



ASSOCIATION OF ART MUSEUM DIRECTORS

2023 Salary Survey



PREFACE

The 2023 Salary Survey is the thirty-eighth 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 195 of 217 museums surveyed—a response rate of 90%. 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 only current AAMD members. While the response rate of 90% 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 LLC, 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 by the U.S. Census Bureau as of March 2020. Population data has been updated to reflect 2022 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 FY22. 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 U.S. dollars using the exchange rate 1 CAD = 0.74 USD on May 11th, 2023 (per XE.com). No museums reported salaries in pesos. 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.

The 2023 Salary Survey is available on AAMD's website at aamd.org/standards-and-practices, along with prior years' surveys.

Stax



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 that is 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).

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

NOTE: N denotes the number of periods/years

Stax

TABLE OF CONTENTS

• Regional Associations of the American Alliance of Museums	<u>07</u>
• General Characteristics of Responding Museums	<u>09</u>
• Fiscal Characteristics of Responding Museums	<u>12</u>
• Salary Procedures of Responding Museums	<u>14</u>
• Employee Benefits of Responding Museums	<u>16</u>
• Salary Comparisons by Designation (Full-time)	
• Director	<u>21</u>
• Deputy Director	<u>22</u>
• Chief Operating Officer / Administrator	<u>23</u>
• Assistant To Director	<u>24</u>
• Director of Finance / Finance A	<u>25</u>
• Finance B	<u>26</u>
• Director of Development / Development A	<u>27</u>
• Grant Manager / Institutional Giving Manager / Development B	<u>28</u>
• Development Associate / Development C	<u>29</u>
• Director, Planned Giving / Institutional Giving	<u>30</u>
• Human Resources Director	<u>31</u>
• Director of Information Systems / Chief Information Officer	<u>32</u>
• Systems Manager / Technology Director / Director of New Media	<u>33</u>
• Web Manager	<u>34</u>
• New Media Manager	<u>35</u>
• Membership Assistant	<u>36</u>
• Special Events Manager	<u>37</u>
• Director of External Affairs	<u>38</u>

TABLE OF CONTENTS

• Salary Comparisons by Designation (Full-time)	
• Marketing Director	<u>39</u>
• Public Relations Officer	<u>40</u>
• Museum Store Manager	<u>41</u>
• Volunteer Coordinator	<u>42</u>
• Chief Curator / Director of Curatorial Affairs / Curator A	<u>43</u>
• Senior Curator / Curator of Special Collections Area / Curator B	<u>44</u>
• Curator of Exhibitions / Curator C	<u>45</u>
• Associate Curator / Curator D	<u>46</u>
• Assistant Curator / Curator E	<u>47</u>
• Curator Assistant	<u>48</u>
• Photographer	<u>49</u>
• Director of Education / Curator of Education / Education A	<u>50</u>
• Associate Educator / Educator B	<u>51</u>
• Assistant Educator / Educator C	<u>52</u>
• Education Assistant	<u>53</u>
• Registrar A	<u>54</u>
• Associate Registrar / Registrar B	<u>55</u>
• Assistant Registrar / Registrar C	<u>56</u>
• Head Librarian / Librarian A	<u>57</u>
• Associate Librarian / Librarian B	<u>58</u>
• Associate Librarian / Librarian C	<u>59</u>
• Chief Conservator / Conservator A	<u>60</u>
• Senior Conservator / Conservator B	<u>61</u>
• Associate Conservator / Conservator C	<u>62</u>
• Exhibition Designer	<u>63</u>
• Chief Preparator / Preparator A	<u>64</u>
• Associate Preparator / Preparator B	<u>65</u>

TABLE OF CONTENTS

• Salary Comparisons by Designation (Full-time)	
• Editor / Director of Publications	<u>66</u>
• Graphic Designer	<u>67</u>
• Facilities Director / Building Manager / Operations Manager	<u>68</u>
• Engineering Manager	<u>69</u>
• Chief of Security	<u>70</u>
• Museum Security Officer / Museum Security Guard	<u>71</u>
• Visitor Services Associate	<u>72</u>
• University Museum Salary Comparisons by Designation	<u>73</u>
• Salary Comparisons by Designation (Part-time)	<u>77</u>
• Museum Security Officer / Museum Security Guard (Part-Time)	<u>78</u>
• Visitor Services Associate (Part-Time)	<u>79</u>
• Analysis of Intern Pay	<u>80</u>



REGIONAL ASSOCIATIONS OF THE AMERICAN ALLIANCE OF MUSEUMS (AAM)

THE UNITED STATES

SOUTHEAST

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

MOUNTAIN PLAINS

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

WESTERN

Alaska
Arizona
California
Hawaii
Idaho
Nevada
Oregon
Utah
Washington

NEW ENGLAND

Connecticut
Massachusetts
Maine
New Hampshire
Rhode Island
Vermont

MID-ATLANTIC

Delaware
District of Columbia
Maryland
New Jersey
New York
Pennsylvania

MIDWEST

Illinois
Indiana
Iowa
Michigan
Minnesota
Missouri
Ohio
Wisconsin

CANADA

MEXICO



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

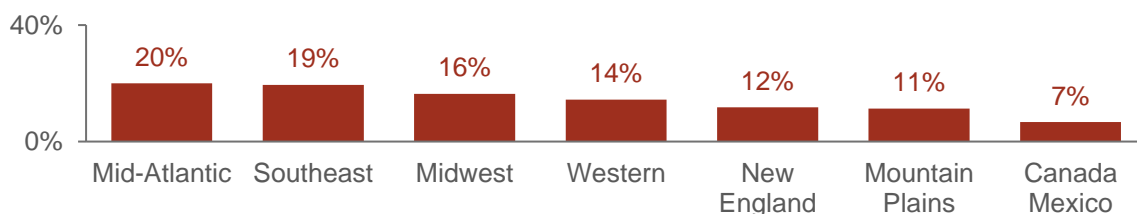




GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by AAM Region

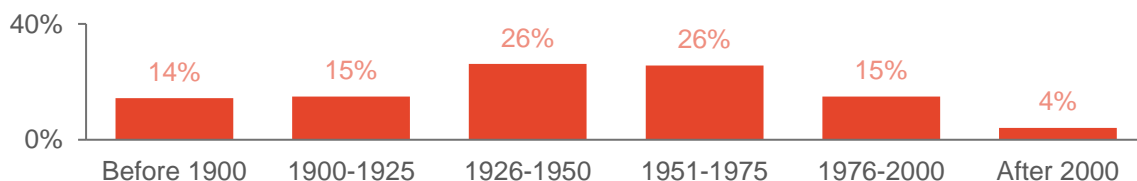
Percentages based on responses from 195 museums.



The New York-Newark-Jersey City Metropolitan Statistical Area (MSA) had the most respondents, with 18, followed by the Boston-Cambridge-Newton & Washington-Arlington-Alexandria MSA's with 8 each.

Distribution of Museums by Founding Date

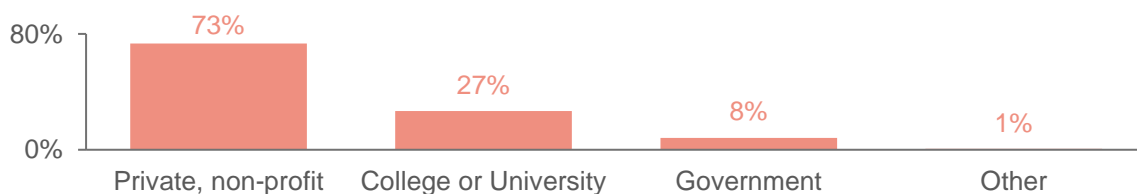
Percentages based on responses from 195 museums.



The oldest museum that took part in the survey was the Peabody Essex Museum (Salem, MA), while the newest was the Eli and Edythe Broad Art Museum at Michigan State University (East Lansing, MI)— the two museums were established 213 years apart.

Distribution of Museums by Governance Patterns

Percentages based on responses from 195 museums.



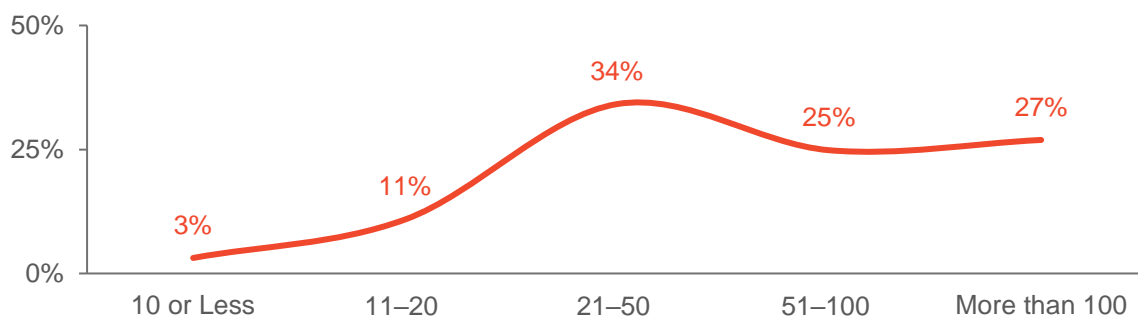
NOTE: Museums can indicate more than one governance category. Thus, the total of all responses exceeds 100%.



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

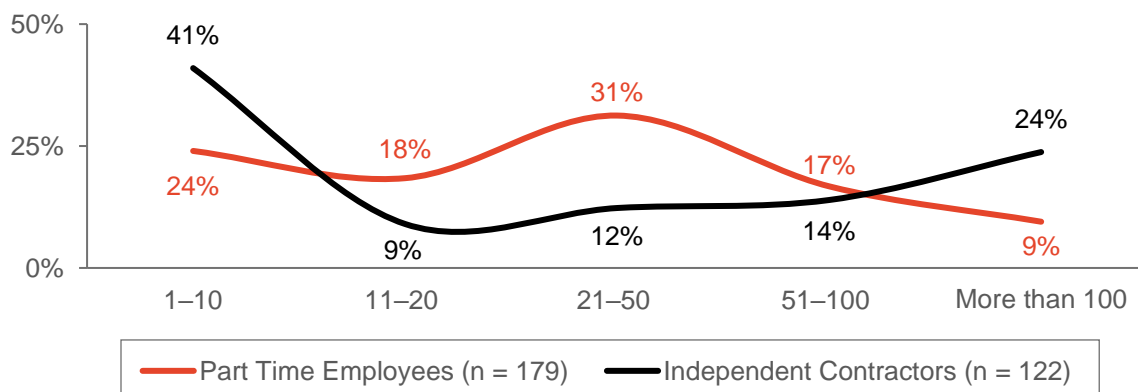
Distribution of Museums by the Number of Full Time Employees

Percentages based on responses from 193 museums.



In 2022, more than half of the museums had 51 or more full time employees, while 18 museums had more than 250 full time staff—unchanged from the previous year.

Distribution of Museums by Employee Type



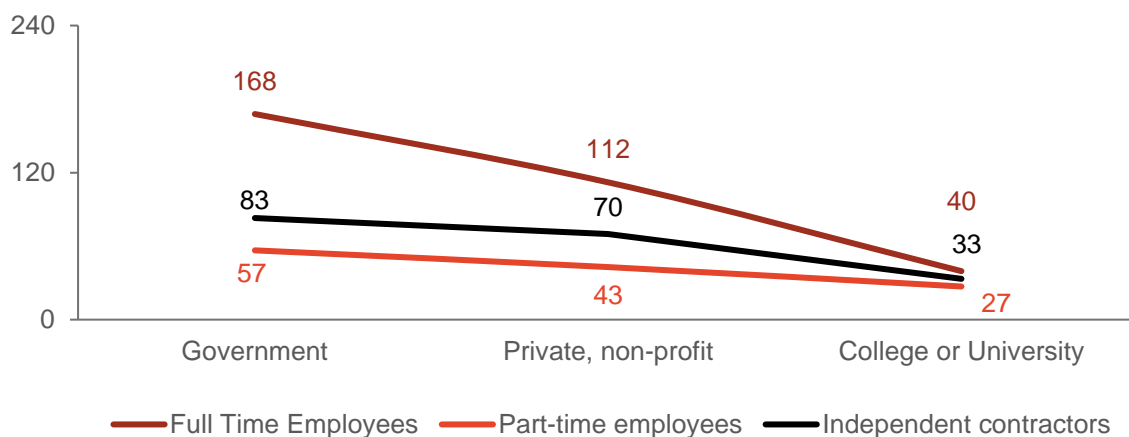
29 of the museums surveyed employed more than 100 independent contractors—up from 20 the previous year—of which 5 employed more than 250—increasing from just 3 in 2021.



GENERAL CHARACTERISTICS OF RESPONDING MUSEUMS

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

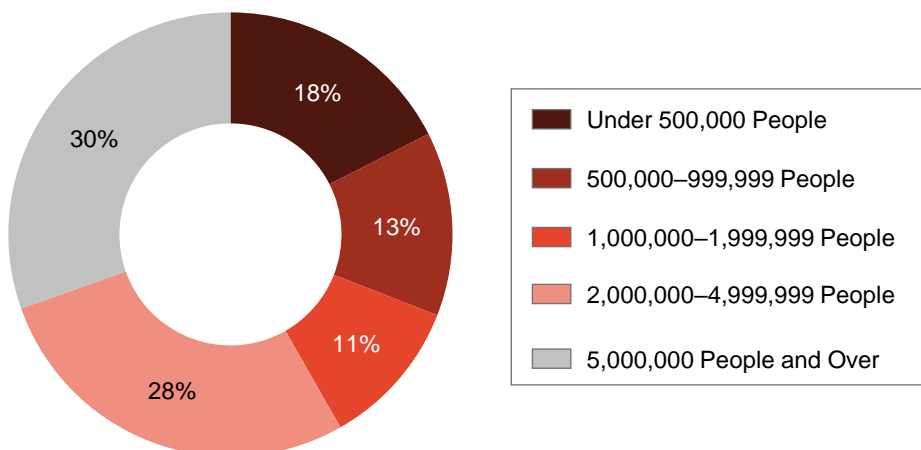
Averages based on responses from 194 museums.



Government museums had the highest ratio of full-time employees, with an average of 55% of staff employed on a full-time basis—dropping from 64% in 2021. Independent contractors were most represented in College or University museums, where on average, they accounted for 33% of the total employee count.

Distribution of Museums by Metropolitan Area Population

Percentages based on responses from 194 museums.



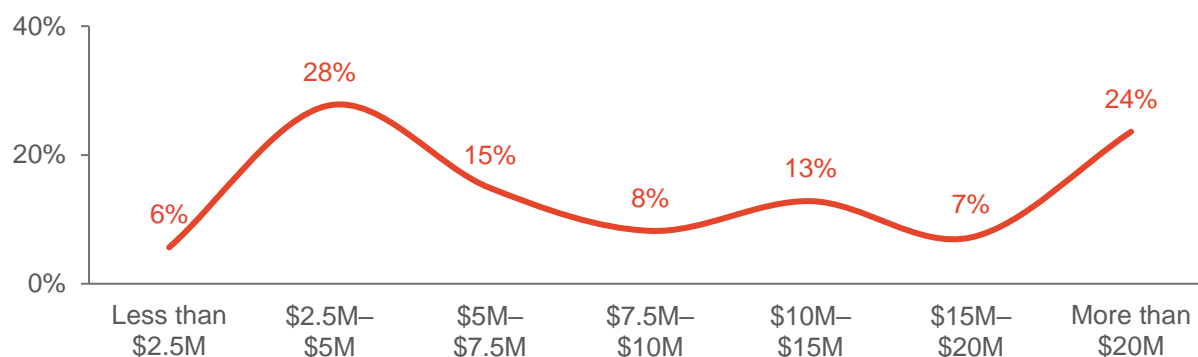
New York-Newark-Jersey City (18) was the Census metro area with the highest concentration of responding museums.



FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by Annual Operating Budget

Percentages based on responses from 195 museums.

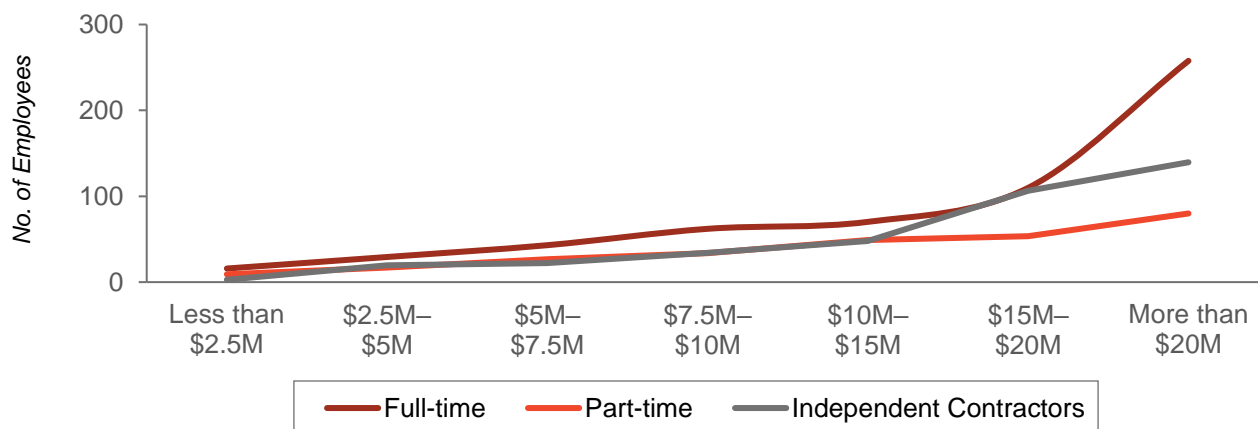


65 museums had an operating budget under \$5M, while 46 museums were in the top bracket of more than \$20M. Furthermore, 14 of the responding museums had an operating budget of \$50M or more, 4 of which had a budget greater than \$100M—unchanged from the previous year.

Of the 195 respondent museums, 62% commence their fiscal year in July, with 14% starting at the beginning of the calendar year and a further 8% 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 195 museums.

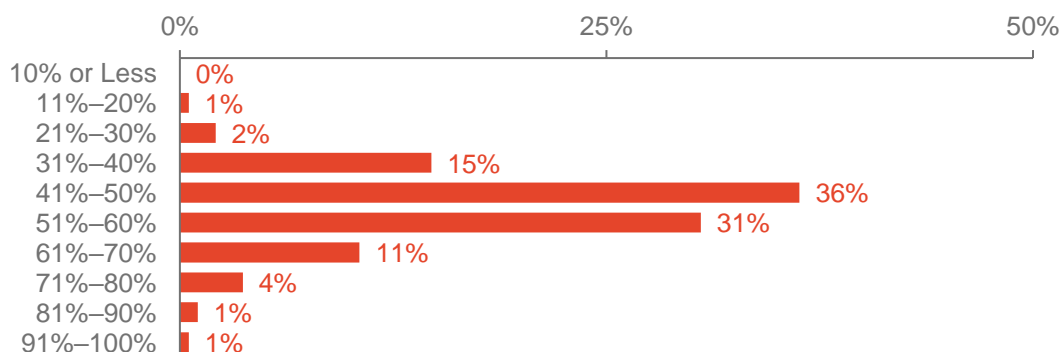




FISCAL CHARACTERISTICS OF RESPONDING MUSEUMS

Distribution of Museums by Payroll as a Percentage of Total Budget

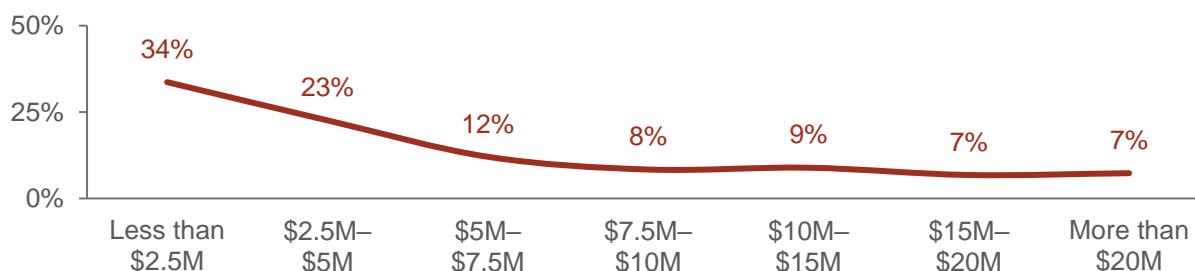
Percentages based on responses from 190 museums.



Two-thirds of museums spent between 41–60% of their budget on payroll expenses in 2022, slightly up from 62% recorded in the previous year. The share of museums spending over 50% of their budget on payroll expenses stood at 46% in 2022, down from 50% in 2021.

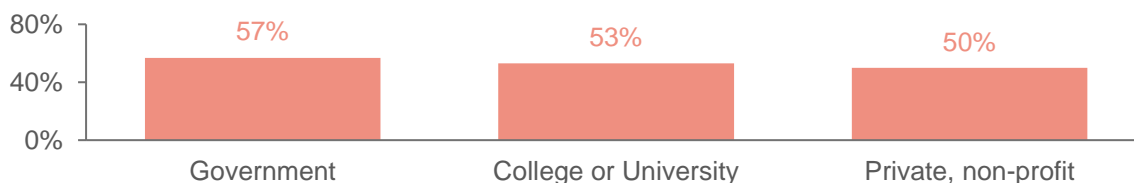
Distribution of Museums by Payroll Expenditure

Percentages based on responses from 190 museums.



Average Payroll As a Percentage of Total Budget by Governance Patterns

Averages based on responses from 211 museums.



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



SALARY PROCEDURES OF RESPONDING MUSEUMS

Average Percentage Salary Increase FY 1991 to 2021

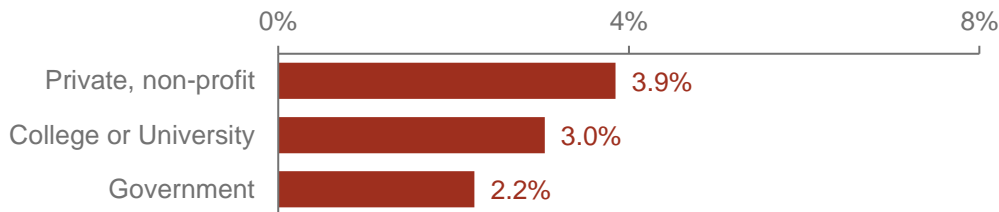
Year	75th Percentile	Median	25th Percentile	Mean	# of Museums
2022	4.3%	3.0%	3.0%	3.6%	166
2021	3.0%	2.5%	0.0%	2.5%	165
2020	3.0%	2.0%	0.0%	1.8%	191
2019	3.0%	3.0%	2.0%	2.7%	175
2018	3.0%	2.8%	2.0%	2.9%	202
2017	3.0%	3.0%	2.0%	2.5%	211
2016	3.0%	3.0%	2.0%	2.8%	212
2015	3.0%	2.7%	2.0%	2.6%	212
2014	3.0%	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



SALARY PROCEDURES OF RESPONDING MUSEUMS

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

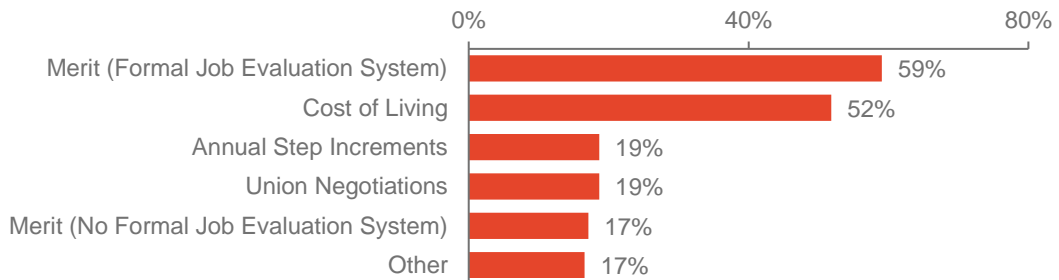
Percentages based on responses from 166 museums.



Of the responding museums, 74% reported having established salary ranges for each position.

Distribution of Museums by Basis for Salary Increment

Percentages based on responses from 193 museums.



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

37 responding museums reported union negotiations as a basis for salary increment. Preparators, security personnel, administrative staff, and building maintenance personnel were the predominant groups working under a union contract.

Basis for Salary Increment by Type of Governance

Category	Private, non-profit	Government	College or University
Merit (Formal Job Evaluation System)	57.3%	62.5%	59.6%
Cost of Living	55.2%	62.5%	36.5%
Merit (No Formal Job Evaluation System)	20.3%	0.0%	13.5%
Union Negotiations	15.4%	43.8%	23.1%
Annual Step Increments	14.7%	68.8%	23.1%
Other	19.6%	25.0%	7.7%
Sample size	n = 143	n = 16	n = 52

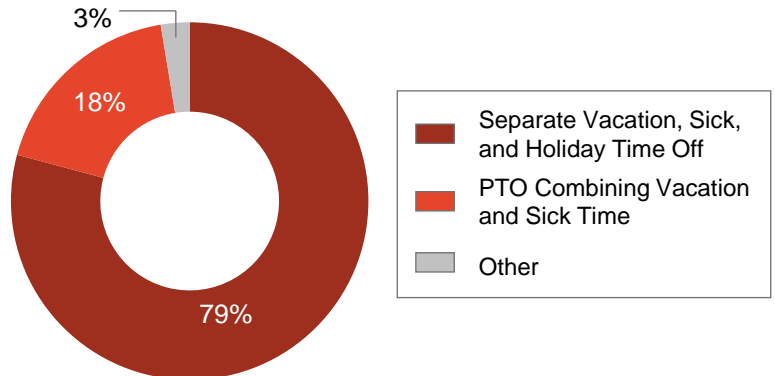


EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Out of 192 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

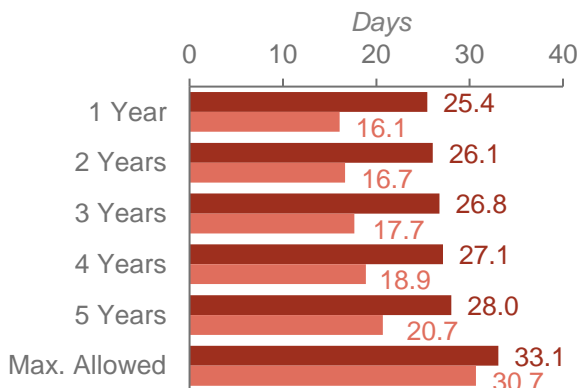
Percentages based on
responses from
192 museums.



71% of responding museums 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

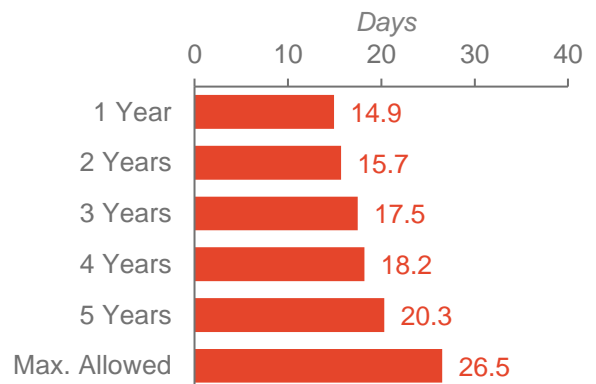
When offered at different rates for
Exempt and Non-exempt
employees.



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
137 museums.

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



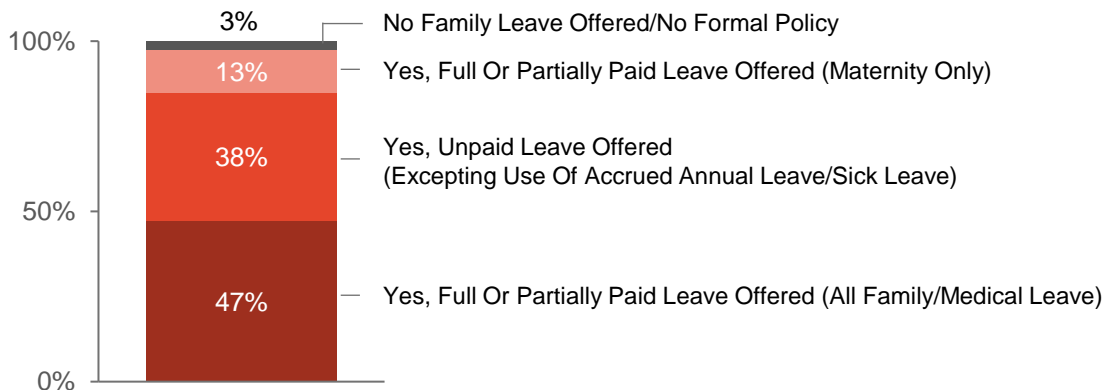
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

89% of 189 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, ranging from a maximum of 3 days to as much as 2 years' worth of accruals.

On average, in 2022, museums offered regular full-time employees 13 sick days and 4 personal/ floating holidays per year—on par with past years.

Distribution of Museums Offering Family and Medical Leave

Percentages based on responses from 192 museums.



Distribution of Museums by Retirement Plan Offered and Payment Type

	401(k) Plan	403(b) Plan	Pension	Other Defined Contribution Plan
Employee Co-Payment	17%	34%	14%	6%
Fully Paid by Employee	7%	22%	2%	14%
Paid by Museum	4%	14%	7%	8%
Not Offered	72%	30%	77%	72%
Cap on salary percentage contributed by museum	4.99%	5.72%	8.19%	5.61%
	n = 192	n = 191	n = 191	n = 176

In 2022, salary contributions were capped at 5% on average for museums contributing to a 401(k) plan for their employees, compared to 4.2% in 2021. Of the museums contributing to a 403(b) plan for their employees, salary contributions were capped at 5.7% on average—up from 5.0% in 2020.



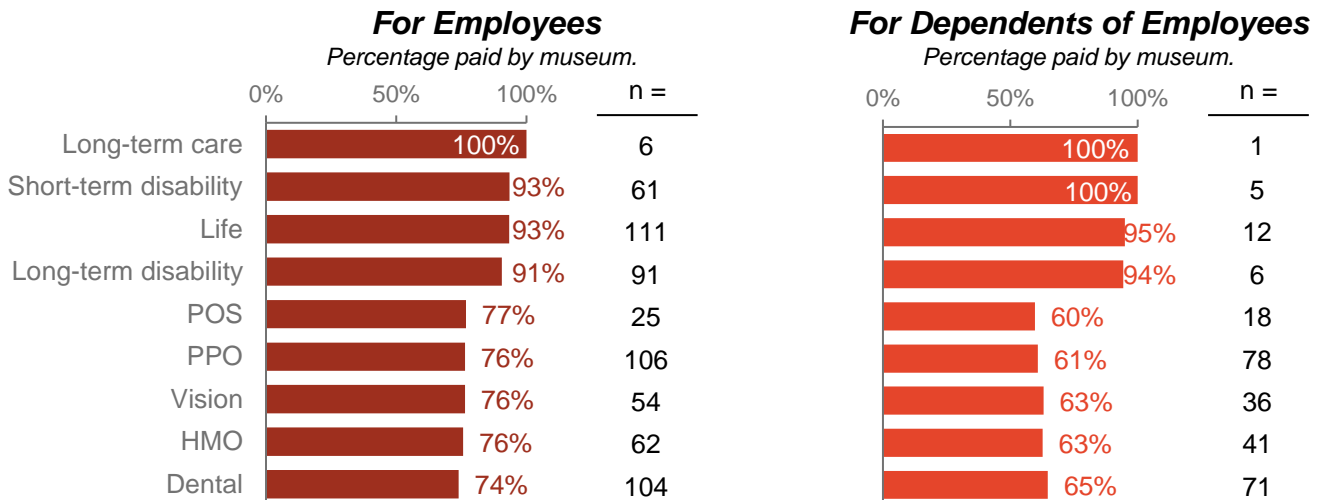
EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

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	Private, non-profit	Govt.	College or University
HMO	35.0%	37.5%	23.1%	21.7%	12.5%	0.0%
PPO	59.4%	37.5%	46.2%	42.0%	18.8%	42.3%
POS	15.4%	31.3%	7.7%	11.2%	12.5%	7.7%
Dental	60.1%	37.5%	36.5%	40.6%	18.8%	30.8%
Vision	31.5%	18.8%	15.4%	20.3%	12.5%	11.5%
Life	62.9%	37.5%	46.2%	7.7%	0.0%	1.9%
Long-term disability	51.7%	25.0%	38.5%	3.5%	0.0%	1.9%
Short-term disability	36.4%	18.8%	19.2%	3.5%	0.0%	0.0%
Long-term care	3.5%	6.3%	0.0%	0.7%	0.0%	0.0%
n =	143	16	52	143	16	52

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

Percentages based on responses

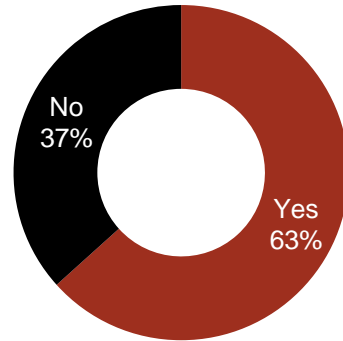




EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Distribution of Museums Offering a Cafeteria Plan

Percentages based on responses from 180 museums.



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

Type of Benefit	Executive Director or CEO	Other Executive Staff	Other Full-Time staff	Other Part-Time staff
Professional conference attendance	95%	95%	92%	39%
Professional membership dues	95%	92%	88%	31%
Professional development classes	87%	88%	88%	45%
Employee assistance program	84%	84%	84%	62%
Telecommuting	75%	76%	78%	39%
Reimbursement for acquiring and/or maintaining professional license or similar credentials	64%	71%	65%	23%
Cell phone	61%	48%	39%	6%
Bonus	53%	39%	33%	14%
Deferred compensation	35%	21%	15%	8%
Other retirement benefits	28%	N/A	N/A	N/A
Local mass transit subsidy	25%	25%	25%	17%
Sabbatical	21%	11%	7%	1%
Supplemental executive retirement plan	16%	N/A	N/A	N/A
Car or car allowance	14%	5%	3%	1%
Housing or housing allowance	13%	2%	1%	0%
Children's education (or a portion thereof)	13%	N/A	N/A	N/A
Spouse's or domestic partner's travel expenses	10%	0%	0%	0%
Other	11%	9%	8%	5%
	n = 1,321	n = 1,092	n = 1,022	n = 565

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



EMPLOYEE BENEFITS OF RESPONDING MUSEUMS

Change in Employment Benefits Offered by Museums Over Time

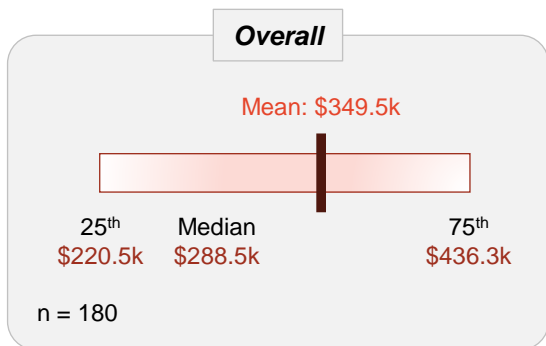
Category	Benefit	2017	2018	2019	2020	2021	2022
Paid Family/Medical Leave	Full or Partially Paid Leave Offered (Maternity Only)	5%	7%	9%	10%	10%	13%
	Full or Partially Paid Leave Offered (All Family/Medical Leave)	38%	35%	37%	44%	45%	47%
Retirement Plan	401(k)	29%	26%	27%	26%	30%	30%
	403(b)	69%	71%	70%	71%	70%	71%
	Pension	25%	22%	23%	23%	23%	35%
	Other Defined Contribution Plan	30%	28%	27%	27%	24%	24%
Insurance Benefits for Employees (Weighted Average)	HMO	27%	27%	29%	31%	28%	32%
	PPO	43%	44%	51%	48%	42%	55%
	POS	12%	13%	13%	17%	7%	13%
	Dental	42%	45%	52%	49%	41%	54%
	Vision	24%	20%	25%	23%	19%	28%
	Life	45%	52%	51%	53%	46%	58%
	Long-term Disability	38%	38%	46%	43%	35%	47%
	Short-term Disability	28%	32%	30%	36%	25%	32%
	Long-term Care	2%	2%	1%	3%	2%	3%
Further Benefits (for Other FTEs)	Professional Conference Attendance	86%	89%	90%	89%	83%	81%
	Professional Membership Dues	75%	79%	83%	81%	79%	76%
	Employee Assistance Program	71%	75%	80%	81%	76%	76%
	Professional Development Classes	82%	83%	86%	86%	76%	78%
	Telecommuting	34%	40%	44%	72%	64%	65%
	Reimbursement for Acquiring/ Maintaining Professional License/ Similar Credentials	50%	59%	59%	60%	52%	54%
	Cell Phone	42%	47%	38%	41%	36%	31%
	Bonus	26%	26%	25%	23%	26%	27%
	Deferred Compensation	11%	15%	16%	16%	11%	12%
	Local Mass Transit Subsidy	19%	24%	25%	25%	23%	20%
	Housing/ Housing Allowance	0%	1%	2%	1%	1%	1%
	Sabbatical	5%	7%	8%	10%	6%	5%
	Car/ Car Allowance	1%	1%	1%	1%	2%	2%
	Spouse/Domestic Partner Travel Expenses	1%	1%	2%	1%	2%	0%
	Other	7%	6%	5%	5%	4%	6%

Since 2017, benefits offered by museums to employees have steadily improved. In 2022, PPO & Dental coverage was offered by 55% & 54% of all institutions, up from 43% & 42% of museums surveyed in 2017, respectively. Telecommuting benefits were offered by 34% of museums in 2017 but rose to 65% in 2022—supercharged by the prevalence of hybrid working. However, cell phone & event attendance benefits have contracted over the period.

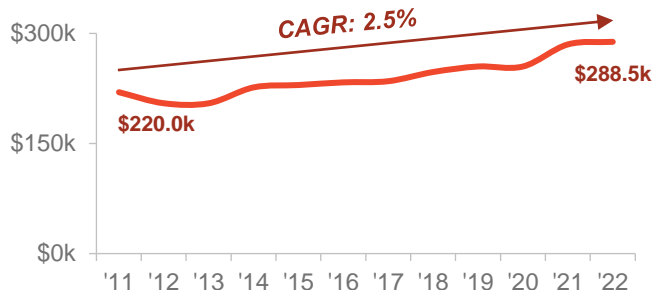
Director



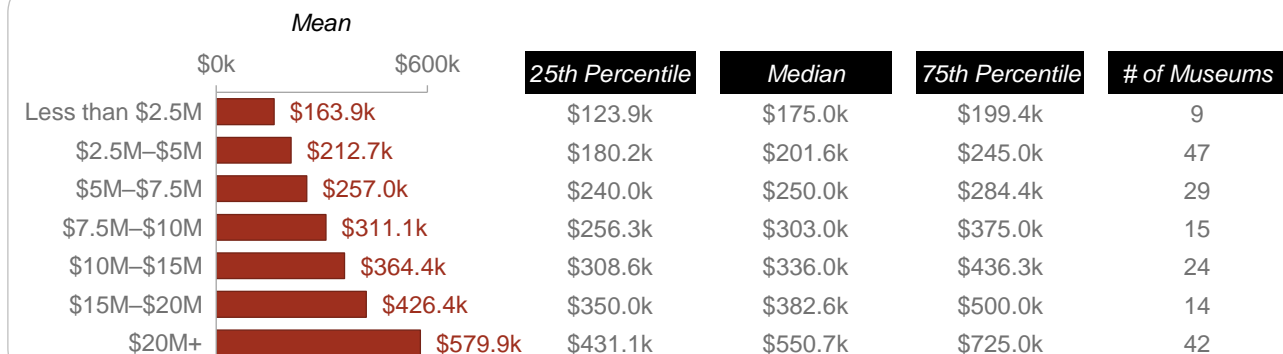
Directs the daily work activities of the organization. Reports to the Board of Directors.



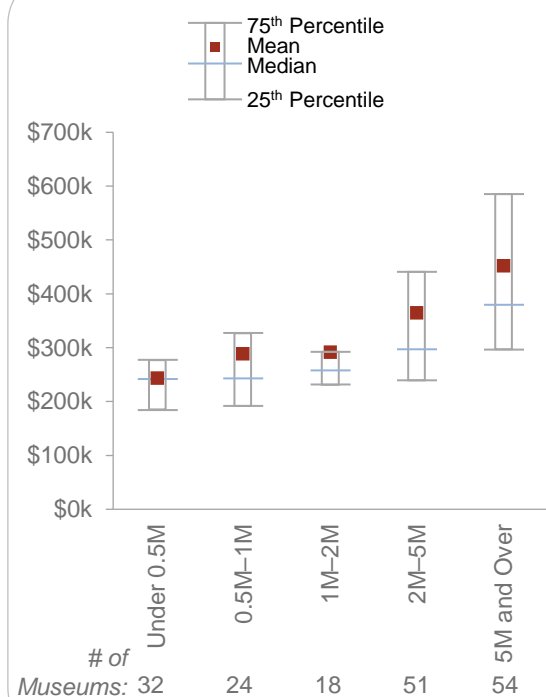
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



Region

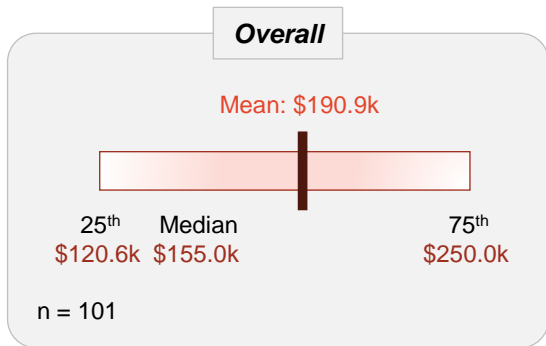


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$234.9k	\$356.5k	\$520.8k	\$412.1k	36
Midwest	\$195.0k	\$255.0k	\$475.0k	\$346.7k	29
Mountain Plains	\$260.0k	\$303.0k	\$477.1k	\$348.0k	22
New England	\$245.0k	\$270.0k	\$441.6k	\$365.9k	19
Southeast	\$201.6k	\$252.0k	\$303.9k	\$279.1k	36
Western	\$271.8k	\$325.0k	\$440.0k	\$421.0k	27
Canada Mexico	\$128.9k	\$188.7k	\$240.5k	\$187.9k	11

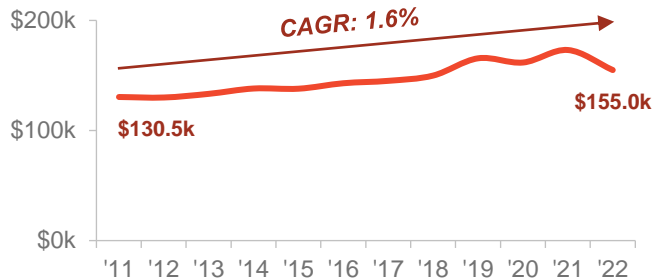
Deputy Director



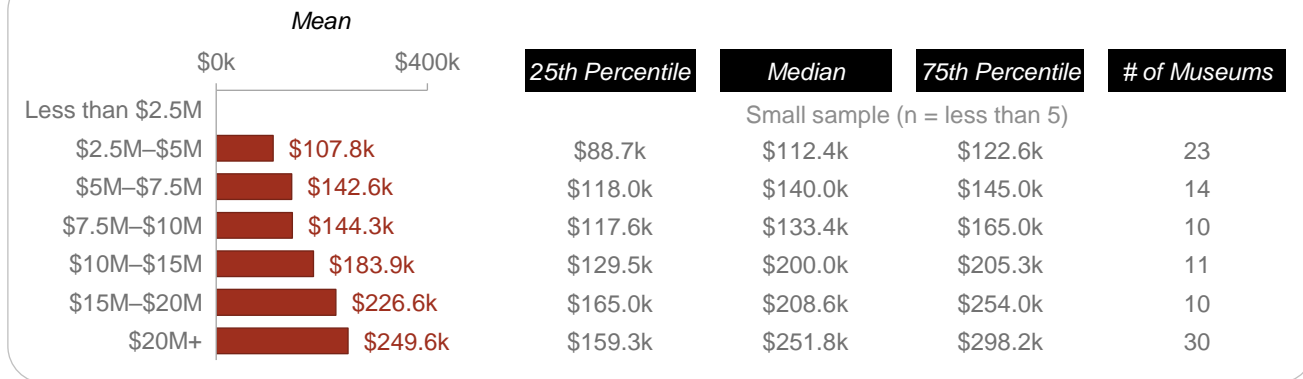
Functions as an intermediary between the Director and one or more of the primary staff or departments of the museum.



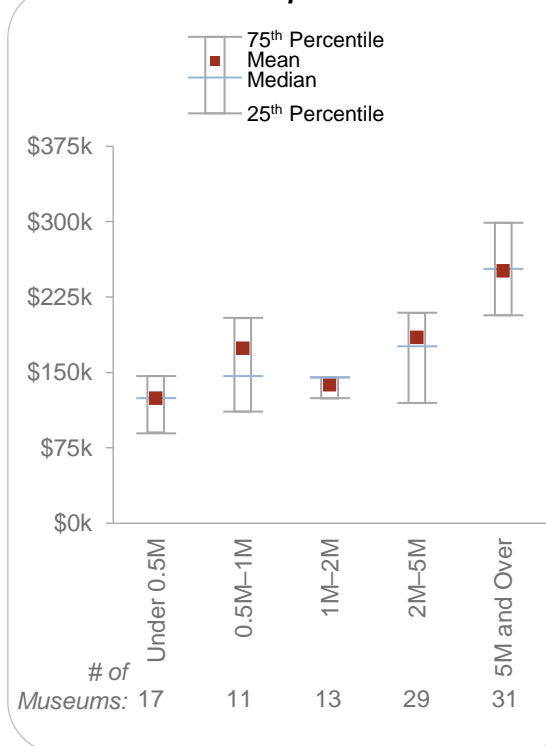
Historical Trend—Median (2011–2022)



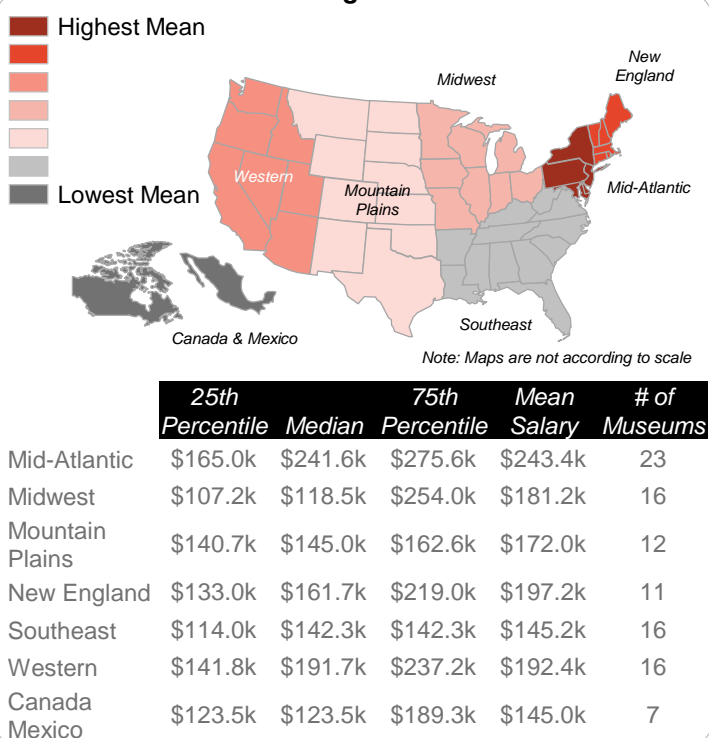
Operating Budget



MSA Population



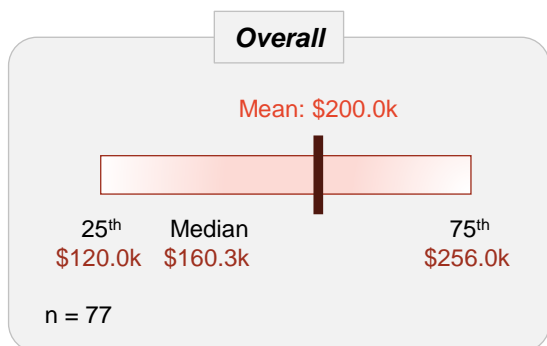
Region



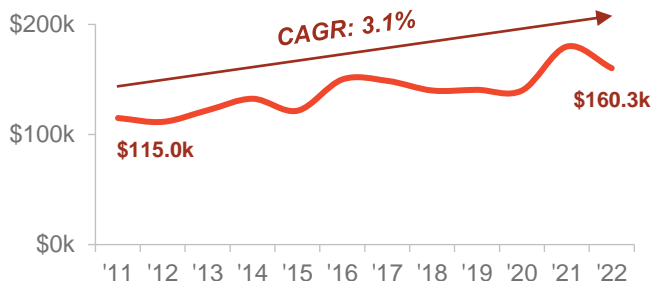
Chief Operating Officer / Administrator



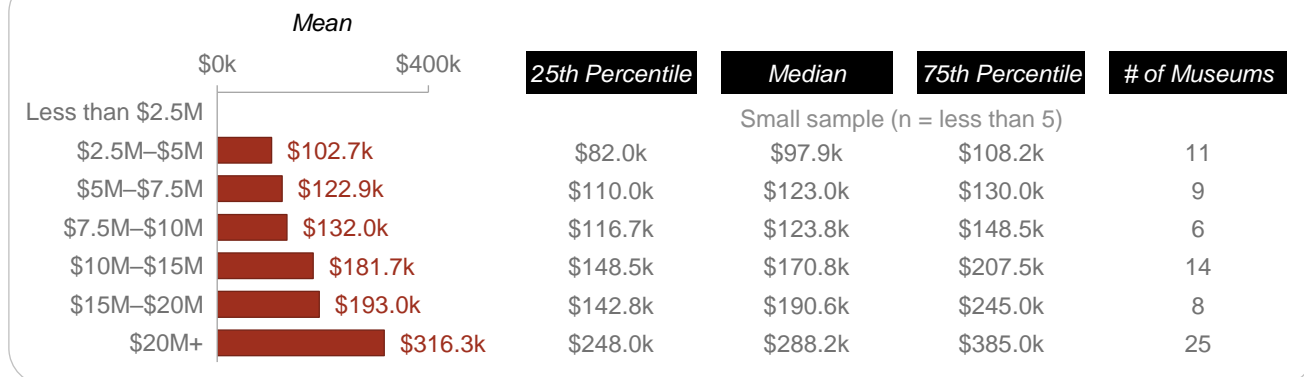
Responsible for operations of the museum, usually including services, purchasing, and telecommunications.



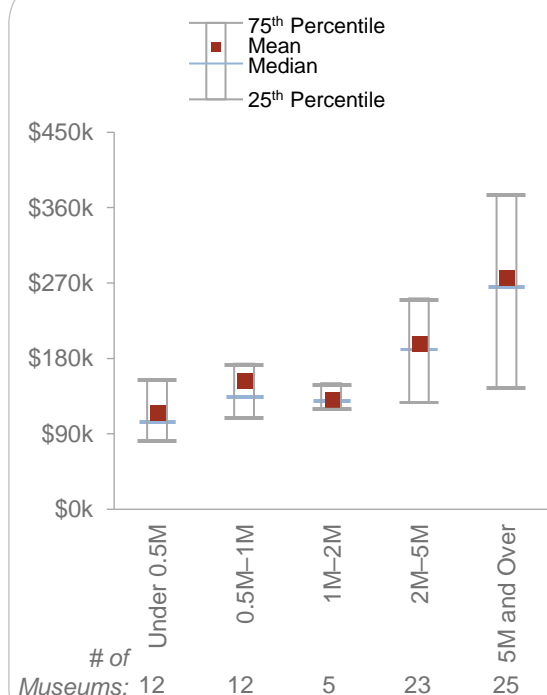
Historical Trend—Median (2011–2022)



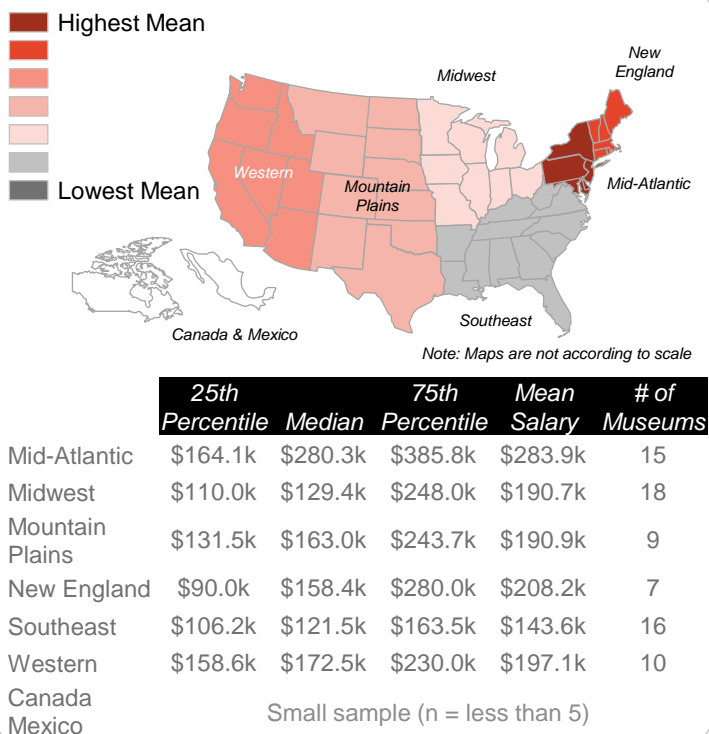
Operating Budget



MSA Population



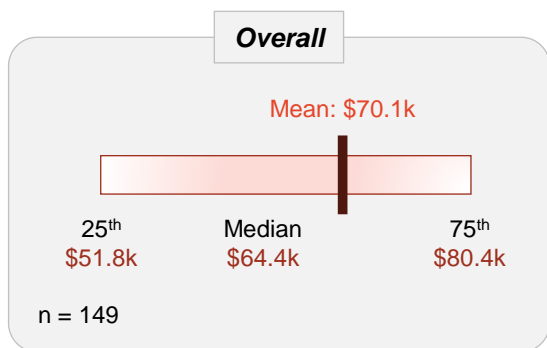
Region



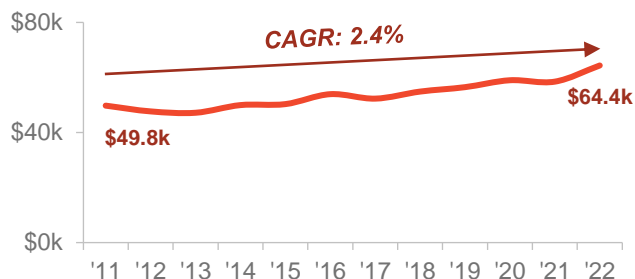
Assistant To Director



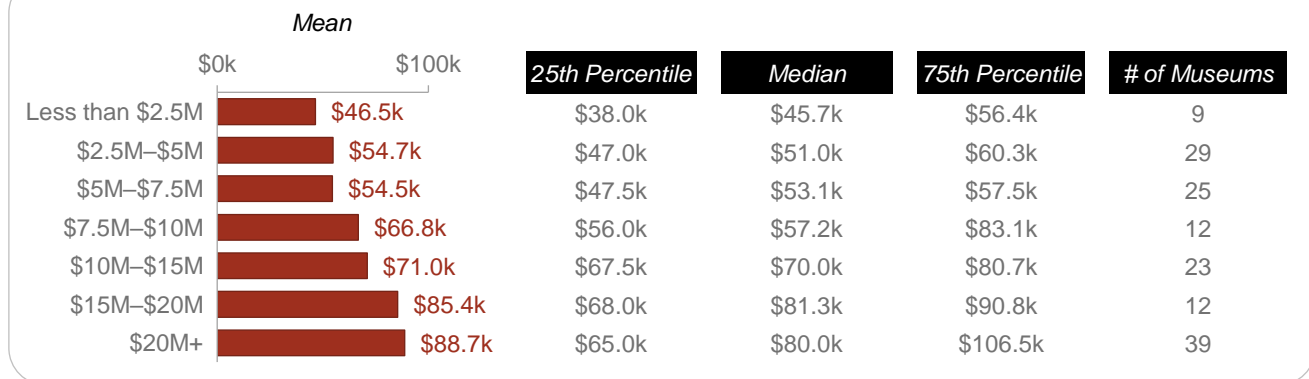
Manages director's office. Relieves the director of administrative, clerical, and business details by overseeing day-to-day operations.



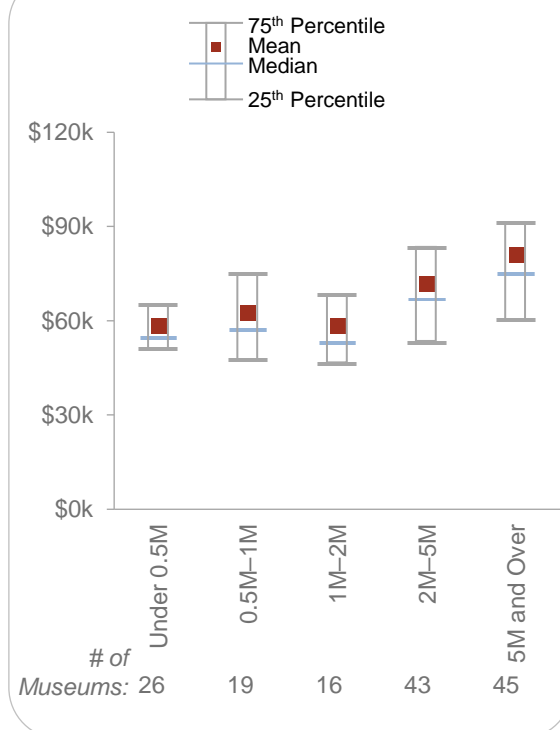
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



Region

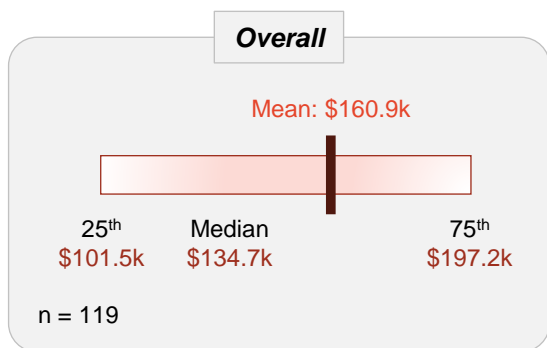


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$61.7k	\$77.7k	\$91.0k	\$79.3k	31
Midwest	\$51.0k	\$58.9k	\$71.3k	\$67.7k	24
Mountain Plains	\$49.3k	\$55.2k	\$68.3k	\$61.0k	19
New England	\$53.2k	\$64.4k	\$84.9k	\$72.4k	20
Southeast	\$50.2k	\$55.0k	\$67.7k	\$62.3k	23
Western	\$64.3k	\$76.2k	\$92.0k	\$77.8k	24
Canada Mexico	\$41.0k	\$51.0k	\$56.0k	\$55.4k	8

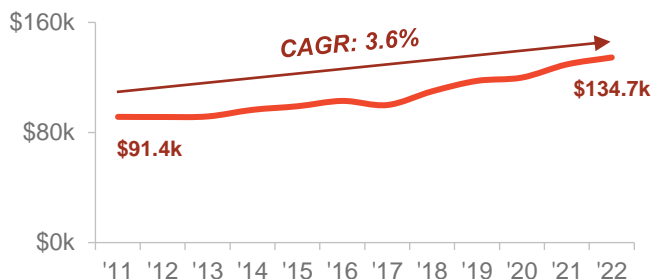
Director of Finance / Finance A



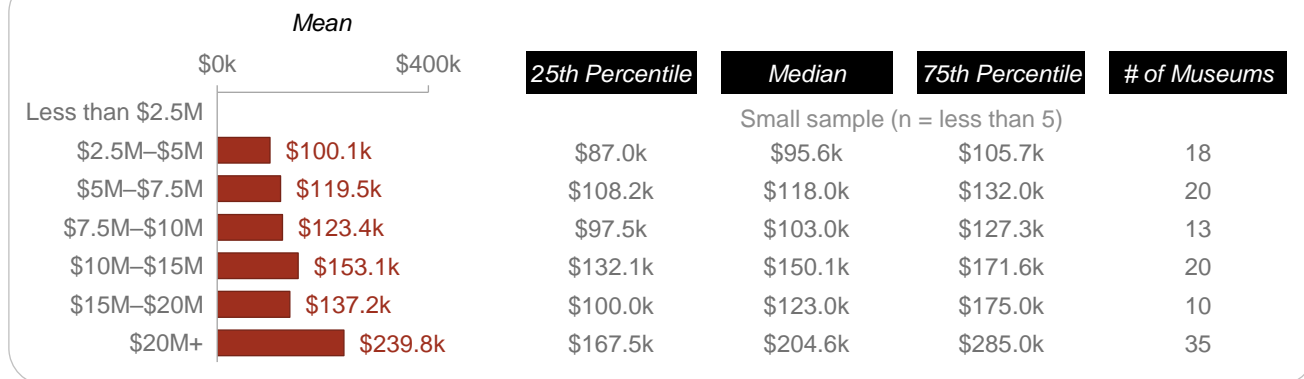
Manages and directs all activities involving finance, investment management, accounting, and budgeting for the museum.



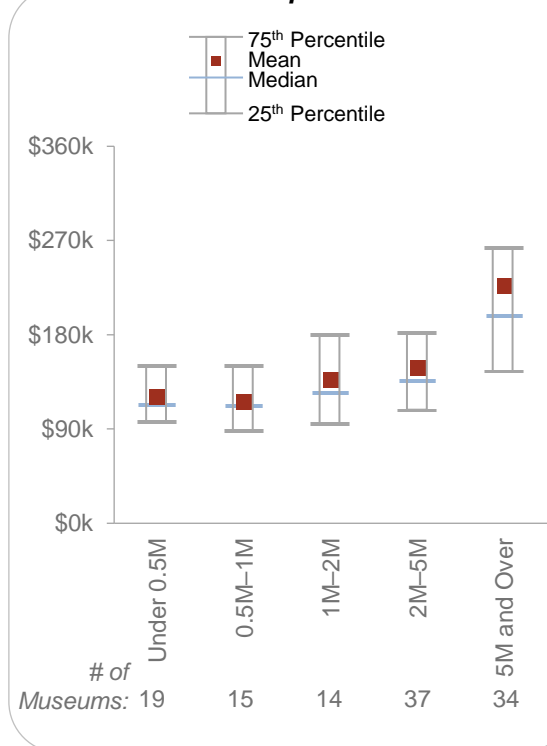
Historical Trend—Median (2011–2022)



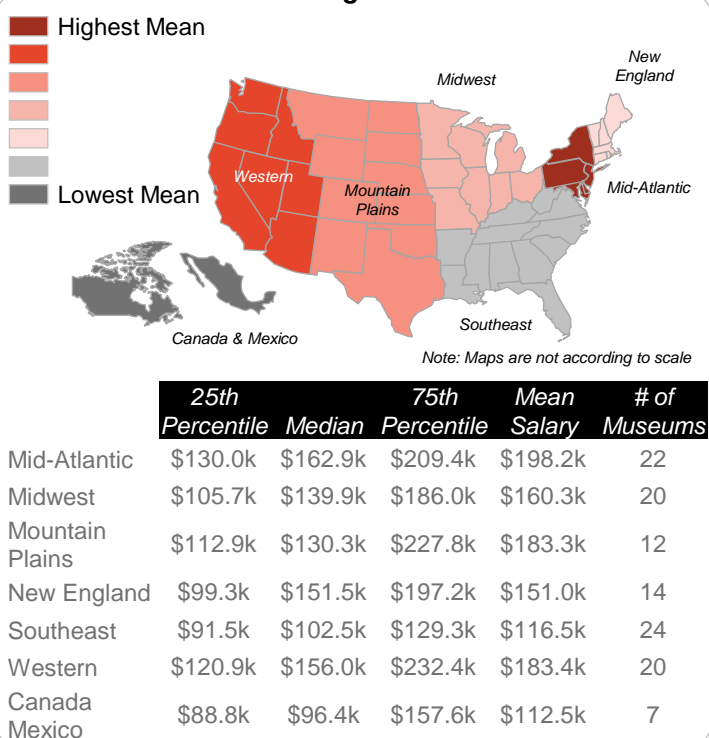
Operating Budget



MSA Population



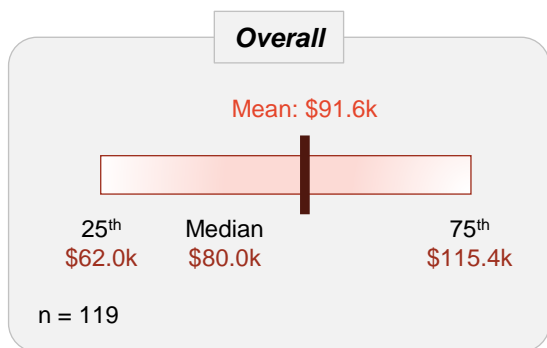
Region



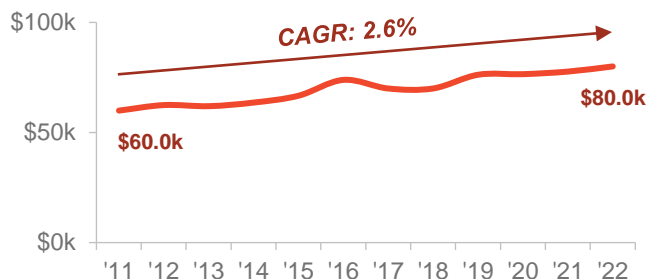
Assistant Director of Finance / Finance B



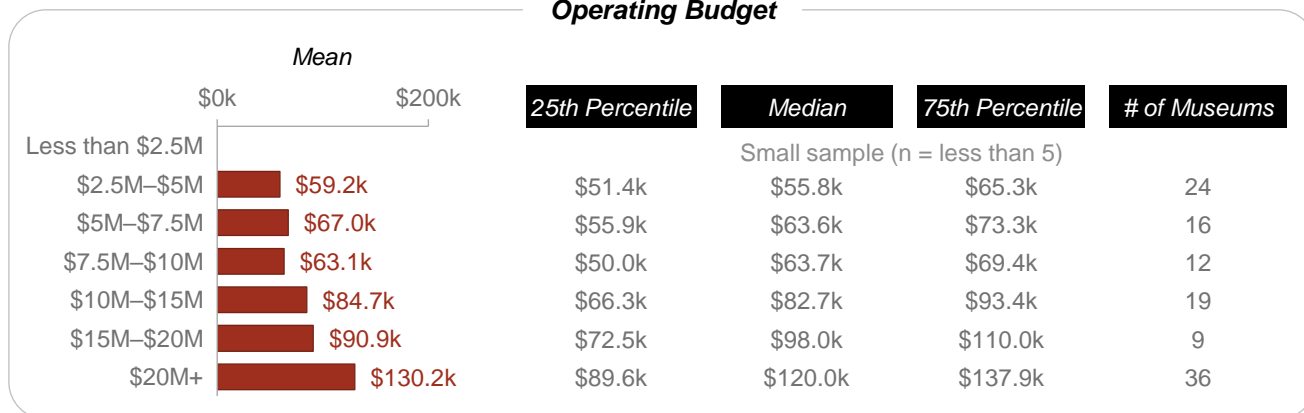
Directs financial activities of organization by overseeing and preparing reports that summarize and forecast the museum's business activity and financial position.



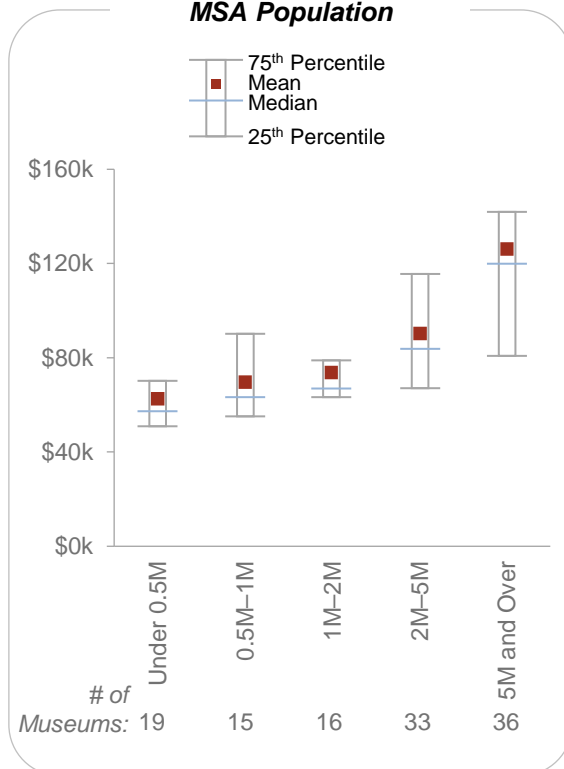
Historical Trend—Median (2011–2022)



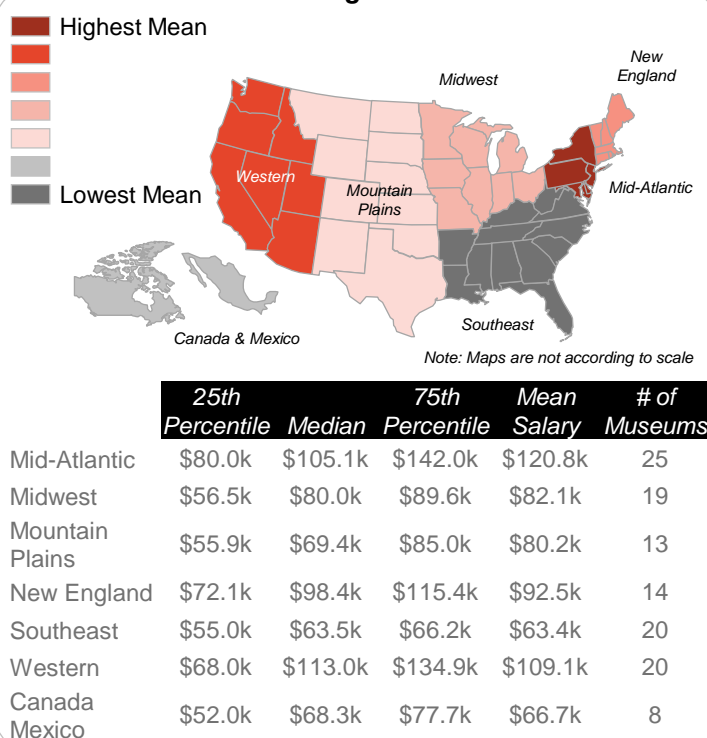
Operating Budget



MSA Population



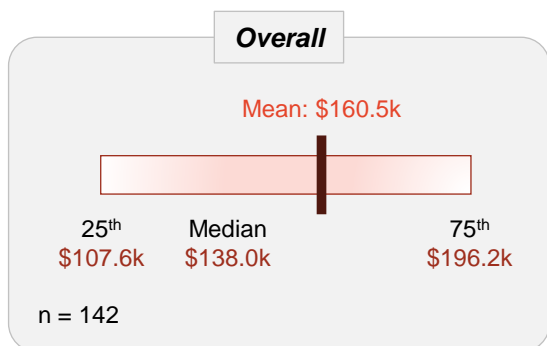
Region



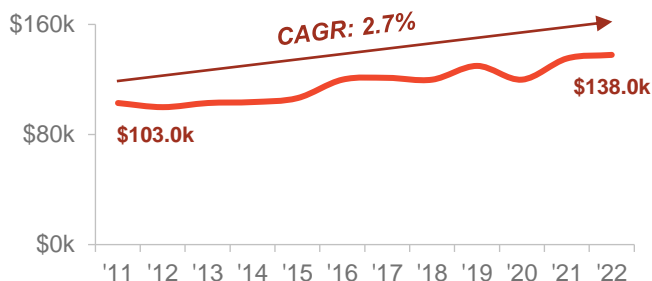
Director of Development / Development A



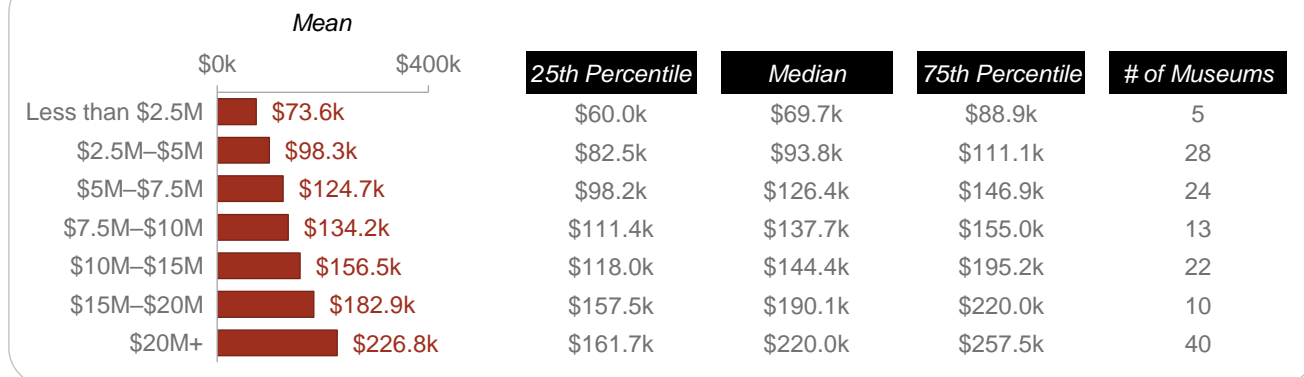
Directs the fundraising activities of the organization—including membership, grants, capital programs, and special fundraising events.



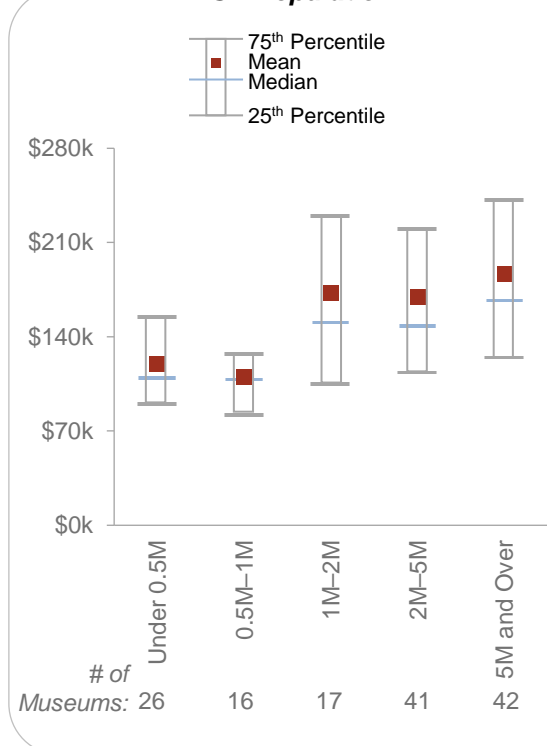
Historical Trend—Median (2011–2022)



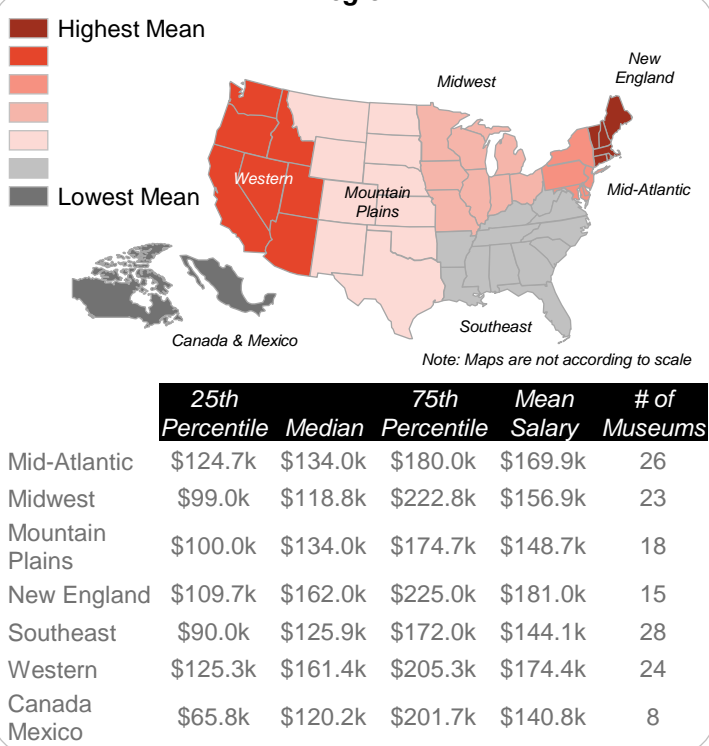
Operating Budget



MSA Population



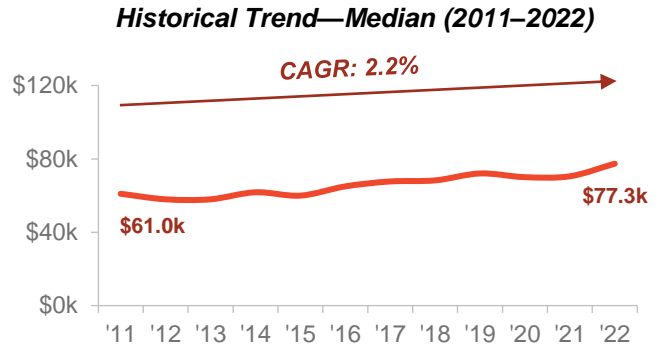
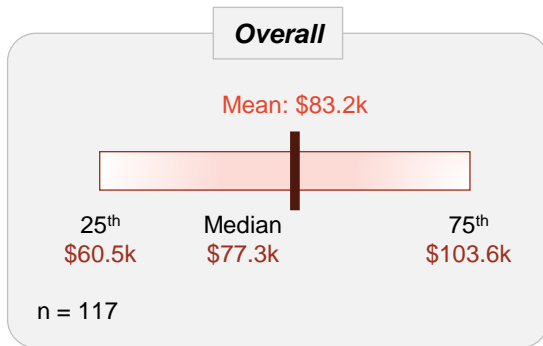
Region



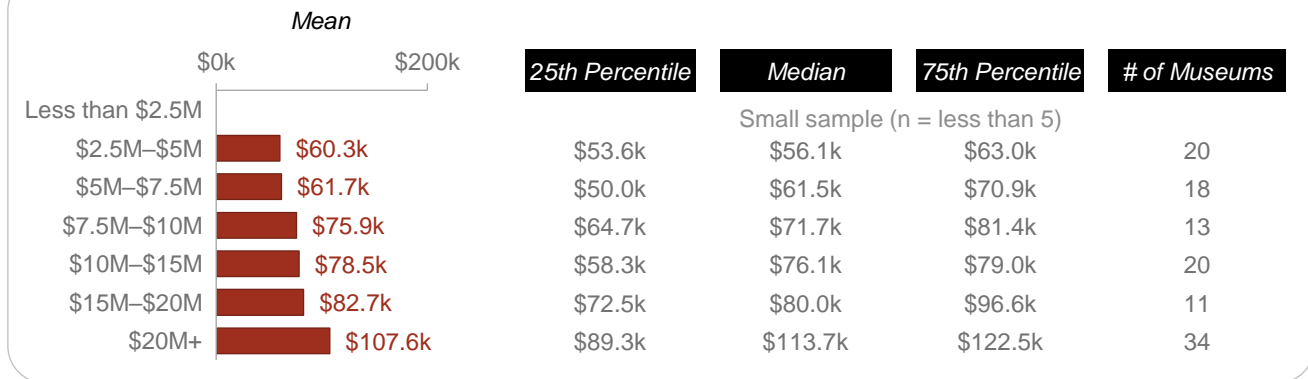
Grant Manager / Institutional Giving Manager / Development B



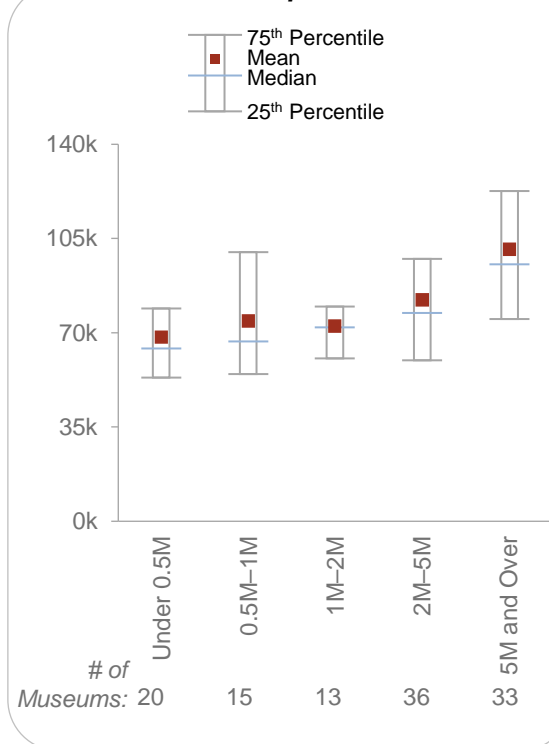
Develops and manages a comprehensive grants program that considers museum-wide programs and initiatives.



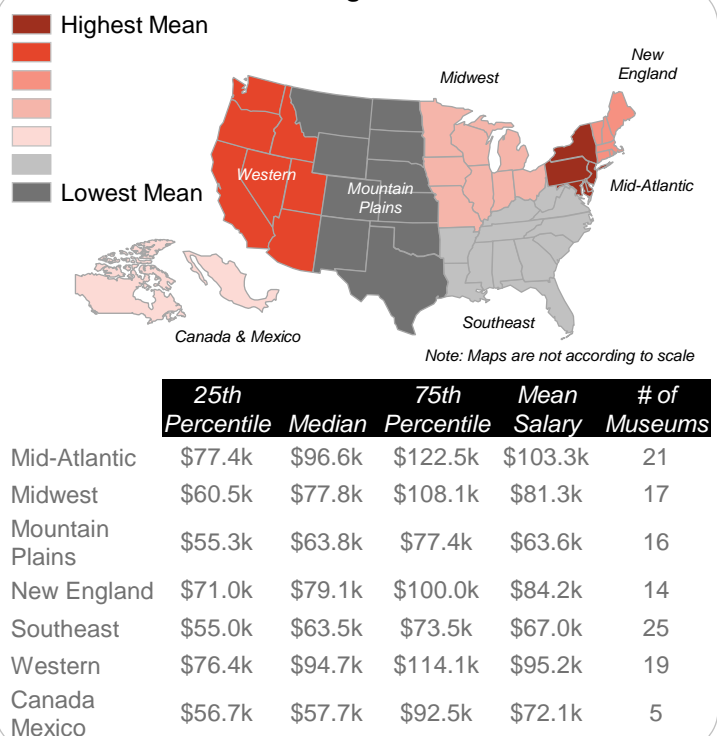
Operating Budget



MSA Population



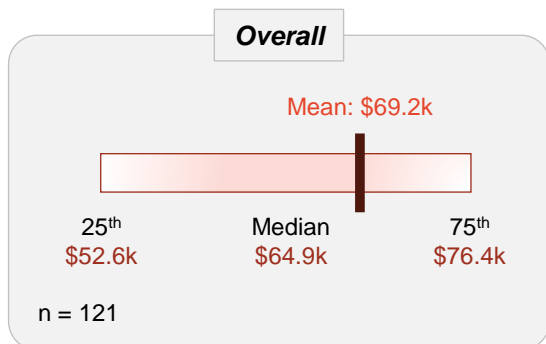
Region



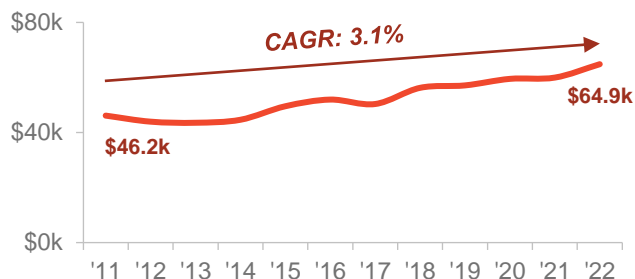
Development Associate / Development C

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

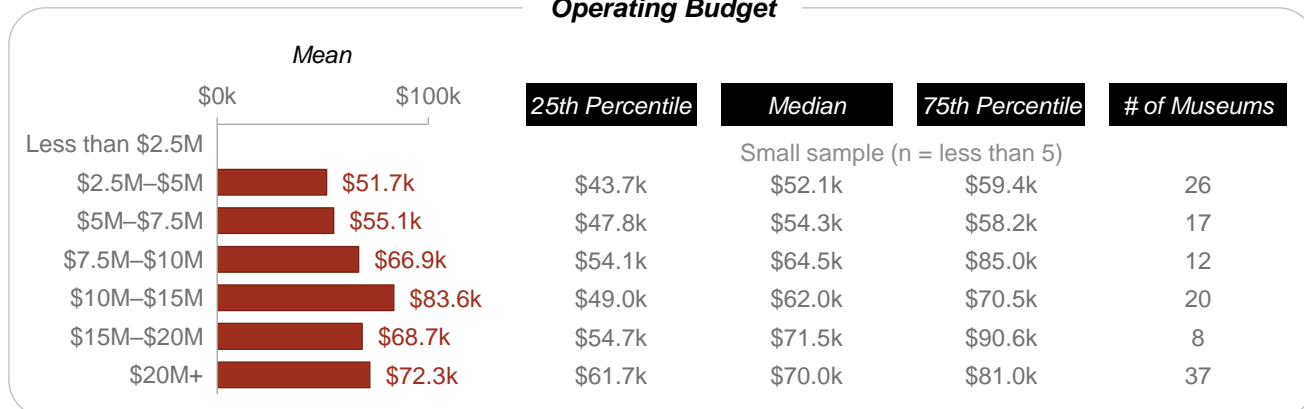
Overall



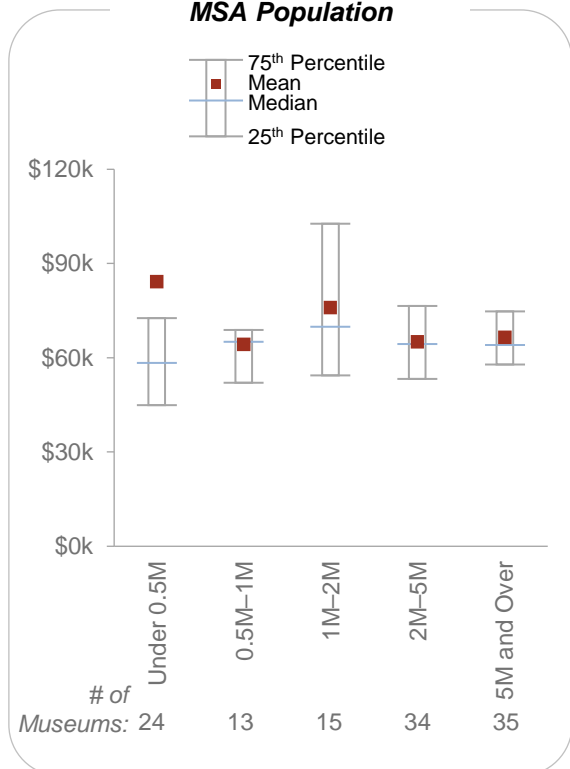
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



Region

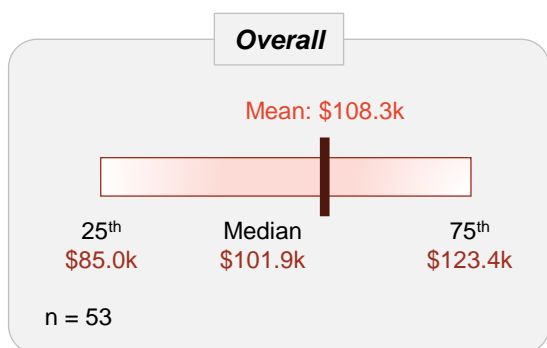


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$60.9k	\$64.7k	\$72.7k	\$67.7k	23
Midwest	\$54.7k	\$71.5k	\$76.4k	\$68.9k	15
Mountain Plains	\$51.8k	\$55.9k	\$77.8k	\$61.7k	14
New England	\$59.7k	\$64.9k	\$85.9k	\$69.9k	15
Southeast	\$51.8k	\$67.0k	\$89.9k	\$68.7k	29
Western	\$58.2k	\$68.1k	\$75.0k	\$87.5k	18
Canada Mexico	\$48.2k	\$52.1k	\$52.9k	\$50.4k	7

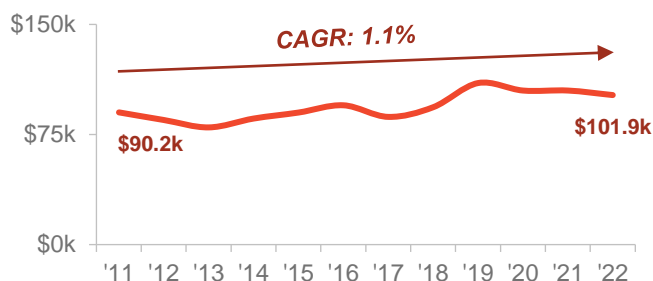
Director, Planned Giving / Institutional Giving



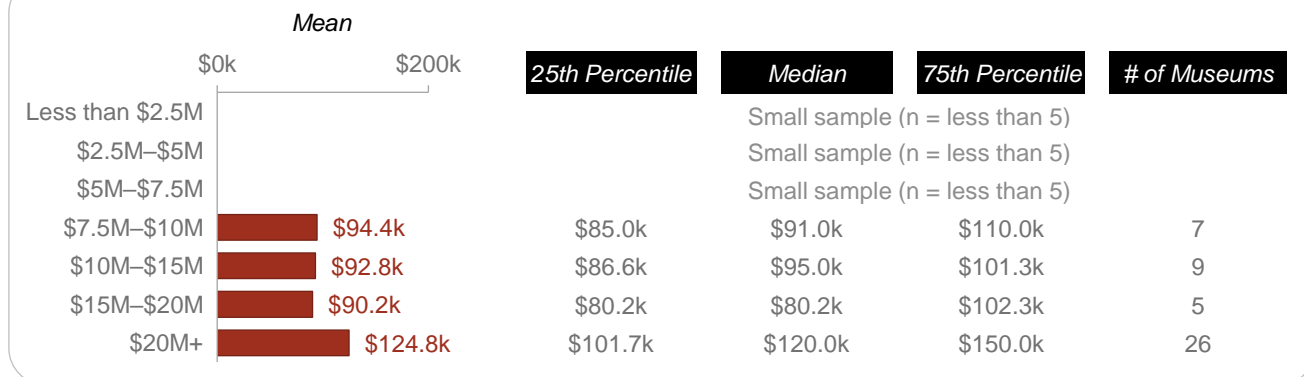
Directs the planned giving programs and activities of the organization.



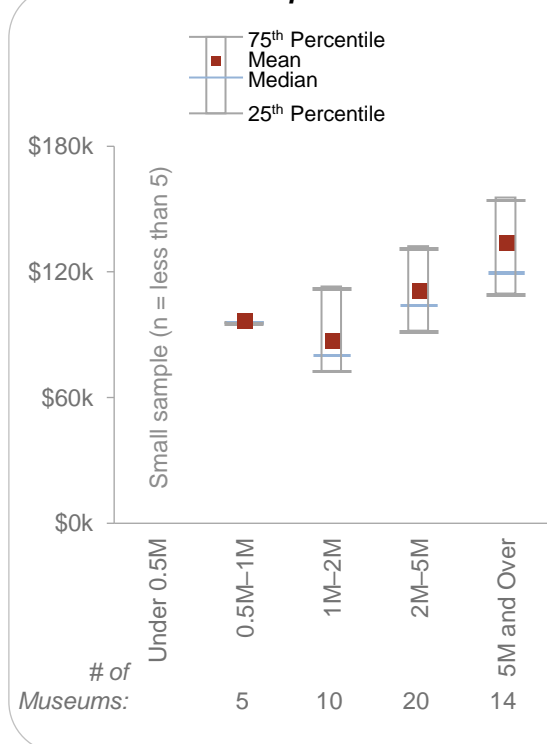
Historical Trend—Median (2011–2022)



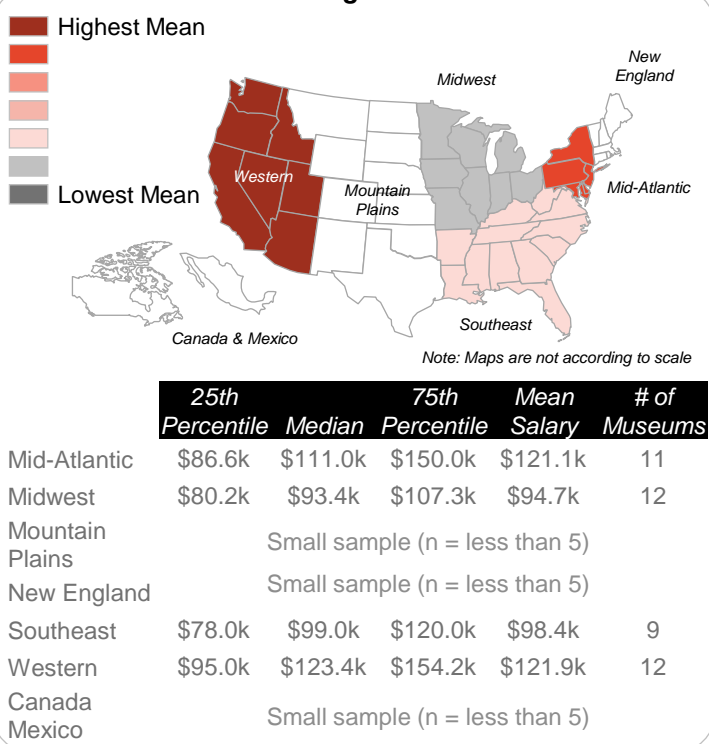
Operating Budget



MSA Population



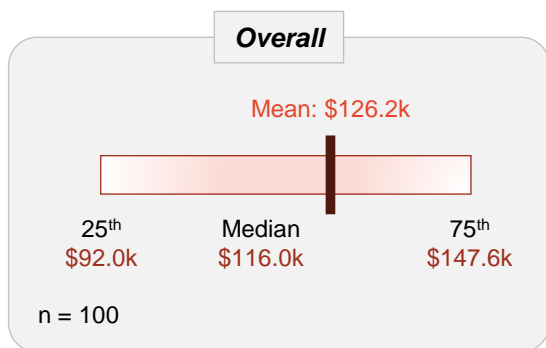
Region



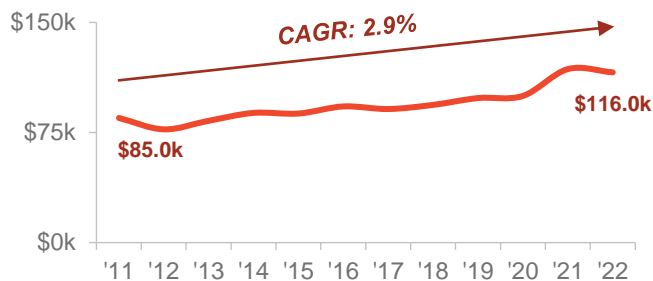
Human Resources Director



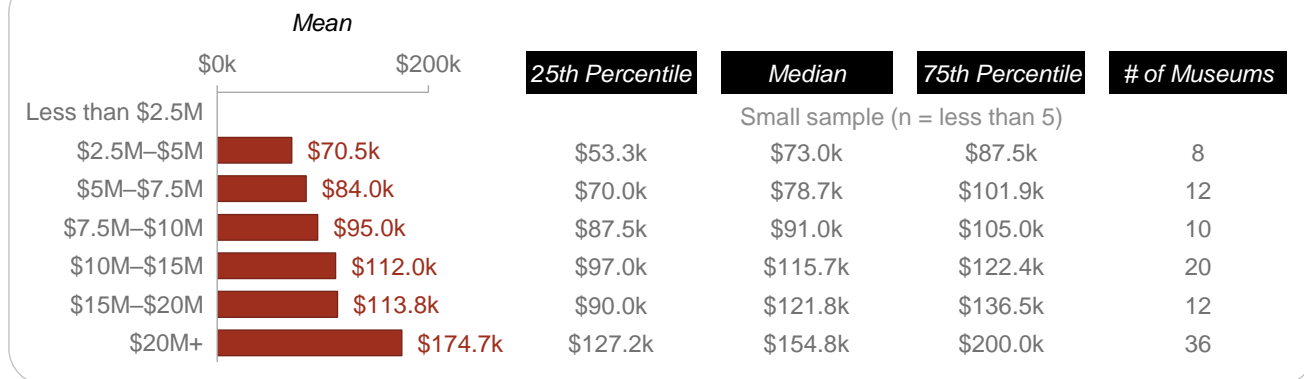
Directs the human resource activities of the organization, including recruitment, selection, benefits, compensation and affirmative action.



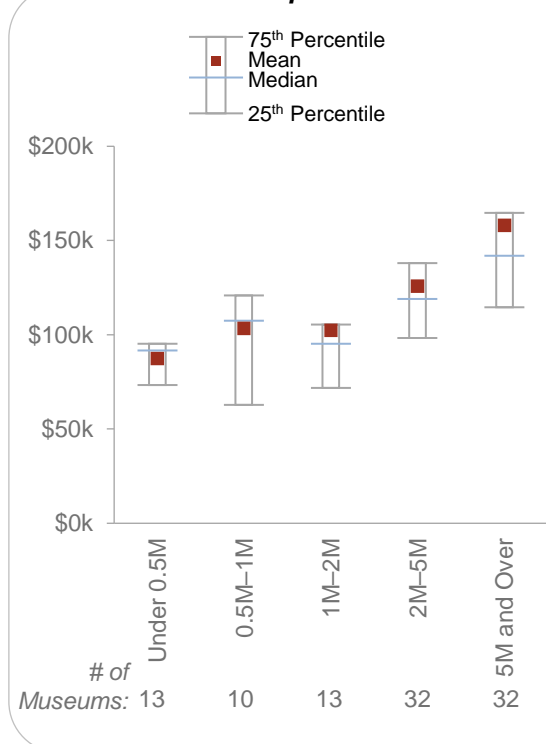
Historical Trend—Median (2011–2022)



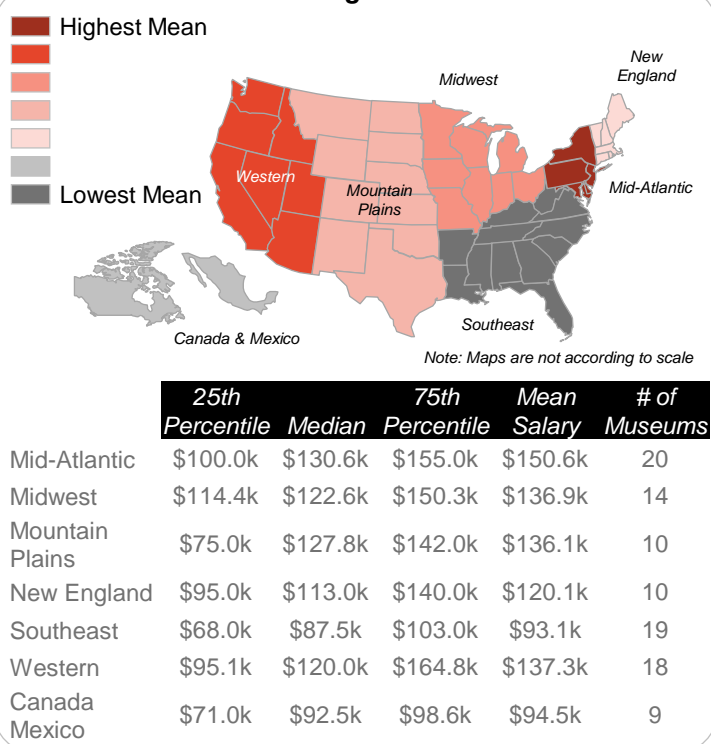
Operating Budget



MSA Population



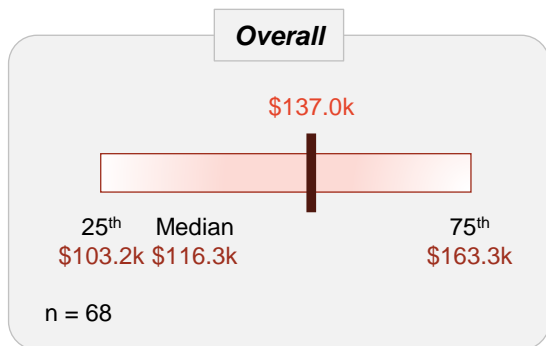
Region



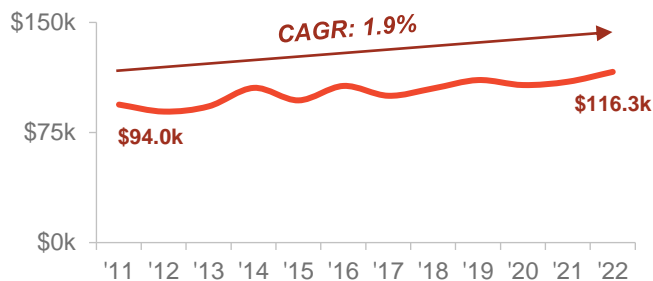
Director of Information Systems / Chief Information Officer



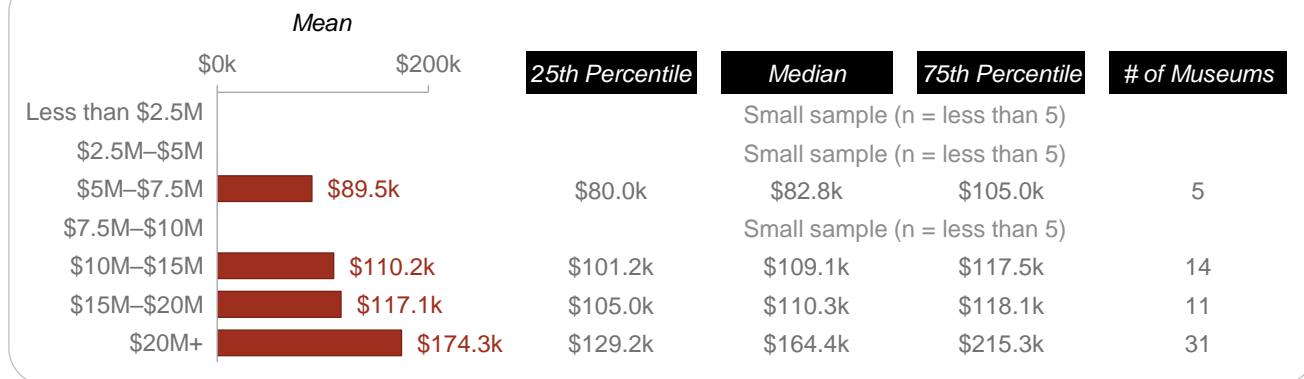
Responsible for overall vision and coordination of the museum's information and communications systems.



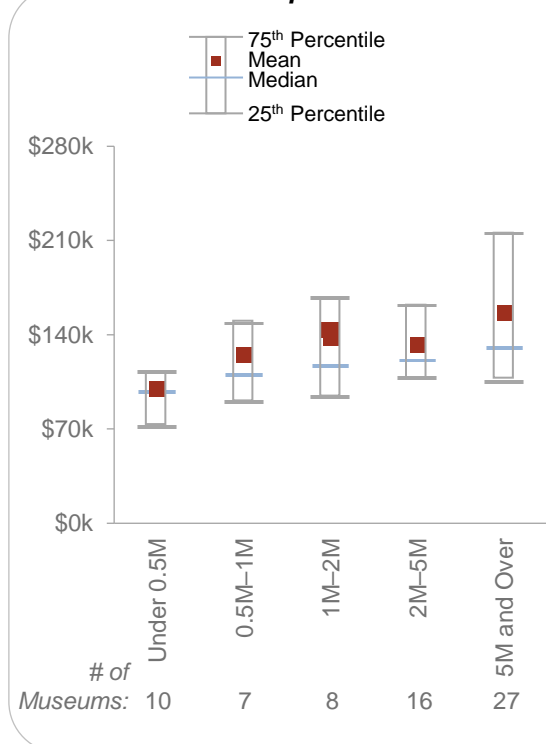
Historical Trend—Median (2011–2022)



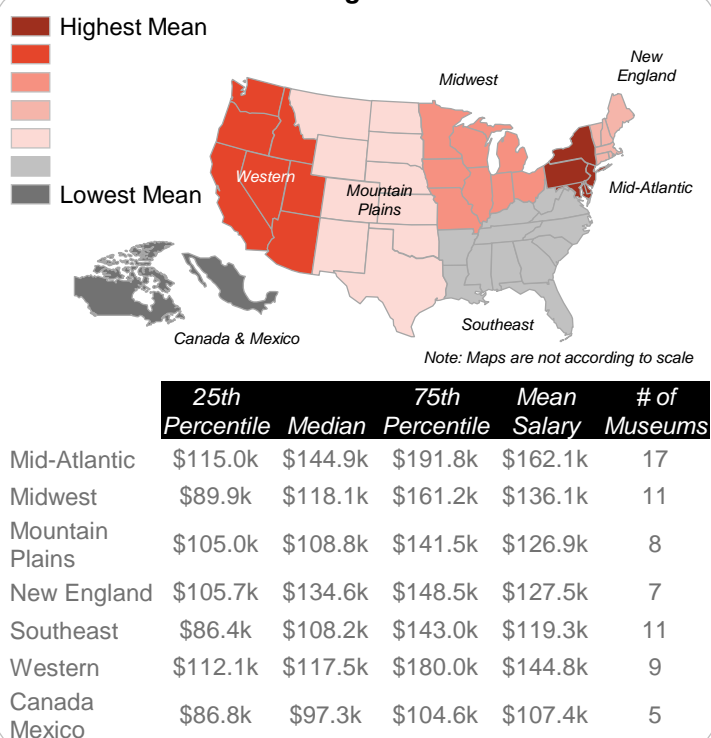
Operating Budget



MSA Population



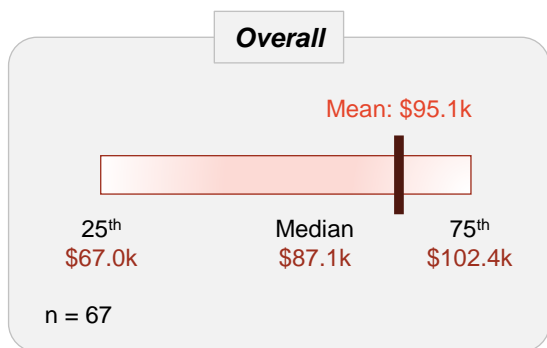
Region



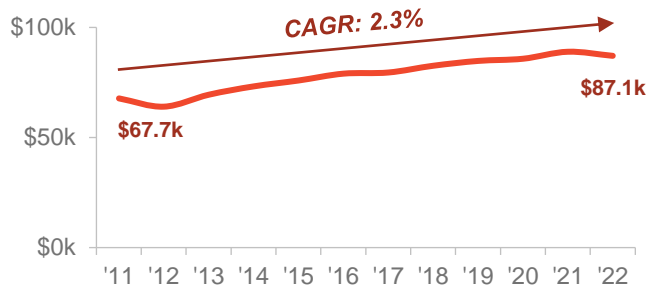
Systems Manager / Technology Director / Director of New Media



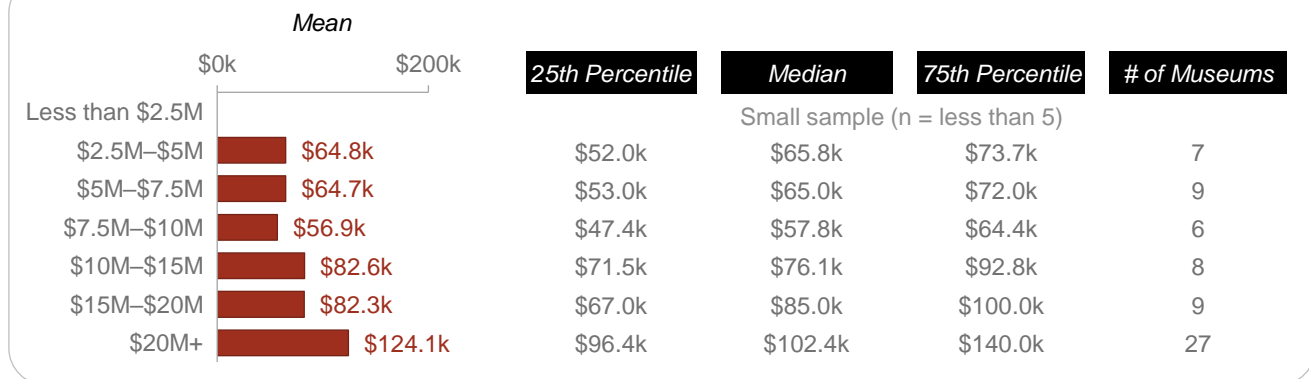
Responsible for the museum's systems and technology activity, such as managing the office computer systems and software, and new media technologies.



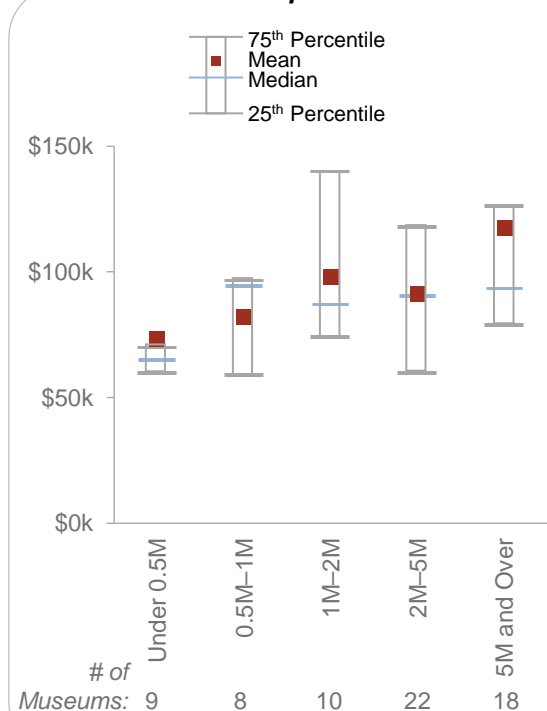
Historical Trend—Median (2011–2022)



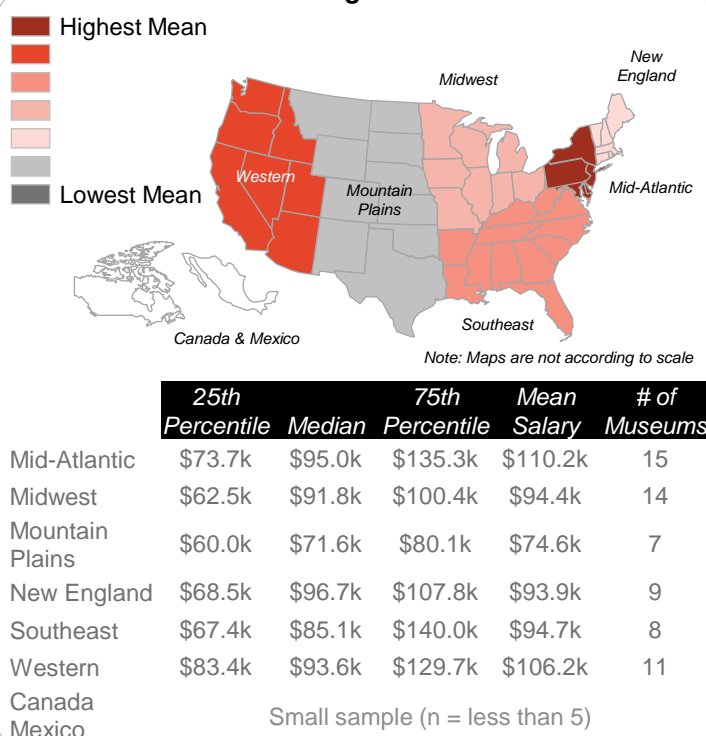
Operating Budget



MSA Population

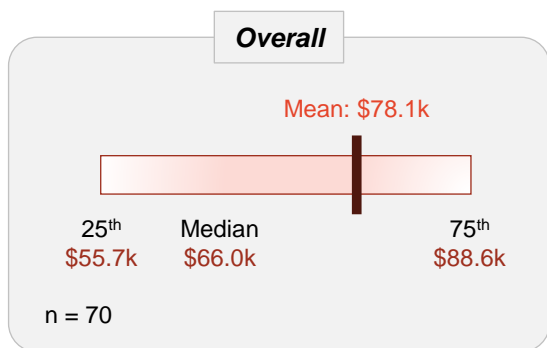


Region

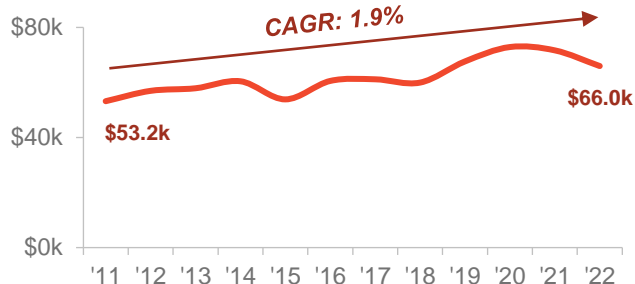


Web Manager

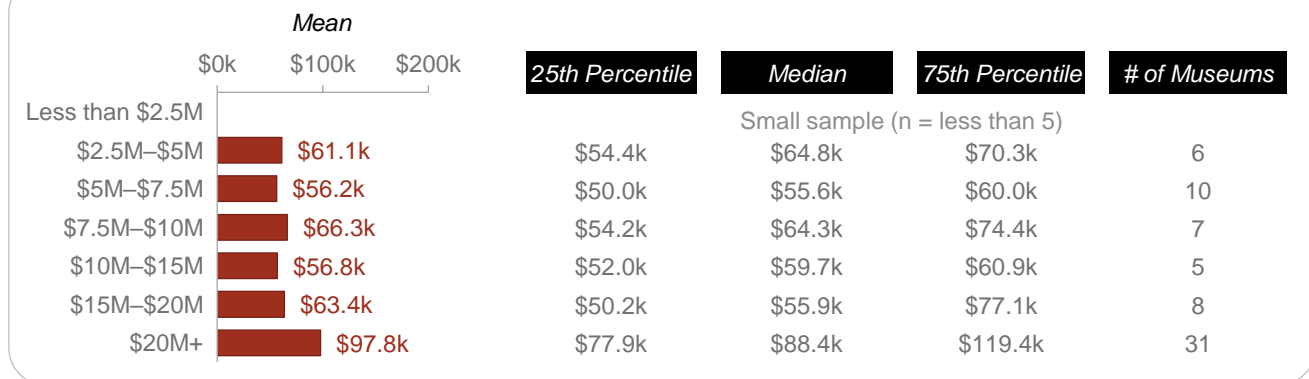
Responsible for development, site management, and content of the museum's website or online presence. May include social media outreach.



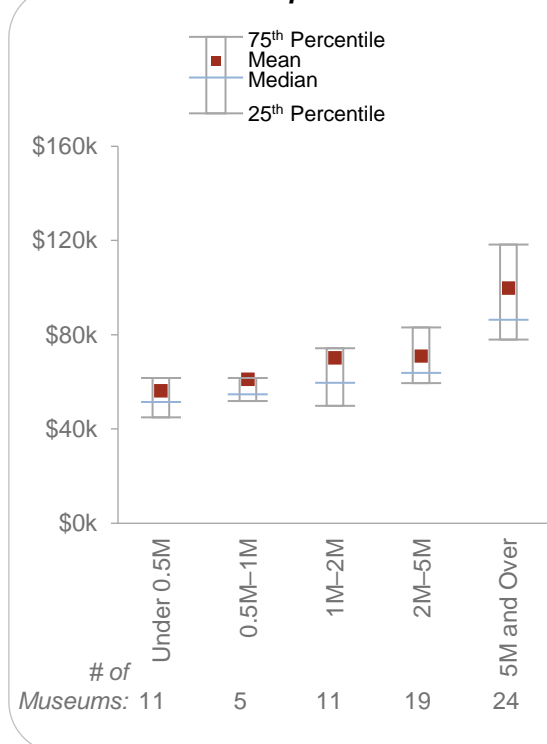
Historical Trend—Median (2011–2021)



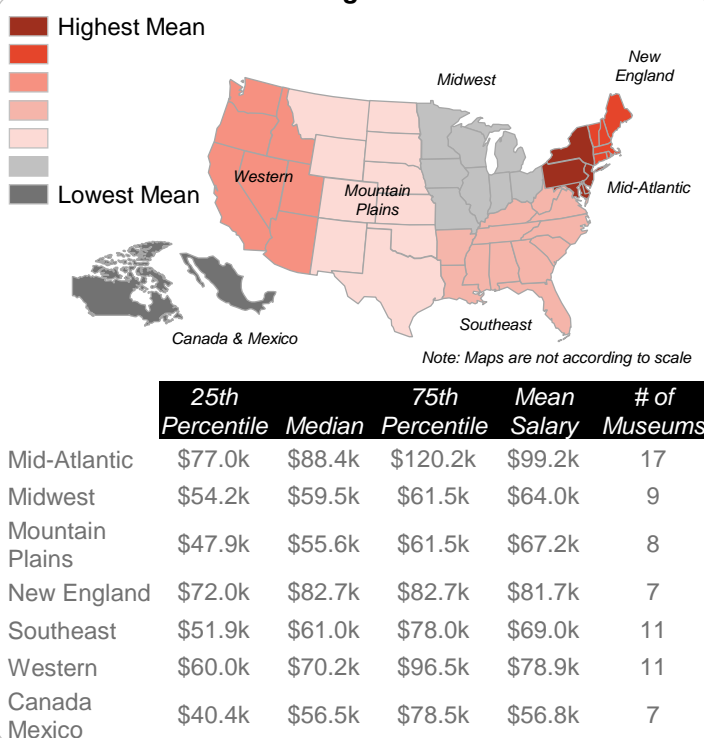
Operating Budget



MSA Population



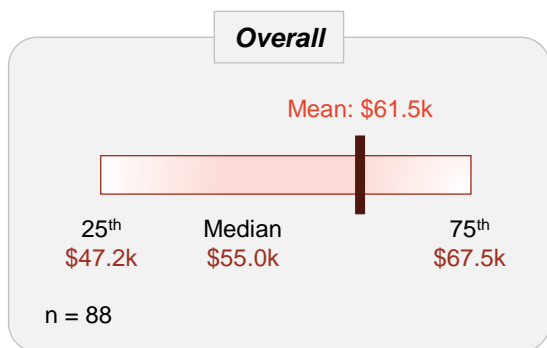
Region



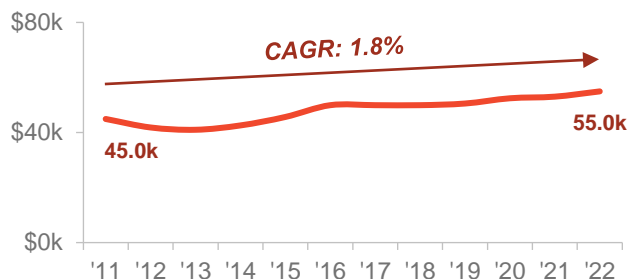
New Media Manager



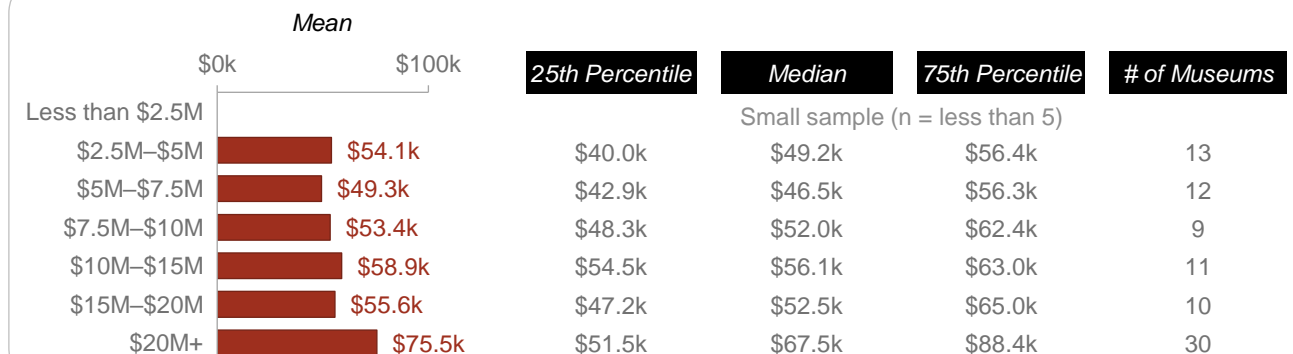
Responsible for planning and executing the museum's social and new media strategy, including, but not limited to, Twitter, Facebook, Tumblr, and mobile apps.



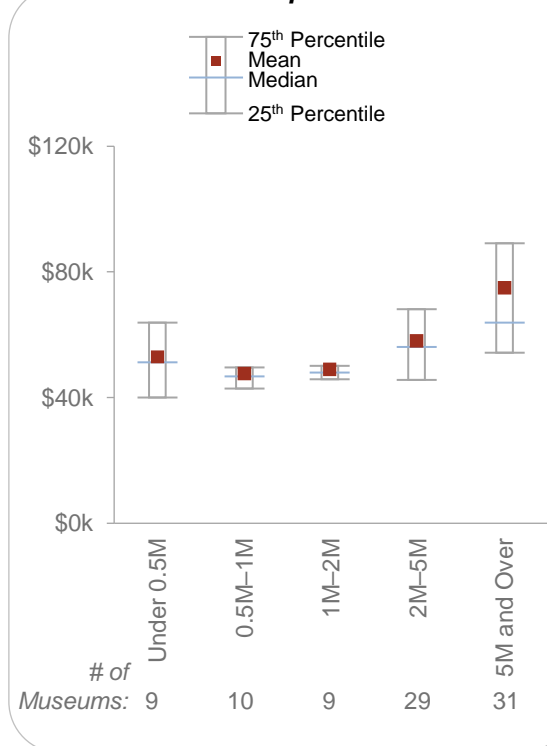
Historical Trend—Median (2011–2022)



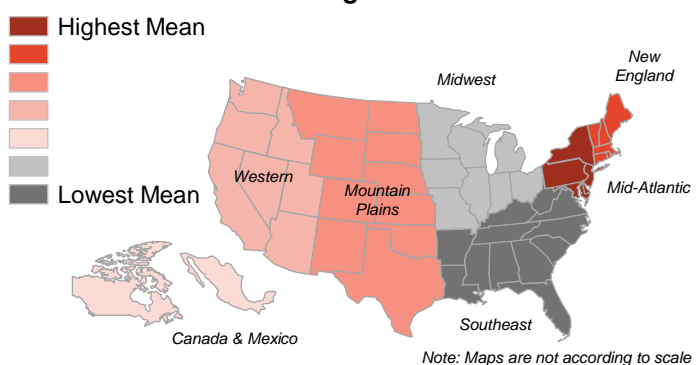
Operating Budget



MSA Population



Region



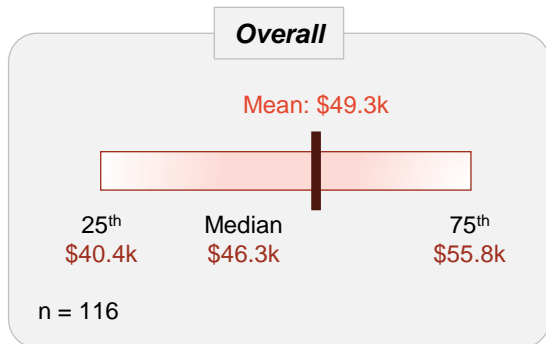
	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$57.3k	\$69.0k	\$93.5k	\$81.6k	20
Midwest	\$42.8k	\$47.4k	\$56.8k	\$50.5k	16
Mountain Plains	\$52.0k	\$54.5k	\$57.0k	\$63.2k	9
New England	\$58.0k	\$66.7k	\$74.2k	\$67.1k	8
Southeast	\$42.8k	\$47.2k	\$52.2k	\$48.1k	15
Western	\$52.0k	\$63.4k	\$67.0k	\$62.9k	13
Canada Mexico	\$31.3k	\$54.9k	\$72.1k	\$52.9k	7

Membership Assistant

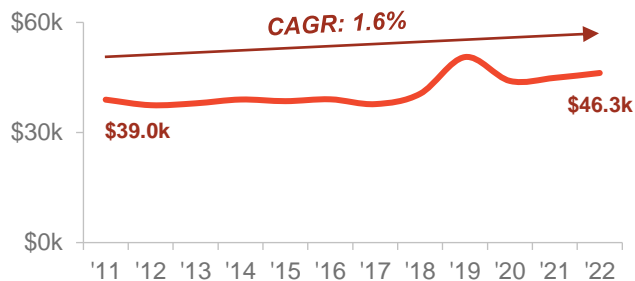


*Oversees maintenance of annual membership drives and programs for members.
Provides support in planning and executing special fundraising events.*

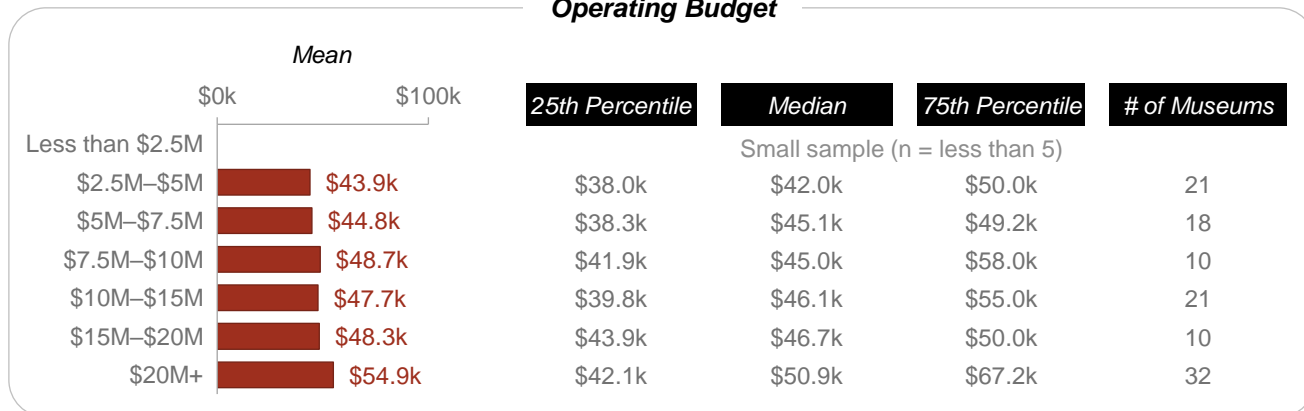
Overall



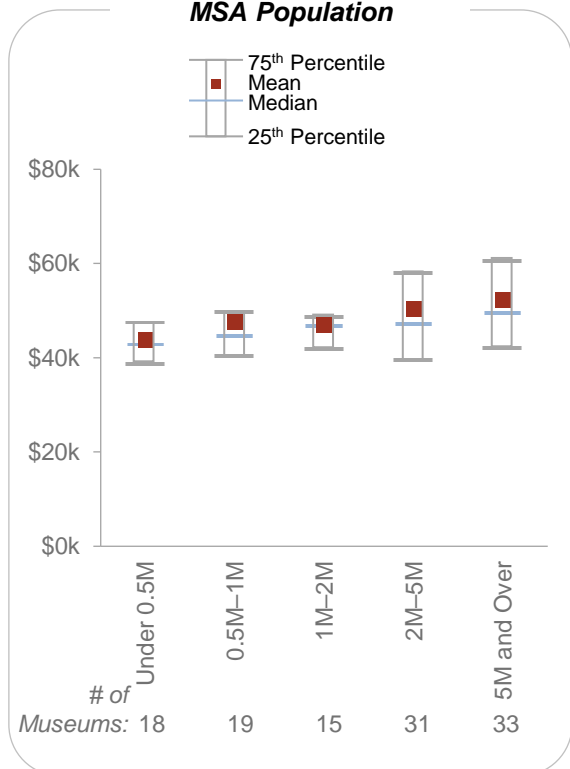
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



Region

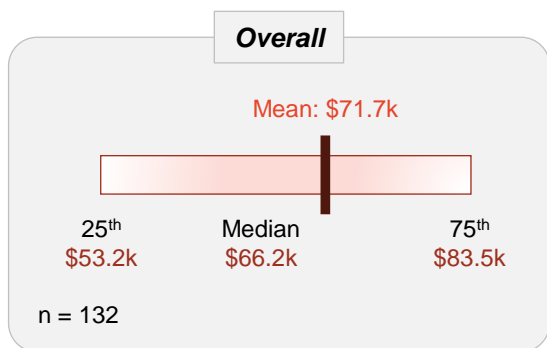


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$45.0k	\$51.3k	\$60.6k	\$53.9k	21
Midwest	\$40.9k	\$46.7k	\$58.1k	\$50.2k	17
Mountain Plains	\$39.9k	\$43.5k	\$49.3k	\$47.0k	15
New England	\$47.5k	\$51.8k	\$56.6k	\$53.1k	14
Southeast	\$38.9k	\$42.0k	\$46.3k	\$42.9k	22
Western	\$39.5k	\$45.0k	\$50.9k	\$51.4k	19
Canada Mexico	\$34.4k	\$42.8k	\$52.3k	\$44.5k	8

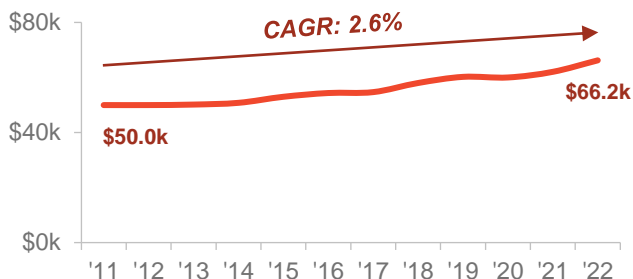
Special Events Manager



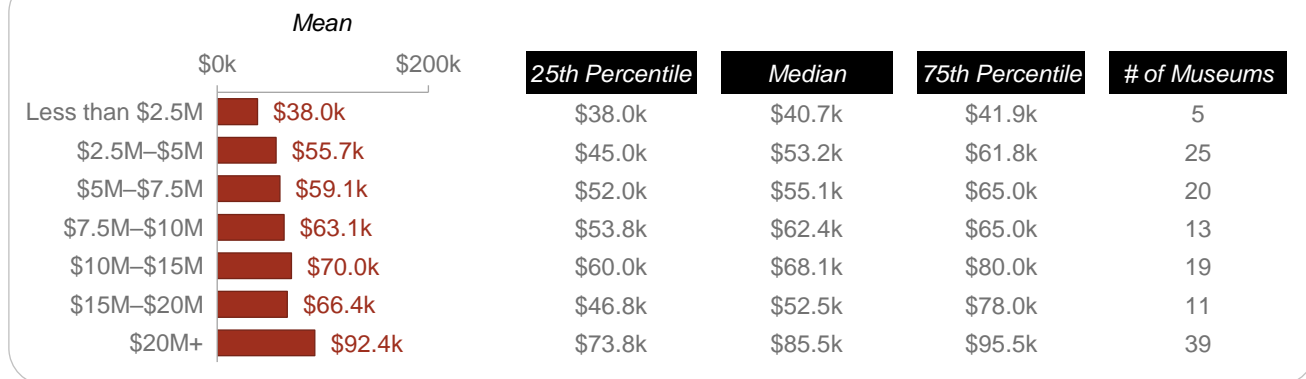
Organizes and coordinates special events, including but not limited to exhibition previews, fundraisers, and community festivals.



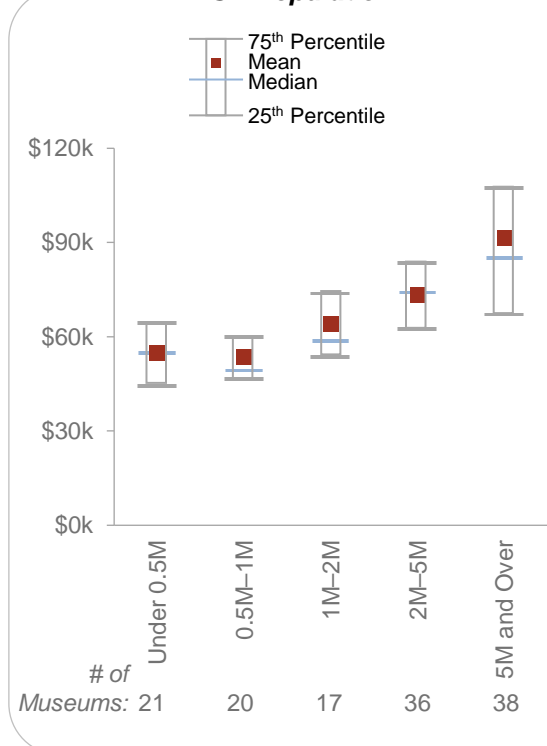
Historical Trend—Median (2011–2022)



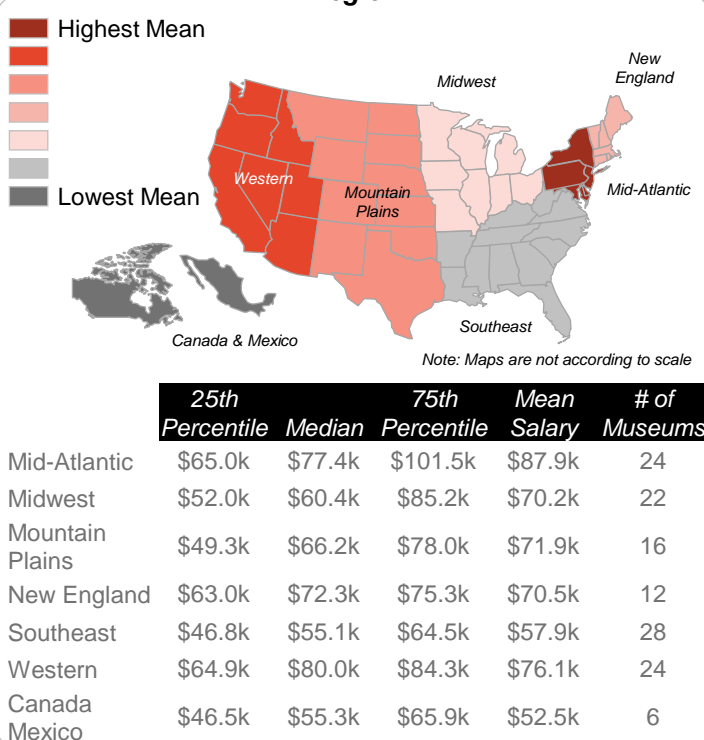
Operating Budget



MSA Population



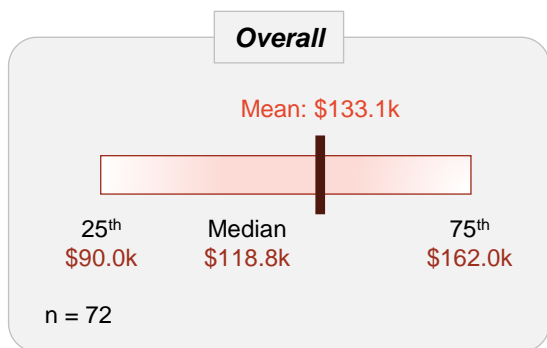
Region



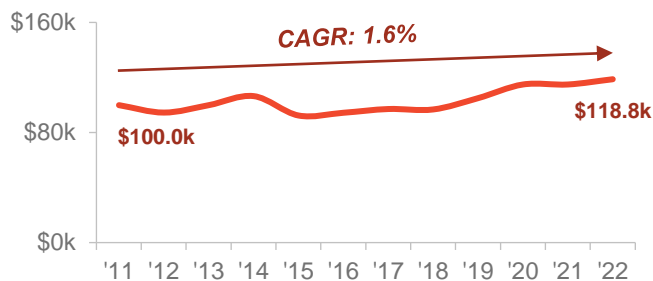
Director of External Affairs



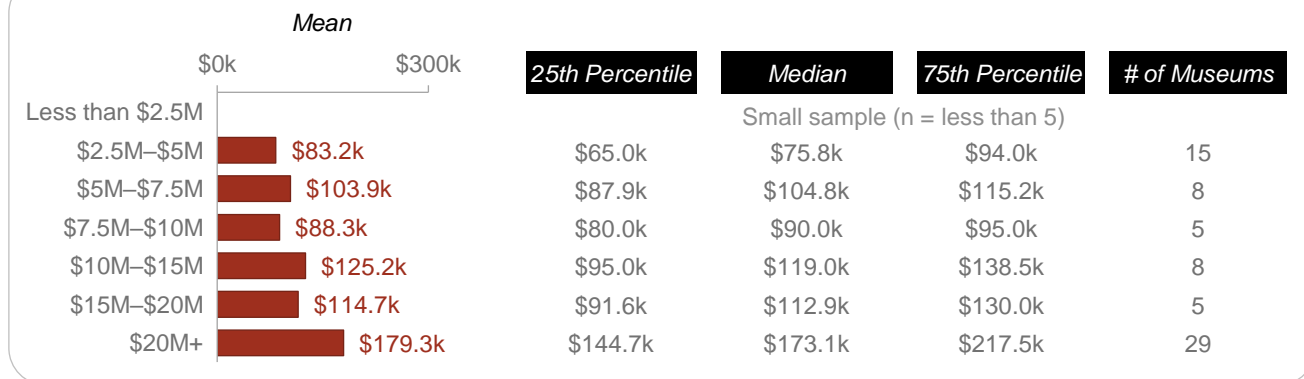
Directs the media relations, publicity, public affairs and information activities, and customer relations of the organization.



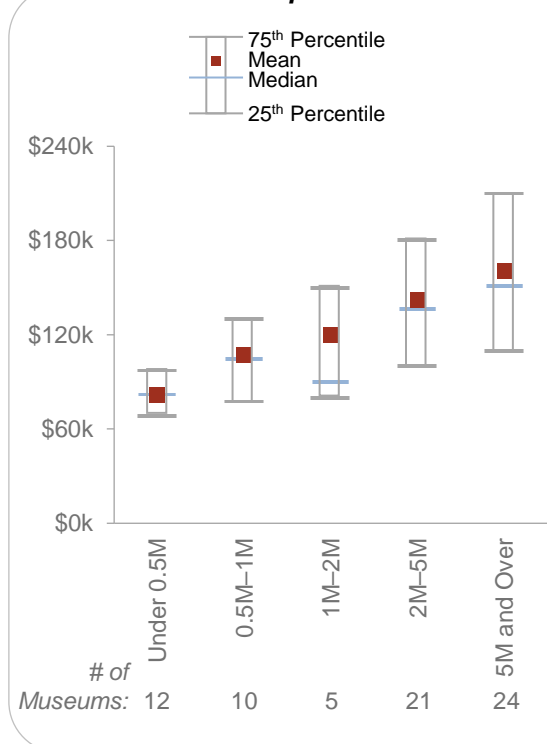
Historical Trend—Median (2011–2022)



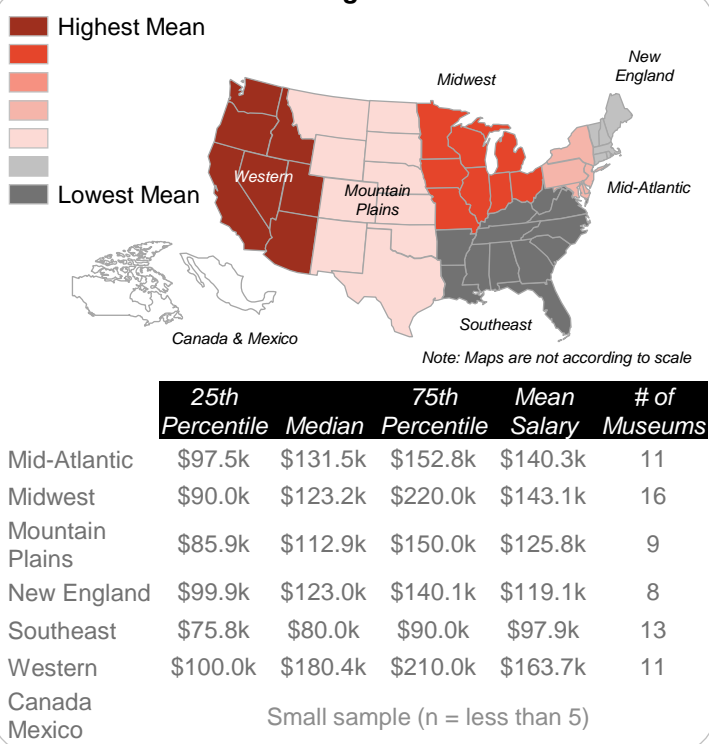
Operating Budget



MSA Population



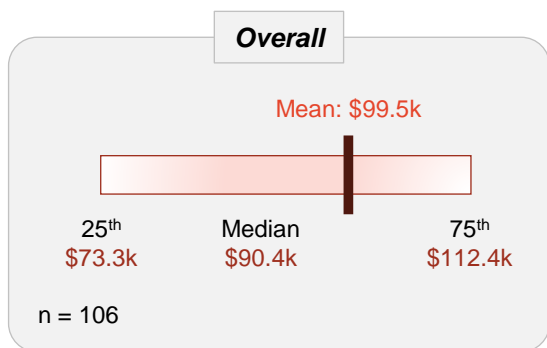
Region



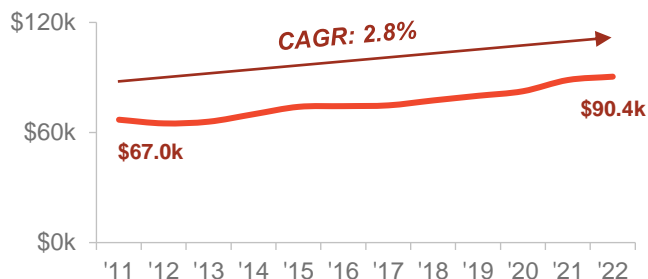
Marketing Director



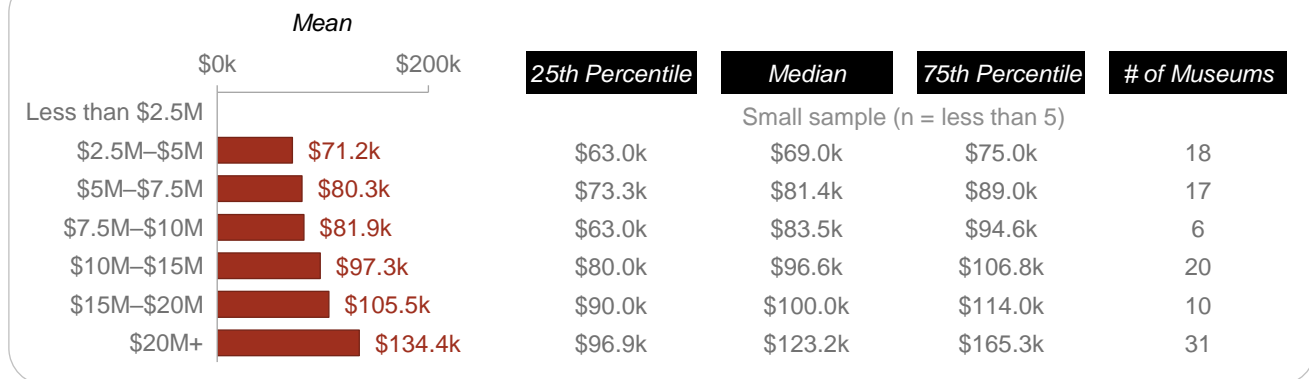
General responsibility for coordinating museum promotional programs, revenue-producing sale of products and creative services for museum marketing materials.



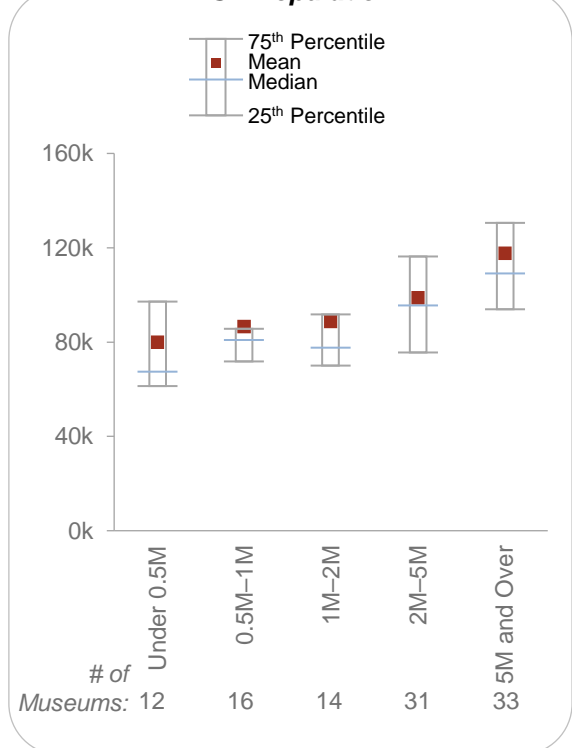
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



Region

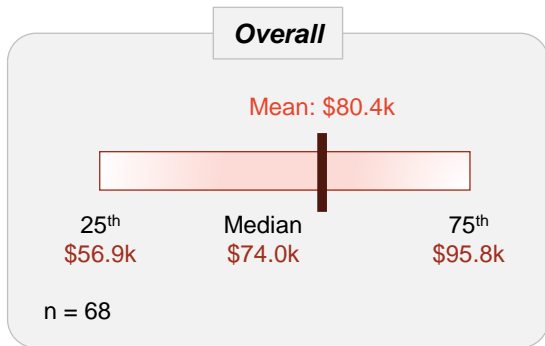


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$89.7k	\$105.9k	\$127.6k	\$121.6k	20
Midwest	\$70.4k	\$90.0k	\$130.6k	\$104.0k	17
Mountain Plains	\$60.0k	\$75.6k	\$89.0k	\$81.4k	14
New England	\$85.6k	\$90.8k	\$113.0k	\$106.4k	9
Southeast	\$67.4k	\$83.8k	\$110.4k	\$90.7k	20
Western	\$76.1k	\$95.8k	\$112.5k	\$99.9k	18
Canada	\$63.5k	\$77.7k	\$106.0k	\$81.5k	8
Mexico					

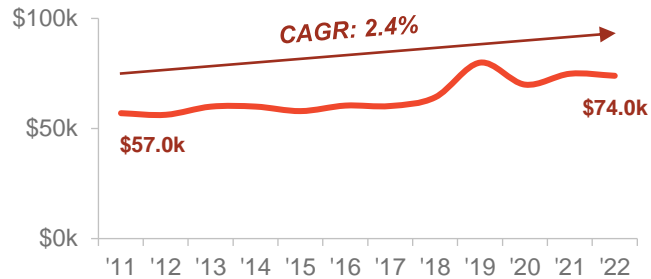
Public Relations Officer



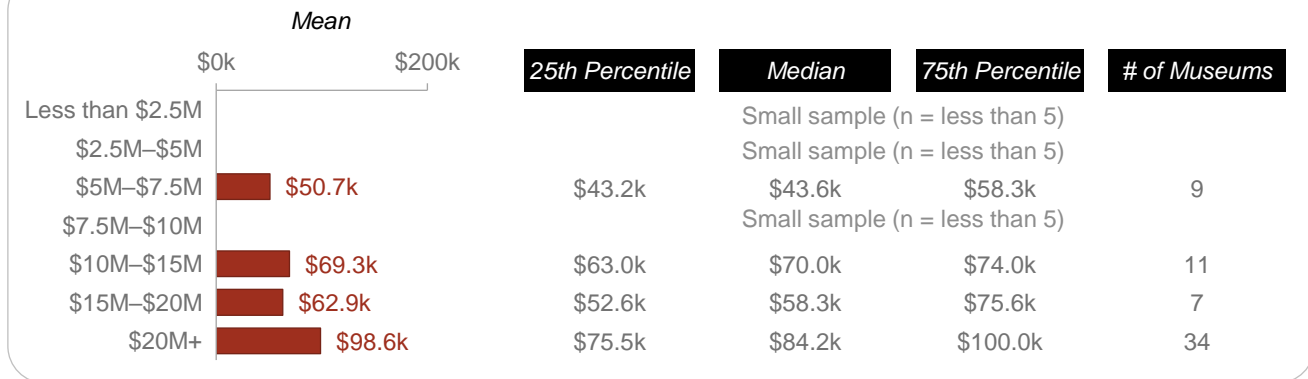
Primary point of contact for news media and specific interest groups concerning museum exhibitions, special programs, etc. Drafts press releases & targets specific audiences.



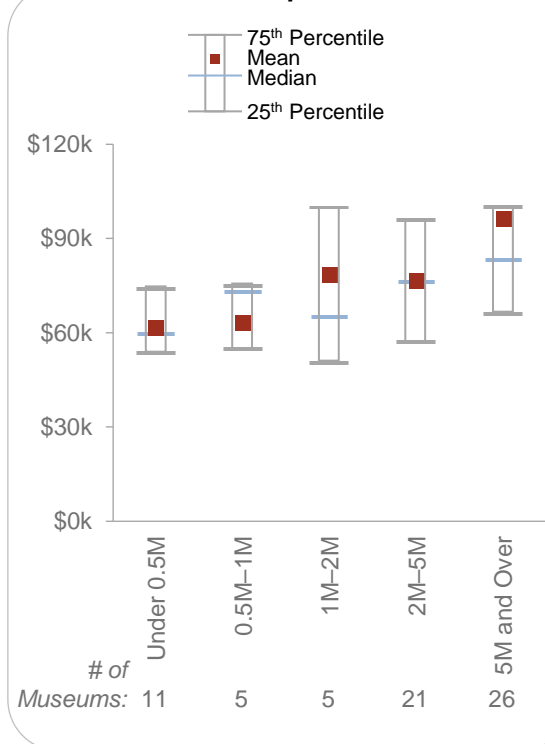
Historical Trend—Median (2011–2022)



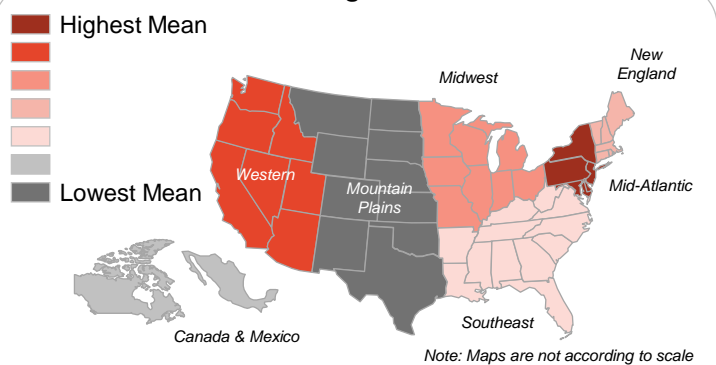
Operating Budget



MSA Population



Region



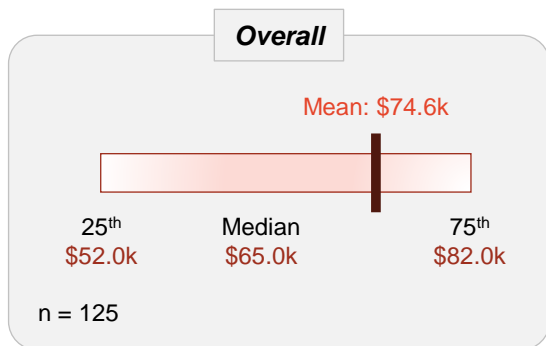
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$65.6k	\$83.8k	\$112.8k	\$99.9k	16
Midwest	\$57.0k	\$75.0k	\$100.0k	\$79.7k	11
Mountain Plains	\$43.2k	\$55.0k	\$70.0k	\$59.9k	9
New England	\$57.0k	\$70.8k	\$80.3k	\$71.2k	7
Southeast	\$50.0k	\$70.4k	\$75.5k	\$70.5k	10
Western	\$74.0k	\$84.2k	\$95.8k	\$93.8k	10
Canada Mexico	\$55.8k	\$57.2k	\$76.0k	\$64.0k	5

Museum Store Manager

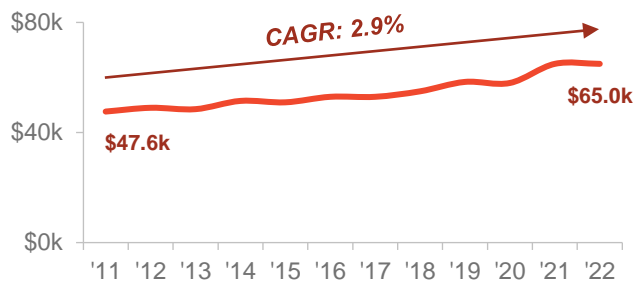


Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers.

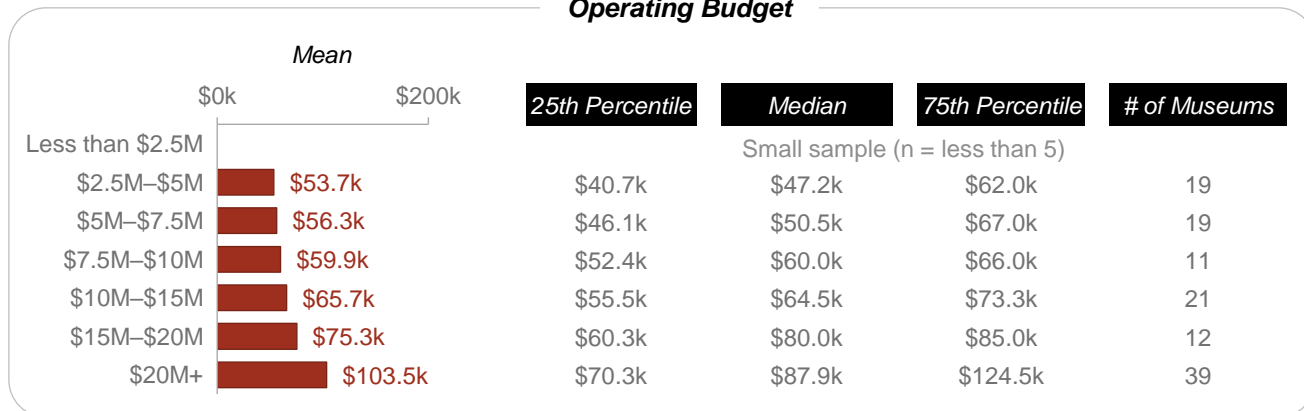
Overall



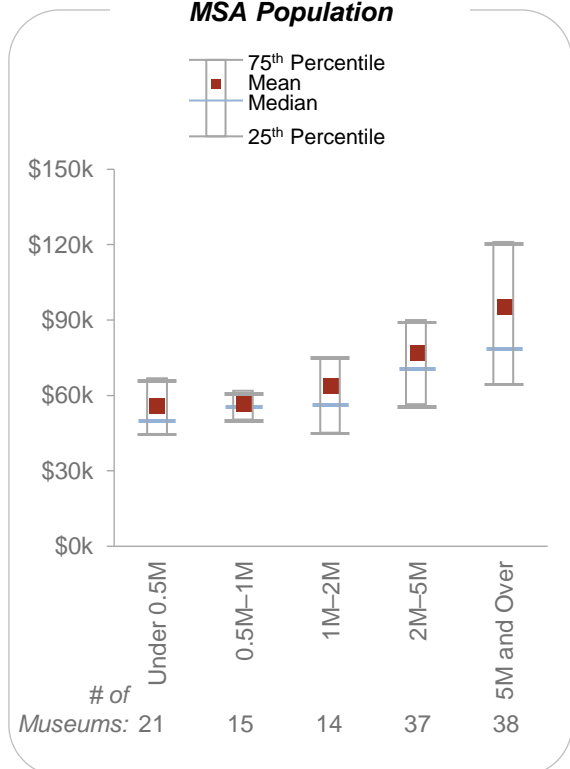
Historical Trend—Median (2011–2022)



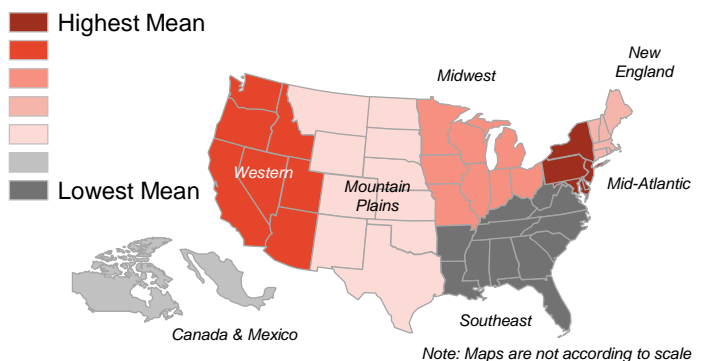
Operating Budget



MSA Population



Region

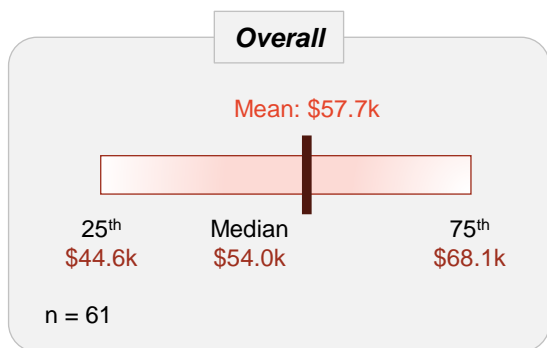


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$64.8k	\$77.0k	\$120.8k	\$100.3k	24
Midwest	\$52.4k	\$65.3k	\$81.5k	\$71.9k	17
Mountain Plains	\$46.8k	\$56.2k	\$78.0k	\$67.1k	15
New England	\$60.0k	\$71.4k	\$86.7k	\$71.7k	15
Southeast	\$44.5k	\$53.6k	\$60.3k	\$56.0k	24
Western	\$64.5k	\$73.3k	\$90.0k	\$82.1k	23
Canada	\$50.1k	\$55.5k	\$78.5k	\$59.9k	7
Mexico					

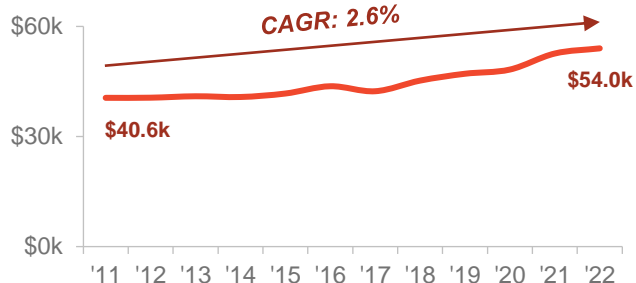
Volunteer Coordinator



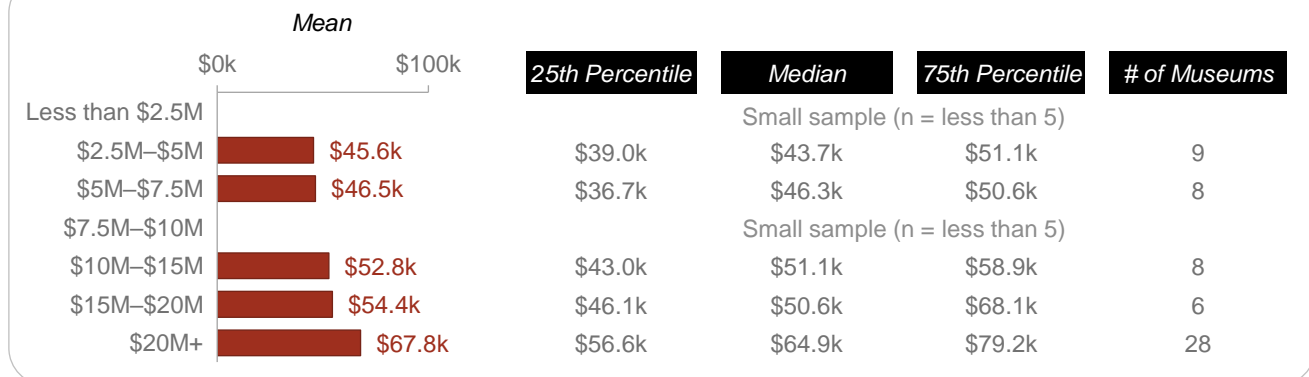
**Responsible for coordination and guidance of one or more volunteer organizations.
Functions as prime liaison between staff and volunteers.**



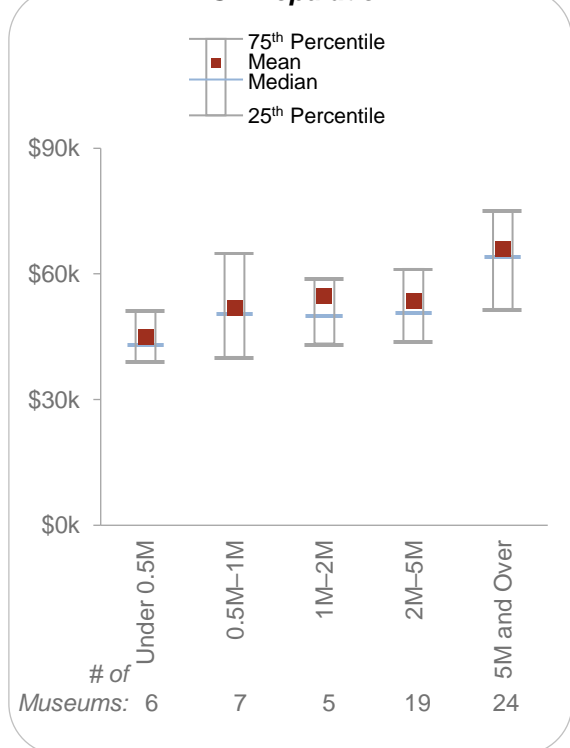
Historical Trend—Median (2011–2022)



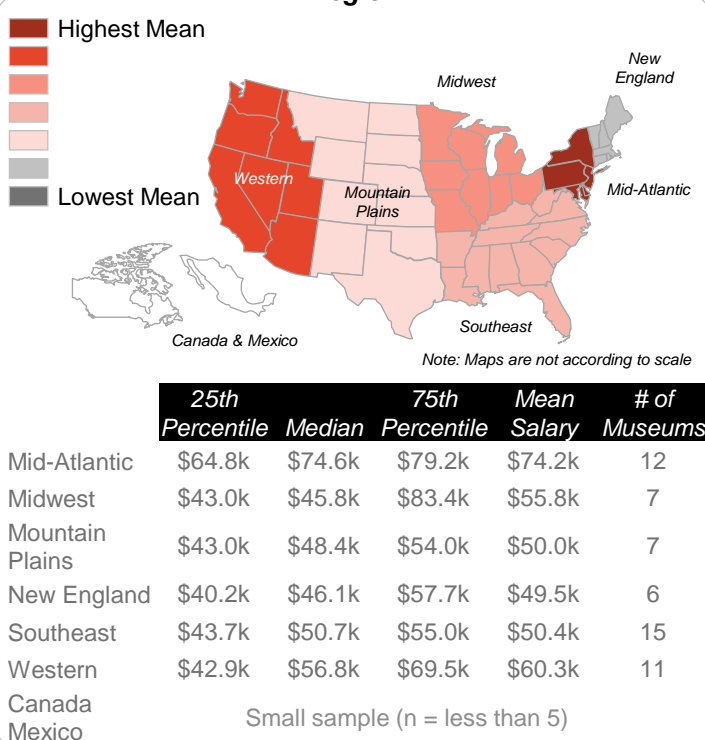
Operating Budget



MSA Population



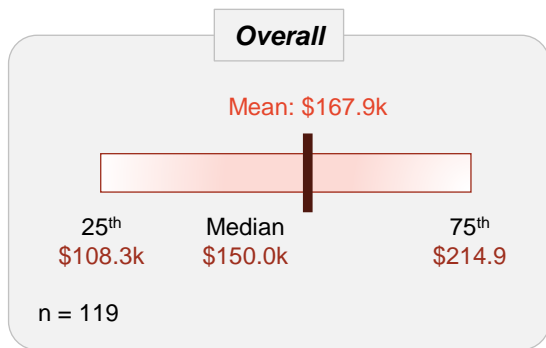
Region



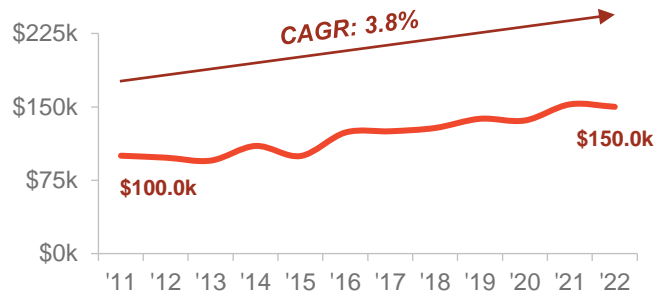
Chief Curator / Director of Curatorial Affairs / Curator A



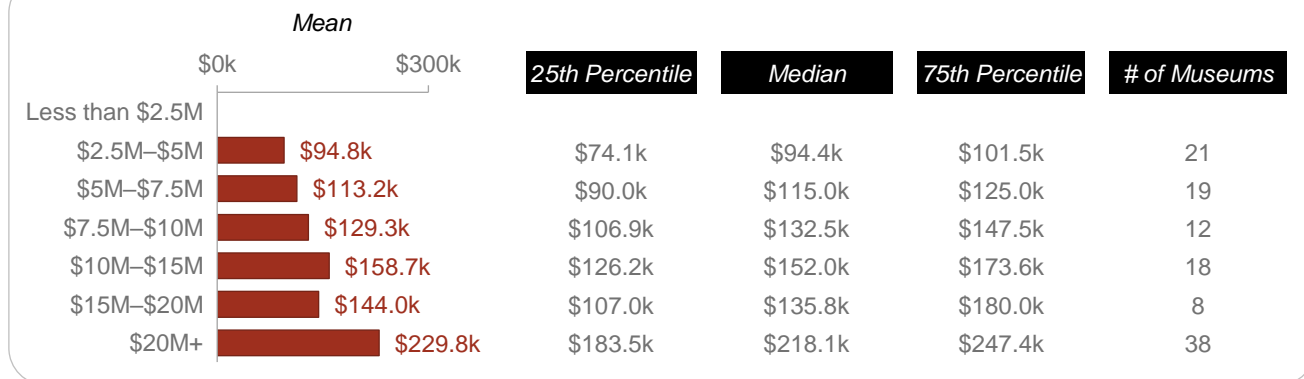
General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities.



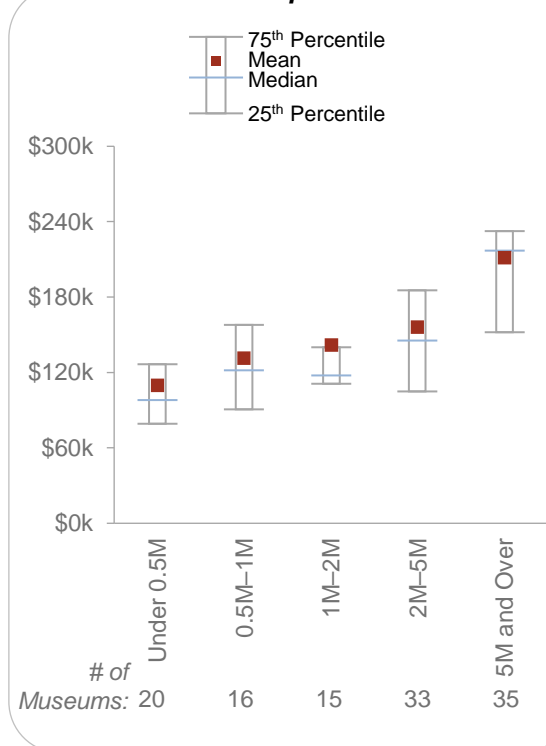
Historical Trend—Median (2011–2022)



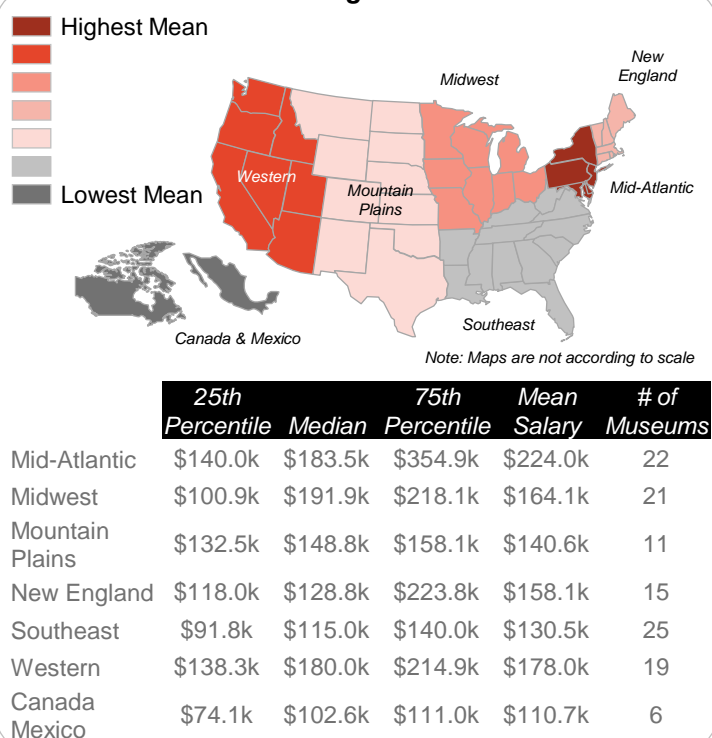
Operating Budget



MSA Population



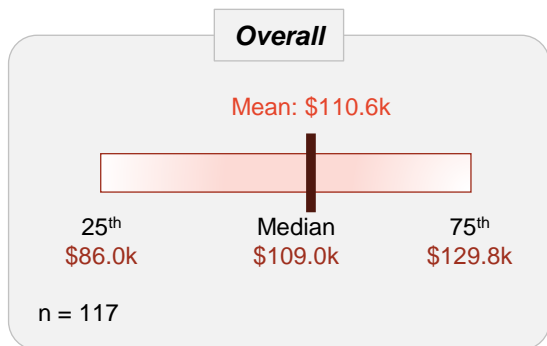
Region



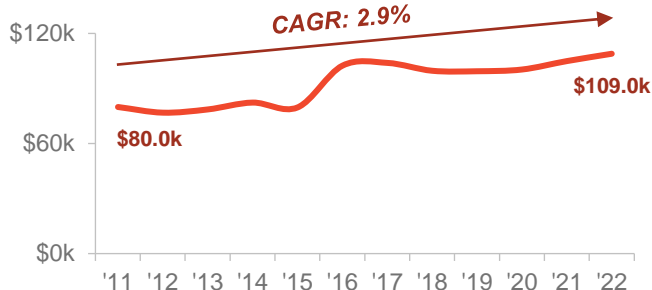
Senior Curator / Curator of Special Collections Area / Curator B



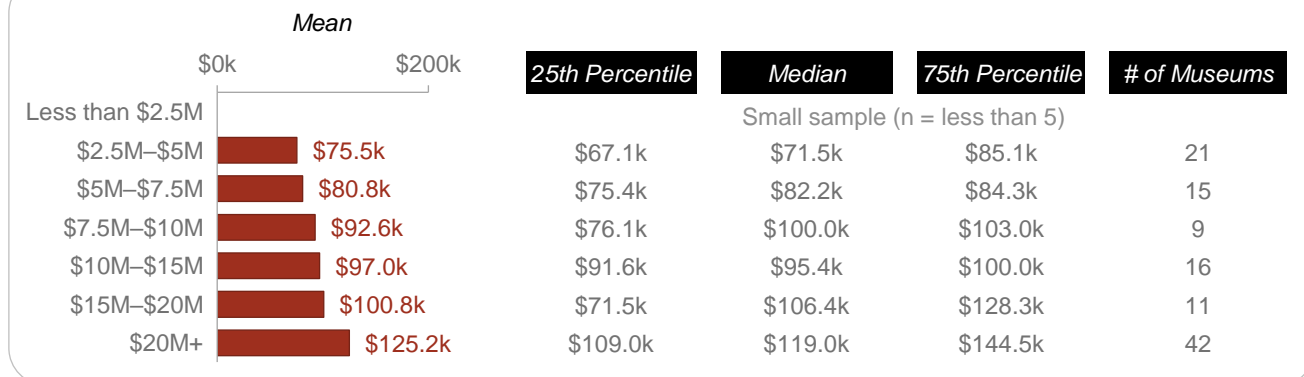
Responsibility for important sub-collections; general administrative duties relating to area of responsibility; and supervision of one or several curatorial subordinates.



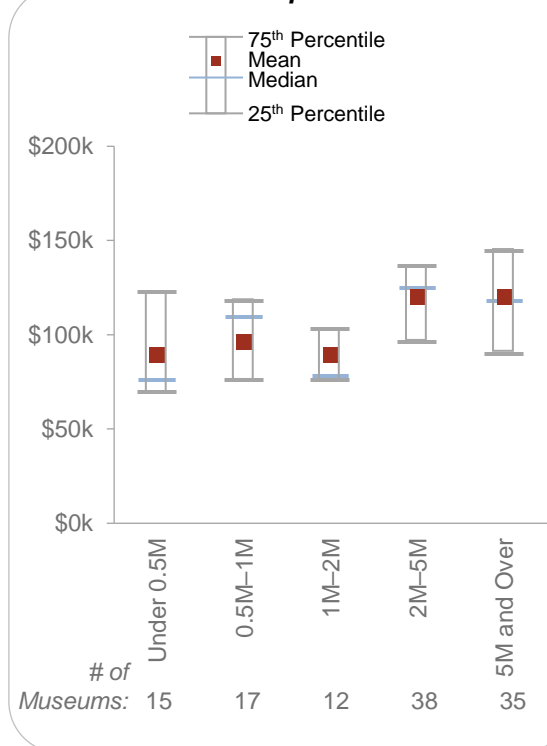
Historical Trend—Median (2011–2022)



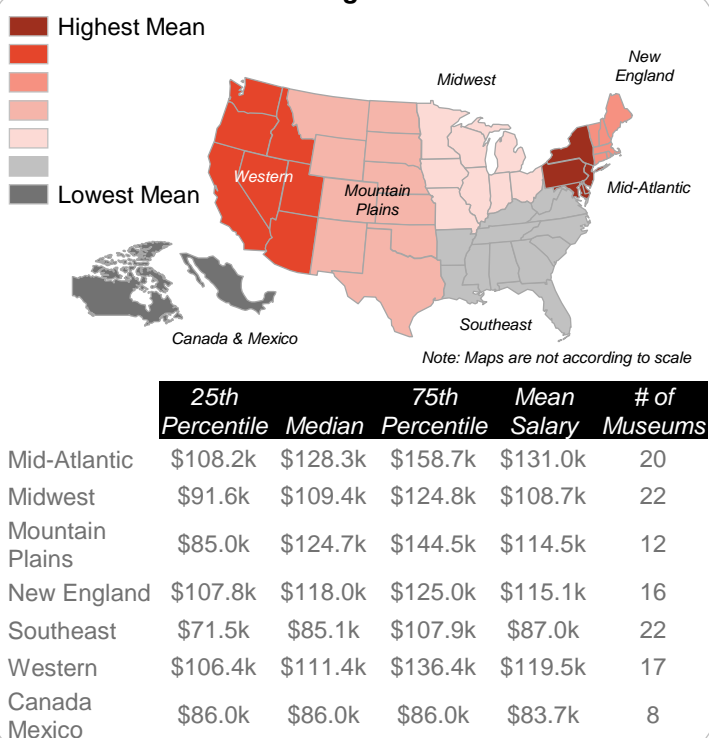
Operating Budget



MSA Population

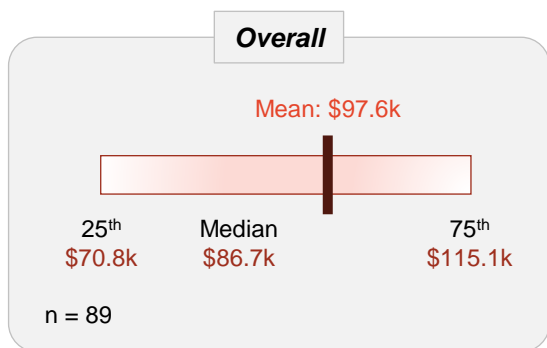


Region

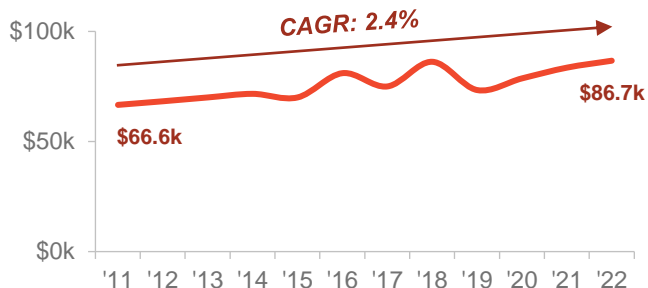


Curator of Exhibitions / Curator C

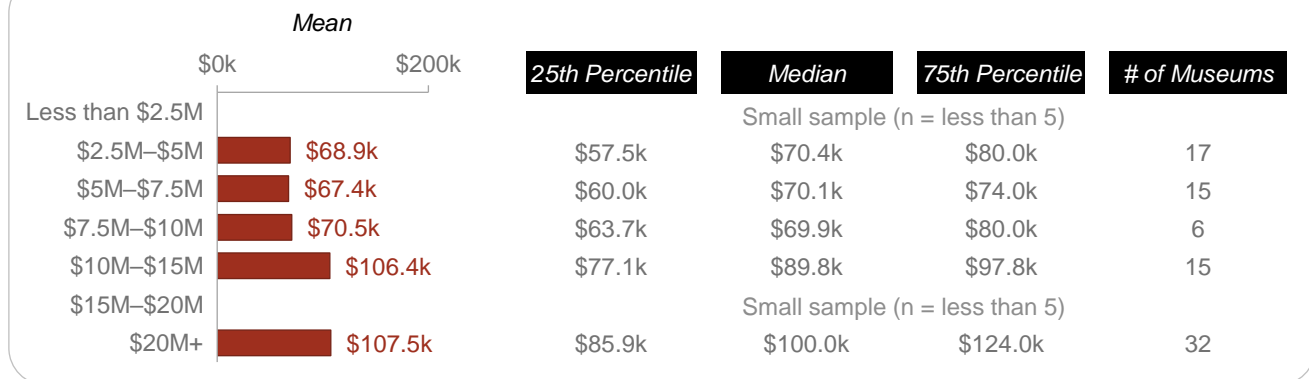
Primary responsibility for scheduling and installing temporary exhibits.



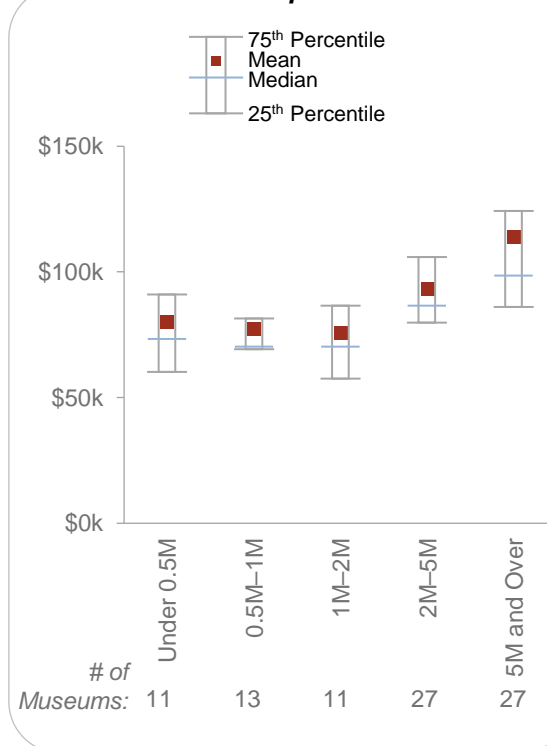
Historical Trend—Median (2011–2022)



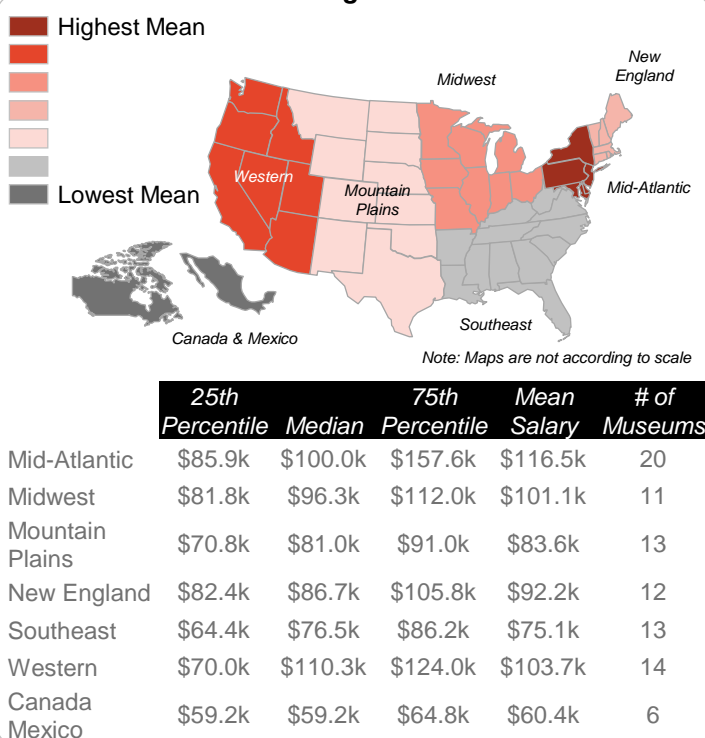
Operating Budget



MSA Population



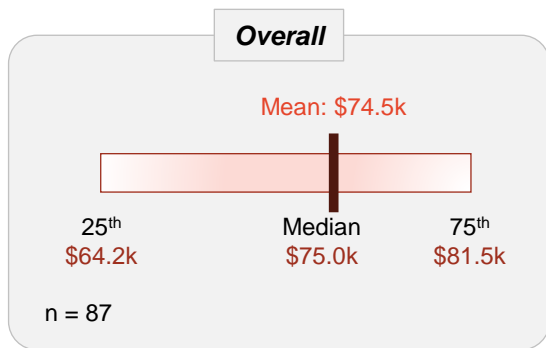
Region



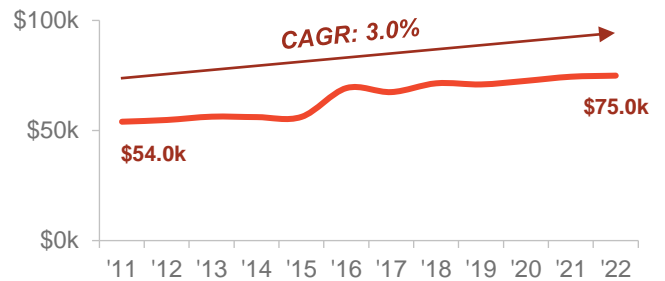
Associate Curator / Curator D



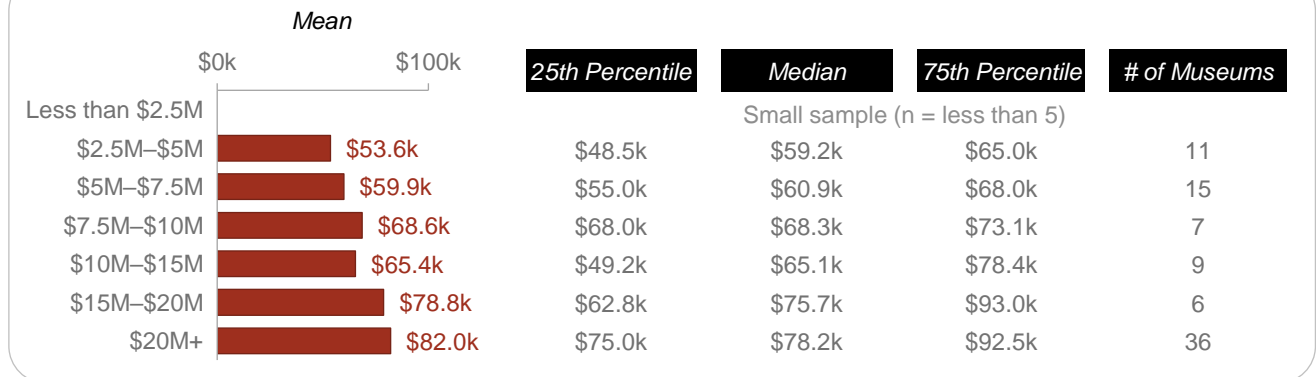
Performs same functions as Curator in association with, and under supervision of, the Curator.



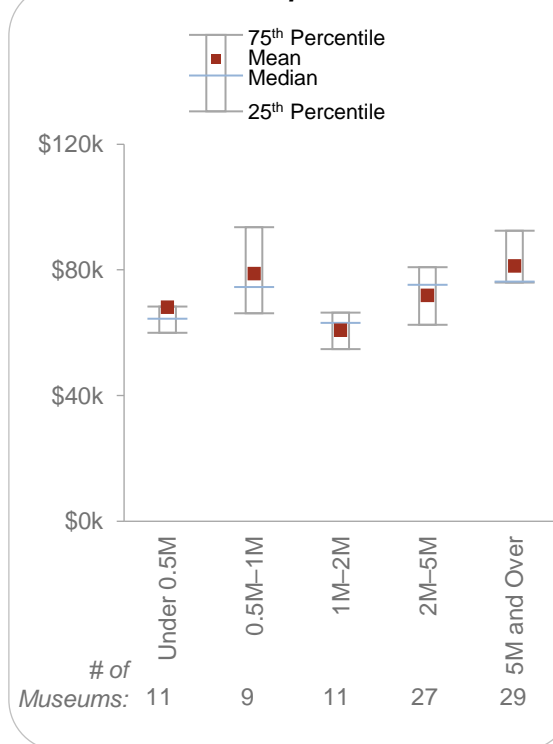
Historical Trend—Median (2011–2022)



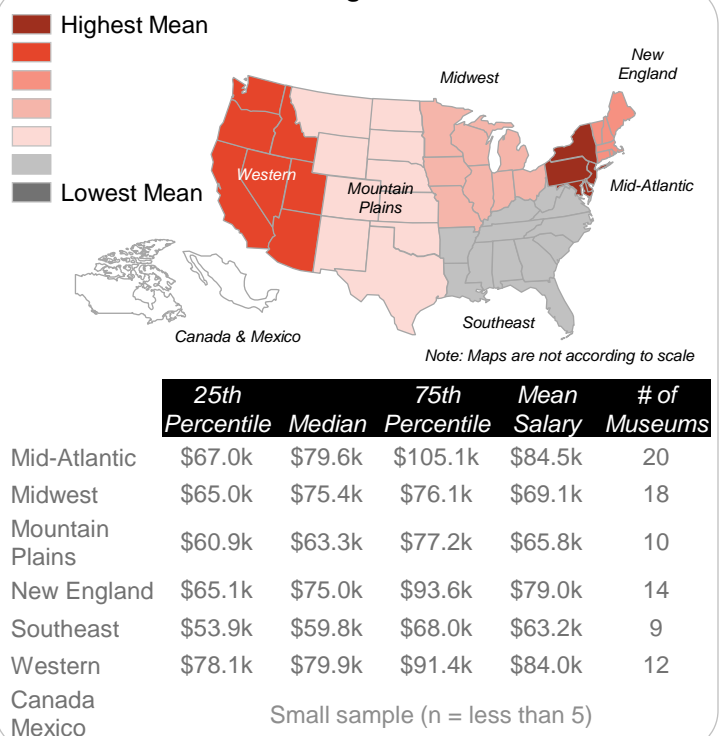
Operating Budget



MSA Population

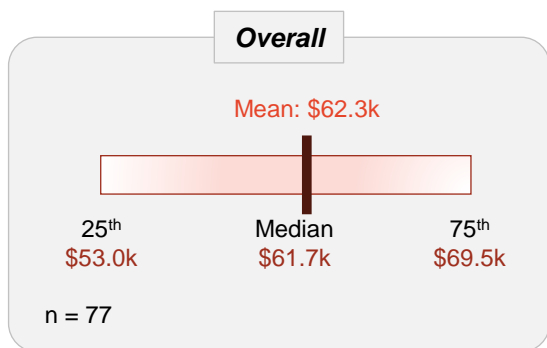


Region

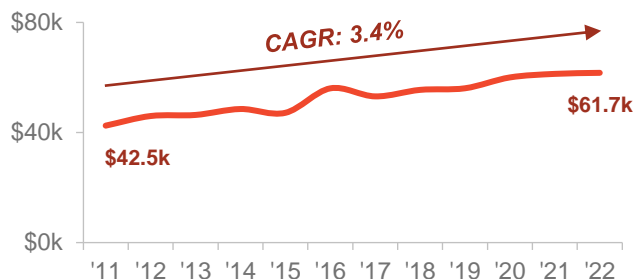


Assistant Curator / Curator E

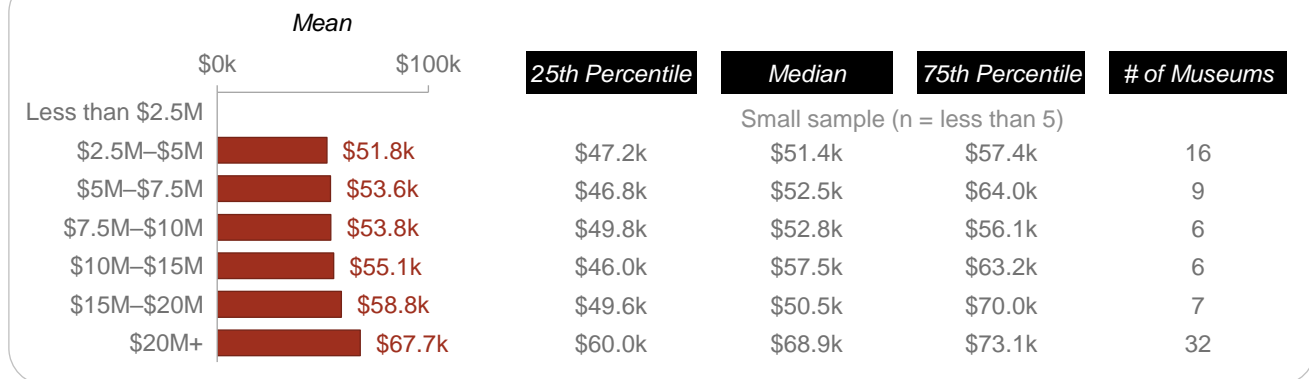
Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff.



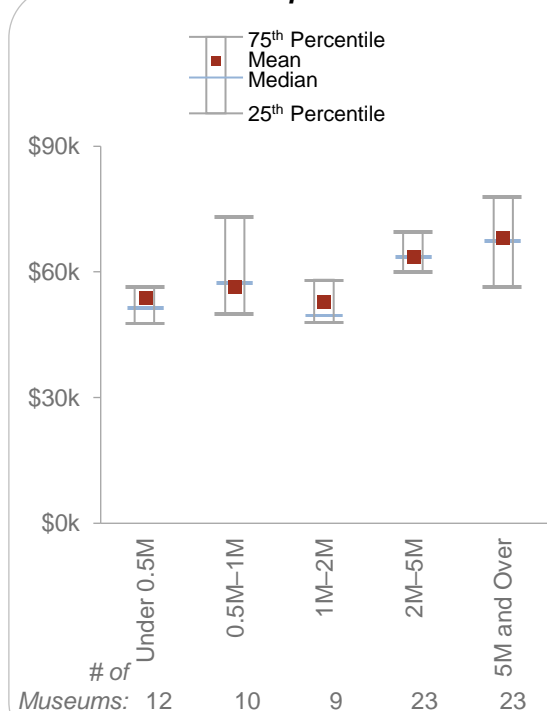
Historical Trend—Median (2011–2022)



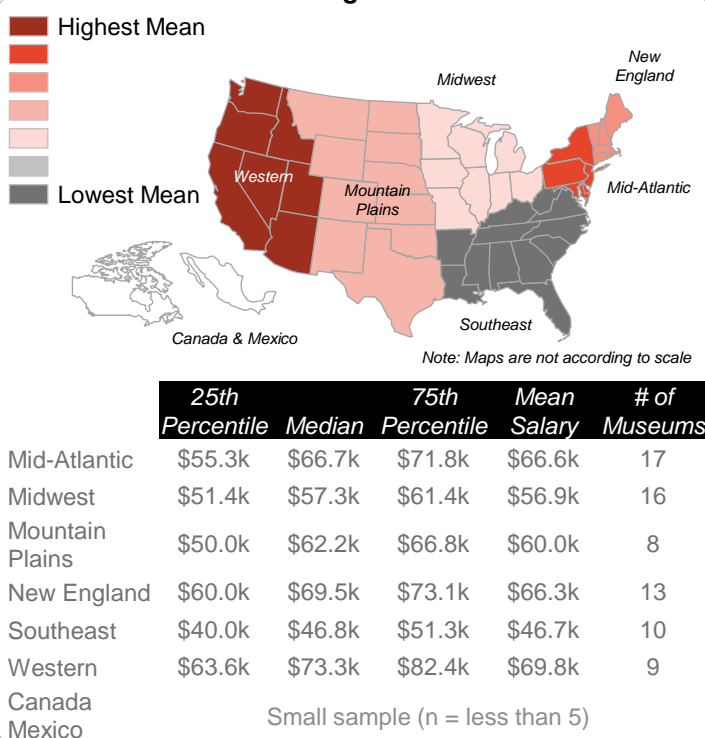
Operating Budget



MSA Population

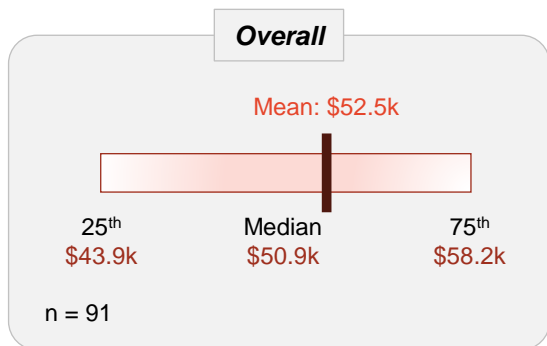


Region

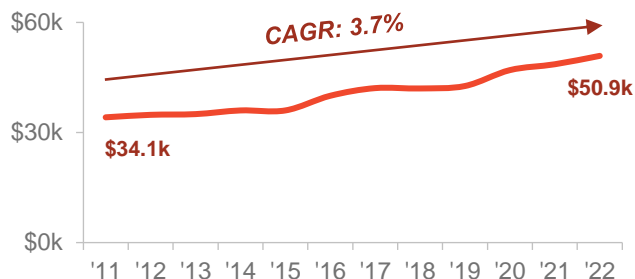


Curator Assistant

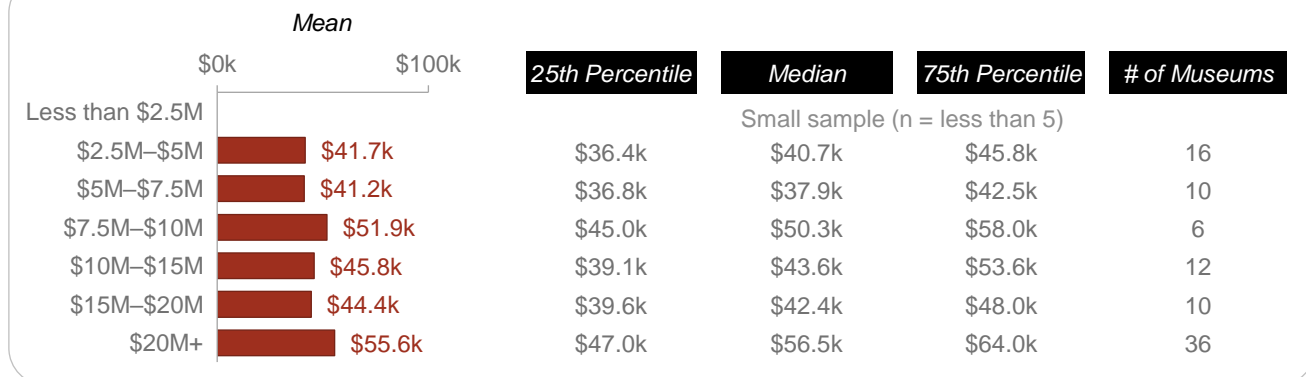
Assists curatorial staff in routine duties, under their supervision; possibly in training to become curatorial professional (curatorial intern).



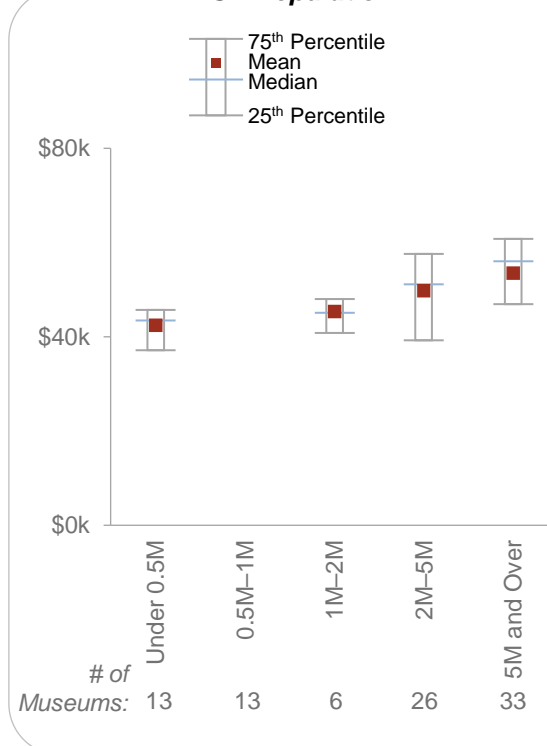
Historical Trend—Median (2011–2022)



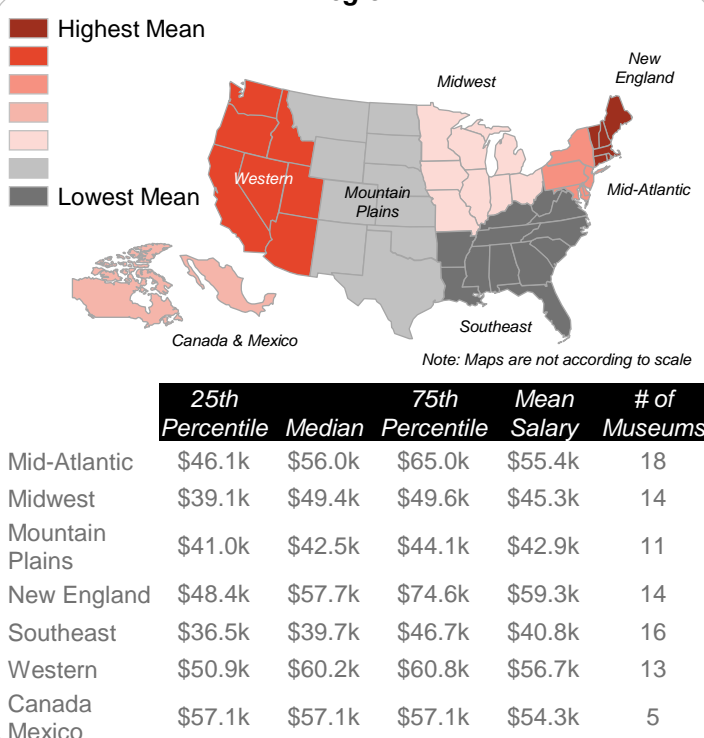
Operating Budget



MSA Population

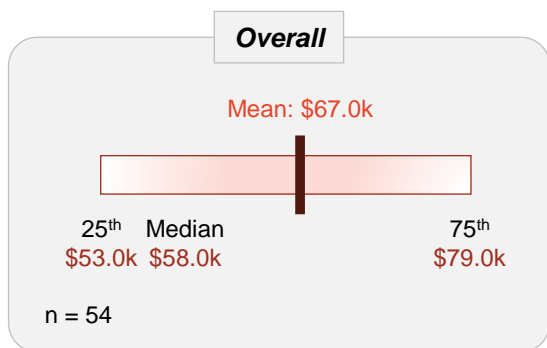


Region

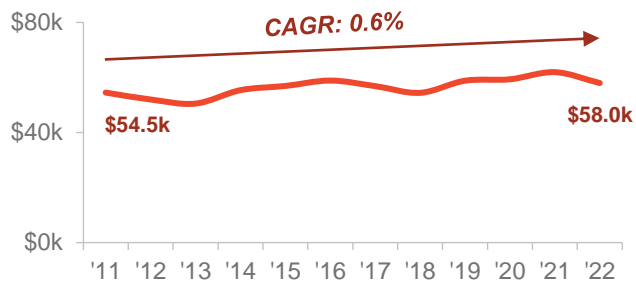


Photographer

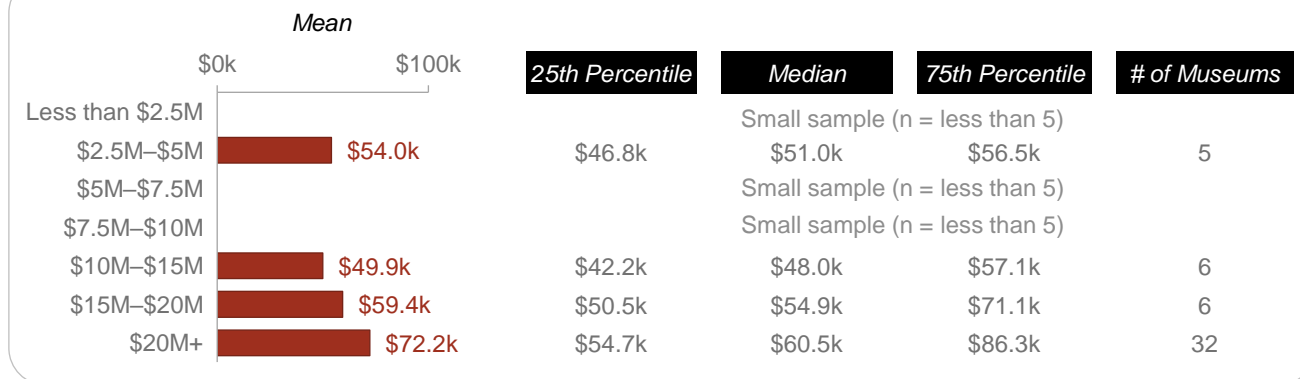
Responsible for photographic documentation of fine arts collections.



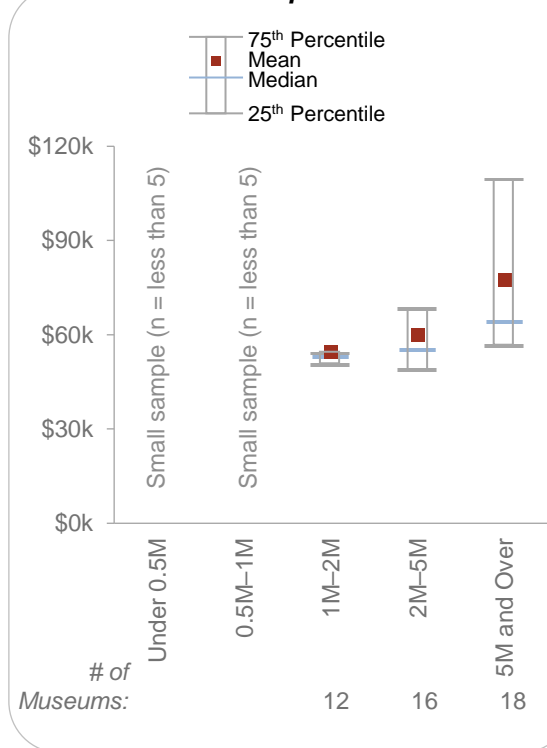
Historical Trend—Median (2011–2022)



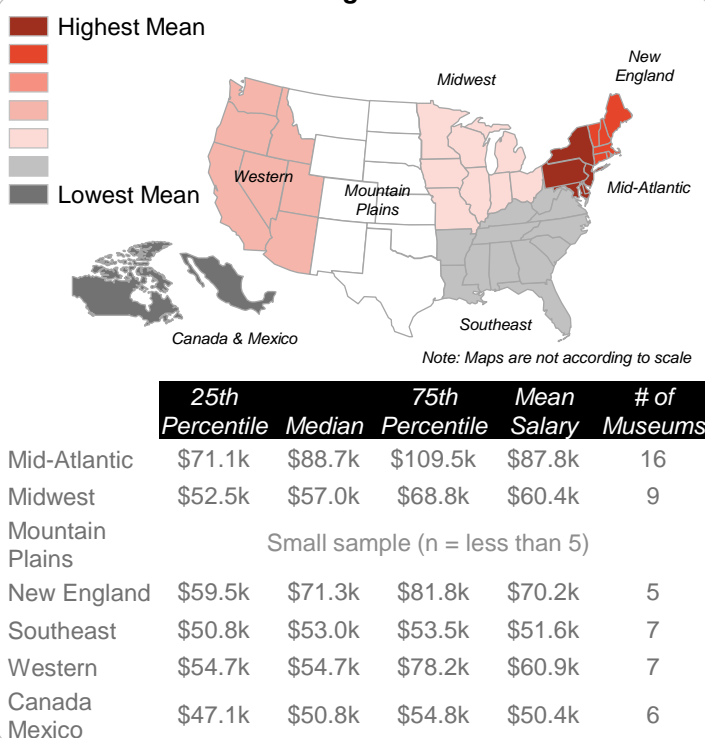
Operating Budget



MSA Population



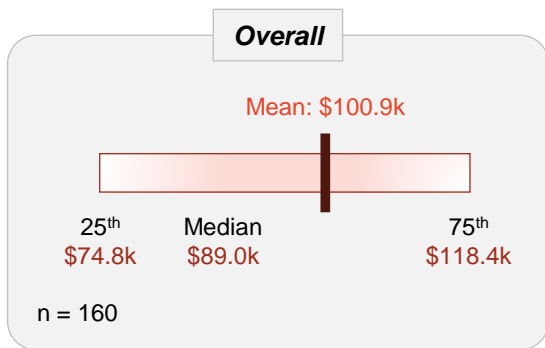
Region



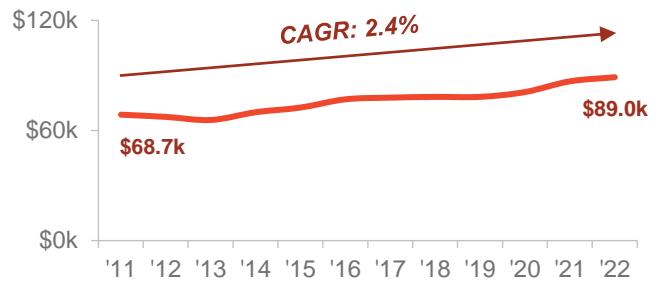
Director of Education / Curator of Education / Educator A



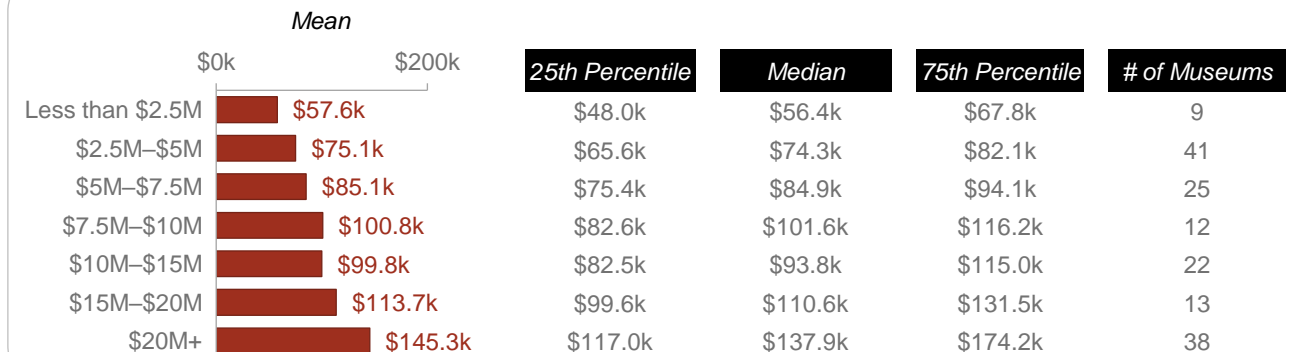
Supervision of several educational departments or programs.



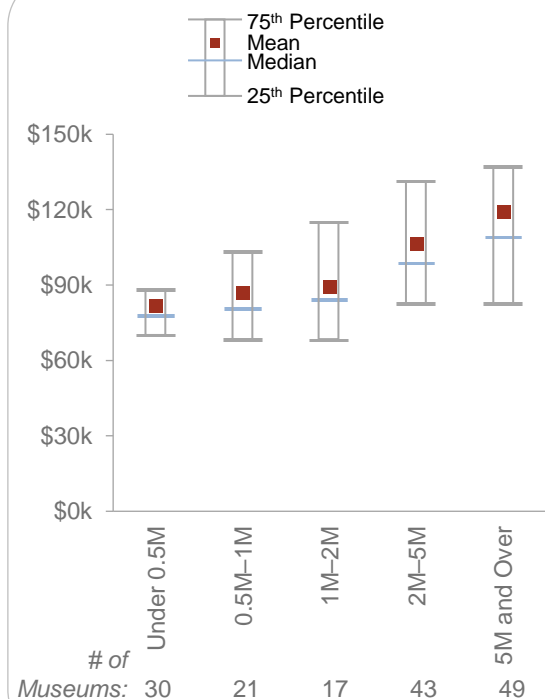
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



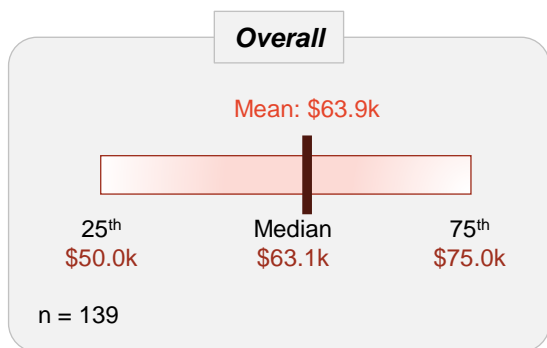
Region



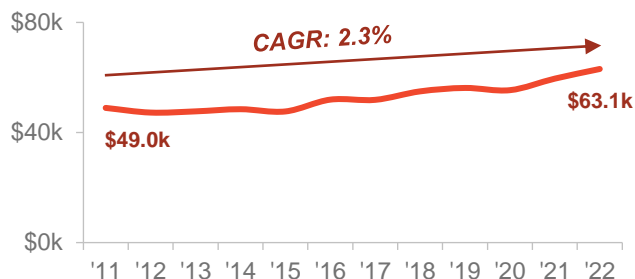
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$82.4k	\$101.0k	\$161.0k	\$120.5k	31
Midwest	\$70.5k	\$83.3k	\$117.3k	\$98.7k	26
Mountain Plains	\$70.0k	\$85.1k	\$105.0k	\$91.7k	20
New England	\$75.4k	\$87.0k	\$118.1k	\$96.8k	19
Southeast	\$70.0k	\$81.9k	\$96.4k	\$88.2k	35
Western	\$87.0k	\$109.7k	\$137.9k	\$113.6k	21
Canada Mexico	\$65.1k	\$85.1k	\$106.3k	\$85.6k	8

Associate Educator / Educator B

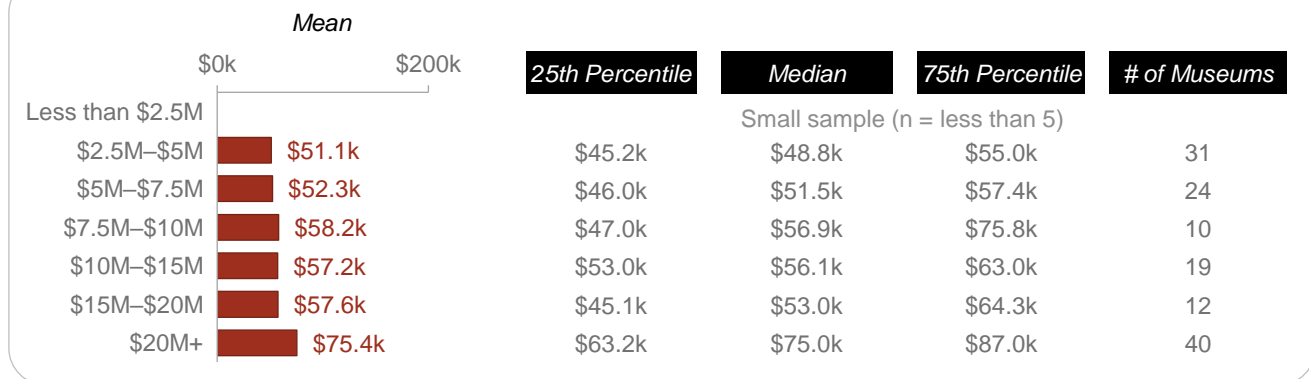
Responsibility for specific interpretative programs, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences.



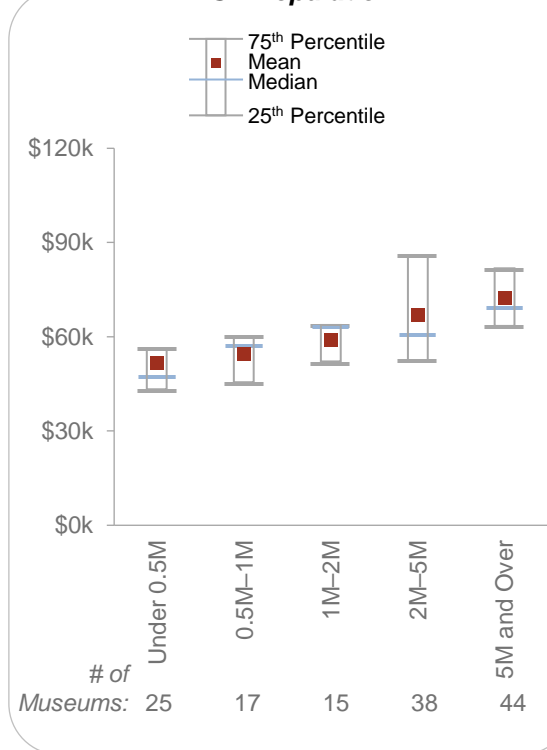
Historical Trend—Median (2011–2022)



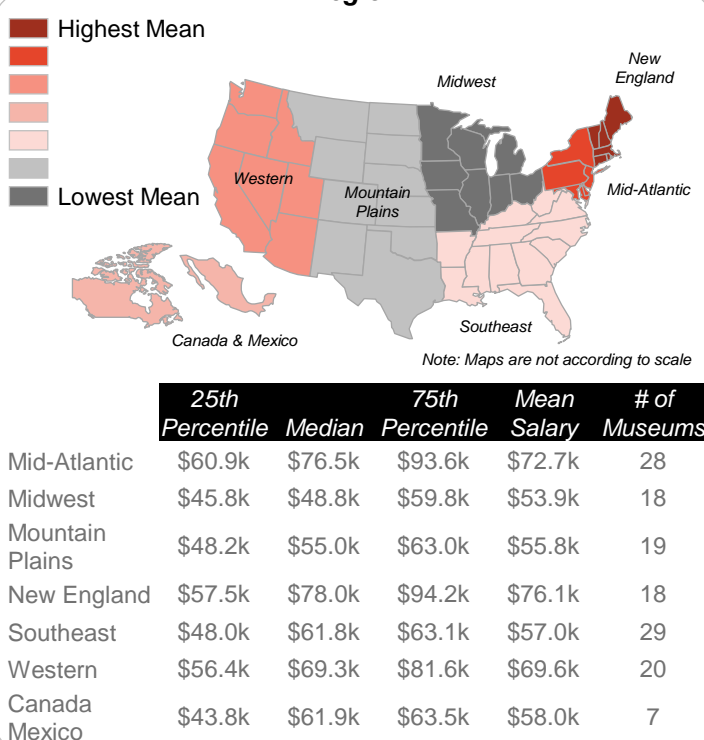
Operating Budget



MSA Population



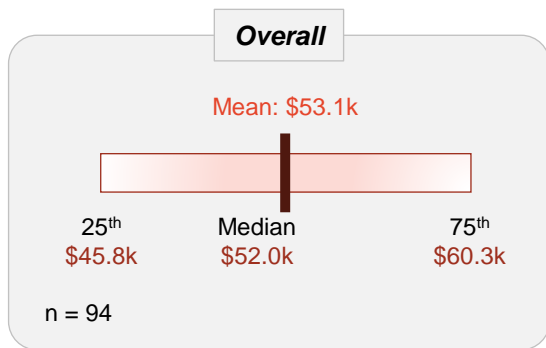
Region



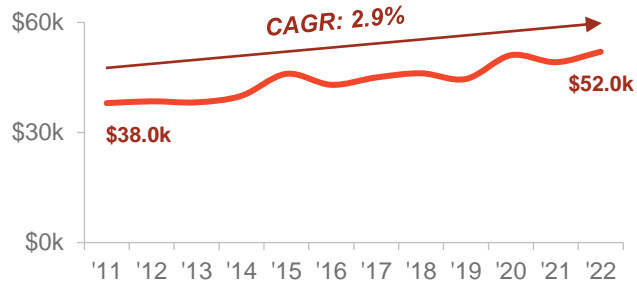
Assistant Educator / Educator C



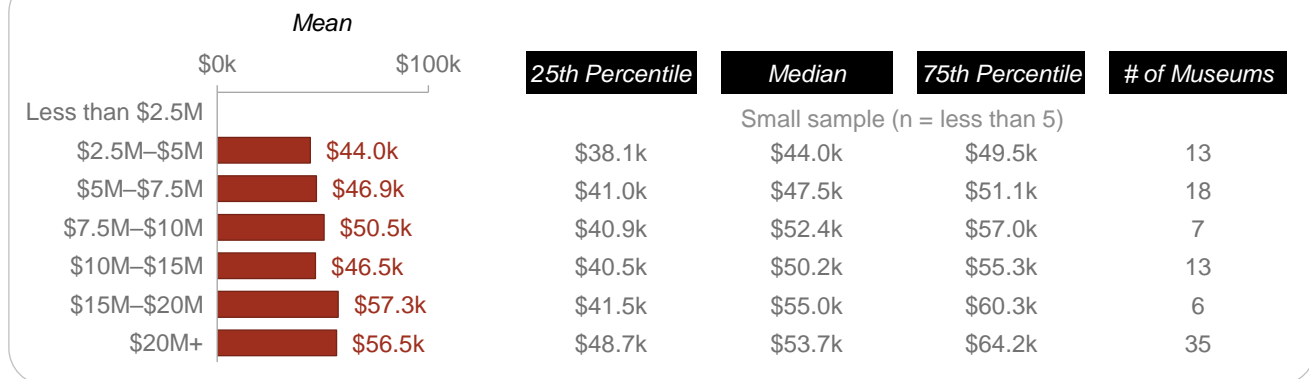
Assists in developing and implementing a major interpretive or studio program.



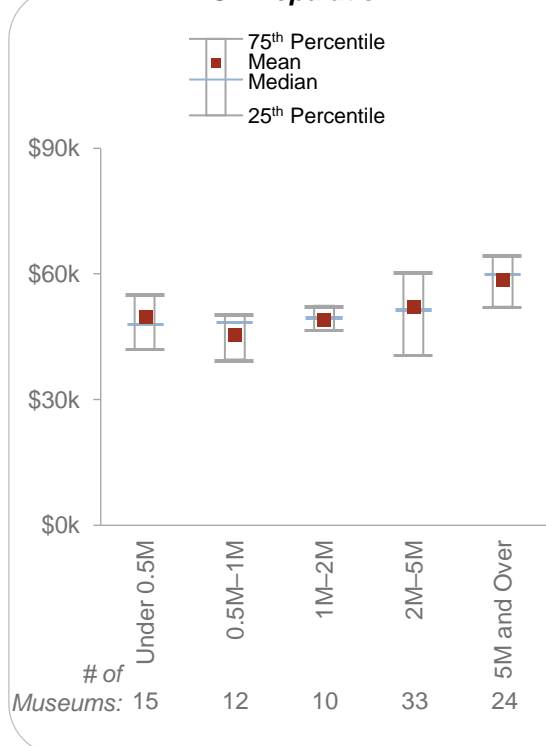
Historical Trend—Median (2011–2022)



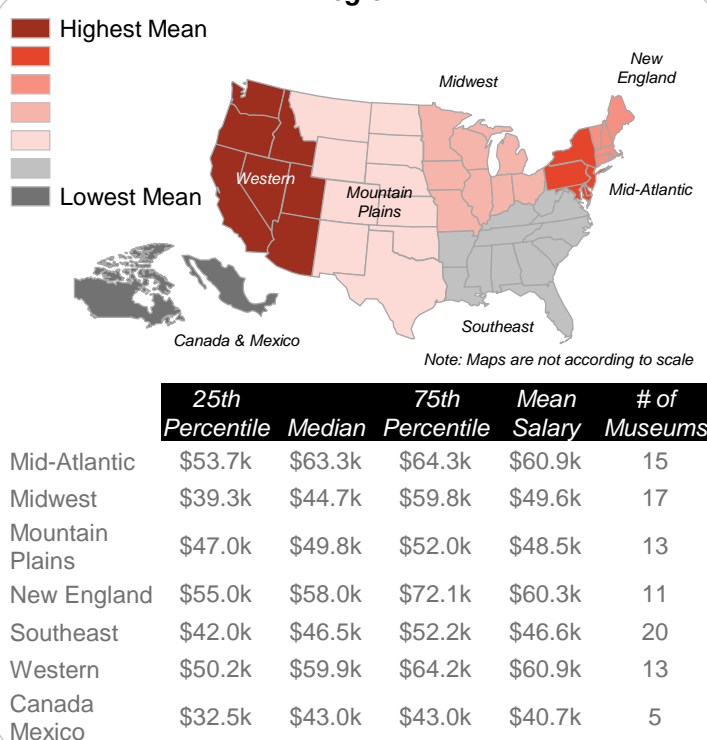
Operating Budget



MSA Population



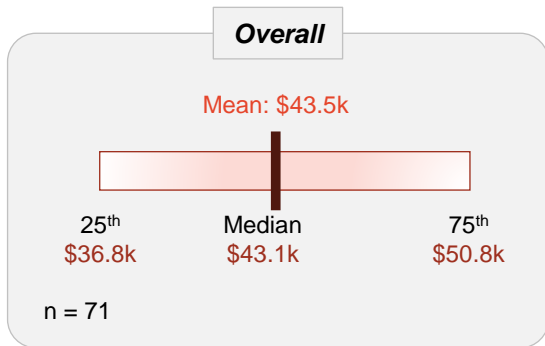
Region



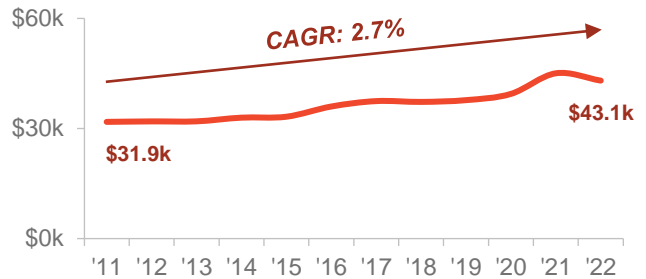
Education Assistant



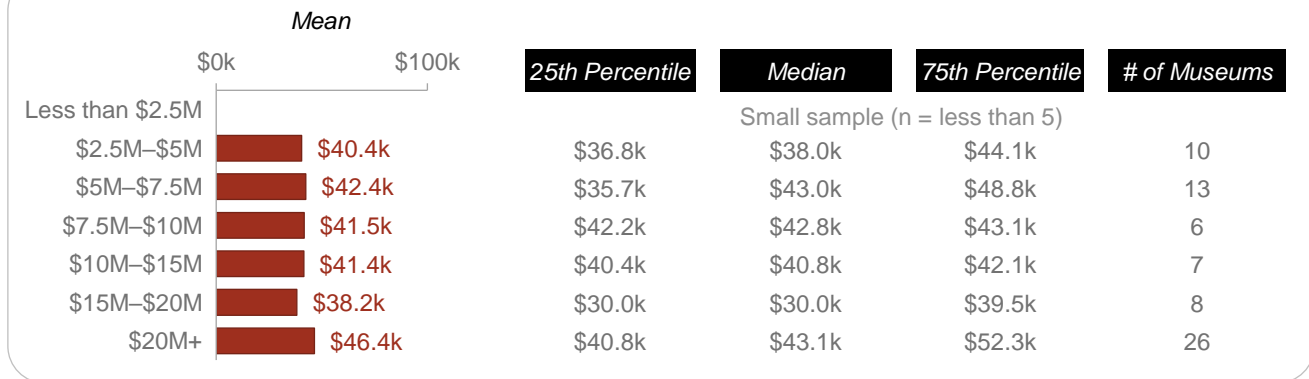
Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.



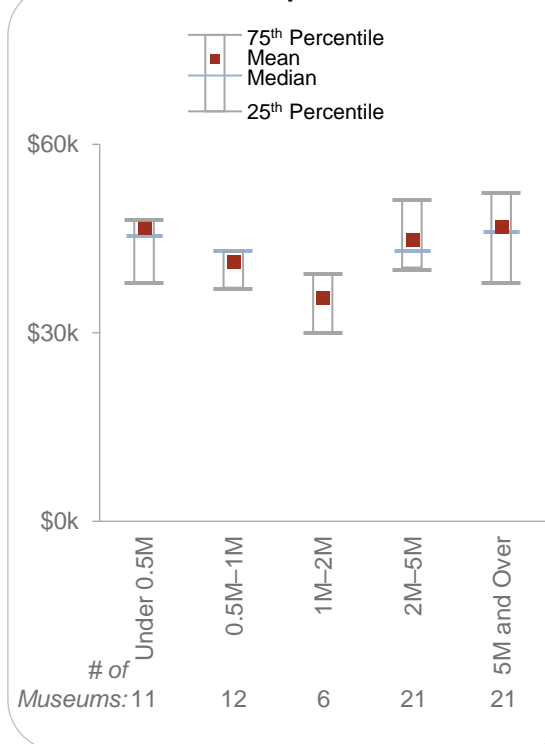
Historical Trend—Median (2011–2022)



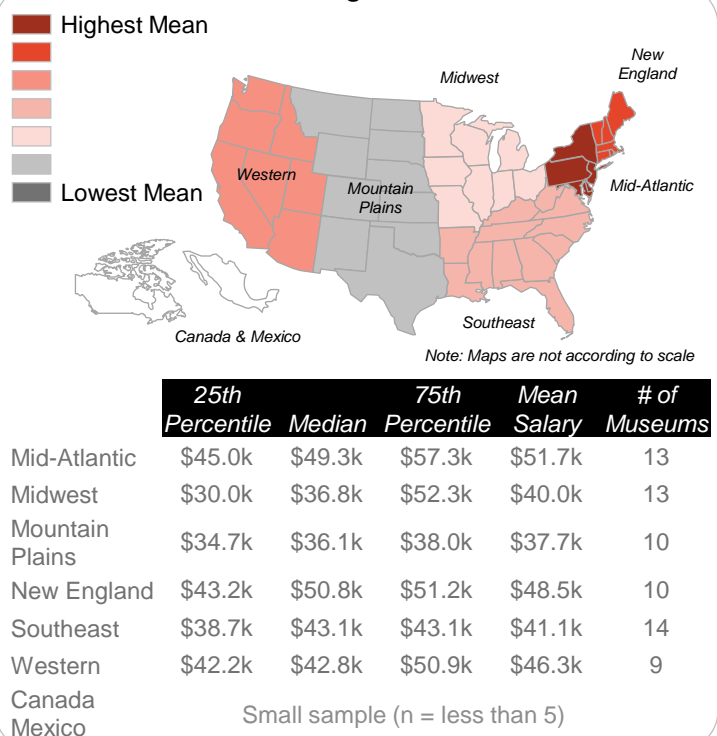
Operating Budget



MSA Population



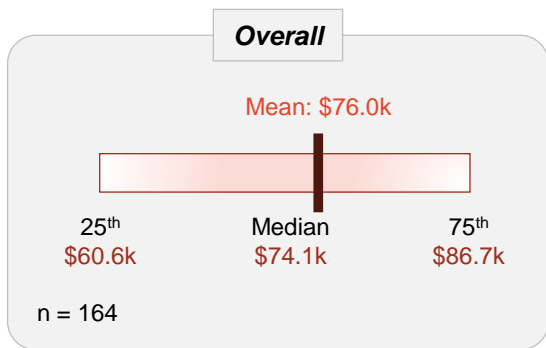
Region



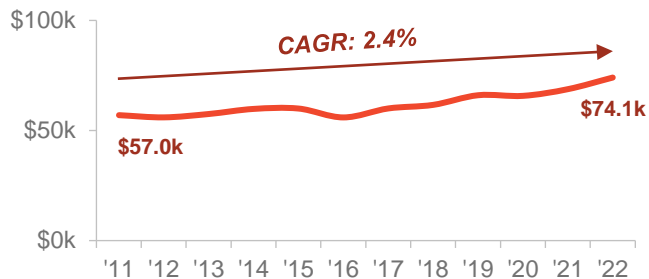
Registrar A



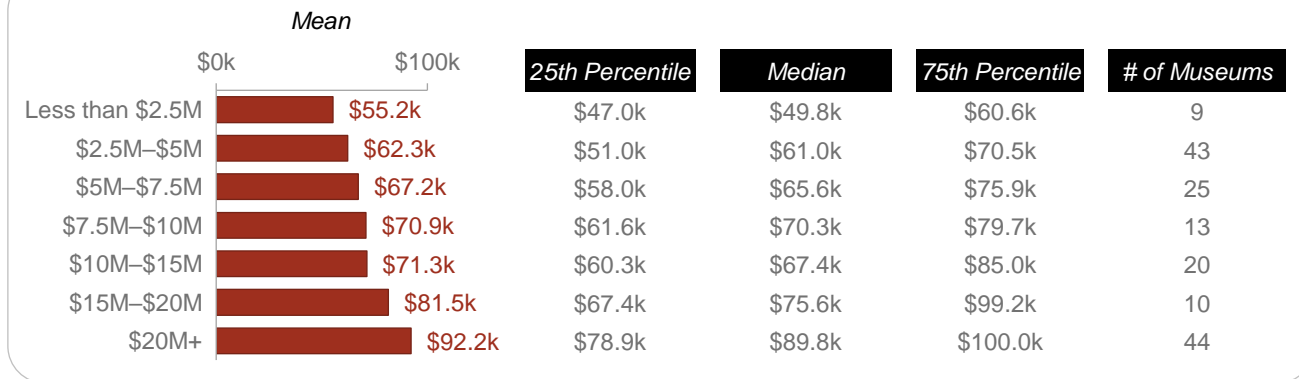
Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, cataloguing, etc.



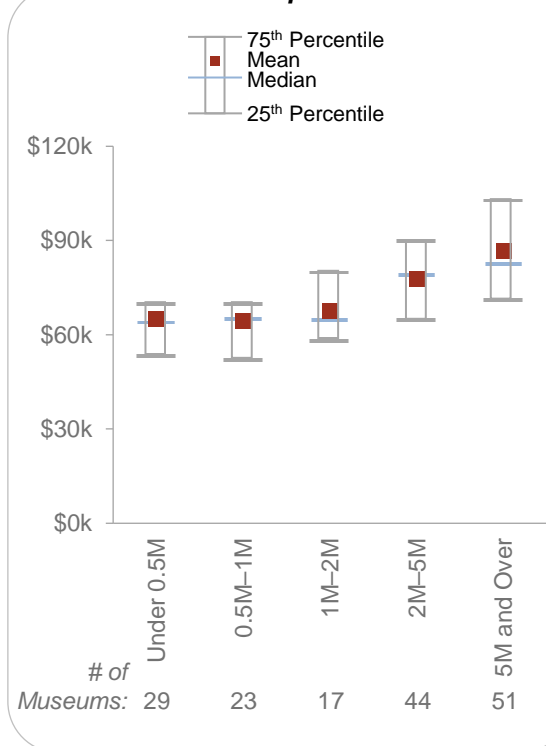
Historical Trend—Median (2011–2022)



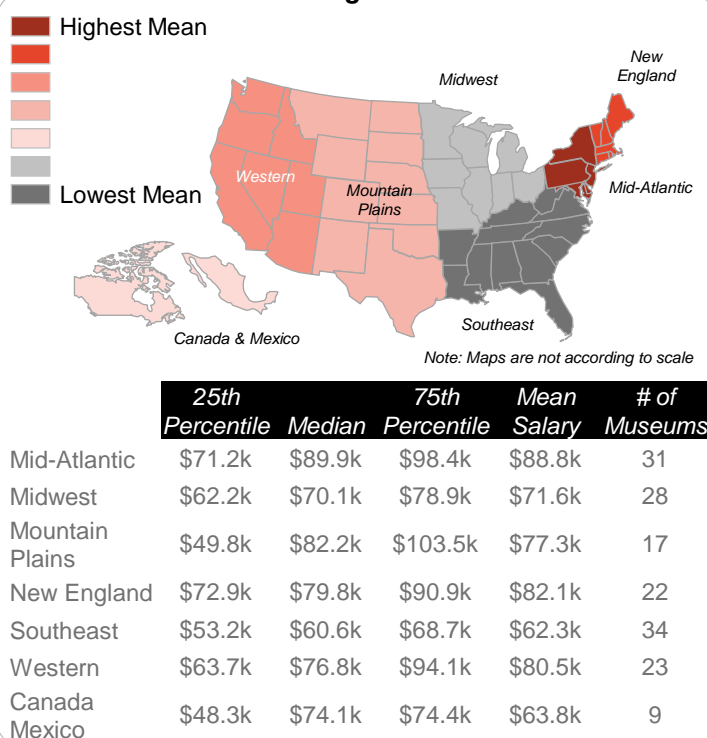
Operating Budget



MSA Population

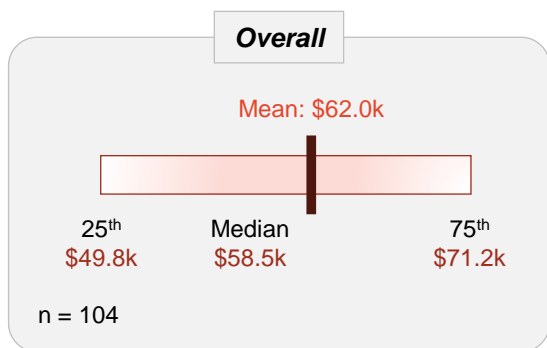


Region

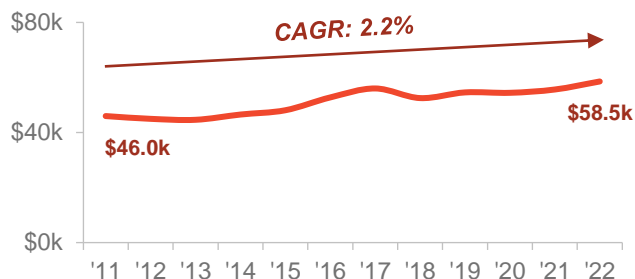


Associate Registrar / Registrar B

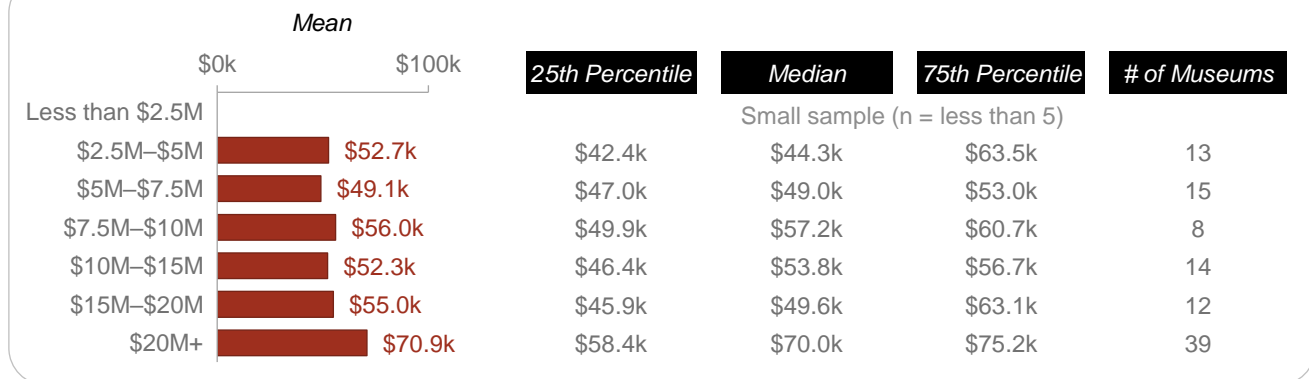
Assists Registrar in performance of routine duties.



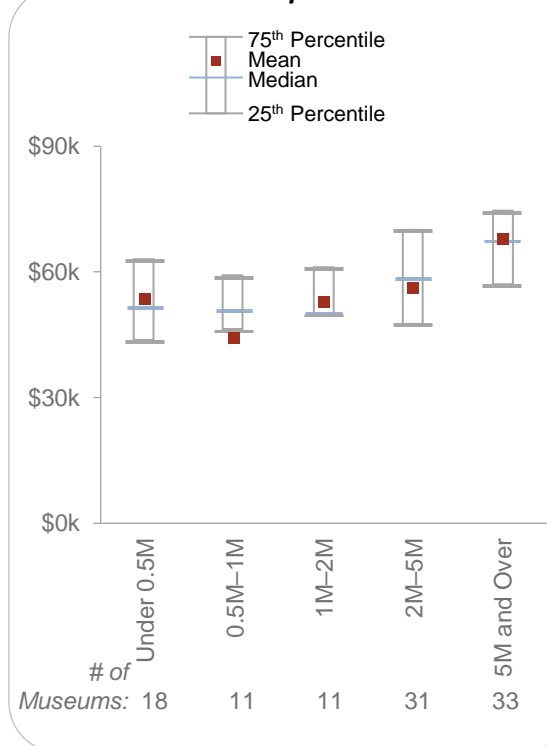
Historical Trend—Median (2011–2022)



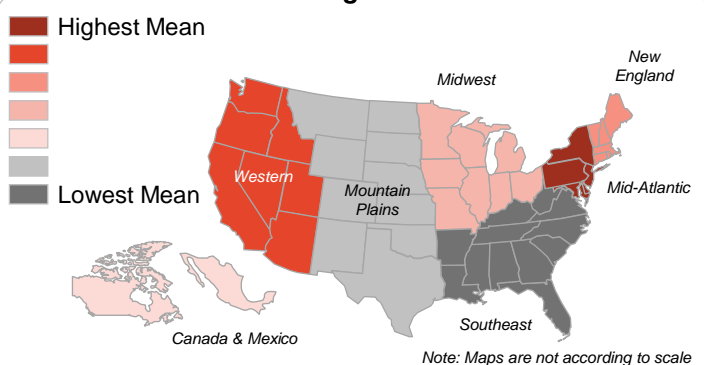
Operating Budget



MSA Population



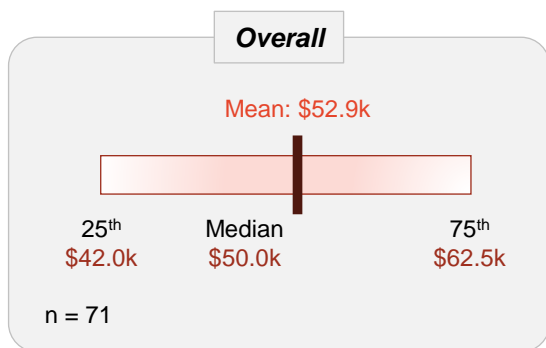
Region



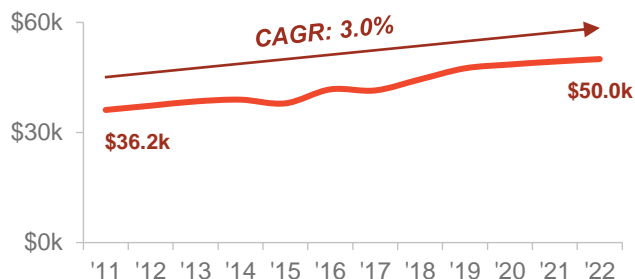
	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$53.3k	\$72.2k	\$95.6k	\$73.7k	20
Midwest	\$49.0k	\$51.9k	\$69.8k	\$55.7k	16
Mountain Plains	\$44.3k	\$55.3k	\$58.4k	\$52.4k	16
New England	\$57.4k	\$58.7k	\$63.5k	\$62.5k	16
Southeast	\$45.9k	\$49.5k	\$54.3k	\$50.4k	15
Western	\$63.9k	\$70.3k	\$71.2k	\$66.4k	15
Canada Mexico	\$43.8k	\$54.4k	\$64.4k	\$53.5k	6

Assistant Registrar / Registrar C

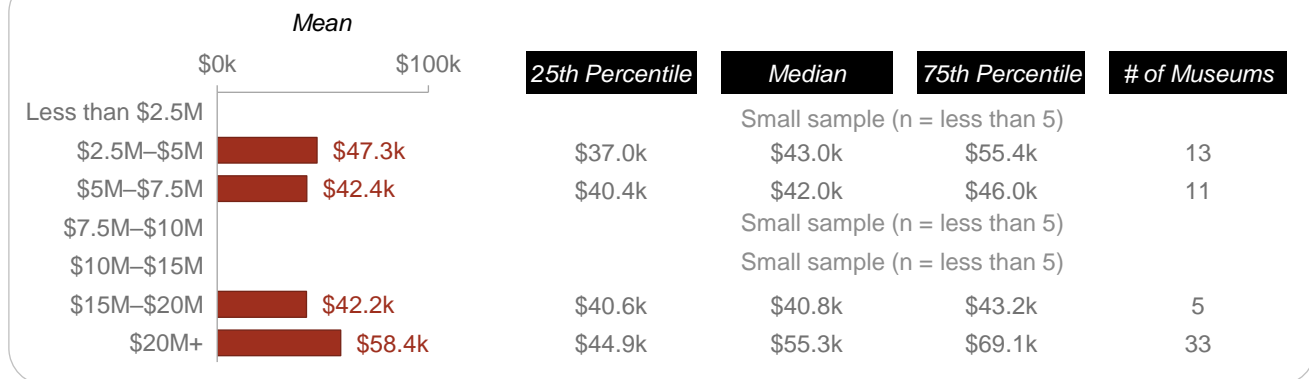
Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.



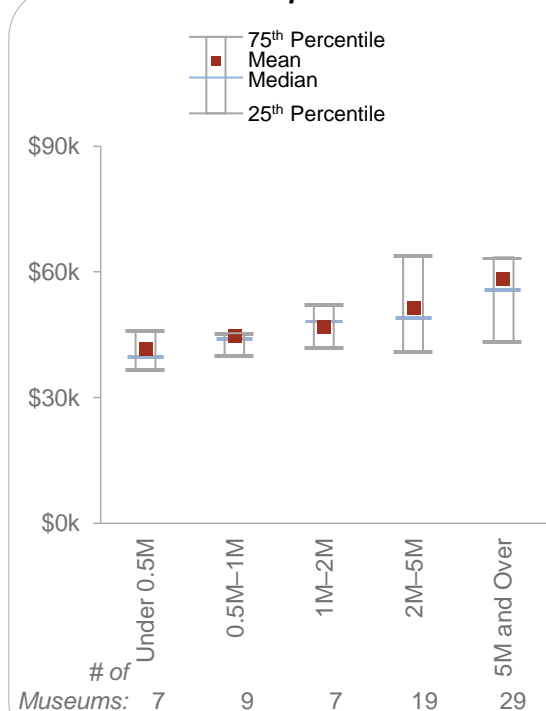
Historical Trend—Median (2011–2022)



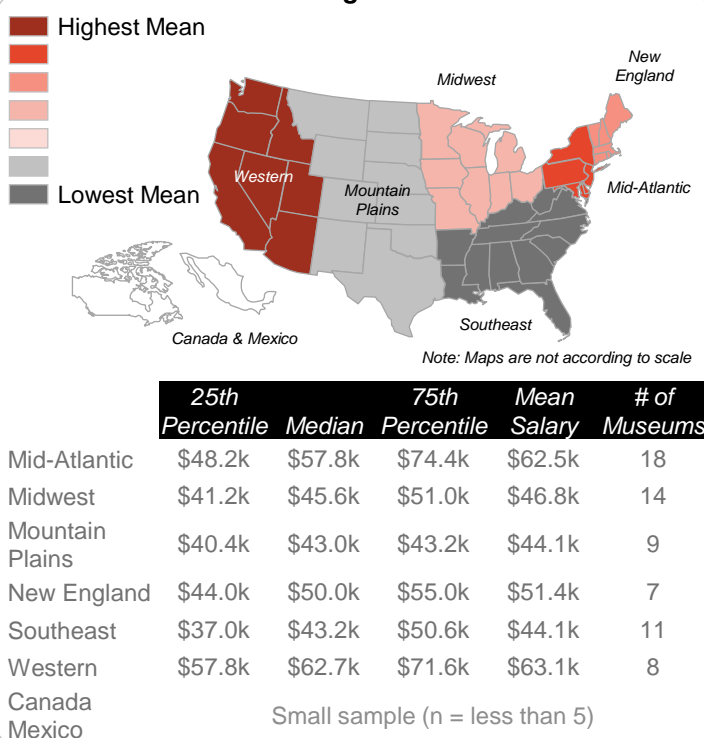
Operating Budget



MSA Population

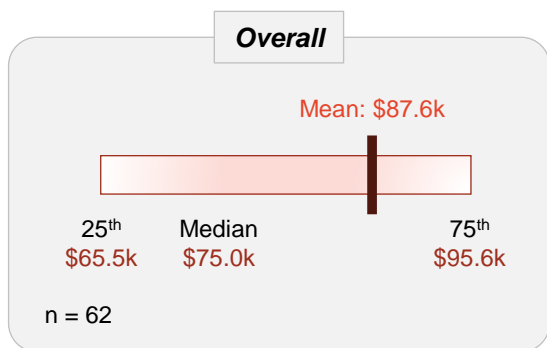


Region

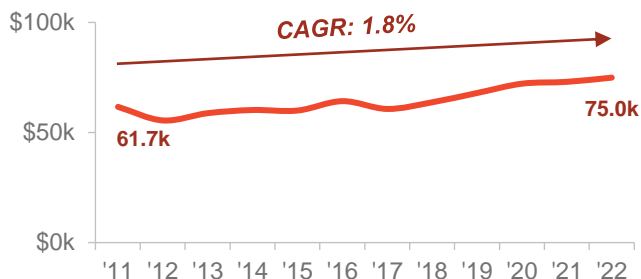


Head Librarian / Librarian A

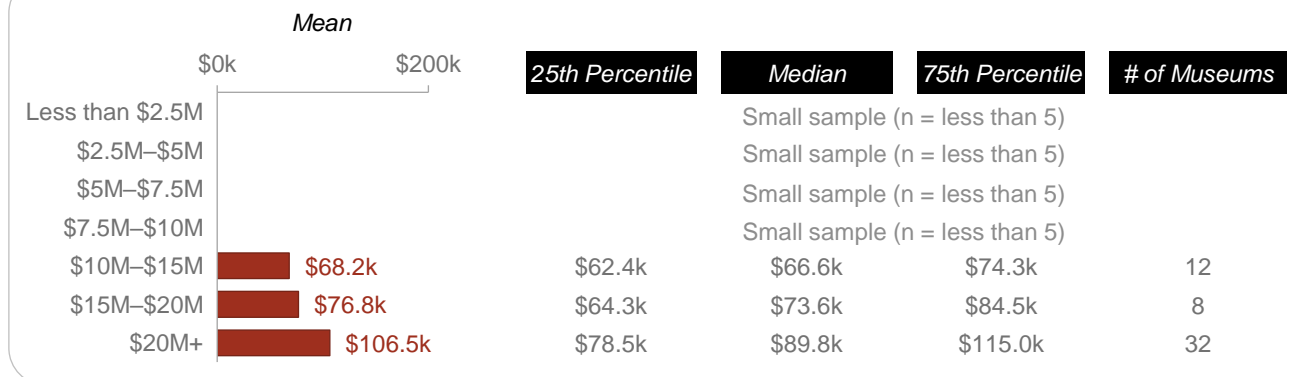
Formulates and carries out library practices, policies and procedures.



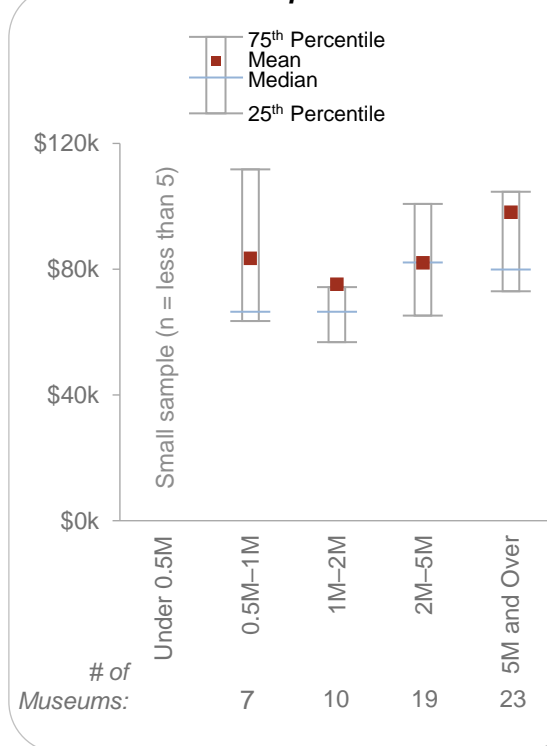
Historical Trend—Median (2011–2022)



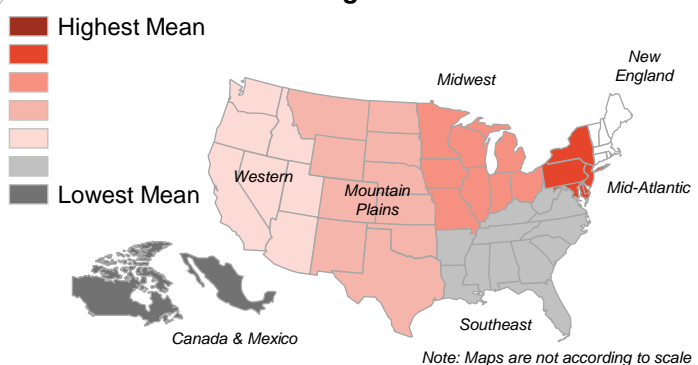
Operating Budget



MSA Population



Region

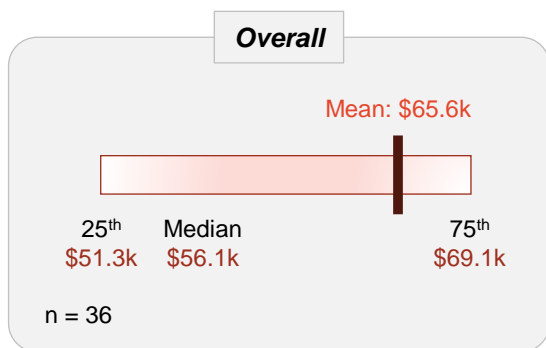


	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$59.3k	\$72.9k	\$130.0k	\$101.7k	17
Midwest	\$77.1k	\$89.5k	\$98.3k	\$88.1k	11
Mountain Plains	\$72.5k	\$75.0k	\$84.0k	\$83.9k	7
New England	Small sample (n = less than 5)				
Southeast	\$57.2k	\$65.1k	\$74.4k	\$72.1k	10
Western	\$68.3k	\$74.2k	\$99.5k	\$83.0k	8
Canada Mexico	\$65.5k	\$72.4k	\$75.8k	\$68.8k	5

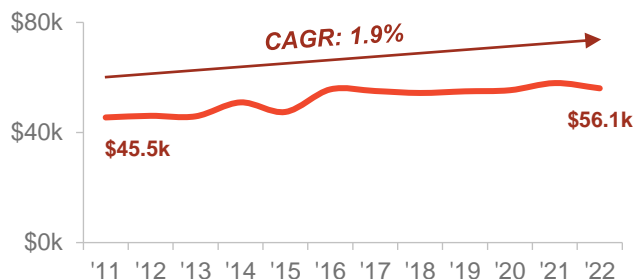
Associate Librarian / Librarian B



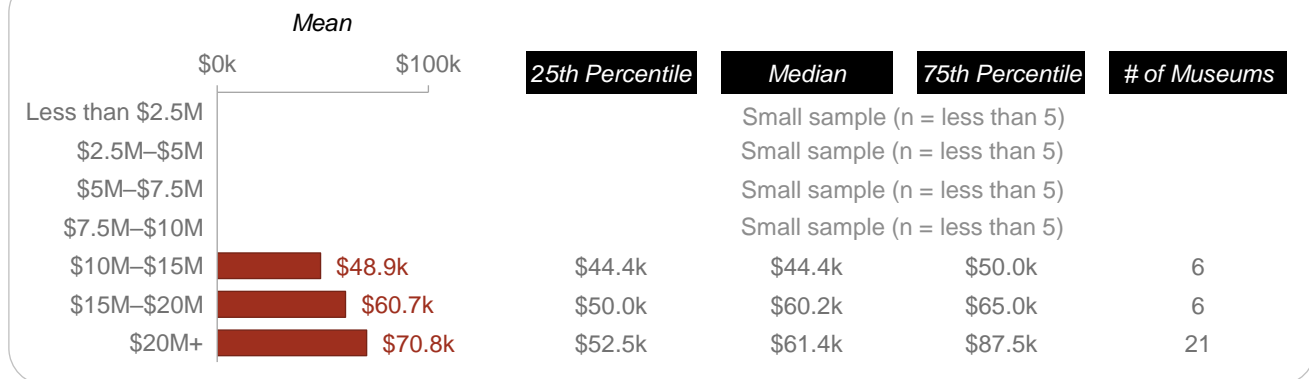
Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.



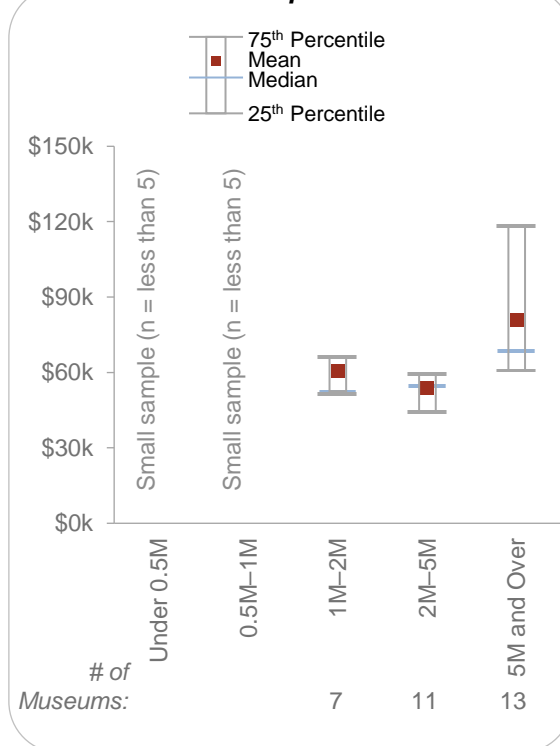
Historical Trend—Median (2011–2022)



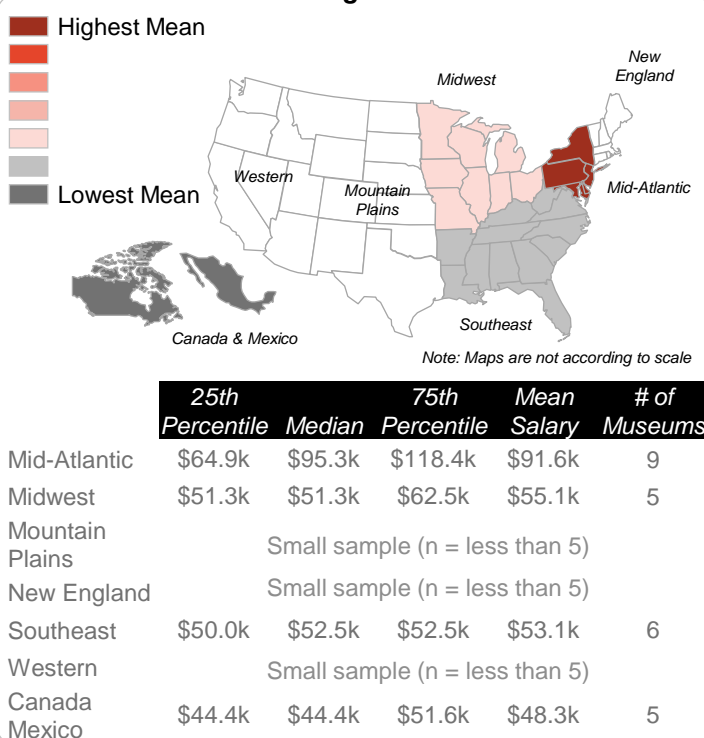
Operating Budget



MSA Population

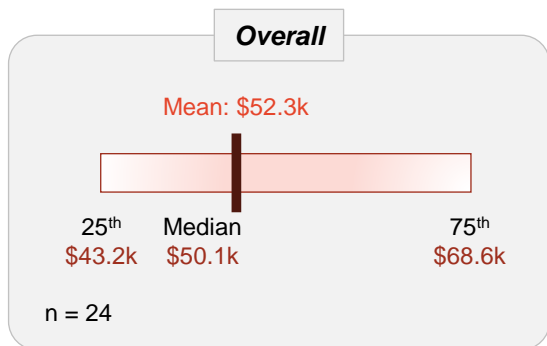


Region

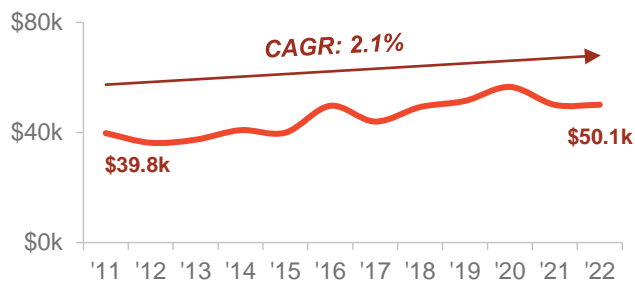


Associate Librarian / Librarian C

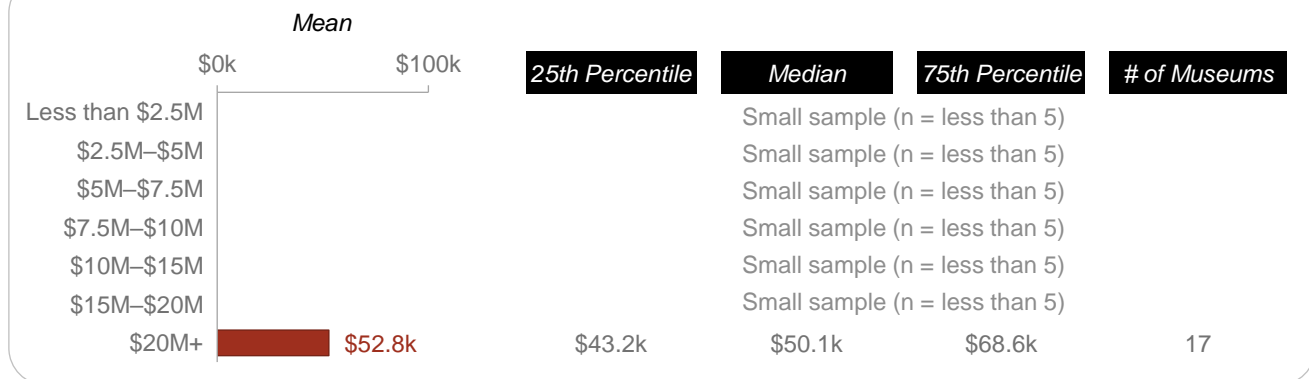
Assists Head Librarian and Associate Librarian with specific sub-program in library operations.



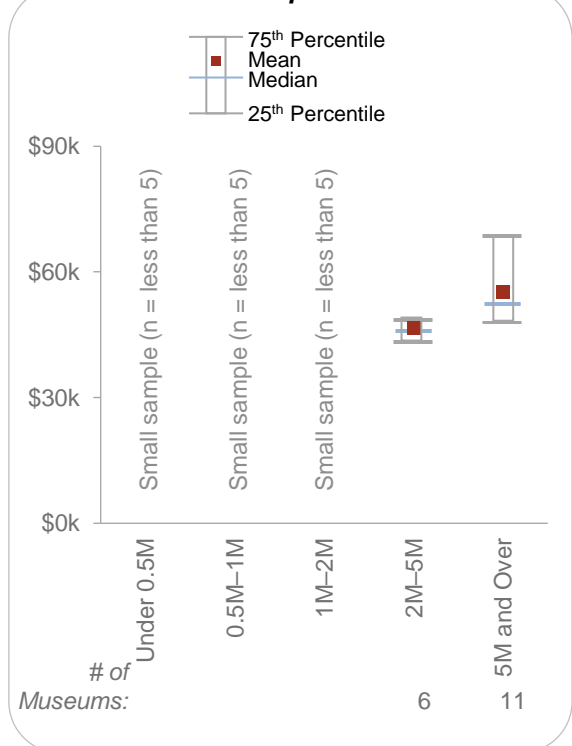
Historical Trend—Median (2011–2022)



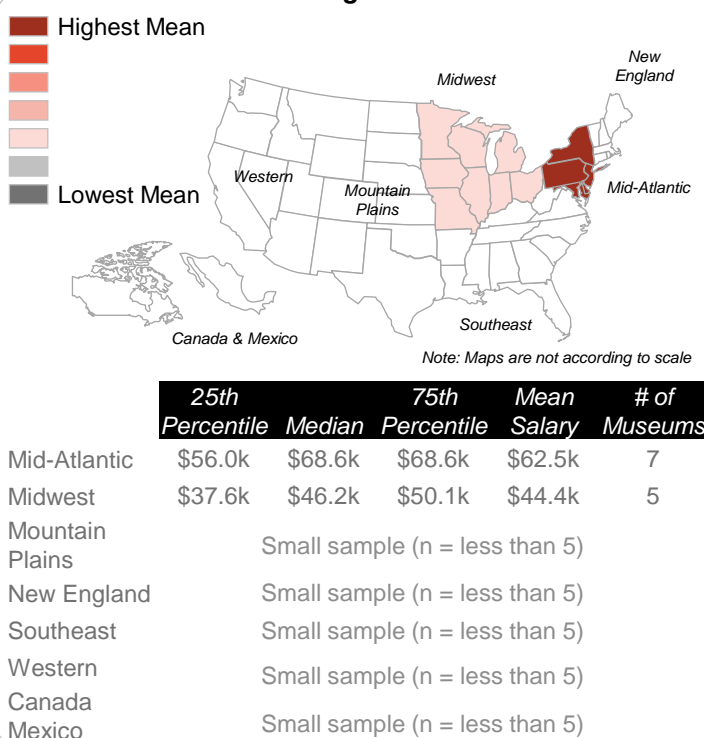
Operating Budget



MSA Population

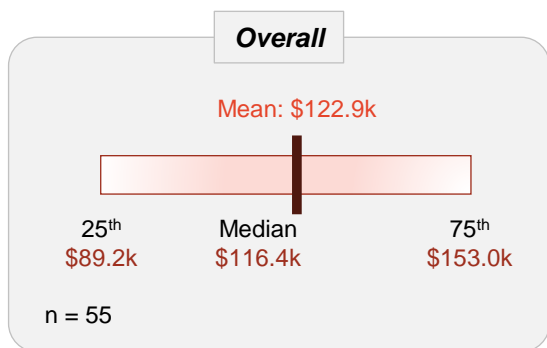


Region

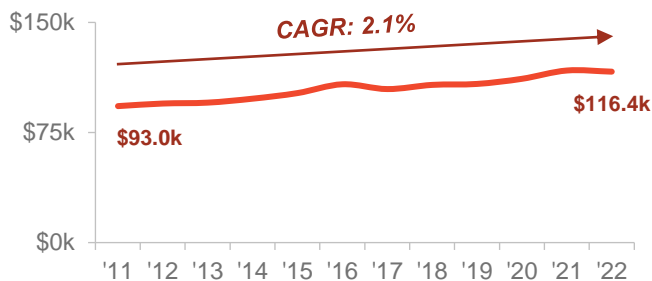


Chief Conservator / Conservator A

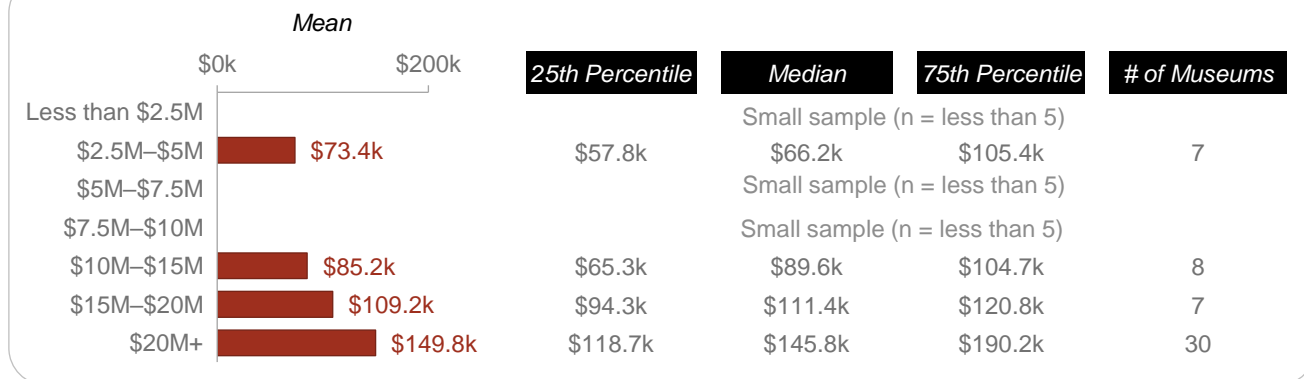
General supervision of conservation department, including administration of the budget and department personnel.



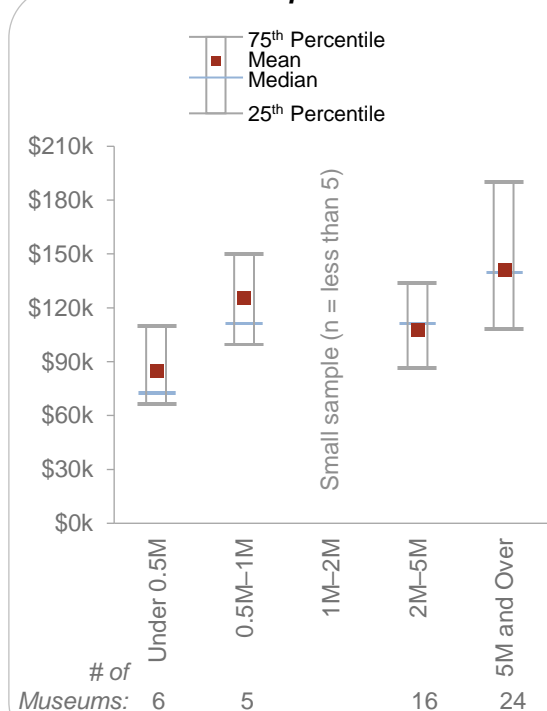
Historical Trend—Median (2011–2022)



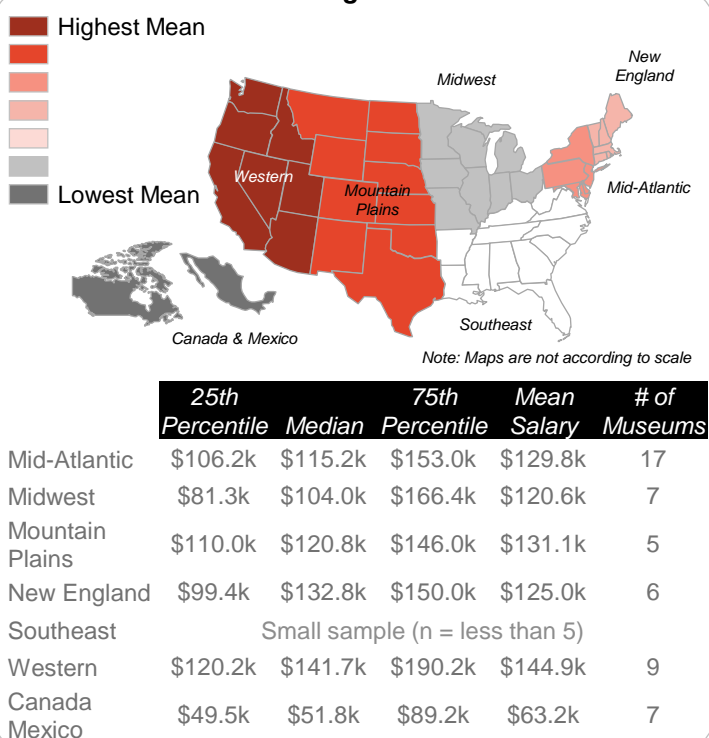
Operating Budget



MSA Population

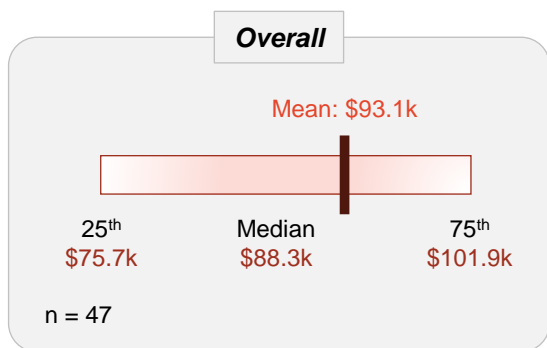


Region

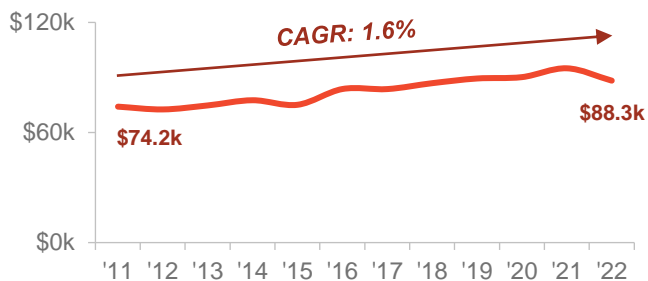


Senior Conservator / Conservator B

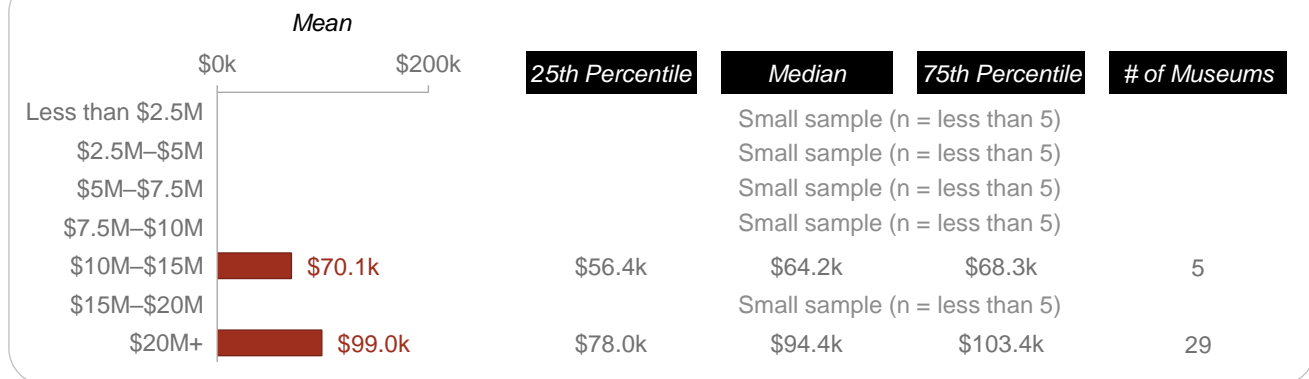
Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization.



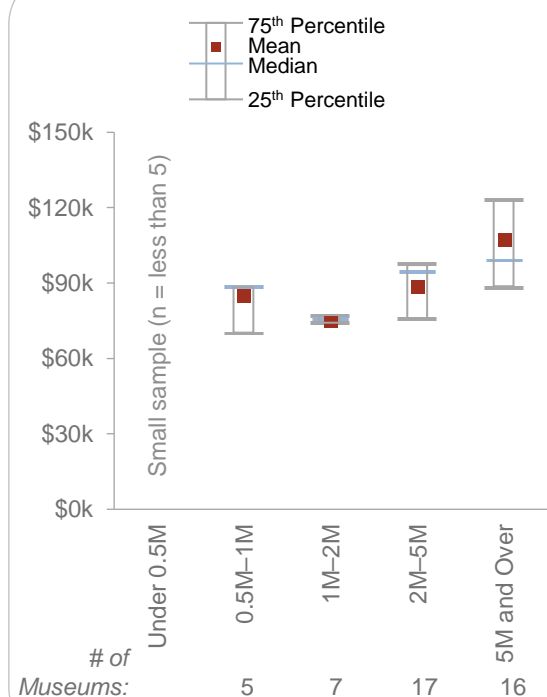
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



Region

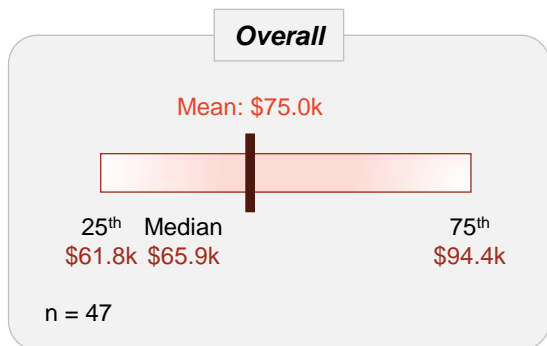


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$88.2k	\$122.9k	\$154.3k	\$115.9k	10
Midwest	\$83.6k	\$88.3k	\$99.1k	\$86.6k	7
Mountain Plains	\$75.8k	\$85.0k	\$106.4k	\$89.7k	6
New England	\$94.4k	\$94.4k	\$100.0k	\$95.4k	6
Southeast	\$70.0k	\$75.7k	\$76.9k	\$73.0k	6
Western	\$97.6k	\$99.7k	\$119.6k	\$105.0k	5
Canada Mexico	\$66.0k	\$68.0k	\$71.2k	\$67.1k	7

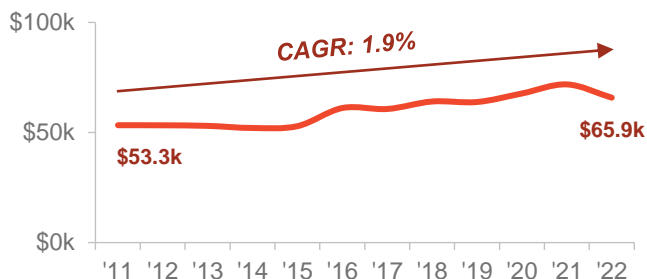
Associate Conservator / Conservator C



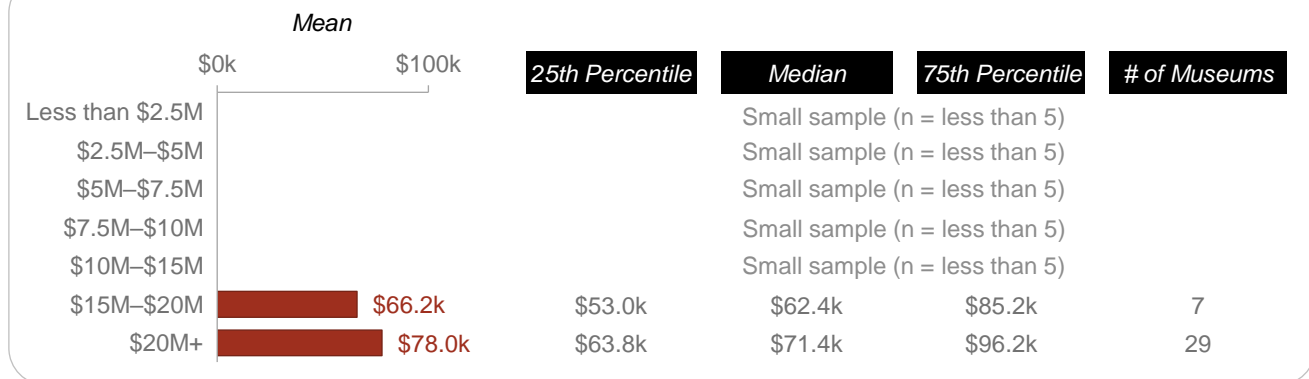
Assists Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.



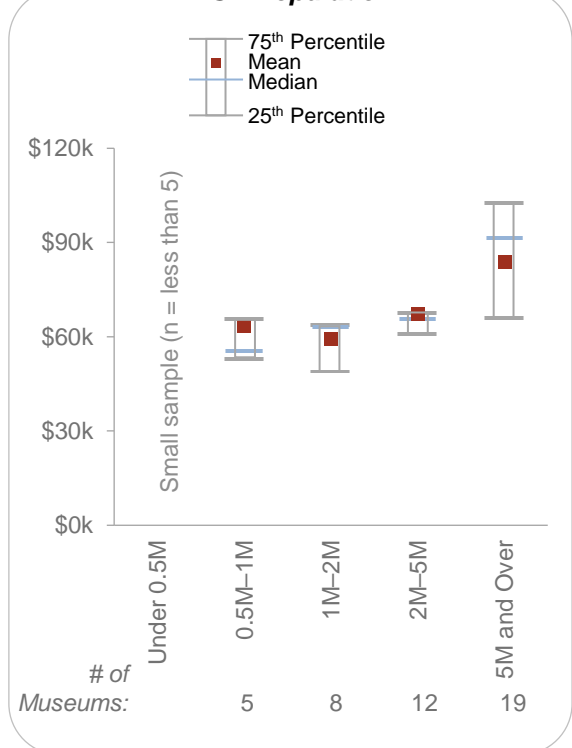
Historical Trend—Median (2011–2022)



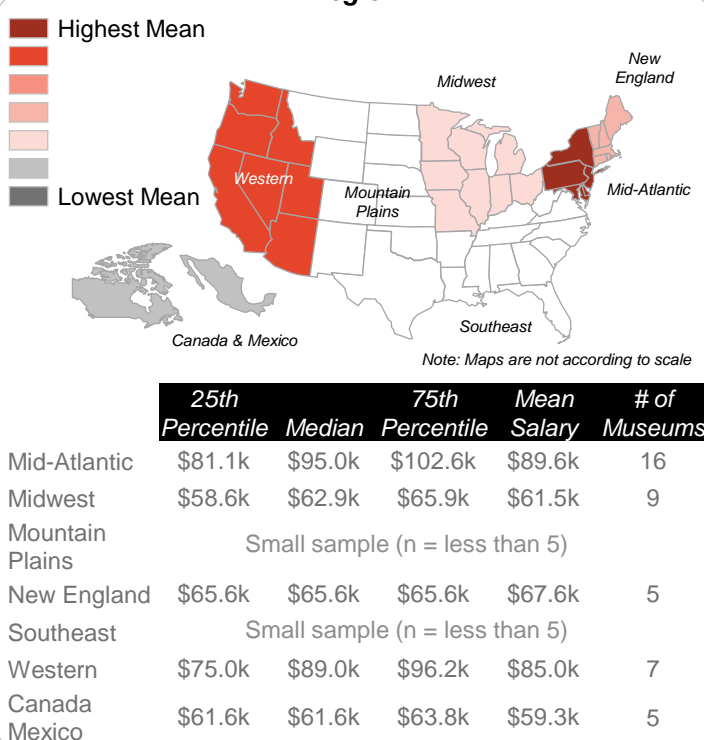
Operating Budget



MSA Population



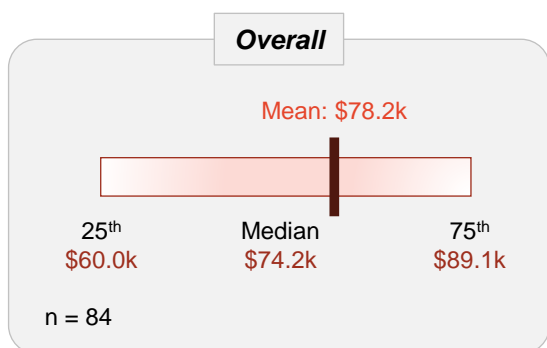
Region



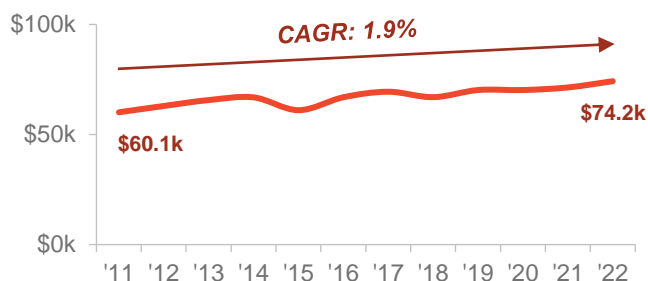
Exhibition Designer



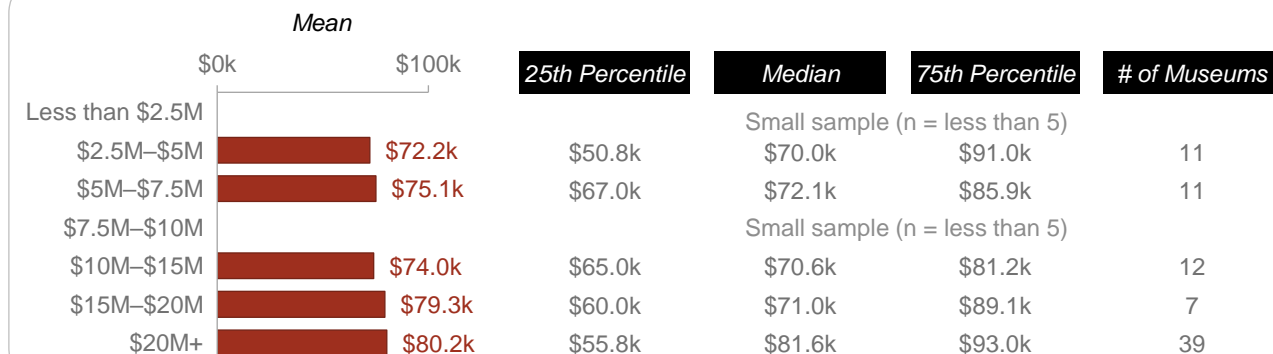
Designs installation of permanent collection as well as temporary exhibition.



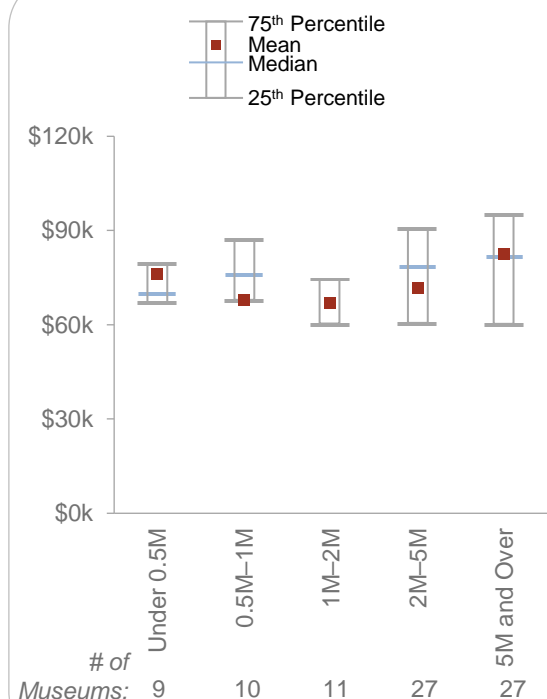
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



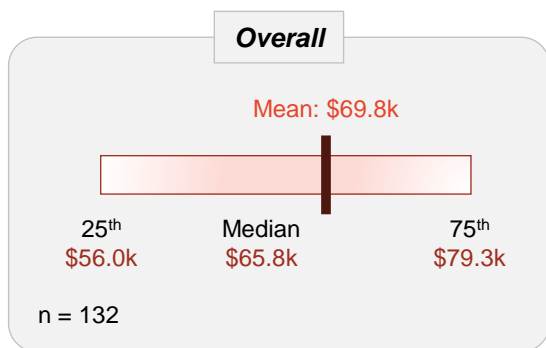
Region



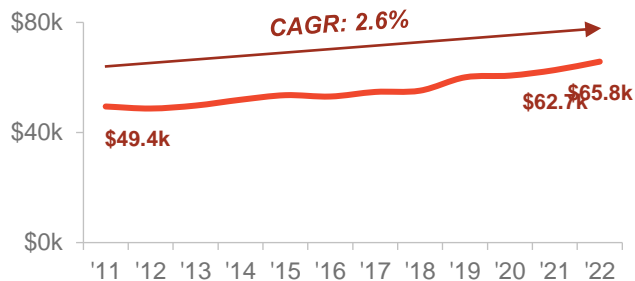
	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$81.1k	\$81.6k	\$102.8k	\$91.2k	16
Midwest	\$70.6k	\$84.0k	\$99.2k	\$84.2k	14
Mountain Plains	\$59.9k	\$68.8k	\$81.6k	\$72.8k	7
New England	\$70.6k	\$82.0k	\$88.8k	\$79.4k	10
Southeast	\$60.0k	\$68.0k	\$82.4k	\$69.7k	15
Western	\$70.1k	\$77.2k	\$97.2k	\$86.8k	17
Canada Mexico	\$47.2k	\$55.8k	\$60.1k	\$54.4k	5

Chief Preparator / Preparator A

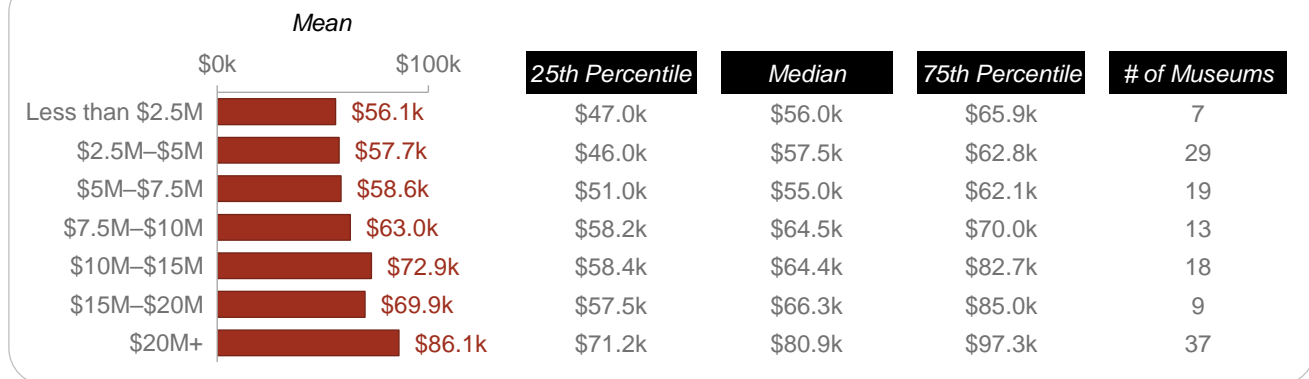
Supervises installation of art objects.



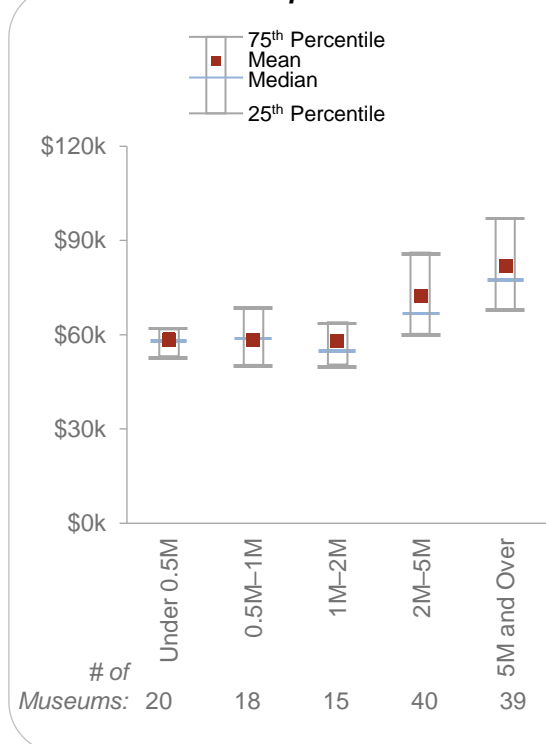
Historical Trend—Median (2011–2022)



Operating Budget



MSA Population



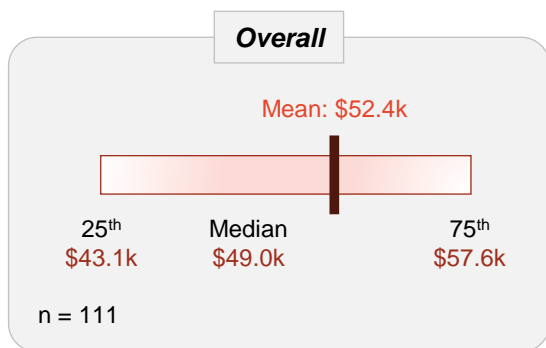
Region



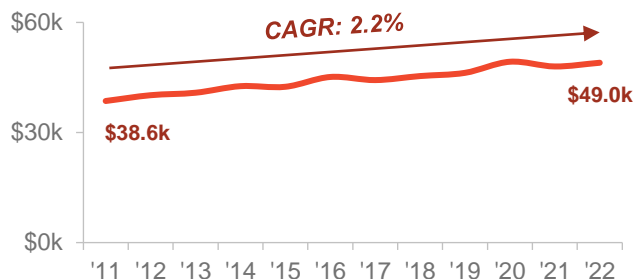
	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$65.0k	\$77.6k	\$97.3k	\$80.8k	24
Midwest	\$51.5k	\$62.5k	\$70.0k	\$62.4k	23
Mountain Plains	\$56.0k	\$66.6k	\$73.0k	\$68.0k	13
New England	\$58.0k	\$63.5k	\$80.6k	\$69.3k	18
Southeast	\$44.8k	\$55.0k	\$59.4k	\$55.4k	28
Western	\$65.8k	\$83.7k	\$109.0k	\$88.0k	18
Canada Mexico	\$65.6k	\$70.9k	\$79.8k	\$72.8k	8

Associate Preparator / Preparator B

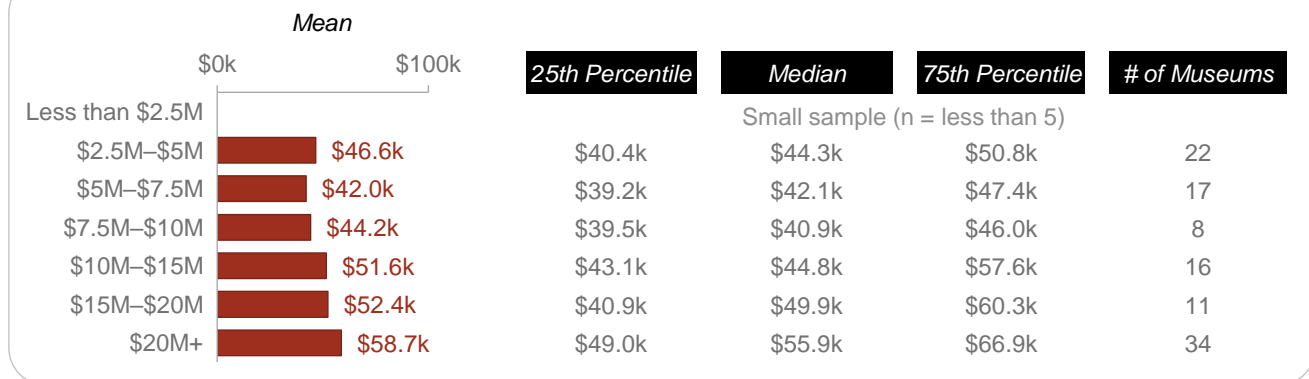
Assists Chief Preparator in administration of the department and implementation of preparation programs.



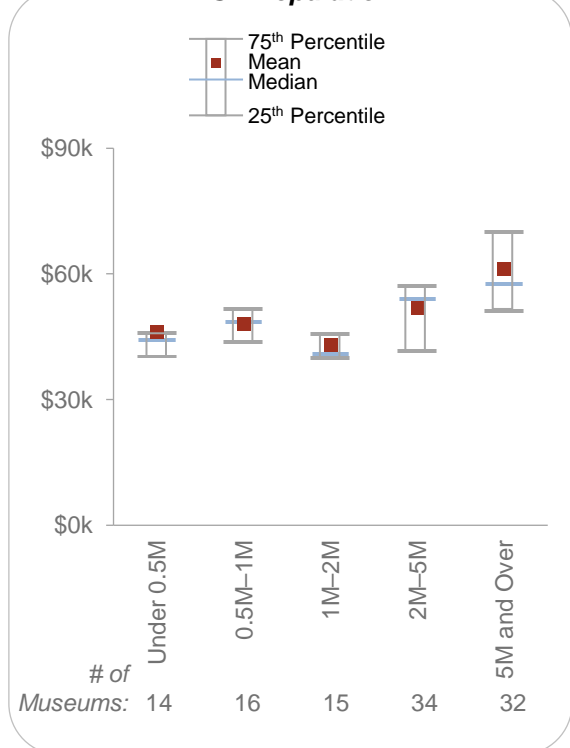
Historical Trend—Median (2011–2022)



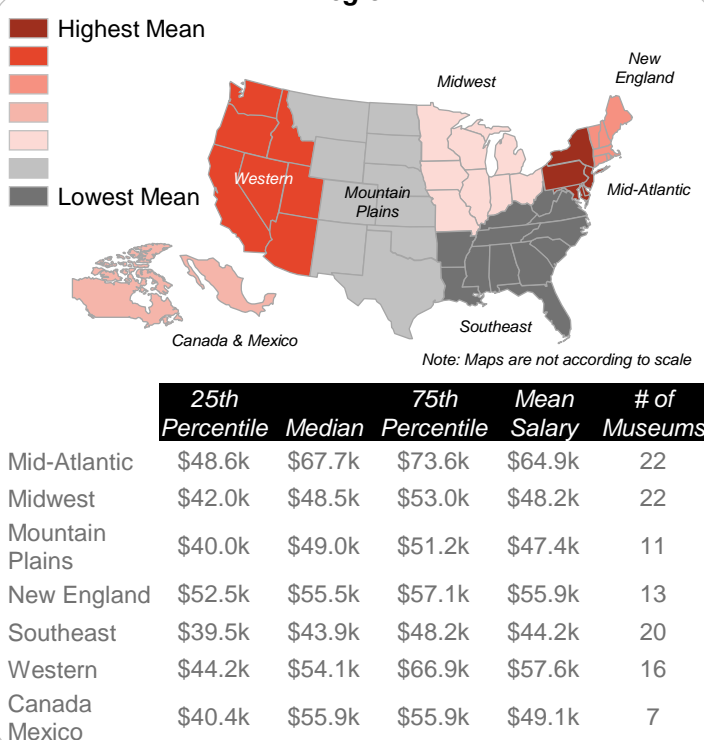
Operating Budget



MSA Population



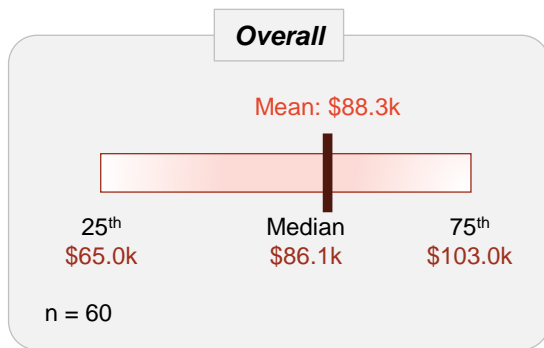
Region



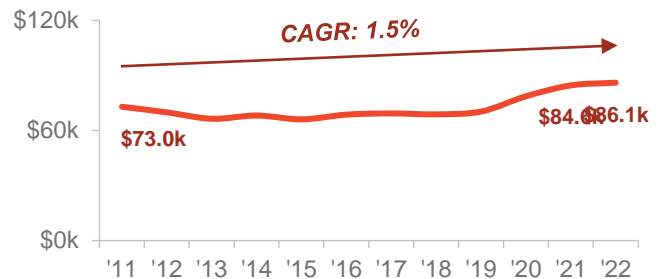
Editor / Director of Publications



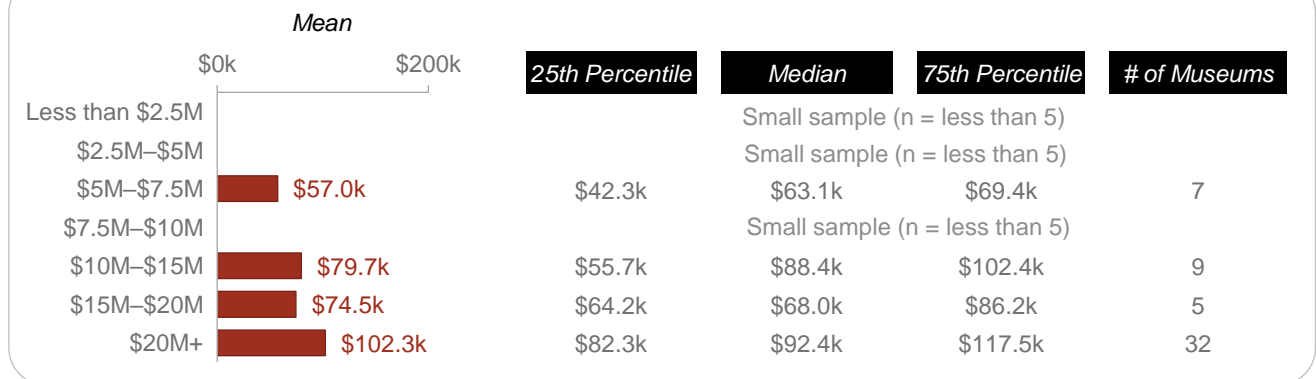
Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions.



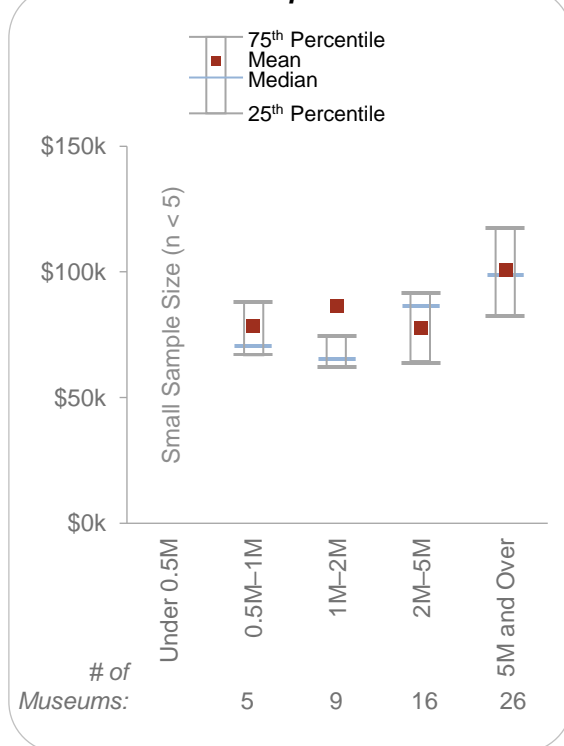
Historical Trend—Median (2011–2022)



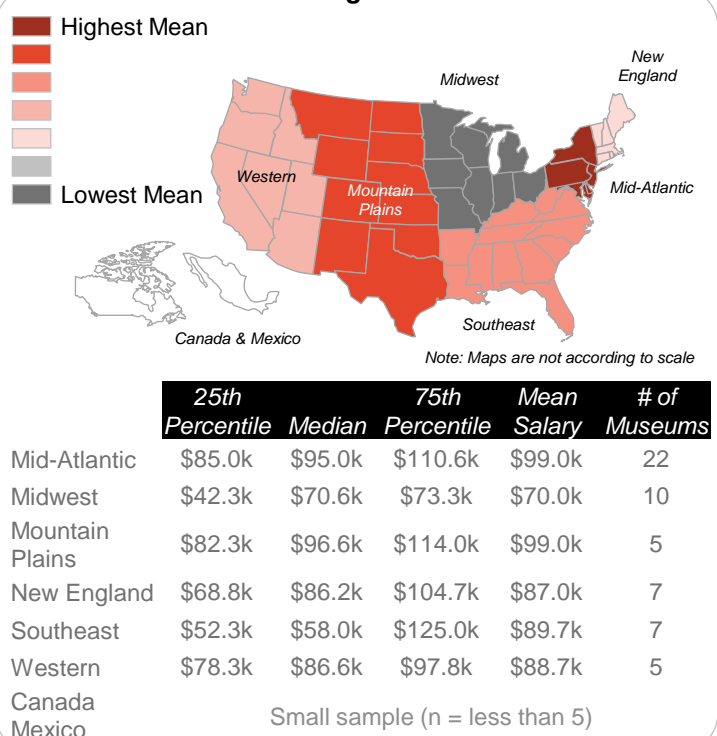
Operating Budget



MSA Population



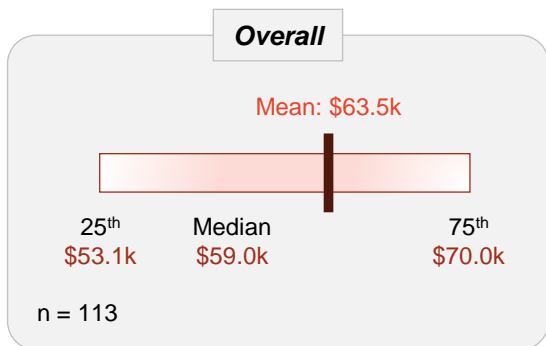
Region



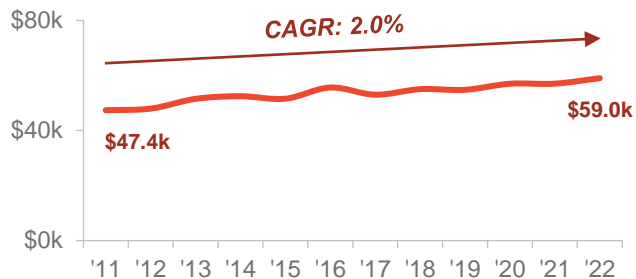
Graphic Designer



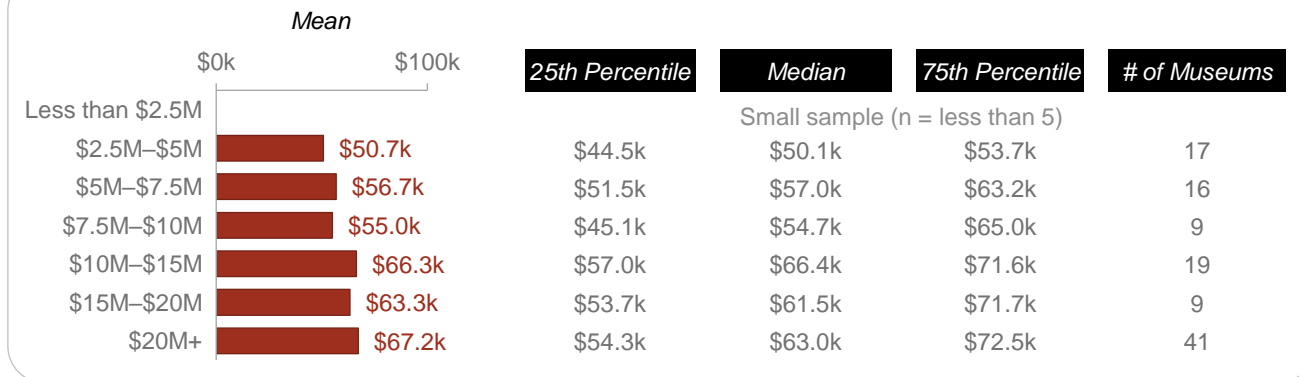
Responsible for design of all museum publications and graphics.



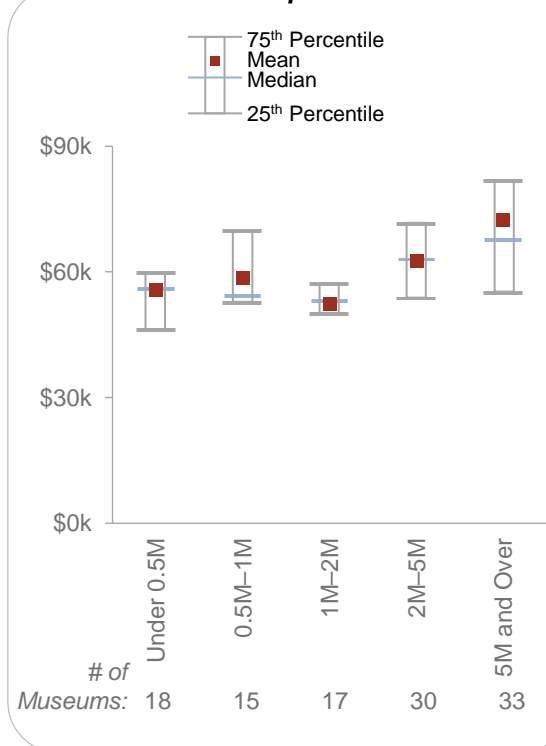
Historical Trend—Median (2011–2022)



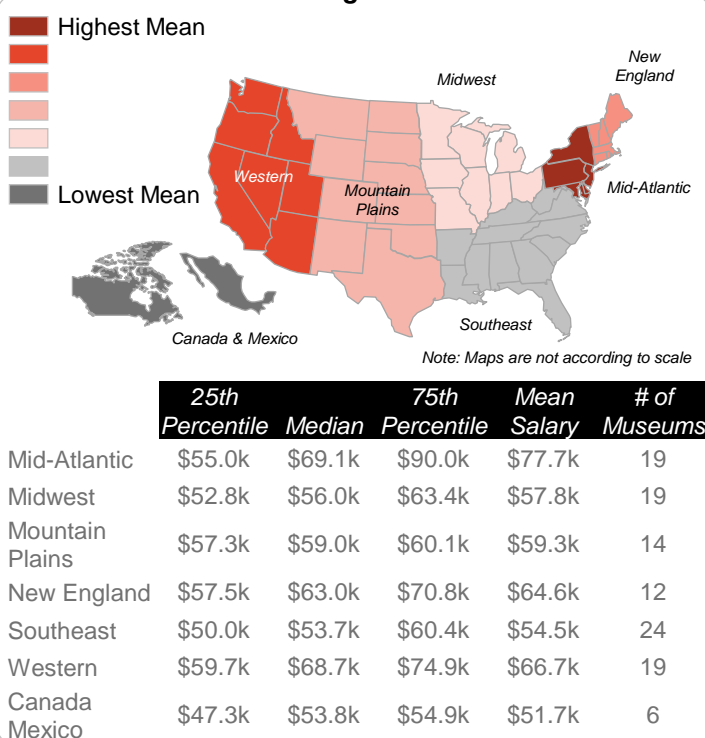
Operating Budget



MSA Population



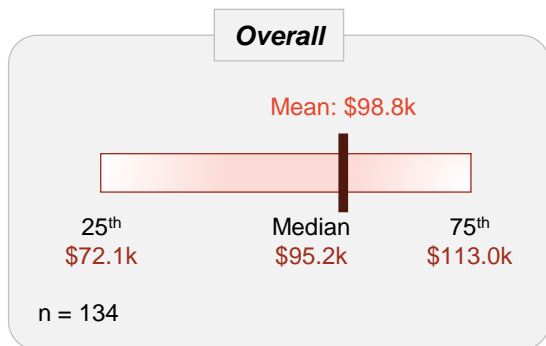
Region



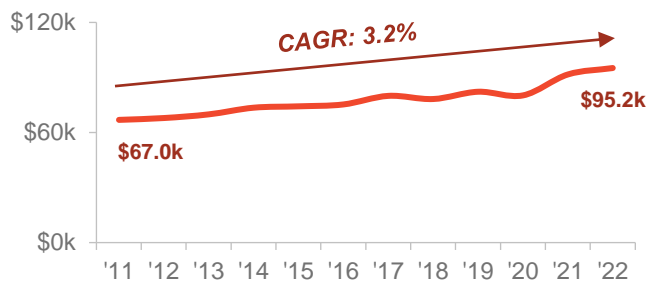
Facilities Director / Building Manager / Operations Manager



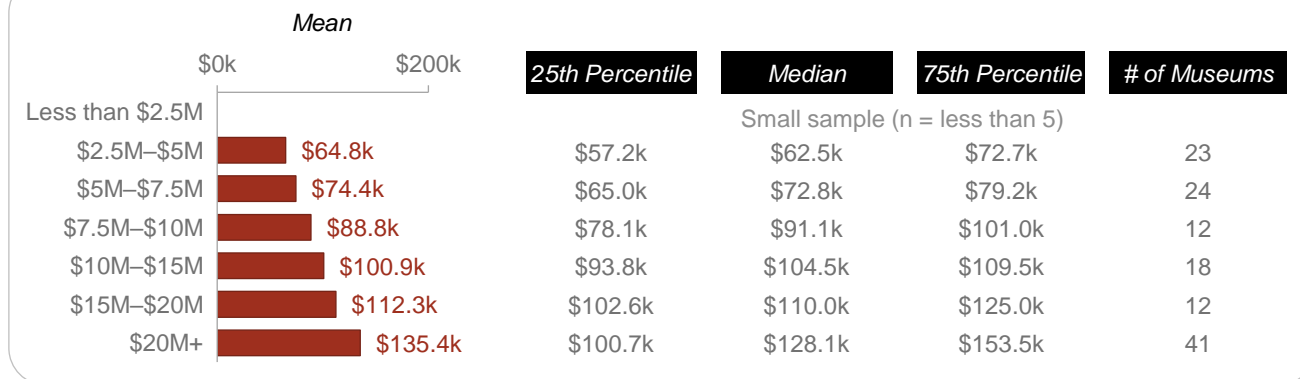
Responsible for the operation of all facilities including maintenance and janitorial services.



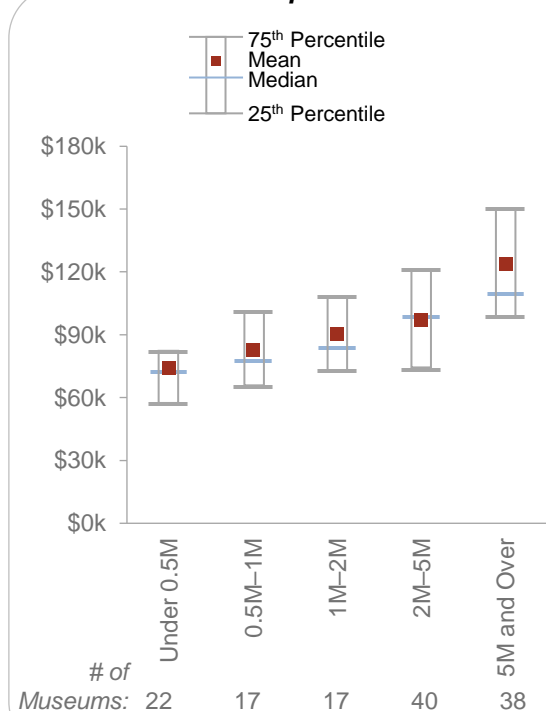
Historical Trend—Median (2011–2022)



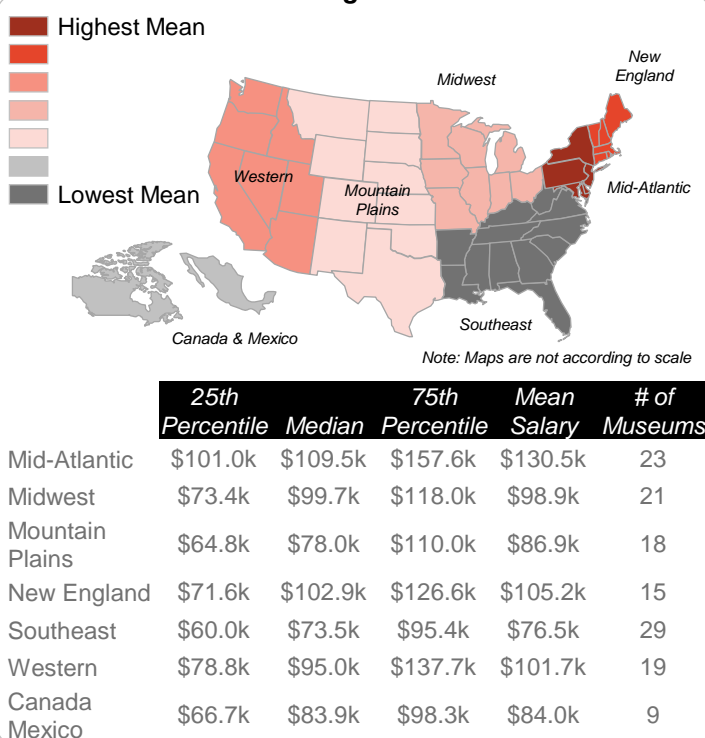
Operating Budget



MSA Population



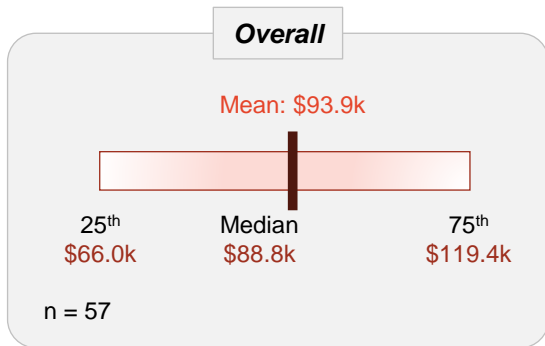
Region



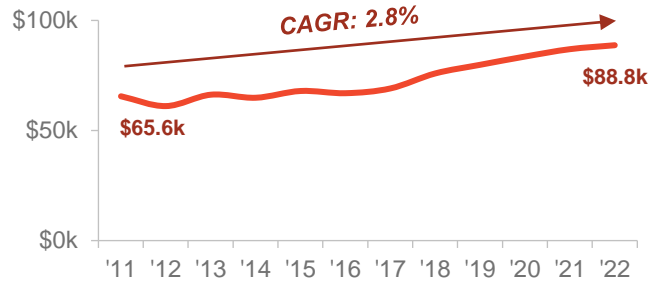
Engineering Manager



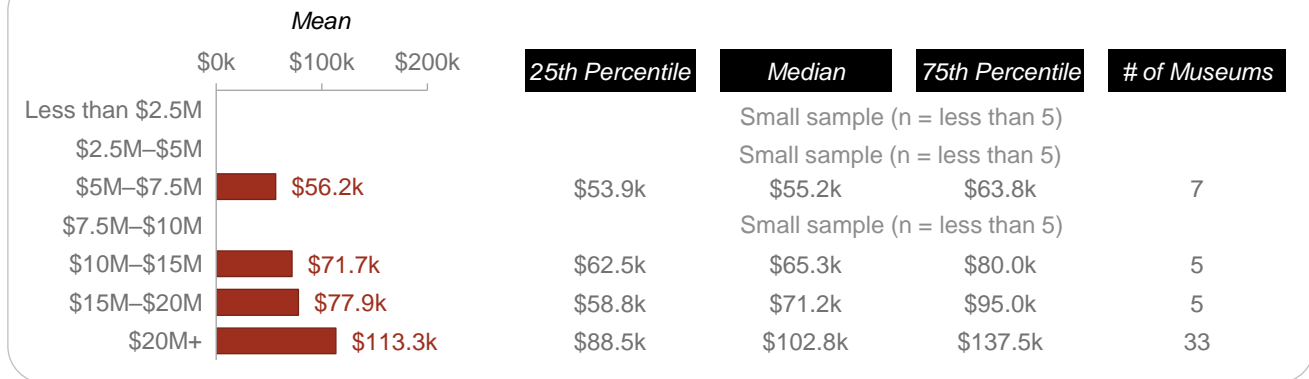
Supervises and coordinates activities of staff engaged in maintaining and repairing mechanical areas of museum.



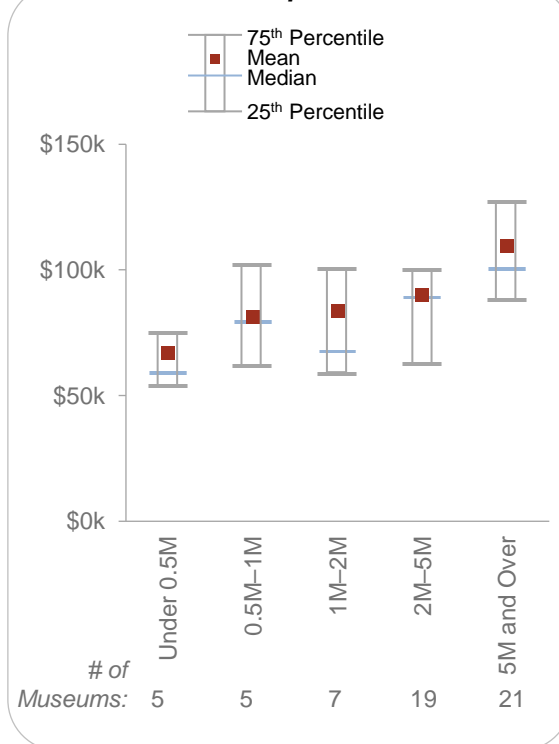
Historical Trend—Median (2011–2022)



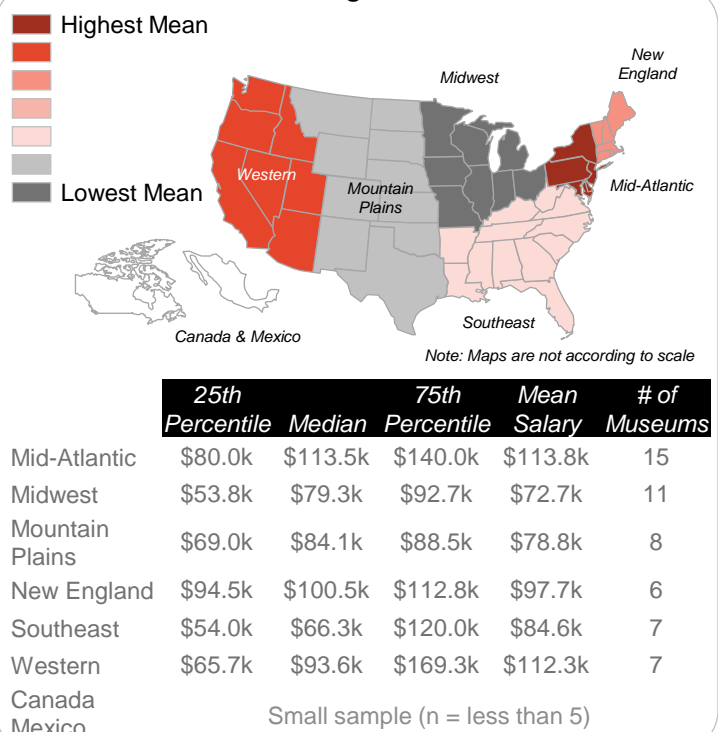
Operating Budget



MSA Population

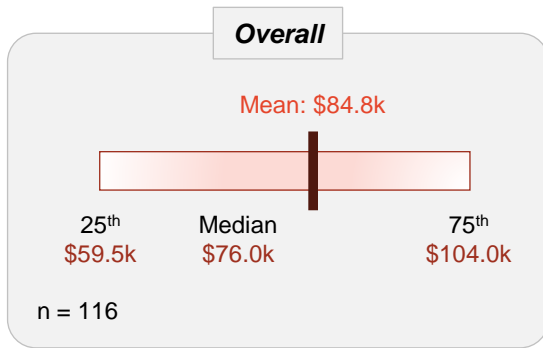


Region

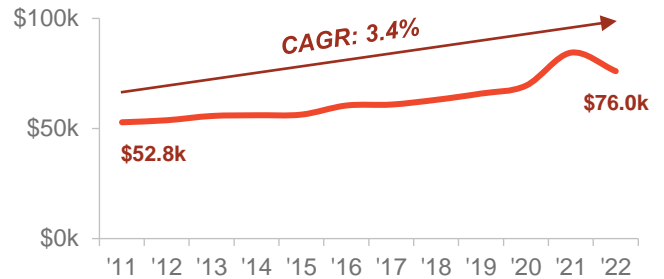


Chief of Security

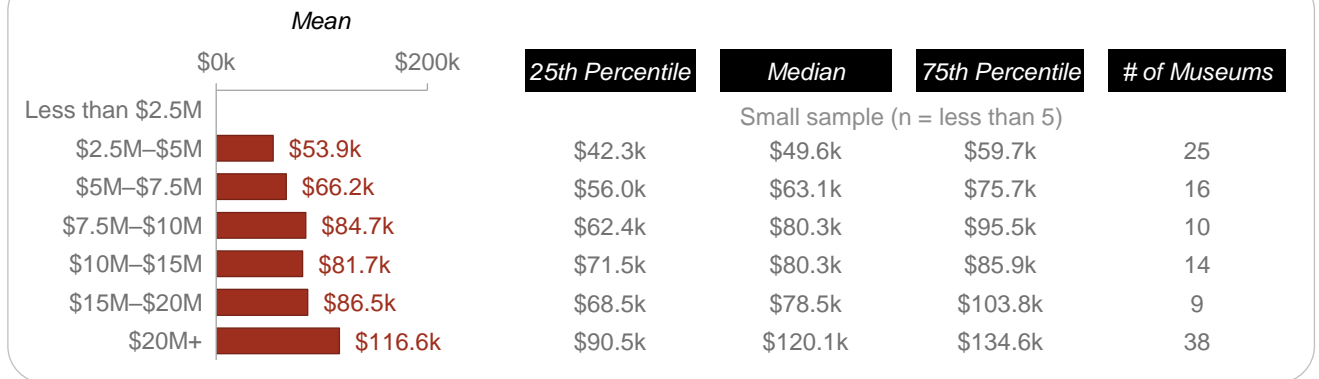
Supervises all guard forces.



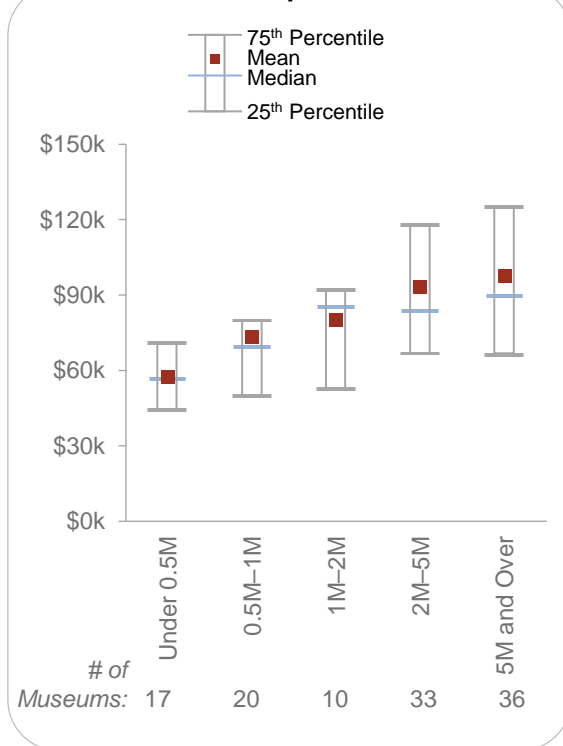
Historical Trend—Median (2011–2022)



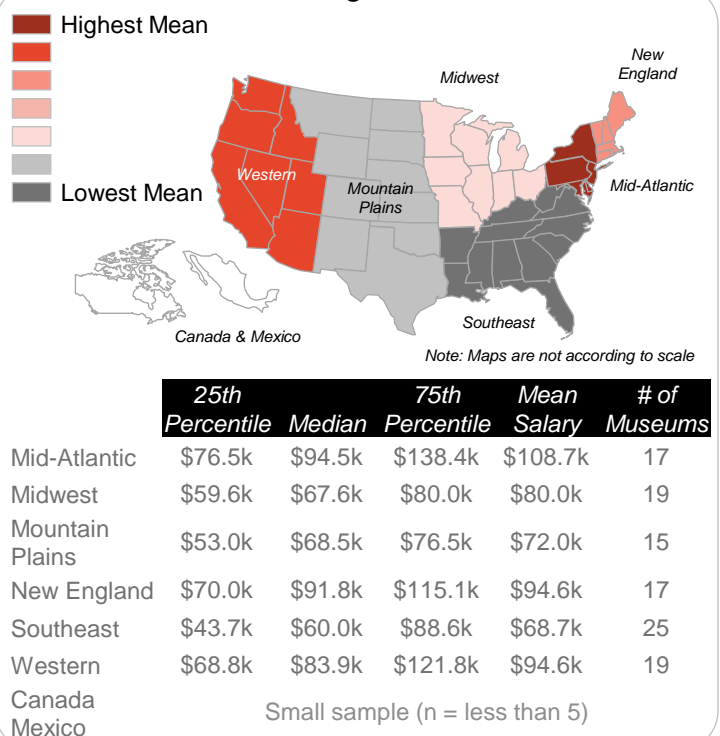
Operating Budget



MSA Population



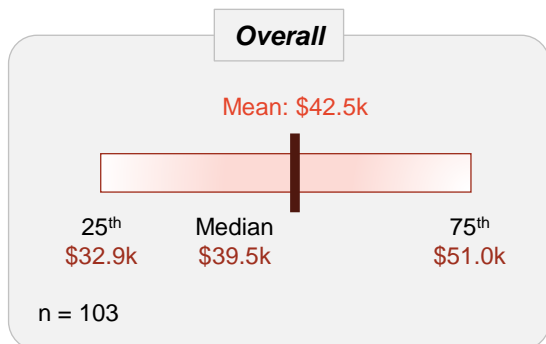
Region



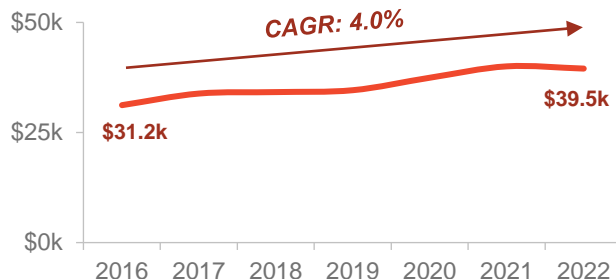
Museum Security Officer / Museum Security Guard

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

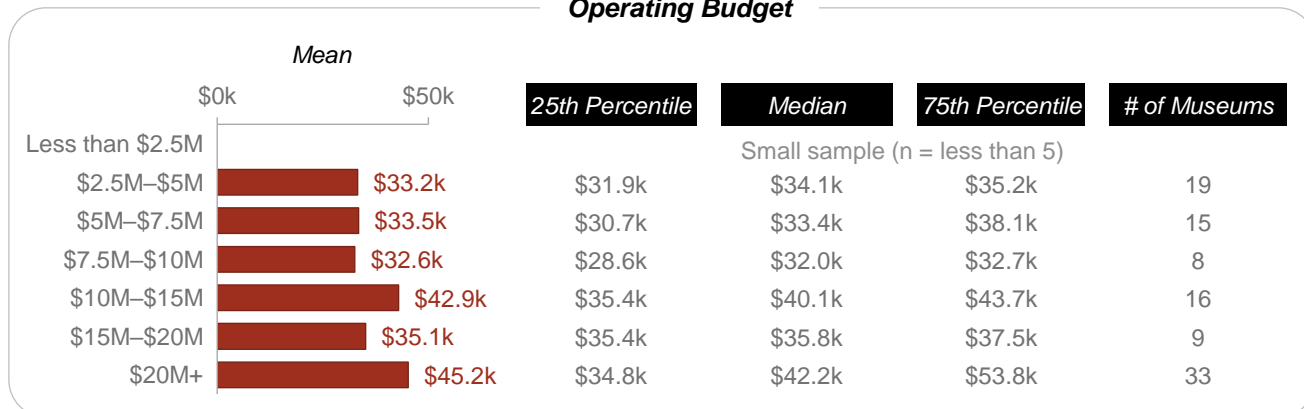
Overall



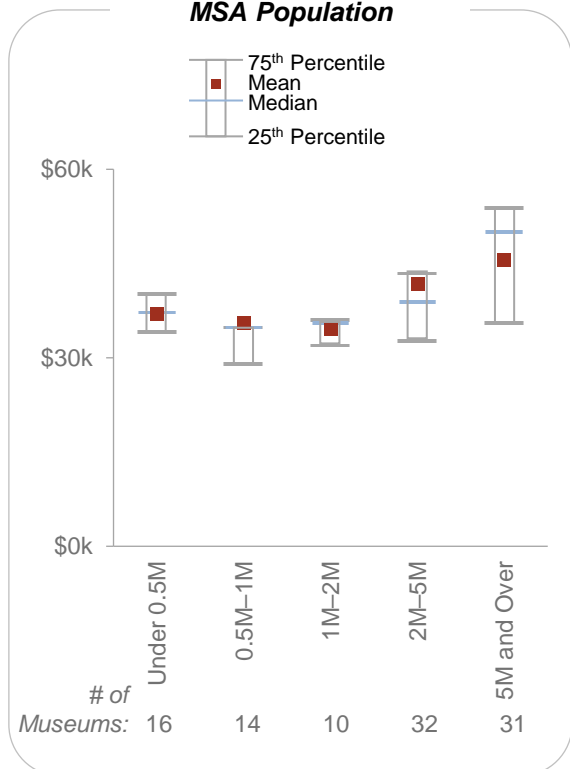
Historical Trend—Median (2016–2022)



Operating Budget



MSA Population



Region

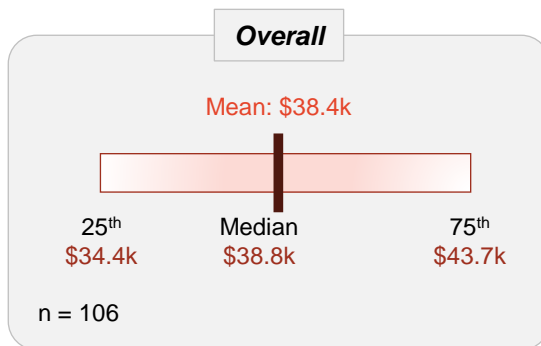


	25 th Percentile	Median	75 th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$42.4k	\$51.0k	\$56.9k	\$48.0k	17
Midwest	\$30.8k	\$35.6k	\$42.2k	\$36.1k	17
Mountain Plains	\$29.3k	\$32.1k	\$32.9k	\$33.3k	12
New England	\$38.8k	\$39.8k	\$41.3k	\$41.2k	14
Southeast	\$34.1k	\$34.8k	\$36.0k	\$34.6k	22
Western	\$45.0k	\$53.8k	\$53.8k	\$53.4k	17
Canada Mexico	Small sample (n = less than 5)				

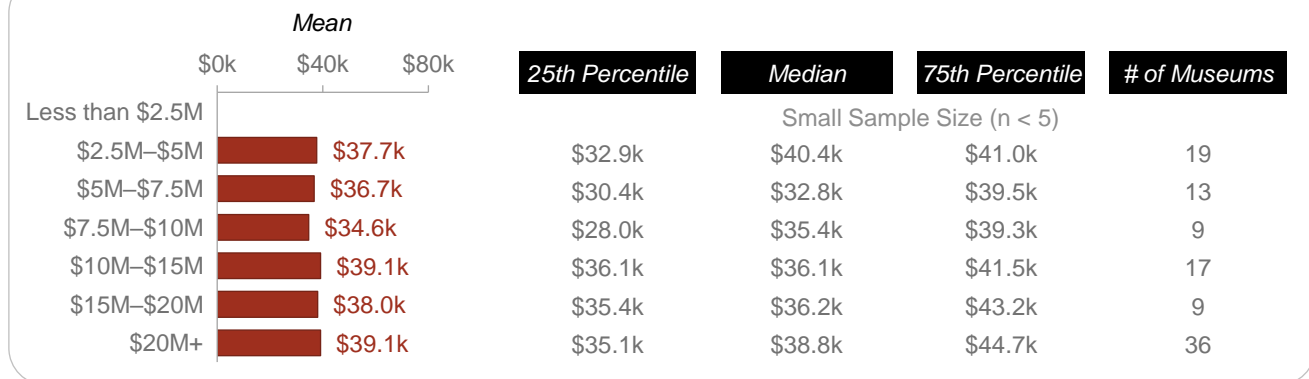
Visitor Services Associate



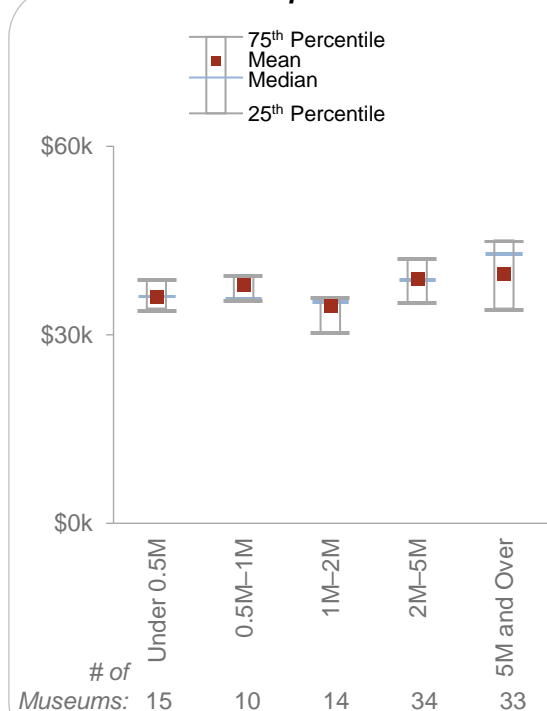
Responsible for a successful guest experience in the museum. Activities include selling tickets, overseeing access control, engaging with guests, handling questions, etc.



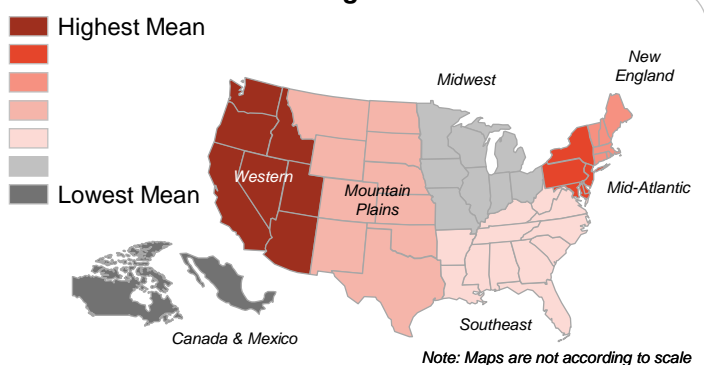
Operating Budget



MSA Population



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$35.0k	\$42.9k	\$43.7k	\$40.1k	20
Midwest	\$29.8k	\$34.2k	\$37.4k	\$34.6k	15
Mountain Plains	\$30.4k	\$38.8k	\$38.8k	\$35.5k	14
New England	\$35.6k	\$39.3k	\$40.4k	\$38.6k	13
Southeast	\$30.4k	\$35.4k	\$35.9k	\$35.3k	21
Western	\$39.4k	\$44.9k	\$44.9k	\$43.3k	18
Canada Mexico	\$30.4k	\$31.2k	\$34.0k	\$32.2k	5

University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Director	\$297.8k	\$220.0k	\$189.0k	\$243.9k	43
Deputy Director	\$142.9k	\$120.6k	\$106.0k	\$136.3k	23
Chief Operating Officer / Administrator	\$137.5k	\$108.2k	\$87.8k	\$121.4k	15
Assistant to Director	\$67.7k	\$56.8k	\$50.2k	\$60.2k	34
Director of Finance / Finance A	\$119.4k	\$96.7k	\$84.0k	\$111.4k	15
Finance B	\$89.6k	\$60.4k	\$53.8k	\$70.4k	21
Director of Development / Development A	\$150.0k	\$112.3k	\$90.1k	\$120.1k	25
Grant Manager / Institutional Giving Manager / Development B	\$90.1k	\$71.8k	\$55.1k	\$75.5k	19
Development Associate / Development C	\$73.7k	\$56.6k	\$44.4k	\$62.4k	18
Director, Planned Giving / Institutional Giving	Small Sample Size (n < 5)				
Human Resources Director	\$88.9k	\$74.5k	\$62.4k	\$85.2k	6
Director of Information Systems / Chief Information Officer	\$148.5k	\$90.1k	\$89.9k	\$117.1k	5
Systems Manager / Technology Director / Director of New Media	\$96.7k	\$72.8k	\$60.0k	\$79.9k	14
Web Manager	\$80.6k	\$66.8k	\$57.7k	\$69.3k	12
New Media Manager	\$58.2k	\$55.0k	\$45.8k	\$54.9k	12

University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Membership Assistant	\$50.0k	\$43.3k	\$40.0k	\$46.6k	19
Special Events Manager	\$63.6k	\$53.5k	\$48.0k	\$56.4k	21
Director of External Affairs	\$100.1k	\$91.6k	\$67.0k	\$100.3k	17
Marketing Director	\$91.8k	\$80.0k	\$65.8k	\$84.4k	19
Public Relations Officer	\$84.2k	\$69.3k	\$55.0k	\$68.2k	9
Museum Store Manager	\$70.6k	\$61.6k	\$51.4k	\$61.7k	18
Volunteer Coordinator	\$52.7k	\$51.1k	\$50.6k	\$50.8k	5
Chief Curator / Director of Curatorial Affairs / Curator A	\$148.6k	\$117.4k	\$89.7k	\$130.5k	23
Senior Curator / Curator of Special Collections Area / Curator B	\$118.0k	\$100.4k	\$69.8k	\$94.8k	31
Curator of Exhibitions / Curator C	\$102.3k	\$73.2k	\$68.7k	\$81.2k	16
Associate Curator / Curator D	\$86.0k	\$70.4k	\$62.2k	\$71.6k	20
Assistant Curator / Curator E	\$66.2k	\$56.9k	\$49.8k	\$57.7k	17
Curatorial Assistant	\$74.6k	\$56.5k	\$41.9k	\$55.4k	23
Photographer	\$81.8k	\$71.1k	\$53.8k	\$67.0k	8
Director of Education / Curator of Education / Education A	\$87.2k	\$75.4k	\$65.0k	\$82.2k	40

University Museum Salary Comparisons by Designation



Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Associate Educator / Educator B	\$70.8k	\$55.0k	\$47.7k	\$60.9k	31
Assistant Educator / Educator C	\$59.9k	\$56.0k	\$44.3k	\$53.7k	16
Education Assistant	\$56.0k	\$47.9k	\$36.8k	\$48.6k	13
Registrar A	\$79.8k	\$70.0k	\$57.4k	\$71.5k	43
Associate Registrar / Registrar B	\$72.2k	\$55.1k	\$45.1k	\$59.7k	25
Assistant Registrar / Registrar C	\$56.0k	\$49.9k	\$42.0k	\$51.1k	15
Head Librarian / Librarian A	Small Sample Size (n < 5)				
Associate Librarian / Librarian B	Small Sample Size (n < 5)				
Chief Conservator / Conservator A	\$139.5k	\$111.4k	\$105.4k	\$113.9k	9
Senior Conservator / Conservator B	\$103.4k	\$100.0k	\$61.5k	\$86.9k	7
Associate Conservator / Conservator C	\$89.3k	\$61.8k	\$47.0k	\$69.1k	6
Exhibition Designer	\$93.1k	\$87.6k	\$70.5k	\$83.1k	14
Chief Preparator / Preparator A	\$68.2k	\$60.5k	\$54.3k	\$62.7k	35
Associate Preparator / Preparator B	\$57.4k	\$48.4k	\$43.9k	\$52.6k	27
Editor / Director of Publications	\$96.0k	\$68.8k	\$52.3k	\$70.7k	10

University Museum Salary Comparisons by Designation

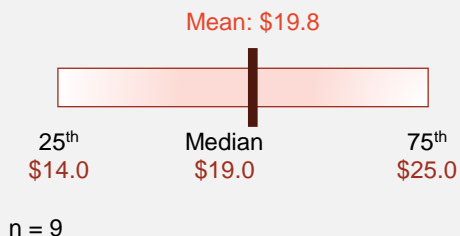


Designation	75th Percentile	Median	25th Percentile	Mean	# of Museums
Graphic Designer	\$69.9k	\$53.7k	\$50.0k	\$59.3k	18
Facilities Director / Building Manager / Operations Manager	\$102.0k	\$69.3k	\$54.6k	\$77.0k	18
Engineering Manager	Small Sample Size (n < 5)				
Chief of Security	\$79.5k	\$59.7k	\$48.5k	\$64.9k	27
Museum Security Officer / Museum Security Guard	\$38.8k	\$34.1k	\$32.0k	\$38.5k	21
Museum Security Officer / Museum Security Guard (Part Time)	\$16.00	\$14.00	\$13.00	\$15.41	19
Visitor Service Associate	\$53.2k	\$42.4k	\$40.4k	\$44.9k	17
Visitor Service Associate (Part Time)	\$16.00	\$15.00	\$14.00	\$15.77	23

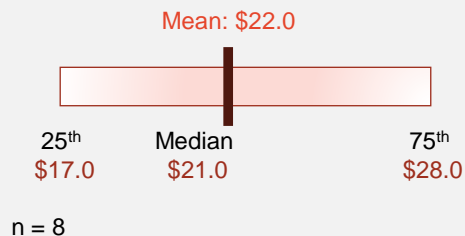
Part-Time Profiles

All figures given are hourly rates.

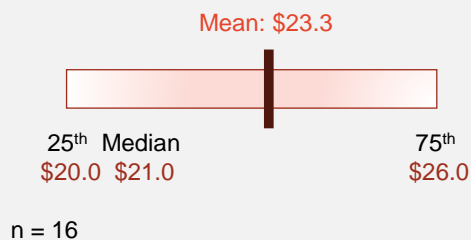
Membership Assistant



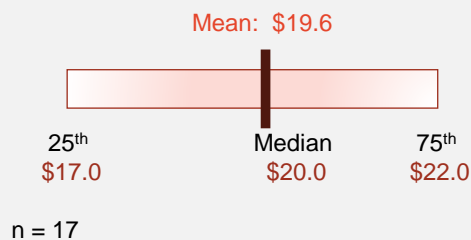
Museum Store Manager



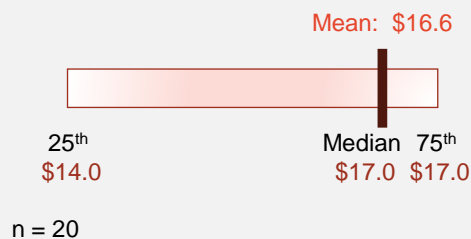
Curatorial Assistant



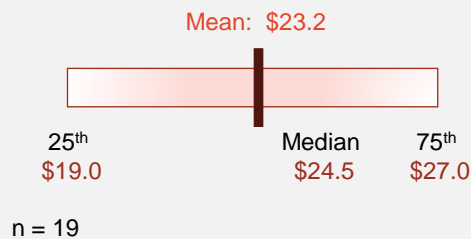
Assistant Educator / Educator C



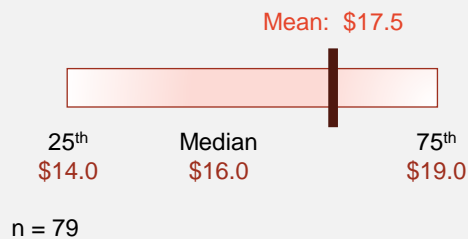
Education Assistant



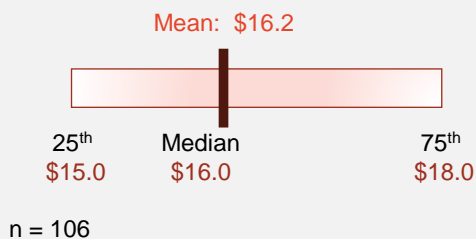
Associate Preparator / Preparator B



Security Guard



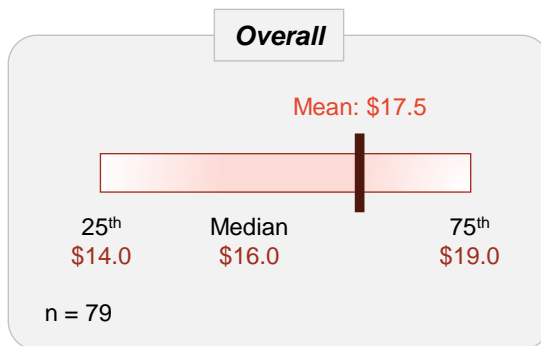
Visitor Services Associate



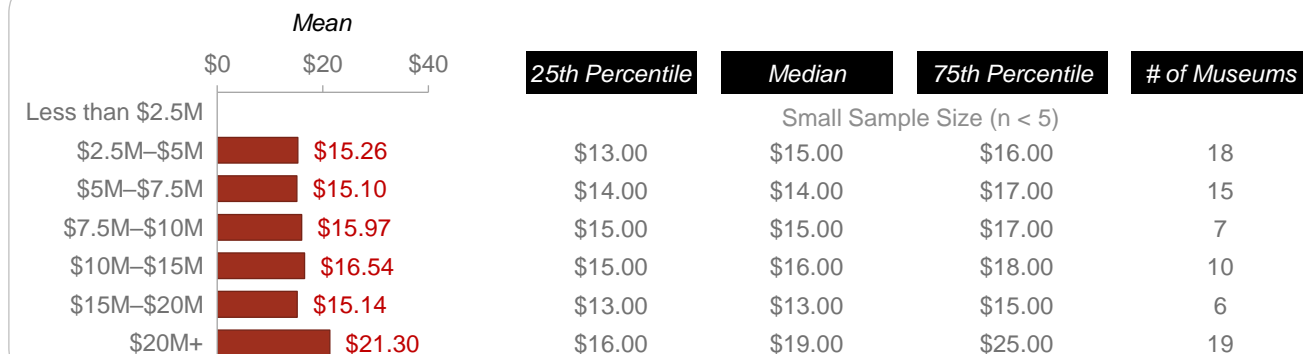
Museum Security Officer / Museum Security Guard (Part-Time)



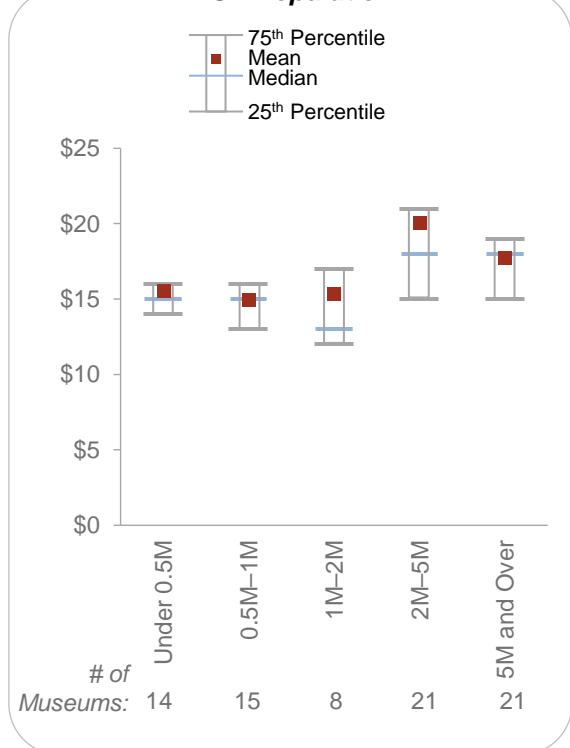
Provides a security presence in the galleries while monitoring the safety and security of the collection, visitors, and the staff.



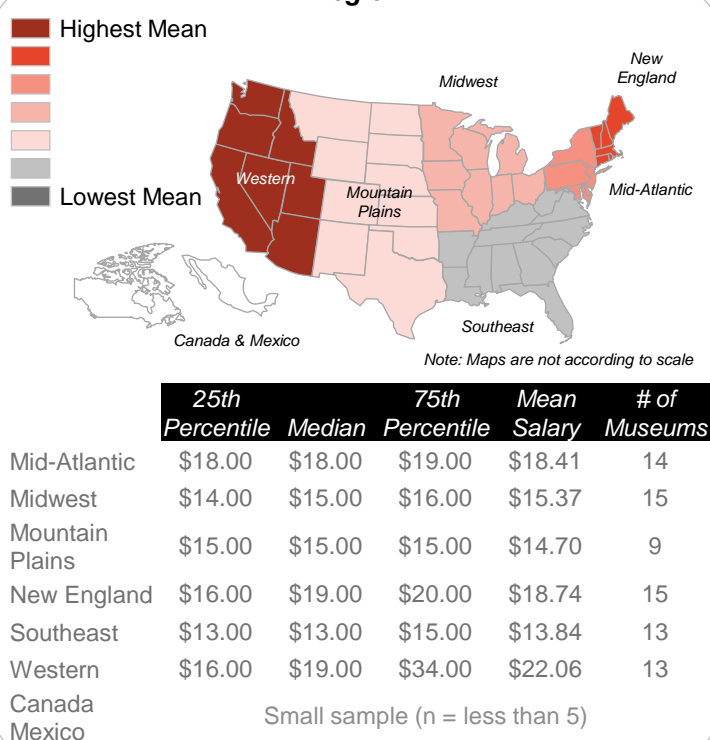
Operating Budget



MSA Population



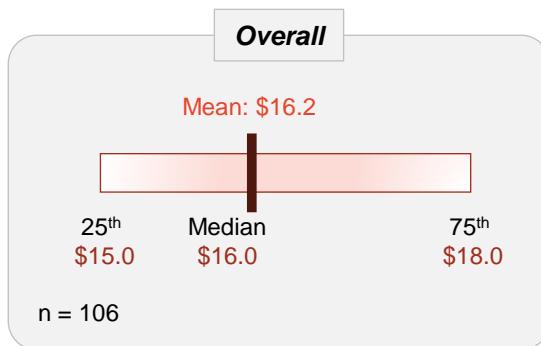
Region



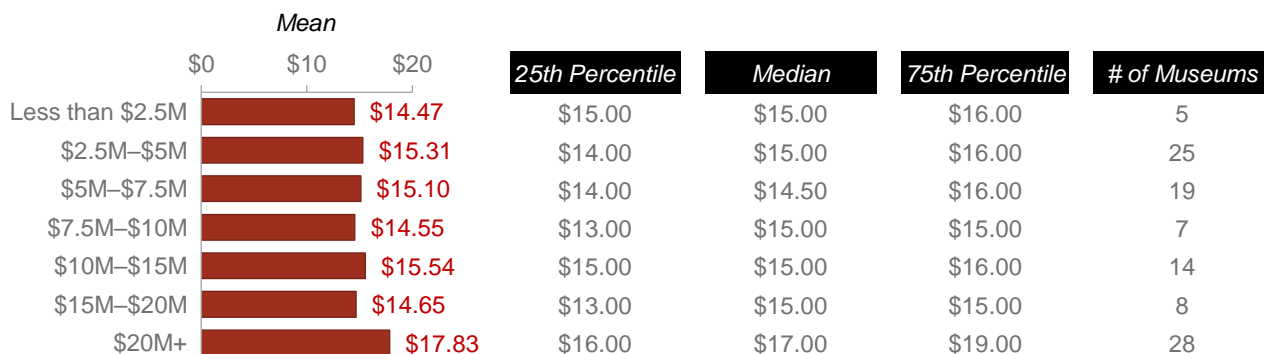
Visitor Services Associate (Part-Time)



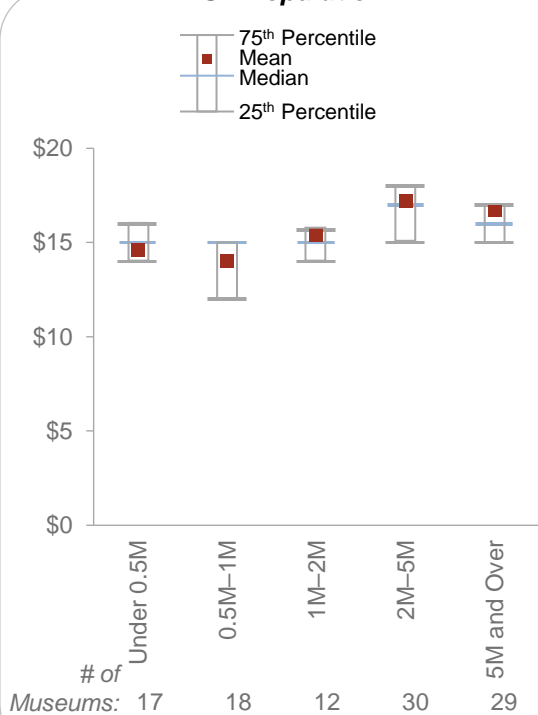
Responsible for a successful guest experience in the museum. Activities include selling tickets, overseeing access control, engaging with guests, handling questions, etc.



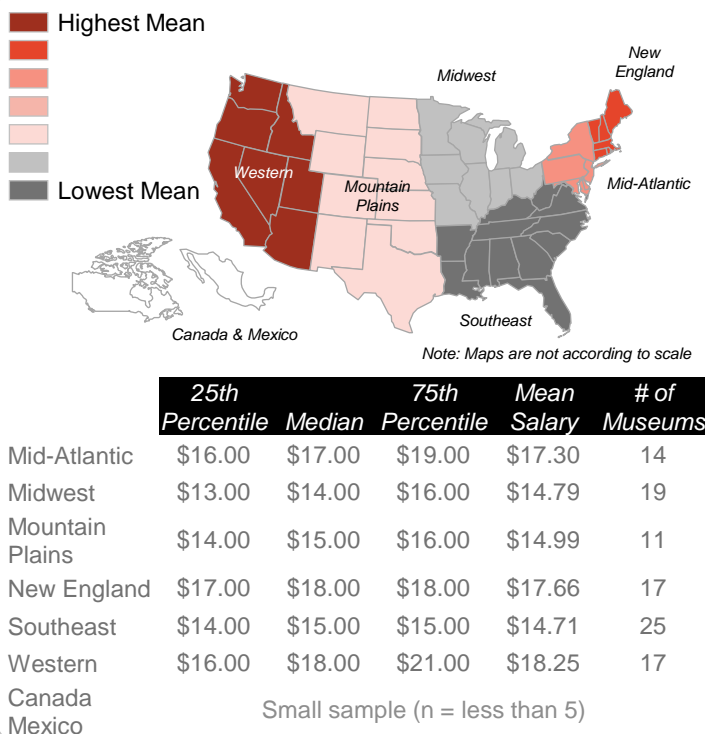
Operating Budget



MSA Population



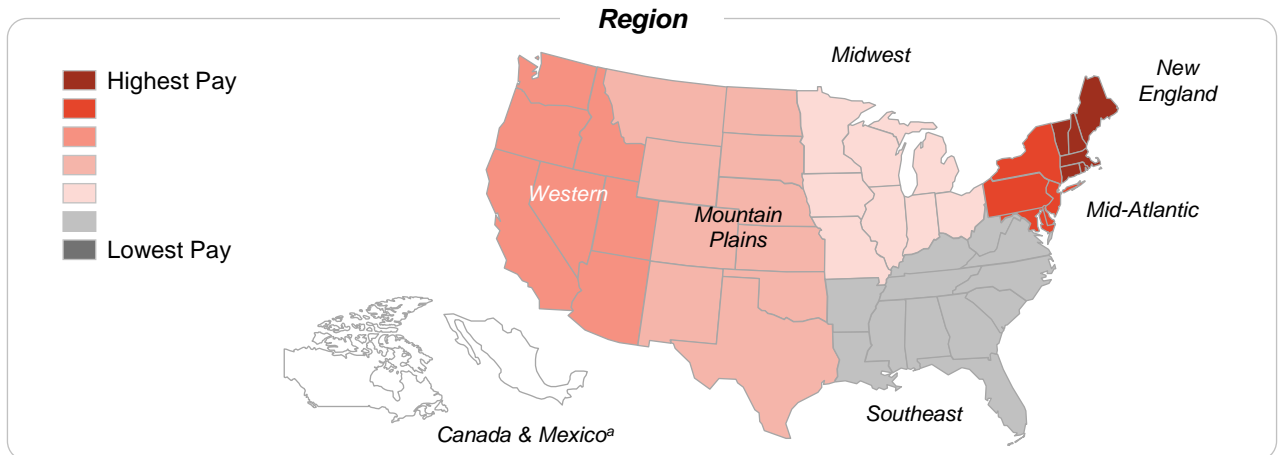
Region





ANALYSIS OF INTERN HOURLY PAY

Percentages based on responses from 95 museums.



Region	Mean Pay	Regional Benchmark ^b
Overall	\$15.75	\$15.99
New England	\$17.56	\$17.09
Mid-Atlantic	\$16.97	\$16.91
Western	\$16.81	\$17.46
Mountain Plains	\$15.65	\$14.91
Midwest	\$14.10	\$15.89
Southeast	\$14.08	\$14.66

Industry	Mean Pay ^c
Technology	\$19.77
Finance	\$18.10
Professional Services	\$17.91
Healthcare	\$16.61
Retail	\$16.39
Museums	\$15.75
Education	\$15.60
Government	\$14.56

(a) Canada & Mexico were excluded from the intern pay analysis due to insufficient sample size

(b) Median hourly intern pay across industries within specific regions in the U.S.

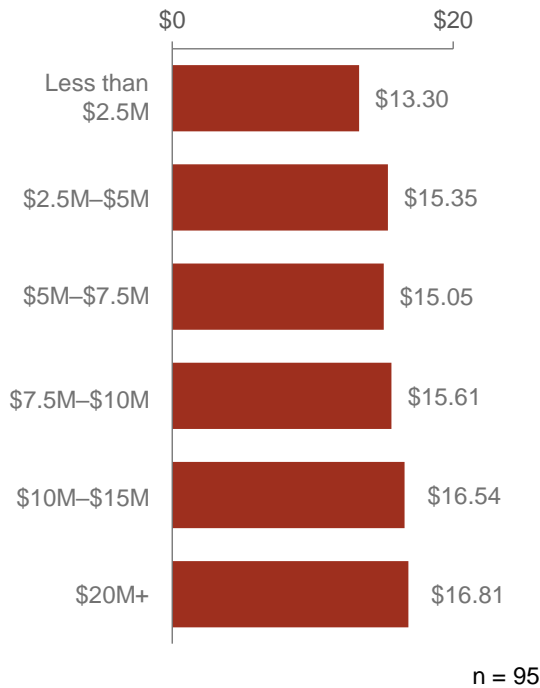
(c) Mean/ average hourly intern pay by industry across regions within the U.S.

Source: CashNet USA Intern pay analysis, with inputs from Chegg Internships & Zippia

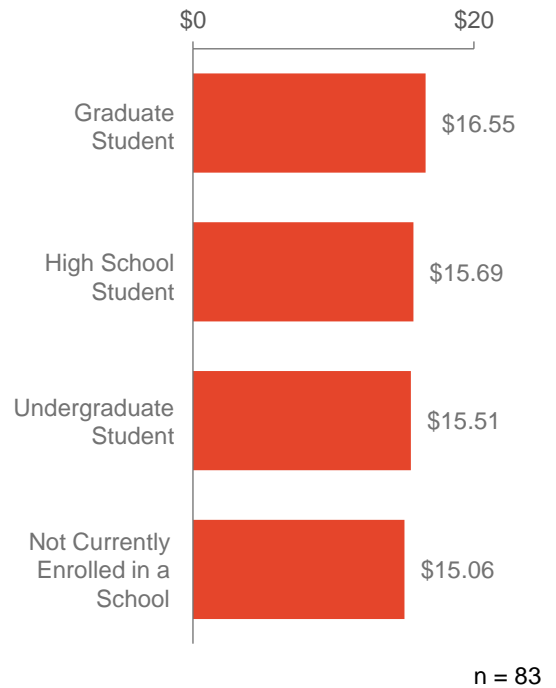


ANALYSIS OF INTERN HOURLY PAY

**Mean Pay by
Operating Budget**



**Mean Pay by
Education Level**



- **Based on the 2023 AAMD salary survey, average hourly pay stood at \$15.75 in the U.S. (n=94). Canada & Mexico were excluded from the analysis due to insufficient sample size.**
- **Within the U.S., interns at museums were paid above the regional benchmarks in the New England, Mid-Atlantic, & Mountain Plains regions.**
- **Across industries, interns employed by U.S. museums were paid above the national average for interns in the education & government sectors, but below healthcare & retail.**
- **Of all museums surveyed, 83% mentioned they utilized interns (n=158), of which 16% stated that either some or all their interns were unpaid (n=25). This represents a lower percentage of unpaid interns compared to the finance (31%) & retail (19%) sectors, though it was higher than the education (11%) & government sectors (8%).**
- **Across the U.S., interns possessing a graduate degree & employed at museums with larger budgets were paid higher than peers.**

Source: CashNet USA Intern pay analysis, with inputs from Chegg Internships & Zippia



ANALYSIS OF INTERN HOURLY PAY

Distribution of Museums by Governance and Number of Interns Employed per Year

	Private, non-profit	Government	College or University	Other
Less than 5	50.4%	33.3%	47.5%	0.0%
5 to 10	17.1%	25.0%	15.0%	100.0%
10 to 20	20.5%	25.0%	17.5%	0.0%
20 to 30	5.1%	0.0%	10.0%	0.0%
30 to 40	4.3%	8.3%	5.0%	0.0%
40+	2.6%	8.3%	5.0%	0.0%
n =	117	12	40	1

Distribution of Museums by Annual Operating Budget and No of Interns Employed per Year

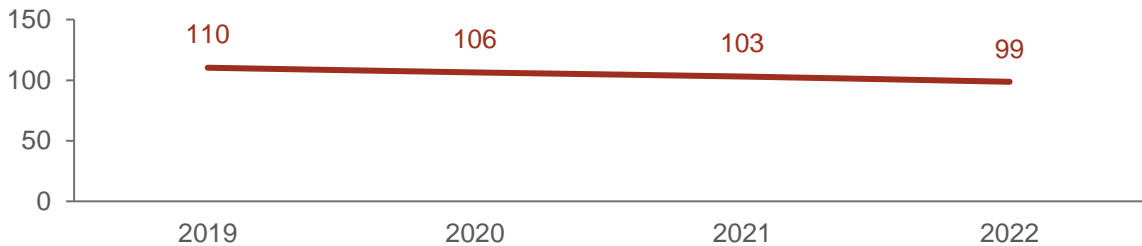
	Less Than \$2.5M	\$2.5M – \$5M	\$5M – \$7.5M	\$7.5M – \$10M	\$10M – \$15M	\$15M – \$20M	More Than \$20M
Less than 5	75.0%	62.8%	75.0%	58.3%	54.5%	27.3%	12.8%
5 to 10	12.5%	14.0%	20.0%	8.3%	27.3%	0.0%	23.1%
10 to 20	0.0%	14.0%	0.0%	25.0%	18.2%	45.5%	30.8%
20 to 30	12.5%	4.7%	0.0%	0.0%	0.0%	18.2%	12.8%
30 to 40	0.0%	4.7%	0.0%	0.0%	0.0%	9.1%	10.3%
40+	0.0%	0.0%	5.0%	8.3%	0.0%	0.0%	10.3%
n =	8	43	20	12	22	11	39



TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

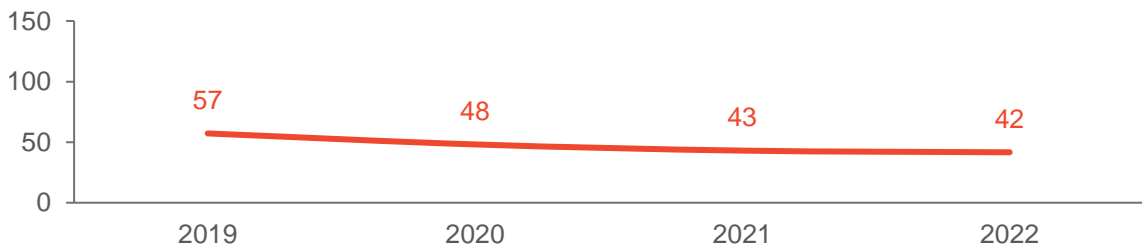
Average Number of Full Time Employees by Year

Percentages based on responses from 193 museums.



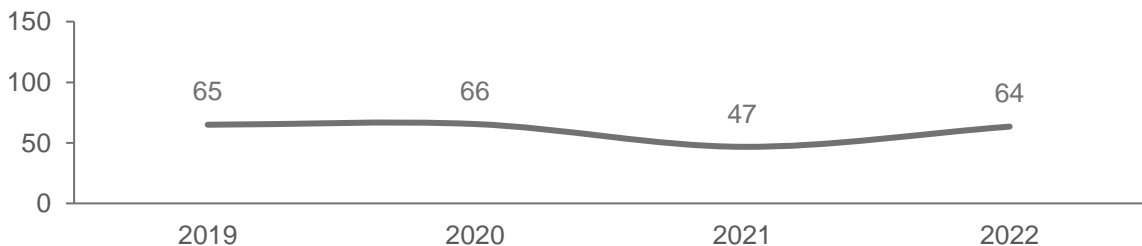
Average Number of Part Time Employees by Year

Percentages based on responses from 193 museums.



Average Number of Independent Contractors by Year

Percentages based on responses from 193 museums.



Between 2019 & 2022, the average number of full-time & part-time employees at museums have fallen 10% & 26%, respectively. During the same period, the number of independent contractors have remained relatively stable.

29 of the museums surveyed employed more than 100 independent contractors—up from 20 the previous year—of which 5 employed more than 250—increasing from just 3 in 2021.

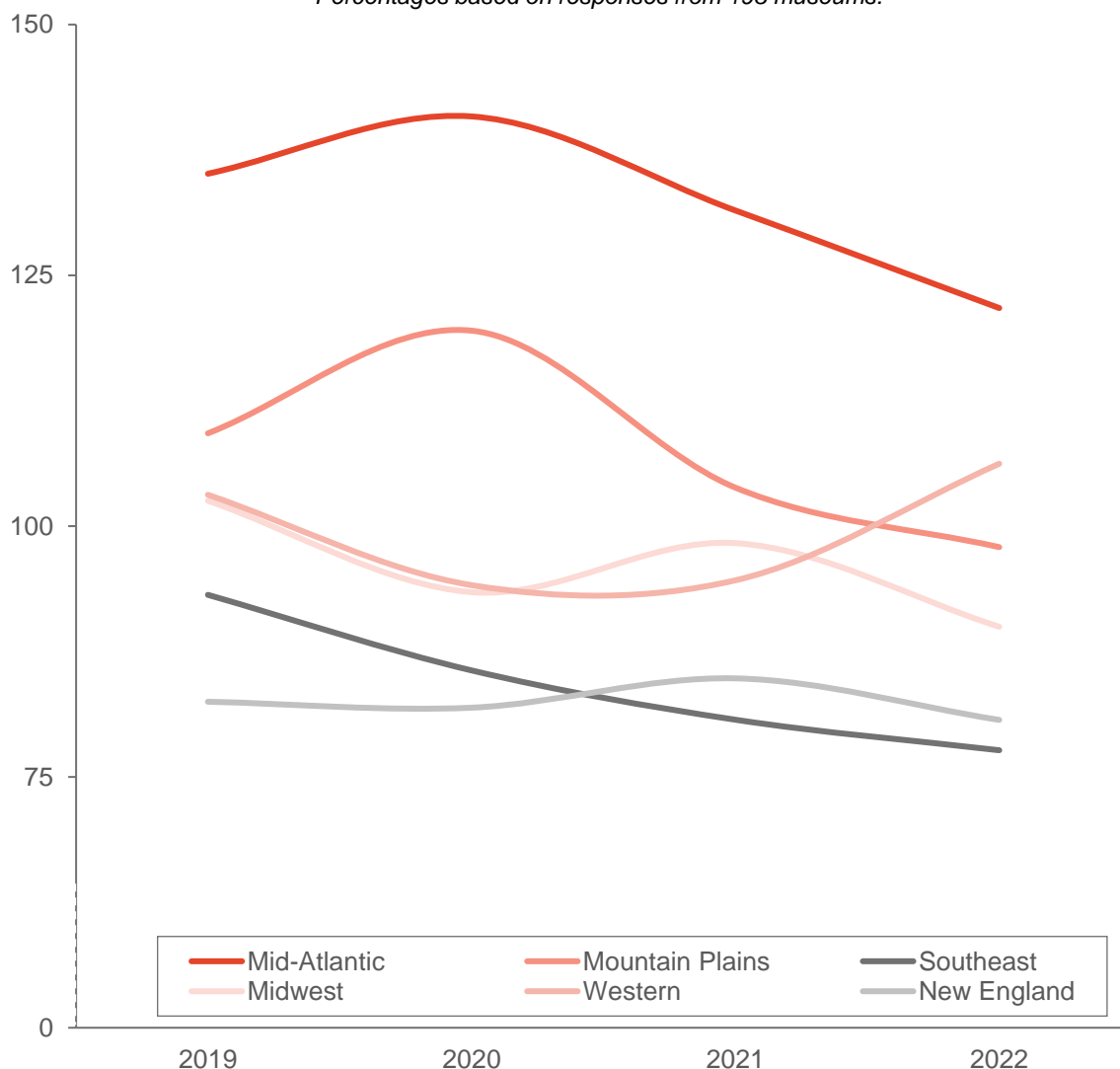
Note: For this analysis, we kept a consistent base by extracting average values for museums that have responded in each of the past 4-years, while excluding the others.



TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

Average Number of Full Time Employees by Region

Percentages based on responses from 193 museums.



In general, the average number of full-time employees have decreased, with the change led by museums in the Mid-Atlantic & Mountain Plains regions, though the Western region has seen a slight upward movement in full-time employment numbers.

Note (1): For this analysis, we kept a consistent base by extracting average values for museums that have responded in each of the past 4-years, while excluding the others.

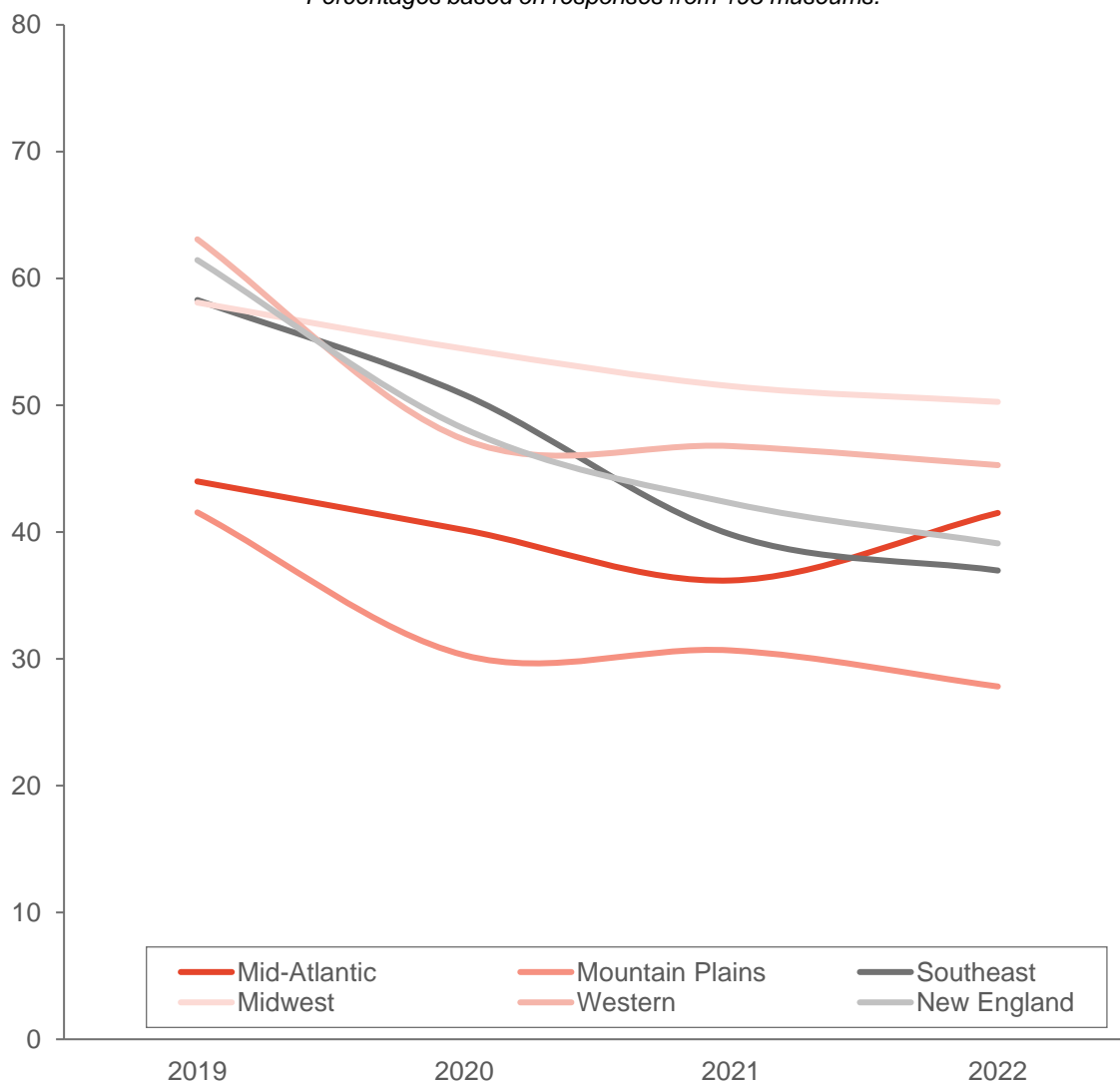
Note (2): Museums in Canada & Mexico have been excluded due to the small sample size.



TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

Average Number of Part Time Employees by Region

Percentages based on responses from 193 museums.



In general, the average number of part-time employees have decreased, with the change led by museums in New England & the Southeast, though the Mid-Atlantic region has seen a slight upward movement in part-time employment numbers.

Note (1): For this analysis, we kept a consistent base by extracting average values for museums that have responded in each of the past 4-years, while excluding the others.

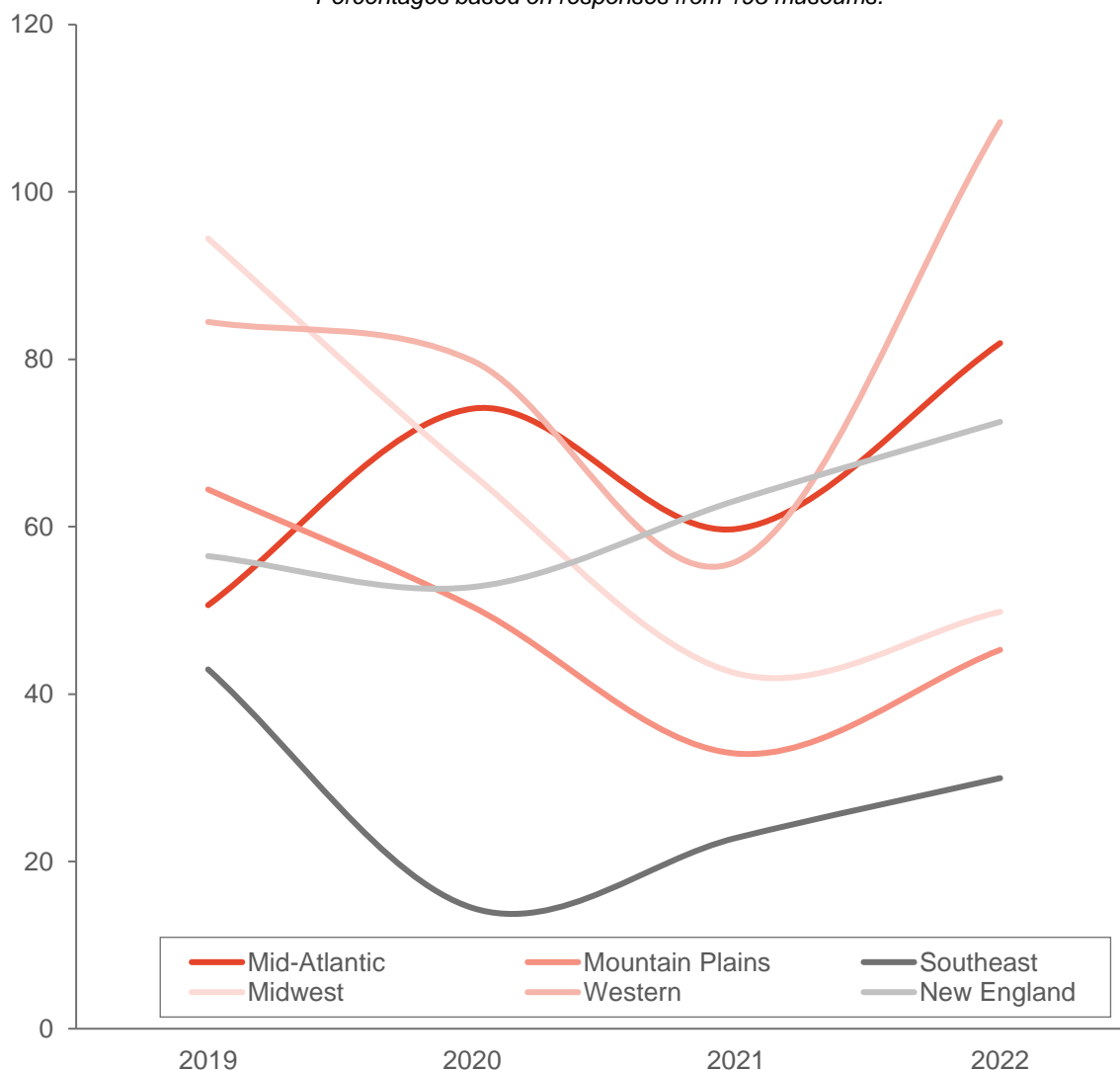
Note (2): Museums in Canada & Mexico have been excluded due to the small sample size.



TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

Average Number of Independent Contractors by Region

Percentages based on responses from 193 museums.



Across the U.S. the average number of independent contractors have increased, led by museums in the Western & Mid-Atlantic regions.

Note (1): For this analysis, we kept a consistent base by extracting average values for museums that have responded in each of the past 4-years, while excluding the others.

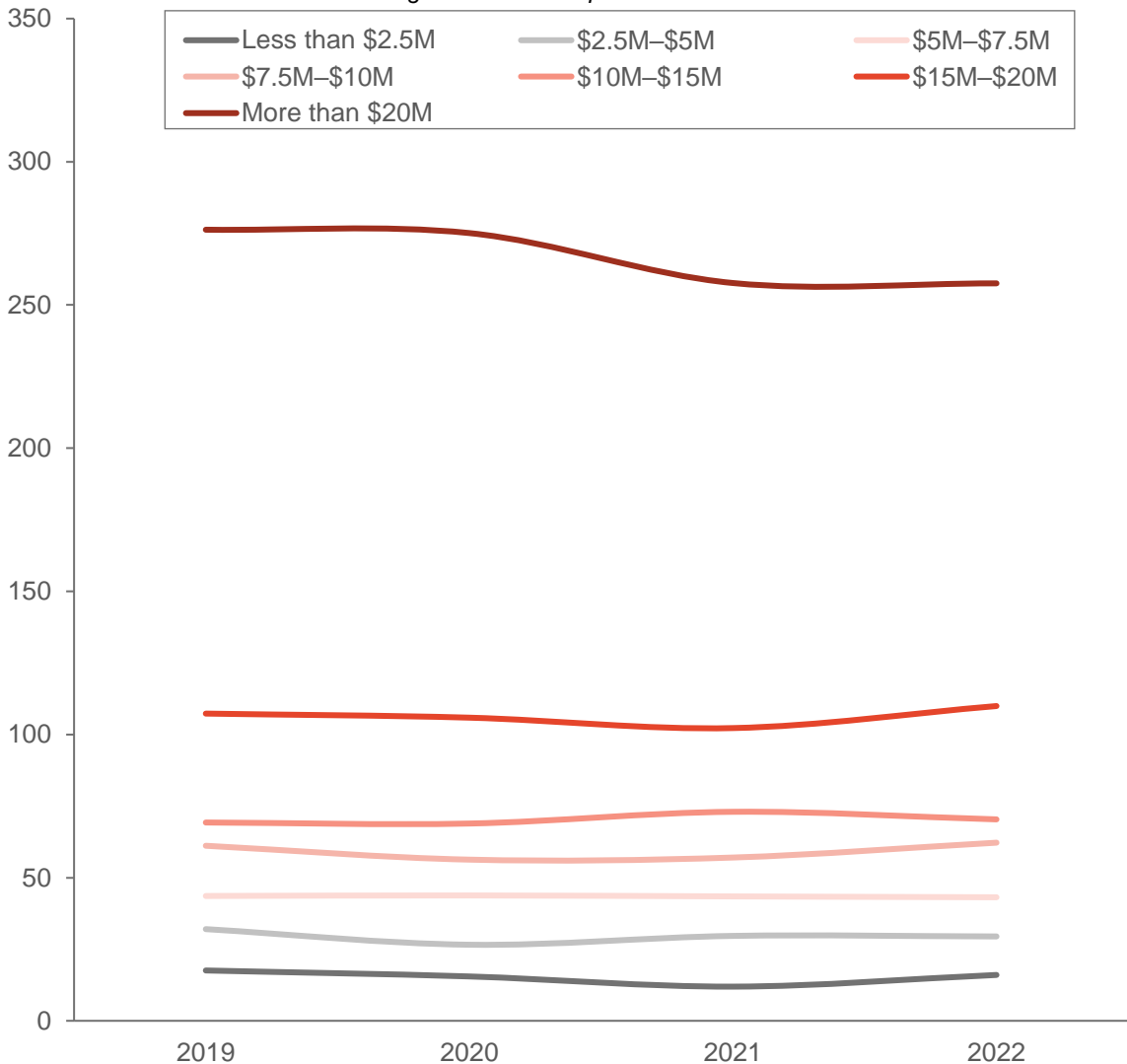
Note (2): Museums in Canada & Mexico have been excluded due to the small sample size.



TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

Average Number of Full Time Employees by Budget

Percentages based on responses from 193 museums.



The number of full-time employees are relatively flat across budget classifications, though the most noticeable drop is among larger museums—budgets of over \$20M.

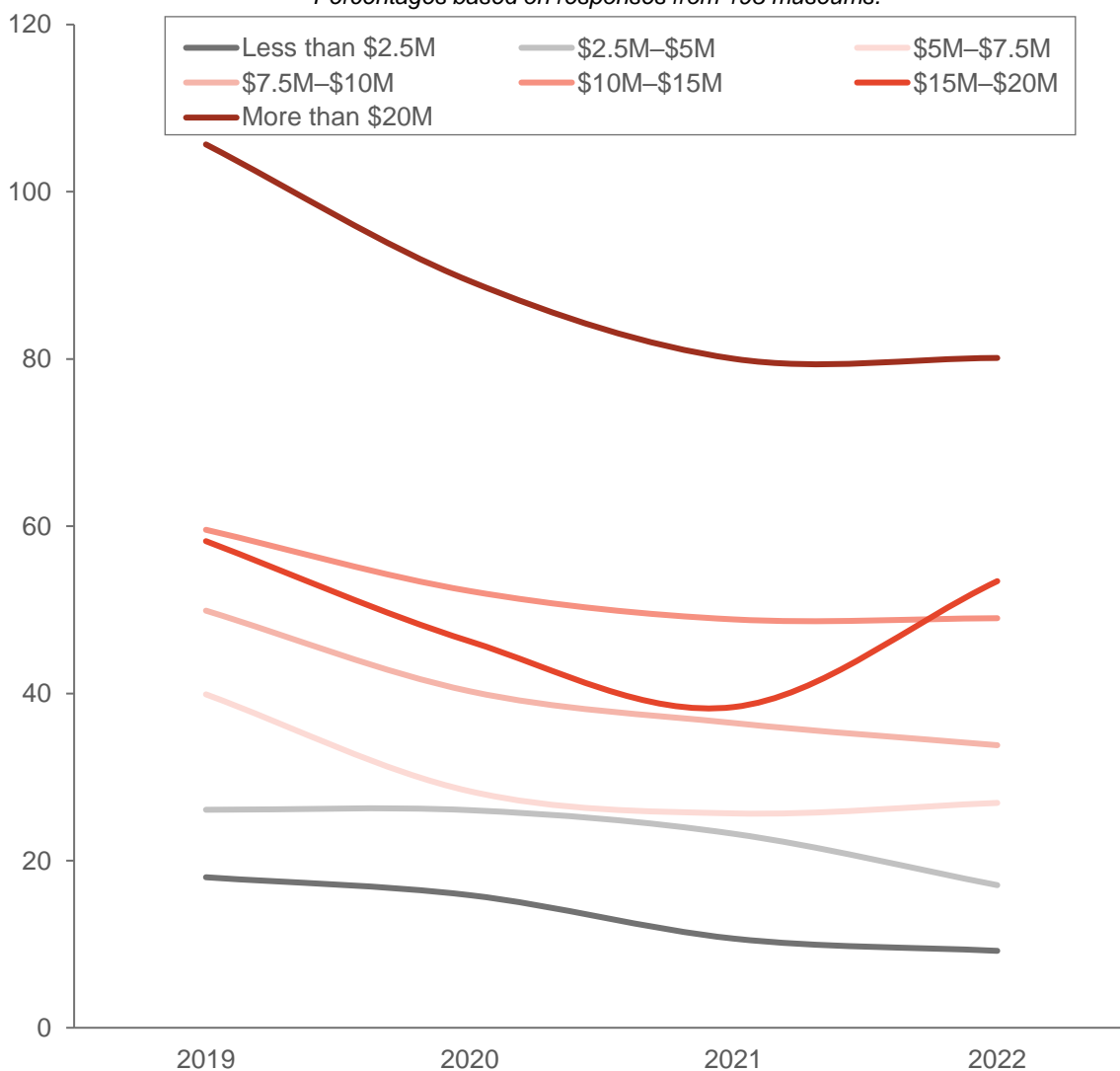
Note: For this analysis, we kept a consistent base by extracting average values for museums that have responded in each of the past 4-years, while excluding the others.



TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

Average Number of Part Time Employees by Budget

Percentages based on responses from 193 museums.



In general, part-time employee numbers are down, with institutions having larger budgets (\$20M+) showing the sharpest dip.

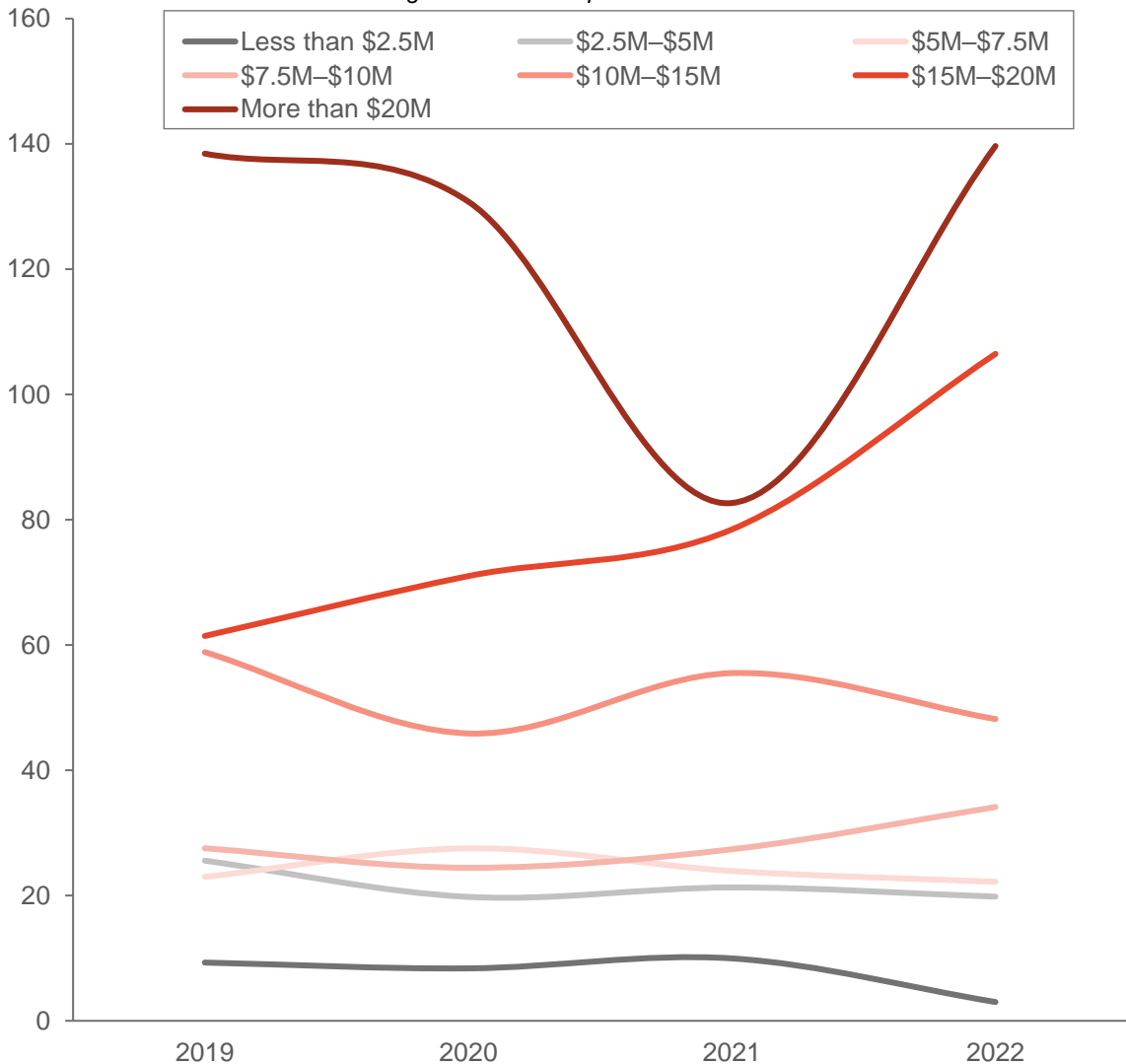
Note: For this analysis, we kept a consistent base by extracting average values for museums that have responded in each of the past 4-years, while excluding the others.



TIME SERIES ANALYSIS OF FULL TIME, PART TIME, AND INDEPENDENT CONTRACTORS

Average Number of Independent Contractors by Budget

Percentages based on responses from 193 museums.



The growth in the number of independent contractors is driven by larger institutions (\$15M+), with smaller museums being relatively flat in employment of contractors between 2019 & 2022.

Note: For this analysis, we kept a consistent base by extracting average values for museums that have responded in each of the past 4-years, while excluding the others.