

2012

National Comparative Museum Salary Study

Prepared by the American Alliance of Museums



**American
Alliance of
Museums**

in collaboration with



Association of
Midwest Museums



Mountain Plains
Museum Association



New England Museum
Association



Southeastern Museums
Conference

as a benefit for members of the Alliance and these associations

2012 National Comparative Museum Salary Study

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ISBN 978-1-933253-74-9

Published by the American Alliance of Museums in collaboration with the Association of Midwest Museums, Mountain Plains Museum Association, New England Museum Association, and Southeastern Museums Conference.

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TABLE OF CONTENTS

<i>Welcome</i>	i
<i>I. About the National Comparative Museum Salary Study</i>	1
What's in this report?	2
Some technical notes	3
Acknowledgments	4
<i>II. Who's Here? Respondent Characteristics</i>	5
Institutions	5
Table II-1: Survey Responses by Region	
Table II-2: Survey Responses by Discipline	
Table II-3: Survey Responses by Governance	
Table II-4: Survey Responses by Budget size (2010/11)	
Table II-5: Survey Responses by Location	
Trends in museum employment (2008-2010)	8
Figure II-1: Trends in Museum Employment (2008-2010)	
Employees by position	10
Table II-6: Responses by Position, with Employment Status	
Demographics at a glance	12
Table II-7: Demographics at a Glance, Part 1: Gender & Age	
Table II-8: Demographics at a Glance, Part 2: Highest academic degree & Years in position	

<i>III. Overview of Museum Salaries (Full-Time Positions)</i>	17
Table III-1: Salaries at a Glance	
Table III-2: Salaries at a Glance by Region	
Table III-3: Salaries by Budget Size (2010/11), Part 1	
Table III-3: Salaries by Budget Size (2010/11), Part 2	
<i>IV. Salary Details for Full-Time Positions</i>	26
48 Tables	28
Additional Notes by Position	76
<i>V. Benefits</i>	79
Insurance benefits	79
Table V-1: Insurance Benefits Offered, by Budget Size (2010/11)	
Table V-2: Insurance Benefits Offered, by Region	
Other employment benefits	81
Table V-3: Other Benefits Offered, by Budget Size (2010/11)	
Table V-4: Other Benefits Offered, by Region	
Personnel policies in writing?	83
Table V-5: Museums with a Published Personnel Policy/Handbook	
<i>VI. Hourly Positions at Museums</i>	84
Table VI-1: Hourly Wages Overview, by Position	
<i>Appendix: The Museum Workforce</i>	86

Welcome

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

Until now, salary and benefit data for the U.S. museum field has been spotty at best. Several museum associations have produced salary surveys for their constituencies from time to time, but there has been no comprehensive effort to develop nationwide compensation averages, despite the obvious utility of such a project.

This publication represents the first time that the museum field has data representing salaries for a variety of museum positions across the country, allowing comparison between regions, between disciplines, between museums of all sizes. Now we have a clearer picture of how museums are paying their professional employees and can learn how the museum field as a whole stacks up against other endeavors.

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

What we have here is a solid first effort at a long-overdue initiative. It represents a collaboration between regional museum associations, which surveyed their member museums, and the American Alliance of Museums, which compiled the regional information, analyzed it, and created a framework for presenting the data in a national context.

But we recognize that we, the museum field, have much more to do. We need to develop a more comprehensive survey methodology so that all regions are consistently sampled. We need to attract more participants from among America's museums, assuring more robust and accurate data. Most important, we need to commit ourselves as a field to regular and ongoing salary surveys that will allow insights into long-term trends.

I'd like to offer thanks to my colleagues at the regional associations and at the Alliance for making this national salary study possible. I'm proud of our partnership on this and other initiatives as we work together to help make the museum community the best it can be.

On behalf of my colleagues who worked on this report, thank you (survey participants and readers alike) for your interest, participation, and commitment to our collective museum endeavors.

Dan Yaeger

Executive Director

New England Museum Association

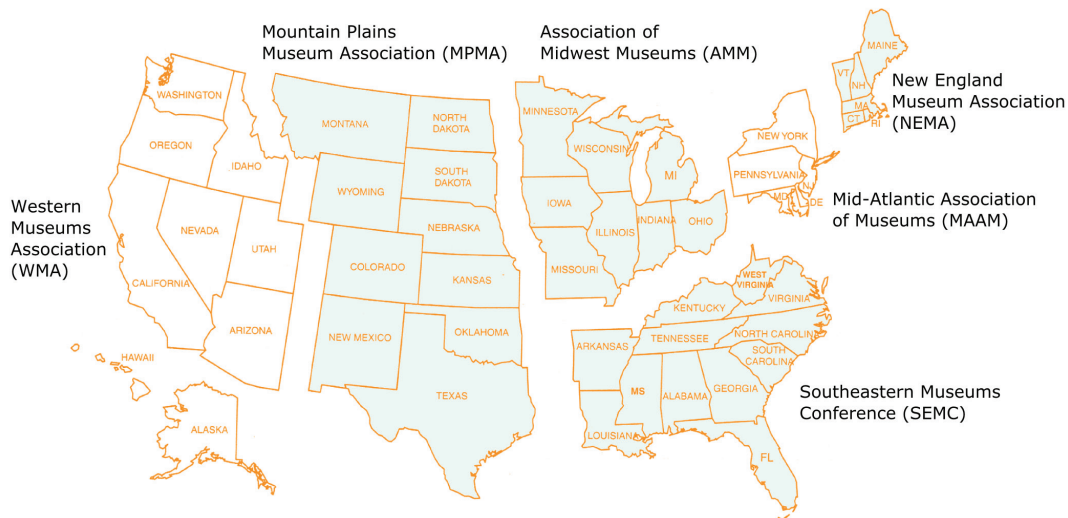
“A national salary survey would be a boon to the museum profession.”

IMLS report on museum data collection (2005)¹

Chapter I.

ABOUT THE NATIONAL COMPARATIVE MUSEUM SALARY STUDY

This report is based on museum compensation data collected by four regional museum associations: the Association of Midwest Museums (AAM), the Mountain Plains Museum Association (MPMA), the New England Museum Association (NEMA), and the Southeastern Museums Conference (SEMC). Together, these associations represent 36 states, 64% of the American population² and approximately two-thirds of all museums in the United States.³



1 Carol Wharton, et al., *Museum Data Collection Report and Analysis* (Institute of Museum and Library Services, 2005), p. 3.

2 U.S. Census Bureau, “Demographic Profiles: Census 2010” at <http://2010.census.gov/news/press-kits/demographic-profiles.html>.

3 Carlos Manjarrez, et al., *Exhibiting Public Value: Museum Public Finance in the United States* (Institute of Museum and Library Services, 2008), pp. 20-21.

The four associations used a common survey instrument, primarily developed by the NEMA staff, but collected the data separately from the museums in their own regions. Most of the survey data was collected in mid-2011. In all cases, museum representatives were asked to report on compensation levels as of December 1, 2010. Although the United States experienced modest inflation in 2011-12 (4.5% from December 2010 through July 2012),⁴ users of this study should feel comfortable relying on the results as a starting point for analyzing museum salaries in 2012-13.

Although this report is not, in the strictest sense, comprehensive—for example, it does not include museums from the populous coastal states of New York and California, or the great national museums in Washington, D.C.—it is the most extensive study of museum salaries in the United States available. We believe, in any case, that regional differences in salaries are less important than variations by institutional size, location (cities vs. rural areas) or even discipline, especially for mid-level and senior positions that recruit from a national pool of applicants.

What's in this report?

This report includes detailed demographic and salary information for 48 of the most common full-time professional positions in museums, plus hourly wage information for 13 common part-time positions. It also includes information about benefit offerings. The scope of the data is national, and users who just want a quick snapshot of prevailing museum salaries across the United States can turn immediately to Table III-1. But the report is designed to provide as many angles of comparison as possible, so the data are also broken down, whenever possible, by institutional characteristics—region, discipline, governance, museum budget size, and location (urban/suburban/rural)—and individual demographics (i.e., the gender and education levels of the people in each position).

This report reflects the actual salaries being paid to a sample of museum workers in the United States. It is intended to be a practical document for hiring officials who need to set the salaries of new museum employees, for HR managers and supervisors who want to benchmark the salaries of current employees against regional and national norms, and for museum workers who want to know how they stack up against their peers. It can also be used as “an advocacy tool to raise the issue of pay with employers and funding bodies.”⁵ People who are contemplating careers in museums will find here an honest accounting of compensation levels in the field. But the report is not intended as a normative description of what salaries in museums *ought* to be.

4 Based on changes in the Consumer Price Index (CPI). Another measurement of inflation used by the Bureau of Labor Statistics is the Employment Cost Index (ECI), “a quarterly measure of the change in the price of labor, defined as compensation per employee hour worked.” By this measure, typical wages grew just 2.5% between the end of 2010 and the middle of 2012. You can calculate both inflation measures yourself at the BLS website: <http://www.bls.gov/data/>.

5 *Salary Guidelines 2009: Pay in Museums* (Museums Association, 2009), p. 3.

Some technical notes

The analysis in this report is based on information provided by museums about the people who work in them, not information provided by the workers themselves. This information was not independently verified, but the database was closely reviewed for redundant responses, incomplete answers, and obvious reporting errors. Although the analysis is based on a robust sample of 524 institutions and 4,344 reports on full-time employees, it is not possible to say whether this is a statistically representative sample of all museums or all workers in each position. The analysis has not been weighted to adjust for the actual distribution of museums among the four regions that collected data.

Generally speaking, more responses make for more reliable analysis, which is why we indicate the number of original responses (“n” or “count”) next to every item in every table of this report. We did not analyze data when there were fewer than three valid responses, but users should be cautious about relying on *any* salary analysis based on a small number of responses. This is especially true when looking at subsamples (like the employees of small museums only) or less-common museum positions (like full-time social media managers). That being said, even the smallest set of responses can be meaningful for benchmarking purposes, because identifying the *right* peer group is usually more important than the absolute size of the peer group.

The data in most of the tables are presented in the form of percentiles. Percentiles reflect the distribution of survey responses, such as the annual salaries for any given position reported by participating museums. For example, at the 90th percentile, 90 percent of the reported annual salaries were smaller or equal to the given value; at the 10th percentile, just 10 percent of reported salaries were smaller or equal to the given value. The most common yardstick in this report is the median (or 50th percentile): i.e., half of all responses fall at or below this point, the other half fall above it. In some places we use quartiles, which are percentiles that divide the data in four equal parts (quarters), and correspond to the 25th, 50th (median), and 75th percentiles. We prefer medians to “averages” (the arithmetic mean, or the sum of all values divided by the number of responses) because they help compensate for skewed datasets with a few very high or very low values.

Finally, remember that the salary data in this report reflect compensation levels as of December 1, 2010. There has been modest inflation since then, and despite staff reductions, furloughs, hiring freezes, and other budget-saving measures introduced during the economic recession,⁶ museum salaries have also increased modestly.

⁶ Philip M. Katz, *Museums and the American Economy in 2011* (AAM, 2012) at <http://www.aam-us.org/docs/research/acme12-final.pdf>.

Acknowledgments

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

The 2011 surveys were conducted collaboratively by the Council of Regions. Without their persistent support, advice and willingness to share resources for the good of the entire field, this report would not be possible. The American Alliance of Museums wants to acknowledge the generous leaders of the Association of Midwest Museums (Brian Bray), Mountain Plains Museum Association (Monta Lee Dakin), New England Museums Association (Dan Yaeger) and Southeastern Museums Conference (Susan Perry). Eileen Goldspiel serves as the Alliance's primary liaison with the regional associations; this project would not have been possible without her.

As Jay Smith, past president of MPMA, reminds us, "The present salary study was born of a compromise solution between the regional associations using the methodology brought forward by NEMA." Dan Yaeger deserves special praise for his vision and perseverance in advancing the project, as does Heather Riggs of NEMA for her leadership of the data collection process and preliminary analysis.

The SEMC survey was coordinated by Mary Novotny Rodriquez. The MPMA survey was coordinated by Erin Barrette. MPMA would also like to acknowledge Jay Smith, a passionate supporter of the national survey concept during his term as MPMA president.

Data analysis for the report was completed by Tony Casilio of AWP Research (Herndon, Virginia) and Philip M. Katz, the Alliance's assistant director for research. Katz was the primary author. The report was designed by Selena Robleto and Susan Levine.

Chapter II.

WHO'S HERE? RESPONDENT CHARACTERISTICS

Institutional respondents

The compensation data in this report are drawn from a cross-section of American museums but do not necessarily represent all types of museums equally. Four regions of the country are represented (Table II-1), which together contain about two-thirds of all the nation's museums. The largest number of museums in the sample come from New England—but New England also has the greatest concentration of museums per capita of any region of the country, so this probably does not skew the sample in a meaningful way.¹ Note that this analysis *only* includes the 524 museums that provided complete institutional details and reported at least one full-time paid staff member with museum responsibilities.

Nearly half of the museums in the sample are history museums, broadly defined to include historic houses, historic sites, historical societies, etc. (Table II-2). About a fifth of responses came from art museums. This is consistent with other national surveys conducted by the American Alliance of Museums, which always attract the most responses from history and art museums. The original surveys included just four broad disciplinary categories, plus the catch-all “combination of disciplines” and “other,” which we have not attempted to reclassify into more specific museum disciplines. However, we know that science museums of all sorts, living collections (including zoos, aquariums, arboreta and public gardens) and children's/youth museums are underrepresented in the sample; users who are especially interested in benchmarking salaries from science/technology museums or children's museums may also want to consult the recent salary survey conducted by the Association of Science-Technology Centers and the Association of Children's Museums.²

	% of sample	Count
AMM	20.8%	109
MPMA	22.3%	117
NEMA	33.6%	176
SEMC	23.3%	122

1 In the absence of fully reliable data about the distribution of American museums, it is difficult to test this assertion statistically. For per capita distribution of museums, see Carlos Manjarrez, et al., *Exhibiting Public Value: Museum Public Finance in the United States* (Institute of Museum and Library Services, 2008), pp. 20-21.

2 *ASTC-ACM 2011 Workforce Survey Report* (April 2012) at <http://astc.org/pubs/workforce.htm>.

Table II-2 Survey Responses by Discipline		
	% of sample	Count
Art	19.7%	103
History, including historic sites	49.0%	257
Science, including technology and aquariums	7.1%	37
Youth	1.9%	10
Combination of disciplines	20.2%	106
Other	2.1%	11

Two-thirds of the museums identified themselves as private, non-profit entities operating as tax-exempt charities under section 501(c)(3) of the U.S. tax code (Table II-3); elsewhere in this report, they are referred to simply as “Private” museums, together with the single institution in the sample operating as a private trust. Respondents could only select one “Governance” category, so it is possible that some of the institutions identified as college or university museums or as government-run museums are also organized as non-profits or enjoy some form of dual governance. Although we make a distinction in Table III-3 between museums operated by the federal government and those operated by state and local governments, for most purposes in this report they are combined into the single category of “Government.” Meanwhile, the category “College or university museum” recognizes the very strong similarities among academic museums and galleries regardless of whether their parent institutions are public or private.

Table II-3 Survey Responses by Governance		
	% of sample	Count
Private, 501(c)(3)	66.6%	349
Private Trust, 509(a)	0.2%	1
College or university	14.3%	75
State or local government	14.9%	78
Federal	1.5%	8
Other	2.5%	13

Both big and small museums—as defined by the size of their operating budgets—are represented in the sample, with about as many museums operating on the tiniest budgets (under \$50,000 a year) as those operating on the largest budgets (more than \$10 million). The median budget size was between \$500,001 and \$1 million (Table II-4). In most cases, this reflects operating budgets in the fiscal year ending in 2011.

Finally, the museums in the sample come from all types of locations: urban, suburban, and rural (Table II-5). Note that more than a quarter of the museums (27.9%) identified themselves as “rural,” while the Census Bureau estimates that just 19.3% of Americans live in rural areas. Most of the apparent gap can be explained by a difference in definitions: the salary surveys defined “rural” to include small towns while the Census defines “rural” as a geographic area with fewer than 2,500 people.³ In any case, these museum locations were identified by the respondents themselves and have not been checked against the Census or other official sources.

	% of sample	Count
\$0 to \$50,000	6.1%	32
\$50,001 to \$100,000	8.4%	44
\$100,001 to \$250,000	14.5%	76
\$250,001 to \$500,000	17.9%	94
\$500,001 to \$1,000,000	13.5%	71
\$1,000,001 to \$3,000,000	21.8%	114
\$3,000,001 to \$10,000,000	11.8%	62
\$10,000,000 or over	5.9%	31

	% of sample	Count
Urban	44.5%	233
Suburban—within commuting distance to an urban center	25.6%	134
Rural, including small towns	27.9%	146
No response	2.1%	11

3 U.S. Census Bureau, “2010 Census Urban and Rural Classification and Urban Area Criteria” (revised May 15, 2012) at <http://www.census.gov/geo/www/ua/2010Urbanruralclass.html>.

Trends in museum employment (2008-2010)

The economic recession that began in 2008 had a tremendous effect on the nation's museums, which generally faced a double crisis of reduced income (whether from shrinking endowments, slashed public funding, and/or diminished contributions) and increased demand for services. Many museums responded by reducing their staff sizes through a combination of layoffs, hiring freezes, and replacement of full-time staff members by part-time workers, volunteers or outside contractors.⁴ The responses to the regional salary surveys provide some insight into which museums were affected the most.

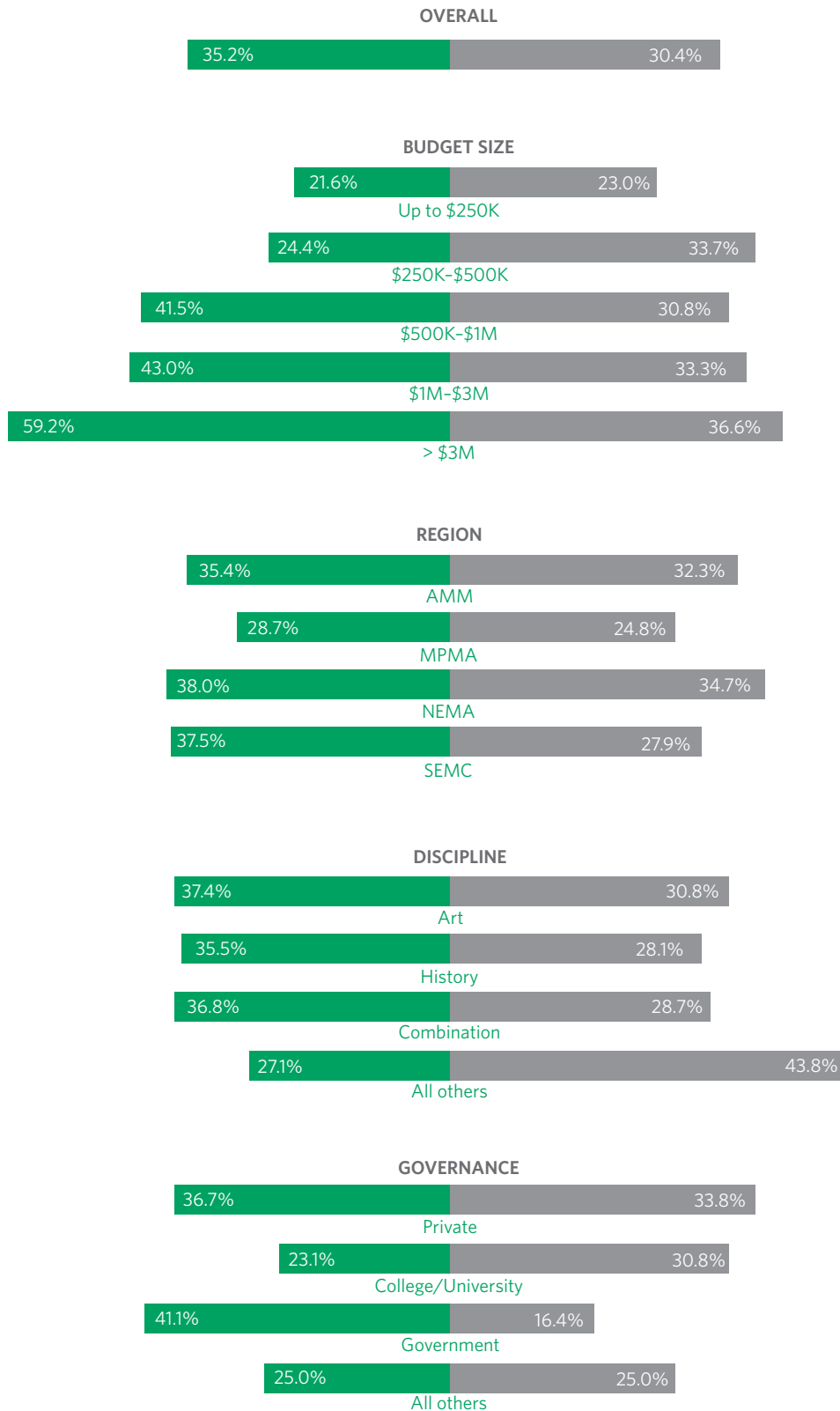
Figure II-1 is based on responses from 454 museums that provided information about total staff size for 2008–2010, through the depths of the economic downturn. The analysis is limited to whether they experienced an *overall* increase or decrease in staffing, defined for this question as “full time regular employees (or FTE’s).” Each bar shows the percentage of museums that experienced an increase in staffing (the number on the right) or a decrease in staffing (the number on the left); we do not bother to include the museums that experienced *no* change in staff size, so each bar effectively equals 100% (the net gainers and the net losers, plus the rest that neither gained nor lost net staff).

Overall, significantly more museums saw their staff size decline than grow between 2008 and 2010—but the fact that nearly two-thirds of museums were able to maintain or expand staffing during this troubled period is evidence of the museum field's vitality. The smallest museums by budget size, presumably with the leanest staffing, did the best job of maintaining staff levels: just 21.6% of museums with operating budgets below \$250,000 experienced a net decline in staffing, as opposed to 59.2% of museums with operating budgets in excess of \$3 million. Regionally, museums in the mountain-plains states were least likely to experience a decline in staffing. This is consistent with findings from the annual surveys of economic conditions conducted by the American Alliance of Museums for 2009 and 2010, in which museums in the MPMA region reported a much lower level of economic distress than their counterparts elsewhere in the nation. Net changes in staffing were similar for museums across all disciplines (with the exception of the “other” museums in this sample, which cannot be reliably analyzed in more detail). Government-operated museums were much more likely than other museums to experience a decline in staffing—and the least likely to experience any net growth in staffing. This is not surprising, given the sharp decline in all public-sector employment since 2008.⁵

4 See Philip M. Katz, *Museums and the American Economy in 2011* (AAM, 2012) at <http://www.aam-us.org/docs/research/acme12-final.pdf> and early reports in this annual series from 2010 and 2011.

5 Michael Greenstone and Adam Looney, “A Record Decline in Government Jobs: Implications for the Economy and America's Workforce” (Brookings Institution, August 3, 2012) at <http://www.brookings.edu/blogs/jobs/posts/2012/08/03-jobs-greenstone-looney>.

Figure II-1 Trends in Museum Employment (2008-2010)
 Museums reporting a **decrease** (to the left) or **increase** (to the right) in staff size



Employees by position

This report focuses on full-time paid staff, but we know that most museums rely on a mix of full-time, part-time and volunteer staffing. Table II-6 offers an aggregate picture of this mix across all the museums that responded to the regional surveys. (Actually, the picture here is limited to museums that reported at least one paid staffer in one of the 48 professional positions on the list, which means that it understates the extent to which museums rely on unpaid labor.) More than 81% of all museum professionals in this sample were full-time employees, but every position on the list was filled by at least a few part-time employees. Three-quarters of positions were also filled by at least a few volunteers, whether full-time or part-time; yet no professional position was dominated by volunteers or even by part-time workers (the closest was “Librarian Assistant,” with 12.7% working as volunteers and 46% working as paid part-time staff). Position descriptions are included in Chapter IV of this report.

Table II-6 Responses by Position, with Employment Status

	Full-time	Part-time	Volunteer	n=
Director/CEO/President	89.6%	7.9%	2.5%	481
Vice-President/Deputy/Associate/Assistant Director—Administration/Operations	89.4%	7.8%	2.8%	179
Deputy/Associate/Assistant Director—Program	90.7%	8.5%	0.8%	118
Chief Financial Officer/Controller	82.1%	9.3%	8.6%	162
Business Manager	78.4%	21.6%	0.0%	102
Human Resources Director	82.5%	17.5%	0.0%	57
Director/Manager of Information Services & Technology	90.8%	6.2%	3.1%	65
Information Services & Technology B	89.1%	10.9%	0.0%	55
Administrative Assistant to Director or Department/Division Head	79.8%	19.4%	0.8%	247
Office Manager	74.5%	25.5%	0.0%	102
Chief of Security	93.1%	6.9%	0.0%	72
Facilities Director	91.4%	8.0%	0.6%	162
Archivist	70.4%	25.6%	4.0%	125
Curator A/Chief Curator	88.7%	9.4%	1.9%	212
Curator B/Senior Curator	89.7%	8.3%	1.9%	156
Curator C/Assistant Curator	79.2%	17.9%	2.8%	106
Curatorial Assistant	54.6%	41.2%	4.1%	97
Registrar A/Collections Manager	81.8%	16.0%	2.1%	187
Registrar B/Assistant Registrar	66.2%	31.0%	2.8%	71

Table II-6 Responses by Position, with Employment Status (continued)

	Full-time	Part-time	Volunteer	n=
Conservator A	90.6%	3.1%	6.3%	32
Conservator B	73.7%	26.3%	0.0%	19
Head Librarian	71.0%	20.3%	8.7%	69
Librarian Assistant	41.3%	46.0%	12.7%	63
Educator A/Director of Education	89.0%	10.1%	0.9%	228
Educator B	77.7%	21.8%	0.4%	229
Educational Assistant	52.0%	46.5%	1.6%	127
Public Programs Manager/Outreach Coordinator	85.7%	14.3%	0.0%	105
Visitor Services Manager	80.7%	17.9%	1.4%	140
Volunteer Coordinator	54.4%	35.9%	9.7%	103
Exhibition Designer/Chief of Exhibitions	92.2%	4.9%	2.9%	103
Coordinator of Exhibitions	88.1%	9.5%	2.4%	42
Technician/Preparator	83.1%	16.3%	0.6%	160
Vice-President/Director of External Affairs	93.5%	4.3%	2.2%	46
Director of Marketing	85.4%	13.1%	1.5%	130
Development A, Vice-President/Director of Development	91.6%	6.9%	1.5%	131
Development B	81.9%	18.1%	0.0%	105
Major Gifts Officer	85.3%	11.8%	2.9%	34
Grants Manager	74.6%	20.6%	4.8%	63
Public Relations A, Director of Public Relations	88.5%	11.5%	0.0%	52
Public Relations B	76.5%	23.5%	0.0%	51
Membership A, Director of Membership	75.0%	11.8%	13.2%	76
Membership B	75.0%	23.5%	1.5%	68
Director of Publications/Editor	78.3%	10.9%	10.9%	46
Museum Store Manager	69.0%	22.6%	8.4%	155
Functions Manager (Rentals/Special Events)	81.8%	18.2%	0.0%	99
Social Media Manager	85.0%	10.0%	5.0%	20
Web Manager	75.0%	11.5%	13.5%	52
Graphic Designer	94.9%	5.1%	0.0%	39
All	81.3%	16.0%	2.7%	5,343

Demographics at a glance

Table II-7 and Table II-8 offer a demographic snapshot of museum professionals, with information about gender, age, academic credentials, and incumbency (i.e., how many years they have worked in the current position). In this case, the sample is limited to full-time workers for whom the participating museums also provided salary information. The demographic information they provided was not always complete, however, so we have included sampled sizes (“n”) for every data point. As always, larger samples sizes are more likely to reflect national realities.

Two-thirds of all museum professionals in the sample were women. (By another measure, just 47.5% of all museum employees in 2009 were women, but this figure includes *anyone* who worked for “museums, historical sites, and similar institutions” in any capacity; see the Appendix for more details.) Women outnumbered men in 40 of the 48 full-time positions, ranging from 95% of the Administrative Assistants and 92% of the Volunteer Coordinators to 60% of the CFO/Controllers and Graphic Designers. Men significantly outnumbered women in just a few areas of museum practice, including IT, exhibit installation, facilities, and security. Very few positions demonstrated a true gender balance; the closest were Coordinators of Exhibitions, Web Managers, and Director/CEOs.⁶

Although the distribution of academic credentials varies from position to position in this sample, the museum professionals as a group are very well educated: more than 85% have earned bachelor’s degrees or more (versus 27.9% of the general population age 25 and older).⁷ This statistic says nothing about the necessary or desired credentials for each position, just the actual attainments of the incumbents.

The median age of all museum professionals in the sample was 46. Unsurprisingly, senior positions tended to be filled by relatively older workers and entry level or assistant positions by relatively younger workers. The typical worker in this sample was in her fourth year in the same position, but a few museum professions have notably higher rates of incumbency (especially the Senior Curators and Conservators, with medians of 9.5 and 9 years in the same positions). Workers in development and web/social media have relatively high turnover rates, with median incumbency in the 2-3 year range.

6 For an overview of changing gender dynamics in the museum field, especially in leadership positions, see Marjorie Schwarzer, “Women in the Temple: Gender and Leadership in Museums,” *Museum* 85:3 (May/June 2007), pp. 56-64.

7 Camille L. Ryan and Julie Siebens, “Educational Attainment in the United States: 2009” (U.S. Census Bureau, February 2012), Table 1 at <http://www.census.gov/prod/2012pubs/p20-566.pdf>.

Table II-7 Demographics at a Glance, Part 1

Note: The sample for each position is limited to full-time employees with salary information.	Gender			Age			
	Female	Male	n=	25th percentile	Median	75th percentile	n=
Director/CEO/President	57.2%	42.8%	407	46.0	55.0	60.0	382
Vice-President/Deputy/Associate/Assistant Director—Administration/Operations	60.5%	39.5%	147	42.0	51.0	57.0	131
Deputy/Associate/Assistant Director—Program	68.6%	31.4%	102	37.0	49.0	56.0	95
Chief Financial Officer/Controller	59.8%	40.2%	132	47.0	54.0	59.0	116
Business Manager	87.0%	13.0%	77	41.0	51.0	58.0	75
Human Resources Director	87.0%	13.0%	46	41.5	54.0	58.8	41
Director/Manager of Information Services & Technology	20.4%	79.6%	54	37.3	45.0	51.0	48
Information Services & Technology B	12.5%	87.5%	48	30.8	37.0	45.8	42
Administrative Assistant to Director or Department/Division Head	94.6%	5.4%	185	37.0	50.0	57.0	167
Office Manager	91.7%	8.3%	72	35.8	48.0	55.3	70
Chief of Security	7.8%	92.2%	64	41.0	54.0	59.0	57
Facilities Director	12.3%	87.7%	146	45.0	52.0	57.0	136
Archivist	77.5%	22.5%	80	34.3	44.0	55.8	76
Curator A/Chief Curator	62.0%	38.0%	179	39.0	49.0	58.0	171
Curator B/Senior Curator	63.7%	36.3%	135	40.0	49.0	57.0	118
Curator C/Assistant Curator	66.3%	33.8%	80	29.0	33.0	47.3	68
Curatorial Assistant	79.6%	20.4%	49	28.0	31.0	40.0	41
Registrar A/Collections Manager	75.5%	24.5%	147	33.0	43.0	52.5	133
Registrar B/Assistant Registrar	79.5%	20.5%	44	30.0	36.0	44.8	36
Conservator A	66.7%	33.3%	27	49.3	54.5	58.8	24
Conservator B	71.4%	28.6%	14	38.0	44.0	49.0	13
Head Librarian	73.9%	26.1%	46	36.5	51.0	57.5	42
Librarian Assistant	75.0%	25.0%	24	28.0	35.5	54.5	22
Educator A/Director of Education	80.6%	19.4%	196	35.0	43.0	52.3	182
Educator B	81.3%	18.7%	171	29.0	34.0	47.0	155
Educational Assistant	83.1%	16.9%	65	27.0	30.0	45.5	57
Public Programs Manager/Outreach Coordinator	79.5%	20.5%	83	32.0	40.0	50.0	77
Volunteer Coordinator	92.0%	8.0%	50	32.0	44.0	60.5	48

Table II-7 Demographics at a Glance, Part 1 (continued)

Note: The sample for each position is limited to full-time employees with salary information.	Gender			Age			
	Female	Male	n=	25th percentile	Median	75th percentile	n=
Exhibition Designer/Chief of Exhibitions	38.6%	61.4%	88	40.0	47.5	54.8	80
Coordinator of Exhibitions	48.6%	51.4%	35	30.5	41.5	54.3	34
Technician/Preparator	12.8%	87.2%	125	35.0	44.5	55.0	104
Vice-President/Director of External Affairs	69.0%	31.0%	42	42.5	49.0	56.5	41
Director of Marketing	84.3%	15.7%	108	34.0	41.5	48.0	100
Development A, Vice-President/Director of Development	78.1%	21.9%	114	40.5	50.0	56.0	105
Development B	86.6%	13.4%	82	30.0	40.0	51.0	67
Major Gifts Officer	60.7%	39.3%	28	34.0	42.0	54.0	23
Grants Manager	81.4%	18.6%	43	33.3	43.5	48.0	36
Public Relations A, Director of Public Relations	86.4%	13.6%	44	31.0	42.5	52.3	38
Public Relations B	89.2%	10.8%	37	25.5	28.0	35.5	29
Membership A, Director of Membership	82.7%	17.3%	52	30.0	35.0	50.0	47
Membership B	85.7%	14.3%	49	28.0	32.0	48.3	46
Director of Publications/Editor	67.6%	32.4%	34	43.0	46.5	57.5	28
Museum Store Manager	81.8%	18.2%	99	41.3	49.0	57.0	88
Functions Manager (Rentals/Special Events)	89.7%	10.3%	78	32.0	41.0	50.0	71
Social Media Manager	64.3%	35.7%	14	29.0	31.5	42.3	14
Web Manager	47.2%	52.8%	36	29.3	34.5	40.0	32
Graphic Designer	59.5%	40.5%	37	29.0	31.0	44.0	33
All	67.0%	33.0%	4,125	35.0	46.0	56.0	3,741

Table II-8 Demographics at a Glance, Part 2

Note: The sample for each position is limited to full-time employees with salary information.	Highest Academic Degree							Years in Position	
	High school	2-year degree	4-year degree (BA or BS)	Master's degree	Doctorate	Other	n=	Median	n=
Director/CEO/President	2.0%	1.2%	24.1%	56.3%	14.6%	1.7%	403	5.0	406
Vice-President/Deputy/Associate/Assistant Director—Administration/Operations	7.7%	2.8%	38.0%	45.8%	4.2%	1.4%	142	6.0	141
Deputy/Associate/Assistant Director—Program	1.0%	1.0%	21.6%	64.9%	11.3%	0.0%	97	4.8	98
Chief Financial Officer/Controller	5.7%	11.4%	38.2%	38.2%	0.8%	5.7%	123	4.5	126
Business Manager	16.9%	16.9%	49.4%	10.4%	1.3%	5.2%	77	6.0	76
Human Resources Director	4.8%	11.9%	50.0%	26.2%	0.0%	7.1%	42	7.0	45
Director/Manager of Information Services & Technology	11.1%	15.6%	64.4%	8.9%	0.0%	0.0%	45	5.0	51
Information Services & Technology B	16.7%	14.3%	54.8%	9.5%	0.0%	4.8%	42	3.7	46
Administrative Assistant to Director or Department/Division Head	24.3%	18.1%	48.0%	7.9%	0.6%	1.1%	177	4.0	182
Office Manager	37.5%	16.7%	38.9%	5.6%	0.0%	1.4%	72	4.5	72
Chief of Security	32.2%	13.6%	35.6%	10.2%	0.0%	8.5%	59	6.0	63
Facilities Director	38.2%	14.7%	35.3%	7.4%	0.0%	4.4%	136	7.0	141
Archivist	1.2%	1.2%	24.4%	69.5%	3.7%	0.0%	82	6.0	79
Curator A/Chief Curator	2.3%	1.1%	18.6%	55.9%	20.3%	1.7%	177	7.0	175
Curator B/Senior Curator	1.6%	0.0%	16.5%	58.3%	23.6%	0.0%	127	9.0	131
Curator C/Assistant Curator	0.0%	6.7%	30.7%	46.7%	16.0%	0.0%	75	3.0	77
Curatorial Assistant	2.3%	4.5%	47.7%	43.2%	2.3%	0.0%	44	3.0	43
Registrar A/Collections Manager	1.4%	2.8%	45.5%	46.2%	2.8%	1.4%	143	6.0	145
Registrar B/Assistant Registrar	4.8%	4.8%	45.2%	45.2%	0.0%	0.0%	42	4.0	42
Conservator A	0.0%	0.0%	34.8%	65.2%	0.0%	0.0%	23	9.5	26
Conservator B	7.7%	7.7%	38.5%	46.2%	0.0%	0.0%	13	8.0	14
Head Librarian	2.2%	2.2%	13.3%	80.0%	2.2%	0.0%	45	8.5	46
Librarian Assistant	4.2%	0.0%	50.0%	41.7%	4.2%	0.0%	24	3.0	25
Educator A/Director of Education	0.5%	0.5%	28.9%	63.2%	6.3%	0.5%	190	5.0	194
Educator B	0.6%	3.1%	46.3%	47.5%	2.5%	0.0%	162	3.0	168
Educational Assistant	4.8%	0.0%	77.8%	17.5%	0.0%	0.0%	63	3.0	64

Table II-8 Demographics at a Glance, Part 2 (continued)

Note: The sample for each position is limited to full-time employees with salary information.	Highest Academic Degree							Years in Position	
	High school	2-year degree	4-year degree	Master's degree	Doctorate	Other	n=	Median	n=
Public Programs Manager/ Outreach Coordinator	3.8%	1.3%	53.2%	40.5%	0.0%	1.3%	79	3.0	79
Visitor Services Manager	14.7%	10.8%	63.7%	9.8%	0.0%	1.0%	102	3.0	105
Volunteer Coordinator	10.4%	2.1%	64.6%	22.9%	0.0%	0.0%	48	3.0	48
Exhibition Designer/Chief of Exhibitions	1.2%	4.8%	57.8%	31.3%	2.4%	2.4%	83	6.0	86
Coordinator of Exhibitions	8.8%	2.9%	55.9%	32.4%	0.0%	0.0%	34	4.0	36
Technician/Preparator	17.1%	10.5%	59.0%	13.3%	0.0%	0.0%	105	5.0	118
Vice-President/Director of External Affairs	2.5%	0.0%	47.5%	42.5%	2.5%	5.0%	40	4.0	41
Director of Marketing	1.0%	1.0%	75.7%	21.4%	0.0%	1.0%	103	3.5	105
Development A, Vice-President/Director of Development	0.0%	2.7%	62.7%	30.0%	3.6%	0.9%	110	3.0	111
Development B	1.3%	2.7%	69.3%	24.0%	1.3%	1.3%	75	2.0	79
Major Gifts Officer	0.0%	0.0%	70.0%	30.0%	0.0%	0.0%	20	2.0	27
Grants Manager	0.0%	0.0%	53.8%	43.6%	2.6%	0.0%	39	2.0	43
Public Relations A, Director of Public Relations	0.0%	0.0%	82.5%	17.5%	0.0%	0.0%	40	4.0	43
Public Relations B	2.9%	0.0%	88.6%	8.6%	0.0%	0.0%	35	2.0	37
Membership A, Director of Membership	10.6%	6.4%	59.6%	17.0%	2.1%	4.3%	47	3.0	51
Membership B	8.5%	12.8%	68.1%	10.6%	0.0%	0.0%	47	3.0	49
Director of Publications/Editor	3.2%	0.0%	48.4%	29.0%	19.4%	0.0%	31	6.0	33
Museum Store Manager	17.9%	14.7%	58.9%	8.4%	0.0%	0.0%	95	4.0	95
Functions Manager (Rentals/Special Events)	10.0%	8.6%	68.6%	12.9%	0.0%	0.0%	70	4.0	76
Social Media Manager	0.0%	7.7%	84.6%	7.8%	0.0%	0.0%	13	2.3	14
Web Manager	3.1%	6.3%	81.3%	6.3%	3.1%	0.0%	32	3.0	35
Graphic Designer	6.1%	6.1%	81.8%	6.1%	0.0%	0.0%	33	4.0	35
All	7.7%	5.6%	44.8%	35.3%	5.1%	1.4%	3,906	4.0	4,022

Chapter III.

OVERVIEW OF MUSEUM SALARIES (FULL-TIME POSITIONS)

We expect that, for many users, this will be the most frequently consulted section of the *National Comparative Museum Salary Study*: an overview of the typical salaries paid to museum professionals in 48 different full-time positions. Table III-1 provides the most detailed overview of the individual positions, with salaries listed at the 10th, 25th, 50th (median), 75th, and 90th percentile levels. Table III-2 only lists median salaries, but broken out by region. Tables III-3 and III-4 also list median salaries, but broken out by museum budget size.

A few things to remember while reviewing these tables:

- The salary figures represent annual base salaries *only*, and do not include any other forms of compensation (benefits, bonuses, non-monetary perks, etc.)
- Salaries are as of December 2010 and should be adjusted for subsequent inflation. Museum budgets are operating budgets, usually for the fiscal year that included December 2010 but sometimes for calendar year 2011 instead.
- Position descriptions appear in Chapter IV below.

The *2011 Salary & Benefits Survey* from the Southeastern Museums Conference, which draws upon the same data as this report, includes some very good advice about using quartiles to review institutional salary structures:

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

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

Looking at the regional distribution of salaries, we note that museum salaries are generally highest in New England (21 positions) and the Midwest (15 positions), and lowest in the Mountain-Plains region (17 positions) and Southeast (16 positions). This is consistent with a recent survey of senior executives at nonprofits, which showed higher than average salaries in the Northeast (including the Mid-Atlantic states) and lower than average salaries in the Southeast and the states encompassed by MPMA.¹

¹ "Special Report: NPT Salary & Benefits Study," *The Nonprofit Times* (February 13, 2012) at http://www.thenonproffitimes.com/print/1328116318_2-1-12_SpecialReport2.pdf.

Table III-1 Salaries at a Glance

Note: The sample for each position is limited to full-time employees with salary information.	10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Director/CEO/President	\$40,169	\$54,045	\$75,000	\$120,000	\$177,917	410
Vice-President/Deputy/Associate/Assistant Director—Administration/Operations	\$39,880	\$44,250	\$67,423	\$99,383	\$126,104	148
Deputy/Associate/Assistant Director—Program	\$32,000	\$43,555	\$66,303	\$86,921	\$105,000	102
Chief Financial Officer/Controller	\$40,200	\$52,500	\$69,216	\$88,181	\$120,000	133
Business Manager	\$25,384	\$34,300	\$41,371	\$52,324	\$69,200	77
Human Resources Director	\$40,640	\$50,000	\$70,377	\$86,944	\$101,459	47
Director/Manager of Information Services & Technology	\$38,134	\$50,279	\$68,848	\$85,652	\$102,400	55
Information Services & Technology B	\$32,207	\$38,547	\$48,839	\$58,822	\$73,767	48
Administrative Assistant to Director or Department/Division Head	\$28,000	\$32,000	\$38,000	\$45,500	\$52,565	187
Office Manager	\$26,088	\$29,152	\$33,007	\$38,102	\$51,300	73
Chief of Security	\$28,162	\$33,381	\$45,534	\$53,716	\$66,148	65
Facilities Director	\$32,431	\$40,943	\$51,247	\$69,294	\$88,391	146
Archivist	\$30,300	\$36,935	\$42,833	\$49,879	\$62,745	82
Curator A/Chief Curator	\$32,000	\$40,905	\$56,150	\$73,084	\$101,800	181
Curator B/Senior Curator	\$36,259	\$41,796	\$53,000	\$66,412	\$85,980	137
Curator C/Assistant Curator	\$27,540	\$32,090	\$37,878	\$45,125	\$60,000	82
Curatorial Assistant	\$24,000	\$27,000	\$32,378	\$37,094	\$40,000	50
Registrar A/Collections Manager	\$30,900	\$36,883	\$42,201	\$51,950	\$60,000	148
Registrar B/Assistant Registrar	\$28,420	\$32,640	\$37,613	\$42,250	\$46,157	45
Conservator A	\$33,565	\$44,000	\$64,168	\$83,722	\$95,148	27
Conservator B	\$32,758	\$36,875	\$46,250	\$52,167	\$56,434	14
Head Librarian	\$37,222	\$42,075	\$47,879	\$62,000	\$77,580	48
Librarian Assistant	\$27,100	\$30,342	\$35,000	\$38,820	\$44,790	25
Educator A/Director of Education	\$32,000	\$37,214	\$47,341	\$62,558	\$83,264	198
Educator B	\$27,750	\$31,000	\$37,609	\$44,799	\$51,595	174
Educational Assistant	\$24,638	\$27,330	\$31,000	\$36,000	\$39,849	65
Public Programs Manager/Outreach Coordinator	\$29,200	\$32,990	\$38,566	\$46,034	\$54,723	83

Table III-1 Salaries at a Glance (continued)

Note: The sample for each position is limited to full-time employees with salary information.	10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Visitor Services Manager	\$24,408	\$30,150	\$37,900	\$46,526	\$55,673	110
Volunteer Coordinator	\$26,367	\$30,509	\$36,049	\$42,000	\$45,494	51
Exhibition Designer/Chief of Exhibitions	\$38,000	\$43,997	\$50,000	\$65,230	\$82,200	89
Coordinator of Exhibitions	\$35,346	\$38,675	\$44,636	\$54,000	\$68,556	36
Technician/Preparator	\$26,971	\$32,000	\$36,450	\$41,955	\$48,170	128
Vice-President/Director of External Affairs	\$44,200	\$64,126	\$84,096	\$121,250	\$164,900	42
Director of Marketing	\$34,000	\$40,000	\$50,000	\$66,500	\$84,600	109
Development A, Vice-President/Director of Development	\$40,309	\$57,140	\$73,408	\$94,900	\$153,000	116
Development B	\$32,725	\$40,000	\$48,400	\$70,000	\$80,720	86
Major Gifts Officer	\$41,454	\$56,229	\$69,000	\$92,175	\$114,609	28
Grants Manager	\$40,300	\$43,628	\$50,000	\$57,906	\$70,860	44
Public Relations A, Director of Public Relations	\$33,230	\$39,250	\$51,000	\$65,300	\$79,680	45
Public Relations B	\$25,000	\$28,341	\$37,900	\$45,542	\$52,758	38
Membership A, Director of Membership	\$28,000	\$35,000	\$41,200	\$56,500	\$77,060	53
Membership B	\$26,502	\$30,181	\$33,634	\$38,006	\$43,817	50
Director of Publications/Editor	\$34,924	\$44,500	\$54,000	\$65,280	\$84,612	35
Museum Store Manager	\$28,030	\$31,675	\$38,448	\$45,000	\$62,000	100
Functions Manager (Rentals/Special Events)	\$30,900	\$35,875	\$41,460	\$50,033	\$62,422	78
Social Media Manager	\$28,065	\$35,750	\$42,950	\$52,250	\$61,400	14
Web Manager	\$36,000	\$38,965	\$47,857	\$55,925	\$65,600	36
Graphic Designer	\$31,918	\$34,060	\$44,776	\$51,605	\$62,860	37

Table III-2 Salaries at a Glance by Region

Note: The sample for each position is limited to full-time employees with salary information.	AMM		MPMA		NEMA		SEMC	
	Median salary	n=	Median salary	n=	Median salary	n=	Median salary	n=
Director/CEO/President	\$90,000	85	\$61,000	85	\$84,217	143	\$82,000	97
Vice-President/Deputy/Associate/Assistant Director — Administration/Operations	\$76,000	39	\$50,000	17	\$82,567	51	\$55,000	41
Deputy/Associate/Assistant Director — Program	\$80,027	25	\$63,936	12	\$66,000	43	\$43,000	22
Chief Financial Officer/Controller	\$65,000	36	\$78,320	15	\$70,000	51	\$70,000	31
Business Manager	\$40,368	15	\$33,844	11	\$46,799	28	\$37,000	23
Human Resources Director	\$71,200	17	\$70,377	9	\$73,200	13	\$47,180	8
Director/Manager of Information Services & Technology	\$71,168	17	\$77,346	9	\$67,092	19	\$57,374	10
Information Services & Technology B	\$54,663	18	\$48,839	11	\$44,100	11	\$41,739	8
Administrative Assistant to Director or Department/Division Head	\$40,000	53	\$35,172	30	\$39,922	54	\$36,105	50
Office Manager	\$33,000	17	\$33,384	19	\$35,000	17	\$30,633	20
Chief of Security	\$42,689	20	\$33,660	15	\$48,000	15	\$46,500	15
Facilities Director	\$53,021	43	\$52,000	19	\$51,662	56	\$45,873	28
Archivist	\$41,200	20	\$43,029	22	\$42,920	25	\$42,000	15
Curator A/Chief Curator	\$60,000	41	\$47,597	45	\$64,700	45	\$56,936	50
Curator B/Senior Curator	\$52,463	34	\$47,990	26	\$58,799	42	\$54,230	35
Curator C/Assistant Curator	\$37,878	24	\$37,600	21	\$40,000	19	\$41,137	18
Curatorial Assistant	\$34,833	14	\$32,250	6	\$32,000	19	\$32,500	11
Registrar A/Collections Manager	\$45,886	35	\$42,765	28	\$44,000	47	\$40,728	38
Registrar B/Assistant Registrar	\$35,525	13	\$38,336	7	\$38,413	16	\$37,336	9
Conservator A	\$52,975	11	\$63,704	4	\$69,205	12	**	0
Conservator B	\$51,500	6	**	1	\$46,250	6	**	1
Head Librarian	\$45,864	15	\$47,879	10	\$48,264	18	\$53,000	5
Librarian Assistant	\$32,625	5	**	0	\$36,650	16	\$34,000	4
Educator A/Director of Education	\$47,685	51	\$42,617	32	\$52,260	71	\$43,250	44
Educator B	\$39,302	58	\$34,599	17	\$36,591	60	\$36,000	39
Educational Assistant	\$29,000	19	\$27,705	6	\$34,270	23	\$31,824	17
Public Programs Manager/Outreach Coordinator	\$44,324	23	\$34,388	12	\$40,150	28	\$35,898	20
Visitor Services Manager	\$43,083	30	\$37,500	13	\$39,000	41	\$34,637	26

Table III-2 Salaries at a Glance by Region (continued)

Note: The sample for each position is limited to full-time employees with salary information.	AMM		MPMA		NEMA		SEMC	
	Median salary	n=	Median salary	n=	Median salary	n=	Median salary	n=
Volunteer Coordinator	\$35,583	22	\$35,699	7	\$36,788	11	\$39,250	11
Exhibition Designer/Chief of Exhibitions	\$49,600	25	\$45,785	20	\$56,029	28	\$45,254	16
Coordinator of Exhibitions	\$40,800	16	\$45,424	4	\$45,000	9	\$45,000	7
Technician/Preparator	\$34,445	49	\$32,695	16	\$40,023	36	\$38,000	27
Vice-President/Director of External Affairs	\$92,500	16	**	2	\$80,000	17	\$64,501	7
Director of Marketing	\$54,088	30	\$43,000	12	\$50,900	37	\$43,500	30
Development A, Vice-President/Director of Development	\$74,984	37	\$57,042	9	\$76,050	45	\$70,000	25
Development B	\$54,500	29	\$42,500	6	\$52,500	33	\$40,613	18
Major Gifts Officer	\$61,651	13	**	1	\$85,000	11	\$55,000	3
Grants Manager	\$47,000	19	\$55,500	6	\$52,700	15	\$49,710	4
Public Relations A, Director of Public Relations	\$48,000	19	\$65,000	3	\$65,600	11	\$40,375	12
Public Relations B	\$37,000	15	\$48,000	5	\$34,000	8	\$36,750	10
Membership A, Director of Membership	\$46,000	21	\$50,559	4	\$44,263	18	\$32,750	10
Membership B	\$31,886	19	\$31,211	5	\$36,000	21	\$35,700	5
Director of Publications/Editor	\$50,000	15	\$48,258	5	\$60,250	10	\$63,000	5
Museum Store Manager	\$41,773	27	\$36,264	15	\$40,000	33	\$33,000	25
Functions Manager (Rentals/Special Events)	\$39,700	26	\$43,268	5	\$48,375	26	\$36,800	21
Social Media Manager	\$40,000	7	**	2	\$50,500	4	**	1
Web Manager	\$41,000	15	\$49,820	3	\$49,480	15	\$53,000	3
Graphic Designer	\$41,900	27	**	2	\$44,879	7	**	1

Table III-3 Salaries at a Glance by Budget Size (2010/11), Part 1

Note: The sample for each position is limited to full-time employees with salary information.	< \$250,000		\$250,001 to \$500,000		\$500,001 to \$1 million	
	Median salary	n=	Median salary	n=	Median salary	n=
Director/CEO/President	\$43,680	85	\$61,246	84	\$70,000	62
Vice-President/Deputy/Associate/Assistant Director — Administration/Operations	\$36,000	6	\$40,000	21	\$50,870	18
Deputy/Associate/Assistant Director — Program	\$29,210	4	\$34,750	11	\$49,000	11
Chief Financial Officer/Controller	\$77,863	4	\$55,000	3	\$66,500	14
Business Manager	\$41,006	7	\$30,000	9	\$38,300	10
Human Resources Director	**	0	**	0	**	1
Director/Manager of Information Services & Technology	**	1	**	0	**	0
Information Services & Technology B	**	0	**	1	**	1
Administrative Assistant to Director or Department/Division Head	\$27,489	12	\$30,000	13	\$35,000	16
Office Manager	\$27,500	4	\$29,252	11	\$32,709	16
Chief of Security	**	0	**	1	**	2
Facilities Director	\$41,200	3	\$32,400	8	\$37,440	15
Archivist	\$22,709	5	\$33,300	10	\$36,839	9
Curator A/Chief Curator	\$42,500	17	\$35,500	18	\$40,000	27
Curator B/Senior Curator	**	2	\$38,661	9	\$45,000	12
Curator C/Assistant Curator	**	1	\$28,500	6	\$38,864	3
Curatorial Assistant	**	1	\$24,500	4	**	0
Registrar A/Collections Manager	\$40,000	7	\$36,000	13	\$36,477	20
Registrar B/Assistant Registrar	**	0	**	1	\$32,710	3
Conservator A	**	0	**	0	**	0
Conservator B	**	0	**	0	**	0
Head Librarian	**	1	**	2	**	2
Librarian Assistant	**	0	**	0	**	1
Educator A/Director of Education	\$33,498	10	\$34,750	23	\$36,500	32
Educator B	\$44,000	3	\$29,643	12	\$33,420	17
Educational Assistant	**	0	**	1	\$27,660	5
Public Programs Manager/Outreach Coordinator	\$33,000	3	\$33,500	10	\$35,775	11
Visitor Services Manager	**	0	\$25,000	9	\$33,150	15

Table III-3 Salaries at a Glance by Budget Size (2010/11), Part 1 (continued)

Note: The sample for each position is limited to full-time employees with salary information.	< \$250,000		\$250,001 to \$500,000		\$500,001 to \$1 million	
	Median salary	n=	Median salary	n=	Median salary	n=
Volunteer Coordinator	**	0	**	1	**	2
Exhibition Designer/Chief of Exhibitions	**	1	\$38,554	5	\$39,780	13
Coordinator of Exhibitions	**	0	**	0	**	2
Technician/Preparator	**	1	\$31,181	5	**	2
Vice-President/Director of External Affairs	**	0	**	1	\$45,000	4
Director of Marketing	**	1	\$37,505	5	\$38,359	12
Development A, Vice-President/Director of Development	**	2	\$37,323	9	\$52,003	10
Development B	**	0	**	1	**	2
Major Gifts Officer	**	0	**	0	**	1
Grants Manager	**	0	\$50,000	3	**	0
Public Relations A, Director of Public Relations	**	1	**	0	**	1
Public Relations B	**	0	**	1	**	0
Membership A, Director of Membership	**	0	**	0	\$26,500	4
Membership B	**	0	**	1	**	1
Director of Publications/Editor	**	0	**	0	**	1
Museum Store Manager	**	1	**	1	\$30,530	14
Functions Manager (Rentals/Special Events)	**	0	\$33,326	5	**	1
Social Media Manager	**	0	**	0	**	1
Web Manager	**	0	**	0	**	0
Graphic Designer	**	0	**	0	**	0

Table III-4 Salaries at a Glance by Budget Size (2010/11), Part 2

Note: The sample for each position is limited to full-time employees with salary information.	\$1-\$3 million		\$3-\$10 million		>\$10 million	
	Median salary	n=	Median salary	n=	Median salary	n=
Director/CEO/President	\$100,000	96	\$156,811	59	\$273,750	24
Vice-President/Deputy/Associate/Assistant Director — Administration/Operations	\$60,000	43	\$87,160	42	\$156,000	18
Deputy/Associate/Assistant Director — Program	\$45,693	28	\$74,897	29	\$105,000	19
Chief Financial Officer/Controller	\$69,216	37	\$68,601	50	\$72,500	25
Business Manager	\$39,590	27	\$51,641	14	\$60,750	10
Human Resources Director	\$47,230	6	\$62,000	23	\$85,280	17
Director/Manager of Information Services & Technology	\$46,958	8	\$62,000	25	\$78,526	21
Information Services & Technology B	\$41,400	5	\$48,839	20	\$53,720	21
Administrative Assistant to Director or Department/Division Head	\$36,365	40	\$43,282	60	\$43,123	46
Office Manager	\$33,992	22	\$31,929	13	\$45,400	7
Chief of Security	\$32,343	17	\$46,998	24	\$54,993	21
Facilities Director	\$45,780	49	\$56,139	47	\$86,810	24
Archivist	\$42,920	13	\$50,715	27	\$42,765	18
Curator A/Chief Curator	\$56,150	61	\$76,422	39	\$102,000	19
Curator B/Senior Curator	\$45,371	33	\$59,000	45	\$61,319	36
Curator C/Assistant Curator	\$36,800	20	\$39,437	29	\$47,813	23
Curatorial Assistant	\$28,000	14	\$36,189	18	\$35,000	13
Registrar A/Collections Manager	\$41,478	50	\$50,813	36	\$50,049	22
Registrar B/Assistant Registrar	\$31,504	5	\$39,253	24	\$37,057	12
Conservator A	**	1	\$64,168	13	\$68,000	13
Conservator B	**	0	\$38,800	5	\$51,000	9
Head Librarian	\$43,848	10	\$55,000	19	\$50,764	14
Librarian Assistant	**	2	\$38,820	13	\$30,940	9
Educator A/Director of Education	\$47,485	67	\$61,688	41	\$90,000	25
Educator B	\$35,500	58	\$42,000	52	\$46,661	32
Educational Assistant	\$29,000	13	\$31,549	25	\$34,810	21
Public Programs Manager/Outreach Coordinator	\$37,830	22	\$38,480	21	\$47,040	16
Visitor Services Manager	\$35,000	28	\$43,558	34	\$44,748	24

Table III-4 Salaries at a Glance by Budget Size (2010/11), Part 2

Note: The sample for each position is limited to full-time employees with salary information.	\$1-\$3 million		\$3-\$10 million		>\$10 million	
	Median salary	n=	Median salary	n=	Median salary	n=
Volunteer Coordinator	\$35,000	11	\$35,966	19	\$38,260	18
Exhibition Designer/Chief of Exhibitions	\$48,450	26	\$51,501	24	\$66,355	20
Coordinator of Exhibitions	\$40,000	5	\$50,000	15	\$40,800	14
Technician/Preparator	\$37,588	30	\$36,400	57	\$36,400	33
Vice-President/Director of External Affairs	\$64,501	9	\$88,528	16	\$150,496	12
Director of Marketing	\$44,500	38	\$59,500	35	\$68,765	18
Development A, Vice-President/Director of Development	\$64,154	37	\$87,387	36	\$127,400	22
Development B	\$39,000	19	\$48,400	36	\$55,278	28
Major Gifts Officer	**	2	\$60,661	10	\$79,560	15
Grants Manager	\$46,600	3	\$51,228	18	\$49,336	20
Public Relations A, Director of Public Relations	\$34,636	12	\$49,811	12	\$65,600	19
Public Relations B	\$36,000	7	\$35,555	16	\$38,847	14
Membership A, Director of Membership	\$35,500	13	\$43,363	18	\$64,965	18
Membership B	\$31,824	11	\$32,750	20	\$36,000	17
Director of Publications/Editor	\$49,000	5	\$56,650	15	\$56,421	14
Museum Store Manager	\$36,459	32	\$41,389	36	\$61,951	16
Functions Manager (Rentals/Special Events)	\$39,747	21	\$40,460	30	\$50,131	21
Social Media Manager	\$40,000	3	**	2	\$48,950	8
Web Manager	\$42,744	5	\$40,627	17	\$53,000	14
Graphic Designer	**	2	\$39,258	12	\$44,776	23

Chapter IV.

SALARY DETAILS FOR FULL-TIME POSITIONS

This section provides another view of the typical annual salaries for 48 museum positions. There is one table for each full-time position, with the data broken out by region, budget size, museum discipline, museum governance, museum location, gender, and the academic credentials of employees. See Chapter II for more details on how each of these categories has been defined and analyzed.

Looking across the 48 tables, there are a few common trends. Generally speaking (and this is not surprising), there is a correlation between budget size and salaries. Senior staff members at art museums tend to make more than their counterparts at other museums, but this does not seem to be the case for mid-level or entry-level staff. Urban and suburban museums tend to pay higher salaries than rural museums, with most of the exceptions in positions with small sample sizes (and thus less reliable statistically).

Earlier we discussed the gender balance of museum employees as reflected in this data sample. Although women usually fill the majority of jobs in each position, it is clear from these tables that they typically receive less pay than their male peers. The exceptions (where the median salary for women is higher than the median salary for men) are: CFO, Administrative Assistant, Facilities Director, Curatorial Assistant, Registrar B, Educator A and B, Exhibition Designer and Graphic Designer. Some of the comparisons are based on small numbers of responses and may not be representative of the actual gender distribution of salaries. Some of the gender gap might also be explained by differences in academic credentials or time in position, but we have not tested these theories.

The positions are not in alphabetical order but instead reflect broad functional groupings as follows. The position descriptions were developed over a number of years by the New England Museum Association with input from other regional and state museum associations and from experts in museum management and human resources.

Administration

Director/CEO/President
Vice President/Deputy/Associate/Assistant
 Director—Administration/Operations
Deputy/Associate/Assistant Director—Programs
Chief Financial Officer (CFO)/Controller
Business Manager
Human Resources Director
Director/Manager of Information Services &
 Technology
Information Services & Technology B
Administrative Assistant to Director or
 Department/Division Head
Office Manager
Chief of Security
Facilities Director

Collections

Archivist
Curator A/Chief Curator
Curator B/Senior Curator
Curator C/Assistant Curator
Curatorial Assistant
Registrar A/Collections Manager
Registrar B/Assistant Registrar
Conservator A
Conservator B
Head Librarian
Librarian Assistant

Education/Visitor Services/ Volunteer Management

Educator A/Director of Education
Educator B
Educational Assistant
Public Programs Manager/Outreach Coordinator
Visitor Services Manager
Volunteer Coordinator

Exhibitions

Exhibition Designer/Chief of Exhibitions
Coordinator of Exhibitions
Technician/Preparator

External Affairs

Vice President/Director of External Affairs
Director of Marketing
Development A, Vice President/
 Director of Development
Development B
Major Gifts Officer
Grants Manager
Public Relations A, Director of Public Relations
Public Relations B
Membership A, Director of Membership
Membership B
Director of Publications/Editor
Museum Store Manager
Functions Manager (Rentals/Special Events)
Social Media Manager
Web Manager
Graphic Designer

Director/CEO/President

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

Median age: 55 Median time in position: 5 years

See Additional Notes by Position (page 76).

Table IV-1 Director/CEO/President							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$40,169	\$54,045	\$75,000	\$120,000	\$177,917	410
Region	AMM	\$46,600	\$62,365	\$90,000	\$156,811	\$256,000	85
	MPMA	\$35,000	\$42,303	\$61,000	\$85,500	\$142,600	85
	NEMA	\$45,400	\$57,000	\$84,217	\$134,252	\$206,000	143
	SEMC	\$37,605	\$57,327	\$82,000	\$111,000	\$155,509	97
Budget size	Up to \$250,000	\$32,000	\$36,000	\$43,680	\$54,000	\$73,449	85
	\$250,001-\$500,000	\$46,000	\$52,488	\$61,246	\$70,000	\$79,336	84
	\$500,001-\$1 million	\$50,016	\$57,490	\$70,000	\$84,981	\$108,500	62
	\$1-\$3 million	\$69,700	\$84,414	\$100,000	\$127,813	\$150,000	96
	>\$3 million	\$105,026	\$140,000	\$175,000	\$224,400	\$312,173	83
Discipline	Art	\$52,177	\$70,000	\$102,474	\$156,811	\$221,750	91
	History	\$36,000	\$47,250	\$62,000	\$94,000	\$145,240	191
	Combination	\$43,750	\$58,000	\$82,051	\$130,750	\$174,500	84
	All others	\$47,150	\$72,542	\$102,500	\$153,750	\$277,615	44
Governance	Private	\$40,936	\$54,060	\$80,000	\$132,350	\$184,800	291
	College/University	\$46,200	\$69,300	\$85,000	\$140,347	\$192,703	53
	Government	\$36,901	\$50,041	\$65,000	\$87,000	\$116,014	58
	All others	**	\$43,250	\$86,052	\$122,822	**	8
Location	Urban	\$49,860	\$63,700	\$92,700	\$140,500	\$194,505	199
	Suburban	\$42,870	\$56,000	\$72,000	\$112,000	\$195,600	91
	Rural	\$34,778	\$42,402	\$59,500	\$85,250	\$131,615	110
Gender	Female	\$37,000	\$50,000	\$70,000	\$103,034	\$155,526	233
	Male	\$47,625	\$60,698	\$90,000	\$144,319	\$227,200	174
Highest degree completed	2-year degree or less	\$31,800	\$37,750	\$42,000	\$52,500	\$107,038	13
	4-year degree/BA/BS	\$36,802	\$50,250	\$72,415	\$109,436	\$147,100	97
	Master's	\$40,079	\$54,000	\$70,000	\$120,000	\$176,312	227
	Doctorate	\$58,254	\$85,000	\$105,000	\$156,811	\$239,207	59

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

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

Median age: 51 Median time in position: 6 years

Table IV-2 Vice-President/Deputy/Associate/Assistant Director—Administration/Operations							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$39,880	\$44,250	\$67,423	\$99,383	\$126,104	148
Region	AMM	\$31,246	\$49,443	\$76,000	\$107,000	\$152,173	39
	MPMA	\$39,600	\$42,716	\$50,000	\$79,388	\$119,434	17
	NEMA	\$40,400	\$50,000	\$82,567	\$108,000	\$179,000	51
	SEMC	\$34,766	\$40,086	\$55,000	\$75,000	\$98,720	41
Budget size	Up to \$250,000	**	\$25,250	\$36,000	\$39,600	**	6
	\$250,001-\$500,000	\$25,800	\$31,223	\$40,000	\$43,150	\$52,000	21
	\$500,001-\$1 million	\$42,189	\$46,256	\$50,870	\$65,806	\$79,955	18
	\$1-\$3 million	\$42,700	\$47,546	\$60,000	\$85,207	\$105,780	43
	>\$3 million	\$65,000	\$80,317	\$96,650	\$119,725	\$199,500	60
Discipline	Art	\$40,000	\$49,500	\$82,867	\$111,500	\$176,828	33
	History	\$30,100	\$40,000	\$53,250	\$87,222	\$122,500	54
	Combination	\$40,040	\$43,800	\$68,504	\$85,883	\$115,000	39
	All others	\$44,932	\$61,124	\$86,800	\$106,688	\$169,547	22
Governance	Private	\$40,000	\$46,000	\$71,091	\$100,776	\$158,400	103
	College/University	\$39,520	\$43,150	\$65,346	\$83,691	\$127,000	25
	Government	\$27,000	\$40,000	\$65,000	\$78,775	\$100,000	19
	All others	**	**	**	**	**	1
Location	Urban	\$40,000	\$49,861	\$79,975	\$102,250	\$142,313	82
	Suburban	\$38,800	\$45,000	\$58,000	\$79,191	\$118,900	29
	Rural	\$27,200	\$38,000	\$44,900	\$72,500	\$158,800	30
Gender	Female	\$35,000	\$42,841	\$62,843	\$84,500	\$108,000	89
	Male	\$42,950	\$51,305	\$83,784	\$115,000	\$183,800	58
Highest degree completed	2-year degree or less	\$20,000	\$35,000	\$43,250	\$50,000	\$58,640	15
	4-year degree/BA/BS	\$36,000	\$41,918	\$54,500	\$86,352	\$112,000	54
	Master's	\$41,459	\$58,247	\$82,160	\$103,347	\$147,869	65
	Doctorate	**	\$48,336	\$79,975	\$161,290	**	6

Deputy/Associate/Assistant Director for Programming

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

Median age: 49

Median time in position: 4.8 years

Table IV-3 Deputy/Associate/Assistant Director—Program							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$32,000	\$43,555	\$66,303	\$86,921	\$105,000	102
Region	AMM	\$38,600	\$57,800	\$80,027	\$101,250	\$153,348	25
	MPMA	\$32,760	\$44,252	\$63,936	\$74,210	\$78,418	12
	NEMA	\$31,800	\$44,500	\$66,000	\$85,284	\$121,320	43
	SEMC	\$25,486	\$34,750	\$43,000	\$76,250	\$102,000	22
Budget size	Up to \$250,000	**	**	\$29,210	**	**	4
	\$250,001-\$500,000	\$28,400	\$30,000	\$34,750	\$43,740	\$64,139	11
	\$500,001-\$1 million	\$29,200	\$34,500	\$49,000	\$68,350	\$78,360	11
	\$1-\$3 million	\$33,855	\$39,600	\$45,693	\$66,146	\$87,020	28
	>\$3 million	\$59,836	\$71,572	\$84,142	\$103,625	\$136,035	48
Discipline	Art	\$33,600	\$44,500	\$76,462	\$102,000	\$131,200	27
	History	\$28,480	\$36,697	\$59,929	\$77,476	\$102,000	45
	Combination	**	\$39,890	\$57,800	\$80,608	**	9
	All others	\$44,242	\$47,693	\$67,585	\$96,646	\$160,075	21
Governance	Private	\$30,000	\$39,660	\$59,929	\$95,769	\$120,000	73
	College/University	\$48,800	\$62,487	\$73,481	\$86,558	\$98,720	16
	Government	\$25,620	\$54,040	\$71,715	\$75,331	\$78,928	10
	All others	**	**	\$78,318	**	**	3
Location	Urban	\$32,000	\$46,148	\$66,303	\$86,921	\$131,620	52
	Suburban	\$33,000	\$44,151	\$70,175	\$88,925	\$105,000	24
	Rural	\$25,036	\$36,670	\$44,750	\$72,332	\$83,454	22
Gender	Female	\$29,658	\$38,655	\$55,295	\$77,271	\$99,865	70
	Male	\$43,900	\$67,320	\$81,514	\$103,500	\$134,200	32
Highest degree completed	2-year degree or less	**	**	**	**	**	2
	4-year degree/BA/BS	\$28,100	\$32,000	\$43,000	\$73,163	\$125,000	21
	Master's	\$34,300	\$46,000	\$66,412	\$85,284	\$102,000	63
	Doctorate	\$57,800	\$66,976	\$83,000	\$102,500	\$133,360	11

Chief Financial Officer/Controller

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

Median age: 54 Median time in position: 4.5 years

Table IV-4 Chief Financial Officer/Controller							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$40,200	\$52,500	\$69,216	\$88,181	\$120,000	133
Region	AMM	\$40,350	\$55,001	\$65,000	\$95,000	\$119,300	36
	MPMA	\$39,588	\$50,000	\$78,320	\$83,842	\$145,200	15
	NEMA	\$40,486	\$52,000	\$70,000	\$78,223	\$114,800	51
	SEMC	\$37,200	\$47,546	\$70,000	\$98,000	\$133,568	31
Budget size	Up to \$250,000	**	**	\$77,863	**	**	4
	\$250,001-\$500,000	**	**	\$55,000	**	**	3
	\$500,001-\$1 million	\$36,929	\$53,700	\$66,500	\$80,667	\$100,438	14
	\$1-\$3 million	\$41,946	\$57,189	\$69,216	\$83,677	\$130,373	37
	>\$3 million	\$37,400	\$50,000	\$70,000	\$95,000	\$122,072	75
Discipline	Art	\$42,850	\$57,545	\$70,000	\$114,250	\$133,750	34
	History	\$37,179	\$54,250	\$71,758	\$89,975	\$114,034	42
	Combination	\$42,085	\$50,692	\$64,500	\$84,424	\$130,689	30
	All others	\$36,600	\$50,000	\$65,000	\$87,500	\$104,000	27
Governance	Private	\$41,000	\$52,500	\$69,216	\$87,750	\$115,000	109
	College/University	\$35,533	\$49,800	\$60,000	\$77,438	\$118,800	11
	Government	\$29,341	\$45,650	\$75,000	\$118,840	\$176,650	12
	All others	**	**	**	**	**	1
Location	Urban	\$40,000	\$52,000	\$69,000	\$95,000	\$130,000	79
	Suburban	\$45,180	\$55,000	\$67,108	\$94,263	\$120,500	28
	Rural	\$34,171	\$43,741	\$66,250	\$78,667	\$112,200	22
Gender	Female	\$42,848	\$55,000	\$69,216	\$96,876	\$125,000	79
	Male	\$34,040	\$49,334	\$68,250	\$80,500	\$108,642	53
Highest degree completed	2-year degree or less	\$43,600	\$58,000	\$75,304	\$103,500	\$129,995	21
	4-year degree/BA/BS	\$40,400	\$48,667	\$57,000	\$78,053	\$98,101	47
	Master's	\$34,680	\$55,000	\$70,000	\$81,000	\$117,000	47
	Doctorate	**	**	**	**	**	1

Business Manager

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

Median age: 51 Median time in position: 6 years

Table IV-5 Business Manager							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$25,384	\$34,300	\$41,371	\$52,324	\$69,200	77
Region	AMM	\$20,000	\$36,500	\$40,368	\$52,261	\$71,714	15
	MPMA	\$18,616	\$24,000	\$33,844	\$35,000	\$45,624	11
	NEMA	\$33,615	\$39,693	\$46,799	\$57,400	\$71,260	28
	SEMC	\$26,200	\$29,000	\$37,000	\$52,500	\$67,848	23
Budget size	Up to \$250,000	**	\$20,000	\$41,006	\$56,500	**	7
	\$250,001-\$500,000	**	\$22,500	\$30,000	\$35,846	**	9
	\$500,001-\$1 million	\$24,148	\$27,933	\$38,300	\$46,730	\$53,582	10
	\$1-\$3 million	\$28,912	\$34,886	\$39,590	\$47,800	\$55,600	27
	>\$3 million	\$35,218	\$41,526	\$52,267	\$70,750	\$76,813	24
Discipline	Art	\$28,225	\$34,325	\$37,333	\$46,565	\$54,880	22
	History	\$20,000	\$30,000	\$41,371	\$53,990	\$66,800	31
	Combination	\$28,868	\$35,700	\$46,900	\$58,139	\$78,760	16
	All others	**	\$36,768	\$42,300	\$60,861	**	8
Governance	Private	\$24,800	\$35,000	\$41,371	\$52,456	\$70,200	57
	College/University	\$28,300	\$33,847	\$41,698	\$52,440	\$70,612	12
	Government	**	\$25,480	\$33,844	\$50,000	**	7
	All others	**	**	**	**	**	1
Location	Urban	\$28,224	\$34,600	\$38,075	\$52,261	\$58,276	43
	Suburban	\$35,038	\$41,950	\$49,460	\$66,250	\$75,075	12
	Rural	\$20,400	\$26,298	\$38,803	\$52,443	\$73,337	20
Gender	Female	\$25,384	\$34,000	\$40,000	\$50,430	\$62,048	67
	Male	\$21,331	\$45,827	\$52,405	\$64,986	\$77,290	10
Highest degree completed	2-year degree or less	\$22,800	\$27,933	\$36,641	\$46,225	\$52,980	26
	4-year degree/BA/BS	\$29,856	\$36,125	\$45,789	\$55,150	\$73,666	38
	Master's	**	\$30,875	\$38,900	\$53,843	**	8
	Doctorate	**	**	**	**	**	1

Human Resources Director

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

Median age: 54 Median time in position: 7 years

Table IV-6 Human Resources Director							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$40,640	\$50,000	\$70,377	\$86,944	\$101,459	47
Region	AMM	\$46,000	\$55,471	\$71,200	\$96,425	\$130,570	17
	MPMA	**	\$60,939	\$70,377	\$90,055	**	9
	NEMA	\$38,800	\$54,125	\$73,200	\$94,495	\$123,273	13
	SEMC	**	\$40,925	\$47,180	\$79,350	**	8
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	**	\$38,625	\$47,230	\$96,471	**	6
	>\$3 million	\$41,970	\$60,235	\$71,672	\$86,528	\$103,066	40
Discipline	Art	\$40,700	\$60,000	\$85,000	\$95,000	\$100,977	11
	History	\$39,600	\$49,153	\$70,377	\$76,800	\$110,378	17
	Combination	**	\$40,800	\$61,500	\$72,144	**	7
	All others	\$42,248	\$52,750	\$75,775	\$101,934	\$134,185	12
Governance	Private	\$40,000	\$51,500	\$71,200	\$94,184	\$103,295	39
	College/University	**	**	**	**	**	2
	Government	**	**	\$72,599	**	**	5
	All others	**	**	**	**	**	1
Location	Urban	\$38,000	\$49,153	\$61,800	\$86,112	\$125,000	29
	Suburban	**	\$71,550	\$81,000	\$97,089	**	8
	Rural	**	\$44,460	\$72,144	\$99,760	**	7
Gender	Female	\$40,130	\$50,000	\$70,377	\$86,528	\$100,989	40
	Male	**	\$56,325	\$77,600	\$109,463	**	6
Highest degree completed	2-year degree or less	**	\$40,000	\$48,000	\$61,000	**	7
	4-year degree/BA/BS	\$38,560	\$50,000	\$73,200	\$96,017	\$120,659	21
	Master's	\$48,281	\$62,000	\$70,377	\$77,000	\$97,708	11
	Doctorate	**	**	**	**	**	0

Director/Manager of Information Services & Technology

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

Median age: 45 Median time in position: 5 years

See Additional Notes by Position (page 76).

Table IV-7 Director/Manager of Information Services & Technology							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$38,134	\$50,279	\$68,848	\$85,652	\$102,400	55
Region	AMM	\$46,845	\$55,678	\$71,168	\$94,500	\$108,972	17
	MPMA	**	\$50,050	\$77,346	\$92,500	**	9
	NEMA	\$38,000	\$51,100	\$67,092	\$83,000	\$103,962	19
	SEMC	\$31,500	\$36,750	\$57,374	\$74,718	\$113,700	10
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	0
	\$1-\$3 million	**	\$37,250	\$46,958	\$73,010	**	8
	>\$3 million	\$48,700	\$57,239	\$71,468	\$90,175	\$103,289	46
Discipline	Art	\$40,600	\$49,000	\$61,800	\$75,000	\$84,100	15
	History	\$41,492	\$51,100	\$83,000	\$92,500	\$104,200	15
	Combination	\$32,490	\$56,475	\$69,067	\$72,750	\$78,173	10
	All others	\$37,200	\$49,381	\$73,300	\$103,000	\$133,716	15
Governance	Private	\$38,112	\$51,164	\$71,884	\$90,525	\$102,500	44
	College/University	**	**	\$61,736	**	**	5
	Government	**	**	\$50,915	**	**	5
	All others	**	**	**	**	**	1
Location	Urban	\$37,600	\$49,820	\$71,168	\$92,500	\$109,577	35
	Suburban	\$30,845	\$43,000	\$60,000	\$68,848	\$97,400	11
	Rural	**	\$50,279	\$77,346	\$83,000	**	7
Gender	Female	\$29,400	\$38,224	\$60,000	\$85,652	\$103,770	11
	Male	\$45,000	\$51,100	\$70,634	\$90,000	\$99,200	43
Highest degree completed	2-year degree or less	\$31,400	\$48,250	\$50,550	\$76,760	\$92,500	12
	4-year degree/BA/BS	\$38,224	\$50,597	\$71,168	\$84,326	\$103,000	29
	Master's	**	**	\$69,067	**	**	4
	Doctorate	**	**	**	**	**	0

Information Services & Technology B

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

Median age: 37 Median time in position: 3.7 years

Table IV-8 Information Services & Technology B							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$32,207	\$38,547	\$48,839	\$58,822	\$73,767	48
Region	AMM	\$32,707	\$40,649	\$54,663	\$61,396	\$78,590	18
	MPMA	\$29,540	\$37,440	\$48,839	\$49,296	\$79,730	11
	NEMA	\$38,115	\$41,297	\$44,100	\$58,539	\$63,783	11
	SEMC	**	\$29,820	\$41,739	\$67,000	**	8
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	**	**	\$41,400	**	**	5
	>\$3 million	\$34,215	\$39,909	\$48,839	\$61,060	\$74,726	41
Discipline	Art	\$26,048	\$37,059	\$40,817	\$52,918	\$59,600	13
	History	\$32,772	\$44,550	\$48,839	\$55,111	\$66,800	13
	Combination	\$28,628	\$34,950	\$43,674	\$60,271	\$82,862	12
	All others	\$37,826	\$50,614	\$58,728	\$74,414	\$93,177	10
Governance	Private	\$31,910	\$37,830	\$47,309	\$58,562	\$74,041	36
	College/University	**	\$38,396	\$52,510	\$58,539	**	7
	Government	**	**	\$49,296	**	**	5
	All others	**	**	**	**	**	0
Location	Urban	\$33,402	\$40,817	\$50,000	\$60,925	\$75,707	35
	Suburban	**	\$29,120	\$46,800	\$62,000	**	7
	Rural	**	**	\$41,303	**	**	4
Gender	Female	**	\$38,190	\$44,148	\$63,500	**	6
	Male	\$32,717	\$38,157	\$48,839	\$58,633	\$74,589	42
Highest degree completed	2-year degree or less	\$36,982	\$42,571	\$48,839	\$68,097	\$91,493	13
	4-year degree/BA/BS	\$28,784	\$33,600	\$41,297	\$62,000	\$71,378	23
	Master's	**	**	\$52,918	**	**	4
	Doctorate	**	**	**	**	**	0

Administrative Assistant to Director or Department/Division Head

Assists director in a variety of ways. Responsibilities may include clerical duties as well as assistance on special projects. Typical qualifications: BA plus related experience.

Median age: 50 Median time in position: 4 years

Table IV-9 Administrative Assistant to Director or Department/Division Head							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$28,000	\$32,000	\$38,000	\$45,500	\$52,565	187
Region	AMM	\$29,045	\$32,641	\$40,000	\$46,000	\$56,500	53
	MPMA	\$19,348	\$27,804	\$35,172	\$44,475	\$49,721	30
	NEMA	\$28,500	\$32,750	\$39,922	\$47,138	\$58,887	54
	SEMC	\$28,000	\$31,190	\$36,105	\$43,272	\$50,270	50
Budget size	Up to \$250,000	\$15,900	\$21,404	\$27,489	\$30,154	\$37,100	12
	\$250,001-\$500,000	\$22,720	\$26,388	\$30,000	\$33,195	\$37,200	13
	\$500,001-\$1 million	\$25,000	\$31,948	\$35,000	\$39,250	\$45,200	16
	\$1-\$3 million	\$28,172	\$31,400	\$36,365	\$40,875	\$49,299	40
	>\$3 million	\$30,895	\$35,997	\$43,123	\$49,721	\$58,000	106
Discipline	Art	\$28,907	\$32,634	\$40,000	\$49,816	\$58,710	45
	History	\$28,000	\$30,885	\$35,797	\$45,000	\$51,750	62
	Combination	\$25,395	\$30,579	\$36,300	\$43,850	\$48,640	41
	All others	\$30,000	\$34,000	\$40,561	\$46,000	\$51,000	39
Governance	Private	\$28,000	\$30,900	\$37,865	\$46,000	\$54,920	130
	College/University	\$27,776	\$33,814	\$40,000	\$47,750	\$51,690	29
	Government	\$26,200	\$32,681	\$35,986	\$45,000	\$51,500	23
	All others	**	**	\$40,000	**	**	5
Location	Urban	\$29,067	\$35,000	\$40,000	\$47,150	\$55,495	105
	Suburban	\$28,000	\$31,899	\$36,553	\$41,340	\$46,659	42
	Rural	\$21,200	\$28,040	\$34,000	\$40,922	\$52,824	29
Gender	Female	\$28,048	\$32,000	\$38,000	\$45,629	\$53,134	175
	Male	\$16,300	\$28,000	\$35,865	\$41,354	\$47,292	10
Highest degree completed	2-year degree or less	\$27,591	\$31,595	\$37,729	\$46,700	\$54,694	75
	4-year degree/BA/BS	\$28,600	\$31,750	\$38,896	\$45,208	\$51,450	85
	Master's	\$22,996	\$31,867	\$36,459	\$40,961	\$53,750	14
	Doctorate	**	**	**	**	**	1

Office Manager

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

Median age: 48 Median time in position: 4.5 years

Table IV-10 Office Manager							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$26,088	\$29,152	\$33,007	\$38,102	\$51,300	73
Region	AMM	\$24,000	\$29,203	\$33,000	\$41,380	\$66,150	17
	MPMA	\$25,480	\$31,262	\$33,384	\$37,000	\$38,899	19
	NEMA	\$26,760	\$29,176	\$35,000	\$40,500	\$51,400	17
	SEMC	\$25,464	\$28,000	\$30,633	\$35,270	\$50,650	20
Budget size	Up to \$250,000	**	**	\$27,500	**	**	4
	\$250,001-\$500,000	\$25,000	\$28,000	\$29,252	\$32,000	\$34,802	11
	\$500,001-\$1 million	\$26,764	\$29,575	\$32,709	\$38,750	\$46,082	16
	\$1-\$3 million	\$26,105	\$31,620	\$33,992	\$37,146	\$48,620	22
	>\$3 million	\$29,203	\$31,262	\$37,646	\$49,600	\$52,525	20
Discipline	Art	\$29,203	\$30,350	\$34,800	\$37,800	\$66,735	12
	History	\$25,847	\$28,500	\$32,000	\$38,000	\$44,920	31
	Combination	\$25,000	\$28,600	\$33,280	\$37,584	\$53,272	19
	All others	\$23,040	\$28,000	\$32,000	\$42,832	\$52,700	11
Governance	Private	\$26,388	\$29,176	\$33,384	\$38,800	\$51,566	45
	College/University	\$25,059	\$28,000	\$29,203	\$33,000	\$52,700	11
	Government	\$26,544	\$30,346	\$34,685	\$37,438	\$46,082	16
	All others	**	**	**	**	**	1
Location	Urban	\$25,176	\$29,331	\$34,009	\$38,800	\$52,464	45
	Suburban	\$28,000	\$31,000	\$34,714	\$44,032	\$52,590	12
	Rural	\$25,288	\$27,314	\$29,252	\$33,384	\$35,448	15
Gender	Female	\$25,424	\$28,604	\$32,206	\$36,693	\$43,602	66
	Male	**	\$36,820	\$47,769	\$59,438	**	6
Highest degree completed	2-year degree or less	\$25,480	\$28,605	\$33,280	\$37,000	\$45,400	39
	4-year degree/BA/BS	\$24,680	\$29,215	\$33,332	\$38,975	\$52,583	28
	Master's	**	**	\$31,333	**	**	4
	Doctorate	**	**	**	**	**	0

Chief of Security

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

Median age: 54 Median time in position: 6 years

Table IV-11 Chief of Security							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$28,162	\$33,381	\$45,534	\$53,716	\$66,148	65
Region	AMM	\$29,121	\$33,399	\$42,689	\$61,998	\$69,862	20
	MPMA	\$23,402	\$25,000	\$33,660	\$52,729	\$65,170	15
	NEMA	\$35,200	\$43,680	\$48,000	\$54,000	\$67,670	15
	SEMC	\$28,900	\$32,000	\$46,500	\$50,875	\$68,800	15
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	**	**	**	2
	\$1-\$3 million	\$23,922	\$26,500	\$32,343	\$43,724	\$50,546	17
	>\$3 million	\$33,444	\$40,489	\$50,198	\$58,514	\$74,140	45
Discipline	Art	\$28,695	\$29,958	\$43,256	\$52,932	\$60,454	24
	History	\$29,611	\$37,000	\$50,099	\$54,350	\$87,826	16
	Combination	\$24,805	\$29,086	\$36,979	\$46,237	\$54,298	16
	All others	**	\$46,590	\$59,028	\$74,486	**	9
Governance	Private	\$29,410	\$37,000	\$45,800	\$54,997	\$69,173	45
	College/University	**	\$28,483	\$30,564	\$52,449	**	8
	Government	\$24,554	\$31,587	\$35,636	\$50,875	\$78,480	11
	All others	**	**	**	**	**	1
Location	Urban	\$28,336	\$32,840	\$45,948	\$54,000	\$67,385	42
	Suburban	\$29,494	\$36,660	\$45,448	\$55,239	\$79,000	13
	Rural	**	\$27,165	\$40,585	\$50,997	**	8
Gender	Female	**	**	\$40,000	**	**	5
	Male	\$28,270	\$33,120	\$45,534	\$54,000	\$68,621	59
Highest degree completed	2-year degree or less	\$24,992	\$29,500	\$33,660	\$47,495	\$60,400	27
	4-year degree/BA/BS	\$29,121	\$38,000	\$45,534	\$54,997	\$63,938	21
	Master's	**	\$51,375	\$54,000	\$70,180	**	6
	Doctorate	**	**	**	**	**	0

Facilities Director

Responsible for the operation and maintenance of the institution's buildings and facilities; may supervise security. Reports to director of administration or director. Typical qualifications: High School diploma, BA or BS plus advanced technical training in one or more appropriate fields, several years of related experience.

Median age: 52 Median time in position: 7 years

Table IV-12 Facilities Director							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$32,431	\$40,943	\$51,247	\$69,294	\$88,391	146
Region	AMM	\$32,319	\$40,974	\$53,021	\$72,500	\$90,336	43
	MPMA	\$27,703	\$35,000	\$52,000	\$57,466	\$85,489	19
	NEMA	\$34,250	\$42,210	\$51,662	\$75,000	\$90,300	56
	SEMC	\$29,973	\$37,750	\$45,873	\$66,103	\$73,696	28
Budget size	Up to \$250,000	**	**	\$41,200	**	**	3
	\$250,001-\$500,000	**	\$24,750	\$32,400	\$38,750	**	8
	\$500,001-\$1 million	\$22,655	\$27,703	\$37,440	\$47,750	\$61,600	15
	\$1-\$3 million	\$32,271	\$39,123	\$45,780	\$52,500	\$60,000	49
	>\$3 million	\$45,000	\$52,202	\$66,000	\$83,754	\$94,249	71
Discipline	Art	\$37,521	\$42,000	\$50,843	\$66,990	\$95,350	40
	History	\$25,516	\$37,750	\$49,953	\$65,250	\$77,470	52
	Combination	\$30,000	\$40,000	\$53,000	\$70,291	\$84,363	29
	All others	\$32,968	\$40,500	\$58,700	\$87,245	\$115,519	25
Governance	Private	\$31,738	\$40,213	\$51,085	\$72,406	\$89,900	120
	College/University	\$36,468	\$37,000	\$50,000	\$53,021	\$78,140	11
	Government	\$36,000	\$45,740	\$52,000	\$70,000	\$90,400	13
	All others	**	**	**	**	**	2
Location	Urban	\$31,839	\$40,000	\$51,000	\$67,365	\$85,440	90
	Suburban	\$36,100	\$44,890	\$54,580	\$73,500	\$91,725	30
	Rural	\$23,000	\$34,953	\$49,906	\$72,123	\$90,000	19
Gender	Female	\$25,516	\$48,308	\$58,500	\$81,091	\$96,850	18
	Male	\$32,477	\$40,213	\$50,843	\$67,240	\$88,217	128
Highest degree completed	2-year degree or less	\$26,172	\$38,684	\$46,765	\$58,525	\$74,137	72
	4-year degree/BA/BS	\$34,908	\$40,881	\$52,125	\$74,610	\$100,000	48
	Master's	\$38,500	\$52,382	\$76,245	\$91,215	\$96,336	10
	Doctorate	**	**	**	**	**	0

Archivist

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

Median age: 44 Median time in position: 6 years

See Additional Notes by Position (page 76).

Table IV-13 Archivist							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$30,300	\$36,935	\$42,833	\$49,879	\$62,745	82
Region	AMM	\$29,210	\$38,958	\$41,200	\$46,355	\$53,257	20
	MPMA	\$30,450	\$36,725	\$43,029	\$54,021	\$64,678	22
	NEMA	\$27,049	\$34,500	\$42,920	\$58,088	\$65,201	25
	SEMC	\$30,960	\$36,839	\$42,000	\$45,000	\$64,800	15
Budget size	Up to \$250,000	**	**	\$22,709	**	**	5
	\$250,001-\$500,000	\$29,949	\$30,750	\$33,300	\$41,486	\$63,095	10
	\$500,001-\$1 million	**	\$29,500	\$36,839	\$52,634	**	9
	\$1-\$3 million	\$33,100	\$37,850	\$42,920	\$46,380	\$55,157	13
	>\$3 million	\$37,333	\$40,061	\$45,345	\$54,868	\$64,223	45
Discipline	Art	**	\$36,750	\$45,345	\$49,504	**	9
	History	\$29,283	\$36,554	\$42,710	\$53,892	\$64,018	42
	Combination	\$31,000	\$36,890	\$40,000	\$45,922	\$62,850	29
	All others	**	**	**	**	**	2
Governance	Private	\$30,000	\$35,000	\$40,000	\$46,575	\$62,320	51
	College/University	\$30,100	\$41,500	\$45,307	\$46,631	\$58,700	10
	Government	\$32,539	\$40,504	\$45,473	\$56,826	\$64,034	18
	All others	**	**	\$60,175	**	**	3
Location	Urban	\$32,320	\$38,988	\$45,000	\$53,653	\$64,075	57
	Suburban	\$23,400	\$31,025	\$41,200	\$43,589	\$64,200	12
	Rural	\$20,542	\$31,500	\$37,000	\$43,029	\$48,000	11
Gender	Female	\$30,000	\$35,525	\$42,250	\$47,188	\$60,193	62
	Male	\$34,500	\$39,813	\$42,887	\$53,587	\$63,032	18
Highest degree completed	2-year degree or less	**	**	**	**	**	2
	4-year degree/BA/BS	\$21,171	\$29,236	\$38,500	\$45,795	\$59,345	20
	Master's	\$34,800	\$40,000	\$43,555	\$53,178	\$64,075	57
	Doctorate	**	**	\$39,017	**	**	3

Curator A/Chief Curator

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

Median age: 49 Median time in position: 7 years

See Additional Notes by Position (page 77).

Table IV-14 Curator A/Chief Curator							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$32,000	\$40,905	\$56,150	\$73,084	\$101,800	181
Region	AMM	\$32,000	\$41,000	\$60,000	\$82,801	\$137,365	41
	MPMA	\$27,283	\$38,510	\$47,597	\$59,530	\$77,916	45
	NEMA	\$39,108	\$45,510	\$64,700	\$80,250	\$113,700	45
	SEMC	\$33,452	\$38,928	\$56,936	\$68,438	\$89,456	50
Budget size	Up to \$250,000	\$27,800	\$33,375	\$42,500	\$61,500	\$68,912	17
	\$250,001-\$500,000	\$25,700	\$27,885	\$35,500	\$42,000	\$55,365	18
	\$500,001-\$1 million	\$27,242	\$34,500	\$40,000	\$49,000	\$75,704	27
	\$1-\$3 million	\$36,000	\$44,777	\$56,150	\$63,544	\$74,654	61
	>\$3 million	\$51,969	\$64,000	\$77,952	\$102,385	\$156,811	58
Discipline	Art	\$38,838	\$58,529	\$68,444	\$101,141	\$156,811	38
	History	\$27,500	\$35,000	\$43,046	\$59,023	\$76,422	69
	Combination	\$39,875	\$47,166	\$59,596	\$72,667	\$86,233	58
	All others	\$32,750	\$36,250	\$44,760	\$101,750	\$121,650	16
Governance	Private	\$32,000	\$39,640	\$58,201	\$76,856	\$107,016	108
	College/University	\$36,400	\$47,444	\$59,000	\$87,462	\$107,630	33
	Government	\$27,432	\$40,905	\$50,953	\$60,000	\$73,048	37
	All others	**	**	\$60,000	**	**	3
Location	Urban	\$39,750	\$46,276	\$60,095	\$77,700	\$109,500	107
	Suburban	\$28,341	\$35,165	\$49,208	\$66,238	\$90,028	34
	Rural	\$26,000	\$34,500	\$40,000	\$60,000	\$79,348	35
Gender	Female	\$28,086	\$38,750	\$49,924	\$65,468	\$98,000	111
	Male	\$36,975	\$48,167	\$62,544	\$83,138	\$105,017	68
Highest degree completed	2-year degree or less	**	\$34,875	\$38,750	\$77,817	**	6
	4-year degree/BA/BS	\$27,886	\$31,000	\$42,000	\$60,050	\$76,600	33
	Master's	\$35,000	\$42,000	\$55,000	\$66,950	\$84,924	99
	Doctorate	\$46,914	\$55,440	\$71,252	\$108,332	\$160,567	36

Curator B/Senior Curator

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

Median age: 49 Median time in position: 9 years

See Additional Notes by Position (page 77).

Table IV-15 Curator B/Senior Curator							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$36,259	\$41,796	\$53,000	\$66,412	\$85,980	137
Region	AMM	\$37,008	\$43,825	\$52,463	\$71,096	\$141,394	34
	MPMA	\$32,745	\$39,000	\$47,990	\$62,969	\$94,400	26
	NEMA	\$36,648	\$42,267	\$58,799	\$75,656	\$84,157	42
	SEMC	\$36,600	\$41,000	\$54,230	\$62,000	\$77,000	35
Budget size	Up to \$250,000	**	**	**	**	**	2
	\$250,001-\$500,000	**	\$33,893	\$38,661	\$45,761	**	9
	\$500,001-\$1 million	\$30,600	\$38,700	\$45,000	\$51,000	\$57,037	12
	\$1-\$3 million	\$36,400	\$39,000	\$45,371	\$59,000	\$71,000	33
	>\$3 million	\$40,000	\$47,831	\$60,000	\$78,446	\$100,000	81
Discipline	Art	\$37,000	\$42,356	\$60,000	\$77,983	\$101,000	47
	History	\$33,013	\$39,826	\$48,282	\$63,984	\$86,765	38
	Combination	\$35,600	\$41,000	\$48,000	\$57,396	\$71,004	35
	All others	\$35,838	\$44,500	\$55,000	\$76,954	\$101,205	17
Governance	Private	\$35,158	\$41,000	\$51,168	\$74,262	\$101,326	84
	College/University	\$42,650	\$48,500	\$58,062	\$65,236	\$84,723	28
	Government	\$36,991	\$39,000	\$46,566	\$59,375	\$78,500	22
	All others	**	**	\$57,598	**	**	3
Location	Urban	\$38,198	\$45,543	\$54,316	\$68,802	\$89,647	82
	Suburban	\$33,013	\$38,078	\$56,409	\$75,000	\$109,500	28
	Rural	\$30,402	\$38,926	\$44,500	\$63,950	\$69,724	24
Gender	Female	\$35,936	\$41,543	\$52,000	\$64,022	\$83,829	86
	Male	\$39,000	\$41,617	\$54,060	\$76,311	\$105,000	49
Highest degree completed	2-year degree or less	**	**	**	**	**	2
	4-year degree/BA/BS	\$31,000	\$36,393	\$42,000	\$46,761	\$74,880	21
	Master's	\$36,259	\$40,750	\$49,411	\$60,500	\$76,311	74
	Doctorate	\$47,531	\$57,342	\$66,670	\$93,181	\$130,696	30

Curator C/Assistant Curator

Entry level curatorial position; exhibition, publication and collections responsibilities under supervision; usually no supervision of other curatorial professionals. Typical qualifications; BA plus one year of related experience.

Median age: 33 Median time in position: 3 years

See Additional Notes by Position (page 77).

Table IV-16 Curator C/Assistant Curator							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$27,540	\$32,090	\$37,878	\$45,125	\$60,000	82
Region	AMM	\$29,628	\$32,580	\$37,878	\$46,503	\$67,625	24
	MPMA	\$27,348	\$30,678	\$37,600	\$39,269	\$59,800	21
	NEMA	\$29,972	\$34,234	\$40,000	\$45,000	\$69,179	19
	SEMC	\$25,000	\$29,500	\$41,137	\$48,250	\$59,042	18
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	\$25,000	\$28,500	\$33,075	**	6
	\$500,001-\$1 million	**	**	\$38,864	**	**	3
	\$1-\$3 million	\$27,100	\$30,875	\$36,800	\$40,000	\$45,000	20
	>\$3 million	\$30,568	\$33,634	\$40,000	\$52,660	\$66,076	52
Discipline	Art	\$27,860	\$34,234	\$37,600	\$40,000	\$45,320	27
	History	\$27,270	\$32,491	\$39,975	\$48,750	\$67,625	24
	Combination	\$25,600	\$30,182	\$34,250	\$44,581	\$52,607	22
	All others	**	\$34,177	\$59,000	\$65,253	**	9
Governance	Private	\$27,510	\$32,030	\$38,333	\$47,510	\$65,298	52
	College/University	\$25,800	\$30,000	\$36,298	\$39,452	\$44,534	13
	Government	\$27,540	\$32,849	\$39,437	\$48,000	\$60,668	15
	All others	**	**	**	**	**	2
Location	Urban	\$30,000	\$33,767	\$39,100	\$46,406	\$62,462	57
	Suburban	\$27,100	\$29,479	\$38,550	\$48,250	\$62,427	10
	Rural	\$23,010	\$27,540	\$32,892	\$39,178	\$47,511	14
Gender	Female	\$27,540	\$32,000	\$36,298	\$40,000	\$50,319	53
	Male	\$26,600	\$32,371	\$45,000	\$60,000	\$68,436	27
Highest degree completed	2-year degree or less	**	**	\$40,000	**	**	5
	4-year degree/BA/BS	\$25,000	\$27,000	\$33,500	\$40,000	\$47,885	23
	Master's	\$29,183	\$31,550	\$37,636	\$40,000	\$46,500	35
	Doctorate	\$36,772	\$38,409	\$50,409	\$60,000	\$68,250	12

Curatorial Assistant

Provides assistance to curators in routine duties; assistance in implementation of ongoing programs and activities; duties in training to become curatorial professional. Typical qualifications: BA in related field.

Median age: 31 Median time in position: 3 years

Table IV-17 Curatorial Assistant							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$24,000	\$27,000	\$32,378	\$37,094	\$40,000	50
Region	AMM	\$20,500	\$26,750	\$34,833	\$38,238	\$45,845	14
	MPMA	**	\$25,800	\$32,250	\$36,000	**	6
	NEMA	\$26,000	\$28,000	\$32,000	\$36,000	\$43,781	19
	SEMC	\$22,622	\$24,000	\$32,500	\$39,000	\$48,000	11
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	**	\$24,500	**	**	4
	\$500,001-\$1 million	**	**	**	**	**	0
	\$1-\$3 million	\$21,600	\$25,500	\$28,000	\$32,455	\$36,000	14
	>\$3 million	\$26,169	\$32,000	\$35,000	\$39,000	\$47,156	31
Discipline	Art	\$21,960	\$27,318	\$32,500	\$36,000	\$39,160	27
	History	\$22,549	\$25,750	\$31,500	\$42,000	\$49,800	10
	Combination	**	\$27,080	\$32,000	\$37,572	**	9
	All others	**	**	\$30,923	**	**	4
Governance	Private	\$22,200	\$26,423	\$32,000	\$35,509	\$40,000	29
	College/University	\$24,000	\$27,000	\$33,628	\$37,770	\$45,345	14
	Government	**	\$29,569	\$37,000	\$42,500	**	6
	All others	**	**	**	**	**	1
Location	Urban	\$22,223	\$26,211	\$30,758	\$35,500	\$38,630	32
	Suburban	**	\$34,500	\$38,950	\$45,000	**	9
	Rural	**	\$27,159	\$32,000	\$36,000	**	7
Gender	Female	\$24,000	\$27,000	\$32,500	\$37,377	\$43,781	39
	Male	\$21,300	\$26,489	\$31,000	\$36,750	\$39,000	10
Highest degree completed	2-year degree or less	**	**	\$30,000	**	**	3
	4-year degree/BA/BS	\$24,000	\$26,500	\$32,255	\$35,833	\$45,953	21
	Master's	\$22,277	\$28,000	\$33,779	\$39,000	\$40,000	19
	Doctorate	**	**	**	**	**	1

Registrar A/Collections Manager

Registration of collections; development and maintenance of record systems; administration of loan transactions, including moving, storage, arranging shipping, maintenance of insurance records; may supervise several subordinates. Typical qualifications: BA plus specialized training, two years of related experience.

Median age: 43 Median time in position: 6 years

Table IV-18 Registrar A/Collections Manager							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$30,900	\$36,883	\$42,201	\$51,950	\$60,000	148
Region	AMM	\$31,968	\$33,228	\$45,886	\$52,272	\$58,397	35
	MPMA	\$27,968	\$31,400	\$42,765	\$48,858	\$60,586	28
	NEMA	\$30,880	\$38,000	\$44,000	\$54,000	\$61,079	47
	SEMC	\$31,530	\$36,988	\$40,728	\$48,500	\$60,109	38
Budget size	Up to \$250,000	**	**	\$40,000	**	**	7
	\$250,001-\$500,000	\$27,000	\$31,350	\$36,000	\$43,849	\$59,200	13
	\$500,001-\$1 million	\$26,392	\$30,650	\$36,477	\$41,885	\$63,600	20
	\$1-\$3 million	\$31,119	\$37,000	\$41,478	\$48,402	\$53,814	50
	>\$3 million	\$33,923	\$41,163	\$50,813	\$55,605	\$61,645	58
Discipline	Art	\$32,635	\$39,325	\$47,508	\$52,238	\$59,974	60
	History	\$29,000	\$36,026	\$39,535	\$44,507	\$55,500	44
	Combination	\$25,790	\$33,008	\$41,557	\$56,369	\$65,000	34
	All others	\$33,450	\$39,019	\$45,156	\$52,369	\$54,212	10
Governance	Private	\$28,810	\$33,119	\$40,500	\$51,000	\$60,217	97
	College/University	\$39,640	\$41,864	\$49,829	\$55,304	\$62,141	26
	Government	\$29,494	\$37,738	\$43,515	\$50,349	\$60,000	22
	All others	**	**	\$47,000	**	**	3
Location	Urban	\$32,621	\$37,000	\$42,500	\$52,569	\$60,491	85
	Suburban	\$28,228	\$36,953	\$42,000	\$50,000	\$60,819	31
	Rural	\$25,846	\$30,500	\$41,515	\$50,720	\$55,881	26
Gender	Female	\$29,200	\$34,000	\$40,915	\$50,626	\$59,390	111
	Male	\$35,720	\$41,466	\$48,685	\$53,030	\$60,374	36
Highest degree completed	2-year degree or less	**	\$22,185	\$32,500	\$40,541	**	6
	4-year degree/BA/BS	\$31,360	\$36,053	\$42,239	\$49,838	\$60,491	65
	Master's	\$31,510	\$37,000	\$42,250	\$52,454	\$58,000	66
	Doctorate	**	**	\$52,512	**	**	4

Registrar B/Assistant Registrar

Assists registrar in performance of duties. Typical qualifications: BA in related field or equivalent experience.

Median age: 36 Median time in position: 4 years

Table IV-19 Registrar B/Assistant Registrar							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$28,420	\$32,640	\$37,613	\$42,250	\$46,157	45
Region	AMM	\$27,431	\$31,785	\$35,525	\$41,500	\$51,672	13
	MPMA	**	\$31,504	\$38,336	\$40,528	**	7
	NEMA	\$27,554	\$34,715	\$38,413	\$41,677	\$46,875	16
	SEMC	**	\$31,120	\$37,336	\$45,000	**	9
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	\$32,710	**	**	3
	\$1-\$3 million	**	**	\$31,504	**	**	5
	>\$3 million	\$28,556	\$34,715	\$38,001	\$42,375	\$45,418	36
Discipline	Art	\$28,000	\$32,760	\$37,613	\$42,500	\$48,000	19
	History	\$24,281	\$29,054	\$36,660	\$41,003	\$45,000	14
	Combination	**	\$34,590	\$38,336	\$43,461	**	9
	All others	**	**	\$38,824	**	**	3
Governance	Private	\$26,671	\$31,810	\$36,910	\$40,628	\$45,900	30
	College/University	**	\$31,378	\$35,828	\$44,395	**	6
	Government	**	\$34,019	\$40,528	\$44,625	**	8
	All others	**	**	**	**	**	1
Location	Urban	\$28,044	\$31,378	\$36,660	\$40,896	\$44,250	26
	Suburban	\$27,732	\$36,500	\$38,000	\$45,000	\$53,962	11
	Rural	**	\$32,710	\$38,002	\$40,709	**	7
Gender	Female	\$27,829	\$32,570	\$38,000	\$42,500	\$45,557	35
	Male	**	\$30,966	\$35,000	\$44,000	**	9
Highest degree completed	2-year degree or less	**	**	\$31,120	**	**	4
	4-year degree/BA/BS	\$26,512	\$29,172	\$35,000	\$38,824	\$46,393	19
	Master's	\$31,504	\$35,525	\$40,170	\$43,500	\$45,000	19
	Doctorate	**	**	**	**	**	0

Conservator A

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

Median age: 54.5 Median time in position: 9.5 years

See Additional Notes by Position (page 77).

Table IV-20 Conservator A							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$33,565	\$44,000	\$64,168	\$83,722	\$95,148	27
Region	AMM	\$27,906	\$41,275	\$52,975	\$83,722	\$91,592	11
	MPMA	**	**	\$63,704	**	**	4
	NEMA	\$35,427	\$48,461	\$69,205	\$90,570	\$98,927	12
	SEMC	**	**	**	**	**	0
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	0
	\$1-\$3 million	**	**	**	**	**	1
	>\$3 million	\$37,823	\$45,163	\$64,584	\$85,214	\$95,342	26
Discipline	Art	\$52,767	\$63,049	\$79,711	\$92,690	\$99,369	10
	History	\$27,937	\$39,700	\$45,550	\$77,825	\$94,104	11
	Combination	**	**	\$52,975	**	**	5
	All others	**	**	**	**	**	1
Governance	Private	\$33,473	\$42,638	\$63,240	\$86,706	\$96,312	21
	College/University	**	**	\$65,000	**	**	3
	Government	**	**	**	**	**	2
	All others	**	**	**	**	**	1
Location	Urban	\$38,142	\$44,000	\$64,168	\$83,722	\$91,879	15
	Suburban	**	\$52,275	\$68,000	\$96,700	**	7
	Rural	**	**	\$58,000	**	**	3
Gender	Female	\$32,750	\$42,703	\$60,218	\$68,941	\$90,438	18
	Male	**	\$55,488	\$78,000	\$94,350	**	9
Highest degree completed	2-year degree or less	**	**	**	**	**	0
	4-year degree/BA/BS	**	\$33,481	\$42,625	\$56,744	**	8
	Master's	\$42,417	\$63,240	\$68,677	\$89,958	\$95,536	15
	Doctorate	**	**	**	**	**	0

Conservator B

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

Median age: 44 Median time in position: 8 years

See Additional Notes by Position (page 77).

Table IV-21 Conservator B							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$32,758	\$36,875	\$46,250	\$52,167	\$56,434	14
Region	AMM	**	\$36,861	\$51,550	\$52,750	**	6
	MPMA	**	**	**	**	**	1
	NEMA	**	\$43,450	\$46,250	\$53,967	**	6
	SEMC	**	**	**	**	**	1
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	0
	\$1-\$3 million	**	**	**	**	**	0
	>\$3 million	\$32,758	\$36,875	\$46,250	\$52,167	\$56,434	14
Discipline	Art	**	**	\$52,667	**	**	5
	History	**	\$37,119	\$46,250	\$52,000	**	6
	Combination	**	**	**	**	**	2
	All others	**	**	**	**	**	1
Governance	Private	\$33,459	\$40,350	\$49,000	\$52,500	\$57,007	12
	College/University	**	**	**	**	**	1
	Government	**	**	**	**	**	1
	All others	**	**	**	**	**	0
Location	Urban	**	\$35,721	\$45,000	\$52,334	**	9
	Suburban	**	**	\$48,250	**	**	4
	Rural	**	**	**	**	**	1
Gender	Female	\$32,211	\$33,486	\$46,000	\$52,167	\$57,347	10
	Male	**	**	\$48,750	**	**	4
Highest degree completed	2-year degree or less	**	**	**	**	**	2
	4-year degree/BA/BS	**	**	\$45,000	**	**	5
	Master's	**	\$33,144	\$51,500	\$55,717	**	6
	Doctorate	**	**	**	**	**	0

Head Librarian

Develops and carries out library practices, policies and procedures; oversees acquisition of library materials; maintains the library collection and catalog, responds to public inquiries; provides reference and research materials as requested by staff. Typical qualifications: MLS/MLIS or BA, plus several years of experience.

Median age: 51 Median time in position: 8.5 years

See Additional Notes by Position (page 77).

Table IV-22 Head Librarian							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$37,222	\$42,075	\$47,879	\$62,000	\$77,580	48
Region	AMM	\$34,648	\$40,170	\$45,864	\$58,286	\$67,600	15
	MPMA	\$37,573	\$45,257	\$47,879	\$57,755	\$70,796	10
	NEMA	\$35,761	\$41,665	\$48,264	\$75,992	\$116,136	18
	SEMC	**	**	\$53,000	**	**	5
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	**	**	**	**	2
	\$500,001-\$1 million	**	**	**	**	**	2
	\$1-\$3 million	\$36,557	\$40,855	\$43,848	\$54,675	\$74,370	10
	>\$3 million	\$38,418	\$43,386	\$51,500	\$64,950	\$94,798	33
Discipline	Art	**	\$41,026	\$56,750	\$74,918	**	8
	History	\$36,571	\$40,855	\$46,182	\$59,215	\$85,477	22
	Combination	\$38,066	\$43,743	\$48,343	\$62,900	\$90,037	11
	All others	**	\$45,286	\$50,027	\$59,699	**	7
Governance	Private	\$36,854	\$41,265	\$46,000	\$60,850	\$92,799	37
	College/University	**	**	\$51,500	**	**	3
	Government	**	\$46,318	\$49,557	\$62,225	**	6
	All others	**	**	**	**	**	2
Location	Urban	\$37,109	\$41,698	\$46,599	\$58,639	\$69,962	34
	Suburban	**	**	\$58,000	**	**	5
	Rural	**	\$45,257	\$59,520	\$93,049	**	6
Gender	Female	\$37,605	\$42,585	\$47,056	\$60,274	\$71,198	34
	Male	\$36,837	\$41,026	\$52,514	\$84,575	\$118,029	12
Highest degree completed	2-year degree or less	**	**	**	**	**	2
	4-year degree/BA/BS	**	\$43,375	\$45,893	\$52,725	**	6
	Master's	\$36,797	\$42,075	\$47,879	\$62,675	\$77,711	36
	Doctorate	**	**	**	**	**	1

Librarian Assistant

Assists librarian in performance of duties. Typical qualifications: BA, plus two years of related experience.

Median age: 35.5 Median time in position: 3 years

See Additional Notes by Position (page 77).

Table IV-23 Librarian Assistant							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$27,100	\$30,342	\$35,000	\$38,820	\$44,790	25
Region	AMM	**	**	\$32,625	**	**	5
	MPMA	**	**	**	**	**	0
	NEMA	\$28,784	\$31,031	\$36,650	\$38,820	\$48,155	16
	SEMC	**	**	\$34,000	**	**	4
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	**	**	**	**	**	2
	>\$3 million	\$26,724	\$30,641	\$36,250	\$39,115	\$46,395	22
Discipline	Art	**	**	\$30,940	**	**	3
	History	\$29,388	\$33,250	\$37,810	\$41,059	\$46,395	12
	Combination	**	**	\$31,304	**	**	5
	All others	**	**	\$37,000	**	**	5
Governance	Private	\$28,398	\$30,940	\$35,000	\$38,820	\$42,155	23
	College/University	**	**	**	**	**	1
	Government	**	**	**	**	**	1
	All others	**	**	**	**	**	0
Location	Urban	\$25,613	\$29,089	\$36,750	\$40,353	\$49,300	18
	Suburban	**	**	**	**	**	2
	Rural	**	**	\$35,000	**	**	3
Gender	Female	\$27,638	\$29,588	\$35,500	\$38,205	\$43,185	18
	Male	**	\$30,906	\$36,410	\$46,309	**	6
Highest degree completed	2-year degree or less	**	**	**	**	**	1
	4-year degree/BA/BS	\$25,463	\$29,026	\$35,000	\$37,700	\$40,988	12
	Master's	\$26,269	\$32,204	\$36,500	\$39,778	\$47,465	10
	Doctorate	**	**	**	**	**	1

Educator A/Director of Education

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

Median age: 43 Median time in position: 5 years

Table IV-24 Educator A/Director of Education							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$32,000	\$37,214	\$47,341	\$62,558	\$83,264	198
Region	AMM	\$35,000	\$37,492	\$47,685	\$68,556	\$90,000	51
	MPMA	\$32,100	\$36,321	\$42,617	\$59,463	\$74,738	32
	NEMA	\$33,022	\$41,000	\$52,260	\$67,013	\$89,224	71
	SEMC	\$30,000	\$33,324	\$43,250	\$56,744	\$66,664	44
Budget size	Up to \$250,000	\$28,162	\$31,780	\$33,498	\$36,250	\$47,800	10
	\$250,001-\$500,000	\$29,397	\$32,000	\$34,750	\$40,000	\$52,718	23
	\$500,001-\$1 million	\$28,671	\$32,288	\$36,500	\$40,884	\$49,100	32
	\$1-\$3 million	\$36,828	\$42,233	\$47,485	\$56,810	\$65,262	67
	>\$3 million	\$43,183	\$57,356	\$68,295	\$90,000	\$102,812	66
Discipline	Art	\$32,822	\$39,625	\$49,925	\$61,550	\$94,222	57
	History	\$32,000	\$34,619	\$42,750	\$55,840	\$69,825	70
	Combination	\$32,000	\$36,000	\$44,000	\$60,000	\$81,001	43
	All others	\$33,566	\$44,288	\$62,000	\$81,375	\$120,790	28
Governance	Private	\$32,000	\$36,750	\$47,277	\$67,038	\$90,024	137
	College/University	\$30,000	\$38,750	\$48,500	\$63,720	\$69,211	24
	Government	\$33,443	\$36,321	\$43,405	\$54,672	\$64,540	32
	All others	**	**	\$59,141	**	**	5
Location	Urban	\$35,000	\$40,000	\$48,000	\$66,750	\$90,000	108
	Suburban	\$33,438	\$38,025	\$47,585	\$56,399	\$90,060	44
	Rural	\$28,000	\$32,000	\$37,296	\$62,100	\$70,000	39
Gender	Female	\$31,950	\$36,385	\$47,341	\$60,482	\$83,700	158
	Male	\$35,875	\$39,500	\$46,000	\$65,589	\$86,078	38
Highest degree completed	2-year degree or less	**	**	**	**	**	2
	4-year degree/BA/BS	\$30,000	\$33,306	\$42,100	\$51,500	\$65,847	55
	Master's	\$33,388	\$37,071	\$47,843	\$64,275	\$82,825	120
	Doctorate	\$43,363	\$50,551	\$59,500	\$93,125	\$119,430	12

Educator B

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

Median age: 34 Median time in position: 3 years

Table IV-25 Educator B							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$27,750	\$31,000	\$37,609	\$44,799	\$51,595	174
Region	AMM	\$25,900	\$33,855	\$39,302	\$48,500	\$59,280	58
	MPMA	\$23,734	\$30,986	\$34,599	\$44,034	\$48,564	17
	NEMA	\$28,665	\$30,945	\$36,591	\$44,455	\$50,950	60
	SEMC	\$23,377	\$29,000	\$36,000	\$42,037	\$47,775	39
Budget size	Up to \$250,000	**	**	\$44,000	**	**	3
	\$250,001-\$500,000	\$20,860	\$28,000	\$29,643	\$34,617	\$38,169	12
	\$500,001-\$1 million	\$22,728	\$27,404	\$33,420	\$38,157	\$44,832	17
	\$1-\$3 million	\$28,000	\$30,000	\$35,500	\$42,000	\$48,200	58
	>\$3 million	\$30,000	\$35,859	\$43,073	\$48,000	\$59,500	84
Discipline	Art	\$30,222	\$34,599	\$39,416	\$46,492	\$57,400	43
	History	\$28,000	\$30,000	\$36,000	\$44,290	\$48,800	55
	Combination	\$21,000	\$25,750	\$33,946	\$43,052	\$52,412	38
	All others	\$28,420	\$34,189	\$38,942	\$47,895	\$58,380	38
Governance	Private	\$26,762	\$30,000	\$36,000	\$43,161	\$51,654	128
	College/University	\$30,400	\$36,250	\$45,732	\$50,139	\$69,058	21
	Government	\$25,956	\$34,937	\$42,037	\$46,059	\$52,200	22
	All others	**	**	\$34,989	**	**	3
Location	Urban	\$25,800	\$30,342	\$37,500	\$44,677	\$51,187	107
	Suburban	\$29,042	\$33,850	\$37,881	\$45,626	\$54,053	44
	Rural	\$24,780	\$29,661	\$35,758	\$44,489	\$48,950	22
Gender	Female	\$27,500	\$30,600	\$37,762	\$44,677	\$50,500	139
	Male	\$25,900	\$33,440	\$36,959	\$45,626	\$59,760	32
Highest degree completed	2-year degree or less	**	\$29,575	\$34,710	\$44,387	**	6
	4-year degree/BA/BS	\$24,240	\$29,000	\$35,000	\$42,037	\$48,922	75
	Master's	\$29,908	\$33,500	\$39,416	\$45,366	\$52,021	77
	Doctorate	**	**	\$60,567	**	**	4

Educational Assistant

Provides assistance to educators in routine duties; assistance in implementation of ongoing programs and activities; duties in training to become educational professional. Typical qualifications: BA in a related field.

Median age: 30 Median time in position: 3 years

Table IV-26 Educational Assistant							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$24,638	\$27,330	\$31,000	\$36,000	\$39,849	65
Region	AMM	\$25,882	\$27,912	\$29,000	\$32,779	\$35,000	19
	MPMA	**	\$24,638	\$27,705	\$38,502	**	6
	NEMA	\$26,208	\$29,850	\$34,270	\$36,750	\$40,000	23
	SEMC	\$21,986	\$24,360	\$31,824	\$37,439	\$39,998	17
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	\$27,660	**	**	5
	\$1-\$3 million	\$25,440	\$27,500	\$29,000	\$35,135	\$48,200	13
	>\$3 million	\$24,447	\$27,978	\$32,734	\$36,563	\$39,824	46
Discipline	Art	\$28,000	\$29,000	\$31,824	\$35,000	\$38,480	19
	History	\$24,191	\$25,853	\$34,635	\$38,517	\$40,624	22
	Combination	\$23,328	\$24,360	\$27,660	\$29,547	\$34,146	13
	All others	\$25,598	\$29,000	\$32,500	\$40,000	\$40,000	11
Governance	Private	\$24,576	\$27,000	\$31,549	\$35,000	\$40,000	47
	College/University	**	**	\$30,900	**	**	5
	Government	\$20,277	\$24,831	\$32,801	\$38,892	\$40,624	12
	All others	**	**	**	**	**	1
Location	Urban	\$24,000	\$28,000	\$30,900	\$35,000	\$40,000	39
	Suburban	\$24,650	\$26,723	\$29,175	\$37,033	\$39,874	14
	Rural	\$24,638	\$25,410	\$35,270	\$36,750	\$50,000	11
Gender	Female	\$24,679	\$27,495	\$30,950	\$35,000	\$38,490	54
	Male	\$19,302	\$25,410	\$38,000	\$40,000	\$50,400	11
Highest degree completed	2-year degree or less	**	**	\$31,824	**	**	3
	4-year degree/BA/BS	\$24,720	\$27,330	\$31,549	\$36,439	\$40,000	49
	Master's	\$23,232	\$24,638	\$29,869	\$35,000	\$37,411	11
	Doctorate	**	**	**	**	**	0

Public Programs Manager/Outreach Coordinator

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

Median age: 40 Median time in position: 3 years

Table IV-27 Public Programs Manager/Outreach Coordinator							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$29,200	\$32,990	\$38,566	\$46,034	\$54,723	83
Region	AMM	\$30,000	\$34,850	\$44,324	\$51,109	\$68,400	23
	MPMA	\$24,935	\$28,213	\$34,388	\$39,375	\$68,618	12
	NEMA	\$28,899	\$35,000	\$40,150	\$45,776	\$53,936	28
	SEMC	\$28,620	\$31,325	\$35,898	\$41,574	\$45,744	20
Budget size	Up to \$250,000	**	**	\$33,000	**	**	3
	\$250,001-\$500,000	\$24,535	\$29,613	\$33,500	\$43,009	\$47,803	10
	\$500,001-\$1 million	\$28,185	\$31,500	\$35,775	\$44,500	\$89,302	11
	\$1-\$3 million	\$27,531	\$30,173	\$37,830	\$45,825	\$59,900	22
	>\$3 million	\$32,392	\$35,753	\$41,275	\$49,878	\$60,888	37
Discipline	Art	\$29,790	\$30,632	\$37,570	\$46,997	\$58,500	22
	History	\$27,364	\$34,000	\$39,040	\$46,192	\$58,829	25
	Combination	\$25,800	\$31,500	\$35,888	\$41,069	\$50,600	18
	All others	\$31,350	\$35,015	\$43,100	\$50,500	\$62,244	18
Governance	Private	\$28,680	\$31,982	\$39,000	\$45,207	\$52,728	62
	College/University	\$29,753	\$33,695	\$36,388	\$51,500	\$72,800	10
	Government	**	\$34,000	\$36,032	\$47,378	**	9
	All others	**	**	**	**	**	2
Location	Urban	\$29,327	\$32,125	\$36,660	\$47,588	\$55,700	48
	Suburban	\$27,680	\$34,925	\$39,000	\$45,517	\$57,951	21
	Rural	\$24,708	\$30,766	\$40,000	\$45,000	\$89,302	11
Gender	Female	\$29,596	\$32,998	\$37,990	\$46,153	\$54,516	66
	Male	\$26,492	\$32,250	\$41,200	\$46,089	\$69,600	17
Highest degree completed	2-year degree or less	**	**	\$34,000	**	**	4
	4-year degree/BA/BS	\$27,828	\$30,575	\$36,660	\$46,601	\$54,792	42
	Master's	\$30,000	\$35,000	\$39,020	\$44,550	\$63,108	32
	Doctorate	**	**	**	**	**	0

Visitor Services Manager

Responsible for management and operations of front-line services such as tickets, information/orientation. Responsibilities may also include: café, store and gallery attendants. Typical Qualifications: Bachelor's degree.

Median age: 45 Median time in position: 3 years

Table IV-28 Visitor Services Manager							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$24,408	\$30,150	\$37,900	\$46,526	\$55,673	110
Region	AMM	\$24,148	\$32,010	\$43,083	\$53,424	\$64,528	30
	MPMA	\$18,752	\$22,705	\$37,500	\$42,500	\$74,194	13
	NEMA	\$27,228	\$33,575	\$39,000	\$45,499	\$57,485	41
	SEMC	\$24,000	\$30,000	\$34,637	\$44,006	\$53,857	26
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	\$24,000	\$25,000	\$36,842	**	9
	\$500,001-\$1 million	\$21,932	\$28,080	\$33,150	\$44,000	\$48,800	15
	\$1-\$3 million	\$22,049	\$27,000	\$35,000	\$37,734	\$48,400	28
	>\$3 million	\$30,180	\$37,875	\$44,074	\$54,125	\$64,828	58
Discipline	Art	\$22,045	\$30,368	\$37,022	\$45,000	\$50,478	24
	History	\$24,776	\$31,337	\$39,000	\$50,000	\$55,777	35
	Combination	\$21,786	\$27,854	\$37,668	\$45,235	\$56,639	26
	All others	\$28,632	\$30,500	\$43,666	\$53,714	\$72,238	25
Governance	Private	\$24,398	\$30,000	\$37,535	\$46,150	\$56,942	89
	College/University	**	\$27,000	\$37,056	\$52,000	**	7
	Government	\$25,981	\$34,660	\$39,866	\$52,250	\$55,256	13
	All others	**	**	**	**	**	1
Location	Urban	\$24,768	\$30,200	\$37,062	\$45,098	\$57,154	67
	Suburban	\$23,632	\$30,669	\$43,450	\$52,500	\$61,960	25
	Rural	\$23,400	\$27,500	\$37,535	\$42,920	\$45,941	13
Gender	Female	\$24,000	\$30,000	\$37,750	\$46,644	\$56,390	86
	Male	\$25,000	\$33,686	\$37,974	\$46,428	\$55,971	24
Highest degree completed	2-year degree or less	\$22,460	\$24,850	\$39,428	\$44,622	\$54,135	26
	4-year degree/BA/BS	\$24,776	\$30,000	\$37,800	\$47,140	\$55,000	65
	Master's	\$29,600	\$36,217	\$37,000	\$39,999	\$56,740	10
	Doctorate	**	**	**	**	**	0

Volunteer Coordinator

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

Median age: 44 Median time in position: 3 years

Table IV-29 Volunteer Coordinator							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$26,367	\$30,509	\$36,049	\$42,000	\$45,494	51
Region	AMM	\$27,085	\$31,759	\$35,583	\$41,050	\$44,734	22
	MPMA	**	\$26,250	\$35,699	\$40,902	**	7
	NEMA	\$23,500	\$27,515	\$36,788	\$45,500	\$50,000	11
	SEMC	\$25,367	\$35,000	\$39,250	\$45,000	\$50,374	11
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	**	**	**	2
	\$1-\$3 million	\$22,576	\$27,500	\$35,000	\$41,200	\$48,600	11
	>\$3 million	\$26,887	\$33,801	\$37,000	\$42,716	\$45,839	37
Discipline	Art	**	\$32,175	\$37,150	\$39,519	**	7
	History	\$26,250	\$35,000	\$36,788	\$42,000	\$45,000	19
	Combination	**	\$31,532	\$37,951	\$46,773	**	8
	All others	\$26,512	\$27,517	\$35,966	\$42,100	\$50,320	17
Governance	Private	\$24,996	\$30,000	\$36,008	\$41,400	\$44,850	38
	College/University	**	**	\$44,594	**	**	4
	Government	**	\$29,386	\$35,600	\$43,976	**	8
	All others	**	**	**	**	**	1
Location	Urban	\$26,860	\$34,000	\$36,788	\$41,051	\$46,518	33
	Suburban	\$27,515	\$32,831	\$38,100	\$45,118	\$49,547	10
	Rural	**	**	\$26,875	**	**	4
Gender	Female	\$26,283	\$30,382	\$36,008	\$42,108	\$45,480	46
	Male	**	**	\$37,360	**	**	4
Highest degree completed	2-year degree or less	**	\$26,375	\$29,538	\$38,088	**	6
	4-year degree/BA/BS	\$27,503	\$33,000	\$36,049	\$42,432	\$45,494	31
	Master's	\$23,250	\$30,509	\$36,788	\$44,778	\$49,000	11
	Doctorate	**	**	**	**	**	0

Exhibition Designer/Chief of Exhibitions

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

Median age: 47.5 Median time in position: 6 years

Table IV-30 Exhibition Designer/Chief of Exhibitions							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$38,000	\$43,997	\$50,000	\$65,230	\$82,200	89
Region	AMM	\$42,336	\$46,242	\$49,600	\$67,130	\$77,859	25
	MPMA	\$38,267	\$39,835	\$45,785	\$52,497	\$61,200	20
	NEMA	\$38,425	\$45,125	\$56,029	\$77,922	\$93,133	28
	SEMC	\$32,660	\$38,000	\$45,254	\$66,432	\$92,070	16
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	**	\$38,554	**	**	5
	\$500,001-\$1 million	\$34,267	\$37,136	\$39,780	\$46,325	\$54,380	13
	\$1-\$3 million	\$38,687	\$40,068	\$48,450	\$58,676	\$78,600	26
	>\$3 million	\$44,434	\$47,394	\$58,444	\$74,125	\$91,104	44
Discipline	Art	\$40,000	\$44,609	\$48,856	\$55,151	\$75,000	22
	History	\$35,072	\$39,780	\$46,570	\$60,000	\$86,300	31
	Combination	\$38,000	\$40,090	\$53,329	\$60,943	\$77,686	19
	All others	\$42,665	\$50,314	\$66,200	\$82,174	\$91,209	17
Governance	Private	\$37,850	\$45,250	\$54,800	\$71,750	\$91,165	53
	College/University	\$38,332	\$40,000	\$44,651	\$49,254	\$74,520	15
	Government	\$36,501	\$40,000	\$47,331	\$60,000	\$66,509	19
	All others	**	**	**	**	**	2
Location	Urban	\$38,094	\$43,847	\$51,225	\$66,900	\$88,560	53
	Suburban	\$37,556	\$46,150	\$54,000	\$68,255	\$80,149	17
	Rural	\$35,931	\$38,353	\$44,291	\$50,444	\$63,290	14
Gender	Female	\$35,931	\$43,871	\$50,613	\$66,277	\$89,963	34
	Male	\$38,277	\$43,832	\$49,329	\$61,065	\$80,100	54
Highest degree completed	2-year degree or less	**	**	\$40,090	**	**	5
	4-year degree/BA/BS	\$38,062	\$43,946	\$50,240	\$65,947	\$82,980	48
	Master's	\$37,100	\$44,048	\$49,800	\$63,350	\$83,603	26
	Doctorate	**	**	**	**	**	2

Coordinator of Exhibitions

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

Median age: 41.5 Median time in position: 4 years

Table IV-31 Coordinator of Exhibitions							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$35,346	\$38,675	\$44,636	\$54,000	\$68,556	36
Region	AMM	\$32,651	\$38,022	\$40,800	\$55,500	\$79,912	16
	MPMA	**	**	\$45,424	**	**	4
	NEMA	**	\$38,313	\$45,000	\$52,000	**	9
	SEMC	**	\$38,900	\$45,000	\$56,000	**	7
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	2
	\$1-\$3 million	**	**	\$40,000	**	**	5
	>\$3 million	\$36,996	\$39,241	\$45,000	\$56,000	\$70,000	29
Discipline	Art	**	\$37,256	\$40,000	\$48,750	**	8
	History	\$28,900	\$38,199	\$44,695	\$68,453	\$92,500	10
	Combination	**	\$36,588	\$47,520	\$59,250	**	8
	All others	\$37,642	\$39,420	\$43,300	\$51,000	\$55,800	10
Governance	Private	\$33,422	\$38,600	\$42,848	\$50,000	\$61,634	27
	College/University	**	**	\$46,450	**	**	4
	Government	**	**	\$56,000	**	**	5
	All others	**	**	**	**	**	0
Location	Urban	\$30,277	\$38,551	\$45,829	\$56,000	\$71,793	22
	Suburban	**	\$39,797	\$41,600	\$53,000	**	9
	Rural	**	**	\$38,313	**	**	4
Gender	Female	\$33,360	\$38,313	\$42,848	\$47,270	\$66,025	17
	Male	\$34,831	\$39,412	\$49,250	\$56,000	\$72,500	18
Highest degree completed	2-year degree or less	**	**	\$39,797	**	**	4
	4-year degree/BA/BS	\$28,000	\$37,000	\$46,540	\$56,000	\$73,446	19
	Master's	\$37,584	\$40,000	\$44,272	\$50,000	\$67,184	11
	Doctorate	**	**	**	**	**	0

Technician/Preparator

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

Median age: 44.5 Median time in position: 5 years

Table IV-32 Technician/Preparator							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$26,971	\$32,000	\$36,450	\$41,955	\$48,170	128
Region	AMM	\$25,025	\$29,525	\$34,445	\$36,968	\$44,686	49
	MPMA	\$24,150	\$28,720	\$32,695	\$39,525	\$54,286	16
	NEMA	\$32,347	\$36,681	\$40,023	\$42,856	\$50,915	36
	SEMC	\$29,410	\$34,000	\$38,000	\$45,000	\$50,698	27
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	**	\$31,181	**	**	5
	\$500,001-\$1 million	**	**	**	**	**	2
	\$1-\$3 million	\$25,834	\$29,459	\$37,588	\$44,498	\$51,620	30
	>\$3 million	\$28,658	\$33,356	\$36,400	\$41,125	\$47,984	90
Discipline	Art	\$26,000	\$32,424	\$36,500	\$42,737	\$47,998	53
	History	\$25,013	\$31,050	\$35,000	\$39,646	\$49,000	24
	Combination	\$28,300	\$31,449	\$36,151	\$44,095	\$57,974	24
	All others	\$29,949	\$33,900	\$37,000	\$40,560	\$42,600	27
Governance	Private	\$26,151	\$31,616	\$36,000	\$40,000	\$45,000	85
	College/University	\$29,321	\$31,995	\$37,000	\$42,487	\$49,026	25
	Government	\$26,100	\$34,908	\$44,195	\$49,080	\$60,134	14
	All others	**	**	\$36,486	**	**	4
Location	Urban	\$26,226	\$31,202	\$36,288	\$40,877	\$46,150	88
	Suburban	\$25,862	\$34,026	\$37,150	\$44,498	\$49,431	22
	Rural	\$30,827	\$33,834	\$38,126	\$49,119	\$58,504	12
Gender	Female	\$26,611	\$30,750	\$35,888	\$41,280	\$47,650	16
	Male	\$26,707	\$33,169	\$36,891	\$42,000	\$50,000	109
Highest degree completed	2-year degree or less	\$27,247	\$30,941	\$34,611	\$39,410	\$50,000	29
	4-year degree/BA/BS	\$25,561	\$32,635	\$36,583	\$42,394	\$48,072	62
	Master's	\$24,854	\$30,511	\$34,445	\$45,625	\$51,174	14
	Doctorate	**	**	**	**	**	0

Vice-President/Director of External Affairs

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

Median age: 49 Median time in position: 4 years

Table IV-33 Vice-President/Director of External Affairs							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$44,200	\$64,126	\$84,096	\$121,250	\$164,900	42
Region	AMM	\$70,235	\$80,790	\$92,500	\$148,375	\$188,280	16
	MPMA	**	**	**	**	**	2
	NEMA	\$42,000	\$57,253	\$80,000	\$135,496	\$171,800	17
	SEMC	**	\$47,000	\$64,501	\$65,795	**	7
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	\$45,000	**	**	4
	\$1-\$3 million	**	\$43,350	\$64,501	\$71,398	**	9
	>\$3 million	\$64,800	\$82,048	\$103,500	\$150,744	\$185,960	28
Discipline	Art	\$41,160	\$50,000	\$65,795	\$110,000	\$175,735	11
	History	\$43,880	\$64,751	\$77,000	\$120,000	\$157,600	13
	Combination	**	**	**	**	**	1
	All others	\$42,000	\$69,689	\$90,000	\$152,996	\$187,320	17
Governance	Private	\$43,000	\$65,000	\$88,500	\$125,000	\$167,000	39
	College/University	**	**	**	**	**	2
	Government	**	**	**	**	**	1
	All others	**	**	**	**	**	0
Location	Urban	\$44,400	\$73,596	\$88,346	\$144,494	\$188,200	24
	Suburban	\$47,300	\$57,500	\$77,500	\$125,875	\$149,350	10
	Rural	**	\$43,000	\$64,501	\$120,000	**	7
Gender	Female	\$41,800	\$52,253	\$77,000	\$103,100	\$160,000	29
	Male	\$64,701	\$76,668	\$114,675	\$149,250	\$188,760	13
Highest degree completed	2-year degree or less	**	**	**	**	**	1
	4-year degree/BA/BS	\$41,800	\$60,000	\$88,500	\$155,000	\$191,000	19
	Master's	\$42,000	\$63,751	\$77,000	\$89,432	\$152,000	17
	Doctorate	**	**	**	**	**	1

Director of Marketing

Responsible for marketing the museum through all mediums: publications, website, social media, television and radio. May also assist Director of External Affairs with related programs. May perform these functions directly or supervise others. Typical qualifications: BA plus several years of related experience.

Median age: 41.5 Median time in position: 3.5 years

Table IV-34 Director of Marketing							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$34,000	\$40,000	\$50,000	\$66,500	\$84,600	109
Region	AMM	\$37,905	\$42,900	\$54,088	\$77,398	\$99,054	30
	MPMA	\$25,800	\$35,383	\$43,000	\$74,250	\$77,577	12
	NEMA	\$34,800	\$43,084	\$50,900	\$67,050	\$100,000	37
	SEMC	\$30,134	\$35,925	\$43,500	\$57,475	\$77,025	30
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	**	\$37,505	**	**	5
	\$500,001-\$1 million	\$28,618	\$32,485	\$38,359	\$40,750	\$55,250	12
	\$1-\$3 million	\$33,900	\$36,375	\$44,500	\$51,309	\$67,800	38
	>\$3 million	\$43,680	\$50,091	\$63,000	\$79,000	\$101,200	53
Discipline	Art	\$32,340	\$40,000	\$48,167	\$62,875	\$88,100	36
	History	\$34,000	\$39,484	\$47,000	\$76,061	\$87,500	29
	Combination	\$27,379	\$38,573	\$46,500	\$60,125	\$83,725	22
	All others	\$36,450	\$41,908	\$54,518	\$69,917	\$98,722	22
Governance	Private	\$34,200	\$40,000	\$50,000	\$67,000	\$84,461	91
	College/University	\$32,298	\$38,500	\$48,333	\$61,182	\$85,435	11
	Government	**	\$37,726	\$45,500	\$86,826	**	6
	All others	**	**	**	**	**	1
Location	Urban	\$36,500	\$41,125	\$51,750	\$68,141	\$84,392	72
	Suburban	\$33,000	\$38,500	\$50,000	\$65,000	\$107,983	23
	Rural	\$24,800	\$30,060	\$40,000	\$62,500	\$72,800	11
Gender	Female	\$33,200	\$39,717	\$48,000	\$64,000	\$82,400	91
	Male	\$39,125	\$42,900	\$63,000	\$86,772	\$104,000	17
Highest degree completed	2-year degree or less	**	**	**	**	**	2
	4-year degree/BA/BS	\$33,900	\$40,000	\$49,167	\$65,500	\$80,390	78
	Master's	\$37,150	\$41,750	\$50,950	\$70,250	\$101,400	22
	Doctorate	**	**	**	**	**	0

Development A, Vice-President/Director of Development

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

Median age: 50 Median time in position: 3 years

See Additional Notes by Position (page 77).

Table IV-35 Development A, Vice-President/Director of Development							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$40,309	\$57,140	\$73,408	\$94,900	\$153,000	116
Region	AMM	\$43,884	\$52,783	\$74,984	\$119,998	\$180,972	37
	MPMA	**	\$53,997	\$57,042	\$125,000	**	9
	NEMA	\$49,000	\$60,000	\$76,050	\$99,400	\$162,544	45
	SEMC	\$36,050	\$42,221	\$70,000	\$84,534	\$96,200	25
Budget size	Up to \$250,000	**	**	**	**	**	2
	\$250,001-\$500,000	**	\$35,000	\$37,323	\$51,640	**	9
	\$500,001-\$1 million	\$40,044	\$43,861	\$52,003	\$66,491	\$75,945	10
	\$1-\$3 million	\$39,884	\$57,716	\$64,154	\$75,992	\$88,920	37
	>\$3 million	\$59,704	\$77,250	\$92,425	\$127,250	\$180,469	58
Discipline	Art	\$40,265	\$54,280	\$71,103	\$88,498	\$152,766	35
	History	\$35,000	\$51,883	\$62,685	\$82,534	\$111,165	37
	Combination	\$42,000	\$61,937	\$81,400	\$106,500	\$125,120	21
	All others	\$49,973	\$65,000	\$93,870	\$160,000	\$202,000	23
Governance	Private	\$40,000	\$55,000	\$75,000	\$98,800	\$162,240	99
	College/University	**	\$58,250	\$73,000	\$90,238	**	8
	Government	**	**	\$66,008	**	**	5
	All others	**	**	\$58,645	**	**	4
Location	Urban	\$44,050	\$60,000	\$77,025	\$98,500	\$159,000	70
	Suburban	\$36,000	\$51,000	\$66,008	\$86,229	\$146,450	29
	Rural	\$40,133	\$51,825	\$67,343	\$118,450	\$164,843	12
Gender	Female	\$44,000	\$55,000	\$72,500	\$92,425	\$126,400	89
	Male	\$36,794	\$57,521	\$81,000	\$124,898	\$192,360	25
Highest degree completed	2-year degree or less	**	**	\$51,766	**	**	3
	4-year degree/BA/BS	\$39,419	\$52,783	\$71,000	\$90,240	\$129,800	69
	Master's	\$57,825	\$64,577	\$81,266	\$100,000	\$130,960	33
	Doctorate	**	**	\$61,343	**	**	4

Development B

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

Median age: 40 Median time in position: 2-years

Table IV-36 Development B							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$32,725	\$40,000	\$48,400	\$70,000	\$80,720	86
Region	AMM	\$39,000	\$46,157	\$54,500	\$70,000	\$80,000	29
	MPMA	**	\$34,109	\$42,500	\$60,075	**	6
	NEMA	\$30,000	\$39,500	\$52,500	\$77,000	\$91,600	33
	SEMC	\$31,080	\$35,919	\$40,613	\$45,500	\$59,150	18
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	**	**	**	2
	\$1-\$3 million	\$28,000	\$30,000	\$39,000	\$48,200	\$75,000	19
	>\$3 million	\$36,060	\$42,750	\$54,380	\$70,194	\$83,700	64
Discipline	Art	\$39,000	\$45,000	\$55,000	\$72,225	\$83,520	17
	History	\$29,200	\$35,338	\$41,352	\$60,000	\$93,100	25
	Combination	\$36,000	\$40,000	\$44,966	\$55,417	\$71,000	24
	All others	\$28,272	\$41,625	\$55,150	\$78,750	\$93,100	20
Governance	Private	\$32,375	\$40,000	\$50,000	\$70,500	\$82,400	74
	College/University	**	**	\$43,500	**	**	5
	Government	**	**	\$44,500	**	**	4
	All others	**	**	\$36,676	**	**	3
Location	Urban	\$30,600	\$40,000	\$48,200	\$70,000	\$82,400	63
	Suburban	\$39,000	\$40,600	\$50,000	\$58,292	\$79,129	14
	Rural	**	\$36,119	\$60,000	\$75,000	**	7
Gender	Female	\$33,600	\$40,000	\$48,200	\$65,975	\$75,400	71
	Male	\$29,600	\$39,000	\$70,000	\$82,400	\$113,400	11
Highest degree completed	2-year degree or less	**	**	\$41,096	**	**	3
	4-year degree/BA/BS	\$30,000	\$40,000	\$46,850	\$60,225	\$75,350	52
	Master's	\$33,075	\$38,805	\$45,900	\$57,500	\$83,500	18
	Doctorate	**	**	**	**	**	1

Major Gifts Officer

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

Median age: 42 Median time in position: 2-years

Table IV-37 Major Gifts Officer							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Table IV-1 Median	75th percentile	90th percentile	n=
Overall		\$41,454	\$56,229	\$69,000	\$92,175	\$114,609	28
Region	AMM	\$41,769	\$56,157	\$61,651	\$76,500	\$114,800	13
	MPMA	**	**	**	**	**	1
	NEMA	\$45,600	\$74,000	\$85,000	\$105,000	\$113,653	11
	SEMC	**	**	\$55,000	**	**	3
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	**	**	**	**	**	2
	>\$3 million	\$49,646	\$58,997	\$74,000	\$93,200	\$114,740	25
Discipline	Art	**	**	\$68,000	**	**	3
	History	\$34,400	\$57,638	\$69,500	\$88,250	\$108,370	12
	Combination	**	**	\$56,108	**	**	5
	All others	**	\$58,660	\$74,780	\$91,375	**	8
Governance	Private	\$41,808	\$58,660	\$72,000	\$92,175	\$112,283	24
	College/University	**	**	**	**	**	1
	Government	**	**	\$56,300	**	**	3
	All others	**	**	**	**	**	0
Location	Urban	\$41,615	\$56,108	\$62,000	\$83,000	\$105,000	19
	Suburban	**	**	\$92,900	**	**	5
	Rural	**	**	\$82,500	**	**	4
Gender	Female	\$38,400	\$49,150	\$68,000	\$84,000	\$111,000	17
	Male	\$55,222	\$56,205	\$75,000	\$105,000	\$126,113	11
Highest degree completed	2-year degree or less	**	**	**	**	**	0
	4-year degree/BA/BS	\$36,808	\$56,276	\$63,500	\$85,475	\$111,250	14
	Master's	**	\$51,250	\$57,889	\$111,250	**	6
	Doctorate	**	**	**	**	**	0

Grants Manager

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

Median age: 43.5 Median time in position: 2-years

Table IV-38 Grants Manager							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$40,300	\$43,628	\$50,000	\$57,906	\$70,860	44
Region	AMM	\$35,000	\$42,000	\$47,000	\$53,394	\$65,000	19
	MPMA	**	\$42,668	\$55,500	\$72,918	**	6
	NEMA	\$44,304	\$45,000	\$52,700	\$58,000	\$76,073	15
	SEMC	**	**	\$49,710	**	**	4
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	\$50,000	**	**	3
	\$500,001-\$1 million	**	**	**	**	**	0
	\$1-\$3 million	**	**	\$46,600	**	**	3
	>\$3 million	\$39,500	\$43,399	\$50,500	\$58,000	\$71,747	38
Discipline	Art	\$40,400	\$42,994	\$46,600	\$48,672	\$58,000	11
	History	\$34,670	\$41,890	\$49,750	\$57,625	\$67,450	12
	Combination	**	\$42,067	\$58,000	\$71,860	**	9
	All others	\$43,455	\$47,750	\$52,078	\$57,219	\$82,203	12
Governance	Private	\$40,480	\$43,723	\$50,000	\$57,063	\$68,800	37
	College/University	**	**	**	**	**	2
	Government	**	**	\$52,500	**	**	5
	All others	**	**	**	**	**	0
Location	Urban	\$40,000	\$43,397	\$50,000	\$59,000	\$72,000	29
	Suburban	**	\$42,495	\$50,000	\$57,625	**	7
	Rural	**	\$44,172	\$48,000	\$60,625	**	6
Gender	Female	\$40,360	\$43,259	\$50,000	\$58,000	\$69,100	35
	Male	**	\$45,400	\$50,728	\$68,125	**	8
Highest degree completed	2-year degree or less	**	**	**	**	**	0
	4-year degree/BA/BS	\$41,750	\$43,264	\$50,000	\$57,063	\$59,600	21
	Master's	\$33,923	\$41,930	\$51,000	\$67,500	\$73,934	17
	Doctorate	**	**	**	**	**	1

Public Relations A, Director of Public Relations

Responsible for public affairs and information activities of the institution. Directs media relations, publicity and customer relation activities of the organization. Typical qualifications: BA plus several years of related experience.

Median age: 42.5 Median time in position: 4 years

Table IV-39 Public Relations A, Director of Public Relations							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$33,230	\$39,250	\$51,000	\$65,300	\$79,680	45
Region	AMM	\$33,477	\$37,000	\$48,000	\$57,074	\$81,600	19
	MPMA	**	**	\$65,000	**	**	3
	NEMA	\$50,200	\$53,692	\$65,600	\$78,400	\$114,679	11
	SEMC	\$22,577	\$33,143	\$40,375	\$56,411	\$70,577	12
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	\$27,379	\$33,014	\$34,636	\$48,875	\$63,500	12
	>\$3 million	\$42,290	\$48,000	\$56,992	\$71,327	\$86,160	31
Discipline	Art	\$33,566	\$37,250	\$49,023	\$65,000	\$69,284	14
	History	\$31,043	\$42,459	\$50,822	\$67,000	\$85,590	12
	Combination	\$22,051	\$33,990	\$45,140	\$56,992	\$111,485	11
	All others	**	\$49,095	\$66,498	\$76,843	**	8
Governance	Private	\$32,574	\$38,125	\$50,500	\$68,496	\$82,170	38
	College/University	**	**	\$47,756	**	**	4
	Government	**	**	\$51,644	**	**	3
	All others	**	**	**	**	**	0
Location	Urban	\$29,626	\$35,500	\$47,983	\$63,750	\$78,720	28
	Suburban	\$33,574	\$46,000	\$51,322	\$67,243	\$85,787	10
	Rural	**	\$41,463	\$62,750	\$83,876	**	6
Gender	Female	\$32,574	\$39,625	\$51,322	\$65,000	\$82,170	38
	Male	**	\$40,335	\$56,250	\$73,095	**	6
Highest degree completed	2-year degree or less	**	**	**	**	**	0
	4-year degree/BA/BS	\$31,144	\$37,750	\$48,920	\$61,500	\$78,147	33
	Master's	**	\$38,000	\$51,000	\$71,327	**	7
	Doctorate	**	**	**	**	**	0

Public Relations B

Assists director of public relations in performance of duties. Typical qualifications: BA in a related field.

Median age: 28 Median time in position: 2-years

Table IV-40 Public Relations B							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$25,000	\$28,341	\$37,900	\$45,542	\$52,758	38
Region	AMM	\$24,600	\$27,000	\$37,000	\$40,800	\$56,136	15
	MPMA	**	**	\$48,000	**	**	5
	NEMA	**	\$28,254	\$34,000	\$46,769	**	8
	SEMC	\$23,200	\$28,000	\$36,750	\$42,986	\$51,823	10
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	**	**	**	0
	\$1-\$3 million	**	\$29,580	\$36,000	\$48,000	**	7
	>\$3 million	\$25,038	\$28,158	\$38,000	\$45,542	\$57,681	30
Discipline	Art	**	\$28,210	\$37,000	\$43,260	**	7
	History	\$27,400	\$31,749	\$38,497	\$48,688	\$52,004	10
	Combination	\$23,500	\$25,000	\$32,305	\$45,793	\$58,473	14
	All others	**	\$36,000	\$38,000	\$47,939	**	7
Governance	Private	\$25,000	\$27,760	\$37,900	\$43,631	\$52,004	30
	College/University	**	**	**	**	**	2
	Government	**	**	\$38,993	**	**	5
	All others	**	**	**	**	**	1
Location	Urban	\$24,700	\$27,760	\$36,705	\$47,954	\$54,095	26
	Suburban	**	\$29,289	\$37,850	\$42,193	**	8
	Rural	**	**	\$44,743	**	**	3
Gender	Female	\$25,000	\$28,105	\$37,800	\$44,002	\$51,586	33
	Male	**	**	\$45,989	**	**	4
Highest degree completed	2-year degree or less	**	**	**	**	**	1
	4-year degree/BA/BS	\$25,000	\$28,210	\$38,000	\$44,743	\$57,065	31
	Master's	**	**	\$37,800	**	**	3
	Doctorate	**	**	**	**	**	0

Membership A, Director of Membership

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

Median age: 35 Median time in position: 3 years

Table IV-41 Membership A, Director of Membership							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$28,000	\$35,000	\$41,200	\$56,500	\$77,060	53
Region	AMM	\$28,920	\$35,783	\$46,000	\$60,015	\$88,198	21
	MPMA	**	**	\$50,559	**	**	4
	NEMA	\$33,985	\$37,150	\$44,263	\$65,425	\$73,270	18
	SEMC	\$25,200	\$27,750	\$32,750	\$42,100	\$47,746	10
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	\$26,500	**	**	4
	\$1-\$3 million	\$24,238	\$31,040	\$35,500	\$40,500	\$44,800	13
	>\$3 million	\$33,573	\$40,200	\$48,220	\$66,508	\$83,500	36
Discipline	Art	\$26,600	\$31,785	\$41,129	\$51,470	\$75,940	17
	History	\$32,830	\$36,000	\$43,000	\$62,685	\$83,000	11
	Combination	\$22,079	\$28,000	\$37,500	\$41,000	\$47,207	11
	All others	\$31,300	\$38,275	\$54,500	\$76,675	\$88,127	14
Governance	Private	\$29,106	\$35,000	\$41,165	\$55,750	\$76,730	46
	College/University	**	**	\$46,518	**	**	4
	Government	**	**	\$36,000	**	**	3
	All others	**	**	**	**	**	0
Location	Urban	\$28,000	\$35,625	\$45,763	\$62,425	\$83,500	36
	Suburban	**	\$33,990	\$36,100	\$46,000	**	7
	Rural	**	\$28,358	\$42,000	\$61,514	**	8
Gender	Female	\$28,000	\$35,000	\$41,000	\$55,000	\$77,060	43
	Male	**	\$37,595	\$54,000	\$63,793	**	9
Highest degree completed	2-year degree or less	**	\$30,650	\$41,283	\$46,932	**	8
	4-year degree/BA/BS	\$27,440	\$34,030	\$41,165	\$63,175	\$87,150	28
	Master's	**	\$35,250	\$40,500	\$47,125	**	8
	Doctorate	**	**	**	**	**	1

Membership B

Assists director of membership in performance of duties. Typical qualifications: BA in related field or related experience.

Median age: 32 Median time in position: 3 years

Table IV-42 Membership B							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$26,502	\$30,181	\$33,634	\$38,006	\$43,817	50
Region	AMM	\$26,500	\$27,000	\$31,886	\$36,719	\$55,000	19
	MPMA	**	**	\$31,211	**	**	5
	NEMA	\$28,290	\$31,362	\$36,000	\$39,098	\$48,400	21
	SEMC	**	**	\$35,700	**	**	5
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	\$24,200	\$28,275	\$31,824	\$36,000	\$47,600	11
	>\$3 million	\$26,172	\$30,950	\$34,600	\$39,977	\$46,215	37
Discipline	Art	\$26,874	\$30,900	\$32,500	\$36,000	\$38,015	23
	History	**	\$25,679	\$32,000	\$36,210	**	9
	Combination	**	**	\$33,841	**	**	5
	All others	\$25,810	\$31,060	\$39,783	\$47,010	\$55,002	13
Governance	Private	\$26,510	\$30,078	\$33,634	\$37,913	\$47,010	44
	College/University	**	**	\$34,429	**	**	4
	Government	**	**	**	**	**	2
	All others	**	**	**	**	**	0
Location	Urban	\$27,000	\$30,975	\$33,634	\$39,989	\$53,902	30
	Suburban	**	\$25,510	\$28,275	\$37,825	**	9
	Rural	**	\$31,912	\$34,594	\$37,013	**	9
Gender	Female	\$26,506	\$30,181	\$33,634	\$38,006	\$41,700	42
	Male	**	\$27,000	\$36,719	\$55,000	**	7
Highest degree completed	2-year degree or less	\$23,636	\$26,465	\$34,013	\$37,467	\$49,061	10
	4-year degree/BA/BS	\$26,506	\$30,078	\$33,171	\$37,568	\$43,027	32
	Master's	**	**	\$33,270	**	**	5
	Doctorate	**	**	**	**	**	0

Director of Publications/Editor

Responsible for management of publications, editorial and production functions. Typical qualifications: BA plus several years of related experience.

Median age: 46.5 Median time in position: 6 years

Table IV-43 Director of Publications/Editor							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$34,924	\$44,500	\$54,000	\$65,280	\$84,612	35
Region	AMM	\$33,131	\$40,000	\$50,000	\$60,716	\$66,368	15
	MPMA	**	**	\$48,258	**	**	5
	NEMA	\$33,967	\$53,416	\$60,250	\$96,903	\$137,843	10
	SEMC	**	**	\$63,000	**	**	5
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	**	**	\$49,000	**	**	5
	>\$3 million	\$35,540	\$46,725	\$56,650	\$66,325	\$91,529	29
Discipline	Art	\$34,500	\$46,448	\$52,833	\$63,475	\$67,900	10
	History	\$31,896	\$37,770	\$53,614	\$62,000	\$110,620	13
	Combination	**	\$41,107	\$59,101	\$80,000	**	7
	All others	**	**	\$60,716	**	**	5
Governance	Private	\$33,400	\$40,840	\$54,700	\$65,710	\$97,978	26
	College/University	**	**	**	**	**	2
	Government	**	**	\$53,614	**	**	5
	All others	**	**	**	**	**	2
Location	Urban	\$36,500	\$41,955	\$55,325	\$64,710	\$85,765	24
	Suburban	**	**	\$55,400	**	**	5
	Rural	**	**	\$51,665	**	**	5
Gender	Female	\$36,924	\$41,107	\$52,125	\$62,300	\$73,152	23
	Male	\$31,862	\$49,000	\$55,400	\$91,529	\$135,085	11
Highest degree completed	2-year degree or less	**	**	**	**	**	1
	4-year degree/BA/BS	\$31,931	\$40,040	\$49,000	\$56,650	\$62,712	15
	Master's	**	\$54,507	\$59,500	\$72,294	**	9
	Doctorate	**	\$48,763	\$58,658	\$95,150	**	6

Museum Store Manager

Responsible for operation of museum store including ordering merchandise, maintaining inventory, keeping financial records and training and supervising clerks. Typical qualifications: High School diploma with previous store management experience or BA plus related experience.

Median age: 49 Median time in position: 4 years

See Additional Notes by Position (page 78).

Table IV-44 Museum Store Manager							
Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$28,030	\$31,675	\$38,448	\$45,000	\$62,000	100
Region	AMM	\$30,782	\$33,280	\$41,773	\$50,467	\$66,819	27
	MPMA	\$21,600	\$30,435	\$36,264	\$59,160	\$62,992	15
	NEMA	\$30,000	\$33,700	\$40,000	\$45,500	\$66,963	33
	SEMC	\$25,200	\$28,500	\$33,000	\$39,500	\$48,469	25
Budget size	Up to \$250,000	**	**	**	**	**	1
	\$250,001-\$500,000	**	**	**	**	**	1
	\$500,001-\$1 million	\$20,893	\$24,000	\$30,530	\$32,421	\$46,000	14
	\$1-\$3 million	\$27,900	\$30,576	\$36,459	\$42,090	\$45,185	32
	>\$3 million	\$31,696	\$33,691	\$42,090	\$58,816	\$69,590	52
Discipline	Art	\$28,800	\$35,059	\$42,000	\$51,734	\$65,312	33
	History	\$25,810	\$31,378	\$37,750	\$42,164	\$61,700	32
	Combination	\$26,300	\$30,011	\$35,179	\$46,571	\$65,295	22
	All others	\$28,848	\$31,000	\$33,000	\$44,000	\$62,457	13
Governance	Private	\$28,650	\$32,338	\$40,000	\$46,148	\$64,740	74
	College/University	\$27,500	\$34,100	\$40,887	\$46,565	\$54,547	10
	Government	\$24,951	\$30,007	\$31,566	\$36,564	\$58,182	13
	All others	**	**	\$34,884	**	**	3
Location	Urban	\$30,000	\$32,349	\$38,500	\$45,000	\$64,232	60
	Suburban	\$29,397	\$33,969	\$39,000	\$54,945	\$71,252	17
	Rural	\$18,739	\$25,500	\$33,200	\$44,369	\$56,605	20
Gender	Female	\$27,000	\$31,533	\$36,864	\$44,931	\$62,000	81
	Male	\$29,900	\$34,580	\$41,446	\$45,250	\$70,374	18
Highest degree completed	2-year degree or less	\$23,668	\$30,000	\$33,000	\$42,000	\$53,427	31
	4-year degree/BA/BS	\$28,210	\$32,588	\$40,000	\$46,445	\$64,636	56
	Master's	**	\$32,759	\$37,500	\$45,000	**	8
	Doctorate	**	**	**	**	**	0

Functions Manager (Rentals/Special Events)

Responsible for coordination and management of facility rentals and special events. May assist director of development in performance of duties. Typical qualifications: BA plus several years of related experience.

Median age: 41 Median time in position: 4 years

Table IV-45 Functions Manager (Rentals/Special Events)							
Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$30,900	\$35,875	\$41,460	\$50,033	\$62,422	78
Region	AMM	\$29,499	\$35,943	\$39,700	\$47,375	\$65,851	26
	MPMA	**	**	\$43,268	**	**	5
	NEMA	\$31,176	\$35,997	\$48,375	\$58,875	\$77,148	26
	SEMC	\$27,625	\$33,129	\$36,800	\$43,500	\$47,400	21
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	\$33,326	**	**	5
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	\$29,380	\$33,629	\$39,747	\$44,250	\$49,600	21
	>\$3 million	\$31,680	\$36,603	\$43,029	\$55,005	\$68,240	51
Discipline	Art	\$28,506	\$36,400	\$43,000	\$45,000	\$63,134	23
	History	\$30,402	\$36,302	\$42,000	\$47,375	\$88,688	21
	Combination	\$31,400	\$33,194	\$43,124	\$55,060	\$65,785	18
	All others	\$30,619	\$33,495	\$36,540	\$53,475	\$61,950	16
Governance	Private	\$29,850	\$35,770	\$40,919	\$50,467	\$63,600	67
	College/University	**	\$31,750	\$39,372	\$47,840	**	6
	Government	**	**	\$43,000	**	**	5
	All others	**	**	**	**	**	0
Location	Urban	\$30,200	\$34,000	\$39,400	\$46,750	\$62,186	51
	Suburban	\$31,273	\$36,676	\$44,250	\$54,208	\$61,900	18
	Rural	**	\$37,313	\$42,172	\$56,429	**	6
Gender	Female	\$31,060	\$35,875	\$40,460	\$50,117	\$62,272	70
	Male	**	\$33,550	\$44,884	\$50,098	**	8
Highest degree completed	2-year degree or less	\$28,997	\$32,500	\$40,000	\$45,500	\$67,600	13
	4-year degree/BA/BS	\$30,760	\$35,929	\$43,000	\$50,000	\$62,422	48
	Master's	**	\$36,000	\$39,400	\$75,180	**	9
	Doctorate	**	**	**	**	**	0

Social Media Manager

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

Median age: 31.5 Median time in position: 2.3 years

See Additional Notes by Position (page 78).

Table IV-46 Social Media Manager							
Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$28,065	\$35,750	\$42,950	\$52,250	\$61,400	14
Region	AMM	**	\$29,129	\$40,000	\$52,000	**	7
	MPMA	**	**	**	**	**	2
	NEMA	**	**	\$50,500	**	**	4
	SEMC	**	**	**	**	**	1
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	1
	\$1-\$3 million	**	**	\$40,000	**	**	3
	>\$3 million	\$27,800	\$36,830	\$46,450	\$53,875	\$65,320	10
Discipline	Art	**	**	**	**	**	2
	History	**	**	**	**	**	2
	Combination	**	**	\$35,000	**	**	3
	All others	**	\$37,440	\$47,000	\$56,500	**	7
Governance	Private	\$27,213	\$33,532	\$46,450	\$53,875	\$65,320	10
	College/University	**	**	**	**	**	2
	Government	**	**	**	**	**	1
	All others	**	**	**	**	**	1
Location	Urban	\$27,213	\$34,282	\$42,950	\$50,125	\$65,320	10
	Suburban	**	**	**	**	**	2
	Rural	**	**	**	**	**	2
Gender	Female	**	\$32,065	\$37,440	\$46,950	**	9
	Male	**	**	\$53,000	**	**	5
Highest degree completed	2-year degree or less	**	**	**	**	**	1
	4-year degree/BA/BS	\$28,800	\$37,440	\$45,900	\$52,000	\$63,640	11
	Master's	**	**	**	**	**	1
	Doctorate	**	**	**	**	**	0

Web Manager

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

Median age: 34.5 Median time in position: 3 years

See Additional Notes by Position (page 78).

Table IV-47 Web Manager							
Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$36,000	\$38,965	\$47,857	\$55,925	\$65,600	36
Region	AMM	\$32,059	\$36,000	\$41,000	\$64,000	\$69,000	15
	MPMA	**	**	\$49,820	**	**	3
	NEMA	\$38,370	\$40,000	\$49,480	\$55,700	\$62,100	15
	SEMC	**	**	\$53,000	**	**	3
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	0
	\$1-\$3 million	**	**	\$42,744	**	**	5
	>\$3 million	\$36,000	\$38,760	\$48,000	\$56,000	\$64,800	31
Discipline	Art	**	\$4,000	\$41,000	\$63,250	**	9
	History	\$36,061	\$38,178	\$44,700	\$57,525	\$63,900	10
	Combination	**	\$37,786	\$45,385	\$56,000	**	7
	All others	\$33,959	\$41,736	\$51,500	\$58,264	\$85,000	10
Governance	Private	\$36,000	\$38,748	\$48,740	\$59,625	\$66,800	30
	College/University	**	**	\$47,714	**	**	3
	Government	**	**	\$42,744	**	**	3
	All others	**	**	**	**	**	0
Location	Urban	\$36,893	\$39,684	\$47,857	\$58,175	\$69,500	24
	Suburban	**	\$36,000	\$42,744	\$61,500	**	7
	Rural	**	**	\$45,054	**	**	4
Gender	Female	\$35,486	\$38,243	\$40,000	\$54,176	\$63,800	17
	Male	\$36,000	\$45,385	\$50,000	\$61,500	\$72,000	19
Highest degree completed	2-year degree or less	**	**	\$41,000	**	**	3
	4-year degree/BA/BS	\$35,229	\$38,708	\$44,065	\$53,675	\$64,900	26
	Master's	**	**	**	**	**	2
	Doctorate	**	**	**	**	**	1

Graphic Designer

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

Median age: 31 Median time in position: 4 years

Table IV-48 Graphic Designer							
Note: Data limited to full-time employees.		10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Overall		\$31,918	\$34,060	\$44,776	\$51,605	\$62,860	37
Region	AMM	\$31,272	\$33,620	\$41,900	\$49,120	\$60,048	27
	MPMA	**	**	**	**	**	2
	NEMA	**	\$34,000	\$44,879	\$66,300	**	7
	SEMC	**	**	**	**	**	1
Budget size	Up to \$250,000	**	**	**	**	**	0
	\$250,001-\$500,000	**	**	**	**	**	0
	\$500,001-\$1 million	**	**	**	**	**	0
	\$1-\$3 million	**	**	**	**	**	2
	>\$3 million	\$31,836	\$34,000	\$44,776	\$50,210	\$63,720	35
Discipline	Art	**	\$33,500	\$40,000	\$47,285	**	9
	History	**	\$33,745	\$44,542	\$48,512	**	8
	Combination	**	\$34,250	\$45,016	\$67,716	**	9
	All others	\$32,932	\$41,097	\$44,776	\$53,000	\$58,893	11
Governance	Private	\$31,631	\$34,000	\$41,962	\$50,908	\$61,824	30
	College/University	**	**	\$45,449	**	**	5
	Government	**	**	**	**	**	2
	All others	**	**	**	**	**	0
Location	Urban	\$32,400	\$38,300	\$45,016	\$53,000	\$61,453	27
	Suburban	**	\$32,500	\$37,000	\$44,125	**	8
	Rural	**	**	**	**	**	2
Gender	Female	\$32,486	\$39,511	\$44,948	\$53,125	\$64,482	22
	Male	\$26,944	\$33,500	\$40,000	\$48,573	\$66,572	15
Highest degree completed	2-year degree or less	**	**	\$41,962	**	**	4
	4-year degree/BA/BS	\$31,272	\$33,620	\$41,097	\$49,120	\$60,593	27
	Master's	**	**	**	**	**	2
	Doctorate	**	**	**	**	**	0

Additional Notes by Position

Director/CEO/President

CUPA-HR reports a median annual salary of \$97,065 (as of October 2011) for directors of academic museums; this varies widely by type of academic institution, from a median of \$123,000 for museum directors at doctorate-granting universities to a median of \$80,000 at community colleges and similar institutions.

Source: CUPA-HR, *2011-12 Administrative Compensation Survey: Executive Summary* (2012) at <http://www.cupahr.org/surveys/files/salary2012/AdComp12ExecutiveSummary.pdf>.

Director/Manager of Information Services & Technology

The Nonprofit Technology Network (NTEN) conducts an annual IT staffing survey that draws upon a national pool of nonprofit organizations. The survey includes two positions that may overlap the museum position described above: Chief Information/Technology Officer (with average annual salary in 2011 of \$110,069) and IT/Technology Director (with an average annual salary in 2011 of \$70,491). In both cases, the median time in position was 5-6 years. The NTEN staffing report also includes a breakdown by organization size and geographic region.

Source: Nonprofit Technology Network, *2011 Nonprofit Technology Staffing & Investments Survey Report* (2012) at <http://www.nten.org/research/it-staffing>.

Archivist

The Bureau of Labor Statistics reports a median annual salary for archivists of \$45,200 (as of May 2010). The Society of American Archivists also provides information about archival salaries, mostly derived from an extensive national survey conducted in 2003-04.

Sources: "Archivists" in Bureau of Labor Statistics, *Occupational Outlook Handbook, 2012-13 Edition*, at <http://www.bls.gov/oooh/education-training-and-library/archivists.htm>. A*CENSUS results available at <http://www2.archivists.org/initiatives/acensus-archival-census-education-needs-survey-in-the-united-states>.

Curators—all levels

The Bureau of Labor Statistics reports a median annual salary for curators of \$48,450 (as of May 2010); this is a median figure for all curators, regardless of experience level, scope of responsibilities or museum type. CUPA-HR reports a median annual salary of \$50,524 (as of October 2011) for curators at academic museums, excluding the fine arts but not distinguishing by experience level.

Sources: “Curators, Museum Technicians, and Conservators” in Bureau of Labor Statistics, *Occupational Outlook Handbook, 2012-13 Edition*, at <http://www.bls.gov/ooh/Education-Training-and-Library/Curators-and-museum-technicians.htm>. CUPA-HR, *2011-12 Mid-Level Administrative and Professional Salary Survey: Executive Summary* (2012) at http://www.cupahr.org/surveys/files/salary2012/MidLevel12_Executive_Summary.pdf.

Conservators—all levels

The Bureau of Labor Statistics only reports salary data for conservators as part of the larger occupational category “museum technicians and conservators,” defined as follows: “Museum technicians and conservators prepare and restore objects and documents in museum collections and exhibits.” As of May 2010, the median annual salary for museum technicians and conservators was \$37,310.

Source: “Curators, Museum Technicians, and Conservators” in Bureau of Labor Statistics, *Occupational Outlook Handbook, 2012-13 Edition*, at <http://www.bls.gov/ooh/Education-Training-and-Library/Curators-and-museum-technicians.htm>.

Librarians—all levels

The Bureau of Labor Statistics reports a median annual salary for all American librarians of \$54,500 (as of May 2010). The American Library Association reports a median salary for all librarians of \$55,883 (as of 2010). The free executive summary offers some breakdown by library type (not including libraries in museums), credentials and responsibilities; paying subscribers can access even more details by position, library type, region and state.

Sources: “Librarians” in Bureau of Labor Statistics, *Occupational Outlook Handbook, 2012-13 Edition*, at <http://www.bls.gov/ooh/Education-Training-and-Library/Librarians.htm>. “Salary Survey: 2010 Librarian Pay Up 3 Percent Despite Economic Woes,” in *ALA-APA Library Worklife* (November 2010) at <http://ala-apa.org/newsletter/2010/11/01/salary-survey-librarian-pay-increased-3-percent-despite-2010-economic-woes/>.

Development A, Vice-President/Director of Development

Museums typically draw upon the same pool of development professionals as other nonprofit organizations, so it makes sense to look at the nonprofit sector as a whole when identifying comparable wages for museum staff in this area. The compensation for the senior development position tends to be closely related to budget size, regardless of organization type. For 2011, Guidestar reported a range of median salaries for the senior development position:

Budget size	Median annual salary
\$50 million or more	\$195,896
\$25 million to \$49.9 million	147,491
\$10 million to \$24.9 million	127,342
\$5 million to \$9.9 million	115,531
\$2.5 million to \$4.9 million	95,932
\$1 million to \$2.49 million	72,402
\$500,000 to \$999,999	52,429
\$250,000 to \$499,999	44,429
Less than \$250,000	43,410

Source: As published in the *Chronicle of Philanthropy* at <http://philanthropy.com/article/Median-Pay-for-Top-Development/129028/>.

Museum Store Manager

The Museum Store Association reports a median annual salary for museum store managers of \$40,000 (as of 2009).

Source: Museum Store Association, *2009 MSA Retail Industry Report* (2009).

Social Media Manager

The Nonprofit Technology Network (NTEN) conducts an annual IT staffing survey that draws upon a national pool of nonprofit organizations. For 2011, NTEN reports an average (not median) annual salary for “Online Community Managers” of \$45,394 (as of 2011), with a median time in position of 1-2 years. The NTEN staffing report also includes a breakdown by organization size and geographic region.

Source: Nonprofit Technology Network, *2011 Nonprofit Technology Staffing & Investments Survey Report* (2012) at <http://www.nten.org/research/it-staffing>.

Web Manager

For 2011, the Nonprofit Technology Network (NTEN) reports an average (not median) annual salary for “Website Managers/Webmasters” of \$44,423 (as of 2011), with a median time in position of 3-4 years. The NTEN report also includes a breakdown by organization size and geographic region.

Source: Nonprofit Technology Network, *2011 Nonprofit Technology Staffing & Investments Survey Report* (2012) at <http://www.nten.org/research/it-staffing>.

Chapter V.

BENEFITS

Typically, compensation includes more than hourly wages or an annual salary. Monetary and non-monetary benefits are also important forms of compensation (as any worker who lacks health insurance or a pension plan will tell you) and they need to be considered as part of the full compensation picture at both the institutional and individual levels. Nonprofit museums, like other mission-driven nonprofits, often try to balance relatively low salaries with “competitive and robust benefits package[s] ... an effective way to attract talent and retain employees.”¹ But gathering consistent information about benefits is much more complicated than collecting data about salaries, because the value of benefits can vary significantly, even within one institution, depending on such factors as employee status (e.g., exempt versus non-exempt workers),² incumbency (e.g., pension contributions or vacation days that increase with time of employment), part-time versus full-time employment, membership in a union or even whether an employee decides to avail herself of the different “cafeteria” benefit options offered by the employer. Putting a value on non-monetary benefits like flextime, learning opportunities or a private workspace is problematic at best — and certainly beyond the scope of this report. Instead, this report focuses on the simpler question of whether or not museums offer various benefits to their full-time employees at all, rather than the cost or value of the benefits.

Insurance Benefits

Eighty percent (80.3%) of museums in the survey sample offered employer-sponsored health insurance (ESI) to their full-time employees in 2010 (Table V-1). This compares very favorably to 73.2% of *all* full-time adult workers in the United States with access to ESI that year.³ It also compares well to the results of a 1978 survey conducted by AAM, which found that 81% of American museums offered health insurance.⁴

1 Kevin Kovaleski, “Carrots or Karats: Rethinking Benefits for Nonprofit Employees” (Guidestar, 2008) at <http://www.guidestar.org/rxa/news/articles/2008/carrots-or-karats-rethinking-benefits-for-nonprofit-employees.aspx>. Also see Laura Reeves, *Rewards at Work: Inspiring Productive Employees Across Career Stages* (Civic Ventures, 2010) at [http://www.encore.org/files/Crossing Generations Benefits.pdf](http://www.encore.org/files/Crossing%20Generations%20Benefits.pdf), which discusses employee benefits in the context of a changing nonprofit workforce.

2 National Council of Nonprofits, “Classifying Employees Correctly,” at <http://www.councilofnonprofits.org/resources/resources-topic/administration-and-management/managing-employees/classifying-employees-cor>.

3 Elise Gould, *A Decade of Declines in Employer-Sponsored Health Insurance Coverage* (Economic Policy Institute, 2012) at <http://www.epi.org/files/2012/bp337.pdf>.

4 Cited in Renée Friedman, “Museum people. The special problem of personnel management in museums and historical agencies,” in Kevin Moore, ed., *Museum Management* (Routledge, 1994), p. 124.

Table V-1 Insurance Benefits Offered, by Budget Size (2010/11)

	Overall	Up to \$250,000	\$250,001-\$500,000	\$500,001-\$1 million	\$1-\$3 million	>\$3 million
Individual health insurance	80.3%	52.8%	76.8%	95.2%	96.8%	97.4%
Family health insurance	63.7%	34.6%	50.0%	67.7%	84.9%	97.4%
Dental insurance	59.2%	32.3%	45.1%	66.1%	75.3%	93.5%
Long-term disability insurance	49.0%	22.0%	37.8%	41.9%	65.6%	90.9%
Short-term disability insurance	43.3%	22.0%	31.7%	41.9%	54.8%	77.9%
Life insurance	59.0%	31.5%	42.7%	59.7%	81.7%	93.5%
Accidental death & dismemberment insurance	45.4%	19.7%	34.1%	45.2%	58.1%	84.4%
Flexible spending accounts	41.5%	20.5%	36.6%	37.1%	54.8%	68.8%
Dependent care account	36.3%	15.7%	25.6%	29.0%	49.5%	71.4%
Medical care account	38.8%	17.3%	28.0%	33.9%	52.7%	72.7%

Sample = 441 institutions that responded to the benefits questions.

Table V-2 Insurance Benefits Offered, by Region

	Overall	AMM	MPMA	NEMA	SEMC
Individual health insurance	80.3%	80.9%	78.7%	76.7%	86.4%
Family health insurance	63.7%	63.8%	66.0%	58.7%	68.9%
Dental insurance	59.2%	61.7%	62.8%	46.7%	71.8%
Long-term disability insurance	49.0%	55.3%	46.8%	43.3%	53.4%
Short-term disability insurance	43.3%	45.7%	41.5%	38.7%	49.5%
Life insurance	59.0%	60.6%	60.6%	47.3%	72.8%
Accidental death & dismemberment insurance	45.4%	52.1%	48.9%	37.3%	47.6%
Flexible spending accounts	41.5%	45.7%	52.1%	31.3%	42.7%
Dependent care account	36.3%	45.7%	42.6%	28.0%	34.0%
Medical care account	38.8%	45.7%	45.7%	31.3%	36.9%

Sample = 441 institutions that responded to the benefits questions.

Thus, despite at least a decade of serious erosion of ESI across the nation, museums have maintained an impressively high level of benefits in this area (though we do not know how much of the burden of premium payments and deductibles may have shifted from employer to employee during this period of rising health care costs).

The museums offered other insurance benefits as well, but individual medical insurance was by far the most common benefit in this category. Not surprisingly, the availability of insurance benefits was strongly related to museum budget size, in part because museums with larger budgets tend to have larger staffs, which tends to reduce the per-employee cost of providing benefits. Yet a majority of even the smallest museums, with operating budgets under \$250,000 a year, were able to offer employer-sponsored health insurance. There are also some interesting (but as yet unexplained) variations in benefit levels across the different regions, with a notable density of openhanded museums in the Southeast (Table V-2).

Other employment benefits

Access to a retirement or pension plan is the most common employee benefit offered by museums, among non-insurance benefits. (Leave time—paid holidays, vacation, sick leave and/or personal days—is a nearly universal benefit for full-time museum employees, but the data collected by the regional surveys in this area were ambiguous and not reported here.) Overall, 65.8% of museums in the sample offered a retirement plan of some kind. But this includes an unknown mix of defined benefit plans (e.g., traditional government pensions) and defined contribution plans (e.g., IRA's, 401(k) or 403(b) plans) and an unknown range of employer contributions. Here again, museums have been remarkably constant in their employee benefits, with 67% of museums offering some kind of retirement plan back in 1978.

In some cases, the availability of non-insurance benefits tends to increase with the size of a museum's budget (Table V-3). This is especially true for benefits with a clear monetary value, such as discounts at the museum shop or covering the cost of professional membership fees. The availability of paid release time for courses, tuition reimbursements and (perhaps) paid sabbaticals largely reflects the distribution of college and university museums across budget categories, rather than the size of museums *per se*. The distribution of employee benefits that reflect an institutional commitment to flexibility (i.e., flexible working hours and the option of telecommuting) does not seem to be related to budget size in any discernible way. Very few museums offer on-site daycare, regardless of their size. Finally, it is unclear whether the regional distribution of benefits summarized in Table V-4 is actually meaningful, but we include it here for the sake of complete reporting.

Table V-3 Other Benefits Offered, by Budget Size (2010/11)

	Overall	Up to \$250,000	\$250,001-\$500,000	\$500,001-\$1 million	\$1-\$3 million	>\$3 million
Retirement plan	65.8%	39.4%	50.0%	72.6%	88.2%	93.5%
Paid sabbatical	4.1%	2.4%	2.4%	1.6%	7.5%	6.5%
Flexible working hours	56.7%	54.3%	53.7%	64.5%	50.5%	64.9%
Paid release time for courses	25.4%	28.3%	25.6%	40.3%	23.7%	10.4%
Home office/telecommuting	25.6%	22.8%	19.5%	27.4%	26.9%	33.8%
Tuition reimbursement	26.1%	18.9%	26.8%	32.3%	30.1%	27.3%
On-site daycare	1.8%	2.4%	3.7%	1.6%	1.1%	0.0%
Professional membership fees paid	54.6%	33.9%	57.3%	53.2%	62.4%	77.9%
Professional development fees paid	48.8%	40.9%	57.3%	45.2%	50.5%	53.2%
Internal museum discount	58.3%	29.1%	51.2%	66.1%	75.3%	88.3%

Sample = 441 institutions that responded to the benefits questions.

Table V-4 Other Benefits Offered, by Region

	Overall	AMM	MPMA	NEMA	SEMC
Retirement plan	65.8%	67.0%	67.0%	60.7%	70.9%
Paid sabbatical	4.1%	2.1%	4.3%	3.3%	6.8%
Flexible working hours	56.7%	56.4%	57.4%	57.3%	55.3%
Paid release time for courses	25.4%	20.2%	36.2%	22.7%	24.3%
Home office/telecommuting	25.6%	20.2%	21.3%	33.3%	23.3%
Tuition reimbursement	26.1%	23.4%	36.2%	21.3%	26.2%
On-site daycare	1.8%	2.1%	2.1%	1.3%	1.9%
Professional membership fees paid	54.6%	55.3%	47.9%	54.0%	61.2%
Professional development fees paid	48.8%	43.6%	56.4%	49.3%	45.6%
Internal museum discount	58.3%	63.8%	52.1%	64.0%	51.5%

Sample = 441 institutions that responded to the benefits questions.

Personnel policies in writing?

One of the “Characteristics of Excellence for U.S. Museums,”⁵ promoted by the American Alliance of Museums but based on best practice in the field, is that “the governing authority, staff and volunteers [at a museum] have a clear and shared understanding of their roles and responsibilities.” The best way to assure this is to have a written personnel policy; indeed, this is one of the basic documents that the AAM Accreditation Commission asks to see when it reviews a museum. As Table V-5 shows, most museums (81.2%) already have a published personnel policy and/or handbook. Museums that do not can contact the Alliance or any of the regional museum associations for information about how to create one (including, in many cases, access to sample documents from peer institutions).

Table V-5 Museums with a Published Personnel Policy/Handbook		
Overall		81.2%
Budget size	Up to \$250,000	63.8%
	\$250,001-\$500,000	79.3%
	\$500,001-\$1 million	88.7%
	\$1-\$3 million	92.5%
	>\$3 million	92.2%
Region	AMM	78.7%
	MPMA	86.2%
	NEMA	74.7%
	SEMC	88.3%

Sample = 441 institutions that responded to the benefits questions.

5 “Characteristics of Excellence for U.S. Museums” at <http://www.aam-us.org/resources/ethics-standards-and-best-practices/characteristics-of-excellence-for-u-s-museums>.

Chapter VI.

HOURLY POSITIONS AT MUSEUMS

Museums rely on a combination of full-time, part-time, and volunteer workers. Core museum functions tend to be performed by full-time paid employees (Table II-6). A variety of vital support functions, however, tend to be performed by hourly workers (if paid) or volunteers.

The regional salary surveys included questions about thirteen common hourly jobs at museums. Because there were relatively few responses to these questions, we are only able to present aggregate national data (Table VI-1). Museums should be cautious about using these data to set wages for their own hourly workers, because hourly wages are much more likely to reflect local labor markets for similar jobs than regional or national norms for museum professionals. Local economic conditions vary tremendously.

Remember, too, that this analysis reflects prevailing wages at the end of 2010. The intervening months have witnessed both modest inflation (as measured by the Consumer Price Index) and wage stagnation, so that real hourly wages (reflecting both inflation and wage increases, if any) remained unchanged between August 2011 and August 2012 for workers in the private sector.¹

Hourly workers at museums may or may not receive additional benefits as part of their compensation. One rule of thumb, which Independent Sector uses to estimate the value of volunteer time each year, is to value fringe benefits at 12% of hourly wages. The Independent Sector analysis of volunteer labor also provides a useful comparison to the hourly wages presented here: by their measure, the value of volunteer time donated to all charities in 2010 was \$21.36 per hour (representing \$19.07 in wages alone).²

1 "Real Earnings–August 2012" (Bureau of Labor Statistics, September 2012) at <http://www.bls.gov/news.release/pdf/realer.pdf>.

2 "Independent Sector's Value of Volunteer Time" (Independent Sector, retrieved October 1, 2012) at http://www.independentsector.org/volunteer_time. This also includes a breakdown of estimates by state. Because the estimates are based on private-sector wages only, it may not be a perfect comparison the museum field, which includes many institutions run or supported by government entities. Plus, volunteers often provide highly-skilled labor.

Table VI-1 Hourly Wages Overview, by Position

	10th percentile	25th percentile	Median	75th percentile	90th percentile	n=
Bookkeeper	\$11.00	\$13.17	\$17.00	\$20.00	\$28.50	82
Docent/Interpreter/Guide	\$7.73	\$8.46	\$9.68	\$10.63	\$13.00	78
Functions Manager (Rentals)	\$9.90	\$11.18	\$15.00	\$18.27	\$21.00	35
General Buildings Maintenance	\$9.25	\$11.00	\$13.50	\$17.00	\$20.60	127
Grant Writer	\$9.25	\$12.50	\$18.39	\$25.50	\$42.50	14
Guard	\$8.32	\$10.00	\$11.06	\$13.61	\$14.83	73
Housekeeper	\$8.00	\$10.00	\$10.50	\$12.56	\$20.00	59
Office Manager	\$9.08	\$11.50	\$13.50	\$17.52	\$25.96	12
Office Support	\$10.00	\$11.74	\$13.15	\$16.54	\$18.59	55
Program Assistant	\$8.35	\$10.00	\$12.28	\$14.36	\$16.60	63
Store Clerk	\$8.00	\$8.90	\$9.90	\$11.41	\$13.00	89
Teacher	\$9.27	\$12.00	\$15.28	\$20.00	\$25.00	40
Visitor Services/Admissions	\$7.75	\$9.00	\$10.00	\$11.68	\$13.11	104

Appendix

THE MUSEUM WORKFORCE IN THE UNITED STATES (2009)

Note: Originally released as a data snapshot by the American Alliance of Museums in November 2011.

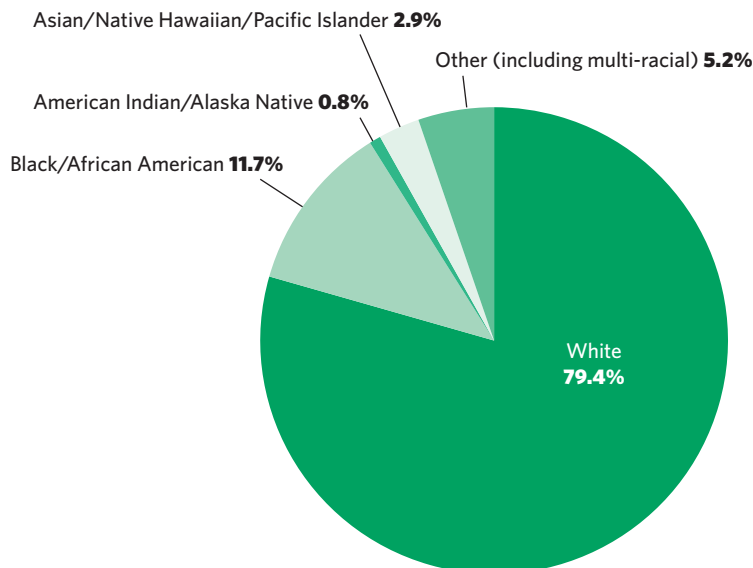
Key Facts

- More than 400,000 people work in America's museums
- 52.5% are men, 47.5% are women
- 79% are white
- The median age for museum workers is 40
- More than two-thirds attended college, but just 11% have advanced degrees
- 60% work for government museums
- The median annual salary in 2009 for full-time museum workers was \$38,980.

Museum Workforce by Sex

	Number of Museum Workers	Percent	Total U.S. population
Male	211,356	52.5%	49.3%
Female	191,568	47.5%	50.7%
Total	402,924	100.0%	100.0%

Museum Workforce by Race



Note that Hispanics may be of any race and are not separately included in this pie chart. 10.1% of museum workers also self-identified as Hispanic.

Museum Workforce by Race

	Number of Museum Workers	Percent	Total U.S. population
White	320,033	79.4%	74.8%
Black/African American	47,118	11.7%	12.4%
Other (including multiracial)	20,889	5.2%	7.3%
Asian/Native Hawaiian/Pacific Islander	11,524	2.9%	4.6%
American Indian/Alaska Native	3,360	0.8%	0.8%
Total	402,924	100.0%	100.0%

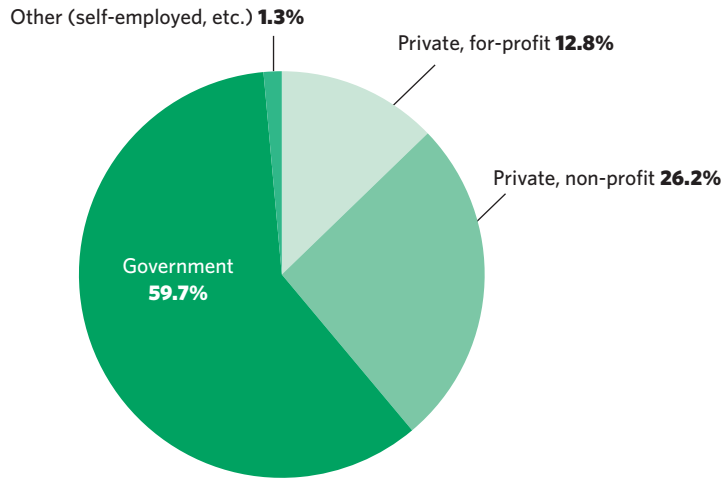
Museum Workforce by Age

	Number of Museum Workers	Percent
Under 25	97,442	24.2
25-34	72,039	17.9
35-44	63,197	15.6
45-54	83,592	20.8
55-64	60,479	15.0
65+	26,175	6.5
Total	402,924	100.0

Museum Workforce by Educational Attainment

	Number of Museum Workers	Percent	U.S. population age 25+
High school or less	38,403	9.5%	14.7%
High school graduate	82,310	20.4%	28.5%
Some college	99,467	24.7%	28.9%
Associate's degree	29,509	7.3%	17.6%
Bachelor's degree	109,136	27.1%	
Master's degree	37,437	9.3%	10.3%
Doctorate or other professional degree	6,662	1.7%	
Total	402,924	100.0%	100.0%

Museum Workforce by Employer Type



	Number	Percent
Private, for-profit	51,384	12.8%
Private, non-profit	105,406	26.2%
Government	240,854	59.7%
<i>Local</i>	183,879	45.6%
<i>State</i>	41,124	10.2%
<i>Federal</i>	15,851	3.9%
Other (self-employed, etc.)	5,280	1.3%
Total	402,924	100.0%

About the Data (including our definition of “museum workforce”)

The data in this snapshot come from the 2009 American Community Survey (ACS), an annual survey conducted by the U.S. Census Bureau. The data reflect survey responses from a sample of the American population collected between January 1 and December 31, 2009. The “museum workforce” is defined here by place of work during the previous year rather than profession or occupation; anyone classified as working in “museums, historical sites, and similar institutions” (NAICS code 712) counts, from the executive director to the custodian. The Alliance is grateful to the research staff of the Humanities Indicators project at the American Academy of Arts & Sciences (www.humanitiesindicators.org) for their assistance in analyzing the 2009 ACS Public Use Microdata Sample (PUMS), the source of all data here about the museum workforce. Data about the U.S. population as a whole comes from the ACS 2009 1-Year Estimates. For more information about ACS, [visit www.census.gov/acs/www/about_the_survey/american_community_survey](http://www.census.gov/acs/www/about_the_survey/american_community_survey).