

2018 Local Arts Agency Salary Report

ARTISTIC / CHOREOGRAPHY / CURATOR / DESIGN

Staff members who report that their primary role or responsibility most closely matches the **Artistic / Choreography / Curator / Design** category are typically involved in the management and coordination of visual and/or performing arts events and activities that are produced by the local arts agency. The responsibilities of these positions can include program oversight; choreography; graphic design; management of stage operations, equipment, and production; curation of arts collections and set design. **Titles** can include artistic director; performing arts director; curator; and design coordinator.

↓ FULL-TIME PAID POSITIONS ONLY ↓

ALL LOCAL ARTS AGENCIES	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents	
	All Full-Time Positions	\$64,692	\$60,000	\$44,000	\$100,000	10	
	<i>For comparison purposes only:</i>						
	2013 Findings	\$62,571	\$65,000	\$22,000	\$94,000	7	
	2001 Findings	\$42,949	\$41,800	\$25,000	\$90,351	26	
	Employment Level:						
	Executive staff	\$66,000	**	\$60,000	\$72,000	2	
	Management staff	\$69,037	\$64,500	\$44,000	\$100,000	6	
	Program staff	\$50,350	**	\$49,000	\$51,700	2	
	Administrative staff	**	**	**	**	0	
ALL LOCAL ARTS AGENCIES	PUBLIC/GOVERNMENT LAAs ONLY	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents	
	All Full-Time Positions	\$50,306	\$50,219	\$49,000	\$51,700	3	
	Executive staff	**	**	**	**	0	
	Management staff	**	\$50,219	**	**	1	
	Program staff	\$50,350	**	\$49,000	\$51,700	2	
	Administrative staff	**	**	**	**	0	
	ALL LOCAL ARTS AGENCIES	PRIVATE/NONPROFIT LAAs ONLY	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
		All Full-Time Positions	\$70,857	\$69,000	\$44,000	\$100,000	7
		Executive staff	\$66,000	**	\$60,000	\$72,000	2
		Management staff	\$72,800	\$69,000	\$44,000	\$100,000	5
Program staff		**	**	**	**	0	
Administrative staff		**	**	**	**	0	

↓ PART-TIME PAID POSITIONS ONLY ↓

ALL LOCAL ARTS AGENCIES	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents	
	All Part-Time Positions	\$20,500	**	\$19,000	\$22,000	2	
	<i>For comparison purposes only:</i>						
	2013 Findings	**	**	**	**	0	
	2001 Findings	\$18,545	\$13,800	\$6,000	\$36,000	5	
	Employment Level:						
	Executive staff	**	**	**	**	0	
	Management staff	**	**	**	**	0	
	Program staff	\$20,500	**	\$19,000	\$22,000	2	
	Administrative staff	**	**	**	**	0	
Legal Status							
Public/Government LAAs Only	**	**	**	**	0		
Private/Nonprofit LAAs Only	\$20,500	**	\$19,000	\$22,000	2		

Some sample sizes are small and should be used with caution.

Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)

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2018 Local Arts Agency Salary Report
 Artistic / Choreography / Curator / Design (continued)

↓ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY ↓

Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	
Fewer than 30,000 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
30,000 to 99,999 (all)	\$50,960	**	\$50,219	\$51,700	2
Executive staff	**	**	**	**	0
Management staff	**	\$50,219	**	**	1
Program staff	**	\$51,700	**	**	1
Administrative staff	**	**	**	**	0
100,000 to 249,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
250,000 to 499,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
500,000 to 999,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
1,000,000 or more (all)	**	\$49,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	\$49,000	**	**	1
Administrative staff	**	**	**	**	0
Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Less than \$100,000 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$100,000 to \$249,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$250,000 to \$499,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$500,000 to \$999,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$1,000,000 to \$4,999,999 (all)	\$50,960	**	\$50,219	\$51,700	2
Executive staff	**	**	**	**	0
Management staff	**	\$50,219	**	**	1
Program staff	**	\$51,700	**	**	1
Administrative staff	**	**	**	**	0
\$5,000,000 to \$9,999,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$10,000,000 or more (all)	**	\$49,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	\$49,000	**	**	1
Administrative staff	**	**	**	**	0

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2018 Local Arts Agency Salary Report
 Artistic / Choreography / Curator / Design (continued)

↓ FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY ↓

Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	
Fewer than 30,000 (all)	\$84,500	**	\$69,000	\$100,000	2
Executive staff	**	**	**	**	0
Management staff	\$84,500	**	\$69,000	\$100,000	2
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
30,000 to 99,999 (all)	\$58,667	\$60,000	\$44,000	\$72,000	3
Executive staff	\$66,000	**	\$60,000	\$72,000	2
Management staff	**	\$44,000	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
100,000 to 249,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
250,000 to 499,999 (all)	**	\$60,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	\$60,000	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
500,000 to 999,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
1,000,000 or more (all)	**	\$91,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	\$91,000	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Less than \$100,000 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$100,000 to \$249,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$250,000 to \$499,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$500,000 to \$999,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$1,000,000 to \$4,999,999 (all)	\$67,500	\$64,500	\$44,000	\$100,000	6
Executive staff	\$66,000	**	\$60,000	\$72,000	2
Management staff	\$68,250	\$64,500	\$44,000	\$100,000	4
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$5,000,000 to \$9,999,999 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$10,000,000 or more (all)	**	\$91,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	\$91,000	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0

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 Artistic / Choreography / Curator / Design (continued)

↓ ALL FULL-TIME PAID POSITIONS ↓

GEOGRAPHY	Geographic Location	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	New England	**	**	**	**	0
	Middle Atlantic	\$81,500	**	\$72,000	\$91,000	2
	South Atlantic	\$47,110	**	\$44,000	\$50,219	2
	East South Central	**	**	**	**	0
	East North Central	**	**	**	**	0
	West South Central	\$69,667	\$60,000	\$49,000	\$100,000	3
	West North Central	\$55,850	**	\$51,700	\$60,000	2
	Mountain	**	\$69,000	**	**	1
	Pacific	**	**	**	**	0

REGION	Type of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Single city or town	\$71,200	\$72,000	\$44,000	\$100,000	5
	Multiple cities	**	\$50,219	**	**	1
	Single county	\$60,350	**	\$51,700	\$69,000	2
	Multiple counties (and larger)	\$60,000	**	\$60,000	\$60,000	2

DENSITY	Population Density	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Rural	\$57,667	\$60,000	\$44,000	\$69,000	3
	Suburban	\$75,110	**	\$50,219	\$100,000	2
	Urban	\$64,740	\$60,000	\$49,000	\$91,000	5

STAFF SIZE	Number of Paid Staff	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	One employee	**	**	**	**	0
	Two employees	**	**	**	**	0
	Three to five employees	**	**	**	**	0
	Six to nine employees	\$58,667	\$60,000	\$44,000	\$72,000	3
	10 to 19 employees	\$65,480	\$55,850	\$50,219	\$100,000	4
	20 employees or more	\$69,667	\$69,000	\$49,000	\$91,000	3

TENURE	Number of Years in Position	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than two years	**	**	**	**	0
	Two to four years	\$80,000	**	\$60,000	\$100,000	2
	Five to nine years	\$61,110	**	\$50,219	\$72,000	2
	10 to 19 years	\$60,783	\$55,850	\$44,000	\$91,000	6
	20 years or more	**	**	**	**	0

GENDER	Gender Identity	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Female (cisgender)	\$58,805	\$59,610	\$44,000	\$72,000	4
	Male (cisgender)	\$68,617	\$60,000	\$49,000	\$100,000	6

EDUCATION	Educational Attainment	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	High school degree (or less)	\$72,000	**	\$44,000	\$100,000	2
	2-year college degree (Associate)	**	**	**	**	0
	4-year college degree (Bachelor's)	\$54,500	**	\$49,000	\$60,000	2
	Master's degree	\$64,984	\$60,000	\$50,219	\$91,000	5
	Doctoral or other terminal degree	**	\$69,000	**	**	1
EDUCATION	Type of Degree Attained	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Arts management or administration	**	**	**	**	0
	Other arts-related degree	\$62,865	\$60,000	\$49,000	\$91,000	8
	Non-arts degree	**	**	**	**	0

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↓ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS ↓

PAY ADJUSTMENTS	Full-Time, Paid Respondents who received a pay adjustment during the past 12 months	PERCENTAGE Who Received Pay Increase	AVERAGE Most Recent Pay Increase	MINIMUM Most Recent Pay Increase	MAXIMUM Most Recent Pay Increase	Number of Respondents
	Received ANY increase	90.0%	5.28%	0.0%	10.0%	9
	Cost of living adjustment	20.0%	2.50%	2.0%	3.0%	2
	Promotion/new responsibilities	10.0%	10.00%	**	**	1
	Performance (not promotion)	60.0%	5.42%	2.0%	10.0%	6
	Length of service/tenure	0.0%	**	**	**	0
	Government pay scale	0.0%	**	**	**	0
	Pay remained the same	10.0%				1
	Received ANY decrease	0.0%				0
	Budget cuts	0.0%				0
Change in title or responsibilities	0.0%				0	

EMPLOYMENT BENEFITS	Type of Benefits Offered (paid respondents only)	LAA Budget Less than \$250,000 N = 1	LAA Budget \$250,000 to \$999,999 N = 1	LAA Budget \$1,000,000 or More N = 10	All Respondents N = 12
	Performance review and evaluation (past 12 months)	100.0%	0.0%	90.0%	83.3%
	Medical insurance	0.0%	0.0%	90.0%	75.0%
	Dental insurance	0.0%	0.0%	100.0%	83.3%
	Vision insurance	0.0%	0.0%	70.0%	58.3%
	Life insurance	0.0%	0.0%	60.0%	50.0%
	Disability insurance	0.0%	0.0%	20.0%	16.7%
	Cash bonus	0.0%	0.0%	20.0%	16.7%
	Retirement savings account	0.0%	0.0%	70.0%	58.3%
	Pre-tax flexible spending account	0.0%	0.0%	20.0%	16.7%
Paid time off (e.g., paid vacation, sick, and/or personal days)	0.0%	0.0%	90.0%	75.0%	
Average number of days accrued in 2018	**	**	27.9	27.9	
Paid parental leave	0.0%	0.0%	40.0%	33.3%	
Flexible scheduling	100.0%	100.0%	50.0%	58.3%	
Telecommuting / working remotely	0.0%	0.0%	0.0%	0.0%	
Tuition reimbursement	0.0%	0.0%	30.0%	25.0%	
Professional development (e.g., conferences, workshops)	0.0%	100.0%	90.0%	83.3%	
Association/professional dues	0.0%	0.0%	10.0%	8.3%	
Health club membership/discount	0.0%	100.0%	10.0%	16.7%	
Free/discounted tickets for cultural activities	0.0%	100.0%	70.0%	66.7%	
None of the above	0.0%	0.0%	0.0%	0.0%	

JOB SATISFACTION	Level of Satisfaction (paid respondents only)	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
	How satisfied are you with your total cash compensation at your local arts agency?	8.3%	41.7%	41.7%	8.3%	0.0%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	25.0%	33.3%	33.3%	0.0%	8.3%
	Level of Agreement (paid respondents only)	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
	I have a clear path for job advancement.	8.3%	16.7%	25.0%	41.7%	8.3%
	My job requirements are well defined.	25.0%	33.3%	33.3%	8.3%	0.0%
	I am proud to work for my local arts agency.	66.7%	25.0%	8.3%	0.0%	0.0%
	I feel fulfilled performing my work at my local arts agency.	50.0%	41.7%	8.3%	0.0%	0.0%
	I can see how my work affects and/or impacts my community.	66.7%	25.0%	0.0%	8.3%	0.0%
	Likelihood of Remaining Employed in Arts Industry (paid respondents only)	Yes	No	I have no idea, but I hope so	I have no idea, but I hope not	
Do you anticipate that you will still be working in the arts industry five years from today?	75.0%	0.0%	25.0%	0.0%		

↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Gender Identity	Full-Time Paid N = 10	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 12
	Female (cisgender/identify with gender assigned at birth)	40.0%	50.0%	**	41.7%
	Male (cisgender)	60.0%	50.0%	**	58.3%
	Transgender	0.0%	0.0%	**	0.0%
	Non-binary/third gender/gender fluid	0.0%	0.0%	**	0.0%
	I prefer to self identify	0.0%	0.0%	**	0.0%
	Race/Ethnicity (respondents were allowed to check all that apply)	Full-Time Paid N = 10	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 12
	African-American or Black	20.0%	0.0%	**	16.7%
	American Indian or Alaska Native or Indigenous or First Nations	0.0%	0.0%	**	0.0%
	Arab or Middle Eastern	0.0%	0.0%	**	0.0%
Asian or Asian American	0.0%	0.0%	**	0.0%	
Hispanic or Latina/Latino/Latinx	10.0%	0.0%	**	8.3%	
Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0%	
White or Caucasian or European American	70.0%	100.0%	**	75.0%	
I prefer to self identify	0.0%	0.0%	**	0.0%	
<i>White or Caucasian or European American only</i>	<i>70.0%</i>	<i>100.0%</i>	<i>**</i>	<i>75.0%</i>	
<i>All People of Color</i>	<i>30.0%</i>	<i>0.0%</i>	<i>**</i>	<i>25.0%</i>	
Age	Full-Time Paid N = 10	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 12	
18 to 24	0.0%	0.0%	**	0.0%	
25 to 34	0.0%	50.0%	**	8.3%	
35 to 44	30.0%	0.0%	**	25.0%	
45 to 54	40.0%	0.0%	**	33.3%	
55 to 64	30.0%	50.0%	**	33.3%	
65 to 74	0.0%	0.0%	**	0.0%	
75 or older	0.0%	0.0%	**	0.0%	
Sexual Orientation	Full-Time Paid N = 10	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 12	
Heterosexual or straight	80.0%	50.0%	**	75.0%	
Gay or lesbian	20.0%	50.0%	**	25.0%	
Bisexual	0.0%	0.0%	**	0.0%	
Asexual	0.0%	0.0%	**	0.0%	
Pansexual	0.0%	0.0%	**	0.0%	
Queer	0.0%	0.0%	**	0.0%	
Questioning	0.0%	0.0%	**	0.0%	
Same sex attracted	0.0%	0.0%	**	0.0%	
I prefer to self identify	0.0%	0.0%	**	0.0%	
Educational Attainment	Full-Time Paid N = 10	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 12	
High school or less	20.0%	0.0%	**	16.7%	
Associate degree (junior college) or vocational degree/license	0.0%	0.0%	**	0.0%	
Bachelor's degree	20.0%	100.0%	**	33.3%	
Master's degree	50.0%	0.0%	**	41.7%	
Doctoral or other terminal degree	10.0%	0.0%	**	8.3%	
Type of Degree Attained	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10	
Arts management or administration	0.0%	0.0%	**	0.0%	
Other arts-related degree	100.0%	100.0%	**	100.0%	
Non-arts degree	0.0%	0.0%	**	0.0%	

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS					All
	Disability	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	Respondents
		N = 9	N = 2	N = 0	N = 11
	Yes, I identify as a person with a disability	0.0%	0.0%	**	0.0%
	Visible/noticeable to others	0.0%	0.0%	**	0.0%
	Not visible/not noticeable to others	0.0%	0.0%	**	0.0%
	No, I do not identify as a person with a disability	100.0%	100.0%	**	100.0%
	Military Service	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents
		N = 10	N = 2	N = 0	N = 12
	Active Service	0.0%	0.0%	**	0.0%
Veteran	0.0%	0.0%	**	0.0%	
None	100.0%	100.0%	**	100.0%	
Voter Registration	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents	
	N = 10	N = 2	N = 0	N = 12	
Democrat	60.0%	100.0%	**	66.7%	
Republican	0.0%	0.0%	**	0.0%	
Libertarian	0.0%	0.0%	**	0.0%	
Green	0.0%	0.0%	**	0.0%	
Unaffiliated with a party, but registered	20.0%	0.0%	**	16.7%	
I am not registered to vote	0.0%	0.0%	**	0.0%	
I am unable to register to vote	10.0%	0.0%	**	8.3%	
I prefer to self-identify	10.0%	0.0%	**	8.3%	

Some sample sizes are small and should be used with caution.

Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)

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