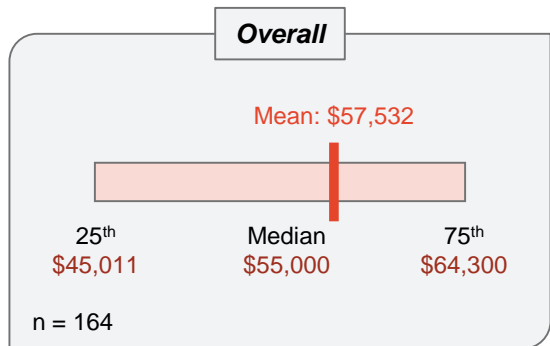
Region



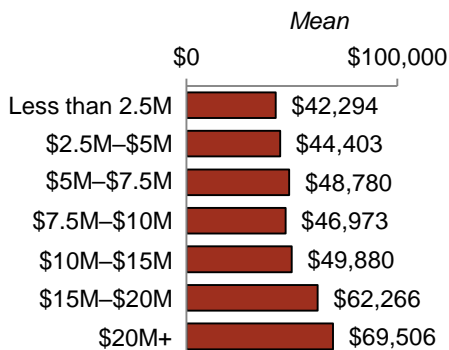
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$53,644	\$67,094	\$75,126	\$60,816	6
Mid-Atlantic	\$75,000	\$89,570	\$118,410	\$101,653	41
Midwest	\$58,000	\$69,509	\$91,664	\$84,310	35
Mountain Plains	\$65,445	\$75,284	\$97,984	\$84,599	23
New England	\$75,000	\$85,000	\$98,469	\$88,254	20
Southeast	\$58,000	\$74,444	\$92,500	\$74,785	34
Western	\$71,200	\$80,000	\$100,149	\$94,974	24

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.

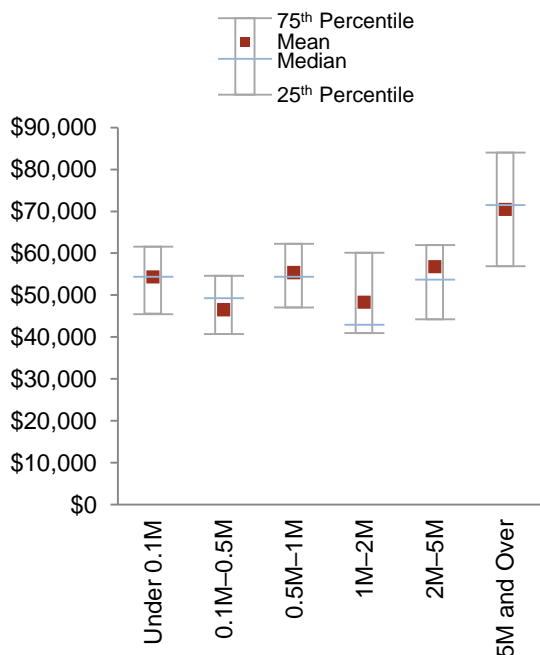


Operating Budget

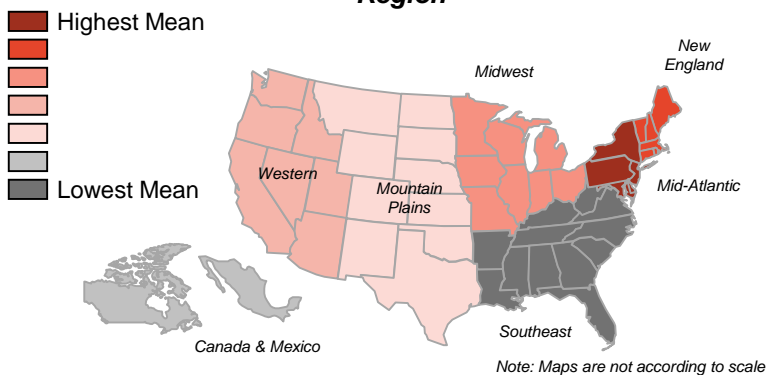


25 th Percentile	Median	75 th Percentile	# of Museums
\$36,200	\$45,288	\$45,288	8
\$37,237	\$44,200	\$50,074	43
\$44,200	\$50,323	\$57,475	21
\$38,500	\$48,877	\$49,093	10
\$42,751	\$50,742	\$54,307	28
\$44,550	\$56,283	\$82,500	12
\$58,654	\$68,500	\$82,000	42

MSA Population (n = 157)



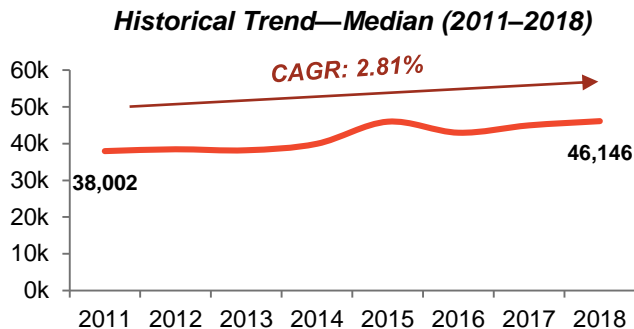
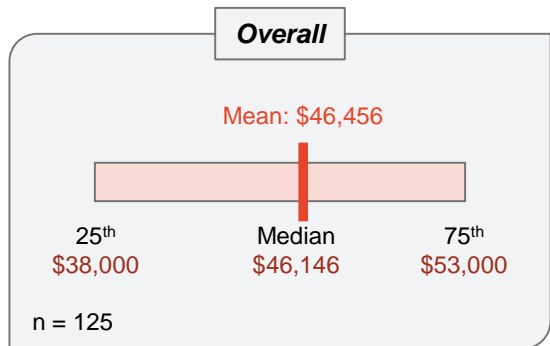
Region



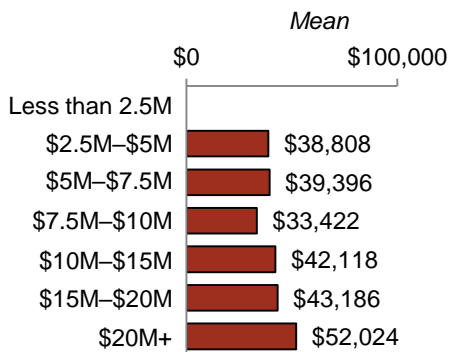
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$37,237	\$41,320	\$56,832	\$47,348	7
Mid-Atlantic	\$51,035	\$66,644	\$84,000	\$67,315	35
Midwest	\$48,450	\$54,561	\$61,458	\$57,575	23
Mountain Plains	\$44,550	\$56,970	\$58,000	\$52,806	20
New England	\$42,764	\$55,315	\$74,181	\$58,312	19
Southeast	\$41,154	\$51,406	\$60,950	\$50,665	34
Western	\$43,142	\$53,408	\$68,860	\$57,215	26

Assistant Educator / Educator C

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

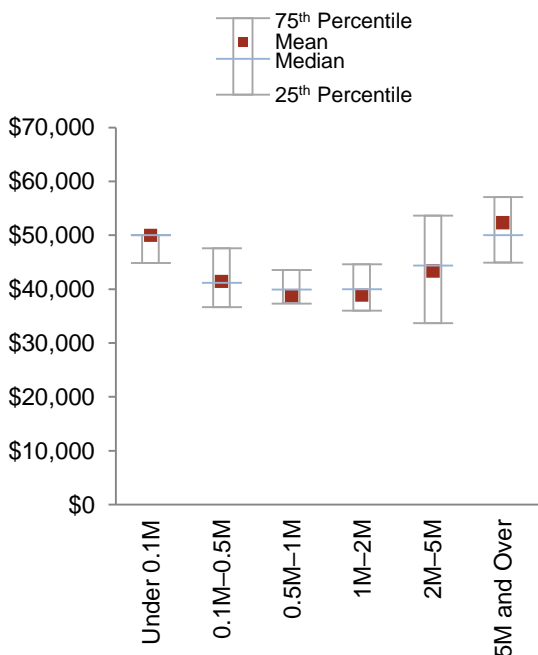


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$36,055	\$38,705	\$42,000	31
\$37,502	\$39,000	\$43,610	13
\$28,226	\$28,226	\$37,441	6
\$33,700	\$41,106	\$47,586	23
\$38,500	\$44,346	\$47,340	9
\$45,000	\$50,122	\$57,175	40

MSA Population (n = 121)



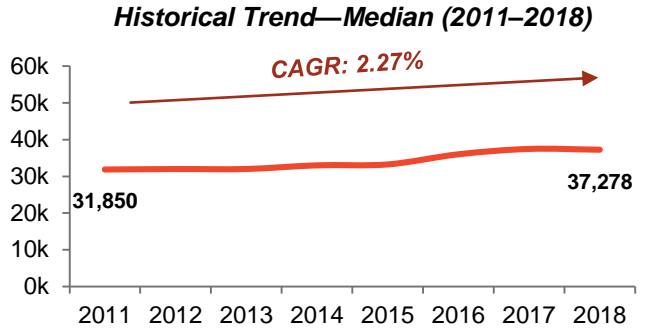
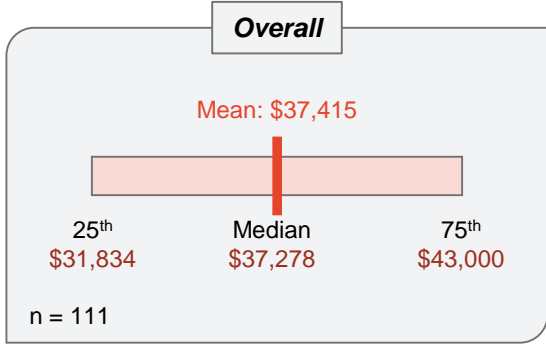
Region



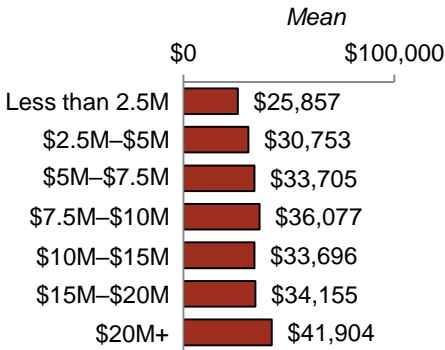
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Small Sample Size (n < 5)					
Canada & Mexico					
Mid-Atlantic	\$38,000	\$47,525	\$56,233	\$49,555	27
Midwest	\$37,000	\$42,494	\$53,796	\$44,713	23
Mountain Plains	\$36,145	\$44,600	\$45,700	\$41,617	15
New England	\$44,000	\$55,438	\$55,438	\$50,413	12
Southeast	\$36,592	\$44,346	\$50,122	\$41,443	23
Western	\$43,003	\$48,796	\$57,250	\$50,002	21

Education Assistant

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

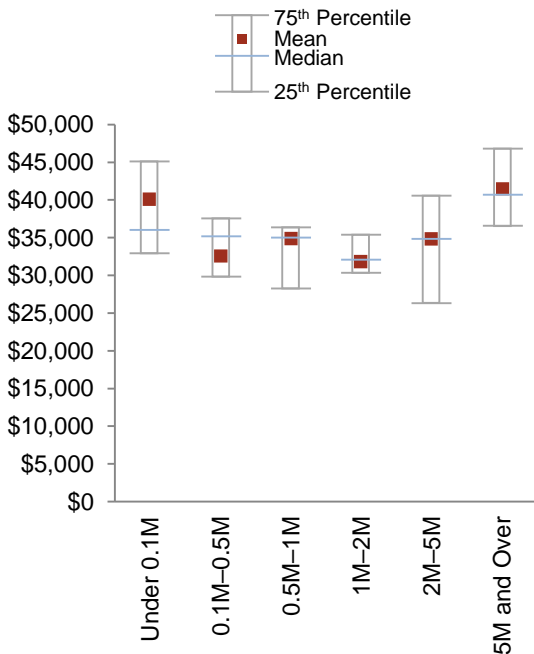


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$25,500	\$30,000	\$33,400	5
\$22,894	\$29,525	\$39,078	19
\$28,863	\$34,091	\$36,450	16
\$31,824	\$36,100	\$37,440	6
\$23,920	\$33,218	\$37,500	24
\$30,922	\$34,284	\$37,459	10
\$36,700	\$40,550	\$46,882	31

MSA Population (n = 107)



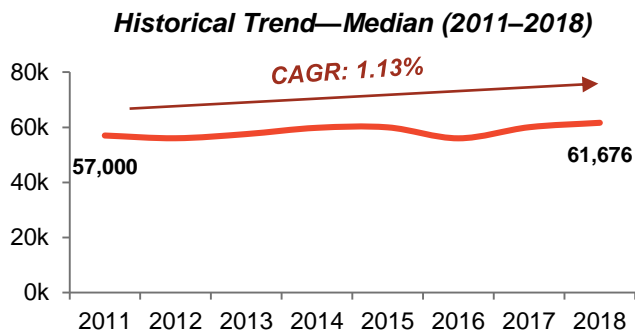
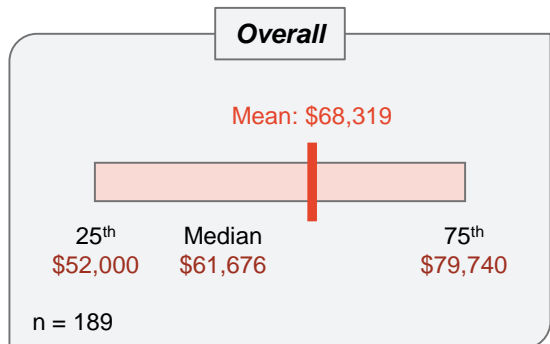
Region



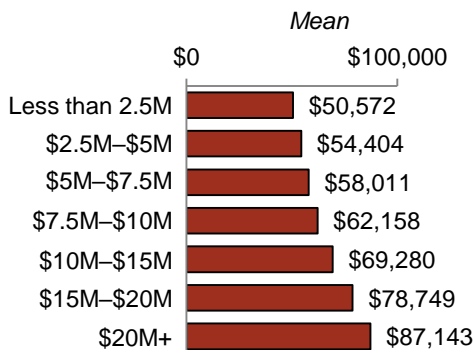
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$35,342	\$40,774	\$46,882	\$39,577	25
Midwest	\$33,155	\$40,550	\$40,550	\$37,089	17
Mountain Plains	\$31,000	\$36,000	\$38,000	\$34,161	16
New England	\$34,500	\$40,223	\$40,223	\$38,665	11
Southeast	\$29,086	\$31,357	\$36,655	\$32,593	21
Western	\$33,280	\$37,440	\$50,141	\$42,030	17

Registrar A

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

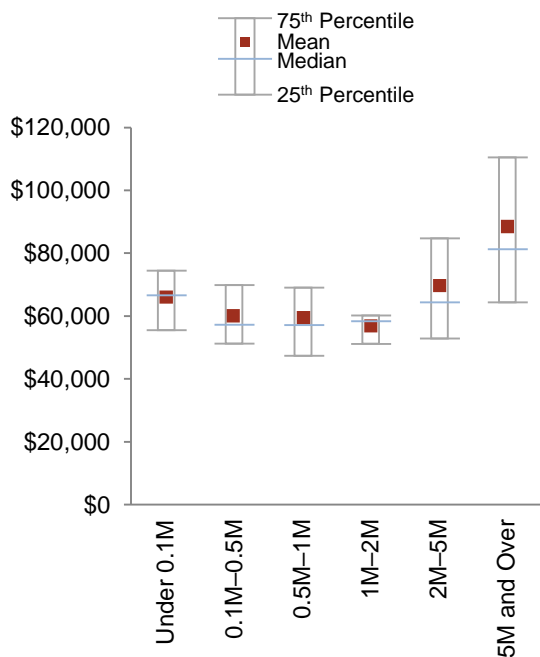


Operating Budget

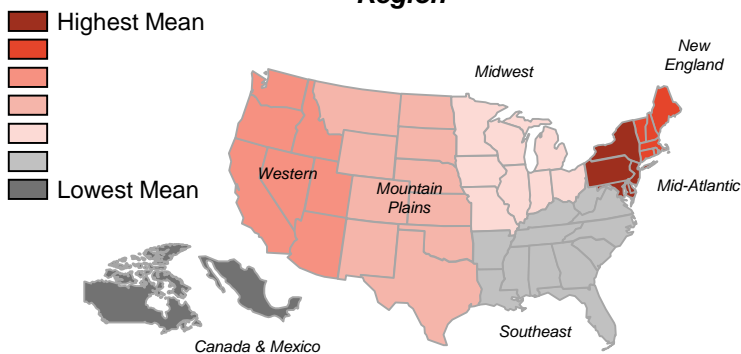


25 th Percentile	Median	75 th Percentile	# of Museums
\$41,000	\$48,000	\$56,375	15
\$47,500	\$55,620	\$61,216	54
\$51,500	\$57,433	\$68,900	25
\$54,204	\$61,143	\$69,746	10
\$53,725	\$64,236	\$82,620	29
\$57,681	\$78,032	\$96,717	13
\$71,000	\$80,258	\$99,483	43

MSA Population (n = 181)



Region

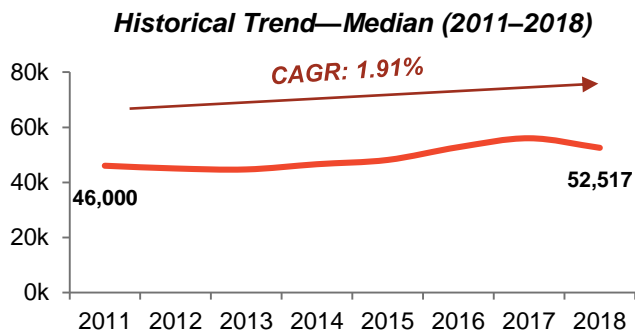
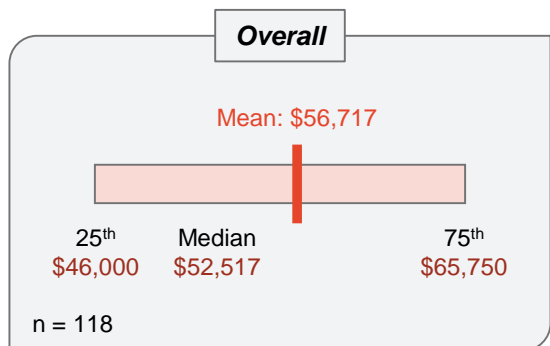


Note: Maps are not according to scale

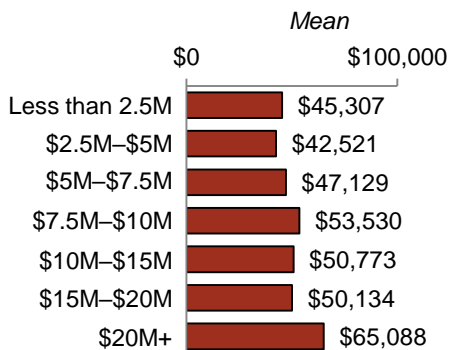
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$48,577	\$48,577	\$51,984	\$50,854	8
Mid-Atlantic	\$58,500	\$74,547	\$95,117	\$80,110	40
Midwest	\$50,976	\$58,216	\$71,583	\$63,135	33
Mountain Plains	\$48,101	\$57,954	\$84,426	\$69,135	21
New England	\$57,865	\$70,000	\$84,460	\$71,831	25
Southeast	\$49,897	\$57,755	\$68,938	\$58,533	36
Western	\$53,705	\$64,646	\$88,127	\$71,659	26

Associate Registrar / Registrar B

Assists Registrar in performance of routine duties.

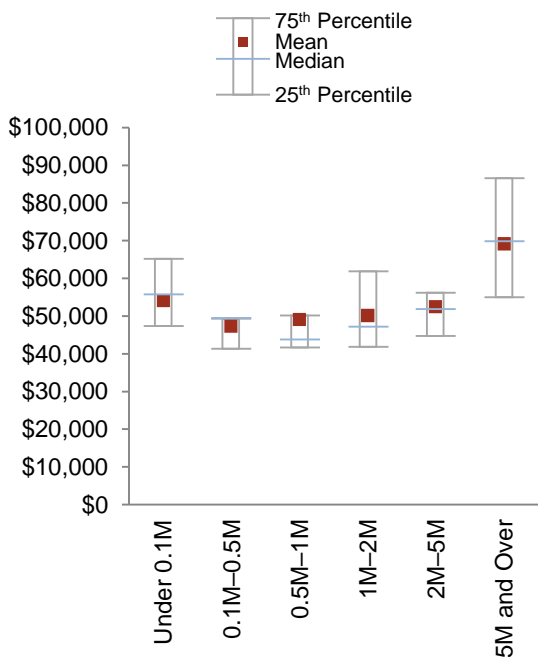


Operating Budget

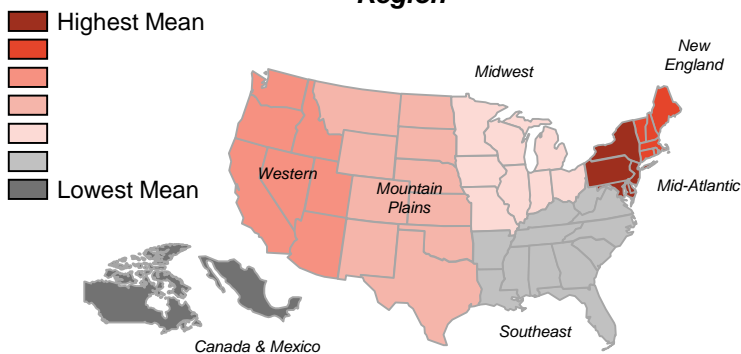


25 th Percentile	Median	75 th Percentile	# of Museums
\$37,047	\$39,534	\$49,609	5
\$38,577	\$41,650	\$49,264	19
\$46,125	\$49,000	\$49,050	11
\$43,000	\$54,899	\$64,800	7
\$44,325	\$48,941	\$56,233	23
\$41,033	\$48,925	\$60,000	11
\$52,000	\$65,750	\$72,558	42

MSA Population (n = 113)



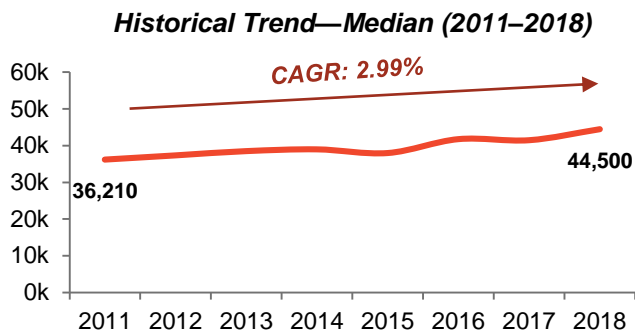
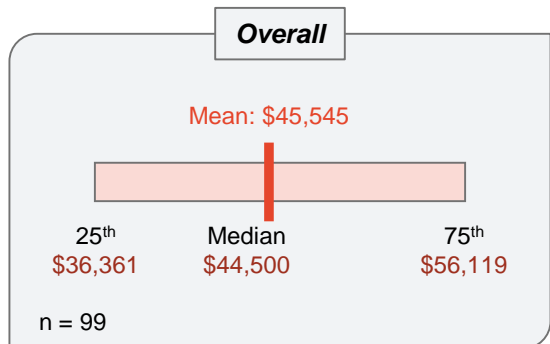
Region



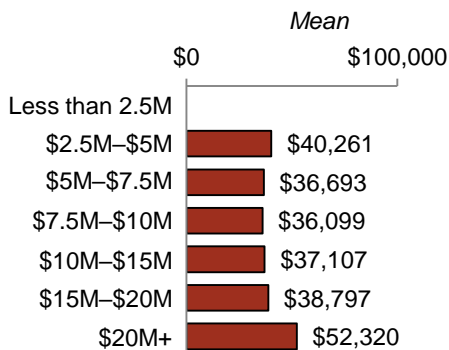
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$43,035	\$44,325	\$54,479	\$43,073	5
Mid-Atlantic	\$50,493	\$65,275	\$86,700	\$66,649	29
Midwest	\$39,405	\$48,194	\$61,854	\$51,167	17
Mountain Plains	\$46,947	\$51,774	\$56,000	\$52,966	14
New England	\$48,925	\$64,800	\$67,298	\$58,369	17
Southeast	\$42,660	\$48,213	\$49,264	\$47,576	19
Western	\$50,152	\$52,425	\$64,875	\$57,495	17

Assistant Registrar / Registrar C

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

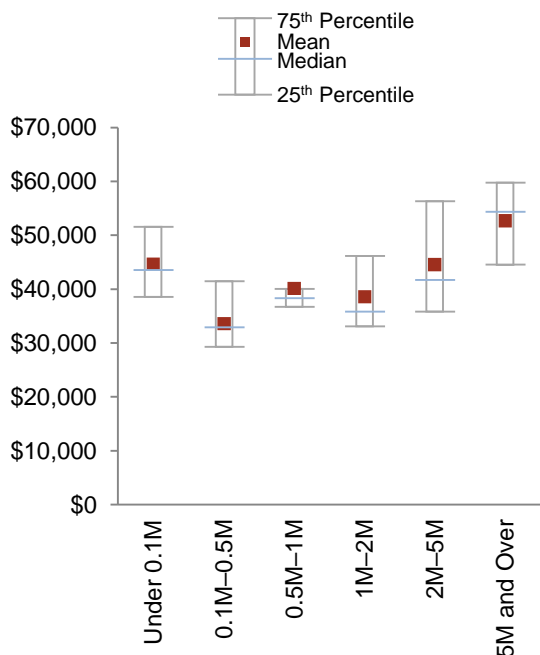


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$35,000	\$38,554	\$42,605	16
\$34,870	\$38,500	\$40,212	12
\$32,000	\$34,000	\$41,500	7
\$32,000	\$36,782	\$41,600	19
\$34,986	\$36,559	\$43,220	8
\$46,214	\$54,250	\$59,539	35

MSA Population (n = 96)



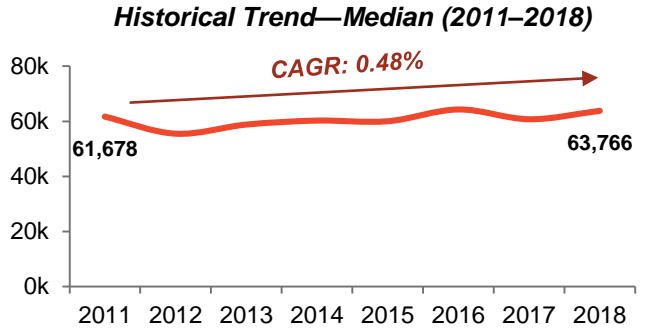
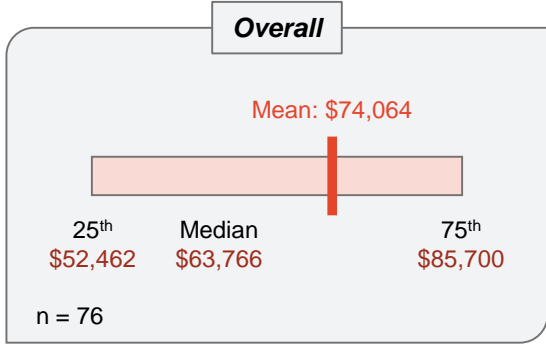
Region



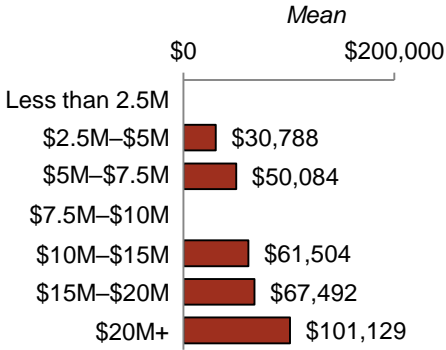
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Small Sample Size (n < 5)					
Canada & Mexico					
Mid-Atlantic	\$38,351	\$53,000	\$59,539	\$50,812	23
Midwest	\$36,100	\$38,337	\$42,313	\$40,709	16
Mountain Plains	\$33,674	\$43,404	\$46,125	\$40,459	13
New England	\$38,500	\$49,955	\$1,500	\$46,634	12
Southeast	\$30,600	\$38,000	\$43,000	\$36,699	17
Western	\$41,792	\$56,119	\$56,435	\$50,638	15

Head Librarian / Librarian A

Formulates and carries out library practices, policies and procedures.

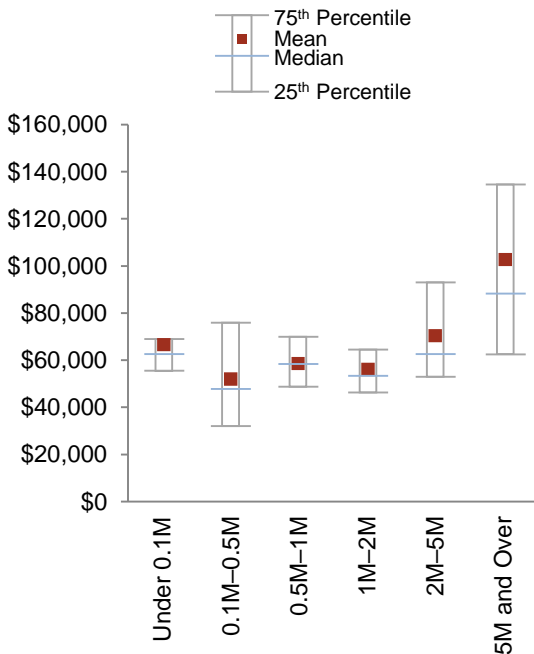


Operating Budget

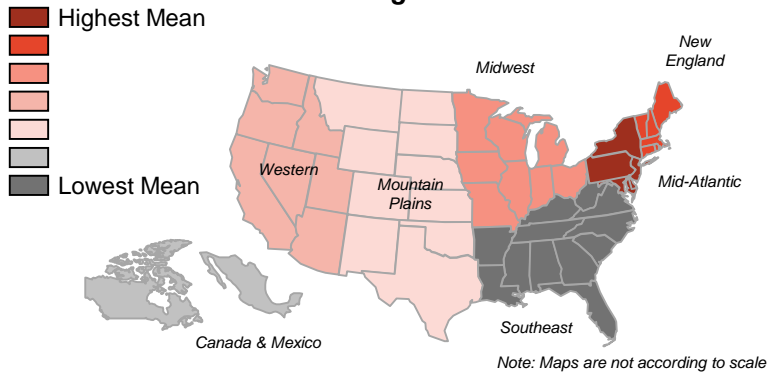


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$15,601	\$31,162	\$49,150	6
\$43,888	\$51,525	\$58,000	9
Small Sample Size (n < 5)			
\$53,573	\$60,815	\$64,386	16
\$56,010	\$60,061	\$69,796	10
\$70,560	\$91,352	\$126,000	30

MSA Population (n = 68)



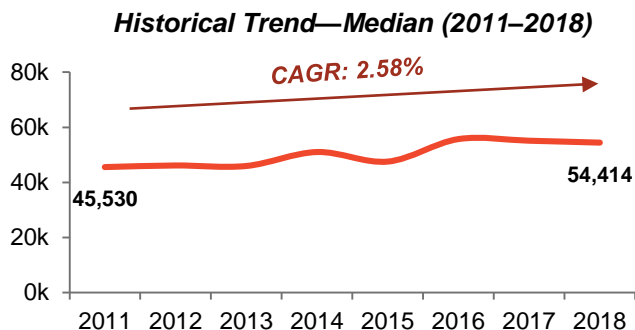
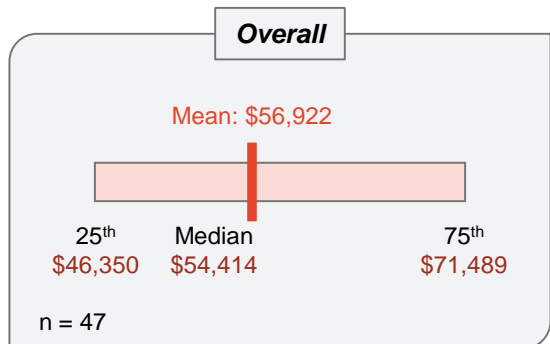
Region



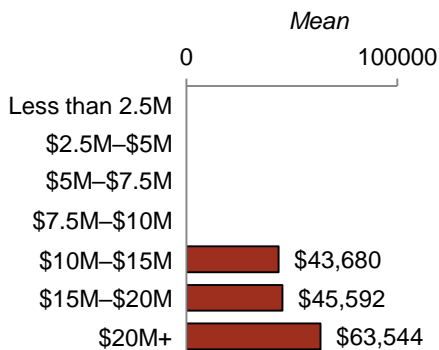
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$35,954	\$65,195	\$79,722	\$57,530	8
Mid-Atlantic	\$55,000	\$63,459	\$135,025	\$90,603	20
Midwest	\$56,010	\$66,800	\$95,000	\$72,367	11
Mountain Plains	\$56,850	\$68,750	\$82,050	\$68,093	10
New England	\$57,116	\$77,406	\$108,709	\$78,979	6
Southeast	\$44,791	\$50,000	\$59,824	\$52,450	9
Western	\$52,853	\$64,174	\$89,898	\$72,296	12

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.

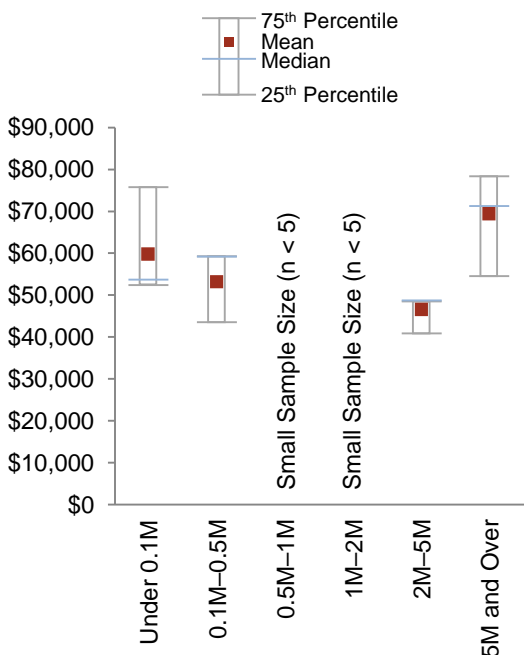


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
\$37,037	\$40,934	\$56,259	9
\$30,615	\$44,270	\$49,400	6
\$52,200	\$59,245	\$75,011	26

MSA Population (n = 42)



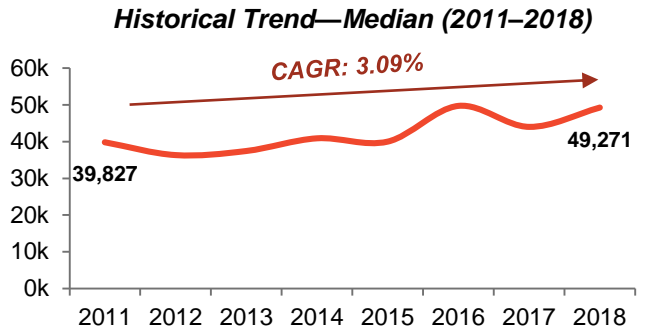
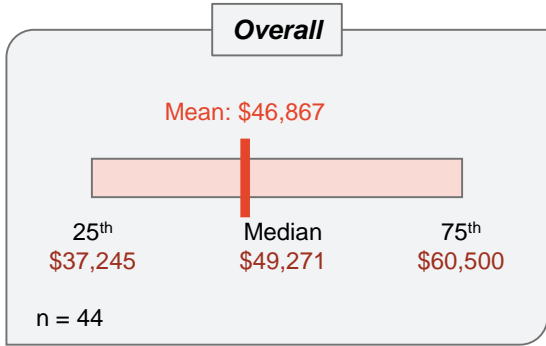
Region



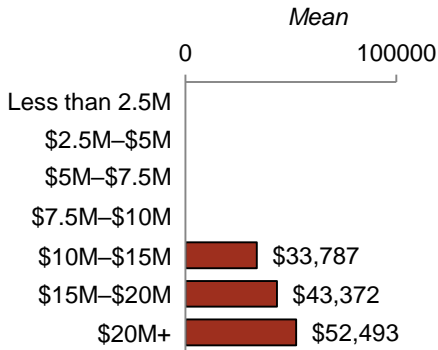
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$37,037	\$37,037	\$54,063	\$57,530	5
Mid-Atlantic	\$54,414	\$75,975	\$81,795	\$90,603	11
Midwest	\$48,685	\$48,685	\$59,245	\$72,367	9
Mountain Plains	Small Sample Size (n < 5)				
New England	Small Sample Size (n < 5)				
Southeast	\$32,974	\$47,250	\$54,495	\$43,436	6
Western	\$41,600	\$56,259	\$62,285	\$54,038	8

Assistant Librarian / Librarian C

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

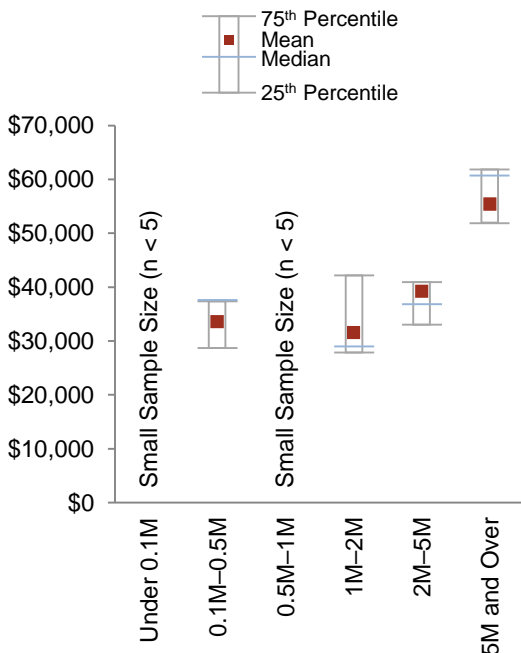


Operating Budget

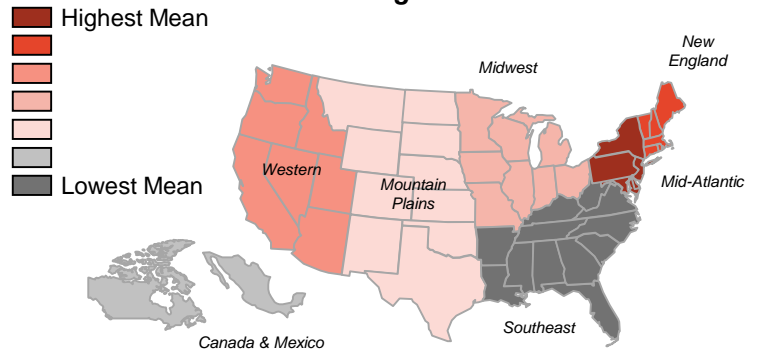


25 th Percentile	Median	75 th Percentile	# of Museums
-	-	-	Small Sample Size (n < 5)
-	-	-	Small Sample Size (n < 5)
-	-	-	Small Sample Size (n < 5)
-	-	-	Small Sample Size (n < 5)
\$26,925	\$36,587	\$40,003	6
\$30,932	\$38,891	\$55,528	6
\$41,063	\$55,185	\$61,857	22

MSA Population (n = 37)



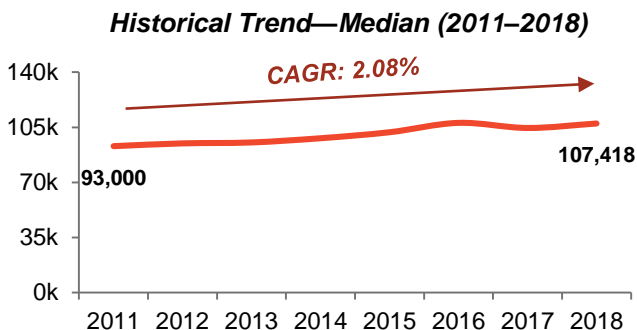
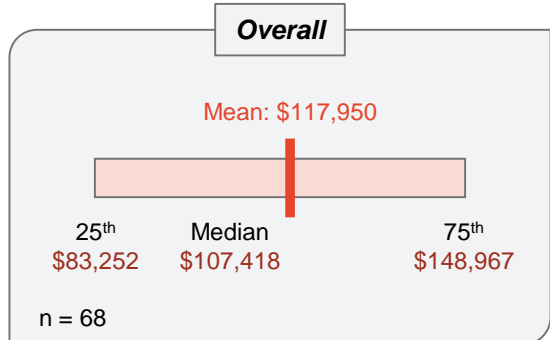
Region



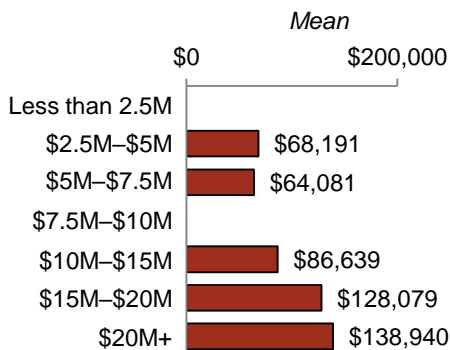
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$30,742	\$39,068	\$50,242	\$35,946	7
Mid-Atlantic	\$54,503	\$60,500	\$61,857	\$54,585	13
Midwest	\$32,834	\$37,419	\$51,887	\$42,422	5
Mountain Plains	\$32,648	\$39,399	\$46,000	\$39,070	6
New England	\$37,500	\$41,423	\$68,695	\$51,365	5
Southeast	Small Sample Size (n < 5)				
Western	\$37,440	\$46,733	\$60,572	\$46,120	5

Chief Conservator / Conservator A

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

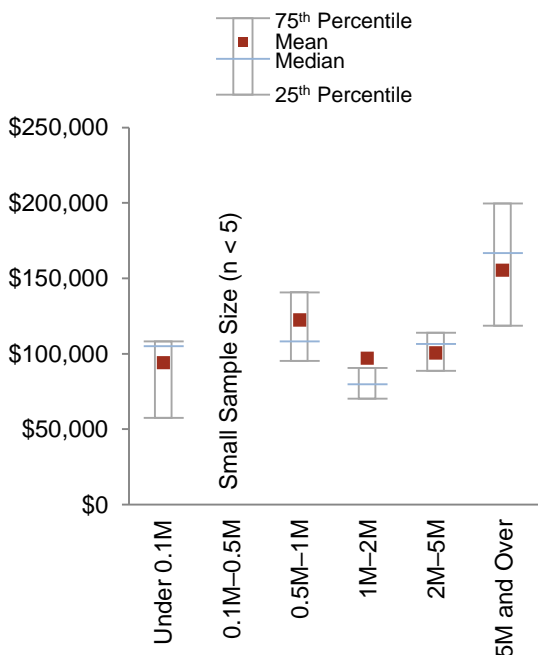


Operating Budget

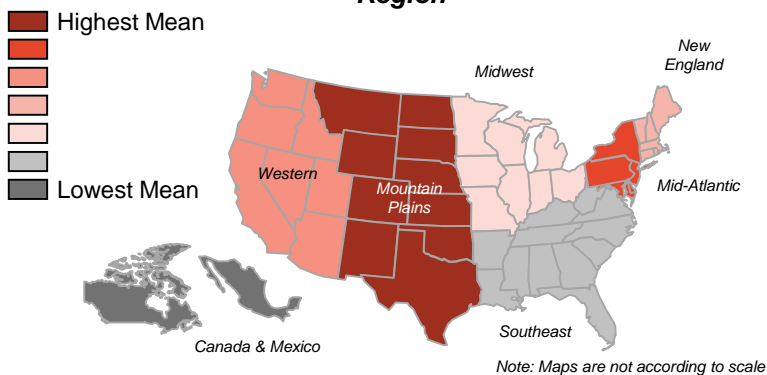


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$42,950	\$74,422	\$94,488	8
\$59,568	\$60,225	\$72,300	5
	Small Sample Size (n < 5)		
\$72,360	\$80,000	\$94,600	11
\$99,756	\$112,709	\$142,300	8
\$105,612	\$127,305	\$170,940	35

MSA Population (n = 62)



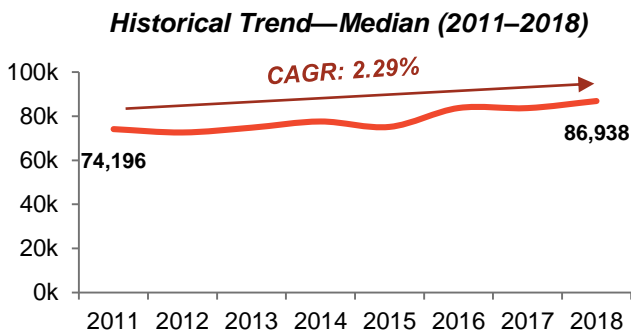
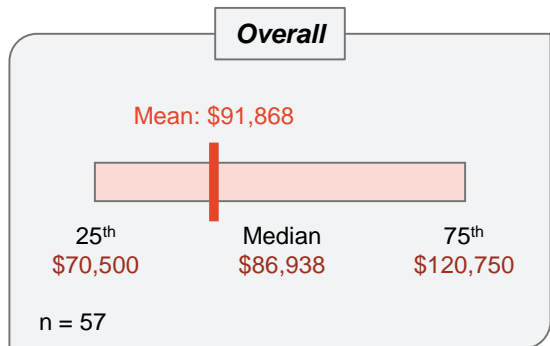
Region



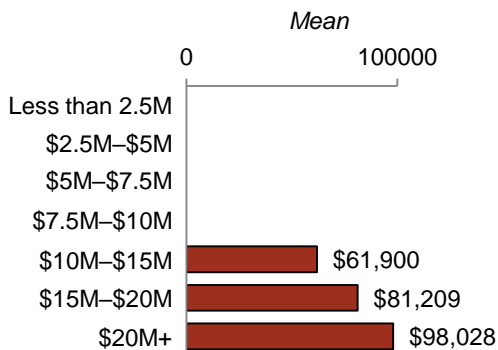
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$44,325	\$75,676	\$84,142	\$63,248	6
Mid-Atlantic	\$88,000	\$126,700	\$189,600	\$134,036	23
Midwest	\$84,131	\$97,834	\$124,443	\$105,602	9
Mountain Plains	\$93,000	\$134,600	\$199,000	\$146,210	5
New England	\$89,452	\$110,055	\$137,424	\$116,679	8
Southeast	\$60,225	\$72,300	\$107,418	\$89,933	9
Western	\$110,376	\$113,925	\$167,007	\$127,836	8

Senior Conservator / Conservator B

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

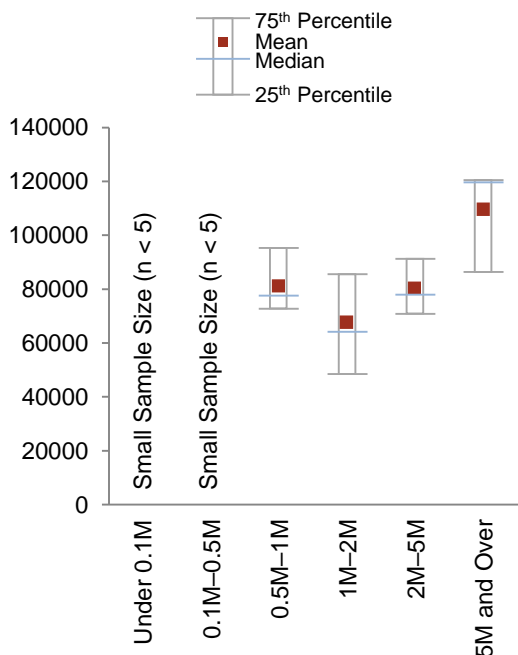


Operating Budget

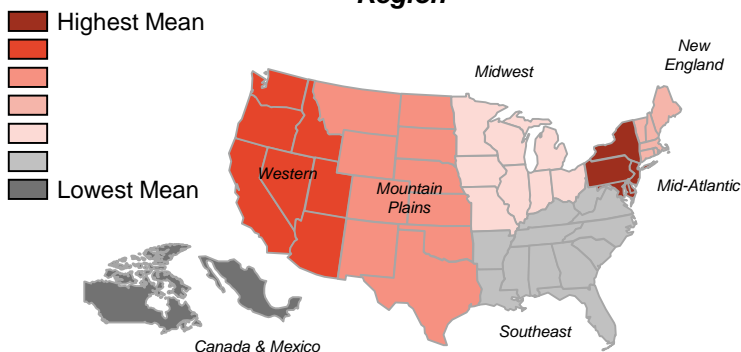


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
\$54,957	\$59,802	\$72,000	10
\$71,323	\$78,700	\$90,000	6
\$78,312	\$91,400	\$120,750	32

MSA Population (n = 52)



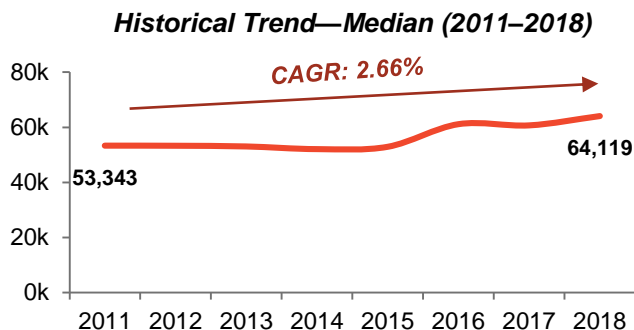
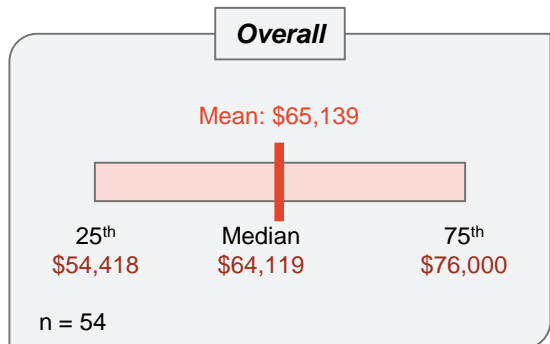
Region



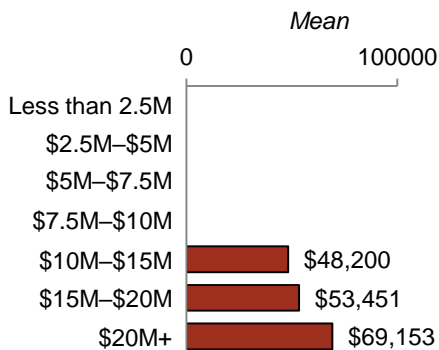
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$62,140	\$63,519	\$65,064	\$60,340	5
Mid-Atlantic	\$82,296	\$120,750	\$120,750	\$106,402	16
Midwest	\$71,750	\$74,280	\$86,938	\$79,004	8
Mountain Plains	\$72,000	\$105,675	\$113,756	\$92,742	6
New England	\$88,200	\$91,750	\$96,686	\$89,670	8
Southeast	\$62,788	\$68,880	\$72,940	\$67,960	6
Western	\$79,789	\$100,850	\$131,555	\$99,348	8

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.

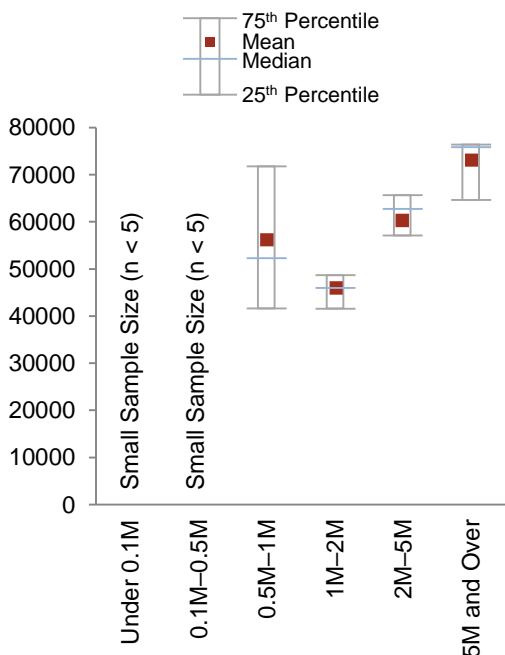


Operating Budget

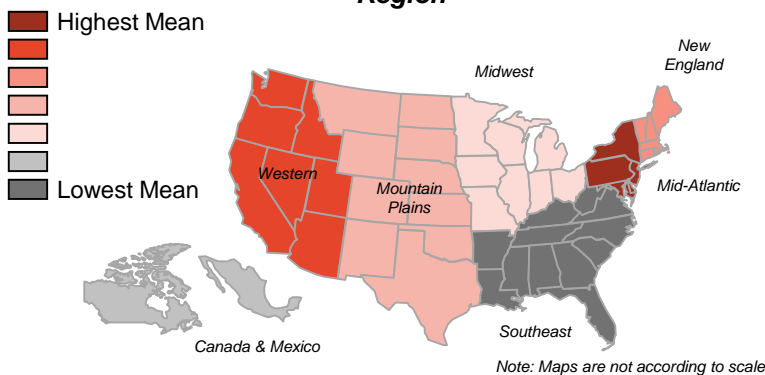


25 th Percentile	Median	75 th Percentile	# of Museums
-	-	-	Small Sample Size (n < 5)
-	-	-	Small Sample Size (n < 5)
-	-	-	Small Sample Size (n < 5)
-	-	-	Small Sample Size (n < 5)
\$41,820	\$51,146	\$51,146	8
\$43,450	\$54,500	\$62,000	9
\$58,500	\$65,644	\$76,000	30

MSA Population (n = 51)



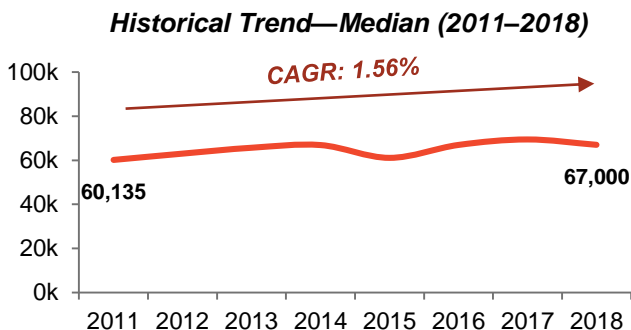
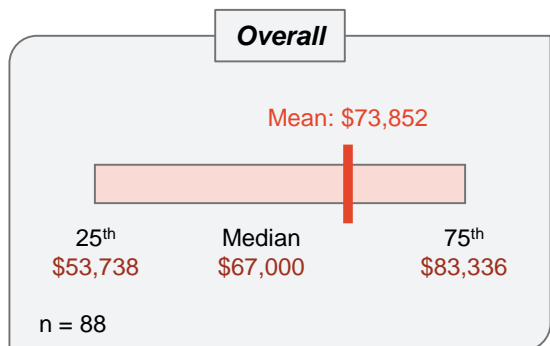
Region



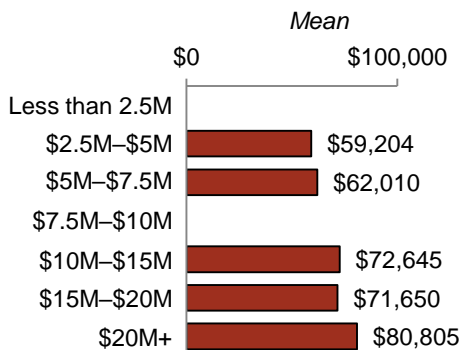
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$64,119	\$76,000	\$76,000	\$73,344	15
Midwest	\$49,440	\$55,099	\$60,502	\$53,571	10
Mountain Plains	\$58,500	\$59,772	\$65,234	\$59,741	6
New England	\$65,644	\$65,644	\$65,644	\$64,446	8
Southeast	\$41,477	\$45,750	\$46,000	\$43,691	6
Western	\$63,988	\$70,509	\$83,039	\$71,057	6

Exhibition Designer

Designs installation of permanent collection as well as temporary exhibition.

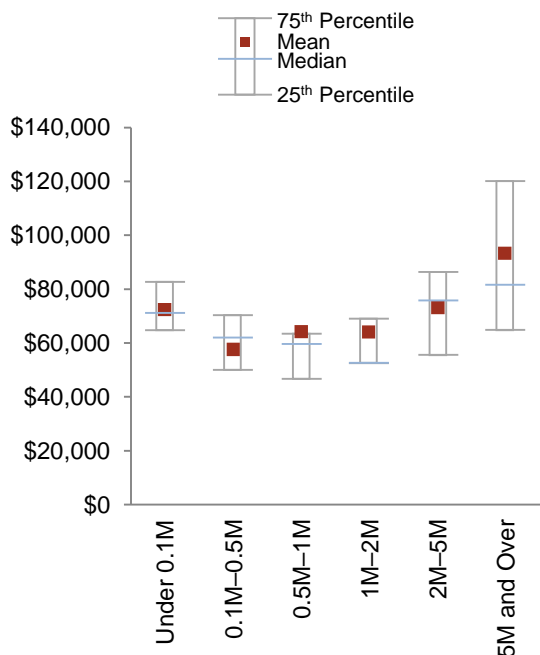


Operating Budget

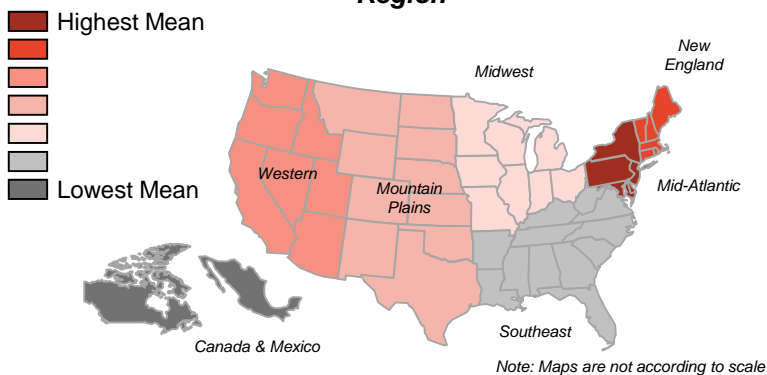


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$47,019	\$60,350	\$76,951	16
\$56,519	\$62,720	\$72,925	8
	Small Sample Size (n < 5)		
\$60,500	\$67,129	\$76,726	16
\$61,375	\$68,140	\$80,140	8
\$55,275	\$73,720	\$96,973	35

MSA Population (n = 83)



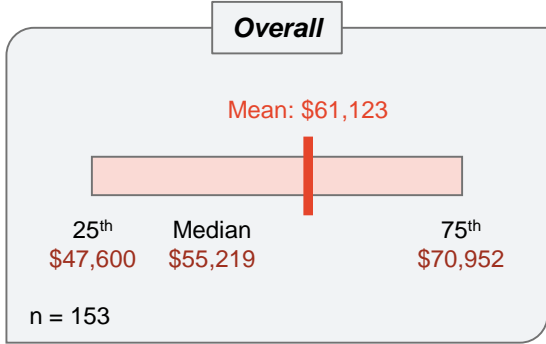
Region



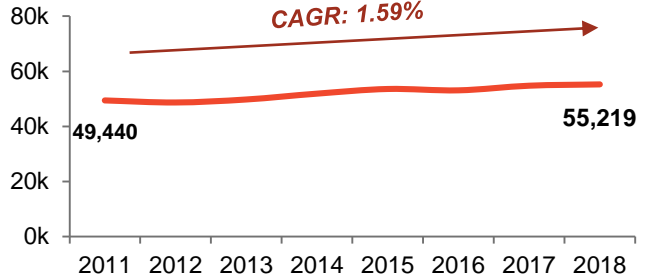
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$37,072	\$52,267	\$52,267	\$47,047	5
Mid-Atlantic	\$75,000	\$90,783	\$137,508	\$100,570	17
Midwest	\$47,019	\$60,268	\$74,862	\$64,125	16
Mountain Plains	\$59,300	\$70,225	\$74,000	\$69,239	10
New England	\$73,124	\$82,339	\$96,973	\$83,865	9
Southeast	\$51,152	\$58,025	\$68,000	\$60,964	16
Western	\$57,146	\$67,000	\$85,316	\$72,195	15

Chief Preparator / Preparator A

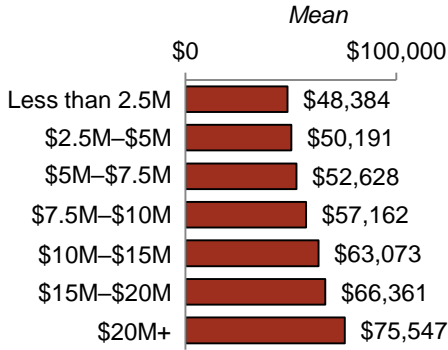
Supervises installation of art objects.



Historical Trend—Median (2011–2018)

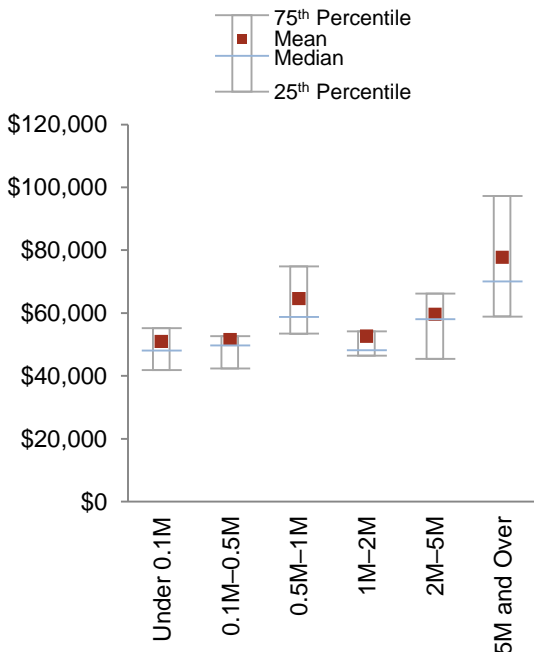


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$40,000	\$49,830	\$53,553	14
\$44,465	\$49,175	\$54,480	41
\$47,000	\$48,219	\$55,004	17
\$46,384	\$48,000	\$73,900	6
\$50,877	\$61,450	\$70,389	24
\$55,328	\$65,000	\$74,557	11
\$58,344	\$72,000	\$93,532	40

MSA Population (n = 146)



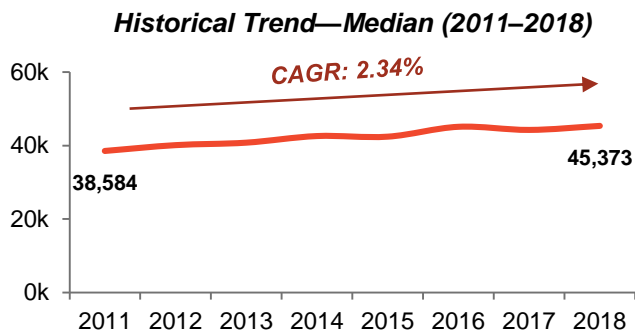
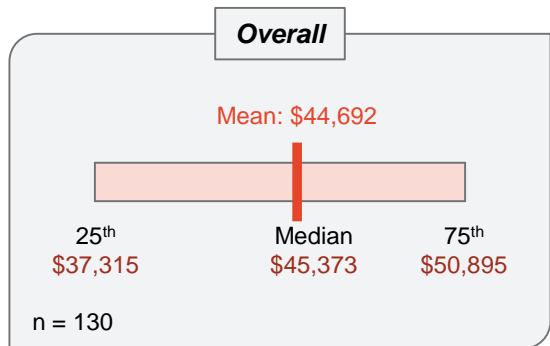
Region



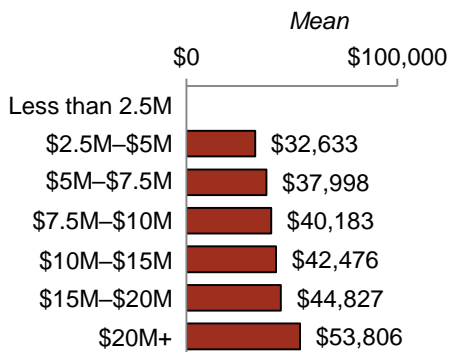
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$46,578	\$71,031	\$87,863	\$62,987	7
Mid-Atlantic	\$55,000	\$62,467	\$94,750	\$71,070	32
Midwest	\$51,002	\$58,344	\$64,189	\$57,511	26
Mountain Plains	\$45,905	\$57,500	\$65,000	\$59,072	17
New England	\$47,600	\$63,240	\$74,614	\$63,481	21
Southeast	\$46,384	\$49,449	\$52,500	\$48,884	32
Western	\$40,595	\$52,269	\$88,200	\$67,236	18

Associate Preparator / Preparator B

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

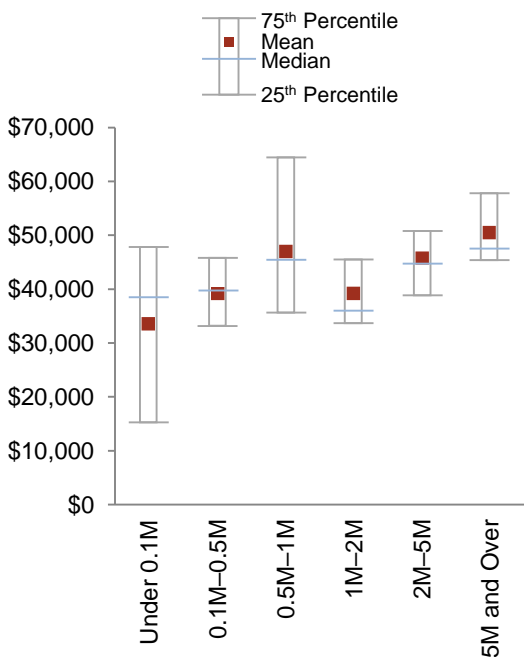


Operating Budget

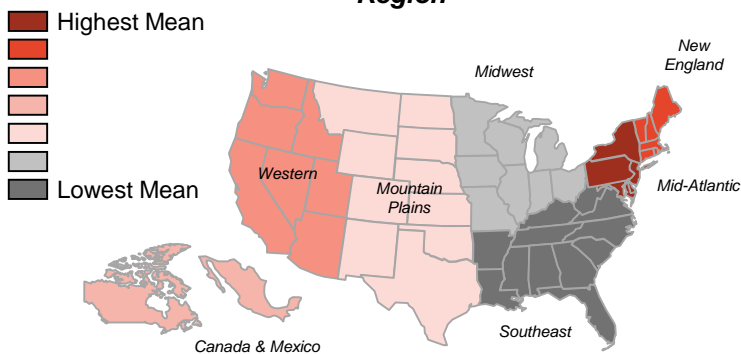


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$20,000	\$31,928	\$44,738	34
\$33,500	\$34,750	\$45,805	15
\$37,315	\$37,990	\$40,461	9
\$38,308	\$39,943	\$45,017	19
\$37,897	\$41,500	\$49,192	13
\$45,373	\$50,895	\$60,000	37

MSA Population (n = 125)



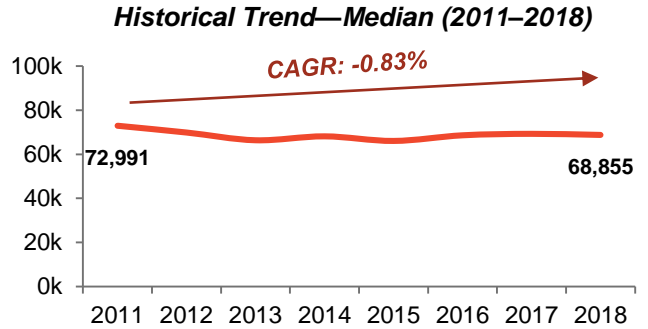
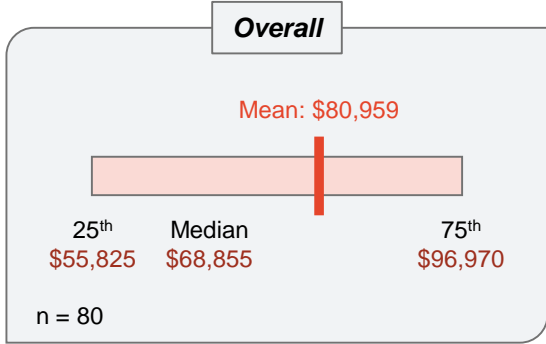
Region



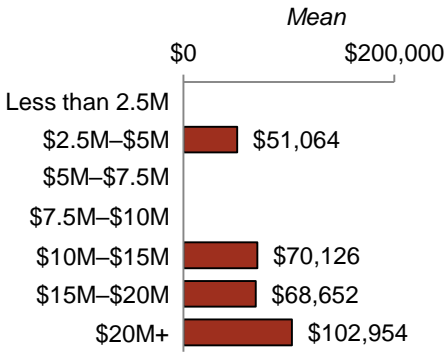
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$39,592	\$53,689	\$53,689	\$47,813	5
Mid-Atlantic	\$40,872	\$49,504	\$60,000	\$53,196	27
Midwest	\$37,700	\$45,373	\$46,330	\$39,138	27
Mountain Plains	\$39,322	\$41,500	\$48,568	\$43,282	15
New England	\$47,798	\$49,071	\$64,342	\$52,882	17
Southeast	\$30,900	\$33,500	\$39,100	\$33,982	23
Western	\$37,481	\$48,941	\$60,686	\$49,956	16

Editor / Director of Publications

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

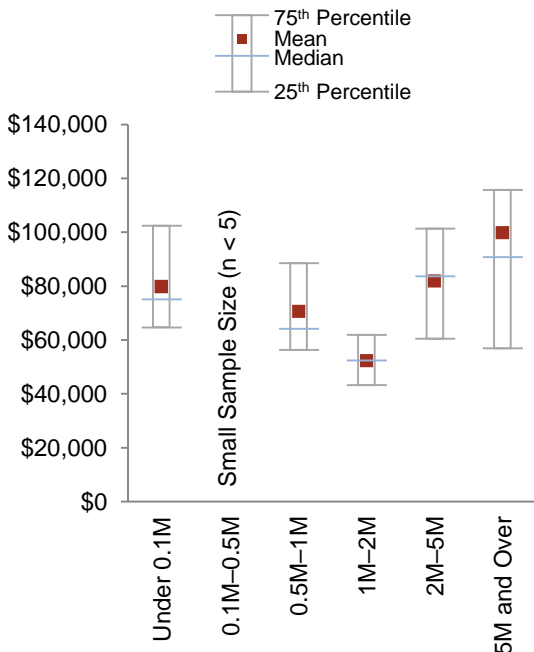


Operating Budget

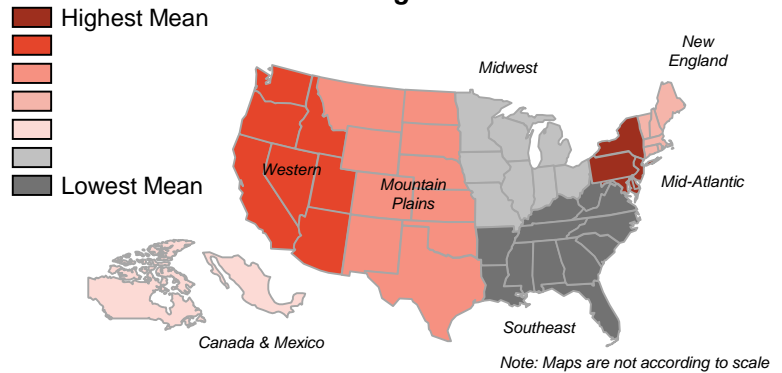


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
\$43,904	\$50,002	\$62,476	9
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
\$60,000	\$67,850	\$73,000	15
\$49,173	\$68,097	\$88,251	11
\$68,855	\$93,157	\$112,630	37

MSA Population (n = 75)



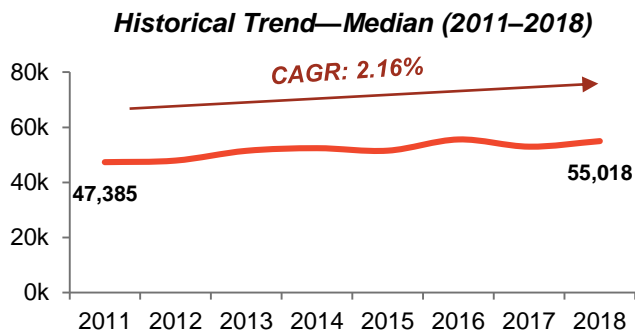
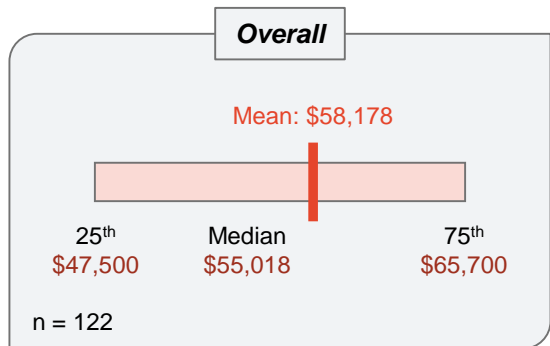
Region



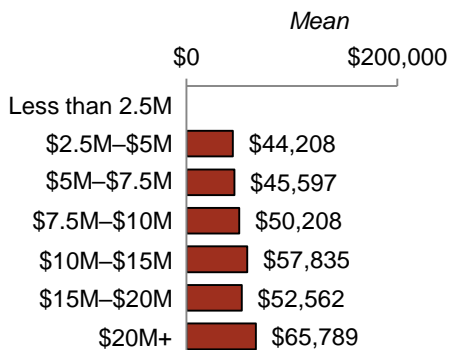
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$76,384	\$77,294	\$86,077	\$69,702	5
Mid-Atlantic	\$58,563	\$70,000	\$108,000	\$96,640	27
Midwest	\$50,000	\$58,000	\$80,000	\$67,000	11
Mountain Plains	\$60,000	\$78,000	\$100,000	\$79,106	9
New England	\$64,087	\$76,891	\$92,900	\$77,879	9
Southeast	\$43,190	\$51,755	\$62,300	\$55,285	10
Western	\$72,000	\$88,251	\$113,350	\$93,255	9

Graphic Designer

Responsible for design of all museum publications and graphics.

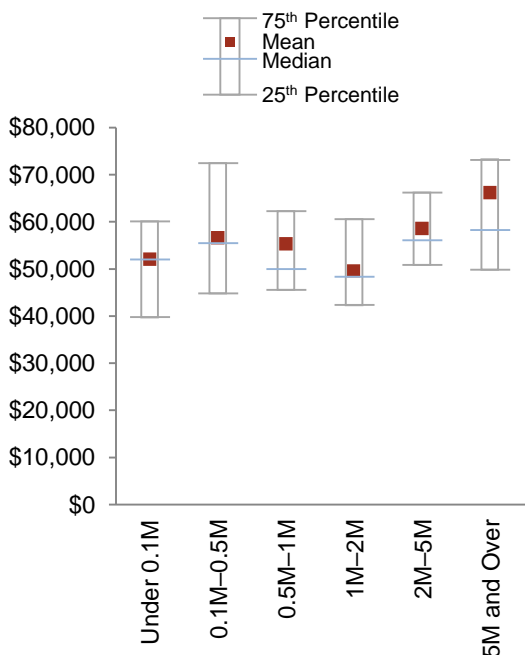


Operating Budget

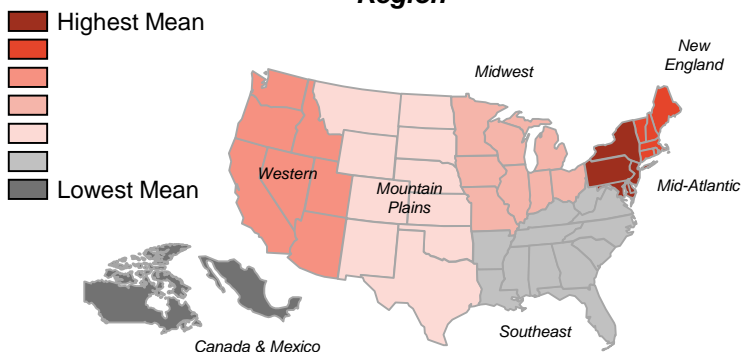


25 th Percentile	Median	75 th Percentile	# of Museums
Small Sample Size (n < 5)			
\$35,000	\$44,089	\$53,045	26
\$42,000	\$47,368	\$52,000	13
\$40,000	\$47,131	\$57,200	7
\$49,000	\$55,350	\$72,320	22
\$46,000	\$47,500	\$60,381	11
\$54,063	\$59,577	\$72,684	40

MSA Population (n = 116)



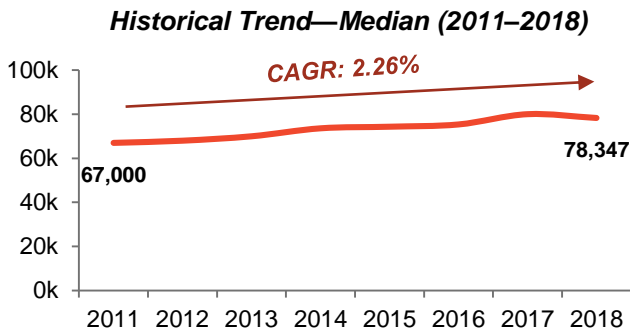
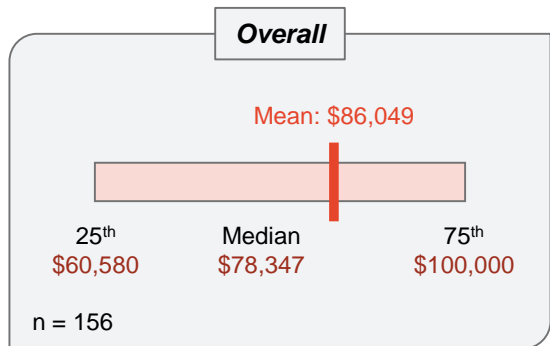
Region



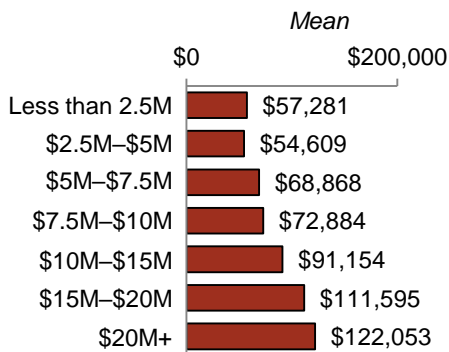
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$41,320	\$54,063	\$54,063	\$44,693	6
Mid-Atlantic	\$49,000	\$62,000	\$73,447	\$68,381	22
Midwest	\$47,500	\$55,228	\$72,320	\$56,951	23
Mountain Plains	\$45,000	\$57,500	\$66,500	\$55,383	16
New England	\$56,487	\$57,762	\$71,023	\$61,206	13
Southeast	\$40,425	\$49,050	\$60,900	\$49,789	23
Western	\$50,500	\$54,445	\$63,941	\$60,436	19

Facilities Director / Building Manager / Operations Manager

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

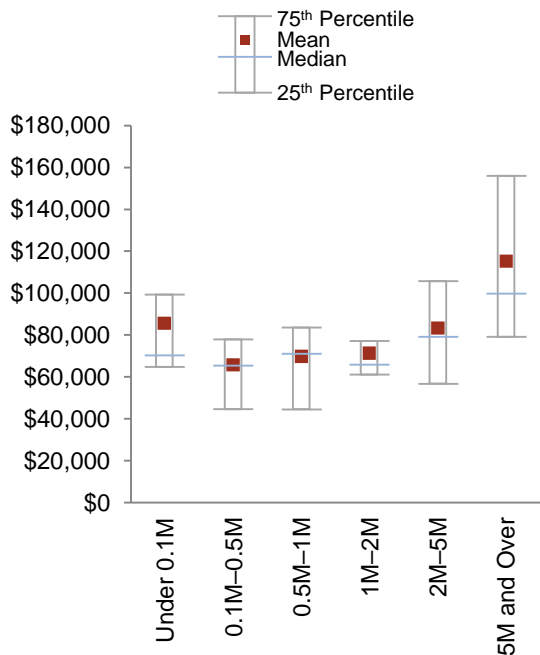


Operating Budget



25 th Percentile	Median	75 th Percentile	# of Museums
\$40,265	\$42,496	\$78,236	7
\$43,800	\$50,000	\$65,600	35
\$62,325	\$66,425	\$76,500	24
\$67,611	\$75,500	\$82,353	8
\$75,521	\$87,898	\$107,061	30
\$84,000	\$97,563	\$133,900	13
\$87,542	\$107,141	\$158,000	39

MSA Population (n = 150)



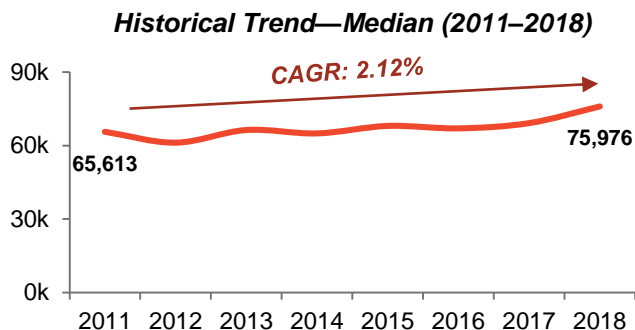
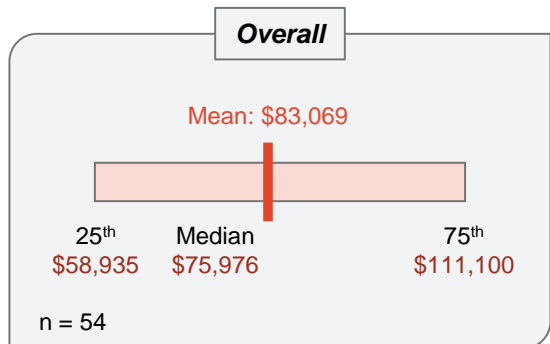
Region



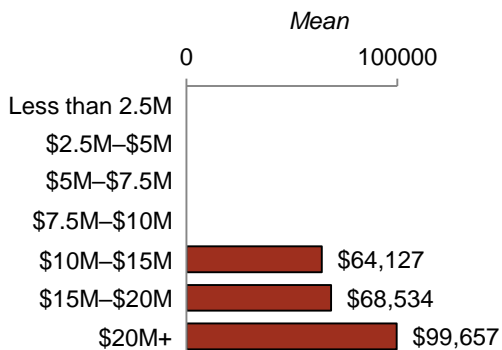
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$85,268	\$91,224	\$112,690	\$99,544	6
Mid-Atlantic	\$65,000	\$95,125	\$131,840	\$108,511	33
Midwest	\$53,464	\$77,368	\$91,023	\$74,954	26
Mountain Plains	\$45,000	\$69,000	\$100,000	\$79,578	21
New England	\$68,000	\$83,625	\$124,053	\$97,102	17
Southeast	\$53,107	\$70,000	\$80,000	\$69,852	27
Western	\$56,982	\$79,000	\$98,676	\$81,207	26

Engineering Manager

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

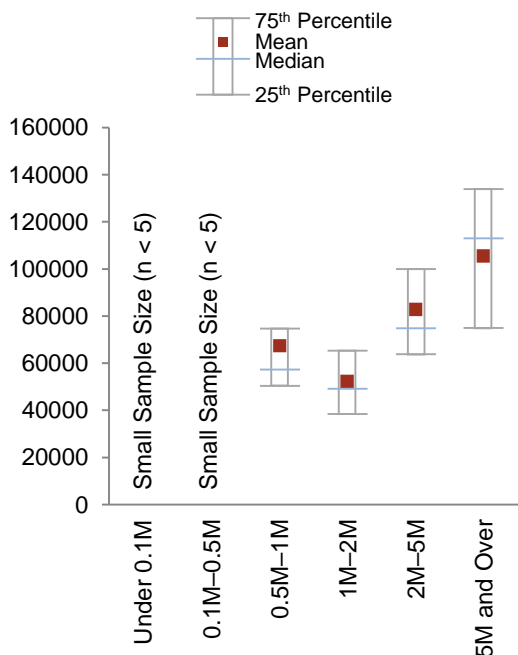


Operating Budget

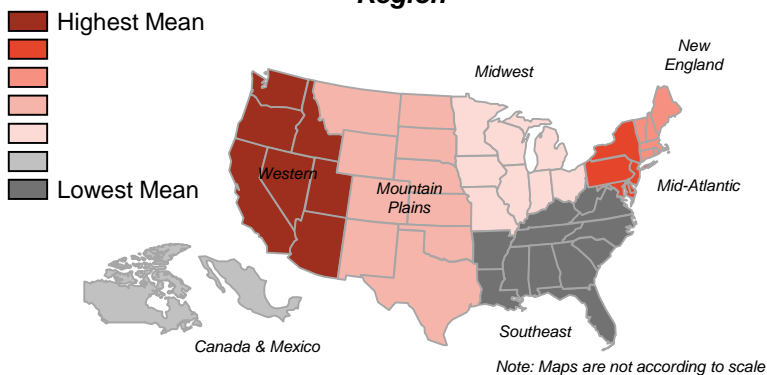


25 th Percentile	Median	75 th Percentile	# of Museums
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
	Small Sample Size (n < 5)		
\$49,920	\$62,700	\$73,567	7
\$49,982	\$70,304	\$79,560	8
\$75,000	\$96,195	\$121,212	30

MSA Population (n = 50)



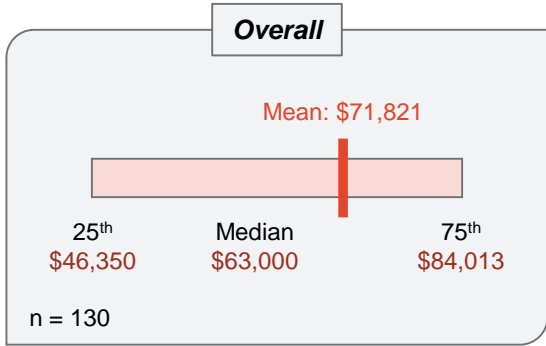
Region



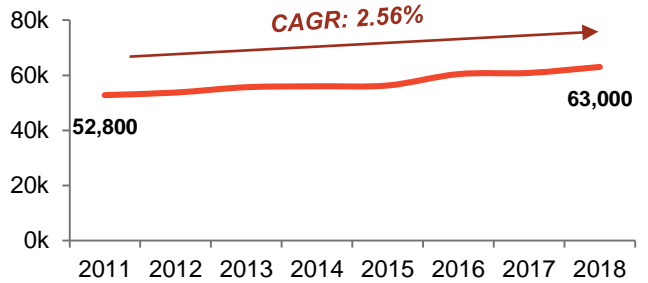
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	Small Sample Size (n < 5)				
Mid-Atlantic	\$68,016	\$100,000	\$133,689	\$102,136	15
Midwest	\$52,500	\$65,813	\$79,560	\$66,722	10
Mountain Plains	\$63,800	\$67,402	\$94,885	\$77,588	8
New England	\$91,195	\$92,390	\$105,897	\$99,554	6
Southeast	\$38,520	\$45,491	\$56,500	\$52,706	6
Western	\$75,000	\$119,451	\$121,212	\$105,702	5

Chief of Security

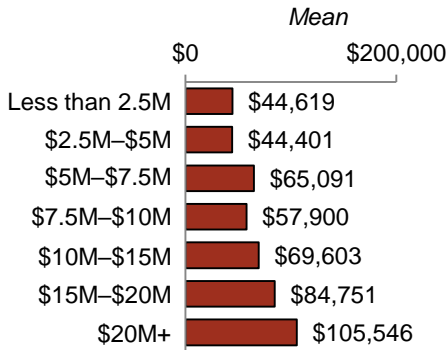
Supervises all guard forces.



Historical Trend—Median (2011–2018)

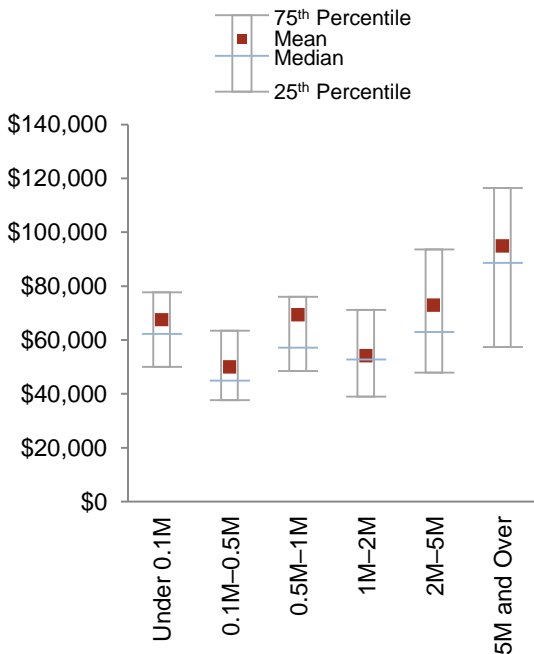


Operating Budget

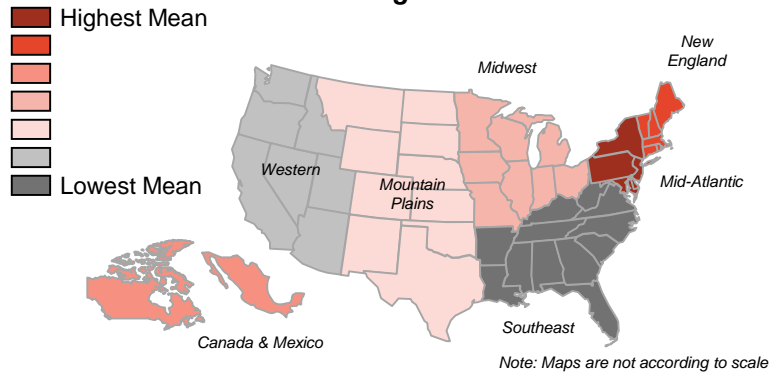


25 th Percentile	Median	75 th Percentile	# of Museums
\$37,414	\$43,500	\$43,717	5
\$37,409	\$44,217	\$53,000	31
\$41,860	\$61,700	\$70,000	17
\$44,584	\$58,532	\$67,505	9
\$52,943	\$64,500	\$78,300	21
\$66,529	\$81,750	\$103,500	11
\$77,887	\$97,574	\$128,750	36

MSA Population (n = 125)



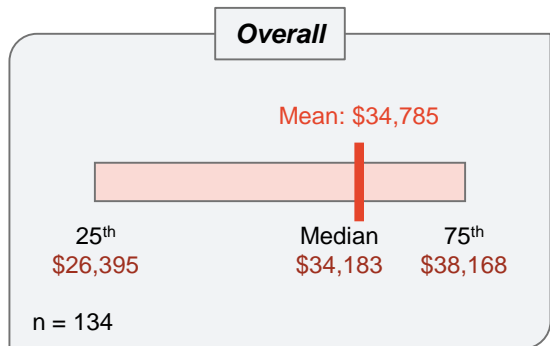
Region



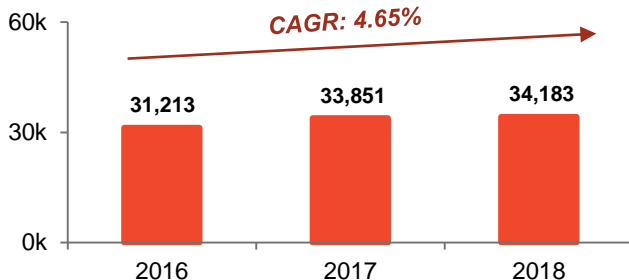
Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$70,318	\$76,420	\$89,167	\$68,651	5
Mid-Atlantic	\$70,000	\$81,645	\$128,138	\$99,004	23
Midwest	\$43,717	\$56,715	\$76,500	\$66,571	24
Mountain Plains	\$39,644	\$61,700	\$90,000	\$66,110	17
New England	\$49,580	\$71,606	\$93,537	\$77,499	17
Southeast	\$42,500	\$57,442	\$71,406	\$59,080	25
Western	\$45,120	\$58,428	\$75,000	\$65,062	19

Museum Security Officer / Museum Security Guard

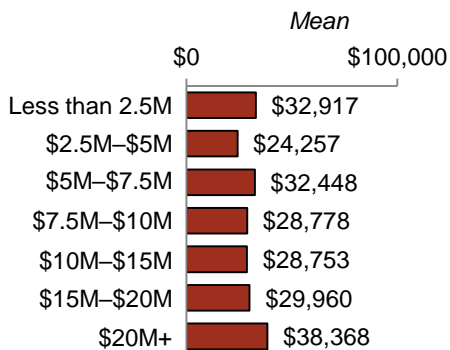
Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.



Historical Trend—Median (2016 vs 2018)

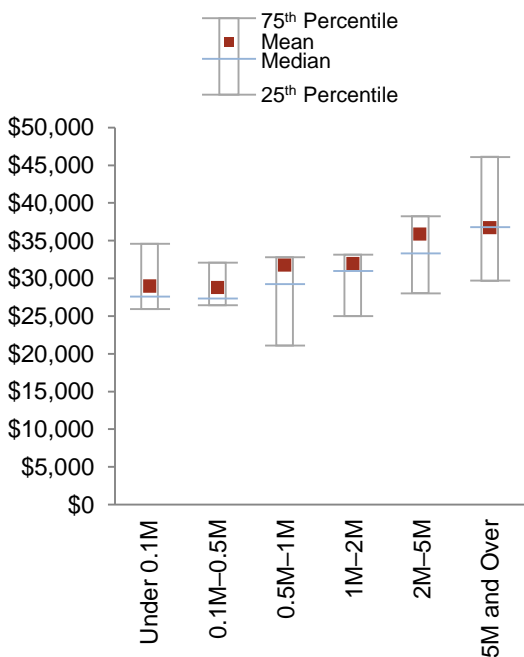


Operating Budget

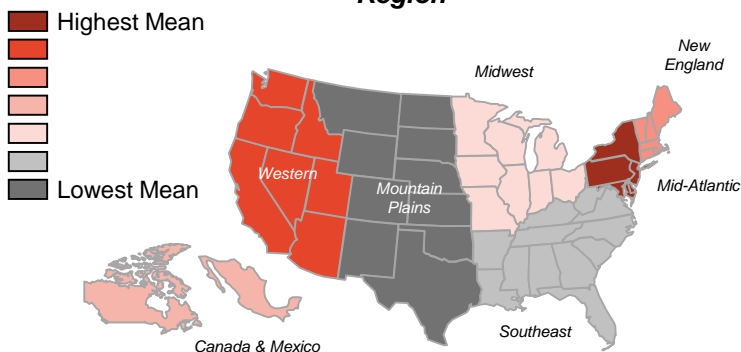


25 th Percentile	Median	75 th Percentile	# of Museums
\$28,195	\$30,160	\$32,914	9
\$19,314	\$24,089	\$29,613	32
\$24,024	\$29,900	\$33,750	20
\$25,378	\$29,850	\$32,001	8
\$25,116	\$28,219	\$33,039	21
\$25,690	\$30,722	\$34,593	10
\$30,657	\$36,556	\$46,207	34

MSA Population (n = 129)



Region



Note: Maps are not according to scale

Region	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$34,183	\$35,812	\$36,761	\$34,701	5
Mid-Atlantic	\$35,350	\$42,505	\$51,652	\$40,729	25
Midwest	\$26,177	\$27,900	\$38,168	\$30,630	22
Mountain Plains	\$22,249	\$22,500	\$29,619	\$25,893	17
New England	\$33,150	\$36,748	\$37,960	\$36,162	19
Southeast	\$25,000	\$27,508	\$30,947	\$28,322	24
Western	\$32,951	\$36,556	\$36,556	\$39,567	22

University Museum Salary Comparisons by Designation

Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Director	251,879	199,134	168,478	216,908	56
Deputy Director	153,089	117,820	98,450	125,284	31
Administrator	117,928	82,298	74,833	94,136	20
Assistant To Director	58,940	49,574	41,910	51,257	51
Finance A	102,500	71,664	64,125	83,089	21
Finance B	81,551	61,656	48,000	62,228	27
Development A	122,171	101,618	76,814	101,266	35
Development B	80,000	63,500	50,000	66,536	23
Development C	61,200	45,000	41,000	50,143	30
Dir. of Planned Giving	78,000	60,285	57,865	70,188	6
Dir. of Human Resources	80,563	68,560	55,826	69,661	11
Dir. of Information Systems	116,690	80,353	62,776	83,254	13
Systems Manager	84,861	83,194	68,948	74,671	13
Web Manager	75,110	60,198	51,250	61,689	14
New Media Manager	57,883	49,138	40,510	49,205	17
Membership Assistant	52,450	42,724	35,006	45,602	28
Special Events Manager	61,200	51,640	42,375	54,262	36
Director of External Affairs	123,600	90,000	54,106	90,999	15
Marketing Director	77,475	60,652	54,729	65,409	28
Public Relations Officer	67,008	50,230	43,388	52,377	18
Museum Store Manager	63,113	51,458	44,987	52,464	30
Volunteer Coordinator	53,013	46,850	41,795	47,849	12
Curator A	117,800	90,743	75,028	99,470	26
Curator B	115,000	93,962	73,903	97,313	39
Curator C	88,772	70,536	64,325	74,636	25
Curator D	79,850	62,018	54,000	63,140	28
Curator E	60,000	51,656	43,937	53,132	20
Curatorial Assistant	61,679	50,292	39,675	49,973	30
Photographer	76,771	62,295	52,780	62,606	12

University Museum Salary Comparisons by Designation

Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Educator A	90,297	68,398	57,753	74,890	47
Educator B	59,431	52,820	46,947	54,718	40
Educator C	50,230	41,106	36,110	44,714	29
Educational Assistant	47,327	34,572	30,225	37,556	22
Registrar A	72,230	60,302	48,145	62,449	54
Registrar B	65,000	50,000	42,660	53,260	32
Registrar C	50,003	41,299	36,883	43,014	23
Librarian A	82,839	49,150	39,999	57,115	7
Librarian B	75,011	56,259	29,800	48,787	6
Librarian C	53,231	31,032	14,654	34,234	5
Conservator A	110,000	105,000	75,715	99,766	13
Conservator B	95,653	91,400	74,500	84,831	6
Conservator C	68,476	51,146	51,146	57,119	9
Exhibition Designer	86,000	71,000	53,738	69,267	19
Preparator A	64,089	52,851	47,022	56,687	48
Preparator B	49,071	40,719	20,000	39,500	35
Editor	88,811	64,973	50,002	67,751	18
Graphic Designer	71,023	56,487	45,000	55,872	22
Facilities Director	78,458	59,515	42,496	65,447	30
Engineering Manager	92,390	85,700	49,982	74,359	7
Chief Of Security	63,046	48,428	41,600	55,180	30
Security Officer	36,748	29,850	24,918	32,416	33