

**ASSOCIATION
OF
ART MUSEUM
DIRECTORS**

**2014
SALARY
SURVEY**



PREFACE

The 2014 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 246 of 288 museums surveyed—a response rate of 85%.

Among the museums surveyed were both current and former AAMD members, as well as select other art museums in North America. While the response rate of 85% enables this report to be statistically representative of institutions eligible for AAMD membership, one should not assume relevance to museums in other disciplines.

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 FY13. 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 2014 Salary Survey may be obtained from the publications section of AAMD's website at 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 Alliance of Museums

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

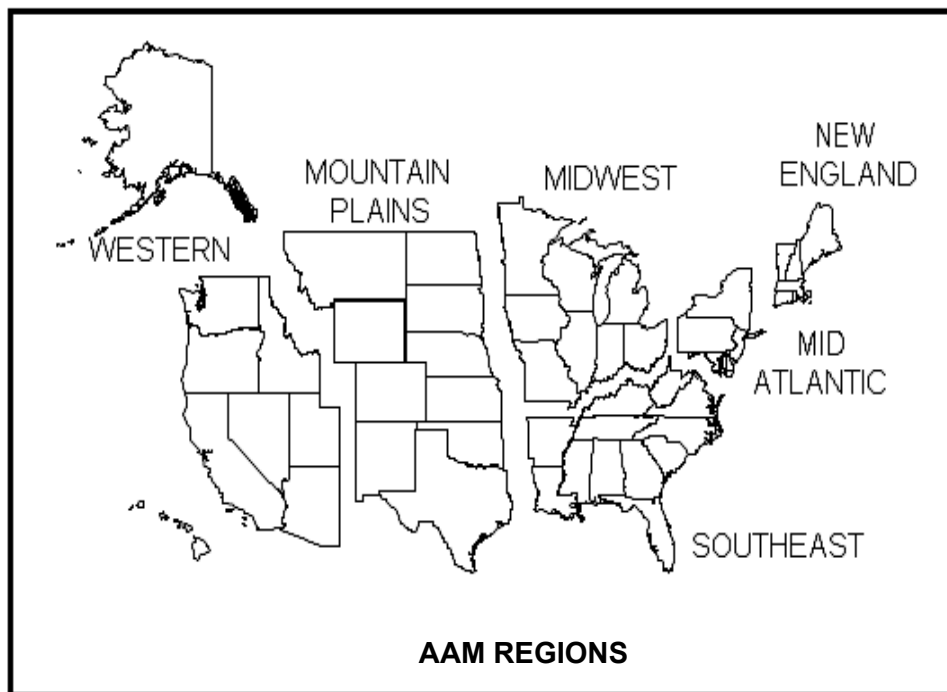
Connecticut
 Massachusetts
 Maine
 New Hampshire
 Rhode Island
 Vermont

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

Distribution of Museums by American Alliance of Museums Region

AAM Region	% of Responding Museums
New England	12.2 %
Mid Atlantic	23.7 %
Midwest	15.9 %
Mountain Plains	9.4 %
Southeast	18.4 %
Western	14.7 %
Canada/Mexico	5.7 %

Percentages based on responses from 245 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	28.5 %
5,000,000 and over	13.0 %

Percentages based on responses from 193 museums.

Distribution of Museums by Founding Date

Year Founded	% of Responding Museums
1875 and Before	5.3 %
1876 to 1900	11.1 %
1901 to 1925	13.5 %
1926 to 1950	27.0 %
1951 to 1960	7.4 %
After 1960	35.7 %

Percentages based on responses from 244 museums.

Characteristics of Responding Museums

Distribution of Museums by Governance Patterns

Governance	% of Responding Museums
Private, non-profit	75.2 %
Government	12.4 %
University	21.9 %
Other	2.1 %

Percentages based on responses from 242 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	4.9 %
11 to 20	17.6 %
21 to 50	34.4 %
51 to 100	19.3 %
More than 100	23.8 %
Lowest	2 employees
25th Percentile	22 employees
Median	40 employees
75th Percentile	93 employees
Highest	4,151 employees
Mean	107.3 employees

Percentages based on responses from 244 museums.

Distribution of Museums by Part Time Employees

Part Time Employees	% of Responding Museums
5 or Fewer	14.0 %
6 to 10	11.9 %
11 to 20	20.4 %
21 to 50	29.8 %
More than 50	23.8 %
Lowest	1 employee
25th Percentile	10 employees
Median	22 employees
75th Percentile	48 employees
Highest	4,333 employees
Mean	60.6 employees

Percentages based on responses from 235 museums.

Characteristics of Responding Museums

Distribution of Museums by Independent Contractors

Contractors	% of Responding Museums
10 or Fewer	50.3 %
11 to 20	10.1 %
21 to 50	18.9 %
51 to 100	8.8 %
More than 100	11.9 %
Lowest	1 contractor
25th Percentile	3 contractors
Median	10 contractors
75th Percentile	42 contractors
Highest	897 contractors
Mean	47.0 contractors

Percentages based on responses from 159 museums.

Fiscal Characteristics of Responding Museums

Distribution of Museums by Annual Operating Budget

Budget	% of Responding Museums
Under \$1,000,000	1.6 %
\$1,000,000-2,500,000	15.6 %
\$2,500,000-5,000,000	32.1 %
\$5,000,000-7,500,000	12.3 %
\$7,500,000-10,000,000	9.9 %
\$10,000,000-15,000,000	7.0 %
\$15,000,000-20,000,000	5.8 %
Over \$20,000,000	15.6 %

Percentages based on responses from 243 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 227 museums.

Distribution of Museums by Beginning of Fiscal Year

Starting Month	% of Responding Museums
January	17.0 %
February	0.8 %
March	0.0 %
April	4.1 %
May	1.7 %
June	1.2 %
July	61.4 %
August	0.4 %
September	4.1 %
October	9.1 %
November	0.0 %
December	0.0 %

Percentages based on responses from 241 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	7.8 %	0.4 %	37.7 %	54.1 %
Managed Health Care	13.1 %	0.8 %	67.2 %	18.9 %
Dependent Health Care	3.7 %	26.2 %	66.8 %	3.3 %
Long-term Disability	53.3 %	20.5 %	12.3 %	13.9 %
Short-term Disability	47.5 %	18.0 %	9.0 %	25.4 %
Dental Insurance	22.5 %	16.4 %	56.1 %	4.9 %
Pension	19.7 %	1.2 %	18.4 %	60.7 %
Tax Deferred Annuity	20.9 %	27.0 %	41.0 %	11.1 %
a. Employee Salary Reduction	0.8 %	46.7 %	11.5 %	41.0 %
b. Employer Funded Plan	25.4 %	0.0 %	0.0 %	74.6 %
Cafeteria (Section 125)	0.0 %	40.6 %	0.0 %	59.4 %
Life Insurance	69.7 %	7.8 %	13.9 %	8.6 %
Expense Account	36.9 %	0.0 %	0.0 %	63.1 %
Car Allowance	22.5 %	0.0 %	0.4 %	77.0 %
Bonus	34.0 %	0.0 %	0.0 %	66.0 %
Executive Retirement	19.3 %	0.0 %	0.0 %	80.7 %
Sabbatical	6.6 %	1.6 %	0.8 %	91.0 %
Housing	9.4 %	0.0 %	2.9 %	87.7 %

15 museums reported offering one or more other benefits

Percentages based on responses from 244 museums

For museums with a tax-deferred annuity benefit, 5.6 % is the average percent of salary paid by the museum. Within this group 57.3 % required an employee match distributed as follows:

<u>Ratio</u>	<u>Museums</u>
1/1	32
1/2	8
1/3	0
2/1	13
Other	29

Employee Benefits in Responding Museums

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	41.0%	46.4%	30.2%	16.7%	10.4%	9.5%
One to Three Years	0.0%	4.5%	32.4%	23.0%	15.3%	5.9%
Three to Six Years	0.0%	0.5%	0.5%	32.9%	23.9%	3.6%
Six to Ten Years	0.0%	0.0%	0.5%	1.8%	9.9%	6.3%
More than Ten Years	0.0%	0.0%	0.0%	5.0%	27.5%	30.2%

Percentages based on responses from 222 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 244 responding museums (54.5%). Another 29.1% have a 35-hour work week, and 12.3% have a 37.5-hour week. 4.1% of the responding museums indicated another exempt work period.

Museum Salary Procedures

71.0 % of the responding museums reported having established salary ranges for each position in the museum.

Average Percentage Salary Increase: FY 1987 to 2013

YEAR	75th Percentile	Median	25th Percentile	Mean	# of Museums
2013	3.0 %	2.5 %	2.0 %	2.4 %	242
2012	3.0 %	2.4 %	1.5 %	6.7 %	227
2011	3.0 %	2.0 %	0.0 %	1.9 %	199
2010	2.0 %	0.0 %	0.0 %	1.8 %	101
2009	2.0 %	0.0 %	0.0 %	1.0 %	132
2008	3.8 %	3.0 %	3.0 %	3.3 %	117
2007	4.0 %	3.0 %	3.0 %	3.3 %	167
2006	4.0 %	3.0 %	3.0 %	3.5 %	179
2003	3.0 %	2.5 %	0.0 %	2.3 %	184
2002	4.0 %	3.0 %	2.2 %	2.9 %	159
2001	4.0 %	4.0 %	3.0 %	3.5 %	179
2000	4.3 %	4.0 %	3.0 %	3.9 %	174
1999	4.0 %	3.8 %	3.0 %	3.8 %	163
1998	4.0 %	3.5 %	3.0 %	3.5 %	179
1997	4.0 %	3.5 %	3.0 %	3.5 %	175
1996	4.0 %	3.0 %	3.0 %	3.4 %	177
1995	4.0 %	3.2 %	2.3 %	3.2 %	171
1994	4.0 %	3.5 %	3.0 %	3.3 %	176
1993	4.0 %	3.1 %	2.0 %	3.2 %	175
1992	5.0 %	3.8 %	2.3 %	3.3 %	171
1991	5.0 %	4.0 %	2.4 %	3.8 %	178
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)	69.0 %
Merit (no formal job evaluation system)	10.0 %
Cost of Living	39.7 %
Annual Step Increments	10.9 %
Union Negotiations	12.6 %
Other	13.8 %

Percentages based on responses from 239 museums

DIRECTOR

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
Summary					
ALL MUSEUMS	285,736	205,000	164,500	253,245	235

Region

New England	244,596	190,000	148,000	228,771	29
Mid Atlantic	300,000	226,840	170,000	274,211	56
Midwest	352,000	197,810	160,731	251,892	38
Mountain Plains	402,356	253,050	175,000	282,832	23
Southeast	238,500	190,740	162,390	207,124	43
Western	310,900	211,191	165,000	281,603	33
Canada/Mexico	340,000	226,739	86,806	246,841	12

Operating Budget

\$1,000,000-2,500,000	175,000	145,000	116,000	144,091	35
\$2,500,000-5,000,000	197,863	175,000	155,280	188,114	76
\$5,000,000-7,500,000	255,625	210,063	185,660	222,742	30
\$7,500,000-10,000,000	316,808	250,000	208,638	278,659	23
\$10,000,000-15,000,000	307,538	280,000	253,050	286,125	17
\$15,000,000-20,000,000	442,900	367,000	275,000	372,360	14
Over \$20,000,000	557,810	450,000	318,347	482,655	33

Metropolitan Area Population

Under 100,000	382,000	227,800	174,000	303,948	55
100,000 to 499,999	284,000	210,584	163,083	243,074	32
500,000 to 999,999	287,000	183,000	155,000	243,218	33
1,000,000 to 1,999,999	280,000	200,000	162,225	225,594	44
2,000,000 to 4,999,999	260,000	205,575	166,750	242,439	42
5,000,000 and over	276,753	202,000	156,516	242,260	28

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
Summary					
ALL MUSEUMS	185,851	133,333	102,500	157,205	125

Region

New England	202,589	104,108	95,000	153,302	20
Mid Atlantic	200,000	139,655	118,631	172,461	27
Midwest	215,358	150,440	110,000	171,911	19
Mountain Plains	244,200	158,355	135,000	186,153	9
Southeast	136,475	115,303	91,289	121,654	22
Western	185,851	133,000	92,250	155,976	23
Canada/Mexico	175,100	107,457	43,403	112,853	4

Operating Budget

\$1,000,000-2,500,000	103,000	87,174	72,100	86,628	11
\$2,500,000-5,000,000	120,000	104,268	89,000	106,946	34
\$5,000,000-7,500,000	137,000	119,916	90,454	122,799	12
\$7,500,000-10,000,000	153,000	127,500	102,500	123,033	13
\$10,000,000-15,000,000	188,199	153,220	135,265	160,414	14
\$15,000,000-20,000,000	230,000	185,700	127,600	189,471	12
Over \$20,000,000	295,800	206,938	135,000	228,246	28

Metropolitan Area Population

Under 100,000	220,000	163,659	122,945	182,399	28
100,000 to 499,999	221,450	156,000	110,849	186,100	14
500,000 to 999,999	220,500	133,333	104,268	164,993	14
1,000,000 to 1,999,999	153,000	123,240	100,015	134,648	24
2,000,000 to 4,999,999	150,000	118,329	100,000	141,387	28
5,000,000 and over	165,300	113,500	75,000	141,922	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
Summary					
ALL MUSEUMS	195,063	122,109	81,750	152,025	80

Region

New England	148,000	123,575	74,250	142,945	6
Mid Atlantic	285,600	119,975	89,576	178,671	23
Midwest	157,000	86,310	67,274	138,287	12
Mountain Plains	238,000	202,600	152,213	199,306	7
Southeast	115,000	94,625	70,249	104,772	14
Western	161,000	122,500	110,305	131,192	10
Canada/Mexico	246,978	161,345	41,233	160,957	8

Operating Budget

\$1,000,000-2,500,000	74,250	64,918	55,658	60,357	8
\$2,500,000-5,000,000	111,500	90,000	70,000	101,685	18
\$5,000,000-7,500,000	135,265	115,158	99,000	117,815	10
\$7,500,000-10,000,000	161,000	140,387	95,000	137,699	9
\$10,000,000-15,000,000	175,000	148,000	115,731	160,828	9
\$15,000,000-20,000,000	205,000	141,750	120,000	155,665	7
Over \$20,000,000	377,400	274,097	234,100	286,994	15

Metropolitan Area Population

Under 100,000	254,245	137,694	70,000	175,241	18
100,000 to 499,999	159,587	104,653	85,020	142,444	10
500,000 to 999,999	238,000	185,289	88,100	165,455	11
1,000,000 to 1,999,999	157,000	111,750	76,116	128,070	15
2,000,000 to 4,999,999	154,669	133,620	78,030	140,660	14
5,000,000 and over	343,607	100,200	50,000	157,921	12

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
Summary					
ALL MUSEUMS	61,393	47,228	40,259	53,996	190

Region

New England	60,950	46,336	41,360	49,865	26
Mid Atlantic	69,723	50,763	40,259	57,405	41
Midwest	58,140	48,000	38,625	52,996	32
Mountain Plains	61,393	43,470	39,819	51,596	18
Southeast	53,000	45,600	37,950	46,666	35
Western	65,000	54,855	43,782	56,496	27
Canada/Mexico	88,305	47,500	13,400	73,008	10

Operating Budget

\$1,000,000-2,500,000	45,000	40,630	29,870	41,297	23
\$2,500,000-5,000,000	50,000	44,391	38,347	50,968	60
\$5,000,000-7,500,000	59,410	49,100	40,000	50,426	26
\$7,500,000-10,000,000	55,000	46,150	35,700	44,440	19
\$10,000,000-15,000,000	56,000	50,763	45,000	52,643	14
\$15,000,000-20,000,000	70,000	58,140	48,000	60,712	13
Over \$20,000,000	84,233	70,000	55,172	75,503	30

Metropolitan Area Population

Under 100,000	65,000	47,000	41,360	53,599	51
100,000 to 499,999	70,000	51,327	41,921	56,133	31
500,000 to 999,999	61,000	49,966	40,400	51,515	27
1,000,000 to 1,999,999	51,000	46,583	38,625	47,025	32
2,000,000 to 4,999,999	53,000	45,250	37,479	51,812	27
5,000,000 and over	70,794	51,175	36,050	65,313	22

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
Summary					
ALL MUSEUMS	124,343	91,679	69,904	110,933	157

Region

New England	134,431	97,000	80,000	128,401	18
Mid Atlantic	143,000	93,800	78,000	129,525	35
Midwest	112,756	89,921	67,600	90,769	29
Mountain Plains	186,487	93,830	75,231	135,107	14
Southeast	96,500	76,763	61,650	88,616	28
Western	105,000	91,483	67,277	104,368	24
Canada/Mexico	133,900	118,230	35,552	115,505	8

Operating Budget

\$1,000,000-2,500,000	75,000	61,650	42,300	60,719	15
\$2,500,000-5,000,000	88,740	77,061	60,003	78,800	55
\$5,000,000-7,500,000	105,040	93,415	79,567	92,368	17
\$7,500,000-10,000,000	138,000	106,090	92,250	106,159	18
\$10,000,000-15,000,000	130,000	95,000	84,589	124,203	12
\$15,000,000-20,000,000	140,000	113,049	96,900	116,466	8
Over \$20,000,000	239,292	180,000	116,276	201,000	29

Metropolitan Area Population

Under 100,000	180,000	118,145	79,050	140,132	34
100,000 to 499,999	113,022	92,500	75,231	95,462	25
500,000 to 999,999	144,140	102,000	61,650	108,668	22
1,000,000 to 1,999,999	97,000	86,000	66,303	95,376	28
2,000,000 to 4,999,999	135,197	88,740	75,000	112,495	25
5,000,000 and over	109,807	83,545	56,700	108,581	21

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
Summary					
ALL MUSEUMS	84,634	62,000	45,266	69,121	138

Region

New England	84,634	58,112	54,226	70,714	14
Mid Atlantic	95,000	70,000	50,443	79,501	36
Midwest	85,000	59,101	45,145	69,287	18
Mountain Plains	90,000	60,919	37,440	71,262	12
Southeast	68,295	45,900	35,853	51,941	25
Western	83,382	67,225	49,150	73,736	25
Canada/Mexico	86,445	49,388	21,702	56,192	8

Operating Budget

\$1,000,000-2,500,000	45,145	41,500	36,571	50,984	7
\$2,500,000-5,000,000	56,822	45,500	32,000	45,983	36
\$5,000,000-7,500,000	61,800	50,250	38,480	55,870	21
\$7,500,000-10,000,000	82,821	67,448	57,984	67,274	15
\$10,000,000-15,000,000	85,000	76,365	58,958	74,695	11
\$15,000,000-20,000,000	85,000	77,265	49,440	71,792	13
Over \$20,000,000	135,000	89,802	68,295	104,050	33

Metropolitan Area Population

Under 100,000	100,000	71,201	49,150	81,559	34
100,000 to 499,999	85,000	62,000	48,418	69,994	23
500,000 to 999,999	83,000	58,191	43,500	60,891	21
1,000,000 to 1,999,999	65,000	49,142	37,000	57,576	22
2,000,000 to 4,999,999	93,526	66,763	47,124	71,835	22
5,000,000 and over	82,000	65,000	46,431	66,716	16

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
Summary					
ALL MUSEUMS	140,000	103,000	76,248	120,128	172

Region

New England	140,000	106,088	74,675	124,800	16
Mid Atlantic	155,040	100,687	75,000	125,793	41
Midwest	148,332	106,111	76,248	123,220	24
Mountain Plains	127,010	107,040	75,748	106,287	21
Southeast	120,000	90,000	65,340	100,115	33
Western	150,000	122,500	90,000	125,292	28
Canada/Mexico	260,000	183,070	87,500	184,050	8

Operating Budget

\$1,000,000-2,500,000	80,000	72,000	55,000	70,453	17
\$2,500,000-5,000,000	100,000	80,325	65,500	87,791	54
\$5,000,000-7,500,000	121,783	105,000	83,705	102,554	25
\$7,500,000-10,000,000	140,000	116,811	102,500	119,029	22
\$10,000,000-15,000,000	145,000	132,438	105,211	129,760	15
\$15,000,000-20,000,000	193,600	164,250	150,000	168,915	9
Over \$20,000,000	250,000	187,559	125,000	197,561	28

Metropolitan Area Population

Under 100,000	165,000	121,783	78,750	141,388	39
100,000 to 499,999	125,000	100,960	75,748	114,909	28
500,000 to 999,999	153,000	108,080	75,000	121,032	24
1,000,000 to 1,999,999	122,100	86,667	63,850	97,243	33
2,000,000 to 4,999,999	127,010	105,540	99,412	115,326	28
5,000,000 and over	160,000	127,504	92,700	132,373	20

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
Summary					
ALL MUSEUMS	75,000	58,000	46,661	63,630	140

Region

New England	79,100	59,020	49,500	65,202	14
Mid Atlantic	88,000	64,548	46,000	71,829	36
Midwest	76,847	69,170	54,947	65,912	24
Mountain Plains	56,500	51,000	42,000	51,766	13
Southeast	60,000	50,000	42,000	51,105	24
Western	85,000	63,870	46,661	66,401	25
Canada/Mexico	107,749	80,055	61,508	82,342	4

Operating Budget

\$1,000,000-2,500,000	54,947	41,184	36,000	43,476	7
\$2,500,000-5,000,000	58,000	48,400	42,000	51,997	40
\$5,000,000-7,500,000	60,900	54,800	45,900	57,783	20
\$7,500,000-10,000,000	68,979	57,000	46,661	63,106	16
\$10,000,000-15,000,000	72,520	64,774	49,440	62,867	16
\$15,000,000-20,000,000	100,904	78,000	62,830	81,382	13
Over \$20,000,000	90,000	70,043	60,000	79,184	27

Metropolitan Area Population

Under 100,000	101,484	65,000	52,000	76,604	32
100,000 to 499,999	66,950	54,774	43,255	56,567	23
500,000 to 999,999	71,250	55,253	47,300	59,146	20
1,000,000 to 1,999,999	60,000	52,000	42,000	53,519	28
2,000,000 to 4,999,999	80,000	61,645	47,507	64,706	19
5,000,000 and over	85,000	69,360	42,000	67,070	18

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
Summary					
ALL MUSEUMS	61,709	43,605	35,000	49,467	146

Region

New England	60,366	45,902	41,350	51,249	14
Mid Atlantic	61,709	42,000	37,000	48,422	43
Midwest	58,100	50,000	31,000	48,938	23
Mountain Plains	70,000	52,784	40,000	53,490	13
Southeast	61,700	37,989	33,575	47,727	25
Western	60,792	45,610	37,836	50,688	25
Canada/Mexico	63,078	52,792	42,505	52,792	2

Operating Budget

\$1,000,000-2,500,000	40,000	34,500	29,240	36,270	14
\$2,500,000-5,000,000	42,000	39,000	30,000	39,424	35
\$5,000,000-7,500,000	52,331	40,055	35,000	44,946	24
\$7,500,000-10,000,000	64,379	44,645	37,836	48,011	20
\$10,000,000-15,000,000	69,652	52,022	40,000	55,161	12
\$15,000,000-20,000,000	61,700	44,369	37,500	49,124	12
Over \$20,000,000	72,800	60,792	45,181	63,475	27

Metropolitan Area Population

Under 100,000	60,366	42,000	37,000	47,442	32
100,000 to 499,999	46,350	41,454	37,500	44,541	21
500,000 to 999,999	60,600	42,743	37,000	49,431	20
1,000,000 to 1,999,999	53,153	40,000	32,141	45,145	22
2,000,000 to 4,999,999	69,652	49,480	41,174	55,870	31
5,000,000 and over	70,794	50,000	34,000	53,862	19

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
Summary					
ALL MUSEUMS	112,000	80,000	62,050	90,518	61

Region

New England	159,326	111,453	72,500	113,683	4
Mid Atlantic	165,000	113,500	66,300	118,413	16
Midwest	75,000	71,360	48,500	64,517	12
Mountain Plains	92,884	77,200	62,050	76,567	6
Southeast	100,000	75,000	52,500	75,115	11
Western	103,740	88,564	62,400	88,601	10
Canada/Mexico	112,894	107,197	101,500	107,197	2

Operating Budget

\$1,000,000-2,500,000	65,677	52,280	51,500	56,486	3
\$2,500,000-5,000,000	73,500	60,000	34,778	62,520	8
\$5,000,000-7,500,000	72,500	52,500	48,500	56,619	8
\$7,500,000-10,000,000	87,127	78,040	57,000	74,758	7
\$10,000,000-15,000,000	80,000	75,000	55,000	70,053	7
\$15,000,000-20,000,000	180,000	112,000	77,200	123,067	3
Over \$20,000,000	150,000	107,500	85,850	117,227	23

Metropolitan Area Population

Under 100,000	159,326	113,500	51,500	109,913	15
100,000 to 499,999	100,000	88,564	70,000	83,246	9
500,000 to 999,999	101,500	85,900	75,000	86,247	9
1,000,000 to 1,999,999	80,000	73,500	55,000	72,175	13
2,000,000 to 4,999,999	125,357	71,800	60,000	82,081	8
5,000,000 and over	150,000	92,925	45,000	99,553	7

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
Summary					
ALL MUSEUMS	100,280	83,082	63,813	90,742	105

Region

New England	98,213	87,500	57,800	85,700	12
Mid Atlantic	122,000	96,000	74,282	110,362	24
Midwest	105,000	89,217	66,830	91,938	17
Mountain Plains	88,400	75,000	61,818	77,764	11
Southeast	90,000	66,733	47,000	74,501	16
Western	100,000	75,000	60,000	85,693	19
Canada/Mexico	126,875	111,800	96,495	107,113	6

Operating Budget

\$1,000,000-2,500,000	66,042	66,042	n.d.	66,042	1
\$2,500,000-5,000,000	62,338	52,500	43,000	58,315	12
\$5,000,000-7,500,000	65,379	61,818	49,000	59,999	16
\$7,500,000-10,000,000	82,000	74,260	63,700	75,232	14
\$10,000,000-15,000,000	96,200	86,361	78,966	85,872	16
\$15,000,000-20,000,000	100,859	93,992	75,000	91,669	12
Over \$20,000,000	150,000	119,123	88,434	128,740	30

Metropolitan Area Population

Under 100,000	122,000	90,000	65,000	104,859	26
100,000 to 499,999	104,305	84,000	47,000	87,060	14
500,000 to 999,999	100,000	85,266	64,260	84,989	17
1,000,000 to 1,999,999	90,000	72,336	61,540	76,663	17
2,000,000 to 4,999,999	100,000	77,263	63,813	92,124	20
5,000,000 and over	97,333	84,974	60,000	89,721	12

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
Summary					
ALL MUSEUMS	116,000	92,825	63,360	100,955	73

Region

New England	102,000	100,900	36,071	94,694	5
Mid Atlantic	135,865	106,186	74,224	121,505	26
Midwest	130,000	103,000	66,300	109,438	10
Mountain Plains	100,000	95,900	73,600	94,141	8
Southeast	94,200	73,000	49,674	79,781	11
Western	134,550	83,133	62,000	94,026	10
Canada/Mexico	108,102	31,031	16,276	46,610	3

Operating Budget

\$1,000,000-2,500,000	45,259	45,259	n.d.	45,259	1
\$2,500,000-5,000,000	65,300	59,500	46,000	61,932	13
\$5,000,000-7,500,000	83,133	69,900	40,000	68,091	7
\$7,500,000-10,000,000	115,000	64,830	21,702	64,642	7
\$10,000,000-15,000,000	90,000	73,612	66,300	77,419	10
\$15,000,000-20,000,000	112,721	100,000	82,500	103,293	8
Over \$20,000,000	180,000	132,275	102,000	150,779	25

Metropolitan Area Population

Under 100,000	140,000	114,769	82,500	126,719	18
100,000 to 499,999	180,000	130,250	97,391	135,730	6
500,000 to 999,999	97,800	90,359	59,500	82,035	11
1,000,000 to 1,999,999	100,000	70,000	56,650	76,343	11
2,000,000 to 4,999,999	104,050	74,224	52,905	90,730	13
5,000,000 and over	116,000	96,232	62,000	96,456	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
Summary					
ALL MUSEUMS	83,520	69,426	53,822	71,883	86

Region

New England	77,400	68,200	48,068	65,381	12
Mid Atlantic	89,033	79,561	56,656	81,735	24
Midwest	77,760	64,544	49,466	66,521	14
Mountain Plains	71,600	69,426	41,820	61,241	6
Southeast	75,251	61,054	54,000	68,599	10
Western	84,510	61,296	48,000	67,865	16
Canada/Mexico	98,816	97,039	80,000	91,952	3

Operating Budget

\$1,000,000-2,500,000	40,840	35,110	30,573	39,036	5
\$2,500,000-5,000,000	61,296	49,733	43,775	55,910	13
\$5,000,000-7,500,000	69,000	57,129	43,700	57,525	12
\$7,500,000-10,000,000	77,000	65,100	53,000	66,238	17
\$10,000,000-15,000,000	80,000	63,990	60,000	67,987	8
\$15,000,000-20,000,000	84,872	80,086	62,000	76,745	9
Over \$20,000,000	99,045	84,015	75,000	97,182	21

Metropolitan Area Population

Under 100,000	84,510	74,282	55,000	73,394	28
100,000 to 499,999	90,670	68,713	48,068	68,353	13
500,000 to 999,999	83,520	70,900	61,296	71,458	10
1,000,000 to 1,999,999	77,760	60,000	48,000	62,475	13
2,000,000 to 4,999,999	75,000	61,390	53,000	67,732	16
5,000,000 and over	107,000	84,078	72,420	95,668	7

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
Summary					
ALL MUSEUMS	78,700	57,934	43,077	63,099	67

Region

New England	66,950	59,000	41,442	64,588	5
Mid Atlantic	89,800	75,684	50,000	73,421	19
Midwest	72,500	51,278	39,000	58,873	15
Mountain Plains	80,300	62,673	43,077	62,181	3
Southeast	61,500	47,325	39,000	51,141	10
Western	72,500	53,000	38,000	55,771	11
Canada/Mexico	77,440	67,249	63,815	72,554	4

Operating Budget

\$1,000,000-2,500,000	46,925	46,925	n.d.	46,925	1
\$2,500,000-5,000,000	43,230	39,721	30,000	43,139	8
\$5,000,000-7,500,000	53,000	46,646	36,400	52,478	7
\$7,500,000-10,000,000	55,000	46,176	43,077	49,769	8
\$10,000,000-15,000,000	90,000	48,412	39,000	57,956	8
\$15,000,000-20,000,000	79,831	65,749	61,500	65,905	10
Over \$20,000,000	89,800	76,000	59,000	78,721	23

Metropolitan Area Population

Under 100,000	84,000	69,628	55,000	74,337	17
100,000 to 499,999	76,000	67,588	46,646	65,239	10
500,000 to 999,999	77,440	61,500	43,077	59,142	13
1,000,000 to 1,999,999	47,300	41,890	36,000	43,673	8
2,000,000 to 4,999,999	84,003	50,307	45,000	61,530	9
5,000,000 and over	90,015	67,706	39,000	65,717	10

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
Summary					
ALL MUSEUMS	48,450	41,079	36,500	44,599	53

Region

New England	51,800	42,000	33,293	42,364	3
Mid Atlantic	54,075	42,878	37,325	51,047	14
Midwest	44,500	42,448	40,000	42,132	7
Mountain Plains	43,000	40,014	36,998	43,530	6
Southeast	42,203	38,478	30,900	35,682	12
Western	50,000	36,946	33,000	42,420	9
Canada/Mexico	93,129	78,502	63,875	78,502	2

Operating Budget

\$1,000,000-2,500,000	33,500	33,500	n.d.	33,500	1
\$2,500,000-5,000,000	42,000	37,136	30,900	35,033	10
\$5,000,000-7,500,000	41,000	38,666	35,000	38,245	7
\$7,500,000-10,000,000	42,448	41,158	33,500	38,233	7
\$10,000,000-15,000,000	36,500	34,750	33,000	34,750	2
\$15,000,000-20,000,000	44,000	39,610	35,016	39,668	6
Over \$20,000,000	57,971	50,000	40,300	53,930	18

Metropolitan Area Population

Under 100,000	57,971	48,450	35,016	49,948	11
100,000 to 499,999	50,188	42,500	40,300	45,379	7
500,000 to 999,999	44,000	40,000	36,946	45,549	10
1,000,000 to 1,999,999	40,014	35,525	30,900	35,052	9
2,000,000 to 4,999,999	42,755	41,579	36,500	42,231	10
5,000,000 and over	48,458	41,688	36,720	50,410	6

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
Summary					
ALL MUSEUMS	48,000	38,000	32,790	43,047	155

Region

New England	48,000	40,061	35,308	44,668	19
Mid Atlantic	48,632	38,990	32,000	45,388	34
Midwest	61,037	42,753	34,500	45,591	23
Mountain Plains	54,900	35,000	30,000	43,949	19
Southeast	43,000	36,000	33,000	37,447	27
Western	44,000	38,539	32,117	39,365	26
Canada/Mexico	60,298	45,394	40,000	47,944	6

Operating Budget

\$1,000,000-2,500,000	35,126	31,348	24,000	29,371	12
\$2,500,000-5,000,000	42,000	36,738	33,000	38,409	48
\$5,000,000-7,500,000	43,000	36,500	30,000	37,256	23
\$7,500,000-10,000,000	48,632	40,500	33,292	41,664	18
\$10,000,000-15,000,000	54,900	40,000	32,000	44,881	15
\$15,000,000-20,000,000	51,418	38,000	32,000	43,132	12
Over \$20,000,000	86,000	54,332	43,361	60,156	25

Metropolitan Area Population

Under 100,000	47,840	38,500	35,000	43,124	38
100,000 to 499,999	45,100	38,000	30,000	40,519	27
500,000 to 999,999	45,394	38,000	34,400	41,852	17
1,000,000 to 1,999,999	55,164	36,000	32,000	44,755	34
2,000,000 to 4,999,999	48,632	36,525	31,000	41,040	25
5,000,000 and over	58,511	44,000	34,000	48,579	14

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
Summary					
ALL MUSEUMS	65,276	50,184	41,506	57,848	163

Region

New England	63,803	50,467	40,055	52,557	18
Mid Atlantic	94,559	61,500	45,000	73,643	36
Midwest	65,276	49,762	38,000	53,786	28
Mountain Plains	59,155	50,000	43,000	61,167	19
Southeast	51,900	43,880	36,000	46,903	29
Western	65,000	51,250	45,566	54,655	25
Canada/Mexico	71,400	55,492	45,000	54,990	7

Operating Budget

\$1,000,000-2,500,000	45,147	42,000	24,398	38,791	13
\$2,500,000-5,000,000	46,350	41,663	35,000	45,633	48
\$5,000,000-7,500,000	55,492	47,880	40,000	48,164	25
\$7,500,000-10,000,000	62,000	52,783	50,123	58,463	17
\$10,000,000-15,000,000	65,000	60,396	51,500	63,824	16
\$15,000,000-20,000,000	90,000	58,000	50,000	74,700	13
Over \$20,000,000	90,344	70,700	55,500	81,119	27

Metropolitan Area Population

Under 100,000	70,000	50,244	41,252	62,976	41
100,000 to 499,999	54,347	46,350	42,257	52,524	27
500,000 to 999,999	61,202	49,200	39,000	51,974	21
1,000,000 to 1,999,999	65,276	45,325	38,648	54,096	31
2,000,000 to 4,999,999	73,000	52,238	46,284	58,623	26
5,000,000 and over	74,560	61,500	42,522	67,191	17

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
Summary					
ALL MUSEUMS	148,510	100,000	67,749	122,506	67

Region

New England	197,676	128,211	85,000	135,455	7
Mid Atlantic	166,251	111,000	80,000	156,242	16
Midwest	132,600	73,597	53,060	97,625	12
Mountain Plains	174,138	84,050	57,290	115,156	8
Southeast	95,790	90,000	65,000	95,977	12
Western	200,850	151,750	82,416	155,453	8
Canada/Mexico	117,244	100,000	37,978	84,159	4

Operating Budget

\$1,000,000-2,500,000	95,790	79,644	45,000	73,478	3
\$2,500,000-5,000,000	67,749	64,800	53,967	67,977	14
\$5,000,000-7,500,000	95,500	94,000	80,080	91,316	5
\$7,500,000-10,000,000	85,000	80,000	45,573	86,463	8
\$10,000,000-15,000,000	128,211	110,340	69,010	102,426	8
\$15,000,000-20,000,000	166,251	162,365	72,600	140,790	5
Over \$20,000,000	267,030	157,500	103,022	188,586	23

Metropolitan Area Population

Under 100,000	197,676	97,895	67,749	135,711	20
100,000 to 499,999	200,850	94,750	80,080	134,608	8
500,000 to 999,999	174,138	114,622	55,500	115,156	11
1,000,000 to 1,999,999	140,000	80,000	66,000	95,000	11
2,000,000 to 4,999,999	108,680	85,000	65,000	108,555	9
5,000,000 and over	148,510	118,830	64,800	134,800	9

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
Summary					
ALL MUSEUMS	91,520	65,942	50,000	77,498	130

Region

New England	91,520	72,500	49,500	73,071	15
Mid Atlantic	119,238	80,000	50,000	100,270	27
Midwest	76,000	58,345	50,000	67,270	26
Mountain Plains	82,251	58,000	51,000	65,029	10
Southeast	81,357	60,052	45,000	71,347	23
Western	89,000	65,584	50,000	71,194	23
Canada/Mexico	120,000	106,482	57,135	94,449	6

Operating Budget

\$1,000,000-2,500,000	50,075	44,810	41,000	46,603	14
\$2,500,000-5,000,000	62,738	50,000	43,472	53,193	38
\$5,000,000-7,500,000	72,500	65,000	54,600	64,853	18
\$7,500,000-10,000,000	89,000	80,000	65,000	75,444	14
\$10,000,000-15,000,000	92,715	80,000	59,190	81,958	9
\$15,000,000-20,000,000	135,000	112,913	76,000	117,236	8
Over \$20,000,000	165,000	102,434	91,035	125,130	26

Metropolitan Area Population

Under 100,000	129,232	84,500	46,046	99,687	30
100,000 to 499,999	77,250	60,000	45,000	67,955	18
500,000 to 999,999	98,000	70,730	45,000	76,626	24
1,000,000 to 1,999,999	72,500	63,000	52,000	65,073	24
2,000,000 to 4,999,999	85,000	78,626	57,264	76,703	22
5,000,000 and over	70,019	56,856	50,000	66,350	12

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
Summary					
ALL MUSEUMS	76,500	59,977	43,260	67,723	121

Region

New England	70,616	62,776	54,080	71,695	13
Mid Atlantic	90,416	69,363	50,000	80,501	35
Midwest	70,000	47,858	37,575	53,132	17
Mountain Plains	82,500	76,050	41,000	67,940	12
Southeast	57,000	44,592	40,000	46,555	20
Western	85,000	59,953	48,750	68,761	14
Canada/Mexico	70,000	62,101	49,000	82,063	10

Operating Budget

\$1,000,000-2,500,000	65,000	43,155	39,000	47,757	12
\$2,500,000-5,000,000	55,488	43,260	39,655	54,476	30
\$5,000,000-7,500,000	70,616	50,147	41,600	56,500	7
\$7,500,000-10,000,000	76,050	59,953	52,500	66,033	15
\$10,000,000-15,000,000	79,960	68,957	49,000	66,305	14
\$15,000,000-20,000,000	82,500	58,688	45,000	63,826	10
Over \$20,000,000	99,200	75,128	62,101	90,241	31

Metropolitan Area Population

Under 100,000	91,080	63,445	54,147	81,350	25
100,000 to 499,999	82,500	53,059	41,000	56,861	16
500,000 to 999,999	69,000	57,943	42,024	60,259	16
1,000,000 to 1,999,999	70,616	48,179	41,002	55,258	16
2,000,000 to 4,999,999	74,260	56,229	44,878	64,820	27
5,000,000 and over	82,824	65,000	41,000	79,965	20

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
Summary					
ALL MUSEUMS	62,835	48,500	40,000	56,993	184

Region

New England	62,835	50,000	43,000	55,559	22
Mid Atlantic	82,830	58,115	37,000	69,424	43
Midwest	61,920	45,000	38,002	54,123	32
Mountain Plains	57,000	47,211	40,998	50,942	21
Southeast	50,000	44,729	37,000	46,444	32
Western	65,000	53,383	42,258	58,070	26
Canada/Mexico	76,500	57,565	23,872	58,144	8

Operating Budget

\$1,000,000-2,500,000	40,998	36,070	24,946	34,684	17
\$2,500,000-5,000,000	48,601	44,458	31,700	43,253	55
\$5,000,000-7,500,000	50,000	45,520	37,406	46,035	24
\$7,500,000-10,000,000	55,008	48,884	44,547	48,172	21
\$10,000,000-15,000,000	63,000	57,840	50,003	56,565	15
\$15,000,000-20,000,000	83,640	62,835	47,650	66,770	13
Over \$20,000,000	110,000	83,000	62,000	97,664	34

Metropolitan Area Population

Under 100,000	76,595	50,000	43,249	65,365	47
100,000 to 499,999	64,575	48,000	33,000	58,678	29
500,000 to 999,999	50,984	45,000	35,800	49,145	25
1,000,000 to 1,999,999	60,000	45,000	40,625	49,685	31
2,000,000 to 4,999,999	63,000	50,117	40,000	53,763	33
5,000,000 and over	70,000	55,500	27,040	59,428	19

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
Summary					
ALL MUSEUMS	52,000	41,000	33,280	44,783	97

Region

New England	56,800	45,099	37,000	48,660	7
Mid Atlantic	55,855	49,828	38,760	48,177	18
Midwest	44,762	37,847	31,930	38,364	18
Mountain Plains	49,660	44,000	31,800	44,280	9
Southeast	52,000	39,635	30,070	48,433	20
Western	53,427	44,348	33,792	45,449	19
Canada/Mexico	65,356	23,872	9,526	37,438	6

Operating Budget

\$1,000,000-2,500,000	40,841	17,618	9,526	22,662	3
\$2,500,000-5,000,000	44,000	37,000	28,927	44,807	19
\$5,000,000-7,500,000	52,000	40,975	28,836	41,111	15
\$7,500,000-10,000,000	45,099	38,000	30,070	36,471	9
\$10,000,000-15,000,000	53,427	38,370	33,500	45,672	11
\$15,000,000-20,000,000	48,151	41,000	34,000	41,857	11
Over \$20,000,000	61,787	51,631	43,014	52,333	26

Metropolitan Area Population

Under 100,000	55,855	41,608	33,200	44,812	23
100,000 to 499,999	53,427	47,653	36,000	53,667	18
500,000 to 999,999	45,682	42,850	30,000	41,813	10
1,000,000 to 1,999,999	44,000	39,270	33,792	38,651	17
2,000,000 to 4,999,999	52,000	43,677	33,500	46,595	16
5,000,000 and over	56,800	38,760	20,800	39,772	14

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.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Summary					
ALL MUSEUMS	140,000	95,000	75,000	114,452	159

Region

New England	155,000	95,000	76,400	106,326	21
Mid Atlantic	155,500	102,000	70,376	126,166	40
Midwest	130,265	86,999	76,500	104,131	25
Mountain Plains	150,000	117,605	87,400	122,845	12
Southeast	106,770	80,150	70,500	90,204	32
Western	155,641	131,500	90,000	133,232	20
Canada/Mexico	150,680	125,000	65,105	131,231	9

Operating Budget

\$1,000,000-2,500,000	70,376	63,800	58,005	65,806	18
\$2,500,000-5,000,000	90,000	80,000	70,000	89,698	49
\$5,000,000-7,500,000	121,000	91,380	74,851	96,138	20
\$7,500,000-10,000,000	130,000	109,990	90,000	118,172	19
\$10,000,000-15,000,000	155,500	135,870	92,700	133,826	11
\$15,000,000-20,000,000	160,650	139,999	96,000	138,349	13
Over \$20,000,000	210,120	155,851	128,000	170,804	25

Metropolitan Area Population

Under 100,000	203,000	116,725	83,369	141,109	40
100,000 to 499,999	129,750	90,760	71,212	106,051	24
500,000 to 999,999	147,700	106,770	68,000	105,166	21
1,000,000 to 1,999,999	110,250	82,500	71,648	93,111	29
2,000,000 to 4,999,999	116,084	93,000	79,000	106,800	26
5,000,000 and over	156,060	122,584	70,000	128,476	17

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
Summary					
ALL MUSEUMS	100,000	78,672	61,836	86,999	153

Region

New England	101,418	84,987	72,846	86,219	18
Mid Atlantic	113,000	83,640	68,040	94,644	40
Midwest	94,592	76,491	58,601	83,343	26
Mountain Plains	98,358	78,373	60,222	82,284	15
Southeast	88,500	64,847	54,000	71,578	25
Western	109,612	85,356	60,000	96,735	21
Canada/Mexico	125,775	92,822	62,803	93,070	8

Operating Budget

\$1,000,000-2,500,000	83,604	70,141	56,000	69,243	12
\$2,500,000-5,000,000	77,152	64,990	54,000	71,102	41
\$5,000,000-7,500,000	76,988	64,000	47,689	65,239	21
\$7,500,000-10,000,000	90,177	78,672	62,046	76,777	17
\$10,000,000-15,000,000	103,000	81,600	72,876	90,346	14
\$15,000,000-20,000,000	105,693	94,015	80,000	96,737	12
Over \$20,000,000	135,252	104,989	89,626	115,317	33

Metropolitan Area Population

Under 100,000	101,418	85,356	66,777	92,884	36
100,000 to 499,999	105,000	77,000	64,980	90,875	24
500,000 to 999,999	100,000	76,836	66,666	82,966	20
1,000,000 to 1,999,999	89,626	73,944	58,601	75,934	29
2,000,000 to 4,999,999	100,000	80,800	53,185	84,860	24
5,000,000 and over	126,208	89,547	60,232	94,131	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
Summary					
ALL MUSEUMS	86,300	70,000	52,000	72,674	91

Region

New England	93,495	70,000	51,500	73,075	11
Mid Atlantic	92,400	73,550	60,455	77,178	20
Midwest	88,333	60,973	50,923	69,743	13
Mountain Plains	84,779	56,700	51,500	67,708	12
Southeast	68,263	53,000	49,397	56,712	14
Western	84,774	72,747	58,973	73,412	17
Canada/Mexico	118,787	114,855	50,500	114,047	4

Operating Budget

\$1,000,000-2,500,000	60,973	58,370	50,693	56,240	9
\$2,500,000-5,000,000	60,000	50,965	47,110	60,750	25
\$5,000,000-7,500,000	70,000	56,022	52,000	63,023	9
\$7,500,000-10,000,000	81,571	69,554	50,000	69,665	9
\$10,000,000-15,000,000	90,952	71,500	57,680	76,707	9
\$15,000,000-20,000,000	93,495	84,774	73,379	83,491	7
Over \$20,000,000	97,000	82,008	72,100	87,449	22

Metropolitan Area Population

Under 100,000	84,774	75,000	52,492	74,220	22
100,000 to 499,999	90,918	72,050	50,693	71,096	12
500,000 to 999,999	100,000	71,000	56,560	77,870	10
1,000,000 to 1,999,999	70,000	53,149	50,000	60,722	14
2,000,000 to 4,999,999	71,293	60,455	49,571	64,522	22
5,000,000 and over	110,618	96,360	71,300	99,305	11

CURATOR D / ASSOCIATE CURATOR

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	70,500	56,300	47,000	58,195	108

Region

New England	78,610	60,700	47,792	62,499	12
Mid Atlantic	77,300	57,139	47,250	61,857	30
Midwest	62,568	55,000	50,000	55,805	18
Mountain Plains	67,000	56,000	50,000	55,887	10
Southeast	50,000	40,157	38,000	43,527	17
Western	79,058	62,020	55,000	65,305	17
Canada/Mexico	85,429	48,186	18,446	50,156	4

Operating Budget

\$1,000,000-2,500,000	58,500	42,300	27,226	42,114	8
\$2,500,000-5,000,000	56,734	47,037	38,000	46,670	25
\$5,000,000-7,500,000	62,040	52,106	44,259	52,614	14
\$7,500,000-10,000,000	63,840	51,250	40,000	51,354	16
\$10,000,000-15,000,000	58,500	55,004	50,000	55,615	6
\$15,000,000-20,000,000	77,300	65,979	52,000	66,887	8
Over \$20,000,000	79,518	67,000	55,740	68,944	29

Metropolitan Area Population

Under 100,000	74,620	64,285	52,106	64,001	21
100,000 to 499,999	68,250	55,000	44,259	57,640	22
500,000 to 999,999	73,400	59,000	38,400	57,748	13
1,000,000 to 1,999,999	55,000	50,249	44,777	50,691	15
2,000,000 to 4,999,999	63,380	56,100	40,800	53,184	22
5,000,000 and over	84,855	70,590	50,000	65,497	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
Summary					
ALL MUSEUMS	54,467	46,392	39,000	48,027	83

Region

New England	59,000	45,209	34,672	48,356	16
Mid Atlantic	54,000	47,868	43,260	51,028	21
Midwest	50,000	43,157	36,757	43,633	16
Mountain Plains	56,100	47,085	39,102	47,580	7
Southeast	40,000	39,000	30,000	37,973	7
Western	54,467	50,448	36,000	50,415	13
Canada/Mexico	64,446	59,145	48,010	60,528	3

Operating Budget

\$1,000,000-2,500,000	48,960	45,696	35,000	42,842	6
\$2,500,000-5,000,000	63,000	43,860	37,500	54,347	14
\$5,000,000-7,500,000	40,000	38,467	36,000	38,284	8
\$7,500,000-10,000,000	45,209	42,000	32,253	41,213	8
\$10,000,000-15,000,000	52,000	42,227	39,000	45,389	9
\$15,000,000-20,000,000	51,030	48,537	34,650	45,573	7
Over \$20,000,000	56,000	50,000	43,050	50,944	28

Metropolitan Area Population

Under 100,000	54,467	48,057	42,696	48,920	22
100,000 to 499,999	53,576	43,155	38,500	47,001	11
500,000 to 999,999	61,200	48,010	35,500	47,345	13
1,000,000 to 1,999,999	47,085	39,782	32,253	40,293	10
2,000,000 to 4,999,999	54,900	47,630	39,035	50,744	17
5,000,000 and over	59,500	51,351	44,000	51,536	10

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
Summary					
ALL MUSEUMS	41,784	35,000	30,000	37,467	138

Region

New England	42,000	35,000	27,845	38,097	21
Mid Atlantic	43,616	35,636	32,212	38,326	35
Midwest	40,349	34,218	29,903	36,465	19
Mountain Plains	39,780	32,750	28,000	33,759	13
Southeast	35,000	32,000	27,040	31,320	21
Western	45,000	37,232	32,300	39,084	22
Canada/Mexico	67,249	51,800	42,115	50,661	7

Operating Budget

\$1,000,000-2,500,000	38,000	33,606	29,870	35,851	14
\$2,500,000-5,000,000	39,780	32,614	27,845	33,602	32
\$5,000,000-7,500,000	35,568	32,000	25,771	32,759	19
\$7,500,000-10,000,000	39,000	34,632	29,714	35,596	16
\$10,000,000-15,000,000	42,000	34,038	28,519	37,338	14
\$15,000,000-20,000,000	44,990	38,000	30,000	40,169	10
Over \$20,000,000	48,709	38,706	33,700	42,011	30

Metropolitan Area Population

Under 100,000	42,600	37,232	32,800	38,300	35
100,000 to 499,999	41,165	33,578	29,870	36,092	19
500,000 to 999,999	51,600	35,333	27,997	41,479	21
1,000,000 to 1,999,999	35,568	33,000	28,519	33,166	24
2,000,000 to 4,999,999	39,000	34,320	29,279	34,611	23
5,000,000 and over	51,630	40,000	30,600	41,288	17

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	66,560	50,500	40,881	58,313	77

Region

New England	63,180	53,166	40,881	51,692	9
Mid Atlantic	83,022	68,000	46,967	69,758	20
Midwest	59,230	45,838	37,000	50,048	13
Mountain Plains	51,581	46,441	35,000	51,933	10
Southeast	46,325	40,000	35,000	41,231	8
Western	65,000	53,328	39,103	56,360	9
Canada/Mexico	67,249	59,146	57,000	80,295	8

Operating Budget

\$1,000,000-2,500,000	49,225	36,642	32,000	39,289	3
\$2,500,000-5,000,000	89,846	43,500	40,000	77,046	13
\$5,000,000-7,500,000	46,325	45,485	30,736	40,329	5
\$7,500,000-10,000,000	54,331	39,450	25,000	40,065	7
\$10,000,000-15,000,000	57,965	51,050	36,900	49,352	10
\$15,000,000-20,000,000	106,839	64,919	38,800	67,743	6
Over \$20,000,000	70,794	56,013	45,143	60,039	31

Metropolitan Area Population

Under 100,000	84,064	65,659	50,500	68,385	15
100,000 to 499,999	59,230	46,559	45,000	52,609	12
500,000 to 999,999	67,249	57,718	37,000	55,496	11
1,000,000 to 1,999,999	46,325	39,610	35,000	46,193	11
2,000,000 to 4,999,999	54,331	46,984	43,391	47,876	15
5,000,000 and over	79,122	65,147	41,226	74,806	13

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
Summary					
ALL MUSEUMS	90,400	65,820	52,500	74,849	204

Region

New England	96,658	76,659	64,401	80,687	23
Mid Atlantic	97,936	69,895	55,000	78,620	47
Midwest	91,441	65,077	53,329	76,741	33
Mountain Plains	89,021	60,850	53,046	70,851	21
Southeast	79,196	59,653	50,000	64,725	38
Western	87,076	65,810	50,824	75,229	30
Canada/Mexico	110,000	61,600	23,872	85,580	11

Operating Budget

\$1,000,000-2,500,000	63,776	52,964	42,848	53,637	30
\$2,500,000-5,000,000	67,093	59,961	49,440	63,057	68
\$5,000,000-7,500,000	75,000	62,784	54,762	67,423	26
\$7,500,000-10,000,000	95,000	80,345	70,000	77,364	21
\$10,000,000-15,000,000	96,658	79,406	55,465	79,519	12
\$15,000,000-20,000,000	104,559	100,000	92,225	101,373	12
Over \$20,000,000	127,308	106,700	87,825	109,215	31

Metropolitan Area Population

Under 100,000	100,471	75,322	52,500	79,915	45
100,000 to 499,999	92,250	65,910	51,500	77,318	31
500,000 to 999,999	91,800	60,000	49,442	71,629	29
1,000,000 to 1,999,999	80,000	63,562	58,404	69,130	35
2,000,000 to 4,999,999	85,634	67,500	55,000	73,524	36
5,000,000 and over	100,000	62,000	43,050	76,916	26

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
Summary					
ALL MUSEUMS	58,000	47,744	38,995	50,203	182

Region

New England	64,158	46,907	42,000	52,657	21
Mid Atlantic	63,773	52,133	41,600	54,603	40
Midwest	56,000	47,161	38,192	48,490	33
Mountain Plains	52,796	42,458	38,480	45,973	19
Southeast	51,000	43,917	34,320	45,584	32
Western	63,603	48,960	38,220	53,856	28
Canada/Mexico	72,000	48,256	13,021	45,251	8

Operating Budget

\$1,000,000-2,500,000	48,558	42,508	26,193	38,124	14
\$2,500,000-5,000,000	48,430	40,137	34,724	44,033	58
\$5,000,000-7,500,000	51,000	42,729	38,995	44,765	27
\$7,500,000-10,000,000	52,344	46,902	40,800	46,187	18
\$10,000,000-15,000,000	56,876	48,500	38,192	48,437	15
\$15,000,000-20,000,000	64,900	57,150	50,400	57,030	14
Over \$20,000,000	74,520	63,773	50,000	63,484	34

Metropolitan Area Population

Under 100,000	59,514	51,000	42,000	52,096	44
100,000 to 499,999	57,600	43,434	41,000	49,989	29
500,000 to 999,999	55,080	46,250	36,057	51,722	25
1,000,000 to 1,999,999	50,000	44,183	37,474	45,704	33
2,000,000 to 4,999,999	58,198	49,336	40,189	50,267	32
5,000,000 and over	77,000	48,000	31,187	51,692	19

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
Summary					
ALL MUSEUMS	45,400	38,228	32,603	40,309	131

Region

New England	45,000	40,442	35,000	41,439	16
Mid Atlantic	45,000	38,000	32,800	39,797	33
Midwest	42,159	38,095	31,850	38,331	23
Mountain Plains	41,101	32,705	30,000	35,582	11
Southeast	42,216	36,315	30,000	38,348	22
Western	55,500	47,592	34,580	45,366	17
Canada/Mexico	63,957	47,000	35,800	49,397	8

Operating Budget

\$1,000,000-2,500,000	38,000	32,000	26,000	30,997	14
\$2,500,000-5,000,000	42,000	35,641	31,000	36,298	32
\$5,000,000-7,500,000	40,000	34,839	31,815	36,897	17
\$7,500,000-10,000,000	43,000	35,000	30,600	37,451	14
\$10,000,000-15,000,000	41,950	38,228	34,580	40,709	11
\$15,000,000-20,000,000	42,400	38,000	31,850	38,562	9
Over \$20,000,000	52,000	46,724	39,000	46,710	32

Metropolitan Area Population

Under 100,000	48,556	41,600	35,629	42,901	29
100,000 to 499,999	43,000	34,908	32,064	38,212	24
500,000 to 999,999	54,000	41,475	31,970	43,645	18
1,000,000 to 1,999,999	39,029	34,416	30,500	36,497	22
2,000,000 to 4,999,999	42,069	38,133	32,800	38,649	23
5,000,000 and over	55,070	38,000	30,000	41,191	14

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
Summary					
ALL MUSEUMS	37,853	32,000	27,300	33,934	115

Region

New England	41,935	35,326	31,200	36,266	11
Mid Atlantic	40,000	32,243	27,574	35,624	27
Midwest	32,000	29,250	25,970	29,872	21
Mountain Plains	33,800	27,665	23,400	29,632	12
Southeast	35,000	32,620	30,000	32,421	22
Western	45,765	36,855	31,616	37,365	18
Canada/Mexico	54,787	42,403	13,024	39,984	4

Operating Budget

\$1,000,000-2,500,000	27,000	25,460	22,700	26,009	15
\$2,500,000-5,000,000	41,600	31,336	28,018	36,365	17
\$5,000,000-7,500,000	33,000	32,000	25,000	31,308	16
\$7,500,000-10,000,000	43,373	32,467	29,744	34,955	16
\$10,000,000-15,000,000	35,875	32,001	28,840	33,776	12
\$15,000,000-20,000,000	37,853	35,309	29,286	34,264	12
Over \$20,000,000	40,856	33,815	28,500	35,627	25

Metropolitan Area Population

Under 100,000	39,003	35,365	30,500	36,998	29
100,000 to 499,999	41,000	30,450	27,000	32,507	17
500,000 to 999,999	40,560	33,000	27,000	34,848	17
1,000,000 to 1,999,999	32,134	28,840	25,000	28,889	23
2,000,000 to 4,999,999	37,852	31,907	28,000	32,566	20
5,000,000 and over	54,875	35,798	28,500	38,632	9

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
Summary					
ALL MUSEUMS	71,028	57,528	47,000	62,095	225

Region

New England	68,215	60,000	52,600	61,742	29
Mid Atlantic	77,000	58,916	50,093	68,261	55
Midwest	65,000	53,652	47,895	57,726	39
Mountain Plains	76,300	61,162	43,680	65,867	21
Southeast	63,179	49,300	44,583	53,069	37
Western	73,428	53,515	45,000	61,889	32
Canada/Mexico	86,044	62,548	23,872	68,878	12

Operating Budget

\$1,000,000-2,500,000	54,384	44,772	36,400	46,741	33
\$2,500,000-5,000,000	59,276	53,329	43,000	54,419	72
\$5,000,000-7,500,000	61,500	55,707	49,000	55,114	25
\$7,500,000-10,000,000	71,080	60,000	52,000	60,572	23
\$10,000,000-15,000,000	71,025	63,179	52,855	67,252	17
\$15,000,000-20,000,000	100,000	77,000	52,530	77,745	14
Over \$20,000,000	98,083	81,500	62,648	83,888	36

Metropolitan Area Population

Under 100,000	74,792	58,836	48,960	65,858	54
100,000 to 499,999	63,500	54,300	43,180	57,521	31
500,000 to 999,999	68,215	57,300	43,500	60,774	33
1,000,000 to 1,999,999	67,000	54,486	47,895	57,931	40
2,000,000 to 4,999,999	71,025	61,221	50,000	60,238	37
5,000,000 and over	83,287	61,235	45,000	69,524	29

REGISTRAR B / ASSOCIATE REGISTRAR

Assists Registrar in performance of routine duties.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Summary					
ALL MUSEUMS	54,951	44,650	38,875	48,955	118

Region

New England	58,650	51,719	42,000	53,200	13
Mid Atlantic	65,000	51,529	41,000	56,248	30
Midwest	47,246	41,388	34,977	42,700	20
Mountain Plains	50,000	44,990	41,327	47,644	12
Southeast	44,000	39,769	33,410	39,988	22
Western	58,837	50,516	40,368	50,898	17
Canada/Mexico	65,672	59,105	13,500	56,193	4

Operating Budget

\$1,000,000-2,500,000	41,000	39,646	32,937	39,480	5
\$2,500,000-5,000,000	41,800	37,145	34,000	39,083	27
\$5,000,000-7,500,000	46,575	44,658	40,123	46,066	11
\$7,500,000-10,000,000	42,000	38,252	34,050	41,834	14
\$10,000,000-15,000,000	50,830	41,439	34,707	45,419	13
\$15,000,000-20,000,000	64,729	50,718	41,700	55,461	13
Over \$20,000,000	65,000	54,151	46,818	56,178	34

Metropolitan Area Population

Under 100,000	57,000	51,436	41,200	51,064	31
100,000 to 499,999	58,245	45,283	40,000	48,871	21
500,000 to 999,999	59,105	48,409	34,678	50,795	11
1,000,000 to 1,999,999	49,915	39,769	33,990	43,011	21
2,000,000 to 4,999,999	48,760	42,969	38,000	43,228	21
5,000,000 and over	70,794	56,028	35,721	57,820	14

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
Summary					
ALL MUSEUMS	45,240	38,520	31,826	40,078	97

Region

New England	50,185	39,346	36,422	41,802	11
Mid Atlantic	43,796	40,781	34,112	42,843	23
Midwest	39,040	36,314	30,600	37,840	21
Mountain Plains	41,600	35,799	30,695	36,375	11
Southeast	39,000	34,107	25,000	35,670	17
Western	50,705	46,250	33,150	44,591	11
Canada/Mexico	63,078	41,238	31,000	44,138	3

Operating Budget

\$1,000,000-2,500,000	40,781	37,548	30,992	38,438	9
\$2,500,000-5,000,000	38,760	34,112	29,779	35,240	17
\$5,000,000-7,500,000	39,040	33,917	29,850	35,988	14
\$7,500,000-10,000,000	45,264	35,000	30,600	38,068	13
\$10,000,000-15,000,000	36,920	32,151	29,252	37,466	11
\$15,000,000-20,000,000	43,738	41,092	38,500	41,101	5
Over \$20,000,000	50,185	43,469	38,540	45,375	27

Metropolitan Area Population

Under 100,000	49,350	42,024	36,500	43,651	24
100,000 to 499,999	43,195	37,407	28,500	36,732	13
500,000 to 999,999	42,436	38,880	31,000	40,379	14
1,000,000 to 1,999,999	44,666	35,724	30,600	37,524	16
2,000,000 to 4,999,999	38,540	32,722	30,000	34,769	20
5,000,000 and over	57,590	44,298	34,112	47,273	11

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
Summary					
ALL MUSEUMS	80,000	58,799	45,000	66,704	89

Region

New England	100,786	54,060	45,227	73,952	9
Mid Atlantic	95,885	77,836	50,346	81,614	23
Midwest	82,170	54,900	38,000	65,180	13
Mountain Plains	77,278	65,700	40,500	63,083	10
Southeast	60,978	52,762	45,778	53,656	13
Western	74,689	60,000	44,656	58,684	11
Canada/Mexico	89,806	63,415	19,361	56,319	9

Operating Budget

\$1,000,000-2,500,000	54,258	30,744	18,587	33,583	4
\$2,500,000-5,000,000	51,350	44,290	38,000	44,866	13
\$5,000,000-7,500,000	60,280	52,000	43,800	57,029	11
\$7,500,000-10,000,000	58,799	45,227	23,872	47,725	11
\$10,000,000-15,000,000	74,666	56,363	49,280	61,012	12
\$15,000,000-20,000,000	104,237	62,000	53,600	71,818	7
Over \$20,000,000	103,810	82,170	65,700	92,535	30

Metropolitan Area Population

Under 100,000	100,000	74,689	45,000	80,264	25
100,000 to 499,999	78,000	54,000	42,126	61,392	12
500,000 to 999,999	96,770	65,700	47,280	69,795	11
1,000,000 to 1,999,999	70,135	45,778	41,550	52,907	18
2,000,000 to 4,999,999	77,967	58,799	52,725	65,645	13
5,000,000 and over	95,885	52,992	19,361	61,884	11

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
Summary					
ALL MUSEUMS	67,000	45,930	40,000	51,018	49

Region

New England	76,672	67,000	42,547	64,014	3
Mid Atlantic	71,400	47,000	40,560	59,504	14
Midwest	51,353	42,560	34,000	45,012	10
Mountain Plains	56,186	50,000	46,125	51,219	4
Southeast	47,339	41,080	29,120	38,983	6
Western	64,349	50,939	42,000	56,018	5
Canada/Mexico	76,439	45,119	7,107	45,455	6

Operating Budget

\$1,000,000-2,500,000	35,346	21,227	7,107	21,227	2
\$2,500,000-5,000,000	42,160	35,000	6,500	27,887	3
\$5,000,000-7,500,000	45,195	31,750	29,120	35,922	5
\$7,500,000-10,000,000	50,004	15,191	13,021	26,072	2
\$10,000,000-15,000,000	45,000	35,650	29,213	36,378	4
\$15,000,000-20,000,000	68,579	46,350	38,000	51,604	7
Over \$20,000,000	70,731	51,177	43,404	58,635	24

Metropolitan Area Population

Under 100,000	64,349	44,213	40,420	52,346	17
100,000 to 499,999	51,353	45,465	29,500	46,814	6
500,000 to 999,999	75,046	72,800	39,620	64,642	7
1,000,000 to 1,999,999	51,000	43,599	42,160	43,911	7
2,000,000 to 4,999,999	47,339	45,000	35,000	47,103	7
5,000,000 and over	71,400	53,197	7,107	46,420	6

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
Summary					
ALL MUSEUMS	49,504	37,440	32,432	40,933	47

Region

New England	42,846	35,221	30,940	36,348	5
Mid Atlantic	55,848	40,000	32,550	44,817	13
Midwest	51,353	42,429	32,432	42,952	8
Mountain Plains	40,517	36,250	24,752	33,379	6
Southeast	37,046	29,940	26,083	34,182	5
Western	46,883	40,794	31,620	40,467	6
Canada/Mexico	65,131	50,919	8,681	49,027	4

Operating Budget

\$1,000,000-2,500,000	32,550	24,537	16,524	24,537	2
\$2,500,000-5,000,000	61,200	40,000	33,280	44,827	3
\$5,000,000-7,500,000	40,800	34,502	21,632	32,311	3
\$7,500,000-10,000,000	37,000	31,620	8,681	27,160	5
\$10,000,000-15,000,000	112,000	26,300	20,880	46,370	3
\$15,000,000-20,000,000	74,880	53,164	24,752	50,932	3
Over \$20,000,000	49,504	40,000	35,221	42,183	26

Metropolitan Area Population

Under 100,000	56,784	46,082	35,214	49,709	13
100,000 to 499,999	51,353	41,587	31,200	42,084	9
500,000 to 999,999	53,860	42,429	36,600	45,774	4
1,000,000 to 1,999,999	40,000	36,141	32,432	37,191	8
2,000,000 to 4,999,999	35,221	32,448	24,752	31,394	7
5,000,000 and over	44,811	34,524	8,681	30,781	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
Summary					
ALL MUSEUMS	124,368	95,366	68,000	102,735	74

Region

New England	139,981	108,171	85,200	115,210	7
Mid Atlantic	137,000	108,904	69,569	119,283	24
Midwest	111,650	94,500	58,298	88,095	11
Mountain Plains	173,400	140,262	72,000	132,991	7
Southeast	85,919	68,887	67,000	73,618	7
Western	133,511	101,059	73,835	103,274	8
Canada/Mexico	91,535	75,072	19,350	65,636	10

Operating Budget

\$1,000,000-2,500,000	58,298	41,025	12,777	43,887	5
\$2,500,000-5,000,000	87,547	55,000	40,500	64,050	7
\$5,000,000-7,500,000	69,659	67,000	58,556	67,679	7
\$7,500,000-10,000,000	94,760	75,100	57,000	75,873	6
\$10,000,000-15,000,000	109,807	90,190	64,100	90,535	9
\$15,000,000-20,000,000	113,785	96,700	69,569	105,774	7
Over \$20,000,000	167,049	119,964	95,000	131,362	31

Metropolitan Area Population

Under 100,000	165,000	97,566	64,100	115,872	19
100,000 to 499,999	107,117	95,000	67,000	89,175	10
500,000 to 999,999	114,879	100,964	86,044	106,902	10
1,000,000 to 1,999,999	120,523	94,530	72,000	98,111	9
2,000,000 to 4,999,999	133,511	87,200	65,000	98,958	14
5,000,000 and over	129,758	109,807	19,350	93,981	13

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
Summary					
ALL MUSEUMS	90,583	74,861	62,660	77,571	60

Region

New England	87,900	83,254	65,000	76,290	7
Mid Atlantic	98,883	86,700	67,764	87,720	19
Midwest	88,247	69,091	61,355	72,610	9
Mountain Plains	92,874	69,150	60,181	76,152	5
Southeast	73,300	58,730	50,796	60,944	5
Western	98,035	81,922	70,109	87,275	8
Canada/Mexico	76,439	69,459	46,425	61,546	7

Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	92,341	66,000	14,500	57,614	3
\$5,000,000-7,500,000	97,385	62,048	44,919	66,600	4
\$7,500,000-10,000,000	81,992	60,825	54,098	67,998	6
\$10,000,000-15,000,000	69,100	61,753	45,614	61,220	11
\$15,000,000-20,000,000	98,883	74,393	54,800	77,336	5
Over \$20,000,000	94,554	83,666	69,800	86,317	29

Metropolitan Area Population

Under 100,000	98,035	85,457	66,950	88,706	15
100,000 to 499,999	78,270	70,109	64,303	71,021	8
500,000 to 999,999	76,439	69,563	58,544	69,233	9
1,000,000 to 1,999,999	88,247	69,576	50,305	71,510	8
2,000,000 to 4,999,999	86,700	71,025	62,660	71,901	12
5,000,000 and over	109,421	93,589	66,630	87,162	9

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
Summary					
ALL MUSEUMS	64,729	53,045	44,365	56,666	51

Region

New England	60,000	50,000	39,655	55,485	6
Mid Atlantic	75,732	58,345	46,666	62,235	17
Midwest	52,000	45,263	40,500	46,784	10
Mountain Plains	54,080	49,500	48,000	50,943	6
Southeast	52,476	36,400	33,785	40,887	3
Western	74,786	62,500	53,045	66,301	6
Canada/Mexico	70,439	65,532	39,785	60,322	3

Operating Budget

\$1,000,000-2,500,000	32,677	32,677	n.d.	32,677	1
\$2,500,000-5,000,000	48,000	48,000	n.d.	48,000	1
\$5,000,000-7,500,000	33,785	33,785	n.d.	33,785	1
\$7,500,000-10,000,000	54,080	45,500	39,655	47,246	5
\$10,000,000-15,000,000	48,450	40,000	37,000	43,215	7
\$15,000,000-20,000,000	64,729	49,000	40,500	55,671	6
Over \$20,000,000	74,719	60,000	48,979	61,517	28

Metropolitan Area Population

Under 100,000	75,732	64,729	42,203	63,042	12
100,000 to 499,999	53,045	50,500	33,785	47,366	7
500,000 to 999,999	67,249	50,000	39,785	54,538	9
1,000,000 to 1,999,999	52,476	47,320	40,000	48,455	7
2,000,000 to 4,999,999	61,800	49,500	42,000	54,064	11
5,000,000 and over	74,719	58,653	55,070	65,804	6

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
Summary					
ALL MUSEUMS	80,000	65,672	54,590	68,963	88

Region

New England	82,000	66,800	60,000	74,106	9
Mid Atlantic	97,864	80,000	62,000	82,095	21
Midwest	65,000	55,724	40,354	55,421	15
Mountain Plains	73,400	68,000	50,580	63,782	6
Southeast	67,800	62,257	37,500	61,036	14
Western	79,260	71,500	59,305	68,954	16
Canada/Mexico	72,000	66,461	65,000	73,843	7

Operating Budget

\$1,000,000-2,500,000	60,000	57,763	55,526	57,763	2
\$2,500,000-5,000,000	69,820	56,011	37,500	68,867	17
\$5,000,000-7,500,000	70,000	61,129	48,820	61,365	8
\$7,500,000-10,000,000	80,000	63,250	45,500	61,533	11
\$10,000,000-15,000,000	77,350	63,000	43,750	64,620	13
\$15,000,000-20,000,000	85,511	72,100	58,000	73,443	6
Over \$20,000,000	82,000	73,400	61,012	74,734	29

Metropolitan Area Population

Under 100,000	80,000	73,050	62,000	73,968	16
100,000 to 499,999	70,000	58,687	48,820	62,077	13
500,000 to 999,999	73,400	67,800	59,305	69,064	14
1,000,000 to 1,999,999	77,333	62,257	50,580	63,014	17
2,000,000 to 4,999,999	82,000	65,039	39,400	62,613	15
5,000,000 and over	112,774	82,000	37,500	84,472	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
Summary					
ALL MUSEUMS	60,725	49,771	43,135	54,192	163

Region

New England	68,314	52,231	47,404	57,438	21
Mid Atlantic	73,227	50,918	43,625	57,518	36
Midwest	58,719	50,602	41,777	50,616	30
Mountain Plains	61,658	53,000	45,000	53,156	18
Southeast	46,500	43,295	38,572	43,723	31
Western	66,712	53,488	44,869	60,723	20
Canada/Mexico	87,339	66,043	55,492	73,076	7

Operating Budget

\$1,000,000-2,500,000	47,982	42,995	34,819	41,842	20
\$2,500,000-5,000,000	51,500	44,619	40,000	46,850	50
\$5,000,000-7,500,000	54,190	48,120	40,000	47,801	20
\$7,500,000-10,000,000	63,000	54,951	44,046	53,170	15
\$10,000,000-15,000,000	61,658	50,415	45,190	59,558	16
\$15,000,000-20,000,000	78,800	66,712	46,384	64,359	10
Over \$20,000,000	83,800	70,000	56,815	70,957	29

Metropolitan Area Population

Under 100,000	61,671	48,000	38,199	51,958	39
100,000 to 499,999	60,000	52,012	42,995	54,976	27
500,000 to 999,999	58,367	52,500	44,900	56,871	22
1,000,000 to 1,999,999	52,000	47,516	43,295	48,372	30
2,000,000 to 4,999,999	61,658	48,621	44,023	52,609	31
5,000,000 and over	83,800	73,542	45,925	69,670	14

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
Summary					
ALL MUSEUMS	48,536	40,832	34,500	42,888	130

Region

New England	45,831	41,093	36,245	42,063	19
Mid Atlantic	61,318	43,640	36,005	49,069	28
Midwest	45,300	39,528	32,000	38,917	26
Mountain Plains	48,641	43,815	34,721	42,558	13
Southeast	40,000	35,390	32,400	36,758	22
Western	53,364	42,036	35,360	44,309	17
Canada/Mexico	69,448	53,260	45,000	54,570	5

Operating Budget

\$1,000,000-2,500,000	44,824	38,773	31,440	36,972	13
\$2,500,000-5,000,000	45,000	38,826	31,200	40,723	30
\$5,000,000-7,500,000	45,500	39,400	32,500	40,486	17
\$7,500,000-10,000,000	40,000	37,147	32,596	36,120	13
\$10,000,000-15,000,000	45,831	37,970	33,065	41,104	15
\$15,000,000-20,000,000	53,700	45,445	43,640	50,744	12
Over \$20,000,000	60,000	47,620	39,334	48,574	27

Metropolitan Area Population

Under 100,000	54,038	43,660	37,565	46,681	32
100,000 to 499,999	50,031	45,000	35,370	42,722	22
500,000 to 999,999	43,600	38,250	30,000	39,979	19
1,000,000 to 1,999,999	41,642	38,000	32,500	37,826	25
2,000,000 to 4,999,999	47,553	41,194	34,000	42,087	21
5,000,000 and over	60,800	43,173	34,000	48,792	11

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
Summary					
ALL MUSEUMS	94,000	66,450	52,000	78,820	84

Region

New England	96,969	72,550	56,650	79,146	10
Mid Atlantic	113,000	84,464	60,000	96,630	27
Midwest	65,000	57,434	41,350	58,622	16
Mountain Plains	85,470	59,813	50,000	65,374	9
Southeast	79,248	61,170	34,649	60,197	9
Western	94,000	79,202	52,000	76,212	8
Canada/Mexico	110,751	100,840	23,872	111,698	5

Operating Budget

\$1,000,000-2,500,000	96,969	78,473	54,389	76,610	3
\$2,500,000-5,000,000	67,626	60,000	49,500	75,132	9
\$5,000,000-7,500,000	52,000	46,686	42,000	47,453	10
\$7,500,000-10,000,000	62,000	57,434	40,560	57,544	13
\$10,000,000-15,000,000	100,000	66,450	58,140	77,246	10
\$15,000,000-20,000,000	92,820	70,400	60,100	75,841	11
Over \$20,000,000	106,650	90,300	78,404	101,836	27

Metropolitan Area Population

Under 100,000	100,000	80,000	61,170	96,241	24
100,000 to 499,999	86,569	65,000	57,547	69,443	10
500,000 to 999,999	100,000	79,365	42,000	74,427	11
1,000,000 to 1,999,999	62,000	54,389	36,000	55,148	12
2,000,000 to 4,999,999	66,450	54,251	50,000	61,128	14
5,000,000 and over	117,300	82,359	54,101	99,313	13

GRAPHIC DESIGNER

Responsible for design of all museum publications and graphics.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Summary					
ALL MUSEUMS	66,709	51,500	39,902	55,870	113

Region

New England	65,000	52,000	42,568	56,447	13
Mid Atlantic	77,234	60,918	50,715	65,207	21
Midwest	70,000	46,818	38,000	53,796	20
Mountain Plains	53,550	42,052	36,360	46,502	12
Southeast	48,894	40,364	37,440	45,331	23
Western	61,029	54,062	42,224	53,378	16
Canada/Mexico	75,046	65,672	50,500	79,525	8

Operating Budget

\$1,000,000-2,500,000	56,375	52,230	39,928	50,891	6
\$2,500,000-5,000,000	53,550	38,245	33,500	54,605	24
\$5,000,000-7,500,000	56,500	42,284	37,440	49,260	13
\$7,500,000-10,000,000	59,280	47,975	38,000	49,132	15
\$10,000,000-15,000,000	64,000	45,000	38,909	50,430	13
\$15,000,000-20,000,000	66,106	54,280	40,000	54,140	8
Over \$20,000,000	75,200	60,974	49,431	63,725	32

Metropolitan Area Population

Under 100,000	61,029	53,560	40,800	54,741	29
100,000 to 499,999	59,000	45,884	38,220	50,904	18
500,000 to 999,999	65,672	52,000	38,000	51,655	18
1,000,000 to 1,999,999	70,000	44,200	36,050	52,067	18
2,000,000 to 4,999,999	54,000	44,000	37,440	51,157	14
5,000,000 and over	81,204	71,244	40,000	72,633	16

FACILITIES DIRECTOR / BUILDING MANAGER / OPERATIONS MANAGER

AKA Building Manager or Operations Manager

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

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Summary					
ALL MUSEUMS	92,000	70,000	51,969	77,254	182

Region

New England	103,000	77,625	54,500	85,080	19
Mid Atlantic	119,923	78,299	55,530	94,291	42
Midwest	86,725	69,182	54,300	73,015	28
Mountain Plains	92,620	68,271	45,721	73,502	21
Southeast	66,295	53,045	42,042	57,440	36
Western	85,555	75,000	50,901	72,275	28
Canada/Mexico	123,600	110,000	82,400	95,297	7

Operating Budget

\$1,000,000-2,500,000	71,000	42,421	36,859	52,621	16
\$2,500,000-5,000,000	66,295	51,201	40,000	53,642	54
\$5,000,000-7,500,000	77,918	68,289	56,909	68,183	27
\$7,500,000-10,000,000	90,354	79,457	68,910	79,320	19
\$10,000,000-15,000,000	102,421	76,799	65,000	83,317	16
\$15,000,000-20,000,000	123,500	92,500	69,044	95,767	13
Over \$20,000,000	140,193	121,380	85,555	121,313	33

Metropolitan Area Population

Under 100,000	112,720	78,736	65,789	95,399	44
100,000 to 499,999	82,067	67,631	44,991	69,656	28
500,000 to 999,999	83,700	54,400	45,015	66,976	25
1,000,000 to 1,999,999	78,000	59,420	49,000	64,037	34
2,000,000 to 4,999,999	100,000	80,000	56,615	80,392	34
5,000,000 and over	100,014	65,000	50,000	75,769	17

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
Summary					
ALL MUSEUMS	87,597	66,331	50,794	71,331	56

Region

New England	100,372	65,250	50,794	73,812	6
Mid Atlantic	115,884	87,597	61,547	92,184	16
Midwest	76,214	60,626	46,000	58,833	13
Mountain Plains	62,920	56,501	50,000	59,080	10
Southeast	88,400	88,400	n.d.	88,400	1
Western	87,086	82,000	51,216	78,167	5
Canada/Mexico	97,252	55,289	21,702	58,976	5

Operating Budget

\$1,000,000-2,500,000	33,565	30,433	27,300	30,433	2
\$2,500,000-5,000,000	97,333	56,520	43,000	65,618	3
\$5,000,000-7,500,000	56,784	53,143	50,000	52,942	6
\$7,500,000-10,000,000	51,216	40,326	16,576	38,273	4
\$10,000,000-15,000,000	67,840	55,085	48,589	57,365	10
\$15,000,000-20,000,000	81,000	65,927	55,640	67,124	3
Over \$20,000,000	109,512	82,000	68,050	87,738	27

Metropolitan Area Population

Under 100,000	110,000	87,342	68,934	90,897	13
100,000 to 499,999	76,214	64,681	56,784	67,416	8
500,000 to 999,999	97,252	55,003	44,700	63,294	7
1,000,000 to 1,999,999	76,837	66,331	47,528	63,715	9
2,000,000 to 4,999,999	62,920	56,218	50,000	58,669	11
5,000,000 and over	112,306	81,000	21,702	79,120	8

CHIEF OF SECURITY

Supervises all guard forces.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	79,500	55,660	40,000	63,425	145

Region

New England	79,321	63,230	50,000	67,266	18
Mid Atlantic	96,470	81,947	50,050	82,678	30
Midwest	73,000	51,010	44,342	60,189	22
Mountain Plains	83,561	62,038	34,280	61,500	17
Southeast	63,726	47,127	35,750	49,897	30
Western	73,383	53,572	36,999	59,187	19
Canada/Mexico	92,054	52,950	14,575	55,360	9

Operating Budget

\$1,000,000-2,500,000	40,851	35,375	23,133	38,558	13
\$2,500,000-5,000,000	52,936	37,829	33,120	44,167	39
\$5,000,000-7,500,000	60,678	50,500	46,350	51,935	21
\$7,500,000-10,000,000	75,475	53,572	45,777	53,979	13
\$10,000,000-15,000,000	70,900	65,000	51,500	64,523	13
\$15,000,000-20,000,000	89,250	73,192	52,020	72,637	11
Over \$20,000,000	119,106	96,343	78,000	105,313	32

Metropolitan Area Population

Under 100,000	86,923	58,138	40,277	70,838	35
100,000 to 499,999	73,000	53,297	46,350	62,230	20
500,000 to 999,999	82,132	70,450	42,706	67,482	22
1,000,000 to 1,999,999	63,726	49,850	35,750	53,321	27
2,000,000 to 4,999,999	83,561	64,343	42,697	64,790	24
5,000,000 and over	82,000	51,500	18,252	56,901	17

University Museum Salary Ranges

Position	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Director	208,638	169,000	147,953	180,411	51
Deputy Director	133,333	109,525	89,000	113,017	27
Administrator	115,000	99,500	67,548	94,143	17
Assistant To Director	52,654	45,250	40,000	47,779	42
Finance A	84,589	60,478	50,000	66,048	23
Finance B	82,000	58,958	43,558	61,968	24
Development A	110,000	97,138	80,000	94,201	26
Development B	75,000	58,000	42,000	62,443	18
Development C	56,837	45,000	39,000	49,435	25
Dir. of Planned Giving	62,050	52,390	49,100	54,265	8
Director of Human Resources	85,221	62,338	47,000	68,884	8
Dir. of Information Systems	90,619	73,612	46,000	71,770	7
Systems Manager	75,251	68,100	55,000	64,299	15
Web Manager	56,760	45,824	39,000	53,128	7
New Media Manager	38,289	35,016	31,320	32,558	7
Membership Assistant	48,000	38,250	31,000	40,168	27
Special Events Manager	53,000	45,783	37,068	47,637	33
Director of External Affairs	82,416	66,742	42,000	66,524	8
Marketing Director	68,680	54,883	44,619	59,320	25
Public Relations Officer	66,200	52,504	41,600	55,676	21
Museum Store Manager	55,000	46,046	33,519	44,713	33
Volunteer Coordinator	49,660	40,975	36,254	53,569	13
Curator A	118,450	86,999	71,212	96,964	24
Curator B	90,058	75,684	61,836	79,376	37
Curator C	82,440	59,357	49,571	64,408	18
Curator D	63,000	54,968	44,259	54,409	22
Curator E	55,579	47,676	42,696	51,436	15
Curatorial Assistant	42,588	38,359	33,000	41,369	25
Photographer	49,225	42,751	36,642	47,198	13
Educator A	78,000	64,089	52,964	67,289	39
Educator B	57,334	49,645	42,279	51,363	38
Educator C	45,000	40,363	35,000	41,355	16
Educational Assistant	40,560	32,720	29,744	37,057	18
Registrar A	70,000	57,579	46,864	58,308	50
Registrar B	54,178	41,400	35,721	45,799	26
Registrar C	45,264	38,074	31,826	39,235	24
Librarian A	74,689	51,982	45,778	58,336	7
Librarian B	50,004	42,160	34,000	42,055	3
Librarian C	42,660	33,891	21,632	35,094	7
Conservator A	96,700	66,273	54,099	81,621	7
Conservator B	87,900	64,301	45,614	66,511	4
Conservator C	60,000	50,000	32,677	47,559	2
Exhibition Designer	70,000	57,374	48,820	60,601	17
Preparator A	57,161	47,604	41,400	50,022	40
Preparator B	48,609	42,024	38,000	44,459	32
Editor	78,473	62,000	50,000	64,226	13
Graphic Designer	67,500	45,884	39,928	54,045	21
Facilities Director	73,519	62,197	45,407	63,129	30
Engineering Manager	70,500	58,580	43,000	57,360	3
Chief Of Security	55,600	47,904	35,712	50,567	27