



**ASSOCIATION OF ART MUSEUM  
DIRECTORS**

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*2020 Salary Survey*



## PREFACE

The 2020 Salary Survey is the thirty-fifth 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 187 of 220 museums surveyed—a response rate of 85%.

Among the museums surveyed were both current and former AAMD members. While the response rate of 85% 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 2018 U.S. Census Bureau estimates.

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

Salary information is based on compensation for FY19. 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 = 0.7037 USD on April 21<sup>st</sup> 2020. Commentary on analyzed trends refers to the fiscal year. Furthermore, full-time compensation figures that were reported as hourly wages have been converted to full year salaries for comparison purposes. Similarly, part-time compensation figures that were reported as annual salaries have been converted to hourly rates based on the number of hours worked.

Additional copies of the 2020 Salary Survey may be obtained from the Standards & Practices section of AAMD's website at [aamd.org](http://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.

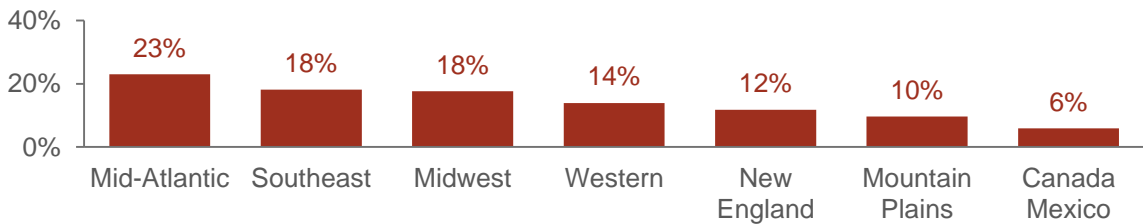




## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

### *Distribution of Museums by AAM Region*

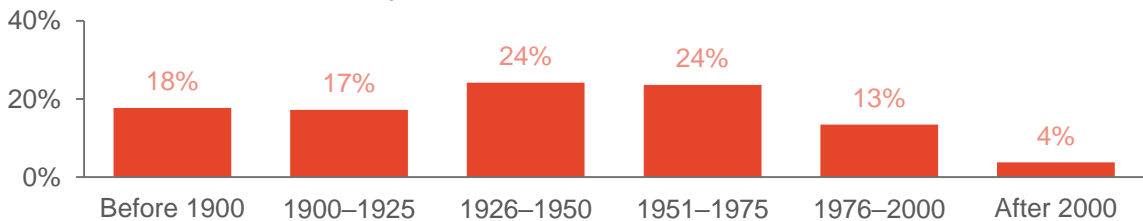
*Percentages based on responses from 187 museums.*



*New York State and California had the largest concentration of AAM-affiliated museums, with 24 and 17, respectively.*

### *Distribution of Museums by Founding Date*

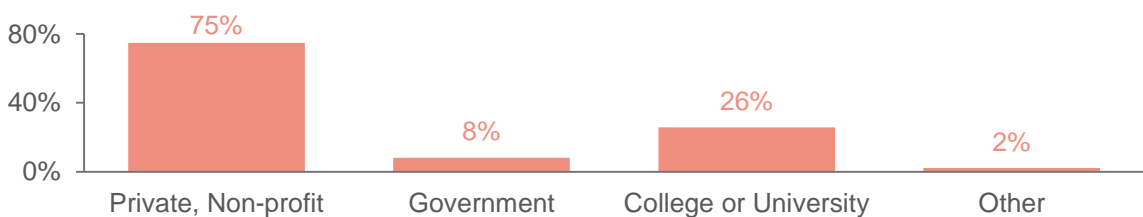
*Percentages based on responses from 186 museums.*



*The oldest museum that took part in the survey was the Peabody Essex Museum from Salem, MA, while the newest was the Crystal Bridges Museum of American Art Bentonville, AR— the two museums were established 212 years apart.*

### *Distribution of Museums by Governance Patterns*

*Percentages based on responses from 186 museums.*

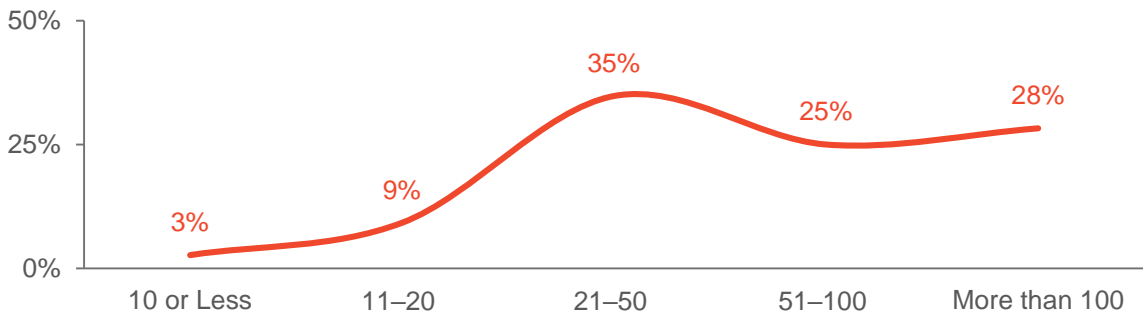


*NOTE: Museums can indicate more than one governance category. Thus, the total of all responses exceeds 100%.*

## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

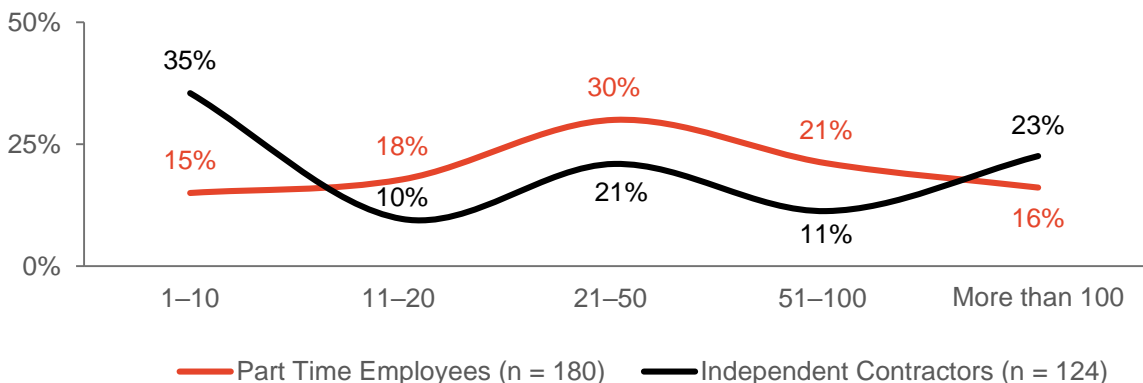
### *Distribution of Museums by the Number of Full Time Employees*

*Percentages based on responses from 184 museums.*



*In 2019, more than half of the museums had 51 or more full time employees; 18 museums had more than 250 full time employees. The Metropolitan Museum of Art in New York had the most full-time employees with 1,967, up from 1,848 in 2018.*

### *Distribution of Museums by Employee Type*

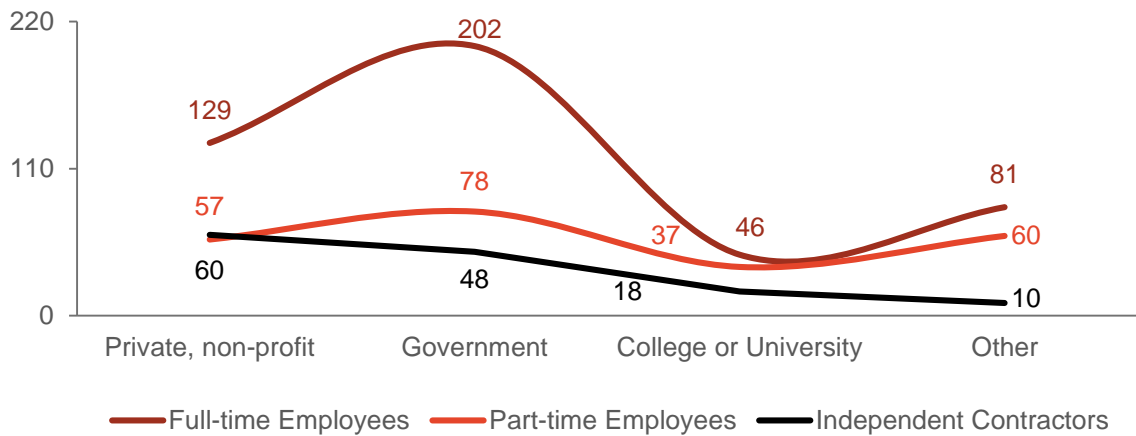


*28 of the museums surveyed employed more than 100 independent contractors — 8 of which employed more than 250, while 1 museum employed more than 1,000.*

## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

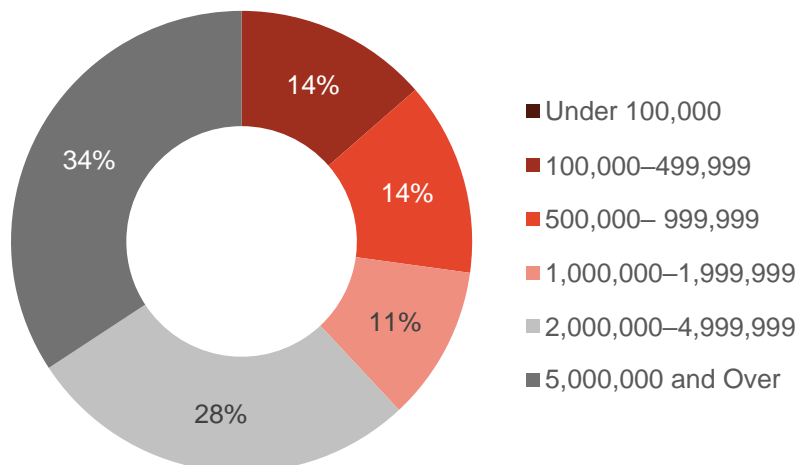
Averages based on responses from 186 museums.



Government museums had the highest ratio of full-time employees, with an average of 62% of staff employed on a full-time basis. Part-time employees were most prominent in College or University museums; on average, 36% of staff were employed on a part-time basis. Independent contractors were hired mostly in Private, non-profit museums, where they accounted for 24% of the total number of employees on average.

### Distribution of Museums by Metropolitan Area Population

Percentages based on responses from 184 museums.



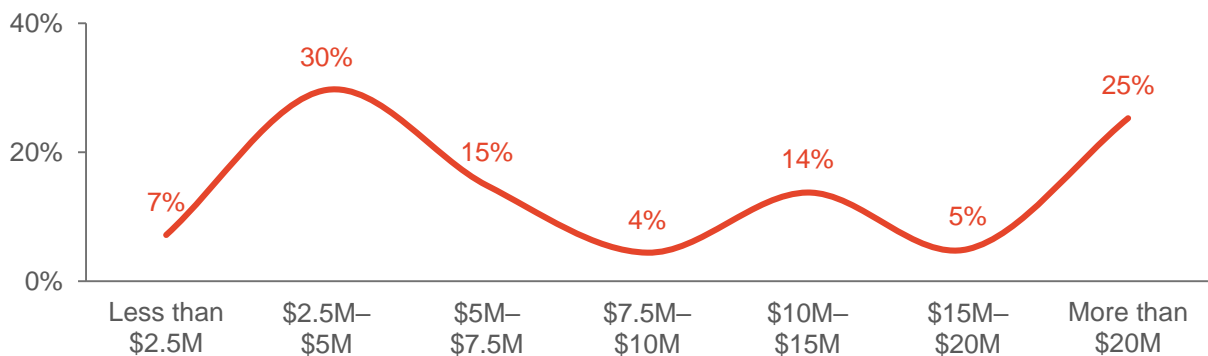
NOTE: Figures are rounded to the nearest whole number; thus, may not always add up to 100%.

## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Of the 186 museums to respond, almost 60% commenced their fiscal year in July, with 17% starting at the beginning of the calendar year and a further 8% in October.

### **Distribution of Museums by Annual Operating Budget**

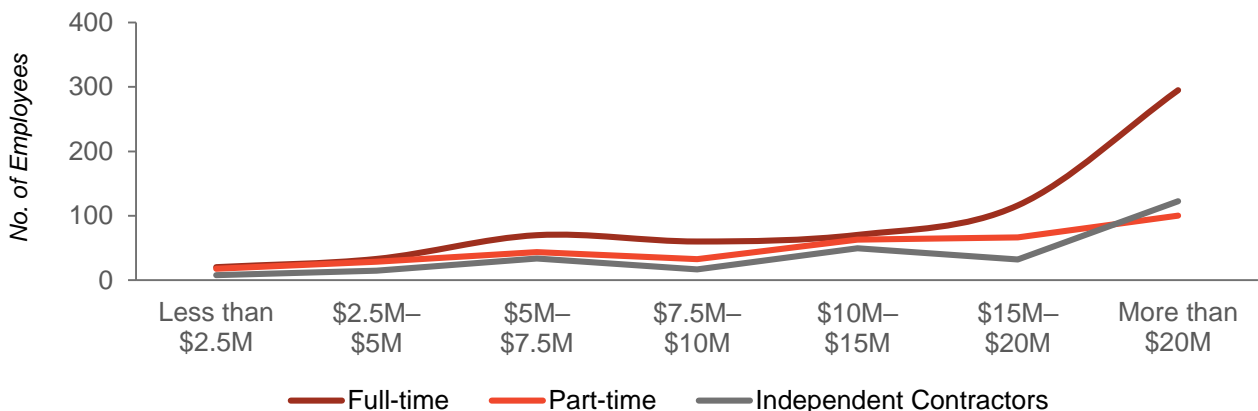
Percentages based on responses from 182 museums.



The distribution of museums across the operating budget brackets remained largely the same as in 2018. Nearly 40% had an operating budget of less than \$5M. On the other end of the scale, 46 of the museums were in the top bracket (more than \$20M). Furthermore, 15 of the museums had an operating budget of \$50M or more, 6 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**

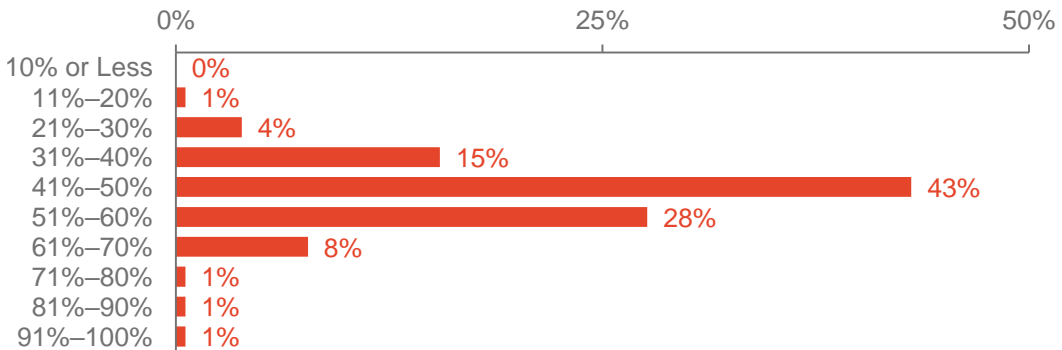
Averages based on responses from 182 museums.



## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

### ***Distribution of Museums by Payroll as a Percentage of Total Budget***

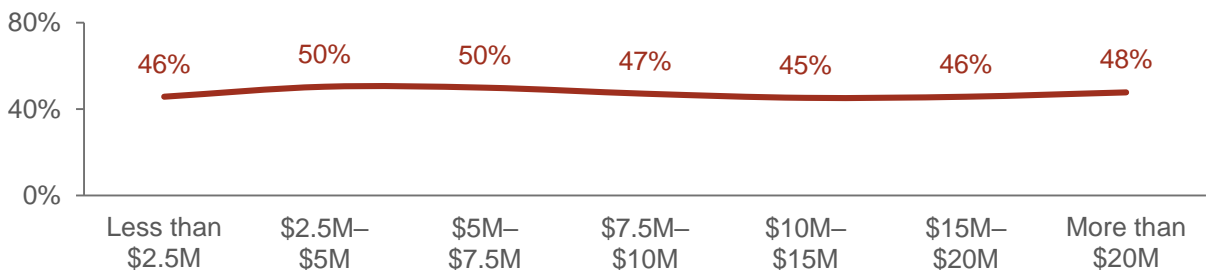
*Percentages based on responses from 181 museums.*



*Almost three quarters of museums spend between 41-60% of their budget on payroll expenses. The portion of museums spending over 50% of their budget on payroll expenses increased marginally in 2019 to 37%.*

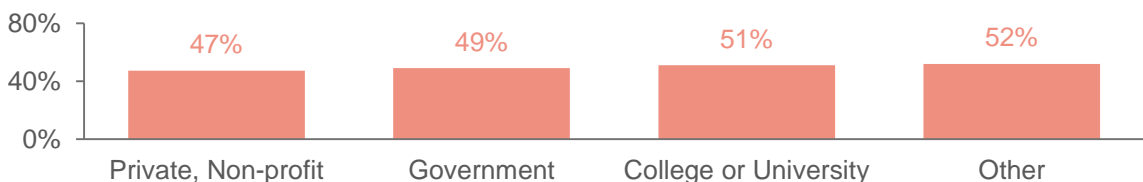
### ***Payroll Expenditure as a Percentage of the Annual Operating Budget by Size***

*Percentages based on responses from 180 museums.*



### ***Average Payroll As a Percentage of Total Budget by Governance Patterns***

*Averages based on responses from 181 museums.*

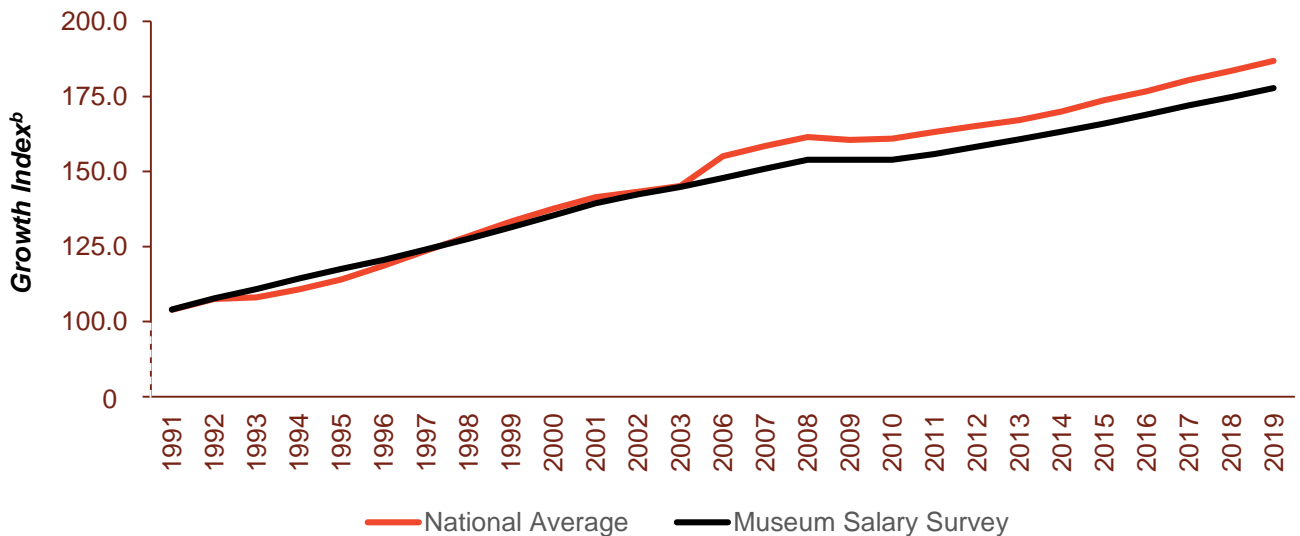


**NOTE:** Museums can indicate more than one governance category. Thus, the total of all responses will exceed 100%.

## SALARY PROCEDURES OF RESPONDING MUSEUMS

*NOTE<sup>a</sup>: 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. 2019 figures are based on estimates provided by the SSA’s Trustees Report.*

**Average Percentage Salary Increase:  
 National Average <sup>a</sup> vs. AAMD Salary Survey Results—Median**



*NOTE<sup>b</sup>: 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 1991-2019, it’s worth noting that in 2019 the national average wage index was estimated to be \$53,864, while the average median salary as per the AAMD survey stood at \$69,434 (based on the median salary weighted by FTE’s)—almost 30% higher.*

## SALARY PROCEDURES OF RESPONDING MUSEUMS

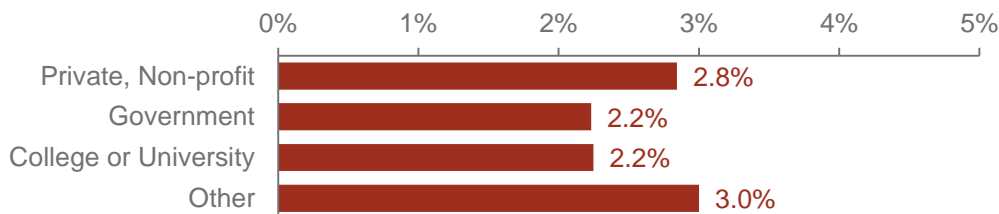
### *Average Percentage Salary Increase FY 1991 to 2019*

Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
2019	3.0%	3.0%	2.0%	2.7%	175
2018	3.0%	2.8%	2.0%	2.9%	202
2017	3.0%	3.0%	2.0%	2.5%	211
2016	3.0%	3.0%	2.0%	2.8%	212
2015	3.0%	2.7%	2.0%	2.6%	212
2014	3.0%	2.5%	2.0%	2.4%	230
2013	3.0%	2.5%	2.0%	2.4%	242
2012	3.0%	2.4%	1.5%	6.7%	227
2011	3.0%	2.0%	0.0%	1.9%	199
2010	2.0%	0.0%	0.0%	1.8%	101
2009	2.0%	0.0%	0.0%	1.0%	132
2008	3.8%	3.0%	3.0%	3.3%	117
2007	4.0%	3.0%	3.0%	3.3%	167
2006	4.0%	3.0%	3.0%	3.5%	179
2003	3.0%	2.5%	0.0%	2.3%	184
2002	4.0%	3.0%	2.2%	2.9%	159
2001	4.0%	4.0%	3.0%	3.5%	179
2000	4.3%	4.0%	3.0%	3.9%	174
1999	4.0%	3.8%	3.0%	3.8%	163
1998	4.0%	3.5%	3.0%	3.5%	179
1997	4.0%	3.5%	3.0%	3.5%	175
1996	4.0%	3.0%	3.0%	3.4%	177
1995	4.0%	3.2%	2.3%	3.2%	171
1994	4.0%	3.5%	3.0%	3.3%	176
1993	4.0%	3.1%	2.0%	3.2%	175
1992	5.0%	3.8%	2.3%	3.3%	171
1991	5.0%	4.0%	2.4%	3.8%	178

## SALARY PROCEDURES OF RESPONDING MUSEUMS

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

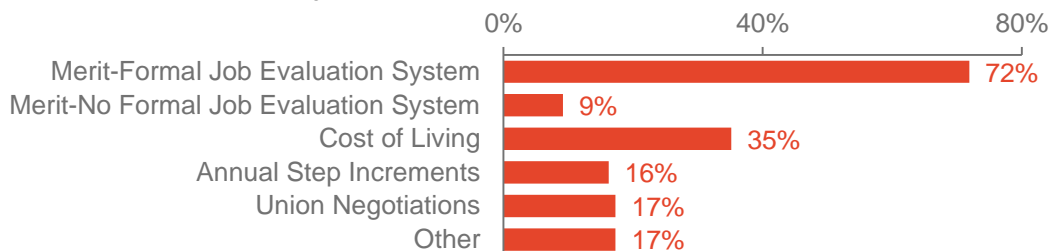
Percentages based on responses from 175 museums.



Of 185 responding museums, 76% reported having established salary ranges for each position—marginally higher than in 2018.

### *Distribution of Museums by Basis for Salary Increment*

Percentages based on responses from 185 museums.



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

28% of all responding museums reported having unionized staff. Preparators, maintenance, and security staff were the most predominant groups working under a union contract.

### *Basis for Salary Increment by Type of Governance*

Category	Private, non-profit	Government	College or University	Other
Merit (formal job evaluation system)	70.5%	53.3%	81.3%	100.0%
Merit (no formal job evaluation system)	10.1%	20.0%	4.2%	0.0%
Cost of Living	34.5%	66.7%	33.3%	0.0%
Annual Step Increments	10.8%	60.0%	22.9%	0.0%
Union Negotiations	13.7%	33.3%	25.0%	0.0%
Other	19.4%	13.3%	12.5%	25.0%
Sample size	n = 139	n = 15	n = 48	n = 4

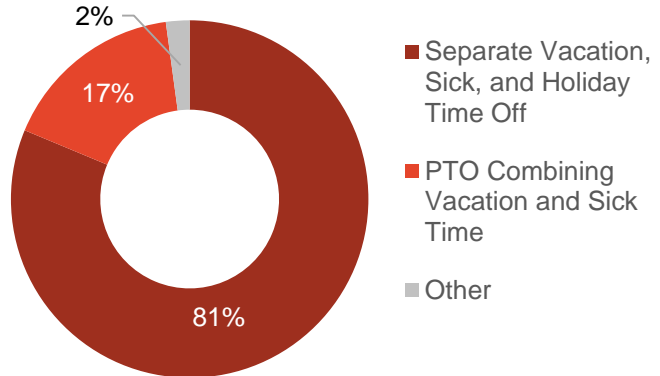


## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Of 187 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

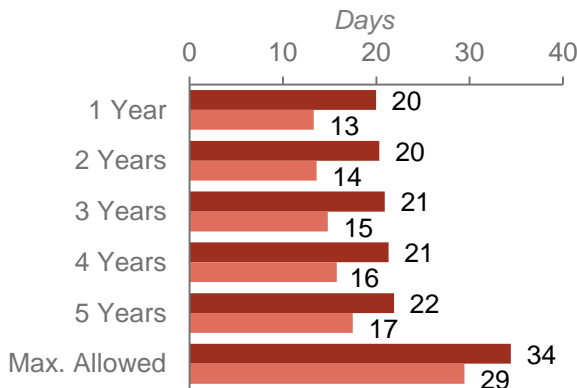
Percentages based on responses from 187 museums.



Of 187 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

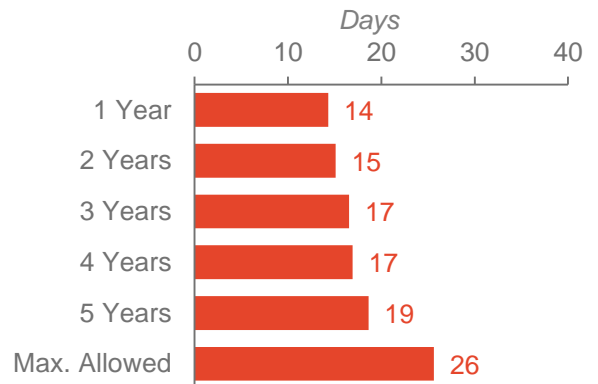
When offered at different rates for Exempt and Non-exempt employees.



Mean based on responses from 53 museums.

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

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



Mean based on responses from 134 museums.

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

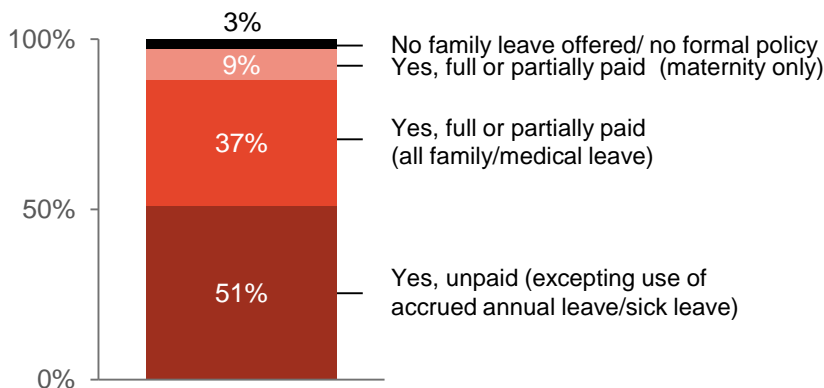
## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Almost 88% of the 184 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 3 to an unlimited amount in certain instances.

On average, in 2019 museums offered regular full-time employees 12 sick days and 4 personal/ floating holidays per year.

### **Distribution of Museums Offering Family and Medical Leave**

Percentages based on responses from 186 museums.



### **Distribution of Museums by Retirement Plan Offered and Payment Type**

<b>Policy Followed</b>	<b>401(k) Plan</b>	<b>403(b) Plan</b>	<b>Pension Plan</b>	<b>Other Defined Contribution Plan</b>
Paid by Museum	1%	13%	7%	8%
Employee Co-Payment	19%	35%	14%	6%
Fully Paid by Employee	6%	21%	2%	12%
Not Offered	73%	30%	77%	73%
	n = 187	n = 187	n = 184	n = 178

In 2019, salary contributions were capped at 5.1%, on average, for museums contributing to a 401(k) Plan for their employees, compared to 5.2% in 2018. Of the museums contributing to a 403(b) Plan for their employees, salary contributions were capped at 6.4% on average— down from 7.1% in 2018.

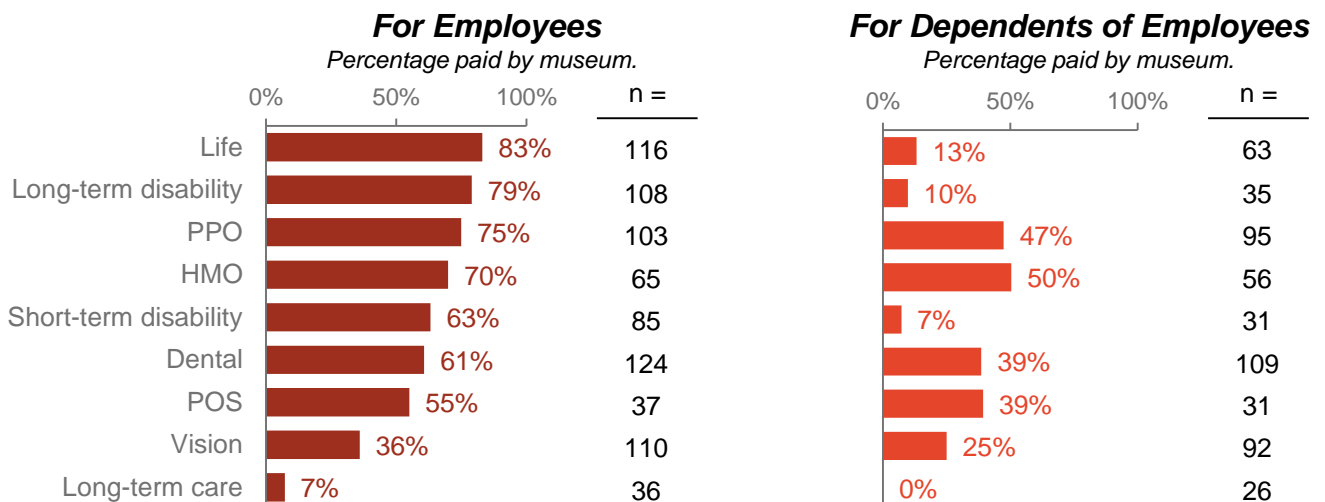
## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

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

	For Employees				For Dependents of Employees			
	Private, non-profit	Govt.	College or University	Other	Private, non-profit	Govt.	College or University	Other
HMO	30%	40%	23%	50%	19%	27%	21%	25%
PPO	55%	47%	40%	50%	40%	33%	33%	0%
POS	15%	20%	8%	0%	11%	13%	6%	0%
Dental	57%	40%	38%	100%	37%	33%	25%	25%
Vision	26%	27%	19%	50%	15%	27%	13%	25%
Life	57%	40%	35%	100%	3%	20%	6%	25%
Long-term disability	52%	33%	31%	75%	1%	7%	6%	0%
Short-term disability	33%	27%	21%	50%	1%	7%	0%	0%
Long-term care	1%	7%	0%	0%	0%	0%	0%	0%
n =	139	15	48	4	139	15	48	4

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

Percentages based on responses of at least 26 museums.

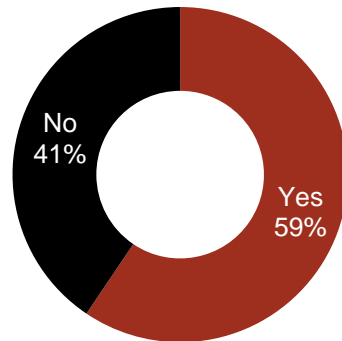


Of the 184 museums surveyed, only 7% reported that they have revised or intend to change their plans or offerings as a result of the Affordable Care Act.

## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

### *Distribution of Museums Offering a Cafeteria Plan*

Percentages based on responses from 180 museums.



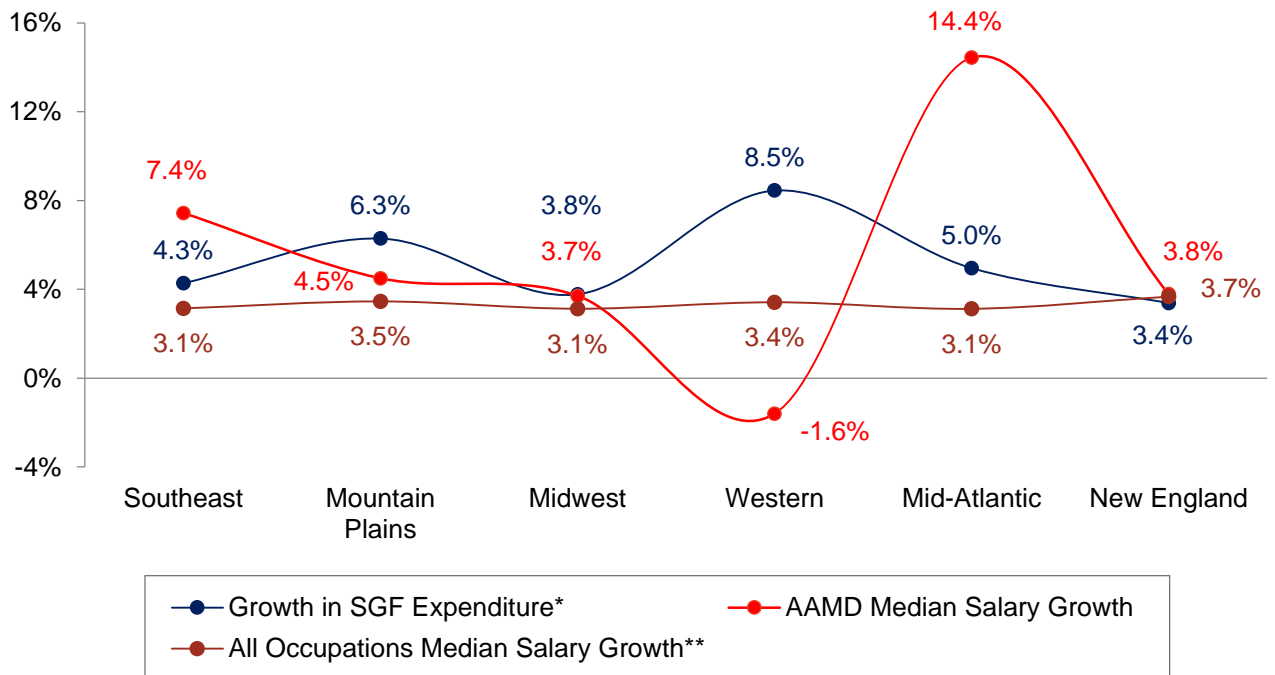
### *Percentage of Museums that offer Employee Benefits, by Type, by Employee Level*

<i>Type Of Benefit</i>	<i>Executive Director or CEO</i>	<i>Other Executive Staff</i>	<i>Other Full-Time staff</i>	<i>Other Part-Time staff</i>
Employee Assistance Program	79.9%	79.7%	80.3%	66.3%
Deferred Compensation	35.6%	25.0%	15.6%	9.6%
Supplemental Executive Retirement Plan	12.6%	n/a	n/a	n/a
Other retirement benefits	20.7%	n/a	n/a	n/a
Telecommuting	48.3%	43.6%	43.9%	9.6%
Reimbursement for acquiring and/or maintaining professional license or similar credentials	59.8%	63.4%	59.0%	19.9%
Professional conference attendance	94.3%	95.3%	89.6%	33.7%
Professional membership dues	93.7%	89.0%	82.7%	28.9%
Professional development classes	82.2%	89.0%	86.1%	44.6%
Spouse or domestic partner travel expenses	11.5%	1.2%	2.3%	0.0%
Local mass transit subsidy	25.3%	23.8%	24.9%	22.9%
Car or car allowance	12.6%	3.5%	1.2%	0.0%
Housing or housing allowance	13.2%	3.5%	2.3%	0.0%
Childrens' education (or a portion thereof)	15.5%	n/a	n/a	n/a
Cell phone	56.3%	45.3%	38.2%	7.8%
Sabbatical	15.5%	9.9%	8.1%	1.2%
Bonus	45.4%	32.0%	24.9%	15.1%
Other	5.7%	5.2%	4.6%	3.0%
	n = 174	n = 172	n = 173	n = 166

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

## SALARY GROWTH COMPARISON BY REGION

**State General Fund Expenditure vs Median Salary Growth**



The Mid-Atlantic region saw the highest increase in median salary for AAM-affiliated museums, with growth more than four times higher than the average growth for all occupations in the region.

The Western region, on the other hand, saw a slight decrease in median AAMD salary, lagging behind the overall average for all occupations in the region.

Furthermore, average growth in state general fund expenditure was highest in the Western region. California had the highest state general fund expenditure in FY19 with \$143M, almost double that of the second highest state, New York.

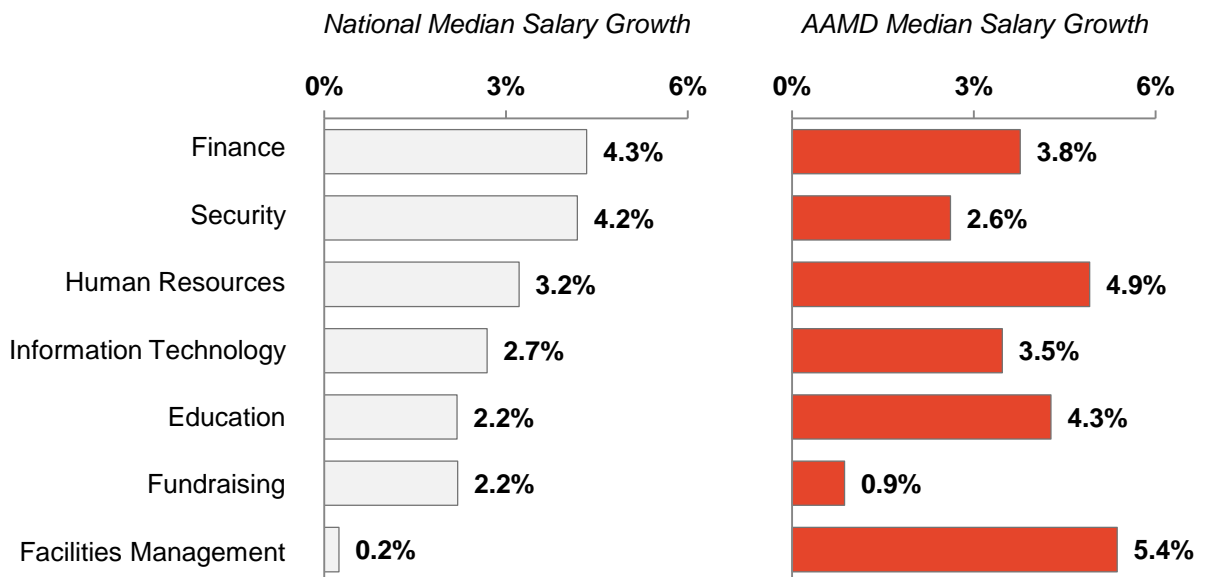
**NOTES:**

\*The regional growth in State General Fund Expenditure is based on data from The Fiscal Survey of States report by the National Association of State Budget Officers—the growth in expenditure from FY18 to FY19 was calculated for each state and the average of the states in each region is shown in the chart above.

\*\*The All Occupations Salary growth is based on data from the US Bureau of Labor Statistics—the growth in median salary was calculated for each state and the average of the states in each region is shown in the chart above.

# SALARY GROWTH COMPARISON BY FUNCTIONAL AREA

## Median Salary Growth by Functional Area



Museums reported above average salary growth in 2019 for HR, IT, Education and Facilities Management positions, while salary growth for Finance, Security and Fundraising roles generally lagged behind the national averages.

While the national median salary for Facilities Management roles only marginally increased in 2019, AAMD museums reported the highest salary growth in this area.

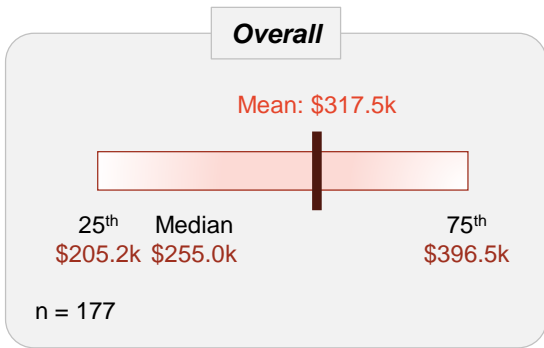
### NOTES:

National growth in median salary for Finance and Human Resources professionals is based on data from the Randstad Salary Guide—a directory of compensation data for a variety of professions.

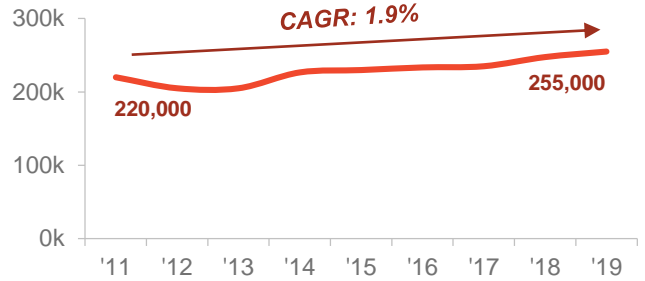
Facilities Management salary growth is based on data from Building Operating Management's annual FM Pulse salary survey.

Salary growth for Security, IT, Education and Fundraising professionals is based on data from the US Bureau of Labor Statistics.

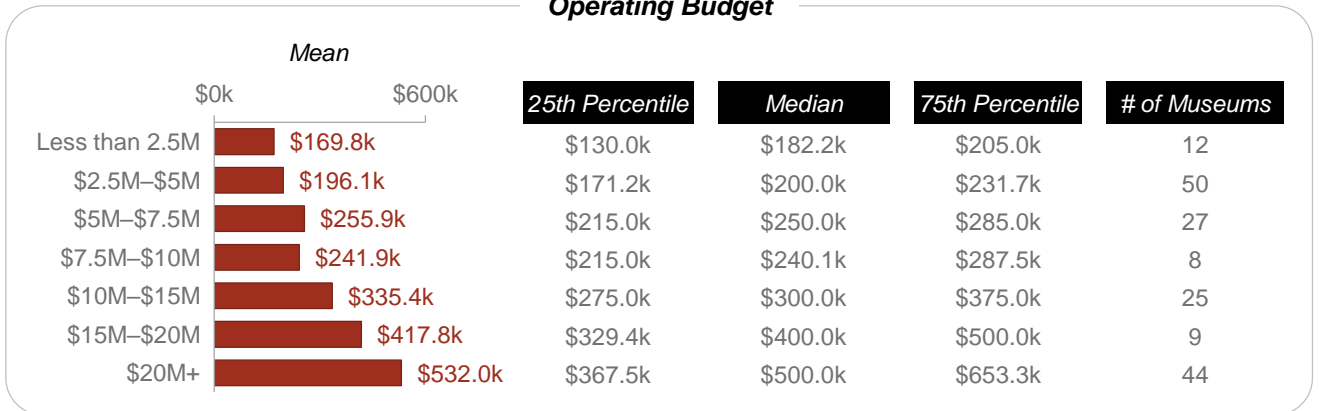
*Directs the daily work activities of the organization. Reports to the Board of Directors.*



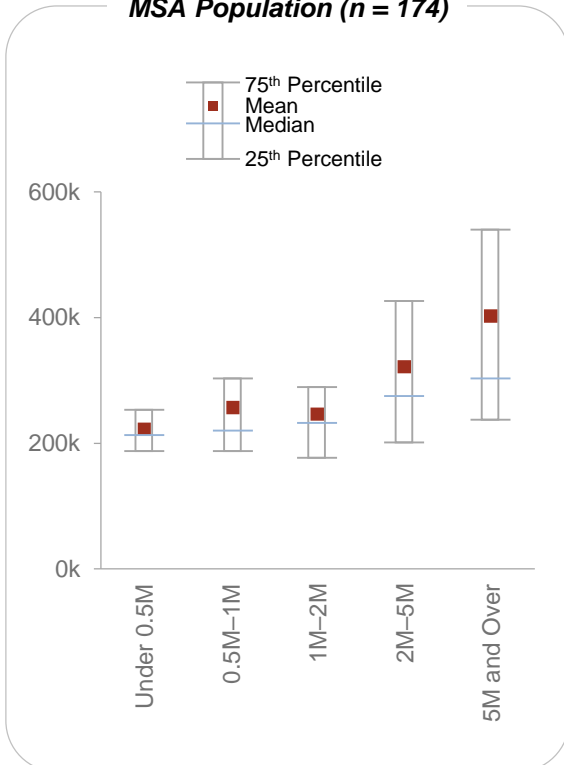
**Historical Trend—Median (2011–2019)**



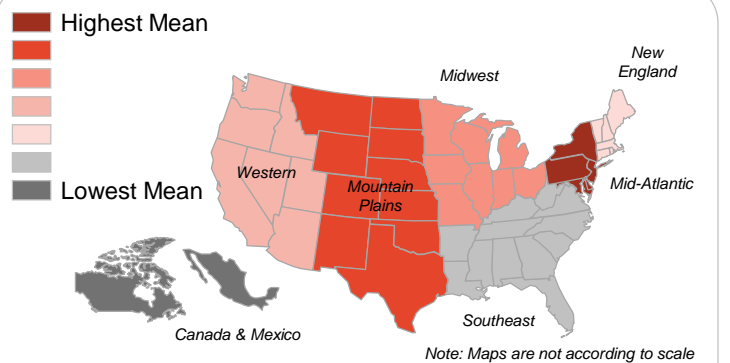
**Operating Budget**



**MSA Population (n = 174)**



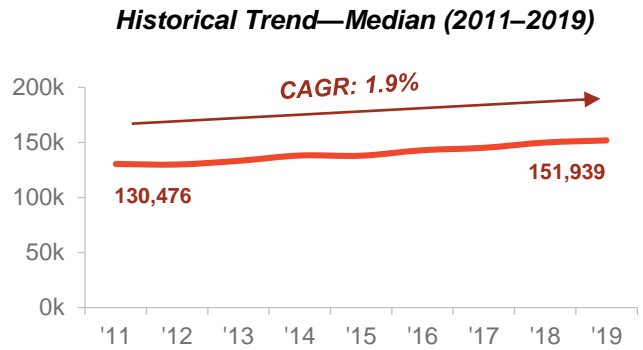
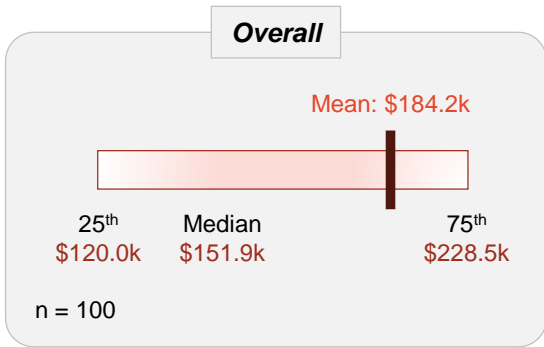
**Region**



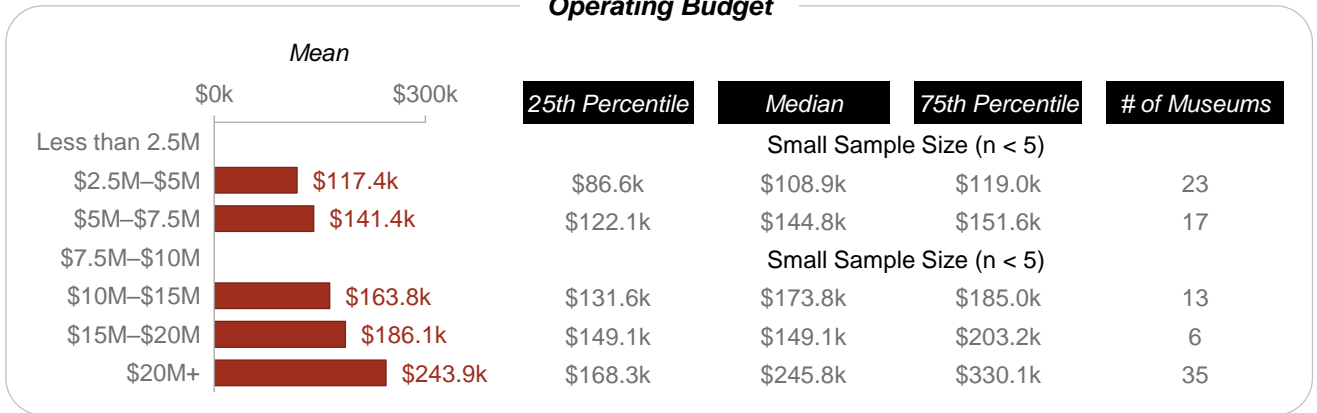
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$225.0k	\$300.0k	\$472.8k	\$386.1k	39
Midwest	\$195.0k	\$250.3k	\$423.3k	\$324.7k	32
Mountain Plains	\$249.9k	\$289.2k	\$463.2k	\$341.0k	18
New England	\$210.0k	\$255.5k	\$350.0k	\$304.0k	21
Southeast	\$195.0k	\$228.8k	\$286.0k	\$257.7k	34
Western	\$177.7k	\$250.0k	\$396.3k	\$317.2k	26
Canada Mexico	\$97.0k	\$140.7k	\$281.5k	\$173.9k	7

# Deputy Director

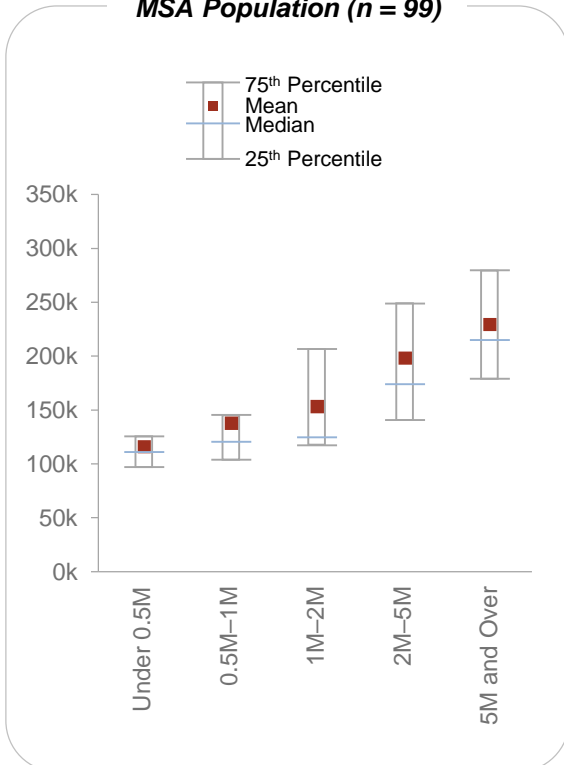
**Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum.**



## Operating Budget



## MSA Population (n = 99)



## Region

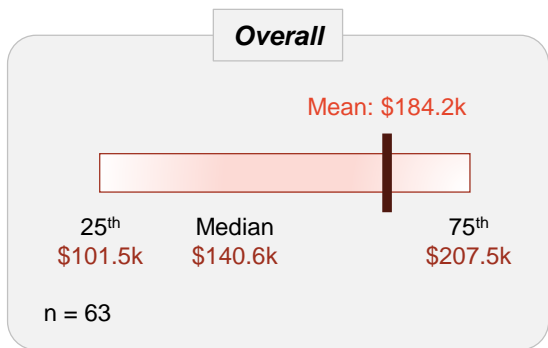


Region	25 <sup>th</sup> Percentile (\$k)	Median (\$k)	75 <sup>th</sup> Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$149.1k	\$177.5k	\$228.5k	\$206.1k	28
Midwest	\$122.8k	\$131.6k	\$250.0k	\$180.3k	13
Mountain Plains	\$119.3k	\$137.3k	\$215.0k	\$169.9k	9
New England	\$110.0k	\$147.1k	\$330.1k	\$191.0k	13
Southeast	\$111.5k	\$125.0k	\$221.5k	\$158.6k	18
Western	\$104.2k	\$170.0k	\$245.0k	\$192.1k	14
Canada Mexico	\$114.9k	\$122.2k	\$187.5k	\$142.9k	5

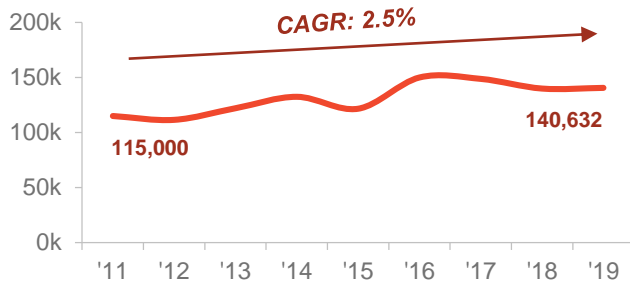


# Chief Operating Officer / Administrator

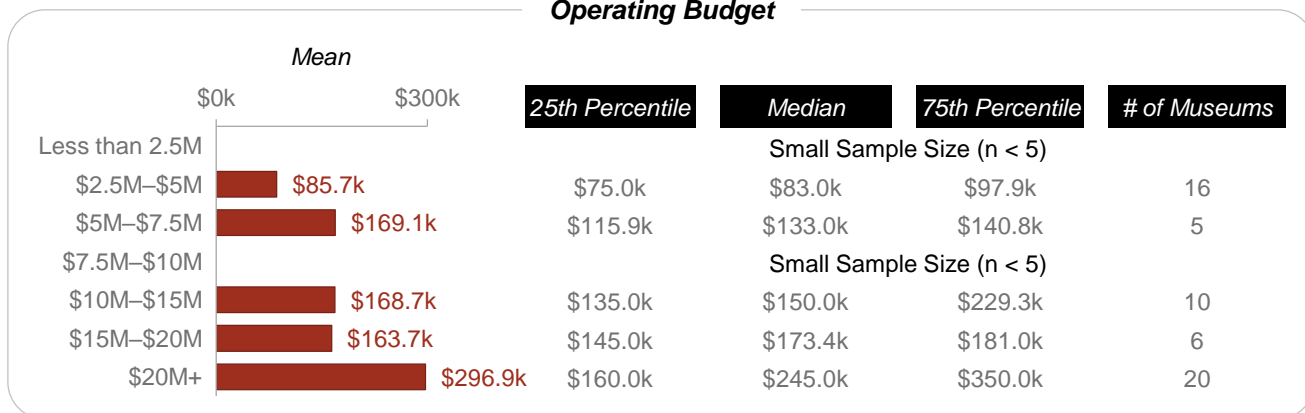
*Responsible for operations of the museum, usually including services, purchasing, and telecommunications.*



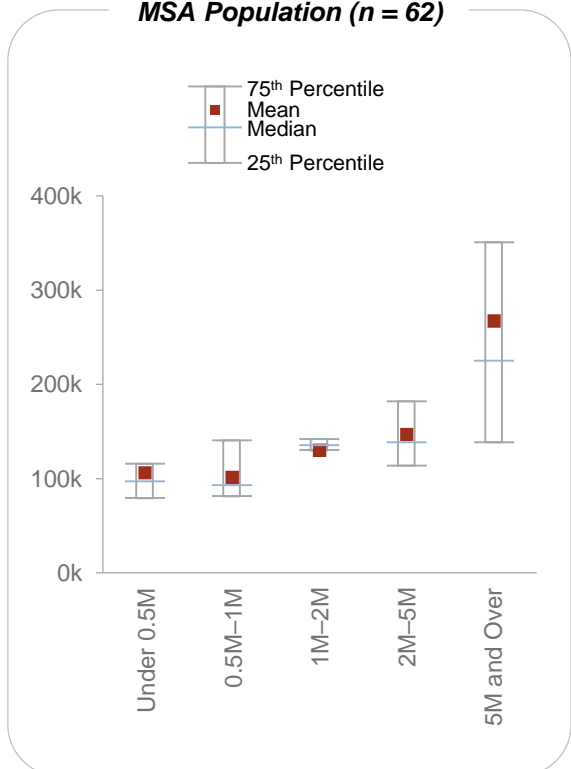
**Historical Trend—Median (2011–2019)**



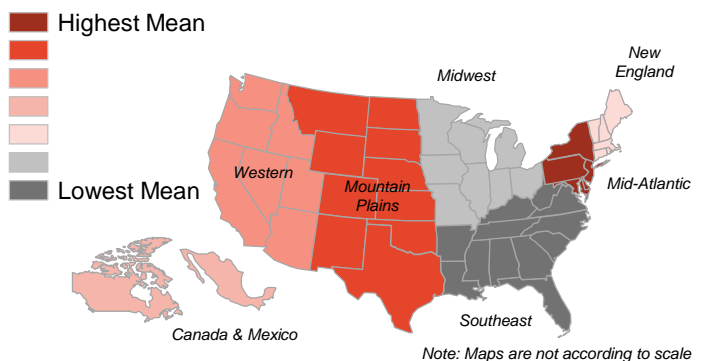
## Operating Budget



## MSA Population (n = 62)



## Region

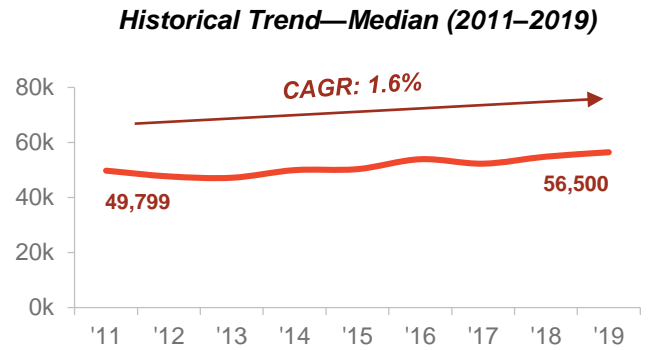
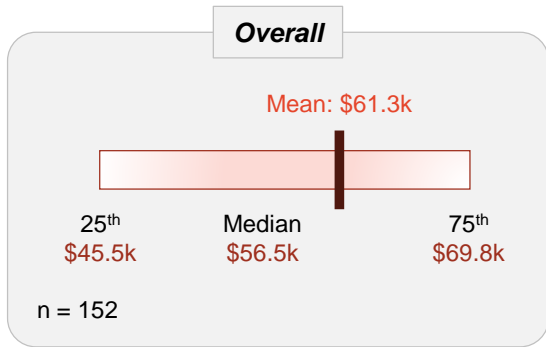


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$150.0k	\$220.0k	\$370.0k	\$292.5k	17
Midwest	\$87.2k	\$108.6k	\$160.0k	\$134.3k	16
Mountain Plains	\$80.8k	\$140.8k	\$256.9k	\$182.6k	7
New England	\$82.0k	\$128.0k	\$195.0k	\$135.9k	6
Southeast	\$78.3k	\$114.0k	\$139.5k	\$112.1k	8
Western	\$108.0k	\$137.3k	\$164.0k	\$142.6k	8
Canada Mexico					

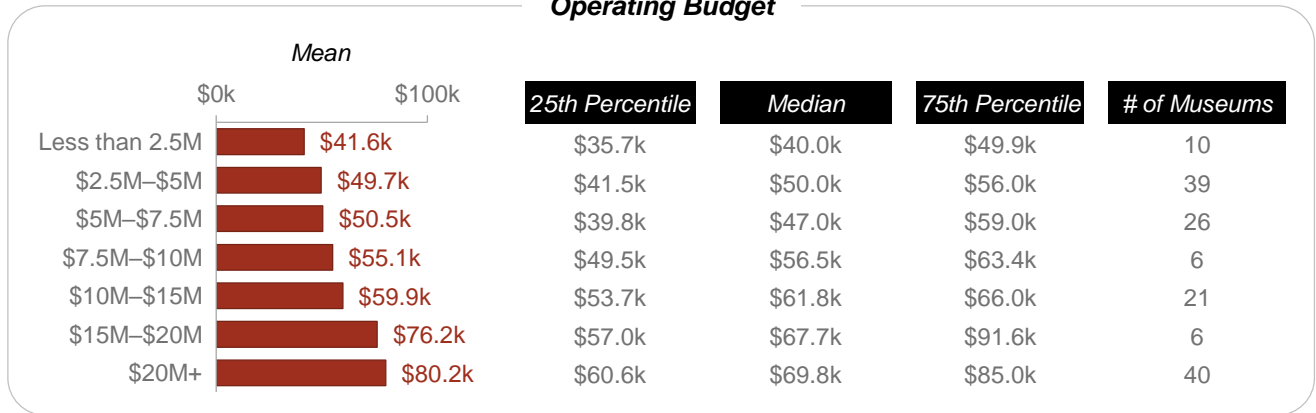
Small Sample Size (n < 5)

# Assistant To Director

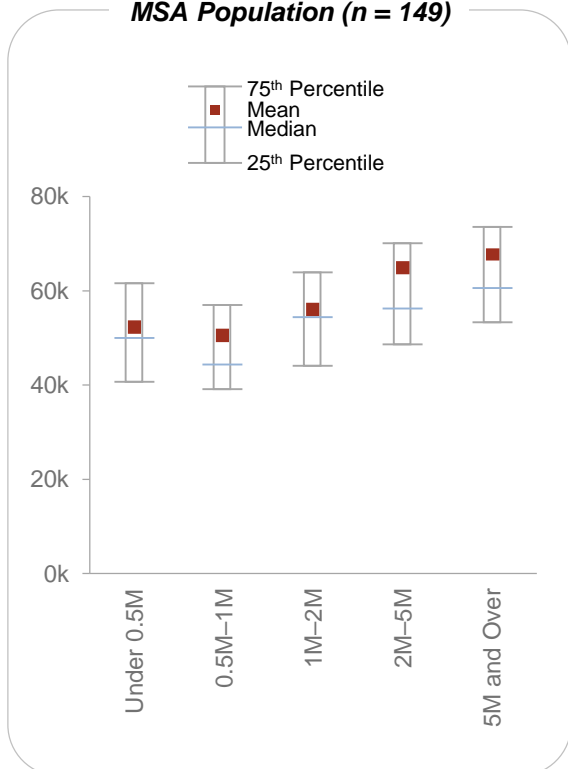
*Manages director's office. Relieves the director of administrative, clerical, and business details by overseeing day-to-day operations.*



## Operating Budget



## MSA Population (n = 149)



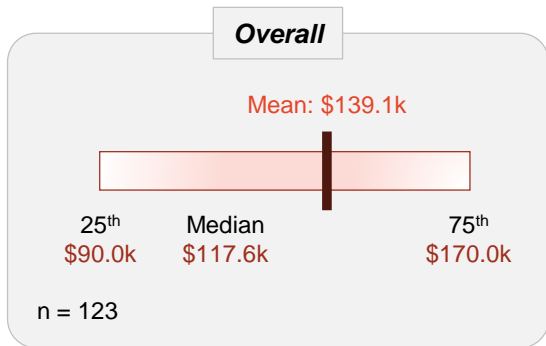
## Region



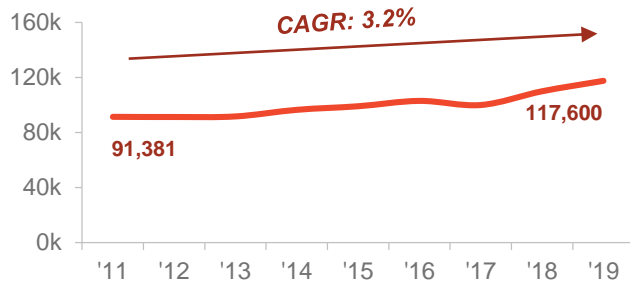
Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$49.9k	\$60.6k	\$73.9k	\$67.0k	35
Midwest	\$42.5k	\$52.0k	\$69.5k	\$57.1k	26
Mountain Plains	\$40.7k	\$56.6k	\$67.9k	\$58.4k	14
New England	\$50.0k	\$57.5k	\$69.8k	\$67.3k	19
Southeast	\$40.8k	\$51.3k	\$59.5k	\$52.3k	31
Western	\$52.6k	\$56.5k	\$70.0k	\$65.1k	22
Canada & Mexico	\$35.6k	\$45.5k	\$77.4k	\$62.5k	5

# Director of Finance / Finance A

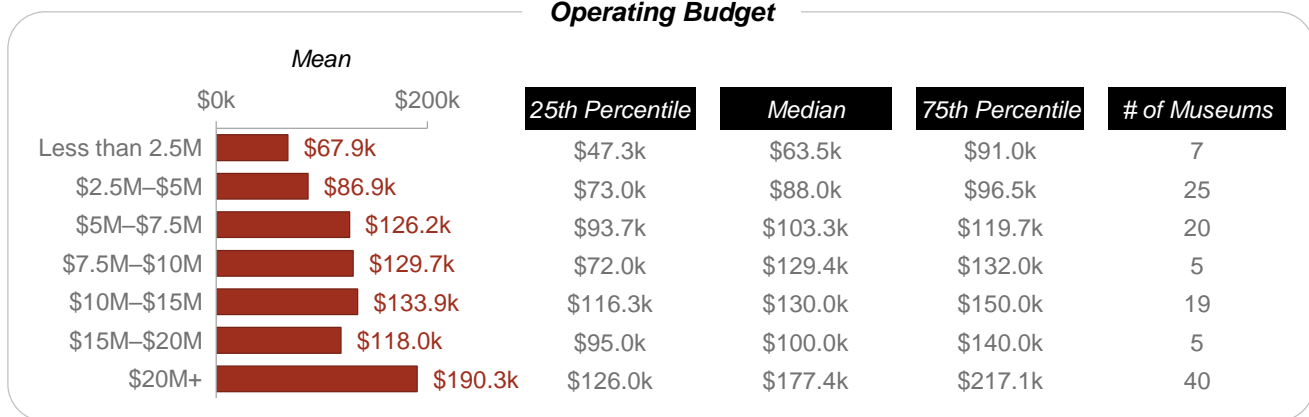
*Manages and directs all activities involving finance, investment management, accounting, and budgeting for the museum.*



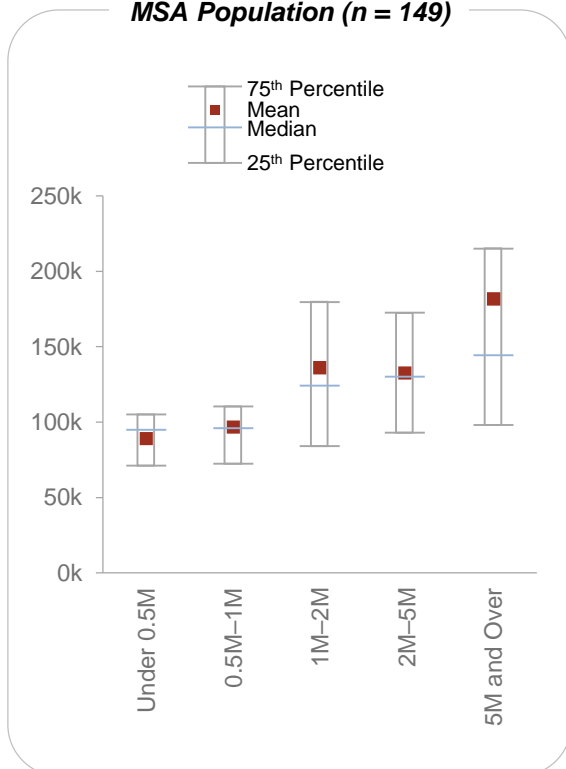
**Historical Trend—Median (2011–2019)**



## Operating Budget



## MSA Population (n = 149)

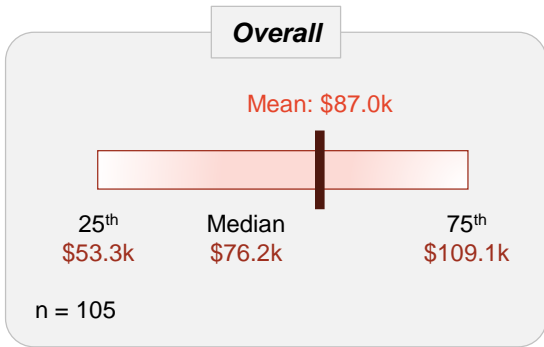


## Region

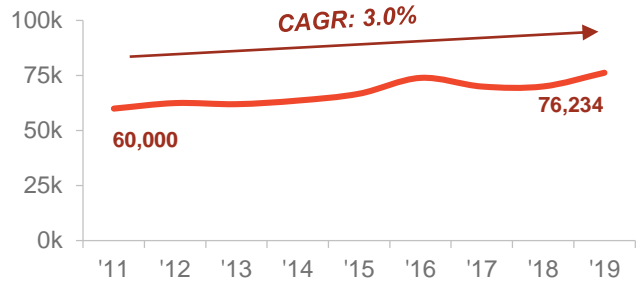


Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$110.4k	\$139.9k	\$192.0k	\$174.5k	27
Midwest	\$95.4k	\$116.3k	\$141.3k	\$133.5k	21
Mountain Plains	\$96.8k	\$110.2k	\$212.3k	\$158.7k	12
New England	\$100.0k	\$128.2k	\$188.0k	\$144.2k	12
Southeast	\$80.0k	\$94.9k	\$123.6k	\$119.0k	24
Western	\$93.0k	\$120.5k	\$149.1k	\$124.1k	20
Canada Mexico	\$56.5k	\$76.2k	\$108.5k	\$85.8k	7

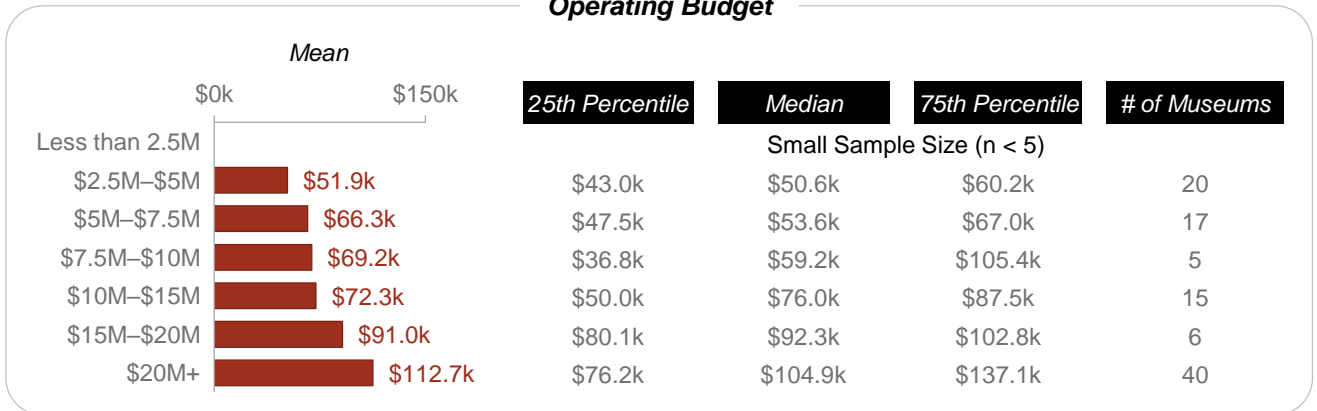
**Directs financial activities of an organization by overseeing and preparing reports which summarize and forecast museum business activity and financial position.**



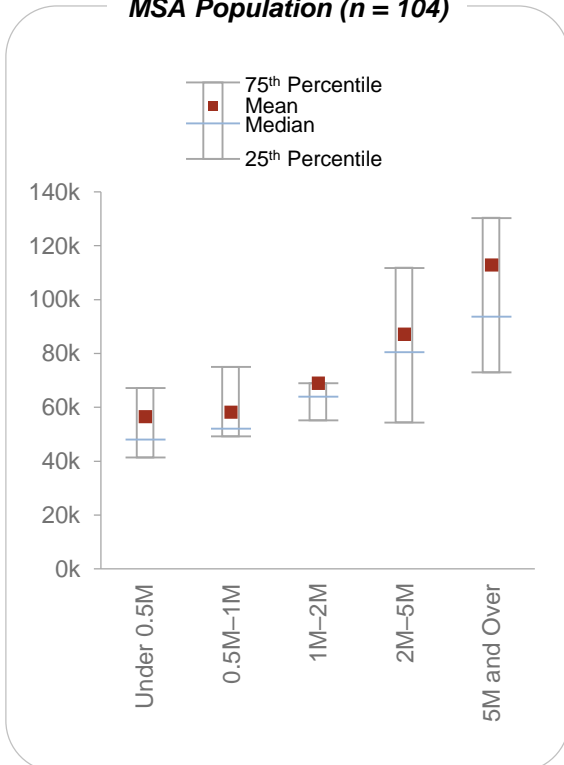
**Historical Trend—Median (2011–2019)**



## Operating Budget



## MSA Population (n = 104)



## Region

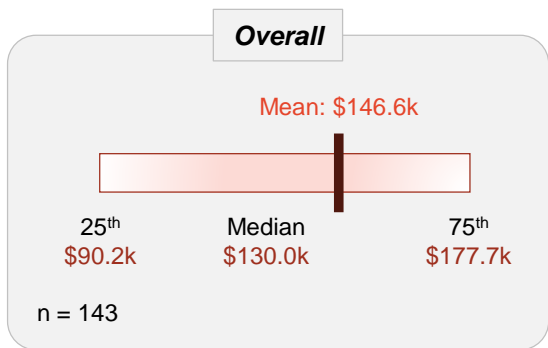


Region	25 <sup>th</sup> Percentile (\$k)	Median (\$k)	75 <sup>th</sup> Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$72.0k	\$90.9k	\$121.4k	\$109.7k	31
Midwest	\$52.5k	\$70.5k	\$79.1k	\$72.8k	18
Mountain Plains	\$45.7k	\$57.3k	\$100.4k	\$79.6k	10
New England	\$53.0k	\$100.2k	\$112.4k	\$89.2k	11
Southeast	\$45.0k	\$53.8k	\$66.0k	\$59.6k	19
Western	\$80.0k	\$108.2k	\$137.9k	\$113.4k	13
Canada Mexico					

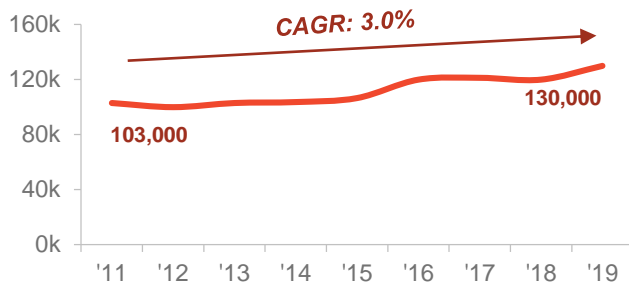
Small Sample Size (n < 5)

# Director of Development / Development A

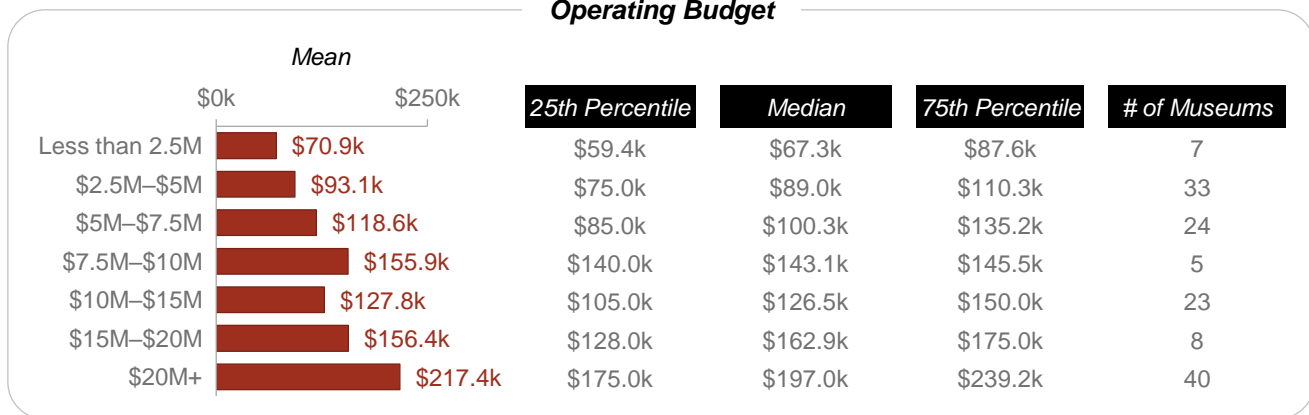
*Directs the fundraising activities of the organization— including membership, grants, capital programs, and special fundraising events.*



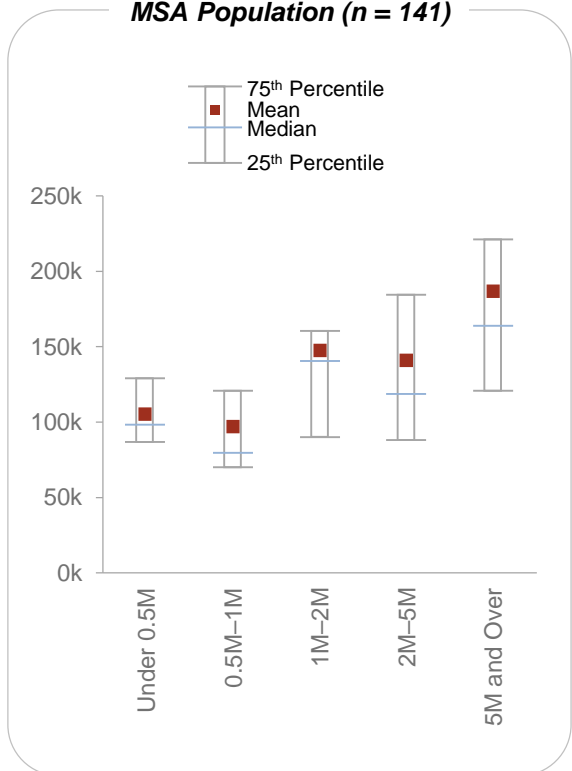
**Historical Trend—Median (2011–2019)**



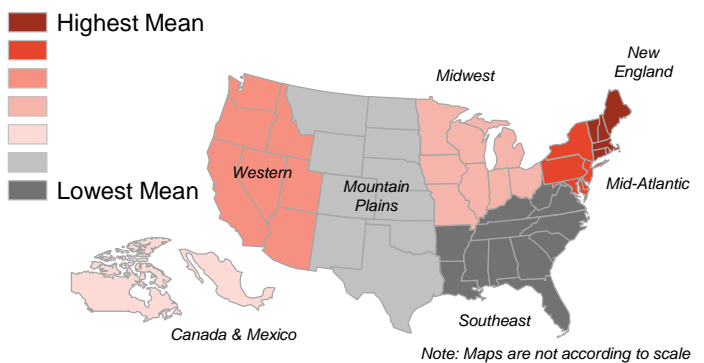
## Operating Budget



## MSA Population (n = 141)



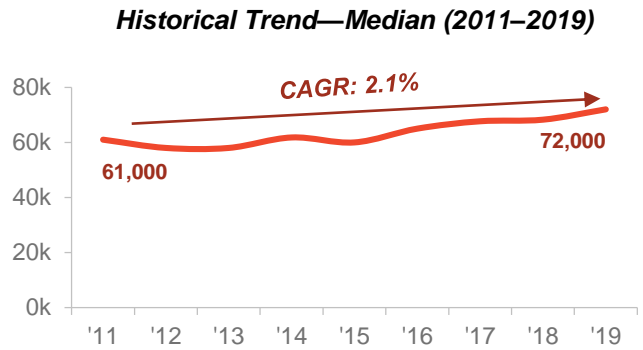
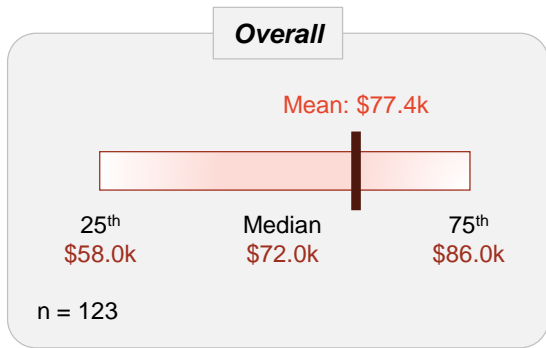
## Region



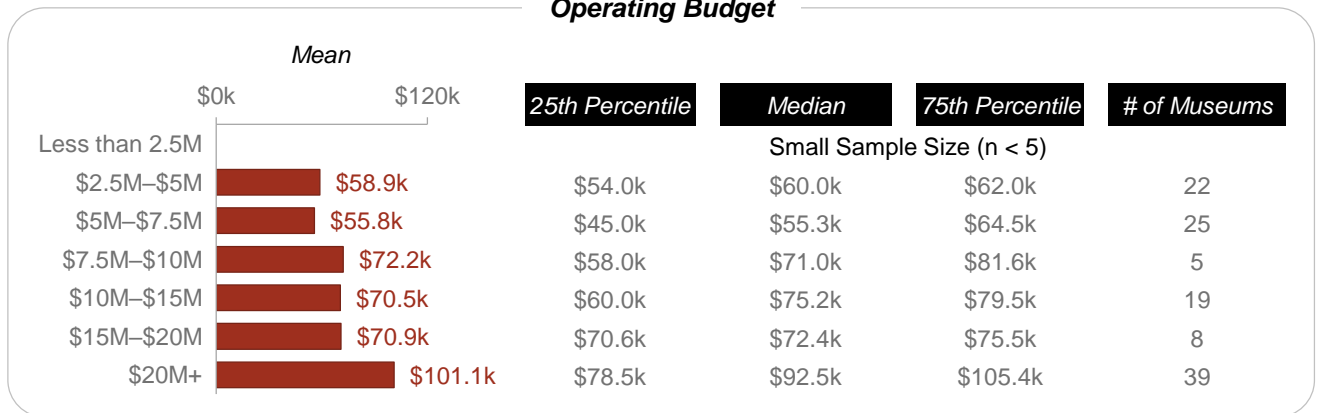
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$104.0k	\$130.0k	\$181.8k	\$167.7k	36
Midwest	\$99.4k	\$110.5k	\$185.0k	\$137.0k	24
Mountain Plains	\$72.6k	\$113.7k	\$161.4k	\$132.4k	15
New England	\$120.0k	\$150.0k	\$220.0k	\$172.1k	15
Southeast	\$80.0k	\$100.3k	\$148.3k	\$129.0k	27
Western	\$103.3k	\$135.2k	\$177.7k	\$141.0k	21
Canada Mexico	\$88.0k	\$133.7k	\$177.0k	\$133.7k	5

# Grant Manager / Institutional Giving Manager / Development B

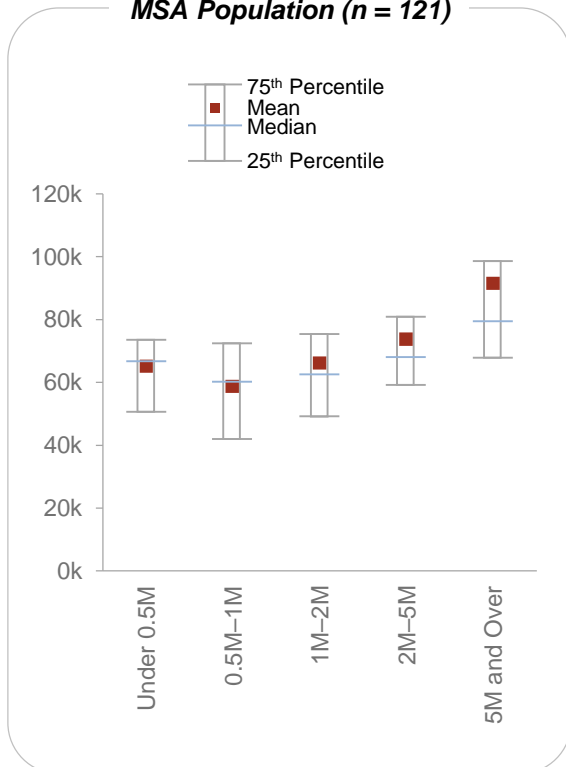
*Develops and manages a comprehensive grants program for museum that considers museum-wide programs and initiatives.*



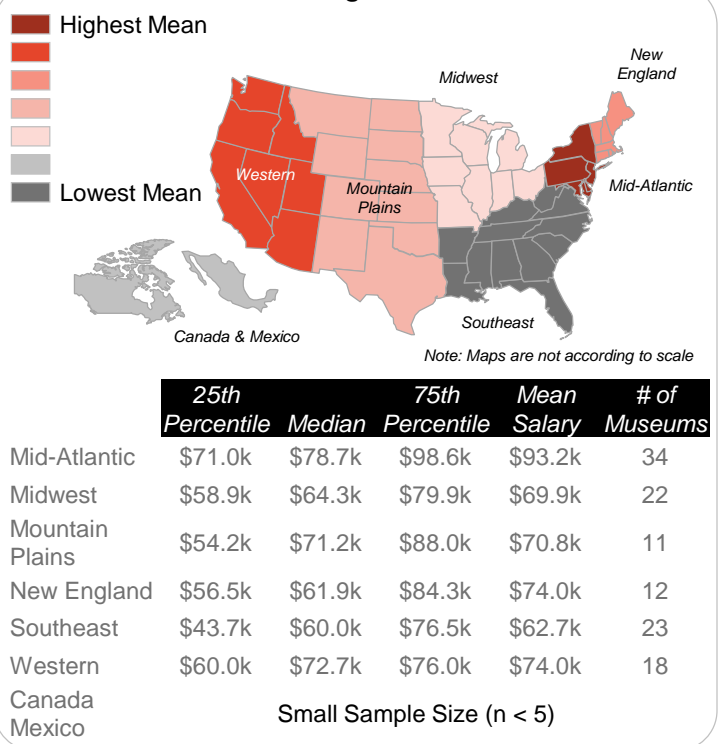
## Operating Budget



## MSA Population (n = 121)

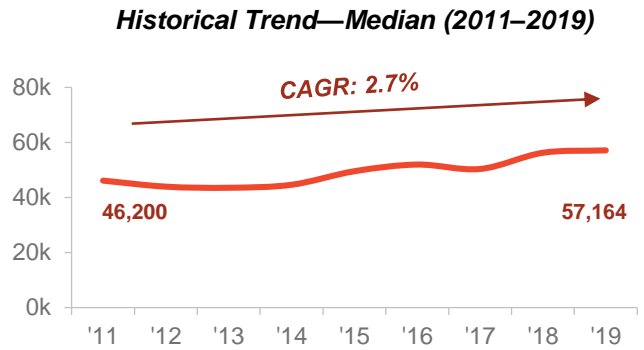
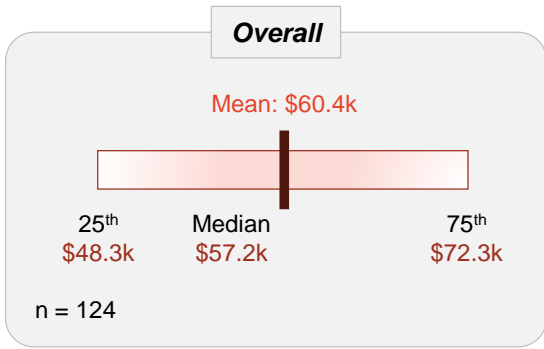


## Region

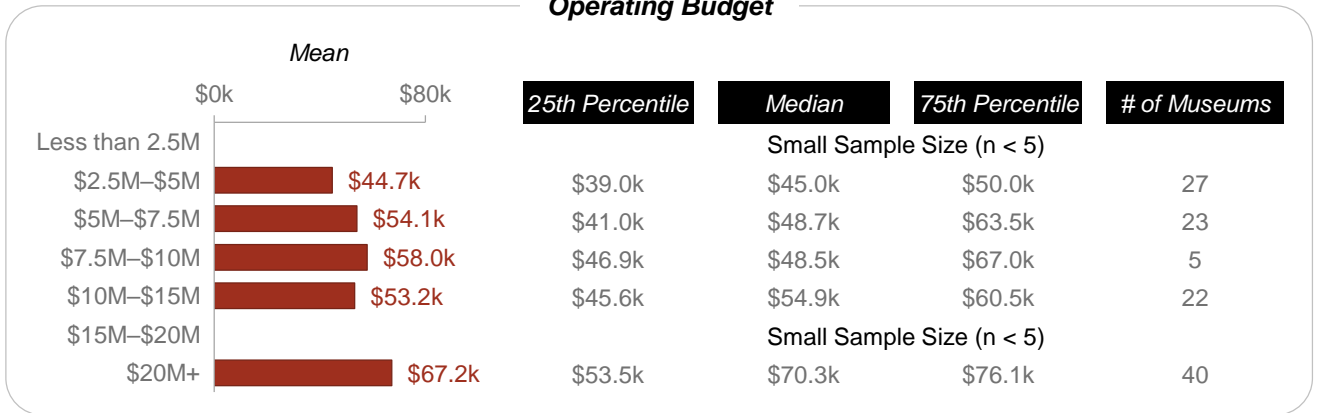


# Development Associate / Development C

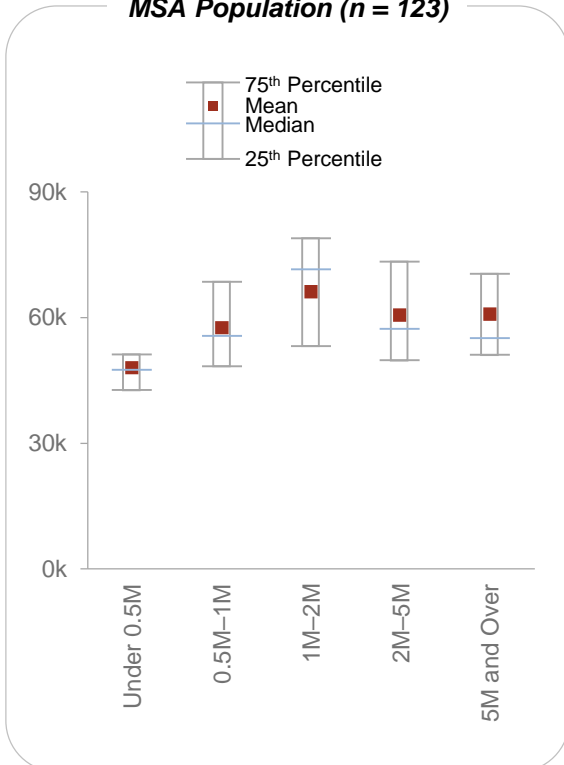
**Coordinates fundraising activities including, but not limited to, annual fund, planned giving, corporate sponsorship, circles, and major donors.**



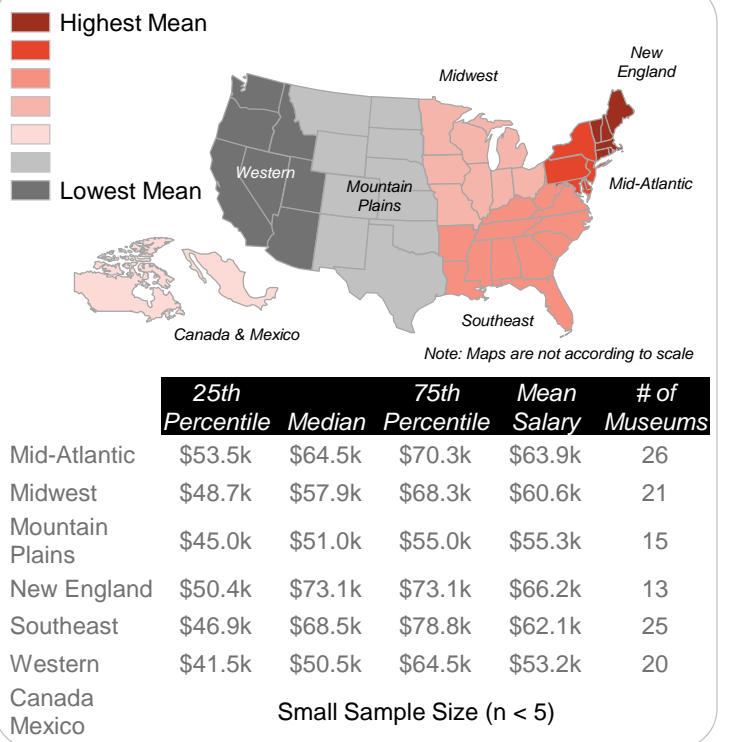
## Operating Budget



## MSA Population (n = 123)

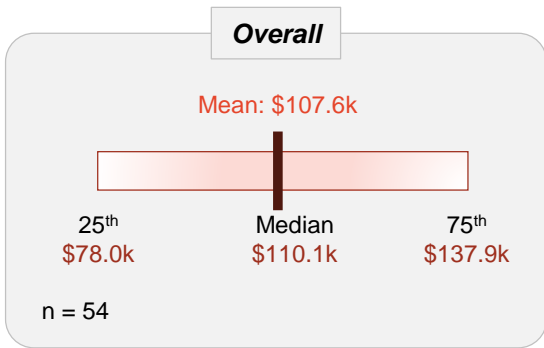


## Region

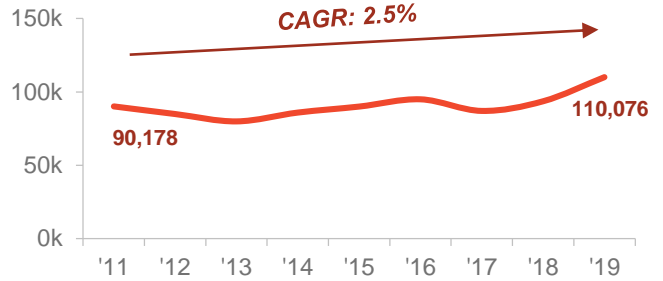


# Director, Planned Giving / Institutional Giving

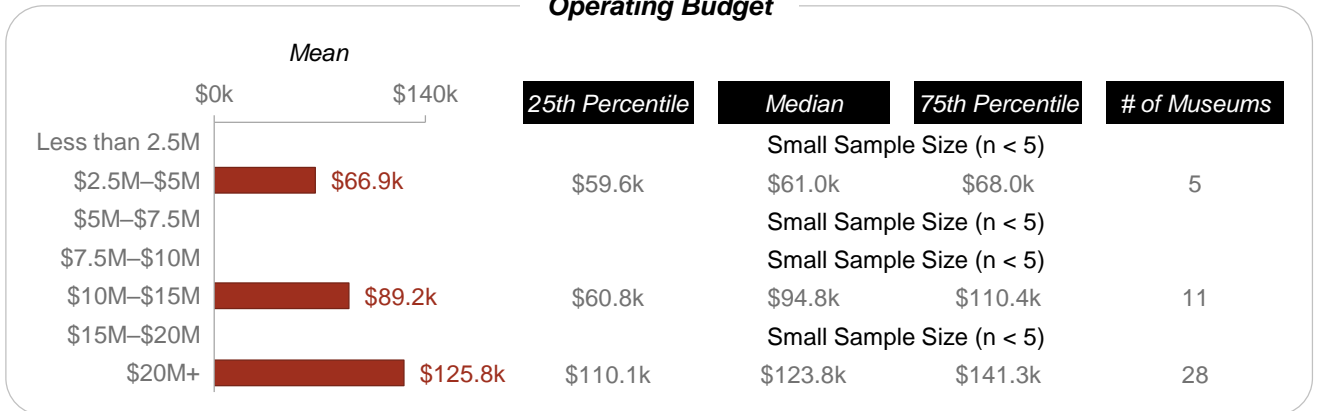
*Directs the planned giving programs and activities of the organization.*



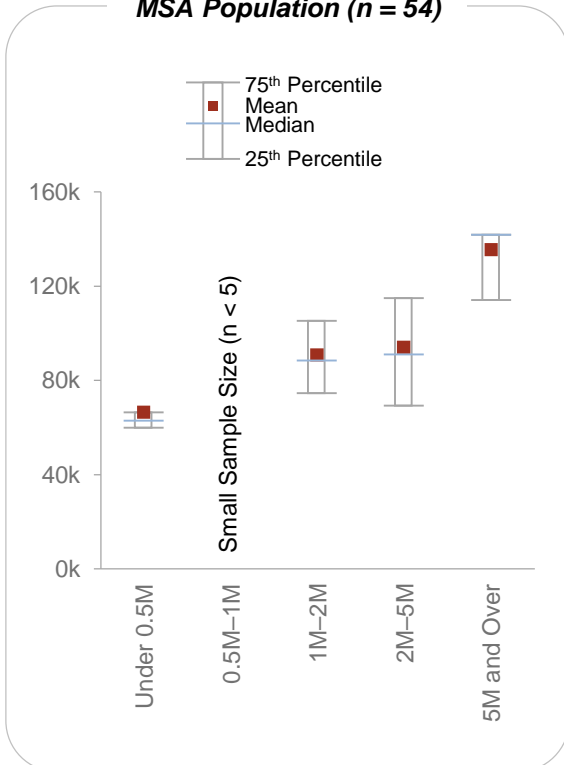
## Historical Trend—Median (2011–2019)



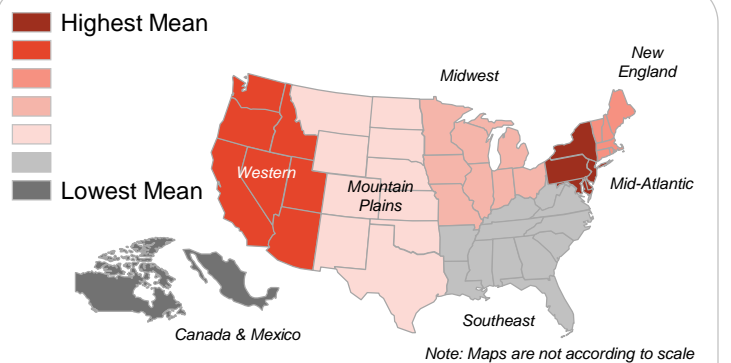
## Operating Budget



## MSA Population (n = 54)



## Region

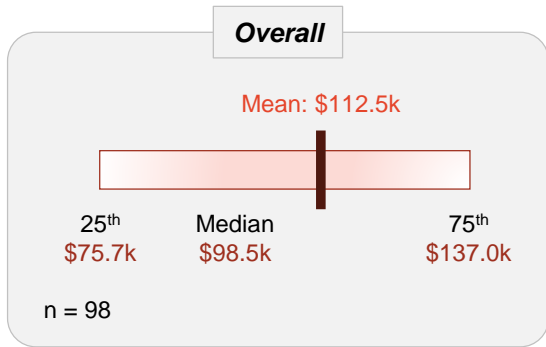


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$113.8k	\$141.3k	\$148.1k	\$134.9k	12
Midwest	\$75.9k	\$102.2k	\$117.4k	\$97.5k	13
Mountain Plains					Small Sample Size (n < 5)
New England					Small Sample Size (n < 5)
Southeast	\$62.8k	\$73.8k	\$102.5k	\$83.5k	11
Western	\$78.0k	\$100.0k	\$121.5k	\$100.7k	10
Canada Mexico					Small Sample Size (n < 5)

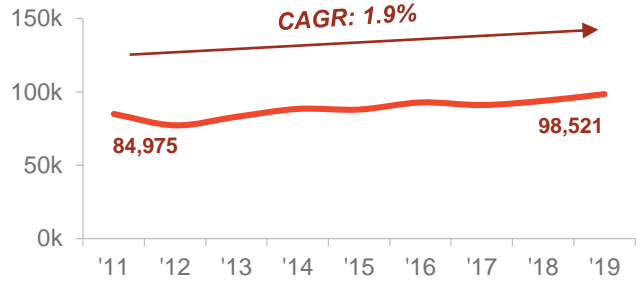


# Human Resources Director

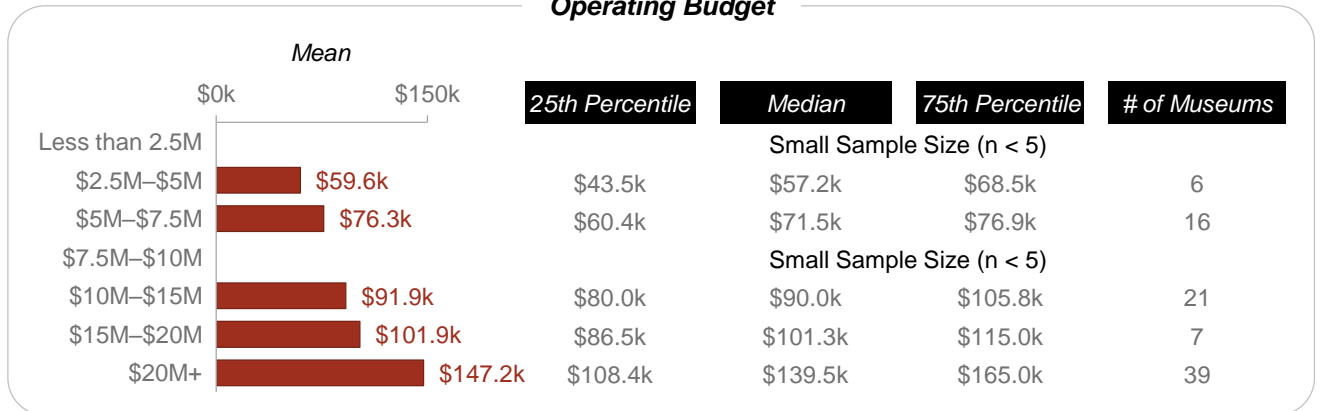
*Directs the human resource activities of the organization, including recruitment, selection, benefits, compensation and affirmative action.*



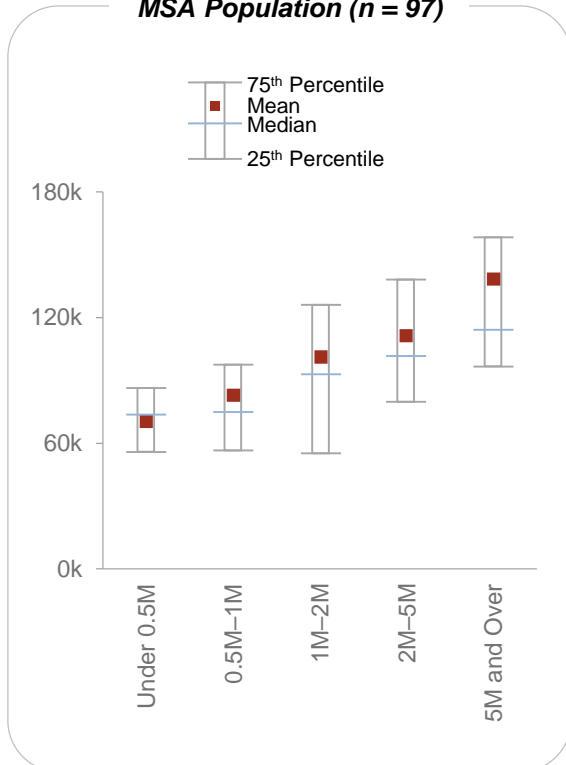
## Historical Trend—Median (2011–2019)



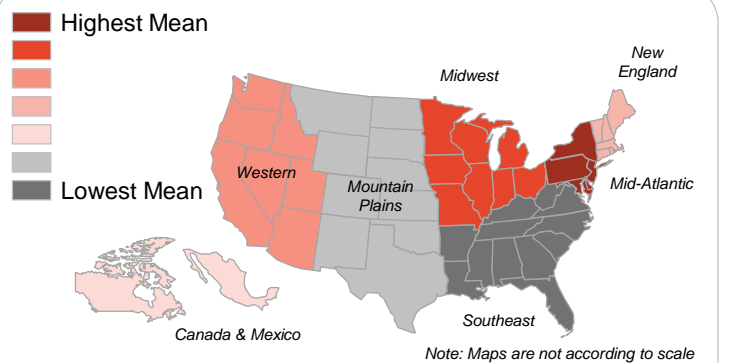
## Operating Budget



## MSA Population (n = 97)



## Region

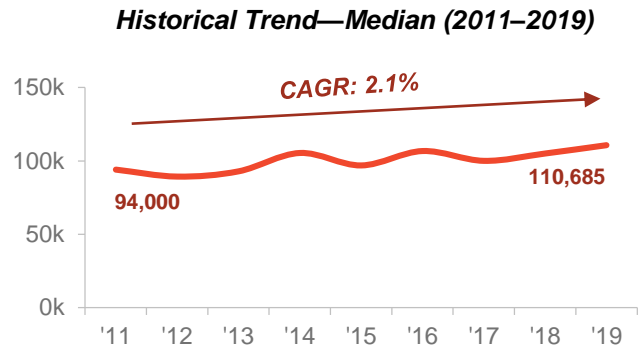
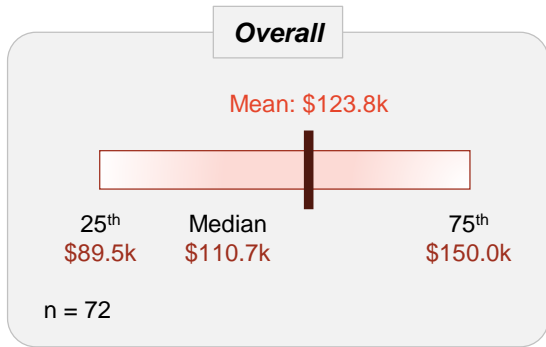


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$95.0k	\$117.5k	\$160.0k	\$143.2k	23
Midwest	\$75.0k	\$107.6k	\$134.3k	\$112.4k	17
Mountain Plains	\$65.0k	\$99.3k	\$122.4k	\$98.8k	10
New England	\$79.8k	\$93.5k	\$111.4k	\$105.5k	10
Southeast	\$55.0k	\$74.7k	\$106.1k	\$89.1k	17
Western	\$85.7k	\$98.5k	\$133.0k	\$112.2k	16
Canada	\$81.6k	\$90.0k	\$132.1k	\$103.2k	5
Mexico					

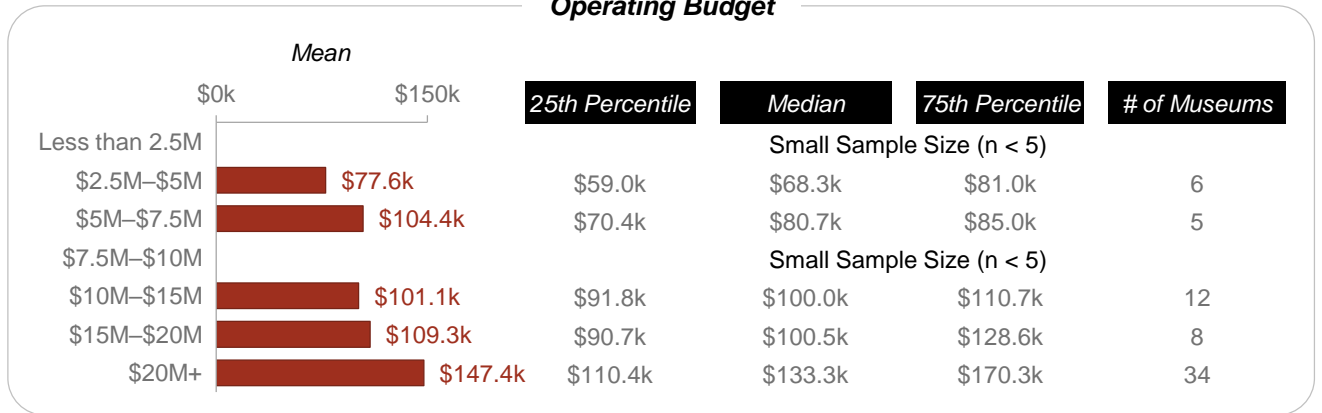
# Director of Information Systems / Chief Information Officer



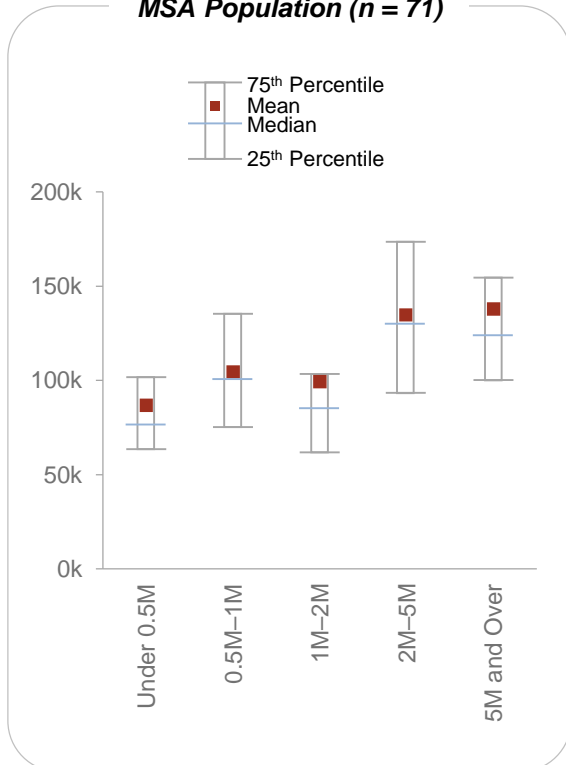
**Responsible for overall vision and coordination of the museum's information and communications systems.**



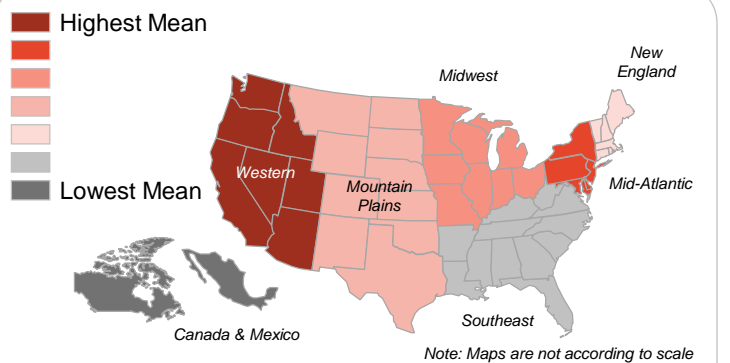
## Operating Budget



## MSA Population (n = 71)



## Region

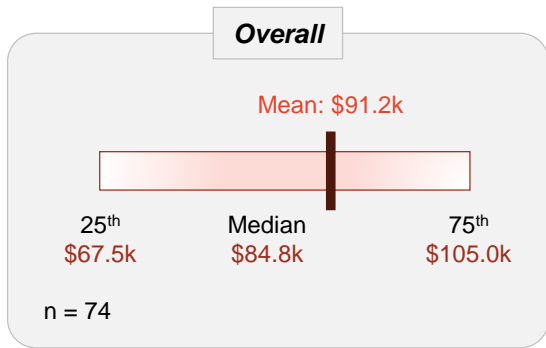


Region	25th Percentile (\$k)	Median (\$k)	75th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$94.8k	\$129.1k	\$157.3k	\$134.2k	22
Midwest	\$75.0k	\$109.2k	\$149.9k	\$121.6k	11
Mountain Plains	\$98.5k	\$105.0k	\$139.0k	\$121.2k	9
New England	\$94.3k	\$107.9k	\$116.8k	\$119.9k	6
Southeast	\$66.7k	\$86.9k	\$105.0k	\$100.6k	10
Western	\$95.9k	\$148.0k	\$165.0k	\$136.5k	11
Canada Mexico	Small Sample Size (n < 5)				

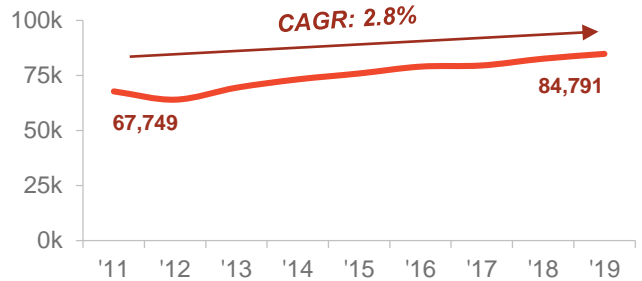
# Systems Manager / Technology Director / Director of New Media



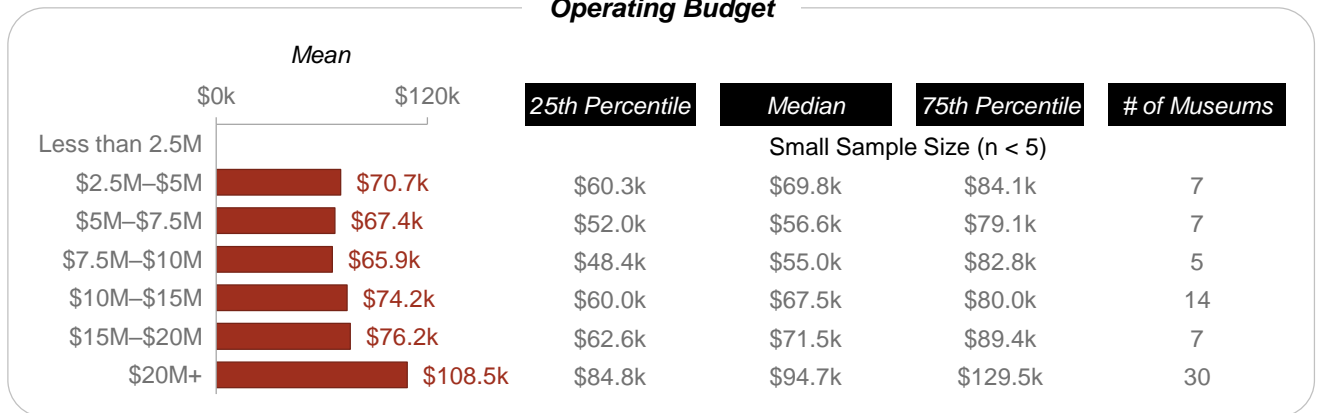
*Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies.*



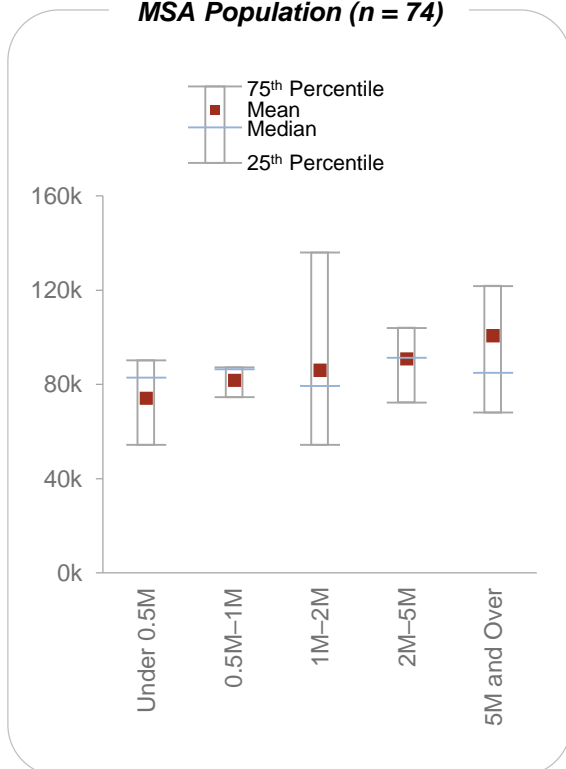
## Historical Trend—Median (2011–2019)



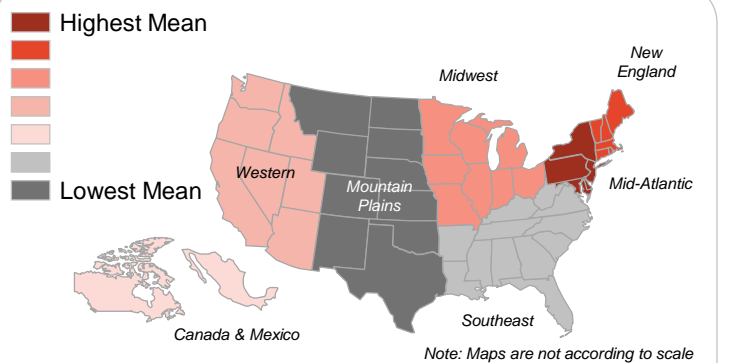
## Operating Budget



## MSA Population (n = 74)



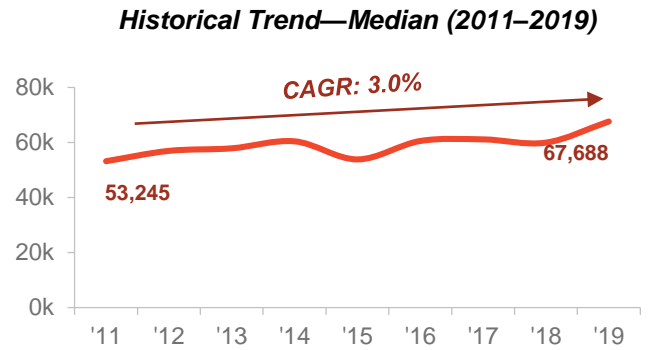
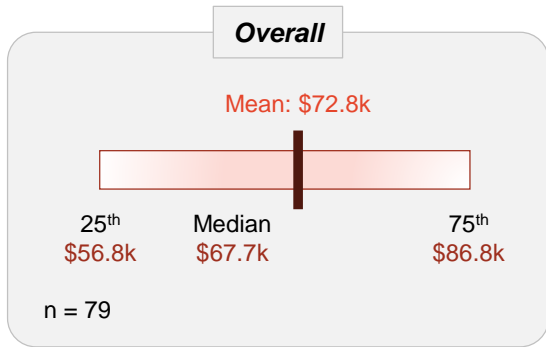
## Region



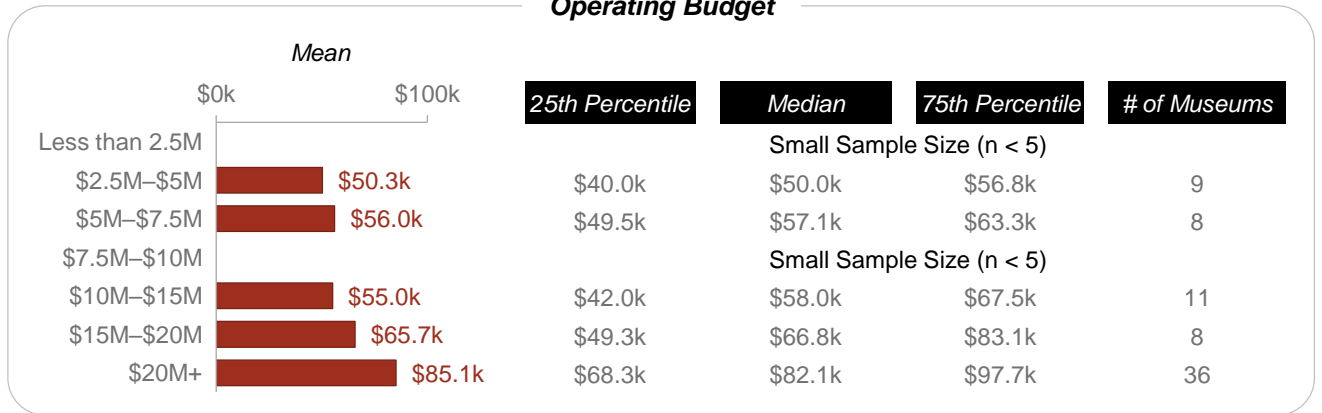
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$76.0k	\$98.4k	\$122.3k	\$104.3k	25
Midwest	\$82.4k	\$92.0k	\$101.3k	\$93.5k	10
Mountain Plains	\$57.4k	\$67.5k	\$67.5k	\$67.2k	6
New England	\$85.9k	\$87.7k	\$104.3k	\$93.9k	8
Southeast	\$52.0k	\$55.0k	\$136.2k	\$82.5k	8
Western	\$60.3k	\$80.9k	\$96.8k	\$84.1k	15
Canada Mexico					

Small Sample Size (n < 5)

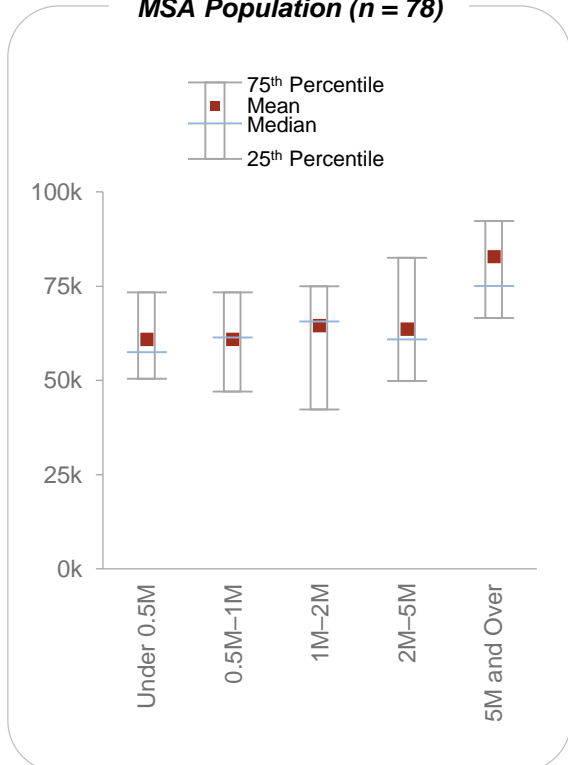
**Responsible for development, site management, and content of the museum's website or online presence. May include social media outreach.**



## Operating Budget



## MSA Population (n = 78)



## Region

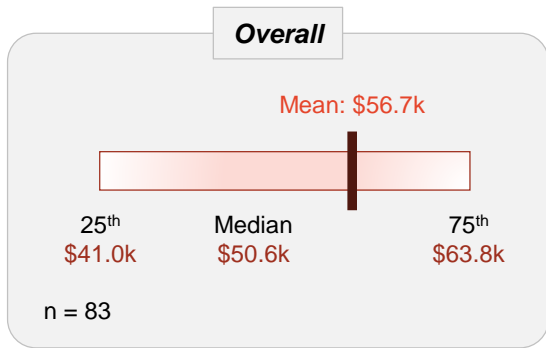


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$62.9k	\$87.6k	\$105.4k	\$86.9k	25
Midwest	\$40.7k	\$49.0k	\$70.0k	\$56.9k	13
Mountain Plains	\$55.0k	\$66.5k	\$66.5k	\$60.8k	9
New England	\$73.0k	\$79.5k	\$84.7k	\$76.9k	8
Southeast	\$46.9k	\$61.6k	\$72.5k	\$63.1k	11
Western	\$50.6k	\$66.8k	\$87.4k	\$69.9k	10
Canada Mexico					

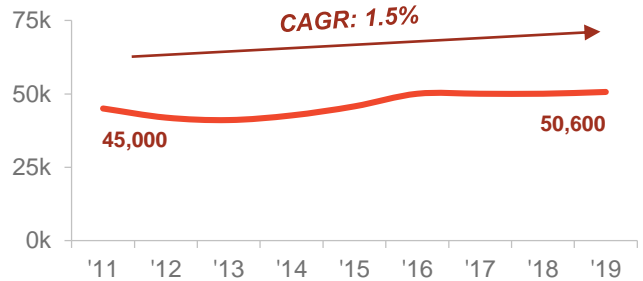
Small Sample Size (n < 5)

# New Media Manager

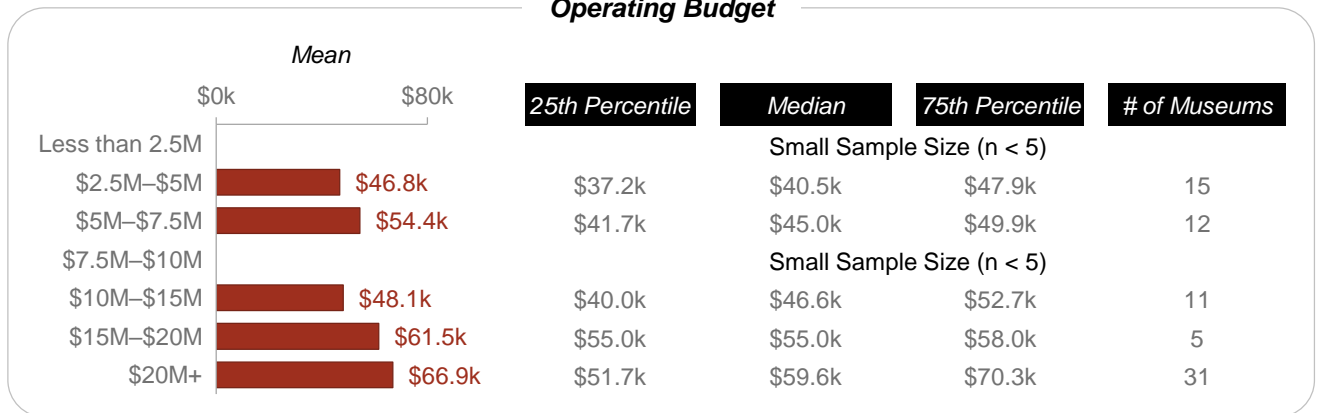
*Responsible for planning and executing the museum's social and new media strategy, including, but not limited to, Twitter, Facebook, Tumblr, and mobile apps.*



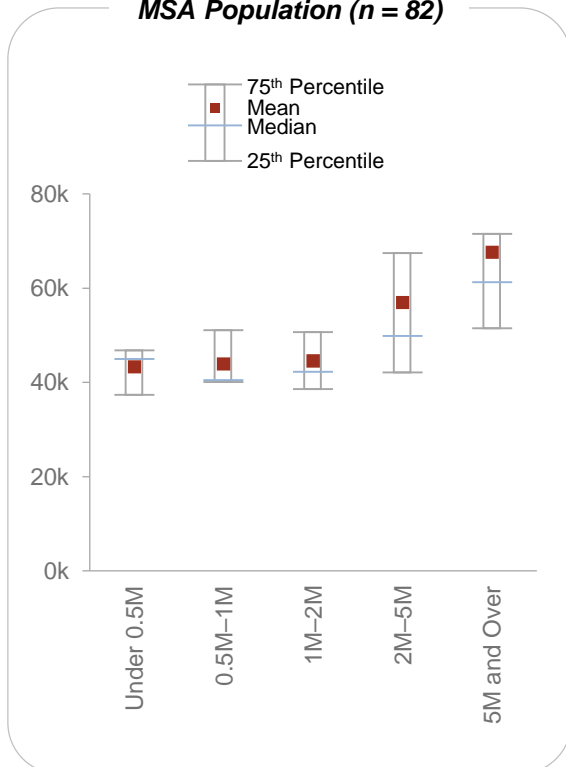
**Historical Trend—Median (2011–2019)**



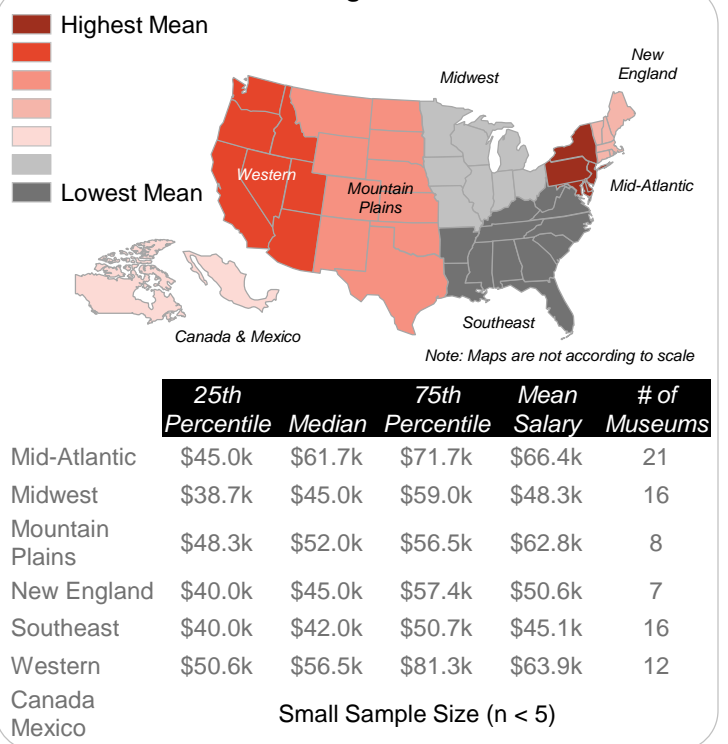
## Operating Budget



## MSA Population (n = 82)

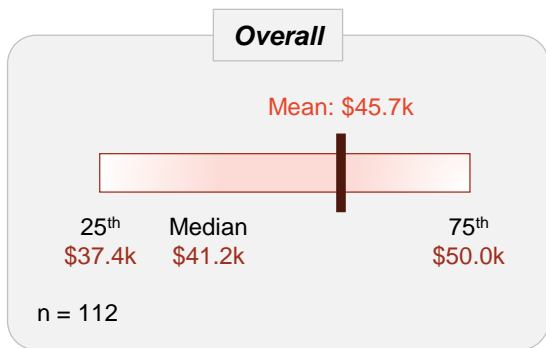


## Region

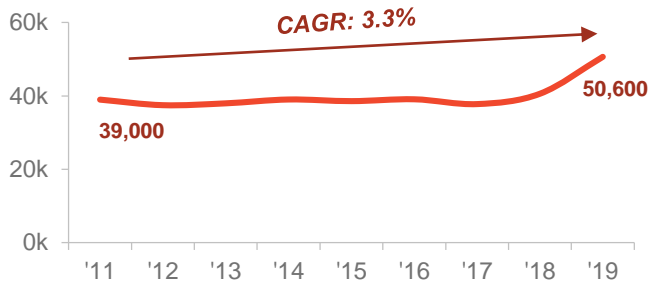


# Membership Assistant

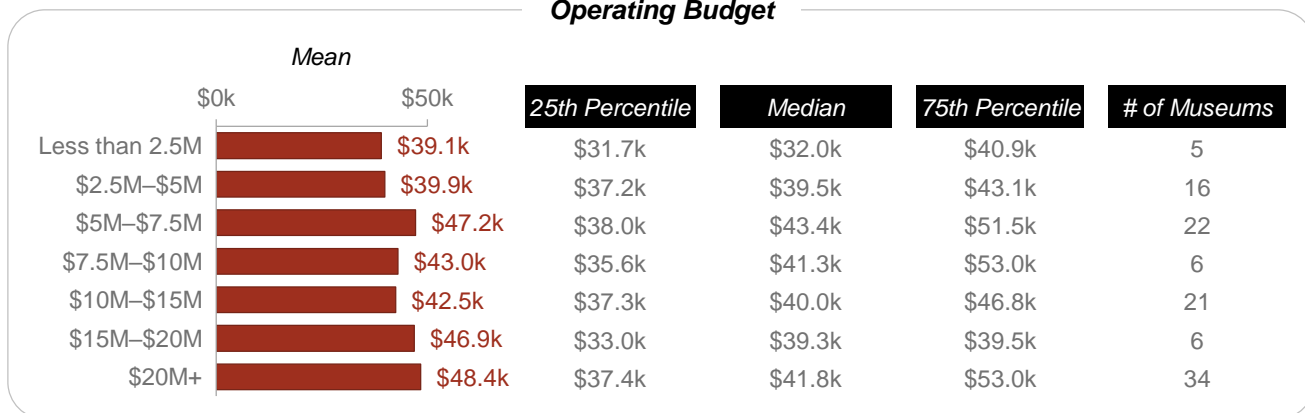
*Oversees maintenance of annual membership drives and programs for members.  
Provides support in planning and executing special fundraising events.*



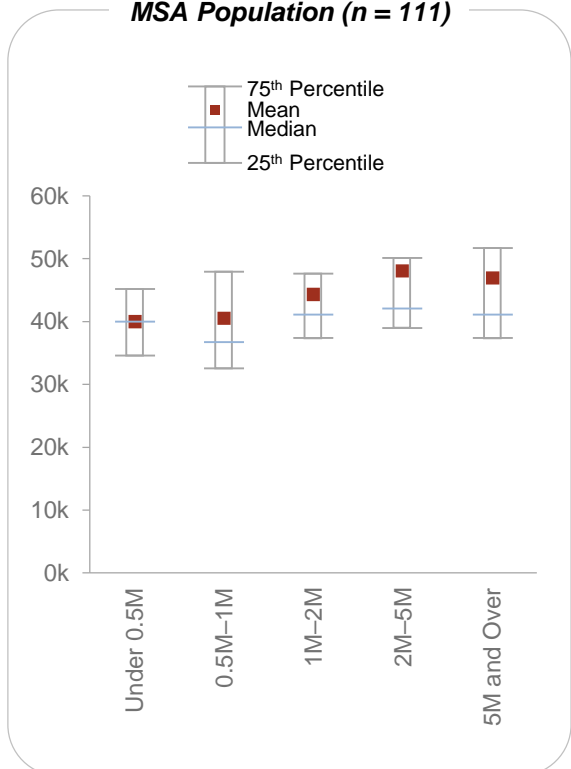
**Historical Trend—Median (2011–2019)**



## Operating Budget



## MSA Population (n = 111)



## Region

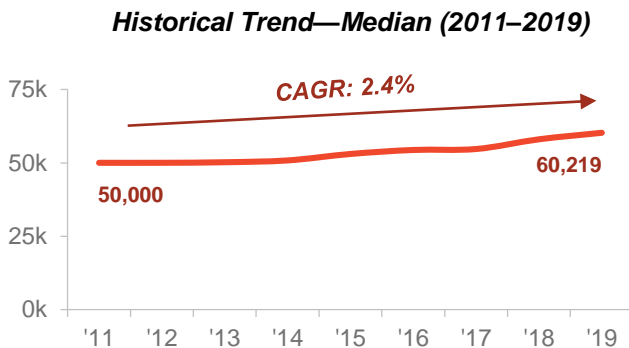
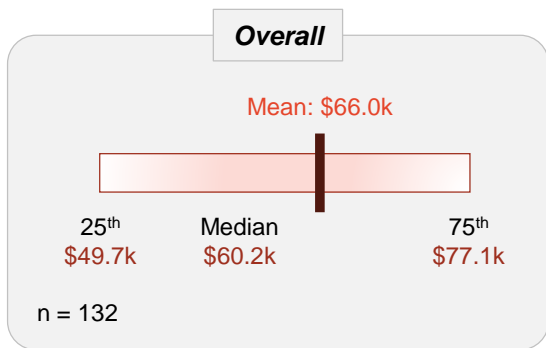


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$41.1k	\$43.8k	\$50.8k	\$48.0k	22
Midwest	\$35.5k	\$41.5k	\$53.0k	\$45.6k	20
Mountain Plains	\$37.4k	\$37.4k	\$37.4k	\$42.9k	11
New England	\$40.0k	\$44.4k	\$54.3k	\$47.5k	13
Southeast	\$35.6k	\$37.5k	\$42.0k	\$39.9k	24
Western	\$39.0k	\$48.0k	\$52.0k	\$50.5k	18
Canada Mexico					

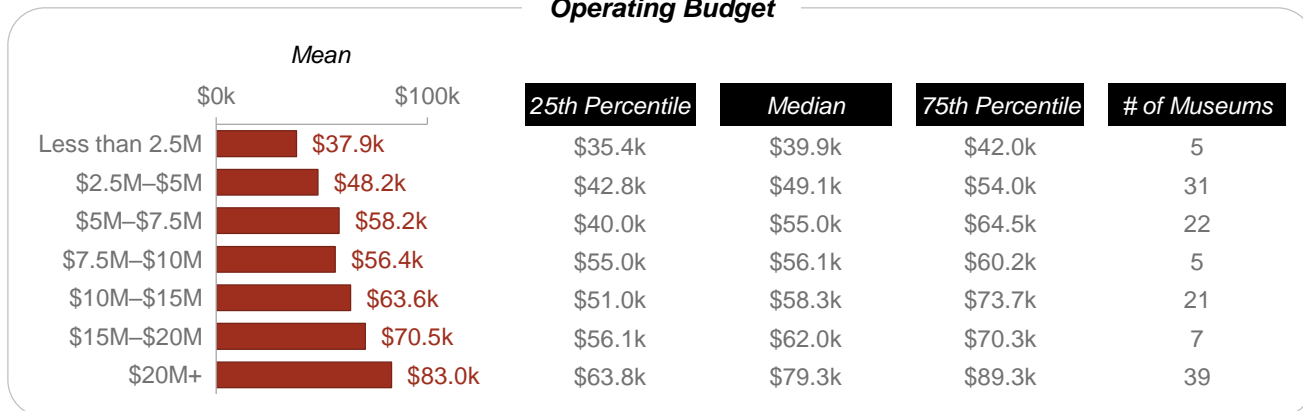
Small Sample Size (n < 5)

# Special Events Manager

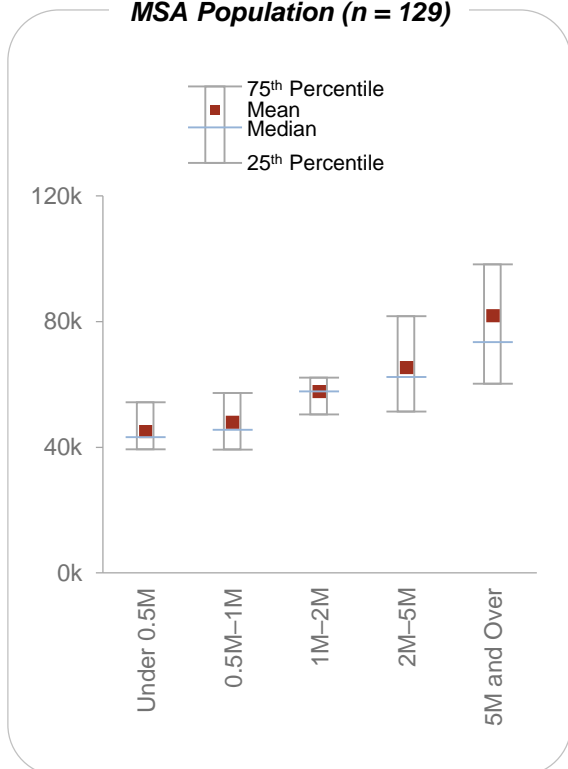
*Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals.*



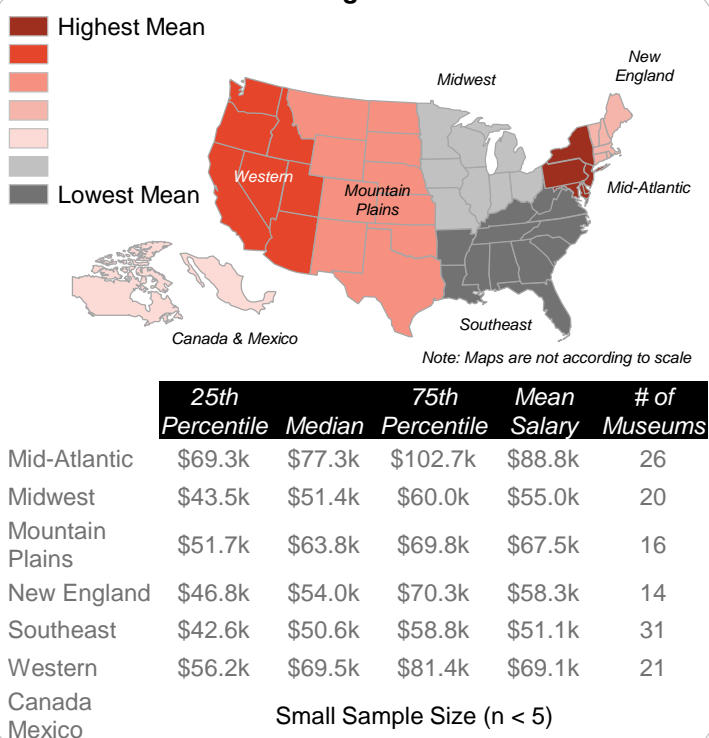
## Operating Budget



## MSA Population (n = 129)

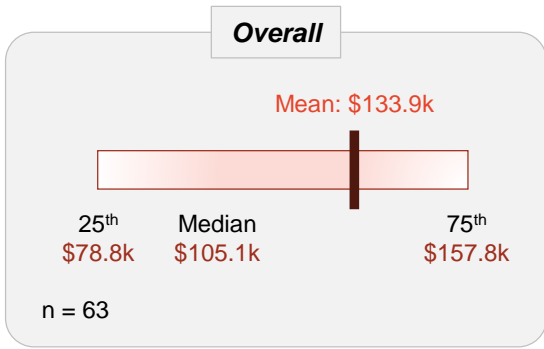


## Region

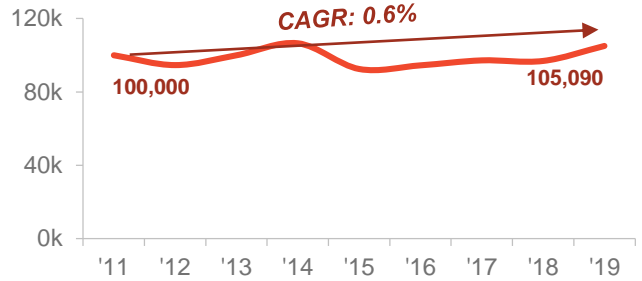


# Director of External Affairs

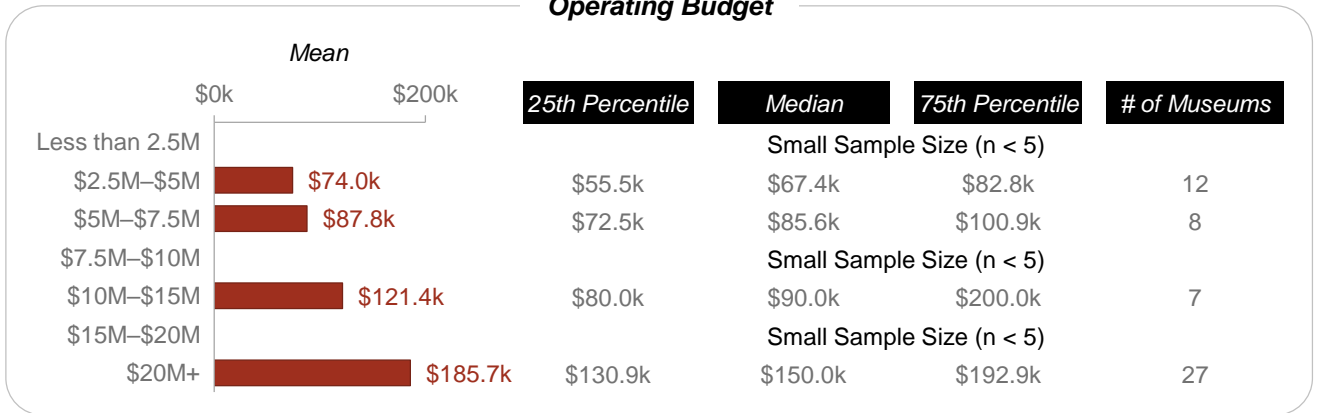
*Directs the public affairs and information activities of the organization. Directs the media relations, publicity and customer relation activities of the organization.*



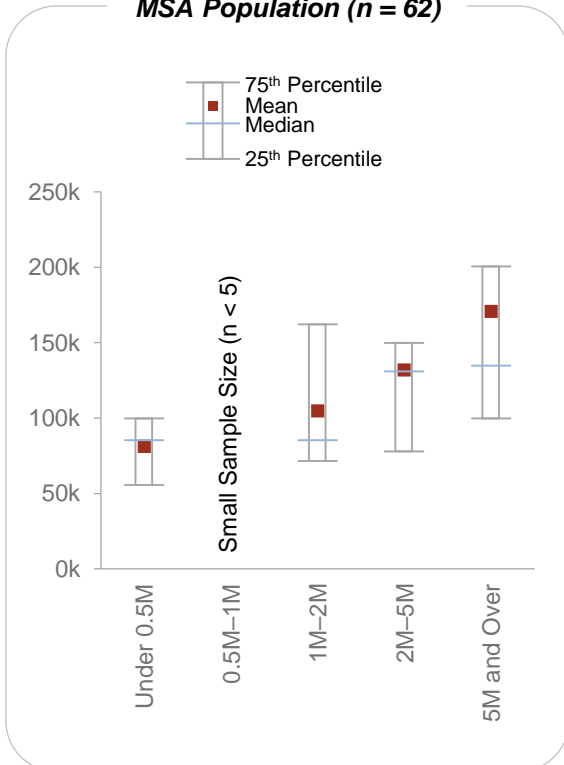
**Historical Trend—Median (2011–2019)**



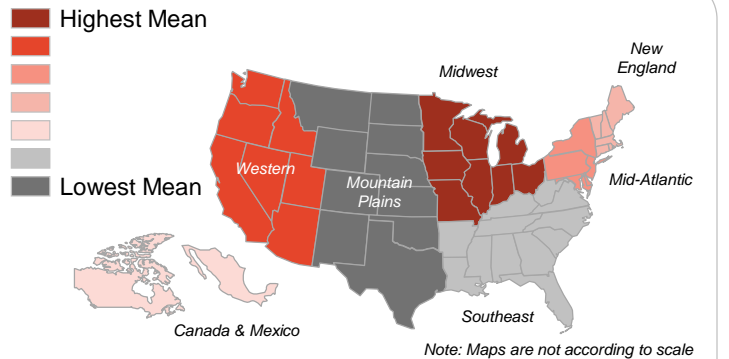
## Operating Budget



## MSA Population (n = 62)



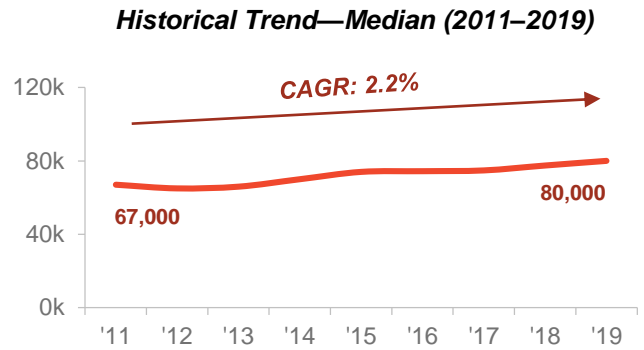
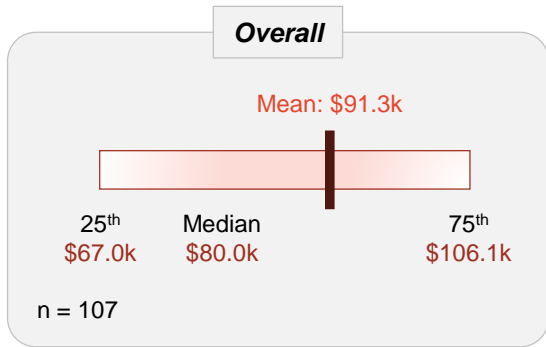
## Region



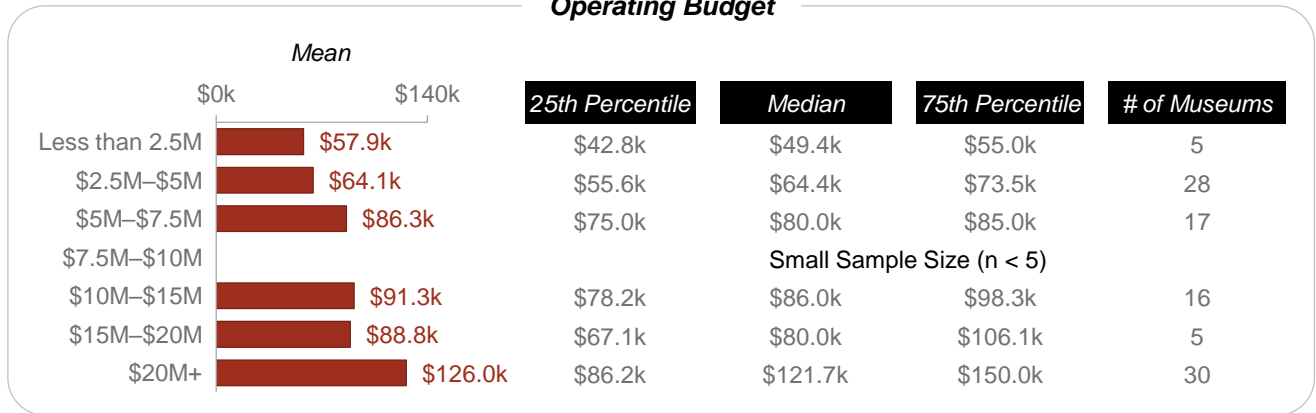
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$85.1k	\$115.7k	\$200.0k	\$147.8k	17
Midwest	\$83.0k	\$135.0k	\$150.0k	\$156.4k	11
Mountain Plains	\$68.1k	\$90.0k	\$113.1k	\$100.5k	8
New England	\$95.0k	\$117.3k	\$158.3k	\$127.3k	8
Southeast	\$64.8k	\$85.0k	\$156.2k	\$105.8k	8
Western	\$75.0k	\$105.1k	\$192.9k	\$148.4k	7
Canada Mexico					Small Sample Size (n < 5)



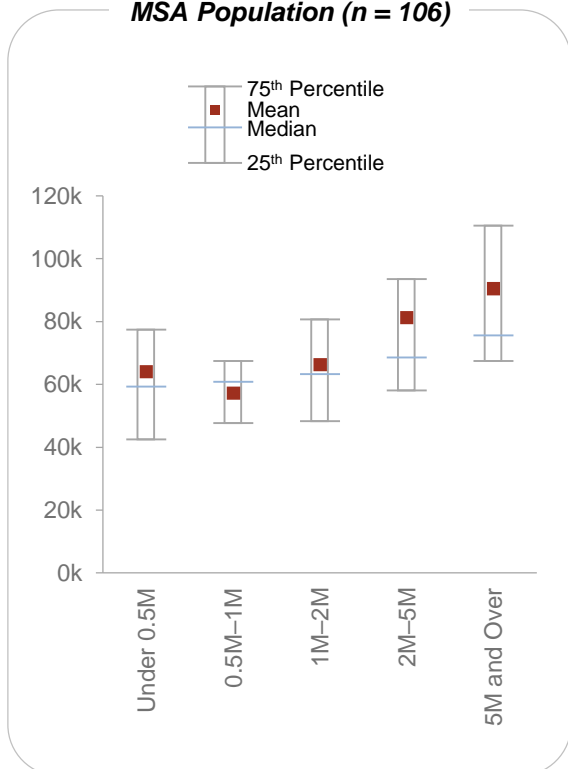
**General responsibility for coordinating museum promotional programs, revenue producing sale of products and the creative services for museum printed materials.**



## Operating Budget



## MSA Population (n = 106)



## Region

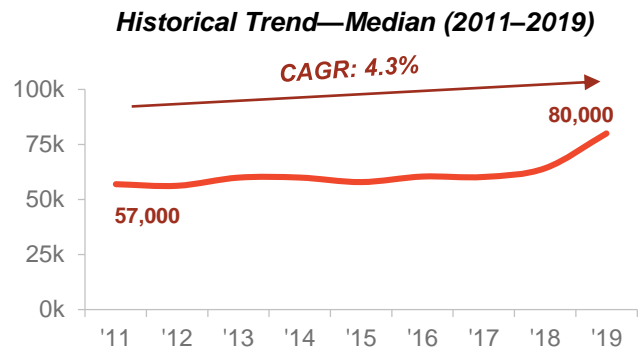
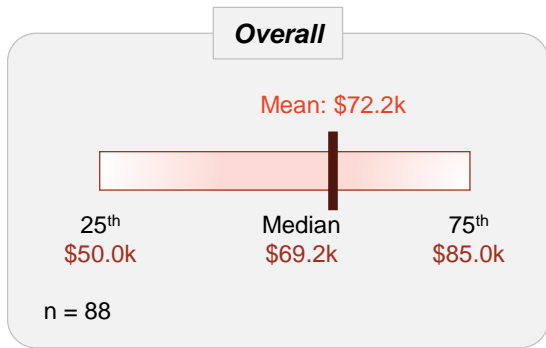


Region	25th Percentile (\$k)	Median (\$k)	75th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$80.1k	\$92.7k	\$126.0k	\$105.9k	23
Midwest	\$63.5k	\$70.9k	\$87.0k	\$77.3k	22
Mountain Plains	\$49.4k	\$76.1k	\$109.0k	\$87.1k	11
New England	\$56.7k	\$80.0k	\$150.0k	\$94.7k	11
Southeast	\$64.2k	\$75.0k	\$82.5k	\$78.9k	21
Western	\$75.0k	\$82.5k	\$132.6k	\$111.2k	15
Canada Mexico					

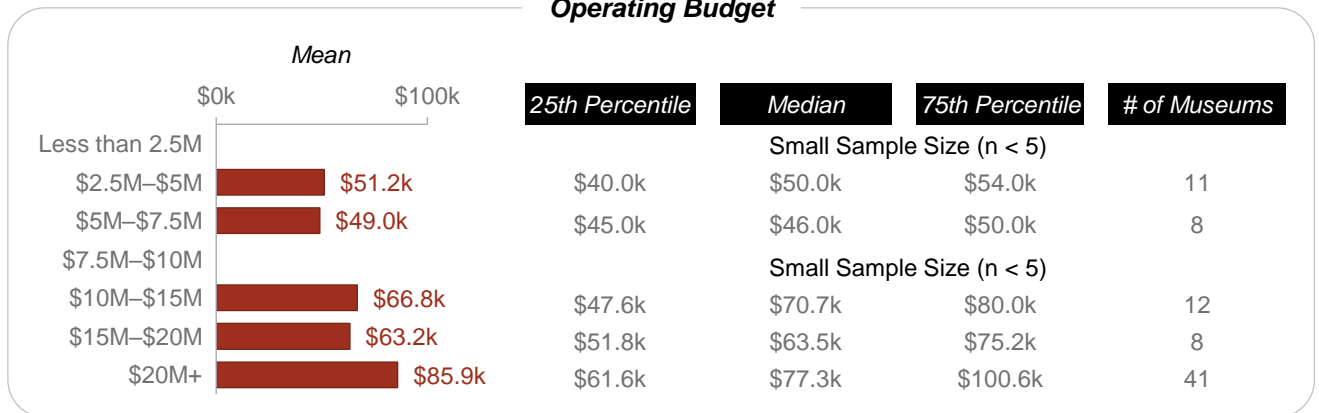
Small Sample Size (n < 5)

# Public Relations Officer

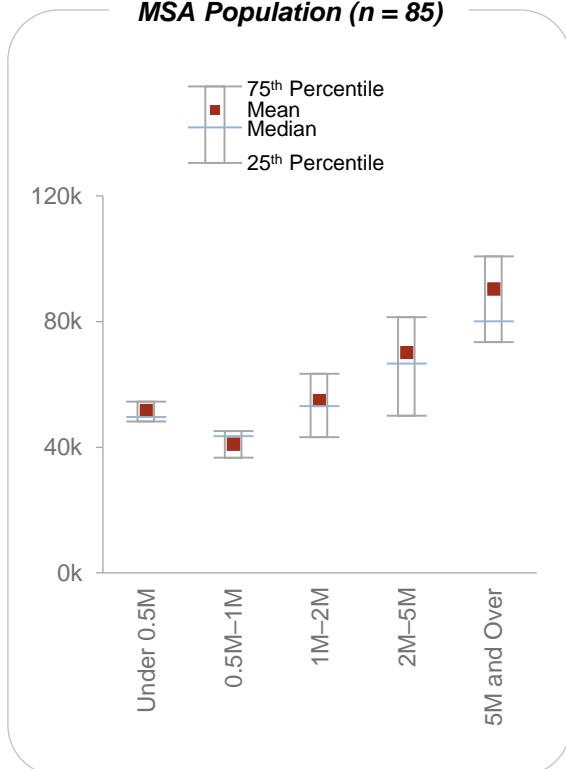
**Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Drafts press releases & targets specific audiences.**



## Operating Budget



## MSA Population (n = 85)



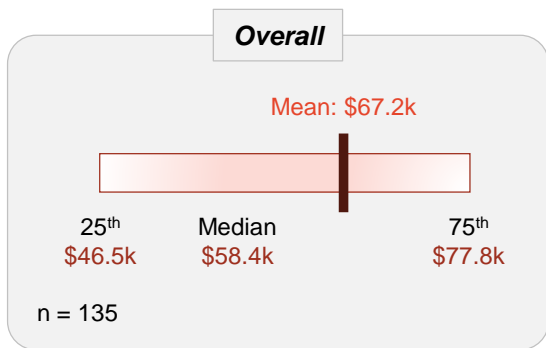
## Region



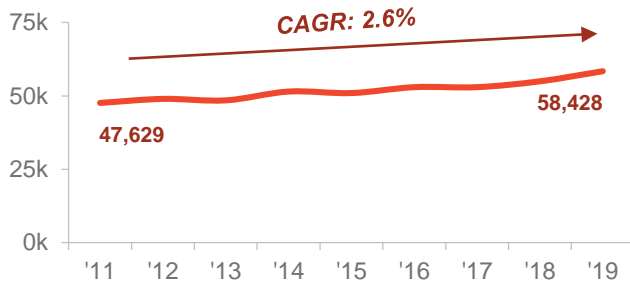
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$63.3k	\$75.4k	\$100.0k	\$84.5k	23
Midwest	\$46.8k	\$60.9k	\$80.8k	\$66.0k	14
Mountain Plains	\$45.0k	\$50.0k	\$91.7k	\$66.2k	8
New England	\$52.7k	\$60.6k	\$74.2k	\$62.6k	12
Southeast	\$49.3k	\$67.2k	\$79.2k	\$63.9k	13
Western	\$55.3k	\$73.2k	\$88.9k	\$83.7k	12
Canada Mexico	\$36.7k	\$48.8k	\$53.5k	\$49.2k	6

# Museum Store Manager

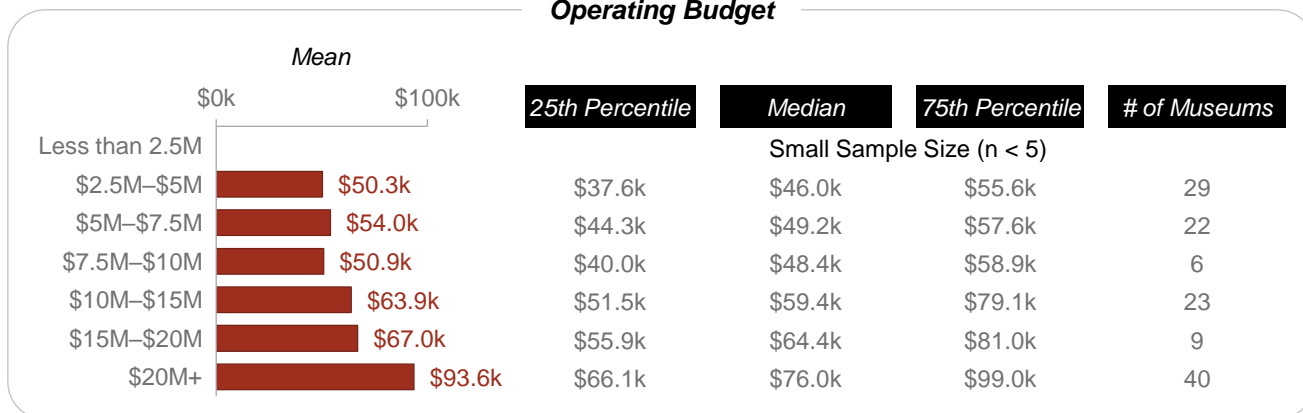
*Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.*



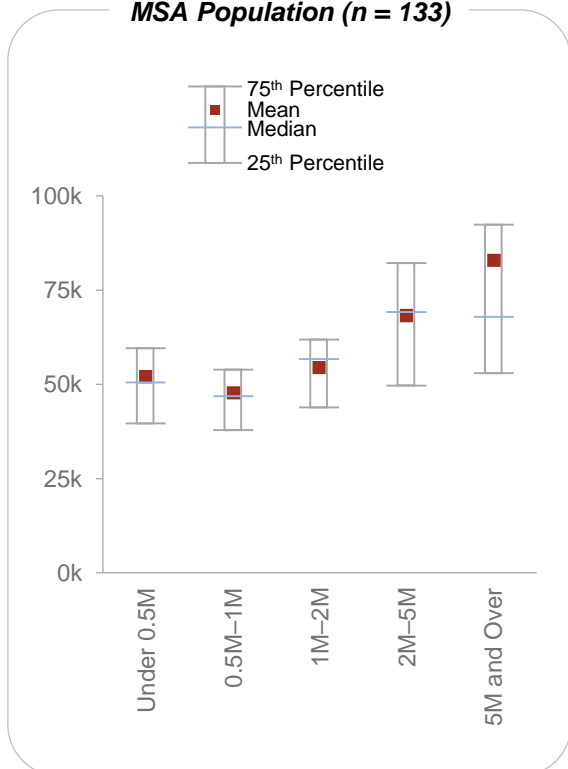
## Historical Trend—Median (2011–2019)



## Operating Budget



## MSA Population (n = 133)



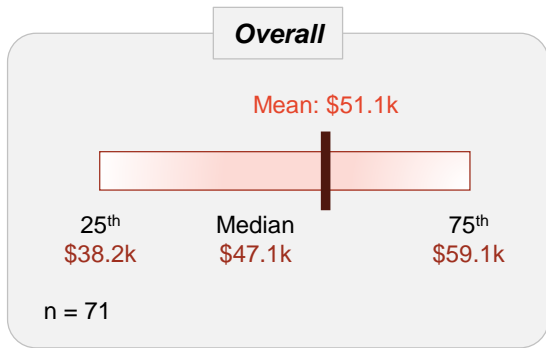
## Region



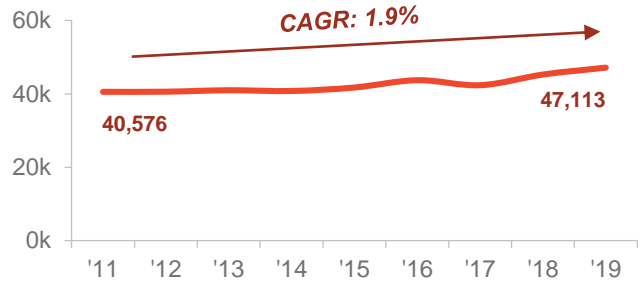
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$45.0k	\$60.0k	\$77.9k	\$75.6k	32
Midwest	\$44.3k	\$53.3k	\$79.8k	\$67.2k	24
Mountain Plains	\$51.0k	\$57.6k	\$77.5k	\$65.9k	13
New England	\$51.6k	\$59.5k	\$77.8k	\$68.5k	18
Southeast	\$44.7k	\$50.4k	\$60.0k	\$54.2k	24
Western	\$51.0k	\$72.3k	\$82.0k	\$70.0k	19
Canada & Mexico	\$44.2k	\$50.2k	\$68.1k	\$57.7k	5

# Volunteer Coordinator

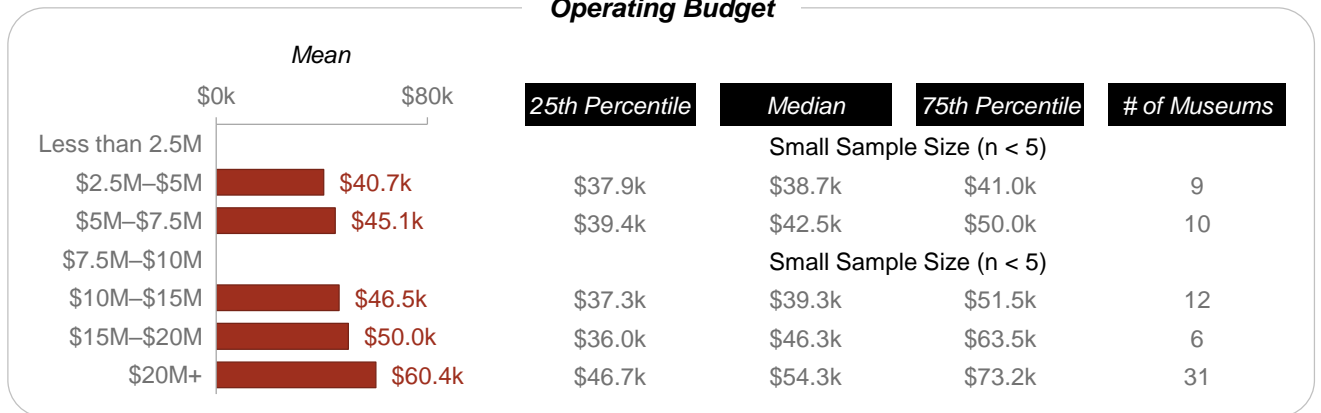
*Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.*



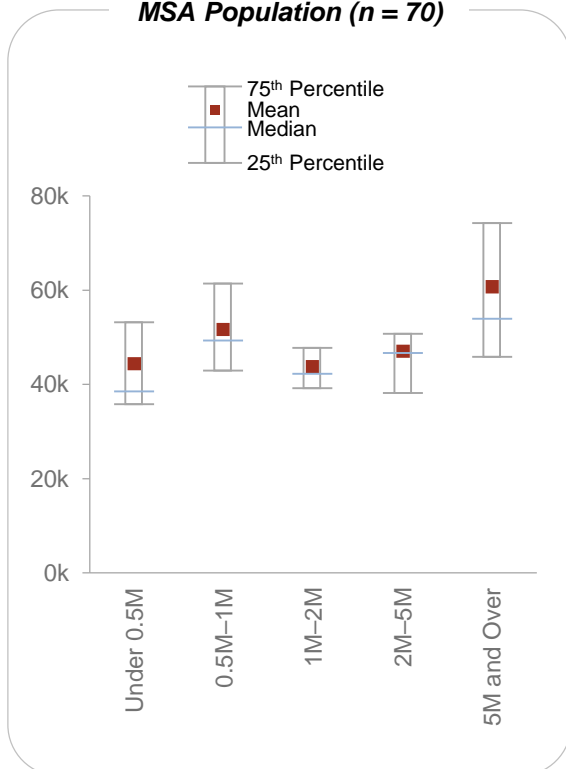
**Historical Trend—Median (2011–2019)**



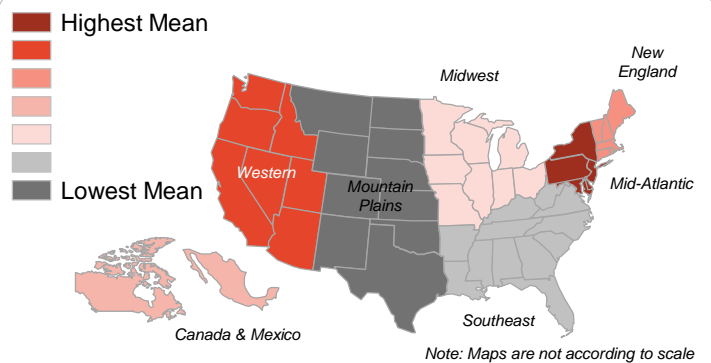
## Operating Budget



## MSA Population (n = 70)



## Region

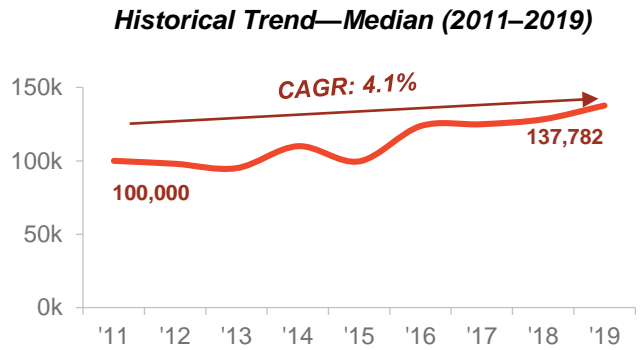
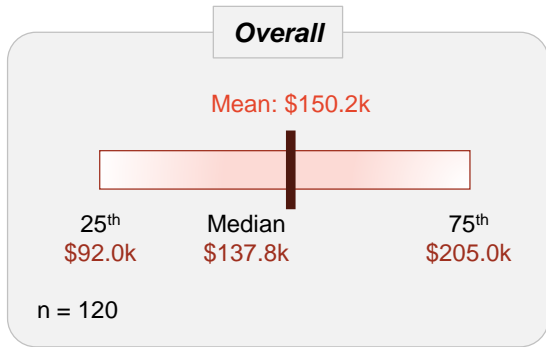


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$49.0k	\$70.2k	\$74.2k	\$65.9k	15
Midwest	\$37.2k	\$38.0k	\$54.4k	\$45.3k	12
Mountain Plains	\$36.0k	\$44.1k	\$51.0k	\$42.9k	6
New England	\$39.4k	\$40.8k	\$46.3k	\$52.7k	5
Southeast	\$39.0k	\$42.3k	\$49.2k	\$45.1k	17
Western	\$41.0k	\$49.5k	\$61.9k	\$52.9k	13
Canada Mexico					

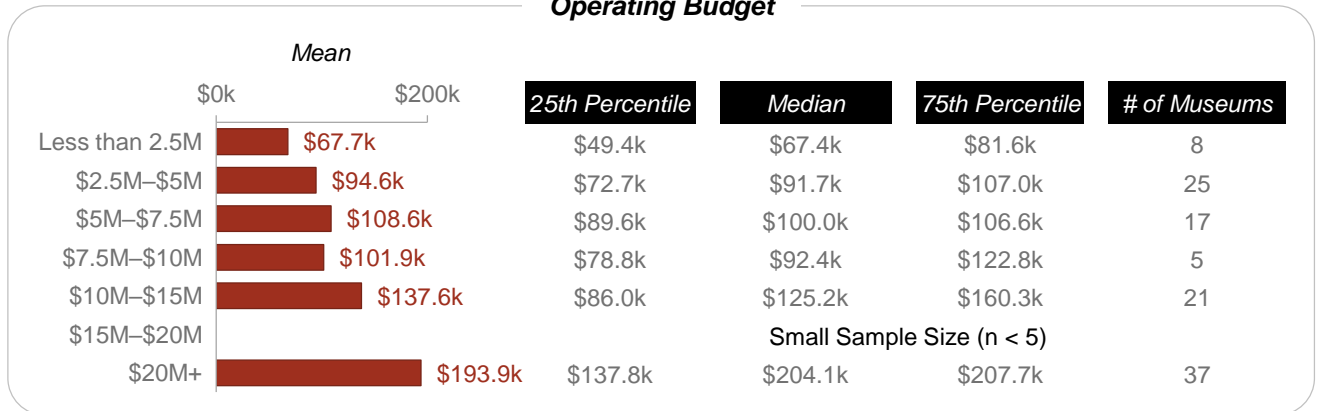
Small Sample Size (n < 5)

# Chief Curator / Director of Curatorial Affairs / Curator A

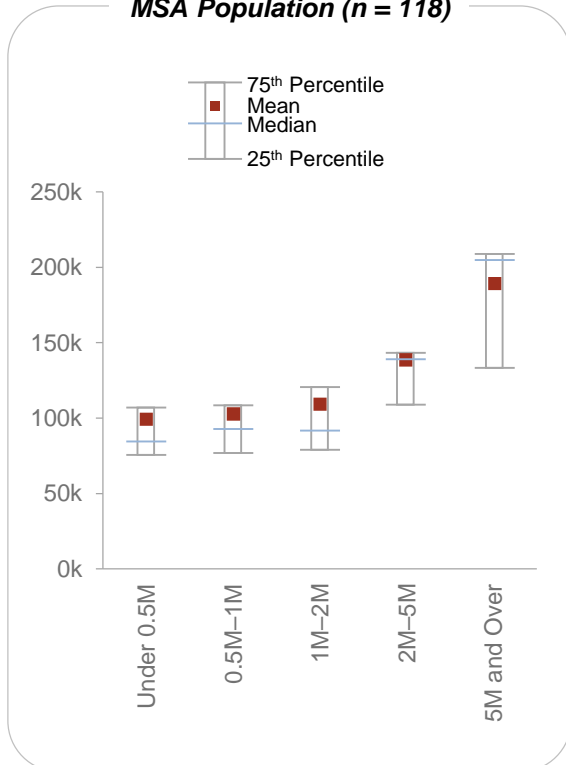
**General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities.**



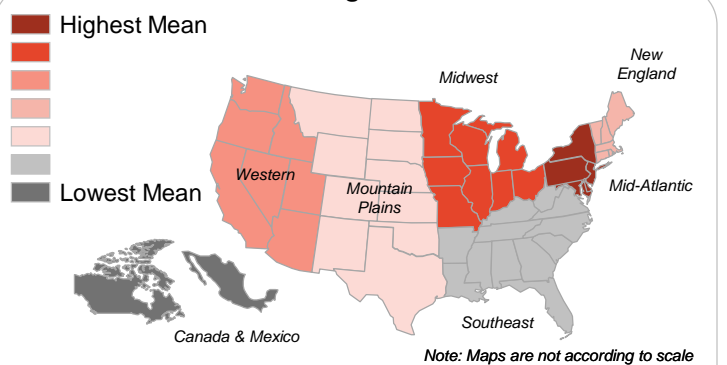
## Operating Budget



## MSA Population (n = 118)



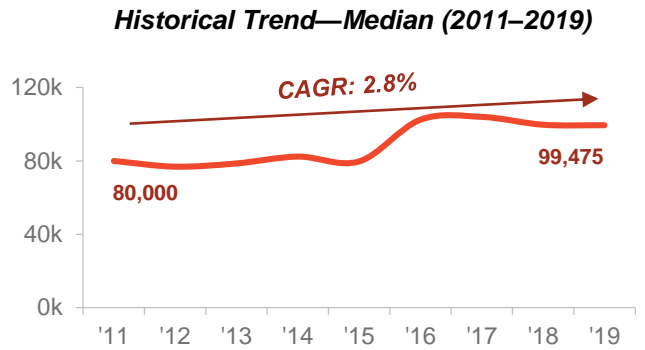
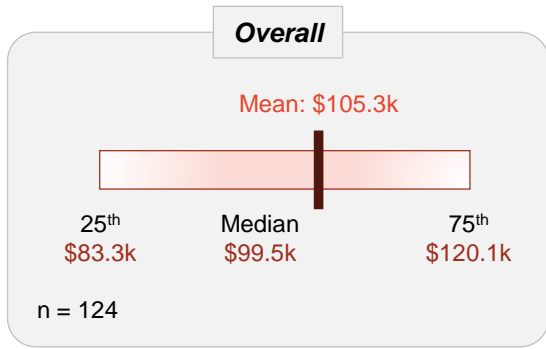
## Region



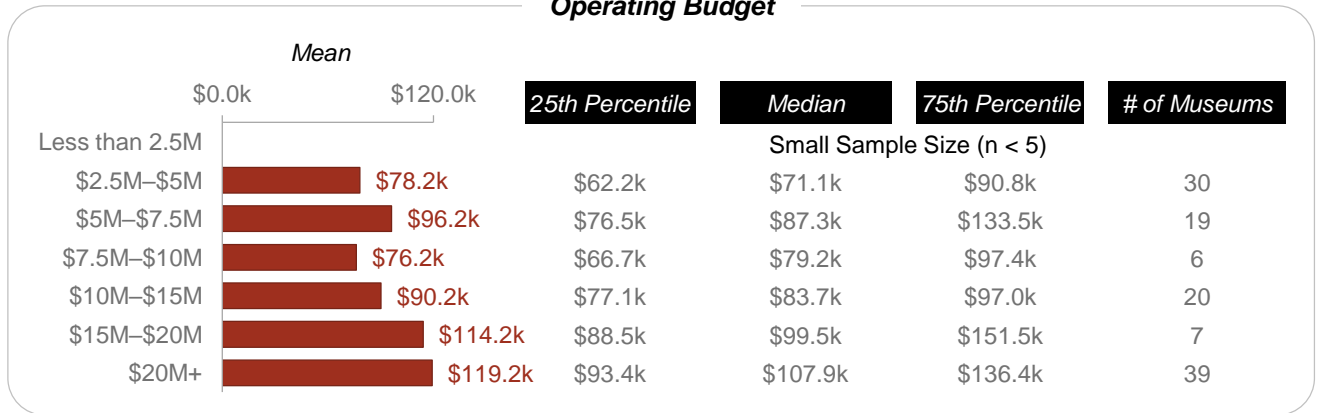
Region	25th Percentile (\$k)	Median (\$k)	75th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$106.3k	\$202.5k	\$205.0k	\$189.9k	28
Midwest	\$93.7k	\$134.7k	\$207.7k	\$153.9k	22
Mountain Plains	\$107.0k	\$132.5k	\$154.0k	\$125.4k	10
New England	\$108.2k	\$137.8k	\$137.8k	\$134.6k	16
Southeast	\$81.6k	\$100.0k	\$125.0k	\$111.6k	22
Western	\$75.0k	\$129.9k	\$178.8k	\$138.6k	17
Canada Mexico	\$67.6k	\$116.5k	\$117.0k	\$101.6k	5

# Senior Curator / Curator of Special Collections Area / Curator B

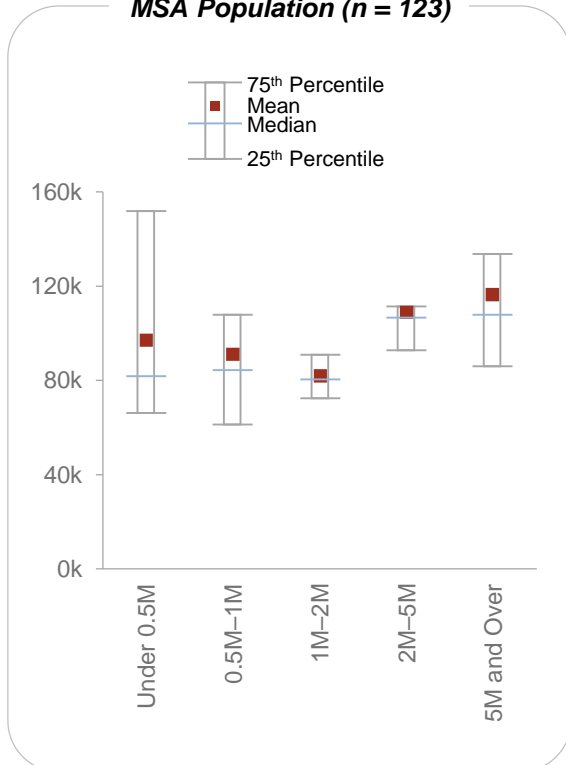
*Responsibility for important sub-collections; general administrative duties relating to area of responsibility; supervision of one or several curatorial subordinates.*



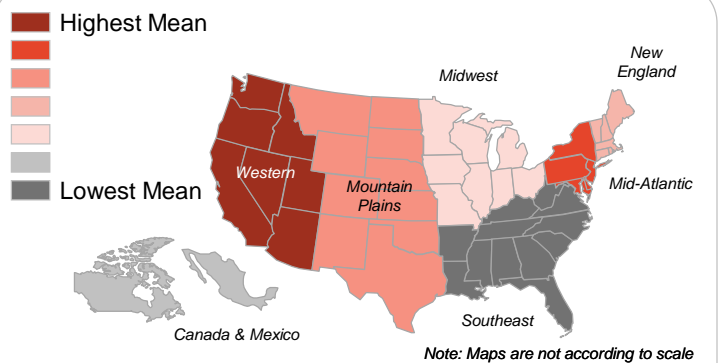
## Operating Budget



## MSA Population (n = 123)



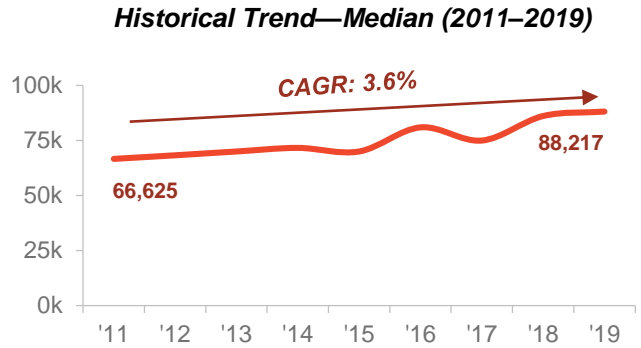
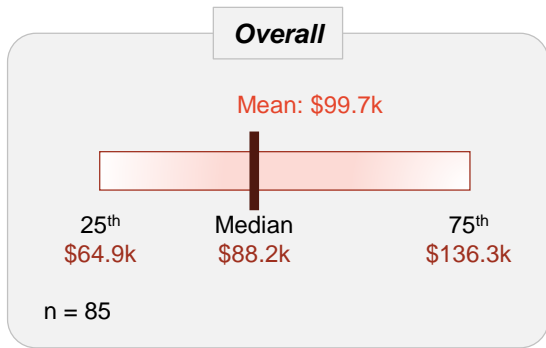
## Region



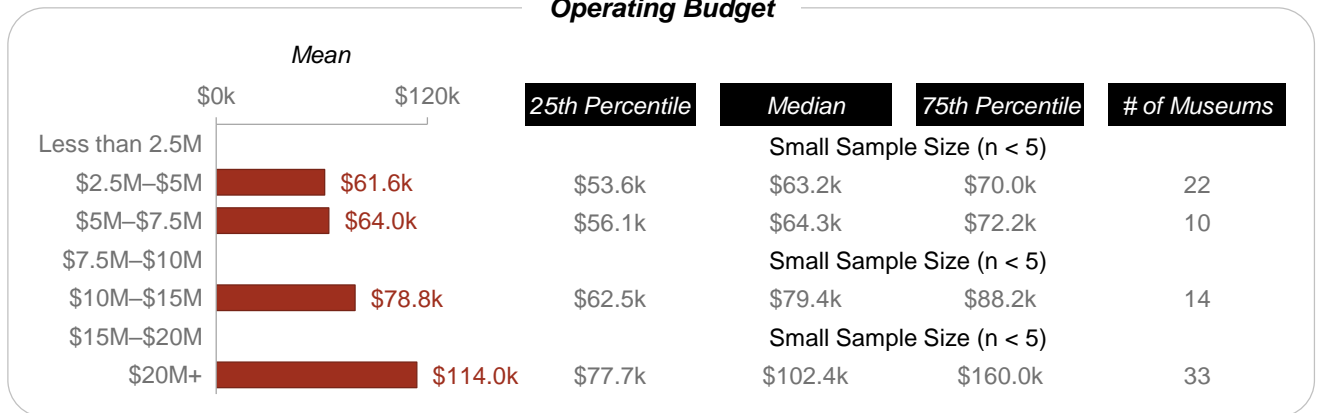
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$86.7k	\$107.7k	\$151.5k	\$115.9k	30
Midwest	\$83.7k	\$105.1k	\$110.0k	\$101.1k	23
Mountain Plains	\$105.5k	\$109.0k	\$120.7k	\$110.9k	13
New England	\$97.4k	\$105.8k	\$109.6k	\$107.5k	13
Southeast	\$63.2k	\$79.6k	\$90.8k	\$81.2k	24
Western	\$94.9k	\$102.6k	\$136.4k	\$128.6k	16
Canada Mexico	\$84.2k	\$86.1k	\$86.1k	\$82.0k	5

# Curator of Exhibitions / Curator C

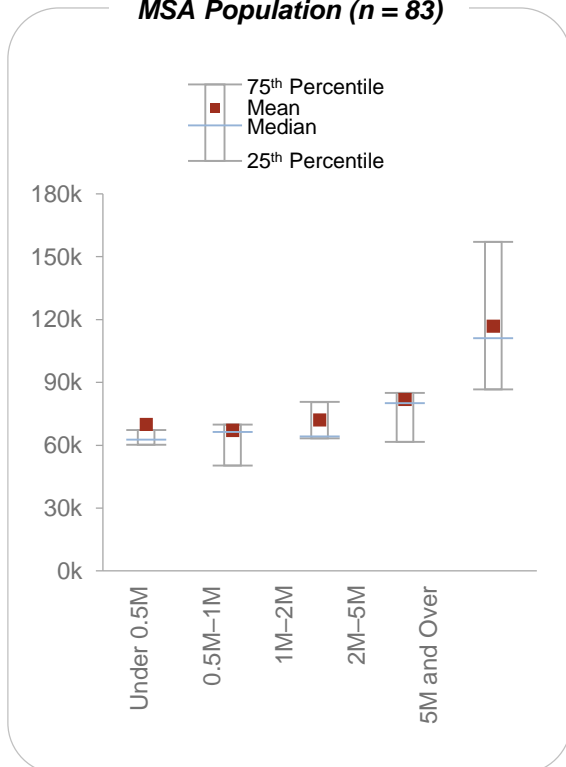
Primary responsibility for scheduling and installing temporary exhibits.



## Operating Budget



## MSA Population (n = 83)



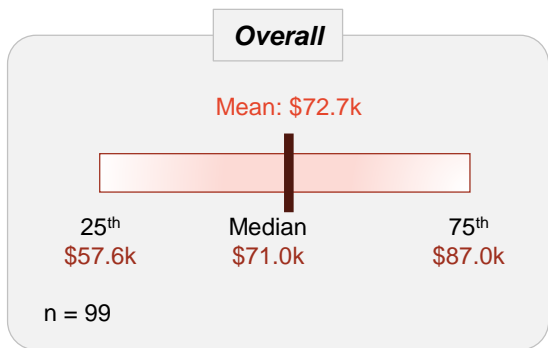
## Region



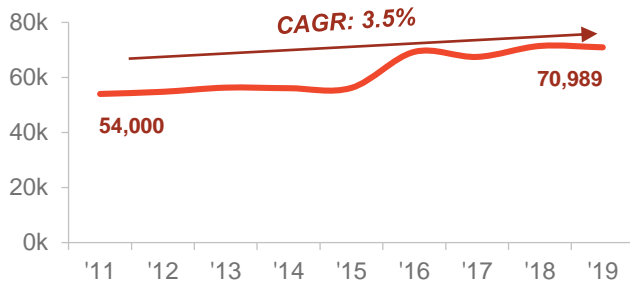
Region	25 <sup>th</sup> Percentile (\$k)	Median (\$k)	75 <sup>th</sup> Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$97.8k	\$144.9k	\$160.0k	\$128.5k	24
Midwest	\$60.1k	\$73.9k	\$75.2k	\$78.4k	16
Mountain Plains	\$60.0k	\$66.6k	\$76.7k	\$70.5k	8
New England	\$77.7k	\$77.7k	\$81.4k	\$81.6k	8
Southeast	\$61.5k	\$64.6k	\$77.7k	\$70.8k	13
Western	\$71.0k	\$100.2k	\$116.4k	\$94.6k	12
Canada Mexico					Small Sample Size (n < 5)

# Associate Curator / Curator D

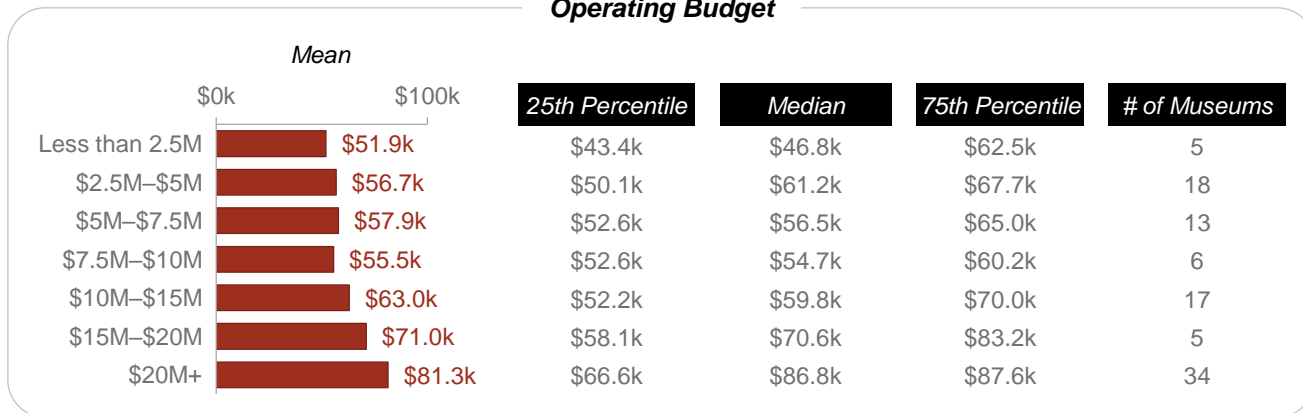
*Performs same functions as Curator in association with, and under supervision of, the Curator.*



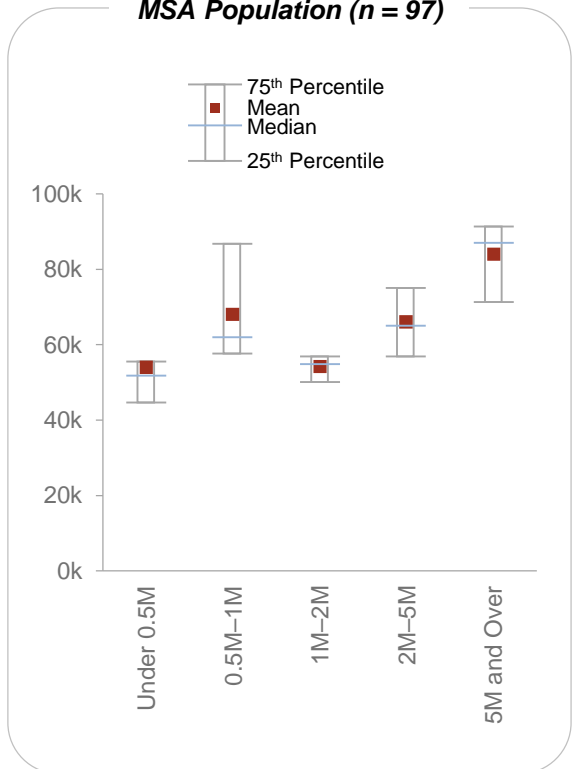
## Historical Trend—Median (2011–2019)



## Operating Budget



## MSA Population (n = 97)



## Region

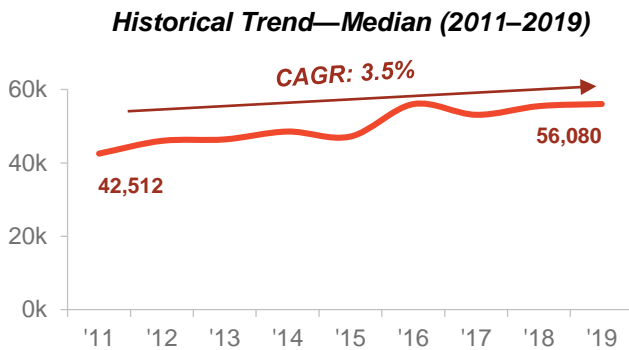
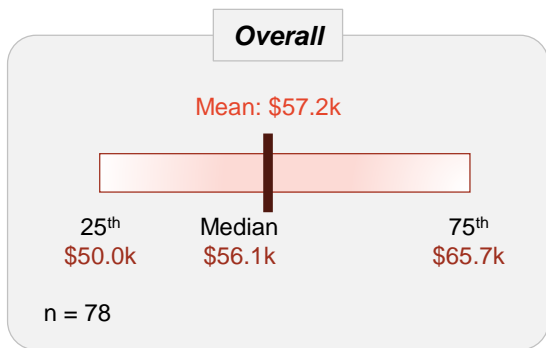


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$62.6k	\$87.0k	\$88.1k	\$82.1k	27
Midwest	\$61.5k	\$71.0k	\$74.0k	\$66.7k	18
Mountain Plains	\$52.6k	\$57.6k	\$64.8k	\$59.5k	8
New England	\$63.6k	\$71.0k	\$86.8k	\$73.3k	13
Southeast	\$50.0k	\$51.2k	\$55.0k	\$50.5k	15
Western	\$57.1k	\$76.1k	\$91.2k	\$74.3k	15
Canada Mexico					Small Sample Size (n < 5)

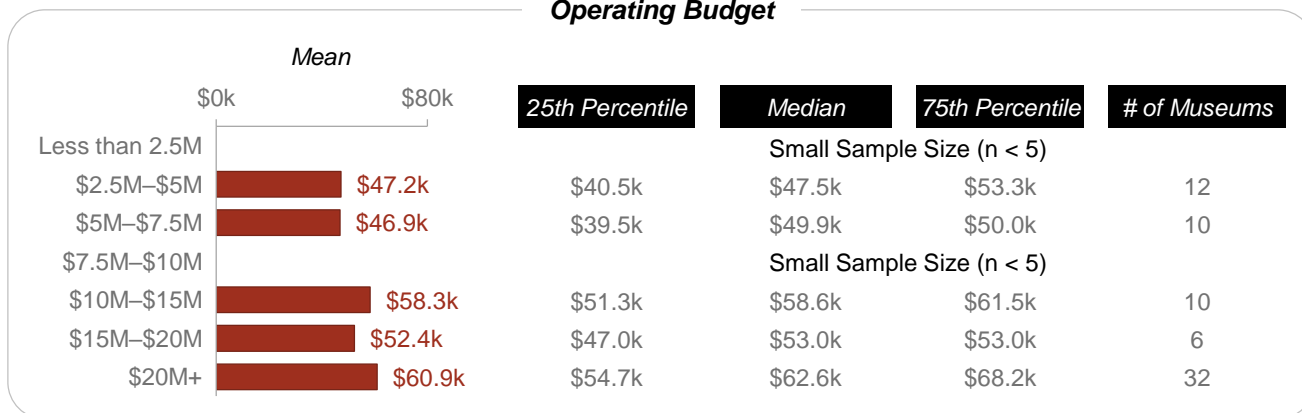


# Assistant Curator / Curator E

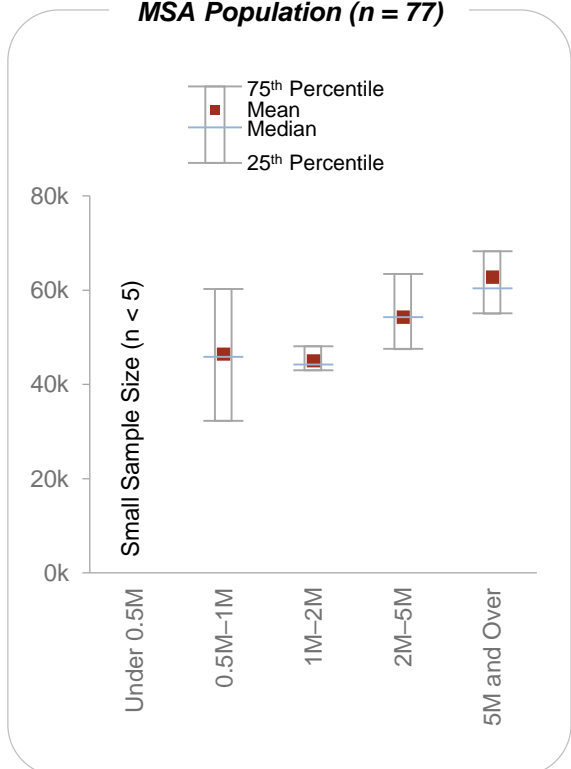
*Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.*



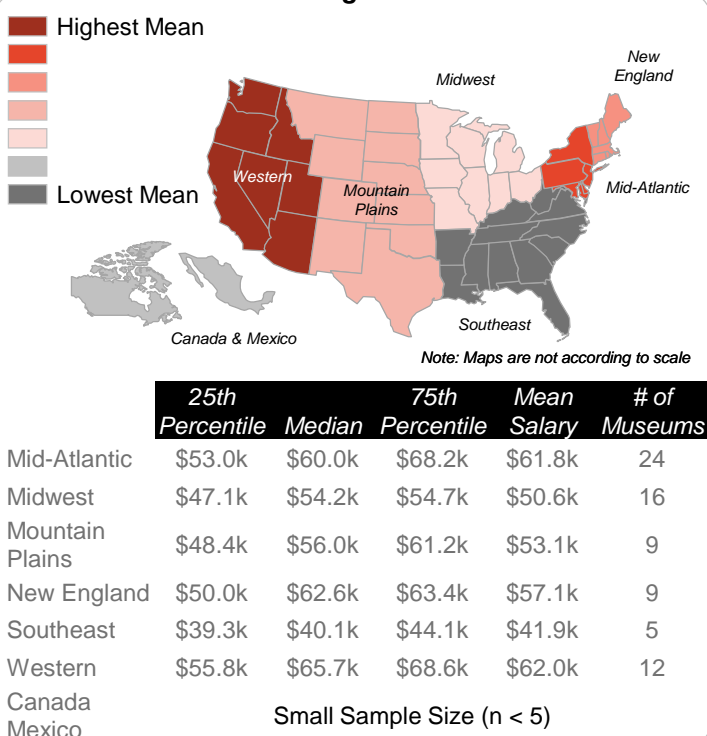
## Operating Budget



## MSA Population (n = 77)

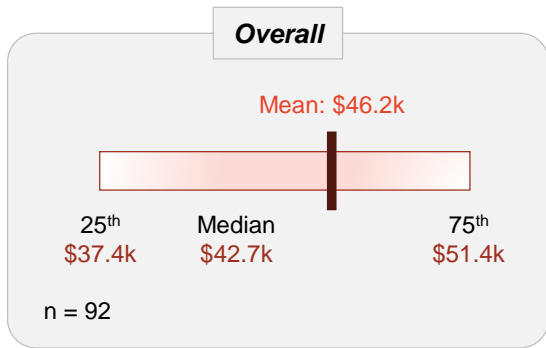


## Region

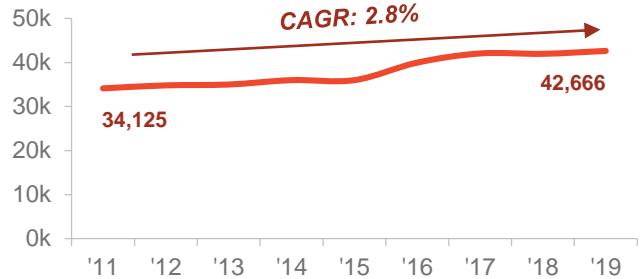


# Curator Assistant

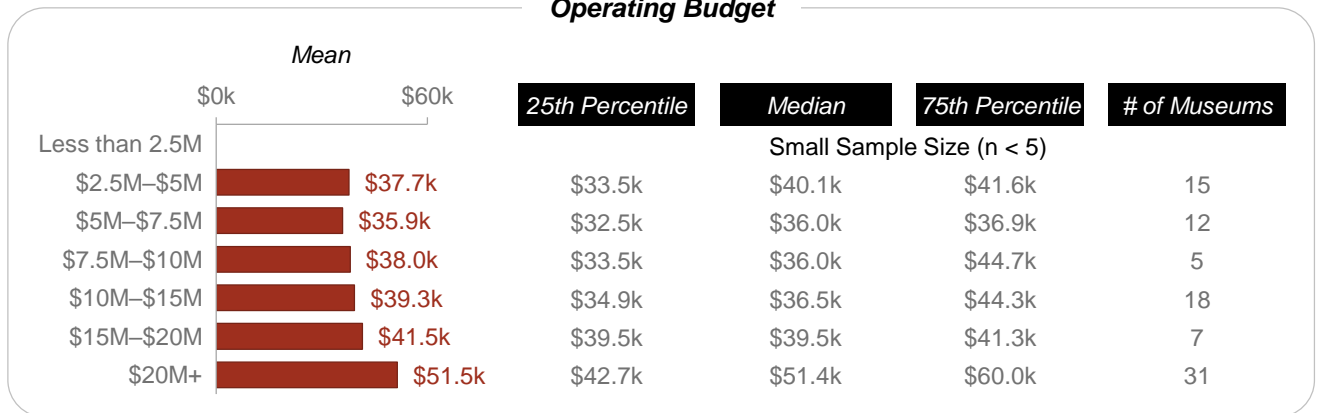
*Assists curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).*



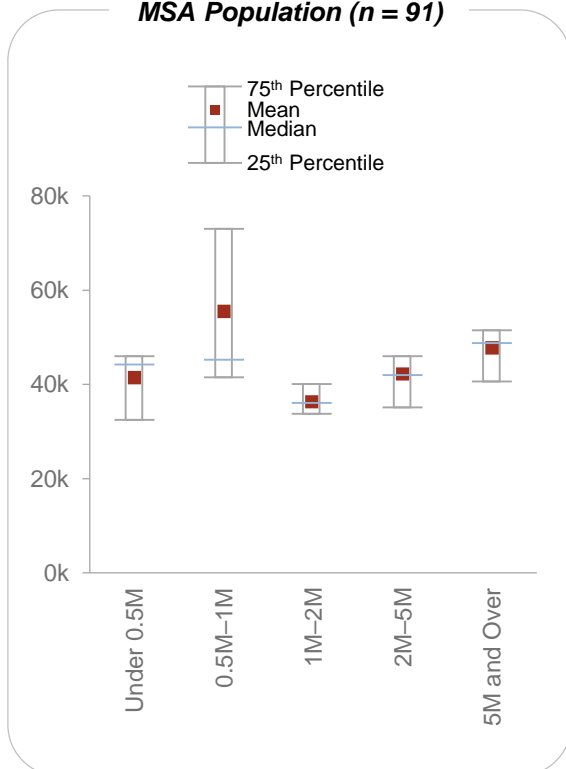
## Historical Trend—Median (2011–2019)



## Operating Budget



## MSA Population (n = 91)



## Region

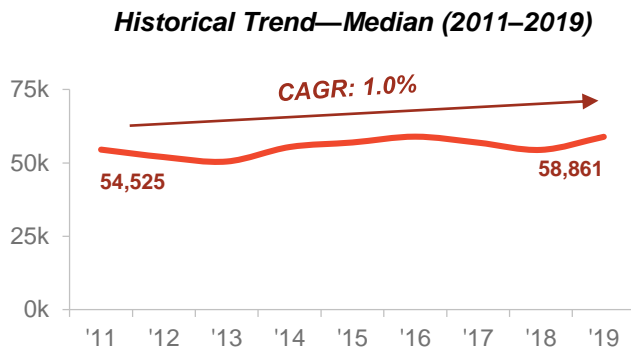
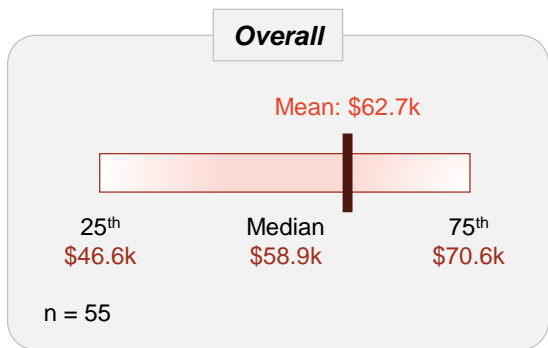


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$39.5k	\$42.7k	\$62.9k	\$47.9k	23
Midwest	\$34.9k	\$36.0k	\$41.5k	\$38.2k	14
Mountain Plains	\$36.0k	\$41.6k	\$41.6k	\$40.2k	9
New England	\$41.6k	\$53.3k	\$73.0k	\$55.4k	12
Southeast	\$31.2k	\$36.7k	\$41.6k	\$36.6k	17
Western	\$46.1k	\$49.8k	\$50.0k	\$48.3k	13
Canada Mexico					

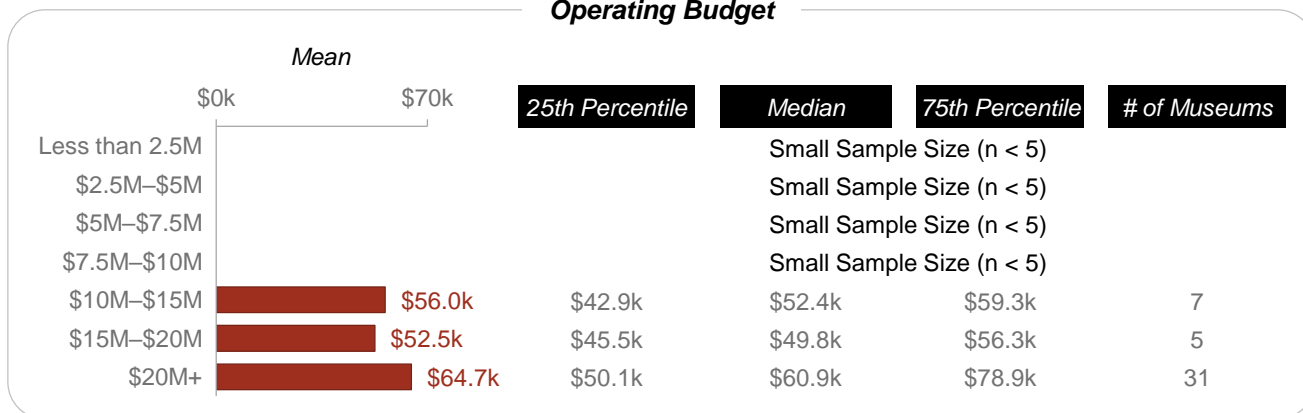
Small Sample Size (n < 5)

# Photographer

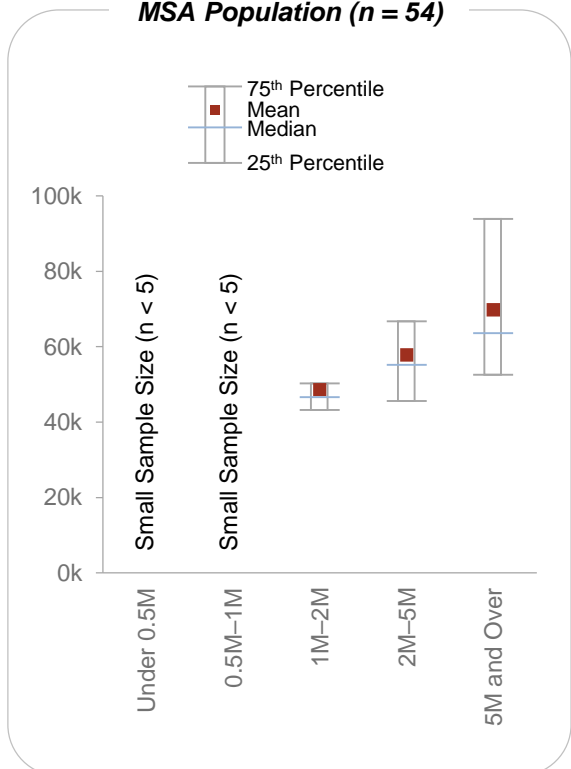
Responsible for photographic documentation of fine arts collections.



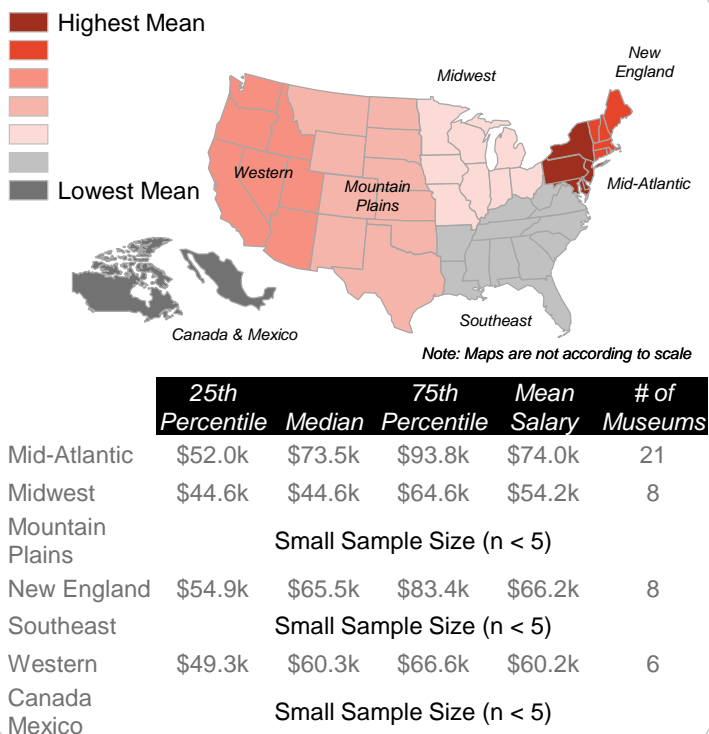
## Operating Budget



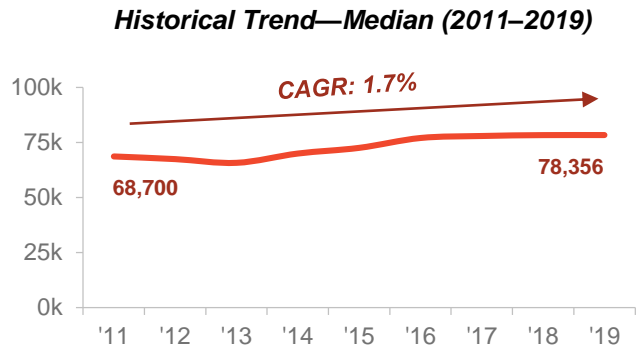
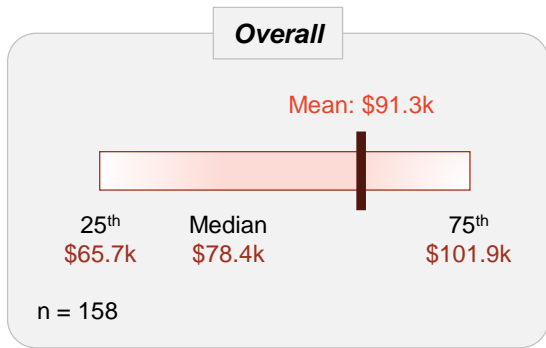
## MSA Population (n = 54)



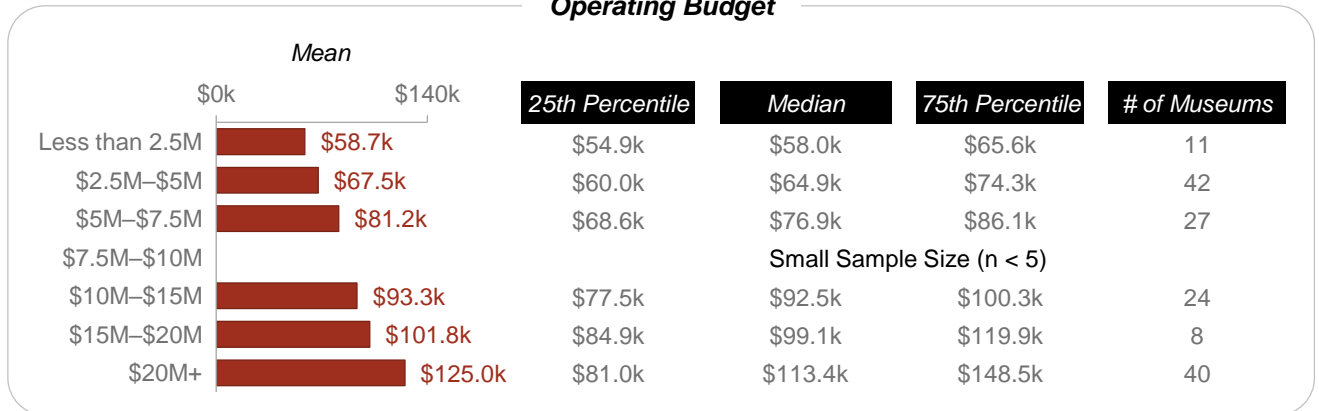
## Region



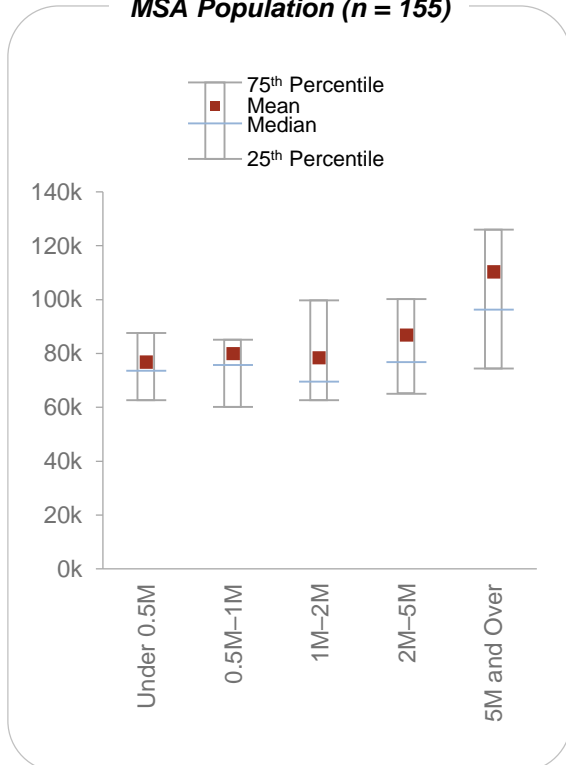
## Supervision of several educational departments or programs.



### Operating Budget



### MSA Population (n = 155)



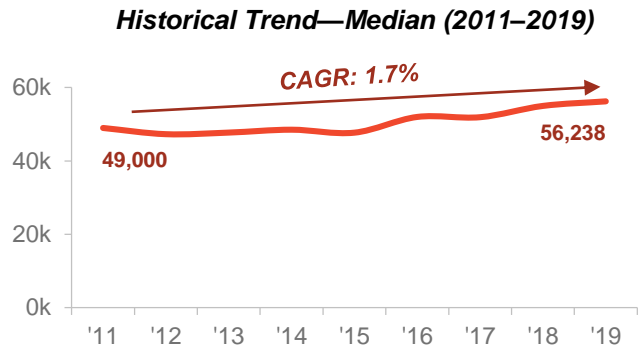
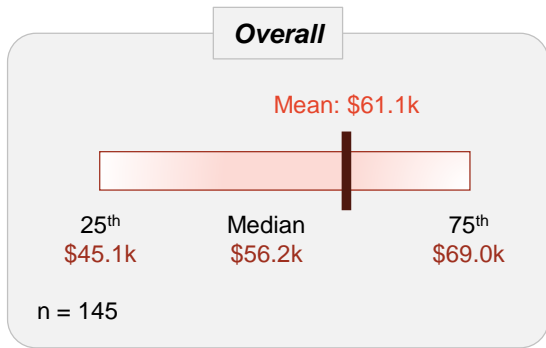
### Region



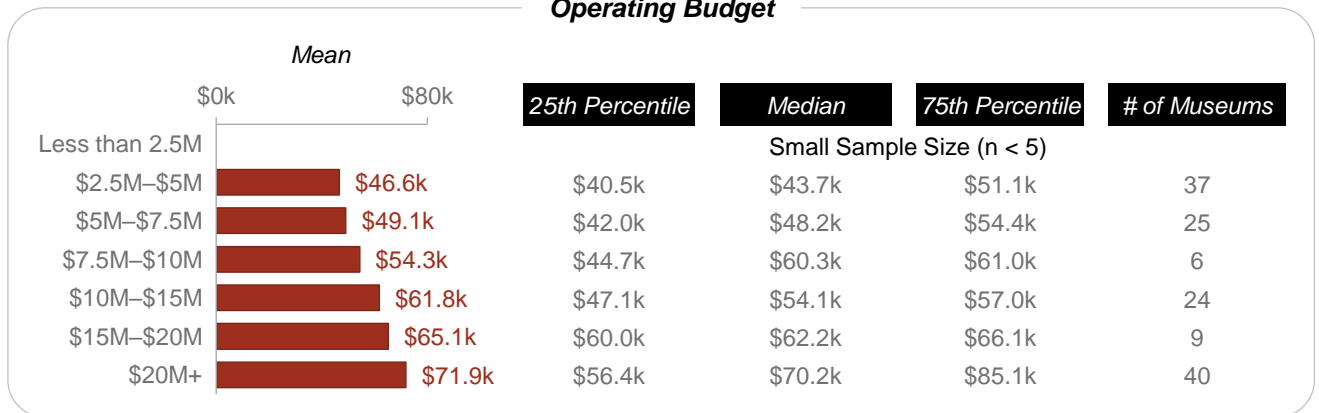
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$76.9k	\$89.3k	\$119.8k	\$108.2k	37
Midwest	\$61.2k	\$73.3k	\$92.3k	\$86.4k	30
Mountain Plains	\$67.6k	\$78.8k	\$109.2k	\$91.1k	16
New England	\$72.5k	\$86.3k	\$108.5k	\$89.9k	19
Southeast	\$60.8k	\$75.4k	\$92.7k	\$78.4k	30
Western	\$69.0k	\$76.4k	\$102.3k	\$95.1k	20
Canada Mexico	\$55.6k	\$62.7k	\$73.2k	\$78.1k	6

# Associate Educator / Educator B

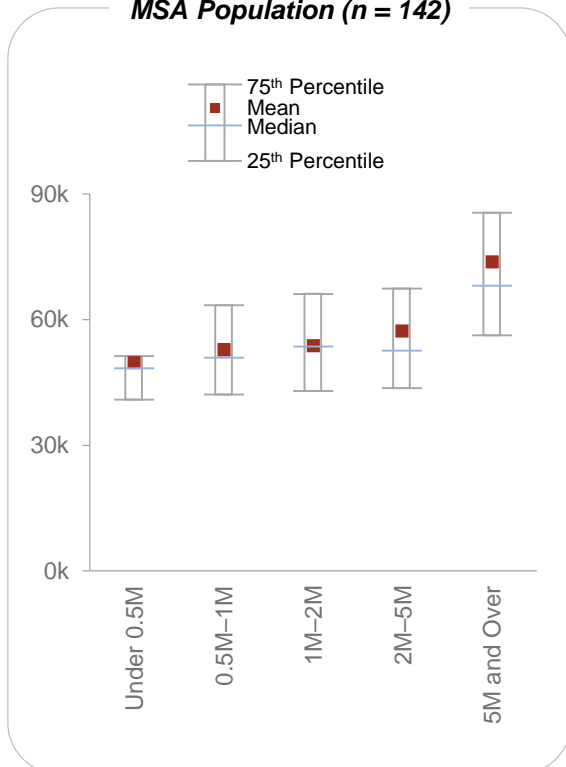
**Responsibility for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences.**



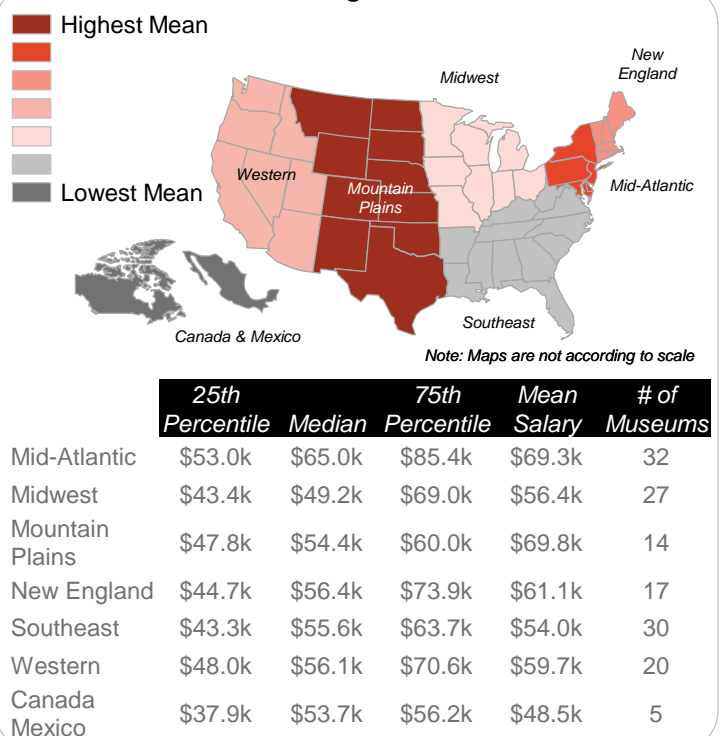
## Operating Budget



## MSA Population (n = 142)

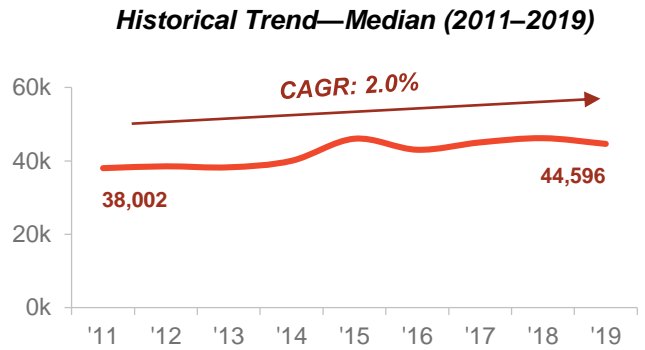
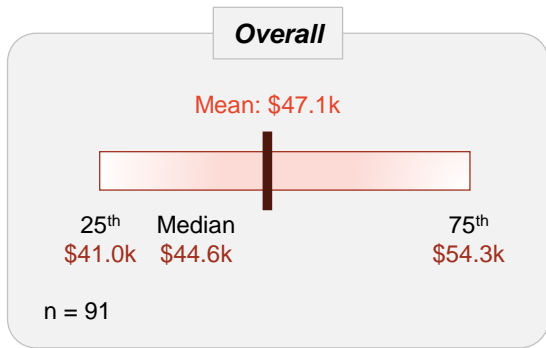


## Region

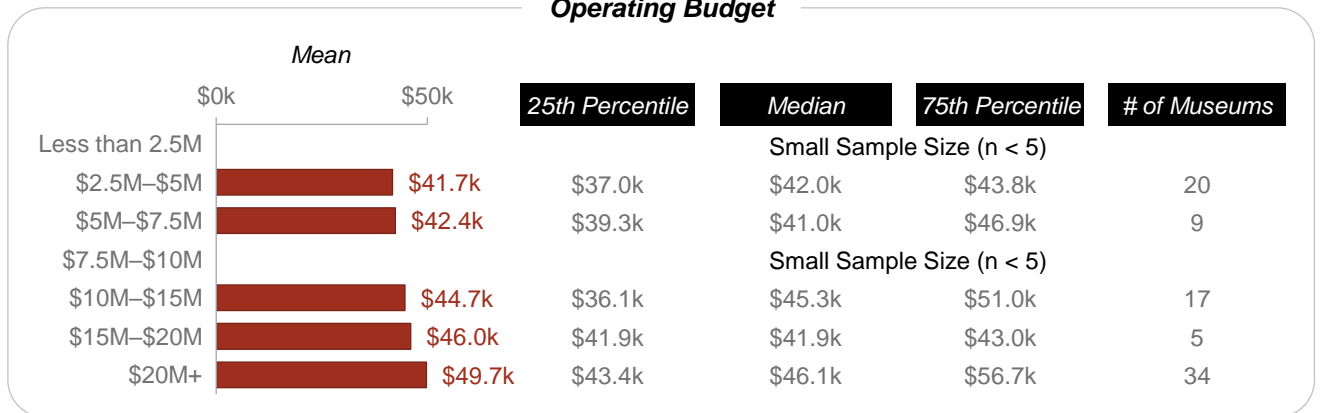


# Assistant Educator / Educator C

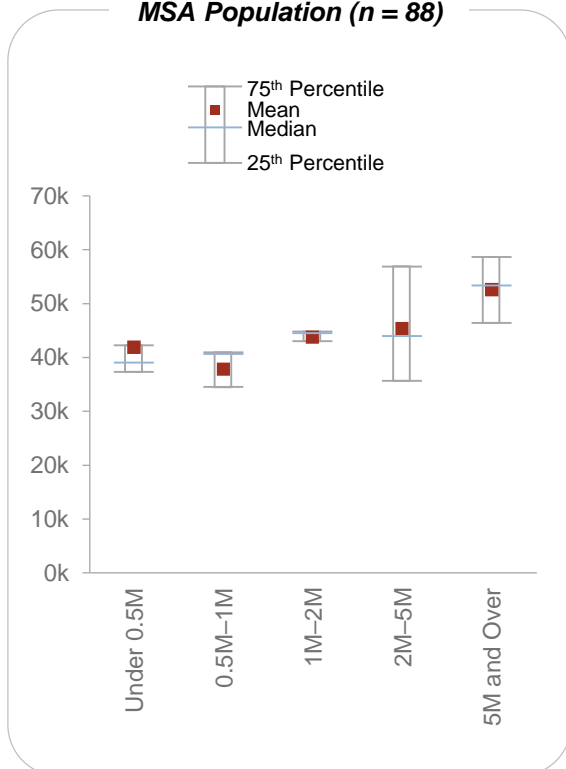
*Assists in developing and implementing a major interpretive or studio program.*



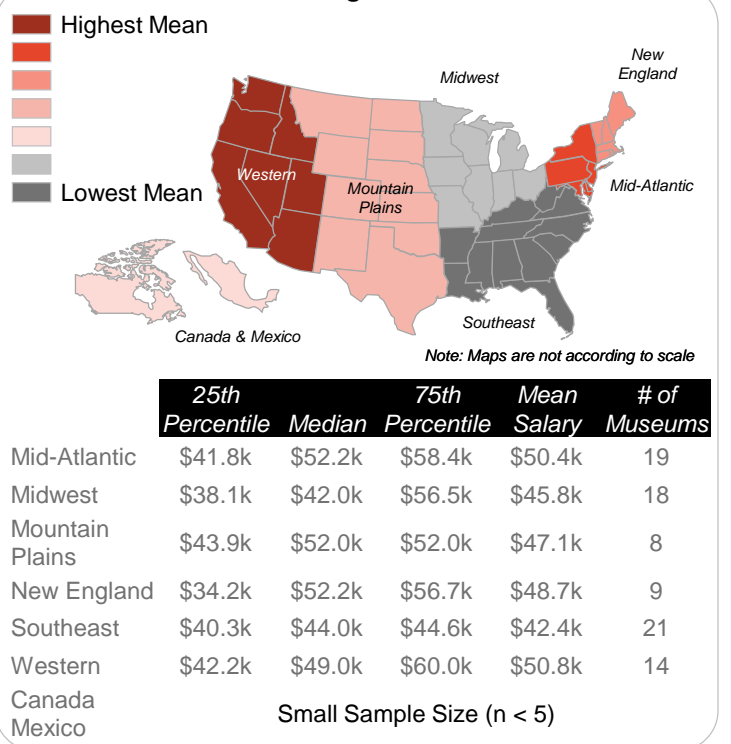
## Operating Budget



## MSA Population (n = 88)

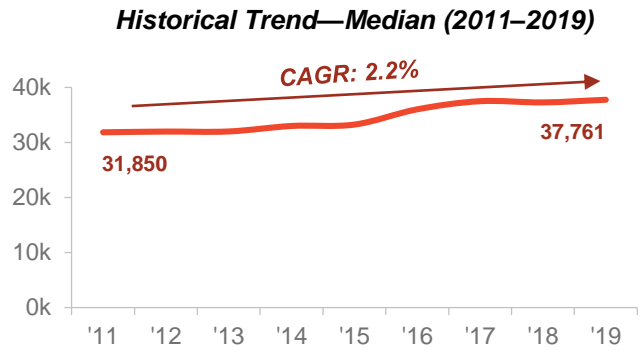
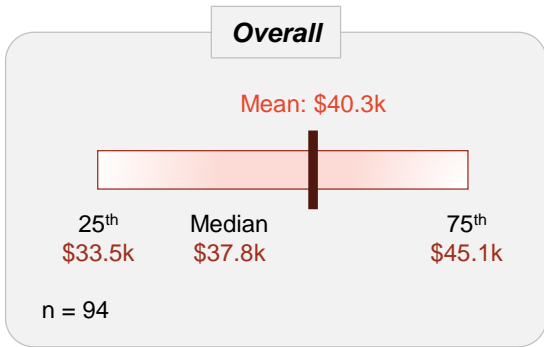


## Region

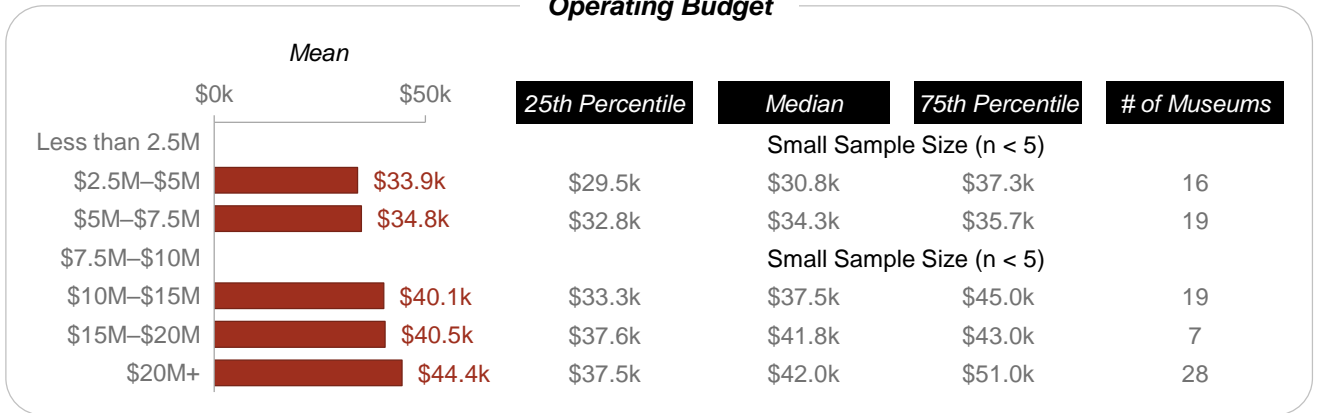


# Education Assistant

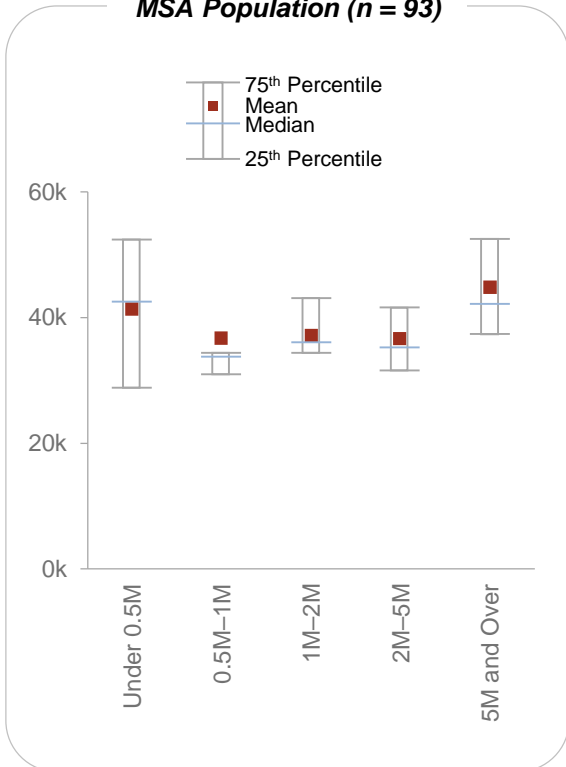
*Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.*



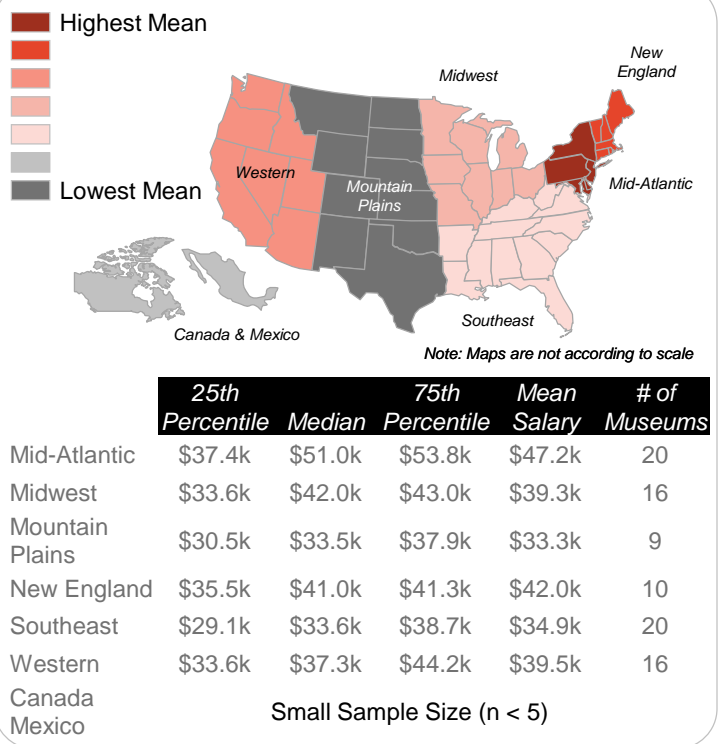
## Operating Budget



## MSA Population (n = 93)

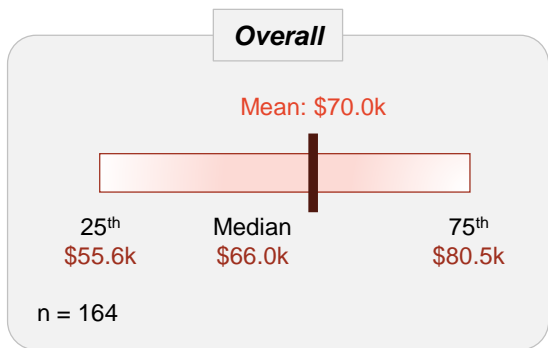


## Region

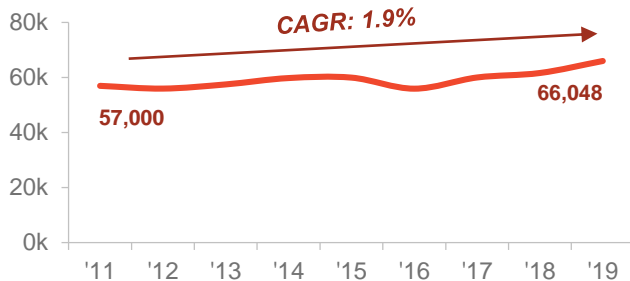


# Registrar A

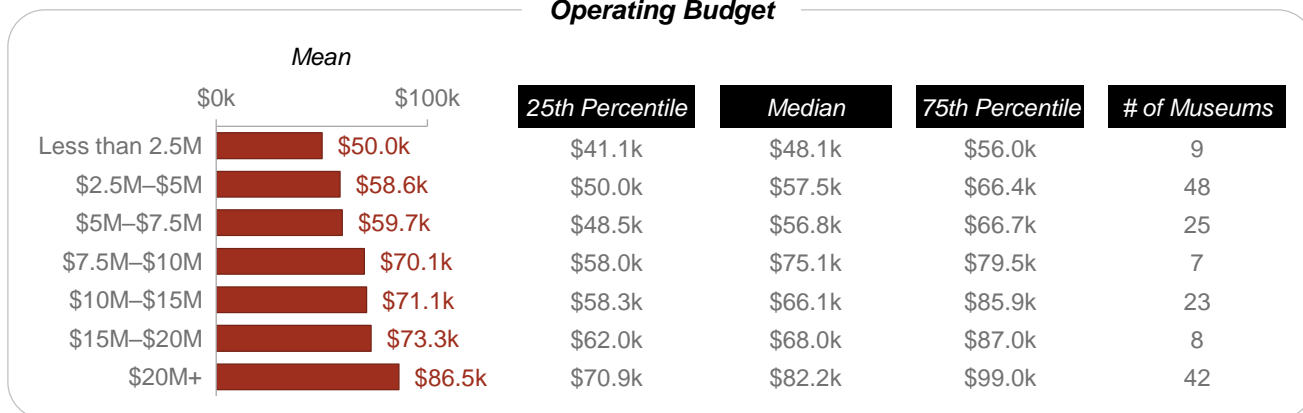
*Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, cataloguing, etc.*



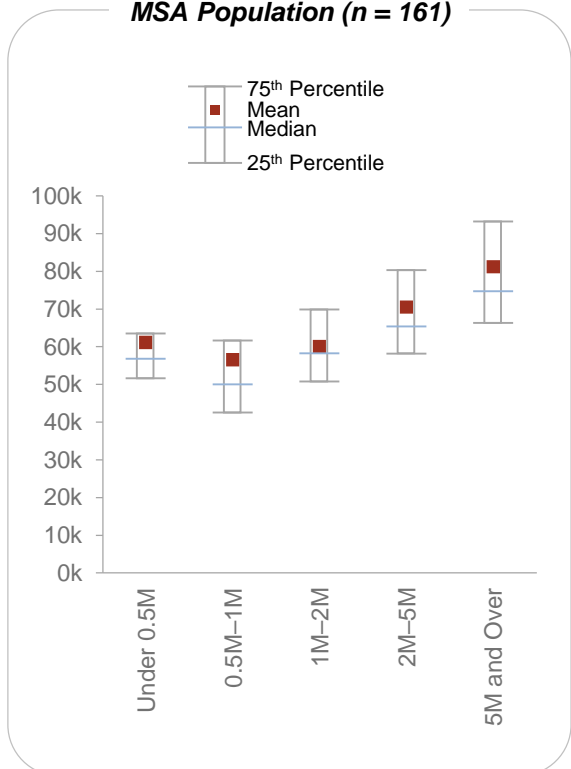
## Historical Trend—Median (2011–2019)



## Operating Budget



## MSA Population (n = 161)



## Region

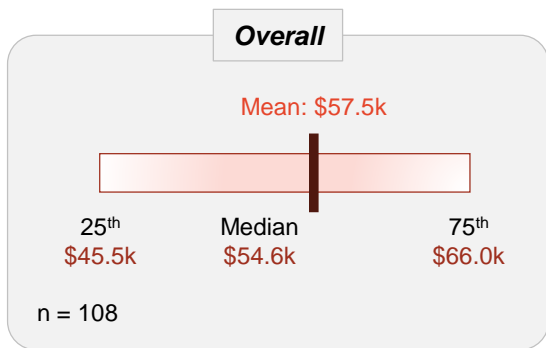


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$61.2k	\$79.0k	\$92.3k	\$79.2k	37
Midwest	\$52.0k	\$61.4k	\$75.0k	\$66.4k	30
Mountain Plains	\$48.1k	\$58.4k	\$89.1k	\$70.0k	17
New England	\$62.9k	\$71.0k	\$83.5k	\$73.2k	21
Southeast	\$53.6k	\$58.0k	\$66.3k	\$60.3k	31
Western	\$57.0k	\$68.3k	\$86.3k	\$73.4k	22
Canada Mexico	\$42.9k	\$51.5k	\$68.0k	\$54.4k	6

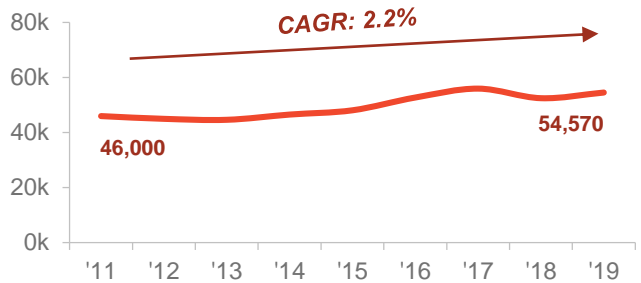


# Associate Registrar / Registrar B

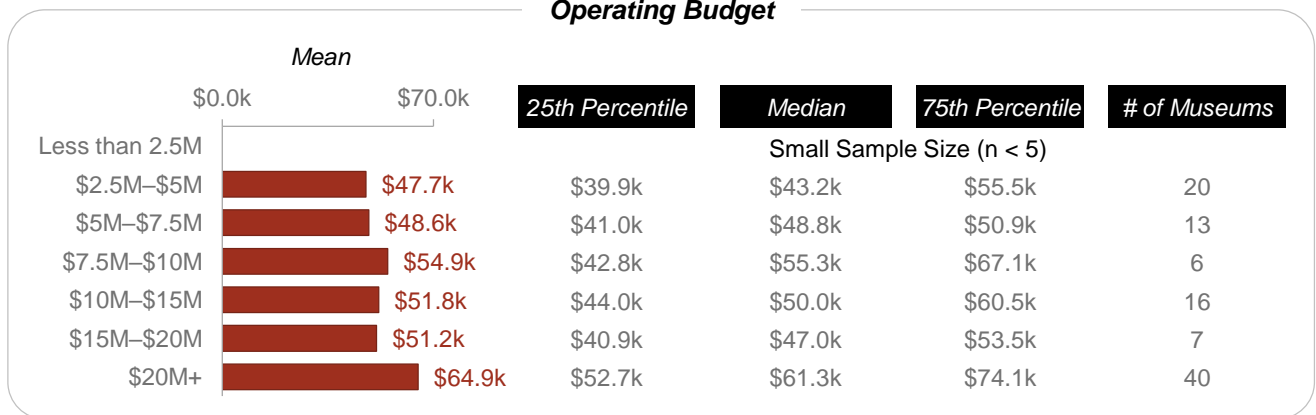
*Assists Registrar in performance of routine duties.*



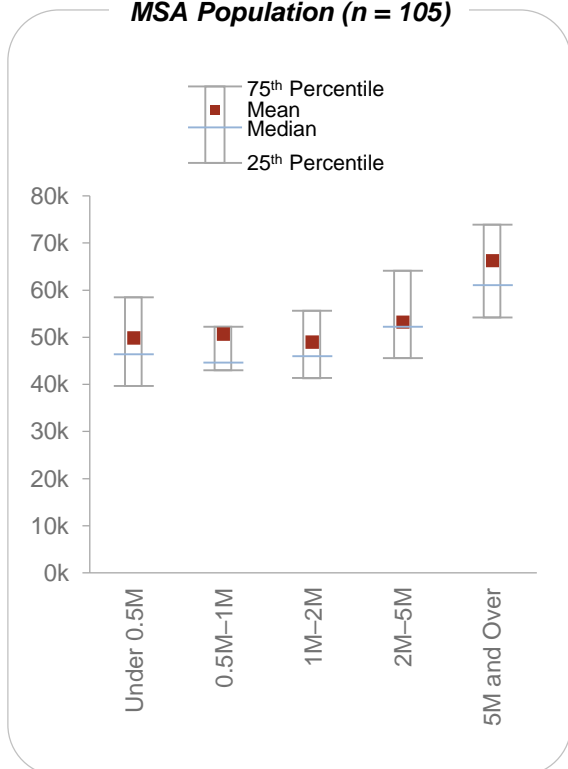
## Historical Trend—Median (2011–2019)



## Operating Budget



## MSA Population (n = 105)



## Region

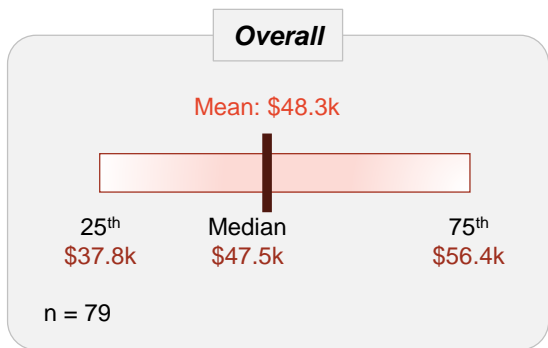


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$47.0k	\$64.5k	\$77.5k	\$66.4k	29
Midwest	\$41.6k	\$46.8k	\$52.0k	\$50.4k	16
Mountain Plains	\$47.6k	\$54.6k	\$59.4k	\$53.3k	13
New England	\$55.3k	\$60.4k	\$67.1k	\$61.1k	15
Southeast	\$42.7k	\$44.7k	\$49.0k	\$47.0k	19
Western	\$52.7k	\$58.1k	\$63.7k	\$58.2k	13
Canada Mexico					

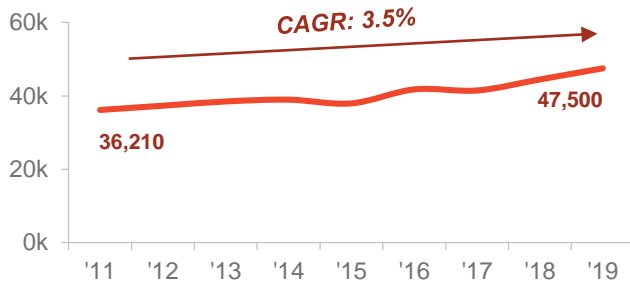
Small Sample Size (n < 5)

# Assistant Registrar / Registrar C

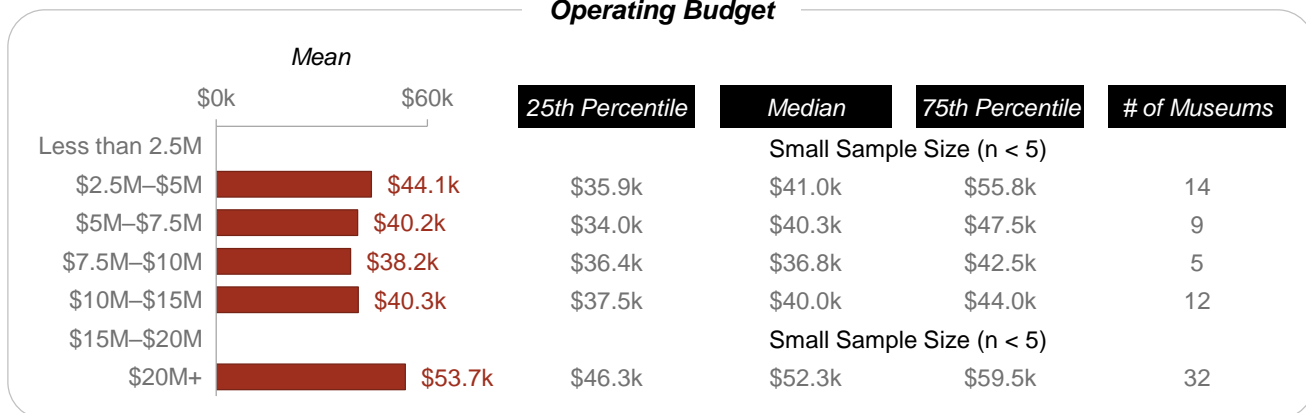
*Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.*



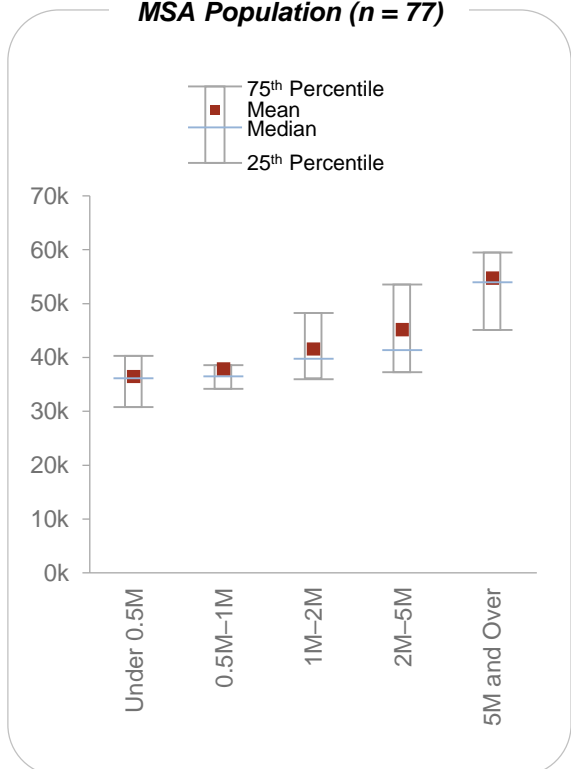
## Historical Trend—Median (2011–2019)



## Operating Budget



## MSA Population (n = 77)



## Region

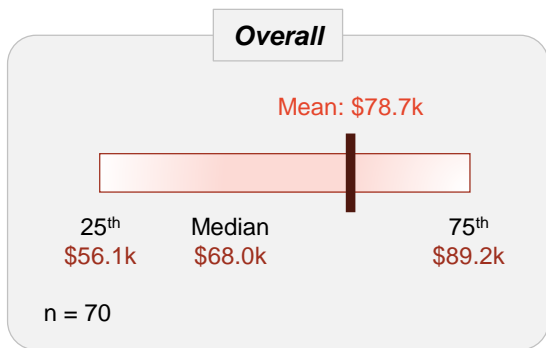


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$40.0k	\$58.5k	\$59.5k	\$55.5k	21
Midwest	\$37.0k	\$39.7k	\$52.3k	\$43.5k	15
Mountain Plains	\$34.0k	\$43.1k	\$46.6k	\$41.3k	9
New England	\$40.3k	\$50.0k	\$50.4k	\$46.5k	10
Southeast	\$33.0k	\$39.7k	\$41.0k	\$38.5k	13
Western	\$44.2k	\$55.0k	\$56.4k	\$51.3k	10
Canada Mexico					

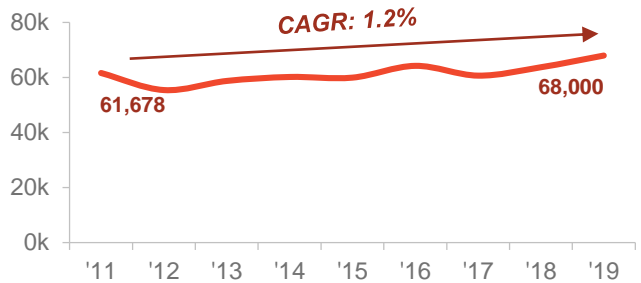
Small Sample Size (n < 5)

# Head Librarian / Librarian A

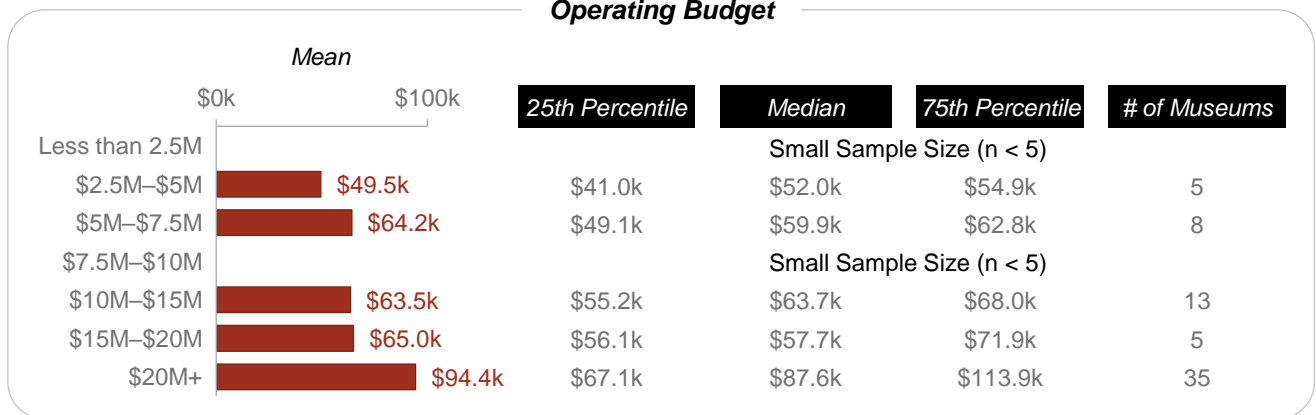
*Formulates and carries out library practices, policies and procedures.*



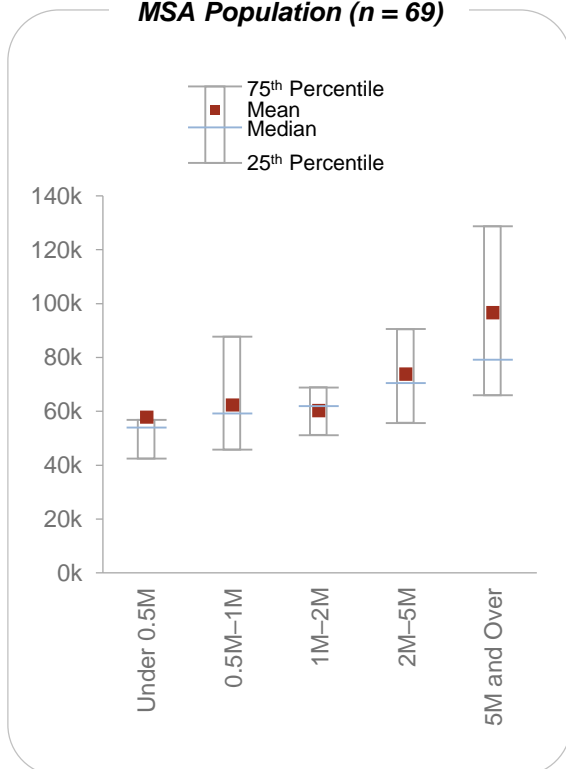
**Historical Trend—Median (2011–2019)**



## Operating Budget



## MSA Population (n = 69)



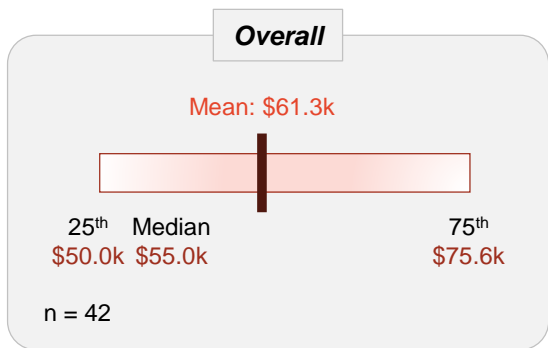
## Region



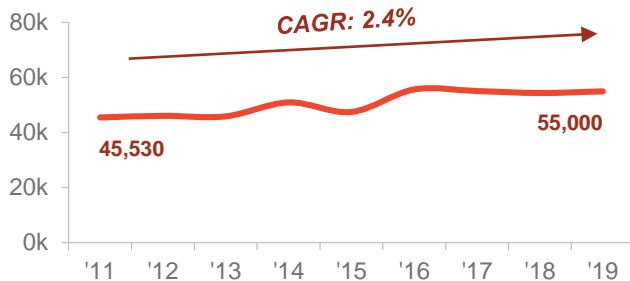
Region	25 <sup>th</sup> Percentile (\$k)	Median (\$k)	75 <sup>th</sup> Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$56.1k	\$68.0k	\$128.3k	\$89.6k	20
Midwest	\$64.8k	\$83.6k	\$89.7k	\$81.4k	11
Mountain Plains	\$59.7k	\$70.4k	\$84.4k	\$76.1k	8
New England	\$63.6k	\$80.6k	\$100.0k	\$82.0k	6
Southeast	\$41.7k	\$54.2k	\$68.0k	\$53.7k	11
Western	\$55.2k	\$71.9k	\$108.4k	\$78.9k	11
Canada Mexico					Small Sample Size (n < 5)

# Associate Librarian / Librarian B

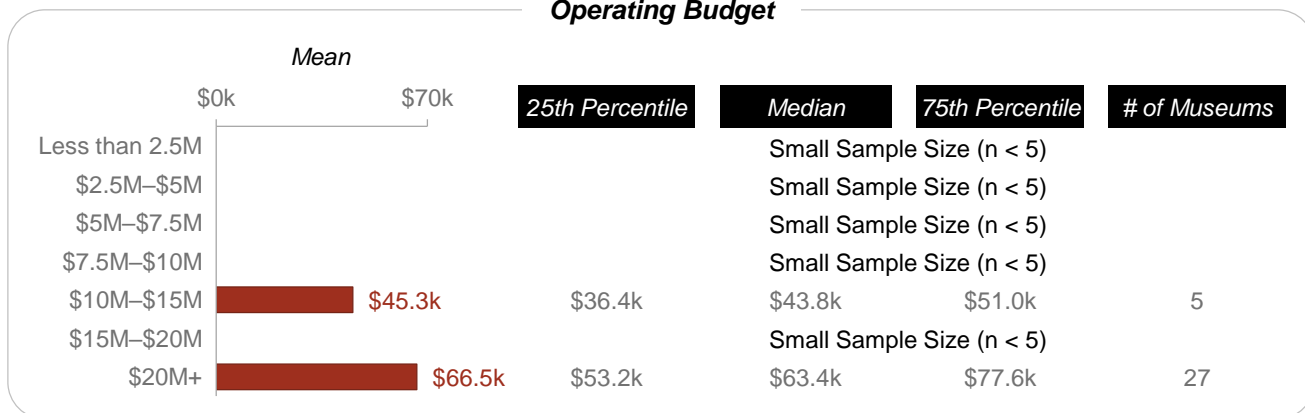
*Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.*



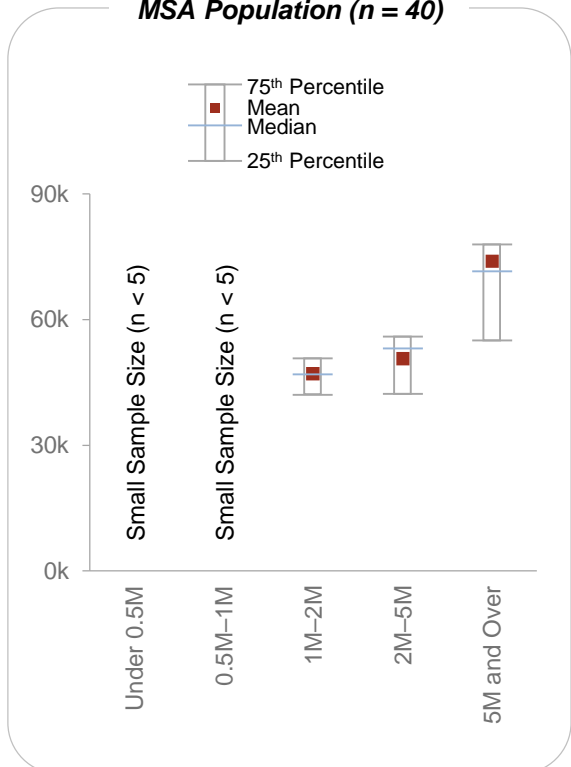
**Historical Trend—Median (2011–2019)**



## Operating Budget



## MSA Population (n = 40)



## Region

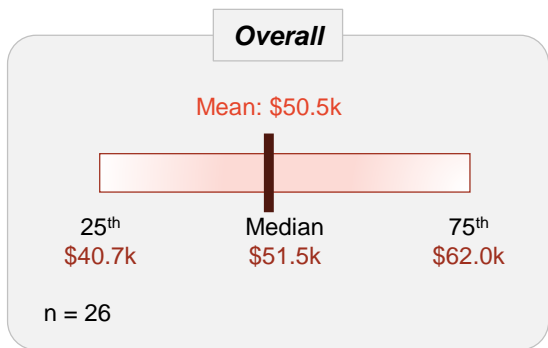


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$77.2k	\$78.0k	\$81.9k	\$79.4k	9
Midwest	\$41.6k	\$53.4k	\$55.9k	\$52.7k	9
Mountain Plains	\$50.5k	\$55.0k	\$55.0k	\$53.3k	5
New England	\$53.0k	\$53.0k	\$63.3k	\$56.3k	5
Southeast	\$36.3k	\$50.5k	\$50.5k	\$46.8k	5
Western	\$49.6k	\$60.3k	\$71.2k	\$64.9k	5
Canada Mexico					

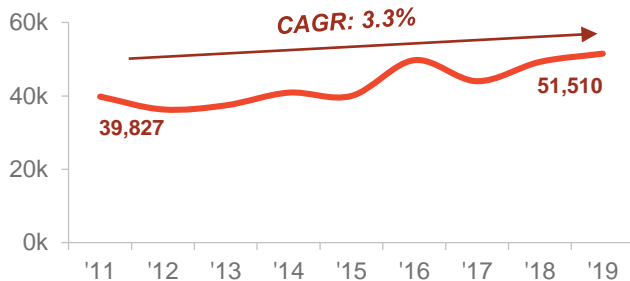
Small Sample Size (n < 5)

# Associate Librarian / Librarian C

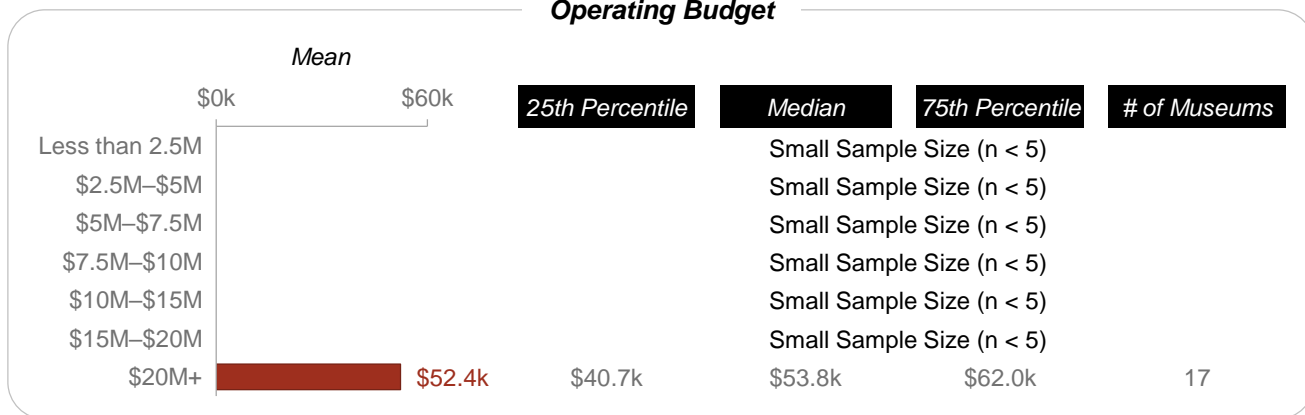
*Assists Head Librarian and Associate Librarian with specific sub-program in library operations.*



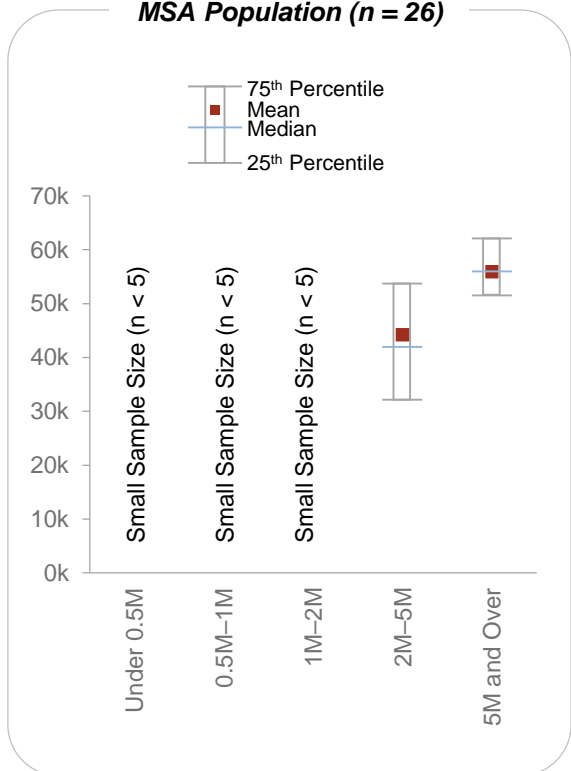
**Historical Trend—Median (2011–2019)**



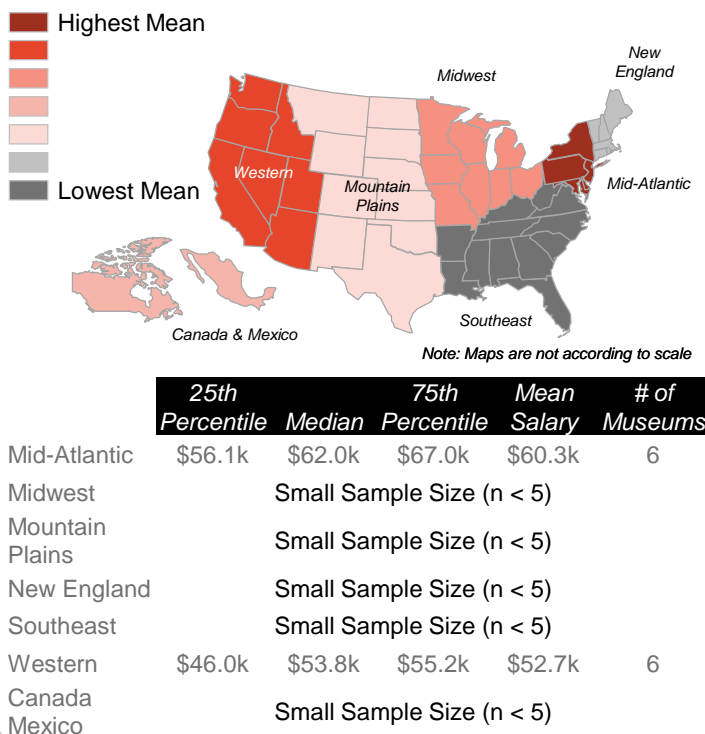
**Operating Budget**



**MSA Population (n = 26)**

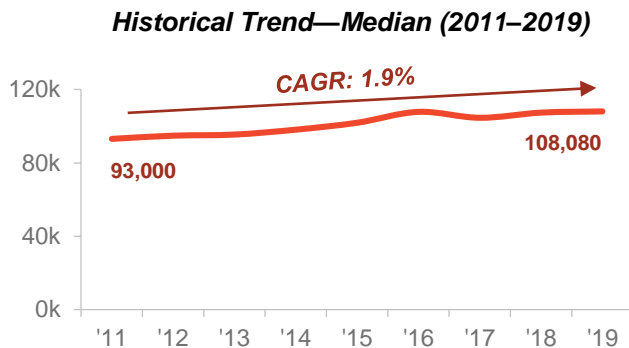
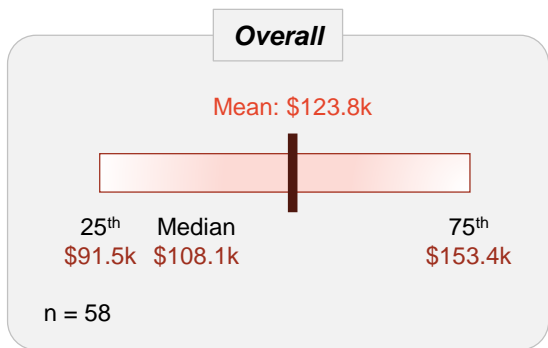


**Region**

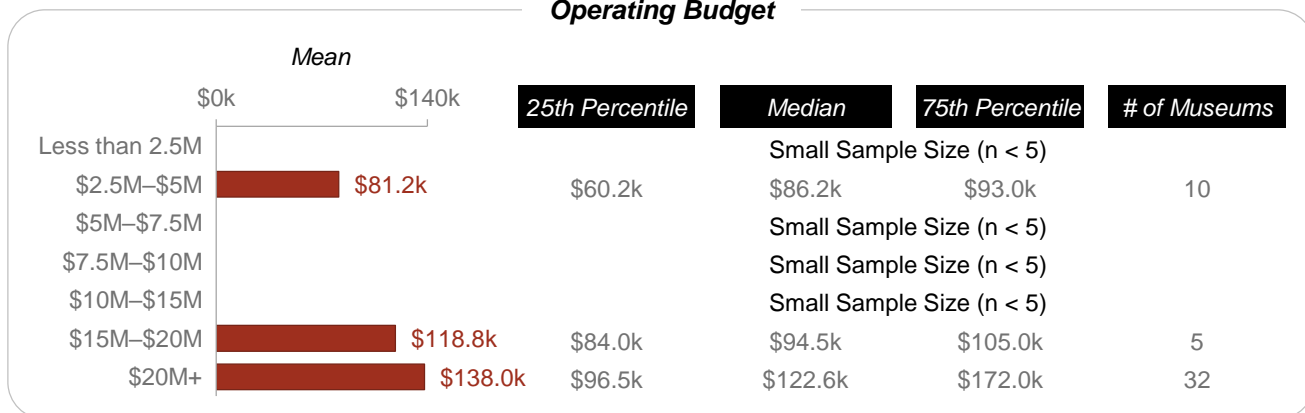


# Chief Conservator / Conservator A

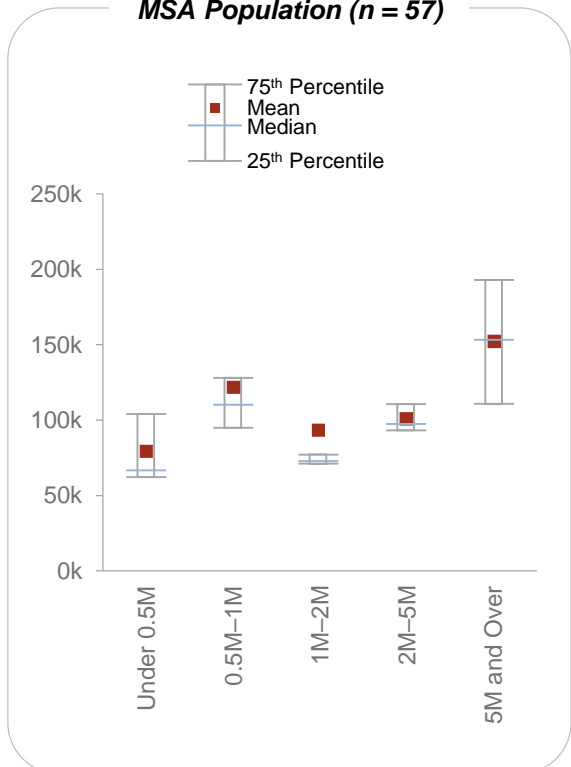
*General supervision of conservation department, including administration of the budget and department personnel.*



## Operating Budget



## MSA Population (n = 57)



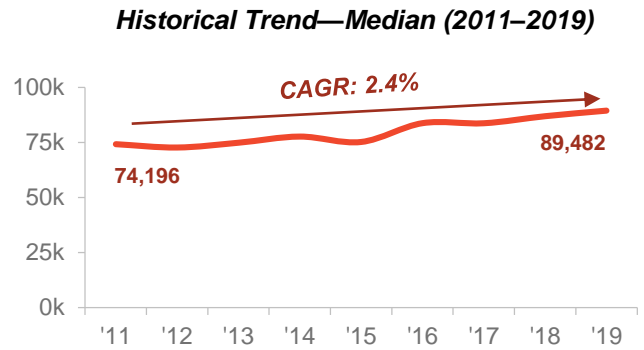
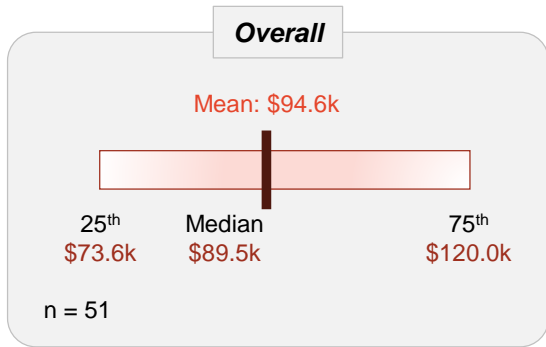
## Region



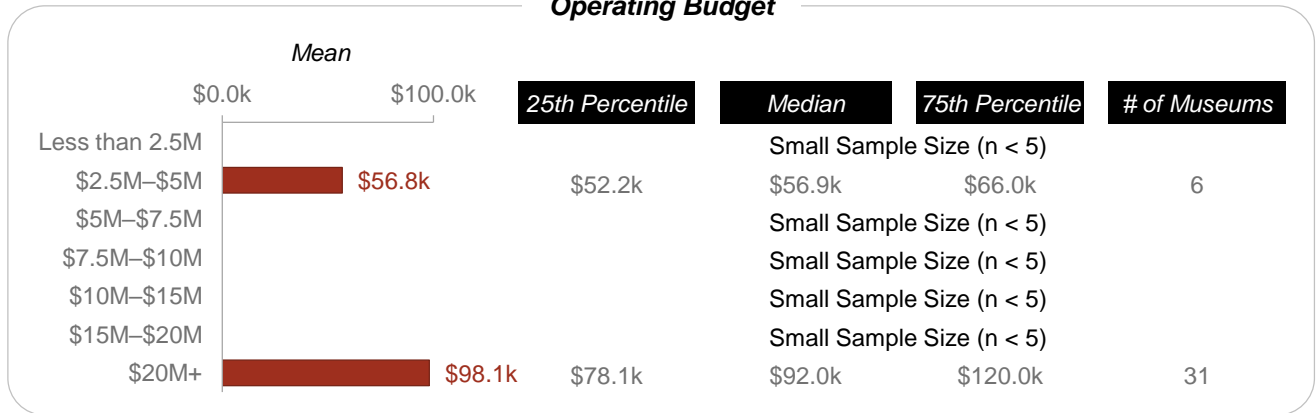
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$95.0k	\$118.9k	\$193.2k	\$138.2k	22
Midwest	\$84.2k	\$107.5k	\$134.1k	\$113.7k	8
Mountain Plains	\$93.0k	\$135.0k	\$165.0k	\$140.8k	5
New England	\$95.3k	\$95.3k	\$98.0k	\$103.5k	6
Southeast	\$72.0k	\$91.1k	\$112.8k	\$107.4k	6
Western	\$109.6k	\$131.7k	\$172.0k	\$138.2k	7
Canada Mexico					Small Sample Size (n < 5)

# Senior Conservator / Conservator B

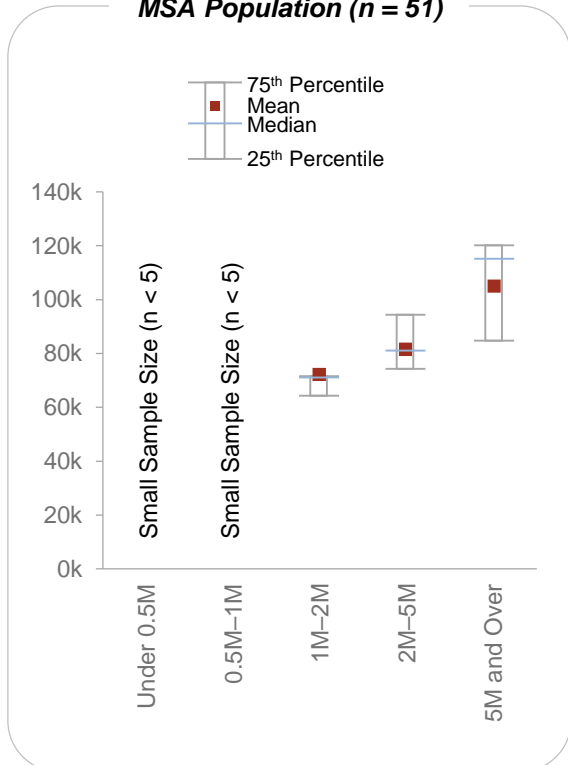
*Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization.*



## Operating Budget



## MSA Population (n = 51)



## Region

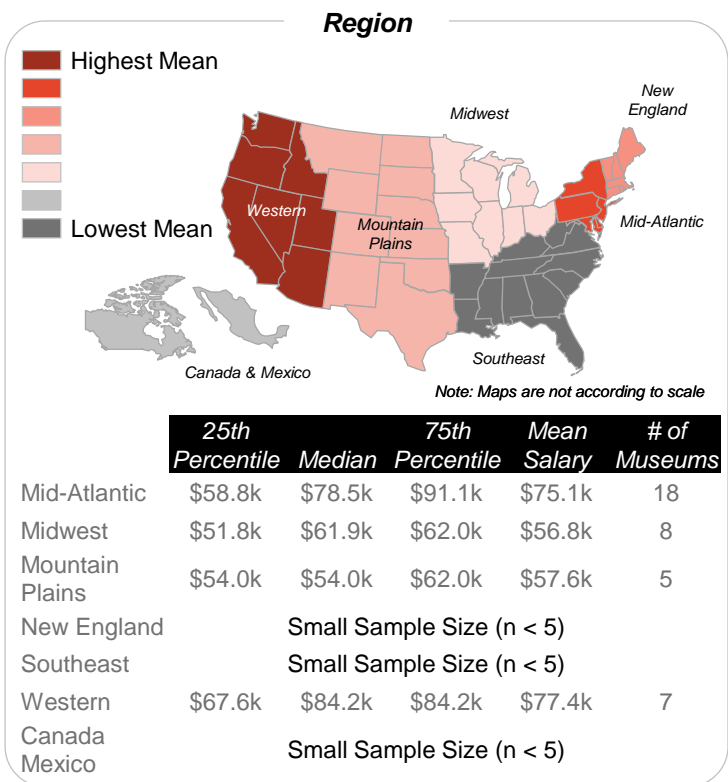
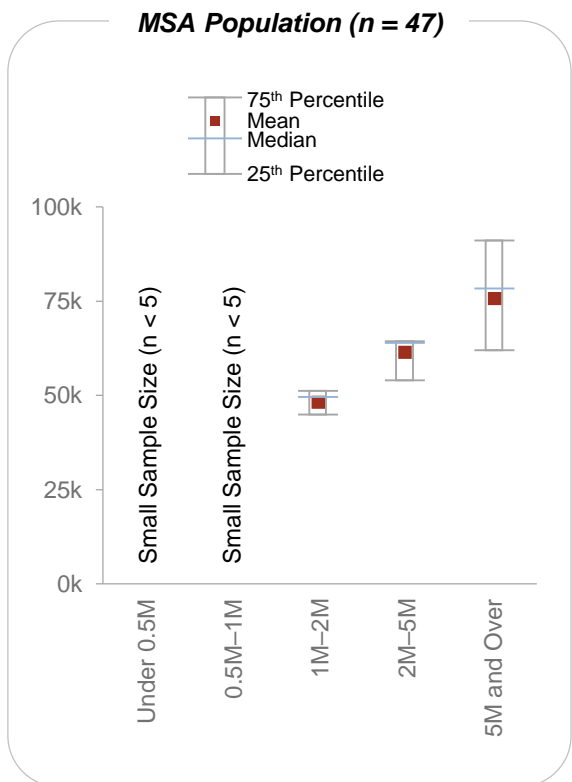
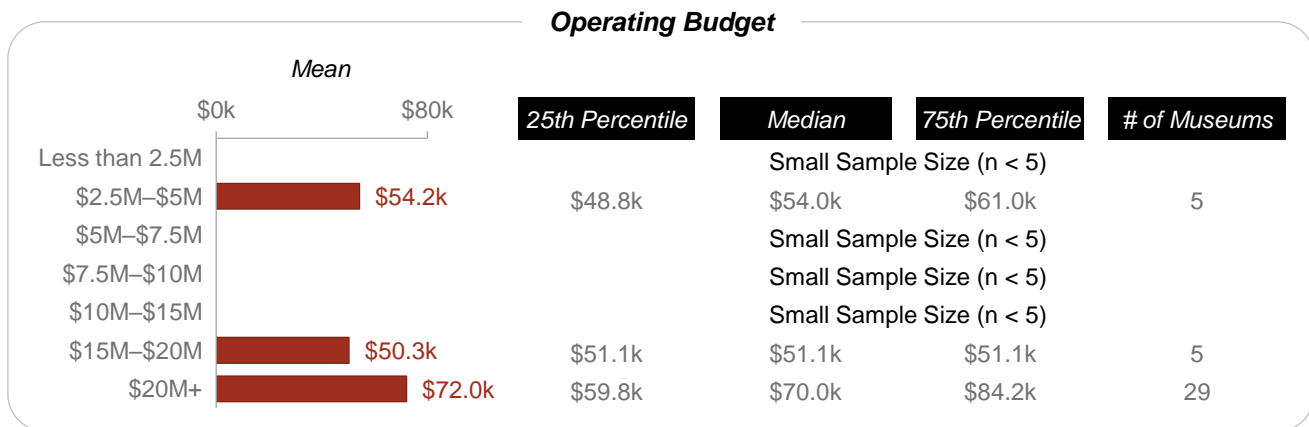
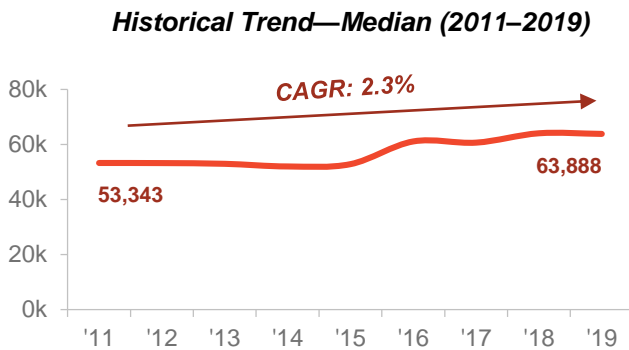
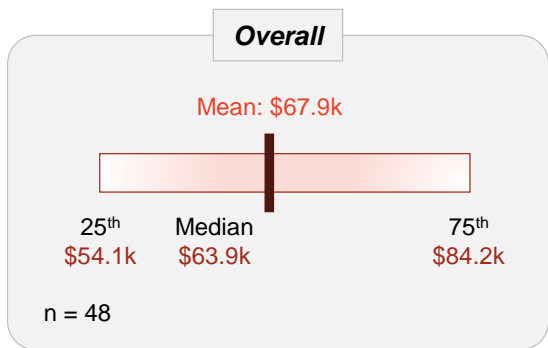


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$106.1k	\$120.0k	\$120.0k	\$112.3k	15
Midwest	\$77.6k	\$84.5k	\$84.5k	\$80.3k	6
Mountain Plains	\$72.0k	\$87.4k	\$115.0k	\$90.6k	6
New England	\$82.8k	\$82.8k	\$96.1k	\$86.9k	6
Southeast	\$58.5k	\$71.3k	\$71.3k	\$70.0k	5
Western	\$83.2k	\$98.3k	\$101.8k	\$93.1k	9
Canada Mexico					

Small Sample Size (n < 5)

# Associate Conservator / Conservator C

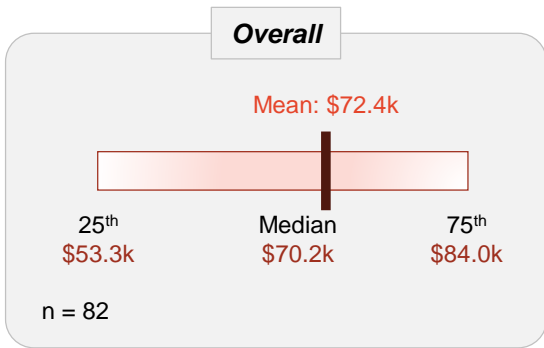
*Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.*



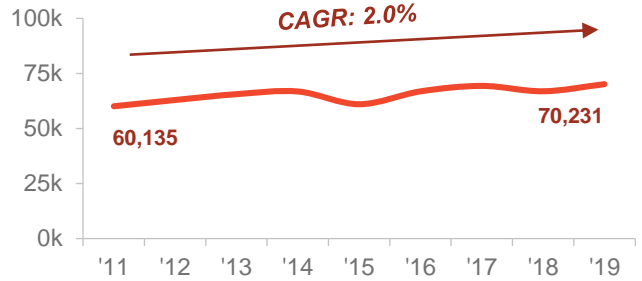


# Exhibition Designer

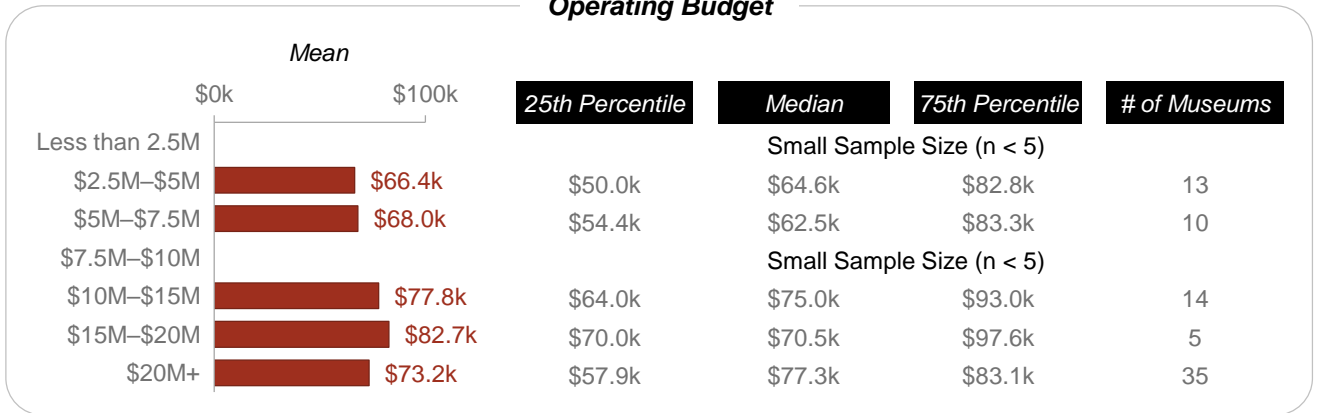
Designs installation of permanent collection as well as temporary exhibition.



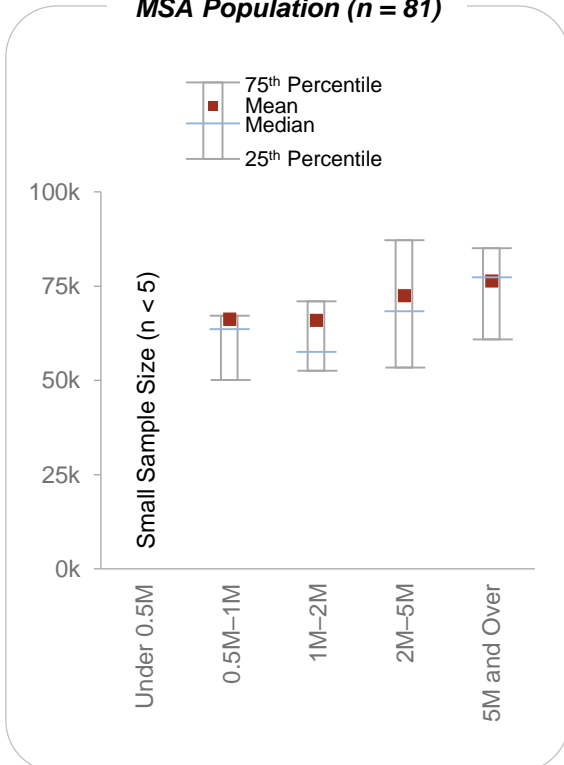
## Historical Trend—Median (2011–2019)



## Operating Budget



## MSA Population (n = 81)



## Region

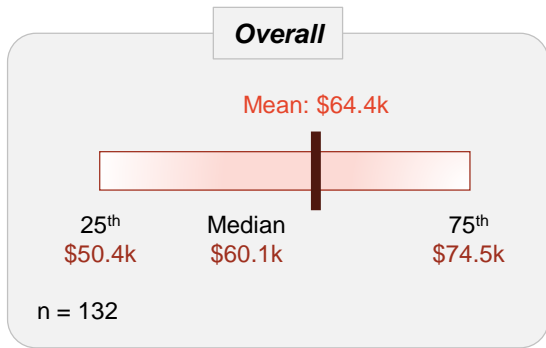


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$77.3k	\$83.1k	\$85.0k	\$81.4k	18
Midwest	\$53.3k	\$60.8k	\$70.0k	\$67.7k	14
Mountain Plains	\$60.8k	\$75.0k	\$81.5k	\$72.2k	8
New England	\$70.0k	\$80.0k	\$87.0k	\$81.8k	8
Southeast	\$47.6k	\$58.9k	\$70.9k	\$61.4k	16
Western	\$62.7k	\$72.2k	\$91.2k	\$79.4k	15
Canada Mexico					

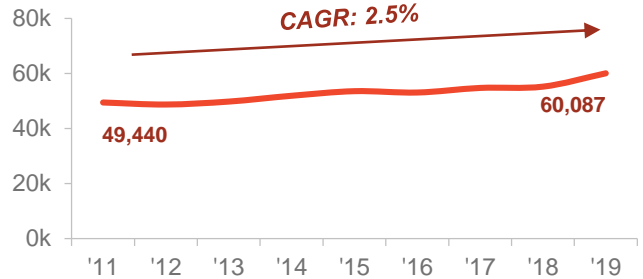
Small Sample Size (n < 5)

# Chief Preparator / Preparator A

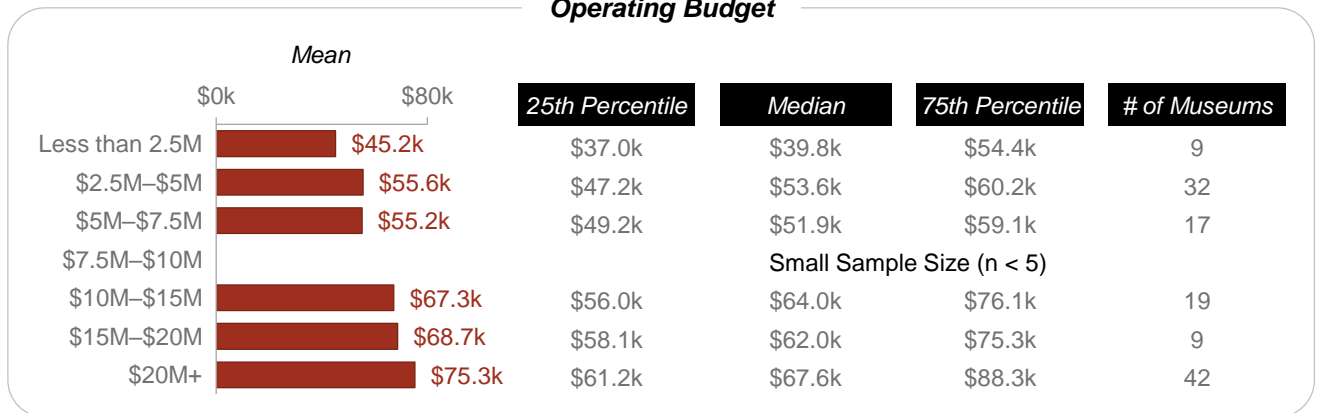
*Supervises installation of art objects.*



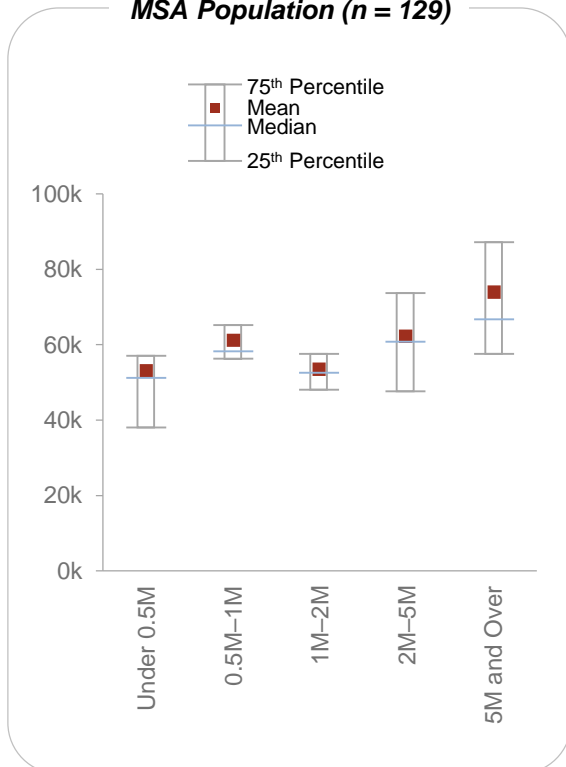
## Historical Trend—Median (2011–2019)



## Operating Budget



## MSA Population (n = 129)



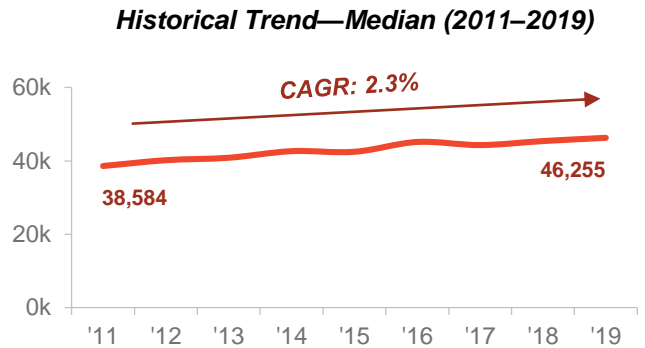
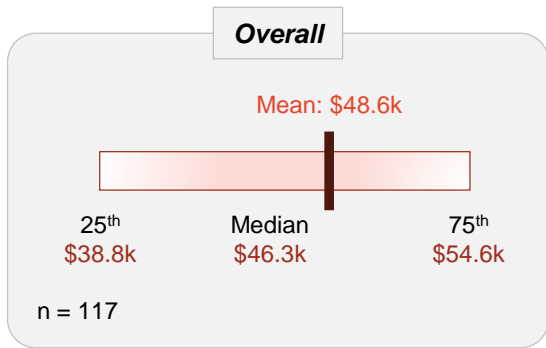
## Region



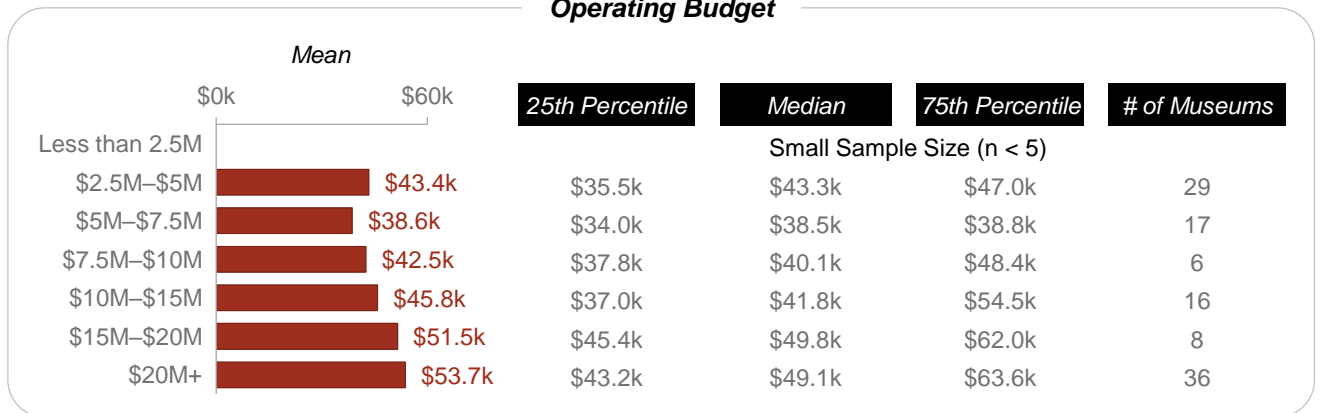
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$58.5k	\$73.5k	\$87.0k	\$76.9k	32
Midwest	\$53.2k	\$60.2k	\$62.8k	\$59.1k	26
Mountain Plains	\$52.1k	\$62.1k	\$68.4k	\$62.7k	12
New England	\$50.0k	\$66.3k	\$76.8k	\$66.1k	14
Southeast	\$48.5k	\$52.5k	\$56.4k	\$52.0k	27
Western	\$43.5k	\$61.2k	\$75.3k	\$65.5k	16
Canada Mexico	\$67.5k	\$67.7k	\$82.3k	\$68.5k	5

# Associate Preparator / Preparator B

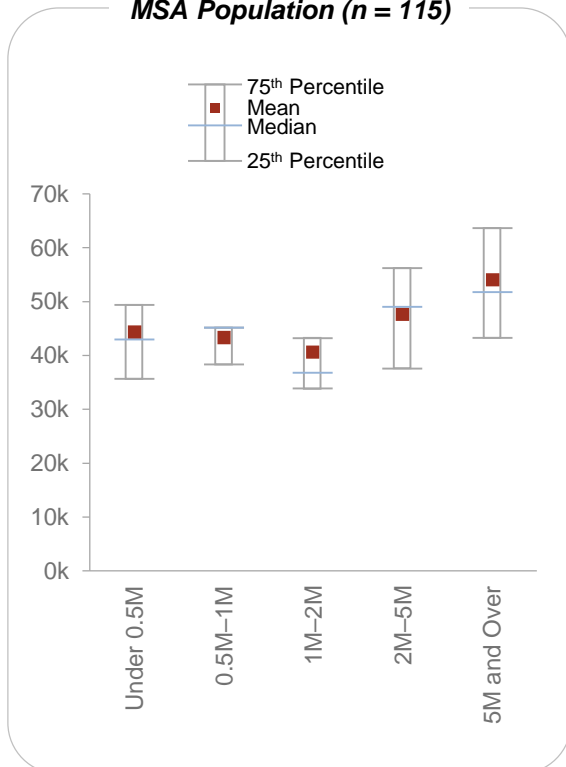
*Assists Chief Preparator in administration of the department and implementation of preparation programs.*



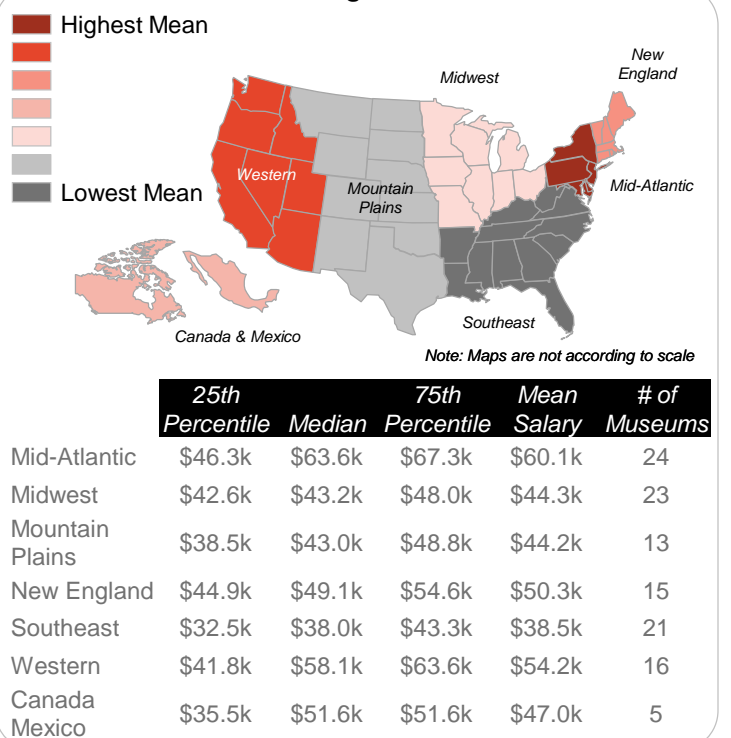
## Operating Budget



## MSA Population (n = 115)

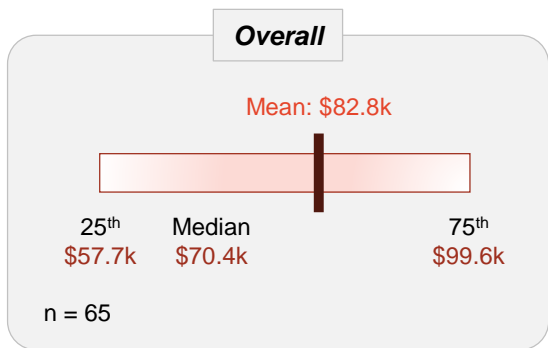


## Region

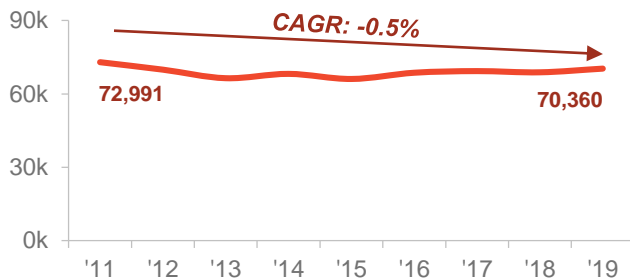


# Editor / Director of Publications

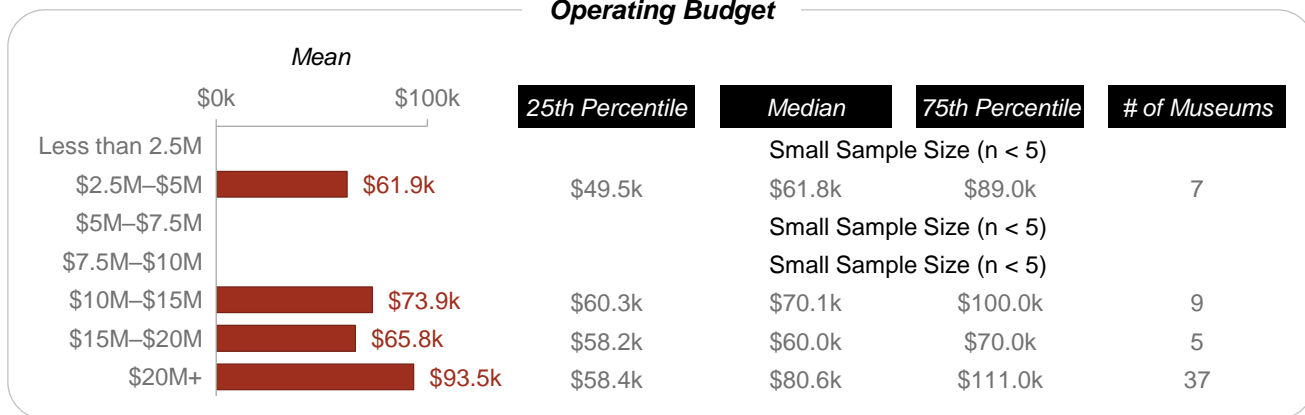
*Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.*



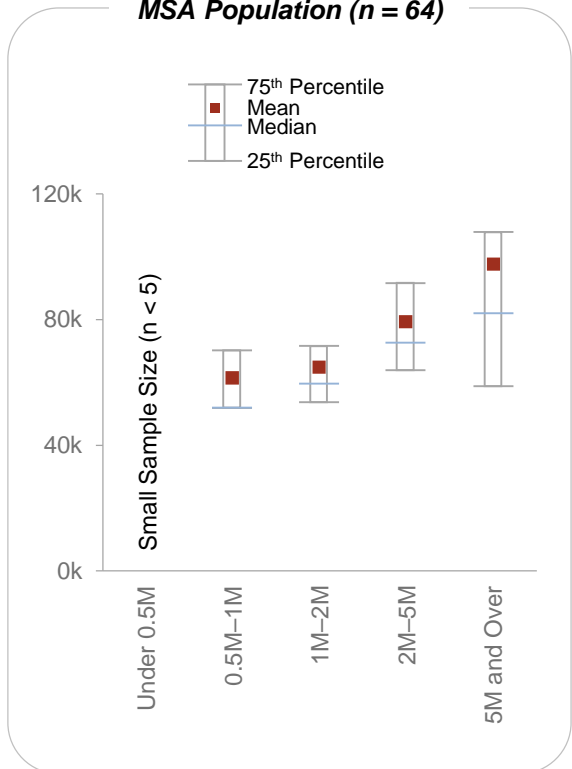
**Historical Trend—Median (2011–2019)**



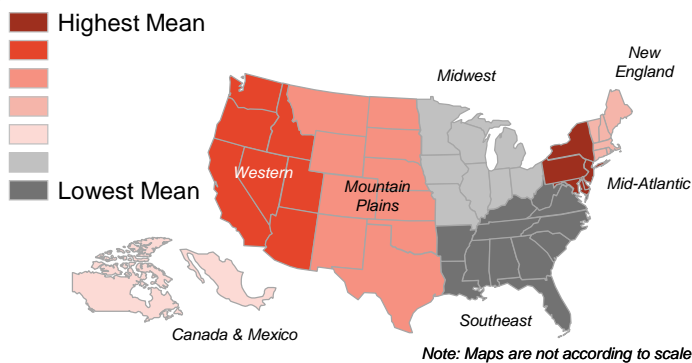
## Operating Budget



## MSA Population (n = 64)



## Region

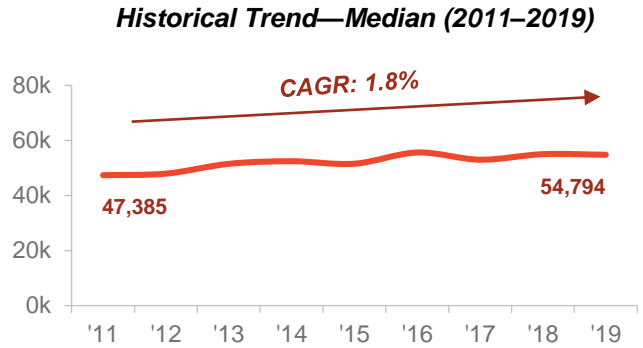
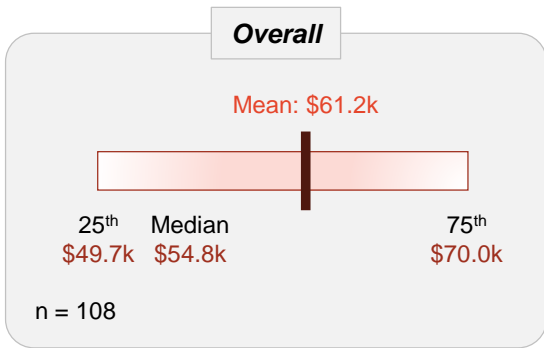


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$60.3k	\$80.1k	\$111.0k	\$100.3k	24
Midwest	\$51.5k	\$51.7k	\$63.9k	\$64.6k	11
Mountain Plains	\$65.0k	\$80.3k	\$102.7k	\$81.1k	8
New England	\$59.8k	\$75.0k	\$95.3k	\$75.3k	7
Southeast	\$47.6k	\$54.3k	\$71.1k	\$60.8k	6
Western	\$82.3k	\$90.0k	\$112.0k	\$90.9k	6
Canada Mexico					

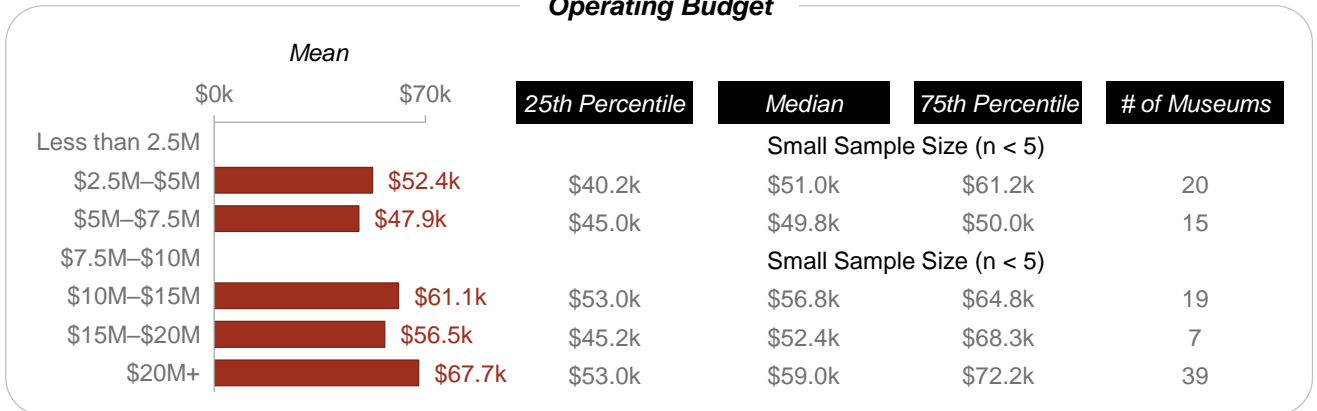
Small Sample Size (n < 5)

# Graphic Designer

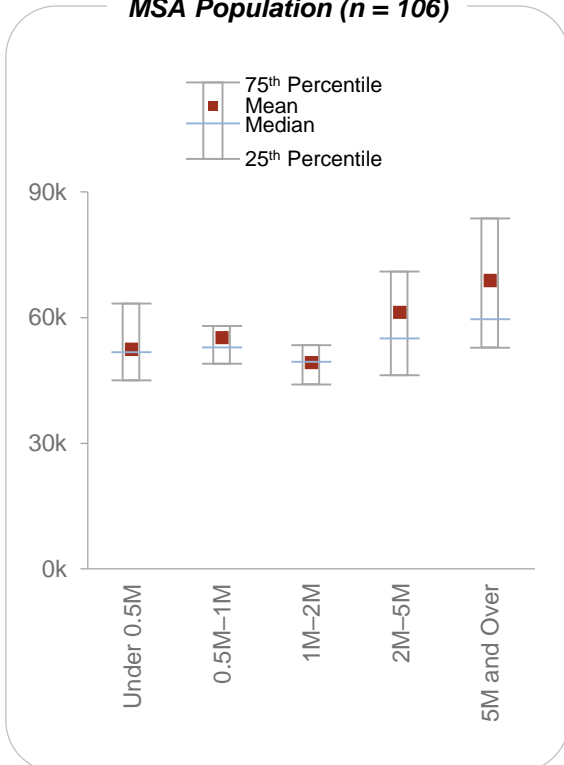
Responsible for design of all museum publications and graphics.



## Operating Budget



## MSA Population (n = 106)



## Region

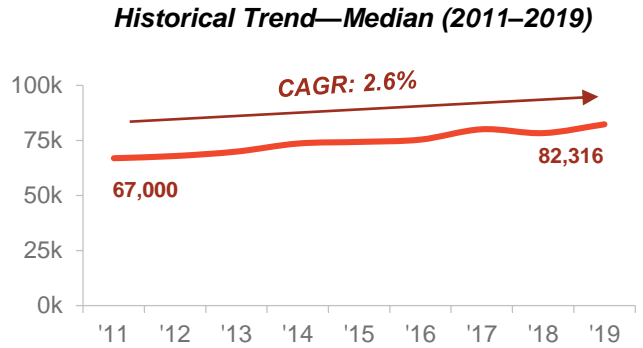
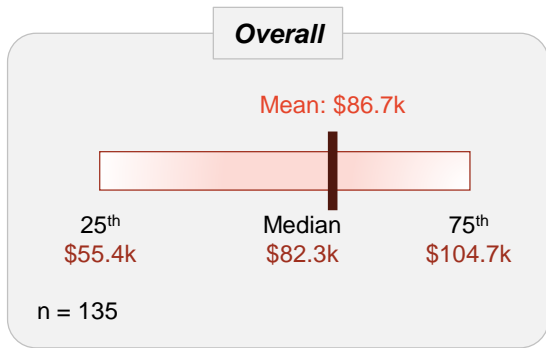


Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$58.0k	\$68.2k	\$88.1k	\$75.2k	23
Midwest	\$52.4k	\$53.1k	\$57.9k	\$55.6k	19
Mountain Plains	\$48.9k	\$51.3k	\$66.6k	\$56.6k	15
New England	\$54.5k	\$54.9k	\$62.9k	\$60.3k	11
Southeast	\$40.4k	\$48.2k	\$53.6k	\$48.2k	19
Western	\$53.3k	\$63.0k	\$72.2k	\$66.5k	18
Canada Mexico					

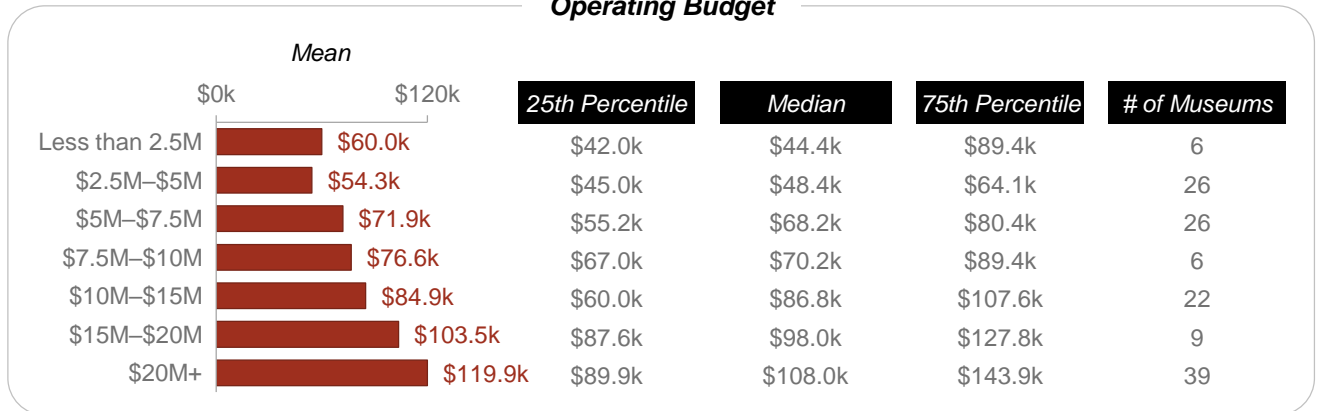
Small Sample Size (n < 5)

# Facilities Director / Building Manager / Operations Manager

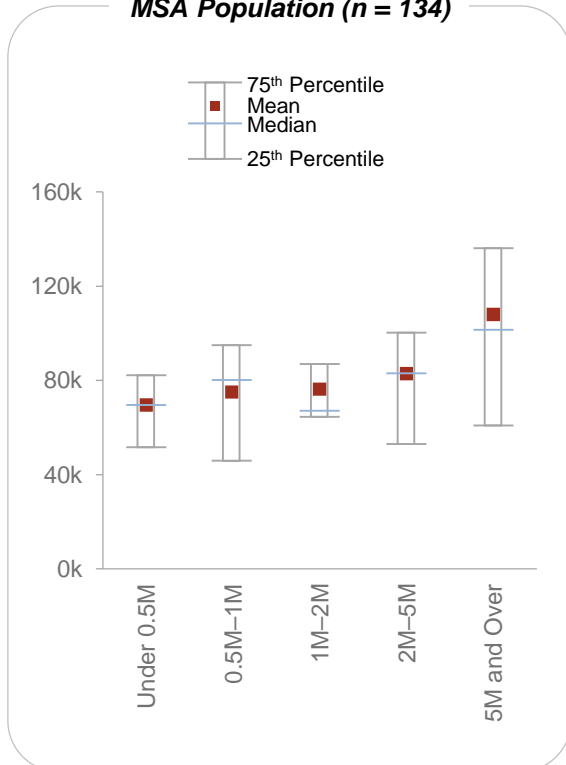
Responsible for the operation of all facilities including maintenance and janitorial services.



## Operating Budget



## MSA Population (n = 134)



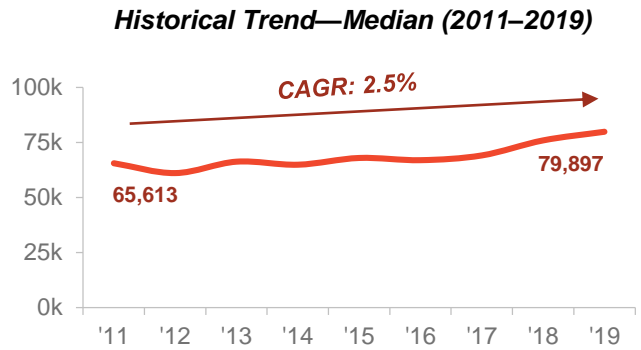
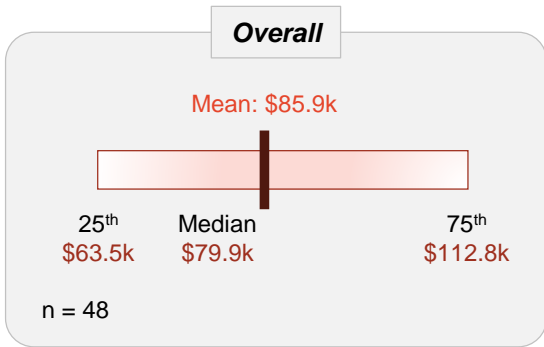
## Region



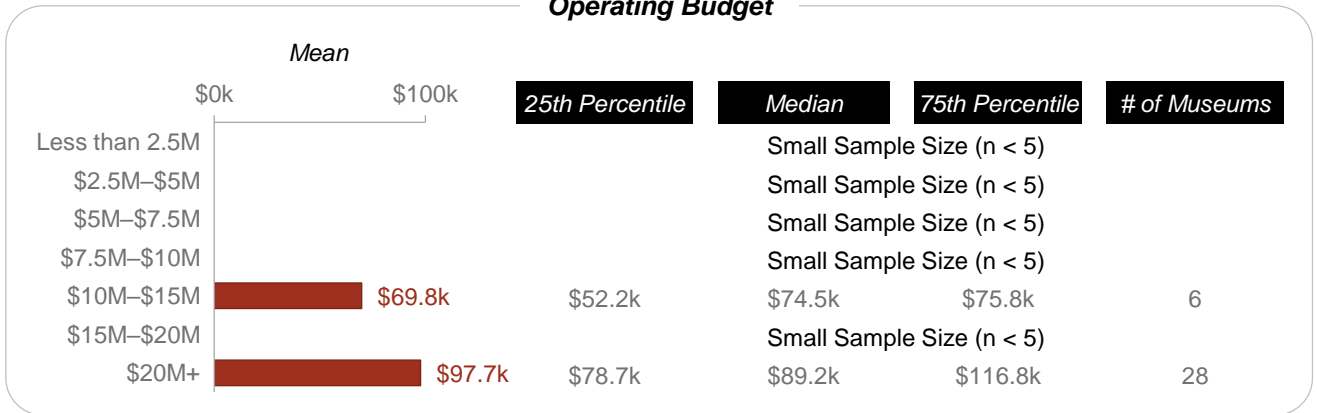
Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$64.8k	\$98.6k	\$129.0k	\$108.6k	29
Midwest	\$59.6k	\$81.7k	\$98.0k	\$79.4k	25
Mountain Plains	\$50.2k	\$80.4k	\$106.0k	\$80.8k	17
New England	\$67.0k	\$88.2k	\$124.1k	\$98.9k	14
Southeast	\$56.1k	\$72.5k	\$94.1k	\$72.7k	24
Western	\$50.7k	\$75.0k	\$98.7k	\$78.0k	20
Canada Mexico	\$52.4k	\$82.3k	\$89.9k	\$82.2k	6

# Engineering Manager

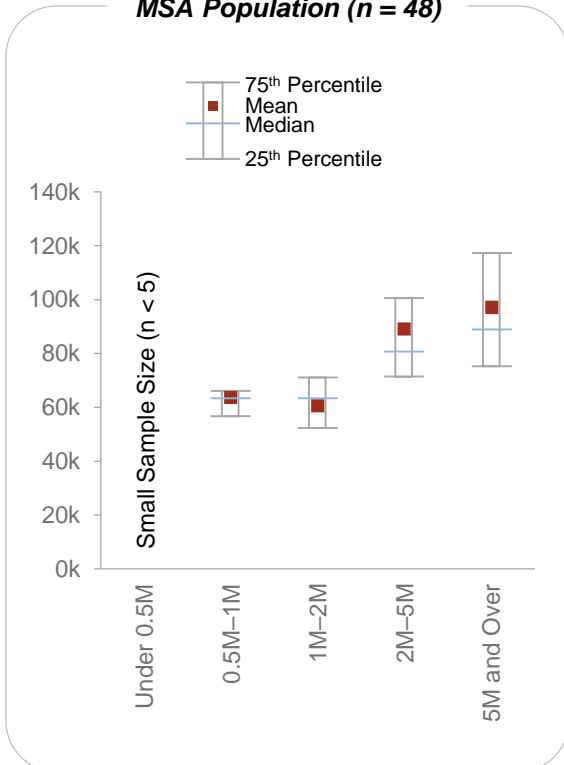
*Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum.*



## Operating Budget



## MSA Population (n = 48)



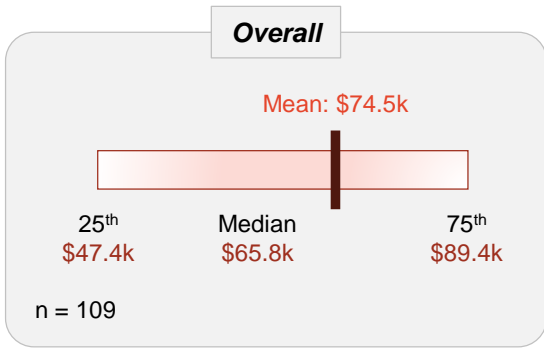
## Region



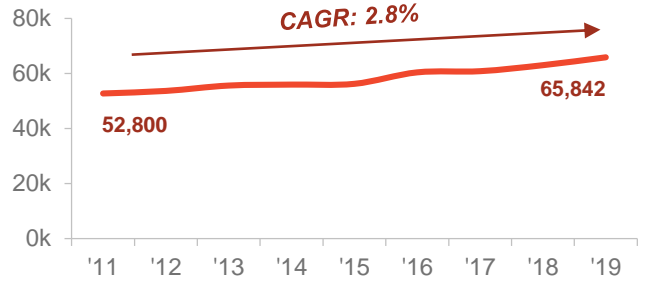
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$71.6k	\$90.0k	\$116.8k	\$94.4k	18
Midwest	\$70.8k	\$80.5k	\$87.0k	\$79.9k	8
Mountain Plains	\$59.3k	\$68.3k	\$95.7k	\$75.1k	9
New England	Small Sample Size (n < 5)				
Southeast	Small Sample Size (n < 5)				
Western	Small Sample Size (n < 5)				
Canada Mexico	Small Sample Size (n < 5)				

# Chief of Security

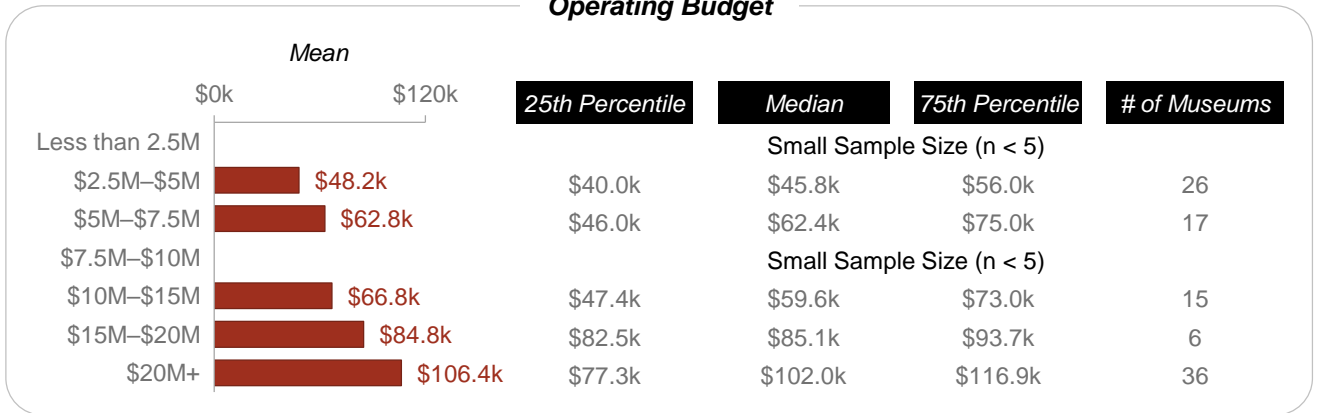
Supervises all guard forces.



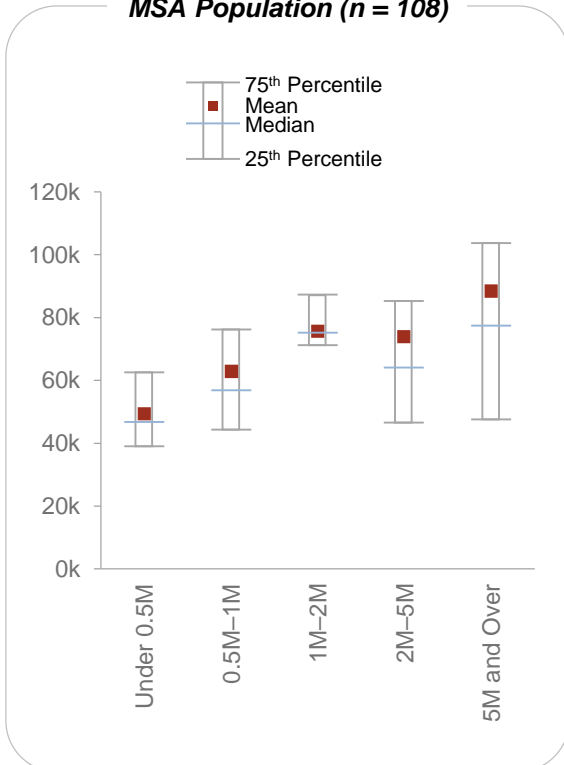
## Historical Trend—Median (2011–2019)



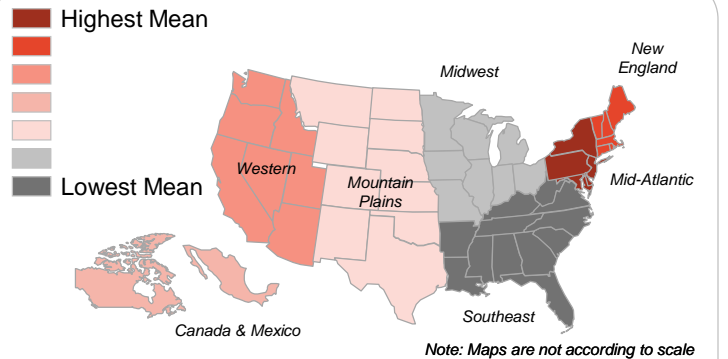
## Operating Budget



## MSA Population (n = 108)



## Region

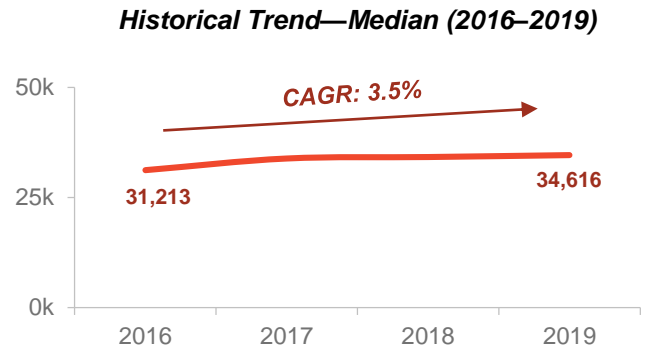
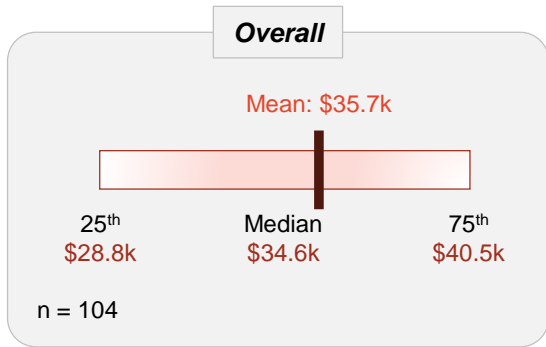


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$47.4k	\$76.1k	\$110.5k	\$94.8k	18
Midwest	\$45.0k	\$56.0k	\$79.6k	\$62.2k	23
Mountain Plains	\$48.2k	\$68.9k	\$93.7k	\$73.8k	14
New England	\$57.1k	\$85.1k	\$125.0k	\$85.7k	14
Southeast	\$41.4k	\$58.4k	\$72.3k	\$58.9k	25
Western	\$59.1k	\$76.5k	\$92.2k	\$81.9k	11
Canada Mexico					Small Sample Size (n < 5)

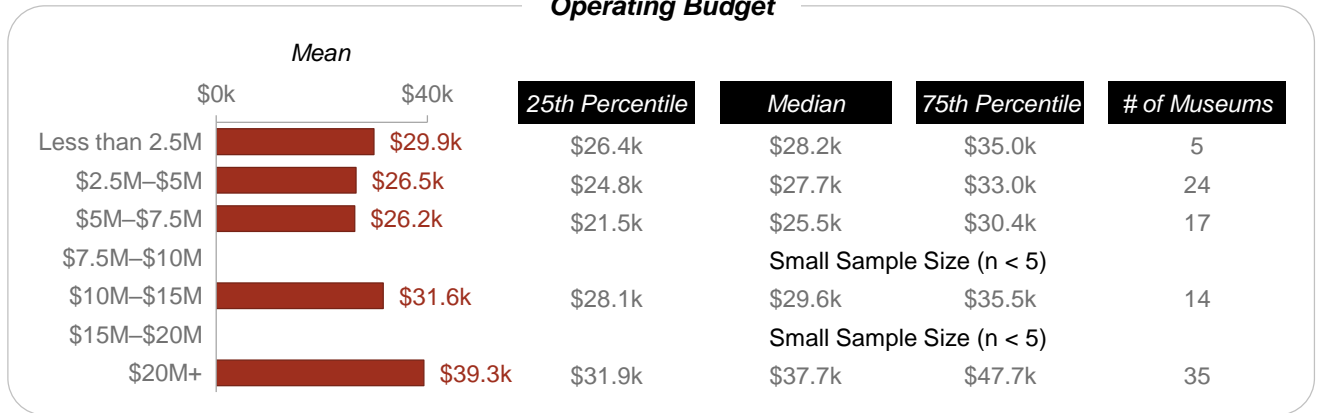


# Museum Security Officer / Museum Security Guard

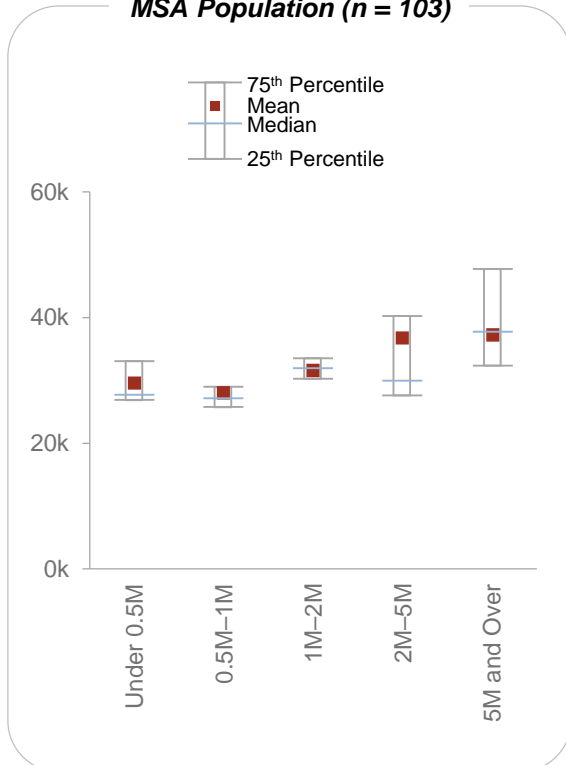
*Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.*



## Operating Budget



## MSA Population (n = 103)



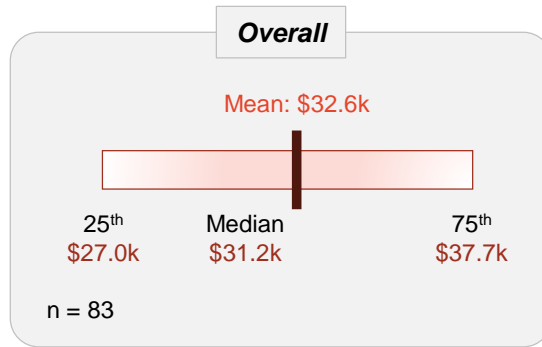
## Region



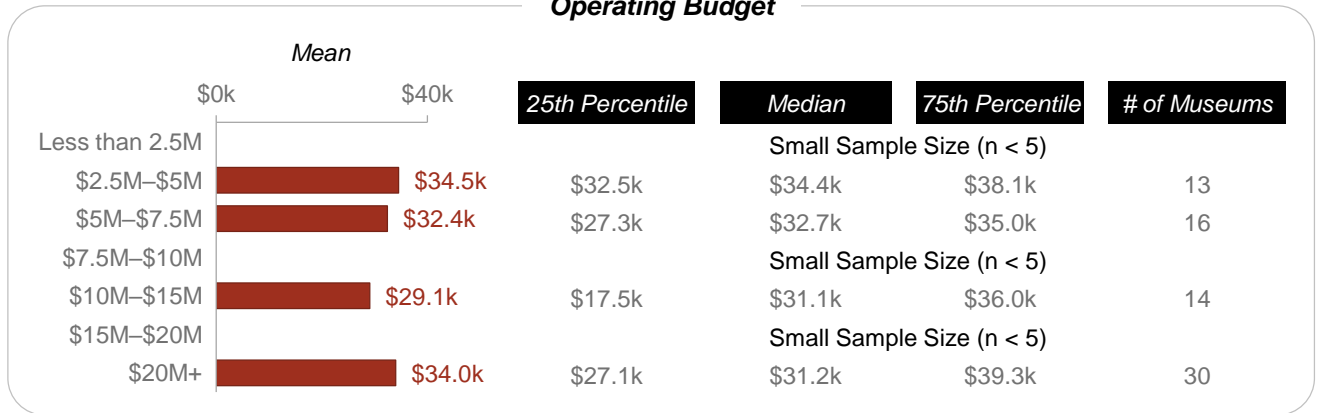
Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$35.6k	\$47.7k	\$47.7k	\$41.6k	19
Midwest	\$27.4k	\$27.7k	\$36.2k	\$31.3k	19
Mountain Plains	\$21.5k	\$26.0k	\$29.0k	\$26.2k	12
New England	\$33.4k	\$36.7k	\$40.5k	\$34.7k	14
Southeast	\$26.8k	\$31.5k	\$31.9k	\$30.2k	19
Western	\$37.1k	\$37.7k	\$37.7k	\$42.0k	15
Canada Mexico	\$34.6k	\$34.6k	\$36.0k	\$35.3k	6

# Visitor Services Associate

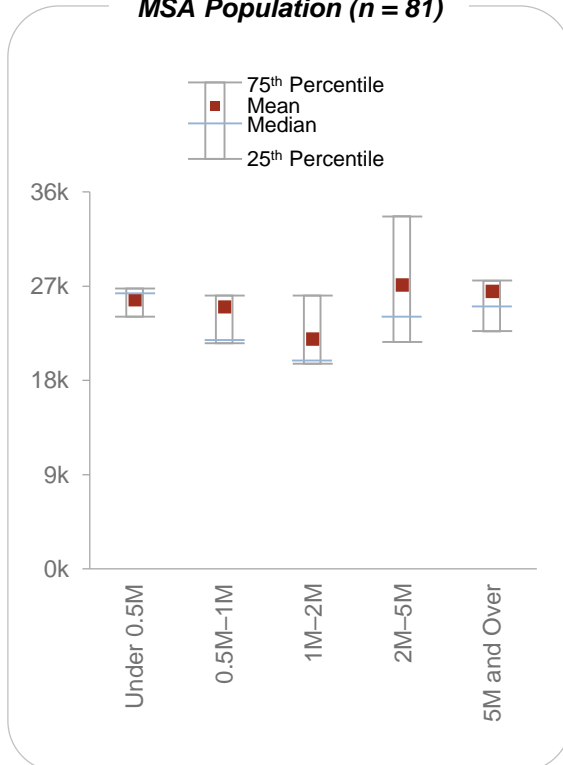
*Responsible for a successful guest experience in the museum. Activities include selling tickets, overseeing access control, engaging with guests, handling questions, etc..*



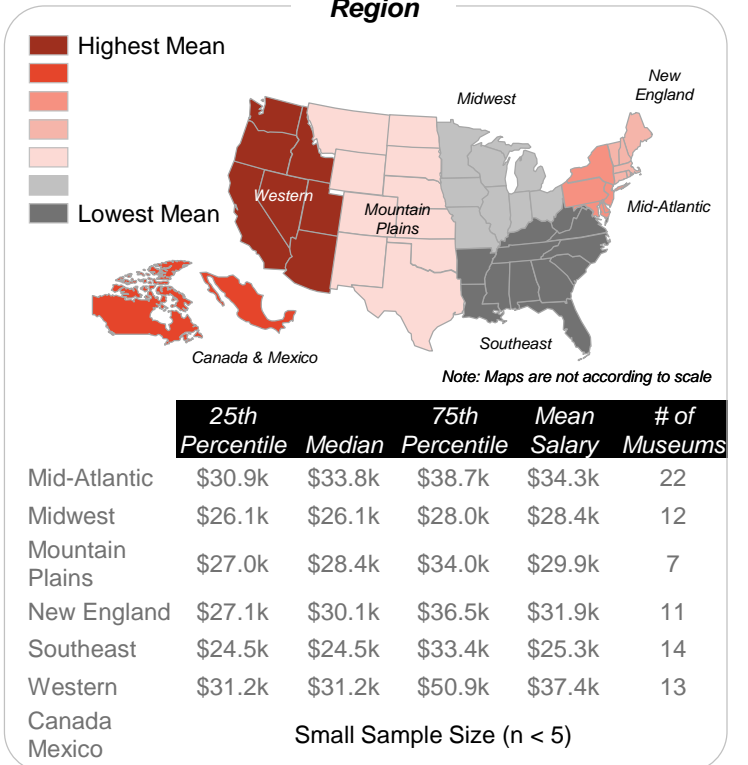
## Operating Budget



## MSA Population (n = 81)



## Region



# University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Director	\$270,425	\$221,693	\$176,342	\$230,947	43
Deputy Director	\$146,950	\$125,616	\$107,982	\$210,648	23
Administrator	\$122,581	\$82,991	\$75,767	\$107,052	16
Assistant To Director	\$55,214	\$49,910	\$40,738	\$51,069	38
Finance A	\$112,775	\$84,100	\$69,350	\$92,726	16
Finance B	\$82,447	\$65,500	\$49,600	\$65,651	18
Development A	\$129,000	\$106,268	\$85,543	\$112,836	27
Development B	\$72,388	\$63,920	\$53,980	\$63,278	18
Development C	\$55,000	\$47,150	\$41,000	\$52,286	23
Dir. of Planned Giving	\$61,023	\$59,601	\$50,000	\$56,875	3
Dir. of Human Resources	\$85,738	\$70,115	\$55,700	\$70,756	9
Dir. of Information Systems	\$116,800	\$89,490	\$70,435	\$96,311	9
Systems Manager	\$87,730	\$83,430	\$67,780	\$80,361	11
Web Manager	\$73,708	\$64,654	\$58,381	\$66,145	12
New Media Manager	\$55,000	\$45,000	\$41,000	\$49,850	16
Membership Assistant	\$53,000	\$41,059	\$36,891	\$44,778	19
Special Events Manager	\$60,200	\$50,742	\$42,795	\$51,997	25
Director of External Affairs	\$99,275	\$83,000	\$60,000	\$89,222	9
Marketing Director	\$81,000	\$67,702	\$56,146	\$74,587	23
Public Relations Officer	\$72,670	\$59,753	\$50,388	\$61,308	15
Museum Store Manager	\$67,233	\$53,474	\$47,694	\$58,056	24
Volunteer Coordinator	\$52,507	\$45,585	\$37,197	\$47,526	9
Curator A	\$133,638	\$110,000	\$81,600	\$120,107	19
Curator B	\$137,569	\$90,430	\$65,928	\$97,355	30
Curator C	\$70,000	\$65,058	\$60,025	\$66,247	20
Curator D	\$86,840	\$67,651	\$55,000	\$70,124	22
Curator E	\$53,002	\$53,002	\$48,000	\$50,789	13
Curatorial Assistant	\$73,000	\$45,903	\$39,476	\$51,392	20
Photographer	\$83,415	\$73,700	\$57,000	\$69,784	6

# University Museum Salary Comparisons by Designation



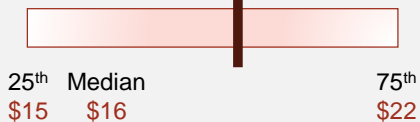
Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Educator A	\$100,000	\$67,295	\$60,770	\$78,446	38
Educator B	\$65,750	\$56,420	\$47,832	\$58,629	33
Educator C	\$48,500	\$41,455	\$36,434	\$44,391	20
Educational Assistant	\$49,258	\$36,175	\$30,449	\$40,697	17
Registrar A	\$72,300	\$62,491	\$50,293	\$66,221	43
Registrar B	\$67,464	\$50,614	\$42,758	\$54,999	28
Registrar C	\$52,000	\$42,553	\$38,480	\$44,328	20
Librarian A	\$70,000	\$54,900	\$41,005	\$55,059	7
Librarian B	\$53,996	\$38,000	\$36,323	\$44,984	4
Librarian C	\$66,064	\$47,290	\$28,517	\$47,290	2
Conservator A	\$112,750	\$105,000	\$88,735	\$113,832	9
Conservator B	\$96,120	\$94,100	\$56,878	\$81,044	6
Conservator C	\$55,850	\$51,094	\$51,094	\$54,159	8
Exhibition Designer	\$88,150	\$74,000	\$54,974	\$76,023	16
Preparator A	\$71,876	\$56,350	\$48,945	\$59,744	35
Preparator B	\$51,413	\$44,398	\$39,875	\$46,936	27
Editor	\$89,027	\$62,877	\$57,220	\$67,256	10
Graphic Designer	\$61,198	\$54,100	\$45,000	\$56,528	16
Facilities Director	\$97,950	\$55,563	\$45,013	\$68,601	21
Engineering Manager	\$107,728	\$79,560	\$56,372	\$82,050	4
Chief Of Security	\$58,778	\$48,000	\$43,625	\$56,427	23
Security Officer	\$36,713	\$33,400	\$27,696	\$32,778	22
Security Officer (PT)	\$16	\$16	\$12	\$14	12
Visitor Services Associate	\$38,968	\$38,078	\$34,175	\$38,962	11
Visitor Services Associate (PT)	\$16	\$15	\$11	\$14	17

# Part-Time Profiles

*All figures shown are hourly rates.*

## Membership Assistant

Mean: \$19



n = 9

## Museum Store Manager

Mean: \$14



n = 12

## Curatorial Assistant

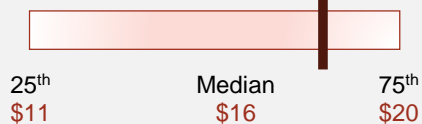
Mean: \$21



n = 22

## Assistant Educator / Educator C

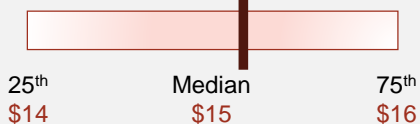
Mean: \$18



n = 12

## Education Assistant

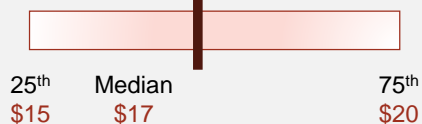
Mean: \$15



n = 25

## Associate Preparator / Preparator B

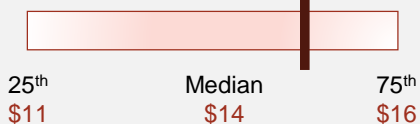
Mean: \$18



n = 18

## Security Guard

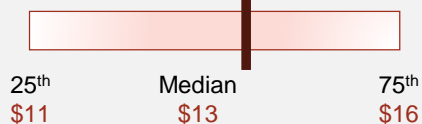
Mean: \$15



n = 75

## Visitor Services Associate

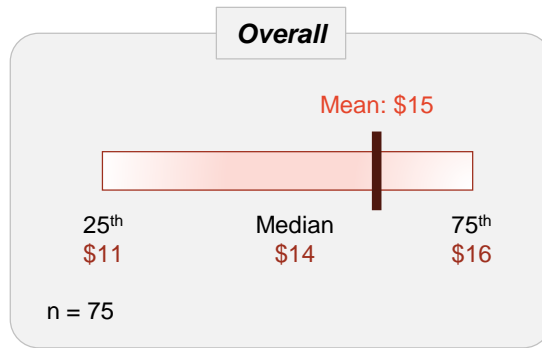
Mean: \$14



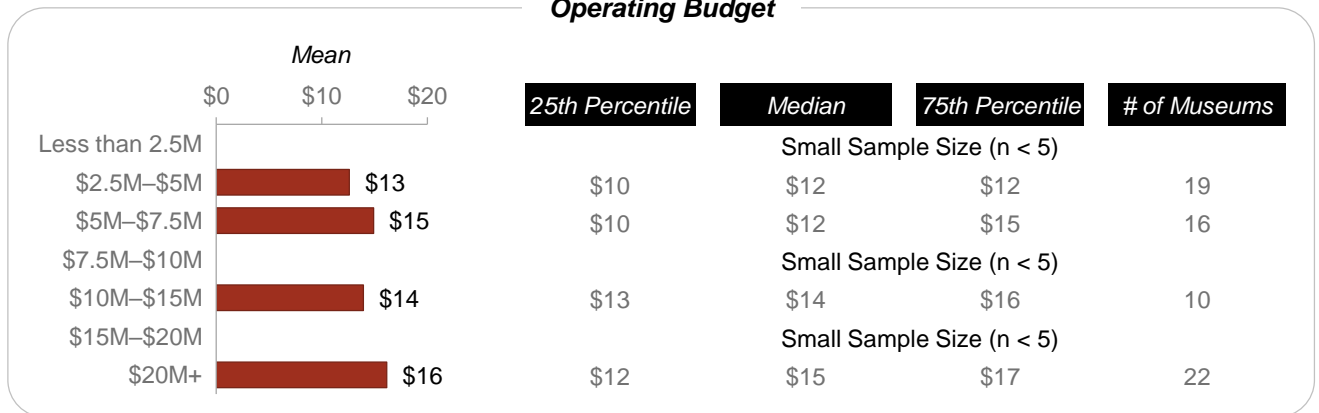
n = 111

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

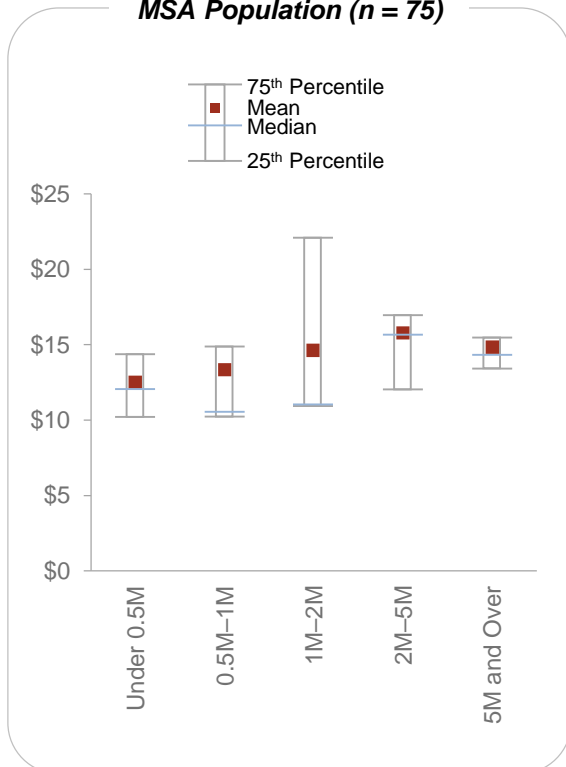
*Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.*



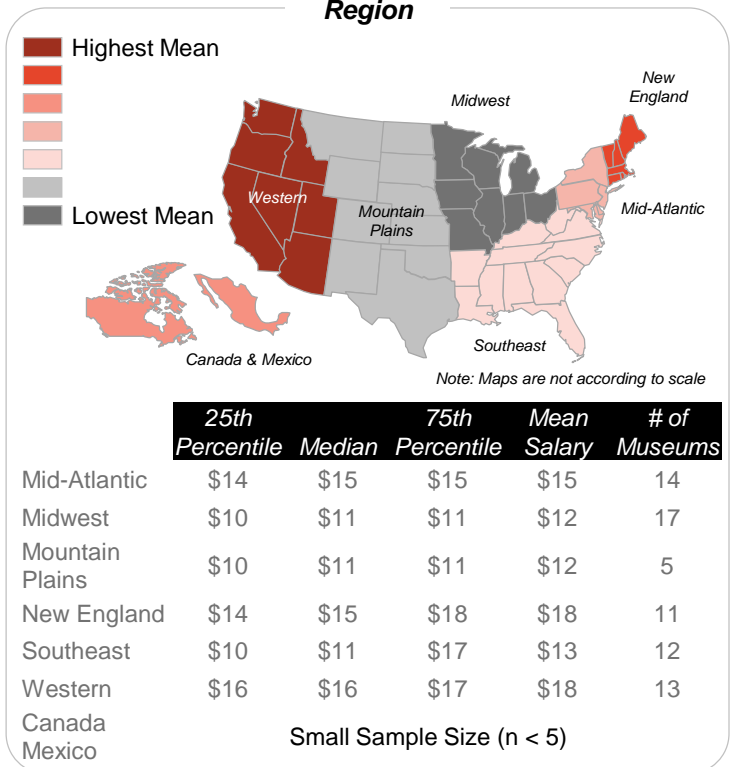
## Operating Budget



## MSA Population (n = 75)

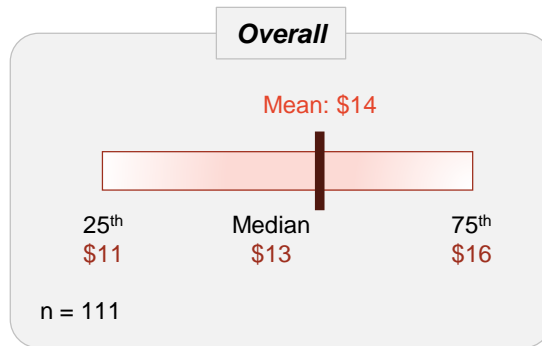


## Region

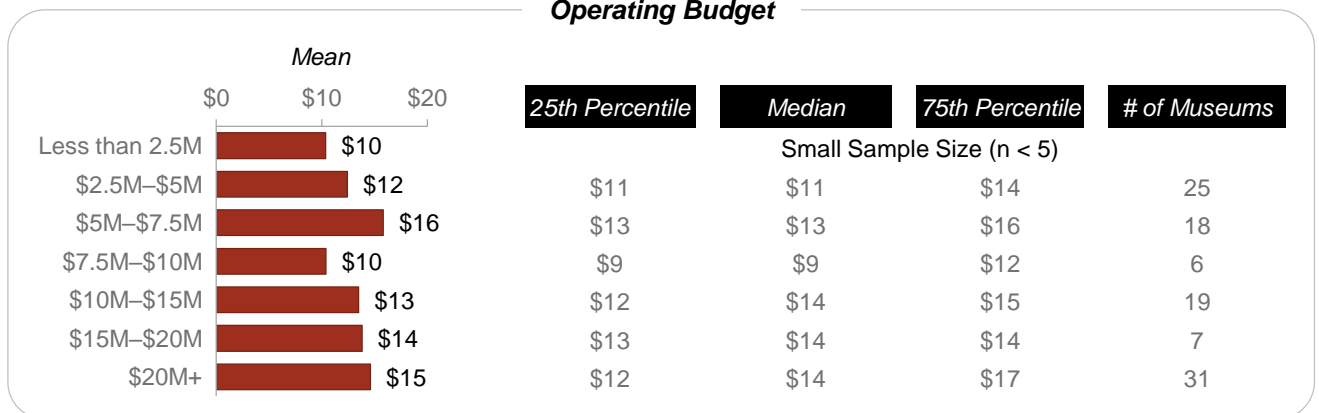


# Visitor Services Associate (Part-Time)

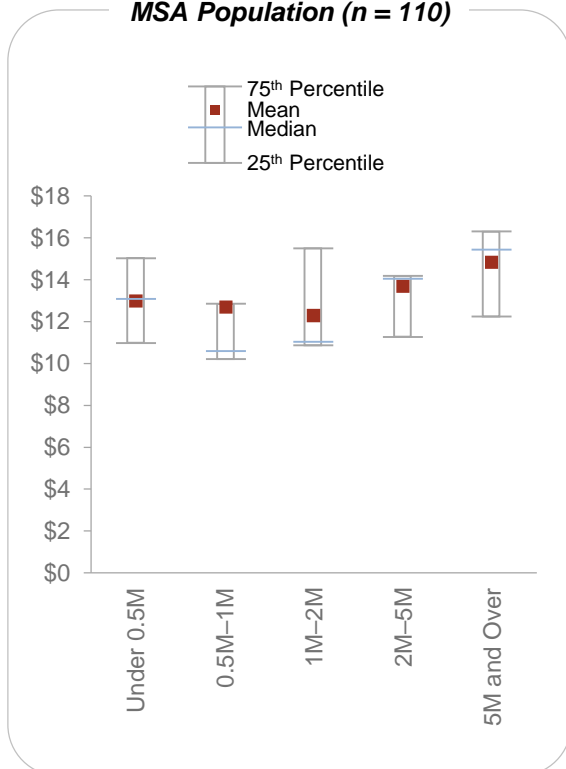
*Responsible for a successful guest experience in the museum. Activities include selling tickets, overseeing access control, engaging with guests, handling questions, etc..*



## Operating Budget



## MSA Population (n = 110)



## Region

