

# EXECUTIVE SUMMARY OF THE SURVEY FINDINGS

In March 2013 Americans for the Arts e-mailed the 2013 LAA Salary Survey to a single primary contact person at 2,199 local arts agencies (LAAs). We asked each recipient to complete the survey and then to forward the survey to all of their executive/senior/program lead colleagues and request that they complete it as well. The findings in this report are based on 753 total responses.

## LOCAL ARTS AGENCY SALARIES

Generally, while public LAAs (part of the city or county government) have the highest average salaries, private nonprofit LAAs tend to have the highest individual salaries.

Salary is commensurate with the responsibilities of each position. Not surprisingly, the chief staff executive (e.g., executive director, president, CEO) typically has the highest salary within the local arts agency. This position reports to a board of directors, appointed commissioners, or another government body and is responsible for the overall management and vision of the organization. However, some LAAs—mostly in smaller communities—are overseen by unpaid, volunteer executives yet are operated on a daily basis by paid administrative staff.

### *AVERAGE SALARIES OF LOCAL ARTS AGENCY STAFF (MARCH 2013)*

MOST SENIOR POSITION in charge of the following primary roles and responsibilities	2013 Average FULL-TIME Salaries			Survey Sample Size (N)*	2013 Average PART-TIME Salary	Survey Sample Size (N)*
	ALL LAAs	PUBLIC LAAs	PRIVATE LAAs			
Executive Director / CEO	<b>\$78,394</b>	\$93,579	\$71,544	267	\$26,120	28
Assistant Director / COO	<b>\$83,293</b>	\$93,446	\$72,656	43	\$51,500	2
Finance / Accounting	<b>\$67,527</b>	\$74,284	\$62,458	21	\$32,120	10
Artistic Prog. / Curator / Design	<b>\$62,571</b>	\$70,200	\$43,500	7	**	0
Public Art	<b>\$61,958</b>	\$63,766	\$49,300	40	\$9,380	2
Facilities / Facility Management	<b>\$58,420</b>	\$64,387	\$43,500	7	**	0
Research / Evaluation / Analysis	<b>\$56,500</b>	**	\$43,667	4	**	1
Grants / Grantmaking	<b>\$53,829</b>	\$58,903	\$46,387	37	\$20,833	3
Development / Fundraising / UAF	<b>\$53,035</b>	\$68,950	\$50,762	24	\$35,600	5
Programs / Services	<b>\$52,511</b>	\$58,178	\$41,512	50	\$15,935	13
Arts Education	<b>\$51,821</b>	\$65,483	\$42,712	15	\$18,440	8
Event Planning / Special Events	<b>\$44,664</b>	\$50,385	\$27,500	8	\$21,750	2
Marketing / Communications	<b>\$41,547</b>	\$48,030	\$38,425	40	\$21,620	5
Operations / Administration	<b>\$39,973</b>	\$42,025	\$32,572	35	\$12,860	11
Technology	<b>\$37,800</b>	**	\$35,500	3	**	1

*\*Some sample sizes are extremely small; in these cases, the data should be used with caution.*

Salaries vary widely depending on a variety of factors such as the size of the local arts agency's budget and the size of the community it serves. For example, looking at the table above, the average salary for responding assistant directors is higher than the average salary for responding executive directors. To put this finding in context, however, it is important to remember that while LAAs of all shapes and sizes have a chief staff executive (i.e., executive director or CEO), only larger LAAs tend to have a formal assistant or deputy director (COO).

## **DEMOGRAPHIC CHARACTERISTICS OF LOCAL ARTS AGENCY STAFF**

Local arts agencies are predominantly staffed by well-educated women who often hold a degree in an arts-related field and have been in their current position for about seven years.

- The vast majority of full-time survey respondents categorized their race/ethnicity as “White/Caucasian” (86 percent).
- Nearly three in four full-time survey respondents reported that they are women (72 percent).
- Fully nine in 10 full-time survey respondents (91 percent) reported that they have a four-year college degree. Nearly half of them also have a graduate degree (44 percent). More than half report that they have at least one arts-related college degree (55 percent).
- The vast majority of full-time survey respondents are between the ages of 35 and 64 (74 percent). One in five is younger than 35 years of age (19 percent), and very few are 65 years of age or older (7 percent).
- The average tenure in their current position for full-time survey respondents is seven years. One third of the respondents have been in their current position for fewer than three years (34 percent), while one quarter have been in their current position for more than 10 years (24 percent).

## **EMPLOYEE BENEFITS PROVIDED BY LOCAL ARTS AGENCIES**

Most local arts agency employees receive an annual formal review of their performance in addition to basic employment benefits.

- More than three in four full-time survey respondents reported that they receive an annual performance review (78 percent).
- Only four in 10 full-time respondents, however, reported that they receive an annual salary increase such as a performance reward or cost-of-living adjustment (41 percent). Among the respondents that do receive an annual pay increase, their most recent increases averaged 3.4 percent.
- The vast majority of full-time survey respondents receive health insurance from their local arts agency (85 percent).
- Three in four full-time survey respondents (75 percent) reported that they receive access to a retirement savings plan through their local arts agency.
- Most full-time survey respondents report that they are allowed to work remotely/telecommute (72 percent). In fact, nearly one quarter of full-time LAA staff are allowed to work remotely “as often as they want to” (22 percent).