

**ASSOCIATION
OF
ART MUSEUM
DIRECTORS**

**2012
SALARY
SURVEY**



Association of Art Museum Directors

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FOREWARD

The 2012 *Salary Survey* is the twenty-seventh 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 204 of 261 museums surveyed—a response rate of 78%.

Among the museums surveyed were both current and former AAMD members. While the response rate of 78% 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 AxSys Technologies, Inc. in Matthews, 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 FY11. 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 2012 Salary Survey may be obtained from the publications section of AAMD's website www.aamd.org.

Table of Contents

Forward.	i
Table of Contents.	1
Metropolitan Area Population.	2
American Association of Museums Regional Associations.	3
Characteristics of Responding Museums.	4
Fiscal Characteristics of Responding Museums.	7
Employee Benefits of Responding Museums.	8
Salary Procedures of Responding Museums.	10
Salary Comparisons.	12
Directors.	12
Deputy Directors.	13
Administrators.	14
Assistants to Director.	15
Finance Officers.	16
Development Officers.	18
Human Resources Managers.	22
Information Technology.	24
Membership Assistant.	28
Special Events Managers.	29
Public Relations and Marketing.	30
Museum Store Managers.	33
Volunteer Coordinators.	34
Curators.	35
Curatorial Assistants.	40
Photographers.	41
Educators.	42
Educational Assistants.	45
Registrars.	46
Librarians.	49
Conservators.	52
Exhibition Designers.	55
Preparators.	56
Editors.	58
Graphic Designers.	59
Facilities Directors.	60
Chiefs of Security.	62
University Museum Salary Comparisons.	63

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	Jacksonville, FL	736,000	San Francisco, CA	1,686,000
Allentown, PA	618,000	Kalamazoo, MI	77,000	San Jose, CA	1,647,000
Amherst, MA	574,000	Kansas City, MO	1,756,000	San Marino, CA	9,330,000
Anchorage, AK	258,000	La Jolla, CA	2,821,000	Santa Barbara, CA	391,000
Andover, MA	72,000	Laguna Beach, CA	2,761,000	Santa Fe, NM	62,000
Ann Arbor, MI	557,000	Lawrence, KS	98,000	Santa Monica, CA	9,330,000
Athens, GA	140,000	Lexington, KY	456,000	Sarasota, FL	550,000
Atlanta, GA	3,857,000	Lincoln, NE	238,000	Savannah, GA	288,000
Austin, TX	1,146,000	Lincoln, MA	3,297,000	Seattle, WA	2,335,000
Baltimore, MD	2,491,000	Little Rock, AR	559,000	Southampton, NY	2,689,000
Berkeley, CA	2,349,000	Long Beach, CA	9,330,000	Springfield, MA	574,000
Birmingham, AL	915,000	Los Angeles, CA	9,330,000	St. Louis, MO	2,569,000
Bloomfield Hills, MI	457,000	Louisville, KY	1,006,000	St. Petersburg, FL	2,279,000
Bloomington, IN	117,000	Madison, WI	429,000	Stanford, CA	1,647,000
Boston, MA	3,297,000	Malibu, CA	9,330,000	Stockbridge, MA	46,000
Brockton, MA	254,000	Manchester, NH	100,000	Stony Brook, NY	2,689,000
Bronx, NY	8,713,000	Memphis, TN	1,105,000	Syracuse, NY	733,000
Brooklyn, NY	8,713,000	Miami, FL	2,176,000	Tacoma, WA	689,000
Brunswick, ME	89,000	Miami Beach, FL	2,176,000	Tampa, FL	2,279,000
Buffalo, NY	1,142,000	Milwaukee, WI	1,462,000	Toledo, OH	609,000
Cambridge, MA	3,297,000	Minneapolis, MN	2,872,000	Tucson, AZ	804,000
Carbondale, IL	27,000	Montclair, NJ	1,955,000	Tulsa, OK	786,000
Cedar Rapids, IA	185,000	Montgomery, AL	322,000	University Park, PA	38,000
Chadds Ford, PA	1,300	Nashville, TN	546,000	Utica, NY	733,000
Champaign, IL	170,000	New Brunswick, NJ	42,000	Washington, DC	4,740,000
Chapel Hill, NC	1,106,000	New Haven, CT	522,000	Wellesley, MA	3,297,000
Charleston, SC	553,000	New London, CT	284,000	West Palm Beach, FL	2,176,000
Charlotte, NC	1,417,000	New Orleans, LA	1,305,000	Wichita, KS	549,000
Chicago, IL	8,009,000	New York, NY	8,713,000	Williamsburg, VA	1,563,000
Cincinnati, OH	1,961,000	Newark, NJ	1,955,000	Williamstown, MA	84,000
Cleveland, OH	2,221,000	Newport Beach, CA	2,761,000	Wilmington, DE	571,000
Cody, WY	8,000	Norfolk, VA	1,563,000	Winston-Salem, NC	1,179,000
Colorado Springs, CO	500,000	Northampton, MA	574,000	Winterthur, DE	547,000
Columbia, SC	516,000	Notre Dame, IN	259,000	Worcester, MA	497,000
Columbus, OH	1,489,000	Oakland, CA	2,349,000	Yonkers, NY	8,713,000
Coral Gables, FL	2,176,000	Oberlin, OH	2,221,000	Youngstown, OH	589,000
Corning, NY	92,000	Omaha, NE	699,000	Charlottetown, P.E.I.	100,000
Dallas, TX	3,280,000	Orlando, FL	1,535,000	Edmonton, Alberta	938,000
Davenport, IA	359,000	Palm Beach, FL	2,176,000	Hamilton, Ontario	662,000
Dayton, OH	959,000	Palm Springs, CA	40,000	Kleinburg, Ontario	182,000
Denver, CO	1,979,000	Philadelphia, PA	4,950,000	Montreal, Quebec	3,426,000
Des Moines, IA	443,000	Phoenix, AZ	3,014,000	Ottawa, Ontario	1,064,000
Detroit, MI	4,475,000	Pittsburgh, PA	2,331,000	Quebec, Quebec	683,000
El Paso, TX	702,000	Portland, ME	235,000	Toronto, Ontario	4,683,000
Flint, MI	437,000	Portland, OR	2,181,000	Vancouver, B.C.	1,987,000
Flushing, NY	8,713,000	Poughkeepsie, NY	29,000	Winnipeg, Manitoba	671,000
Fort Lauderdale, FL	1,535,000	Princeton, NJ	12,000	Ponce, Puerto Rico	155,000
Fort Worth, TX	1,629,000	Providence, RI	1,126,000		
Gainesville, FL	198,000	Provo, UT	105,000		
Grand Rapids, MI	1,052,000	Purchase, NY	8,713,000		
Hanover, NH	10,000	Queens, NY	8,713,000		
Hartford, CT	1,148,000	Raleigh, NC	1,106,000		
Honolulu, HI	865,000	Richmond, VA	961,000		
Houston, TX	4,011,000	Rochester, NY	1,079,000		
Huntington, WV	51,000	Rockland, ME	18,000		
Huntsville, AL	343,000	Sacramento, CA	1,585,000		
Indianapolis, IN	1,537,000	Saint Paul, MN	2,872,000		
Iowa City, IA	104,000	Salt Lake City, UT	1,275,000		
Ithaca, NY	92,000	San Antonio, TX	1,565,000		
Jackson, MS	433,000	San Diego, CA	2,821,000		

Regional Associations of the American Association 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

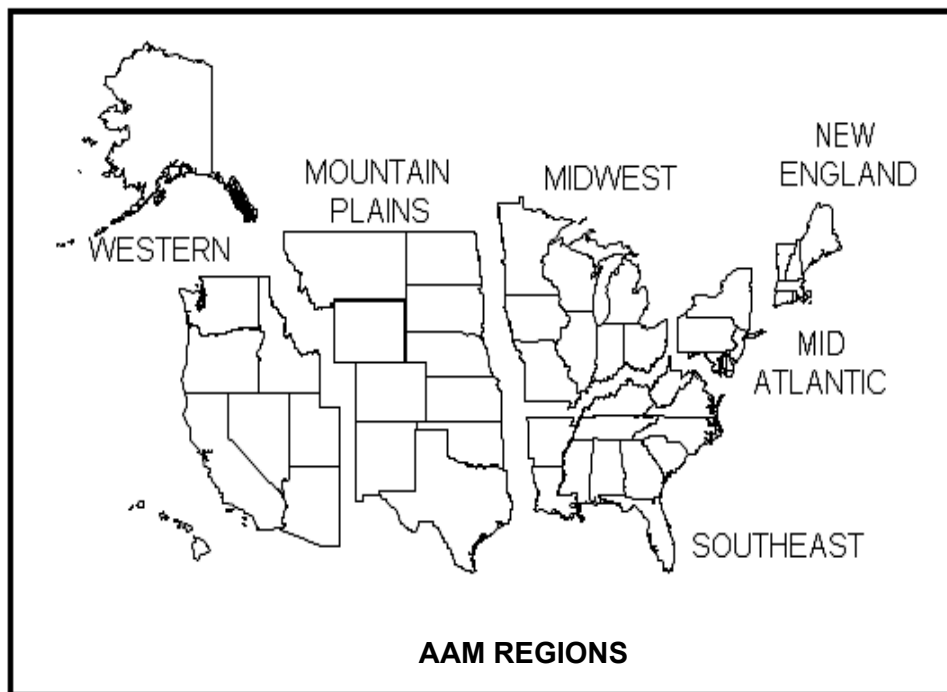
Connecticut
 Massachusetts
 Maine
 New Hampshire
 Rhode Island
 Vermont

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 Association of Museums Region

AAM Region	% of Responding Museums
New England	11.2 %
Mid Atlantic	23.4 %
Midwest	15.6 %
Mountain Plains	11.7 %
Southeast	20.0 %
Western	13.7 %
Canada/Mexico	4.4 %

Percentages based on responses from 205 museums.

Distribution of Museums by Metropolitan Area Population

MSA Population	% of Responding Museums
Under 100,000	9.2 %
100,000 to 499,999	11.4 %
500,000 to 999,999	13.0 %
1,000,000 to 1,999,999	23.9 %
2,000,000 to 4,999,999	30.4 %
5,000,000 and over	12.5 %

Percentages based on responses from 184 museums.

Distribution of Museums by Founding Date

Year Founded	% of Responding Museums
1875 and Before	5.9 %
1876 to 1900	11.9 %
1901 to 1925	18.3 %
1926 to 1950	26.7 %
1951 to 1960	7.4 %
After 1960	29.7 %

Percentages based on responses from 202 museums.

Characteristics of Responding Museums

Distribution of Museums by Governance Patterns

Governance	% of Responding Museums
Private, non-profit	73.8 %
Government	14.4 %
University	18.8 %
Other	3.5 %

Percentages based on responses from 202 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	2.0 %
11 to 20	13.4 %
21 to 50	35.6 %
51 to 100	23.8 %
More than 100	25.2 %
Lowest	2 employees
25th Percentile	26 employees
Median	49 employees
75th Percentile	102 employees
Highest	2,046 employees
Mean	106.6 employees

Percentages based on responses from 202 museums.

Distribution of Museums by Part Time Employees

Part Time Employees	% of Responding Museums
5 or Fewer	13.6 %
6 to 10	11.6 %
11 to 20	18.7 %
21 to 50	31.3 %
More than 50	24.7 %
Lowest	1 employee
25th Percentile	10 employees
Median	25 employees
75th Percentile	50 employees
Highest	776 employees
Mean	51.0 employees

Percentages based on responses from 198 museums.

Characteristics of Responding Museums

Distribution of Museums by Independent Contractors

Contractors	% of Responding Museums
10 or Fewer	50.0 %
11 to 20	16.9 %
21 to 50	13.1 %
51 to 100	7.7 %
More than 100	12.3 %
Lowest	1 contractor
25th Percentile	3 contractors
Median	10 contractors
75th Percentile	35 contractors
Highest	792 contractors
Mean	52.1 contractors

Percentages based on responses from 130 museums.

Fiscal Characteristics of Responding Museums

Distribution of Museums by Annual Operating Budget

Budget	% of Responding Museums
Under \$1,000,000	1.0 %
\$1,000,000-2,500,000	9.4 %
\$2,500,000-5,000,000	34.0 %
\$5,000,000-7,500,000	12.3 %
\$7,500,000-10,000,000	9.9 %
\$10,000,000-15,000,000	9.4 %
\$15,000,000-20,000,000	4.4 %
Over \$20,000,000	19.7 %

Percentages based on responses from 203 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 194 museums.

Distribution of Museums by Beginning of Fiscal Year

Starting Month	% of Responding Museums
January	16.2 %
February	0.5 %
March	0.0 %
April	4.9 %
May	1.5 %
June	2.5 %
July	57.8 %
August	0.5 %
September	4.9 %
October	11.3 %
November	0.0 %
December	0.0 %

Percentages based on responses from 204 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	4.4 %	0.0 %	41.0 %	54.6 %
Managed Health Care	16.1 %	0.0 %	69.8 %	14.1 %
Dependent Health Care	4.4 %	20.0 %	70.7 %	4.9 %
Long-term Disability	52.7 %	22.0 %	14.6 %	10.7 %
Short-term Disability	47.8 %	17.6 %	11.2 %	23.4 %
Dental Insurance	22.9 %	13.7 %	60.0 %	3.4 %
Pension	18.5 %	1.0 %	16.6 %	63.9 %
Tax Deferred Annuity	22.9 %	27.3 %	42.0 %	7.8 %
a. Employee Salary Reduction	1.0 %	52.2 %	10.2 %	36.6 %
b. Employer Funded Plan	21.0 %	0.0 %	0.0 %	79.0 %
Cafeteria (Section 125)	0.0 %	48.3 %	0.0 %	51.7 %
Life Insurance	71.2 %	5.9 %	17.1 %	5.9 %
Expense Account	44.4 %	0.0 %	0.0 %	55.6 %
Car Allowance	22.4 %	0.0 %	0.5 %	77.1 %
Bonus	36.1 %	0.0 %	0.0 %	63.9 %
Executive Retirement	19.0 %	0.0 %	0.0 %	81.0 %
Sabbatical	11.2 %	2.0 %	0.5 %	86.3 %
Housing	13.7 %	0.0 %	1.0 %	85.4 %

19 museums reported offering one or more other benefits

Percentages based on responses from 205 museums

For museums with a tax-deferred annuity benefit, 5.2 % is the average percent of salary paid by the museum. Within this group 52.4 % required an employee match distributed as follows:

<u>Ratio</u>	<u>Museums</u>
1/1	28
1/2	9
1/3	2
2/1	8
Other	21

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	45.2%	44.1%	26.3%	11.3%	4.3%	4.3%
One to Three Years	0.0%	6.5%	36.0%	22.6%	16.1%	4.8%
Three to Six Years	0.0%	0.0%	0.0%	38.7%	23.7%	3.2%
Six to Ten Years	0.0%	0.0%	0.0%	0.0%	9.1%	6.5%
More than Ten Years	0.0%	0.0%	0.0%	2.7%	28.0%	29.6%

Percentages based on responses from 186 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 205 responding museums (49.3%). Another 32.7% have a 35-hour work week, and 15.6% have a 37.5-hour week. 2.4% of the responding museums indicated another exempt work period.

Museum Salary Procedures

70.0 % of the responding museums reported having established salary ranges for each position in the museum.

Average Percentage Salary Increase: FY 1987 to 2011

YEAR	75th Percentile	Median	25th Percentile	Mean	# of Museums
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)	74.0 %
Merit (no formal job evaluation system)	5.1 %
Cost of Living	42.9 %
Annual Step Increments	12.8 %
Union Negotiations	10.7 %
Other	11.7 %

Percentages based on responses from 196 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	287,000	220,000	165,291	255,584	194

Region

New England	295,090	190,000	162,225	240,070	21
Mid Atlantic	300,000	235,248	196,564	282,334	45
Midwest	336,075	198,590	156,811	255,111	31
Mountain Plains	250,000	226,200	160,000	246,907	23
Southeast	250,000	201,656	164,000	223,986	40
Western	303,914	252,000	165,717	287,724	26
Canada/Mexico	251,856	237,375	199,900	226,142	8

Operating Budget

\$1,000,000-2,500,000	161,776	149,000	135,180	147,279	18
\$2,500,000-5,000,000	205,000	170,000	154,000	181,462	65
\$5,000,000-7,500,000	250,000	214,821	190,000	224,872	24
\$7,500,000-10,000,000	300,000	262,150	205,000	268,250	19
\$10,000,000-15,000,000	285,000	268,000	235,248	268,227	19
\$15,000,000-20,000,000	336,075	328,100	275,000	323,151	9
Over \$20,000,000	525,000	424,320	275,000	426,734	37

Metropolitan Area Population

Under 100,000	250,000	205,000	175,000	217,415	17
100,000 to 499,999	190,000	170,530	149,000	178,310	21
500,000 to 999,999	246,800	192,100	150,000	196,139	22
1,000,000 to 1,999,999	285,000	226,200	175,000	255,197	42
2,000,000 to 4,999,999	310,597	261,250	190,000	274,237	53
5,000,000 and over	500,000	300,000	210,120	387,698	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	180,479	130,476	104,000	145,764	107

Region

New England	190,190	122,750	101,466	148,911	15
Mid Atlantic	189,000	145,114	117,867	153,081	29
Midwest	195,000	130,000	102,223	153,845	15
Mountain Plains	135,000	126,620	115,000	118,060	7
Southeast	130,476	110,000	76,425	113,212	24
Western	194,377	169,100	147,900	175,085	14
Canada/Mexico	175,100	171,690	149,805	170,219	3

Operating Budget

\$1,000,000-2,500,000	75,398	65,316	57,704	67,152	5
\$2,500,000-5,000,000	124,188	102,223	84,218	107,895	33
\$5,000,000-7,500,000	130,476	124,000	110,000	122,039	12
\$7,500,000-10,000,000	155,368	125,000	90,000	126,747	9
\$10,000,000-15,000,000	190,190	155,249	130,000	160,608	12
\$15,000,000-20,000,000	195,924	149,350	134,000	163,596	8
Over \$20,000,000	225,000	180,479	130,000	188,331	26

Metropolitan Area Population

Under 100,000	122,750	106,470	101,005	116,089	10
100,000 to 499,999	124,000	82,341	57,704	89,477	8
500,000 to 999,999	120,000	110,000	90,000	113,813	13
1,000,000 to 1,999,999	149,805	132,002	105,570	143,128	23
2,000,000 to 4,999,999	190,962	155,249	130,000	162,548	30
5,000,000 and over	210,117	194,377	147,700	183,455	16

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	172,872	115,000	95,000	145,403	72

Region

New England	141,284	102,469	102,469	123,438	4
Mid Atlantic	241,270	130,000	95,000	177,291	22
Midwest	204,000	117,500	75,000	158,718	12
Mountain Plains	143,000	106,080	100,000	126,281	10
Southeast	115,000	100,000	63,541	110,075	15
Western	104,000	100,000	93,240	108,048	5
Canada/Mexico	237,375	139,720	139,720	179,024	4

Operating Budget

\$1,000,000-2,500,000	61,819	55,433	55,433	61,777	4
\$2,500,000-5,000,000	102,469	74,150	67,621	83,612	18
\$5,000,000-7,500,000	115,000	100,500	85,000	106,364	11
\$7,500,000-10,000,000	175,000	149,985	143,000	159,368	8
\$10,000,000-15,000,000	143,435	132,000	117,500	133,228	10
\$15,000,000-20,000,000	104,000	104,000	96,200	115,233	3
Over \$20,000,000	325,000	250,000	240,000	267,938	16

Metropolitan Area Population

Under 100,000	68,000	68,000	50,000	73,490	3
100,000 to 499,999	93,240	67,621	63,541	83,687	8
500,000 to 999,999	115,000	100,000	85,696	99,699	6
1,000,000 to 1,999,999	143,000	101,741	96,200	124,750	18
2,000,000 to 4,999,999	237,375	141,284	112,224	162,193	22
5,000,000 and over	370,000	270,500	117,500	254,986	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	59,699	49,799	38,999	51,706	150

Region

New England	53,645	45,000	38,999	44,813	18
Mid Atlantic	65,720	55,000	42,200	55,757	34
Midwest	57,795	46,020	37,000	48,963	28
Mountain Plains	49,697	44,137	37,000	47,696	15
Southeast	53,900	47,308	40,000	49,039	29
Western	66,337	56,002	49,383	59,949	22
Canada/Mexico	63,445	58,000	58,000	60,296	4

Operating Budget

\$1,000,000-2,500,000	44,081	38,575	37,419	41,095	12
\$2,500,000-5,000,000	53,190	44,717	35,000	44,238	50
\$5,000,000-7,500,000	54,858	48,672	37,500	50,488	17
\$7,500,000-10,000,000	56,000	47,000	40,000	47,883	16
\$10,000,000-15,000,000	58,768	49,799	43,000	53,641	15
\$15,000,000-20,000,000	58,740	53,900	43,037	54,995	7
Over \$20,000,000	75,000	63,445	54,090	66,147	30

Metropolitan Area Population

Under 100,000	55,608	48,672	35,000	46,484	14
100,000 to 499,999	46,000	41,445	31,620	40,276	17
500,000 to 999,999	49,697	43,037	37,000	42,684	16
1,000,000 to 1,999,999	55,645	46,794	37,500	49,608	31
2,000,000 to 4,999,999	65,000	54,090	46,000	57,323	43
5,000,000 and over	72,000	61,200	55,455	64,236	20

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	129,000	91,381	75,000	111,617	138

Region

New England	131,863	90,770	82,000	113,333	14
Mid Atlantic	166,400	110,890	84,855	136,754	28
Midwest	120,767	90,000	75,651	107,397	23
Mountain Plains	156,892	89,800	74,186	124,399	19
Southeast	107,866	75,000	60,000	87,751	28
Western	112,009	91,800	79,000	103,758	20
Canada/Mexico	133,900	93,454	75,000	103,365	6

Operating Budget

\$1,000,000-2,500,000	60,000	52,894	35,969	52,044	7
\$2,500,000-5,000,000	91,381	75,983	63,800	78,590	48
\$5,000,000-7,500,000	107,159	89,800	77,250	94,744	18
\$7,500,000-10,000,000	113,000	90,770	80,393	104,519	13
\$10,000,000-15,000,000	144,999	103,872	80,617	115,050	14
\$15,000,000-20,000,000	131,863	81,926	80,400	102,513	6
Over \$20,000,000	227,500	150,000	125,000	183,569	31

Metropolitan Area Population

Under 100,000	129,000	75,300	65,000	92,487	10
100,000 to 499,999	87,000	73,222	51,500	76,274	14
500,000 to 999,999	85,000	77,500	60,000	79,003	15
1,000,000 to 1,999,999	115,000	91,800	80,182	102,142	30
2,000,000 to 4,999,999	144,999	107,866	82,000	128,045	37
5,000,000 and over	201,915	128,615	110,890	163,451	20

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	80,000	60,000	45,000	67,590	122

Region

New England	78,211	57,983	52,632	71,575	15
Mid Atlantic	87,001	69,710	56,279	76,008	33
Midwest	78,750	59,377	44,260	69,725	17
Mountain Plains	90,000	62,400	45,000	70,391	9
Southeast	57,241	45,000	36,520	49,474	27
Western	84,460	62,160	50,250	72,372	17
Canada/Mexico	82,895	70,915	49,254	67,410	4

Operating Budget

\$1,000,000-2,500,000	43,820	36,520	28,500	38,268	9
\$2,500,000-5,000,000	57,000	49,254	40,000	50,201	31
\$5,000,000-7,500,000	64,480	50,250	37,960	52,945	16
\$7,500,000-10,000,000	90,802	62,400	55,000	73,854	13
\$10,000,000-15,000,000	85,500	67,465	45,024	69,890	14
\$15,000,000-20,000,000	78,211	65,500	54,075	66,679	7
Over \$20,000,000	117,577	85,000	69,710	96,033	31

Metropolitan Area Population

Under 100,000	73,048	69,710	56,100	66,280	10
100,000 to 499,999	52,156	43,722	28,560	44,979	13
500,000 to 999,999	66,625	60,000	45,000	58,678	12
1,000,000 to 1,999,999	82,160	55,167	42,876	62,031	29
2,000,000 to 4,999,999	88,896	62,467	50,250	70,389	35
5,000,000 and over	125,000	75,684	57,502	94,198	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	150,000	103,000	76,800	121,385	147

Region

New England	162,240	97,994	90,000	131,214	14
Mid Atlantic	180,000	127,883	85,000	143,775	31
Midwest	137,000	93,500	73,500	115,675	23
Mountain Plains	125,000	103,000	78,000	109,941	19
Southeast	110,000	80,000	63,314	95,014	30
Western	150,000	140,000	87,000	126,961	23
Canada/Mexico	155,100	132,730	82,448	141,498	7

Operating Budget

\$1,000,000-2,500,000	60,000	60,000	53,714	59,951	7
\$2,500,000-5,000,000	100,000	80,000	67,000	84,506	53
\$5,000,000-7,500,000	130,000	103,000	85,000	107,753	23
\$7,500,000-10,000,000	150,000	110,000	93,500	126,447	16
\$10,000,000-15,000,000	162,240	132,613	90,000	131,102	14
\$15,000,000-20,000,000	165,259	157,221	144,000	145,067	5
Over \$20,000,000	260,000	180,000	150,000	202,790	28

Metropolitan Area Population

Under 100,000	125,000	80,016	73,315	94,774	13
100,000 to 499,999	95,375	72,100	60,000	88,328	15
500,000 to 999,999	95,000	80,000	65,000	85,127	17
1,000,000 to 1,999,999	130,000	95,069	84,460	110,745	38
2,000,000 to 4,999,999	163,000	140,000	108,000	138,162	42
5,000,000 and over	274,676	188,268	165,000	206,911	12

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	76,500	61,000	48,907	65,682	116

Region

New England	58,500	52,000	48,907	55,771	10
Mid Atlantic	100,000	75,000	63,000	81,224	24
Midwest	80,000	61,000	50,000	67,221	22
Mountain Plains	75,459	51,813	48,000	57,603	14
Southeast	56,000	45,230	42,272	49,579	20
Western	77,489	65,000	52,000	66,568	20
Canada/Mexico	95,932	66,365	60,302	78,778	6

Operating Budget

\$1,000,000-2,500,000	42,801	42,801	42,272	45,024	3
\$2,500,000-5,000,000	65,000	48,500	40,000	51,213	27
\$5,000,000-7,500,000	62,200	55,000	45,000	58,077	19
\$7,500,000-10,000,000	80,000	61,200	48,000	68,249	15
\$10,000,000-15,000,000	83,000	66,365	56,790	68,638	15
\$15,000,000-20,000,000	95,000	75,000	62,830	76,644	6
Over \$20,000,000	90,000	68,000	58,747	76,493	30

Metropolitan Area Population

Under 100,000	51,510	48,907	44,714	52,265	7
100,000 to 499,999	52,000	48,500	42,272	48,356	10
500,000 to 999,999	56,000	52,000	47,000	54,751	14
1,000,000 to 1,999,999	66,965	57,230	46,865	59,693	28
2,000,000 to 4,999,999	80,000	66,554	52,530	67,358	37
5,000,000 and over	112,200	88,500	65,025	88,780	16

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	60,000	46,200	37,500	51,581	111

Region

New England	53,350	45,000	40,000	55,106	12
Mid Atlantic	56,000	46,500	39,832	50,406	27
Midwest	70,258	50,000	38,000	54,941	17
Mountain Plains	58,000	43,000	38,500	47,863	12
Southeast	52,000	40,000	34,178	47,684	22
Western	66,733	56,800	35,000	56,009	18
Canada/Mexico	52,000	52,000	41,672	51,638	3

Operating Budget

\$1,000,000-2,500,000	38,623	24,298	24,298	31,461	2
\$2,500,000-5,000,000	51,629	40,794	32,640	42,831	33
\$5,000,000-7,500,000	50,000	43,000	38,500	47,769	19
\$7,500,000-10,000,000	61,320	41,600	35,000	50,923	13
\$10,000,000-15,000,000	59,000	49,998	36,050	50,154	16
\$15,000,000-20,000,000	53,040	50,000	38,000	58,859	5
Over \$20,000,000	74,460	58,000	43,849	63,101	22

Metropolitan Area Population

Under 100,000	50,017	50,000	45,000	52,598	7
100,000 to 499,999	42,709	38,623	32,640	40,310	9
500,000 to 999,999	65,000	41,672	34,000	47,445	10
1,000,000 to 1,999,999	61,800	43,849	34,990	52,933	28
2,000,000 to 4,999,999	62,467	50,000	36,050	54,618	38
5,000,000 and over	58,000	46,500	40,000	48,939	14

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	112,200	90,178	65,000	90,829	46

Region

New England	128,750	68,000	68,000	101,733	4
Mid Atlantic	125,000	110,000	95,000	114,315	10
Midwest	112,200	74,412	71,888	90,610	9
Mountain Plains	90,178	60,600	60,600	78,945	3
Southeast	80,000	70,000	52,000	69,749	9
Western	92,898	74,970	50,512	79,388	8
Canada/Mexico	103,000	103,000	64,840	92,474	3

Operating Budget

\$1,000,000-2,500,000	38,988	38,988	38,988	38,988	1
\$2,500,000-5,000,000	52,750	52,750	32,000	52,250	3
\$5,000,000-7,500,000	70,000	65,000	60,000	65,364	8
\$7,500,000-10,000,000	115,000	60,600	50,000	78,300	4
\$10,000,000-15,000,000	90,000	74,412	50,512	82,283	5
\$15,000,000-20,000,000	109,000	108,939	108,939	108,970	2
Over \$20,000,000	125,000	103,000	91,052	108,841	22

Metropolitan Area Population

Under 100,000	87,000	87,000	60,600	87,533	2
100,000 to 499,999	68,000	50,512	44,675	56,191	5
500,000 to 999,999	52,000	50,000	47,940	50,323	6
1,000,000 to 1,999,999	95,000	92,014	72,000	88,033	11
2,000,000 to 4,999,999	109,582	84,855	68,000	91,924	14
5,000,000 and over	122,872	110,000	100,000	116,617	8

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	115,582	84,975	73,416	98,077	48

Region

New England	89,118	73,416	60,000	81,443	9
Mid Atlantic	115,582	93,837	77,250	117,329	15
Midwest	95,000	86,700	75,000	85,803	10
Mountain Plains	65,000	55,232	55,232	60,116	2
Southeast	75,000	67,186	67,186	100,059	4
Western	128,323	124,956	70,000	103,378	5
Canada/Mexico	123,600	123,600	79,200	110,557	3

Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	52,000	52,000	49,000	53,667	3
\$5,000,000-7,500,000	60,000	55,232	55,232	59,696	4
\$7,500,000-10,000,000	75,769	75,000	70,000	73,521	5
\$10,000,000-15,000,000	84,975	74,000	71,006	78,436	7
\$15,000,000-20,000,000	95,000	73,416	73,416	84,208	2
Over \$20,000,000	133,610	115,460	90,000	121,797	25

Metropolitan Area Population

Under 100,000	60,000	60,000	60,000	60,604	4
100,000 to 499,999	70,000	49,000	49,000	59,500	2
500,000 to 999,999	67,186	67,186	67,186	67,186	1
1,000,000 to 1,999,999	124,956	79,200	71,006	94,536	16
2,000,000 to 4,999,999	96,700	89,118	74,000	94,517	14
5,000,000 and over	137,549	115,460	92,290	133,255	9

HUMAN RESOURCES MANAGER

Responsible for all personnel-related functions, including supervising all hiring and termination activities, employee contracts, employee counseling, administration of personnel files, compliance with EEO and ADC requirements, and negotiations with unions. Responsible for establishing personnel policies, procedures, and practices.

	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Summary					
ALL MUSEUMS	90,750	69,500	52,000	78,026	78

Region

New England	70,856	63,675	60,000	78,195	7
Mid Atlantic	115,460	85,000	64,000	91,744	15
Midwest	83,200	62,005	52,000	76,001	12
Mountain Plains	80,968	54,951	48,000	62,964	13
Southeast	77,850	50,000	42,000	60,268	11
Western	100,000	70,918	61,200	88,064	16
Canada/Mexico	90,750	90,396	90,396	84,648	4

Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	60,000	50,000	40,000	52,418	16
\$5,000,000-7,500,000	61,200	52,000	42,000	52,844	10
\$7,500,000-10,000,000	72,835	69,500	62,005	69,031	10
\$10,000,000-15,000,000	90,660	82,739	75,629	78,297	11
\$15,000,000-20,000,000	105,158	63,675	62,329	81,291	6
Over \$20,000,000	128,323	90,396	70,856	102,323	25

Metropolitan Area Population

Under 100,000	60,000	54,951	54,951	54,177	4
100,000 to 499,999	61,200	42,719	39,784	51,627	6
500,000 to 999,999	69,500	63,447	55,744	64,066	10
1,000,000 to 1,999,999	90,660	65,000	50,000	71,181	19
2,000,000 to 4,999,999	101,000	83,200	70,000	90,700	21
5,000,000 and over	125,000	90,000	75,000	103,223	13

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	115,000	94,000	71,768	101,454	67

Region

New England	96,552	73,000	71,768	79,674	5
Mid Atlantic	120,523	102,010	93,500	125,978	20
Midwest	131,623	94,000	75,000	113,315	10
Mountain Plains	94,004	85,385	71,340	80,794	8
Southeast	80,491	73,776	53,045	77,544	12
Western	130,000	81,026	67,000	95,229	9
Canada/Mexico	104,678	104,678	102,794	104,134	3

Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	58,660	53,045	47,300	56,266	8
\$5,000,000-7,500,000	81,026	65,000	65,000	72,166	8
\$7,500,000-10,000,000	75,000	71,340	67,000	78,778	8
\$10,000,000-15,000,000	96,233	85,620	80,491	89,727	10
\$15,000,000-20,000,000	94,000	75,000	73,000	84,628	6
Over \$20,000,000	158,281	129,322	102,049	139,358	26

Metropolitan Area Population

Under 100,000	95,000	86,000	71,340	81,578	5
100,000 to 499,999	71,768	71,768	58,660	70,485	3
500,000 to 999,999	75,000	72,345	62,736	70,299	11
1,000,000 to 1,999,999	130,000	104,930	85,620	104,731	12
2,000,000 to 4,999,999	104,678	96,233	91,800	102,998	16
5,000,000 and over	176,000	115,000	94,554	146,345	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	82,244	67,749	54,500	72,024	77

Region

New England	78,526	68,143	54,545	67,255	9
Mid Atlantic	92,700	73,281	62,736	87,491	21
Midwest	73,950	58,123	52,510	59,770	14
Mountain Plains	69,500	65,000	62,155	65,488	8
Southeast	69,404	51,500	43,000	66,608	9
Western	82,244	68,959	56,000	72,968	12
Canada/Mexico	83,555	74,456	74,456	69,158	4

Operating Budget

\$1,000,000-2,500,000	35,110	35,110	35,110	35,110	1
\$2,500,000-5,000,000	64,000	52,510	40,870	53,696	14
\$5,000,000-7,500,000	56,000	45,500	43,000	48,820	8
\$7,500,000-10,000,000	70,185	57,186	44,557	62,880	11
\$10,000,000-15,000,000	73,281	63,000	60,201	66,338	12
\$15,000,000-20,000,000	88,000	78,526	65,109	94,848	7
Over \$20,000,000	93,540	83,500	73,950	89,854	24

Metropolitan Area Population

Under 100,000	63,000	54,840	44,390	56,271	6
100,000 to 499,999	42,500	37,000	37,000	39,350	4
500,000 to 999,999	70,848	54,545	42,000	56,037	10
1,000,000 to 1,999,999	82,244	65,000	53,058	69,587	20
2,000,000 to 4,999,999	80,987	69,404	61,800	73,311	23
5,000,000 and over	110,000	87,418	80,781	107,139	11

WEB MANAGER

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	71,603	53,245	43,000	59,519	67

Region

New England	75,000	50,507	49,480	64,605	5
Mid Atlantic	81,000	60,000	48,965	71,597	20
Midwest	69,303	54,000	45,000	54,312	12
Mountain Plains	58,498	43,697	40,000	49,746	5
Southeast	56,000	43,000	35,000	48,887	9
Western	70,218	50,000	41,600	54,233	12
Canada/Mexico	63,227	58,724	58,724	61,700	4

Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	45,000	40,040	35,000	44,163	12
\$5,000,000-7,500,000	43,000	43,000	41,600	45,533	3
\$7,500,000-10,000,000	70,000	40,000	39,718	61,184	8
\$10,000,000-15,000,000	51,630	50,507	42,019	54,466	11
\$15,000,000-20,000,000	70,218	49,480	45,000	55,167	6
Over \$20,000,000	77,200	70,000	58,724	70,902	26

Metropolitan Area Population

Under 100,000	58,498	49,480	49,480	53,989	2
100,000 to 499,999	41,035	30,000	30,000	34,909	4
500,000 to 999,999	39,640	39,640	30,000	36,560	3
1,000,000 to 1,999,999	76,466	56,000	45,006	61,927	14
2,000,000 to 4,999,999	72,000	54,000	48,965	62,756	25
5,000,000 and over	75,000	61,222	56,650	72,466	12

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	57,000	45,000	36,768	48,602	41

Region

New England	71,750	71,750	54,101	67,617	3
Mid Atlantic	63,000	48,726	40,000	51,535	9
Midwest	50,000	41,000	39,591	45,920	9
Mountain Plains	45,190	38,600	36,768	39,614	9
Southeast	51,375	35,000	30,000	45,275	5
Western	55,016	53,916	43,300	48,173	5
Canada/Mexico	86,044	86,044	86,044	86,044	1

Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	36,000	30,000	30,000	37,500	7
\$5,000,000-7,500,000	40,877	40,877	38,600	40,159	3
\$7,500,000-10,000,000	45,190	40,000	36,768	42,127	6
\$10,000,000-15,000,000	50,000	46,420	46,420	47,013	4
\$15,000,000-20,000,000	40,000	39,591	39,591	41,204	4
Over \$20,000,000	77,000	55,016	45,000	58,482	17

Metropolitan Area Population

Under 100,000	45,190	45,190	45,190	45,190	1
100,000 to 499,999	31,633	31,633	30,000	41,878	3
500,000 to 999,999	39,591	38,600	35,000	39,458	5
1,000,000 to 1,999,999	46,420	41,000	36,000	44,667	11
2,000,000 to 4,999,999	63,838	43,300	37,200	51,392	9
5,000,000 and over	63,000	57,000	50,000	58,553	8

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	50,190	39,000	32,460	44,493	140

Region

New England	56,932	40,000	33,764	48,727	15
Mid Atlantic	58,511	40,000	32,876	47,168	30
Midwest	47,506	35,589	31,200	41,017	22
Mountain Plains	50,000	37,400	30,000	43,437	19
Southeast	43,450	33,949	31,620	38,272	29
Western	49,920	40,000	35,360	46,590	18
Canada/Mexico	53,872	49,698	47,220	59,112	7

Operating Budget

\$1,000,000-2,500,000	37,440	33,061	31,210	36,442	7
\$2,500,000-5,000,000	41,600	35,000	31,000	37,469	44
\$5,000,000-7,500,000	42,000	37,024	32,000	38,770	21
\$7,500,000-10,000,000	47,800	37,000	33,600	41,943	15
\$10,000,000-15,000,000	63,963	44,400	32,000	48,313	17
\$15,000,000-20,000,000	61,000	49,920	43,000	54,864	6
Over \$20,000,000	78,000	50,190	40,000	57,198	29

Metropolitan Area Population

Under 100,000	42,791	39,000	35,490	40,267	8
100,000 to 499,999	40,000	36,945	32,000	39,663	15
500,000 to 999,999	46,125	37,400	31,900	42,257	17
1,000,000 to 1,999,999	50,000	35,000	32,000	41,513	33
2,000,000 to 4,999,999	63,963	43,000	35,000	51,794	40
5,000,000 and over	55,550	40,000	32,320	47,565	15

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	65,254	50,000	42,000	56,803	152

Region

New England	59,423	50,467	40,000	53,355	18
Mid Atlantic	90,887	54,540	43,390	68,944	36
Midwest	63,606	51,000	40,919	53,136	22
Mountain Plains	67,800	53,000	39,780	58,788	18
Southeast	46,700	42,432	36,906	45,806	30
Western	68,488	50,000	45,000	55,976	22
Canada/Mexico	65,000	60,984	52,016	60,461	6

Operating Budget

\$1,000,000-2,500,000	44,249	40,297	35,000	40,986	10
\$2,500,000-5,000,000	46,000	41,721	35,356	44,432	46
\$5,000,000-7,500,000	53,495	47,025	39,780	48,187	20
\$7,500,000-10,000,000	69,420	50,467	47,715	60,537	17
\$10,000,000-15,000,000	75,000	57,330	47,005	64,231	17
\$15,000,000-20,000,000	70,400	55,000	48,000	61,234	8
Over \$20,000,000	87,289	70,359	52,825	75,645	31

Metropolitan Area Population

Under 100,000	50,000	43,390	40,000	51,960	13
100,000 to 499,999	45,321	40,000	33,024	41,649	15
500,000 to 999,999	52,016	46,000	40,948	46,691	17
1,000,000 to 1,999,999	64,942	50,000	40,100	54,464	37
2,000,000 to 4,999,999	70,794	60,000	44,236	60,924	42
5,000,000 and over	100,366	75,000	50,000	81,467	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	159,000	100,000	76,650	130,153	53

Region

New England	121,650	104,500	104,500	133,040	4
Mid Atlantic	201,000	148,063	86,458	160,007	13
Midwest	120,943	76,650	67,000	112,008	12
Mountain Plains	154,500	80,000	68,500	101,424	5
Southeast	105,060	89,647	67,980	107,256	9
Western	197,600	120,016	77,250	158,342	7
Canada/Mexico	128,780	128,780	99,444	120,318	3

Operating Budget

\$1,000,000-2,500,000	81,120	46,000	46,000	63,560	2
\$2,500,000-5,000,000	79,000	72,345	50,000	72,764	9
\$5,000,000-7,500,000	92,431	80,000	80,000	86,216	2
\$7,500,000-10,000,000	154,500	77,698	77,250	111,410	5
\$10,000,000-15,000,000	140,259	105,060	86,458	113,145	9
\$15,000,000-20,000,000	100,000	92,400	92,400	96,013	4
Over \$20,000,000	265,000	159,120	120,016	185,324	21

Metropolitan Area Population

Under 100,000	121,650	121,650	121,650	121,650	1
100,000 to 499,999	79,000	46,000	46,000	62,500	2
500,000 to 999,999	89,647	72,345	67,980	73,968	10
1,000,000 to 1,999,999	159,000	81,120	68,500	133,611	10
2,000,000 to 4,999,999	150,000	104,500	90,000	124,653	16
5,000,000 and over	265,000	250,000	201,000	238,707	8

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	93,600	67,000	52,500	78,380	111

Region

New England	70,000	67,256	46,000	68,277	11
Mid Atlantic	120,000	90,352	60,000	99,759	21
Midwest	93,600	66,300	50,500	75,012	18
Mountain Plains	65,000	59,354	49,900	67,858	11
Southeast	75,156	49,000	42,000	63,925	26
Western	90,000	67,000	60,000	78,097	18
Canada/Mexico	174,010	94,500	66,999	114,950	6

Operating Budget

\$1,000,000-2,500,000	45,760	42,000	41,000	42,038	8
\$2,500,000-5,000,000	61,162	54,317	47,000	55,252	34
\$5,000,000-7,500,000	80,000	67,256	60,000	71,199	19
\$7,500,000-10,000,000	92,355	58,600	55,000	77,576	7
\$10,000,000-15,000,000	92,298	76,000	56,791	78,708	9
\$15,000,000-20,000,000	100,000	100,000	68,925	95,586	7
Over \$20,000,000	144,200	107,100	90,352	119,903	26

Metropolitan Area Population

Under 100,000	70,000	59,310	46,000	63,362	11
100,000 to 499,999	52,690	46,078	42,500	49,515	13
500,000 to 999,999	68,925	60,000	56,002	64,910	11
1,000,000 to 1,999,999	94,500	69,000	59,354	78,407	26
2,000,000 to 4,999,999	104,862	81,357	49,900	85,459	33
5,000,000 and over	130,000	109,393	95,513	118,259	13

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	72,000	57,000	42,000	62,121	119

Region

New England	65,000	52,696	47,047	59,500	13
Mid Atlantic	92,682	67,114	50,000	77,007	29
Midwest	68,500	47,560	40,000	54,003	21
Mountain Plains	75,460	47,871	41,762	57,396	12
Southeast	55,000	40,000	35,000	46,814	21
Western	71,750	59,575	57,000	69,473	16
Canada/Mexico	64,840	64,235	57,500	66,945	7

Operating Budget

\$1,000,000-2,500,000	38,221	31,440	31,395	36,333	8
\$2,500,000-5,000,000	56,990	42,000	35,380	45,181	29
\$5,000,000-7,500,000	50,000	47,000	41,762	47,691	12
\$7,500,000-10,000,000	72,000	57,000	53,000	62,259	14
\$10,000,000-15,000,000	75,460	64,235	46,000	63,236	16
\$15,000,000-20,000,000	58,916	58,295	51,300	56,468	7
Over \$20,000,000	103,101	79,560	68,224	90,023	32

Metropolitan Area Population

Under 100,000	58,295	35,535	35,380	48,471	6
100,000 to 499,999	47,047	38,221	32,000	43,265	8
500,000 to 999,999	45,000	41,096	38,000	41,272	13
1,000,000 to 1,999,999	70,312	53,806	41,762	56,187	31
2,000,000 to 4,999,999	79,310	64,235	52,000	66,129	39
5,000,000 and over	105,000	90,417	72,000	95,508	16

MUSEUM STORE MANAGER

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	64,789	47,629	40,986	57,486	161

Region

New England	65,520	53,534	40,000	55,919	19
Mid Atlantic	83,000	56,969	41,303	70,998	35
Midwest	60,000	43,260	36,023	53,119	27
Mountain Plains	56,154	47,000	42,424	49,191	21
Southeast	47,775	43,500	37,000	45,413	31
Western	71,642	55,000	51,239	65,806	21
Canada/Mexico	68,437	64,000	45,000	67,284	7

Operating Budget

\$1,000,000-2,500,000	42,436	27,206	25,585	32,165	11
\$2,500,000-5,000,000	45,000	40,643	33,000	42,058	49
\$5,000,000-7,500,000	55,000	45,000	42,500	48,031	22
\$7,500,000-10,000,000	55,425	53,534	45,000	51,402	16
\$10,000,000-15,000,000	65,520	55,000	48,000	58,985	17
\$15,000,000-20,000,000	63,000	57,783	47,100	57,809	8
Over \$20,000,000	106,080	83,640	66,300	94,524	35

Metropolitan Area Population

Under 100,000	55,000	46,000	41,303	53,133	15
100,000 to 499,999	42,436	40,000	28,353	40,371	18
500,000 to 999,999	52,776	47,000	37,914	44,215	22
1,000,000 to 1,999,999	63,310	45,500	40,000	53,486	42
2,000,000 to 4,999,999	71,028	55,425	45,000	63,385	36
5,000,000 and over	96,655	82,221	59,072	98,845	18

VOLUNTEER COORDINATOR

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	51,765	40,576	35,500	45,111	85

Region

New England	43,085	39,500	39,430	44,731	8
Mid Atlantic	51,765	44,020	37,000	45,983	15
Midwest	46,800	37,150	35,941	45,381	15
Mountain Plains	43,414	33,230	31,888	36,323	10
Southeast	43,705	36,400	33,000	42,770	19
Western	63,544	45,656	40,500	50,851	15
Canada/Mexico	61,443	61,443	28,300	51,927	3

Operating Budget

\$1,000,000-2,500,000	35,722	35,722	30,000	35,340	3
\$2,500,000-5,000,000	43,750	39,244	33,000	43,922	21
\$5,000,000-7,500,000	49,168	37,000	36,168	43,165	9
\$7,500,000-10,000,000	42,000	38,250	35,500	38,922	10
\$10,000,000-15,000,000	43,705	36,437	31,000	42,011	10
\$15,000,000-20,000,000	44,200	43,085	32,979	45,779	5
Over \$20,000,000	61,443	51,765	42,607	51,453	25

Metropolitan Area Population

Under 100,000	45,714	44,020	37,000	43,472	7
100,000 to 499,999	94,868	45,098	36,437	63,639	5
500,000 to 999,999	42,000	36,244	32,979	36,987	9
1,000,000 to 1,999,999	44,200	37,000	31,000	39,922	30
2,000,000 to 4,999,999	60,789	43,414	37,400	49,127	17
5,000,000 and over	65,289	52,650	42,917	55,040	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	134,992	100,000	78,348	113,757	138

Region

New England	130,240	100,000	78,500	112,387	14
Mid Atlantic	144,214	104,335	78,700	124,003	29
Midwest	145,500	84,033	75,000	106,134	20
Mountain Plains	129,789	102,631	89,176	125,894	16
Southeast	100,000	89,287	73,650	91,198	32
Western	148,230	125,000	104,417	127,429	21
Canada/Mexico	139,846	120,000	83,507	121,111	6

Operating Budget

\$1,000,000-2,500,000	80,000	75,331	68,745	73,986	9
\$2,500,000-5,000,000	98,140	79,001	65,467	86,733	50
\$5,000,000-7,500,000	129,000	100,000	89,287	114,499	16
\$7,500,000-10,000,000	122,787	90,000	84,033	111,555	13
\$10,000,000-15,000,000	134,992	120,000	90,000	116,546	16
\$15,000,000-20,000,000	145,500	92,250	91,100	116,668	7
Over \$20,000,000	202,025	150,000	125,000	165,390	25

Metropolitan Area Population

Under 100,000	129,000	85,317	77,700	108,648	11
100,000 to 499,999	80,000	78,348	61,285	78,979	15
500,000 to 999,999	105,060	90,000	75,010	94,947	17
1,000,000 to 1,999,999	117,828	91,100	69,000	100,018	31
2,000,000 to 4,999,999	156,811	133,824	91,800	129,714	34
5,000,000 and over	195,000	150,000	121,500	163,246	16

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	98,325	80,000	61,836	85,678	138

Region

New England	98,028	84,128	72,000	84,599	14
Mid Atlantic	113,108	84,760	70,000	96,348	32
Midwest	91,745	72,858	54,000	80,115	23
Mountain Plains	93,000	75,000	50,322	79,064	17
Southeast	76,350	65,000	50,000	66,380	25
Western	103,852	86,000	70,133	98,573	21
Canada/Mexico	102,639	85,500	66,632	89,101	6

Operating Budget

\$1,000,000-2,500,000	72,000	67,785	50,000	62,060	10
\$2,500,000-5,000,000	76,350	59,181	51,553	64,967	34
\$5,000,000-7,500,000	82,465	65,000	50,000	66,974	17
\$7,500,000-10,000,000	86,000	77,983	66,000	81,635	16
\$10,000,000-15,000,000	97,344	86,000	73,724	95,644	14
\$15,000,000-20,000,000	96,724	87,760	82,400	89,412	9
Over \$20,000,000	125,700	101,496	85,000	109,258	35

Metropolitan Area Population

Under 100,000	94,000	80,679	69,023	79,925	10
100,000 to 499,999	74,000	59,000	50,000	62,468	14
500,000 to 999,999	86,011	66,622	56,902	71,189	14
1,000,000 to 1,999,999	95,442	78,719	60,000	83,199	37
2,000,000 to 4,999,999	115,000	85,680	69,039	94,345	38
5,000,000 and over	140,000	104,022	89,150	115,355	17

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	80,000	66,625	50,000	70,749	78

Region

New England	87,453	79,627	51,212	72,665	7
Mid Atlantic	90,000	72,499	60,308	80,481	17
Midwest	76,103	51,690	45,800	62,800	14
Mountain Plains	65,055	55,000	48,000	63,120	12
Southeast	64,920	50,000	46,500	58,024	11
Western	81,370	73,355	60,000	75,954	13
Canada/Mexico	102,776	75,544	75,544	90,830	4

Operating Budget

\$1,000,000-2,500,000	51,212	51,000	51,000	50,376	4
\$2,500,000-5,000,000	58,973	48,778	45,900	59,957	23
\$5,000,000-7,500,000	74,493	60,308	50,000	62,392	7
\$7,500,000-10,000,000	90,000	80,000	45,000	78,776	7
\$10,000,000-15,000,000	77,250	66,950	58,000	68,686	10
\$15,000,000-20,000,000	79,992	73,379	70,000	74,940	7
Over \$20,000,000	100,583	77,250	73,174	87,589	19

Metropolitan Area Population

Under 100,000	65,000	51,212	48,000	56,811	5
100,000 to 499,999	51,000	48,000	46,500	51,984	6
500,000 to 999,999	64,920	56,962	45,738	59,293	8
1,000,000 to 1,999,999	72,113	54,165	47,326	60,484	17
2,000,000 to 4,999,999	103,000	79,992	60,308	87,986	24
5,000,000 and over	80,000	73,355	64,500	75,148	12

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	64,540	54,000	46,000	59,062	97

Region

New England	78,000	51,500	47,500	59,866	10
Mid Atlantic	63,361	54,000	48,651	66,154	30
Midwest	63,380	49,400	40,800	51,047	19
Mountain Plains	62,400	58,234	40,000	52,756	8
Southeast	59,130	45,000	40,000	45,945	12
Western	74,464	60,000	53,040	64,685	14
Canada/Mexico	86,934	73,574	64,290	75,239	4

Operating Budget

\$1,000,000-2,500,000	63,380	63,380	63,380	63,380	1
\$2,500,000-5,000,000	58,500	45,000	37,000	46,843	26
\$5,000,000-7,500,000	54,791	53,040	40,000	52,413	7
\$7,500,000-10,000,000	53,000	50,000	45,792	70,166	14
\$10,000,000-15,000,000	62,467	52,998	49,050	56,944	12
\$15,000,000-20,000,000	78,000	53,004	45,000	59,546	6
Over \$20,000,000	73,574	60,469	51,000	63,426	30

Metropolitan Area Population

Under 100,000	62,400	53,004	47,500	52,804	8
100,000 to 499,999	62,503	47,500	43,263	51,392	5
500,000 to 999,999	78,000	59,360	50,000	60,838	6
1,000,000 to 1,999,999	59,904	48,368	40,000	52,164	29
2,000,000 to 4,999,999	69,869	55,708	49,400	69,051	27
5,000,000 and over	67,869	58,066	49,631	61,271	17

CURATOR E / ASSISTANT CURATOR

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	51,336	42,512	33,500	44,533	80

Region

New England	52,000	40,000	33,500	43,424	13
Mid Atlantic	51,249	44,125	38,520	47,581	18
Midwest	52,646	40,251	33,492	42,971	13
Mountain Plains	41,462	38,720	36,547	39,324	8
Southeast	41,000	33,500	30,000	36,944	12
Western	51,896	49,504	40,000	47,397	13
Canada/Mexico	72,085	61,177	61,177	65,115	3

Operating Budget

\$1,000,000-2,500,000	30,391	30,391	26,981	34,457	3
\$2,500,000-5,000,000	42,857	37,440	31,599	39,505	22
\$5,000,000-7,500,000	40,000	40,000	35,000	39,767	8
\$7,500,000-10,000,000	42,500	32,480	30,284	37,138	6
\$10,000,000-15,000,000	41,462	37,663	31,000	39,390	10
\$15,000,000-20,000,000	70,512	46,600	46,550	55,814	4
Over \$20,000,000	55,646	49,945	42,000	50,302	25

Metropolitan Area Population

Under 100,000	40,000	36,547	31,510	36,033	5
100,000 to 499,999	40,000	40,000	33,500	38,820	5
500,000 to 999,999	46,200	41,000	30,000	43,216	8
1,000,000 to 1,999,999	51,336	40,000	32,994	42,072	20
2,000,000 to 4,999,999	53,742	45,114	37,440	45,548	21
5,000,000 and over	55,646	49,500	42,000	50,844	16

CURATORIAL ASSISTANT

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	40,000	34,125	30,000	35,937	111

Region

New England	43,037	34,926	31,132	37,346	13
Mid Atlantic	42,000	34,125	29,400	36,445	24
Midwest	38,025	30,222	26,000	32,630	17
Mountain Plains	36,512	32,000	28,578	31,678	14
Southeast	36,130	32,364	31,320	33,141	19
Western	42,313	36,048	32,000	39,390	19
Canada/Mexico	55,659	51,670	41,096	50,632	5

Operating Budget

\$1,000,000-2,500,000	35,500	28,000	27,997	29,583	6
\$2,500,000-5,000,000	36,390	32,364	26,818	32,010	28
\$5,000,000-7,500,000	38,950	32,500	28,080	34,143	14
\$7,500,000-10,000,000	34,944	32,000	31,000	35,542	13
\$10,000,000-15,000,000	40,000	35,000	30,000	37,151	15
\$15,000,000-20,000,000	40,572	32,000	31,000	36,620	6
Over \$20,000,000	44,401	37,008	32,000	39,472	27

Metropolitan Area Population

Under 100,000	35,000	33,320	29,000	33,829	6
100,000 to 499,999	32,364	31,000	27,997	31,117	10
500,000 to 999,999	44,401	38,000	32,946	40,044	11
1,000,000 to 1,999,999	38,700	33,500	28,080	35,548	27
2,000,000 to 4,999,999	40,000	34,714	30,813	36,589	37
5,000,000 and over	40,572	35,692	31,000	36,210	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	69,115	54,525	40,000	57,618	71

Region

New England	64,233	62,986	56,589	60,621	8
Mid Atlantic	79,798	69,115	50,000	67,041	20
Midwest	56,486	42,147	35,724	60,420	13
Mountain Plains	55,358	45,700	38,038	47,399	8
Southeast	42,766	38,400	32,000	37,723	9
Western	73,502	47,611	38,300	57,377	7
Canada/Mexico	60,569	55,238	55,200	57,498	6

Operating Budget

\$1,000,000-2,500,000	41,452	41,452	35,724	40,458	2
\$2,500,000-5,000,000	63,278	38,300	30,056	49,093	10
\$5,000,000-7,500,000	43,075	42,300	38,693	43,879	7
\$7,500,000-10,000,000	72,000	42,623	37,662	60,224	7
\$10,000,000-15,000,000	72,876	54,525	50,059	74,359	8
\$15,000,000-20,000,000	56,589	47,993	32,000	45,818	5
Over \$20,000,000	69,810	59,729	45,700	60,084	31

Metropolitan Area Population

Under 100,000	69,115	55,358	37,662	55,542	6
100,000 to 499,999	44,199	41,452	35,724	46,893	4
500,000 to 999,999	63,278	42,300	37,294	49,479	7
1,000,000 to 1,999,999	59,729	43,212	39,710	48,251	20
2,000,000 to 4,999,999	72,876	54,525	45,700	59,911	22
5,000,000 and over	81,221	69,808	56,486	84,080	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	92,565	68,700	55,000	76,518	179

Region

New England	94,446	68,310	55,000	76,607	20
Mid Atlantic	100,264	70,350	60,000	85,318	39
Midwest	89,648	61,800	52,452	72,785	28
Mountain Plains	83,003	69,253	47,904	68,900	22
Southeast	80,000	62,000	50,063	66,093	37
Western	95,477	74,153	57,139	86,244	26
Canada/Mexico	95,017	86,044	55,000	89,273	7

Operating Budget

\$1,000,000-2,500,000	58,957	52,000	43,647	50,303	15
\$2,500,000-5,000,000	67,500	57,500	49,376	59,649	62
\$5,000,000-7,500,000	75,000	68,310	55,000	69,364	22
\$7,500,000-10,000,000	82,400	75,000	60,000	78,817	18
\$10,000,000-15,000,000	100,264	89,209	81,325	86,010	17
\$15,000,000-20,000,000	93,000	86,000	73,750	93,586	8
Over \$20,000,000	125,710	102,000	87,000	111,430	35

Metropolitan Area Population

Under 100,000	89,000	55,780	49,376	65,419	15
100,000 to 499,999	62,251	57,656	53,150	59,640	19
500,000 to 999,999	73,000	56,070	50,000	62,059	22
1,000,000 to 1,999,999	92,565	70,400	57,500	75,822	37
2,000,000 to 4,999,999	102,000	86,044	61,000	86,606	49
5,000,000 and over	110,000	81,325	69,850	100,160	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	60,000	49,000	40,000	52,554	148

Region

New England	62,225	51,500	40,938	53,154	17
Mid Atlantic	59,817	50,537	40,316	57,128	31
Midwest	56,529	48,457	39,187	47,860	27
Mountain Plains	53,000	46,000	38,000	46,665	20
Southeast	53,381	45,000	36,670	45,769	27
Western	67,500	51,373	40,477	60,845	22
Canada/Mexico	78,439	68,042	61,298	70,676	4

Operating Budget

\$1,000,000-2,500,000	48,621	42,638	36,670	41,367	10
\$2,500,000-5,000,000	47,621	40,938	35,362	47,558	42
\$5,000,000-7,500,000	56,000	46,000	40,000	48,892	20
\$7,500,000-10,000,000	50,000	40,962	38,274	43,138	17
\$10,000,000-15,000,000	56,368	52,349	45,000	55,828	15
\$15,000,000-20,000,000	69,620	56,000	50,000	60,474	9
Over \$20,000,000	68,959	61,000	52,548	62,133	33

Metropolitan Area Population

Under 100,000	49,000	43,215	39,741	49,123	10
100,000 to 499,999	51,500	40,714	36,896	43,200	15
500,000 to 999,999	56,115	48,000	35,000	46,324	17
1,000,000 to 1,999,999	56,000	45,000	39,213	49,439	41
2,000,000 to 4,999,999	67,046	55,000	40,714	61,067	40
5,000,000 and over	62,593	56,014	50,000	58,034	17

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	45,548	38,002	32,000	39,857	116

Region

New England	39,623	37,000	33,660	38,309	14
Mid Atlantic	43,285	38,266	34,700	40,681	26
Midwest	46,151	37,080	30,000	38,210	18
Mountain Plains	40,800	32,568	27,000	34,046	17
Southeast	39,000	34,237	30,000	35,132	19
Western	58,243	45,000	29,835	45,745	17
Canada/Mexico	68,042	57,083	48,707	58,649	5

Operating Budget

\$1,000,000-2,500,000	25,213	25,213	16,592	29,172	3
\$2,500,000-5,000,000	38,480	31,700	29,560	33,622	36
\$5,000,000-7,500,000	43,763	35,000	30,438	36,588	14
\$7,500,000-10,000,000	39,000	33,000	30,160	34,641	9
\$10,000,000-15,000,000	38,266	35,000	32,000	37,310	15
\$15,000,000-20,000,000	37,764	34,810	33,475	38,870	5
Over \$20,000,000	53,718	45,548	39,000	47,508	33

Metropolitan Area Population

Under 100,000	40,000	38,818	33,660	39,369	11
100,000 to 499,999	37,796	30,248	26,520	32,410	12
500,000 to 999,999	43,900	37,000	32,000	36,674	10
1,000,000 to 1,999,999	44,562	37,080	31,000	40,061	27
2,000,000 to 4,999,999	46,410	37,000	32,439	40,947	31
5,000,000 and over	47,825	40,000	37,002	43,694	17

EDUCATION ASSISTANT

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	40,000	31,850	27,300	34,062	112

Region

New England	40,000	32,800	27,508	34,484	14
Mid Atlantic	41,019	34,075	30,000	37,408	25
Midwest	34,000	28,309	23,636	29,814	22
Mountain Plains	36,619	32,000	27,027	32,523	10
Southeast	32,779	31,000	27,810	30,987	23
Western	43,891	39,875	28,933	37,471	15
Canada/Mexico	42,145	42,145	42,000	43,900	3

Operating Budget

\$1,000,000-2,500,000	34,279	28,309	21,000	27,193	7
\$2,500,000-5,000,000	35,651	30,000	27,000	33,043	26
\$5,000,000-7,500,000	32,240	31,058	30,000	32,206	16
\$7,500,000-10,000,000	31,549	30,000	26,852	33,328	11
\$10,000,000-15,000,000	42,145	32,779	28,000	35,830	17
\$15,000,000-20,000,000	43,891	31,850	27,007	36,416	7
Over \$20,000,000	41,227	37,000	27,300	35,235	26

Metropolitan Area Population

Under 100,000	51,140	45,136	40,964	47,499	5
100,000 to 499,999	31,549	28,309	27,000	29,834	11
500,000 to 999,999	32,000	30,000	26,026	29,948	16
1,000,000 to 1,999,999	40,877	31,000	26,900	32,968	31
2,000,000 to 4,999,999	40,000	32,000	26,880	33,815	28
5,000,000 and over	46,194	37,008	30,000	38,933	16

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	73,502	57,000	46,920	62,933	182

Region

New England	62,100	55,000	51,000	58,826	20
Mid Atlantic	84,000	67,613	54,391	73,050	42
Midwest	72,930	53,841	45,900	59,257	31
Mountain Plains	71,000	56,086	51,322	62,275	22
Southeast	55,477	50,998	44,700	51,239	35
Western	85,000	58,386	51,611	69,198	25
Canada/Mexico	86,044	62,000	59,535	68,049	7

Operating Budget

\$1,000,000-2,500,000	49,947	44,292	40,000	45,793	17
\$2,500,000-5,000,000	57,200	51,000	41,190	52,142	61
\$5,000,000-7,500,000	62,040	55,000	48,812	56,075	20
\$7,500,000-10,000,000	68,959	56,086	52,000	62,320	18
\$10,000,000-15,000,000	89,252	68,168	59,535	76,302	19
\$15,000,000-20,000,000	85,000	66,367	62,766	73,472	9
Over \$20,000,000	95,197	80,053	71,000	82,531	35

Metropolitan Area Population

Under 100,000	70,208	56,086	51,000	61,692	16
100,000 to 499,999	53,841	48,503	40,915	49,564	21
500,000 to 999,999	64,000	52,500	43,775	52,992	22
1,000,000 to 1,999,999	68,959	55,000	45,257	58,815	39
2,000,000 to 4,999,999	86,044	65,000	55,000	72,227	49
5,000,000 and over	95,197	78,030	55,313	79,738	21

REGISTRAR B / ASSOCIATE REGISTRAR

Assists Registrar in performance of routine duties.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	55,931	46,000	38,327	50,479	109

Region

New England	69,100	42,568	40,000	53,065	11
Mid Atlantic	56,791	48,282	42,972	53,062	30
Midwest	46,509	42,540	36,046	43,203	18
Mountain Plains	47,000	43,750	37,700	45,148	11
Southeast	41,200	35,810	32,437	50,156	17
Western	61,882	50,316	46,579	53,146	19
Canada/Mexico	65,672	65,501	65,501	61,461	3

Operating Budget

\$1,000,000-2,500,000	42,568	31,504	30,984	34,582	6
\$2,500,000-5,000,000	46,509	36,380	33,949	49,224	27
\$5,000,000-7,500,000	70,000	52,074	43,404	57,655	8
\$7,500,000-10,000,000	48,000	42,000	36,046	46,191	12
\$10,000,000-15,000,000	52,000	46,000	35,810	51,472	14
\$15,000,000-20,000,000	50,316	41,200	36,000	44,803	9
Over \$20,000,000	63,648	50,000	44,616	54,140	31

Metropolitan Area Population

Under 100,000	57,000	46,393	39,103	49,862	11
100,000 to 499,999	42,000	35,360	31,836	37,165	10
500,000 to 999,999	64,821	35,775	32,479	48,340	6
1,000,000 to 1,999,999	47,611	42,972	35,810	45,239	28
2,000,000 to 4,999,999	59,800	47,277	39,735	53,517	31
5,000,000 and over	57,984	50,000	46,707	53,540	18

REGISTRAR C / ASSISTANT REGISTRAR

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	42,230	36,210	32,000	38,651	78

Region

New England	45,078	39,643	34,500	40,144	11
Mid Atlantic	41,500	37,971	34,000	40,106	15
Midwest	38,454	35,700	30,600	38,268	15
Mountain Plains	35,400	32,000	30,000	33,209	11
Southeast	36,211	35,000	29,276	34,146	13
Western	52,598	42,948	39,104	45,710	11
Canada/Mexico	31,295	31,295	30,000	40,303	2

Operating Budget

\$1,000,000-2,500,000	35,984	29,053	29,053	32,519	2
\$2,500,000-5,000,000	37,576	34,000	29,276	35,656	15
\$5,000,000-7,500,000	42,100	31,200	30,000	35,918	11
\$7,500,000-10,000,000	40,000	32,011	30,000	34,002	6
\$10,000,000-15,000,000	39,000	33,744	30,000	36,092	11
\$15,000,000-20,000,000	48,750	48,532	42,936	48,939	5
Over \$20,000,000	45,000	38,584	34,611	41,230	28

Metropolitan Area Population

Under 100,000	36,466	33,150	32,000	37,417	5
100,000 to 499,999	36,013	34,500	33,744	35,237	7
500,000 to 999,999	43,900	40,852	38,766	41,545	7
1,000,000 to 1,999,999	36,210	32,011	28,652	34,684	21
2,000,000 to 4,999,999	41,720	36,067	33,108	39,354	26
5,000,000 and over	47,047	40,000	38,584	43,413	10

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	82,900	61,678	50,412	67,974	80

Region

New England	95,000	79,825	53,194	78,000	8
Mid Atlantic	91,845	67,632	55,200	78,768	20
Midwest	81,885	67,939	50,000	68,487	14
Mountain Plains	74,460	70,800	63,300	68,860	8
Southeast	54,023	48,000	36,705	45,832	15
Western	77,549	60,013	51,288	67,232	9
Canada/Mexico	93,012	87,170	57,500	80,093	6

Operating Budget

\$1,000,000-2,500,000	18,656	18,656	18,656	18,656	1
\$2,500,000-5,000,000	59,783	48,509	40,170	49,321	9
\$5,000,000-7,500,000	54,145	48,000	39,000	52,025	11
\$7,500,000-10,000,000	56,600	55,200	45,227	51,190	9
\$10,000,000-15,000,000	71,070	51,723	50,000	62,158	11
\$15,000,000-20,000,000	82,900	66,000	53,000	71,247	6
Over \$20,000,000	93,012	81,885	70,791	87,259	31

Metropolitan Area Population

Under 100,000	79,825	74,540	40,170	68,539	7
100,000 to 499,999	79,825	51,288	51,288	71,501	4
500,000 to 999,999	54,145	52,788	41,800	49,682	11
1,000,000 to 1,999,999	61,200	55,112	46,196	56,972	22
2,000,000 to 4,999,999	92,162	72,499	51,818	71,672	21
5,000,000 and over	129,000	83,640	73,803	100,701	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	62,173	45,530	40,899	50,590	45

Region

New England	70,508	53,329	46,368	56,159	3
Mid Atlantic	60,000	45,735	45,000	51,849	14
Midwest	64,719	41,240	38,760	49,577	7
Mountain Plains	49,000	45,000	44,700	46,336	5
Southeast	41,111	40,557	32,547	36,908	7
Western	48,014	40,000	40,000	46,472	4
Canada/Mexico	74,303	71,062	69,800	70,963	5

Operating Budget

\$1,000,000-2,500,000	n.d.	n.d.	n.d.	n.d.	0
\$2,500,000-5,000,000	41,111	41,111	41,111	41,111	1
\$5,000,000-7,500,000	40,557	40,000	35,000	37,727	4
\$7,500,000-10,000,000	45,000	36,200	35,700	36,074	4
\$10,000,000-15,000,000	68,579	45,000	39,632	51,626	7
\$15,000,000-20,000,000	49,277	45,530	45,530	48,635	3
Over \$20,000,000	64,719	50,000	42,840	55,285	24

Metropolitan Area Population

Under 100,000	40,000	40,000	36,200	48,903	3
100,000 to 499,999	18,470	18,470	18,470	18,470	1
500,000 to 999,999	49,000	32,547	32,547	40,193	4
1,000,000 to 1,999,999	48,014	43,750	41,240	47,997	9
2,000,000 to 4,999,999	68,579	47,705	41,208	53,937	15
5,000,000 and over	64,719	60,000	45,530	56,869	9

LIBRARIAN C / ASSISTANT LIBRARIAN

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	47,484	39,827	33,227	41,152	38

Region

New England	43,805	33,138	29,321	38,843	6
Mid Atlantic	47,484	40,800	38,093	43,408	10
Midwest	40,800	36,700	30,576	35,198	7
Mountain Plains	39,336	36,333	36,000	37,394	4
Southeast	34,590	33,227	33,227	40,900	4
Western	48,588	45,118	43,824	43,945	4
Canada/Mexico	62,101	58,724	48,689	55,816	3

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	30,334	29,321	36,536	4
\$5,000,000-7,500,000	40,000	40,000	40,000	40,000	1
\$7,500,000-10,000,000	43,824	39,827	36,333	40,036	4
\$10,000,000-15,000,000	29,978	13,000	13,000	21,489	1
\$15,000,000-20,000,000	58,663	58,500	55,325	55,544	3
Over \$20,000,000	46,344	39,336	34,580	41,075	25

Metropolitan Area Population

Under 100,000	46,320	43,805	36,333	43,755	3
100,000 to 499,999	70,713	70,713	70,713	70,713	1
500,000 to 999,999	55,325	34,590	30,334	40,152	3
1,000,000 to 1,999,999	40,000	30,576	29,321	32,828	8
2,000,000 to 4,999,999	43,824	40,527	36,000	42,950	11
5,000,000 and over	52,880	42,840	39,200	46,266	9

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	118,381	93,000	67,800	100,274	68

Region

New England	136,009	101,962	94,760	112,883	6
Mid Atlantic	149,349	111,720	90,640	118,467	21
Midwest	110,058	93,850	61,000	92,316	10
Mountain Plains	93,277	84,341	70,400	98,620	7
Southeast	77,826	67,978	64,927	70,755	8
Western	102,017	100,695	51,765	100,200	9
Canada/Mexico	88,850	86,770	58,000	83,376	7

Operating Budget

\$1,000,000-2,500,000	67,978	55,099	55,099	61,539	2
\$2,500,000-5,000,000	60,588	51,765	51,765	70,462	4
\$5,000,000-7,500,000	69,020	57,345	55,461	65,476	5
\$7,500,000-10,000,000	94,760	84,048	63,623	90,048	9
\$10,000,000-15,000,000	94,515	86,770	63,328	88,653	11
\$15,000,000-20,000,000	92,207	67,800	67,800	97,299	4
Over \$20,000,000	128,799	104,388	92,000	118,183	32

Metropolitan Area Population

Under 100,000	93,277	93,000	93,000	90,467	4
100,000 to 499,999	55,477	55,099	55,099	61,240	4
500,000 to 999,999	90,922	77,826	57,345	87,652	6
1,000,000 to 1,999,999	93,850	69,596	63,623	82,098	17
2,000,000 to 4,999,999	118,800	102,000	84,341	101,019	25
5,000,000 and over	163,680	149,349	121,788	146,511	10

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).

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	84,244	74,196	61,445	75,227	55

Region

New England	80,192	77,063	68,631	78,494	7
Mid Atlantic	94,364	68,216	60,804	76,602	16
Midwest	82,965	73,588	63,804	72,933	9
Mountain Plains	85,605	67,200	59,884	75,587	6
Southeast	63,605	54,200	52,000	57,700	4
Western	87,238	76,212	69,218	82,818	7
Canada/Mexico	79,202	76,205	74,196	73,438	6

Operating Budget

\$1,000,000-2,500,000	28,484	28,484	28,484	28,484	1
\$2,500,000-5,000,000	79,202	79,202	56,733	74,428	3
\$5,000,000-7,500,000	102,630	102,630	102,630	102,630	1
\$7,500,000-10,000,000	59,583	57,867	47,647	54,077	5
\$10,000,000-15,000,000	83,280	66,476	59,884	72,207	9
\$15,000,000-20,000,000	90,325	54,200	54,200	69,859	4
Over \$20,000,000	87,238	75,974	68,631	80,429	31

Metropolitan Area Population

Under 100,000	n.d.	n.d.	n.d.	n.d.	0
100,000 to 499,999	57,867	47,647	47,647	52,757	2
500,000 to 999,999	90,325	75,974	63,605	73,159	4
1,000,000 to 1,999,999	76,205	69,218	60,804	69,601	15
2,000,000 to 4,999,999	82,965	74,196	67,200	76,869	20
5,000,000 and over	95,348	87,238	71,385	88,422	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	64,629	53,343	42,414	54,724	49

Region

New England	57,210	39,655	37,938	47,605	7
Mid Atlantic	66,868	56,791	48,000	61,356	15
Midwest	56,126	42,414	37,381	45,590	10
Mountain Plains	51,000	51,000	49,400	54,365	3
Southeast	43,412	36,000	32,000	39,131	5
Western	70,075	64,629	54,740	63,494	6
Canada/Mexico	65,276	63,183	63,183	62,875	3

Operating Budget

\$1,000,000-2,500,000	30,888	28,701	28,701	29,795	2
\$2,500,000-5,000,000	32,000	32,000	32,000	32,000	1
\$5,000,000-7,500,000	n.d.	n.d.	n.d.	n.d.	0
\$7,500,000-10,000,000	49,195	39,655	37,938	53,836	6
\$10,000,000-15,000,000	55,038	45,000	39,240	48,322	9
\$15,000,000-20,000,000	65,294	38,950	38,950	52,136	4
Over \$20,000,000	65,915	57,210	50,000	58,829	27

Metropolitan Area Population

Under 100,000	51,900	28,701	28,701	40,301	2
100,000 to 499,999	31,836	31,836	30,888	34,126	3
500,000 to 999,999	49,535	43,412	38,950	47,915	5
1,000,000 to 1,999,999	56,126	51,000	37,938	49,565	13
2,000,000 to 4,999,999	64,668	56,271	45,000	59,337	16
5,000,000 and over	77,196	60,500	58,140	65,119	9

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	73,955	60,135	50,000	64,970	78

Region

New England	72,087	53,872	46,637	59,984	8
Mid Atlantic	92,453	71,629	62,000	89,032	13
Midwest	63,118	53,471	47,130	55,601	15
Mountain Plains	51,008	49,000	47,806	51,580	8
Southeast	67,100	56,000	40,920	59,116	14
Western	75,000	68,203	57,566	67,310	16
Canada/Mexico	67,955	65,276	59,023	64,742	4

Operating Budget

\$1,000,000-2,500,000	53,471	46,637	46,637	50,054	2
\$2,500,000-5,000,000	68,820	51,000	45,000	54,869	18
\$5,000,000-7,500,000	57,500	55,000	55,000	56,305	4
\$7,500,000-10,000,000	67,954	60,135	45,500	65,833	8
\$10,000,000-15,000,000	71,629	56,000	48,262	67,544	12
\$15,000,000-20,000,000	71,808	67,100	56,375	63,477	4
Over \$20,000,000	76,688	68,203	59,000	71,737	29

Metropolitan Area Population

Under 100,000	55,000	51,000	46,637	52,659	7
100,000 to 499,999	60,340	53,471	53,471	56,906	2
500,000 to 999,999	76,688	58,000	56,375	64,972	7
1,000,000 to 1,999,999	67,100	57,500	45,500	56,711	22
2,000,000 to 4,999,999	76,753	67,954	51,630	73,251	25
5,000,000 and over	72,636	68,820	63,118	75,578	10

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	60,146	49,440	42,300	52,962	139

Region

New England	69,707	54,000	47,500	56,721	13
Mid Atlantic	69,700	50,181	42,500	55,034	29
Midwest	57,009	51,501	44,558	51,568	25
Mountain Plains	58,405	48,451	41,333	49,592	18
Southeast	48,150	43,500	38,400	44,462	30
Western	73,294	50,884	44,805	59,746	16
Canada/Mexico	84,776	55,113	53,605	67,725	8

Operating Budget

\$1,000,000-2,500,000	51,501	46,353	38,190	44,764	12
\$2,500,000-5,000,000	50,514	42,300	36,770	44,384	46
\$5,000,000-7,500,000	51,500	47,500	45,000	48,534	15
\$7,500,000-10,000,000	47,000	45,739	43,992	48,469	9
\$10,000,000-15,000,000	58,405	50,181	46,000	54,105	16
\$15,000,000-20,000,000	75,000	53,250	52,608	61,588	8
Over \$20,000,000	81,500	69,707	58,956	69,304	30

Metropolitan Area Population

Under 100,000	53,116	39,964	35,937	45,987	9
100,000 to 499,999	50,884	47,500	40,548	47,470	15
500,000 to 999,999	51,500	48,373	40,000	50,066	19
1,000,000 to 1,999,999	58,405	46,353	39,400	51,299	34
2,000,000 to 4,999,999	64,260	50,181	45,011	56,180	38
5,000,000 and over	69,700	58,000	52,020	62,607	17

PREPARATOR B / ASSOCIATE PREPARATOR

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

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	45,728	38,584	31,540	46,324	125

Region

New England	48,193	38,584	32,000	41,821	15
Mid Atlantic	57,254	44,307	36,720	75,535	25
Midwest	42,500	34,258	30,000	35,527	22
Mountain Plains	42,500	33,130	27,200	35,158	16
Southeast	38,000	34,600	31,263	35,139	23
Western	55,770	39,978	35,100	45,539	19
Canada/Mexico	65,976	65,283	47,000	57,466	5

Operating Budget

\$1,000,000-2,500,000	38,988	32,367	29,000	33,007	13
\$2,500,000-5,000,000	42,060	35,100	28,995	60,237	32
\$5,000,000-7,500,000	41,820	38,000	35,000	39,599	14
\$7,500,000-10,000,000	38,220	33,870	31,000	34,132	10
\$10,000,000-15,000,000	44,307	36,343	31,550	39,976	15
\$15,000,000-20,000,000	42,660	41,120	38,415	46,012	7
Over \$20,000,000	58,364	47,301	39,436	49,759	31

Metropolitan Area Population

Under 100,000	42,892	39,020	37,000	39,849	11
100,000 to 499,999	38,584	32,906	27,446	32,817	15
500,000 to 999,999	39,804	34,584	31,286	36,668	16
1,000,000 to 1,999,999	46,469	38,220	31,200	40,710	31
2,000,000 to 4,999,999	48,864	39,137	32,000	62,187	35
5,000,000 and over	59,405	52,744	41,500	51,712	15

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	90,000	72,991	55,000	77,723	73

Region

New England	90,000	72,991	56,650	79,811	8
Mid Atlantic	90,000	81,730	64,085	94,495	24
Midwest	66,760	55,204	52,000	63,230	12
Mountain Plains	90,000	68,200	38,054	67,939	8
Southeast	48,000	43,714	40,000	49,223	7
Western	97,276	72,500	60,133	78,336	10
Canada/Mexico	88,850	86,044	86,044	91,430	4

Operating Budget

\$1,000,000-2,500,000	38,369	38,369	35,073	46,734	3
\$2,500,000-5,000,000	72,500	60,000	52,892	61,431	10
\$5,000,000-7,500,000	55,080	43,714	38,054	44,858	6
\$7,500,000-10,000,000	61,800	56,650	55,204	68,803	8
\$10,000,000-15,000,000	88,000	65,150	60,133	72,147	12
\$15,000,000-20,000,000	81,730	55,000	48,000	66,626	5
Over \$20,000,000	104,737	89,954	78,598	100,411	29

Metropolitan Area Population

Under 100,000	84,685	72,991	45,000	70,405	7
100,000 to 499,999	56,650	55,080	38,369	52,398	7
500,000 to 999,999	76,500	45,000	45,000	60,750	2
1,000,000 to 1,999,999	78,598	52,000	40,000	61,947	19
2,000,000 to 4,999,999	90,000	80,000	62,000	82,517	23
5,000,000 and over	102,000	88,000	81,730	111,936	12

GRAPHIC DESIGNER

Responsible for design of all museum publications and graphics.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	63,220	47,385	37,080	52,311	108

Region

New England	58,749	49,522	42,203	54,571	11
Mid Atlantic	80,000	52,805	45,000	61,493	20
Midwest	59,000	46,585	35,700	50,555	19
Mountain Plains	50,000	38,000	36,000	45,479	14
Southeast	55,000	45,000	35,875	45,832	18
Western	61,912	42,000	35,000	51,423	20
Canada/Mexico	66,455	50,457	49,000	61,638	6

Operating Budget

\$1,000,000-2,500,000	35,000	28,000	28,000	32,188	4
\$2,500,000-5,000,000	46,971	37,398	33,000	41,936	29
\$5,000,000-7,500,000	49,000	47,471	38,000	44,107	10
\$7,500,000-10,000,000	49,140	42,000	35,000	48,521	12
\$10,000,000-15,000,000	59,690	48,000	40,000	56,147	12
\$15,000,000-20,000,000	58,749	53,000	46,118	55,609	8
Over \$20,000,000	80,000	59,795	47,385	62,981	31

Metropolitan Area Population

Under 100,000	42,000	36,720	33,212	42,098	6
100,000 to 499,999	41,544	33,709	28,210	34,036	6
500,000 to 999,999	55,000	46,585	37,398	48,743	15
1,000,000 to 1,999,999	50,660	42,203	35,000	47,546	31
2,000,000 to 4,999,999	65,000	49,522	40,000	57,017	32
5,000,000 and over	71,540	59,000	48,000	66,194	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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	86,715	67,000	50,000	73,295	155

Region

New England	89,675	76,000	53,805	79,515	17
Mid Atlantic	114,005	84,000	66,000	89,846	33
Midwest	80,000	68,140	51,646	72,985	23
Mountain Plains	78,000	65,800	43,900	67,262	20
Southeast	66,414	50,967	41,700	54,181	35
Western	86,622	63,860	50,000	72,238	23
Canada/Mexico	123,600	109,126	86,075	105,134	4

Operating Budget

\$1,000,000-2,500,000	45,742	40,000	32,313	40,962	9
\$2,500,000-5,000,000	61,800	49,408	42,503	52,555	47
\$5,000,000-7,500,000	75,005	61,359	53,805	64,123	23
\$7,500,000-10,000,000	83,754	76,890	65,625	74,397	17
\$10,000,000-15,000,000	89,675	69,339	64,012	77,361	17
\$15,000,000-20,000,000	85,991	76,000	49,500	72,372	7
Over \$20,000,000	127,327	108,120	79,542	110,513	33

Metropolitan Area Population

Under 100,000	72,844	66,419	52,164	65,104	12
100,000 to 499,999	58,493	50,967	40,000	52,239	17
500,000 to 999,999	69,339	58,000	45,742	58,887	18
1,000,000 to 1,999,999	85,000	72,113	52,000	72,194	37
2,000,000 to 4,999,999	96,542	66,414	50,249	75,455	41
5,000,000 and over	125,000	96,000	80,000	103,585	18

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.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	83,152	65,613	50,177	69,230	51

Region

New England	63,008	51,864	47,025	56,155	5
Mid Atlantic	103,008	83,152	73,121	85,727	12
Midwest	72,719	61,849	48,801	59,822	12
Mountain Plains	62,504	52,995	45,420	57,235	11
Southeast	51,200	49,886	49,886	54,040	4
Western	91,858	82,121	82,121	90,549	4
Canada/Mexico	97,252	97,252	54,145	106,467	3

Operating Budget

\$1,000,000-2,500,000	27,300	27,300	27,300	27,300	1
\$2,500,000-5,000,000	42,820	41,342	33,000	40,835	7
\$5,000,000-7,500,000	54,145	49,886	45,420	49,889	6
\$7,500,000-10,000,000	49,594	49,594	38,000	50,033	3
\$10,000,000-15,000,000	69,813	52,995	50,177	62,035	8
\$15,000,000-20,000,000	82,273	75,000	75,000	78,637	2
Over \$20,000,000	97,252	83,232	72,113	87,172	23

Metropolitan Area Population

Under 100,000	49,594	24,835	24,835	37,215	2
100,000 to 499,999	27,300	27,300	24,835	43,613	3
500,000 to 999,999	63,008	53,560	51,864	57,808	6
1,000,000 to 1,999,999	59,488	51,200	41,342	57,039	14
2,000,000 to 4,999,999	92,769	78,705	61,849	81,340	15
5,000,000 and over	103,008	82,577	73,121	88,453	10

CHIEF OF SECURITY

Supervises all guard forces.

Summary	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
ALL MUSEUMS	71,400	52,800	35,700	58,726	140

Region

New England	74,140	50,451	41,460	56,986	16
Mid Atlantic	87,288	61,800	50,000	72,907	26
Midwest	66,500	45,000	30,597	53,647	24
Mountain Plains	61,090	52,788	33,267	51,768	22
Southeast	59,740	40,000	34,793	48,992	29
Western	66,454	53,572	44,583	62,232	16
Canada/Mexico	99,000	89,353	67,690	82,312	7

Operating Budget

\$1,000,000-2,500,000	35,755	30,341	27,539	31,505	11
\$2,500,000-5,000,000	43,636	35,400	28,196	37,808	43
\$5,000,000-7,500,000	59,488	55,120	51,640	55,705	19
\$7,500,000-10,000,000	59,488	47,000	44,000	50,533	13
\$10,000,000-15,000,000	67,690	62,998	50,700	62,120	15
\$15,000,000-20,000,000	70,000	63,232	53,400	63,303	5
Over \$20,000,000	112,558	97,308	79,000	99,293	32

Metropolitan Area Population

Under 100,000	55,120	46,043	33,267	47,063	11
100,000 to 499,999	44,583	35,700	29,862	37,197	18
500,000 to 999,999	63,232	53,194	45,000	54,353	16
1,000,000 to 1,999,999	71,400	53,400	33,990	57,832	35
2,000,000 to 4,999,999	80,604	61,800	42,500	63,159	37
5,000,000 and over	126,684	79,000	54,080	88,952	17

University Museum Salary Ranges

Position	75th Percentile	Median Salary	25th Percentile	Mean Salary	# of Museums
Director	217,000	165,000	154,846	188,863	34
Deputy Director	124,188	110,000	82,341	108,287	22
Administrator	100,000	67,621	55,433	75,808	11
Assistant To Director	55,608	48,789	41,445	48,449	27
Finance A	78,678	65,000	51,500	66,120	19
Finance B	64,816	53,306	43,722	55,510	21
Development A	95,069	80,016	72,100	89,170	19
Development B	66,965	57,680	51,837	63,237	13
Development C	58,278	51,504	40,000	52,803	16
Dir. of Planned Giving	47,940	47,940	47,940	47,940	1
Human Resources Manager	63,675	57,000	54,548	60,049	12
Dir. of Information Systems	80,491	73,776	73,000	75,777	8
Systems Manager	71,406	68,959	53,058	64,929	10
Web Manager	58,498	39,718	39,718	49,108	2
New Media Manager	54,101	53,916	53,916	54,009	2
Membership Assistant	51,852	42,791	33,990	43,027	21
Special Events Manager	59,423	47,000	41,721	50,721	24
Director of External Affairs	81,120	79,000	67,980	73,100	5
Marketing Director	76,000	57,050	45,500	62,186	17
Public Relations Officer	58,195	48,507	40,000	50,235	20
Museum Store Manager	53,984	41,303	30,969	45,778	23
Volunteer Coordinator	49,487	39,430	36,244	48,000	10
Curator A	117,650	89,379	78,999	95,463	21
Curator B	90,036	79,258	59,000	76,560	29
Curator C	67,000	51,690	50,000	60,403	14
Curator D	63,945	53,040	50,000	58,861	13
Curator E	52,646	40,000	32,480	44,523	15
Curatorial Assistant	43,037	36,048	32,364	38,715	16
Photographer	63,473	44,199	39,710	52,036	11
Educator A	72,837	60,577	50,000	64,509	31
Educator B	58,856	48,000	40,938	53,353	25
Educator C	40,000	35,000	29,560	36,604	16
Educational Assistant	51,140	35,000	31,547	40,498	13
Registrar A	67,613	52,000	44,700	57,299	35
Registrar B	56,592	46,676	36,380	56,441	26
Registrar C	42,948	36,466	32,011	38,999	15
Librarian A	72,499	59,783	50,412	62,821	5
Librarian B	41,111	32,547	32,547	36,829	2
Librarian C	55,325	48,588	33,227	48,918	5
Conservator A	77,826	67,978	52,275	81,570	7
Conservator B	102,630	77,063	75,974	84,371	4
Conservator C	57,210	36,000	30,888	44,085	5
Exhibition Designer	71,808	61,050	49,254	58,469	17
Preparator A	56,661	49,254	39,964	50,553	26
Preparator B	42,892	40,008	31,263	40,066	31
Editor	72,991	60,283	52,892	60,939	10
Graphic Designer	55,459	45,752	36,000	48,740	15
Facilities Director	68,000	53,321	44,445	59,052	24
Engineering Manager	63,008	63,008	63,008	63,008	1
Chief Of Security	65,000	39,799	30,576	47,373	23
Director of Human Resources	n.d.	n.d.	n.d.	n.d.	n.d.