



**ASSOCIATION OF ART MUSEUM  
DIRECTORS**

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*2021 Salary Survey*



## PREFACE

The 2021 Salary Survey is the thirty-sixth in a series of the annual survey of art museum salaries issued by the Association of Art Museum Directors. The results of this survey represent responses from 207 of 220 museums surveyed—a response rate of 94%. However, we would like to highlight that not all respondent museums answered every question, resulting in a lower N number for multiple questions.

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

Our thanks are due to Stax Inc., who worked with us to support the effort, and provided analysis and development of insights. Thanks are also due to the museums responding to the survey for the considerable time and effort put into their responses.

The format of the survey reflects metropolitan areas defined as metropolitan statistical areas and micropolitan statistical areas as of July 15, 2015. Maps of metropolitan and micropolitan statistical areas by state are available in this report. Population data has been updated to reflect 2019 U.S. Census Bureau estimates.

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

Salary information is based on compensation for FY20. In accordance with US Department of Justice anti-trust guidelines, salary comparison by designation is not presented for positions if fewer than five museums reported figures for a given designation. Salaries reported by Canadian art museums were converted to US dollars using the exchange rate 1 CAD = 0.79972376 USD on April 16<sup>th</sup> 2021. Commentary on analyzed trends refers to the fiscal year. Furthermore, full-time compensation figures that were reported as hourly wages have been converted to full year salaries for comparison purposes. Similarly, part-time compensation figures that were reported as annual salaries have been converted to hourly wages based on the number of hours worked.

We would also like to highlight that the survey data has been captured based on fiscal years of museums, and not a calendar year. Hence, all COVID impacts may not be immediately apparent.

Additional copies of the 2021 Salary Survey may be obtained from the Standards & Practices section of AAMD's website at [aamd.org](https://aamd.org).





## SURVEY DEFINITIONS

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

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

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

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

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

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

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

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

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

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

### THE UNITED STATES

#### SOUTHEAST

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

#### MOUNTAIN PLAINS

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

#### WESTERN

Alaska  
Arizona  
California  
Hawaii  
Idaho  
Nevada  
Oregon  
Utah  
Washington

#### NEW ENGLAND

Connecticut  
Massachusetts  
Maine  
New Hampshire  
Rhode Island  
Vermont

#### MID-ATLANTIC

Delaware  
District of Columbia  
Maryland  
New Jersey  
New York  
Pennsylvania

#### MIDWEST

Illinois  
Indiana  
Iowa  
Michigan  
Minnesota  
Missouri  
Ohio  
Wisconsin

#### CANADA

#### MEXICO



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



*Note: Maps are not according to scale*

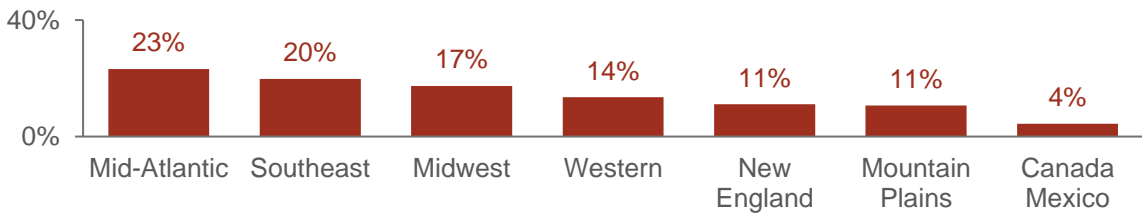




## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

### **Distribution of Museums by AAM Region**

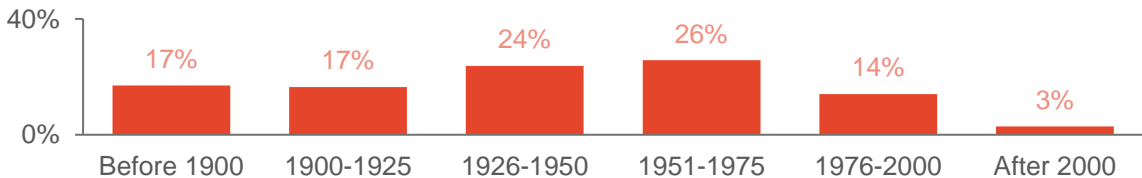
*Percentages based on responses from 207 museums.*



*New York had the largest concentration of AAM-affiliated museums, amounting to 27, followed by California (17), and Florida and Texas, at 13 each.*

### **Distribution of Museums by Founding Date**

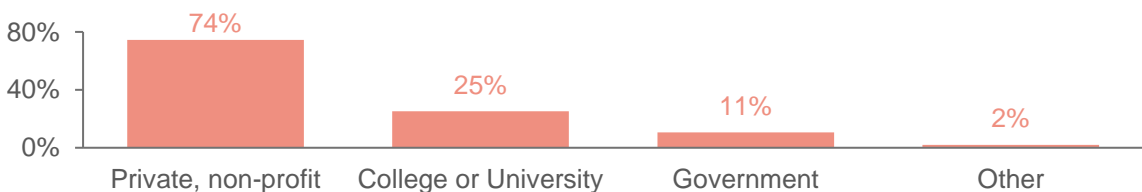
*Percentages based on responses from 206 museums.*



*Similar to that of 2019, the oldest museum that took part in the survey was the Peabody Essex Museum from Salem, MA, while the newest was the Crystal Bridges Museum of American Art Bentonville, AR—the two museums were established 212 years apart.*

### **Distribution of Museums by Governance Patterns**

*Percentages based on responses from 207 museums.*



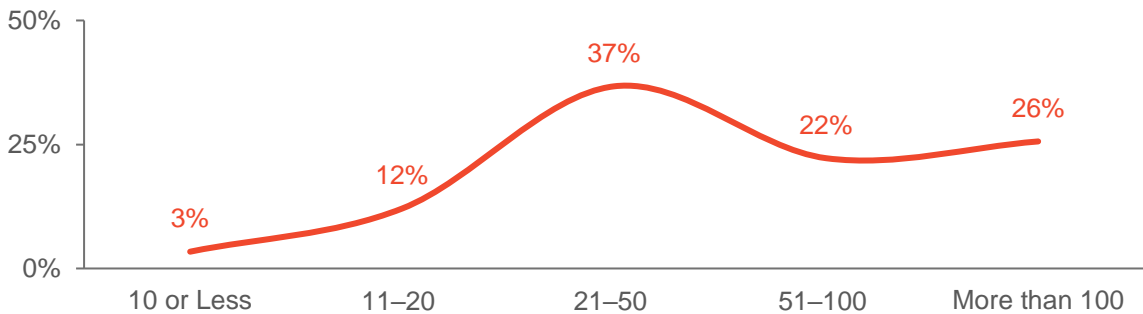
**NOTE:** *Museums can indicate more than one governance category. Thus, the total of all responses exceeds 100%.*



## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

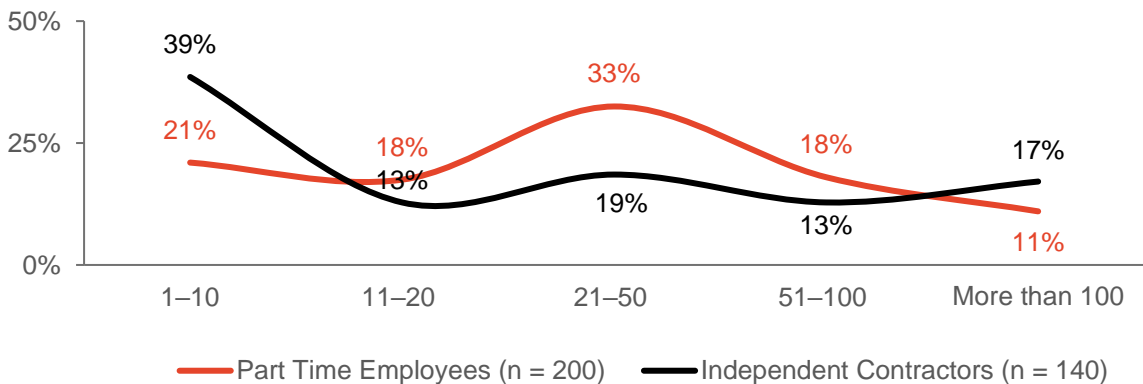
### **Distribution of Museums by the Number of Full Time Employees**

*Percentages based on responses from 207 museums.*



*In 2020, nearly half of the museums had 51 or more full time employees; 20 museums had more than 250 full time employees. In 2019, more than half of the museums had 51 or more full time employees; while 18 museums had more than 250 full time employees.*

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



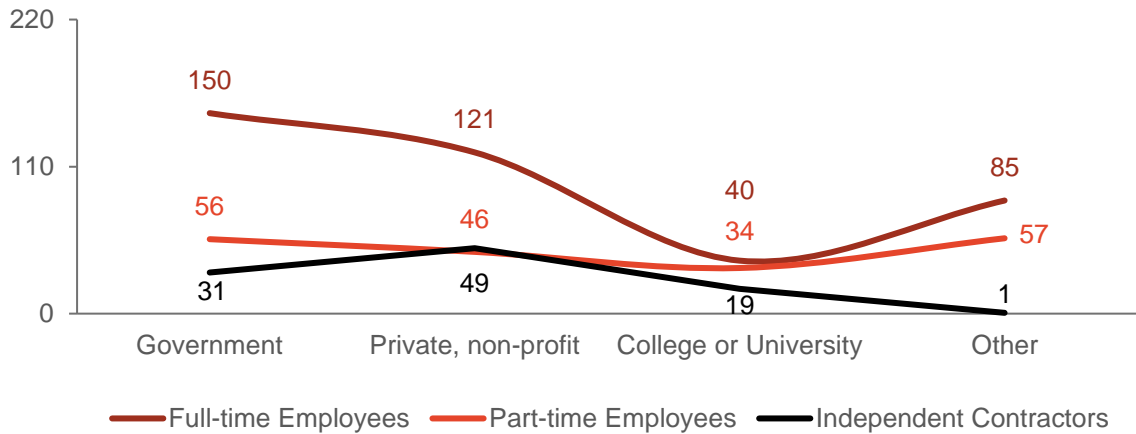
*24 of the museums surveyed employed more than 100 independent contractors — 6 of which employed more than 250, while none employed over 1,000. In 2019, 28 of the museums surveyed employed more than 100 independent contractors, 8 of which employed more than 250, while 1 museum employed more than 1,000.*



## GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

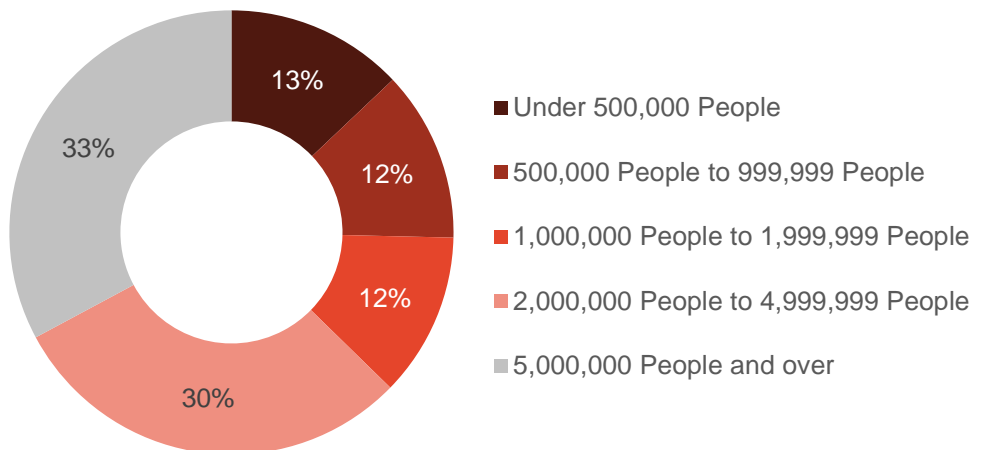
Averages based on responses from 207 museums.



Government museums had the highest ratio of full-time employees, with an average of 63% of staff employed on a full-time basis. Independent contractors were hired mostly in Private, non-profit museums, where they accounted for 23% of the total number of employees on average.

### Distribution of Museums by Metropolitan Area Population

Percentages based on responses from 201 museums.



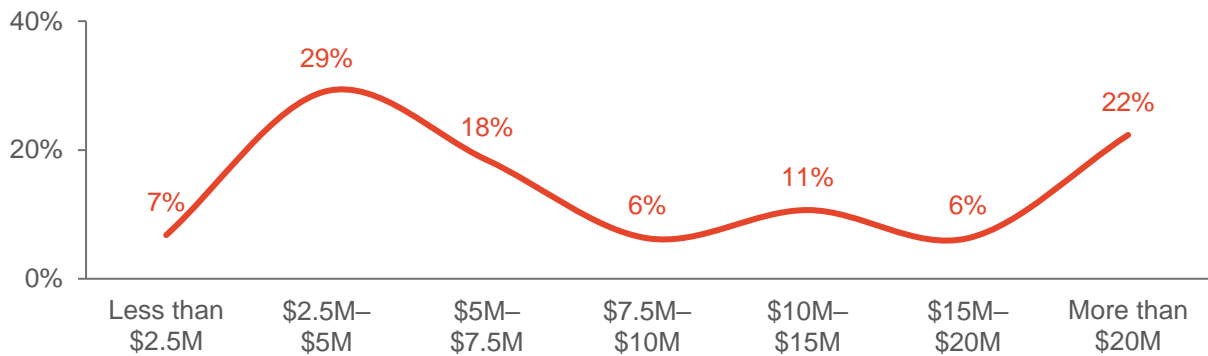
NOTE: Figures are rounded to the nearest whole number; thus, may not always add up to 100%.



## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

*Percentages based on responses from 206 museums.*

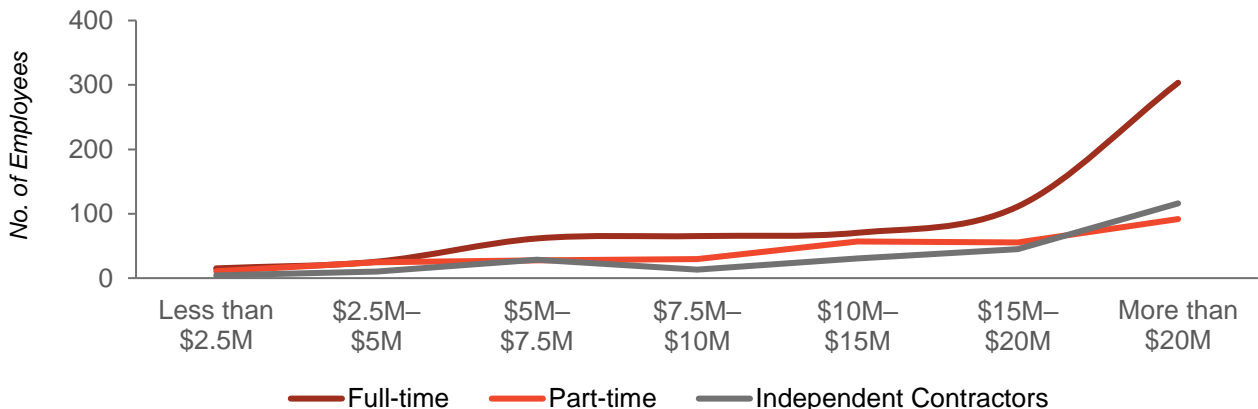


74 of the museums had an operating budget of less than \$5M. On the other end of the scale, 46 of the museums were in the top bracket (more than \$20M). Moreover, 16 of the responding museums had an operating budget of \$50M or more, and 4 of which had a budget in excess of \$100M.

Of the 207 museums to respond, almost 60% commenced their fiscal year in July, with 15% starting at the beginning of the calendar year and a further 9% in October.

### *Average Number of Full Time, Part Time, and Independent Contractors by the Size of the Annual Operating Budget*

*Averages based on responses from 206 museums.*

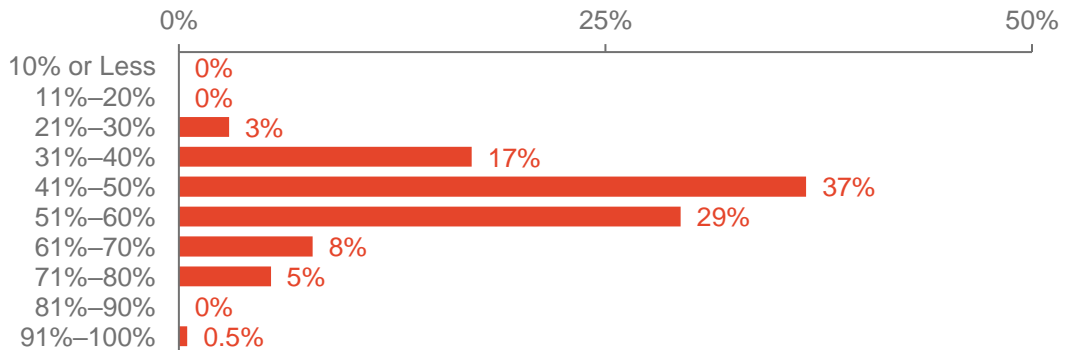




## FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

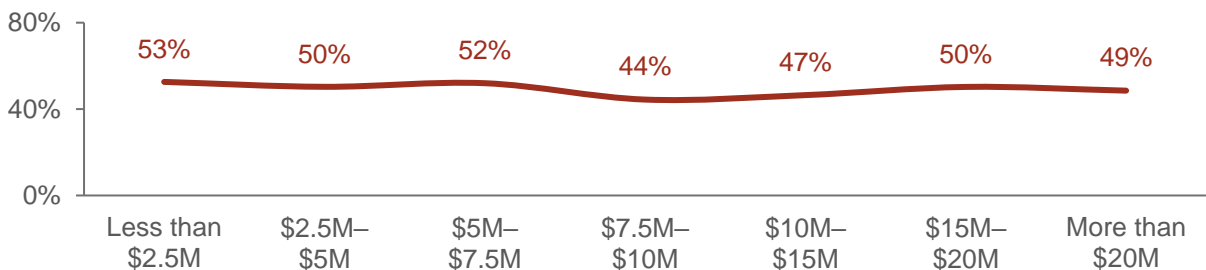
*Percentages based on responses from 204 museums.*



*Approximately two thirds of museums spent between 41-60% of their budget on payroll expenses in 2020, a reduction from hitting nearly three quarters during the previous year. In addition, the portion of museums spending over 50% of their budget on payroll expenses increased in 2020 to 42%.*

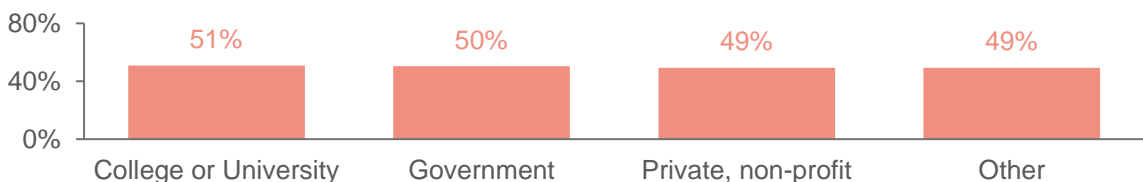
### ***Payroll Expenditure as a Percentage of the Annual Operating Budget by Size***

*Percentages based on responses from 204 museums.*



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

*Averages based on responses from 204 museums.*



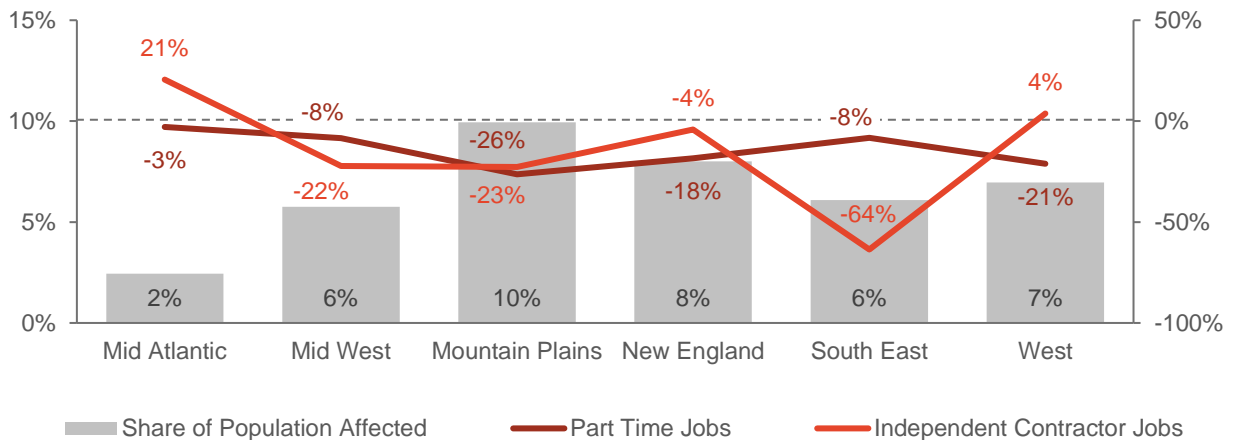
**NOTE:** Museums can indicate more than one governance category. Thus, the total of all responses will exceed 100%.



## IMPACT OF COVID-19 ON RESPONDING MUSEUMS

### *Covid-19 Cases by Region (2020) Vs. % Change in Employee Type (2019 - 2020)*

*Percentages based on responses from 165 museums.*



By the end of 2020, the COVID-19 pandemic had severely crippled several economies across the globe. In the U.S. alone, over 20M cases were recorded since the start of the year, making it the country with the highest number of cases.

The above graph highlights a correlation between the percentage of COVID-19 cases within each region and the change in employment recorded of part time employees at associated art museums. For part-time employment, the Mountain Plains saw the highest drop at the responding museums, from 2019 to 2020, at -26%, while the Mid-Atlantic region, which recorded a lower proportion of COVID-19 cases (as a percentage of population), accounted for the least drop in part-time employment, at -3% from the previous year. Additionally, part time employees at art museums in the Mid-Atlantic region were also seen to work longer hours per week on average, at 27.08 in 2020, up from just 19.08 during the previous year.

For independent contractors, the Mountain Plains recorded one of the highest decreases at 23% while the employment of independent contractors in the Mid-Atlantic grew by 21% from 2019.

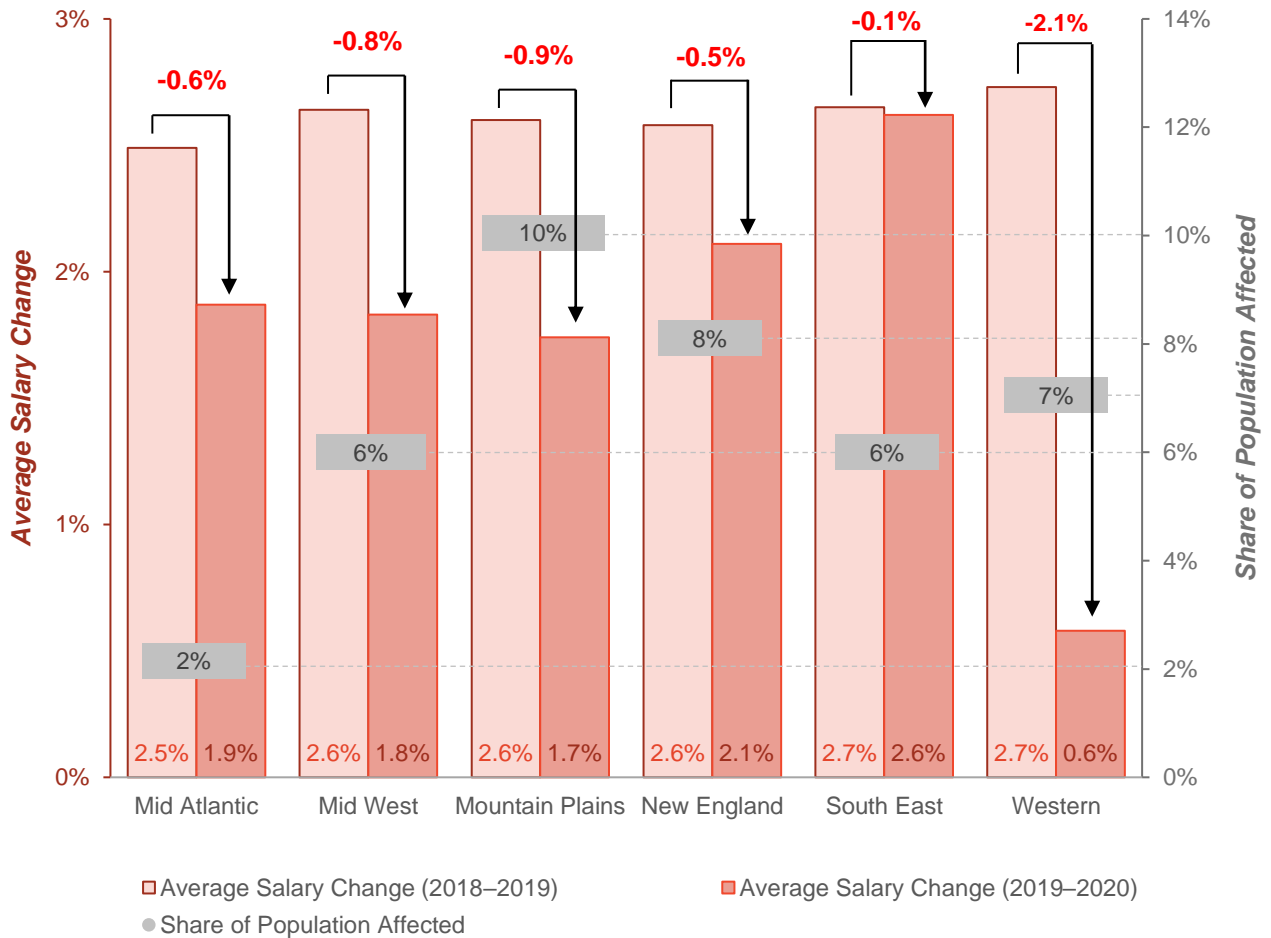
**Sources:** The COVID Tracking project – Accessed, May 2021, Becker’s Hospital Review – March 2021, Worldometer – June 2021



## IMPACT OF COVID-19 ON RESPONDING MUSEUMS

### *Covid-19 Cases by Region (2020) Vs. Average Salary Change from Previous Year (2019 & 2020)*

Percentages based on responses from 151 museums.



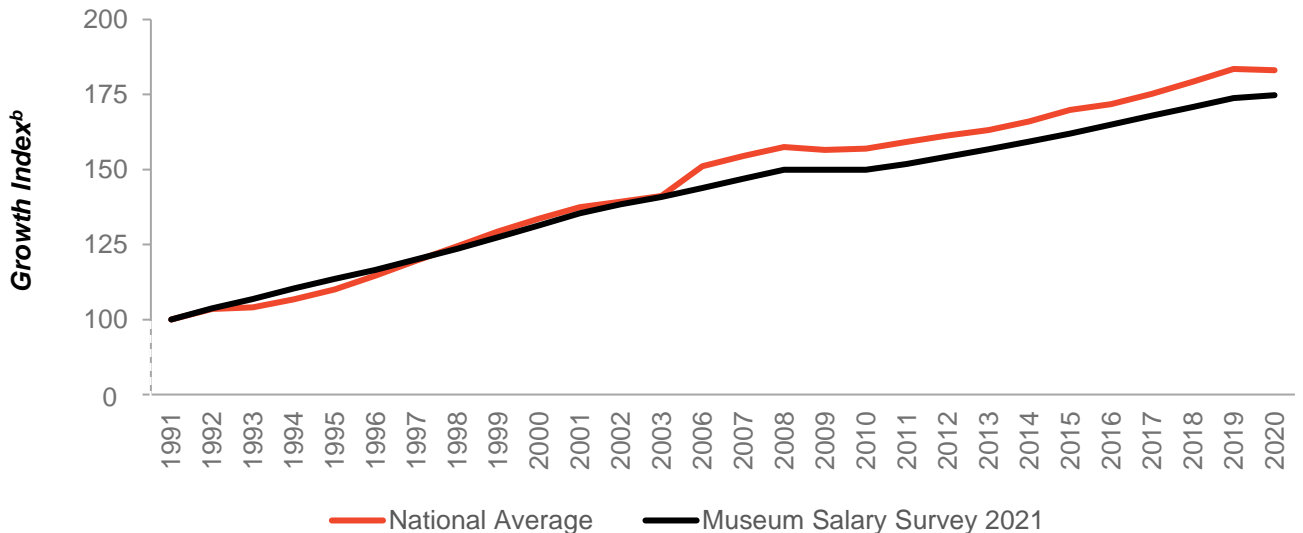
*Of the 151 museums which responded to the survey during 2019 and 2020, those in the Western & Mountain Plains regions experienced the largest change in salaries from 2019 to 2020— a difference of -2.1% for the Western region and -0.9% for the Mountain Plains region. Coincidentally, these two regions were also among the top 3 hardest hit regions in terms of total number of Covid-19 cases as a percentage of the region’s total population.*



## SALARY PROCEDURES OF RESPONDING MUSEUMS

*NOTEa: The median national average salary increase is based on the National Average Wage Index (NAWI)—an index calculated annually by the Social Security Administration (SSA) based on wages subject to federal income taxes and contributions. 2020 figures are based on AWI estimates provided by the Congressional Budget Office.*

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



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

*Even though the median increase in salaries of the AAMD survey grew at a slower pace than the national average in the period between 1991-2020, it's worth noting that in 2020, the national average wage index was estimated to be \$55,642, while the average median salary as per the AAMD survey stood at \$65,962 (based on the average salary weighted by FTE's)— approximately 20% higher.*

**Sources:** Congressional Budget Office, US Congress-2021, Social Security Administration – Accessed, May 2021, AAMD historic survey data.





# SALARY PROCEDURES OF RESPONDING MUSEUMS

## *Average Percentage Salary Increase FY 1991 to 2020*

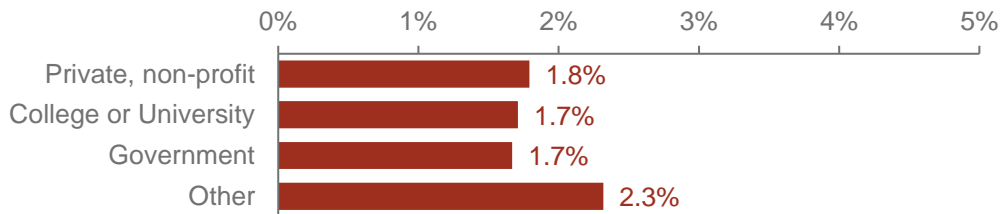
Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
2020	3.0%	2.0%	0%	1.8%	191
2019	3.0%	3.0%	2.0%	2.7%	175
2018	3.0%	2.8%	2.0%	2.9%	202
2017	3.0%	3.0%	2.0%	2.5%	211
2016	3.0%	3.0%	2.0%	2.8%	212
2015	3.0%	2.7%	2.0%	2.6%	212
2014	3.0%	2.5%	2.0%	2.4%	230
2013	3.0%	2.5%	2.0%	2.4%	242
2012	3.0%	2.4%	1.5%	6.7%	227
2011	3.0%	2.0%	0.0%	1.9%	199
2010	2.0%	0.0%	0.0%	1.8%	101
2009	2.0%	0.0%	0.0%	1.0%	132
2008	3.8%	3.0%	3.0%	3.3%	117
2007	4.0%	3.0%	3.0%	3.3%	167
2006	4.0%	3.0%	3.0%	3.5%	179
2003	3.0%	2.5%	0.0%	2.3%	184
2002	4.0%	3.0%	2.2%	2.9%	159
2001	4.0%	4.0%	3.0%	3.5%	179
2000	4.3%	4.0%	3.0%	3.9%	174
1999	4.0%	3.8%	3.0%	3.8%	163
1998	4.0%	3.5%	3.0%	3.5%	179
1997	4.0%	3.5%	3.0%	3.5%	175
1996	4.0%	3.0%	3.0%	3.4%	177
1995	4.0%	3.2%	2.3%	3.2%	171
1994	4.0%	3.5%	3.0%	3.3%	176
1993	4.0%	3.1%	2.0%	3.2%	175
1992	5.0%	3.8%	2.3%	3.3%	171
1991	5.0%	4.0%	2.4%	3.8%	178



## SALARY PROCEDURES OF RESPONDING MUSEUMS

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

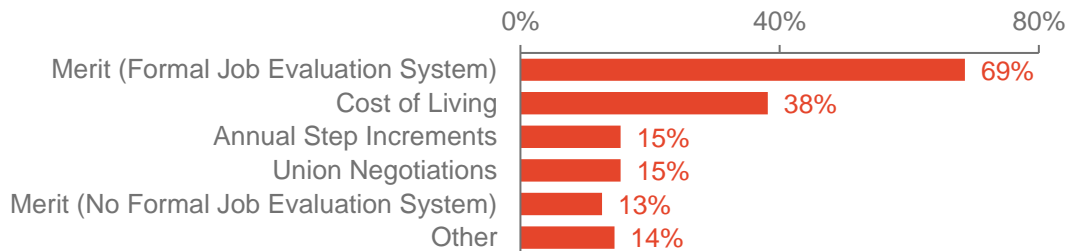
Percentages based on responses from 207 museums.



Of 207 responding museums, 73% reported having established salary ranges for each position.

### *Distribution of Museums by Basis for Salary Increment*

Percentages based on responses from 207 museums.



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

26% of all responding museums reported having unionized staff. Preparators, security personnel, and administrative staff were the most predominant groups working under a union contract.

### *Basis for Salary Increment by Type of Governance*

Category	Private, non-profit	Government	College or University	Other
Merit (Formal Job Evaluation System)	66.2%	54.5%	80.8%	100.0%
Cost of Living	39.0%	63.6%	36.5%	0.0%
Merit (No Formal Job Evaluation System)	14.3%	13.6%	9.6%	0.0%
Union Negotiations	10.4%	36.4%	25.0%	0.0%
Annual Step Increments	9.7%	59.1%	23.1%	0.0%
Other	35.7%	27.3%	25.0%	0.0%
Sample size	n = 154	n = 22	n = 52	n = 4

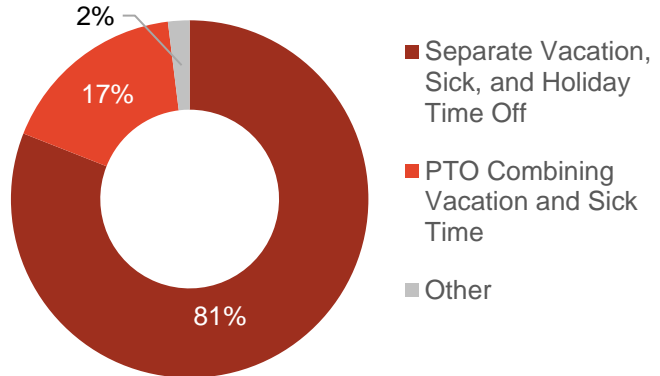


## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Of 206 responding museums, full-time exempt employees worked 38 hours per week on average.

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

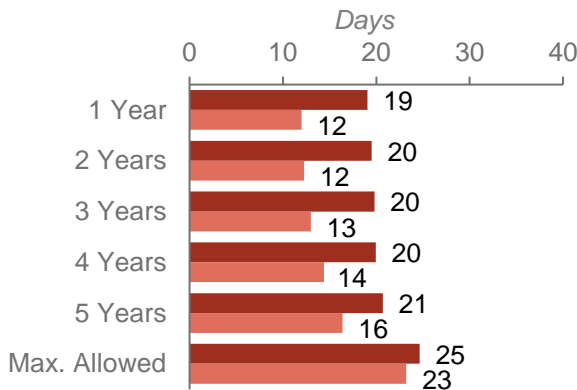
Percentages based on responses from 206 museums.



Of 206 responses, 73% offered vacation/PTO at the same rate for regular, full-time exempt, and non-exempt employees.

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

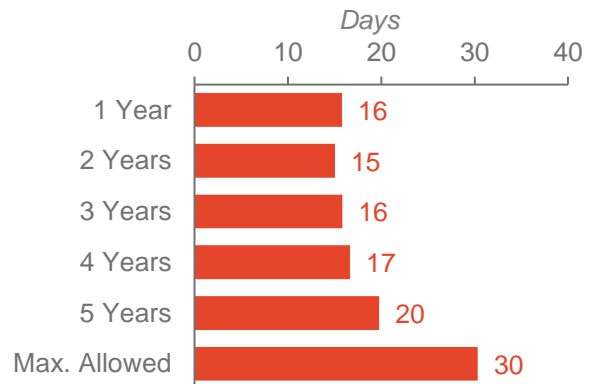
When offered at different rates for Exempt and Non-exempt employees.



Mean based on responses from 55 museums.

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

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



Mean based on responses from 151 museums.

■ Regular Full-time Exempt ■ Regular Full-time Non-exempt



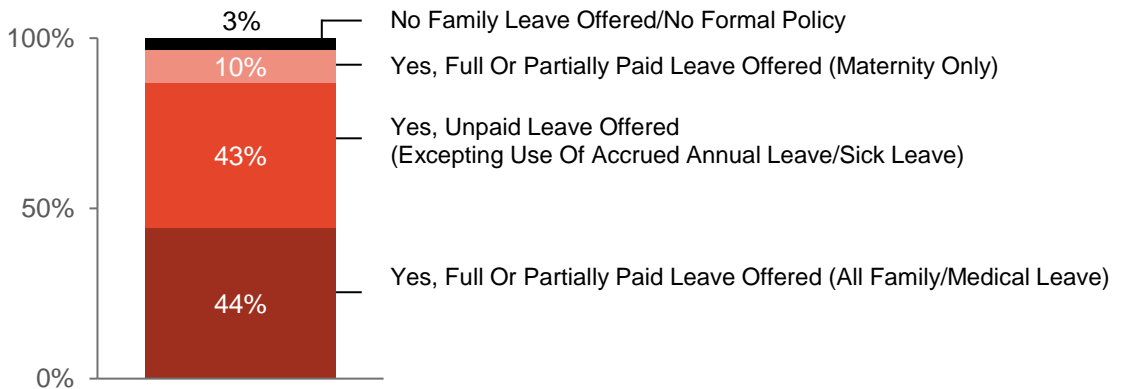
## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

~85% of the 204 responding museums allowed earned vacation/PTO days that are not used during the current fiscal year to be carried forward to the next. The number of days allowed to be carried over varied from as low as 3 to twice the accrued amount in certain instances.

On average, in 2020 museums offered regular full-time employees 13 sick days (an increase of 1 sick day from 2019) and 4 personal/ floating holidays per year.

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

*Percentages based on responses from 206 museums.*



### ***Distribution of Museums by Retirement Plan Offered and Payment Type***

	401(k) Plan	403(b) Plan	Pension	Other Defined Contribution Plan
Paid by Museum	2%	15%	6%	8%
Employee Co-Payment	18%	36%	16%	6%
Fully Paid by Employee	5%	20%	1%	13%
Not Offered	74%	29%	77%	73%
Cap on salary percentage contributed by museum	3.8	5.0	6.8	4.4
	n = 206	n = 206	n = 205	n = 191

*In 2020, salary contributions were capped at 3.8%, on average, for museums contributing to a 401(k) Plan for their employees, compared to 5.1% in 2019. Of the museums contributing to a 403(b) Plan for their employees, salary contributions were capped at 5.0% on average— down from 6.4% in 2019.*



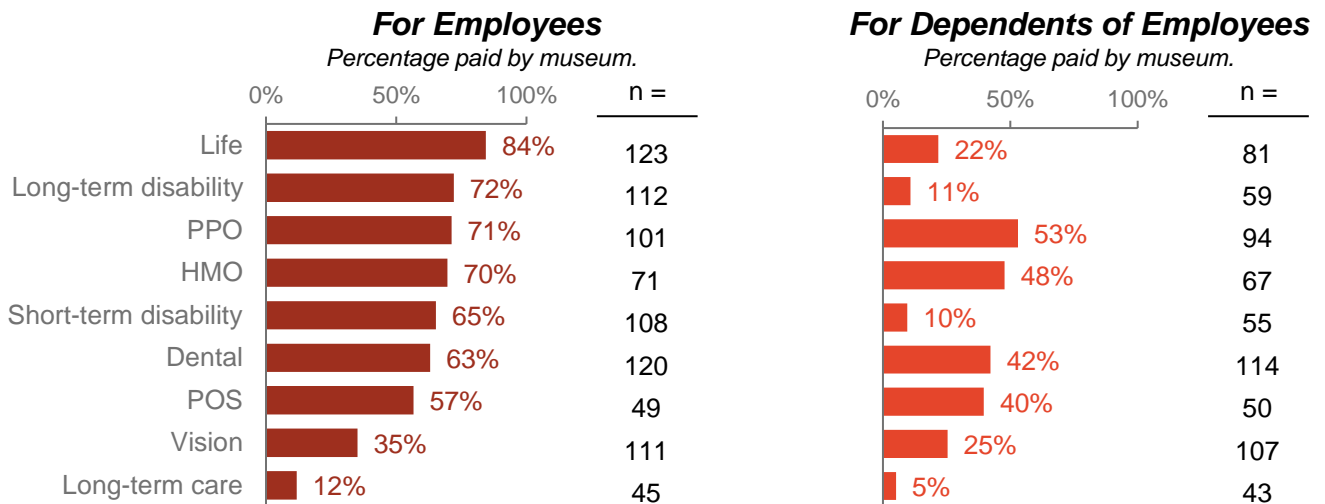
## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

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

	For Employees				For Dependents of Employees			
	Private, non-profit	Govt.	College or University	Other	Private, non-profit	Govt.	College or University	Other
HMO	31%	36%	29%	25%	19%	27%	27%	0%
PPO	47%	50%	50%	50%	36%	32%	44%	0%
POS	18%	18%	17%	0%	13%	14%	15%	0%
Dental	51%	55%	37%	75%	38%	32%	31%	0%
Vision	24%	32%	17%	25%	19%	23%	17%	0%
Life	55%	55%	46%	75%	8%	14%	17%	0%
Long-term disability	46%	32%	37%	50%	3%	9%	10%	0%
Short-term disability	38%	32%	33%	25%	2%	9%	6%	0%
Long-term care	2%	14%	2%	0%	1%	5%	2%	0%
n =	154	22	52	4	154	22	52	4

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

Percentages based on responses of at least 43 museums.



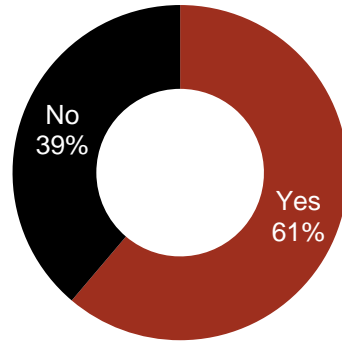
In 2020, responding museums increased the percentage paid for long-term care by 5% each for both their employees, as well as for the dependents of their employees, from the previous year, as part of insurance benefits offered.



## EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

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

Percentages based on responses from 201 museums.



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

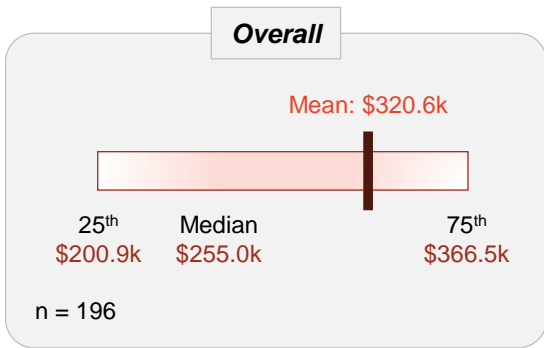
<i>Type of Benefit</i>	<i>Executive Director or CEO</i>	<i>Other Executive Staff</i>	<i>Other Full-Time staff</i>	<i>Other Part-Time staff</i>
Professional Conference Attendance	90%	91%	89%	37%
Professional Membership Dues	88%	86%	81%	29%
Professional Development Classes	81%	85%	86%	49%
Employee Assistance Program	80%	81%	81%	70%
Telecommuting	69%	72%	72%	12%
Reimbursement for Acquiring/ Maintaining Professional License or Similar Credentials	62%	63%	60%	47%
Cell Phone	57%	47%	41%	11%
Bonus	42%	29%	23%	14%
Deferred Compensation	29%	21%	16%	12%
Local Mass Transit Subsidy	23%	23%	25%	19%
Sabbatical	16%	10%	10%	2%
Children's' Education (or a Portion Thereof)	15%	NA	NA	NA
Other Retirement Benefits	14%	NA	NA	NA
Housing or Housing Allowance	12%	2%	1%	1%
Supplemental Executive Retirement Plan	11%	NA	NA	NA
Car or Car Allowance	10%	1%	1%	0%
Spouse or Domestic Partner Travel Expenses	8%	1%	1%	0%
Other	9%	6%	5%	5%
	n = 193	n = 190	n = 193	n = 190

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

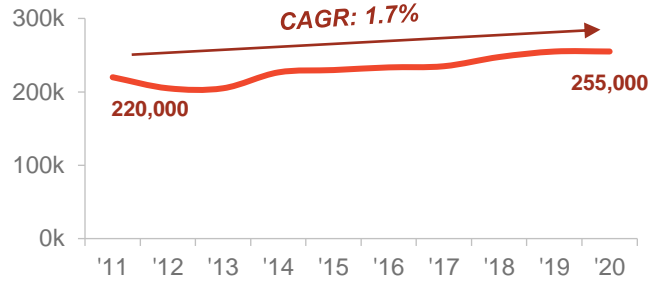
# Director



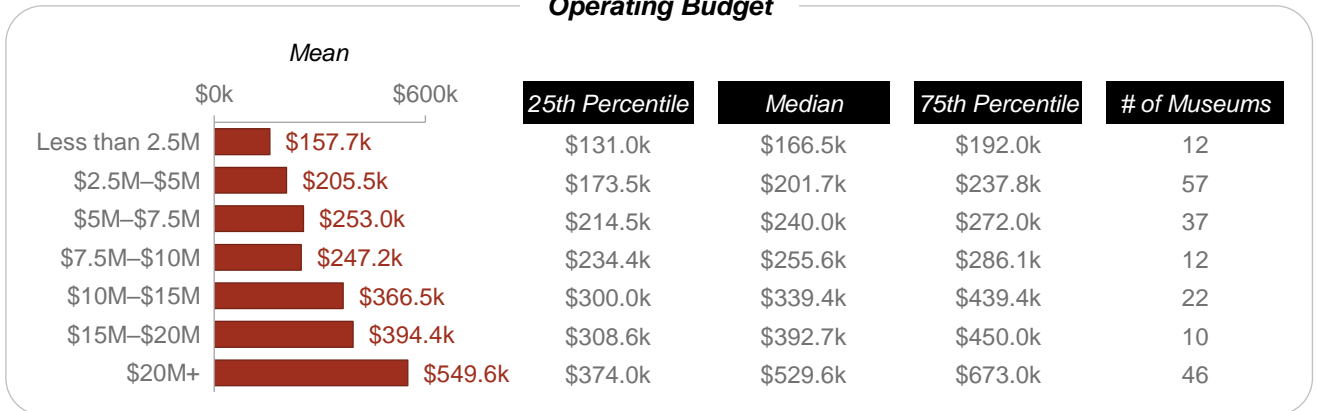
*Directs the daily work activities of the organization. Reports to the Board of Directors.*



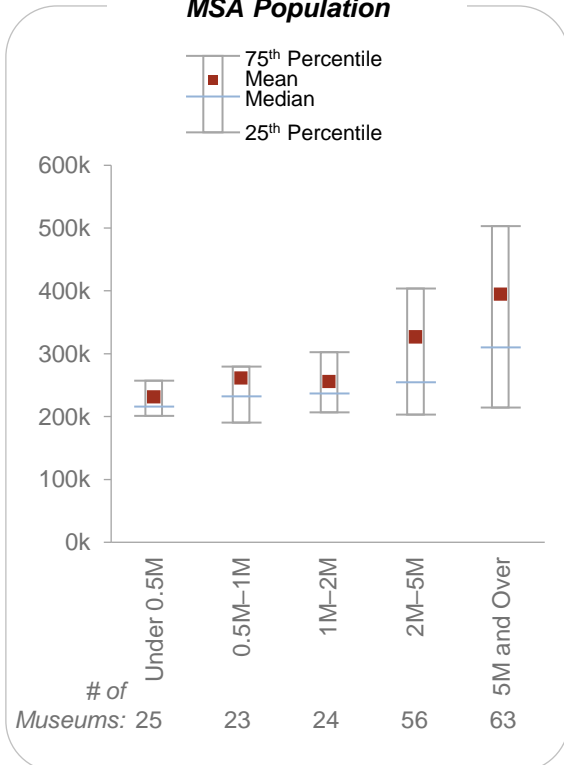
## Historical Trend—Median (2011–2020)



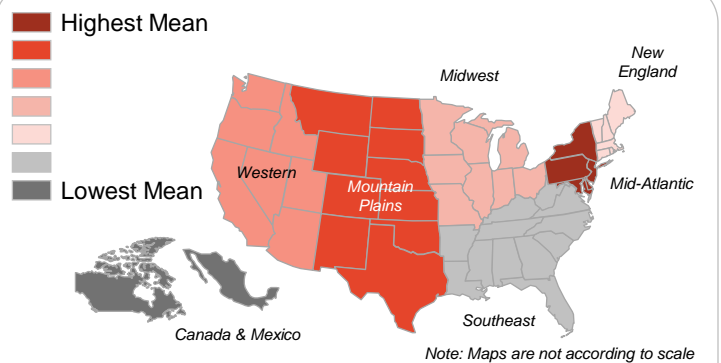
## Operating Budget



## MSA Population



## Region

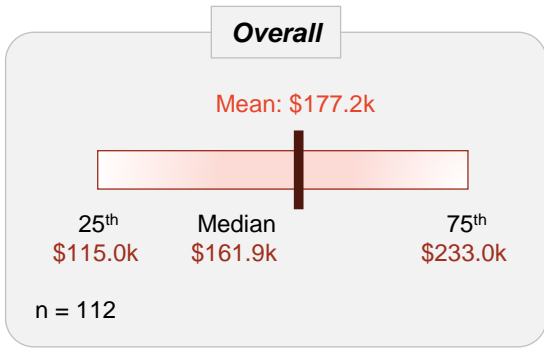


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$224.8k	\$300.0k	\$450.0k	\$383.9k	47
Midwest	\$190.0k	\$242.8k	\$405.0k	\$323.4k	35
Mountain Plains	\$225.0k	\$297.9k	\$441.0k	\$336.2k	20
New England	\$210.0k	\$250.0k	\$339.5k	\$300.8k	20
Southeast	\$197.0k	\$239.0k	\$295.7k	\$256.7k	40
Western	\$210.0k	\$266.7k	\$374.0k	\$331.5k	27
Canada Mexico	\$134.8k	\$184.8k	\$323.1k	\$212.1k	7

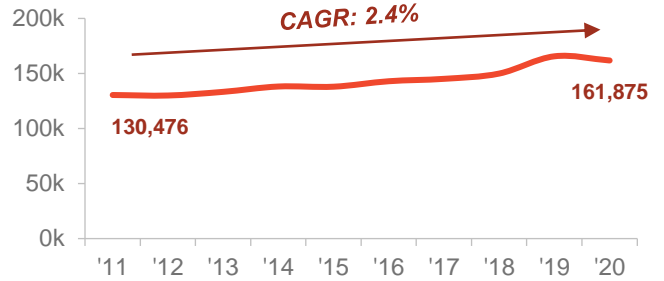
# Deputy Director



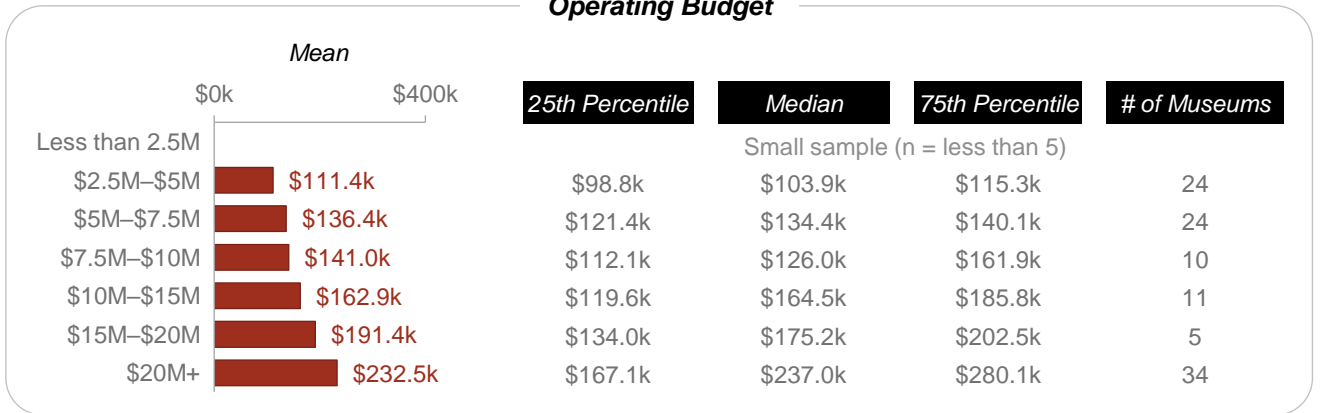
Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum.



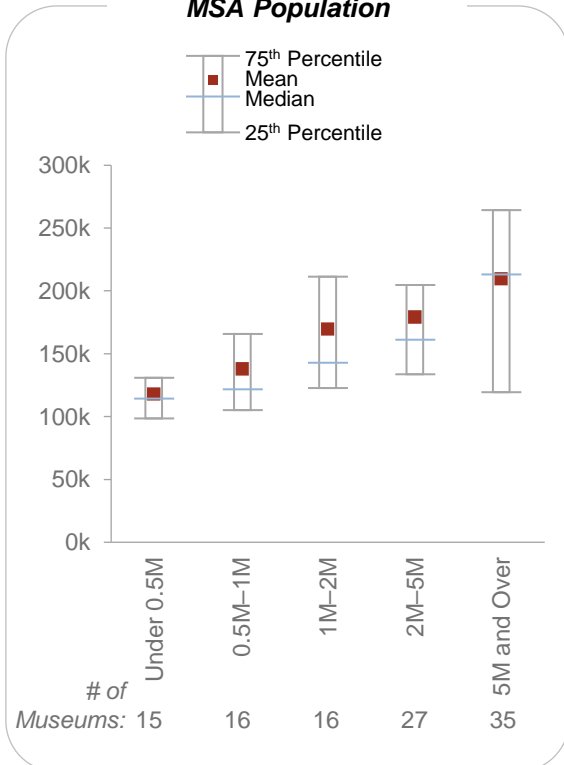
## Historical Trend—Median (2011–2020)



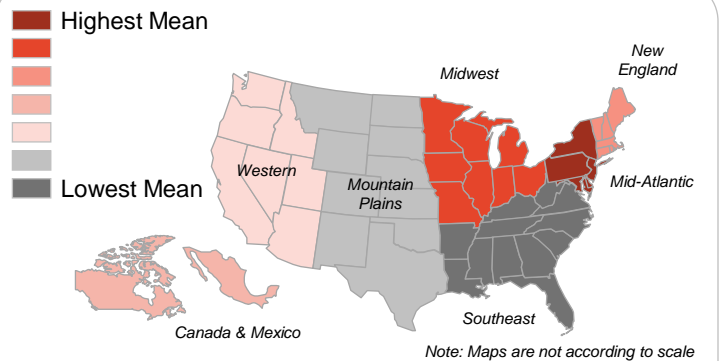
## Operating Budget



## MSA Population



## Region



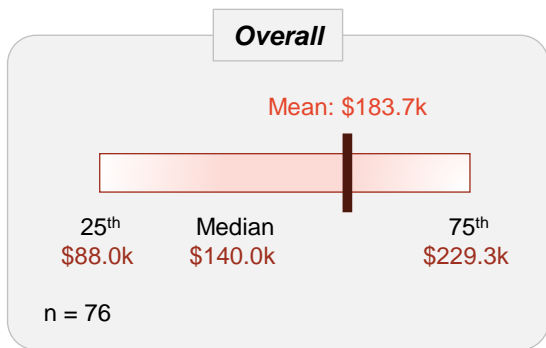
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$131.0k	\$167.1k	\$233.0k	\$188.9k	33
Midwest	\$112.1k	\$126.0k	\$257.5k	\$181.9k	14
Mountain Plains	\$121.4k	\$137.9k	\$215.0k	\$165.8k	11
New England	\$122.3k	\$145.4k	\$194.7k	\$176.3k	14
Southeast	\$105.0k	\$122.5k	\$250.0k	\$161.8k	20
Western	\$137.2k	\$172.6k	\$201.3k	\$170.3k	15
Canada Mexico	\$142.0k	\$144.5k	\$237.0k	\$173.3k	5



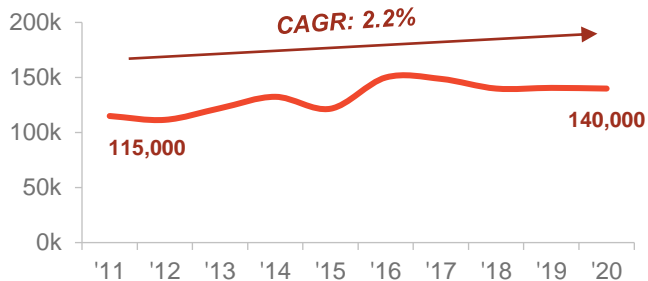
# Chief Operating Officer / Administrator



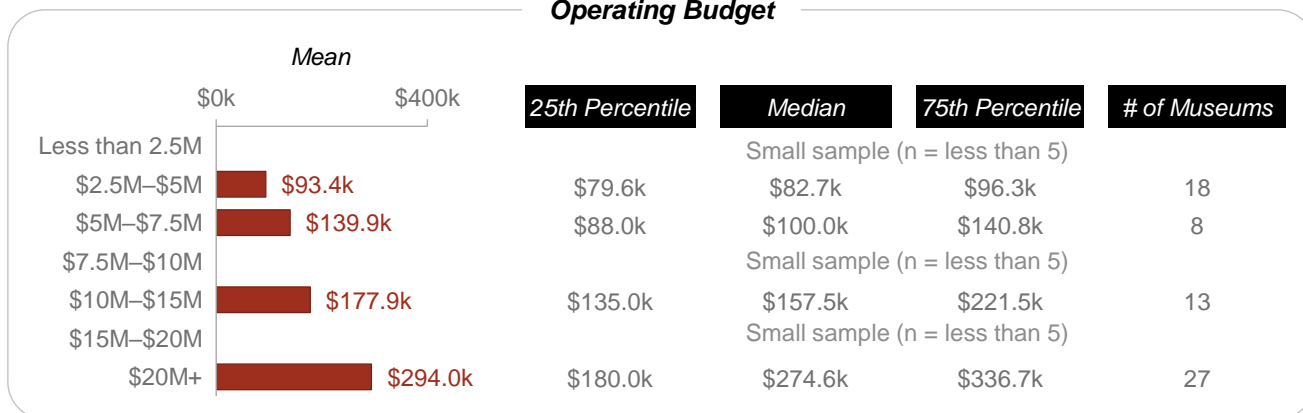
*Responsible for operations of the museum, usually including services, purchasing, and telecommunications.*



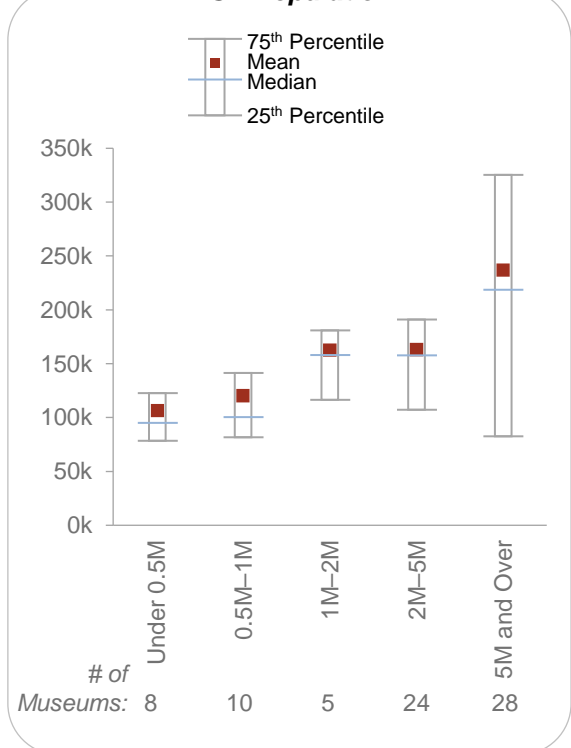
## Historical Trend—Median (2011–2020)



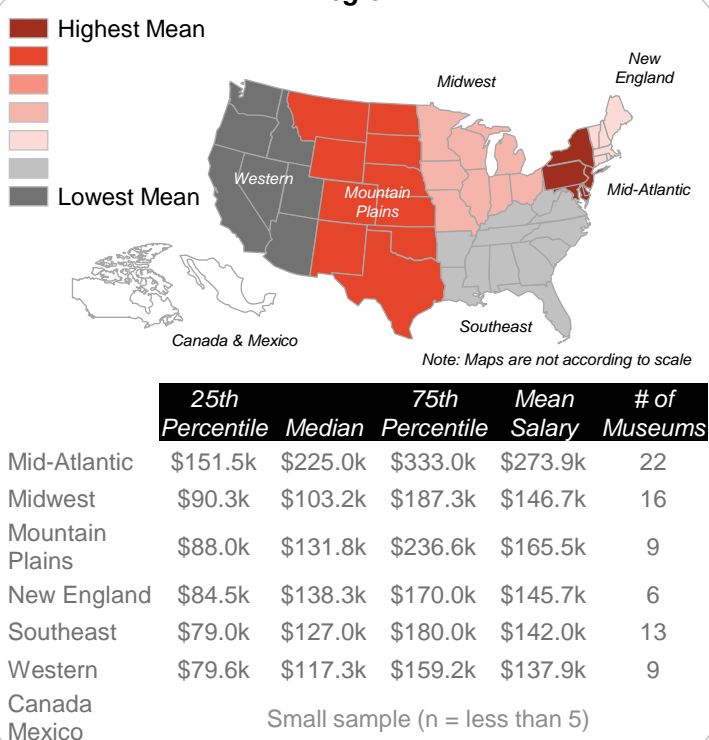
## Operating Budget



## MSA Population



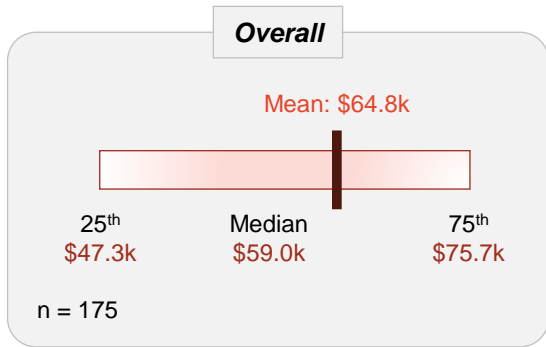
## Region



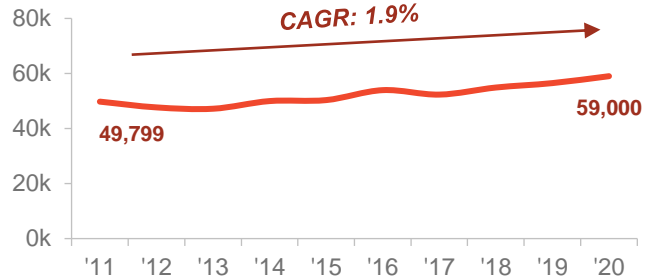
# Assistant To Director



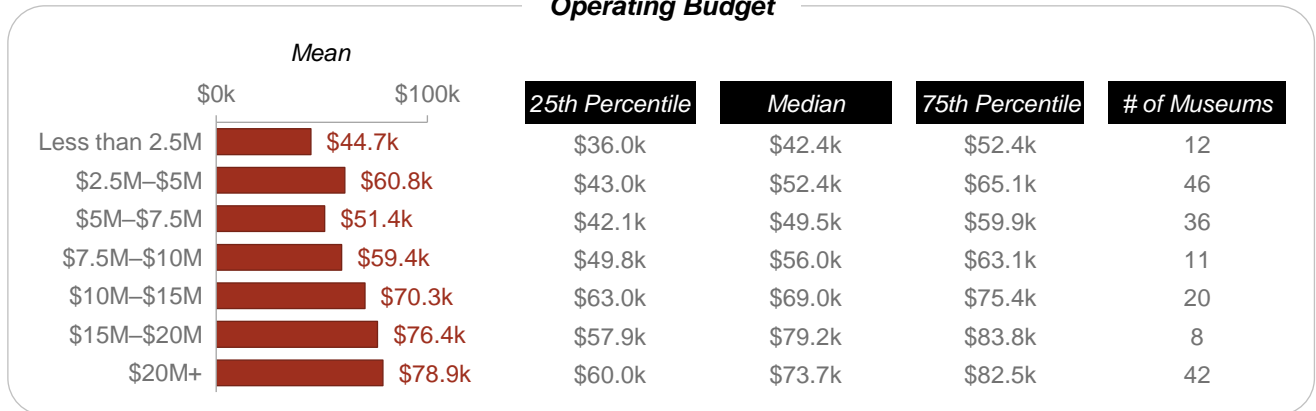
*Manages director's office. Relieves the director of administrative, clerical, and business details by overseeing day-to-day operations.*



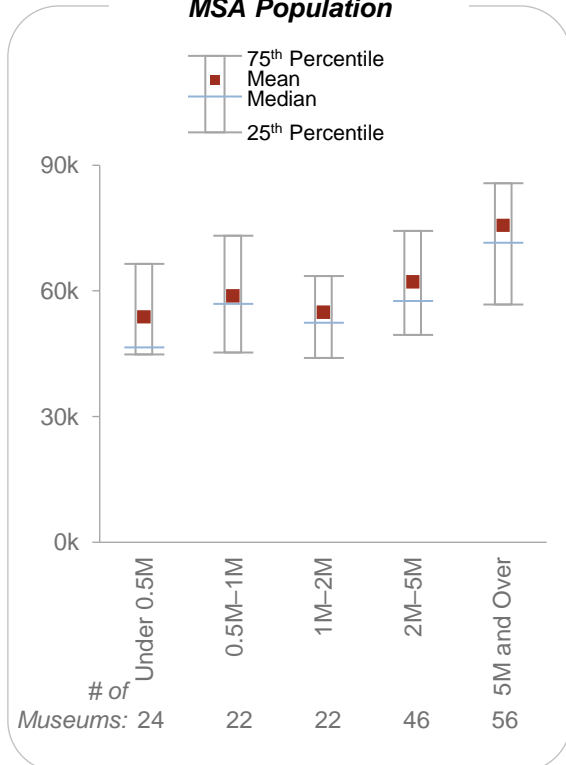
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



## Region

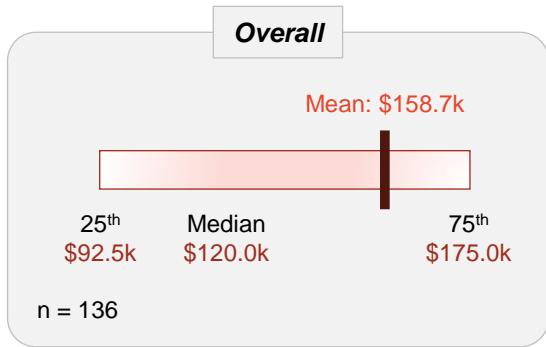


Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$57.0k	\$75.4k	\$100.7k	\$76.8k	42
Midwest	\$43.3k	\$51.5k	\$75.7k	\$59.0k	28
Mountain Plains	\$42.5k	\$53.9k	\$62.9k	\$55.6k	16
New England	\$52.5k	\$70.0k	\$73.0k	\$63.7k	21
Southeast	\$42.5k	\$51.3k	\$59.7k	\$52.6k	37
Western	\$56.2k	\$62.0k	\$75.2k	\$66.6k	26
Canada Mexico	\$49.8k	\$51.4k	\$64.1k	\$66.1k	5

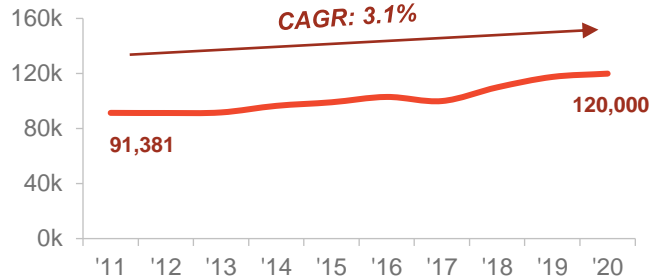
# Director of Finance / Finance A



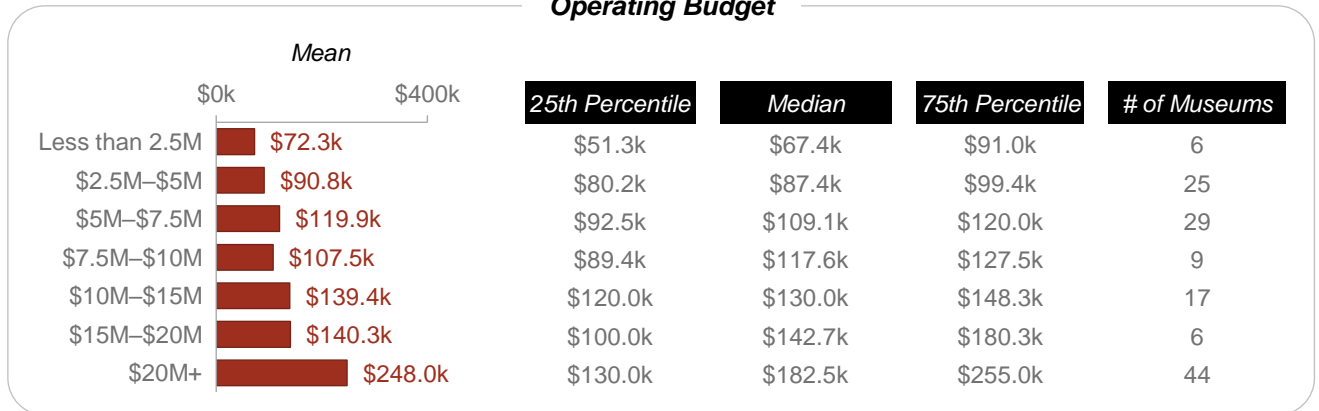
*Manages and directs all activities involving finance, investment management, accounting, and budgeting for the museum.*



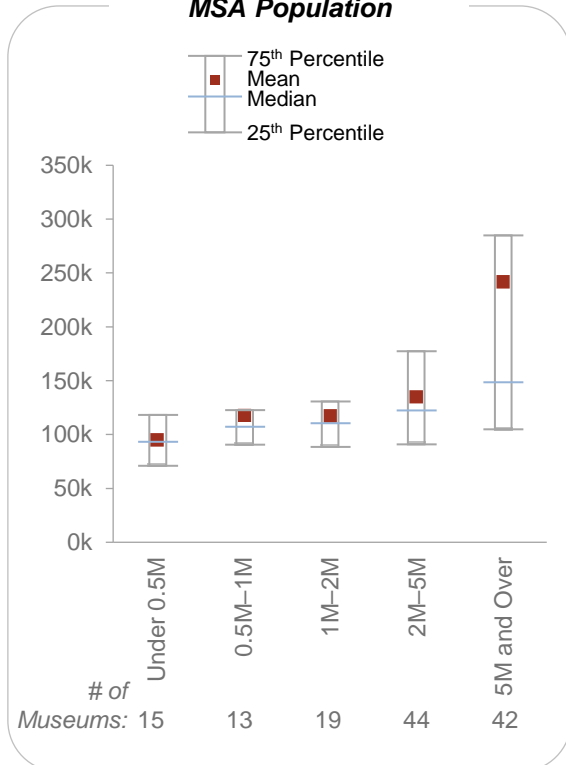
## Historical Trend—Median (2011–2020)



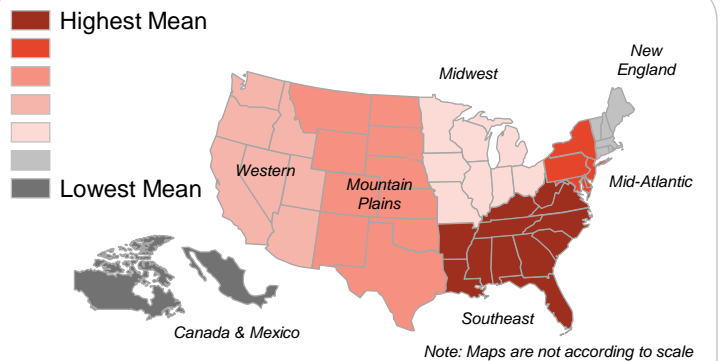
## Operating Budget



## MSA Population



## Region

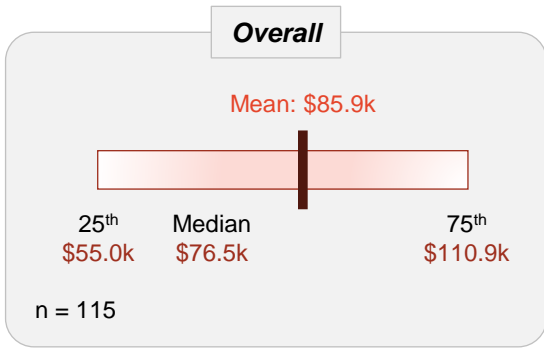


Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$109.5k	\$145.3k	\$200.0k	\$181.0k	32
Midwest	\$98.4k	\$125.0k	\$147.6k	\$139.5k	23
Mountain Plains	\$100.0k	\$113.5k	\$180.0k	\$154.1k	13
New England	\$88.0k	\$125.6k	\$187.1k	\$135.6k	13
Southeast	\$79.0k	\$94.0k	\$122.5k	\$183.7k	28
Western	\$106.0k	\$120.5k	\$184.8k	\$150.7k	20
Canada Mexico	\$89.2k	\$92.5k	\$123.3k	\$104.8k	7

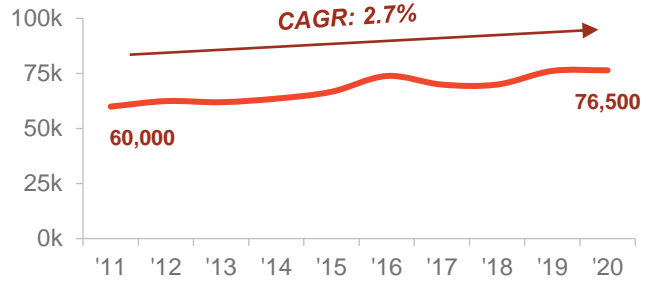
# Finance B



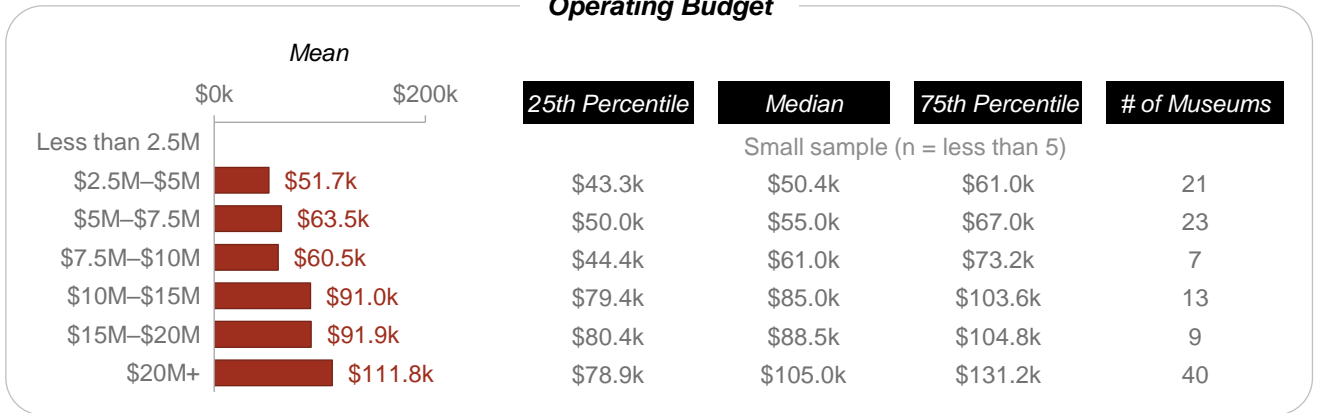
**Directs financial activities of an organization by overseeing and preparing reports which summarize and forecast museum business activity and financial position.**



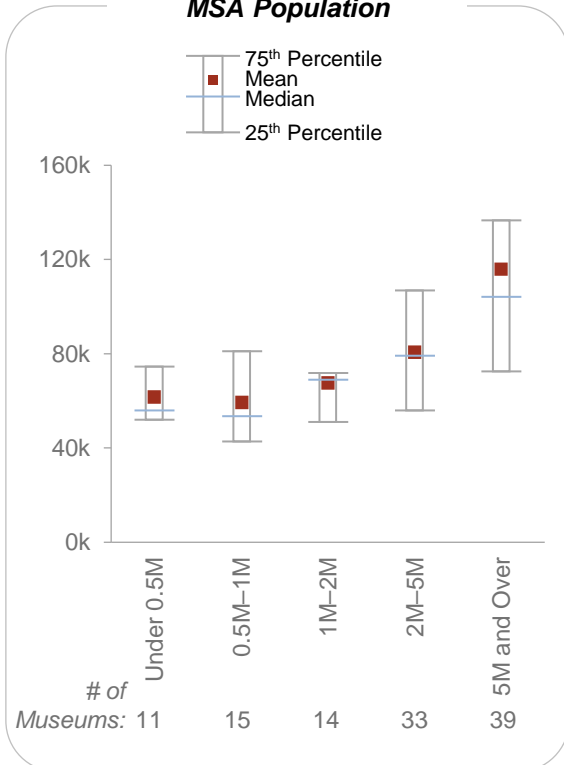
**Historical Trend—Median (2011–2020)**



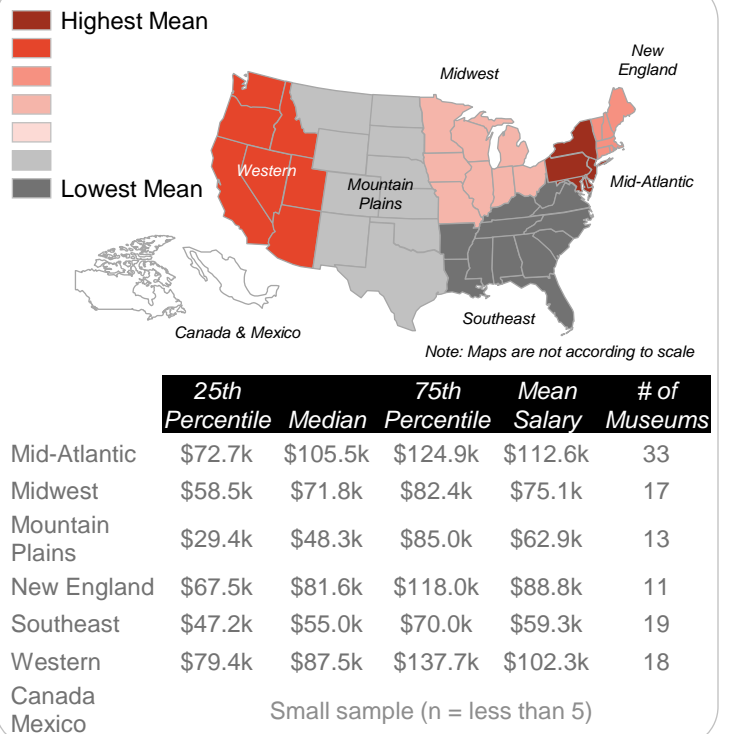
## Operating Budget



## MSA Population



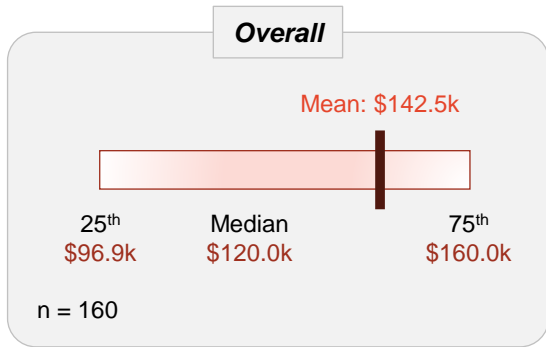
## Region



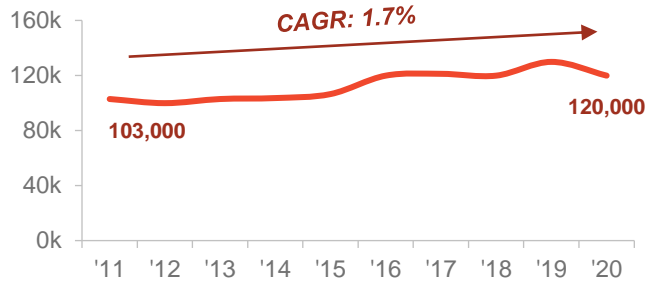
# Director of Development / Development A



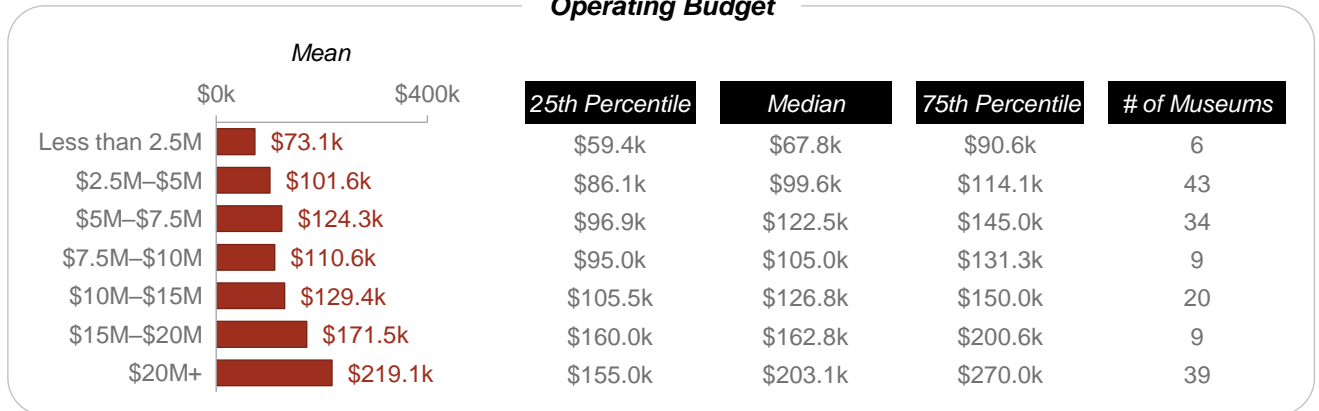
**Directs the fundraising activities of the organization—including membership, grants, capital programs, and special fundraising events.**



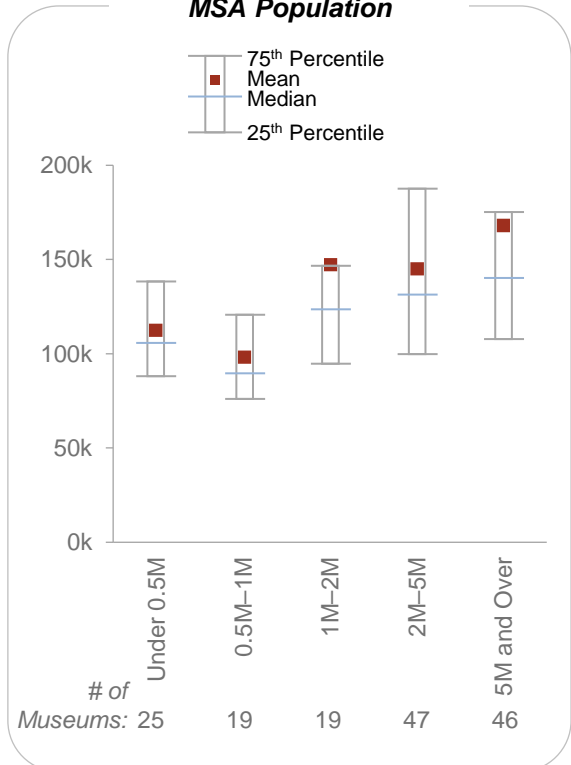
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



## Region

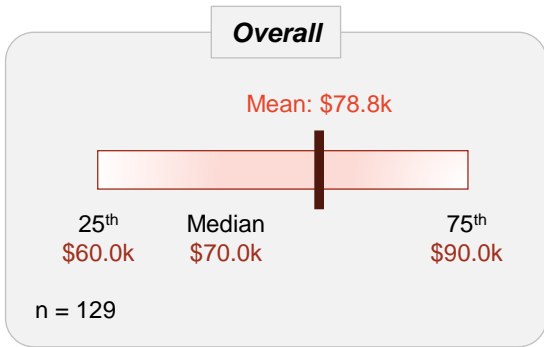


Region	25 <sup>th</sup> Percentile (\$k)	Median (\$k)	75 <sup>th</sup> Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$104.8k	\$120.0k	\$159.7k	\$155.7k	38
Midwest	\$100.0k	\$114.3k	\$185.0k	\$136.4k	26
Mountain Plains	\$70.0k	\$103.5k	\$148.3k	\$125.4k	18
New England	\$116.4k	\$148.2k	\$197.6k	\$164.7k	16
Southeast	\$86.4k	\$98.2k	\$142.0k	\$124.5k	32
Western	\$116.0k	\$137.0k	\$165.0k	\$144.2k	25
Canada Mexico	\$96.3k	\$155.0k	\$201.1k	\$152.2k	5

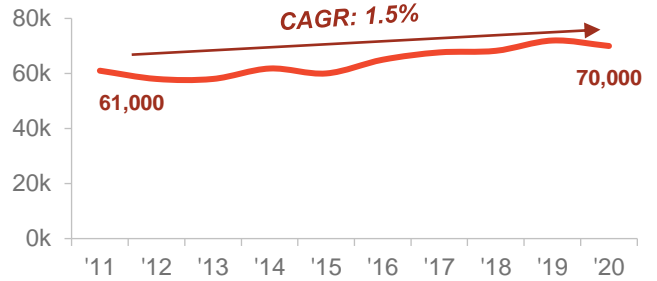
# Grant Manager / Institutional Giving Manager / Development B



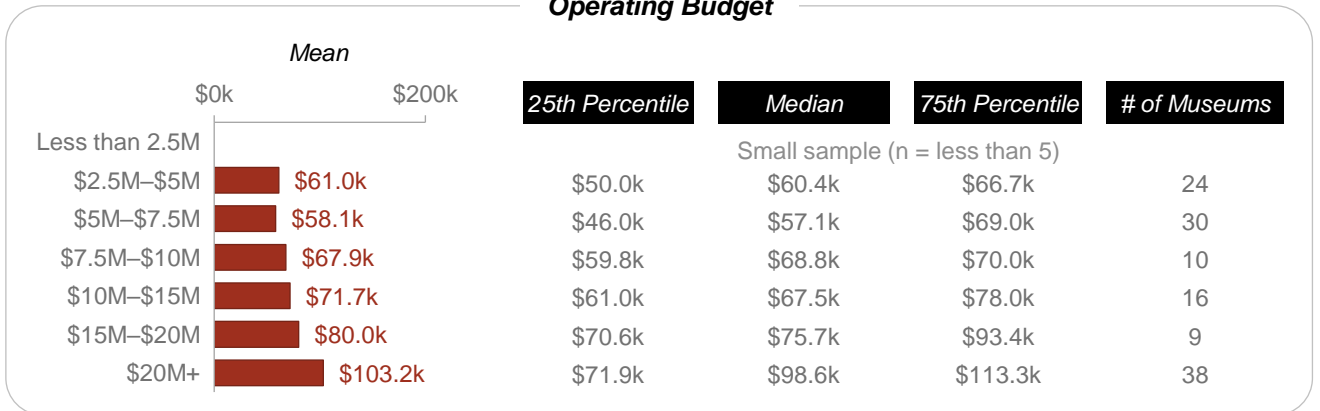
*Develops and manages a comprehensive grants program for museum that considers museum-wide programs and initiatives.*



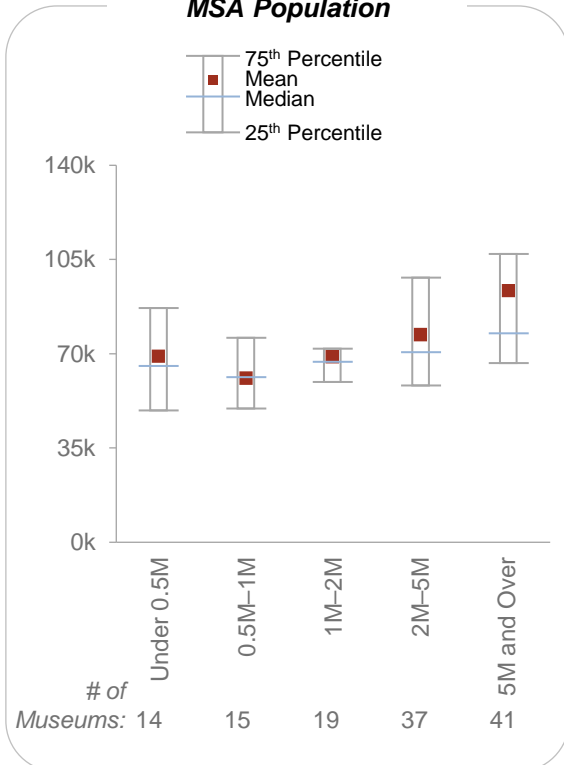
**Historical Trend—Median (2011–2020)**



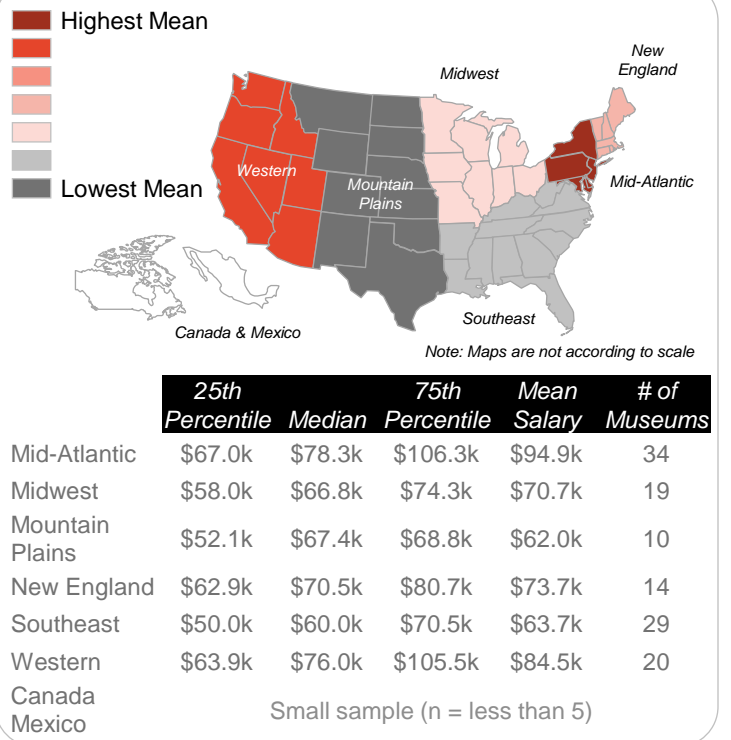
## Operating Budget



## MSA Population



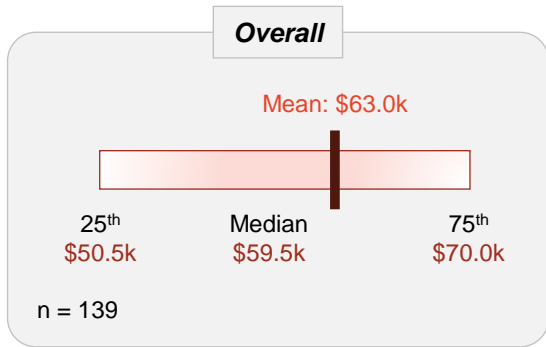
## Region



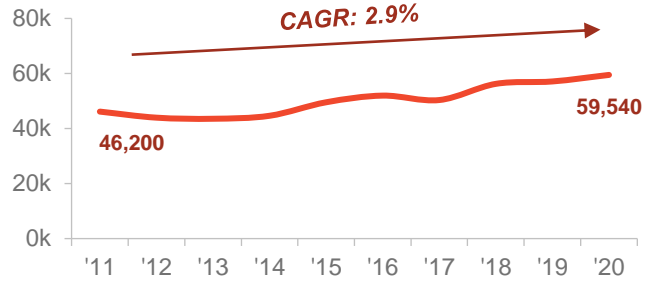
# Development Associate / Development C



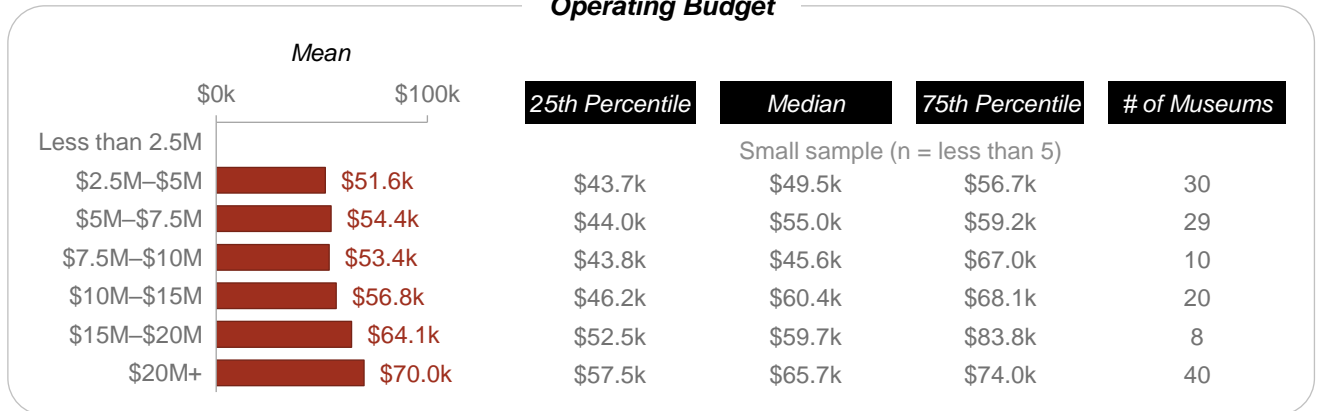
**Coordinates fundraising activities including, but not limited to, annual fund, planned giving, corporate sponsorship, circles, and major donors.**



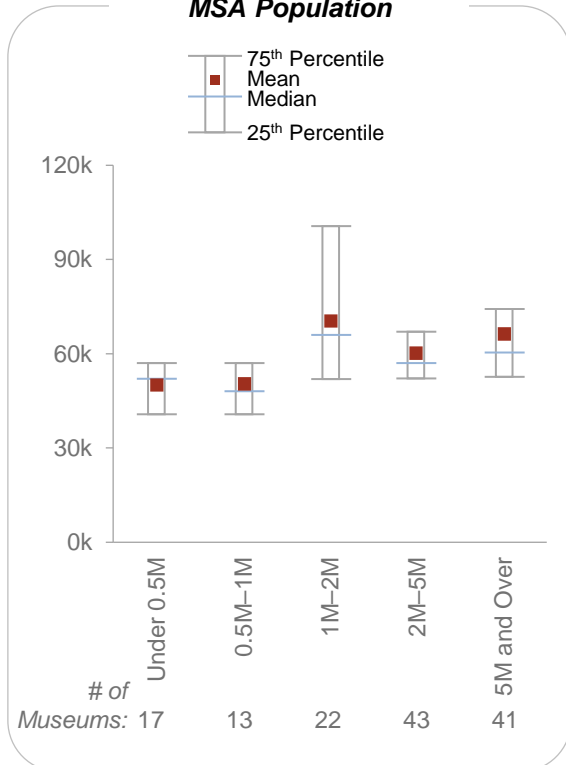
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



## Region



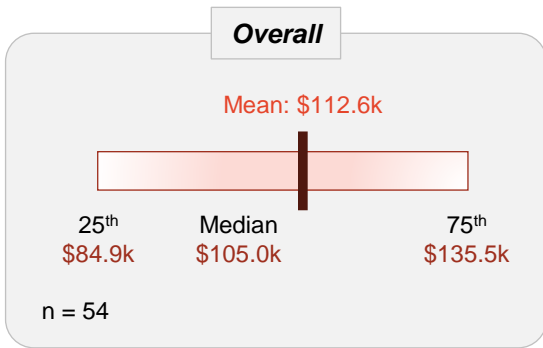
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$59.5k	\$61.6k	\$72.1k	\$68.0k	33
Midwest	\$56.3k	\$57.5k	\$68.3k	\$61.5k	24
Mountain Plains	\$46.2k	\$50.5k	\$61.0k	\$56.1k	14
New England	\$54.5k	\$59.4k	\$76.5k	\$64.4k	13
Southeast	\$44.2k	\$65.7k	\$96.5k	\$66.2k	28
Western	\$47.4k	\$54.6k	\$60.0k	\$54.7k	23
Canada Mexico					

Small sample (n = less than 5)

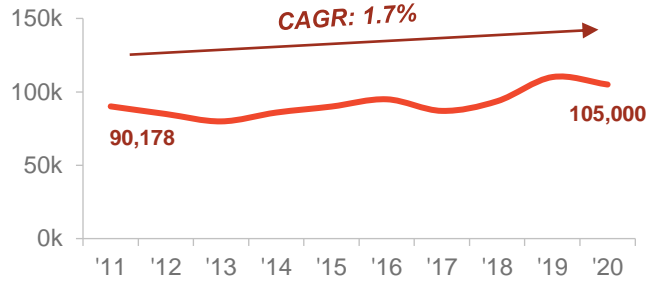
# Director, Planned Giving / Institutional Giving



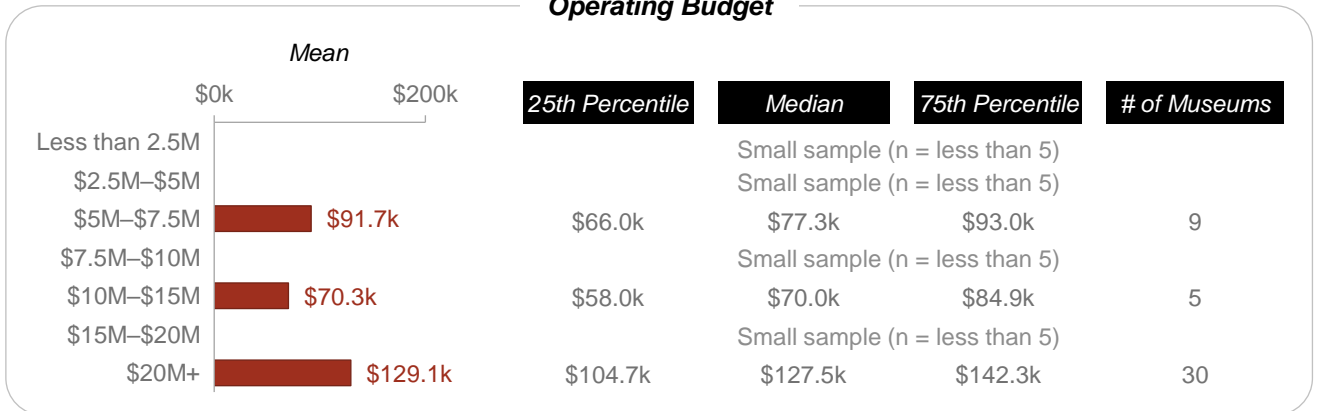
*Directs the planned giving programs and activities of the organization.*



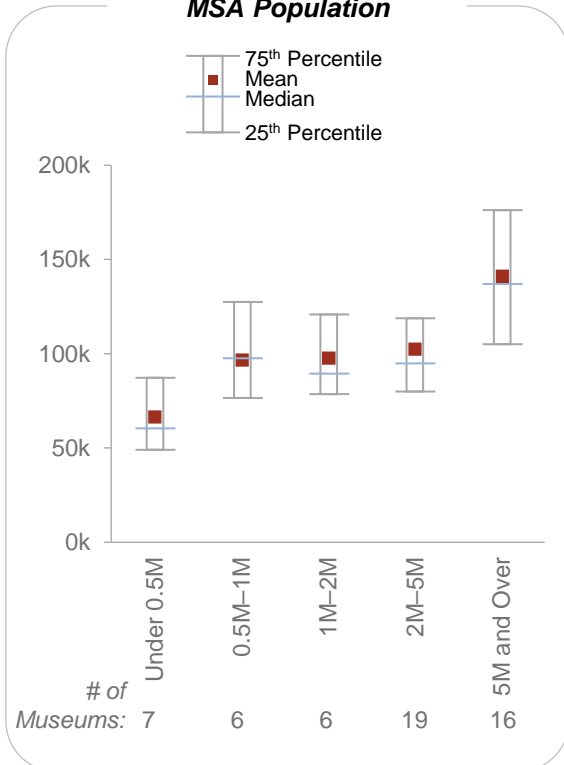
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



## Region



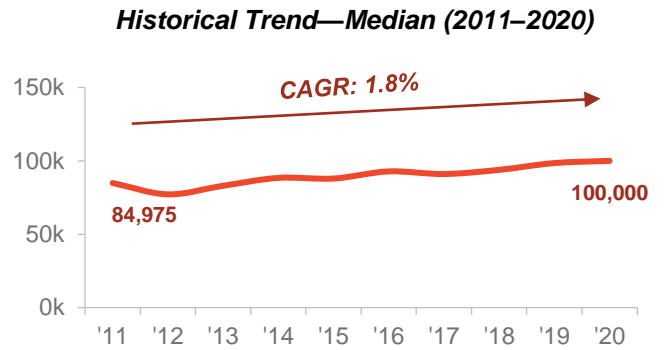
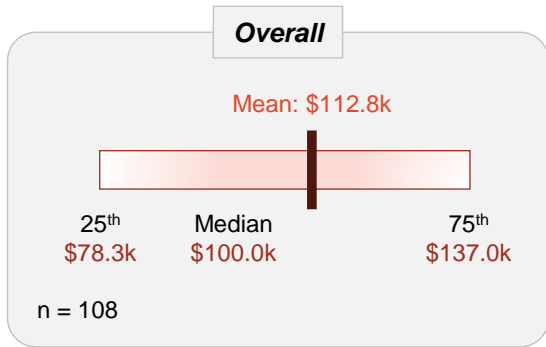
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$132.9k	\$142.8k	\$177.4k	\$149.0k	12
Midwest	\$94.3k	\$112.6k	\$123.9k	\$104.9k	11
Mountain Plains	Small sample (n = less than 5)				
New England	\$77.3k	\$100.0k	\$123.8k	\$104.0k	5
Southeast	\$79.0k	\$89.1k	\$120.0k	\$95.9k	10
Western	\$80.0k	\$91.4k	\$116.7k	\$97.2k	11
Canada Mexico	Small sample (n = less than 5)				



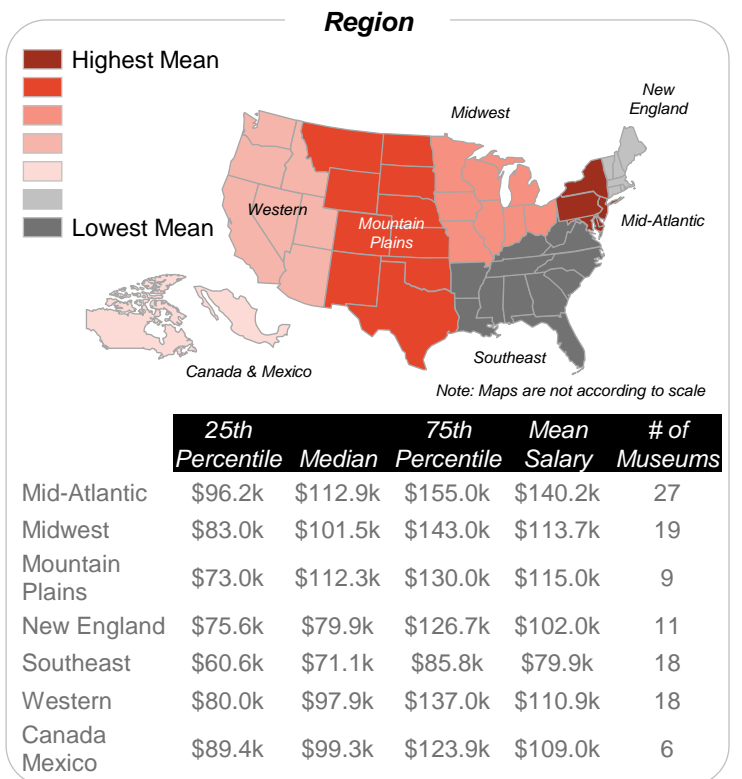
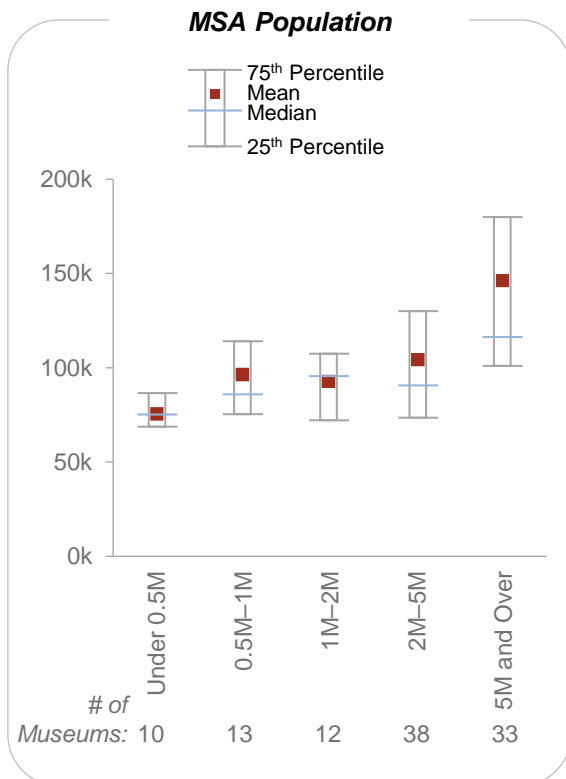
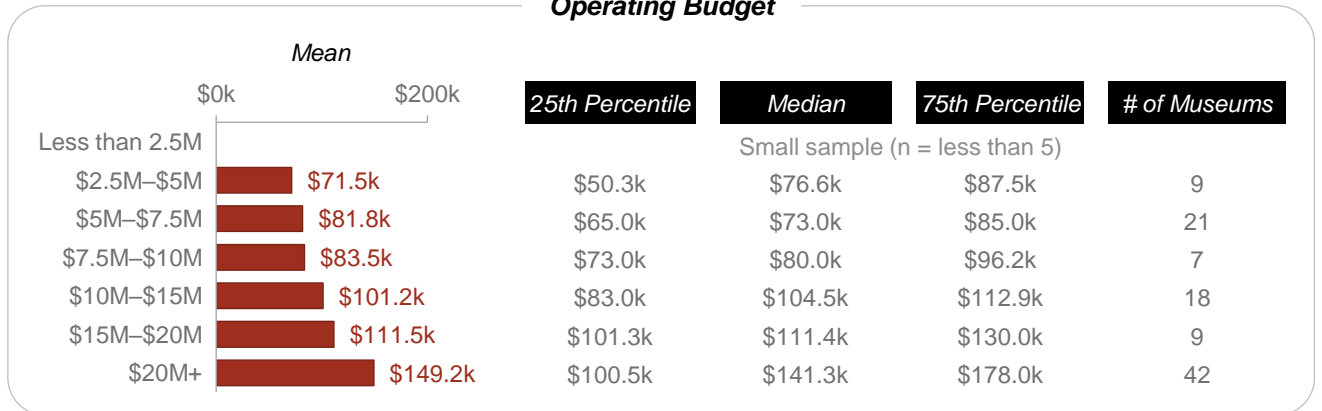
# Human Resources Director



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



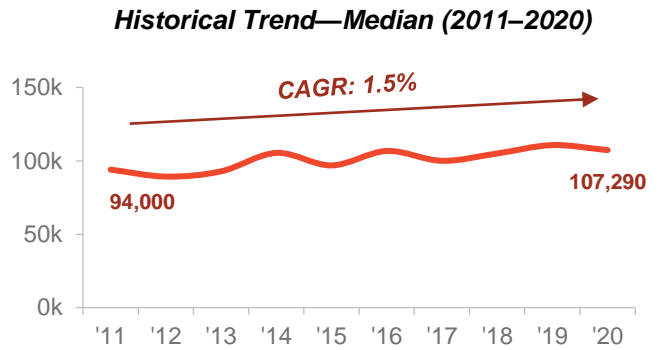
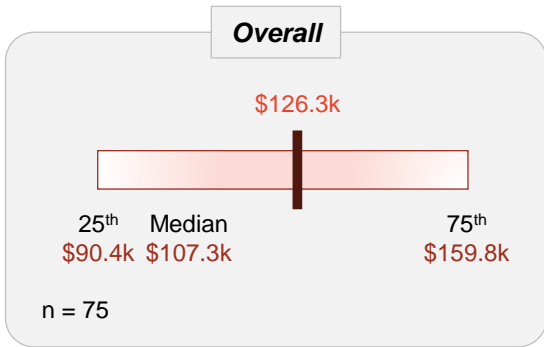
## Operating Budget



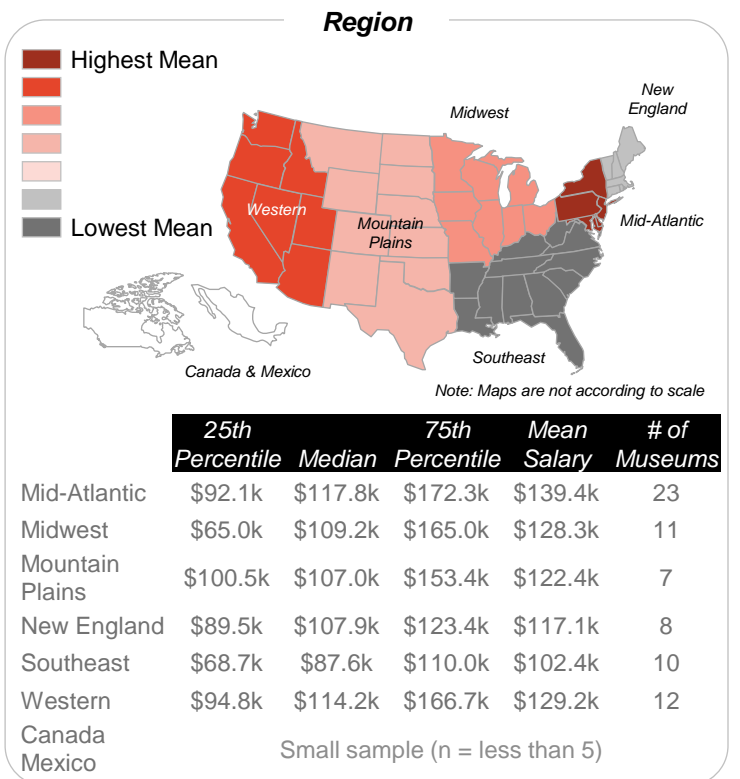
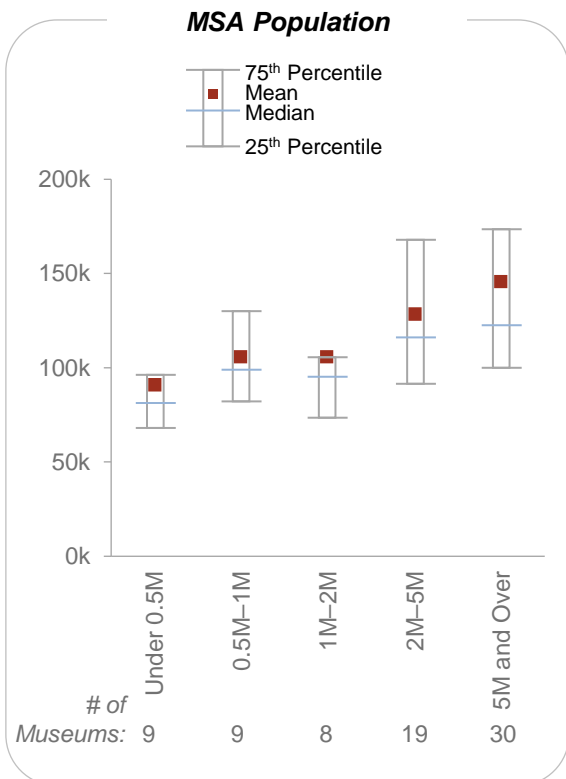
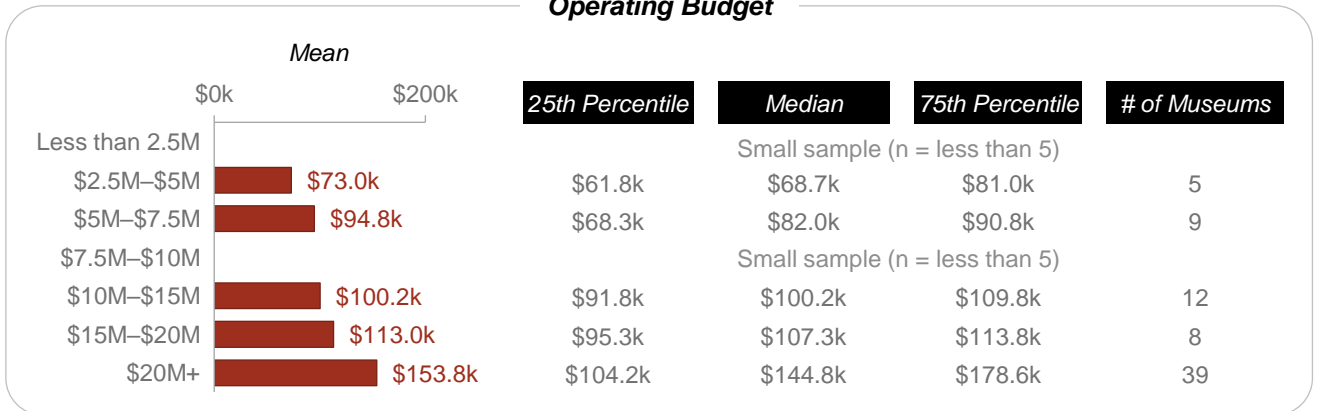
# Director of Information Systems / Chief Information Officer



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



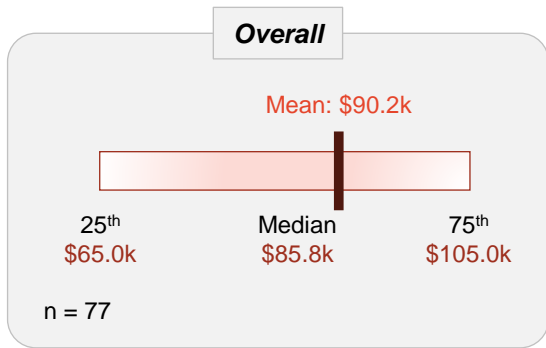
## Operating Budget



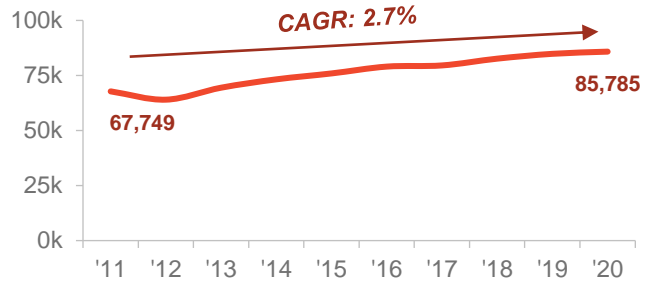
# Systems Manager / Technology Director / Director of New Media



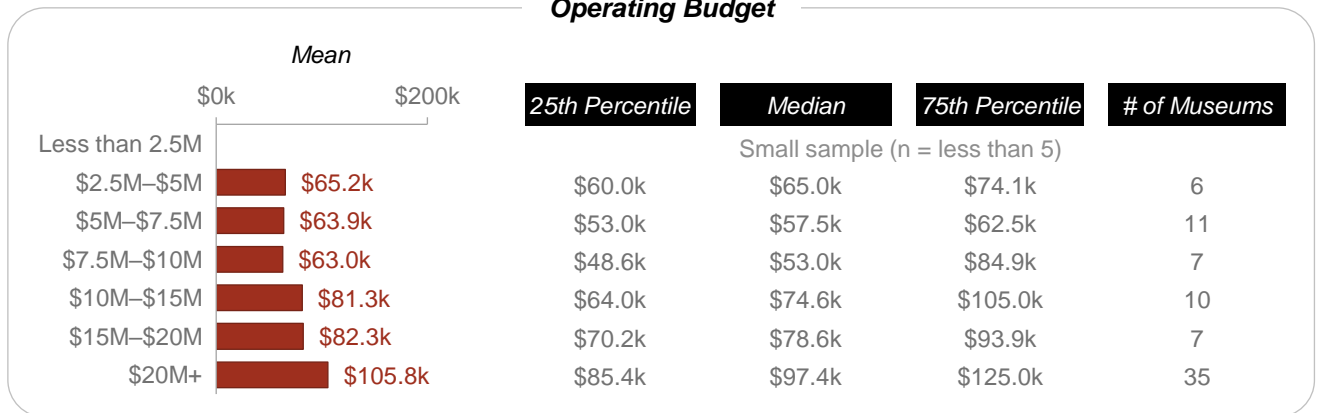
Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies.



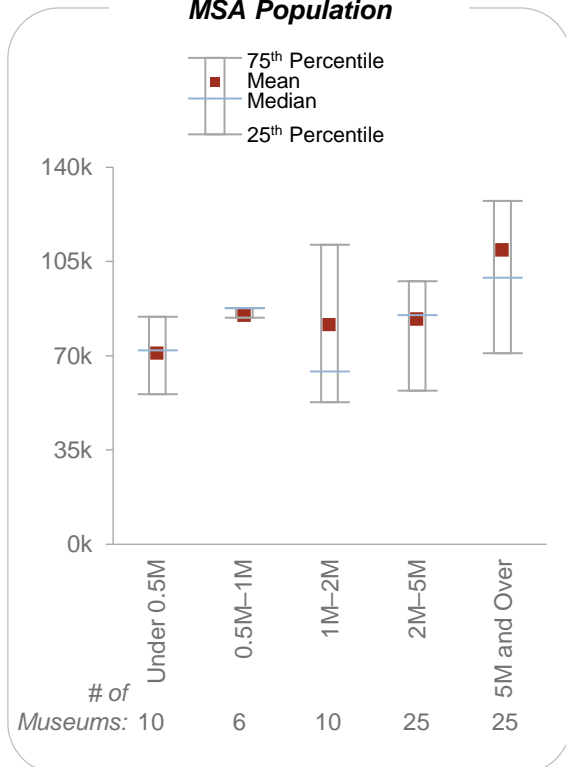
## Historical Trend—Median (2011–2020)



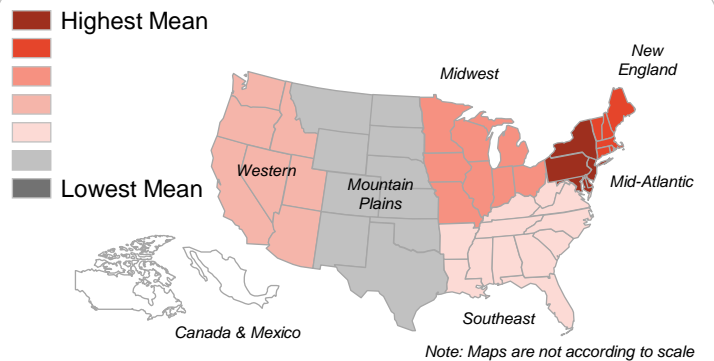
## Operating Budget



## MSA Population



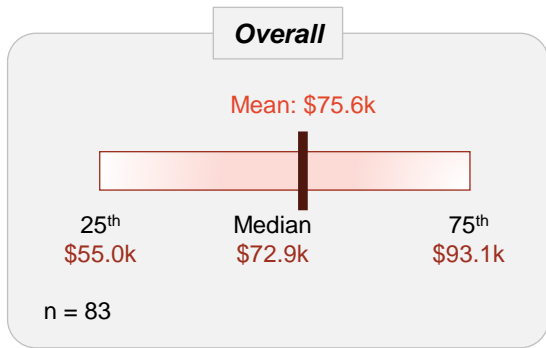
## Region



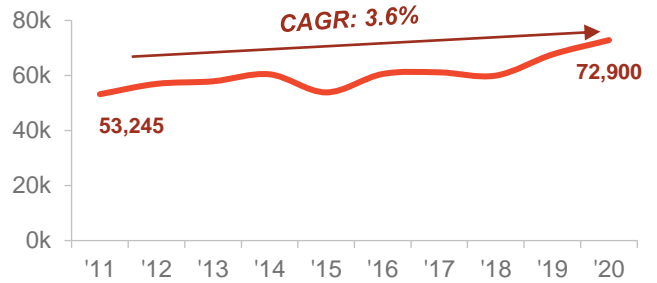
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$81.5k	\$101.3k	\$127.1k	\$108.8k	24
Midwest	\$65.0k	\$86.1k	\$98.8k	\$88.7k	13
Mountain Plains	\$67.5k	\$68.0k	\$72.0k	\$73.8k	5
New England	\$85.4k	\$88.2k	\$105.0k	\$90.2k	8
Southeast	\$52.0k	\$54.2k	\$105.0k	\$78.8k	11
Western	\$61.5k	\$85.0k	\$96.8k	\$87.2k	13
Canada Mexico					

Small sample (n = less than 5)

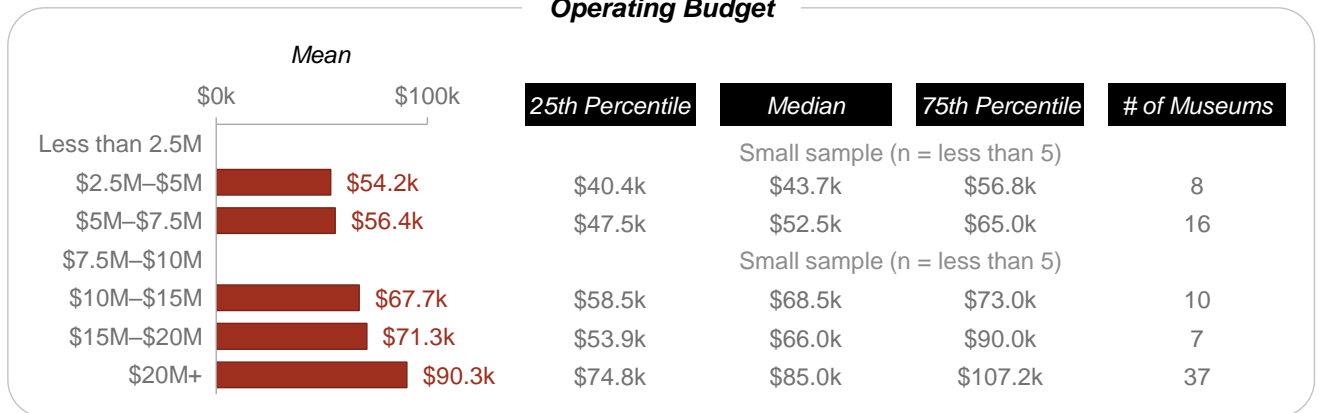
Responsible for development, site management, and content of the museum's website or online presence. May include social media outreach.



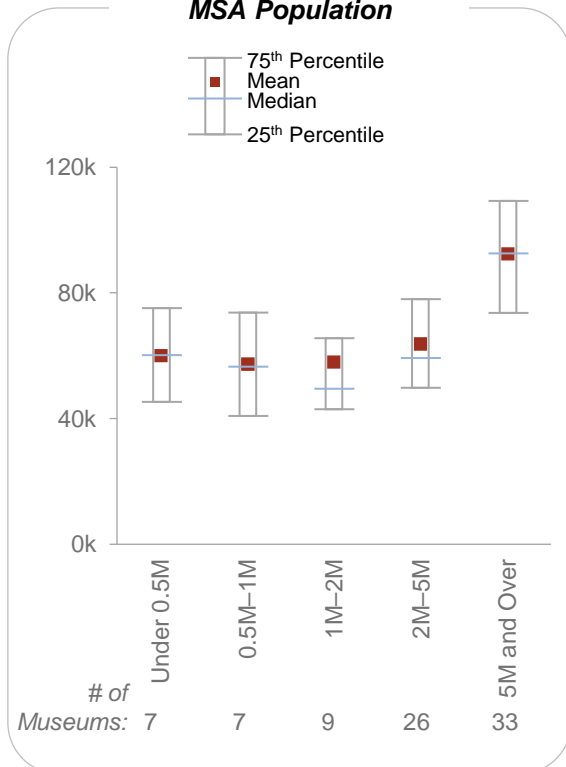
**Historical Trend—Median (2011–2020)**



**Operating Budget**



**MSA Population**



**Region**

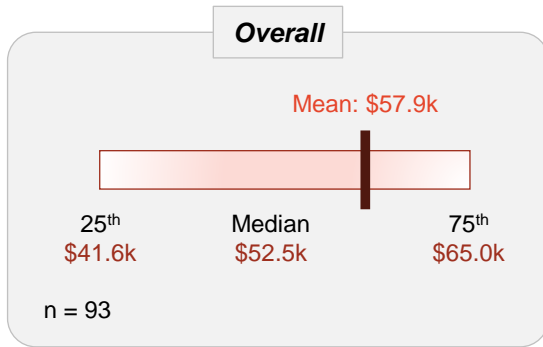


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$72.9k	\$83.0k	\$109.0k	\$88.7k	29
Midwest	\$43.2k	\$58.2k	\$72.1k	\$63.1k	11
Mountain Plains	\$55.0k	\$61.5k	\$72.0k	\$68.1k	7
New England	\$63.1k	\$75.0k	\$77.8k	\$73.2k	9
Southeast	\$44.7k	\$52.1k	\$65.1k	\$61.0k	10
Western	\$45.8k	\$53.9k	\$85.0k	\$64.5k	13
Canada Mexico					Small sample (n = less than 5)

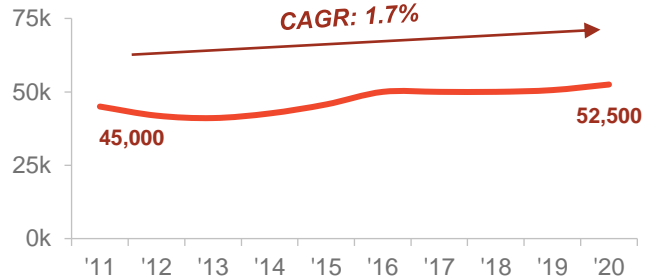
# New Media Manager



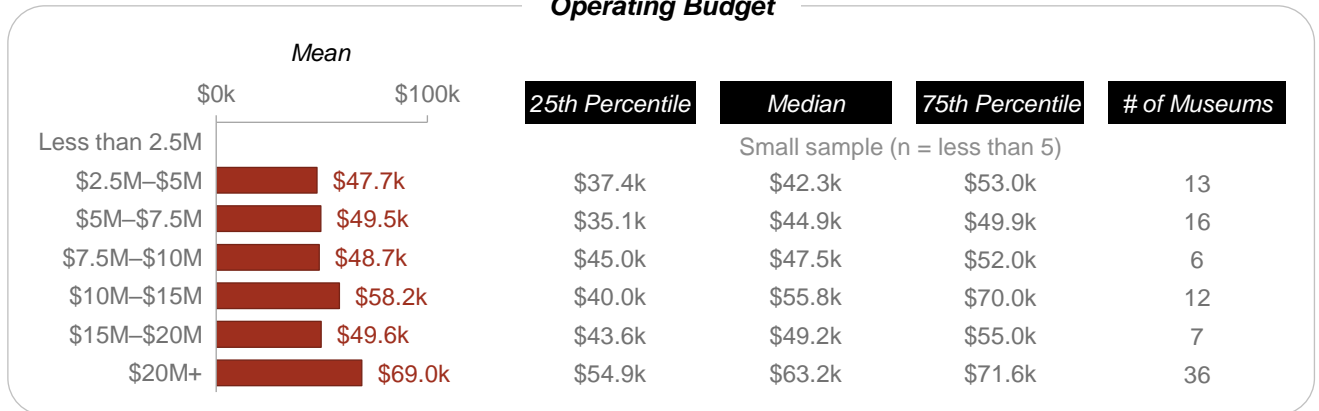
**Responsible for planning and executing the museum's social and new media strategy, including, but not limited to, Twitter, Facebook, Tumblr, and mobile apps.**



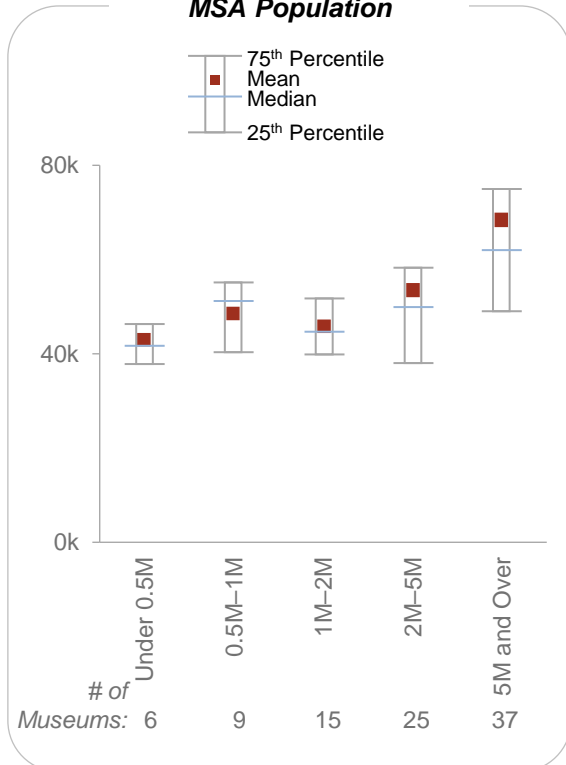
## Historical Trend—Median (2011–2020)



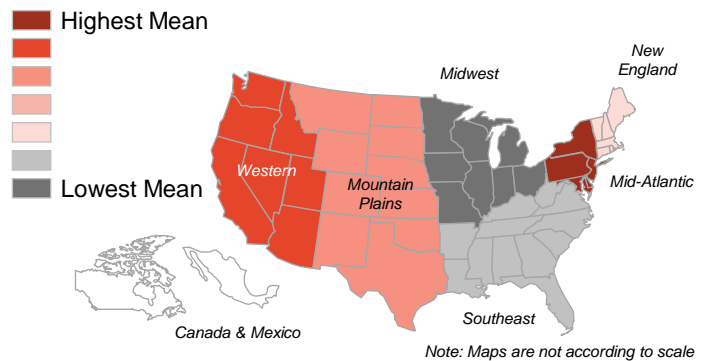
## Operating Budget



## MSA Population



## Region



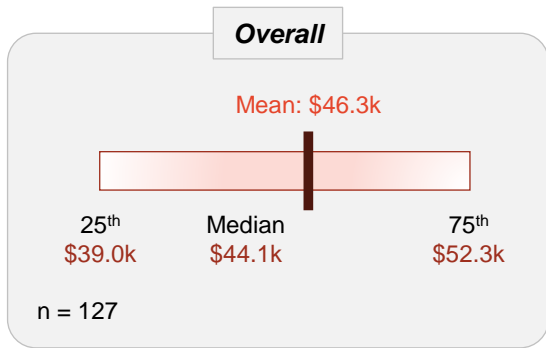
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$49.1k	\$64.7k	\$77.4k	\$68.7k	29
Midwest	\$38.0k	\$43.9k	\$53.0k	\$46.5k	17
Mountain Plains	\$46.0k	\$49.2k	\$58.4k	\$58.0k	9
New England	\$46.1k	\$51.5k	\$52.0k	\$50.2k	5
Southeast	\$40.8k	\$47.8k	\$58.0k	\$49.0k	18
Western	\$54.6k	\$57.9k	\$67.4k	\$61.7k	12
Canada Mexico					

Small sample (n = less than 5)

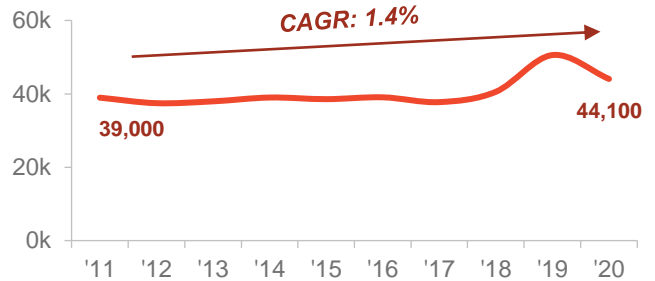
# Membership Assistant



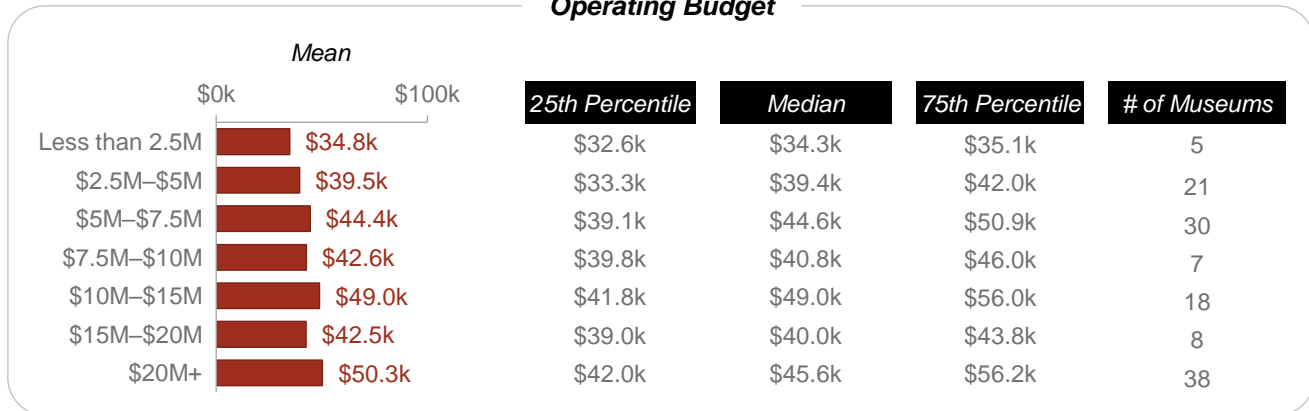
*Oversees maintenance of annual membership drives and programs for members.  
Provides support in planning and executing special fundraising events.*



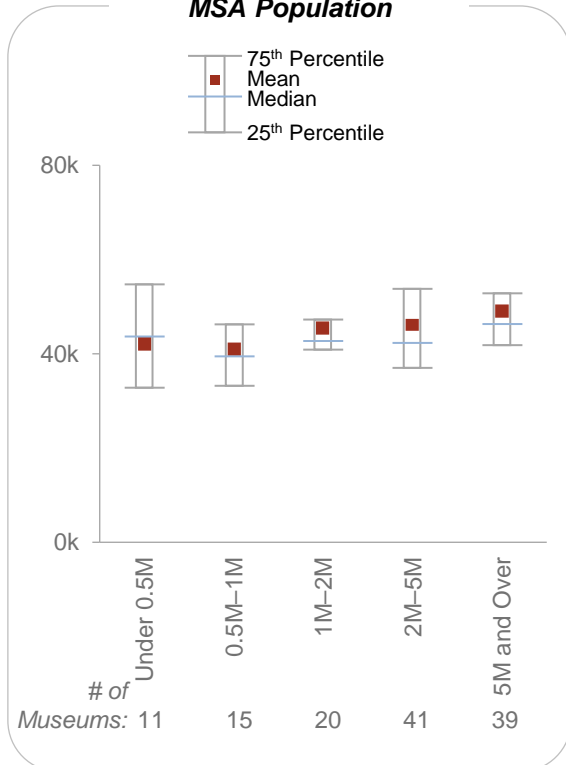
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



## Region

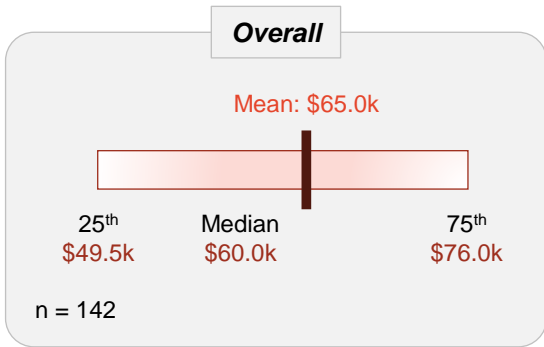


Region	25 <sup>th</sup> Percentile (\$k)	Median (\$k)	75 <sup>th</sup> Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$42.4k	\$45.8k	\$53.0k	\$48.9k	27
Midwest	\$34.1k	\$40.9k	\$53.1k	\$45.9k	22
Mountain Plains	\$38.2k	\$47.7k	\$52.0k	\$46.0k	16
New England	\$32.1k	\$38.5k	\$46.2k	\$39.4k	11
Southeast	\$37.5k	\$42.0k	\$45.0k	\$42.5k	28
Western	\$39.0k	\$53.7k	\$57.0k	\$50.3k	19
Canada Mexico					Small sample (n = less than 5)

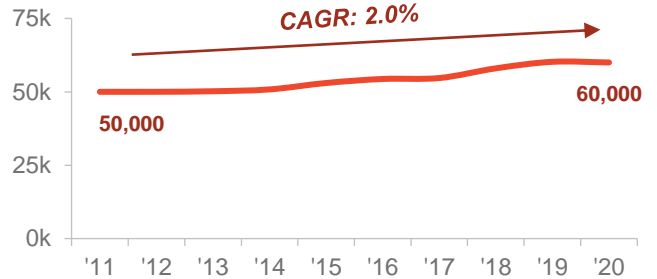
# Special Events Manager



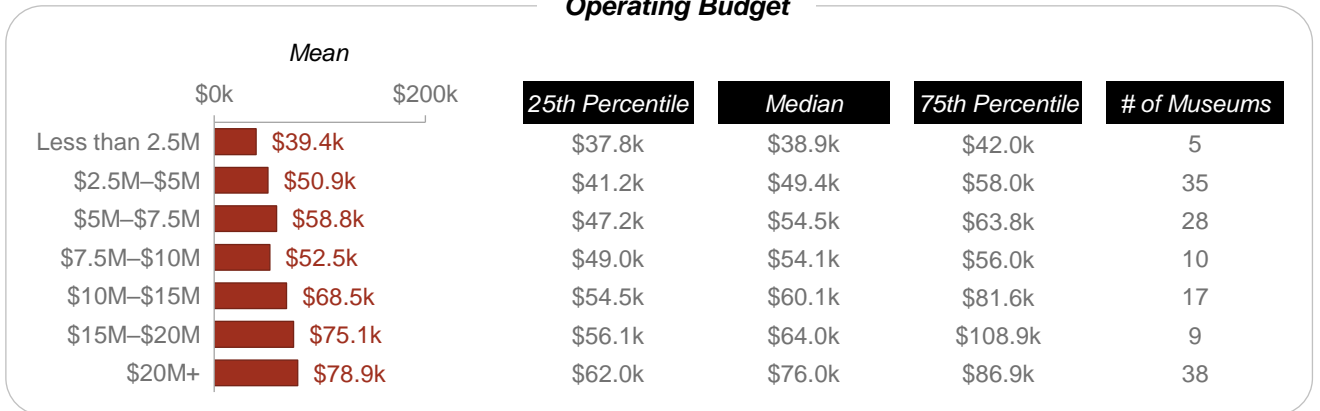
**Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals.**



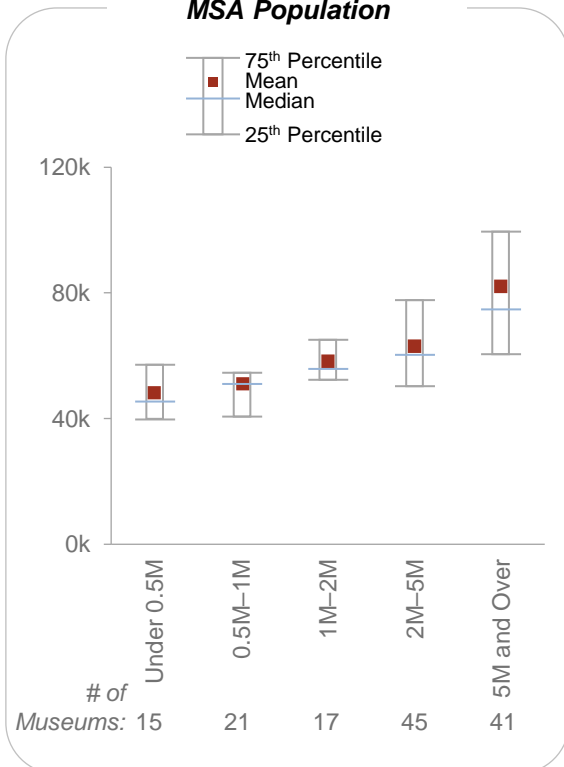
**Historical Trend—Median (2011–2020)**



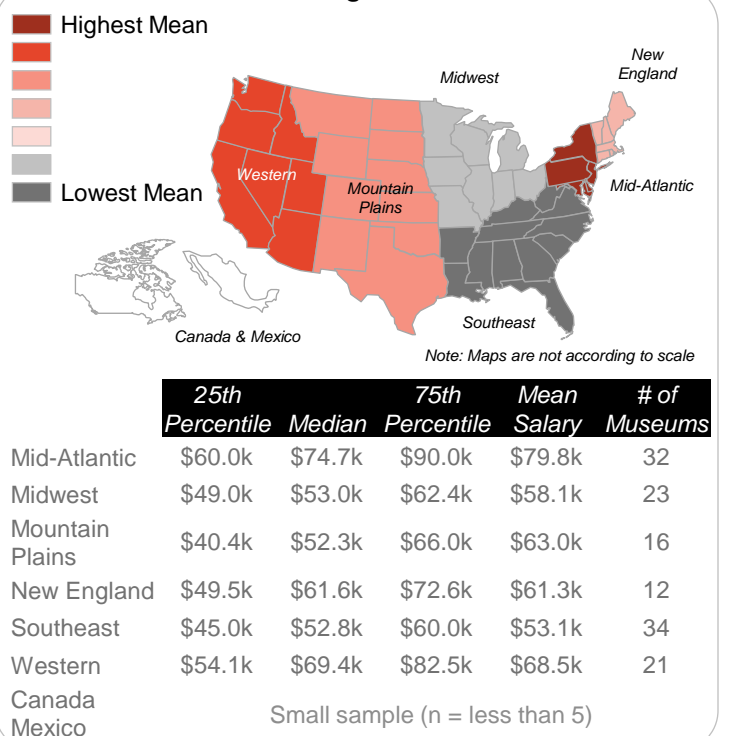
## Operating Budget



## MSA Population



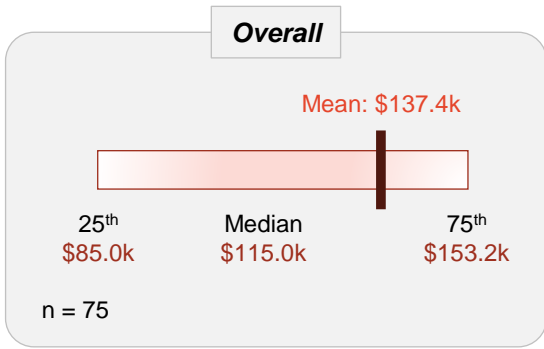
## Region



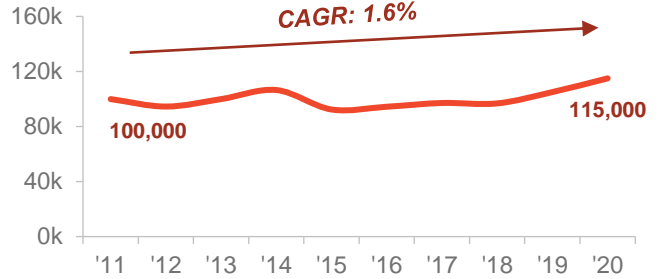
# Director of External Affairs



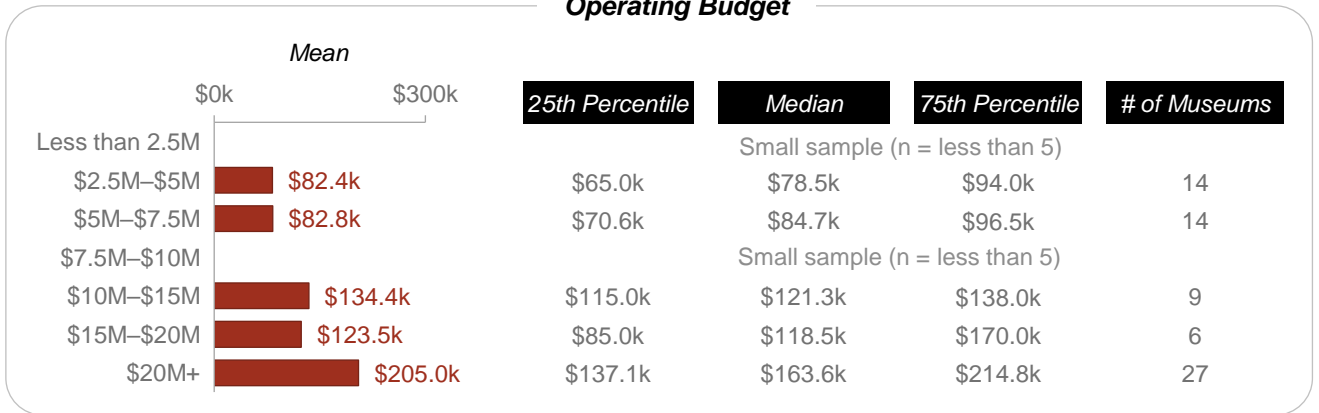
**Directs the public affairs and information activities of the organization. Directs the media relations, publicity and customer relation activities of the organization.**



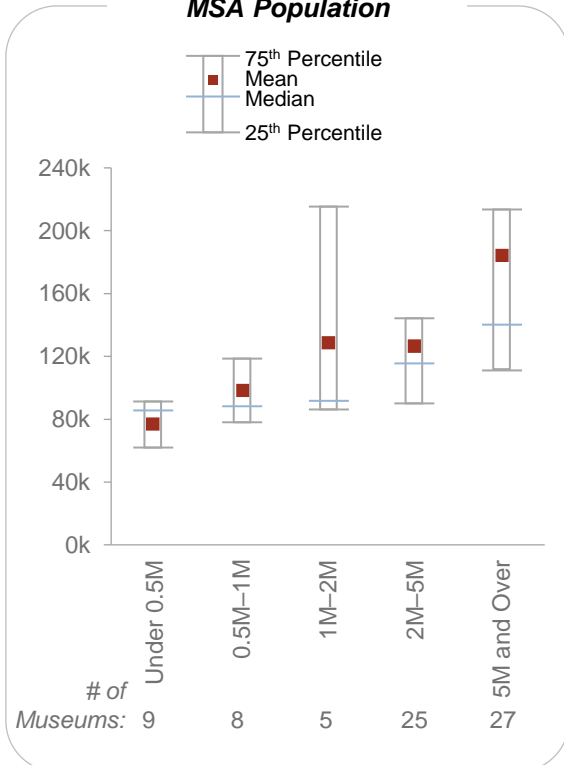
## Historical Trend—Median (2011–2020)



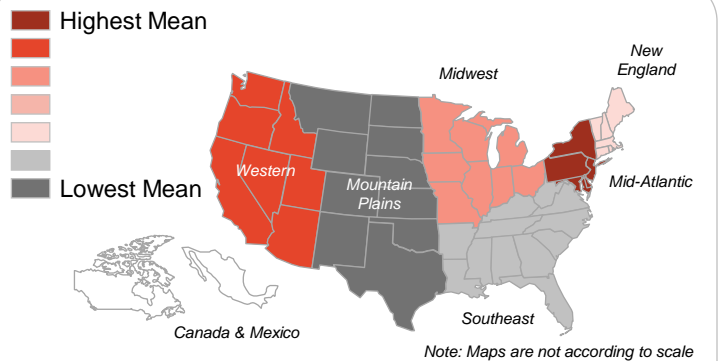
## Operating Budget



## MSA Population



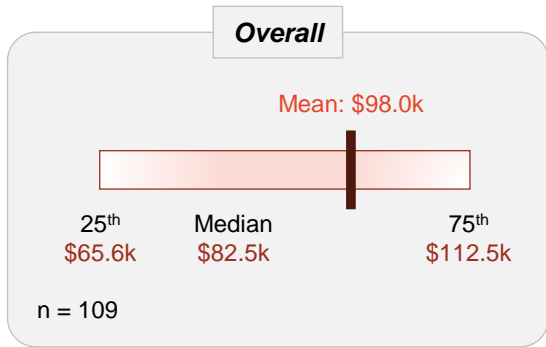
## Region



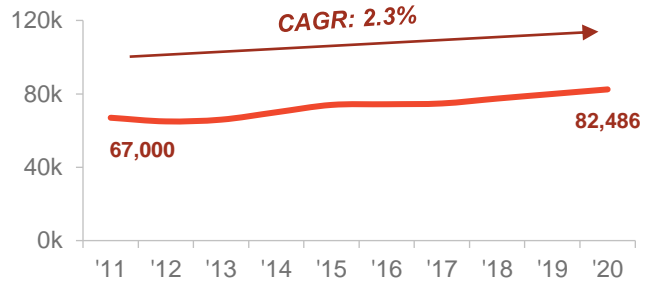
Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$95.2k	\$137.3k	\$192.0k	\$163.1k	20
Midwest	\$84.7k	\$115.0k	\$143.5k	\$146.4k	15
Mountain Plains	\$64.1k	\$87.5k	\$113.1k	\$97.9k	8
New England	\$96.5k	\$126.8k	\$150.0k	\$124.8k	7
Southeast	\$69.5k	\$90.0k	\$116.0k	\$105.2k	13
Western	\$74.1k	\$124.5k	\$206.6k	\$160.5k	8
Canada Mexico					Small sample (n = less than 5)



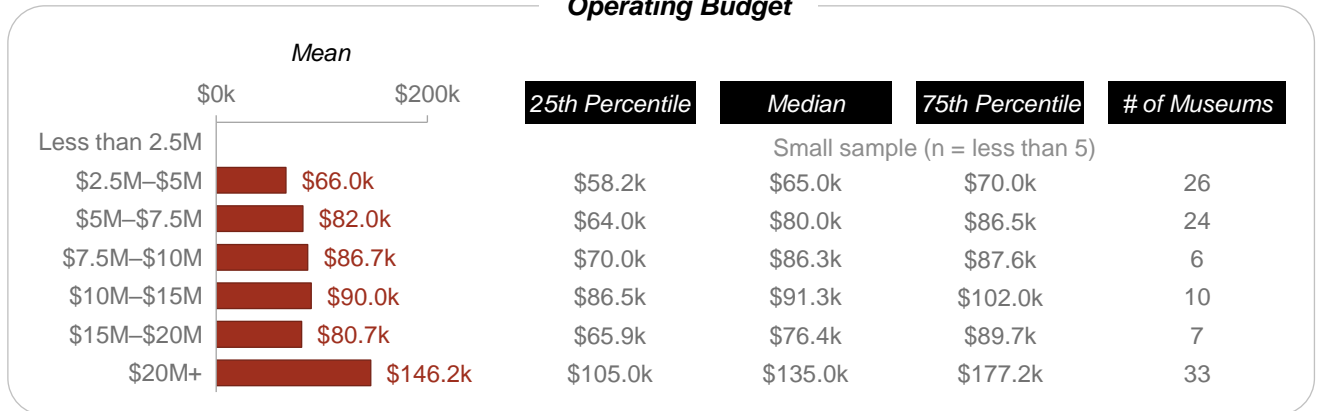
**General responsibility for coordinating museum promotional programs, revenue producing sale of products and the creative services for museum printed materials.**



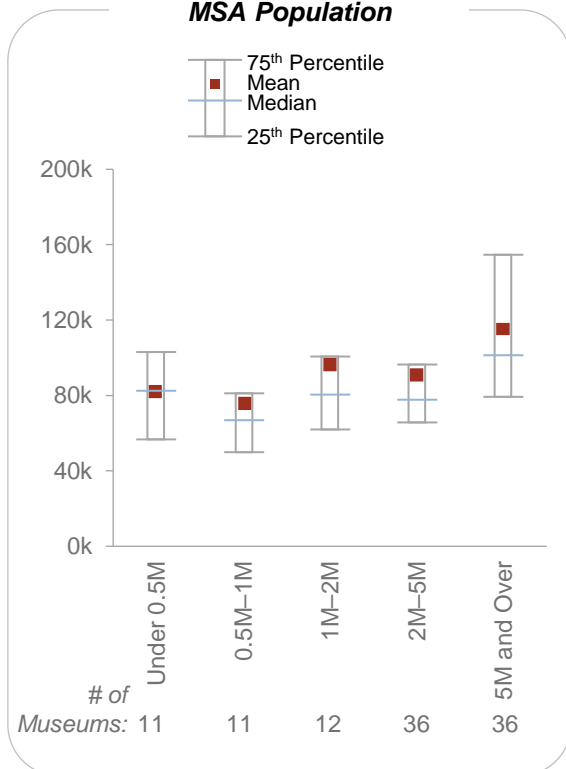
**Historical Trend—Median (2011–2020)**



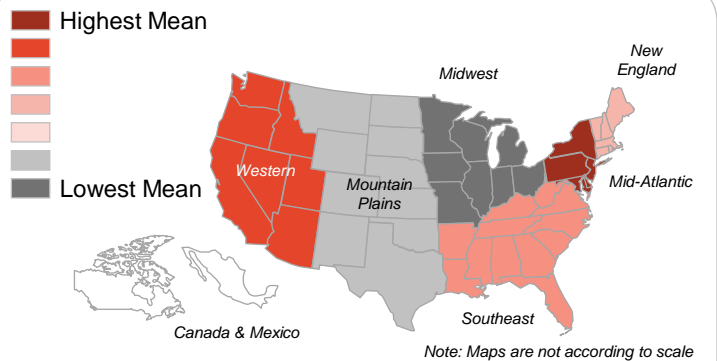
## Operating Budget



## MSA Population



## Region

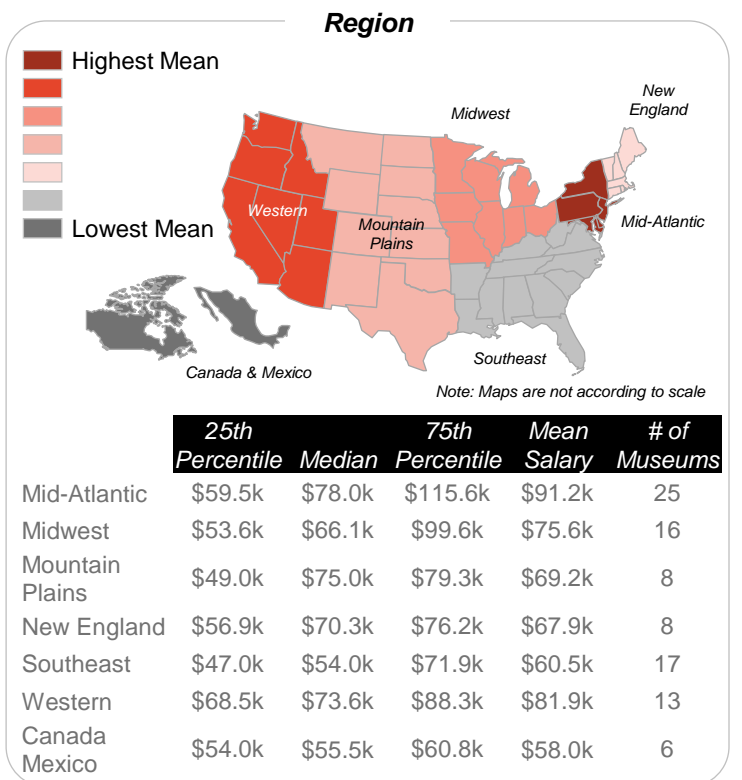
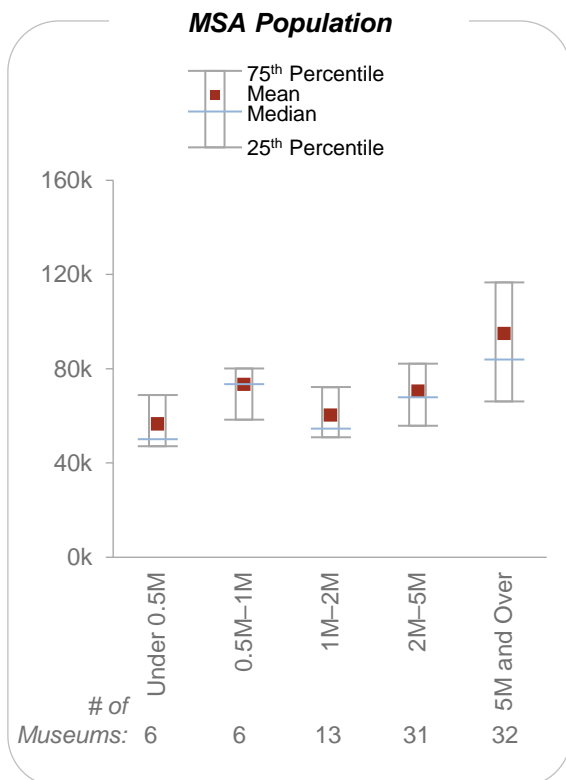
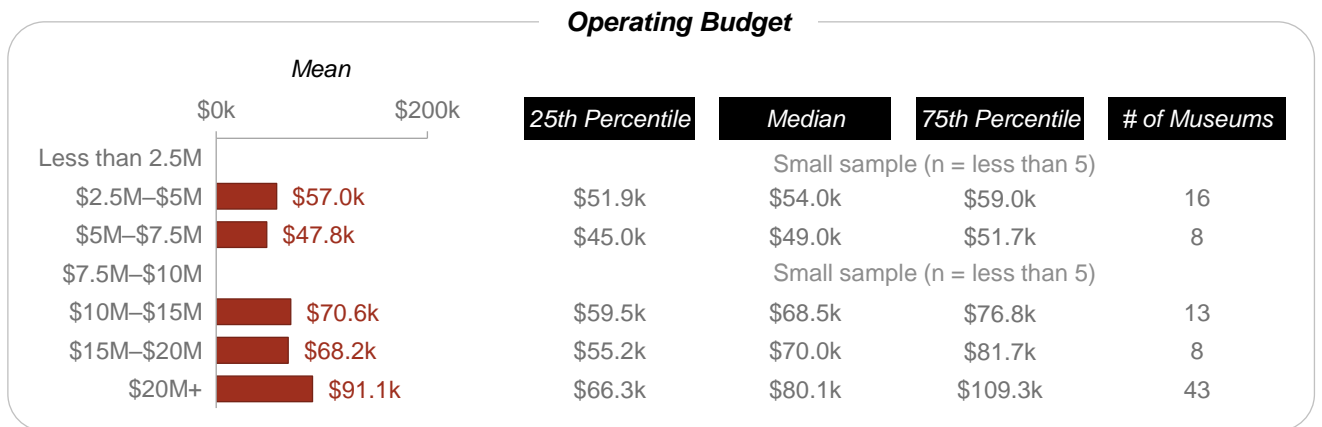
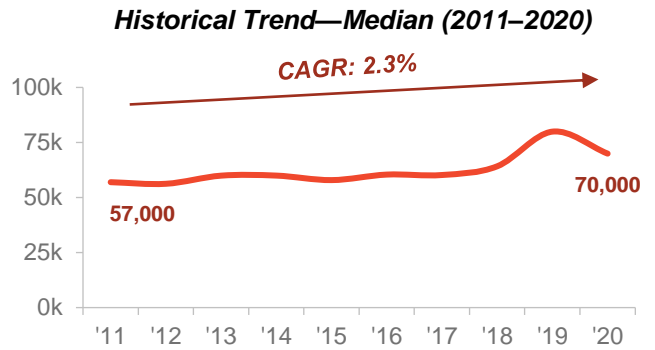
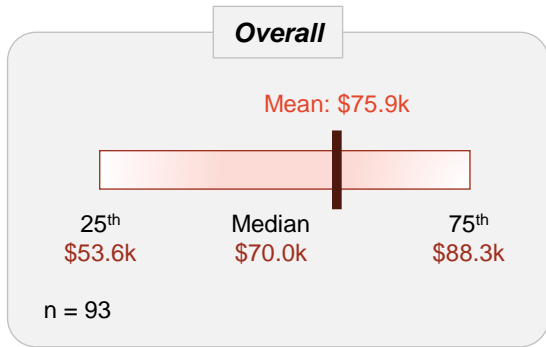


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$84.0k	\$100.0k	\$155.0k	\$117.1k	25
Midwest	\$58.5k	\$65.4k	\$80.5k	\$77.6k	19
Mountain Plains	\$55.0k	\$77.7k	\$96.0k	\$86.1k	13
New England	\$70.0k	\$81.6k	\$88.6k	\$88.5k	10
Southeast	\$64.3k	\$79.8k	\$99.5k	\$95.4k	19
Western	\$72.5k	\$90.0k	\$135.0k	\$109.8k	19
Canada Mexico					Small sample (n = less than 5)

# Public Relations Officer



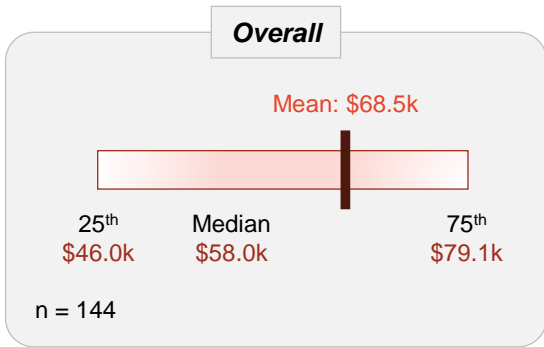
**Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Drafts press releases & targets specific audiences.**



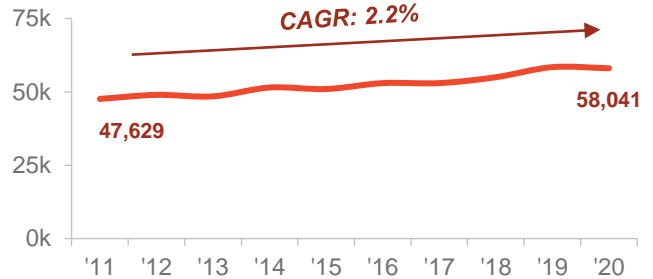
# Museum Store Manager



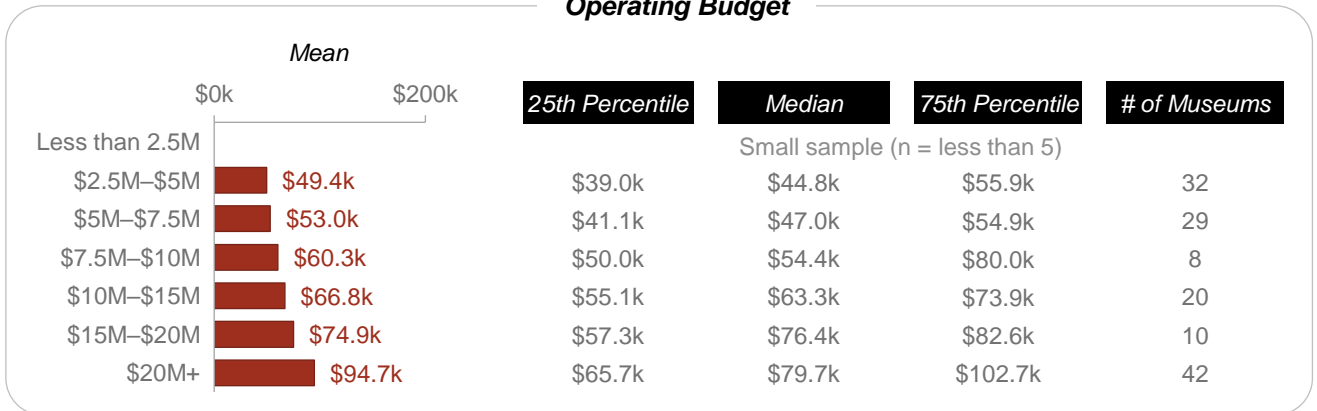
**Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.**



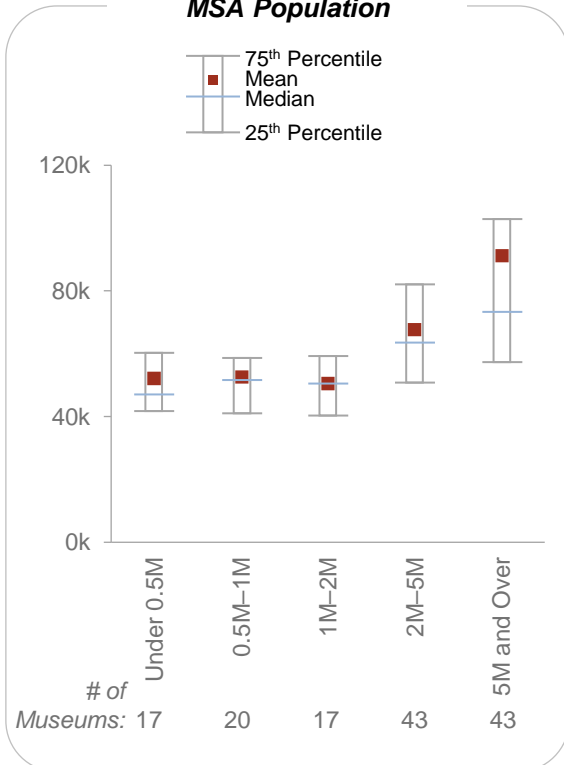
**Historical Trend—Median (2011–2020)**



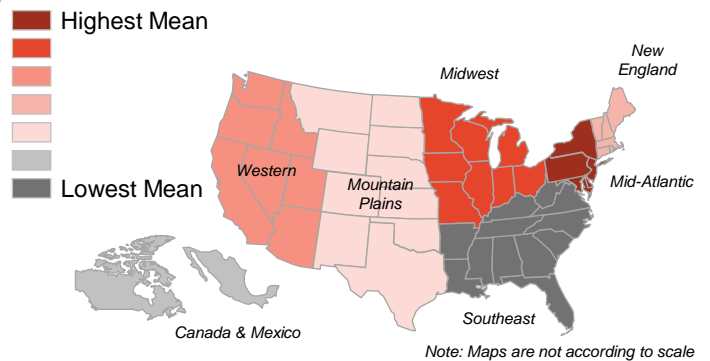
## Operating Budget



## MSA Population



## Region

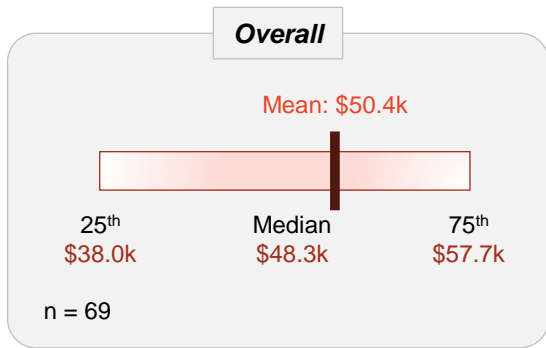


Region	25 <sup>th</sup> Percentile (\$k)	Median (\$k)	75 <sup>th</sup> Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$56.0k	\$72.8k	\$100.0k	\$86.3k	34
Midwest	\$49.6k	\$59.7k	\$80.0k	\$72.6k	22
Mountain Plains	\$41.1k	\$55.3k	\$67.6k	\$62.8k	14
New England	\$54.5k	\$61.2k	\$77.8k	\$65.1k	18
Southeast	\$40.8k	\$48.2k	\$55.3k	\$49.8k	28
Western	\$51.9k	\$70.6k	\$82.0k	\$70.6k	23
Canada Mexico	\$49.1k	\$57.1k	\$79.7k	\$62.5k	5

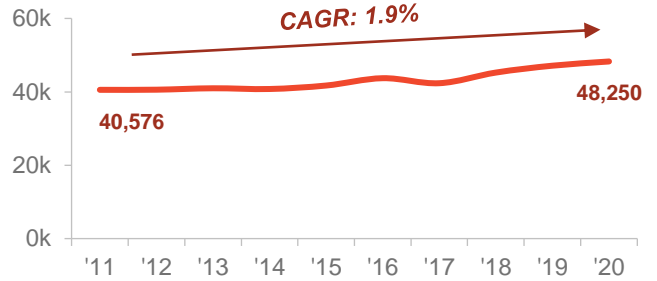
# Volunteer Coordinator



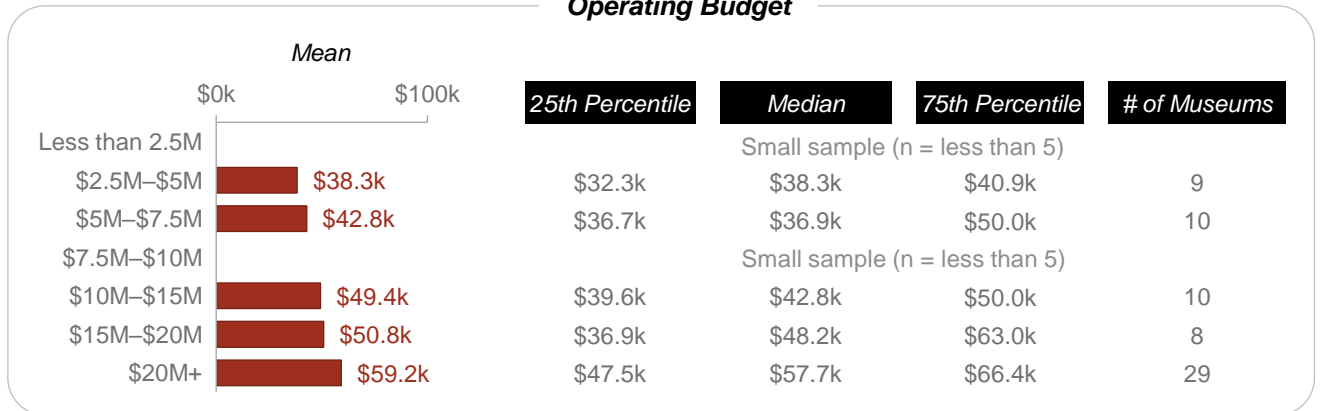
**Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers.**



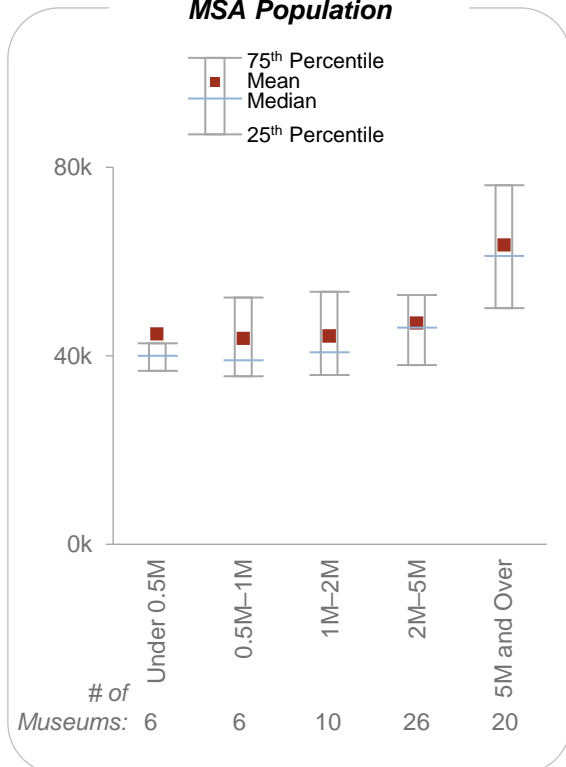
**Historical Trend—Median (2011–2020)**



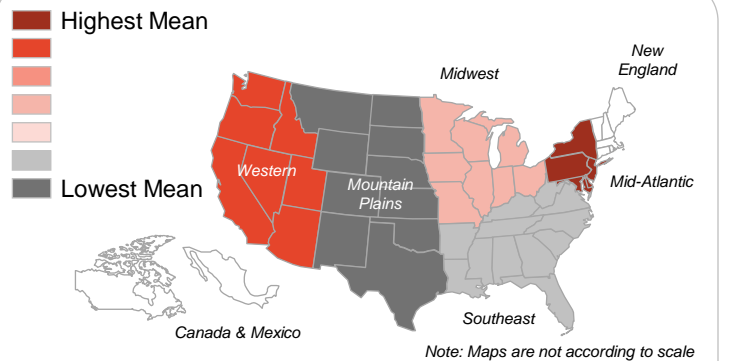
## Operating Budget



## MSA Population



## Region

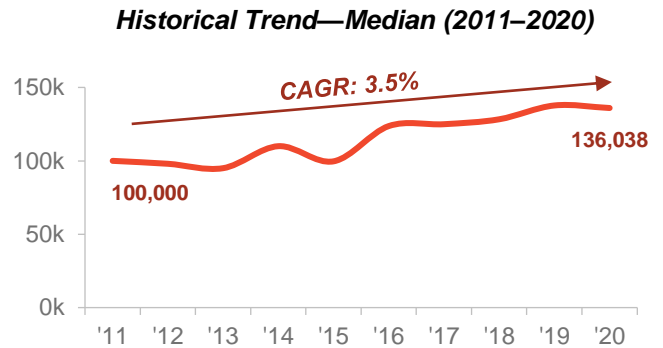
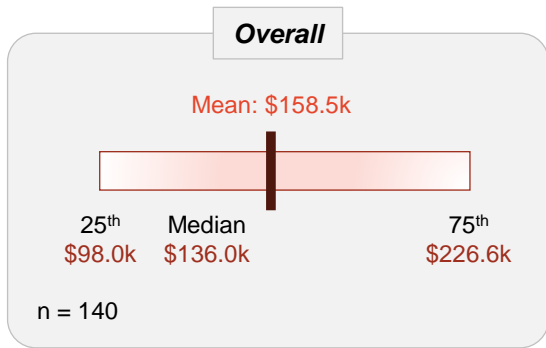


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$51.7k	\$63.6k	\$75.3k	\$65.4k	15
Midwest	\$37.9k	\$39.6k	\$56.5k	\$46.5k	15
Mountain Plains	\$36.7k	\$36.7k	\$46.0k	\$39.9k	7
New England	Small sample (n = less than 5)				
Southeast	\$36.1k	\$40.1k	\$50.1k	\$41.9k	16
Western	\$46.4k	\$50.0k	\$70.0k	\$58.2k	10
Canada Mexico	Small sample (n = less than 5)				

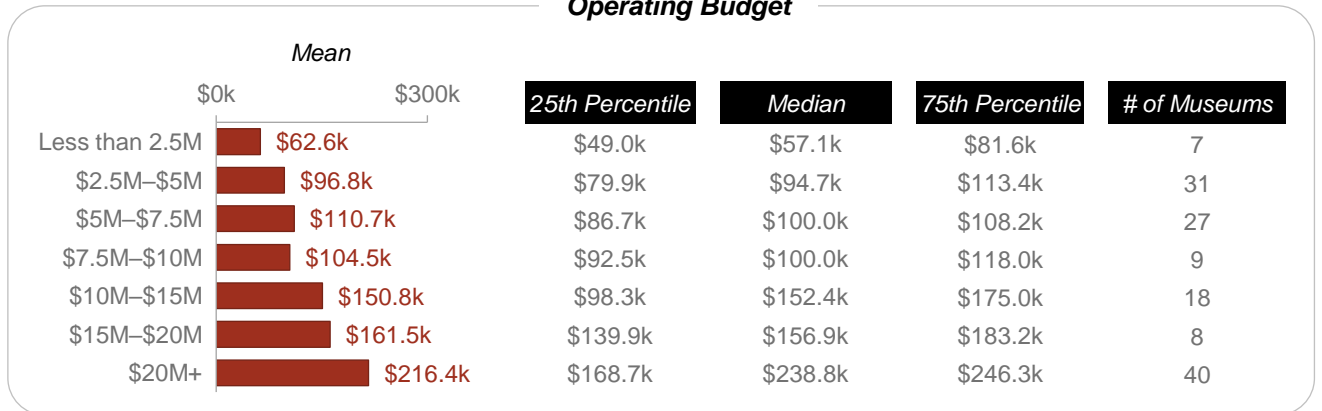
# Chief Curator / Director of Curatorial Affairs / Curator A



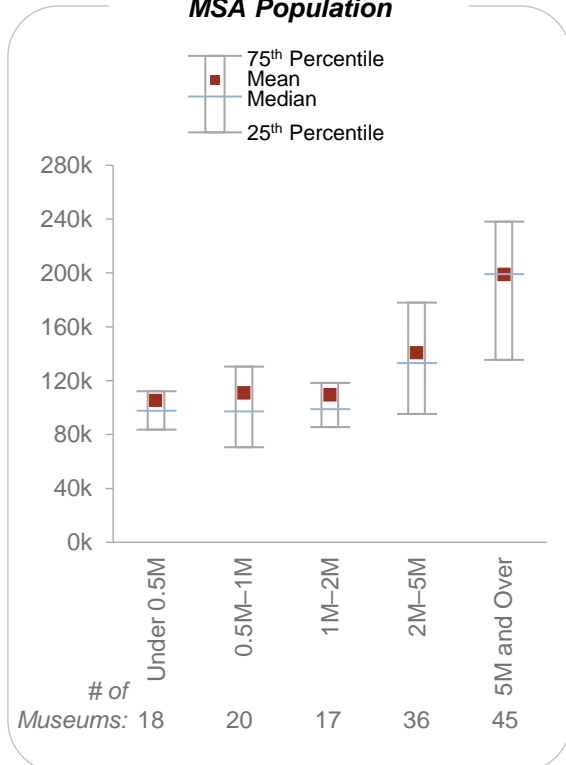
**General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities.**



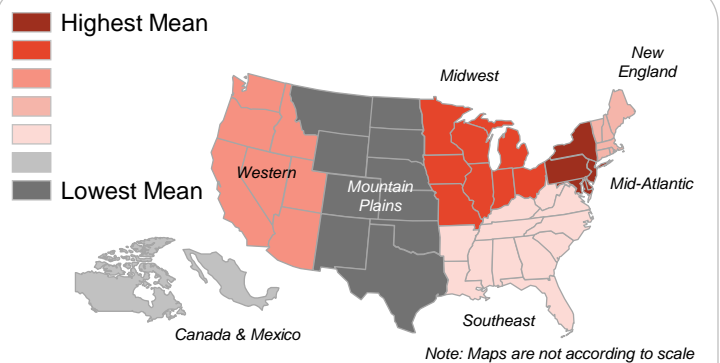
## Operating Budget



## MSA Population



## Region

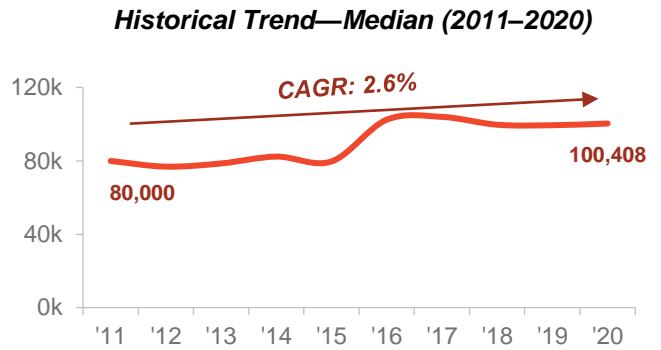
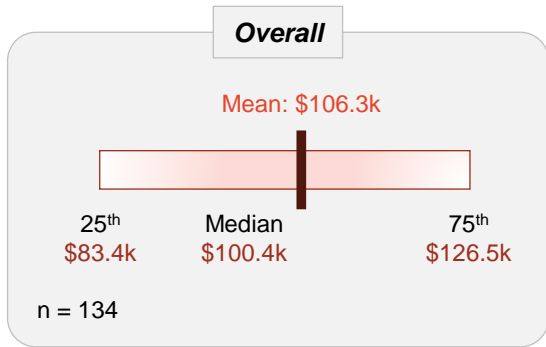


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$122.8k	\$185.3k	\$238.8k	\$195.0k	36
Midwest	\$99.1k	\$184.0k	\$246.3k	\$171.7k	22
Mountain Plains	\$61.4k	\$119.0k	\$148.8k	\$110.8k	10
New England	\$92.6k	\$108.5k	\$171.7k	\$130.3k	16
Southeast	\$81.6k	\$100.0k	\$125.5k	\$115.3k	28
Western	\$96.2k	\$145.6k	\$199.2k	\$149.5k	21
Canada Mexico	\$85.9k	\$120.0k	\$132.9k	\$112.5k	7

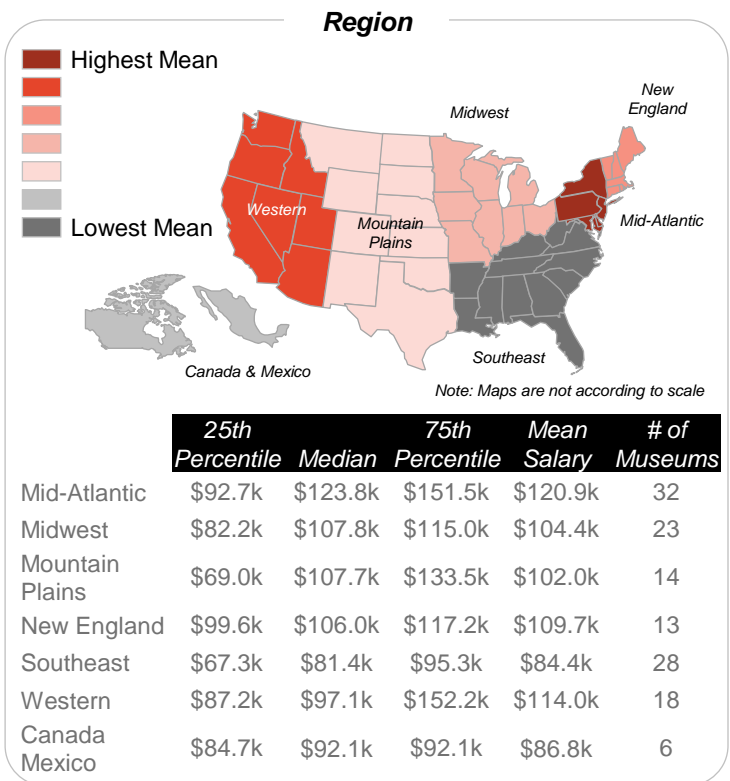
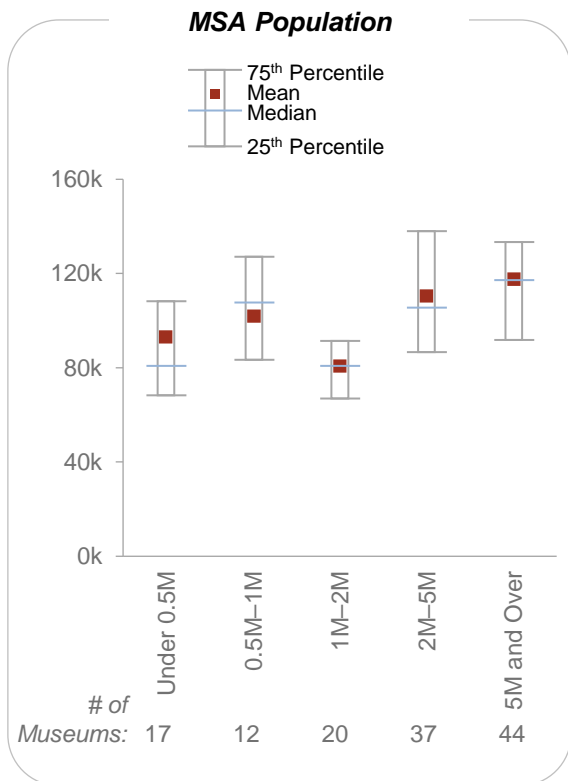
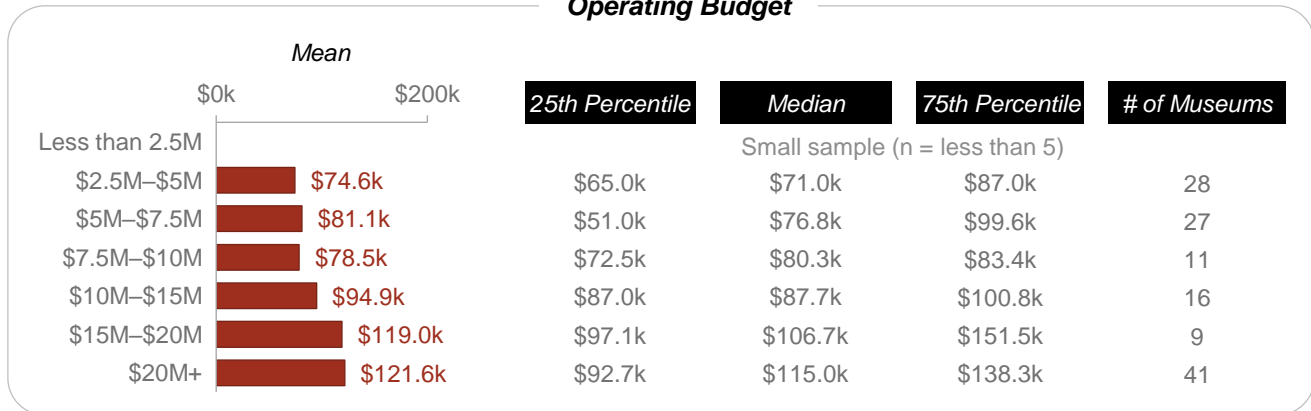
# Senior Curator / Curator of Special Collections Area / Curator B



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



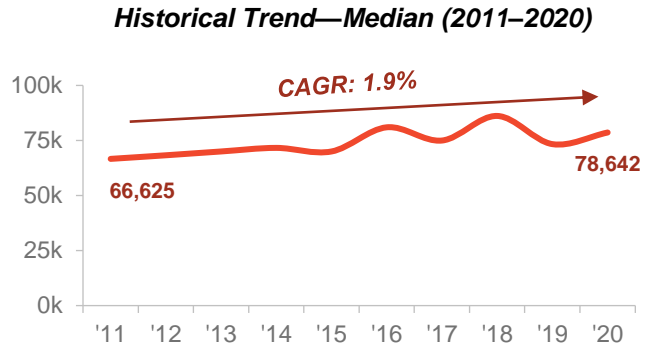
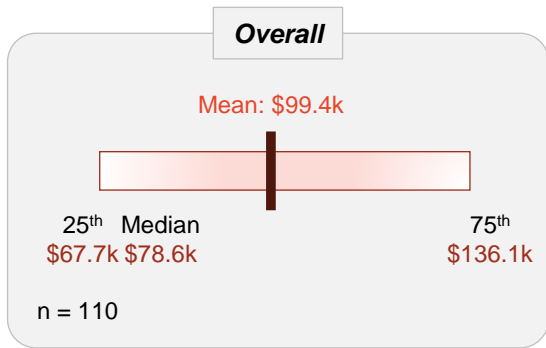
## Operating Budget



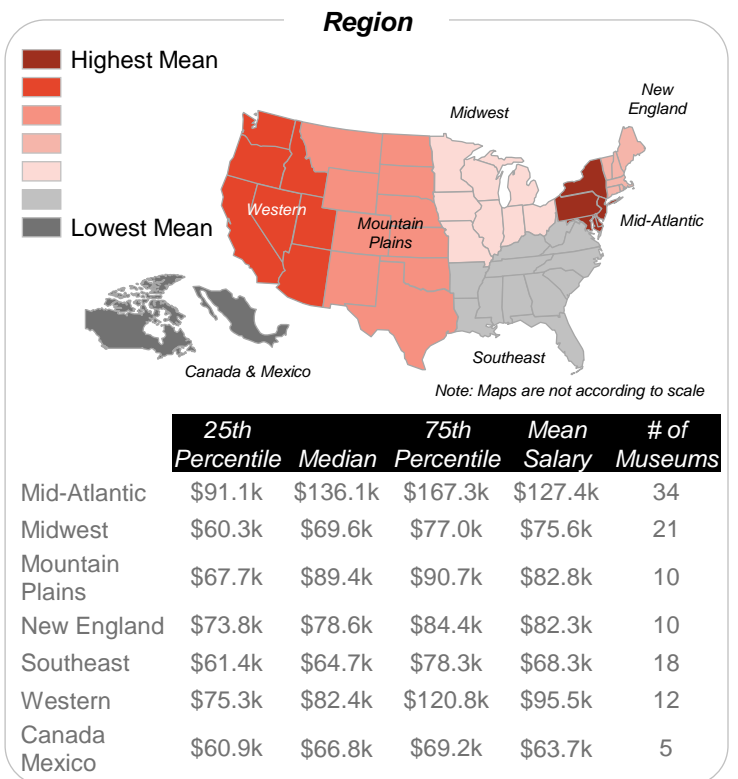
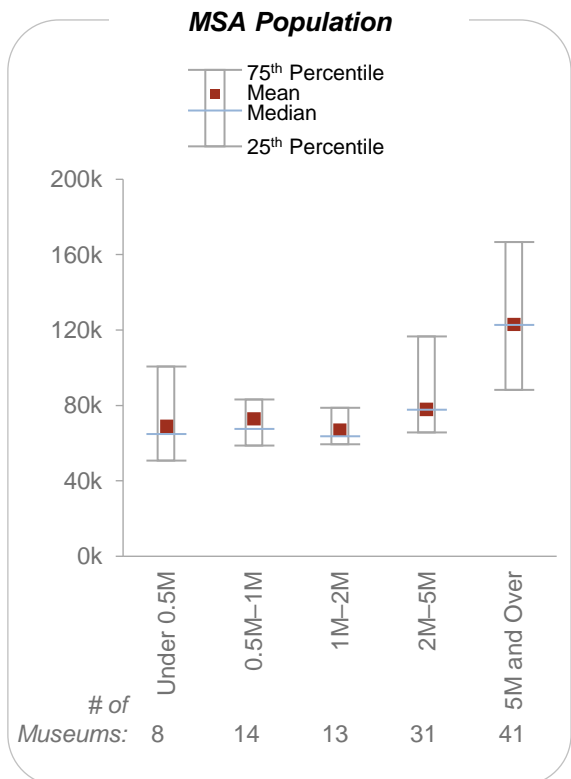
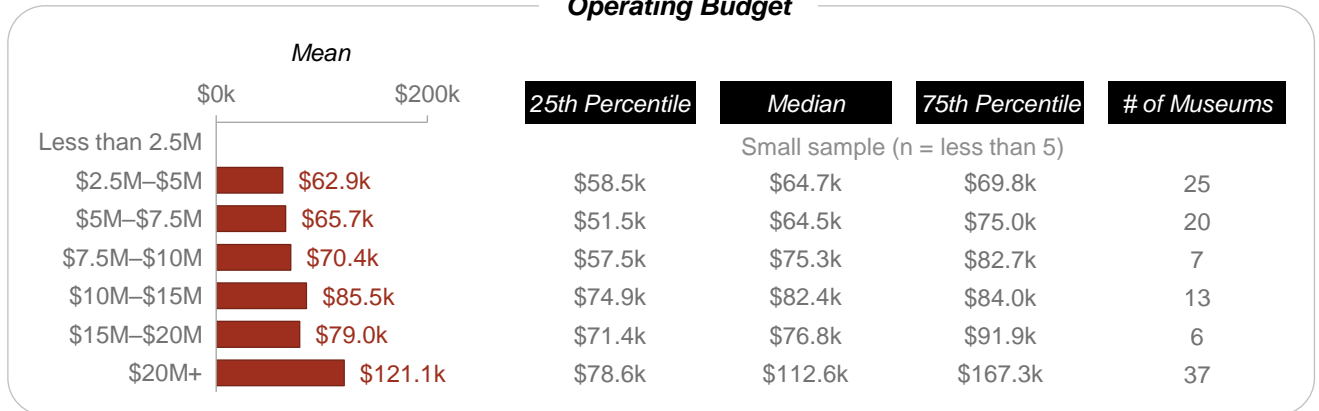
# Curator of Exhibitions / Curator C



Primary responsibility for scheduling and installing temporary exhibits.



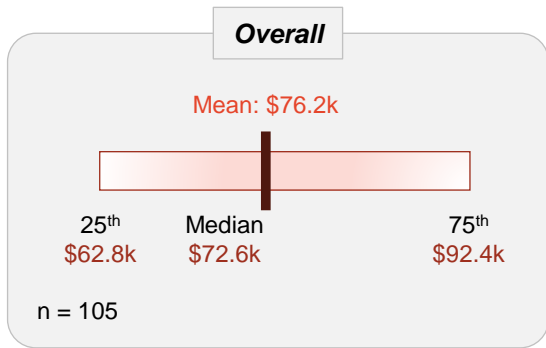
## Operating Budget



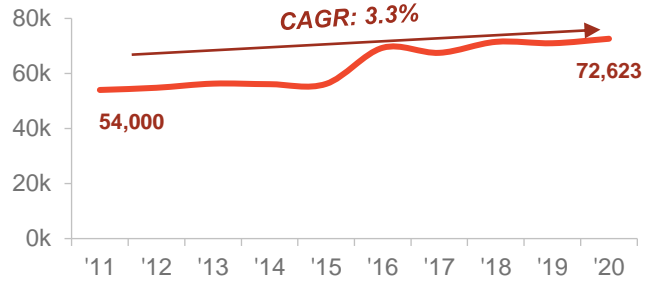
# Associate Curator / Curator D



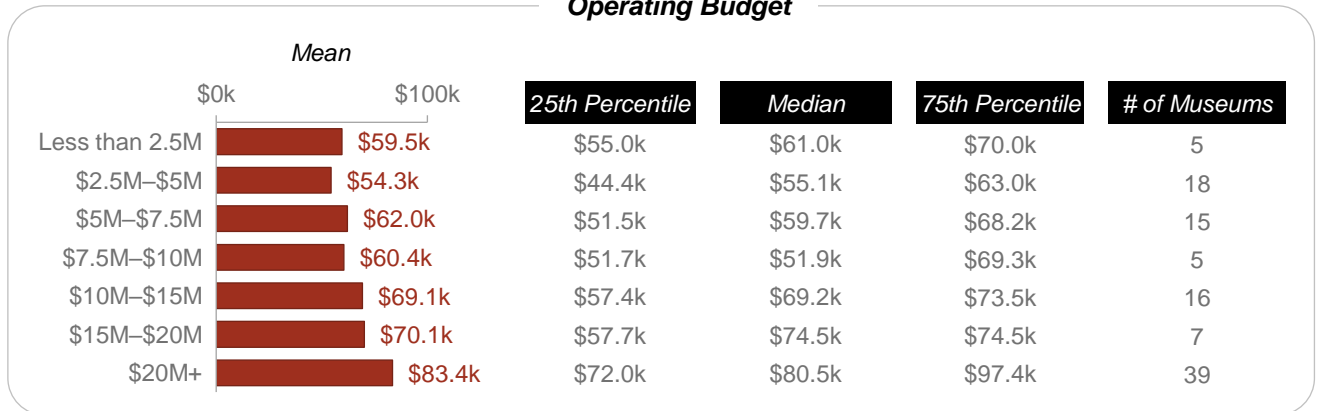
Performs same functions as Curator in association with, and under supervision of, the Curator.



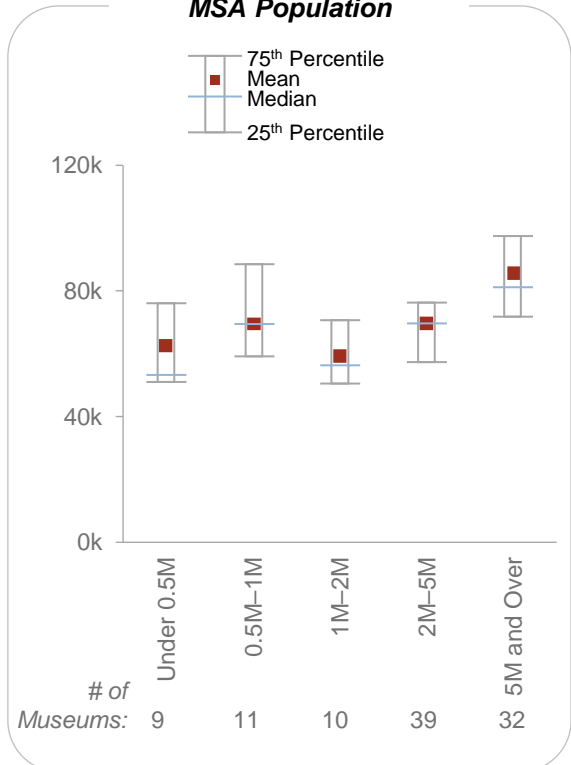
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



## Region



Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$73.2k	\$85.0k	\$97.4k	\$86.4k	30
Midwest	\$67.3k	\$72.0k	\$72.0k	\$68.6k	23
Mountain Plains	\$50.4k	\$58.5k	\$66.3k	\$62.4k	9
New England	\$63.2k	\$72.0k	\$88.6k	\$74.0k	14
Southeast	\$50.3k	\$55.0k	\$56.7k	\$53.7k	12
Western	\$63.0k	\$76.0k	\$92.4k	\$78.5k	14
Canada Mexico					

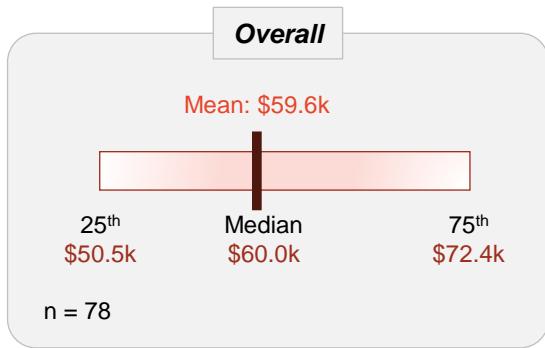
Small sample (n = less than 5)



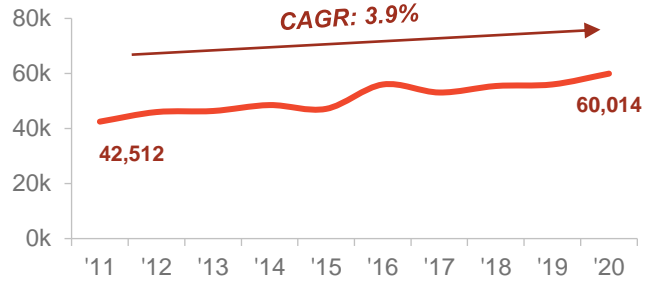
# Assistant Curator / Curator E



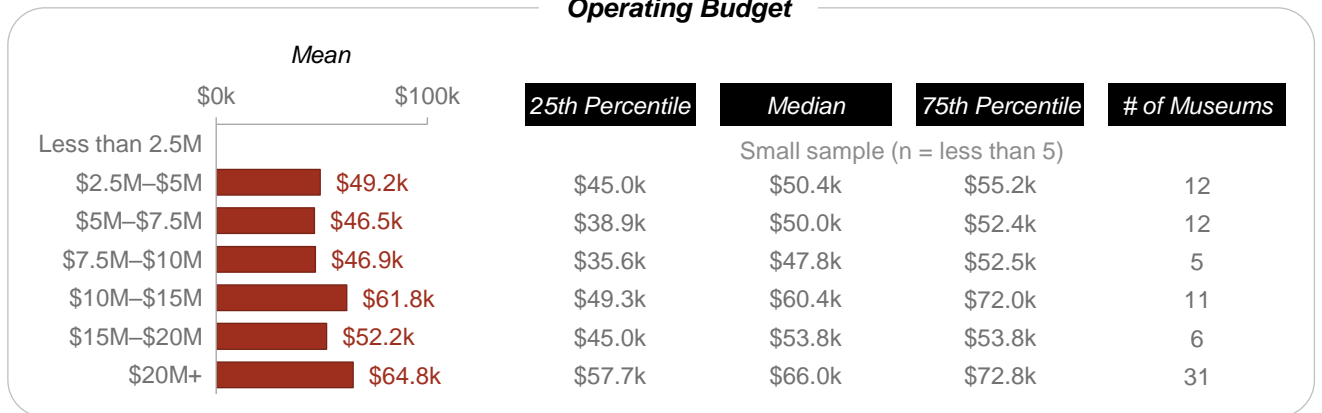
**Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.**



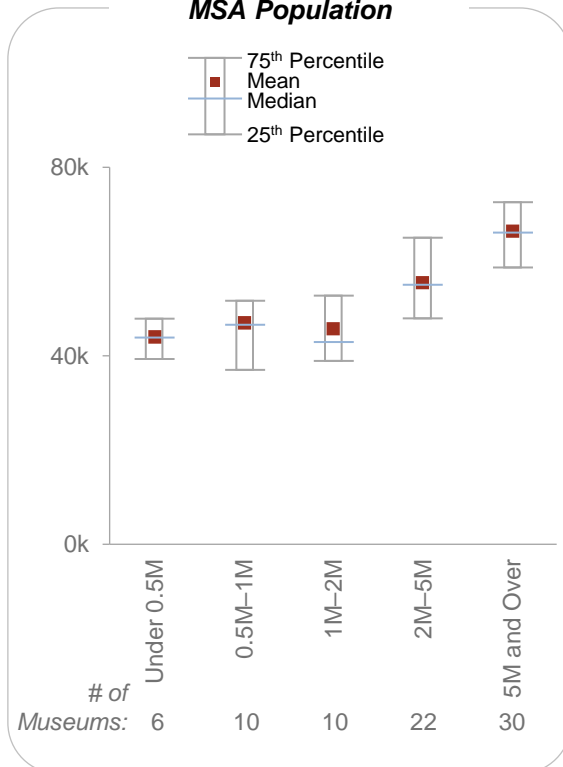
**Historical Trend—Median (2011–2020)**



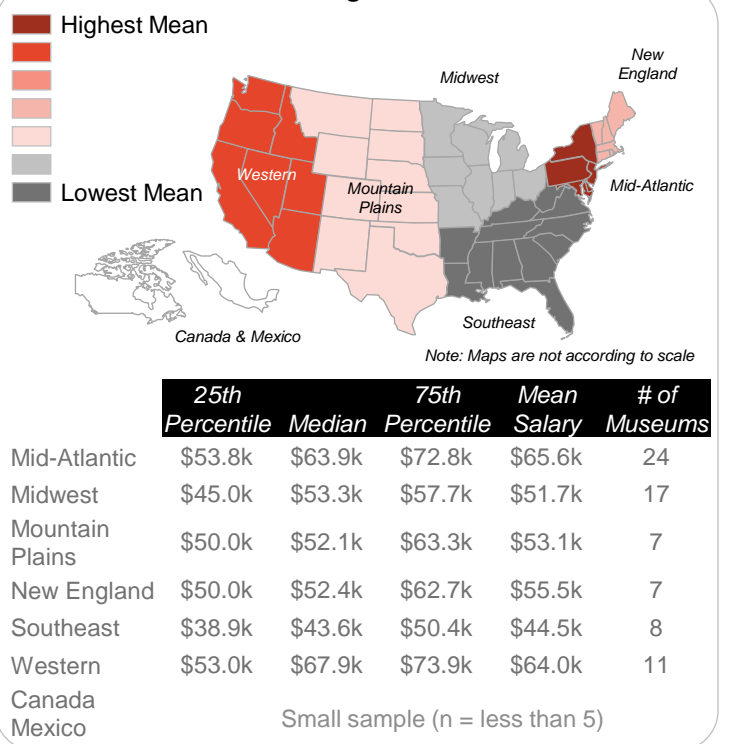
## Operating Budget



## MSA Population



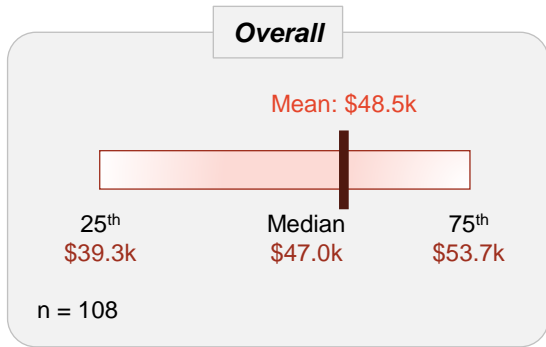
## Region



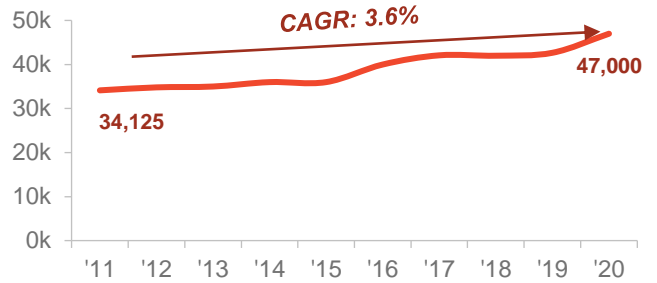
# Curator Assistant



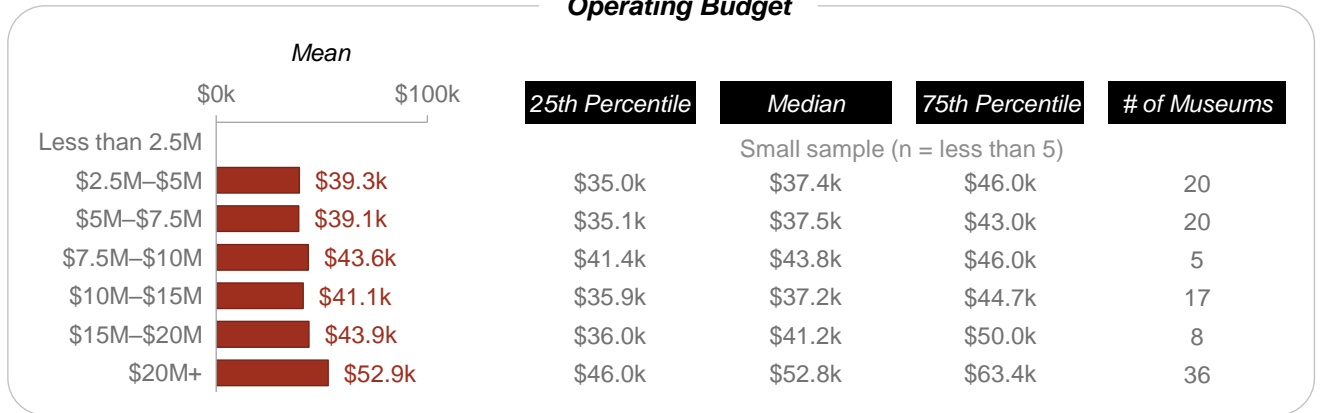
*Assists curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).*



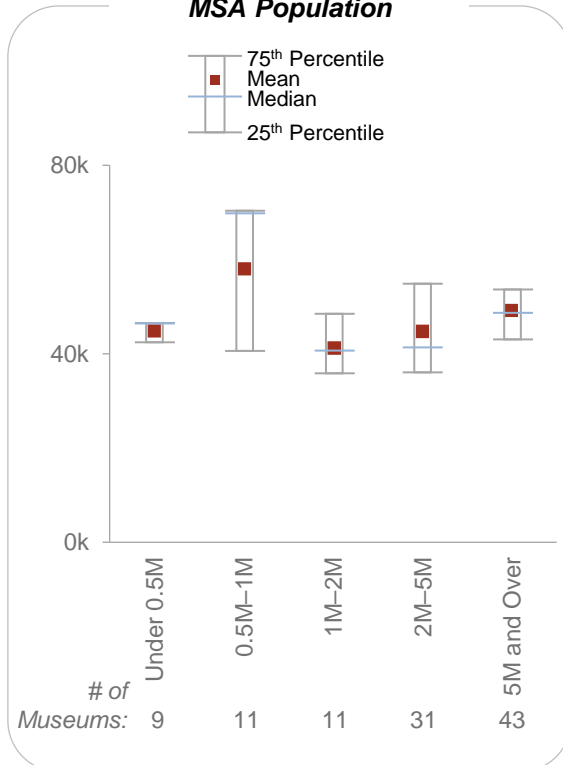
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



## Region

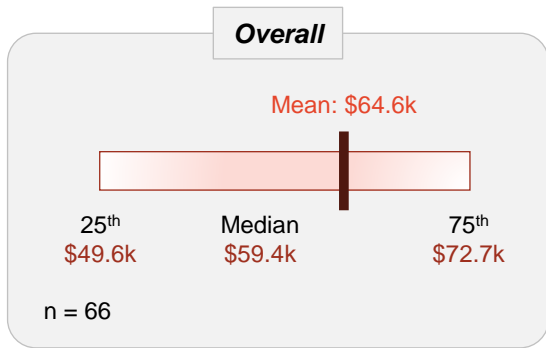


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$41.2k	\$47.2k	\$63.4k	\$49.9k	33
Midwest	\$35.8k	\$40.1k	\$47.0k	\$41.4k	15
Mountain Plains	\$36.0k	\$37.5k	\$45.0k	\$39.8k	9
New England	\$45.8k	\$56.4k	\$70.4k	\$57.4k	15
Southeast	\$36.0k	\$39.0k	\$42.0k	\$38.5k	18
Western	\$46.3k	\$49.3k	\$56.7k	\$48.9k	13
Canada Mexico	\$49.8k	\$53.7k	\$53.7k	\$51.8k	5

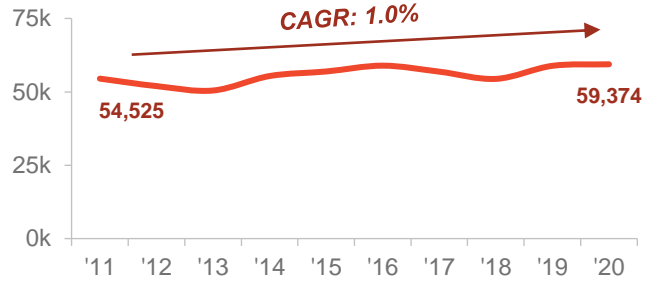
# Photographer



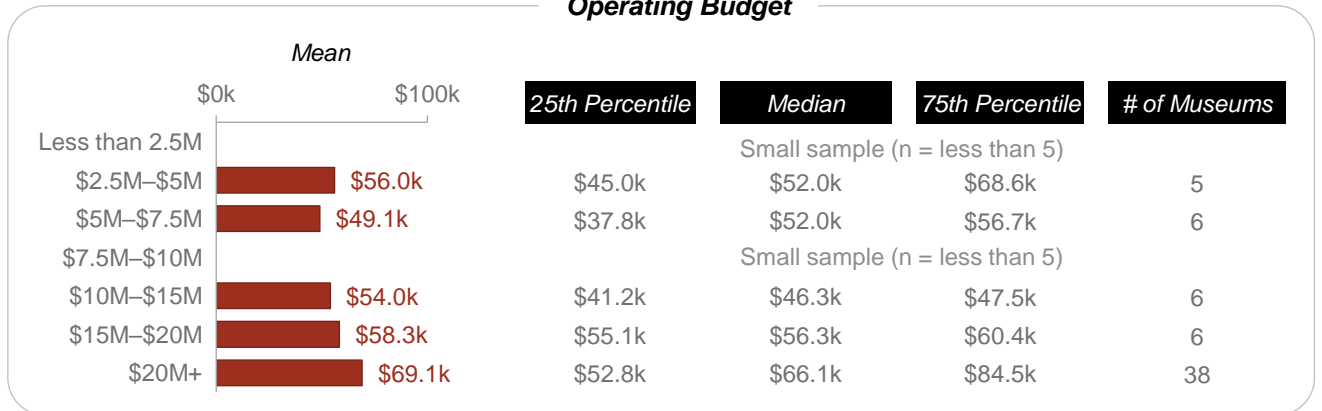
Responsible for photographic documentation of fine arts collections.



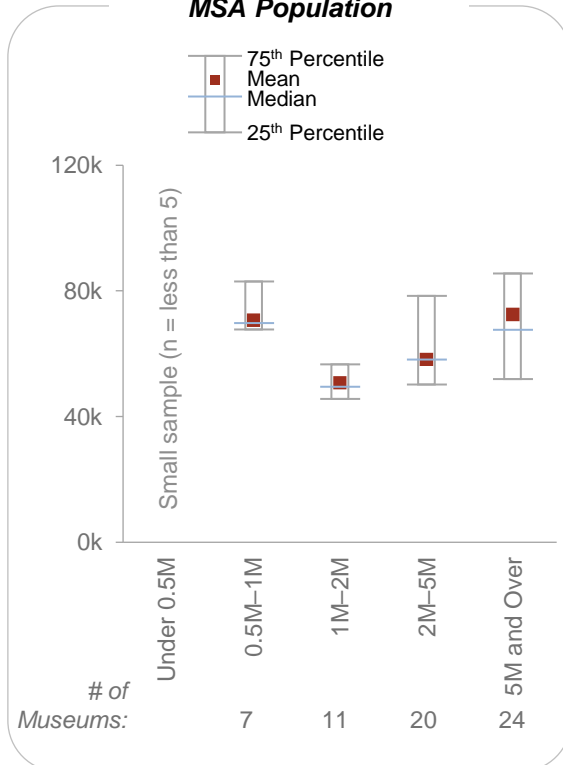
## Historical Trend—Median (2011–2020)



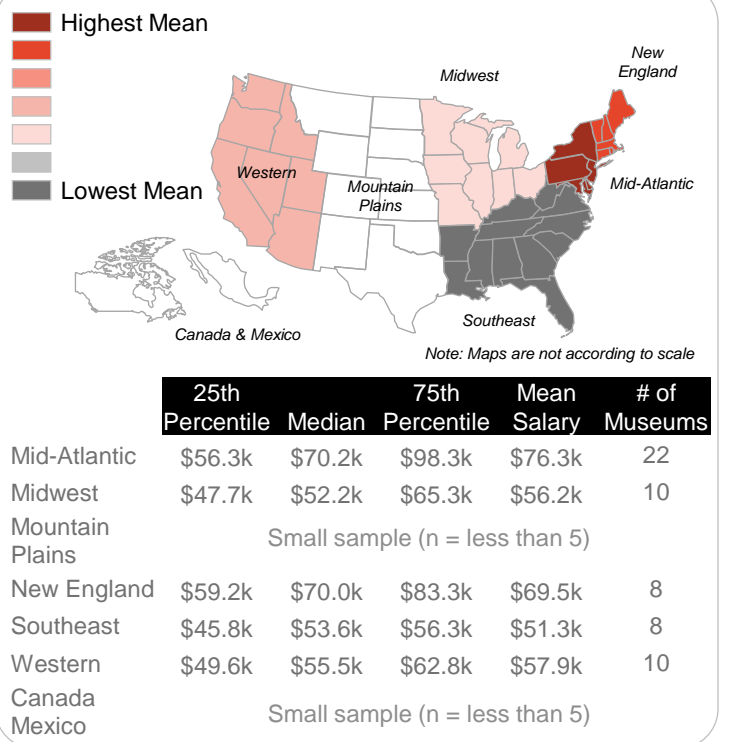
## Operating Budget



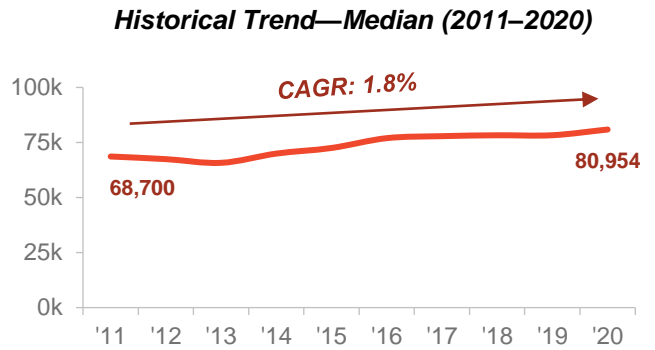
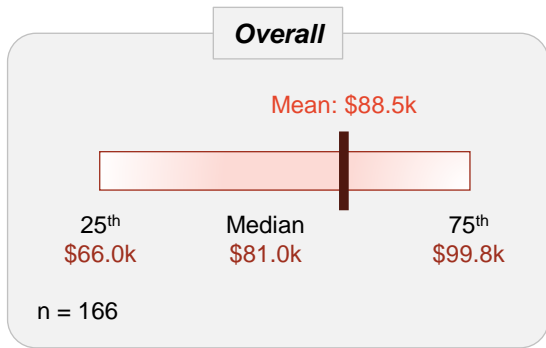
## MSA Population



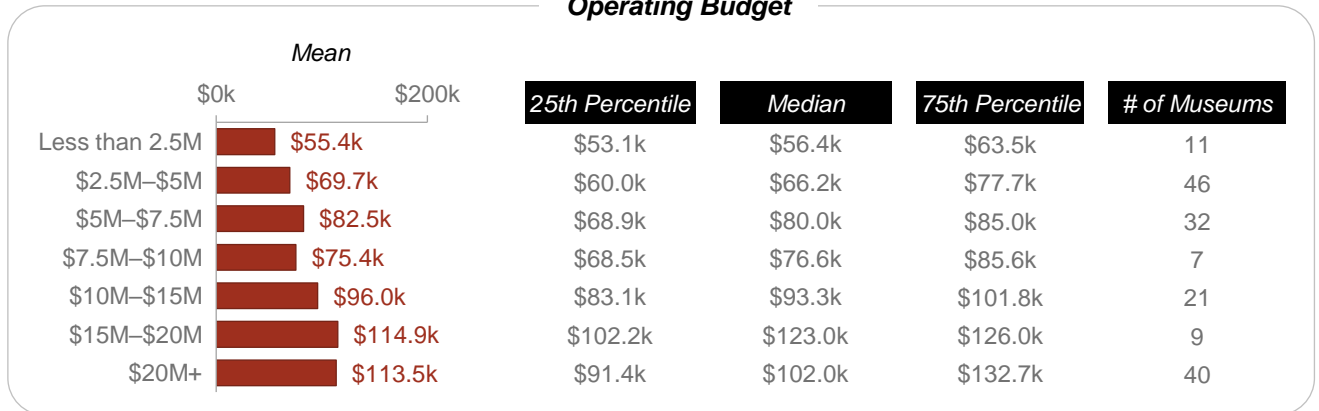
## Region



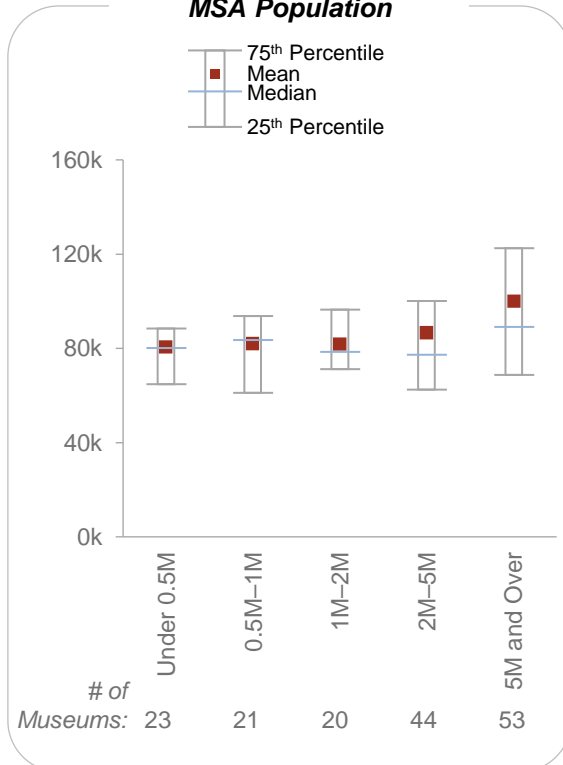
Supervision of several educational departments or programs.



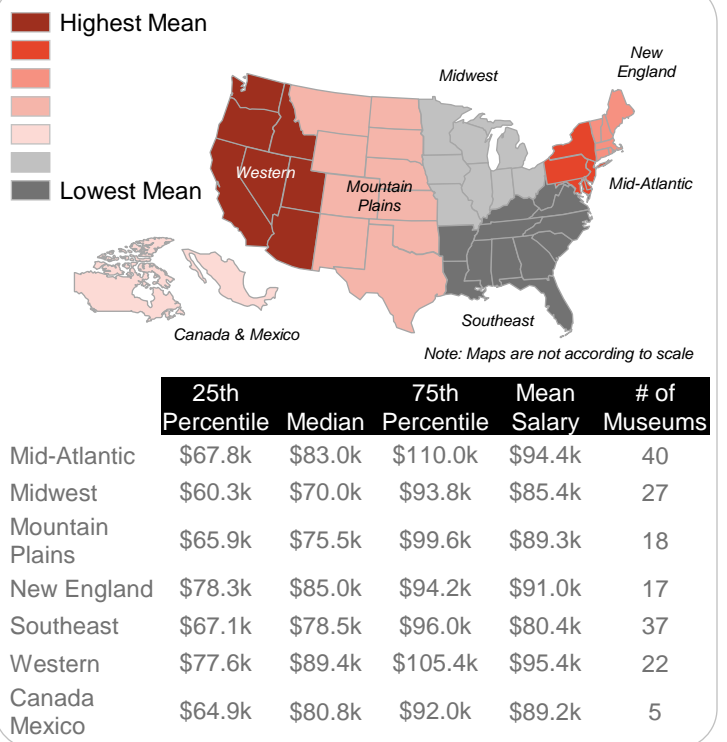
**Operating Budget**



**MSA Population**



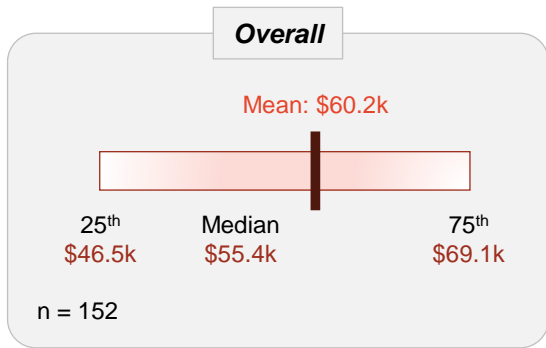
**Region**



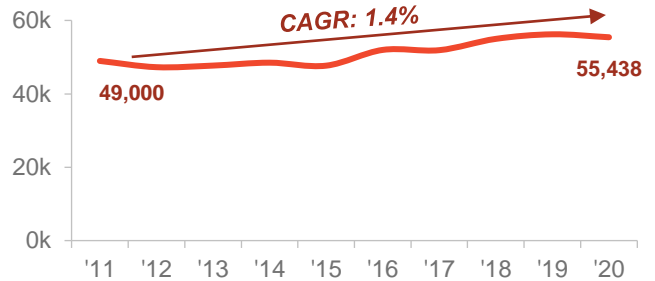
# Associate Educator / Educator B



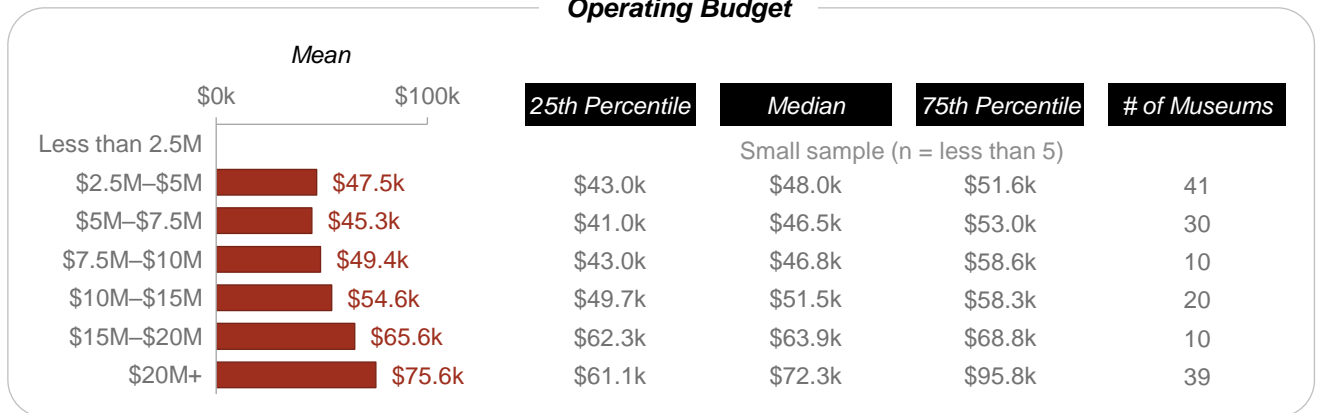
*Responsibility for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences.*



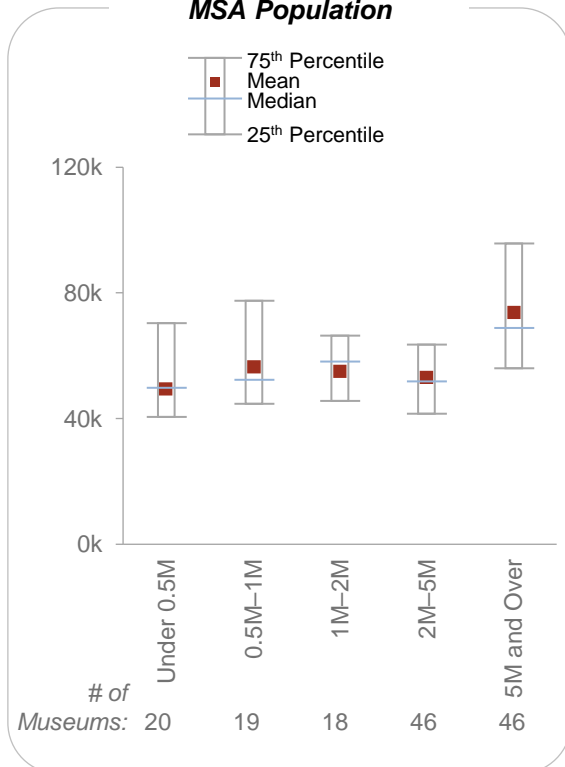
**Historical Trend—Median (2011–2020)**



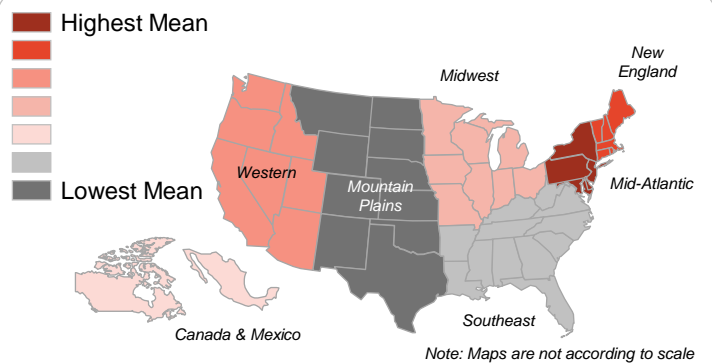
## Operating Budget



## MSA Population



## Region

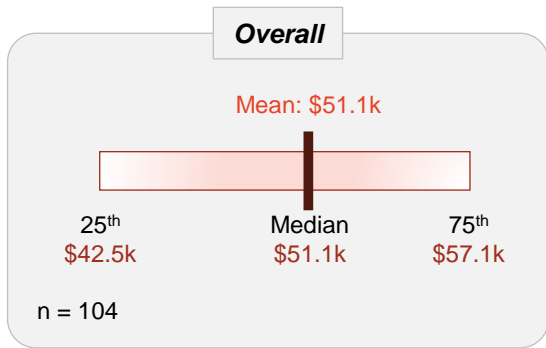


Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$49.7k	\$65.5k	\$95.8k	\$73.9k	33
Midwest	\$47.9k	\$51.4k	\$68.9k	\$57.6k	25
Mountain Plains	\$44.9k	\$51.7k	\$60.0k	\$46.8k	16
New England	\$46.8k	\$58.0k	\$78.2k	\$65.1k	17
Southeast	\$39.9k	\$46.5k	\$63.3k	\$51.6k	33
Western	\$50.6k	\$55.4k	\$67.4k	\$60.1k	22
Canada & Mexico	\$45.1k	\$61.1k	\$66.0k	\$56.6k	6

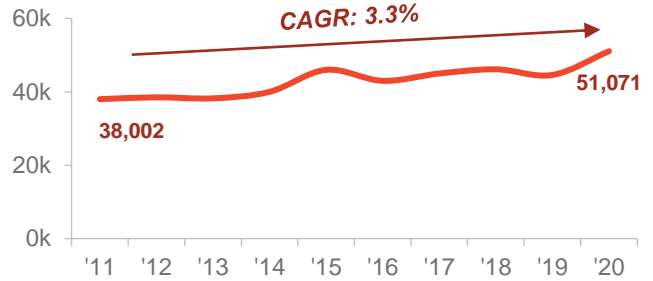
# Assistant Educator / Educator C



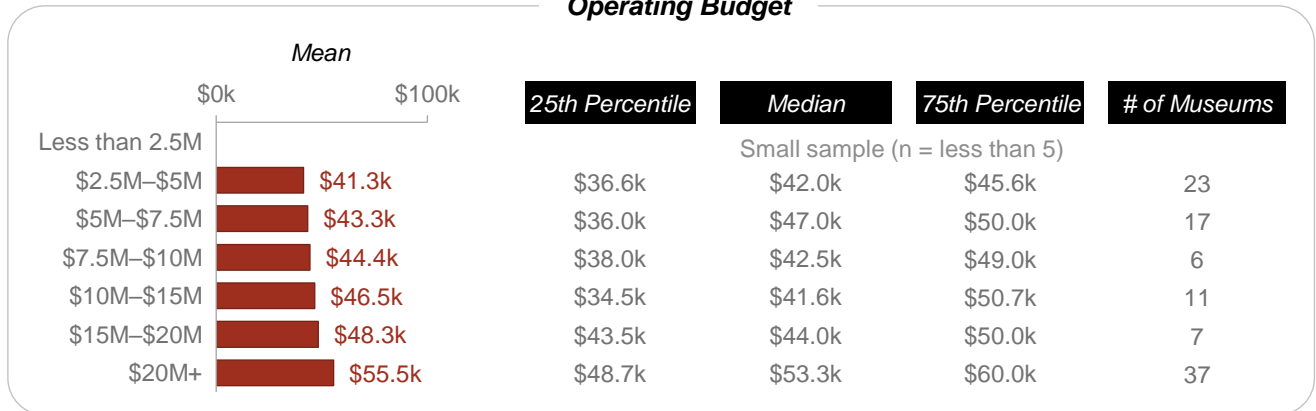
*Assists in developing and implementing a major interpretive or studio program.*



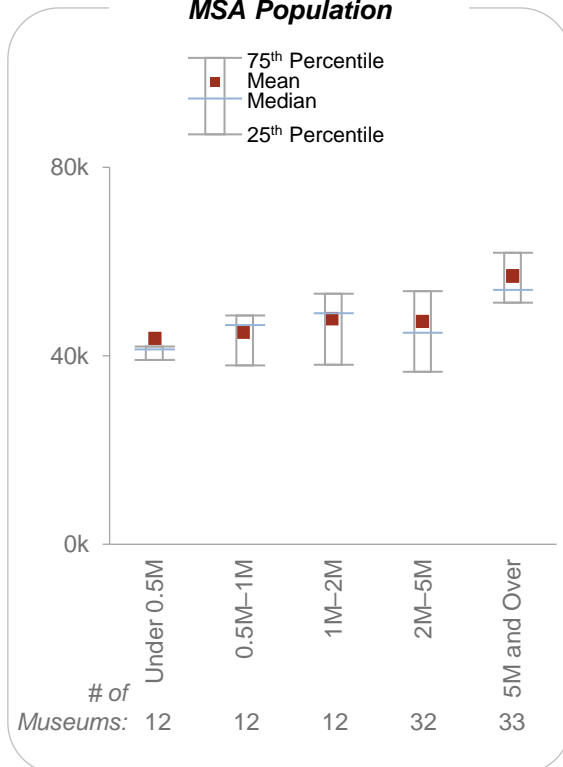
## Historical Trend—Median (2011–2020)



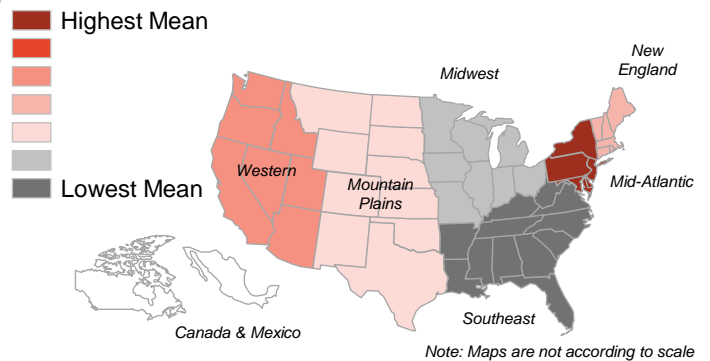
## Operating Budget



## MSA Population



## Region



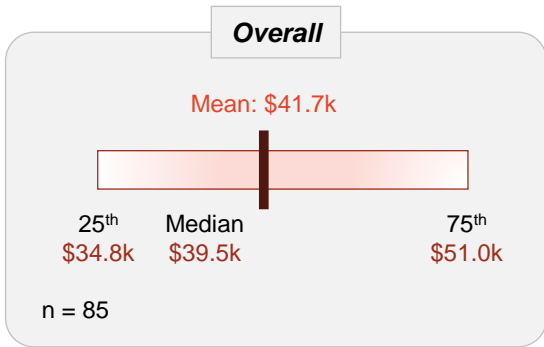
Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$48.0k	\$54.0k	\$58.5k	\$55.5k	23
Midwest	\$41.0k	\$45.4k	\$49.5k	\$47.8k	21
Mountain Plains	\$45.6k	\$52.0k	\$52.0k	\$48.4k	10
New England	\$36.5k	\$43.5k	\$63.0k	\$49.0k	10
Southeast	\$42.0k	\$48.6k	\$53.3k	\$46.3k	21
Western	\$41.6k	\$48.8k	\$60.0k	\$51.2k	17
Canada Mexico					

Small sample (n = less than 5)

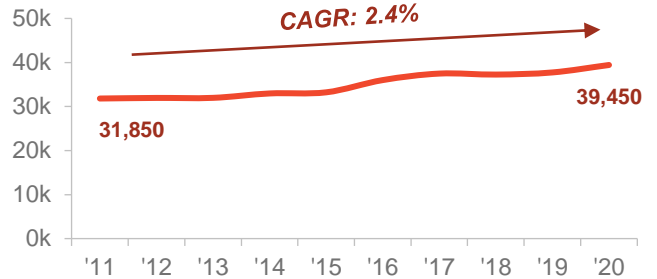
# Education Assistant



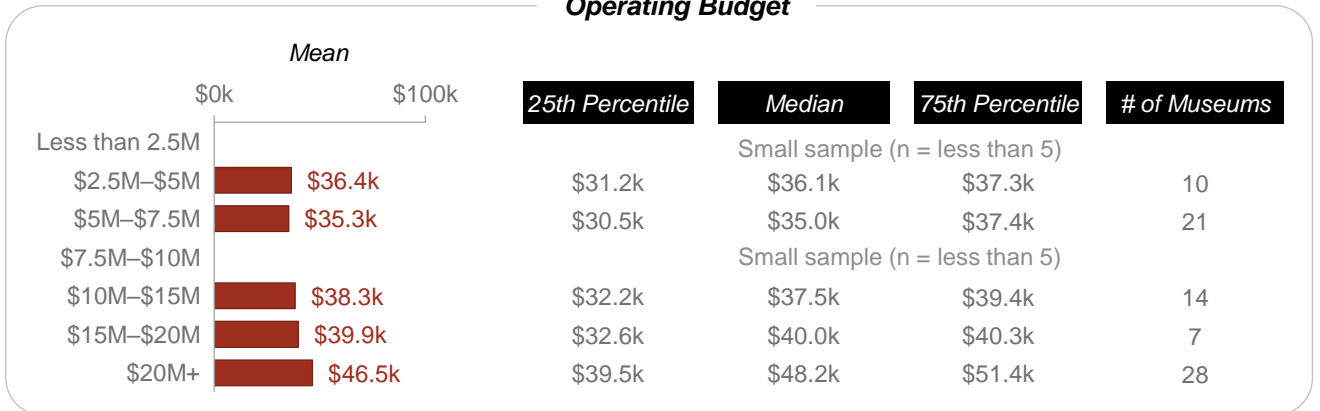
**Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.**



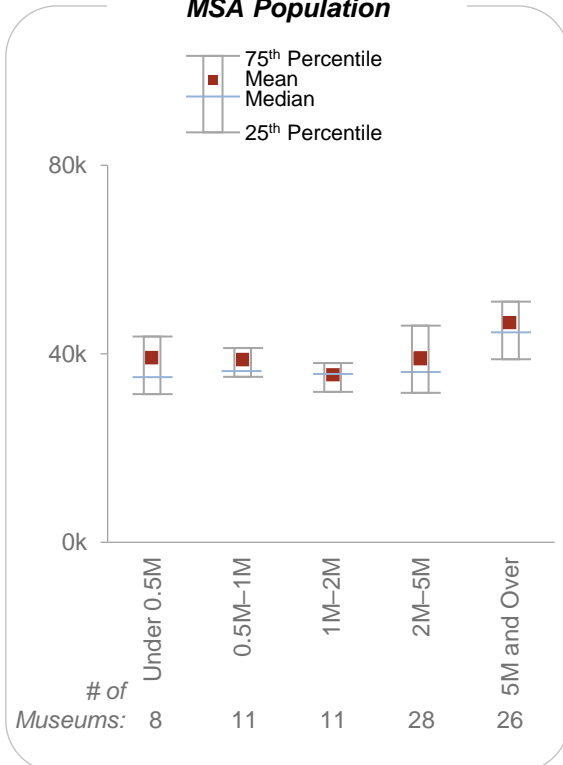
**Historical Trend—Median (2011–2020)**



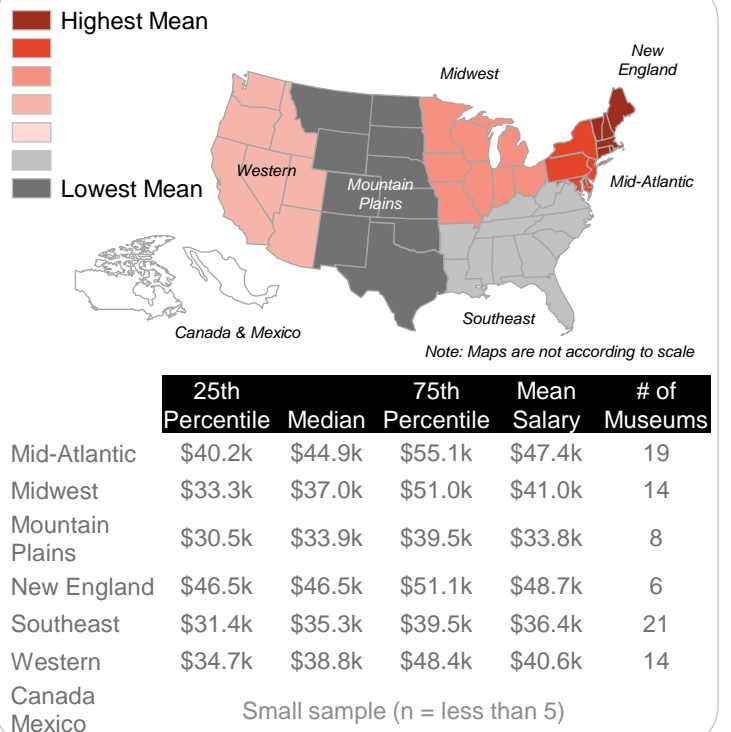
## Operating Budget



## MSA Population



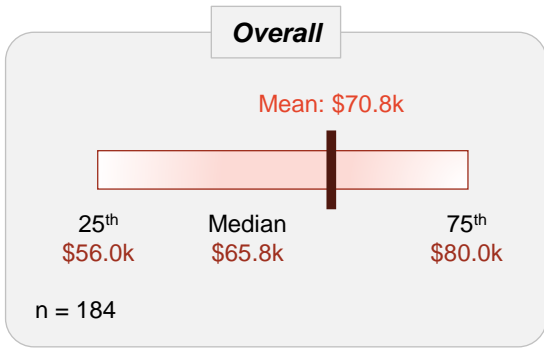
## Region



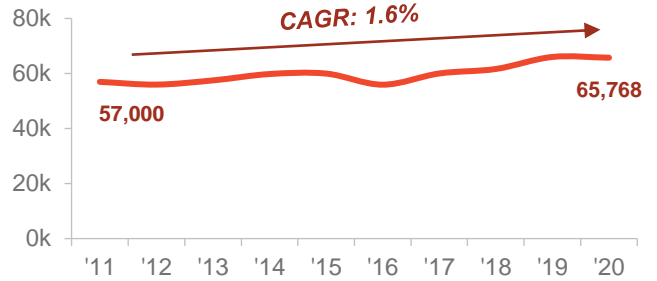
# Registrar A



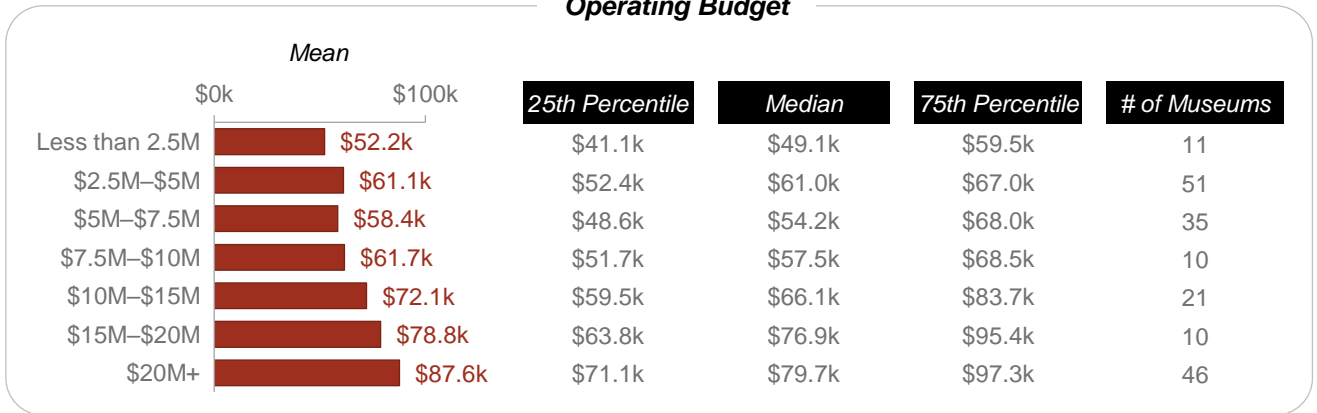
**Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, cataloguing, etc.**



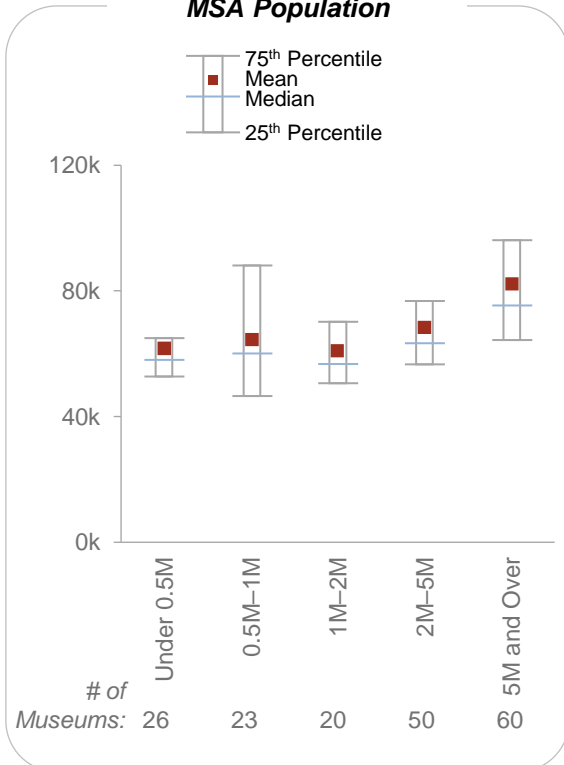
**Historical Trend—Median (2011–2020)**



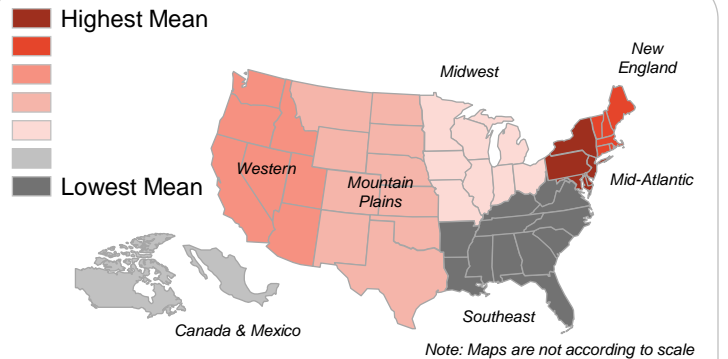
## Operating Budget



## MSA Population



## Region



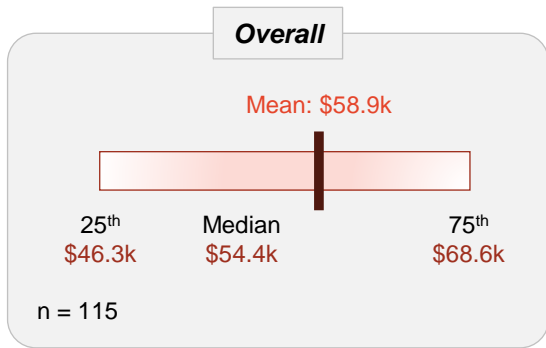
	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$61.1k	\$74.0k	\$95.4k	\$81.3k	44
Midwest	\$53.0k	\$63.0k	\$77.4k	\$67.7k	34
Mountain Plains	\$48.9k	\$60.2k	\$76.9k	\$69.5k	18
New England	\$64.6k	\$73.2k	\$88.4k	\$75.3k	20
Southeast	\$51.0k	\$58.0k	\$64.3k	\$59.4k	35
Western	\$56.1k	\$65.0k	\$75.4k	\$70.4k	26
Canada Mexico	\$53.1k	\$57.0k	\$81.0k	\$63.3k	7



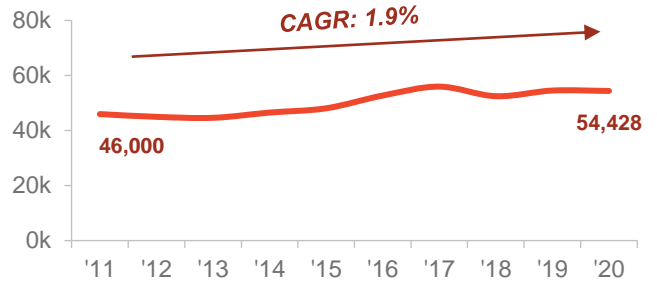
# Associate Registrar / Registrar B



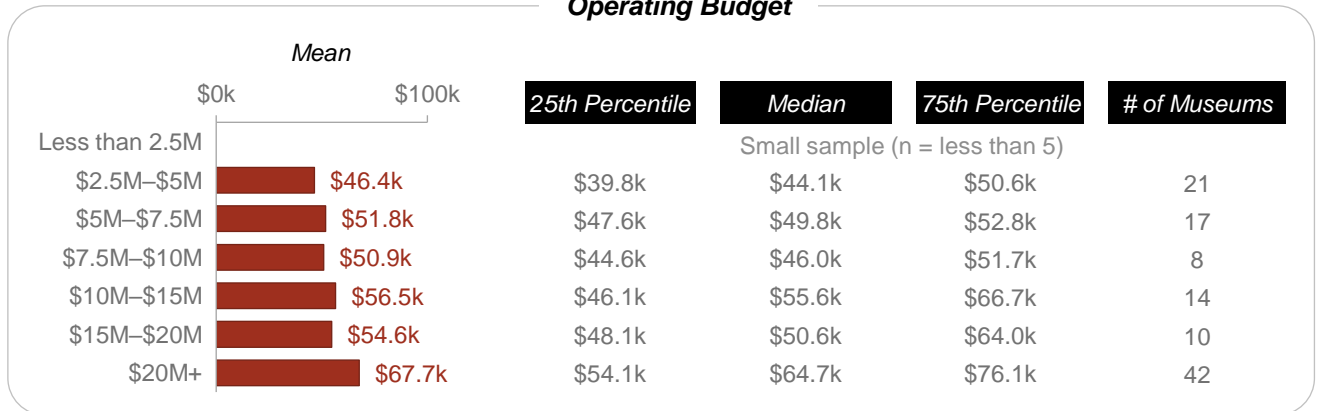
*Assists Registrar in performance of routine duties.*



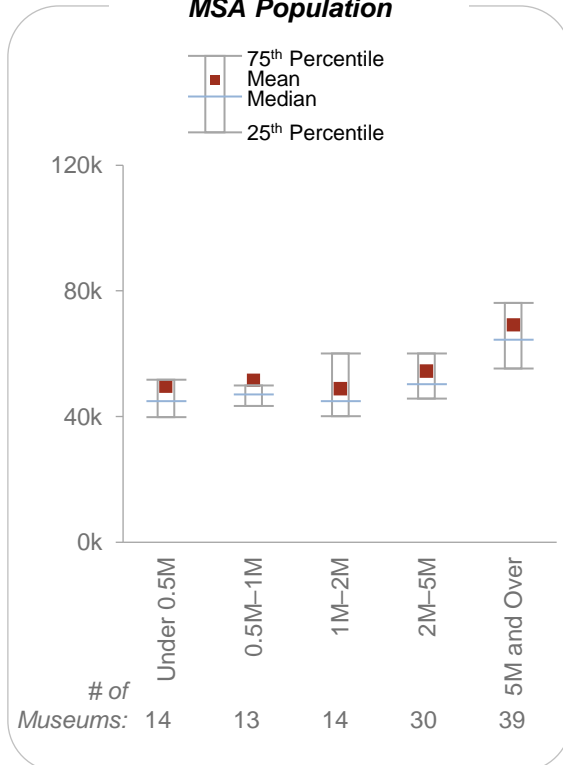
## Historical Trend—Median (2011–2020)



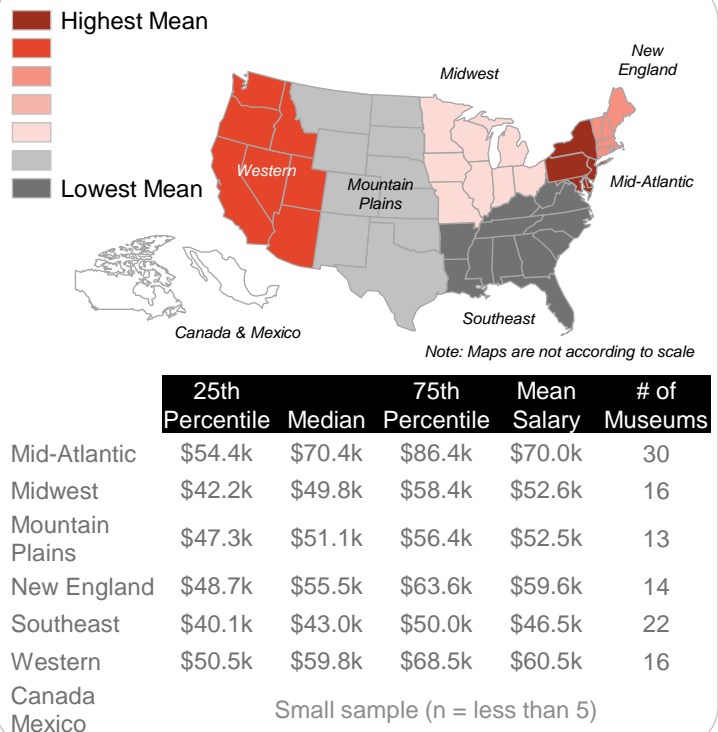
## Operating Budget



## MSA Population



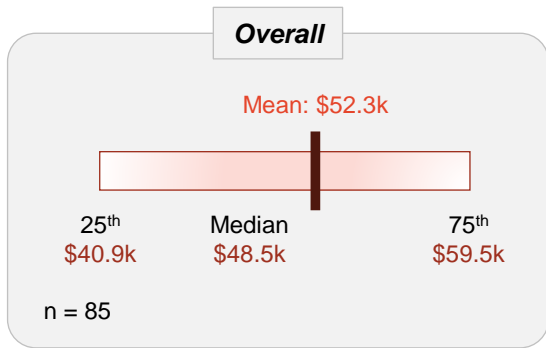
## Region



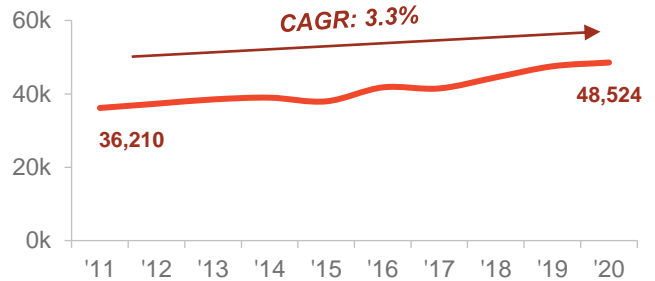
# Assistant Registrar / Registrar C



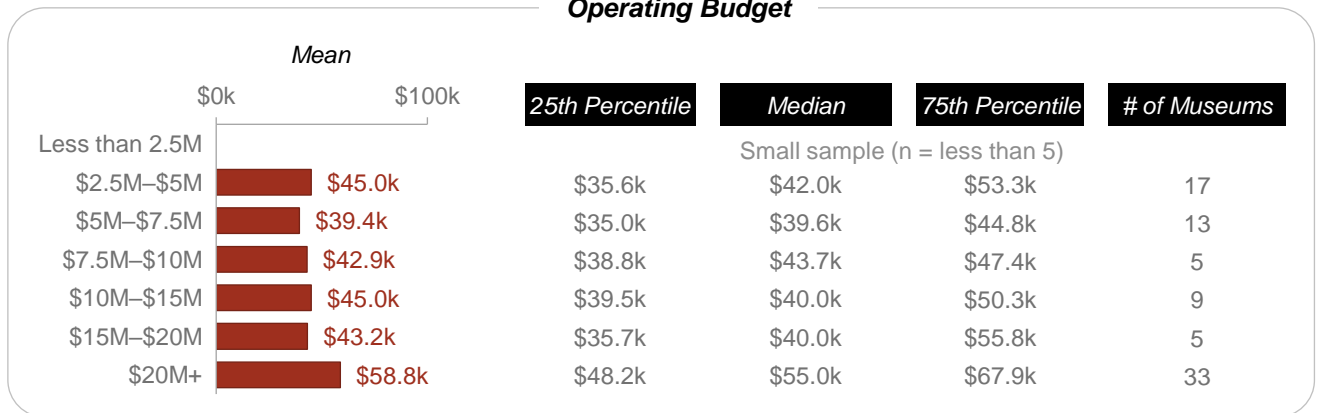
*Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.*



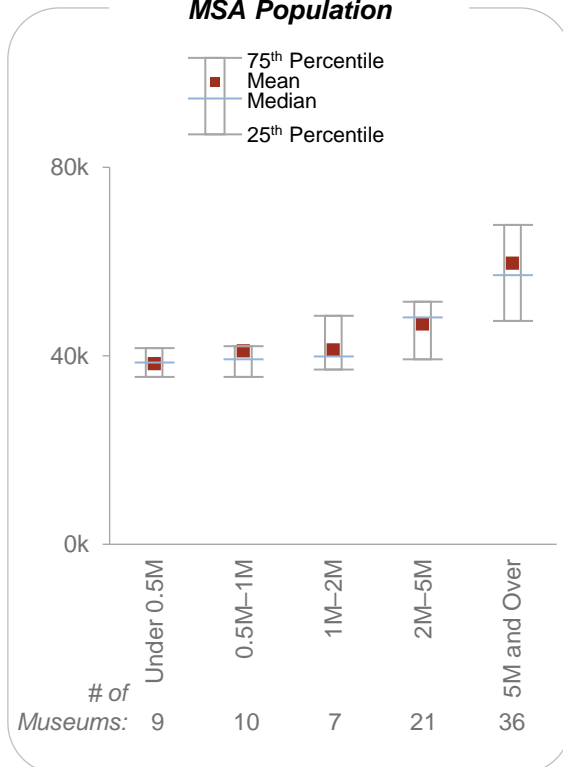
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



## Region



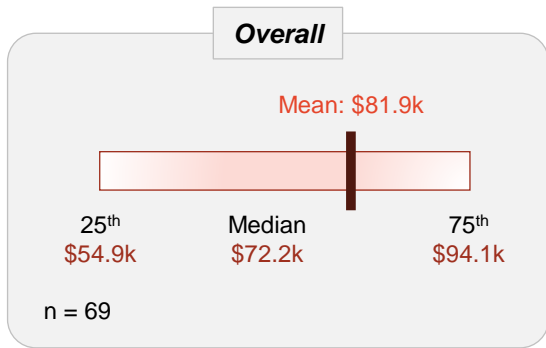
Region	25th Percentile (\$k)	Median (\$k)	75th Percentile (\$k)	Mean Salary (\$k)	# of Museums
Mid-Atlantic	\$46.3k	\$59.5k	\$78.4k	\$61.4k	26
Midwest	\$38.2k	\$41.0k	\$54.2k	\$45.5k	13
Mountain Plains	\$35.0k	\$43.1k	\$47.5k	\$40.8k	9
New England	\$40.8k	\$50.6k	\$51.0k	\$46.8k	11
Southeast	\$36.0k	\$40.0k	\$42.4k	\$38.8k	14
Western	\$47.0k	\$57.8k	\$58.1k	\$53.7k	10
Canada Mexico					

Small sample (n = less than 5)

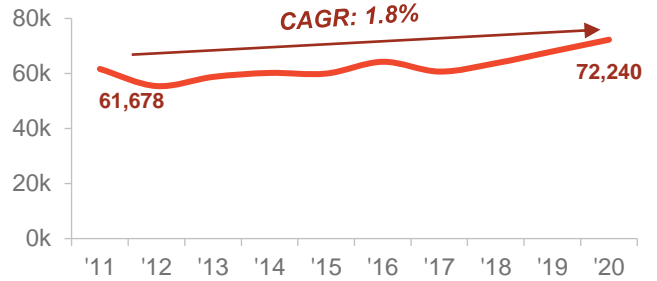
# Head Librarian / Librarian A



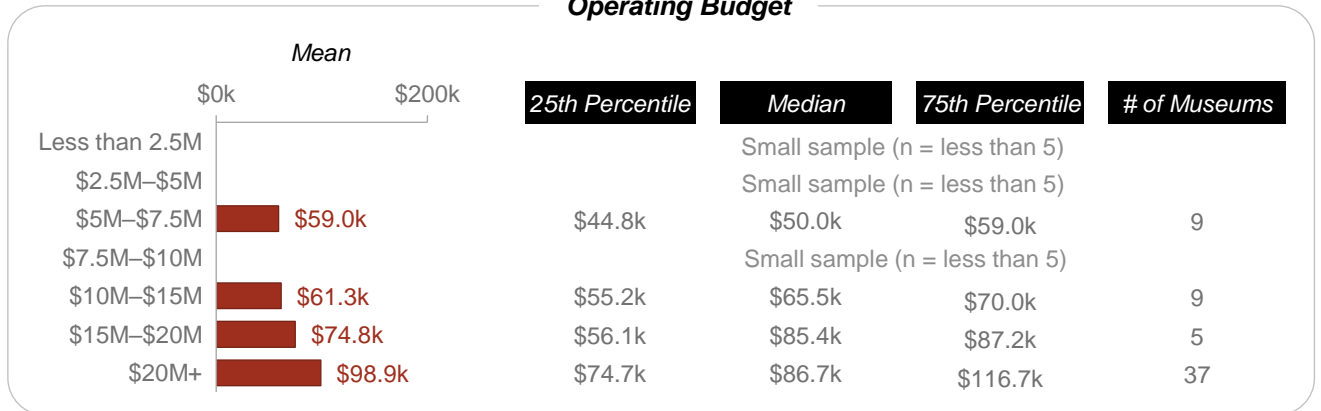
*Formulates and carries out library practices, policies and procedures.*



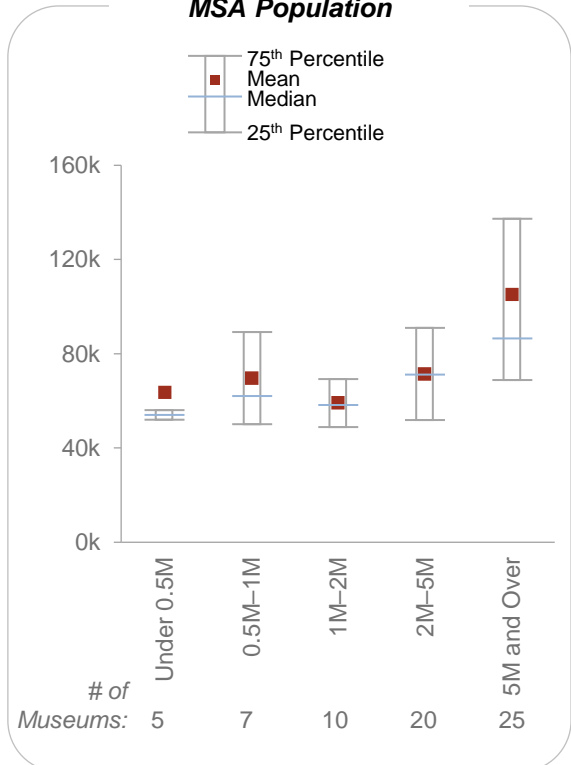
## Historical Trend—Median (2011–2020)



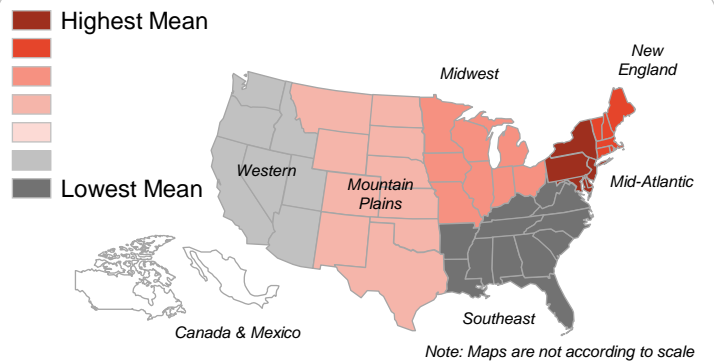
## Operating Budget



## MSA Population



## Region

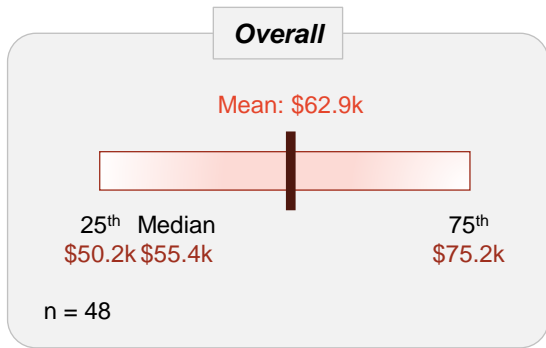


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$56.1k	\$70.0k	\$145.9k	\$96.5k	21
Midwest	\$73.0k	\$87.4k	\$92.5k	\$86.2k	11
Mountain Plains	\$66.5k	\$82.1k	\$87.2k	\$84.2k	6
New England	\$67.4k	\$85.0k	\$112.2k	\$86.7k	7
Southeast	\$42.0k	\$48.3k	\$59.7k	\$51.4k	12
Western	\$47.8k	\$60.5k	\$109.5k	\$74.7k	9
Canada Mexico	Small sample (n = less than 5)				

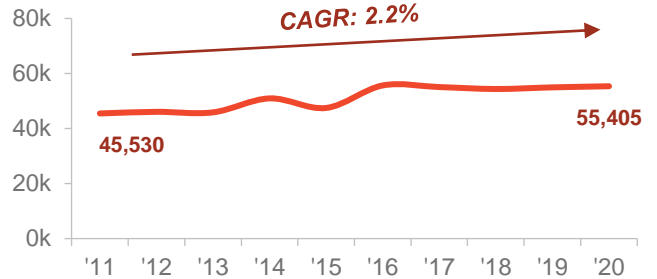
# Associate Librarian / Librarian B



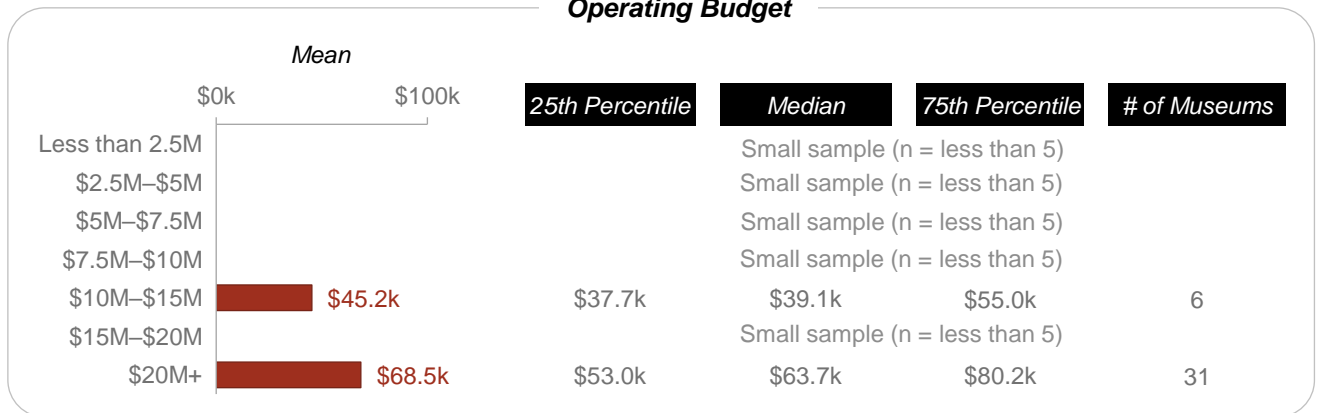
**Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.**



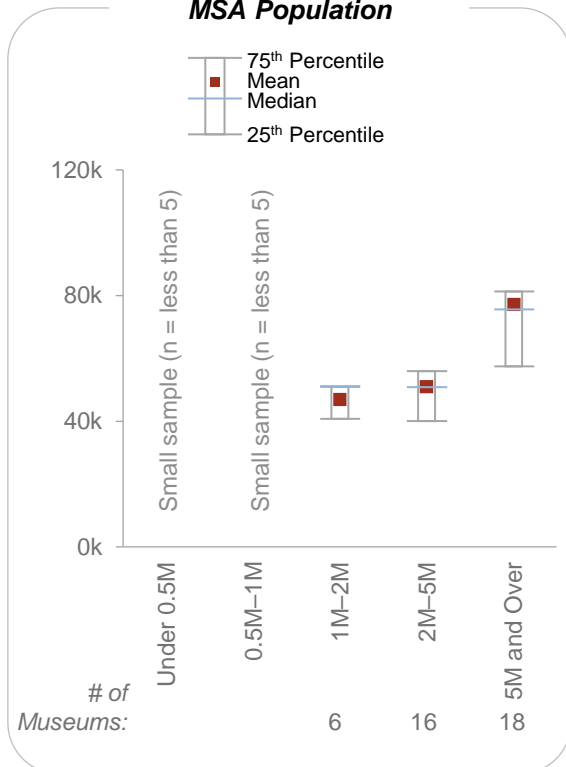
**Historical Trend—Median (2011–2020)**



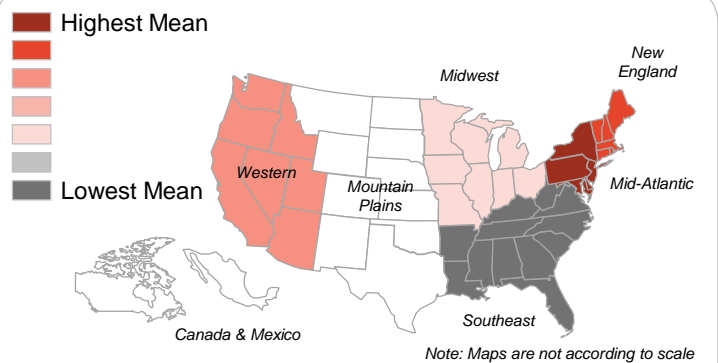
## Operating Budget



## MSA Population



## Region

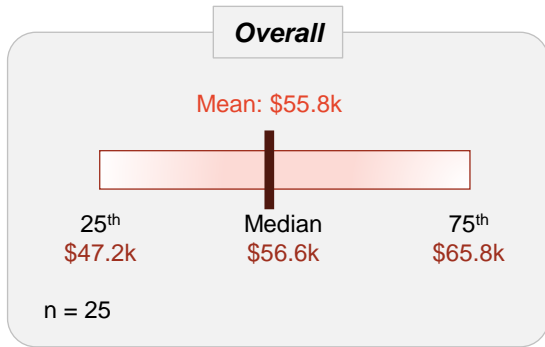


	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$55.4k	\$79.8k	\$81.2k	\$75.9k	15
Midwest	\$46.8k	\$50.2k	\$58.7k	\$53.8k	9
Mountain Plains	Small sample (n = less than 5)				
New England	\$53.0k	\$65.0k	\$91.4k	\$70.2k	5
Southeast	\$36.3k	\$48.6k	\$50.6k	\$45.8k	6
Western	\$41.0k	\$68.6k	\$74.1k	\$64.1k	6
Canada Mexico	Small sample (n = less than 5)				

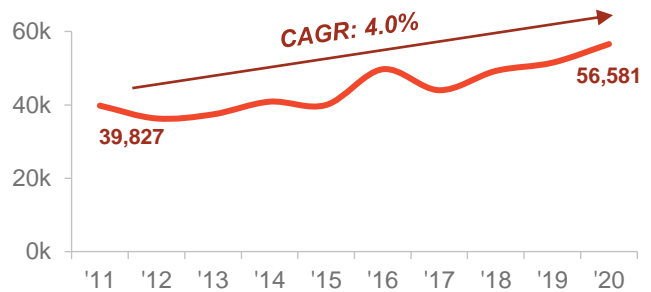
# Associate Librarian / Librarian C



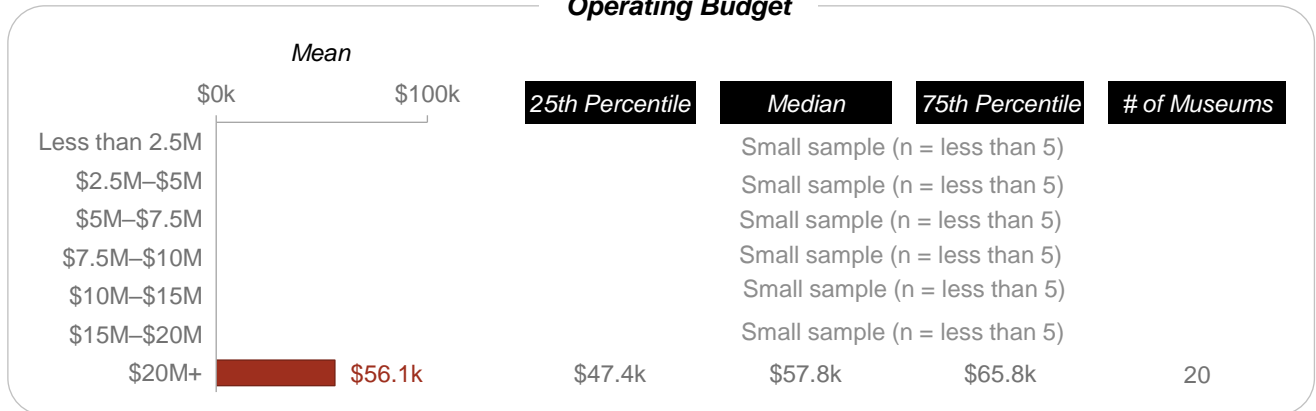
*Assists Head Librarian and Associate Librarian with specific sub-program in library operations.*



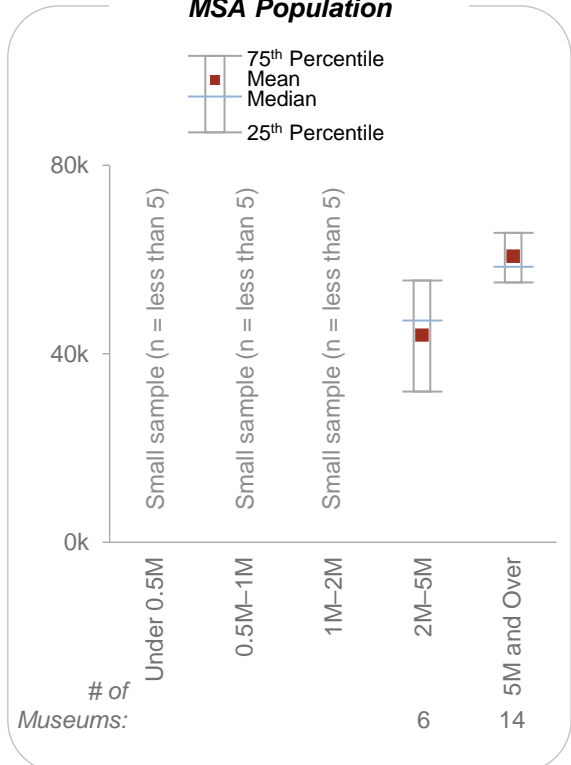
## Historical Trend—Median (2011–2020)



## Operating Budget



## MSA Population



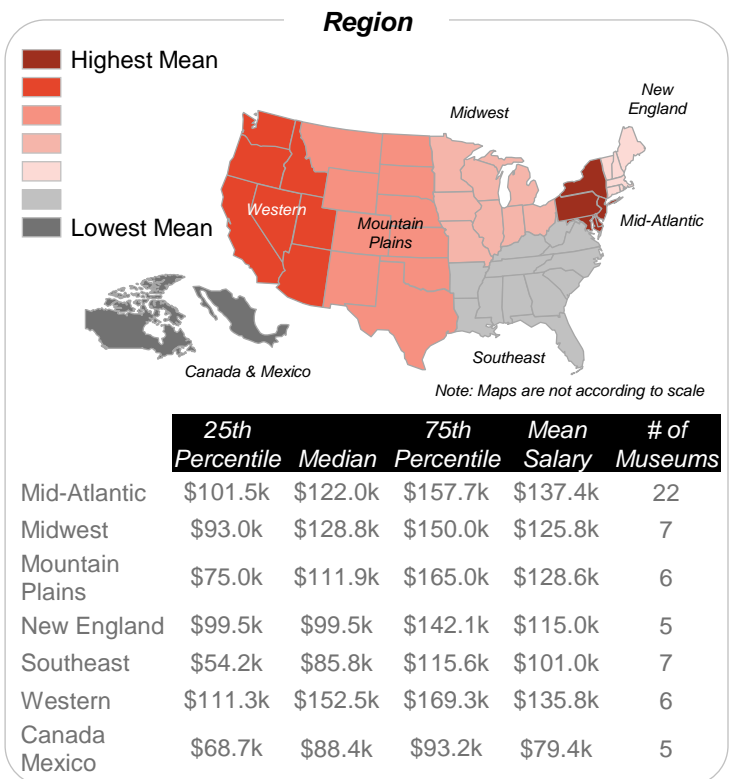
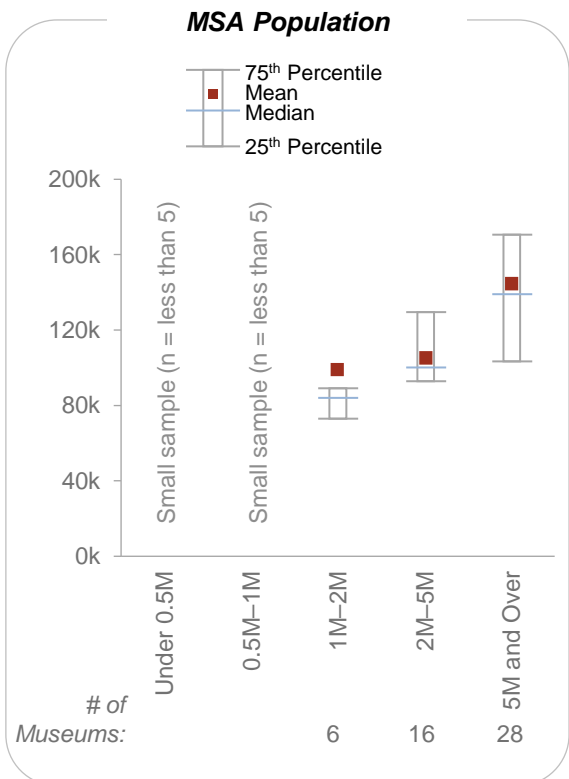
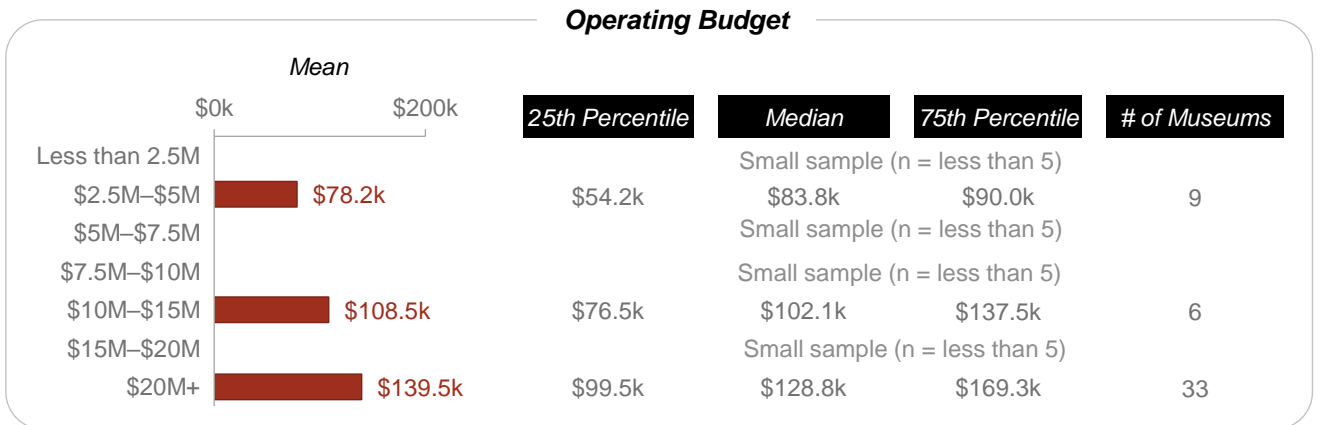
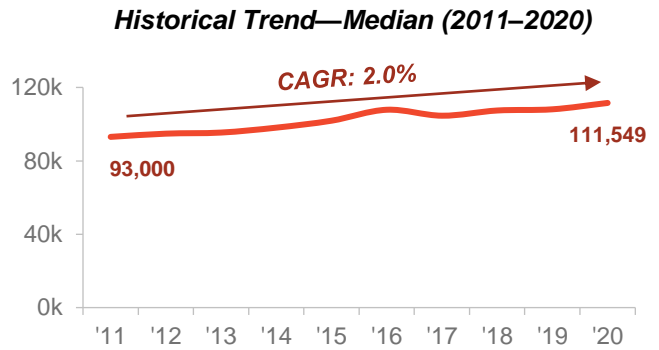
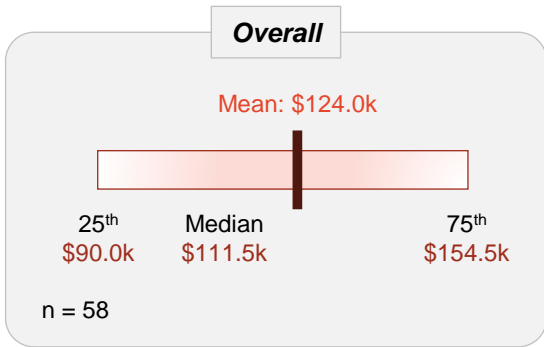
## Region



	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$58.7k	\$64.1k	\$65.8k	\$63.0k	8
Midwest	Small sample (n = less than 5)				
Mountain Plains	Small sample (n = less than 5)				
New England	Small sample (n = less than 5)				
Southeast	Small sample (n = less than 5)				
Western	Small sample (n = less than 5)				
Canada Mexico	Small sample (n = less than 5)				

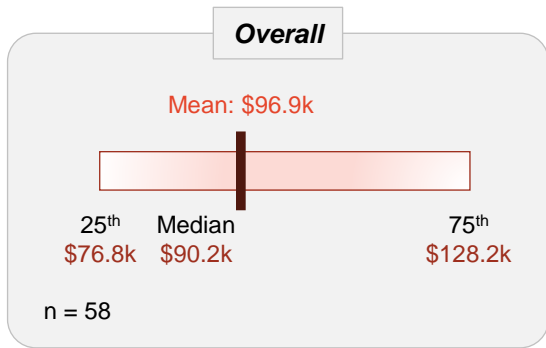
# Chief Conservator / Conservator A

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

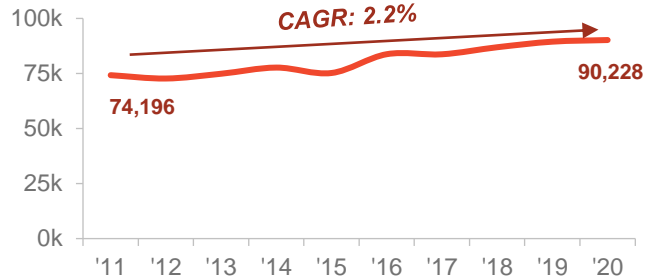


# Senior Conservator / Conservator B

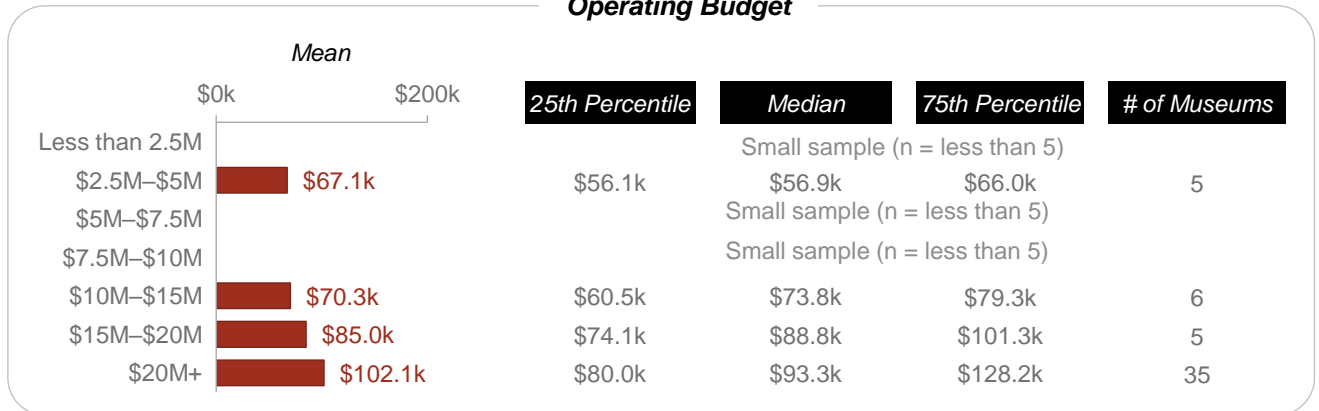
**Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization.**



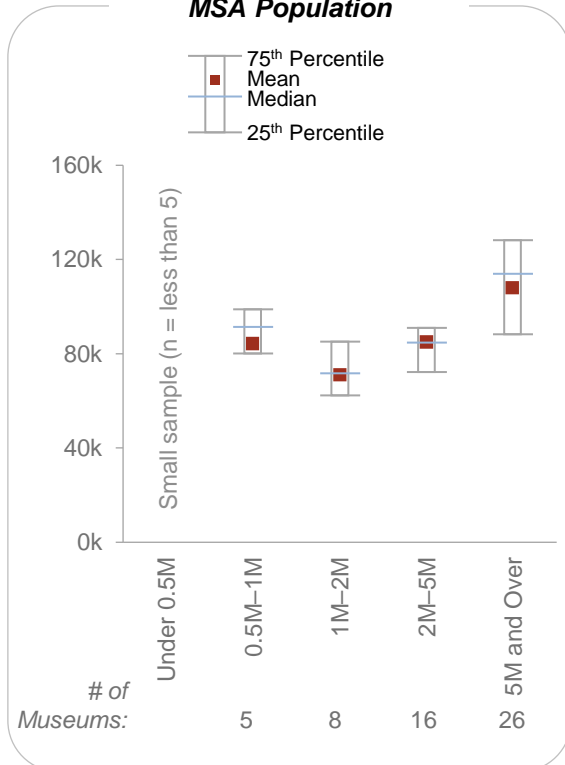
## Historical Trend—Median (2011–2020)



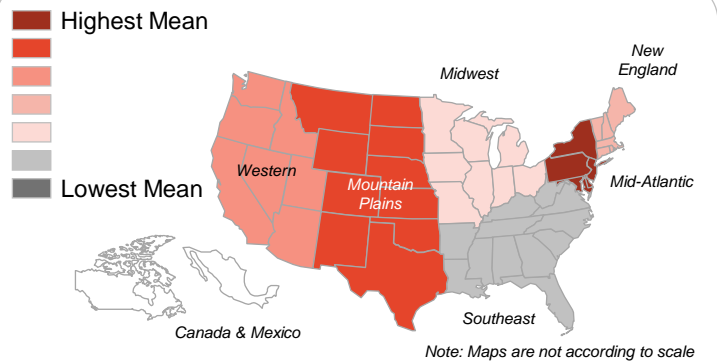
## Operating Budget



## MSA Population



## Region

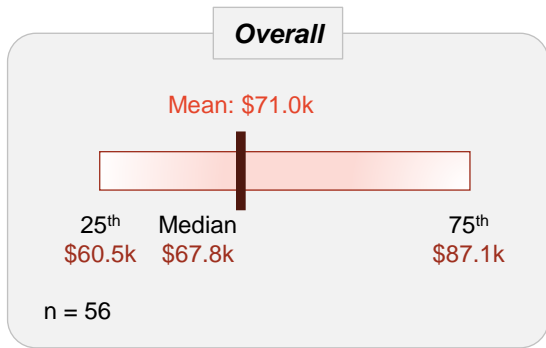


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$80.3k	\$128.2k	\$128.2k	\$113.3k	20
Midwest	\$76.8k	\$89.8k	\$89.8k	\$84.8k	6
Mountain Plains	\$72.5k	\$101.3k	\$115.0k	\$95.9k	5
New England	\$90.2k	\$90.2k	\$96.5k	\$90.3k	6
Southeast	\$55.2k	\$72.3k	\$72.3k	\$65.9k	7
Western	\$86.2k	\$90.0k	\$113.8k	\$95.8k	10
Canada Mexico	Small sample (n = less than 5)				

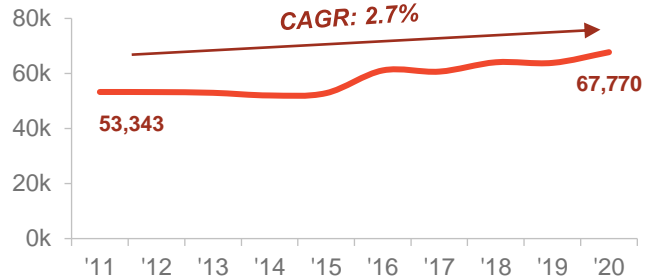
# Associate Conservator / Conservator C



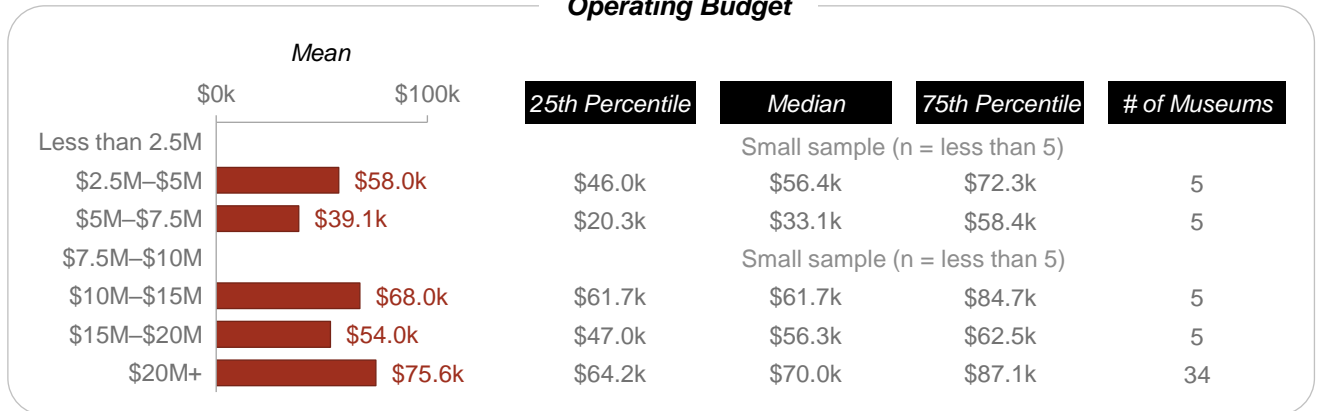
*Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.*



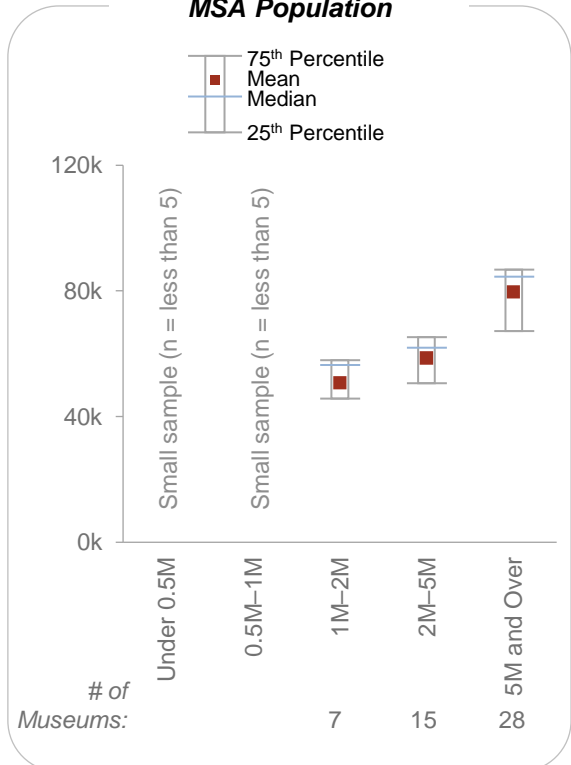
## Historical Trend—Median (2011–2020)



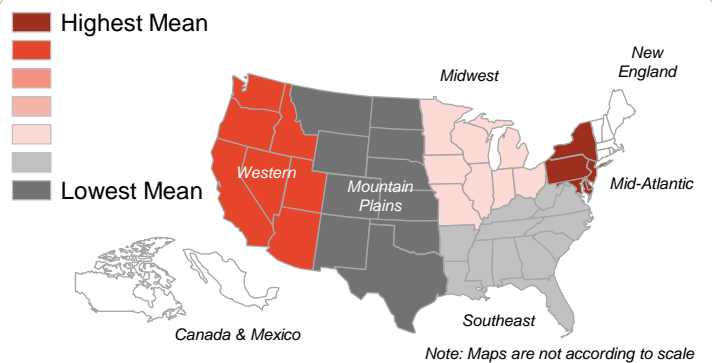
## Operating Budget



## MSA Population



## Region



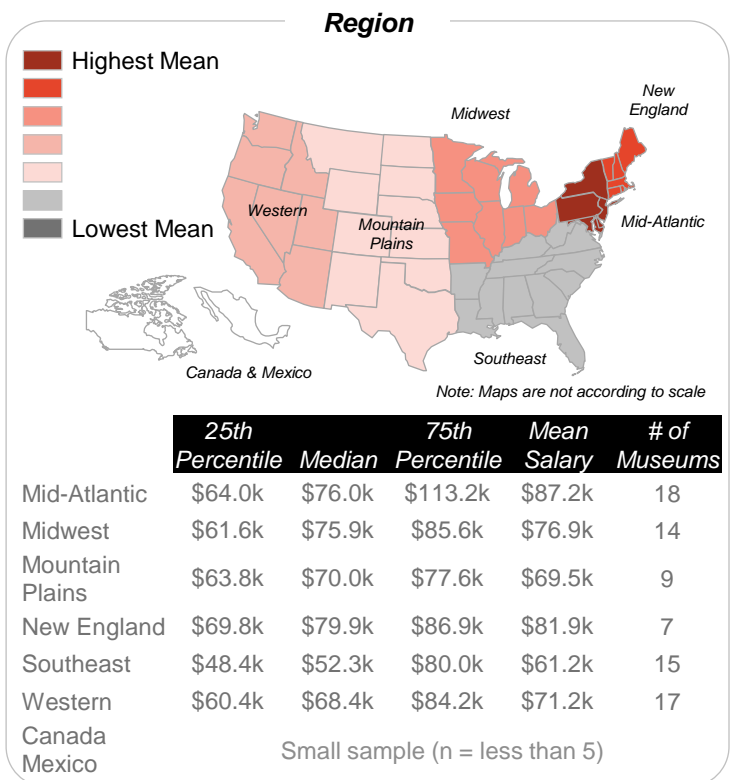
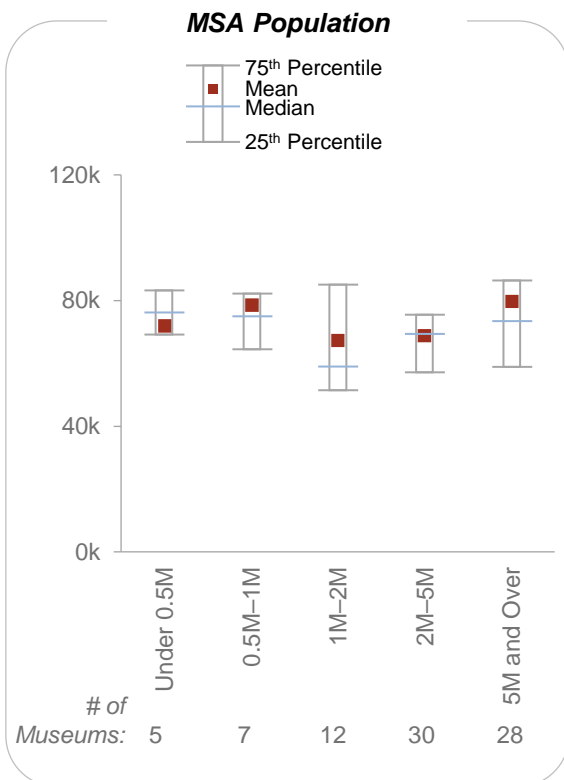
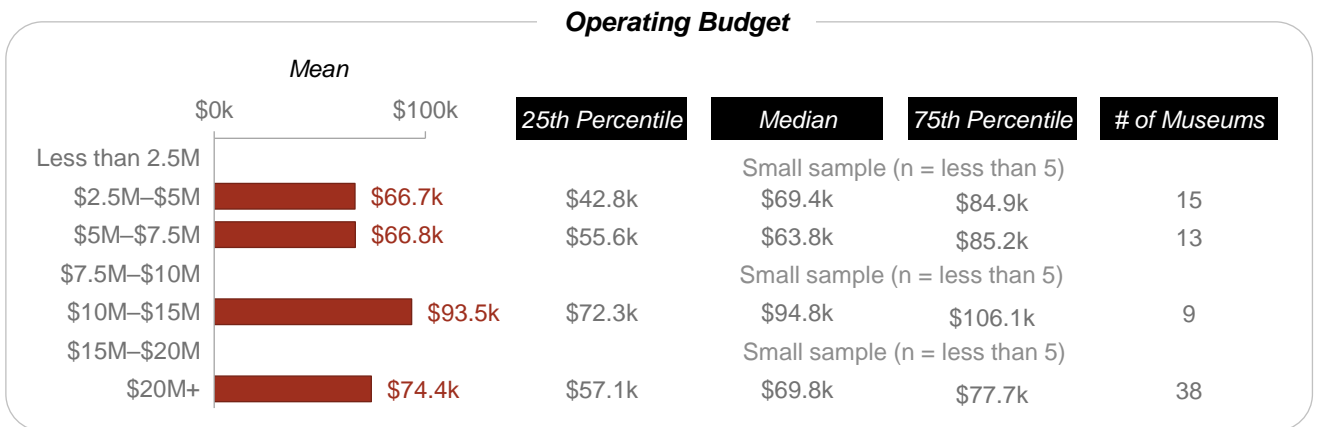
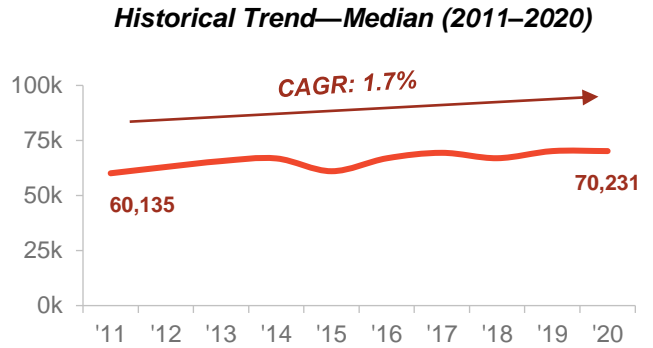
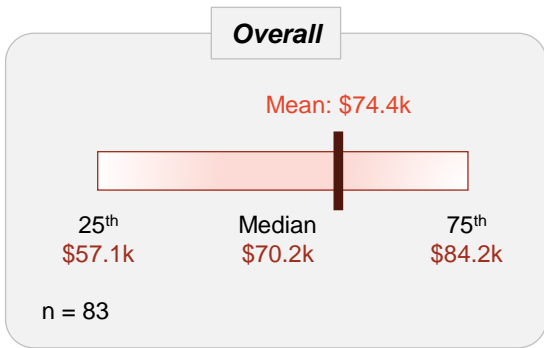
	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$73.6k	\$87.1k	\$93.6k	\$83.2k	21
Midwest	\$50.8k	\$64.2k	\$67.8k	\$58.8k	9
Mountain Plains	\$20.3k	\$46.0k	\$62.5k	\$43.6k	7
New England	Small sample (n = less than 5)				
Southeast	\$40.7k	\$41.7k	\$48.5k	\$44.9k	6
Western	\$70.0k	\$84.6k	\$84.6k	\$79.7k	7
Canada Mexico	Small sample (n = less than 5)				



# Exhibition Designer

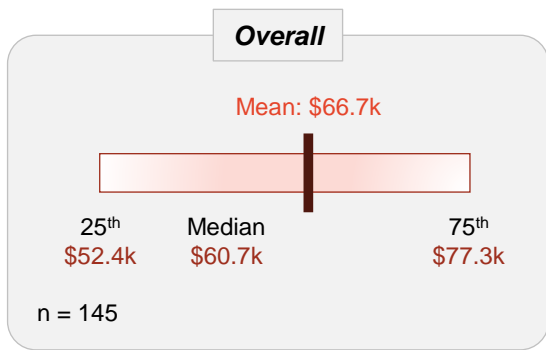


Designs installation of permanent collection as well as temporary exhibition.

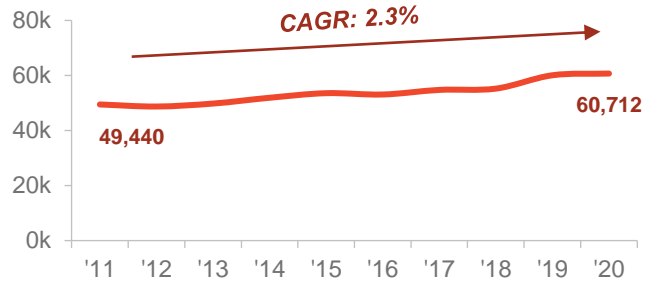


# Chief Preparator / Preparator A

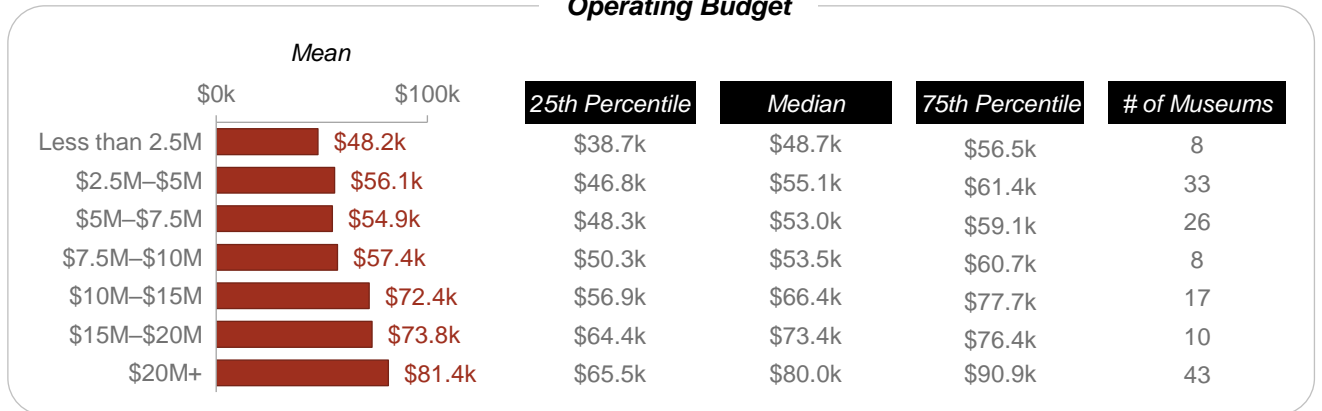
*Supervises installation of art objects.*



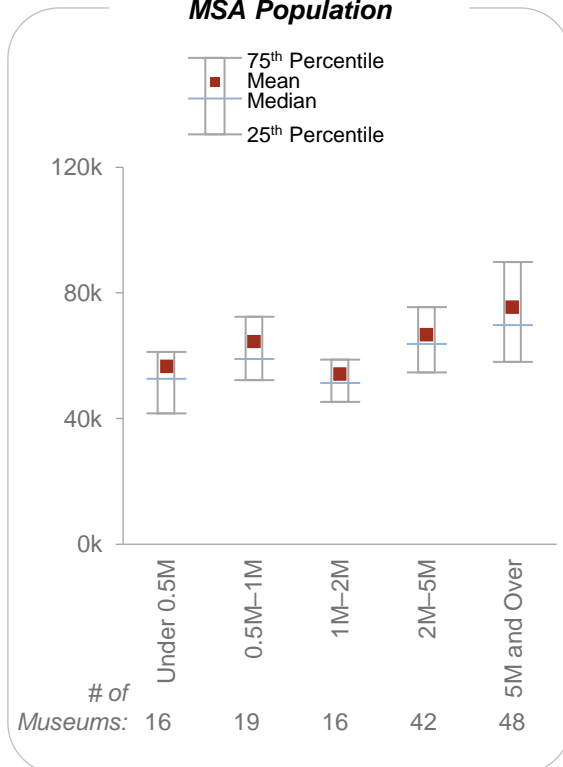
## Historical Trend—Median (2011–2020)



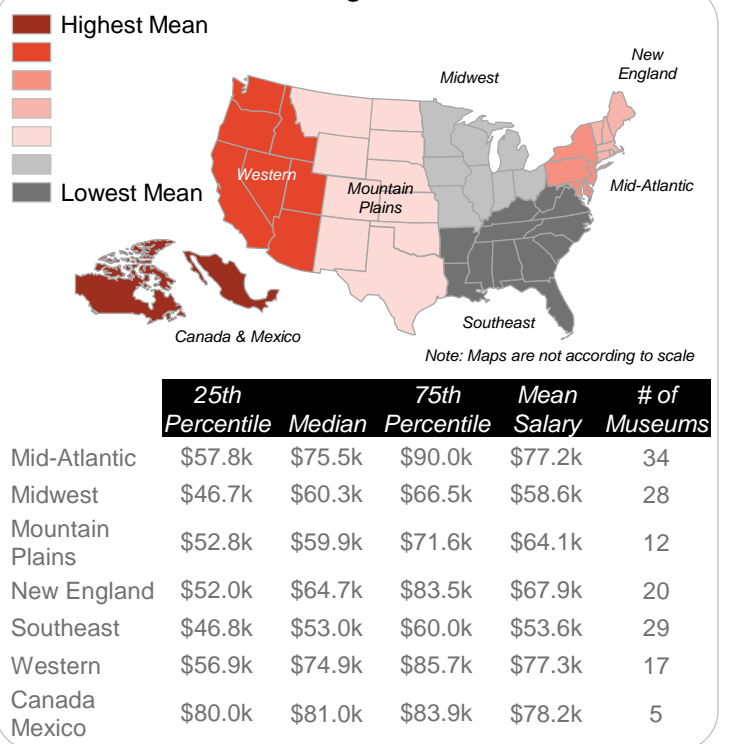
## Operating Budget



## MSA Population



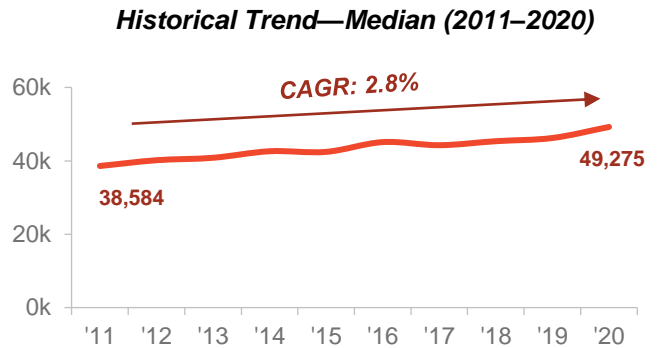
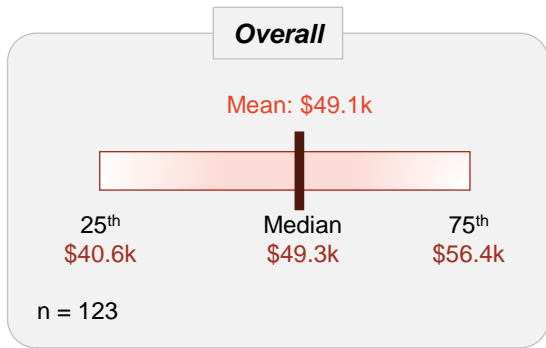
## Region



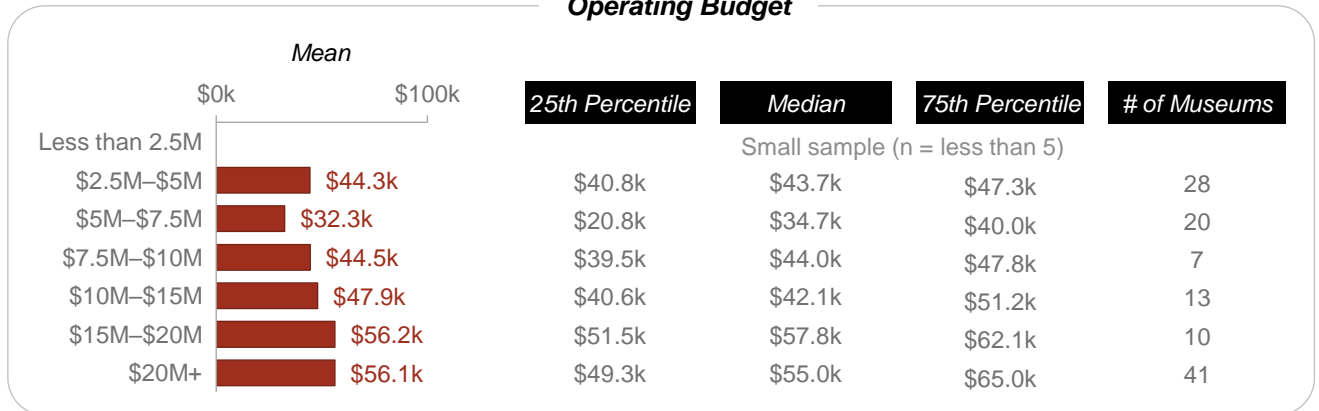
# Associate Preparator / Preparator B



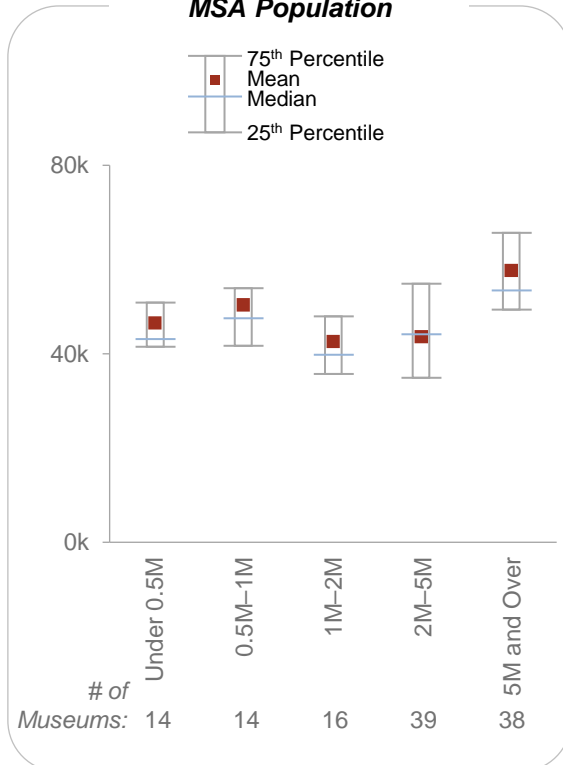
**Assists Chief Preparator in administration of the department and implementation of preparation programs.**



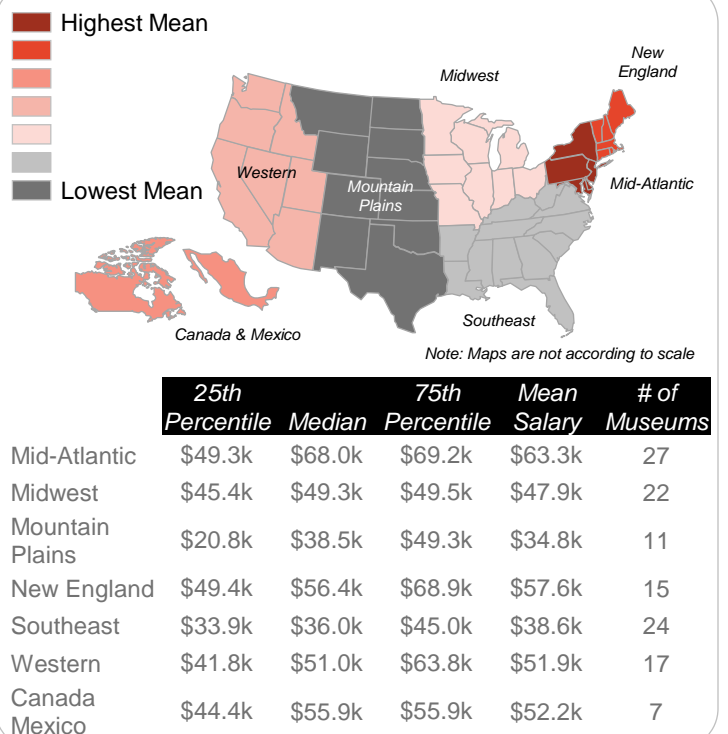
## Operating Budget



## MSA Population



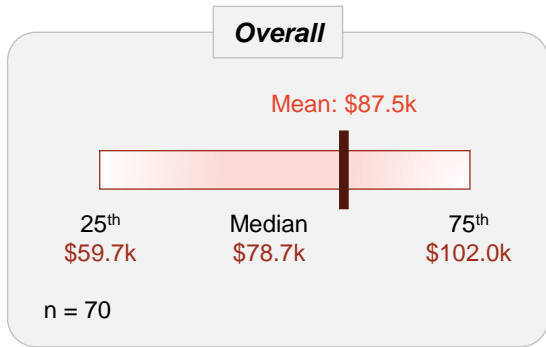
## Region



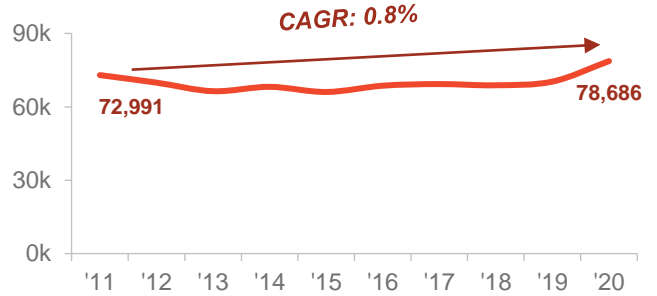
# Editor / Director of Publications



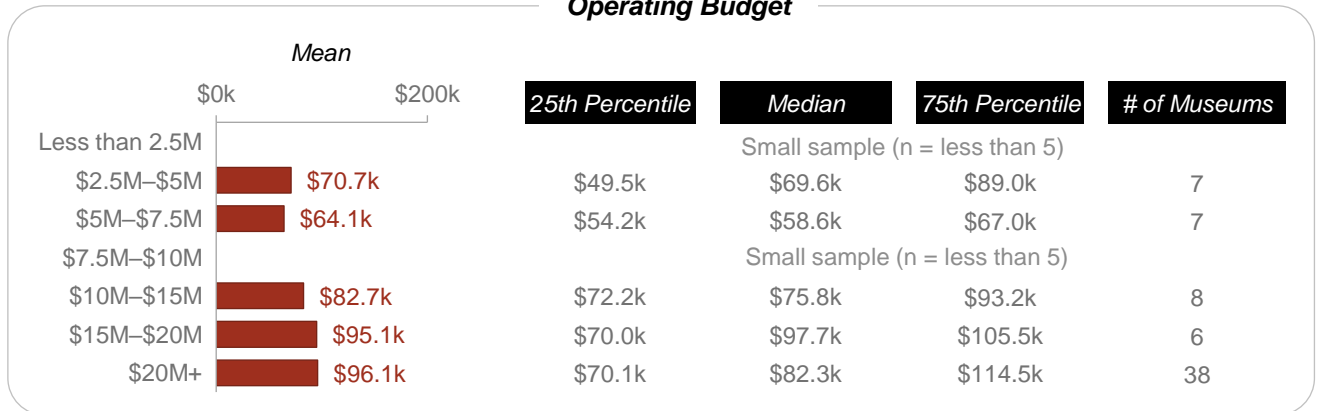
*Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.*



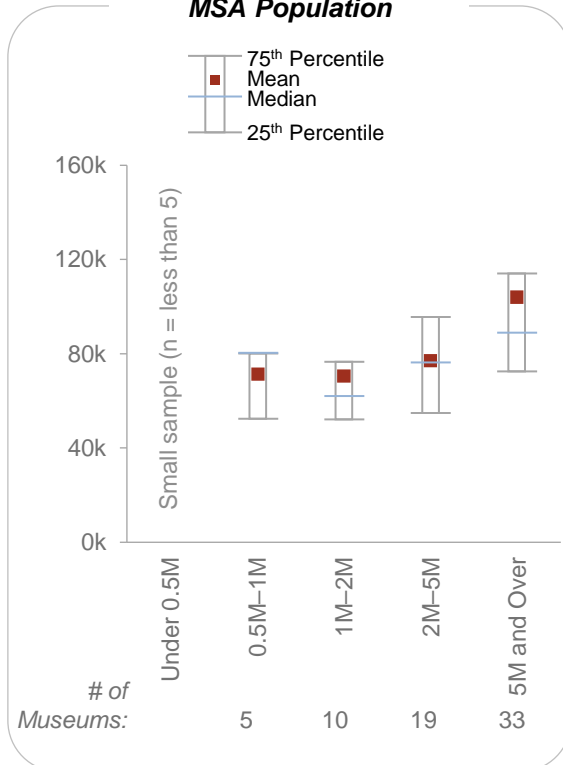
## Historical Trend—Median (2011–2020)



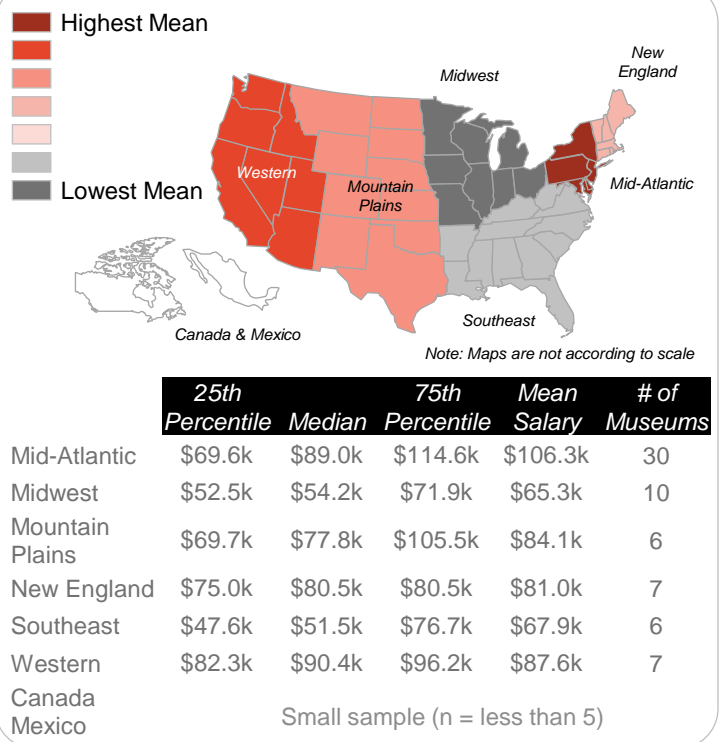
## Operating Budget



## MSA Population



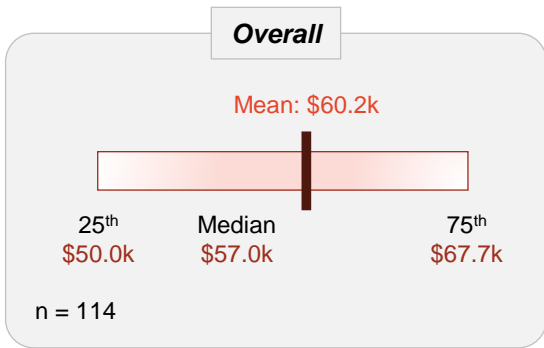
## Region



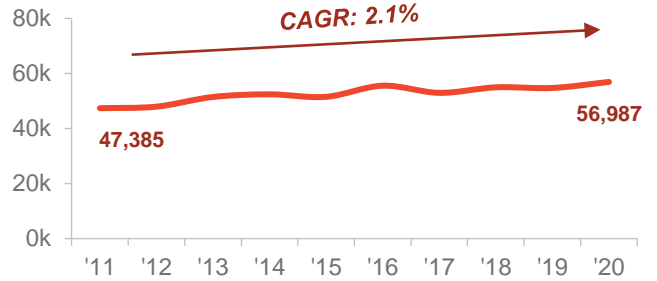
# Graphic Designer



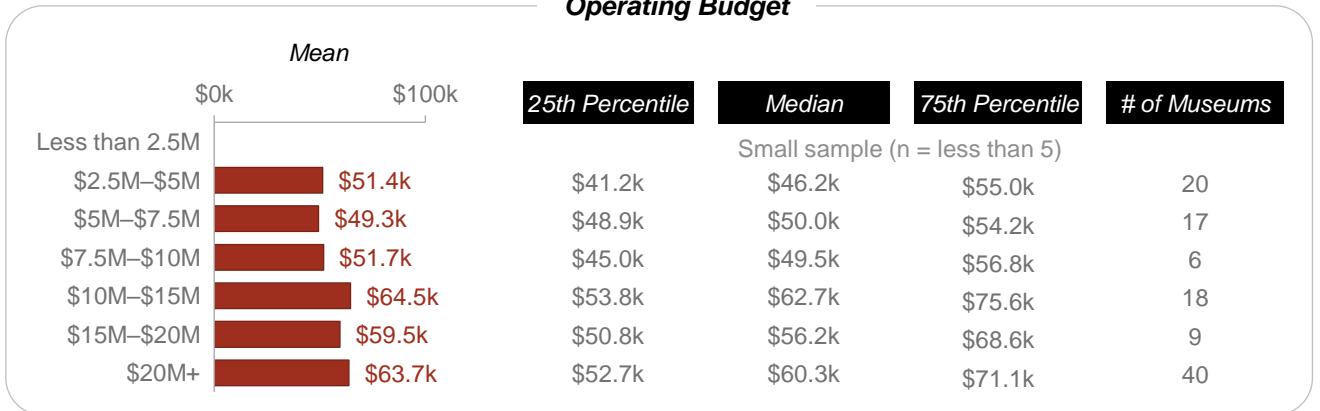
Responsible for design of all museum publications and graphics.



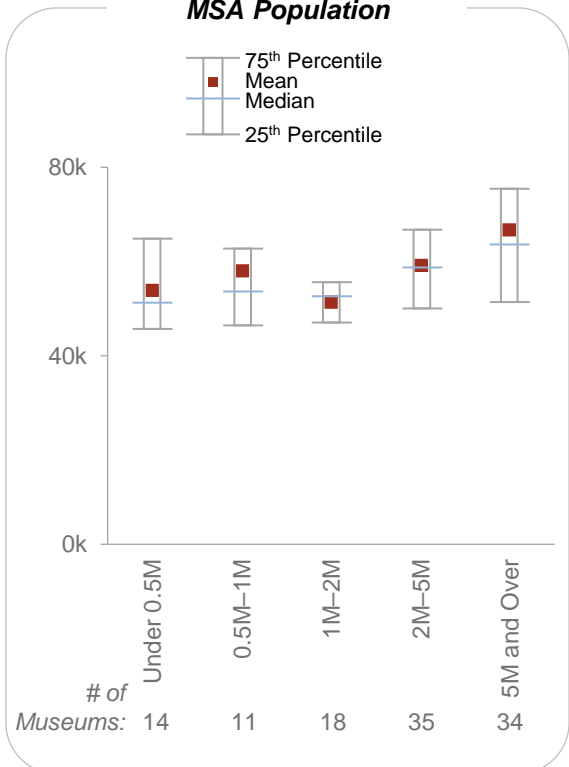
## Historical Trend—Median (2011–2020)



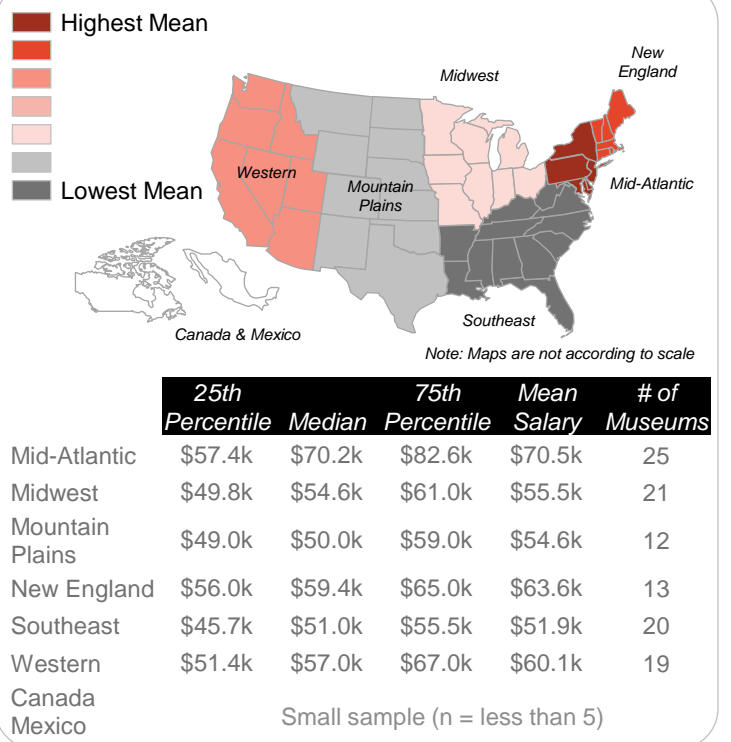
## Operating Budget



## MSA Population



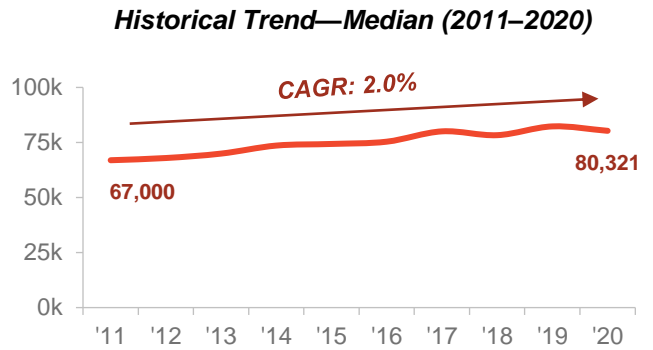
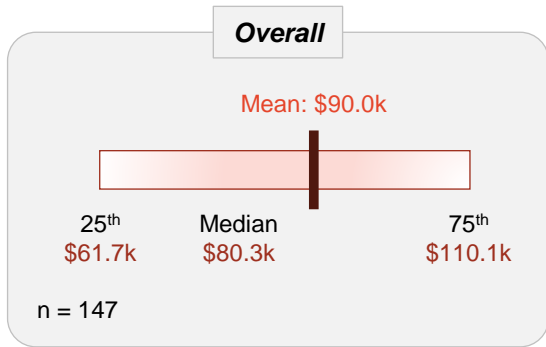
## Region



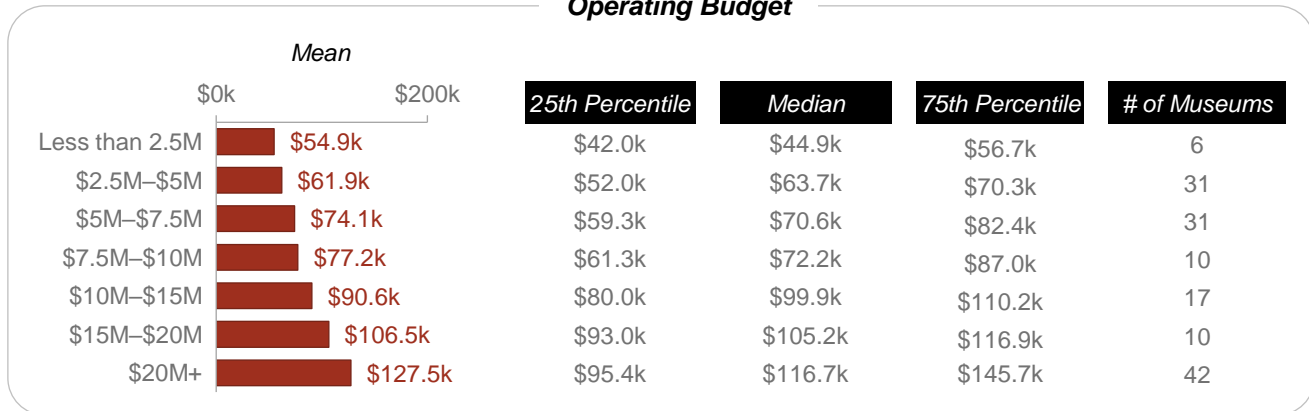
# Facilities Director / Building Manager / Operations Manager



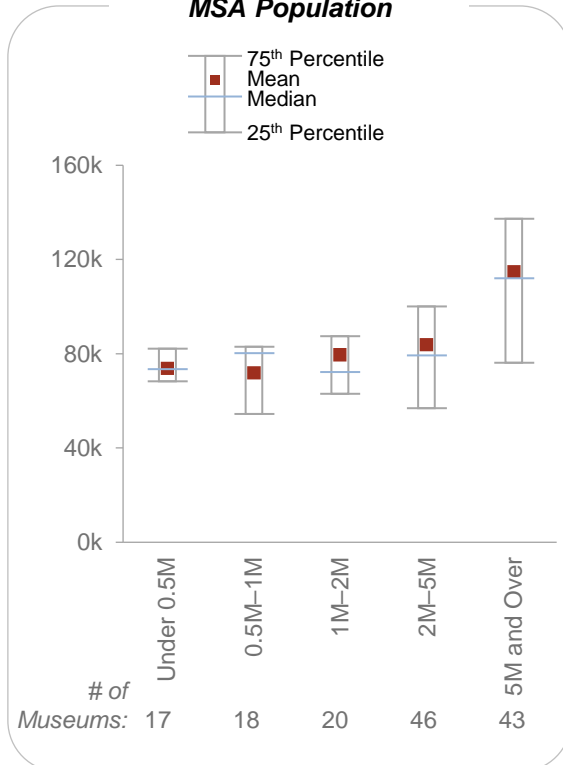
**Responsible for the operation of all facilities including maintenance and janitorial services.**



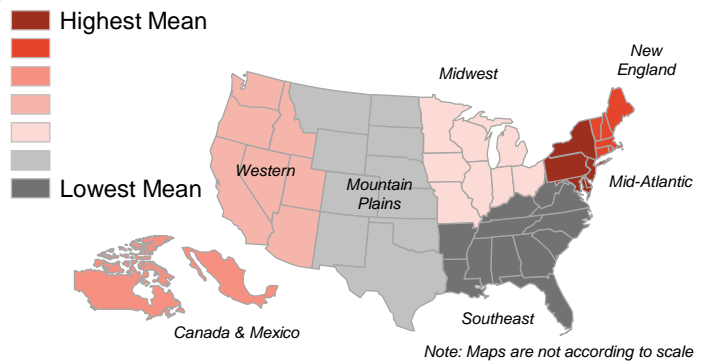
## Operating Budget



## MSA Population



## Region

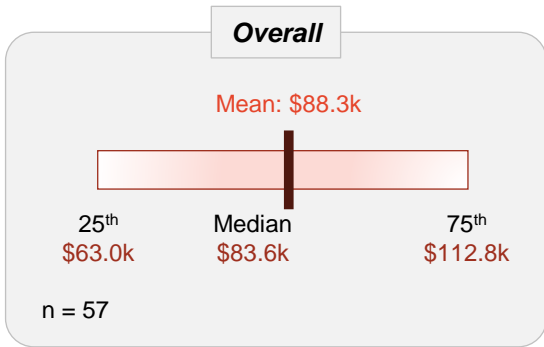


Region	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$81.5k	\$111.3k	\$132.7k	\$116.6k	35
Midwest	\$62.9k	\$78.1k	\$97.7k	\$81.8k	25
Mountain Plains	\$52.8k	\$65.6k	\$102.2k	\$76.7k	18
New England	\$69.3k	\$95.2k	\$120.0k	\$99.0k	13
Southeast	\$56.7k	\$68.2k	\$79.6k	\$69.6k	28
Western	\$56.0k	\$81.1k	\$103.3k	\$86.9k	22
Canada Mexico	\$60.8k	\$94.5k	\$105.3k	\$94.6k	6

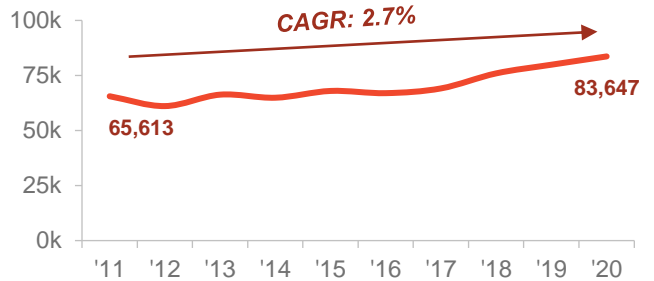
# Engineering Manager



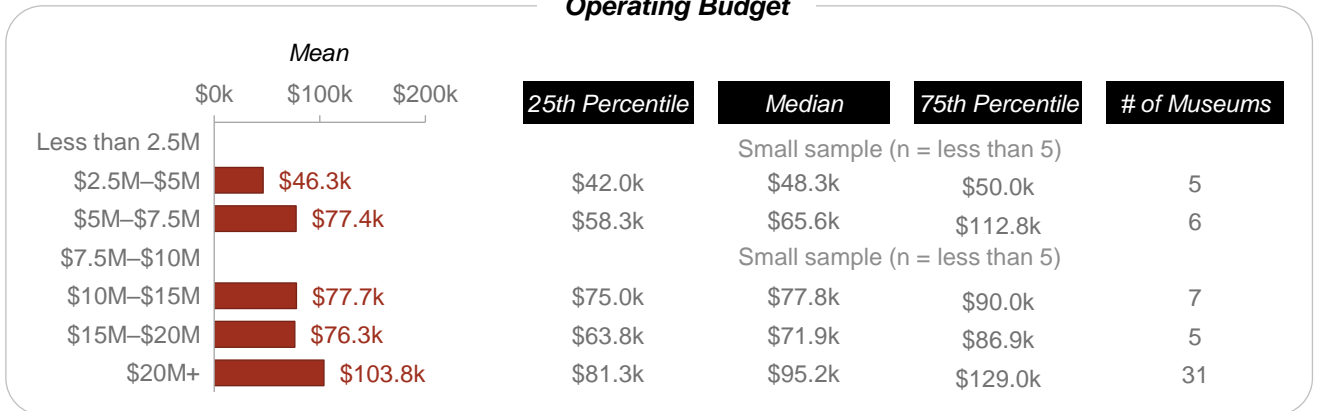
**Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum.**



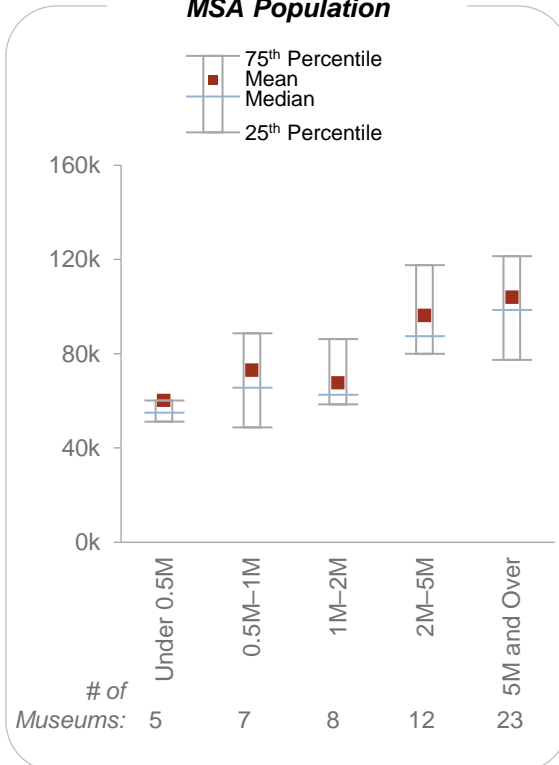
**Historical Trend—Median (2011–2020)**



## Operating Budget



## MSA Population



## Region

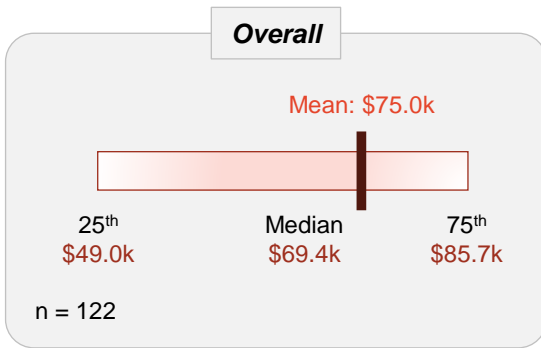


Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$76.4k	\$90.2k	\$124.5k	\$102.1k	21
Midwest	\$65.9k	\$82.3k	\$86.9k	\$77.8k	9
Mountain Plains	\$61.9k	\$70.3k	\$95.7k	\$76.7k	9
New England	\$88.4k	\$97.9k	\$130.9k	\$100.4k	6
Southeast	\$46.8k	\$57.1k	\$74.4k	\$60.6k	5
Western	Small sample (n = less than 5)				
Canada Mexico	Small sample (n = less than 5)				

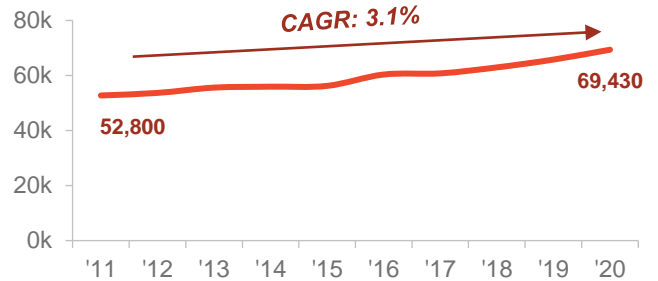
# Chief of Security



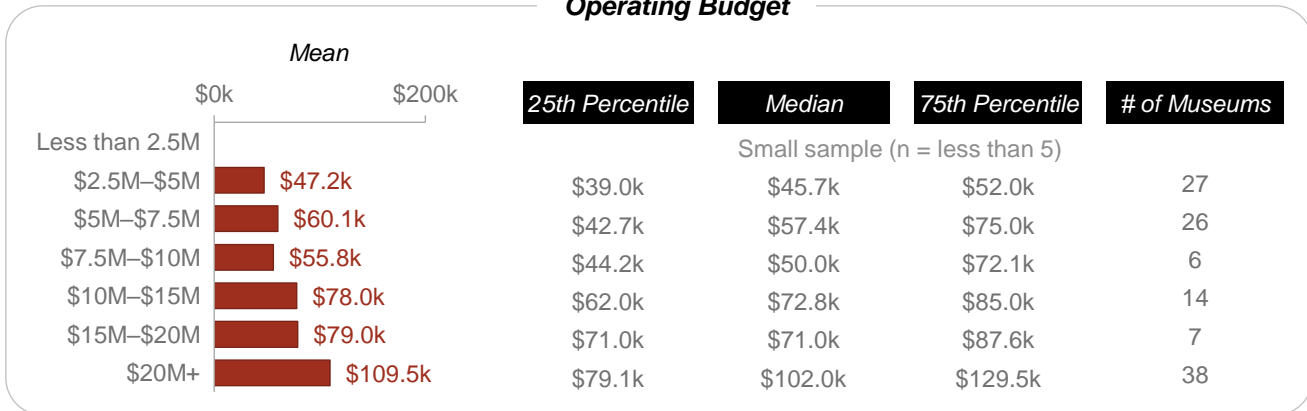
*Supervises all guard forces.*



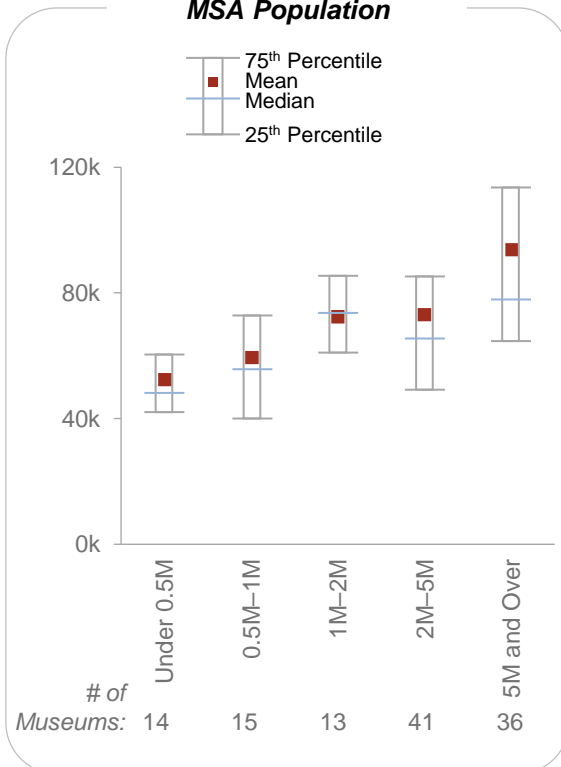
## Historical Trend—Median (2011–2020)



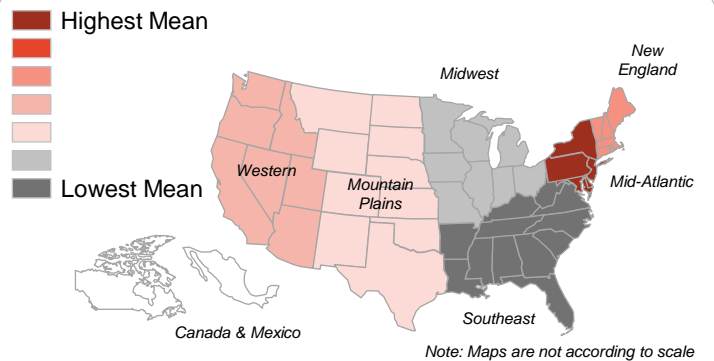
## Operating Budget



## MSA Population



## Region



Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$70.0k	\$78.8k	\$113.3k	\$101.9k	24
Midwest	\$46.4k	\$59.2k	\$77.7k	\$62.8k	25
Mountain Plains	\$49.4k	\$55.8k	\$78.3k	\$66.9k	13
New England	\$45.7k	\$82.4k	\$103.8k	\$82.9k	15
Southeast	\$42.6k	\$61.0k	\$72.8k	\$61.1k	25
Western	\$58.3k	\$69.4k	\$82.0k	\$75.9k	16
Canada Mexico					

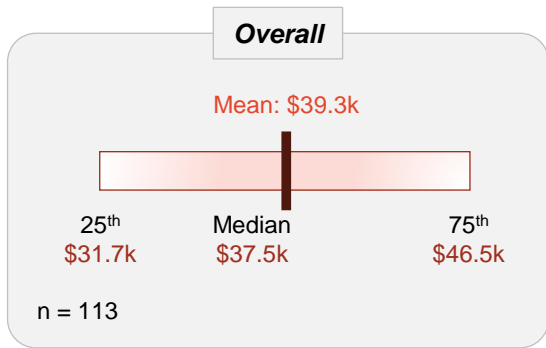
Small sample (n = less than 5)



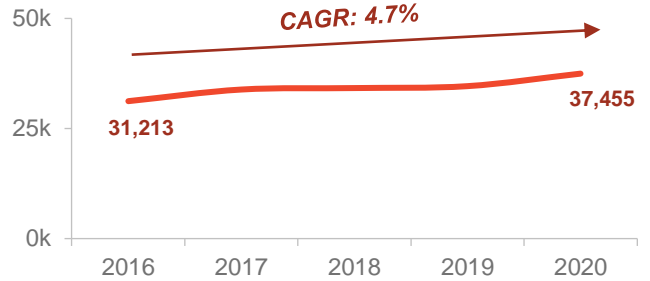
# Museum Security Officer / Museum Security Guard



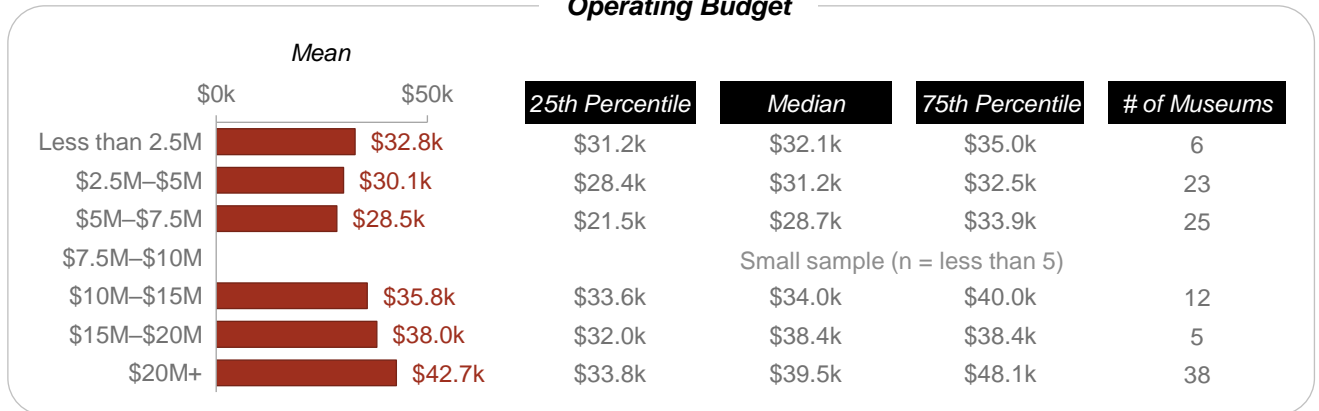
*Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.*



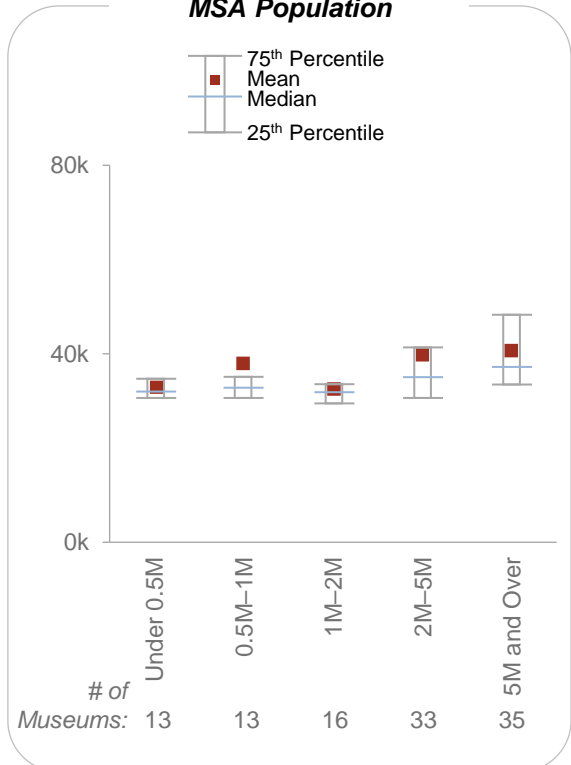
**Historical Trend—Median (2016–2020)**



## Operating Budget



## MSA Population



## Region

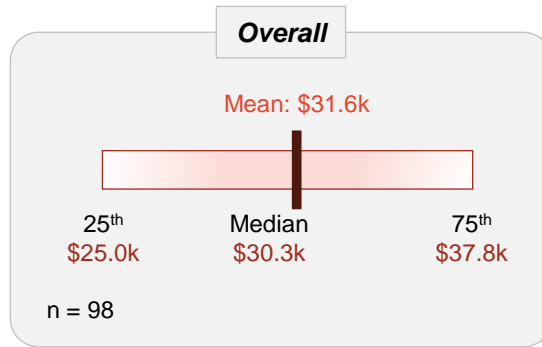


Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$35.4k	\$46.5k	\$50.6k	\$44.9k	25
Midwest	\$30.8k	\$31.5k	\$45.6k	\$35.4k	17
Mountain Plains	\$21.5k	\$27.9k	\$29.0k	\$27.4k	13
New England	\$38.8k	\$39.6k	\$41.5k	\$41.7k	13
Southeast	\$29.6k	\$32.0k	\$32.5k	\$31.7k	24
Western	\$34.1k	\$37.5k	\$39.5k	\$42.8k	17
Canada Mexico	Small sample (n = less than 5)				

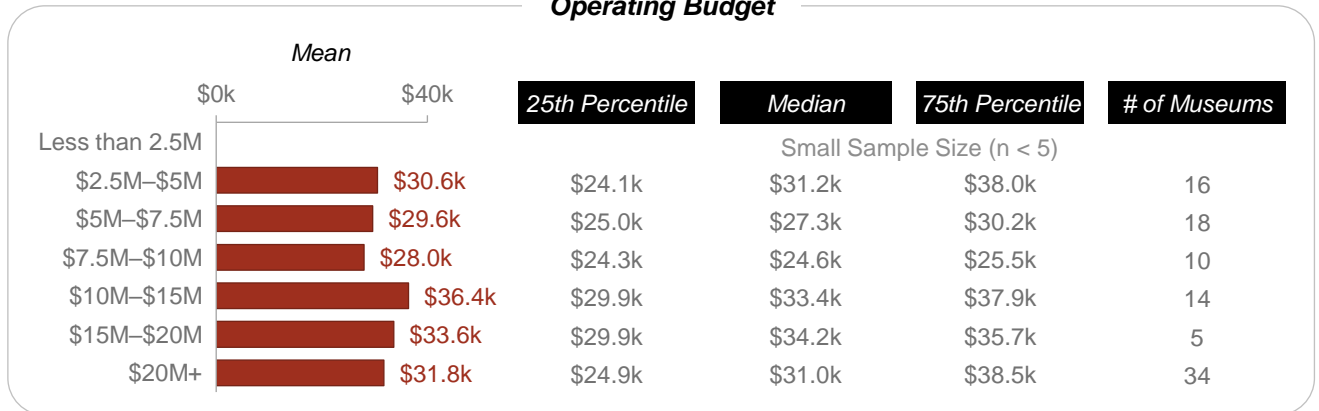
# Visitor Services Associate



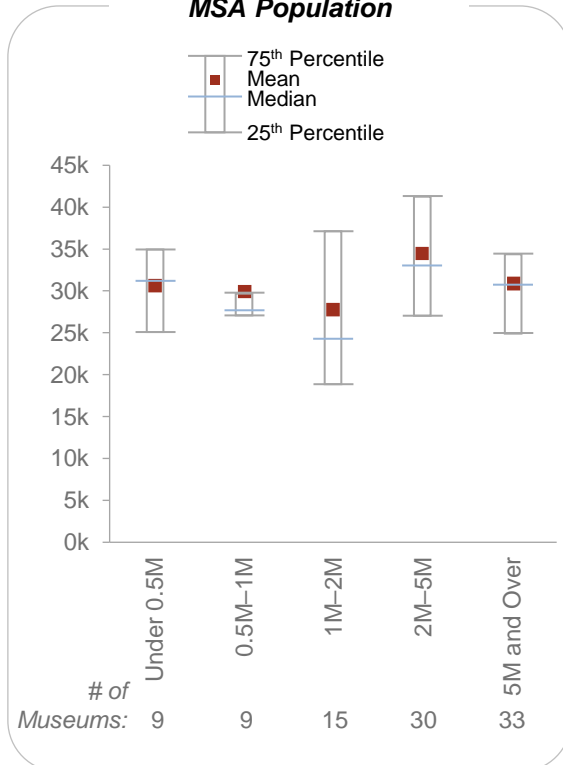
Responsible for a successful guest experience in the museum. Activities include selling tickets, overseeing access control, engaging with guests, handling questions, etc..



## Operating Budget



## MSA Population



## Region



Region	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$27.3k	\$30.1k	\$37.8k	\$31.8k	26
Midwest	\$24.6k	\$24.8k	\$27.3k	\$27.0k	13
Mountain Plains	\$25.7k	\$26.6k	\$29.9k	\$28.8k	11
New England	\$27.2k	\$29.7k	\$36.5k	\$31.9k	8
Southeast	\$18.8k	\$24.3k	\$30.0k	\$25.1k	19
Western	\$31.0k	\$35.7k	\$47.3k	\$37.4k	16
Canada Mexico	\$37.2k	\$37.2k	\$41.0k	\$38.2k	5

# University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Director	\$270,000	\$216,000	\$175,000	\$230,017	46
Deputy Director	\$158,606	\$115,270	\$99,320	\$135,753	26
Chief Operating Officer / Administrator	\$125,000	\$95,000	\$78,933	\$107,473	19
Assistant to Director	\$73,000	\$52,389	\$43,934	\$55,796	45
Director of Finance / Finance A	\$120,000	\$95,292	\$72,906	\$96,633	19
Finance B	\$73,292	\$60,068	\$45,795	\$59,808	21
Director of Development / Development A	\$135,000	\$110,636	\$92,250	\$114,768	31
Grant Manager / Institutional Giving Manager / Development B	\$75,000	\$64,907	\$53,980	\$66,908	21
Development Associate / Development C	\$70,000	\$52,500	\$44,075	\$57,848	28
Director, Planned Giving / Institutional Giving	\$80,000	\$61,333	\$51,500	\$66,067	5
Human Resources Director	\$93,100	\$79,833	\$67,500	\$78,150	11
Director of Information Systems / Chief Information Officer	\$116,800	\$101,612	\$68,675	\$102,285	10
Systems Manager / Technology Director / Director of New Media	\$88,150	\$84,880	\$61,488	\$77,385	14
Web Manager	\$79,516	\$65,890	\$61,500	\$67,061	10
New Media Manager	\$57,899	\$45,500	\$38,353	\$49,771	18

# University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Membership Assistant	\$51,229	\$41,860	\$36,900	\$43,971	19
Special Events Manager	\$61,000	\$48,485	\$45,000	\$51,830	24
Director of External Affairs	\$115,000	\$84,830	\$65,000	\$98,730	14
Marketing Director	\$85,000	\$65,451	\$58,172	\$74,994	22
Public Relations Officer	\$72,170	\$67,302	\$52,000	\$64,627	16
Museum Store Manager	\$66,978	\$53,311	\$47,440	\$57,613	26
Volunteer Coordinator	\$52,705	\$43,242	\$39,582	\$47,040	9
Chief Curator / Director of Curatorial Affairs / Curator A	\$136,038	\$101,619	\$81,600	\$117,746	26
Senior Curator / Curator of Special Collections Area / Curator B	\$122,004	\$95,337	\$69,046	\$98,025	32
Curator of Exhibitions / Curator C	\$73,750	\$68,186	\$63,705	\$68,038	22
Associate Curator / Curator D	\$88,600	\$69,675	\$55,500	\$71,184	24
Assistant Curator / Curator E	\$56,030	\$50,400	\$39,886	\$50,161	15
Curatorial Assistant	\$70,435	\$54,193	\$43,380	\$55,038	23
Photographer	\$83,300	\$79,249	\$59,350	\$70,144	9
Director of Education / Curator of Education / Education A	\$94,150	\$67,773	\$60,770	\$77,199	41

# University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Associate Educator / Educator B	\$64,395	\$55,250	\$48,855	\$58,558	34
Assistant Educator / Educator C	\$52,100	\$46,330	\$41,008	\$48,894	22
Education Assistant	\$51,119	\$36,100	\$33,280	\$43,055	15
Registrar A	\$78,470	\$64,640	\$52,419	\$68,322	48
Associate Registrar / Registrar B	\$70,570	\$52,218	\$42,486	\$56,089	30
Assistant Registrar / Registrar C	\$52,769	\$43,000	\$39,645	\$46,205	20
Head Librarian / Librarian A	\$72,240	\$57,261	\$44,762	\$64,121	6
Associate Librarian / Librarian B	\$91,400	\$68,638	\$36,323	\$67,315	4
Assistant Librarian / Librarian C	\$69,900	\$67,982	\$55,413	\$62,656	3
Chief Conservator / Conservator A	\$142,106	\$109,114	\$88,735	\$114,614	10
Senior Conservator / Conservator B	\$96,496	\$90,900	\$60,939	\$80,072	10
Associate Conservator / Conservator C	\$68,050	\$63,225	\$56,375	\$61,193	8
Exhibition Designer	\$90,795	\$82,660	\$61,818	\$77,916	17
Chief Preparator / Preparator A	\$75,482	\$59,371	\$53,668	\$64,012	35
Associate Preparator / Preparator B	\$61,533	\$47,385	\$41,750	\$51,638	31

# University Museum Salary Comparisons by Designation



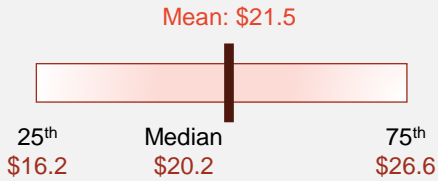
Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Editor / Director of Publications	\$89,027	\$80,450	\$64,221	\$77,394	10
Graphic Designer	\$68,000	\$57,000	\$47,500	\$58,899	21
Facilities Director / Building Manager / Operations Manager	\$76,496	\$62,754	\$49,002	\$68,964	21
Engineering Manager	\$130,867	\$88,400	\$72,093	\$93,857	5
Chief of Security	\$66,560	\$51,677	\$45,309	\$59,113	26
Museum Security Officer / Museum Security Guard	\$39,576	\$34,507	\$29,941	\$38,525	25
Museum Security Officer / Museum Security Guard (Part Time)	\$15.9	\$15.9	\$12.8	\$14.5	18
Visitor Service Associate	\$47,038	\$38,025	\$37,047	\$39,432	12
Visitor Service Associate (Part Time)	\$16.1	\$12.8	\$11.4	\$13.4	25

# Part-Time Profiles



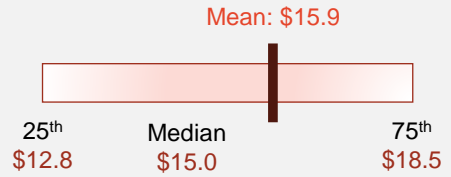
*All figures given are hourly rates.*

## Membership Assistant



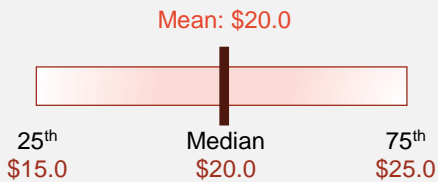
n = 7

## Museum Store Manager



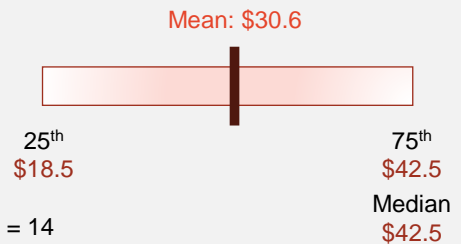
n = 12

## Curatorial Assistant



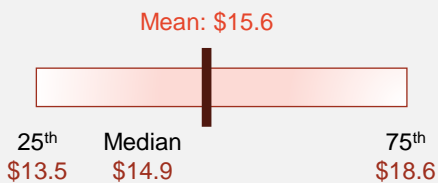
n = 20

## Assistant Educator / Educator C



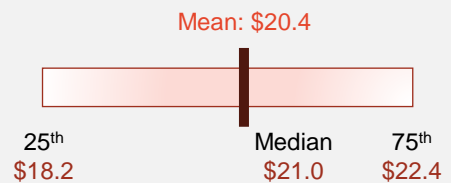
n = 14

## Education Assistant



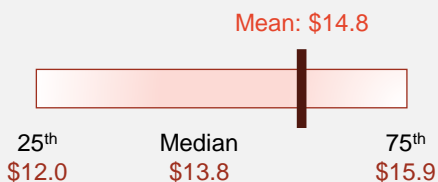
n = 34

## Associate Preparator / Preparator B



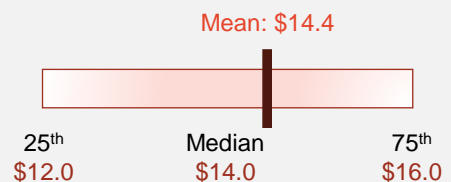
n = 20

## Security Guard



n = 81

## Visitor Services Associate

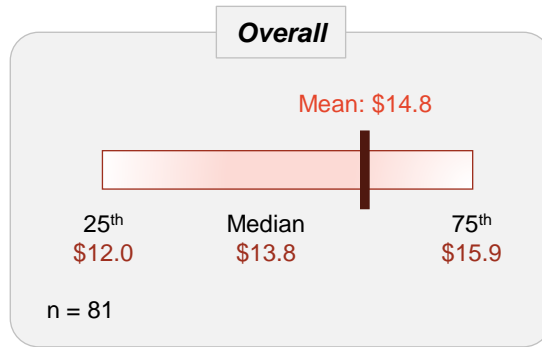


n = 121

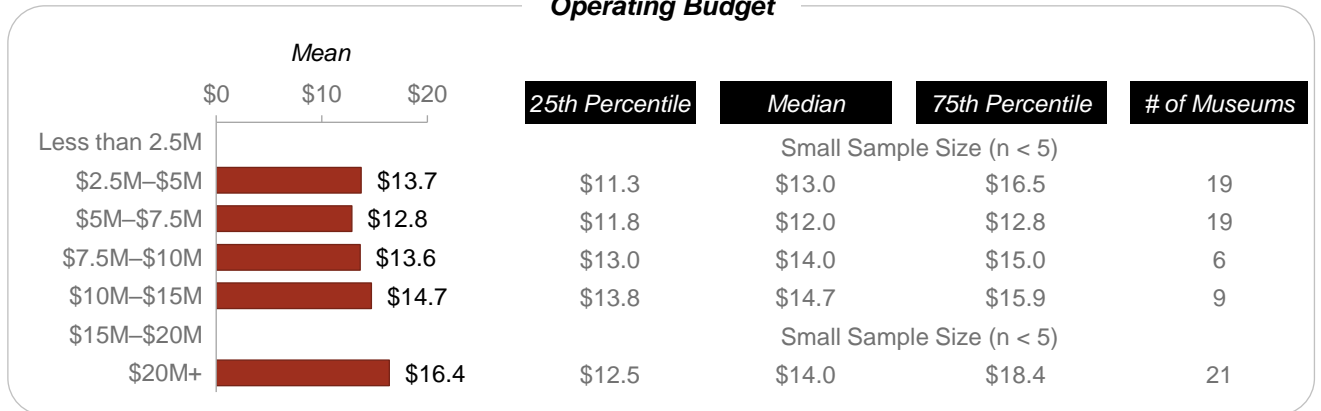
# Museum Security Officer / Museum Security Guard (Part-Time)



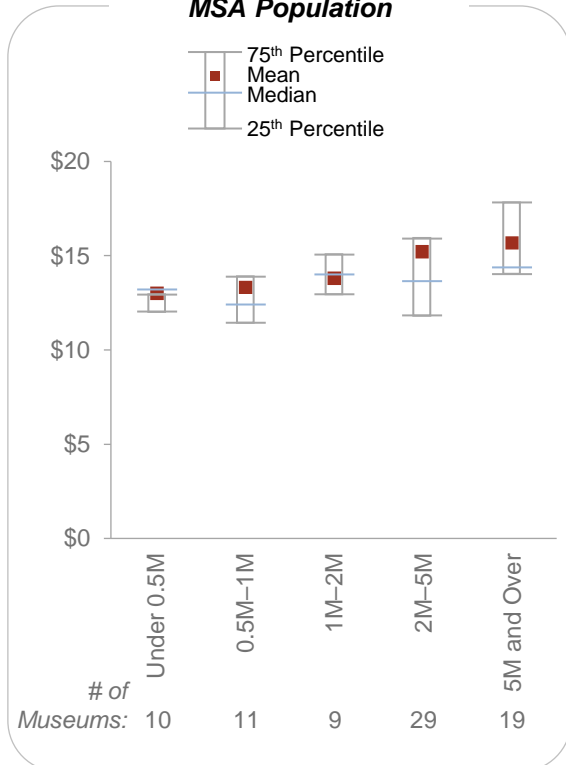
*Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.*



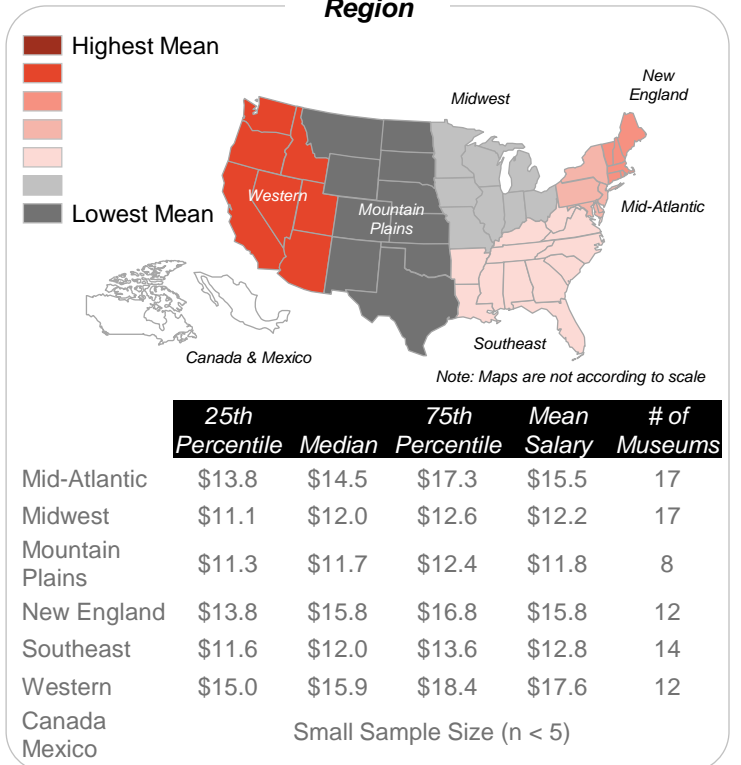
## Operating Budget



## MSA Population



## Region

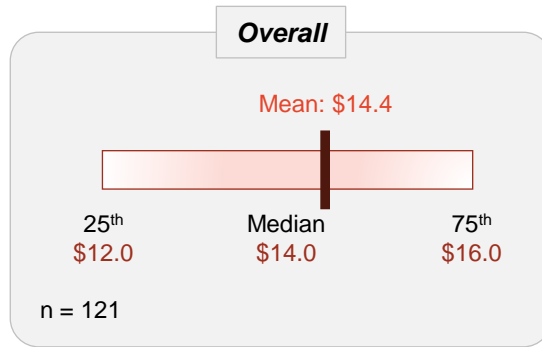




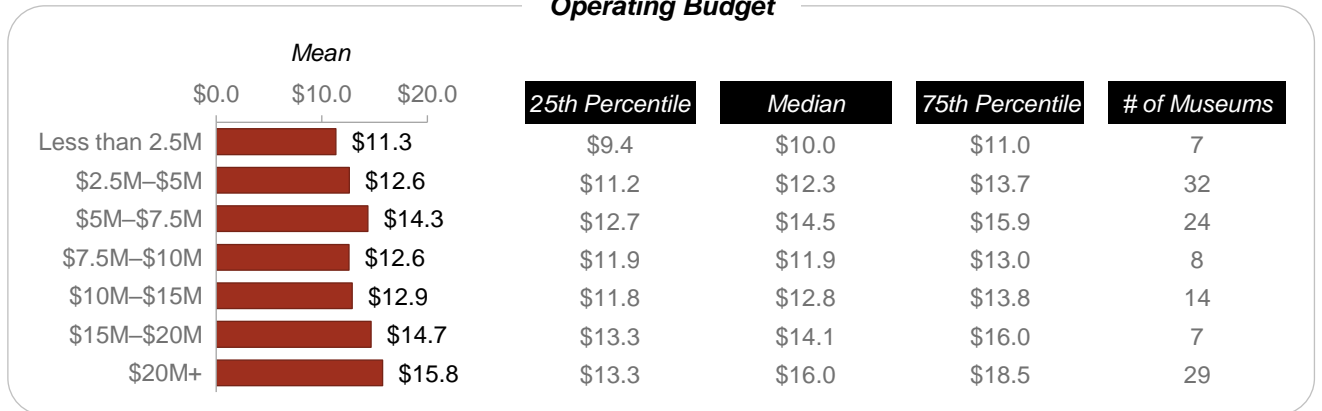
# Visitor Services Associate (Part-Time)



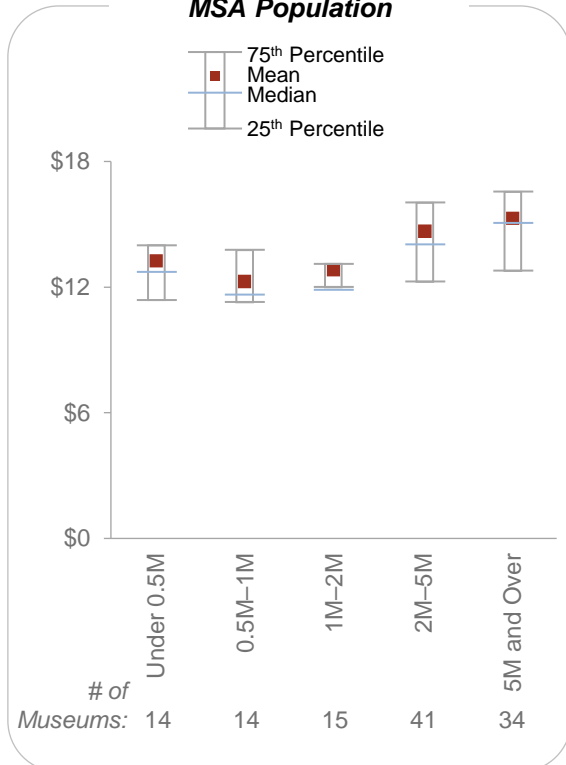
*Responsible for a successful guest experience in the museum. Activities include selling tickets, overseeing access control, engaging with guests, handling questions, etc..*



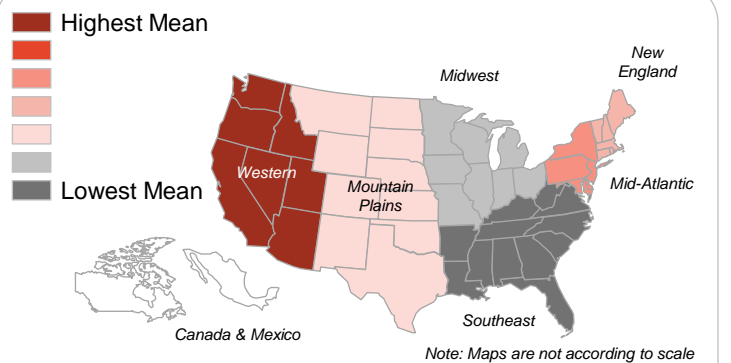
## Operating Budget



## MSA Population



## Region



	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$12.8	\$14.6	\$18.5	\$15.3	23
Midwest	\$11.1	\$12.5	\$13.8	\$12.6	23
Mountain Plains	\$13.3	\$14.0	\$14.1	\$13.5	13
New England	\$14.0	\$16.0	\$16.0	\$15.2	14
Southeast	\$11.4	\$11.9	\$13.5	\$12.4	26
Western	\$14.8	\$16.1	\$17.7	\$16.4	18
Canada Mexico	Small Sample Size (n < 5)				

# Stax



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