



# **ASSOCIATION OF ART MUSEUM DIRECTORS**

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***2025 Salary Survey***



## PREFACE

The 2025 Salary Survey is the thirty-ninth iteration of the annual survey of art museum salaries issued by the Association of Art Museum Directors.

To make necessary updates and improvements to the Salary Survey, AAMD did not produce a 2024 survey. Throughout 2024, our team collected feedback from many of the museum directors and museum staff who regularly complete and use the survey, and studied AAMD member organizational charts to better understand some of the most common art museum jobs and departmental structures. We also assembled a volunteer Salary Survey Working Group composed of finance and HR staff from AAMD member museums; these were chosen to reflect the diversity of institution sizes and types that complete the survey and use the survey data. This Working Group finalized the jobs included in this survey, created job descriptions for new positions, refreshed other job descriptions where needed, and provided essential feedback on the survey overall.

Updates and improvements you'll see in the 2025 Salary Survey include:

- 19 new art museum jobs
- Refreshed job titles and alternate titles for some roles
- Refreshed job descriptions for some roles
- Adjustments to the Operating Budget categories used to benchmark salaries to better reflect the make-up of AAMD's membership
- Addition of Regional Price Parities, to factor in cost of living across regions
- Addition of benchmarks by city and state where there is sufficient data

For the first time AAMD partnered with Rex & Partners to produce the final survey report. The team at Rex and Partners aggregated the raw data, provided analysis and development of insights, implemented the benchmarking updates, and introduced the Regional Price Parities, among other improvements.

This Survey includes responses from 190 of 224 museums surveyed—a response rate of 85%. However, not all respondent museums answered every question, resulting in a lower N number for multiple questions. Salary information is based on compensation for FY24. 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.

Only current AAMD member museums were surveyed. 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.



Due to changes in job titles, some anomalies may appear in the data. In 2023, certain salaries may have been reported under the closest available title rather than the actual role. In 2025, with the expanded set of titles, those same roles are now captured more accurately. For instance, a senior exhibitions manager's salary may have previously been included under Exhibition Project Manager (formerly Curator of Exhibitions / Curator C) but is now reported under the new Director of Exhibitions title. While this creates more consistency going forward, direct comparisons with 2023 data may still show some discrepancies.

The format of the survey reflects metropolitan areas defined as metropolitan statistical areas and micropolitan statistical areas by the U.S. Census Bureau as of March 2020. Population data has been updated to reflect 2022 U.S. Census Bureau estimates.

Canadian metropolitan area populations were sourced from Statistics Canada.

Salaries reported by Canadian art museums were converted to U.S. dollars using the exchange rate 1 CAD = 0.72895444 USD on July 28th, 2025 (per XE.com). No museums in Mexico completed this survey, so no answers were converted from pesos.

Commentary on analyzed trends refers to the fiscal year. Full-time compensation figures that were reported as hourly wages have been converted to full year salaries for comparison purposes. Similarly, part-time compensation figures that were reported as annual salaries have been converted to hourly wages based on the number of hours worked.

The survey data has been captured based on the fiscal years of responding museums—in this case, FY24—and not a calendar year.

We'd like to thank the following individuals without whom this survey would not be possible:

AAMD Salary Survey Working Group: Parris Baker-Coley, Georgia Museum of Art; Debra Ball, Toledo Museum of Art; Sherrie Fanning, Amon Carter Museum of American Art; Jeanne Herz, Currier Museum of Art; Michael Kelley, Cleveland Museum of Art; Jaidyn Martin, formerly of Walker Art Center; Mary Roetzel, Museum of Fine Arts Boston; and Larry Stokes, Museum of Fine Arts, Houston, as well as several other staff from AAMD member institutions.

The team at Rex and Partners

Dolores Farrell, Senior Director of Exhibitions, Brooklyn Museum; Tiara Paris, Head of Exhibition Planning at The Nelson-Atkins Museum of Art; and the American Exhibition Organizers group

All art museum staff who spent time compiling data and completing the survey



## SURVEY DEFINITIONS

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

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

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

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

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

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

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

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

*NOTE: N denotes the number of periods/years*





**Regional Price Parities (RPPs):** Published by the U.S. Bureau of Economic Analysis (BEA), measure differences in the cost of goods, services, and housing across regions. They show how much more or less expensive it is to live/ work in one area compared to another, making them useful for adjusting income data to reflect cost-of-living differences across states and metro areas.

To provide additional depth to the report, this year we've include an additional analysis: **Regional salaries adjusted for cost of living**, applied to all relevant titles. Wherever this adjustment appears in the main report, we reference the RPP Index. This only covers U.S. states/ regions.

We've illustrated below how the RPP index is calculated in the 2025 report:

1. State-level RPP data was extracted from the U.S. Bureau of Economic Analysis (BEA) data set
2. A weighted average RPP is calculated at a regional level to align with AAM regions

<i>States</i>	<i>No. of responding museums</i>	<i>Weightage</i>	<i>RPP Index (BEA data)</i>	<i>Aggregate RPP (Mid Atlantic)</i>
Washington, DC	8	19%	133.5	128.1
Maryland	1	2%	125.3	
New Jersey	2	5%	131.2	
New York	24	56%	129.7	
Pennsylvania	8	19%	117.5	

3. To simplify like-for-like comparisons between regions, we calculate an adjustment factor by indexing all aggregate RPPs to the lowest value

<i>Regions</i>	<i>Aggregate RPP index</i>	<i>Indexation (to the lowest value)</i>	<i>Adjustment factor</i>
Mid-Atlantic	128.1	128.1/112.8	1.14
Midwest	112.8	112.8/112.8	1.00
Mountain Plains	115.1	115.1/112.8	1.02
New England	126.3	126.3/112.8	1.12
Southeast	117.3	117.3/112.8	1.04
Western	132.3	132.3/112.8	1.17

4. To account for cost-of-living differences, the 25th percentile, median, 75th percentile, and mean salaries by region are **divided by the adjustment factor** to normalize for regional differences.

#### Notes:

1. This analysis provides additional insight by normalizing salaries for cost-of-living differences and is not intended to be comprehensive or exhaustive.
2. The adjustment is applied only once per title (as noted). All other title-level analyses use nominal (unadjusted) data, consistent with previous 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



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

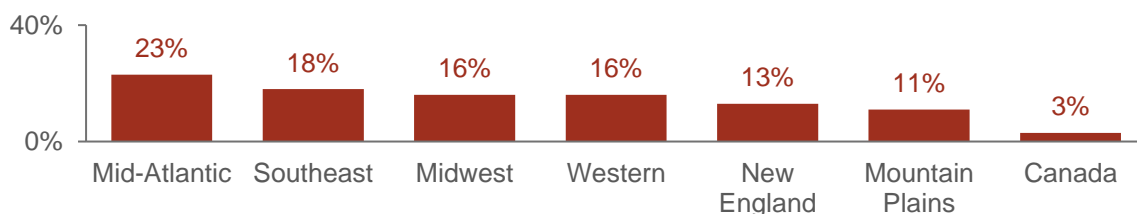




## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

### ***Distribution of Museums by AAM Region***

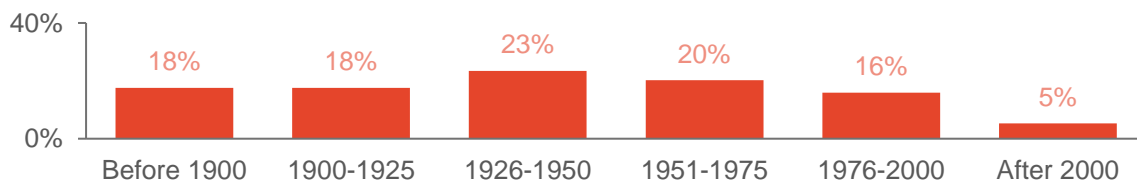
*Percentages based on responses from 190 museums.*



*The New York-Newark-Jersey City Metropolitan Statistical Area (MSA) had the most respondents, with 17, followed by the Boston-Cambridge-Newton, Washington-Arlington-Alexandria, and Los Angeles-Long Beach-Anaheim MSAs with 8 each.*

### ***Distribution of Museums by Founding Date***

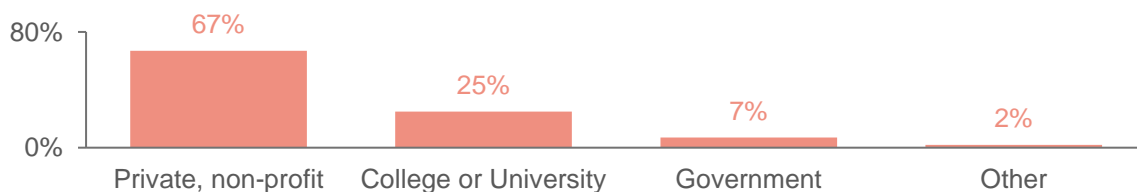
*Percentages based on responses from 188 museums.*



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

### ***Distribution of Museums by Governance Patterns***

*Percentages based on responses from 189 museums.*



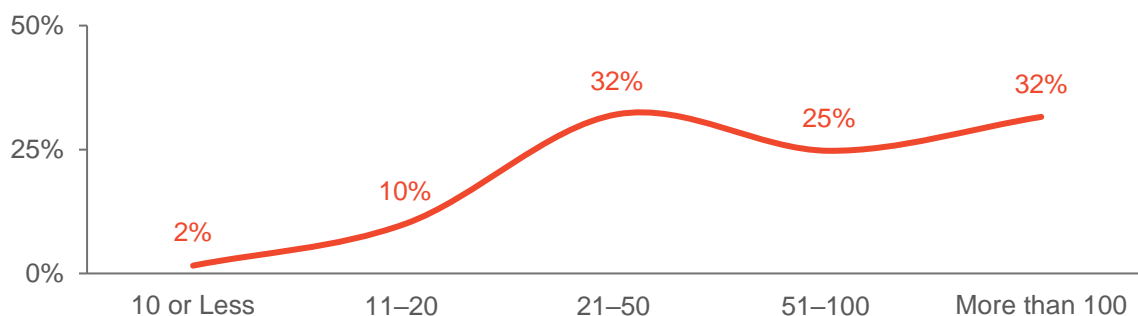
*NOTE: Museums can indicate more than one governance category.*



## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

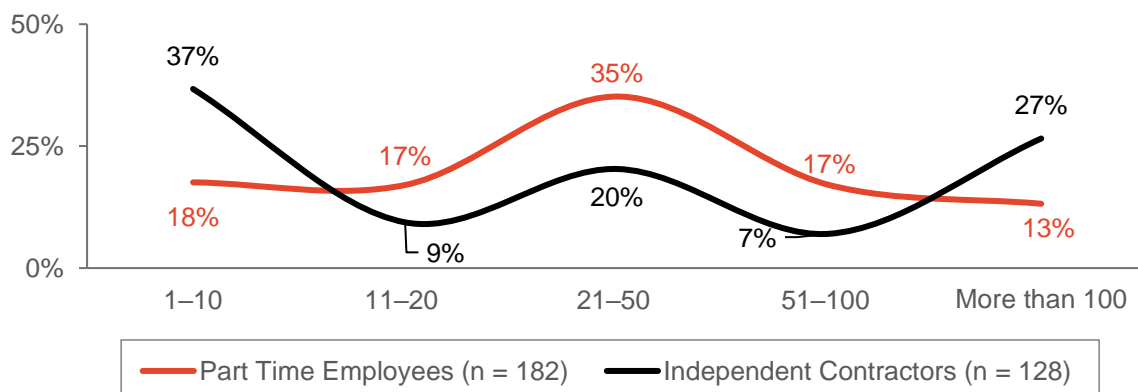
### ***Distribution of Museums by the Number of Full Time Employees***

*Percentages based on responses from 190 museums.*



*In 2024, more than half of the museums had 51 or more full time employees, while 22 museums had more than 250 full time staff—up from 18 museums in 2022.*

### ***Distribution of Museums by Employee Type***



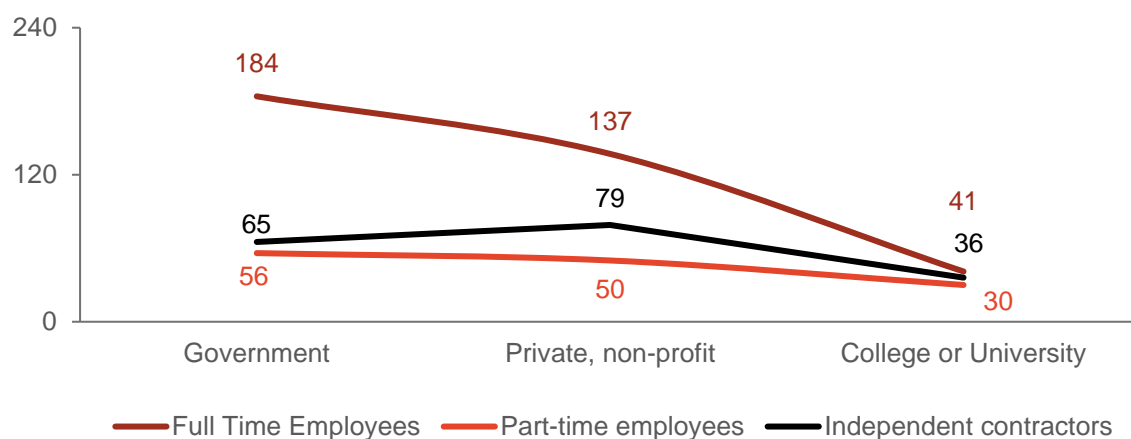
*34 of the museums surveyed employed more than 100 independent contractors—up from 29 in 2022—of which 9 employed more than 250—increasing from just 5.*



## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

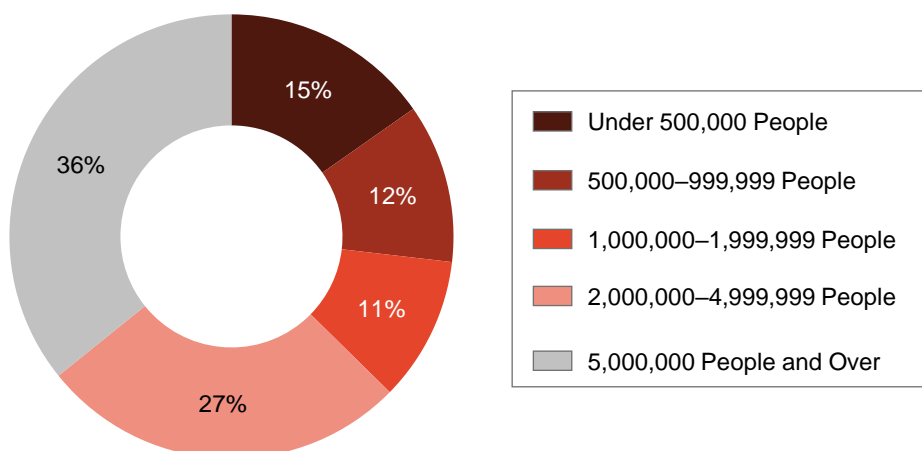
*Averages based on responses from 190 museums.*



*Government museums had the highest ratio of full-time employees, with an average of 60% of staff employed on a full-time basis—up from 55% in 2022. Meanwhile, the share of independent contractors at government museums dropped from 29% (2022) to 21% (2024).*

### *Distribution of Museums by Metropolitan Area Population*

*Percentages based on responses from 190 museums.*



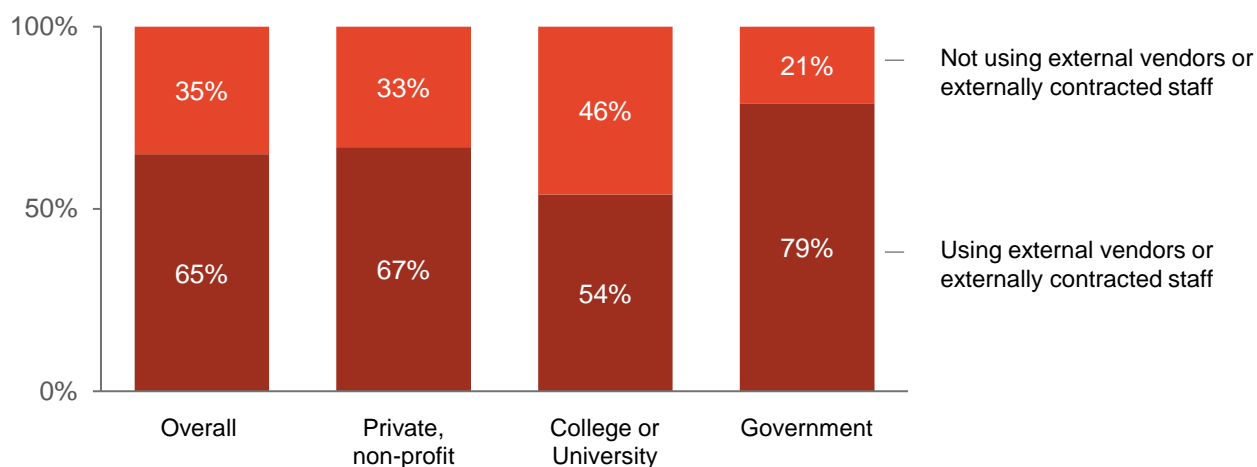
*New York–Newark–Jersey City (17) was the MSA with the highest concentration of responding museums. Museums were classified based on the latest data published by Census/ StatCan.*



## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

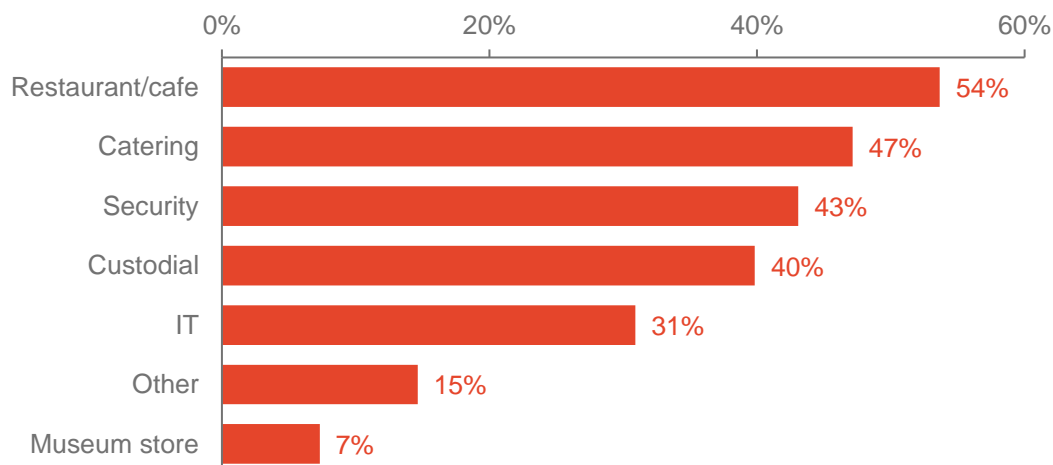
### *Distribution of Museums Using External Vendors/ Externally Contracted Staff*

*Percentages based on responses from 190 museums.*



### *Distribution of Museums Using External Vendors/ Externally Contracted Staff by Area/ Role*

*Percentages based on responses from 123 museums.*



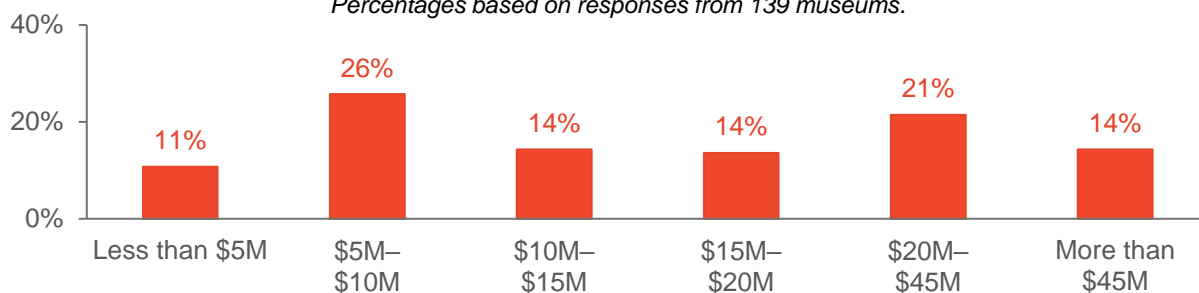
*Among the 15% of responding institutions that stated "other", HR and facilities management were the most common roles that were contracted to external vendors.*



## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS (EXCLUDING COLLEGE/ UNIVERSITY MUSEUMS)

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

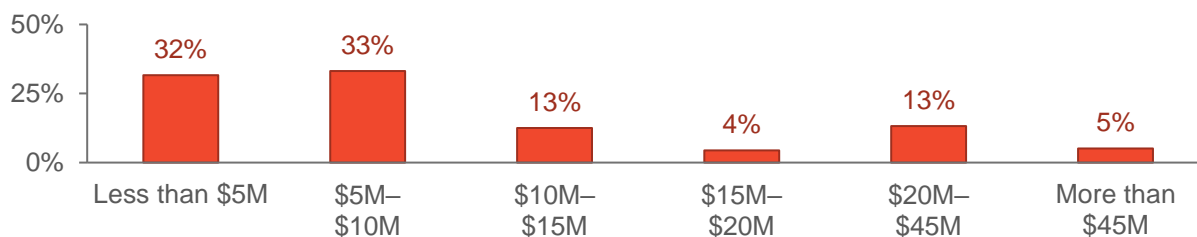
*Percentages based on responses from 139 museums.*



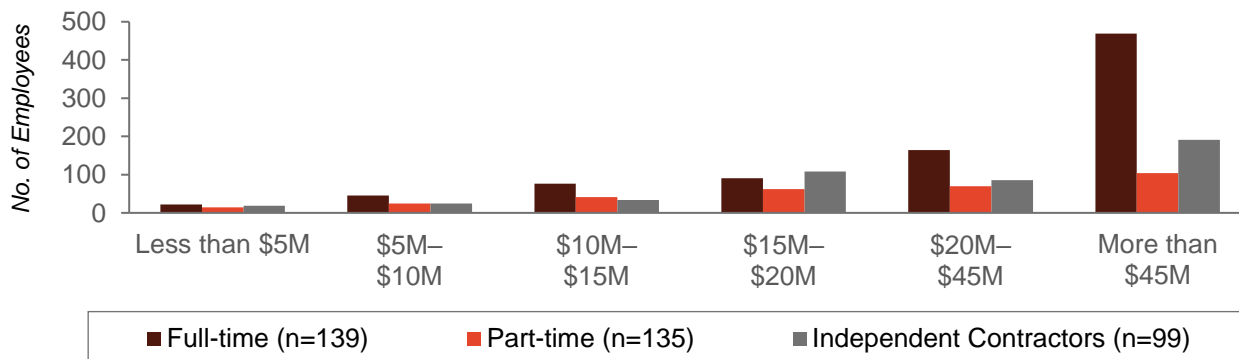
15 museums had an operating budget under \$5M, while 20 museums were in the top bracket with a budget of more than \$45M. 19 of the responding museums had an operating budget of \$50M or more, 4 of which had a budget greater than \$100M. It's worth noting that 55% of museums commence their fiscal year in July, with 20% starting at the beginning of the calendar year.

### *Distribution of Museums by Payroll Expenditure*

*Percentages based on responses from 136 museums.*



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



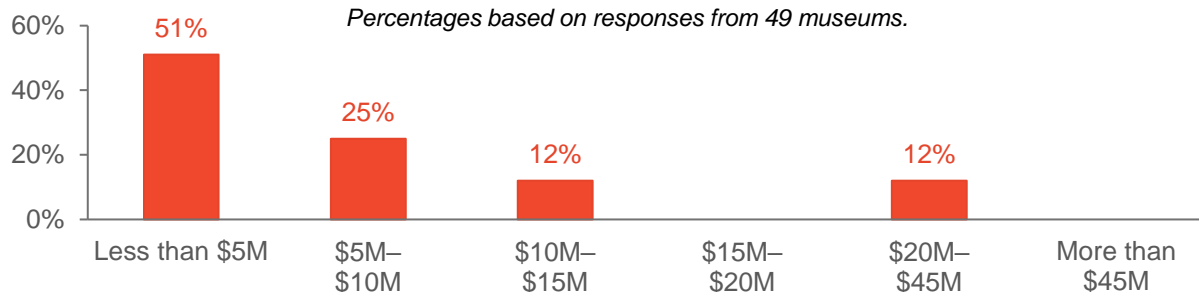




## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS (ONLY COLLEGE/ UNIVERSITY MUSEUMS)

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

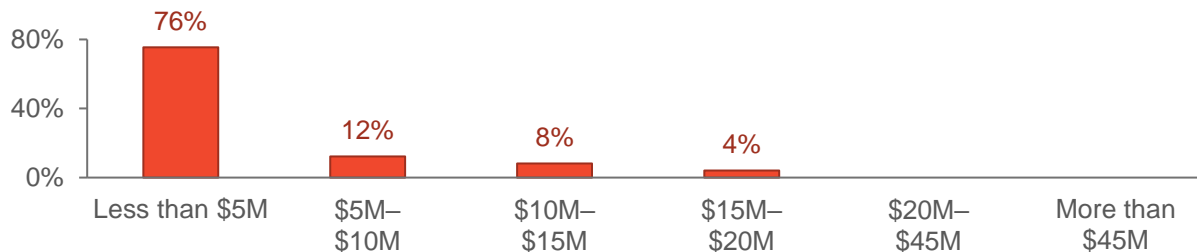
*Percentages based on responses from 49 museums.*



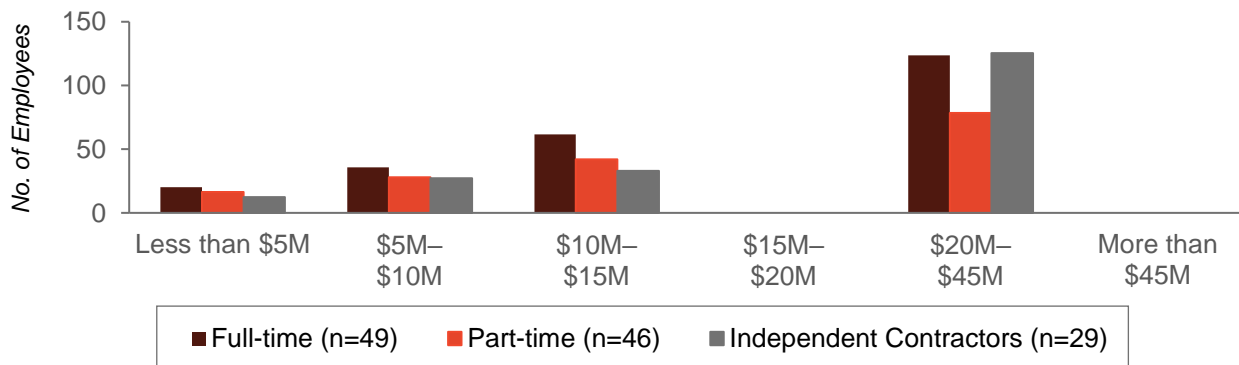
25 university/ college museums had an operating budget under \$5M. 6 of the responding museums had an operating budget of between \$20M to \$45M, 2 of which had a budget greater than \$40M. It's worth noting that 82% of university/ college museums commence their fiscal year in July.

### *Distribution of Museums by Payroll Expenditure*

*Percentages based on responses from 49 museums.*



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

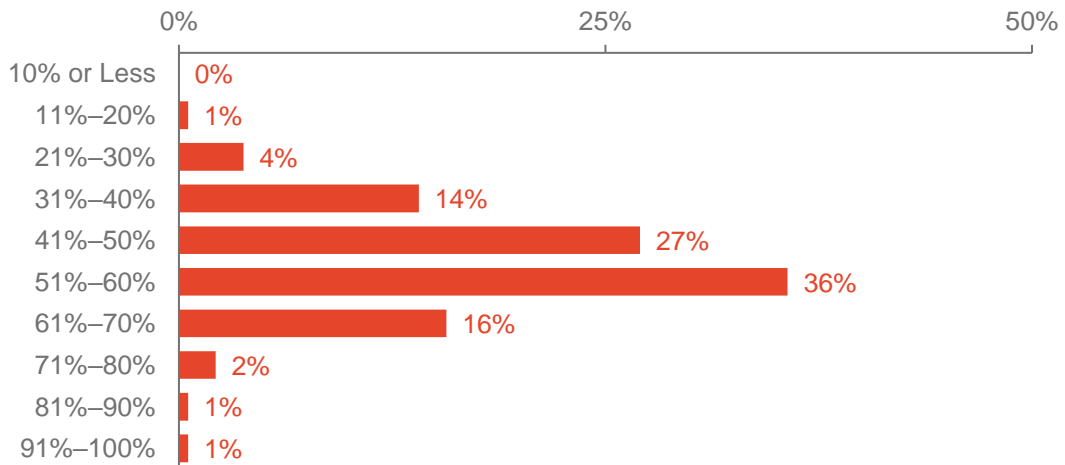




## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

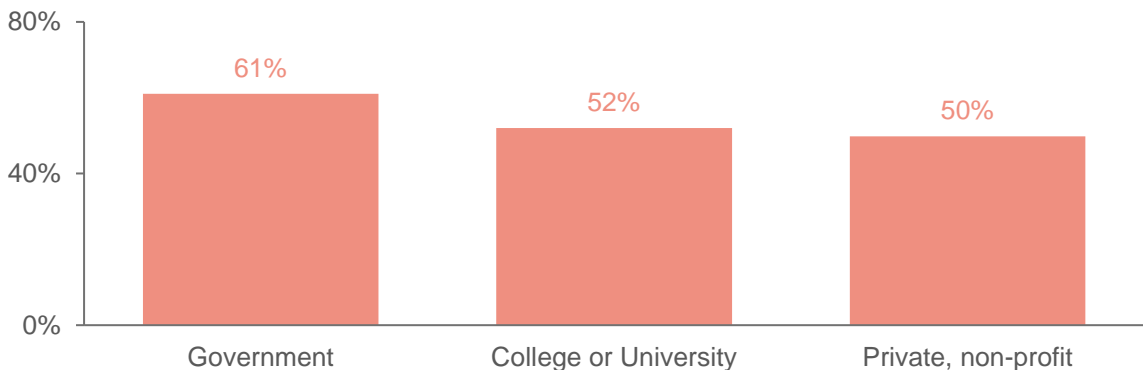
*Percentages based on responses from 185 museums.*



*Almost two-thirds of museums spent between 41–60% of their budget on payroll expenses in 2024, slightly down from 2022. The share of museums spending over 50% of their budget on payroll expenses stood at 55% in 2024, up from 46% in 2022.*

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

*Averages based on responses from 185 museums.*



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



## SALARY PROCEDURES OF RESPONDING MUSEUMS

### *Average Percentage Salary Increase FY 1992 to 2024*

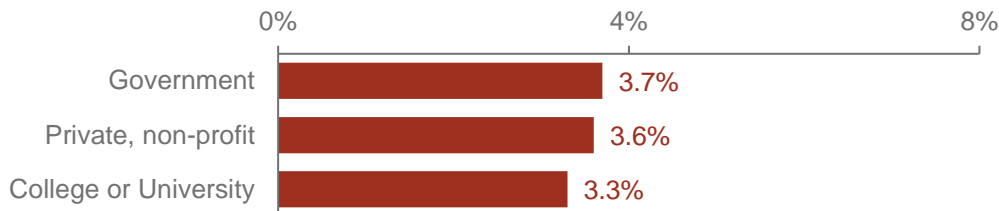
Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
2024	4.0%	3.0%	3.0%	3.6%	165
2022	4.3%	3.0%	3.0%	3.6%	166
2021	3.0%	2.5%	0.0%	2.5%	165
2020	3.0%	2.0%	0.0%	1.8%	191
2019	3.0%	3.0%	2.0%	2.7%	175
2018	3.0%	2.8%	2.0%	2.9%	202
2017	3.0%	3.0%	2.0%	2.5%	211
2016	3.0%	3.0%	2.0%	2.8%	212
2015	3.0%	2.7%	2.0%	2.6%	212
2014	3.0%	2.5%	2.0%	2.4%	230
2013	3.0%	2.5%	2.0%	2.4%	242
2012	3.0%	2.4%	1.5%	6.7%	227
2011	3.0%	2.0%	0.0%	1.9%	199
2010	2.0%	0.0%	0.0%	1.8%	101
2009	2.0%	0.0%	0.0%	1.0%	132
2008	3.8%	3.0%	3.0%	3.3%	117
2007	4.0%	3.0%	3.0%	3.3%	167
2006	4.0%	3.0%	3.0%	3.5%	179
2003	3.0%	2.5%	0.0%	2.3%	184
2002	4.0%	3.0%	2.2%	2.9%	159
2001	4.0%	4.0%	3.0%	3.5%	179
2000	4.3%	4.0%	3.0%	3.9%	174
1999	4.0%	3.8%	3.0%	3.8%	163
1998	4.0%	3.5%	3.0%	3.5%	179
1997	4.0%	3.5%	3.0%	3.5%	175
1996	4.0%	3.0%	3.0%	3.4%	177
1995	4.0%	3.2%	2.3%	3.2%	171
1994	4.0%	3.5%	3.0%	3.3%	176
1993	4.0%	3.1%	2.0%	3.2%	175
1992	5.0%	3.8%	2.3%	3.3%	171



## SALARY PROCEDURES OF RESPONDING MUSEUMS

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

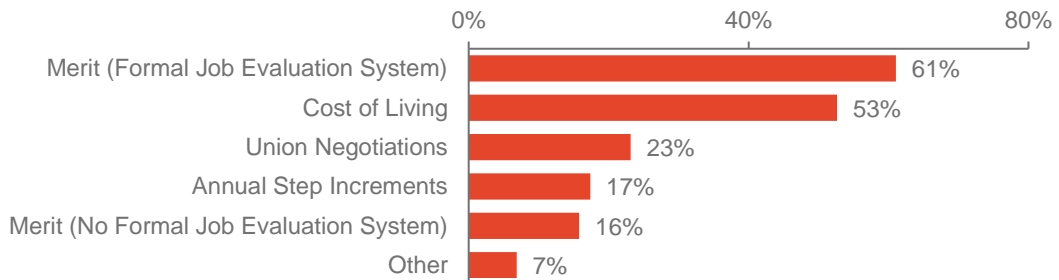
*Percentages based on responses from 165 museums.*



*Of the responding museums, 76% reported having established salary ranges for each position, up slightly from 2022.*

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

*Percentages based on responses from 190 museums.*



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

*44 responding museums reported union negotiations as a basis for salary increment. Art handlers/preparators, building maintenance personnel, and administrative staff were the predominant groups working under a union contract.*

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

Category	Private, non-profit	Government	College or University
Merit (Formal Job Evaluation System)	59.3%	57.1%	66.0%
Cost of Living	57.0%	78.6%	38.0%
Merit (No Formal Job Evaluation System)	17.0%	14.3%	10.0%
Union Negotiations	20.0%	35.7%	30.0%
Annual Step Increments	15.6%	64.3%	16.0%
Other	12.6%	7.1%	14.0%
Sample size	n = 135	n = 14	n = 52

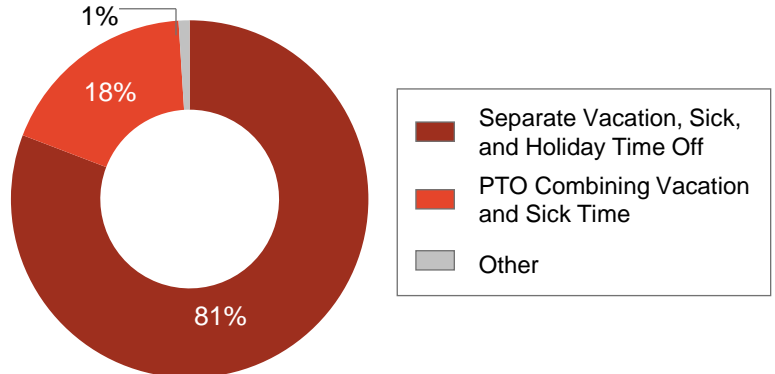


## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Out of 189 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***

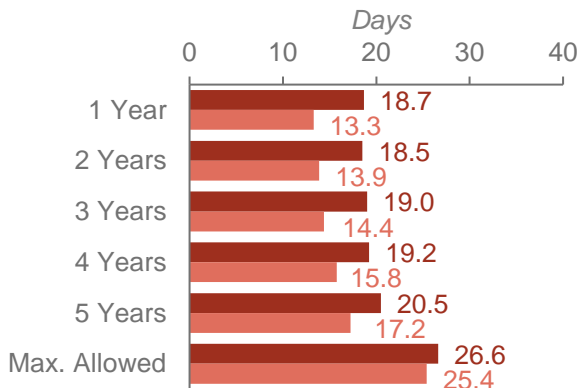
Percentages based on  
responses from  
187 museums.



74% of responding museums offered vacation/PTO at the same rate for regular, full-time exempt, and non-exempt employees—up from 71% in 2022.

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

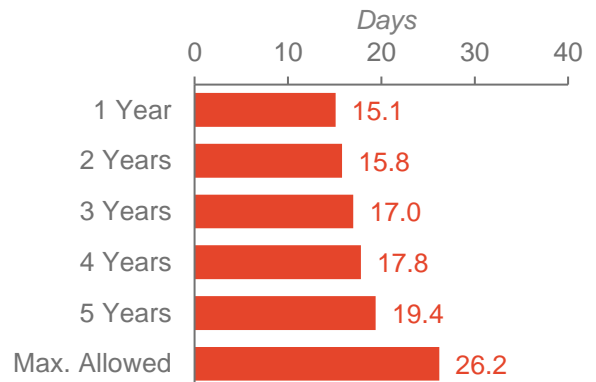
*When offered at different rates for  
Exempt and Non-exempt  
employees.*



Mean based on responses from  
38 museums.

### ***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  
127 museums.

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



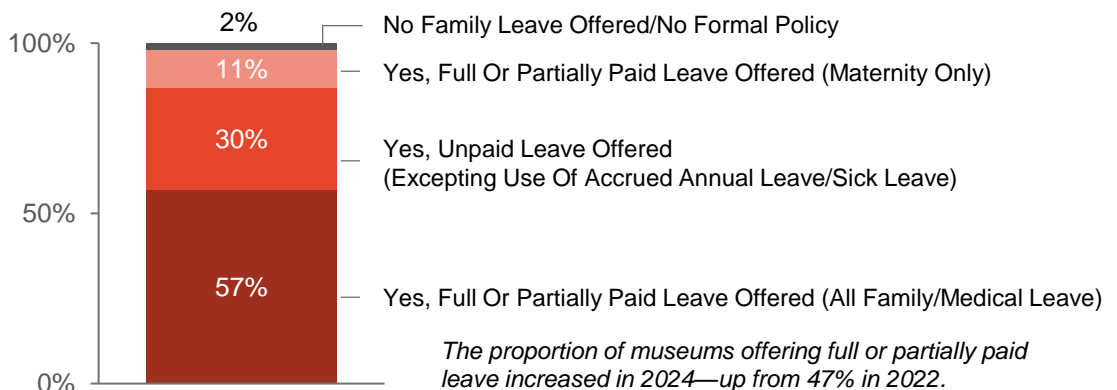
## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

91% of 183 responding museums allowed earned vacation/ PTO days that are not used during the current fiscal year to be carried forward to the next—up from 89% in 2022. The number of days allowed to be carried over varied, ranging from a maximum of 3 days to as much as 2 years' worth of accruals.

On average, in 2024, museums offered regular full-time employees 13 sick days and 4 personal/ floating holidays per year—on par with past years.

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

*Percentages based on responses from 189 museums.*



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

	401(k) Plan	403(b) Plan	Pension	Other Defined Contribution Plan
Employee Co-Payment	14%	41%	14%	5%
Fully Paid by Employee	6%	22%	11%	15%
Paid by Museum	9%	11%	7%	7%
Not Offered	71%	26%	78%	73%
Cap on salary percentage contributed by museum	5.18%	5.57%	7.97%	5.08%
	n = 188	n = 189	n = 188	n = 155

*In 2024, salary contributions were capped at 5.2% on average for museums contributing to a 401(k) plan for their employees, compared to 5.0% in 2022. Of the museums contributing to a 403(b) plan for their employees, salary contributions were capped at 5.6% on average—generally in line with 2022 levels.*



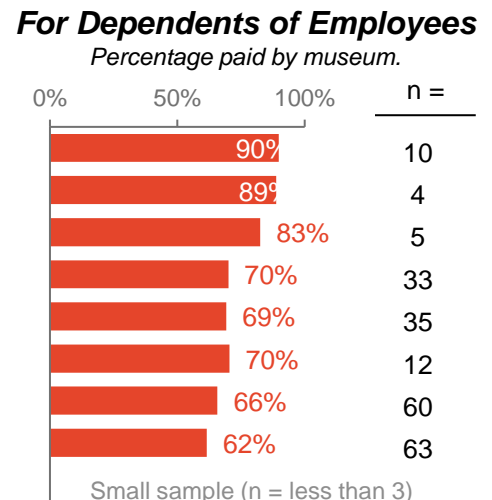
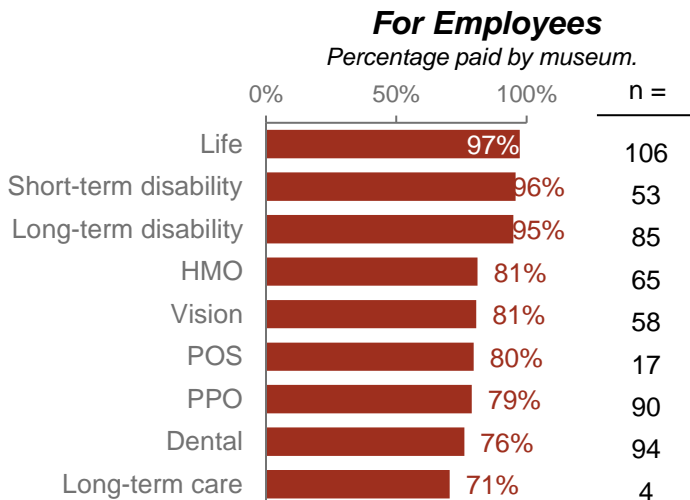
## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

### *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	Private, non-profit	Govt.	College or University
HMO	44.6%	62.5%	45.5%	26.4%	25.0%	36.4%
PPO	73.6%	50.0%	72.7%	48.8%	37.5%	66.7%
POS	13.2%	25.0%	15.2%	9.1%	12.5%	12.1%
Dental	76.9%	87.5%	57.6%	51.2%	62.5%	45.5%
Vision	47.1%	50.0%	30.3%	28.1%	37.5%	27.3%
Life	86.8%	87.5%	78.8%	7.4%	0.0%	6.1%
Long-term disability	69.4%	62.5%	69.7%	3.3%	0.0%	12.1%
Short-term disability	43.0%	12.5%	51.5%	2.5%	0.0%	9.1%
Long-term care	2.5%	0.0%	3.0%	0.0%	0.0%	3.0%
n =	121	8	33	121	8	33

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

*Percentages based on responses*



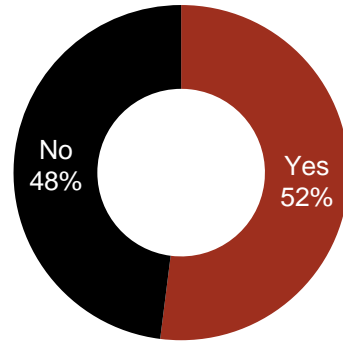


## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

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

*Percentages based on responses from 175 museums.*

*The proportion of museums offering a Section 125 or Cafeteria plan decreased in 2024, down from 63% in 2022.*



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

<b><i>Type of Benefit</i></b>	<b><i>Executive Director or CEO</i></b>	<b><i>Other Executive Staff</i></b>	<b><i>Other Full-Time staff</i></b>	<b><i>Other Part-Time staff</i></b>
Professional conference attendance	85%	85%	81%	28%
Professional membership dues	85%	79%	76%	26%
Employee Assistance Program	84%	80%	84%	72%
Remote work options	72%	76%	74%	34%
Professional development classes	71%	71%	75%	40%
Cell phone	48%	37%	30%	10%
Reimbursement for acquiring and/or maintaining professional license or similar credentials	44%	49%	44%	20%
Bonus	44%	25%	23%	12%
Deferred Compensation	31%	20%	15%	11%
Local mass transit subsidy	21%	19%	23%	18%
Supplemental Executive Retirement Plan	15%	n/a	n/a	n/a
Other retirement benefits	14%	n/a	n/a	n/a
Sabbatical	14%	5%	3%	1%
Housing or housing allowance	13%	2%	1%	n/a
Childrens' education (or a portion thereof)	11%	n/a	n/a	n/a
Spouse or domestic partner travel expenses	8%	1%	1%	n/a
Car or car allowance	7%	n/a	n/a	n/a
	n = 1,178	n = 971	n = 937	n = 483

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





## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

### *Change in Employment Benefits Offered by Museums Over Time*

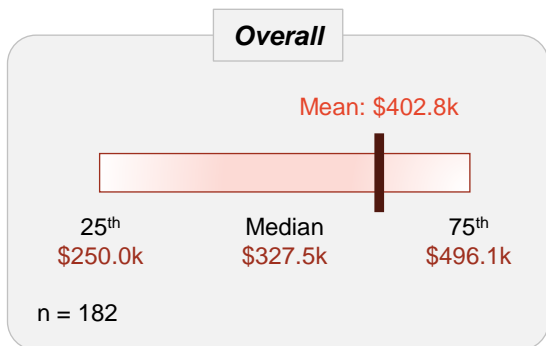
Category	Benefit	2017	2018	2019	2020	2021	2022	2024
<b>Paid Family/ Medical Leave</b>	Full or Partially Paid Leave Offered (Maternity Only)	5%	7%	9%	10%	10%	13%	11%
	Full or Partially Paid Leave Offered (All Family/Medical Leave)	38%	35%	37%	44%	45%	47%	57%
<b>Retirement Plan</b>	401(k)	29%	26%	27%	26%	30%	30%	29%
	403(b)	69%	71%	70%	71%	70%	71%	74%
	Pension	25%	22%	23%	23%	23%	23%	22%
	Other Defined Contribution Plan	30%	28%	27%	27%	24%	24%	27%
<b>Insurance Benefits for Employees (Weighted Average)</b>	HMO	27%	27%	29%	31%	28%	32%	36%
	PPO	43%	44%	51%	48%	42%	55%	62%
	POS	12%	13%	13%	17%	7%	13%	12%
	Dental	42%	45%	52%	49%	41%	54%	61%
	Vision	24%	20%	25%	23%	19%	28%	36%
	Life	45%	52%	51%	53%	46%	58%	46%
	Long-term Disability	38%	38%	46%	43%	35%	47%	37%
	Short-term Disability	28%	32%	30%	36%	25%	32%	25%
	Long-term Care	2%	2%	1%	3%	2%	3%	2%
<b>Further Benefits (for Other FTEs)</b>	Professional Conference Attendance	86%	89%	90%	89%	83%	81%	81%
	Professional Membership Dues	75%	79%	83%	81%	79%	76%	76%
	Employee Assistance Program (EAP)	71%	75%	80%	81%	76%	76%	84%
	Professional Development Classes	82%	83%	86%	86%	76%	78%	75%
	Telecommuting	34%	40%	44%	72%	64%	65%	n/a
	Reimbursement for Acquiring/ Maintaining Professional License/ Similar Credentials	50%	59%	59%	60%	52%	54%	44%
	Cell Phone	42%	47%	38%	41%	36%	31%	30%
	Bonus	26%	26%	25%	23%	26%	27%	23%
	Deferred Compensation	11%	15%	16%	16%	11%	12%	15%
	Local Mass Transit Subsidy	19%	24%	25%	25%	23%	20%	23%
	Housing/ Housing Allowance	0%	1%	2%	1%	1%	1%	1%
	Sabbatical	5%	7%	8%	10%	6%	5%	3%
	Car/ Car Allowance	1%	1%	1%	1%	2%	2%	n/a
	Spouse/Domestic Partner Travel Expenses	1%	1%	2%	1%	2%	0%	1%

Since 2017, benefits offered by museums to employees have steadily improved. In 2024, insurance benefits including HMO, PPO, Vision, and Dental coverage were offered by a greater proportion of institutions surveyed than ever before. However, aside from EAPs, museums generally offered fewer additional benefits, though some new options—such as remote work, provided by 74% of responding institutions—were introduced.

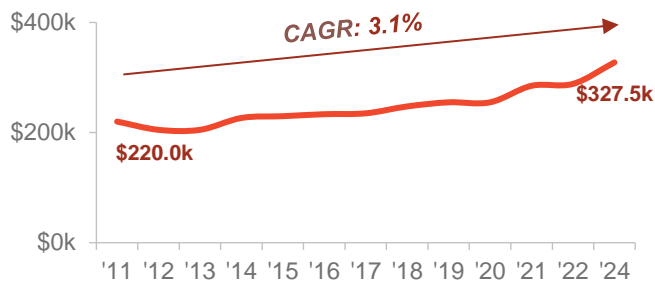
# Director



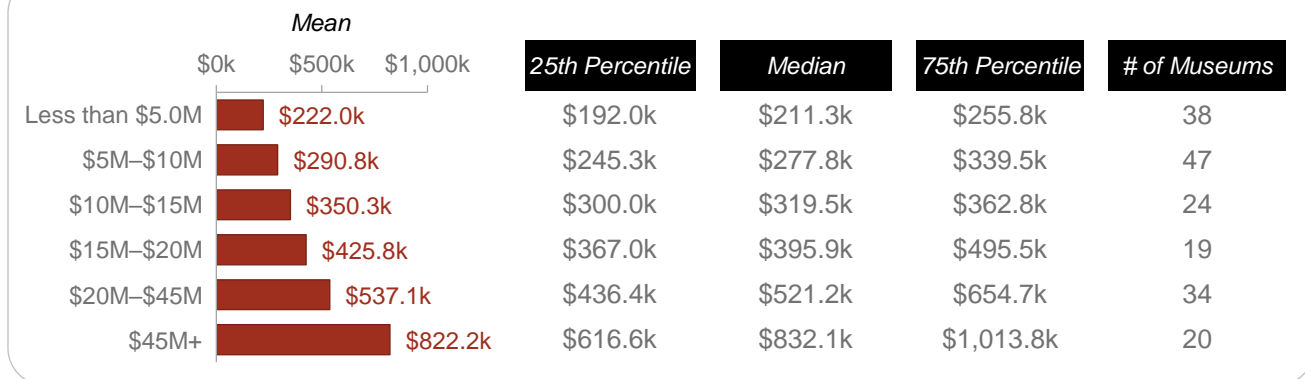
*Provides visionary leadership and strategic direction for the organization, ensuring its mission, sustainability, and impact. Reports to the Board of Directors.*



## Historical Trend—Median (2011–2024)

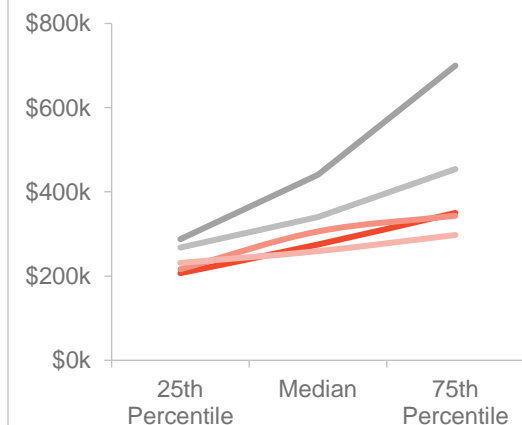


## Operating Budget

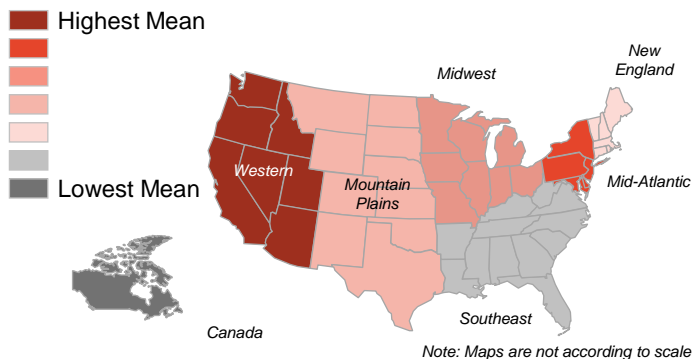


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$296.3k	29
0.5M–1M	\$309.5k	20
1M–2M	\$282.0k	18
2M–5M	\$391.3k	49
5M and Over	\$519.3k	66



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$256.5k	\$372.5k	\$597.5k	\$455.0k	40
Midwest	\$225.0k	\$339.9k	\$501.3k	\$412.1k	29
Mt. Plains	\$257.5k	\$321.5k	\$522.8k	\$392.5k	20
New England	\$271.3k	\$313.1k	\$465.6k	\$391.3k	22
Southeast	\$207.1k	\$277.8k	\$353.5k	\$304.5k	35
Western	\$292.2k	\$369.5k	\$567.4k	\$484.3k	30
Canada	\$214.7k	\$247.0k	\$285.4k	\$251.7k	6



**Provides visionary leadership and strategic direction for the organization, ensuring its mission, sustainability, and impact. Reports to the Board of Directors.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$226.0k	\$328.1k	\$526.3k	\$400.8k	40
Midwest	1.00	\$225.0k	\$339.9k	\$501.3k	\$412.1k	29
Mountain Plains	1.02	\$252.3k	\$315.0k	\$512.3k	\$384.6k	20
New England	1.12	\$242.4k	\$279.8k	\$416.0k	\$349.6k	22
Southeast	1.04	\$199.2k	\$267.3k	\$340.1k	\$293.0k	35
Western	1.17	\$249.2k	\$315.2k	\$484.0k	\$413.1k	30

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

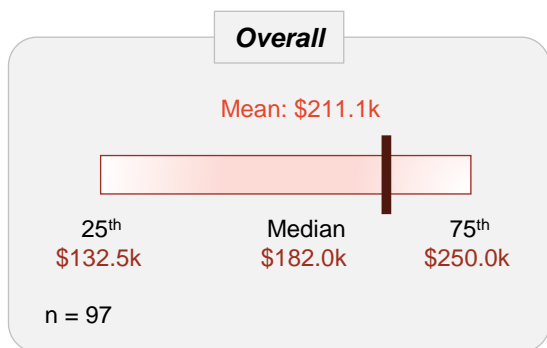
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$318.8k	\$415.8k	\$727.1k	\$565.0k	20
State	New York	\$233.6k	\$312.5k	\$622.1k	\$484.9k	22
State	Florida	\$189.7k	\$281.7k	\$366.1k	\$298.5k	14
State	Ohio	\$225.0k	\$309.0k	\$484.0k	\$368.6k	9
State	Texas	\$316.5k	\$496.0k	\$574.8k	\$493.6k	10
City	New York	\$300.0k	\$619.0k	\$868.5k	\$648.7k	11
City	Washington, D.C.	\$364.3k	\$390.3k	\$482.3k	\$473.4k	8

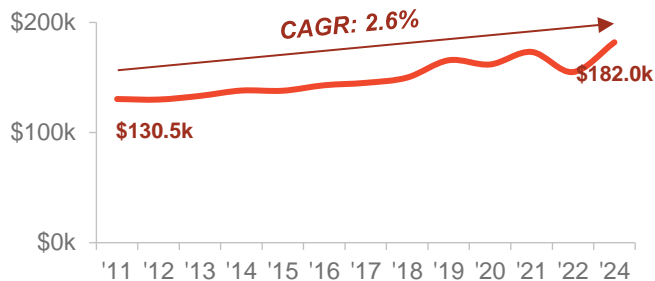
# Deputy Director



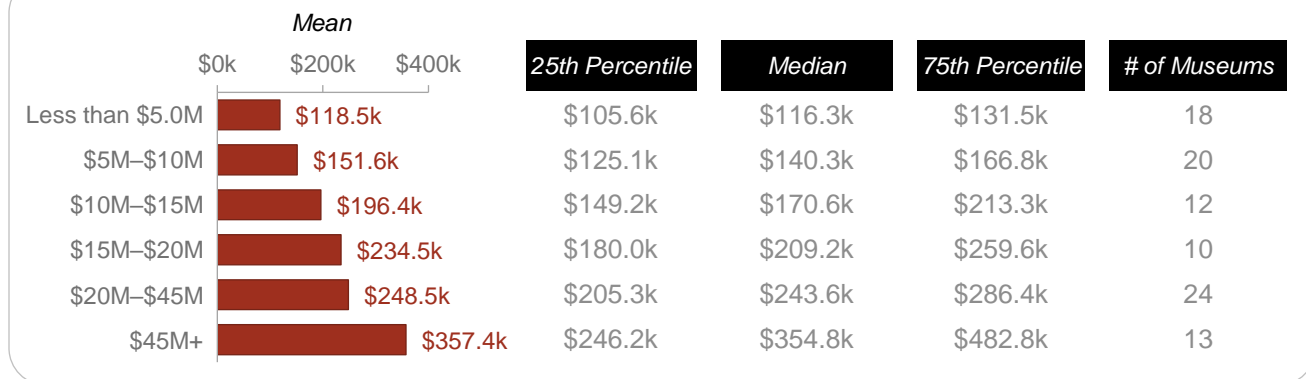
**Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum.**



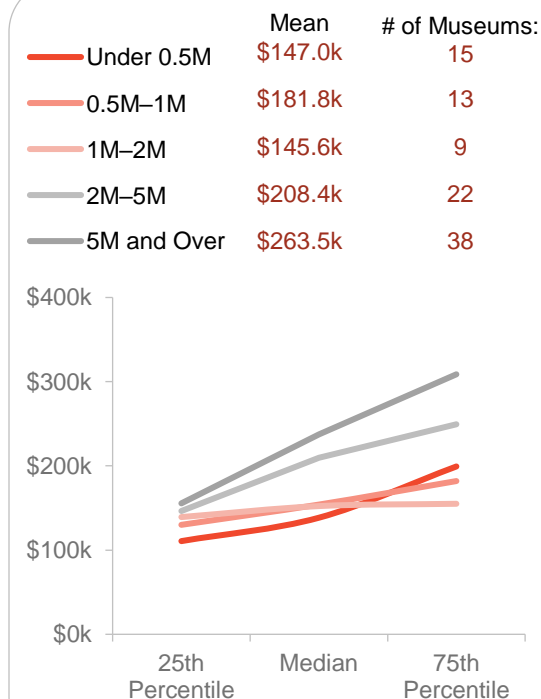
## Historical Trend—Median (2011–2024)



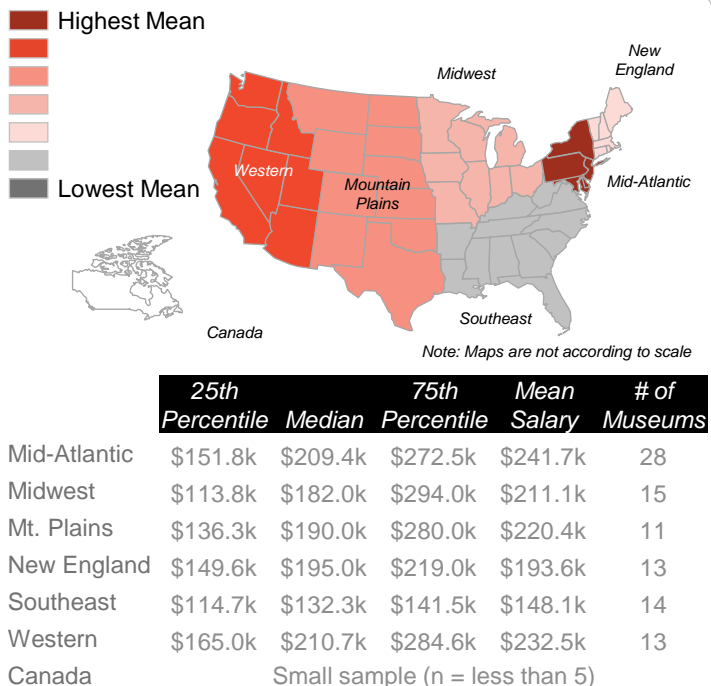
## Operating Budget



## MSA Population



## Region





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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$133.2k	\$183.7k	\$239.1k	\$212.0k	28
Midwest	1.00	\$113.8k	\$182.0k	\$294.0k	\$211.1k	15
Mountain Plains	1.02	\$133.6k	\$186.3k	\$274.5k	\$216.1k	11
New England	1.12	\$133.5k	\$174.1k	\$195.6k	\$172.8k	13
Southeast	1.04	\$110.2k	\$127.2k	\$136.1k	\$142.4k	14
Western	1.17	\$141.0k	\$180.1k	\$243.3k	\$198.7k	13

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

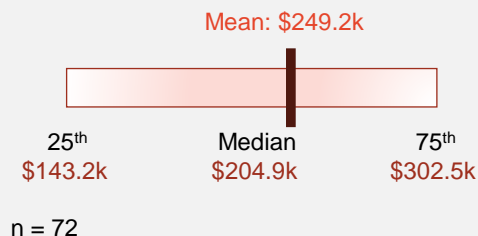
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$147.1k	\$207.9k	\$289.3k	\$230.6k	8
State	New York	\$134.5k	\$197.3k	\$274.3k	\$237.2k	18
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$161.2k	\$309.9k	\$350.0k	\$283.2k	5
City	New York	\$168.1k	\$271.6k	\$394.0k	\$289.1k	11
City	Washington, D.C.	\$184.5k	\$224.0k	\$277.5k	\$281.8k	6

# Chief Operating Officer / Chief Administrative Officer

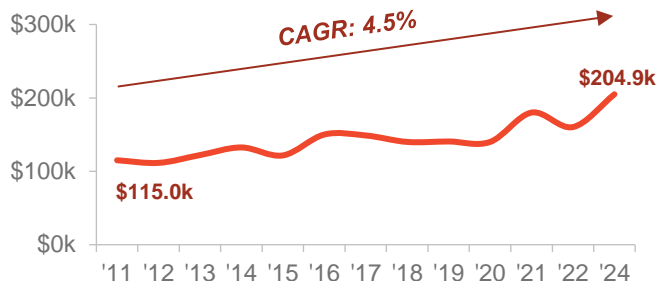


**Responsible for overseeing the operations of the museum which may include but are not limited to services (incl. service contracts), purchasing, IT, and facilities/building maintenance.**

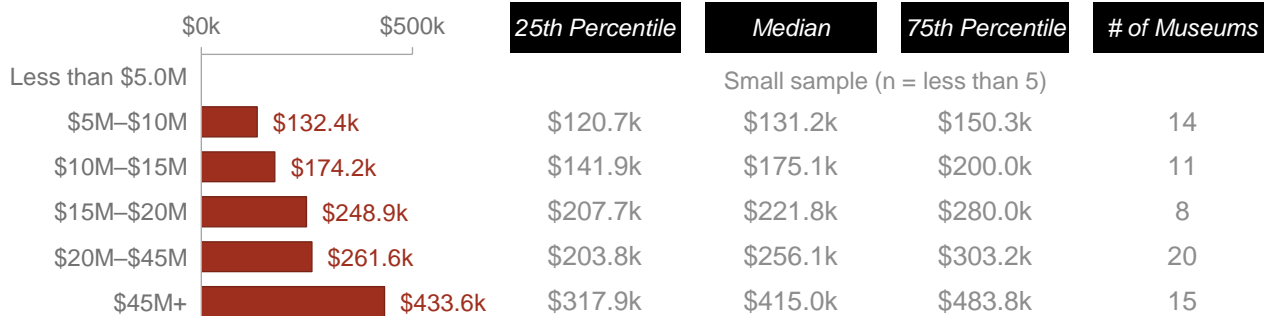
## Overall



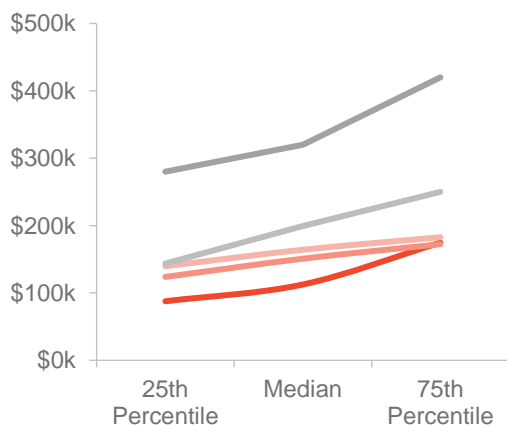
## Historical Trend—Median (2011–2024)



## Operating Budget



## MSA Population



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$234.3k	\$300.0k	\$417.5k	\$344.4k	15
Midwest	\$154.4k	\$204.8k	\$222.1k	\$196.2k	10
Mt. Plains	\$198.6k	\$199.3k	\$400.0k	\$263.6k	5
New England	\$125.3k	\$166.1k	\$258.6k	\$204.6k	10
Southeast	\$127.4k	\$143.6k	\$222.8k	\$179.9k	13
Western	\$170.8k	\$248.9k	\$347.0k	\$301.2k	15
Canada					

Small sample (n = less than 5)

## Chief Operating Officer / Chief Administrative Officer



**Responsible for overseeing the operations of the museum which may include but are not limited to services (incl. service contracts), purchasing, IT, and facilities/building maintenance.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$205.5k	\$263.2k	\$366.2k	\$302.1k	15
<b>Midwest</b>	1.00	\$154.4k	\$204.8k	\$222.1k	\$196.2k	10
<b>Mountain Plains</b>	1.02	\$194.7k	\$195.4k	\$392.2k	\$258.4k	5
<b>New England</b>	1.12	\$111.8k	\$148.3k	\$230.9k	\$182.7k	10
<b>Southeast</b>	1.04	\$122.5k	\$138.1k	\$214.2k	\$173.0k	13
<b>Western</b>	1.17	\$146.0k	\$212.7k	\$296.6k	\$257.4k	15

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

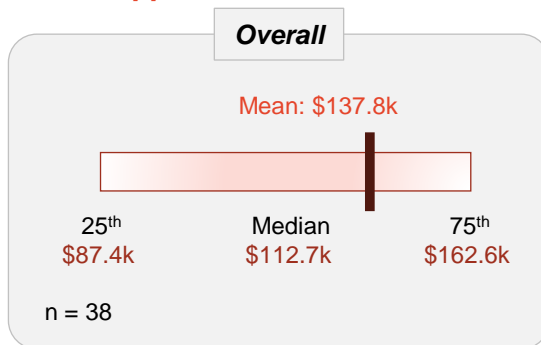
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$176.5k	\$298.7k	\$375.0k	\$346.4k	9
State	New York	\$250.6k	\$343.4k	\$482.8k	\$393.6k	9
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	\$321.7k	\$415.0k	\$567.4k	\$449.1k	7
City	Washington, D.C.	Small sample (n = less than 5)				

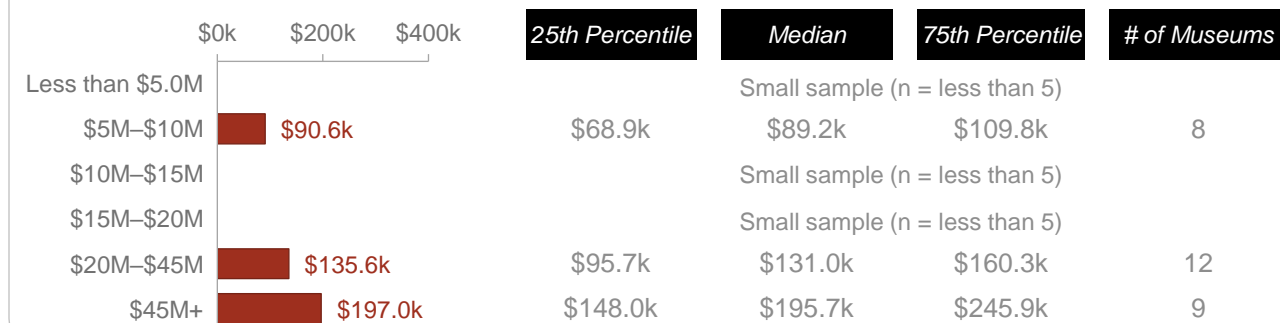
# Chief of Staff (NEW)



*Facilitates effective communication and decision-making between the Director's Office; the museum's leadership team; all staff; and Trustees. May provide strategic advisory, administrative and organizational support to the Director.*

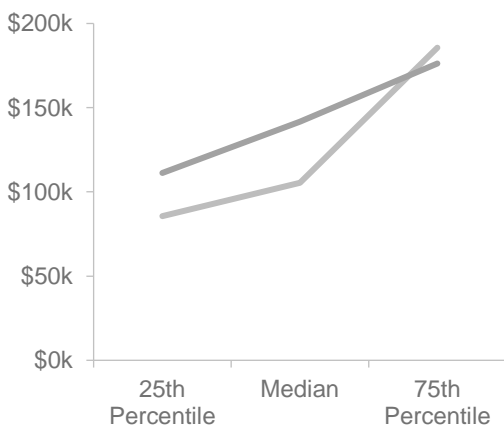


## Operating Budget

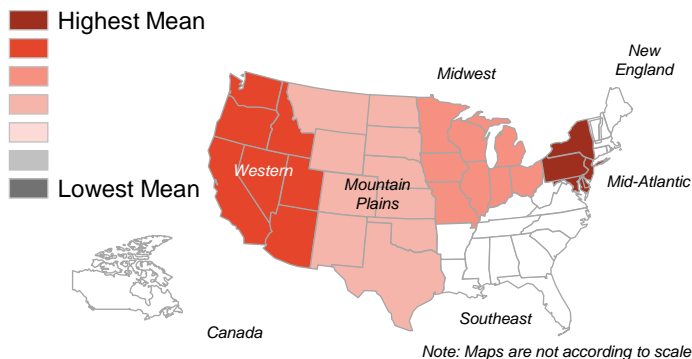


## MSA Population

	Mean	# of Museums:
Under 0.5M	Small sample (n = less than 5)	
0.5M–1M	Small sample (n = less than 5)	
1M–2M	Small sample (n = less than 5)	
2M–5M	\$138.1k	9
5M and Over	\$157.4k	20



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$116.9k	\$157.9k	\$211.5k	\$174.2k	10
Midwest	\$90.7k	\$106.5k	\$115.9k	\$110.4k	8
Mt. Plains	\$73.0k	\$83.8k	\$96.4k	\$91.9k	6
New England	Small sample (n = less than 5)				
Southeast	Small sample (n = less than 5)				
Western	\$95.7k	\$148.0k	\$245.1k	\$159.9k	5
Canada	Small sample (n = less than 5)				



## Chief of Staff (NEW)



**Facilitates effective communication and decision-making between the Director's Office; the museum's leadership team; all staff; and Trustees. May provide strategic advisory, administrative and organizational support to the Director.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$102.5k	\$138.5k	\$185.6k	\$152.8k	10
Midwest	1.00	\$90.7k	\$106.5k	\$115.9k	\$110.4k	8
Mountain Plains	1.02	\$71.5k	\$82.1k	\$94.5k	\$90.1k	6
New England	1.12	Small sample (n = less than 5)				
Southeast	1.04	Small sample (n = less than 5)				
Western	1.17	\$81.8k	\$126.5k	\$209.5k	\$136.7k	5

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

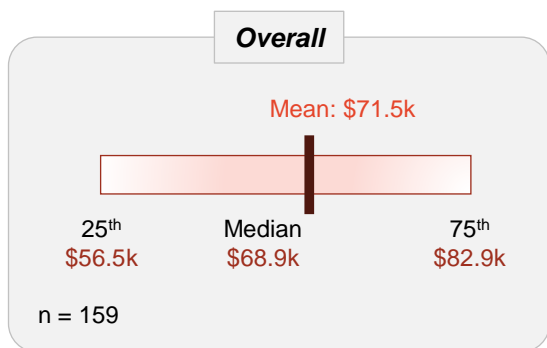
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	Small sample (n = less than 5)				
State	New York	\$159.1k	\$195.7k	\$216.8k	\$201.3k	5
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	\$159.1k	\$195.7k	\$216.8k	\$201.3k	5
City	Washington, D.C.	Small sample (n = less than 5)				

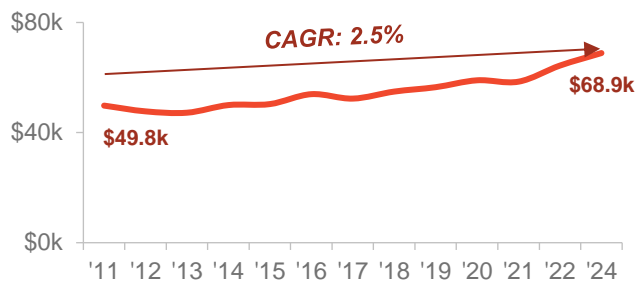
# Assistant to Director / Executive Assistant



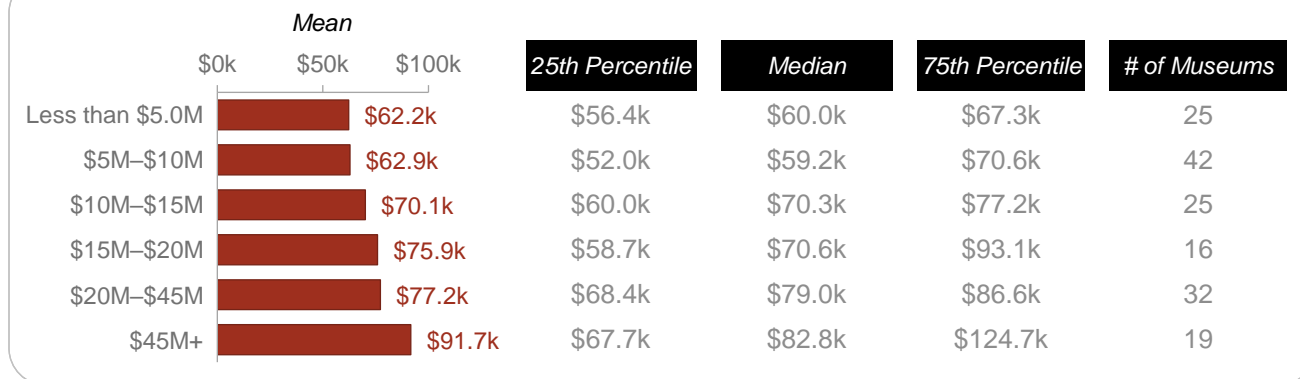
*Manages daily office operations of Director, ensuring seamless execution of administrative functions, allowing the director to focus on strategic priorities.*



## Historical Trend—Median (2011–2024)

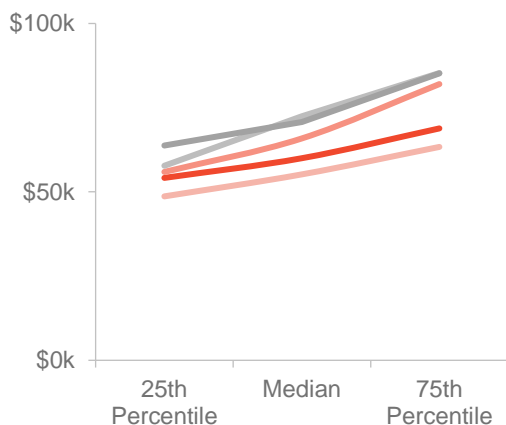


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$63.2k	22
0.5M–1M	\$69.9k	17
1M–2M	\$58.3k	17
2M–5M	\$74.0k	43
5M and Over	\$77.1k	60



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$63.8k	\$79.2k	\$88.2k	\$79.3k	36
Midwest	\$53.5k	\$60.2k	\$71.2k	\$66.2k	24
Mt. Plains	\$55.0k	\$56.4k	\$68.9k	\$63.9k	17
New England	\$60.0k	\$67.5k	\$76.0k	\$67.9k	21
Southeast	\$51.9k	\$62.5k	\$73.3k	\$63.3k	28
Western	\$69.8k	\$81.5k	\$94.3k	\$84.5k	28
Canada	\$48.1k	\$56.8k	\$63.5k	\$56.4k	5

## Assistant to Director / Executive Assistant



**Manages daily office operations of Director, ensuring seamless execution of administrative functions, allowing the director to focus on strategic priorities.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$56.0k	\$69.5k	\$77.3k	\$69.6k	36
Midwest	1.00	\$53.5k	\$60.2k	\$71.2k	\$66.2k	24
Mountain Plains	1.02	\$53.9k	\$55.3k	\$67.5k	\$62.6k	17
New England	1.12	\$53.6k	\$60.3k	\$67.9k	\$60.6k	21
Southeast	1.04	\$49.9k	\$60.1k	\$70.5k	\$60.8k	28
Western	1.17	\$59.7k	\$69.7k	\$80.6k	\$72.2k	28

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

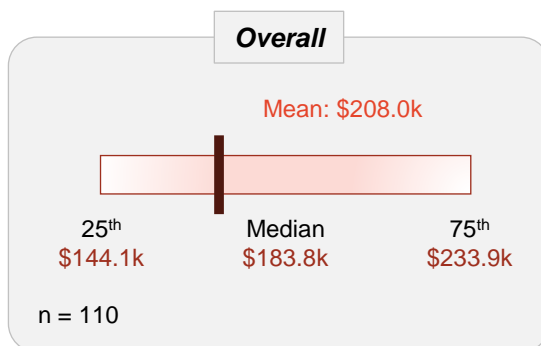
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$71.6k	\$83.2k	\$96.7k	\$88.3k	19
State	New York	\$63.4k	\$78.0k	\$85.0k	\$77.4k	21
State	Florida	\$51.9k	\$59.5k	\$66.8k	\$60.0k	12
State	Ohio	\$50.6k	\$58.2k	\$64.3k	\$58.3k	7
State	Texas	\$56.0k	\$61.9k	\$68.9k	\$65.8k	9
City	New York	\$70.7k	\$84.0k	\$86.5k	\$84.4k	11
City	Washington, DC.	\$77.7k	\$91.0k	\$111.1k	\$93.4k	8

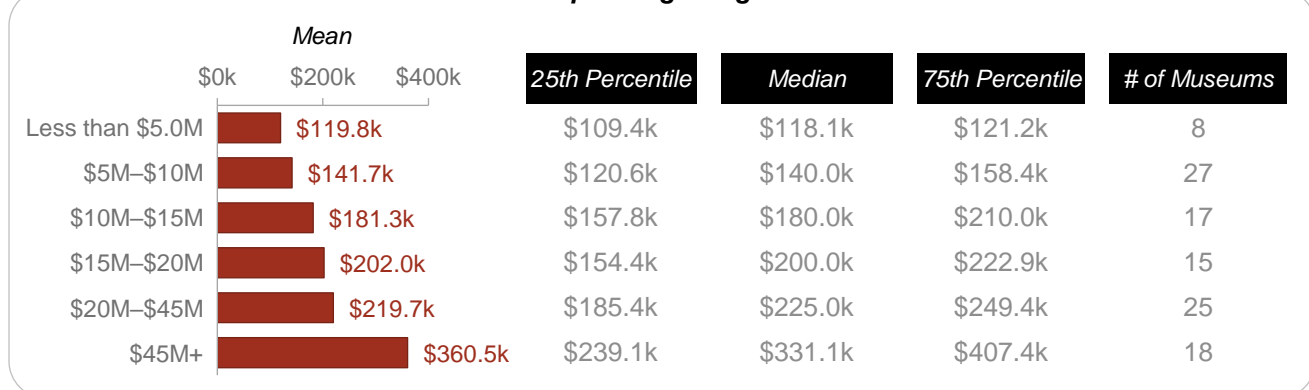
# Chief Financial Officer (NEW)



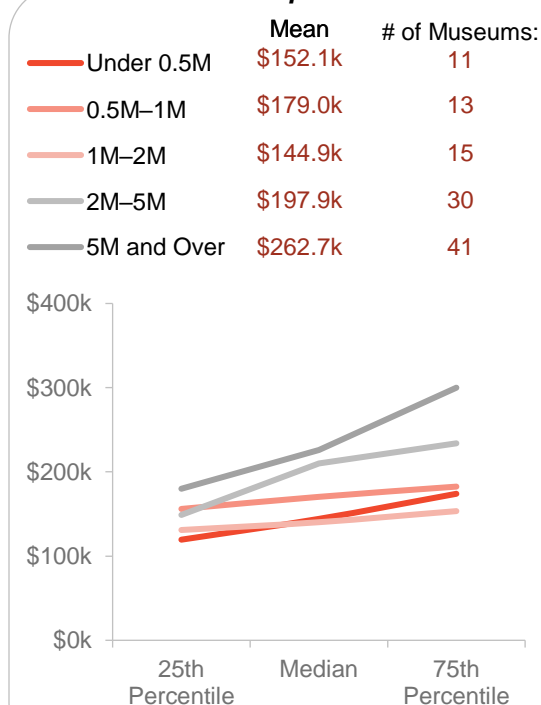
*Directs and supports the museum's full range of financial and accounting functions, consulting and advising on all financial issues, compliance, and risk management.*



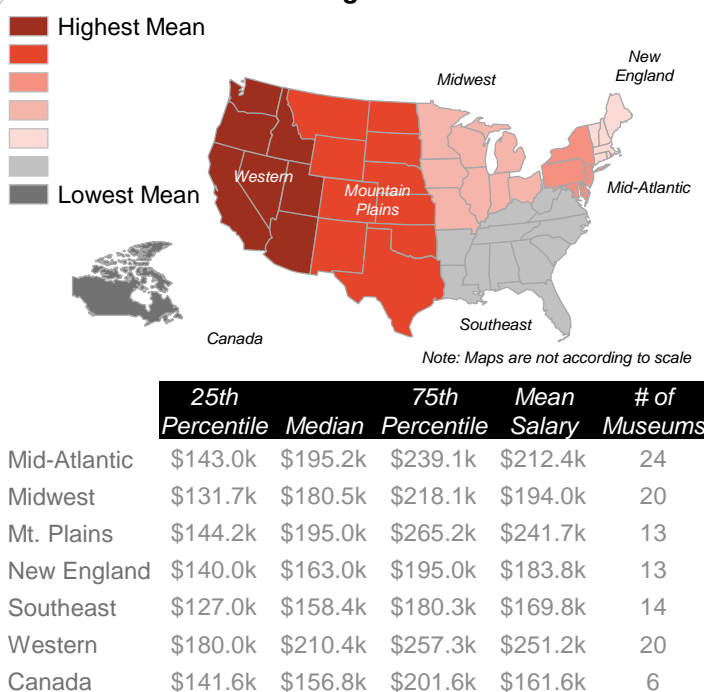
## Operating Budget



## MSA Population



## Region



## Chief Financial Officer (NEW)



**Directs and supports the museum's full range of financial and accounting functions, consulting and advising on all financial issues, compliance, and risk management.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$125.5k	\$171.2k	\$209.7k	\$186.3k	24
Midwest	1.00	\$131.7k	\$180.5k	\$218.1k	\$194.0k	20
Mountain Plains	1.02	\$141.4k	\$191.2k	\$260.0k	\$237.0k	13
New England	1.12	\$125.0k	\$145.5k	\$174.1k	\$164.1k	13
Southeast	1.04	\$122.1k	\$152.3k	\$173.3k	\$163.2k	14
Western	1.17	\$153.8k	\$179.8k	\$219.9k	\$214.7k	20

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

### City and State-Level Benchmarks

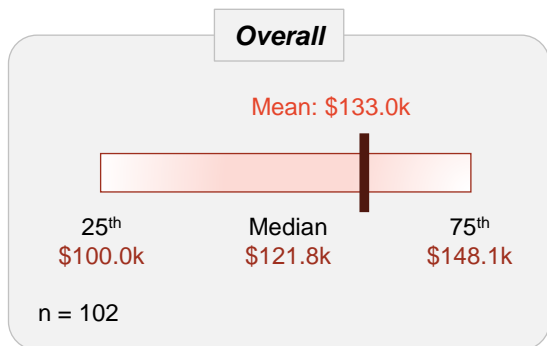
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$185.2k	\$210.4k	\$293.4k	\$273.6k	14
State	New York	\$164.9k	\$222.9k	\$300.0k	\$234.5k	12
State	Florida	Small sample (n = less than 5)				
State	Ohio	\$131.7k	\$157.7k	\$173.4k	\$155.6k	8
State	Texas	\$193.3k	\$255.0k	\$376.1k	\$300.7k	7
City	New York	\$203.0k	\$300.0k	\$312.5k	\$285.5k	7
City	Washington, D.C.	\$177.6k	\$190.3k	\$200.0k	\$192.1k	5

# Controller (Formerly Director of Finance / Finance A)

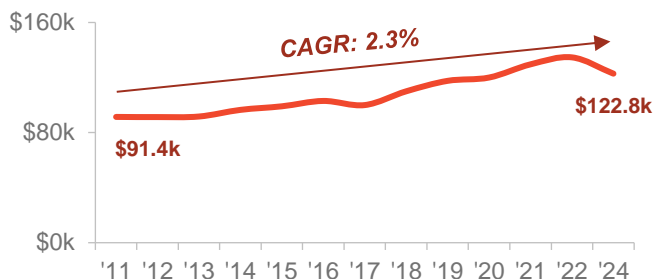


*Manages and directs activities involving finance. May include investment mgmt., accounting, budgeting for the museum, and audit responsibility (external audit and/or annual internal audits).*

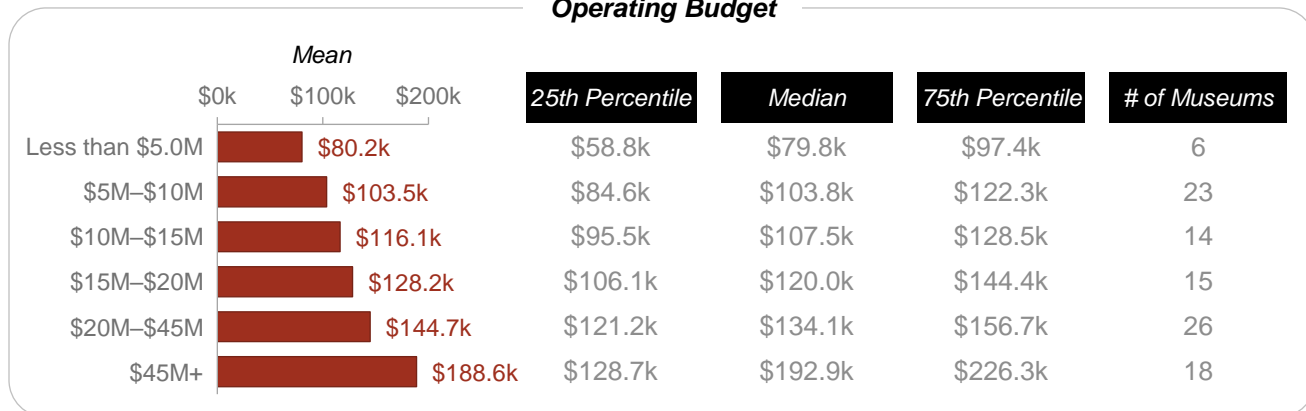
## Overall



## Historical Trend—Median (2011–2024)

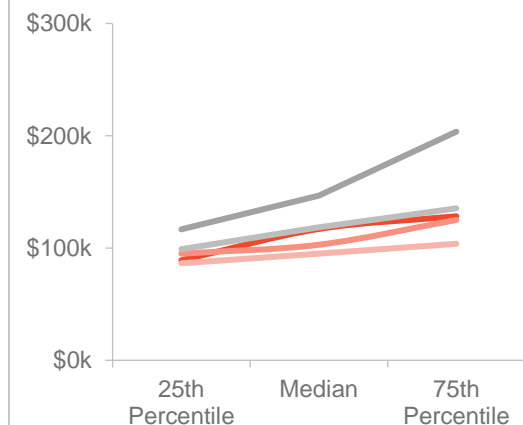


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$105.3k	11
0.5M–1M	\$123.0k	5
1M–2M	\$101.3k	11
2M–5M	\$120.7k	36
5M and Over	\$161.5k	39



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$114.2k	\$145.9k	\$180.0k	\$150.0k	22
Midwest	\$99.7k	\$113.6k	\$131.6k	\$127.5k	14
Mt. Plains	\$92.0k	\$130.0k	\$138.8k	\$125.1k	13
New England	\$108.4k	\$130.0k	\$159.7k	\$134.8k	9
Southeast	\$96.5k	\$103.6k	\$120.9k	\$112.4k	16
Western	\$107.7k	\$124.2k	\$158.4k	\$145.4k	23
Canada	\$89.6k	\$94.8k	\$108.9k	\$100.1k	5

## Controller (Formerly Director of Finance / Finance A)



**Manages and directs activities involving finance. May include investment mgmt., accounting, budgeting for the museum, and audit responsibility (external audit and/or annual internal audits).**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$100.2k	\$128.0k	\$157.9k	\$131.6k	22
Midwest	1.00	\$99.7k	\$113.6k	\$131.6k	\$127.5k	14
Mountain Plains	1.02	\$90.2k	\$127.5k	\$136.1k	\$122.6k	13
New England	1.12	\$96.8k	\$116.1k	\$142.6k	\$120.3k	9
Southeast	1.04	\$92.8k	\$99.6k	\$116.2k	\$108.1k	16
Western	1.17	\$92.0k	\$106.2k	\$135.4k	\$124.3k	23

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

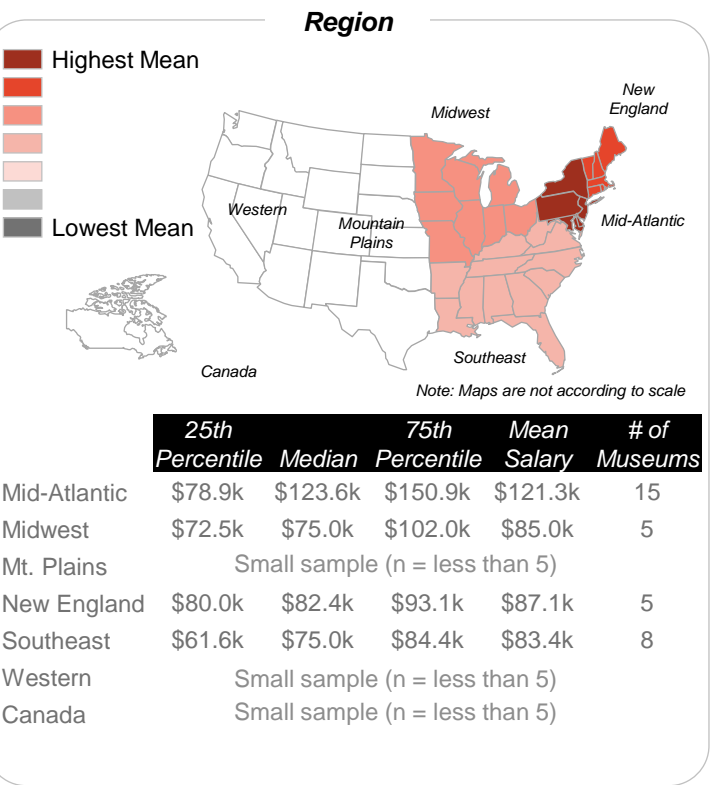
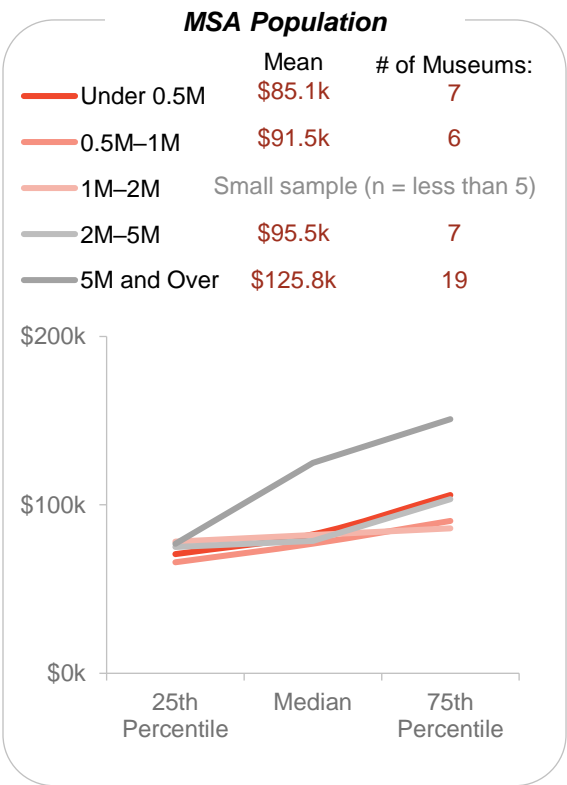
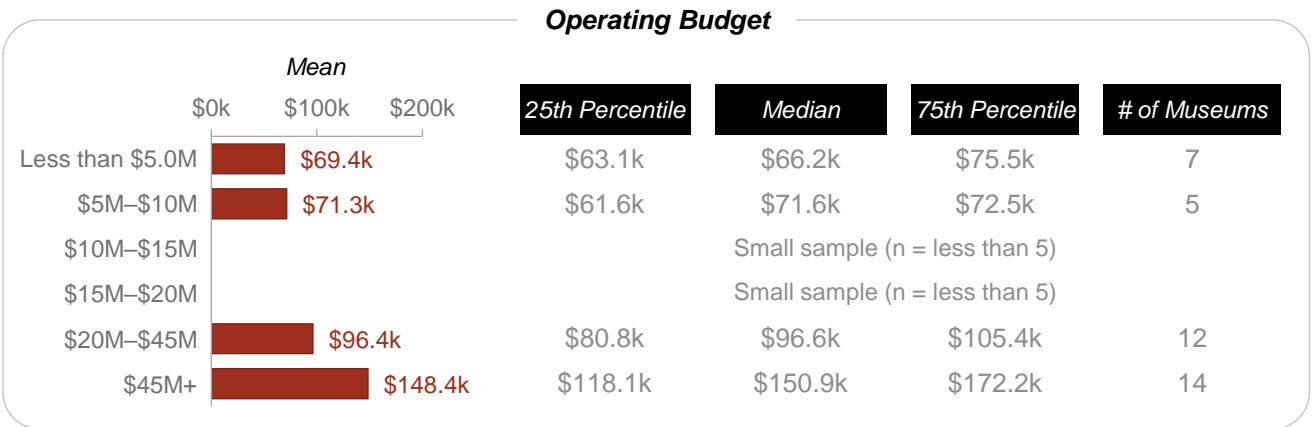
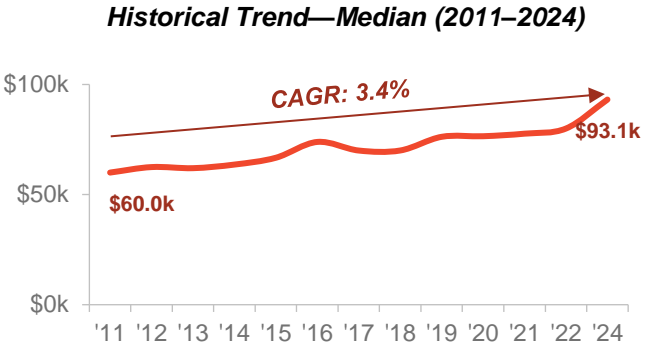
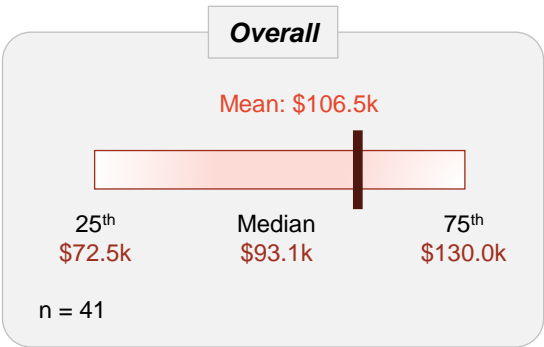
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$106.3k	\$144.8k	\$181.7k	\$162.8k	14
State	New York	\$111.6k	\$145.9k	\$180.0k	\$155.6k	14
State	Florida	\$100.0k	\$102.9k	\$116.0k	\$104.9k	7
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$130.0k	\$137.4k	\$176.9k	\$147.3k	7
City	New York	\$165.0k	\$188.4k	\$244.2k	\$213.1k	6
City	Washington, D.C.	Small sample (n = less than 5)				

Business Operations Specialist [Alt: Business Analyst]  
(Formerly Assistant Director of Finance / Finance B)



Provides information and insights in support of business decision making across the organization. Responsible for conducting primary and secondary research and analysis of various financial and operating data.





Provides information and insights in support of business decision making across the organization. Responsible for conducting primary and secondary research and analysis of various financial and operating data.

Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$69.2k	\$108.4k	\$132.4k	\$106.4k	15
Midwest	1.00	\$72.5k	\$75.0k	\$102.0k	\$85.0k	5
Mountain Plains	1.02	\$99.2k	\$100.4k	\$101.6k	\$100.4k	2
New England	1.12	\$71.4k	\$73.6k	\$83.2k	\$77.8k	5
Southeast	1.04	\$59.2k	\$72.2k	\$81.1k	\$80.2k	8
Western	1.17	\$123.3k	\$130.8k	\$154.0k	\$146.5k	4

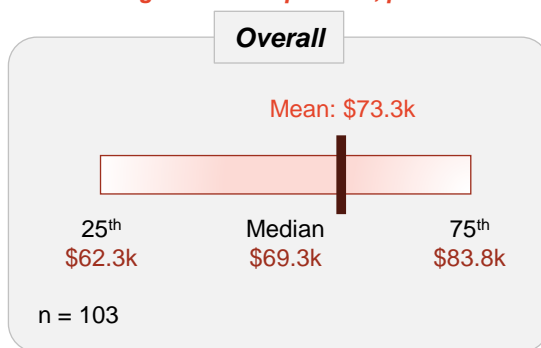
Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.

City and State-Level Benchmarks

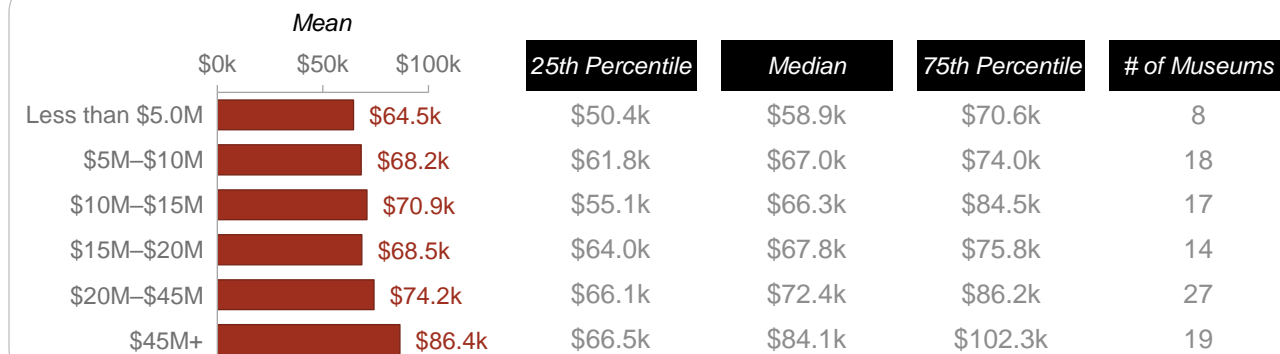
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	Small sample (n = less than 5)				
State	New York	\$100.6k	\$124.3k	\$149.9k	\$121.8k	8
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	\$125.0k	\$148.9k	\$152.9k	\$147.4k	5
City	Washington, DC.	Small sample (n = less than 5)				

# Accountant (NEW)

*Performs various professional accounting duties including maintenance and analysis of accounting records, preparation of accounting schedules, reports and financial statements; prepares journal entries and reconciles ledger accounts; ensures compliance with organization's policies, procedures and contracts.*

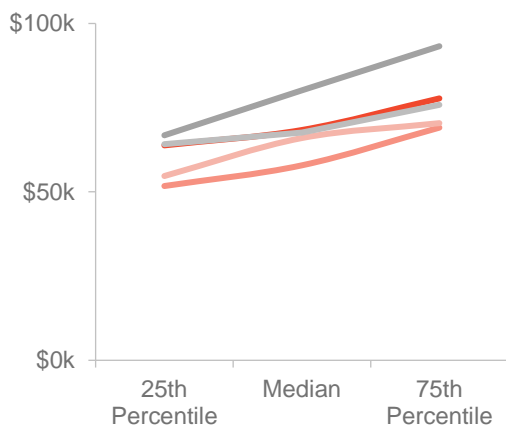


## Operating Budget

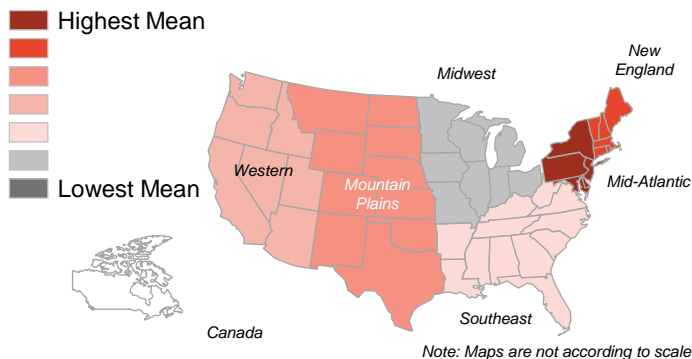


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$69.1k	8
0.5M-1M	\$63.4k	12
1M-2M	\$63.6k	11
2M-5M	\$69.3k	30
5M and Over	\$82.3k	42



## Region



	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$68.9k	\$87.0k	\$95.8k	\$85.6k	22
Midwest	\$56.7k	\$63.1k	\$69.5k	\$63.1k	16
Mt. Plains	\$57.7k	\$76.0k	\$81.8k	\$76.5k	11
New England	\$69.8k	\$80.0k	\$85.1k	\$78.0k	11
Southeast	\$54.1k	\$63.0k	\$67.2k	\$63.8k	16
Western	\$65.9k	\$72.0k	\$82.3k	\$73.1k	23
Canada	Small sample (n = less than 5)				

# Accountant (NEW)



**Performs various professional accounting duties including maintenance and analysis of accounting records, preparation of accounting schedules, reports and financial statements; prepares journal entries and reconciles ledger accounts; ensures compliance with organization's policies, procedures and contracts.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$60.4k	\$76.4k	\$84.0k	\$75.1k	22
Midwest	1.00	\$56.7k	\$63.1k	\$69.5k	\$63.1k	16
Mountain Plains	1.02	\$56.5k	\$74.5k	\$80.2k	\$75.0k	11
New England	1.12	\$62.3k	\$71.4k	\$76.0k	\$69.6k	11
Southeast	1.04	\$52.0k	\$60.6k	\$64.7k	\$61.4k	16
Western	1.17	\$56.3k	\$61.5k	\$70.3k	\$62.5k	23

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

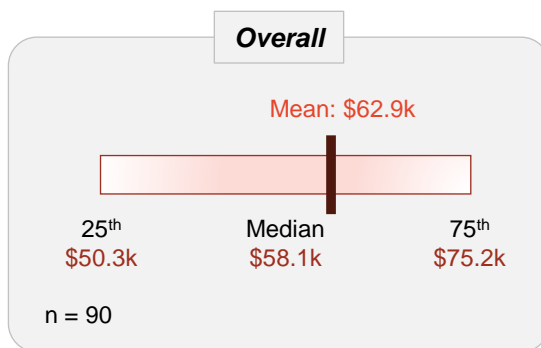
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$70.0k	\$74.4k	\$85.5k	\$77.2k	15
State	New York	\$73.7k	\$90.8k	\$98.9k	\$88.0k	12
State	Florida	\$59.1k	\$64.1k	\$65.8k	\$62.5k	7
State	Ohio	\$51.8k	\$57.0k	\$63.7k	\$59.4k	7
State	Texas	\$74.8k	\$81.3k	\$91.3k	\$89.6k	6
City	New York	\$91.1k	\$96.6k	\$103.1k	\$97.6k	8
City	Washington, DC.	Small sample (n = less than 5)				

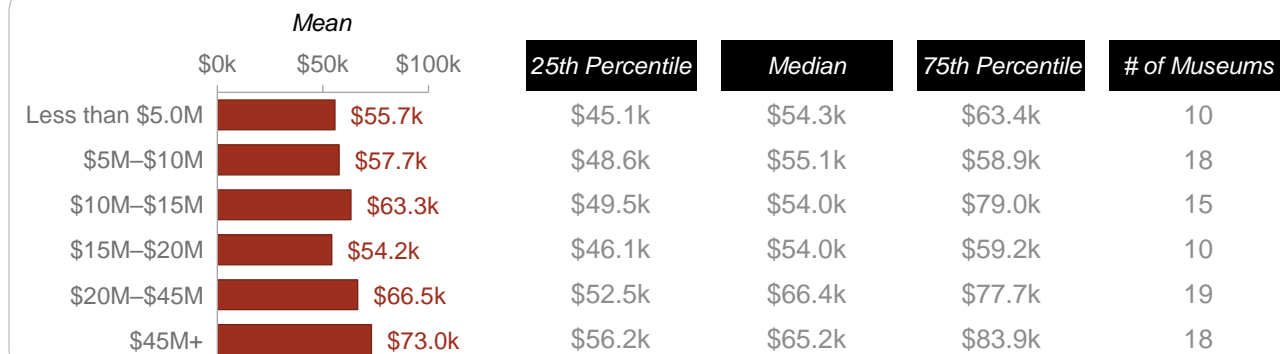
# Finance Administrator (NEW) [Alt: Accounts Payable Administrator/Accounts Receivable Administrator/Payroll Administrator]



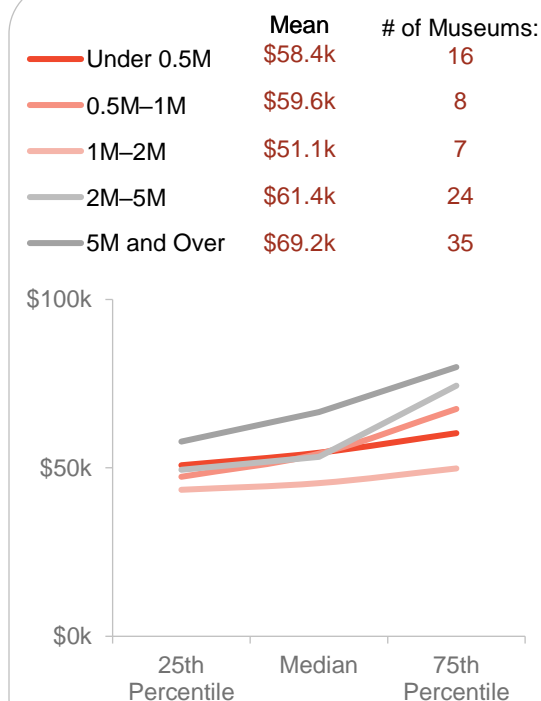
*Processes a variety of accounting transactions. May have a specific area of responsibility reflected in their title (e.g. Payroll Administrator). Maintains accounting files in accordance with dept. procedures.*



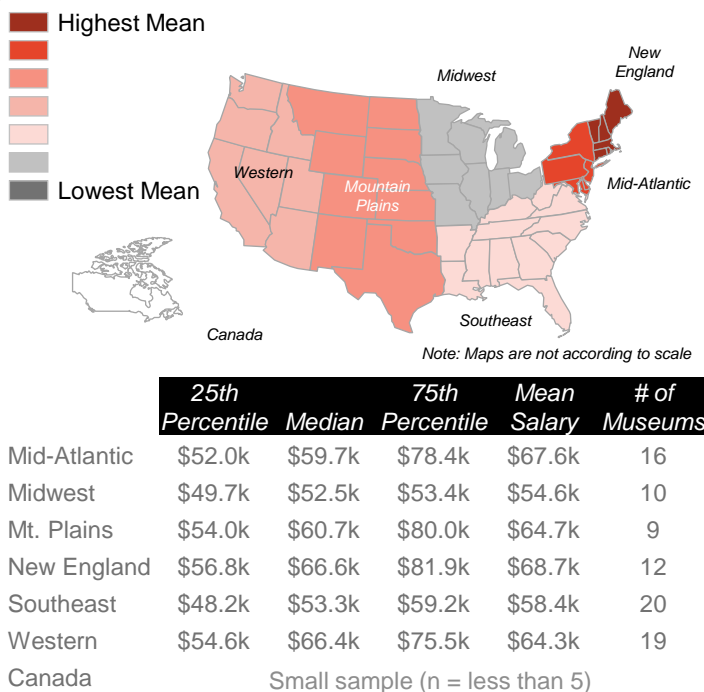
## Operating Budget



## MSA Population



## Region



Processes a variety of accounting transactions. May have a specific area of responsibility reflected in their title (e.g. Payroll Administrator). Maintains accounting files in accordance with dept. procedures.

Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$45.7k	\$52.4k	\$68.8k	\$59.3k	16
Midwest	1.00	\$49.7k	\$52.5k	\$53.4k	\$54.6k	10
Mountain Plains	1.02	\$52.9k	\$59.5k	\$78.4k	\$63.5k	9
New England	1.12	\$50.7k	\$59.5k	\$73.1k	\$61.3k	12
Southeast	1.04	\$46.4k	\$51.2k	\$56.9k	\$56.2k	20
Western	1.17	\$46.6k	\$56.8k	\$64.5k	\$54.9k	19

Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.

City and State-Level Benchmarks

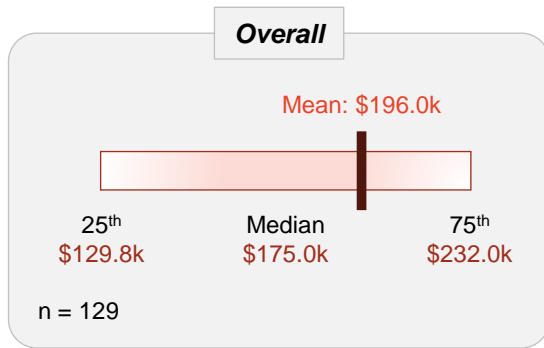
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$60.1k	\$66.6k	\$80.2k	\$68.7k	12
State	New York	\$52.0k	\$60.0k	\$77.5k	\$64.1k	9
State	Florida	\$49.2k	\$51.1k	\$58.9k	\$58.7k	10
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$62.3k	\$79.2k	\$82.3k	\$70.5k	6
City	New York	\$61.8k	\$73.2k	\$80.2k	\$70.5k	6
City	Washington, DC.	Small sample (n = less than 5)				

# Chief Development Officer (Formerly Director of Development) ←

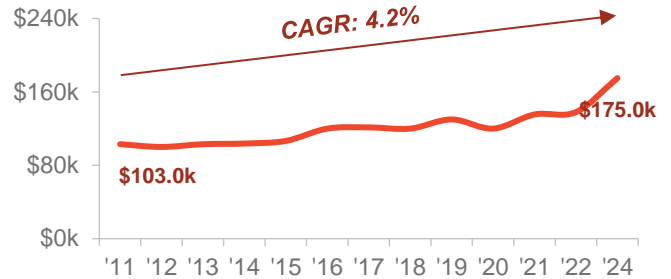
[Alt: Chief Advancement Officer, Senior Director, Development]



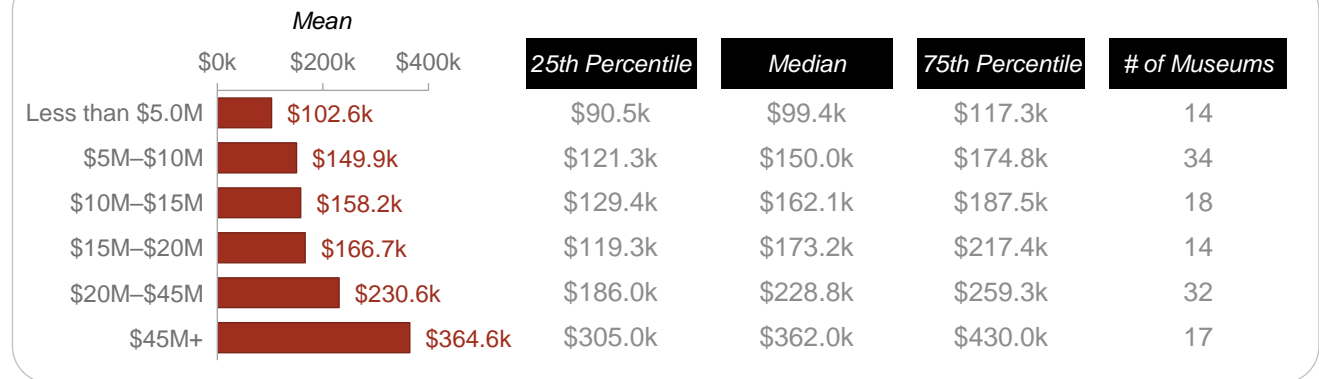
*Responsible for successfully overseeing the museum's fundraising strategy program and ensuring that the development department reaches or surpasses annual income goals. Head of Development dept.*



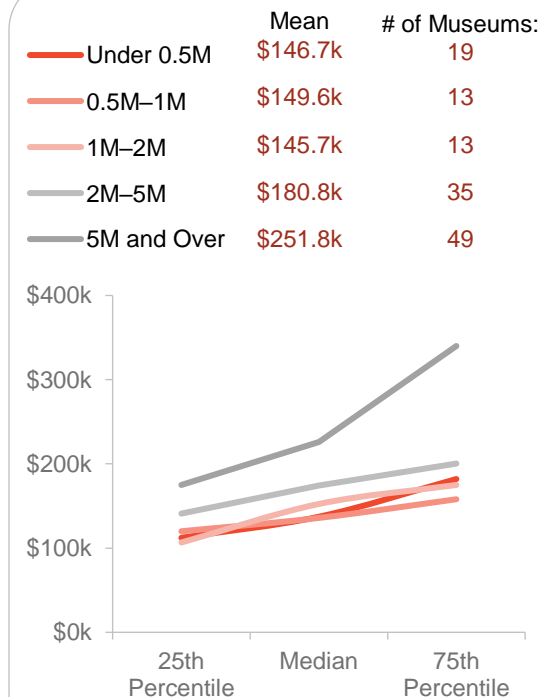
## Historical Trend—Median (2011–2024)



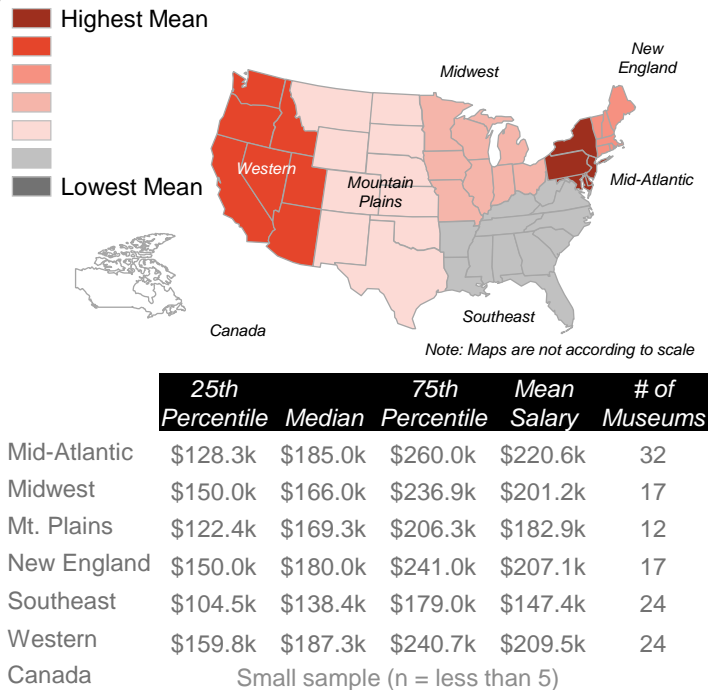
## Operating Budget



## MSA Population



## Region



# Chief Development Officer (Formerly Director of Development)

[Alt: Chief Advancement Officer, Senior Director, Development]



**Responsible for successfully overseeing the museum's fundraising strategy program and ensuring that the development department reaches or surpasses annual income goals. Head of Development dept.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$112.6k	\$162.3k	\$228.1k	\$193.5k	32
<b>Midwest</b>	1.00	\$150.0k	\$166.0k	\$236.9k	\$201.2k	17
<b>Mountain Plains</b>	1.02	\$120.0k	\$166.0k	\$202.3k	\$179.3k	12
<b>New England</b>	1.12	\$133.9k	\$160.7k	\$215.2k	\$185.0k	17
<b>Southeast</b>	1.04	\$100.5k	\$133.1k	\$172.1k	\$141.7k	24
<b>Western</b>	1.17	\$136.6k	\$160.1k	\$205.7k	\$179.0k	24

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

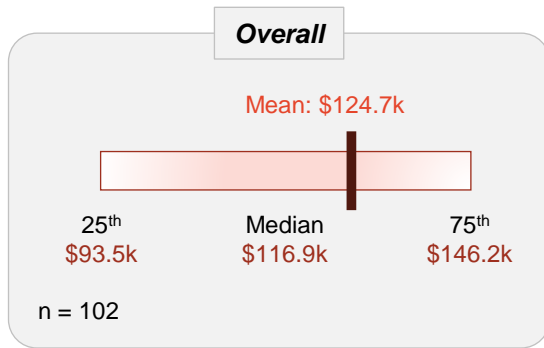
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$170.4k	\$190.0k	\$265.2k	\$225.9k	17
State	New York	\$124.0k	\$209.1k	\$267.5k	\$232.5k	17
State	Florida	\$103.0k	\$153.7k	\$175.1k	\$147.0k	9
State	Ohio	\$121.0k	\$143.2k	\$156.1k	\$137.2k	6
State	Texas	\$132.4k	\$188.6k	\$223.2k	\$205.6k	7
City	New York	\$262.5k	\$340.0k	\$432.5k	\$365.6k	7
City	Washington, DC.	\$180.2k	\$185.8k	\$216.7k	\$243.7k	5

# Director of Development (Formerly Director, Planned / Institutional Giving)

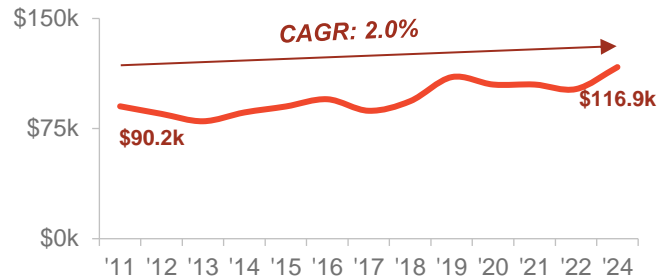
[Alt: Director of Membership, Director of Institutional Giving, Director of Capital Campaigns]



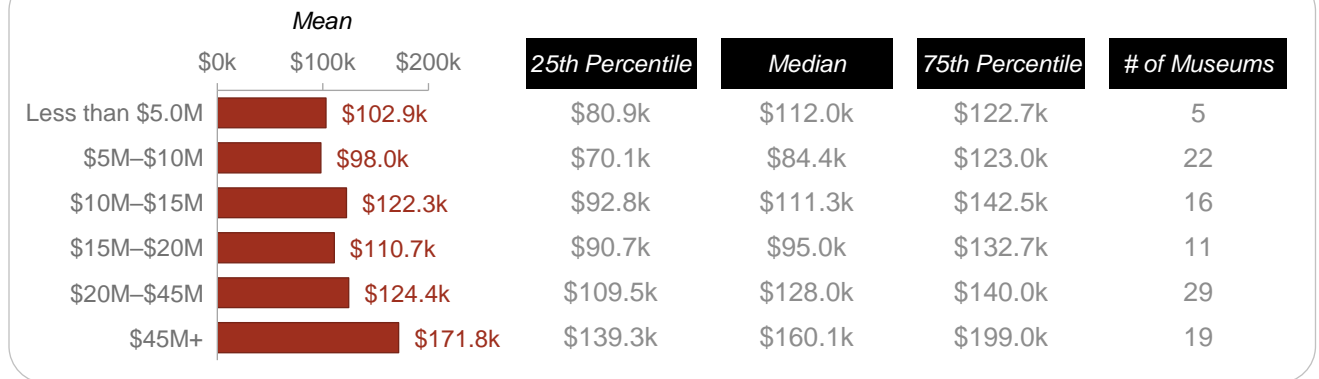
*Establishes overall strategy and policies to obtain regularly scheduled donations from supporting organizations and individuals. May have a specific area of responsibility reflected in their title (e.g., Director of Membership).*



## Historical Trend—Median (2011–2024)

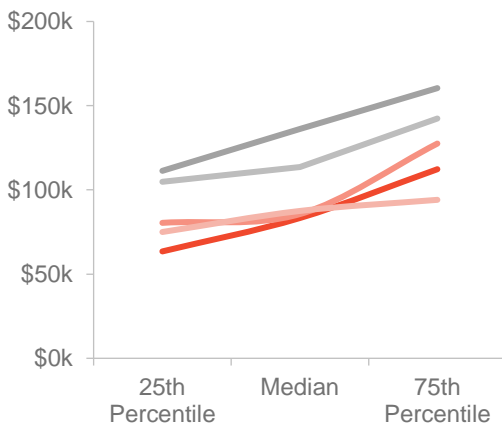


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$94.0k	12
0.5M–1M	\$112.8k	7
1M–2M	\$91.7k	9
2M–5M	\$121.3k	34
5M and Over	\$146.2k	40



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$122.7k	\$136.0k	\$156.0k	\$153.1k	21
Midwest	\$80.9k	\$104.7k	\$134.6k	\$108.5k	21
Mt. Plains	\$94.0k	\$110.0k	\$113.4k	\$112.6k	11
New England	\$118.2k	\$143.3k	\$162.5k	\$135.5k	8
Southeast	\$74.0k	\$86.4k	\$115.0k	\$100.6k	17
Western	\$111.0k	\$132.4k	\$155.6k	\$137.5k	20
Canada	\$93.1k	\$96.9k	\$113.2k	\$109.4k	4



## Director of Development (Formerly Director, Planned / Institutional Giving)

[Alt: Director of Membership, Director of Institutional Giving, Director of Capital Campaigns]



*Establishes overall strategy and policies to obtain regularly scheduled donations from supporting organizations and individuals. May have a specific area of responsibility reflected in their title (e.g., Director of Membership).*

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$107.6k	\$119.3k	\$136.8k	\$134.3k	21
Midwest	1.00	\$80.9k	\$104.7k	\$134.6k	\$108.5k	21
Mountain Plains	1.02	\$92.2k	\$107.8k	\$111.2k	\$110.4k	11
New England	1.12	\$105.6k	\$128.0k	\$145.0k	\$121.0k	8
Southeast	1.04	\$71.2k	\$83.1k	\$110.6k	\$96.8k	17
Western	1.17	\$94.9k	\$113.2k	\$133.0k	\$117.5k	20

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

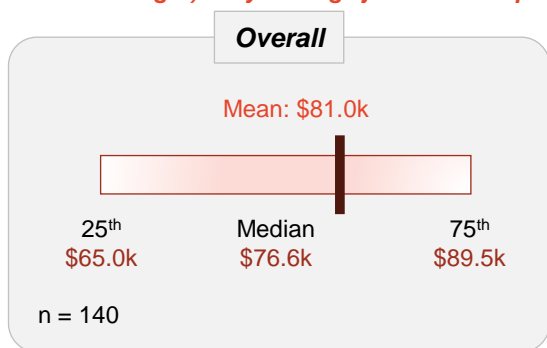
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$121.3k	\$136.4k	\$161.5k	\$149.4k	13
State	New York	\$123.9k	\$135.0k	\$214.8k	\$173.5k	11
State	Florida	\$83.1k	\$116.4k	\$142.9k	\$115.1k	6
State	Ohio	\$80.5k	\$100.0k	\$122.4k	\$104.7k	7
State	Texas	\$91.8k	\$105.0k	\$111.3k	\$101.4k	6
City	New York	\$125.0k	\$148.3k	\$218.4k	\$185.1k	9
City	Washington, DC.	\$142.5k	\$144.7k	\$145.5k	\$140.9k	5

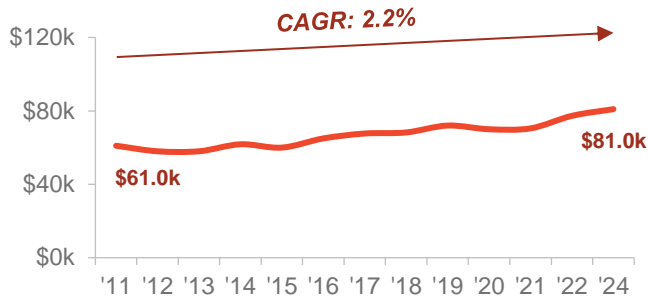
# Development Manager or Officer (Formerly Grant Mgr. / Institutional Giving Mgr. / Development B) [Alt: Membership Officer, Institutional Giving Officer, Grant Officer]



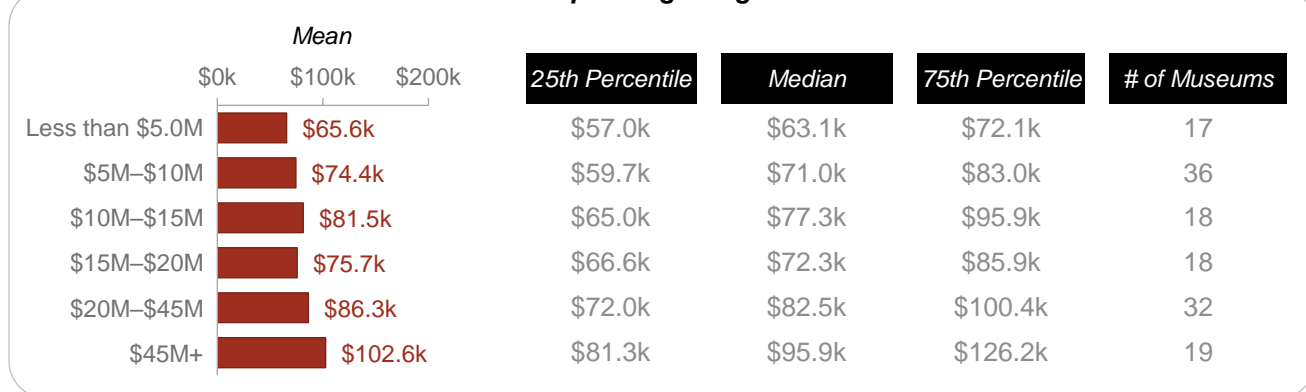
*Responsible for writing grants and/or proposals in according with their function or functions. Reports to Director of Development or Chief Development Officer. May have a specific area of responsibility reflected in their title (e.g. Grants Manager). May manage junior Development staff.*



## Historical Trend—Median (2011–2024)

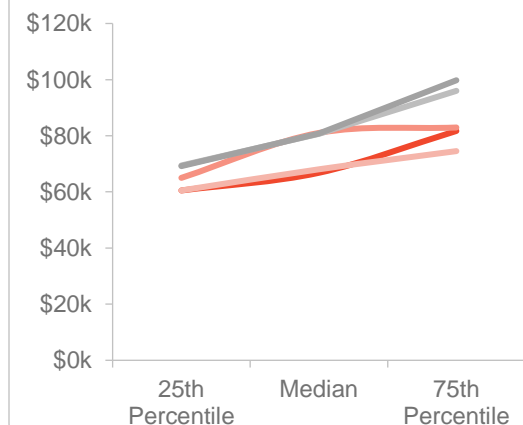


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$70.6k	18
0.5M–1M	\$77.5k	13
1M–2M	\$69.4k	15
2M–5M	\$82.7k	40
5M and Over	\$87.2k	54



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$72.1k	\$87.1k	\$107.5k	\$89.8k	33
Midwest	\$62.5k	\$78.1k	\$90.1k	\$80.8k	20
Mt. Plains	\$57.4k	\$63.2k	\$76.2k	\$66.2k	14
New England	\$66.5k	\$77.1k	\$84.5k	\$80.3k	14
Southeast	\$59.7k	\$66.0k	\$70.3k	\$70.5k	24
Western	\$76.5k	\$86.5k	\$97.0k	\$88.6k	29
Canada	\$66.8k	\$71.7k	\$77.9k	\$73.9k	6

## Development Manager or Officer (Formerly Grant Mgr. / Institutional Giving Mgr. / Development B) [Alt: Membership Officer, Institutional Giving Officer, Grant Officer]



**Responsible for writing grants and/or proposals in according with their function or functions. Reports to Director of Development or Chief Development Officer. May have a specific area of responsibility reflected in their title (e.g. Grants Manager). May manage junior Development staff.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$63.2k	\$76.4k	\$94.3k	\$78.8k	33
Midwest	1.00	\$62.5k	\$78.1k	\$90.1k	\$80.8k	20
Mountain Plains	1.02	\$56.3k	\$62.0k	\$74.7k	\$64.9k	14
New England	1.12	\$59.4k	\$68.8k	\$75.4k	\$71.7k	14
Southeast	1.04	\$57.4k	\$63.5k	\$67.6k	\$67.8k	24
Western	1.17	\$65.4k	\$73.9k	\$82.9k	\$75.7k	29

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

### City and State-Level Benchmarks

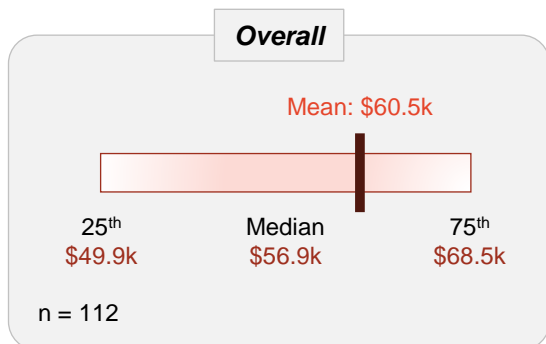
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$84.0k	\$92.6k	\$106.7k	\$95.9k	19
State	New York	\$74.0k	\$81.1k	\$98.6k	\$91.2k	16
State	Florida	\$62.0k	\$67.1k	\$70.3k	\$74.2k	9
State	Ohio	\$62.5k	\$92.2k	\$104.0k	\$86.4k	8
State	Texas	\$57.9k	\$73.3k	\$78.0k	\$70.2k	8
City	New York	\$87.1k	\$102.3k	\$129.1k	\$107.9k	8
City	Washington, DC.	\$89.2k	\$101.4k	\$109.2k	\$104.4k	7

# Development Associate / Development Coordinator

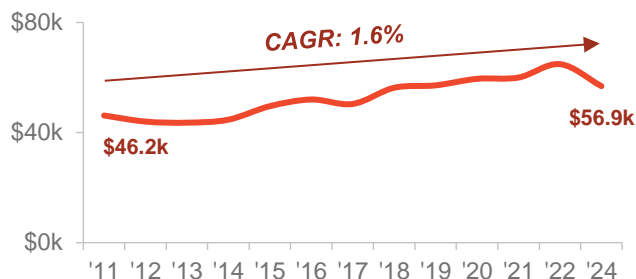


*Coordinates fundraising activities either across development functions or with focus on one development function, depending on department and institution sizes, in support of more senior Development staff.*

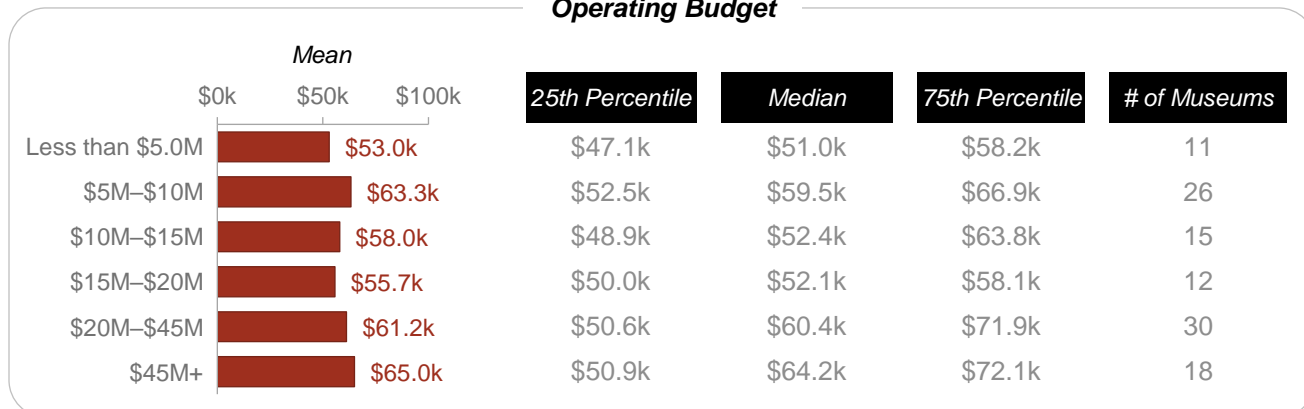
## Overall



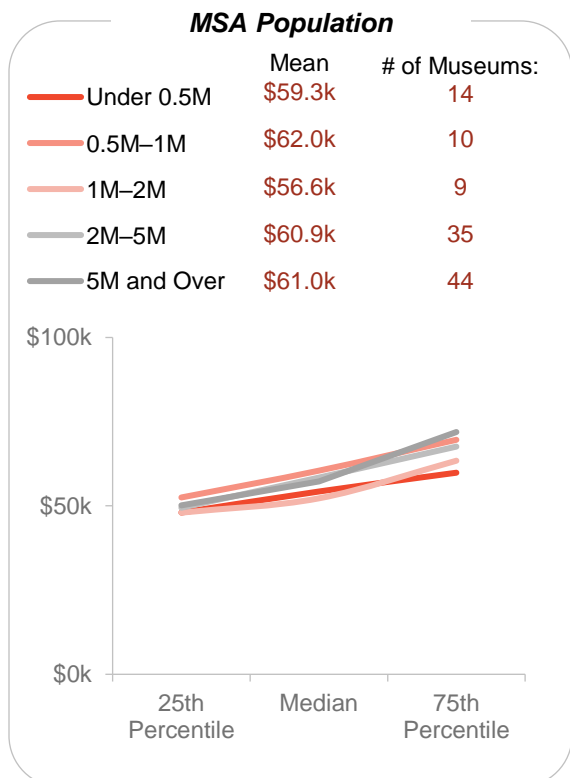
## Historical Trend—Median (2011–2024)



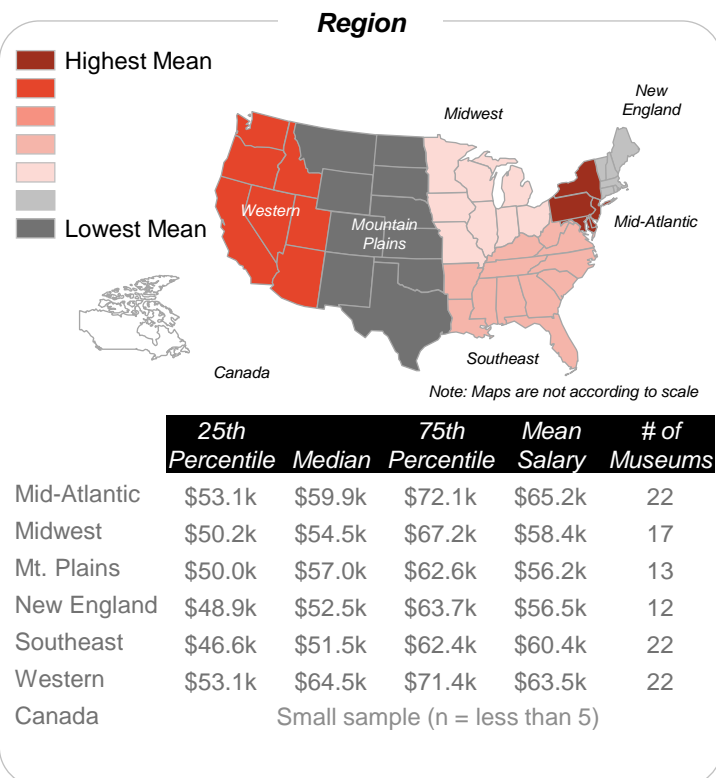
## Operating Budget



## MSA Population



## Region



# Development Associate / Development Coordinator



*Coordinates fundraising activities either across development functions or with focus on one development function, depending on department and institution sizes, in support of more senior Development staff.*

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$46.6k	\$52.6k	\$63.2k	\$57.2k	22
<b>Midwest</b>	1.00	\$50.2k	\$54.5k	\$67.2k	\$58.4k	17
<b>Mountain Plains</b>	1.02	\$49.0k	\$55.9k	\$61.3k	\$55.1k	13
<b>New England</b>	1.12	\$43.6k	\$46.9k	\$56.9k	\$50.5k	12
<b>Southeast</b>	1.04	\$44.8k	\$49.5k	\$60.0k	\$58.0k	22
<b>Western</b>	1.17	\$45.4k	\$55.1k	\$61.1k	\$54.3k	22

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

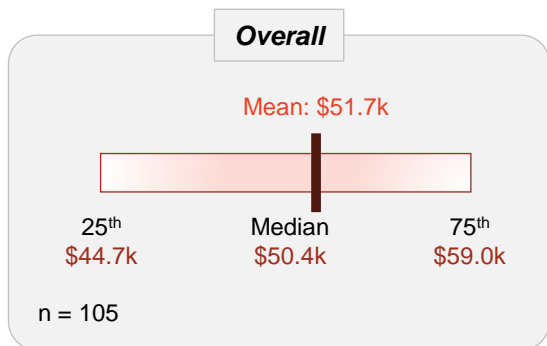
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$60.2k	\$68.9k	\$74.3k	\$67.2k	15
State	New York	\$55.8k	\$59.8k	\$69.4k	\$69.1k	9
State	Florida	\$49.5k	\$54.0k	\$71.3k	\$71.0k	8
State	Ohio	\$50.6k	\$51.7k	\$66.8k	\$58.5k	7
State	Texas	\$46.8k	\$52.4k	\$57.5k	\$53.8k	9
City	New York	\$59.8k	\$65.6k	\$69.4k	\$66.3k	5
City	Washington, DC.	\$60.8k	\$72.3k	\$74.5k	\$70.7k	6

# Membership Assistant / Development Assistant

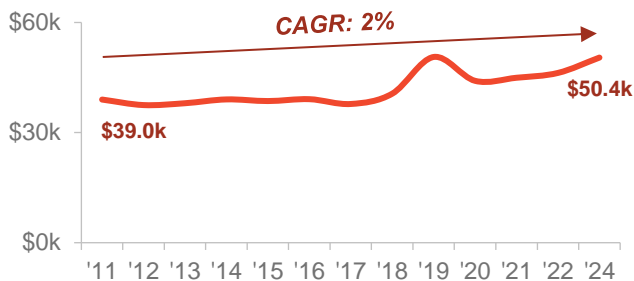


*Provides administrative support for the Development Department. May have a specific area of responsibility reflected in their title (e.g., Grants Assistant).*

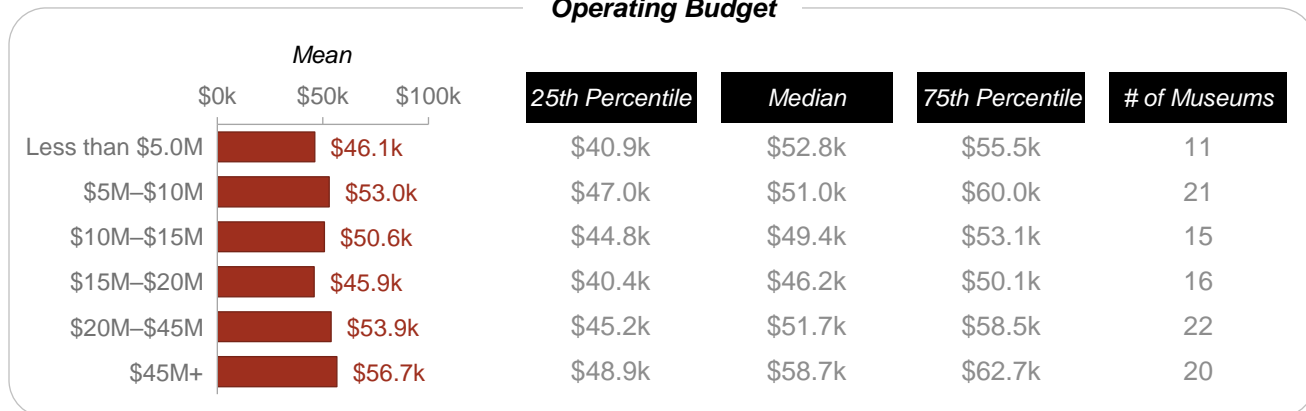
## Overall



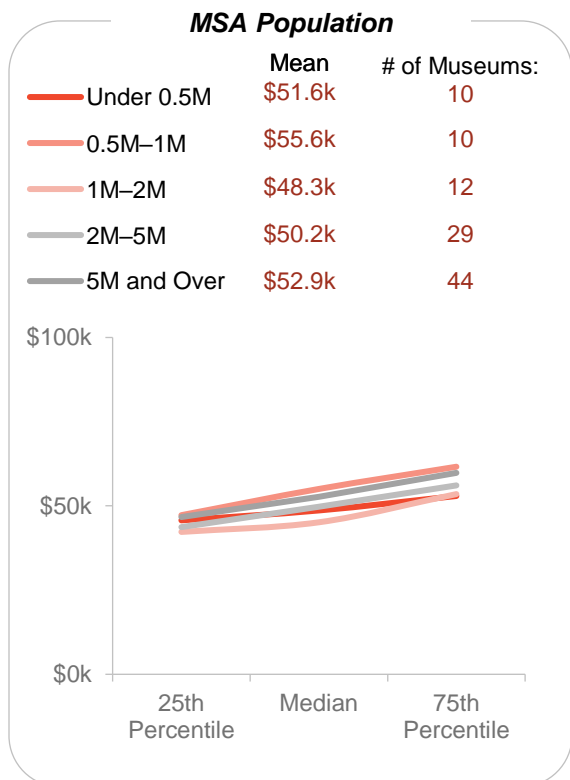
## Historical Trend—Median (2011–2024)



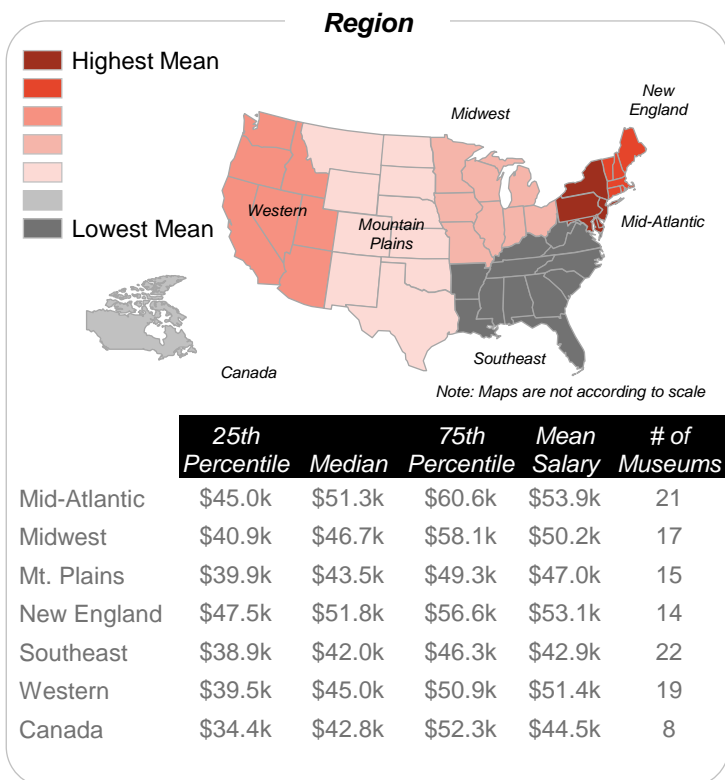
## Operating Budget



## MSA Population



## Region



# Membership Assistant / Development Assistant



*Provides administrative support for the Development Department. May have a specific area of responsibility reflected in their title (e.g., Grants Assistant).*

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$42.3k	\$46.4k	\$54.2k	\$49.4k	24
Midwest	1.00	\$43.8k	\$53.0k	\$56.6k	\$51.0k	13
Mountain Plains	1.02	\$39.3k	\$44.1k	\$53.4k	\$47.3k	13
New England	1.12	\$42.8k	\$47.0k	\$51.7k	\$48.3k	11
Southeast	1.04	\$39.3k	\$46.7k	\$51.1k	\$45.7k	19
Western	1.17	\$40.9k	\$43.0k	\$52.2k	\$45.6k	21

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

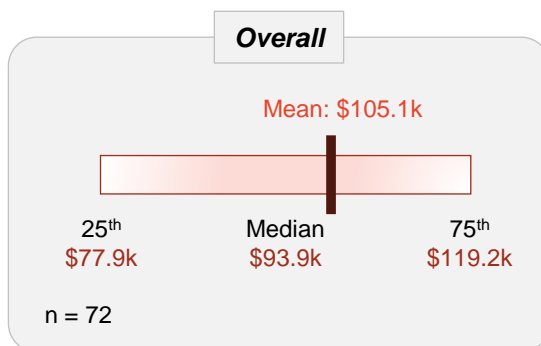
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$49.9k	\$54.7k	\$62.8k	\$56.9k	15
State	New York	\$49.4k	\$55.4k	\$62.5k	\$57.3k	12
State	Florida	\$40.2k	\$44.0k	\$49.5k	\$44.0k	10
State	Ohio	\$49.0k	\$52.5k	\$55.3k	\$52.2k	6
State	Texas	\$40.0k	\$45.8k	\$55.9k	\$49.7k	9
City	New York	\$51.7k	\$55.4k	\$61.0k	\$55.5k	8
City	Washington, DC.	\$52.6k	\$60.4k	\$64.7k	\$63.1k	6

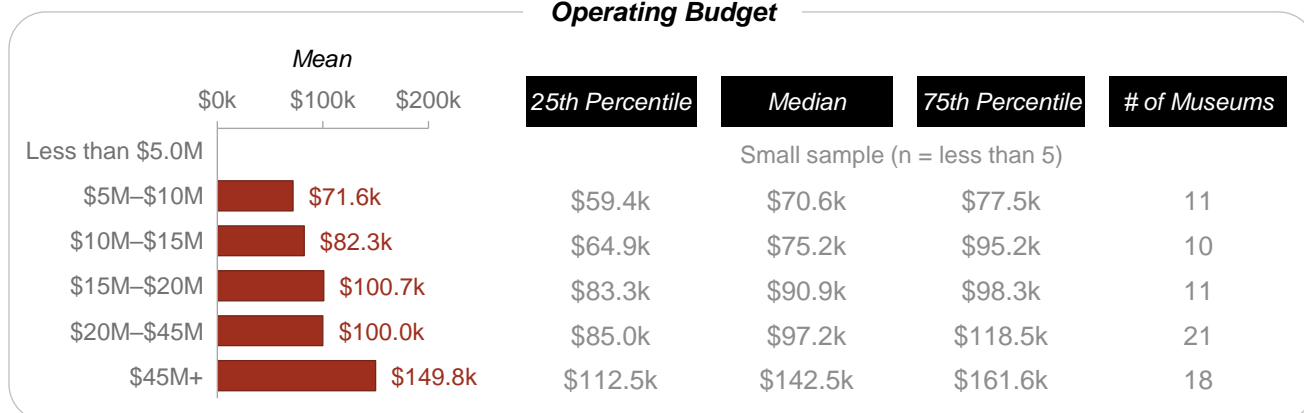
# Director of Special Events (NEW)



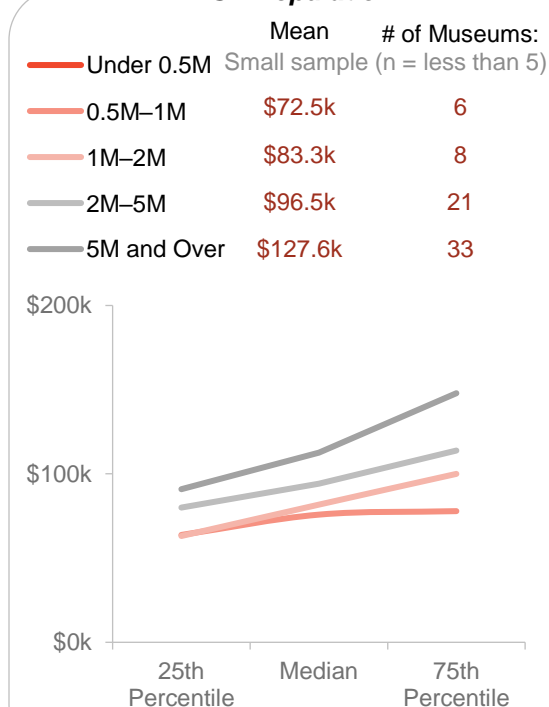
*Oversees strategy, planning, coordination, and execution of a diverse range of in-person events for the museum. Effectively collaborates with multiple departments for successful event execution. Manages Special Events staff.*



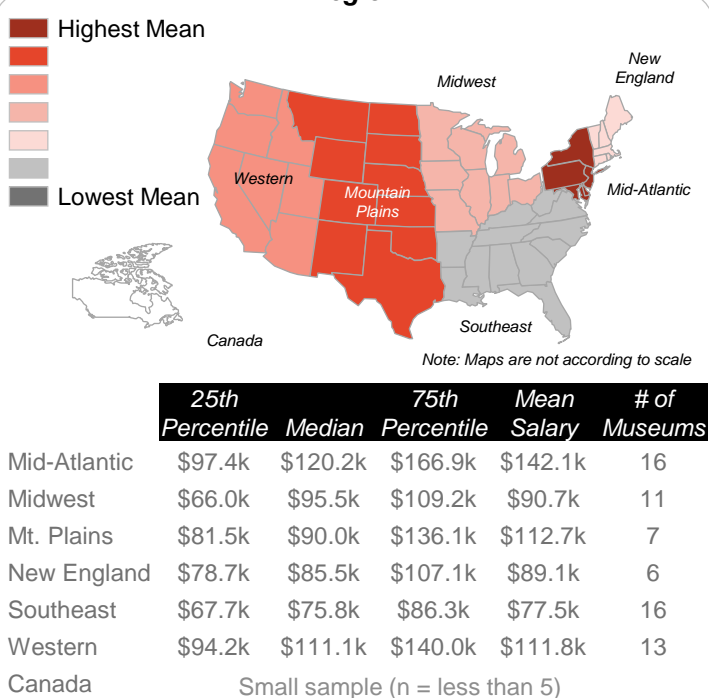
## Operating Budget



## MSA Population



## Region





## Director of Special Events (NEW)



**Oversees strategy, planning, coordination, and execution of a diverse range of in-person events for the museum. Effectively collaborates with multiple departments for successful event execution. Manages Special Events staff.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$85.4k	\$105.4k	\$146.4k	\$124.7k	16
Midwest	1.00	\$66.0k	\$95.5k	\$109.2k	\$90.7k	11
Mountain Plains	1.02	\$79.9k	\$88.2k	\$133.4k	\$110.5k	7
New England	1.12	\$70.3k	\$76.3k	\$95.7k	\$79.6k	6
Southeast	1.04	\$65.1k	\$72.9k	\$82.9k	\$74.5k	16
Western	1.17	\$80.5k	\$95.0k	\$119.7k	\$95.5k	13

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

### City and State-Level Benchmarks

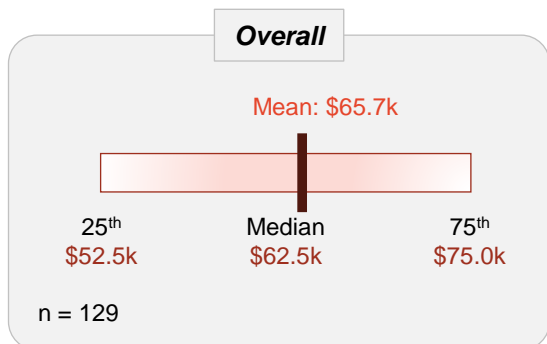
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$96.6k	\$113.9k	\$140.0k	\$123.0k	9
State	New York	\$115.7k	\$155.4k	\$195.0k	\$171.7k	8
State	Florida	\$69.4k	\$73.3k	\$79.2k	\$73.3k	6
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$78.3k	\$89.0k	\$131.3k	\$110.3k	6
City	New York	\$133.2k	\$163.0k	\$210.1k	\$184.6k	7
City	Washington, DC.	\$94.8k	\$110.3k	\$125.0k	\$118.3k	6

# Special Events Manager

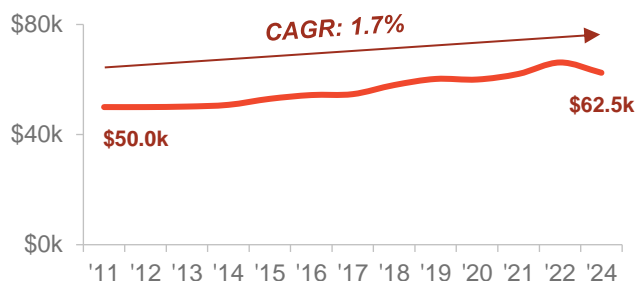


*Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals.*

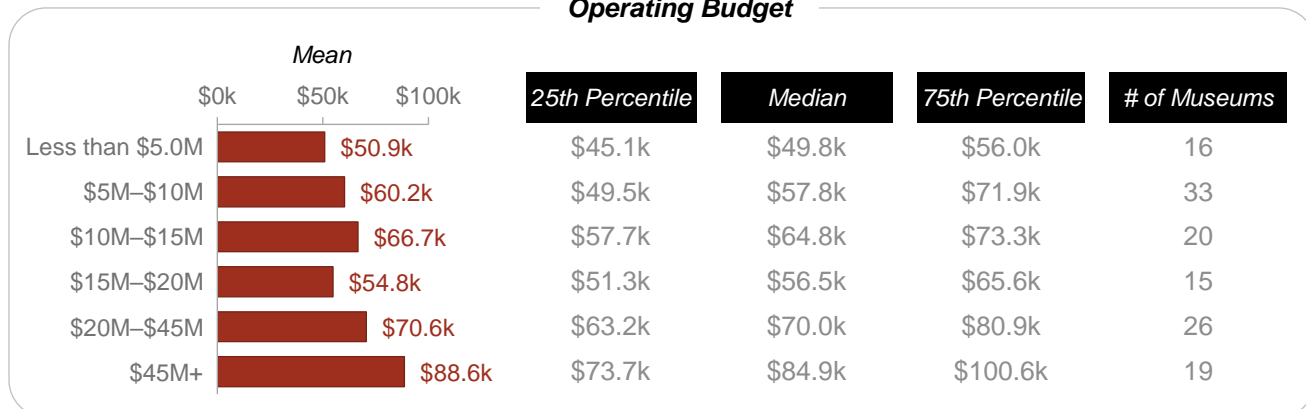
## Overall



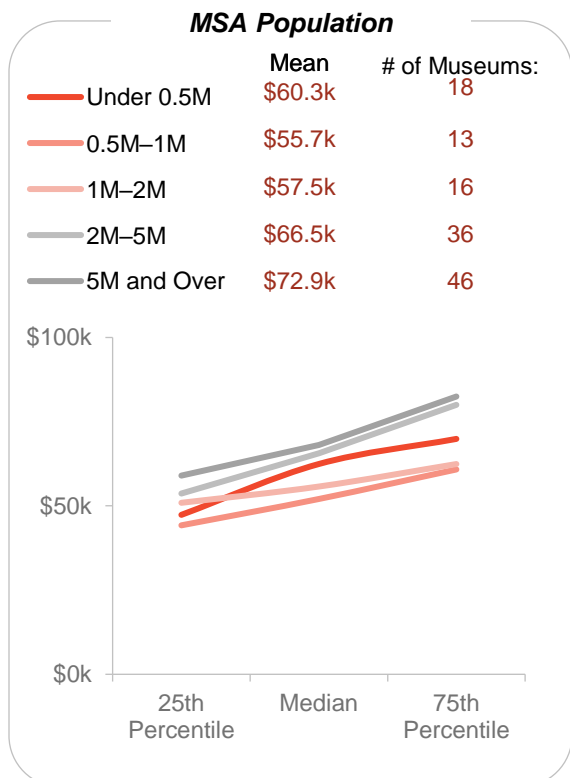
## Historical Trend—Median (2011–2024)



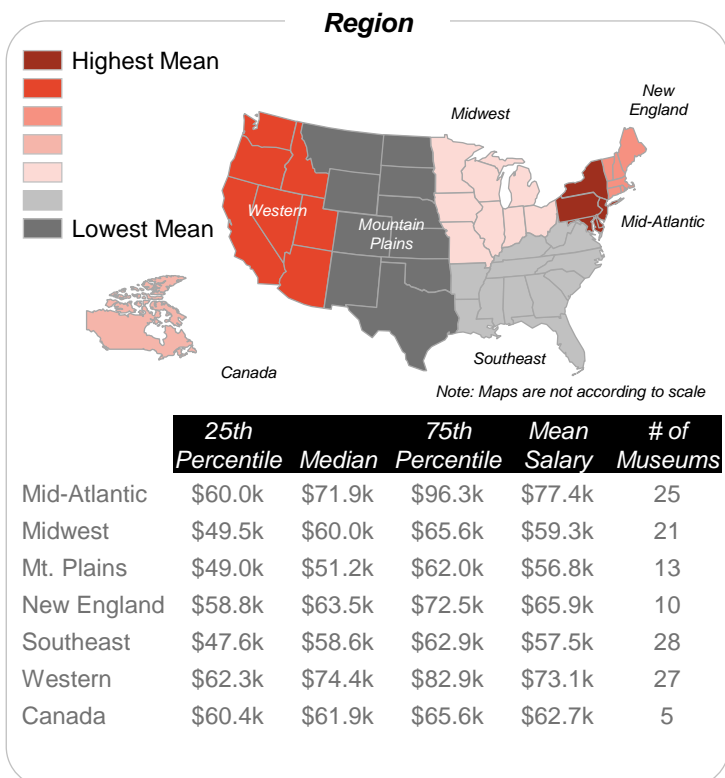
## Operating Budget



## MSA Population



## Region





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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$52.6k	\$63.0k	\$84.5k	\$67.9k	25
Midwest	1.00	\$49.5k	\$60.0k	\$65.6k	\$59.3k	21
Mountain Plains	1.02	\$48.0k	\$50.2k	\$60.8k	\$55.7k	13
New England	1.12	\$52.5k	\$56.7k	\$64.8k	\$58.9k	10
Southeast	1.04	\$45.8k	\$56.4k	\$60.5k	\$55.3k	28
Western	1.17	\$53.2k	\$63.6k	\$70.9k	\$62.4k	27

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

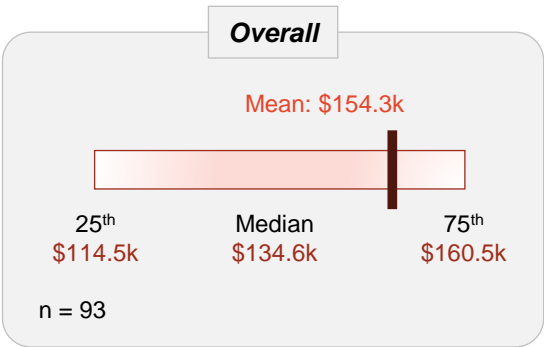
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$69.9k	\$80.6k	\$85.1k	\$77.0k	18
State	New York	\$55.9k	\$73.5k	\$105.6k	\$77.8k	14
State	Florida	\$51.3k	\$60.0k	\$62.9k	\$58.8k	11
State	Ohio	\$46.8k	\$60.0k	\$63.8k	\$57.3k	7
State	Texas	\$48.6k	\$51.4k	\$55.9k	\$55.4k	8
City	New York	\$65.3k	\$90.8k	\$114.9k	\$93.2k	7
City	Washington, DC.	\$72.0k	\$82.8k	\$93.8k	\$83.4k	5

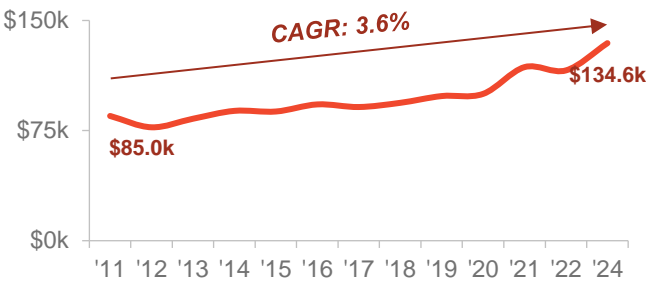
# Human Resources Director



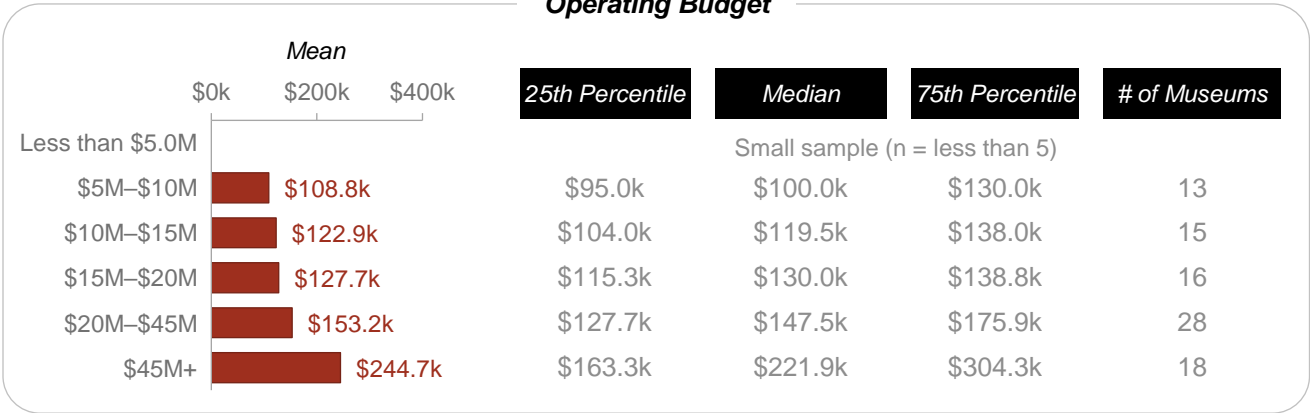
Oversees key strategic human resources functions including talent acquisition, total rewards, professional development, employee relations, labor relations and performance management.



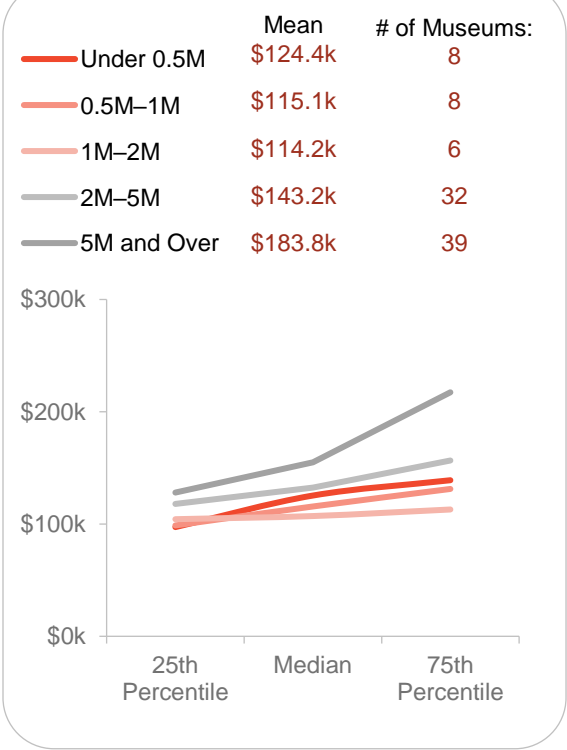
Historical Trend—Median (2011–2024)



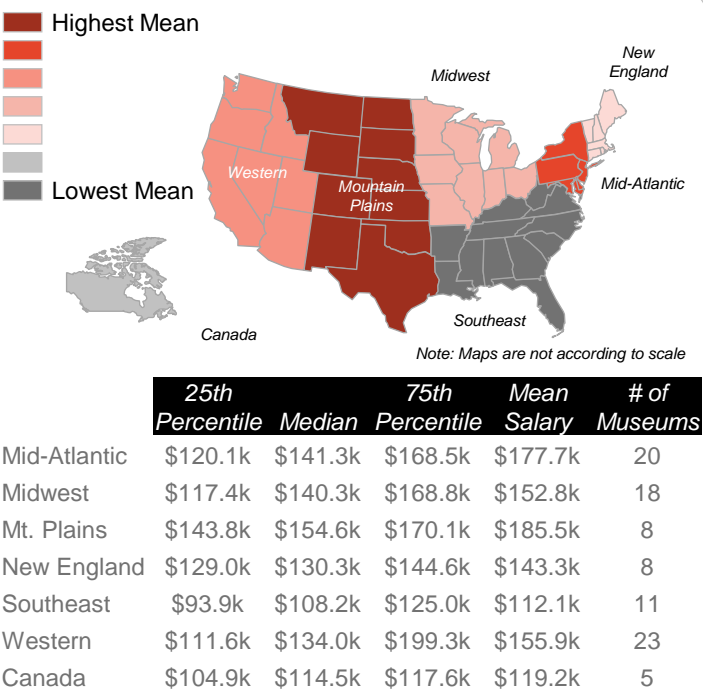
Operating Budget



MSA Population



Region



## Human Resources Director



**Oversees key strategic human resources functions including talent acquisition, total rewards, professional development, employee relations, labor relations and performance management.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$105.4k	\$123.9k	\$147.8k	\$155.9k	20
<b>Midwest</b>	1.00	\$117.4k	\$140.3k	\$168.8k	\$152.8k	18
<b>Mountain Plains</b>	1.02	\$140.9k	\$151.6k	\$166.7k	\$181.8k	8
<b>New England</b>	1.12	\$115.2k	\$116.4k	\$129.1k	\$128.0k	8
<b>Southeast</b>	1.04	\$90.3k	\$104.0k	\$120.2k	\$107.8k	11
<b>Western</b>	1.17	\$95.4k	\$114.5k	\$170.4k	\$133.2k	23

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

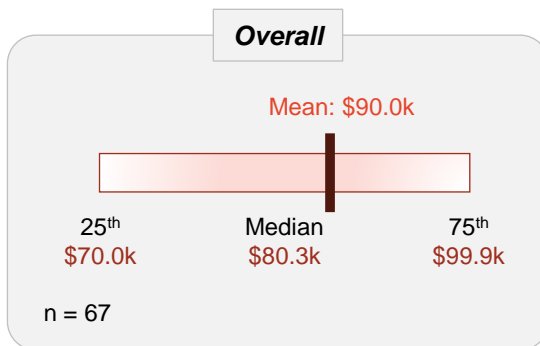
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$132.1k	\$158.3k	\$219.6k	\$177.5k	15
State	New York	\$123.3k	\$157.5k	\$215.9k	\$205.1k	12
State	Florida	\$83.8k	\$95.0k	\$115.0k	\$105.1k	6
State	Ohio	\$102.0k	\$128.0k	\$131.6k	\$120.1k	7
State	Texas	\$146.3k	\$154.6k	\$182.3k	\$197.4k	6
City	New York	\$149.9k	\$161.6k	\$330.0k	\$241.5k	8
City	Washington, DC.	\$108.2k	\$130.0k	\$160.5k	\$142.7k	5

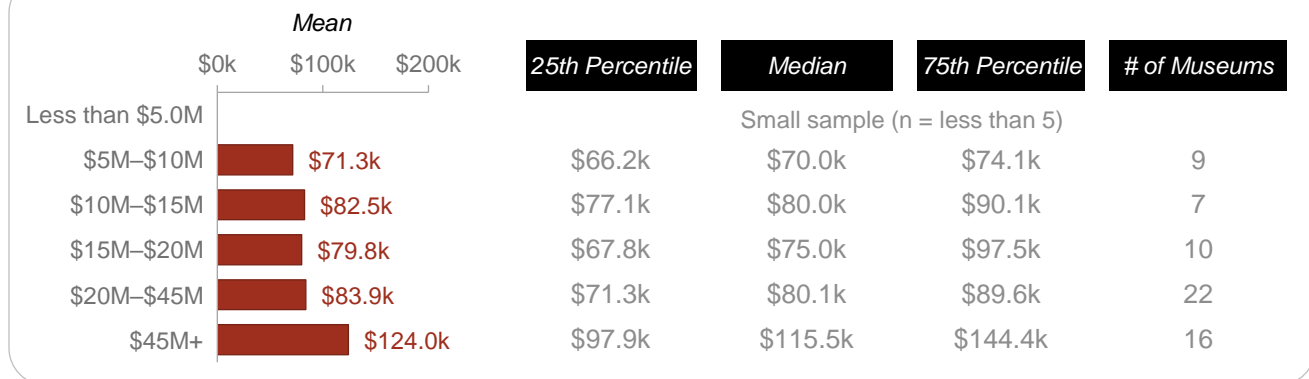
# Human Resources Manager (NEW)



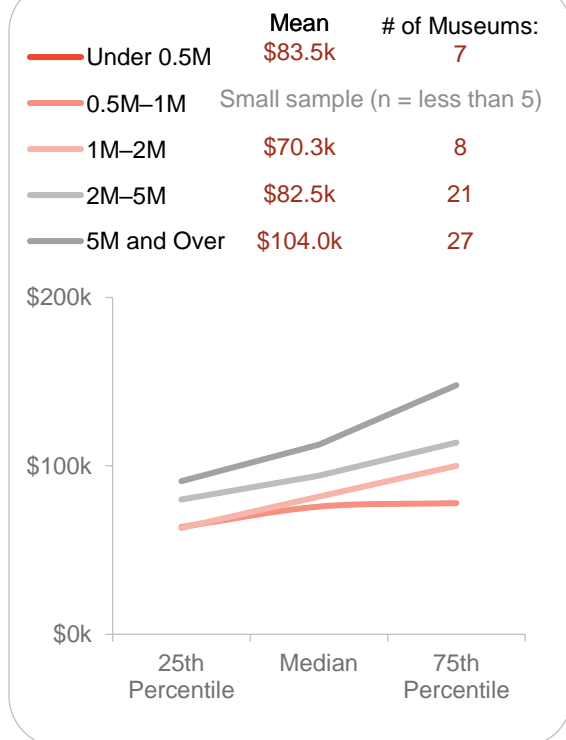
*Manages one or more functions in the human resources department such as employment, compensation, benefits, training/professional development, employee relations, and performance management.*



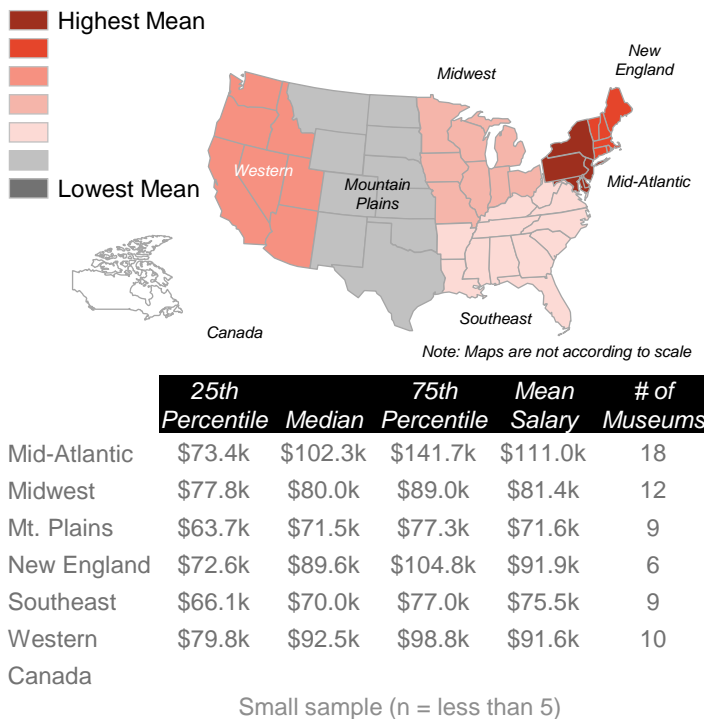
## Operating Budget



## MSA Population



## Region



# Human Resources Manager (NEW)



**Manages one or more functions in the human resources department such as employment, compensation, benefits, training/professional development, employee relations, and performance management.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$64.4k	\$89.8k	\$124.3k	\$97.4k	18
Midwest	1.00	\$77.8k	\$80.0k	\$89.0k	\$81.4k	12
Mountain Plains	1.02	\$62.4k	\$70.1k	\$75.7k	\$70.2k	9
New England	1.12	\$64.8k	\$80.0k	\$93.6k	\$82.1k	6
Southeast	1.04	\$63.6k	\$67.3k	\$74.0k	\$72.6k	9
Western	1.17	\$68.2k	\$79.1k	\$84.5k	\$78.3k	10

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

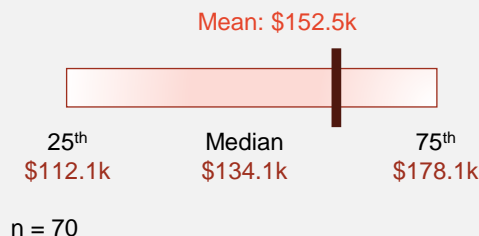
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$90.0k	\$95.7k	\$101.7k	\$95.6k	7
State	New York	\$73.5k	\$114.3k	\$159.3k	\$119.3k	8
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$63.7k	\$65.5k	\$77.3k	\$70.7k	5
City	New York	\$86.9k	\$141.7k	\$180.0k	\$133.3k	5
City	Washington, DC.	\$106.3k	\$107.1k	\$141.6k	\$124.6k	5

# Director of Information Systems / Chief Information Officer

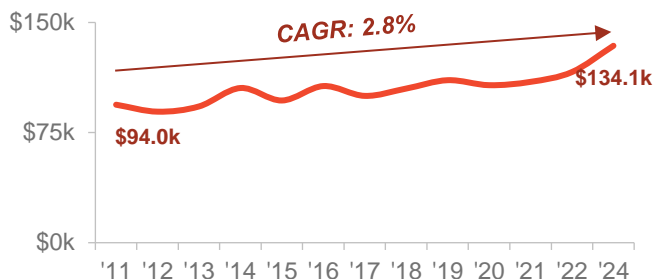


**Responsible for overall vision and coordination of the museum's information and communications systems.**

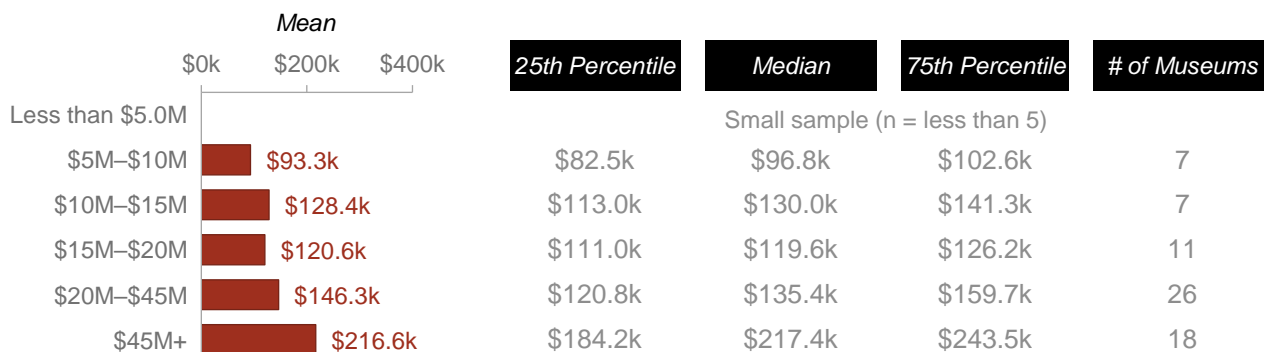
## Overall



## Historical Trend—Median (2011–2024)

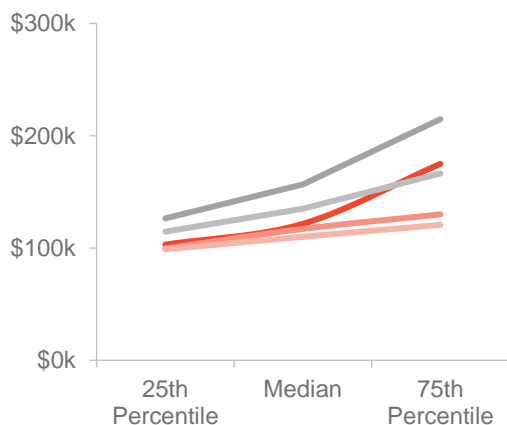


## Operating Budget

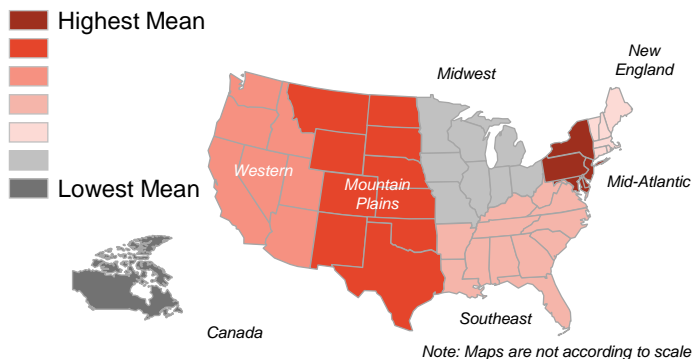


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$136.8k	9
0.5M–1M	\$164.9k	5
1M–2M	\$110.9k	7
2M–5M	\$141.9k	19
5M and Over	\$171.6k	30



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$122.6k	\$161.3k	\$210.0k	\$176.6k	17
Midwest	\$116.8k	\$120.9k	\$142.5k	\$137.3k	14
Mt. Plains	\$132.0k	\$159.0k	\$173.0k	\$160.0k	7
New England	\$123.6k	\$134.3k	\$159.2k	\$143.3k	8
Southeast	\$96.0k	\$112.7k	\$129.3k	\$143.7k	8
Western	\$117.4k	\$158.0k	\$182.4k	\$158.2k	11
Canada	\$102.1k	\$104.5k	\$106.2k	\$119.2k	5



# Director of Information Systems / Chief Information Officer



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$94.4k	\$124.1k	\$161.6k	\$135.9k	17
<b>Midwest</b>	1.00	\$116.8k	\$120.9k	\$142.5k	\$137.3k	14
<b>Mountain Plains</b>	1.02	\$126.8k	\$152.8k	\$166.3k	\$153.8k	7
<b>New England</b>	1.12	\$98.5k	\$107.1k	\$126.9k	\$114.2k	8
<b>Southeast</b>	1.04	\$88.8k	\$104.2k	\$119.5k	\$132.8k	8
<b>Western</b>	1.17	\$85.8k	\$115.4k	\$133.2k	\$115.6k	11

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

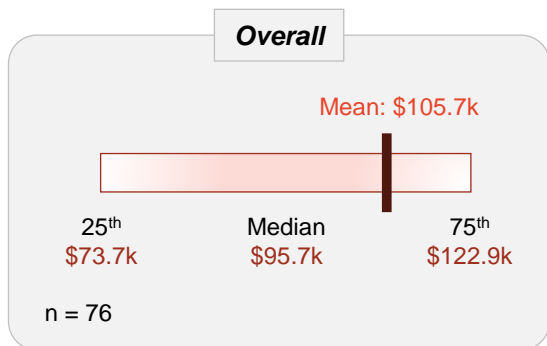
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$148.9k	\$166.0k	\$198.5k	\$172.7k	8
State	New York	\$121.2k	\$147.9k	\$205.3k	\$171.1k	10
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$130.0k	\$133.9k	\$171.0k	\$157.2k	5
City	New York	\$129.7k	\$175.3k	\$227.1k	\$191.4k	6
City	Washington, DC.	Small sample (n = less than 5)				

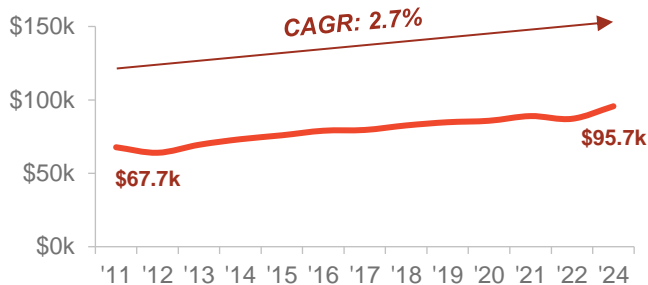
# Systems Manager / Technology Director / Director of New Media

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

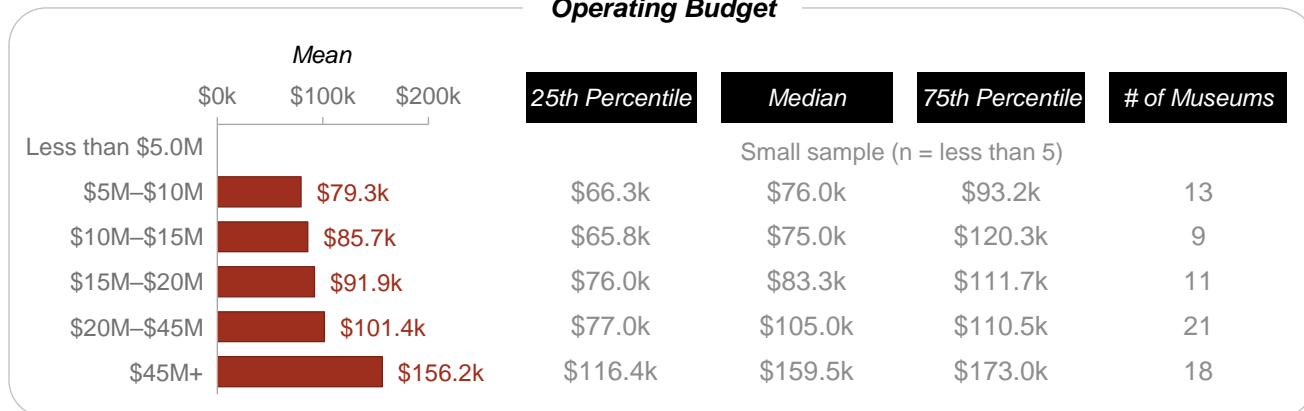
## Overall



## Historical Trend—Median (2011–2024)

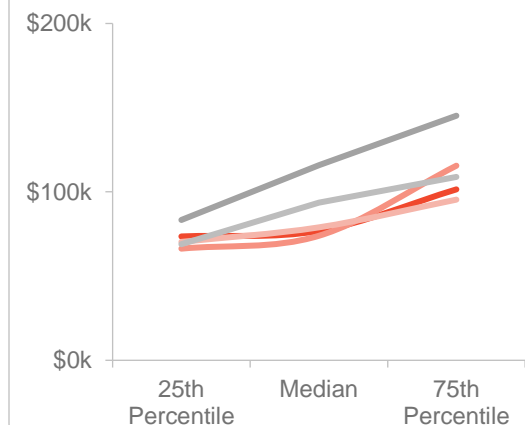


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$90.2k	11
0.5M–1M	\$108.3k	5
1M–2M	\$83.2k	6
2M–5M	\$93.8k	21
5M and Over	\$122.1k	33



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$94.5k	\$130.0k	\$158.7k	\$132.9k	15
Midwest	\$61.5k	\$74.5k	\$104.3k	\$91.1k	14
Mt. Plains	\$76.5k	\$83.0k	\$115.2k	\$96.2k	10
New England	\$76.0k	\$100.7k	\$115.5k	\$102.7k	9
Southeast	\$72.3k	\$88.4k	\$111.0k	\$102.0k	8
Western	\$87.5k	\$108.9k	\$134.5k	\$112.0k	15
Canada	\$68.3k	\$70.7k	\$83.5k	\$76.3k	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.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$82.9k	\$114.0k	\$139.2k	\$116.6k	15
Midwest	1.00	\$61.5k	\$74.5k	\$104.3k	\$91.1k	14
Mountain Plains	1.02	\$75.0k	\$81.3k	\$113.0k	\$94.3k	10
New England	1.12	\$67.9k	\$89.9k	\$103.2k	\$91.7k	9
Southeast	1.04	\$69.5k	\$85.0k	\$106.7k	\$98.0k	8
Western	1.17	\$74.7k	\$93.1k	\$115.0k	\$95.7k	15

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

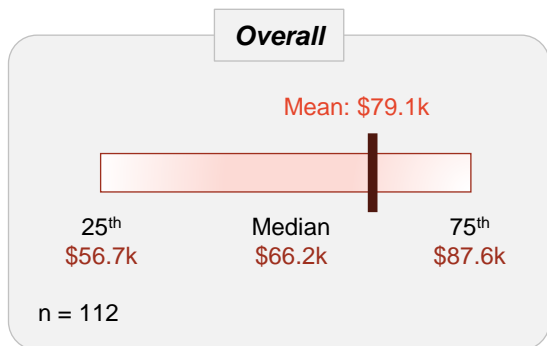
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$95.4k	\$112.3k	\$129.2k	\$115.4k	12
State	New York	\$116.7k	\$151.2k	\$184.1k	\$153.5k	7
State	Florida	Small sample (n = less than 5)				
State	Ohio	\$58.8k	\$65.8k	\$74.5k	\$69.6k	7
State	Texas	\$75.6k	\$83.0k	\$122.3k	\$98.9k	8
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				

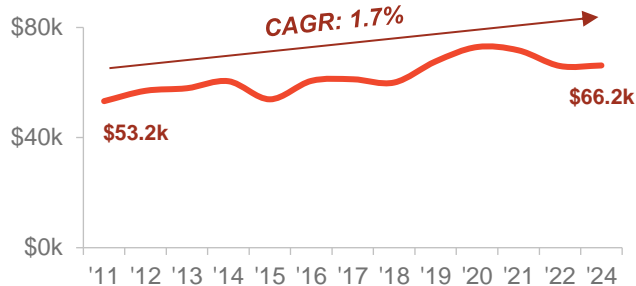
# Digital Content Manager (Formerly New Media Manager and Web Manager)



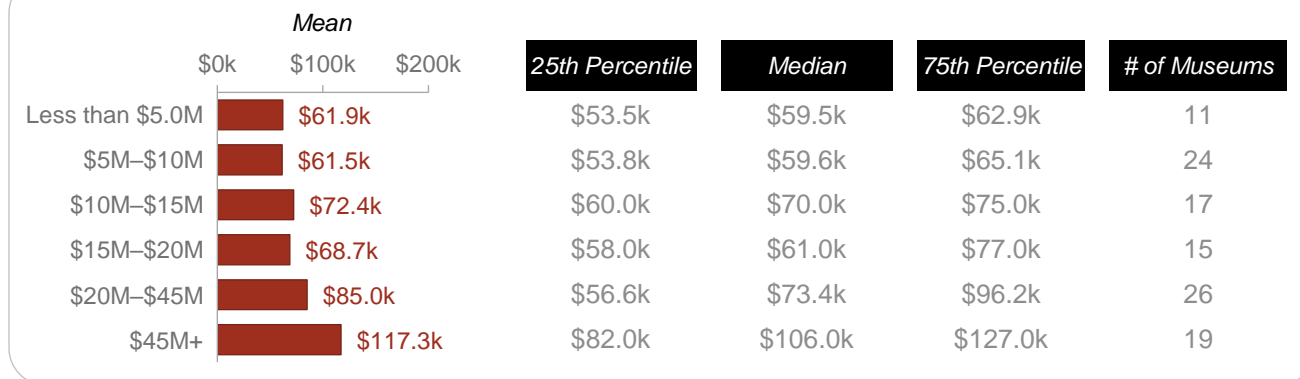
*Responsible for overseeing development, management, and content of the museum's online presence, including but not limited to website, social media platforms, and mobile apps.*



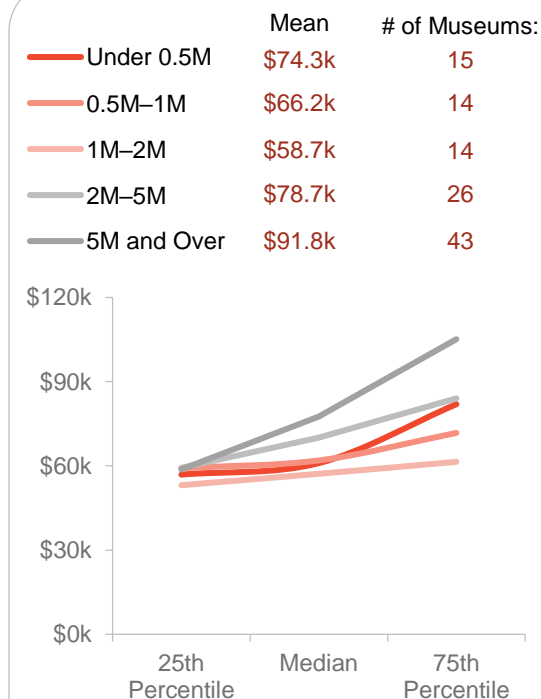
## Historical Trend—Median (2011–2024)



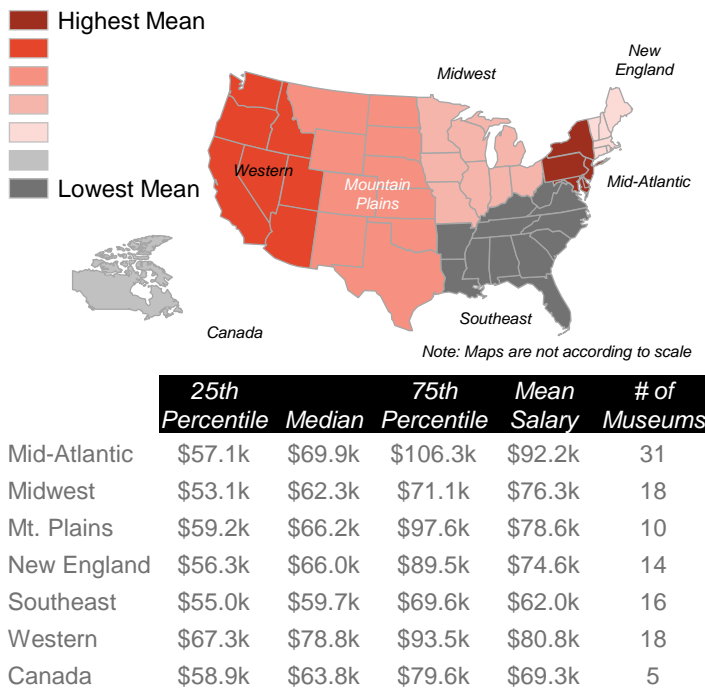
## Operating Budget



## MSA Population



## Region



# Digital Content Manager (Formerly New Media Manager and Web Manager)



**Responsible for overseeing development, management, and content of the museum's online presence, including but not limited to website, social media platforms, and mobile apps.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$50.1k	\$61.3k	\$93.3k	\$80.9k	31
Midwest	1.00	\$53.1k	\$62.3k	\$71.1k	\$76.3k	18
Mountain Plains	1.02	\$58.0k	\$64.9k	\$95.7k	\$77.1k	10
New England	1.12	\$50.3k	\$58.9k	\$79.9k	\$66.6k	14
Southeast	1.04	\$52.9k	\$57.4k	\$66.9k	\$59.6k	16
Western	1.17	\$57.5k	\$67.4k	\$79.9k	\$69.1k	18

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

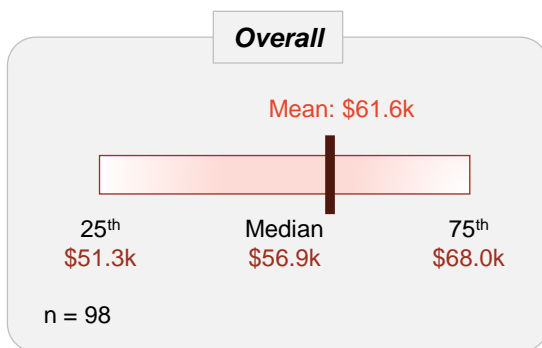
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$72.5k	\$83.8k	\$98.3k	\$85.0k	12
State	New York	\$55.4k	\$77.4k	\$111.1k	\$95.4k	16
State	Florida	\$59.0k	\$59.5k	\$70.0k	\$64.3k	5
State	Ohio	\$50.0k	\$51.8k	\$58.0k	\$55.8k	6
State	Texas	\$58.0k	\$66.5k	\$74.5k	\$73.7k	5
City	New York	\$81.2k	\$105.1k	\$127.4k	\$120.1k	8
City	Washington, DC.	\$68.9k	\$77.6k	\$139.2k	\$119.3k	7

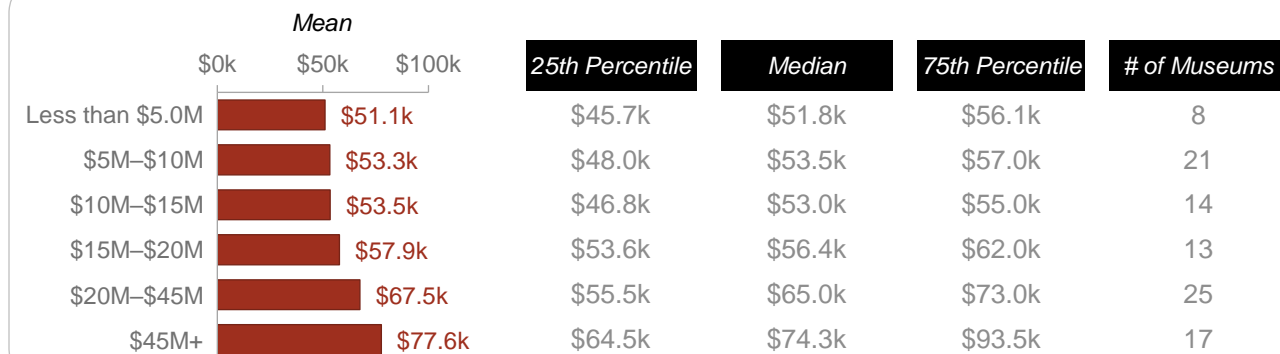
# Digital Media Producer / Social Media Producer (NEW)



*Research, write, photograph/film, produce, and share engaging content in the museum's institutional voice for social media channels, the museum's website, and other online platforms.*

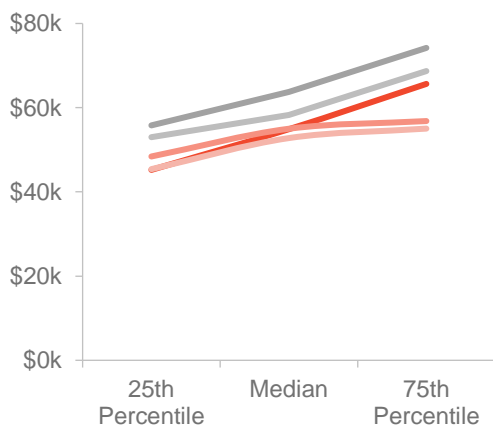


## Operating Budget

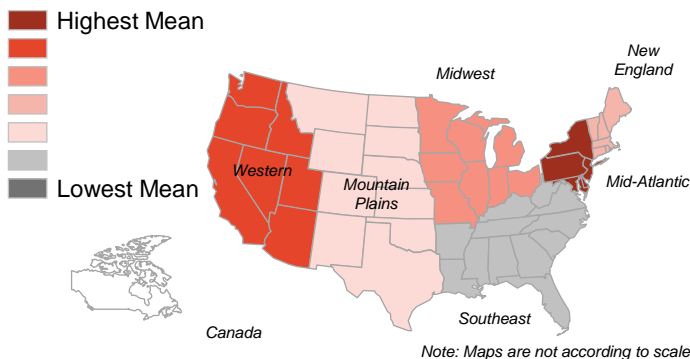


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$55.0k	10
0.5M-1M	\$56.5k	9
1M-2M	\$51.8k	12
2M-5M	\$60.5k	33
5M and Over	\$69.4k	34



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$61.9k	\$66.4k	\$94.1k	\$76.8k	19
Midwest	\$48.4k	\$56.8k	\$65.9k	\$58.2k	19
Mt. Plains	\$47.3k	\$56.0k	\$58.7k	\$55.2k	13
New England	\$45.6k	\$48.2k	\$64.7k	\$55.9k	7
Southeast	\$47.6k	\$53.3k	\$55.0k	\$52.6k	16
Western	\$55.7k	\$63.2k	\$70.0k	\$64.7k	20
Canada					

Small sample (n = less than 5)

## Digital Media Producer / Social Media Producer (NEW)



**Research, write, photograph/film, produce, and share engaging content in the museum's institutional voice for social media channels, the museum's website, and other online platforms.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$54.3k	\$58.3k	\$82.5k	\$67.4k	19
Midwest	1.00	\$48.4k	\$56.8k	\$65.9k	\$58.2k	19
Mountain Plains	1.02	\$46.4k	\$54.9k	\$57.6k	\$54.1k	13
New England	1.12	\$40.7k	\$43.0k	\$57.8k	\$49.9k	7
Southeast	1.04	\$45.7k	\$51.2k	\$52.9k	\$50.6k	16
Western	1.17	\$47.6k	\$54.1k	\$59.8k	\$55.3k	20

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

### City and State-Level Benchmarks

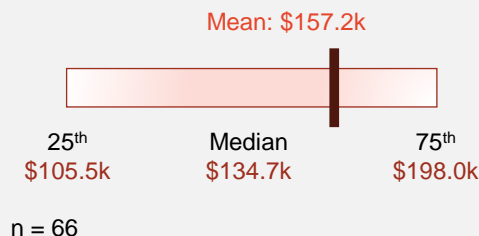
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$64.9k	\$71.3k	\$80.2k	\$71.5k	10
State	New York	\$63.0k	\$69.5k	\$93.8k	\$78.3k	12
State	Florida	\$49.2k	\$53.0k	\$60.8k	\$54.4k	7
State	Ohio	\$48.5k	\$52.8k	\$56.4k	\$55.9k	6
State	Texas	\$47.2k	\$53.8k	\$56.9k	\$52.4k	8
City	New York	\$70.4k	\$85.3k	\$100.2k	\$86.6k	8
City	Washington, DC.	\$61.8k	\$70.7k	\$102.6k	\$80.6k	5

# Director of External Affairs

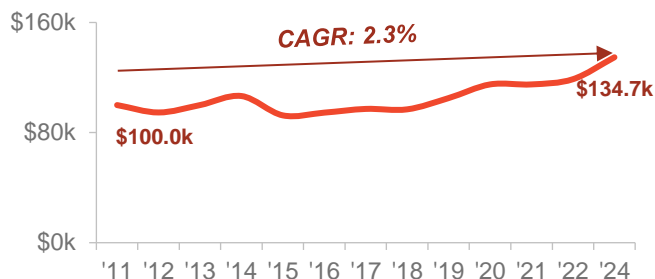


*Directs the media relations, publicity and customer relations activities of the organization.*

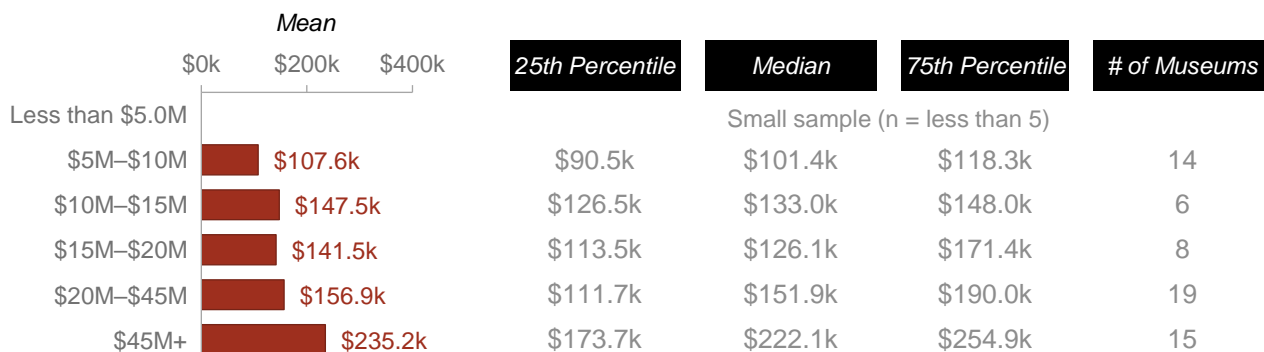
## Overall



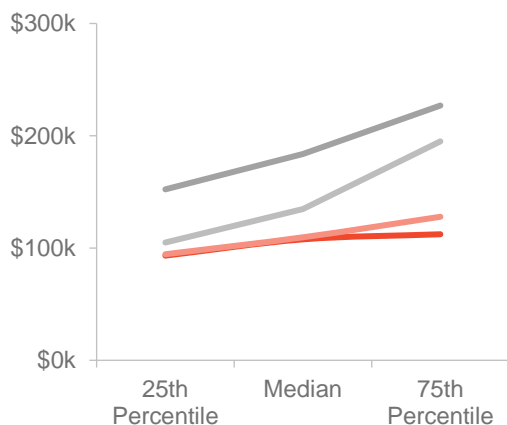
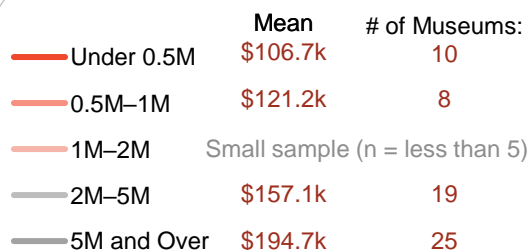
## Historical Trend—Median (2011–2024)



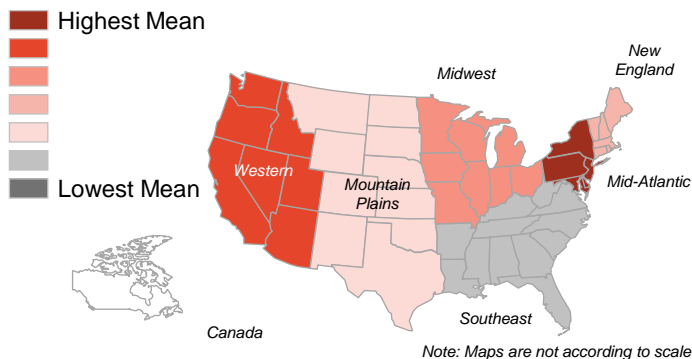
## Operating Budget



## MSA Population



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$120.6k	\$159.7k	\$200.0k	\$183.8k	14
Midwest	\$102.6k	\$134.7k	\$210.0k	\$154.2k	15
Mt. Plains	\$93.8k	\$115.2k	\$145.3k	\$128.0k	6
New England	\$90.0k	\$113.0k	\$173.4k	\$130.9k	9
Southeast	\$99.6k	\$110.4k	\$126.8k	\$125.7k	6
Western	\$125.0k	\$135.0k	\$226.9k	\$182.6k	13
Canada	Small sample (n = less than 5)				





*Directs the media relations, publicity and customer relations activities of the organization.*

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$105.8k	\$140.1k	\$175.4k	\$161.3k	14
<b>Midwest</b>	1.00	\$102.6k	\$134.7k	\$210.0k	\$154.2k	15
<b>Mountain Plains</b>	1.02	\$91.9k	\$113.0k	\$142.4k	\$125.5k	6
<b>New England</b>	1.12	\$80.4k	\$100.9k	\$154.8k	\$116.9k	9
<b>Southeast</b>	1.04	\$95.8k	\$106.1k	\$121.9k	\$120.8k	6
<b>Western</b>	1.17	\$106.8k	\$115.4k	\$193.9k	\$156.0k	13

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$125.4k	\$222.1k	\$229.5k	\$209.0k	9
State	New York	\$121.2k	\$154.9k	\$200.0k	\$168.6k	7
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	\$154.9k	\$200.0k	\$200.0k	\$191.4k	5
City	Washington, DC.	Small sample (n = less than 5)				

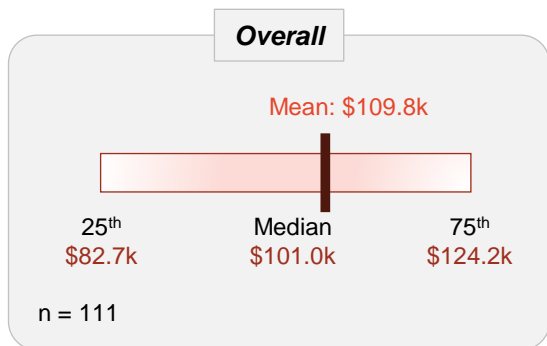
# Marketing Director

[Alt: Director of Marketing, Senior Director of Communications]

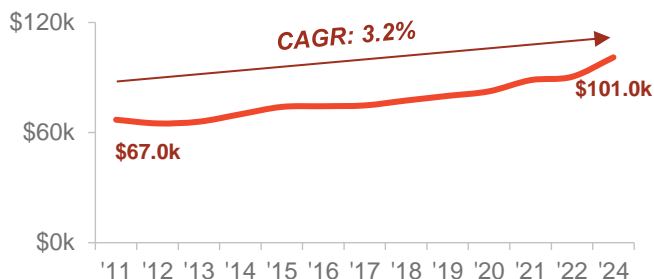


*General responsibility for coordinating museum promotional programs, revenue-producing sale of products and the creative services for museum marketing materials (excluding scholarly publications).*

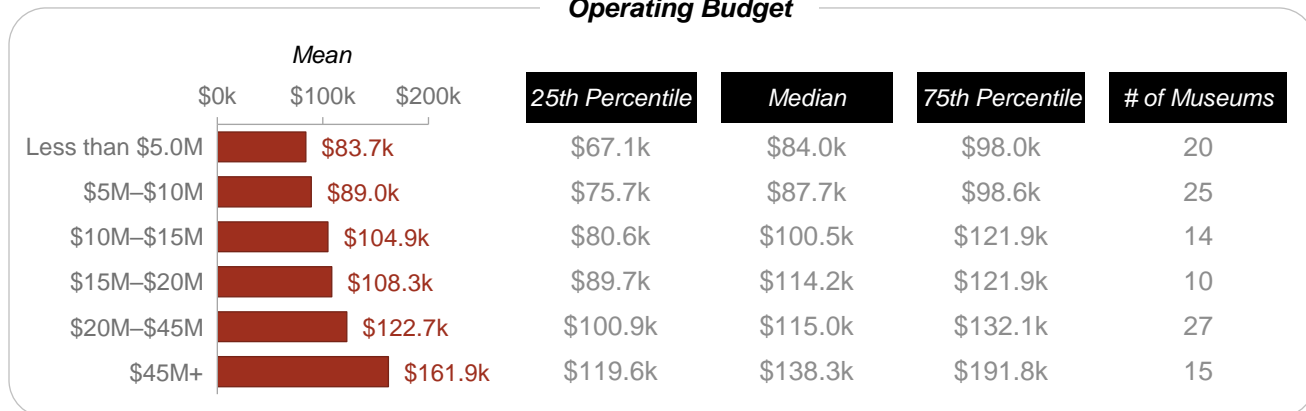
## Overall



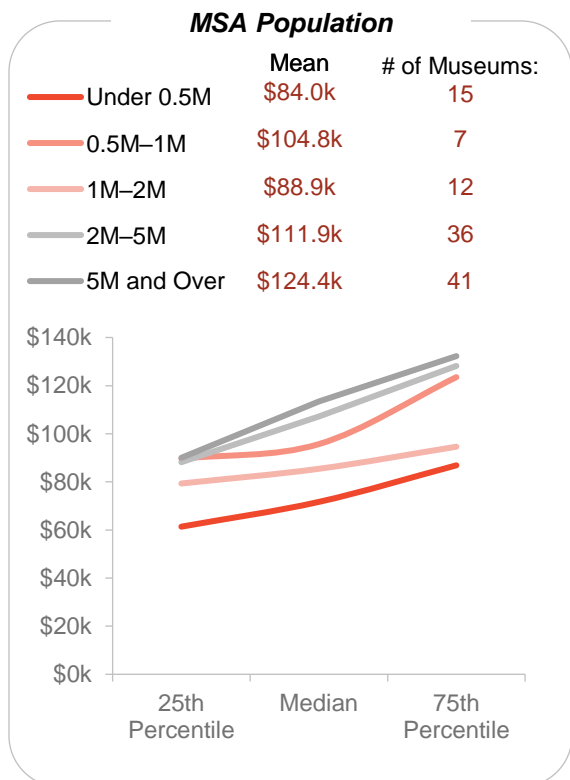
## Historical Trend—Median (2011–2024)



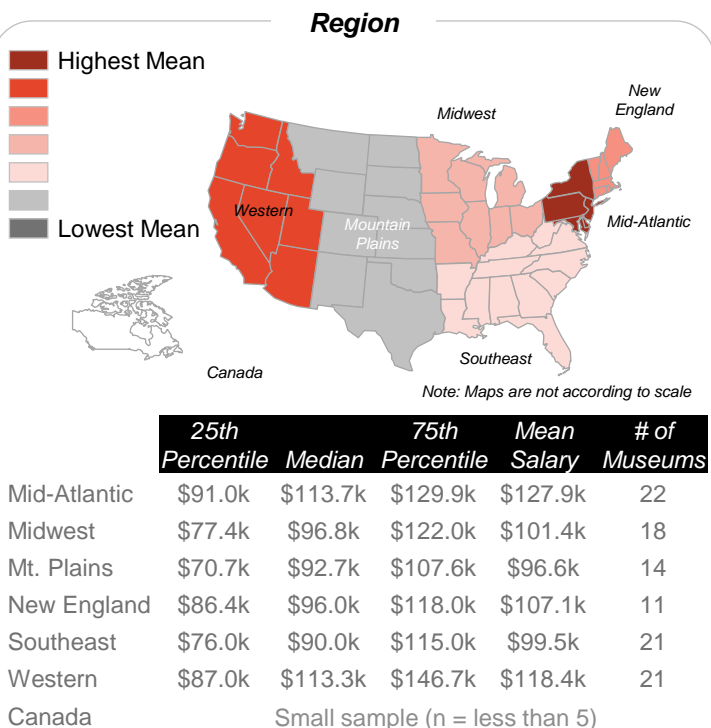
## Operating Budget



## MSA Population



## Region



# Marketing Director

[Alt: Director of Marketing, Senior Director of Communications]



**General responsibility for coordinating museum promotional programs, revenue-producing sale of products and the creative services for museum marketing materials (excluding scholarly publications).**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$79.8k	\$99.8k	\$114.0k	\$112.2k	22
Midwest	1.00	\$77.4k	\$96.8k	\$122.0k	\$101.4k	18
Mountain Plains	1.02	\$69.3k	\$90.9k	\$105.4k	\$94.7k	14
New England	1.12	\$77.1k	\$85.7k	\$105.3k	\$95.7k	11
Southeast	1.04	\$73.1k	\$86.5k	\$110.6k	\$95.7k	21
Western	1.17	\$74.3k	\$96.8k	\$125.3k	\$101.2k	21

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

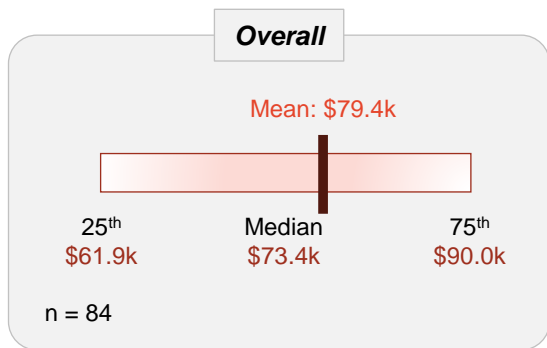
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$86.9k	\$142.5k	\$165.9k	\$134.4k	12
State	New York	\$99.2k	\$115.8k	\$178.0k	\$148.8k	12
State	Florida	\$85.9k	\$89.5k	\$100.8k	\$90.9k	10
State	Ohio	\$75.7k	\$82.2k	\$132.0k	\$106.4k	5
State	Texas	\$76.9k	\$100.0k	\$113.8k	\$106.8k	7
City	New York	\$113.1k	\$123.4k	\$178.0k	\$163.9k	8
City	Washington, DC.	Small sample (n = less than 5)				

# Public Relations Officer

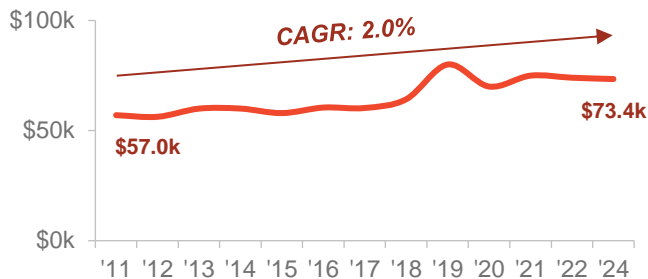
## [Alt: Communications Manager, Marketing Manager]



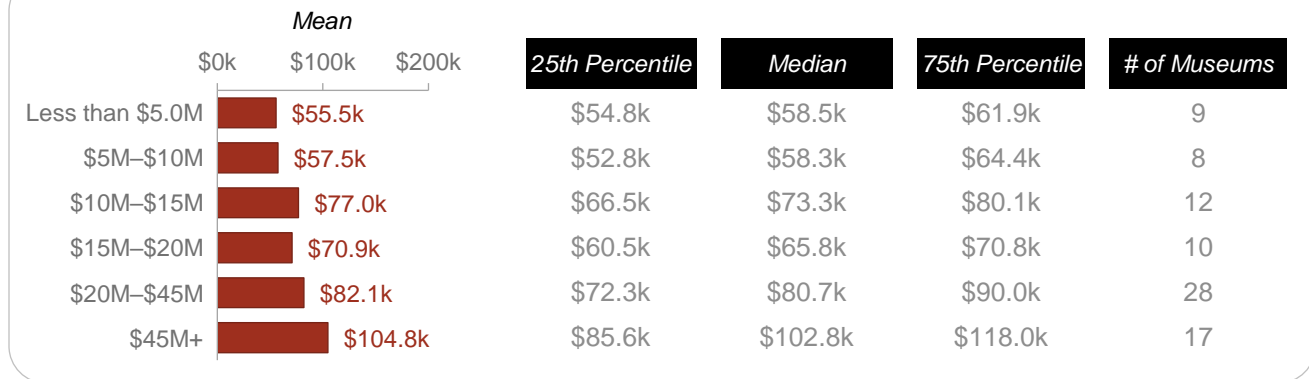
*Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Drafts press releases & targets specific audiences.*



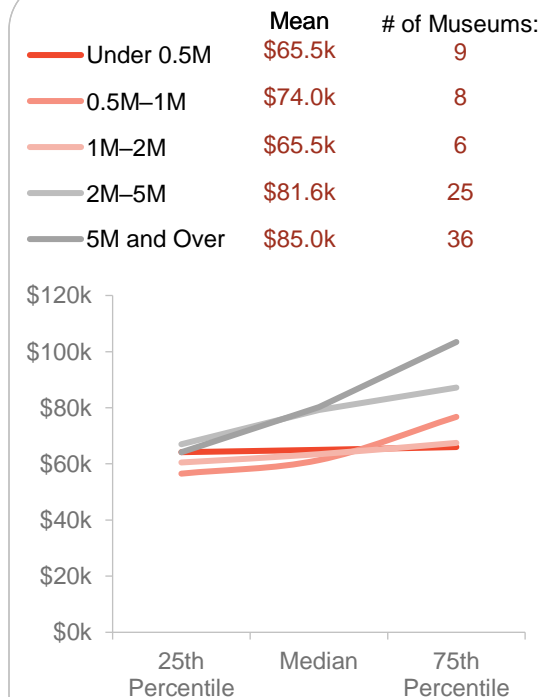
### Historical Trend—Median (2011–2024)



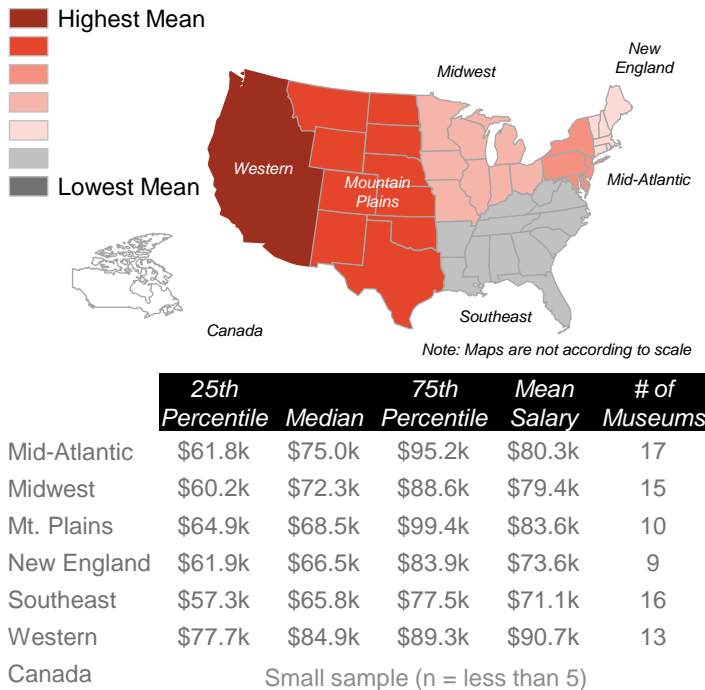
### Operating Budget



### MSA Population



### Region





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

**Regional salaries adjusted for cost of living (U.S. only)**

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$54.2k	\$65.8k	\$83.5k	\$70.4k	17
<b>Midwest</b>	1.00	\$60.2k	\$72.3k	\$88.6k	\$79.4k	15
<b>Mountain Plains</b>	1.02	\$63.7k	\$67.2k	\$97.5k	\$81.9k	10
<b>New England</b>	1.12	\$55.3k	\$59.4k	\$74.9k	\$65.7k	9
<b>Southeast</b>	1.04	\$55.1k	\$63.3k	\$74.5k	\$68.3k	16
<b>Western</b>	1.17	\$66.4k	\$72.6k	\$76.3k	\$77.5k	13

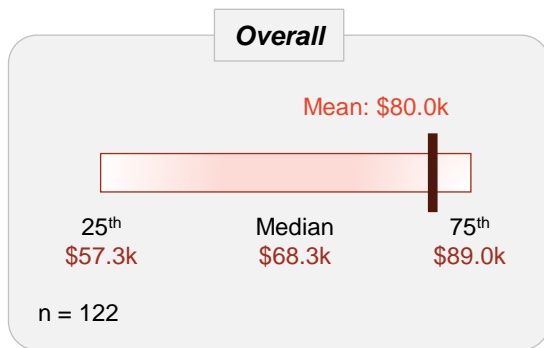
*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

**City and State-Level Benchmarks**

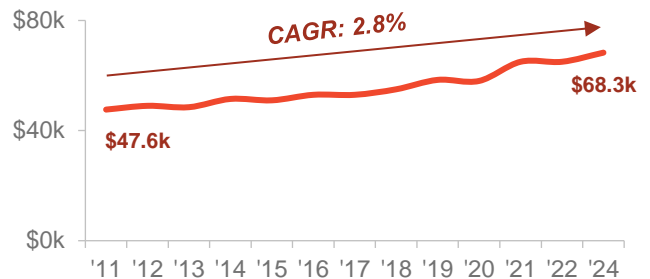
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$79.7k	\$86.5k	\$96.6k	\$97.0k	10
State	New York	\$61.8k	\$86.0k	\$108.8k	\$84.2k	9
State	Florida	\$57.7k	\$67.0k	\$71.7k	\$64.9k	5
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$62.8k	\$68.5k	\$111.6k	\$86.2k	8
City	New York	\$73.9k	\$90.8k	\$111.3k	\$90.6k	7
City	Washington, DC.	Small sample (n = less than 5)				

# Museum Store Manager

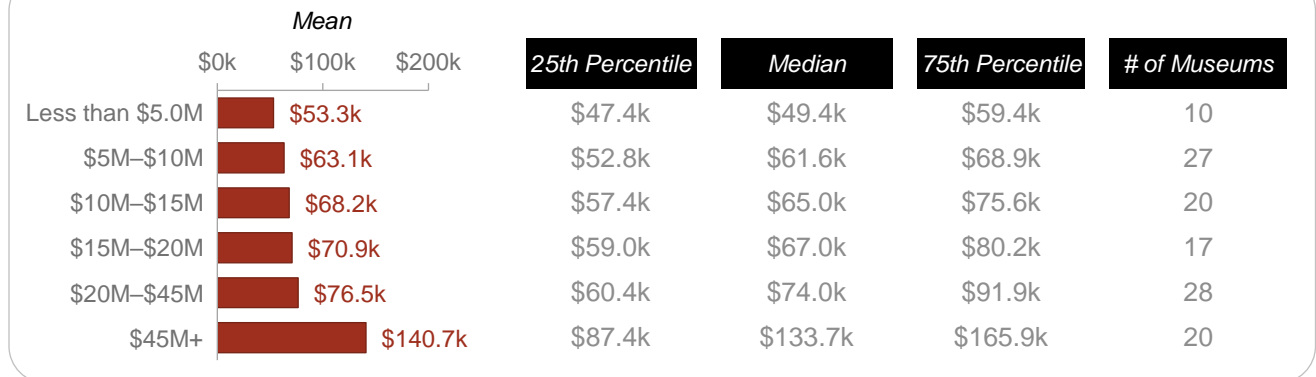
**Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.**



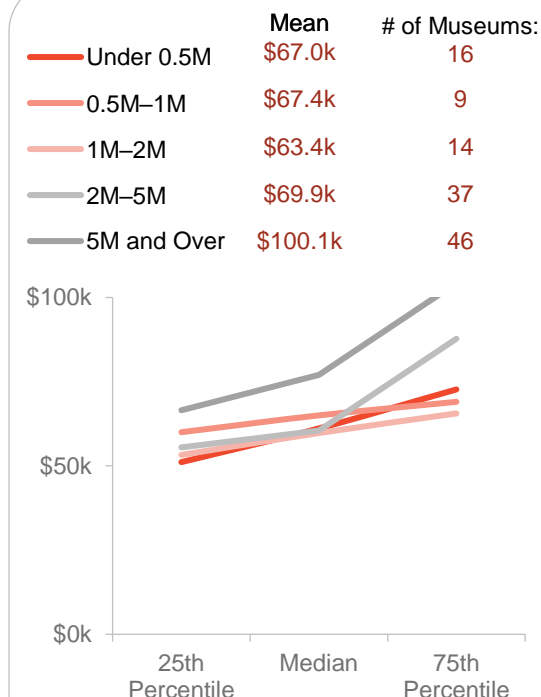
## Historical Trend—Median (2011–2024)



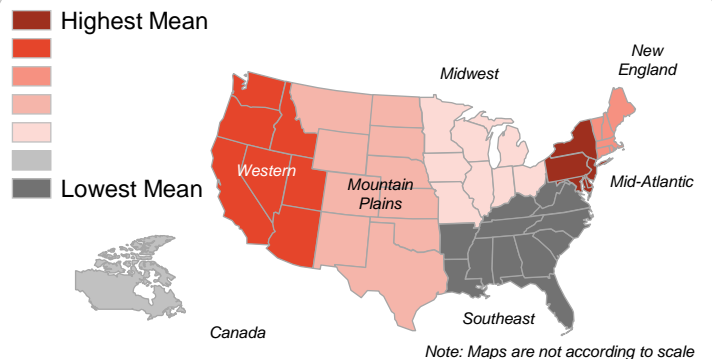
## Operating Budget



## MSA Population



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$62.5k	\$77.7k	\$100.0k	\$96.9k	29
Midwest	\$57.1k	\$60.3k	\$70.8k	\$70.1k	18
Mt. Plains	\$50.4k	\$66.4k	\$76.0k	\$73.6k	12
New England	\$57.3k	\$68.5k	\$74.6k	\$74.9k	11
Southeast	\$54.1k	\$60.0k	\$66.6k	\$64.9k	23
Western	\$69.5k	\$82.5k	\$101.0k	\$89.9k	24
Canada	\$57.5k	\$69.9k	\$72.7k	\$65.8k	5



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$54.8k	\$68.1k	\$87.7k	\$85.0k	29
Midwest	1.00	\$57.1k	\$60.3k	\$70.8k	\$70.1k	18
Mountain Plains	1.02	\$49.5k	\$65.1k	\$74.5k	\$72.1k	12
New England	1.12	\$51.2k	\$61.2k	\$66.6k	\$66.9k	11
Southeast	1.04	\$52.0k	\$57.7k	\$64.0k	\$62.4k	23
Western	1.17	\$59.4k	\$70.5k	\$86.3k	\$76.9k	24

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

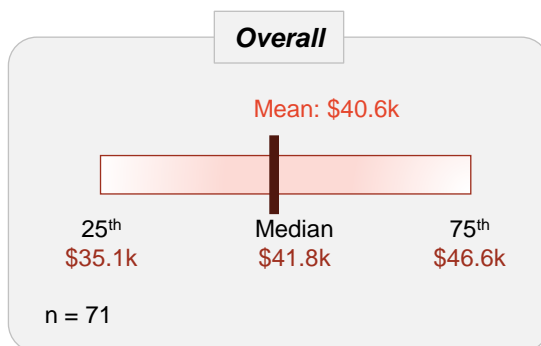
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$73.0k	\$88.5k	\$109.5k	\$98.5k	16
State	New York	\$62.0k	\$72.5k	\$100.0k	\$104.4k	17
State	Florida	\$60.0k	\$66.4k	\$77.1k	\$72.1k	9
State	Ohio	\$55.6k	\$58.4k	\$60.8k	\$59.0k	6
State	Texas	\$50.8k	\$67.0k	\$74.0k	\$77.1k	9
City	New York	\$76.4k	\$94.6k	\$103.8k	\$126.7k	10
City	Washington, DC.	\$80.1k	\$86.4k	\$104.4k	\$101.8k	5

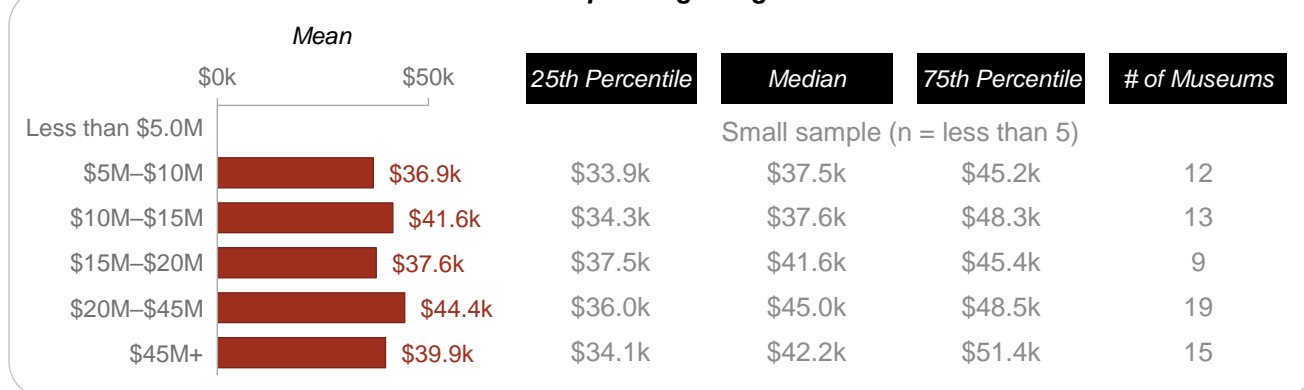
# Museum Store Associate / Sales Clerk (NEW)



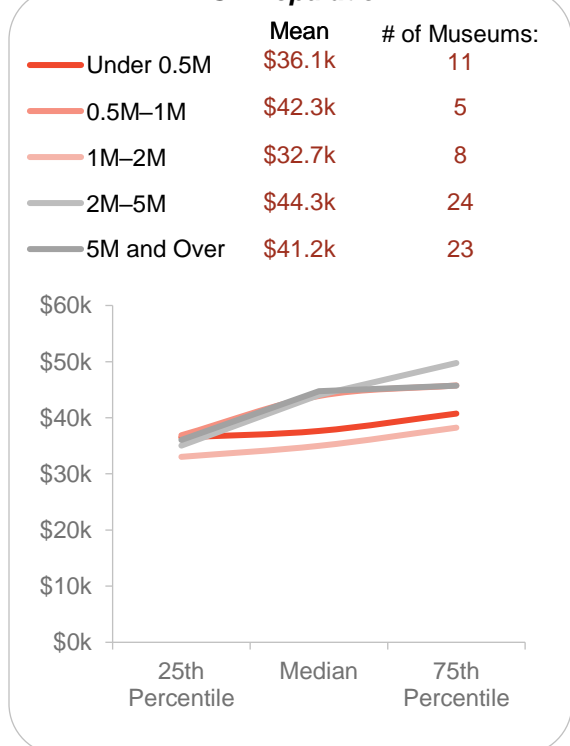
**Responsible for selling merchandise while providing customer service to store visitors, and maintaining an attractive retail environment.**



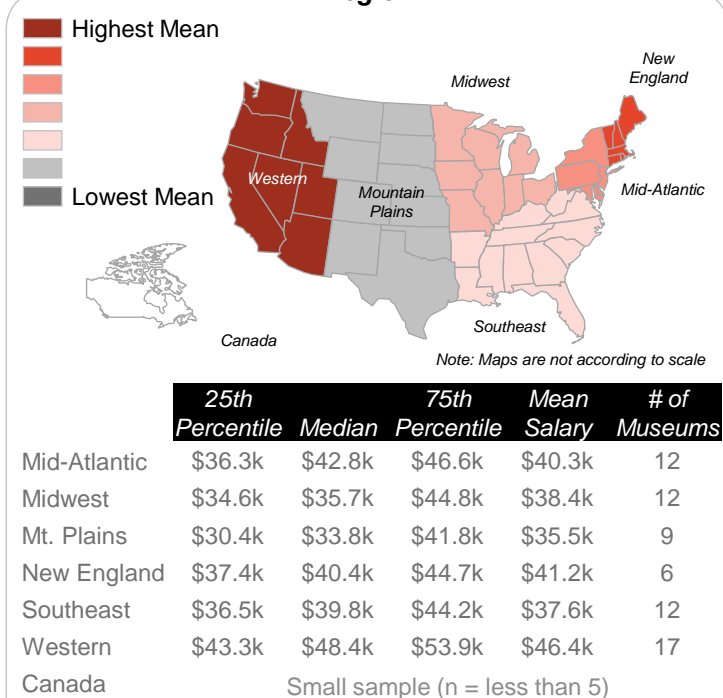
## Operating Budget



## MSA Population



## Region





# Museum Store Associate / Sales Clerk (NEW)



**Responsible for selling merchandise while providing customer service to store visitors, and maintaining an attractive retail environment.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$31.9k	\$37.5k	\$40.9k	\$35.3k	12
Midwest	1.00	\$34.6k	\$35.7k	\$44.8k	\$38.4k	12
Mountain Plains	1.02	\$29.8k	\$33.1k	\$41.0k	\$34.8k	9
New England	1.12	\$33.4k	\$36.0k	\$40.0k	\$36.8k	6
Southeast	1.04	\$35.1k	\$38.3k	\$42.5k	\$36.2k	12
Western	1.17	\$37.0k	\$41.3k	\$46.0k	\$39.7k	17

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

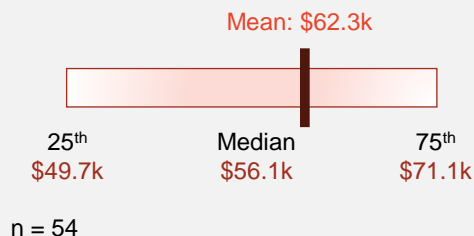
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$44.0k	\$49.9k	\$54.0k	\$46.3k	11
State	New York	\$39.8k	\$42.8k	\$47.6k	\$39.9k	8
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$29.5k	\$32.0k	\$42.2k	\$34.9k	6
City	New York	\$43.3k	\$45.6k	\$53.5k	\$48.4k	5
City	Washington, DC.	Small sample (n = less than 5)				

# Volunteer Coordinator

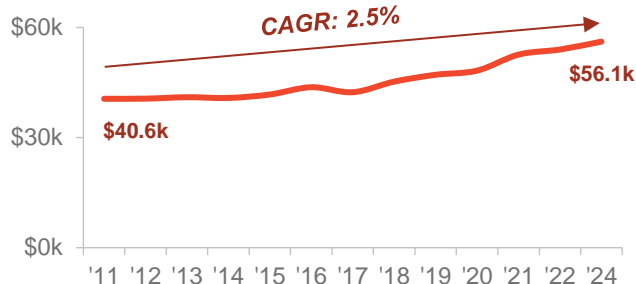


**Responsible for coordination and guidance of one or more volunteer organizations.  
Functions as prime liaison between staff and volunteers.**

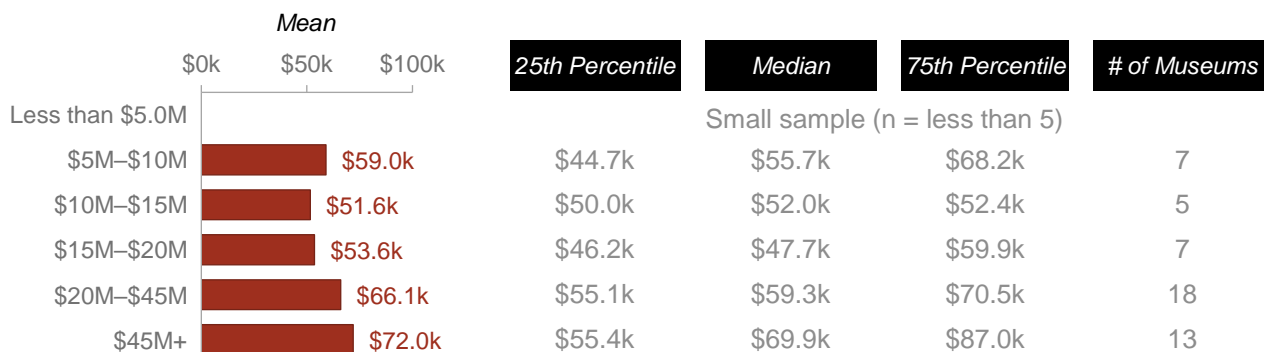
## Overall



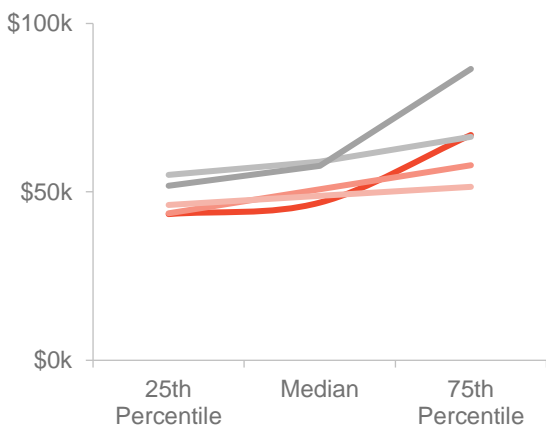
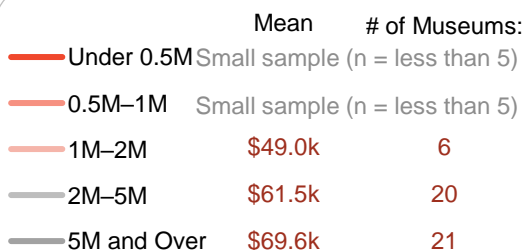
## Historical Trend—Median (2011–2024)



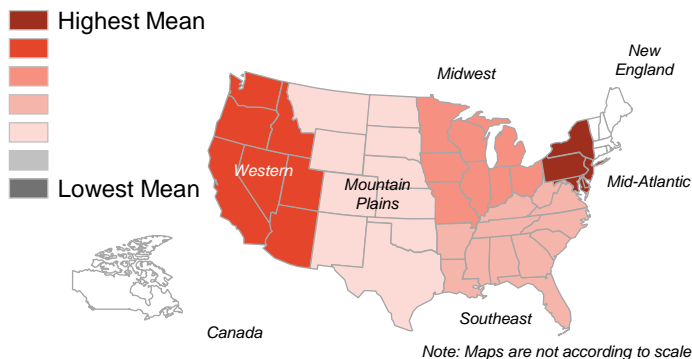
## Operating Budget



## MSA Population



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$73.2k	\$84.6k	\$103.2k	\$84.2k	10
Midwest	\$47.2k	\$55.9k	\$65.4k	\$58.8k	10
Mt. Plains	\$42.0k	\$47.3k	\$53.6k	\$49.0k	5
New England	Small sample (n = less than 5)				
Southeast	\$51.6k	\$52.4k	\$56.9k	\$56.9k	11
Western	\$54.8k	\$59.0k	\$67.8k	\$61.5k	11
Canada	Small sample (n = less than 5)				

# Volunteer Coordinator



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$64.2k	\$74.2k	\$90.5k	\$73.9k	10
Midwest	1.00	\$47.2k	\$55.9k	\$65.4k	\$58.8k	10
Mountain Plains	1.02	\$41.2k	\$46.4k	\$52.5k	\$48.0k	5
New England	1.12	Small sample (n = less than 5)				
Southeast	1.04	\$49.6k	\$50.4k	\$54.7k	\$54.7k	11
Western	1.17	\$46.8k	\$50.4k	\$57.9k	\$52.5k	11

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

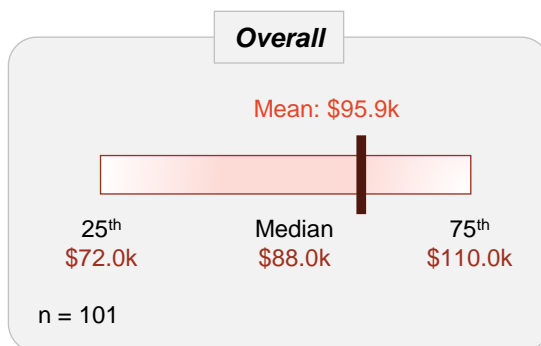
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$54.8k	\$61.0k	\$67.8k	\$63.4k	7
State	New York	Small sample (n = less than 5)				
State	Florida	\$51.8k	\$52.4k	\$57.6k	\$60.5k	5
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				

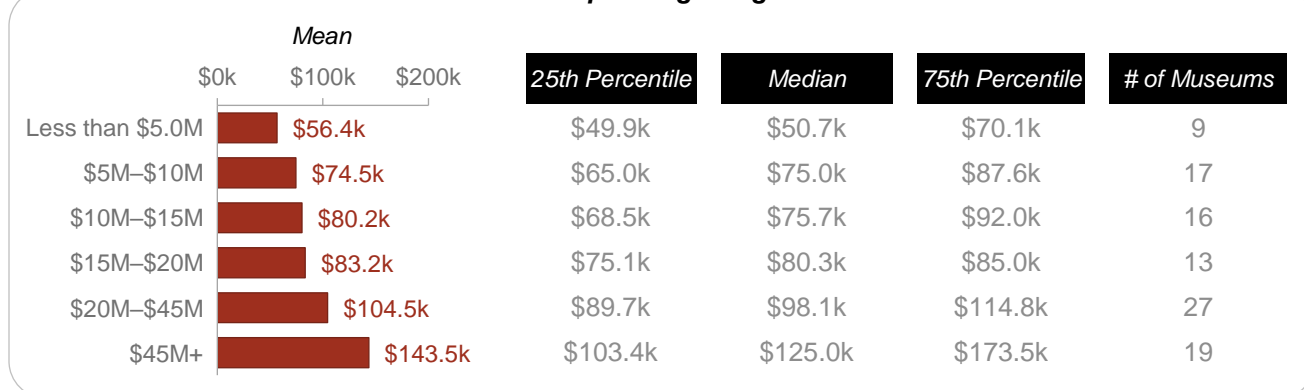
# Director of Visitor Experience (NEW)



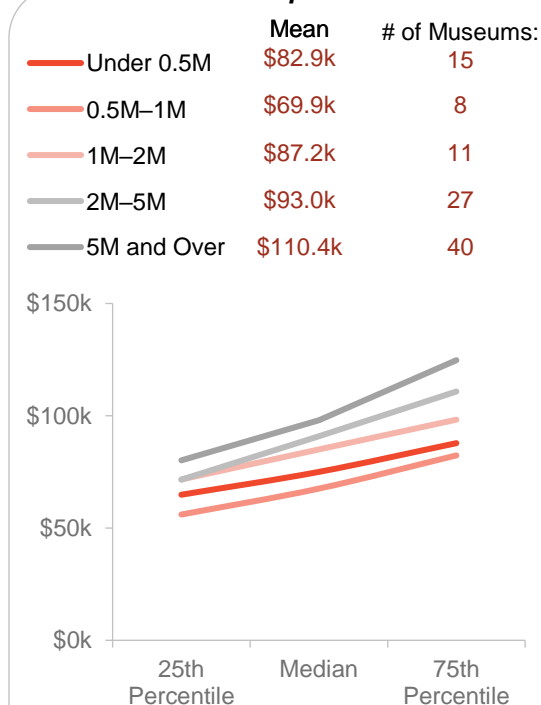
*Provides leadership to define and activate the visitor experience. Develops, refines and implements effective strategies/ systems for creating an inviting experience for all visitors that reflects the museum's mission and brand.*



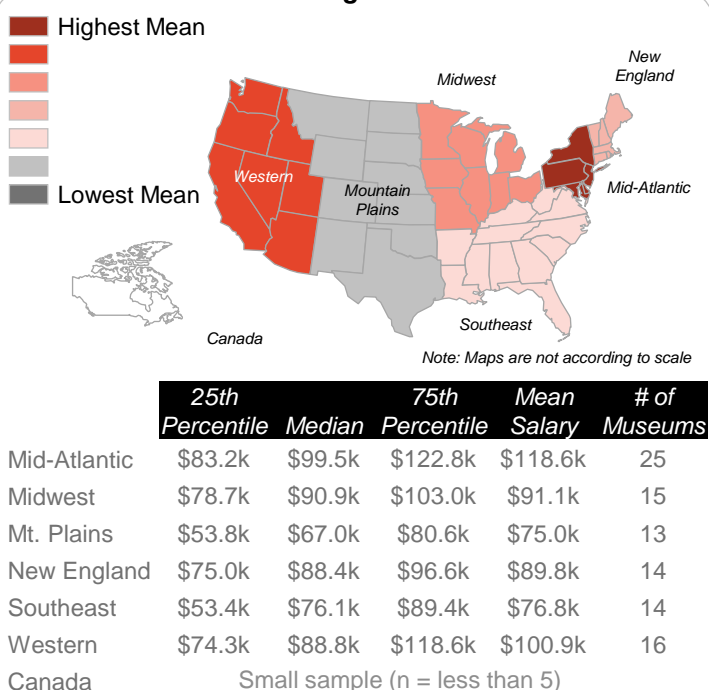
## Operating Budget



## MSA Population



## Region



## Director of Visitor Experience (NEW)



*Provides leadership to define and activate the visitor experience. Develops, refines and implements effective strategies/ systems for creating an inviting experience for all visitors that reflects the museum's mission and brand.*

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$73.0k	\$87.3k	\$107.7k	\$104.0k	25
<b>Midwest</b>	1.00	\$78.7k	\$90.9k	\$103.0k	\$91.1k	15
<b>Mountain Plains</b>	1.02	\$52.7k	\$65.6k	\$79.0k	\$73.5k	13
<b>New England</b>	1.12	\$67.0k	\$78.9k	\$86.2k	\$80.2k	14
<b>Southeast</b>	1.04	\$51.4k	\$73.1k	\$86.0k	\$73.9k	14
<b>Western</b>	1.17	\$63.5k	\$75.9k	\$101.4k	\$86.2k	16

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

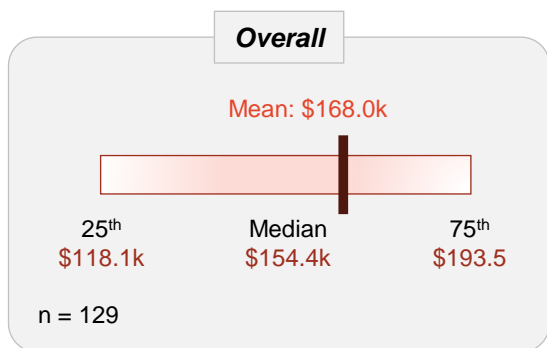
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$77.9k	\$89.3k	\$142.9k	\$107.2k	11
State	New York	\$79.6k	\$109.2k	\$122.8k	\$129.9k	13
State	Florida	\$78.0k	\$83.4k	\$87.6k	\$82.2k	4
State	Ohio	\$77.4k	\$80.0k	\$90.9k	\$78.6k	5
State	Texas	\$56.9k	\$67.0k	\$84.8k	\$82.9k	7
City	New York	\$79.6k	\$109.2k	\$122.8k	\$136.1k	9
City	Washington, DC.	\$83.7k	\$88.8k	\$122.6k	\$112.7k	6

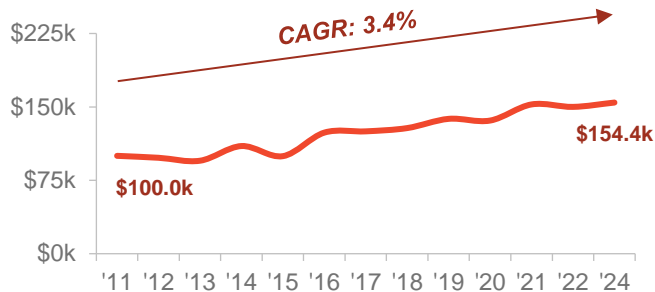
# Chief Curator / Director of Curatorial Affairs / Curator A



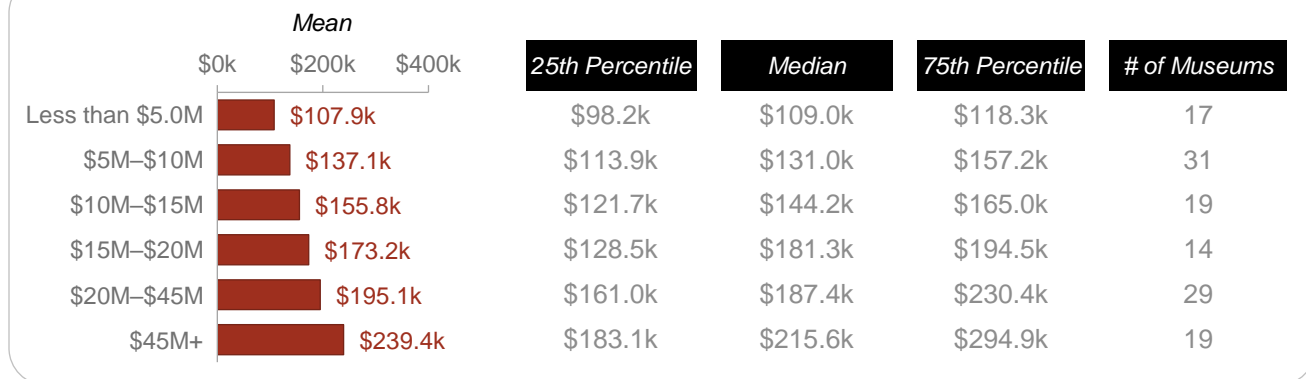
**General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities.**



## Historical Trend—Median (2011–2024)

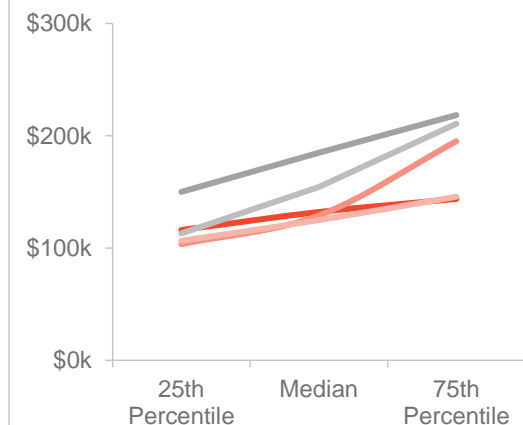


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$133.6k	16
0.5M–1M	\$146.4k	16
1M–2M	\$126.4k	15
2M–5M	\$169.5k	33
5M and Over	\$198.1k	49



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$126.3k	\$168.6k	\$226.5k	\$197.4k	27
Midwest	\$118.0k	\$148.4k	\$192.5k	\$157.2k	20
Mt. Plains	\$135.0k	\$158.5k	\$181.1k	\$155.7k	12
New England	\$132.8k	\$160.0k	\$206.0k	\$167.2k	17
Southeast	\$106.8k	\$120.1k	\$149.2k	\$130.2k	24
Western	\$146.8k	\$188.8k	\$240.7k	\$195.5k	24
Canada	\$98.0k	\$113.0k	\$160.1k	\$135.1k	5

# Chief Curator / Director of Curatorial Affairs / Curator A



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$110.8k	\$147.9k	\$198.7k	\$173.1k	27
Midwest	1.00	\$118.0k	\$148.4k	\$192.5k	\$157.2k	20
Mountain Plains	1.02	\$132.4k	\$155.4k	\$177.6k	\$152.6k	12
New England	1.12	\$118.5k	\$142.9k	\$183.9k	\$149.3k	17
Southeast	1.04	\$102.7k	\$115.5k	\$143.4k	\$125.2k	24
Western	1.17	\$125.5k	\$161.4k	\$205.7k	\$167.1k	24

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

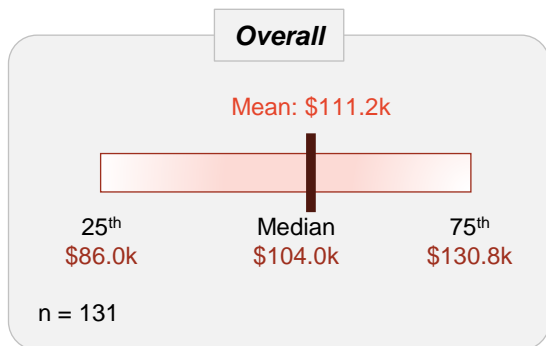
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$157.5k	\$200.9k	\$244.9k	\$208.3k	18
State	New York	\$126.5k	\$173.6k	\$297.9k	\$210.8k	14
State	Florida	\$107.5k	\$110.0k	\$148.9k	\$125.7k	9
State	Ohio	\$121.0k	\$146.7k	\$152.2k	\$142.2k	7
State	Texas	\$152.5k	\$170.7k	\$188.3k	\$168.2k	8
City	New York	\$220.0k	\$310.0k	\$365.2k	\$290.0k	7
City	Washington, DC.	\$144.3k	\$167.6k	\$193.9k	\$199.8k	7

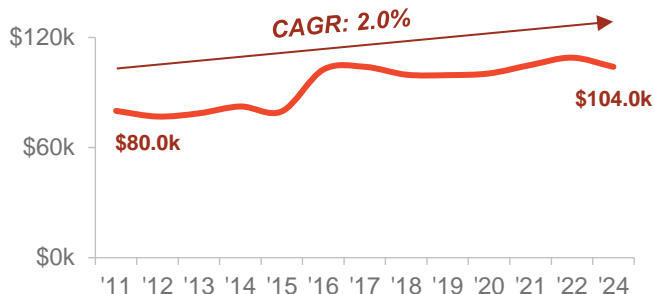
# Senior Curator / Curator of Special Collections Area / Curator B



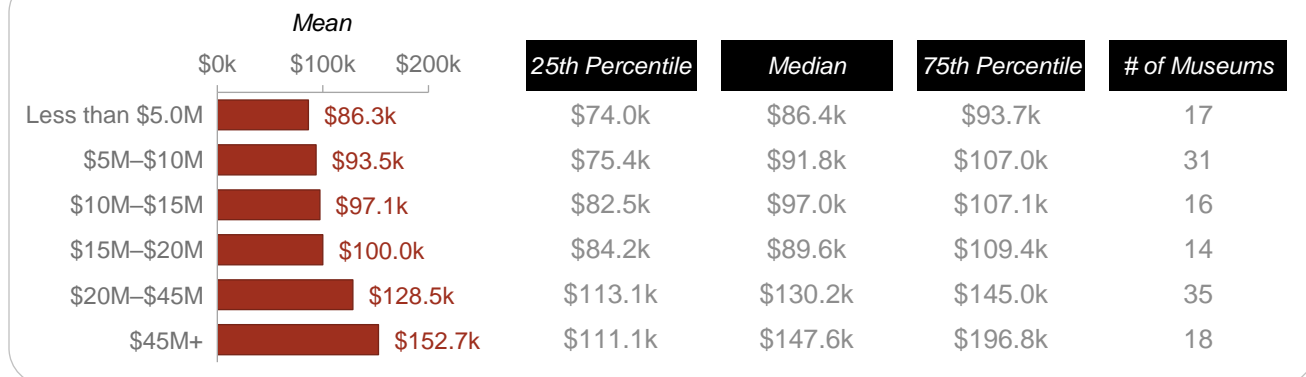
**Responsibility for important sub-collections; general administrative duties relating to area of responsibility; and supervision of one or several curatorial subordinates.**



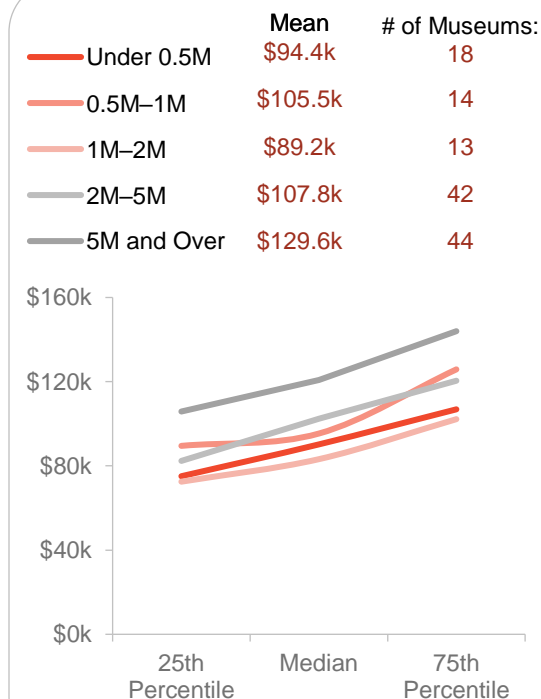
## Historical Trend—Median (2011–2024)



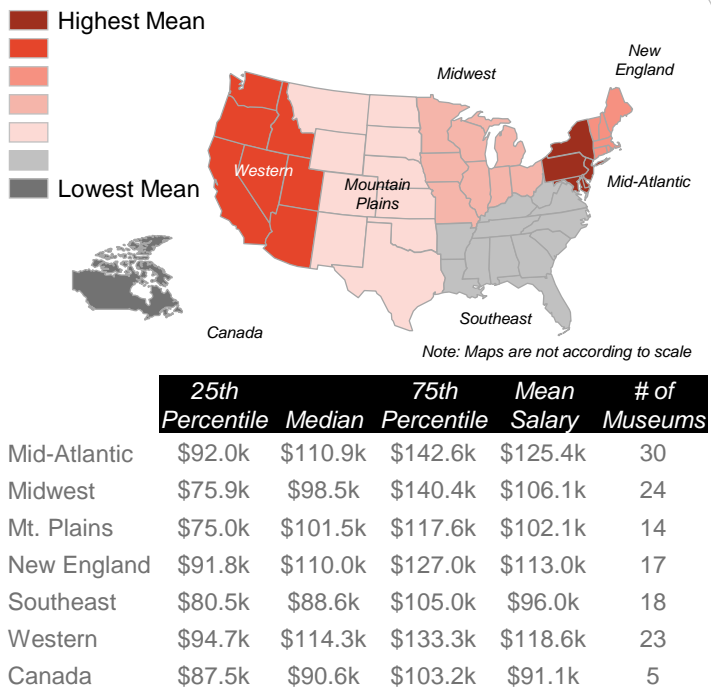
## Operating Budget



## MSA Population



## Region





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



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

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$80.7k	\$97.3k	\$125.1k	\$110.0k	30
Midwest	1.00	\$75.9k	\$98.5k	\$140.4k	\$106.1k	24
Mountain Plains	1.02	\$73.6k	\$99.5k	\$115.3k	\$100.1k	14
New England	1.12	\$82.0k	\$98.2k	\$113.4k	\$100.9k	17
Southeast	1.04	\$77.4k	\$85.2k	\$101.0k	\$92.3k	18
Western	1.17	\$81.0k	\$97.7k	\$114.0k	\$101.3k	23

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

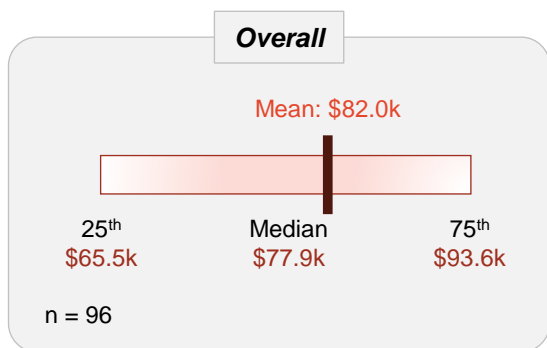
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$108.5k	\$119.6k	\$139.9k	\$129.7k	14
State	New York	\$97.5k	\$108.5k	\$144.3k	\$128.7k	16
State	Florida	\$88.4k	\$89.6k	\$120.2k	\$107.1k	6
State	Ohio	\$75.9k	\$87.4k	\$101.7k	\$91.4k	8
State	Texas	\$76.5k	\$106.9k	\$143.7k	\$110.7k	9
City	New York	\$110.4k	\$120.0k	\$190.3k	\$154.7k	9
City	Washington, DC.	\$88.1k	\$112.8k	\$141.7k	\$121.2k	7

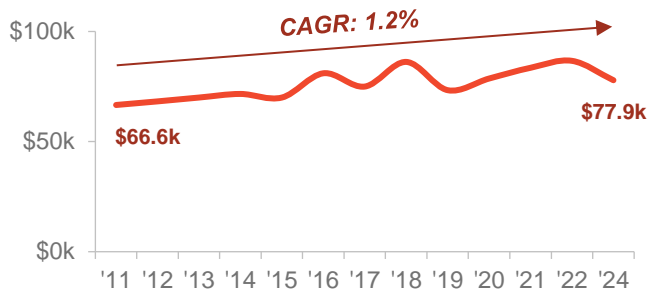
# Exhibition Project Manager (Formerly Curator of Exhibitions / Curator C)



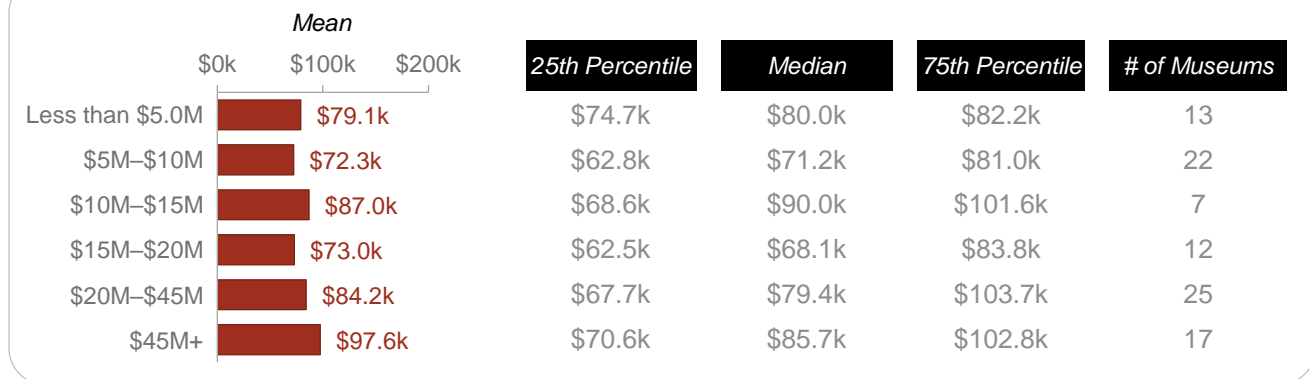
*Primary responsibility for scheduling and installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special programs related to exhibition schedules.*



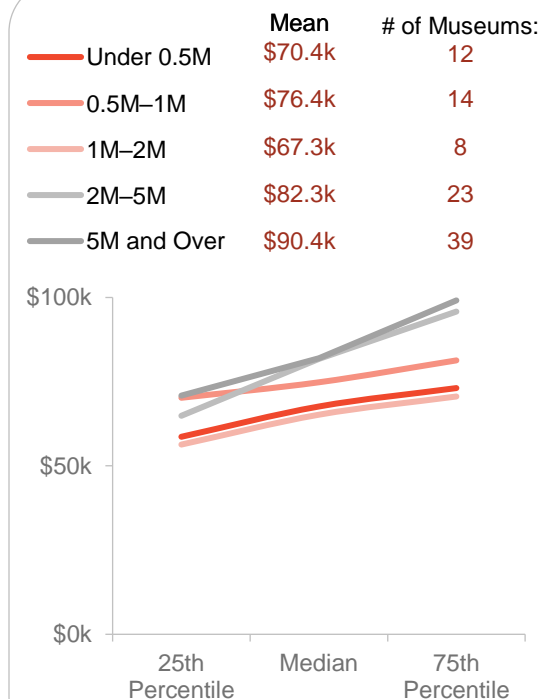
## Historical Trend—Median (2011–2024)



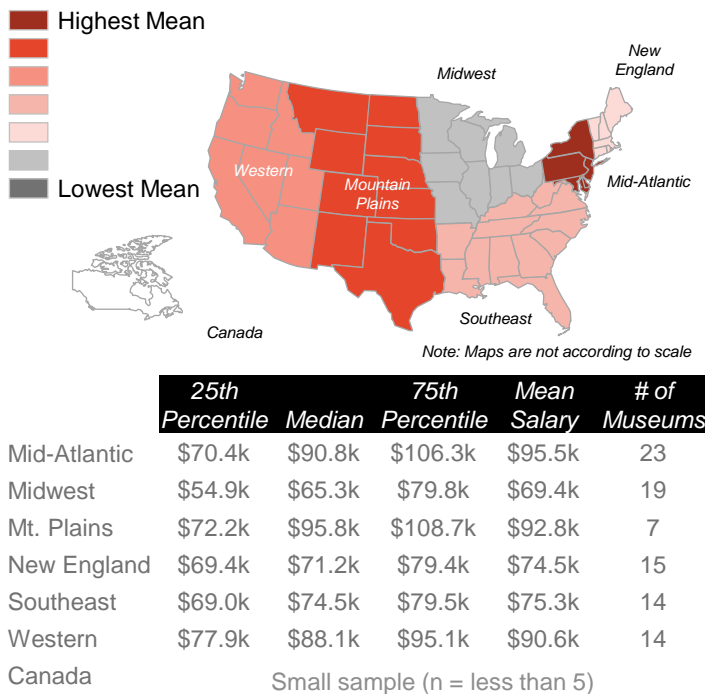
## Operating Budget



## MSA Population



## Region



# Exhibition Project Manager (Formerly Curator of Exhibitions / Curator C)



**Primary responsibility for scheduling and installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special programs related to exhibition schedules.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$61.7k	\$79.6k	\$93.2k	\$83.8k	23
<b>Midwest</b>	1.00	\$54.9k	\$65.3k	\$79.8k	\$69.4k	19
<b>Mountain Plains</b>	1.02	\$70.8k	\$93.9k	\$106.5k	\$90.9k	7
<b>New England</b>	1.12	\$61.9k	\$63.6k	\$70.9k	\$66.5k	15
<b>Southeast</b>	1.04	\$66.3k	\$71.6k	\$76.4k	\$72.4k	14
<b>Western</b>	1.17	\$66.6k	\$75.3k	\$81.3k	\$77.5k	14

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

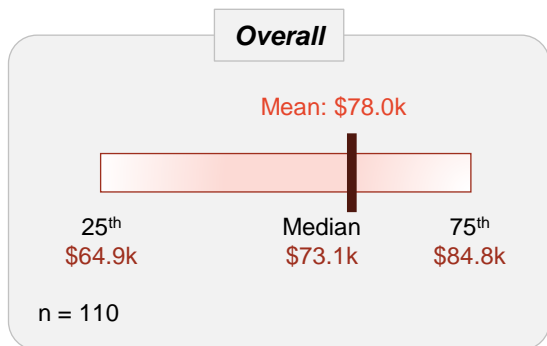
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$78.0k	\$91.5k	\$96.6k	\$93.1k	11
State	New York	\$74.9k	\$87.2k	\$105.2k	\$93.5k	11
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	\$84.7k	\$90.8k	\$105.2k	\$105.4k	7
City	Washington, DC.	\$72.3k	\$102.5k	\$112.5k	\$103.5k	7

# Associate Curator

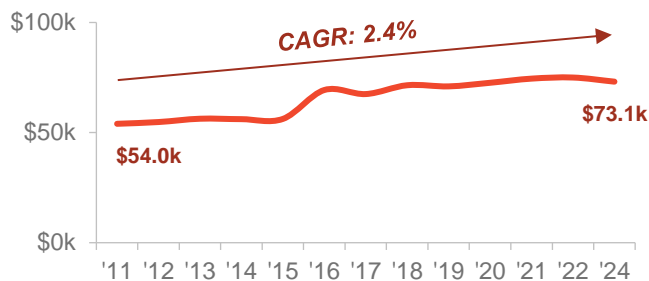


*Performs same functions as Senior Curator in association with, and under supervision of, the Senior Curator.*

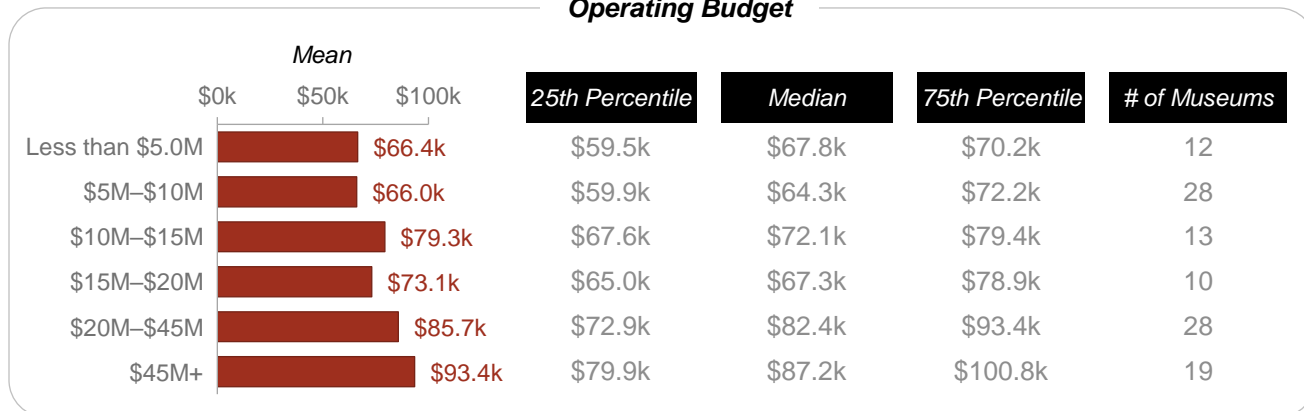
## Overall



## Historical Trend—Median (2011–2024)

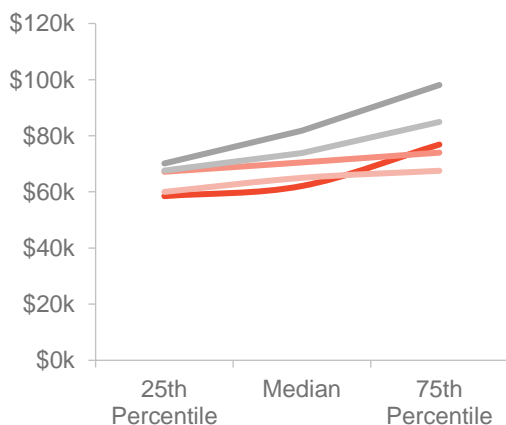


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$67.5k	15
0.5M–1M	\$72.8k	10
1M–2M	\$64.4k	13
2M–5M	\$78.0k	29
5M and Over	\$87.0k	43



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$68.5k	\$80.2k	\$103.1k	\$88.7k	27
Midwest	\$62.1k	\$68.0k	\$78.4k	\$70.8k	21
Mt. Plains	\$64.9k	\$72.0k	\$79.4k	\$72.5k	13
New England	\$70.0k	\$79.4k	\$84.1k	\$82.8k	13
Southeast	\$58.5k	\$60.4k	\$66.6k	\$62.0k	14
Western	\$70.2k	\$82.2k	\$92.4k	\$84.4k	19
Canada					

Small sample (n = less than 5)

## Associate Curator



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

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$60.1k	\$70.4k	\$90.5k	\$77.8k	27
Midwest	1.00	\$62.1k	\$68.0k	\$78.4k	\$70.8k	21
Mountain Plains	1.02	\$63.6k	\$70.6k	\$77.9k	\$71.0k	13
New England	1.12	\$62.5k	\$70.9k	\$75.1k	\$73.9k	13
Southeast	1.04	\$56.3k	\$58.1k	\$64.0k	\$59.6k	14
Western	1.17	\$60.0k	\$70.2k	\$79.0k	\$72.2k	19

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

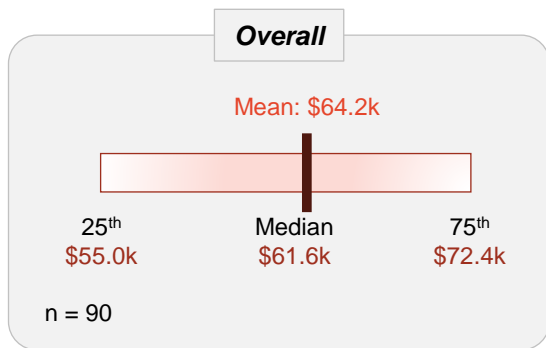
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$74.9k	\$85.0k	\$101.7k	\$90.0k	14
State	New York	\$78.2k	\$83.3k	\$98.0k	\$85.3k	13
State	Florida	\$60.9k	\$65.0k	\$67.1k	\$65.6k	5
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$69.7k	\$72.1k	\$82.7k	\$76.4k	7
City	New York	\$88.5k	\$98.0k	\$100.8k	\$97.2k	7
City	Washington, DC.	\$67.7k	\$110.8k	\$126.2k	\$101.9k	7

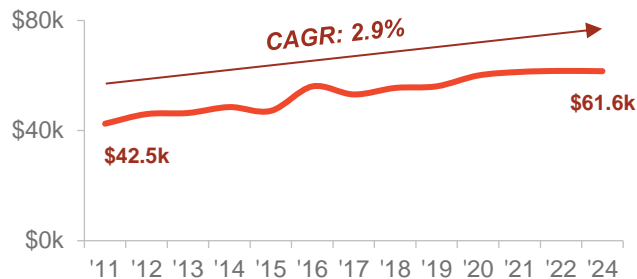
# Assistant Curator / Curator E



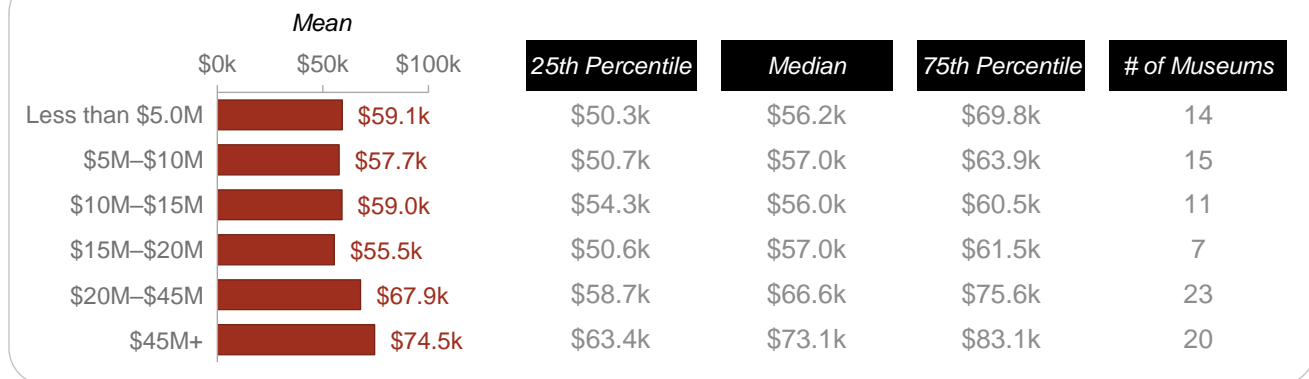
**Assists Senior Curator and Associate Curator under their supervision.  
Usually no supervision of other curatorial staff.**



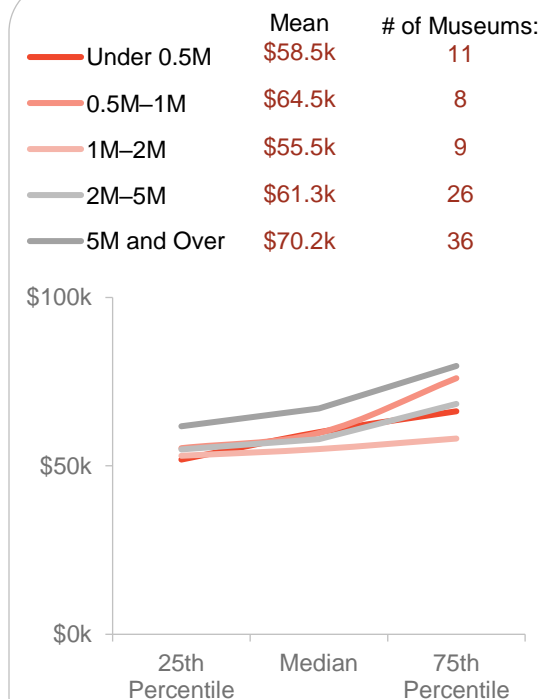
## Historical Trend—Median (2011–2024)



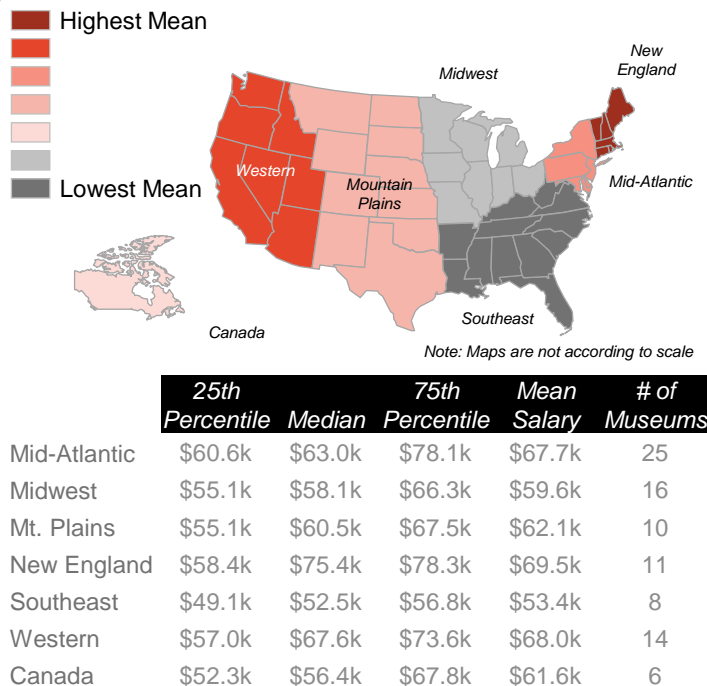
## Operating Budget



## MSA Population



## Region



## Assistant Curator / Curator E



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

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$53.1k	\$55.3k	\$68.5k	\$59.4k	25
Midwest	1.00	\$55.1k	\$58.1k	\$66.3k	\$59.6k	16
Mountain Plains	1.02	\$54.0k	\$59.3k	\$66.2k	\$60.9k	10
New England	1.12	\$52.1k	\$67.3k	\$69.9k	\$62.1k	11
Southeast	1.04	\$47.3k	\$50.5k	\$54.6k	\$51.4k	8
Western	1.17	\$48.7k	\$57.8k	\$62.9k	\$58.1k	14

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

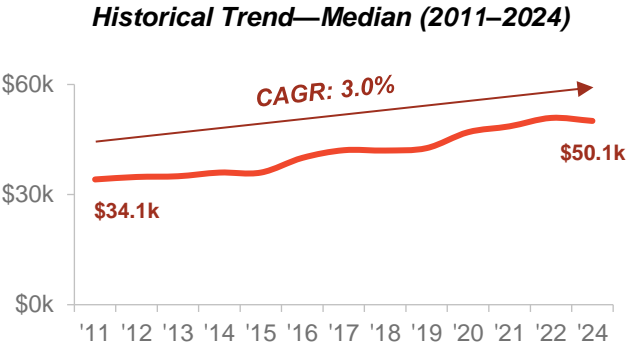
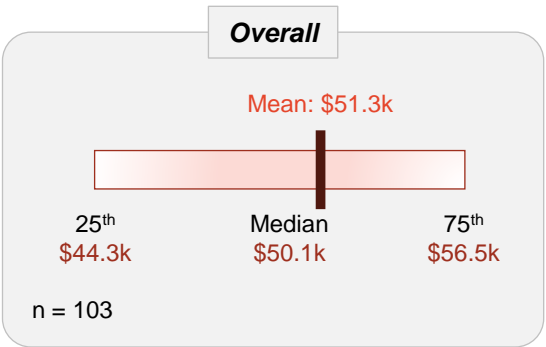
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$67.1k	\$72.2k	\$77.8k	\$72.5k	10
State	New York	\$61.4k	\$66.8k	\$74.2k	\$69.5k	12
State	Florida	\$65.0k	\$65.0k	\$65.0k	\$65.0k	1
State	Ohio	\$48.3k	\$55.6k	\$57.5k	\$53.0k	5
State	Texas	\$55.1k	\$60.5k	\$64.8k	\$61.3k	6
City	New York	\$66.8k	\$72.5k	\$81.0k	\$75.7k	7
City	Washington, DC.	\$66.8k	\$83.2k	\$91.2k	\$76.4k	6

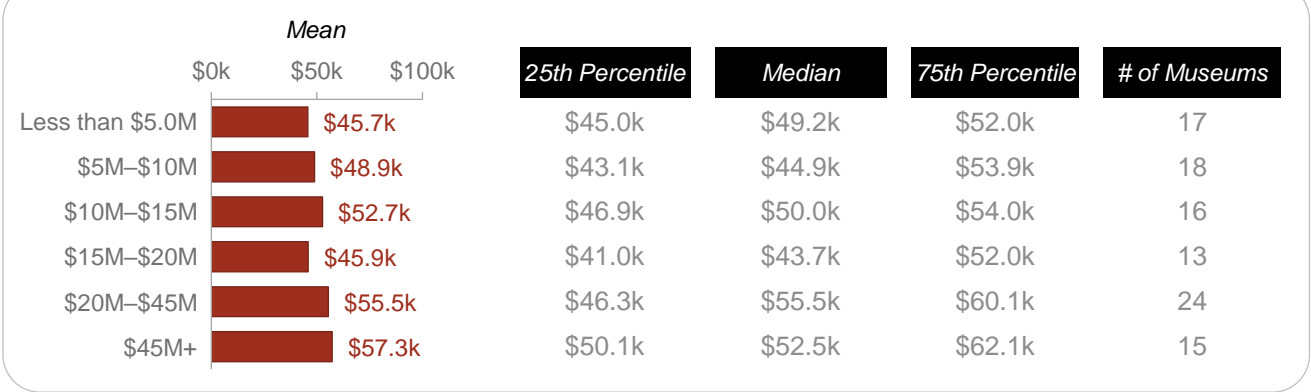
# Curatorial Assistant



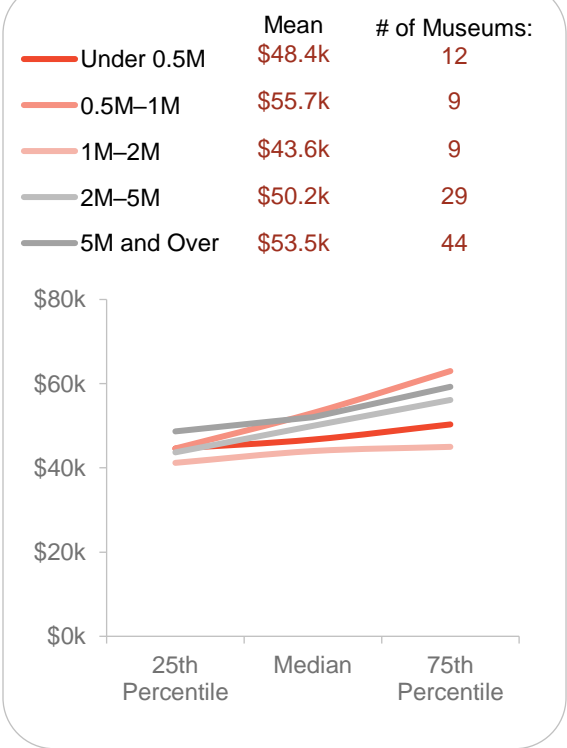
Assists curatorial staff in routine duties, under their supervision.



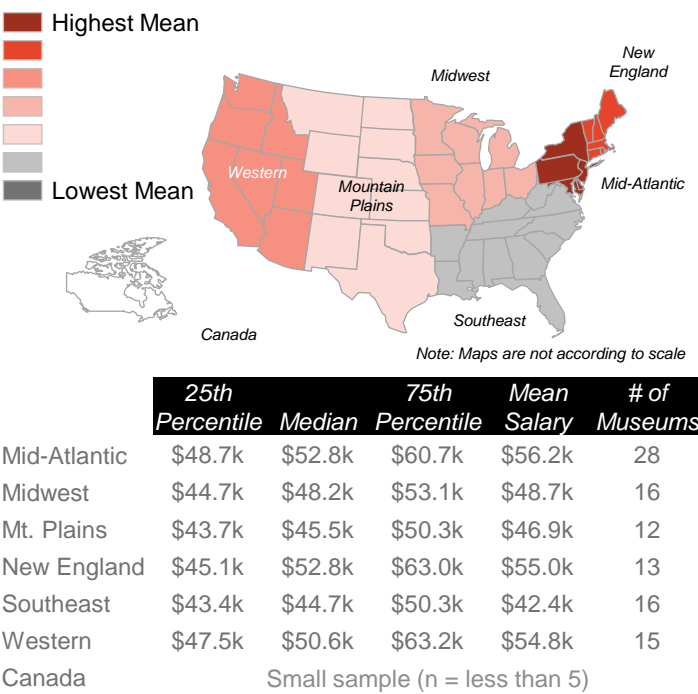
## Operating Budget



## MSA Population



## Region







*Assists curatorial staff in routine duties, under their supervision.*

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$42.7k	\$46.3k	\$53.3k	\$49.3k	28
Midwest	1.00	\$44.7k	\$48.2k	\$53.1k	\$48.7k	16
Mountain Plains	1.02	\$42.8k	\$44.6k	\$49.3k	\$46.0k	12
New England	1.12	\$40.3k	\$47.1k	\$56.3k	\$49.1k	13
Southeast	1.04	\$41.8k	\$43.0k	\$48.3k	\$40.8k	16
Western	1.17	\$40.6k	\$43.3k	\$54.0k	\$46.8k	15

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

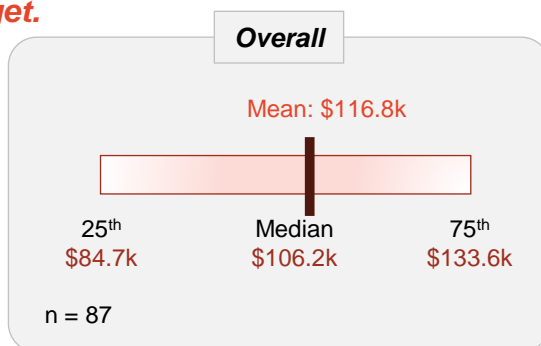
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$49.6k	\$57.5k	\$66.3k	\$57.2k	12
State	New York	\$49.1k	\$52.5k	\$59.3k	\$54.2k	18
State	Florida	\$31.3k	\$43.7k	\$50.2k	\$35.2k	5
State	Ohio	\$40.0k	\$41.8k	\$50.0k	\$43.7k	5
State	Texas	\$42.4k	\$44.5k	\$46.8k	\$45.2k	8
City	New York	\$52.8k	\$57.3k	\$59.9k	\$58.0k	10
City	Washington, DC.	\$65.6k	\$73.7k	\$78.5k	\$70.4k	4

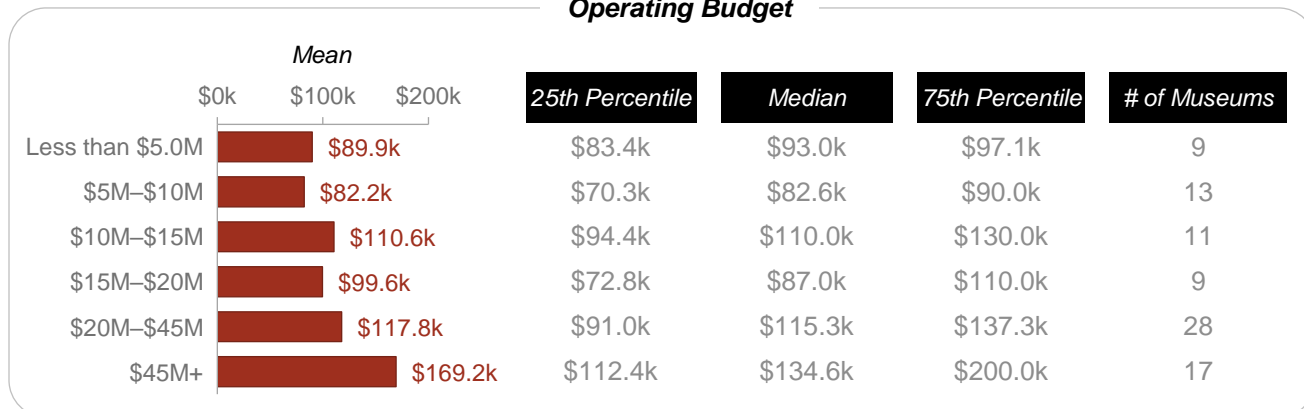
## Director of Exhibitions (NEW)



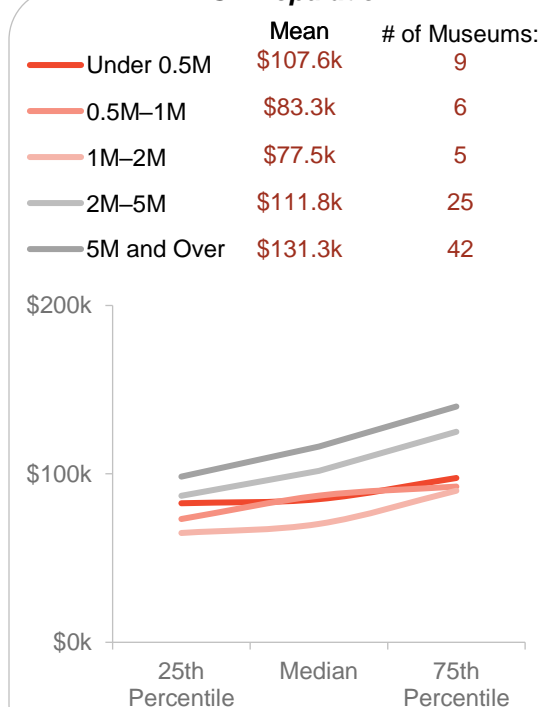
**Primary responsibility for scheduling and installing temporary exhibitions and collection installations, including oversight of related agreements and the overall exhibition program budget.**



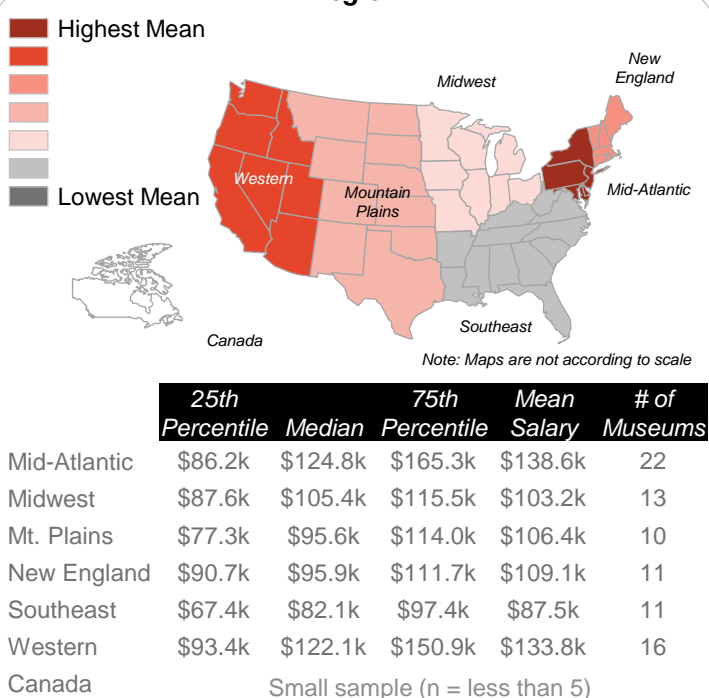
### Operating Budget



### MSA Population



### Region



## Director of Exhibitions (NEW)



**Primary responsibility for scheduling and installing temporary exhibitions and collection installations, including oversight of related agreements and the overall exhibition program budget.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$75.6k	\$109.5k	\$145.0k	\$121.5k	22
Midwest	1.00	\$87.6k	\$105.4k	\$115.5k	\$103.2k	13
Mountain Plains	1.02	\$75.8k	\$93.7k	\$111.7k	\$104.3k	10
New England	1.12	\$80.9k	\$85.6k	\$99.7k	\$97.4k	11
Southeast	1.04	\$64.8k	\$79.0k	\$93.7k	\$84.1k	11
Western	1.17	\$79.8k	\$104.4k	\$129.0k	\$114.3k	16

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$120.7k	\$127.4k	\$152.8k	\$153.1k	10
State	New York	\$110.3k	\$134.8k	\$175.2k	\$157.9k	12
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$75.5k	\$101.2k	\$127.0k	\$111.3k	7
City	New York	\$130.2k	\$137.5k	\$182.3k	\$180.0k	8
City	Washington, DC.	Small sample (n = less than 5)				

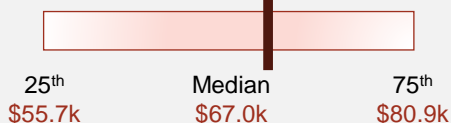
# Photographer



Responsible for photographic documentation of fine arts collections.

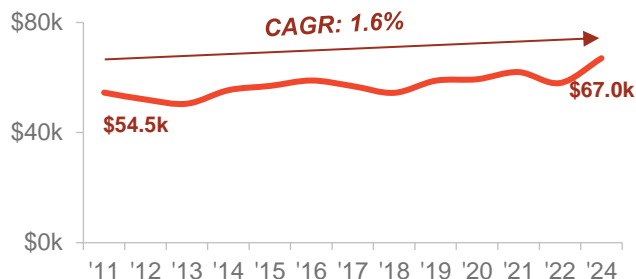
## Overall

Mean: \$71.3k

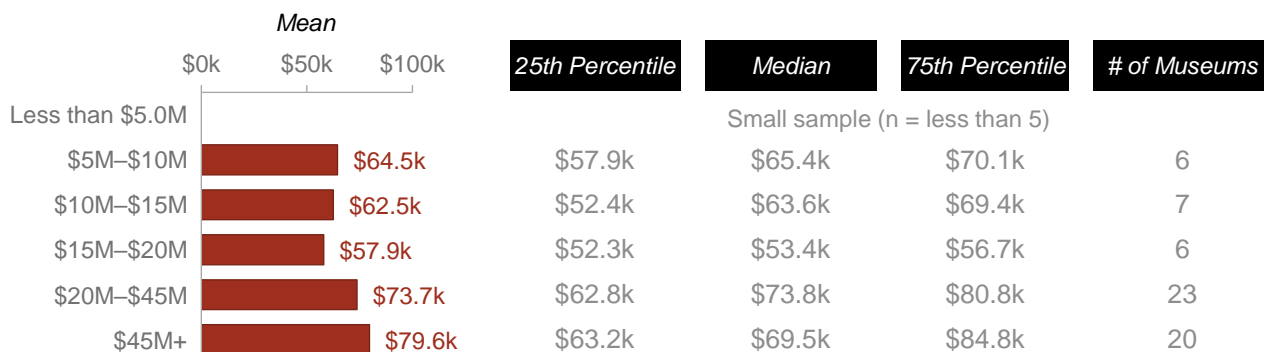


n = 65

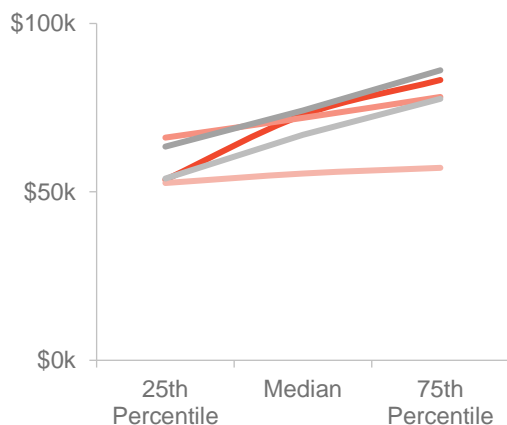
## Historical Trend—Median (2011–2024)



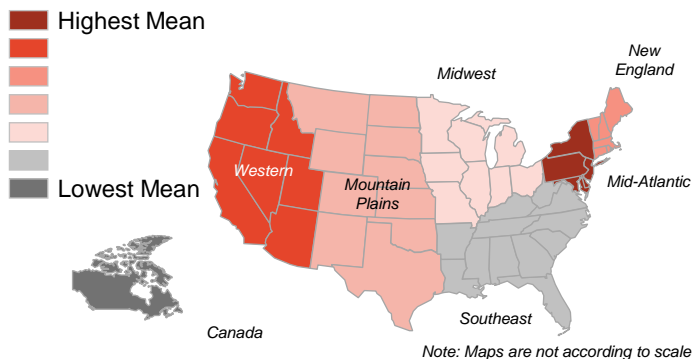
## Operating Budget



## MSA Population



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$67.7k	\$83.6k	\$91.9k	\$85.5k	18
Midwest	\$52.7k	\$57.6k	\$69.3k	\$62.1k	11
Mt. Plains	\$64.0k	\$66.8k	\$73.7k	\$67.3k	7
New England	\$67.9k	\$72.0k	\$78.2k	\$71.6k	8
Southeast	\$52.5k	\$55.6k	\$63.6k	\$57.3k	5
Western	\$64.1k	\$73.8k	\$79.9k	\$72.6k	11
Canada	\$54.7k	\$55.3k	\$62.0k	\$56.7k	5



**Responsible for photographic documentation of fine arts collections.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$75.6k	\$109.5k	\$145.0k	\$121.5k	22
<b>Midwest</b>	1.00	\$87.6k	\$105.4k	\$115.5k	\$103.2k	13
<b>Mountain Plains</b>	1.02	\$75.8k	\$93.7k	\$111.7k	\$104.3k	10
<b>New England</b>	1.12	\$80.9k	\$85.6k	\$99.7k	\$97.4k	11
<b>Southeast</b>	1.04	\$64.8k	\$79.0k	\$93.7k	\$84.1k	11
<b>Western</b>	1.17	\$79.8k	\$104.4k	\$129.0k	\$114.3k	16

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

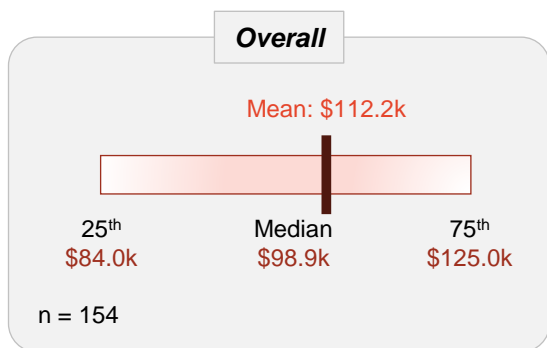
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$59.4k	\$73.3k	\$80.6k	\$75.0k	18
State	New York	\$52.7k	\$57.6k	\$69.3k	\$62.1k	11
State	Florida	\$62.7k	\$65.5k	\$72.3k	\$65.9k	7
State	Ohio	\$60.6k	\$64.2k	\$69.8k	\$63.9k	8
State	Texas	\$50.5k	\$53.4k	\$61.1k	\$55.1k	5
City	New York	\$54.8k	\$63.1k	\$68.3k	\$62.1k	11
City	Washington, DC.	\$59.4k	\$73.3k	\$80.6k	\$75.0k	18

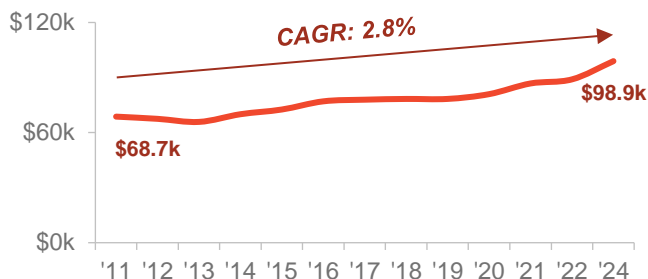
# Director of Education / Curator of Education / Educator A



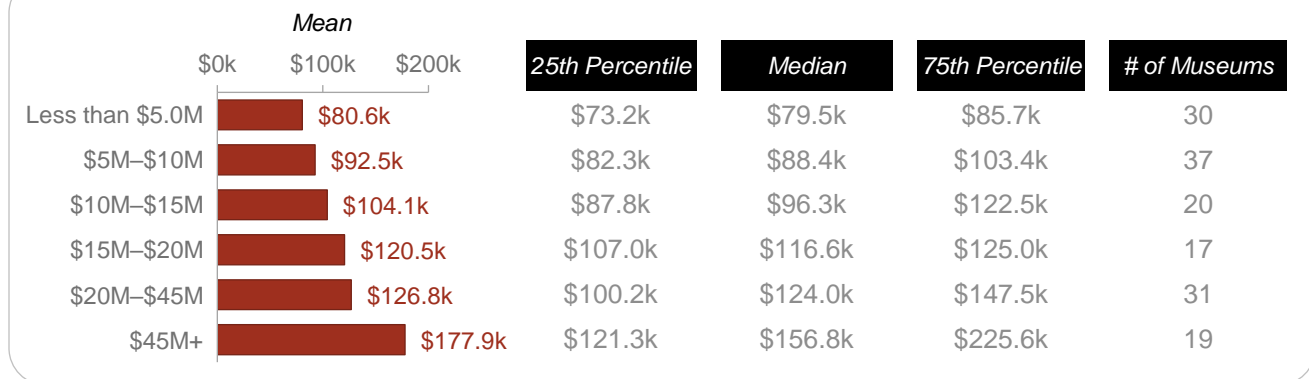
*Supervises education department (whether that is a full department or a subset of another department).*



## Historical Trend—Median (2011–2024)

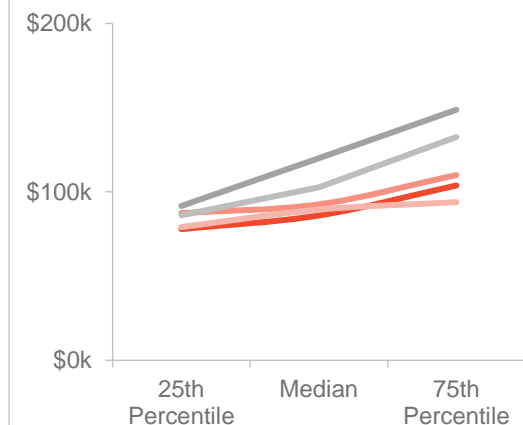


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$93.2k	24
0.5M–1M	\$98.7k	17
1M–2M	\$89.3k	14
2M–5M	\$109.0k	41
5M and Over	\$131.9k	58



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$89.9k	\$110.4k	\$139.5k	\$129.6k	36
Midwest	\$86.7k	\$96.0k	\$122.6k	\$107.8k	27
Mt. Plains	\$72.5k	\$86.9k	\$112.0k	\$99.2k	18
New England	\$87.0k	\$106.7k	\$124.8k	\$110.1k	18
Southeast	\$79.6k	\$86.0k	\$95.5k	\$91.8k	27
Western	\$113.1k	\$123.7k	\$138.8k	\$128.3k	24
Canada	Small sample (n = less than 5)				



**Supervises education department (whether that is a full department or a subset of another department).**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$78.9k	\$96.8k	\$122.4k	\$113.7k	36
Midwest	1.00	\$86.7k	\$96.0k	\$122.6k	\$107.8k	27
Mountain Plains	1.02	\$71.1k	\$85.2k	\$109.8k	\$97.3k	18
New England	1.12	\$77.7k	\$95.3k	\$111.4k	\$98.3k	18
Southeast	1.04	\$76.6k	\$82.7k	\$91.8k	\$88.3k	27
Western	1.17	\$96.7k	\$105.7k	\$118.6k	\$109.7k	24

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

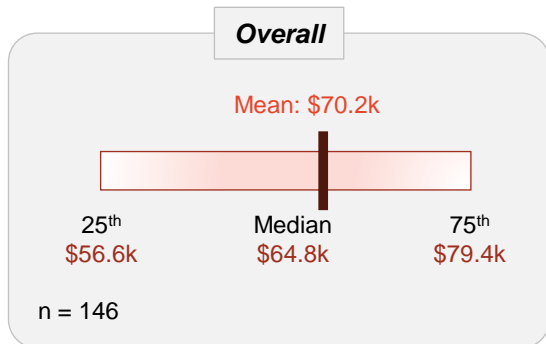
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$116.2k	\$125.0k	\$141.2k	\$135.6k	17
State	New York	\$83.1k	\$118.3k	\$139.5k	\$134.0k	20
State	Florida	\$82.9k	\$86.0k	\$92.0k	\$88.0k	11
State	Ohio	\$88.4k	\$97.6k	\$110.5k	\$110.7k	9
State	Texas	\$83.8k	\$105.0k	\$142.3k	\$117.4k	10
City	New York	\$120.2k	\$130.0k	\$219.2k	\$166.8k	11
City	Washington, DC.	\$107.6k	\$115.7k	\$157.6k	\$138.2k	7

# Education Program Manager (Formerly Associate Educator / Educator B)

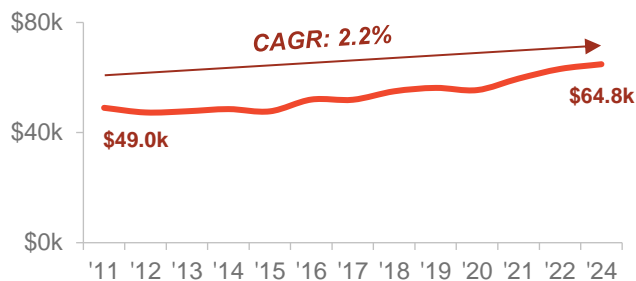


*Responsible for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences.*

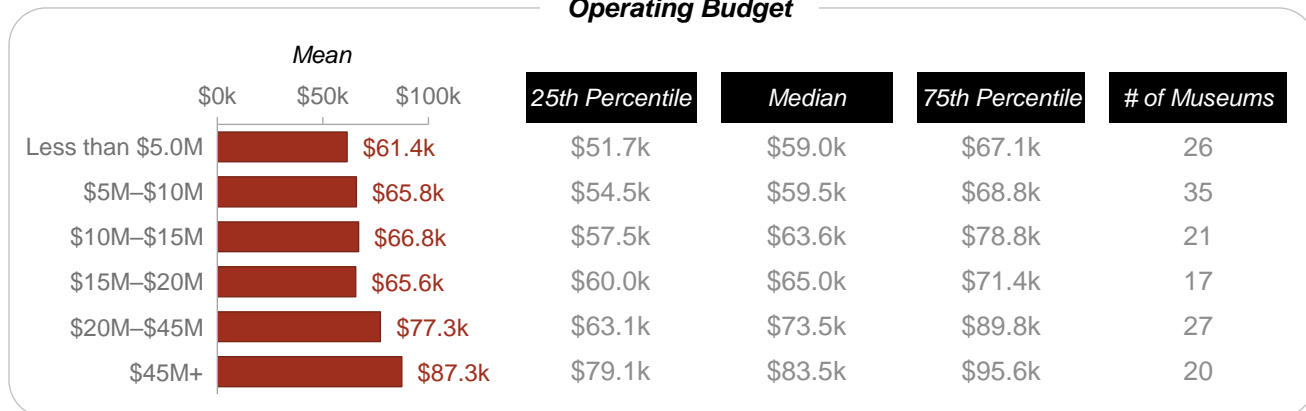
## Overall



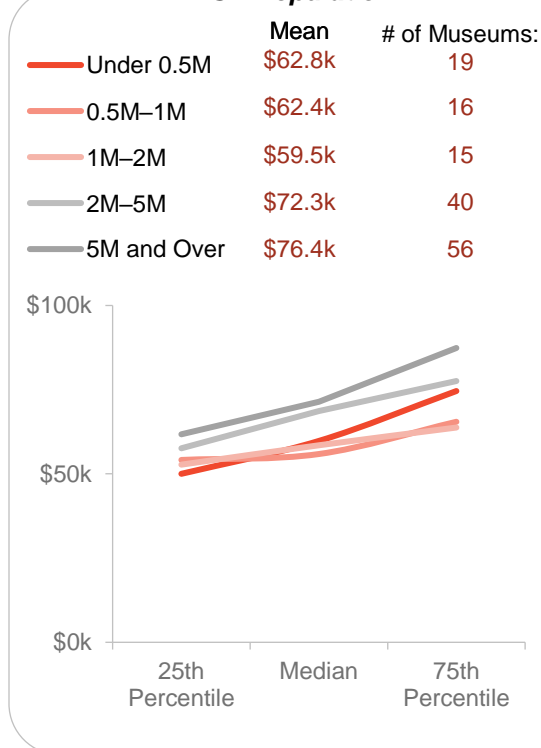
## Historical Trend—Median (2011–2024)



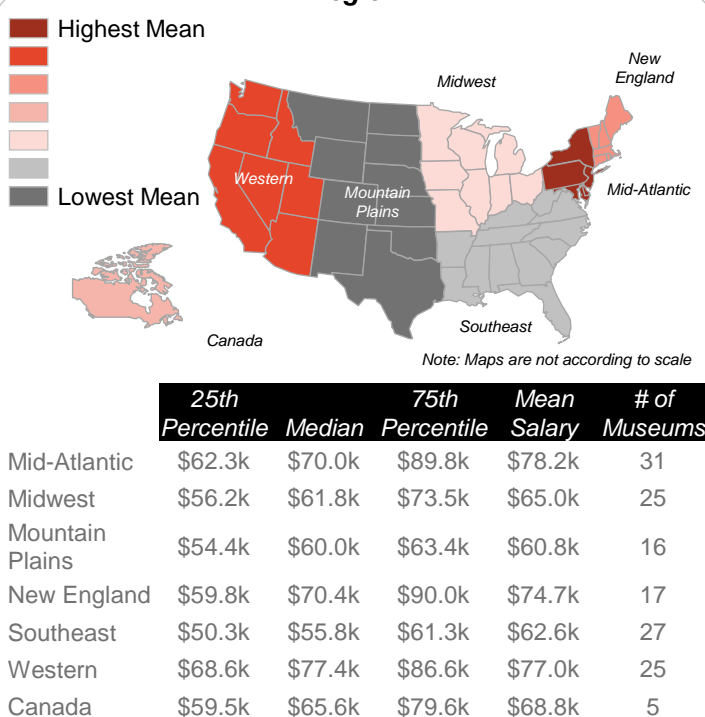
## Operating Budget



## MSA Population



## Region





# Education Program Manager (Formerly Associate Educator / Educator B)



**Responsible 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.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$54.7k	\$61.4k	\$78.8k	\$68.6k	31
Midwest	1.00	\$56.2k	\$61.8k	\$73.5k	\$65.0k	25
Mountain Plains	1.02	\$53.3k	\$58.8k	\$62.2k	\$59.6k	16
New England	1.12	\$53.4k	\$62.8k	\$80.4k	\$66.7k	17
Southeast	1.04	\$48.4k	\$53.7k	\$58.9k	\$60.2k	27
Western	1.17	\$58.7k	\$66.2k	\$74.0k	\$65.9k	25

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

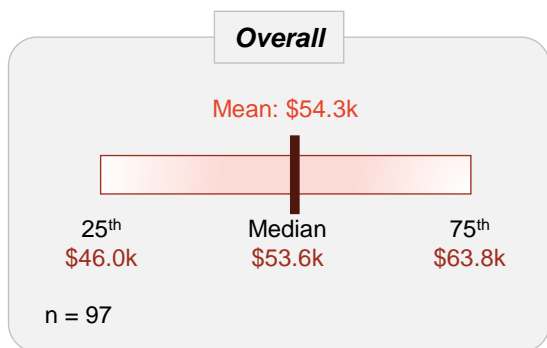
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$71.4k	\$79.6k	\$87.0k	\$80.0k	17
State	New York	\$70.0k	\$79.6k	\$89.9k	\$80.8k	17
State	Florida	\$52.4k	\$59.9k	\$64.8k	\$72.8k	11
State	Ohio	\$52.1k	\$59.8k	\$69.0k	\$60.2k	8
State	Texas	\$55.6k	\$61.6k	\$62.7k	\$61.2k	10
City	New York	\$79.6k	\$86.5k	\$101.3k	\$89.1k	9
City	Washington, DC.	\$62.6k	\$68.4k	\$106.6k	\$85.0k	7

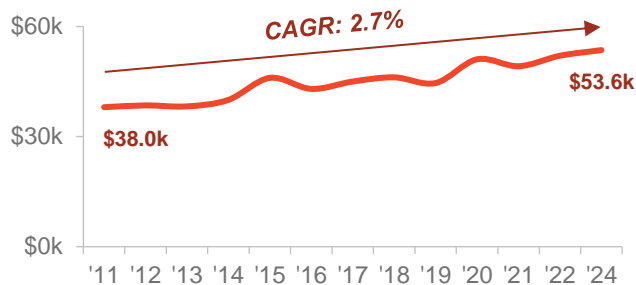
# Education Program Associate (Formerly Assistant Educator / Educator C)



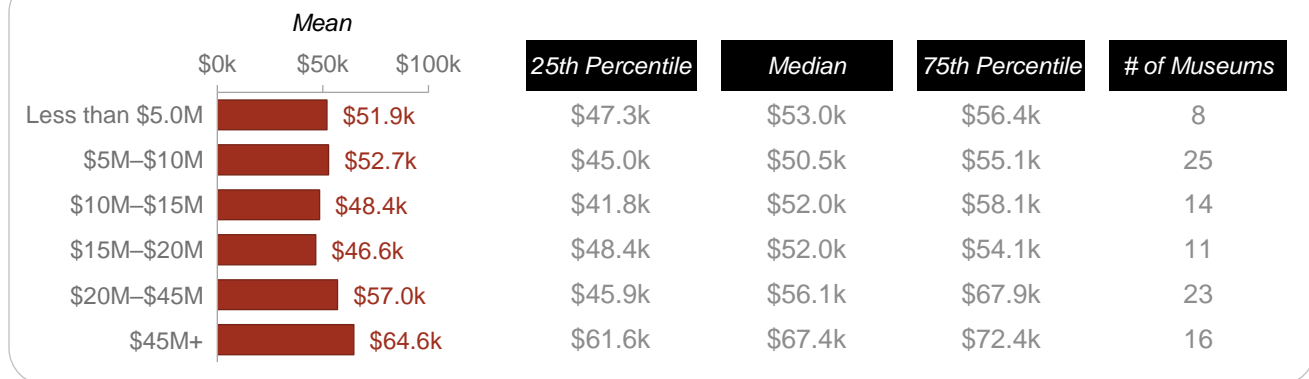
*Assists in developing and implementing a major interpretive or studio program.*



## Historical Trend—Median (2011–2024)

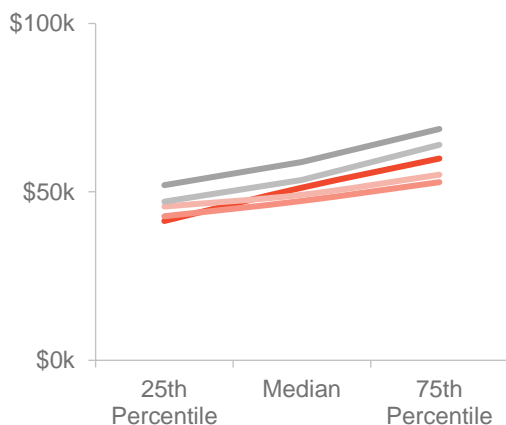


## Operating Budget

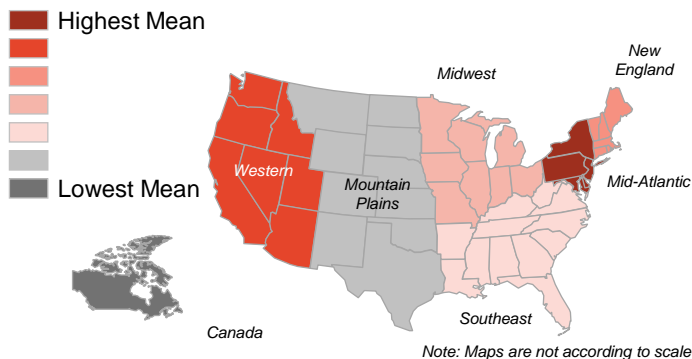


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$49.0k	14
0.5M–1M	\$48.0k	8
1M–2M	\$49.1k	13
2M–5M	\$55.1k	29
5M and Over	\$59.5k	33



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$52.0k	\$62.5k	\$69.3k	\$62.0k	21
Midwest	\$46.2k	\$52.1k	\$58.5k	\$52.6k	18
Mt. Plains	\$40.0k	\$44.3k	\$47.1k	\$39.8k	9
New England	\$46.0k	\$56.2k	\$60.0k	\$56.1k	9
Southeast	\$43.0k	\$48.2k	\$53.9k	\$48.0k	18
Western	\$53.7k	\$60.5k	\$67.0k	\$60.3k	20
Canada	Small sample (n = less than 5)				

# Education Program Associate (Formerly Assistant Educator / Educator C)



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$45.6k	\$54.8k	\$60.8k	\$54.4k	21
<b>Midwest</b>	1.00	\$46.2k	\$52.1k	\$58.5k	\$52.6k	18
<b>Mountain Plains</b>	1.02	\$39.2k	\$43.5k	\$46.2k	\$39.0k	9
<b>New England</b>	1.12	\$41.1k	\$50.1k	\$53.6k	\$50.1k	9
<b>Southeast</b>	1.04	\$41.3k	\$46.4k	\$51.9k	\$46.1k	18
<b>Western</b>	1.17	\$45.9k	\$51.7k	\$57.3k	\$51.5k	20

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

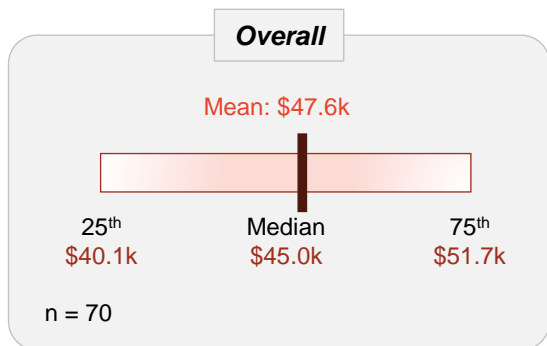
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$56.1k	\$65.2k	\$67.8k	\$63.1k	14
State	New York	\$52.0k	\$59.1k	\$67.1k	\$56.5k	13
State	Florida	\$21.3k	\$45.0k	\$53.0k	\$46.4k	7
State	Ohio	\$40.4k	\$46.5k	\$52.4k	\$46.5k	6
State	Texas	\$40.0k	\$44.3k	\$50.5k	\$37.9k	5
City	New York	\$64.2k	\$66.1k	\$72.6k	\$68.3k	6
City	Washington, DC.	Small sample (n = less than 5)				

# Education Assistant

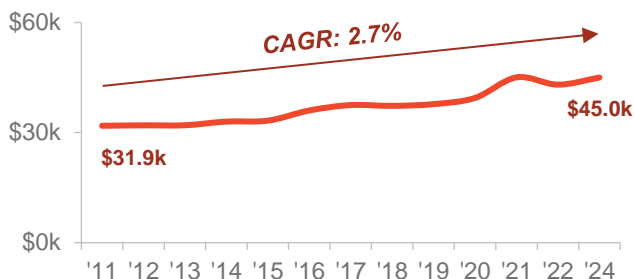


*Assists Education department with routine duties relating to implementation of ongoing programs and activities.*

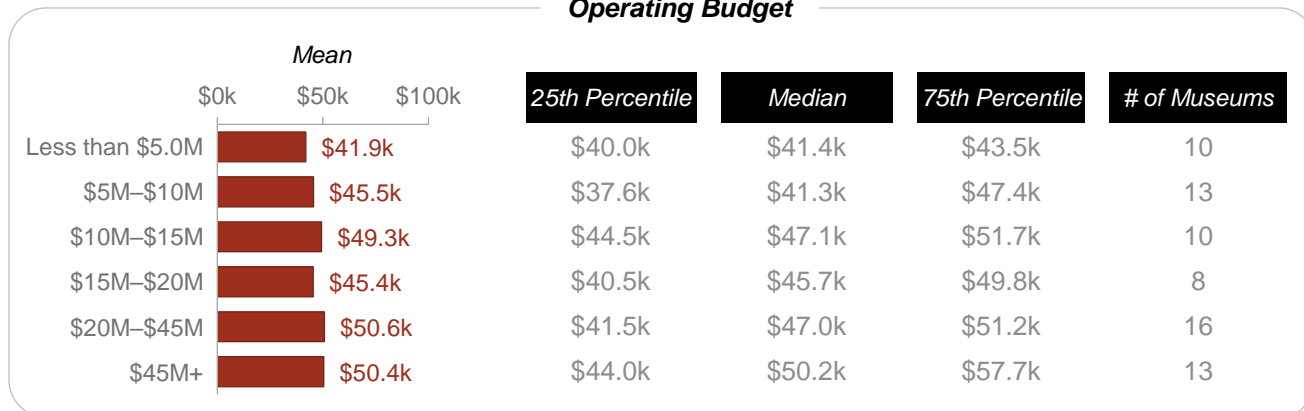
## Overall



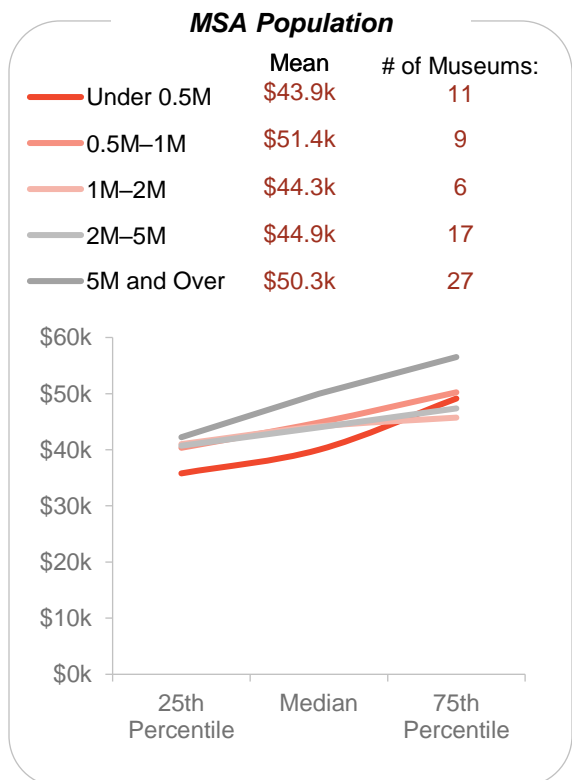
## Historical Trend—Median (2011–2024)



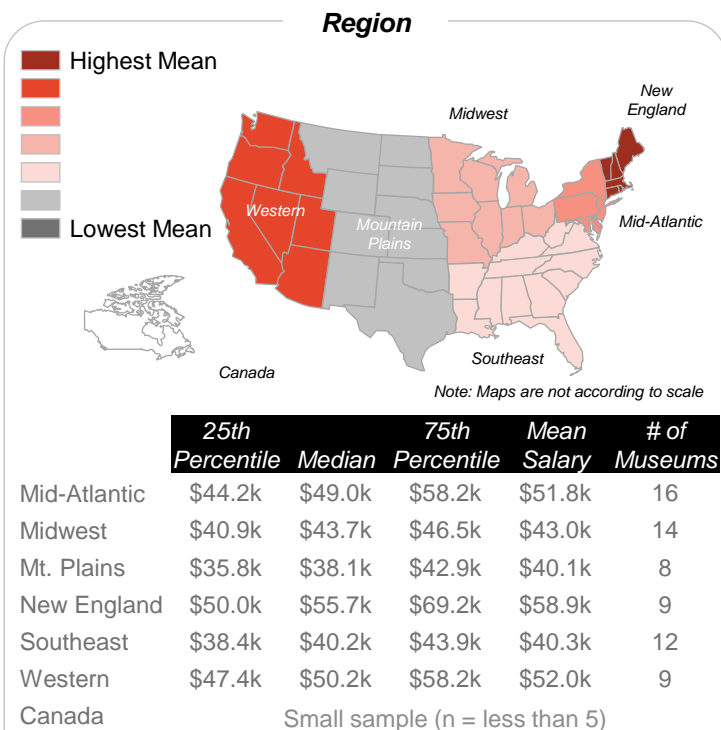
## Operating Budget



## MSA Population



## Region



# Education Assistant



**Assists Education department with routine duties relating to implementation of ongoing programs and activities.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$38.7k	\$43.0k	\$51.0k	\$45.5k	16
Midwest	1.00	\$40.9k	\$43.7k	\$46.5k	\$43.0k	14
Mountain Plains	1.02	\$35.1k	\$37.4k	\$42.1k	\$39.3k	8
New England	1.12	\$44.6k	\$49.7k	\$61.8k	\$52.6k	9
Southeast	1.04	\$36.9k	\$38.6k	\$42.2k	\$38.8k	12
Western	1.17	\$40.5k	\$42.9k	\$49.8k	\$44.4k	9

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

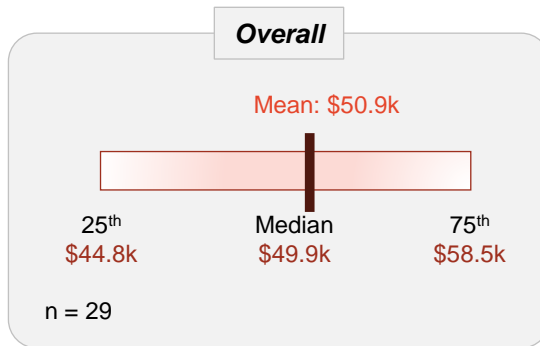
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$45.1k	\$48.0k	\$54.2k	\$50.1k	7
State	New York	\$45.9k	\$52.1k	\$58.2k	\$53.6k	8
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$36.1k	\$38.1k	\$43.7k	\$40.8k	6
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	\$47.4k	\$49.8k	\$67.1k	\$56.4k	5

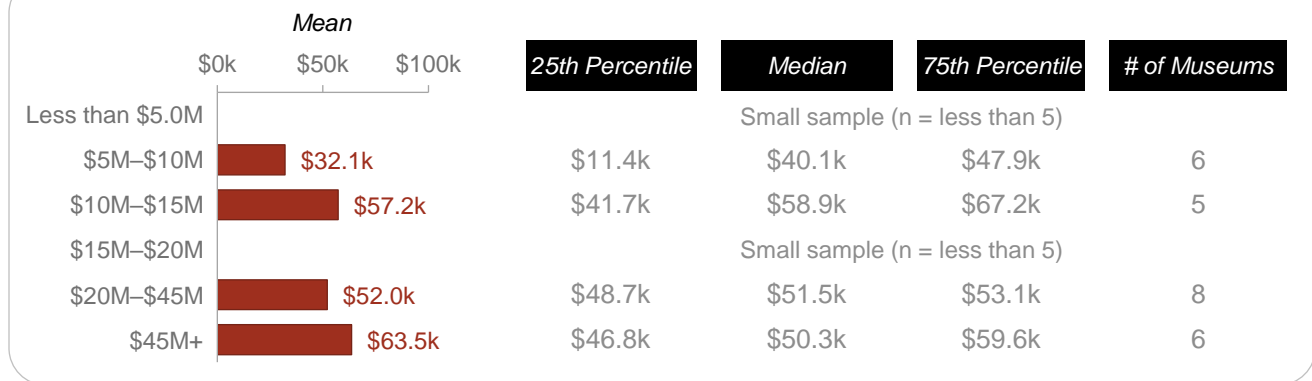
# Teaching Artist / Instructor (NEW)



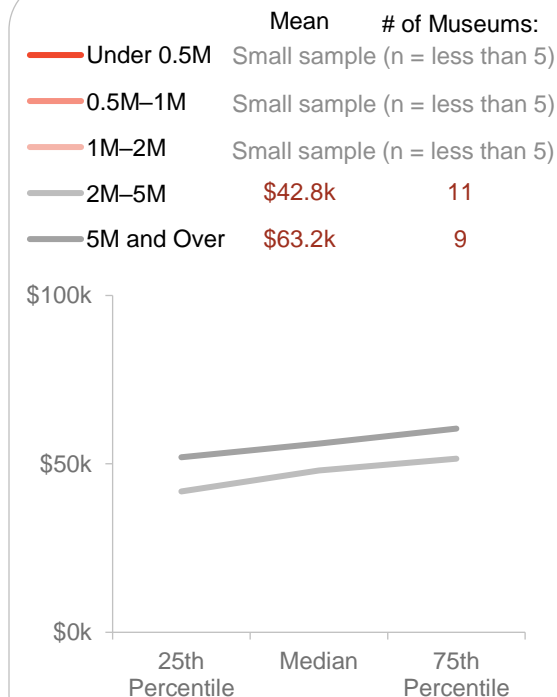
*Teaches art classes or workshops for kids, teens and/or adults, either on site or at locations such as schools and community partner locations.*



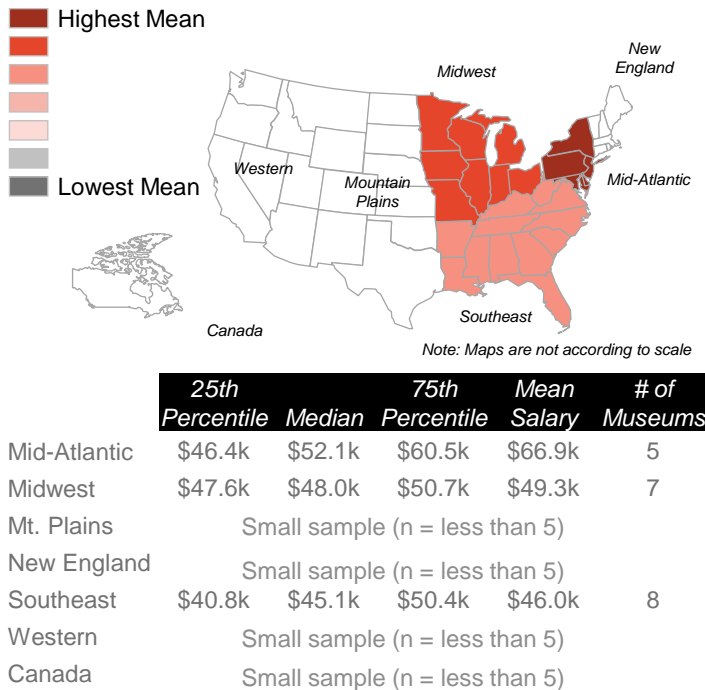
## Operating Budget



## MSA Population



## Region



# Teaching Artist / Instructor (NEW)



Teaches art classes or workshops for kids, teens and/or adults, either on site or at locations such as schools and community partner locations.

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$40.7k	\$45.7k	\$53.0k	\$58.7k	5
Midwest	1.00	\$47.6k	\$48.0k	\$50.7k	\$49.3k	7
Mountain Plains	1.02	Small sample (n = less than 5)				
New England	1.12	Small sample (n = less than 5)				
Southeast	1.04	\$39.2k	\$43.3k	\$48.5k	\$44.2k	8
Western	1.17	Small sample (n = less than 5)				

Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.

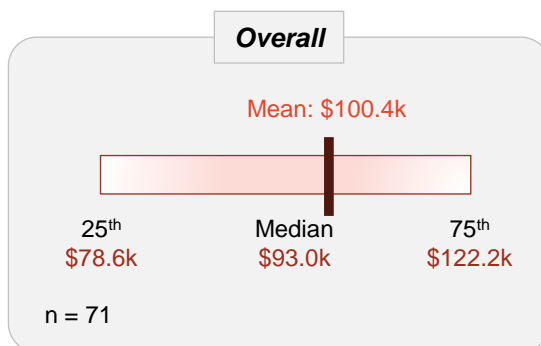
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	Small sample (n = less than 5)				
State	New York	Small sample (n = less than 5)				
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				

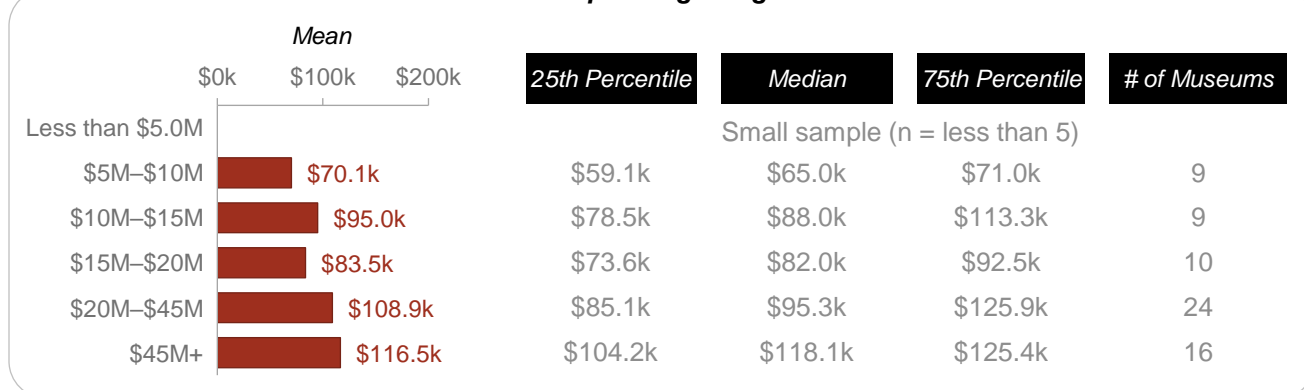
# Director of Public Programs (NEW)



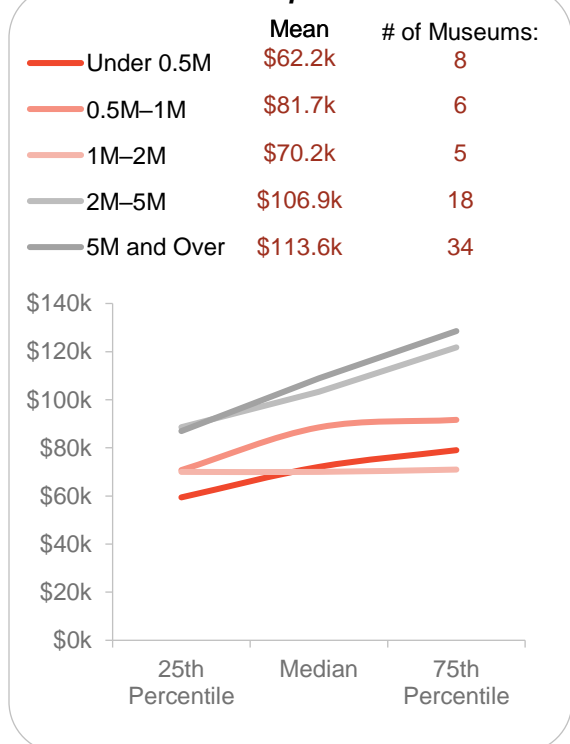
*Oversees the museum's public program strategy, including but not limited to tours, lectures, courses, concerts, community events, open houses, film and gallery talks programming.*



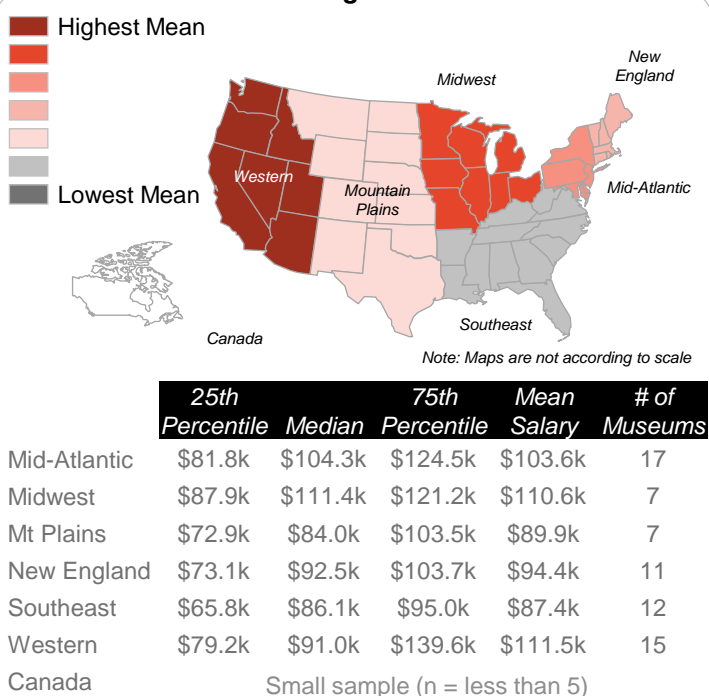
## Operating Budget



## MSA Population



## Region





## Director of Public Programs (NEW)



**Oversees the museum's public program strategy, including but not limited to tours, lectures, courses, concerts, community events, open houses, film and gallery talks programming.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$71.7k	\$91.4k	\$109.2k	\$90.9k	17
<b>Midwest</b>	1.00	\$87.9k	\$111.4k	\$121.2k	\$110.6k	7
<b>Mountain Plains</b>	1.02	\$71.5k	\$82.4k	\$101.5k	\$88.1k	7
<b>New England</b>	1.12	\$65.2k	\$82.6k	\$92.6k	\$84.3k	11
<b>Southeast</b>	1.04	\$63.2k	\$82.8k	\$91.3k	\$84.1k	12
<b>Western</b>	1.17	\$67.7k	\$77.8k	\$119.3k	\$95.3k	15

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

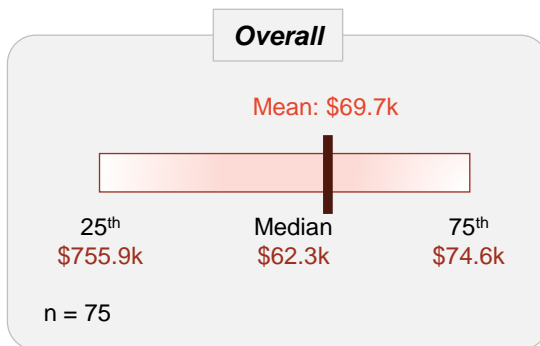
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$122.0k	\$138.0k	\$142.2k	\$134.3k	9
State	New York	\$80.4k	\$95.9k	\$113.2k	\$84.7k	6
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$72.1k	\$73.7k	\$84.0k	\$82.8k	5
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	\$93.0k	\$128.3k	\$128.6k	\$117.3k	5

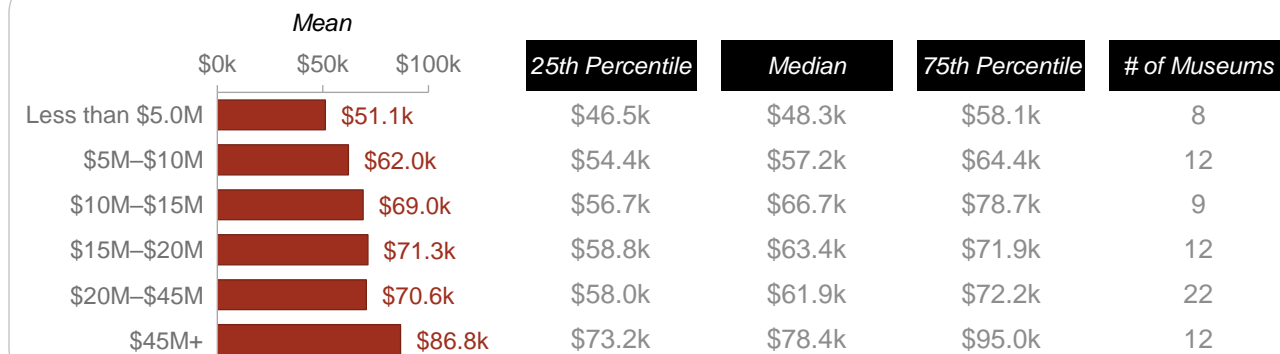
# Community Engagement Manager (NEW)



*Responsible for connecting people in the broader community to the museum's programs and supporting the museum's engagement strategy.*

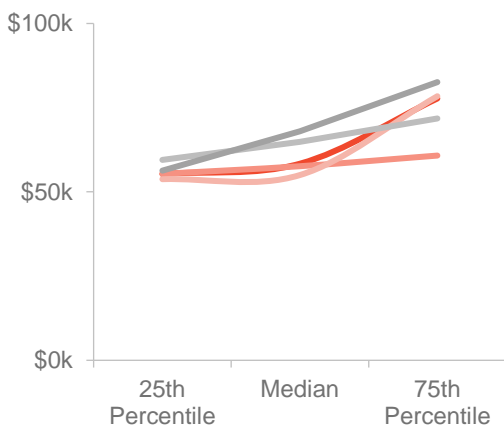


## Operating Budget



## MSA Population

	Mean	# of Museums:
Under 0.5M	\$66.7k	7
0.5M–1M	\$59.1k	10
1M–2M	\$73.9k	7
2M–5M	\$67.7k	24
5M and Over	\$75.0k	27



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$52.7k	\$69.6k	\$92.6k	\$73.3k	14
Midwest	\$54.9k	\$61.5k	\$71.1k	\$69.0k	17
Mt. Plains	\$56.1k	\$62.2k	\$66.3k	\$63.5k	8
New England	\$57.3k	\$61.5k	\$71.4k	\$74.9k	7
Southeast	\$53.9k	\$57.6k	\$68.9k	\$63.0k	16
Western	\$61.4k	\$66.9k	\$76.6k	\$75.5k	12
Canada	Small sample (n = less than 5)				

# Community Engagement Manager (NEW)



**Responsible for connecting people in the broader community to the museum's programs and supporting the museum's engagement strategy.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$46.2k	\$61.1k	\$81.2k	\$64.3k	14
Midwest	1.00	\$54.9k	\$61.5k	\$71.1k	\$69.0k	17
Mountain Plains	1.02	\$55.0k	\$60.9k	\$65.0k	\$62.3k	8
New England	1.12	\$51.2k	\$54.9k	\$63.8k	\$66.9k	7
Southeast	1.04	\$51.8k	\$55.4k	\$66.2k	\$60.5k	16
Western	1.17	\$52.4k	\$57.1k	\$65.5k	\$64.5k	12

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

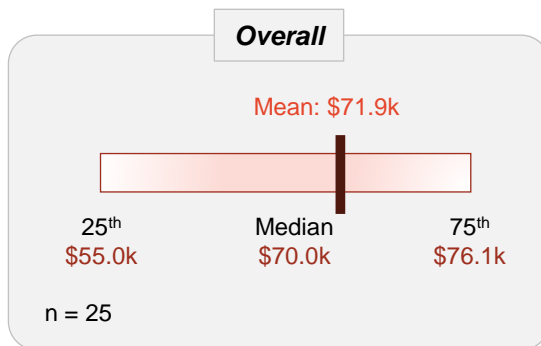
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$69.1k	\$74.2k	\$102.9k	\$86.5k	7
State	New York	Small sample (n = less than 5)				
State	Florida	Small sample (n = less than 5)				
State	Ohio	\$52.6k	\$56.5k	\$60.8k	\$57.2k	6
State	Texas	\$56.4k	\$59.6k	\$65.0k	\$63.7k	5
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				

# Associate Curator of Academic & Campus Engagement (NEW)



*Develop programs and events for the college or university campus community (students and faculty) utilizing the museum's collections and exhibitions.*

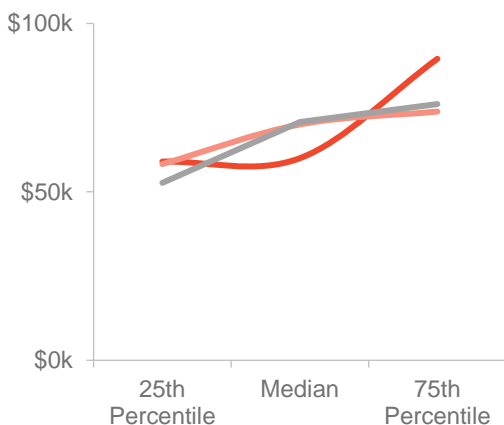


## Operating Budget

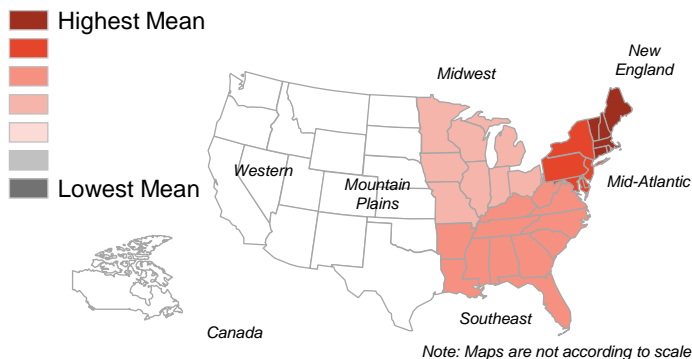


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$75.6k	5
0.5M–1M	\$67.0k	6
1M–2M	Small sample (n = less than 5)	
2M–5M	Small sample (n = less than 5)	
5M and Over	\$76.4k	9



## Region



	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$71.6k	\$74.4k	\$92.1k	\$79.7k	6
Midwest	\$55.0k	\$57.2k	\$60.3k	\$56.3k	5
Mt. Plains	Small sample (n = less than 5)				
New England	\$72.0k	\$76.1k	\$89.5k	\$92.6k	5
Southeast	\$47.5k	\$57.5k	\$67.5k	\$60.4k	6
Western	Small sample (n = less than 5)				
Canada	Small sample (n = less than 5)				

# Associate Curator of Academic & Campus Engagement (NEW)



**Develop programs and events for the college or university campus community (students and faculty) utilizing the museum’s collections and exhibitions.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$62.8k	\$65.2k	\$80.8k	\$69.9k	6
Midwest	1.00	\$55.0k	\$57.2k	\$60.3k	\$56.3k	5
Mountain Plains	1.02	Small sample (n = less than 5)				
New England	1.12	\$64.3k	\$67.9k	\$79.9k	\$82.7k	5
Southeast	1.04	\$45.7k	\$55.3k	\$64.9k	\$58.1k	6
Western	1.17	Small sample (n = less than 5)				

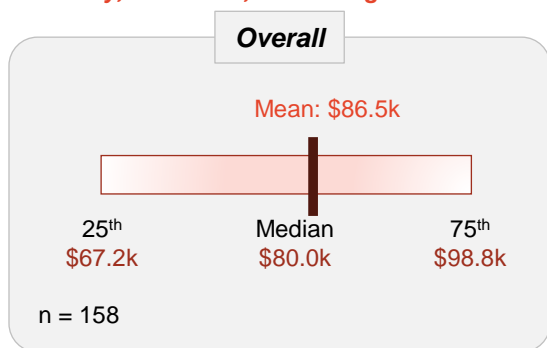
*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

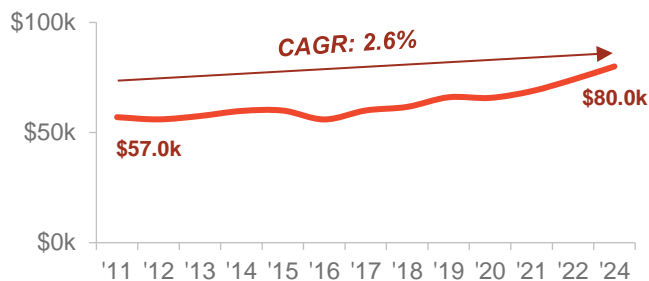
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	Small sample (n = less than 5)				
State	New York	Small sample (n = less than 5)				
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				

# Head Registrar (Formerly Registrar A)

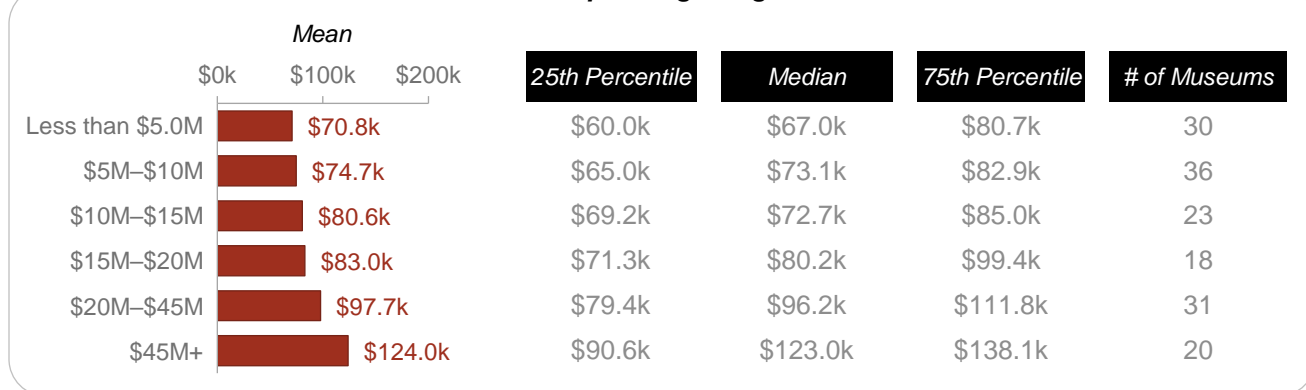
*Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage.*



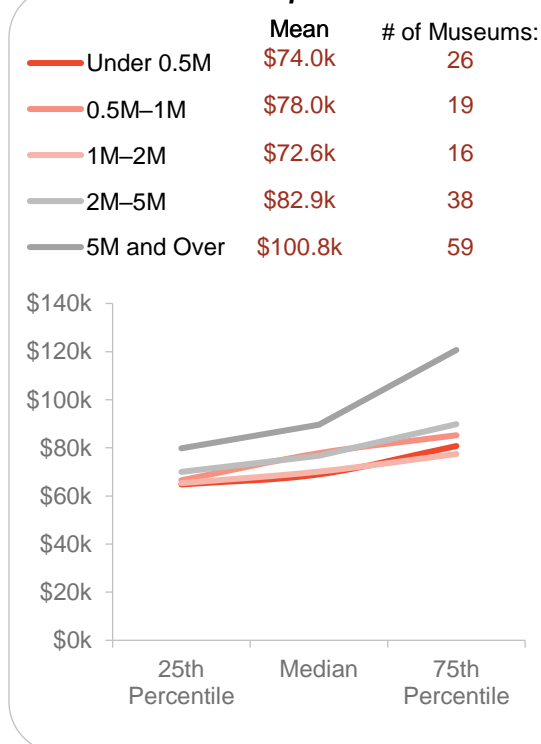
## Historical Trend—Median (2011–2024)



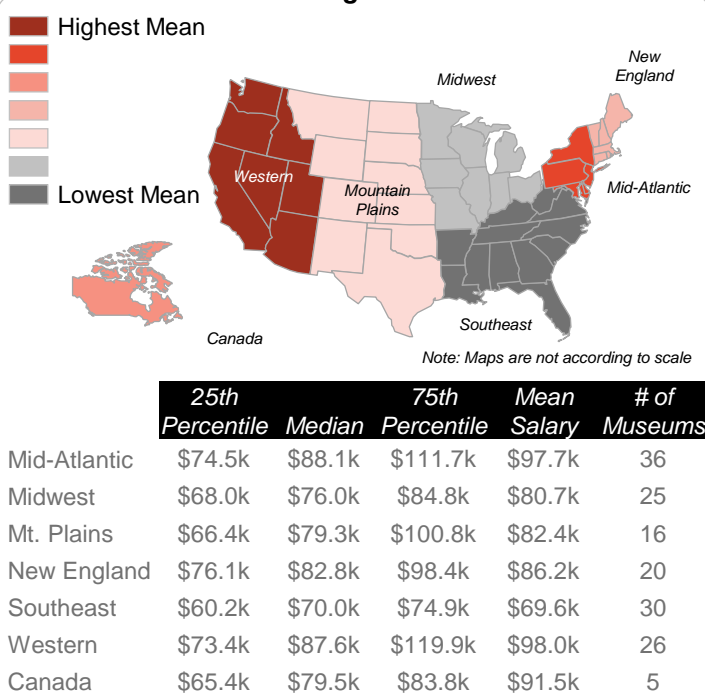
## Operating Budget



## MSA Population



## Region



# Head Registrar (Formerly Registrar A)



**Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$65.4k	\$77.2k	\$97.9k	\$85.7k	36
Midwest	1.00	\$68.0k	\$76.0k	\$84.8k	\$80.7k	25
Mountain Plains	1.02	\$65.1k	\$77.7k	\$98.8k	\$80.8k	16
New England	1.12	\$67.9k	\$74.0k	\$87.8k	\$76.9k	20
Southeast	1.04	\$57.9k	\$67.3k	\$72.0k	\$66.9k	30
Western	1.17	\$62.7k	\$74.9k	\$102.5k	\$83.8k	26

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

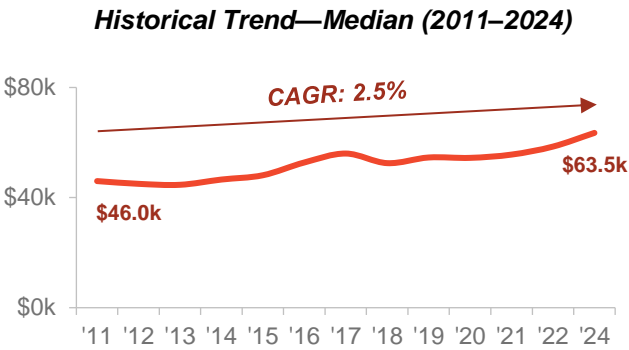
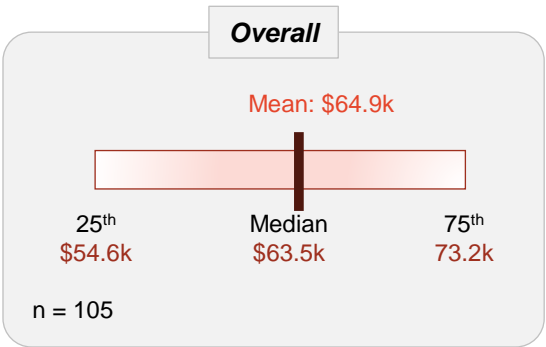
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$80.0k	\$92.4k	\$126.2k	\$102.3k	18
State	New York	\$86.1k	\$99.2k	\$115.7k	\$101.6k	19
State	Florida	\$60.0k	\$70.2k	\$79.6k	\$72.0k	9
State	Ohio	\$67.7k	\$72.4k	\$76.9k	\$73.5k	7
State	Texas	\$70.1k	\$83.8k	\$103.2k	\$88.6k	10
City	New York	\$101.0k	\$120.9k	\$125.0k	\$120.4k	9
City	Washington, DC.	\$82.7k	\$98.8k	\$127.3k	\$113.3k	8

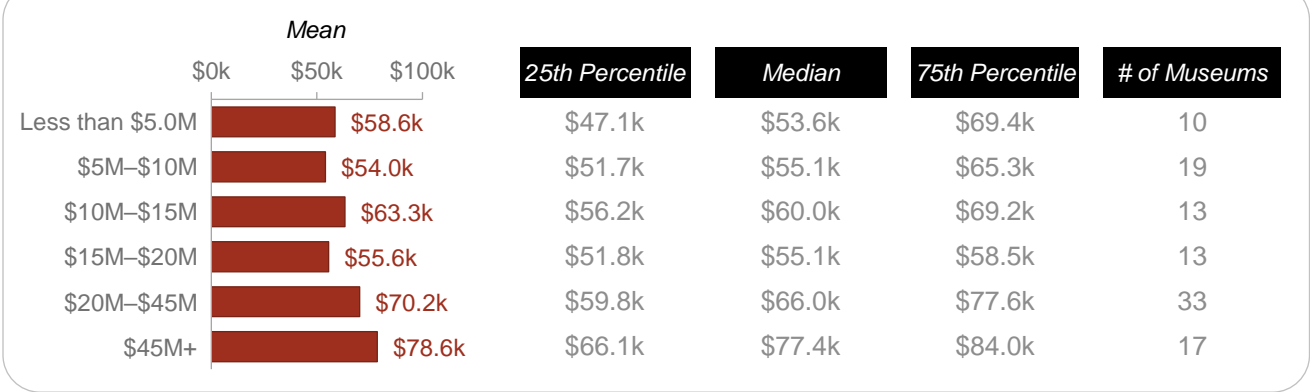
# Associate Registrar



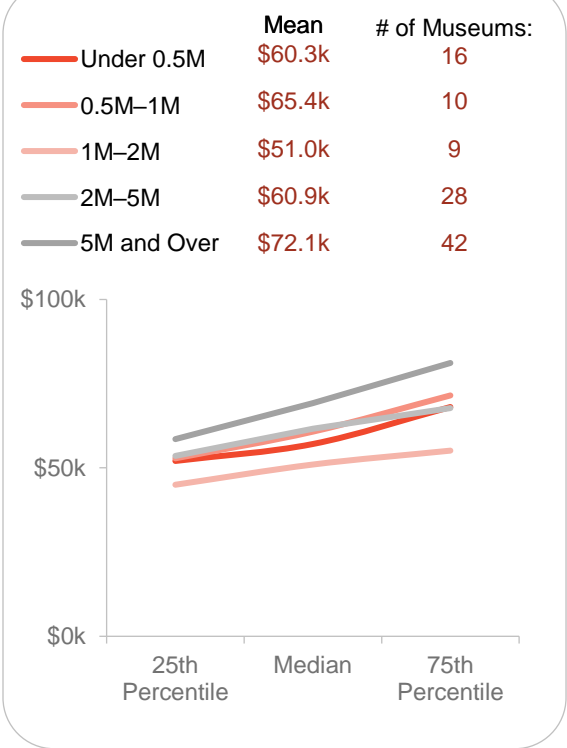
Assists Head Registrar in performance of routine duties.



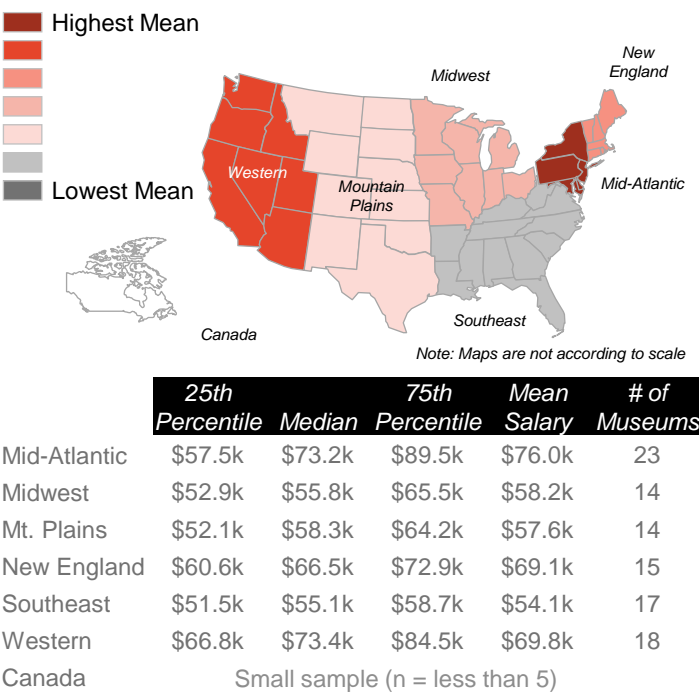
## Operating Budget



## MSA Population



## Region





# Associate Registrar



**Assists Head Registrar in performance of routine duties.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$50.5k	\$64.2k	\$78.5k	\$66.6k	23
Midwest	1.00	\$52.9k	\$55.8k	\$65.5k	\$58.2k	14
Mountain Plains	1.02	\$51.0k	\$57.2k	\$62.9k	\$56.4k	14
New England	1.12	\$54.1k	\$59.3k	\$65.1k	\$61.7k	15
Southeast	1.04	\$49.5k	\$53.0k	\$56.4k	\$52.0k	17
Western	1.17	\$57.1k	\$62.7k	\$72.2k	\$59.7k	18

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

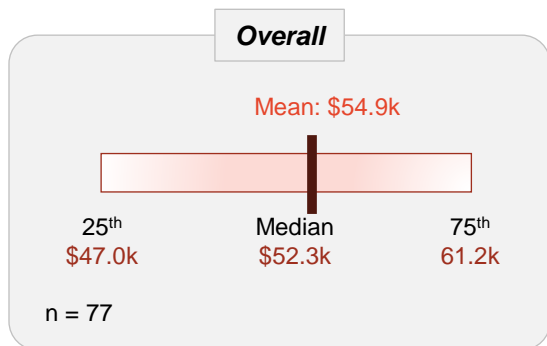
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$67.6k	\$73.4k	\$84.5k	\$70.7k	14
State	New York	\$71.8k	\$77.6k	\$87.7k	\$79.3k	10
State	Florida	\$55.0k	\$55.1k	\$56.1k	\$55.5k	5
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$54.6k	\$58.3k	\$62.1k	\$58.4k	8
City	New York	\$74.6k	\$84.0k	\$92.3k	\$84.5k	7
City	Washington, DC.	\$60.4k	\$90.2k	\$95.8k	\$83.6k	7

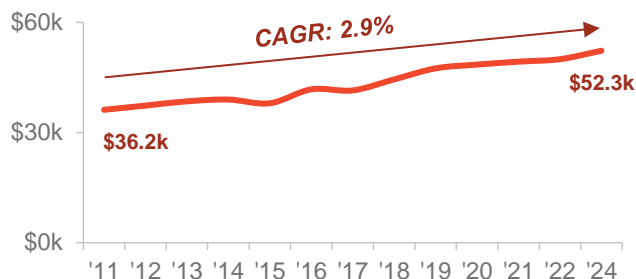
# Assistant Registrar



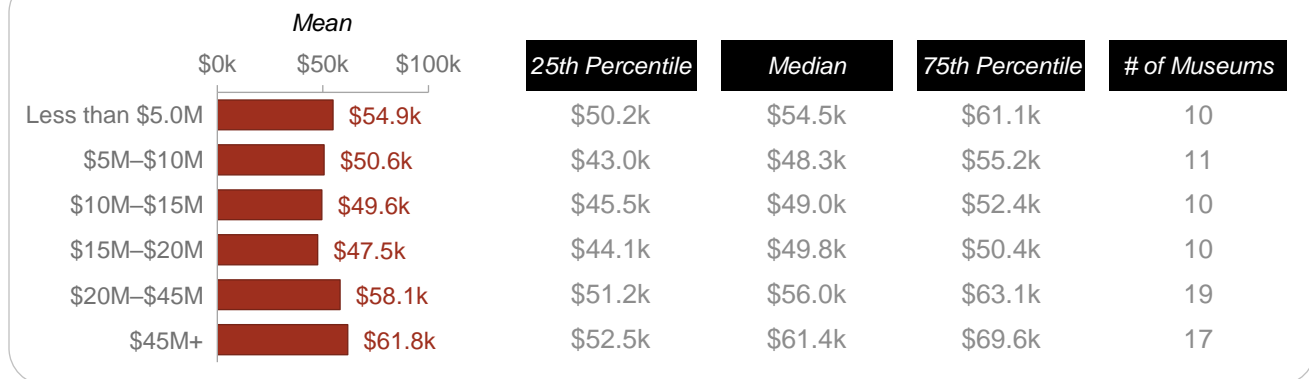
*Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.*



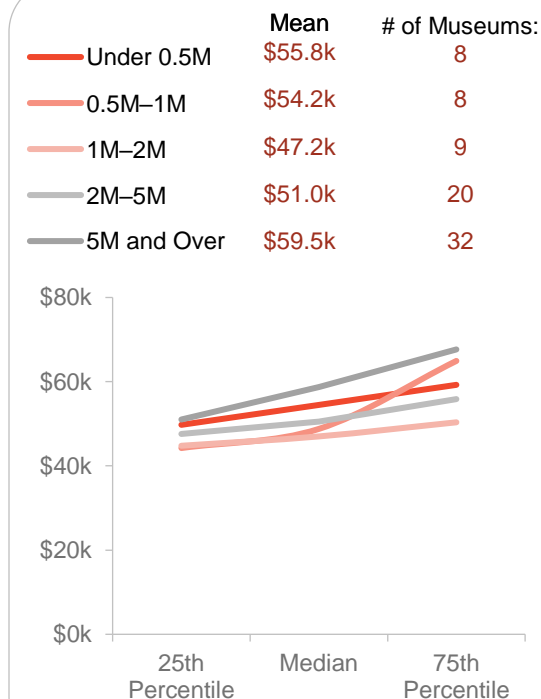
## Historical Trend—Median (2011–2024)



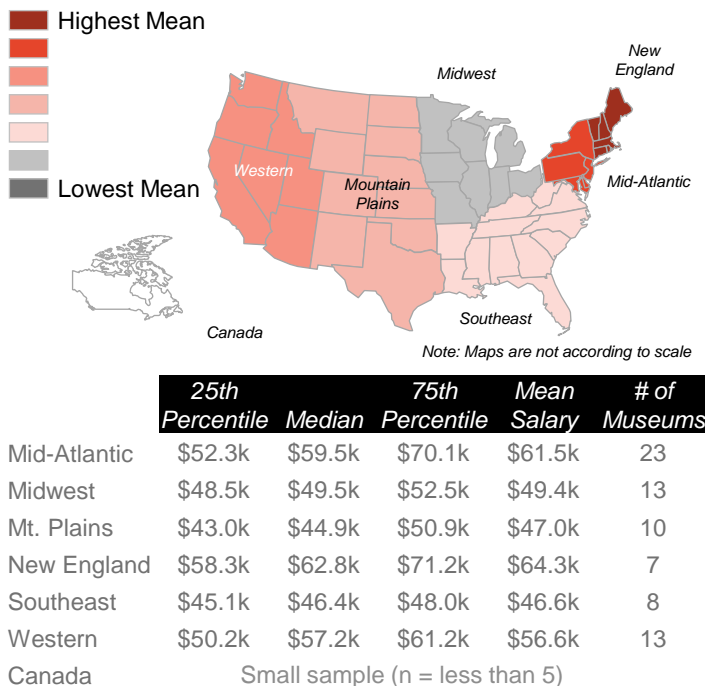
## Operating Budget



## MSA Population



## Region



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

Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$45.9k	\$52.2k	\$61.5k	\$53.9k	23
Midwest	1.00	\$48.5k	\$49.5k	\$52.5k	\$49.4k	13
Mountain Plains	1.02	\$42.2k	\$44.0k	\$49.9k	\$46.0k	10
New England	1.12	\$52.0k	\$56.0k	\$63.6k	\$57.4k	7
Southeast	1.04	\$43.3k	\$44.6k	\$46.1k	\$44.8k	8
Western	1.17	\$42.9k	\$48.9k	\$52.3k	\$48.4k	13

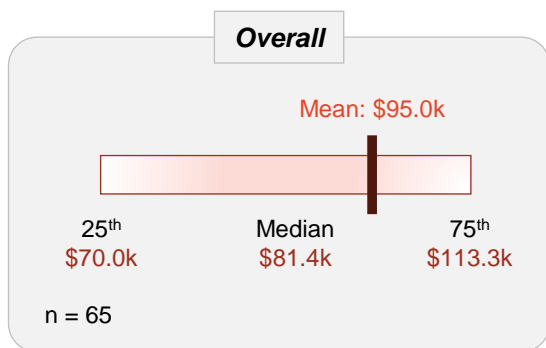
Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.

City and State-Level Benchmarks

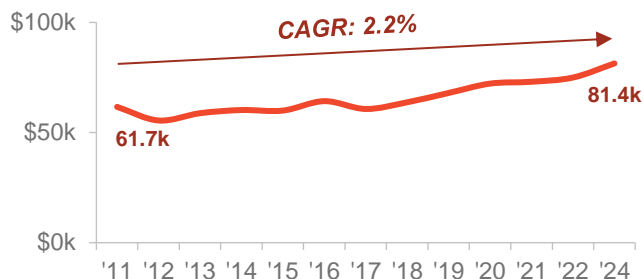
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$53.4k	\$59.2k	\$63.3k	\$59.1k	8
State	New York	\$53.1k	\$59.5k	\$70.8k	\$61.6k	15
State	Florida	Small sample (n = less than 5)				
State	Ohio	\$40.0k	\$44.1k	\$49.5k	\$43.8k	5
State	Texas	\$42.7k	\$45.0k	\$50.5k	\$46.6k	7
City	New York	\$66.1k	\$70.8k	\$76.6k	\$71.6k	6
City	Washington, DC.	\$51.8k	\$67.9k	\$70.7k	\$66.6k	5

# Head Librarian

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



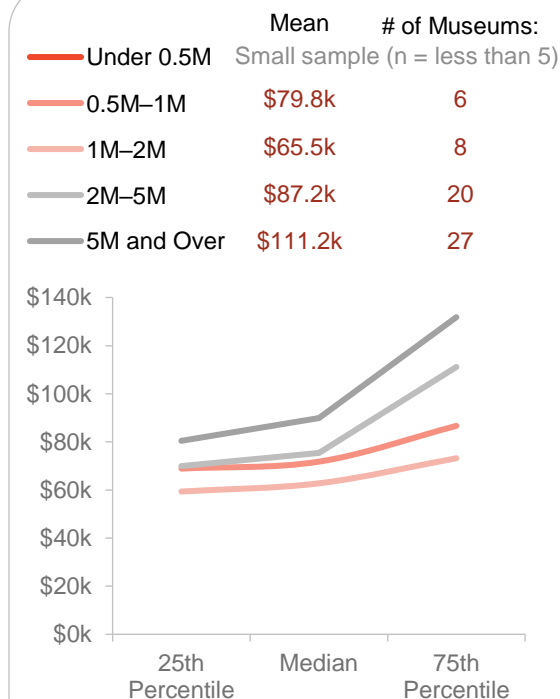
## Historical Trend—Median (2011–2024)



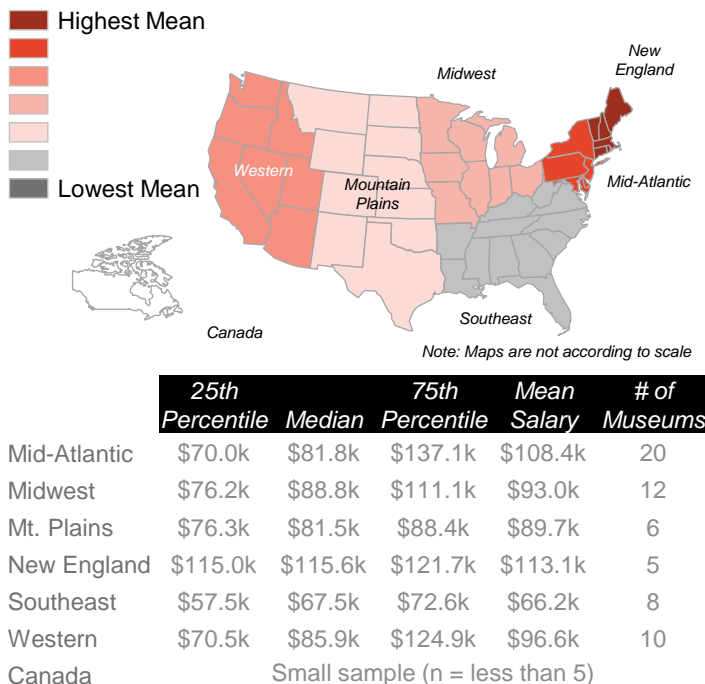
## Operating Budget



## MSA Population



## Region





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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$61.4k	\$71.8k	\$120.2k	\$95.1k	20
Midwest	1.00	\$76.2k	\$88.8k	\$111.1k	\$93.0k	12
Mountain Plains	1.02	\$74.8k	\$79.9k	\$86.6k	\$88.0k	6
New England	1.12	\$102.7k	\$103.2k	\$108.6k	\$101.0k	5
Southeast	1.04	\$55.3k	\$64.9k	\$69.8k	\$63.7k	8
Western	1.17	\$60.2k	\$73.4k	\$106.7k	\$82.6k	10

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

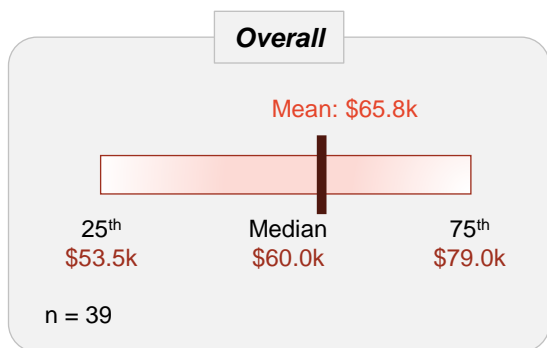
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$113.3k	\$128.8k	\$133.2k	\$123.1k	5
State	New York	\$66.5k	\$80.4k	\$145.0k	\$115.7k	10
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	\$80.2k	\$90.4k	\$188.7k	\$135.8k	6
City	Washington, DC.	\$75.3k	\$91.3k	\$124.3k	\$107.6k	6

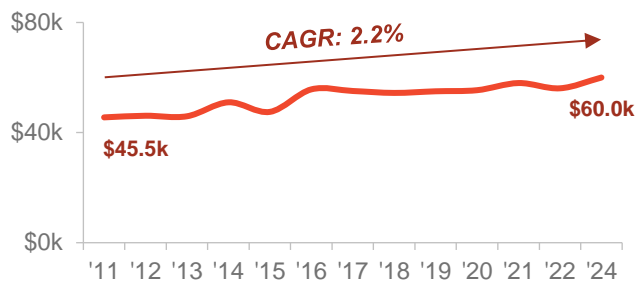
# Associate Librarian



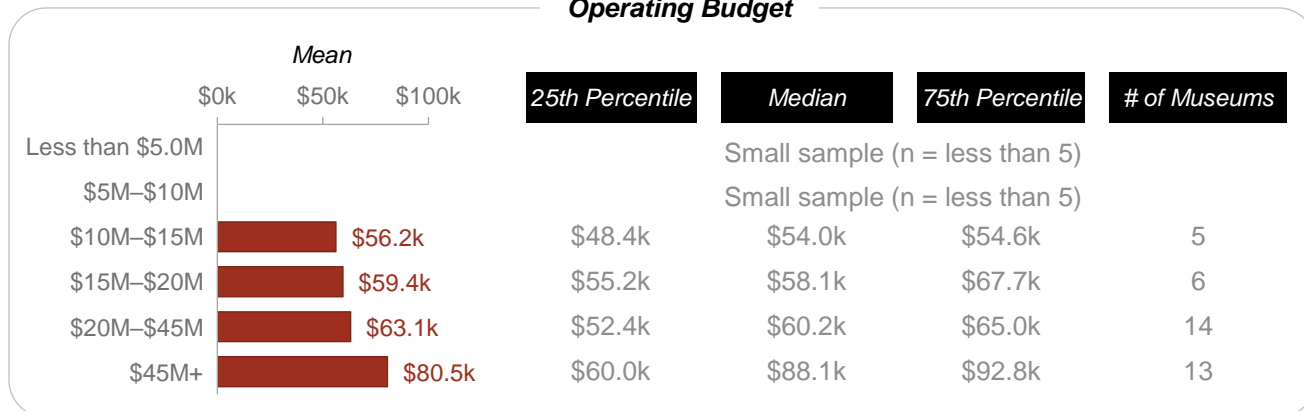
**Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.**



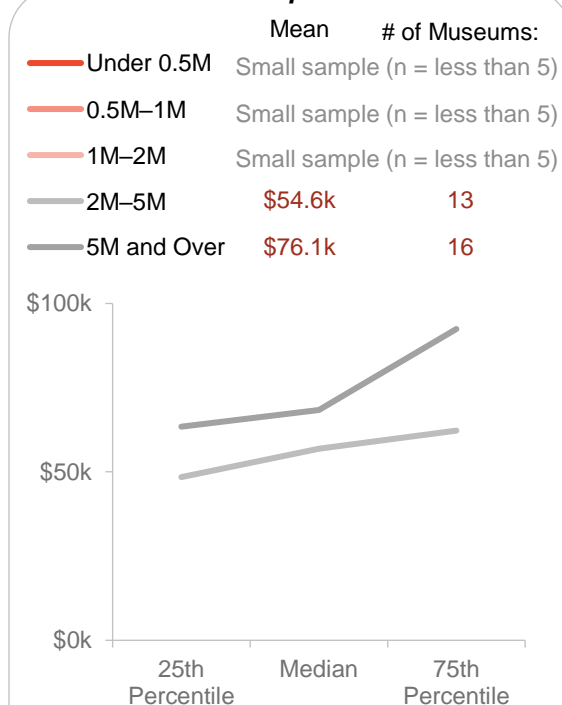
## Historical Trend—Median (2011–2024)



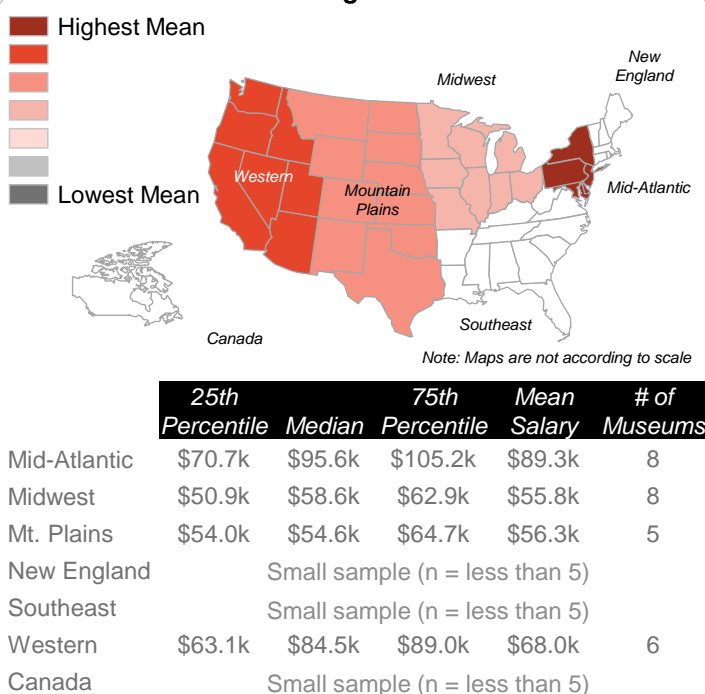
## Operating Budget



## MSA Population



## Region



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

Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$62.0k	\$83.8k	\$92.3k	\$78.3k	8
Midwest	1.00	\$50.9k	\$58.6k	\$62.9k	\$55.8k	8
Mountain Plains	1.02	\$52.9k	\$53.5k	\$63.5k	\$55.2k	5
New England	1.12		Small sample (n = less than 5)			
Southeast	1.04		Small sample (n = less than 5)			
Western	1.17	\$53.9k	\$72.2k	\$76.0k	\$58.1k	6

Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.

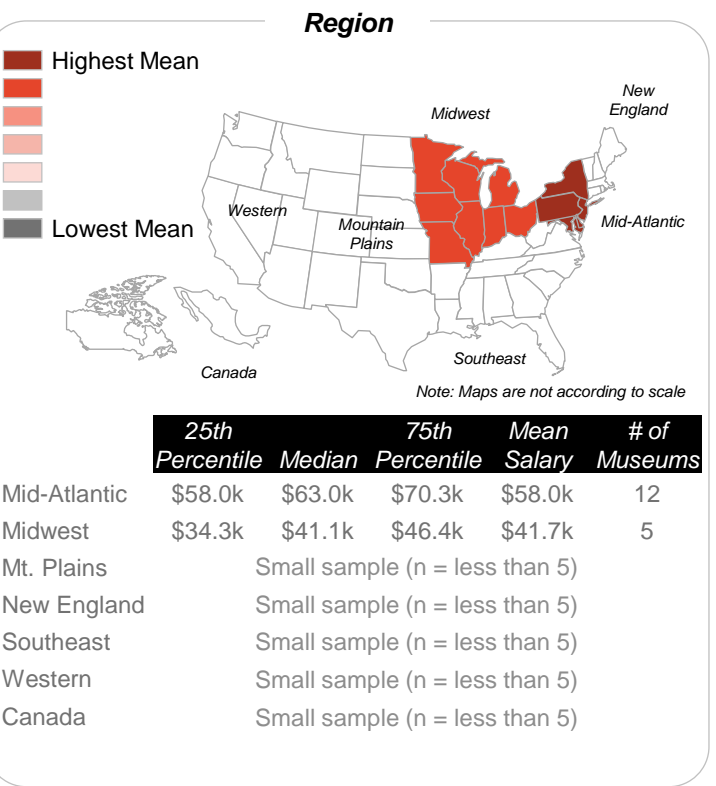
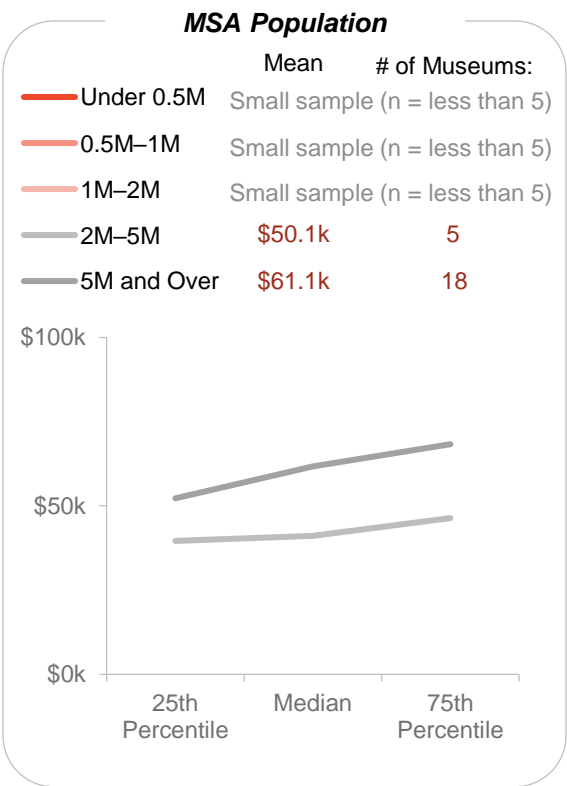
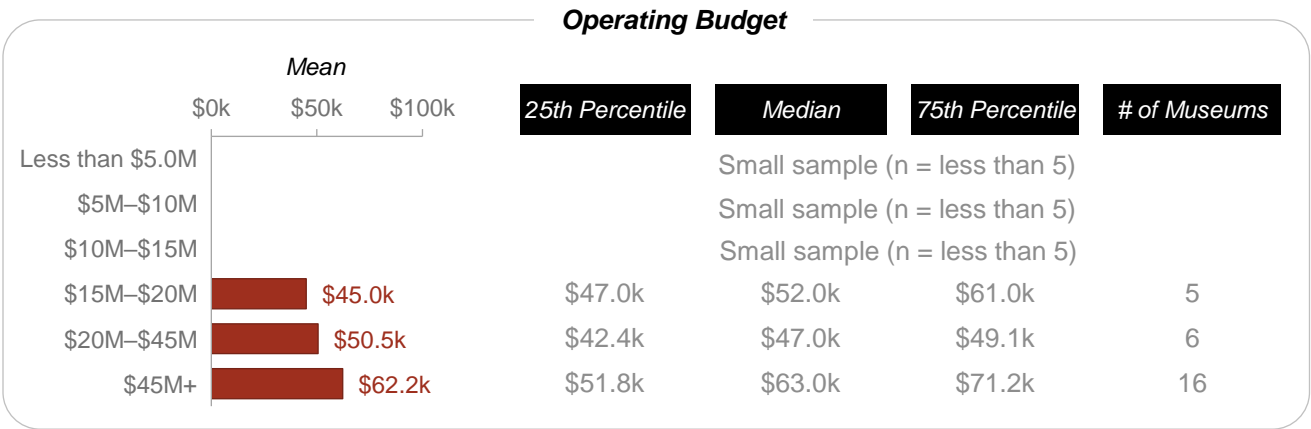
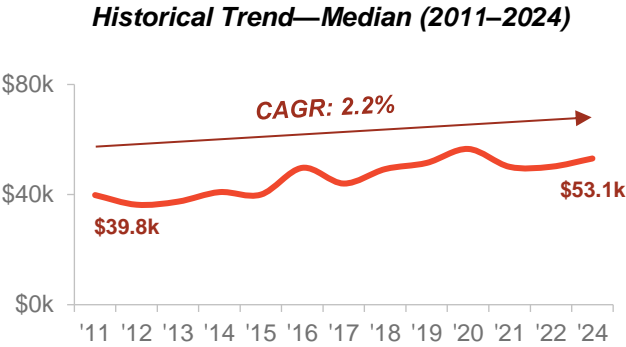
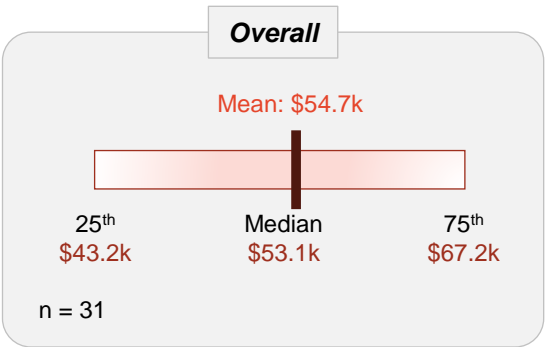
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$81.0k	\$88.1k	\$89.2k	\$70.2k	5
State	New York		Small sample (n = less than 5)			
State	Florida		Small sample (n = less than 5)			
State	Ohio		Small sample (n = less than 5)			
State	Texas		Small sample (n = less than 5)			
City	New York		Small sample (n = less than 5)			
City	Washington, DC.		Small sample (n = less than 5)			

Assistant Librarian



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





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

Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$50.9k	\$55.3k	\$61.7k	\$50.9k	12
Midwest	1.00	\$34.3k	\$41.1k	\$46.4k	\$41.7k	5
Mountain Plains	1.02	Small sample (n = less than 5)				
New England	1.12	Small sample (n = less than 5)				
Southeast	1.04	Small sample (n = less than 5)				
Western	1.17	Small sample (n = less than 5)				

Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.

City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	Small sample (n = less than 5)				
State	New York	\$50.6k	\$62.8k	\$70.4k	\$54.6k	7
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				

# Chief Conservator



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

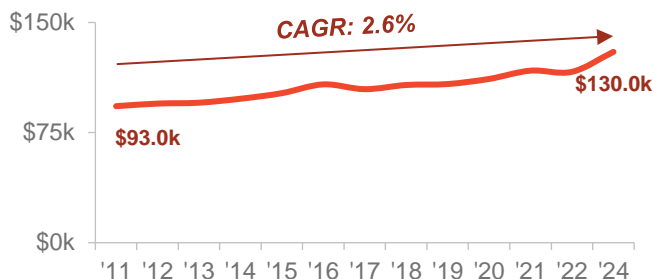
## Overall

Mean: \$135.7k

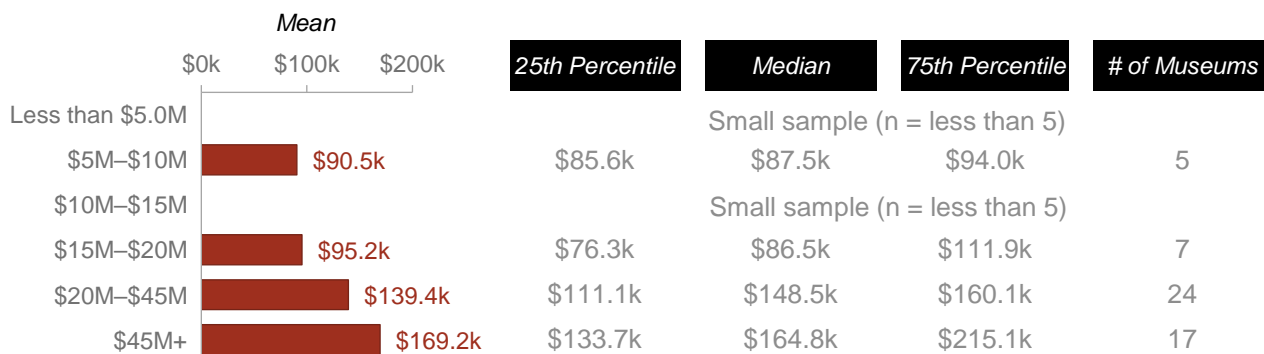
25<sup>th</sup> \$97.1k Median \$130.0k 75<sup>th</sup> \$161.1k

n = 59

## Historical Trend—Median (2011–2024)

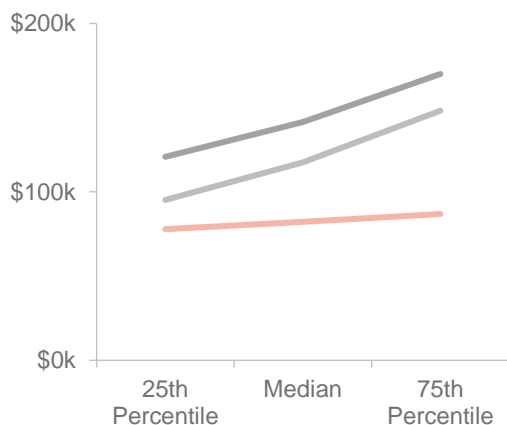


## Operating Budget



## MSA Population

Mean	# of Museums:
Under 0.5M	Small sample (n = less than 5)
0.5M–1M	Small sample (n = less than 5)
1M–2M	\$83.0k 8
2M–5M	\$123.6k 16
5M and Over	\$152.4k 30



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$106.9k	\$134.6k	\$168.4k	\$147.0k	19
Midwest	\$107.7k	\$111.4k	\$148.1k	\$124.8k	9
Mt. Plains	\$120.9k	\$126.8k	\$150.6k	\$144.3k	6
New England	\$139.7k	\$170.0k	\$173.2k	\$152.7k	7
Southeast	Small sample (n = less than 5)				
Western	\$106.8k	\$134.1k	\$152.9k	\$135.8k	10
Canada	Small sample (n = less than 5)				

# Chief Conservator



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$93.8k	\$118.1k	\$147.7k	\$129.0k	19
Midwest	1.00	\$107.7k	\$111.4k	\$148.1k	\$124.8k	9
Mountain Plains	1.02	\$118.5k	\$124.3k	\$147.7k	\$141.5k	6
New England	1.12	\$124.7k	\$151.8k	\$154.6k	\$136.4k	7
Southeast	1.04	Small sample (n = less than 5)				
Western	1.17	\$91.3k	\$114.6k	\$130.6k	\$116.1k	10

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

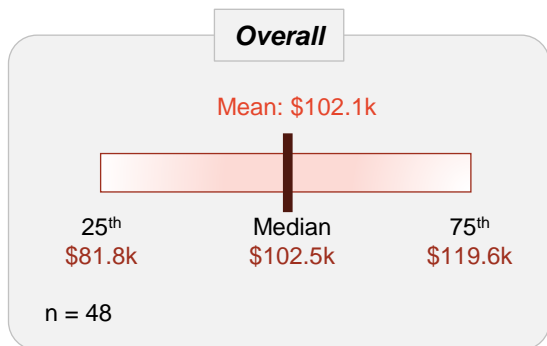
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$133.2k	\$134.5k	\$152.7k	\$143.9k	7
State	New York	\$124.2k	\$164.8k	\$214.9k	\$170.5k	7
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	New York	\$142.2k	\$169.3k	\$235.4k	\$184.4k	6
City	Washington, DC.	\$112.7k	\$126.8k	\$167.9k	\$157.3k	5

# Senior Conservator

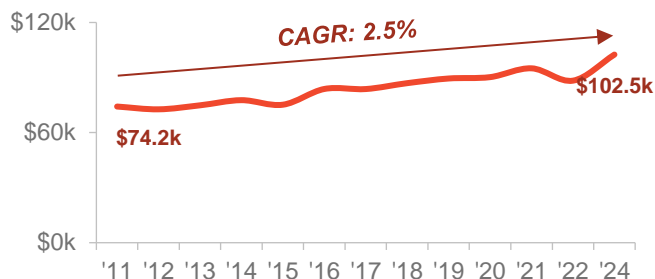


**Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization.**

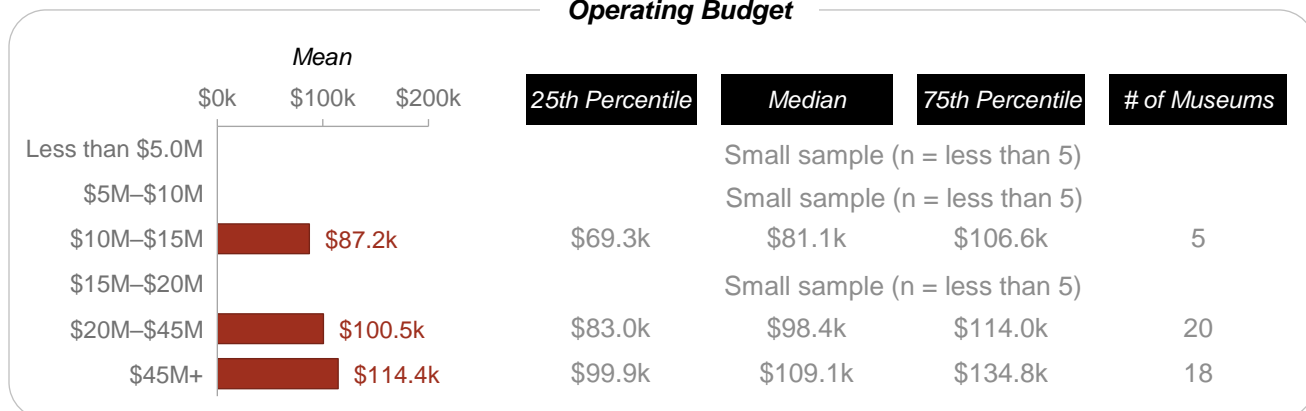
## Overall



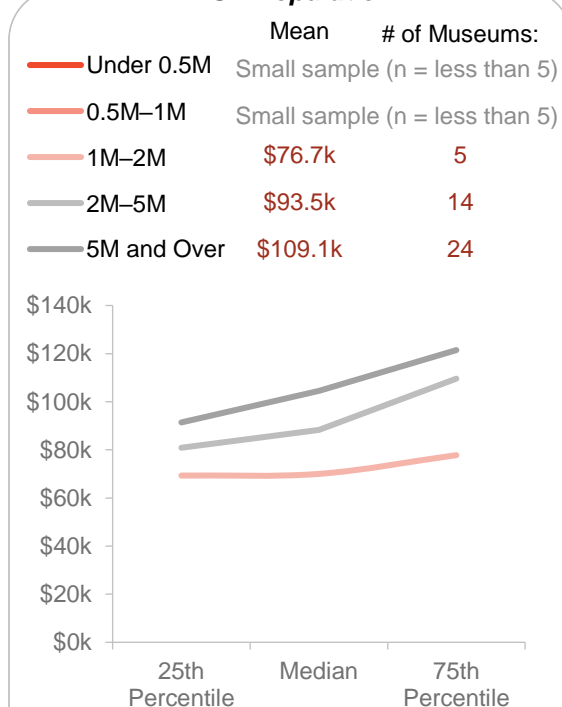
## Historical Trend—Median (2011–2024)



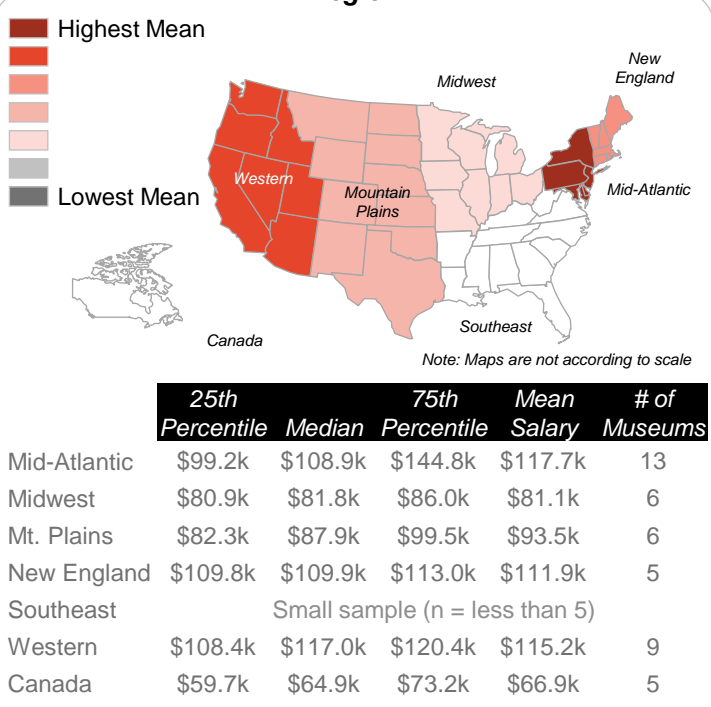
## Operating Budget



## MSA Population



## Region



# Senior Conservator



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$87.0k	\$95.5k	\$127.0k	\$103.3k	13
Midwest	1.00	\$80.9k	\$81.8k	\$86.0k	\$81.1k	6
Mountain Plains	1.02	\$80.7k	\$86.2k	\$97.5k	\$91.6k	6
New England	1.12	\$98.1k	\$98.2k	\$100.9k	\$99.9k	5
Southeast	1.04		Small sample (n = less than 5)			
Western	1.17	\$92.6k	\$100.0k	\$102.9k	\$98.4k	9

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

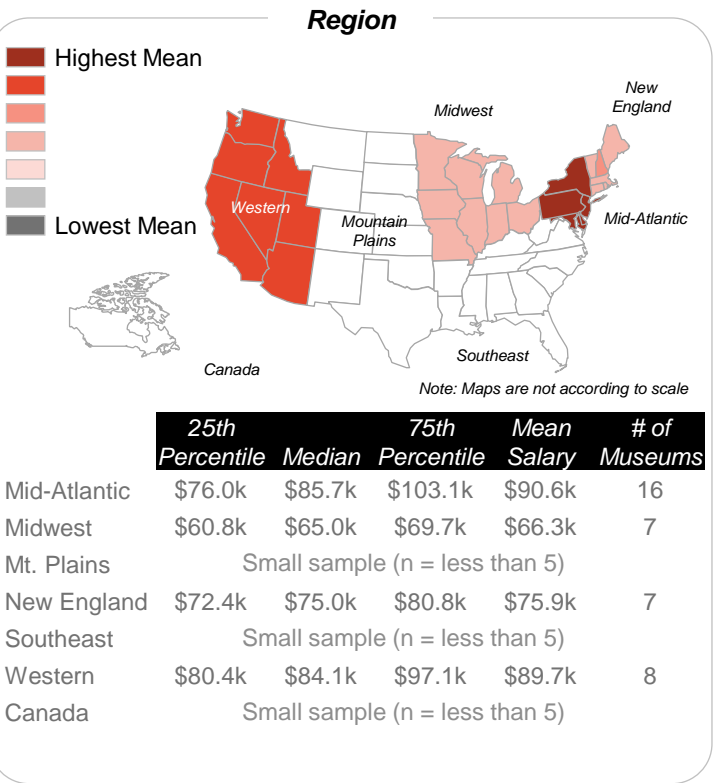
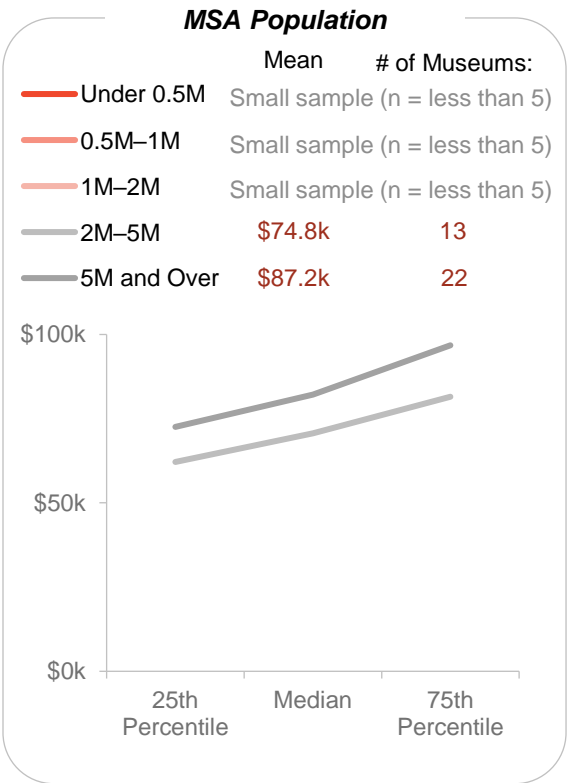
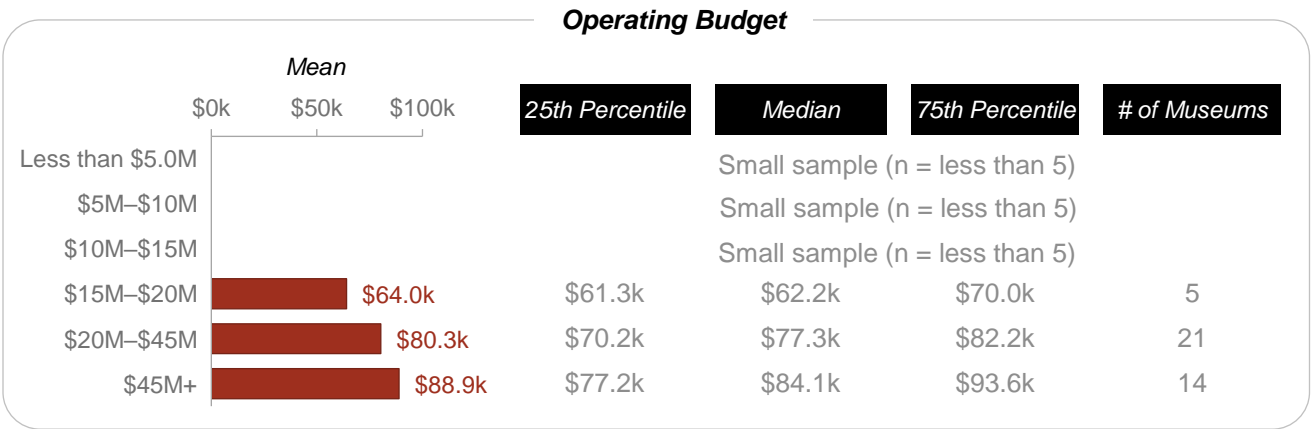
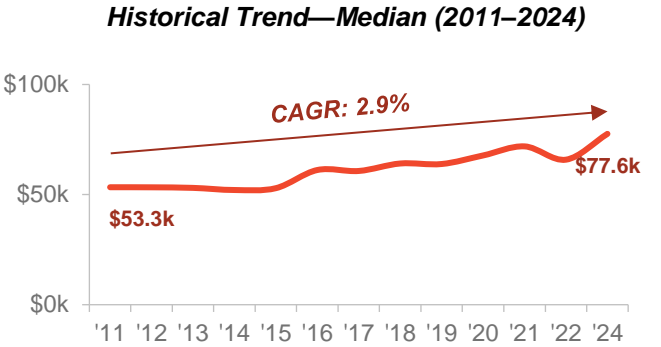
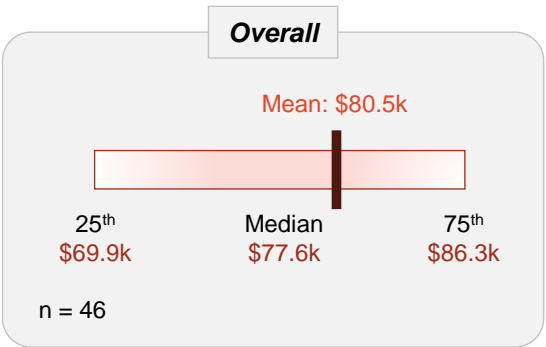
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$107.4k	\$114.7k	\$123.1k	\$114.9k	8
State	New York	\$104.5k	\$126.8k	\$147.8k	\$126.5k	6
State	Florida		Small sample (n = less than 5)			
State	Ohio		Small sample (n = less than 5)			
State	Texas	\$82.0k	\$83.3k	\$101.8k	\$93.6k	5
City	New York	\$103.0k	\$108.9k	\$144.8k	\$121.5k	5
City	Washington, DC.		Small sample (n = less than 5)			

# Associate Conservator



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



## Associate Conservator



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

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$66.7k	\$75.2k	\$90.4k	\$79.5k	16
Midwest	1.00	\$60.8k	\$65.0k	\$69.7k	\$66.3k	7
Mountain Plains	1.02		Small sample (n = less than 5)			
New England	1.12	\$64.6k	\$67.0k	\$72.1k	\$67.8k	7
Southeast	1.04		Small sample (n = less than 5)			
Western	1.17	\$68.7k	\$71.9k	\$83.0k	\$76.6k	8

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

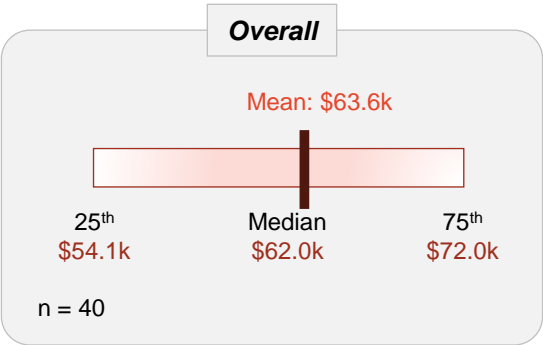
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$79.5k	\$81.4k	\$99.6k	\$90.1k	7
State	New York	\$82.7k	\$85.7k	\$89.8k	\$89.6k	6
State	Florida		Small sample (n = less than 5)			
State	Ohio		Small sample (n = less than 5)			
State	Texas		Small sample (n = less than 5)			
City	New York	\$82.1k	\$84.6k	\$90.8k	\$90.1k	5
City	Washington, DC.	\$86.8k	\$103.7k	\$111.5k	\$101.8k	6

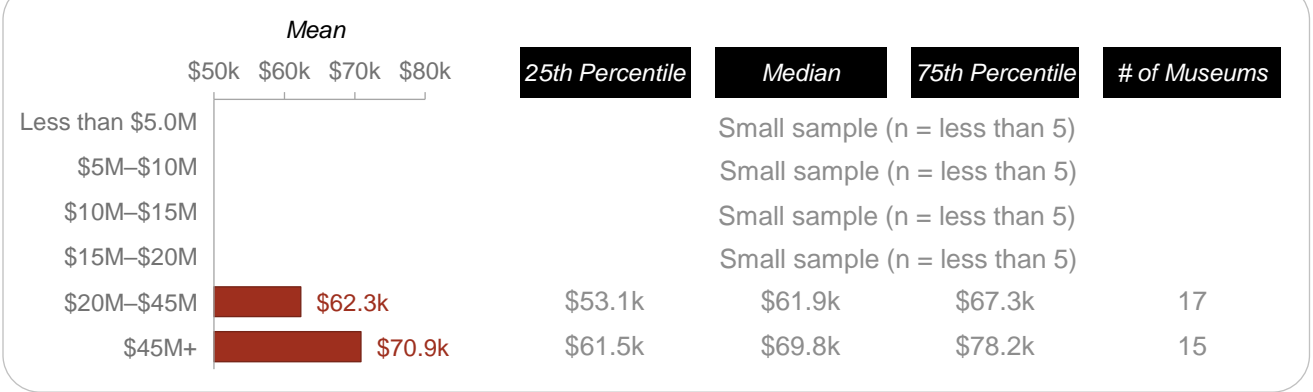
# Assistant Conservator (NEW)



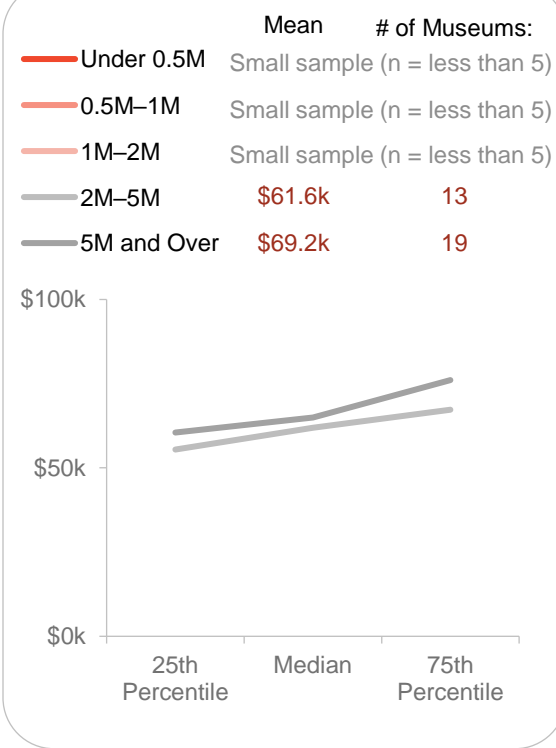
Supports Conservation department staff in the conservation, restoration, and documentation of works of art in the collection.



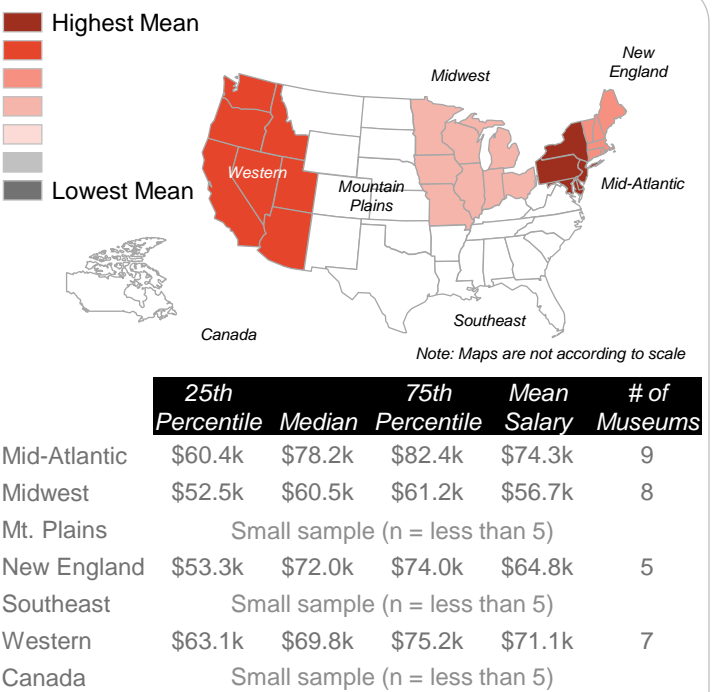
## Operating Budget



## MSA Population



## Region





## Assistant Conservator (NEW)



**Supports Conservation department staff in the conservation, restoration, and documentation of works of art in the collection.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$53.0k	\$68.6k	\$72.3k	\$65.2k	9
Midwest	1.00	\$52.5k	\$60.5k	\$61.2k	\$56.7k	8
Mountain Plains	1.02		Small sample (n = less than 5)			
New England	1.12	\$47.5k	\$64.3k	\$66.0k	\$57.9k	5
Southeast	1.04		Small sample (n = less than 5)			
Western	1.17	\$53.9k	\$59.6k	\$64.2k	\$60.7k	7

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

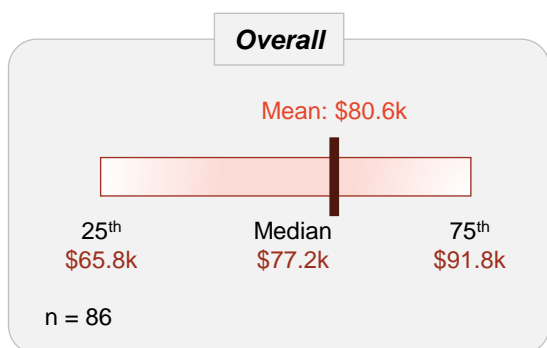
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$69.8k	\$72.0k	\$78.3k	\$74.3k	5
State	New York	\$60.4k	\$78.5k	\$82.4k	\$75.7k	5
State	Florida		Small sample (n = less than 5)			
State	Ohio		Small sample (n = less than 5)			
State	Texas		Small sample (n = less than 5)			
City	New York		Small sample (n = less than 5)			
City	Washington, DC.		Small sample (n = less than 5)			

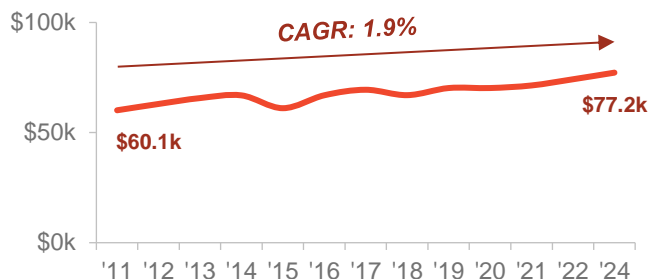
# Exhibition Designer



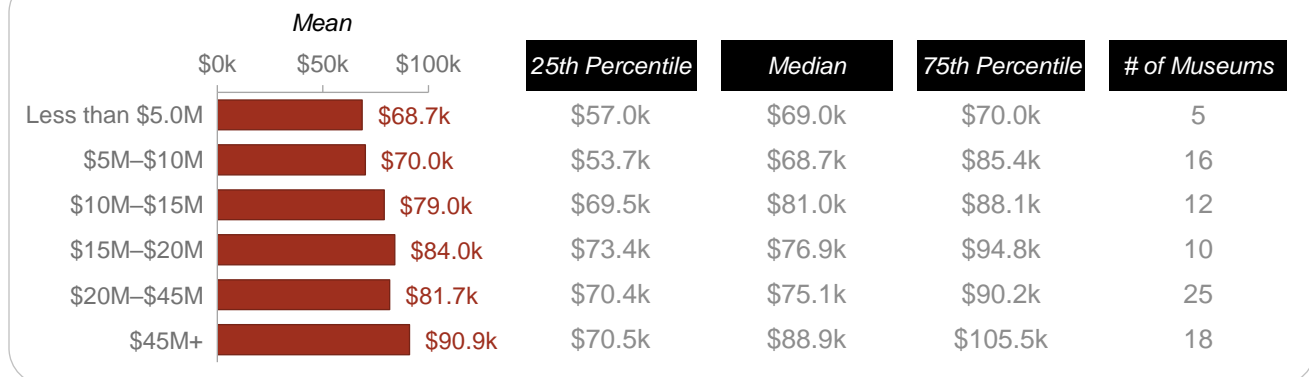
*Designs installation of permanent collection as well as temporary exhibition.*



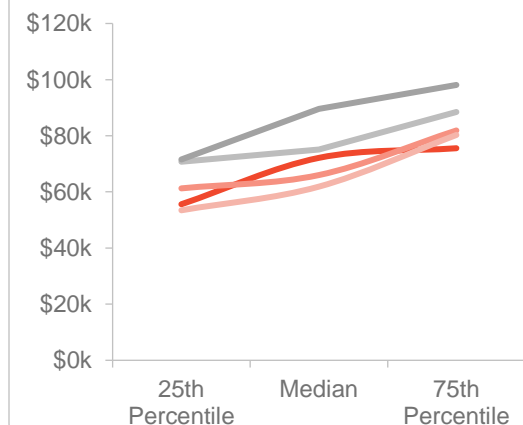
## Historical Trend—Median (2011–2024)



## Operating Budget



## MSA Population



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$74.4k	\$90.3k	\$100.3k	\$91.5k	16
Midwest	\$70.3k	\$74.7k	\$86.2k	\$82.1k	16
Mt. Plains	\$64.2k	\$72.0k	\$84.0k	\$74.2k	7
New England	\$74.5k	\$82.4k	\$90.6k	\$83.2k	7
Southeast	\$55.2k	\$61.0k	\$76.0k	\$66.1k	14
Western	\$73.6k	\$85.8k	\$95.5k	\$86.9k	21
Canada	\$54.5k	\$58.7k	\$63.7k	\$60.3k	5



*Designs installation of permanent collection as well as temporary exhibition.*

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$65.3k	\$79.2k	\$88.0k	\$80.3k	16
Midwest	1.00	\$70.3k	\$74.7k	\$86.2k	\$82.1k	16
Mountain Plains	1.02	\$62.9k	\$70.6k	\$82.4k	\$72.7k	7
New England	1.12	\$66.5k	\$73.6k	\$80.9k	\$74.3k	7
Southeast	1.04	\$53.1k	\$58.7k	\$73.1k	\$63.5k	14
Western	1.17	\$62.9k	\$73.3k	\$81.6k	\$74.3k	21

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

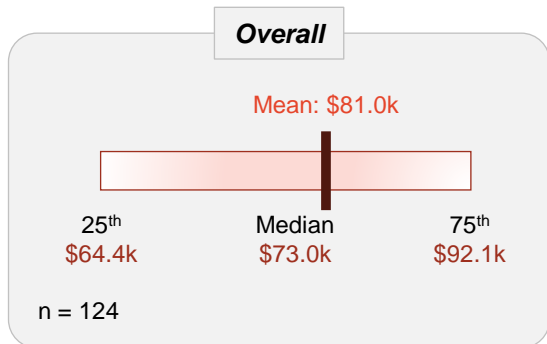
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$78.8k	\$87.4k	\$92.3k	\$91.1k	13
State	New York	\$87.0k	\$90.2k	\$94.1k	\$91.2k	6
State	Florida	Small sample (n = less than 5)				
State	Ohio	\$71.7k	\$74.3k	\$77.8k	\$75.8k	5
State	Texas	\$57.9k	\$70.5k	\$89.1k	\$73.6k	5
City	New York	\$90.0k	\$90.5k	\$95.4k	\$94.4k	5
City	Washington, DC.	\$90.2k	\$95.1k	\$107.4k	\$97.6k	5

# Chief Preparator

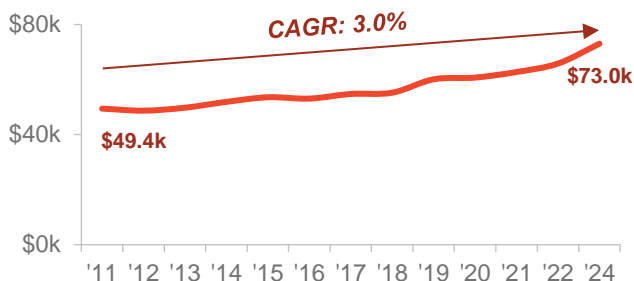


*Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits.*

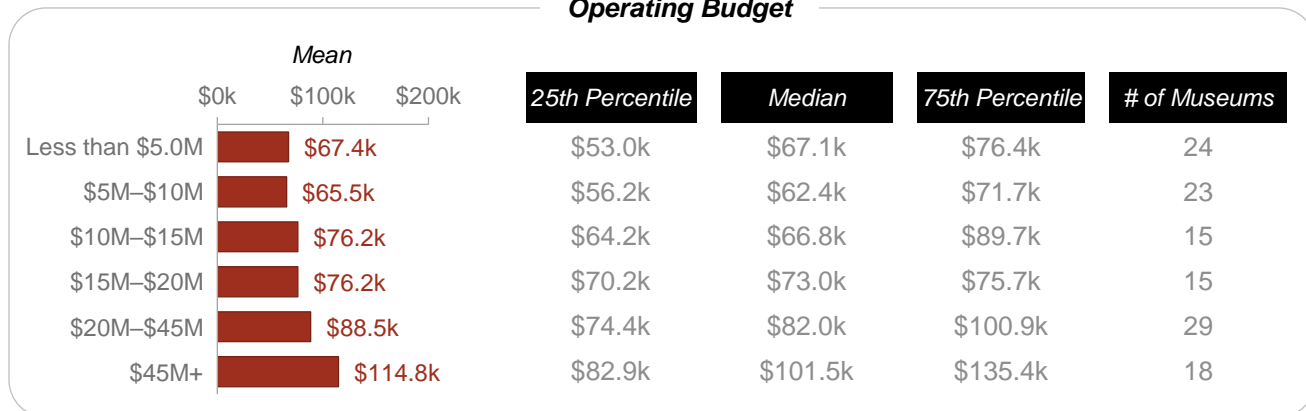
## Overall



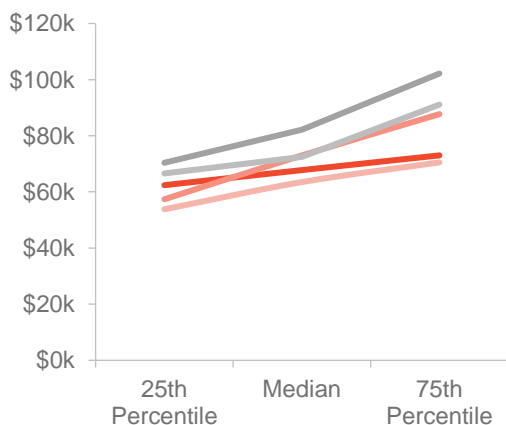
## Historical Trend—Median (2011–2024)



## Operating Budget



## MSA Population



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$67.0k	\$75.1k	\$99.7k	\$88.8k	31
Midwest	\$66.2k	\$71.7k	\$87.0k	\$77.4k	22
Mt. Plains	\$72.8k	\$76.2k	\$79.0k	\$78.2k	9
New England	\$67.8k	\$76.6k	\$90.9k	\$79.8k	18
Southeast	\$52.6k	\$57.6k	\$71.3k	\$62.1k	22
Western	\$74.7k	\$86.9k	\$100.5k	\$96.2k	19
Canada					

Small sample (n = less than 5)

## Chief Preparator



**Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$58.8k	\$65.9k	\$87.4k	\$77.9k	31
Midwest	1.00	\$66.2k	\$71.7k	\$87.0k	\$77.4k	22
Mountain Plains	1.02	\$71.3k	\$74.7k	\$77.5k	\$76.6k	9
New England	1.12	\$60.6k	\$68.4k	\$81.2k	\$71.3k	18
Southeast	1.04	\$50.6k	\$55.4k	\$68.5k	\$59.7k	22
Western	1.17	\$63.9k	\$74.2k	\$85.9k	\$82.2k	19

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

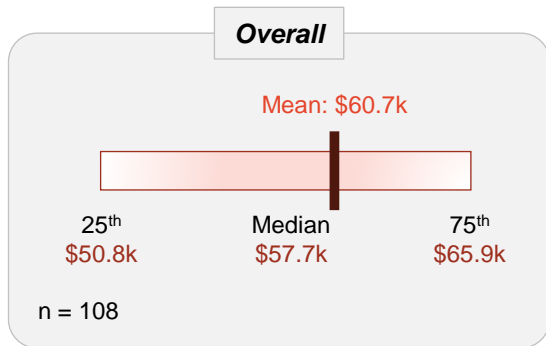
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$78.8k	\$86.2k	\$99.2k	\$98.5k	14
State	New York	\$71.2k	\$79.6k	\$95.7k	\$83.1k	16
State	Florida	\$54.6k	\$60.5k	\$70.5k	\$64.5k	8
State	Ohio	\$67.5k	\$69.8k	\$90.0k	\$81.2k	7
State	Texas	\$73.8k	\$76.8k	\$92.0k	\$83.6k	6
City	New York	\$83.7k	\$97.1k	\$107.3k	\$100.4k	6
City	Washington, DC.	\$72.7k	\$121.7k	\$133.3k	\$123.5k	7

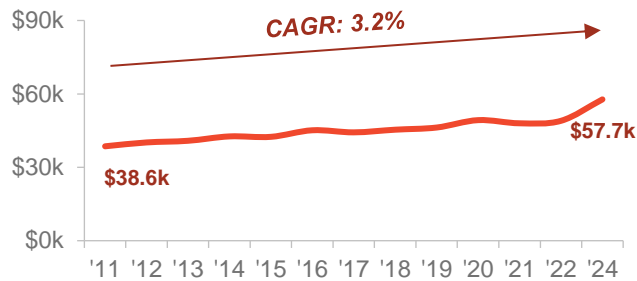
# Associate Preparator



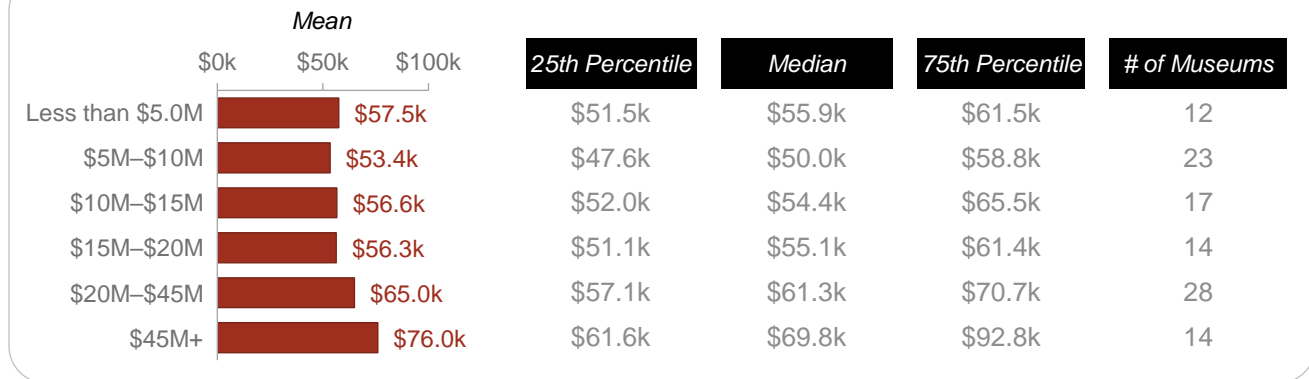
*Assists Chief Preparator in administration of the department and implementation of preparation programs.*



## Historical Trend—Median (2011–2024)

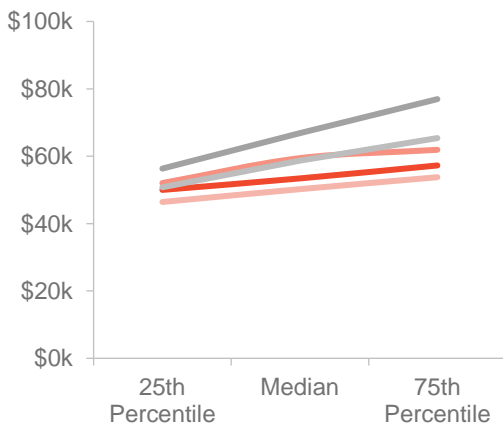


## Operating Budget

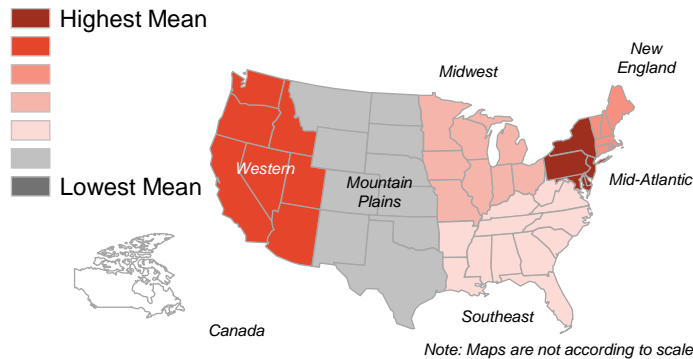


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$55.9k	14
0.5M–1M	\$56.5k	14
1M–2M	\$49.7k	14
2M–5M	\$59.9k	32
5M and Over	\$69.6k	34



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$54.0k	\$67.9k	\$90.6k	\$72.5k	21
Midwest	\$50.8k	\$55.3k	\$64.6k	\$57.7k	20
Mt. Plains	\$48.9k	\$53.2k	\$54.5k	\$51.4k	13
New England	\$54.6k	\$58.1k	\$64.1k	\$59.9k	14
Southeast	\$46.8k	\$52.4k	\$59.4k	\$53.1k	20
Western	\$57.6k	\$64.1k	\$69.3k	\$64.9k	18
Canada					

Small sample (n = less than 5)

# Associate Preparator



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$47.4k	\$59.5k	\$79.5k	\$63.6k	21
Midwest	1.00	\$50.8k	\$55.3k	\$64.6k	\$57.7k	20
Mountain Plains	1.02	\$48.0k	\$52.2k	\$53.5k	\$50.4k	13
New England	1.12	\$48.7k	\$51.9k	\$57.2k	\$53.5k	14
Southeast	1.04	\$45.0k	\$50.4k	\$57.1k	\$51.1k	20
Western	1.17	\$49.2k	\$54.8k	\$59.2k	\$55.5k	18

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

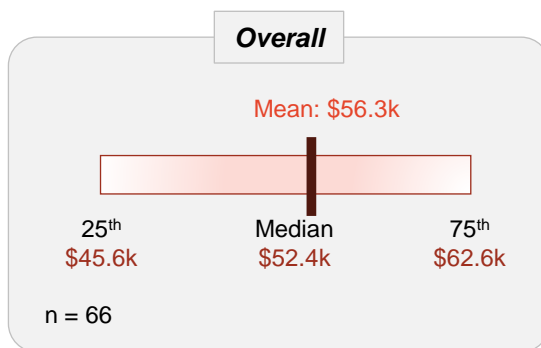
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$60.0k	\$65.5k	\$69.9k	\$67.5k	11
State	New York	\$51.0k	\$67.9k	\$90.6k	\$73.6k	9
State	Florida	Small sample (n = less than 5)				
State	Ohio	\$50.2k	\$56.8k	\$63.8k	\$56.3k	6
State	Texas	\$48.9k	\$53.2k	\$53.5k	\$51.6k	9
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	\$60.4k	\$78.3k	\$88.8k	\$76.5k	7

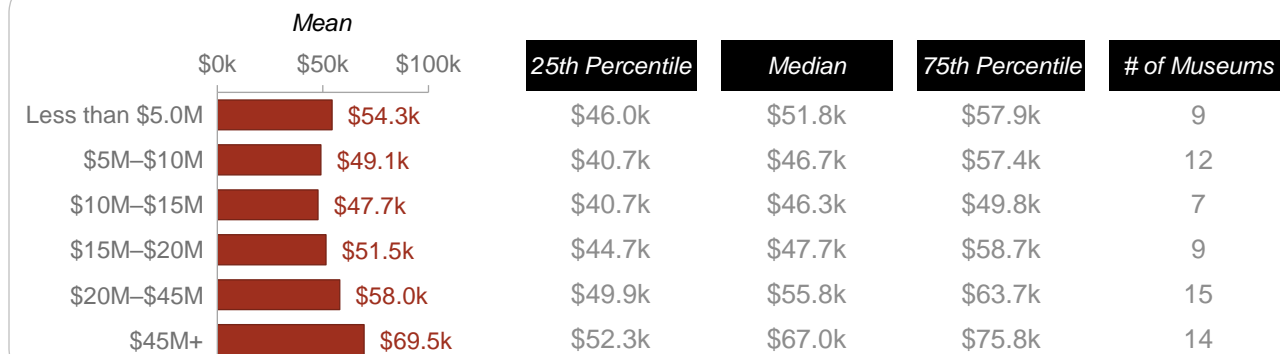
# Assistant Preparator (NEW)



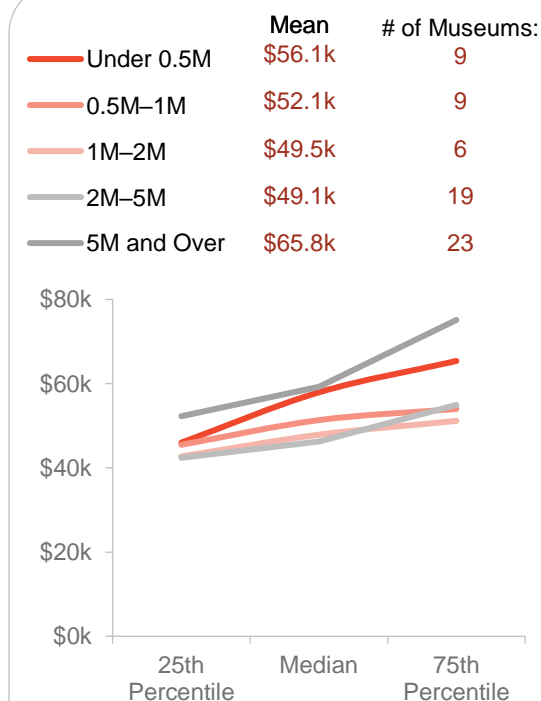
*Assists more senior Preparators in implementation of preparation programs.*



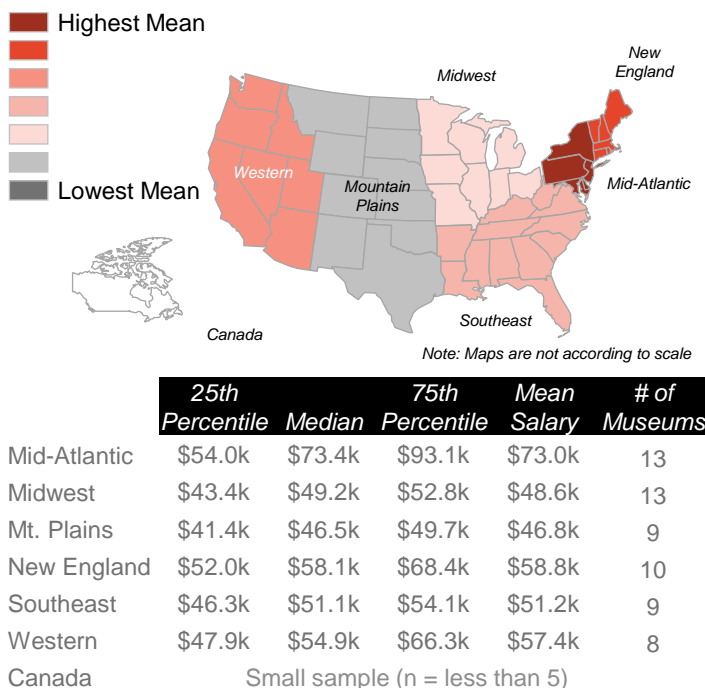
## Operating Budget



## MSA Population



## Region





Assists more senior Preparators in implementation of preparation programs.

Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$47.4k	\$64.4k	\$81.6k	\$64.0k	13
Midwest	1.00	\$43.4k	\$49.2k	\$52.8k	\$48.6k	13
Mountain Plains	1.02	\$40.6k	\$45.6k	\$48.7k	\$45.9k	9
New England	1.12	\$46.4k	\$51.9k	\$61.0k	\$52.5k	10
Southeast	1.04	\$44.5k	\$49.1k	\$52.0k	\$49.2k	9
Western	1.17	\$40.9k	\$46.9k	\$56.6k	\$49.1k	8

Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.

City and State-Level Benchmarks

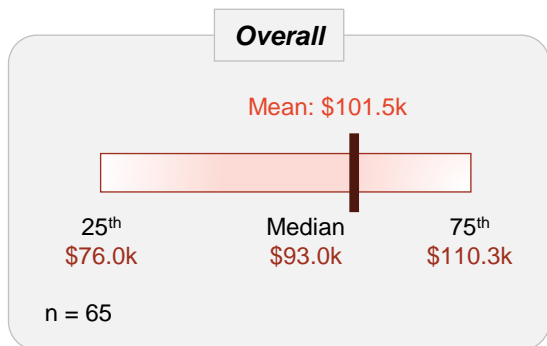
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$52.1k	\$57.8k	\$75.0k	\$61.9k	5
State	New York	\$65.9k	\$73.8k	\$85.1k	\$73.1k	8
State	Florida	Small sample (n = less than 5)				
State	Ohio	\$46.0k	\$51.3k	\$51.8k	\$48.3k	5
State	Texas	\$39.6k	\$44.5k	\$49.2k	\$45.4k	6
City	New York	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				

# Editor / Director of Publications

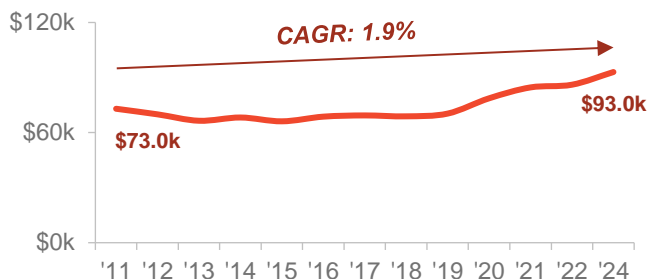


*Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.*

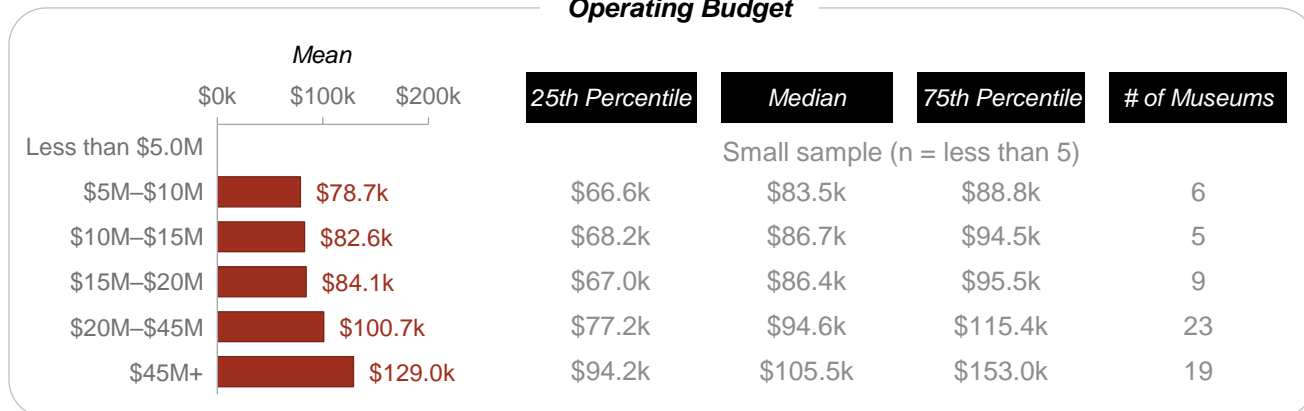
## Overall



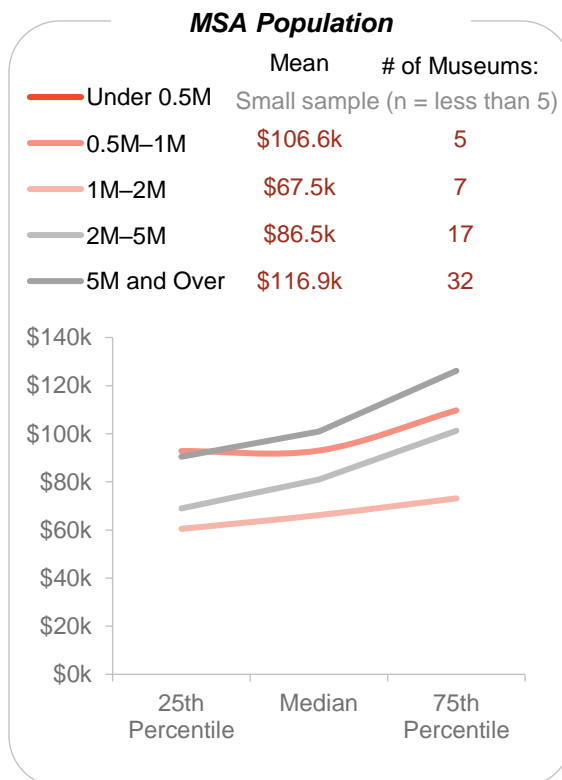
## Historical Trend—Median (2011–2024)



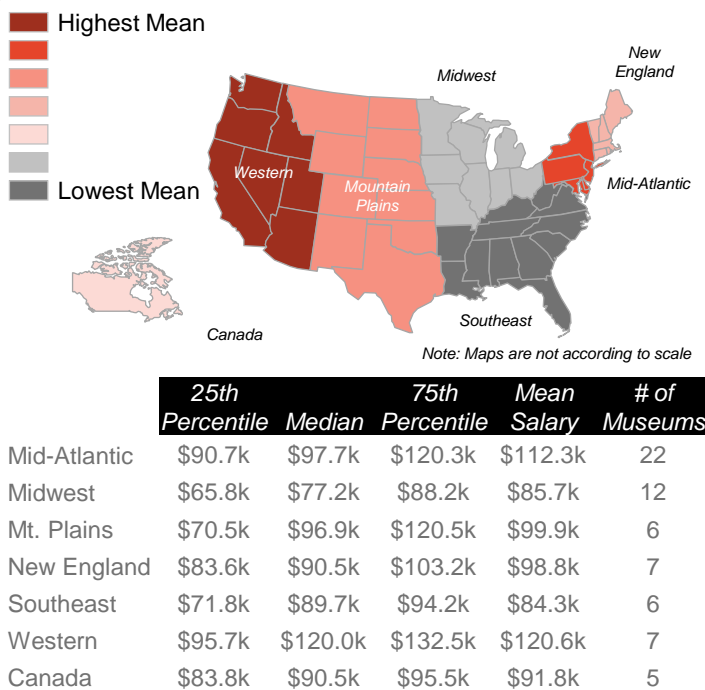
## Operating Budget



## MSA Population



## 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.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$79.6k	\$85.7k	\$105.5k	\$98.5k	22
Midwest	1.00	\$65.8k	\$77.2k	\$88.2k	\$85.7k	12
Mountain Plains	1.02	\$69.1k	\$95.0k	\$118.1k	\$97.9k	6
New England	1.12	\$74.6k	\$80.8k	\$92.1k	\$88.3k	7
Southeast	1.04	\$69.1k	\$86.2k	\$90.6k	\$81.1k	6
Western	1.17	\$81.8k	\$102.6k	\$113.3k	\$103.1k	7

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

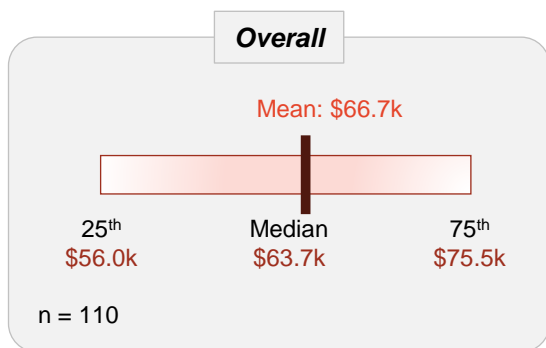
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$105.9k	\$125.7k	\$133.1k	\$131.1k	6
State	New York	\$68.9k	\$98.9k	\$123.6k	\$112.2k	13
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$75.1k	\$118.8k	\$121.0k	\$106.1k	5
City	New York	\$100.8k	\$123.6k	\$165.8k	\$139.5k	7
City	Washington, DC.	\$94.5k	\$95.5k	\$133.7k	\$122.5k	5

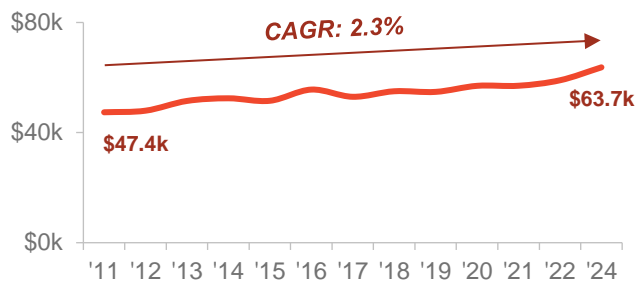
# Graphic Designer

Responsible for design of all museum publications and graphics.

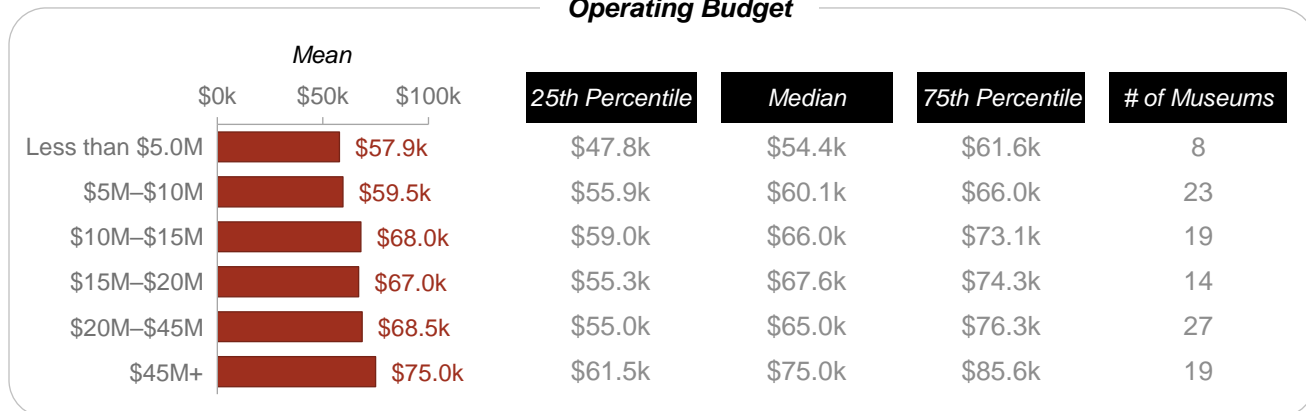
## Overall



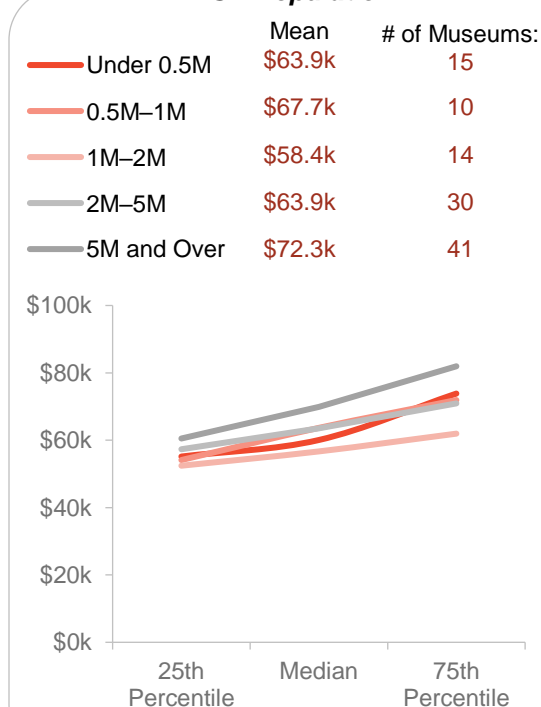
## Historical Trend—Median (2011–2024)



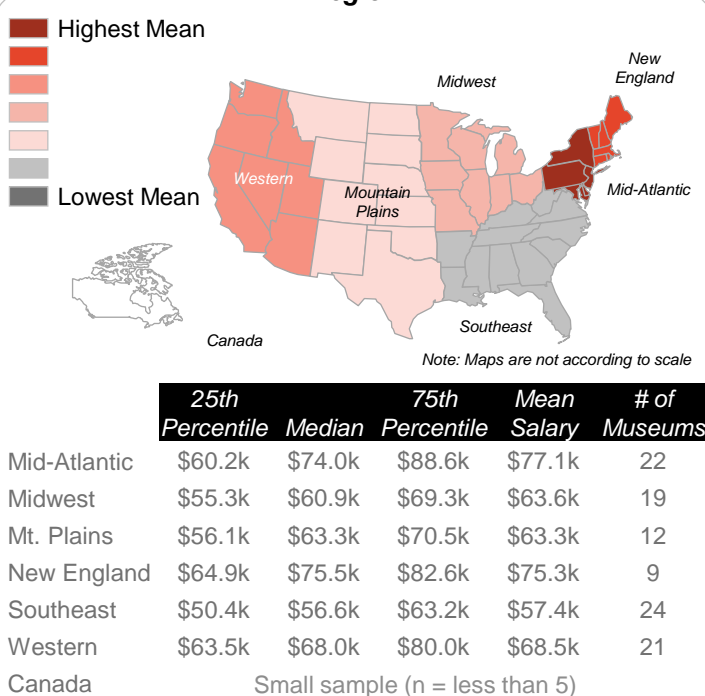
## Operating Budget



## MSA Population



## Region





**Responsible for design of all museum publications and graphics.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$52.8k	\$64.9k	\$77.8k	\$67.6k	22
<b>Midwest</b>	1.00	\$55.3k	\$60.9k	\$69.3k	\$63.6k	19
<b>Mountain Plains</b>	1.02	\$55.0k	\$62.0k	\$69.1k	\$62.1k	12
<b>New England</b>	1.12	\$58.0k	\$67.4k	\$73.7k	\$67.3k	9
<b>Southeast</b>	1.04	\$48.4k	\$54.4k	\$60.8k	\$55.2k	24
<b>Western</b>	1.17	\$54.3k	\$58.1k	\$68.4k	\$58.6k	21

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

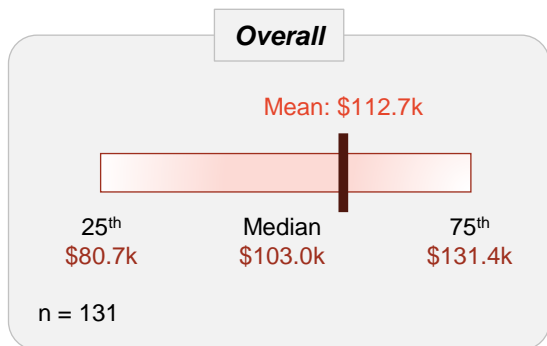
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$65.1k	\$74.2k	\$81.2k	\$69.6k	14
State	New York	\$60.2k	\$72.6k	\$82.4k	\$71.8k	14
State	Florida	\$45.0k	\$51.6k	\$60.3k	\$53.6k	8
State	Ohio	\$55.3k	\$59.3k	\$64.1k	\$62.3k	7
State	Texas	\$57.7k	\$65.0k	\$75.0k	\$66.5k	9
City	New York	\$71.4k	\$75.0k	\$82.2k	\$77.4k	7
City	Washington, DC.	Small sample (n = less than 5)				

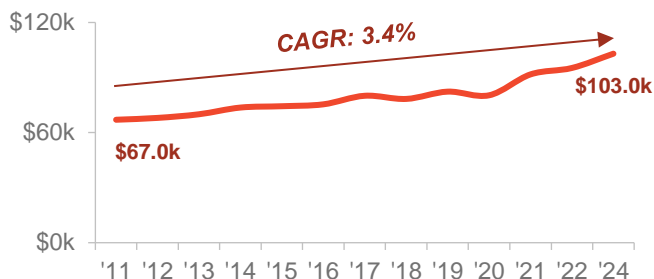
# Facilities Director / Building Manager / Operations Manager



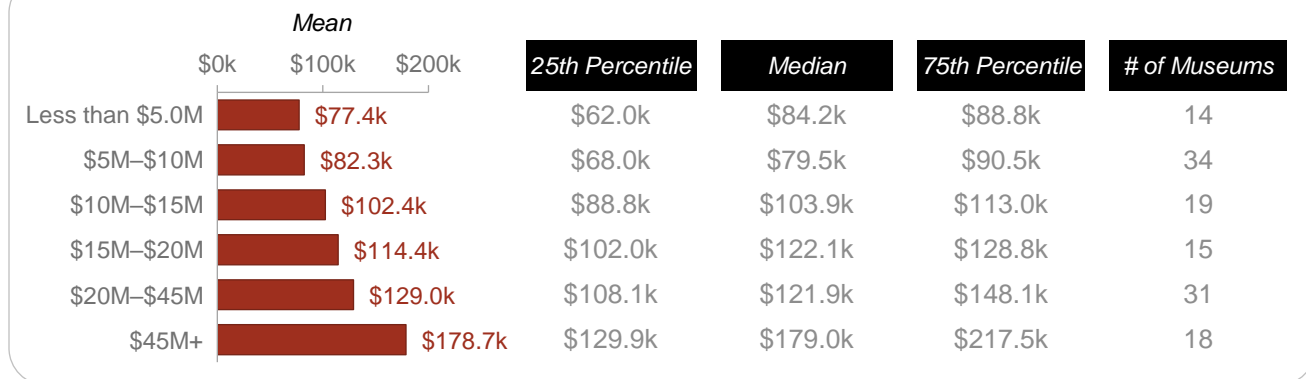
**Responsible for the operation of all facilities including maintenance and janitorial services.**



## Historical Trend—Median (2011–2024)

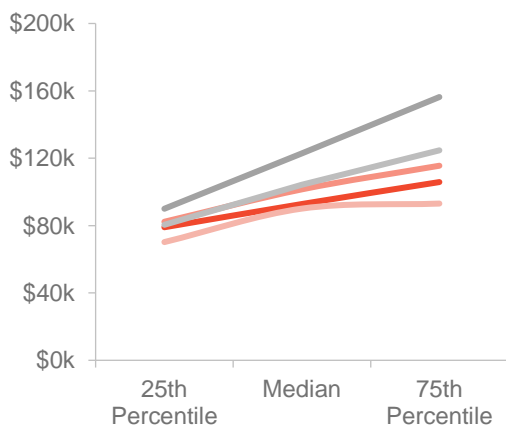


## Operating Budget

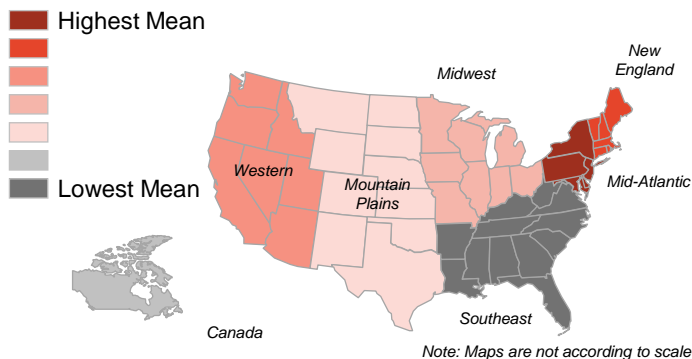


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$95.8k	16
0.5M–1M	\$101.9k	14
1M–2M	\$87.7k	17
2M–5M	\$105.8k	36
5M and Over	\$135.4k	48



## Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$90.3k	\$122.1k	\$153.4k	\$137.6k	31
Midwest	\$88.2k	\$103.0k	\$124.8k	\$109.5k	21
Mt. Plains	\$80.0k	\$93.1k	\$129.6k	\$105.5k	13
New England	\$95.0k	\$124.8k	\$156.9k	\$124.0k	13
Southeast	\$67.0k	\$90.2k	\$109.7k	\$87.1k	25
Western	\$76.5k	\$104.2k	\$140.9k	\$111.9k	23
Canada	\$83.8k	\$98.4k	\$99.8k	\$91.6k	5

## Facilities Director / Building Manager / Operations Manager



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

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$79.3k	\$107.1k	\$134.6k	\$120.7k	31
<b>Midwest</b>	1.00	\$88.2k	\$103.0k	\$124.8k	\$109.5k	21
<b>Mountain Plains</b>	1.02	\$78.4k	\$91.2k	\$127.1k	\$103.5k	13
<b>New England</b>	1.12	\$84.8k	\$111.4k	\$140.1k	\$110.7k	13
<b>Southeast</b>	1.04	\$64.4k	\$86.7k	\$105.5k	\$83.8k	25
<b>Western</b>	1.17	\$65.4k	\$89.1k	\$120.5k	\$95.7k	23

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

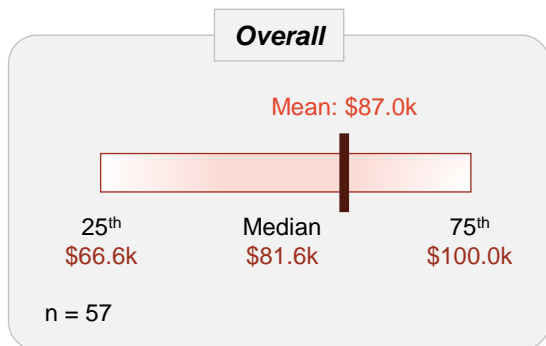
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	New York	\$97.2k	\$121.6k	\$150.3k	\$127.1k	14
State	California	\$85.3k	\$117.3k	\$156.3k	\$139.7k	20
State	Florida	\$67.0k	\$72.1k	\$92.2k	\$82.5k	9
State	Ohio	\$90.4k	\$103.0k	\$111.4k	\$103.1k	7
State	Texas	\$80.0k	\$113.0k	\$133.8k	\$111.5k	9
City	New York	\$112.5k	\$157.6k	\$235.7k	\$176.6k	10
City	Washington, D.C.	\$108.2k	\$122.1k	\$123.6k	\$135.9k	5

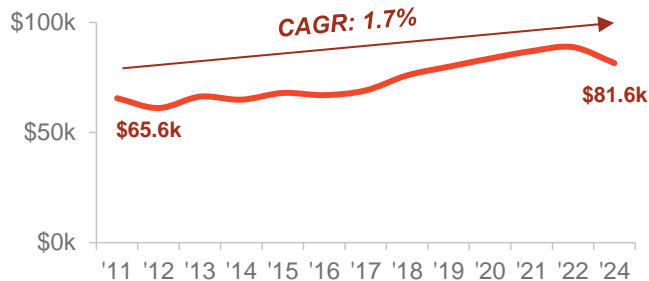
# Engineering Manager / Facilities Manager

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

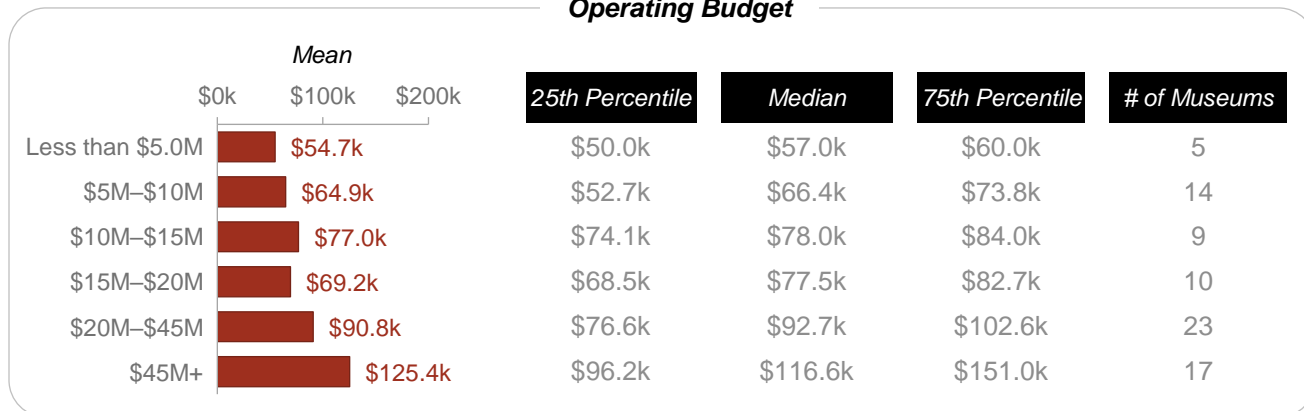
## Overall



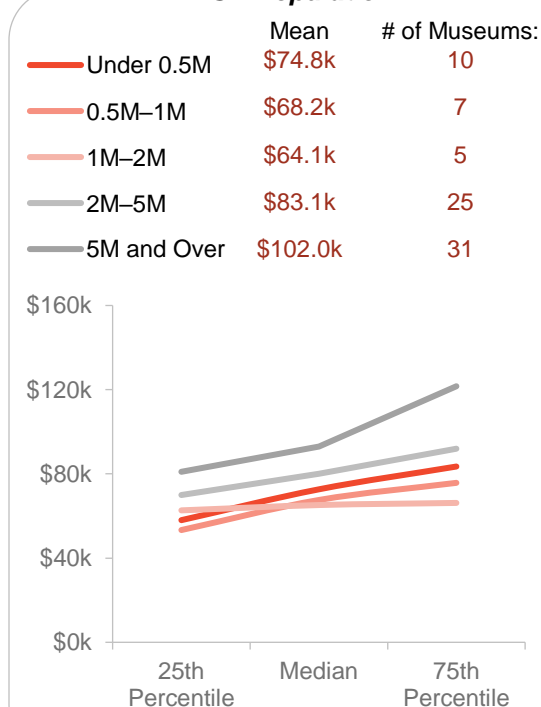
## Historical Trend—Median (2011–2024)



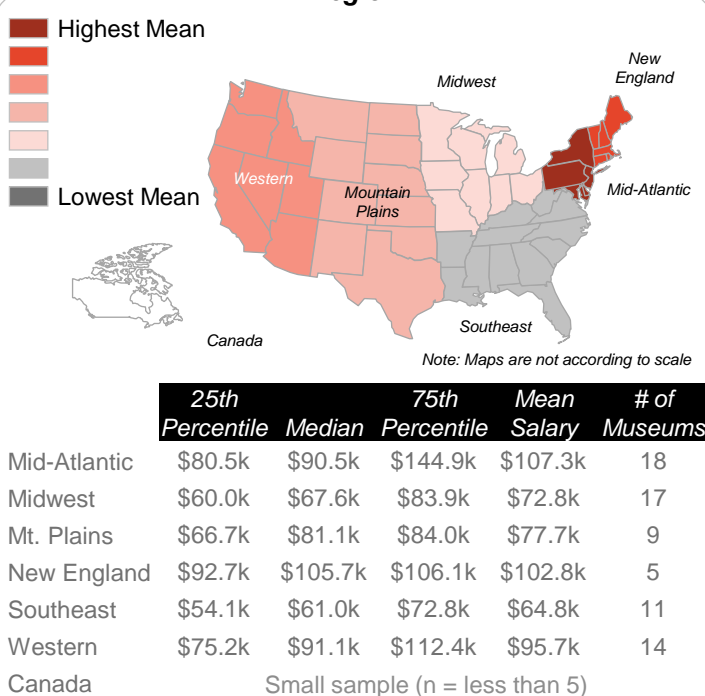
## Operating Budget



## MSA Population



## Region





# Engineering Manager / Facilities Manager



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

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$70.6k	\$79.4k	\$127.1k	\$94.1k	18
<b>Midwest</b>	1.00	\$60.0k	\$67.6k	\$83.9k	\$72.8k	17
<b>Mountain Plains</b>	1.02	\$65.4k	\$79.5k	\$82.4k	\$76.2k	9
<b>New England</b>	1.12	\$82.8k	\$94.4k	\$94.7k	\$91.8k	5
<b>Southeast</b>	1.04	\$52.0k	\$58.7k	\$70.0k	\$62.3k	11
<b>Western</b>	1.17	\$64.3k	\$77.9k	\$96.1k	\$81.8k	14

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

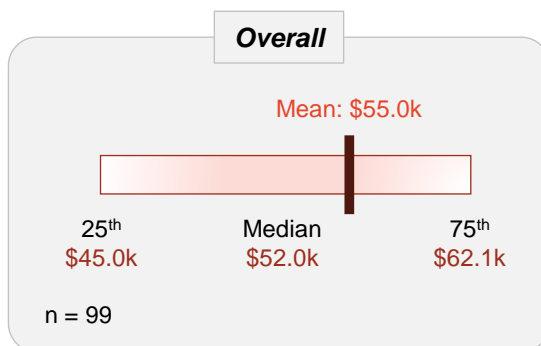
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	New York	\$76.4k	\$98.2k	\$123.9k	\$101.6k	11
State	California	\$77.5k	\$100.0k	\$138.8k	\$115.8k	11
State	Florida	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$62.4k	\$75.1k	\$90.6k	\$77.4k	6
City	New York	\$94.6k	\$126.7k	\$167.2k	\$135.9k	7
City	Washington, D.C.	Small sample (n = less than 5)				

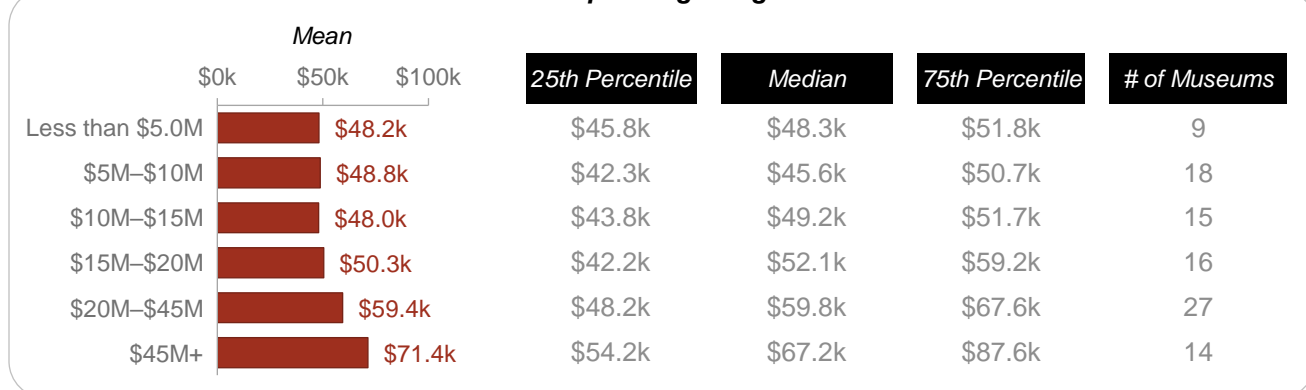
# Facilities Technician (NEW)



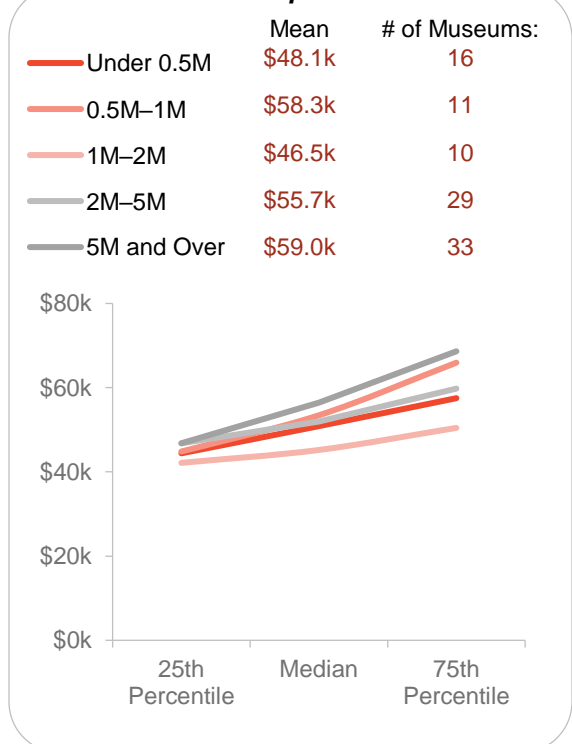
*Performs routine and preventative maintenance and corrective actions to ensure the continuous and safe functioning of the physical environment.*



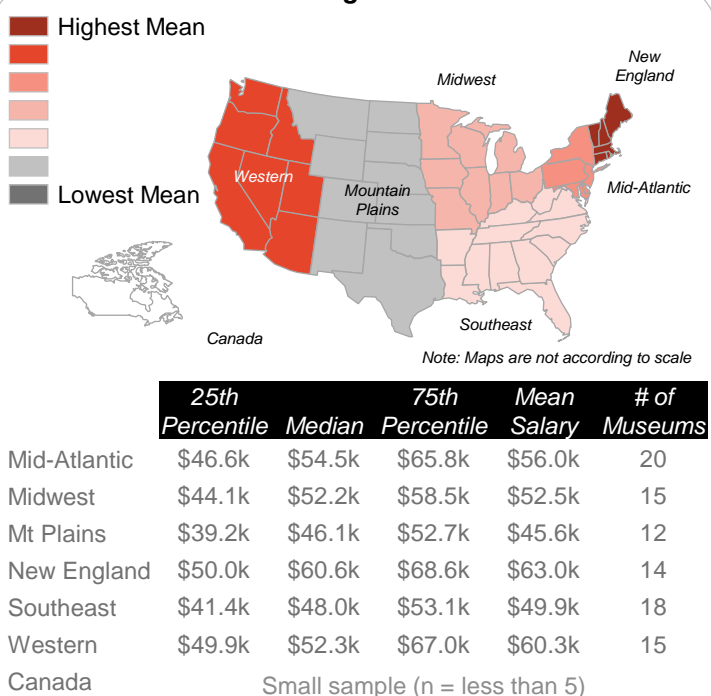
## Operating Budget



## MSA Population



## Region



## Facilities Technician (NEW)



**Performs routine and preventative maintenance and corrective actions to ensure the continuous and safe functioning of the physical environment.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$40.8k	\$47.8k	\$57.7k	\$49.1k	20
Midwest	1.00	\$44.1k	\$52.2k	\$58.5k	\$52.5k	15
Mountain Plains	1.02	\$38.5k	\$45.2k	\$51.6k	\$44.7k	12
New England	1.12	\$44.6k	\$54.1k	\$61.2k	\$56.3k	14
Southeast	1.04	\$39.8k	\$46.1k	\$51.0k	\$48.0k	18
Western	1.17	\$42.6k	\$44.7k	\$57.3k	\$51.6k	15

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

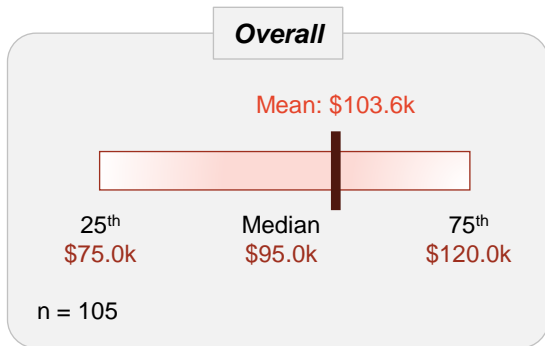
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	New York	\$50.6k	\$61.0k	\$72.8k	\$67.1k	9
State	California	\$46.6k	\$59.9k	\$78.9k	\$62.2k	12
State	Florida	\$42.6k	\$46.3k	\$53.5k	\$48.9k	8
State	Ohio	\$43.8k	\$48.7k	\$52.7k	\$49.3k	7
State	Texas	\$39.2k	\$46.2k	\$52.7k	\$45.9k	8
City	New York	Small sample (n = less than 5)				
City	Washington, D.C.	Small sample (n = less than 5)				

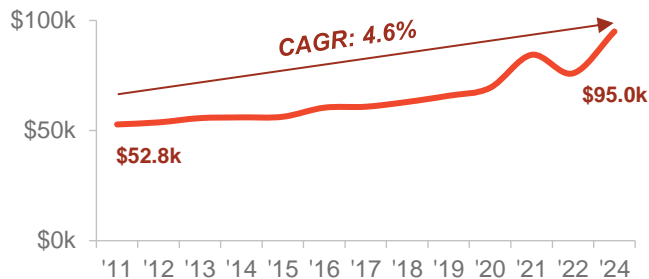
# Chief of Security



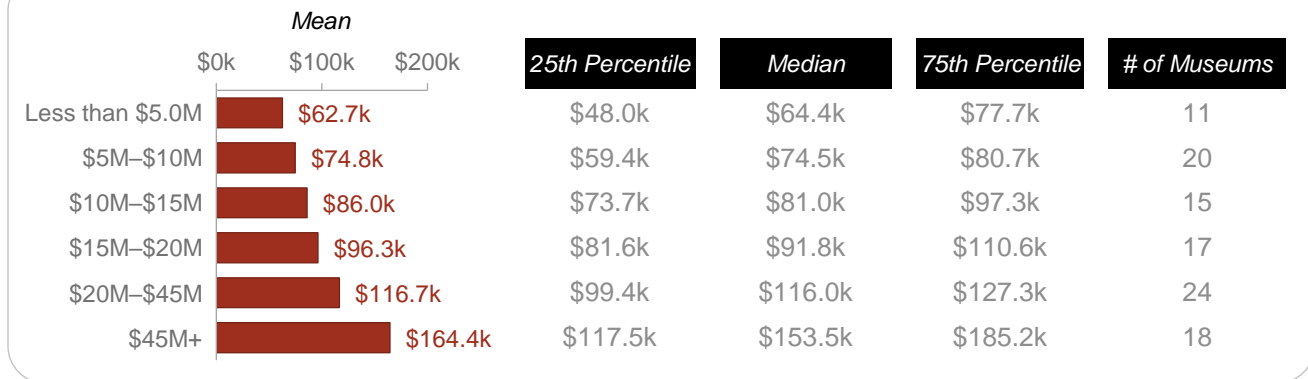
**Responsible for protection of assets, collections, staff and visitors. Responsible for recruitment, selection, training, and day to day management of all security personnel.**



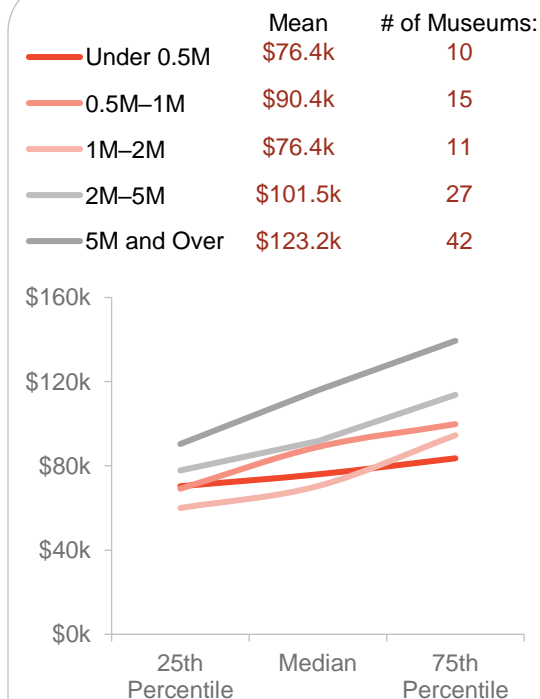
## Historical Trend—Median (2011–2024)



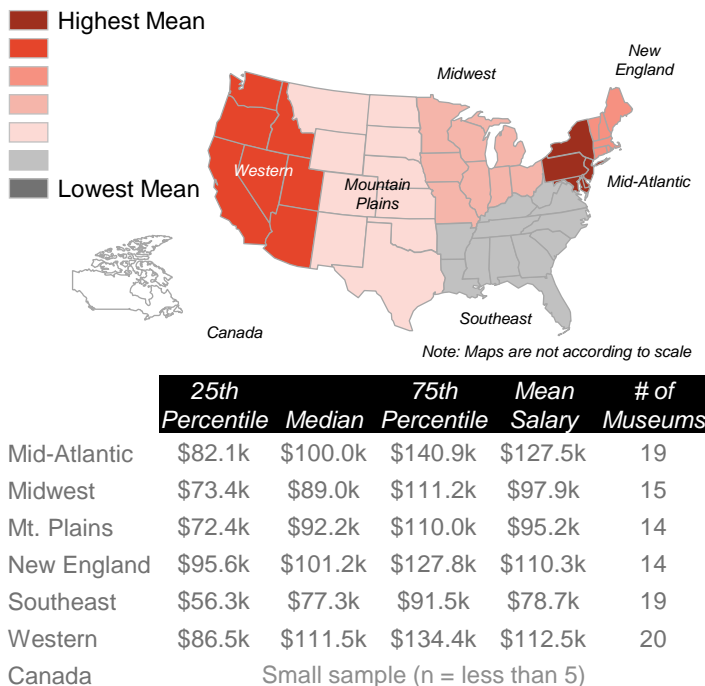
## Operating Budget



## MSA Population



## Region



## Chief of Security



**Responsible for protection of assets, collections, staff and visitors. Responsible for recruitment, selection, training, and day to day management of all security personnel.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$72.0k	\$87.7k	\$123.6k	\$111.9k	19
Midwest	1.00	\$73.4k	\$89.0k	\$111.2k	\$97.9k	15
Mountain Plains	1.02	\$71.0k	\$90.4k	\$107.8k	\$93.3k	14
New England	1.12	\$85.4k	\$90.4k	\$114.1k	\$98.5k	14
Southeast	1.04	\$54.1k	\$74.4k	\$88.0k	\$75.6k	19
Western	1.17	\$73.9k	\$95.3k	\$114.9k	\$96.1k	20

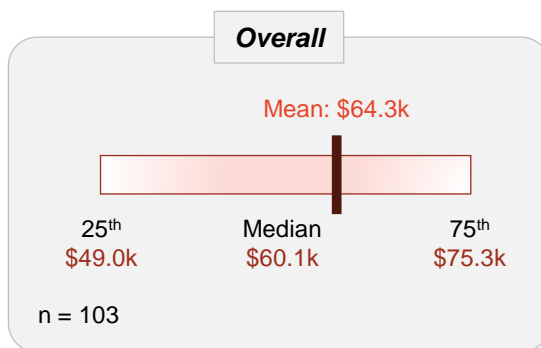
*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

### City and State-Level Benchmarks

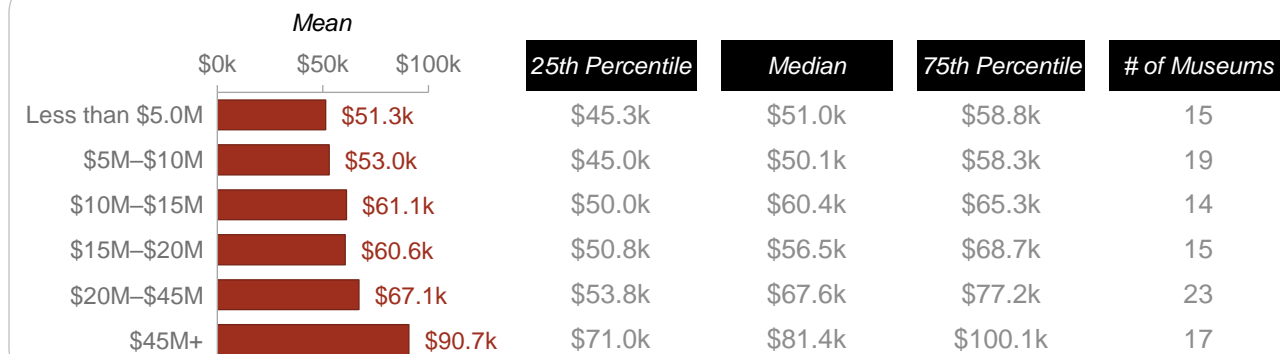
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	New York	\$86.0k	\$107.4k	\$146.6k	\$119.9k	12
State	California	\$68.3k	\$96.4k	\$135.0k	\$130.4k	12
State	Florida	\$57.3k	\$77.3k	\$90.9k	\$70.5k	7
State	Ohio	\$73.1k	\$76.4k	\$87.2k	\$86.2k	6
State	Texas	\$80.0k	\$104.0k	\$126.7k	\$102.0k	10
City	New York	\$113.1k	\$126.7k	\$231.7k	\$176.7k	7
City	Washington, D.C.	Small sample (n = less than 5)				

# Security Manager / Security Coordinator (NEW)

*Oversees all security officers or guards.*

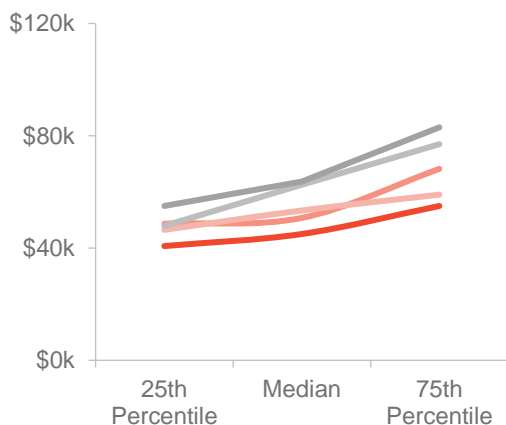


## Operating Budget

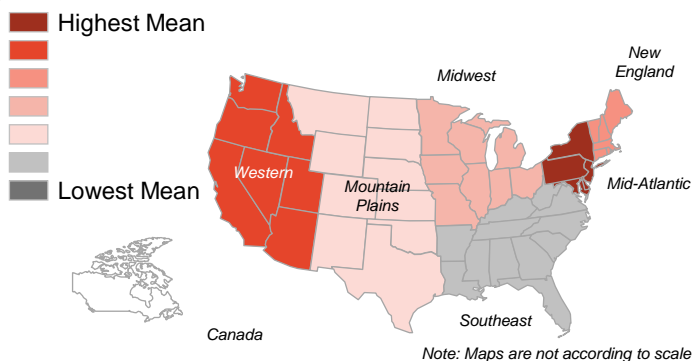


## MSA Population

	Mean	# of Museums:
Under 0.5M	\$48.1k	11
0.5M–1M	\$57.9k	11
1M–2M	\$55.3k	12
2M–5M	\$65.4k	32
5M and Over	\$72.6k	37



## Region



	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$55.0k	\$61.6k	\$86.0k	\$75.7k	21
Midwest	\$48.5k	\$54.4k	\$71.5k	\$59.4k	17
Mt. Plains	\$49.0k	\$52.0k	\$61.6k	\$57.3k	10
New England	\$56.4k	\$63.9k	\$72.2k	\$64.5k	12
Southeast	\$44.4k	\$50.7k	\$59.3k	\$53.6k	19
Western	\$54.6k	\$67.6k	\$82.3k	\$70.2k	21
Canada					Small sample (n = less than 5)

# Security Manager / Security Coordinator (NEW)



**Oversees all security officers or guards.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$48.2k	\$54.0k	\$75.5k	\$66.4k	21
Midwest	1.00	\$48.5k	\$54.4k	\$71.5k	\$59.4k	17
Mountain Plains	1.02	\$48.0k	\$50.9k	\$60.4k	\$56.2k	10
New England	1.12	\$50.4k	\$57.1k	\$64.5k	\$57.6k	12
Southeast	1.04	\$42.7k	\$48.8k	\$57.0k	\$51.5k	19
Western	1.17	\$46.6k	\$57.8k	\$70.3k	\$60.0k	21

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

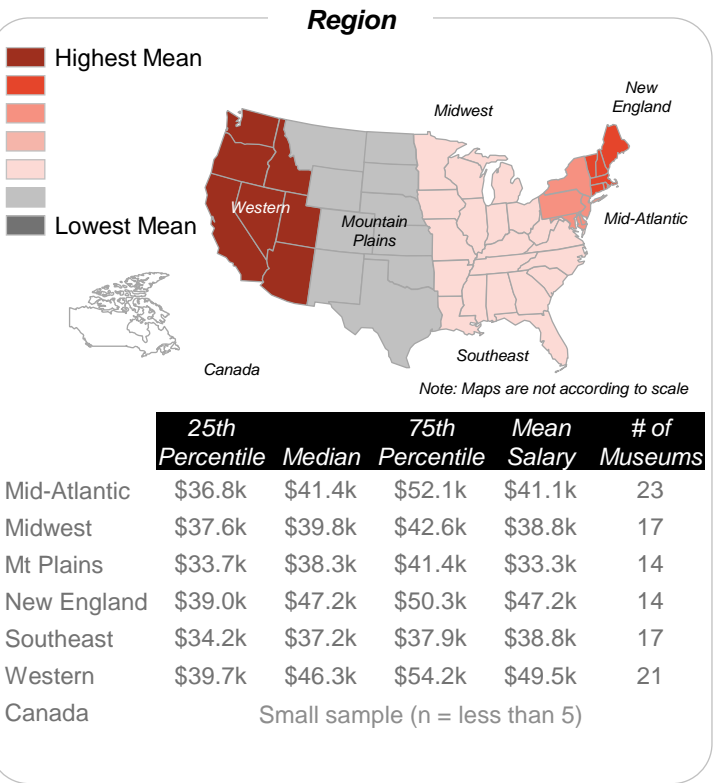
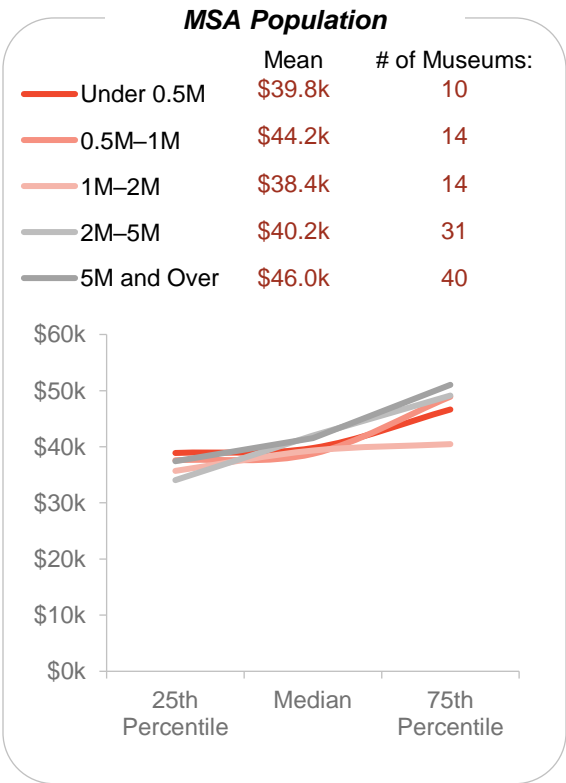
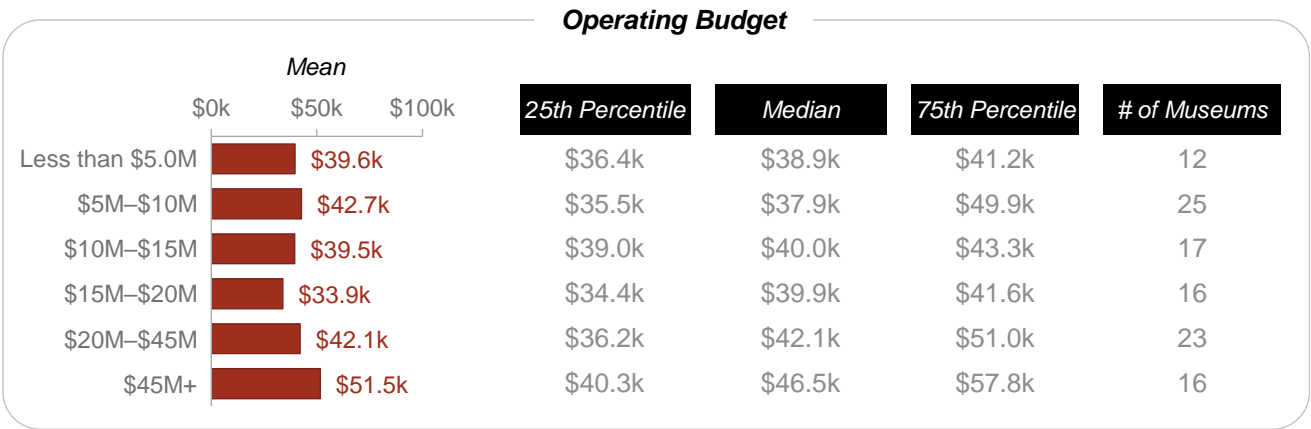
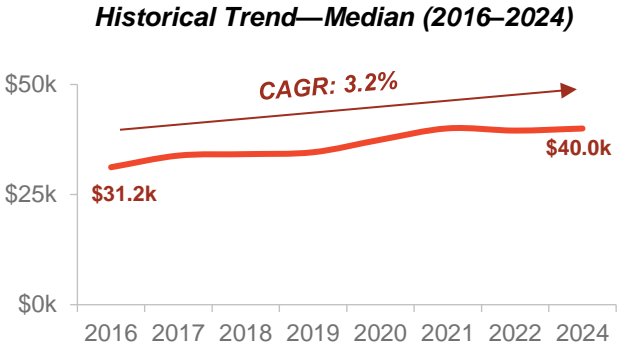
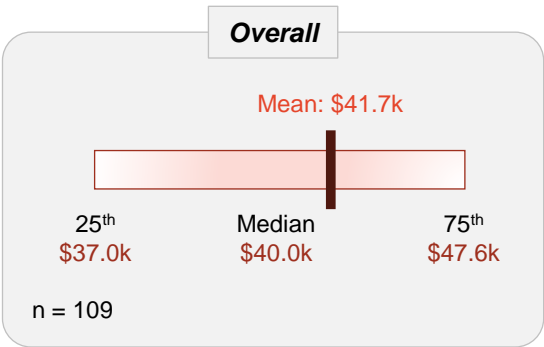
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	New York	\$60.6k	\$74.5k	\$94.9k	\$75.2k	13
State	California	\$53.4k	\$61.6k	\$76.6k	\$69.3k	15
State	Florida	\$47.0k	\$52.0k	\$55.4k	\$50.2k	6
State	Ohio	\$47.7k	\$48.8k	\$49.9k	\$51.3k	5
State	Texas	\$49.0k	\$52.0k	\$60.6k	\$57.1k	8
City	New York	\$62.7k	\$84.0k	\$93.1k	\$85.6k	7
City	Washington, D.C.	Small sample (n = less than 5)				

# Museum Security Officer / Museum Security Guard



Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff. Serves as ambassador to visitors, answering questions, providing information and directions.





# 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. Serves as ambassador to visitors, answering questions, providing information and directions.*

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$32.3k	\$36.3k	\$45.7k	\$36.1k	23
Midwest	1.00	\$37.6k	\$39.8k	\$42.6k	\$38.8k	17
Mountain Plains	1.02	\$33.0k	\$37.5k	\$40.6k	\$32.6k	14
New England	1.12	\$34.8k	\$42.1k	\$44.9k	\$42.1k	14
Southeast	1.04	\$32.9k	\$35.8k	\$36.5k	\$37.3k	17
Western	1.17	\$33.9k	\$39.6k	\$46.3k	\$42.3k	21

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

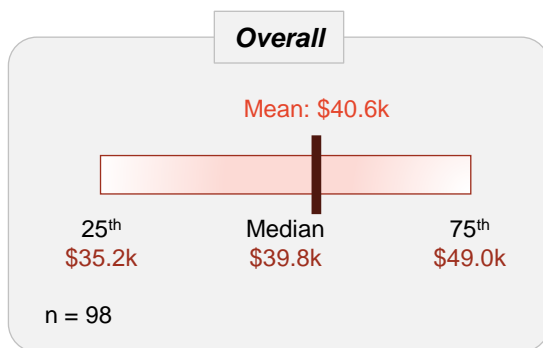
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	New York	\$43.8k	\$54.0k	\$58.6k	\$54.6k	12
State	California	\$38.3k	\$43.3k	\$52.9k	\$43.4k	15
State	Florida	\$31.6k	\$37.1k	\$37.9k	\$47.1k	6
State	Ohio	\$37.6k	\$38.0k	\$38.3k	\$38.4k	5
State	Texas	\$29.7k	\$38.5k	\$41.4k	\$31.0k	10
City	New York	\$43.6k	\$51.6k	\$55.0k	\$49.4k	7
City	Washington, D.C.	Small sample (n = less than 5)				

# Visitor Services Associate

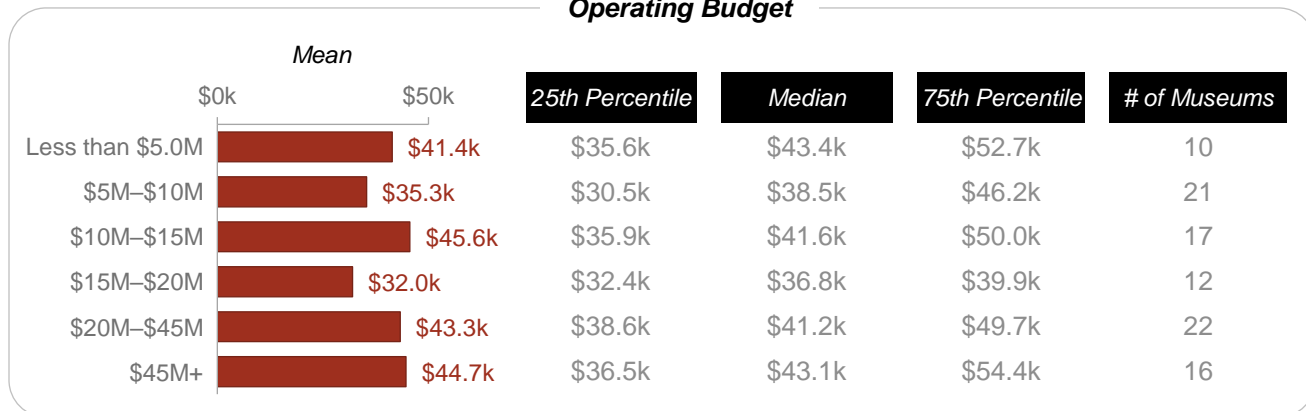
[Alt: Visitor Services Representative, Visitor Experience Associate, Guest Services Officer]



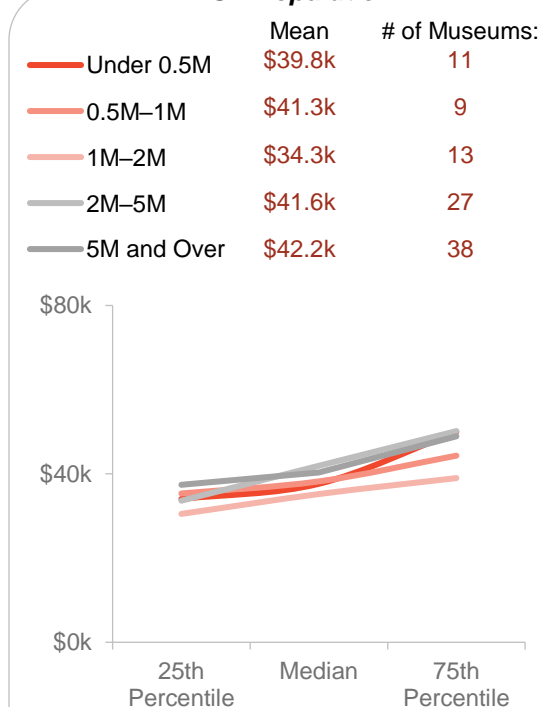
*Front-line floor staff welcoming visitors to the museum, selling admissions and memberships, and answering visitor questions/providing customer service.*



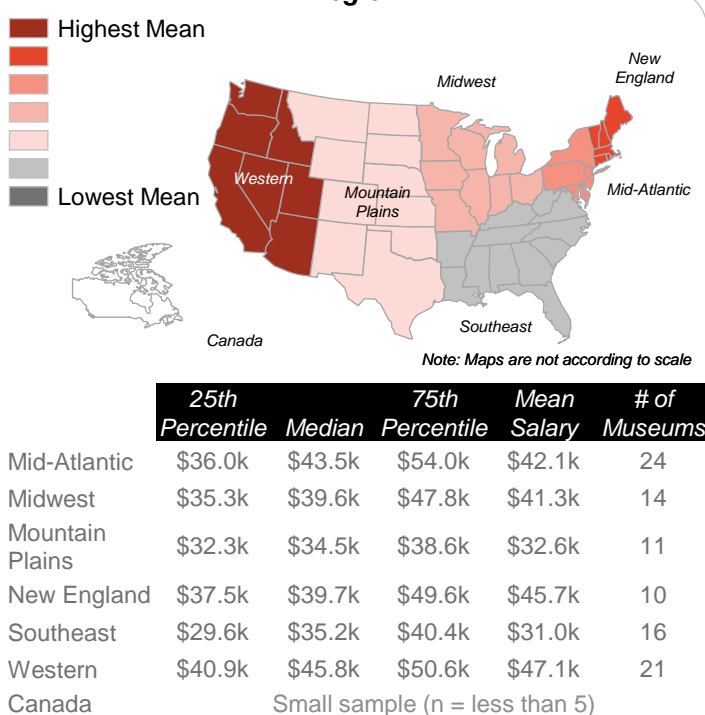
## Operating Budget



## MSA Population



## Region



# Visitor Services Associate

[Alt: Visitor Services Representative, Visitor Experience Associate, Guest Services Officer]



**Front-line floor staff welcoming visitors to the museum, selling admissions and memberships, and answering visitor questions/providing customer service.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$31.5k	\$38.1k	\$47.3k	\$37.0k	24
Midwest	1.00	\$35.3k	\$39.6k	\$47.8k	\$41.3k	14
Mountain Plains	1.02	\$31.7k	\$33.8k	\$37.8k	\$32.0k	11
New England	1.12	\$33.5k	\$35.4k	\$44.3k	\$40.8k	10
Southeast	1.04	\$28.5k	\$33.8k	\$38.9k	\$29.8k	16
Western	1.17	\$34.9k	\$39.1k	\$43.3k	\$40.2k	21

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

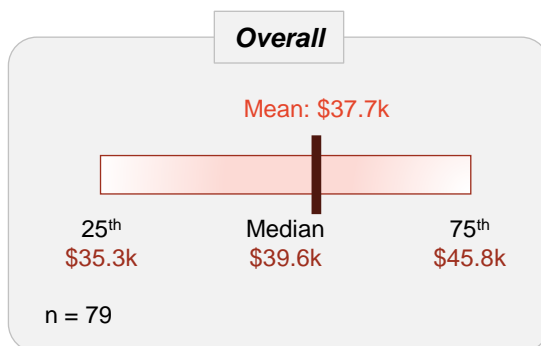
## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	New York	\$41.0k	\$44.9k	\$55.4k	\$48.5k	14
State	California	\$36.5k	\$39.2k	\$52.1k	\$41.3k	14
State	Florida	\$9.9k	\$39.7k	\$41.4k	\$28.4k	6
State	Ohio	\$35.5k	\$41.3k	\$50.0k	\$43.2k	5
State	Texas	\$32.3k	\$32.8k	\$36.5k	\$29.9k	7
City	New York	Small sample (n = less than 5)				
City	Washington, D.C.	Small sample (n = less than 5)				

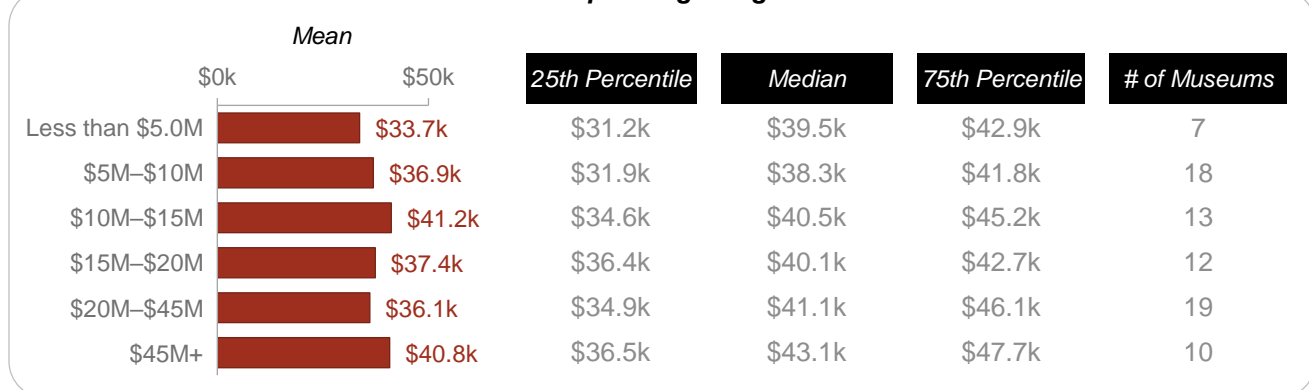
# Custodian / Housekeeper / Cleaner (NEW)



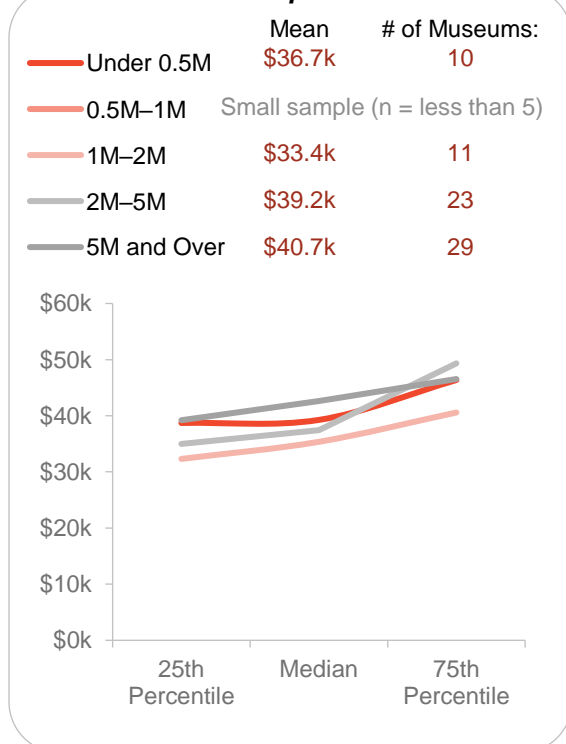
*Clean and maintain the museum buildings, including public and staff areas, using standardized practices and procedures.*



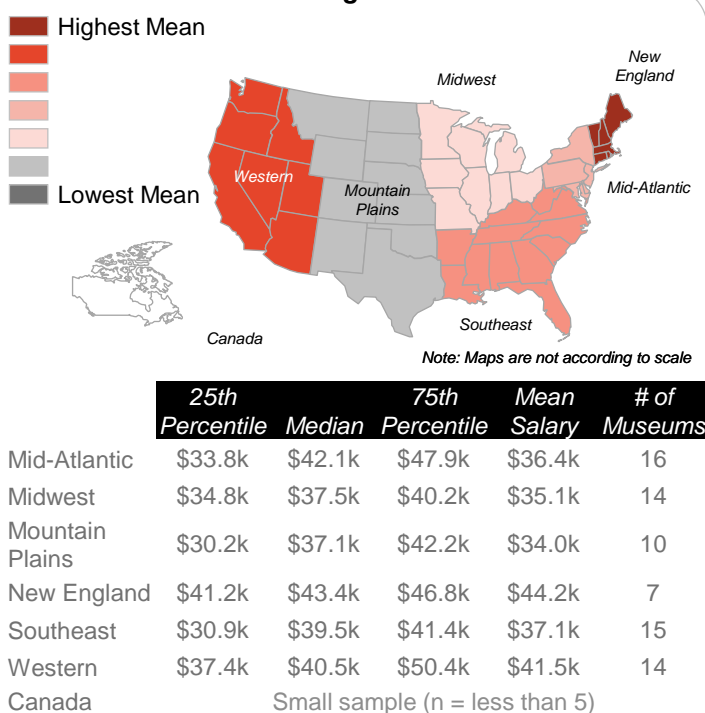
## Operating Budget



## MSA Population



## Region



# Custodian / Housekeeper / Cleaner (NEW)



**Clean and maintain the museum buildings, including public and staff areas, using standardized practices and procedures.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$29.7k	\$36.9k	\$42.0k	\$31.9k	16
Midwest	1.00	\$34.8k	\$37.5k	\$40.2k	\$35.1k	14
Mountain Plains	1.02	\$29.7k	\$36.3k	\$41.4k	\$33.3k	10
New England	1.12	\$36.8k	\$38.8k	\$41.8k	\$39.5k	7
Southeast	1.04	\$29.7k	\$38.0k	\$39.8k	\$35.7k	15
Western	1.17	\$32.0k	\$34.6k	\$43.1k	\$35.5k	14

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	New York	\$40.3k	\$48.9k	\$52.5k	\$46.9k	7
State	California	\$40.7k	\$44.2k	\$48.3k	\$42.3k	12
State	Florida	\$18.3k	\$39.6k	\$41.4k	\$37.4k	7
State	Ohio	\$34.6k	\$35.6k	\$37.6k	\$32.0k	5
State	Texas	\$29.7k	\$37.4k	\$43.7k	\$33.6k	8
City	New York	\$46.3k	\$48.3k	\$53.4k	\$50.5k	6
City	Washington, D.C.	Small sample (n = less than 5)				

# University Museum Salary Comparisons by Designation



Designation	25th Percentile	Median	75th Percentile	Mean	# of Museums
Director	\$207.1k	\$263.5k	\$328.7k	\$281.6k	45
Deputy Director	\$109.8k	\$142.8k	\$169.3k	\$146.4k	30
Chief Operating Officer/ Chief Administrative Officer	\$140.5k	\$168.1k	\$190.9k	\$168.2k	10
Chief of Staff (NEW)	\$68.7k	\$70.0k	\$75.0k	\$77.6k	5
Assistant to Director/ Executive Assistant	\$56.8k	\$65.6k	\$73.9k	\$67.2k	38
Chief Financial Officer (NEW)	\$116.9k	\$125.2k	\$150.8k	\$135.5k	10
Controller (Formerly Director of Finance/Finance A)	\$110.1k	\$124.2k	\$142.0k	\$147.7k	9
Business Operations Specialist (Formerly Assistant Director of Finance/Finance B)	\$62.1k	\$68.6k	\$90.5k	\$78.1k	14
Accountant (NEW)	\$54.7k	\$66.3k	\$82.7k	\$67.0k	12
Finance Administrator (NEW)	\$52.0k	\$66.4k	\$73.3k	\$64.3k	17
Chief Development Officer (Formerly Director of Development)	\$111.9k	\$143.9k	\$171.9k	\$148.6k	20
Director of Development (Formerly Director, Planned Giving/Institutional Giving)	\$72.6k	\$100.3k	\$136.4k	\$110.6k	12
Development Manager or Officer (Formerly Grant Manager/ Institutional Giving Manager)	\$65.0k	\$76.8k	\$89.4k	\$81.2k	25
Development Associate/ Development Coordinator	\$52.3k	\$60.6k	\$71.5k	\$62.1k	17
Membership Assistant/ Development Assistant	\$42.1k	\$52.4k	\$58.5k	\$52.3k	14
Director of Special Events (NEW)	Small sample (n = less than 5)				
Special Events Manager/ Event Planner	\$47.5k	\$58.1k	\$68.5k	\$59.5k	24
Human Resources Director	\$94.4k	\$128.0k	\$156.0k	\$136.0k	5

# University Museum Salary Comparisons by Designation



Designation	25th Percentile	Median	75th Percentile	Mean	# of Museums
Human Resources Manager (NEW)	Small sample (n = less than 5)				
Director of Information Systems/ Chief Information Officer	\$99.6k	\$103.0k	\$130.0k	\$123.3k	5
Systems Manager / Technology Director	\$73.3k	\$94.2k	\$112.2k	\$93.9k	14
Digital Content Manager (Formerly New Media Manager and Web Manager)	\$60.8k	\$66.6k	\$89.0k	\$74.7k	23
Digital Media Producer/ Social Media Producer (NEW)	\$46.1k	\$51.8k	\$56.2k	\$54.6k	14
Director of External Affairs	\$87.2k	\$102.0k	\$109.7k	\$119.6k	10
Marketing Director	\$67.3k	\$87.4k	\$103.4k	\$94.3k	26
Public Relations Officer	\$56.9k	\$64.9k	\$83.3k	\$69.1k	14
Museum Store Manager	\$55.2k	\$66.9k	\$74.7k	\$65.8k	16
Museum Store Associate/ Sales Clerk (NEW)	Small sample (n = less than 5)				
Volunteer Coordinator	\$45.6k	\$51.3k	\$56.2k	\$50.9k	5
Director of Visitor Experience (NEW)	\$61.7k	\$71.1k	\$89.6k	\$76.9k	14
Chief Curator / Director of Curatorial Affairs	\$117.1k	\$130.2k	\$153.9k	\$142.0k	30
Senior Curator / Curator of Special Collections Area	\$85.3k	\$92.4k	\$118.7k	\$101.1k	31
Exhibition Project Manager (Formerly Curator of Exhibitions / Curator C)	\$75.2k	\$80.0k	\$85.2k	\$80.3k	18
Associate Curator	\$63.6k	\$70.7k	\$80.9k	\$76.0k	26
Assistant Curator	\$55.0k	\$65.0k	\$72.2k	\$64.6k	15
Curatorial Assistant	\$44.8k	\$49.2k	\$63.0k	\$51.6k	29

# University Museum Salary Comparisons by Designation



Designation	25th Percentile	Median	75th Percentile	Mean	# of Museums
Director of Exhibitions (NEW)	\$84.5k	\$93.1k	\$100.3k	\$95.4k	18
Photographer	\$64.4k	\$71.2k	\$80.4k	\$70.3k	13
Director of Education/ Curator of Education	\$78.6k	\$86.0k	\$116.2k	\$95.7k	37
Education Program Manager (Formerly Associate Educator / Educator B)	\$56.5k	\$64.1k	\$81.1k	\$69.3k	34
Education Program Associate (Formerly Assistant Educator/ Educator C)	\$53.1k	\$56.1k	\$59.7k	\$55.8k	16
Education Assistant	\$41.1k	\$45.6k	\$62.7k	\$51.2k	18
Teaching Artist/ Instructor (NEW)	Small sample (n = less than 5)				
Director of Public Programs (NEW)	\$87.1k	\$104.3k	\$127.2k	\$107.9k	11
Community Engagement Manager (NEW)	\$55.7k	\$67.3k	\$82.8k	\$70.3k	11
Associate Curator of Academic and Campus Engagement (NEW)	\$60.0k	\$72.1k	\$88.6k	\$72.6k	13
Head Registrar	\$66.0k	\$79.6k	\$85.8k	\$81.3k	43
Associate Registrar	\$55.2k	\$64.9k	\$81.3k	\$67.7k	26
Assistant Registrar	\$49.7k	\$56.5k	\$62.4k	\$58.0k	22
Head Librarian	\$61.8k	\$72.0k	\$89.5k	\$78.9k	6
Associate Librarian	Small sample (n = less than 5)				
Assistant Librarian	Small sample (n = less than 5)				
Chief Conservator	\$113.2k	\$150.9k	\$155.3k	\$133.8k	11
Senior Conservator	\$108.3k	\$113.0k	\$120.2k	\$112.5k	7



# University Museum Salary Comparisons by Designation



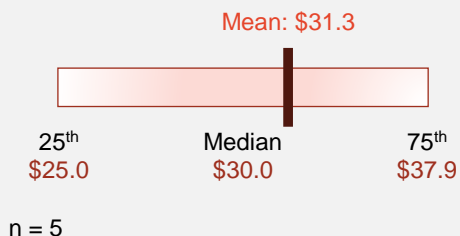
Designation	25th Percentile	Median	75th Percentile	Mean	# of Museums
Associate Conservator	\$76.2k	\$80.8k	\$82.3k	\$80.6k	8
Assistant Conservator (NEW)	\$53.9k	\$61.3k	\$64.5k	\$61.3k	8
Exhibition Designer	\$65.6k	\$84.0k	\$94.2k	\$80.5k	13
Chief Preparator	\$63.1k	\$71.9k	\$90.6k	\$74.3k	32
Associate Preparator	\$49.3k	\$54.8k	\$65.2k	\$58.9k	26
Assistant Preparator (NEW)	\$48.3k	\$58.9k	\$67.6k	\$59.3k	15
Editor / Director of Publications	\$82.8k	\$88.4k	\$104.0k	\$95.0k	10
Graphic Designer	\$57.5k	\$68.8k	\$75.9k	\$69.5k	19
Facilities Director / Building Manager / Operations Manager	\$76.6k	\$90.6k	\$112.8k	\$97.7k	19
Engineering Manager/ Facilities Manager	\$55.4k	\$67.5k	\$81.3k	\$70.6k	8
Facilities Technician (NEW)	\$43.5k	\$51.8k	\$62.6k	\$53.4k	13
Chief of Security	\$63.5k	\$75.2k	\$85.7k	\$74.8k	20
Security Manager/ Security Coordinator (NEW)	\$45.3k	\$58.2k	\$63.7k	\$57.8k	23
Museum Security Officer/ Museum Security Guard	\$38.1k	\$40.8k	\$53.6k	\$45.9k	22
Visitor Service Associate	\$42.7k	\$51.8k	\$61.5k	\$51.9k	18
Custodian/Housekeeper/Cleaner (NEW)	\$37.5k	\$40.3k	\$46.2k	\$36.9k	6

# Part-Time Profiles

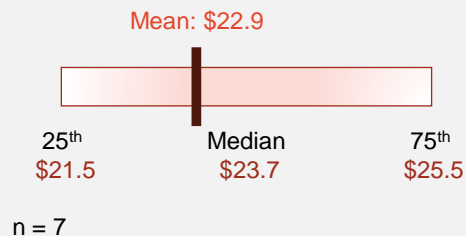


*All figures given are hourly rates.*

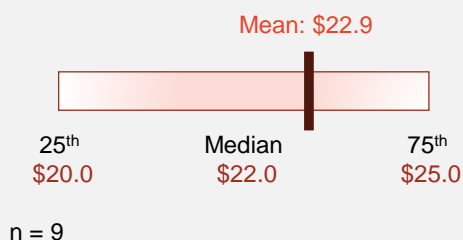
## Assistant to Director/ Executive Assistant



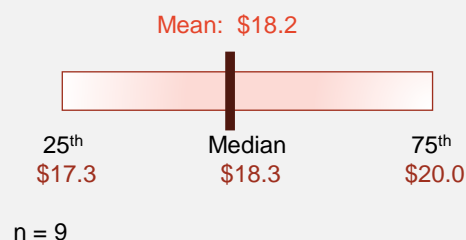
## Development Associate/ Development Coordinator



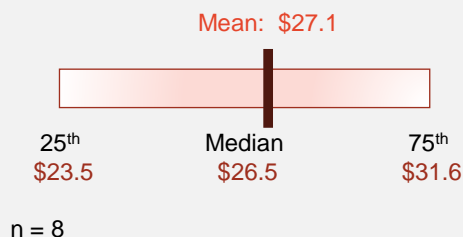
## Membership Assistant/ Development Assistant



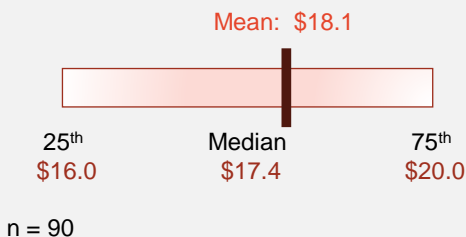
## Special Events Manager/ Event Planner



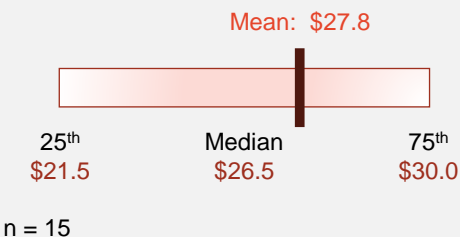
## Museum Store Manager



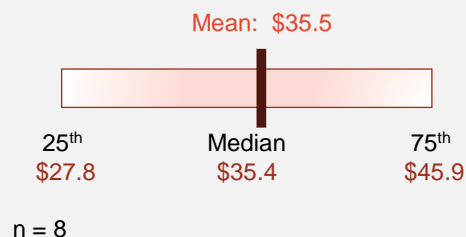
## Museum Store Associate/ Sales Clerk



## Curatorial Assistant



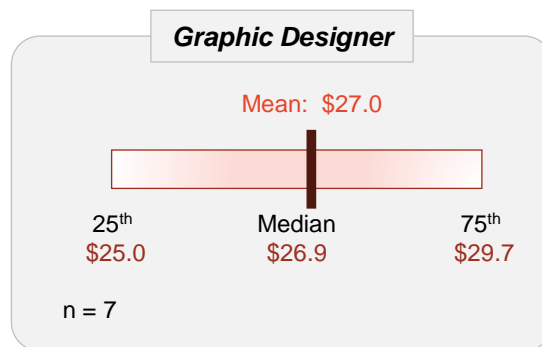
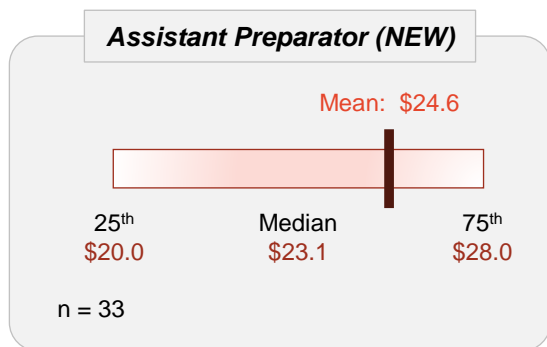
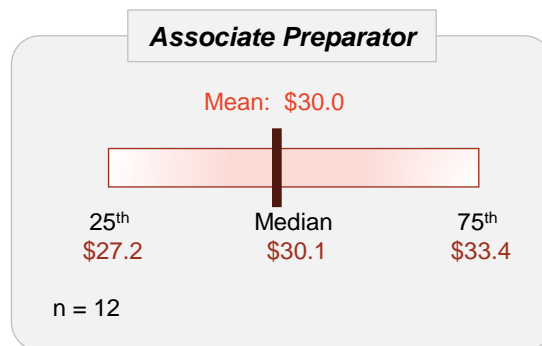
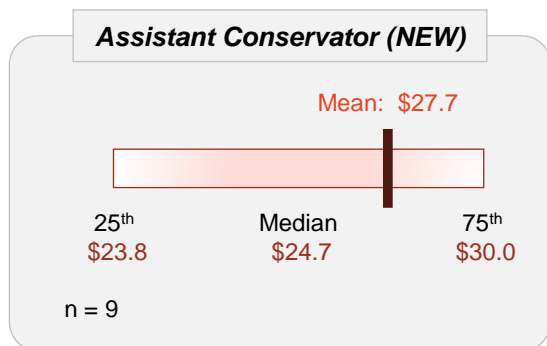
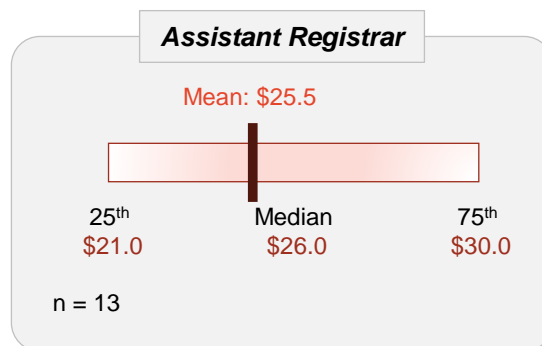
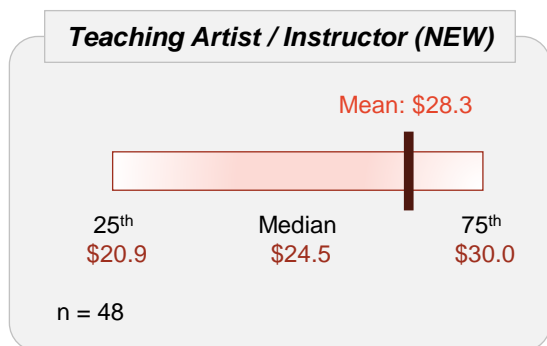
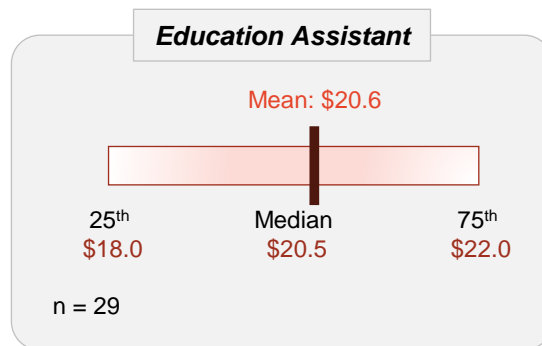
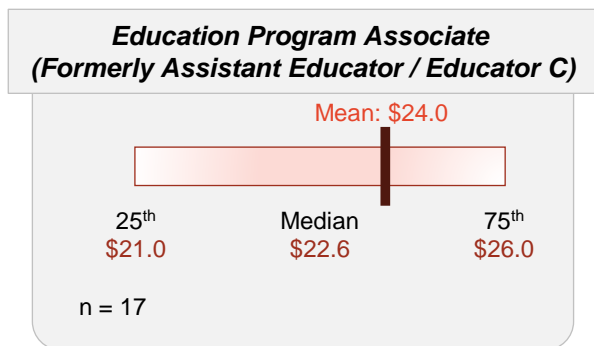
## Photographer



# Part-Time Profiles



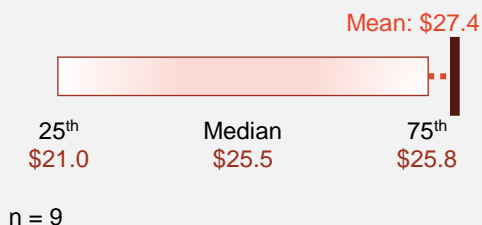
*All figures given are hourly rates.*



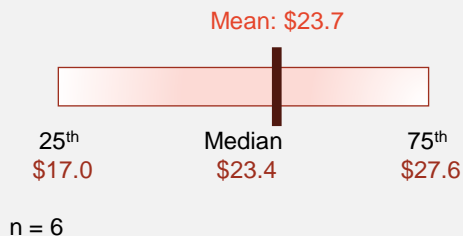
# Part-Time Profiles

*All figures given are hourly rates.*

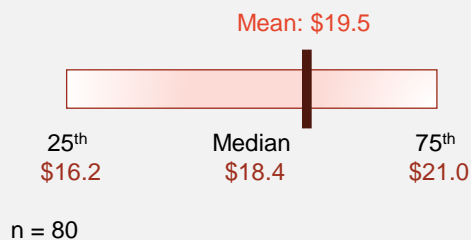
## Facilities Technician (NEW)



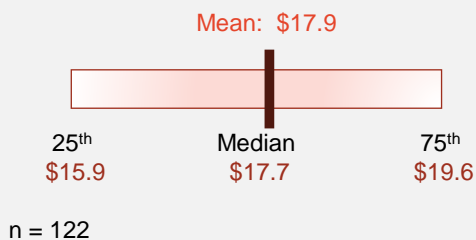
## Security Manager/ Security Coordinator (NEW)



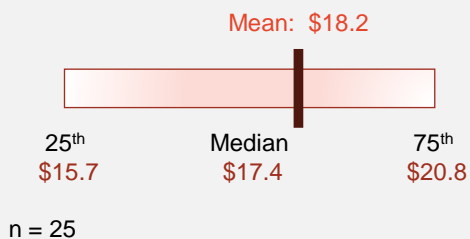
## Museum Security Officer / Museum Security Guard



## Visitor Service Associate



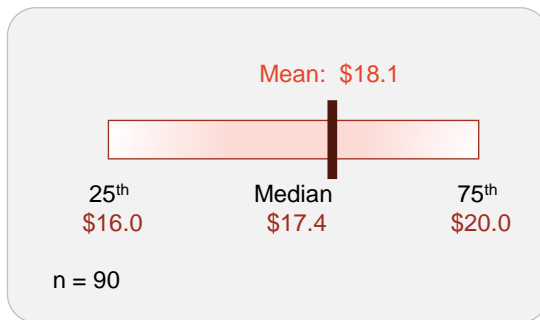
## Custodian / Housekeeper / Cleaner (NEW)



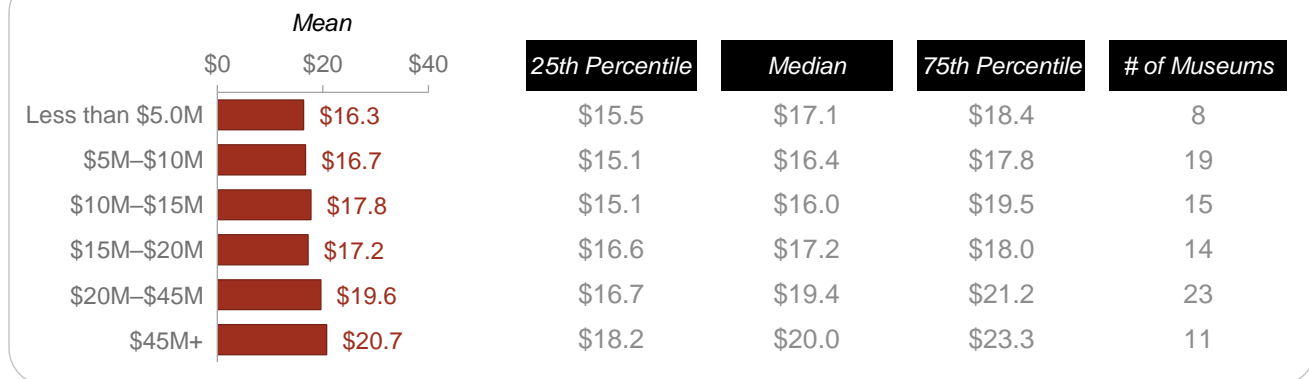
# Museum Store Associate / Sales Clerk (NEW) [Part-time]



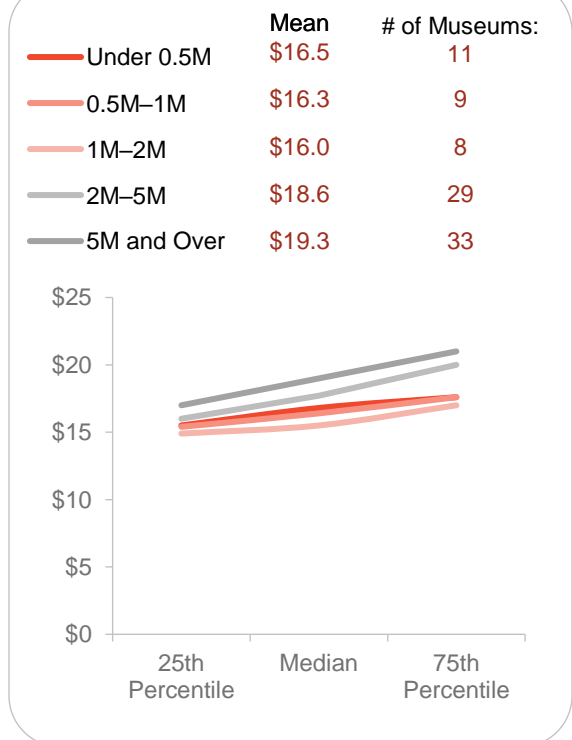
**Responsible for selling merchandise while providing customer service to store visitors, and maintaining an attractive retail environment.**



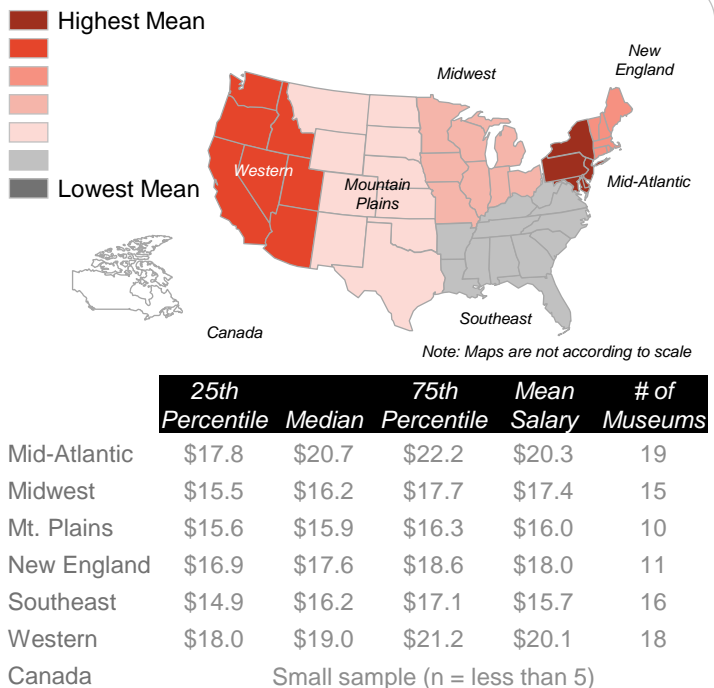
## Operating Budget



## MSA Population



## Region



## Museum Store Associate / Sales Clerk (NEW) [Part-time]



**Responsible for selling merchandise while providing customer service to store visitors, and maintaining an attractive retail environment.**

### Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$15.57	\$18.13	\$19.51	\$17.83	19
Midwest	1.00	\$15.47	\$16.21	\$17.68	\$17.42	15
Mountain Plains	1.02	\$15.26	\$1.04	\$15.66	\$1.02	10
New England	1.12	\$15.13	\$1.17	\$15.97	\$1.13	11
Southeast	1.04	\$14.30	\$1.13	\$15.10	\$1.04	16
Western	1.17	\$15.39	\$1.23	\$17.21	\$1.17	18

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

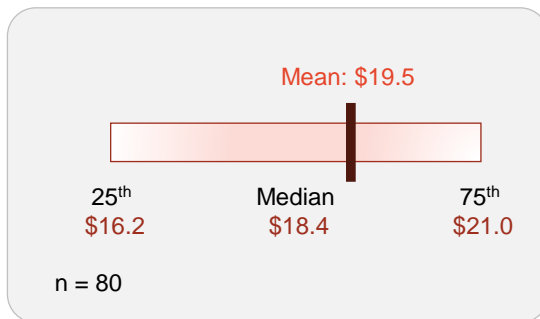
### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$18.7	\$19.5	\$20.6	\$20.5	12
State	New York	\$19.8	\$21.0	\$23.0	\$21.6	12
State	Florida	\$15.6	\$16.3	\$16.7	\$16.1	7
State	Ohio	\$15.6	\$16.7	\$17.4	\$16.1	6
State	Texas	\$15.4	\$15.8	\$16.2	\$15.6	7
City	New York	\$20.8	\$21.8	\$24.6	\$22.6	8
City	Washington, D.C.	Small sample (n = less than 5)				

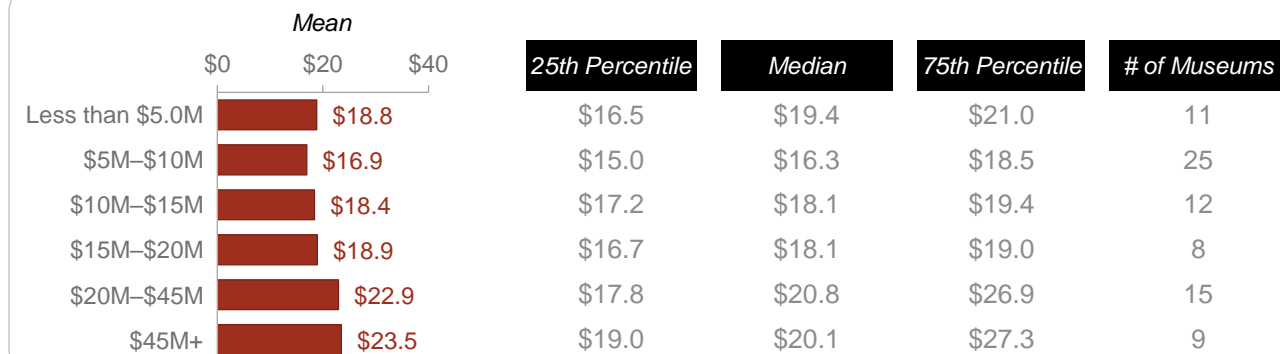
# Museum Security Officer / Museum Security Guard [Part-time]



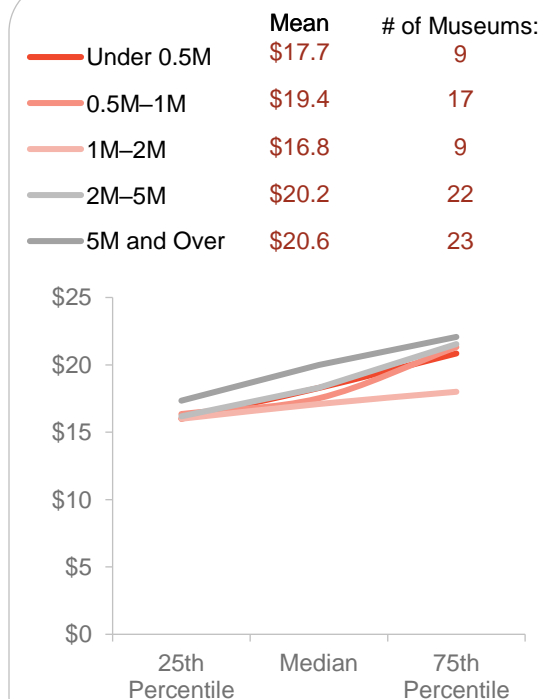
*Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff. Serves as ambassador to visitors, answering questions, providing information and directions.*



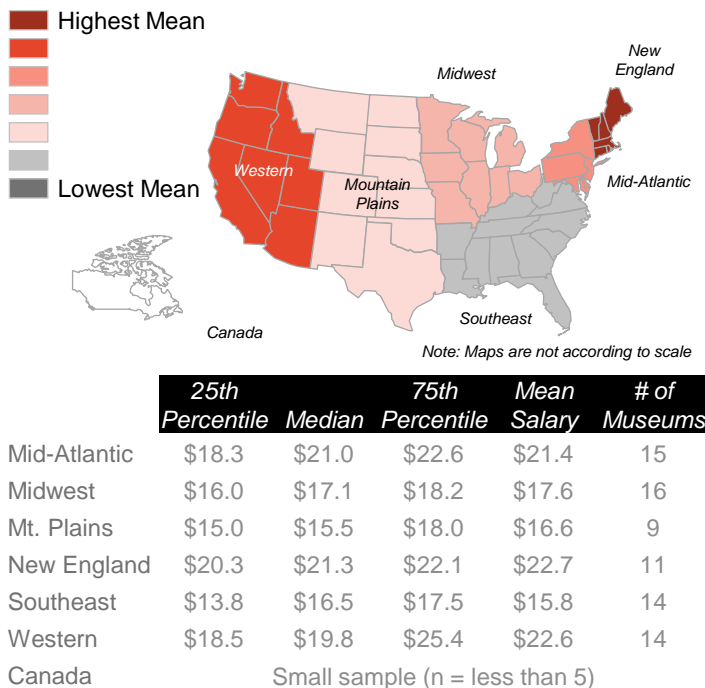
## Operating Budget



## MSA Population



## Region



# 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. Serves as ambassador to visitors, answering questions, providing information and directions.*

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
<b>Mid-Atlantic</b>	1.14	\$16.1	\$18.4	\$19.8	\$18.7	15
<b>Midwest</b>	1.00	\$16.0	\$17.1	\$18.2	\$17.6	16
<b>Mountain Plains</b>	1.02	\$14.7	\$15.2	\$17.6	\$16.3	9
<b>New England</b>	1.12	\$18.2	\$19.0	\$19.8	\$20.2	11
<b>Southeast</b>	1.04	\$13.3	\$15.8	\$16.8	\$15.2	14
<b>Western</b>	1.17	\$15.8	\$17.0	\$21.7	\$19.3	14

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$19.0	\$19.8	\$27.6	\$23.9	10
State	New York	\$18.3	\$21.1	\$22.6	\$21.4	11
State	Florida	\$16.3	\$16.5	\$17.7	\$16.6	6
State	Ohio	\$15.8	\$16.2	\$17.5	\$16.7	6
State	Texas	\$14.5	\$15.4	\$15.8	\$15.7	7
City	New York	Small sample (n = less than 5)				
City	Washington, D.C.	Small sample (n = less than 5)				

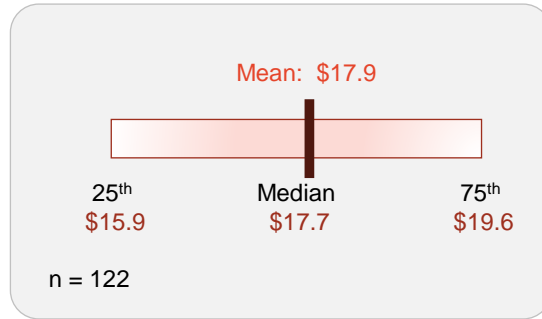


# Visitor Service Associate [Part-time]

[Alt: Visitor Services Representative, Visitor Experience Associate, Guest Services Officer]



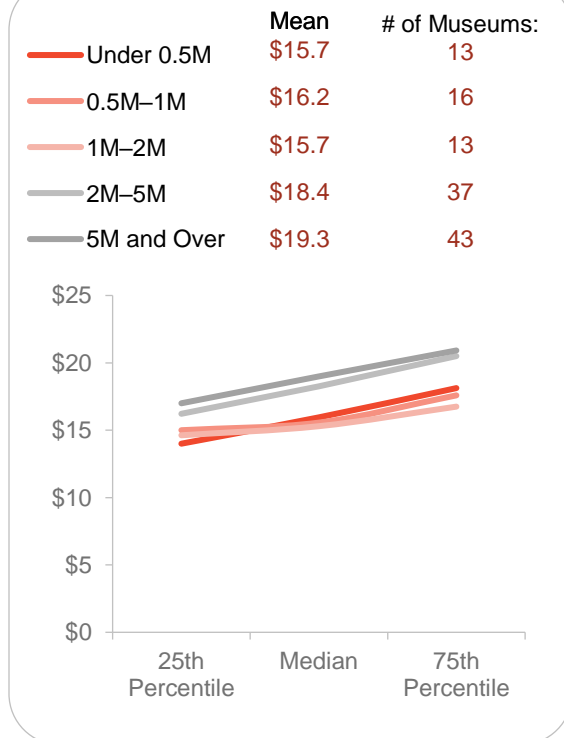
*Front-line floor staff welcoming visitors to the museum, selling admissions and memberships, and answering visitor questions/providing customer service.*



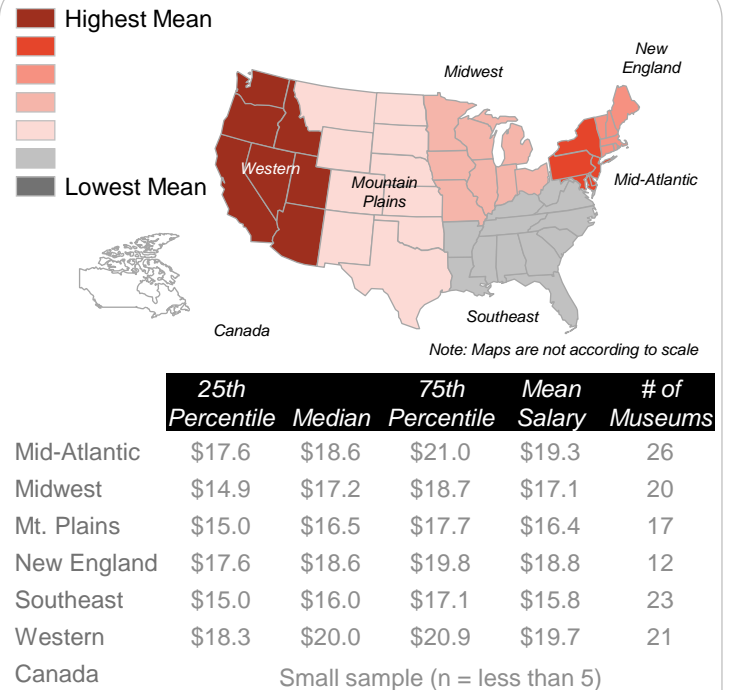
## Operating Budget



## MSA Population



## Region



# Visitor Service Associate [Part-time]

[Alt: Visitor Services Representative, Visitor Experience Associate, Guest Services Officer]



**Front-line floor staff welcoming visitors to the museum, selling admissions and memberships, and answering visitor questions/providing customer service.**

## Regional salaries adjusted for cost of living (U.S. only)

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.14	\$15.5	\$16.3	\$18.4	\$16.9	26
Midwest	1.00	\$14.9	\$17.2	\$18.7	\$17.1	20
Mountain Plains	1.02	\$14.7	\$16.1	\$17.4	\$16.1	17
New England	1.12	\$15.7	\$16.6	\$17.7	\$16.8	12
Southeast	1.04	\$14.4	\$15.3	\$16.4	\$15.2	23
Western	1.17	\$15.6	\$17.1	\$17.9	\$16.9	21

*Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided by the adjustment factor. For more details refer to the Survey Definitions section.*

## City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$19.0	\$20.3	\$20.9	\$20.6	14
State	New York	\$18.2	\$21.0	\$23.0	\$20.5	13
State	Florida	\$15.5	\$16.8	\$17.8	\$16.5	10
State	Ohio	\$15.0	\$17.5	\$17.9	\$17.1	5
State	Texas	\$15.3	\$16.4	\$17.3	\$16.1	10
City	New York	\$21.0	\$22.3	\$23.4	\$22.3	8
City	Washington, D.C.	Small sample (n = less than 5)				

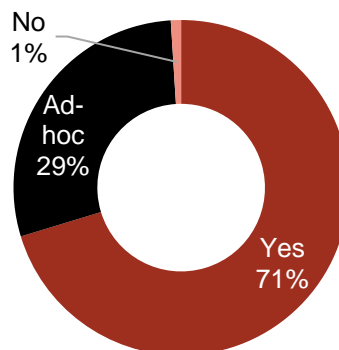


## ANALYSIS OF INTERN HOURLY PAY

### ***Distribution of Museums Employing Interns***

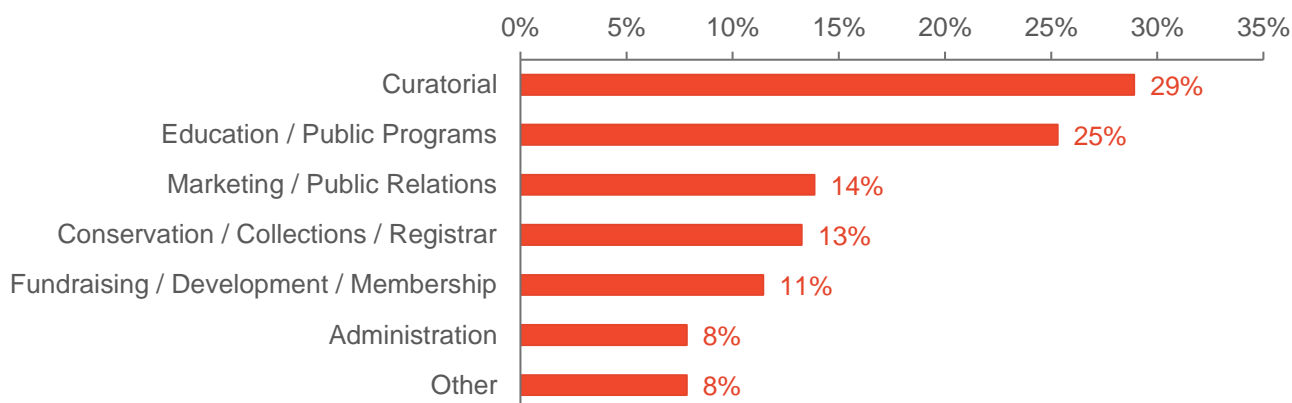
*Percentages based on responses from 166 museums.*

*All but one responding museum reported employing interns, though only 71% do so regularly, with the remainder engaging interns on an ad hoc, as-needed basis.*



### ***Distribution of Museums Employing Interns by Department***

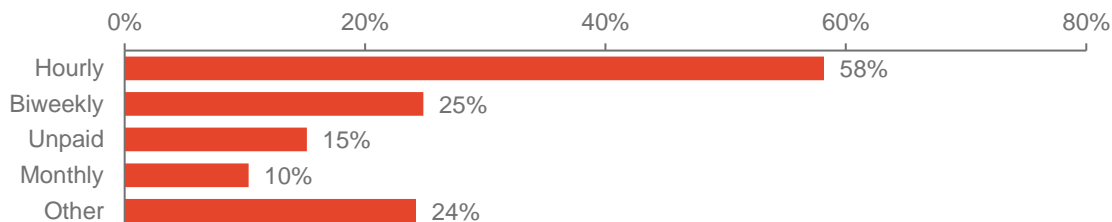
*Percentages based on responses from 166 museums.*



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

### ***Distribution of Museums by Intern Compensation Method***

*Percentages based on responses from 165 museums.*



*NOTE: Museums can indicate more than one basis for intern compensation. Thus, total of all responses exceeds 100%.*

*Among institutions indicating other, some listed travel and housing allowances as means of compensation.*



## ANALYSIS OF INTERN HOURLY PAY

### *Distribution of Museums by Governance and Number of Interns Employed per Year*

	<b>Private, non-profit</b>	<b>Government</b>	<b>College or University</b>
Less than 5	50.0%	27.3%	54.8%
5 to 10	20.7%	9.1%	14.3%
10 to 20	18.1%	54.5%	19.0%
20 to 30	5.2%	9.1%	4.8%
30 to 40	3.4%	0.0%	2.4%
40+	2.6%	0.0%	4.8%
n =	116	11	42

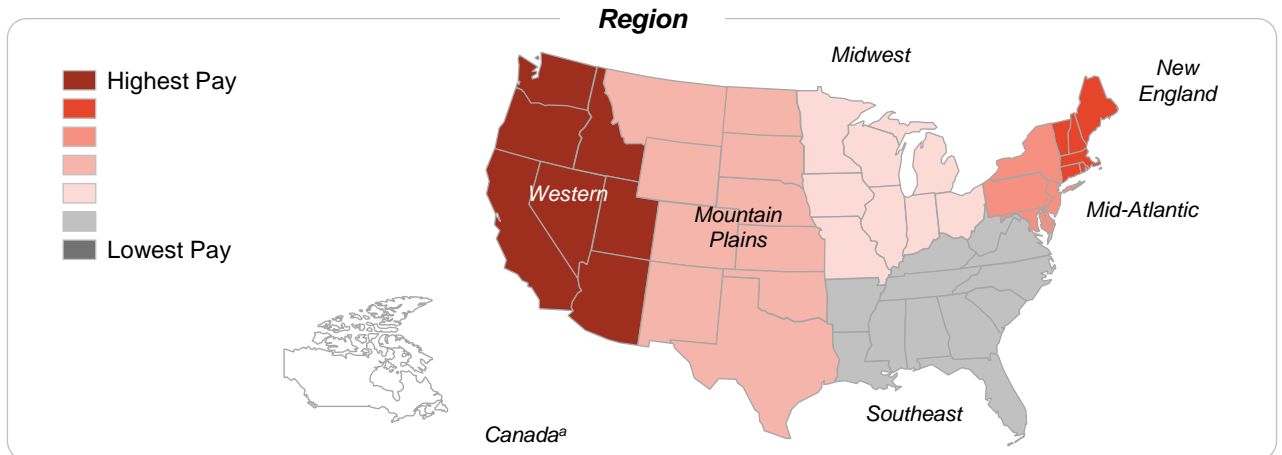
### *Distribution of Museums by Annual Operating Budget and No of Interns Employed per Year*

	<b>Less than 5M</b>	<b>\$5M– \$10M</b>	<b>\$10M– \$15M</b>	<b>\$15M– \$20M</b>	<b>\$20M– \$45M</b>	<b>More than \$45M</b>
Less than 5	62%	68%	63%	53%	21%	0%
5 to 10	18%	20%	29%	29%	18%	11%
10 to 20	6%	7%	8%	12%	38%	44%
20 to 30	6%	0%	0%	6%	15%	11%
30 to 40	9%	0%	0%	0%	6%	11%
40+	0%	5%	0%	0%	3%	22%
n =	34	41	24	17	34	18



## ANALYSIS OF INTERN HOURLY PAY

Percentages based on responses from 110 museums.



Region	Median Pay	National/ Regional Benchmark <sup>b</sup>
Overall	\$16.50	\$17.04
Western	\$17.28	\$20.50
New England	\$17.00	\$19.50
Mid-Atlantic	\$16.75	\$17.50
Midwest	\$16.50	\$15.80
Mountain Plains	\$16.00	\$16.50
Southeast	\$15.00	\$14.80

Industry	Average Pay <sup>c</sup>
Tech	\$22.11
Finance	\$20.51
Professional Services	\$16.84
Education	\$16.62
Museums	\$16.50
Healthcare	\$16.38
Retail	\$16.11
Government	\$16.12

(a) Canada was excluded from the intern pay analysis due to insufficient sample size

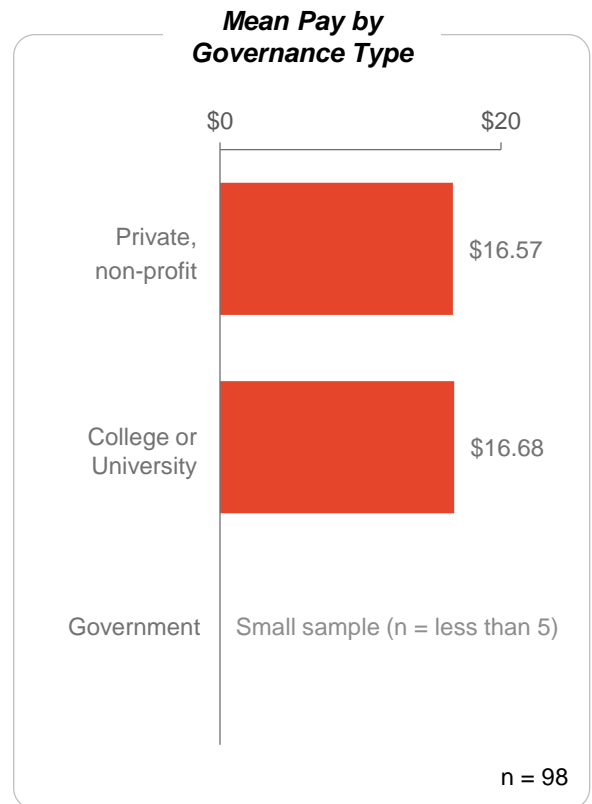
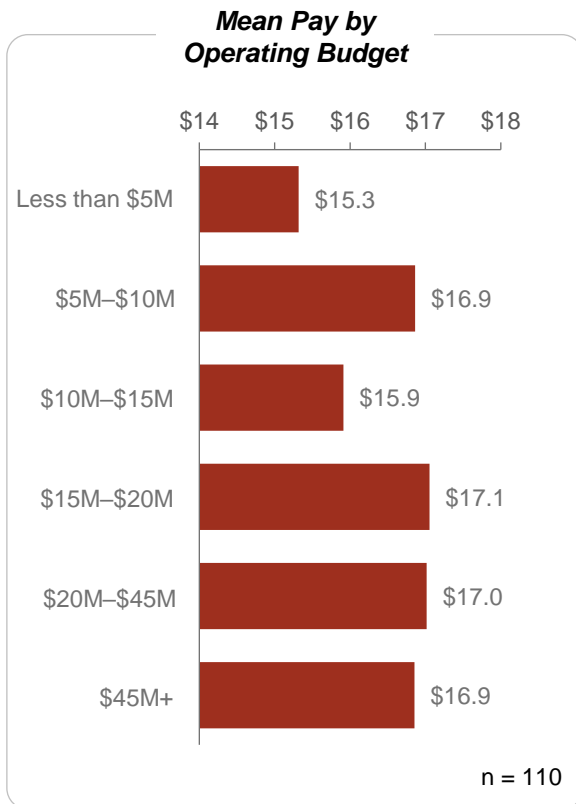
(b) Median hourly intern pay across industries both nationally and within specific regions in the U.S.

(c) Mean/ average hourly intern pay by industry across regions within the U.S.

Source: ZipRecruiter/ Zippia Industry Data



## ANALYSIS OF INTERN HOURLY PAY



### City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$17.1	\$17.6	\$19.5	\$18.0	10
State	New York	\$15.9	\$16.8	\$17.3	\$17.1	12
State	Florida	\$16.0	\$16.5	\$17.0	\$16.3	5
State	Ohio	\$15.0	\$16.0	\$18.8	\$18.9	7
State	Texas	\$15.0	\$15.0	\$17.3	\$16.1	7
City	New York	\$17.0	\$18.0	\$19.0	\$18.4	5
City	Washington, D.C.	Small sample (n = less than 5)				

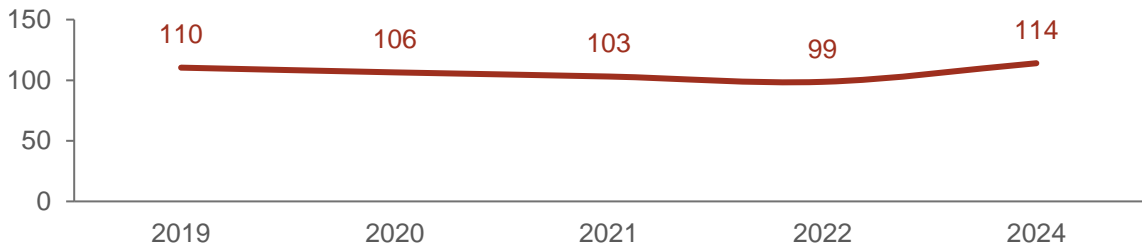
Source: CashNet USA Intern pay analysis, with inputs from Chegg Internships & Zippia



## TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

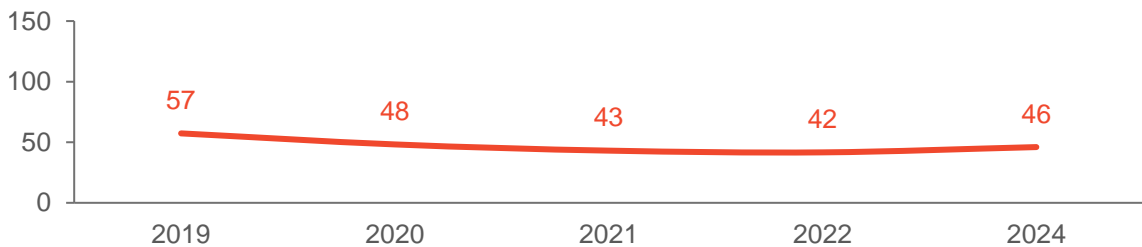
### **Average Number of Full Time Employees by Year**

*Percentages based on responses from 189 museums.*



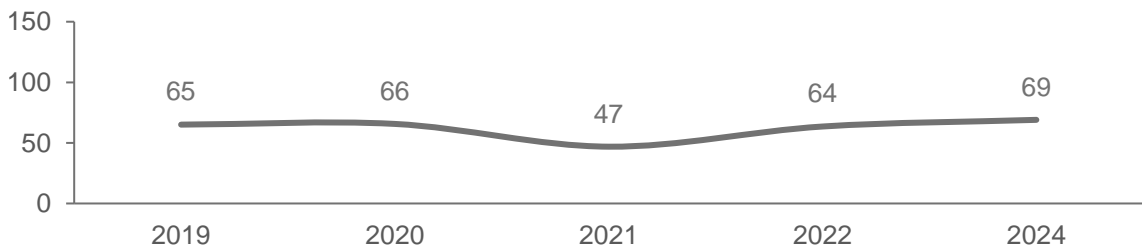
### **Average Number of Part Time Employees by Year**

*Percentages based on responses from 182 museums.*



### **Average Number of Independent Contractors by Year**

*Percentages based on responses from 128 museums.*



After a steady decline in the average number of full-time employees from 2019 to 2022, 2024 showed a rebound—up 15% from the 2022 survey. The average number of part-time employees saw only a marginal increase and remains below 2019 levels. Over the same period, the average number of independent contractors has remained relatively stable.

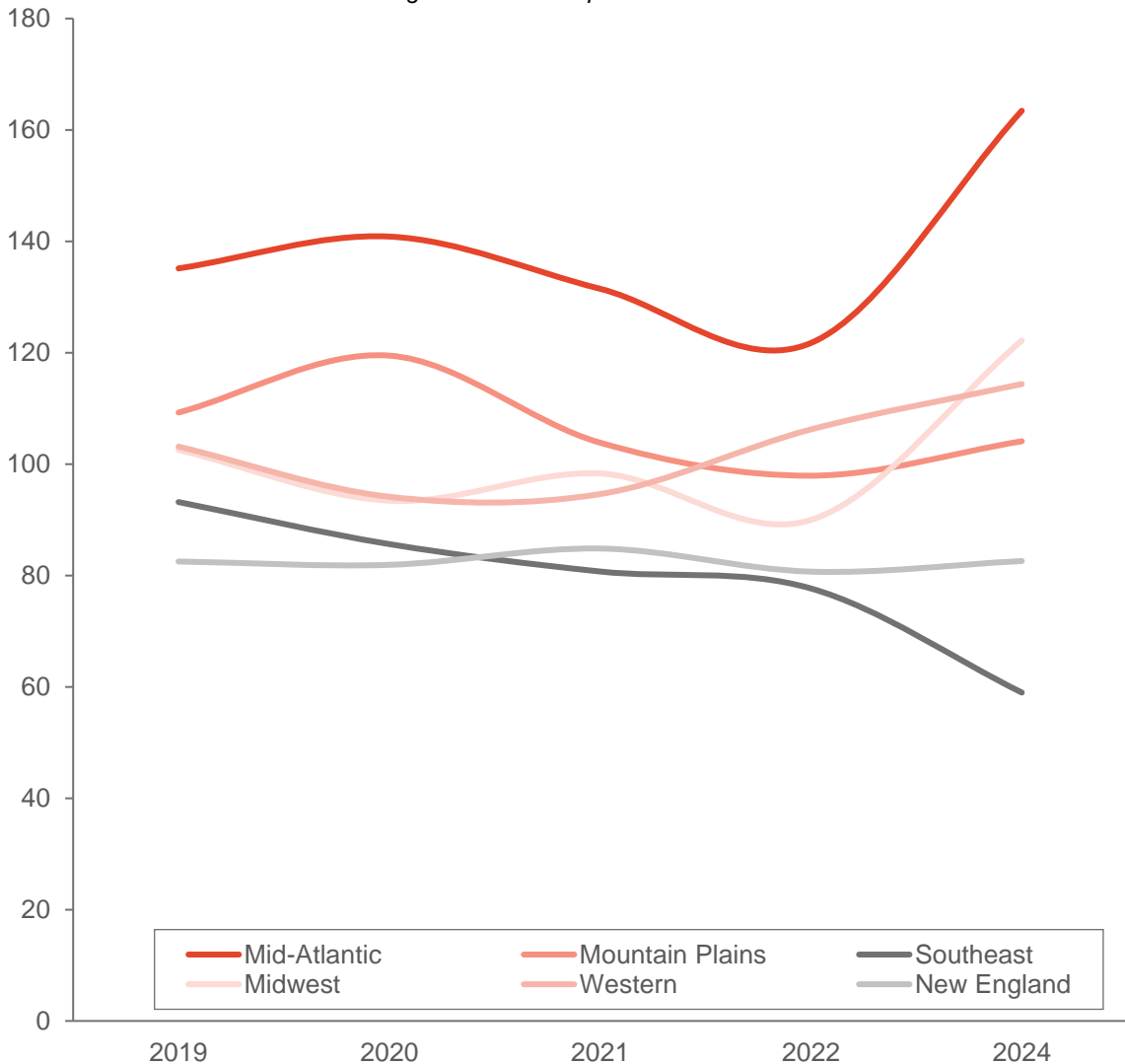
35 of the museums surveyed employed more than 100 independent contractors—up from 29 in 2022—of which 9 employed more than 250—increasing from just 5 during the previous period.



## TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

### *Average Number of Full Time Employees by Region*

*Percentages based on responses from 189 museums.*



*Overall, the average number of full-time employees increased, led by growth in the Mid-Atlantic and Midwest, but accompanied by a notable decrease in the Southeast.*

Note (1): Museums in Canada have been excluded due to the small sample size.

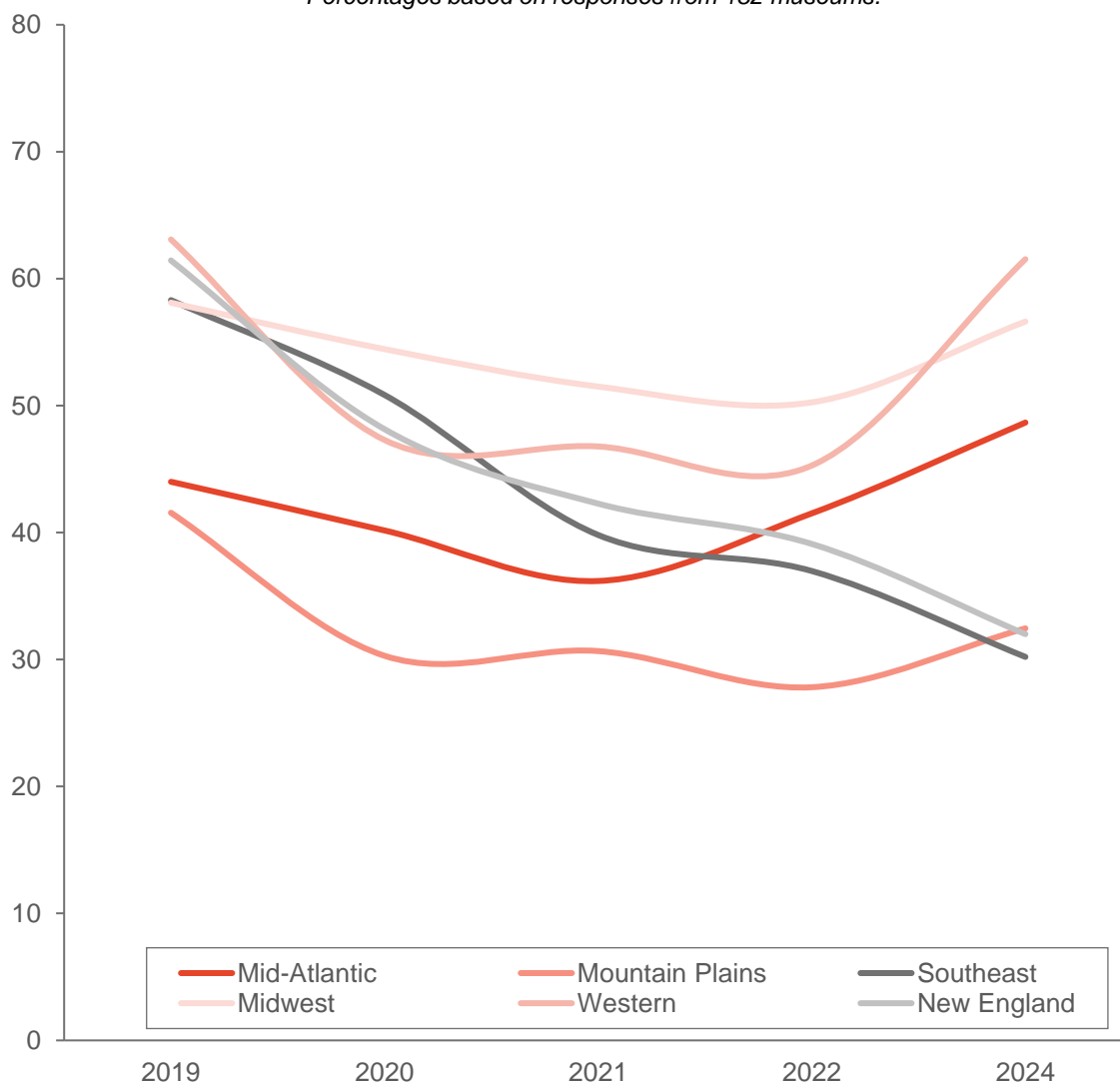




## TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

### *Average Number of Part Time Employees by Region*

*Percentages based on responses from 182 museums.*



*In general, the average number of part-time employees has begun to stabilize, though it remains below 2019 levels. Notable increases were seen in the Western and Mid-Atlantic regions, while declines occurred in New England and the Southeast.*

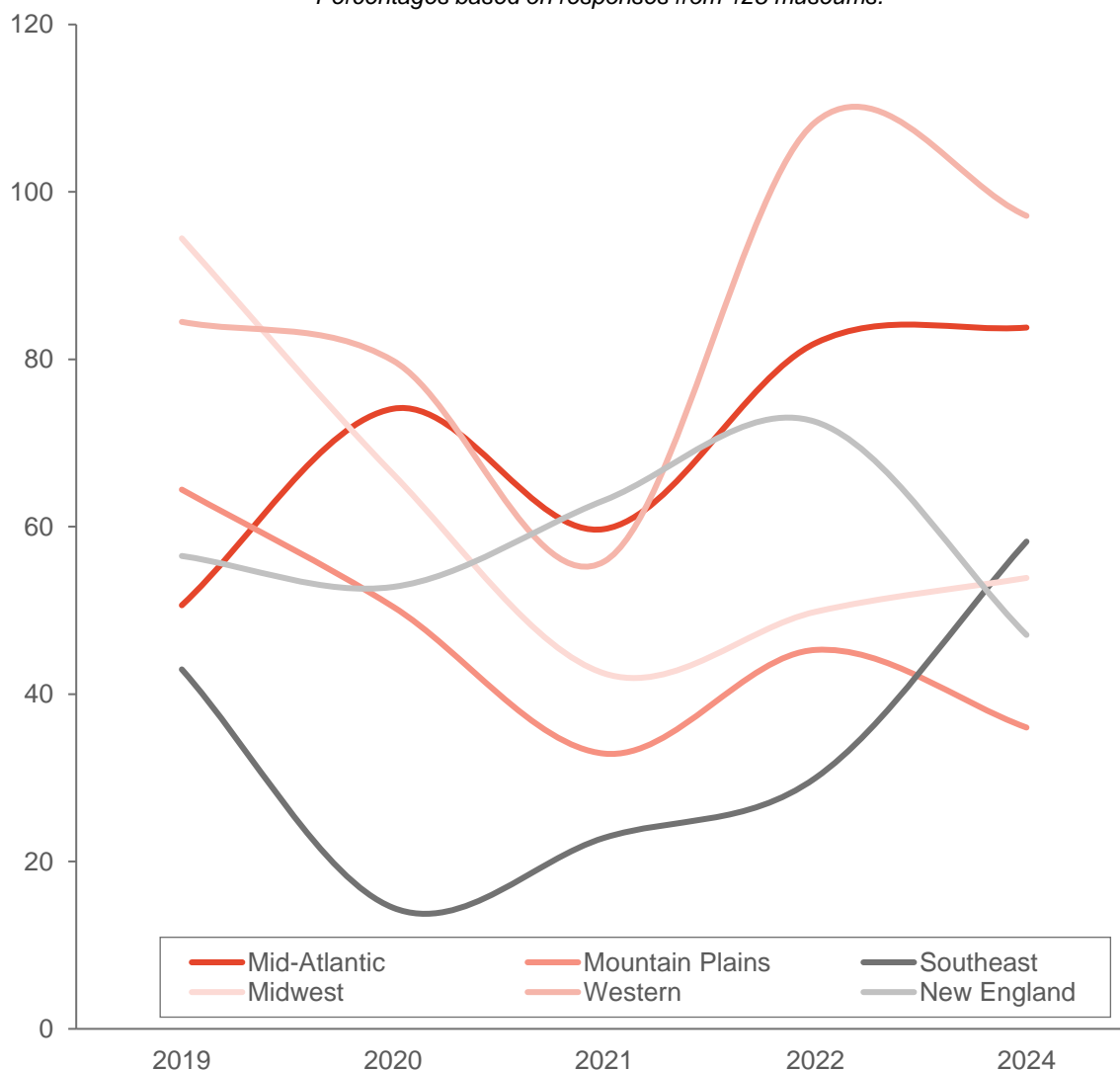
Note (1): Museums in Canada have been excluded due to the small sample size.



## TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

### *Average Number of Independent Contractors by Region*

*Percentages based on responses from 128 museums.*



*The average number of independent contractors nearly doubled in the Southeast, while the largest declines occurred among museums in the Mountain Plains and Western regions.*

Note (1): Museums in Canada have been excluded due to the small sample size.



## TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

### *Average Number of Full Time Employees by Budget*

*Percentages based on responses from 188 museums.*



*The average number of full-time employees has remained relatively flat across budget sizes, though larger museums (budgets \$20M+) saw an increase following a decline in 2022. In contrast, museums with budgets between \$15M-\$20M experienced a dip in 2024 after an increase between 2021-2022.*

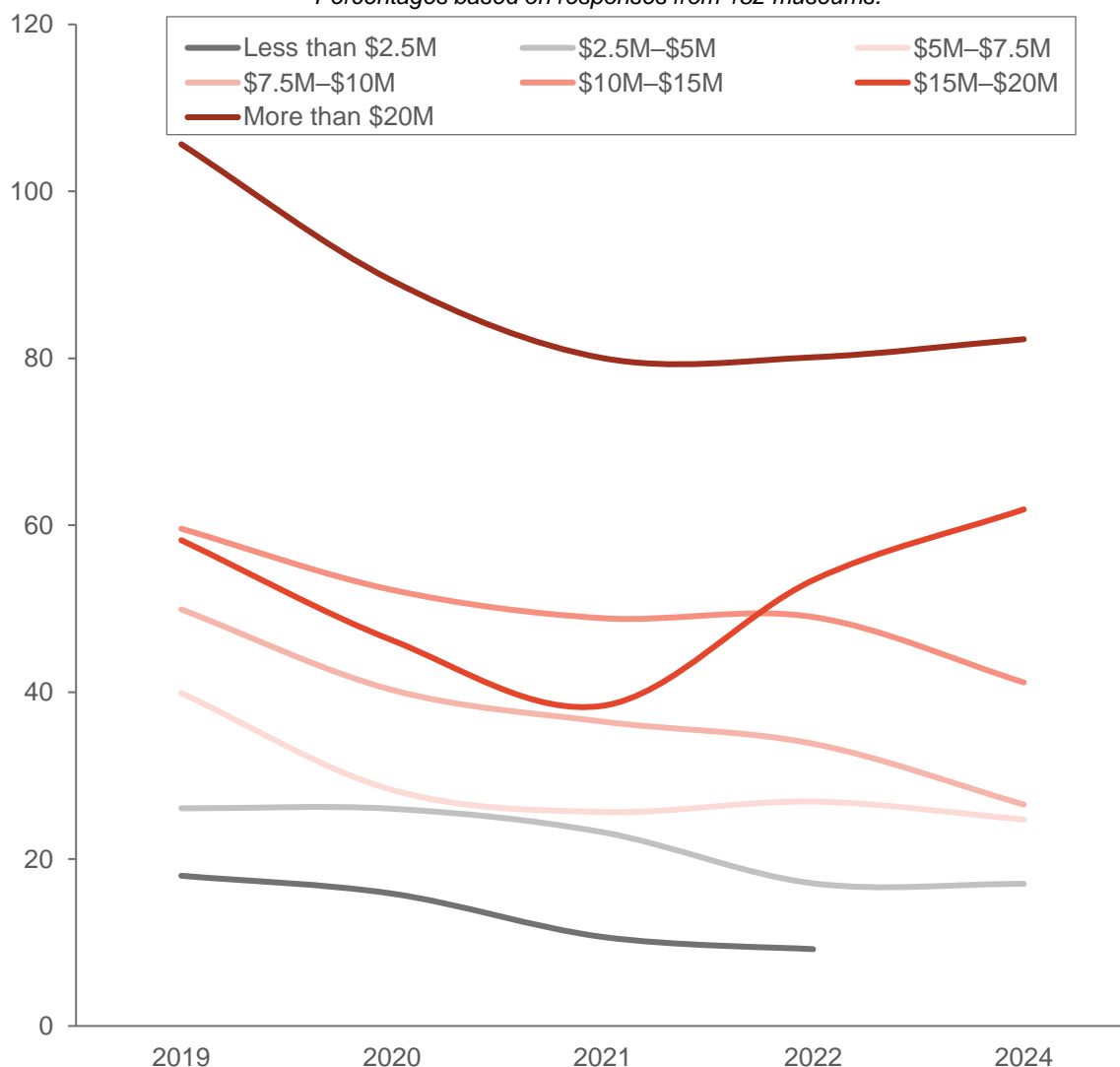
Note: Analysis could not be done for museums with budgets under \$2.5M in 2024 due to small sample size.



## TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

### *Average Number of Part Time Employees by Budget*

*Percentages based on responses from 182 museums.*



*Museums with budgets between \$5M and \$15M saw declines in the average number of part-time employees, while larger museums recorded notable increases, with those in the \$15M–\$20M range exceeding 2019*

Note: Analysis could not be done for museums with budgets under \$2.5M in 2024 due to small sample size.



## TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

### ***Average Number of Independent Contractors by Budget***

*Percentages based on responses from 128 museums.*



*Overall, the average number of independent contractors declined after peaking in 2022, particularly among the largest museums.*

Note: Analysis could not be done for museums with budgets under \$2.5M in 2024 due to small sample size.

## Appendix

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### *Salary Survey 2025 Job Descriptions and Alternate Titles*

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P1	<b>Director/ Executive Director/ Chief Executive Officer</b>	<ul style="list-style-type: none"> <li>Provides visionary leadership and strategic direction for the organization, ensuring its mission, sustainability, and impact. Directs the daily work activities of the organization. Accountable for the successful execution of organizational programs, policies and procedures. Responsible for overseeing the effective utilization of the organization's financial and human resources. responsible for professional practices such as acquisitions, deaccessioning, preservation, research interpretation and presentation. Reports to the Board of Directors.</li> </ul>
P2	<b>Deputy Director</b>	<ul style="list-style-type: none"> <li>Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum. May direct the daily activities of one or more major program or support function of the organization. Responsible for budget, personnel, and operations within designated area of responsibility.</li> </ul>
P3	<b>Chief Operating Officer/ Chief Administrative Officer</b>	<ul style="list-style-type: none"> <li>Responsible for overseeing the operations of the museum. This may include but is not limited to services (including service contracts), purchasing, IT, and facilities/building maintenance. Supervises several administrative and operational professionals.</li> </ul>
P4	<b>Chief of Staff (NEW)</b>	<ul style="list-style-type: none"> <li>Facilitates effective communication and decision-making between the Director's Office; the museum's leadership team; all staff; and Trustees. Effectively manages the Director's priorities and schedule. May provide strategic advisory, administrative and organizational support to the Director. May supervise other members of the Director's office.</li> </ul>
P5	<b>Assistant to Director/ Executive Assistant</b>	<ul style="list-style-type: none"> <li>Manages daily office operations of Director, ensuring seamless execution of administrative functions, allowing the director to focus on strategic priorities.</li> </ul>
P6	<b>Chief Financial Officer (NEW)</b>	<ul style="list-style-type: none"> <li>Directs and supports the museum's full range of financial and accounting functions, consulting and advising on all financial issues, compliance, and risk management. Oversight responsibilities include but are not limited to organizational budget, accounts receivable, accounts payable, payroll, and grants administration. Head of the Finance department. May liaise with investments or investment committee of the board.</li> </ul>
P7	<b>Controller (Formerly Director of Finance/ Finance A)</b>	<ul style="list-style-type: none"> <li>Manages and directs activities involving finance. May include investment management, accounting, budgeting for the museum, and audit responsibility (external audit and/or annual internal audits). May interpret accounting reports to management and board. May supervise members of accounting and/or finance departments.</li> </ul>

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P8	<b>Business Operations Specialist (Formerly Assistant Director of Finance / Finance B)</b>	<ul style="list-style-type: none"> <li>Provides information and insights in support of business decision making across the organization. Develops and refines the tools necessary to promote fiscal responsibility in the organization. Responsible for conducting primary and secondary research and analysis of various financial and operating data. May perform some accounting functions. May report to Controller or Chief Financial Officer.</li> <li><b>Alt: Business Analyst</b></li> </ul>
P9	<b>Accountant (NEW)</b>	<ul style="list-style-type: none"> <li>Performs various professional accounting duties including maintenance and analysis of accounting records, preparation of accounting schedules, reports and financial statements; prepares journal entries and reconciles ledger accounts; ensures compliance with organization's policies, procedures and contracts.</li> </ul>
P10	<b>Finance Administrator (NEW)</b>	<ul style="list-style-type: none"> <li>Processes a variety of accounting transactions. Depending on department size, may work across full range of accounting transactions, or, may have a specific area of responsibility reflected in their title (accounts payable, accounts receivable, payroll, etc). Maintains accounting files in accordance with department procedures. Performs related general clerical duties and provide other support for accounting or finance staff.</li> <li><b>Alt: Accounts Payable Administrator/Accounts Receivable Administrator/Payroll Administrator</b></li> </ul>
P11	<b>Chief Development Officer (Formerly Director of Development / Development A)</b>	<ul style="list-style-type: none"> <li>Responsible for successfully overseeing the museum's fundraising strategy program and ensuring that the development department reaches or surpasses annual income goals. Areas of oversight include but are not limited to membership, grants, capital campaigns, government funding, and special fundraising events. Head of Development department.</li> <li><b>Alt: Chief Advancement Officer, Senior Director, Development</b></li> </ul>
P12	<b>Director of Development (Formerly Director, Planned Giving/ Institutional Giving)</b>	<ul style="list-style-type: none"> <li>Directs development programs and activities of the organization. Depending on department size, may work across full range of development areas, or, may have a specific area of responsibility reflected in their title (Institutional Giving, Grants, Membership, Capital Campaigns, etc.) Establishes overall strategy and policies to obtain regularly scheduled donations from supporting organizations and individuals. Supervises Development staff.</li> <li><b>Alt: Director of Membership, Director of Institutional Giving, Director of Capital Campaigns</b></li> </ul>



# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P13	<b>Development Officer or Manager</b>  <b>(Formerly Grant Manager / Institutional Giving Manager / Development B)</b>	<ul style="list-style-type: none"> <li>Manages one or more development function, depending on department/institution size; may work across full range of development areas, or, may have a specific area of responsibility reflected in their title (Institutional Giving, Grants, Membership, etc.). Responsible for writing grants and/or proposals in according with their function or functions. Reports to Director of Development or Chief Development Officer. May manage junior Development staff.</li> <li><b>Alt: Membership Officer, Institutional Giving Officer, Grant Officer</b></li> </ul>
P14	<b>Development Associate/ Development Coordinator</b>	<ul style="list-style-type: none"> <li>Coordinates fundraising activities either across development functions or with focus on one development function, depending on department and institution sizes, in support of more senior Development staff.</li> </ul>
P15	<b>Development Assistant (Formerly Membership Assistant)</b>	<ul style="list-style-type: none"> <li>Provides administrative support for the Development Department. Depending on department size, may work across full range of development areas, or, may have a specific area of responsibility reflected in their title (Institutional Giving, Grants, Membership, etc.). Oversees maintenance of Development department records. Provides support in planning and executing special fundraising events.</li> <li><b>Alt: Institutional Giving Assistant, Grants Assistant, Membership Assistant</b></li> </ul>
P16	<b>Director of Special Events (NEW)</b>	<ul style="list-style-type: none"> <li>Oversees strategy, planning, coordination, and execution of a diverse range of in-person events for the museum including but not limited to exhibition openings, donor cultivation and stewardship events, and other externally-focused programs. Effectively collaborates with multiple departments for successful event execution. May oversee museum's facility rental program. Manages Special Events staff.</li> </ul>
P17	<b>Special Events Manager/ Event Planner</b>	<ul style="list-style-type: none"> <li>Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals. Responsible for event planning, run-of-show on site at all events, and post-event evaluation. May support museum's facility rental program, including marketing rental program to corporations, travel-tourism industry, and other appropriate customers.</li> </ul>
P18	<b>Human Resources Director</b>	<ul style="list-style-type: none"> <li>Oversees key strategic human resources functions—including talent acquisition, total rewards, professional development, employee relations, labor relations and performance management—tailored to the institution's needs. May be responsible for establishing personnel policies, procedures and practices, as well as overall Human Resources strategy. Head of Human Resources.</li> <li><b>Alt: Chief Human Resources Officer, Chief People Officer, Director of HR and Employee Engagement</b></li> </ul>

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P19	<b>Human Resources Manager/ Manager of People and Culture (NEW)</b>	<ul style="list-style-type: none"> <li>Manages one or more functions in the human resources department (depending on institution/department size) such as employment, compensation, benefits, training/professional development, employee relations, and performance management. Participates in the development and implementation of new policies and practices. May manage more junior Human Resources department staff.</li> </ul>
P20	<b>Director of Information Systems/ Chief Information Officer</b>	<ul style="list-style-type: none"> <li>Responsible for overall vision and coordination of the museum's information and communications systems and the integration of computer and new communication technology into the museum's programs. Supervises of one or several technology professionals.</li> <li><b>Alt: Chief Digital Officer</b></li> </ul>
P21	<b>Systems Manager / Technology Director</b>	<ul style="list-style-type: none"> <li>Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies, such as web sites and interactive gallery kiosks. May involve supervision of subordinate staff and/or volunteers.</li> </ul>
P22	<b>Digital Content Manager (Formerly two roles: New Media Manager and Web Manager)</b>	<ul style="list-style-type: none"> <li>Responsible for overseeing development, management, and content of the museum's online presence, including but not limited to website, social media platforms, and mobile apps. Oversee strategy and best practices for search engine optimization. May work in conjunction with technology and/or marketing staff.</li> <li><b>Alt: Digital Media Specialist, Digital Communications Coordinator</b></li> </ul>
P23	<b>Digital Media Producer/ Social Media Producer (NEW)</b>	<ul style="list-style-type: none"> <li>Research, write, photograph/film, produce, and share engaging content in the museum's institutional voice for social media channels, the museum's website, and other online platforms. Junior position that reports to a more senior marketing/communications role.</li> <li><b>Alt: Social Media Associate, Social Media Manager</b></li> </ul>
P24	<b>Director of External Affairs</b>	<ul style="list-style-type: none"> <li>Directs the public affairs and information activities of the organization. Directs the media relations, publicity and customer relation activities of the organization. Responsible for directing the marketing activities of the organization (i.e., service development, advertising and promotional activities, and market penetration/expansion).</li> <li><b>Alt: Chief of External Affairs, Chief Communications and Audience Officer</b></li> </ul>

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P25	<b>Marketing Director</b>	<ul style="list-style-type: none"> <li>General responsibility for coordinating museum promotional programs, revenue producing sale of products and the creative services for museum printed and promotional materials (excluding scholarly publications). Often acts as a consultant to other museum departments and volunteer groups to promote a specific event, product or service. Depending on institution size may lead department or report to Director of External Affairs or similar.</li> <li><b>Alt: Director of Marketing, Senior Director of Communications</b></li> </ul>
P26	<b>Public Relations Officer</b>	<ul style="list-style-type: none"> <li>Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Draft press releases &amp; target to specific audiences.</li> <li><b>Alt: Communications Manager, Marketing Manager</b></li> </ul>
P27	<b>Museum Store Manager</b>	<ul style="list-style-type: none"> <li>Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.</li> </ul>
P28	<b>Museum Store Associate/ Sales Clerk (NEW)</b>	<ul style="list-style-type: none"> <li>Responsible for selling merchandise while providing customer service to store visitors, and maintaining an attractive retail environment.</li> </ul>
P29	<b>Volunteer Coordinator</b>	<ul style="list-style-type: none"> <li>Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.</li> </ul>
P30	<b>Director of Visitor Experience (NEW)</b>	<ul style="list-style-type: none"> <li>Provides leadership to define and activate the visitor experience. Develops, refines and implements effective strategies, procedures, and systems for welcoming visitors and creating an inviting experience for all visitors that reflects the museum's mission and brand. Works collaboratively with all other departments to deliver quality service in all outward-facing programs and functions. May be responsible for maintaining visitor metrics.</li> </ul>
P31	<b>Chief Curator / Director of Curatorial Affairs</b>	<ul style="list-style-type: none"> <li>General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities; considerable public and donor contact; supervision of several curatorial departments or staff.</li> </ul>

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P32	<b>Senior Curator / Curator of Special Collections Area</b>	<ul style="list-style-type: none"> <li>Responsibility for important sub-collections; general administrative duties relating to area of responsibility; supervision of one or several curatorial subordinates.</li> </ul>
P33	<b>Exhibition Project Manager (Formerly Curator of Exhibitions / Curator C)</b>	<ul style="list-style-type: none"> <li>Primary responsibility for scheduling and installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special programs related to exhibition schedules.</li> </ul>
P34	<b>Associate Curator</b>	<ul style="list-style-type: none"> <li>Performs same functions as Senior Curator in association with, and under supervision of, the Senior Curator.</li> </ul>
P35	<b>Assistant Curator</b>	<ul style="list-style-type: none"> <li>Assists Senior Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.</li> </ul>
P36	<b>Curatorial Assistant</b>	<ul style="list-style-type: none"> <li>Assists curatorial staff in routine duties, under their supervision.</li> </ul>
P37	<b>Director of Exhibitions (NEW)</b>	<ul style="list-style-type: none"> <li>Primary responsibility for scheduling and installing temporary exhibitions and collection installations, including oversight of related agreements and the overall exhibition program budget.</li> </ul>
P38	<b>Photographer</b>	<ul style="list-style-type: none"> <li>Responsible for photographic documentation of fine arts collections; supervision of studio and dark room facilities and personnel; participates in and oversees photography of general museum activities and events as required by museum staff.</li> </ul>
P39	<b>Director of Education/ Curator of Education</b>	<ul style="list-style-type: none"> <li>Supervises education department (whether that is a full department or a subset of another department). Responsible for general educational program development, with some museum administrative duties; considerable public contact.</li> </ul>
P40	<b>Education Program Manager (Formerly Associate Educator / Educator B)</b>	<ul style="list-style-type: none"> <li>Responsible for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences; budget management related to program area; preparation of written material and packaging of other educational materials for program; supervision of staff and volunteers relating to programs</li> </ul>

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P41	<b>Education Program Associate (Formerly Assistant Educator / Educator C)</b>	<ul style="list-style-type: none"> <li>Assists in developing and implementing a major interpretive or studio program; administrative duties within program as directed and supervised by Director of Education or Education Program Manager.</li> </ul>
P42	<b>Education Assistant</b>	<ul style="list-style-type: none"> <li>Assists Education department with routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.</li> </ul>
P43	<b>Teaching Artist/ Instructor (NEW)</b>	<ul style="list-style-type: none"> <li>Teaches art classes or workshops for kids, teens and/or adults, either on site or at locations such as schools and community partner locations.</li> </ul>
P44	<b>Director of Public Programs (NEW)</b>	<ul style="list-style-type: none"> <li>Oversees the museum's public program strategy and all educational events, including but not limited to tours, lectures, courses, concerts, community events, open houses, film and gallery talks programming. Manages Public Programs staff.</li> </ul>
P45	<b>Community Engagement Manager (NEW)</b>	<ul style="list-style-type: none"> <li>Responsible for connecting people in the broader community to the museum's programs and supporting the museum's engagement strategy. Establishes and maintain best practices for reaching and retaining new audiences. Represents the organization with community partners. Usually reports to a Director in the Education department.</li> </ul>
P46	<b>Associate Curator of Academic and Campus Engagement (NEW)</b>	<ul style="list-style-type: none"> <li>Develop programs and events for the college or university campus community (students and faculty) utilizing the museum's collections and exhibitions. Encourage and support class visit from departments across the college or university's disciplines. May manage an internship program for students at the college or university. At a non-nested museum, same responsibilities apply, but take place with any colleges and universities in the museum's vicinity.</li> </ul>
P47	<b>Registrar A</b>	<ul style="list-style-type: none"> <li>Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage; oversees shipping arrangements; may involve supervision of subordinate registration staff.</li> </ul>

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P48	<b>Associate Registrar</b>	<ul style="list-style-type: none"> <li>Assists Registrar in performance of routine duties.</li> </ul>
P49	<b>Assistant Registrar</b>	<ul style="list-style-type: none"> <li>Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.</li> </ul>
P50	<b>Head Librarian</b>	<ul style="list-style-type: none"> <li>Formulates and carries out library practices, policies and procedures; assigns, supervises and reviews work of library personnel; oversees acquisition of library materials; maintains catalogue and inventory of publications, reference materials and periodicals; responds to public inquiries and provides reference and research materials as requested by museum staff.</li> </ul>
P51	<b>Associate Librarian</b>	<ul style="list-style-type: none"> <li>Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.</li> </ul>
P52	<b>Assistant Librarian</b>	<ul style="list-style-type: none"> <li>Assists Head Librarian and Associate Librarian with specific sub-program in library operations.</li> </ul>
P53	<b>Chief Conservator</b>	<ul style="list-style-type: none"> <li>General supervision of conservation department, including administration of the budget and department personnel; initiates and supervises treatments carried out in conservation and scientific laboratories; performs conservation treatments on special projects.</li> </ul>
P54	<b>Senior Conservator</b>	<ul style="list-style-type: none"> <li>Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization; preparation of conservation reports; supervision of junior conservation staff.</li> </ul>
P55	<b>Associate Conservator</b>	<ul style="list-style-type: none"> <li>Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.</li> </ul>
P56	<b>Assistant Conservator (NEW)</b>	<ul style="list-style-type: none"> <li>Supports Conservation department staff in the conservation, restoration, and documentation of works of art in the collection.</li> </ul>
P57	<b>Exhibition Designer</b>	<ul style="list-style-type: none"> <li>Designs installation of permanent collection as well as temporary exhibition. May supervise preparators in the fabrication of exhibition components and the installation and disassembly of temporary or permanent exhibitions.</li> </ul>
P58	<b>Chief Preparator</b>	<ul style="list-style-type: none"> <li>Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits; administers budget, personnel and operations of preparation department.</li> </ul>

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P59	<b>Associate Preparator</b>	<ul style="list-style-type: none"> <li>Assists Chief Preparator in administration of the department and implementation of preparation programs.</li> </ul>
P60	<b>Assistant Preparator</b>	<ul style="list-style-type: none"> <li>Assists more senior Preparators in implementation of preparation programs.</li> </ul>
P61	<b>Editor / Director of Publications</b>	<ul style="list-style-type: none"> <li>Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.</li> </ul>
P62	<b>Graphic Designer</b>	<ul style="list-style-type: none"> <li>Responsible for design of all museum publications and graphics.</li> </ul>
P63	<b>Facilities Director/ Building Manager/ Operations Manager</b>	<ul style="list-style-type: none"> <li>Responsible for the operation of all facilities including maintenance and janitorial services.</li> </ul>
P64	<b>Engineering Manager/ Facilities Manager</b>	<ul style="list-style-type: none"> <li>Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum including ventilation, air conditioning, plumbing, lighting, humidification, and temperature controls. Recommends appropriate upgrades of equipment for museums environment.</li> </ul>
P65	<b>Facilities Technician (NEW)</b>	<ul style="list-style-type: none"> <li>Responsible for the safe and efficient operations of the assigned building. Performs routine and preventative maintenance, analyzing/repair of mechanical and electrical problems, making adjustments, and other corrective actions to ensure the continuous and safe functioning of the physical environment.</li> </ul>
P66	<b>Chief of Security</b>	<ul style="list-style-type: none"> <li>Responsible for protection of assets, collections, staff and visitors. Responsible for recruitment, selection, training, and day to day management of all security personnel.</li> </ul>

# Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P67	<b>Security Manager/ Security Coordinator (NEW)</b>	<ul style="list-style-type: none"> <li>Oversees all security officers or guards. Responsible for routine museum security operations as well as any special events or functions.</li> </ul>
P68	<b>Museum Security Officer/ Museum Security Guard</b>	<ul style="list-style-type: none"> <li>Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff. Serves as ambassador to visitors, answering questions, providing information and directions.</li> </ul>
P69	<b>Visitor Services Associate</b>	<ul style="list-style-type: none"> <li>Front-line floor staff welcoming visitors to the museum, selling admissions and memberships, and answering visitor questions/providing customer service. May include managing coat check; selling and distributing event tickets; answering customer service questions in-person, over the phone, and/or online.</li> <li><b>Alt: Visitor Services Representative, Visitor Experience Associate, Guest Services Officer</b></li> </ul>
P70	<b>Custodian/ Housekeeper/ Cleaner (NEW)</b>	<ul style="list-style-type: none"> <li>Clean and maintain the museum buildings, including public and staff areas, using standardized practices and procedures.</li> </ul>



