



American
Alliance of
Museums

2017

National Museum Salary Survey

In collaboration with



2017 National Museum Salary Survey

Prepared and published by the American Alliance of Museums and New Knowledge Organization Ltd.

in collaboration with:

- Association of Midwest Museums
- California Association of Museums
- Florida Association of Museums
- Mid-Atlantic Association of Museums
- Mountain-Plains Museum Association
- Museum Association of New York
- New England Museum Association
- Southeastern Museums Conference
- Texas Association of Museums
- Virginia Association of Museums
- Western Museums Association

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Table of Contents

Welcome	4
1. About the National Museum Salary Survey	6
What's in This Report	7
What's Not in This Report	7
How to Use This Report	7
Some Technical Notes	8
2. Who's Here? Respondent Characteristics	10
Institutional Respondents	10
Demographics at a Glance	19
3. Overview of Museum Salaries (Full-time Positions)	24
4. Salary Details for Full-time Positions	32
Administrative Staff	33
Collections Staff	46
Education, Visitor Services & Research/Evaluation Staff	59
Exhibitions Staff	66
External Affairs Staff	69
5. Benefits and Personnel Policies	86
6. Appendices	91
Appendix A	91
Appendix B	92

Welcome

Information is power, and nowhere is this maxim more applicable than in the employment arena. Employers and job seekers both are better equipped to make knowledgeable decisions when they are armed with reliable data. They want to know that the compensation they are offering and accepting is fair.

Now in the survey's third edition, the *2017 National Museum Salary Survey* is more comprehensive than ever. It includes information about more than 1,000 museums in every size and category from all 50 U.S. states plus Puerto Rico and Washington, DC. And the project now includes more association partners than ever before: the American Alliance of Museums, the six regional museum associations, and the five largest state museum associations. Each of the partners is committed to advancing the field by disseminating timely information, such as that in this salary survey.

Why is this important? Benchmarking museum salaries tells a more complete story about our field's contribution to society. It's important as an advocacy tool, letting our elected officials see the full impact of museum employment in their districts, cities, and states. It allows us to offer solid data to the media and, in turn, to the general public—which helps raise awareness (and, hopefully, support) of the museum profession. And, of course, it helps museum employers, employees, and job seekers find common ground to establish trusting workplace relationships.

We would like to thank all of the museums that took the time and care to participate in the survey. Your information is vital to making the project a success. And we would like to thank those of you using the survey to advance your knowledge and make important employment decisions. We hope this report is useful.

The Project Partners:

American Alliance of Museums
Association of Midwest Museums
California Association of Museums
Florida Association of Museums
Mid-Atlantic Association of Museums
Mountain-Plains Museum Association
Museum Association of New York
New England Museum Association
Southeastern Museums Conference
Texas Association of Museums
Virginia Association of Museums
Western Museums Association

Acknowledgements

First and most important, thank you to all the museums and individuals who contributed data by participating in the survey!

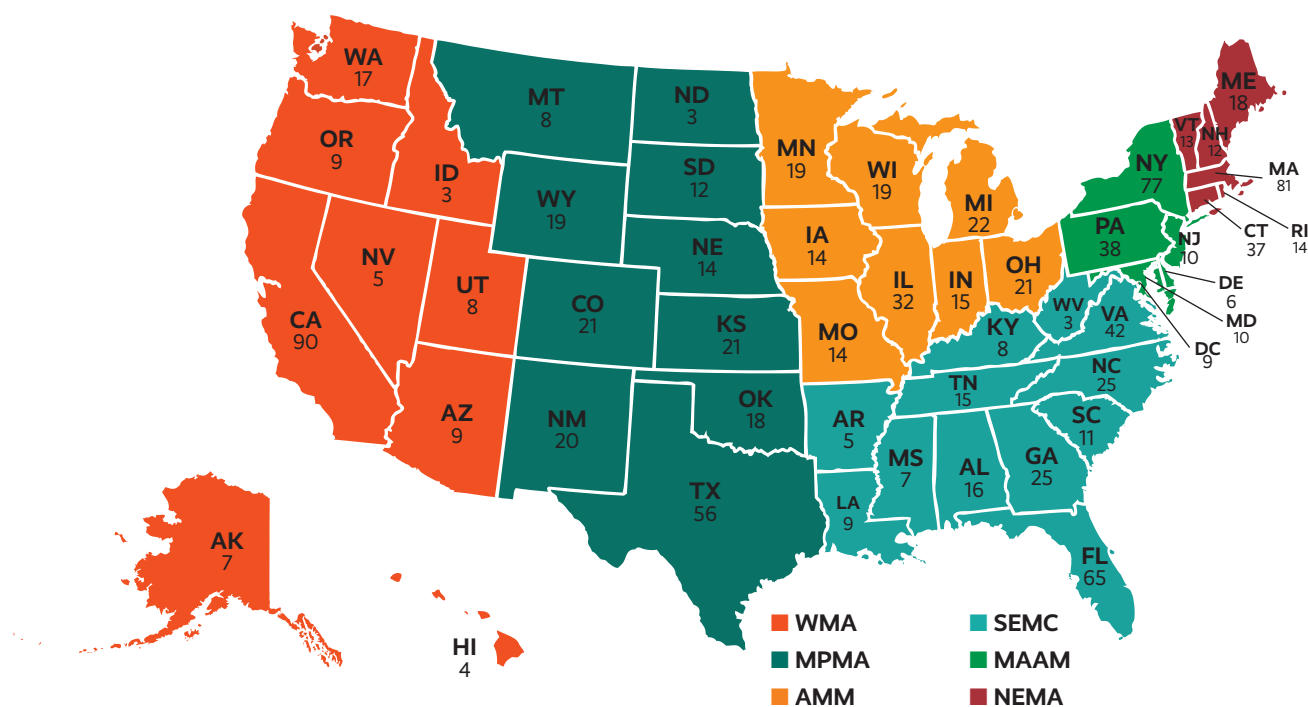
Special thanks go to the Council of Regional Associations for collaboratively conducting the survey. Their persistent support, advice, and willingness to share resources for the good of the entire field made this report possible. The American Alliance of Museums wants to acknowledge the generous staff of the Association of Midwest Museums (Charity Counts), the California Association of Museums (Celeste DeWald and Joni Hess), the Florida Association of Museums (Malinda J. Horton), the Mid-Atlantic Association of Museums (John Lovell and Michelle Paulus), the Mountain-Plains Museum Association (Monta Lee Dakin and Erin Barrette), the New England Museum Association (Dan Yaeger and Heather A. Riggs), the Museum Association of New York (Erika Sanger), the Southeastern Museums Conference (Susan Perry), the Texas Association of Museums (Billy Fong and Ruth Ann Rugg), the Virginia Association of Museums (Jennifer Thomas), and the Western Museums Association (Jason Jones and Kate Skelly). Lastly, this project would not have been possible without project manager Heather A. Riggs (New England Museum Association) and Evelyn Baker, who served as the Alliance's primary liaison with the project partners and production manager.

Data analysis for this report was completed by New Knowledge Organization Ltd., led by Shelley J. Rank and Jennifer Dixon with the support of Susan Hannah, Sophie Gloeckler, and Hiershenee Bhana.

1. ABOUT THE NATIONAL MUSEUM SALARY SURVEY

This report summarizes data on museum compensation collected through a U.S. survey deployed by the American Alliance of Museums and six regional museum associations: the Association of Midwest Museums (AMM), the Mid-Atlantic Association of Museums (MAAM), the Mountain-Plains Museum Association (MPMA), the New England Museum Association (NEMA), the Southeastern Museums Conference (SEMC), and the Western Museums Association (WMA). Five state museum associations also deployed the survey: the California Association of Museums (CAM), the Florida Association of Museums (FAM), the Museum Association of New York (MANY), the Texas Association of Museums (TAM), and the Virginia Association of Museums (VAM). The data provided voluntarily by museums represents all 50 states and Puerto Rico.

Figure 1.1 Responses from states (excludes U.S. territories).



The survey instrument was developed collaboratively based on the *2014 National Comparative Museum Salary Survey*. The survey distribution list was created by merging the associations' institutional membership lists with the AAM institutional database. The survey was deployed in November 2016, and museum representatives were asked to report on compensation levels as of November 14, 2016. The survey closed in December 2016 and reopened for two weeks in January 2017.

The survey was distributed to a total of 6,965 museums. All data in this report was voluntarily contributed by 1,060 responding institutions. Of those, 915 provided full salary information across all categories, and 145 presented partial data in some categories.

Frequently asked questions were listed on the salary survey website, hosted by NEMA, for respondents seeking clarification about position descriptions, particular survey questions, or using the survey tool. The text of those descriptions is included in this report.

What's in This Report

This report includes detailed demographic and salary information for 52 of the most common full-time professional positions in museums, as well as information about benefit offerings. The scope of the data is national, and users who want a quick snapshot of prevailing museum salaries across the United States can turn immediately to Table 3.1. The data is broken down whenever possible by institutional characteristic—region, discipline, governance, budget size, and location (urban/suburban/rural)—and the gender and education levels of the people in each position.

The report includes data from five state museum associations that partnered with AAM and the Council of Regional Associations: the California Association of Museums (CAM), the Florida Association of Museums (FAM), the Museum Association of New York (MANY), the Texas Association of Museums (TAM), and the Virginia Association of Museums (VAM).

This report reflects the actual salaries being paid to a sample of museum workers in the United States. It is intended to give an honest and current account of compensation levels in the field. It is not intended as a normative description of what salaries in museums ought to be.

What's Not in This Report

This survey asks HR personnel to answer questions on behalf of museum employees. Since respondents are tasked with reflecting information about others, they may not have access to the widest range of demographic information about the employees they represent. As such, this report cannot capture the most detailed data on any given individual's identity.

We know that having more robust information about disability status, sexual orientation, race, ethnicity, gender identity, and other dimensions of human identity is essential to promoting diversity, equity, accessibility, and inclusion in the museum field. We are currently exploring ways to more accurately gather a broader, more inclusive range of demographic data from individual respondents—as opposed to from institutions—and recommend further study of how this data changes over time. The future of equity in our field depends on it.

How to Use This Report

This report is designed to be a practical document for hiring officials who need to set the salaries of new museum employees, for HR managers, and for supervisors who want to benchmark the salaries of current employees against regional and national norms. It can provide comparative baselines for museum workers who want to know how their compensation stacks up against that of their peers. It can also be used as an advocacy tool to raise the issue of pay with employers and funding bodies.

The salary data provided in this report can also be used in conjunction with other tools such as local cost of living indexes and living wage calculators. This kind of comparison offers an avenue for raising questions about values. Museums—and museum professionals—might consider how closely their compensation correlates to what it costs to cover typical living expenses in their specific geographic areas.

The report can also be used to drive discussion and decision-making around improving internal equity in museums. The *2011 Salary & Benefits Survey* from the Southeastern Museums Conference, which draws upon similar data as this report, includes some good advice about using quartiles to review institutional salary structures:

You can ... use the data to assess horizontal equity: how does your registrar's salary, for example, compare with the shop manager's? Is one in the bottom quartile and the other near the top? Why?

Some institutions are able to aim for salaries in a given quartile as an institutional goal. If you have major collections, work in a particularly expensive community, or put a high priority on employee compensation, you might aim for salaries in the third or fourth quartile. If you have upgrading salaries as a general goal, assess which quartiles currently apply to your institution and calculate what it would cost to shift up a quartile

Some Technical Notes

The analysis in this report is based on information provided by museum institutions about their employees, not information provided by the employees themselves. This information was not independently verified, but the database was closely reviewed for redundant responses, incomplete answers, and any obvious reporting errors. Although the analysis is based on a robust sample of 1,060 institutions and 915 reports on full-time employees, it is not a representative sample of all museums or all workers in each position. The analysis has not been weighted to adjust for the actual distribution of museums or employees.

Sample Size, Significance, and Error

Overall, more responses make for more reliable analysis, which is why we indicate the number of original responses (“n” or “count”) next to items in every table of this report. Users should be cautious about relying on any salary analysis based on a small number of responses ($n < 30$). This is especially true when looking at subsamples (like the employees of small museums only) or less-common museum positions (like full-time visitor researchers and evaluators). That said, even the smallest set of responses can be meaningful for benchmarking purposes, as identifying the right peer group is often more important than the absolute size of the peer group.

We calculated that the margin of error for a sample size of 915 (i.e., institutions with data), is about 3% with a confidence interval of 95% (i.e., if this survey were conducted 100 times, the data would be within plus or minus 3% of the reported results in 95 of the 100 surveys.) The survey was distributed to a total of 6,965 museums. As the number of responses to questions decreases (i.e., less than 915 responses), the margin of error increases; for example, if there are 150 responses to a question, the margin of error reaches almost 8%.

Percentiles

In most of the tables, data is presented in the form of percentiles. Percentiles reflect the distribution of survey responses, such as the annual salaries for any given position reported by participating museums. At the 90th percentile, 90% of the reported annual salaries were smaller or equal to the given value; at the 10th percentile, just 10% of reported salaries were smaller or equal to the given value. The most common yardstick in this report is the median, or 50th percentile (i.e., half of all responses fall at or below this point). In some places we use quartiles, which are percentiles that divide the data in four equal parts (quarters) and correspond to the 25th, 50th (median), and 75th percentiles.

Percentiles are useful when the sample size is 30 or more. But due to the ways in which salaries are treated, some of the sample sizes fall short of 30. For samples smaller than 14 but greater than 10, only the median, 10th, and 90th percentiles are shared. For all samples greater than 14 and less than 30, the data appears in blue to signify the sample is too small to be statistically meaningful.

Medians vs. Means

We use medians (Mdn) rather than “averages” (the arithmetic mean, or the sum of all values divided by the number of responses) because they help compensate for skewed data sets with a few very high or very low values. In a few places, we do cite mean (M) and include the standard deviation (SD), the variation from the average, in order to depict a more accurate representation of the data set. Lastly, it should be noted that salary data in this report reflects compensation levels as of November 14, 2016.

Key to Abbreviations in the Figures and Tables

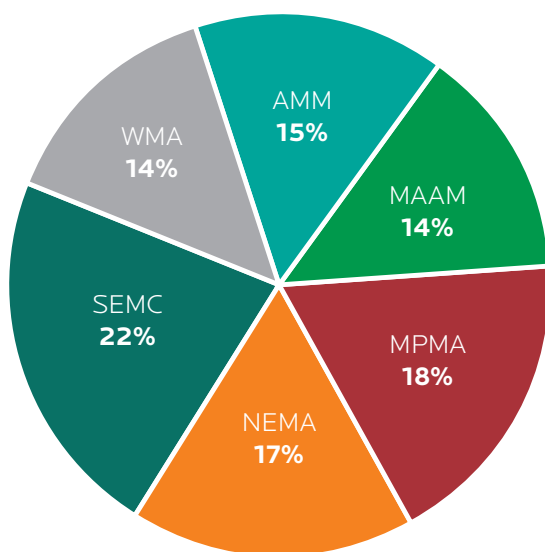
- n = number of responses
- M = mean (average), i.e., numerical total of the responses divided by n
- Mdn = median, midpoint, the value found at the $n/2$ place when answers are sorted by value
- SD = standard deviation, a measure of how closely the data clusters around the mean
- < = less than or equal to
- > = greater than

2. WHO'S HERE? RESPONDENT CHARACTERISTICS

Institutional Respondents

The compensation data in this report is drawn from across American museums but it does not necessarily represent all types of museums equally. All six regions of the country are represented (Figure 2.1). The largest number of museums in the sample are located in the Southeast (Southeastern Museums Conference).

Figure 2.1 Survey responses by region (n = 1,060).



Note: AMM = Association of Midwest Museums, MAAM = Mid-Atlantic Association of Museums, MPMA = Mountain-Plains Museum Association, NEMA = New England Museum Association, SEMC = Southeastern Museums Conference, WMA = Western Museums Association.

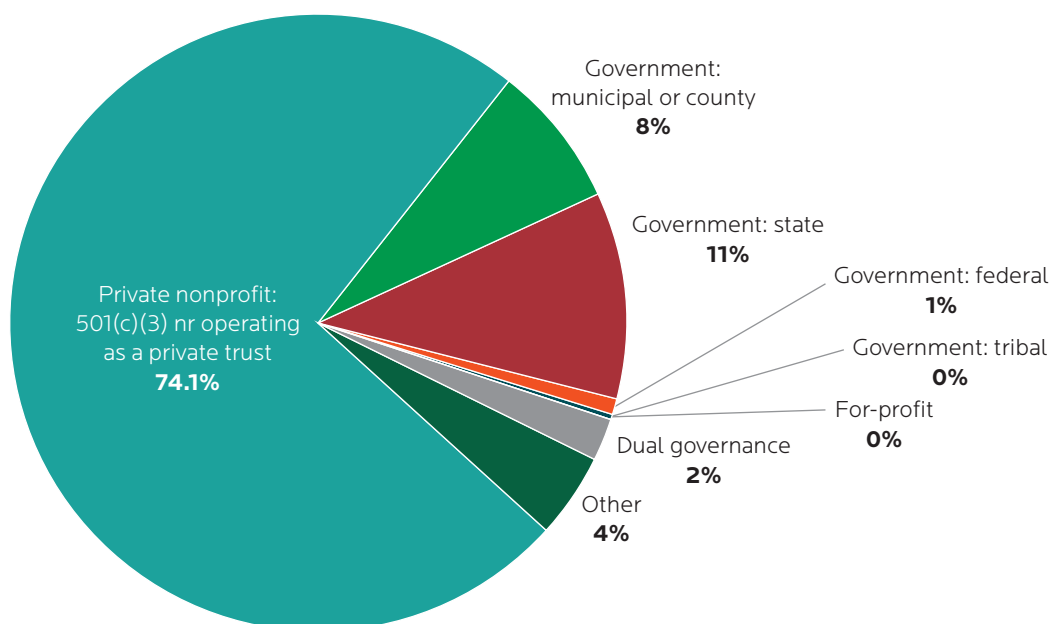
The survey gave respondents a choice of 23 disciplinary categories, including the catchall “general or multidisciplinary museum” and “other.” Almost half of the museums in the sample (41.7%) identify as history museums, broadly defined to include historic houses, historic sites, military museums and battlefields, and historical societies (Table 2.1). Just over a quarter of responses come from art museums, art centers, or sculpture gardens. This is consistent with other national surveys conducted by the American Alliance of Museums, which always attract the most responses from history and art museums. However, we know that science museums of all sorts (including zoos, aquariums, arboretums, and public gardens) are underrepresented in the sample. Users who are especially interested in benchmarking salaries from science/technology museums or children’s museums may also want to consult other sources, such as previous salary surveys conducted by the Association of Science-Technology Centers and the Association of Children’s Museums.

Table 2.1 Survey responses by museum type.

Museum Type	n	%
Aquarium	5	0.5%
Anthropology Museum	10	0.9%
Arboretum/Botanical Garden/Public Garden	11	1.0%
Art Museum/Center/Sculpture Garden	264	25.0%
Children's or Youth Museum	40	3.8%
Ethnically/Culturally/Tribally Specific Museum	15	1.4%
General or Multidisciplinary Museum	85	8.0%
Hall of Fame	10	0.9%
Historic House	78	7.4%
Historic Site/Landscape	43	4.1%
History Museum	228	21.6%
Historical Society	81	7.7%
Military Museum/Battlefield	9	0.9%
Nature Center	7	0.7%
Natural History Museum	32	3%
Planetarium	2	0.2%
Presidential Library	1	0.1%
Science/Technology Center/Museum	41	3.9%
Specialized Museum	34	3.2%
Transportation	14	1.3%
Visitor/Interpretive Center	5	0.5%
Zoo/Animal Park	5	0.5%
Other (not listed above)	38	3.6%

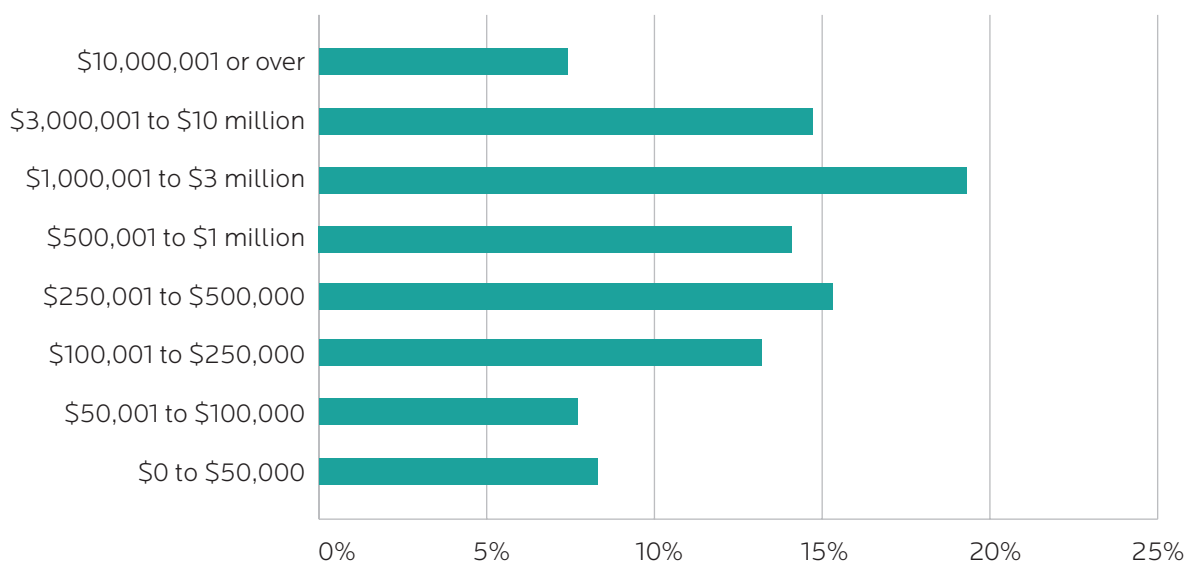
Almost three-fourths of the museums identify themselves as private, nonprofit entities operating as tax-exempt charities under section 501(c)(3) of the U.S. tax code (Figure 2.2). Respondents were only able to select one “governance” category. Hence, it is possible that some institutions hold a form of dual governance. Although we make a distinction in Figure 2.2 between museums operated by the federal government and those operated by state and local governments, for most purposes in this report they are combined into the single category of “government.” Overall, 17% of museums said they were affiliated with a college or university.

Figure 2.2 Survey responses by governance type (n = 1,060).



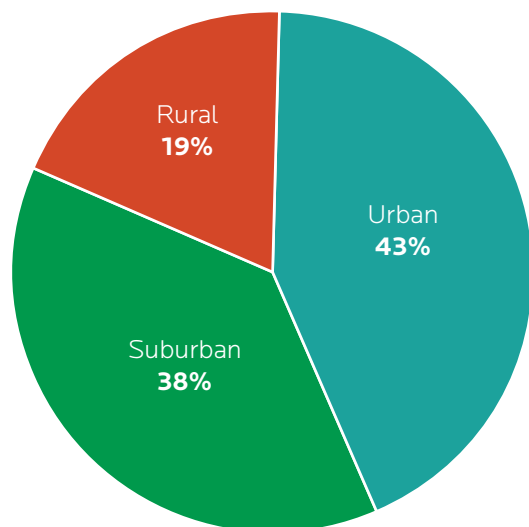
Both big and small museums—as defined by the size of their operating budgets—are represented in the sample, with slightly more museums operating with the smallest budgets (under \$50,000 a year) than those operating with the largest budgets (more than \$10 million). The median budget size is between \$500,001 and \$1 million (Figure 2.3). The greatest number of museums had budgets between \$1,000,001 and \$3 million. This figure reflects operating budgets in the fiscal year ending in 2016.

Figure 2.3 Survey responses by budget size (n = 1,061).



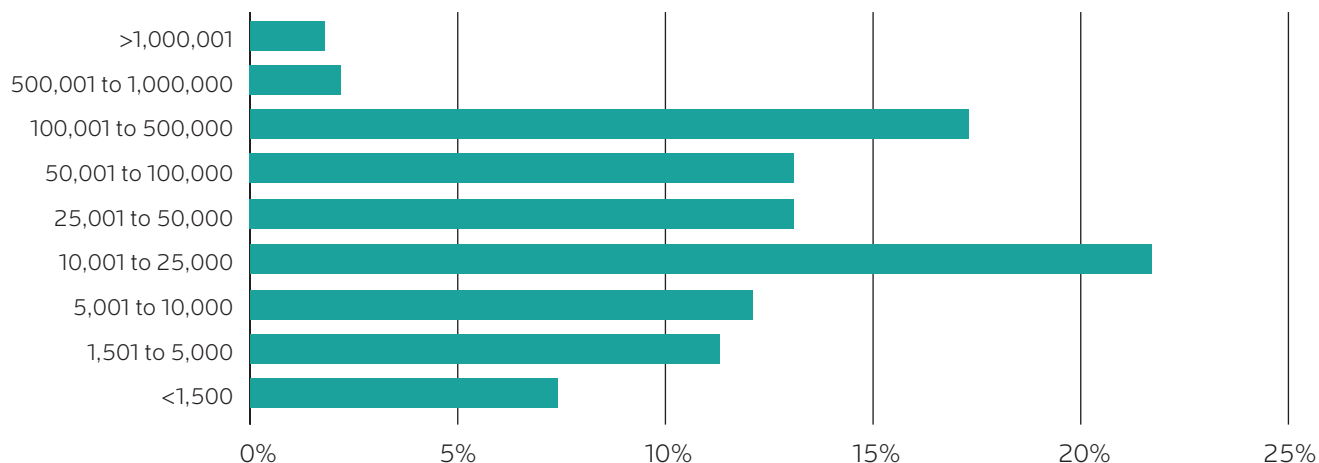
Finally, the museums in the sample were classified as urban, suburban, or rural (Figure 2.4) using parameters defined by the National Center for Health Statistics (Ingram & Franco, 2014). Urban areas are categorized as those zip codes defined as large central or fringe metropolitan. Suburban areas are defined as medium and small metropolitan and rural areas were designated as non-metropolitan categories, i.e., micropolitan and noncore. Roughly 40% of the sample identify as urban, another 40% as suburban, and 20% as rural. These findings are similar to those from the previous national salary survey report, with slight decreases in the proportion of respondents from urban regions and slight increases in respondents from suburban regions.

Figure 2.4 Survey responses by location type (n = 1,054).



Only 4% of museums reported attendance of over half million visits per year (Figure 2.5).

Figure 2.5 Survey responses by annual attendance (n=1,013)



Ingram, D.D. & Franco, S.J. (2014). 2013 NCHS urban–rural classification scheme for counties. National Center for Health Statistics. Vital Health Stat 2(166).

Trends in museum employment

Figure 2.6 is based on responses from 974 museums (depending on the category) that provided information about total staff size for 2015 and 2016. The analysis is limited to whether the museums experienced an overall increase or decrease in staffing, defined for this question as “full-time regular employees” (or FTEs). Each bar shows the percentage of museums that experienced an increase in staffing (the number on the right) and a decrease in staffing (the number on the left); the difference between the total of those two figures and 100% is the percent of museums in that category whose staffing did not change.

In the *2012 National Salary Survey*, significantly more museums saw their staff size decline than grow between 2008 and 2010, whereas in 2014 there was generally more growth. From 2015 to 2016, more museums increased than decreased staff. The largest museums by budget size had the greatest increases in staff sizes: 59.8% of museums with operating budgets above \$3 million experienced a net increase in staffing, as opposed to 11.7% of museums with operating budgets of \$250,000 or below. This growth in staff size is notably larger than the modest increases documented in the 2014 report.

Figure 2.6 Percent of museums reporting a net decrease or increase in number of FTEs between 2015 and 2016.

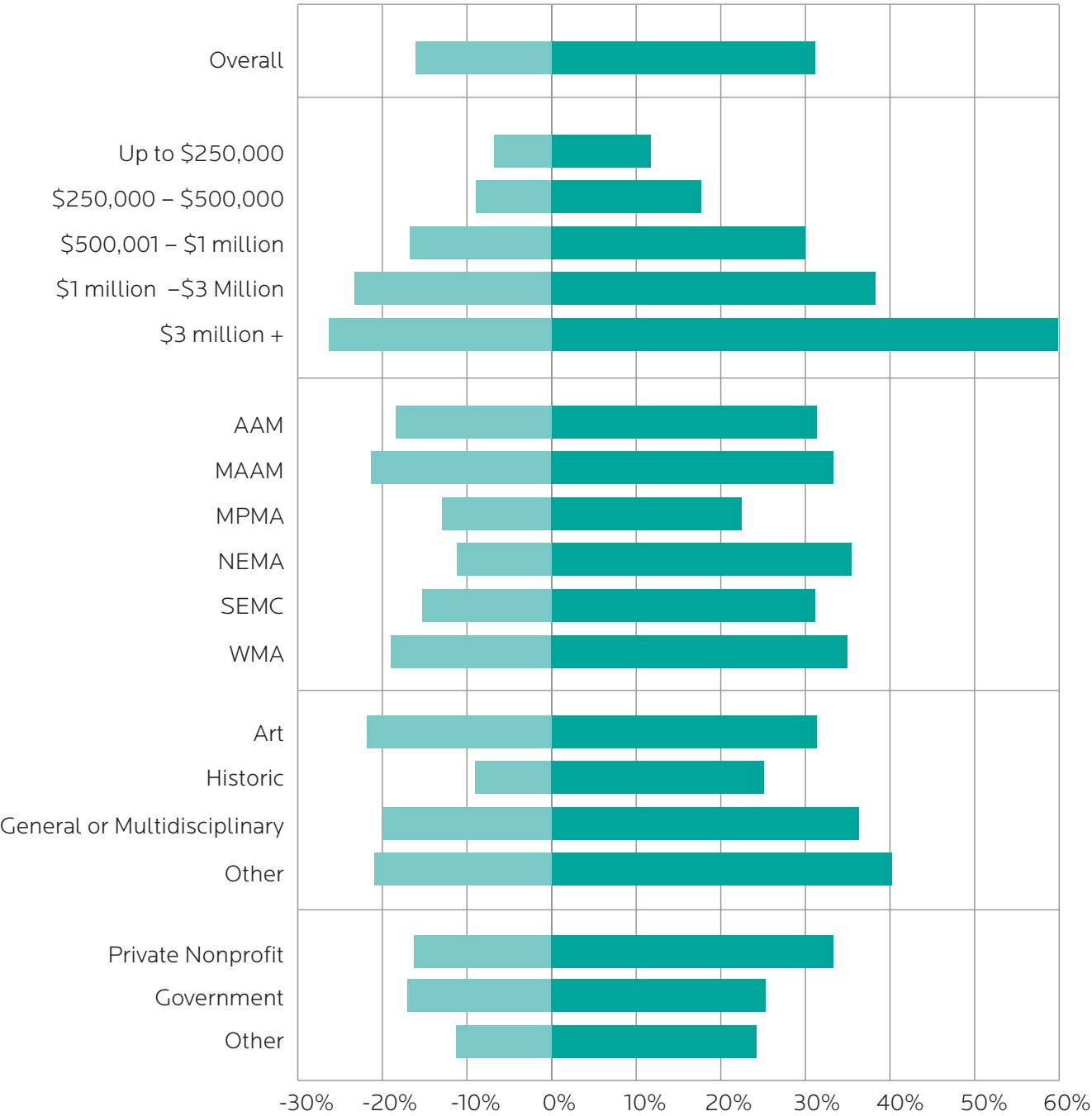


Table 2.3 Average number of employees at institutions by operating budget size.

Operating Budget		Full-Time Paid Staff	Part-Time Paid Staff	Full-Time Unpaid Staff	Part-Time Unpaid Staff
\$0 to \$50,000	n	66	71	56	66
	M	1.2	1.9	0.2	7.1
	SD	5.2	6.9	0.4	18.7
\$50,001 to \$100,000	n	69	73	45	59
	M	10.4	6.3	0.3	10.3
	SD	55.4	27.0	0.6	27.3
\$100,001 to \$250,000	n	133	132	90	106
	M	4.5	5.7	0.2	8.9
	SD	18.5	19.4	1.1	19.7
\$250,001 to \$500,000	n	159	155	102	112
	M	3.4	4.7	0.1	7.2
	SD	2.3	4.0	0.3	16.1
\$500,001 to \$1 million	n	150	146	89	105
	M	6.6	7.3	0.9	16.8
	SD	6.3	6.5	7.4	54.0
\$1,000,001 to \$3 million	n	197	194	137	145
	M	15.7	16.3	0.8	55.1
	SD	10.7	58.8	8.1	383.6
\$3,000,001 to \$10 million	n	146	144	108	113
	M	44.6	33.3	0.7	67.6
	SD	23.2	32.8	5.5	182.6
> \$10 million	n	74	71	52	49
	M	156.6	77.3	0.1	203.5
	SD	124.8	81	0.4	451.8

Table 2.4 Total salary expenses by operating budget.

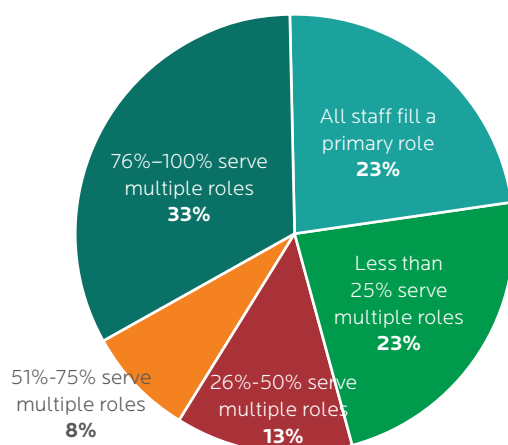
		Total Personnel Salaries	Total Personnel Benefits and Payroll Taxes	Total Personnel Expenses
Up to \$250,000	n	261	233	260
	M	\$86,556	\$17,102	\$91,772
	Mdn	\$54,955	\$8,000	\$64,050
\$250,001 to \$500,000	n	150	141	143
	M	\$194,252	\$45,628	\$239,420
	Mdn	\$180,034	\$37,017	\$214,000
\$500,001 to \$1 million	n	137	135	138
	M	\$376,278	\$88,748	\$510,440
	Mdn	\$321,518	\$68,434	\$399,191
\$1,000,001 to \$3 million	n	189	185	187
	M	\$873,845	\$203,448	\$1,069,009
	Mdn	\$792,373	\$173,000	\$970,818
> \$3 million	n	199	192	198
	M	\$4,654,782	\$1,208,603	\$5,951,281
	Mdn	\$3,013,242	\$693,946	\$3,737,013

More than 91% of responding institutions indicated that no part of their museum's workforce is unionized. Eighty-five institutions shared that some part of their workforce is unionized, mostly within the security, maintenance, and custodial staff. The percentage of museums that hire seasonal staff (41.4%) did not change from the 2014 study.

Employees by Position

One of the most frequent comments made by respondents at the end of the 2014 survey was that many of their staff take on multiple roles. The 2016 survey responded to this input by asking about multiple roles. Almost half of museums (41%) said at least 51% of their staff serve multiple roles. Only 22.6% of museums said that all staff fill only a primary role. In museums where employees take on multiple roles, the most commonly listed positions (of the 52 available options provided in the survey) are VP/deputy director, curator, chief financial officer, educator, VP of development, and facilities director. The most commonly listed "primary positions" for employees fulfilling multiple roles are VP/deputy director (23%), curator (21%), and chief financial officer (CFO) (11%). The most commonly listed secondary and tertiary roles of employees fulfilling multiples positions are curator and educator.

Figure 2.7 Percentage of museums reporting that some percentage of their staff fill multiple roles.



Position descriptions provided on the survey's website are included in Chapter 4 of this report. This report focuses on full-time paid staff identified with a primary role, but we know that most museums rely on a mix of full-time, part-time, and volunteer staff who wear many hats. Table 2.5 offers an aggregate picture of this mix across all the museums that responded to the survey.

Given some responses to the open-ended remarks at the end of the survey, Table 2.5 may understate the extent to which museums rely on unpaid staff and staff that hold more than one position to fulfill those roles (as described in Chapter 4). Although all positions are dominated by full-time employees, when this is not the case, certain positions are more often filled by volunteers than by paid part-time employees. These include director/CEO/president, VP/deputy/associate/assistant director—administration/operations, chief financial officer/controller, director/manager of information services & technology, web manager, and director of publications/editor. Additionally, 20% or more of people filling the positions of office manager, curatorial assistant, librarian assistant, educational assistant, visitor research & evaluation B, and volunteer coordinator are part-time employees.

Table 2.5 Employee status by position.

Title	Full-time	Part-time	Volunteer	Consultant	n
Director/CEO/President	89.0%	5.0%	5.2%	0.9%	989
Vice President/Deputy/Associate/Assistant Director-Administration/Operations	89.8%	4.7%	5.1%	0.4%	275
Deputy/Associate/Assistant Director for Programming	93.1%	4.1%	2.8%		145
Chief Financial Officer/Controller	81.0%	6.4%	8.7%	3.9%	311
Business Manager	74.4%	18.0%	5.3%	2.3%	133
Human Resources Director	91.1%	7.1%	0.6%	1.2%	169
Director/Manager of Information Services & Technology	86.3%	3.8%	5.0%	5.0%	160
Information Services & Technology B	77.4%	6.5%	5.4%	10.8%	93
Administrative Assistant to Director or Department/Division Head	87.3%	11.8%	1.0%		314
Office Manager	69.6%	27.1%	3.3%		181
Chief of Security	91.6%	4.6%	0.8%	3.1%	131
Facilities Director	88.0%	6.4%	5.2%	0.3%	343
Archivist	62.4%	19.0%	16.4%	2.1%	189
Curator A/Chief Curator	87.8%	7.3%	4.2%	0.7%	427
Curator B/Senior Curator	91.7%	3.9%	2.8%	1.7%	180
Curator C/Assistant Curator	87.3%	10.7%	2.0%		150
Curatorial Assistant	60.2%	33.3%	5.3%	1.2%	171
Registrar A/Collections Manager	82.9%	11.5%	5.3%	0.3%	375
Registrar B/Assistant Registrar	84.5%	11.3%	3.5%	0.7%	142
Conservator A	84.6%	7.7%	4.6%	3.1%	65
Conservator B	87.5%	10.0%	2.5%		40
Head Librarian	71.7%	15.0%	12.5%	0.8%	120
Librarian Assistant	53.7%	31.3%	14.9%		67
Imaging Manager, Head of Imaging/Visual Services	84.5%	8.6%	5.2%	1.7%	58
Photographer/Imaging Specialist	61.4%	17.0%	14.8%	6.8%	88
Educator A/Director of Education	90.4%	8.1%	1.5%		480
Educator B	90.5%	7.3%	1.5%	0.8%	262
Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager	75.0%	13.9%	8.3%	2.8%	36
Visitor Research & Evaluation B/Visitor Research Associate or Assistant	56.3%	34.4%	6.3%	3.1%	32
Educational Assistant	63.0%	32.6%	3.5%	0.9%	227
Public Programs Manager/Outreach Coordinator	81.6%	13.6%	3.4%	1.4%	294
Visitor Services Manager	87.6%	10.1%	2.3%		306
Exhibition Designer/Chief of Exhibitions	86.7%	4.8%	5.2%	3.2%	248
Coordinator of Exhibitions	79.4%	10.6%	9.2%	0.7%	141
Technician/Preparator	75.0%	17.8%	3.4%	3.8%	264
Vice-President/Director of External Affairs	92.5%	4.5%	3.0%		67

Table 2.5 Employee status by position (continued).

Director of Marketing	89.3%	6.1%	2.5%	2.1%	280
Development A, Vice-President/Director of Development	94.5%	3.6%	1.1%	0.7%	275
Development B	86.2%	12.3%	1.4%		138
Major Gifts Officer	94.8%	3.1%	1.0%	1.0%	96
Grants Manager	79.3%	12.2%	5.5%	3.0%	164
Public Relations A, Director of Public Relations	83.3%	6.7%	4.20%	5.8%	120
Public Relations B	84.4%	12.2%	3.3%		90
Membership A, Director of Membership	82.9%	7.1%	10.0%		170
Membership B	86.7%	11.9%	1.4%		143
Volunteer Coordinator	66.2%	22.8%	10.5%	0.5%	219
Director of Publications/Editor	86.2%	3.1%	10.8%		65
Museum Store Manager	75.9%	16.0%	7.5%	0.7%	294
Functions Manager (Rentals/Special Events)	90.9%	6.7%	0.6%	1.8%	165
Social Media Manager	73.7%	18.4%	5.9%	2.0%	152
Web Manager	74.1%	6.5%	12.0%	7.4%	108
Graphic Designer	76.6%	12.4%	4.8%	6.2%	209
Total	83.1%	10.7%	4.8%	1.5%	10361

Demographics at a Glance

Table 2.6 and Table 2.7 offer a demographic snapshot of museum professionals, with information about gender, age, and academic credentials. The sample is limited to full-time workers for whom the participating museums also provided salary information. The demographic information they provided was not always complete. For this reason, we have included sample sizes ("n") for every data point. As always, larger sample sizes are more likely to provide an accurate reflection of the field.

The *2017 National Salary Survey* shows that two-thirds of all full-time paid museum professionals in the sample are women. Women outnumber men in 44 of the 52 full-time positions. Women make up 93.7% of office managers, 54.5% coordinators of exhibitions, and 55% of chief financial officer/controllers. Men significantly outnumber women in just a few areas of museum practice, including IT, exhibit installation, facilities, and security. Very few positions demonstrate a true gender balance; the closest is web manager.

The average age of all museum professionals (including full-time, part-time, and volunteers) in the sample is 45.36 years. This average does not include the ages of president/CEO/directors, because for that position museums were asked to indicate age in ranges rather than providing a specific number. The majority of president/CEO/directors are aged 45 years or older. More than a third (35.6%) are aged 55 to 64 years.

Table 2.6 Demographics at a glance: gender and age distribution.

Title	Gender					Age			
	F	M	Other	No Reply	n	25th %ile	Mdn	75th %ile	n
Director/CEO/President	56.8%	43.1%		0.1%	875				
Vice President/Deputy/Associate/ Assistant Director for Administration/ Operations	66.6%	33.3%		0.4%	246	41	50	57	227
Deputy/Associate/Assistant Director for Programming	79.9%	19.4%		0.7%	134	35	44.5	52	126
Chief Financial Officer/Controller	55.0%	45.0%			251	47	53	60	233
Business Manager	79.8%	19.2%		1.0%	99	40	52	59	90
Human Resources Director	89.0%	11.0%			154	44	52	59	141
Director/Manager of Information Services & Technology	19.6%	80.4%			138	41	47.5	54	128
Information Services & Technology B	15.3%	84.7%			72	32	40	49	67
Administrative Assistant to Director or Department/Division Head	91.5%	7.7%		0.7%	272	33	46	56	247
Office Manager	93.7%	6.3%			126	35.8	50	58	110
Chief of Security	12.5%	86.7%		0.8%	120	43	52	59	107
Facilities Director	12.3%	87.7%			300	45	54	60	282
Archivist	78.0%	22.0%			118	32	40	54	113
Curator A/Chief Curator	62.0%	36.6%	0.5%	0.8%	374	38	46	58	352
Curator B/Senior Curator	57.3%	41.5%	0.6%	0.6%	164	40	50	59	148
Curator C/Assistant Curator	71.5%	26.9%	0.8%	0.8%	130	30	35	46	121
Curatorial Assistant	78.6%	19.4%		1.9%	103	28	30	36	93
Registrar A/Collections Manager	79.7%	19.0%		1.3%	310	34	41	53	288
Registrar B/Assistant Registrar	92.5%	7.5%			120	30	35	42	109
Conservator A	68.5%	31.5%			54	40	52	61	51
Conservator B	76.5%	23.5%			34	37	43	53	32
Head Librarian	79.1%	19.8%		1.2%	86	39	48	61	77
Librarian Assistant	74.3%	25.7%			35	32	42	58	34
Imaging Manager, Head of Imaging/ Visual Services	62.5%	35.4%		2.1%	48	32	42	57	43
Photographer/Imaging Specialist	28.3%	71.7%			53	35.8	49	61	46
Educator A/Director of Education	83.1%	16.4%		0.5%	432	35	42	52	405
Educator B	77.8%	20.5%		1.7%	234	30	36	45	220
Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager	88.9%	7.4%		3.7%	27	31.5	40	50	25
Visitor Research & Evaluation B/Visitor Research Associate or Assistant	72.2%	27.8%			18	28	32	46	17
Educational Assistant	88.8%	11.2%			143	26.5	30	40	133
Public Programs Manager/Outreach Coordinator	82.8%	16.7%		0.4%	239	30	35	45	223
Visitor Services Manager	73.1%	26.9%			268	31	39	50	252

Table 2.6 Demographics at a glance: gender and age distribution (continued).

Exhibition Designer/Chief of Exhibitions	39.4%	60.1%		0.5%	213	39	48	57	196
Coordinator of Exhibitions	54.5%	43.6%		1.8%	110	29	38	48	107
Technician/Preparator	10.2%	89.3%		0.5%	196	36	45	55	177
Vice President/Director of External Affairs	74.2%	24.2%		1.6%	62	39.5	50	57	57
Director of Marketing	78.6%	21.0%		0.4%	248	36	44	54	234
Development A, Vice President/Director of Development	77.0%	22.6%		0.4%	257	38.8	47	55	242
Development B	79.7%	19.5%		0.8%	118	31	38	49	107
Major Gifts Officer	80.2%	18.7%		1.1%	91	33	42	55	85
Grants Manager	85.4%	14.6%			130	33	40.5	5	124
Public Relations A, Director of Public Relations	68.0%	30.0%		2.0%	100	36	44.5	56	92
Public Relations B	77.6%	21.1%		1.3%	76	29	35	2	69
Membership A, Director of Membership	84.4%	14.9%		0.7%	141	29	36	48	134
Membership B	86.1%	13.9%			122	27	31	43	109
Volunteer Coordinator	86.8%	12.5%		0.7%	144	30	38	55	135
Director of Publications/Editor	62.5%	35.7%		1.8%	56	42	50	59	51
Museum Store Manager	79.5%	19.5%		0.9%	220	36	50.5	60	204
Functions Manager (Rentals/Special Events)	85.3%	14.0%		0.7%	150	31	41	53	143
Social Media Manager	75.7%	23.4%		0.9%	111	27	34	42	105
Web Manager	47.5%	51.3%		1.3%	80	33	39	49	75
Graphic Designer	71.1%	27.7%		1.3%	159	30.3	37	46.8	144
Total	67.3%	32.1%	0.1%	.6%	8560				7130

Although the distribution of academic credentials varies from position to position, the museum professionals in this sample, as a group, are very well educated: more than 90% have earned at least a bachelor's degree, versus 33% of the general population age 25 and older (U.S. Census Bureau: Educational Attainment in the United States, 2015). This survey does not document the necessary or desired credentials for each position, just the actual attainments of the incumbents.

Table 2.7 Demographics at a glance: highest degree attained.

Title	< High School	2-year degree	4-year degree	Master's degree	Doctorate (PhD, Ed, etc.)	Unknown	n
Director/CEO/President	1.5%	1.3%	21.1%	58.2%	17.4%	0.5%	867
Vice President/Deputy/Associate/Assistant Director	4.3%	2.6%	41.6%	46.8%	3.4%	1.3%	233
Deputy/Associate/Assistant Director	0.8%	2.3%	23.8%	53.8%	19.2%		130
Chief Financial Officer/Controller	1.7%	3.8%	50.8%	41.2%		2.5%	238
Business Manager	10.8%	14.0%	50.5%	22.6%		2.2%	93
Human Resources Director	4.1%	5.5%	59.6%	28.1%	0.7%	2.1%	146

Table 2.7 Demographics at a glance: highest degree attained (continued).

Director/Manager of Information Services & Technology	3.8%	8.4%	59.5%	23.7%	0.8%	3.8%	131
Information Services & Technology B	6.5%	16.1%	58.1%	11.3%		8.0%	62
Administrative Assistant to Director or Department/ Division Head	21.1%	10.2%	51.6%	13.3%	0.4%	3.5%	256
Office Manager	14.9%	19.0%	52.9%	7.4%	0.8%	5.0%	121
Chief of Security	26.6%	12.8%	41.3%	11.0%		8.3%	109
Facilities Director	26.2%	9.9%	43.3%	11.0%		9.6%	282
Archivist	1.8%	1.8%	23.0%	70.8%	2.7%		113
Curator A/Chief Curator	0.3%	0.6%	19.4%	59.8%	19.4%	0.6%	361
Curator B/Senior Curator	0.6%	1.3%	14.1%	50.6%	33.3%		156
Curator C/Assistant Curator	0.8%	0.8%	27.6%	52.0%	17.9%	0.8%	123
Curatorial Assistant	3.1%	3.1%	43.8%	47.9%	2.1%		96
Registrar A/Collections Manager	1.7%	0.7%	31.9%	62.4%	1.7%	1.7%	298
Registrar B/Assistant Registrar	2.8%	0.9%	42.6%	50.0%	2.8%	0.9%	108
Conservator A			25.0%	72.9%	2.1%		48
Conservator B			6.5%	87.1%	3.2%	3.2%	31
Head Librarian		1.3%	12.5%	81.3%	3.8%	1.3%	80
Librarian Assistant	9.4%	3.1%	15.6%	71.9%			32
Imaging Manager, Head of Imaging/Visual Services	2.4%	7.1%	38.1%	52.4%			42
Photographer/Imaging Specialist	8.3%	2.1%	72.9%	14.2%		2.1%	48
Educator A/Director of Education	1.2%	0.7%	24.4%	66.1%	6.9%	0.7%	422
Educator B	1.8%	2.3%	42.8%	51%	2.3%	0.5%	222
Visitor Research & Evaluation A/Director of Research & Evaluation /Visitor Research Manager			45.5%	50%	4.5%		22
Visitor Research & Evaluation B/Visitor Research Associate or Assistant	5.9%		52.9%	35.3%	5.9%		17
Educational Assistant	10.0%	4.6%	57.7%	26.2%	0.8%	0.8%	130
Public Programs Manager/ Outreach Coordinator	2.7%	2.7%	52.0%	37.3%	4.4%	0.9%	225
Visitor Services Manager	13.1%	6.3%	60.7%	17.5%		2.4%	252
Exhibition Designer/Chief of Exhibitions	7.0%	2.0%	41.0%	44.0%	5.0%	1.0%	200
Coordinator of Exhibitions	1.0%	4.8%	48.1%	41.3%	2.9%	1.9%	104
Technician/Preparator	10.7%	7.9%	52.5%	24.3%	0.6%	4.0%	177
Vice President/Director of External Affairs		1.9%	57.4%	37.0%	3.7%		54

Table 2.7 Demographics at a glance: highest degree attained (continued).

Director of Marketing	1.3%	1.7%	60.1%	32.2%	2.6%	2.1%	233
Development A, Vice President/Director of Development		0.4%	52.1%	4.5%	1.3%	1.7%	238
Development B		4.8%	64.4%	26.9%	1.9%	1.9%	104
Major Gifts Officer	1.3%	1.3%	67.1%	25.0%	1.3%	3.9%	76
Grants Manager	0.8%	1.6%	48.4%	43.7%	4.0%	1.6%	126
Public Relations A, Director of Public Relations	1.1%	2.3%	68.2%	28.4%			88
Public Relations B	1.4%		76.8%	21.7%			69
Membership A, Director of Membership	6.2%	2.3%	70.5%	20.2%	0.8%		129
Membership B	7.3%	3.7%	69.7%	15.6%	0.9%	2.8%	109
Volunteer Coordinator	6.0%	4.5%	57.5%	29.9%	0.7%	1.5%	134
Director of Publications/ Editor			54.2%	35.4%	10.4%		48
Museum Store Manager	9.2%	9.2%	68.0%	8.3%		3.9%	206
Functions Manager (Rentals/ Special Events)	9.4%	8.0%	68.1%	11.6%		2.9%	138
Social Media Manager	3.9%	2.9%	64.1%	24.3%	1.0%	3.9%	103
Web Manager	2.7%	2.7%	63.5%	27.0%	1.4%	2.7%	74
Graphic Designer	0.7%	4.3%	75.5%	18.0%		1.4%	139
Total	5.3%	3.9%	44.7%	38.6%	5.5%	2.0%	7947

Only a small percentage (3.3%) of director/CEO/presidents stated that they had earned a professional degree like a JD or MD. That number is grouped with the master's degree respondents. No other positions responded that they had earned a professional degree.

Ryan, C. & Bauman, K. (2016). *U.S. Census Bureau: Educational Attainment in the United States: 2015*. Retrieved from <https://www.census.gov/content/dam/Census/library/publications/2016/demo/p20-578.pdf>.

3. OVERVIEW OF MUSEUM SALARIES (FULL-TIME POSITIONS)

This section presents an overview of the salaries paid to museum professionals in 52 different full-time positions. Table 3.1 provides a detailed overview of the individual positions, with salaries listed at the 10th, 25th, 50th (median), 75th, and 90th percentiles. Table 3.2 lists median salaries broken out by region. Table 3.3 lists median salaries broken out by museum budget size.

A few things to remember while reviewing these tables:

- The salary figures represent annual base salaries only and do not include any other forms of compensation (benefits, bonuses, nonmonetary perks, etc.).
- Salaries were reported as of November 2016. When using salaries for benchmarking or planning, they should be adjusted for subsequent inflation.
- Museums were asked to provide their “operating budget for the current year.” For most participants, this would have been 2016. We say “for most” because the survey was reopened in 2017 for a two-week period. We do not believe that the difference between a 2016 and 2017 operating budget was significant.
- Position descriptions appear in Chapter 4.

Table 3.1 Salaries at a glance.

	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Director/CEO/President	\$44,592	\$60,000	\$90,000	\$152,000	\$231,400	811
Vice President/Deputy/ Associate/Assistant Director for Administration/Operations	\$45,615	\$58,125	\$80,000	\$123,092	\$197,359	136
Deputy/Associate/Assistant Director for Programming	\$35,792	\$47,375	\$68,000	\$107,675	\$150,500	78
Chief Financial Officer/ Controller	\$49,900	\$65,673	\$82,979	\$115,700	\$158,000	148
Business Manager	\$36,308	\$45,500	\$57,626	\$65,865	\$73,552	52
Human Resources Director	\$41,793	\$51,829	\$74,482	\$94,143	\$118,418	78
Director/Manager of Information Services & Technology	\$40,786	\$55,000	\$70,398	\$90,000	\$128,375	75
Information Services & Technology B	\$34,362	\$43,055	\$62,000	\$80,000	\$95,484	35
Administrative Assistant to Director or Department/ Division Head	\$30,000	\$33,919	\$42,247	\$52,000	\$63,293	147
Office Manager	\$29,600	\$32,345	\$36,720	\$45,000	\$57,422	65
Chief of Security	\$31,091	\$45,300	\$57,500	\$75,552	\$105,573	63
Facilities Director	\$34,966	\$41,650	\$58,000	\$80,000	\$99,447	173
Archivist	\$31,828	\$37,781	\$45,000	\$52,070	\$60,512	58
Curator A/Chief Curator	\$34,233	\$44,192	\$60,000	\$80,803	\$107,976	192
Curator B/Senior Curator	\$42,300	\$50,526	\$64,230	\$76,839	\$105,000	89
Curator C/Assistant Curator	\$31,534	\$39,750	\$47,046	\$54,295	\$68,322	70
Curatorial Assistant	\$25,675	\$30,847	\$37,000	\$44,500	\$46,268	53
Registrar A/Collections Manager	\$32,000	\$39,520	\$46,461	\$55,730	\$71,385	163
Registrar B/Assistant Registrar	\$30,000	\$35,000	\$39,968	\$47,488	\$54,811	65
Conservator A	\$42,804	\$51,500	\$75,000	\$89,003	\$120,985	29
Conservator B	\$37,800	\$43,884	\$54,000	\$78,675	\$99,643	17
Head Librarian	\$36,660	\$46,000	\$58,214	\$69,200	\$97,237	47
Librarian Assistant	\$24,845	\$31,750	\$40,901	\$51,424	\$58,988	18
Imaging Manager, Head of Imaging/Visual Services	\$29,717	\$40,003	\$48,000	\$57,603	\$81,315	31
Photographer/Imaging Specialist	\$34,798	\$39,175	\$47,868	\$57,741	\$76,296	30
Educator A/Director of Education	\$35,500	\$42,113	\$53,840	\$70,686	\$86,332	244
Educator B	\$30,000	\$34,051	\$40,000	\$48,643	\$59,555	129
Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager	\$34,620	\$39,900	\$58,000	\$69,784	\$104,240	15

Table 3.1 Salaries at a glance (continued).

Visitor Research & Evaluation B/Visitor Research Associate or Assistant	\$29,465	\$35,638	\$41,003	\$45,269	\$52,666	10
Educational Assistant	\$24,960	\$29,184	\$33,962	\$38,285	\$44,294	86
Public Programs Manager/ Outreach Coordinator	\$30,128	\$35,000	\$42,000	\$50,000	\$59,760	137
Visitor Services Manager	\$30,000	\$34,000	\$42,000	\$52,000	\$63,002	155
Exhibition Designer/Chief of Exhibitions	\$40,000	\$47,497	\$57,570	\$75,000	\$98,605	118
Coordinator of Exhibitions	\$30,200	\$39,554	\$47,488	\$58,495	\$66,986	70
Technician/Preparator	\$32,797	\$36,000	\$43,722	\$48,404	\$60,000	107
Vice President/Director of External Affairs	\$48,000	\$70,000	\$95,000	\$129,852	\$166,036	39
Director of Marketing	\$35,000	\$47,709	\$60,400	\$79,567	\$111,200	143
Development A, Vice President/Director of Development	\$52,600	\$65,000	\$90,000	\$122,500	\$180,114	145
Development B	\$34,000	\$40,000	\$50,250	\$66,863	\$104,031	76
Major Gifts Officer	\$46,250	\$59,341	\$72,000	\$90,000	\$117,500	54
Grants Manager	\$35,955	\$45,880	\$55,000	\$67,581	\$78,800	77
Public Relations A, Director of Public Relations	\$34,800	\$42,750	\$51,000	\$68,300	\$116,000	59
Public Relations B	\$33,120	\$39,672	\$47,661	\$52,119	\$67,018	42
Membership A, Director of Membership	\$31,300	\$35,750	\$45,203	\$62,053	\$92,776	82
Membership B	\$28,193	\$33,000	\$39,000	\$46,969	\$53,017	62
Volunteer Coordinator	\$31,000	\$35,000	\$40,000	\$50,000	\$56,375	78
Director of Publications/Editor	\$45,158	\$51,000	\$64,676	\$101,302	\$104,864	27
Museum Store Manager	\$29,216	\$33,675	\$45,000	\$55,150	\$69,466	133
Functions Manager (Rentals/ Special Events)	\$32,480	\$37,500	\$47,220	\$54,611	\$72,332	87
Social Media Manager	\$27,663	\$33,619	\$43,000	\$55,255	\$70,000	67
Web Manager	\$31,834	\$39,225	\$50,345	\$60,572	\$85,893	40
Graphic Designer	\$32,080	\$36,000	\$45,000	\$53,000	\$65,000	91

Table 3.2 Full-time employee salaries at a glance by region.

	AMM		MAAM		MPMA		NEMA		SEMC		WMA	
	Mdn	N	Mdn	N	Mdn	N	Mdn	N	Mdn	N	Mdn	N
Director/CEO/ President	\$86,726	126	\$117,000	109	\$67,775	134	\$100,000	133	\$93,412	190	\$104,774	118
VP/Deputy/ Associate/Assistant Director for Administration/ Operations	\$74,263	21	\$98,863	27	\$59,046	14	\$76,500	19	\$72,000	33	\$115,188	22
Deputy/Associate/ Assistant Director Program	\$73,600	15	\$78,000	17	\$92,780	4	\$55,000	11	\$55,968	17	\$66,500	14
Chief Financial Officer/Controller	\$82,503	20	\$83,078	31	\$63,000	11	\$100,000	32	\$75,750	32	\$91,063	22
Business Manager	\$57,220	8	\$64,050	10	\$40,000	4	\$60,506	16	\$52,500	12	\$59,394	2
Human Resources Director	\$82,284	13	\$84,845	16	\$55,610	7	\$70,000	13	\$48,050	13	\$83,750	16
Director/Manager of Information Services & Technology	\$75,000	11	\$67,500	24	\$55,715	3	\$68,000	14	\$55,238	13	\$95,000	10
Information Services & Technology B	\$50,000	9	\$70,000	5	\$66,959	4	\$75,527	4	\$40,000	6	\$62,000	7
Administrative Assistant to Director Department/ Division Head	\$42,150	20	\$47,115	29	\$40,000	13	\$43,000	31	\$39,395	29	\$45,981	25
FT Office Manager	\$37,024	11	\$38,875	12	\$34,425	6	\$44,868	13	\$33,209	16	\$37,440	7
Chief of Security	\$65,328	6	\$67,943	12	\$45,300	5	\$61,800	13	\$45,288	16	\$65,400	11
Facilities Director	\$55,078	26	\$63,750	30	\$42,504	12	\$62,141	38	\$47,750	40	\$72,500	27
Archivist	\$43,947	9	\$44,000	15	\$50,014	8	\$45,000	10	\$45,000	7	\$41,600	9
Curator A/Chief Curator	\$57,783	29	\$66,270	39	\$45,000	25	\$59,176	33	\$60,000	45	\$82,000	21
Curator B/Senior Curator	\$64,230	7	\$66,000	17	\$68,000	11	\$70,000	12	\$52,255	26	\$62,760	16
Curator C/Assistant Curator	\$42,824	11	\$54,530	14	\$48,500	9	\$52,875	10	\$41,200	12	\$47,295	14
Curatorial Assistant	\$41,586	4	\$40,000	15	\$33,000	5	\$34,450	10	\$31,053	10	\$44,000	9
Registrar A/ Collections Manager	\$49,000	25	\$53,000	28	\$41,600	21	\$55,619	23	\$41,000	42	\$44,752	24
Registrar B/ Assistant Registrar	\$38,108	10	\$40,098	13	\$35,312	8	\$39,796	9	\$36,250	14	\$44,280	11
Conservator A	\$56,400	3	\$75,000	7	\$75,514	3	\$87,479	6	\$51,500	4	\$68,893	6
Conservator B	\$42,036	3	\$66,542	5	\$39,693	1	\$71,089	4	\$48,828	1	\$48,999	3
Head Librarian	\$66,289	8	\$56,308	12	\$54,945	6	\$48,000	8	\$53,793	6	\$63,000	7
Librarian Assistant	\$52,338	3	\$42,000	3	\$41,802	3	\$38,057	5	\$25,294	3	\$51,119	1

Table 3.2 Full-time employee salaries at a glance by region (continued).

Imaging Manager, Head of Imaging/ Visual Services	\$61,056	4	\$45,627	4	\$51,010	5	\$69,279	5	\$42,500	6	\$40,003	7
Photographer/ Imaging Specialist	\$56,318	4	\$57,828	6	\$40,635	4	\$47,895	7	\$48,980	5	\$42,920	4
Educator A/ Director of Education	\$53,506	36	\$60,000	39	\$47,006	34	\$54,160	47	\$50,000	57	\$62,000	31
Educator B	\$42,637	22	\$39,673	21	\$41,000	11	\$47,000	23	\$35,500	33	\$48,804	19
Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager	\$63,500	2	\$55,000	3	\$47,369	2	\$53,892	2	\$37,000	3	\$82,400	3
Visitor Research & Evaluation B/ Visitor Research Associate/Assistant	\$43,692	3	\$39,875	4	\$28,900	1	\$34,550	1		0	\$42,000	1
Educational Assistant	\$34,164	14	\$33,712	18	\$35,636	8	\$32,011	13	\$32,000	15	\$36,000	17
Public Programs Manager/Outreach Coordinator	\$44,340	24	\$42,000	17	\$38,000	10	\$45,000	27	\$35,500	30	\$47,840	29
Visitor Services Manager	\$46,243	20	\$42,250	26	\$39,263	13	\$44,500	38	\$35,800	30	\$45,069	28
Exhibition Designer/Chief of Exhibitions	\$53,432	26	\$60,248	20	\$53,212	14	\$70,715	21	\$48,500	18	\$60,004	19
Coordinator of Exhibitions	\$42,915	13	\$47,700	13	\$52,000	9	\$47,000	11	\$48,000	9	\$47,500	15
Technician/ Preparator	\$43,277	14	\$42,000	14	\$41,883	15	\$47,500	15	\$42,412	28	\$41,600	21
VP/Director of External Affairs	\$119,526	6	\$110,000	9	\$61,800	3	\$109,821	9	\$74,250	6	\$97,000	6
Director of Marketing	\$60,400	29	\$65,000	21	\$42,844	9	\$60,000	33	\$57,000	27	\$71,025	24
Development A/ VP/Director of Development	\$90,000	23	\$90,917	30	\$65,346	9	\$79,048	36	\$75,525	24	\$115,000	23
Development B	\$52,020	13	\$50,550	10	\$71,207	4	\$43,000	22	\$51,834	15	\$50,944	12
Major Gifts Officer	\$76,274	10	\$70,000	13	\$72,500	2	\$53,000	11	\$60,000	5	\$80,000	13
Grants Manager	\$54,065	17	\$59,567	14	\$49,325	6	\$59,475	12	\$45,057	10	\$58,500	18
Public Relations A/ Director of Public Relations	\$52,319	10	\$58,000	13	\$57,580	6	\$62,000	7	\$43,937	14	\$57,000	9
Public Relations B	\$48,500	7	\$45,000	9	\$46,682	6	\$47,208	4	\$45,000	11	\$48,960	5
Membership A/ Director of Membership	\$41,500	13	\$49,000	17	\$37,132	5	\$41,462	16	\$39,500	16	\$64,612	15

Table 3.2 Full-time employee salaries at a glance by region (continued).

Membership B	\$38,000	9	\$42,000	9	\$37,821	4	\$38,000	15	\$35,749	14	\$47,476	11
Volunteer Coordinator	\$41,515	16	\$41,500	6	\$37,000	11	\$42,462	12	\$38,562	14	\$43,698	19
Director of Publications/Editor	\$68,992	6	\$66,425	10	\$57,283	2	\$103,064	5	\$51,386	3	\$53,390	1
Museum Store Manager	\$43,545	23	\$47,500	19	\$35,975	16	\$47,500	21	\$42,510	30	\$49,750	24
Functions Manager (rentals, special events)	\$46,110	12	\$50,000	15	\$36,500	8	\$48,000	13	\$44,684	20	\$47,500	19
Social Media Manager	\$47,500	13	\$45,280	12	\$33,500	8	\$43,130	10	\$33,619	13	\$50,000	11
Web Manager	\$50,850	6	\$52,820	7	\$52,000	3	\$73,205	3	\$36,483	8	\$50,689	13
Graphic Designer	\$46,303	16	\$47,053	15	\$42,300	8	\$46,846	14	\$40,000	18	\$47,738	20

While all positions are represented in museum institutions with the two highest operating budget ranges, there are a number of specialized positions that smaller institutions rarely fill with full-time staff (see Table 3.3).

Table 3.3 Salaries at a glance by budget size.

	Up to \$250,000		\$250,001–\$500K		\$500,001–\$1M		\$1,000,001–\$3M		> \$3M	
	Mdn	N	Mdn	N	Mdn	N	Mdn	N	Mdn	N
Director/CEO/President	\$48,327	161	\$65,296	132	\$78,886	134	\$116,700	179	\$204,000	205
VP/Deputy/Associate/Assistant Director for Administration/Operations	\$37,803	4	\$50,000	9	\$52,000	11	\$66,560	45	\$123,323	67
Deputy/Associate/Assistant Director Program	\$29,137	4	\$44,250	4	\$40,800	8	\$60,000	23	\$106,900	39
Chief Financial Officer/Controller	\$75,000	2	\$32,000	3	\$56,213	6	\$68,000	45	\$101,750	92
Business Manager	\$40,000	3	\$35,700	1	\$45,000	7	\$53,000	19	\$66,934	22
Human Resources Director	\$48,750	2	\$41,952	3		0	\$51,638	10	\$83,000	63
Director/Manager of Information Services & Technology		0	\$33,317	3		0	\$53,910	14	\$76,845	58
Information Services & Technology B		0		0		0	\$34,726	6	\$62,000	29
Administrative Assistant to Director Department/Division Head	\$30,000	4	\$40,000	5	\$34,900	9	\$35,153	42	\$50,000	87
Office Manager	\$32,000	3	\$35,750	11	\$34,000	16	\$40,951	20	\$43,950	15
Chief of Security	\$29,000	1	--	0	\$31,114	2	\$46,933	14	\$63,585	46
Facilities Director	\$34,012	4	\$38,500	9	\$37,525	14	\$50,200	54	\$72,546	92
Archivist	\$40,000	3	\$43,215	8	\$46,250	2	\$39,850	16	\$50,000	29
Curator A/Chief Curator	\$37,298	18	\$39,000	25	\$45,000	19	\$58,963	62	\$85,580	68
Curator B/Senior Curator	\$58,000	1	\$80,075	1	\$43,900	6	\$50,000	20	\$66,779	61

Table 3.3 Salaries at a glance by budget size (continued).

Curator C/Assistant Curator	\$50,289	2	\$40,000	3	\$32,000	5	\$42,000	17	\$50,000	43
Curatorial Assistant	\$38,466	1	\$23,000	1	\$28,150	2	\$34,767	11	\$37,512	38
Registrar A/Collections Manager	\$40,000	9	\$46,880	12	\$38,000	17	\$42,500	51	\$51,003	74
Registrar B/Assistant Registrar	\$51,500	1	\$29,910	1	\$30,000	1	\$36,000	15	\$40,208	47
Conservator A		0		0		0	\$42,804	3	\$75,257	26
Conservator B		0	\$38,500	1		0	\$39,693	1	\$65,000	15
Head Librarian	\$44,793	2	\$43,350	1		0	\$46,611	14	\$66,337	30
Librarian Assistant	\$25,647	2	\$20,800	1		0	\$53,047	2	\$41,802	13
Imaging Manager, Head of Imaging/Visual Services	\$40,000	1		0	\$14,020	2	\$47,128	3	\$51,010	25
Photographer/Imaging Specialist		0		0		0	\$43,270	5	\$51,500	25
Educator A/Director of Education	\$34,750	10	\$38,364	19	\$40,000	34	\$49,500	80	\$71,440	101
Educator B	\$20,850	2	\$39,000	3	\$32,000	11	\$36,182	40	\$47,278	73
Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager	\$39,900	1		0		0	\$38,000	3	\$62,118	11
Visitor Research & Evaluation B/Visitor Research Associate/Assistant		0		0		0	\$34,950	2	\$41,503	8
Educational Assistant	\$37,200	4	\$35,706	3	\$30,000	3	\$32,006	16	\$34,914	60
Public Programs Manager/Outreach Coordinator	\$35,750	4	\$40,800	8	\$34,000	9	\$40,000	37	\$47,500	79
Visitor Services Manager	\$34,250	10	\$28,500	2	\$35,600	13	\$39,000	43	\$47,570	87
Exhibition Designer/Chief of Exhibitions	\$55,000	3	\$42,016	7	\$45,000	11	\$51,000	33	\$70,004	64
Coordinator of Exhibitions	\$32,000	3	\$41,675	4	\$36,610	10	\$48,000	17	\$48,069	36
Technician/Preparator	\$48,000	3	\$35,000	3	\$36,180	7	\$39,800	26	\$44,545	68
VP/Director of External Affairs	\$35,000	2		0	\$52,632	1	\$80,000	5	\$104,810	31
Director of Marketing	\$63,000	3	\$33,785	8	\$34,625	8	\$51,000	46	\$74,632	78
Development A/VP/Director of Development	\$107,500	2	\$47,100	2	\$48,500	8	\$67,738	50	\$108,00	83
Development B		0		0	\$36,000	3	\$40,000	29	\$59,721	44
Major Gifts Officer		0		0	\$70	1	\$60,000	9	\$79,325	44
Grants Manager	\$38,000	3	\$45,000	3	\$22,516	2	\$48,375	12	\$57,000	57
Public Relations A/Director of Public Relations	\$40,250	2	\$45,000	1	\$38,875	6	\$43,635	12	\$60,680	38
Public Relations B		0		0	\$30,560	4	\$44,183	8	\$49,883	30
Membership A/Director of Membership	\$53,000	1	\$37,000	2	\$24,960	3	\$39,462	16	\$51,551	60
Membership B	\$33,000	1		0	\$27,000	1	\$35,397	17	\$40,586	43
Volunteer Coordinator	\$37,450	4	\$38,364	3	\$36,100	1	\$40,500	20	\$40,895	50
Director of Publications/Editor		0		0		0	\$48,000	4	\$67,850	23
Museum Store Manager	\$36,500	4	\$45,000	3	\$35,000	7	\$34,000	38	\$49,754	81

Table 3.3 Salaries at a glance by budget size (continued).

Functions Manager (rentals, special events)	\$35,000	3	\$41,600	2	\$30,649	5	\$36,001	16	\$50,000	61
Social Media Manager	\$47,500	4	\$34,209	6	\$26,150	4	\$42,060	10	\$43,300	43
Web Manager	\$52,601	2	\$43,350	1	\$25,020	2	\$45,893	4	\$51,318	31
Graphic Designer	\$45,920	2	\$33,418	1	\$20,020	2	\$40,600	19	\$46,610	67

4. SALARY DETAILS FOR FULL-TIME POSITIONS

This section provides more details about annual salaries for 52 museum positions. There is one table for each full-time position, with the data broken out by region, budget size, museum discipline, museum governance, museum location, gender, the academic credentials of employees, and by five states. See Chapter 2 for more details on how each of these categories has been defined and analyzed.

Looking across the 52 tables, a few common trends stand out. Generally speaking, there is a positive correlation between budget size and salaries. Senior staff members at art museums tend to make more than their counterparts at other museums, but this advantage doesn't hold for midlevel or entry-level staff. Urban and suburban museums tend to pay higher salaries than rural museums. Individuals with higher education levels tend to receive higher salaries than their counterparts with lower education levels. A little less than 10% of those employed by museums attended college for 2 years or less, but they fill positions ranging from entry-level to senior staff. Almost half of the chiefs of security and 41% of office managers attended college for 2 years or less.

Although women usually fill the majority of jobs in each position, it is clear from these tables that they typically receive less pay than their male peers. The exceptions, where there seems to be no parity (i.e., no pay gap), are: human resources director, CFO, business manager, administrative assistant to director or department/division head, director of external affairs, grants manager, public relations B, graphic designer, and functions manager. It should be noted that salaries between men and women often converge at a lower percentile. Institutions with larger budgets or those that can afford to pay higher salaries may be driving the discrepancies between male and female salary sizes. However, some of the comparisons are based on small numbers of responses and may not be representative of the actual gender distribution of salaries. Some of the gender gap might also be explained by differences in academic credentials or how long a position has been held, but we have not tested these theories.

The positions are presented in broad functional groupings, rather than in alphabetical order. The position descriptions use the same definitions as the previous national survey. They were developed over a number of years by the New England Museum Association with input from other regional and state museum associations and experts in museum management and human resources.

Administrative Staff

Director/CEO/President

Provides institutional leadership; reports to and works with the board; plans, organizes, and directs museum activities; is responsible for policymaking and funding, personnel and financial management, and professional practices.

Typical qualifications: advanced degree in academic or related field; significant administrative experience. Additional qualifications and specific duties vary widely.

Table 4.1 Director/CEO/President.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$44,400	\$61,800	\$86,726	\$148,107	\$241,750	126
	MAAM	\$50,000	\$73,500	\$117,000	\$196,731	\$316,210	109
	MPMA	\$37,700	\$47,950	\$67,775	\$149,670	\$149,670	134
	NEMA	\$47,652	\$70,654	\$100,000	\$253,000	\$253,000	133
	SEMC	\$44,049	\$60,000	\$93,412	\$212,475	\$212,475	190
	WMA	\$52,000	\$65,000	\$104,774	\$270,047	\$270,047	118
Budget size	Up to \$250,000	\$32,048	\$38,928	\$48,327	\$60,000	\$78,200	161
	\$250,001–\$500K	\$43,020	\$52,250	\$65,296	\$77,935	\$98,005	132
	\$500,001–\$1M	\$55,200	\$68,000	\$78,886	\$111,690	\$111,690	134
	\$1,000,001–\$3M	\$72,218	\$90,000	\$116,700	\$175,000	\$175,000	179
	>\$3M	\$120,611	\$157,113	\$204,000	\$375,000	\$375,000	205
Discipline	Art	\$52,400	\$75,705	\$123,000	\$200,000	\$302,020	223
	History	\$38,000	\$50,000	\$68,634	\$102,283	\$164,050	310
	Combination	\$50,000	\$65,500	\$95,350	\$130,500	\$213,138	62
	All others	\$54,394	\$72,100	\$107,100	\$172,336	\$250,800	215
Governance	Nonprofit	\$42,620	\$60,000	\$94,942	\$165,000	\$260,725	602
	Government	\$49,400	\$60,000	\$83,000	\$112,417	\$180,936	153
	All others	\$45,000	\$57,000	\$87,000	\$140,000	\$221,326	55
Location	Urban	\$54,900	\$75,000	\$125,000	\$204,485	\$311,080	348
	Suburban	\$47,500	\$60,000	\$89,993	\$132,000	\$185,653	309
	Rural	\$45,747	\$45,747	\$61,444	\$104,247	\$104,247	148
Gender	Female	\$41,060	\$55,475	\$82,442	\$133,509	\$203,600	460
	Male	\$49,066	\$70,000	\$100,000	\$176,250	\$285,993	350
Highest degree completed	< 2-year degree	\$24,968	\$39,480	\$52,000	\$67,000	\$157,800	21
	4-year degree	\$38,000	\$50,155	\$75,000	\$118,500	\$195,000	169
	Master's	\$45,945	\$62,447	\$91,128	\$149,497	\$222,300	478
	Doctorate	\$55,000	\$80,500	\$135,980	\$204,646	\$309,831	135
State	California	\$57,000	\$70,000	\$116,500	\$187,496	\$275,000	69
	Florida	\$41,960	\$57,000	\$100,000	\$180,625	\$245,702	58
	New York	\$45,000	\$65,000	\$108,080	\$455,994	\$455,994	55
	Texas	\$39,579	\$50,000	\$67,813	\$237,000	\$237,000	44
	Virginia	\$51,977	\$67,000	\$130,300	\$220,375	\$220,375	29

In museums with operating budgets up to \$250,000, women outnumber men 1.8 to 1 in director positions. The disparity decreases as budget size increases. At museums with budgets at or above \$3 million, male directors outnumber women directors 1.1 to 1. The fact that women more commonly serve as directors in smaller museums while men lead institutions with larger budgets leads to a perceived larger pay disparity when all directors salaries are compared based exclusively on gender. On average, women directors earn 82 cents for every dollar earned by their male counterparts when analysis controls for museum budget size. These results are consistent with overall labor trends and demonstrate that women tend to earn 82% of their male counterparts' salary across all sectors, not just the museum field (from the Institute for Women's Policy Research report *The Gender Wage Gap*: 2016).



Figure 4.1 Salaries of female compared to male director/CEO/presidents by operating budget.

Note: See chapter 1 for explanation on why we only represent the heteronormative gender categories in Figure 4.1 and in other instances throughout the report.

44% of CEOs have a degree in museum studies, 41% of CEOs' academic degrees were listed as "other," and business (9%), education (5%), and library studies degrees (1%) made up the remainder of responses. At about half of the participating institutions, CEOs have been in their current position for at least 5 years. The vast majority of CEOs work a minimum of 40 hours a week (91.7%), and almost 60% of full-time CEOs work more than 40 hours a week.

The following table depicts the percent of institutions offering various benefit types to their full-time CEOs. About two-thirds of museums offer their CEO some type of retirement plan.

Table 4.2 Benefits offered to full-time director/CEO/presidents.

	NOT Offered	Offered (paid in FULL by the museum)	Offered (paid in PART by the museum)	Offered, but NOT paid by the museum	n
Health insurance (for employee only)	18.1%	26.4%	53.0%	2.5%	811
Health insurance (for employee plus spouse/partner and/or dependents)	23.3%	9.2%	48.9%	18.6%	838
Dental insurance (for employee only)	29.2%	20.8%	34.8%	15.2%	795
Dental insurance (for employee plus spouse/partner and/or dependents)	30.6%	7.9%	37.0%	24.4%	832
Life insurance	31.1%	41.2%	17.1%	10.5%	835
Long-term disability insurance (LTD)	37.5%	31.8%	13.5%	17.2%	821
Short-term disability insurance (STD)	43.4%	25.7%	12.8%	18.2%	814
Long-term care insurance	71.9%	4.4%	6.8%	16.9%	798
Employee assistance program (EAP); e.g., programs that help employees deal with personal problems	50.8%	32.8%	10.2%	6.2%	817

Vice President/Deputy/Associate/Assistant Director for Administration/Operations

Responsible for several areas of administration, possibly including finance, restaurant, retail operations, personnel, information technology, buildings, and security; supervises several administrative professionals. Typical qualifications: business degree or administrative experience in a majority of the areas related to duties.

Table 4.2 Vice President/Deputy/Associate/Assistant Director for Administration/Operations.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$43,680	\$55,026	\$74,263	\$109,270	\$166,500	21
	MAAM	\$49,400	\$70,217	\$98,863	\$168,000	\$269,200	27
	MPMA	\$37,803		\$59,046		\$122,000	14
	NEMA	\$32,000		\$76,500		\$203,000	19
	SEMC	\$45,000	\$59,000	\$72,000	\$123,186	\$123,186	33
	WMA	\$60,450	\$83,750	\$115,188	\$213,510	\$213,510	22
Budget size	Up to \$250,000			\$37,803		.	4
	\$250,001–\$500K		\$44,175	\$50,000	\$51,985	.	9
	\$500,001–\$1M		\$47,000	\$52,000	\$79,000		11
	\$1,000,001–\$3 M	\$48,351	\$55,588	\$66,560	\$100,485	\$100,485	45
	>\$3M	\$69,020	\$81,455	\$123,323	\$231,840	\$231,840	67
Discipline	Art	\$64,847	\$80,000	\$115,423	\$179,000	\$254,626	45
	History	\$44,100	\$50,000	\$60,999	\$87,455	\$188,595	40
	Combination		\$60,000	\$68,500	\$84,141		10
	All others	\$40,200	\$53,825	\$80,000	\$119,500	\$160,122	41
Governance	Nonprofit	\$45,000	\$60,000	\$82,499	\$135,252	\$199,135	107
	Government	\$41,016	\$56,695	\$66,560	\$80,893	\$118,442	21
	All others		\$55,132	\$85,644	\$193,056		8
Location	Urban	\$50,855	\$68,775	\$100,000	\$163,239	\$223,300	74
	Suburban	\$46,689	\$55,556	\$70,516	\$80,365	\$150,000	44
	Rural	\$37,961		\$56,796		\$120,000	18
Gender	Female	\$45,000	\$58,000	\$80,000	\$122,400	\$194,020	91
	Male	\$46,340	\$58,250	\$80,971	\$127,552	\$199,460	44
Highest degree completed	< 2-year degree		\$41,750	\$50,628	\$72,864		10
	4-year degree	\$43,675	\$55,491	\$75,475	\$107,075	\$165,327	54
	Master's	\$49,500	\$61,749	\$83,288	\$130,851	\$213,200	57
	Doctorate			\$148,500		.	5
State	California		\$78,250	\$113,000	\$198,775		13
	Florida		\$49,000	\$65,000	\$100,000		11
	New York	\$50,404		\$122,400		\$271,287	17
	Texas			\$48,794			4
	Virginia			\$65,100			5

Deputy/Associate/Assistant Director for Programming

Responsible for several programmatic areas including collections, exhibitions, and education; supervises several program area professionals. Typical qualifications: advanced degree or administrative experience in a majority of the areas related to duties.

Table 4.3 Deputy/Associate/Assistant Director for Programming.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$36,096		\$73,600		\$207,000	15
	MAAM	\$40,600		\$78,000		\$186,797	17
	MPMA			\$92,780			4
	NEMA		\$40,000	\$55,000	\$124,800		11
	SEMC	\$29,818		\$55,968		\$107,167	17
	WMA	\$16,534		\$66,500		\$143,750	14
Budget size	Up to \$250,000			\$29,137			4
	\$250,001–\$500K			\$44,250			4
	\$500,001–\$1M		\$36,250	\$40,800	\$54,408		8
	\$1,000,001	\$37,128	\$47,000	\$60,000	\$71,500	\$92,886	23
	>\$3M	\$52,000	\$70,915	\$106,900	\$138,000	\$173,946	39
Discipline	Art	\$57,000	\$70,458	\$105,000	\$133,750	\$177,877	21
	History	\$30,240	\$41,800	\$55,000	\$86,005	\$138,000	29
	Combination			\$56,416			6
	All others	\$35,100	\$43,750	\$67,500	\$113,700	\$153,500	22
Governance	Nonprofit	\$37,752	\$46,000	\$70,000	\$122,400	\$157,000	65
	Government		\$41,137	\$62,000	\$94,598		9
	All others			\$60,500			4
Location	Urban	\$40,480	\$57,226	\$85,240	\$129,459	\$160,000	52
	Suburban	\$30,247	\$41,000	\$56,000	\$72,675	\$120,240	21
	Rural			\$43,500			5
Gender	Female	\$34,600	\$47,000	\$68,000	\$106,900	\$144,203	67
	Male		\$60,000	\$87,800	\$120,000		10
Highest degree completed	< 2-year degree			\$35,000			3
	4-year degree	\$29,218		\$60,000		\$138,040	17
	Master's	\$40,400	\$52,316	\$67,065	\$103,676	\$137,900	41
	Doctorate		\$60,750	\$115,000	\$143,628		14
State	California		\$51,500	\$63,500	\$76,482		8
	Florida			\$61,000			7
	New York		\$61,601	\$90,175	\$163,486		10
	Texas			\$58,085			2
	Virginia			\$45,000			1

Chief Financial Officer/Controller

Responsible for overall financial management and accounting. Typical qualifications: business or accounting degree or equivalent.

Table 4.4 Chief Financial Officer/Controller.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$50,460		\$82,503		\$198,546	20
	MAAM	\$50,400	\$66,000	\$83,078	\$117,600	\$192,917	31
	MPMA		\$36,797	\$63,000	\$78,540		11
	NEMA	\$54,353	\$70,250	\$100,000	\$141,315	\$231,950	32
	SEMC	\$35,790	\$56,250	\$75,750	\$91,350	\$112,917	32
	WMA	\$56,753	\$74,697	\$91,063	\$124,988	\$222,000	22
Budget size	Up to \$250,000			\$75,000			2
	\$250,001–\$500K			\$32,000			3
	\$500,001–\$1M			\$56,213			6
	\$1,000,001–\$3M	\$48,030	\$55,750	\$68,000	\$76,750	\$95,080	45
	>\$3M	\$67,170	\$80,000	\$101,750	\$138,759	\$221,415	92
Discipline	Art	\$52,000	\$70,315	\$87,125	\$116,859	\$244,875	49
	History	\$45,569	\$64,157	\$83,322	\$114,500	\$142,150	36
	Combination		\$53,259	\$76,400	\$101,875		12
	All others	\$50,404	\$65,564	\$80,000	\$122,400	\$160,000	51
Governance	Nonprofit	\$50,000	\$66,000	\$84,025	\$116,029	\$160,000	134
	Government		\$42,376	\$64,885	\$77,895		9
	All others			\$120,000			5
Location	Urban	\$63,822	\$78,000	\$100,000	\$127,308	\$219,158	83
	Suburban	\$39,216	\$54,800	\$70,000	\$87,147	\$128,000	57
	Rural			\$43,500			5
Gender	Female	\$51,600	\$66,000	\$80,948	\$125,000	\$202,770	67
	Male	\$44,611	\$64,943	\$83,078	\$111,620	\$148,351	81
Highest degree completed	< 2-year degree		\$49,053	\$66,000	\$77,586		8
	4-year degree	\$47,987	\$55,465	\$76,775	\$102,250	\$123,347	76
	Master's	\$63,794	\$76,625	\$92,251	\$125,000	\$223,865	52
	Doctorate						0
State	California		\$82,147	\$112,000	\$171,500		13
	Florida		\$60,000	\$75,500	\$87,360		13
	New York	\$62,523		\$92,792		\$159,488	18
	Texas			\$90,000			2
	Virginia			\$80,000			4

Business Manager

Responsible for one or more administrative functions (accounting, personnel, purchasing, etc.). Typical qualifications: business degree or equivalent.

Table 4.5 Business Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$48,125	\$57,220	\$71,913		8
	MAAM		\$49,625	\$64,050	\$69,056		10
	MPMA			\$40,000			4
	NEMA	\$25,930		\$60,506		\$76,000	16
	SEMC		\$42,540	\$52,500	\$92,700		12
	WMA			\$59,394			2
Budget size	Up to \$250,000			\$40,000			3
	\$250,001–\$500K			\$35,700			1
	\$500,001–\$1M			\$45,000			7
	\$1,000,001–\$3M	\$35,000		\$53,000		\$66,000	19
	>\$3M	\$52,004	\$60,258	\$66,934	\$90,223	\$90,223	22
Discipline	Art		\$42,860	\$47,500	\$62,950		13
	History	\$34,100		\$59,000		\$75,313	16
	Combination			\$53,000			2
	All others	\$36,400	\$49,250	\$57,189	\$72,262	\$91,148	21
Governance	Nonprofit	\$36,308	\$46,500	\$57,626	\$65,220	\$80,000	42
	Government		\$41,790	\$57,595	\$71,800		8
	All others			\$60,797			2
Location	Urban	\$36,400		\$61,500		\$73,702	20
	Suburban	\$36,098	\$40,540	\$49,000	\$62,860	\$80,000	22
	Rural		\$45,500	\$61,200	\$65,355		10
Gender	Female	\$36,103	\$45,500	\$57,626	\$65,380	\$81,902	40
	Male		\$45,750	\$56,500	\$72,448		12
Highest degree completed	< 2-year degree		\$48,000	\$58,000	\$62,400		11
	4-year degree	\$33,800	\$42,500	\$60,000	\$68,230	\$77,473	25
	Master's		\$40,720	\$48,500	\$71,000		11
	Doctorate						0
State	California						0
	Florida			\$55,000			1
	New York			\$59,840			6
	Texas			\$36,000			2
	Virginia			\$71,000			1

Human Resources Director

Responsible for all personnel functions including recruitment, hiring, compensation, and benefits; oversees trainings, policy development, and implementation; may supervise administrative staff or implement program directly. Typical qualifications: business or related degree or equivalent.

Table 4.6 Human Resources Director.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$54,838	\$82,284	\$101,957		13
	MAAM	\$54,577		\$84,845		\$132,750	16
	MPMA			\$55,610			7
	NEMA		\$50,510	\$70,000	\$164,038		13
	SEMC		\$42,242	\$48,050	\$94,853		13
	WMA	\$41,100		\$83,750		\$143,127	16
Budget size	Up to \$250,000			\$48,750			2
	\$250,001–\$500K			\$41,952			3
	\$500,001–\$1M						0
	\$1,000,001–\$3M		\$39,524	\$51,638	\$85,610		10
	>\$3M	\$43,378	\$61,276	\$83,000	\$126,500	\$126,500	63
Discipline	Art	\$49,025	\$70,000	\$84,948	\$105,941	\$164,198	24
	History	\$39,546	\$42,484	\$55,610	\$84,000	\$106,180	23
	Combination			\$71,650			4
	All others	\$41,000	\$59,675	\$74,500	\$97,000	\$119,150	27
Governance	Nonprofit	\$42,339	\$55,197	\$78,500	\$94,975	\$119,881	66
	Government		\$37,569	\$52,277	\$70,770		9
	All others			\$59,675			3
Location	Urban	\$42,486	\$64,750	\$84,948	\$105,479	\$134,250	50
	Suburban	\$36,396	\$45,750	\$53,944	\$70,000	\$84,610	22
	Rural			\$66,678			6
Gender	Female	\$41,962	\$51,255	\$75,000	\$94,300	\$123,537	71
	Male			\$63,000			7
Highest degree completed	< 2-year degree			\$61,276			7
	4-year degree	\$39,000	\$48,050	\$77,000	\$97,000	\$115,000	39
	Master's	\$39,476	\$55,708	\$71,200	\$87,575	\$106,000	24
	Doctorate			\$185,424			1
State	California		\$66,950	\$75,000	\$102,150		9
	Florida			\$66,469			2
	New York		\$61,517	\$72,232	\$98,371		10
	Texas			\$85,000			1
	Virginia			\$42,492			4

Director/Manager of Information Services & Technology

General administrative responsibility for information, technology, and network management; may provide direct systems support; may supervise several technical or data subordinates; may supervise website. Typical qualifications: bachelor of arts or bachelor of science degree with several years of related experience; understanding of museum needs; possible technical or management degree.

Table 4.7 Director/Manager of Information Services & Technology.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$41,310	\$75,000	\$87,500		11
	MAAM	\$49,000	\$55,797	\$67,500	\$95,250	\$144,690	24
	MPMA			\$55,715			3
	NEMA		\$54,250	\$68,000	\$165,190		14
	SEMC		\$37,500	\$55,238	\$97,519		13
	WMA		\$69,947	\$95,000	\$141,689		10
Budget size	Up to \$250,000						0
	\$250,001–\$500K			\$33,317			3
	\$500,001–\$1M						0
	\$1,000,001–\$3M	\$36,232		\$53,910		\$95,237	14
	>\$3M	\$51,550	\$58,995	\$76,845	\$134,931	\$134,931	58
Discipline	Art	\$39,000	\$55,000	\$85,020	\$128,750	\$175,296	27
	History	\$39,772		\$72,000		\$94,564	15
	Combination			\$77,619			4
	All others	\$38,721	\$54,576	\$65,000	\$83,565	\$118,000	29
Governance	Nonprofit	\$39,361	\$54,018	\$67,700	\$90,000	\$128,438	64
	Government			\$55,255			7
	All others			\$116,500			4
Location	Urban	\$52,338	\$62,300	\$83,069	\$108,171	\$141,118	51
	Suburban	\$33,990	\$40,000	\$55,000	\$60,000	\$68,600	23
	Rural			\$70,000			1
Gender	Female	\$39,500		\$59,578		\$125,567	14
	Male	\$40,262	\$55,119	\$71,462	\$93,500	\$132,745	61
Highest degree completed	< 2-year degree			\$65,000			5
	4-year degree	\$42,611	\$55,060	\$65,000	\$89,600	\$123,875	44
	Master's	\$32,000		\$71,462		\$130,032	17
	Doctorate			\$33,317			1
State	California			\$107,500			6
	Florida			\$56,000			6
	New York		\$53,038	\$58,834	\$94,005		12
	Texas			\$55,715			1
	Virginia			\$55,000			1

Information Services & Technology B

Provides direct support for museum hardware, software, and/or network systems; may act as a specialist supporting one system or as a generalist supporting several or all systems. Typical qualifications: technical degree or several years of experience.

Table 4.8 Information Services & Technology B.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$43,329	\$50,000	\$84,580		9
	MAAM			\$70,000			5
	MPMA			\$66,959			4
	NEMA			\$75,527			4
	SEMC			\$40,000			6
	WMA			\$62,000			7
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$34,726			6
	>\$3M	\$37,911	\$45,867	\$62,000	\$103,859	\$103,859	29
Discipline	Art		\$48,750	\$76,029	\$96,880		13
	History			\$56,689			7
	Combination			\$30,763			1
	All others	\$35,611		\$48,317		\$83,813	14
Governance	Nonprofit	\$32,349	\$37,864	\$56,689	\$84,580	\$111,062	25
	Government			\$62,000			7
	All others			\$75,025			3
Location	Urban	\$35,732	\$44,589	\$62,000	\$87,862	\$109,261	26
	Suburban			\$46,250			6
	Rural			\$69,003			3
Gender	Female			\$36,046			5
	Male	\$37,826	\$45,075	\$63,457	\$83,057	\$102,463	30
Highest degree completed	< 2-year degree			\$37,911			5
	4-year degree	\$35,563	\$45,817	\$56,689	\$75,527	\$100,612	21
	Master's						0
	Doctorate						0
State	California			\$62,000			4
	Florida			\$37,882			2
	New York			\$60,000			4
	Texas						0
	Virginia						0

Administrative Assistant to Director or Department/Division Head

Assists director in a variety of ways, which may include clerical duties as well as assistance on special projects. Typical qualifications: bachelor's degree plus related experience.

Table 4.9 Administrative Assistant to Director or Department/Division Head.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$31,409		\$42,150		\$60,803	20
	MAAM	\$30,426	\$35,153	\$47,115	\$53,880	\$74,000	29
	MPMA		\$32,900	\$40,000	\$50,629		13
	NEMA	\$32,027	\$35,000	\$43,000	\$61,530	\$61,530	31
	SEMC	\$29,994	\$32,559	\$39,395	\$60,000	\$60,000	29
	WMA	\$26,800	\$34,000	\$45,981	\$70,000	\$70,000	25
Budget size	Up to \$250,000			\$30,000			4
	\$250,001–\$500K			\$40,000			5
	\$500,001–\$1M		\$28,500	\$34,900	\$42,861		9
	\$1,000,001–\$3M	\$29,200	\$32,102	\$35,153	\$49,053	\$49,053	42
	>\$3M	\$33,007	\$40,000	\$50,000	\$69,200	\$69,200	87
Discipline	Art	\$32,000	\$36,000	\$45,000	\$58,000	\$70,000	59
	History	\$26,575	\$32,000	\$40,000	\$48,000	\$55,932	35
	Combination	\$27,500		\$38,500		\$75,500	14
	All others	\$31,515	\$36,000	\$47,500	\$53,000	\$66,467	39
Governance	Nonprofit	\$29,086	\$33,500	\$45,000	\$54,760	\$65,948	111
	Government	\$31,685	\$33,919	\$40,000	\$43,788	\$53,686	27
	All others		\$42,635	\$49,805	\$62,551		9
Location	Urban	\$32,395	\$36,045	\$47,750	\$58,512	\$70,000	82
	Suburban	\$29,201	\$33,000	\$40,000	\$48,069	\$56,155	52
	Rural		\$27,500	\$33,556	\$41,967		13
Gender	Female	\$30,000	\$33,960	\$42,300	\$52,500	\$61,560	133
	Male		\$33,209	\$38,402	\$45,991		13
Highest degree completed	< 2-year degree	\$26,542	\$31,660	\$40,230	\$50,343	\$64,308	42
	4-year degree	\$32,784	\$36,000	\$42,300	\$51,904	\$61,080	65
	Master's	\$26,616	\$32,500	\$36,000	\$54,900	\$71,819	21
	Doctorate			\$80,100			1
State	California		\$33,880	\$46,410	\$52,993		13
	Florida		\$32,557	\$42,908	\$58,118		10
	New York	\$26,150		\$47,750		\$76,500	16
	Texas			\$36,000			3
	Virginia			\$39,500			4

Office Manager

Typically oversees and carries out various accounts payable and receivable processes; processes weekly payroll records; prepares monthly and quarterly financial reports; deals with museum vendors; ensures that the central business office is adequately equipped with supplies and materials; performs wide variety of general secretarial duties as required. Typical qualifications: bachelor's degree plus two years related experience.

Table 4.10 Office Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$33,675	\$37,024	\$43,950		11
	MAAM		\$30,413	\$38,875	\$45,375		12
	MPMA			\$34,425			6
	NEMA		\$34,523	\$44,868	\$65,666		13
	SEMC	\$27,487		\$33,209		\$47,315	16
	WMA			\$37,440			7
Budget size	Up to \$250,000			\$32,000			3
	\$250,001–\$500K		\$28,000	\$35,750	\$42,000		11
	\$500,001–\$1M	\$28,400		\$34,000		\$45,450	16
	\$1,000,001–\$3M	\$30,306		\$40,951		\$55,096	20
	>\$3M	\$31,287		\$43,950		\$88,800	15
Discipline	Art	\$30,000		\$38,750		\$68,777	19
	History	\$30,212	\$32,750	\$35,839	\$44,250	\$53,334	26
	Combination			\$33,860			2
	All others	\$26,929		\$36,110		\$60,524	18
Governance	Nonprofit	\$29,300	\$32,111	\$36,360	\$45,375	\$60,841	52
	Government		\$31,738	\$35,478	\$43,250		10
	All others			\$43,160			3
Location	Urban	\$30,233	\$33,418	\$42,000	\$52,453	\$72,400	23
	Suburban	\$28,100	\$31,738	\$35,473	\$42,875	\$54,866	30
	Rural		\$32,111	\$33,838	\$44,651		12
Gender	Female	\$30,024	\$32,345	\$37,024	\$45,000	\$59,377	61
	Male			\$34,713			4
Highest degree completed	< 2-year degree	\$27,500	\$32,000	\$35,389	\$43,650	\$46,250	24
	4-year degree	\$30,084	\$33,482	\$38,500	\$51,352	\$63,100	32
	Master's			\$36,000			3
	Doctorate						0
State	California			\$37,014			2
	Florida			\$34,673			6
	New York		\$29,750	\$38,875	\$44,800		8
	Texas			\$32,000			1
	Virginia			\$30,201			3

Chief of Security

Responsible for security systems and procedures. Supervises and trains all security guards. May report to facilities director or director of administration. Typical qualifications: bachelor of arts or bachelor of science degree plus several years of related experience.

Table 4.11 Chief of Security.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$65,328			6
	MAAM		\$54,777	\$67,943	\$96,580		12
	MPMA			\$45,300			5
	NEMA		\$43,195	\$61,800	\$95,875		13
	SEMC	\$26,728		\$45,288		\$69,569	16
	WMA		\$55,430	\$65,400	\$87,452		11
Budget size	Up to \$250,000			\$29,000			1
	\$250,001–\$500K						0
	\$500,001–\$1M			\$31,114			2
	\$1,000,001–\$3M		\$40,479	\$46,933	\$55,591		14
	>\$3M	\$37,444	\$54,909	\$63,585	\$88,527	\$124,161	46
Discipline	Art	\$37,323	\$54,777	\$61,800	\$97,737	\$125,593	28
	History		\$37,156	\$47,978	\$57,375		12
	Combination			\$65,370			7
	All others	\$20,468		\$57,061		\$98,465	16
Governance	Nonprofit	\$30,465	\$46,894	\$60,628	\$82,673	\$113,642	46
	Government		\$36,146	\$45,300	\$54,122		11
	All others			\$67,776			6
Location	Urban	\$29,000	\$55,199	\$66,116	\$93,650	\$125,000	39
	Suburban	\$32,703	\$39,746	\$47,716	\$60,641	\$67,918	22
	Rural						2
Gender	Female			\$47,476			7
	Male	\$34,671	\$45,572	\$60,128	\$77,107	\$102,786	56
Highest degree completed	< 2-year degree	\$26,416	\$36,146	\$47,955	\$60,000	\$81,496	23
	4-year degree	\$39,492	\$45,975	\$63,150	\$76,451	\$111,901	24
	Master's			\$52,820			5
	Doctorate						0
State	California			\$72,776			6
	Florida			\$42,500			7
	New York			\$61,000			5
	Texas						0
	Virginia			\$55,058			2

Facilities Director

Responsible for the operation and maintenance of the institution's buildings and facilities; may supervise security; reports to director of administration or director. Typical qualifications: high school diploma, bachelor of arts degree, or bachelor of science degree plus advanced technical training in one or more appropriate fields; several years of related experience.

Table 4.12 Facilities Director.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$35,135	\$45,578	\$55,078	\$89,609	\$101,777	26
	MAAM	\$37,249	\$52,000	\$63,750	\$94,013	\$184,046	30
	MPMA		\$36,012	\$42,504	\$59,432		12
	NEMA	\$38,524	\$50,300	\$62,141	\$107,799	\$107,799	38
	SEMC	\$30,222	\$39,250	\$47,750	\$76,800	\$76,800	40
	WMA	\$20,017	\$52,500	\$72,500	\$106,064	\$106,064	27
Budget size	Up to \$250,000			\$34,012			4
	\$250,001–\$500K		\$35,350	\$38,500	\$44,100		9
	\$500,001–\$1M	\$14,015		\$37,525		\$52,500	14
	\$1,000,001–\$3M	\$34,941	\$40,140	\$50,200	\$75,000	\$75,000	54
	>\$3M	\$44,539	\$58,917	\$72,546	\$120,067	\$120,067	92
Discipline	Art	\$38,524	\$50,000	\$65,248	\$90,158	\$170,304	50
	History	\$32,014	\$40,000	\$55,000	\$75,000	\$87,300	53
	Combination		\$39,250	\$48,411	\$77,938		12
	All others	\$32,800	\$39,750	\$56,218	\$73,698	\$98,756	58
Governance	Nonprofit	\$34,983	\$44,256	\$60,000	\$80,763	\$100,000	146
	Government	\$30,024		\$44,822		\$72,930	19
	All others		\$53,604	\$73,462	\$105,721		8
Location	Urban	\$38,144	\$53,125	\$70,200	\$92,282	\$110,786	92
	Suburban	\$31,605	\$38,480	\$47,478	\$65,000	\$83,240	67
	Rural	\$36,500		\$50,321		\$63,180	14
Gender	Female	\$35,090	\$39,000	\$48,000	\$80,000	\$93,466	21
	Male	\$34,961	\$44,461	\$61,241	\$79,956	\$100,000	152
Highest degree completed	< 2-year degree	\$32,600	\$39,204	\$52,000	\$65,000	\$88,523	57
	4-year degree	\$36,199	\$45,958	\$61,900	\$83,288	\$104,572	70
	Master's	\$24,746		\$61,648		\$199,399	16
	Doctorate						0
State	California	*		\$75,989		\$130,320	15
	Florida	\$23,100		\$48,500		\$68,613	16
	New York	\$39,400		\$62,500		\$192,266	17
	Texas			\$35,186			4
	Virginia			\$43,200			5

* Value deleted as anomalous.

Collections Staff

Archivist

Physical and intellectual responsibility for archival collections; writing, maintaining automated databases, and providing research and reference use of materials. Typical qualifications: advanced degree or equivalent plus two years of related experience.

Table 4.13 Archivist.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$38,108	\$43,947	\$50,012		9
	MAAM	\$28,020		\$44,000		\$66,400	15
	MPMA		\$42,833	\$50,014			8
	NEMA		\$36,560	\$45,000	\$124,284		10
	SEMC			\$45,000			7
	WMA		\$37,563	\$41,600	\$51,000		9
Budget size	Up to \$250,000			\$40,000			3
	\$250,001–\$500K		\$34,000	\$43,215	\$44,750		8
	\$500,001–\$1M			\$46,250			2
	\$1,000,001–\$3M	\$28,500		\$39,850		\$55,964	16
	>\$3M	\$34,776	\$41,800	\$50,000	\$64,030	\$64,030	29
Discipline	Art		\$42,840	\$55,000	\$60,012		11
	History	\$32,179	\$38,711	\$43,974	\$50,593	\$67,621	26
	Combination			\$46,000			3
	All others	\$27,743		\$41,540		\$58,768	18
Governance	Nonprofit	\$30,280	\$37,040	\$43,079	\$50,062	\$60,000	49
	Government			\$52,278			7
	All others			\$57,878			2
Location	Urban	\$29,684	\$38,400	\$46,000	\$52,000	\$60,872	27
	Suburban	\$29,900	\$35,000	\$43,947	\$53,500	\$71,212	23
	Rural		\$43,147	\$45,288	\$51,709		8
Gender	Female	\$29,212	\$37,125	\$45,000	\$52,000	\$59,286	43
	Male	\$33,902		\$45,000		\$68,654	15
Highest degree completed	< 2-year degree			\$43,079			3
	4-year degree	\$24,115		\$41,650		\$50,500	14
	Master's	\$33,388	\$37,114	\$45,000	\$55,173	\$63,893	34
	Doctorate			\$72,278			2
State	California			\$41,600			5
	Florida			\$55,000			1
	New York		\$34,500	\$44,000	\$53,500		9
	Texas			\$47,000			2
	Virginia						0

Curator A/Chief Curator

General administrative responsibility for curatorial affairs plus some museum administrative responsibilities; considerable public and donor contact; may supervise several curatorial departments or functions; prepares major exhibitions and accompanying catalogues; reports to director. Typical qualifications: advanced degree or equivalent; several years of related experience; regional and national professional activities.

Table 4.14 Curator A/Chief Curator.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$38,190	\$44,650	\$57,783	\$75,025	\$100,000	29
	MAAM	\$28,000	\$45,000	\$66,270	\$80,860	\$123,600	39
	MPMA	\$30,000	\$36,500	\$45,000	\$68,018	\$93,800	25
	NEMA	\$32,000	\$49,000	\$59,176	\$117,830	\$117,830	33
	SEMC	\$34,910	\$41,500	\$60,000	\$96,908	\$96,908	45
	WMA	\$38,051	\$50,750	\$82,000	\$138,745	\$138,745	21
Budget size	Up to \$250,000	\$12,611		\$37,298		\$78,207	18
	\$250,001–\$500K	\$30,832	\$35,455	\$39,000	\$46,000	\$58,200	25
	\$500,001–\$1M	*		\$45,000		\$72,100	19
	\$1,000,001–\$3M	\$42,439	\$50,000	\$58,963	\$92,265	\$92,265	62
	>\$3M	\$49,823	\$64,750	\$85,580	\$146,783	\$146,783	68
Discipline	Art	\$42,000	\$53,530	\$79,190	\$100,000	\$145,405	69
	History	\$30,556	\$37,750	\$48,613	\$60,592	\$75,611	62
	Combination	\$42,100		\$59,300		\$89,216	15
	All others	\$35,570	\$41,725	\$59,523	\$82,395	\$108,265	46
Governance	Nonprofit	\$33,640	\$44,000	\$59,450	\$81,145	\$109,079	150
	Government	\$38,095	\$42,675	\$57,197	\$75,250	\$100,289	34
	All others		\$61,250	\$79,544	\$105,157		8
Location	Urban	\$40,000	\$51,500	\$71,715	\$100,000	\$141,400	89
	Suburban	\$34,233	\$42,966	\$52,722	\$74,255	\$93,992	72
	Rural	\$30,120	\$35,446	\$44,777	\$60,520	\$77,365	30
Gender	Female	\$33,880	\$42,850	\$55,550	\$72,080	\$93,426	116
	Male	\$35,298	\$47,875	\$71,050	\$100,000	\$150,290	74
Highest degree completed	< 2-year degree			\$47,500			2
	4-year degree	\$25,396	\$38,351	\$49,135	\$61,785	\$76,614	36
	Master's	\$33,880	\$42,675	\$56,450	\$72,345	\$93,031	106
	Doctorate	\$50,000	\$75,000	\$90,000	\$109,180	\$163,909	39
State	California		\$59,250	\$97,710	\$122,750		12
	Florida		\$46,250	\$64,858	\$91,434		12
	New York	\$26,408	\$44,277	\$54,060	\$85,930	\$152,200	21
	Texas			\$42,882			4
	Virginia		\$48,500	\$67,300	\$98,445		8

* Value deleted as anomalous.

Curator B/Senior Curator

Curatorial responsibility for important collections; limited general administrative duties; primary responsibility for exhibitions, publications, and public and donor contacts related to collection; may supervise one or two curatorial staff; in smaller museums, may implement program directly. Typical qualifications: advanced degree.

Table 4.15 Curator B/Senior Curator.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$64,230			7
	MAAM	\$48,270		\$66,000		\$164,657	17
	MPMA		\$50,000	\$68,000	\$94,694		11
	NEMA		\$52,685	\$70,000	\$100,880		12
	SEMC	\$38,865	\$45,000	\$52,255	\$72,900	\$72,900	26
	WMA*		\$47,750	\$62,760	\$91,525		16
Budget size	Up to \$250,000			\$158,000			1
	\$250,001–\$500K			\$80,075			1
	\$500,001–\$1M			\$43,900			6
	\$1,000,001–\$3M	\$35,300	\$43,792	\$50,000	\$71,800	\$71,800	20
	>\$3M	\$49,504	\$53,109	\$66,779	\$110,513	\$110,513	61
Discipline	Art	\$43,140	\$55,250	\$69,815	\$88,493	\$133,400	41
	History	\$41,000		\$51,937		\$76,672	15
	Combination		\$43,389	\$50,800	\$76,500		11
	All others	\$41,115	\$51,386	\$60,500	\$79,626	\$105,000	22
Governance	Nonprofit	\$40,274	\$50,000	\$62,450	\$77,850	\$105,553	66
	Government	\$42,558		\$64,927		\$84,537	17
	All others			\$77,160			6
Location	Urban	\$49,504	\$53,020	\$66,779	\$93,686	\$114,796	51
	Suburban	\$36,200	\$44,195	\$51,105	\$69,000	\$73,678	33
	Rural			\$77,177			5
Gender	Female	\$40,167	\$50,252	\$63,900	\$77,177	\$103,963	59
	Male	\$45,500	\$50,900	\$66,566	\$77,250	\$138,000	29
Highest degree completed	< 2-year degree			\$45,500			3
	4-year degree		\$49,317	\$57,500	\$70,000		11
	Master's	\$39,995	\$49,758	\$60,500	\$70,796	\$104,827	46
	Doctorate	\$51,204	\$60,000	\$74,796	\$96,100	\$128,800	23
State	California		\$11,794	\$62,500	\$98,200		8
	Florida		\$57,000	\$69,815	\$73,358		9
	New York		\$59,250	\$78,000	\$132,422		9
	Texas			\$111,430			1
	Virginia			\$53,000			5

Curator C/Assistant Curator

Entry-level curatorial position; exhibition, publication, and collections responsibilities under supervision; usually does not supervise other curatorial professionals. Typical qualifications: bachelor's degree plus one year of related experience.

Table 4.16 Curator C/Assistant Curator.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$40,000	\$42,824	\$44,124		11
	MAAM	\$37,025		\$54,530		\$66,350	14
	MPMA		\$28,780	\$48,500	\$51,998		9
	NEMA		\$32,800	\$52,875	\$79,929		10
	SEMC		\$31,625	\$41,200	\$60,650		12
	WMA	\$39,750		\$47,295		\$92,500	14
Budget size	Up to \$250,000			\$50,289			2
	\$250,001– \$500K			\$40,000			3
	\$500,001–\$1M			\$32,000			5
	\$1,000,001–\$3M	\$29,800		\$42,000		\$66,741	17
	>\$3M	\$34,529	\$42,824	\$50,000	\$75,447	\$75,447	43
Discipline	Art	\$30,000	\$40,000	\$50,000	\$57,000	\$68,790	39
	History		\$32,200	\$40,000	\$47,000		11
	Combination			\$42,200			6
	All others	\$35,274		\$50,485		\$82,614	14
Governance	Nonprofit	\$31,739	\$39,250	\$45,000	\$54,765	\$63,477	56
	Government		\$33,548	\$47,128	\$51,000		11
	All others			\$85,000			3
Location	Urban	\$36,960	\$42,518	\$50,500	\$57,375	\$77,498	46
	Suburban	\$23,700		\$41,250		\$56,375	20
	Rural			\$37,025			4
Gender	Female	\$30,000	\$39,250	\$46,270	\$53,364	\$61,491	48
	Male	\$33,312	\$40,500	\$47,128	\$59,250	\$76,762	21
Highest degree completed	< 2-year degree			\$35,160			2
	4-year degree	\$31,500		\$47,091		\$60,000	19
	Master's	\$31,000	\$40,000	\$44,078	\$53,119	\$67,807	34
	Doctorate		\$46,750	\$53,550	\$63,020		9
State	California		\$43,500	\$47,091	\$68,500		9
	Florida			\$50,000			5
	New York		\$47,320	\$55,000	\$58,500		11
	Texas			\$43,778			2
	Virginia			\$39,314			2

Curatorial Assistant

Provides assistance to curators in routine duties; assists in implementation of ongoing programs and activities; participates in training to become curatorial professional. Typical qualifications: bachelor's degree in related field.

Table 4.17 Curatorial Assistant.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$41,586			4
	MAAM	\$26,564		\$40,000		\$51,931	15
	MPMA			\$33,000			5
	NEMA		\$31,304	\$34,450	\$64,407		10
	SEMC		\$28,476	\$31,053	\$44,828		10
	WMA		\$36,217	\$44,000	\$45,747		9
Budget size	Up to \$250,000			\$38,466			1
	\$250,001–\$500K			\$23,000			1
	\$500,001–\$1M			\$28,150			2
	\$1,000,001–\$3M		\$29,301	\$34,767	\$44,000		11
	>\$3M	\$28,938	\$32,758	\$37,512	\$55,465	\$55,465	38
Discipline	Art	\$25,010	\$29,825	\$36,217	\$45,000	\$46,363	30
	History			\$37,233			7
	Combination			\$30,650			6
	All others		\$31,002	\$39,000	\$46,713		10
Governance	Nonprofit	\$25,184	\$31,000	\$37,073	\$44,000	\$45,571	43
	Government			\$32,936			6
	All others			\$50,622			4
Location	Urban	\$27,846	\$33,630	\$39,233	\$45,000	\$52,313	32
	Suburban	\$24,701		\$32,032		\$45,424	17
	Rural			\$38,500			4
Gender	Female	\$25,092	\$30,000	\$34,900	\$41,787	\$46,040	41
	Male		\$37,000	\$43,280	\$45,100		11
Highest degree completed	< 2-year degree			\$37,233			3
	4-year degree	\$25,500	\$30,075	\$33,016	\$41,500	\$46,237	24
	Master's	\$26,367	\$34,137	\$38,466	\$45,000	\$53,057	21
	Doctorate			\$45,100			1
State	California			\$45,100			5
	Florida			\$37,640			4
	New York		\$30,000	\$42,000	\$45,000		11
	Texas			\$23,663			1
	Virginia			\$32,073			2

Registrar A/Collections Manager

Responsible for registration of collections; development and maintenance of record systems; administration of loan transactions, including moving, storage, arranging shipping, maintenance of insurance records; may supervise several subordinates. Typical qualifications: bachelor's degree plus specialized training; two years of related experience.

Table 4.18 Registrar A/Collections Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$35,880	\$40,000	\$49,000	\$53,002	\$59,642	25
	MAAM	\$31,155	\$41,564	\$53,000	\$69,750	\$84,863	28
	MPMA	\$30,056	\$33,912	\$41,600	\$48,460	\$62,274	21
	NEMA	\$38,440	\$46,500	\$55,619	\$99,800	\$99,800	23
	SEMC	\$28,248	\$34,944	\$41,000	\$60,063	\$60,063	42
	WMA	\$36,750	\$40,000	\$44,752	\$72,889	\$72,889	24
Budget size	Up to \$250,000		\$25,287	\$40,000	\$48,750		9
	\$250,001–\$500K		\$34,000	\$46,880	\$50,801		12
	\$500,001–\$1M	\$19,206		\$38,000		\$53,861	17
	\$1,000,001–\$3M	\$35,000	\$39,000	\$42,500	\$59,430	\$59,430	51
	>\$3M	\$37,500	\$42,000	\$51,003	\$89,009	\$89,009	74
Discipline	Art	\$35,000	\$41,800	\$50,205	\$66,027	\$80,965	73
	History	\$29,841	\$32,000	\$40,000	\$45,570	\$53,995	42
	Combination	\$27,635		\$47,735		\$61,411	20
	All others	\$34,978	\$39,163	\$43,000	\$51,026	\$74,100	28
Governance	Nonprofit	\$31,498	\$39,253	\$46,940	\$57,642	\$73,813	122
	Government	\$32,433	\$39,333	\$43,302	\$50,865	\$61,816	36
	All others			\$67,792			5
Location	Urban	\$36,318	\$41,314	\$49,103	\$60,331	\$80,138	74
	Suburban	\$31,355	\$38,875	\$43,302	\$51,317	\$66,049	70
	Rural	\$29,773		\$41,770		\$65,000	19
Gender	Female	\$31,785	\$39,463	\$45,978	\$54,250	\$67,105	126
	Male	\$31,200	\$39,236	\$46,690	\$60,090	\$82,899	35
Highest degree completed	< 2-year degree			\$48,000			5
	4-year degree	\$27,262	\$35,123	\$49,000	\$60,528	\$83,691	53
	Master's	\$33,790	\$39,139	\$44,000	\$54,000	\$67,317	95
	Doctorate			\$58,402			2
State	California		\$40,000	\$41,787	\$47,500		11
	Florida	\$29,297		\$43,750		\$68,674	14
	New York	\$23,600		\$57,500		\$95,271	15
	Texas			\$32,750			3
	Virginia			\$45,503			6

Registrar B/Assistant Registrar

Assists registrar in performance of duties. Typical qualifications: bachelor's degree in related field or equivalent experience.

Table 4.19 Registrar B/Assistant Registrar.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$36,144	\$38,108	\$43,553		10
	MAAM		\$35,050	\$40,098	\$50,250		13
	MPMA		\$30,691	\$35,312	\$42,000		8
	NEMA		\$36,708	\$39,796	\$66,662		9
	SEMC	\$25,085		\$36,250		\$49,153	14
	WMA		\$40,040	\$44,280	\$76,865		11
Budget size	Up to \$250,000			\$51,500			1
	\$250,001–\$500K			\$29,910			1
	\$500,001–\$1M			\$30,000			1
	\$1,000,001–\$3M	\$27,531		\$36,000		\$48,366	15
	>\$3M	\$32,953	\$36,000	\$40,208	\$65,095	\$65,095	47
Discipline	Art	\$31,708	\$35,571	\$39,947	\$49,000	\$65,480	36
	History		\$33,882	\$40,000	\$42,486		9
	Combination		\$30,000	\$41,054	\$46,792		8
	All others		\$34,060	\$36,096	\$46,005		12
Governance	Nonprofit	\$30,205	\$35,000	\$38,494	\$47,500	\$53,848	51
	Government		\$31,382	\$40,800	\$43,945		9
	All others			\$49,306		.	5
Location	Urban	\$33,904	\$36,394	\$41,400	\$48,750	\$63,477	40
	Suburban	\$30,103		\$38,145		\$51,098	20
	Rural			\$29,939			5
Gender	Female	\$31,220	\$35,050	\$39,968	\$47,488	\$53,848	61
	Male			\$35,400			4
Highest degree completed	< 2-year degree			\$29,380			2
	4-year degree	\$30,000	\$35,000	\$40,004	\$44,951	\$51,150	30
	Master's	\$32,858	\$37,000	\$40,098	\$49,000	\$55,155	23
	Doctorate			\$76,535			2
State	California			\$44,104			6
	Florida			\$44,835			5
	New York			\$35,100			5
	Texas			\$34,247			2
	Virginia			\$37,000			3

Conservator A

Responsible for conservation and restoration of a major collection; examination of collection and exhibits; preparation of conservation reports; supervision of professional assistant(s). Typical qualifications: bachelor of science degree; formal conservation training or equivalent including apprenticeship; several years of related experience.

Table 4.20 Conservator A.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$56,400			3
	MAAM			\$75,000			7
	MPMA			\$75,514			3
	NEMA			\$87,479			6
	SEMC			\$51,500			4
	WMA			\$68,893			6
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$42,804			3
	>\$3M	\$47,000	\$55,671	\$75,257	\$124,348	\$124,348	26
Discipline	Art		\$78,434	\$90,250	\$112,493		13
	History			\$55,000			7
	Combination			\$61,625			3
	All others			\$51,500			6
Governance	Nonprofit	\$45,728	\$53,250	\$68,893	\$88,379	\$124,348	26
	Government			\$42,804			1
	All others			\$95,601			2
Location	Urban	\$48,000		\$76,500		\$119,287	20
	Suburban			\$49,350			6
	Rural			\$55,000			3
Gender	Female	\$42,804		\$61,625		\$104,000	19
	Male		\$55,146	\$78,000			9
Highest degree completed	< 2-year degree						0
	4-year degree			\$48,000			5
	Master's	\$48,000		\$75,000		\$132,195	19
	Doctorate						0
State	California			\$62,786			3
	Florida			\$51,500			2
	New York			\$61,500			4
	Texas						0
	Virginia			\$78,867			1

Conservator B

Under supervision, assists with conservation, restoration, and documentation of objects; responsible for routine inspection of objects in the collections and on loan. Typical qualifications: bachelor of science degree plus formal conservation training.

Table 4.21 Conservator B.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$42,036			3
	MAAM			\$66,542			5
	MPMA			\$39,693			1
	NEMA			\$71,089			4
	SEMC			\$48,828			1
	WMA			\$78,999			3
Budget size	Up to \$250,000						0
	\$250,001–\$500K			\$38,500			1
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$39,693			1
	>\$3M	\$39,222		\$65,000		\$100,064	15
Discipline	Art		\$50,832	\$71,089	\$84,055		10
	History			\$45,732			5
	Combination						0
	All others			\$57,367			2
Governance	Nonprofit		\$47,280	\$54,000	\$77,764		13
	Government			\$39,097			2
	All others			\$89,478			2
Location	Urban		\$50,375	\$71,860	\$79,550		12
	Suburban			\$44,261			4
	Rural			\$35,000			1
Gender	Female		\$40,279	\$50,750	\$78,837		12
	Male			\$60,271			4
Highest degree completed	< 2-year degree						0
	4-year degree						0
	Master's		\$47,280	\$54,000	\$79,367		13
	Doctorate						0
State	California			\$72,477			2
	Florida			\$48,828			1
	New York			\$68,164			2
	Texas						0
	Virginia						0

Head Librarian

Develops and carries out library practices, policies, and procedures; oversees acquisition of library materials; maintains the library collection and catalog; responds to public inquiries; provides reference and research materials as requested by staff. Typical qualifications: master of library science/master of library and information science or bachelor's degree, plus several years of experience.

Table 4.22 Head Librarian.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$46,482	\$66,289	\$77,804		8
	MAAM		\$47,417	\$56,308	\$97,511		12
	MPMA			\$54,945			6
	NEMA		\$43,880	\$48,000	\$83,168		8
	SEMC			\$53,793			6
	WMA			\$63,000			7
Budget size	Up to \$250,000			\$44,793			2
	\$250,001–\$500K			\$43,350			1
	\$500,001–\$1M						0
	\$1,000,001–\$3M	\$32,016		\$46,611		\$62,500	14
	>\$3M	\$43,860	\$52,408	\$66,337	\$103,522	\$103,522	30
Discipline	Art		\$52,616	\$86,441	\$99,222		11
	History	\$37,746		\$50,000		\$70,030	17
	Combination			\$63,648			2
	All others	\$35,240		\$55,876		\$85,338	17
Governance	Nonprofit	\$35,300	\$44,840	\$57,045	\$68,453	\$97,467	38
	Government			\$52,131			6
	All others			\$80,672			3
Location	Urban	\$45,864	\$51,784	\$66,000	\$78,045	\$101,818	27
	Suburban		\$35,300	\$43,400	\$58,270		13
	Rural			\$55,000			7
Gender	Female	\$35,470	\$45,490	\$53,808	\$66,593	\$85,864	40
	Male			\$83,015			6
Highest degree completed	< 2-year degree			\$58,326			1
	4-year degree			\$41,675			4
	Master's	\$36,150	\$46,917	\$58,500	\$74,524	\$97,982	34
	Doctorate			\$63,751			2
State	California			\$65,602			4
	Florida			\$55,000			3
	New York			\$72,023			6
	Texas						0
	Virginia			\$41,100			2

Librarian Assistant

Assists librarian in performance of duties. Typical qualifications: bachelor's degree plus two years of related experience.

Table 4.23 Librarian Assistant.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$52,338			3
	MAAM			\$42,000			3
	MPMA			\$41,802			3
	NEMA			\$38,057			5
	SEMC			\$25,294			3
	WMA			\$51,119			1
Budget size	Up to \$250,000			\$25,647			2
	\$250,001–\$500K			\$20,800			1
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$53,047			2
	>\$3M		\$33,813	\$41,802	\$64,426		13
Discipline	Art			\$47,169			4
	History			\$40,901			6
	Combination			\$28,000			3
	All others			\$33,000			5
Governance	Nonprofit		\$33,813	\$42,000	\$54,494		13
	Government			\$28,000			5
	All others						0
Location	Urban		\$34,125	\$42,000	\$52,338		11
	Suburban			\$33,500			5
	Rural			\$37,401			2
Gender	Female	\$23,946		\$41,901		\$61,163	16
	Male			\$40,000			1
Highest degree completed	< 2-year degree			\$25,647			2
	4-year degree			\$40,000			5
	Master's		\$36,044	\$45,722	\$55,572		8
	Doctorate						0
State	California			\$51,119			1
	Florida			\$25,294			1
	New York			\$39,000			2
	Texas						0
	Virginia						0

Imaging Manager, Head of Imaging/Visual Services

Supervisory position overseeing a collection's digital access and production programs. Develops and implements plans for improving and maintaining collections databases; use of digital collections in exhibitions and online; the management of born-digital collections including the creation, delivery, preservation, and rights management of an archive of digital images representing the institution's collections, programs, facilities, personnel, and community partners. Typical qualifications: bachelor of arts or bachelor of science degree with several years of related experience.

Table 4.24 Imaging Manager, Head of Imaging/Visual Services.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$61,056			4
	MAAM			\$45,627			4
	MPMA			\$51,010			5
	NEMA			\$69,279			5
	SEMC			\$42,500			6
	WMA			\$40,003			7
Budget size	Up to \$250,000			\$40,000			1
	\$250,001–\$500K						0
	\$500,001–\$1M			\$14,020			2
	\$1,000,001–\$3M			\$47,128			3
	>\$3M	\$34,066	\$40,803	\$51,010	\$83,661	\$83,661	25
Discipline	Art	\$19,612		\$45,191		\$83,583	16
	History		\$46,140	\$52,005	\$56,247		10
	Combination						0
	All others			\$48,000			5
Governance	Nonprofit	\$33,888	\$40,003	\$49,505	\$68,387	\$83,740	24
	Government			\$47,164			6
	All others			\$57,603			1
Location	Urban	\$40,002		\$54,708		\$77,250	15
	Suburban		\$29,922	\$47,164	\$55,397		12
	Rural			\$46,500			4
Gender	Female	\$28,000		\$48,000		\$84,132	19
	Male		\$41,202	\$49,105	\$56,701		10
Highest degree completed	< 2-year degree			\$46,520			3
	4-year degree		\$49,069	\$53,000	\$78,266		9
	Master's		\$30,948	\$40,000	\$53,705		13
	Doctorate						0
State	California			\$44,061			4
	Florida			\$45,000			3
	New York			\$48,000			3
	Texas						0
	Virginia			\$47,128			1

Photographer/Image Specialist

Produces images of collections, objects, individuals, and programs; image processing and manipulation of digital representations or captures of born-digital representations; proficient at file management and manipulation to suit various uses including print, online, and environmental graphics; includes research into image capture or digital imaging technology supporting image archival practices. Typical qualifications: two to four years professional imaging experience in museums or a bachelor of fine arts degree in photography and image management.

Table 4.25 Photographer/Image Specialist.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$56,318			4
	MAAM			\$57,828			6
	MPMA			\$40,635			4
	NEMA			\$47,895			7
	SEMC			\$48,980			5
	WMA			\$42,920			4
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M	\$37,000	\$38,284	\$43,270			5
	>\$3M	\$34,315	\$39,851	\$51,500	\$82,184	\$82,184	25
Discipline	Art	\$31,881		\$52,372		\$91,864	18
	History			\$39,567			7
	Combination						0
	All others			\$47,840			5
Governance	Nonprofit	\$34,085	\$37,000	\$47,895	\$66,335	\$84,745	23
	Government			\$41,922			5
	All others			\$51,734			2
Location	Urban	\$33,624		\$51,500		\$89,865	19
	Suburban		\$36,142	\$42,596	\$51,245		8
	Rural			\$45,000			3
Gender	Female		\$35,974	\$45,650	\$55,201		8
	Male	\$35,083	\$39,851	\$51,500	\$63,279	\$87,305	21
Highest degree completed	< 2-year degree			\$45,000			3
	4-year degree	\$35,417		\$47,895		\$77,064	19
	Master's			\$62,321			2
	Doctorate						0
State	California			\$51,734			2
	Florida			\$48,872			2
	New York			\$53,000			3
	Texas						0
	Virginia			\$51,500			1

Education, Visitor Services & Research/Evaluation Staff

Educator A/Director of Education

Supervises overall educational function of the museum. Responsible for general program development; museum administrative duties; considerable public contact; supervision of several educational professionals. Typical qualifications: advanced degree or equivalent; several years of related experience; regional and national professional activities.

Table 4.26 Educator A/Director of Education.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$40,028	\$47,042	\$53,506	\$71,425	\$100,849	36
	MAAM	\$39,500	\$45,175	\$60,000	\$80,000	\$98,390	39
	MPMA	\$34,968	\$38,000	\$47,006	\$57,750	\$65,773	34
	NEMA	\$35,000	\$43,812	\$54,160	\$93,254	\$93,254	47
	SEMC	\$30,856	\$37,850	\$50,000	\$72,871	\$72,871	57
	WMA	\$33,400	\$43,775	\$62,000	\$98,896	\$98,896	31
Budget size	Up to \$250,000		\$31,166	\$34,750	\$51,952		10
	\$250,001–\$500K	\$30,000		\$38,364		\$55,744	19
	\$500,001–\$1M	\$29,560	\$35,885	\$40,000	\$46,695	\$64,661	34
	\$1,000,001–\$3M	\$37,867	\$44,109	\$49,500	\$69,884	\$69,884	80
	>\$3M	\$48,671	\$54,258	\$71,440	\$104,778	\$104,778	101
Discipline	Art	\$40,000	\$50,000	\$62,894	\$78,000	\$100,000	79
	History	\$31,313	\$38,000	\$47,500	\$60,600	\$82,253	65
	Combination	\$31,400		\$50,468		\$72,431	20
	All others	\$34,942	\$40,268	\$52,000	\$68,644	\$84,805	80
Governance	Nonprofit	\$35,700	\$42,746	\$53,000	\$72,000	\$89,300	196
	Government	\$32,850	\$38,000	\$52,011	\$62,681	\$67,039	43
	All others			\$108,270			5
Location	Urban	\$38,855	\$50,000	\$62,697	\$78,306	\$99,517	112
	Suburban	\$34,141	\$39,500	\$48,222	\$65,000	\$74,630	102
	Rural	\$33,200	\$38,750	\$47,335	\$53,686	\$62,613	30
Gender	Female	\$35,000	\$41,000	\$53,000	\$70,000	\$83,586	207
	Male	\$35,708	\$47,380	\$60,000	\$73,600	\$97,236	35
Highest degree completed	< 2-year degree			\$33,400			4
	4-year degree	\$35,000	\$38,841	\$49,500	\$62,658	\$74,580	62
	Master's	\$36,144	\$43,794	\$55,000	\$72,138	\$90,200	157
	Doctorate		\$47,500	\$67,500	\$78,900		10
State	California	\$30,000		\$61,199		\$115,000	19
	Florida	\$30,812		\$53,770		\$77,848	18
	New York	\$28,800		\$58,366		\$119,610	19
	Texas		\$36,045	\$39,950	\$45,655		8
	Virginia			\$52,000			7

Educator B

Responsible for a specific interpretive program; budget management related to program area; preparation of written materials and packaging of other educational materials for program; volunteer and other attendant administrative concerns. May supervise one or two professional subordinates; in smaller museums, may implement program directly. Typical qualifications: advanced degree or equivalent; two years of related experience.

Table 4.27 Educator B.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$29,310	\$35,966	\$42,637	\$49,948	\$61,267	22
	MAAM	\$32,000	\$33,830	\$39,673	\$44,129	\$62,740	21
	MPMA		\$31,200	\$41,000	\$45,000		11
	NEMA	\$31,520	\$38,000	\$47,000	\$69,426	\$69,426	23
	SEMC	\$30,000	\$31,518	\$35,500	\$52,309	\$52,309	33
	WMA	\$30,500		\$48,804		\$67,750	19
Budget size	Up to \$250,000			\$20,850			2
	\$250,001–\$500K			\$39,000			3
	\$500,001–\$1M		\$31,200	\$32,000	\$41,000		11
	\$1,000,001–\$3M	\$29,100	\$32,000	\$36,182	\$54,592	\$54,592	40
	>\$3M	\$32,370	\$39,215	\$47,278	\$67,170	\$67,170	73
Discipline	Art	\$32,573	\$38,250	\$42,000	\$50,253	\$66,300	49
	History	\$30,000	\$33,830	\$38,872	\$47,500	\$56,895	21
	Combination	\$14,419		\$35,551		\$52,542	14
	All others	\$28,300	\$32,000	\$40,000	\$49,007	\$60,533	45
Governance	Nonprofit	\$30,700	\$34,000	\$40,000	\$48,000	\$60,252	103
	Government	\$30,000	\$34,615	\$42,915	\$49,402	\$55,620	21
	All others			\$59,555			5
Location	Urban	\$30,000	\$36,216	\$44,470	\$51,501	\$66,735	66
	Suburban	\$29,400	\$32,287	\$39,000	\$44,050	\$54,863	53
	Rural		\$31,800	\$34,330	\$49,649		10
Gender	Female	\$30,000	\$33,515	\$40,000	\$48,164	\$57,342	97
	Male	\$29,600	\$35,000	\$40,000	\$47,500	\$57,987	27
Highest degree completed	< 2-year degree			\$33,000			6
	4-year degree	\$29,100	\$31,996	\$37,936	\$47,482	\$55,990	50
	Master's	\$32,900	\$36,822	\$42,460	\$48,853	\$62,300	58
	Doctorate			\$44,468			2
State	California		\$42,955	\$49,500	\$54,799		10
	Florida		\$33,000	\$38,000	\$47,830		13
	New York		\$35,000	\$39,000	\$44,257		11
	Texas			\$46,500			1
	Virginia			\$34,463			4

Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager

Implements evaluation or research into visitor experiences, learning, exhibition, program, or institutional priority outcomes or impacts on behalf of the institution including data collection and data analysis. Participates in the production of reports and technical papers. Typical qualifications: master's degree in a relevant social science discipline or equivalent experience in social science research or training certifications through relevant associations.

Table 4.28 Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$63,500			2
	MAAM			\$55,000			3
	MPMA			\$47,369			2
	NEMA			\$53,892			2
	SEMC			\$37,000			3
	WMA			\$82,400			3
Budget size	Up to \$250,000			\$39,900			1
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$38,000			3
	>\$3M		\$54,837	\$62,118	\$126,080		11
Discipline	Art			\$65,000			5
	History			\$38,950			4
	Combination			\$71,000			1
	All others			\$55,000			5
Governance	Nonprofit		\$38,475	\$54,919	\$64,280		12
	Government						0
	All others			\$82,400			3
Location	Urban		\$54,878	\$62,059	\$70,696		12
	Suburban			\$34,025			2
	Rural			\$39,900			1
Gender	Female		\$38,950	\$62,000	\$70,392		13
	Male			\$55,000			1
Highest degree completed	< 2-year degree						0
	4-year degree			\$62,118			3
	Master's		\$38,475	\$53,000	\$61,000		8
	Doctorate						0
State	California			\$82,400			3
	Florida						0
	New York			\$51,000			1
	Texas			\$47,369			2
	Virginia						0

Visitor Research & Evaluation B/Visitor Research Associate or Assistant

Assists with evaluation or research into visitor experiences, learning, exhibition, program or institutional priority outcomes or impacts on behalf of the institution, including data collection and data analysis. Participates in the production of reports and technical papers. Typical qualifications: bachelor's degree in a relevant social science discipline or equivalent experience in social science research or training certifications through relevant associations.

Table 4.29 Visitor Research & Evaluation B/Visitor Research Associate or Assistant.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$43,692			3
	MAAM			\$39,875			4
	MPMA			\$28,900			1
	NEMA			\$34,550			1
	SEMC						0
	WMA			\$42,000			1
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$34,950			2
	>\$3M		\$36,688	\$41,503	\$48,423		8
Discipline	Art			\$50,000			3
	History			\$41,000			5
	Combination						0
	All others			\$39,000			2
Governance	Nonprofit		\$35,638	\$41,003	\$45,269		10
	Government						0
	All others						0
Location	Urban		\$36,688	\$41,003	\$48,423		8
	Suburban			\$35,450			2
	Rural						0
Gender	Female			\$41,005			7
	Male			\$41,000			3
Highest degree completed	< 2-year degree			\$28,900			1
	4-year degree			\$41,000			5
	Master's			\$42,000			3
	Doctorate						0
State	California						0
	Florida						0
	New York			\$50,000			1
	Texas			\$28,900			1
	Virginia						0

Educational Assistant

Provides assistance to educators in routine duties; assists in implementation of ongoing programs and activities; participates in training to become educational professional. Typical qualifications: bachelor's degree in a related field.

Table 4.30 Educational Assistant.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$22,120		\$34,164		\$44,374	14
	MAAM	\$27,230		\$33,712		\$45,868	18
	MPMA		\$32,501	\$35,636	\$38,891		8
	NEMA		\$25,220	\$32,011	\$50,386		13
	SEMC	\$13,812		\$32,000		\$45,589	15
	WMA	\$27,306		\$36,000		\$48,877	17
Budget size	Up to \$250,000			\$37,200			4
	\$250,001–\$500K			\$35,706			3
	\$500,001–\$1M			\$30,000			3
	\$1,000,001–\$3M	\$22,232		\$32,006		\$41,200	16
	>\$3M	\$25,179	\$29,625	\$34,914	\$44,975	\$44,975	60
Discipline	Art	\$24,960	\$30,250	\$35,353	\$39,981	\$45,668	40
	History	\$22,276		\$33,750		\$40,000	20
	Combination			\$30,623			6
	All others	\$20,960		\$32,314		\$44,080	20
Governance	Nonprofit	\$24,960	\$29,061	\$33,390	\$37,875	\$44,070	72
	Government		\$32,001	\$38,000	\$39,832		11
	All others			\$36,067			3
Location	Urban	\$25,552	\$30,000	\$35,436	\$40,000	\$44,683	50
	Suburban	\$22,344	\$26,699	\$32,001	\$35,630	\$45,068	28
	Rural		\$27,567	\$33,000	\$38,891		8
Gender	Female	\$24,960	\$29,000	\$33,712	\$38,987	\$44,824	76
	Male		\$30,875	\$34,700	\$38,000		10
Highest degree completed	< 2-year degree	\$11,515		\$33,537		\$45,216	14
	4-year degree	\$24,960	\$29,123	\$34,828	\$38,000	\$40,672	41
	Master's	\$23,920	\$29,533	\$32,011	\$41,399	\$46,858	23
	Doctorate						0
State	California		\$30,725	\$35,000	\$40,782		9
	Florida			\$31,200			7
	New York		\$30,300	\$35,500	\$40,630		12
	Texas			\$35,636			2
	Virginia			\$37,149			3

Public Programs Manager/Outreach Coordinator

Responsible for overall public program management and presentation, not limited to but including special events, travel, functions, community relations, and entertainment activities. Typical qualifications: bachelor's degree.

Table 4.31 Public Programs Manager/Outreach Coordinator.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$31,500	\$38,636	\$44,340	\$51,358	\$68,142	24
	MAAM	\$31,600		\$42,000		\$55,664	17
	MPMA		\$32,000	\$38,000	\$44,437		10
	NEMA	\$33,220	\$36,067	\$45,000	\$74,466	\$74,466	27
	SEMC	\$25,300	\$30,120	\$35,500	\$51,450	\$51,450	30
	WMA	\$30,000	\$36,807	\$47,840	\$71,111	\$71,111	29
Budget size	Up to \$250,000			\$35,750			4
	\$250,001–\$500K		\$34,407	\$40,800	\$44,250		8
	\$500,001–\$1M		\$28,000	\$34,000	\$36,252		9
	\$1,000,001–\$3M	\$30,000	\$33,140	\$40,000	\$58,390	\$58,390	37
	>\$3M	\$33,000	\$39,000	\$47,500	\$66,245	\$66,245	79
Discipline	Art	\$30,960	\$36,067	\$45,000	\$50,000	\$64,529	47
	History	\$30,000	\$33,875	\$41,972	\$52,890	\$74,206	36
	Combination		\$36,000	\$42,915	\$55,845		11
	All others	\$30,400	\$33,883	\$41,200	\$47,500	\$55,600	43
Governance	Nonprofit	\$30,000	\$34,000	\$42,840	\$50,000	\$58,435	116
	Government	\$33,100		\$41,250		\$61,225	16
	All others			\$71,111			5
Location	Urban	\$31,760	\$37,642	\$44,345	\$52,686	\$64,662	76
	Suburban	\$30,000	\$33,280	\$41,300	\$48,000	\$57,260	47
	Rural		\$34,500	\$45,000	\$49,704		13
Gender	Female	\$30,048	\$35,179	\$41,972	\$50,000	\$60,535	112
	Male	\$32,250	\$35,750	\$46,238	\$55,511	\$62,273	24
Highest degree completed	< 2-year degree			\$38,366			6
	4-year degree	\$30,000	\$33,140	\$41,300	\$47,625	\$57,829	65
	Master's	\$31,180	\$36,000	\$45,500	\$54,735	\$61,459	48
	Doctorate			\$55,000			5
State	California	\$24,006		\$47,476		\$75,062	17
	Florida		\$30,600	\$35,000	\$46,750		13
	New York		\$39,250	\$41,339	\$48,910		8
	Texas			\$42,174			2
	Virginia			\$35,000			4

Visitor Services Manager

Responsible for management and operations of frontline services such as tickets and information/orientation. Responsibilities may also include tending to café, store, and gallery attendants. Typical qualifications: bachelor's degree.

Table 4.32 Visitor Services Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$31,479		\$46,243		\$85,445	20
	MAAM	\$26,117	\$33,168	\$42,250	\$58,842	\$81,414	26
	MPMA		\$33,495	\$39,263	\$53,169		13
	NEMA	\$31,464	\$35,075	\$44,500	\$62,954	\$62,954	38
	SEMC	\$27,300	\$32,000	\$35,800	\$62,432	\$62,432	30
	WMA	\$27,700	\$36,625	\$45,069	\$62,863	\$62,863	28
Budget size	Up to \$250,000		\$29,500	\$34,250	\$37,500		10
	\$250,001–\$500K			\$28,500			2
	\$500,001–\$1M		\$33,500	\$35,600	\$39,369		13
	\$1,000,001–\$3M	\$26,100	\$32,000	\$39,000	\$55,000	\$55,000	43
	>\$3M	\$32,845	\$38,688	\$47,570	\$74,200	\$74,200	87
Discipline	Art	\$31,998	\$35,000	\$42,500	\$51,700	\$73,007	47
	History	\$28,425	\$33,413	\$41,000	\$49,355	\$59,922	42
	Combination		\$35,600	\$39,000	\$48,820		11
	All others	\$25,000	\$33,000	\$43,000	\$54,600	\$64,434	55
Governance	Nonprofit	\$30,000	\$33,865	\$43,000	\$52,572	\$63,629	134
	Government	\$26,736		\$35,600		\$52,071	15
	All others			\$47,661			6
Location	Urban	\$32,227	\$37,500	\$47,499	\$55,000	\$72,134	89
	Suburban	\$25,000	\$31,993	\$38,000	\$47,008	\$61,200	56
	Rural		\$31,368	\$34,000	\$44,003		10
Gender	Female	\$29,000	\$33,206	\$41,600	\$50,225	\$60,552	114
	Male	\$31,434	\$36,500	\$46,000	\$55,157	\$74,800	41
Highest degree completed	< 2-year degree	\$24,208	\$32,750	\$39,000	\$49,000	\$59,266	30
	4-year degree	\$30,834	\$35,000	\$41,600	\$50,923	\$60,725	87
	Master's	\$31,800	\$35,250	\$43,000	\$54,889	\$85,857	25
	Doctorate						0
State	California	\$32,019		\$45,673		\$65,338	16
	Florida		\$34,375	\$39,665	\$53,125		8
	New York		\$33,112	\$42,500	\$67,478		13
	Texas			\$39,263			3
	Virginia			\$35,600			7

Exhibitions Staff

Exhibition Designer/Chief of Exhibitions

Responsible for planning, design, and production of exhibits; may supervise technicians. Typical qualifications: skill in planning and designing exhibits; master's degree or equivalent; several years of related experience.

Table 4.33 Exhibition Designer/Chief of Exhibitions.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$40,000	\$44,892	\$53,432	\$80,493	\$114,003	26
	MAAM	\$40,500		\$60,248		\$98,246	20
	MPMA	\$43,750		\$53,212		\$107,000	14
	NEMA	\$44,650	\$50,500	\$70,715	\$121,881	\$121,881	21
	SEMC	\$32,775		\$48,500		\$69,638	18
	WMA	\$31,000		\$60,004		\$90,367	19
Budget size	Up to \$250,000			\$55,000			3
	\$250,001–\$500K			\$42,016			7
	\$500,001–\$1M		\$34,000	\$45,000	\$51,000		11
	\$1,000,001–\$3M	\$38,950	\$45,000	\$51,000	\$77,800	\$77,800	33
	>\$3M	\$47,500	\$57,285	\$70,004	\$112,478	\$112,478	64
Discipline	Art	\$40,792	\$50,000	\$62,860	\$92,000	\$118,199	35
	History	\$35,792	\$45,000	\$51,937	\$70,000	\$82,000	27
	Combination		\$46,063	\$53,500	\$63,965		10
	All others	\$40,000	\$45,000	\$57,570	\$76,119	\$100,139	46
Governance	Nonprofit	\$40,000	\$47,250	\$58,750	\$75,150	\$98,940	99
	Government	\$45,019		\$53,024		\$86,557	15
	All others			\$67,238		.	4
Location	Urban	\$46,458	\$55,250	\$67,150	\$85,411	\$114,858	60
	Suburban	\$35,273	\$44,892	\$50,500	\$59,291	\$86,345	42
	Rural	\$38,228		\$49,168		\$81,249	16
Gender	Female	\$40,032	\$46,894	\$55,000	\$70,715	\$88,080	47
	Male	\$40,000	\$47,500	\$59,071	\$82,000	\$111,380	69
Highest degree completed	< 2-year degree		\$37,000	\$45,000	\$59,719	.	8
	4-year degree	\$36,277	\$48,000	\$53,400	\$70,008	\$91,347	43
	Master's	\$42,500	\$46,796	\$59,071	\$75,000	\$111,380	49
	Doctorate			\$76,000			6
State	California		\$54,000	\$61,622	\$73,363		8
	Florida			\$42,500			5
	New York		\$46,250	\$60,496	\$85,319		13
	Texas			\$63,700			4
	Virginia			\$55,491			2

Coordinator of Exhibitions

Responsible for active exhibition program, including related publications; no responsibilities related to in-house collections; participates in budget planning for exhibitions; may supervise several staff. Typical qualifications: bachelor's degree plus curatorial experience.

Table 4.34 Coordinator of Exhibitions.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$34,499	\$42,915	\$57,203		13
	MAAM		\$38,391	\$47,700	\$68,428		13
	MPMA		\$31,000	\$52,000	\$59,000		9
	NEMA		\$41,000	\$47,000	\$66,210		11
	SEMC		\$36,610	\$48,000	\$54,745		9
	WMA	\$19,828		\$47,500		\$64,694	15
Budget size	Up to \$250,000			\$32,000			3
	\$250,001–\$500K			\$41,675			4
	\$500,001–\$1M		\$29,750	\$36,610	\$43,186		10
	\$1,000,001–\$3M	\$32,000		\$48,000		\$65,600	17
	>\$3M	\$33,373	\$43,170	\$48,069	\$71,244	\$71,244	36
Discipline	Art	\$30,000	\$34,500	\$47,871	\$61,714	\$79,000	30
	History		\$40,000	\$43,350	\$48,138		11
	Combination			\$55,000			5
	All others	\$30,000	\$39,999	\$47,250	\$58,606	\$62,000	24
Governance	Nonprofit	\$30,800	\$35,891	\$47,000	\$59,000	\$68,800	53
	Government		\$36,165	\$45,208	\$52,606		10
	All others			\$59,981			7
Location	Urban	\$35,000	\$41,500	\$48,000	\$61,389	\$71,659	45
	Suburban	\$27,370		\$41,000		\$64,498	20
	Rural			\$45,175			4
Gender	Female	\$32,000	\$36,610	\$46,027	\$58,392	\$69,747	41
	Male	\$28,850	\$39,195	\$47,250	\$55,319	\$62,000	26
Highest degree completed	< 2-year degree			\$43,850			4
	4-year degree	\$32,000	\$34,474	\$46,027	\$55,458	\$62,629	33
	Master's	\$28,800	\$39,110	\$48,000	\$61,389	\$68,114	25
	Doctorate			\$54,000			2
State	California		\$33,947	\$47,000	\$60,000		11
	Florida			\$42,000			3
	New York			\$62,000			7
	Texas			\$32,000			5
	Virginia			\$48,000			1

Technician/Preparator

Responsible for installation of exhibits under supervision of curatorial personnel; movement of exhibition materials; preparation of materials for shipping. Typical qualifications: manual skills related to duties.

Table 4.35 Technician/Preparator.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$26,660		\$43,277		\$71,198	14
	MAAM	\$29,062		\$42,000		\$76,067	14
	MPMA	\$33,936		\$41,883		\$58,450	15
	NEMA	\$39,240		\$47,500		\$67,366	15
	SEMC	\$31,000	\$34,000	\$42,412	\$48,902	\$48,902	28
	WMA	\$33,904	\$35,509	\$41,600	\$65,939	\$65,939	21
Budget size	Up to \$250,000			\$48,000			3
	\$250,001–\$500K			\$35,000			3
	\$500,001–\$1M			\$36,180			7
	\$1,000,001–\$3M	\$31,043	\$34,750	\$39,800	\$50,311	\$50,311	26
	>\$3M	\$33,900	\$38,207	\$44,545	\$69,610	\$69,610	68
Discipline	Art	\$33,538	\$36,441	\$44,000	\$49,439	\$68,924	52
	History		\$36,007	\$42,423	\$49,488		12
	Combination		\$30,490	\$44,653	\$53,148		12
	All others	\$33,056	\$35,360	\$41,600	\$47,500	\$50,814	31
Governance	Nonprofit	\$33,028	\$36,235	\$43,917	\$49,834	\$60,810	80
	Government	\$32,511	\$35,270	\$42,465	\$45,083	\$48,667	22
	All others			\$43,972		.	5
Location	Urban	\$33,644	\$36,584	\$43,986	\$50,658	\$69,697	56
	Suburban	\$32,117	\$35,759	\$43,048	\$47,800	\$50,490	45
	Rural			\$41,656		.	6
Gender	Female		\$36,114	\$43,986	\$51,250		10
	Male	\$32,683	\$36,000	\$43,048	\$48,404	\$60,000	95
Highest degree completed	< 2-year degree	\$29,062		\$41,684		\$49,485	14
	4-year degree	\$33,000	\$36,715	\$43,722	\$49,303	\$69,567	49
	Master's	\$30,729	\$35,840	\$43,812	\$50,883	\$60,270	26
	Doctorate						0
State	California		\$35,000	\$43,972	\$60,000		11
	Florida		\$34,750	\$44,709	\$47,252		10
	New York			\$38,273			6
	Texas			\$40,450		.	4
	Virginia			\$43,722			1

External Affairs Staff

Vice President/Director of External Affairs

Responsible for areas or departments related to external support of the museum such as marketing, membership, development, public relations, community relations, and/or publications. May perform these functions directly or supervise others. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.36 Vice President/Director of External Affairs.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$119,526			6
	MAAM		\$85,000	\$110,000	\$172,007		9
	MPMA			\$61,800			3
	NEMA		\$78,175	\$109,821	\$140,297		9
	SEMC			\$74,250			6
	WMA			\$97,000			6
Budget size	Up to \$250,000			\$35,000			2
	\$250,001–\$500K						0
	\$500,001–\$1M			\$52,632			1
	\$1,000,001–\$3M			\$80,000			5
	>\$3M	\$58,461	\$90,000	\$104,810	\$180,418	\$180,418	31
Discipline	Art	\$61,351		\$91,350		\$209,899	16
	History			\$73,268			7
	Combination			\$80,222			4
	All others		\$94,750	\$107,005	\$137,648		12
Governance	Nonprofit	\$50,461	\$73,268	\$100,000	\$129,852	\$164,829	31
	Government			\$71,047			6
	All others			\$190,297			2
Location	Urban	\$59,612	\$90,333	\$107,005	\$142,500	\$203,809	26
	Suburban		\$52,632	\$73,268	\$91,350		11
	Rural			\$69,000	.	.	2
Gender	Female	\$51,706	\$84,094	\$101,000	\$130,593	\$169,631	27
	Male		\$58,000	\$90,500	\$113,000		11
Highest degree completed	< 2-year degree			\$32,000			1
	4-year degree	\$47,500		\$80,000		\$117,000	19
	Master's		\$101,953	\$109,911	\$157,500		12
	Doctorate			\$130,593			1
State	California			\$93,000			3
	Florida			\$52,632			1
	New York			\$105,000			6
	Texas						0
	Virginia			\$90,500			1

Director of Marketing

Responsible for marketing the museum through all mediums: publications, website, social media, television, and radio; may also assist director of external affairs with related programs; may perform these functions directly or supervise others. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.37 Director of Marketing.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$41,310	\$47,500	\$60,400	\$78,750	\$95,328	29
	MAAM	\$38,600	\$52,250	\$65,000	\$118,728	\$139,792	21
	MPMA		\$35,667	\$42,844	\$54,904		9
	NEMA	\$33,720	\$47,500	\$60,000	\$80,000	\$105,200	33
	SEMC	\$31,440	\$41,000	\$57,000	\$71,760	\$75,200	27
	WMA	\$35,000	\$51,500	\$71,025	\$89,243	\$138,000	24
Budget size	Up to \$250,000			\$63,000			3
	\$250,001–\$500K		\$29,900	\$33,785	\$41,500		8
	\$500,001–\$1M		\$31,695	\$34,625	\$38,595		8
	\$1,000,001–\$3M	\$39,800	\$47,375	\$51,000	\$73,600	\$73,600	46
	>\$3M	\$49,850	\$60,300	\$74,632	\$128,246	\$128,246	78
Discipline	Art	\$42,253	\$48,285	\$62,369	\$79,250	\$135,550	52
	History	\$32,626	\$41,155	\$57,000	\$75,575	\$96,862	37
	Combination		\$38,960	\$56,000	\$80,000		11
	All others	\$33,907	\$48,500	\$66,310	\$86,000	\$119,990	43
Governance	Nonprofit	\$35,000	\$48,000	\$60,000	\$77,000	\$99,931	123
	Government		\$38,461	\$54,779	\$72,819		12
	All others		\$45,778	\$111,238	\$127,038		8
Location	Urban	\$45,150	\$56,193	\$72,464	\$93,755	\$133,415	72
	Suburban	\$32,626	\$42,422	\$50,000	\$64,143	\$80,000	57
	Rural	\$31,600		\$56,000		\$75,750	14
Gender	Female	\$35,000	\$47,615	\$61,000	\$76,750	\$104,400	117
	Male	\$34,150	\$47,500	\$60,000	\$89,636	\$132,720	25
Highest degree completed	< 2-year degree			\$36,605			4
	4-year degree	\$33,672	\$47,520	\$58,280	\$76,200	\$110,800	75
	Master's	\$36,000	\$47,177	\$60,000	\$76,910	\$99,500	44
	Doctorate			\$75,000			5
State	California		\$53,000	\$79,567	\$118,692		13
	Florida		\$50,000	\$60,110	\$75,000		11
	New York		\$51,250	\$65,000	\$125,500		13
	Texas			\$35,667			2
	Virginia			\$52,500			4

Development A, Vice President/Director of Development

Directs fundraising activities of the institution; develops fundraising strategies; responsible for areas of museum support including membership, grants, donor relations, capital programs, and planning special fundraising events. Typical qualifications: bachelor's degree plus several years of development experience.

Table 4.38 Development A, Vice President/Director of Development.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$47,800	\$60,000	\$90,000	\$138,180	\$196,000	23
	MAAM	\$50,500	\$72,000	\$90,917	\$128,625	\$169,865	30
	MPMA		\$62,017	\$65,346	\$105,750		9
	NEMA	\$55,000	\$66,475	\$79,048	\$105,000	\$166,936	36
	SEMC	\$37,500	\$55,000	\$75,525	\$99,220	\$145,378	24
	WMA	\$59,964	\$94,807	\$115,000	\$163,000	\$202,004	23
Budget size	Up to \$250,000			\$107,500			2
	\$250,001–\$500K			\$47,100			2
	\$500,001–\$1M		\$45,625	\$48,500	\$61,000		8
	\$1,000,001–\$3M	\$50,500	\$56,075	\$67,738	\$93,150	\$93,150	50
	>\$3M	\$72,864	\$90,000	\$108,000	\$206,400	\$206,400	83
Discipline	Art	\$58,689	\$74,790	\$94,153	\$135,000	\$190,009	50
	History	\$47,600	\$55,500	\$72,500	\$104,775	\$167,800	41
	Combination		\$57,000	\$73,425	\$103,815		12
	All others	\$55,000	\$70,869	\$95,854	\$121,250	\$183,500	42
Governance	Nonprofit	\$55,000	\$66,825	\$90,000	\$125,000	\$179,100	130
	Government		\$58,000	\$65,346	\$97,391		11
	All others			\$174,090			4
Location	Urban	\$56,798	\$78,750	\$103,714	\$140,376	\$207,000	82
	Suburban	\$47,750	\$55,825	\$71,025	\$93,968	\$112,500	54
	Rural		\$57,563	\$68,500	\$98,417		9
Gender	Female	\$50,850	\$63,000	\$87,097	\$115,000	\$162,665	110
	Male	\$52,000	\$76,000	\$103,428	\$132,040	\$188,006	33
Highest degree completed	< 2-year degree						0
	4-year degree	\$49,300	\$58,576	\$84,450	\$107,250	\$188,500	72
	Master's	\$55,000	\$67,988	\$93,624	\$122,500	\$138,544	57
	Doctorate						0
State	California		\$95,950	\$125,000	\$151,500		13
	Florida		\$67,500	\$90,000	\$112,415		9
	New York	\$50,000		\$100,460		\$171,000	19
	Texas			\$88,250			2
	Virginia			\$72,450			4

Development B

Assists director of development in performance of duties that may include annual giving, major gifts, corporate programs, and grants. Typical qualifications: bachelor's degree in a related field.

Table 4.39 Development B.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$40,820	\$52,020	\$76,927		13
	MAAM		\$46,400	\$50,550	\$111,132		10
	MPMA			\$71,207			4
	NEMA	\$32,170	\$34,163	\$43,000	\$66,506	\$132,316	22
	SEMC	\$34,600		\$51,834		\$70,170	15
	WMA		\$40,609	\$50,944	\$75,125		12
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M			\$36,000			3
	\$1,000,001–\$3M	\$32,250	\$35,885	\$40,000	\$52,000	\$52,000	29
	>\$3M	\$39,967	\$51,848	\$59,721	\$140,265	\$140,265	44
Discipline	Art	\$37,440	\$44,500	\$55,000	\$74,500	\$153,880	29
	History	\$32,309	\$36,385	\$45,000	\$54,750	\$95,592	21
	Combination			\$51,888			3
	All others	\$34,000	\$37,500	\$47,000	\$60,923	\$87,759	23
Governance	Nonprofit	\$34,000	\$40,000	\$50,000	\$66,600	\$98,380	63
	Government		\$35,750	\$40,000	\$57,984		10
	All others			\$126,650			3
Location	Urban	\$34,250	\$43,125	\$52,010	\$74,750	\$140,265	44
	Suburban	\$33,900	\$38,285	\$44,300	\$56,875	\$79,698	28
	Rural			\$61,757			4
Gender	Female	\$33,915	\$39,005	\$47,250	\$66,506	\$94,512	58
	Male	\$33,800		\$54,995		\$235,645	17
Highest degree completed	< 2-year degree			\$51,860			4
	4-year degree	\$33,320	\$39,570	\$50,000	\$61,988	\$103,394	41
	Master's	\$34,350		\$46,000		\$74,100	18
	Doctorate			\$51,834			1
State	California			\$75,500			5
	Florida			\$54,995			5
	New York			\$53,600			5
	Texas						0
	Virginia			\$59,442			3

Major Gifts Officer

Responsibilities include cultivation, solicitation of major gift prospects, oversight of fundraising events, and special project funding. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.40 Major Gifts Officer.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$66,000	\$76,274	\$97,361		10
	MAAM		\$61,650	\$70,000	\$90,000		13
	MPMA			\$72,500			2
	NEMA		\$47,500	\$53,000	\$96,251		11
	SEMC			\$60,000			5
	WMA		\$68,816	\$80,000	\$100,000		13
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M			\$70			1
	\$1,000,001–\$3M		\$50,750	\$60,000	\$79,000		9
	>\$3M	\$48,250	\$61,975	\$79,325	\$125,500	\$125,500	44
Discipline	Art	\$45,750	\$59,000	\$72,000	\$83,699	\$127,789	22
	History		\$45,630	\$85,000	\$100,074		9
	Combination			\$77,816			4
	All others	\$53,500		\$70,000		\$126,000	19
Governance	Nonprofit	\$44,652	\$60,000	\$72,000	\$90,000	\$113,000	47
	Government			\$57,365			3
	All others			\$88,126			4
Location	Urban	\$57,183	\$67,500	\$80,000	\$94,026	\$126,597	37
	Suburban	\$18,235		\$58,000		\$96,000	14
	Rural			\$48,000			3
Gender	Female	\$46,250	\$56,683	\$69,500	\$88,532	\$97,624	44
	Male		\$72,000	\$80,000	\$106,000		9
Highest degree completed	< 2-year degree			\$61,630			2
	4-year degree	\$48,000	\$60,000	\$71,269	\$86,064	\$102,000	29
	Master's		\$57,342	\$70,316	\$87,900		12
	Doctorate						0
State	California			\$90,000			7
	Florida			\$70,000			2
	New York		\$60,239	\$65,750	\$82,500		10
	Texas						0
	Virginia			\$56,000			1

Grants Manager

Responsible for researching, developing, writing, and submitting proposals for secure foundation and government grants. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.41 Grants Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$37,155		\$54,065		\$78,805	17
	MAAM	\$47,750		\$59,567		\$95,000	14
	MPMA		\$36,560	\$49,325	\$58,899		6
	NEMA		\$46,500	\$59,475	\$71,104		12
	SEMC		\$35,767	\$45,057	\$47,253		10
	WMA	\$31,827		\$58,500		\$90,800	18
Budget size	Up to \$250,000			\$38,000			3
	\$250,001–\$500K			\$45,000			3
	\$500,001–\$1M			\$22,516			2
	\$1,000,001–\$3M	\$36,450	\$40,625	\$48,375	\$84,442	\$84,442	12
	>\$3M	\$43,300	\$49,336	\$57,000	\$82,600	\$82,600	57
Discipline	Art	\$35,616	\$45,630	\$54,000	\$67,500	\$82,706	33
	History	\$35,360		\$51,250		\$80,100	16
	Combination			\$56,483			4
	All others	\$34,008	\$47,625	\$56,548	\$67,074	\$83,500	24
Governance	Nonprofit	\$35,821	\$45,760	\$55,000	\$68,000	\$77,851	71
	Government			\$49,747			4
	All others			\$82,407			2
Location	Urban	\$42,250	\$48,966	\$57,200	\$69,000	\$81,902	53
	Suburban	\$26,283	\$42,640	\$51,500	\$70,000	\$82,800	18
	Rural			\$42,000		.	6
Gender	Female	\$35,651	\$45,875	\$55,000	\$70,000	\$82,900	66
	Male	\$39,400	\$45,760	\$50,500	\$60,000	\$72,320	11
Highest degree completed	< 2-year degree			\$32,240			1
	4-year degree	\$33,308	\$43,957	\$51,578	\$68,000	\$73,020	36
	Master's	\$38,700	\$46,936	\$59,567	\$66,916	\$82,900	32
	Doctorate			\$60,200			2
State	California		\$54,571	\$65,129	\$86,250		10
	Florida			\$44,353			5
	New York		\$51,750	\$59,567	\$73,500		10
	Texas			\$58,078			2
	Virginia			\$41,600			2

Public Relations A, Director of Public Relations

Responsible for public affairs and information activities. Directs media relations, publicity, and customer relations activities. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.42 Public Relations A, Director of Public Relations.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$40,653	\$52,319	\$77,233		10
	MAAM		\$47,613	\$58,000	\$104,469		13
	MPMA			\$57,580			6
	NEMA			\$62,000			7
	SEMC	\$34,310		\$43,937		\$62,480	14
	WMA		\$46,000	\$57,000	\$100,914		9
Budget size	Up to \$250,000			\$40,250			2
	\$250,001–\$500K			\$45,000			1
	\$500,001–\$1M			\$38,875			6
	\$1,000,001–\$3M		\$35,859	\$43,635	\$58,700		12
	>\$3M	\$44,630	\$50,424	\$60,680	\$129,780	\$129,780	38
Discipline	Art	\$32,008		\$60,160		\$139,010	17
	History	\$36,500		\$50,500		\$70,000	14
	Combination			\$41,000			5
	All others	\$33,916	\$45,000	\$55,000	\$72,828	\$81,192	23
Governance	Nonprofit	\$34,756	\$43,125	\$52,536	\$71,075	\$117,131	48
	Government		\$41,875	\$47,000	\$64,580		9
	All others			\$89,783			2
Location	Urban	\$46,613	\$50,000	\$61,600	\$80,809	\$132,898	34
	Suburban	\$31,000		\$40,700		\$60,000	19
	Rural			\$47,500		.	6
Gender	Female	\$35,000	\$42,500	\$50,565	\$62,000	\$81,630	39
	Male	\$34,800		\$57,253		\$136,896	18
Highest degree completed	< 2-year degree			\$42,400			2
	4-year degree	\$34,537	\$40,350	\$50,000	\$64,260	\$102,252	33
	Master's	\$25,516		\$57,506		\$96,703	15
	Doctorate						0
State	California			\$47,476			5
	Florida			\$62,480			2
	New York		\$52,000	\$63,660	\$115,889		8
	Texas			\$51,330			2
	Virginia			\$50,000			3

Public Relations B

Assists director of public relations in performance of duties. Typical qualifications: bachelor's degree in a related field.

Table 4.43 Public Relations B.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM			\$48,500			7
	MAAM		\$35,166	\$45,000	\$56,638		9
	MPMA			\$46,682			6
	NEMA			\$47,208			4
	SEMC		\$36,500	\$45,000	\$50,000		11
	WMA			\$48,960			5
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M			\$30,560			4
	\$1,000,001–\$3M		\$38,250	\$44,183	\$46,564		8
	>\$3M	\$35,448	\$42,893	\$49,883	\$70,973	\$70,973	30
Discipline	Art	\$34,665		\$50,000		\$73,929	17
	History		\$36,100	\$44,500	\$56,581		10
	Combination			\$49,889			3
	All others		\$36,250	\$45,000	\$47,866		12
Governance	Nonprofit	\$33,880	\$40,500	\$48,411	\$55,385	\$67,775	32
	Government		\$32,810	\$45,000	\$49,490		9
	All others			\$70,000			1
Location	Urban	\$35,066	\$42,000	\$48,960	\$56,900	\$70,865	31
	Suburban			\$43,365			7
	Rural			\$40,682			4
Gender	Female	\$32,400	\$36,750	\$47,000	\$54,198	\$66,673	33
	Male		\$43,204	\$46,682	\$51,437		8
Highest degree completed	< 2-year degree			\$49,876			1
	4-year degree	\$33,080	\$37,000	\$47,000	\$52,020	\$59,488	31
	Master's			\$48,500			5
	Doctorate						0
State	California			\$58,251			2
	Florida			\$45,000			5
	New York			\$35,331			5
	Texas						0
	Virginia						0

Membership A, Director of Membership

Responsible for membership program and supervision of assistant(s); establishes membership goals, oversees development and implementation of membership programs and services, and directs campaigns to increase membership. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.44 Membership A, Director of Membership.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$33,114	\$41,500	\$61,683		13
	MAAM	\$34,199		\$49,000		\$96,378	17
	MPMA			\$37,132			5
	NEMA	\$22,421		\$41,462		\$101,223	16
	SEMC	\$28,488		\$39,500		\$58,328	16
	WMA	\$21,014		\$64,612		\$356,000	15
Budget size	Up to \$250,000			\$53,000			1
	\$250,001–\$500K			\$37,000			2
	\$500,001–\$1M			\$24,960			3
	\$1,000,001–\$3M	\$27,789		\$39,462		\$53,288	16
	>\$3M	\$33,931	\$38,233	\$51,551	\$97,606	\$97,606	60
Discipline	Art	\$30,671	\$37,132	\$45,006	\$75,000	\$99,094	31
	History	\$33,535		\$41,000		\$78,506	17
	Combination			\$48,000			7
	All others	\$28,368	\$36,414	\$52,000	\$70,000	\$98,035	27
Governance	Nonprofit	\$31,300	\$36,104	\$44,700	\$58,842	\$91,913	72
	Government			\$47,500			5
	All others			\$82,000			5
Location	Urban	\$35,000	\$43,000	\$56,000	\$86,985	\$99,044	47
	Suburban	\$30,000	\$33,460	\$38,000	\$46,200	\$57,000	29
	Rural			\$32,000			6
Gender	Female	\$31,900	\$35,000	\$44,500	\$60,650	\$93,140	68
	Male		\$36,566	\$47,500	\$63,500		13
Highest degree completed	< 2-year degree			\$45,400			7
	4-year degree	\$31,248	\$35,000	\$44,000	\$56,000	\$74,385	51
	Master's	\$16,018	\$40,408	\$47,474	\$90,461	\$410,236	14
	Doctorate			\$30,339			1
State	California		\$49,500	\$64,612	\$96,000		9
	Florida			\$38,931			3
	New York		\$42,000	\$45,006	\$75,000		11
	Texas			\$37,132			1
	Virginia			\$35,000			2

Membership B

Assists director of membership in performance of duties. Typical qualifications: bachelor's degree in related field or related experience.

Table 4.45 Membership B.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$32,500	\$38,000	\$47,504		9
	MAAM		\$38,200	\$42,000	\$45,279		9
	MPMA			\$37,821			4
	NEMA	\$17,295		\$38,000		\$61,160	15
	SEMC	\$24,212		\$35,749		\$48,128	14
	WMA		\$36,000	\$47,476	\$52,362		11
Budget size	Up to \$250,000			\$33,000			1
	\$250,001–\$500K						0
	\$500,001–\$1M			\$27,000			1
	\$1,000,001–\$3M	\$27,325		\$35,397		\$49,240	17
	>\$3M	\$29,224	\$35,000	\$40,586	\$54,319	\$54,319	43
Discipline	Art	\$27,546	\$35,360	\$42,000	\$47,557	\$59,200	27
	History		\$33,550	\$38,000	\$46,147		12
	Combination			\$36,137			5
	All others	\$24,304		\$37,250		\$52,130	18
Governance	Nonprofit	\$27,760	\$33,000	\$39,000	\$46,800	\$52,736	55
	Government			\$35,767			6
	All others			\$60,000			1
Location	Urban	\$30,688	\$35,100	\$42,000	\$50,132	\$55,600	37
	Suburban	\$26,200	\$30,453	\$37,128	\$42,500	\$49,600	21
	Rural			\$36,623			4
Gender	Female	\$27,803	\$32,250	\$38,881	\$45,570	\$52,643	56
	Male			\$48,242			6
Highest degree completed	< 2-year degree			\$33,000			7
	4-year degree	\$28,540	\$34,250	\$39,378	\$46,600	\$51,653	36
	Master's		\$32,900	\$41,713	\$48,750		8
	Doctorate			\$43,000			1
State	California			\$52,181			4
	Florida			\$38,761			7
	New York			\$42,840			5
	Texas			\$45,000			1
	Virginia			\$29,080			2

Volunteer Coordinator

Works with museum volunteer organization and solicits volunteer assistance from other sectors of the community; primary liaison between volunteers and staff; coordinates scheduling of volunteer work. Typical qualifications: bachelor's degree plus two years of related experience.

Table 4.46 Volunteer Coordinator.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$31,640		\$41,515		\$67,801	16
	MAAM			\$41,500			6
	MPMA		\$35,000	\$37,000	\$50,700		11
	NEMA		\$32,123	\$42,462	\$52,148		12
	SEMC	\$23,650		\$38,562		\$51,500	14
	WMA	\$26,200		\$43,698		\$65,287	19
Budget size	Up to \$250,000			\$37,450			4
	\$250,001–\$500K			\$38,364			3
	\$500,001–\$1M			\$36,100			1
	\$1,000,001–\$3M	\$31,000		\$40,500		\$52,609	20
	>\$3M	\$31,003	\$34,122	\$40,895	\$62,346	\$62,346	50
Discipline	Art	\$23,650		\$44,349		\$68,874	14
	History	\$31,010	\$36,500	\$40,765	\$51,447	\$56,124	22
	Combination			\$52,350			6
	All others	\$31,000	\$31,775	\$38,500	\$44,750	\$49,300	36
Governance	Nonprofit	\$31,000	\$34,388	\$39,900	\$48,170	\$54,753	61
	Government		\$35,588	\$42,179	\$54,504		13
	All others			\$55,688			4
Location	Urban	\$30,520	\$35,123	\$40,895	\$51,898	\$59,514	48
	Suburban	\$31,800	\$36,600	\$40,000	\$48,738	\$55,904	25
	Rural			\$35,000			5
Gender	Female	\$31,000	\$35,000	\$40,000	\$50,000	\$56,907	67
	Male		\$34,493	\$40,470	\$48,758		10
Highest degree completed	< 2-year degree			\$38,930			7
	4-year degree	\$31,007	\$34,500	\$40,000	\$47,500	\$53,758	41
	Master's	\$31,000	\$35,388	\$39,900	\$51,266	\$58,660	21
	Doctorate						0
State	California		\$39,338	\$48,840	\$63,994		9
	Florida			\$38,760			5
	New York			\$40,325			4
	Texas			\$39,900	--		1
	Virginia			\$31,000	--		1

Director of Publications/Editor

Responsible for management of publications, including editorial and production functions. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.47 Director of Publications/Editor.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$58,274	\$68,992	\$78,751		6
	MAAM		\$50,250	\$66,425	\$101,991	\$190,406	10
	MPMA			\$57,283			2
	NEMA		\$52,147	\$103,064	\$105,643		5
	SEMC			\$51,386			3
	WMA			\$53,390			1
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$48,000			4
	>\$3M	\$47,674	\$53,390	\$67,850	\$105,903	\$105,903	23
Discipline	Art		\$52,388	\$67,850	\$103,528		13
	History			\$63,488			4
	Combination			\$49,889			1
	All others		\$48,000	\$54,000	\$86,346		9
Governance	Nonprofit	\$43,800	\$51,000	\$64,293	\$88,267	\$105,787	23
	Government			\$64,676			1
	All others			\$103,064			3
Location	Urban	\$51,386		\$69,627		\$106,941	19
	Suburban		\$41,000	\$48,000	\$64,293		7
	Rural			\$49,889			1
Gender	Female	\$40,700		\$63,650		\$134,859	16
	Male		\$51,750	\$64,485	\$75,068		10
Highest degree completed	< 2-year degree						0
	4-year degree		\$47,099	\$51,000	\$66,425		13
	Master's		\$58,150	\$88,267	\$103,528		9
	Doctorate			\$69,627			1
State	California						0
	Florida			\$41,000			1
	New York		\$53,250	\$76,634	\$128,042		6
	Texas						0
	Virginia			\$51,693			2

Museum Store Manager

Responsible for operation of museum store including ordering merchandise, maintaining inventory, keeping financial records, and training and supervising clerks. Typical qualifications: high school diploma with previous store management experience or bachelor's degree plus related experience.

Table 4.48 Museum Store Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$28,306	\$32,800	\$43,545	\$50,616	\$73,784	23
	MAAM	\$32,000	\$35,172	\$47,500	\$68,336	\$94,000	19
	MPMA	\$27,416	\$32,264	\$35,975	\$44,670	\$71,300	16
	NEMA	\$30,520	\$34,463	\$47,500	\$57,273	\$69,319	21
	SEMC	\$27,779	\$31,342	\$42,510	\$51,229	\$62,803	30
	WMA	\$31,445	\$40,763	\$49,750	\$62,863	\$78,500	24
Budget size	Up to \$250,000			\$36,500			4
	\$250,001–\$500K			\$45,000			3
	\$500,001–\$1M		\$32,000	\$35,000	\$47,000		7
	\$1,000,001–\$3M	\$28,517	\$30,575	\$34,000	\$55,350	\$55,350	38
	>\$3M	\$32,545	\$40,167	\$49,754	\$75,262	\$75,262	81
Discipline	Art	\$29,463	\$37,206	\$47,946	\$64,952	\$78,067	48
	History	\$28,600	\$35,000	\$47,000	\$51,000	\$64,800	35
	Combination	\$30,704	\$33,000	\$40,000	\$62,832	\$63,543	11
	All others	\$27,900	\$32,445	\$39,923	\$50,000	\$60,500	39
Governance	Nonprofit	\$29,918	\$34,250	\$46,000	\$55,957	\$70,565	113
	Government	\$27,461	\$31,502	\$35,381	\$42,686	\$63,453	17
	All others			\$56,222			3
Location	Urban	\$31,952	\$36,611	\$50,508	\$64,773	\$79,867	68
	Suburban	\$27,798	\$30,909	\$39,962	\$47,476	\$60,295	52
	Rural	\$32,076	\$32,463	\$42,600	\$47,503	\$53,126	13
Gender	Female	\$28,940	\$33,838	\$45,000	\$53,216	\$64,866	106
	Male	\$30,000	\$32,900	\$40,372	\$66,668	\$89,890	25
Highest degree completed	< 2-year degree	\$26,700	\$28,600	\$40,500	\$47,500	\$50,120	26
	4-year degree	\$31,264	\$34,250	\$46,802	\$60,250	\$71,363	81
	Master's		\$32,463	\$40,372	\$59,000		9
	Doctorate						0
State	California		\$39,619	\$48,500	\$61,562		12
	Florida		\$46,577	\$49,959	\$56,250		10
	New York		\$37,586	\$50,315	\$68,501		13
	Texas			\$38,255			5
	Virginia			\$32,000			5

Functions Manager (Rentals/Special Events)

Responsible for coordination and management of facility rentals and special events; may assist director of development in performance of duties. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.49 Functions Manager (Rentals/Special Events).

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$30,828	\$34,209	\$46,110	\$66,718	\$81,968	12
	MAAM	\$36,501	\$42,016	\$50,000	\$64,260	\$115,412	15
	MPMA		\$32,750	\$36,500	\$46,688		8
	NEMA	\$36,301	\$41,850	\$48,000	\$54,806	\$73,160	13
	SEMC	\$29,508	\$35,209	\$44,684	\$51,225	\$63,020	20
	WMA	\$30,000	\$35,027	\$47,500	\$64,260	\$72,500	19
Budget size	Up to \$250,000			\$35,000			3
	\$250,001–\$500K			\$41,600			2
	\$500,001–\$1M		\$12,495	\$30,649	\$36,264		5
	\$1,000,001–\$3M	\$29,736	\$32,790	\$36,001	\$52,900	\$52,900	16
	>\$3M	\$37,230	\$45,000	\$50,000	\$79,148	\$79,148	61
Discipline	Art	\$29,472	\$43,584	\$52,000	\$65,413	\$93,278	33
	History	\$32,884	\$35,751	\$42,500	\$49,405	\$57,131	20
	Combination		\$37,500	\$45,000	\$54,034		5
	All others	\$32,000	\$36,500	\$45,000	\$50,828	\$70,000	29
Governance	Nonprofit	\$32,360	\$38,200	\$47,500	\$55,000	\$72,374	75
	Government		\$34,000	\$36,000	\$45,376		9
	All others			\$56,000			3
Location	Urban	\$36,750	\$41,859	\$50,000	\$63,801	\$81,280	54
	Suburban	\$29,648	\$32,680	\$42,800	\$49,000	\$54,981	25
	Rural	\$24,960	\$30,987	\$36,600	\$47,063		8
Gender	Female	\$32,000	\$38,150	\$47,476	\$54,611	\$74,500	75
	Male	\$32,808	\$34,778	\$45,000	\$52,000	\$63,474	11
Highest degree completed	< 2-year degree	\$32,300	\$35,383	\$49,068	\$53,273	\$65,043	14
	4-year degree	\$31,000	\$36,375	\$45,826	\$53,875	\$76,030	54
	Master's		\$34,075	\$47,500	\$66,518		5
	Doctorate						0
State	California		\$42,000	\$52,000	\$64,260		11
	Florida		\$41,000	\$50,136	\$58,173		5
	New York		\$43,194	\$51,255	\$58,880		9
	Texas			\$39,500			2
	Virginia			\$45,100			4

Social Media Manager

Responsible for implementing all social media strategies for the museum. Typical qualifications: bachelor's degree plus two years of related experience.

Table 4.50 Social Media Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$33,701	\$37,180	\$47,500	\$65,000	\$77,877	13
	MAAM	\$27,328	\$34,256	\$45,280	\$68,250	\$76,120	12
	MPMA		\$27,975	\$33,500	\$41,475		8
	NEMA		\$41,500	\$43,130	\$47,775		10
	SEMC	\$28,332	\$31,101	\$33,619	\$37,849	\$54,400	13
	WMA		\$34,100	\$50,000	\$63,000		11
Budget size	Up to \$250,000			\$47,500			4
	\$250,001–\$500K			\$34,209			6
	\$500,001–\$1M			\$26,150			4
	\$1,000,001–\$3M	\$34,165	\$34,938	\$42,060	\$60,550	\$60,550	10
	>\$3M	\$30,800	\$34,000	\$43,300	\$73,960	\$73,960	43
Discipline	Art	\$21,608	\$33,880	\$46,800	\$66,500	\$77,280	17
	History	\$29,200	\$32,000	\$35,700	\$48,348	\$63,000	19
	Combination		\$34,753	\$42,120	\$43,300		7
	All others	\$26,377	\$33,714	\$40,500	\$62,750	\$76,565	24
Governance	Nonprofit	\$27,180	\$33,418	\$42,000	\$48,348	\$65,800	55
	Government		\$28,877	\$34,000	\$69,764		5
	All others		\$49,984	\$63,000	\$69,992		7
Location	Urban	\$30,741	\$34,075	\$47,500	\$63,000	\$74,620	42
	Suburban	\$24,304	\$32,050	\$35,530	\$42,340	\$57,230	18
	Rural		\$27,300	\$43,300	\$46,800		7
Gender	Female	\$27,070	\$33,468	\$42,060	\$57,250	\$69,993	48
	Male	\$31,500	\$33,690	\$44,000	\$51,314	\$75,927	18
Highest degree completed	< 2-year degree		\$24,225	\$35,377	\$60,191		6
	4-year degree	\$27,226	\$32,355	\$36,341	\$47,325	\$53,500	32
	Master's	\$32,760	\$35,000	\$45,000	\$67,000	\$83,129	19
	Doctorate			\$62,000			1
State	California		\$37,498	\$56,500	\$67,250		6
	Florida			\$34,559			2
	New York		\$34,000	\$36,982	\$63,000		7
	Texas			\$33,500			2
	Virginia			\$32,000			5

Web Manager

Responsible for development, management, and content of the museum's website or online presence; may include social media outreach. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.51 Web Manager.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM		\$38,654	\$50,850	\$75,351		6
	MAAM		\$45,054	\$52,820	\$75,000		7
	MPMA			\$52,000			3
	NEMA			\$73,205			3
	SEMC		\$32,405	\$36,483	\$50,989		8
	WMA		\$44,738	\$50,689	\$55,703		13
Budget size	Up to \$250,000			\$52,601			2
	\$250,001–\$500K			\$43,350			1
	\$500,001–\$1M			\$25,020			2
	\$1,000,001–\$3M			\$45,893			4
	>\$3M	\$33,695	\$42,000	\$51,318	\$87,570	\$87,570	31
Discipline	Art	\$11,494	\$41,264	\$51,004	\$53,511	\$117,000	12
	History		\$34,838	\$52,560	\$75,473		8
	Combination			\$46,042			4
	All others	\$29,641	\$36,000	\$49,000	\$60,572	\$98,138	16
Governance	Nonprofit	\$30,561	\$40,000	\$50,000	\$55,120	\$74,641	31
	Government		\$33,454	\$40,483	\$68,069		6
	All others			\$87,736			3
Location	Urban	\$32,200	\$45,914	\$51,409	\$62,790	\$87,653	30
	Suburban		\$26,829	\$36,483	\$49,615		8
	Rural			\$60,074			2
Gender	Female	\$14,755	\$33,619	\$47,500	\$52,000	\$93,096	15
	Male	\$33,000	\$42,764	\$52,069	\$72,779	\$87,320	24
Highest degree completed	< 2-year degree			\$75,000			3
	4-year degree	\$32,177	\$36,483	\$50,000	\$52,559	\$55,424	21
	Master's		\$41,870	\$63,580	\$83,677		8
	Doctorate			\$47,500			1
State	California		\$26,579	\$55,120	\$72,011		5
	Florida						0
	New York			\$50,160			4
	Texas			\$52,000			1
	Virginia			\$32,000			3

Graphic Designer

Responsible for conceptualizing and producing design projects for various museum departments; coordinates print production with outside vendors; executes graphics for communications and marketing campaigns. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.52 Graphic Designer.

	Category	10th Percentile	25th Percentile	Mdn	75th Percentile	90th Percentile	n
Region	AMM	\$32,165	\$36,785	\$46,303	\$65,594	\$70,714	16
	MAAM	\$30,783	\$39,000	\$47,053	\$56,000	\$85,775	15
	MPMA		\$37,209	\$42,300	\$45,223		8
	NEMA	\$17,525	\$38,750	\$46,846	\$56,014	\$286,389	14
	SEMC	\$29,704	\$32,280	\$40,000	\$45,488	\$65,565	18
	WMA	\$32,210	\$42,420	\$47,738	\$57,631	\$63,766	20
Budget size	Up to \$250,000			\$45,920			2
	\$250,001–\$500K			\$33,418			1
	\$500,001–\$1M			\$20,020			2
	\$1,000,001–\$3M	\$30,000	\$34,100	\$40,600	\$65,000	\$65,000	19
	>\$3M	\$32,320	\$40,000	\$46,610	\$68,200	\$68,200	67
Discipline	Art	\$30,600	\$42,000	\$48,000	\$60,000	\$69,733	31
	History	\$30,452	\$36,620	\$40,162	\$45,598	\$57,800	17
	Combination		\$34,000	\$41,000	\$45,007		7
	All others	\$31,885	\$34,592	\$44,500	\$55,240	\$65,900	36
Governance	Nonprofit	\$32,120	\$36,750	\$45,000	\$52,990	\$64,755	72
	Government	\$30,229	\$34,382	\$40,779	\$46,772	\$64,912	14
	All others		\$36,474	\$65,000	\$286,389		5
Location	Urban	\$34,010	\$40,619	\$47,863	\$59,144	\$68,900	60
	Suburban	\$29,892	\$32,400	\$39,140	\$45,000	\$51,400	27
	Rural			\$45,151			4
Gender	Female	\$31,923	\$35,000	\$45,000	\$54,060	\$66,453	67
	Male	\$28,941	\$35,669	\$42,300	\$50,013	\$58,500	22
Highest degree completed	< 2-year degree	\$27,458	\$28,694	\$32,700	\$53,250		4
	4-year degree	\$32,640	\$39,000	\$45,000	\$50,500	\$64,184	59
	Master's	\$15,620	\$32,750	\$38,000	\$53,989	\$67,825	14
	Doctorate						0
State	California		\$41,470	\$49,434	\$60,000		10
	Florida		\$30,000	\$33,418	\$50,000		7
	New York		\$40,500	\$48,552	\$75,785		8
	Texas						0
	Virginia			\$40,000			2

5. BENEFITS AND PERSONNEL POLICIES

Typically, compensation includes more than hourly wages or an annual salary. Monetary and non-monetary benefits are also important forms of compensation, and they need to be considered as part of the full compensation picture at both the institutional and individual levels. Nonprofit museums, like other mission-driven nonprofits, often try to balance relatively low salaries with competitive and robust benefits packages to attract talent and retain employees. But gathering consistent information about benefits is much more complicated than collecting data about salaries. The value of benefits can vary significantly, even within one institution, depending on factors such as employee status (e.g., exempt versus non-exempt workers), incumbency (e.g., pension contributions or vacation days that increase with time of employment), part-time versus full-time employment, membership in a union, or whether an employee decides to avail themselves of the different cafeteria benefit options offered by the employer. Furthermore, putting a value on non-monetary benefits like flextime, learning opportunities, or a private workspace is problematic at best—and certainly beyond the scope of this report. Instead, this report focuses on the simpler question of whether museums offer various benefits to their full-time employees at all, rather than the cost or value of those benefits.

Insurance Benefits

Slightly more than three-quarters (77.9%) of museums in the survey sample offered employer-sponsored health insurance (ESI) to their full-time employees for the fiscal year including November 14, 2016 (Table 5.1). Additionally, slightly more than 72% of museums reported offering benefits to employees plus their spouses and dependents. Insurance benefits have slightly increased for smaller museums but have slightly decreased for larger museums since the *2014 National Salary Survey*. Highest values for each category are placed in bold.

Table 5.1 Insurance benefits offered to full-time employees by budget size.

	Up to \$250,000	\$250,001– \$500K	\$500,001– \$1M	\$1,000,001– \$3M	> \$3M
Health insurance (for employee only)					
Not offered	53.7%	28.9%	13.0%	6.8%	2.6%
Offered (paid in full by museum)	12.5%	28.1%	30.1%	33.0%	16.8%
Offered (paid in part by museum)	32.9%	40.7%	55.3%	57.4%	79.6%
Offered (not paid by the museum)	0.9%	2.2%	1.6%	3.4%	1.0%
n	216	135	123	176	196
Health insurance (for employee plus spouse/partner and/or dependents)					
Not offered	61.9%	41.6%	26.8%	8.1%	0.9%
Offered (paid in full by museum)	3.7%	6.6%	8.9%	7.5%	2.3%
Offered (paid in part by museum)	28.9%	37.2%	41.5%	53.2%	79.9%
Offered (not paid by the museum)	5.5%	14.6%	22.8%	31.2%	16.8%
n	218	137	123	186	214
Dental insurance (for employee only)					
Not offered	62.1%	48.1%	29.5%	19.4%	4.6%
Offered (paid in full by museum)	9.8%	15.8%	22.1%	20.6%	18.3%
Offered (paid in part by museum)	21.0%	28.6%	36.9%	41.7%	52.3%
Offered (not paid by the museum)	7.0%	7.5%	11.5%	18.3%	24.9%
n	214	133	122	175	197

Table 5.1 Insurance benefits offered to full-time employees by budget size (continued).

Dental insurance (for employee plus spouse/partner and/or dependents)					
Not offered	63.7%	51.1%	37.7%	22.9%	2.8%
Offered (paid in full by museum)	4.7%	7.4%	5.7%	6.4%	3.7%
Offered (paid in part by museum)	21.9%	28.1%	29.5%	37.8%	60.0%
Offered (not paid by the museum)	9.8%	13.3%	27.0%	33.0%	33.5%
n	215	135	122	188	215
Life insurance					
Not offered	65.0%	49.6%	40.2%	26.9%	5.6%
Offered (paid in full by museum)	17.1%	21.2%	32.8%	45.7%	72.3%
Offered (paid in part by museum)	11.5%	16.8%	11.5%	16.1%	16.0%
Offered (not paid by the museum)	6.5%	12.4%	15.6%	11.3%	6.1%
n	217	137	122	186	213
Long-term disability insurance (LTD)					
Not offered	68.2%	53.3%	50.8%	34.8%	9.4%
Offered (paid in full by museum)	11.2%	14.6%	16.7%	37.5%	59.2%
Offered (paid in part by museum)	14.0%	16.1%	12.5%	10.3%	10.3%
Offered (not paid by the museum)	6.5%	16.1%	20.0%	17.4%	21.1%
n	214	137	120	184	213
Short-term disability insurance (STD)					
Not offered	71.2%	55.2%	52.9%	40.8%	20.5%
Offered (paid in full by museum)	9.8%	11.9%	14.3%	31.5%	42.9%
Offered (paid in part by museum)	11.2%	14.9%	13.4%	8.2%	10.0%
Offered (not paid by the museum)	7.9%	17.9%	19.3%	19.6%	26.7%
n	215	134	119	184	210
Long-term care insurance					
Not offered	81.0%	67.2%	72.3%	70.9%	74.0%
Offered (paid in full by museum)	0.5%	5.3%	5.0%	1.6%	2.9%
Offered (paid in part by museum)	8.1%	9.9%	2.5%	7.7%	2.9%
Offered (not paid by the museum)	10.5%	17.6%	20.2%	19.8%	20.2%
n	210	131	119	182	208
Employee assistance program (EAP)					
Not offered	75.3%	65.7%	61.2%	55.4%	21.1%
Offered (paid in full by museum)	12.6%	18.7%	23.1%	31.2%	62.4%
Offered (paid in part by museum)	9.8%	10.4%	9.1%	5.4%	10.8%
Offered (not paid by the museum)	2.3%	5.2%	6.6%	8.1%	5.6%
n	215	134	121	186	213

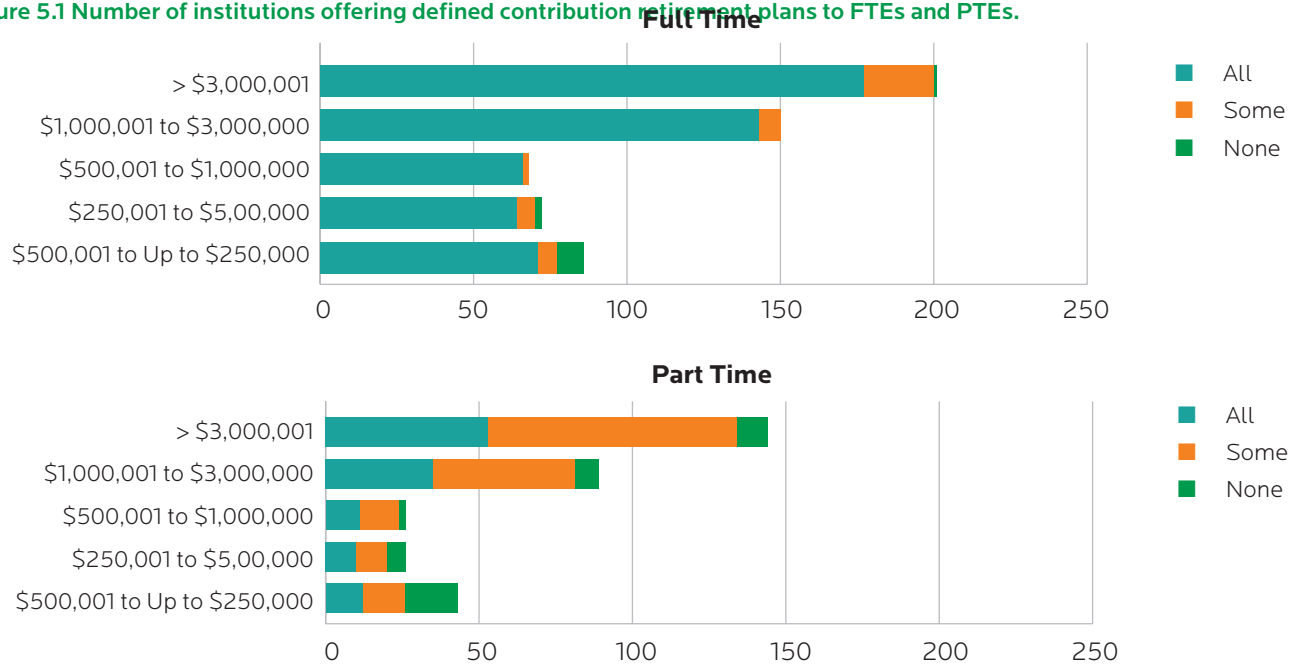
Of the 226 institutions that offer benefits to part-time employees, slightly more than three-fourths require a minimum number of worked hours (77.4%) in order to be eligible.

Although museums offer other insurance benefits as well, individual medical insurance is by far the most common benefit in this category (offered by 78% of respondents). The availability of insurance benefits is strongly related to museum budget size, in part because museums with larger budgets tend to have larger staffs, which tends to reduce the per-employee cost of providing benefits. The majority of the smallest museums responding to the survey, with annual operating budgets under \$250,000, increased their full and partial coverage of individual health benefits from 35% in the 2014 survey to 46% in this study.

Other Employment Benefits

While more than half of participating institutions offer a retirement or pension plan for full-time employees (60.7%), the most common full-time employee noninsurance benefits offered are museum store discounts (69.1%), flextime (31.3%), and professional development (36.2%). Slightly less than 24% of museums offering retirement benefits indicated that they offer a pension plan, while the majority of participating museums indicated they allow their full-time employees to participate in defined contribution retirement plans such as IRAs or 401(k) or 403(b) plans. Overall, it seems that museums have been consistent in providing employee benefits since 2012.

Figure 5.1 Number of institutions offering defined contribution retirement plans to FTEs and PTEs.



The availability of some kinds of noninsurance benefits tends to increase with the size of a museum's budget (Table 5.2). This is especially true for benefits with a clear monetary value, such as discounts at the museum shop or covering the cost of professional membership fees. The distribution of employee benefits that reflect an institutional commitment to flexibility (i.e., flexible working hours and the option of telecommuting) does not seem to be related to budget size. Very few museums of any size offer on-site daycare.

Table 5.2 Other benefits offered to full-time employees by budget size.

	Up to \$250,000	\$250,001–\$500K	\$500,001– \$1M	\$1,000,001–\$3M	> \$3M
Annual bonus					
All	8.7%	16.2%	16.0%	16.3%	9.9%
Some	9.7%	13.8%	21.6%	24.2%	27.8%
None	81.6%	70.0%	62.4%	59.6%	62.3%
n	196	130	125	178	212
Childcare assistance					
All	1.0%	0.0%	0.8%	3.4%	2.8%
Some	2.6%	4.7%	0.0%	1.1%	2.8%

Table 5.2 Other benefits offered to full-time employees by budget size (continued).

None	96.4%	95.3%	99.2%	95.5%	94.4%
n	194	128	124	179	213
Flextime/flexible working hours					
All	34.7%	43.2%	45.6%	24.3%	18.7%
Some	31.1%	41.6%	36.8%	61.3%	65.0%
None	34.2%	15.2%	17.6%	14.4%	16.4%
n	193	125	125	181	214
Flexible medical spending accounts					
All	26.9%	33.1%	34.9%	43.4%	72.6%
Some	7.1%	5.4%	4.8%	8.2%	6.5%
None	66.0%	61.5%	60.3%	48.4%	20.9%
n	197	130	126	182	215
Internal museum discounts (museum shop, restaurant, etc.)					
All	37.2%	58.3%	69.3%	81.8%	94.0%
Some	8.5%	5.3%	3.9%	3.7%	1.9%
None	54.3%	36.4%	26.8%	14.4%	4.2%
n	199	132	127	187	215
Paid sabbatical					
All	1.0%	1.6%	0.0%	0.6%	0.9%
Some	5.2%	6.3%	6.5%	4.1%	13.7%
None	93.8%	92.2%	93.5%	95.5%	85.3%
n	193	128	124	177	211
Professional development fees paid (in full or in part)					
All	34.3%	45.9%	41.6%	41.9%	23.8%
Some	38.8%	41.4%	48.8%	48.9%	69.2%
None	26.9%	12.8%	9.6%	9.1%	7.0%
n	201	133	125	186	214
Professional memberships paid (in full or in part)					
All	33.3%	34.8%	33.6%	27.0%	18.7%
Some	32.3%	40.9%	46.9%	56.2%	71.5%
None	34.3%	24.2%	19.5%	16.8%	9.8%
n	201	132	128	185	214
Release time (paid) for continuing education					
All	14.1%	23.5%	18.7%	13.3%	9.0%
Some	16.7%	25.8%	22.0%	37.8%	32.7%
None	69.2%	50.8%	59.3%	48.9%	58.3%
n	198	132	123	180	211
Telecommuting					
All	7.6%	12.2%	5.6%	6.2%	4.7%
Some	24.2%	29.0%	32.3%	43.8%	54.0%
None	68.2%	58.8%	62.1%	50.0%	41.3%
n	198	131	124	178	213

The majority of museums (72%) define paid time off (PTO) as separately defined days for holidays, vacation days, and sick days. About 15% of institutions keep holidays separate but combine the number of vacation days and sick days offered, which is a 5% increase from the 2014 study (see Figure 5.2).

Figure 5.2 Definitions of paid time off in participating institutions.



Personnel Policies in Writing

One of the “Characteristics of Excellence for U.S. Museums,” promoted by the American Alliance of Museums and based on best practices in the field, is that “the governing authority, staff, and volunteers [at a museum] have a clear and shared understanding of their roles and responsibilities.” The best way to assure this is to have a written personnel policy. As Table 5.3 shows, most museums participating in the survey (84.9%) already have a published personnel policy and/or handbook. Museums that do not have a published personnel policy and/or handbook are encouraged to contact the Alliance or their regional museum association for information about how to create one. “Characteristics of Excellence for U.S. Museums” can be found at <http://www.aam-us.org/resources/ethics-standards-and-best-practices/characteristics-of-excellence>.

Table 5.3 Institutions with a published personnel policy/handbook.

	%	n
Have a published personnel policy/handbook	84.9%	773
Do not have a published personnel policy/handbook	13.9%	127
Unsure of their personnel policy/handbook status	1.2%	11
Total		911

80.2% of museums employing full-time staff perform annual reviews for them (see Table 5.4). Just a little more than half of museums (53.5%) perform annual reviews for their part-time employees.

Table 5.4 Museums with performance reviews.

	Full-time Employees		Part-time Employees	
	%	n	%	n
Yes, for all employees	80.2%	689	53.5%	396
Yes, for some employees	6.9%	59	23.8%	176
No reviews	12.9%	111	22.7%	168
Total		859		740

APPENDIX A

Museum Disciplines

Discipline	Discipline Type in Survey
Art	Art Museum/Center/Sculpture Garden
History	Historic House
	Historic Site/Landscape
	History Museum
	Historical Society
	Military Museum/Battlefield
Multi-Disciplinary	General or Multi-Disciplinary
Other	Aquarium
	Anthropology Museum
	Arboretum/Botanical Garden/Public Garden
	Children or Youth Museum
	Ethnically/Culturally/Tribally Specific Museum
	Hall of Fame
	Nature Center
	Natural History Museum
	Planetarium
	Science/Technology Center/Museum
	Specialized Museum
	Transportation
	Zoo/Animal Park
	Other (not listed above)

Museum Governance

Governance	Governance Type in Survey
Private-nonprofit	Private nonprofit: 501(c)3 or operating as a private trust
Government	Municipal/County
	State Agency
	Federal
Other	Tribal
	For-profit
	Dual Governance
	Other

APPENDIX B

National Museum Salary Instrument

Thank you for taking the time to complete this survey. By sharing information about your museum and its employees, you are contributing to a vital resource for the entire museum field. This survey is a collaboration of the American Alliance of Museums, the country's six regional museum associations, several state associations, and New Knowledge Organization Ltd.

Please budget 45 minutes to complete the survey, plus the time it takes for you to gather your museum's salary and benefit data. Any museum that completes the survey by February 3, 2017 will receive a complimentary copy of the final report when AAM publishes it in 2017 (a \$100 value).

General Instructions:

- Please provide the most current employment, salary, and benefits data, unless otherwise directed.
- Please ignore questions about positions your museum does not have.
- This is an institutional survey. Each museum should only respond ONCE. If you are NOT the museum's executive director or a designated staff member (such as the CFO or HR director), please check with the executive director before entering any data to coordinate your museum's response.
- Your responses are automatically saved to the computer you started working on. You can return later to complete the survey (if you use the same computer, same browser, and cookies are enabled). Please remember to click SUBMIT on the final page when you are done. After you click SUBMIT, you will not be able to return to the survey.
- Questions? Contact AAMsurvey@newknowledge.org or the regional or state representative listed on the original invitation or go to the FAQ page.

Please click on the right arrow below to continue to the survey.

Museum Name _____

This information is being collected for internal tracking purposes only. All identifying information will remain strictly confidential and will not be included in any public report of the survey results.

Name of the person completing this survey _____

This is the person we will contact if we have any questions about the survey responses. This is also the person we will contact when it comes time to distribute complimentary copies of the final report to participating museums.

Additional Respondent Information

Your Title _____

Your email address _____

MUSEUM CHARACTERISTICS

Discipline

Please select from the pull-down list.

- | | | |
|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| <input type="checkbox"/> Aquarium | <input type="checkbox"/> Hall of Fame (e.g. music, sports, entertainment, media) | <input type="checkbox"/> Presidential Library |
| <input type="checkbox"/> Anthropology Museum | <input type="checkbox"/> Historic House | <input type="checkbox"/> Science/Technology Center/Museum |
| <input type="checkbox"/> Arboretum/Botanical Garden/Public Garden | <input type="checkbox"/> Historic Site/Landscape | <input type="checkbox"/> Specialized Museum (single topic/individual) |
| <input type="checkbox"/> Art Museum/Center/Sculpture Garden | <input type="checkbox"/> History Museum | <input type="checkbox"/> Transportation (air & space, auto, maritime, train) |
| <input type="checkbox"/> Children's or Youth Museum | <input type="checkbox"/> Historical Society | <input type="checkbox"/> Visitor/Interpretive Center |
| <input type="checkbox"/> Ethnically/Culturally/Tribally Specific Museum | <input type="checkbox"/> Military Museum/Battlefield | <input type="checkbox"/> Zoo/Animal Park |
| <input type="checkbox"/> General or Multi-disciplinary Museum (several subjects) | <input type="checkbox"/> Nature Center | <input type="checkbox"/> Other (not listed above) |
| | <input type="checkbox"/> Natural History Museum | |
| | <input type="checkbox"/> Planetarium | |

Governance

Select the one option from the pull-down list that best describes your museum.

- | | | |
|-------------------------------------------------------------------------------------|----------------------------------------------|------------------------------------------|
| <input type="checkbox"/> Private nonprofit: 501(c)3 or operating as a private trust | <input type="checkbox"/> Government: state | <input type="checkbox"/> For-profit |
| <input type="checkbox"/> Government: municipal or county | <input type="checkbox"/> Government: federal | <input type="checkbox"/> Dual governance |
| | <input type="checkbox"/> Government: tribal | <input type="checkbox"/> Other |

Is your museum affiliated with a college, university, or other academic institution?

- ☐ Yes
- ☐ No

Location

Note that only U.S. museums should participate in this survey! If your museum has sites in more than one state, please list the state that is home to your primary location (most analysis will be by region instead of state).

- | | | | |
|-----------------------------------------------|----------------------------------------|-----------------------------------------|-----------------------------------------------|
| <input type="checkbox"/> Alabama | <input type="checkbox"/> Indiana | <input type="checkbox"/> Nevada | <input type="checkbox"/> South Dakota |
| <input type="checkbox"/> Alaska | <input type="checkbox"/> Iowa | <input type="checkbox"/> New Hampshire | <input type="checkbox"/> Tennessee |
| <input type="checkbox"/> Arizona | <input type="checkbox"/> Kansas | <input type="checkbox"/> New Jersey | <input type="checkbox"/> Texas |
| <input type="checkbox"/> Arkansas | <input type="checkbox"/> Kentucky | <input type="checkbox"/> New Mexico | <input type="checkbox"/> US Virgin Islands |
| <input type="checkbox"/> California | <input type="checkbox"/> Louisiana | <input type="checkbox"/> New York | <input type="checkbox"/> Utah |
| <input type="checkbox"/> Colorado | <input type="checkbox"/> Maine | <input type="checkbox"/> North Carolina | <input type="checkbox"/> Vermont |
| <input type="checkbox"/> Connecticut | <input type="checkbox"/> Maryland | <input type="checkbox"/> North Dakota | <input type="checkbox"/> Virginia |
| <input type="checkbox"/> Delaware | <input type="checkbox"/> Massachusetts | <input type="checkbox"/> Ohio | <input type="checkbox"/> Washington |
| <input type="checkbox"/> District of Columbia | <input type="checkbox"/> Michigan | <input type="checkbox"/> Oklahoma | <input type="checkbox"/> West Virginia |
| <input type="checkbox"/> Florida | <input type="checkbox"/> Minnesota | <input type="checkbox"/> Oregon | <input type="checkbox"/> Wisconsin |
| <input type="checkbox"/> Georgia | <input type="checkbox"/> Mississippi | <input type="checkbox"/> Pennsylvania | <input type="checkbox"/> Wyoming |
| <input type="checkbox"/> Hawaii | <input type="checkbox"/> Missouri | <input type="checkbox"/> Puerto Rico | <input type="checkbox"/> Other US Territories |
| <input type="checkbox"/> Idaho | <input type="checkbox"/> Montana | <input type="checkbox"/> Rhode Island | |
| <input type="checkbox"/> Illinois | <input type="checkbox"/> Nebraska | <input type="checkbox"/> South Carolina | |

ZIP code _____

We will use this information to determine whether your museum is in a county designated as urban, suburban, or rural. If your museum operates at more than one site, please use the ZIP code for your primary location.

Budget size

Please select your museum's budgeted operating expenses for the current year.

- | | | |
|-------------------------------------------------|-----------------------------------------------------|------------------------------------------------------|
| <input type="checkbox"/> \$0 to \$50,000 | <input type="checkbox"/> \$250,001 to \$500,000 | <input type="checkbox"/> \$3,000,001 to \$10 million |
| <input type="checkbox"/> \$50,001 to \$100,000 | <input type="checkbox"/> \$500,001 to \$1 million | <input type="checkbox"/> \$10,000,001 or over |
| <input type="checkbox"/> \$100,001 to \$250,000 | <input type="checkbox"/> \$1,000,001 to \$3 million | |

Opening Year _____

In what year was your institution first opened regularly to the public? If your institution has not yet opened then enter "0" (zero).

Onsite Yearly Attendance _____

Include everyone who visited your museum site(s), whether they were general visitors, museum members, participants in on-site museum activities, pre-K-12 students, etc. Include everyone who paid a full or reduced entrance fee (if applicable) and everyone who entered for free. You can use the data from your most recent fiscal or calendar year.

STAFF SIZE AND EXPENSES

Staff Count

Use whole numbers only. Do not count unfilled positions, just actual employees. Do not count seasonal staff (defined as staff members who are hired to work fewer than 9 months a year to meet heightened demand for a museum's services during a particular part of the year).

	as of November 14, 2015	as of November 14, 2016
Full-time paid staff (note: full-time employees typically work at least 30 hours a week)		
Part-time paid staff (note: part-time employees typically work fewer than 30 hours a week)		
Full-time unpaid staff		
Part-time unpaid staff		

Do you also have any paid seasonal staff?

Again, seasonal staff includes employees who are hired to work fewer than 9 months a year.

☐ Yes

☐ No

☐ Not Sure

Total Personnel Expenses _____

Please enter current annual personnel expenses. Round to the nearest whole number.

Salaries	
Benefits and payroll taxes (including FICA, Medicare, worker's comp, etc.)	
TOTAL	

Is any part of the museum's work force unionized? Please select from the pull-down menu.

☐ Yes

☐ No

☐ Not Sure

<If "Yes" is selected:>

In what area(s) is the work force unionized? _____

Congratulations—you have now entered the heart of the salary survey!

SALARY SURVEY POSITION INFORMATION

We have identified 52 core positions that encompass most of the professional staffing needs at museums. We have divided these into 6 broad categories:

- Administration
- Collections
- Education
- Visitor Services & Research/Evaluation
- Exhibitions
- External Affairs

For each broad category, we will ask you which positions are actually filled at your museum, and then ask for additional details (salaries and demographics) only for the positions relevant to your institution. If there is more than one person in a position, please fill out the forms in regard to the most senior staff member. If your most senior staff member serves multiple roles, please complete the survey using their primary role. We will be asking additional questions about staff that fill multiple positions.

Remember that your responses are automatically saved on the computer you are working on and you can return later to complete the survey (if cookies are enabled and you use the same browser). Please note the back button option will only be available intermittently from this point forward because of the type of survey logic used in the software.

The 52 core job descriptions can be found on the FAQ page at nemanet.org/salariesurvey

Director/CEO/President

Provides institutional leadership; reports to and works with the board; plans, organizes, and directs museum activities; responsible for policy-making and funding, directs personnel and financial management; responsible for professional practices. Typical qualifications: Advanced degree in academic or related field; significant administrative experience. Additional qualifications and specific duties vary widely.

Please note: Because of the unique importance of the executive director/CEO/president at most museums, this is the most detailed section in the survey. You will not have to answer as many questions for the other positions!

As of November 14, 2016, was the executive director/CEO/president of your museum:

- | | |
|-------------------------------------------------------|--------------------------------------------------------------------------|
| <input type="checkbox"/> Full time (paid) | <input type="checkbox"/> Employed as a consultant/independent contractor |
| <input type="checkbox"/> Part time (paid) | <input type="checkbox"/> This position is currently vacant |
| <input type="checkbox"/> Full time (volunteer/unpaid) | <input type="checkbox"/> Other (please explain): _____ |
| <input type="checkbox"/> Part time (volunteer/unpaid) | |

What is this position's specific job title? _____

Gender

☐ Male

☐ Other

☐ Female

☐ Choose not to respond

Age

☐ Choose not to answer

☐ 25–34

☐ 55–64

☐ Under 18

☐ 35–44

☐ 65–74

☐ 19–24

☐ 45–54

☐ 75 +

Highest degree completed by <position name>

☐ Unknown

☐ 2 year college/technical/
Associate's Degree

☐ Professional degree (MD, JD, etc.)

☐ Less than high school

☐ 4 year college/Bachelor's degree

☐ Doctoral degree (PhD, EdD, etc.)

☐ High school graduate

☐ Master's degree

Field of study

☐ Museum studies or closely
related field

☐ Education

☐ Library Studies

☐ Business

☐ Other

Years in present position: _____

Please provide the following financial information about the <position name>

(Please round to nearest whole number):

Hours worked in a typical week	
Base salary	
Percentage change in base salary in the last 12 months. (Enter as percentage only. If not applicable, please type N/A. Can be a negative number.)	
Amount of bonus in past 12 months (if not applicable, please type N/A)	
Amount of deferred compensation received in past 12 months (if not applicable, please type N/A)	
Amount of deferred compensation that will be received in the next 12 months (if not applicable, please type N/A)	

Which, if any, of the following benefits does your museum offer to the <position name>?

	NOT Offered	Offered (paid in FULL by the museum)	Offered (paid in PART by the museum)	Offered, but NOT paid by the museum
Health insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term disability insurance (LTD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability insurance (STD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee assistance program (EAP); e.g., programs that help employees deal with personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Does your museum offer retirement benefits to the <position name>?

☐ Yes

☐ No

Please explain how much paid time off (PTO) the <position name> receives and how that time is allocated.

Before we ask you about the primary positions filled by other people, we would like to know what percentage of your staff serve multiple roles. For example, a single person who serves as a curator and a librarian, or a person that serves as an exhibit designer, IT technician, and educator.

☐ All staff fill a primary role

☐ 26%-50% serve multiple roles

☐ Less than 25% serve multiple roles

☐ 51%-75% serve multiple roles

☐ 76%-100% serve multiple roles

Please think about your five highest paid full time staff members that serve multiple roles. We are interested in learning about their roles and their salaries. Please choose from the job lists provided and then enter their total annual salary (please round to the nearest whole number).

VP/Deputy/Associate/Assistant Director/Admin./Operations	Librarian	VP Development /Director of Development
Chief Financial Officer/Controller	Imaging Manager, Head of Imaging/ Visual Services	Major Gifts Officer
Business Manager	Photographer/Imaging Specialist	Grants Manager
Human Resources Director	Educator	Public Relations, Director of Public Relations
Director/Manager of Information Services & Technology	Visitor Researcher & Evaluator	Membership, Director of Membership
Administrative Assistant to Director/ Department/Division Head	Public Programs Manager/Outreach Coordinator	Volunteer Coordinator
Office Manager	Visitor Services Manager	Director of Publications/Editor
Chief of Security	Exhibition Designer/Chief of Exhibitions	Museum Store Manager
Facilities Director	Coordinator of Exhibitions	Functions Manager (Rentals/Special Events)
Archivist	Technician/Preparator	Social Media Manager
Curator/Chief Curator	VP/Director of External Affairs	Web Manager
Registrar	Director of Marketing	Graphic Designer
Conservator		

	Primary	Secondary	Tertiary	Salary
Position 1	See list above	See list above	See list above	\$
Position 2	--	--	--	\$
Position 3	--	--	--	\$
Position 4	--	--	--	\$
Position 5	--	--	--	\$

ADMINISTRATION

Check all positions that were filled at your museum as of November 14, 2016. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid), or volunteer (unpaid) employee, or filled by someone working as an independent contractor/consultant.

- | | | |
|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Vice president/Deputy/
Associate/Assistant Director for
Administration/Operations | <input type="checkbox"/> Human Resources Director | <input type="checkbox"/> Office Manager |
| <input type="checkbox"/> Deputy/Associate/Assistant
Director for Programming | <input type="checkbox"/> Director/Manager of Information
Services & Technology | <input type="checkbox"/> Chief of Security |
| <input type="checkbox"/> Chief Financial Officer/Controller | <input type="checkbox"/> Information Services &
Technology B | <input type="checkbox"/> Facilities Director |
| <input type="checkbox"/> Business Manager | <input type="checkbox"/> Administrative Assistant to
Director or Department/Division
Head | <input type="checkbox"/> NONE OF THESE POSITIONS |

For the positions you selected please fill in the remaining information. For gender, position type, and highest degree earned please select the appropriate response from the drop-down menu. Please type in the age and yearly salary in numeric digits rounding to the nearest whole number.

Position	Gender	Age	Yearly Salary	Position Type	Highest Degree Earned
<Position/s Selected>	Male/			FTE/	High School Diploma/
	Female/			PTE/	Associate's/
	Other/			Vol/	Bachelor's/
	Choose not to answer			Consultant	Master's/
					Doctoral/
					Other/
					N/A

Vice president/Deputy/Associate/Assistant Director for Administration/Operations

Responsible for several areas of administration, possibly including finance, restaurant, retail operations, personnel, information technology, buildings, and security; supervision of budgets and several administrative professionals. Typical qualifications: Business degree or administrative experience in a majority of the areas related to duties.

Full-Time: How many full-time, paid staff are currently in this position? Please select from the drop-down below:

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4 or more

Does this person or these people supervise other staff at the museum?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If more than one person serves as the vice president/deputy/associate/assistant director for administration/operations please fill out the following information for the most senior person only.

Field studied by vice president/deputy/associate/assistant director for administration/operations

- ☐ Museum studies or closely related field
- ☐ Business
- ☐ Education
- ☐ Library Studies
- ☐ Other

Years in present position: _____

Part-Time: How many part-time, paid staff currently serve as the Vice president/Deputy/Associate/Assistant Director for Administration/Operations?

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4 or more

If you had more than one part-time (paid) staff member in this position, please provide details below about the most senior person in this position. Please round to the nearest whole number.

Hourly salary _____

Hours worked in a typical week _____

Volunteer: As of November 14, 2016, do you have anyone filling the vice president/deputy/associate/assistant director for administration/operations position as a volunteer (unpaid)?

- ☐ Yes
- ☐ No
- ☐ Not sure

Independent Contractor: As of November 14, 2016, do you have anyone filling this position as an independent contractor/consultant (paid)?

- ☐ Yes
- ☐ No
- ☐ Not sure

COLLECTIONS

Check all positions that were filled at your museum as of November 14, 2016. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid), or volunteer (unpaid) employee, or filled by someone working as an independent contractor/consultant.

- | | | |
|------------------------------------------------------|----------------------------------------------------------|---------------------------------------------------------------------------|
| <input type="checkbox"/> Archivist | <input type="checkbox"/> Registrar A/Collections Manager | <input type="checkbox"/> Librarian Assistant |
| <input type="checkbox"/> Curator A/Chief Curator | <input type="checkbox"/> Registrar B/Assistant Registrar | <input type="checkbox"/> Imaging Manager, Head of Imaging/Visual Services |
| <input type="checkbox"/> Curator B/Senior Curator | <input type="checkbox"/> Conservator A | <input type="checkbox"/> Photographer/Imaging Specialist |
| <input type="checkbox"/> Curator C/Assistant Curator | <input type="checkbox"/> Conservator B | <input type="checkbox"/> NONE OF THESE POSITIONS |
| <input type="checkbox"/> Curatorial Assistant | <input type="checkbox"/> Head Librarian | |

For the positions you selected please fill in the remaining information. For gender, position type, and highest degree earned please select the appropriate response from the drop-down menu. Please type in the age and yearly salary in numeric digits rounding to the nearest whole number.

Position	Gender	Age	Yearly Salary	Position Type	Highest Degree Earned
<Position/s Selected>	Male/			FTE/	High School Diploma/
	Female/			PTE/	Associate's/
	Other/			Vol/	Bachelor's/
	Choose not to answer			Consultant	Master's/
					Doctoral/
					Other/
					N/A

EDUCATION, VISITOR SERVICES & RESEARCH/EVALUATION

Check all positions that were filled at your museum as of November 14, 2016. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid), or volunteer (unpaid) employee, or filled by someone working as an independent contractor/consultant.

- | | | |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------------|
| <input type="checkbox"/> Educator A/Director of Education | <input type="checkbox"/> Educational Assistant | <input type="checkbox"/> B/Visitor Research Associate or Assistant |
| <input type="checkbox"/> Educator B | <input type="checkbox"/> Public Programs Manager/ Outreach Coordinator | <input type="checkbox"/> NONE OF THESE POSITIONS |
| <input type="checkbox"/> Visitor Research & Evaluation A/Director of Research and Evaluation/Visitor Research Manager | <input type="checkbox"/> Visitor Services Manager | |
| | <input type="checkbox"/> Visitor Research & Evaluation | |

For the positions you selected please fill in the remaining information.

For gender, position type, and highest degree earned please select the appropriate response from the drop-down menu. Please type in the age and yearly salary in numeric digits rounding to the nearest whole number.

Position	Gender	Age	Yearly Salary	Position Type	Highest Degree Earned
<Position/s Selected>	Male/			FTE/	High School Diploma/
	Female/			PTE/	Associate's/
	Other/			Vol/	Bachelor's/
	Choose not to answer			Consultant	Master's/
					Doctoral/
					Other/
					N/A

EXHIBITIONS

Check all positions that were filled at your museum as of November 14, 2016. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid), or volunteer (unpaid) employee, or filled by someone working as an independent contractor/consultant.

- ☐ Exhibition Designer/Chief of Exhibitions
- ☐ Coordinator of Exhibitions
- ☐ Technician/Preparator
- ☐ NONE OF THESE POSITIONS

For the positions you selected please fill in the remaining information.

For gender, position type, and highest degree earned please select the appropriate response from the drop-down menu. Please type in the age and yearly salary in numeric digits rounding to the nearest whole number.

Position	Gender	Age	Yearly Salary	Position Type	Highest Degree Earned
<Position/s Selected>	Male/			FTE/	High School Diploma/
	Female/			PTE/	Associate's/
	Other/			Vol/	Bachelor's/
	Choose not to answer			Consultant	Master's/
					Doctoral/
					Other/
					N/A

EXTERNAL AFFAIRS

Check all positions that were filled at your museum as of November 14, 2016. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid), or volunteer (unpaid) employee, or filled by someone working as an independent contractor/consultant.

For the positions you selected please fill in the remaining information.

For gender, position type, and highest degree earned please select the appropriate response from the drop-down menu. Please type in the age and yearly salary in numeric digits rounding to the nearest whole number.

Position	Gender	Age	Yearly Salary	Position Type	Highest Degree Earned
<Position/s Selected>	Male/			FTE/	High School Diploma/
	Female/			PTE/	Associate's/
	Other/			Vol/	Bachelor's/
	Choose not to answer			Consultant	Master's/
					Doctoral/
					Other/
					N/A

FULL-TIME EMPLOYEES

Which, if any, of the following benefits does your museum offer to full-time (paid) employees? Consider a benefit "offered" if it is available to all or most full-time employees.

	NOT Offered	Offered (paid in FULL by the museum)	Offered (paid in PART by the museum)	Offered, but NOT paid by the museum
Health insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term disability insurance (LTD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability insurance (STD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee assistance program (EAP); e.g., programs that help employees deal with personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Does your museum offer any of the benefits listed above to part-time employees?

☐ Yes

☐ No

☐ N/A-does not employ part-time employees

☐ Vice President/Director of External Affairs

☐ Public Relations A, Director of Public Relations

☐ Museum Store Manager

☐ Director of Marketing

☐ Public Relations B

☐ Functions Manager (Rentals/ Special Events)

☐ Development A, Vice President/ Director of Development

☐ Membership A, Director of Membership

☐ Social Media Manager

☐ Development B

☐ Membership B

☐ Web Manager

☐ Major Gifts Officer

☐ Volunteer Coordinator

☐ Graphic Designer

☐ Grants Manager

☐ Director of Publications/Editor

☐ NONE OF THESE POSITIONS

<If "Yes" is selected:>

PART-TIME EMPLOYEES

Do part-time employees need to work a minimum number of hours per week to qualify for benefits?

☐ Yes, they must work a minimum number of hours per week (please indicate how many hours): _____

☐ No

<Displayed if "Yes" is selected>

PART-TIME EMPLOYEES

Which, if any, of the following benefits does your museum offer to part-time (paid) employees? Consider a benefit "offered" if it is available to any qualified part-time employees.

	NOT Offered	Offered (paid in FULL by the museum)	Offered (paid in PART by the museum)	Offered, but NOT paid by the museum
Health insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term disability insurance (LTD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability insurance (STD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee assistance program (EAP); e.g., programs that help employees deal with personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Does your museum offer retirement benefits to any employee?

☐ Yes

☐ No

DEFINED BENEFIT

Does your museum offer a defined benefit retirement plan?

This is a traditional "pension plan," where employees receive a specific pension amount that is based on their length of service, salary history, and/or other factors. These plans are typically funded by employers rather than employee contributions.

☐ Yes

☐ No, we offer a different type of retirement plan

<If "No" is selected, then skip to DEFINED CONTRIBUTION>

Who is qualified to participate in this retirement plan?

☐ ALL full-time employees

☐ SOME full-time employees

☐ NO full-time employees

☐ ALL part-time employees

☐ SOME part-time employees

☐ NO part-time employees

What is the minimum, maximum, and "typical" percentage of a qualifying employee's salary that your museum contributes to this retirement plan? Please enter a single percentage in each box, not a range. Enter as percentages (such as 3.5% or 5%), not decimal values (such as .035 or .05).

Minimum

"Typical"

Maximum

DEFINED CONTRIBUTION

Does your museum offer a defined contribution retirement plan, such as a 401(k), 403(b), or 457 plan?

Under these plans, employees pay into a retirement fund and the employer may match some or all of their contributions.

☐ Yes

☐ No, we offer a different type of retirement plan

<If "No, is selected, then skip to OTHER RETIREMENT BENEFIT>

Who is qualified to participate in this retirement plan?

- ☐ ALL full-time employees
- ☐ SOME full-time employees
- ☐ NO full-time employees
- ☐ ALL part-time employees
- ☐ SOME part-time employees
- ☐ NO part-time employees

Does your museum match any employee contributions to this plan?

- ☐ Yes
- ☐ No

< If "Yes" is selected:>

Briefly describe your museum's policy and the percentage(s) offered when matching employee contributions to this retirement plan.

Other Retirement Benefit

Please indicate if your museum offers any other kind of retirement/pension plan. If yes, then briefly describe the plan, to whom it is offered, and whether contributions are made by the employees and/or the museum.

- ☐ No
- ☐ Yes, we offer another type of retirement plan _____

Additional Benefits

Which of the following additional benefits does your museum offer?

There are separate columns for full-time and part-time employees, and you can check whether the benefit is offered to all, some (even one), or no employees in each category.

	FULL-TIME			PART-TIME		
	All	Some	None	All	Some	None
Annual bonus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flextime/flexible working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible medical spending accounts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal museum discounts (museum shop, restaurant, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sabbatical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development fees paid (in full or in part)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional memberships paid (in full or in part)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Release time (paid) for continuing education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telecommuting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How does your museum define paid time off? Check the one option that best describes how paid time off is defined for most full-time employees.

- ☐ We offer separately defined days for holidays, vacation days, and sick days.
- ☐ We keep holidays separate but combine the number of vacation days and sick days offered.
- ☐ We combine holidays, vacation days, and sick days for a total number of paid days off.
- ☐ We do not offer any paid time off; that is, no paid holidays, vacation days, or sick days.
- ☐ Other (explain): _____

Does your museum have a published personnel policy/handbook?

- ☐ Yes
- ☐ No
- ☐ Not Sure

Does your museum provide employees with a formal annual performance review?

- ☐ Yes, for ALL full-time employees
- ☐ Yes, for SOME full-time employees
- ☐ NOT for full-time employees
- ☐ Yes, for ALL part-time employees
- ☐ Yes, for SOME part-time employees
- ☐ NOT for part-time employees

This is the final section of the survey! We have two optional, open-ended questions for you to consider. Once you click the SUBMIT button, the survey will be complete. Thank you for your time and attention to this important project. Remember that any museum that submits a completed survey by February 3, 2017 will receive a complimentary copy of the report when it is published in 2017. Questions? Please contact us at AAMsurvey@newknowledge.org.

Are there any key staff positions at your museum that were not included in this survey?

- ☐ No
- ☐ Yes

<If Yes is selected above then below question is displayed.>

Q63 Please list the key staff positions at your museum that were not included in this survey.

Are there other questions we might have asked, but didn't? (You can also use this space to comment on any other aspect of the survey.)

When you have completed filling out the survey please click "submit."



**American
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Museums**