



ASSOCIATION OF ART MUSEUM DIRECTORS

2026 Salary Survey



PREFACE (1/2)

The 2026 Salary Survey is the fortieth iteration of the annual survey of art museum salaries issued by the Association of Art Museum Directors.

This Survey includes responses from 193 of 222 museums surveyed—a response rate of 87%. However, not all respondent museums answered every question, resulting in a lower N number for multiple questions. Salary information is based on compensation for FY25. 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 87% enables this report to be statistically representative of institutions eligible for AAMD membership, one should not assume relevance to museums in other disciplines.

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 = 0.72 USD on August 26th, 2026 (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.



PREFACE (2/2)

The survey data has been captured based on the fiscal years of responding museums—in this case, FY25—and not a calendar year.

Our thanks to Rex & Partners, who produced 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.

Thanks as well to 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 over time).

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

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



SURVEY DEFINITIONS

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.

Last year, we introduced an additional analysis adjusting regional salaries for differences in the cost of living. We have continued this analysis this year, applying it to all relevant titles. Adjusted salary figures throughout the main report are based on the **Regional Price Parities (RPP) Index**, using the latest available data (2024), **published in 2026**. This analysis covers **U.S. states/ regions only**.

We've illustrated below how the RPP index is calculated in the 2026 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	20%	126.4	122.7
Maryland	1	3%	120.7	
New Jersey	1	3%	125.2	
New York	24	60%	124.1	
Pennsylvania	6	15%	112.2	

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	122.7	122.7/108.4	1.13
Midwest	108.4	108.4/108.4	1.00
Mountain Plains	109.5	109.5/108.4	1.01
New England	118.9	118.9/108.4	1.10
Southeast	112.1	112.1/108.4	1.03
Western	123.7	123.7/108.4	1.14

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.

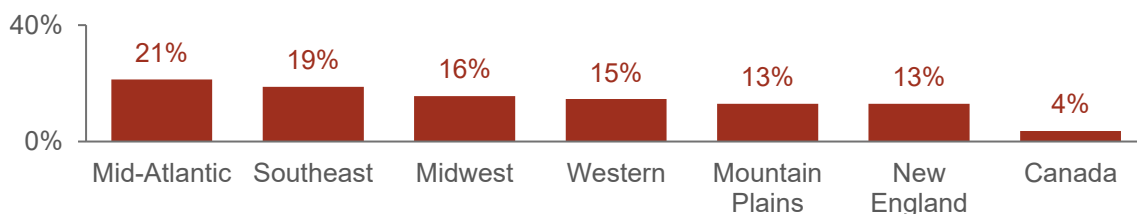




GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by AAM Region

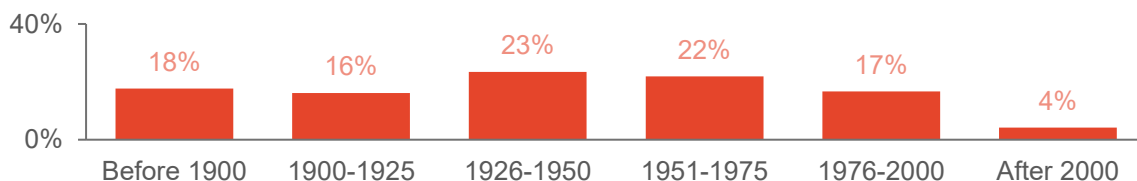
Percentages based on responses from 192 museums.



The New York–Newark–Jersey City MSA had the highest number of respondents, with 18, followed by Washington–Arlington–Alexandria with 8. Boston–Cambridge–Newton and Los Angeles–Long Beach–Anaheim were next, with 7 respondents each.

Distribution of Museums by Founding Date

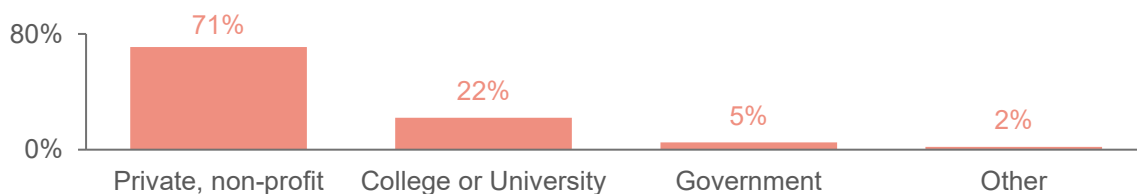
Percentages based on responses from 192 museums.



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 192 museums.



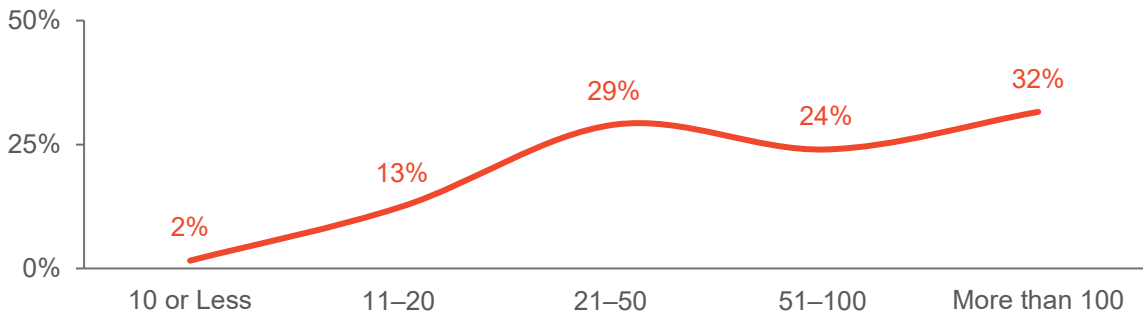
NOTE: *Museums can indicate more than one governance category.*



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

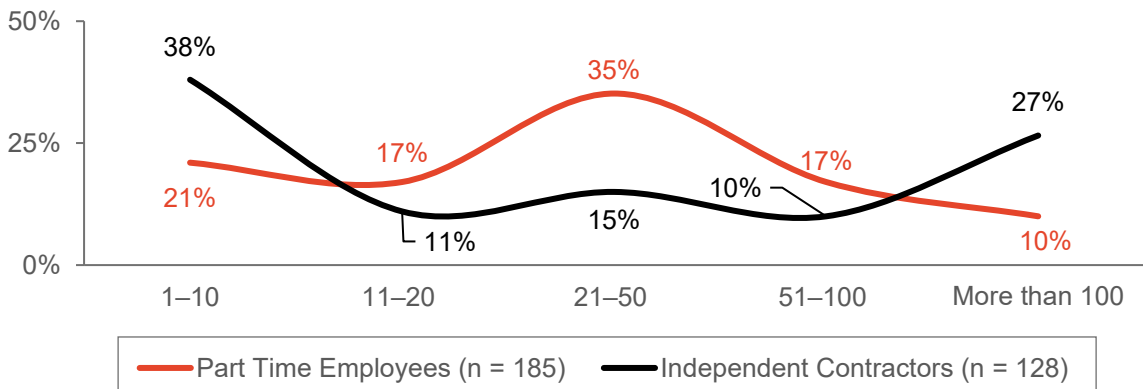
Distribution of Museums by the Number of Full Time Employees

Percentages based on responses from 191 museums.



In 2025, the share of responding museums with 10–20 full-time employees increased slightly, from 10% to 13%, while 56% reported having 51 or more full-time employees, broadly in line with 2024.

Distribution of Museums by Employee Type



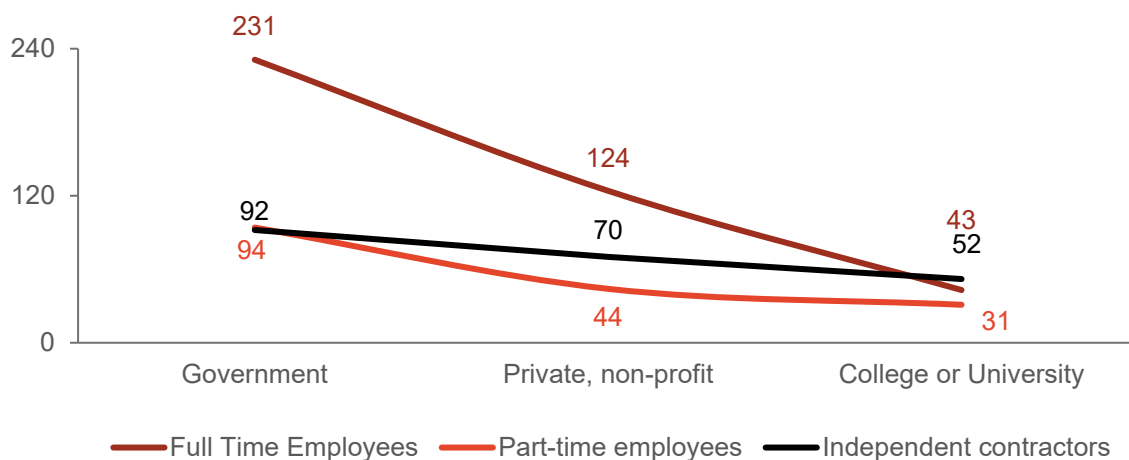
34 of the museums surveyed employed more than 100 contractors—up from 29 in 2022 and broadly in line with 2024. Of these, 7 employed more than 250 contractors, down from 9 the previous year



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

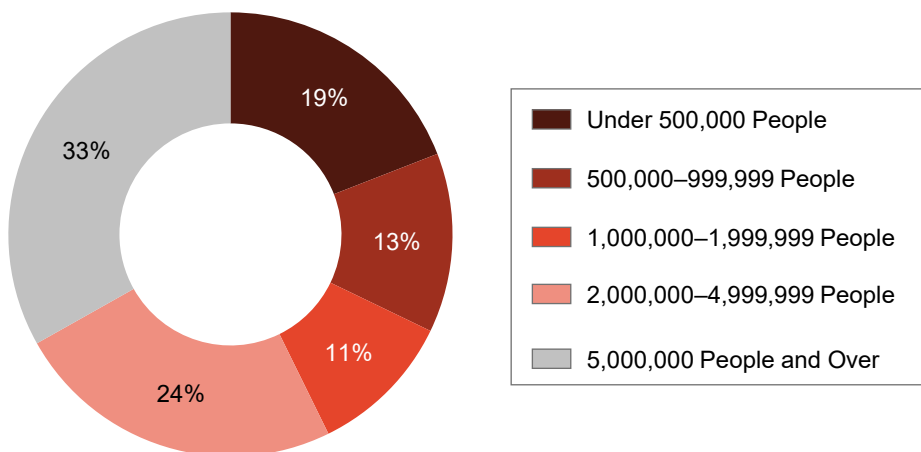
Averages based on responses from 190 museums.



In 2025, government museums saw an uptick in both full and part time staff, although full-time employees accounted for a smaller share of total staff—55% on average, down from 59% in 2024. Meanwhile, independent contractors represented 21% of staff, broadly consistent with 2024 but down from 29% in 2022.

Distribution of Museums by Metropolitan Area Population

Percentages based on responses from 191 museums.



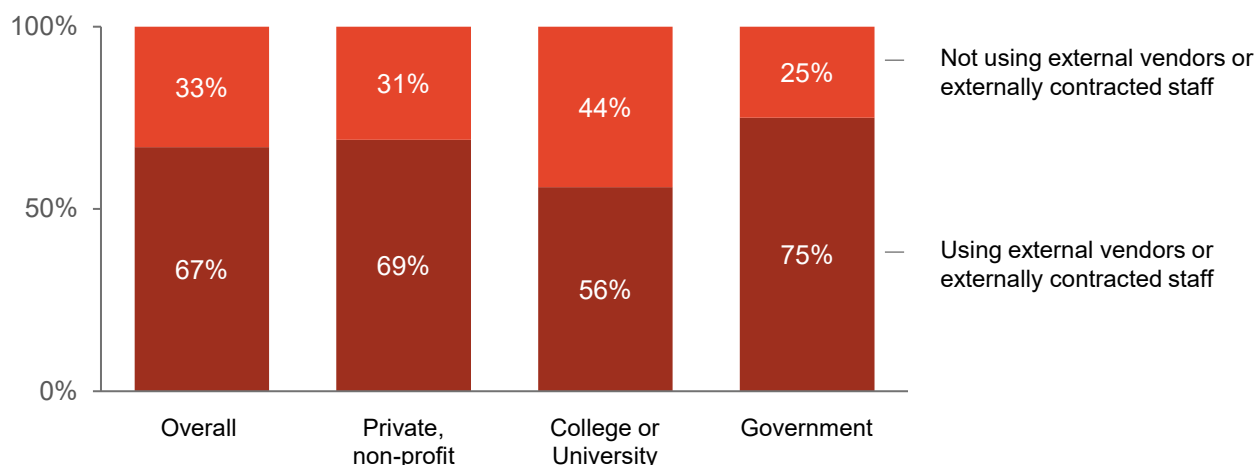
New York–Newark–Jersey City (18) was the MSA with the highest concentration of responding museums. Museums were classified based on the latest data published by Census/ StatCan.



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

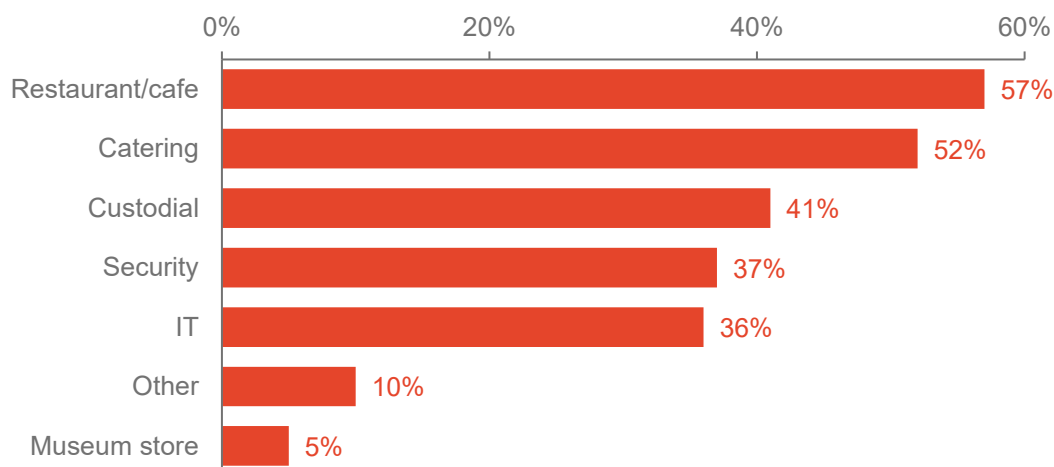
Distribution of Museums Using External Vendors/ Externally Contracted Staff

Percentages based on responses from 191 museums.



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

Percentages based on responses from 128 museums.



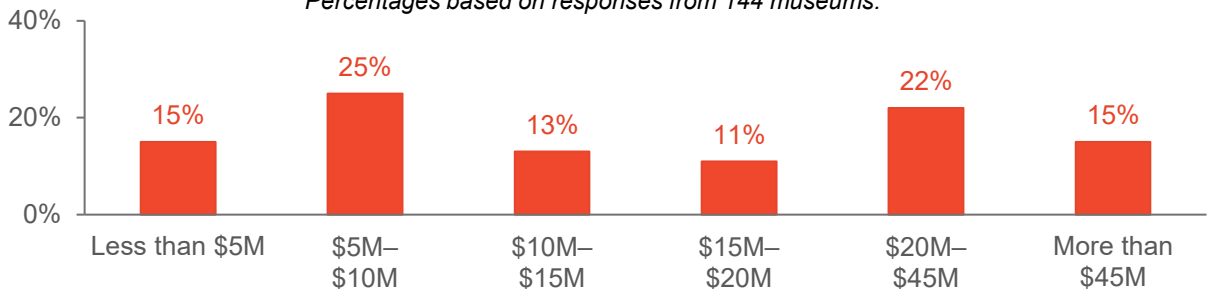
Among the 10% of responding institutions that stated "other", facilities/building maintenance and grounds services were among the most cited functions contracted to external vendors.



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

Distribution of Museums by Annual Operating Budget

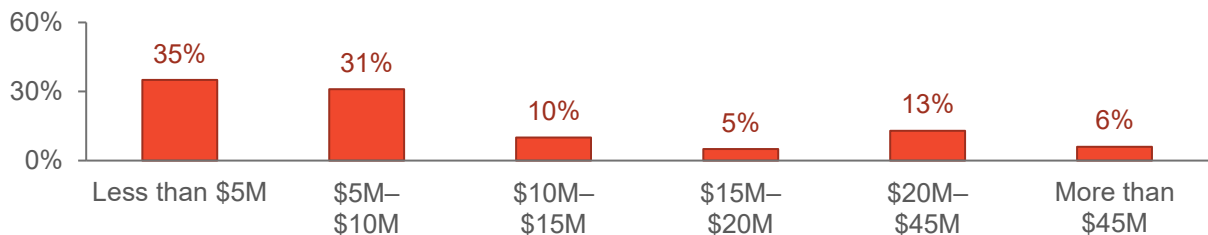
Percentages based on responses from 144 museums.



20 museums had an operating budget under \$5M, while 21 museums were in the top bracket with a budget of more than \$45M. 18 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 56% of museums commence their fiscal year in July, with 15% starting at the beginning of the calendar year.

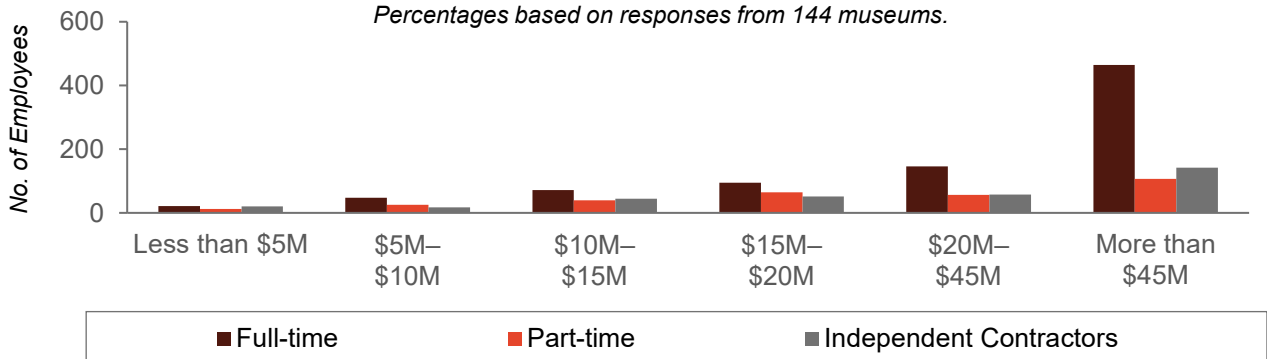
Distribution of Museums by Payroll Expenditure

Percentages based on responses from 144 museums.



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

Percentages based on responses from 144 museums.

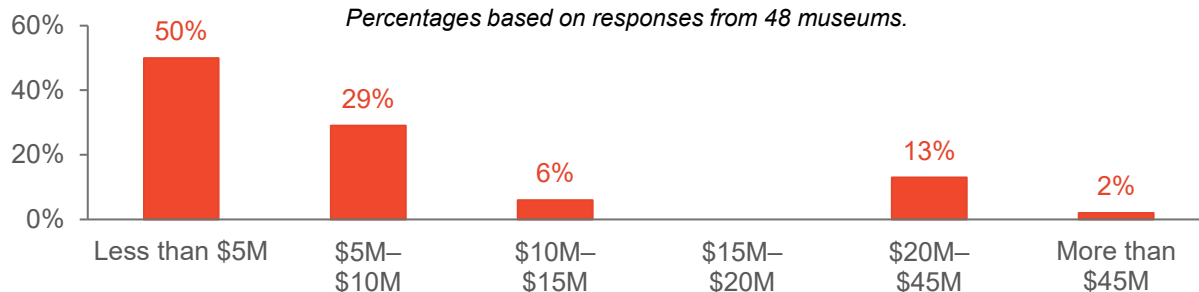




FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS (ONLY COLLEGE/ UNIVERSITY MUSEUMS)

Distribution of Museums by Annual Operating Budget

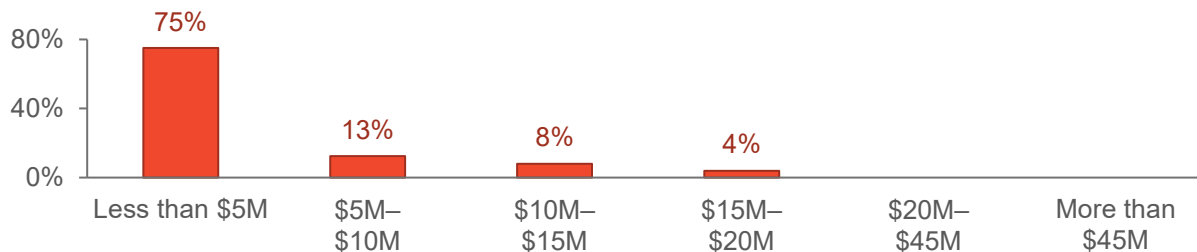
Percentages based on responses from 48 museums.



24 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 81% of university/ college museums commence their fiscal year in July.

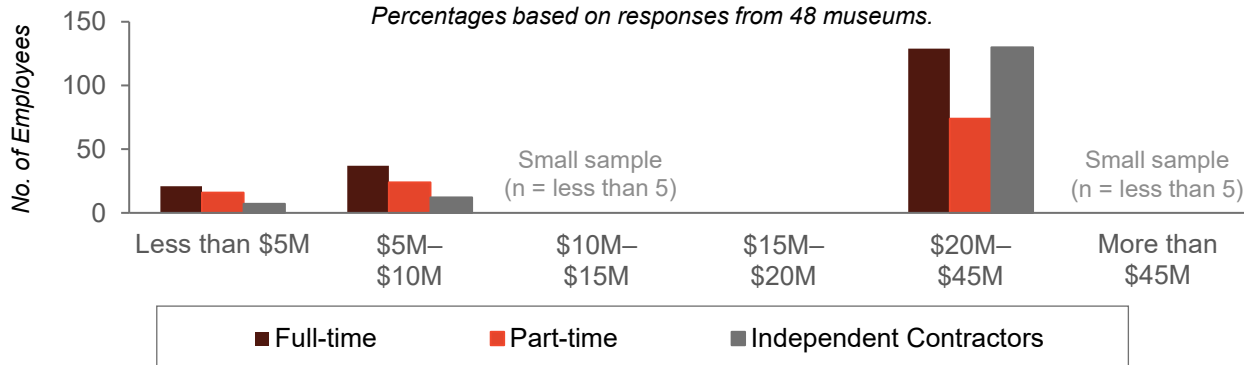
Distribution of Museums by Payroll Expenditure

Percentages based on responses from 48 museums.



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

Percentages based on responses from 48 museums.

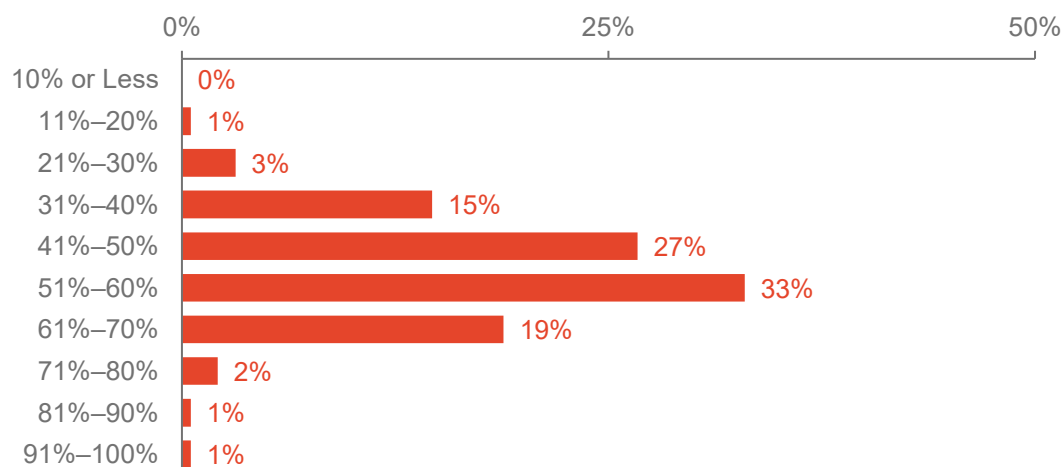




FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by Payroll as a Percentage of Total Budget

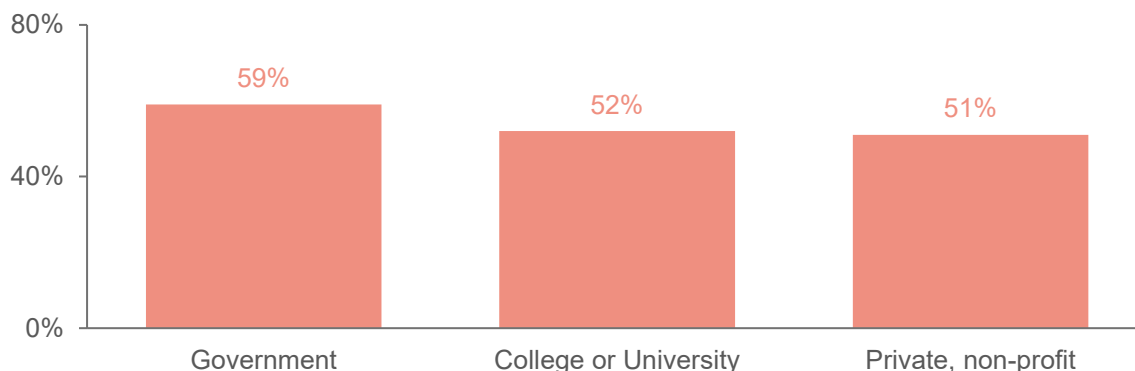
Percentages based on responses from 191 museums.



In 2025, almost 60% of museums allocated 41–60% of their budget to payroll expenses, down from 65% in 2024. Meanwhile, 55% spent more than half of their budget on payroll, broadly in line with 2024 but up from 46% in 2022.

Average Payroll As a Percentage of Total Budget by Governance Patterns

Averages based on responses from 191 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 2025

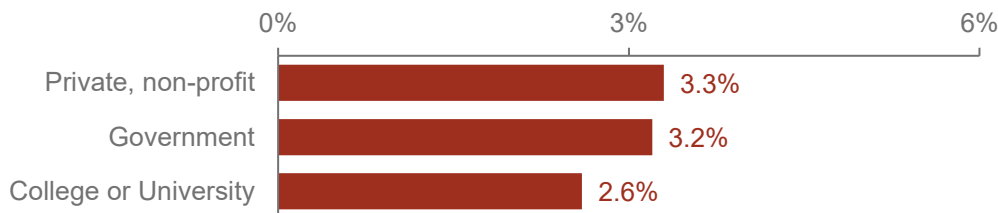
Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
2025	3.5%	3.0%	2.5%	3.2%	168
2024	4.0%	3.0%	3.0%	3.6%	165
2022	4.3%	3.0%	3.0%	3.6%	166
2021	3.0%	2.5%	0.0%	2.5%	165
2020	3.0%	2.0%	0.0%	1.8%	191
2019	3.0%	3.0%	2.0%	2.7%	175
2018	3.0%	2.8%	2.0%	2.9%	202
2017	3.0%	3.0%	2.0%	2.5%	211
2016	3.0%	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)

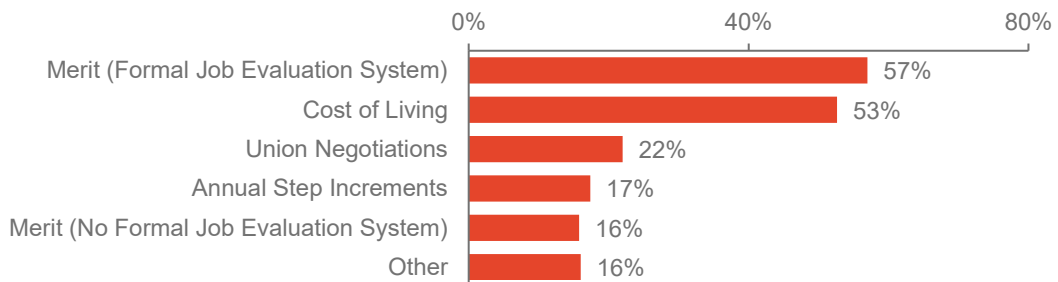
Percentages based on responses from 168 museums.



Of the responding museums, 82% reported having established salary ranges for each position, up from 76% in 2024.

Distribution of Museums by Basis for Salary Increment

Percentages based on responses from 191 museums.



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

42 responding museums reported union negotiations as a basis for salary increment. Art handlers/ preparators, building maintenance personnel, and visitor services were the main 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)	53.6%	54.5%	64.6%
Cost of Living	54.2%	90.9%	41.7%
Merit (No Formal Job Evaluation System)	16.3%	18.2%	12.5%
Union Negotiations	18.3%	27.3%	33.3%
Annual Step Increments	15.0%	54.5%	16.7%
Other	14.4%	9.1%	16.7%
Sample size	n = 153	n = 11	n = 48

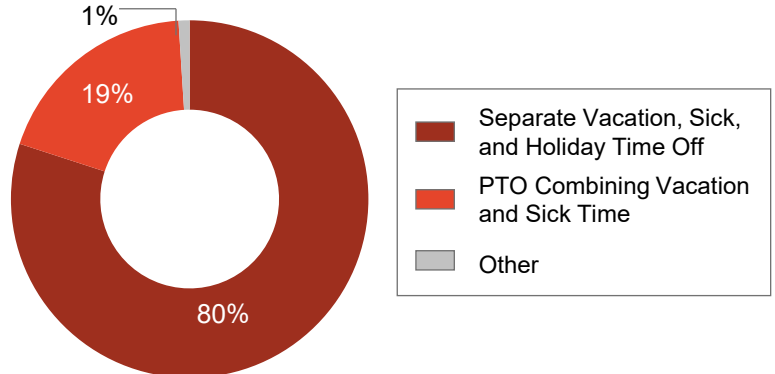


EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Out of 192 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

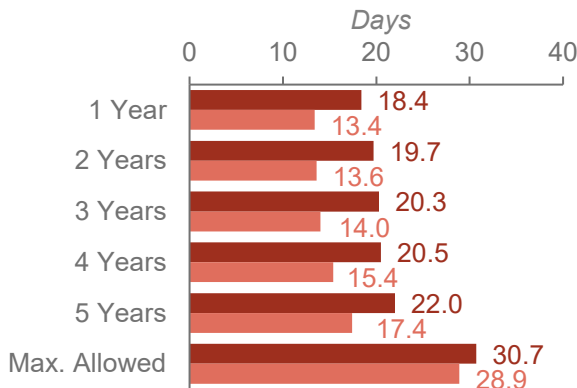
Percentages based on
responses from
191 museums.



74% of responding museums offered vacation/PTO at the same rate for regular full-time exempt and non-exempt employees, in line with 2024 and up from 71% in 2022.

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

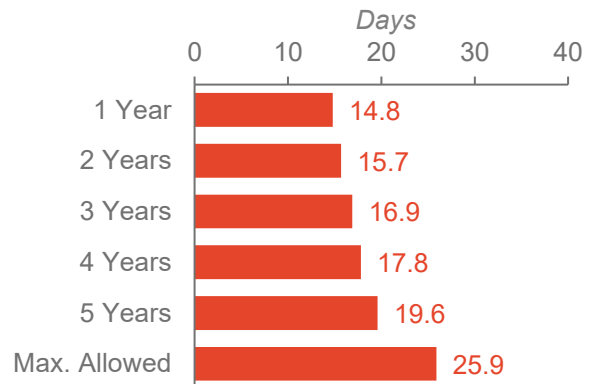
*When offered at different rates for
Exempt and Non-exempt
employees.*



Mean based on responses from
33 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



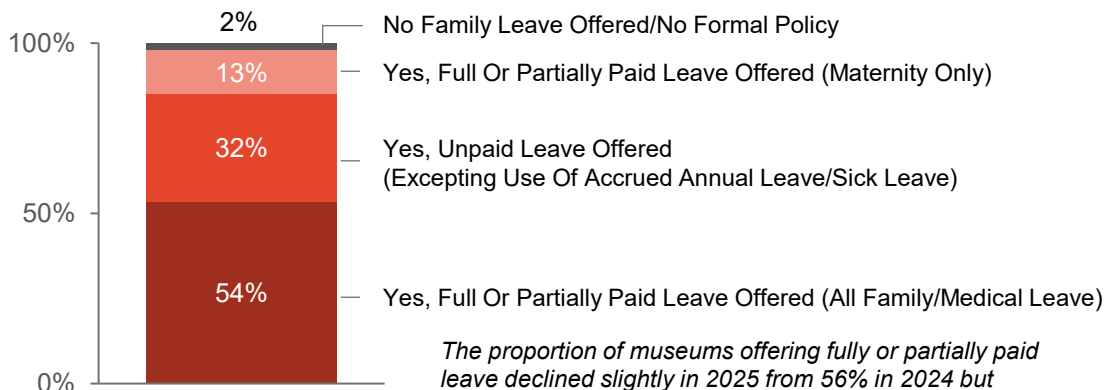
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

91% of the 185 responding museums allowed unused earned vacation/PTO to be carried forward into the following fiscal year, in line with 2024 and up from 89% in 2022. *The number of days allowed to be carried over varied, ranging from a maximum of 4 days to as much as 2 years' worth accruals.*

On average, in 2025, 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 191 museums.



The proportion of museums offering fully or partially paid leave declined slightly in 2025 from 56% in 2024 but remained above the 47% reported in 2022.

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%	40%	13%	5%
Fully Paid by Employee	7%	23%	n.a.	14%
Paid by Museum	7%	13%	7%	8%
Not Offered	72%	24%	81%	73%
Cap on salary percentage contributed by museum	5.1%	5.6%	8.7%	4.5%
	n = 191	n = 191	n = 192	n = 164

*In 2025, salary contributions for museums contributing to a 401(k) plan were capped at **5.1% on average**, slightly below 5.2% in 2024 but above 5.0% in 2022. For museums contributing to a 403(b) plan, the average cap was **5.6%**, broadly in line with 2024 and 2022 levels.*



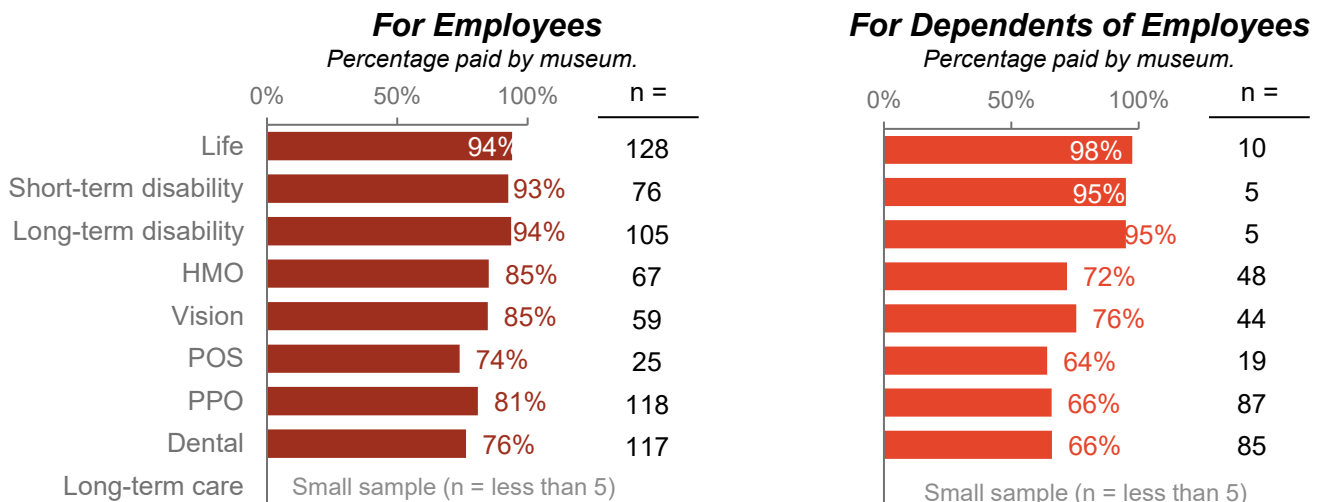
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

*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	36.6%	18.2%	31.3%	25.5%	18.2%	27.1%
PPO	67.3%	45.5%	41.7%	49.0%	36.4%	37.5%
POS	13.7%	9.1%	16.7%	11.1%	9.1%	12.5%
Dental	67.3%	45.5%	37.5%	47.1%	45.5%	37.5%
Vision	32.7%	9.1%	18.8%	23.5%	9.1%	16.7%
Life	75.2%	45.5%	39.6%	5.9%	0.0%	2.1%
Long-term disability	62.7%	45.5%	31.3%	3.3%	0.0%	0.0%
Short-term disability	45.1%	9.1%	25.0%	2.6%	0.0%	2.1%
Long-term care	2.0%	0.0%	2.1%	0.0%	0.0%	0.0%
n =	153	11	48	153	11	48

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

Percentages based on responses



NOTE (*): Methodology has been updated to better reflect true distribution of values

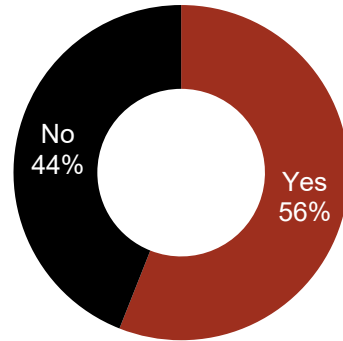


EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Distribution of Museums Offering a Cafeteria Plan

Percentages based on responses from 183 museums.

The proportion of museums offering a Section 125 or Cafeteria plan increased in 2025 from 52% in 2024, but remained below the 63% reported in 2022



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

<i>Type of Benefit</i>	<i>Executive Director or CEO</i>	<i>Other Executive Staff</i>	<i>Other Full- Time staff</i>	<i>Other Part- Time staff</i>
Professional conference attendance	87%	85%	84%	33%
Professional membership dues	86%	79%	79%	28%
Employee Assistance Program	85%	85%	86%	85%
Remote work options	72%	75%	73%	39%
Professional development classes	67%	70%	73%	41%
Cell phone	47%	41%	29%	8%
Reimbursement for acquiring and/or maintaining professional license or similar credentials	45%	44%	48%	17%
Bonus	44%	26%	22%	14%
Deferred Compensation	24%	14%	9%	8%
Local mass transit subsidy	18%	18%	18%	20%
Supplemental Executive Retirement Plan	12%	n/a	n/a	n/a
Other retirement benefits	14%	n/a	n/a	n/a
Sabbatical	15%	6%	6%	1%
Housing or housing allowance	12%	2%	1%	n/a
Childrens' education (or a portion thereof)	7%	n/a	n/a	n/a
Spouse or domestic partner travel expenses	8%	1%	n/a	n/a
Car or car allowance	9%	1%	n/a	n/a
	n = 174	n = 171	n = 173	n = 144

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

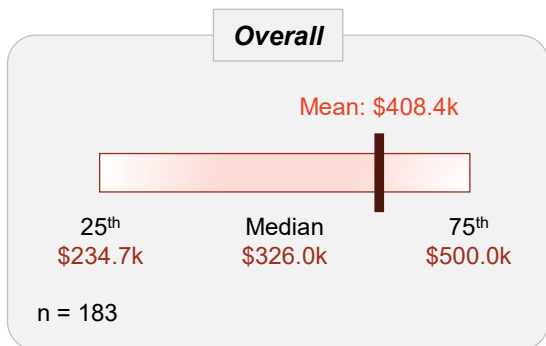
Category	Benefit	2017	2018	2019	2020	2021	2022	2024	2025
Paid Family/ Medical Leave	Full or Partially Paid Leave Offered (Maternity Only)	5%	7%	9%	10%	10%	13%	11%	13%
	Full or Partially Paid Leave Offered (All Family/Medical Leave)	38%	35%	37%	44%	45%	47%	57%	54%
Retirement Plan	401(k)	29%	26%	27%	26%	30%	30%	29%	28%
	403(b)	69%	71%	70%	71%	70%	71%	74%	76%
	Pension	25%	22%	23%	23%	23%	23%	22%	20%
	Other Defined Contribution Plan	30%	28%	27%	27%	24%	24%	27%	27%
Insurance Benefits for Employees (Weighted Average)	HMO	27%	27%	29%	31%	28%	32%	36%	34%
	PPO	43%	44%	51%	48%	42%	55%	62%	60%
	POS	12%	13%	13%	17%	7%	13%	12%	14%
	Dental	42%	45%	52%	49%	41%	54%	61%	59%
	Vision	24%	20%	25%	23%	19%	28%	36%	28%
	Life	45%	52%	51%	53%	46%	58%	46%	66%
	Long-term Disability	38%	38%	46%	43%	35%	47%	37%	55%
	Short-term Disability	28%	32%	30%	36%	25%	32%	25%	39%
	Long-term Care	2%	2%	1%	3%	2%	3%	2%	2%
Further Benefits (for Other FTEs)	Professional Conference Attendance	86%	89%	90%	89%	83%	81%	81%	84%
	Professional Membership Dues	75%	79%	83%	81%	79%	76%	76%	79%
	Employee Assistance Program (EAP)	71%	75%	80%	81%	76%	76%	84%	86%
	Professional Development Classes	82%	83%	86%	86%	76%	78%	75%	73%
	Telecommuting	34%	40%	44%	72%	64%	65%	n/a	n/a
	Reimbursement for Acquiring/ Maintaining Professional License/ Similar Credentials	50%	59%	59%	60%	52%	54%	44%	48%
	Cell Phone	42%	47%	38%	41%	36%	31%	30%	29%
	Bonus	26%	26%	25%	23%	26%	27%	23%	22%
	Deferred Compensation	11%	15%	16%	16%	11%	12%	15%	9%
	Local Mass Transit Subsidy	19%	24%	25%	25%	23%	20%	23%	18%
	Housing/ Housing Allowance	0%	1%	2%	1%	1%	1%	1%	1%
	Sabbatical	5%	7%	8%	10%	6%	5%	3%	6%
	Car/ Car Allowance	1%	1%	1%	1%	2%	2%	n/a	n/a
	Spouse/Domestic Partner Travel Expenses	1%	1%	2%	1%	2%	0%	1%	n/a

Since 2017, the availability of most employee benefits offered by museums has steadily increased. In 2025, fully or partially paid maternity leave, 403(b) coverage, and insurance benefits, including life, long-term disability, and short-term disability, were offered by a greater proportion of surveyed institutions than ever before. Other additional benefits, with the notable exception of EAPs, were generally offered by a smaller proportion of institutions. Newer offerings such as remote work also remained prevalent, provided by 73% of responding institutions, in line with 2024.

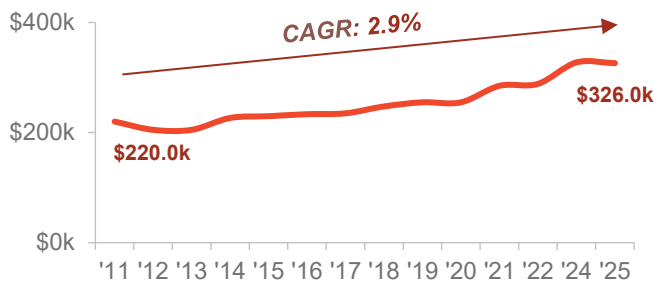
Director



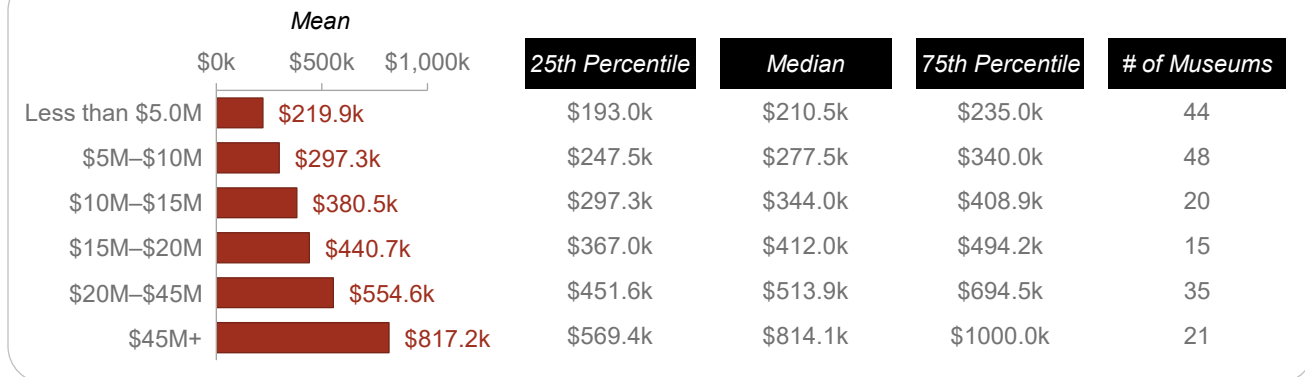
Provides visionary leadership and strategic direction for the organization, ensuring its mission, sustainability, and impact. Reports to the Board of Directors.



Historical Trend—Median (2011–2025)

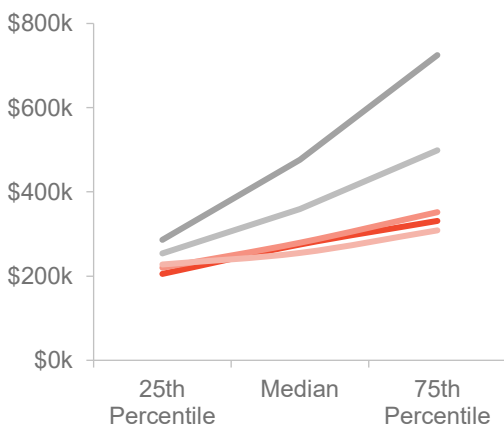


Operating Budget

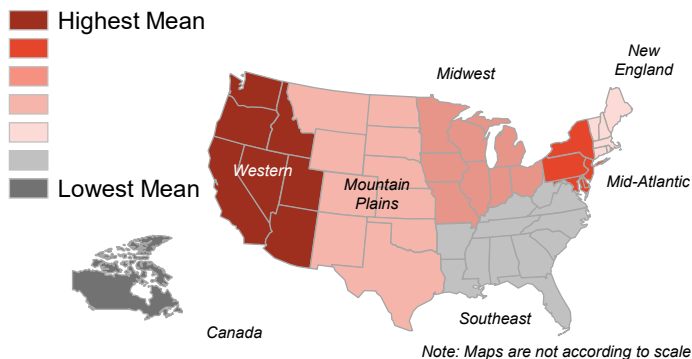


MSA Population

	Mean	# of Museums:
Under 0.5M	\$298.8k	35
0.5M–1M	\$306.2k	21
1M–2M	\$298.0k	19
2M–5M	\$410.0k	46
5M and Over	\$537.6k	62



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$230.3k	\$394.0k	\$587.3k	\$462.3k	38
Midwest	\$227.5k	\$342.3k	\$515.6k	\$418.9k	29
Mt. Plains	\$236.3k	\$299.0k	\$543.0k	\$386.6k	25
New England	\$275.0k	\$297.3k	\$469.5k	\$376.3k	23
Southeast	\$205.9k	\$277.8k	\$363.1k	\$313.1k	35
Western	\$316.5k	\$406.8k	\$615.6k	\$528.5k	27
Canada	\$217.3k	\$245.1k	\$279.7k	\$246.0k	6

Director



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	1.13	\$203.8k	\$348.7k	\$519.8k	\$409.1k	38
Midwest	1.00	\$227.5k	\$342.3k	\$515.6k	\$418.9k	29
Mountain Plains	1.01	\$233.9k	\$296.0k	\$537.6k	\$382.8k	25
New England	1.10	\$250.0k	\$270.2k	\$426.8k	\$342.1k	23
Southeast	1.03	\$199.9k	\$269.7k	\$352.5k	\$304.0k	35
Western	1.14	\$277.7k	\$356.9k	\$540.0k	\$463.6k	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	\$359.1k	\$515.5k	\$785.8k	\$659.2k	16
State	Florida	\$200.0k	\$269.0k	\$399.8k	\$314.2k	14
State	New York	\$225.8k	\$330.0k	\$653.7k	\$495.6k	23
State	Ohio	\$225.5k	\$309.8k	\$460.4k	\$375.7k	8
State	Texas	\$306.8k	\$478.9k	\$603.9k	\$499.6k	10
City	Washington, D.C.	\$375.6k	\$404.9k	\$498.7k	\$466.5k	8
City	New York City	\$325.0k	\$629.3k	\$830.0k	\$621.4k	13

Deputy Director



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

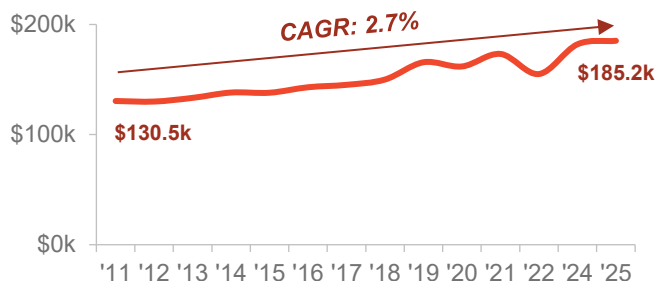
Overall

Mean: \$220.2k

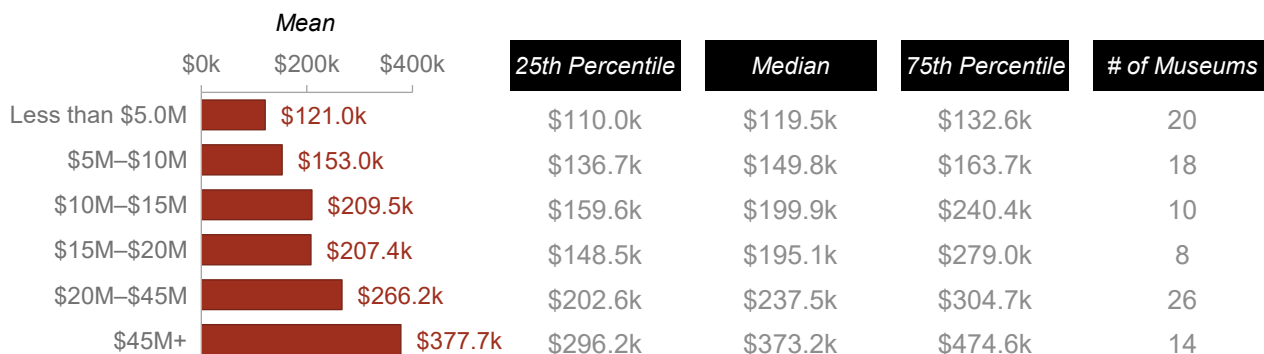
25th \$139.0k Median \$185.2k 75th \$280.6k

n = 96

Historical Trend—Median (2011–2025)

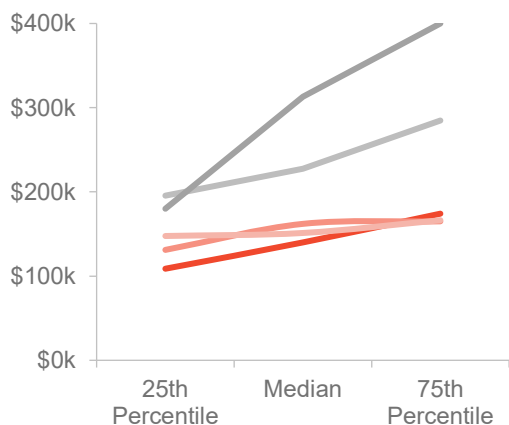


Operating Budget

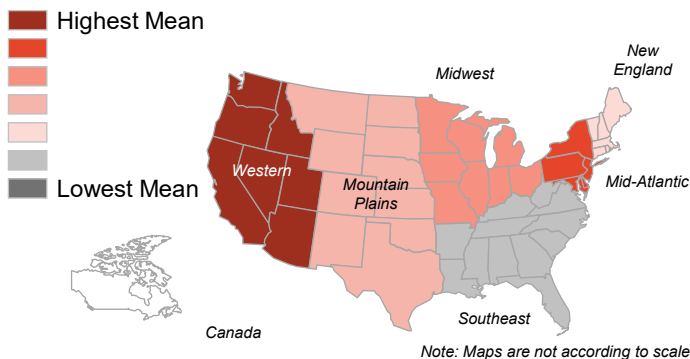


MSA Population

	Mean	# of Museums:
Under 0.5M	\$148.1k	17
0.5M–1M	\$189.7k	11
1M–2M	\$158.9k	10
2M–5M	\$218.6k	24
5M and Over	\$285.2k	34



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$152.9k	\$211.9k	\$300.2k	\$252.9k	24
Midwest	\$116.9k	\$187.0k	\$334.3k	\$220.8k	15
Mt. Plains	\$149.2k	\$185.0k	\$275.0k	\$218.7k	12
New England	\$149.9k	\$194.9k	\$229.0k	\$193.1k	12
Southeast	\$126.8k	\$140.0k	\$161.3k	\$158.8k	15
Western	\$213.2k	\$275.0k	\$295.7k	\$261.2k	15
Canada	Small sample (n = less than 5)				



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	1.13	\$135.3k	\$187.5k	\$265.7k	\$223.8k	24
Midwest	1.00	\$116.9k	\$187.0k	\$334.3k	\$220.8k	15
Mountain Plains	1.01	\$147.8k	\$183.2k	\$272.3k	\$216.6k	12
New England	1.10	\$136.3k	\$177.2k	\$208.2k	\$175.6k	12
Southeast	1.03	\$123.1k	\$135.9k	\$156.6k	\$154.2k	15
Western	1.14	\$187.0k	\$241.2k	\$259.4k	\$229.2k	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.

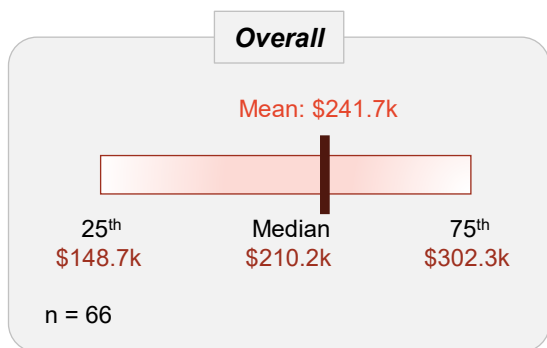
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$214.8k	\$251.3k	\$334.7k	\$280.5k	8
State	Florida	\$136.5k	\$140.0k	\$163.6k	\$144.7k	5
State	New York	\$138.4k	\$183.3k	\$321.8k	\$253.5k	15
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, D.C.	\$190.2k	\$231.8k	\$270.6k	\$275.6k	7
City	New York	\$167.5k	\$301.6k	\$446.2k	\$309.0k	10

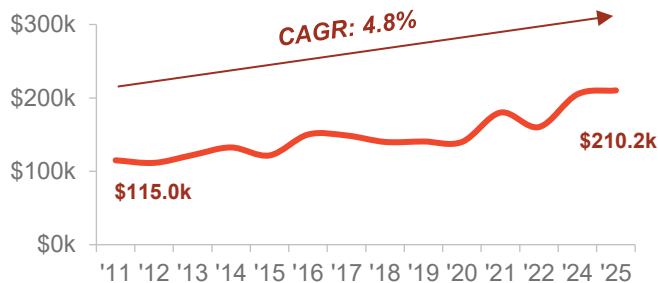
Chief Operating Officer / Chief Administrative Officer



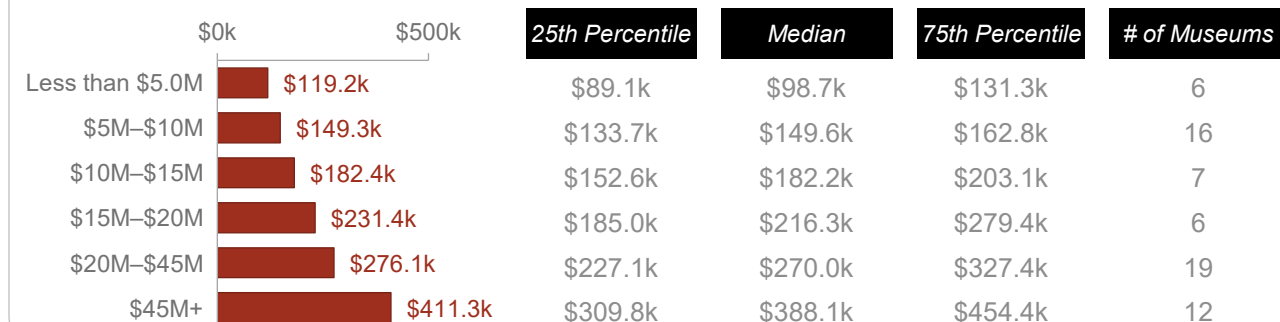
Responsible for overseeing the operations of the museum which may include but are not limited to services (incl. service contracts), purchasing, IT, and facilities/building maintenance.



Historical Trend—Median (2011–2025)

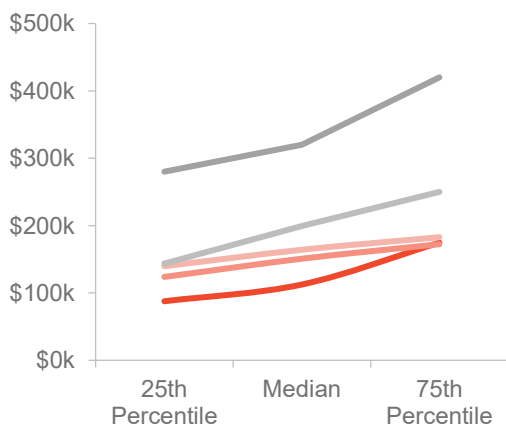


Operating Budget

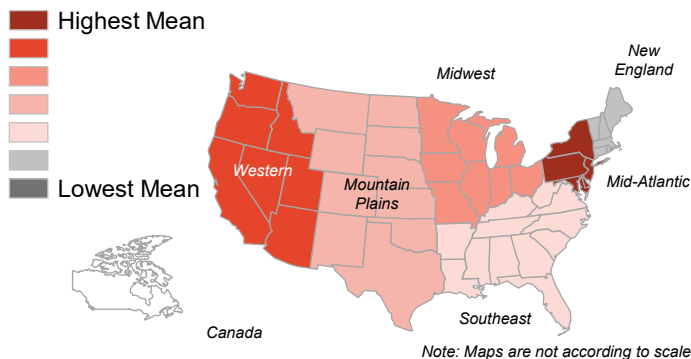


MSA Population

	Mean	# of Museums:
Under 0.5M	\$142.0k	11
0.5M–1M	\$166.8k	5
1M–2M	\$156.7k	5
2M–5M	\$238.9k	20
5M and Over	\$319.7k	25



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$213.5k	\$300.0k	\$400.0k	\$336.8k	17
Midwest	\$162.0k	\$240.4k	\$270.0k	\$228.3k	9
Mt. Plains	\$123.9k	\$170.1k	\$211.5k	\$202.5k	10
New England	\$123.8k	\$140.0k	\$187.5k	\$170.4k	7
Southeast	\$128.9k	\$157.0k	\$271.8k	\$196.5k	10
Western	\$186.6k	\$234.4k	\$307.8k	\$253.9k	10
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
Mid-Atlantic	1.13	\$188.9k	\$265.5k	\$354.0k	\$298.1k	17
Midwest	1.00	\$162.0k	\$240.4k	\$270.0k	\$228.3k	9
Mountain Plains	1.01	\$122.7k	\$168.4k	\$209.4k	\$200.5k	10
New England	1.10	\$112.5k	\$127.3k	\$170.5k	\$154.9k	7
Southeast	1.03	\$125.1k	\$152.4k	\$263.9k	\$190.8k	10
Western	1.14	\$163.7k	\$205.6k	\$270.0k	\$222.7k	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.

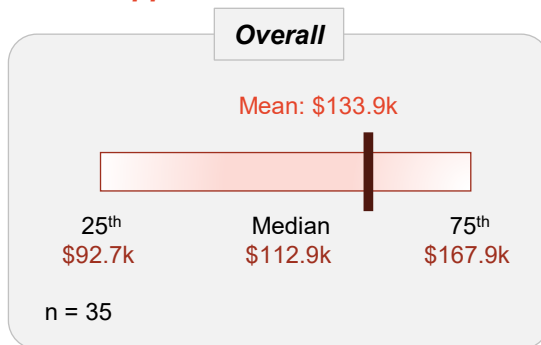
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$200.0k	\$248.9k	\$386.3k	\$281.5k	5
State	Florida	Small sample (n = less than 5)				
State	New York	\$290.0k	\$364.9k	\$462.1k	\$407.2k	10
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York	\$350.0k	\$377.2k	\$482.8k	\$432.1k	9

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.

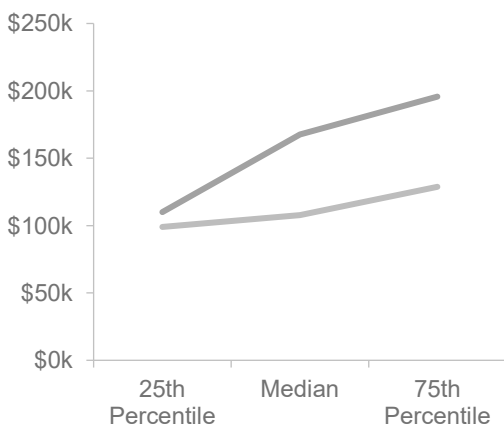


Operating Budget

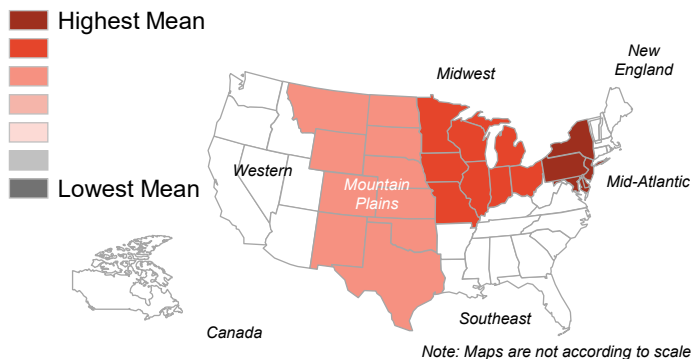


MSA Population

	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	\$119.7k	8
5M and Over	\$161.9k	17



Region



	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$129.6k	\$169.0k	\$204.5k	\$169.6k	10
Midwest	\$107.7k	\$112.9k	\$145.0k	\$127.1k	7
Mt. Plains	\$90.0k	\$102.0k	\$103.0k	\$103.1k	5
New England	Small sample (n = less than 5)				
Southeast	Small sample (n = less than 5)				
Western	Small sample (n = less than 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	1.13	\$114.7k	\$149.6k	\$181.0k	\$150.1k	10
Midwest	1.00	\$107.7k	\$112.9k	\$145.0k	\$127.1k	7
Mountain Plains	1.01	\$89.1k	\$101.0k	\$102.0k	\$102.0k	5
New England			Small sample (n = less than 5)			
Southeast			Small sample (n = less than 5)			
Western			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.

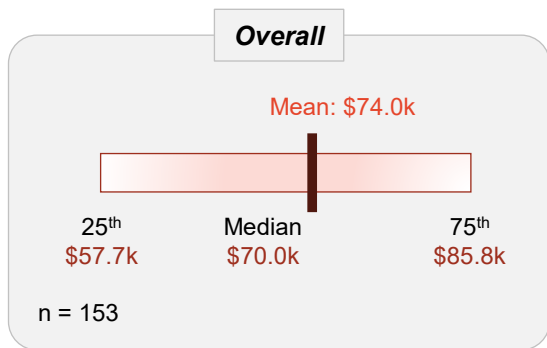
City and State-Level Benchmarks

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

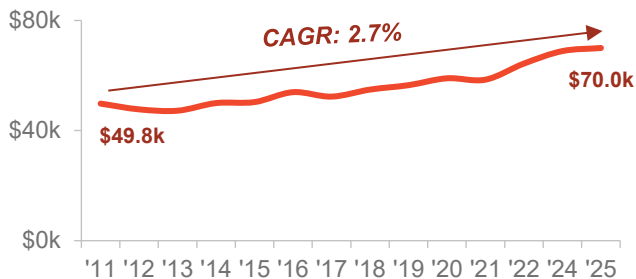
Assistant to Director / Executive Assistant



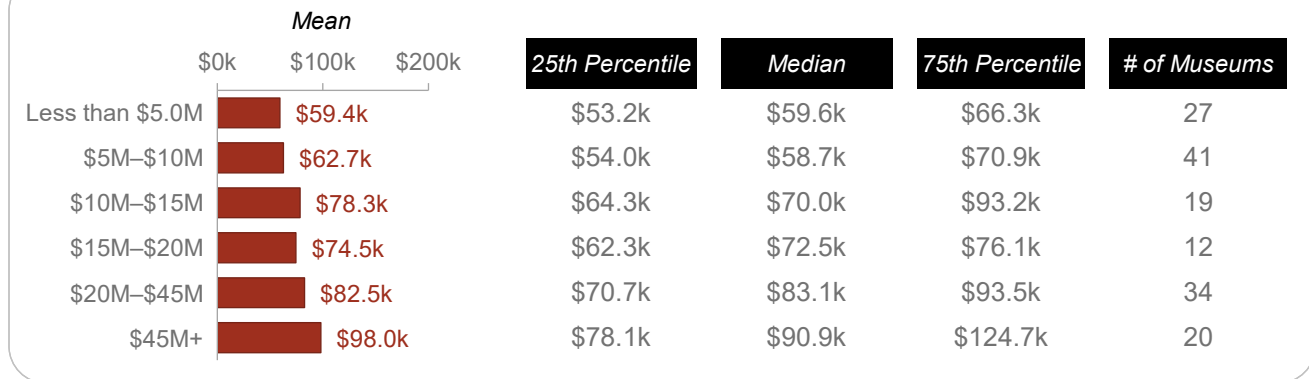
Manages daily office operations of Director, ensuring seamless execution of administrative functions, allowing the director to focus on strategic priorities.



Historical Trend—Median (2011–2025)

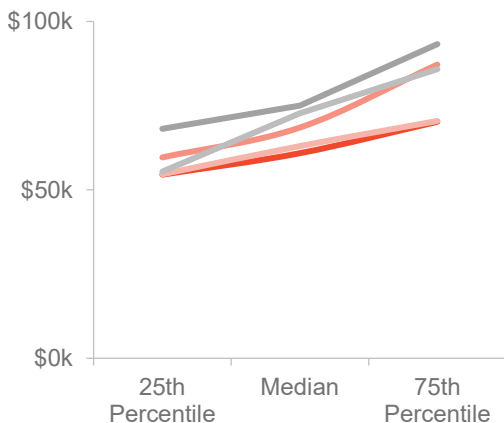


Operating Budget

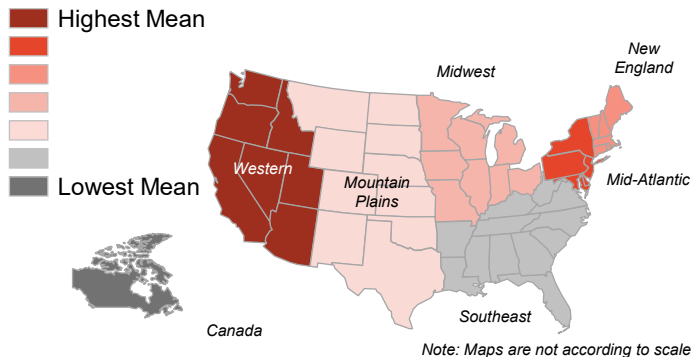


MSA Population

	Mean	# of Museums:
Under 0.5M	\$65.4k	28
0.5M–1M	\$71.9k	17
1M–2M	\$63.6k	16
2M–5M	\$74.0k	39
5M and Over	\$82.3k	53



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$65.7k	\$85.0k	\$98.2k	\$84.1k	32
Midwest	\$53.9k	\$61.0k	\$73.3k	\$67.8k	24
Mt. Plains	\$55.5k	\$61.8k	\$72.6k	\$67.4k	19
New England	\$60.0k	\$67.8k	\$78.3k	\$70.4k	21
Southeast	\$56.2k	\$60.0k	\$72.8k	\$63.4k	27
Western	\$75.0k	\$83.3k	\$98.9k	\$89.8k	24
Canada	\$51.1k	\$59.4k	\$68.7k	\$63.2k	6

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	1.13	\$58.1k	\$75.3k	\$86.9k	\$74.5k	32
Midwest	1.00	\$53.9k	\$61.0k	\$73.3k	\$67.8k	24
Mountain Plains	1.01	\$55.0k	\$61.2k	\$71.9k	\$66.7k	19
New England	1.10	\$54.5k	\$61.7k	\$71.2k	\$64.0k	21
Southeast	1.03	\$54.6k	\$58.3k	\$70.7k	\$61.5k	27
Western	1.14	\$65.8k	\$73.1k	\$86.8k	\$78.8k	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.

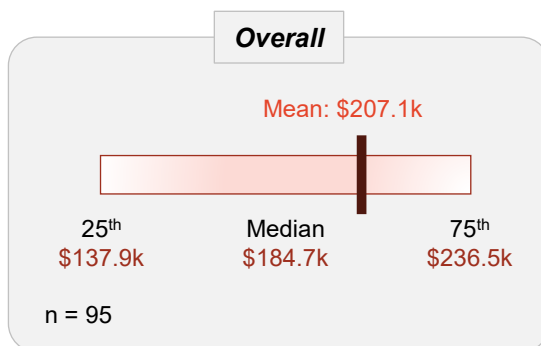
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$76.0k	\$89.6k	\$104.2k	\$94.1k	16
State	Florida	\$55.9k	\$60.0k	\$65.3k	\$59.6k	10
State	New York	\$65.0k	\$85.4k	\$90.3k	\$81.7k	18
State	Ohio	\$54.4k	\$61.0k	\$70.3k	\$64.2k	6
State	Texas	\$58.4k	\$65.0k	\$70.8k	\$69.4k	7
City	Washington, DC.	\$78.5k	\$104.1k	\$119.9k	\$99.4k	8
City	New York	\$86.5k	\$90.0k	\$100.3k	\$93.3k	11

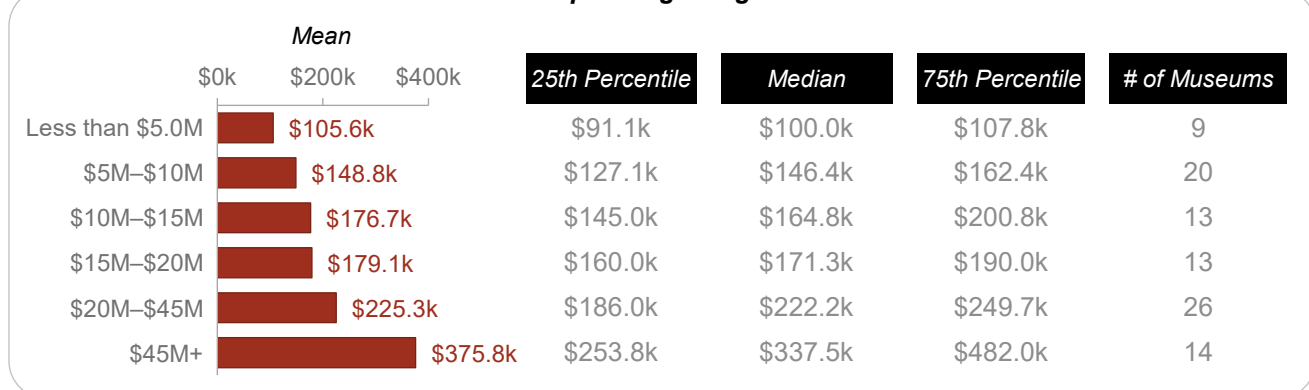
Chief Financial Officer (NEW)



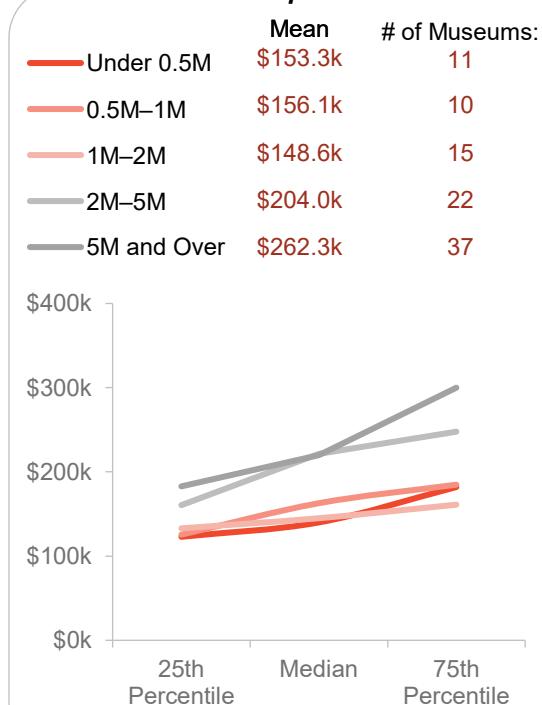
Directs and supports the museum's full range of financial and accounting functions, consulting and advising on all financial issues, compliance, and risk management.



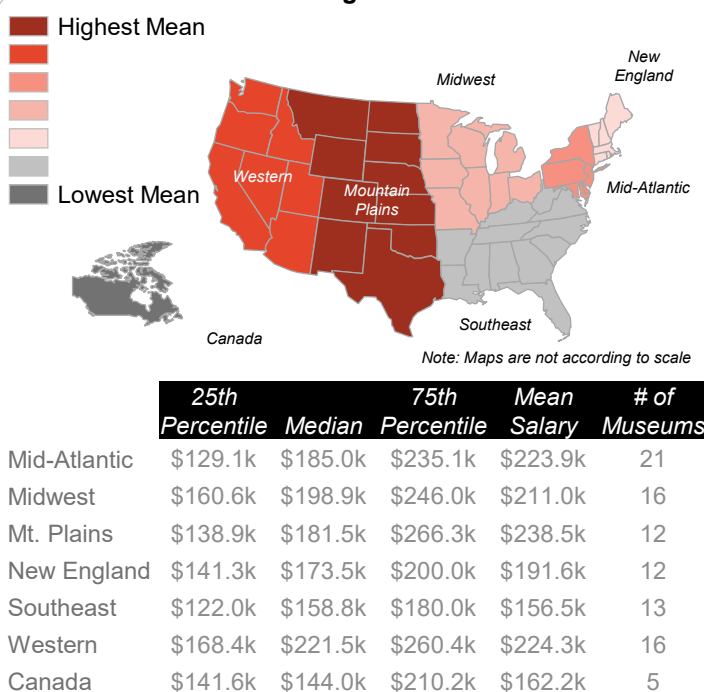
Operating Budget



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	1.13	\$114.3k	\$163.7k	\$208.0k	\$198.1k	21
Midwest	1.00	\$160.6k	\$198.9k	\$246.0k	\$211.0k	16
Mountain Plains	1.01	\$137.6k	\$179.7k	\$263.6k	\$236.1k	12
New England	1.10	\$128.4k	\$157.7k	\$181.8k	\$174.1k	12
Southeast	1.03	\$118.5k	\$154.1k	\$174.8k	\$151.9k	13
Western	1.14	\$147.8k	\$194.3k	\$228.5k	\$196.8k	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.

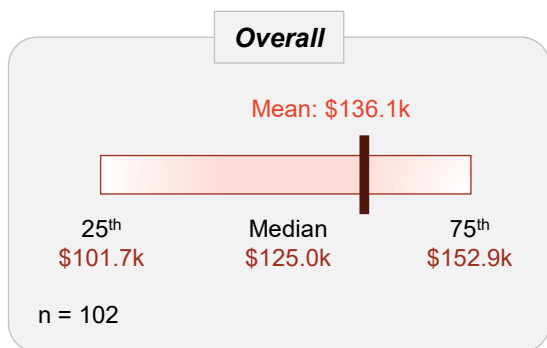
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$205.4k	\$263.9k	\$315.6k	\$278.7k	7
State	Florida	Small sample (n = less than 5)				
State	New York	\$131.3k	\$202.5k	\$306.3k	\$227.0k	12
State	Ohio	\$164.1k	\$165.0k	\$182.5k	\$176.4k	5
State	Texas	\$206.0k	\$255.0k	\$382.0k	\$310.4k	7
City	Washington, D.C.	\$139.4k	\$181.5k	\$200.2k	\$239.4k	6
City	New York	\$202.5k	\$235.1k	\$362.5k	\$275.0k	7

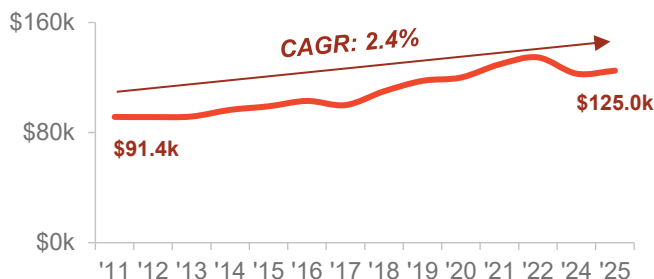
Controller (Formerly Director of Finance / Finance A)



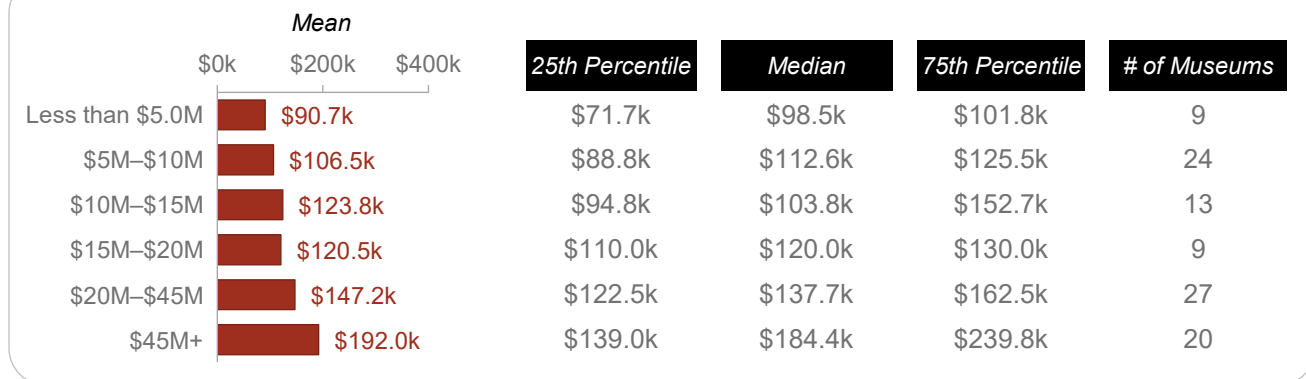
Manages and directs activities involving finance. May include investment mgmt., accounting, budgeting for the museum, and audit responsibility (external audit and/or annual internal audits).



Historical Trend—Median (2011–2025)

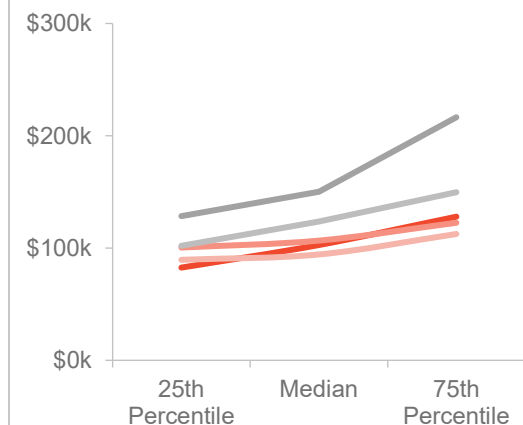


Operating Budget

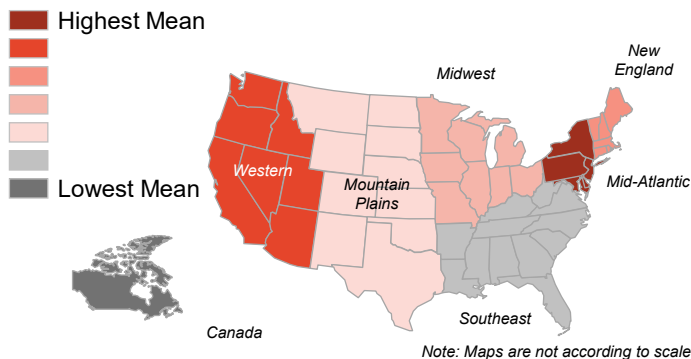


MSA Population

	Mean	# of Museums:
Under 0.5M	\$103.4k	12
0.5M–1M	\$117.1k	10
1M–2M	\$103.4k	15
2M–5M	\$127.2k	30
5M and Over	\$174.3k	35



Region



	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$116.7k	\$164.0k	\$204.1k	\$169.4k	19
Midwest	\$101.9k	\$115.0k	\$135.5k	\$130.0k	15
Mt. Plains	\$91.9k	\$130.0k	\$146.4k	\$128.1k	15
New England	\$101.7k	\$135.1k	\$176.5k	\$135.7k	12
Southeast	\$101.5k	\$105.0k	\$126.1k	\$109.1k	15
Western	\$112.0k	\$129.2k	\$153.0k	\$143.9k	21
Canada	\$90.5k	\$93.6k	\$110.8k	\$100.6k	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	1.13	\$103.2k	\$145.1k	\$180.6k	\$149.9k	19
Midwest	1.00	\$101.9k	\$115.0k	\$135.5k	\$130.0k	15
Mountain Plains	1.01	\$91.0k	\$128.7k	\$145.0k	\$126.8k	15
New England	1.10	\$92.5k	\$122.8k	\$160.5k	\$123.4k	12
Southeast	1.03	\$98.5k	\$101.9k	\$122.4k	\$106.0k	15
Western	1.14	\$98.2k	\$113.3k	\$134.2k	\$126.2k	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.

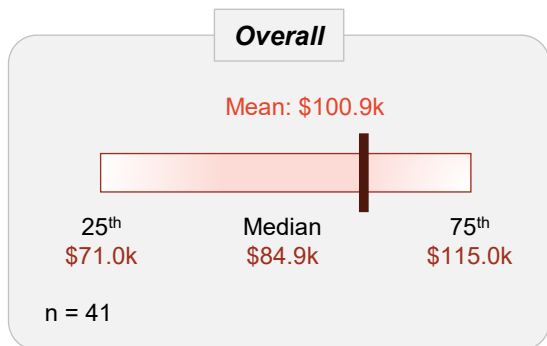
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$110.3k	\$152.7k	\$180.0k	\$156.2k	13
State	Florida	\$103.0k	\$114.0k	\$128.8k	\$114.5k	6
State	New York	\$125.0k	\$181.7k	\$219.7k	\$185.1k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$136.1k	\$146.4k	\$202.5k	\$158.0k	6
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York	\$176.0k	\$198.4k	\$247.0k	\$217.2k	8

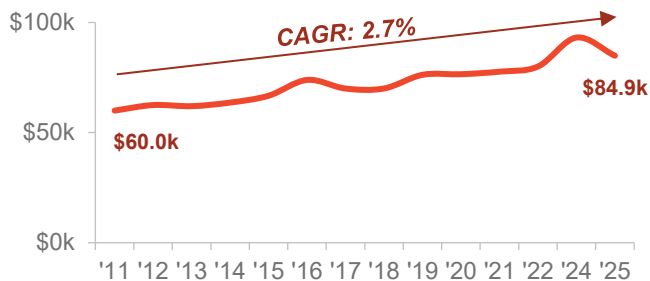
Business Operations Specialist [Alt: Business Analyst] (Formerly Assistant Director of Finance / Finance B)



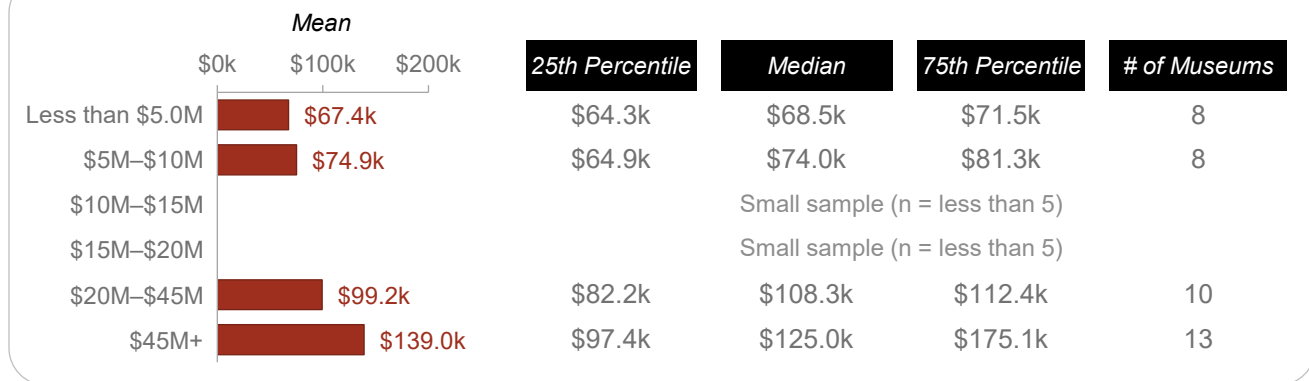
Provides information and insights in support of business decision making across the organization. Responsible for conducting primary and secondary research and analysis of various financial and operating data.



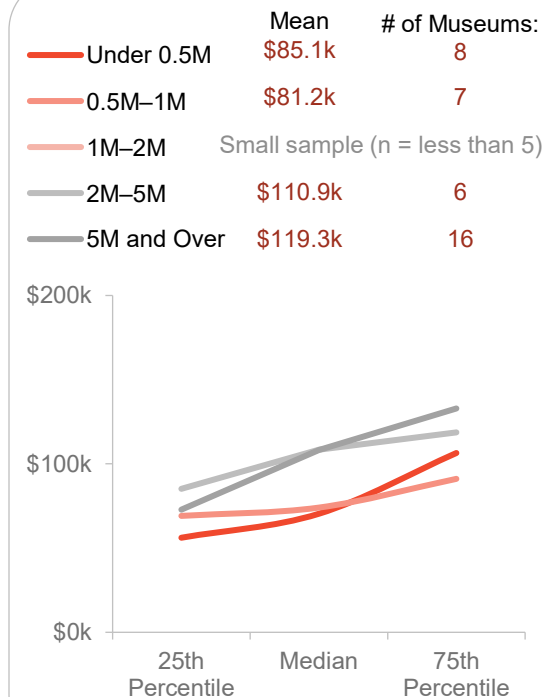
Historical Trend—Median (2011–2025)



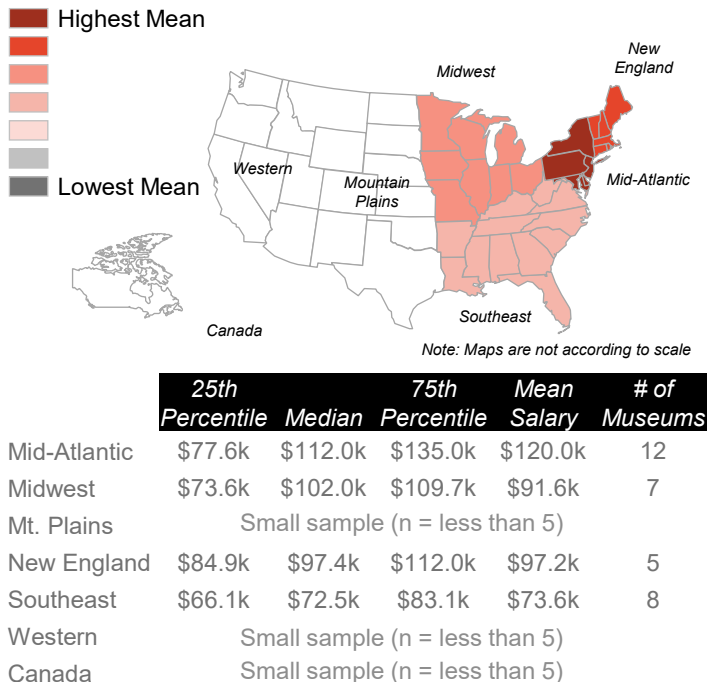
Operating Budget



MSA Population



Region



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.

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

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.13	\$68.7k	\$99.1k	\$119.5k	\$106.2k	12
Midwest	1.00	\$73.6k	\$102.0k	\$109.7k	\$91.6k	7
Mountain Plains	Small sample (n = less than 5)					
New England	1.10	\$77.2k	\$88.5k	\$101.8k	\$88.4k	5
Southeast	1.03	\$64.2k	\$70.4k	\$80.7k	\$71.4k	8
Western	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.

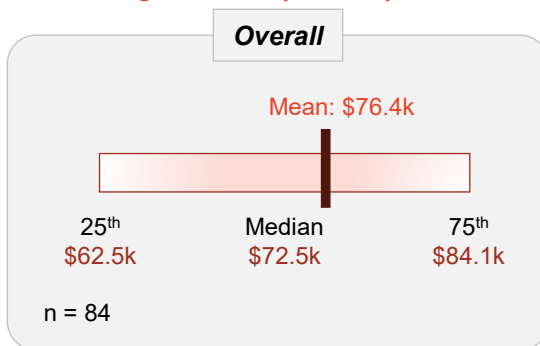
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	Small sample (n = less than 5)				
State	Florida	Small sample (n = less than 5)				
State	New York	\$87.3k	\$125.0k	\$142.7k	\$119.9k	7
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	Small sample (n = less than 5)				

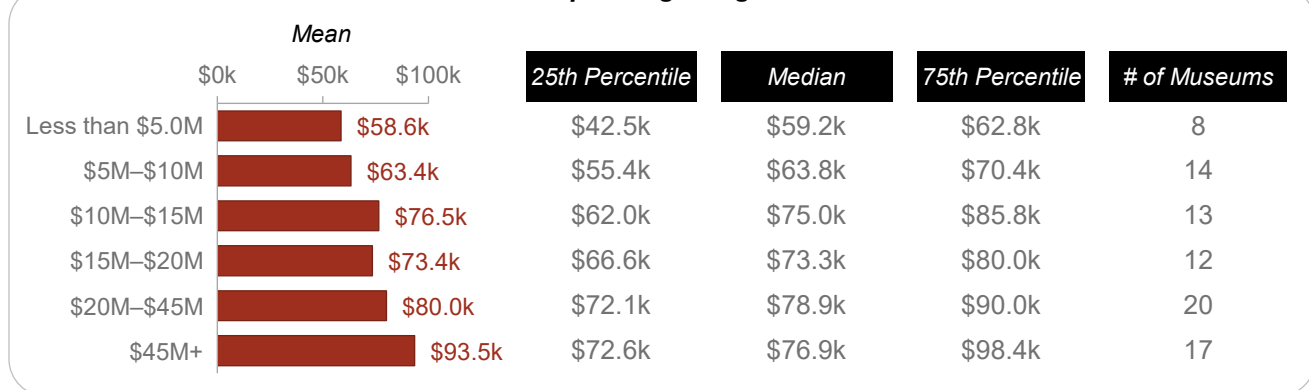
Accountant (NEW)



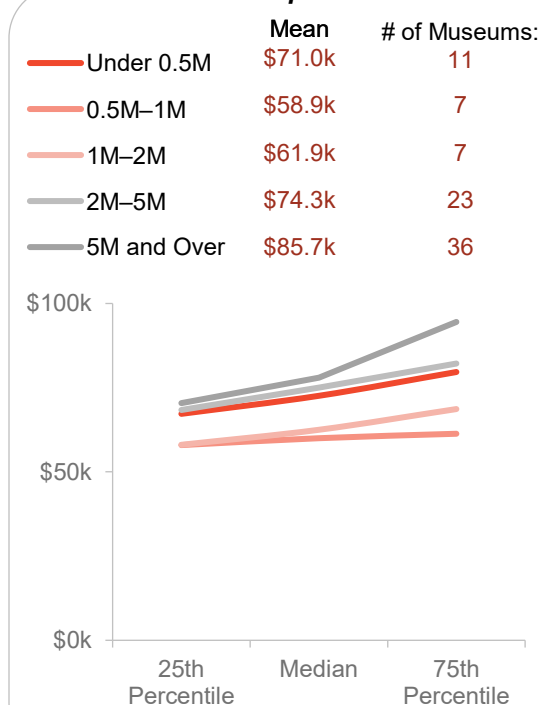
Performs various professional accounting duties including maintenance and analysis of accounting records, preparation of accounting schedules, reports and financial statements; prepares journal entries and reconciles ledger accounts; ensures compliance with organization's policies, procedures and contracts.



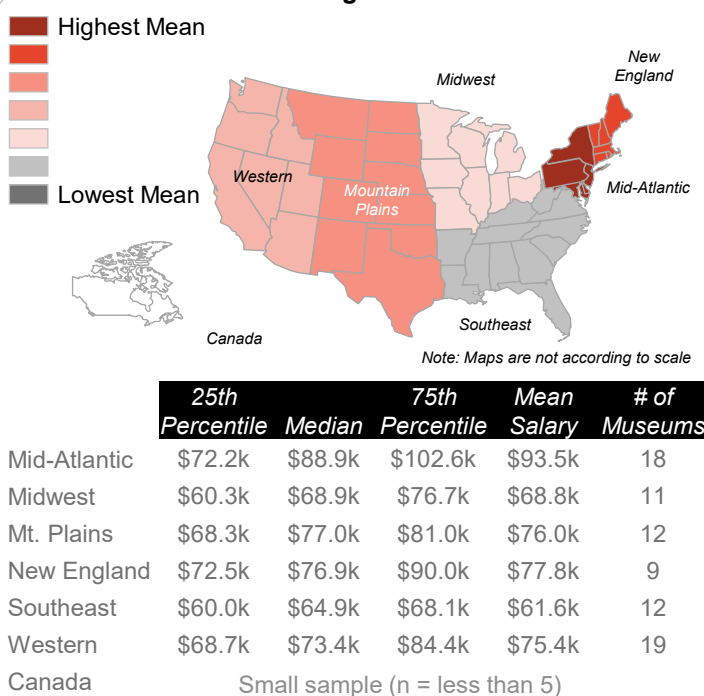
Operating Budget



MSA Population



Region



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	1.13	\$63.9k	\$78.7k	\$90.8k	\$82.7k	18
Midwest	1.00	\$60.3k	\$68.9k	\$76.7k	\$68.8k	11
Mountain Plains	1.01	\$67.6k	\$76.3k	\$80.2k	\$75.3k	12
New England	1.10	\$65.9k	\$69.9k	\$81.8k	\$70.7k	9
Southeast	1.03	\$58.3k	\$63.0k	\$66.1k	\$59.8k	12
Western	1.14	\$60.3k	\$64.4k	\$74.0k	\$66.1k	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.

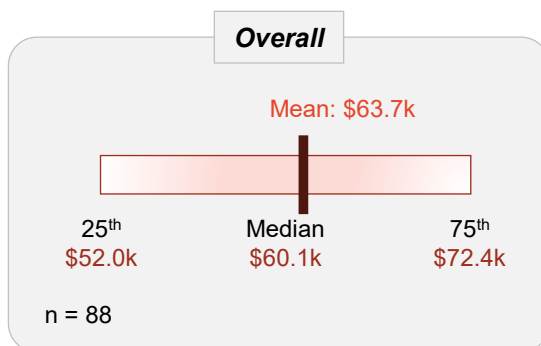
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$74.1k	\$84.4k	\$88.7k	\$84.4k	10
State	Florida	\$61.8k	\$67.4k	\$69.4k	\$66.0k	6
State	New York	\$74.4k	\$93.8k	\$106.7k	\$96.0k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$74.5k	\$75.0k	\$79.0k	\$79.0k	5
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	\$93.0k	\$98.4k	\$114.7k	\$106.3k	9

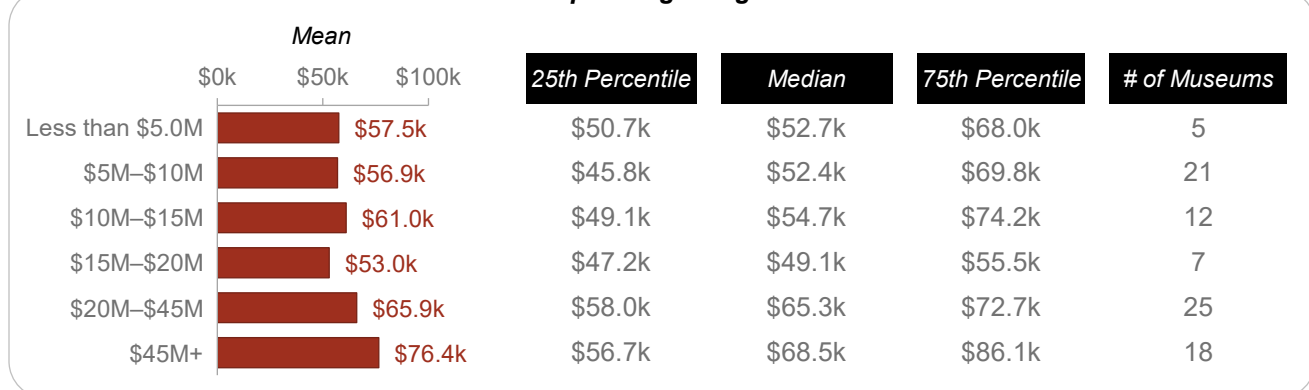
Finance Administrator (NEW) [Alt: Accounts Payable Administrator/Accounts Receivable Administrator/Payroll Administrator]



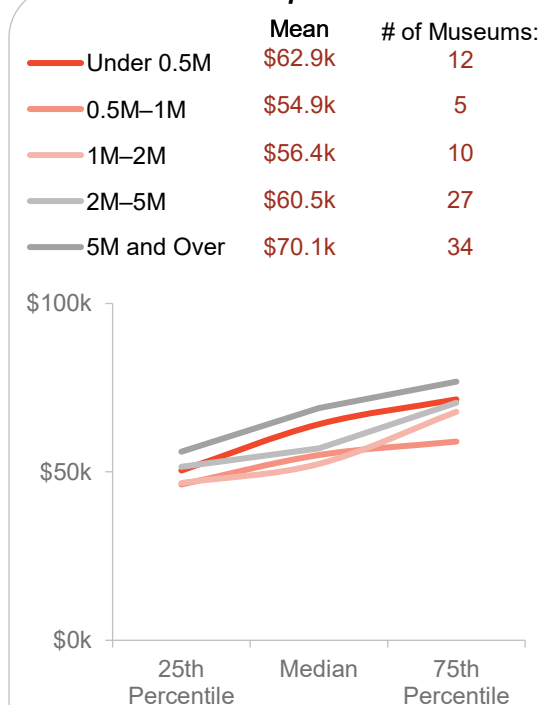
Processes a variety of accounting transactions. May have a specific area of responsibility reflected in their title (e.g. Payroll Administrator). Maintains accounting files in accordance with dept. procedures.



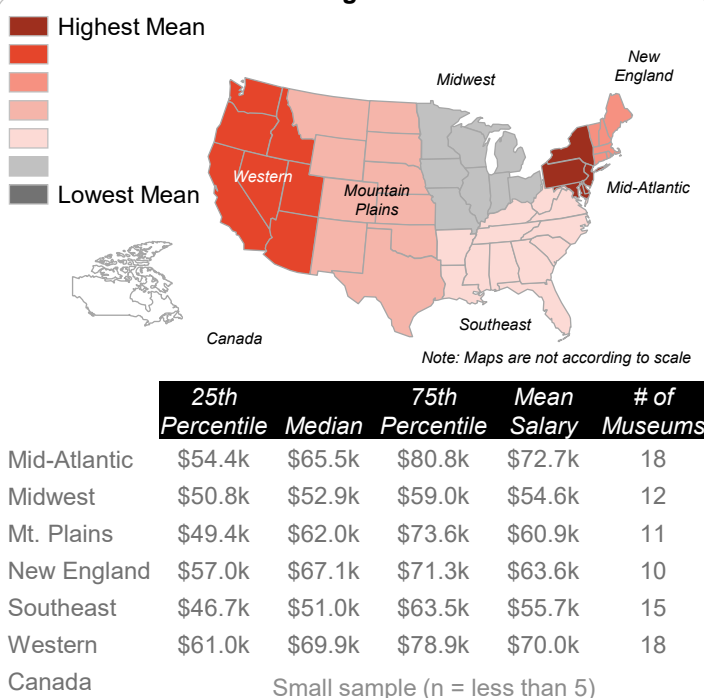
Operating Budget



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	1.13	\$48.1k	\$58.0k	\$71.5k	\$64.3k	18
Midwest	1.00	\$50.8k	\$52.9k	\$59.0k	\$54.6k	12
Mountain Plains	1.01	\$48.9k	\$61.4k	\$72.9k	\$60.3k	11
New England	1.10	\$51.8k	\$61.0k	\$64.8k	\$57.8k	10
Southeast	1.03	\$45.4k	\$49.5k	\$61.7k	\$54.1k	15
Western	1.14	\$53.5k	\$61.3k	\$69.2k	\$61.4k	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

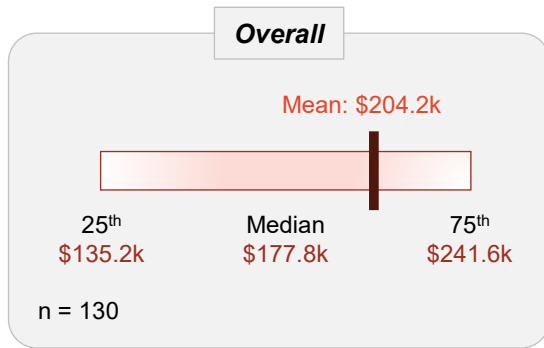
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$69.2k	\$73.6k	\$79.2k	\$73.5k	13
State	Florida	\$47.2k	\$50.7k	\$51.0k	\$49.7k	5
State	New York	\$52.8k	\$58.8k	\$75.5k	\$65.5k	8
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$62.0k	\$72.2k	\$75.0k	\$65.2k	5
City	Washington, DC.	\$54.1k	\$80.9k	\$86.2k	\$89.3k	5
City	New York	\$57.6k	\$66.2k	\$84.1k	\$70.9k	6

Chief Development Officer (Formerly Director of Development)

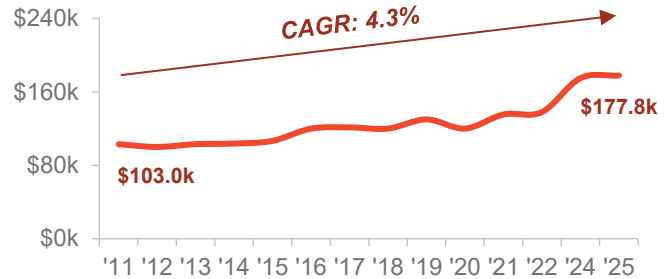
[Alt: Chief Advancement Officer, Senior Director, Development]



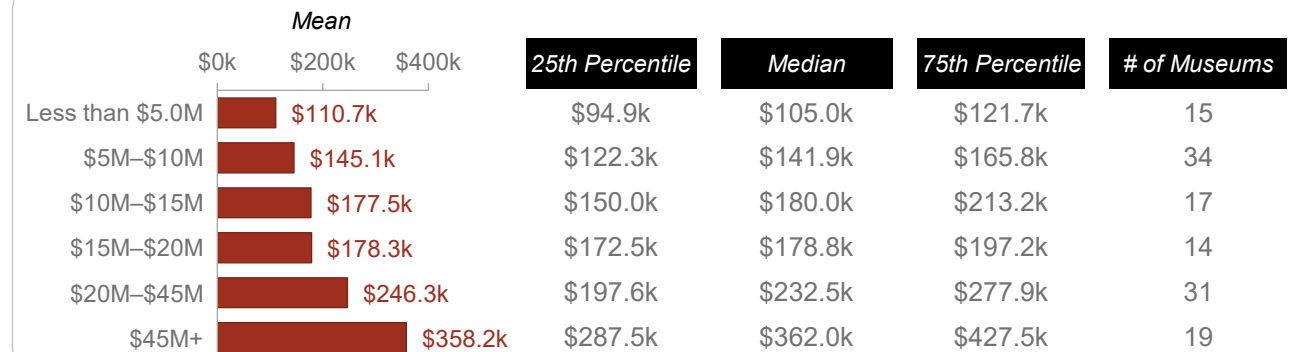
Responsible for successfully overseeing the museum's fundraising strategy program and ensuring that the development department reaches or surpasses annual income goals. Head of Development dept.



Historical Trend—Median (2011–2025)

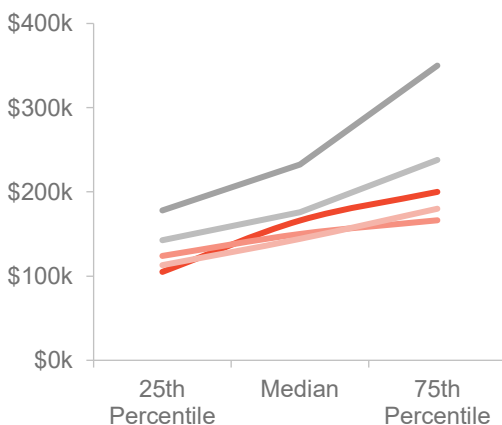


Operating Budget

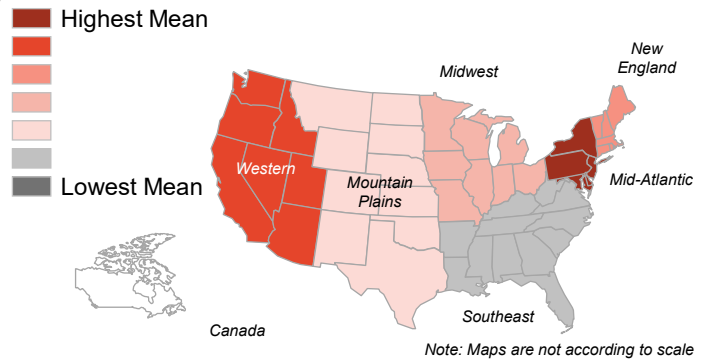


MSA Population

	Mean	# of Museums:
Under 0.5M	\$158.9k	17
0.5M–1M	\$155.4k	14
1M–2M	\$146.6k	17
2M–5M	\$194.6k	37
5M and Over	\$266.2k	45



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$150.6k	\$195.2k	\$342.8k	\$240.0k	29
Midwest	\$123.4k	\$166.0k	\$245.2k	\$198.9k	19
Mt. Plains	\$122.7k	\$139.6k	\$206.6k	\$180.0k	15
New England	\$161.1k	\$191.0k	\$236.2k	\$215.4k	16
Southeast	\$128.9k	\$153.7k	\$191.3k	\$163.7k	23
Western	\$162.5k	\$188.6k	\$236.9k	\$218.9k	24
Canada	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.

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

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.13	\$133.3k	\$172.7k	\$303.3k	\$212.4k	29
Midwest	1.00	\$123.4k	\$166.0k	\$245.2k	\$198.9k	19
Mountain Plains	1.01	\$121.5k	\$138.3k	\$204.6k	\$178.2k	15
New England	1.10	\$146.4k	\$173.6k	\$214.7k	\$195.9k	16
Southeast	1.03	\$125.1k	\$149.3k	\$185.8k	\$159.0k	23
Western	1.14	\$142.6k	\$165.4k	\$207.8k	\$192.0k	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

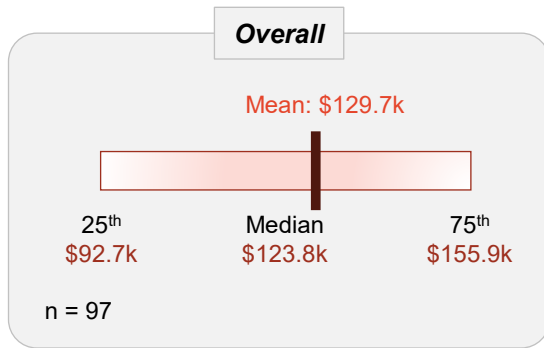
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$177.1k	\$218.5k	\$309.8k	\$249.9k	14
State	Florida	\$137.5k	\$156.9k	\$219.7k	\$174.4k	8
State	New York	\$131.9k	\$256.7k	\$350.1k	\$261.4k	16
State	Ohio	\$109.6k	\$150.4k	\$170.0k	\$175.9k	6
State	Texas	\$150.0k	\$198.0k	\$227.0k	\$216.8k	7
City	Washington, DC.	\$182.6k	\$195.2k	\$233.4k	\$236.0k	7
City	New York	\$256.7k	\$350.0k	\$361.6k	\$318.9k	11

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

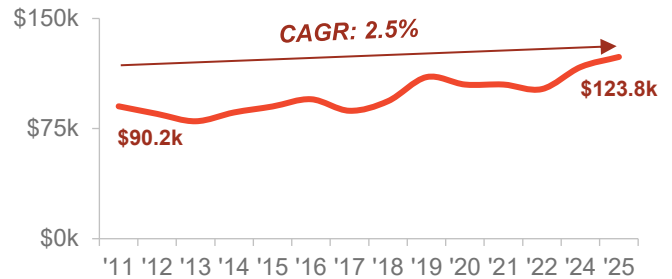
[Alt: Director of Membership, Director of Institutional Giving, Director of Capital Campaigns]



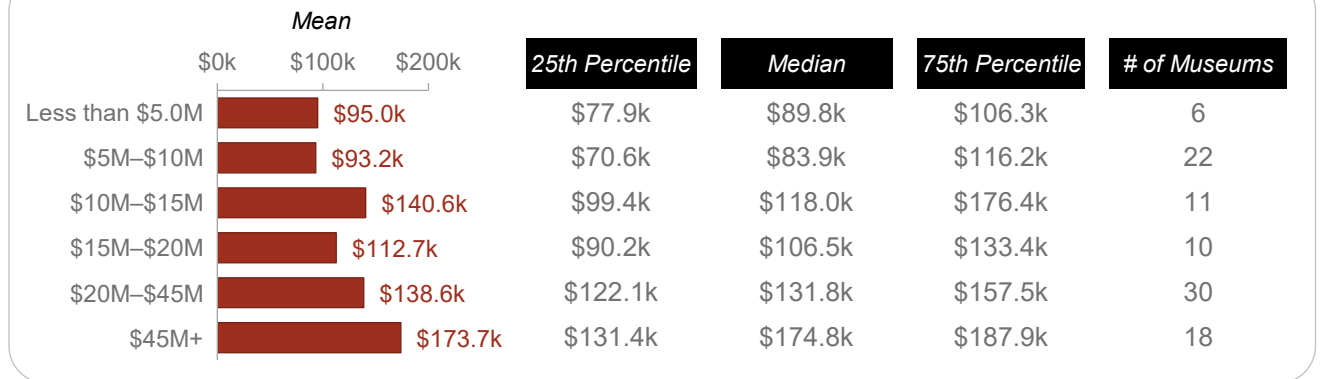
Establishes overall strategy and policies to obtain regularly scheduled donations from supporting organizations and individuals. May have a specific area of responsibility reflected in their title (e.g., Director of Membership).



Historical Trend—Median (2011–2025)

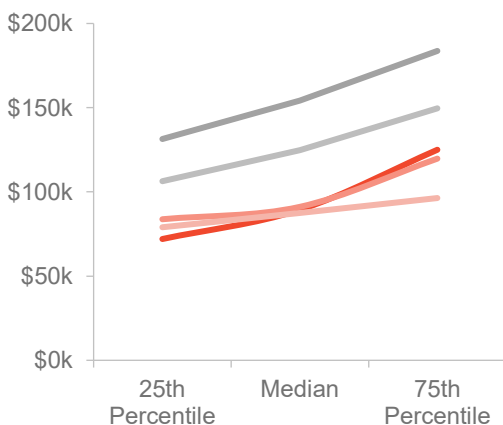


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$98.3k	15
0.5M–1M	\$110.1k	8
1M–2M	\$84.7k	11
2M–5M	\$129.4k	26
5M and Over	\$160.2k	37



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$123.4k	\$155.9k	\$198.0k	\$167.4k	21
Midwest	\$101.0k	\$120.0k	\$137.7k	\$113.5k	17
Mt. Plains	\$97.5k	\$120.8k	\$128.9k	\$117.3k	9
New England	\$93.7k	\$134.2k	\$159.4k	\$131.1k	9
Southeast	\$74.8k	\$88.4k	\$116.5k	\$101.8k	16
Western	\$106.5k	\$129.7k	\$159.5k	\$133.4k	22
Canada					

Small sample (n = less than 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).

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

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.13	\$109.2k	\$138.0k	\$175.2k	\$148.1k	21
Midwest	1.00	\$101.0k	\$120.0k	\$137.7k	\$113.5k	17
Mountain Plains	1.01	\$96.5k	\$119.6k	\$127.7k	\$116.1k	9
New England	1.10	\$85.2k	\$122.0k	\$144.9k	\$119.2k	9
Southeast	1.03	\$72.6k	\$85.9k	\$113.1k	\$98.8k	16
Western	1.14	\$93.4k	\$113.7k	\$139.9k	\$117.0k	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.

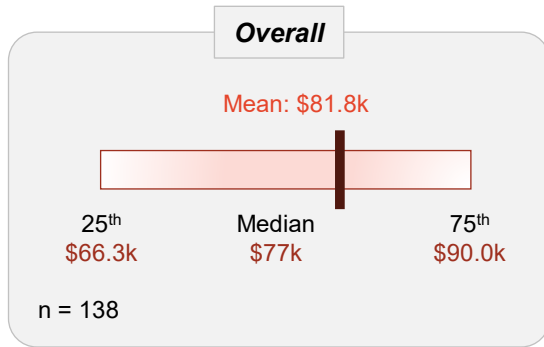
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$126.1k	\$152.1k	\$177.7k	\$153.8k	12
State	Florida	Small sample (n = less than 5)				
State	New York	\$152.8k	\$180.9k	\$224.5k	\$187.4k	10
State	Ohio	\$102.5k	\$104.7k	\$125.0k	\$111.4k	5
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	\$121.8k	\$183.7k	\$195.2k	\$161.0k	5
City	New York	\$155.9k	\$186.0k	\$233.4k	\$200.4k	9

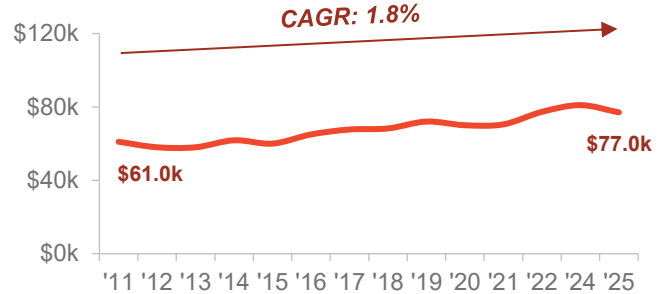
Development Manager or Officer (Formerly Grant Mgr. / Institutional Giving Mgr. / Development B) [Alt: Membership Officer, Institutional Giving Officer, Grant Officer]



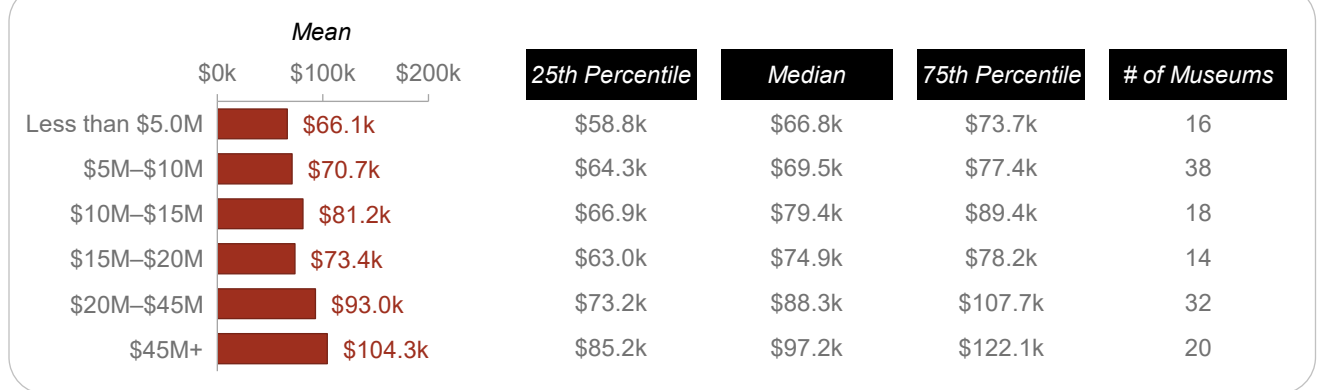
Responsible for writing grants and/or proposals in accordance with their function or functions. Reports to Director of Development or Chief Development Officer. May have a specific area of responsibility reflected in their title (e.g. Grants Manager). May manage junior Development staff.



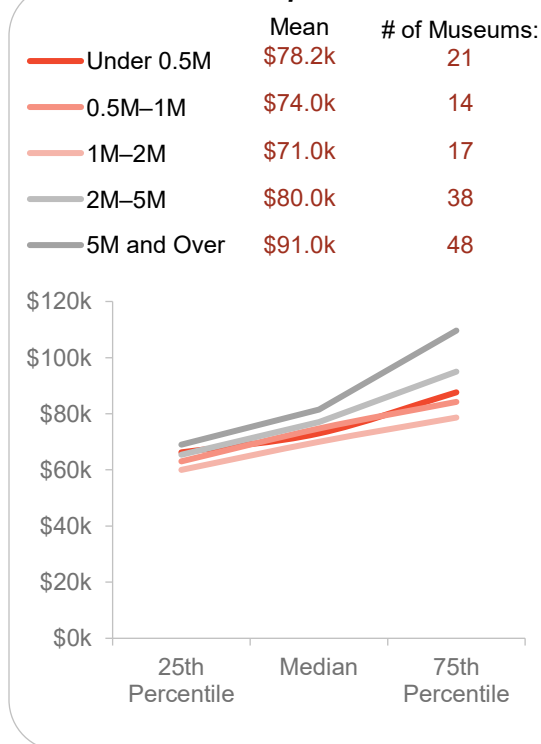
Historical Trend—Median (2011–2025)



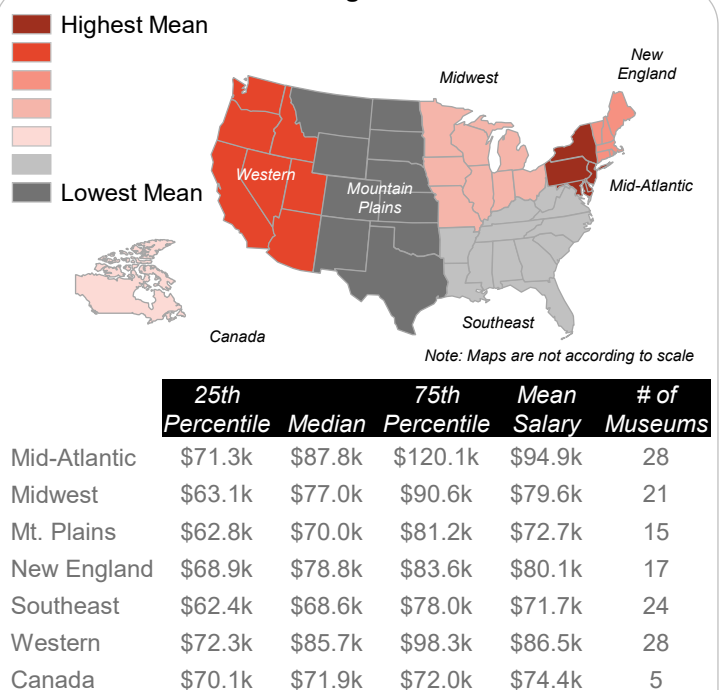
Operating Budget



MSA Population



Region



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 accordance 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	1.13	\$63.1k	\$77.7k	\$106.3k	\$83.9k	28
Midwest	1.00	\$63.1k	\$77.0k	\$90.6k	\$79.6k	21
Mountain Plains	1.01	\$62.2k	\$69.3k	\$80.4k	\$72.0k	15
New England	1.10	\$62.7k	\$71.6k	\$76.0k	\$72.8k	17
Southeast	1.03	\$60.6k	\$66.6k	\$75.8k	\$69.6k	24
Western	1.14	\$63.4k	\$75.2k	\$86.3k	\$75.9k	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

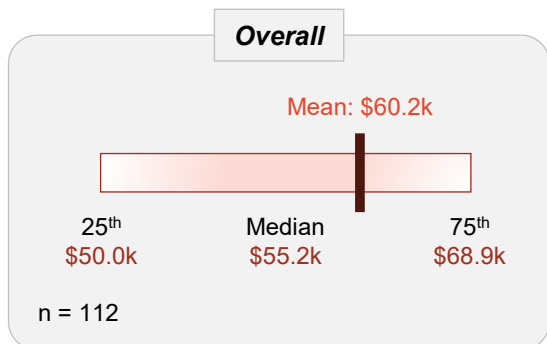
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$86.5k	\$92.7k	\$111.5k	\$98.3k	16
State	Florida	\$67.9k	\$69.0k	\$77.4k	\$74.5k	9
State	New York	\$72.9k	\$90.0k	\$126.2k	\$101.6k	15
State	Ohio	\$60.4k	\$76.0k	\$83.8k	\$74.0k	7
State	Texas	\$65.8k	\$78.3k	\$81.2k	\$74.2k	7
City	Washington, DC.	\$81.1k	\$98.0k	\$114.1k	\$99.9k	6
City	New York	\$86.6k	\$120.6k	\$129.0k	\$111.9k	10

Development Associate / Development Coordinator

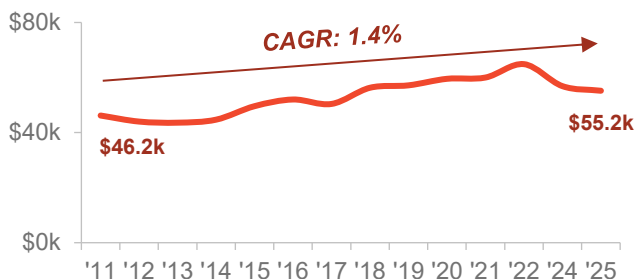


Coordinates fundraising activities either across development functions or with focus on one development function, depending on department and institution sizes, in support of more senior Development staff.

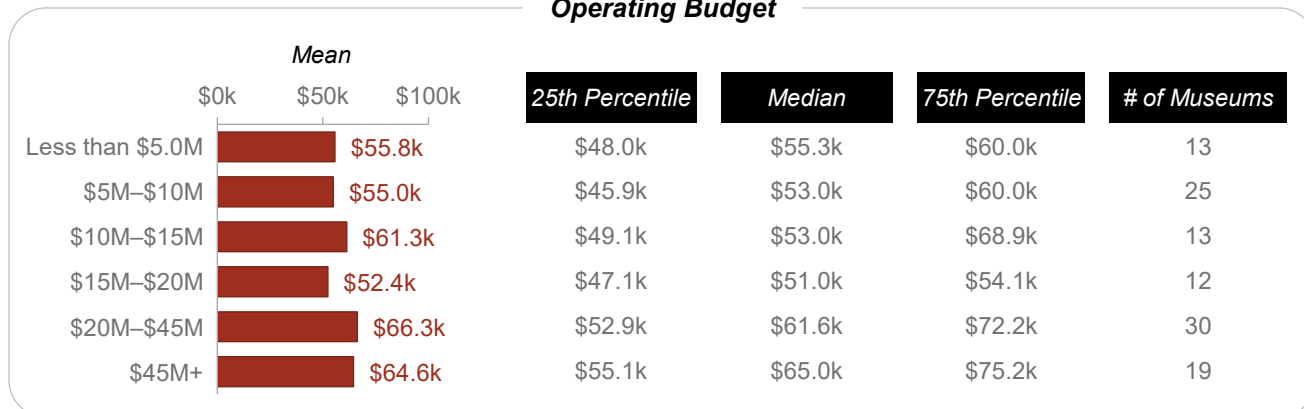
Overall



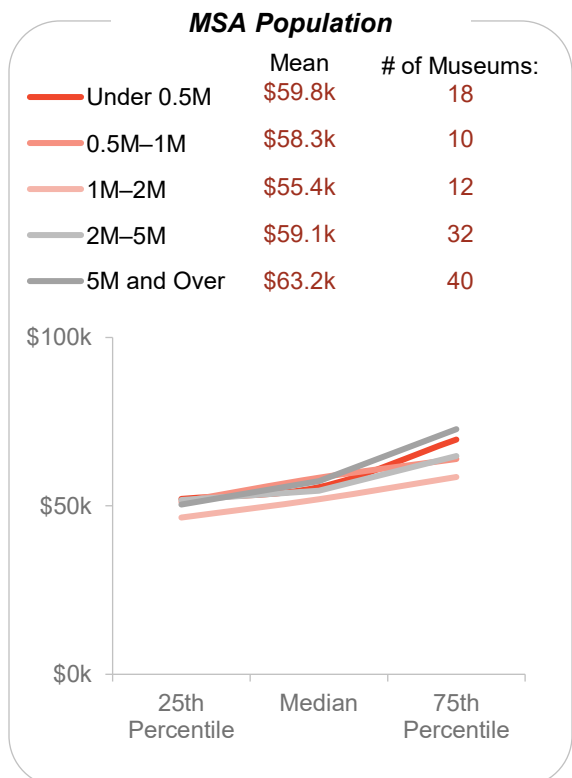
Historical Trend—Median (2011–2025)



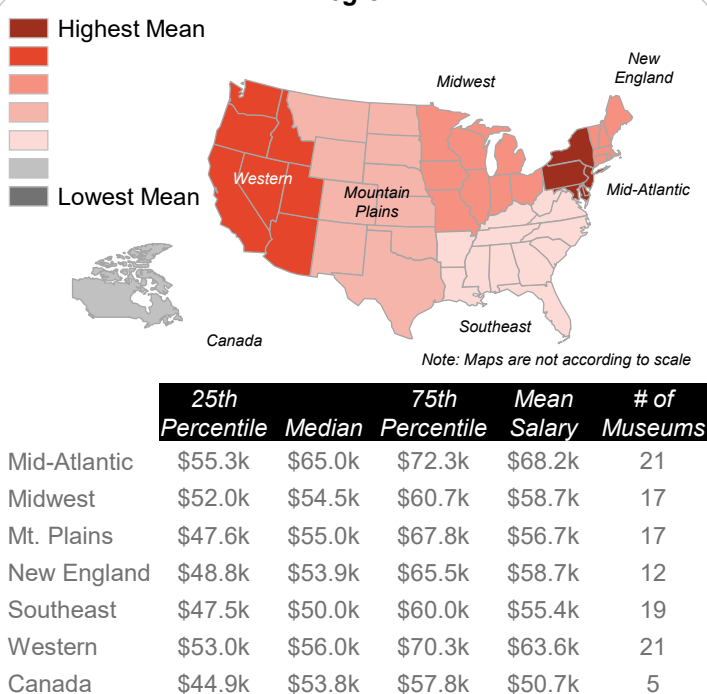
Operating Budget



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
Mid-Atlantic	1.13	\$49.0k	\$57.5k	\$63.9k	\$60.4k	21
Midwest	1.00	\$52.0k	\$54.5k	\$60.7k	\$58.7k	17
Mountain Plains	1.01	\$47.1k	\$54.5k	\$67.2k	\$56.1k	17
New England	1.10	\$44.4k	\$49.0k	\$59.5k	\$53.4k	12
Southeast	1.03	\$46.1k	\$48.5k	\$58.3k	\$53.8k	19
Western	1.14	\$46.5k	\$49.1k	\$61.7k	\$55.8k	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.

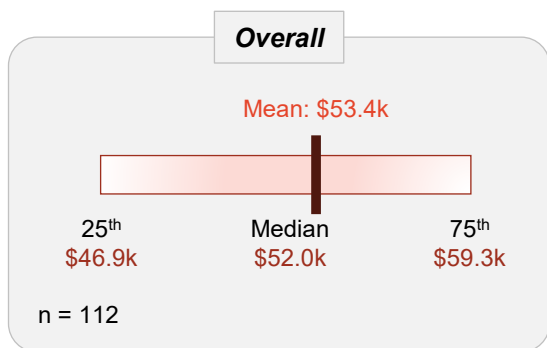
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$53.0k	\$65.0k	\$76.4k	\$68.4k	13
State	Florida	\$47.7k	\$48.2k	\$50.8k	\$49.7k	8
State	New York	\$58.9k	\$69.9k	\$72.8k	\$65.4k	11
State	Ohio	\$50.0k	\$53.3k	\$55.0k	\$51.1k	5
State	Texas	\$49.2k	\$55.0k	\$66.0k	\$57.8k	7
City	Washington, DC.	\$63.1k	\$72.3k	\$93.1k	\$83.8k	5
City	New York	\$58.1k	\$67.4k	\$71.5k	\$64.3k	8

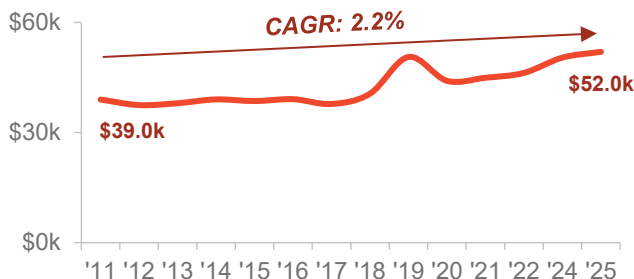
Membership Assistant / Development Assistant



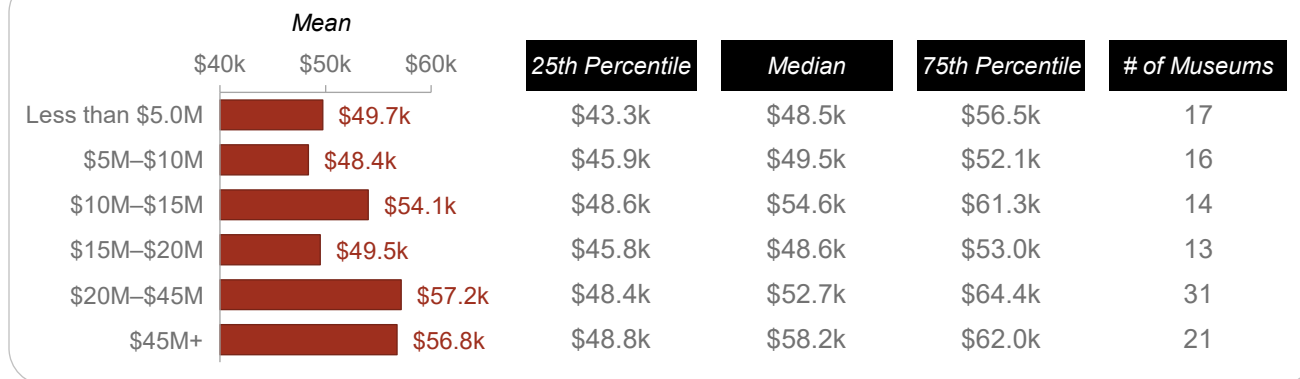
Provides administrative support for the Development Department. May have a specific area of responsibility reflected in their title (e.g., Grants Assistant).



Historical Trend—Median (2011–2025)

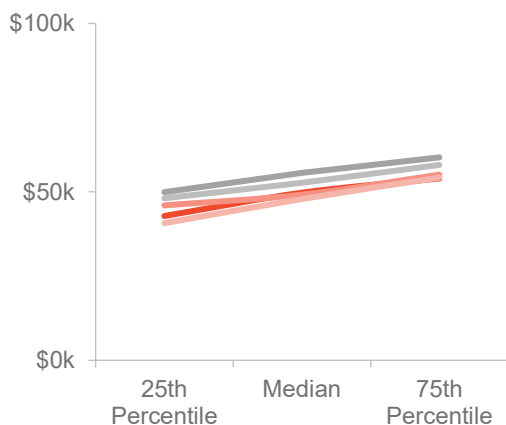


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$49.6k	13
0.5M–1M	\$51.9k	13
1M–2M	\$49.4k	14
2M–5M	\$53.7k	31
5M and Over	\$56.3k	41



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$53.5k	\$57.0k	\$61.9k	\$58.8k	20
Midwest	\$48.4k	\$52.3k	\$56.1k	\$52.7k	18
Mt. Plains	\$41.3k	\$48.5k	\$50.7k	\$48.0k	16
New England	\$45.8k	\$51.4k	\$60.3k	\$53.4k	13
Southeast	\$45.2k	\$48.3k	\$49.9k	\$49.1k	17
Western	\$47.7k	\$54.1k	\$64.0k	\$56.9k	25
Canada					

Small sample (n = less than 5)

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	1.13	\$47.3k	\$50.4k	\$54.7k	\$52.0k	20
Midwest	1.00	\$48.4k	\$52.3k	\$56.1k	\$52.7k	18
Mountain Plains	1.01	\$40.9k	\$48.1k	\$50.2k	\$47.5k	16
New England	1.10	\$41.6k	\$46.7k	\$54.8k	\$48.6k	13
Southeast	1.03	\$43.9k	\$46.9k	\$48.5k	\$47.7k	17
Western	1.14	\$41.8k	\$47.4k	\$56.1k	\$49.9k	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.

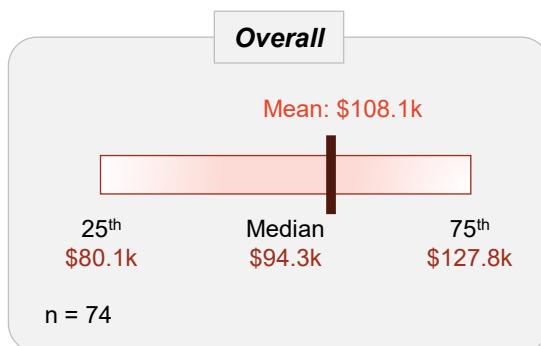
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$50.6k	\$61.8k	\$65.6k	\$60.2k	14
State	Florida	\$42.4k	\$45.2k	\$47.6k	\$45.2k	7
State	New York	\$54.5k	\$59.1k	\$61.4k	\$57.4k	10
State	Ohio	\$51.0k	\$52.0k	\$53.0k	\$51.8k	5
State	Texas	\$45.7k	\$50.0k	\$56.3k	\$51.4k	8
City	Washington, DC.	\$53.1k	\$57.3k	\$67.9k	\$62.8k	6
City	New York	\$55.3k	\$59.1k	\$60.5k	\$58.2k	8

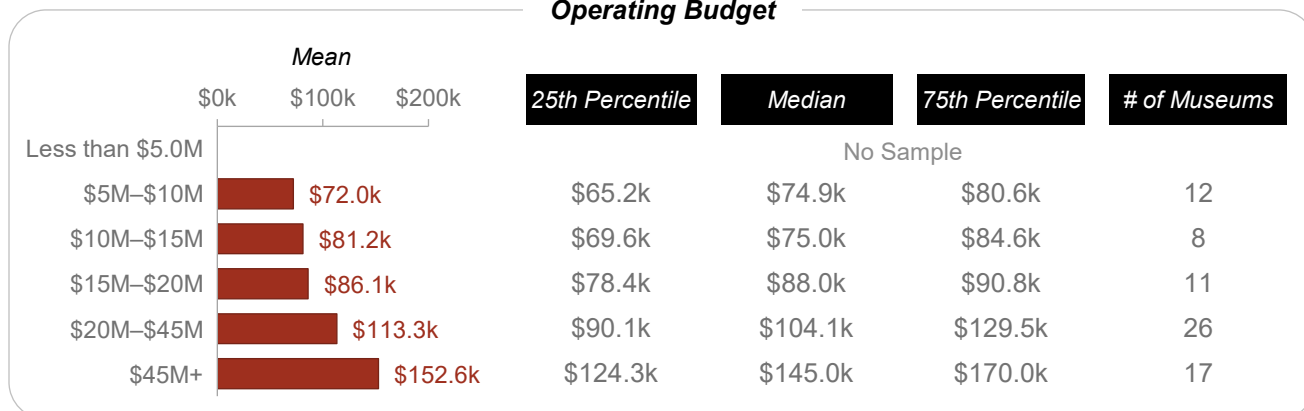
Director of Special Events (NEW)



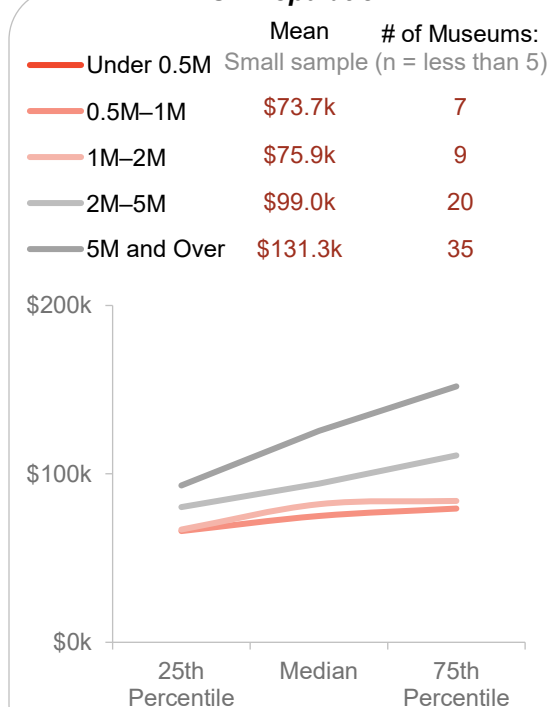
Oversees strategy, planning, coordination, and execution of a diverse range of in-person events for the museum. Effectively collaborates with multiple departments for successful event execution. Manages Special Events staff.



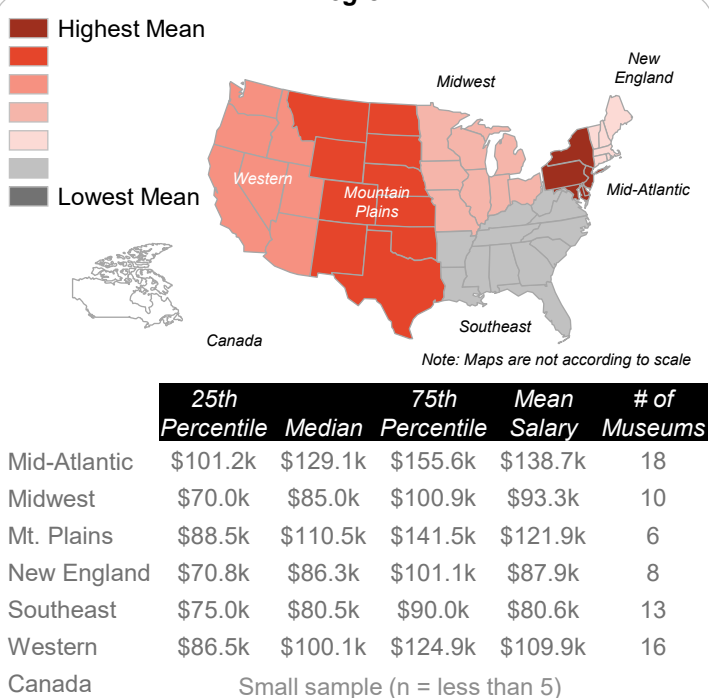
Operating Budget



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	1.13	\$89.5k	\$114.2k	\$137.7k	\$122.7k	18
Midwest	1.00	\$70.0k	\$85.0k	\$100.9k	\$93.3k	10
Mountain Plains	1.01	\$87.6k	\$109.4k	\$140.1k	\$120.7k	6
New England	1.10	\$64.4k	\$78.4k	\$91.9k	\$79.9k	8
Southeast	1.03	\$72.8k	\$78.1k	\$87.4k	\$78.3k	13
Western	1.14	\$75.9k	\$87.8k	\$109.5k	\$96.4k	16

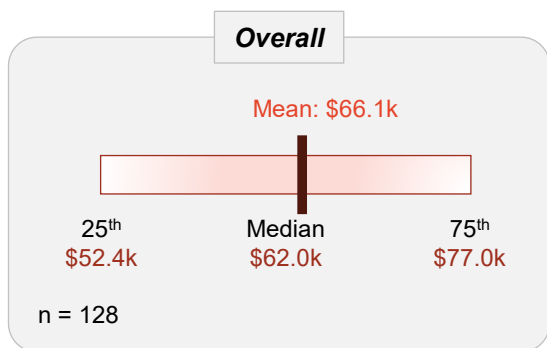
Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided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

City and State-Level Benchmarks

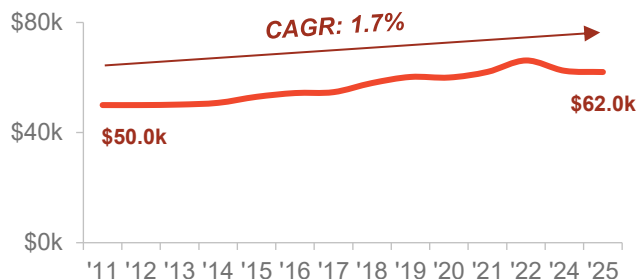
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$97.2k	\$113.8k	\$151.6k	\$125.6k	9
State	Florida	Small sample (n = less than 5)				
State	New York	\$128.1k	\$150.0k	\$172.9k	\$162.3k	9
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	\$83.5k	\$133.7k	\$156.7k	\$126.6k	5
City	New York	\$129.5k	\$151.2k	\$176.5k	\$172.1k	8

Special Events Manager

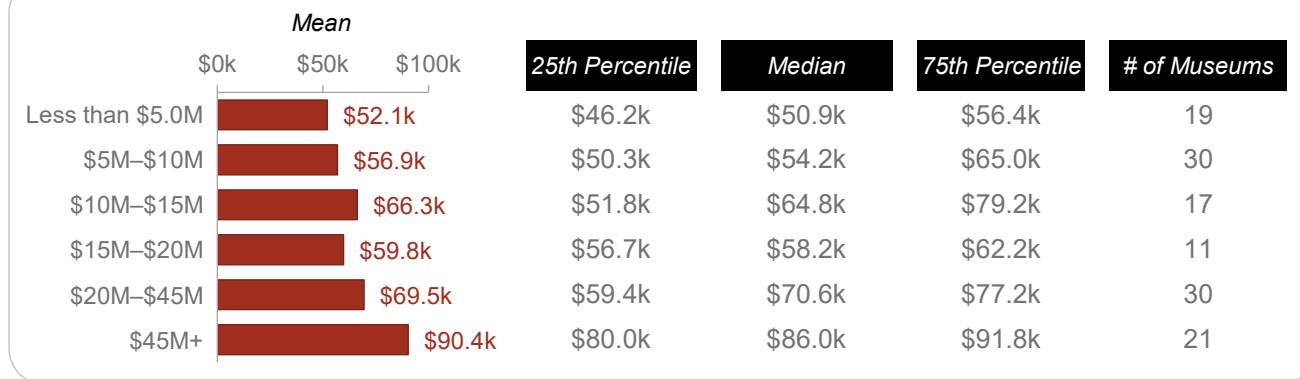
Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals.



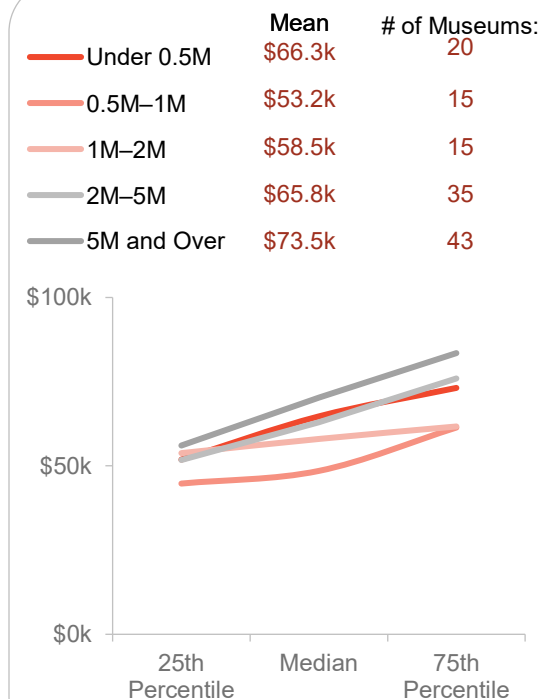
Historical Trend—Median (2011–2025)



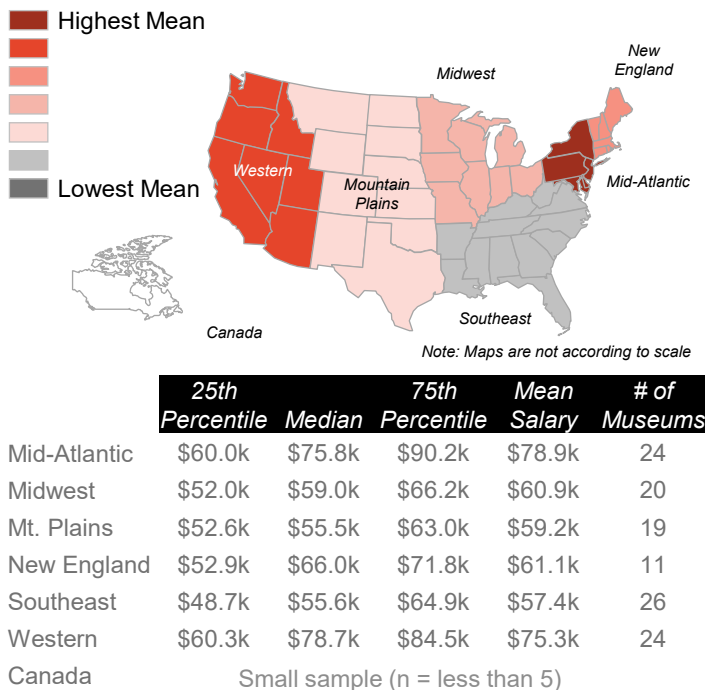
Operating Budget



MSA Population



Region



Special Events Manager



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	1.13	\$53.1k	\$67.1k	\$79.9k	\$69.8k	24
Midwest	1.00	\$52.0k	\$59.0k	\$66.2k	\$60.9k	20
Mountain Plains	1.01	\$52.1k	\$54.9k	\$62.4k	\$58.6k	19
New England	1.10	\$48.1k	\$60.0k	\$65.3k	\$55.5k	11
Southeast	1.03	\$47.3k	\$54.0k	\$63.1k	\$55.7k	26
Western	1.14	\$52.9k	\$69.0k	\$74.1k	\$66.1k	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.

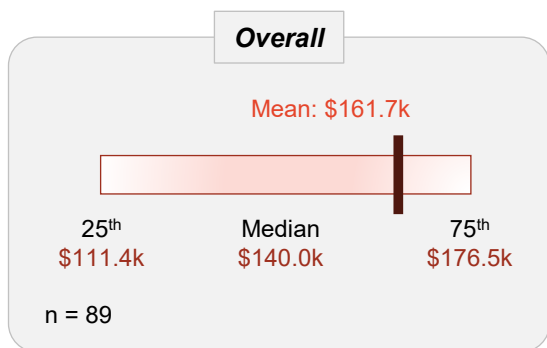
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$75.7k	\$83.0k	\$88.0k	\$83.7k	15
State	Florida	\$50.8k	\$61.0k	\$65.0k	\$59.1k	9
State	New York	\$73.0k	\$80.0k	\$104.0k	\$87.5k	13
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$50.5k	\$54.1k	\$57.1k	\$54.7k	8
City	Washington, DC.	\$79.2k	\$90.2k	\$90.2k	\$83.0k	5
City	New York	\$76.5k	\$84.9k	\$106.1k	\$94.9k	8

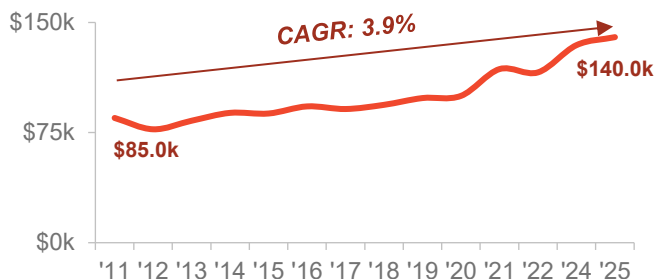
Human Resources Director



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



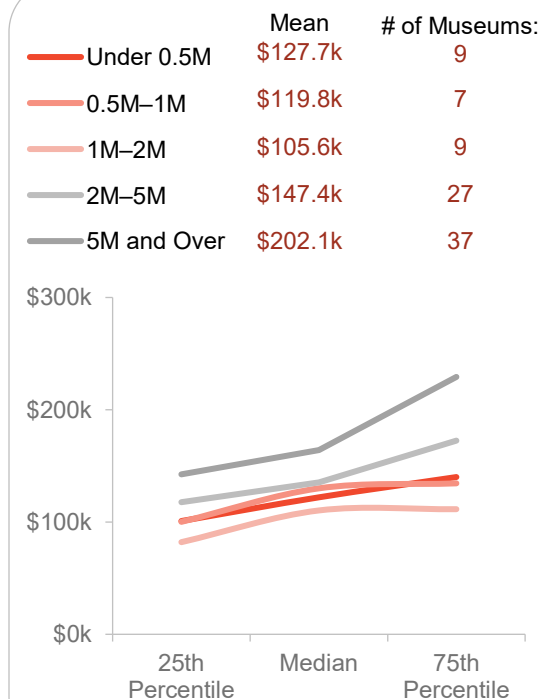
Historical Trend—Median (2011–2025)



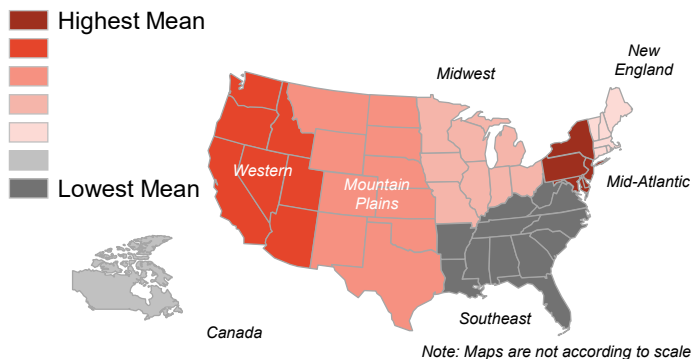
Operating Budget



MSA Population



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$133.9k	\$156.8k	\$220.0k	\$190.1k	20
Midwest	\$125.7k	\$155.0k	\$176.5k	\$159.9k	15
Mt. Plains	\$120.5k	\$146.5k	\$171.1k	\$166.0k	11
New England	\$138.2k	\$147.1k	\$149.6k	\$157.0k	7
Southeast	\$89.6k	\$103.0k	\$114.8k	\$103.3k	11
Western	\$121.0k	\$148.5k	\$228.8k	\$177.3k	20
Canada	\$104.7k	\$115.7k	\$116.1k	\$117.3k	5

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
Mid-Atlantic	1.13	\$118.5k	\$138.8k	\$194.7k	\$168.2k	20
Midwest	1.00	\$125.7k	\$155.0k	\$176.5k	\$159.9k	15
Mountain Plains	1.01	\$119.3k	\$145.0k	\$169.4k	\$164.4k	11
New England	1.10	\$125.6k	\$133.7k	\$136.0k	\$142.7k	7
Southeast	1.03	\$87.0k	\$100.0k	\$111.5k	\$100.3k	11
Western	1.14	\$106.1k	\$130.3k	\$200.7k	\$155.5k	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.

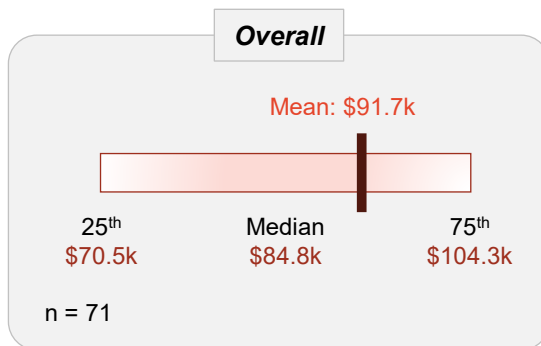
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$160.0k	\$219.3k	\$275.0k	\$208.1k	13
State	Florida	\$84.2k	\$95.0k	\$103.0k	\$98.3k	5
State	New York	\$127.8k	\$164.0k	\$242.5k	\$214.3k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$150.8k	\$165.6k	\$191.8k	\$206.4k	6
City	Washington, DC.	\$135.5k	\$142.3k	\$168.6k	\$152.6k	6
City	New York	\$134.5k	\$168.1k	\$310.0k	\$240.0k	9

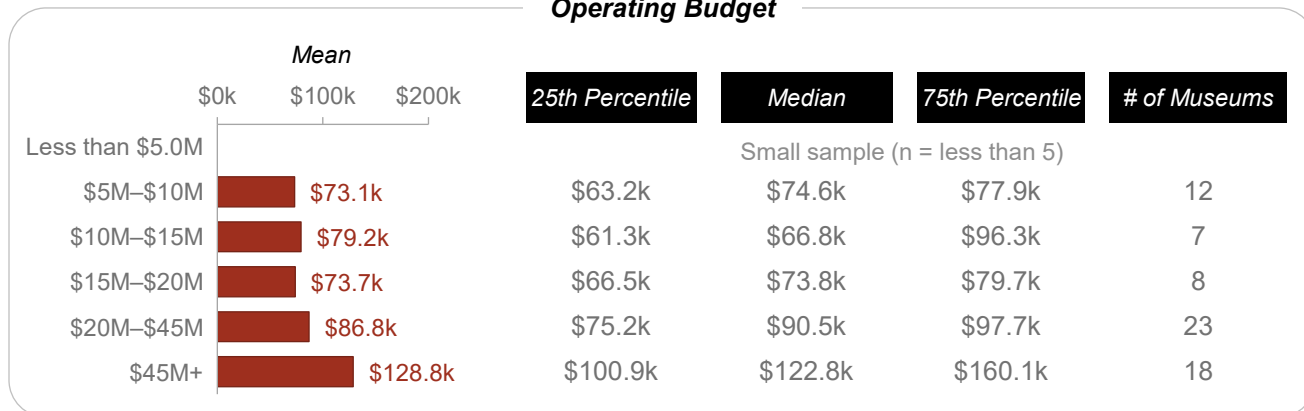
Human Resources Manager (NEW)



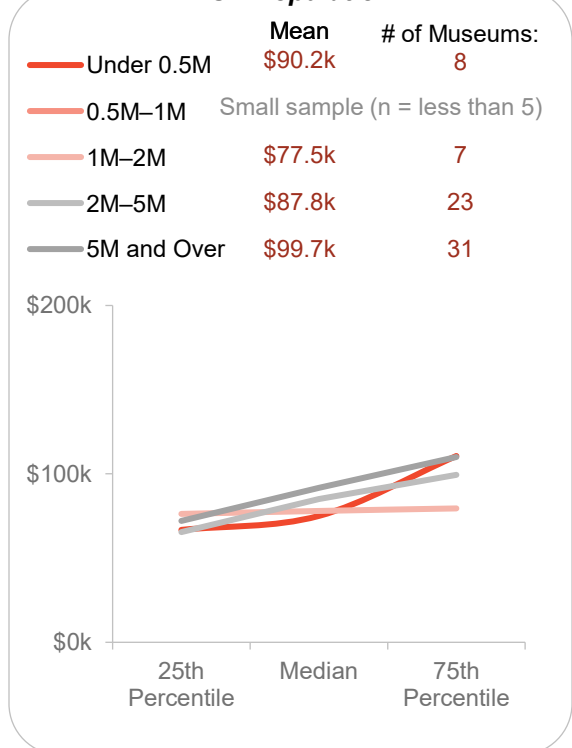
Manages one or more functions in the human resources department such as employment, compensation, benefits, training/professional development, employee relations, and performance management.



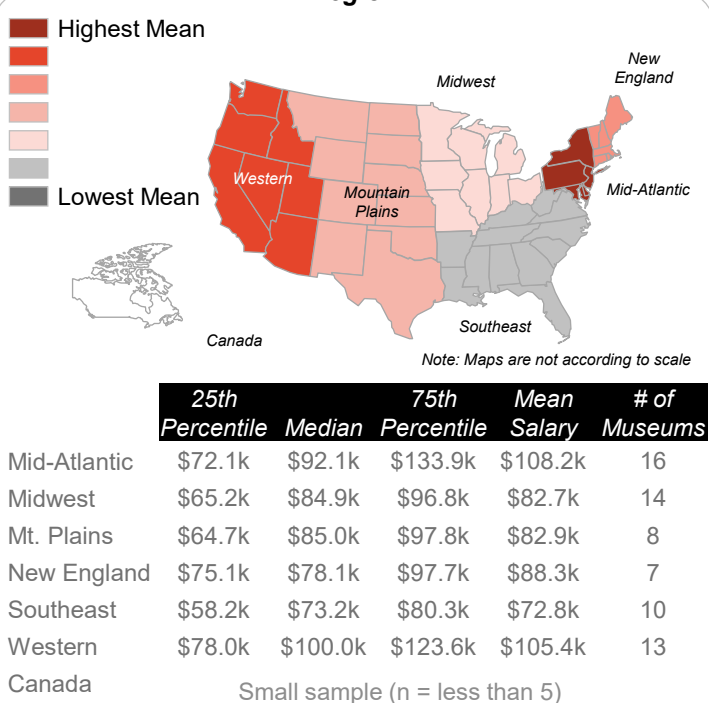
Operating Budget



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	1.13	\$63.8k	\$81.5k	\$118.5k	\$95.7k	16
Midwest	1.00	\$65.2k	\$84.9k	\$96.8k	\$82.7k	14
Mountain Plains	1.01	\$64.1k	\$84.2k	\$96.8k	\$82.1k	8
New England	1.10	\$68.3k	\$71.0k	\$88.8k	\$80.3k	7
Southeast	1.03	\$56.5k	\$71.0k	\$77.9k	\$70.7k	10
Western	1.14	\$68.4k	\$87.7k	\$108.4k	\$92.4k	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.

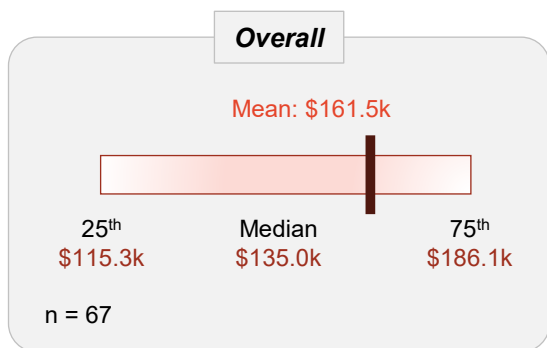
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$98.6k	\$108.5k	\$151.0k	\$118.9k	9
State	Florida	\$61.8k	\$69.5k	\$78.0k	\$71.6k	5
State	New York	\$75.0k	\$99.2k	\$160.5k	\$116.8k	9
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	\$72.5k	\$87.4k	\$111.5k	\$106.2k	5
City	New York	\$83.9k	\$99.2k	\$143.6k	\$116.5k	7

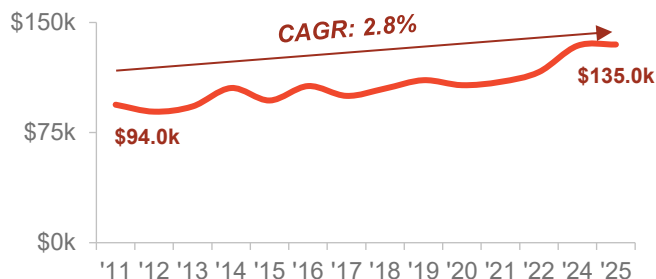
Director of Information Systems / Chief Information Officer



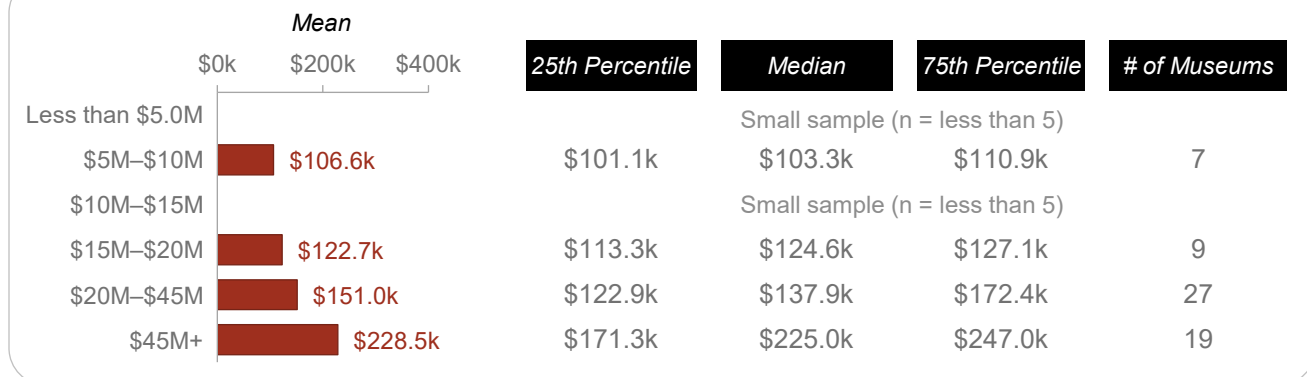
Responsible for overall vision and coordination of the museum's information and communications systems.



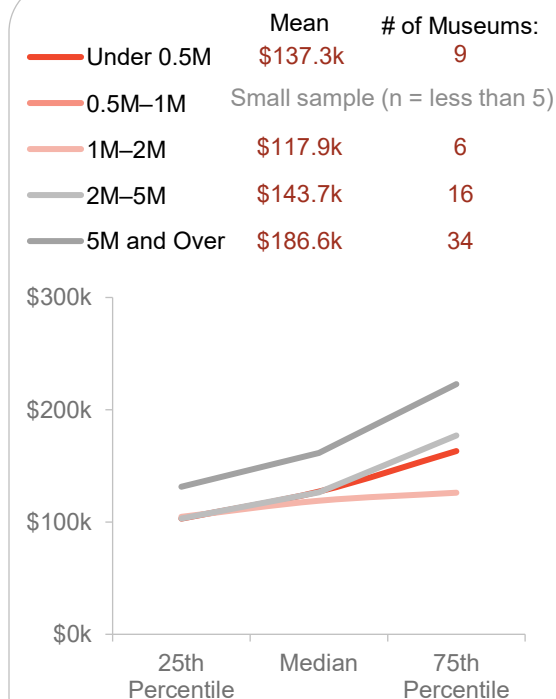
Historical Trend—Median (2011–2025)



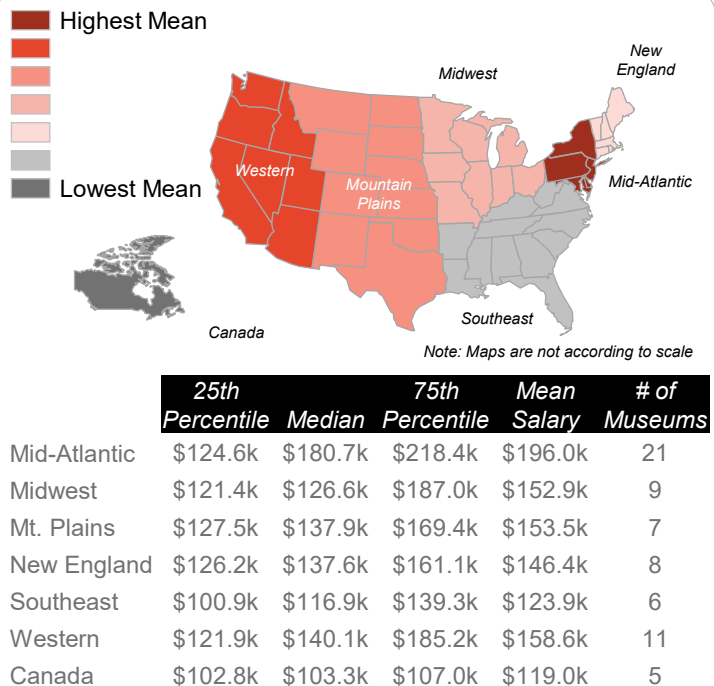
Operating Budget



MSA Population



Region



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
Mid-Atlantic	1.13	\$110.3k	\$159.9k	\$193.2k	\$173.4k	21
Midwest	1.00	\$121.4k	\$126.6k	\$187.0k	\$152.9k	9
Mountain Plains	1.01	\$126.2k	\$136.6k	\$167.8k	\$152.0k	7
New England	1.10	\$114.7k	\$125.1k	\$146.5k	\$133.1k	8
Southeast	1.03	\$98.0k	\$113.5k	\$135.3k	\$120.3k	6
Western	1.14	\$106.9k	\$122.9k	\$162.5k	\$139.2k	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.

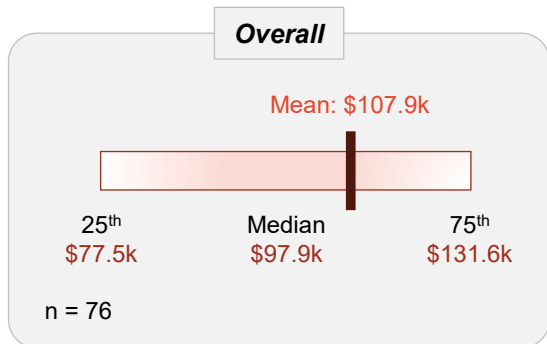
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$145.7k	\$173.8k	\$212.2k	\$178.3k	7
State	Florida	Small sample (n = less than 5)				
State	New	\$128.5k	\$169.8k	\$220.4k	\$212.5k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$136.0k	\$137.9k	\$171.0k	\$162.2k	5
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	\$135.0k	\$185.0k	\$232.8k	\$235.4k	9

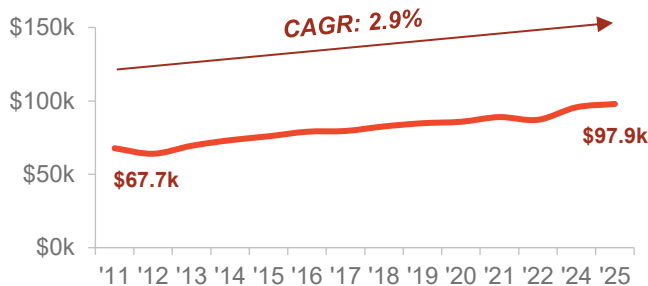
Systems Manager / Technology Director / Director of New Media

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

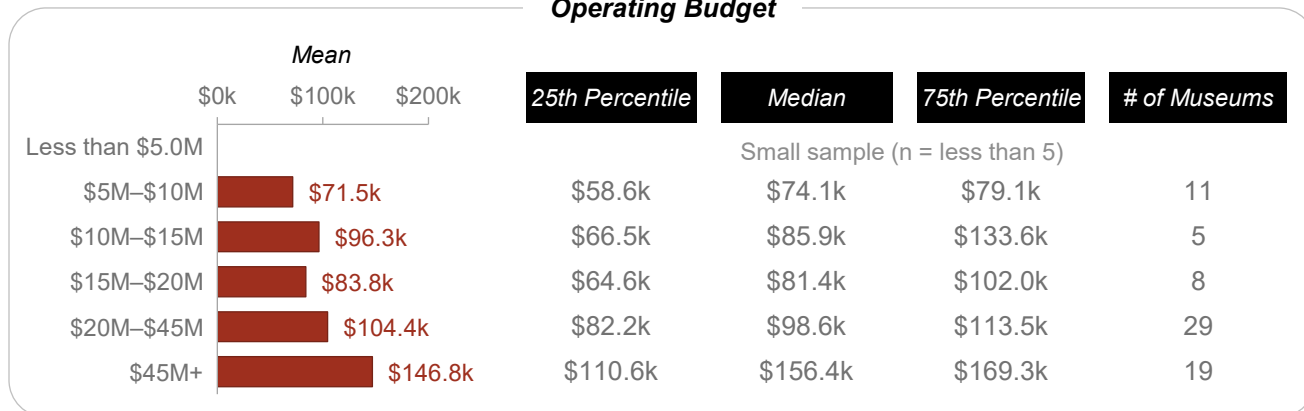
Overall



Historical Trend—Median (2011–2025)

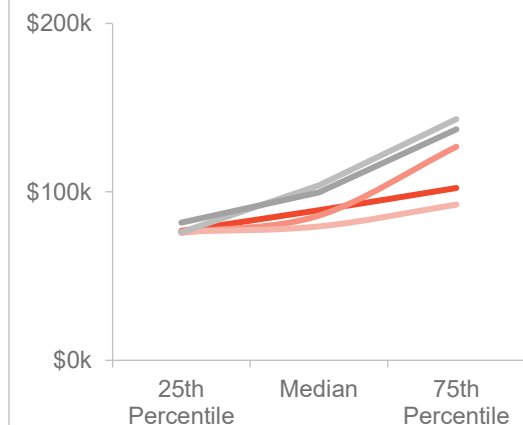


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$94.4k	9
0.5M–1M	\$101.5k	5
1M–2M	\$84.6k	7
2M–5M	\$109.0k	21
5M and Over	\$116.6k	34



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$97.0k	\$114.6k	\$157.4k	\$126.8k	17
Midwest	\$76.0k	\$98.6k	\$107.4k	\$105.7k	13
Mt. Plains	\$78.6k	\$81.9k	\$87.7k	\$86.7k	10
New England	\$81.2k	\$106.7k	\$139.3k	\$111.7k	10
Southeast	\$73.5k	\$88.4k	\$110.1k	\$92.3k	6
Western	\$77.4k	\$114.3k	\$156.5k	\$116.7k	15
Canada	\$71.6k	\$74.3k	\$84.1k	\$76.8k	5



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	1.13	\$85.8k	\$101.4k	\$139.3k	\$112.2k	17
Midwest	1.00	\$76.0k	\$98.6k	\$107.4k	\$105.7k	13
Mountain Plains	1.01	\$77.8k	\$81.1k	\$86.8k	\$85.9k	10
New England	1.10	\$73.8k	\$97.0k	\$126.7k	\$101.5k	10
Southeast	1.03	\$71.4k	\$85.8k	\$106.9k	\$89.6k	6
Western	1.14	\$67.9k	\$100.2k	\$137.3k	\$102.4k	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.

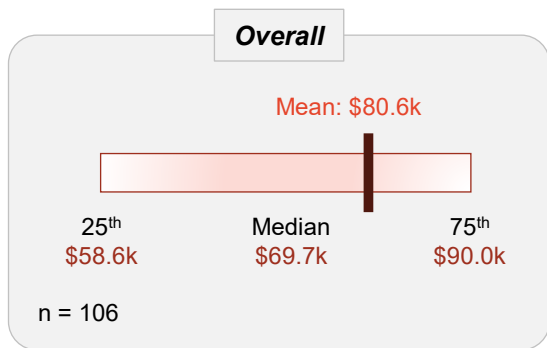
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$85.7k	\$121.7k	\$150.9k	\$117.1k	10
State	Florida	Small sample (n = less than 5)				
State	New York	\$134.3k	\$157.4k	\$168.6k	\$159.8k	7
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$81.8k	\$82.6k	\$87.7k	\$90.9k	6
City	Washington, DC.	\$97.8k	\$110.0k	\$135.3k	\$121.0k	5
City	New York	\$137.8k	\$160.0k	\$177.3k	\$169.3k	5

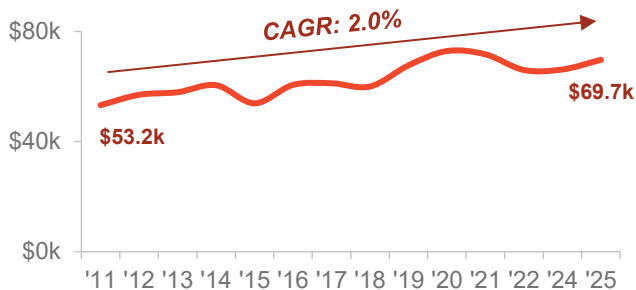
Digital Content Manager (Formerly New Media Manager and Web Manager)



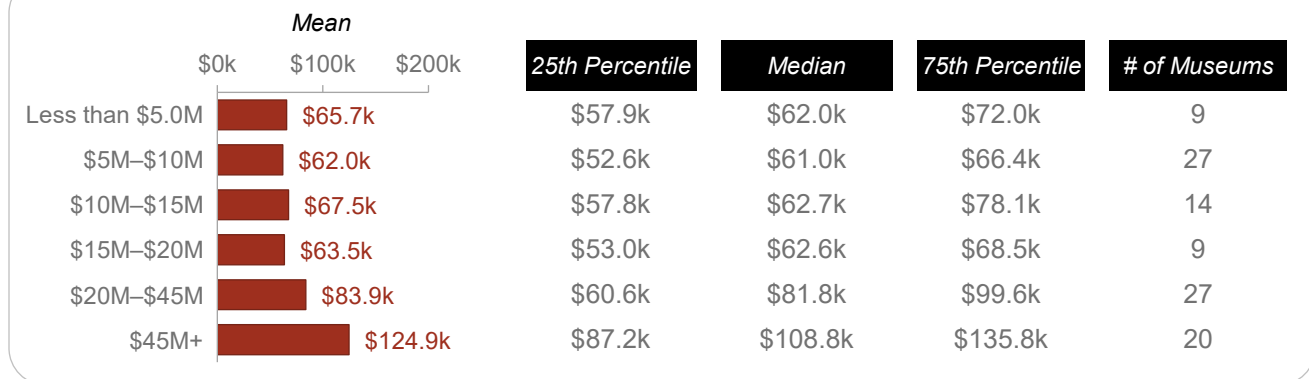
Responsible for overseeing development, management, and content of the museum's online presence, including but not limited to website, social media platforms, and mobile apps.



Historical Trend—Median (2011–2025)

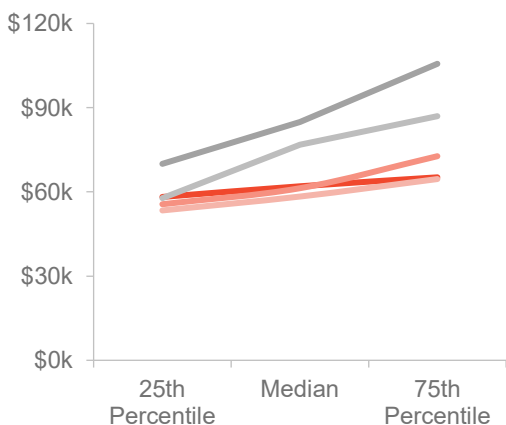


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$67.9k	15
0.5M–1M	\$69.8k	11
1M–2M	\$61.2k	16
2M–5M	\$76.6k	26
5M and Over	\$99.6k	38



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$67.6k	\$90.0k	\$121.7k	\$106.0k	23
Midwest	\$52.3k	\$62.9k	\$77.7k	\$71.3k	18
Mt. Plains	\$56.8k	\$62.4k	\$69.3k	\$63.2k	15
New England	\$56.8k	\$64.3k	\$87.4k	\$72.6k	14
Southeast	\$59.5k	\$62.0k	\$79.0k	\$70.9k	15
Western	\$77.6k	\$84.2k	\$101.7k	\$89.9k	17
Canada					

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.

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

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.13	\$59.9k	\$79.6k	\$107.7k	\$93.8k	23
Midwest	1.00	\$52.3k	\$62.9k	\$77.7k	\$71.3k	18
Mountain Plains	1.01	\$56.3k	\$61.8k	\$68.6k	\$62.6k	15
New England	1.10	\$51.6k	\$58.4k	\$79.5k	\$66.0k	14
Southeast	1.03	\$57.8k	\$60.2k	\$76.7k	\$68.8k	15
Western	1.14	\$68.1k	\$73.9k	\$89.2k	\$78.9k	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.

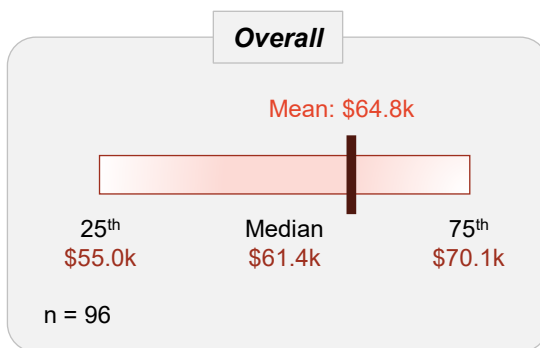
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$83.9k	\$99.4k	\$106.5k	\$100.0k	12
State	Florida	\$59.0k	\$78.0k	\$82.4k	\$73.0k	5
State	New York	\$61.7k	\$97.1k	\$134.7k	\$107.6k	12
State	Ohio	\$50.8k	\$51.5k	\$52.0k	\$51.6k	5
State	Texas	\$60.6k	\$62.4k	\$69.3k	\$64.2k	7
City	Washington, DC.	\$85.0k	\$118.3k	\$125.1k	\$138.3k	5
City	New York	\$97.1k	\$105.9k	\$138.9k	\$133.1k	7

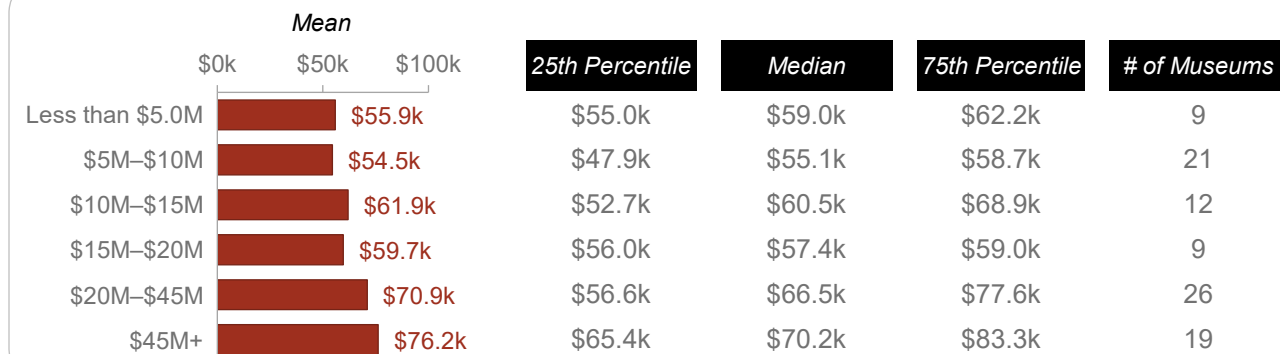
Digital Media Producer / Social Media Producer (NEW)



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.

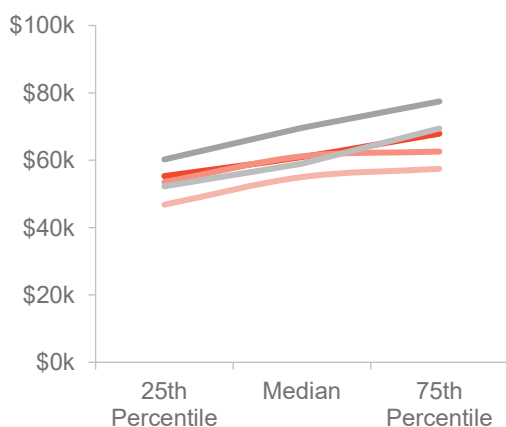


Operating Budget

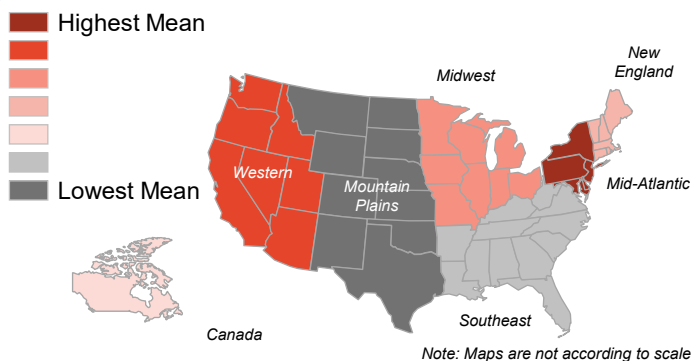


MSA Population

	Mean	# of Museums:
Under 0.5M	\$60.3k	11
0.5M–1M	\$58.4k	8
1M–2M	\$54.2k	13
2M–5M	\$62.9k	29
5M and Over	\$73.2k	35



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$61.5k	\$69.6k	\$98.7k	\$78.5k	21
Midwest	\$54.5k	\$57.4k	\$62.4k	\$61.7k	14
Mt. Plains	\$44.4k	\$55.4k	\$58.3k	\$53.6k	12
New England	\$54.1k	\$59.8k	\$66.8k	\$61.2k	8
Southeast	\$49.6k	\$56.9k	\$62.1k	\$56.3k	14
Western	\$59.4k	\$69.1k	\$76.5k	\$68.0k	22
Canada	\$50.4k	\$59.5k	\$65.3k	\$58.1k	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	1.13	\$54.4k	\$61.6k	\$87.3k	\$69.5k	21
Midwest	1.00	\$54.5k	\$57.4k	\$62.4k	\$61.7k	14
Mountain Plains	1.01	\$43.9k	\$54.9k	\$57.8k	\$53.1k	12
New England	1.10	\$49.2k	\$54.4k	\$60.7k	\$55.7k	8
Southeast	1.03	\$48.1k	\$55.2k	\$60.3k	\$54.7k	14
Western	1.14	\$52.1k	\$60.6k	\$67.1k	\$59.6k	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.

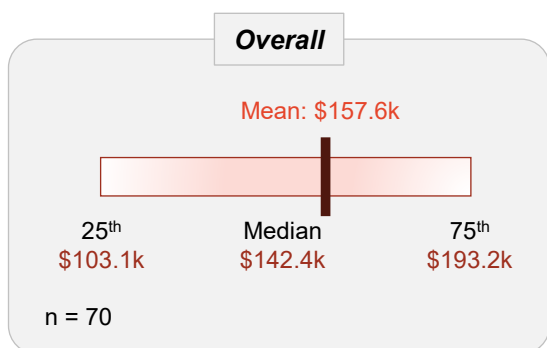
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$60.6k	\$70.1k	\$77.6k	\$69.6k	14
State	Florida	\$49.6k	\$55.9k	\$58.8k	\$55.5k	6
State	New York	\$61.1k	\$65.9k	\$90.0k	\$77.1k	12
State	Ohio	\$52.3k	\$55.0k	\$62.5k	\$59.2k	5
State	Texas	\$53.8k	\$59.8k	\$67.6k	\$59.3k	6
City	Washington, DC.	\$69.3k	\$87.8k	\$101.6k	\$85.7k	6
City	New York	\$64.4k	\$80.8k	\$102.0k	\$85.3k	8

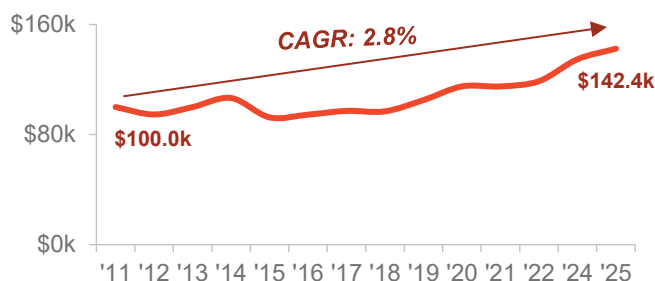
Director of External Affairs



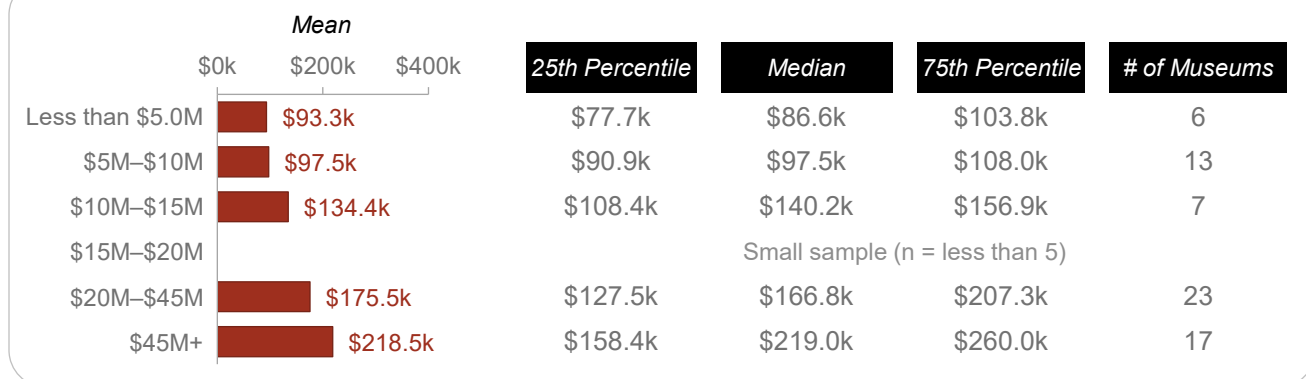
Directs the media relations, publicity and customer relations activities of the organization.



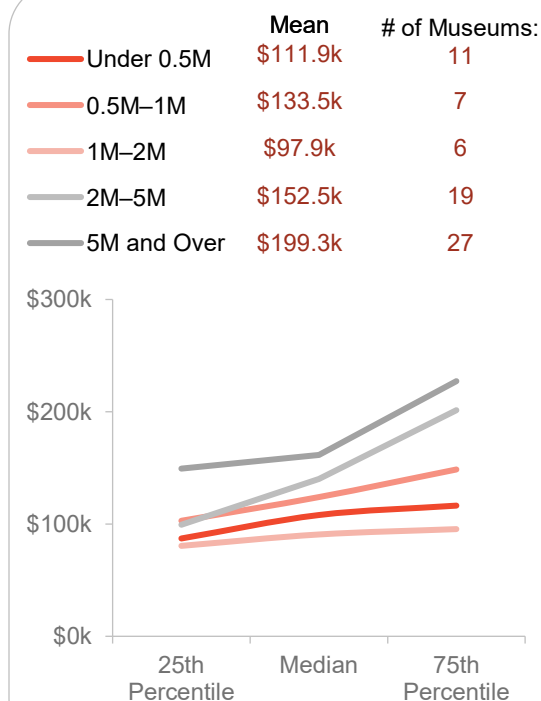
Historical Trend—Median (2011–2025)



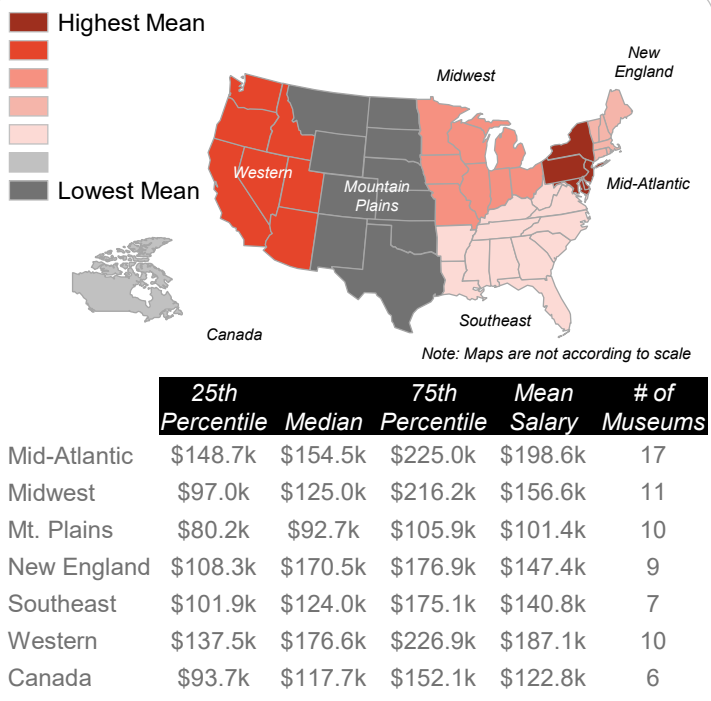
Operating Budget



MSA Population



Region





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
Mid-Atlantic	1.13	\$131.6k	\$136.7k	\$199.1k	\$175.7k	17
Midwest	1.00	\$97.0k	\$125.0k	\$216.2k	\$156.6k	11
Mountain Plains	1.01	\$79.4k	\$91.8k	\$104.9k	\$100.4k	10
New England	1.10	\$98.5k	\$155.0k	\$160.8k	\$134.0k	9
Southeast	1.03	\$98.9k	\$120.4k	\$170.0k	\$136.7k	7
Western	1.14	\$120.7k	\$154.9k	\$199.0k	\$164.1k	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	\$139.8k	\$219.0k	\$247.3k	\$198.0k	7
State	Florida	Small sample (n = less than 5)				
State	New York	\$154.0k	\$215.0k	\$265.0k	\$228.3k	8
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	\$148.7k	\$152.2k	\$161.5k	\$211.7k	5
City	New York	\$154.0k	\$215.0k	\$265.0k	\$228.3k	8

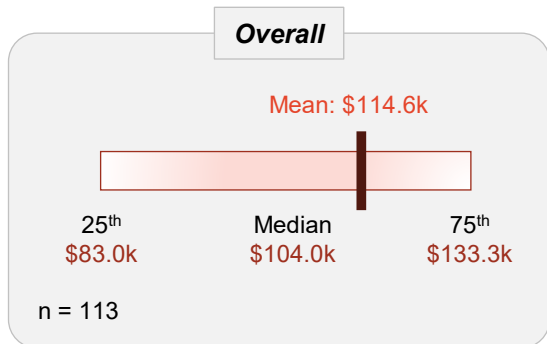
Marketing Director

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

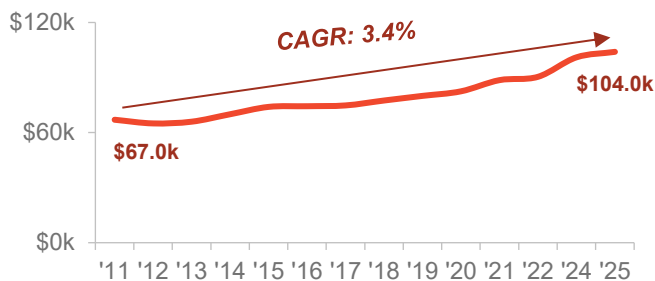


General responsibility for coordinating museum promotional programs, revenue-producing sale of products and the creative services for museum marketing materials (excluding scholarly publications).

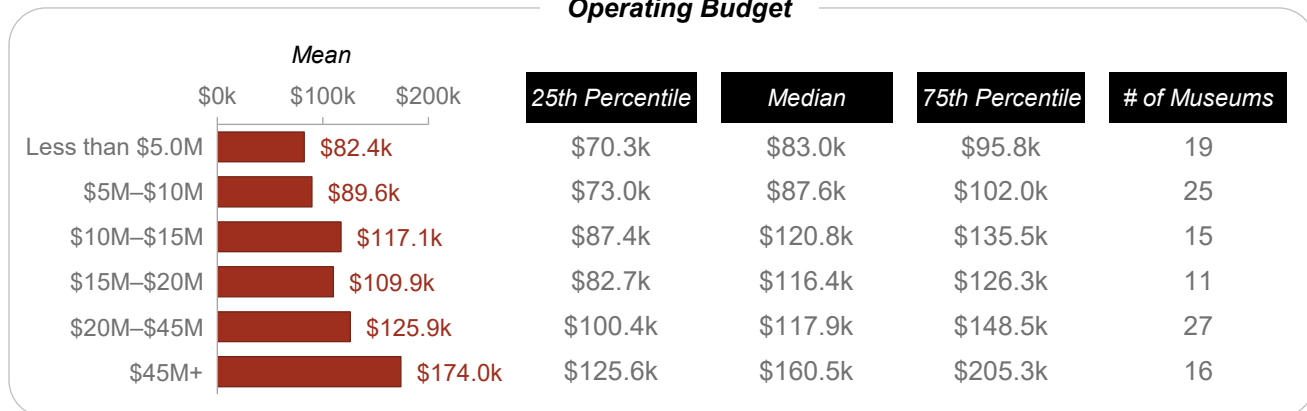
Overall



Historical Trend—Median (2011–2025)

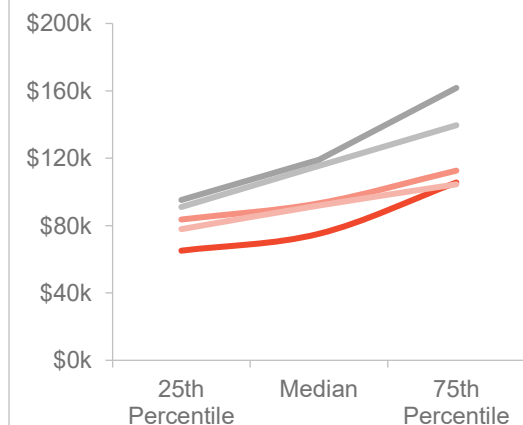


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$89.7k	16
0.5M–1M	\$104.0k	10
1M–2M	\$95.1k	16
2M–5M	\$116.6k	34
5M and Over	\$135.0k	37



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$94.2k	\$109.5k	\$162.8k	\$140.3k	22
Midwest	\$77.9k	\$102.0k	\$125.6k	\$102.8k	19
Mt. Plains	\$73.9k	\$93.9k	\$109.5k	\$97.8k	12
New England	\$88.7k	\$96.0k	\$116.3k	\$106.2k	13
Southeast	\$66.8k	\$85.5k	\$115.0k	\$95.7k	21
Western	\$105.8k	\$125.0k	\$161.0k	\$129.7k	24
Canada					

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).

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

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.13	\$83.4k	\$96.9k	\$144.0k	\$124.2k	22
Midwest	1.00	\$77.9k	\$102.0k	\$125.6k	\$102.8k	19
Mountain Plains	1.01	\$73.2k	\$93.0k	\$108.4k	\$96.8k	12
New England	1.10	\$80.7k	\$87.3k	\$105.8k	\$96.6k	13
Southeast	1.03	\$64.8k	\$83.0k	\$111.7k	\$92.9k	21
Western	1.14	\$92.8k	\$109.6k	\$141.2k	\$113.8k	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

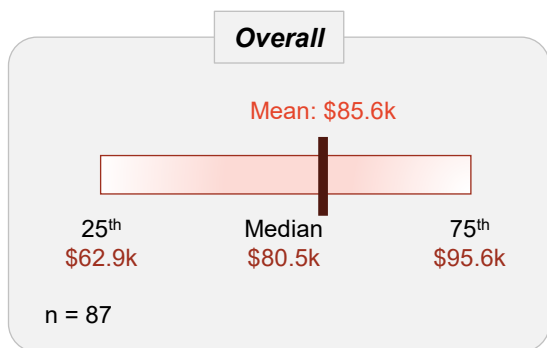
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$125.0k	\$138.8k	\$169.7k	\$144.3k	14
State	Florida	\$75.6k	\$90.0k	\$105.9k	\$95.0k	7
State	New York	\$100.1k	\$134.6k	\$212.6k	\$166.8k	11
State	Ohio	\$80.8k	\$85.5k	\$102.1k	\$93.8k	5
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	\$90.2k	\$95.7k	\$163.1k	\$121.8k	5
City	New York	\$127.7k	\$152.3k	\$223.0k	\$192.0k	7

Public Relations Officer

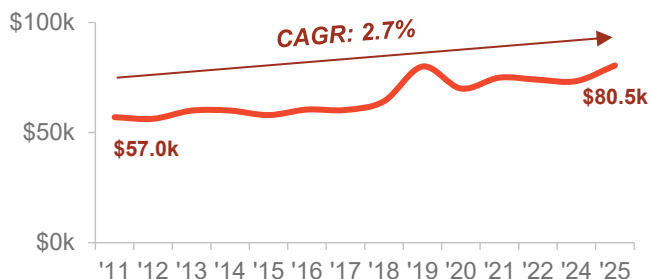
[Alt: Communications Manager, Marketing Manager]



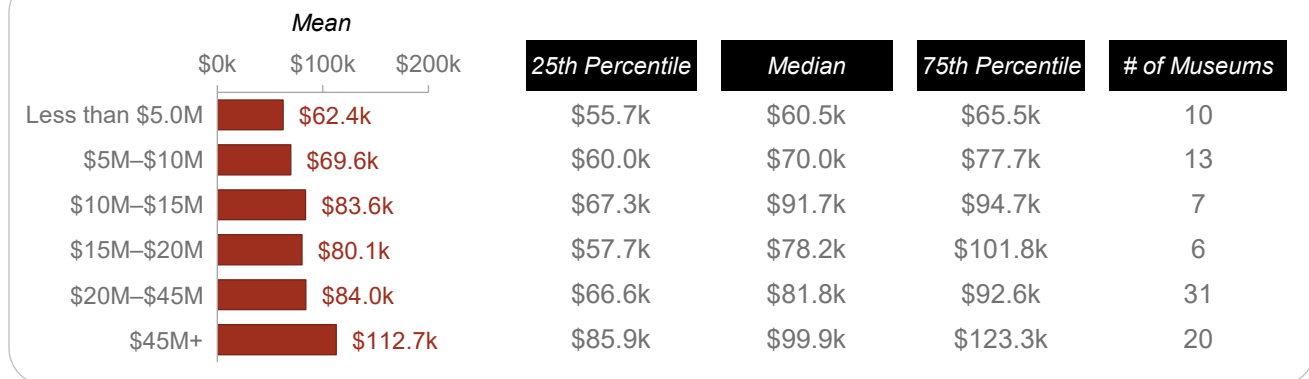
Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Drafts press releases & targets specific audiences.



Historical Trend—Median (2011–2025)

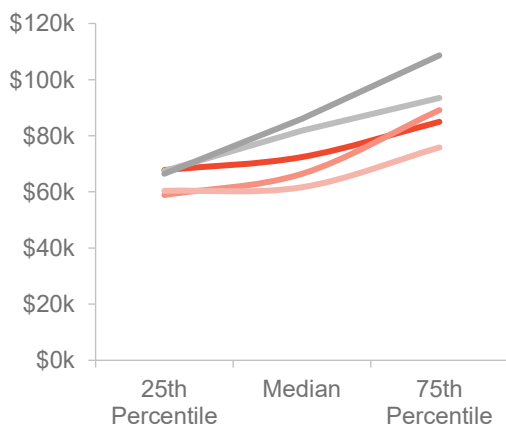


Operating Budget

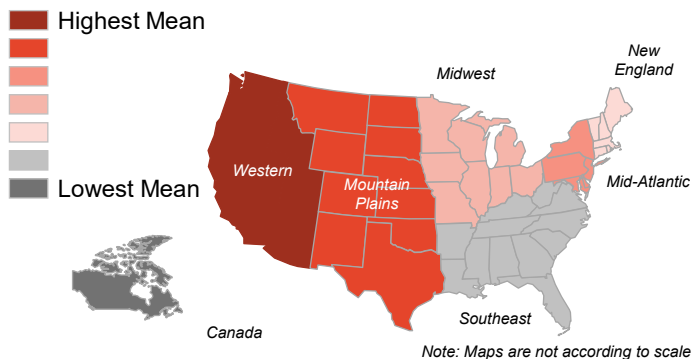


MSA Population

	Mean	# of Museums:
Under 0.5M	\$78.6k	11
0.5M–1M	\$76.7k	10
1M–2M	\$69.8k	6
2M–5M	\$82.6k	23
5M and Over	\$94.7k	37



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$71.8k	\$85.2k	\$101.3k	\$87.0k	20
Midwest	\$62.4k	\$73.5k	\$92.0k	\$82.3k	11
Mt. Plains	\$65.1k	\$91.9k	\$105.2k	\$90.7k	8
New England	\$65.3k	\$70.0k	\$89.3k	\$79.1k	17
Southeast	\$58.1k	\$65.9k	\$83.4k	\$76.4k	10
Western	\$77.9k	\$92.1k	\$97.0k	\$101.1k	16
Canada	\$61.1k	\$61.8k	\$73.4k	\$70.8k	5



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)

	<i>Adj. Factor</i>	<i>25th Percentile</i>	<i>Median</i>	<i>75th Percentile</i>	<i>Mean Salary</i>	<i># of Museums</i>
Mid-Atlantic	1.13	\$63.5k	\$75.4k	\$89.6k	\$77.0k	20
Midwest	1.00	\$62.4k	\$73.5k	\$92.0k	\$82.3k	11
Mountain Plains	1.01	\$64.5k	\$90.9k	\$104.1k	\$89.8k	8
New England	1.10	\$59.4k	\$63.6k	\$81.2k	\$71.9k	17
Southeast	1.03	\$56.4k	\$64.0k	\$81.0k	\$74.2k	10
Western	1.14	\$68.3k	\$80.8k	\$85.1k	\$88.7k	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

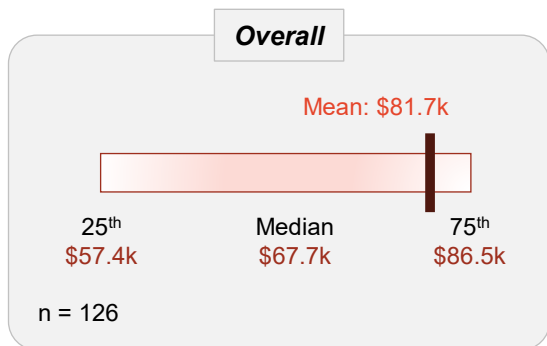
		<i>25th Percentile</i>	<i>Median</i>	<i>75th Percentile</i>	<i>Mean Salary</i>	<i># of Museums</i>
State	California	\$87.1k	\$92.6k	\$114.3k	\$115.0k	10
State	Florida	Small sample (n = less than 5)				
State	New York	\$79.6k	\$87.2k	\$108.7k	\$93.1k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$62.1k	\$85.3k	\$107.5k	\$90.3k	6
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	\$83.3k	\$101.5k	\$111.2k	\$100.2k	8

Museum Store Manager

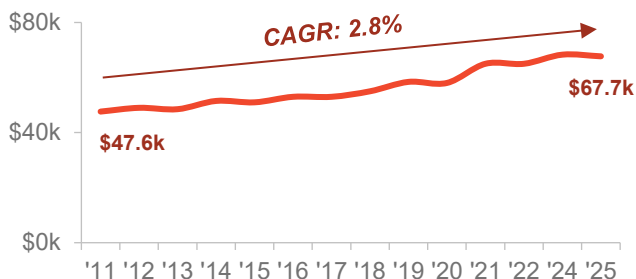


Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.

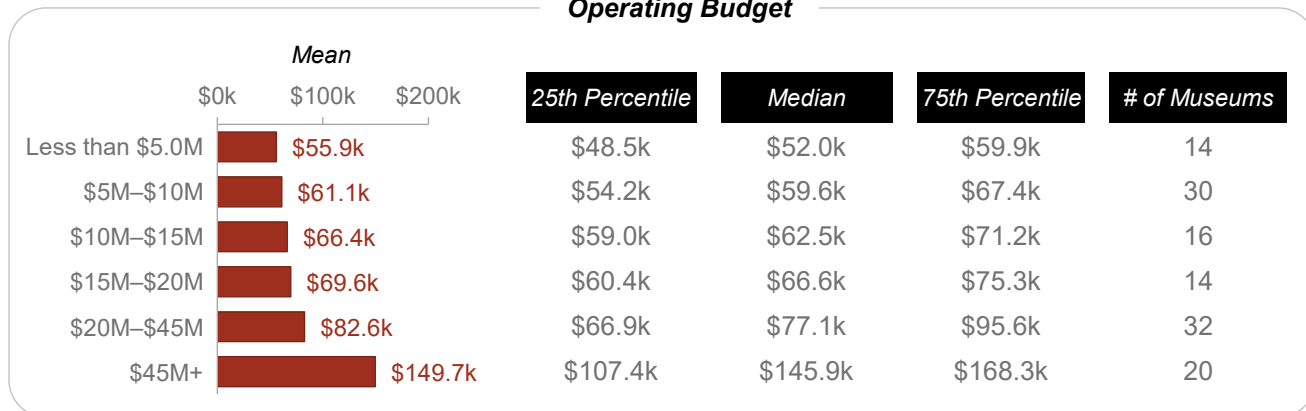
Overall



Historical Trend—Median (2011–2025)

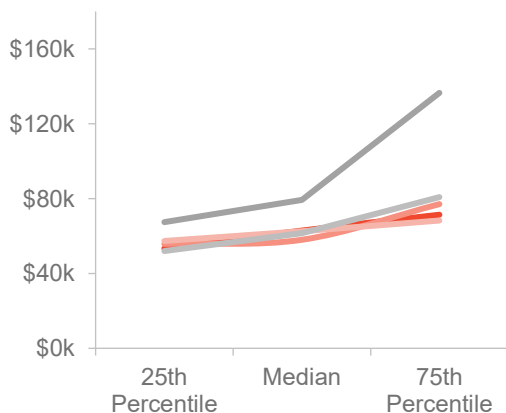


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$67.6k	19
0.5M–1M	\$70.3k	13
1M–2M	\$65.7k	17
2M–5M	\$68.4k	35
5M and Over	\$109.0k	42



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$65.0k	\$79.6k	\$130.0k	\$109.1k	25
Midwest	\$52.0k	\$60.8k	\$68.5k	\$66.6k	20
Mt. Plains	\$52.1k	\$60.7k	\$71.2k	\$68.5k	16
New England	\$57.1k	\$66.6k	\$78.6k	\$75.5k	14
Southeast	\$56.4k	\$62.4k	\$71.7k	\$72.2k	25
Western	\$68.0k	\$82.3k	\$103.3k	\$91.8k	22
Canada					

Small sample (n = less than 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	1.13	\$57.5k	\$70.4k	\$115.0k	\$96.6k	25
Midwest	1.00	\$52.0k	\$60.8k	\$68.5k	\$66.6k	20
Mountain Plains	1.01	\$51.6k	\$60.1k	\$70.5k	\$67.8k	16
New England	1.10	\$51.9k	\$60.6k	\$71.4k	\$68.6k	14
Southeast	1.03	\$54.7k	\$60.6k	\$69.6k	\$70.1k	25
Western	1.14	\$59.7k	\$72.2k	\$90.7k	\$80.5k	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.

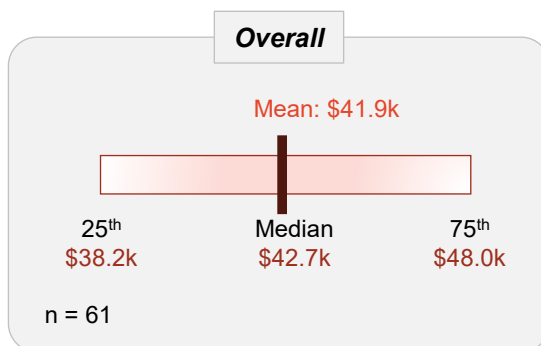
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$80.9k	\$98.5k	\$131.2k	\$109.2k	12
State	Florida	\$62.4k	\$69.8k	\$77.1k	\$75.3k	9
State	New York	\$67.5k	\$106.0k	\$147.2k	\$127.7k	14
State	Ohio	\$52.0k	\$59.5k	\$61.5k	\$55.7k	5
State	Texas	\$52.2k	\$64.1k	\$74.7k	\$74.2k	9
City	Washington, DC.	\$65.8k	\$80.1k	\$90.4k	\$95.3k	5
City	New York	\$83.7k	\$121.2k	\$147.2k	\$145.9k	10

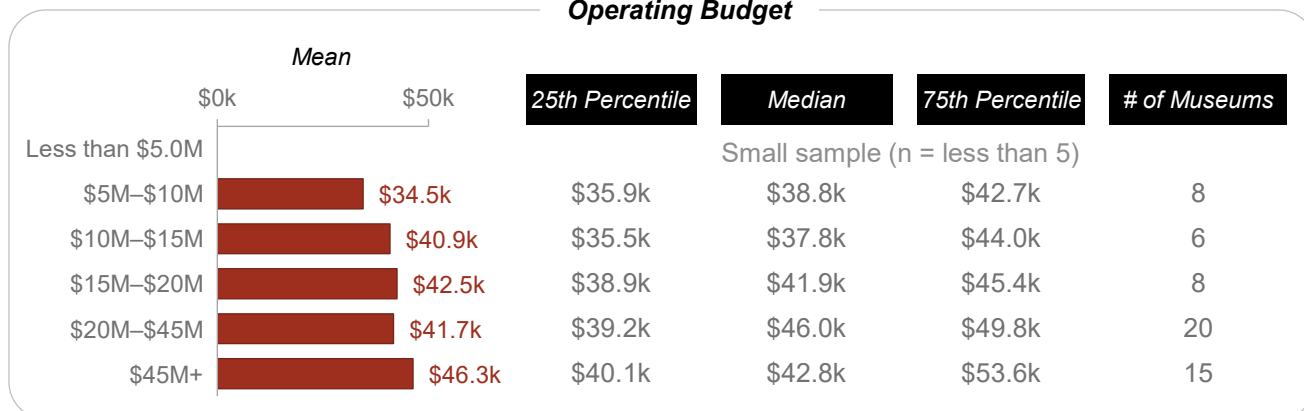
Museum Store Associate / Sales Clerk (NEW)



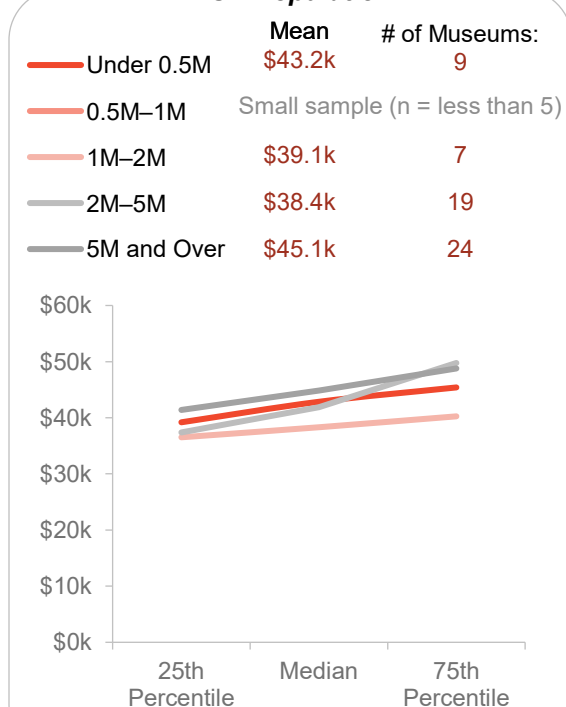
Responsible for selling merchandise while providing customer service to store visitors, and maintaining an attractive retail environment.



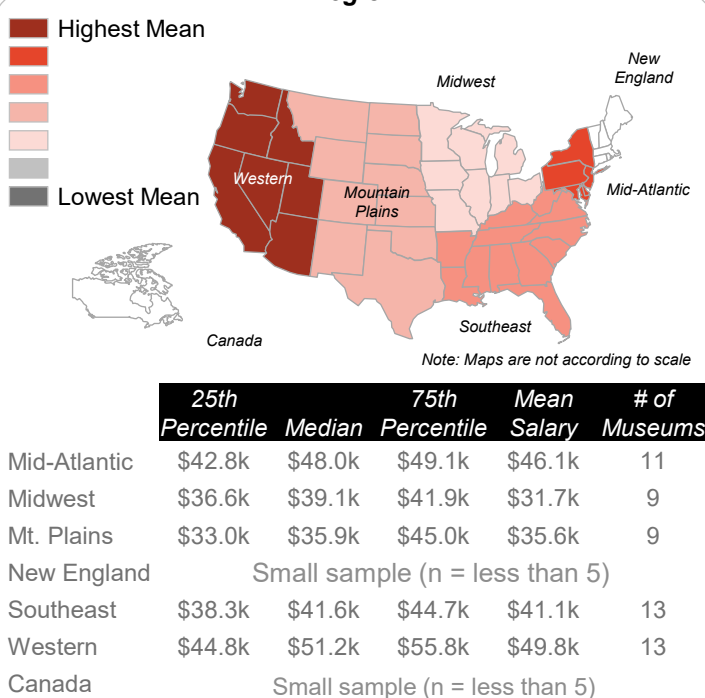
Operating Budget



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	1.13	\$37.8k	\$42.5k	\$43.4k	\$40.8k	11
Midwest	1.00	\$36.6k	\$39.1k	\$41.9k	\$31.7k	9
Mountain Plains	1.01	\$32.7k	\$35.6k	\$44.6k	\$35.3k	9
New England	1.10	Small sample (n = less than 5)				
Southeast	1.03	\$37.2k	\$40.4k	\$43.4k	\$39.9k	13
Western	1.14	\$39.3k	\$44.9k	\$48.9k	\$43.7k	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.

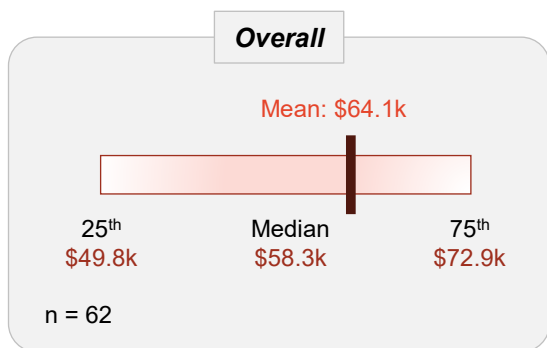
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$48.4k	\$55.8k	\$58.7k	\$53.4k	7
State	Florida	\$42.0k	\$42.1k	\$44.7k	\$42.6k	5
State	New York	\$42.8k	\$44.5k	\$51.3k	\$46.9k	7
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$33.6k	\$37.7k	\$43.8k	\$37.9k	6
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	\$44.5k	\$48.0k	\$54.6k	\$49.4k	5

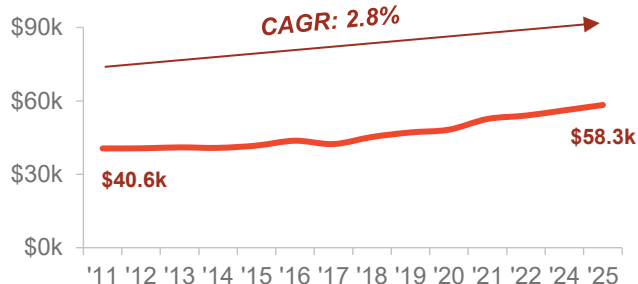
Volunteer Coordinator



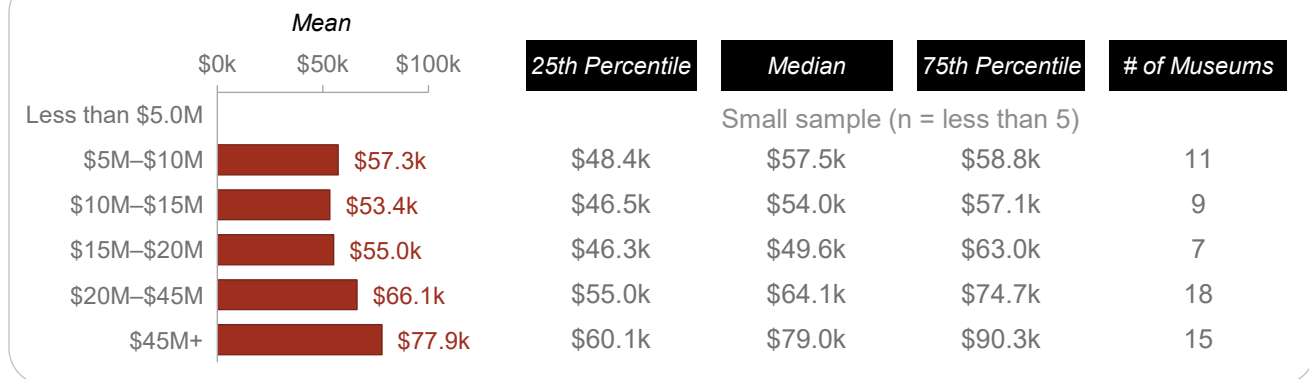
Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.



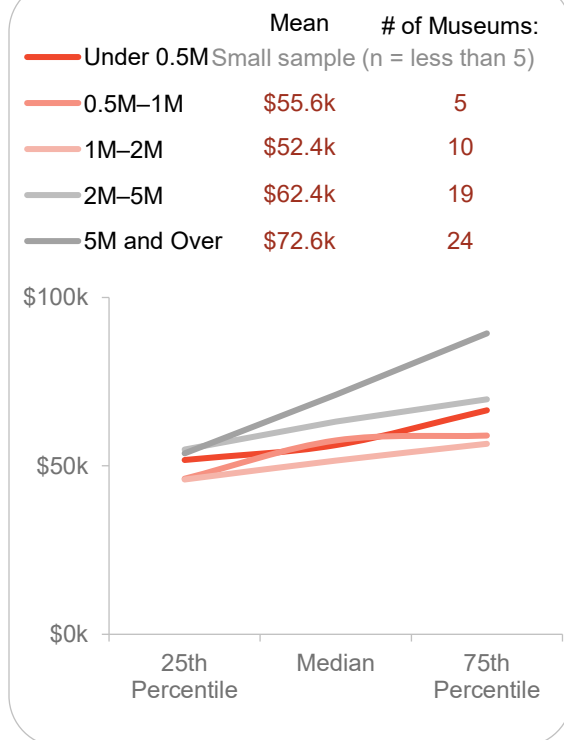
Historical Trend—Median (2011–2025)



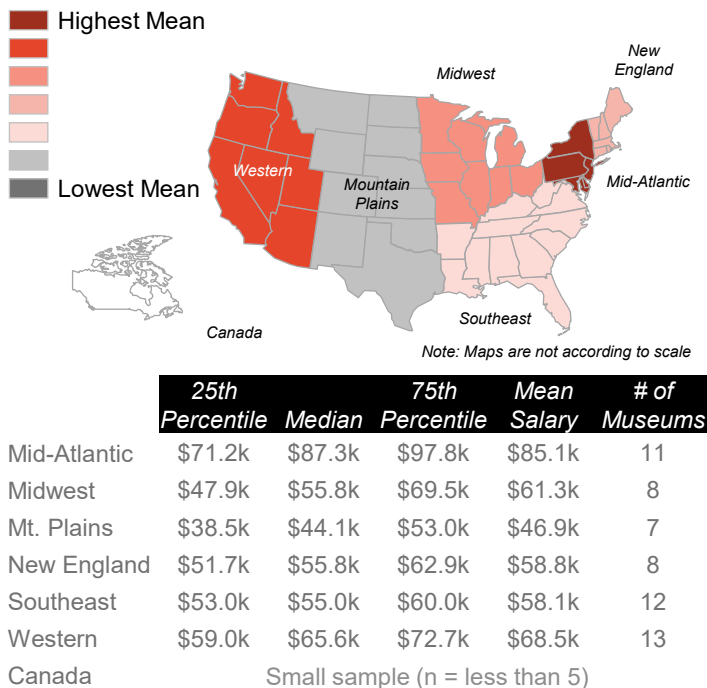
Operating Budget



MSA Population



Region



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	1.13	\$63.0k	\$77.2k	\$86.5k	\$75.3k	11
Midwest	1.00	\$47.9k	\$55.8k	\$69.5k	\$61.3k	8
Mountain Plains	1.01	\$38.1k	\$43.7k	\$52.5k	\$46.5k	7
New England	1.10	\$47.0k	\$50.7k	\$57.2k	\$53.5k	8
Southeast	1.03	\$51.4k	\$53.4k	\$58.3k	\$56.4k	12
Western	1.14	\$51.8k	\$57.6k	\$63.8k	\$60.1k	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.

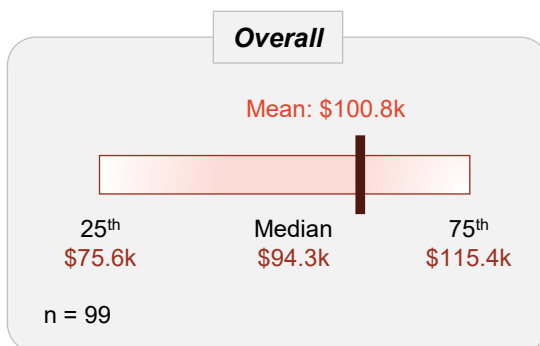
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$60.0k	\$65.6k	\$72.7k	\$71.4k	9
State	Florida	Small sample (n = less than 5)				
State	New York	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	\$71.6k	\$95.9k	\$110.0k	\$91.8k	5
City	New York	Small sample (n = less than 5)				

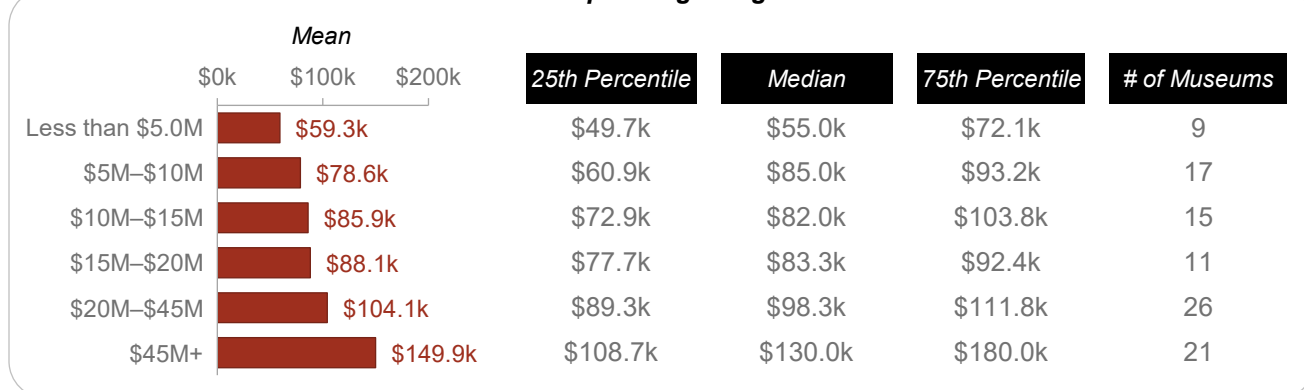
Director of Visitor Experience (NEW)



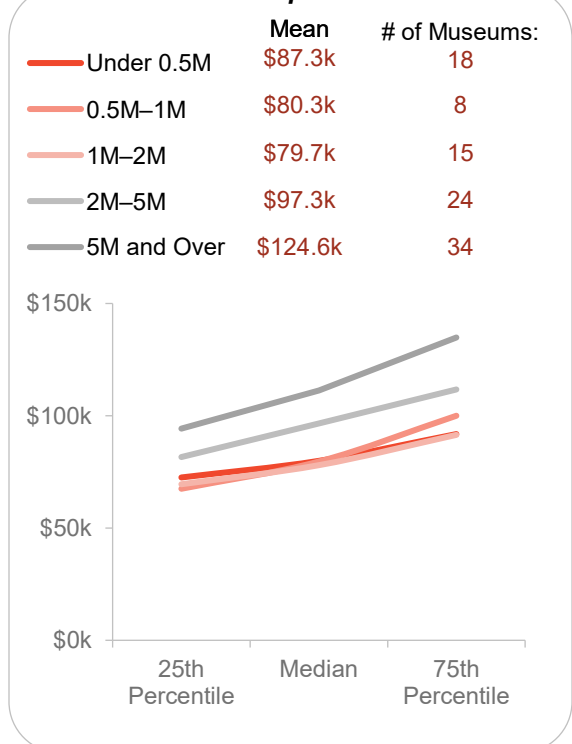
Provides leadership to define and activate the visitor experience. Develops, refines and implements effective strategies/ systems for creating an inviting experience for all visitors that reflects the museum's mission and brand.



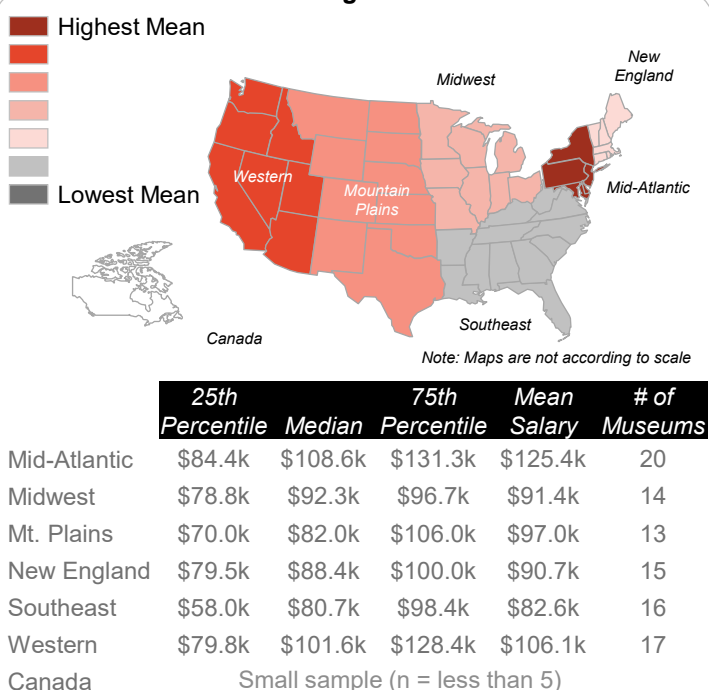
Operating Budget



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
Mid-Atlantic	1.13	\$74.6k	\$96.1k	\$116.2k	\$111.0k	20
Midwest	1.00	\$78.8k	\$92.3k	\$96.7k	\$91.4k	14
Mountain Plains	1.01	\$69.3k	\$81.2k	\$105.0k	\$96.1k	13
New England	1.10	\$72.3k	\$80.4k	\$90.9k	\$82.4k	15
Southeast	1.03	\$56.3k	\$78.4k	\$95.6k	\$80.2k	16
Western	1.14	\$70.0k	\$89.1k	\$112.6k	\$93.0k	17

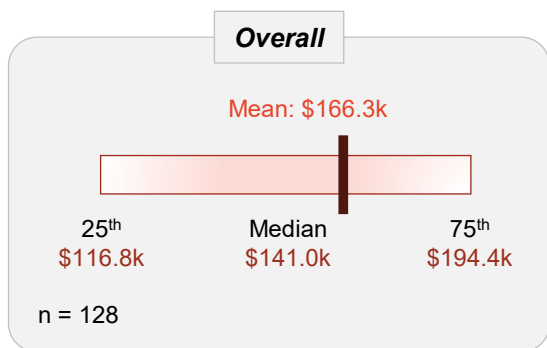
Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided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

City and State-Level Benchmarks

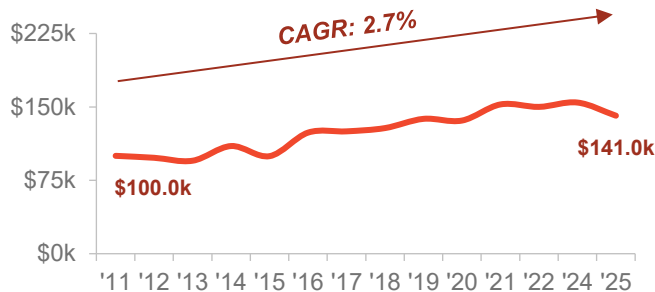
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$98.5k	\$104.9k	\$134.3k	\$119.2k	10
State	Florida	\$89.4k	\$90.0k	\$94.3k	\$95.2k	5
State	New York	\$89.7k	\$112.5k	\$172.5k	\$141.7k	11
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	\$83.2k	\$96.4k	\$128.1k	\$111.0k	6
City	New York	\$106.1k	\$116.8k	\$153.7k	\$151.0k	8

Chief Curator / Director of Curatorial Affairs / Curator A

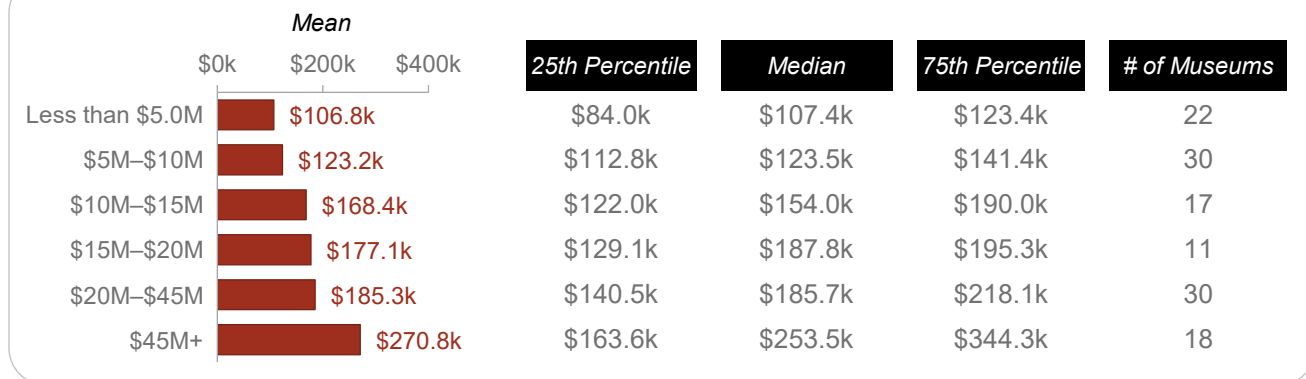
General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities.



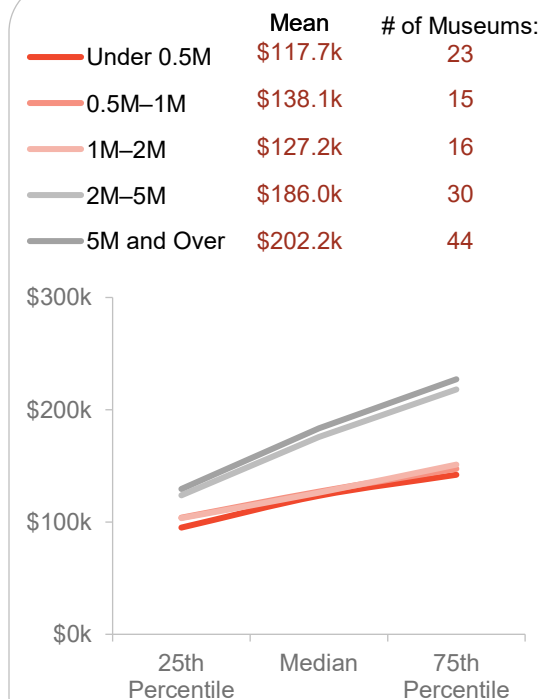
Historical Trend—Median (2011–2025)



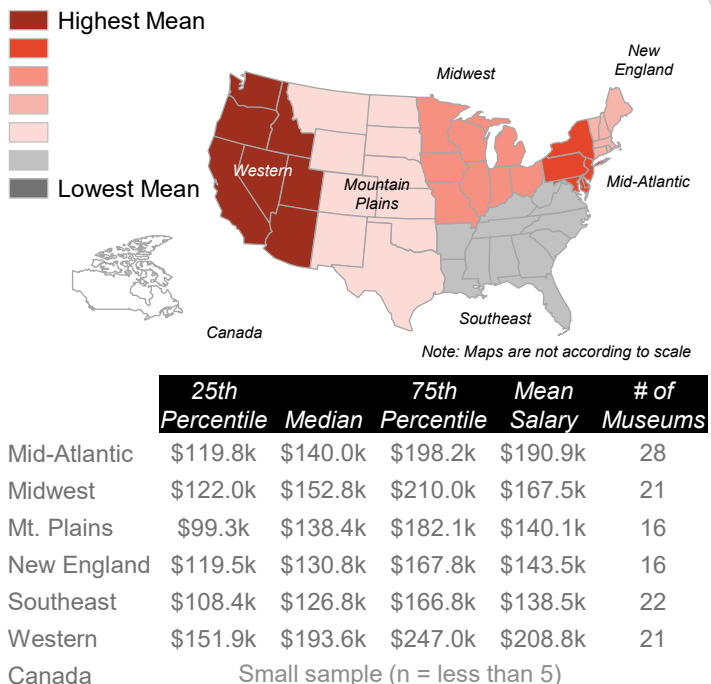
Operating Budget



MSA Population



Region



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	1.13	\$106.0k	\$123.9k	\$175.4k	\$168.9k	28
Midwest	1.00	\$122.0k	\$152.8k	\$210.0k	\$167.5k	21
Mountain Plains	1.01	\$98.3k	\$137.0k	\$180.3k	\$138.7k	16
New England	1.10	\$108.7k	\$118.9k	\$152.5k	\$130.5k	16
Southeast	1.03	\$105.2k	\$123.1k	\$162.0k	\$134.4k	22
Western	1.14	\$133.2k	\$169.8k	\$216.6k	\$183.2k	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.

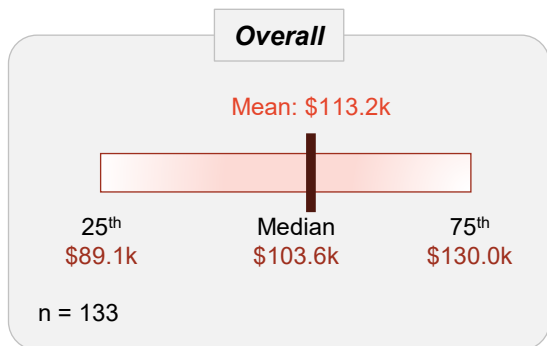
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$185.2k	\$218.1k	\$253.0k	\$233.1k	14
State	Florida	\$111.1k	\$114.7k	\$162.3k	\$134.9k	8
State	New York	\$116.5k	\$135.1k	\$335.1k	\$200.3k	16
State	Ohio	\$117.0k	\$152.8k	\$158.3k	\$173.0k	5
State	Texas	\$138.5k	\$171.0k	\$194.7k	\$169.3k	6
City	Washington, DC.	\$144.3k	\$178.8k	\$208.1k	\$206.0k	7
City	New York	\$132.5k	\$234.4k	\$387.5k	\$252.9k	10

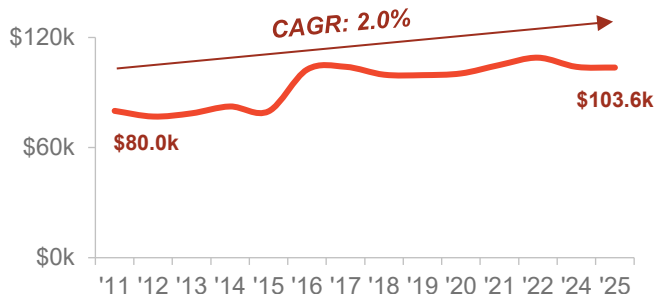
Senior Curator / Curator of Special Collections Area / Curator B



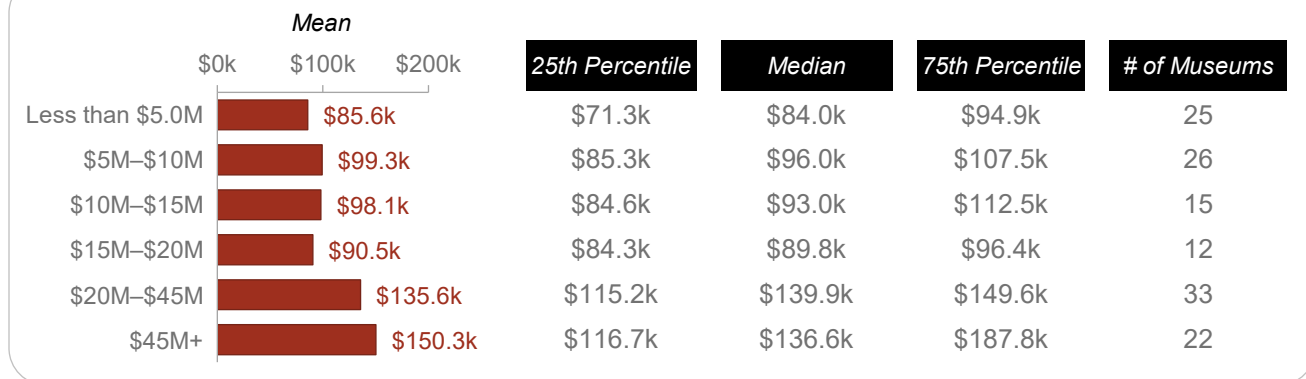
Responsibility for important sub-collections; general administrative duties relating to area of responsibility; and supervision of one or several curatorial subordinates.



Historical Trend—Median (2011–2025)

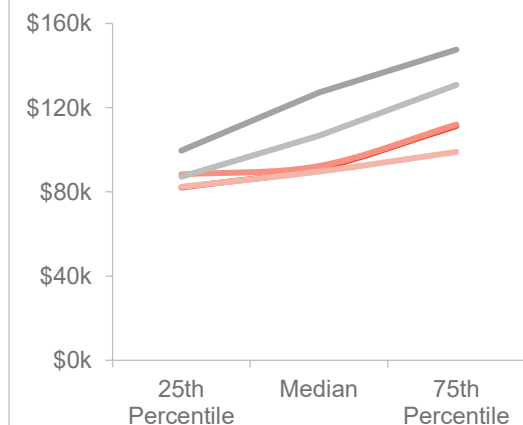


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$97.7k	20
0.5M–1M	\$101.6k	16
1M–2M	\$90.1k	13
2M–5M	\$112.6k	38
5M and Over	\$131.0k	46



Region



	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$96.3k	\$118.2k	\$158.3k	\$131.9k	27
Midwest	\$78.9k	\$104.0k	\$143.7k	\$112.0k	22
Mt. Plains	\$76.8k	\$94.0k	\$128.5k	\$102.1k	14
New England	\$98.0k	\$115.2k	\$132.5k	\$115.1k	19
Southeast	\$83.4k	\$90.0k	\$95.6k	\$94.1k	21
Western	\$95.0k	\$113.3k	\$140.0k	\$119.6k	25
Canada	\$90.2k	\$91.3k	\$96.0k	\$90.5k	5

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	1.13	\$85.3k	\$104.6k	\$140.0k	\$116.7k	27
Midwest	1.00	\$78.9k	\$104.0k	\$143.7k	\$112.0k	22
Mountain Plains	1.01	\$76.0k	\$93.1k	\$127.2k	\$101.1k	14
New England	1.10	\$89.1k	\$104.7k	\$120.4k	\$104.6k	19
Southeast	1.03	\$81.0k	\$87.4k	\$92.8k	\$91.4k	21
Western	1.14	\$83.4k	\$99.4k	\$122.8k	\$104.9k	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

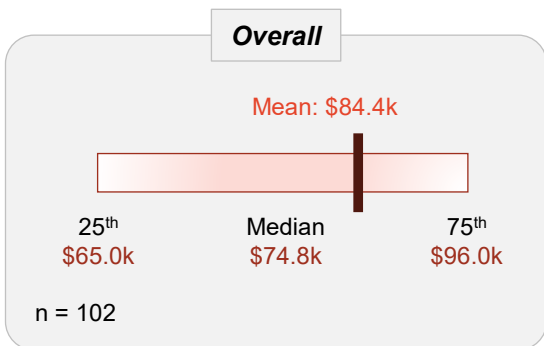
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$110.9k	\$128.6k	\$144.9k	\$135.0k	15
State	Florida	\$89.5k	\$90.0k	\$94.3k	\$99.5k	7
State	New York	\$97.4k	\$119.9k	\$141.8k	\$134.3k	16
State	Ohio	\$80.6k	\$93.7k	\$107.7k	\$94.9k	7
State	Texas	\$92.6k	\$111.4k	\$147.6k	\$115.6k	8
City	Washington, DC.	\$93.1k	\$112.7k	\$162.6k	\$127.9k	7
City	New York	\$109.7k	\$128.1k	\$185.6k	\$149.7k	11

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

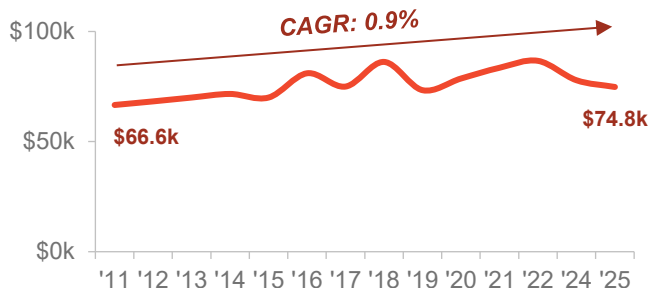


Primary responsibility for scheduling and installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special programs related to exhibition schedules.

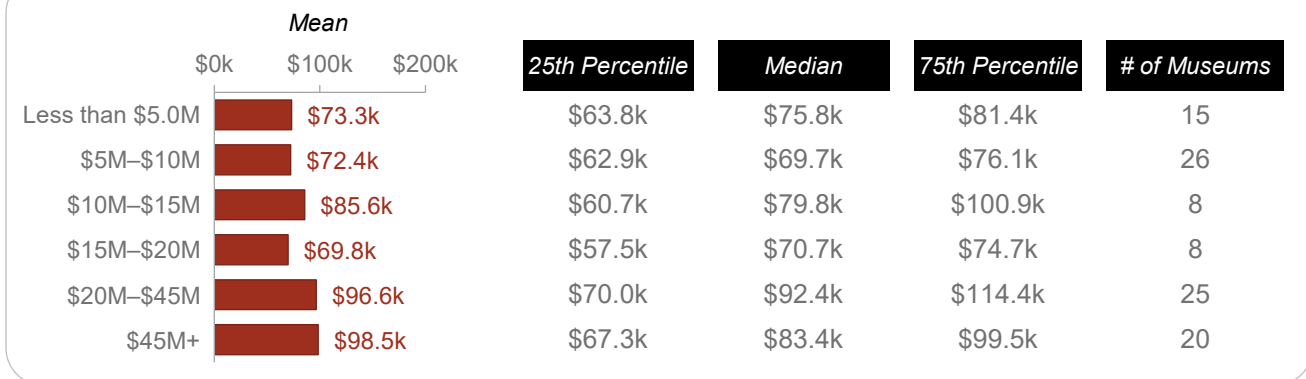
Overall



Historical Trend—Median (2011–2025)

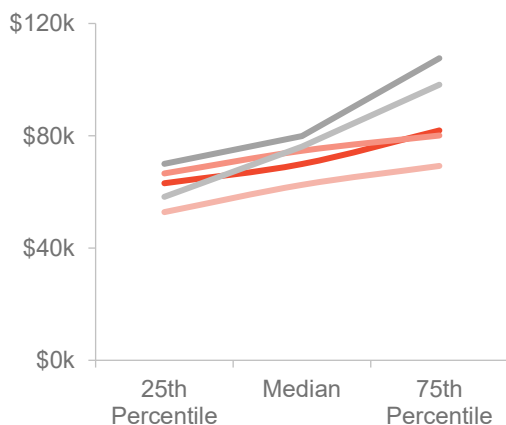


Operating Budget

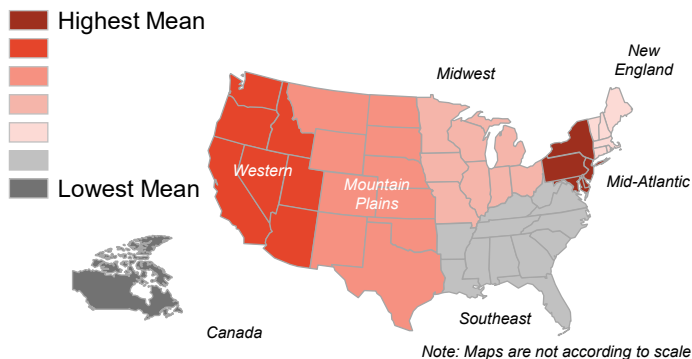


MSA Population

	Mean	# of Museums:
Under 0.5M	\$73.7k	14
0.5M–1M	\$75.1k	11
1M–2M	\$65.6k	11
2M–5M	\$82.8k	25
5M and Over	\$96.6k	41



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$74.1k	\$103.9k	\$123.3k	\$106.4k	23
Midwest	\$54.7k	\$67.3k	\$80.2k	\$74.8k	17
Mt. Plains	\$65.0k	\$73.3k	\$98.5k	\$83.7k	12
New England	\$68.2k	\$70.6k	\$76.9k	\$74.5k	15
Southeast	\$63.0k	\$72.6k	\$81.9k	\$73.0k	14
Western	\$71.9k	\$88.6k	\$100.5k	\$89.6k	16
Canada	\$52.7k	\$59.5k	\$66.4k	\$62.4k	5

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
Mid-Atlantic	1.13	\$65.6k	\$92.0k	\$109.2k	\$94.2k	23
Midwest	1.00	\$54.7k	\$67.3k	\$80.2k	\$74.8k	17
Mountain Plains	1.01	\$64.4k	\$72.5k	\$97.5k	\$82.9k	12
New England	1.10	\$62.0k	\$64.2k	\$69.9k	\$67.7k	15
Southeast	1.03	\$61.2k	\$70.5k	\$79.5k	\$70.9k	14
Western	1.14	\$63.1k	\$77.7k	\$88.2k	\$78.6k	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.

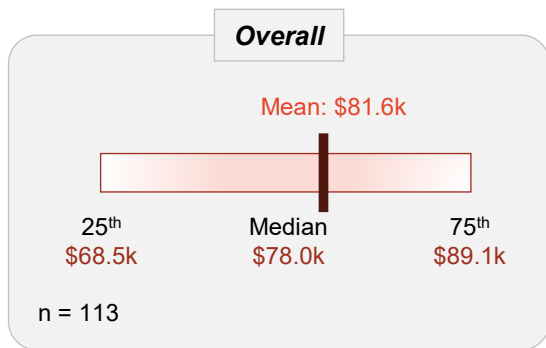
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$78.9k	\$93.8k	\$100.5k	\$94.6k	12
State	Florida	Small sample (n = less than 5)				
State	New York	\$70.3k	\$100.0k	\$113.9k	\$107.3k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$70.0k	\$78.1k	\$110.2k	\$93.4k	5
City	Washington, DC.	\$74.2k	\$105.7k	\$137.6k	\$112.1k	7
City	New York	\$84.4k	\$105.0k	\$130.0k	\$120.9k	9

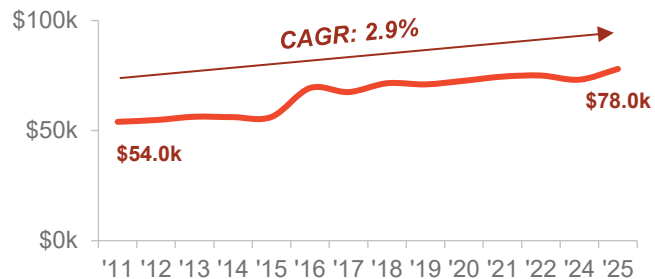
Associate Curator



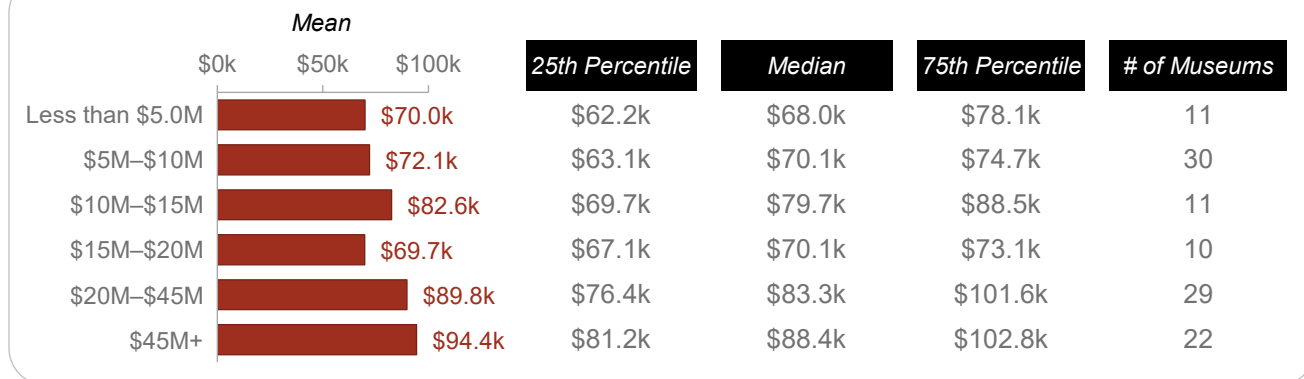
Performs same functions as Senior Curator in association with, and under supervision of, the Senior Curator.



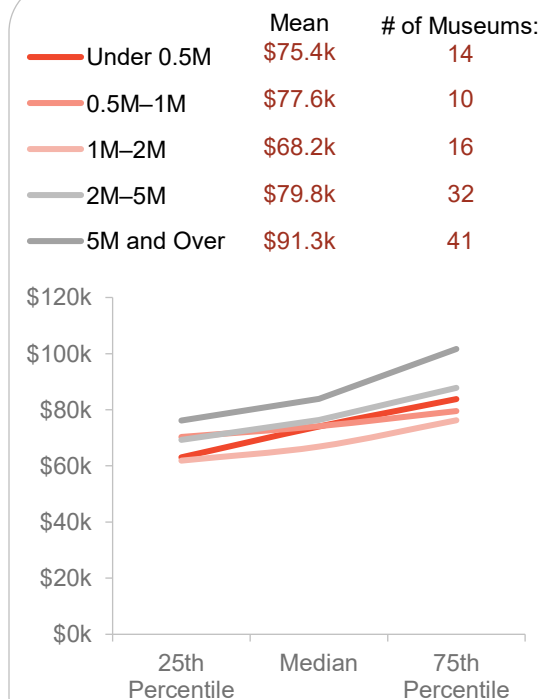
Historical Trend—Median (2011–2025)



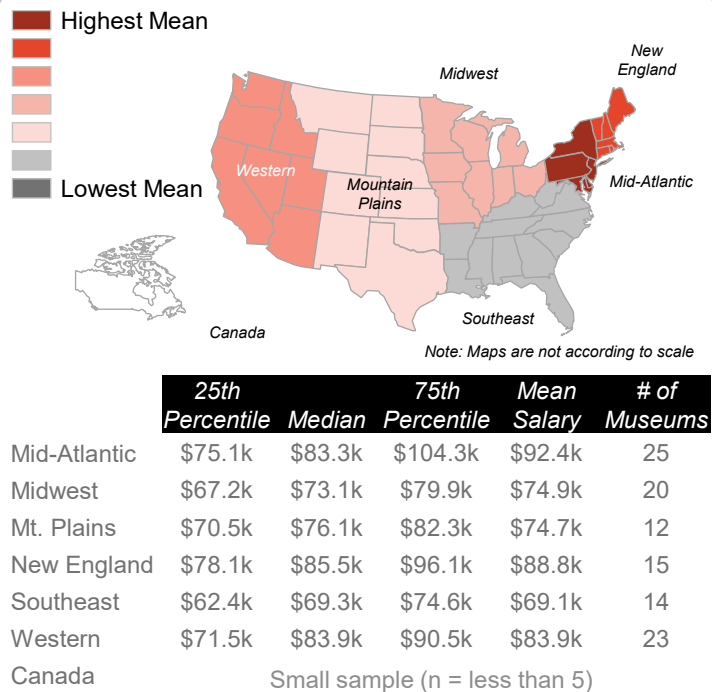
Operating Budget



MSA Population



Region



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	1.13	\$66.5k	\$73.7k	\$92.3k	\$81.8k	25
Midwest	1.00	\$67.2k	\$73.1k	\$79.9k	\$74.9k	20
Mountain Plains	1.01	\$69.8k	\$75.4k	\$81.4k	\$74.0k	12
New England	1.10	\$71.0k	\$77.7k	\$87.3k	\$80.7k	15
Southeast	1.03	\$60.6k	\$67.3k	\$72.4k	\$67.1k	14
Western	1.14	\$62.7k	\$73.6k	\$79.4k	\$73.6k	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.

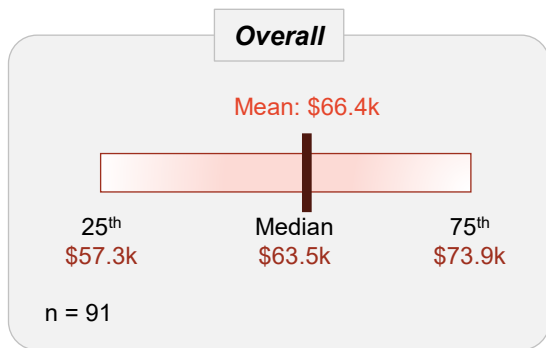
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$84.2k	\$88.1k	\$102.7k	\$94.5k	14
State	Florida	\$61.8k	\$67.0k	\$71.7k	\$66.2k	5
State	New York	\$79.7k	\$83.3k	\$94.4k	\$86.5k	13
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$70.7k	\$76.1k	\$76.2k	\$77.5k	5
City	Washington, DC.	\$78.5k	\$113.2k	\$128.6k	\$107.7k	7
City	New York	\$87.9k	\$94.4k	\$101.2k	\$98.2k	7

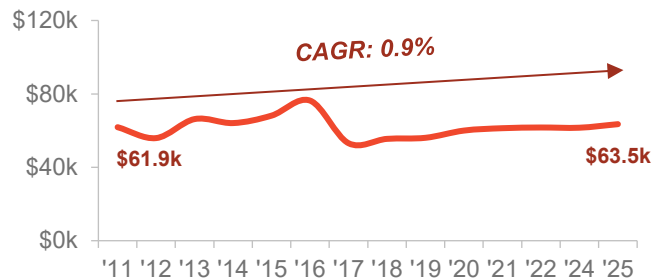
Assistant Curator / Curator E



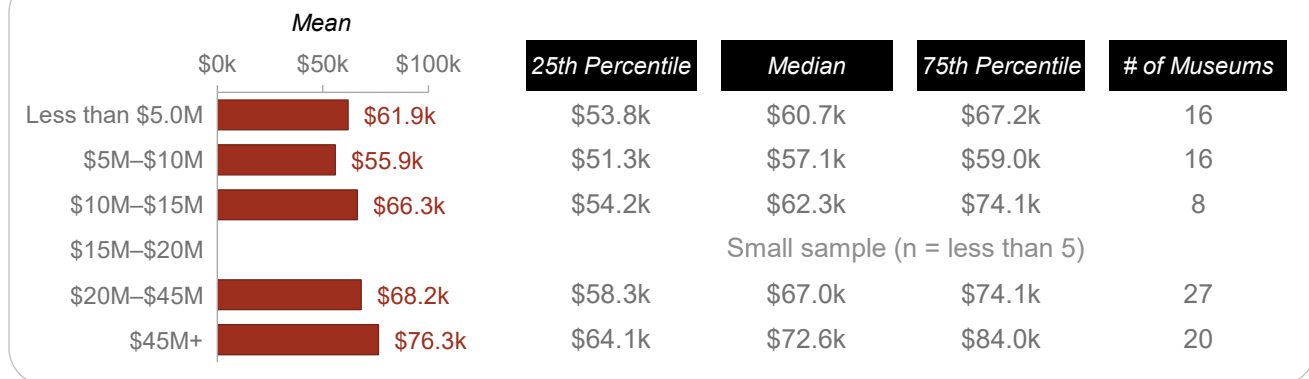
**Assists Senior Curator and Associate Curator under their supervision.
Usually no supervision of other curatorial staff.**



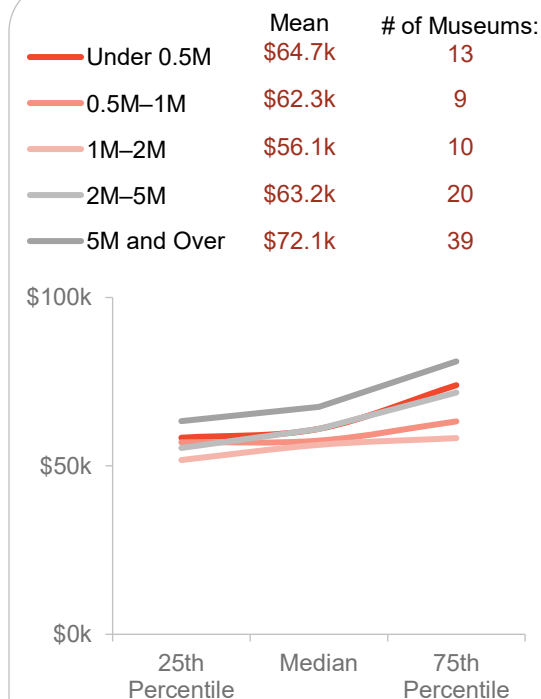
Historical Trend—Median (2011–2025)



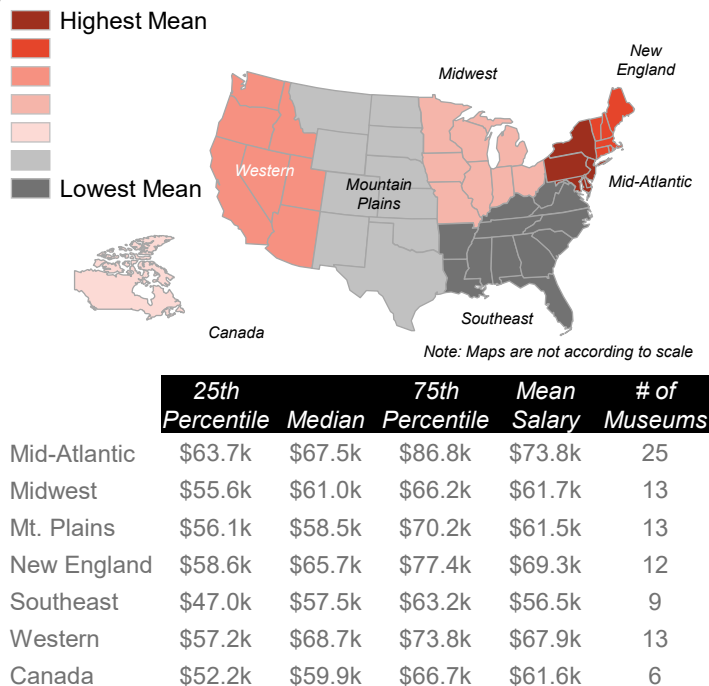
Operating Budget



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	1.13	\$56.3k	\$59.7k	\$76.8k	\$65.3k	25
Midwest	1.00	\$55.6k	\$61.0k	\$66.2k	\$61.7k	13
Mountain Plains	1.01	\$55.5k	\$57.9k	\$69.5k	\$60.9k	13
New England	1.10	\$53.3k	\$59.7k	\$70.4k	\$63.0k	12
Southeast	1.03	\$45.6k	\$55.8k	\$61.4k	\$54.9k	9
Western	1.14	\$50.2k	\$60.3k	\$64.7k	\$59.5k	13

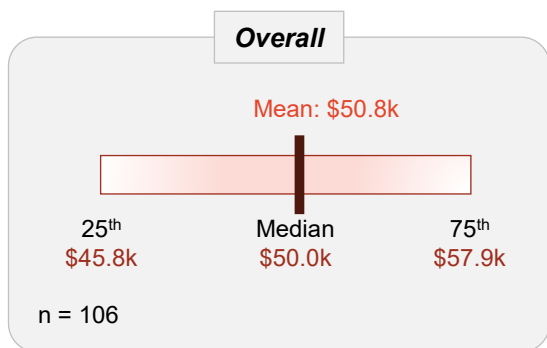
Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided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

City and State-Level Benchmarks

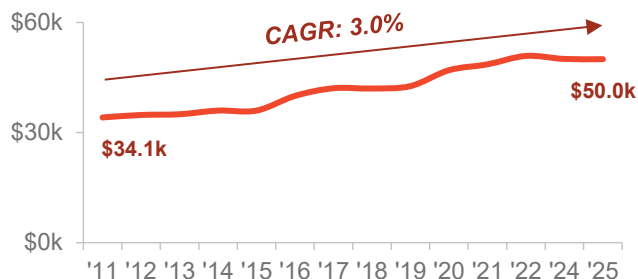
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$66.5k	\$72.6k	\$82.4k	\$73.2k	8
State	Florida	Small sample (n = less than 5)				
State	New York	\$63.5k	\$65.0k	\$73.9k	\$69.1k	15
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$57.1k	\$61.2k	\$70.9k	\$63.5k	7
City	Washington, DC.	\$74.6k	\$89.3k	\$95.9k	\$87.6k	5
City	New York	\$64.6k	\$66.8k	\$80.5k	\$73.1k	10

Curatorial Assistant

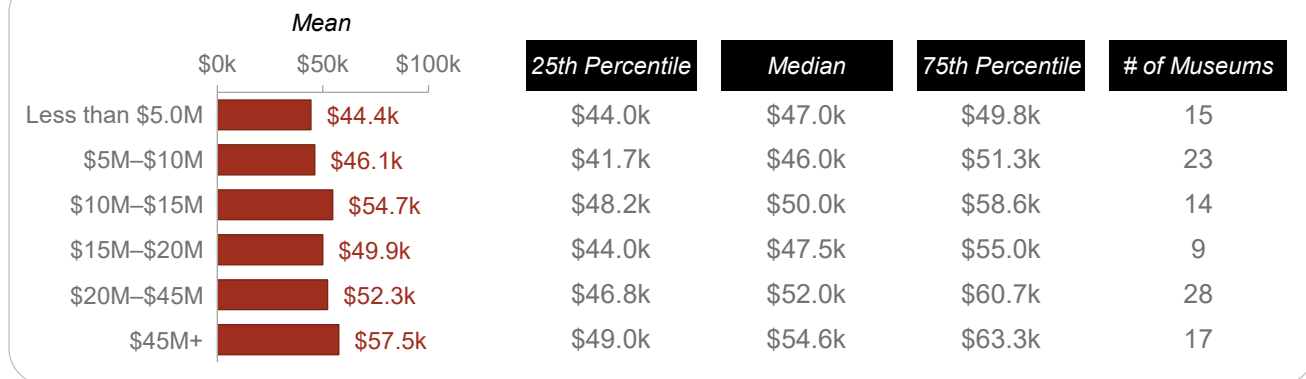
Assists curatorial staff in routine duties, under their supervision.



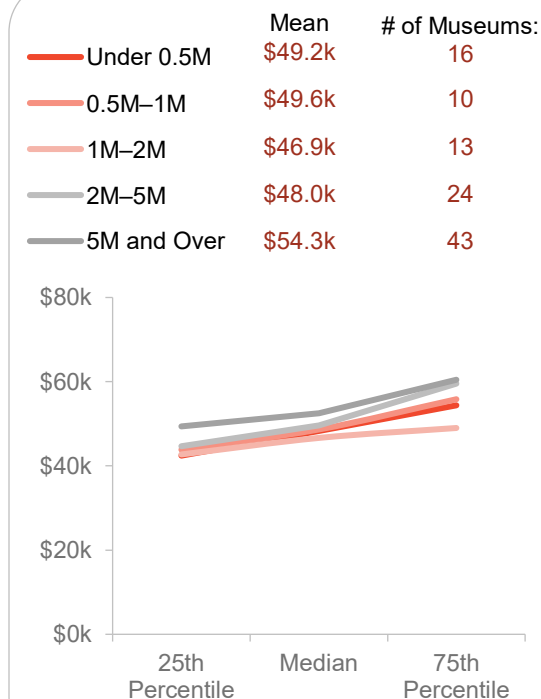
Historical Trend—Median (2011–2025)



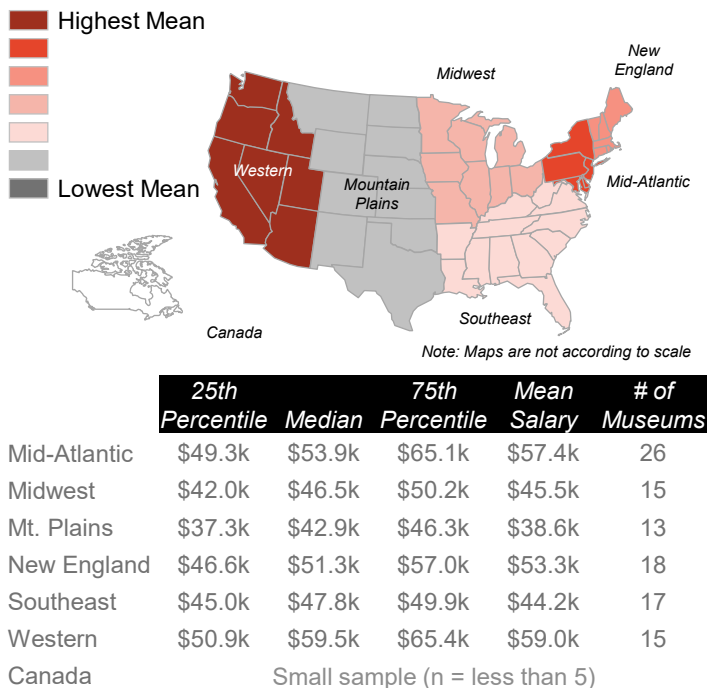
Operating Budget



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	1.13	\$43.7k	\$47.7k	\$57.6k	\$50.8k	26
Midwest	1.00	\$42.0k	\$46.5k	\$50.2k	\$45.5k	15
Mountain Plains	1.01	\$36.9k	\$42.4k	\$45.8k	\$38.3k	13
New England	1.10	\$42.3k	\$46.6k	\$51.8k	\$48.4k	18
Southeast	1.03	\$43.7k	\$46.4k	\$48.5k	\$42.9k	17
Western	1.14	\$44.6k	\$52.2k	\$57.3k	\$51.8k	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.

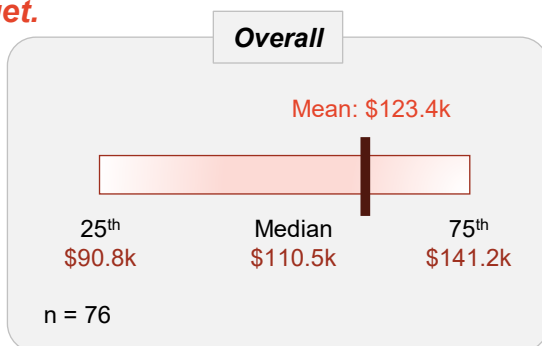
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$53.2k	\$60.4k	\$67.6k	\$60.3k	10
State	Florida	Small sample (n = less than 5)				
State	New York	\$49.6k	\$52.1k	\$60.5k	\$54.5k	14
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$44.2k	\$46.0k	\$48.2k	\$46.8k	7
City	Washington, DC.	\$49.4k	\$55.0k	\$74.8k	\$61.3k	7
City	New York	\$52.1k	\$53.8k	\$64.5k	\$59.3k	7

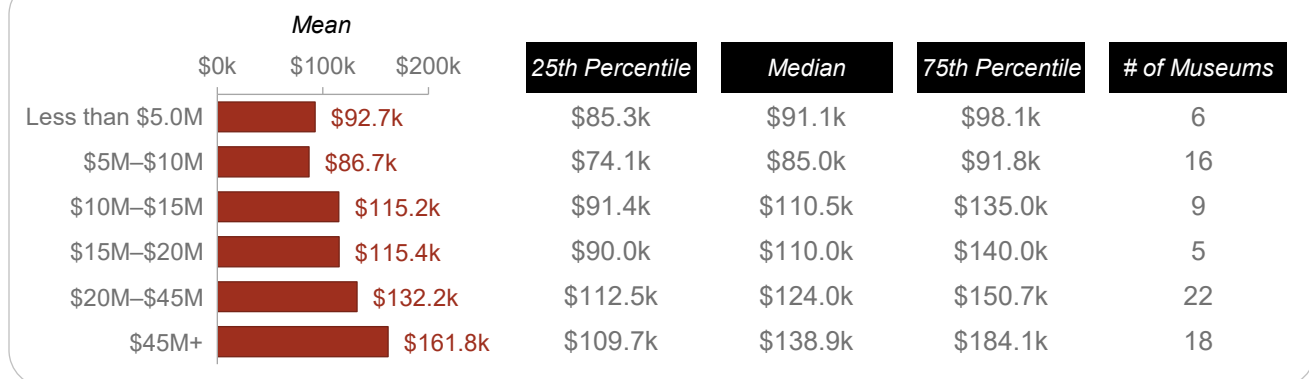
Director of Exhibitions (NEW)



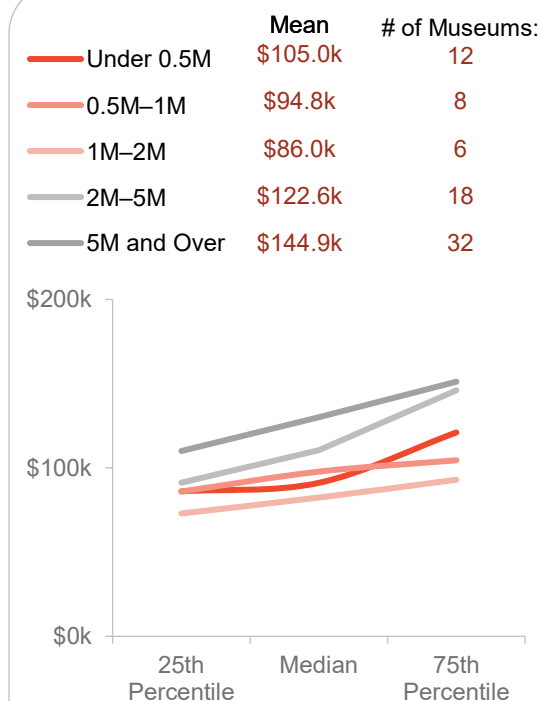
Primary responsibility for scheduling and installing temporary exhibitions and collection installations, including oversight of related agreements and the overall exhibition program budget.



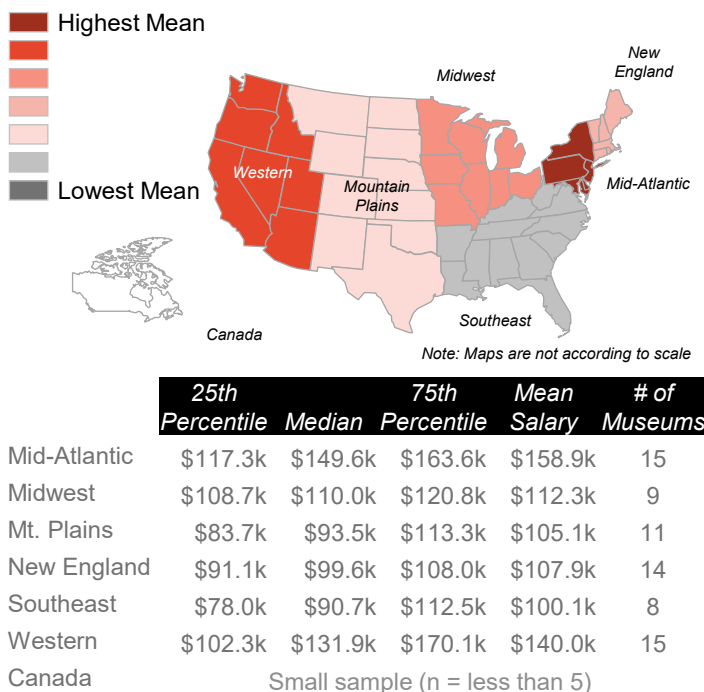
Operating Budget



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	1.13	\$103.8k	\$132.4k	\$144.8k	\$140.6k	15
Midwest	1.00	\$108.7k	\$110.0k	\$120.8k	\$112.3k	9
Mountain Plains	1.01	\$82.9k	\$92.6k	\$112.2k	\$104.1k	11
New England	1.10	\$82.8k	\$90.6k	\$98.2k	\$98.1k	14
Southeast	1.03	\$75.7k	\$88.1k	\$109.3k	\$97.2k	8
Western	1.14	\$89.7k	\$115.7k	\$149.2k	\$122.8k	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.

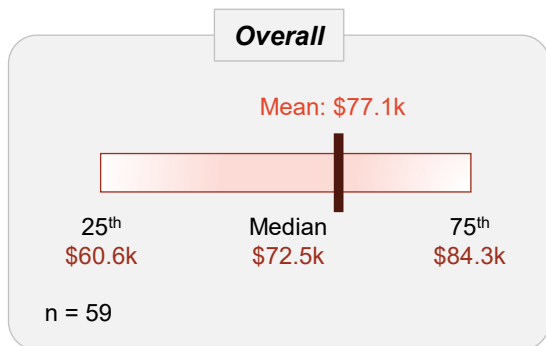
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$131.0k	\$152.6k	\$186.5k	\$163.8k	8
State	Florida	Small sample (n = less than 5)				
State	New York	\$128.9k	\$151.0k	\$188.3k	\$182.8k	8
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$111.2k	\$111.6k	\$115.0k	\$123.6k	5
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	\$142.3k	\$152.3k	\$201.8k	\$198.4k	7

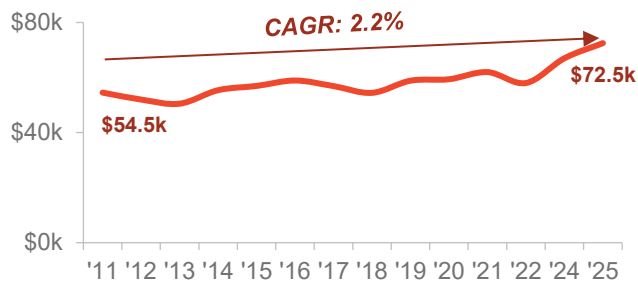
Photographer

Responsible for photographic documentation of fine arts collections.

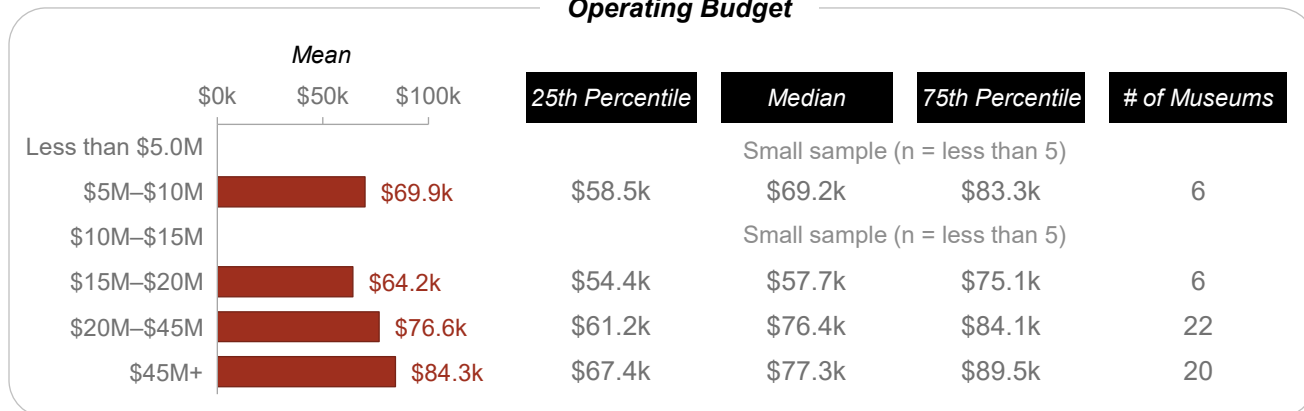
Overall



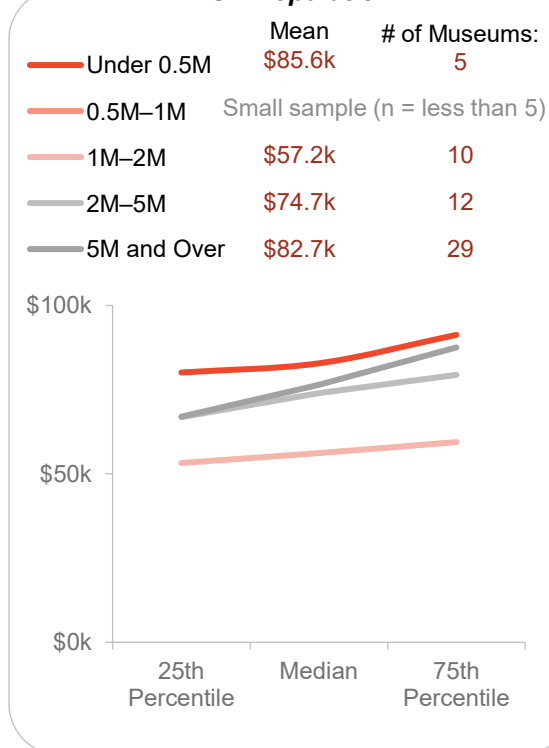
Historical Trend—Median (2011–2025)



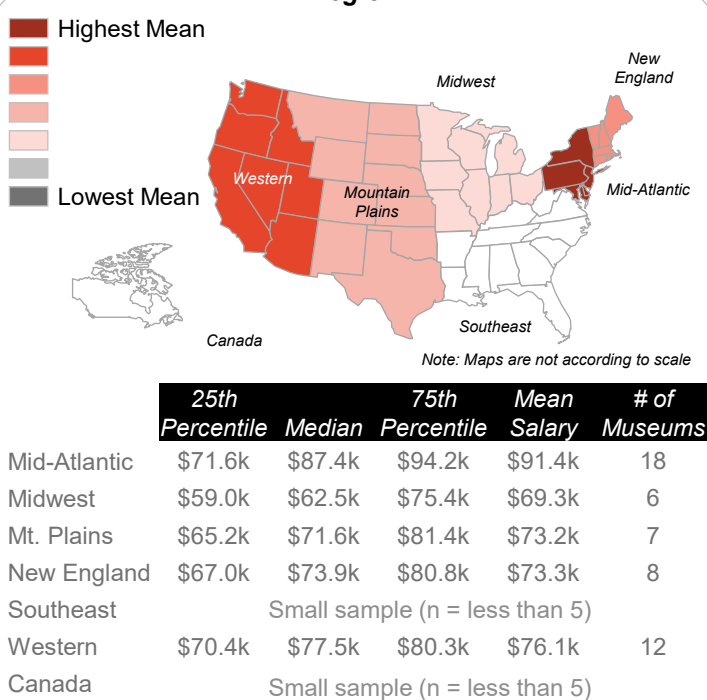
Operating Budget



MSA Population



Region



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
Mid-Atlantic	1.13	\$63.3k	\$77.3k	\$83.4k	\$80.9k	18
Midwest	1.00	\$59.0k	\$62.5k	\$75.4k	\$69.3k	6
Mountain Plains	1.01	\$64.6k	\$70.9k	\$80.6k	\$72.4k	7
New England	1.10	\$60.9k	\$67.2k	\$73.4k	\$66.6k	8
Southeast	1.03	Small sample (n = less than 5)				
Western	1.14	\$61.7k	\$68.0k	\$70.4k	\$66.8k	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.

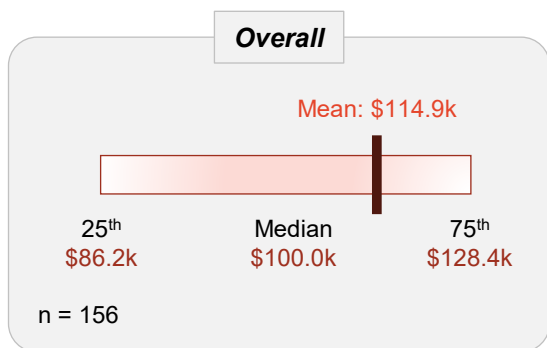
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$76.3k	\$78.8k	\$84.0k	\$81.8k	8
State	Florida	Small sample (n = less than 5)				
State	New York	\$75.5k	\$87.4k	\$103.9k	\$95.8k	10
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$63.5k	\$67.0k	\$79.2k	\$70.7k	5
City	Washington, DC.	\$84.1k	\$89.8k	\$90.2k	\$93.3k	5
City	New York	\$85.9k	\$87.5k	\$120.1k	\$107.7k	7

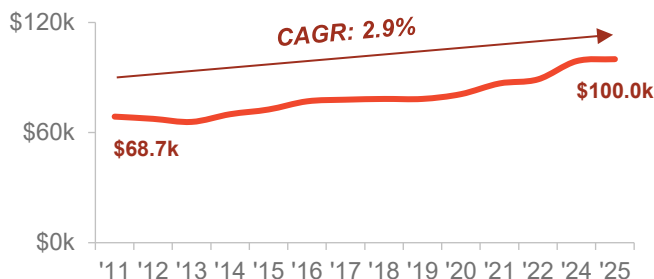
Director of Education / Curator of Education / Educator A



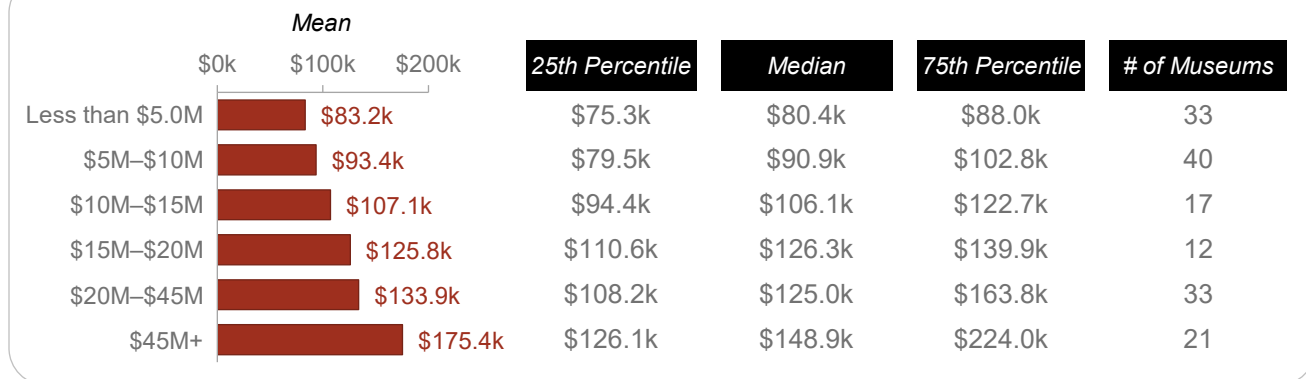
Supervises education department (whether that is a full department or a subset of another department).



Historical Trend—Median (2011–2025)

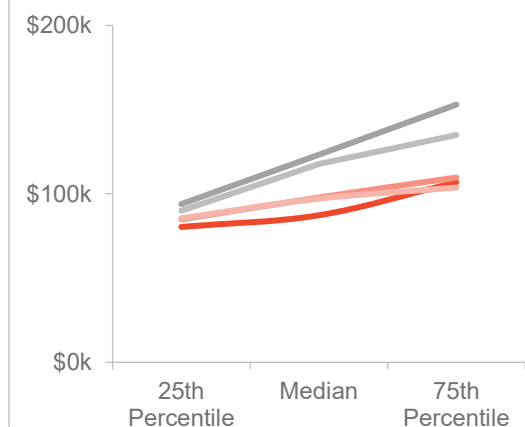


Operating Budget

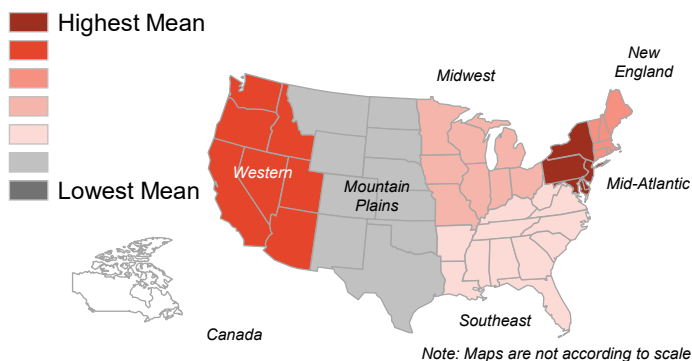


MSA Population

	Mean	# of Museums:
Under 0.5M	\$94.2k	27
0.5M–1M	\$99.6k	21
1M–2M	\$97.7k	18
2M–5M	\$117.1k	37
5M and Over	\$135.6k	53



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$87.0k	\$120.2k	\$152.0k	\$136.2k	32
Midwest	\$85.0k	\$95.0k	\$113.4k	\$107.5k	24
Mt. Plains	\$70.5k	\$92.2k	\$116.2k	\$99.7k	22
New England	\$87.5k	\$101.1k	\$126.7k	\$108.3k	22
Southeast	\$80.8k	\$95.9k	\$115.9k	\$104.2k	30
Western	\$112.5k	\$125.0k	\$142.4k	\$128.2k	23
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	1.13	\$77.0k	\$106.4k	\$134.5k	\$120.5k	32
Midwest	1.00	\$85.0k	\$95.0k	\$113.4k	\$107.5k	24
Mountain Plains	1.01	\$69.8k	\$91.3k	\$115.0k	\$98.7k	22
New England	1.10	\$79.5k	\$91.9k	\$115.2k	\$98.5k	22
Southeast	1.03	\$78.5k	\$93.1k	\$112.6k	\$101.2k	30
Western	1.14	\$98.7k	\$109.6k	\$124.9k	\$112.5k	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.

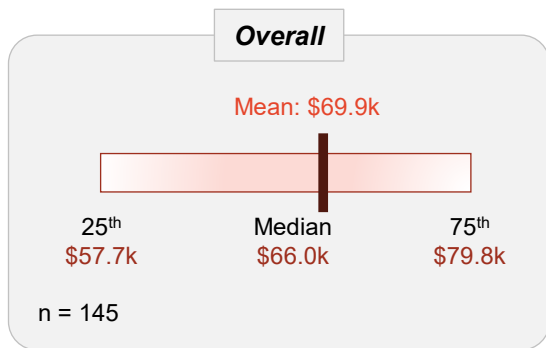
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$125.0k	\$133.7k	\$148.9k	\$145.2k	13
State	Florida	\$82.1k	\$92.5k	\$118.0k	\$102.3k	10
State	New York	\$84.3k	\$109.7k	\$140.7k	\$137.9k	19
State	Ohio	\$85.3k	\$97.4k	\$98.9k	\$108.5k	7
State	Texas	\$90.0k	\$118.5k	\$136.1k	\$122.4k	9
City	Washington, DC.	\$115.4k	\$125.6k	\$155.7k	\$141.4k	7
City	New York	\$111.7k	\$130.0k	\$228.4k	\$165.2k	12

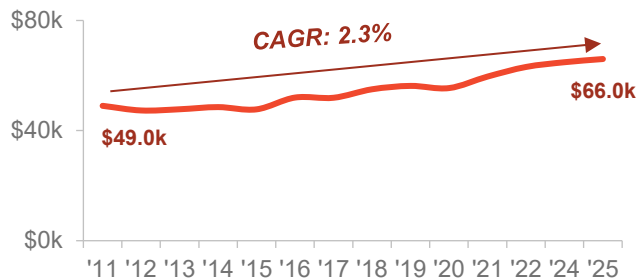
Education Program Manager (Formerly Associate Educator / Educator B)



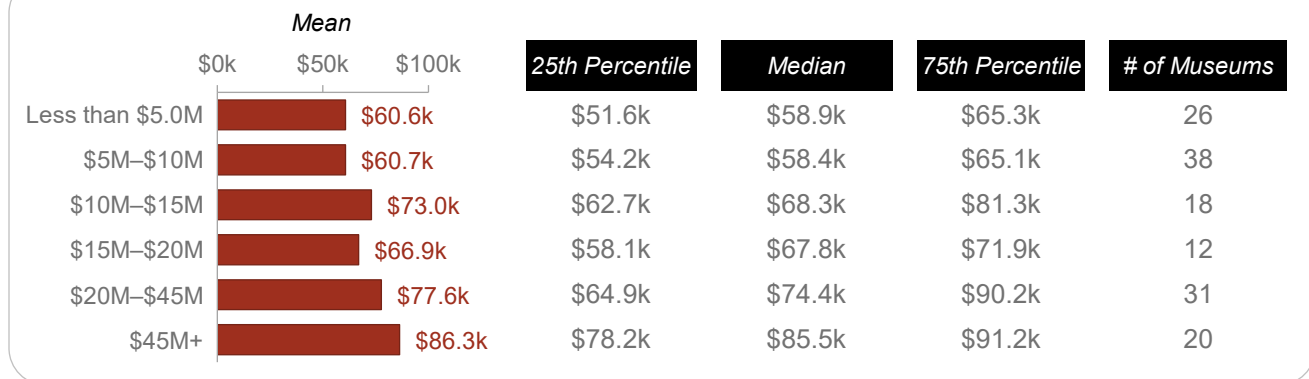
Responsible for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences.



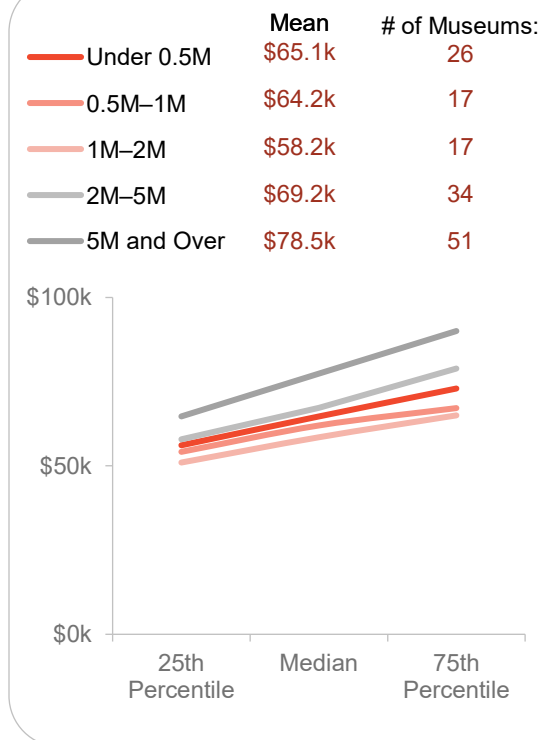
Historical Trend—Median (2011–2025)



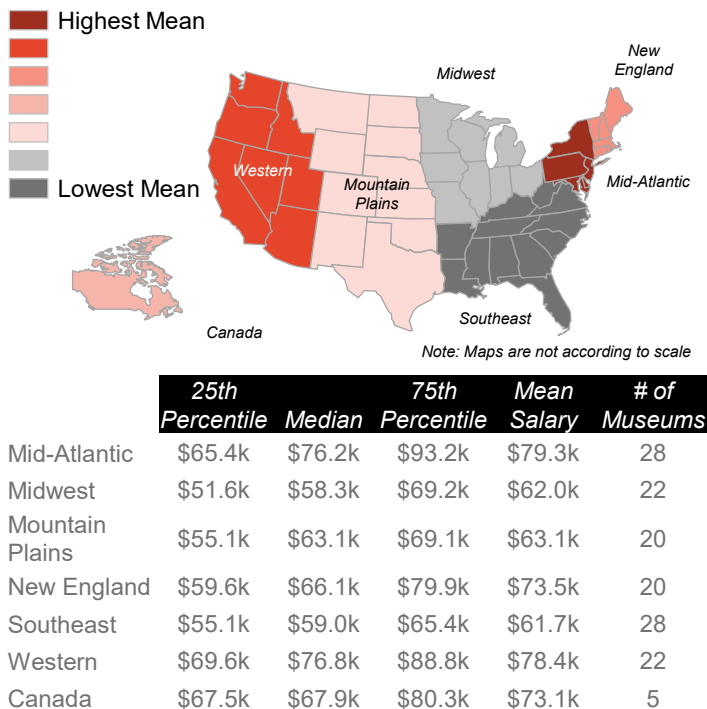
Operating Budget



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	1.13	\$57.8k	\$67.4k	\$82.4k	\$70.2k	28
Midwest	1.00	\$51.6k	\$58.3k	\$69.2k	\$62.0k	22
Mountain Plains	1.01	\$54.5k	\$62.5k	\$68.4k	\$62.4k	20
New England	1.10	\$54.2k	\$60.1k	\$72.6k	\$66.9k	20
Southeast	1.03	\$53.5k	\$57.3k	\$63.5k	\$59.9k	28
Western	1.14	\$61.0k	\$67.4k	\$77.9k	\$68.7k	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.

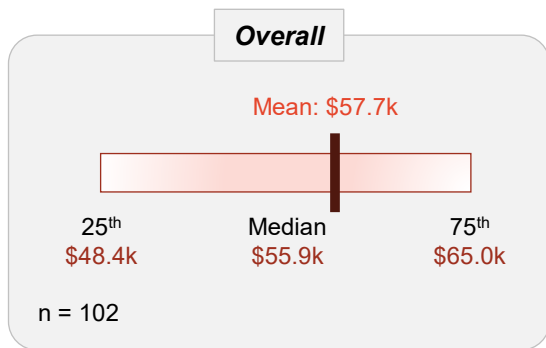
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$78.2k	\$87.7k	\$89.9k	\$85.2k	12
State	Florida	\$55.1k	\$57.8k	\$63.7k	\$59.9k	10
State	New York	\$64.6k	\$78.2k	\$92.1k	\$80.7k	16
State	Ohio	\$51.6k	\$58.2k	\$63.6k	\$58.5k	6
State	Texas	\$58.0k	\$64.3k	\$66.8k	\$64.1k	9
City	Washington, DC.	\$71.5k	\$77.4k	\$94.2k	\$83.7k	7
City	New York	\$76.6k	\$86.8k	\$99.7k	\$87.9k	10

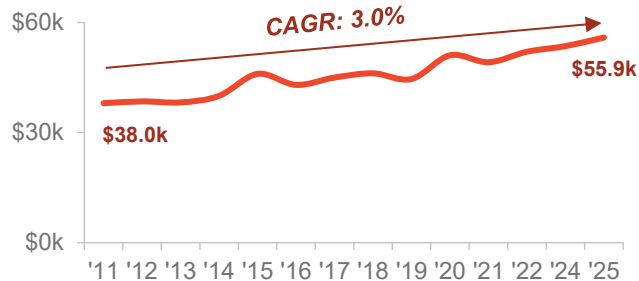
Education Program Associate (Formerly Assistant Educator / Educator C)



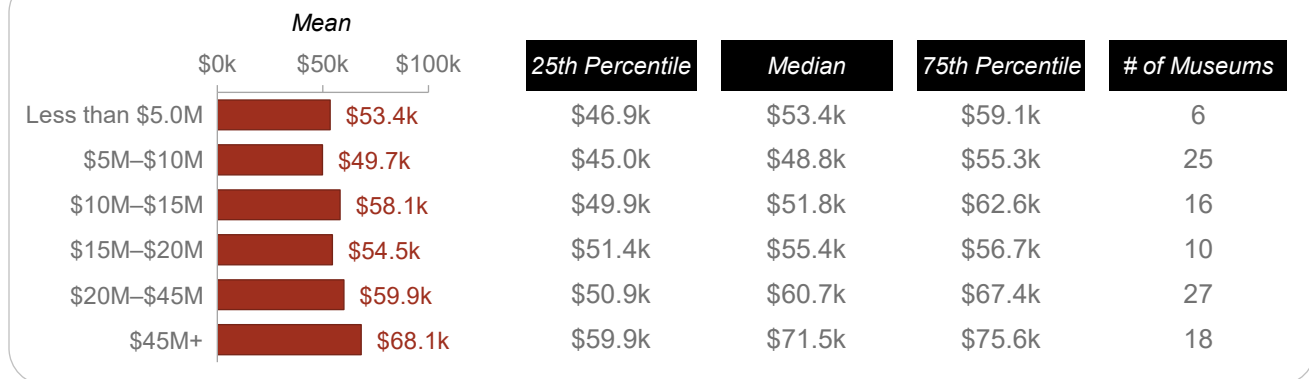
Assists in developing and implementing a major interpretive or studio program.



Historical Trend—Median (2011–2025)

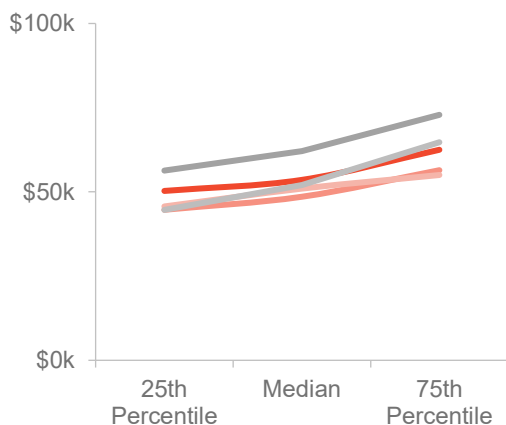


Operating Budget

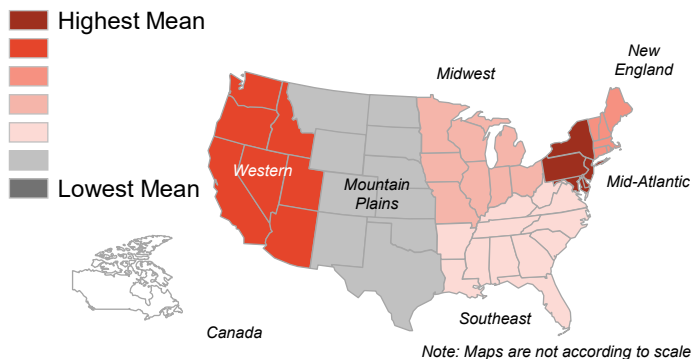


MSA Population

	Mean	# of Museums:
Under 0.5M	\$56.0k	13
0.5M–1M	\$53.7k	12
1M–2M	\$50.3k	12
2M–5M	\$54.1k	28
5M and Over	\$64.6k	37



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$60.8k	\$65.0k	\$73.2k	\$68.5k	20
Midwest	\$45.8k	\$50.7k	\$59.8k	\$53.0k	12
Mt. Plains	\$44.5k	\$50.7k	\$57.4k	\$50.2k	11
New England	\$47.0k	\$53.0k	\$70.0k	\$58.4k	14
Southeast	\$46.0k	\$51.1k	\$55.1k	\$50.5k	22
Western	\$56.0k	\$60.0k	\$68.7k	\$63.0k	21
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
Mid-Atlantic	1.13	\$53.8k	\$57.5k	\$64.8k	\$60.6k	20
Midwest	1.00	\$45.8k	\$50.7k	\$59.8k	\$53.0k	12
Mountain Plains	1.01	\$44.1k	\$50.2k	\$56.8k	\$49.7k	11
New England	1.10	\$42.7k	\$48.2k	\$63.6k	\$53.1k	14
Southeast	1.03	\$44.7k	\$49.6k	\$53.5k	\$49.0k	22
Western	1.14	\$49.2k	\$52.6k	\$60.3k	\$55.3k	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

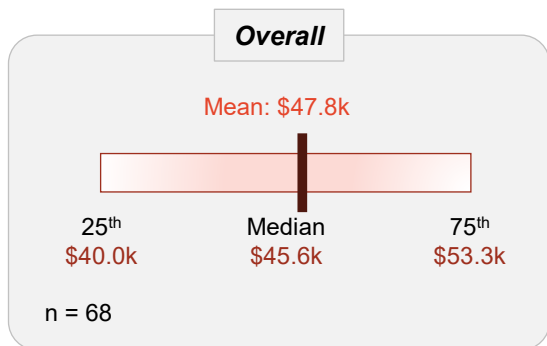
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$60.1k	\$68.4k	\$75.8k	\$68.7k	14
State	Florida	\$49.1k	\$51.4k	\$54.7k	\$51.3k	8
State	New York	\$62.3k	\$66.4k	\$73.2k	\$68.3k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$44.5k	\$51.1k	\$57.9k	\$54.9k	6
City	Washington, DC.	\$56.5k	\$72.0k	\$85.0k	\$73.9k	5
City	New York	\$64.4k	\$70.3k	\$74.9k	\$70.9k	8

Education Assistant

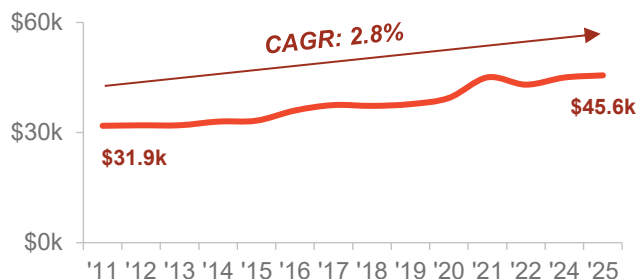


Assists Education department with routine duties relating to implementation of ongoing programs and activities.

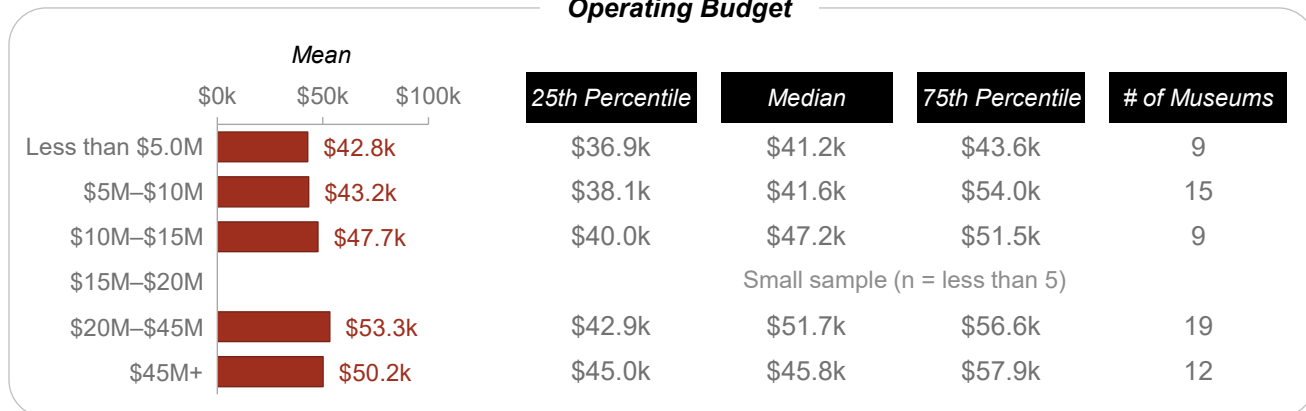
Overall



Historical Trend—Median (2011–2025)

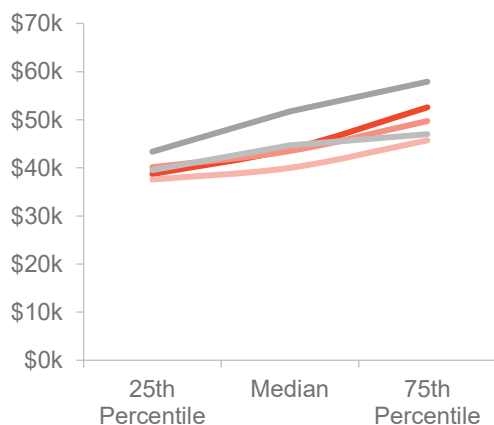


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$46.0k	11
0.5M–1M	\$49.7k	10
1M–2M	\$36.3k	7
2M–5M	\$44.6k	12
5M and Over	\$52.1k	28



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$45.3k	\$56.3k	\$60.8k	\$54.3k	15
Midwest	\$40.9k	\$45.4k	\$47.6k	\$44.7k	10
Mt. Plains	\$38.7k	\$40.0k	\$41.0k	\$40.7k	9
New England	\$44.2k	\$60.4k	\$68.6k	\$59.0k	10
Southeast	\$35.6k	\$41.9k	\$47.6k	\$39.8k	14
Western	\$44.6k	\$47.4k	\$53.2k	\$48.1k	9
Canada					

Small sample (n = less than 5)

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	1.13	\$40.1k	\$49.8k	\$53.8k	\$48.1k	15
Midwest	1.00	\$40.9k	\$45.4k	\$47.6k	\$44.7k	10
Mountain Plains	1.01	\$38.3k	\$39.6k	\$40.6k	\$40.3k	9
New England	1.10	\$40.2k	\$54.9k	\$62.4k	\$53.6k	10
Southeast	1.03	\$34.6k	\$40.7k	\$46.2k	\$38.6k	14
Western	1.14	\$39.1k	\$41.5k	\$46.7k	\$42.2k	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.

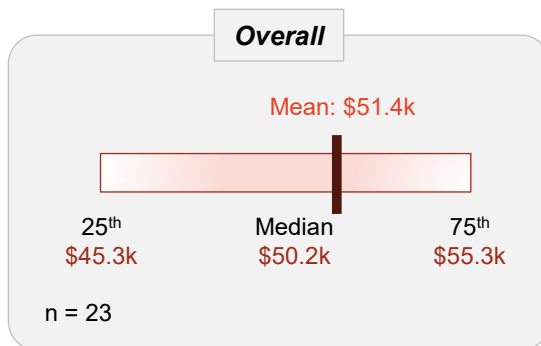
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$44.2k	\$47.1k	\$51.8k	\$47.0k	6
State	Florida	\$43.9k	\$49.8k	\$52.1k	\$47.8k	5
State	New York	\$43.4k	\$51.6k	\$58.1k	\$49.8k	9
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$40.0k	\$40.5k	\$42.5k	\$42.0k	6
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	\$36.4k	\$57.0k	\$59.7k	\$49.6k	5

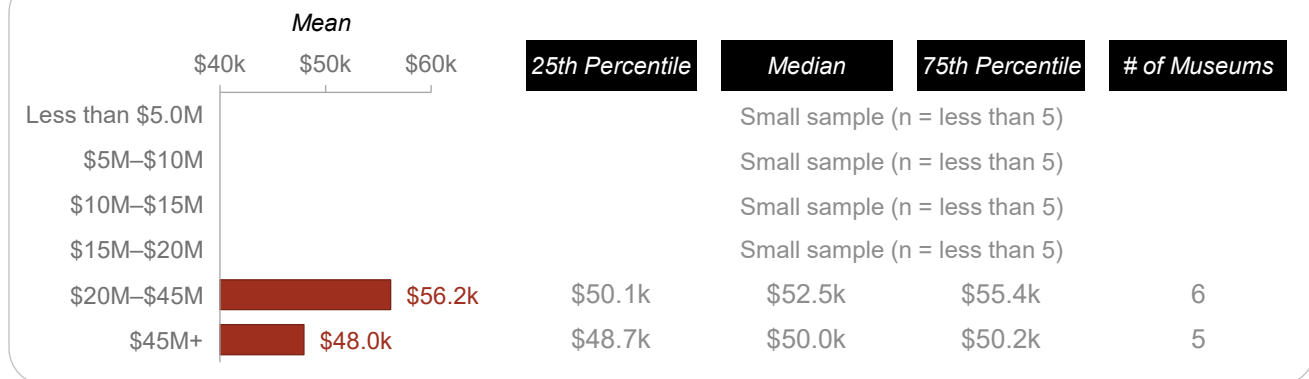
Teaching Artist / Instructor (NEW)



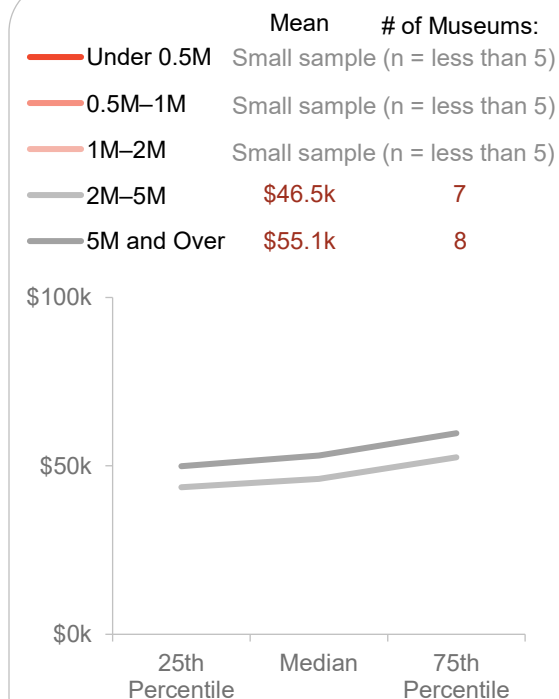
Teaches art classes or workshops for kids, teens and/or adults, either on site or at locations such as schools and community partner locations.



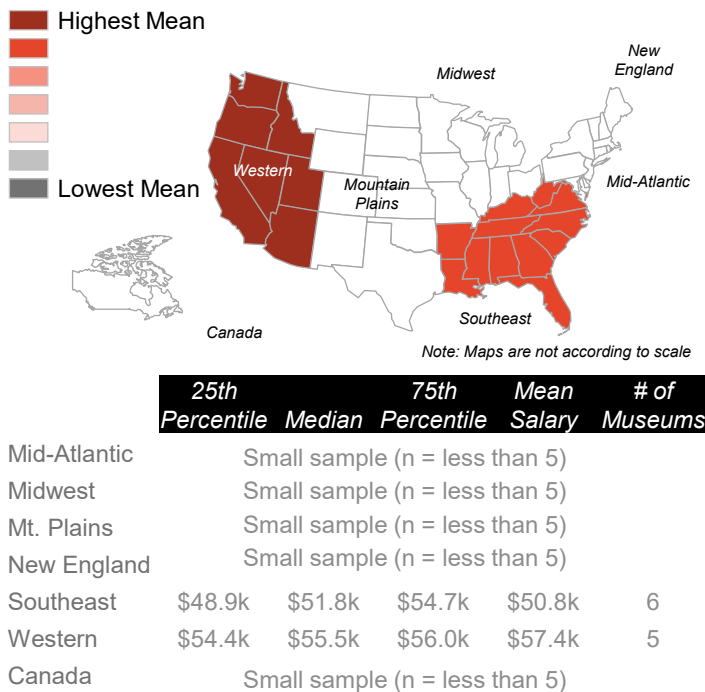
Operating Budget



MSA Population



Region



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			Small sample (n = less than 5)			
Midwest			Small sample (n = less than 5)			
Mountain Plains			Small sample (n = less than 5)			
New England			Small sample (n = less than 5)			
Southeast	1.03	\$47.5k	\$50.3k	\$53.1k	\$49.3k	6
Western	1.14	\$47.7k	\$48.7k	\$49.1k	\$50.4k	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.

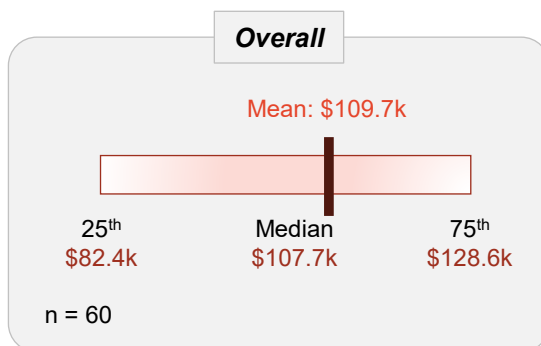
City and State-Level Benchmarks

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

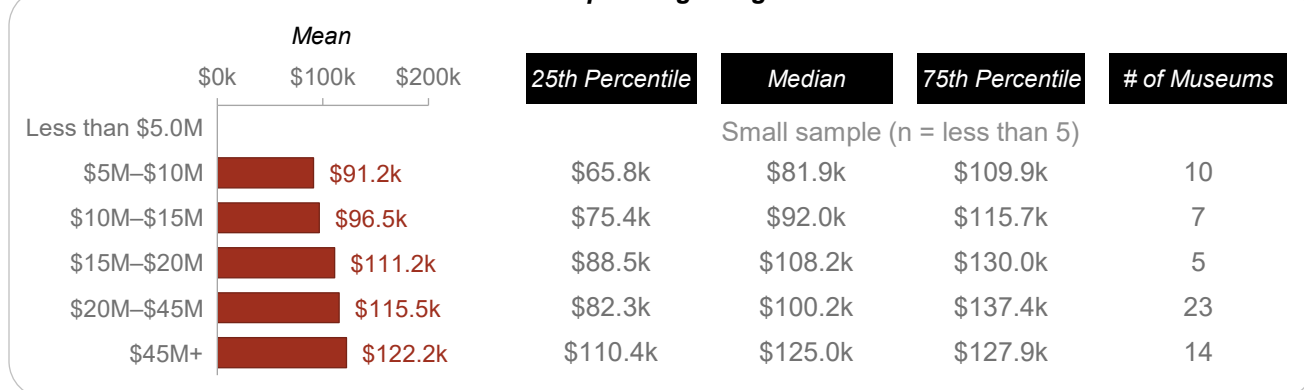
Director of Public Programs (NEW)



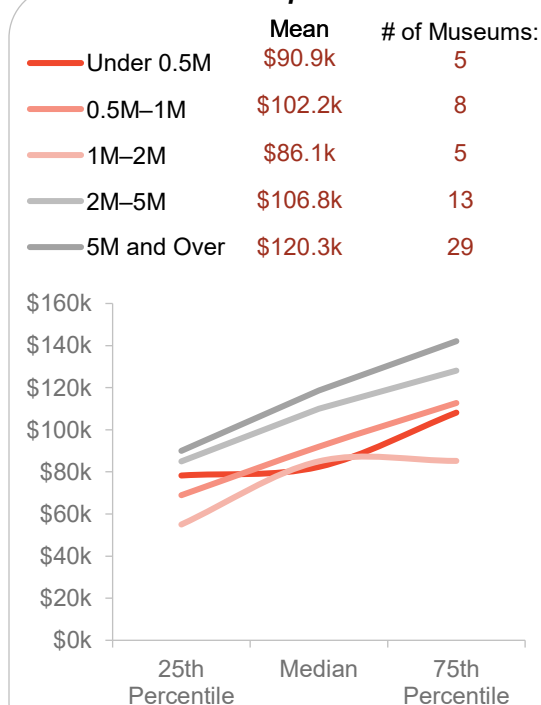
Oversees the museum's public program strategy, including but not limited to tours, lectures, courses, concerts, community events, open houses, film and gallery talks programming.



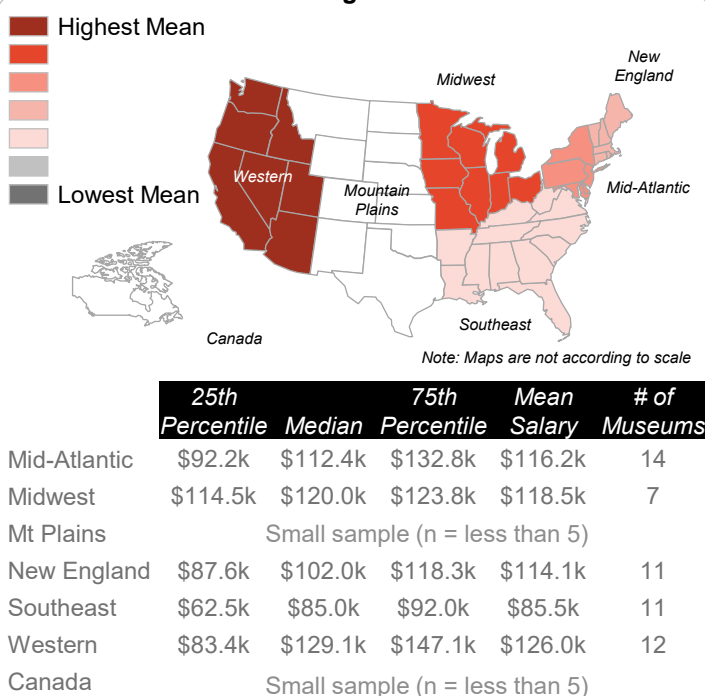
Operating Budget



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
Mid-Atlantic	1.13	\$81.6k	\$99.4k	\$117.5k	\$102.9k	14
Midwest	1.00	\$114.5k	\$120.0k	\$123.8k	\$118.5k	7
Mountain Plains			Small sample (n = less than 5)			
New England	1.10	\$79.6k	\$92.7k	\$107.5k	\$103.8k	11
Southeast	1.03	\$60.7k	\$82.5k	\$89.3k	\$83.0k	11
Western	1.14	\$73.1k	\$113.2k	\$129.1k	\$110.5k	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.

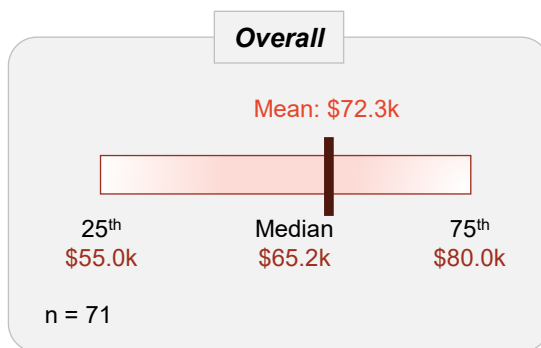
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$127.8k	\$142.6k	\$149.4k	\$142.5k	8
State	Florida		Small sample (n = less than 5)			
State	New York		Small sample (n = less than 5)			
State	Ohio		Small sample (n = less than 5)			
State	Texas		Small sample (n = less than 5)			
City	Washington, DC.	\$91.0k	\$115.7k	\$139.7k	\$115.5k	6
City	New York		Small sample (n = less than 5)			

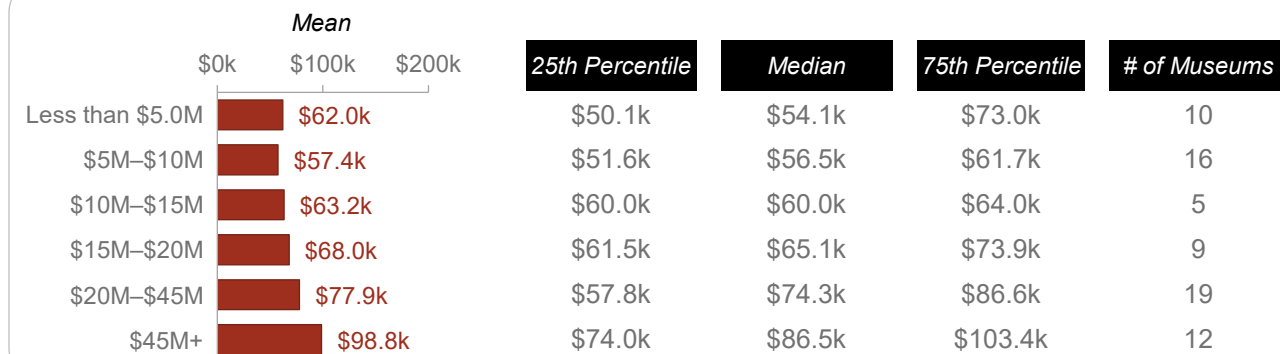
Community Engagement Manager (NEW)



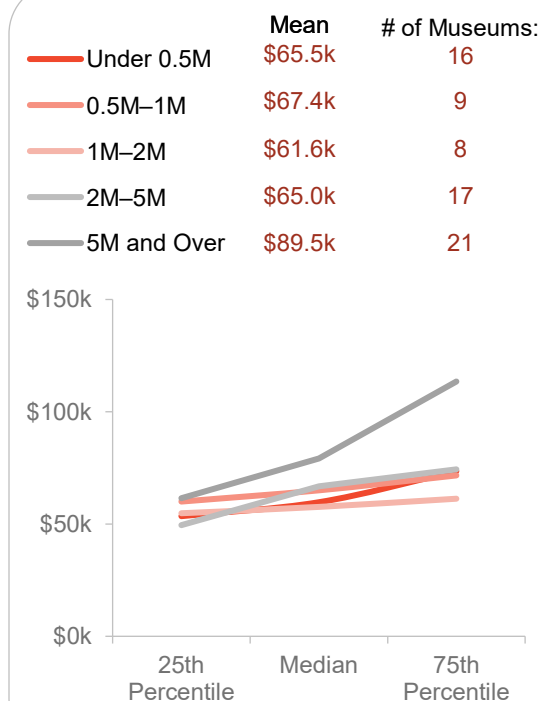
Responsible for connecting people in the broader community to the museum's programs and supporting the museum's engagement strategy.



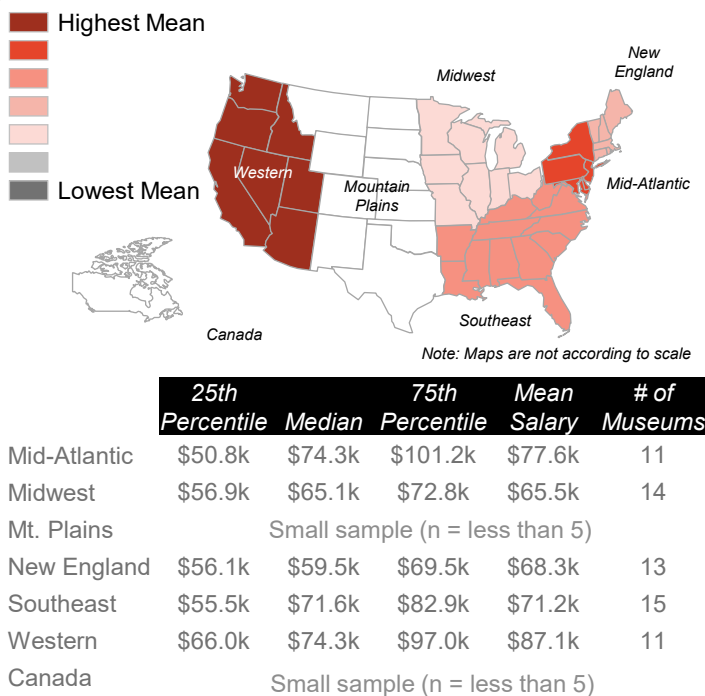
Operating Budget



MSA Population



Region



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	1.13	\$45.0k	\$65.7k	\$89.6k	\$68.6k	11
Midwest	1.00	\$56.9k	\$65.1k	\$72.8k	\$65.5k	14
Mountain Plains	1.01	Small sample (n = less than 5)				
New England	1.10	\$51.0k	\$54.1k	\$63.2k	\$62.0k	13
Southeast	1.03	\$53.9k	\$69.6k	\$80.5k	\$69.1k	15
Western	1.14	\$57.9k	\$65.2k	\$85.1k	\$76.4k	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.

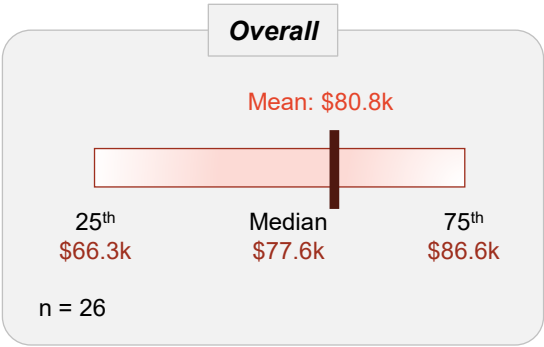
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$80.0k	\$100.0k	\$125.0k	\$113.9k	5
State	Florida	Small sample (n = less than 5)				
State	New York	Small sample (n = less than 5)				
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	Small sample (n = less than 5)				

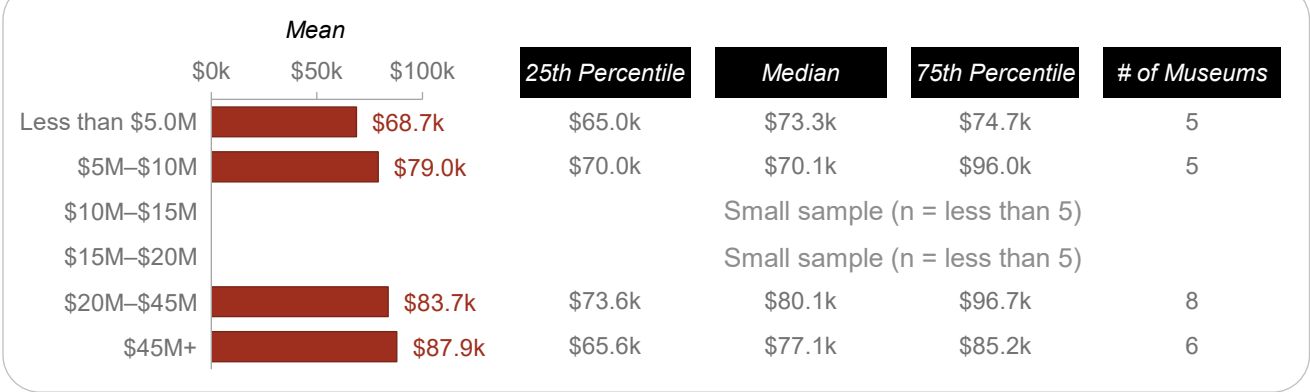
Associate Curator of Academic & Campus Engagement (NEW)



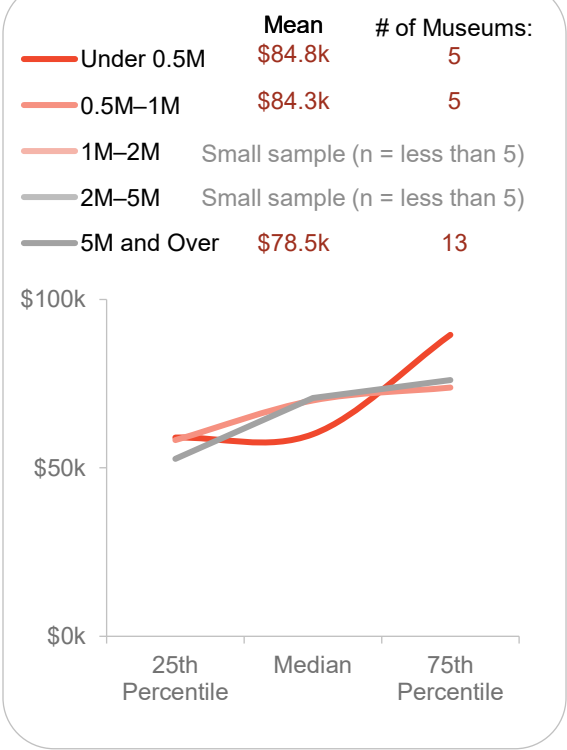
Develop programs and events for the college or university campus community (students and faculty) utilizing the museum's collections and exhibitions.



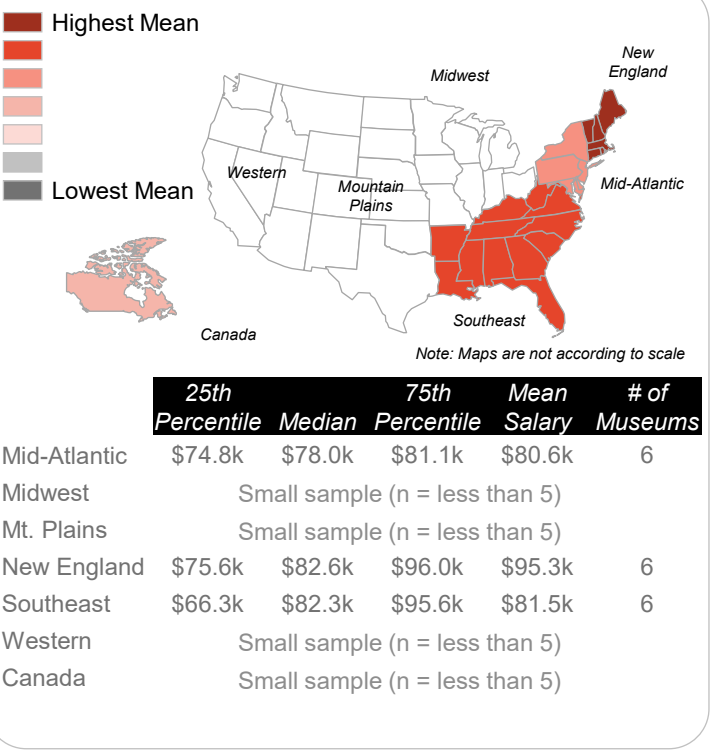
Operating Budget



MSA Population



Region



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	1.13	\$66.2k	\$69.0k	\$71.8k	\$71.3k	6
Midwest			Small sample (n = less than 5)			
Mountain Plains			Small sample (n = less than 5)			
New England	1.10	\$68.7k	\$75.1k	\$87.3k	\$86.6k	6
Southeast	1.03	\$64.3k	\$79.9k	\$92.8k	\$79.1k	6
Western			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.

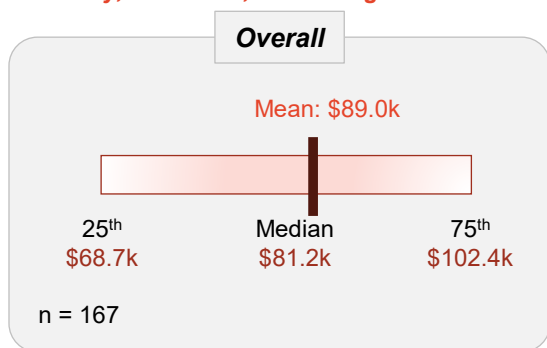
City and State-Level Benchmarks

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

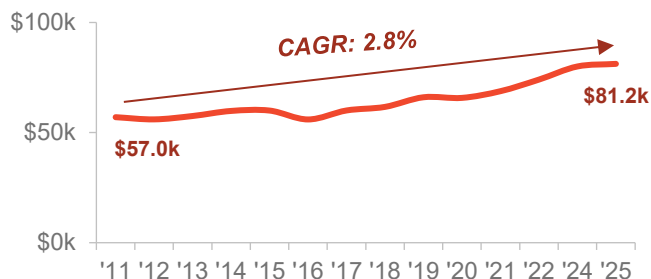
Head Registrar (Formerly Registrar A)



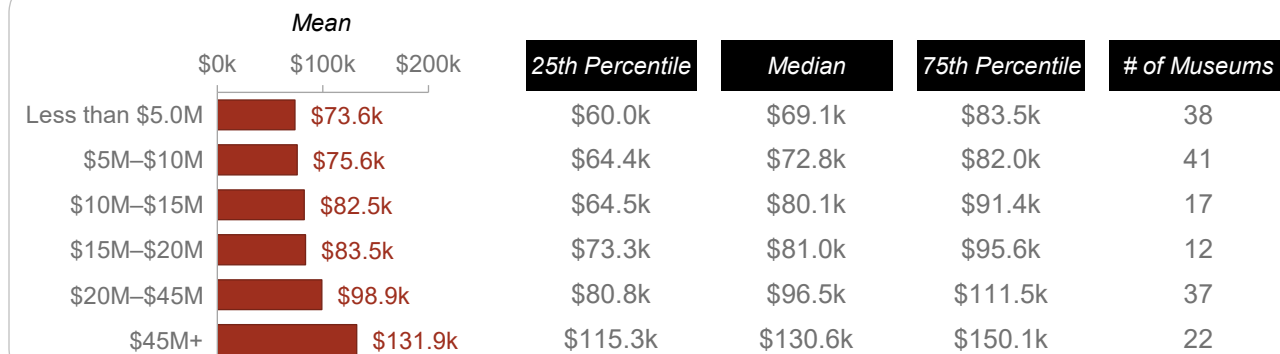
Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage.



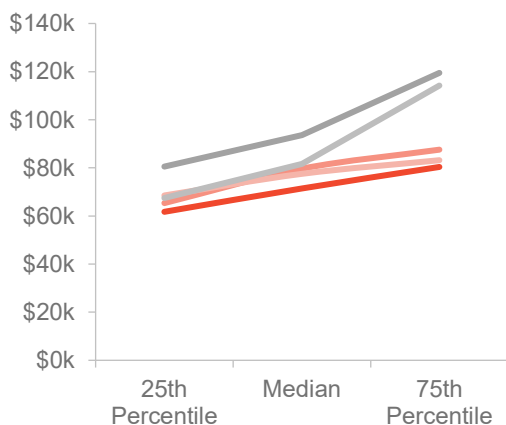
Historical Trend—Median (2011–2025)



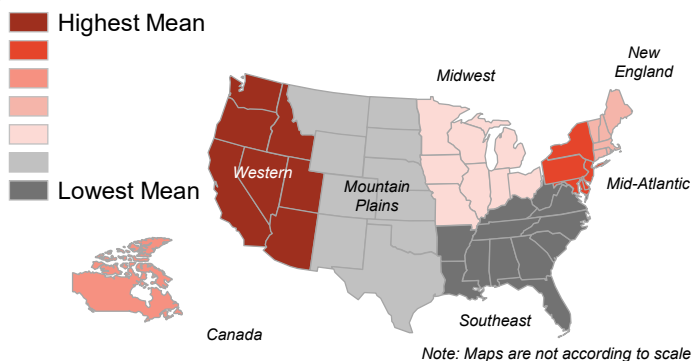
Operating Budget



MSA Population



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$75.4k	\$88.7k	\$116.6k	\$100.0k	35
Midwest	\$68.3k	\$78.1k	\$96.5k	\$87.4k	26
Mt. Plains	\$58.2k	\$72.4k	\$87.2k	\$76.0k	18
New England	\$80.3k	\$88.1k	\$102.3k	\$90.2k	24
Southeast	\$65.3k	\$70.4k	\$77.6k	\$71.8k	33
Western	\$77.6k	\$99.7k	\$132.8k	\$104.6k	26
Canada	\$71.1k	\$82.8k	\$86.0k	\$93.4k	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.

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

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.13	\$66.7k	\$78.5k	\$103.2k	\$88.5k	35
Midwest	1.00	\$68.3k	\$78.1k	\$96.5k	\$87.4k	26
Mountain Plains	1.01	\$57.6k	\$71.7k	\$86.4k	\$75.2k	18
New England	1.10	\$73.0k	\$80.1k	\$93.0k	\$82.0k	24
Southeast	1.03	\$63.4k	\$68.3k	\$75.4k	\$69.7k	33
Western	1.14	\$68.1k	\$87.4k	\$116.5k	\$91.8k	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.

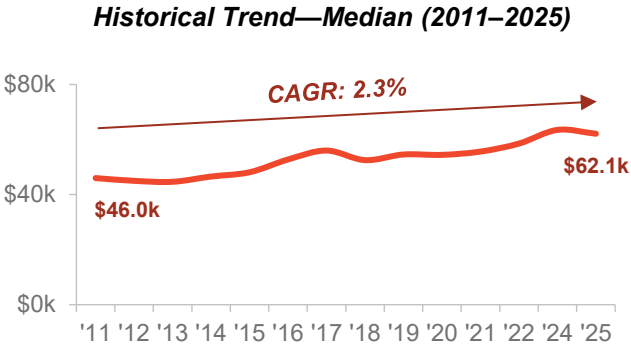
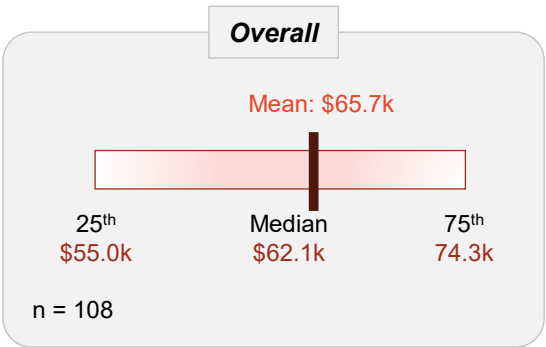
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$93.0k	\$127.5k	\$133.8k	\$116.0k	15
State	Florida	\$59.7k	\$68.7k	\$74.5k	\$69.5k	12
State	New York	\$74.8k	\$87.2k	\$117.3k	\$98.6k	20
State	Ohio	\$61.7k	\$68.0k	\$74.6k	\$74.6k	7
State	Texas	\$66.0k	\$84.3k	\$107.4k	\$86.8k	9
City	Washington, DC.	\$86.5k	\$103.3k	\$136.3k	\$119.6k	8
City	New York	\$89.0k	\$111.8k	\$131.5k	\$116.6k	11

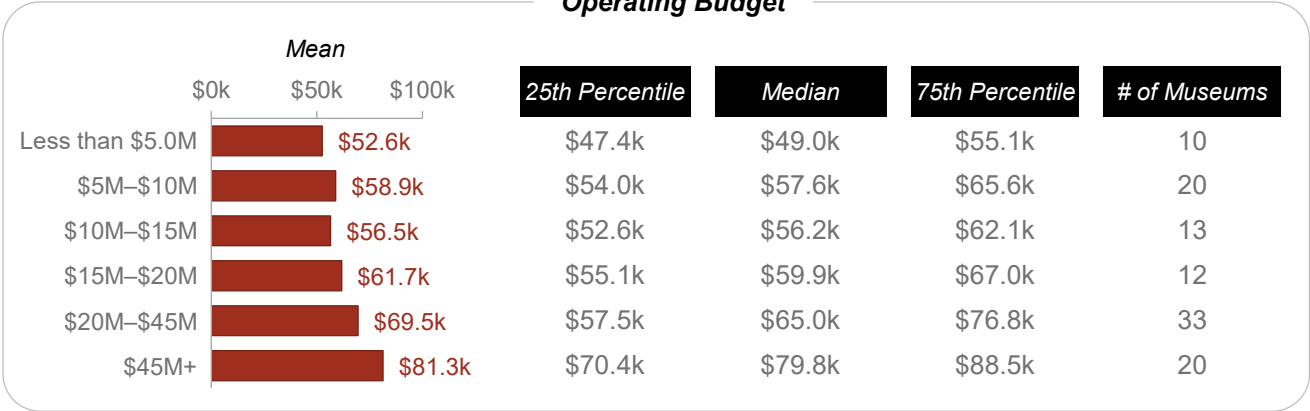
Associate Registrar



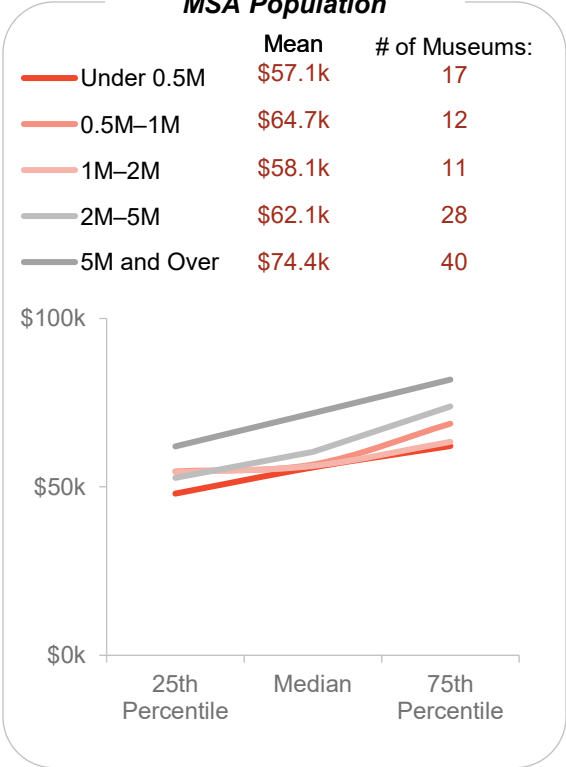
Assists Head Registrar in performance of routine duties.



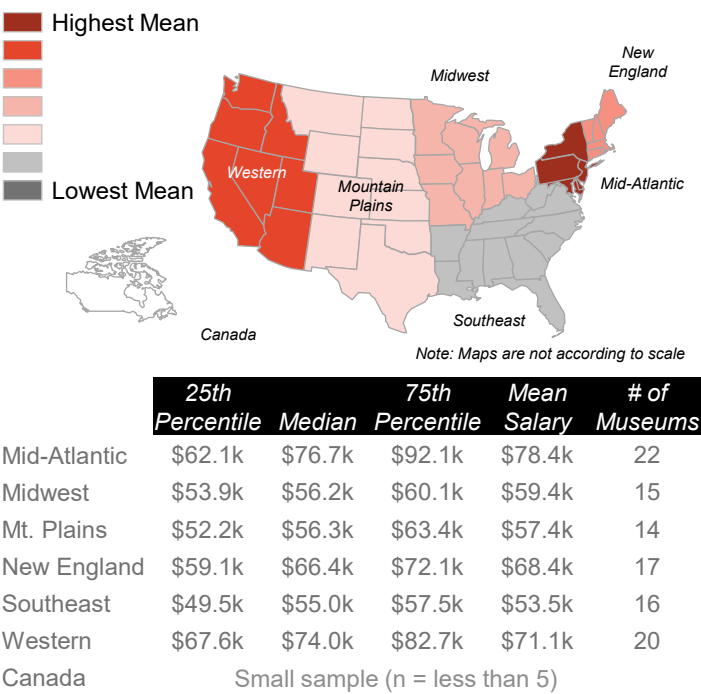
Operating Budget



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	1.13	\$54.9k	\$67.9k	\$81.5k	\$69.4k	22
Midwest	1.00	\$53.9k	\$56.2k	\$60.1k	\$59.4k	15
Mountain Plains	1.01	\$51.7k	\$55.8k	\$62.7k	\$56.8k	14
New England	1.10	\$53.7k	\$60.4k	\$65.6k	\$62.2k	17
Southeast	1.03	\$48.1k	\$53.4k	\$55.8k	\$51.9k	16
Western	1.14	\$59.3k	\$65.0k	\$72.6k	\$62.4k	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.

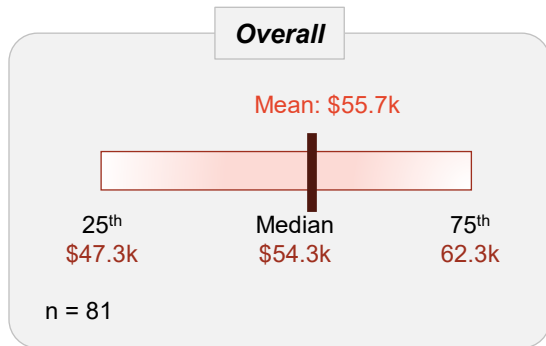
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$69.8k	\$74.0k	\$82.9k	\$71.2k	14
State	Florida	Small sample (n = less than 5)				
State	New York	\$68.0k	\$79.9k	\$86.1k	\$78.4k	11
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$54.5k	\$63.4k	\$65.6k	\$61.1k	7
City	Washington, DC.	\$59.9k	\$92.4k	\$97.9k	\$84.2k	7
City	New York	\$73.0k	\$80.5k	\$92.3k	\$83.3k	8

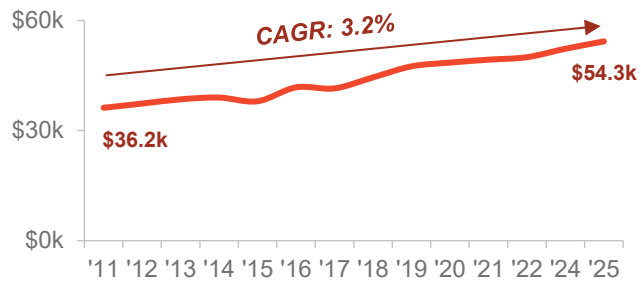
Assistant Registrar



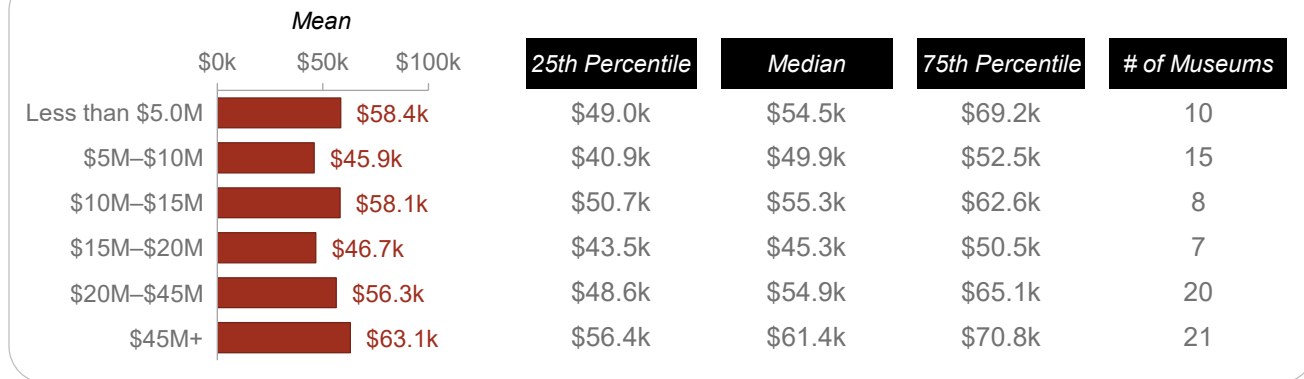
Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.



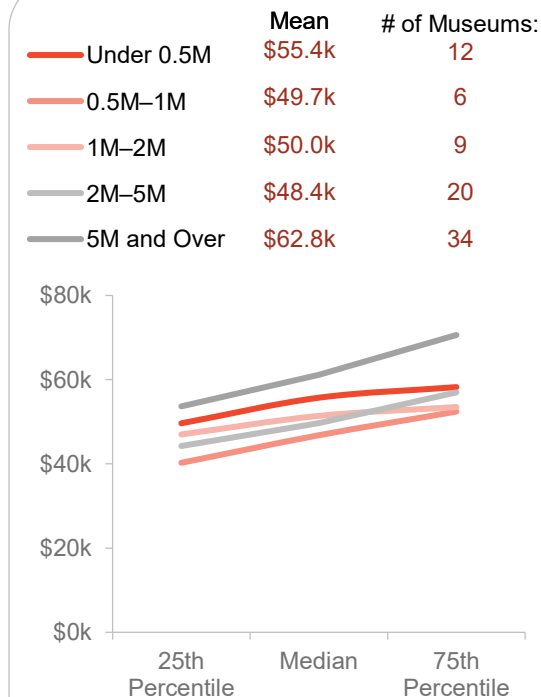
Historical Trend—Median (2011–2025)



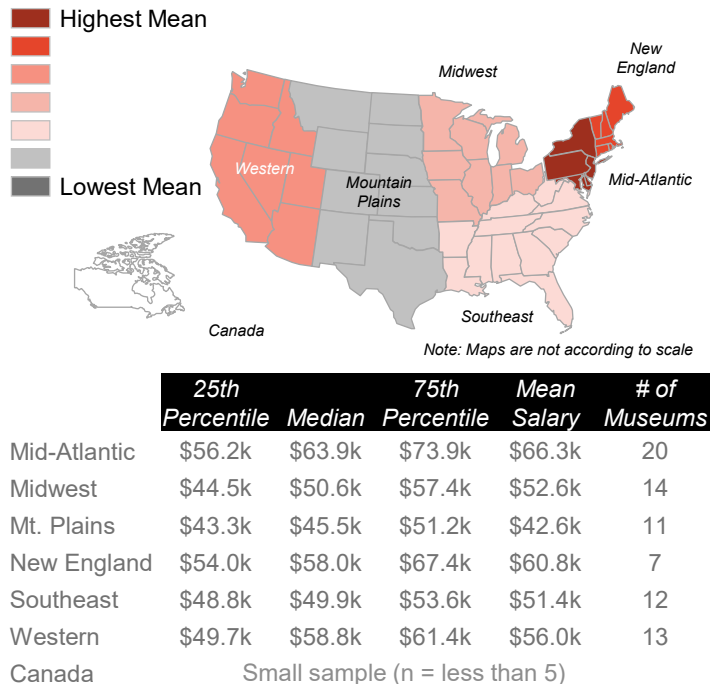
Operating Budget



MSA Population



Region



Assistant Registrar



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	1.13	\$49.7k	\$56.5k	\$65.4k	\$58.6k	20
Midwest	1.00	\$44.5k	\$50.6k	\$57.4k	\$52.6k	14
Mountain Plains	1.01	\$42.8k	\$45.0k	\$50.7k	\$42.2k	11
New England	1.10	\$49.1k	\$52.7k	\$61.3k	\$55.3k	7
Southeast	1.03	\$47.4k	\$48.5k	\$52.0k	\$49.9k	12
Western	1.14	\$43.6k	\$51.5k	\$53.9k	\$49.2k	13

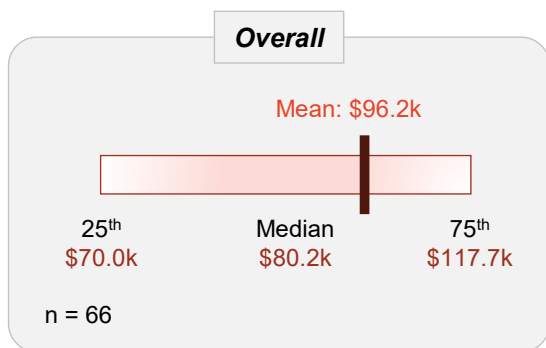
Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided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

City and State-Level Benchmarks

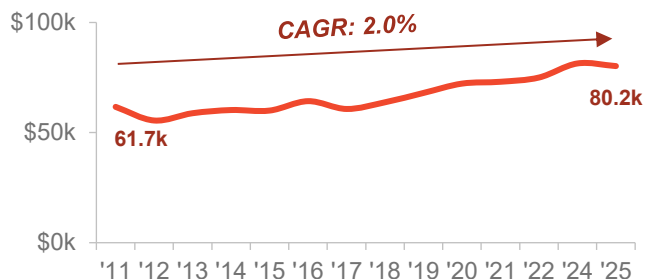
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$52.0k	\$60.5k	\$66.9k	\$59.8k	10
State	Florida	\$49.1k	\$49.9k	\$53.4k	\$52.2k	6
State	New York	\$55.1k	\$62.3k	\$70.8k	\$62.2k	13
State	Ohio	\$40.0k	\$42.0k	\$44.1k	\$42.9k	5
State	Texas	\$45.0k	\$46.4k	\$51.7k	\$47.9k	8
City	Washington, DC.	Small sample (n = less than 5)				
City	New York	\$63.9k	\$70.8k	\$75.1k	\$69.1k	7

Head Librarian

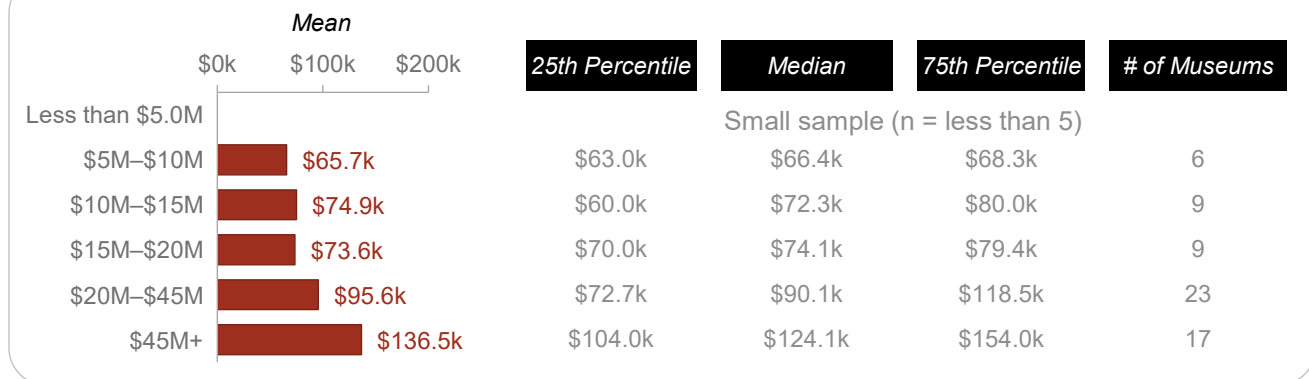
Formulates and carries out library practices, policies and procedures.



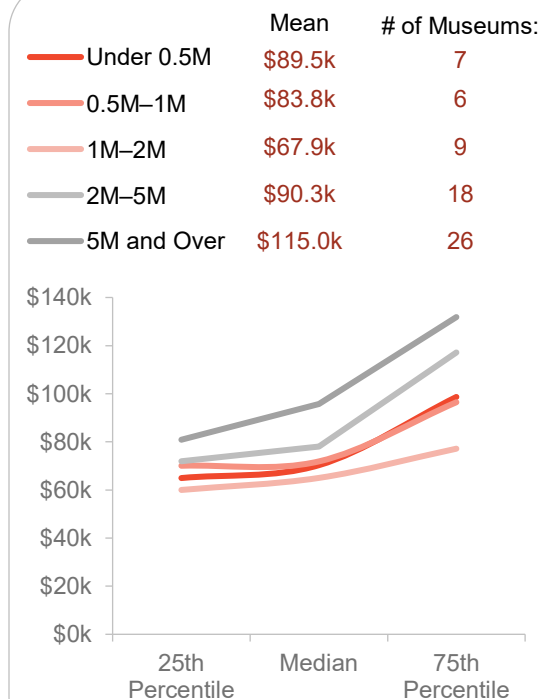
Historical Trend—Median (2011–2025)



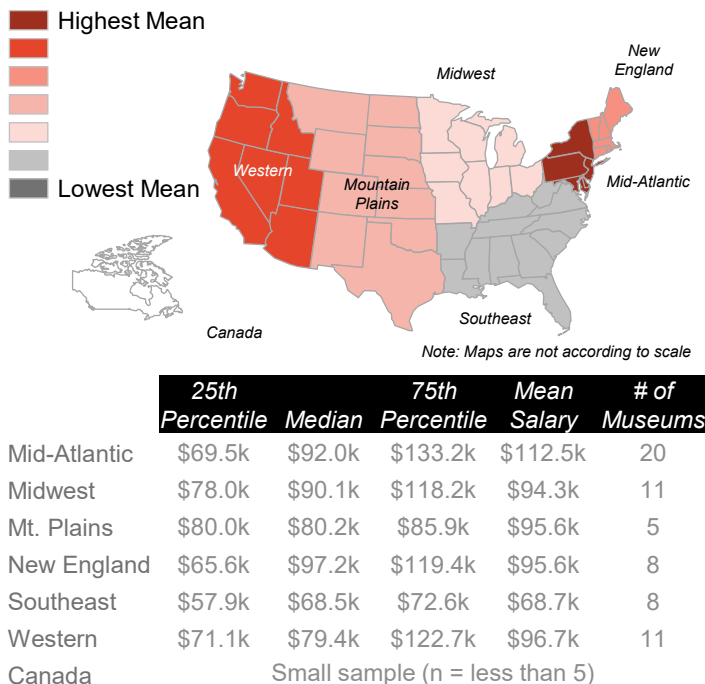
Operating Budget



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	1.13	\$61.5k	\$81.4k	\$117.9k	\$99.6k	20
Midwest	1.00	\$78.0k	\$90.1k	\$118.2k	\$94.3k	11
Mountain Plains	1.01	\$79.2k	\$79.4k	\$85.0k	\$94.6k	5
New England	1.10	\$59.6k	\$88.4k	\$108.6k	\$86.9k	8
Southeast	1.03	\$56.2k	\$66.5k	\$70.5k	\$66.7k	8
Western	1.14	\$62.4k	\$69.6k	\$107.7k	\$84.8k	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.

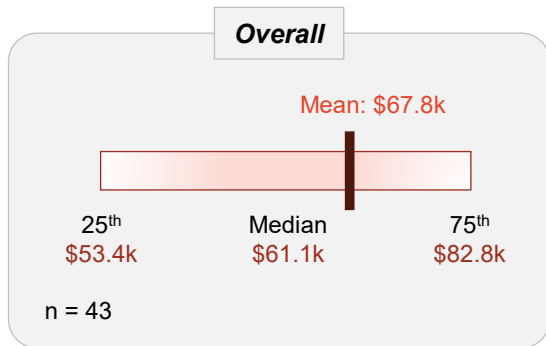
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$116.7k	\$128.8k	\$133.2k	\$126.2k	5
State	Florida	Small sample (n = less than 5)				
State	New York	\$68.7k	\$98.3k	\$157.3k	\$125.2k	10
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, DC.	\$77.1k	\$115.5k	\$134.3k	\$113.3k	6
City	New York	\$95.5k	\$116.7k	\$200.9k	\$150.0k	6

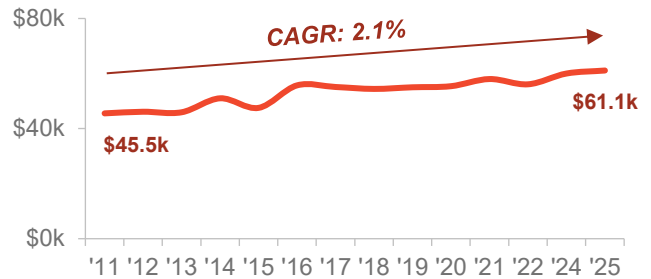
Associate Librarian



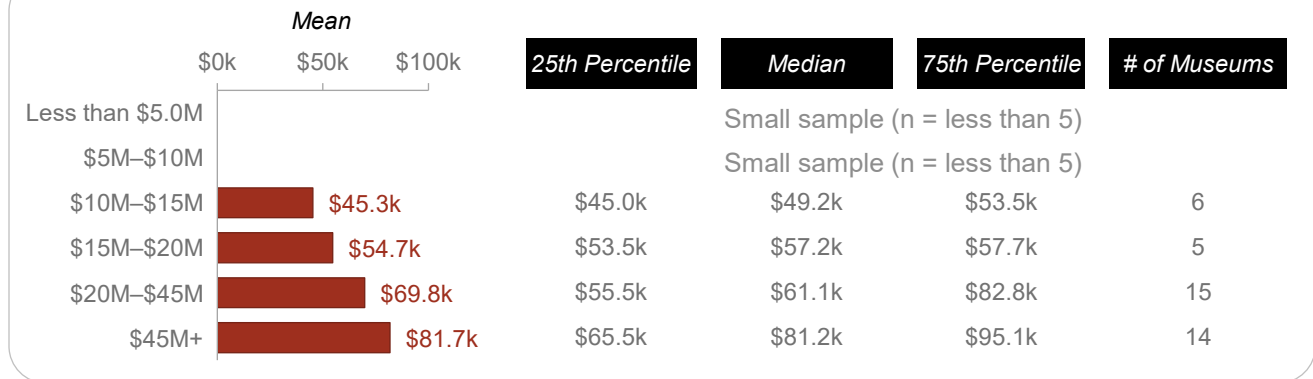
Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.



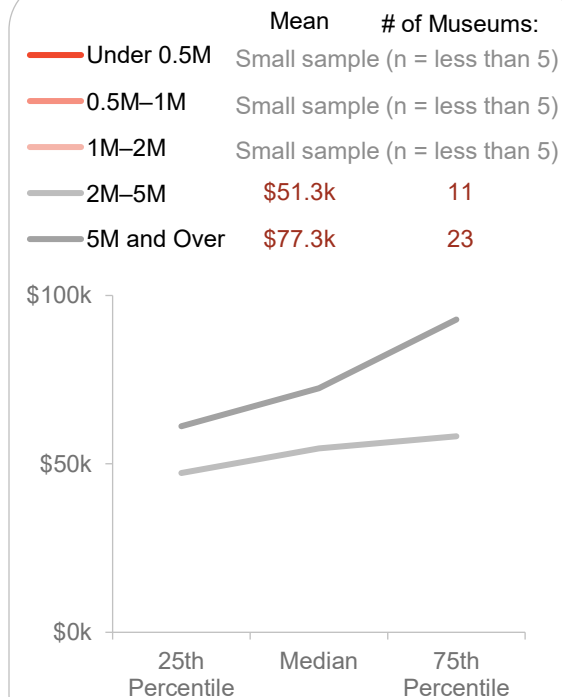
Historical Trend—Median (2011–2025)



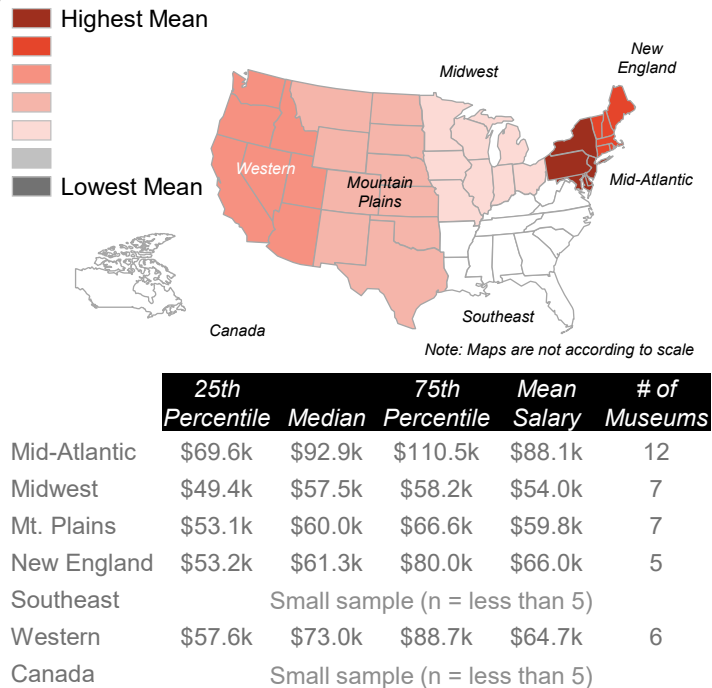
Operating Budget



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	1.13	\$61.6k	\$82.2k	\$97.8k	\$78.0k	12
Midwest	1.00	\$49.4k	\$57.5k	\$58.2k	\$54.0k	7
Mountain Plains	1.01	\$52.6k	\$59.4k	\$65.9k	\$59.2k	7
New England	1.10	\$48.4k	\$55.7k	\$72.7k	\$60.0k	5
Southeast	1.03	Small sample (n = less than 5)				
Western	1.14	\$50.5k	\$64.0k	\$77.8k	\$56.8k	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.

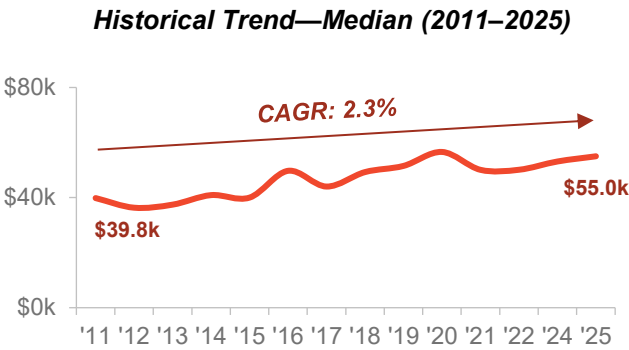
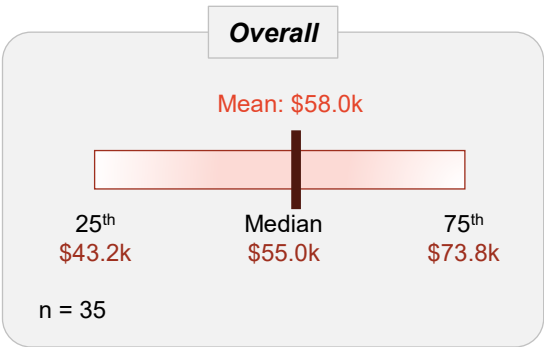
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	Small sample (n = less than 5)				
State	Florida	Small sample (n = less than 5)				
State	New York	\$92.3k	\$101.5k	\$112.2k	\$99.3k	5
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, D.C.	\$74.8k	\$93.4k	\$110.0k	\$89.9k	5
City	New York City	Small sample (n = less than 5)				

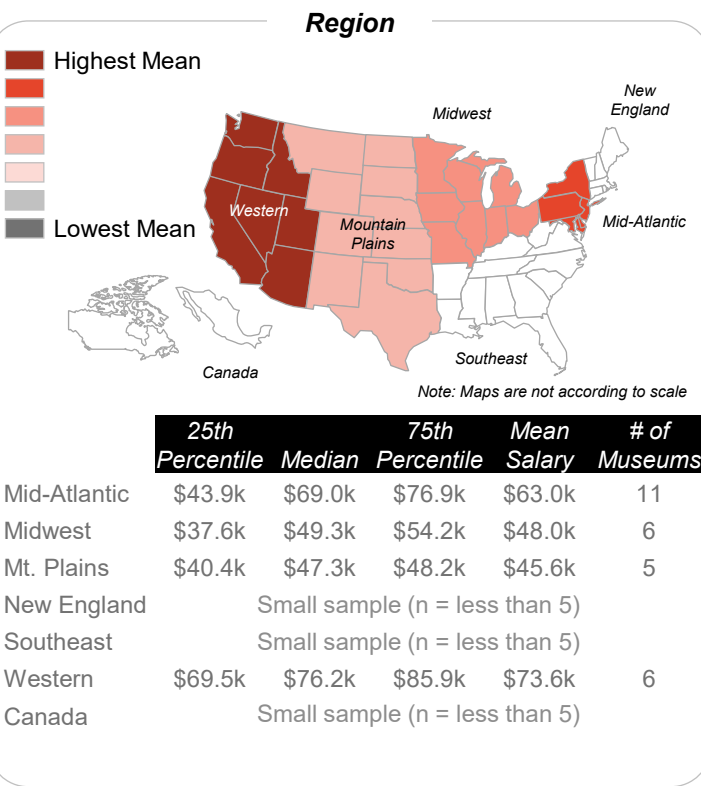
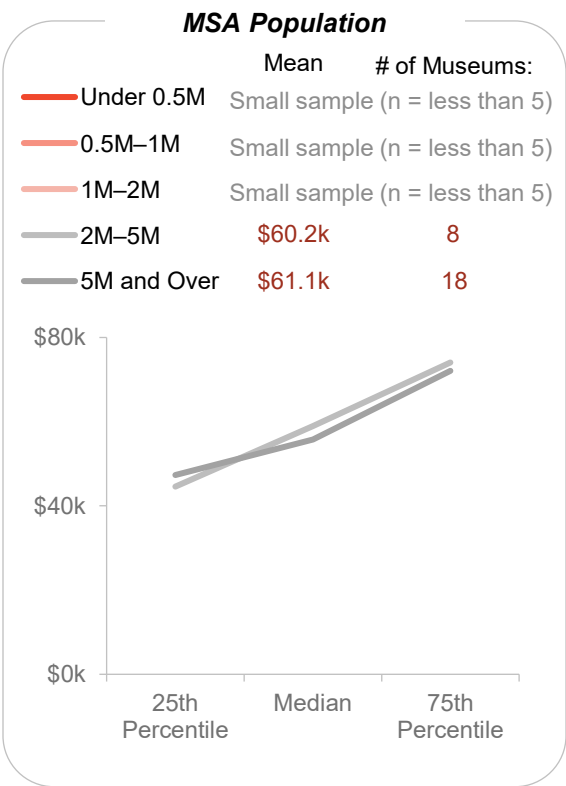
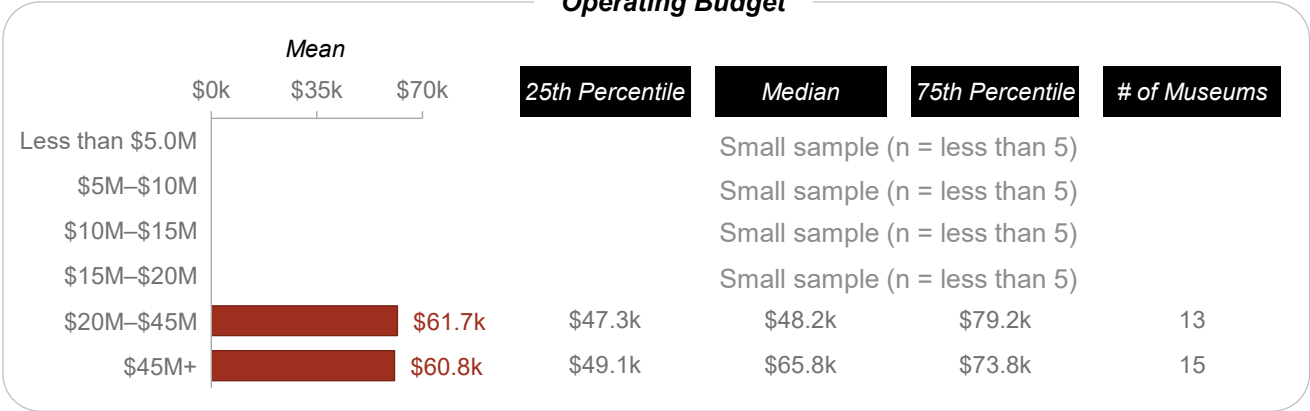
Assistant Librarian



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



Operating Budget



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	1.13	\$38.9k	\$61.0k	\$68.1k	\$55.8k	11
Midwest	1.00	\$37.6k	\$49.3k	\$54.2k	\$48.0k	6
Mountain Plains	1.01	\$40.0k	\$46.8k	\$47.7k	\$45.1k	5
New England	1.10	Small sample (n = less than 5)				
Southeast	1.03	Small sample (n = less than 5)				
Western	1.14	\$61.0k	\$66.9k	\$75.3k	\$64.6k	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

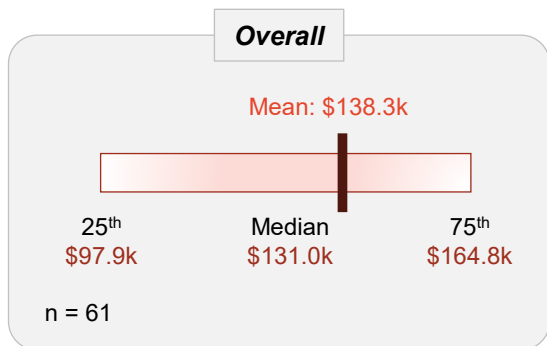
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$69.8k	\$82.7k	\$86.9k	\$79.6k	5
State	Florida	Small sample (n = less than 5)				
State	New York	\$50.3k	\$73.8k	\$78.8k	\$65.3k	6
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	Small sample (n = less than 5)				

Chief Conservator

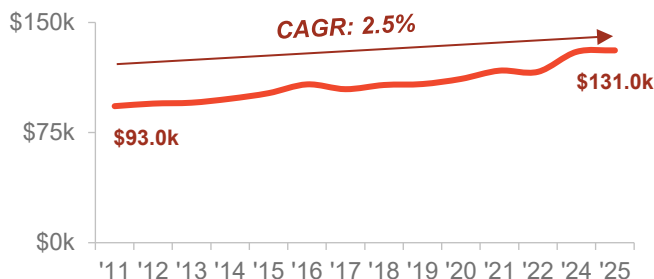


General supervision of conservation department, including administration of the budget and department personnel.

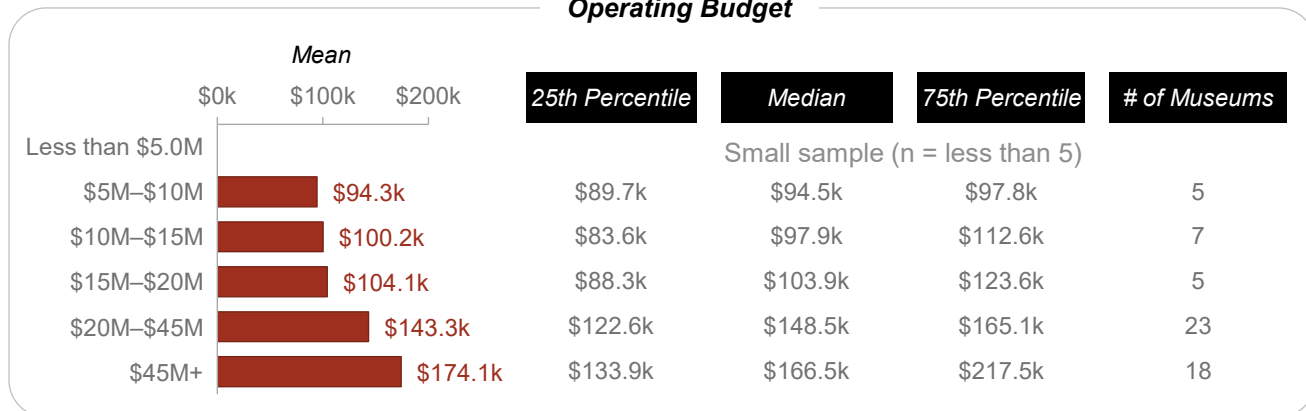
Overall



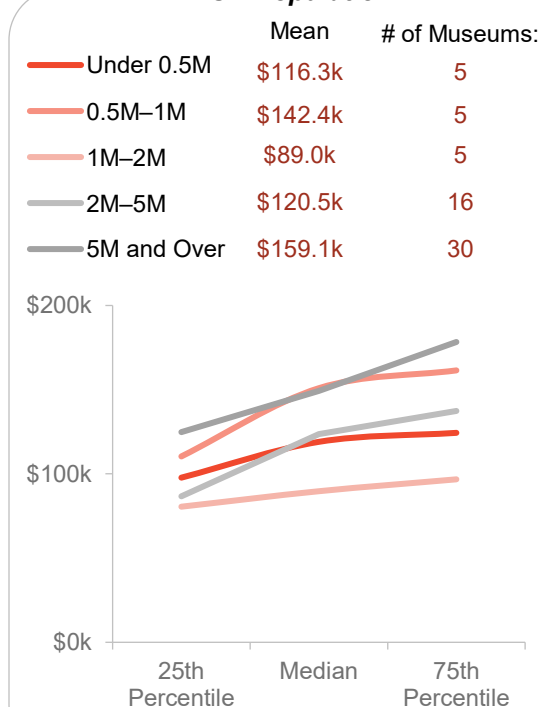
Historical Trend—Median (2011–2025)



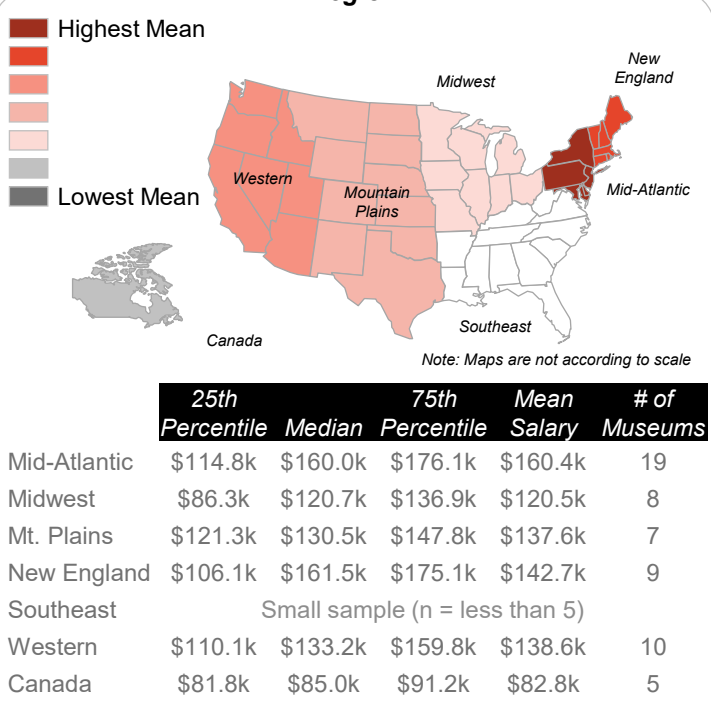
Operating Budget



MSA Population



Region



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	1.13	\$101.6k	\$141.6k	\$155.9k	\$142.0k	19
Midwest	1.00	\$86.3k	\$120.7k	\$136.9k	\$120.5k	8
Mountain Plains	1.01	\$120.1k	\$129.2k	\$146.3k	\$136.3k	7
New England	1.10	\$96.4k	\$146.8k	\$159.2k	\$129.7k	9
Southeast	1.03	Small sample (n = less than 5)				
Western	1.14	\$96.6k	\$116.8k	\$140.2k	\$121.6k	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.

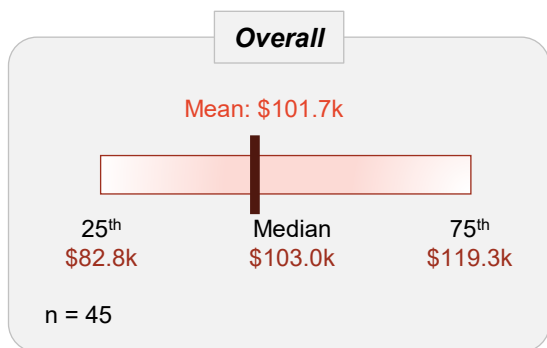
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$113.6k	\$133.7k	\$151.4k	\$138.4k	7
State	Florida	Small sample (n = less than 5)				
State	New York	\$132.4k	\$162.4k	\$204.2k	\$173.6k	8
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, D.C.	\$120.1k	\$147.1k	\$166.3k	\$159.5k	6
City	New York City	\$149.3k	\$164.8k	\$224.0k	\$185.6k	7

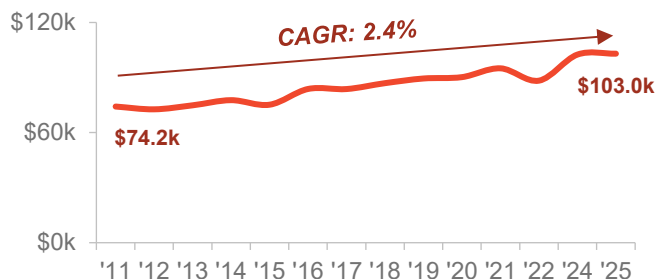
Senior Conservator



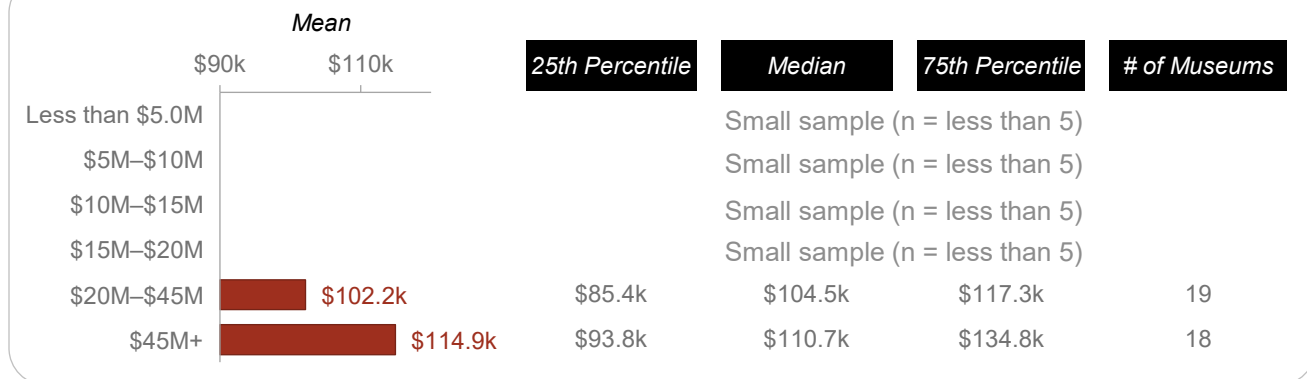
Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization.



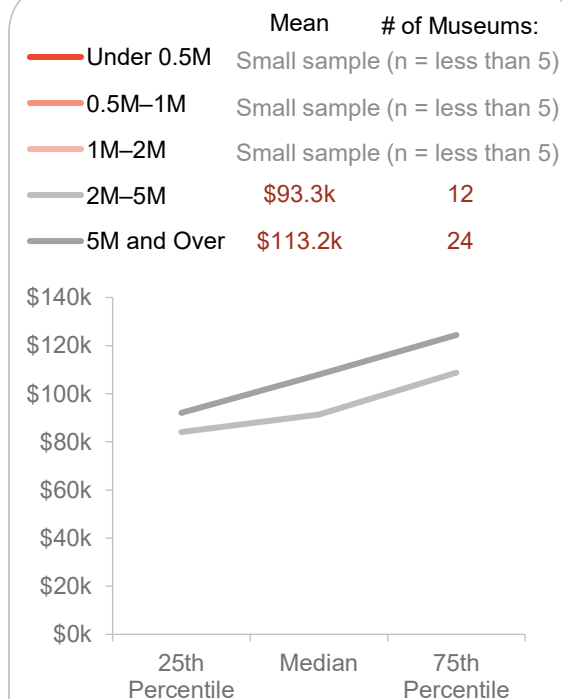
Historical Trend—Median (2011–2025)



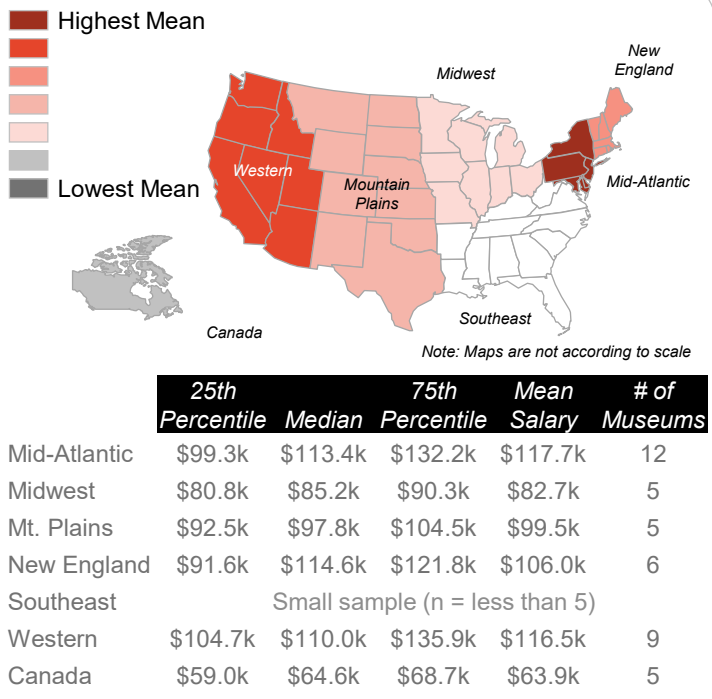
Operating Budget



MSA Population



Region





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	1.13	\$87.9k	\$100.4k	\$117.0k	\$104.2k	12
Midwest	1.00	\$80.8k	\$85.2k	\$90.3k	\$82.7k	5
Mountain Plains	1.01	\$91.6k	\$96.8k	\$103.5k	\$98.5k	5
New England	1.10	\$83.3k	\$104.2k	\$110.7k	\$96.4k	6
Southeast	1.03		Small sample (n = less than 5)			
Western	1.14	\$91.8k	\$96.5k	\$119.2k	\$102.2k	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.

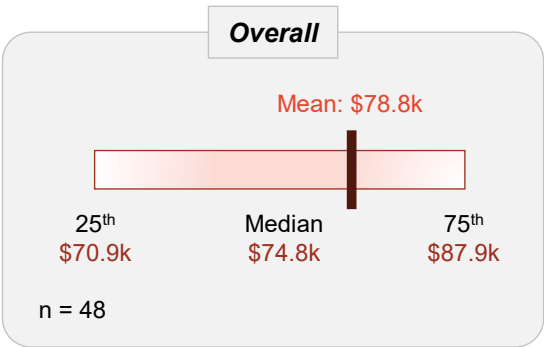
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$106.5k	\$110.0k	\$136.0k	\$121.3k	7
State	Florida		Small sample (n = less than 5)			
State	New York	\$106.7k	\$115.2k	\$146.8k	\$126.7k	6
State	Ohio		Small sample (n = less than 5)			
State	Texas		Small sample (n = less than 5)			
City	Washington, D.C.		Small sample (n = less than 5)			
City	New York City	\$106.7k	\$115.2k	\$146.8k	\$126.7k	6

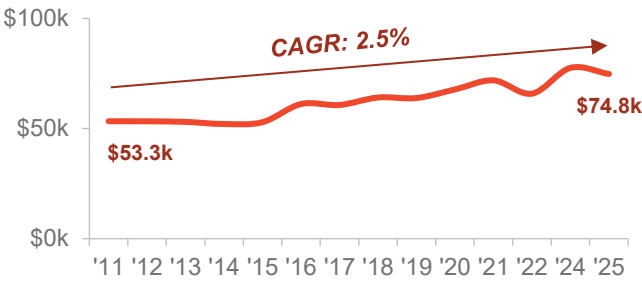
Associate Conservator



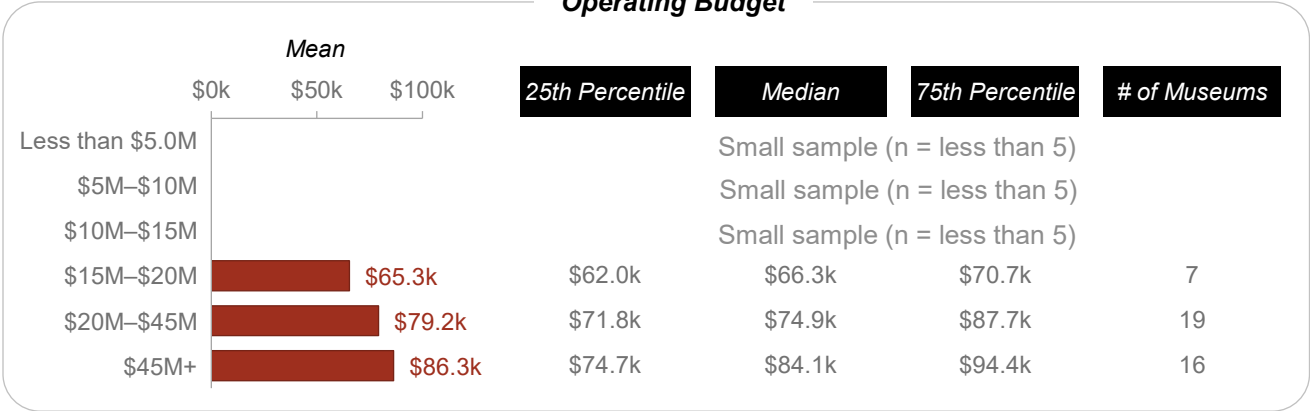
Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.



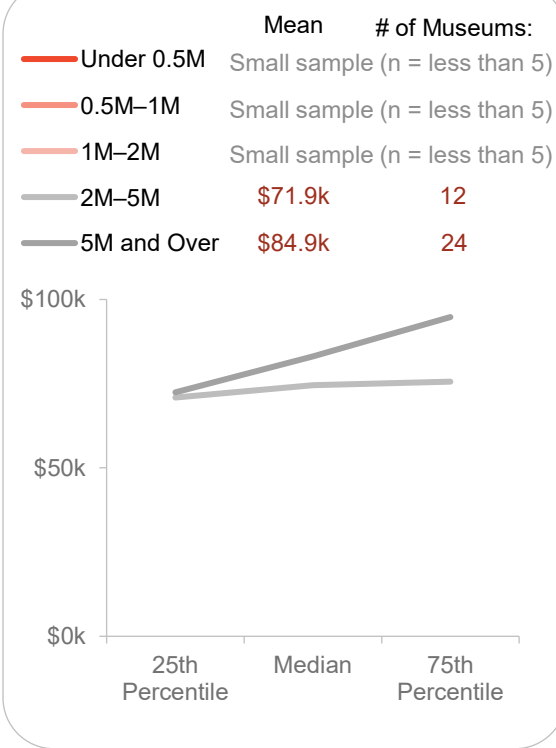
Historical Trend—Median (2011–2025)



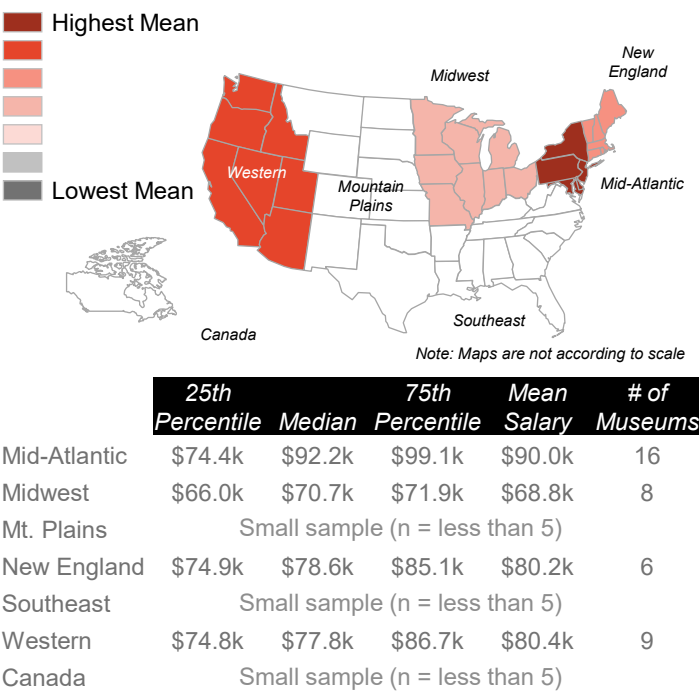
Operating Budget



MSA Population



Region



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	1.13	\$65.8k	\$81.5k	\$87.7k	\$79.7k	16
Midwest	1.00	\$66.0k	\$70.7k	\$71.9k	\$68.8k	8
Mountain Plains	1.01		Small sample (n = less than 5)			
New England	1.10	\$68.1k	\$71.4k	\$77.4k	\$72.9k	6
Southeast	1.03		Small sample (n = less than 5)			
Western	1.14	\$65.6k	\$68.3k	\$76.1k	\$70.5k	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.

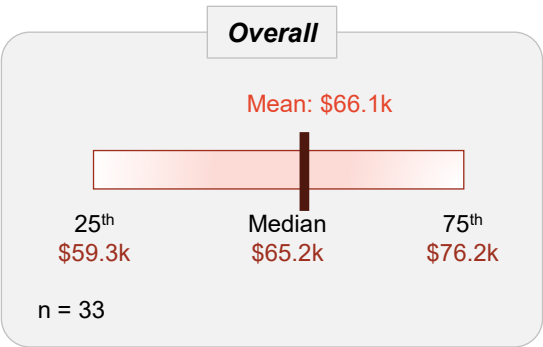
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$79.4k	\$85.4k	\$92.6k	\$88.3k	6
State	Florida		Small sample (n = less than 5)			
State	New York	\$87.9k	\$93.0k	\$96.0k	\$95.0k	7
State	Ohio		Small sample (n = less than 5)			
State	Texas		Small sample (n = less than 5)			
City	Washington, D.C.	\$71.7k	\$84.4k	\$101.8k	\$87.1k	6
City	New York City	\$86.1k	\$92.9k	\$96.7k	\$95.3k	6

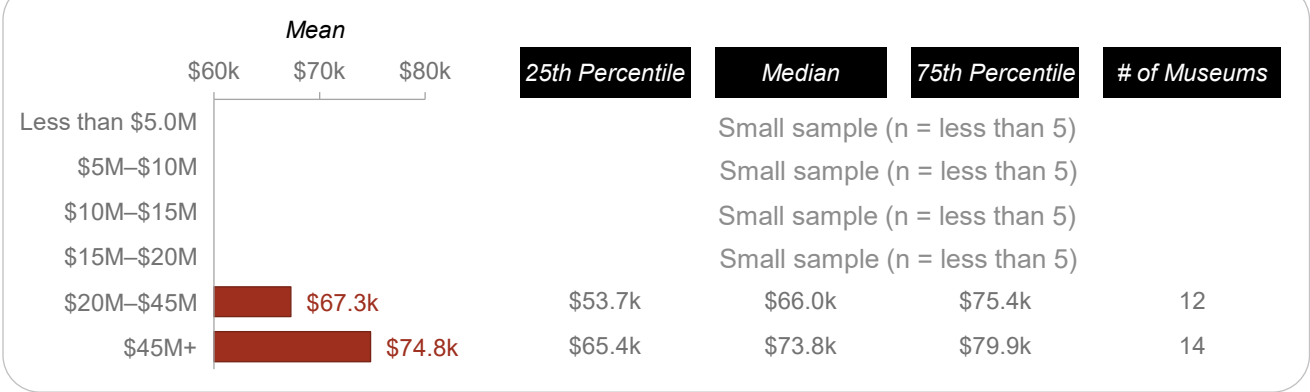
Assistant Conservator (NEW)



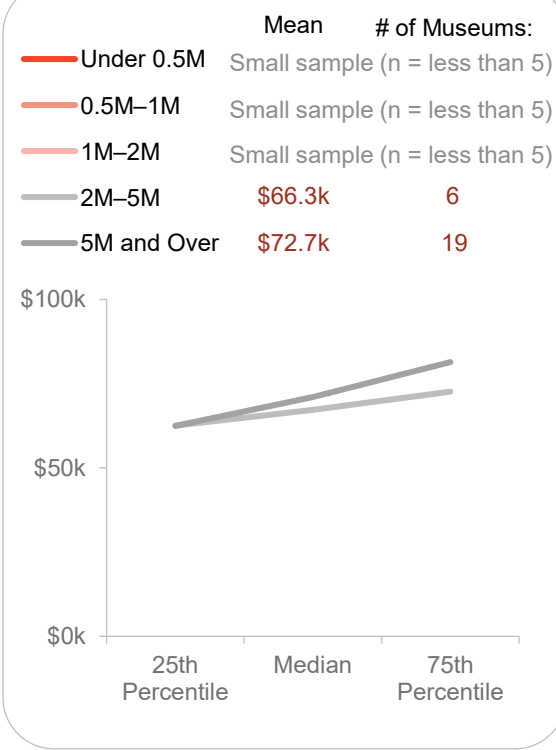
Supports Conservation department staff in the conservation, restoration, and documentation of works of art in the collection.



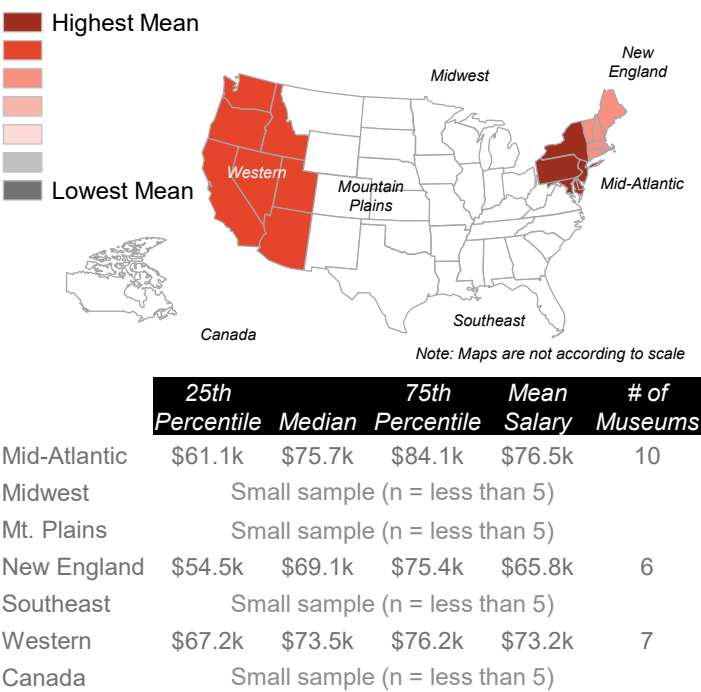
Operating Budget



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	1.13	\$54.1k	\$67.0k	\$74.4k	\$67.7k	10
Midwest	1.00		Small sample (n = less than 5)			
Mountain Plains	1.01		Small sample (n = less than 5)			
New England	1.10	\$49.6k	\$62.9k	\$68.6k	\$59.8k	6
Southeast	1.03		Small sample (n = less than 5)			
Western	1.14	\$59.0k	\$64.5k	\$66.9k	\$64.2k	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.

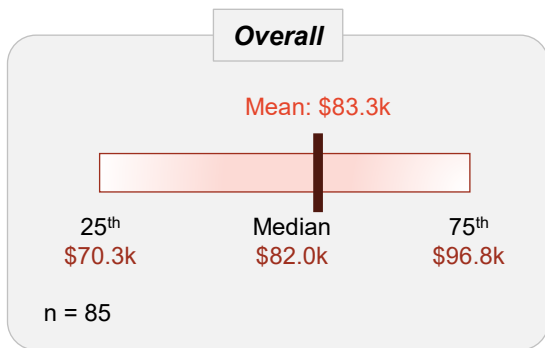
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California		Small sample (n = less than 5)			
State	Florida		Small sample (n = less than 5)			
State	New York	\$68.5k	\$80.4k	\$94.3k	\$81.8k	7
State	Ohio		Small sample (n = less than 5)			
State	Texas		Small sample (n = less than 5)			
City	Washington, D.C.		Small sample (n = less than 5)			
City	New York City	\$73.4k	\$81.4k	\$100.3k	\$85.5k	6

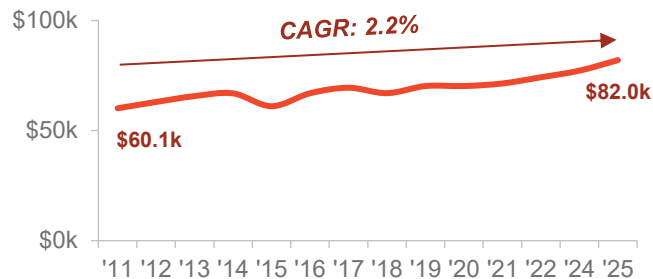
Exhibition Designer



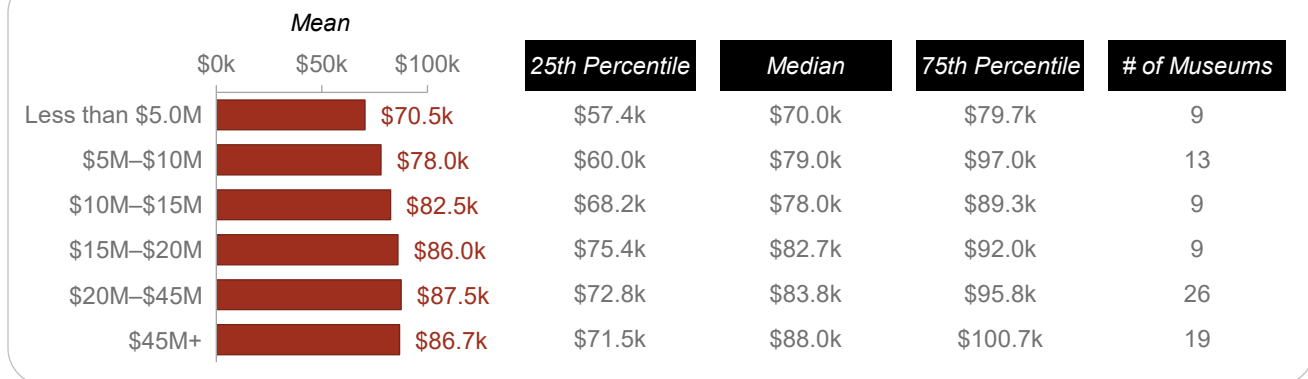
Designs installation of permanent collection as well as temporary exhibition.



Historical Trend—Median (2011–2025)

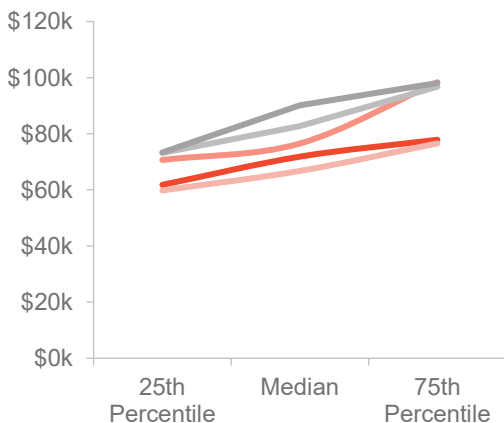


Operating Budget

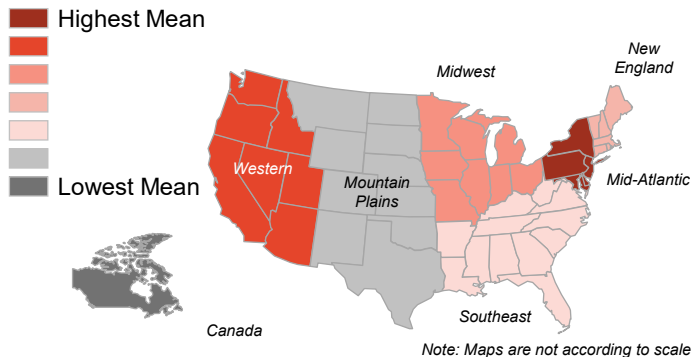


MSA Population

MSA Population	Mean	# of Museums:
Under 0.5M	\$74.4k	10
0.5M–1M	\$81.6k	8
1M–2M	\$74.7k	8
2M–5M	\$84.3k	29
5M and Over	\$88.3k	30



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$77.5k	\$93.1k	\$113.5k	\$97.8k	13
Midwest	\$72.3k	\$82.5k	\$87.1k	\$84.6k	14
Mt. Plains	\$58.8k	\$73.5k	\$89.3k	\$74.1k	8
New England	\$71.6k	\$77.4k	\$84.3k	\$79.3k	8
Southeast	\$59.2k	\$73.0k	\$95.0k	\$75.5k	17
Western	\$78.6k	\$89.1k	\$99.5k	\$90.3k	20
Canada	\$59.8k	\$62.5k	\$71.0k	\$63.0k	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	1.13	\$68.6k	\$82.4k	\$100.4k	\$86.5k	13
Midwest	1.00	\$72.3k	\$82.5k	\$87.1k	\$84.6k	14
Mountain Plains	1.01	\$58.2k	\$72.8k	\$88.4k	\$73.4k	8
New England	1.10	\$65.1k	\$70.4k	\$76.7k	\$72.1k	8
Southeast	1.03	\$57.5k	\$70.9k	\$92.2k	\$73.3k	17
Western	1.14	\$68.9k	\$78.2k	\$87.3k	\$79.2k	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

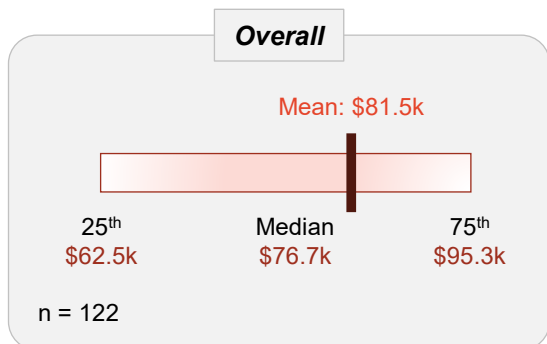
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$86.4k	\$90.9k	\$102.2k	\$95.4k	12
State	Florida	Small sample (n = less than 5)				
State	New York	\$90.2k	\$100.7k	\$110.6k	\$101.6k	6
State	Ohio	\$71.5k	\$73.2k	\$76.5k	\$73.3k	5
State	Texas	Small sample (n = less than 5)				
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$99.4k	\$101.9k	\$113.5k	\$104.5k	5

Chief Preparator

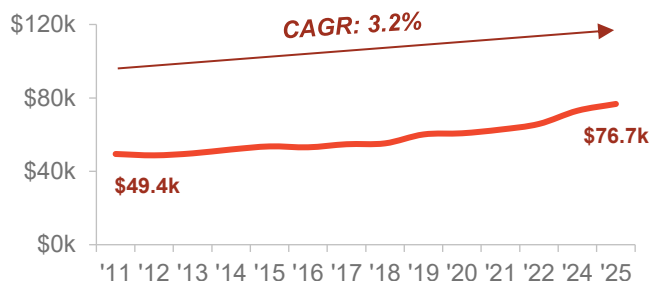


Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits.

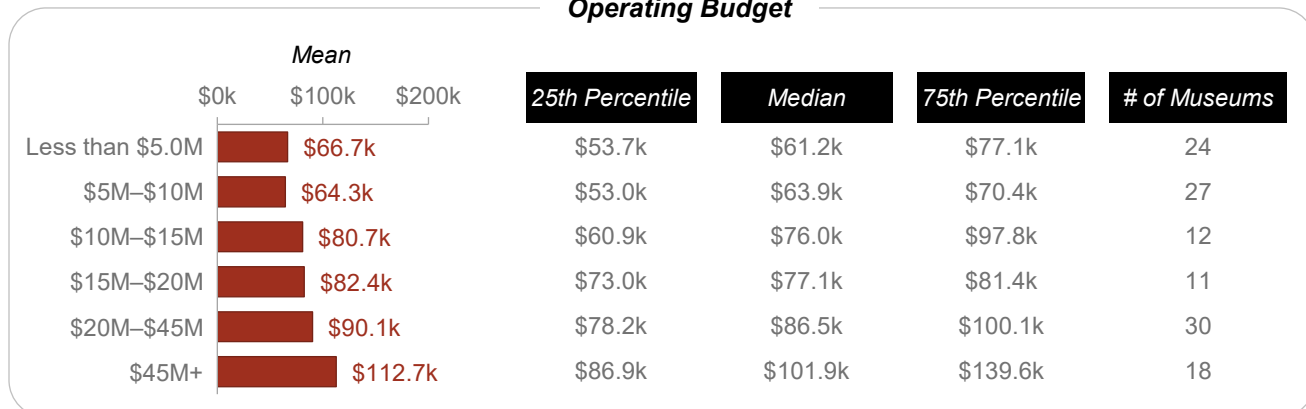
Overall



Historical Trend—Median (2011–2025)

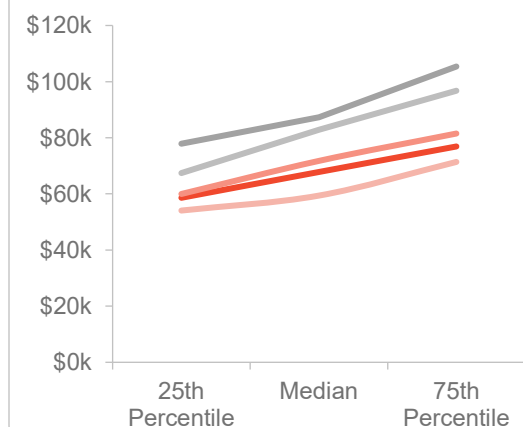


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$70.9k	20
0.5M–1M	\$72.4k	16
1M–2M	\$62.1k	14
2M–5M	\$86.4k	30
5M and Over	\$93.0k	42



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$70.9k	\$83.3k	\$103.3k	\$88.9k	27
Midwest	\$60.5k	\$72.9k	\$89.9k	\$76.1k	22
Mt. Plains	\$64.9k	\$74.9k	\$81.9k	\$74.9k	12
New England	\$65.4k	\$74.7k	\$84.7k	\$77.7k	20
Southeast	\$52.9k	\$57.5k	\$68.9k	\$63.0k	19
Western	\$84.5k	\$96.6k	\$113.8k	\$103.5k	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	1.13	\$62.8k	\$73.7k	\$91.4k	\$78.7k	27
Midwest	1.00	\$60.5k	\$72.9k	\$89.9k	\$76.1k	22
Mountain Plains	1.01	\$64.3k	\$74.2k	\$81.1k	\$74.1k	12
New England	1.10	\$59.5k	\$67.9k	\$77.0k	\$70.6k	20
Southeast	1.03	\$51.3k	\$55.8k	\$66.9k	\$61.2k	19
Western	1.14	\$74.1k	\$84.8k	\$99.8k	\$90.8k	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.

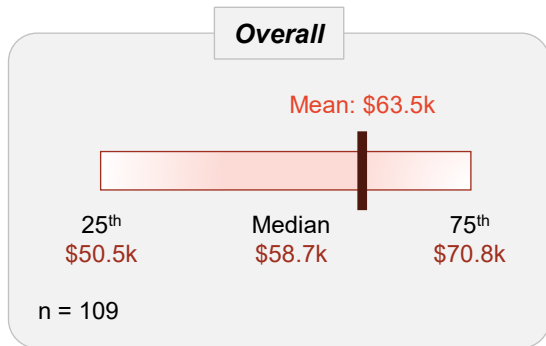
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$85.0k	\$94.5k	\$100.9k	\$105.2k	13
State	Florida	Small sample (n = less than 5)				
State	New York	\$72.6k	\$80.0k	\$100.0k	\$86.2k	15
State	Ohio	\$67.6k	\$71.8k	\$74.4k	\$77.4k	6
State	Texas	\$74.9k	\$76.7k	\$79.5k	\$81.6k	6
City	Washington, D.C.	\$79.6k	\$121.7k	\$132.6k	\$108.5k	5
City	New York City	\$86.2k	\$94.4k	\$106.3k	\$100.5k	7

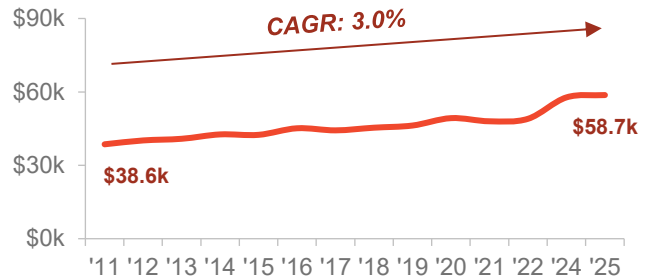
Associate Preparator



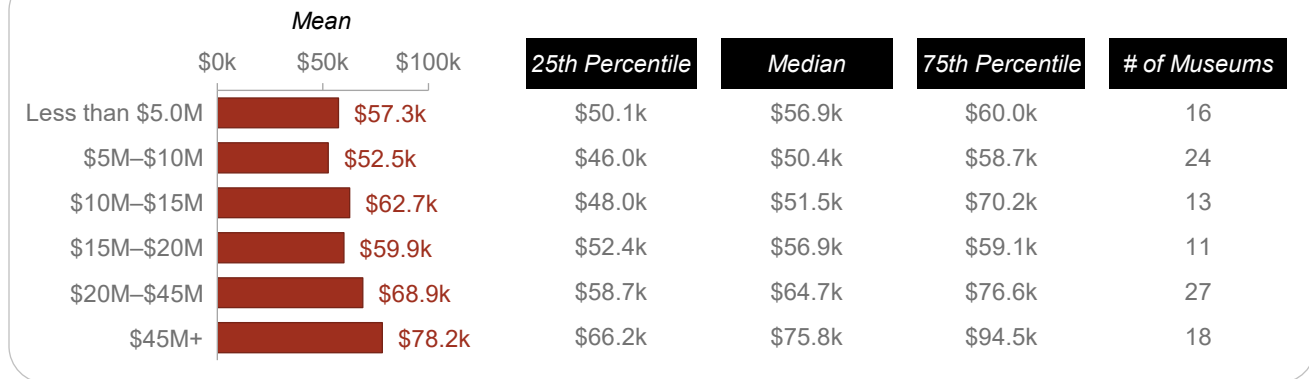
Assists Chief Preparator in administration of the department and implementation of preparation programs.



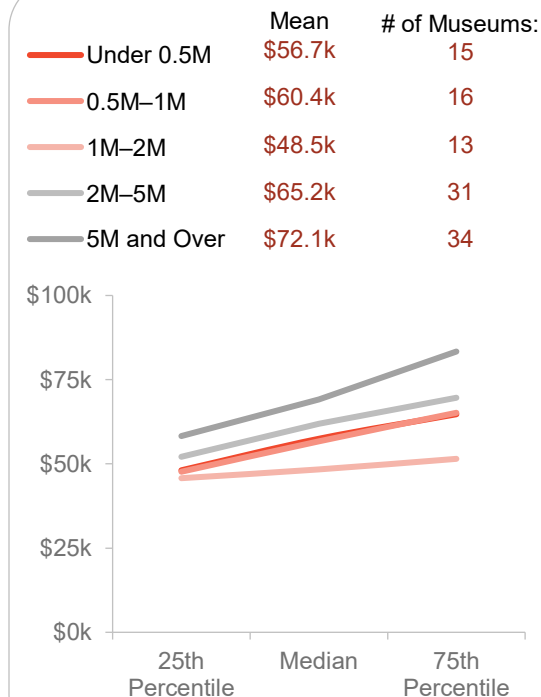
Historical Trend—Median (2011–2025)



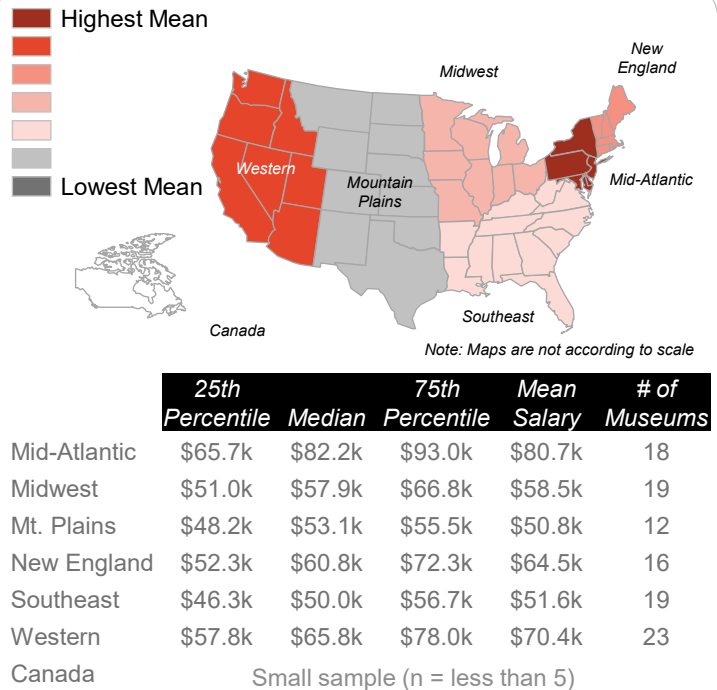
Operating Budget



MSA Population



Region



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	1.13	\$58.1k	\$72.8k	\$82.3k	\$71.4k	18
Midwest	1.00	\$51.0k	\$57.9k	\$66.8k	\$58.5k	19
Mountain Plains	1.01	\$47.7k	\$52.6k	\$55.0k	\$50.3k	12
New England	1.10	\$47.6k	\$55.3k	\$65.7k	\$58.7k	16
Southeast	1.03	\$45.0k	\$48.5k	\$55.1k	\$50.1k	19
Western	1.14	\$50.7k	\$57.7k	\$68.4k	\$61.8k	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.

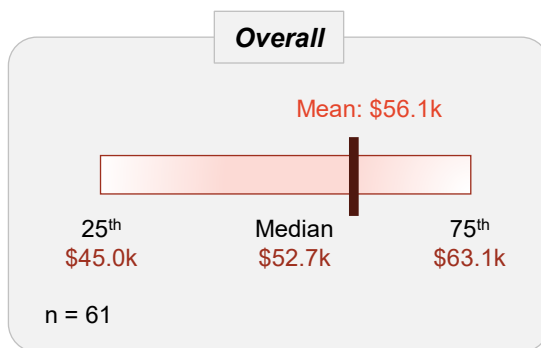
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$59.8k	\$71.2k	\$89.1k	\$74.8k	14
State	Florida	Small sample (n = less than 5)				
State	New York	\$70.2k	\$84.5k	\$93.0k	\$84.8k	9
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$51.5k	\$53.5k	\$56.9k	\$53.6k	9
City	Washington, D.C.	\$53.1k	\$87.4k	\$95.9k	\$79.4k	5
City	New York City	\$83.2k	\$92.9k	\$94.5k	\$93.5k	6

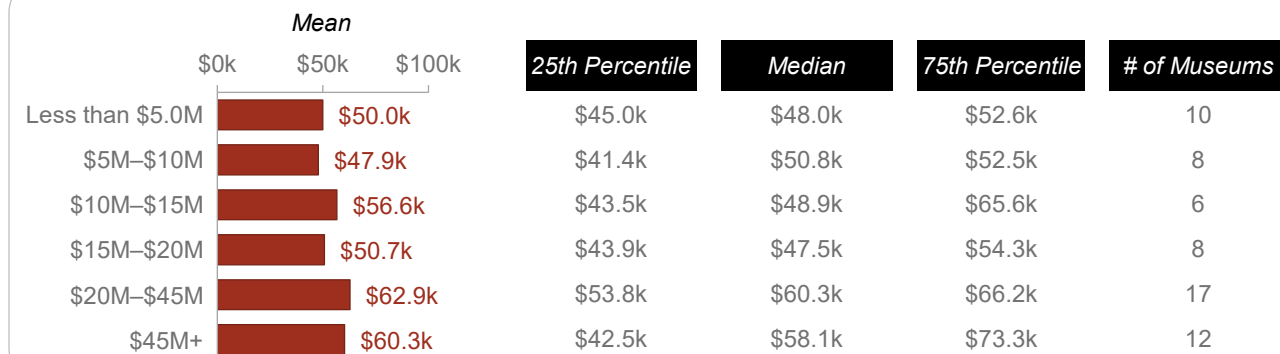
Assistant Preparator (NEW)



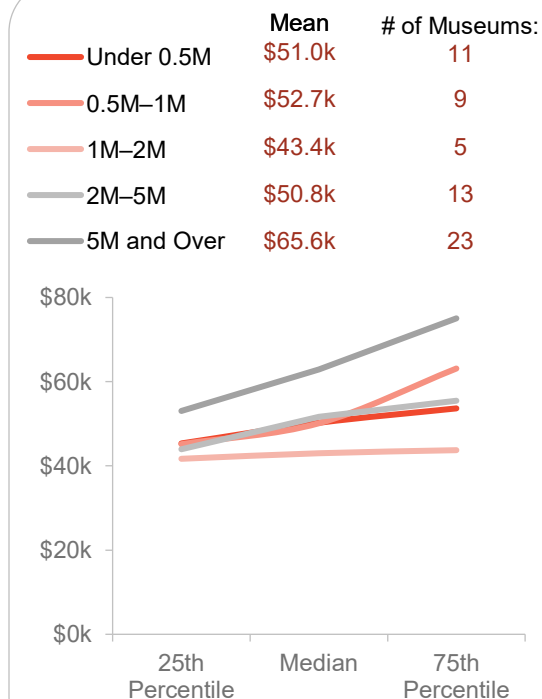
Assists more senior Preparators in implementation of preparation programs.



Operating Budget



MSA Population



Region



	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$51.5k	\$60.8k	\$81.4k	\$65.9k	13
Midwest	\$46.7k	\$53.0k	\$55.9k	\$52.8k	10
Mt. Plains	\$42.8k	\$50.1k	\$53.2k	\$49.9k	11
New England	\$49.0k	\$61.1k	\$70.0k	\$60.9k	10
Southeast	\$43.4k	\$50.2k	\$53.6k	\$49.0k	10
Western	\$51.4k	\$52.7k	\$62.4k	\$56.8k	5
Canada	Small sample (n = less than 5)				

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	1.13	\$45.6k	\$53.8k	\$72.0k	\$58.3k	13
Midwest	1.00	\$46.7k	\$53.0k	\$55.9k	\$52.8k	10
Mountain Plains	1.01	\$42.4k	\$49.6k	\$52.7k	\$49.4k	11
New England	1.10	\$44.5k	\$55.5k	\$63.6k	\$55.4k	10
Southeast	1.03	\$42.2k	\$48.7k	\$52.1k	\$47.5k	10
Western	1.14	\$45.0k	\$46.2k	\$54.7k	\$49.9k	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

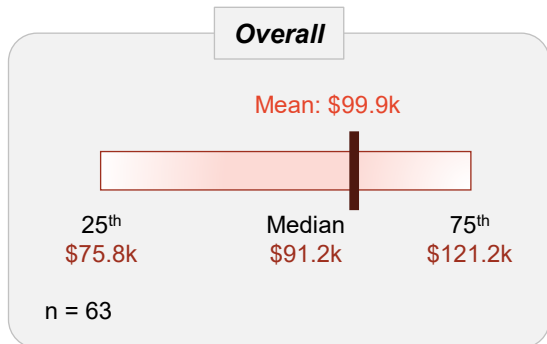
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	Small sample (n = less than 5)				
State	Florida	Small sample (n = less than 5)				
State	New York	\$41.0k	\$62.3k	\$76.7k	\$62.8k	8
State	Ohio	\$51.6k	\$53.4k	\$56.0k	\$53.8k	5
State	Texas	\$39.3k	\$50.1k	\$52.7k	\$47.5k	7
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	Small sample (n = less than 5)				

Editor / Director of Publications

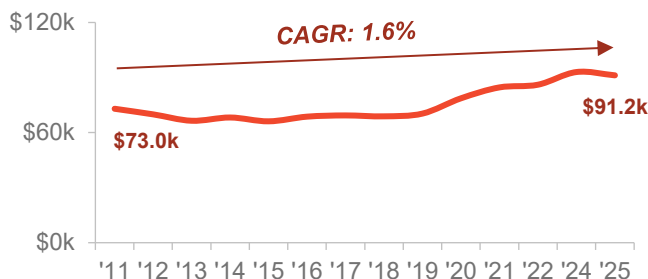


Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.

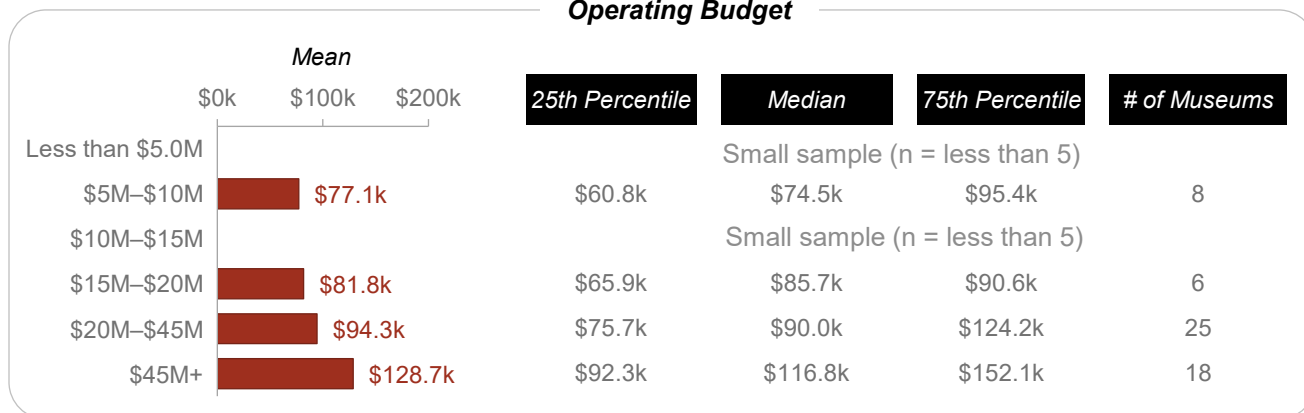
Overall



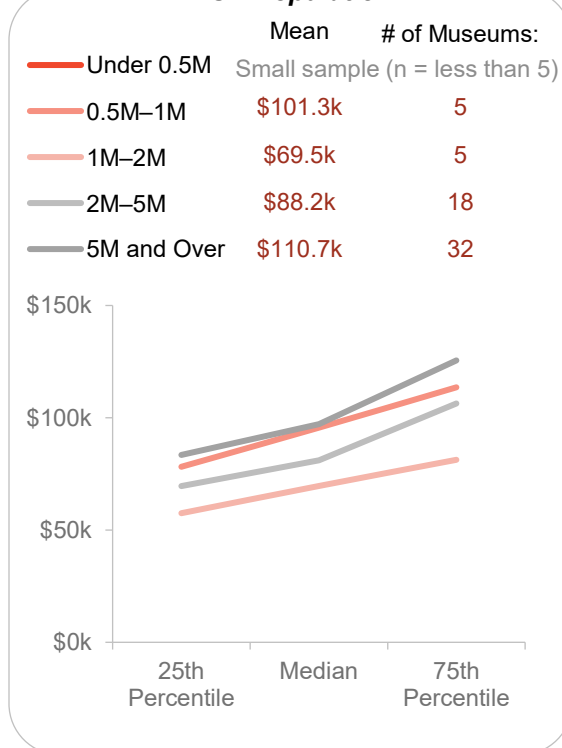
Historical Trend—Median (2011–2024)



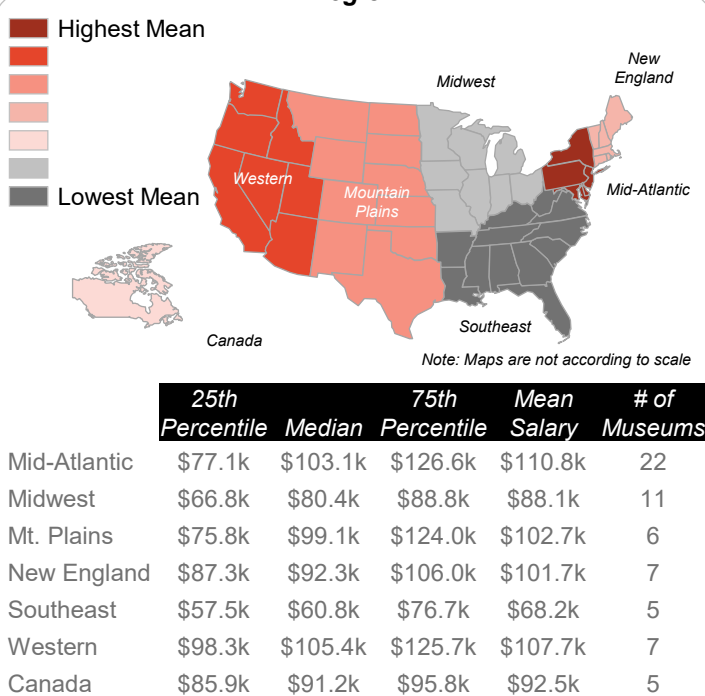
Operating Budget



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	1.13	\$68.2k	\$91.3k	\$112.0k	\$98.0k	22
Midwest	1.00	\$66.8k	\$80.4k	\$88.8k	\$88.1k	11
Mountain Plains	1.01	\$75.0k	\$98.2k	\$122.8k	\$101.6k	6
New England	1.10	\$79.4k	\$83.9k	\$96.4k	\$92.4k	7
Southeast	1.03	\$55.8k	\$59.1k	\$74.4k	\$66.2k	5
Western	1.14	\$86.2k	\$92.5k	\$110.3k	\$94.5k	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

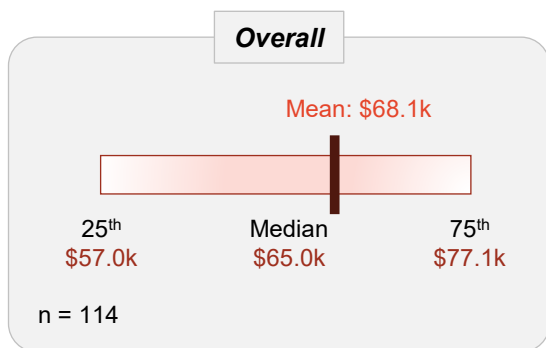
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$102.3k	\$112.7k	\$128.6k	\$114.5k	6
State	Florida	Small sample (n = less than 5)				
State	New York	\$69.9k	\$97.9k	\$136.4k	\$113.2k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$75.9k	\$122.4k	\$124.6k	\$108.0k	5
City	Washington, D.C.	\$103.3k	\$114.9k	\$127.1k	\$126.9k	5
City	New York City	\$108.9k	\$133.0k	\$152.7k	\$140.7k	7

Graphic Designer

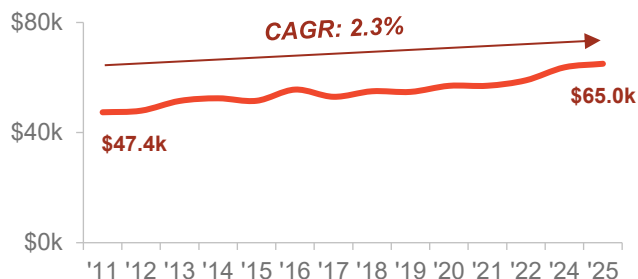


Responsible for design of all museum publications and graphics.

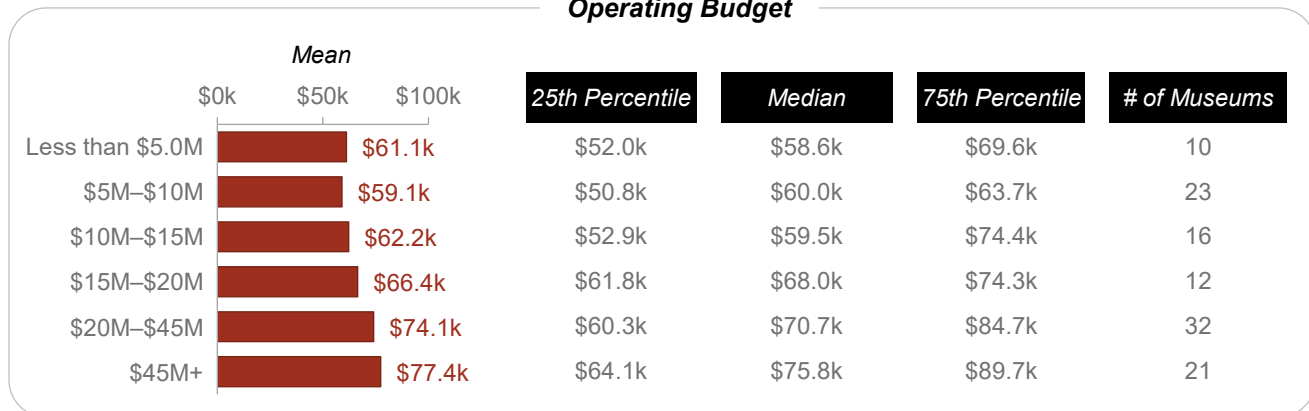
Overall



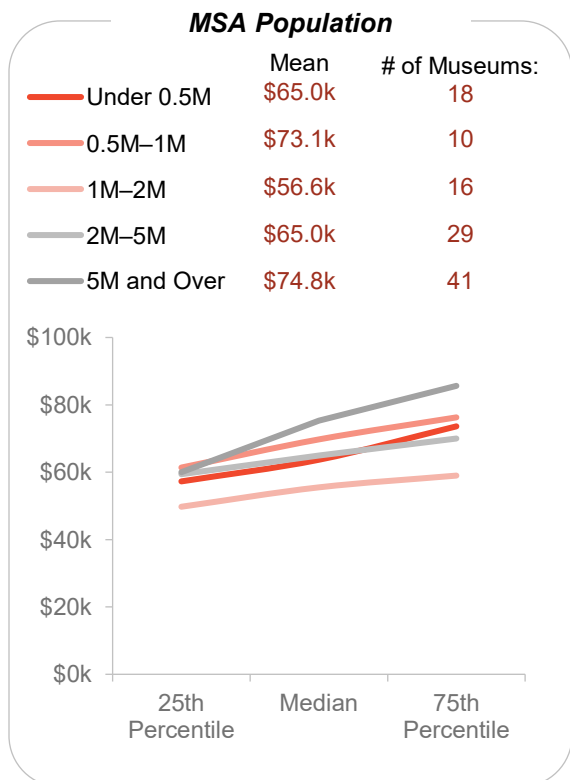
Historical Trend—Median (2011–2025)



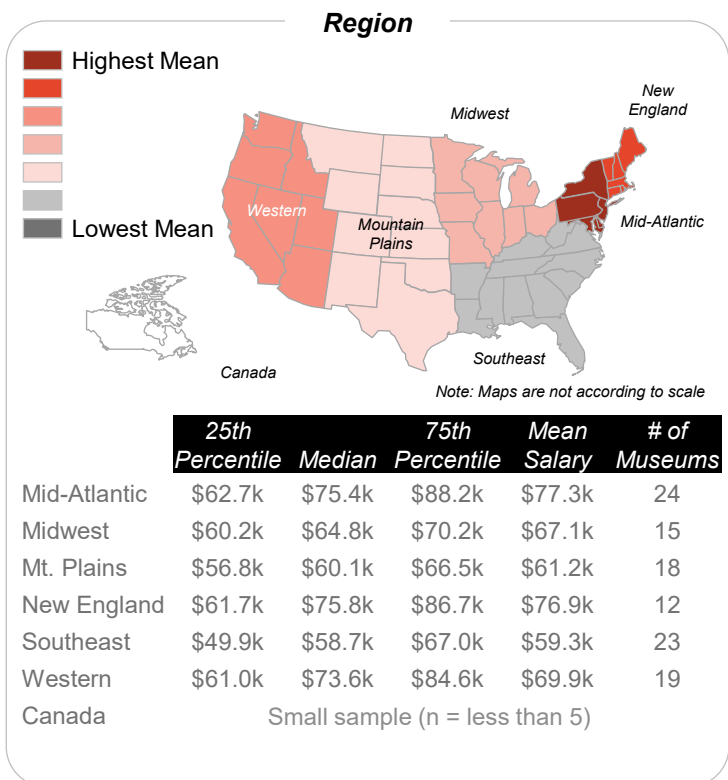
Operating Budget



MSA Population



Region



Graphic Designer



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
Mid-Atlantic	1.13	\$55.5k	\$66.7k	\$78.1k	\$68.4k	24
Midwest	1.00	\$60.2k	\$64.8k	\$70.2k	\$67.1k	15
Mountain Plains	1.01	\$56.2k	\$59.5k	\$65.8k	\$60.6k	18
New England	1.10	\$56.1k	\$68.9k	\$78.8k	\$69.9k	12
Southeast	1.03	\$48.5k	\$57.0k	\$65.0k	\$57.5k	23
Western	1.14	\$53.5k	\$64.6k	\$74.2k	\$61.3k	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

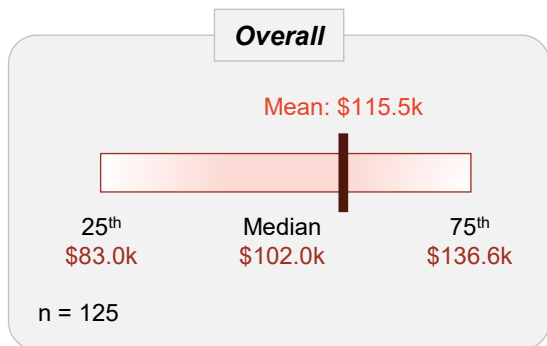
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$68.6k	\$78.8k	\$85.9k	\$71.8k	12
State	Florida	\$47.1k	\$47.3k	\$61.8k	\$55.1k	7
State	New York	\$65.3k	\$75.0k	\$85.8k	\$73.5k	13
State	Ohio	\$55.5k	\$61.1k	\$64.8k	\$60.6k	5
State	Texas	\$59.4k	\$63.5k	\$68.3k	\$65.6k	9
City	Washington, D.C.	\$105.1k	\$110.8k	\$111.5k	\$99.0k	5
City	New York City	\$74.3k	\$80.7k	\$86.4k	\$78.8k	8

Facilities Director / Building Manager / Operations Manager

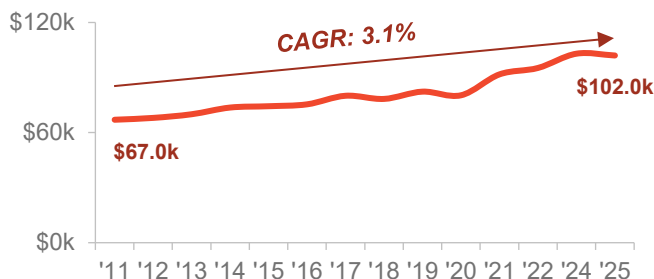


Responsible for the operation of all facilities including maintenance and janitorial services.

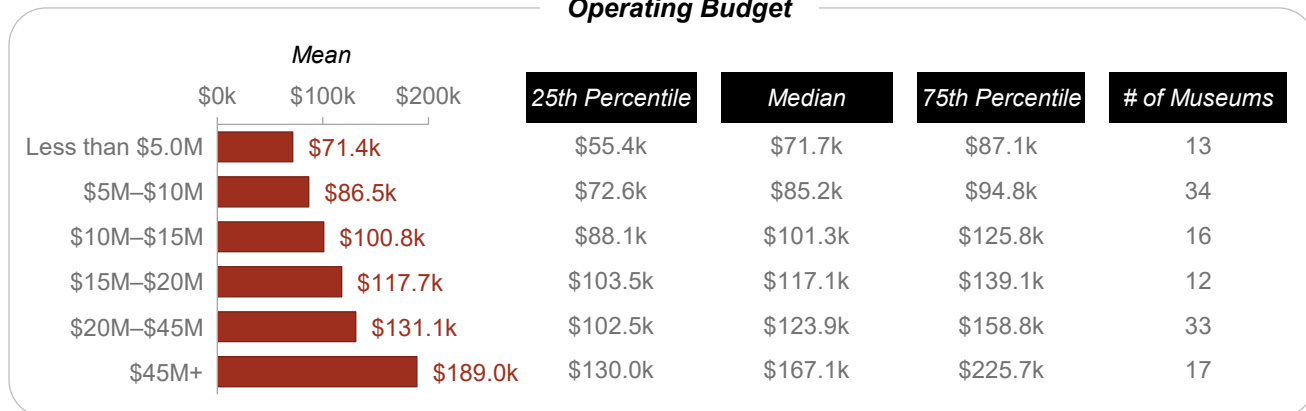
Overall



Historical Trend—Median (2011–2025)

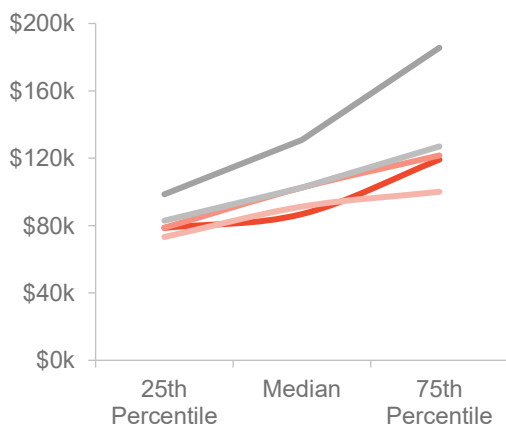


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$93.4k	22
0.5M–1M	\$102.2k	14
1M–2M	\$92.8k	18
2M–5M	\$107.4k	31
5M and Over	\$148.7k	40



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$89.9k	\$125.8k	\$178.4k	\$141.7k	31
Midwest	\$81.3k	\$95.6k	\$110.8k	\$102.6k	22
Mt. Plains	\$80.8k	\$95.0k	\$125.0k	\$97.9k	13
New England	\$85.8k	\$125.5k	\$137.3k	\$119.4k	15
Southeast	\$69.3k	\$92.2k	\$106.9k	\$88.3k	19
Western	\$88.1k	\$118.1k	\$143.8k	\$128.8k	20
Canada	\$85.5k	\$99.5k	\$100.5k	\$94.0k	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
Mid-Atlantic	1.13	\$79.5k	\$111.3k	\$157.9k	\$125.4k	31
Midwest	1.00	\$81.3k	\$95.6k	\$110.8k	\$102.6k	22
Mountain Plains	1.01	\$80.0k	\$94.1k	\$123.8k	\$96.9k	13
New England	1.10	\$78.0k	\$114.1k	\$124.8k	\$108.5k	15
Southeast	1.03	\$67.2k	\$89.5k	\$103.8k	\$85.7k	19
Western	1.14	\$77.3k	\$103.6k	\$126.1k	\$113.0k	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

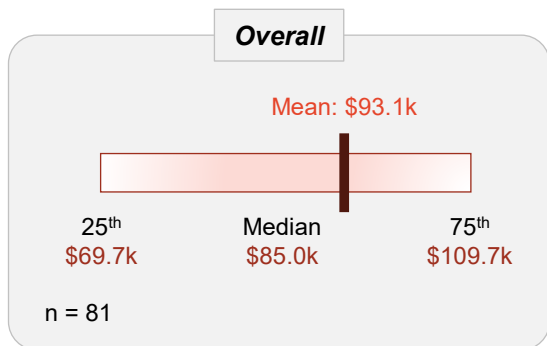
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$126.2k	\$144.4k	\$165.0k	\$164.0k	10
State	Florida	\$69.3k	\$72.1k	\$91.5k	\$82.3k	7
State	New York	\$86.4k	\$135.6k	\$181.3k	\$146.2k	20
State	Ohio	\$87.3k	\$100.8k	\$104.2k	\$101.3k	6
State	Texas	\$82.4k	\$113.0k	\$125.0k	\$117.7k	5
City	Washington, D.C.	\$107.2k	\$110.6k	\$145.0k	\$138.5k	5
City	New York City	\$143.7k	\$180.0k	\$234.8k	\$182.9k	11

Engineering Manager / Facilities Manager

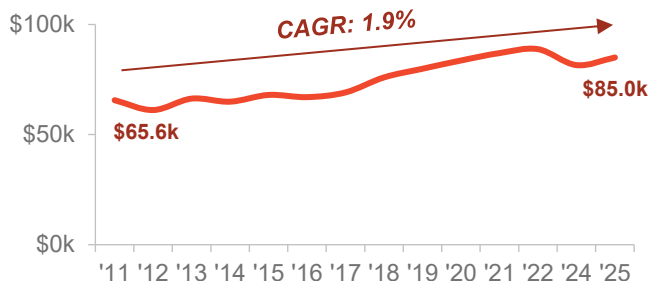


Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum.

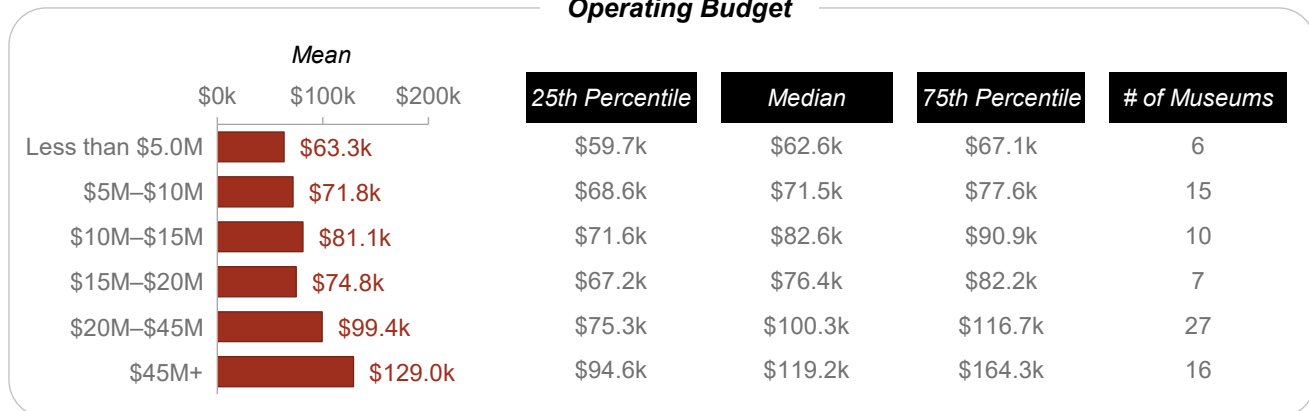
Overall



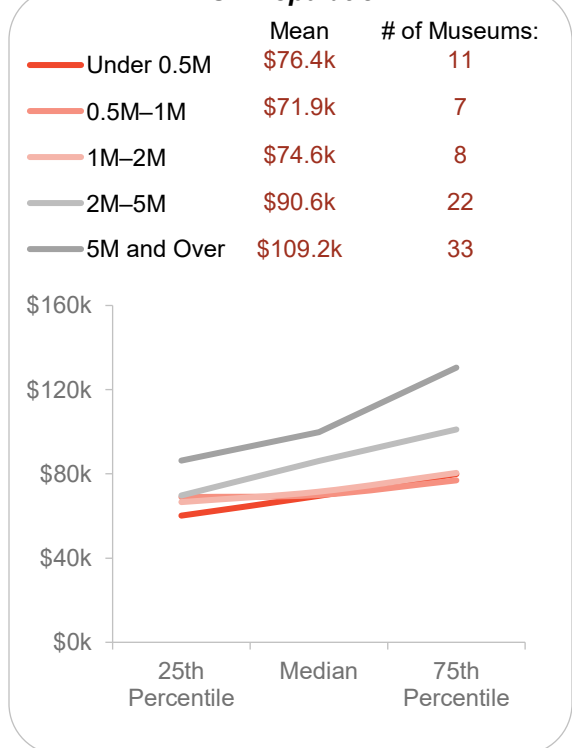
Historical Trend—Median (2011–2025)



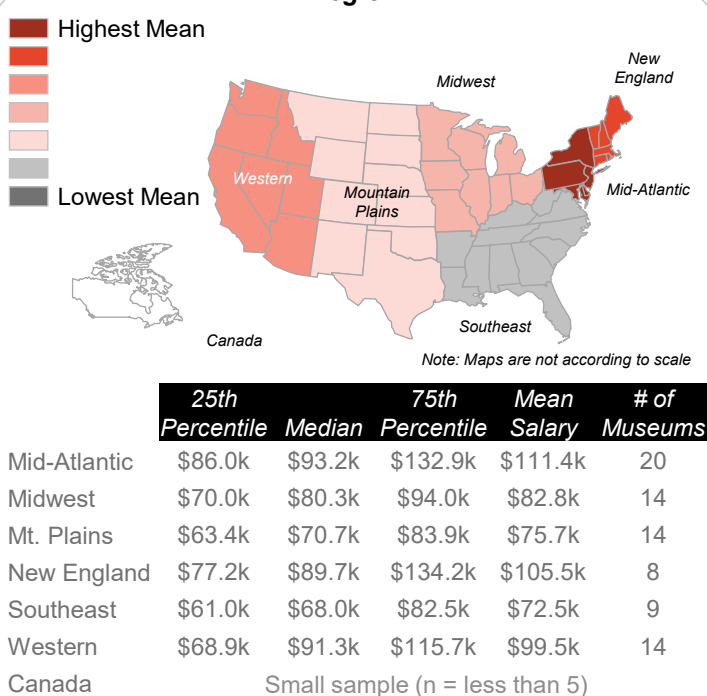
Operating Budget



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
Mid-Atlantic	1.13	\$76.1k	\$82.5k	\$117.6k	\$98.6k	20
Midwest	1.00	\$70.0k	\$80.3k	\$94.0k	\$82.8k	14
Mountain Plains	1.01	\$62.7k	\$70.0k	\$83.1k	\$75.0k	14
New England	1.10	\$70.2k	\$81.5k	\$122.0k	\$95.9k	8
Southeast	1.03	\$59.3k	\$66.0k	\$80.1k	\$70.4k	9
Western	1.14	\$60.4k	\$80.1k	\$101.5k	\$87.3k	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.

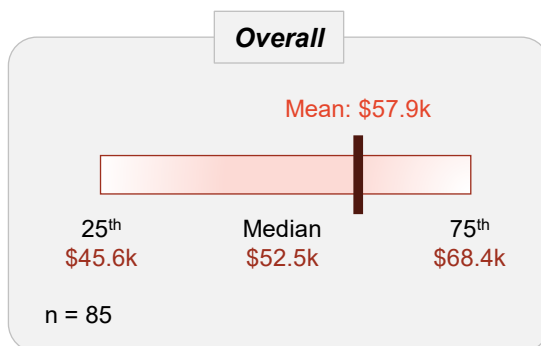
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$83.9k	\$100.7k	\$128.5k	\$111.3k	10
State	Florida	Small sample (n = less than 5)				
State	New York	\$87.2k	\$116.7k	\$142.8k	\$120.7k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$63.9k	\$80.6k	\$97.3k	\$83.2k	7
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$115.0k	\$130.5k	\$151.0k	\$135.0k	9

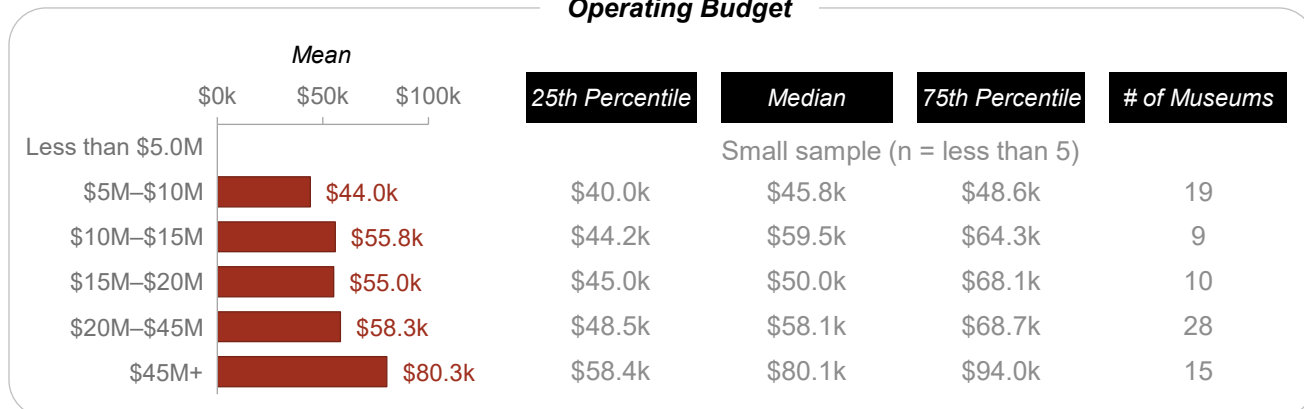
Facilities Technician (NEW)



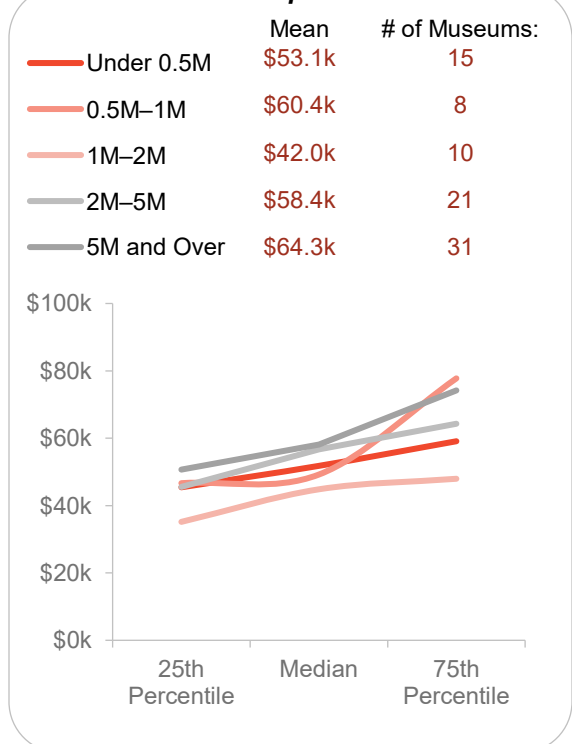
Performs routine and preventative maintenance and corrective actions to ensure the continuous and safe functioning of the physical environment.



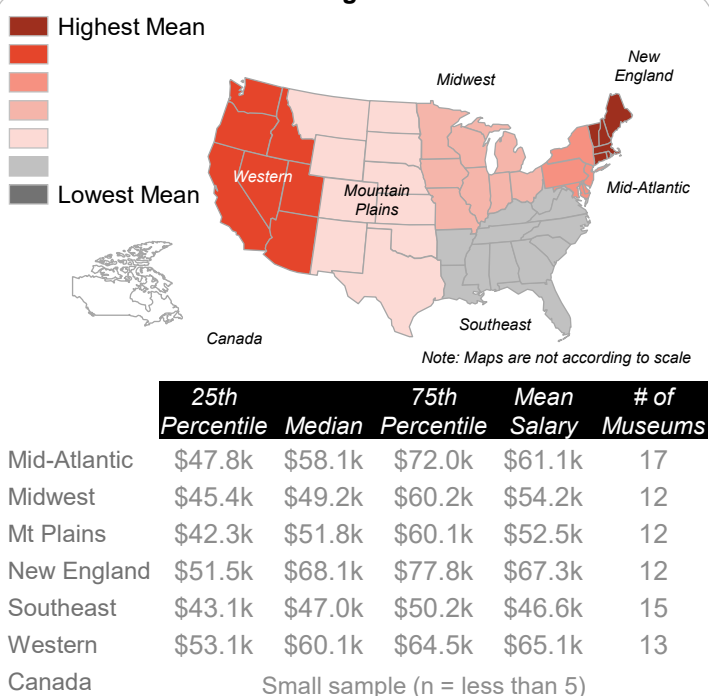
Operating Budget



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	1.13	\$42.3k	\$51.4k	\$63.7k	\$54.1k	17
Midwest	1.00	\$45.4k	\$49.2k	\$60.2k	\$54.2k	12
Mountain Plains	1.01	\$41.9k	\$51.3k	\$59.5k	\$52.0k	12
New England	1.10	\$46.8k	\$61.9k	\$70.7k	\$61.2k	12
Southeast	1.03	\$41.8k	\$45.6k	\$48.7k	\$45.2k	15
Western	1.14	\$46.6k	\$52.7k	\$56.6k	\$57.1k	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.

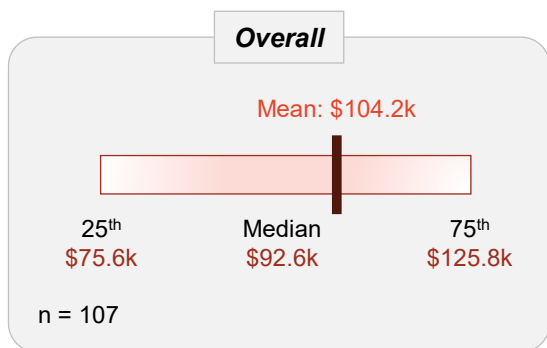
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$62.4k	\$64.4k	\$79.7k	\$76.3k	8
State	Florida	\$43.1k	\$45.8k	\$53.8k	\$50.7k	7
State	New York	\$60.9k	\$72.0k	\$80.1k	\$75.9k	9
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$47.1k	\$52.5k	\$62.2k	\$55.9k	7
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$72.3k	\$76.6k	\$92.9k	\$86.2k	6

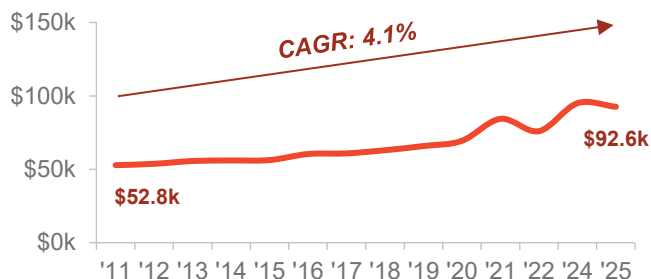
Chief of Security



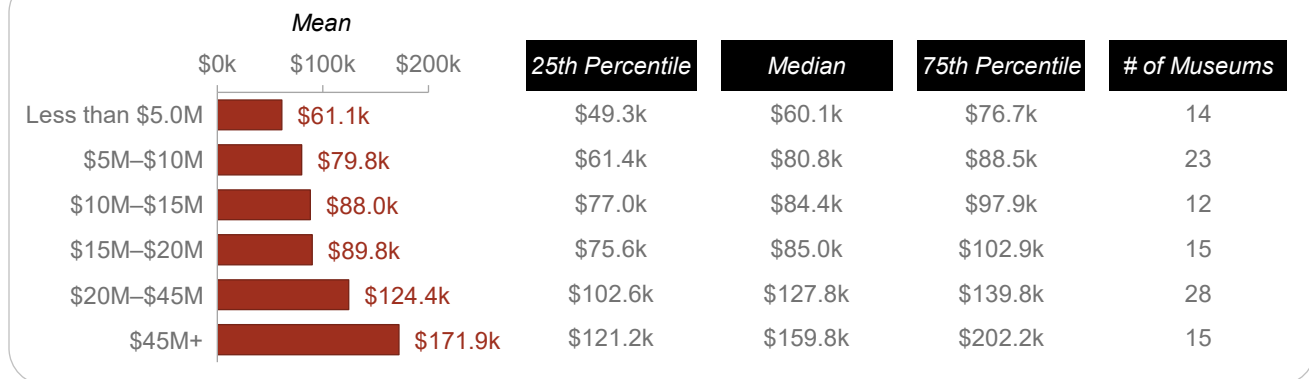
Responsible for protection of assets, collections, staff and visitors. Responsible for recruitment, selection, training, and day to day management of all security personnel.



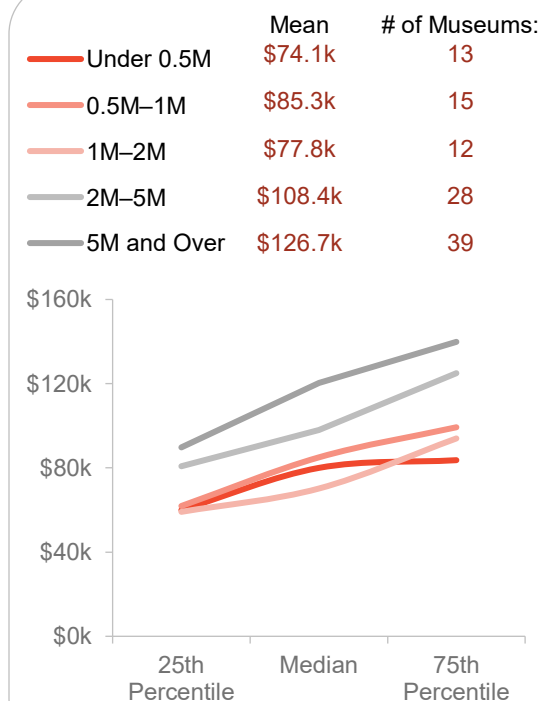
Historical Trend—Median (2011–2025)



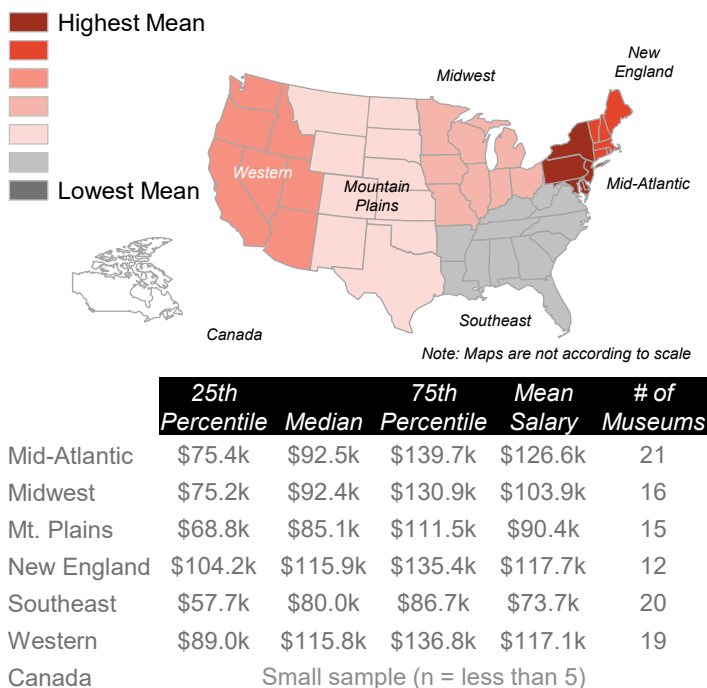
Operating Budget



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	1.13	\$66.7k	\$81.9k	\$123.7k	\$112.0k	21
Midwest	1.00	\$75.2k	\$92.4k	\$130.9k	\$103.9k	16
Mountain Plains	1.01	\$68.1k	\$84.3k	\$110.4k	\$89.5k	15
New England	1.10	\$94.7k	\$105.3k	\$123.1k	\$107.0k	12
Southeast	1.03	\$56.1k	\$77.7k	\$84.2k	\$71.5k	20
Western	1.14	\$78.1k	\$101.6k	\$120.0k	\$102.7k	19

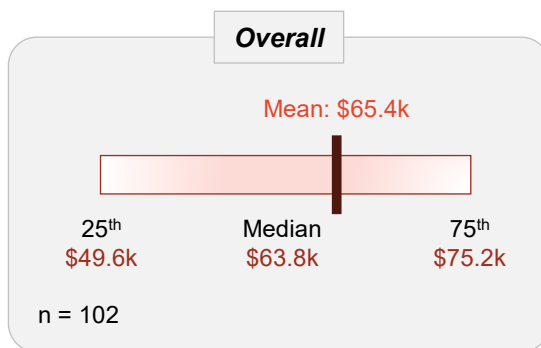
Note: Salaries have been adjusted at the state level using the Regional Price Parities (RPPs) index published by the Bureau of Economic Analysis (BEA) and then aggregated on a weighted basis to align with AAM regions. To calculate adjusted salaries, the nominal values (see prior pg.) have been divided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

City and State-Level Benchmarks

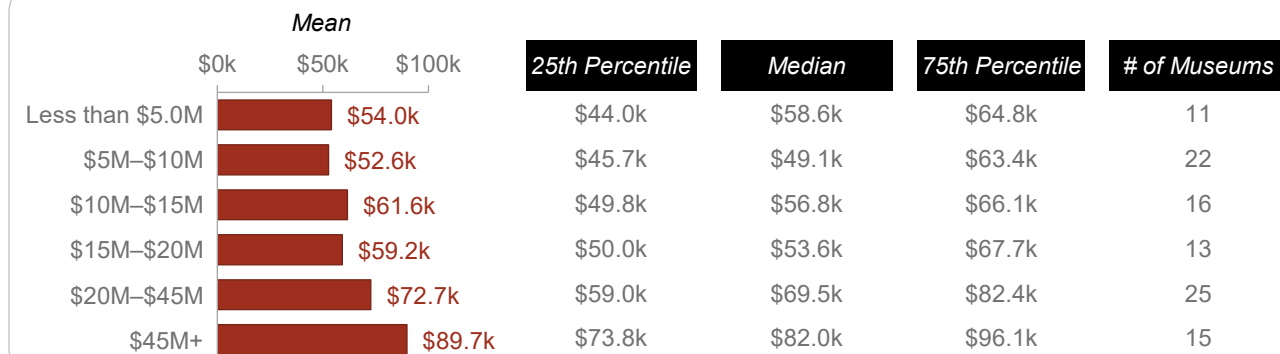
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$95.9k	\$131.3k	\$160.3k	\$132.2k	10
State	Florida	\$62.4k	\$82.4k	\$91.0k	\$68.1k	6
State	New York	\$68.9k	\$93.0k	\$139.3k	\$129.5k	14
State	Ohio	\$74.6k	\$80.8k	\$86.5k	\$83.8k	7
State	Texas	\$86.0k	\$107.0k	\$120.0k	\$105.0k	8
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$124.5k	\$138.9k	\$198.8k	\$176.4k	8

Security Manager / Security Coordinator (NEW)

Oversees all security officers or guards.

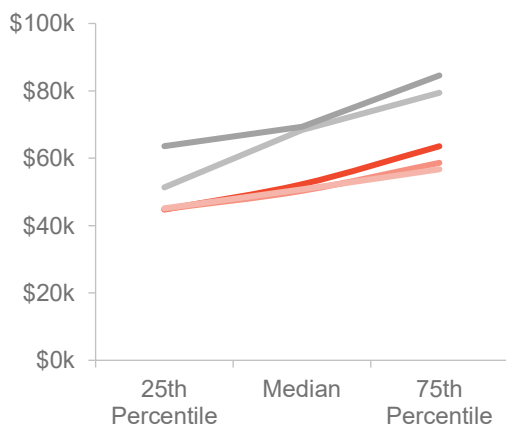


Operating Budget

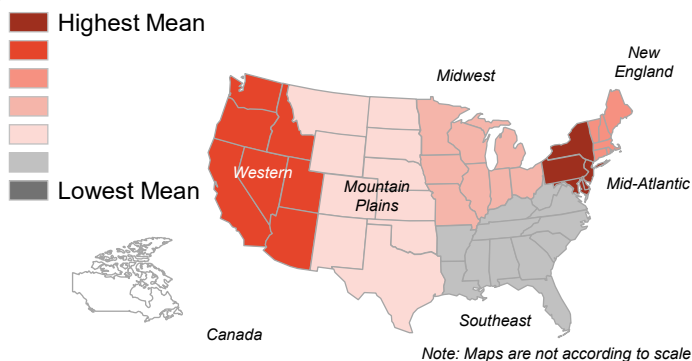


MSA Population

	Mean	# of Museums:
Under 0.5M	\$52.7k	12
0.5M-1M	\$51.9k	11
1M-2M	\$54.0k	14
2M-5M	\$68.1k	30
5M and Over	\$76.3k	35



Region



	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$51.3k	\$63.9k	\$85.4k	\$74.1k	18
Midwest	\$49.7k	\$65.0k	\$74.4k	\$62.8k	19
Mt. Plains	\$46.9k	\$59.7k	\$67.2k	\$56.5k	12
New England	\$63.5k	\$68.0k	\$75.3k	\$68.3k	14
Southeast	\$41.6k	\$46.7k	\$55.5k	\$55.7k	16
Western	\$58.4k	\$69.6k	\$83.0k	\$71.7k	20
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	1.13	\$45.4k	\$56.6k	\$75.5k	\$65.6k	18
Midwest	1.00	\$49.7k	\$65.0k	\$74.4k	\$62.8k	19
Mountain Plains	1.01	\$46.4k	\$59.1k	\$66.6k	\$56.0k	12
New England	1.10	\$57.8k	\$61.8k	\$68.4k	\$62.1k	14
Southeast	1.03	\$40.4k	\$45.3k	\$53.9k	\$54.0k	16
Western	1.14	\$51.2k	\$61.0k	\$72.8k	\$62.9k	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.

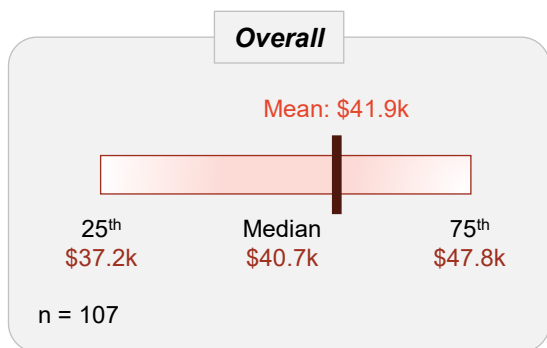
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$65.6k	\$82.3k	\$98.4k	\$79.7k	12
State	Florida	Small sample (n = less than 5)				
State	New York	\$50.0k	\$67.7k	\$94.4k	\$78.8k	13
State	Ohio	\$49.0k	\$49.0k	\$62.4k	\$56.0k	5
State	Texas	\$59.7k	\$64.0k	\$67.5k	\$62.8k	7
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$63.8k	\$86.0k	\$98.8k	\$90.7k	9

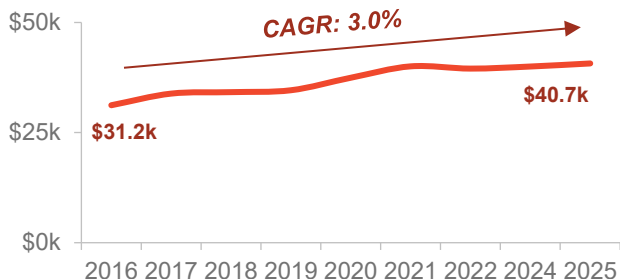
Museum Security Officer / Museum Security Guard



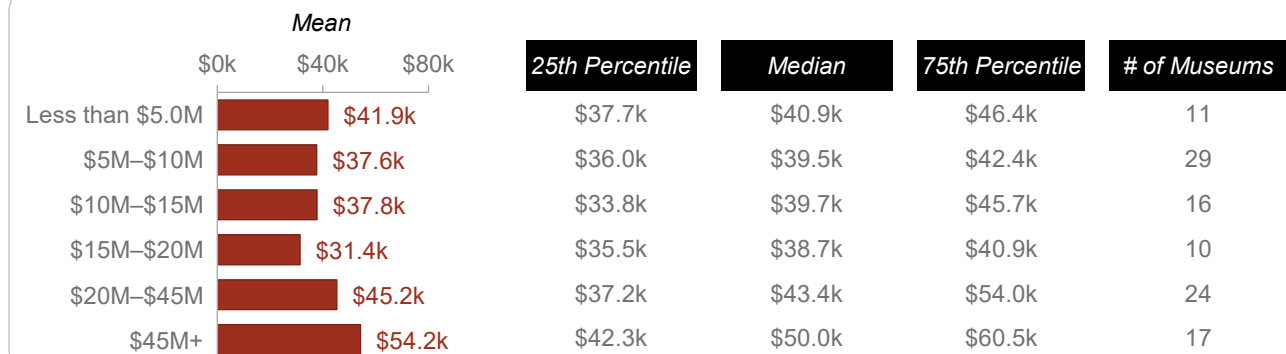
Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff. Serves as ambassador to visitors, answering questions, providing information and directions.



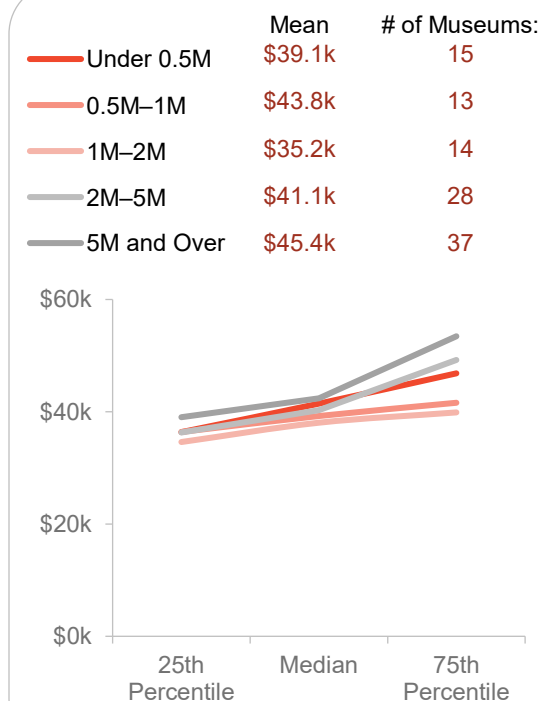
Historical Trend—Median (2016–2025)



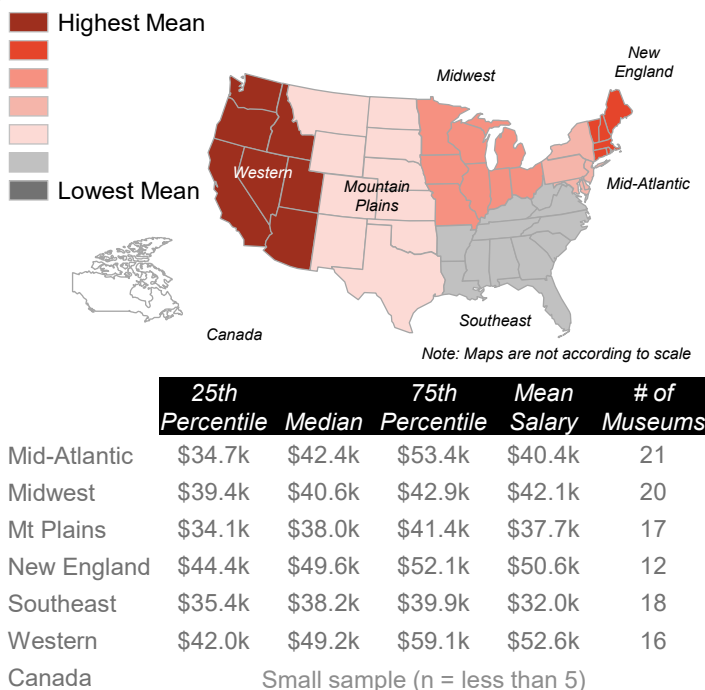
Operating Budget



MSA Population



Region



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	1.13	\$30.7k	\$37.5k	\$47.3k	\$35.7k	21
Midwest	1.00	\$39.4k	\$40.6k	\$42.9k	\$42.1k	20
Mountain Plains	1.01	\$33.8k	\$37.7k	\$41.0k	\$37.3k	17
New England	1.10	\$40.4k	\$45.0k	\$47.4k	\$46.0k	12
Southeast	1.03	\$34.4k	\$37.1k	\$38.7k	\$31.1k	18
Western	1.14	\$36.9k	\$43.2k	\$51.8k	\$46.2k	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

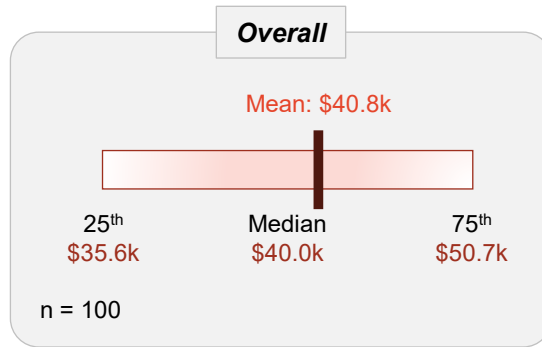
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$47.4k	\$58.6k	\$60.9k	\$60.3k	9
State	Florida	Small sample (n = less than 5)				
State	New York	\$37.6k	\$45.5k	\$56.1k	\$45.6k	15
State	Ohio	\$39.1k	\$39.9k	\$42.1k	\$41.4k	6
State	Texas	\$37.1k	\$39.0k	\$42.0k	\$38.4k	10
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$45.5k	\$53.4k	\$59.2k	\$54.5k	9

Visitor Services Associate

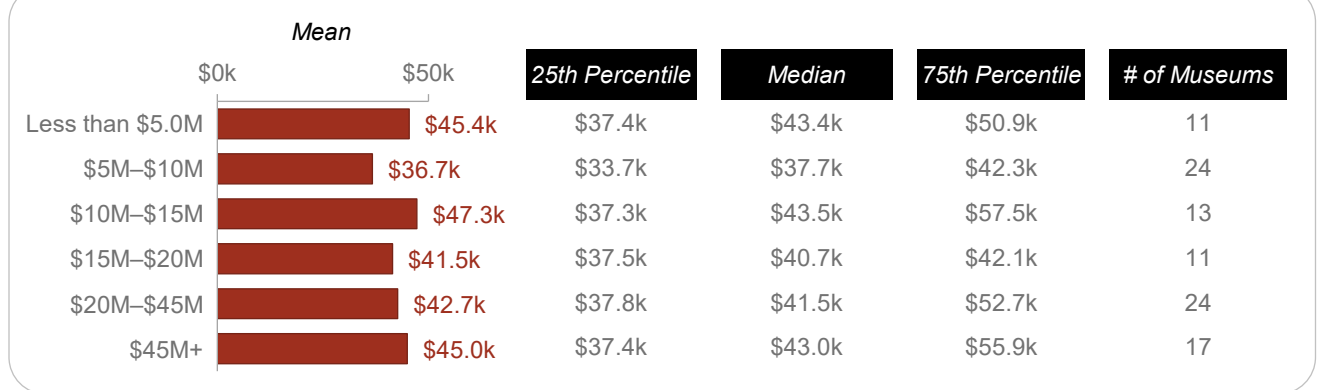
[Alt: Visitor Services Representative, Visitor Experience Associate, Guest Services Officer]



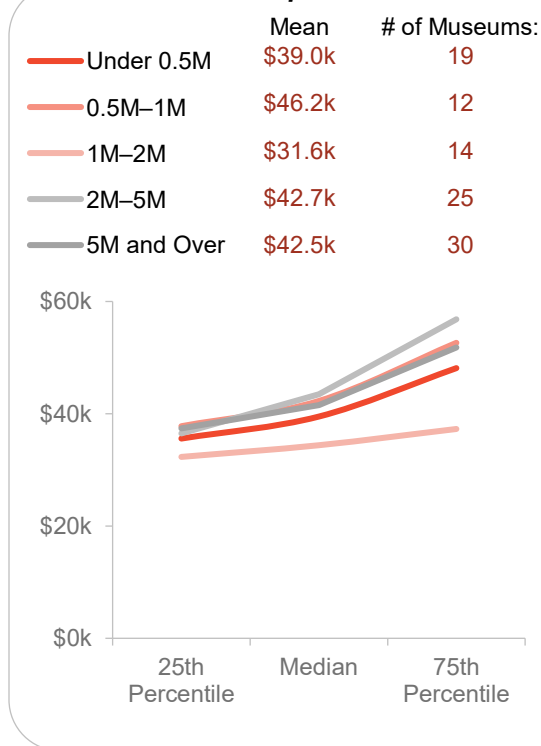
Front-line floor staff welcoming visitors to the museum, selling admissions and memberships, and answering visitor questions/providing customer service.



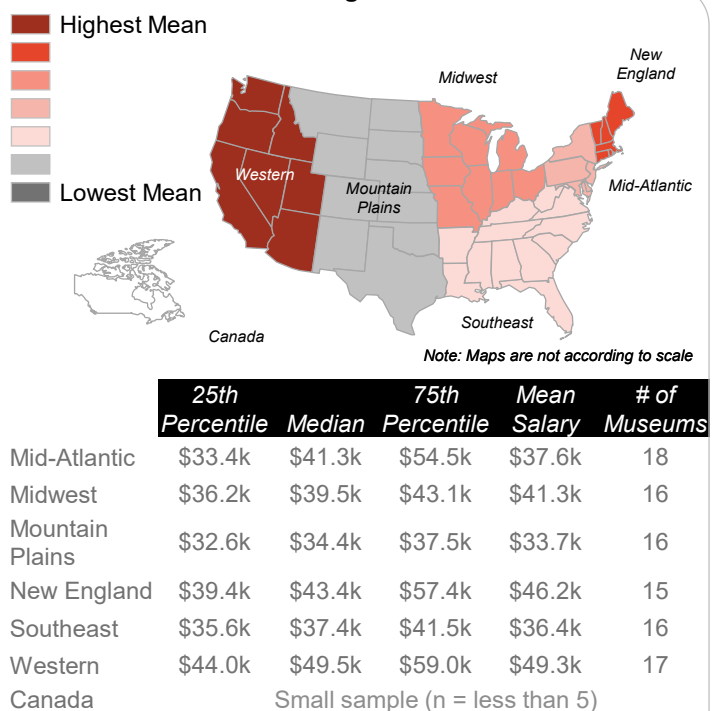
Operating Budget



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	1.13	\$29.5k	\$36.6k	\$48.2k	\$33.2k	18
Midwest	1.00	\$36.2k	\$39.5k	\$43.1k	\$41.3k	16
Mountain Plains	1.01	\$32.3k	\$34.1k	\$37.1k	\$33.4k	16
New England	1.10	\$35.8k	\$39.4k	\$52.2k	\$42.0k	15
Southeast	1.03	\$34.6k	\$36.3k	\$40.3k	\$35.4k	16
Western	1.14	\$38.6k	\$43.4k	\$51.8k	\$43.3k	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.

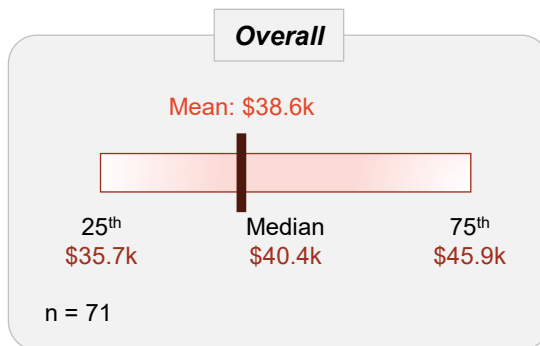
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$47.5k	\$57.9k	\$63.6k	\$52.0k	12
State	Florida	\$35.2k	\$39.5k	\$41.5k	\$38.3k	6
State	New York	\$34.7k	\$38.7k	\$46.3k	\$35.8k	11
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$33.1k	\$34.5k	\$45.2k	\$39.2k	7
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York	Small sample (n = less than 5)				

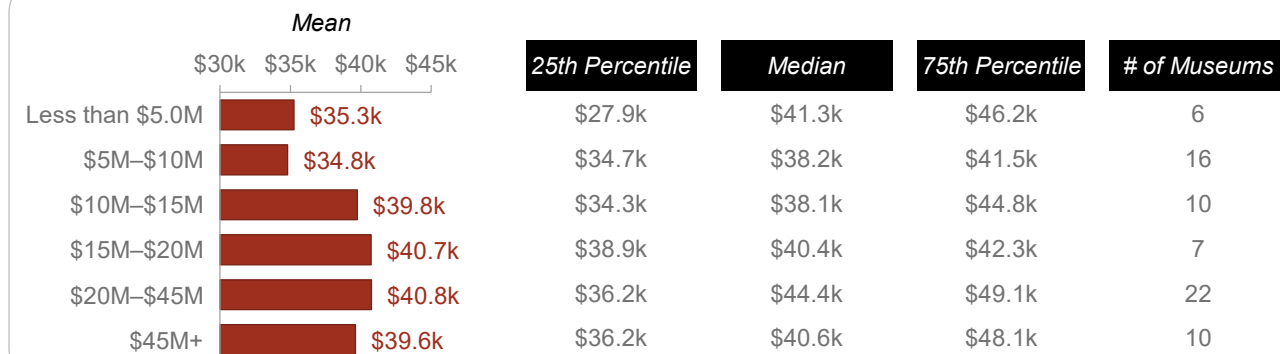
Custodian / Housekeeper / Cleaner (NEW)



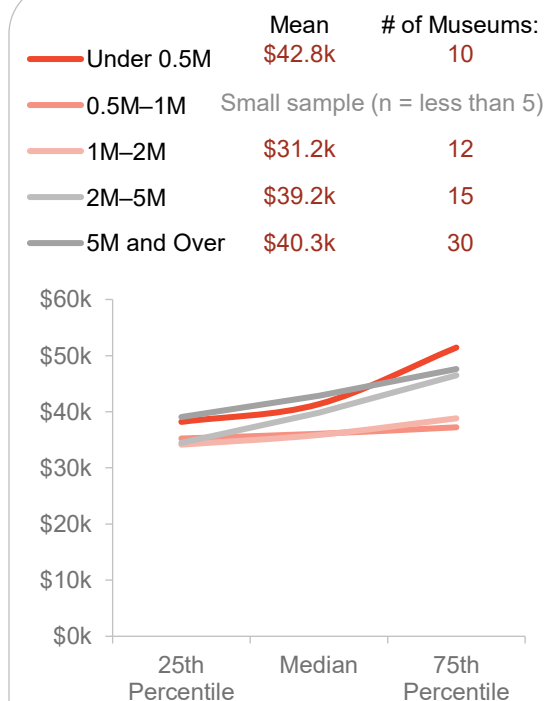
Clean and maintain the museum buildings, including public and staff areas, using standardized practices and procedures.



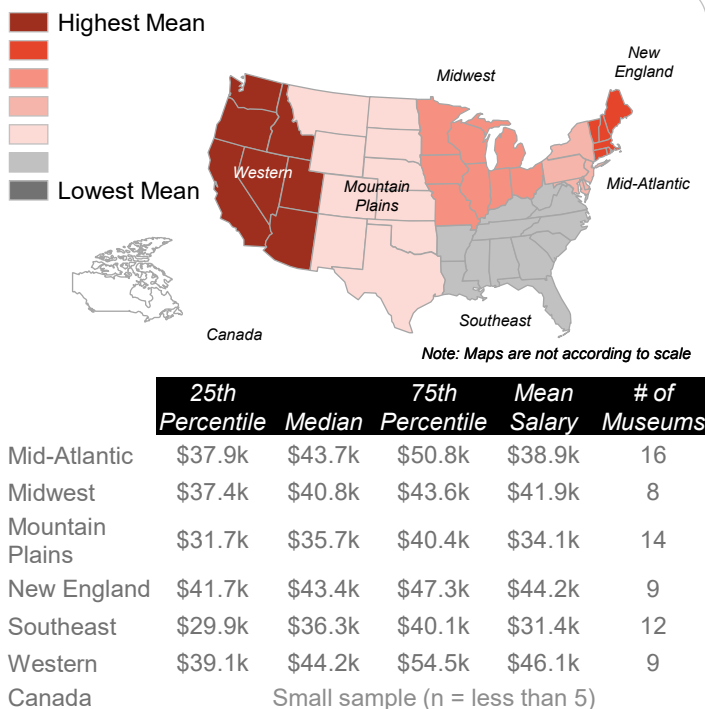
Operating Budget



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	1.13	\$33.5k	\$38.7k	\$45.0k	\$34.4k	16
Midwest	1.00	\$37.4k	\$40.8k	\$43.6k	\$41.9k	8
Mountain Plains	1.01	\$31.4k	\$35.3k	\$40.0k	\$33.8k	14
New England	1.10	\$37.9k	\$39.4k	\$43.0k	\$40.2k	9
Southeast	1.03	\$29.0k	\$35.3k	\$38.9k	\$30.5k	12
Western	1.14	\$34.3k	\$38.8k	\$47.8k	\$40.4k	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
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State	California	Small sample (n = less than 5)				
State	Florida	\$36.2k	\$37.4k	\$40.6k	\$33.7k	7
State	New York	\$41.2k	\$45.8k	\$51.7k	\$44.0k	12
State	Ohio	Small sample (n = less than 5)				
State	Texas	\$30.9k	\$35.8k	\$41.3k	\$36.6k	8
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$44.3k	\$47.3k	\$52.1k	\$44.1k	8

University Museum Salary Comparisons by Designation



Designation	25th Percentile	Median	75th Percentile	Mean	# of Museums
Director/Executive Director/ Chief Executive Officer	\$210.7k	\$263.6k	\$315.6k	\$278.4k	44
Deputy Director	\$116.0k	\$148.1k	\$172.4k	\$151.2k	28
Chief Operating Officer/ Chief Administrative Officer	\$105.0k	\$140.0k	\$182.2k	\$141.0k	9
Chief of Staff (NEW)	\$75.0k	\$102.0k	\$112.9k	\$112.7k	5
Assistant to Director/ Executive Assistant	\$57.6k	\$65.5k	\$73.9k	\$68.1k	39
Chief Financial Officer (NEW)	\$106.2k	\$118.0k	\$128.0k	\$124.2k	7
Controller (Formerly Director of Finance/Finance A)	\$108.1k	\$127.2k	\$164.6k	\$133.4k	11
Business Operations Specialist (Formerly Assistant Director of Finance/Finance B)	\$63.3k	\$70.3k	\$80.4k	\$75.3k	18
Accountant (NEW)	\$53.6k	\$74.5k	\$89.3k	\$70.6k	6
Finance Administrator (NEW)	\$55.4k	\$69.2k	\$73.1k	\$65.4k	15
Chief Development Officer (Formerly Director of Development)	\$132.6k	\$162.6k	\$167.9k	\$158.6k	17
Director of Development (Formerly Director, Planned Giving/Institutional Giving)	\$70.8k	\$89.8k	\$144.1k	\$110.7k	16
Development Manager or Officer (Formerly Grant Mgr./ Institutional Giving Mgr.)	\$68.2k	\$75.8k	\$85.0k	\$83.0k	22
Development Associate/ Development Coordinator	\$53.8k	\$58.4k	\$72.8k	\$65.0k	16
Membership Assistant/ Development Assistant	\$45.7k	\$54.0k	\$63.8k	\$57.9k	12
Director of Special Events (NEW)	\$76.6k	\$77.8k	\$97.2k	\$80.9k	5
Special Events Manager/ Event Planner	\$47.6k	\$53.2k	\$70.5k	\$59.7k	22
Human Resources Director	Small sample (n = less than 5)				

University Museum Salary Comparisons by Designation



Designation	25th Percentile	Median	75th Percentile	Mean	# of Museums
Human Resources Manager (NEW)	\$57.0k	\$76.9k	\$77.3k	\$72.4k	5
Director of Information Systems/ Chief Information Officer	\$102.7k	\$109.5k	\$126.5k	\$124.5k	6
Systems Manager / Technology Director	\$76.8k	\$100.7k	\$129.1k	\$101.3k	13
Digital Content Manager (Formerly New Media Manager and Web Manager)	\$62.4k	\$67.3k	\$90.6k	\$75.6k	21
Digital Media Producer/ Social Media Producer (NEW)	\$48.4k	\$57.3k	\$69.0k	\$59.3k	13
Director of External Affairs	\$92.5k	\$108.4k	\$156.4k	\$132.4k	10
Marketing Director	\$70.3k	\$83.0k	\$103.3k	\$97.0k	23
Public Relations Officer	\$62.8k	\$70.6k	\$91.1k	\$75.8k	18
Museum Store Manager	\$56.8k	\$64.8k	\$74.0k	\$64.4k	18
Museum Store Associate/ Sales Clerk (NEW)	Small sample (n = less than 5)				
Volunteer Coordinator	\$50.1k	\$57.8k	\$69.4k	\$59.6k	8
Director of Visitor Experience (NEW)	\$53.7k	\$79.0k	\$100.0k	\$79.5k	16
Chief Curator / Director of Curatorial Affairs	\$101.6k	\$123.3k	\$142.0k	\$131.5k	25
Senior Curator / Curator of Special Collections Area	\$87.2k	\$95.6k	\$110.4k	\$102.5k	31
Exhibition Project Manager (Formerly Curator of Exhibitions / Curator C)	\$76.5k	\$82.7k	\$97.6k	\$84.5k	18
Associate Curator	\$71.8k	\$81.0k	\$97.3k	\$84.8k	23
Assistant Curator	\$61.2k	\$74.0k	\$85.8k	\$73.3k	16
Curatorial Assistant	\$46.3k	\$50.2k	\$63.4k	\$53.5k	28

University Museum Salary Comparisons by Designation



Designation	25th Percentile	Median	75th Percentile	Mean	# of Museums
Director of Exhibitions (NEW)	\$88.2k	\$99.8k	\$120.9k	\$107.9k	14
Photographer	\$68.0k	\$78.3k	\$86.5k	\$76.5k	10
Director of Education/ Curator of Education	\$80.2k	\$86.0k	\$114.5k	\$97.3k	35
Education Program Manager (Formerly Associate Educator / Educator B)	\$58.3k	\$65.2k	\$77.9k	\$70.8k	32
Education Program Associate (Formerly Assistant Educator/ Educator C)	\$51.5k	\$61.4k	\$65.8k	\$61.8k	22
Education Assistant	\$42.1k	\$47.2k	\$60.8k	\$51.4k	19
Teaching Artist/ Instructor (NEW)	Small sample (n = less than 5)				
Director of Public Programs (NEW)	\$102.0k	\$110.5k	\$147.1k	\$122.0k	13
Community Engagement Manager (NEW)	\$51.2k	\$71.6k	\$82.9k	\$72.4k	15
Associate Curator of Academic and Campus Engagement (NEW)	\$71.7k	\$79.0k	\$91.5k	\$81.4k	15
Head Registrar	\$65.2k	\$77.5k	\$88.1k	\$82.2k	47
Associate Registrar	\$53.7k	\$61.3k	\$81.3k	\$67.9k	23
Assistant Registrar	\$50.0k	\$56.4k	\$70.2k	\$59.5k	21
Head Librarian	\$57.5k	\$73.5k	\$96.5k	\$81.0k	7
Associate Librarian	Small sample (n = less than 5)				
Assistant Librarian	Small sample (n = less than 5)				
Chief Conservator	\$106.6k	\$130.4k	\$161.5k	\$133.9k	11
Senior Conservator	\$85.5k	\$116.4k	\$123.6k	\$104.7k	5

University Museum Salary Comparisons by Designation



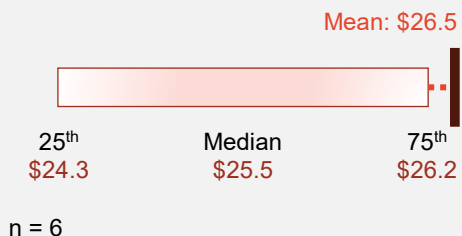
Designation	25th Percentile	Median	75th Percentile	Mean	# of Museums
Associate Conservator	\$75.1k	\$82.2k	\$88.2k	\$83.8k	7
Assistant Conservator (NEW)	\$63.6k	\$65.2k	\$73.1k	\$56.9k	5
Exhibition Designer	\$69.2k	\$83.0k	\$97.3k	\$84.8k	16
Chief Preparator	\$63.4k	\$70.9k	\$86.8k	\$75.0k	30
Associate Preparator	\$52.9k	\$58.2k	\$79.0k	\$66.2k	28
Assistant Preparator (NEW)	\$48.0k	\$53.4k	\$63.5k	\$55.2k	15
Editor / Director of Publications	\$40.7k	\$48.1k	\$56.2k	\$50.7k	8
Graphic Designer	\$31.4k	\$38.0k	\$44.3k	\$38.0k	18
Facilities Director / Building Manager / Operations Manager	\$34.2k	\$43.1k	\$58.8k	\$46.6k	18
Engineering Manager/ Facilities Manager	\$31.8k	\$36.5k	\$40.7k	\$36.8k	8
Facilities Technician (NEW)	\$22.1k	\$26.3k	\$32.7k	\$31.0k	10
Chief of Security	\$29.8k	\$37.6k	\$43.2k	\$37.6k	24
Security Manager/ Security Coordinator (NEW)	\$23.2k	\$26.3k	\$35.1k	\$30.3k	18
Museum Security Officer/ Museum Security Guard	\$20.6k	\$22.1k	\$28.4k	\$25.6k	22
Visitor Service Associate	\$23.1k	\$27.7k	\$34.0k	\$28.5k	15
Custodian/Housekeeper/Cleaner (NEW)	\$19.9k	\$28.9k	\$30.4k	\$22.9k	5

Part-Time Profiles

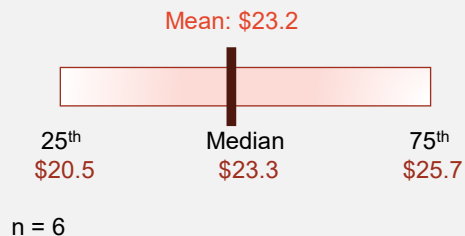


All figures given are hourly rates.

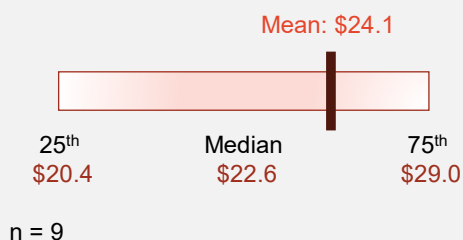
Finance Administrator (NEW)



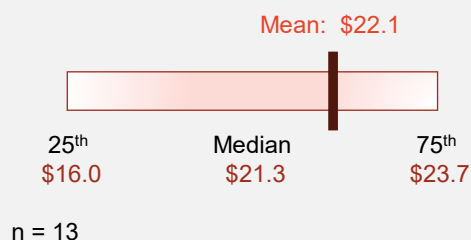
Development Associate/ Development Coordinator



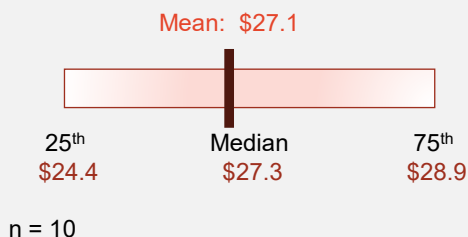
Membership Assistant/ Development Assistant



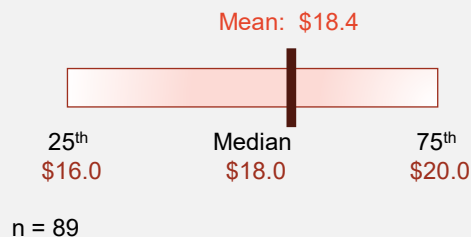
Special Events Manager/ Event Planner



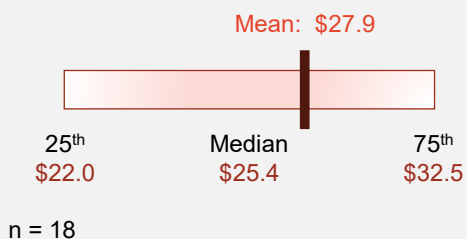
Museum Store Manager



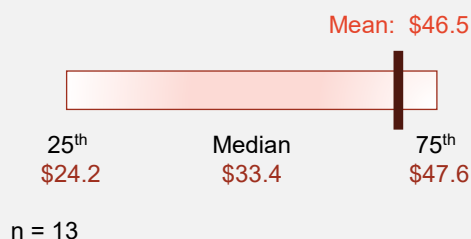
Museum Store Associate/ Sales Clerk



Curatorial Assistant



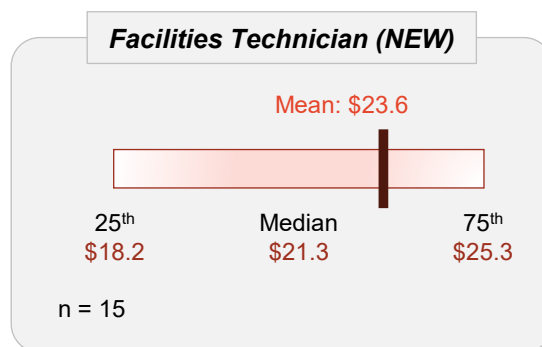
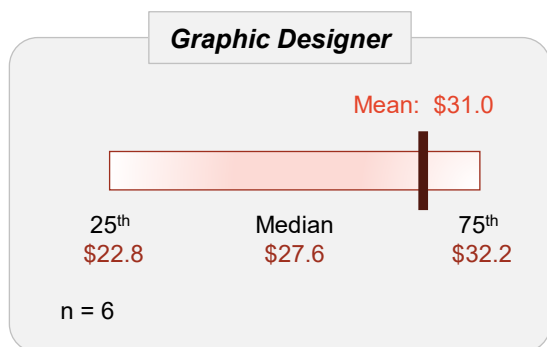
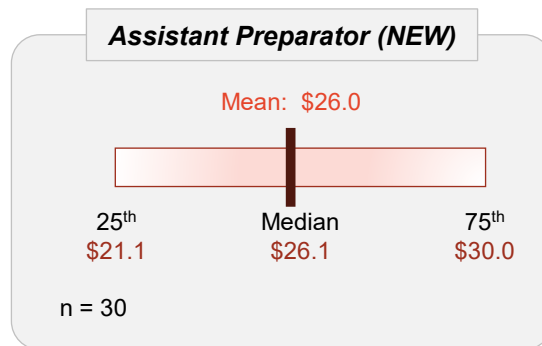
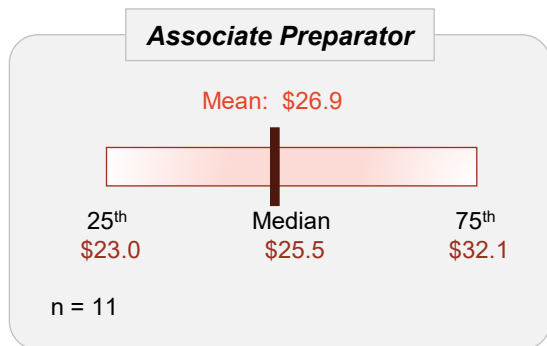
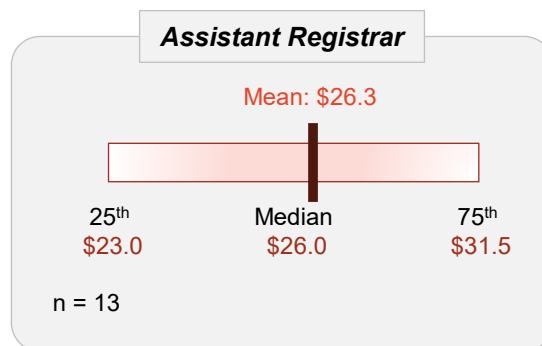
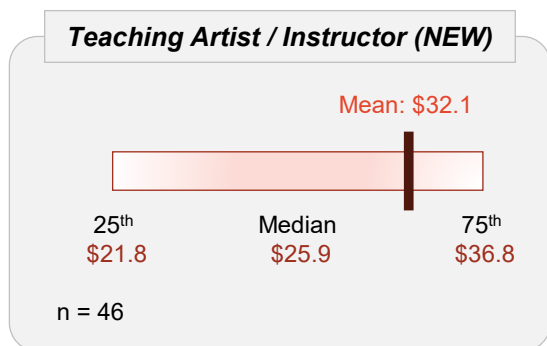
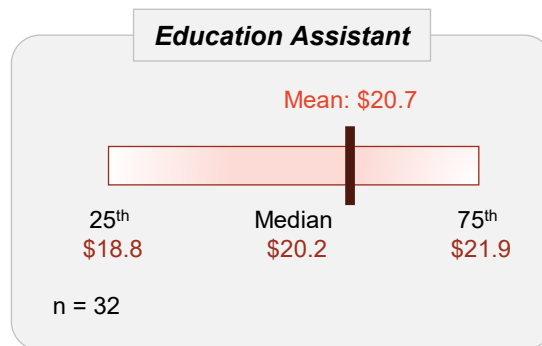
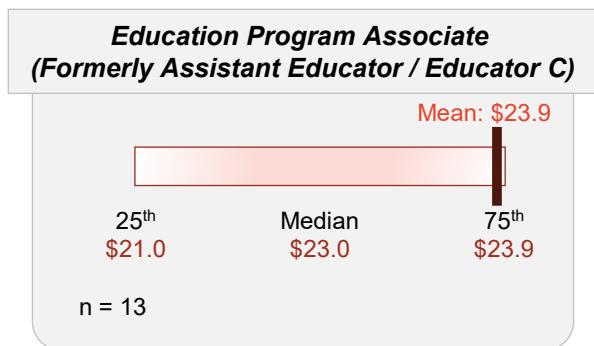
Photographer



Part-Time Profiles



All figures given are hourly rates.

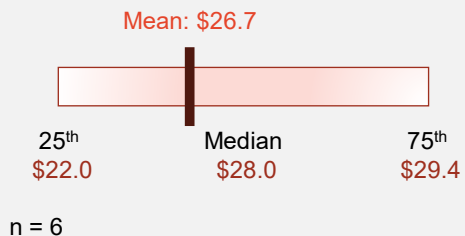


Part-Time Profiles

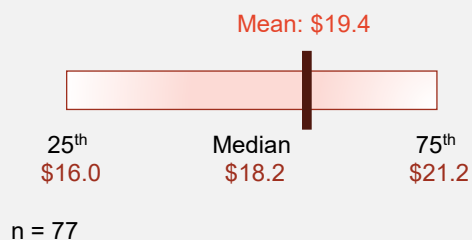


All figures given are hourly rates.

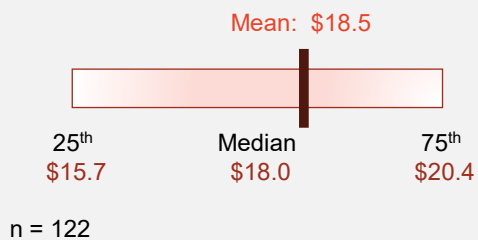
Security Mgr./ Security Coordinator (NEW)



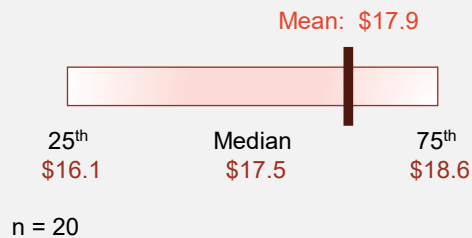
Museum Security Officer / Museum Security Guard



Visitor Service Associate



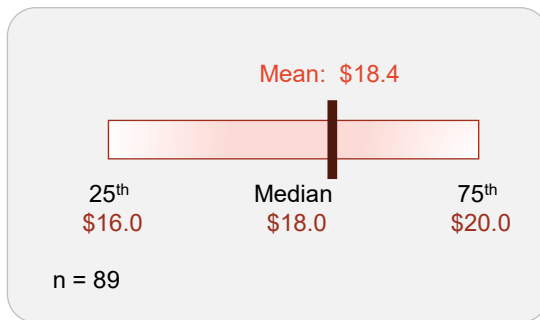
Custodian / Housekeeper / Cleaner (NEW)



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



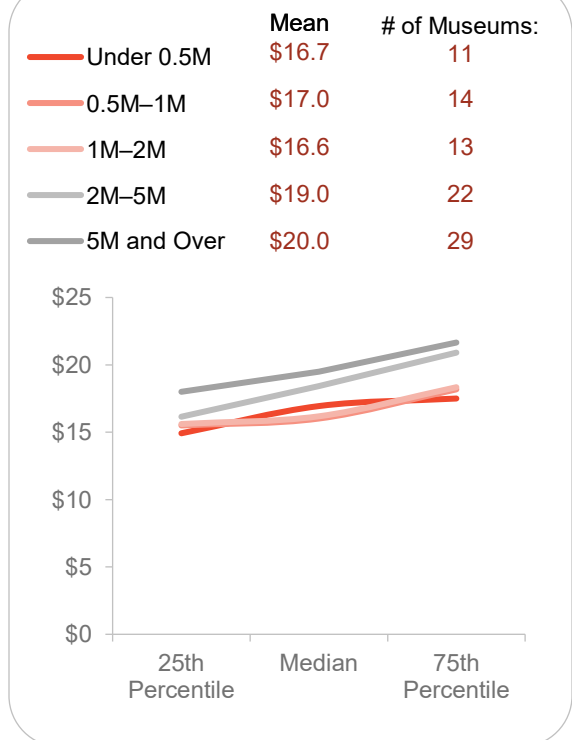
Responsible for selling merchandise while providing customer service to store visitors, and maintaining an attractive retail environment.



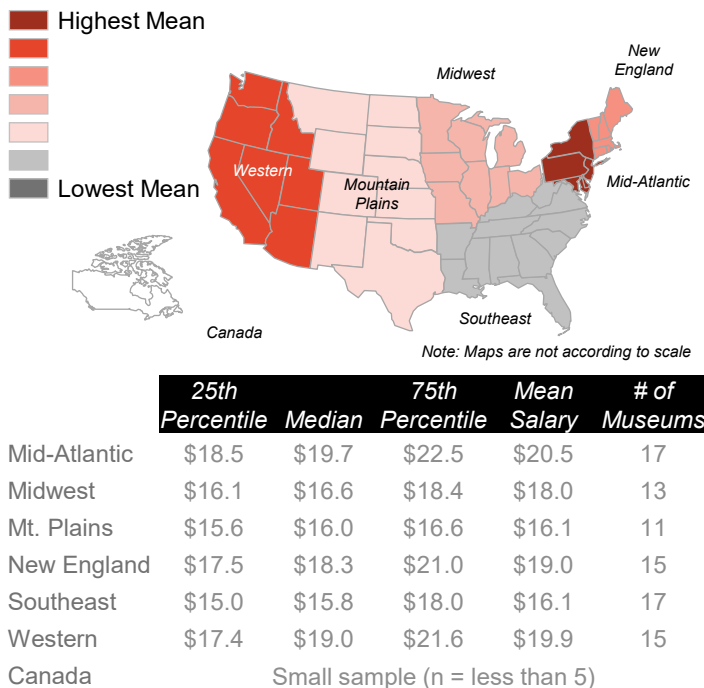
Operating Budget



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	1.13	\$16.4	\$17.4	\$19.9	\$18.1	17
Midwest	1.00	\$16.1	\$16.6	\$18.4	\$18.0	13
Mountain Plains	1.01	\$15.5	\$15.8	\$16.4	\$16.0	11
New England	1.10	\$15.9	\$16.6	\$19.1	\$17.3	15
Southeast	1.03	\$14.6	\$15.3	\$17.5	\$15.6	17
Western	1.14	\$15.3	\$16.7	\$19.0	\$17.5	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.

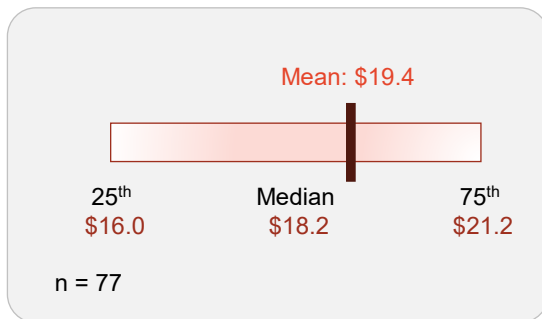
City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$19.7	\$21.3	\$23.4	\$22.0	8
State	Florida	\$15.1	\$16.0	\$17.5	\$16.2	7
State	New York	\$19.5	\$22.9	\$24.0	\$22.3	7
State	Ohio	Small sample (n = less than 5)				
State	Texas	Small sample (n = less than 5)				
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$22.9	\$23.0	\$25.0	\$23.5	5

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



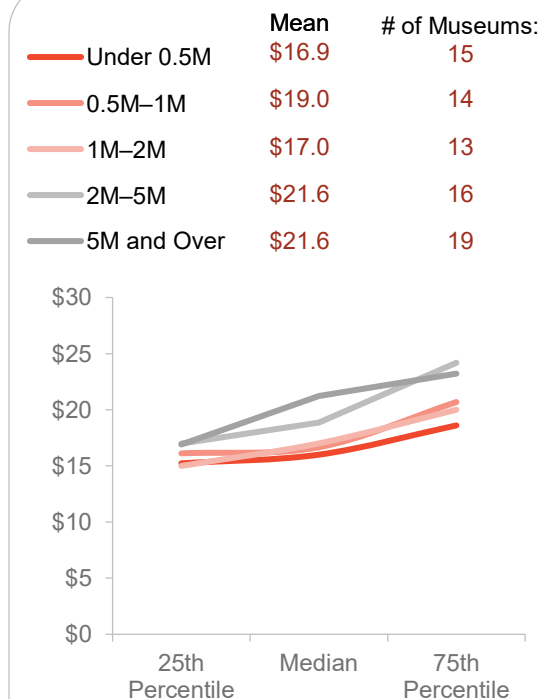
Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff. Serves as ambassador to visitors, answering questions, providing information and directions.



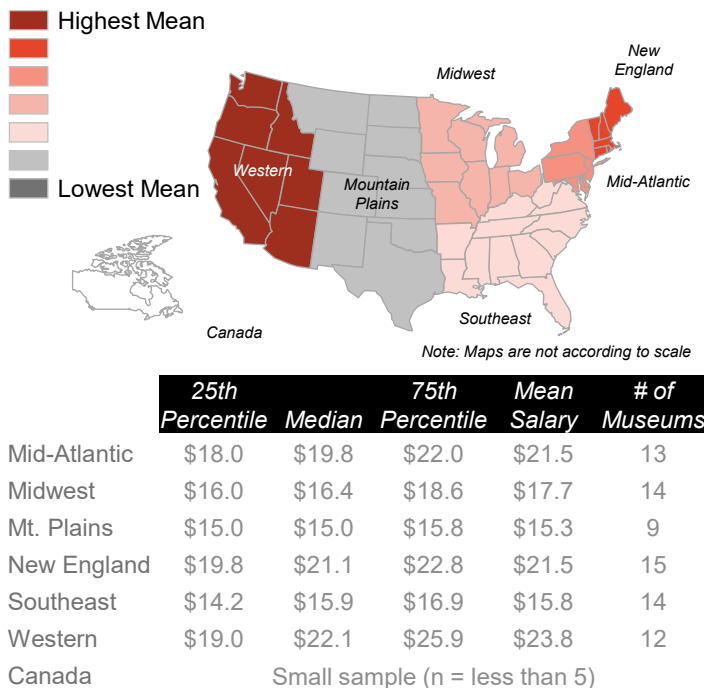
Operating Budget



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
Mid-Atlantic	1.13	\$15.9	\$17.5	\$19.5	\$19.0	13
Midwest	1.00	\$16.0	\$16.4	\$18.6	\$17.7	14
Mountain Plains	1.01	\$14.9	\$14.9	\$15.7	\$15.1	9
New England	1.10	\$18.0	\$19.2	\$20.7	\$19.5	15
Southeast	1.03	\$13.8	\$15.4	\$16.4	\$15.4	14
Western	1.14	\$16.7	\$19.4	\$22.7	\$20.9	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

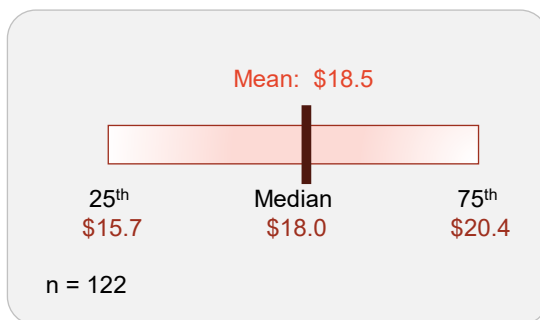
		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$19.6	\$22.1	\$32.3	\$25.9	8
State	Florida	\$14.0	\$16.0	\$16.2	\$15.4	5
State	New York	\$18.2	\$19.8	\$22.0	\$21.4	9
State	Ohio	\$16.1	\$16.3	\$18.3	\$17.0	5
State	Texas	Small sample (n = less than 5)				
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	Small sample (n = less than 5)				

Visitor Service Associate [Part-time]

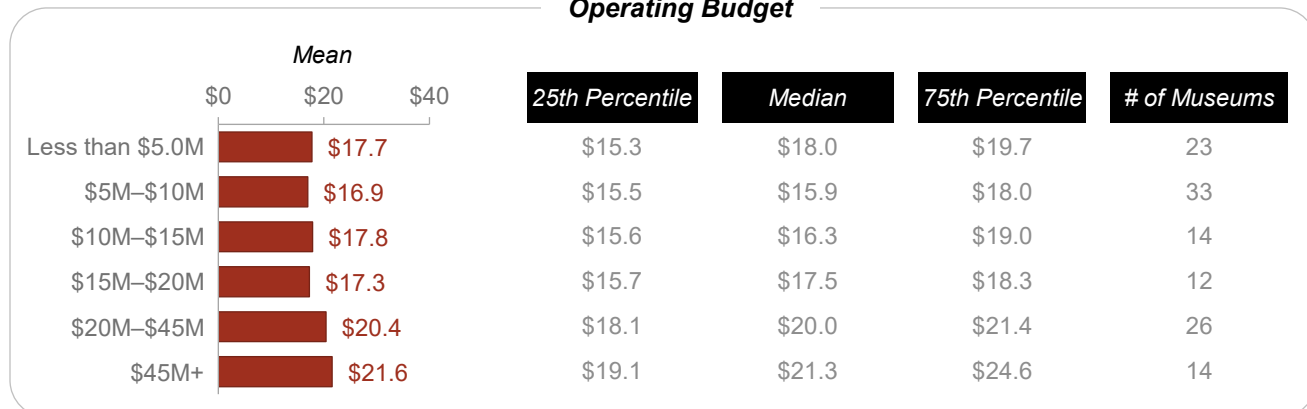
[Alt: Visitor Services Representative, Visitor Experience Associate, Guest Services Officer]



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

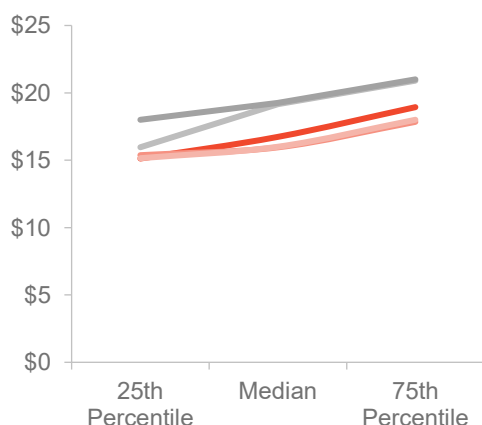


Operating Budget



MSA Population

	Mean	# of Museums:
Under 0.5M	\$17.5	18
0.5M–1M	\$16.7	16
1M–2M	\$16.7	17
2M–5M	\$19.4	32
5M and Over	\$19.7	39



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$18.0	\$19.7	\$21.4	\$20.1	22
Midwest	\$15.2	\$16.3	\$19.5	\$17.6	20
Mt. Plains	\$15.3	\$16.5	\$18.9	\$17.6	19
New England	\$17.7	\$18.8	\$20.6	\$19.4	17
Southeast	\$15.4	\$15.7	\$17.8	\$16.1	23
Western	\$16.7	\$19.5	\$22.8	\$20.5	19
Canada					

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.

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

	Adj. Factor	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	1.13	\$15.9	\$17.4	\$18.9	\$17.8	22
Midwest	1.00	\$15.2	\$16.3	\$19.5	\$17.6	20
Mountain Plains	1.01	\$15.2	\$16.3	\$18.7	\$17.5	19
New England	1.10	\$16.1	\$17.0	\$18.7	\$17.7	17
Southeast	1.03	\$15.0	\$15.2	\$17.3	\$15.7	23
Western	1.14	\$14.7	\$17.1	\$20.0	\$17.9	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	\$19.4	\$20.9	\$25.6	\$22.7	11
State	Florida	\$15.7	\$17.1	\$18.0	\$16.8	11
State	New York	\$18.9	\$20.5	\$23.2	\$21.0	14
State	Ohio	\$15.0	\$15.3	\$15.8	\$16.2	6
State	Texas	\$16.2	\$16.4	\$17.4	\$16.7	7
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$21.0	\$22.9	\$23.4	\$22.6	9

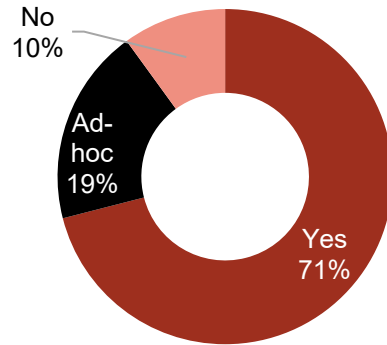


ANALYSIS OF INTERN HOURLY PAY

Distribution of Museums Employing Interns

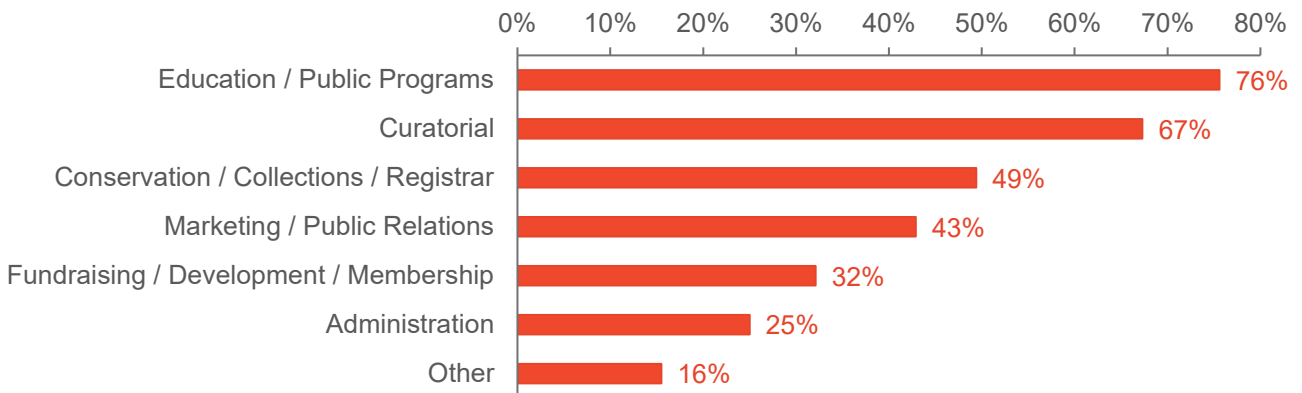
Percentages based on responses from 187 museums.

In 2025, 90% of responding museums reported employing interns, with 71% doing so regularly—in line with 2024 levels. However, a higher share of museums reported not employing interns at all compared with 2024.



Distribution of Museums Employing Interns by Department

Percentages based on responses from 168 museums.

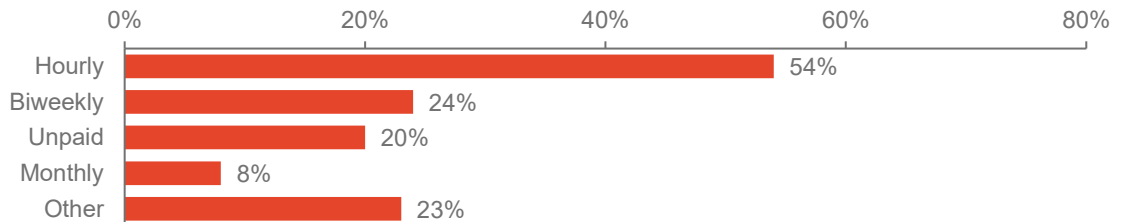


NOTE: Museums can indicate more than one department. Thus, total of all responses exceeds 100%.

Tech/ IT and library/ archive functions were the most frequently cited “other” departments employing interns.

Distribution of Museums by Intern Compensation Method

Percentages based on responses from 168 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

	Private, non-profit	Government	College or University
Less than 5	47%	30%	41%
5 to 10	24%	10%	16%
10 to 20	14%	30%	21%
20 to 30	7%	10%	7%
30 to 40	2%	10%	7%
40+	5%	10%	9%
n =	135	10	44

NOTE: Museums can indicate more than governance type

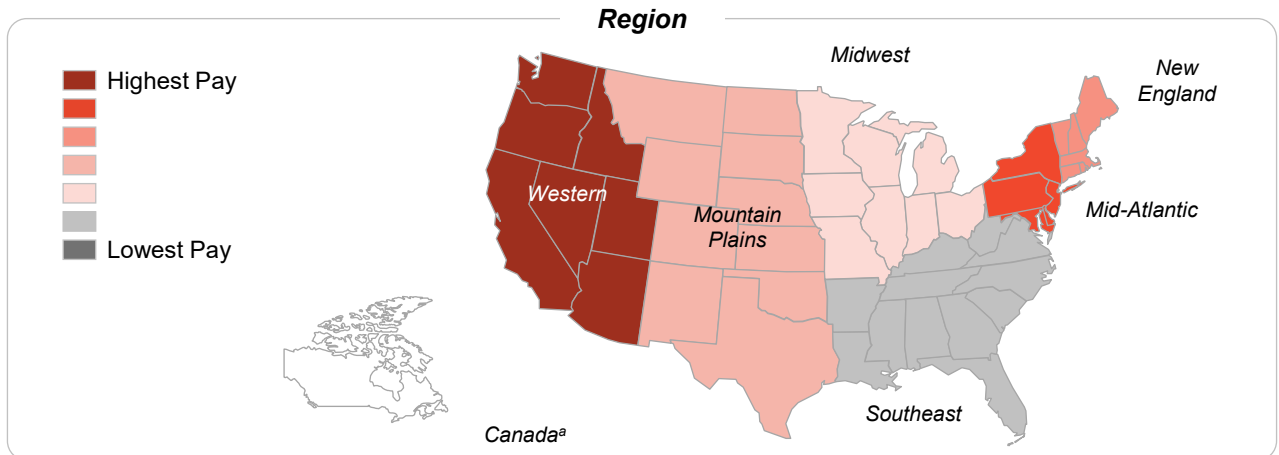
Distribution of Museums by Annual Operating Budget and No of Interns Employed per Year

	Less than 5M	\$5M– \$10M	\$10M– \$15M	\$15M– \$20M	\$20M– \$45M	More than \$45M
Less than 5	55%	61%	59%	46%	30%	0%
5 to 10	20%	27%	24%	38%	14%	33%
10 to 20	8%	5%	12%	15%	30%	33%
20 to 30	3%	5%	6%	0%	19%	5%
30 to 40	8%	0%	0%	0%	5%	5%
40+	8%	2%	0%	0%	3%	24%
n =	40	41	17	13	37	21



ANALYSIS OF INTERN HOURLY PAY

Percentages based on responses from 105 museums.



Region	Median Pay	National/ Regional Benchmark ^b
Overall	\$17.00	\$17.50
Western	\$19.00	\$19.50
Mid-Atlantic	\$18.00	\$18.00
New England	\$17.38	\$20.00
Mountain Plains	\$17.00	\$17.00
Midwest	\$16.47	\$16.25
Southeast	\$15.50	\$15.25

Industry	Average Pay ^c
Tech	\$23.22
Finance	\$21.47
Professional Services	\$17.52
Education	\$17.05
Museums	\$17.00
Retail	\$16.88
Healthcare	\$16.80
Government	\$16.65

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

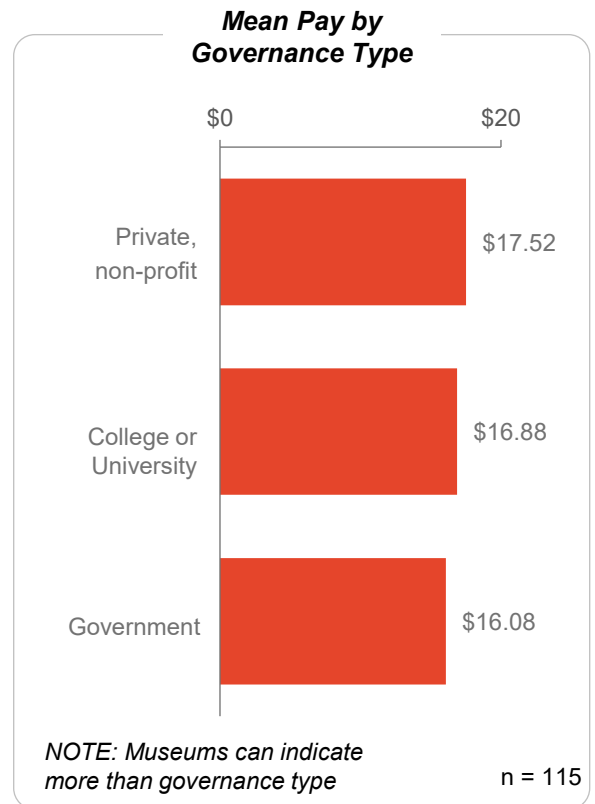
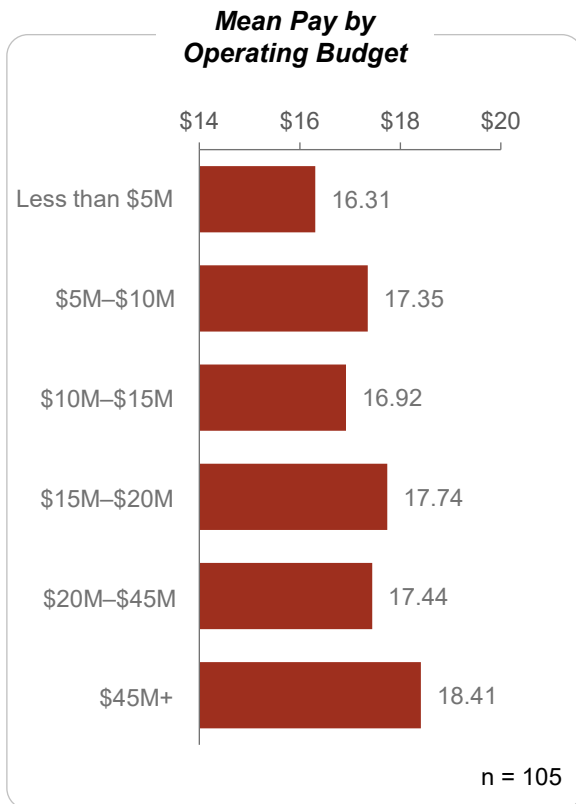
(b) Estimated median hourly intern pay across industries both nationally and within specific regions in the U.S.

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

Source: ZipRecruiter/ Zippia Industry Data/ BLS Data/ CashNet USA Intern pay analysis, with inputs from Chegg Internships



ANALYSIS OF INTERN HOURLY PAY



City and State-Level Benchmarks

		25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
State	California	\$18.0	\$19.0	\$20.0	\$19.8	9
State	Florida	\$14.5	\$16.0	\$17.0	\$16.1	7
State	New York	\$17.0	\$18.0	\$19.0	\$18.7	9
State	Ohio	\$15.0	\$17.0	\$20.0	\$20.4	5
State	Texas	\$15.0	\$16.0	\$17.0	\$16.2	6
City	Washington, D.C.	Small sample (n = less than 5)				
City	New York City	\$18.0	\$19.0	\$23.0	\$20.6	5

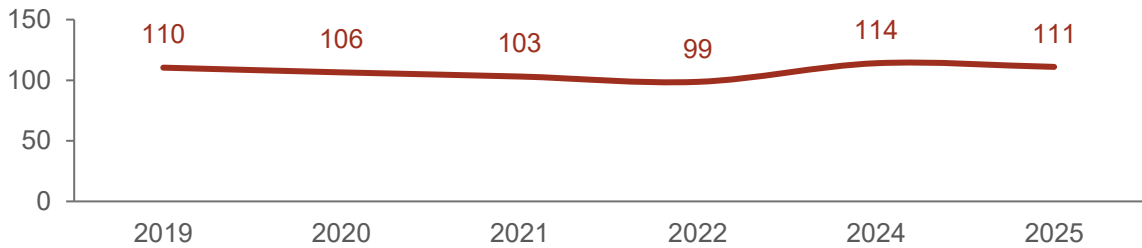
Source: CashNet USA Intern pay analysis, with inputs from Chegg Internships & Zippia



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

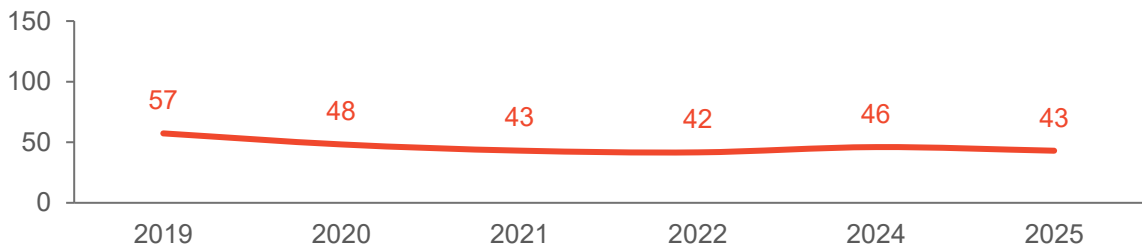
Average Number of Full Time Employees by Year

Percentages based on responses from 191 museums.



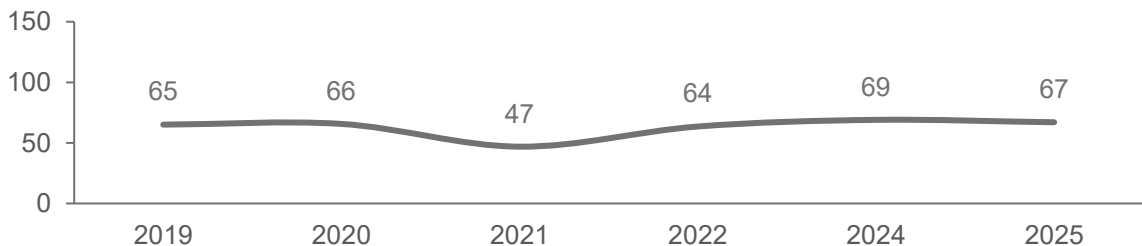
Average Number of Part Time Employees by Year

Percentages based on responses from 185 museums.



Average Number of Independent Contractors by Year

Percentages based on responses from 128 museums.



After steadily declining from 2019 to 2022, the average number of full-time employees rebounded in 2024, rising 15% from the 2022 survey, before declining modestly in 2025. Part-time employment also dipped slightly in 2025 but remains broadly in line with 2021 levels, while the average number of independent contractors has remained relatively stable over the period.

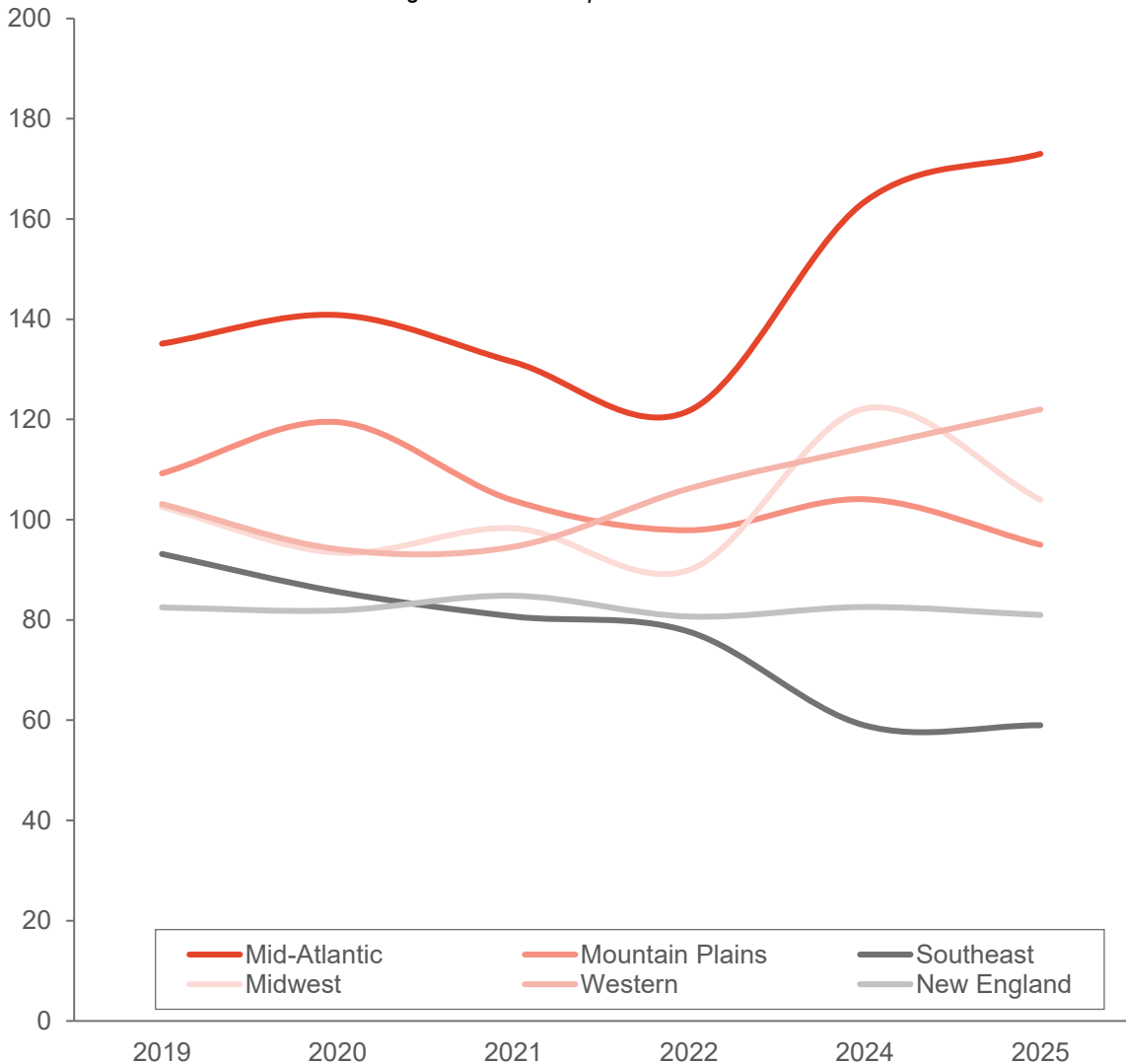
35 museums reported employing more than 100 contractors, in line with 2024 but up from 29 in 2022. Of these, 7 employed more than 250, down slightly from 9 in the previous year.



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

Average Number of Full Time Employees by Region

Percentages based on responses from 184 museums.



Overall, the average number of full-time employees remained relatively stable, with 5–6% growth from 2024 in the Mid-Atlantic and Western regions offset by a notable decline in the Midwest.

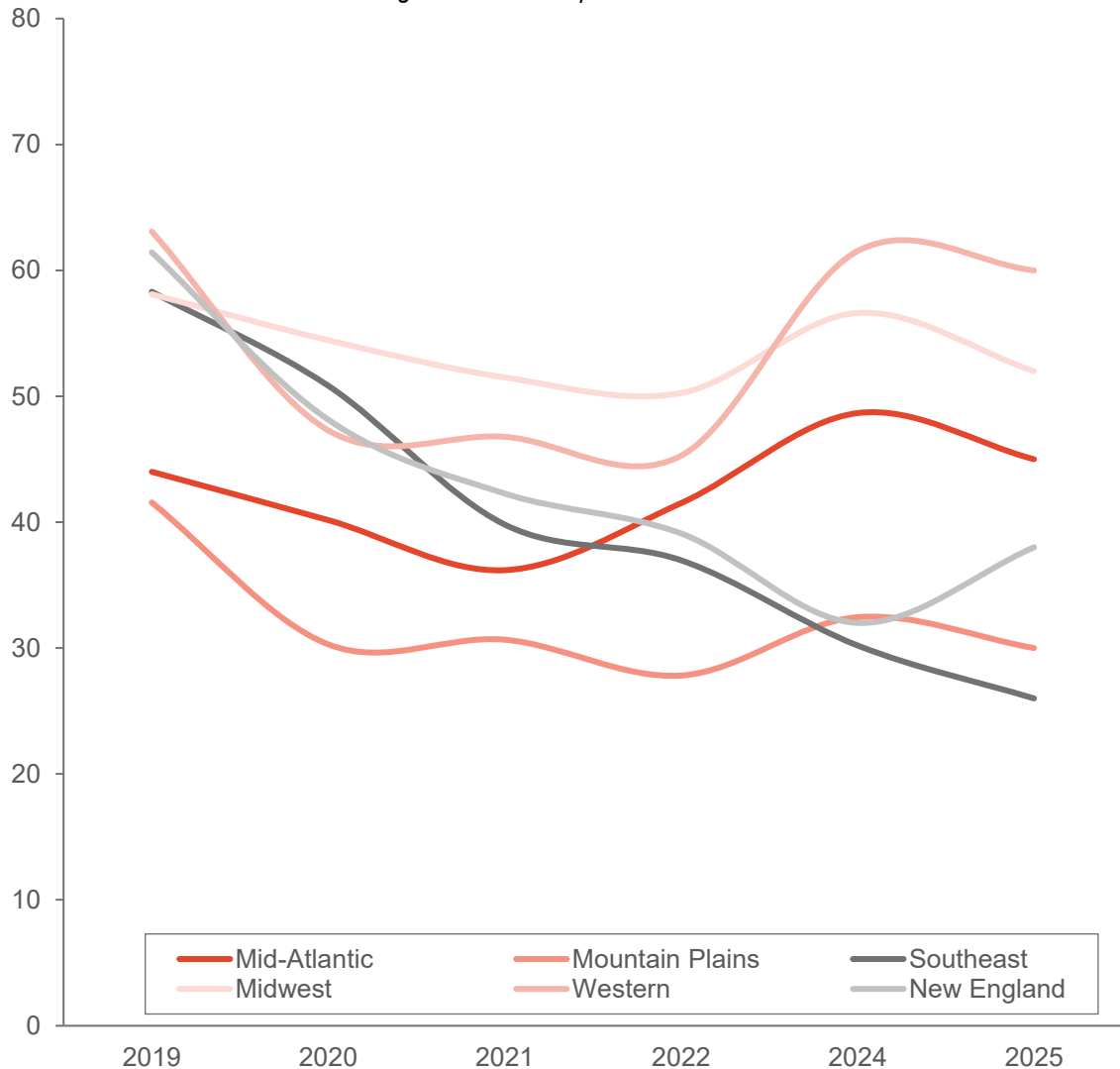
Note (1): Museums in Canada have been excluded due to the small sample size.



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

Average Number of Part Time Employees by Region

Percentages based on responses from 178 museums.



Overall, the average number of part-time employees declined, with both the Mid-Atlantic and Midwest down 10% from 2024. In contrast, New England saw a notable increase, with average part-time employment rising 20% year over year (2024-2025).

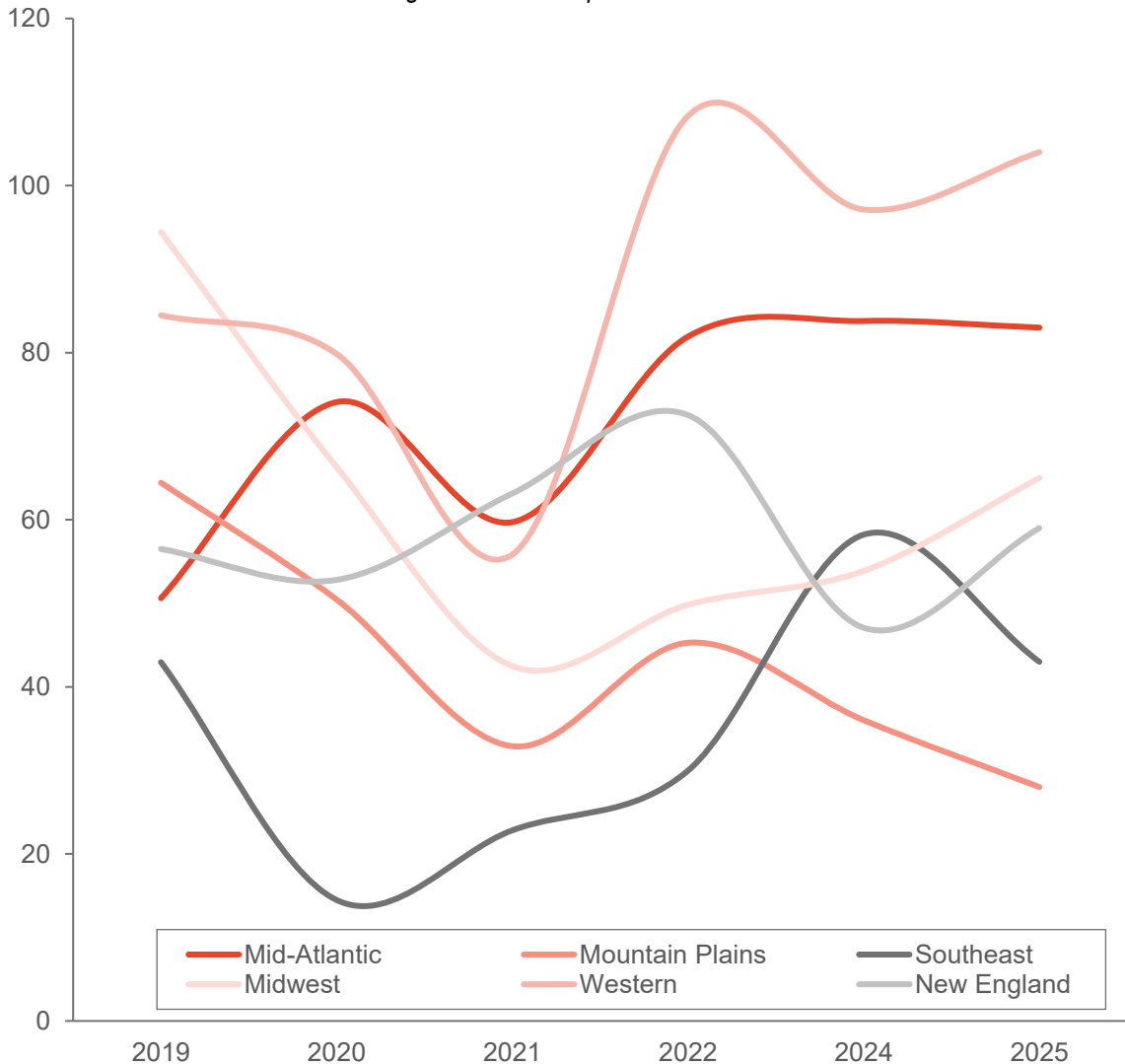
Note (1): Museums in Canada have been excluded due to the small sample size.



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

Average Number of Independent Contractors by Region

Percentages based on responses from 121 museums.



While the overall average number of independent contractors remained relatively stable, regional trends were mixed. New England and the Western region saw the strongest growth, up 20% and 26%, respectively, while Mountain Plains and the Southeast experienced declines.

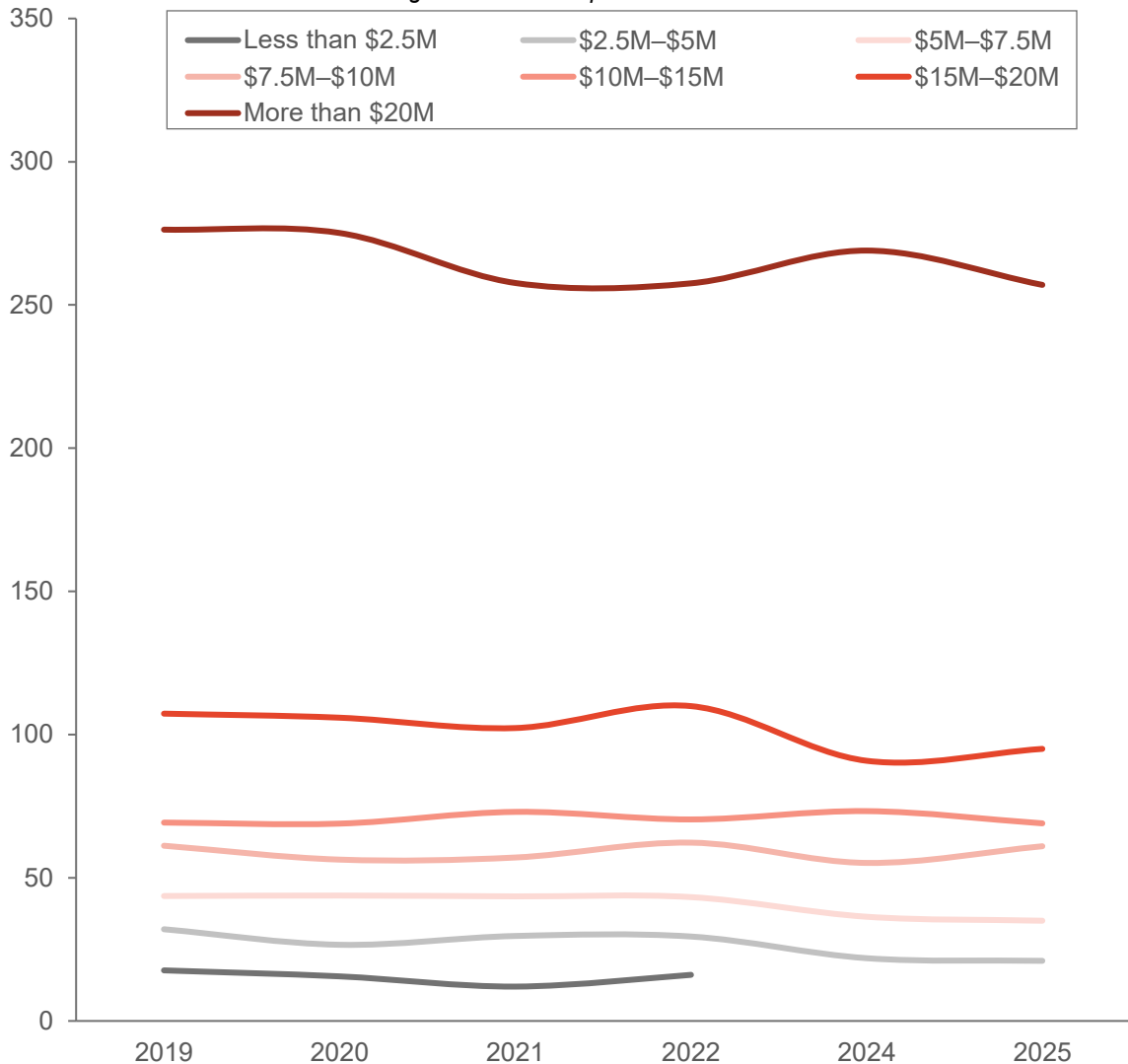
Note (1): Museums in Canada have been excluded due to the small sample size.



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

Average Number of Full Time Employees by Budget

Percentages based on responses from 186 museums.



In 2025, the average number of full-time employees remained relatively stable across budget sizes. Larger museums with budgets above \$20M saw a modest decline, although staffing remained in line with 2022 levels. In contrast, museums with budgets of \$7.5M–\$10M saw a 10% increase from 2024.

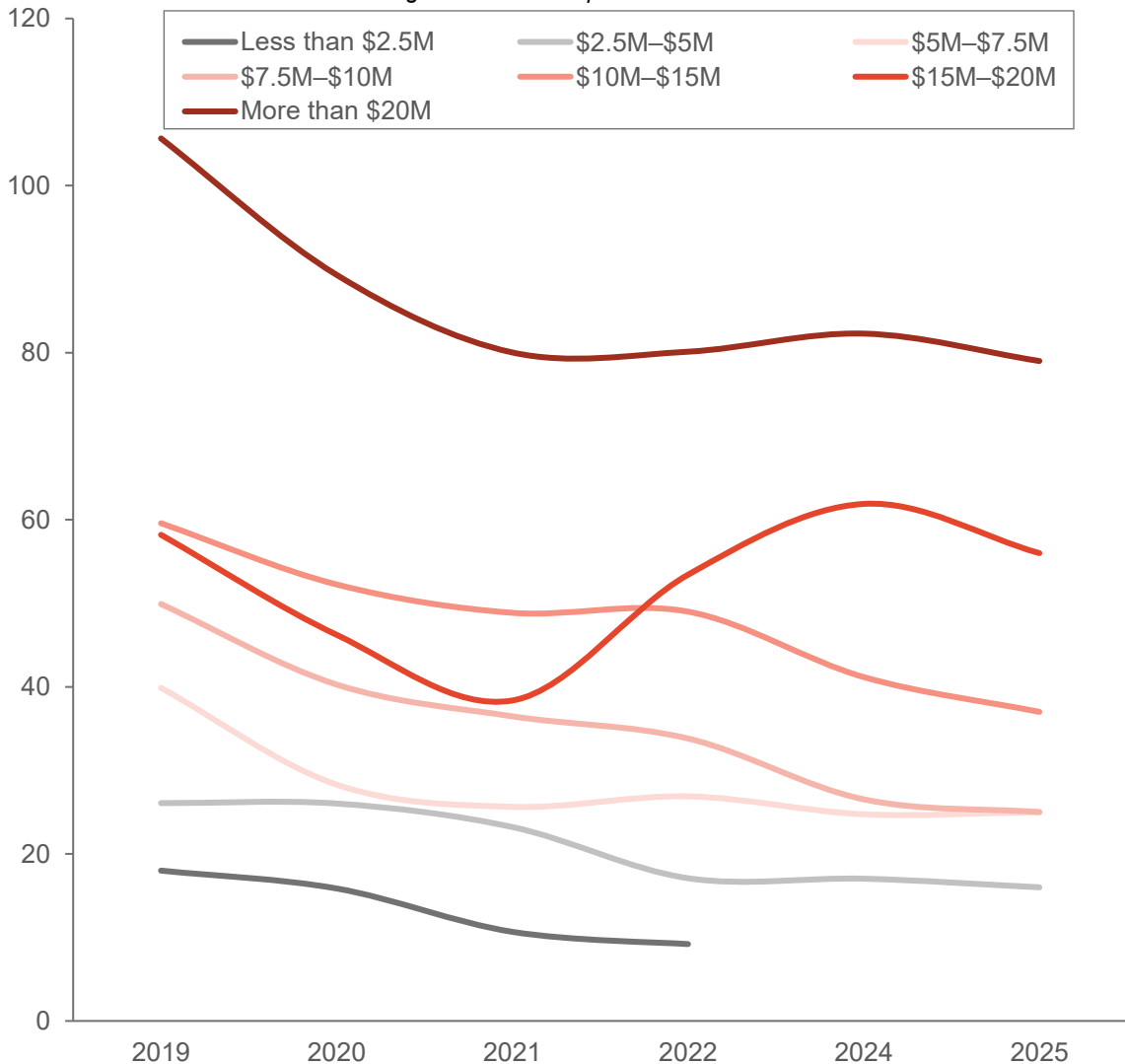
Note: Analysis could not be done for museums with budgets under \$2.5M in 2025 due to small sample size.



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

Average Number of Part Time Employees by Budget

Percentages based on responses from 180 museums.



Part-time staffing generally remains below pre-pandemic levels across budget groups. In 2025, average part-time employment declined overall, driven by decreases among museums with budgets between \$10M and \$20M, following some recovery among larger museums between 2022 and 2024.

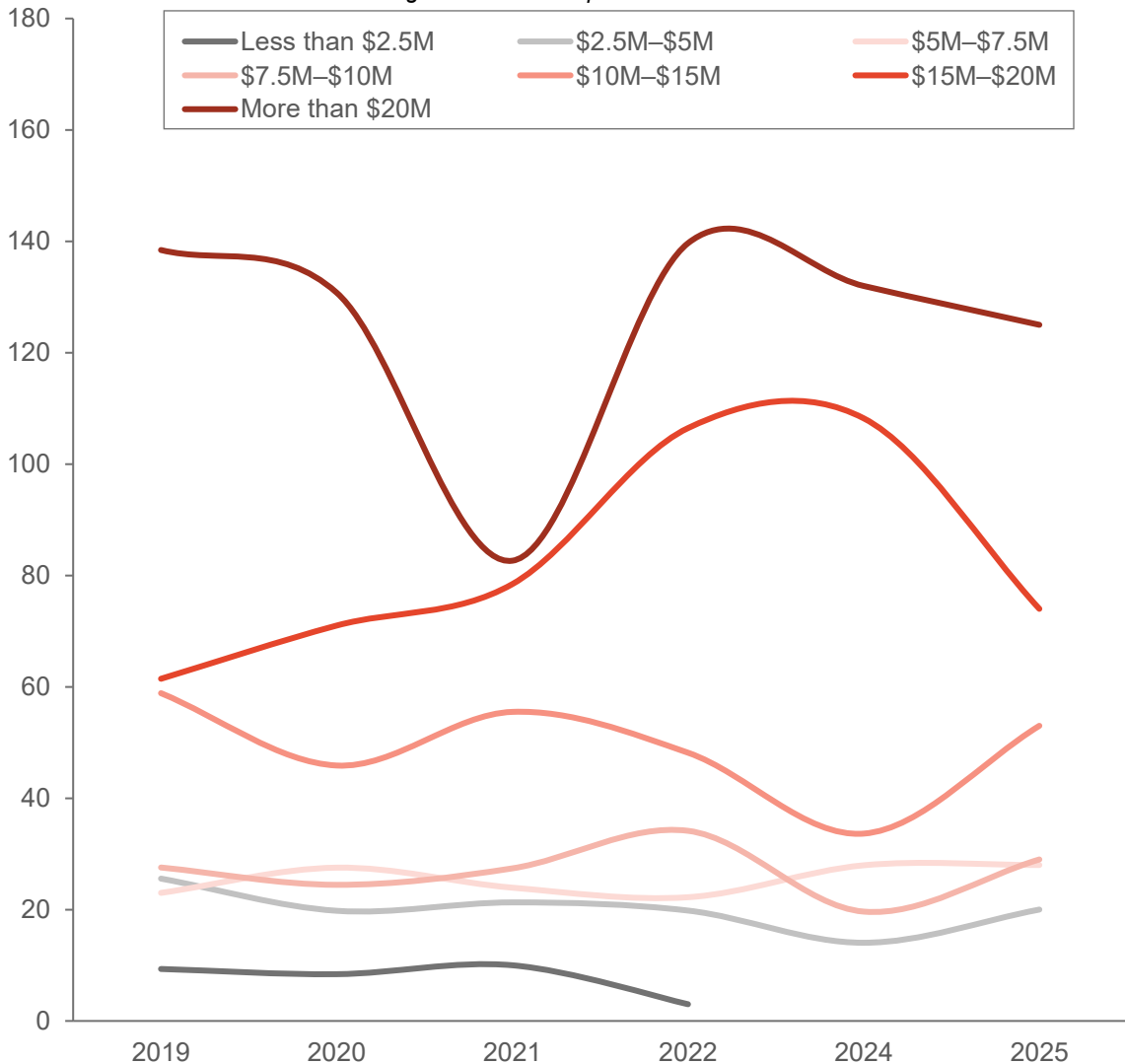
Note: Analysis could not be done for museums with budgets under \$2.5M in 2024/25 due to small sample size.



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

Average Number of Independent Contractors by Budget

Percentages based on responses from 126 museums.



Independent contractor usage remains concentrated among larger museums and has been more volatile than full or part time staffing. In 2025, museums with budgets above \$20M saw a modest decline, while those in the \$15M–\$20M range experienced a sharper decrease; by contrast, several smaller and mid-sized budget groups saw increases.

Note: Analysis could not be done for museums with budgets under \$2.5M in 2024/25 due to small sample size.

Appendix

Salary Survey 2026 Job Descriptions and Alternate Titles

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P1	Director/ Executive Director/ Chief Executive Officer	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.
P2	Deputy Director	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.
P3	Chief Operating Officer/ Chief Administrative Officer	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.
P4	Chief of Staff (NEW)	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.
P5	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.
P6	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. 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.
P7	Controller (Formerly Director of Finance/ Finance A)	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.

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P8	Business Operations Specialist (Formerly Assistant Director of Finance / Finance B)	- 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. Alt: Business Analyst
P9	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.
P10	Finance Administrator (NEW)	- 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. Alt: Accounts Payable Administrator/Accounts Receivable Administrator/Payroll Administrator
P11	Chief Development Officer (Formerly Director of Development / Development A)	- 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. Alt: Chief Advancement Officer, Senior Director, Development
P12	Director of Development (Formerly Director, Planned Giving/ Institutional Giving)	- 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. Alt: Director of Membership, Director of Institutional Giving, Director of Capital Campaigns

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P13	Development Officer or Manager (Formerly Grant Manager / Institutional Giving Manager / Development B)	- 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 accordance with their function or functions. Reports to Director of Development or Chief Development Officer. May manage junior Development staff. Alt: Membership Officer, Institutional Giving Officer, Grant Officer
P14	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.
P15	Development Assistant (Formerly Membership Assistant)	- 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. Alt: Institutional Giving Assistant, Grants Assistant, Membership Assistant
P16	Director of Special Events (NEW)	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.
P17	Special Events Manager/ Event Planner	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.
P18	Human Resources Director	- 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. Alt: Chief Human Resources Officer, Chief People Officer, Director of HR and Employee Engagement

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P19	Human Resources Manager/ Manager of People and Culture (NEW)	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.
P20	Director of Information Systems/ Chief Information Officer	- 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. Alt: Chief Digital Officer
P21	Systems Manager / Technology Director	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.
P22	Digital Content Manager (Formerly two roles: 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. Oversee strategy and best practices for search engine optimization. May work in conjunction with technology and/or marketing staff. Alt: Digital Media Specialist, Digital Communications Coordinator
P23	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. Junior position that reports to a more senior marketing/communications role. Alt: Social Media Associate, Social Media Manager
P24	Director of External Affairs	- Directs the public affairs and information activities of the organization. Directs the media relations, publicity and customer relation activities of the organization. Responsible for directing the marketing activities of the organization (i.e., service development, advertising and promotional activities, and market penetration/expansion). Alt: Chief of External Affairs, Chief Communications and Audience Officer

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P25	Marketing Director	- 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. Alt: Director of Marketing, Senior Director of Communications
P26	Public Relations Officer	- Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Draft press releases & target to specific audiences. Alt: Communications Manager, Marketing Manager
P27	Museum Store Manager	Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.
P28	Museum Store Associate/ Sales Clerk (NEW)	Responsible for selling merchandise while providing customer service to store visitors, and maintaining an attractive retail environment.
P29	Volunteer Coordinator	Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.
P30	Director of Visitor Experience (NEW)	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.
P31	Chief Curator / Director of Curatorial Affairs	General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities; considerable public and donor contact; supervision of several curatorial departments or staff.

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P32	Senior Curator / Curator of Special Collections Area	Responsibility for important sub-collections; general administrative duties relating to area of responsibility; supervision of one or several curatorial subordinates.
P33	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.
P34	Associate Curator	Performs same functions as Senior Curator in association with, and under supervision of, the Senior Curator.
P35	Assistant Curator	Assists Senior Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.
P36	Curatorial Assistant	Assists curatorial staff in routine duties, under their supervision.
P37	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.
P38	Photographer	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.
P39	Director of Education/ Curator of Education	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.
P40	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; 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

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P41	Education Program Associate (Formerly Assistant Educator / Educator C)	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.
P42	Education Assistant	Assists Education department with routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.
P43	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.
P44	Director of Public Programs (NEW)	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.
P45	Community Engagement Manager (NEW)	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.
P46	Associate Curator of Academic and Campus Engagement (NEW)	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.
P47	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; oversees shipping arrangements; may involve supervision of subordinate registration staff.

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P48	Associate Registrar	Assists Registrar in performance of routine duties.
P49	Assistant Registrar	Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.
P50	Head Librarian	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.
P51	Associate Librarian	Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.
P52	Assistant Librarian	Assists Head Librarian and Associate Librarian with specific sub-program in library operations.
P53	Chief Conservator	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.
P54	Senior Conservator	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.
P55	Associate Conservator	Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.
P56	Assistant Conservator (NEW)	Supports Conservation department staff in the conservation, restoration, and documentation of works of art in the collection.
P57	Exhibition Designer	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.
P58	Chief Preparator	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.

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P59	Associate Preparator	Assists Chief Preparator in administration of the department and implementation of preparation programs.
P60	Assistant Preparator	Assists more senior Preparators in implementation of preparation programs.
P61	Editor / Director of Publications	Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.
P62	Graphic Designer	Responsible for design of all museum publications and graphics.
P63	Facilities Director/ Building Manager/ Operations Manager	Responsible for the operation of all facilities including maintenance and janitorial services.
P64	Engineering Manager/ Facilities Manager	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.
P65	Facilities Technician (NEW)	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.
P66	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.

Salary Survey 2025 Job Descriptions and Alternate Titles

No.	Title	Description
P67	Security Manager/ Security Coordinator (NEW)	Oversees all security officers or guards. Responsible for routine museum security operations as well as any special events or functions.
P68	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.
P69	Visitor Services Associate	- 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. Alt: Visitor Services Representative, Visitor Experience Associate, Guest Services Officer
P70	Custodian/ Housekeeper/ Cleaner (NEW)	Clean and maintain the museum buildings, including public and staff areas, using standardized practices and procedures.

