

## ABOUT LOCAL ARTS AGENCIES

This statistical report on the findings from the *Fiscal Year 2018 Survey of Local Arts Agency Salaries and Compensation* provides detailed information on the salaries paid to, the benefits provided to, and the demographic characteristics of staff and employees at the nation's local arts agencies.

The nation's approximately 4,500 Local Arts Agencies (LAAs) promote, support, and develop the arts at the local level ensuring a vital presence for the arts throughout America's communities. LAAs are diverse in their makeup—they have many different names and embrace a spectrum of artistic disciplines. But each LAA, in its own way, works to sustain the health and vitality of the arts and artists locally, while also striving to make the arts accessible to all members of a community. Each LAA in America is unique to the community that it serves and each evolves within its community—no two LAAs are exactly alike in name, programming or even mission.

### **LAAs have many different names:**

- Arts Council (or Arts & \_\_\_\_\_ Council)
- Arts Commission, Cultural Commission, or Heritage Commission
- Cultural Affairs Department
- Cultural Alliance
- Arts Center
- Business Council for the Arts
- United Arts Fund
- Any creative name that suggests their work such as ArtsWave, 4Culture, and Allied Arts

### **LAAs operate in many different forms:**

- Within a city or county government agency, department, division, or facility
- As a nonprofit organization
- As a private community organization
- As for-profit organization
- A hybrid nonprofit/for-profit partnership or organization

### **LAAs affect community health and vitality in many different ways:**

- LAAs build healthy, vibrant and equitable communities
- LAAs enable diverse forms of arts and culture to thrive
- LAAs help ensure broad accessibility and public engagement with the arts culturally, socially, educationally, and economically
- LAAs impact the economic health and growth of a community through vibrant arts programming
- LAAs support and advance arts and culture at the local level and bring communities together
- LAAs connect elected official and business leaders to the power of arts in the community

**LAAs use many different methods to impact the community through the arts:**

- Provide financial support such as grants to your local arts community (e.g., community theater or symphony, arts festivals, individual artists)
- Present cultural programming (e.g., art classes, lectures, exhibitions)
- Manage cultural facilities (e.g., performance or exhibition spaces, museums, arts incubators, live/work spaces)
- Provide services to artists and arts organizations (e.g., professional development, visibility and advocacy support, technical assistance, group health insurance)
- Participate in and often lead community cultural planning (e.g., assessing community's cultural needs and mapping an implementation plan)
- Advocate for and promote arts-friendly policies (e.g., ensure funding and government policies that support the arts and arts education)
- Forge partnerships with elected officials, business leaders, and other community representatives (e.g., chambers of commerce, school districts, faith-based organizations)
- Manage a public art program (e.g., public art installations, percent for art programs, beautify community parks and neighborhoods)

**LAAs utilize many different sources of funding:**

- Local government (e.g., general fund allocations or dedicated tax revenues)
- Grants from a state arts agency and other statewide agencies
- Grants from the National Endowment for the Arts and other federal agencies
- Contributions from foundations and businesses/corporations
- Donations from individuals
- Membership dues, registration fees, and other sources of earned revenue
- United arts fund campaign contributions and workplace giving programs

## SURVEY METHODOLOGY / ABOUT THIS REPORT

The *Fiscal Year 2018 Survey of Local Arts Agency Salaries and Compensation* was conducted via an anonymous online survey. Responses were collected in September and October of 2018. The survey instrument can be found in the appendix to this report.

- On September 19, 2018, Americans for the Arts emailed the survey to 947 LAA chief staff executives (i.e., executive directors, etc.) and requested that each complete the survey on behalf of himself/herself, and then forward the survey to his/her entire staff (if applicable).
- On September 26, 2018, Americans for the Arts emailed the survey to 2,728 LAA non-executive employees and requested that each complete the survey on behalf of himself/herself.
- The original survey deadline was October 10. Reminder emails containing the link to the anonymous online survey were distributed to all LAA staff (executive and non-executive) on October 3 and October 9.
- Additional reminder emails were sent to all LAA staff on October 11 (extending the deadline to October 19), and October 17.
- The survey was closed on October 19 and no further responses were accepted.

The findings in this report are based upon the data provided by a total of 1,117 responding LAA employees. No analysis was completed to determine if significant differences exist between survey responders and nonresponders.

The report begins with an executive summary of the findings, followed by detailed data tables describing LAA staff demographic characteristics and the employment benefits that are offered by LAAs. These are followed by the detailed salary and demographic characteristics for each LAA job position/area of expertise.

All salary findings have been analyzed and/or stratified by the following characteristics:

- Employment level (i.e., executive, management, program, or administrative)
- Full-time vs. part-time employment
- Legal status of the local arts agency (public/government vs. private/nonprofit)
- Population of the LAA's primary service area
- Geographic region in which the LAA is located<sup>2</sup>

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<sup>2</sup> New England includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.  
The Middle Atlantic region includes New Jersey, New York, and Pennsylvania.  
The South Atlantic region includes Delaware, the District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia.  
The South Central region includes Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.  
The North Central region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.  
The Mountain region includes Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.  
The Pacific region includes Alaska, California, Hawaii, Oregon, and Washington.

- Size of the LAA’s operating budget
- Type of service area (i.e., city, county, or multi-county region)
- Population density of the LAA’s location
- Number of paid staff employed by the LAA
- Length of tenure in years
- Gender identity
- Educational attainment

*A caveat regarding the use of the findings:* Sample sizes are small in some instances. Since a small number of cases cannot represent the characteristics of the population, the results should not be taken as general statements about how local arts agencies look and behave. However, the results are suggestive of these characteristics, which help to indicate courses of management action or future research. For each salary figure, we have reported the average, the median, the minimum, and the maximum.

- The number of cases (*i.e.*, the sample size) is reported on every table and for every subset of data.
- The average (or mean) is the number that expresses the typical value in a set of data. It is calculated by dividing the sum of the values in a dataset by the number of values in the dataset. For example, the average of 0,2,4,10, and 34 is 10 ( $0+2+4+10+34=50$ ; then  $50\div 5=10$ ). Averages can sometimes be skewed by outliers in the dataset.
- The median is the number that expresses the middle value of a series arranged in order of magnitude (or, if there is an even number of cases and therefore no middle value, the median is the average of the two middle values). For example, the median of 0,2,4,10, and 34 is 4 (because when arranged in ascending order, it is the middle of the five values).
- Where only one response exists, it is reported as the median response. In these situations, the average, minimum, and maximum calculations are excluded from the analysis.
- Two asterisks (“\*\*”) are displayed when there are insufficient data to report the results for a given calculation or variable.
- Except where mentioned specifically, all salary data are based upon full-time positions only.
- No analysis was completed to determine if significant differences exist between survey participants and non-participants.