

**ASSOCIATION  
OF  
ART MUSEUM  
DIRECTORS**

**2013  
SALARY  
SURVEY**



## PREFACE

The 2013 Salary Survey is the twenty-eighth in a series of annual survey of art museum salaries issued by the Association of Art Museum Directors. The results of this survey represent responses from 233 of 278 museums surveyed—a response rate of 83%.

Among the museums surveyed were both current and former AAMD members. While the response rate of 83% enables this report to be statistically representative of institutions eligible for AAMD membership, one should not assume relevance to museums in other disciplines.

The Salary information derives from positions considered (a) professional and (b) likely to be filled from the national marketplace rather than locally. Comparative statistics on clerical, maintenance, and security are more valid when secured from within a museum's own region.

Peter R. Griffiths of CMI Solutions, Inc. in Charlotte, North Carolina, tabulated the statistical data in this survey. Thanks are due to Mr. Griffiths and his staff, particularly Ajay Shah, for their work on the online survey format and for the publication of the survey. Thanks are also due to the museums responding to the survey for the considerable time and effort put into their responses.

The format of the survey reflects metropolitan areas defined as metropolitan statistical areas (MSAs) and consolidated metropolitan statistical areas (CMSAs), and primary metropolitan statistical areas (PMSAs) as of April 1, 2000.

Salary information is based on compensation for FY12. Information is not presented for positions when fewer than five museums reported salary figures. Categories with no reporting museum are denoted by "n.d." Salaries reported by Canadian art museums are reported in Canadian dollars.

Additional copies of the 2013 Salary Survey may be obtained from the publications section of AAMD's website [www.aamd.org](http://www.aamd.org).

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## Metropolitan Area Populations

<u>City</u>	<u>Population</u>	<u>City</u>	<u>Population</u>	<u>City</u>	<u>Population</u>
Akron, OH	689,000	Huntsville, AL	343,000	Salem, MA	41,654
Allentown, PA	618,000	Indianapolis, IN	1,537,000	Salt Lake City, UT	1,275,000
Amherst, MA	574,000	Iowa City, IA	104,000	San Antonio, TX	1,565,000
Anchorage, AK	258,000	Ithaca, NY	92,000	San Diego, CA	2,821,000
Andover, MA	8,762	Jackson, MS	433,000	San Francisco, CA	1,686,000
Ann Arbor, MI	557,000	Kalamazoo, MI	74,743	San Jose, CA	1,647,000
Aspen, CO	6,667	Kansas City, MO	1,756,000	San Marino, CA	9,330,000
Athens, GA	140,000	La Jolla, CA	2,821,000	Santa Barbara, CA	391,000
Atlanta, GA	3,857,000	Laguna Beach, CA	2,761,000	Santa Fe, NM	68,642
Auburn, AL	53,380	Lawrence, KS	98,000	Santa Monica, CA	9,330,000
Austin, TX	1,146,000	Lexington, KY	456,000	Sarasota, FL	550,000
Baltimore, MD	2,491,000	Lincoln, NE	238,000	Savannah, GA	288,000
Bentonville, AR	35,554	Lincoln, MA	3,297,000	Seattle, WA	2,335,000
Berkeley, CA	2,349,000	Little Rock, AR	559,000	Shelburne, VT	7,108
Birmingham, AL	915,000	Long Beach, CA	9,330,000	Southampton, NY	2,689,000
Bloomfield Hills, MI	457,000	Los Angeles, CA	9,330,000	Springfield, MA	574,000
Bloomington, IN	117,000	Louisville, KY	1,006,000	St. Louis, MO	2,569,000
Boston, MA	3,297,000	Madison, WI	429,000	St. Petersburg, FL	2,279,000
Brockton, MA	254,000	Malibu, CA	9,330,000	Stanford, CA	1,647,000
Bronx, NY	8,713,000	Manchester, NH	100,000	Stockbridge, MA	2,196
Brooklyn, NY	8,713,000	Memphis, TN	1,105,000	Stony Brook, NY	2,689,000
Brunswick, ME	89,000	Merion, PA	57,825	Syracuse, NY	733,000
Buffalo, NY	1,142,000	Miami, FL	2,176,000	Tacoma, WA	689,000
Cambridge, MA	3,297,000	Miami Beach, FL	2,176,000	Tampa, FL	2,279,000
Carbondale, IL	27,000	Milwaukee, WI	1,462,000	Toledo, OH	609,000
Cedar Rapids, IA	185,000	Minneapolis, MN	2,872,000	Tucson, AZ	804,000
Chadds Ford, PA	1,300	Montclair, NJ	1,955,000	Tulsa, OK	786,000
Champaign, IL	170,000	Montgomery, AL	322,000	University Park, PA	12,764
Chapel Hill, NC	1,106,000	Nashville, TN	609,644	Utica, NY	733,000
Charleston, SC	553,000	New Brunswick, NJ	42,000	Washington, DC	4,740,000
Charlotte, NC	1,417,000	New Haven, CT	522,000	Waterville, ME	15,697
Chattanooga, TN	533,800	New London, CT	284,000	West Palm Beach, FL	2,176,000
Chicago, IL	8,009,000	New Orleans, LA	1,305,000	Wichita, KS	549,000
Cincinnati, OH	1,961,000	New York, NY	8,713,000	Williamsburg, VA	1,563,000
Cleveland, OH	2,221,000	Newark, NJ	1,955,000	Williamstown, MA	84,000
Cody, WY	8,000	Newport Beach, CA	2,761,000	Wilmington, DE	571,000
Colorado Springs, CO	500,000	Norfolk, VA	1,563,000	Winston-Salem, NC	1,179,000
Columbia, SC	516,000	Norman, OK	113,273	Winterthur, DE	547,000
Columbus, OH	1,489,000	Northampton, MA	574,000	Worcester, MA	497,000
Coral Gables, FL	2,176,000	Notre Dame, IN	259,000	Yonkers, NY	8,713,000
Corning, NY	92,000	Oakland, CA	2,349,000	Youngstown, OH	589,000
Dallas, TX	3,280,000	Oberlin, OH	2,221,000	Calgary, AB	1,214,839
Davenport, IA	359,000	Omaha, NE	699,000	Charlottetown, P.E.I.	100,000
Dayton, OH	959,000	Orlando, FL	1,535,000	Edmonton, Alberta	700,000
Denver, CO	1,979,000	Palm Beach, FL	2,176,000	Halifax, NS	390,328
Des Moines, IA	443,000	Palm Springs, CA	40,000	Hamilton, Ontario	500,000
Detroit, MI	4,475,000	Philadelphia, PA	4,950,000	Kleinburg, Ontario	3,000,000
Durham, NC	279,641	Phoenix, AZ	3,014,000	Montreal, Quebec	2,800,000
El Paso, TX	702,000	Pittsburgh, PA	2,331,000	Ottawa, Ontario	700,000
Eugene, OR	156,929	Ponce, PR	163,727	Toronto, Ontario	3,000,000
Flint, MI	437,000	Portland, ME	235,000	Vancouver, B.C.	1,300,000
Flushing, NY	8,713,000	Portland, OR	2,181,000	Winnipeg, Manitoba	600,000
Fort Lauderdale, FL	1,535,000	Poughkeepsie, NY	29,000		
Fort Worth, TX	1,629,000	Princeton, NJ	12,000		
Gainesville, FL	198,000	Providence, RI	1,126,000		
Grand Rapids, MI	1,052,000	Purchase, NY	8,713,000		
Greensburg, PA	14,865	Raleigh, NC	1,106,000		
Hanover, NH	10,000	Richmond, VA	961,000		
Hartford, CT	1,148,000	Rochester, NY	1,079,000		
Honolulu, HI	865,000	Rockland, MI	324		
Houston, TX	4,011,000	Sacramento, CA	1,585,000		
Huntington, WV	44,253	Saint Paul, MN	2,872,000		

**Regional Associations of the American Association of Museums**

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**Southeast**

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

**Mountain Plains**

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

**Western**

- Alaska
- Arizona
- California
- Hawaii
- Idaho
- Nevada
- Oregon
- Utah
- Washington

**New England**

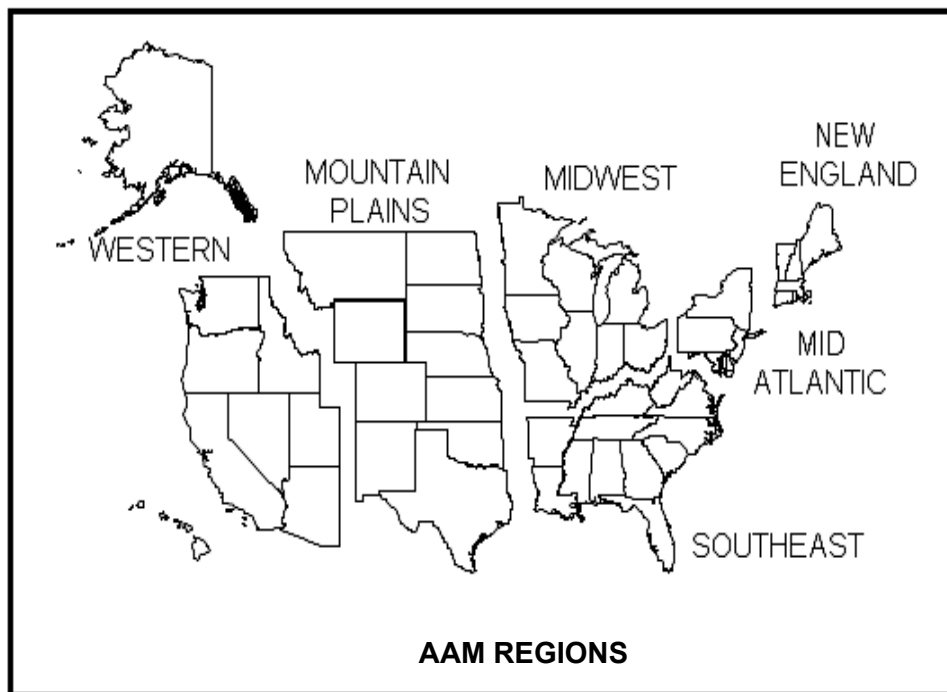
- Connecticut
- Massachusetts
- Maine
- New Hampshire
- Rhode Island
- Vermont

**Mid Atlantic**

- Delaware
- District of Columbia
- Maryland
- New Jersey
- New York
- Pennsylvania

**Midwest**

- Illinois
- Indiana
- Iowa
- Michigan
- Minnesota
- Missouri
- Ohio
- Wisconsin



## Characteristics of Responding Museums

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### Distribution of Museums by American Association of Museums Region

AAM Region	% of Responding Museums
New England	12.3 %
Mid Atlantic	22.8 %
Midwest	14.9 %
Mountain Plains	9.2 %
Southeast	21.5 %
Western	14.5 %
Canada/Mexico	4.8 %

Percentages based on responses from 228 museums.

### Distribution of Museums by Metropolitan Area Population

MSA Population	% of Responding Museums
Under 100,000	10.4 %
100,000 to 499,999	12.4 %
500,000 to 999,999	13.5 %
1,000,000 to 1,999,999	22.8 %
2,000,000 to 4,999,999	29.0 %
5,000,000 and over	12.4 %

Percentages based on responses from 193 museums.

### Distribution of Museums by Founding Date

Year Founded	% of Responding Museums
1875 and Before	6.5 %
1876 to 1900	11.7 %
1901 to 1925	13.9 %
1926 to 1950	24.2 %
1951 to 1960	9.1 %
After 1960	34.6 %

Percentages based on responses from 231 museums.

## Distribution of Museums by Governance Patterns

Governance	% of Responding Museums
Private, non-profit	73.9 %
Government	11.3 %
University	22.6 %
Other	2.6 %

Percentages based on responses from 230 museums.

*NOTE: museums can respond positively to more than one governance category, thus the total of all responses will exceed 100%*

## Distribution of Museums by Full Time Employees

Full Time Employees	% of Responding Museums
10 or Fewer	5.6 %
11 to 20	15.1 %
21 to 50	34.5 %
51 to 100	20.7 %
More than 100	24.1 %
Lowest	2 employees
25th Percentile	24 employees
Median	41 employees
75th Percentile	91 employees
Highest	1,765 employees
Mean	94.2 employees

Percentages based on responses from 232 museums.

## Distribution of Museums by Part Time Employees

Part Time Employees	% of Responding Museums
5 or Fewer	13.2 %
6 to 10	16.3 %
11 to 20	14.1 %
21 to 50	30.0 %
More than 50	26.4 %
Lowest	1 employee
25th Percentile	9 employees
Median	25 employees
75th Percentile	52 employees
Highest	42,222 employees
Mean	230.7 employees

Percentages based on responses from 227 museums.

## Characteristics of Responding Museums

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### Distribution of Museums by Independent Contractors

<b>Contractors</b>	<b>% of Responding Museums</b>
10 or Fewer	44.6 %
11 to 20	14.2 %
21 to 50	15.5 %
51 to 100	12.2 %
More than 100	13.5 %
Lowest	1 contractor
25th Percentile	3 contractors
Median	15 contractors
75th Percentile	51 contractors
Highest	823 contractors
Mean	55.6 contractors

Percentages based on responses from 148 museums.



## Fiscal Characteristics of Responding Museums

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### Distribution of Museums by Annual Operating Budget

Budget	% of Responding Museums
Under \$1,000,000	1.7 %
\$1,000,000-2,500,000	14.7 %
\$2,500,000-5,000,000	31.2 %
\$5,000,000-7,500,000	11.3 %
\$7,500,000-10,000,000	8.7 %
\$10,000,000-15,000,000	11.7 %
\$15,000,000-20,000,000	4.3 %
Over \$20,000,000	16.5 %

Percentages based on responses from 231 museums.

### Distribution of Payroll as a Percentage of Total Budget

Percent of Budget	% of Responding Museums
40% or less	30.6 %
41% to 50%	43.8 %
51% to 60%	20.0 %
61% to 70%	6.9 %
More than 70%	1.9 %

Percentages based on responses from 221 museums.

### Distribution of Museums by Beginning of Fiscal Year

Starting Month	% of Responding Museums
January	15.1 %
February	0.4 %
March	0.0 %
April	4.7 %
May	1.3 %
June	2.6 %
July	60.3 %
August	0.9 %
September	4.3 %
October	10.3 %
November	0.0 %
December	0.0 %

Percentages based on responses from 232 museums.

## Employee Benefits in Responding Museums

### Distribution of Museums by Benefits Offered and Payment

Employee Benefit	Offered Museum Paid	Offered Employee Paid	Offered Split Payment	Not Offered
Medical Insurance	6.9 %	0.4 %	40.3 %	52.4 %
Managed Health Care	15.5 %	0.4 %	67.0 %	17.2 %
Dependent Health Care	3.9 %	26.2 %	65.7 %	4.3 %
Long-term Disability	56.7 %	20.6 %	11.2 %	11.6 %
Short-term Disability	47.2 %	18.0 %	9.4 %	25.3 %
Dental Insurance	23.6 %	17.2 %	56.2 %	3.0 %
Pension	21.0 %	0.4 %	18.0 %	60.5 %
Tax Deferred Annuity	18.9 %	27.9 %	41.6 %	11.6 %
a. Employee Salary Reduction	0.4 %	45.5 %	11.6 %	42.5 %
b. Employer Funded Plan	21.5 %	0.0 %	0.0 %	78.5 %
Cafeteria (Section 125)	0.0 %	49.4 %	0.0 %	50.6 %
Life Insurance	70.0 %	7.7 %	15.9 %	6.4 %
Expense Account	42.9 %	0.0 %	0.0 %	57.1 %
Car Allowance	19.7 %	0.0 %	0.4 %	79.8 %
Bonus	39.5 %	0.0 %	0.0 %	60.5 %
Executive Retirement	20.6 %	0.0 %	0.0 %	79.4 %
Sabbatical	10.7 %	3.0 %	0.9 %	85.4 %
Housing	11.6 %	0.0 %	2.6 %	85.8 %

16 museums reported offering one or more other benefits

Percentages based on responses from 233 museums

For museums with a tax-deferred annuity benefit, 5.4 % is the average percent of salary paid by the museum. Within this group 54.4 % required an employee match distributed as follows:

<u>Ratio</u>	<u>Museums</u>
1/1	35
1/2	10
1/3	2
2/1	10
Other	21

## Employee Benefits in Responding Museums

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### Distribution of Vacation Time Offered Based on Length of Employment

Length of Employment	Not Offered	One Week	Two Weeks	Three Weeks	Four Weeks	Five Weeks
Less than One Year	42.2%	45.0%	26.1%	13.7%	7.6%	7.1%
One to Three Years	0.0%	7.1%	35.1%	19.0%	14.2%	5.2%
Three to Six Years	0.0%	1.4%	1.9%	38.9%	23.2%	3.8%
Six to Ten Years	0.0%	0.0%	0.9%	1.4%	11.4%	6.2%
More than Ten Years	0.0%	0.0%	0.5%	4.7%	29.4%	33.6%

Percentages based on responses from 211 museums. Some museums offered different length vacations by employee category. The percentages do not equal 100% for each period of employment due to variance in vacation policies.

**A 40-hour work week for exempt employees is the most common among the 233 responding museums (51.1%). Another 31.3% have a 35-hour work week, and 13.3% have a 37.5-hour week. 4.3% of the responding museums indicated another exempt work period.**

## Museum Salary Procedures

69.8 % of the responding museums reported having established salary ranges for each position in the museum.

### Average Percentage Salary Increase: FY 1987 to 2012

YEAR	75th Percentile	Median	25th Percentile	Mean	# of Museums
2012	3.0 %	2.0 %	0.0 %	1.9 %	199
2011	3.0 %	2.0 %	0.0 %	1.9 %	199
2010	2.0 %	0.0 %	0.0 %	1.8 %	101
2009	2.0 %	0.0 %	0.0 %	1.0 %	132
2008	3.8 %	3.0 %	3.0 %	3.3 %	117
2007	4.0 %	3.0 %	3.0 %	3.3 %	167
2006	4.0 %	3.0 %	3.0 %	3.5 %	179
2003	3.0 %	2.5 %	0.0 %	2.3 %	184
2002	4.0 %	3.0 %	2.2 %	2.9 %	159
2001	4.0 %	4.0 %	3.0 %	3.5 %	179
2000	4.3 %	4.0 %	3.0 %	3.9 %	174
1999	4.0 %	3.8 %	3.0 %	3.8 %	163
1998	4.0 %	3.5 %	3.0 %	3.5 %	179
1997	4.0 %	3.5 %	3.0 %	3.5 %	175
1996	4.0 %	3.0 %	3.0 %	3.4 %	177
1995	4.0 %	3.2 %	2.3 %	3.2 %	171
1994	4.0 %	3.5 %	3.0 %	3.3 %	176
1993	4.0 %	3.1 %	2.0 %	3.2 %	175
1992	5.0 %	3.8 %	2.3 %	3.3 %	171
1991	5.0 %	4.0 %	2.4 %	3.8 %	178
1990	5.3 %	5.0 %	4.0 %	4.8 %	169
1989	6.0 %	5.0 %	4.0 %	5.1 %	167
1988	6.0 %	5.0 %	4.0 %	4.9 %	157
1987	6.0 %	5.0 %	4.0 %	4.9 %	149

### Distribution of Museums by Bases Used for Salary Increases

Merit (formal job evaluation system)	67.7 %
Merit (no formal job evaluation system)	9.7 %
Cost of Living	40.7 %
Annual Step Increments	11.1 %
Union Negotiations	14.2 %
Other	15.0 %

Percentages based on responses from 226 museums

## DIRECTOR

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Directs the daily work activities of the organization. Accountable for the successful execution of organizational programs, policies and procedures. Responsible for overseeing the effective utilization of the organization's financial and human resources. responsible for professional practices such as acquisitions, deaccessioning, preservation, research interpretation and presentation. Reports to the Board of Directors.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	281,008	205,000	162,390	247,593	221

### Region

New England	265,000	194,000	159,150	243,812	27
Mid Atlantic	300,000	221,493	165,000	270,518	51
Midwest	352,547	194,750	156,811	250,328	31
Mountain Plains	330,000	245,000	180,250	275,999	21
Southeast	241,042	187,775	160,000	213,411	47
Western	310,597	237,000	165,000	266,345	29
Canada/Mexico	250,000	203,400	123,955	204,983	11

### Operating Budget

\$1,000,000-2,500,000	155,000	147,100	120,911	142,502	31
\$2,500,000-5,000,000	201,100	175,000	154,500	181,689	71
\$5,000,000-7,500,000	250,000	202,500	175,000	214,148	25
\$7,500,000-10,000,000	300,000	230,000	204,000	248,902	20
\$10,000,000-15,000,000	328,100	285,000	262,150	301,994	27
\$15,000,000-20,000,000	400,000	325,000	265,000	349,276	10
Over \$20,000,000	549,026	425,000	281,008	448,914	32

### Metropolitan Area Population

Under 100,000	235,750	175,761	168,000	205,161	20
100,000 to 499,999	194,750	175,000	149,000	180,428	23
500,000 to 999,999	245,000	192,100	151,751	193,253	25
1,000,000 to 1,999,999	275,000	237,000	176,800	253,047	42
2,000,000 to 4,999,999	330,000	250,000	190,000	277,275	54
5,000,000 and over	512,500	360,900	231,040	415,336	22

## DEPUTY DIRECTOR

Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum. May direct the daily activities of one or more major program or support function of the organization. Responsible for budget, personnel, and operations within designated area of responsibility.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	180,479	130,000	100,000	148,570	128

### Region

New England	173,349	115,782	88,000	152,249	21
Mid Atlantic	200,000	137,000	110,405	164,493	27
Midwest	202,030	130,000	107,682	159,191	15
Mountain Plains	185,000	135,991	130,000	164,785	10
Southeast	136,475	118,320	89,250	118,597	28
Western	185,000	133,000	108,000	157,117	19
Canada/Mexico	174,265	143,984	48,226	122,046	6

### Operating Budget

\$1,000,000-2,500,000	101,000	83,988	65,000	83,530	12
\$2,500,000-5,000,000	134,640	101,500	87,483	106,184	36
\$5,000,000-7,500,000	133,000	119,229	104,000	118,930	13
\$7,500,000-10,000,000	130,000	122,400	120,000	113,341	10
\$10,000,000-15,000,000	185,000	144,200	113,300	147,204	20
\$15,000,000-20,000,000	220,000	201,878	132,077	183,879	8
Over \$20,000,000	278,400	200,000	132,600	217,428	28

### Metropolitan Area Population

Under 100,000	135,991	101,500	90,000	119,453	7
100,000 to 499,999	125,000	115,000	83,988	102,237	9
500,000 to 999,999	143,984	115,000	92,250	119,318	14
1,000,000 to 1,999,999	148,500	127,640	105,000	146,739	26
2,000,000 to 4,999,999	200,000	153,000	134,640	177,711	33
5,000,000 and over	230,000	195,000	150,000	197,387	17

## CHIEF OPERATING OFFICER (ADMINISTRATOR)

Responsible for operations of the museum, usually including services, purchasing, and telecommunications. Also responsible for maintenance of physical plant, including service contracts, and security and safety supervision of several administrative professionals.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	200,000	111,500	75,000	144,697	74

### Region

New England	103,250	72,000	72,000	89,184	6
Mid Atlantic	276,586	200,000	88,000	208,466	15
Midwest	257,511	120,000	74,000	161,352	12
Mountain Plains	194,361	149,000	127,500	170,898	7
Southeast	140,000	90,640	63,541	112,961	16
Western	117,700	105,000	91,502	114,715	9
Canada/Mexico	170,427	135,560	39,839	129,501	6

### Operating Budget

\$1,000,000-2,500,000	72,000	62,561	38,575	58,129	6
\$2,500,000-5,000,000	89,000	74,000	67,621	78,181	22
\$5,000,000-7,500,000	131,325	127,500	102,315	123,276	5
\$7,500,000-10,000,000	140,000	114,592	92,000	110,634	8
\$10,000,000-15,000,000	170,427	135,560	115,731	139,985	13
\$15,000,000-20,000,000	212,160	154,500	154,500	182,082	4
Over \$20,000,000	334,750	257,511	240,003	277,898	15

### Metropolitan Area Population

Under 100,000	76,571	72,000	72,000	79,114	5
100,000 to 499,999	91,502	70,000	65,122	80,873	9
500,000 to 999,999	103,250	87,838	72,634	98,181	8
1,000,000 to 1,999,999	208,080	127,500	102,315	150,035	12
2,000,000 to 4,999,999	242,125	170,427	114,592	178,257	20
5,000,000 and over	370,000	212,507	117,700	238,967	9



## ASSISTANT TO DIRECTOR

Manages director's office. Relieves the director of administrative, clerical, and business details by overseeing day-to-day operations. Responds independently to matters of precedent or policy. Updates director on status of projects and other relevant issues. May serve as liaison to the Board of Trustees. May prepare board minutes and minutes to various other meetings. Manages special projects for the director or trustees. May supervise other members of the director's office.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	59,616	47,713	38,000	49,845	179

### Region

New England	52,299	45,000	39,780	47,998	23
Mid Atlantic	65,000	50,763	38,000	53,313	35
Midwest	57,000	46,800	35,690	46,722	26
Mountain Plains	61,393	39,819	37,000	50,446	19
Southeast	54,075	46,260	38,000	46,462	40
Western	65,000	53,836	45,000	55,958	25
Canada/Mexico	57,800	50,750	19,872	47,742	7

### Operating Budget

\$1,000,000-2,500,000	43,000	37,950	28,159	36,183	20
\$2,500,000-5,000,000	49,383	40,883	36,000	43,266	60
\$5,000,000-7,500,000	52,000	47,794	35,568	47,179	21
\$7,500,000-10,000,000	55,000	49,049	37,000	46,728	16
\$10,000,000-15,000,000	58,066	51,048	46,350	53,119	21
\$15,000,000-20,000,000	63,000	54,075	50,429	56,950	9
Over \$20,000,000	76,500	66,000	54,090	68,559	28

### Metropolitan Area Population

Under 100,000	59,750	41,668	39,205	49,204	16
100,000 to 499,999	48,425	40,640	32,885	40,186	17
500,000 to 999,999	52,299	44,717	37,080	45,178	20
1,000,000 to 1,999,999	55,000	47,500	37,130	49,645	34
2,000,000 to 4,999,999	66,730	52,177	42,200	55,243	45
5,000,000 and over	67,692	64,000	45,196	63,497	19

## FINANCE A / DIRECTOR OF FINANCE

### *AKA Director of Finance*

Manages and directs all activities involving finance, investment management, accounting, and budgeting for the museum. Also includes audit responsibility (external audit and/or annual internal audits). May supervise members of accounting and/or finance departments.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	135,000	91,272	74,561	110,519	150

### Region

New England	145,000	108,697	90,770	131,624	13
Mid Atlantic	135,000	100,000	84,272	128,283	32
Midwest	121,275	89,960	65,000	101,269	25
Mountain Plains	186,322	96,000	72,000	143,014	12
Southeast	116,023	80,000	54,200	89,642	31
Western	125,000	91,272	87,500	115,148	23
Canada/Mexico	130,000	78,553	74,799	89,191	9

### Operating Budget

\$1,000,000-2,500,000	67,500	53,564	41,800	57,211	12
\$2,500,000-5,000,000	87,500	78,050	60,900	79,471	48
\$5,000,000-7,500,000	96,000	79,567	75,000	88,372	16
\$7,500,000-10,000,000	129,375	101,500	90,770	106,454	14
\$10,000,000-15,000,000	130,000	93,878	84,589	106,102	20
\$15,000,000-20,000,000	139,214	125,000	95,000	118,060	9
Over \$20,000,000	225,000	153,000	135,000	193,208	29

### Metropolitan Area Population

Under 100,000	130,000	112,530	50,966	101,712	10
100,000 to 499,999	81,978	67,500	50,960	72,468	16
500,000 to 999,999	87,763	80,000	60,900	80,678	14
1,000,000 to 1,999,999	115,430	91,800	77,250	101,885	31
2,000,000 to 4,999,999	145,000	108,697	87,000	126,547	40
5,000,000 and over	204,500	135,002	117,022	177,404	19

## FINANCE B

Directs financial activities of an organization by overseeing and preparing reports which summarize and forecast museum business activity and financial position. Responsible for all accounting functions, fiscal records, preparation of operating reports and tax returns and coordination of investments. May be responsible for audits and government compliance. May supervise members of accounting, finance and/or purchasing departments.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	81,200	62,500	45,135	68,814	136

### Region

New England	80,783	56,000	45,500	68,423	19
Mid Atlantic	93,526	71,201	62,467	83,521	31
Midwest	100,719	77,581	44,260	74,400	15
Mountain Plains	80,000	55,620	37,125	65,410	13
Southeast	65,000	55,167	40,830	53,066	22
Western	78,669	62,500	51,234	70,539	25
Canada/Mexico	91,848	63,815	16,464	58,129	8

### Operating Budget

\$1,000,000-2,500,000	52,894	44,260	35,852	50,177	9
\$2,500,000-5,000,000	57,000	47,000	40,000	49,009	36
\$5,000,000-7,500,000	68,500	54,790	35,360	54,216	18
\$7,500,000-10,000,000	80,393	57,983	55,000	61,565	13
\$10,000,000-15,000,000	82,800	70,000	58,471	74,476	18
\$15,000,000-20,000,000	81,200	71,201	70,000	75,692	9
Over \$20,000,000	120,986	90,000	68,124	101,540	31

### Metropolitan Area Population

Under 100,000	78,000	68,500	54,790	67,566	10
100,000 to 499,999	56,000	44,260	36,050	49,103	13
500,000 to 999,999	70,187	60,000	47,000	62,051	15
1,000,000 to 1,999,999	77,581	55,000	42,400	58,918	28
2,000,000 to 4,999,999	86,700	66,300	56,791	73,547	38
5,000,000 and over	150,000	85,000	70,000	109,048	20

## DEVELOPMENT A / DIRECTOR OF DEVELOPMENT

### *AKA Director of Development*

Directs the fundraising activities of the organization, including membership, grants, capital programs, and special fundraising events. Develops fundraising strategies and campaigns. Establishes contacts with individuals and organizations to solicit financial support for the organization.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	137,000	100,000	75,000	117,889	163

### Region

New England	117,000	97,759	85,020	120,036	16
Mid Atlantic	175,000	100,000	81,200	137,579	38
Midwest	137,000	95,333	73,315	113,653	24
Mountain Plains	118,450	105,000	84,357	112,296	16
Southeast	118,112	88,000	67,000	97,881	35
Western	150,000	123,600	90,000	122,985	25
Canada/Mexico	155,100	128,520	75,000	137,287	6

### Operating Budget

\$1,000,000-2,500,000	71,070	60,000	54,590	64,727	18
\$2,500,000-5,000,000	100,000	84,000	69,700	86,011	53
\$5,000,000-7,500,000	115,000	95,000	75,000	97,970	22
\$7,500,000-10,000,000	128,750	105,000	95,333	116,161	17
\$10,000,000-15,000,000	151,050	130,385	102,000	132,641	22
\$15,000,000-20,000,000	175,500	150,000	130,000	160,450	7
Over \$20,000,000	282,916	195,700	150,000	215,686	22

### Metropolitan Area Population

Under 100,000	115,000	81,000	69,655	96,411	13
100,000 to 499,999	97,759	72,250	54,788	80,569	20
500,000 to 999,999	95,000	87,585	72,248	87,608	19
1,000,000 to 1,999,999	120,000	103,000	85,020	113,554	34
2,000,000 to 4,999,999	150,000	123,600	97,759	127,947	41
5,000,000 and over	282,916	195,000	172,500	216,935	16

## DEVELOPMENT B / GRANT MANAGER / INSTITUTIONAL GIVING MANAGER

Develops and manages a comprehensive grants program for museum that considers museum-wide programs and initiatives in the context of local, regional, national and international foundations, government agencies, and/or corporations. Reports to Director of Development.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	72,600	58,000	46,350	62,657	130

### Region

New England	64,585	56,000	48,907	61,130	14
Mid Atlantic	91,711	72,520	55,000	76,201	28
Midwest	70,207	66,000	51,837	65,738	18
Mountain Plains	53,000	48,000	40,000	49,632	16
Southeast	54,060	46,745	42,000	50,867	25
Western	71,250	61,200	55,001	62,027	21
Canada/Mexico	80,000	75,906	67,322	79,003	6

### Operating Budget

\$1,000,000-2,500,000	38,844	36,886	36,886	37,561	4
\$2,500,000-5,000,000	58,000	46,350	38,634	49,188	36
\$5,000,000-7,500,000	57,220	50,000	43,117	56,145	18
\$7,500,000-10,000,000	72,000	50,295	45,000	62,241	13
\$10,000,000-15,000,000	75,906	67,322	56,500	68,816	25
\$15,000,000-20,000,000	90,000	80,171	63,870	84,495	8
Over \$20,000,000	80,000	68,000	58,000	74,043	24

### Metropolitan Area Population

Under 100,000	61,950	48,500	48,000	60,176	8
100,000 to 499,999	57,220	42,000	36,886	47,631	10
500,000 to 999,999	61,507	50,000	42,000	55,796	16
1,000,000 to 1,999,999	70,207	52,570	44,000	56,571	27
2,000,000 to 4,999,999	70,000	61,200	53,000	63,218	38
5,000,000 and over	112,000	76,118	60,000	86,149	19

## DEVELOPMENT C / DEVELOPMENT ASSOCIATE

### AKA Grant Writer

Coordinates fundraising activities including, but not limited to, annual fund, planned giving, corporate sponsorship, circles, and major donors. May write and/or oversee grant proposals. May develop and execute special fundraising events.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	57,500	44,000	37,811	50,033	133

### Region

New England	52,000	43,472	40,149	49,227	15
Mid Atlantic	55,000	43,080	39,000	49,782	33
Midwest	62,000	51,000	34,680	53,831	18
Mountain Plains	57,500	51,000	39,270	49,925	13
Southeast	48,000	38,965	34,000	48,897	26
Western	54,184	43,420	38,500	47,674	20
Canada/Mexico	58,471	56,201	47,100	53,471	5

### Operating Budget

\$1,000,000-2,500,000	44,000	36,000	27,000	38,808	6
\$2,500,000-5,000,000	42,436	39,720	33,000	40,395	40
\$5,000,000-7,500,000	55,000	45,000	39,270	47,977	18
\$7,500,000-10,000,000	52,000	43,260	39,000	48,864	15
\$10,000,000-15,000,000	63,045	50,993	38,760	52,106	19
\$15,000,000-20,000,000	62,000	53,040	43,000	52,707	9
Over \$20,000,000	66,200	52,000	39,000	60,751	23

### Metropolitan Area Population

Under 100,000	50,000	43,080	36,000	45,077	10
100,000 to 499,999	46,750	42,436	38,209	43,696	10
500,000 to 999,999	59,740	45,000	38,357	47,869	16
1,000,000 to 1,999,999	53,000	42,000	36,000	48,251	26
2,000,000 to 4,999,999	65,393	51,500	39,000	56,323	39
5,000,000 and over	55,000	41,200	37,811	48,206	16

## DIRECTOR, PLANNED GIVING / INSTITUTIONAL GIVING

Directs the planned giving programs and activities of the organization. Establishes overall strategy and policies to obtain regularly scheduled donations from sponsoring companies and individuals. Sets target contribution goals and participates in developing materials to promote the organization's planned giving program.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	108,169	85,000	64,000	88,459	58

### Region

New England	132,613	85,000	72,509	99,162	5
Mid Atlantic	122,919	95,000	77,000	104,910	15
Midwest	75,000	69,234	51,504	72,840	9
Mountain Plains	75,000	50,000	36,180	60,803	6
Southeast	95,000	80,000	64,000	79,801	8
Western	100,785	85,071	69,811	87,836	13
Canada/Mexico	120,000	112,894	112,894	116,447	2

### Operating Budget

\$1,000,000-2,500,000	60,000	51,504	51,504	55,752	2
\$2,500,000-5,000,000	73,500	65,000	34,053	55,432	7
\$5,000,000-7,500,000	64,000	55,000	48,500	58,304	7
\$7,500,000-10,000,000	87,000	62,400	62,400	74,251	4
\$10,000,000-15,000,000	77,000	72,092	55,504	78,263	9
\$15,000,000-20,000,000	95,000	92,700	92,259	94,139	6
Over \$20,000,000	127,500	112,894	89,930	112,670	22

### Metropolitan Area Population

Under 100,000	87,000	87,000	87,000	87,000	1
100,000 to 499,999	55,504	55,000	55,000	56,650	3
500,000 to 999,999	80,000	50,000	48,500	69,619	6
1,000,000 to 1,999,999	95,000	73,500	46,818	72,772	12
2,000,000 to 4,999,999	112,894	85,000	66,000	90,086	16
5,000,000 and over	122,919	108,169	95,000	117,319	14

## DIRECTOR OF HUMAN RESOURCES

Directs the human resource activities of the organization, including recruitment, selection, benefits, compensation and affirmative action. Responsible for establishing personnel policies, procedures and practices.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	100,000	77,250	62,879	87,898	100

### Region

New England	76,836	72,775	63,000	81,151	11
Mid Atlantic	109,627	95,513	75,000	103,146	22
Midwest	97,850	76,500	64,260	85,915	15
Mountain Plains	82,587	72,000	55,000	72,023	10
Southeast	72,100	54,000	46,000	68,601	16
Western	100,000	80,000	63,035	97,760	18
Canada/Mexico	123,600	92,930	65,380	96,349	7

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	64,716	60,819	45,000	63,238	15
\$5,000,000-7,500,000	63,035	54,000	50,000	53,663	13
\$7,500,000-10,000,000	76,836	72,000	70,000	73,803	10
\$10,000,000-15,000,000	86,569	75,000	73,329	78,718	20
\$15,000,000-20,000,000	97,850	88,500	77,250	86,345	10
Over \$20,000,000	144,585	119,049	89,000	125,202	30

### Metropolitan Area Population

Under 100,000	63,000	63,000	60,300	73,553	3
100,000 to 499,999	70,000	52,000	45,000	57,681	6
500,000 to 999,999	72,775	65,380	62,879	71,634	12
1,000,000 to 1,999,999	93,400	73,329	55,000	84,775	23
2,000,000 to 4,999,999	97,850	88,400	73,571	91,300	30
5,000,000 and over	143,550	119,000	94,136	125,246	16



## DIRECTOR OF INFORMATION SYSTEMS / CHIEF INFORMATION OFFICER

### *AKA Chief Information Officer*

Responsible for overall vision and coordination of the museum's information and communications systems and the integration of computer and new communication technology into the museum's programs. Supervises of one or several technology professionals.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	110,000	89,247	65,000	96,422	73

### Region

New England	98,724	85,020	71,769	82,623	5
Mid Atlantic	120,000	104,000	77,810	115,849	23
Midwest	100,000	93,636	60,000	94,869	13
Mountain Plains	97,850	95,900	87,092	92,864	7
Southeast	82,906	77,643	58,660	82,011	12
Western	130,000	87,782	78,546	96,240	9
Canada/Mexico	106,504	40,668	20,968	70,062	4

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	63,500	57,500	49,674	58,438	12
\$5,000,000-7,500,000	83,133	77,792	63,677	76,210	7
\$7,500,000-10,000,000	71,769	62,118	20,968	56,789	6
\$10,000,000-15,000,000	93,000	82,906	67,897	83,587	15
\$15,000,000-20,000,000	111,427	98,000	87,092	98,560	8
Over \$20,000,000	163,188	110,000	98,724	136,812	25

### Metropolitan Area Population

Under 100,000	97,850	88,875	88,875	87,200	4
100,000 to 499,999	71,769	58,660	58,660	62,391	4
500,000 to 999,999	82,906	75,000	63,677	78,818	10
1,000,000 to 1,999,999	112,721	93,000	73,440	95,034	13
2,000,000 to 4,999,999	110,000	95,900	87,092	100,844	18
5,000,000 and over	182,000	116,000	97,391	146,922	14

# SYSTEMS MANAGER / TECHNOLOGY DIRECTOR / DIRECTOR OF NEW MEDIA

## *AKA Technology Manager or Director of New Media*

Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies, such as web sites and interactive gallery kiosks. May involve supervision of subordinate staff and/or volunteers.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	82,500	63,990	45,672	67,677	87

## Region

New England	79,695	63,654	46,675	63,847	12
Mid Atlantic	85,400	69,781	59,320	78,745	21
Midwest	76,236	62,220	44,000	63,943	13
Mountain Plains	70,200	52,300	38,408	54,803	9
Southeast	55,700	45,000	40,000	54,675	13
Western	82,500	59,934	46,500	63,873	13
Canada/Mexico	95,137	91,764	85,326	97,201	5

## Operating Budget

\$1,000,000-2,500,000	37,440	35,110	35,110	35,124	4
\$2,500,000-5,000,000	55,636	45,310	33,000	43,136	13
\$5,000,000-7,500,000	55,700	43,700	39,334	47,444	12
\$7,500,000-10,000,000	64,641	53,045	48,230	61,514	9
\$10,000,000-15,000,000	79,864	63,990	55,000	65,754	19
\$15,000,000-20,000,000	93,787	84,003	82,099	90,946	7
Over \$20,000,000	95,413	85,400	75,429	93,350	23

## Metropolitan Area Population

Under 100,000	64,582	46,675	45,310	54,162	5
100,000 to 499,999	42,484	39,334	39,253	43,408	6
500,000 to 999,999	75,806	47,200	43,700	61,716	13
1,000,000 to 1,999,999	77,500	60,108	52,300	66,738	21
2,000,000 to 4,999,999	80,987	68,959	59,934	69,921	22
5,000,000 and over	110,000	82,825	63,000	86,917	14

## WEB MANAGER

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	73,566	57,000	43,645	60,327	69

### Region

New England	72,100	65,000	41,450	64,110	6
Mid Atlantic	79,831	58,000	47,500	68,074	17
Midwest	69,303	54,540	35,193	56,419	11
Mountain Plains	67,320	43,645	40,014	54,714	6
Southeast	61,672	54,000	45,500	55,958	9
Western	62,400	50,000	40,000	52,501	13
Canada/Mexico	73,566	67,249	58,471	61,954	6

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	46,000	40,000	33,100	42,599	8
\$5,000,000-7,500,000	45,500	43,645	31,200	43,150	7
\$7,500,000-10,000,000	68,224	54,000	45,000	60,490	7
\$10,000,000-15,000,000	58,471	50,000	40,951	56,372	15
\$15,000,000-20,000,000	72,500	61,875	58,000	64,321	7
Over \$20,000,000	80,000	72,100	62,182	73,629	24

### Metropolitan Area Population

Under 100,000	58,604	58,604	41,450	55,018	3
100,000 to 499,999	36,400	33,100	33,100	35,361	4
500,000 to 999,999	43,645	39,640	39,640	47,533	4
1,000,000 to 1,999,999	76,466	67,320	45,500	62,766	11
2,000,000 to 4,999,999	73,137	67,249	47,500	63,814	25
5,000,000 and over	79,831	62,182	57,000	73,103	14

## NEW MEDIA MANAGER

Responsible for planning and executing the museum's social and new media strategy, including, but not limited to, Twitter, Facebook, Tumblr, and mobile apps. May work in conjunction with technology and marketing staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	53,000	41,918	33,590	47,608	61

### Region

New England	53,000	44,909	40,040	47,293	9
Mid Atlantic	61,800	50,000	40,000	54,694	13
Midwest	44,500	41,820	36,000	43,288	7
Mountain Plains	37,900	33,590	33,000	41,418	5
Southeast	38,000	30,000	30,000	38,112	11
Western	55,500	43,000	35,000	44,289	13
Canada/Mexico	93,129	93,129	38,078	82,716	3

### Operating Budget

\$1,000,000-2,500,000	30,000	28,840	28,840	29,420	2
\$2,500,000-5,000,000	40,040	33,000	30,000	34,309	11
\$5,000,000-7,500,000	43,000	41,918	32,000	37,716	7
\$7,500,000-10,000,000	42,640	40,800	33,590	39,576	7
\$10,000,000-15,000,000	52,500	38,078	34,557	49,077	9
\$15,000,000-20,000,000	61,800	52,500	47,500	58,860	5
Over \$20,000,000	71,400	55,000	46,246	58,436	20

### Metropolitan Area Population

Under 100,000	40,800	40,800	40,800	40,800	1
100,000 to 499,999	30,000	28,840	28,840	29,349	4
500,000 to 999,999	40,040	35,000	33,000	38,208	5
1,000,000 to 1,999,999	46,246	40,800	33,000	44,812	13
2,000,000 to 4,999,999	56,816	41,860	35,000	48,903	17
5,000,000 and over	70,000	52,500	47,500	57,668	12

## MEMBERSHIP ASSISTANT (FORMERLY MEMBERSHIP SECRETARY)

Oversees maintenance of annual membership drives and programs for members. Provides support in planning and executing special fundraising events. May provide Reports to Director of Development.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	47,000	37,500	32,000	43,104	153

### Region

New England	50,000	44,007	33,600	50,273	18
Mid Atlantic	55,000	42,840	34,439	47,776	30
Midwest	50,000	36,060	31,271	42,083	21
Mountain Plains	42,000	30,849	27,040	38,018	17
Southeast	39,009	35,000	33,038	38,136	33
Western	44,000	37,500	34,264	42,205	22
Canada/Mexico	58,720	45,394	36,746	49,866	9

### Operating Budget

\$1,000,000-2,500,000	34,320	33,000	31,006	31,039	11
\$2,500,000-5,000,000	38,021	34,000	30,000	34,562	45
\$5,000,000-7,500,000	42,000	35,360	30,000	36,795	23
\$7,500,000-10,000,000	47,000	40,289	33,600	41,998	17
\$10,000,000-15,000,000	55,000	45,000	34,965	48,864	21
\$15,000,000-20,000,000	68,666	45,000	44,283	54,670	10
Over \$20,000,000	65,217	45,968	36,000	59,021	25

### Metropolitan Area Population

Under 100,000	43,888	36,660	32,460	37,619	12
100,000 to 499,999	39,009	36,060	32,000	37,898	17
500,000 to 999,999	45,394	34,965	31,000	38,702	22
1,000,000 to 1,999,999	51,000	35,000	32,000	42,879	30
2,000,000 to 4,999,999	58,720	40,394	33,529	52,288	34
5,000,000 and over	47,000	41,655	35,000	47,365	16

## SPECIAL EVENTS MANAGER

Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals. Responsible for event planning, execution, and evaluation. May supervise building rental program. May be responsible for marketing rental program to corporations, travel-tourism industry, and other appropriate customers.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	65,254	50,000	40,000	55,536	167

### Region

New England	57,553	50,467	39,655	52,867	19
Mid Atlantic	91,680	58,710	44,700	70,251	33
Midwest	63,369	48,000	36,400	47,821	24
Mountain Plains	58,000	50,190	44,000	58,753	17
Southeast	51,900	45,000	35,636	47,045	34
Western	66,950	50,000	43,050	53,966	27
Canada/Mexico	78,500	70,000	52,519	64,496	9

### Operating Budget

\$1,000,000-2,500,000	46,800	42,500	30,683	39,056	14
\$2,500,000-5,000,000	47,000	40,000	35,000	43,346	53
\$5,000,000-7,500,000	53,308	45,000	37,110	46,989	18
\$7,500,000-10,000,000	66,687	57,000	50,000	61,485	15
\$10,000,000-15,000,000	66,000	52,519	48,410	59,565	25
\$15,000,000-20,000,000	100,530	77,000	65,000	82,884	9
Over \$20,000,000	82,500	66,911	53,560	73,022	30

### Metropolitan Area Population

Under 100,000	49,146	44,050	40,000	53,085	12
100,000 to 499,999	50,467	37,000	30,683	41,458	16
500,000 to 999,999	53,308	45,000	34,825	45,339	20
1,000,000 to 1,999,999	64,488	49,147	41,505	53,558	36
2,000,000 to 4,999,999	70,794	54,378	43,503	59,283	41
5,000,000 and over	90,000	66,950	51,000	78,188	19

## DIRECTOR OF EXTERNAL AFFAIRS

Directs the public affairs and information activities of the organization. Directs the media relations, publicity and customer relation activities of the organization. Responsible for directing the marketing activities of the organization (i.e., service development, advertising and promotional activities, and market penetration/expansion).

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	144,385	94,633	66,933	121,458	70

### Region

New England	124,562	105,000	105,000	136,664	4
Mid Atlantic	240,000	122,004	79,954	153,871	18
Midwest	100,012	67,000	60,000	91,873	12
Mountain Plains	154,500	90,000	54,700	110,646	8
Southeast	95,790	88,000	66,000	96,903	13
Western	190,485	110,000	80,000	144,783	12
Canada/Mexico	117,244	44,032	44,032	83,304	3

### Operating Budget

\$1,000,000-2,500,000	60,000	60,000	50,000	68,597	3
\$2,500,000-5,000,000	74,154	66,000	53,966	69,161	14
\$5,000,000-7,500,000	94,633	90,000	60,000	90,611	7
\$7,500,000-10,000,000	100,000	51,000	44,032	77,704	5
\$10,000,000-15,000,000	159,181	105,000	71,019	120,403	14
\$15,000,000-20,000,000	122,004	103,000	97,077	108,191	6
Over \$20,000,000	265,000	190,485	130,000	200,265	20

### Metropolitan Area Population

Under 100,000	124,562	54,700	54,700	87,853	3
100,000 to 499,999	56,645	55,899	55,899	56,272	2
500,000 to 999,999	89,647	78,082	70,000	79,079	11
1,000,000 to 1,999,999	150,000	70,500	66,000	127,891	10
2,000,000 to 4,999,999	144,385	110,000	86,458	121,156	21
5,000,000 and over	271,600	250,000	143,325	218,942	10

## MARKETING DIRECTOR

General responsibility for coordinating museum promotional programs, revenue producing sale of products and the creative services for museum printed and promotional materials (excluding scholarly publications). Often acts as a consultant to other museum departments and volunteer groups to promote a specific event, product or service.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	92,715	65,000	50,000	77,497	120

### Region

New England	80,080	64,000	55,596	68,489	12
Mid Atlantic	124,561	86,700	61,090	100,791	23
Midwest	72,626	54,719	47,560	71,283	19
Mountain Plains	72,000	63,000	51,750	64,083	9
Southeast	77,410	65,000	47,594	70,579	28
Western	90,000	63,388	50,000	73,064	20
Canada/Mexico	159,686	94,500	85,000	116,396	6

### Operating Budget

\$1,000,000-2,500,000	48,672	46,787	42,000	47,224	11
\$2,500,000-5,000,000	63,388	54,719	47,008	55,682	37
\$5,000,000-7,500,000	70,000	67,000	57,135	65,051	14
\$7,500,000-10,000,000	92,259	82,400	67,300	84,890	12
\$10,000,000-15,000,000	100,000	85,000	60,000	87,852	15
\$15,000,000-20,000,000	126,225	66,837	58,500	87,297	5
Over \$20,000,000	159,686	109,393	93,375	123,274	23

### Metropolitan Area Population

Under 100,000	67,300	56,433	44,100	62,635	8
100,000 to 499,999	54,719	47,594	42,262	49,424	11
500,000 to 999,999	66,450	63,388	55,596	61,254	13
1,000,000 to 1,999,999	85,000	70,000	60,000	75,404	29
2,000,000 to 4,999,999	97,000	72,000	56,745	86,430	30
5,000,000 and over	130,000	109,393	93,062	114,910	14



## PUBLIC RELATIONS OFFICER

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	74,000	56,275	43,470	62,599	126

### Region

New England	72,238	61,545	52,000	70,687	13
Mid Atlantic	82,500	60,523	44,553	69,167	35
Midwest	70,560	41,616	37,896	51,581	17
Mountain Plains	78,794	73,124	47,900	66,536	10
Southeast	58,000	44,061	39,655	50,536	22
Western	80,000	63,445	53,085	70,308	17
Canada/Mexico	62,101	58,996	54,069	58,448	10

### Operating Budget

\$1,000,000-2,500,000	43,654	41,000	31,946	41,365	11
\$2,500,000-5,000,000	49,300	44,061	39,655	43,684	28
\$5,000,000-7,500,000	50,750	47,473	42,115	49,628	8
\$7,500,000-10,000,000	66,950	57,000	46,000	60,322	15
\$10,000,000-15,000,000	73,535	61,000	42,209	59,365	23
\$15,000,000-20,000,000	80,000	70,560	60,000	72,246	9
Over \$20,000,000	108,080	80,000	63,600	89,829	30

### Metropolitan Area Population

Under 100,000	67,250	46,000	44,650	58,725	8
100,000 to 499,999	63,445	41,160	39,655	49,649	8
500,000 to 999,999	50,750	42,000	37,896	44,462	13
1,000,000 to 1,999,999	73,124	50,000	43,470	58,771	26
2,000,000 to 4,999,999	77,003	61,015	48,000	65,738	39
5,000,000 and over	100,786	88,000	60,000	91,580	18

## MUSEUM STORE MANAGER

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	65,000	49,000	40,000	57,605	174

### Region

New England	60,000	50,000	40,000	54,278	21
Mid Atlantic	96,258	58,115	43,846	77,249	40
Midwest	55,000	43,388	35,000	51,662	26
Mountain Plains	58,201	46,350	40,392	50,311	18
Southeast	50,000	45,320	38,654	47,559	33
Western	65,457	57,426	51,161	60,353	23
Canada/Mexico	75,000	56,161	34,639	58,219	9

### Operating Budget

\$1,000,000-2,500,000	40,392	33,670	28,226	34,029	15
\$2,500,000-5,000,000	48,842	42,500	33,280	42,633	50
\$5,000,000-7,500,000	50,000	44,000	35,106	44,061	22
\$7,500,000-10,000,000	54,871	49,000	45,000	58,332	17
\$10,000,000-15,000,000	63,450	56,161	47,740	58,708	25
\$15,000,000-20,000,000	93,500	65,000	61,004	76,470	9
Over \$20,000,000	105,000	81,368	67,626	96,643	32

### Metropolitan Area Population

Under 100,000	56,149	46,000	40,000	50,259	16
100,000 to 499,999	44,125	36,714	30,969	40,896	19
500,000 to 999,999	48,842	45,000	40,000	45,015	22
1,000,000 to 1,999,999	58,201	46,772	40,000	49,711	38
2,000,000 to 4,999,999	70,000	55,000	49,440	62,548	38
5,000,000 and over	112,500	93,500	75,232	112,284	21

## VOLUNTEER COORDINATOR

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	49,691	40,613	32,000	43,190	92

### Region

New England	49,691	43,000	40,613	50,845	10
Mid Atlantic	54,000	48,612	40,029	46,690	16
Midwest	45,000	37,893	36,000	40,691	15
Mountain Plains	38,907	30,900	30,000	35,332	11
Southeast	42,436	38,500	30,000	38,693	18
Western	51,500	44,942	33,794	46,066	16
Canada/Mexico	78,500	45,941	23,065	55,011	5

### Operating Budget

\$1,000,000-2,500,000	30,000	30,000	30,000	30,000	1
\$2,500,000-5,000,000	40,500	37,000	30,000	34,674	20
\$5,000,000-7,500,000	38,907	36,000	30,000	36,097	10
\$7,500,000-10,000,000	45,000	38,563	29,120	38,066	10
\$10,000,000-15,000,000	45,016	39,398	32,979	43,196	18
\$15,000,000-20,000,000	68,436	53,000	46,977	60,411	6
Over \$20,000,000	53,837	46,215	43,680	49,760	25

### Metropolitan Area Population

Under 100,000	53,837	52,349	46,977	48,833	5
100,000 to 499,999	42,436	37,151	37,132	37,970	6
500,000 to 999,999	45,016	38,907	37,382	45,138	11
1,000,000 to 1,999,999	45,000	37,200	30,000	40,320	28
2,000,000 to 4,999,999	53,000	44,942	36,000	45,752	21
5,000,000 and over	53,000	48,000	38,500	48,702	10

## CURATOR A / CHIEF CURATOR / DIRECTOR OF CURATORIAL AFFAIRS

### AKA Director of Curatorial Affairs

General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities; considerable public and donor contact; supervision of several curatorial departments or staff.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	143,592	98,000	75,331	112,298	149

### Region

New England	150,000	100,000	80,178	115,342	17
Mid Atlantic	150,000	98,000	76,875	123,957	36
Midwest	135,275	90,000	75,000	108,673	19
Mountain Plains	150,000	128,000	94,481	133,910	10
Southeast	102,000	82,500	69,729	92,411	34
Western	150,000	117,828	99,507	129,346	19
Canada/Mexico	143,592	75,255	62,903	93,637	10

### Operating Budget

\$1,000,000-2,500,000	72,241	67,313	58,766	68,499	15
\$2,500,000-5,000,000	90,000	80,000	69,557	82,324	47
\$5,000,000-7,500,000	104,000	93,000	74,851	95,741	15
\$7,500,000-10,000,000	117,828	103,659	80,000	107,754	17
\$10,000,000-15,000,000	140,259	115,000	90,000	119,296	20
\$15,000,000-20,000,000	157,500	123,605	110,000	133,902	9
Over \$20,000,000	210,120	156,040	143,592	174,466	24

### Metropolitan Area Population

Under 100,000	136,753	85,317	74,160	101,317	13
100,000 to 499,999	83,033	76,494	58,766	75,849	14
500,000 to 999,999	108,211	94,481	76,875	101,861	15
1,000,000 to 1,999,999	116,420	92,800	70,500	98,699	27
2,000,000 to 4,999,999	155,500	134,122	93,335	129,255	37
5,000,000 and over	214,500	150,000	99,507	163,781	20

## CURATOR B / SENIOR CURATOR / CURATOR OF SPECIAL COLLECTIONS AREA

### *AKA Senior Curator, Curator of Special Collections Area*

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	97,580	76,920	58,511	83,330	161

### Region

New England	100,000	75,438	64,000	77,614	23
Mid Atlantic	106,000	86,500	70,300	92,606	34
Midwest	93,580	73,950	55,000	80,278	24
Mountain Plains	95,450	79,567	60,222	82,388	16
Southeast	86,438	65,000	52,525	70,353	27
Western	100,000	83,668	64,000	92,307	24
Canada/Mexico	104,739	85,600	62,826	82,604	10

### Operating Budget

\$1,000,000-2,500,000	73,950	59,000	51,500	62,431	14
\$2,500,000-5,000,000	66,300	58,000	50,000	58,668	40
\$5,000,000-7,500,000	80,000	66,300	55,000	68,836	21
\$7,500,000-10,000,000	87,550	80,000	55,080	73,478	17
\$10,000,000-15,000,000	96,800	85,404	70,454	88,391	23
\$15,000,000-20,000,000	102,615	100,000	93,101	99,977	10
Over \$20,000,000	133,496	106,000	87,895	115,555	32

### Metropolitan Area Population

Under 100,000	83,860	73,668	63,316	73,784	16
100,000 to 499,999	75,982	61,836	50,000	63,477	17
500,000 to 999,999	87,895	66,622	55,212	75,034	18
1,000,000 to 1,999,999	93,885	80,000	60,060	85,733	34
2,000,000 to 4,999,999	101,500	85,902	63,111	87,802	43
5,000,000 and over	140,000	100,000	86,520	113,632	20

## CURATOR C / CURATOR OF EXHIBITIONS

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	83,116	68,262	50,000	71,842	99

### Region

New England	88,150	74,000	47,848	71,681	11
Mid Atlantic	81,204	71,750	59,955	72,376	21
Midwest	74,675	51,553	48,778	61,485	15
Mountain Plains	83,116	59,160	48,000	67,239	11
Southeast	54,300	48,431	41,343	70,186	18
Western	97,094	75,000	67,997	81,723	13
Canada/Mexico	98,162	97,643	64,464	89,349	6

### Operating Budget

\$1,000,000-2,500,000	74,000	51,000	47,966	85,483	12
\$2,500,000-5,000,000	57,680	49,571	45,738	53,210	28
\$5,000,000-7,500,000	75,000	47,848	41,343	54,302	9
\$7,500,000-10,000,000	80,000	71,750	66,300	73,920	7
\$10,000,000-15,000,000	87,453	68,623	59,819	73,662	13
\$15,000,000-20,000,000	86,569	82,442	74,675	82,624	8
Over \$20,000,000	97,094	81,000	73,940	85,484	21

### Metropolitan Area Population

Under 100,000	64,900	51,212	51,212	62,995	3
100,000 to 499,999	49,571	48,400	41,776	46,934	10
500,000 to 999,999	68,623	50,000	45,738	60,988	11
1,000,000 to 1,999,999	83,116	73,903	49,976	67,967	16
2,000,000 to 4,999,999	87,453	73,940	58,973	75,006	28
5,000,000 and over	91,000	79,568	72,100	82,796	15

## CURATOR D / ASSOCIATE CURATOR

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

<b>Summary</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>25th Percentile</b>	<b>Mean Salary</b>	<b># of Museums</b>
ALL MUSEUMS	65,686	54,791	47,341	56,491	92

### Region

New England	66,023	55,000	44,782	56,121	10
Mid Atlantic	70,000	55,700	49,500	59,342	25
Midwest	60,000	50,872	47,100	51,807	18
Mountain Plains	58,350	56,000	48,000	53,969	8
Southeast	52,969	50,000	37,440	47,949	13
Western	64,917	58,879	53,576	63,349	12
Canada/Mexico	83,754	57,500	23,065	57,628	4

### Operating Budget

\$1,000,000-2,500,000	59,419	33,493	32,212	41,671	5
\$2,500,000-5,000,000	48,200	40,800	35,009	42,585	18
\$5,000,000-7,500,000	56,036	53,917	44,782	53,889	7
\$7,500,000-10,000,000	65,686	53,040	41,600	53,476	14
\$10,000,000-15,000,000	56,100	50,199	48,246	54,360	13
\$15,000,000-20,000,000	62,106	55,959	54,000	57,431	8
Over \$20,000,000	77,208	65,000	55,000	68,092	25

### Metropolitan Area Population

Under 100,000	56,036	55,700	48,200	51,653	6
100,000 to 499,999	51,109	40,314	30,000	43,095	7
500,000 to 999,999	73,439	66,023	42,024	59,459	7
1,000,000 to 1,999,999	62,114	51,321	40,800	54,039	23
2,000,000 to 4,999,999	69,869	54,951	49,500	59,180	25
5,000,000 and over	70,000	62,106	50,872	62,110	15

## CURATOR E / ASSISTANT CURATOR

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	53,136	46,000	38,456	46,708	82

### Region

New England	56,000	47,895	40,000	47,220	16
Mid Atlantic	52,000	45,000	40,000	49,087	18
Midwest	48,000	45,900	37,500	43,857	15
Mountain Plains	58,500	47,085	39,882	49,424	7
Southeast	41,101	35,500	35,000	36,623	9
Western	53,322	50,000	40,236	47,532	12
Canada/Mexico	63,182	53,000	45,300	55,423	4

### Operating Budget

\$1,000,000-2,500,000	48,000	48,000	48,000	46,125	4
\$2,500,000-5,000,000	45,000	40,000	35,000	43,706	18
\$5,000,000-7,500,000	35,000	30,441	28,142	32,352	5
\$7,500,000-10,000,000	45,129	40,236	30,284	40,871	7
\$10,000,000-15,000,000	50,000	45,000	38,456	45,126	13
\$15,000,000-20,000,000	49,400	48,000	42,706	50,265	4
Over \$20,000,000	57,783	50,000	45,900	51,775	28

### Metropolitan Area Population

Under 100,000	50,000	43,875	40,000	45,707	8
100,000 to 499,999	40,000	40,000	32,500	40,807	3
500,000 to 999,999	63,182	57,586	46,200	56,262	5
1,000,000 to 1,999,999	50,000	37,988	35,000	40,998	17
2,000,000 to 4,999,999	51,000	46,000	40,000	46,206	26
5,000,000 and over	55,000	50,000	45,000	52,561	15



## CURATORIAL ASSISTANT

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	40,800	34,804	30,000	36,521	125

### Region

New England	45,000	37,767	33,440	39,381	17
Mid Atlantic	40,800	34,804	31,100	36,802	26
Midwest	38,000	31,000	28,434	33,967	19
Mountain Plains	40,000	34,500	32,000	36,163	12
Southeast	35,000	31,320	27,500	31,131	22
Western	44,559	35,099	30,911	37,603	21
Canada/Mexico	65,672	53,363	42,399	54,504	5

### Operating Budget

\$1,000,000-2,500,000	40,000	35,131	28,000	35,678	11
\$2,500,000-5,000,000	35,000	30,911	27,000	31,680	33
\$5,000,000-7,500,000	40,000	33,842	30,000	34,185	12
\$7,500,000-10,000,000	39,585	34,944	28,932	36,910	12
\$10,000,000-15,000,000	39,312	34,075	29,250	36,246	18
\$15,000,000-20,000,000	41,674	34,804	33,735	37,903	10
Over \$20,000,000	46,246	39,567	32,198	41,071	27

### Metropolitan Area Population

Under 100,000	41,165	35,131	27,300	35,205	10
100,000 to 499,999	37,128	31,320	28,560	33,311	10
500,000 to 999,999	43,130	33,111	27,500	37,476	15
1,000,000 to 1,999,999	39,312	33,990	28,560	35,031	28
2,000,000 to 4,999,999	40,040	35,000	30,900	37,150	39
5,000,000 and over	44,559	36,774	32,198	38,881	15

# PHOTOGRAPHER

Responsible for photographic documentation of fine arts collections; supervision of studio and dark room facilities and personnel; participates in and oversees photography of general museum activities and events as required by museum staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	66,300	52,000	42,000	56,888	67

## Region

New England	65,520	61,639	50,348	55,912	9
Mid Atlantic	81,400	70,600	54,480	70,938	16
Midwest	57,898	47,225	31,000	60,114	11
Mountain Plains	50,005	44,432	38,356	44,453	7
Southeast	45,000	44,129	36,647	39,484	9
Western	55,848	48,794	38,227	53,939	6
Canada/Mexico	61,175	55,938	47,100	52,365	8

## Operating Budget

\$1,000,000-2,500,000	47,225	27,486	27,486	37,356	2
\$2,500,000-5,000,000	45,000	40,502	40,256	51,476	8
\$5,000,000-7,500,000	44,432	44,400	38,356	36,707	5
\$7,500,000-10,000,000	52,059	43,902	14,677	43,834	6
\$10,000,000-15,000,000	66,300	54,480	38,227	55,506	11
\$15,000,000-20,000,000	66,300	65,520	60,036	101,261	4
Over \$20,000,000	69,448	57,898	48,794	59,183	29

## Metropolitan Area Population

Under 100,000	70,600	60,036	42,000	59,329	5
100,000 to 499,999	36,647	30,056	30,056	35,354	4
500,000 to 999,999	61,175	45,055	38,227	50,866	7
1,000,000 to 1,999,999	55,200	44,825	38,356	46,148	14
2,000,000 to 4,999,999	72,876	56,344	49,450	61,247	21
5,000,000 and over	81,400	76,980	57,898	82,308	10

# EDUCATOR A / DIRECTOR OF EDUCATION / CURATOR OF EDUCATION

## *AKA Director of Education, Curator of Education*

Supervision of several educational departments or programs; responsibility for general educational program development; some museum administrative duties; considerable public contact; supervision of several education professionals and/or volunteers.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	90,000	67,500	53,040	74,352	202

## Region

New England	93,843	71,267	66,300	79,381	23
Mid Atlantic	98,501	69,000	57,472	83,862	43
Midwest	90,000	70,050	56,650	73,069	27
Mountain Plains	90,000	60,000	50,000	72,079	19
Southeast	83,300	60,074	50,000	66,261	44
Western	92,834	70,000	53,000	75,317	31
Canada/Mexico	86,044	58,471	25,128	67,521	10

## Operating Budget

\$1,000,000-2,500,000	61,000	50,000	41,548	51,026	26
\$2,500,000-5,000,000	67,500	59,500	49,376	59,243	65
\$5,000,000-7,500,000	72,000	62,418	55,276	66,147	23
\$7,500,000-10,000,000	86,586	78,778	70,400	75,850	19
\$10,000,000-15,000,000	93,896	85,209	61,800	87,732	24
\$15,000,000-20,000,000	98,000	85,728	82,513	91,733	9
Over \$20,000,000	122,169	102,400	90,000	111,365	34

## Metropolitan Area Population

Under 100,000	79,407	60,577	56,500	67,493	18
100,000 to 499,999	70,050	60,074	53,040	61,020	21
500,000 to 999,999	75,000	57,200	47,994	62,863	22
1,000,000 to 1,999,999	90,000	70,557	52,000	74,759	40
2,000,000 to 4,999,999	96,960	84,872	61,493	83,221	48
5,000,000 and over	135,925	97,393	74,000	109,049	22

## EDUCATOR B / ASSOCIATE EDUCATOR

Responsibility for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences; budget management related to program area; preparation of written material and packaging of other educational materials for program; supervision of staff and volunteers relating to program area.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	56,788	47,308	39,742	49,820	172

### Region

New England	63,138	45,626	40,800	51,687	21
Mid Atlantic	60,000	52,266	42,300	54,538	35
Midwest	54,000	46,350	40,000	48,271	26
Mountain Plains	50,470	43,000	38,185	45,975	17
Southeast	53,560	45,613	38,004	46,489	33
Western	62,712	48,980	41,288	52,280	30
Canada/Mexico	55,200	48,012	12,581	44,052	7

### Operating Budget

\$1,000,000-2,500,000	46,630	39,575	32,640	39,761	12
\$2,500,000-5,000,000	45,900	40,800	36,000	42,226	54
\$5,000,000-7,500,000	46,920	42,183	38,792	44,142	22
\$7,500,000-10,000,000	53,560	48,500	41,288	46,353	17
\$10,000,000-15,000,000	55,427	49,812	40,000	51,336	25
\$15,000,000-20,000,000	60,000	54,750	48,000	56,268	9
Over \$20,000,000	72,491	63,138	52,266	63,603	31

### Metropolitan Area Population

Under 100,000	45,900	42,505	39,742	45,982	13
100,000 to 499,999	46,690	43,728	38,792	44,326	15
500,000 to 999,999	56,837	45,626	35,875	46,073	21
1,000,000 to 1,999,999	55,200	45,613	41,288	48,758	36
2,000,000 to 4,999,999	65,000	51,000	41,200	54,787	48
5,000,000 and over	66,887	54,920	51,751	59,196	20

## EDUCATOR C / ASSISTANT EDUCATOR

Assists in developing and implementing a major interpretive or studio program; administrative duties within program as directed and supervised by Educator or Associate Educator.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	44,211	38,500	32,960	40,300	127

### Region

New England	43,000	38,480	33,100	40,502	18
Mid Atlantic	46,914	38,266	33,085	41,172	30
Midwest	41,223	37,440	33,000	37,735	18
Mountain Plains	40,815	39,500	30,160	36,882	12
Southeast	41,186	35,157	30,000	36,968	23
Western	55,500	41,538	34,000	43,965	18
Canada/Mexico	62,704	42,403	40,400	51,419	6

### Operating Budget

\$1,000,000-2,500,000	35,354	35,000	23,864	31,704	7
\$2,500,000-5,000,000	40,000	33,660	30,000	35,610	39
\$5,000,000-7,500,000	39,145	31,999	28,574	32,787	10
\$7,500,000-10,000,000	40,170	35,000	31,519	37,930	12
\$10,000,000-15,000,000	42,224	37,440	33,000	39,692	19
\$15,000,000-20,000,000	41,200	38,625	35,020	40,429	6
Over \$20,000,000	55,500	46,724	39,520	47,979	32

### Metropolitan Area Population

Under 100,000	45,968	38,480	32,640	39,280	10
100,000 to 499,999	42,000	34,674	26,110	33,394	12
500,000 to 999,999	42,403	37,127	34,850	38,862	15
1,000,000 to 1,999,999	43,264	39,433	33,000	40,874	24
2,000,000 to 4,999,999	41,538	35,725	33,000	39,809	36
5,000,000 and over	50,452	43,738	37,960	46,188	17

## EDUCATION ASSISTANT

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	37,933	31,981	26,987	33,610	115

### Region

New England	38,394	33,852	25,000	34,929	12
Mid Atlantic	35,700	31,848	27,316	34,227	27
Midwest	31,200	29,000	26,500	29,601	19
Mountain Plains	33,100	27,027	24,500	30,199	9
Southeast	32,600	31,200	27,000	30,741	20
Western	43,753	38,000	31,200	37,820	22
Canada/Mexico	42,403	40,190	12,584	37,439	5

### Operating Budget

\$1,000,000-2,500,000	29,340	26,000	21,756	24,708	12
\$2,500,000-5,000,000	33,852	29,792	26,010	32,936	25
\$5,000,000-7,500,000	32,781	31,200	26,809	30,755	12
\$7,500,000-10,000,000	39,000	29,806	25,000	31,954	13
\$10,000,000-15,000,000	37,131	33,000	28,335	35,295	21
\$15,000,000-20,000,000	36,891	35,819	34,902	36,928	9
Over \$20,000,000	42,403	33,813	28,560	36,591	22

### Metropolitan Area Population

Under 100,000	54,600	36,750	29,120	41,384	8
100,000 to 499,999	29,792	28,600	24,660	27,562	11
500,000 to 999,999	37,131	31,981	26,000	30,607	16
1,000,000 to 1,999,999	32,663	29,806	26,010	31,891	29
2,000,000 to 4,999,999	36,891	32,000	27,300	36,019	30
5,000,000 and over	39,520	34,700	30,000	35,758	17

## REGISTRAR A

Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage; oversees shipping arrangements; may involve supervision of subordinate registration staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	70,237	56,000	46,500	62,548	210

### Region

New England	69,010	57,362	52,000	60,552	26
Mid Atlantic	86,720	65,000	50,093	70,972	47
Midwest	60,000	50,724	46,500	55,372	31
Mountain Plains	74,624	59,296	56,000	66,405	18
Southeast	59,698	50,000	44,135	51,834	42
Western	90,606	58,386	46,453	74,159	30
Canada/Mexico	65,870	58,924	49,812	56,865	11

### Operating Budget

\$1,000,000-2,500,000	53,440	43,500	40,915	46,495	28
\$2,500,000-5,000,000	59,698	51,000	43,860	56,599	67
\$5,000,000-7,500,000	60,000	53,400	46,750	53,474	22
\$7,500,000-10,000,000	71,028	60,362	50,750	62,169	19
\$10,000,000-15,000,000	74,624	56,206	49,812	66,012	27
\$15,000,000-20,000,000	97,704	88,500	65,000	83,716	9
Over \$20,000,000	95,000	79,866	61,917	81,747	35

### Metropolitan Area Population

Under 100,000	71,157	59,962	57,362	64,160	18
100,000 to 499,999	53,734	45,945	40,853	49,001	22
500,000 to 999,999	58,924	49,000	43,386	52,379	24
1,000,000 to 1,999,999	62,200	54,600	46,750	58,218	39
2,000,000 to 4,999,999	86,044	61,917	52,685	69,821	52
5,000,000 and over	98,273	73,912	55,313	80,474	24

## REGISTRAR B / ASSOCIATE REGISTRAR

Assists Registrar in performance of routine duties.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	53,742	45,000	37,691	48,018	116

### Region

New England	56,382	49,937	41,177	50,359	15
Mid Atlantic	64,729	51,000	46,000	55,909	26
Midwest	45,900	38,110	34,292	40,896	19
Mountain Plains	50,000	45,000	37,980	47,479	10
Southeast	41,860	38,763	34,500	39,636	22
Western	55,363	48,516	40,705	49,829	16
Canada/Mexico	65,672	60,326	51,000	56,144	5

### Operating Budget

\$1,000,000-2,500,000	36,811	36,042	31,504	34,650	6
\$2,500,000-5,000,000	39,904	37,380	32,371	37,611	27
\$5,000,000-7,500,000	45,627	43,000	37,500	43,309	10
\$7,500,000-10,000,000	52,000	40,000	36,347	45,566	12
\$10,000,000-15,000,000	53,396	45,066	38,953	51,981	18
\$15,000,000-20,000,000	49,937	43,021	40,760	48,527	10
Over \$20,000,000	65,484	51,889	48,223	56,142	31

### Metropolitan Area Population

Under 100,000	57,927	49,937	37,980	49,638	12
100,000 to 499,999	39,904	32,800	31,905	35,931	10
500,000 to 999,999	56,382	39,000	33,825	45,723	11
1,000,000 to 1,999,999	50,068	40,705	36,767	43,574	26
2,000,000 to 4,999,999	53,742	45,900	38,074	50,723	33
5,000,000 and over	64,729	51,889	48,920	57,402	18



## REGISTRAR C / ASSISTANT REGISTRAR

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	42,848	37,360	30,935	38,295	93

### Region

New England	45,298	39,214	35,714	40,127	14
Mid Atlantic	46,515	39,913	35,700	41,399	23
Midwest	36,414	30,935	29,913	33,778	14
Mountain Plains	42,770	36,500	32,942	37,328	10
Southeast	37,211	34,106	29,114	33,658	15
Western	48,000	41,862	36,125	41,200	13
Canada/Mexico	50,040	31,658	31,658	44,847	3

### Operating Budget

\$1,000,000-2,500,000	30,888	30,098	20,000	26,952	7
\$2,500,000-5,000,000	38,556	34,338	29,835	35,289	19
\$5,000,000-7,500,000	37,211	31,362	29,978	34,193	13
\$7,500,000-10,000,000	46,350	41,200	30,619	38,381	7
\$10,000,000-15,000,000	41,862	36,920	30,935	38,704	14
\$15,000,000-20,000,000	51,093	41,200	41,200	46,545	6
Over \$20,000,000	46,515	39,105	36,251	41,913	26

### Metropolitan Area Population

Under 100,000	39,755	35,000	29,792	34,690	9
100,000 to 499,999	36,125	30,888	29,053	31,403	8
500,000 to 999,999	43,363	39,214	36,211	38,948	10
1,000,000 to 1,999,999	38,760	32,989	29,978	36,637	18
2,000,000 to 4,999,999	41,862	36,920	33,425	39,418	28
5,000,000 and over	48,926	43,796	40,000	45,391	13

## LIBRARIAN A / HEAD LIBRARIAN

Formulates and carries out library practices, policies and procedures; assigns, supervises and reviews work of library personnel; oversees acquisition of library materials; maintains catalogue and inventory of publications, reference materials and periodicals; responds to public inquiries and provides reference and research materials as requested by museum staff.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	76,800	55,492	45,000	63,877	87

### Region

New England	97,850	49,964	45,500	71,019	9
Mid Atlantic	77,967	59,300	46,350	73,150	22
Midwest	81,885	55,000	40,170	64,384	14
Mountain Plains	75,950	72,900	64,500	72,520	7
Southeast	56,854	48,000	40,000	48,139	15
Western	60,278	49,662	40,000	51,637	11
Canada/Mexico	94,872	88,478	55,492	73,657	8

### Operating Budget

\$1,000,000-2,500,000	18,656	18,656	17,000	25,927	3
\$2,500,000-5,000,000	54,258	44,880	42,600	46,379	10
\$5,000,000-7,500,000	55,492	48,000	38,302	47,576	12
\$7,500,000-10,000,000	48,410	45,227	23,065	44,081	10
\$10,000,000-15,000,000	60,000	52,725	48,500	58,428	18
\$15,000,000-20,000,000	93,600	87,522	75,950	85,832	5
Over \$20,000,000	97,850	79,215	64,500	87,623	27

### Metropolitan Area Population

Under 100,000	45,500	42,600	40,170	52,018	7
100,000 to 499,999	49,662	45,500	45,500	48,359	4
500,000 to 999,999	60,000	52,788	48,000	54,119	12
1,000,000 to 1,999,999	61,814	53,648	45,227	54,129	17
2,000,000 to 4,999,999	90,199	72,499	49,662	70,869	22
5,000,000 and over	93,600	77,549	60,000	88,932	13

## LIBRARIAN B / ASSOCIATE LIBRARIAN

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	62,173	46,125	40,000	50,083	52

### Region

New England	74,439	54,928	43,228	58,480	5
Mid Atlantic	65,367	46,915	43,131	52,330	14
Midwest	42,505	41,616	32,000	45,209	9
Mountain Plains	49,100	46,125	43,776	46,421	6
Southeast	41,638	40,170	36,000	38,514	7
Western	51,900	49,455	49,455	52,396	3
Canada/Mexico	76,439	71,815	14,677	58,852	7

### Operating Budget

\$1,000,000-2,500,000	43,776	43,776	43,776	43,776	1
\$2,500,000-5,000,000	41,333	34,583	30,000	31,777	5
\$5,000,000-7,500,000	41,638	36,000	32,445	35,917	5
\$7,500,000-10,000,000	46,056	14,677	14,677	31,304	2
\$10,000,000-15,000,000	68,579	44,870	32,000	50,501	12
\$15,000,000-20,000,000	74,439	40,170	40,170	58,152	4
Over \$20,000,000	66,986	50,000	43,264	56,132	23

### Metropolitan Area Population

Under 100,000	74,439	74,439	74,439	74,439	1
100,000 to 499,999	19,032	19,032	19,032	19,032	1
500,000 to 999,999	57,418	43,776	33,523	48,726	9
1,000,000 to 1,999,999	45,600	36,000	36,000	38,673	7
2,000,000 to 4,999,999	71,400	51,900	46,056	57,844	15
5,000,000 and over	65,245	49,277	43,131	55,153	10

## LIBRARIAN C / ASSISTANT LIBRARIAN

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	46,246	36,330	31,606	38,718	39

### Region

New England	39,205	32,417	31,868	36,502	5
Mid Atlantic	52,880	37,000	33,946	42,051	9
Midwest	43,817	41,572	32,000	38,195	7
Mountain Plains	40,000	37,440	37,440	38,464	3
Southeast	35,336	33,227	25,968	32,208	6
Western	46,246	31,606	31,606	40,354	4
Canada/Mexico	49,176	45,665	6,540	41,456	5

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	33,227	32,000	30,672	29,675	5
\$5,000,000-7,500,000	35,336	30,208	25,968	29,942	3
\$7,500,000-10,000,000	31,606	31,200	8,387	22,897	4
\$10,000,000-15,000,000	26,600	13,000	13,000	19,800	2
\$15,000,000-20,000,000	54,325	51,615	51,615	52,970	2
Over \$20,000,000	49,176	41,572	35,100	42,470	22

### Metropolitan Area Population

Under 100,000	47,944	47,944	33,946	44,502	2
100,000 to 499,999	42,436	42,436	42,436	42,436	1
500,000 to 999,999	45,665	36,320	30,672	39,419	5
1,000,000 to 1,999,999	40,000	30,439	25,568	38,207	8
2,000,000 to 4,999,999	41,616	37,440	34,175	39,702	10
5,000,000 and over	53,100	52,362	42,500	48,452	6

## CONSERVATOR A / CHIEF CONSERVATOR

General supervision of conservation department, including administration of the budget and department personnel; initiates and supervises treatments carried out in conservation and scientific laboratories; performs conservation treatments on special projects.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	119,190	94,760	67,630	98,782	73

### Region

New England	120,295	105,020	94,760	113,827	8
Mid Atlantic	142,300	108,000	76,500	119,370	20
Midwest	95,731	84,660	53,059	79,681	11
Mountain Plains	118,000	96,200	71,808	105,574	9
Southeast	80,160	69,474	68,370	73,562	7
Western	130,000	102,016	80,009	107,021	8
Canada/Mexico	90,183	60,242	19,500	64,569	9

### Operating Budget

\$1,000,000-2,500,000	57,155	41,025	41,025	51,379	4
\$2,500,000-5,000,000	63,485	40,500	32,073	55,660	5
\$5,000,000-7,500,000	67,630	60,242	57,415	66,367	6
\$7,500,000-10,000,000	85,200	65,000	56,843	68,395	7
\$10,000,000-15,000,000	94,800	80,160	68,205	83,307	14
\$15,000,000-20,000,000	115,000	110,000	110,000	113,548	4
Over \$20,000,000	149,350	116,188	98,984	128,047	31

### Metropolitan Area Population

Under 100,000	96,200	94,800	94,800	87,053	4
100,000 to 499,999	57,415	57,155	57,155	61,869	4
500,000 to 999,999	90,922	80,160	60,242	85,878	10
1,000,000 to 1,999,999	95,731	71,684	65,000	83,628	13
2,000,000 to 4,999,999	120,295	106,959	86,044	102,666	25
5,000,000 and over	168,591	142,300	110,000	149,431	12

## CONSERVATOR B / SENIOR CONSERVATOR

Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization; preparation of conservation reports; supervision of professional assistant(s).

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	88,173	72,680	62,147	75,684	55

### Region

New England	83,782	80,000	70,824	77,758	8
Mid Atlantic	96,944	78,270	66,950	83,922	17
Midwest	74,772	66,497	61,895	70,189	7
Mountain Plains	88,173	68,500	61,081	69,268	6
Southeast	63,605	54,857	53,000	60,381	5
Western	97,385	78,021	70,137	86,855	6
Canada/Mexico	76,896	69,898	65,870	63,437	6

### Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	65,870	56,100	56,100	56,614	4
\$5,000,000-7,500,000	49,320	49,320	43,611	54,614	3
\$7,500,000-10,000,000	65,000	60,805	41,330	60,280	6
\$10,000,000-15,000,000	87,441	67,764	64,162	72,339	10
\$15,000,000-20,000,000	61,081	60,108	60,108	66,498	3
Over \$20,000,000	92,874	80,000	70,137	84,076	27

### Metropolitan Area Population

Under 100,000	n.d.	n.d.	n.d.	n.d.	0
100,000 to 499,999	65,000	49,320	49,320	57,160	2
500,000 to 999,999	86,000	63,605	63,605	76,778	3
1,000,000 to 1,999,999	76,120	66,497	56,650	67,069	14
2,000,000 to 4,999,999	85,188	74,772	67,764	76,517	20
5,000,000 and over	100,160	96,227	88,172	97,361	10

## CONSERVATOR C / ASSOCIATE CONSERVATOR

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	65,520	53,300	45,000	56,238	49

### Region

New England	58,497	53,300	39,655	55,026	7
Mid Atlantic	73,695	53,976	49,500	60,926	16
Midwest	50,832	44,000	36,252	44,495	7
Mountain Plains	60,000	50,000	48,000	50,364	6
Southeast	42,000	36,432	36,432	40,192	3
Western	64,629	56,549	54,440	61,326	5
Canada/Mexico	69,459	67,249	64,464	65,824	4

### Operating Budget

\$1,000,000-2,500,000	32,032	32,032	32,032	32,032	1
\$2,500,000-5,000,000	n.d.	n.d.	n.d.	n.d.	0
\$5,000,000-7,500,000	32,800	22,897	22,897	27,849	2
\$7,500,000-10,000,000	50,000	39,655	39,655	56,148	4
\$10,000,000-15,000,000	53,350	45,000	40,000	49,440	11
\$15,000,000-20,000,000	66,887	54,440	53,300	57,442	4
Over \$20,000,000	69,459	58,497	50,000	60,739	26

### Metropolitan Area Population

Under 100,000	53,976	53,976	53,976	53,976	1
100,000 to 499,999	32,800	32,800	32,032	34,829	3
500,000 to 999,999	58,497	49,535	49,000	53,455	5
1,000,000 to 1,999,999	52,020	51,350	37,938	47,974	9
2,000,000 to 4,999,999	64,575	52,964	44,000	56,411	18
5,000,000 and over	77,356	65,520	54,227	67,068	11

## EXHIBITION DESIGNER

Designs installation of permanent collection as well as temporary exhibition. May supervise preparators in the fabrication of exhibition components and the installation and disassembly of temporary or permanent exhibitions.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	75,000	63,000	51,008	65,686	88

### Region

New England	79,180	68,000	58,289	75,705	8
Mid Atlantic	89,033	73,017	62,000	80,391	16
Midwest	64,696	56,375	40,504	55,297	13
Mountain Plains	64,964	55,000	51,008	57,400	8
Southeast	76,897	61,984	45,000	65,316	15
Western	75,000	65,000	58,429	66,903	19
Canada/Mexico	65,672	59,700	14,677	48,069	8

### Operating Budget

\$1,000,000-2,500,000	68,000	40,504	40,504	54,252	2
\$2,500,000-5,000,000	68,820	58,289	45,000	57,456	20
\$5,000,000-7,500,000	63,000	55,000	50,670	55,536	7
\$7,500,000-10,000,000	67,679	60,135	56,840	58,281	10
\$10,000,000-15,000,000	75,432	62,007	49,812	69,589	16
\$15,000,000-20,000,000	71,500	70,000	70,000	69,180	4
Over \$20,000,000	80,000	67,249	58,512	74,028	28

### Metropolitan Area Population

Under 100,000	65,000	58,289	53,311	59,522	4
100,000 to 499,999	60,340	40,504	40,504	50,422	2
500,000 to 999,999	74,695	65,000	56,650	67,781	9
1,000,000 to 1,999,999	67,679	56,840	39,000	60,197	21
2,000,000 to 4,999,999	76,897	65,852	60,135	69,789	30
5,000,000 and over	73,158	68,820	58,512	73,708	13



## PREPERATOR A / CHIEF PREPARATOR

Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits; administers budget, personnel and operations of preparation department.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	59,808	48,693	41,777	52,733	162

### Region

New England	66,452	51,500	46,593	55,939	21
Mid Atlantic	71,791	53,116	42,770	56,908	34
Midwest	54,000	45,795	38,000	46,524	25
Mountain Plains	56,366	50,470	44,000	50,997	17
Southeast	47,310	42,765	38,980	43,203	35
Western	82,347	53,040	45,925	64,433	18
Canada/Mexico	86,044	78,795	57,400	74,613	8

### Operating Budget

\$1,000,000-2,500,000	46,637	41,879	34,133	40,111	24
\$2,500,000-5,000,000	49,998	44,126	37,778	45,678	50
\$5,000,000-7,500,000	53,000	47,700	41,343	46,482	17
\$7,500,000-10,000,000	67,600	48,960	38,980	54,592	12
\$10,000,000-15,000,000	60,000	52,658	45,795	58,113	21
\$15,000,000-20,000,000	77,250	66,004	48,787	67,203	7
Over \$20,000,000	84,230	70,000	57,474	69,756	28

### Metropolitan Area Population

Under 100,000	56,442	46,637	36,800	50,072	14
100,000 to 499,999	49,998	41,879	35,000	42,632	17
500,000 to 999,999	55,942	46,000	39,178	51,330	21
1,000,000 to 1,999,999	57,400	45,096	38,000	49,152	35
2,000,000 to 4,999,999	72,000	50,000	45,000	59,551	43
5,000,000 and over	72,670	60,000	57,009	65,585	15

## PREPARATOR B / ASSOCIATE PREPARATOR

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	47,000	40,158	32,219	41,882	138

### Region

New England	44,443	40,373	36,460	42,225	20
Mid Atlantic	60,112	44,000	38,771	48,954	27
Midwest	45,728	37,731	31,200	38,340	22
Mountain Plains	43,780	42,000	32,496	38,636	13
Southeast	40,158	36,313	32,000	36,934	27
Western	46,256	40,977	35,670	42,257	20
Canada/Mexico	66,255	49,000	44,626	55,509	7

### Operating Budget

\$1,000,000-2,500,000	40,878	38,397	26,935	35,280	15
\$2,500,000-5,000,000	43,020	35,000	30,450	38,331	36
\$5,000,000-7,500,000	42,447	37,400	33,524	38,355	16
\$7,500,000-10,000,000	42,000	37,440	32,095	37,101	11
\$10,000,000-15,000,000	45,190	40,000	33,634	43,401	23
\$15,000,000-20,000,000	47,000	44,262	38,189	43,521	5
Over \$20,000,000	59,019	48,230	40,763	49,637	29

### Metropolitan Area Population

Under 100,000	43,020	39,000	36,094	41,026	14
100,000 to 499,999	40,158	32,000	28,244	34,539	16
500,000 to 999,999	42,447	36,772	31,286	39,451	17
1,000,000 to 1,999,999	43,753	37,128	31,824	38,054	30
2,000,000 to 4,999,999	50,740	42,000	36,400	44,909	41
5,000,000 and over	60,112	50,500	43,944	51,513	14

## EDITOR / DIRECTOR OF PUBLICATIONS

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	91,753	69,934	53,040	76,608	76

### Region

New England	72,828	63,860	56,650	67,546	8
Mid Atlantic	95,000	86,539	62,026	91,839	25
Midwest	75,000	57,000	53,040	64,405	14
Mountain Plains	92,764	80,000	52,000	76,909	6
Southeast	77,910	44,517	40,480	53,550	8
Western	91,998	72,710	61,898	86,396	9
Canada/Mexico	100,000	58,471	23,065	66,131	5

### Operating Budget

\$1,000,000-2,500,000	69,934	69,934	69,934	69,934	1
\$2,500,000-5,000,000	66,300	52,020	40,000	52,965	9
\$5,000,000-7,500,000	56,000	55,631	44,517	50,602	5
\$7,500,000-10,000,000	60,000	51,852	39,000	52,312	9
\$10,000,000-15,000,000	83,956	62,091	52,491	70,927	18
\$15,000,000-20,000,000	90,640	80,000	75,000	85,885	5
Over \$20,000,000	100,000	87,650	76,120	98,198	28

### Metropolitan Area Population

Under 100,000	87,650	55,478	55,478	75,255	4
100,000 to 499,999	61,898	56,650	55,631	55,837	5
500,000 to 999,999	78,221	56,000	45,820	61,938	5
1,000,000 to 1,999,999	76,120	56,308	50,000	62,363	16
2,000,000 to 4,999,999	91,753	78,078	61,800	78,181	25
5,000,000 and over	119,923	91,800	83,956	116,056	15

## GRAPHIC DESIGNER

Responsible for design of all museum publications and graphics.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	60,120	47,957	38,000	51,675	116

### Region

New England	55,000	43,469	41,328	55,336	12
Mid Atlantic	81,204	55,000	47,268	60,480	19
Midwest	65,412	47,460	36,414	53,378	18
Mountain Plains	51,105	40,000	36,000	45,829	14
Southeast	47,471	40,400	37,290	44,787	23
Western	57,059	50,000	41,000	50,947	20
Canada/Mexico	64,168	54,529	41,190	51,004	8

### Operating Budget

\$1,000,000-2,500,000	40,000	39,928	28,000	39,907	7
\$2,500,000-5,000,000	50,000	40,000	36,000	43,095	26
\$5,000,000-7,500,000	47,471	41,328	36,795	42,810	11
\$7,500,000-10,000,000	51,105	45,000	40,000	45,151	12
\$10,000,000-15,000,000	60,120	44,508	38,000	50,882	21
\$15,000,000-20,000,000	74,661	53,313	50,000	63,024	7
Over \$20,000,000	73,312	61,029	46,818	62,386	30

### Metropolitan Area Population

Under 100,000	52,000	42,000	36,000	46,322	6
100,000 to 499,999	41,264	35,057	35,000	39,094	8
500,000 to 999,999	65,238	43,050	40,140	51,520	15
1,000,000 to 1,999,999	49,001	40,400	36,414	46,273	27
2,000,000 to 4,999,999	65,033	51,000	40,100	55,337	36
5,000,000 and over	66,707	58,004	49,172	63,496	12

## FACILITIES DIRECTOR / BUILDING MANAGER / OPERATIONS MANAGER

### *AKA Building Manager or Operations Manager*

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

<b>Summary</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>25th Percentile</b>	<b>Mean Salary</b>	<b># of Museums</b>
ALL MUSEUMS	88,300	68,000	50,000	74,076	176

### **Region**

New England	99,438	79,070	58,000	83,593	18
Mid Atlantic	116,290	85,036	58,400	97,720	38
Midwest	82,273	68,140	52,700	72,859	22
Mountain Plains	84,800	66,438	43,400	67,799	18
Southeast	68,705	51,681	42,042	57,476	40
Western	79,570	60,000	50,000	66,897	31
Canada/Mexico	123,600	93,129	80,000	89,801	6

### **Operating Budget**

\$1,000,000-2,500,000	50,000	40,040	36,404	45,007	14
\$2,500,000-5,000,000	60,000	50,000	42,000	51,646	55
\$5,000,000-7,500,000	72,800	58,500	53,500	62,121	23
\$7,500,000-10,000,000	90,354	78,000	77,000	82,177	14
\$10,000,000-15,000,000	89,675	82,273	65,853	79,370	24
\$15,000,000-20,000,000	116,290	105,000	79,070	98,674	10
Over \$20,000,000	127,476	115,566	89,000	119,374	32

### **Metropolitan Area Population**

Under 100,000	78,000	68,600	54,276	68,283	12
100,000 to 499,999	58,370	55,000	45,760	55,169	17
500,000 to 999,999	71,419	54,120	41,821	57,625	22
1,000,000 to 1,999,999	89,501	65,853	50,000	71,541	38
2,000,000 to 4,999,999	93,129	74,611	57,500	78,373	43
5,000,000 and over	126,562	110,160	88,281	116,664	21

## ENGINEERING MANAGER

Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum including ventilation, air conditioning, plumbing, lighting, humidification, and temperature controls. Recommends appropriate upgrades of equipment for museums environment.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	82,821	61,152	47,025	66,902	57

### Region

New England	54,590	47,025	36,890	51,952	7
Mid Atlantic	113,612	89,897	67,840	93,634	13
Midwest	68,340	53,843	42,564	55,962	10
Mountain Plains	65,625	55,167	54,847	61,827	10
Southeast	48,131	34,423	34,423	48,649	3
Western	82,121	61,200	58,656	69,800	8
Canada/Mexico	97,252	55,492	20,968	65,792	6

### Operating Budget

\$1,000,000-2,500,000	27,300	27,300	27,300	27,300	1
\$2,500,000-5,000,000	44,000	44,000	24,835	38,989	3
\$5,000,000-7,500,000	55,167	54,590	34,423	47,498	6
\$7,500,000-10,000,000	59,237	38,760	20,968	40,636	5
\$10,000,000-15,000,000	61,200	54,454	46,155	57,792	11
\$15,000,000-20,000,000	78,250	71,210	67,582	72,140	5
Over \$20,000,000	108,650	82,821	68,340	88,111	24

### Metropolitan Area Population

Under 100,000	43,500	24,835	24,835	34,168	2
100,000 to 499,999	36,890	36,890	27,300	40,485	4
500,000 to 999,999	56,457	55,492	44,075	62,136	7
1,000,000 to 1,999,999	55,000	54,590	46,155	57,567	10
2,000,000 to 4,999,999	82,821	66,300	53,843	69,663	20
5,000,000 and over	108,650	89,897	75,315	98,353	11

# CHIEF OF SECURITY

Supervises all guard forces.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
<b>Summary</b>					
ALL MUSEUMS	75,000	53,726	38,989	60,083	151

## Region

New England	74,729	50,451	49,960	61,231	18
Mid Atlantic	94,578	75,000	55,720	82,921	29
Midwest	72,828	47,000	33,120	55,861	22
Mountain Plains	78,000	57,200	39,606	59,581	16
Southeast	54,071	42,500	33,000	47,777	36
Western	63,000	53,572	42,075	56,054	19
Canada/Mexico	90,693	70,450	14,677	60,797	9

## Operating Budget

\$1,000,000-2,500,000	38,989	34,000	26,159	33,189	14
\$2,500,000-5,000,000	50,000	36,951	33,000	41,385	44
\$5,000,000-7,500,000	59,500	50,401	46,183	52,476	18
\$7,500,000-10,000,000	58,990	52,000	41,820	48,628	13
\$10,000,000-15,000,000	81,500	65,000	54,071	67,012	21
\$15,000,000-20,000,000	81,991	72,100	62,318	72,474	7
Over \$20,000,000	115,934	90,600	79,138	100,508	32

## Metropolitan Area Population

Under 100,000	59,000	50,000	35,000	52,224	12
100,000 to 499,999	49,960	40,040	35,750	41,397	18
500,000 to 999,999	63,232	51,500	39,606	51,993	20
1,000,000 to 1,999,999	72,828	54,071	40,277	58,586	28
2,000,000 to 4,999,999	82,216	63,000	44,880	66,943	39
5,000,000 and over	106,665	82,993	62,000	94,676	18

## University Museum Salary Ranges

Position	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Director	205,000	163,083	140,760	178,020	45
Deputy Director	120,600	105,000	82,390	105,049	29
Administrator	100,000	67,621	42,336	72,856	13
Assistant To Director	49,383	42,000	37,419	42,971	39
Finance A	78,678	57,117	50,000	63,291	21
Finance B	77,250	54,790	45,320	56,796	25
Development A	97,849	81,000	64,049	83,801	23
Development B	69,811	51,837	39,800	54,426	17
Development C	58,940	44,400	39,832	51,919	18
Dir. of Planned Giving	69,811	64,000	51,504	66,920	5
Director of Human Resources	75,000	60,819	56,319	64,875	9
Dir. of Information Systems	82,906	63,677	58,660	63,397	7
Systems Manager	73,151	58,994	45,310	60,356	12
Web Manager	58,604	53,916	53,020	55,246	5
New Media Manager	46,156	46,156	32,000	43,719	3
Membership Assistant	45,000	35,818	31,500	38,420	27
Special Events Manager	54,000	45,000	38,500	48,689	30
Director of External Affairs	80,000	60,000	50,000	65,950	10
Marketing Director	64,444	54,719	42,000	57,103	22
Public Relations Officer	60,523	49,300	41,000	52,556	21
Museum Store Manager	46,772	40,643	30,000	40,883	29
Volunteer Coordinator	42,436	39,398	28,960	39,847	12
Curator A	118,450	82,800	67,313	91,967	27
Curator B	83,604	68,040	56,348	69,348	38
Curator C	59,955	51,212	48,400	56,887	19
Curator D	59,419	53,917	37,440	49,243	13
Curator E	57,586	48,000	34,184	48,039	17
Curatorial Assistant	43,130	37,767	31,320	38,876	23
Photographer	52,059	40,502	27,486	42,625	12
Educator A	74,000	61,900	50,201	63,804	41
Educator B	52,283	46,350	39,280	47,084	32
Educator C	45,968	39,145	28,574	39,326	16
Educational Assistant	38,394	31,200	28,335	34,689	16
Registrar A	63,179	53,512	43,269	61,391	46
Registrar B	56,382	39,494	35,721	46,059	25
Registrar C	40,781	34,338	29,792	35,587	22
Librarian A	59,783	44,880	23,065	45,686	9
Librarian B	46,056	33,523	30,000	38,509	6
Librarian C	33,227	26,600	18,200	27,459	6
Conservator A	94,800	57,155	40,500	72,621	9
Conservator B	86,000	79,991	79,991	80,875	3
Conservator C	53,300	49,000	49,000	48,207	3
Exhibition Designer	68,000	58,289	49,254	55,953	17
Preparator A	56,000	45,805	38,190	47,959	39
Preparator B	43,020	40,878	31,800	39,831	34
Editor	69,934	55,478	35,073	56,138	9
Graphic Designer	55,459	43,469	36,000	47,034	23
Facilities Director	68,600	51,646	43,470	55,908	25
Engineering Manager	20,968	20,968	15,726	35,231	2
Chief Of Security	55,944	40,040	33,000	46,737	27