



**ASSOCIATION OF ART MUSEUM  
DIRECTORS**

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*2017 Salary Survey*



## PREFACE

The 2017 Salary Survey is the thirty-second 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 219 of 233 museums surveyed—a response rate of 94%.

Among the museums surveyed were both current and former AAMD members. While the response rate of 94% enables this report to be statistically representative of institutions eligible for AAMD membership, one should not assume relevance to museums in other disciplines.

Our thanks are due to Stax Inc., which worked with us to support the effort, and provided analysis and development of insights. 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 and micropolitan statistical areas as of July 15, 2015. Maps of metropolitan and micropolitan statistical areas by state are available here. Population data has been updated to reflect 2010 U.S. Census counts.

Canadian and Mexican metropolitan area populations were sourced from Statistics Canada and Instituto Nacional de Estadística y Geografía, respectively.

Salary information is based on compensation for FY16. Salary comparison by designation is not presented for positions if fewer than five museums reported figures for a given designation. Salaries reported by Canadian art museums are reported in Canadian dollars. Commentary on analyzed trends refers to the fiscal year.

Additional copies of the 2017 Salary Survey may be obtained from the Standards & Practices section of AAMD's website at [aamd.org](http://aamd.org).

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## SURVEY DEFINITIONS

**Income:** Includes an individual’s current base salary, excluding benefits. Incomes have only been reported for full-time employees (i.e. not including independent contractors or consultants). Incomes of support staff not directly employed by the museum haven’t been recorded (e.g. security officers). Incomes of shared service center employees working at academic museums haven’t been recorded.

**Mean:** A measure of central tendency. Indicates the average salary of employees in a group (i.e. if salaries of the entire group were added together and the total was divided by the number of individuals involved). This value is greatly influenced by outliers.

**Median:** A measure of central tendency. It’s the value of the middle item of a group of values when they are arranged from the highest to the lowest. Unlike the mean, this value isn’t greatly influenced by outliers.

**25th Percentile:** A measure of dispersion. When all of the incomes are arranged from the highest to the lowest, the 25th percentile is that income level below which 25% of the incomes fall.

**75th Percentile:** A measure of dispersion. When all of the incomes are arranged from the highest to the lowest, the 75th percentile is that income level below which 75% of the incomes fall.

**Year over year (YOY) Growth:** A measure of growth. It measures growth between two identical periods and compares the results of one period with that of another comparable time period— on an annualized basis.

**Compounded Annual Growth Rate (CAGR):** A measure of growth. It’s the mean (geometric) annual growth rate of salaries taking into account multiple periods. It’s calculated by considering the beginning and ending values of a data set. Unlike a YOY growth, CAGR considers the compounding values (i.e. takes into account salary increments and cuts overtime).

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

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

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## REGIONAL ASSOCIATIONS OF THE AMERICAN ALLIANCE OF MUSEUMS (AAM)

### THE UNITED STATES

#### SOUTHEAST

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

#### MOUNTAIN PLAINS

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

#### WESTERN

Alaska  
Arizona  
California  
Hawaii  
Idaho  
Nevada  
Oregon  
Utah  
Washington

#### NEW ENGLAND

Connecticut  
Massachusetts  
Maine  
New Hampshire  
Rhode Island  
Vermont

#### MID-ATLANTIC

Delaware  
District of Columbia  
Maryland  
New Jersey  
New York  
Pennsylvania

#### MIDWEST

Illinois  
Indiana  
Iowa  
Michigan  
Minnesota  
Missouri  
Ohio  
Wisconsin

#### CANADA

#### MEXICO

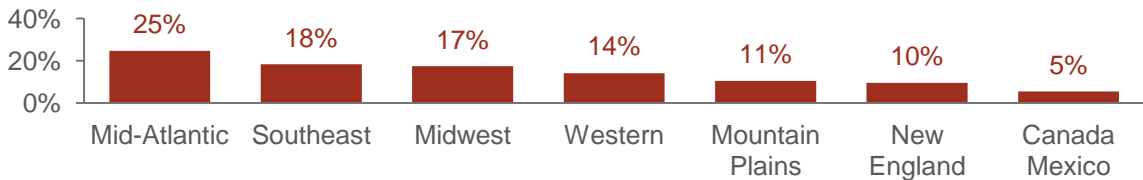
# REGIONAL ASSOCIATIONS OF THE AMERICAN ALLIANCE OF MUSEUMS (AAM) – U.S.



## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

### *Distribution of Museums by AAM Region*

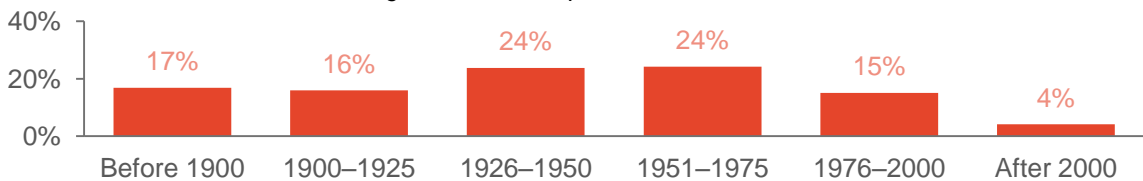
*Percentages based on responses from 219 museums.*



*New York State and California had the largest concentration of AAM-affiliated museums, with 28 and 19, respectively. Meanwhile, New York City and Washington, D.C. hosted the greatest number of AAM-affiliated museums—16 and 10, respectively.*

### *Distribution of Museums by Founding Date*

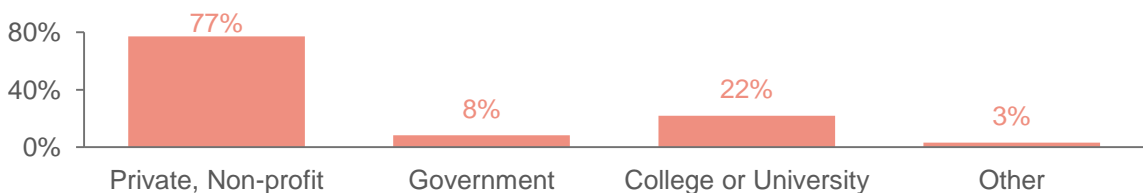
*Percentages based on responses from 219 museums.*



*The oldest museum that took part in the survey was the Peabody Essex Museum from Salem, MA, while the newest was the Eli & Edythe Broad Museum of Art at Michigan State University (MSU) in East Lansing, MI— with the museums being established over 230 years apart.*

### *Distribution of Museums by Governance Patterns*

*Percentages based on responses from 219 museums.*

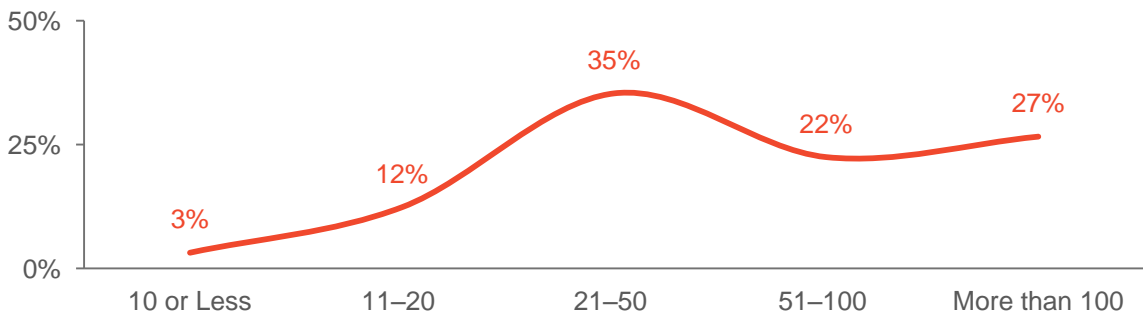


*NOTE: Museums can indicate more than one governance category. Thus the total of all responses will exceed 100%*

## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

### **Distribution of Museums by the Number of Full Time Employees**

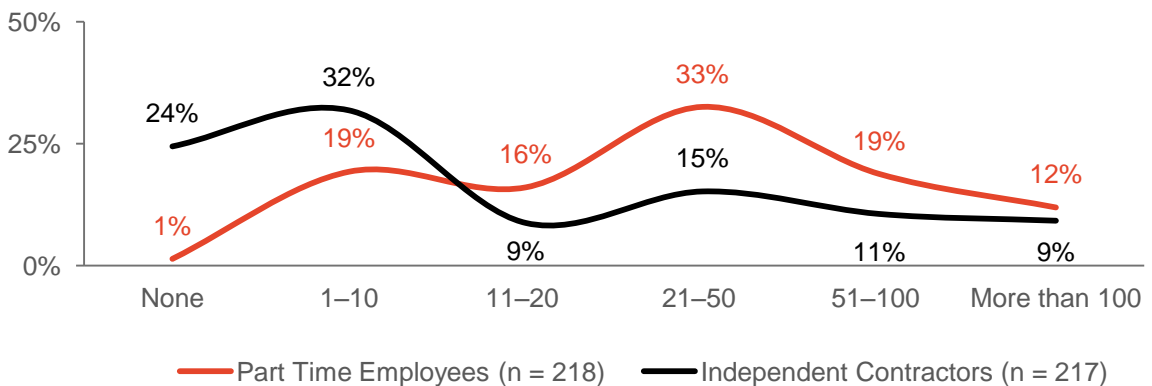
*Percentages based on responses from 218 museums.*



*In 2016, there were 59 museums with more than 100 full time employees, compared with 53 in 2015—an increase (YoY) of 11%.*

*NOTE: Figures are rounded to the nearest whole number; thus may not always add up to 100.*

### **Distribution of Museums by Employee Type**



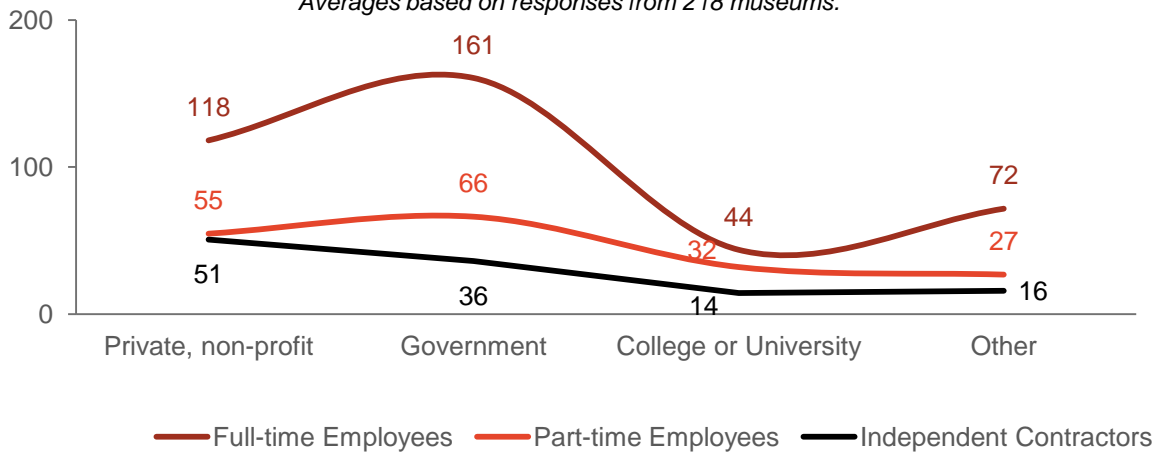
*Of the museums surveyed, 20 employed more than 100 independent contractors— of which 8 employed more than 250.*



## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

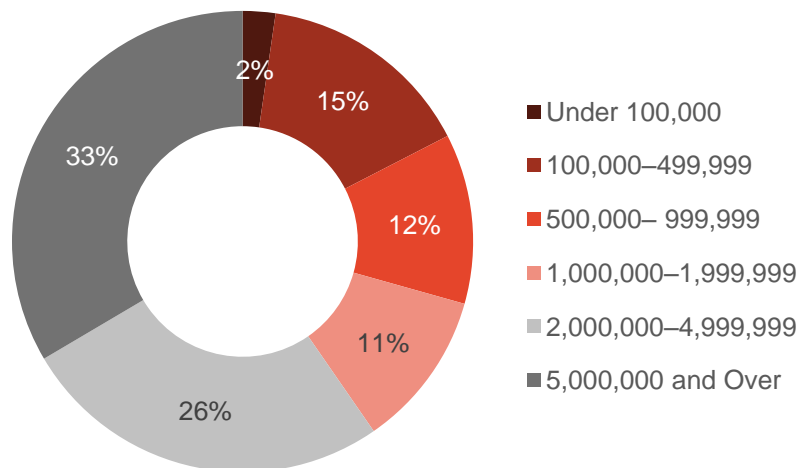
### Average Number of Full Time, Part Time, and Independent Contractors by Governance Patterns

Averages based on responses from 218 museums.



### Distribution of Museums by Metropolitan Area Population

Percentages based on responses from 218 museums.



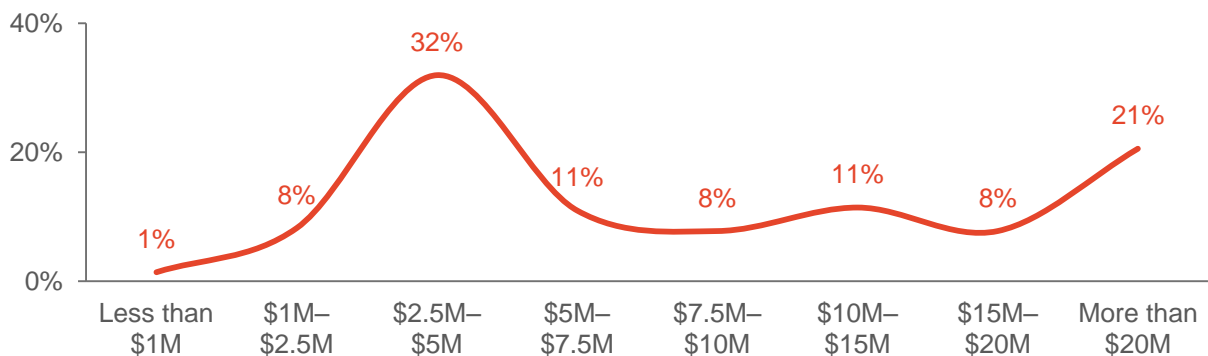
NOTE: Figures are rounded to the nearest whole number; thus may not always add up to 100.

## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Of 219 museums surveyed, almost 60% commenced their fiscal year in July, with a further 20% starting at the beginning of the calendar year and another 10% in October.

### **Distribution of Museums by Annual Operating Budget**

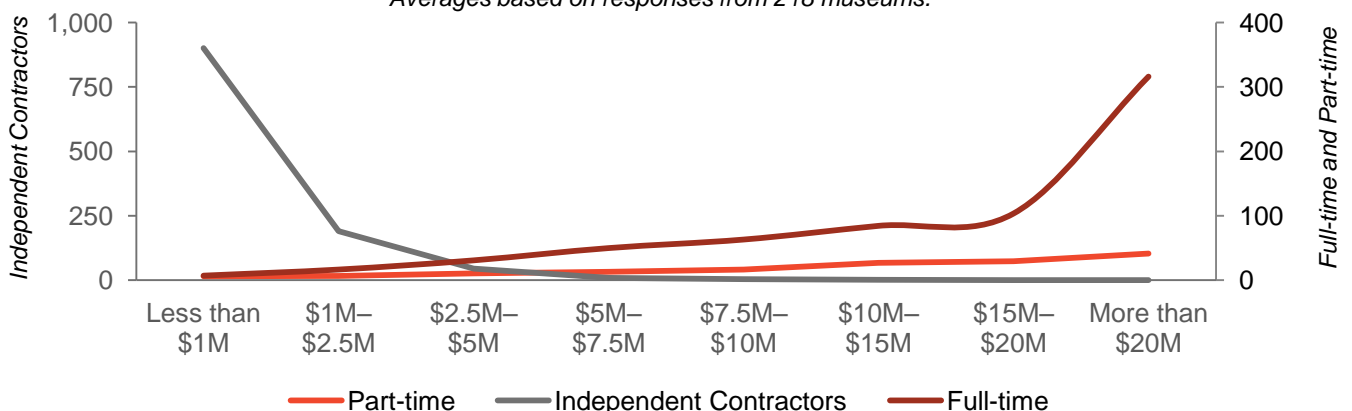
Percentages based on responses from 219 museums.



Of the museums surveyed, there was an upward trend in the size of the operating budget— with the number of museums in the top bracket (more than \$20M) growing from 37 in 2015 to 45 by 2016, an increase (YoY) of 22%. Moreover, 18 of the museums had an operating budget of over \$50M, of which 6 had a budget over \$100M.

### **The Average Number of Full-time Employees by the Size of the Annual Operating Budget**

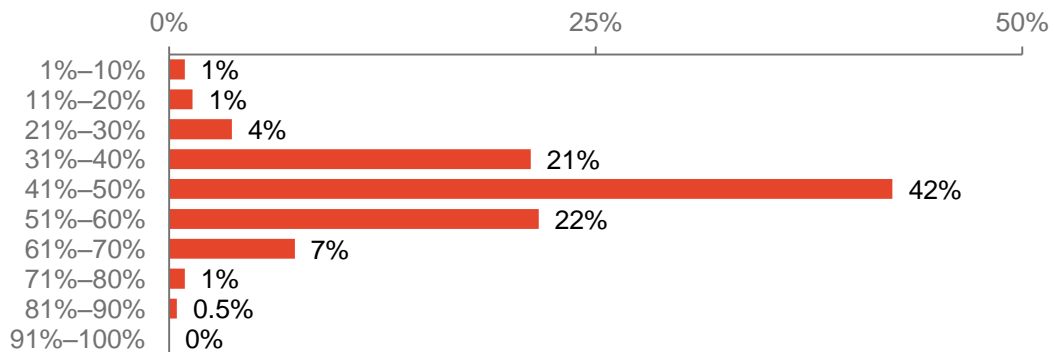
Averages based on responses from 218 museums.



## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

### *Distribution of Museums by Payroll as a Percentage of Total Budget*

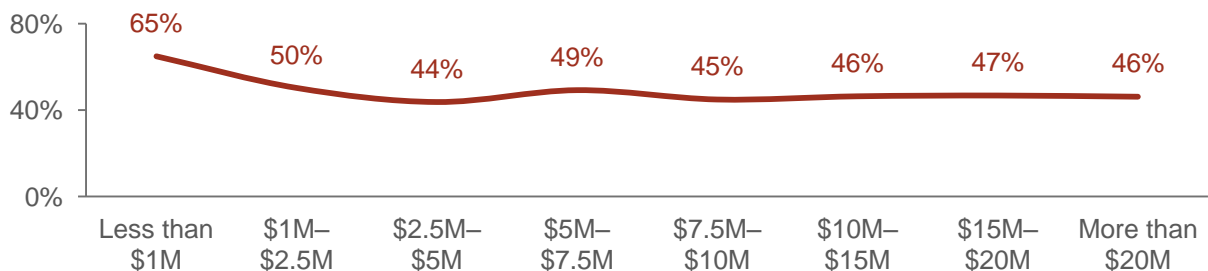
Percentages based on responses from 217 museums.



The number of museums spending over 50% of their budget on payroll expenses increased from 55 in 2015 to 66 by 2016—an increase (YoY) of 20%.

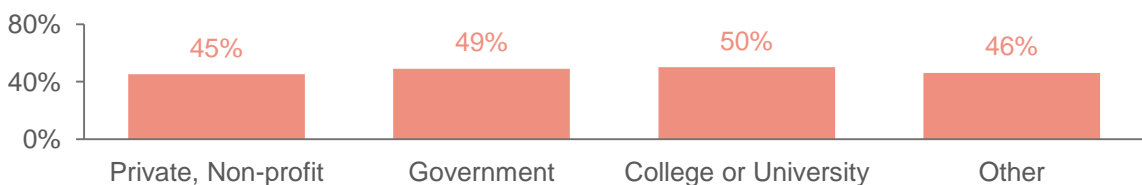
### *Payroll Expenditure as a Percentage of the Annual Operating Budget by Size*

Percentages based on responses from 217 museums.



### *Average Payroll As a Percentage of Total Budget by Governance Patterns*

Averages based on responses from 217 museums.

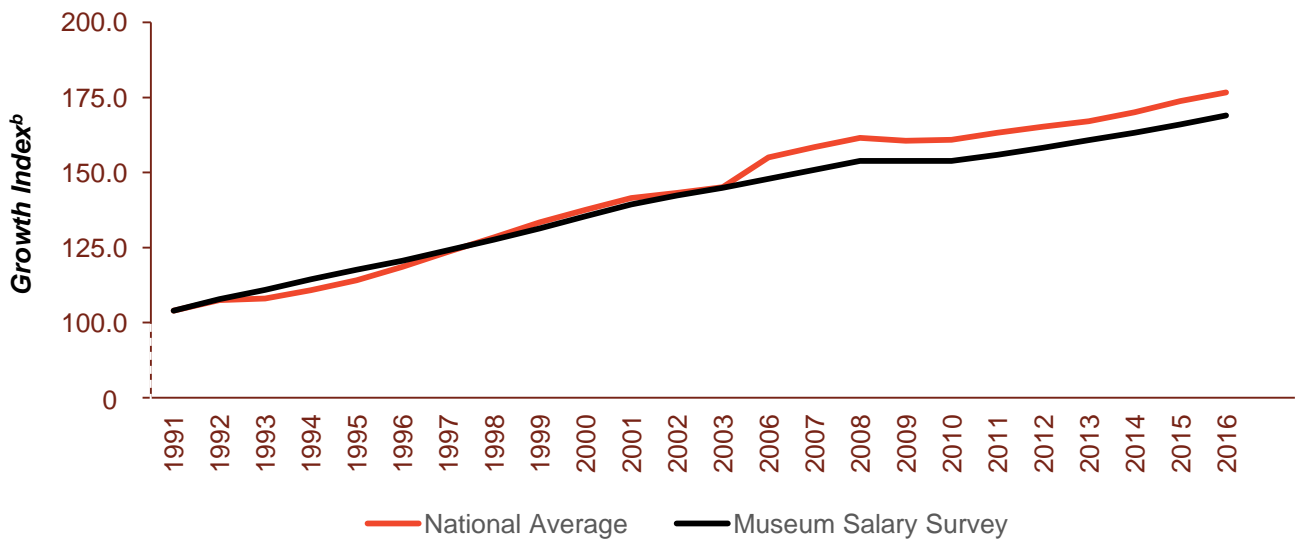


NOTE: Museums can indicate more than one governance category. Thus the total of all responses will exceed 100%

## SALARY PROCEDURES OF RESPONDING MUSEUMS

*NOTE<sup>a</sup>: The median national average salary increase is based on the National Average Wage Index (NAWI)—an index calculated annually by the Social Security Administration (SSA) based on wages subject to federal income taxes and contributions. 2016 figures are based on estimates provided by the SSA’s Trustees Report.*

**Average Percentage Salary Increase: National Average <sup>a</sup> vs. AAMD Salary Survey Results—Median**



*NOTE<sup>b</sup>: The index shows the compounded percentage increase in the salaries overtime. For the purpose of this analysis, 1991 has been used as the base year.*

*Even though the median increase in salaries of the AAMD survey grew at a slower pace than the national average in the period between 1991-2016, it’s worth noting that in 2016 the average median salary as per the AAMD survey stood at \$63,543 (based on the median salary weighted by FTE’s), while the national average wage index was reported at \$49,493— almost 22% lower.*

## SALARY PROCEDURES OF RESPONDING MUSEUMS

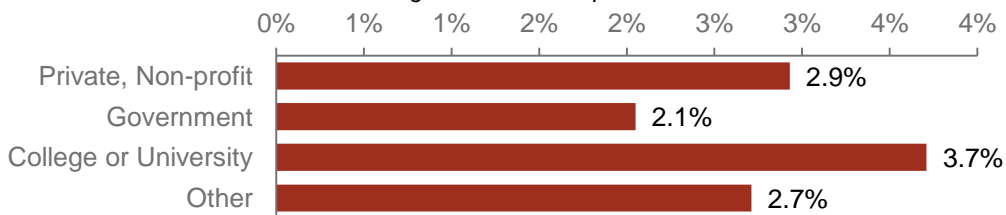
### *Average Percentage Salary Increase FY 1991 to 2016*

Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
2016	3.0%	3.0%	2.0%	2.8%	212
2015	3.0%	2.7%	2.0%	2.6%	212
2014	3.0%	2.5%	2.0%	2.4%	230
2013	3.0%	2.5%	2.0%	2.4%	242
2012	3.0%	2.4%	1.5%	6.7%	227
2011	3.0%	2.0%	0.0%	1.9%	199
2010	2.0%	0.0%	0.0%	1.8%	101
2009	2.0%	0.0%	0.0%	1.0%	132
2008	3.8%	3.0%	3.0%	3.3%	117
2007	4.0%	3.0%	3.0%	3.3%	167
2006	4.0%	3.0%	3.0%	3.5%	179
2003	3.0%	2.5%	0.0%	2.3%	184
2002	4.0%	3.0%	2.2%	2.9%	159
2001	4.0%	4.0%	3.0%	3.5%	179
2000	4.3%	4.0%	3.0%	3.9%	174
1999	4.0%	3.8%	3.0%	3.8%	163
1998	4.0%	3.5%	3.0%	3.5%	179
1997	4.0%	3.5%	3.0%	3.5%	175
1996	4.0%	3.0%	3.0%	3.4%	177
1995	4.0%	3.2%	2.3%	3.2%	171
1994	4.0%	3.5%	3.0%	3.3%	176
1993	4.0%	3.1%	2.0%	3.2%	175
1992	5.0%	3.8%	2.3%	3.3%	171
1991	5.0%	4.0%	2.4%	3.8%	178

## SALARY PROCEDURES OF RESPONDING MUSEUMS

### Average Increase in Salaries During the Last Fiscal Year by Type of Institution (i.e., type of governance)

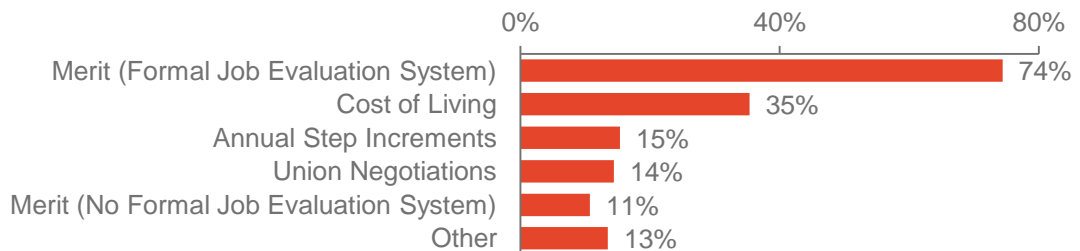
Percentages based on responses from 219 museums.



Of 218 responding museums, 73.3 % of them reported having established salary ranges for each position.

### Distribution of Museums by Basis for Salary Increment

Percentages based on responses from 215 museums.



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

Less than a fourth of all responding museums reported having unionized staff. Clerical, maintenance, and security staff were the most predominant groups working under a union contract.

### Basis For Salary Increment by Type of Governance

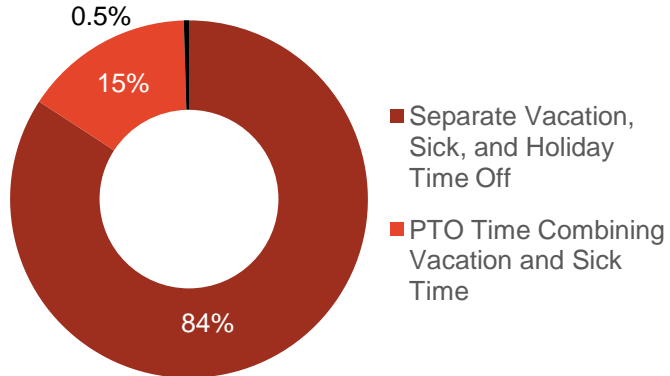
Category	Private, non-profit	Government	College or University	Other
Merit (formal job evaluation system)	73.3%	70.6%	81.3%	42.9%
Merit (no formal job evaluation system)	10.9%	17.6%	12.5%	28.6%
Cost of Living	34.5%	70.6%	37.5%	42.9%
Annual Step Increments	11.5%	70.6%	22.9%	0.0%
Union Negotiations	12.1%	35.3%	27.1%	0.0%
Other	15.8%	17.6%	4.2%	14.3%
	n = 165	n = 17	n = 48	n = 7

## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Of 218 responding museums, full-time exempt employees worked 38 hours on average each week.

### Distribution of Museums by Vacation, Sick and Holiday Time Off Offering Policy

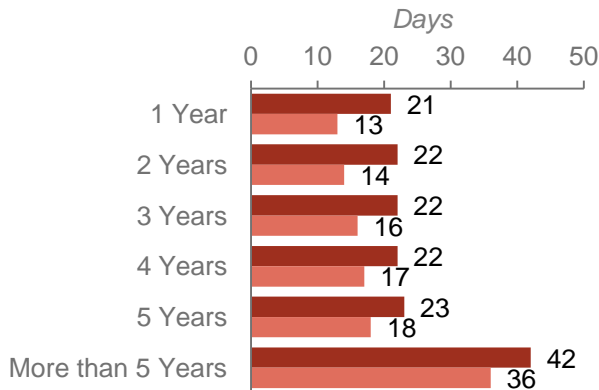
Percentages based on responses from 215 museums.



Of 218 museums surveyed, 72.5% offered Vacation/PTO at the Same Rate for Regular, Full-time Exempt, and Non-exempt Employees

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

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

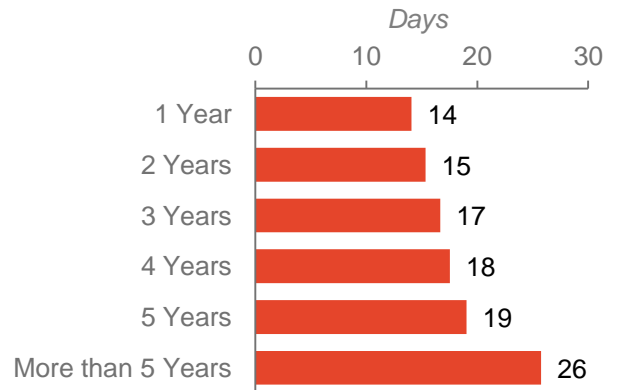


Mean based on responses of at least 44 museums.

- Regular Fulltime Exempt
- Regular Fulltime Non-exempt

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

When offered at the same rate for Exempt and Non-exempt Employees.



Mean based on responses of at least 115 museums.

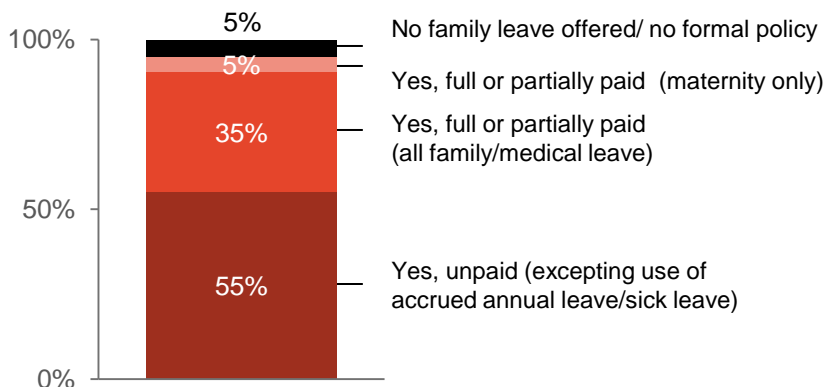
## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Approximately 84% of responding museums allowed earned vacation/PTO days that are not used during the current fiscal year to be carried forward to the next. The number of days allowed to be carried over varied from as low as 5 to as much as 80 in certain instances.

On average, museums offer regular full-time employees 12 sick days and 4 personal/floating holidays per year.

### **Distribution of Museums Offering Family and Medical Leave**

Percentages based on responses from 218 museums.



### **Distribution of Museums by Benefits Offered and Payment**

<b>Policy Followed</b>	<b>401(k) Plan</b>	<b>403(b) Plan</b>	<b>Pension Plan</b>	<b>Other Defined Contribution Plan</b>
Paid by Museum	3%	12%	12%	8%
Employee Co-Payment	17%	33%	15%	7%
Fully Paid by Employee	8%	25%	0%	11%
Not Offered	72%	30%	73%	73%
	n = 218	n = 218	n = 217	n = 203

On average, salary contributions are capped at 5% for museums contributing to a 401(k) Plan for their employees. Of the museums contributing to a 403(b) Plan for their employees, salary contributions are capped at 6.2% on average.



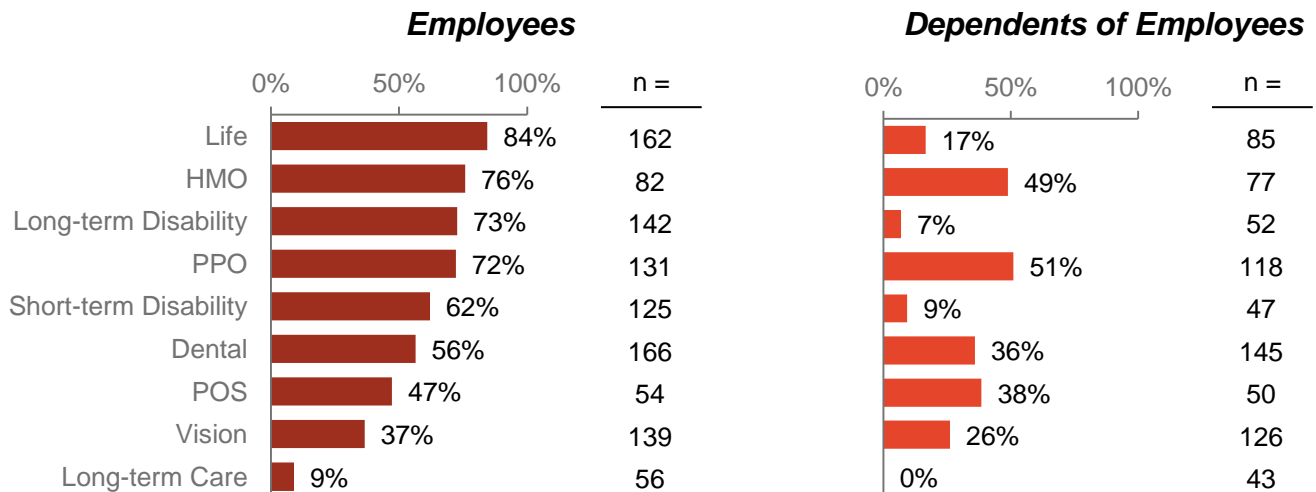
## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

### *Distribution of Museums Offering Insurance Benefits for Employees and Dependents of Employees*

	For Employees				For Dependents of Employees			
	Private, non-profit	Govt.	College or University	Other	Private, non-profit	Govt.	College or University	Other
HMO	35%	44%	31%	43%	22%	44%	29%	14%
PPO	59%	56%	54%	29%	41%	50%	44%	0%
POS	15%	17%	17%	0%	12%	11%	17%	0%
Dental	64%	50%	38%	57%	44%	28%	29%	0%
Vision	32%	39%	21%	14%	21%	28%	15%	0%
Life	71%	50%	54%	57%	8%	17%	6%	0%
Long-term disability	57%	28%	35%	43%	3%	0%	2%	0%
Short-term disability	41%	22%	31%	57%	3%	0%	4%	0%
Long-term care	4%	11%	4%	0%	1%	0%	2%	0%
n =	169	18	48	7	169	18	48	7

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

Percentages based on responses of at least 43 museums.

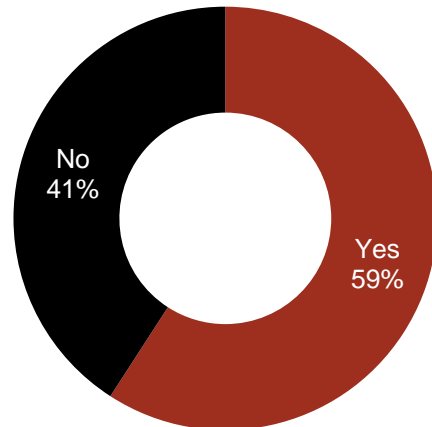


Of the 218 museums surveyed, only 13% reported that they had revised or intend to change their plans or offerings as a result of the Affordable Care Act.

## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

### *Distribution of Museums Offering a Cafeteria Plan*

Percentages based on responses from 208 museums.



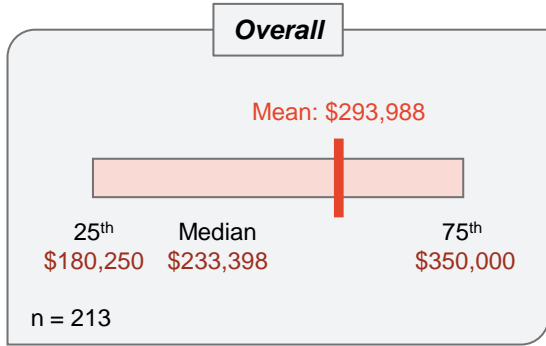
### *Percentage of Museums that offer employee benefits, by Type, by Employee Level*

<i>Type Of Benefit</i>	<i>Executive Director or CEO</i>	<i>Other Executive Staff</i>	<i>Other Staff</i>
Employee Assistance Program	66.7%	68.2%	67.3%
Deferred Compensation	30.0%	20.4%	11.4%
Telecommuting	30.0%	30.8%	27.2%
Reimbursement for acquiring and/or maintaining professional license or similar credentials	41.5%	47.8%	42.1%
Professional conference attendance	90.8%	90.5%	86.1%
Professional membership dues	88.4%	82.1%	74.8%
Professional development classes	65.2%	75.1%	71.8%
Spouse or domestic partner travel expenses	8.7%	1.5%	1.0%
Local mass transit subsidy	18.4%	20.9%	20.3%
Car or car allowance	22.2%	3.5%	2.5%
Housing or housing allowance	13.5%	1.5%	0.5%
Cell phone	67.1%	54.7%	39.6%
Sabbatical	11.6%	6.5%	5.4%
Bonus	36.7%	23.4%	18.8%
Other	13.0%	6.5%	6.9%
	n = 207	n = 201	n = 202

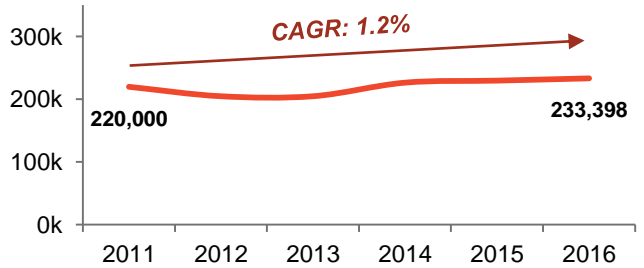
*NOTE: Museums can offer multiple types of employee benefits. Thus, the total of responses can exceed 100%*

# Director

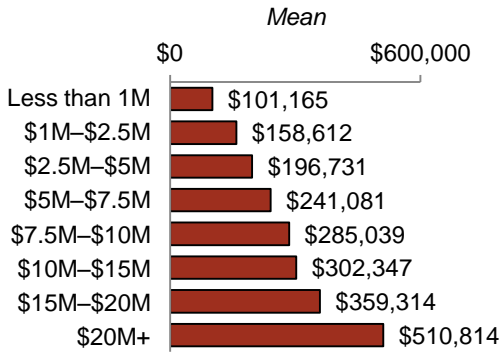
*Directs the daily work activities of the organization. Reports to the Board of Directors.*



**Historical Trend—Median (2011–2016)**

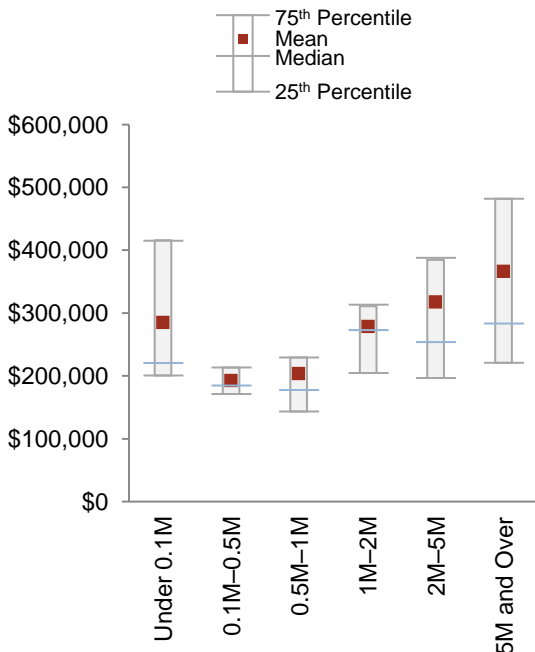


## Operating Budget

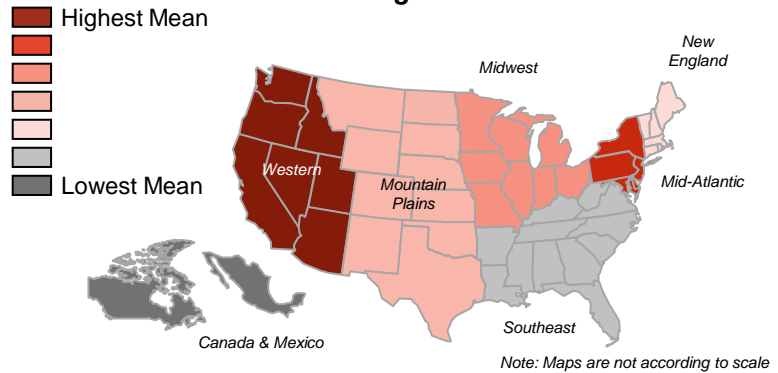


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$80,000	\$80,000	\$143,496	3
\$135,980	\$143,100	\$185,000	17
\$163,520	\$178,500	\$219,300	64
\$201,796	\$215,200	\$268,563	28
\$225,000	\$300,000	\$313,500	15
\$247,000	\$290,000	\$312,000	25
\$280,000	\$327,204	\$400,000	17
\$350,000	\$481,500	\$625,000	44

## MSA Population (n = 212)



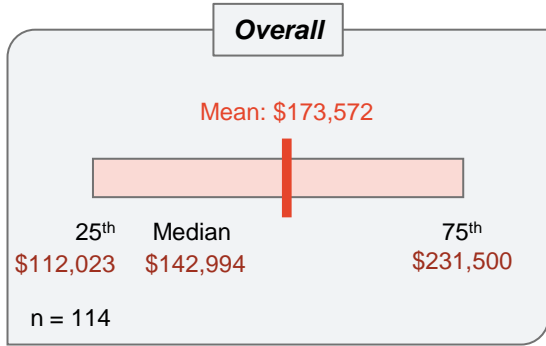
## Region



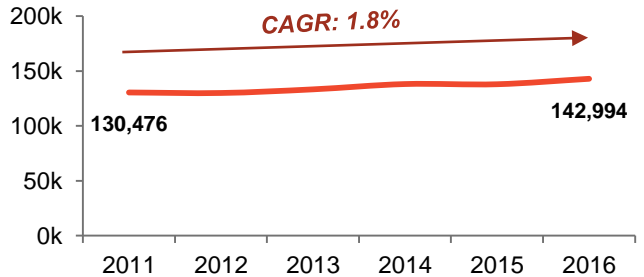
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$89,733	\$194,756	\$350,004	\$204,782	10
Mid-Atlantic	\$199,750	\$258,750	\$388,158	\$329,650	52
Midwest	\$168,300	\$209,090	\$444,000	\$279,726	38
Mountain Plains	\$192,500	\$280,000	\$350,000	\$311,789	23
New England	\$182,575	\$222,150	\$320,000	\$280,498	19
Southeast	\$168,096	\$211,145	\$286,000	\$229,089	40
Western	\$206,610	\$262,500	\$476,500	\$368,986	31

# Deputy Director

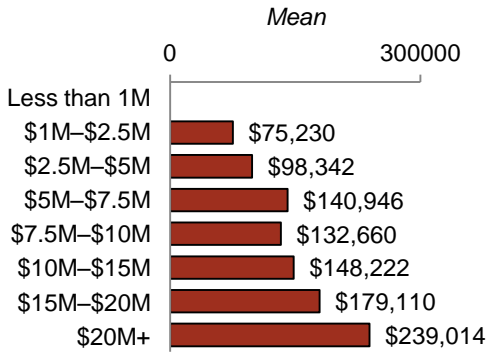
*Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum.*



**Historical Trend—Median (2011–2016)**

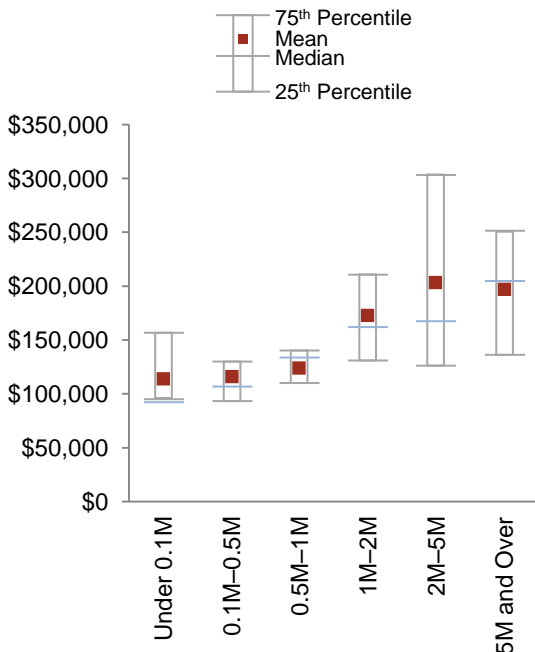


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
–	–	–	–
\$70,850	\$76,270	\$89,922	8
\$80,000	\$97,000	\$128,000	28
\$109,202	\$132,500	\$157,971	12
\$101,406	\$132,700	\$160,500	7
\$125,000	\$141,779	\$160,000	14
\$145,000	\$173,590	\$190,000	13
\$155,000	\$232,850	\$295,000	32

## MSA Population (n = 113)



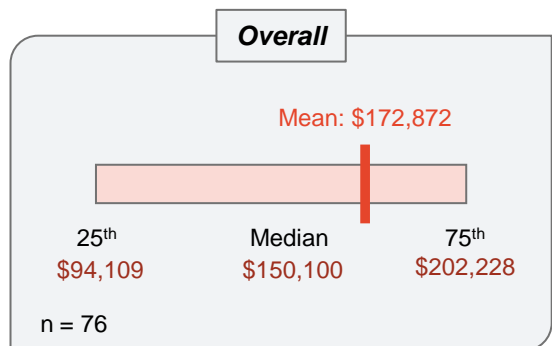
## Region



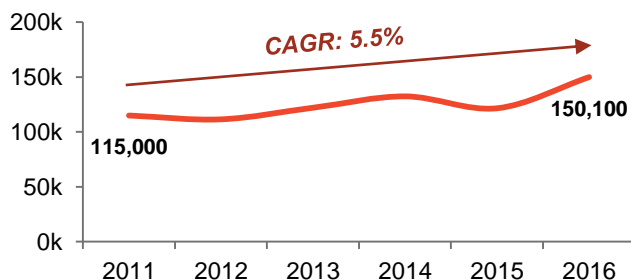
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$24,851	\$70,026	\$170,000	\$98,504	7
Mid-Atlantic	\$127,672	\$157,971	\$289,191	\$193,813	29
Midwest	\$109,202	\$135,000	\$250,000	\$174,622	17
Mountain Plains	\$113,000	\$167,169	\$231,500	\$173,241	11
New England	\$119,200	\$136,217	\$157,500	\$163,980	12
Southeast	\$93,500	\$130,000	\$185,871	\$150,168	19
Western	\$112,297	\$195,450	\$232,850	\$188,464	19

# Chief Operating Officer/ Administrator

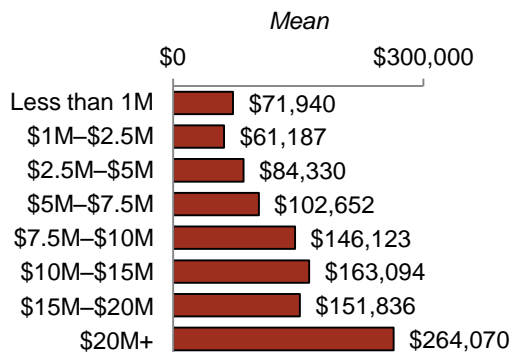
*Responsible for operations of the museum, usually including services, purchasing, and telecommunications.*



**Historical Trend—Median (2011–2016)**

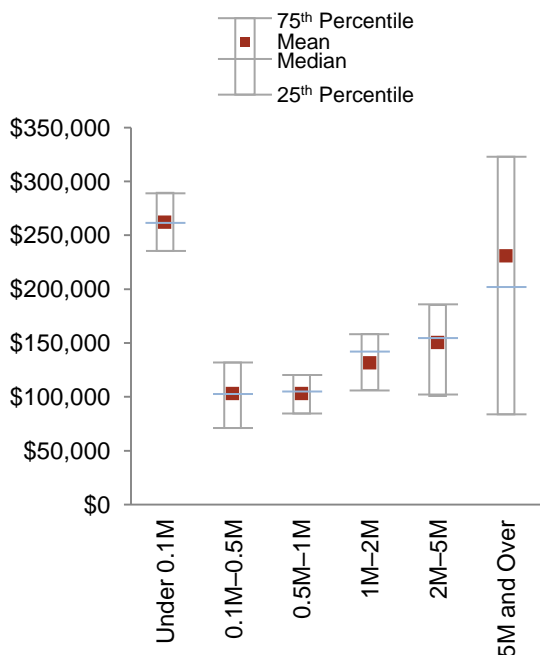


## Operating Budget

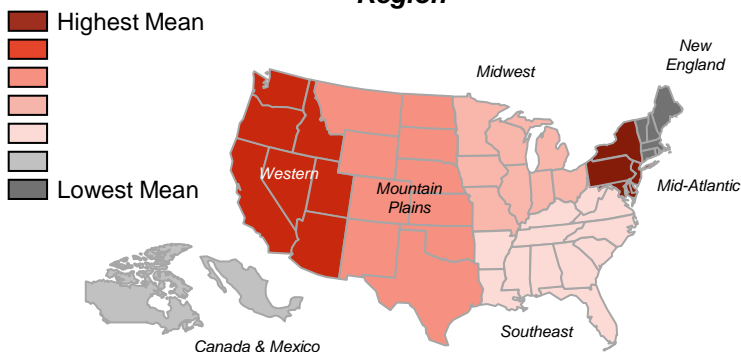


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$71,940	\$71,940	\$71,940	1
\$40,144	\$65,000	\$82,230	4
\$70,815	\$82,419	\$102,500	14
\$84,000	\$100,780	\$123,000	6
\$108,158	\$148,623	\$184,089	4
\$126,702	\$167,250	\$189,211	10
\$120,000	\$150,269	\$176,493	11
\$157,722	\$216,300	\$322,745	26

## MSA Population (n = 75)



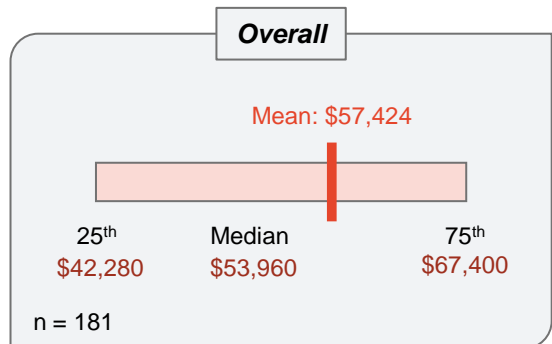
## Region



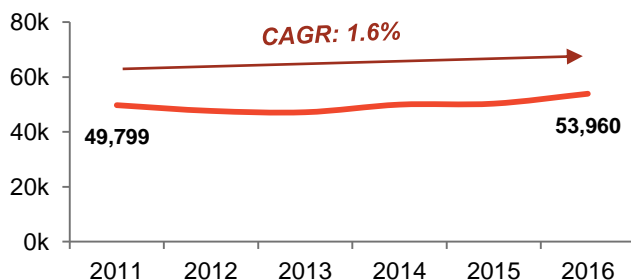
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$83,323	\$157,722	\$157,722	\$126,945	7
Mid-Atlantic	\$117,000	\$159,521	\$378,851	\$242,041	19
Midwest	\$84,460	\$121,500	\$164,500	\$146,639	14
Mountain Plains	\$131,295	\$183,000	\$206,600	\$179,058	9
New England	\$97,500	\$102,500	\$115,500	\$116,300	5
Southeast	\$82,244	\$95,305	\$184,425	\$134,517	12
Western	\$124,026	\$168,450	\$216,300	\$192,846	10

# Assistant to Director

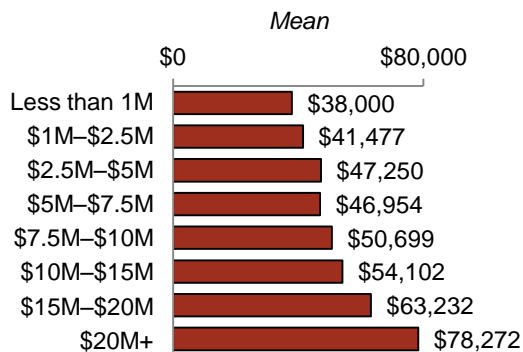
*Manages director's office. Relieves the director of administrative, clerical, and business details by overseeing day-to-day operations.*



**Historical Trend—Median (2011–2016)**

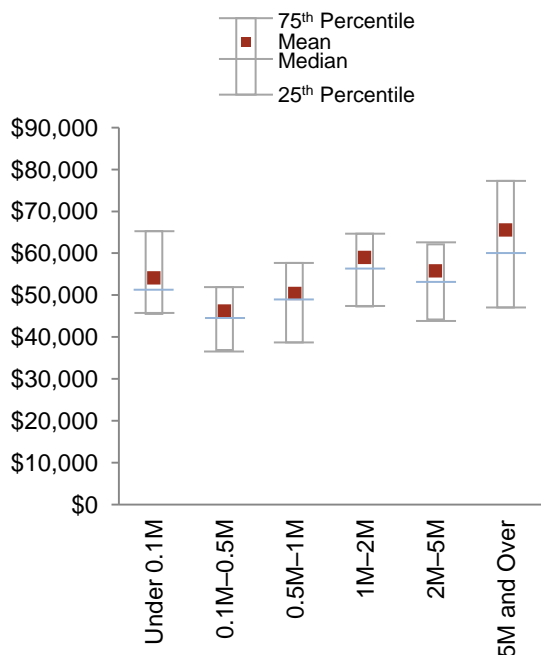


## Operating Budget

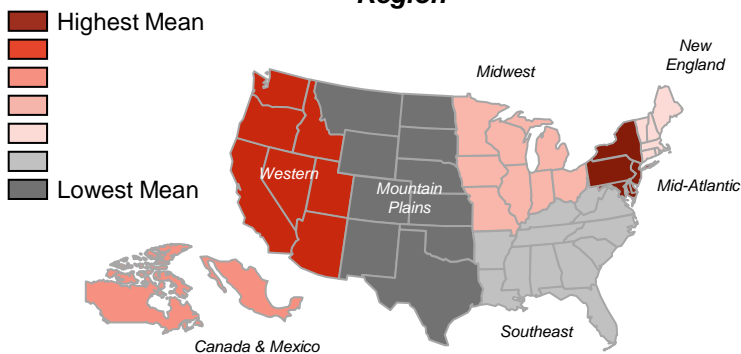


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$38,000	\$38,000	\$38,000	1
\$31,381	\$38,000	\$47,000	10
\$37,039	\$45,760	\$52,000	51
\$37,822	\$43,420	\$56,984	26
\$47,300	\$52,000	\$55,000	15
\$45,032	\$54,280	\$60,492	20
\$48,000	\$57,000	\$72,500	17
\$61,999	\$72,919	\$89,234	41

## MSA Population (n = 180)



## Region

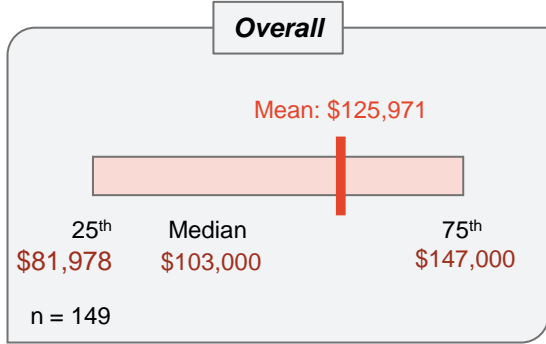


Note: Maps are not according to scale

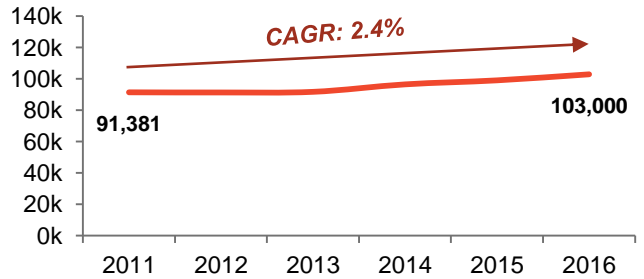
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$53,248	\$58,069	\$64,608	\$58,667	7
Mid-Atlantic	\$45,000	\$60,000	\$77,098	\$64,931	42
Midwest	\$38,563	\$49,803	\$61,000	\$53,916	33
Mountain Plains	\$39,000	\$50,277	\$57,000	\$50,667	22
New England	\$45,064	\$50,789	\$62,400	\$53,245	20
Southeast	\$38,250	\$52,000	\$58,400	\$52,476	31
Western	\$49,522	\$60,009	\$73,903	\$62,239	26

# Director of Finance/ Finance A

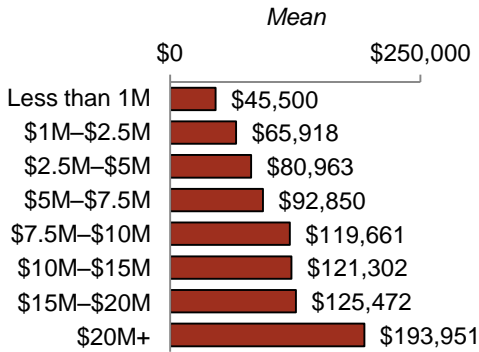
*Manages and directs all activities involving finance, investment management, accounting, and budgeting for the museum.*



Historical Trend—Median (2011–2016)

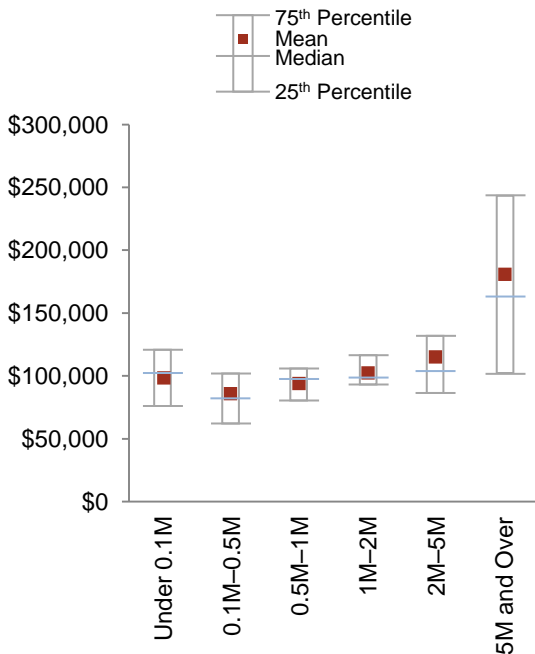


## Operating Budget

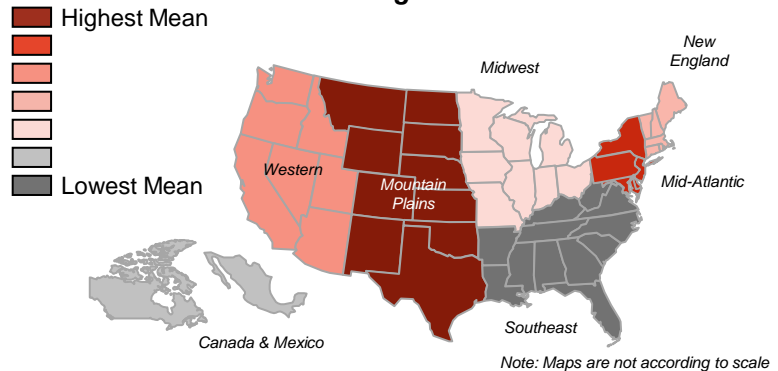


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$45,500	\$45,500	\$45,500	1
\$50,000	\$67,648	\$79,500	6
\$71,584	\$78,655	\$89,561	36
\$81,955	\$94,200	\$100,877	23
\$97,621	\$110,867	\$130,438	11
\$99,539	\$106,628	\$122,500	20
\$91,959	\$103,000	\$185,000	11
\$120,648	\$166,680	\$241,977	41

## MSA Population (n = 148)



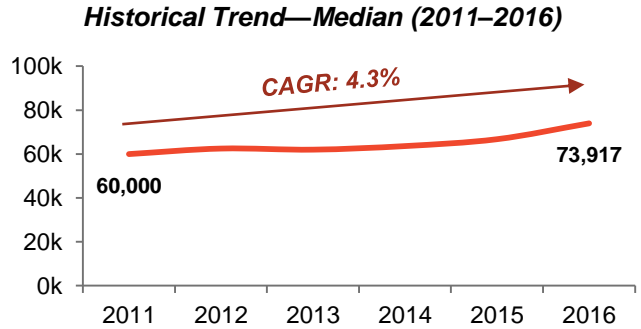
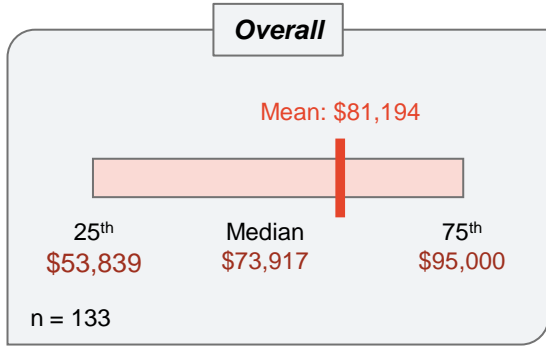
## Region



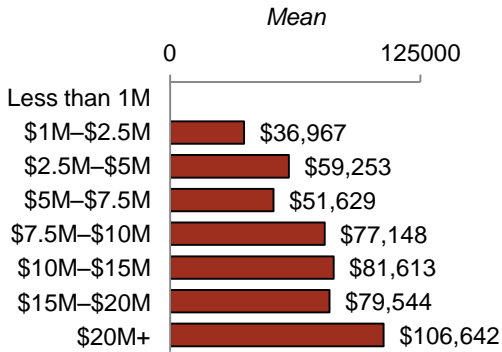
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$50,000	\$102,845	\$159,776	\$108,101	7
Mid-Atlantic	\$83,856	\$113,800	\$184,977	\$149,990	36
Midwest	\$79,500	\$103,000	\$120,675	\$114,561	30
Mountain Plains	\$100,418	\$120,000	\$184,193	\$150,504	13
New England	\$78,000	\$115,401	\$178,489	\$120,265	12
Southeast	\$76,386	\$92,423	\$107,000	\$101,298	26
Western	\$86,724	\$103,000	\$120,000	\$127,164	25

# Finance B

**Directs financial activities of an organization by overseeing and preparing reports which summarize and forecast museum business activity and financial position.**

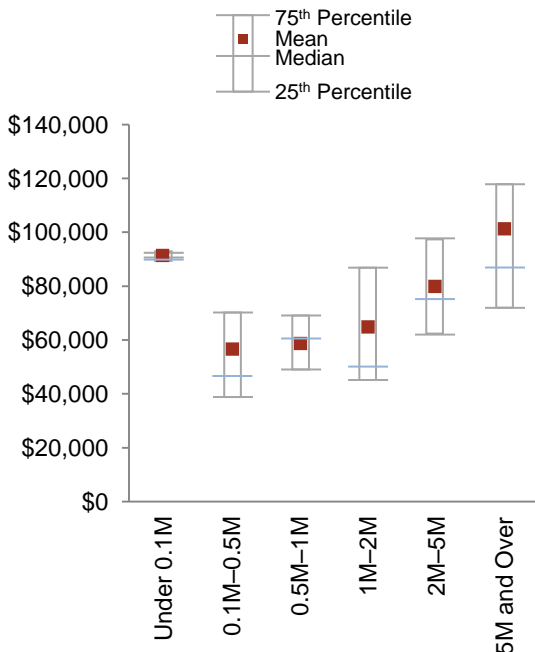


## Operating Budget

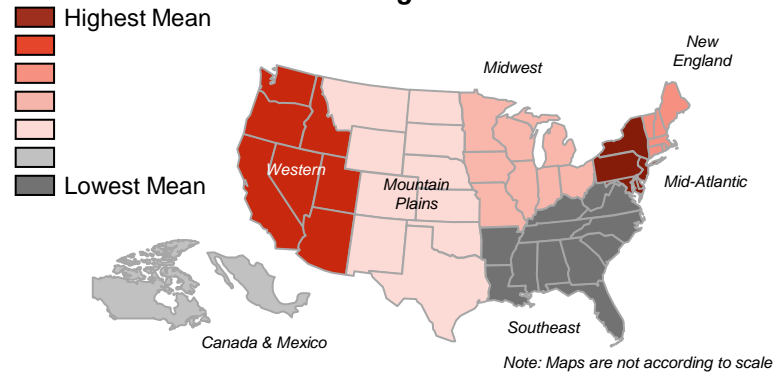


Operating Budget	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
Less than 1M	-	-	-	-
\$1M–\$2.5M	\$38,864	\$40,720	\$42,500	5
\$2.5M–\$5M	\$42,207	\$53,839	\$75,735	28
\$5M–\$7.5M	\$36,918	\$53,000	\$61,011	17
\$7.5M–\$10M	\$65,000	\$67,749	\$95,000	10
\$10M–\$15M	\$63,829	\$75,000	\$98,000	18
\$15M–\$20M	\$62,000	\$82,250	\$90,000	13
\$20M+	\$73,639	\$95,000	\$120,000	42

## MSA Population (n = 132)



## Region

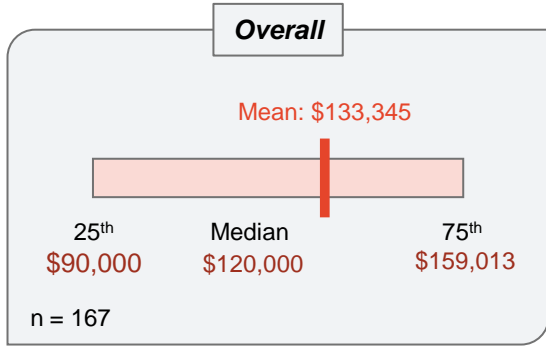


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$27,114	\$80,732	\$107,762	\$70,010	9
Mid-Atlantic	\$67,679	\$86,242	\$108,000	\$96,143	33
Midwest	\$49,957	\$64,415	\$86,610	\$76,840	19
Mountain Plains	\$50,000	\$76,725	\$87,648	\$76,291	17
New England	\$64,643	\$78,611	\$111,965	\$83,181	13
Southeast	\$45,000	\$52,000	\$85,313	\$60,787	22
Western	\$58,710	\$75,000	\$117,621	\$93,768	20

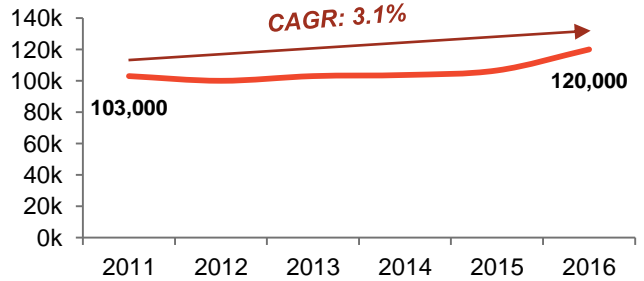


# Director of Development/ Development A

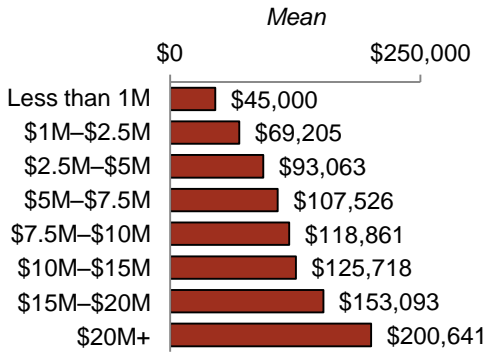
*Directs the fundraising activities of the organization— including membership, grants, capital programs, and special fundraising events.*



**Historical Trend—Median (2011–2016)**

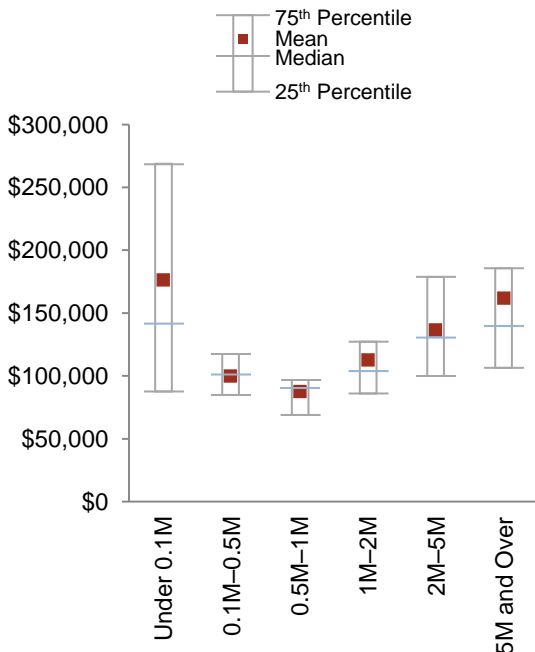


## Operating Budget



Operating Budget Range	25th Percentile	Median	75th Percentile	# of Museums
Less than 1M	\$45,000	\$45,000	\$45,000	1
\$1M–\$2.5M	\$59,477	\$67,750	\$72,500	8
\$2.5M–\$5M	\$77,470	\$92,500	\$105,000	45
\$5M–\$7.5M	\$90,500	\$97,500	\$115,000	24
\$7.5M–\$10M	\$90,000	\$127,000	\$140,000	14
\$10M–\$15M	\$99,637	\$126,016	\$149,500	21
\$15M–\$20M	\$123,406	\$140,727	\$185,000	15
\$20M+	\$143,380	\$180,024	\$237,006	39

## MSA Population (n = 166)



## Region

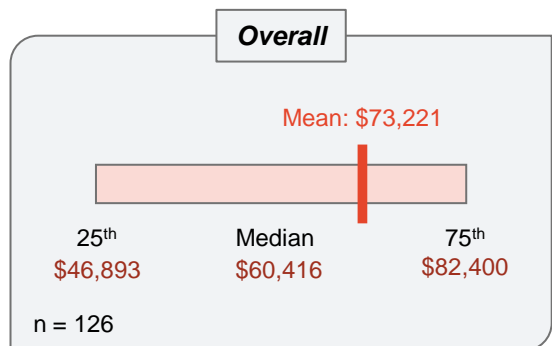


Note: Maps are not according to scale

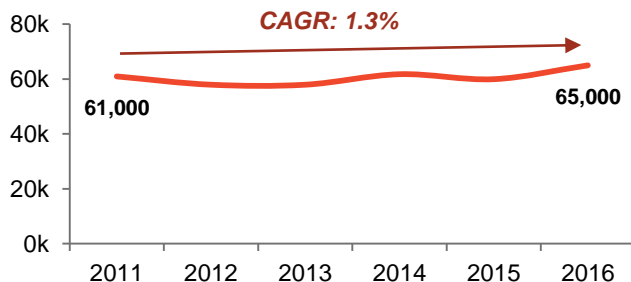
Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$67,500	\$110,000	\$189,375	\$121,904	9
Mid-Atlantic	\$100,000	\$140,000	\$175,000	\$154,393	40
Midwest	\$90,000	\$110,000	\$140,727	\$121,626	28
Mountain Plains	\$75,000	\$127,000	\$130,000	\$120,039	21
New England	\$100,000	\$135,000	\$150,000	\$128,967	11
Southeast	\$82,400	\$95,000	\$120,000	\$111,690	32
Western	\$97,777	\$134,318	\$190,010	\$153,314	26

# Grant Manager/ Institutional Giving Manager/ Development B

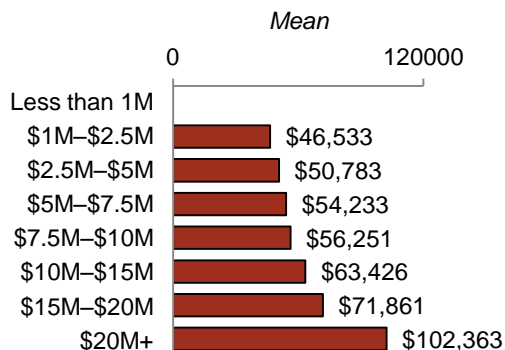
*Develops and manages a comprehensive grants program for museum that considers museum-wide programs and initiatives.*



Historical Trend—Median (2011–2016)

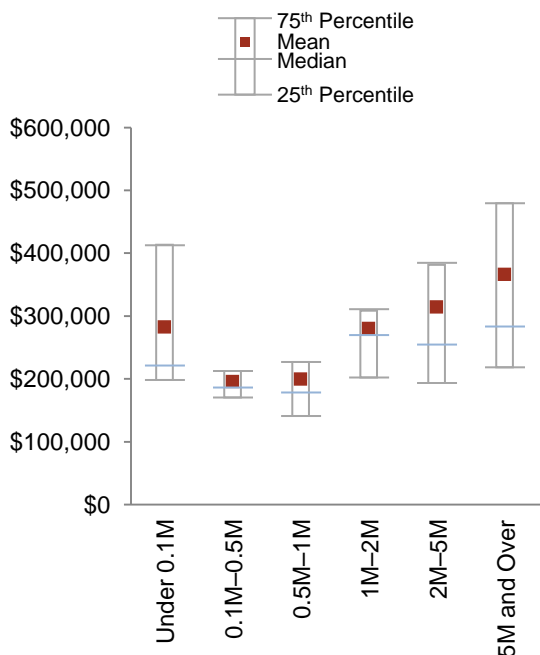


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$38,000	\$50,800	\$50,800	2
\$45,000	\$50,000	\$54,000	25
\$43,617	\$51,503	\$63,475	22
\$46,000	\$52,000	\$62,500	10
\$51,750	\$61,116	\$74,480	17
\$65,380	\$73,800	\$80,073	14
\$72,000	\$92,035	\$137,050	36

## MSA Population (n = 125)



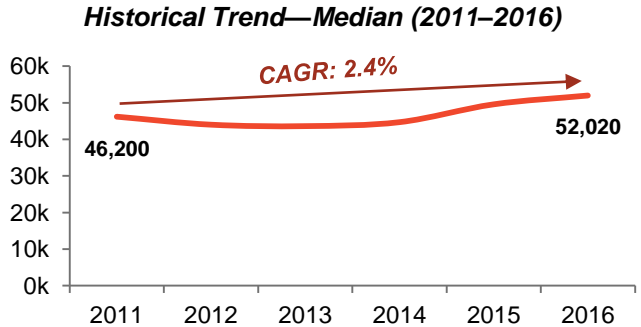
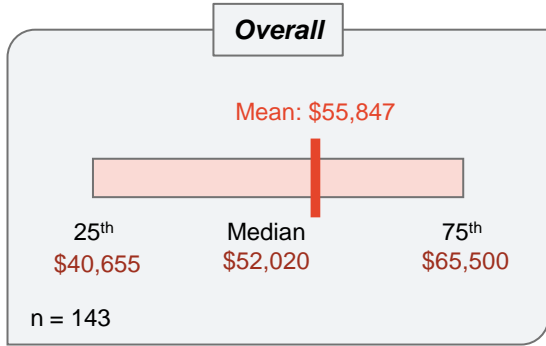
## Region



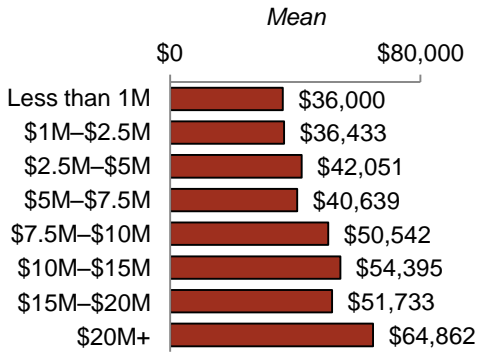
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$81,900	\$99,340	\$116,348	\$99,124	4
Mid-Atlantic	\$51,005	\$78,000	\$137,050	\$88,739	32
Midwest	\$49,500	\$60,000	\$72,000	\$61,726	25
Mountain Plains	\$46,747	\$52,760	\$65,723	\$55,661	17
New England	\$50,000	\$74,480	\$86,500	\$76,062	11
Southeast	\$44,000	\$54,000	\$68,000	\$63,558	19
Western	\$60,000	\$72,750	\$84,722	\$77,529	18

# Development Associate/ Development C

*Coordinates fundraising activities including, but not limited to, annual fund, planned giving, corporate sponsorship, circles, and major donors.*

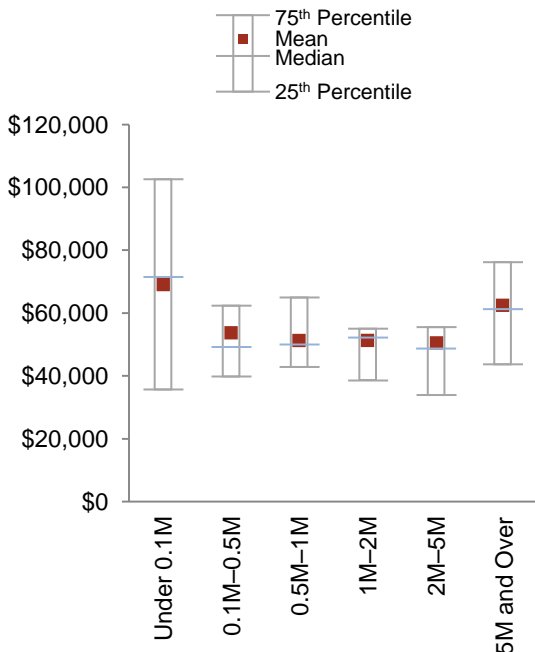


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$36,000	\$36,000	\$36,000	1
\$35,000	\$36,300	\$38,000	3
\$37,000	\$43,680	\$48,000	33
\$30,235	\$37,500	\$47,500	21
\$41,000	\$46,525	\$56,412	13
\$37,000	\$49,587	\$62,093	18
\$30,235	\$49,139	\$67,500	14
\$50,789	\$62,010	\$76,106	40

## MSA Population (n = 142)



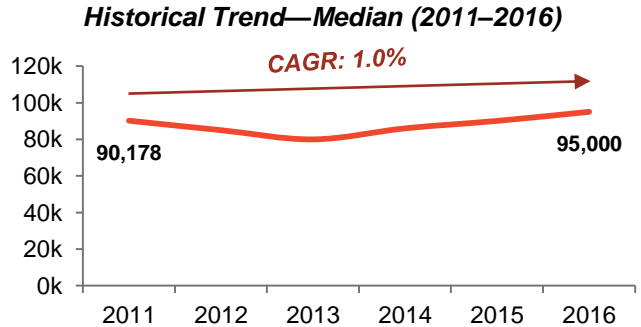
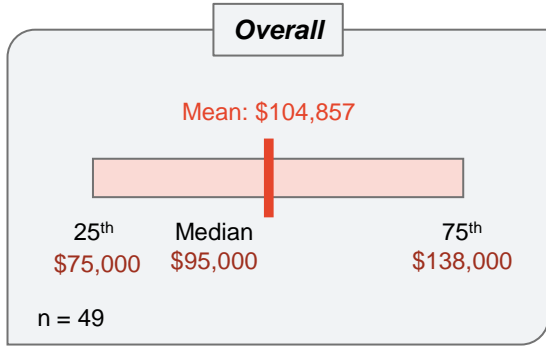
## Region



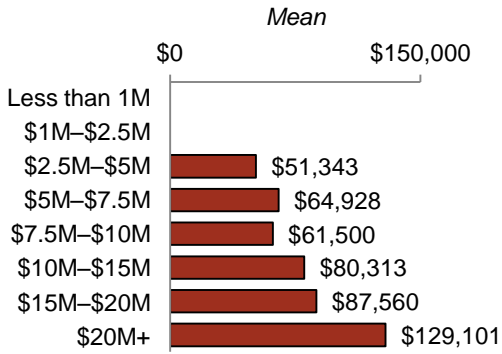
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$51,200	\$65,165	\$65,165	\$52,381	6
Mid-Atlantic	\$37,000	\$54,901	\$76,106	\$58,998	31
Midwest	\$37,000	\$49,139	\$63,108	\$53,498	28
Mountain Plains	\$47,500	\$49,500	\$65,150	\$53,866	17
New England	\$50,139	\$55,597	\$55,597	\$54,455	12
Southeast	\$40,000	\$52,020	\$62,010	\$52,586	25
Western	\$41,880	\$50,268	\$65,000	\$57,656	24

# Director, Planned Giving/ Institutional Giving

*Directs the planned giving programs and activities of the organization.*

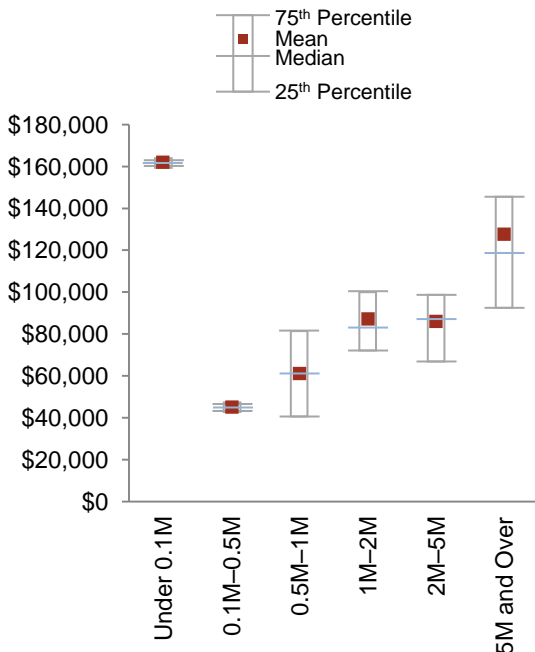


## Operating Budget

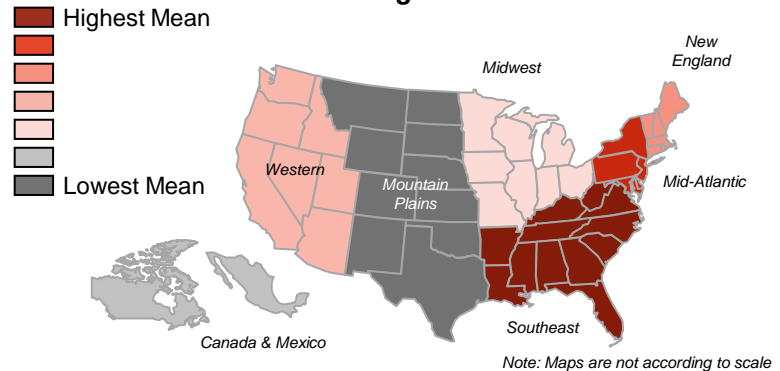


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
-	-	-	-
\$45,000	\$52,000	\$57,000	6
\$42,784	\$63,500	\$87,073	4
\$61,500	\$61,500	\$61,500	1
\$71,000	\$75,000	\$91,073	7
\$83,532	\$87,264	\$100,000	6
\$95,000	\$118,698	\$145,162	25

## MSA Population (n = 48)



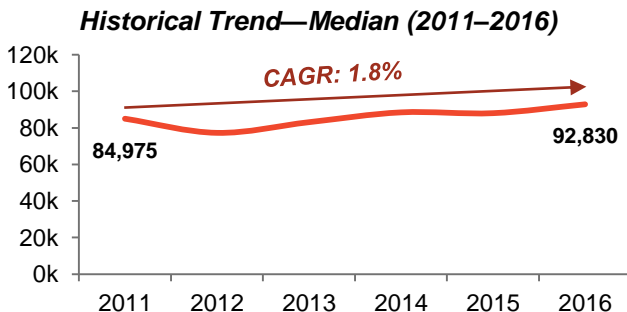
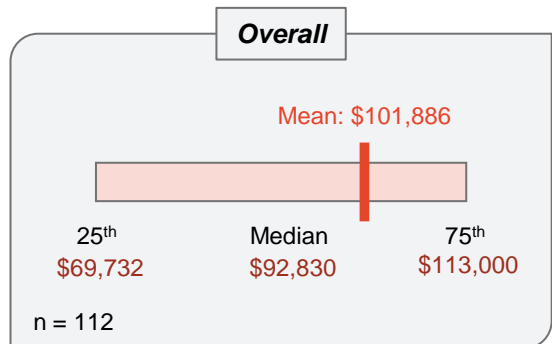
## Region



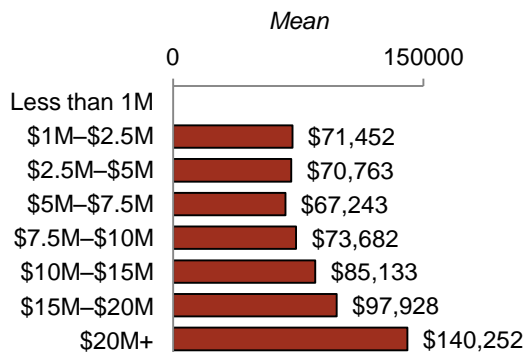
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$40,568	\$100,370	\$118,646	\$86,528	3
Mid-Atlantic	\$72,500	\$92,145	\$171,622	\$119,220	13
Midwest	\$77,250	\$90,538	\$95,000	\$87,796	11
Mountain Plains	\$76,100	\$88,700	\$95,257	\$85,678	4
New England	\$82,000	\$100,300	\$153,880	\$112,060	3
Southeast	\$59,976	\$140,000	\$140,000	\$119,854	4
Western	\$87,127	\$98,595	\$108,000	\$104,635	11

# Human Resource Director

*Directs the human resource activities of the organization, including recruitment, selection, benefits, compensation and affirmative action.*

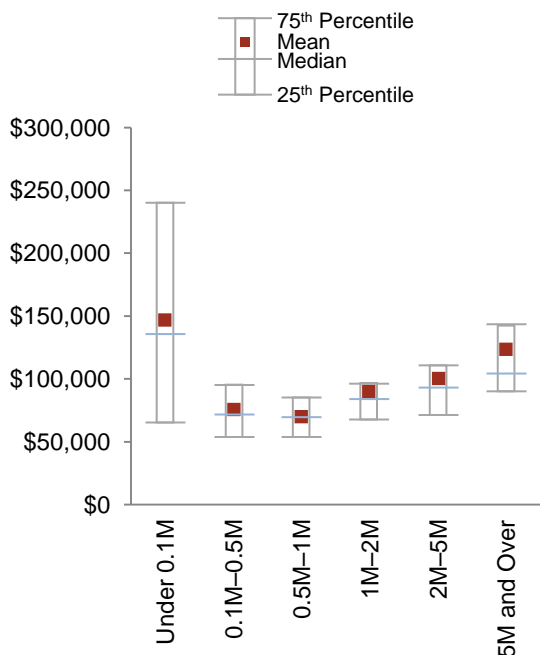


## Operating Budget

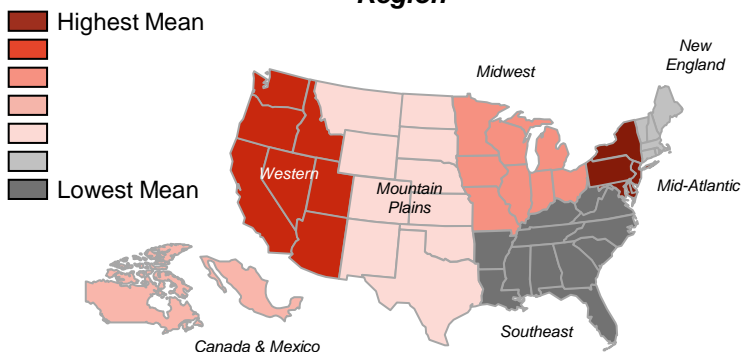


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$71,452	\$71,452	\$71,452	1
\$55,672	\$66,904	\$82,860	8
\$53,200	\$64,992	\$69,092	17
\$66,840	\$72,000	\$77,344	11
\$75,000	\$84,988	\$92,995	20
\$94,023	\$100,736	\$110,000	15
\$102,000	\$125,000	\$165,200	40

## MSA Population (n = 111)



## Region

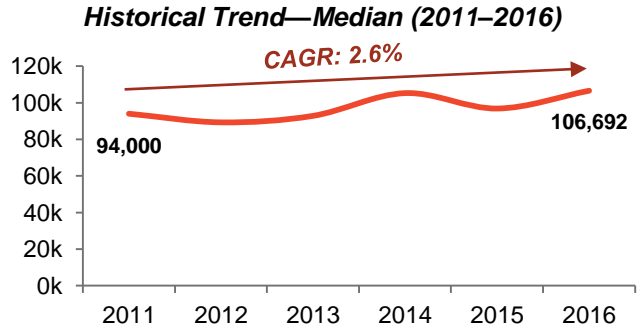
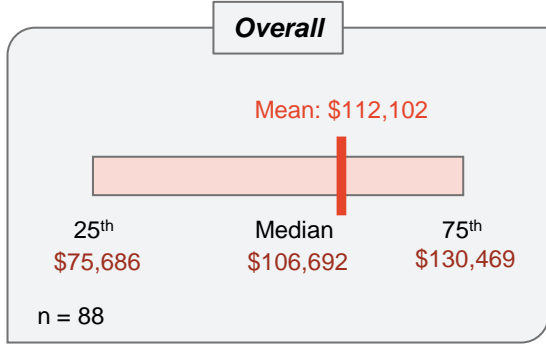


Note: Maps are not according to scale

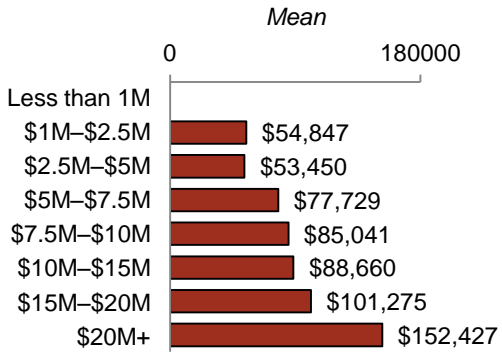
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$69,092	\$101,074	\$135,288	\$95,187	7
Mid-Atlantic	\$87,821	\$108,796	\$133,380	\$124,357	26
Midwest	\$67,792	\$95,650	\$103,800	\$96,431	20
Mountain Plains	\$71,000	\$85,000	\$99,505	\$89,451	11
New England	\$70,000	\$76,350	\$87,500	\$87,729	10
Southeast	\$58,500	\$73,535	\$96,254	\$87,308	18
Western	\$66,409	\$93,625	\$137,600	\$107,783	20

# Director of Information Systems/ Chief Information Officer

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

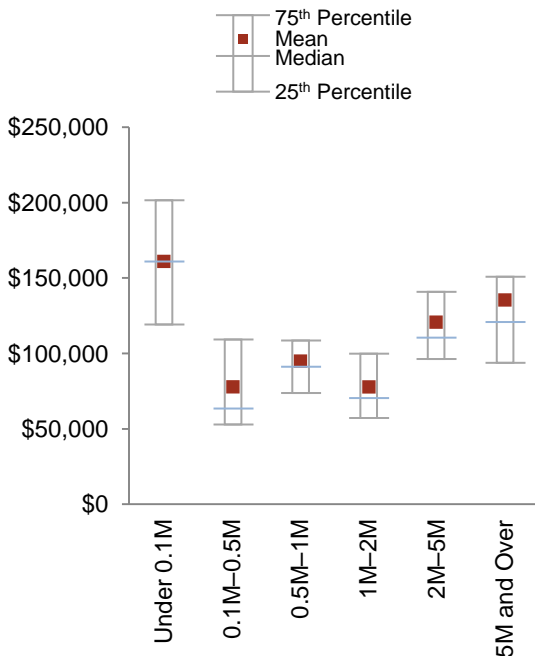


## Operating Budget

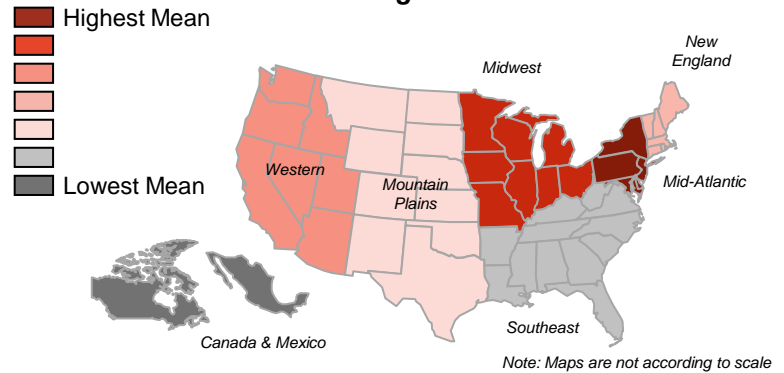


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$48,980	\$54,847	\$60,713	2
\$49,221	\$58,714	\$62,888	8
\$62,542	\$70,250	\$87,048	10
\$57,364	\$82,364	\$112,719	4
\$72,192	\$92,700	\$107,463	13
\$92,145	\$96,975	\$107,515	14
\$115,000	\$134,589	\$172,989	37

## MSA Population (n = 87)



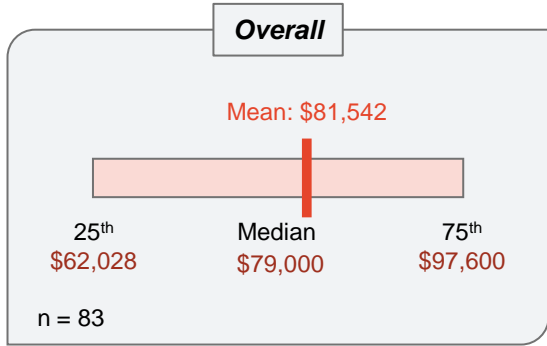
## Region



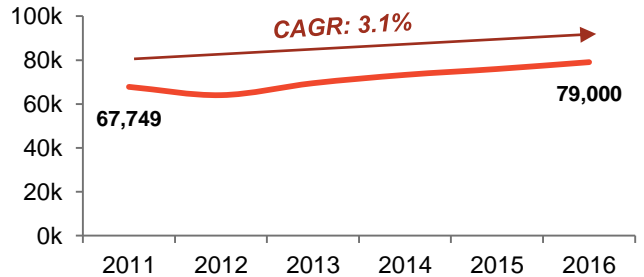
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$53,286	\$100,861	\$112,658	\$82,972	4
Mid-Atlantic	\$87,021	\$113,600	\$135,861	\$125,010	28
Midwest	\$91,913	\$106,612	\$148,045	\$120,639	12
Mountain Plains	\$82,200	\$96,450	\$130,438	\$102,341	9
New England	\$58,000	\$106,400	\$133,900	\$102,346	7
Southeast	\$62,542	\$77,873	\$124,100	\$94,392	14
Western	\$87,048	\$107,282	\$144,210	\$116,154	14

# Systems Manager/ Technology Director/ Director of New Media

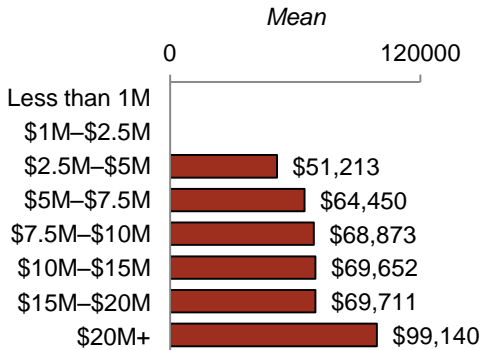
*Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies,.*



Historical Trend—Median (2011–2016)

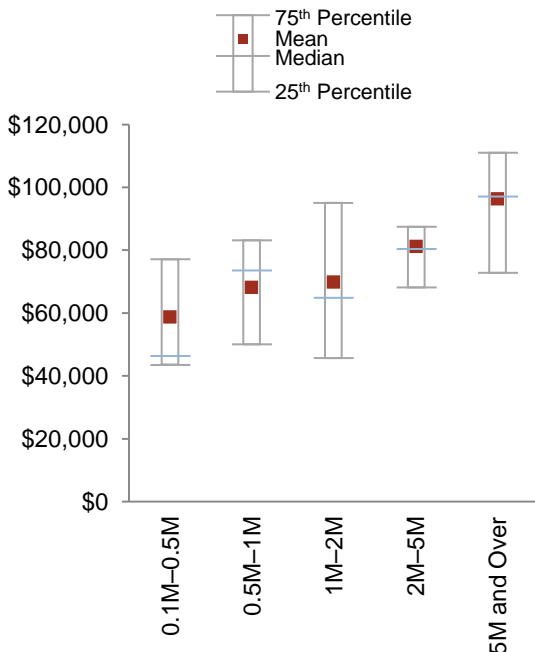


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
-	-	-	-
\$35,000	\$43,838	\$71,100	11
\$46,925	\$54,931	\$80,145	8
\$59,682	\$68,280	\$76,280	8
\$56,885	\$68,991	\$78,222	15
\$48,021	\$71,075	\$86,708	7
\$81,300	\$90,755	\$115,250	34

## MSA Population (n = 82)



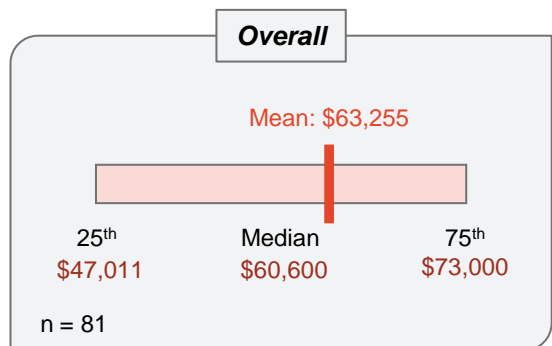
## Region



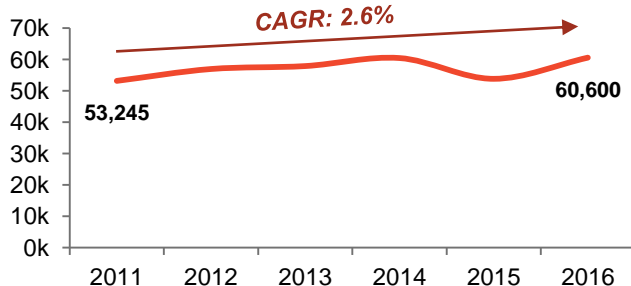
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$48,649	\$93,460	\$115,953	\$82,301	4
Mid-Atlantic	\$68,075	\$86,708	\$108,229	\$92,869	21
Midwest	\$49,862	\$75,516	\$86,977	\$71,720	15
Mountain Plains	\$71,100	\$79,280	\$93,996	\$80,808	9
New England	\$68,623	\$77,000	\$86,149	\$76,329	9
Southeast	\$45,000	\$69,907	\$72,000	\$63,955	9
Western	\$60,000	\$80,799	\$115,000	\$86,324	16

# Web Manager

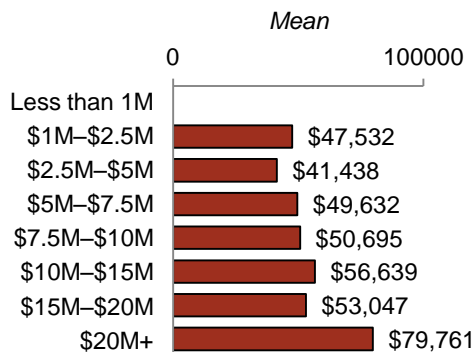
*Responsible for development, site management, and content of the museum's website or online presence. May include social media outreach.*



**Historical Trend—Median (2011–2016)**

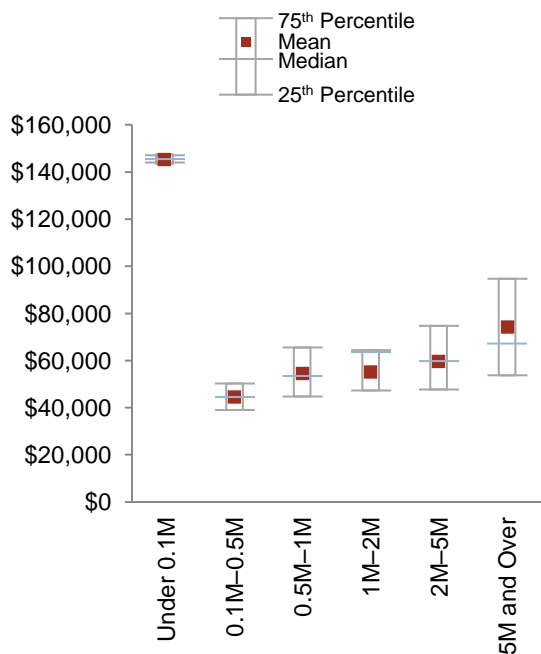


## Operating Budget

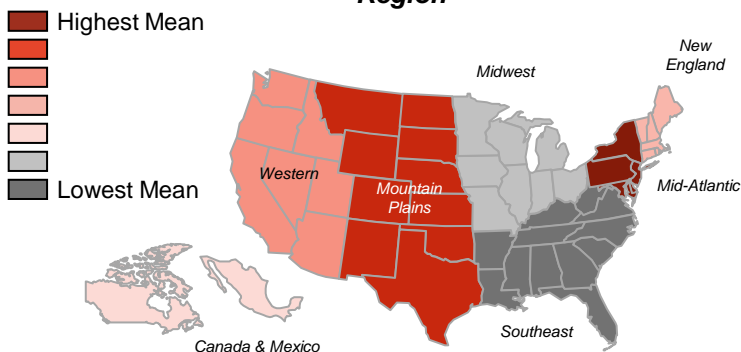


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
			0
\$42,000	\$47,532	\$53,063	2
\$37,262	\$44,000	\$47,500	10
\$38,700	\$49,227	\$54,575	10
\$43,759	\$49,911	\$57,500	8
\$48,690	\$59,487	\$65,000	13
\$40,600	\$57,125	\$65,000	7
\$64,036	\$73,000	\$91,780	31

## MSA Population (n = 80)



## Region

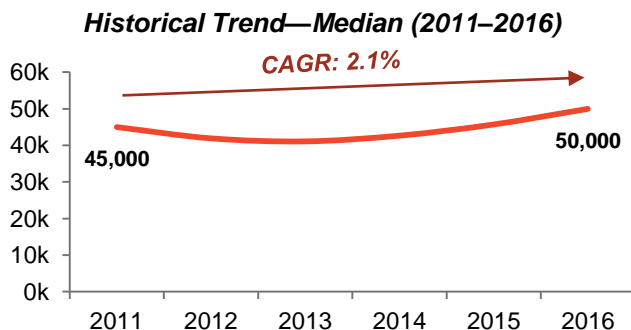
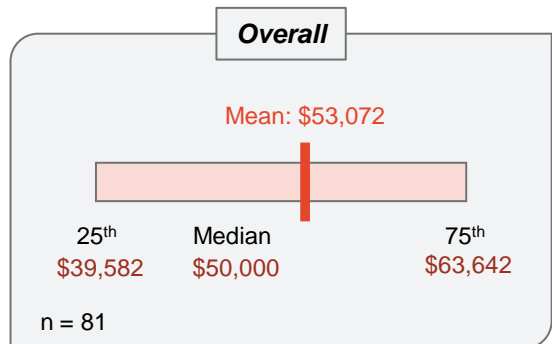


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$64,036	\$64,036	\$64,036	\$56,854	5
Mid-Atlantic	\$53,882	\$65,000	\$98,153	\$77,675	24
Midwest	\$37,262	\$39,527	\$73,000	\$55,371	11
Mountain Plains	\$47,339	\$56,900	\$69,700	\$61,090	8
New England	\$47,011	\$61,386	\$68,484	\$58,683	9
Southeast	\$42,000	\$52,000	\$60,600	\$52,925	11
Western	\$47,500	\$61,584	\$82,000	\$60,889	13

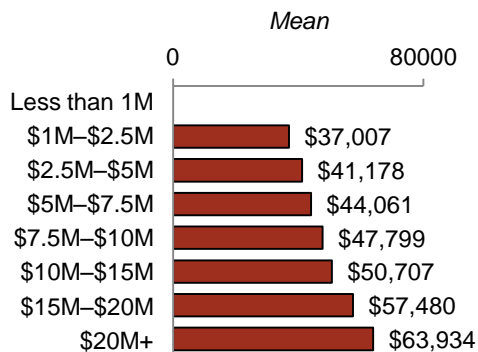


# New Media Manager

*Responsible for planning and executing the museum's social and new media strategy, including, but not limited to, Twitter, Face book, Tumblr, and mobile apps.*

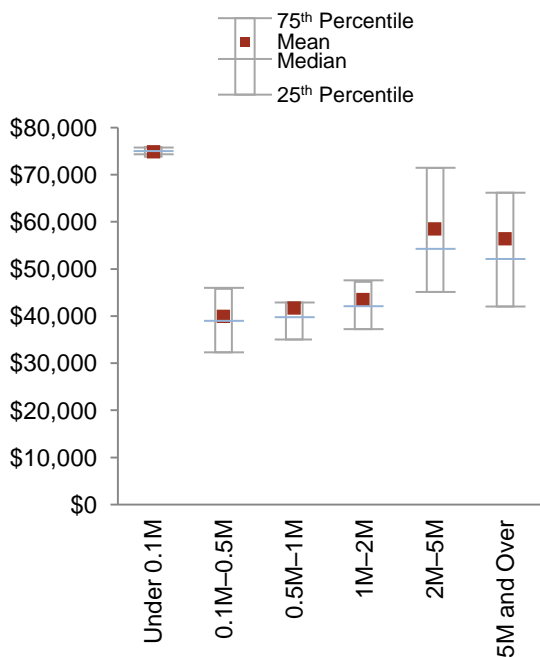


## Operating Budget

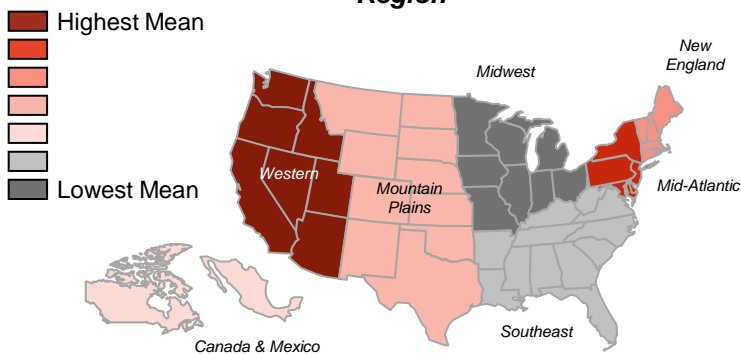


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$35,013	\$37,007	\$39,000	2
\$33,500	\$39,582	\$48,422	17
\$38,000	\$43,000	\$54,000	9
\$37,300	\$46,000	\$50,000	9
\$40,170	\$47,500	\$62,200	7
\$42,000	\$50,500	\$53,118	5
\$52,800	\$61,733	\$73,200	32

## MSA Population (n = 80)



## Region

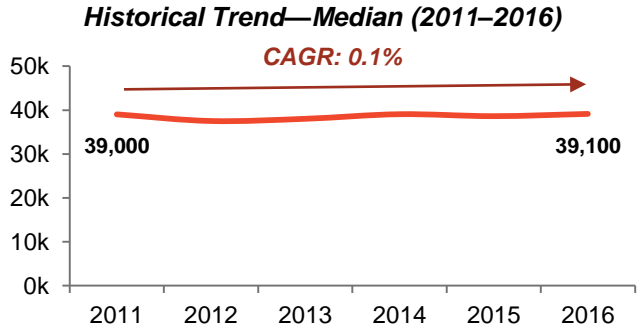
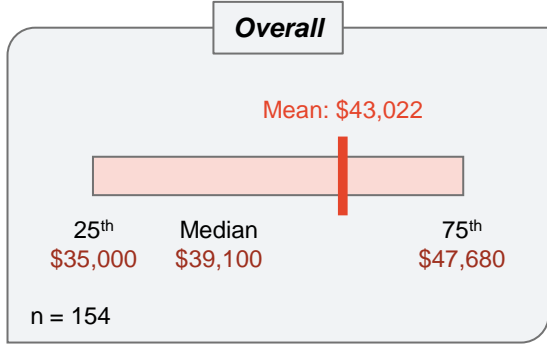


Note: Maps are not according to scale

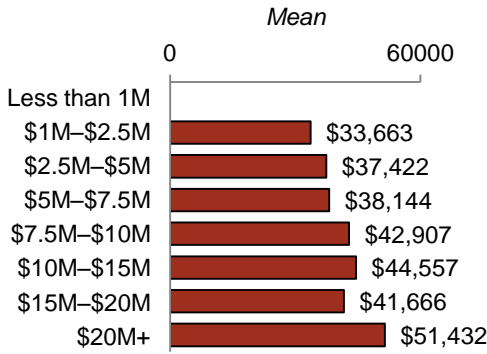
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$17,164	\$45,364	\$83,057	\$50,110	4
Mid-Atlantic	\$46,498	\$51,374	\$65,000	\$57,942	23
Midwest	\$34,504	\$43,424	\$55,566	\$44,712	16
Mountain Plains	\$38,000	\$46,500	\$69,525	\$51,243	10
New England	\$37,300	\$51,595	\$61,183	\$54,840	6
Southeast	\$39,163	\$50,000	\$54,700	\$49,055	11
Western	\$42,000	\$53,118	\$72,999	\$59,797	11

# Membership Assistant

*Oversees maintenance of annual membership drives and programs for members. Provides support in planning and executing special fundraising events.*

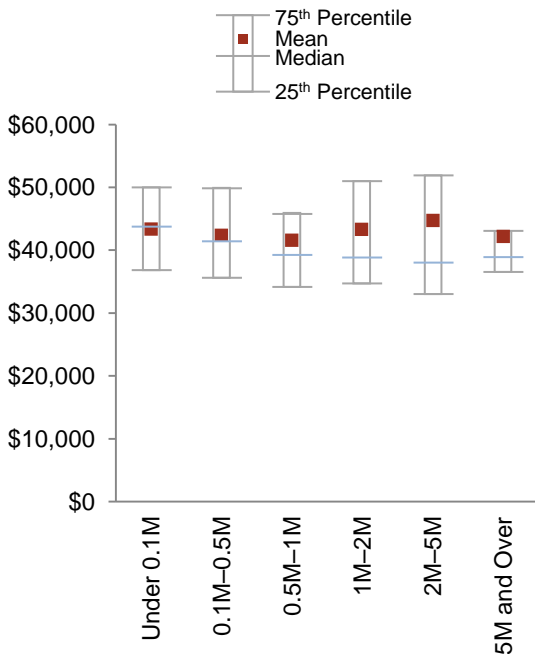


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$28,840	\$35,398	\$38,500	9
\$32,036	\$37,948	\$42,782	35
\$32,011	\$39,512	\$43,000	26
\$36,725	\$42,840	\$50,000	15
\$34,807	\$39,000	\$57,000	21
\$35,001	\$36,493	\$48,997	15
\$36,608	\$41,000	\$60,500	33

## MSA Population (n = 153)



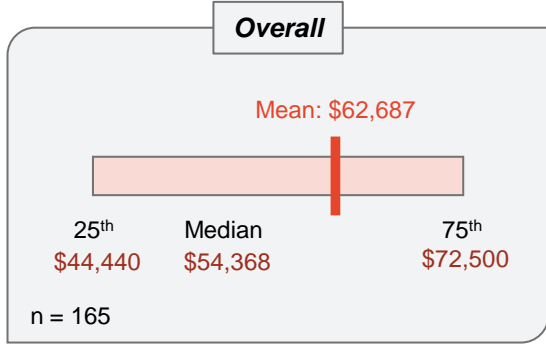
## Region



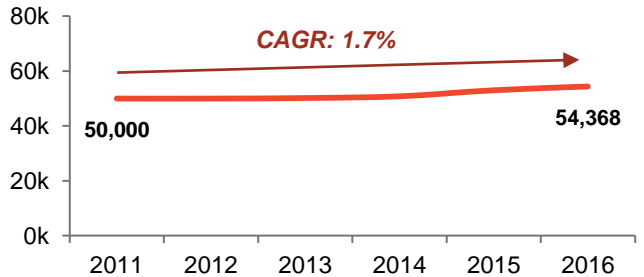
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$40,000	\$53,266	\$56,008	\$47,708	8
Mid-Atlantic	\$38,000	\$41,000	\$49,787	\$45,019	35
Midwest	\$32,000	\$40,040	\$50,000	\$44,221	26
Mountain Plains	\$33,500	\$36,000	\$41,870	\$37,981	16
New England	\$35,692	\$40,862	\$54,221	\$48,398	16
Southeast	\$32,011	\$36,608	\$39,100	\$36,614	29
Western	\$37,986	\$40,560	\$52,000	\$45,450	24

# Special Event Manager

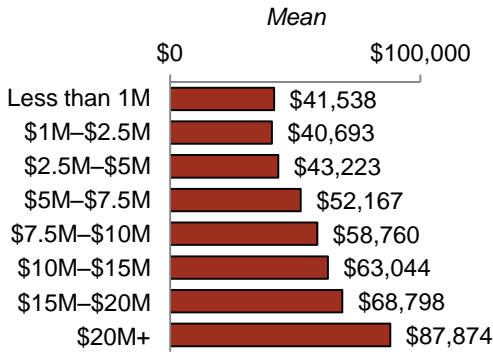
*Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals.*



Historical Trend—Median (2011–2016)

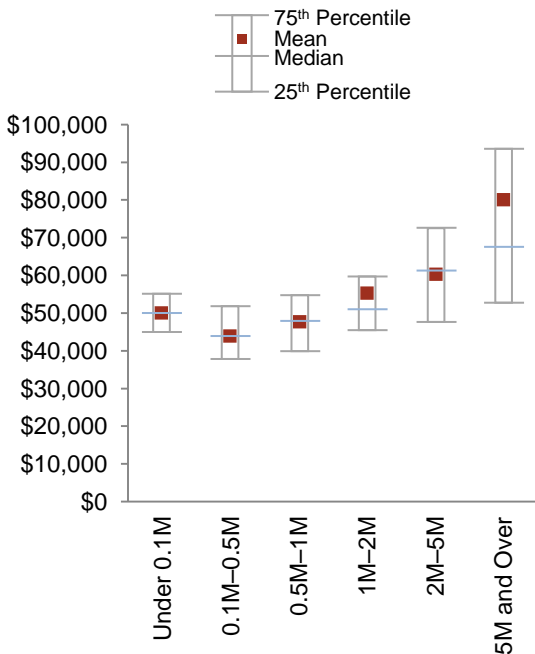


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$30,000	\$41,538	\$53,076	2
\$29,120	\$43,500	\$51,984	10
\$36,166	\$40,000	\$48,000	39
\$45,000	\$48,500	\$55,000	26
\$44,745	\$54,615	\$63,350	14
\$52,148	\$60,000	\$72,000	21
\$51,950	\$57,590	\$75,000	15
\$64,000	\$78,645	\$100,347	38

## MSA Population (n = 164)



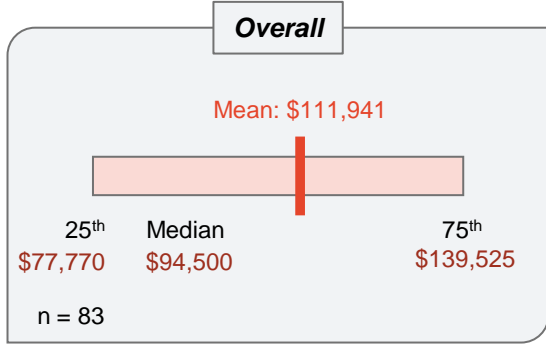
## Region



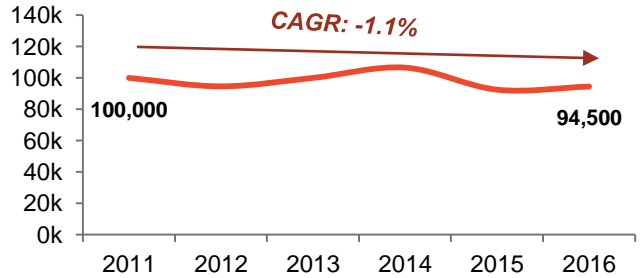
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$47,400	\$68,856	\$95,710	\$68,494	8
Mid-Atlantic	\$51,894	\$60,728	\$90,157	\$77,891	37
Midwest	\$41,713	\$52,337	\$73,250	\$57,134	24
Mountain Plains	\$40,800	\$50,000	\$62,600	\$62,523	19
New England	\$45,000	\$54,611	\$70,000	\$58,663	15
Southeast	\$40,000	\$47,500	\$54,703	\$49,263	36
Western	\$50,000	\$65,634	\$75,000	\$65,677	26

# Director of External Affairs

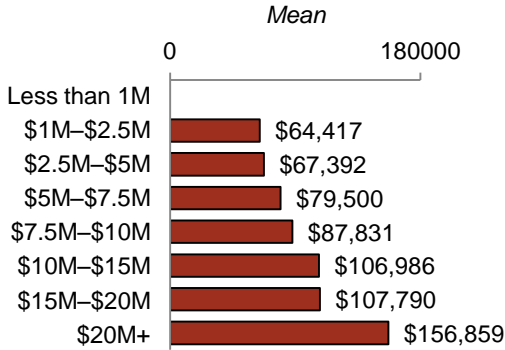
*Directs the public affairs and information activities of the organization. Directs the media relations, publicity and customer relation activities of the organization.*



Historical Trend—Median (2011–2016)

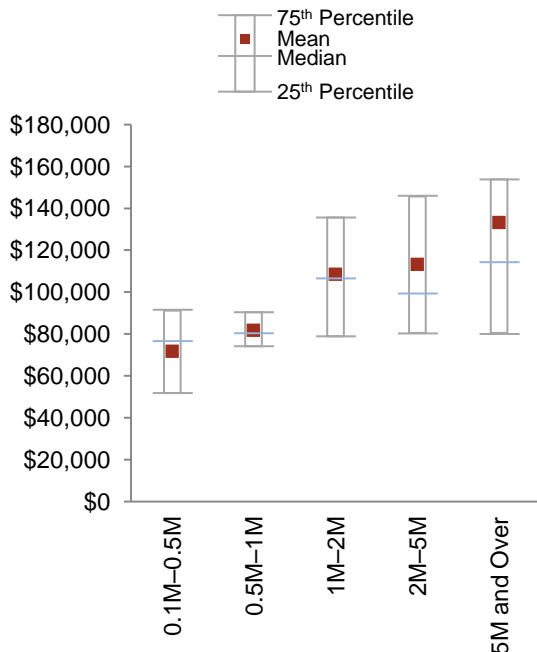


## Operating Budget

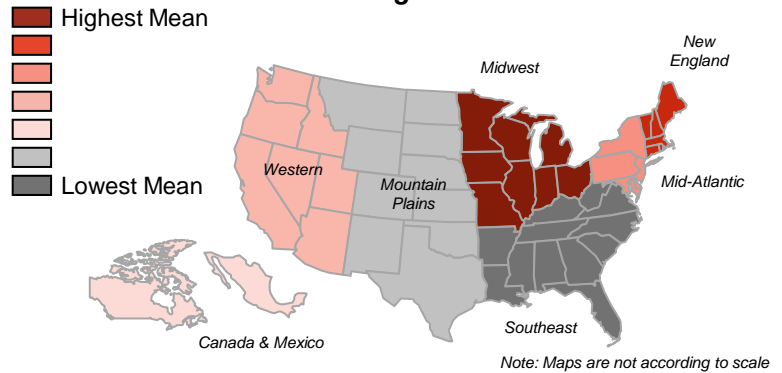


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$46,000	\$70,000	\$77,250	3
\$51,754	\$65,286	\$78,290	15
\$64,831	\$78,801	\$91,350	6
\$74,763	\$84,000	\$94,213	8
\$81,630	\$100,000	\$113,000	11
\$82,198	\$99,844	\$139,525	12
\$108,000	\$142,615	\$171,600	28

## MSA Population (n = 82)



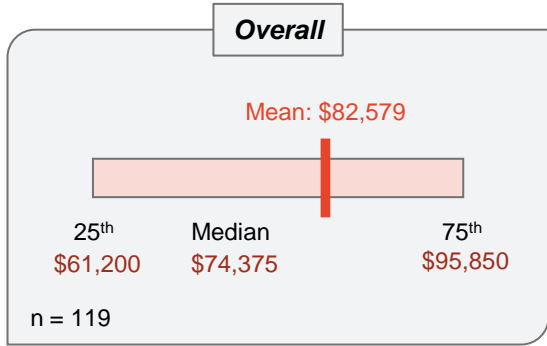
## Region



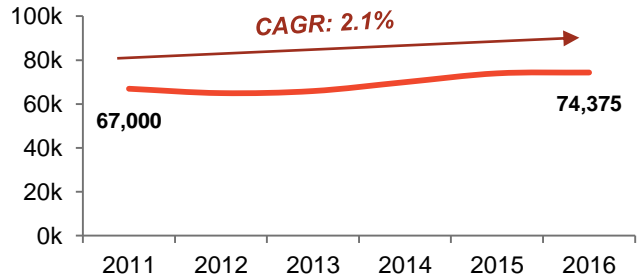
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$64,831	\$121,308	\$162,894	\$111,653	6
Mid-Atlantic	\$81,630	\$99,688	\$134,000	\$115,359	20
Midwest	\$71,143	\$83,550	\$143,000	\$123,967	16
Mountain Plains	\$67,263	\$89,100	\$159,301	\$110,941	8
New England	\$91,350	\$118,420	\$140,101	\$120,419	10
Southeast	\$66,000	\$75,000	\$88,000	\$78,050	11
Western	\$83,499	\$109,500	\$139,050	\$114,735	12

# Marketing Director

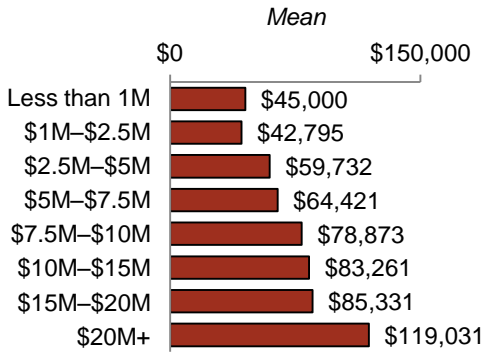
*General responsibility for coordinating museum promotional programs, revenue producing sale of products and the creative services for museum printed materials .*



**Historical Trend—Median (2011–2016)**

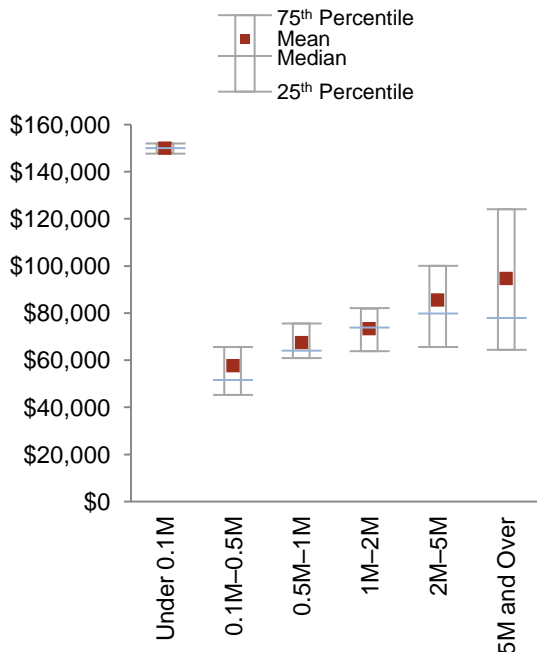


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$45,000	\$45,000	\$45,000	1
\$30,900	\$46,570	\$47,709	5
\$50,000	\$60,000	\$70,000	31
\$60,000	\$62,000	\$72,100	17
\$66,300	\$75,040	\$86,000	6
\$68,896	\$83,486	\$90,697	21
\$69,980	\$78,917	\$95,963	8
\$80,000	\$120,113	\$142,800	30

## MSA Population (n = 118)



## Region

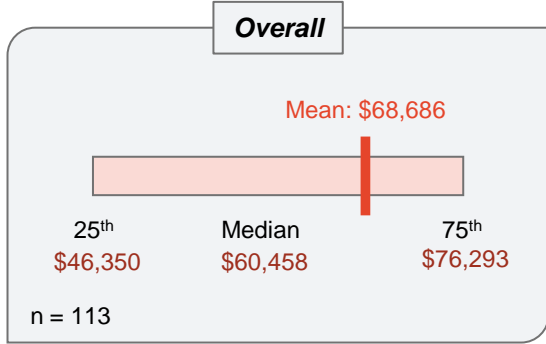


Note: Maps are not according to scale

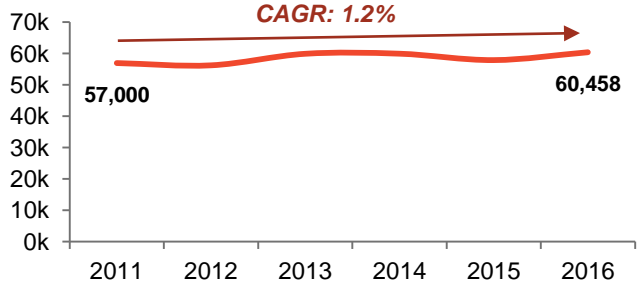
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$77,653	\$103,641	\$130,000	\$100,579	5
Mid-Atlantic	\$68,336	\$80,080	\$116,820	\$96,733	31
Midwest	\$53,000	\$65,000	\$87,442	\$70,924	19
Mountain Plains	\$66,300	\$72,100	\$74,632	\$70,568	11
New England	\$60,000	\$64,543	\$85,000	\$74,142	10
Southeast	\$51,000	\$69,325	\$85,000	\$74,895	21
Western	\$65,083	\$79,570	\$95,850	\$85,590	22

# Public Relations Officer

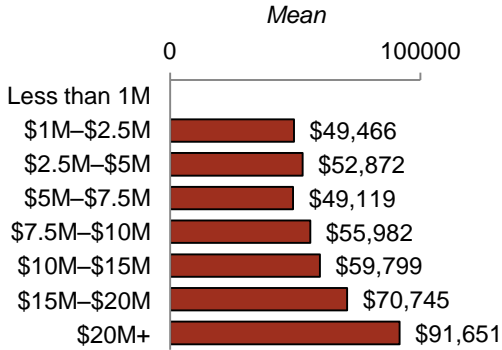
**Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Draft press releases & target to specific audiences.**



**Historical Trend—Median (2011–2016)**

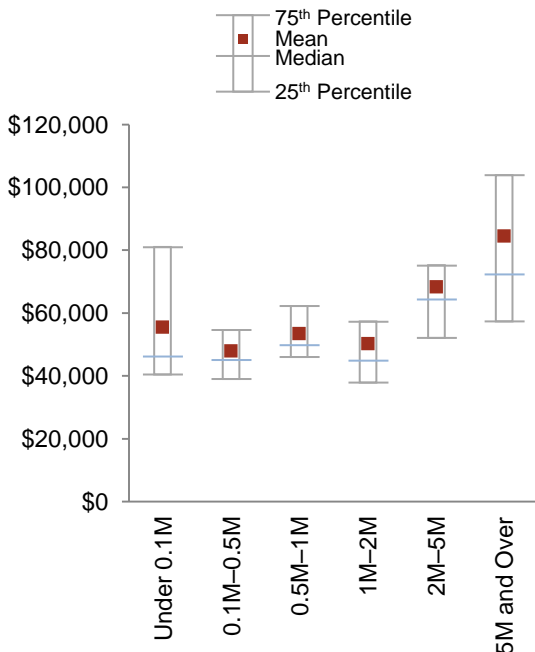


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$52,866	\$54,620	\$55,000	5
\$39,035	\$44,516	\$63,501	21
\$40,350	\$46,350	\$56,868	16
\$41,500	\$51,745	\$70,837	7
\$53,479	\$58,653	\$68,800	15
\$47,250	\$66,170	\$87,522	10
\$60,916	\$76,653	\$107,762	39

## MSA Population (n = 112)



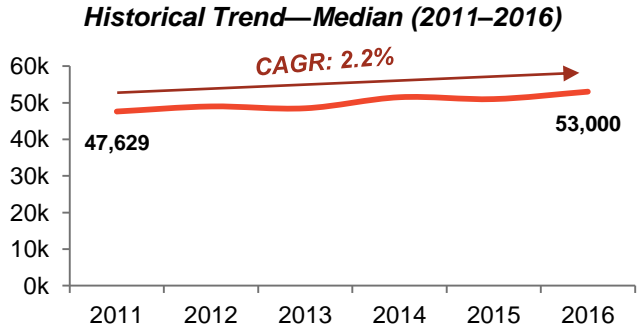
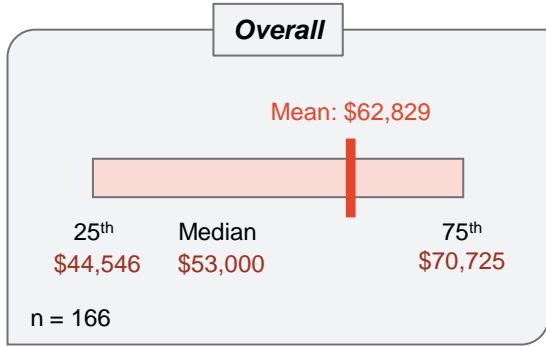
## Region



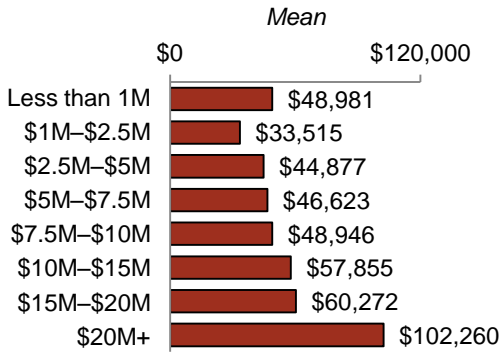
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$29,268	\$72,818	\$84,059	\$61,486	8
Mid-Atlantic	\$56,638	\$67,339	\$91,525	\$85,280	29
Midwest	\$49,955	\$54,925	\$72,100	\$60,199	21
Mountain Plains	\$45,675	\$67,950	\$84,598	\$67,401	12
New England	\$40,189	\$53,150	\$78,559	\$62,224	8
Southeast	\$44,000	\$49,336	\$60,322	\$52,275	20
Western	\$48,000	\$63,455	\$90,000	\$76,497	15

# Museum Store Manager

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

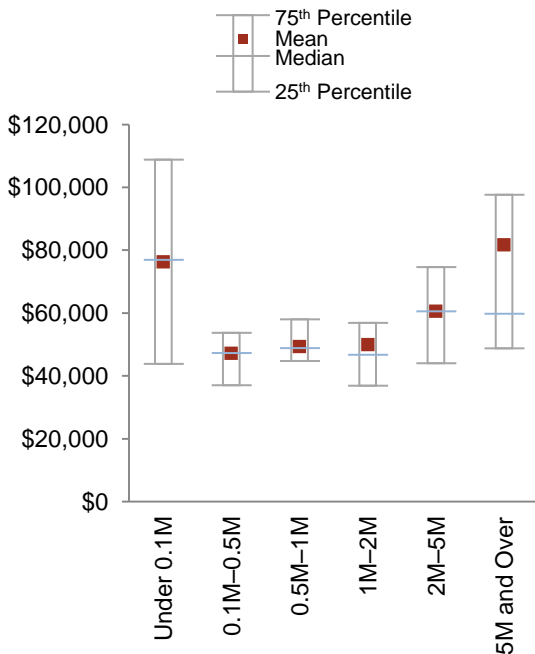


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$48,981	\$48,981	\$48,981	1
\$22,644	\$30,050	\$47,523	8
\$36,340	\$46,217	\$51,500	40
\$43,697	\$45,850	\$50,000	24
\$38,000	\$52,500	\$55,800	14
\$49,173	\$60,000	\$63,588	23
\$48,000	\$60,745	\$72,000	16
\$72,000	\$87,200	\$116,200	40

## MSA Population (n = 165)



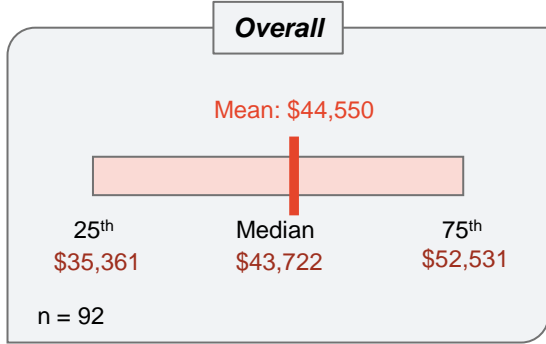
## Region



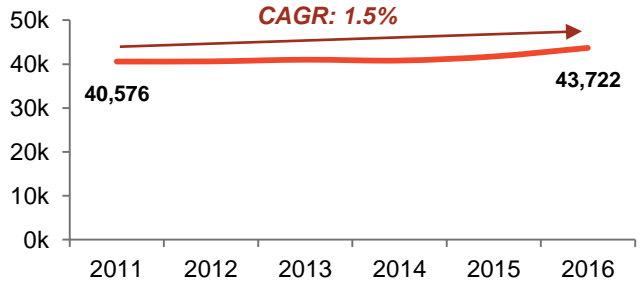
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$34,638	\$62,794	\$80,784	\$61,536	10
Mid-Atlantic	\$45,800	\$53,455	\$91,395	\$75,560	36
Midwest	\$39,897	\$48,253	\$71,363	\$59,182	30
Mountain Plains	\$44,743	\$50,700	\$55,924	\$55,314	19
New England	\$50,000	\$54,900	\$61,001	\$57,671	17
Southeast	\$41,008	\$47,000	\$57,500	\$51,535	29
Western	\$54,231	\$64,069	\$84,687	\$71,366	25

# Volunteer Coordinator

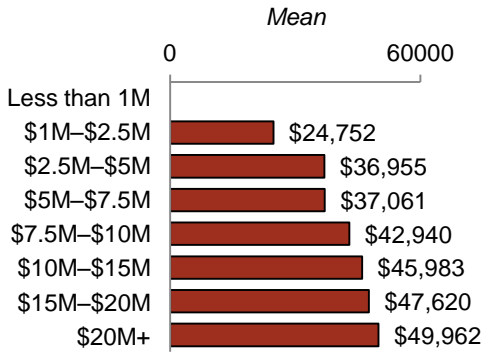
*Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.*



**Historical Trend—Median (2011–2016)**

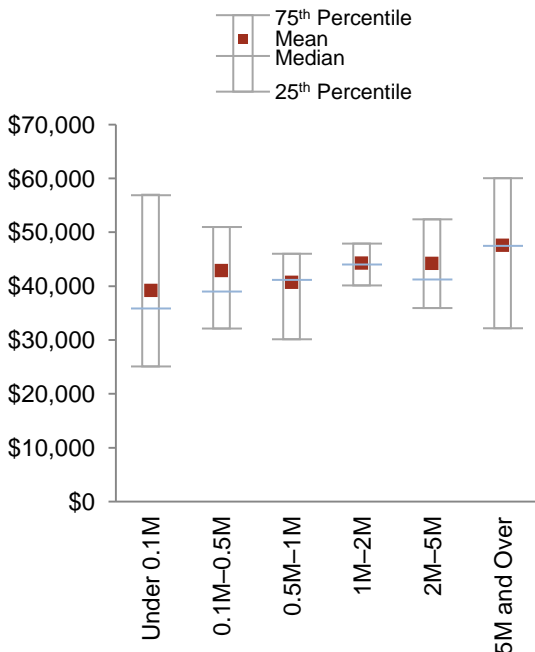


## Operating Budget

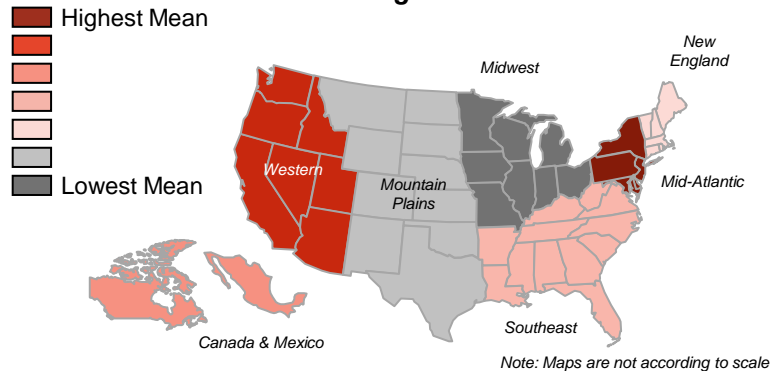


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$5,295	\$24,752	\$44,208	2
\$31,000	\$36,000	\$43,260	13
\$32,000	\$38,830	\$40,000	14
\$35,361	\$41,300	\$47,424	5
\$37,850	\$44,522	\$53,894	12
\$39,994	\$43,482	\$54,000	11
\$42,432	\$49,000	\$58,000	35

## MSA Population (n = 91)



## Region

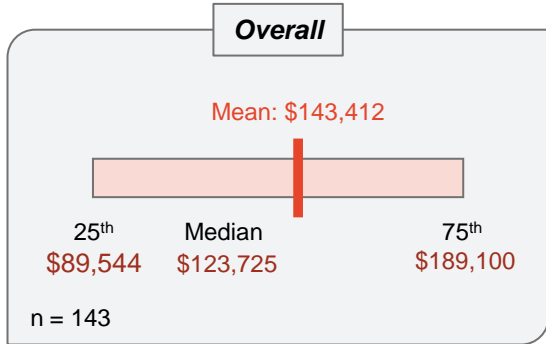


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$22,447	\$56,034	\$65,578	\$46,049	6
Mid-Atlantic	\$39,994	\$44,800	\$58,000	\$48,141	22
Midwest	\$31,540	\$37,132	\$47,476	\$39,845	16
Mountain Plains	\$32,000	\$44,000	\$48,580	\$41,732	7
New England	\$33,000	\$43,260	\$52,531	\$42,654	7
Southeast	\$35,997	\$42,448	\$47,500	\$43,005	19
Western	\$36,000	\$45,000	\$54,288	\$47,932	15

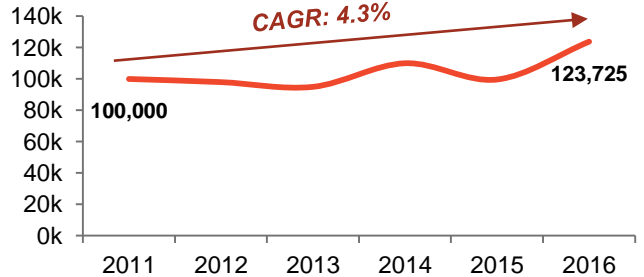


# Chief Curator/ Director of Curatorial Affairs/ Curator A

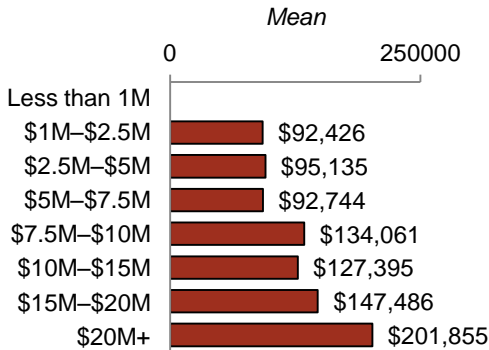
**General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities.**



**Historical Trend—Median (2011–2016)**

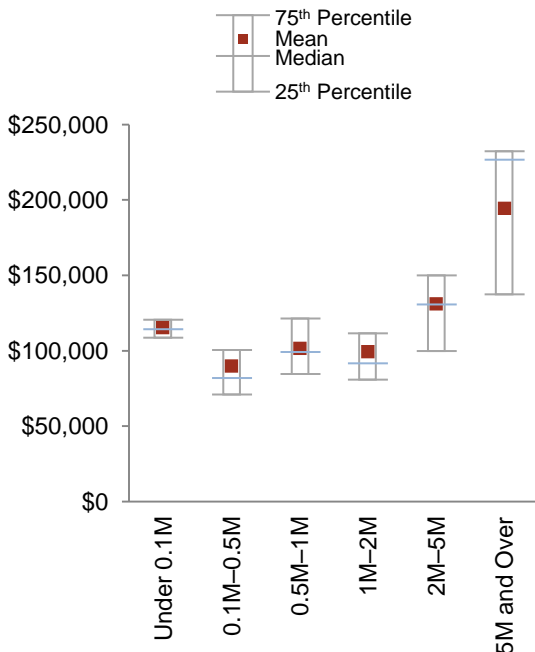


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$57,500	\$121,186	\$121,186	5
\$77,330	\$85,913	\$105,650	39
\$74,000	\$82,563	\$92,000	21
\$100,000	\$115,200	\$150,000	15
\$89,544	\$111,514	\$135,000	19
\$109,253	\$154,011	\$165,000	11
\$159,135	\$226,171	\$231,750	33

## MSA Population (n = 142)



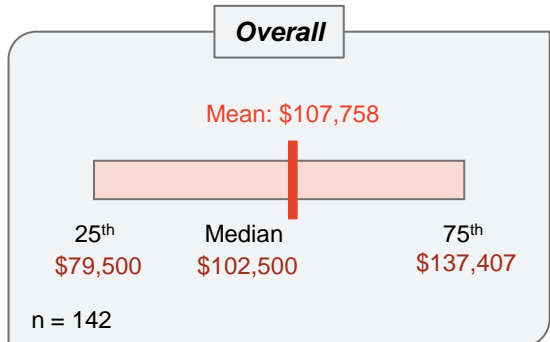
## Region



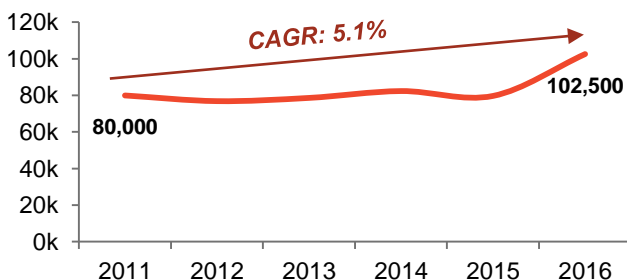
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$58,273	\$126,275	\$175,209	\$117,168	8
Mid-Atlantic	\$93,012	\$168,600	\$231,750	\$176,740	35
Midwest	\$86,000	\$111,514	\$226,171	\$136,736	25
Mountain Plains	\$104,000	\$129,000	\$151,421	\$138,837	11
New England	\$102,300	\$120,857	\$135,916	\$124,455	17
Southeast	\$79,190	\$93,846	\$121,186	\$104,561	30
Western	\$127,500	\$150,000	\$190,206	\$159,957	17

# Senior Curator/ Curator of Special Collections Area/ Curator B

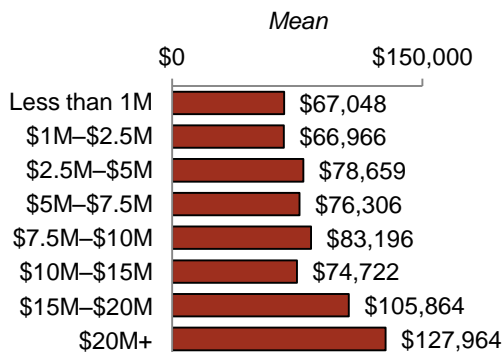
*Responsibility for important sub-collections; general administrative duties relating to area of responsibility; supervision of one or several curatorial subordinates.*



Historical Trend—Median (2011–2016)

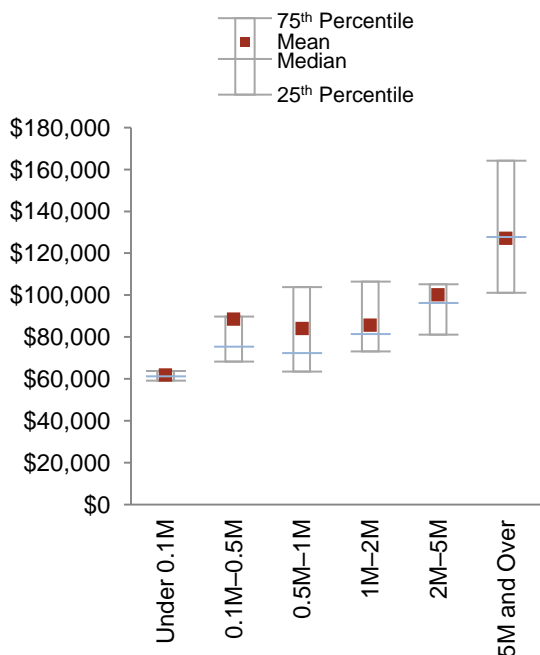


## Operating Budget

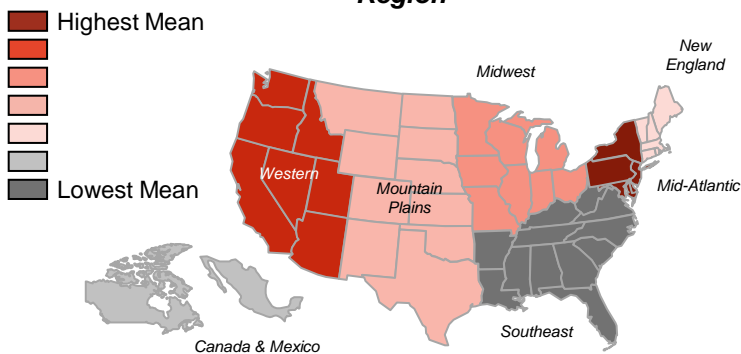


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$60,365	\$73,731	\$73,731	2
\$56,315	\$75,566	\$85,071	6
\$62,459	\$70,338	\$82,250	37
\$63,036	\$79,500	\$84,985	16
\$79,000	\$80,000	\$93,150	10
\$65,099	\$72,629	\$79,181	18
\$85,000	\$102,500	\$111,311	14
\$103,502	\$125,472	\$148,371	39

## MSA Population (n = 141)



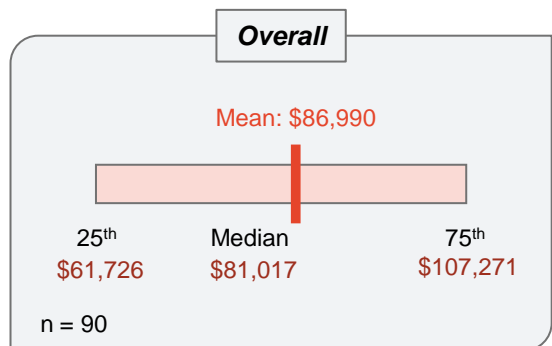
## Region



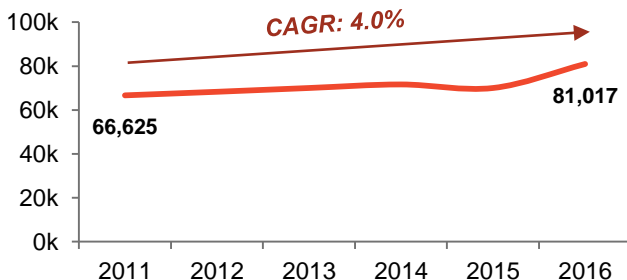
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$72,629	\$81,288	\$108,000	\$93,373	8
Mid-Atlantic	\$82,500	\$137,407	\$164,150	\$125,006	36
Midwest	\$88,440	\$100,895	\$104,771	\$100,404	23
Mountain Plains	\$78,861	\$102,500	\$118,386	\$96,619	18
New England	\$74,438	\$94,499	\$113,557	\$93,768	13
Southeast	\$70,000	\$75,486	\$80,150	\$78,819	22
Western	\$91,985	\$125,472	\$142,517	\$122,447	22

# Curator of Exhibitions/ Curator C

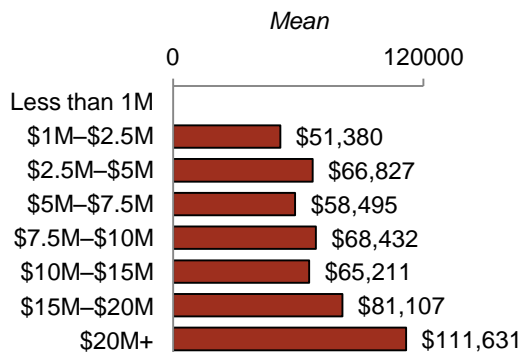
*Primary responsibility for scheduling and installing temporary exhibits.*



**Historical Trend—Median (2011–2016)**

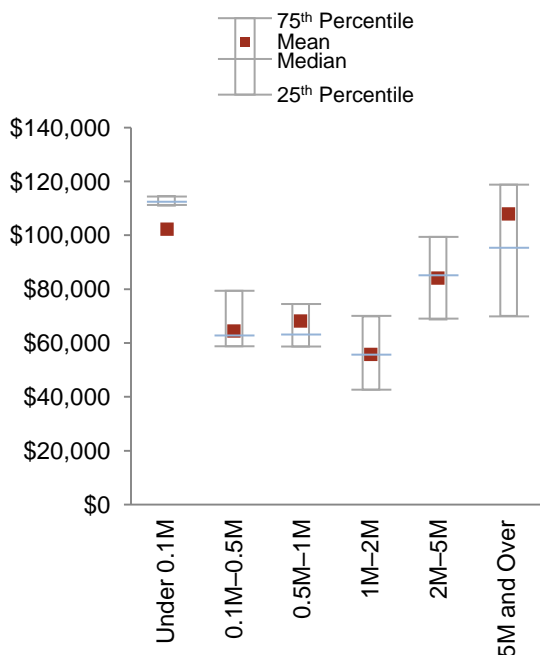


## Operating Budget

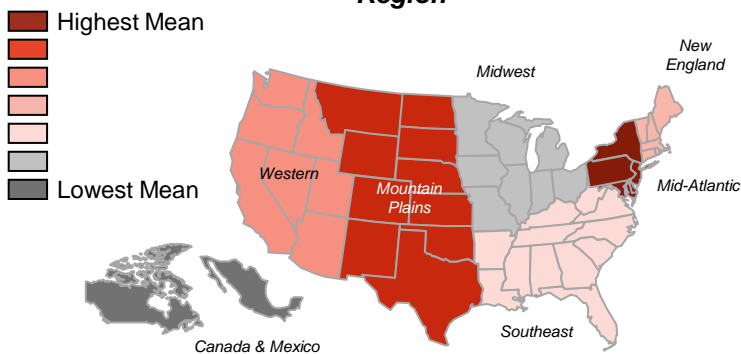


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$50,000	\$65,000	\$65,541	5
\$45,000	\$56,778	\$69,349	23
\$49,425	\$58,070	\$65,412	11
\$74,160	\$75,000	\$75,000	3
\$58,505	\$67,750	\$72,000	15
\$71,488	\$80,893	\$88,325	9
\$84,232	\$97,953	\$112,245	24

## MSA Population (n = 89)



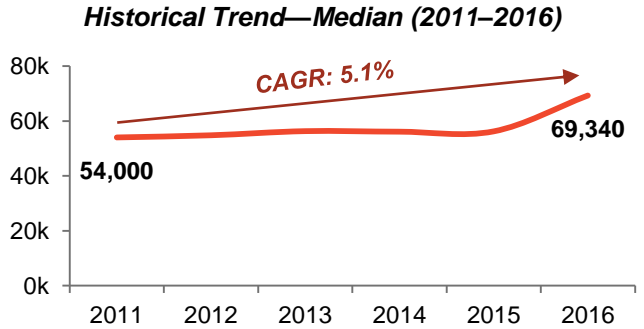
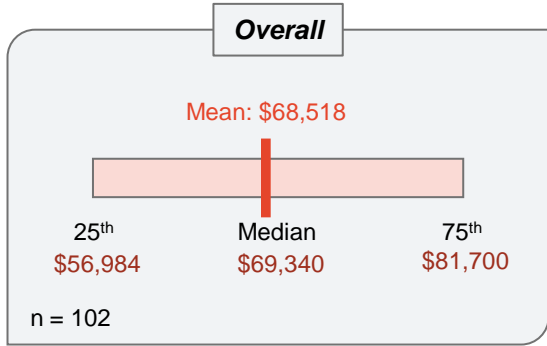
## Region



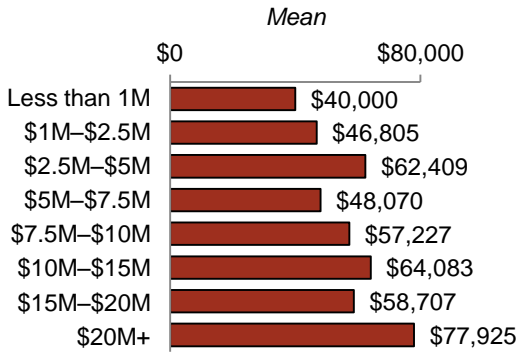
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$40,536	\$74,228	\$76,455	\$58,496	3
Mid-Atlantic	\$65,412	\$91,649	\$118,000	\$102,024	22
Midwest	\$58,896	\$67,607	\$71,000	\$70,293	16
Mountain Plains	\$50,000	\$110,500	\$110,500	\$85,368	10
New England	\$82,000	\$84,232	\$97,953	\$82,401	10
Southeast	\$57,274	\$75,000	\$107,271	\$79,802	10
Western	\$59,960	\$77,050	\$117,583	\$85,137	19

# Associate Curator/ Curator D

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

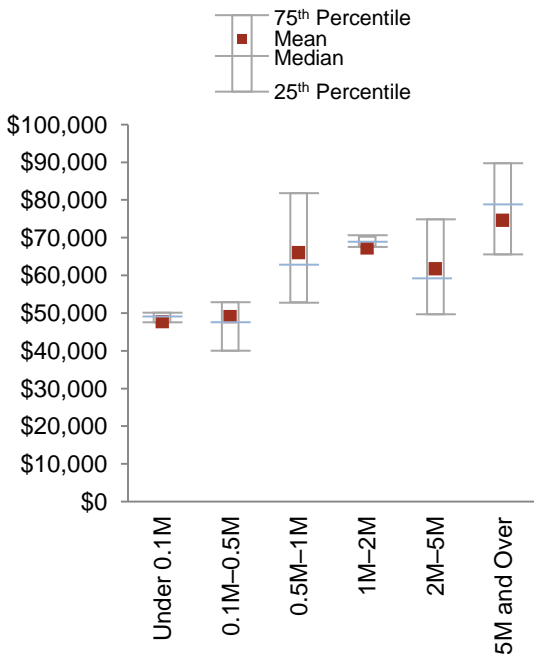


## Operating Budget

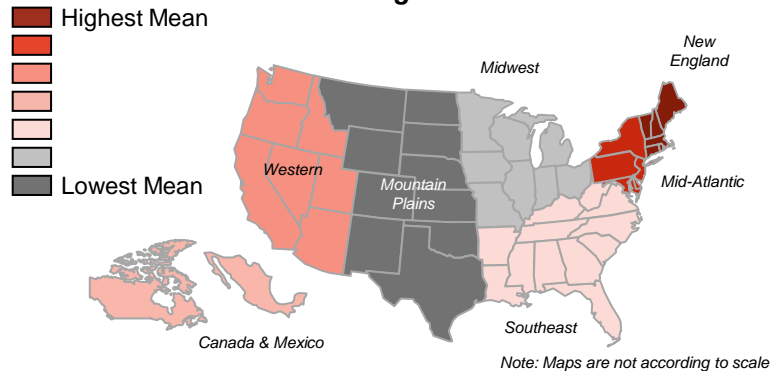


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$40,000	\$40,000	\$40,000	1
\$40,000	\$57,750	\$57,750	6
\$49,470	\$69,340	\$69,340	25
\$43,500	\$45,324	\$53,000	11
\$49,470	\$55,612	\$65,563	6
\$56,355	\$59,000	\$73,379	9
\$52,580	\$56,424	\$65,000	12
\$70,000	\$79,259	\$89,700	32

## MSA Population (n = 101)



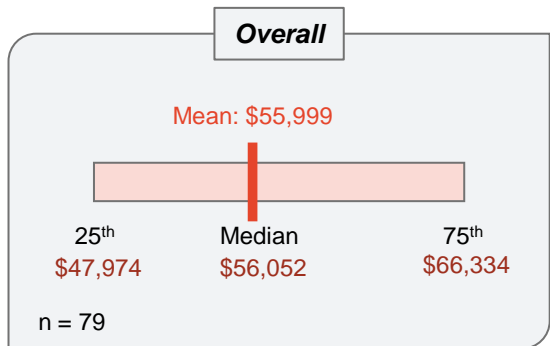
## Region



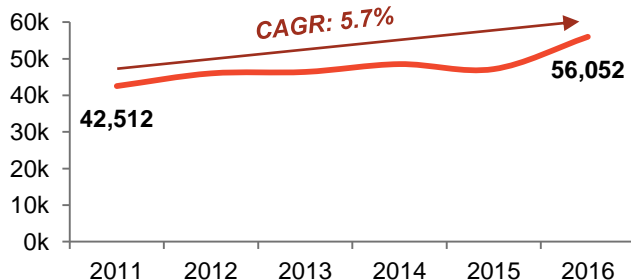
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$17,808	\$79,690	\$79,690	\$64,573	7
Mid-Atlantic	\$62,877	\$78,829	\$89,700	\$75,388	30
Midwest	\$49,470	\$62,450	\$65,428	\$58,628	20
Mountain Plains	\$43,500	\$58,336	\$70,000	\$56,428	8
New England	\$73,300	\$81,700	\$93,000	\$79,154	6
Southeast	\$56,897	\$69,340	\$69,340	\$62,613	16
Western	\$56,424	\$76,342	\$82,809	\$68,319	15

# Assistant Curator/ Curator E

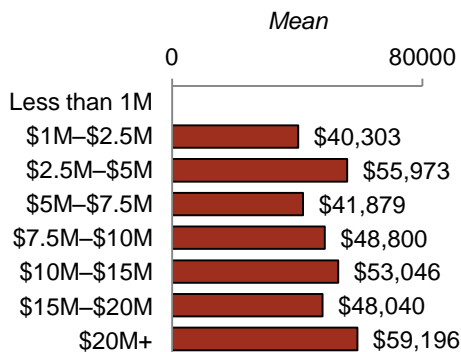
*Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.*



Historical Trend—Median (2011–2016)

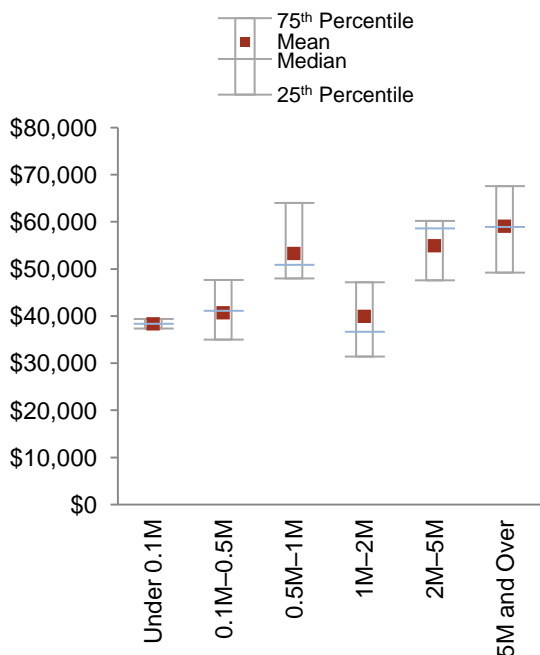


## Operating Budget

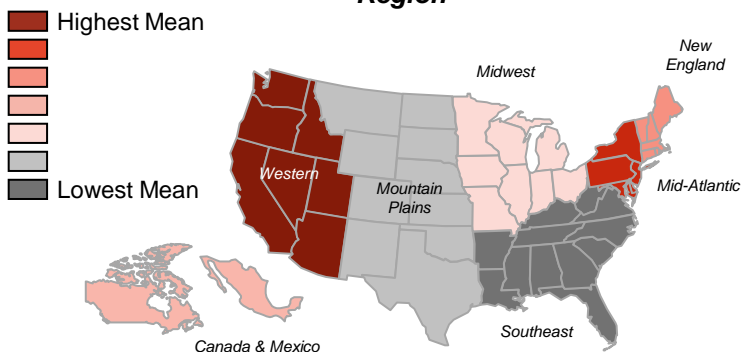


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$34,768	\$39,140	\$47,000	3
\$43,000	\$59,740	\$67,426	11
\$37,003	\$41,600	\$47,500	10
\$40,800	\$47,500	\$58,100	3
\$48,479	\$49,167	\$50,185	9
\$46,485	\$47,740	\$55,000	9
\$53,130	\$60,167	\$67,500	34

## MSA Population (n = 78)



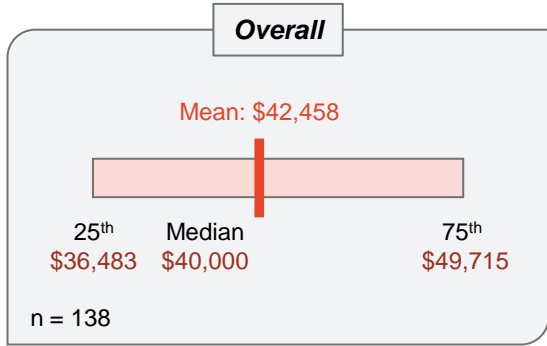
## Region



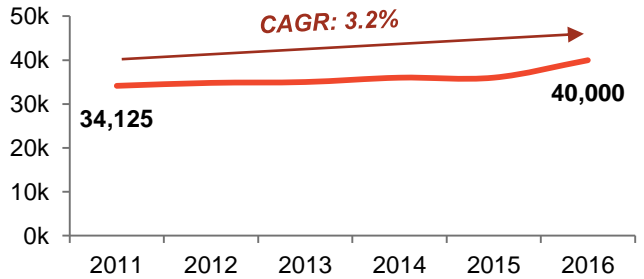
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$46,485	\$50,743	\$63,308	\$55,986	3
Mid-Atlantic	\$49,167	\$60,850	\$67,500	\$59,123	21
Midwest	\$43,905	\$51,926	\$54,198	\$48,886	15
Mountain Plains	\$46,446	\$46,446	\$52,300	\$47,938	7
New England	\$50,240	\$60,167	\$62,034	\$56,972	13
Southeast	\$37,003	\$40,000	\$49,591	\$41,233	7
Western	\$58,785	\$59,056	\$66,334	\$59,741	13

# Curatorial Assistant

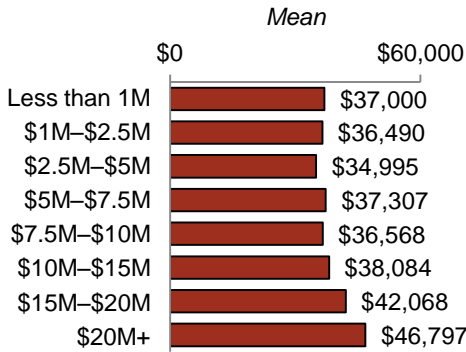
*Assists curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).*



Historical Trend—Median (2011–2016)

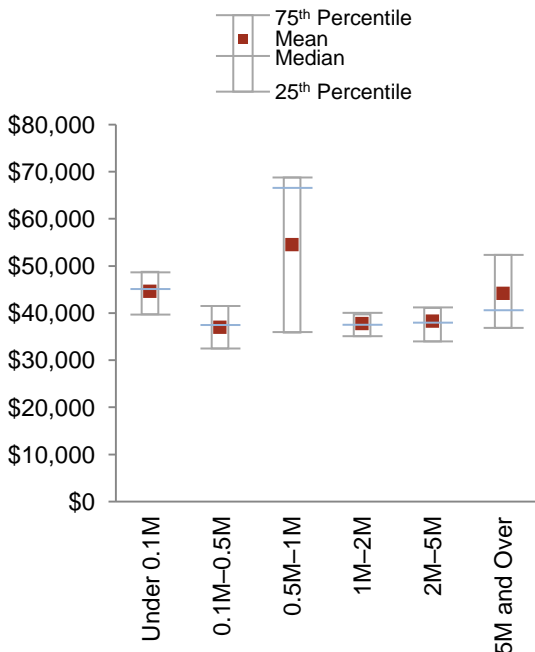


## Operating Budget



25th Percentile	Median	75th Percentile	# of Museums
\$37,000	\$37,000	\$37,000	1
\$28,980	\$37,980	\$44,000	4
\$28,226	\$33,120	\$45,439	35
\$32,000	\$37,003	\$41,600	17
\$32,009	\$36,500	\$36,900	12
\$37,000	\$38,000	\$39,829	16
\$36,000	\$42,938	\$52,000	14
\$37,600	\$40,695	\$54,931	39

## MSA Population (n = 137)



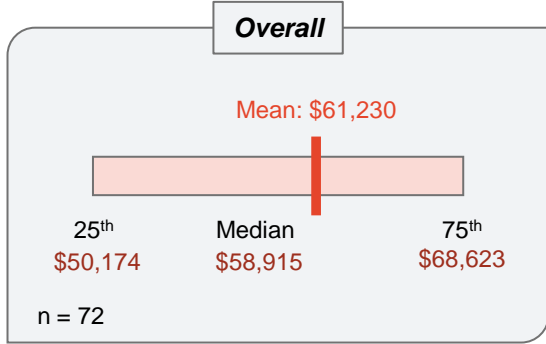
## Region



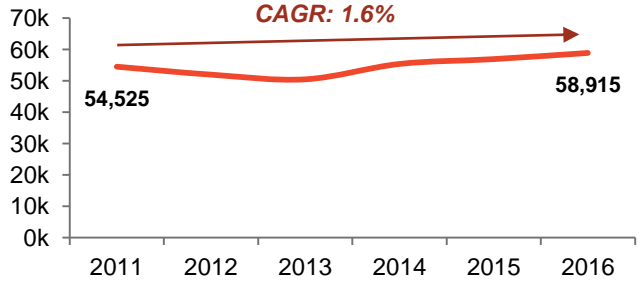
Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Canada & Mexico	\$43,000	\$46,000	\$74,975	\$53,825	6
Mid-Atlantic	\$36,550	\$40,450	\$54,931	\$43,486	35
Midwest	\$30,800	\$36,754	\$39,121	\$35,467	23
Mountain Plains	\$36,461	\$36,500	\$40,000	\$37,828	14
New England	\$38,000	\$50,410	\$68,600	\$51,627	17
Southeast	\$32,000	\$36,785	\$37,525	\$34,934	23
Western	\$40,989	\$48,294	\$49,886	\$44,823	20

# Photographer

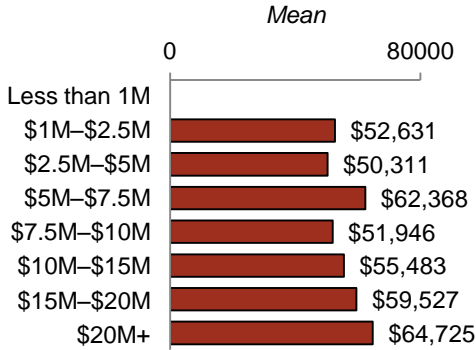
*Responsible for photographic documentation of fine arts collections.*



**Historical Trend—Median (2011–2016)**

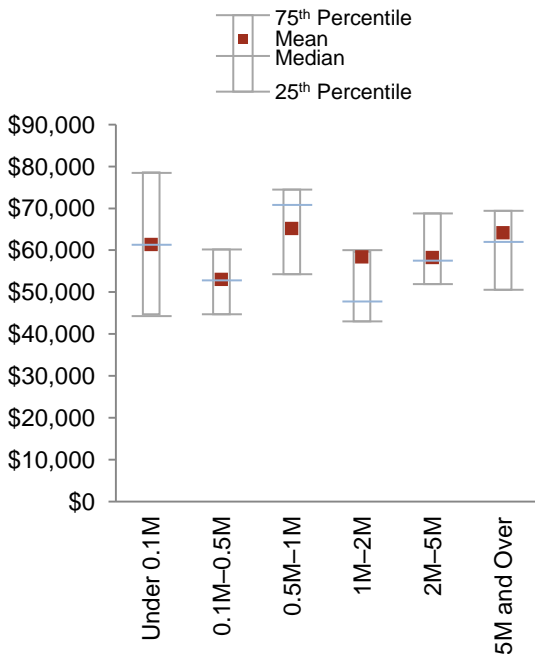


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$52,631	\$52,631	\$52,631	1
\$41,922	\$58,768	\$58,915	10
\$40,033	\$51,500	\$95,570	3
\$47,941	\$51,000	\$55,950	4
\$43,737	\$53,077	\$57,655	9
\$43,266	\$60,000	\$69,460	8
\$51,673	\$62,032	\$71,515	37

## MSA Population (n = 71)



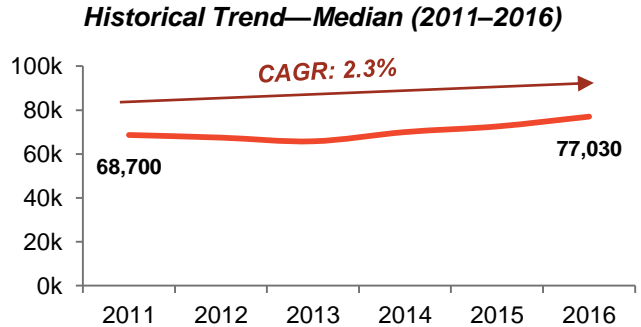
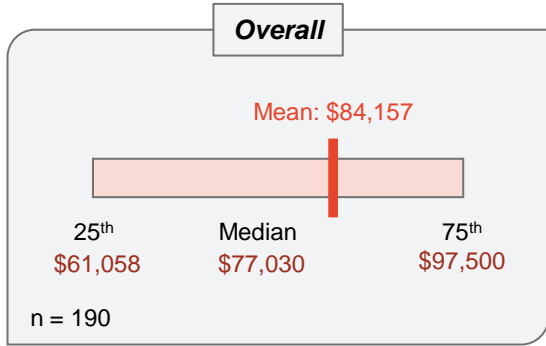
## Region



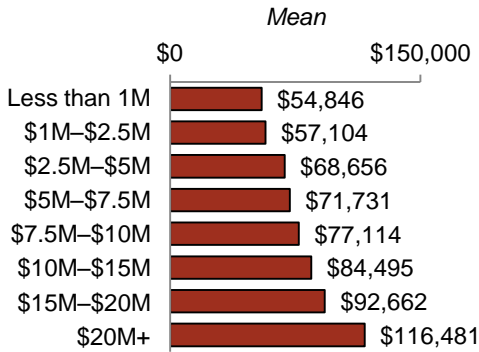
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$50,479	\$57,218	\$62,064	\$63,654	7
Mid-Atlantic	\$60,300	\$65,850	\$73,903	\$69,749	22
Midwest	\$42,842	\$50,174	\$57,839	\$53,176	11
Mountain Plains	\$52,000	\$58,000	\$61,650	\$56,705	7
New England	\$51,673	\$69,787	\$72,318	\$66,717	7
Southeast	\$40,033	\$44,246	\$50,000	\$45,068	8
Western	\$44,778	\$58,707	\$58,915	\$55,914	10

# Director of Education/ Curator of Education/ Education A

*Supervision of several educational departments or programs.*

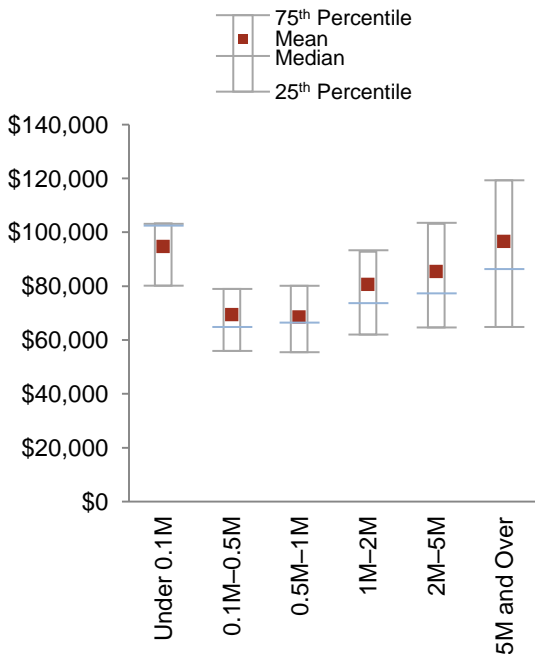


## Operating Budget

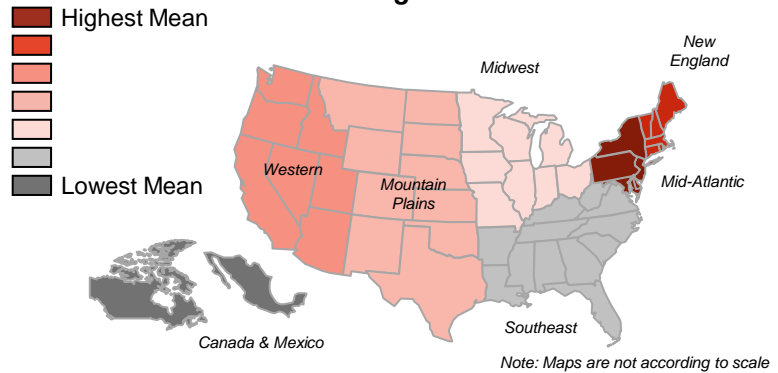


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$43,260	\$54,846	\$66,432	2
\$49,864	\$60,000	\$65,000	13
\$56,522	\$63,600	\$76,688	56
\$57,500	\$70,350	\$79,050	26
\$67,500	\$74,000	\$86,052	14
\$67,850	\$85,436	\$94,664	23
\$80,800	\$94,480	\$111,500	13
\$92,865	\$107,947	\$140,000	43

## MSA Population (n = 189)



## Region

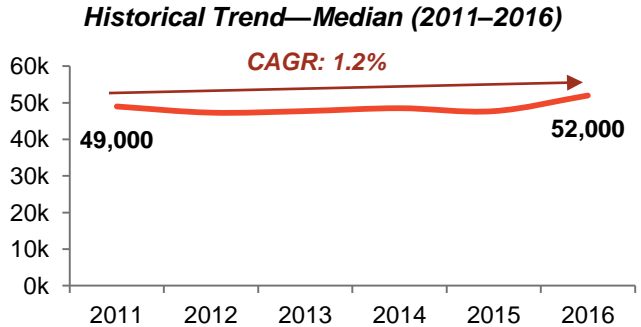
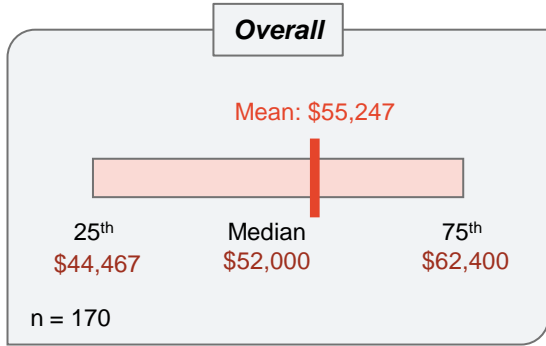


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$25,103	\$74,175	\$93,765	\$72,541	8
Mid-Atlantic	\$64,745	\$85,980	\$106,089	\$92,600	47
Midwest	\$55,347	\$67,400	\$95,720	\$81,393	34
Mountain Plains	\$63,240	\$70,000	\$95,508	\$82,865	21
New England	\$74,000	\$90,000	\$105,000	\$89,983	17
Southeast	\$60,000	\$69,774	\$85,725	\$75,152	35
Western	\$60,000	\$77,030	\$97,843	\$85,966	28

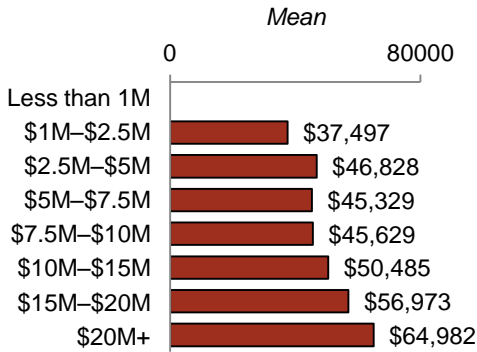


# Associate Educator/ Educator B

*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*

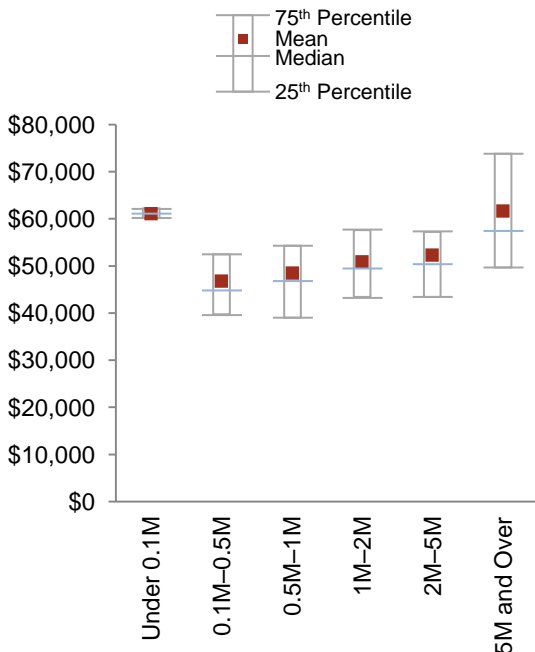


## Operating Budget

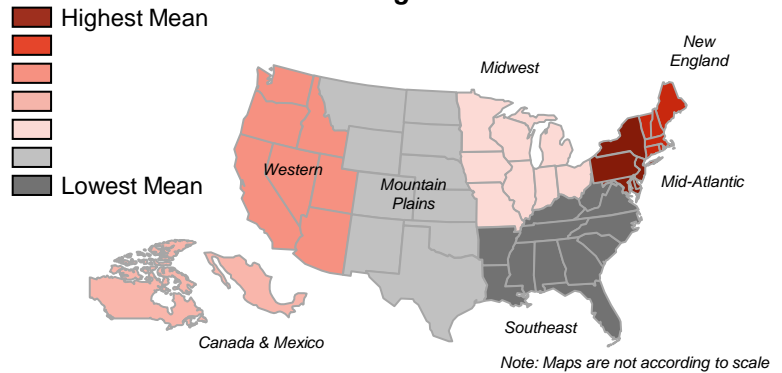


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$33,450	\$40,000	\$42,000	8
\$40,000	\$44,734	\$50,648	45
\$38,675	\$47,476	\$52,277	28
\$39,500	\$44,045	\$51,050	15
\$46,222	\$50,555	\$54,204	18
\$48,632	\$54,300	\$57,700	14
\$54,500	\$61,212	\$77,727	42

## MSA Population (n = 169)



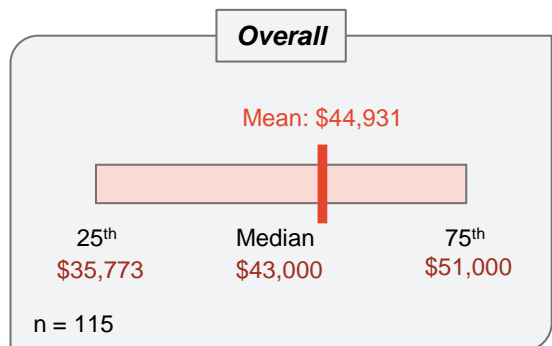
## Region



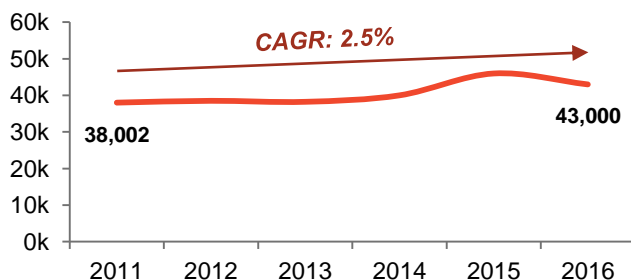
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$43,000	\$54,204	\$77,727	\$53,201	11
Mid-Atlantic	\$48,632	\$61,106	\$76,750	\$63,169	37
Midwest	\$41,200	\$50,000	\$55,163	\$51,381	27
Mountain Plains	\$48,236	\$50,850	\$54,500	\$50,692	19
New England	\$44,000	\$54,500	\$71,362	\$58,249	16
Southeast	\$40,035	\$49,580	\$61,212	\$50,337	34
Western	\$44,045	\$55,000	\$71,699	\$56,753	26

# Assistant Educator/ Educator C

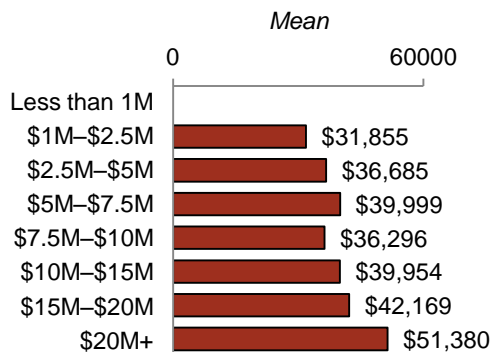
*Assists in developing and implementing a major interpretive or studio program.*



**Historical Trend—Median (2011–2016)**

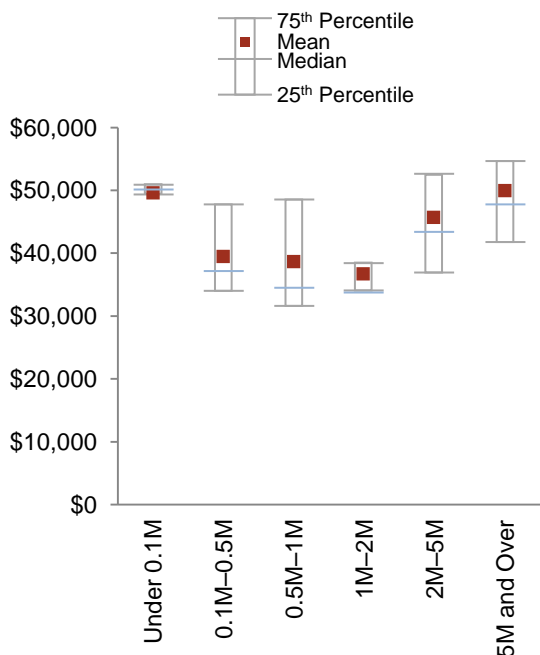


## Operating Budget

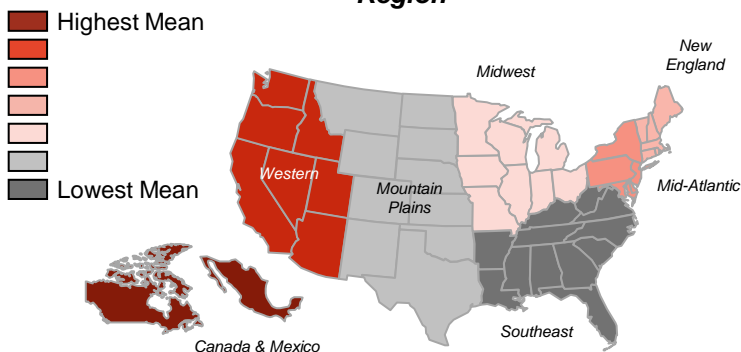


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$27,000	\$33,664	\$36,711	4
\$34,000	\$34,000	\$39,743	28
\$32,000	\$37,000	\$45,500	14
\$30,000	\$36,207	\$37,004	9
\$34,068	\$40,250	\$41,509	13
\$37,476	\$42,140	\$45,700	8
\$43,000	\$50,122	\$55,658	39

## MSA Population (n = 114)



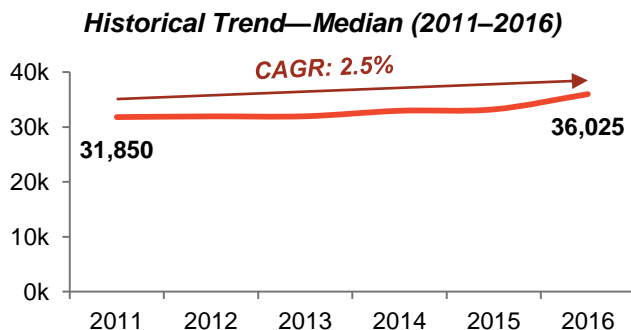
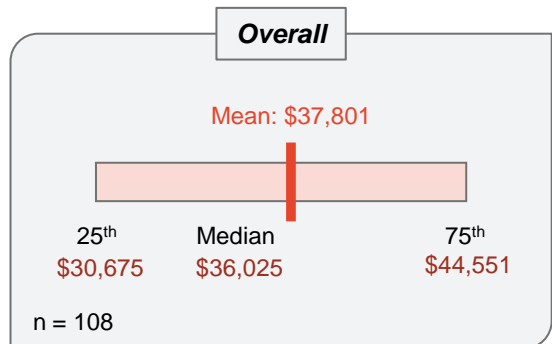
## Region



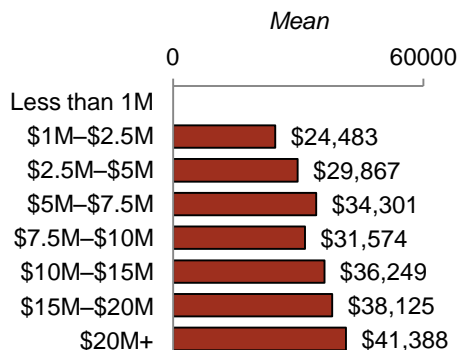
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$42,834	\$64,915	\$66,685	\$55,679	7
Mid-Atlantic	\$41,281	\$47,753	\$52,500	\$48,908	27
Midwest	\$35,773	\$40,250	\$54,634	\$43,578	16
Mountain Plains	\$37,740	\$42,396	\$43,000	\$40,811	12
New England	\$40,500	\$49,033	\$52,515	\$46,462	16
Southeast	\$34,000	\$35,793	\$46,050	\$39,392	23
Western	\$41,361	\$49,886	\$59,867	\$49,629	14

# Education Assistant

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

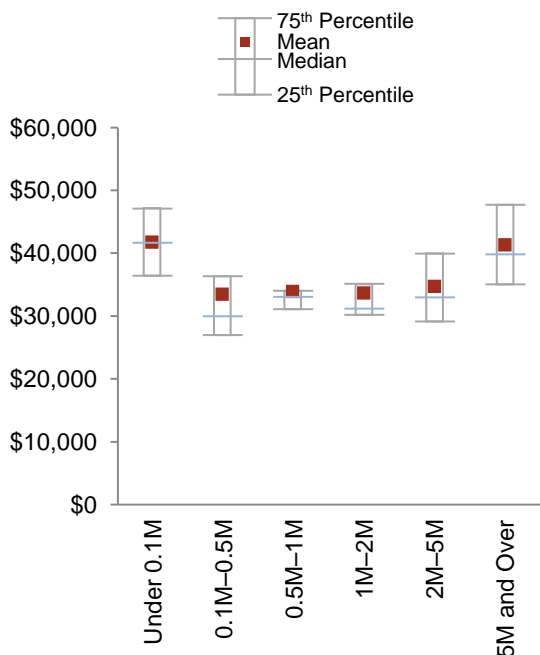


## Operating Budget

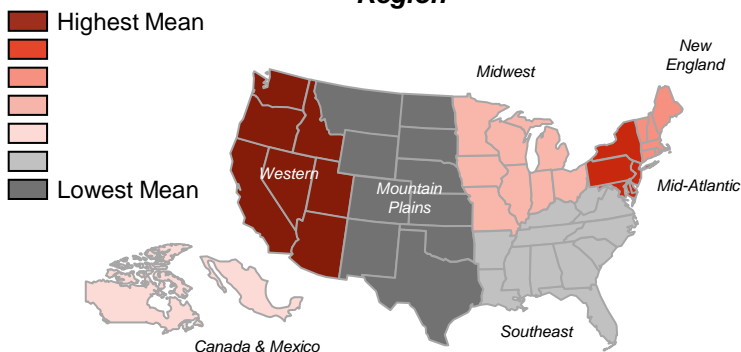


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$22,750	\$24,000	\$26,699	2
\$24,220	\$28,000	\$33,288	17
\$29,600	\$33,500	\$36,500	19
\$23,400	\$31,721	\$36,500	12
\$30,940	\$35,000	\$38,000	14
\$30,064	\$34,500	\$46,616	10
\$33,534	\$39,984	\$47,393	34

## MSA Population (n = 107)



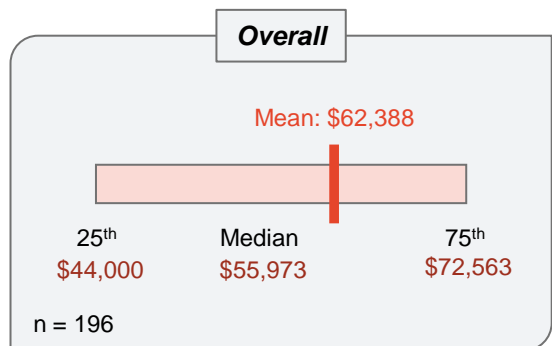
## Region



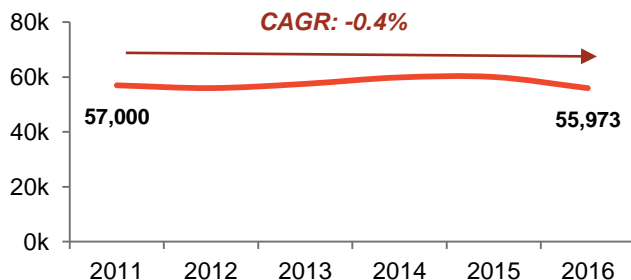
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada Mexico	\$16,416	\$34,000	\$49,704	\$35,111	4
Mid-Atlantic	\$33,500	\$44,551	\$46,616	\$40,616	24
Midwest	\$32,000	\$38,191	\$39,984	\$35,713	19
Mountain Plains	\$28,000	\$33,534	\$34,507	\$31,765	13
New England	\$27,996	\$33,754	\$45,908	\$37,817	13
Southeast	\$29,776	\$35,000	\$39,000	\$34,478	21
Western	\$29,920	\$38,547	\$60,406	\$42,724	14

# Registrar A

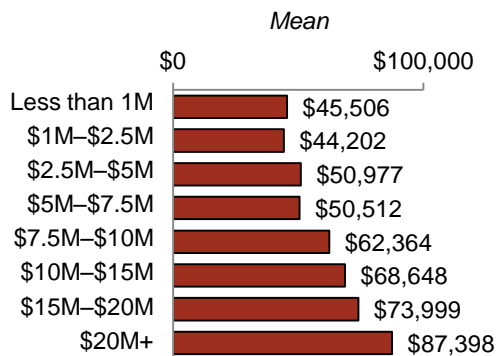
**Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, cataloguing, etc.**



**Historical Trend—Median (2011–2016)**

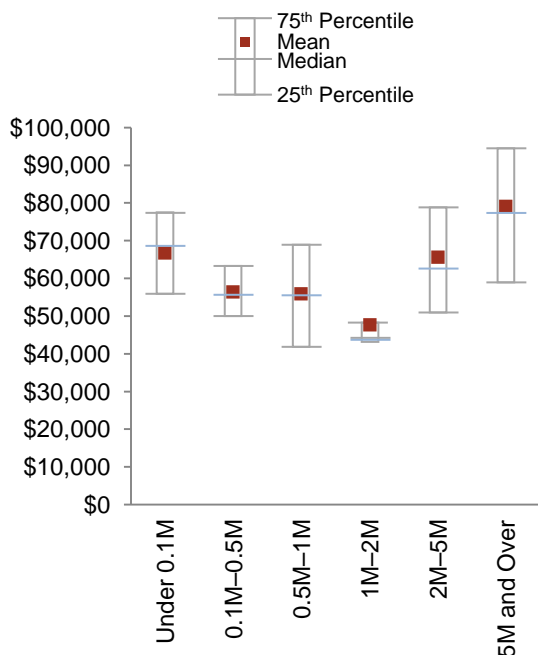


## Operating Budget

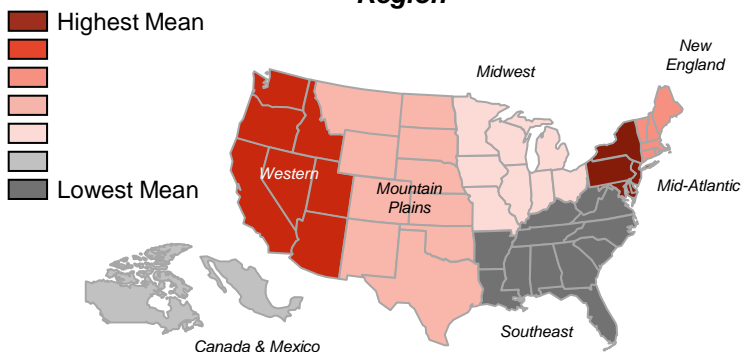


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$37,000	\$45,506	\$54,012	2
\$40,226	\$44,828	\$49,700	12
\$44,000	\$44,000	\$58,350	59
\$41,419	\$47,476	\$60,085	25
\$54,800	\$60,274	\$72,650	14
\$55,718	\$66,085	\$77,965	25
\$55,845	\$67,000	\$83,525	17
\$66,009	\$86,000	\$108,465	42

## MSA Population (n = 195)



## Region

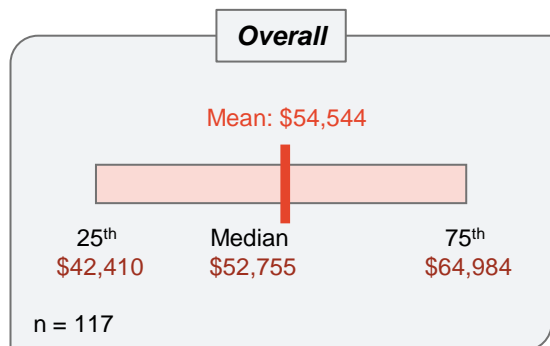


Note: Maps are not according to scale

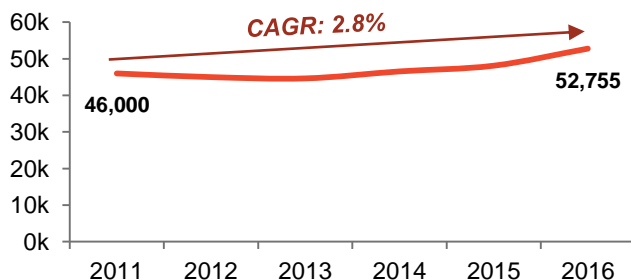
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$28,927	\$66,657	\$70,513	\$56,008	9
Mid-Atlantic	\$60,000	\$75,251	\$88,637	\$79,479	45
Midwest	\$48,758	\$56,100	\$64,928	\$61,760	36
Mountain Plains	\$50,085	\$61,350	\$79,282	\$64,905	22
New England	\$55,620	\$63,833	\$75,163	\$66,416	20
Southeast	\$44,000	\$44,000	\$53,000	\$48,993	36
Western	\$51,520	\$59,870	\$80,000	\$66,707	28

# Associate Registrar/ Registrar B

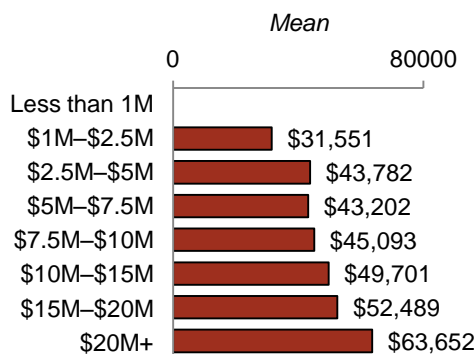
*Assists Registrar in performance of routine duties.*



**Historical Trend—Median (2011–2016)**

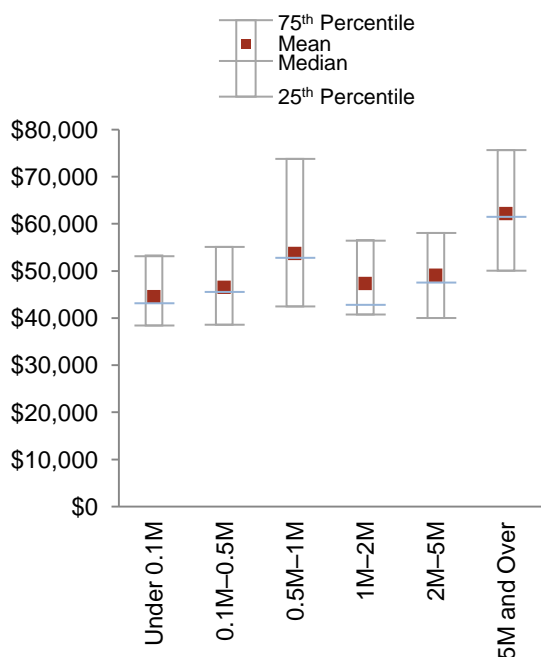


## Operating Budget

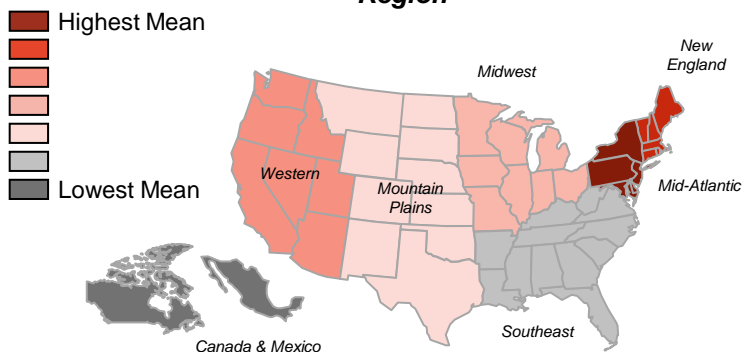


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$33,306	\$35,784	\$36,760	5
\$36,900	\$42,500	\$57,960	24
\$35,517	\$38,005	\$45,000	11
\$37,440	\$42,000	\$56,329	8
\$41,762	\$46,410	\$51,506	16
\$41,828	\$52,051	\$60,280	14
\$52,000	\$64,956	\$73,700	39

## MSA Population (n = 116)



## Region

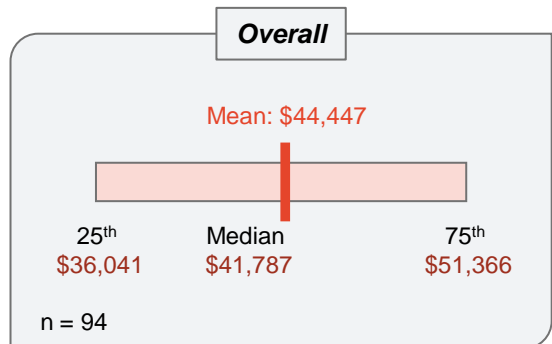


Note: Maps are not according to scale

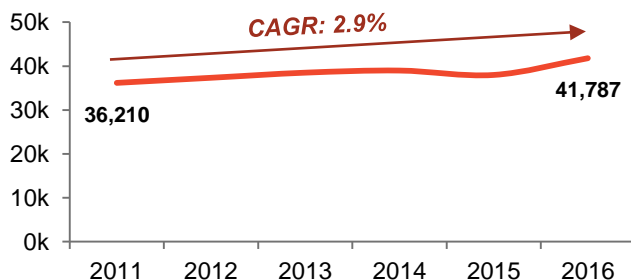
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$6,676	\$7,957	\$61,000	\$34,905	4
Mid-Atlantic	\$47,380	\$61,536	\$75,563	\$61,202	32
Midwest	\$40,019	\$48,513	\$64,500	\$50,684	17
Mountain Plains	\$42,500	\$50,250	\$57,506	\$50,642	13
New England	\$46,000	\$56,329	\$68,393	\$56,591	13
Southeast	\$41,433	\$45,000	\$51,500	\$46,842	18
Western	\$41,828	\$61,000	\$64,984	\$55,544	20

# Assistant Registrar/ Registrar C

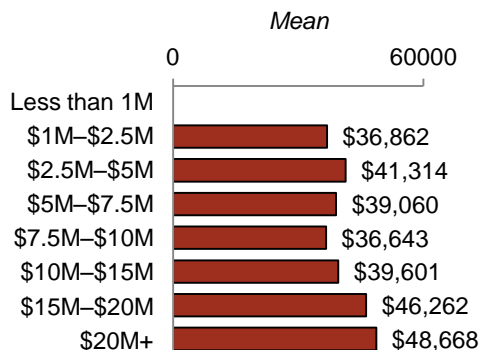
*Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.*



Historical Trend—Median (2011–2016)

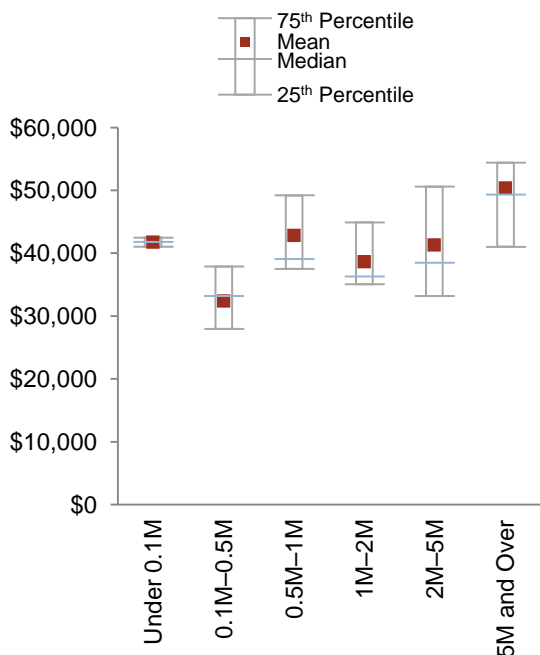


## Operating Budget

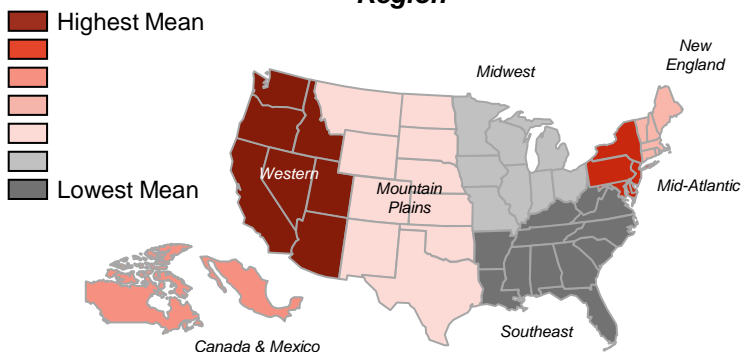


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$36,862	\$36,862	\$36,862	1
\$32,232	\$39,520	\$51,366	16
\$33,660	\$37,087	\$46,650	13
\$30,500	\$35,050	\$40,600	7
\$36,170	\$37,748	\$39,750	13
\$37,986	\$48,000	\$54,386	10
\$38,950	\$47,500	\$56,589	34

## MSA Population (n = 93)



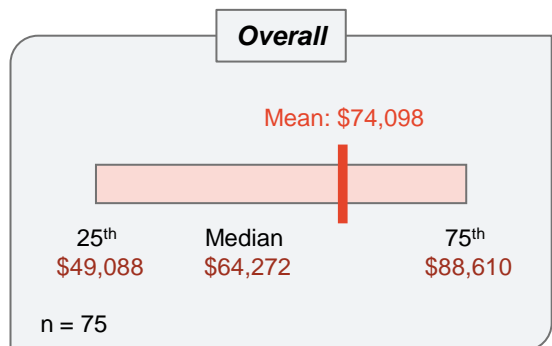
## Region



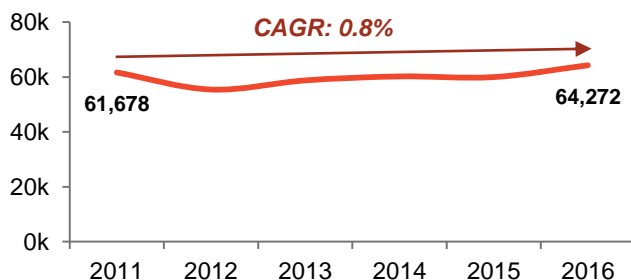
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$36,350	\$46,673	\$49,146	\$47,393	4
Mid-Atlantic	\$38,480	\$48,700	\$54,386	\$48,071	27
Midwest	\$33,250	\$36,021	\$40,417	\$37,756	15
Mountain Plains	\$31,330	\$38,000	\$43,458	\$38,102	9
New England	\$37,080	\$39,272	\$60,724	\$46,216	11
Southeast	\$33,000	\$37,500	\$44,868	\$37,396	14
Western	\$45,396	\$50,945	\$53,434	\$50,646	14

# Head Librarian/ Librarian A

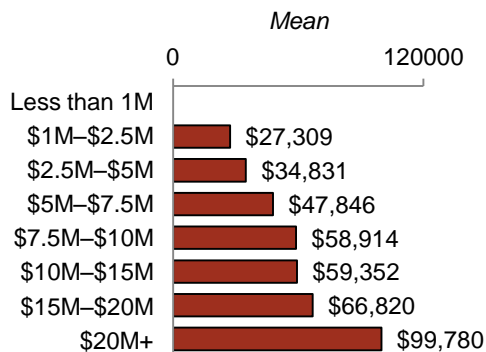
*Formulates and carries out library practices, policies and procedures.*



**Historical Trend—Median (2011–2016)**

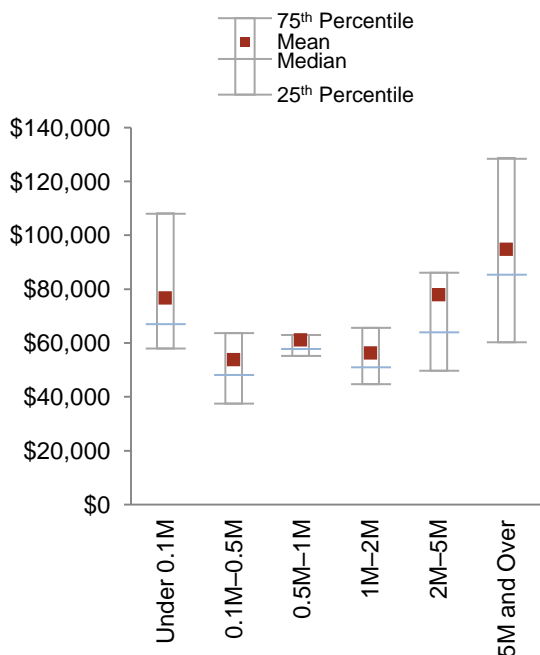


## Operating Budget

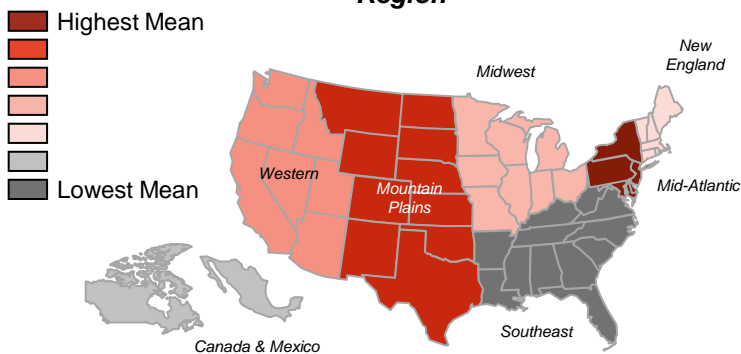


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$8,268	\$27,309	\$46,350	2
\$21,525	\$38,832	\$47,750	6
\$37,632	\$49,215	\$58,856	8
\$41,000	\$50,000	\$65,000	7
\$48,000	\$58,100	\$66,439	11
\$58,137	\$65,000	\$78,500	9
\$72,188	\$90,593	\$113,983	32

## MSA Population (n = 74)



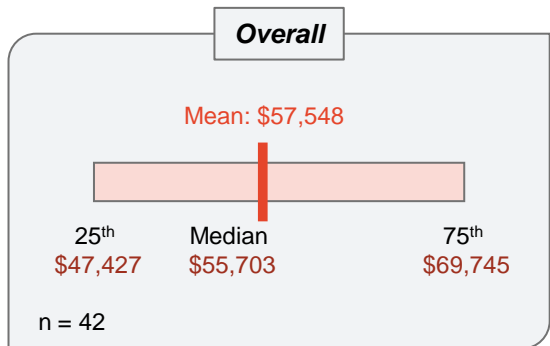
## Region



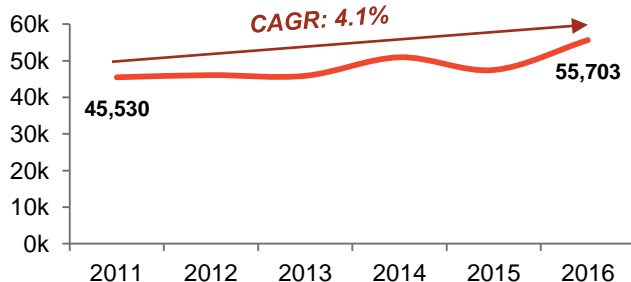
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$34,773	\$70,000	\$92,406	\$63,102	8
Mid-Atlantic	\$51,000	\$75,259	\$136,000	\$93,223	18
Midwest	\$54,919	\$65,583	\$87,174	\$71,931	13
Mountain Plains	\$67,992	\$78,600	\$92,446	\$79,472	8
New England	\$45,592	\$50,214	\$96,741	\$68,722	5
Southeast	\$38,183	\$47,800	\$58,940	\$49,931	12
Western	\$50,000	\$64,272	\$90,685	\$78,718	11

# Associate Librarian/ Librarian B

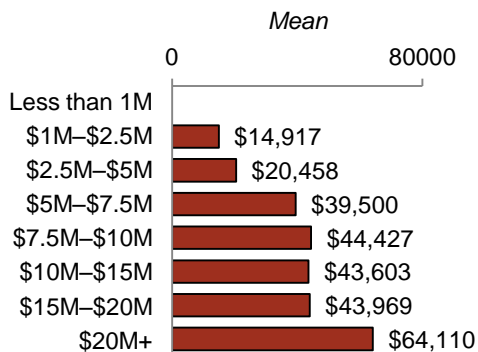
*Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.*



Historical Trend—Median (2011–2016)

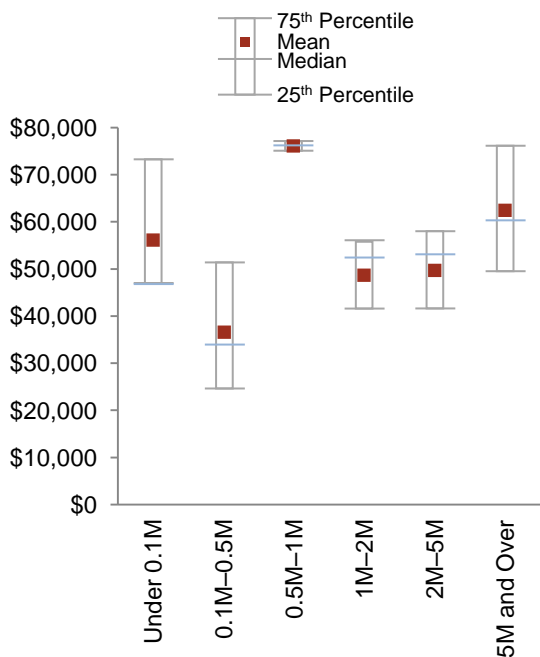


## Operating Budget

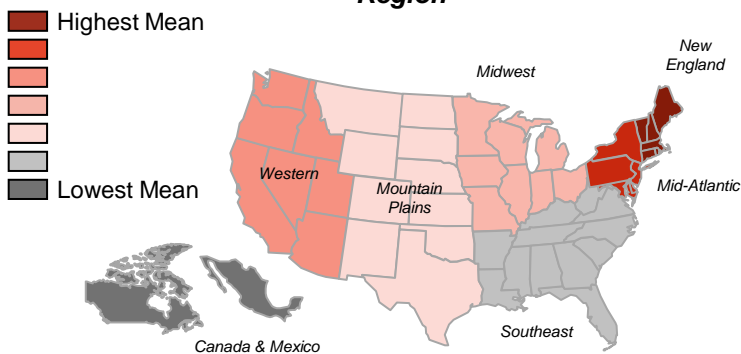


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
–	–	–	–
\$5,172	\$14,917	\$24,661	2
\$7,317	\$19,578	\$33,600	3
\$34,000	\$39,500	\$45,000	2
\$41,615	\$44,427	\$47,238	2
\$33,200	\$41,600	\$52,000	4
\$39,588	\$46,650	\$48,350	4
\$51,500	\$58,138	\$75,950	25

## MSA Population (n = 41)



## Region



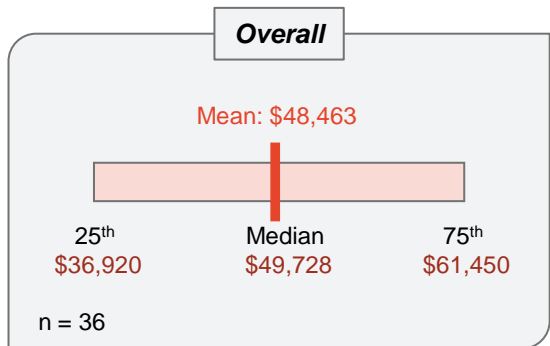
Note: Maps are not according to scale

Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$7,317	\$55,463	\$61,956	\$41,872	4
Mid-Atlantic	\$49,408	\$60,500	\$75,950	\$65,137	13
Midwest	\$38,499	\$57,917	\$57,917	\$51,954	9
Mountain Plains	\$48,300	\$49,097	\$51,600	\$50,335	5
New England	\$76,131	\$76,131	\$76,131	\$76,131	1
Southeast	\$46,979	\$47,109	\$51,710	\$48,920	4
Western	\$45,000	\$55,703	\$72,350	\$64,345	6

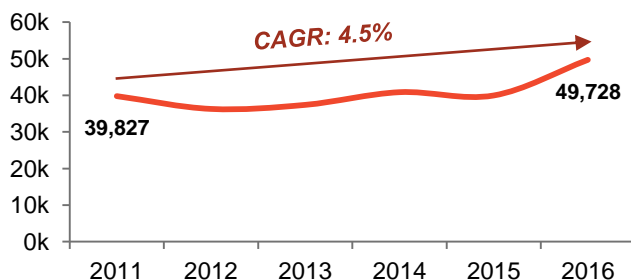


# Associate Librarian/ Librarian C

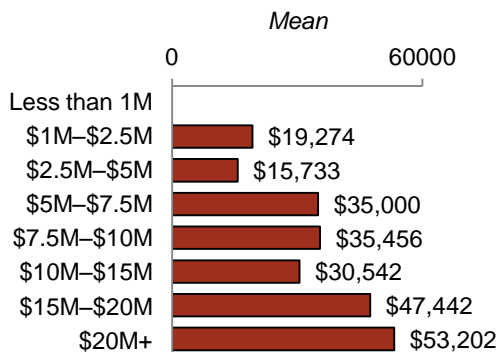
*Assists Head Librarian and Associate Librarian with specific sub-program in library operations.*



**Historical Trend—Median (2011–2016)**

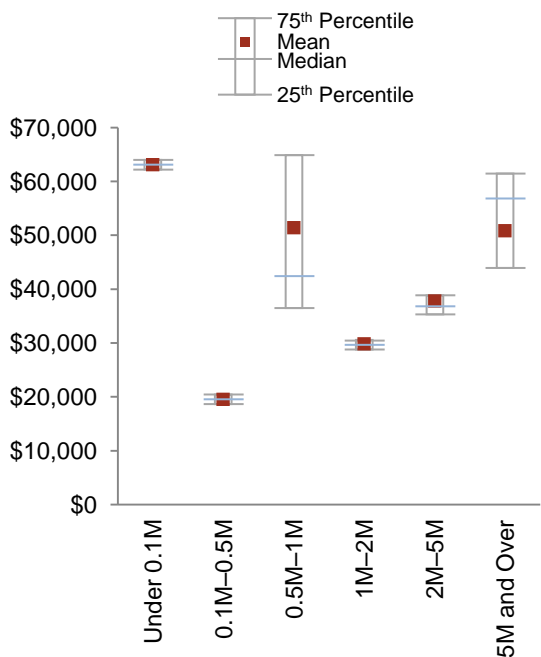


## Operating Budget

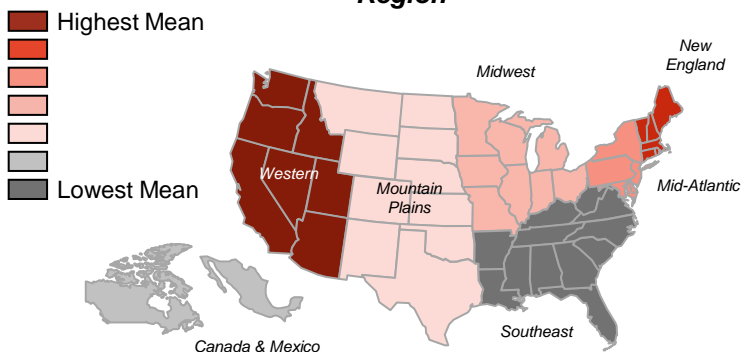


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$19,274	\$19,274	\$19,274	1
\$4,549	\$12,248	\$26,918	3
\$35,000	\$35,000	\$35,000	1
\$35,456	\$35,456	\$35,456	1
\$22,464	\$29,702	\$37,129	4
\$33,129	\$39,200	\$45,700	6
\$46,456	\$56,996	\$61,450	20

## MSA Population (n = 35)



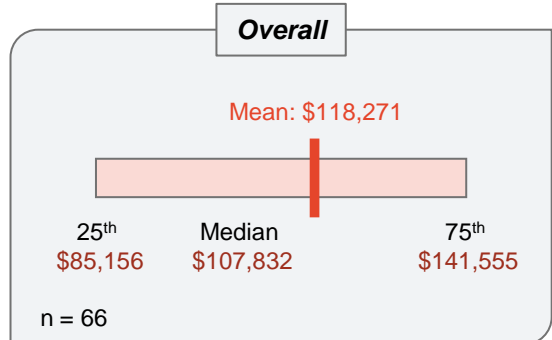
## Region



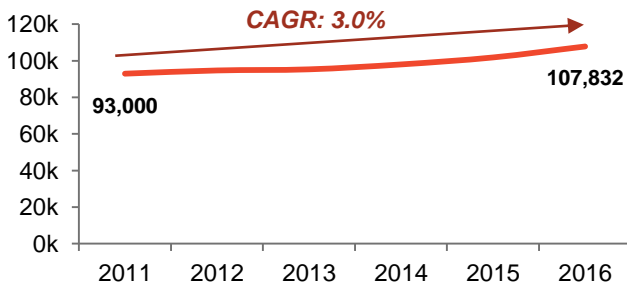
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$4,659	\$41,765	\$47,813	\$34,454	4
Mid-Atlantic	\$49,400	\$56,996	\$61,450	\$52,548	12
Midwest	\$35,298	\$37,046	\$52,832	\$45,592	6
Mountain Plains	\$35,207	\$41,933	\$44,476	\$39,834	6
New England	\$38,887	\$64,808	\$64,808	\$54,110	2
Southeast	\$19,836	\$36,540	\$36,540	\$30,972	2
Western	\$49,866	\$60,333	\$68,000	\$57,689	4

# Chief Conservator/ Conservator A

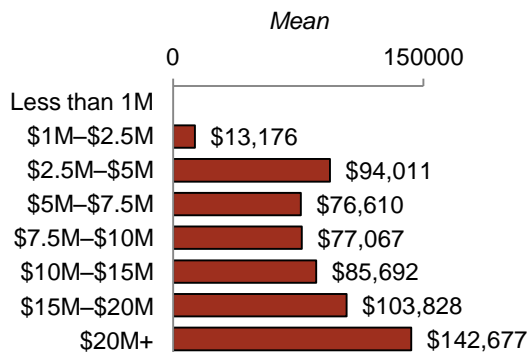
*General supervision of conservation department, including administration of the budget and department personnel.*



Historical Trend—Median (2011–2016)

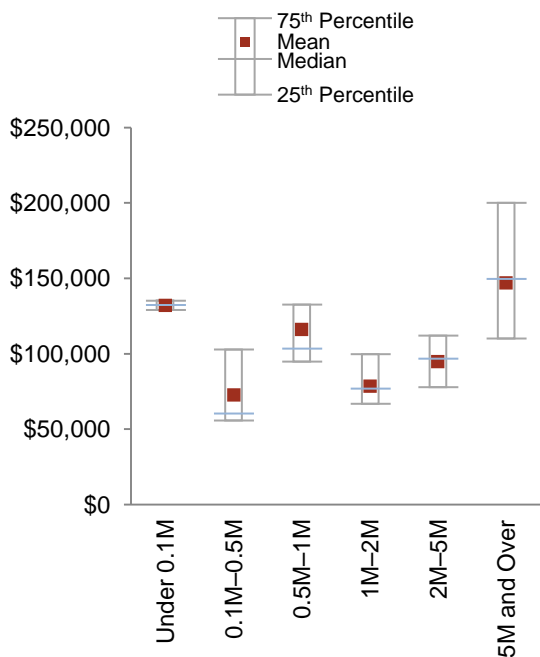


## Operating Budget

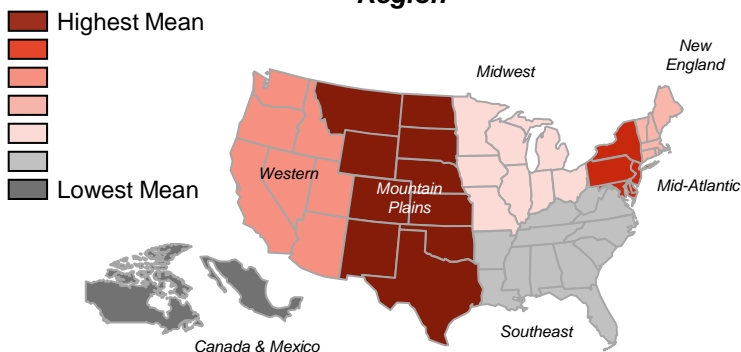


Operating Budget	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
Less than 1M	-	-	-	-
\$1M–\$2.5M	\$13,176	\$13,176	\$13,176	1
\$2.5M–\$5M	\$45,543	\$82,000	\$168,488	7
\$5M–\$7.5M	\$60,000	\$60,225	\$65,374	5
\$7.5M–\$10M	\$77,067	\$77,067	\$77,067	1
\$10M–\$15M	\$67,000	\$76,500	\$91,000	9
\$15M–\$20M	\$69,370	\$94,512	\$123,406	11
\$20M+	\$107,664	\$120,578	\$185,100	32

## MSA Population (n = 65)



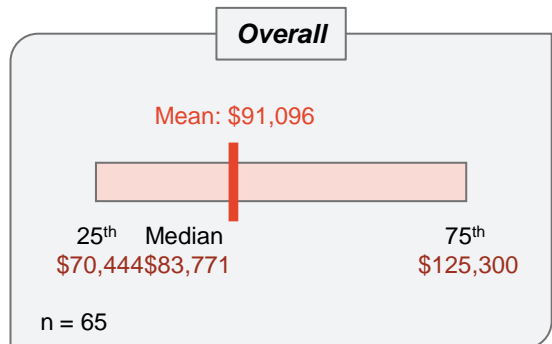
## Region



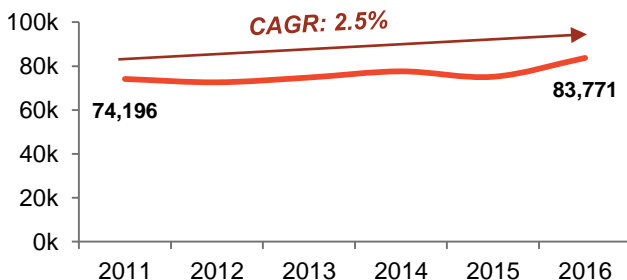
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$65,374	\$93,217	\$100,262	\$73,926	8
Mid-Atlantic	\$88,000	\$132,492	\$217,200	\$141,950	21
Midwest	\$92,500	\$96,408	\$117,300	\$104,873	7
Mountain Plains	\$87,000	\$155,203	\$190,000	\$145,918	6
New England	\$86,689	\$111,848	\$130,473	\$114,177	8
Southeast	\$60,113	\$73,219	\$93,526	\$75,907	8
Western	\$104,040	\$111,866	\$168,488	\$122,838	8

# Senior Conservator/ Conservator B

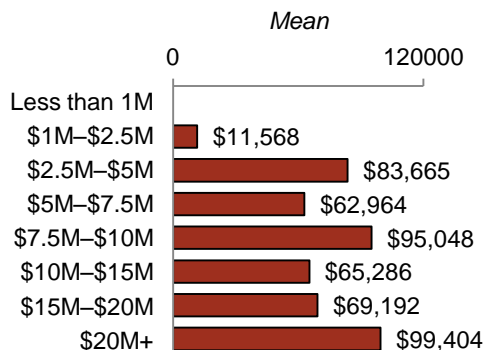
*Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization.*



**Historical Trend—Median (2011–2016)**

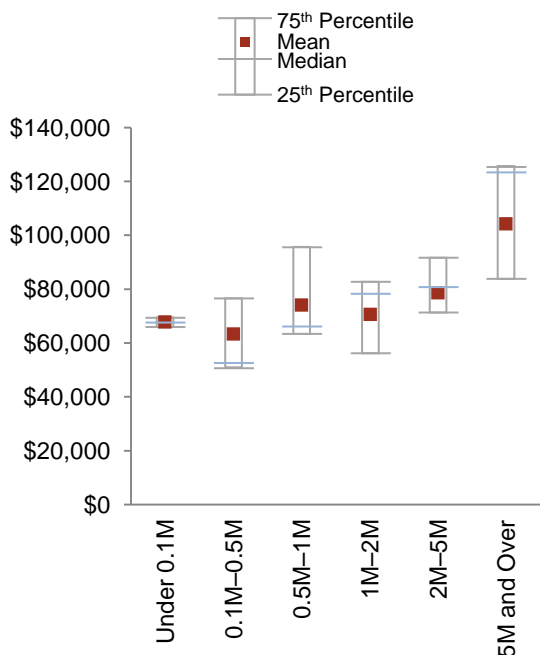


## Operating Budget

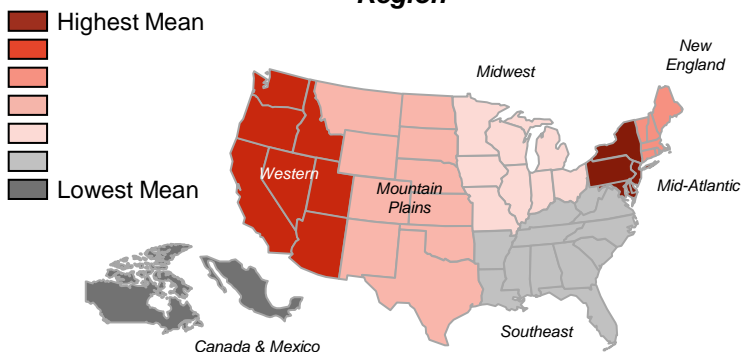


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$11,568	\$11,568	\$11,568	1
\$74,058	\$94,475	\$94,475	4
\$36,000	\$52,157	\$100,736	3
\$90,000	\$95,048	\$100,096	2
\$52,520	\$65,500	\$81,279	10
\$55,850	\$67,451	\$83,771	12
\$76,621	\$91,580	\$125,300	33

## MSA Population (n = 64)



## Region

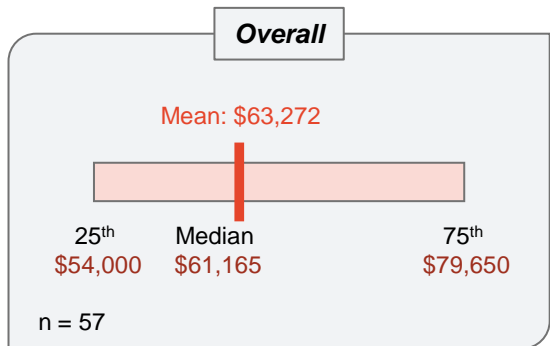


Note: Maps are not according to scale

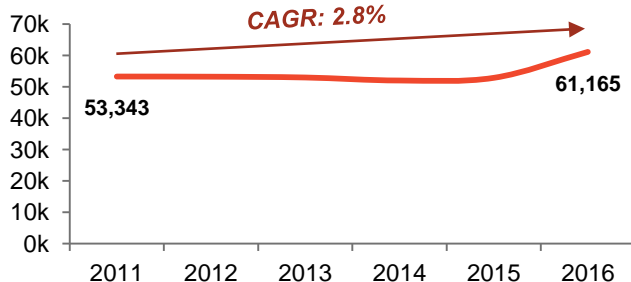
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$50,205	\$80,349	\$82,565	\$60,994	7
Mid-Atlantic	\$78,484	\$125,300	\$125,300	\$107,770	17
Midwest	\$71,924	\$83,730	\$88,282	\$80,570	9
Mountain Plains	\$61,332	\$92,000	\$110,674	\$82,982	7
New England	\$79,310	\$91,580	\$92,500	\$85,340	8
Southeast	\$55,857	\$68,080	\$68,080	\$65,320	7
Western	\$74,500	\$76,464	\$94,475	\$88,172	10

# Associate Conservator/ Conservator C

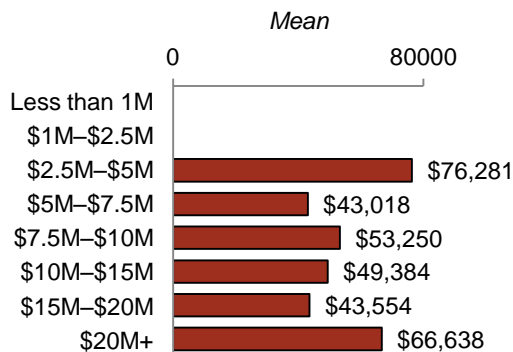
*Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.*



**Historical Trend—Median (2011–2016)**

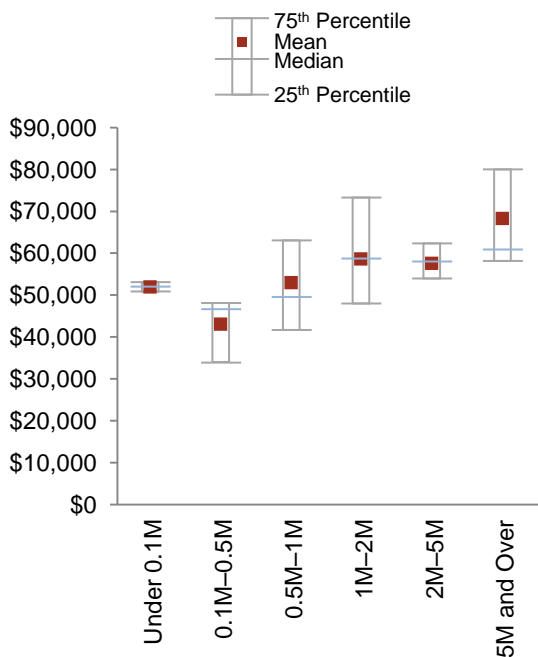


## Operating Budget

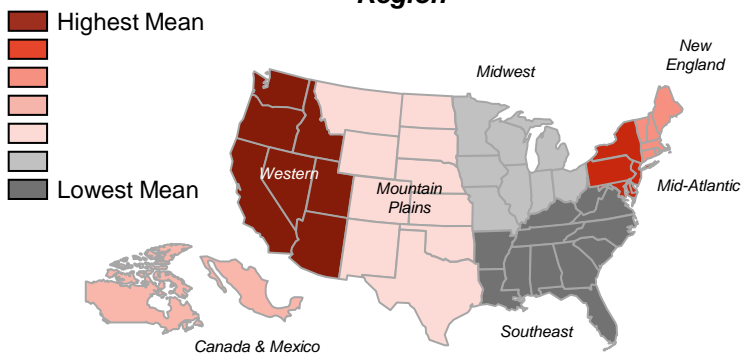


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
-	-	-	-
\$79,831	\$79,831	\$79,831	2
\$33,785	\$47,270	\$48,000	2
\$47,500	\$53,250	\$59,000	1
\$45,720	\$49,021	\$54,000	11
\$37,432	\$41,780	\$50,000	10
\$57,981	\$62,179	\$79,650	31

## MSA Population (n = 56)



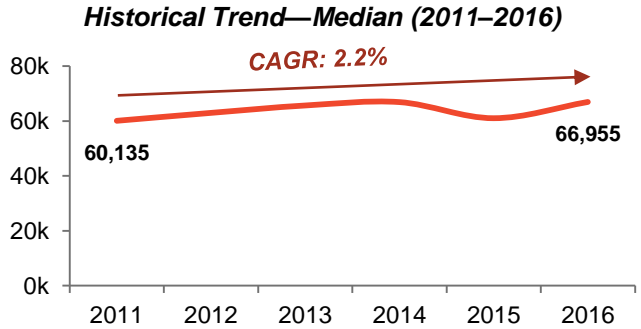
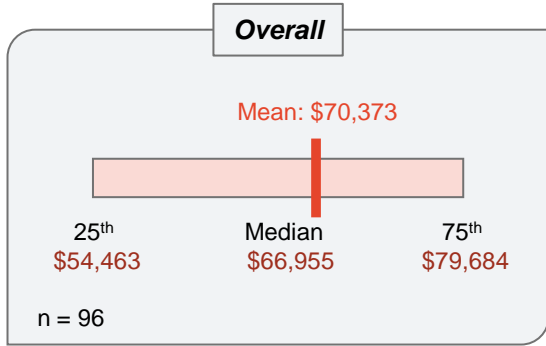
## Region



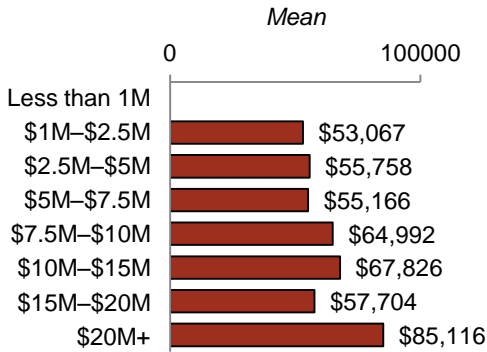
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$61,165	\$61,165	\$73,353	\$59,881	5
Mid-Atlantic	\$54,550	\$79,650	\$79,650	\$69,434	15
Midwest	\$48,000	\$55,952	\$57,981	\$51,987	11
Mountain Plains	\$47,950	\$54,000	\$56,300	\$53,173	5
New England	\$62,179	\$62,179	\$63,000	\$60,850	8
Southeast	\$37,987	\$48,635	\$58,637	\$47,868	5
Western	\$59,790	\$71,890	\$79,831	\$70,772	8

# Exhibition Designer

*Designs installation of permanent collection as well as temporary exhibition.*

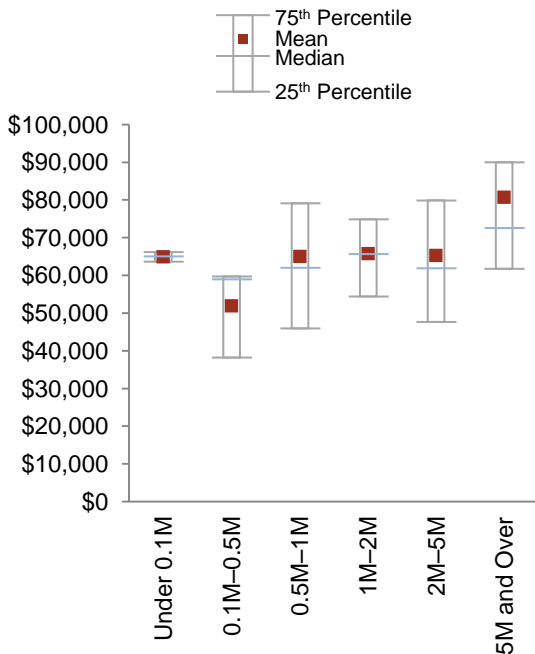


## Operating Budget

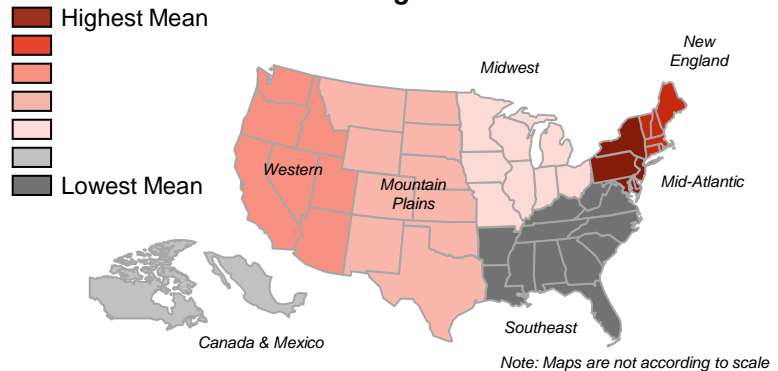


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$35,000	\$59,370	\$64,830	3
\$44,838	\$56,000	\$76,703	19
\$44,000	\$56,400	\$65,000	9
\$63,189	\$67,307	\$72,160	6
\$51,375	\$66,955	\$75,222	16
\$49,958	\$54,463	\$59,520	10
\$67,262	\$78,472	\$97,258	33

## MSA Population (n = 95)



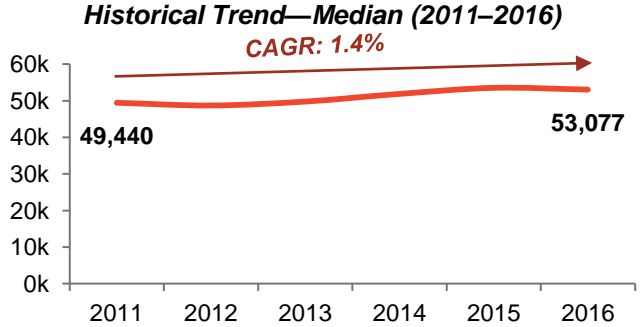
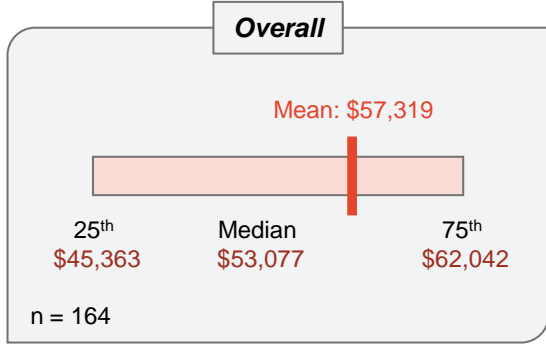
## Region



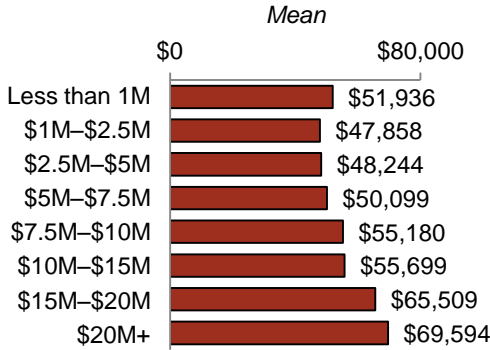
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$49,695	\$67,836	\$86,120	\$62,271	7
Mid-Atlantic	\$50,638	\$76,970	\$110,578	\$85,100	20
Midwest	\$47,500	\$59,370	\$73,000	\$63,116	16
Mountain Plains	\$56,000	\$68,000	\$74,000	\$66,478	10
New England	\$65,879	\$80,200	\$97,258	\$81,398	7
Southeast	\$45,000	\$54,463	\$67,262	\$56,580	17
Western	\$61,549	\$65,722	\$85,306	\$71,982	19

# Chief Preparator/ Preparator A

*Supervises installation of art objects.*

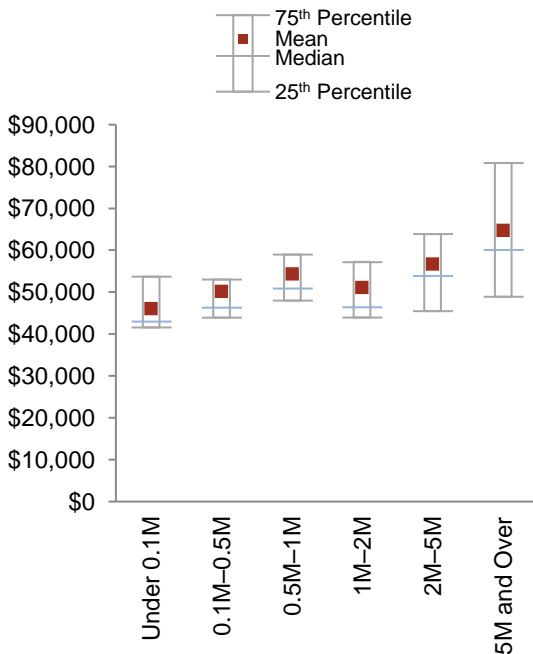


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$51,936	\$51,936	\$51,936	1
\$45,000	\$48,000	\$51,500	9
\$42,000	\$45,978	\$53,900	47
\$42,604	\$49,450	\$54,310	22
\$44,000	\$54,900	\$60,648	11
\$45,500	\$53,255	\$66,188	20
\$54,409	\$60,000	\$65,125	14
\$53,883	\$69,002	\$83,619	40

## MSA Population (n = 163)



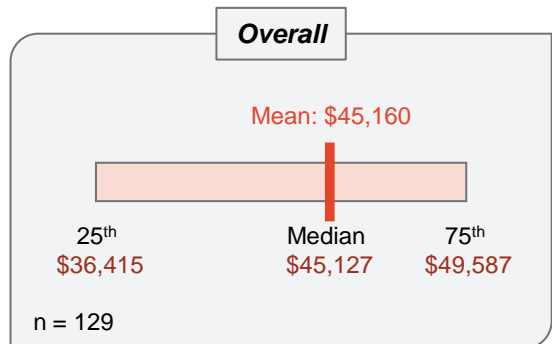
## Region



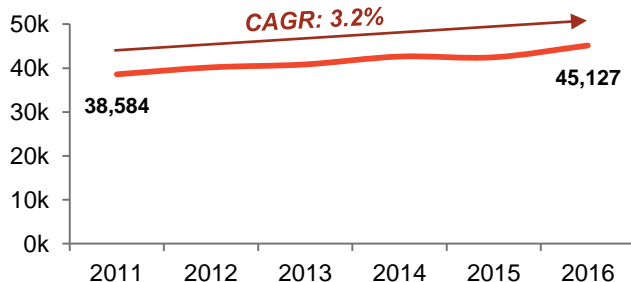
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$46,000	\$63,000	\$91,104	\$66,097	10
Mid-Atlantic	\$51,500	\$59,143	\$80,716	\$65,556	37
Midwest	\$41,000	\$53,900	\$59,866	\$52,864	29
Mountain Plains	\$44,720	\$55,475	\$61,200	\$55,340	16
New England	\$44,000	\$51,208	\$66,046	\$55,891	18
Southeast	\$43,790	\$46,341	\$50,650	\$46,805	31
Western	\$45,363	\$50,000	\$74,160	\$61,696	23

# Associate Preparator/ Preparator B

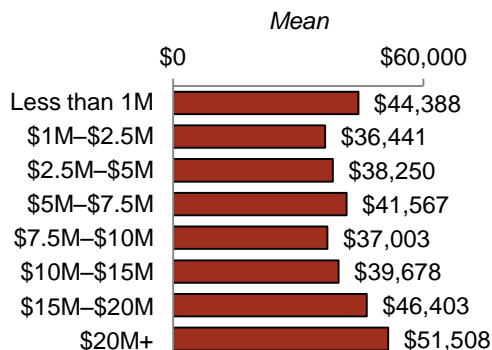
*Assists Chief Preparator in administration of the department and implementation of preparation programs.*



**Historical Trend—Median (2011–2016)**

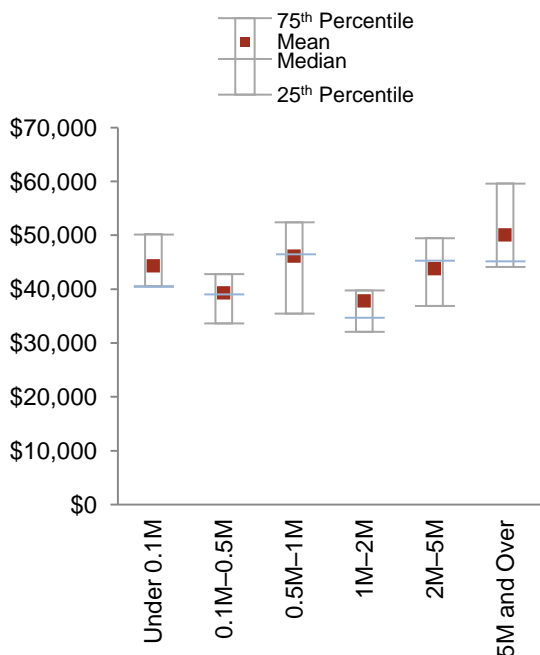


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$44,388	\$44,388	\$44,388	1
\$33,589	\$33,589	\$39,294	2
\$35,401	\$40,856	\$44,635	32
\$32,750	\$37,720	\$42,749	16
\$28,080	\$34,919	\$41,769	7
\$35,035	\$37,735	\$46,000	17
\$35,525	\$45,201	\$53,000	13
\$45,127	\$46,571	\$60,801	41

## MSA Population (n = 128)



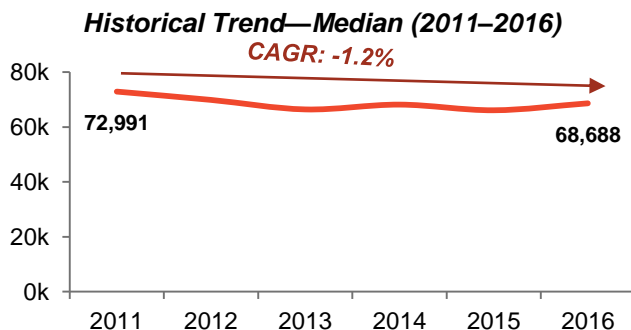
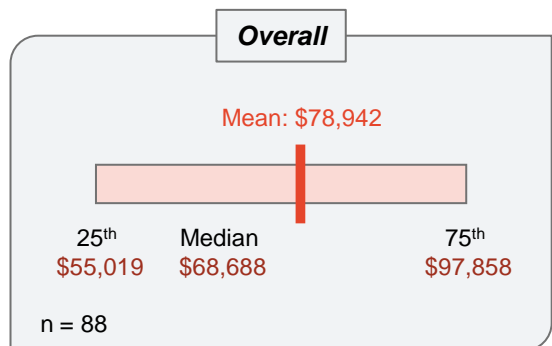
## Region



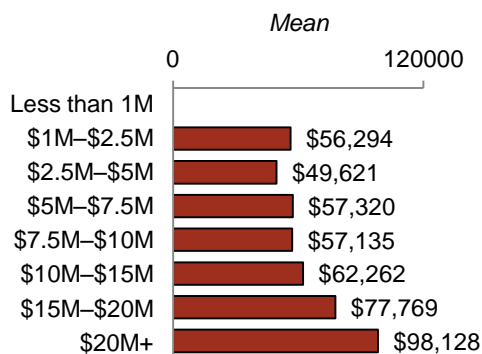
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$52,251	\$53,000	\$66,424	\$56,303	6
Mid-Atlantic	\$40,435	\$45,964	\$66,563	\$52,508	28
Midwest	\$39,917	\$45,127	\$45,511	\$41,791	23
Mountain Plains	\$35,325	\$44,153	\$45,060	\$40,377	13
New England	\$42,370	\$49,437	\$60,801	\$49,770	17
Southeast	\$31,875	\$35,525	\$43,210	\$36,629	21
Western	\$35,153	\$45,201	\$53,349	\$44,813	21

## Editor/ Director of Publications

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

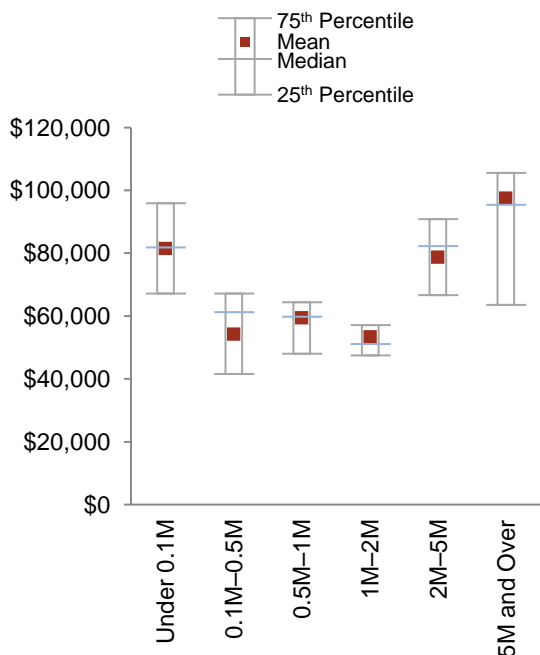


### Operating Budget

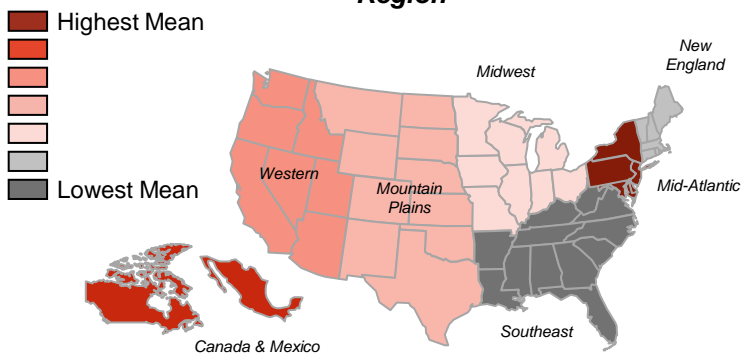


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$56,000	\$56,294	\$56,587	2
\$30,079	\$58,659	\$64,689	8
\$47,915	\$51,340	\$67,000	7
\$49,890	\$56,201	\$65,000	6
\$50,764	\$61,442	\$67,533	13
\$51,510	\$75,150	\$100,000	12
\$74,621	\$91,515	\$102,500	40

### MSA Population (n = 87)



### Region

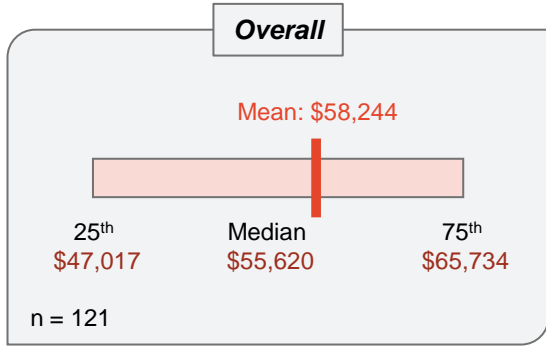


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$76,293	\$98,165	\$108,000	\$85,284	6
Mid-Atlantic	\$60,000	\$76,826	\$101,025	\$94,931	28
Midwest	\$48,150	\$62,739	\$97,850	\$69,388	13
Mountain Plains	\$51,340	\$69,525	\$99,000	\$73,868	11
New England	\$50,125	\$64,190	\$83,050	\$64,582	8
Southeast	\$48,816	\$53,255	\$60,692	\$56,482	10
Western	\$67,000	\$82,403	\$94,500	\$82,691	12

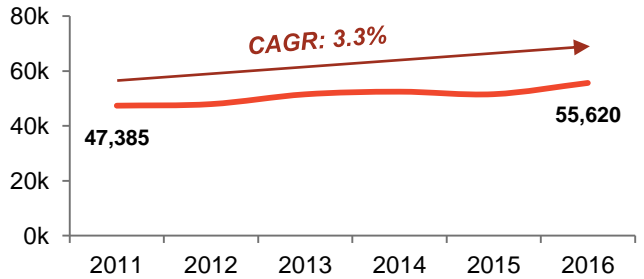


# Graphic Designer

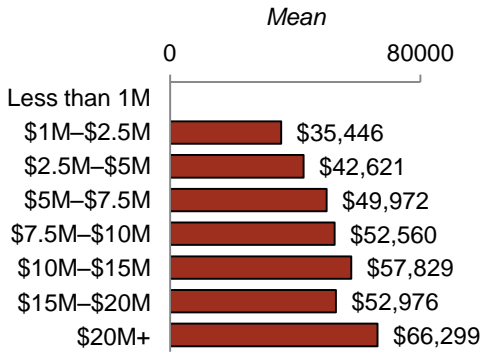
*Responsible for design of all museum publications and graphics.*



**Historical Trend—Median (2011–2016)**

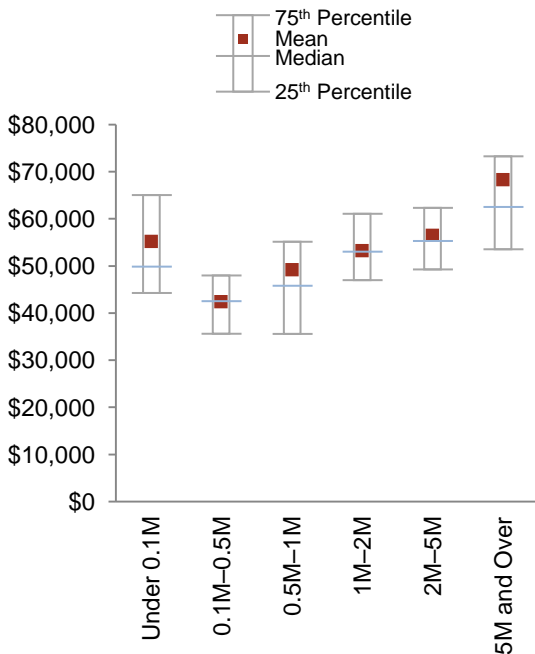


## Operating Budget

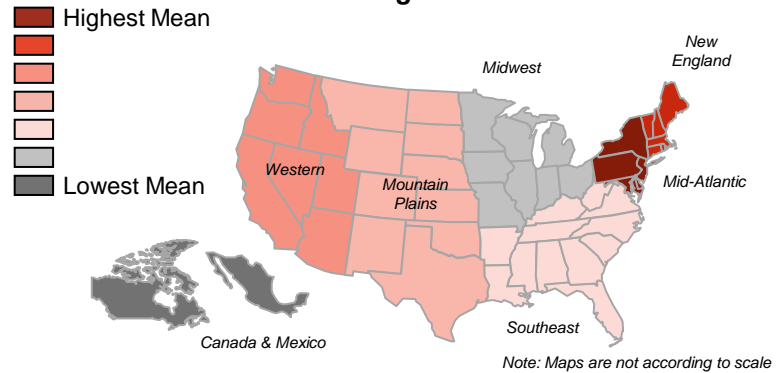


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$21,965	\$40,788	\$48,927	4
\$35,000	\$41,921	\$53,045	19
\$35,000	\$46,022	\$60,000	16
\$47,500	\$50,000	\$56,631	8
\$48,086	\$55,567	\$67,750	18
\$45,775	\$50,895	\$62,719	14
\$53,402	\$60,932	\$70,666	42

## MSA Population (n = 120)



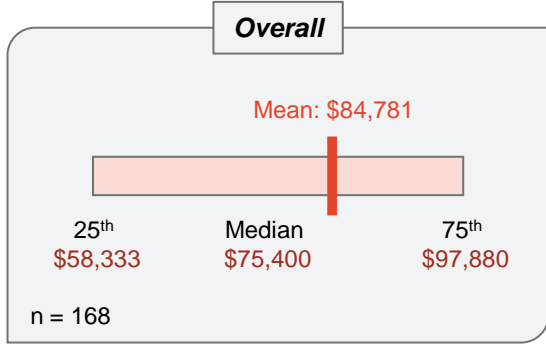
## Region



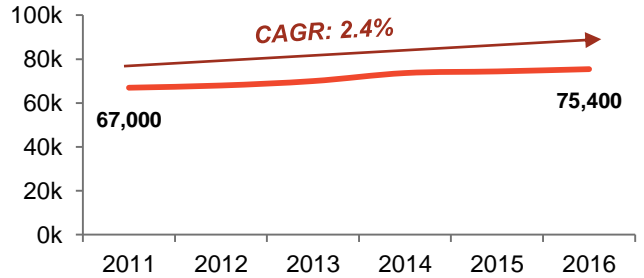
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$19,416	\$55,619	\$68,450	\$50,205	7
Mid-Atlantic	\$52,889	\$62,719	\$81,889	\$74,589	27
Midwest	\$40,000	\$49,366	\$59,076	\$50,377	21
Mountain Plains	\$42,600	\$57,250	\$62,200	\$55,436	12
New England	\$50,000	\$55,102	\$66,737	\$58,278	12
Southeast	\$45,350	\$48,000	\$61,800	\$52,390	21
Western	\$51,034	\$54,887	\$62,223	\$57,216	21

# Facilities Director/ Building Manager/ Operations Manager

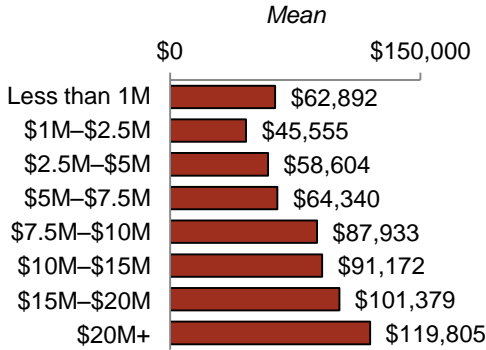
*Responsible for the operation of all facilities including maintenance and janitorial services.*



**Historical Trend—Median (2011–2016)**

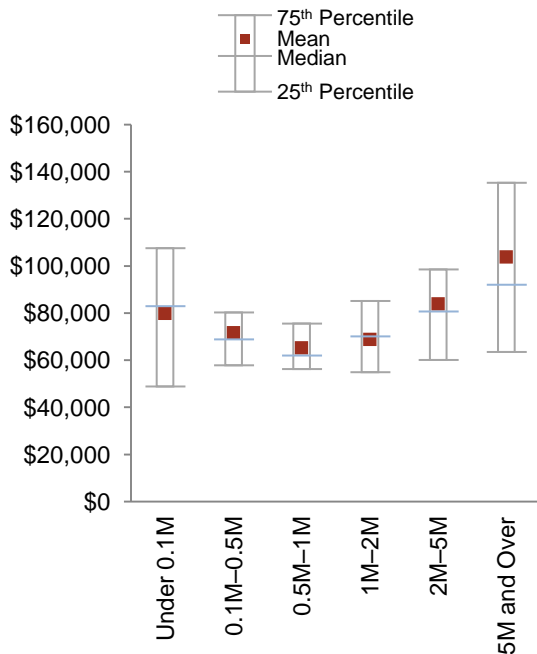


## Operating Budget

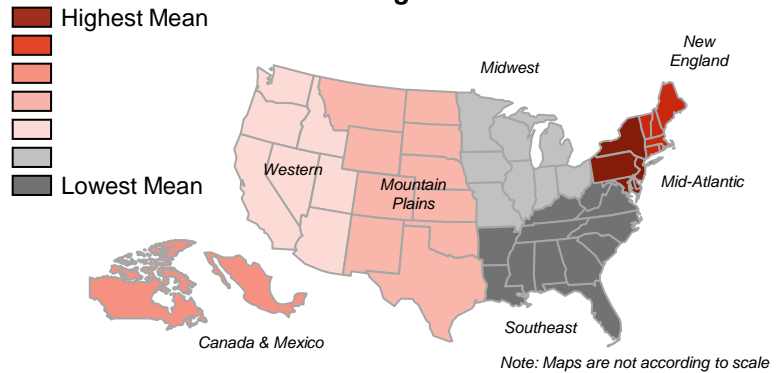


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$62,892	\$62,892	\$62,892	1
\$36,782	\$41,047	\$45,000	9
\$50,622	\$59,877	\$68,500	42
\$55,199	\$62,321	\$75,400	24
\$75,000	\$83,160	\$90,780	13
\$77,515	\$90,000	\$100,914	22
\$78,825	\$94,450	\$127,500	16
\$86,188	\$104,020	\$150,500	41

## MSA Population (n = 167)



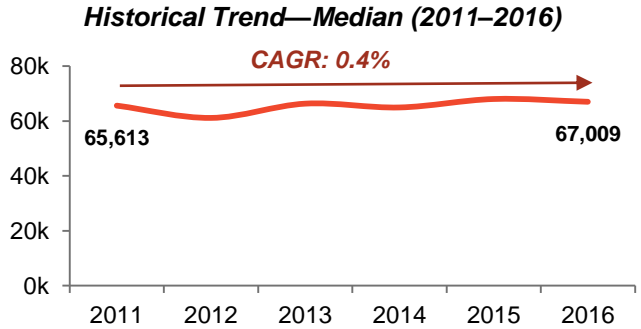
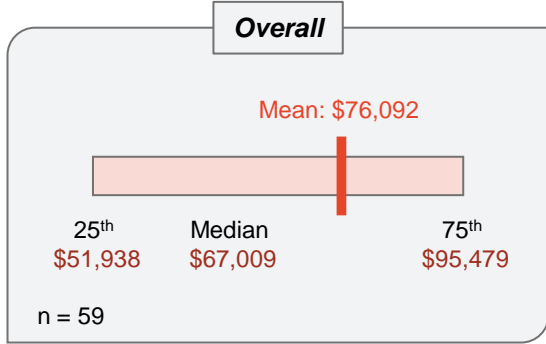
## Region



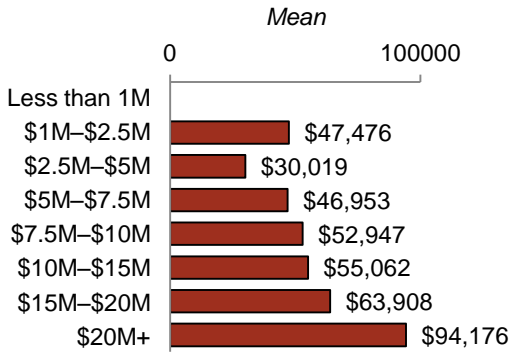
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$46,069	\$91,782	\$104,000	\$80,635	9
Mid-Atlantic	\$74,569	\$84,018	\$115,700	\$105,280	39
Midwest	\$60,000	\$72,507	\$88,477	\$76,218	28
Mountain Plains	\$55,000	\$75,400	\$103,000	\$80,372	21
New England	\$69,000	\$81,113	\$112,750	\$94,609	15
Southeast	\$50,000	\$62,150	\$77,000	\$69,006	30
Western	\$58,333	\$80,903	\$97,381	\$79,646	26

# Engineering Manager

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

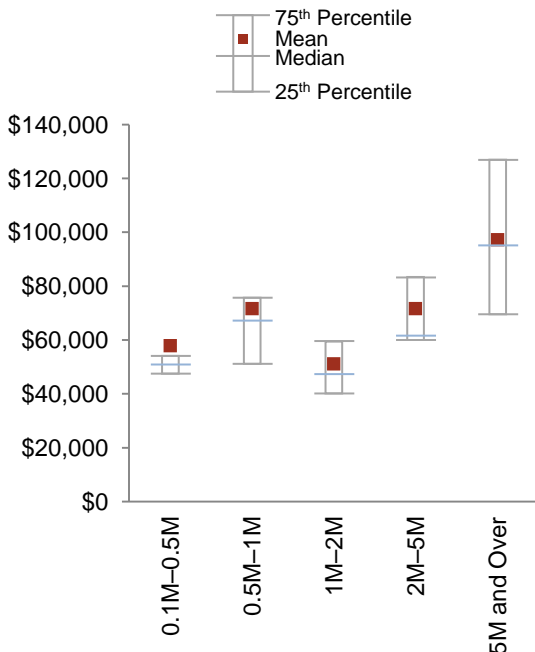


## Operating Budget



25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
-	-	-	-
\$47,476	\$47,476	\$47,476	1
\$11,835	\$38,024	\$40,197	3
\$38,825	\$45,874	\$52,438	6
\$47,500	\$47,920	\$60,000	6
\$52,250	\$55,637	\$60,235	5
\$57,413	\$64,969	\$71,625	8
\$66,827	\$94,106	\$122,977	30

## MSA Population (n = 58)



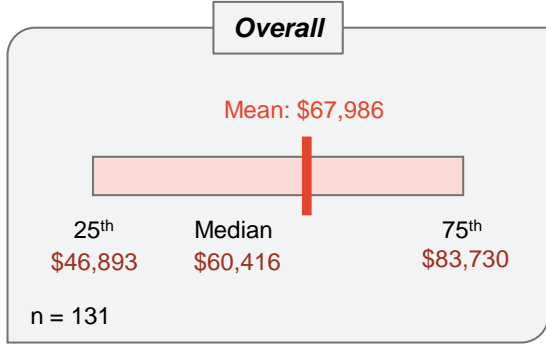
## Region



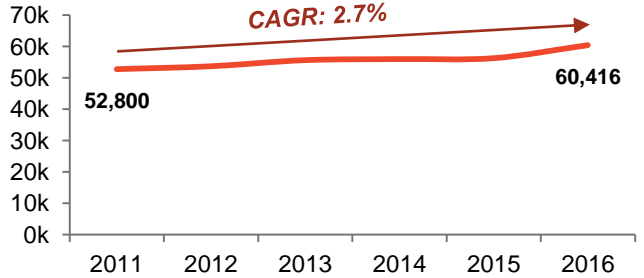
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$67,190	\$75,000	\$75,014	\$68,063	5
Mid-Atlantic	\$62,523	\$96,821	\$127,036	\$99,604	15
Midwest	\$40,914	\$59,588	\$82,400	\$61,698	14
Mountain Plains	\$60,000	\$60,000	\$95,479	\$69,770	8
New England	\$62,129	\$75,300	\$118,567	\$84,845	5
Southeast	\$38,825	\$47,900	\$56,002	\$52,373	7
Western	\$61,625	\$88,828	\$114,255	\$88,452	5

# Chief of Security

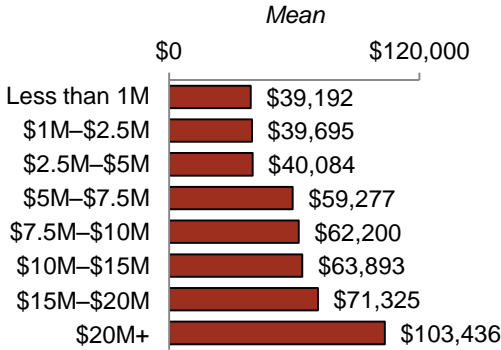
*Supervises all guard forces.*



**Historical Trend—Median (2011–2016)**

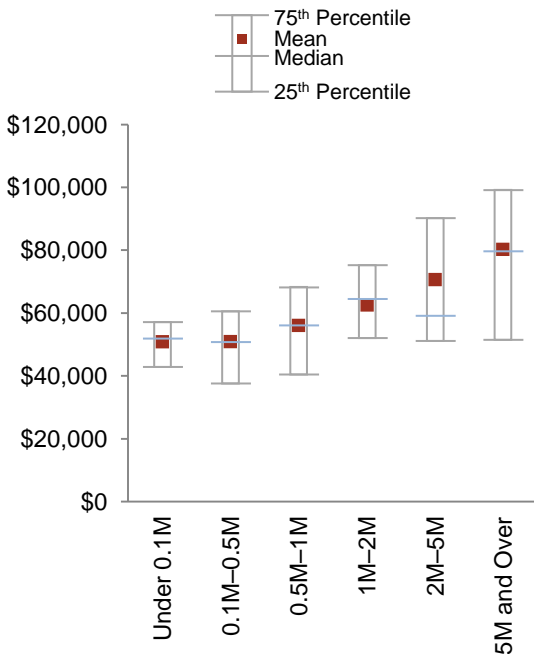


## Operating Budget

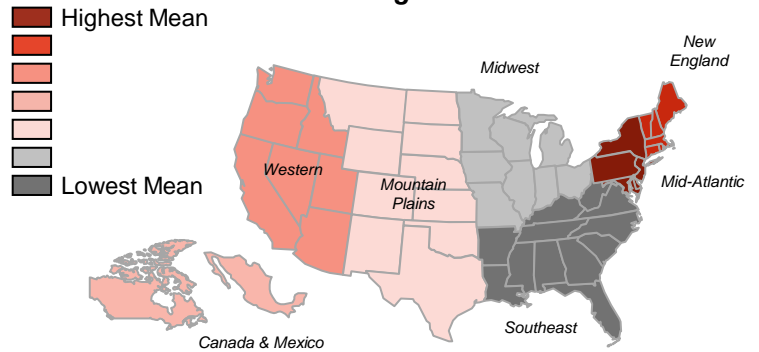


25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	# of Museums
\$39,192	\$39,192	\$39,192	1
\$24,890	\$40,250	\$54,500	4
\$30,524	\$40,098	\$49,226	31
\$52,000	\$59,063	\$69,010	14
\$54,180	\$56,639	\$70,000	15
\$55,500	\$63,764	\$74,750	15
\$55,430	\$69,000	\$82,000	13
\$83,500	\$96,000	\$125,000	38

## MSA Population (n = 130)



## Region

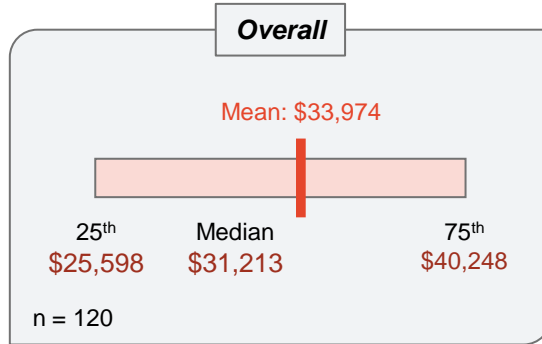


Note: Maps are not according to scale

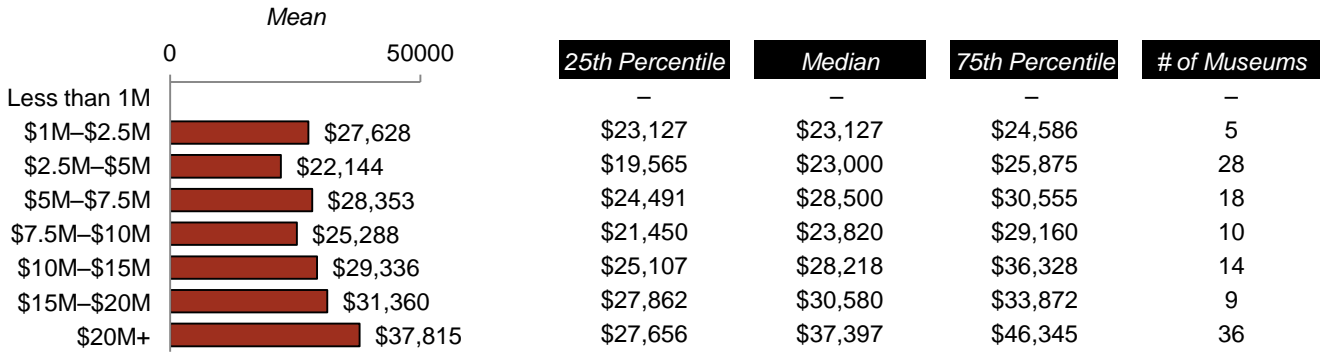
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$11,835	\$75,499	\$98,496	\$62,683	7
Mid-Atlantic	\$60,000	\$82,000	\$103,378	\$88,316	26
Midwest	\$36,324	\$55,000	\$70,000	\$59,469	21
Mountain Plains	\$45,576	\$55,820	\$85,000	\$61,308	16
New England	\$50,000	\$61,237	\$91,100	\$73,102	17
Southeast	\$45,000	\$54,180	\$65,000	\$55,604	24
Western	\$55,000	\$58,786	\$79,249	\$68,973	20

# Museum Security Officer/ Museum Security Guard

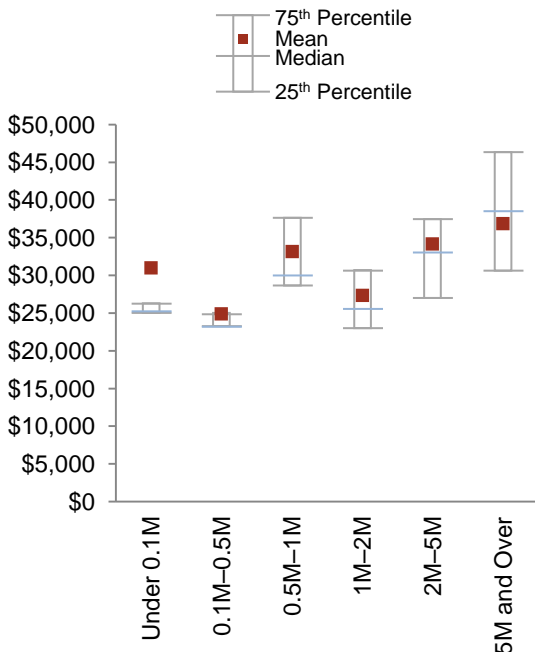
*Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.*



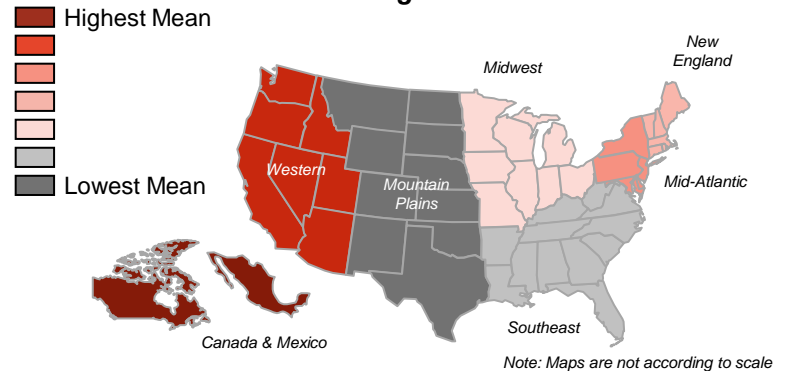
## Operating Budget



## MSA Population (n = 119)



## Region



Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Canada & Mexico	\$36,328	\$46,345	\$46,345	\$43,788	5
Mid-Atlantic	\$30,600	\$40,248	\$49,257	\$38,975	24
Midwest	\$22,932	\$26,905	\$33,571	\$29,112	21
Mountain Plains	\$21,743	\$23,820	\$28,600	\$26,099	16
New England	\$32,325	\$37,284	\$37,397	\$35,382	15
Southeast	\$23,230	\$25,114	\$30,580	\$27,025	22
Western	\$25,900	\$27,656	\$60,918	\$39,283	17

## University Museum Salary Comparisons by Designation

Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Director	221,877	178,790	148,329	199,095	45
Deputy Director	136,217	110,051	82,499	112,944	29
Administrator	124,026	80,000	70,815	92,523	11
Assistant To Director	56,100	48,938	41,733	49,892	39
Finance A	103,000	69,130	54,532	78,655	22
Finance B	75,054	58,909	40,720	59,574	22
Development A	118,350	98,889	84,094	98,054	26
Development B	81,361	58,917	49,000	65,149	18
Development C	56,687	46,963	38,409	48,846	23
Dir. of Planned Giving	50,000	47,500	45,000	47,500	2
Director of Human Resources	84,872	67,300	56,344	70,247	10
Dir. of Information Systems	110,000	61,602	50,000	74,908	14
Systems Manager	83,616	76,791	69,188	72,924	10
Web Manager	65,000	58,850	48,450	53,207	12
New Media Manager	54,700	39,584	37,300	44,254	12
Membership Assistant	49,975	38,000	33,260	42,229	26
Special Events Manager	54,769	47,500	39,000	49,910	29
Director of External Affairs	123,839	80,000	51,754	84,504	11
Marketing Director	68,896	61,200	53,000	62,254	21
Public Relations Officer	62,100	47,250	39,878	49,426	21
Museum Store Manager	58,175	48,411	38,004	47,764	27
Volunteer Coordinator	50,157	44,481	41,809	45,633	10
Curator A	121,186	111,514	85,825	109,506	25
Curator B	105,000	83,059	70,675	91,947	32
Curator C	91,415	68,407	53,911	71,021	20
Curator D	81,700	55,203	44,750	58,937	20
Curator E	63,900	58,220	49,591	55,841	13
Curatorial Assistant	66,554	46,470	35,000	47,641	28
Photographer	70,950	62,400	52,631	58,972	13

## University Museum Salary Comparisons by Designation

Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Educator A	86,315	71,617	57,429	74,161	38
Educator B	56,621	51,200	45,000	53,421	34
Educator C	47,753	37,000	32,012	39,588	22
Educational Assistant	49,980	38,525	29,600	38,839	16
Registrar A	69,926	60,470	46,461	61,016	42
Registrar B	60,280	52,755	41,210	51,048	27
Registrar C	60,724	40,000	35,000	44,719	20
Librarian A	78,468	54,082	36,663	53,847	7
Librarian B	76,131	67,423	20,978	51,484	4
Librarian C	64,808	36,540	12,248	37,055	4
Conservator A	128,750	102,600	82,000	98,354	9
Conservator B	92,808	92,500	91,634	90,634	6
Conservator C	70,126	63,000	56,944	61,391	7
Exhibition Designer	79,050	59,221	50,638	61,541	18
Preparator A	58,965	51,386	42,935	52,035	39
Preparator B	53,495	43,033	35,463	43,692	27
Editor	78,284	64,336	56,000	63,090	13
Graphic Designer	66,737	53,402	43,975	53,291	19
Facilities Director	75,000	62,150	42,600	63,172	27
Engineering Manager	118,567	75,000	38,024	72,207	6
Chief Of Security	62,303	51,476	39,923	55,564	23
Security Officer	37,397	32,325	28,500	34,479	24