



2013 Local Arts Agency Salary & Benefits Summary

ARTISTIC PROGRAMMING / CURATOR/ DESIGN

The most senior position in charge of **Artistic Programming / Choreography / Design** is the staff member who coordinates visual and performing arts events. The responsibilities of this position typically include program oversight; choreography; graphic design; and management of stage operations, equipment, and production staff. **Titles** can include artistic director, performing arts director, music director, production manager, architect, curator, and design coordinator.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	All 2013 Full-Time Positions	\$62,571	\$65,000	\$22,000	\$94,000	7
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$42,949	\$41,800	\$25,000	\$90,351	26	
2001 Findings (2013 inflation-adj. avg.)	\$56,450					
Public LAAs only (2013)	\$70,200	\$65,000	\$51,000	\$94,000	5	
Private LAAs only (2013)	\$43,500	**	\$22,000	\$65,000	2	
All 2013 Part-Time Positions	**	**	**	**	0	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$18,545	\$13,800	\$6,000	\$36,000	5	
2001 Findings (2013 inflation-adj. avg.)	\$24,375					
Public LAAs only (2013)	**	**	**	**	0	
Private LAAs only (2013)	**	**	**	**	0	

FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	**	**	**	**	**	0
100,000 to 249,999	**	**	**	**	**	0
250,000 to 499,999	**	**	**	**	**	0
500,000 to 999,999	**	**	\$51,000	**	**	1
1,000,000 or More	\$75,000	\$75,000	\$56,000	\$94,000	4	
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	**	**	**	0
\$1,000,000 to \$4,999,999	**	**	\$51,000	**	**	1
\$5,000,000 or More	\$75,000	\$75,000	\$56,000	\$94,000	4	

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	\$22,000	**	**
30,000 to 99,999	**	**	\$65,000	**	**	1
100,000 to 249,999	**	**	**	**	**	0
250,000 to 499,999	**	**	**	**	**	0
500,000 to 999,999	**	**	**	**	**	0
1,000,000 or More	**	**	**	**	**	0
LAA Operating Budget						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	**	**	\$22,000	**	**	1
\$250,000 to \$499,999	**	**	**	**	**	0
\$500,000 to \$999,999	**	**	**	**	**	0
\$1,000,000 to \$4,999,999	**	**	\$65,000	**	**	1
\$5,000,000 or More	**	**	**	**	**	0

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

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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2013 Local Arts Agency Salary and Benefits Report (continued)
Artistic Programming / Curator/ Design

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	**	**	**	**	0
Middle Atlantic	**	\$22,000	**	**	1	
South Atlantic	**	\$65,000	**	**	1	
South Central	**	**	**	**	0	
North Central	**	\$85,000	**	**	1	
Mountain	**	**	**	**	0	
Pacific	\$66,500	\$60,500	\$51,000	\$94,000	4	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$75,000	\$75,000	\$56,000	\$94,000	4
County	**	**	**	**	0	
Multi-County Region	\$46,000	\$51,000	\$22,000	\$65,000	3	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$65,571	\$65,000	\$22,000	\$94,000	7
LAA Does Not Provide Funding	**	**	**	**	0	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	**	**	**	**	0
Two to Four Years	**	\$65,000	**	**	1	
Five to Nine Years	**	\$51,000	**	**	1	
10 to 19 Years	**	\$85,000	**	**	1	
20 Years or More	\$59,250	\$60,500	\$22,000	\$94,000	4	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$36,500	**	\$22,000	\$51,000	2
Three through Five Employees	**	\$65,000	**	**	1	
Six through Nine Employees	**	**	**	**	0	
10 or More Employees	\$75,000	\$75,000	\$56,000	\$94,000	4	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (43 percent of respondents)	\$43,000	\$51,000	\$22,000	\$56,000	3
Male (57 percent)	\$77,250	\$75,000	\$65,000	\$94,000	4	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	**	**	**	**	0
2-Year College (Associates) Degree	**	**	**	**	0	
4-Year College (Bachelor's) Degree	\$63,000	\$68,000	\$22,000	\$94,000	4	
Master's Degree	\$62,000	\$65,000	\$56,000	\$65,000	3	
Doctoral Degree	**	**	**	**	0	
Type of College Degree Attained						
Has Arts-Related Degree	\$67,750	\$65,000	\$56,000	\$85,000	4	
No Arts-Related Degree	\$55,667	\$51,000	\$22,000	\$94,000	3	

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EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (29 percent)	2.0%	**	1.0%	3.0%	2
No Annual Raise (71 percent)	**	**	**	**	5	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=7)	Part-Time Paid Employees (N=0)	Unpaid Volunteers (N=5)
	Annual Performance Review	71%	**	20%
Access to Health Insurance	86%	**	0%	
Access to Retirement Plan	86%	**	0%	
Telecommuting / Working Remotely (any at all)	57%	**	80%	
Telecommuting "as often as I want"	14%	**	60%	

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=7)	Part-Time Paid Employees (N=0)	Unpaid Volunteers (N=5)
	Female	43%	**	80%
Male	57%	**	20%	
Age of Respondent				
18 to 24	0%	**	0%	
25 to 34	0%	**	20%	
35 to 44	14%	**	0%	
45 to 54	14%	**	0%	
55 to 64	58%	**	40%	
65 to 74	14%	**	40%	
75 or Older	0%	**	0%	
Race/Ethnicity of Respondent*				
White / Caucasian	86%	**	80%	
Black / African American	0%	**	0%	
American Indian or Alaska Native	0%	**	20%	
Asian	14%	**	0%	
Hispanic, Latino, or Spanish origin	0%	**	0%	
Other(s) not listed above	29%	**	0%	
I prefer not to self-identify	0%	**	20%	
Highest Level of Educational Attainment				
High School Degree (or less)	0%	**	40%	
2-Year College (Associates) Degree	0%	**	0%	
4-Year College (Bachelor's) Degree	57%	**	40%	
Master's Degree	43%	**	20%	
Doctoral Degree	0%	**	0%	
Has an Arts-Related College Degree				
Yes	(n=7)	(n=0)	(n=3)	
No	57%	**	33%	
	43%	**	67%	

* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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