# Research Report: Local Arts Agency Salaries Fiscal Year 2018 

A Detailed Statistical Report about the Salaries and Compensation of the Nation's Local Arts Agency Employees

(Data collected during September/October 2018)

Published in March 2019

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## InTRODUCTION

By Ruby Lopez Harper, Director of Local Arts Services, Americans for the Arts

On behalf of Americans for the Arts, we offer the research report 2018 Local Arts Agency Salaries. Building on previous surveys conducted in 2001, 2008, and 2013, this valuable tool provides benchmarks for local arts agency (LAA) professionals to understand the compensation levels of a full range of positions within the LAA field in America today-from CEOs to program and operations staff to support and administrative staff. As with prior reports, we hope this will be a resource for all LAA staff and boards to make informed and data-driven decisions when it comes to setting or pursuing compensation levels, providing benefits, and considering equitable representation.

## Highlighted Trends

Local Arts Agencies continue to be the leading voice in support of arts and culture in communities around the country. In addition to supporting artists and arts and culture organizations, LAAs are instrumental in setting the pace for adoption of equitable policy, programs, and resource distribution. In this context, this report sheds light on certain disparities in representation. Despite the robust sample size of 1,117 respondents, participants self-selected to respond and, therefore, we cannot be certain the findings fully represent the LAA field. Even so, the aggregate results reflect our empirical observations about the nature of the field's demographics and compensation-and reinforce the need for urgency and intentional action to improve compensation, diversity, and parity in the field.

Across the full slate of survey respondents representing all LAA positions, some of the topline findings remain consistent with previous studies, which is cause for concern:

- 82 percent of respondents identified as white only, similar to the 2013 findings.
- 78 percent of respondents identified as cisgender ${ }^{1}$ women-up from 72 percent in 2013.
- 91 percent of respondents have at least a bachelor's degree, demonstrating that the LAA field is highly educated and suggests a share of LAA staff is carrying student loan debt. This should also give pause to reconsider how the arts field values education, experience and sets qualification requirements for LAA staff; and in what ways do these parameters advantage individuals over others. Related, if individuals entering the workforce are carrying student debt loads, which ones can and can't afford to bring their knowledge to the LAA field vs. take jobs in other higher paying sectors to pay down student loans.
- Staff across all demographics are more likely to say that they are satisfied than dissatisfied with their total cash compensation and employment benefits package. That said, white staff and male staff are more likely to express such satisfaction than staff who are people of color or female.

[^0]One quarter (276) of the total survey responses were received from people who hold the executive director/president/CEO position at their LAA. Among just these executive director/president/CEO respondents:

- 91 percent identified as white only.
- In results that echo those of 2013, 77 percent are female.
- Salaries for female executive directors average $\$ 11,000$ less than their male counterparts.
- Average salaries have increased in each of the four studies, but have failed to keep pace with inflation:
- 2001: \$54,309
- 2008: \$69,159
- 2013: \$78,394
- 2018: \$81,476
- According to the Bureau of Labor Statistics, \$69,159 in January 2008 has the same buying power as $\$ 82,315$ in December 2018, indicating that the average CEO salary of $\$ 81,476$ is slightly lower than it was prior to the Great Recession when adjusted for inflation.
- Looking at the pipeline of future executive directors, it's important to note that 89 percent of the responding assistant/deputy directors identified themselves as white only, and 73 percent are female.


## Field Turnover

Respondents were asked, "Do you anticipate that you will still be working in the arts industry five years from today?" In most positions, about half to two-thirds of respondents said they likely would still be working in the arts field in five years. People whose jobs are less tied to the arts-such as operational staff, special events/meetings, technology, development and communications-are the least likely to think they will still be in the arts field in five years. This turnover rate is both a challenge and an opportunity. How can those open positions become opportunities to attract new and diverse talent? And, once more diversity is achieved, how can we as a field improve our retention rate, encourage upward mobility, and shift our overall field demographics over time?

The survey also found that employees at smaller organizations are less likely to receive formal performance reviews and evaluations, and data from Americans for the Arts' 2018 Profile of Local Arts Agencies demonstrates that access to employer subsidized professional development opportunities for entry-level staff at LAAs of all sizes is limited or non-existent. These and other factors can impact how individuals perceive their value and opportunities for advancement. Ensuring that the LAA field is competitive in compensation and benefits and that organizations are being thoughtful and intentional about professional development and growth opportunities is crucial to keeping people in the industry.

## The Impact of Demographics on Career Trajectory

A new exploration in this report is the impact of demography on career advancement. A significant highlight is that most respondents in every category indicated their demographics have no impact on their ability to advance in their career. But when you look at specific categories, the following stand out:

- Of the respondents who indicated that they have a disability that cannot be seen, one-in-four feel their unseen disability has had a negative impact on their career.
- One-in-five individuals in the 45 to 64 age range indicated that they felt their age has had a negative impact on their career. This age group holds the largest number of executive director positions. Is it possible that this group is feeling the tension of younger generations looking to advance, and older generations not yet ready to retire? Ageism is a growing reality that should be considered as we build equitable workplace environments.
- One-in-five gay or lesbian respondents feel that their sexual orientation has had a negative impact on their career.
- Almost 40 percent of individuals identifying as non-binary/third gender/gender fluid indicated that they felt their gender identity has had a negative impact on their career.


## Moving Forward

These datapoints paint a challenging picture. Americans for the Arts and others have made diversification of the field a priority at least since the founding of the Emerging Arts Leaders program 20 years ago, with the release our board policy (which we updated our Statement on Cultural Equity in June 2016), and continuing through our research, programming, and services. While 20 years is a relatively short period of time to see systemic change-and while we do see more diversity in the entry- and mid-level positions that hopefully will eventually feed into the leadership of the field-this survey data suggests that the field has made virtually no progress in these efforts.

And it should be noted that not all the news is troubling. There are positive findings, too:

- 80 percent of full-time LAA staff who responded to the survey receive access to medical insurance. In LAAs with budgets greater than \$1 million, 92 percent receive access to medical insurance.
- 87 percent "feel fulfilled performing their work" and 94 percent are "proud to work at their LAA."
- Almost 70 percent of LAA staff receive support for professional development.

The LAA field has a long way to go when it comes to equity, and this data highlights the extremely slow pace of the changes we talk about making, at least in terms of the individuals doing the work inside LAAs. For its part, Americans for the Arts continues to
focus on programming to support the work of LAAs in this transition. We have sustained and launched initiatives directly targeting equity including the expansion of the Diversity in Arts Leadership program, the Arts and Culture Leaders of Color Network, and the Arts \& Cultural Equity Fellows program. In addition, we continue to support efforts internally to improve equitable practice and elevate the knowledge and ability of staff to engage in and activate in advancing this work in their role, the organization and the field.

Now is the time. The future is not set in stone. We can make a difference through our actions and choices, through our commitments and practices. Using this report as a starting point to inform decisions about employment policies such as qualifications for hiring and promoting, setting salaries and offering professional development. This is an opportunity for the LAA field to manifest change that has long been needed.

Special thanks to Ben Davidson, Graciela Kahn, and Randy Cohen in our research department who fielded this report, as well as the 1,117 individuals who took the time to respond to this survey, and the many people inside our office who helped edit and disseminate it. As always, Americans for the Arts is grateful to our members for your continued support of our shared mission and to the many businesses, foundations and individuals whose grants and donations help us help the arts sector move ever forward.

## 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 \& $\qquad$ 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 finding 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 ${ }^{2}$

[^1]- 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.


## Executive Summary

These findings are based on 1,117 survey responses that were collected from local arts agency employees and staff during September and October of 2018.

## A. Demographic Characteristics of the Local Arts Agency Field

 In general, local arts agency (LAA) employees are educated white women, often with a degree in an arts-related field. (See the detailed data tables on Pages 1-3 for a thorough statistical analysis of the demographic findings.)- Numerically, white women dominate the LAA field.
- 82 percent of the responding LAA employees categorize their race/ethnicity as White or Caucasian or European American only, while 18 percent identify as a person of color. These findings are similar to the findings from the 2013 report.
- 78 percent identify their gender identify as female (cisgender). This finding represents a 6 percent increase from the 2013 finding of 72 percent.
- The LAA field is well educated.
- 91 percent of LAA employees have at least a four-year college degree.
- 45 percent have at least one graduate degree.
- 8 percent of those who have a college degree report have an arts management degree, and 48 percent have a different arts-related degree.
- 44 percent have a non-arts degree
- The ages of LAA employees and staff are evenly distributed between 25 and 64 years of age.
- 20 percent are $25-34$, 25 percent are $35-44$, 22 percent are 45 to 54 , and 20 percent are 55 to 64 .
- 9 percent are 65 years of age or older.
- 3 percent are younger than 25 years of age.


## B. Pay Adjustments, Employment Benefits, and Job Satisfaction

Many local arts agency employees and staff received a pay increase during the 12month period from fall 2017 to fall 2018. Additionally, the majority of LAA employees receive access to non-cash employment benefits through their LAA such as medical insurance, retirement savings plans, paid time off, flexible scheduling, and professional development. (See the detailed data tables on Pages 5-8 for a thorough statistical analysis of the findings about pay adjustments, non-cash employment benefits, and job satisfaction.)

- 66 percent of full-time, paid LAA employees received a performance review and evaluation within the previous 12 months.
- Full-time, paid employees of LAAs with operating budgets of $\$ 1$ million or more are more likely to have received a performance review (71 percent) than employees of LAAs with operating budgets of $\$ 250,000$ to $\$ 999,999$ (61 percent) or employees of LAAs with operating budgets of less than \$250,000 (53 percent).
- 62 percent of LAA employees reported that they received a pay increase during the previous 12 months.
- Popular reasons provided for receiving a pay increase included good job performance ( 27 percent), cost of living adjustment ( 16 percent), and promotion/new responsibilities (11 percent).
- The average pay increase was 5.6 percent. Not surprisingly, the largest increases were awarded for promotions with new responsibilities.
- 65 percent of LAA employees and staff report that they are satisfied with their total cash compensation (including 23 percent who are "very satisfied").
- 23 percent are dissatisfied with his/her total cash compensation from their LAA.
- Employees at LAAs with larger operating budgets are much more likely to receive access to non-cash employment benefits than are employees at LAAs with smaller operating budgets.
- For example, while 92 percent of full-time, paid employees at LAAs with operating budgets of $\$ 1$ million or more report that they receive access to medical insurance, only 55 percent of employees at LAAs with operating budgets of less than $\$ 250,000$ report the same.
- While 7 percent of full-time, paid employees at LAAs with operating budgets of less than $\$ 250,000$ report that they receive access to zero non-cash employment benefits, the same is true of only 0.4 percent of employees at LAAs with operating budgets of $\$ 1$ million or more.
- 67 percent of LAA employees and staff report that they are satisfied with the non-cash employment benefits that are provided by their LAA (including 40 percent who are "very satisfied"). 19 percent are dissatisfied with his/her noncash employment benefits.
- 38 percent of LAA employees agree with the statement "I have a clear path for job advancement." 30 percent of LAA employees disagree with this statement (including 14 percent who "strongly disagree").
- 72 percent of LAA employees agree with the statement " $M y$ job requirements are well defined." However, nearly one in five disagrees with this statement (17 percent, including 5 percent who "strongly disagree").
- 55 percent of LAA employees and staff anticipate that they will still be working in the arts industry five years from now. 26 percent responded, "I don't know, but I hope so." 16 percent of LAA employees do not anticipate that he/she will still be working in the arts industry in five years.


## C. Detailed Salary and Demographic Findings—Individual LAA Job Positions

Generally, while employees at public/government LAAs tend to have the highest average salaries (particularly at the most senior positions), employees at private/nonprofit LAAs tend to have the highest individual salaries. (See the detailed data tables on Pages 9-165 for a thorough statistical analysis of the salaries and demographics of each individual job position and/or primary area of responsibility in the local arts agency field.)

Salary is commensurate with the responsibilities of each position. Not surprisingly, the chief staff executive is typically the most highly compensated member of a local arts agency staff. This position (e.g., executive director, president, commissioner) reports to a board of directors or a governing committee and is responsible for the overall funding, strategic planning, and management of the organization. However, there are also a few examples of LAAs that are overseen by non-paid, volunteer executives but operated by paid administrative staff.

Salaries vary widely depending upon a variety of factors such as the size of the LAA's operating budget and the size of the community it serves. For example, looking at the table on the next page, the average salary for responding assistant directors is higher than the average salary for responding executive directors. To put this finding into 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 director or deputy director.

It is also important to acknowledge that LAA employees and staff often hold positions with responsibilities that extend into multiple aspects of the organization's operations (i.e., "wear multiple hats"). Survey respondents were asked, "In addition to your primary role or area of expertise, do your roles and responsibilities officially or formally include any other areas of the organization?" This question was only asked to non-executive director and non-assistant director respondents only (Question 10b in the survey instrument can be found on Page 170 of this report).

- Only 12 percent of the responding LAA employees reported that their primary area of responsibility is their only area of responsibility.
- 88 percent of LAA employees report that their work responsibilities formally include multiple areas of the organization. For example, a marketing employee's responsibilities may also formally or officially include fundraising, programming, evaluation, communications, and event planning.
- In fact, 38 percent of LAA employees report that their work responsibilities formally or officially include five or more areas of the organization.

Average Salaries of Local Arts Agency Employees (September/October 2018)

| Job Position/ <br> Primary Area of Responsibility | FULL-TIME |  |  |  | PART-TIME |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{array}{r} \text { All } \\ \text { LAAs } \end{array}$ | Public <br> LAAs | Private LAAs | Sample Size | $\begin{array}{r} \text { All } \\ \text { LAAs } \end{array}$ | Sample Size |
| Executive Director | \$81,476 | \$110,946 | \$73,114 | 276 | \$26,889 | 36 |
| Assistant Director | \$84,241 | \$98,565 | \$75,815 | 54 | \$87,000 | 1 |
| The averages below include all positions in each primary area of responsibility (i.e., these averages include executive, management, program, and administrative positions). Unique averages for each specific employment level are available in the detailed data tables on Pages 9-165 of this report. |  |  |  |  |  |  |
| Artistic/Choreography/Curator | \$64,692 | \$50,306 | \$70,857 | 10 | \$20,500 | 2 |
| Arts Education | \$52,421 | \$57,677 | \$49,369 | 49 | \$22,047 | 20 |
| Communications/Public Relations | \$51,392 | \$69,655 | \$46,627 | 29 | \$21,831 | 7 |
| Community Engagement/Audience Dev. | \$47,660 | \$60,643 | \$41,979 | 23 | \$13,610 | 9 |
| Development/Fundraising/UAF | \$60,137 | \$87,545 | \$58,224 | 46 | \$26,733 | 5 |
| Event Planning/Meetings and Events | \$53,607 | \$71,286 | \$43,295 | 19 | \$16,466 | 4 |
| Facilities/Facility Management | \$53,879 | \$72,688 | \$35,071 | 16 | \$14,440 | 1 |
| Finance/Accounting | \$69,709 | \$98,878 | \$63,227 | 22 | \$22,330 | 12 |
| Gallery/Museum/Collections/Visual Art | \$48,808 | \$54,226 | \$44,868 | 19 | \$27,407 | 3 |
| Government Affairs/Advocacy | \$84,470 | ** | \$84,470 | 3 | \$49,400 | 1 |
| Grantmaking/Community Investment | \$60,396 | \$64,378 | \$56,526 | 71 | \$41,242 | 3 |
| Marketing/Sales | \$57,307 | \$76,850 | \$47,535 | 30 | \$22,365 | 8 |
| Membership | \$40,125 | \$48,000 | \$37,500 | 4 | \$25,848 | 1 |
| Operations/Administration/HR | \$50,674 | \$61,239 | \$46,403 | 66 | \$24,234 | 13 |
| Programs/Services/Cultural Activities | \$56,360 | \$64,220 | \$50,585 | 85 | \$27,794 | 16 |
| Public Art | \$67,380 | \$70,604 | \$58,146 | 85 | \$21,554 | 10 |
| Research/Evaluation/Policy | \$79,690 | \$79,691 | ** | 8 | \$14,500 | 2 |
| Technology/Information Systems | \$42,637 | ** | \$42,637 | 7 | \$11,000 | 1 |

This section provides a detailed snapshot of the demographic characteristics of local arts agency employees in October 2018. These questions were voluntary; some of the 1,117 total survey respondents did not answer each question. However, each question received at least 1,000 responses, making the findings a reliable indicator of the demographics of the LAA field.

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE SURVEY RESPONDENTS

|  | Gender Identity | $\begin{array}{r} \hline \text { Full-Time } \\ \text { Paid } \\ \mathrm{N}=911 \end{array}$ | $\begin{array}{r} \hline \text { Part-Time } \\ \text { Paid } \\ \mathrm{N}=153 \end{array}$ | Unpaid Volunteer $N=40$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=1,104 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 76.8\% | 85.6\% | 62.5\% | 77.5\% |
|  | Male (cisgender) | 22.5\% | 13.7\% | 35.0\% | 21.7\% |
|  | Transgender | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Non-binary/third gender/gender fluid | 0.7\% | 0.7\% | 2.5\% | 0.7\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Age | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=922$ | $\mathrm{N}=155$ | $\mathrm{N}=40$ | $N=1,117$ |
|  | 18 to 24 | 2.0\% | 7.7\% | 2.5\% | 2.8\% |
|  | 25 to 34 | 21.4\% | 18.1\% | 7.5\% | 20.4\% |
|  | 35 to 44 | 26.0\% | 25.8\% | 5.0\% | 25.2\% |
|  | 45 to 54 | 23.8\% | 14.2\% | 7.5\% | 21.8\% |
|  | 55 to 64 | 19.5\% | 21.3\% | 32.5\% | 20.2\% |
|  | 65 to 74 | 7.0\% | 11.0\% | 22.5\% | 8.1\% |
|  | 75 or older | 0.3\% | 1.9\% | 22.5\% | 1.3\% |
| DEMOGRAPHIC CHARACTERISTICS |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=915$ | $N=154$ | $\mathrm{N}=40$ | $\mathrm{N}=1,109$ |
|  | African-American or Black | 8.0\% | 3.2\% | 0.0\% | 7.0\% |
|  | American Indian or Alaska Native or Indigenous or First Nations | 1.1\% | 0.0\% | 0.0\% | 0.9\% |
|  | Arab or Middle Eastern | 0.8\% | 0.6\% | 0.0\% | 0.7\% |
|  | Asian or Asian American | 2.8\% | 2.6\% | 0.0\% | 2.7\% |
|  | Hispanic or Latina/Latino/Latinx | 6.8\% | 6.5\% | 0.0\% | 6.5\% |
|  | Native Hawaiian or Pacific Islander | 0.2\% | 0.0\% | 0.0\% | 0.2\% |
|  | White or Caucasian or European American | 84.7\% | 91.6\% | 100.0\% | 86.2\% |
|  | I prefer to self identify | 1.7\% | 1.3\% | 0.0\% | 1.6\% |
|  | White or Caucasian or European American only | 80.5\% | 88.3\% | 100.0\% | 82.3\% |
|  | All People of Color | 19.5\% | 11.7\% | 0.0\% | 17.7\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=921$ | $\mathrm{N}=155$ | $\mathrm{N}=40$ | $N=1,116$ |
|  | High school or less | 5.6\% | 10.3\% | 10.0\% | 6.5\% |
|  | Associate degree (junior college) or vocational degree/license | 3.1\% | 3.9\% | 5.0\% | 3.3\% |
|  | Bachelor's degree | 45.4\% | 45.8\% | 42.5\% | 45.3\% |
|  | Master's degree | 42.0\% | 36.8\% | 22.5\% | 40.6\% |
|  | Doctoral or other terminal degree | 3.8\% | 3.2\% | 20.0\% | 4.3\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=869$ | $N=139$ | $\mathrm{N}=36$ | $\mathrm{N}=1,044$ |
|  | Arts management or administration | 8.4\% | 6.5\% | 0.0\% | 7.9\% |
|  | Other arts-related degree | 47.5\% | 51.1\% | 44.4\% | 47.9\% |
|  | Non-arts degree | 44.1\% | 42.4\% | 55.6\% | 44.3\% |
|  | Disability | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=904$ | $\mathrm{N}=154$ | $\mathrm{N}=40$ | $N=1,098$ |
|  | Yes, I identify as a person with a disability | 6.4\% | 3.9\% | 10.0\% | 6.2\% |
|  | Visible/noticeable to others | 1.2\% | 0.6\% | 2.5\% | 1.2\% |
|  | Not visible/not noticeable to others | 5.2\% | 3.2\% | 7.5\% | 5.0\% |
|  | No, I do not identify as a person with a disability | 93.6\% | 96.1\% | 90.0\% | 93.8\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE SURVEY RESPONDENTS $\downarrow$

|  | Sexual Orientation | Full-Time <br> Paid $N=894$ | $\begin{array}{r} \hline \text { Part-Time } \\ \text { Paid } \\ \mathrm{N}=150 \end{array}$ | $\begin{array}{r} \text { Unpaid } \\ \text { Volunteer } \\ N=40 \end{array}$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=1,084 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Heterosexual or straight | 83.8\% | 84.0\% | 92.5\% | 84.1\% |
|  | Gay or lesbian | 7.6\% | 4.7\% | 2.5\% | 7.0\% |
|  | Bisexual | 4.7\% | 3.3\% | 2.5\% | 4.4\% |
|  | Asexual | 0.4\% | 0.7\% | 0.0\% | 0.5\% |
|  | Pansexual | 0.6\% | 0.7\% | 2.5\% | 0.6\% |
|  | Queer | 1.8\% | 2.7\% | 0.0\% | 1.8\% |
|  | Questioning | 0.2\% | 0.7\% | 0.0\% | 0.3\% |
|  | Same sex attracted | 0.9\% | 3.3\% | 0.0\% | 1.2\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Military Service | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=905$ | $\mathrm{N}=152$ | $\mathrm{N}=39$ | $\mathrm{N}=1,096$ |
|  | Active Service | 0.1\% | 0.0\% | 0.0\% | 0.1\% |
|  | Veteran | 1.1\% | 0.0\% | 2.6\% | 1.0\% |
|  | None | 98.8\% | 100.0\% | 97.4\% | 98.9\% |
|  | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=908$ | $\mathrm{N}=151$ | $\mathrm{N}=40$ | $\mathrm{N}=1,099$ |
|  | Democrat | 65.2\% | 61.6\% | 45.0\% | 64.0\% |
|  | Republican | 7.0\% | 11.9\% | 20.0\% | 8.2\% |
|  | Libertarian | 0.6\% | 0.7\% | 0.0\% | 0.5\% |
|  | Green | 0.1\% | 0.7\% | 0.0\% | 0.2\% |
|  | Unaffiliated with a party, but registered | 22.7\% | 21.9\% | 27.5\% | 22.7\% |
|  | 1 am not registered to vote | 1.1\% | 1.3\% | 2.5\% | 1.2\% |
|  | 1 am unable to register to vote | 1.3\% | 0.0\% | 0.0\% | 1.1\% |
|  | I prefer to self-identify | 2.0\% | 2.0\% | 5.0\% | 2.1\% |

# 2018 Local Arts Agency Salary Report <br> DEMOGRAPHIC CHARACTERISTICS OF ALL RESPONDENTS <br> (continued) 

The table below examines the impact that demographic characteristics may have on the career or advancement of local arts agency employees, based on other peoples' perceptions of and/or opinions about those characteristics (i.e., bias and prejudice). The findings for each characteristic have been analyzed separately based on its specific categories.

## $\downarrow$ IMPACT OF DEMOGRAPHIC CHARACTERISTICS ON CAREER

|  | Do you feel that the perceptions/opinions of other people about your AGE have impacted your career or your advancement? | Younger than 45 $N=532$ $\qquad$ | $\begin{gathered} 45 \text { to } 64 \\ \mathrm{~N}=462 \end{gathered}$ | 65 or Older $N=102$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ N=1,096 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Age |  |  |  |  |
|  | Positive impact | 21.1\% | 9.3\% | 4.9\% | 14.6\% |
|  | No Impact | 50.6\% | 71.2\% | 82.4\% | 62.2\% |
|  | Negative impact | 28.4\% | 19.5\% | 12.7\% | 23.2\% |
|  | Do you feel that the perceptions/opinions of other people about your GENDER IDENTITY have impacted your career or your advancement? | $\begin{array}{r} \text { Female } \\ \text { (cisgender) } \\ N=847 \end{array}$ | Male <br> (cisgender) $N=237$ | Non-Binary/ Third Gender/ Gender Fluid $N=8$ | Respondents $N=1,092$ |
|  | Gender Identity |  |  |  |  |
|  | Positive impact | 9.3\% | 24.5\% | 12.5\% | 12.6\% |
|  | No Impact | 75.3\% | 72.2\% | 50.0\% | 74.5\% |
|  | Negative impact | 15.3\% | 3.4\% | 37.5\% | 12.9\% |
|  | Do you feel that the perceptions/opinions of other people about your DISABILITY have impacted your career or your advancement? |  | Disability that can be seen $N=13$ | Disability that cannot be seen $\mathrm{N}=55$ | All Respondents with Disability $N=68$ |
|  | Disability |  |  |  |  |
|  | Positive impact |  | 16.7\% | 1.9\% | 4.6\% |
|  | No Impact |  | 66.7\% | 71.7\% | 70.8\% |
|  | Negative impact |  | 16.7\% | 26.4\% | 24.6\% |
|  | Do you feel that the perceptions/ White/ <br> opinions of other people about your Caucasian/ <br> RACE/ETHNICITY have impacted your European Am. <br> career or your advancement? $\mathrm{N}=913$ | African- American/ Black $\mathrm{N}=78$ | Hispanic or Latina/Latino/ Latinx $\mathrm{N}=72$ | All $\quad$People <br> of Color <br> $\mathrm{N}=196$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=1,109 \end{array}$ |
|  | Race/Ethnicity |  |  |  |  |
|  | Positive impact $31.0 \%$ | 21.1\% | 24.3\% | \% 23.7\% | 30.5\% |
|  | No Impact 66.6\% | 46.1\% | 51.4\% | \% 52.6\% | 64.5\% |
|  | Negative impact 2.4\% | 32.9\% | 24.3\% | 23.7\% | 5.0\% |
|  | Do you feel that the perceptions/opinions of other people about your RELIGIOUS AFFILIATION have impacted your career or your advancement? |  |  |  | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=1,095 \end{array}$ |
|  | Religious Affiliation <br> Positive impact |  |  |  |  |
|  | No Impact |  |  |  | 95.2\% |
|  | Negative impact |  |  |  | 2.6\% |
|  | Do you feel that the perceptions/ opinions of other people about your POLITICAL AFFILIATION have impacted <br> Democrat <br> your career or your advancement? $N=703$ | Republican $\mathrm{N}=90$ | Unaffiliated with a party (but registered) $N=250$ | d  <br> All  <br> O Other <br> $\mathrm{N}=56$  | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=1,099 \end{array}$ |
|  | Political Affiliation' |  |  |  |  |
|  | Positive impact 16.6\% | 3.3\% | 4.4\% | \% 7.4\% | 12.2\% |
|  | No Impact 82.4\% | 91.1\% | 94.0\% | 90.7\% | 86.2\% |
|  | Negative impact 1.0\% | 5.6\% | 1.6\% | \% 1.9\% | 1.5\% |
|  | Do you feel that the perceptions/opinions of other people about your SEXUAL ORIENTATION have impacted your career or your advancement? | Heterosexual or straight $\mathrm{N}=904$ | Gay or Lesbian $\mathrm{N}=75$ | $\begin{array}{r} \text { All } \\ \text { Other } \\ \mathrm{N}=95 \end{array}$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=1,074 \end{array}$ |
|  | Sexual Orientation |  |  |  |  |
|  | Positive impact | 7.9\% | 10.7\% | 5.3\% | 7.7\% |
|  | No Impact | 91.0\% | 70.7\% | 91.6\% | 89.8\% |
|  | Negative impact | 1.1\% | 18.7\% | 3.2\% | 2.6\% |

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The table below provides a detailed snapshot of the salary adjustments received by local arts agency employees within the 12 months preceding October 2018. This question was answered only by the 922 survey respondents who identified themselves as full-time paid employees.
$\downarrow$ PAY ADJUSTMENTS TO FULL-TIME, PAID STAFF DURING PAST 12 MONTHS
$\left.\begin{array}{l|lrlrrrr}\text { Number of }\end{array}\right\}$

The table below provides a detailed snapshot of the of the employment benefits that were offered/available to paid staff by local arts agencies in October 2018. This question was answered only by the 922 survey respondents who identified themselves as full-time paid employees. (The question asked for benefits that were offered to or available to employees, not if they employee utilized or enrolled in the benefit; some respondents may have interpreted the question differently and reported only the benefits that they actually use, rather than all of the benefits that are available to them.)
$\downarrow$ EMPLOYMENT BENEFITS OFFERED BY LAAs TO FULL-TIME, PAID STAFF $\downarrow$

|  | Type of Benefits Offered to Local Arts Agency Employees | LAA Budget Less than $\begin{array}{r} \$ 250,000 \\ N=95 \end{array}$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \mathbf{\$ 9 9 9}, 999 \\ \mathrm{~N}=284 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=543$ | Respondents $N=922$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 52.6\% | 60.9\% | 70.9\% | 65.9\% |
|  | Medical insurance | 54.7\% | 66.2\% | 91.9\% | 80.2\% |
|  | Dental insurance | 36.8\% | 44.0\% | 86.4\% | 68.2\% |
|  | Vision insurance | 32.6\% | 35.2\% | 73.3\% | 57.4\% |
|  | Life insurance | 30.5\% | 29.2\% | 66.5\% | 51.3\% |
|  | Disability insurance | 24.2\% | 25.0\% | 49.7\% | 39.5\% |
|  | Cash bonus | 8.4\% | 14.1\% | 15.1\% | 14.1\% |
|  | Retirement savings account | 37.9\% | 48.2\% | 78.8\% | 65.2\% |
|  | Pre-tax flexible spending account | 23.2\% | 25.7\% | 58.4\% | 44.7\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 84.2\% | 90.5\% | 95.9\% | 93.1\% |
|  | Average number of days accrued in 2018 | 24.2 | 24.1 | 25.1 | 24.7 |
|  | Paid parental leave | 17.9\% | 17.3\% | 34.3\% | 27.3\% |
|  | Flexible scheduling | 45.3\% | 53.9\% | 53.4\% | 52.7\% |
|  | Telecommuting / working remotely | 17.9\% | 26.1\% | 30.9\% | 28.1\% |
|  | Tuition reimbursement | 14.7\% | 11.3\% | 22.3\% | 18.1\% |
|  | Professional development (e.g., conferences, workshops) | 54.7\% | 71.1\% | 78.6\% | 73.9\% |
|  | Association/professional dues | 28.4\% | 31.0\% | 37.8\% | 34.7\% |
|  | Health club membership/discount | 15.8\% | 9.5\% | 19.5\% | 16.1\% |
|  | Free/discounted tickets for cultural activities | 12.6\% | 31.0\% | 47.9\% | 39.0\% |
|  | None of the above | 7.4\% | 2.1\% | 0.4\% | 1.6\% |

The tables that follow provide local arts agency employees' level of satisfaction with their compensation and benefits, their likelihood of remaining employed with the arts field in the future, and their level of agreement with a list of job characteristics. These questions were answered only by the 1,077 survey respondents who identified themselves as either full-time or part-time local arts agency employees

## $\downarrow$ LEVEL OF SATISFACTION WITH COMPENSATION AND BENEFITS

|  | Level of Satisfaction | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | QUESTION: "How satisfied are you with your total cash compensation at your local arts agency?" |  |  |  |  |  |
|  | ALL RESPONDENTS | 23.2\% | 42.2\% | 12.2\% | 16.2\% | 6.3\% |
|  | By Race/Ethnicity |  |  |  |  |  |
|  | White or Caucasian only | 23.4\% | 43.2\% | 12.0\% | 15.6\% | 5.8\% |
|  | All People of Color | 23.0\% | 37.2\% | 12.8\% | 18.9\% | 8.2\% |
|  | By Gender Identity |  |  |  |  |  |
|  | Female (cisgender) | 22.6\% | 42.1\% | 11.4\% | 17.4\% | 6.4\% |
|  | Male (cisgender) | 25.7\% | 44.2\% | 13.7\% | 10.2\% | 6.2\% |
|  | By Age |  |  |  |  |  |
|  | Younger than 45 | 19.3\% | 41.1\% | 10.5\% | 21.7\% | 7.5\% |
|  | 45 to 64 | 25.8\% | 44.1\% | 13.2\% | 11.2\% | 5.7\% |
|  | 65 or Older | 34.1\% | 38.6\% | 17.0\% | 8.0\% | 2.3\% |
|  | QUESTION: "How satisfied are you with your employment benefits package (e.g., health insurance, paid time off)?" |  |  |  |  |  |
|  | ALL RESPONDENTS | 39.7\% | 27.0\% | 14.3\% | 11.7\% | 7.2\% |
|  | By Race/Ethnicity |  |  |  |  |  |
|  | White or Caucasian only | 38.9\% | 27.5\% | 14.9\% | 11.2\% | 7.4\% |
|  | All People of Color | 42.9\% | 25.0\% | 12.2\% | 13.3\% | 6.6\% |
|  | By Gender Identity |  |  |  |  |  |
|  | Female (cisgender) | 38.4\% | 26.0\% | 14.9\% | 13.4\% | 7.3\% |
|  | Male (cisgender) | 44.2\% | 29.6\% | 12.8\% | 6.2\% | 7.1\% |
|  | By Age |  |  |  |  |  |
|  | Younger than 45 | 36.6\% | 27.7\% | 13.1\% | 13.6\% | 9.0\% |
|  | 45 to 64 | 41.4\% | 28.4\% | 12.8\% | 11.0\% | 6.4\% |
|  | 65 or Older | 50.0\% | 15.9\% | 29.5\% | 3.4\% | 1.1\% |

## $\downarrow$ LIKELIHOOD OF REMAINING EMPLOYED IN THE ARTS INDUSTRY

|  | Future in the Arts Industry | Yes | No | I have no idea, but I hope so | I have no idea, but I hope not |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | QUESTION: "Do you anticipate that you will still be working in the arts industry five years from today?" |  |  |  |  |
|  | ALL RESPONDENTS | 55.2\% | 16.4\% | 26.1\% | 2.2\% |
|  | By Race/Ethnicity |  |  |  |  |
|  | White or Caucasian or European American only | 55.2\% | 17.2\% | 25.7\% | 1.9\% |
|  | All People of Color | 56.1\% | 12.2\% | 28.1\% | 3.6\% |
|  | By Gender Identity |  |  |  |  |
|  | Female (cisgender) | 53.9\% | 16.5\% | 27.3\% | 2.3\% |
|  | Male (cisgender) | 62.4\% | 14.2\% | 21.2\% | 2.2\% |
|  | By Age |  |  |  |  |
|  | Younger than 45 | 57.6\% | 11.0\% | 28.4\% | 3.0\% |
|  | 45 to 64 | 57.5\% | 16.7\% | 24.0\% | 1.8\% |
|  | 65 or Older | 29.5\% | 47.7\% | 22.7\% | 0.0\% |

# $\downarrow$ LEVEL OF AGREEMENT WITH JOB CHARACTERISTICS $\downarrow$ 

|  | Level of Agreement | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | STATEMENT: "I have a clear path for job advancement." |  |  |  |  |  |
|  | ALL RESPONDENTS | 11.6\% | 25.9\% | 32.2\% | 16.8\% | 13.5\% |
|  | By Race/Ethnicity |  |  |  |  |  |
|  | White or Caucasian only | 11.2\% | 25.8\% | 33.3\% | 16.7\% | 12.9\% |
|  | All People of Color | 13.8\% | 26.5\% | 27.6\% | 17.9\% | 14.3\% |
|  | By Gender Identity |  |  |  |  |  |
|  | Female (cisgender) | 10.3\% | 26.6\% | 31.3\% | 17.7\% | 14.1\% |
|  | Male (cisgender) | 15.9\% | 23.5\% | 35.8\% | 14.2\% | 10.6\% |
|  | By Age |  |  |  |  |  |
|  | Younger than 45 | 11.4\% | 32.1\% | 22.6\% | 20.4\% | 13.5\% |
|  | 45 to 64 | 11.0\% | 21.4\% | 38.5\% | 14.3\% | 14.8\% |
|  | 65 or Older | 15.9\% | 11.4\% | 58.0\% | 8.0\% | 6.8\% |
|  | STATEMENT: "My job requirements are well defined." |  |  |  |  |  |
|  | ALL RESPONDENTS | 35.1\% | 36.6\% | 11.3\% | 11.8\% | 5.2\% |
|  | By Race/Ethnicity |  |  |  |  |  |
|  | White or Caucasian only | 35.4\% | 37.7\% | 10.7\% | 11.7\% | 4.6\% |
|  | All People of Color | 33.7\% | 33.2\% | 14.3\% | 11.2\% | 7.7\% |
|  | By Gender Identity |  |  |  |  |  |
|  | Female (cisgender) | 34.3\% | 36.1\% | 12.2\% | 12.2\% | 5.3\% |
| 巨 | Male (cisgender) | 37.6\% | 38.1\% | 8.8\% | 10.2\% | 5.3\% |
| 2 | By Age |  |  |  |  |  |
| $\Sigma$ | Younger than 45 | 29.9\% | 36.3\% | 11.8\% | 15.5\% | 6.5\% |
| Tin | 45 to 64 | 37.2\% | 39.4\% | 10.6\% | 8.6\% | 4.2\% |
| $\stackrel{\square}{\square}$ | 65 or Older | 55.7\% | 23.9\% | 12.5\% | 5.7\% | 2.3\% |

STATEMENT: "I am proud to work for my local arts agency."

| ALL RESPONDENTS | 77.4\% | 16.7\% | 3.4\% | 1.6\% | 0.8\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
| By Race/Ethnicity |  |  |  |  |  |
| White or Caucasian only | 79.2\% | 15.7\% | 3.0\% | 1.4\% | 0.8\% |
| All People of Color | 70.4\% | 20.4\% | 5.6\% | 2.6\% | 1.0\% |
| By Gender Identity |  |  |  |  |  |
| Female (cisgender) | 76.9\% | 16.8\% | 3.5\% | 1.8\% | 1.0\% |
| Male (cisgender) | 80.5\% | 14.6\% | 3.5\% | 0.9\% | 0.4\% |
| By Age |  |  |  |  |  |
| Younger than 45 | 74.0\% | 17.4\% | 5.0\% | 2.4\% | 1.1\% |
| 45 to 64 | 78.6\% | 17.8\% | 2.0\% | 0.9\% | 0.7\% |
| 65 or Older | 92.0\% | 6.8\% | 1.1\% | 0.0\% | 0.0\% |

STATEMENT: "I feel fulfilled performing my work at my local arts agency."

| ALL RESPONDENTS | 55.0\% | 31.9\% | 7.1\% | 4.1\% | 1.9\% |
| :---: | :---: | :---: | :---: | :---: | :---: |
| By Race/Ethnicity |  |  |  |  |  |
| White or Caucasian only | 56.5\% | 31.6\% | 6.2\% | 3.9\% | 1.8\% |
| All People of Color | 48.0\% | 34.2\% | 10.7\% | 5.1\% | 2.0\% |
| By Gender Identity |  |  |  |  |  |
| Female (cisgender) | 52.9\% | 33.8\% | 7.0\% | 4.2\% | 2.0\% |
| Male (cisgender) | 62.4\% | 24.8\% | 7.5\% | 4.0\% | 1.3\% |
| By Age |  |  |  |  |  |
| Younger than 45 | 49.7\% | 33.1\% | 9.0\% | 5.6\% | 2.6\% |
| 45 to 64 | 56.6\% | 33.0\% | 5.9\% | 3.1\% | 1.3\% |
| 65 or Older | 78.4\% | 19.3\% | 2.3\% | 0.0\% | 0.0\% |

## $\downarrow$ LEVEL OF AGREEMENT WITH JOB CHARACTERISTICS

|  | Level of Agreement | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | STATEMENT: "I can see how my work affects and/or impacts my community." |  |  |  |  |  |
| İ | ALL RESPONDENTS | 73.4\% | 21.4\% | 2.7\% | 1.7\% | 0.8\% |
| $\sum$ | By Race/Ethnicity |  |  |  |  |  |
| $\underset{\sim}{\square}$ | White or Caucasian only | 74.2\% | 21.1\% | 2.4\% | 1.4\% | 0.9\% |
| (1) | All People of Color | 69.9\% | 22.4\% | 4.1\% | 3.1\% | 0.5\% |
| ! | By Gender Identity |  |  |  |  |  |
| $\bigcirc$ | Female (cisgender) | 72.6\% | 22.3\% | 2.6\% | 1.6\% | 1.0\% |
| $\square$ | Male (cisgender) | 75.7\% | 19.0\% | 3.1\% | 1.8\% | 0.4\% |
| - | By Age |  |  |  |  |  |
|  | Younger than 45 | 69.9\% | 23.6\% | 3.2\% | 2.1\% | 1.3\% |
|  | 45 to 64 | 74.0\% | 21.6\% | 2.4\% | 1.5\% | 0.4\% |
|  | 65 or Older | 90.9\% | 8.0\% | 1.1\% | 0.0\% | 0.0\% |

## 2018 Local Arts Agency Salary Report

## EXECUTIVE DIRECTOR / PRESIDENT / CHIEF EXECUTIVE OFFICER

The Executive Director / President / Chief Executive Officer (CEO) is the chief staff executive of a local arts agency. The responsibilities of this position typically include the overall management of the organization, strategic and fiscal planning, advocating for the organization's mission and goals, and overseeing fundraising activities. This position typically reports to a board of directors, appointed commissioners, a mayor or county manager, or another governing committee. Other titles can include managing director; director; general manager; and commissioner.

|  | EXECUTIVE DIRECTOR | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ALL LOCAL ARTS AGENCIES | All Full-Time Positions | \$81,476 | \$68,000 | \$16,980 | \$260,875 | 276 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$78,394 | \$70,000 | \$18,000 | \$227,000 | 267 |
|  | 2008 Findings | \$69,159 | \$61,741 | \$20,000 | \$236,000 | 157 |
|  | 2001 Findings | \$54,309 | \$45,397 | \$7,500 | \$193,000 | 322 |
|  | Public/Government LAAs only | \$110,946 | \$100,600 | \$50,000 | \$250,000 | 61 |
|  | Private/Nonprofit LAAs only | \$73,114 | \$62,000 | \$16,980 | \$260,875 | 215 |
|  | All Part-Time Positions | \$26,889 | \$24,777 | \$7,500 | \$50,000 | 36 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$26,120 | \$24,000 | \$2,000 | \$64,000 | 28 |
|  | 2001 Findings | \$23,165 | \$15,570 | \$3,600 | \$56,000 | 49 |
|  | Public/Government LAAs only | \$29,459 | \$23,918 | \$20,000 | \$50,000 | 4 |
|  | Private/Nonprofit LAAs only | \$26,568 | \$25,000 | \$7,500 | \$50,000 | 32 |

$\downarrow$ FULL-TIME PAID POSITIONS ONLY $\downarrow$

| $\frac{7}{2}$ | Population of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\bigcirc$ | Fewer than 30,000 | \$59,333 | \$55,000 | \$53,000 | \$70,000 | 3 |
| \% | 30,000 to 99,999 | \$92,666 | \$90,000 | \$50,000 | \$187,400 | 11 |
| ¢ | 100,000 to 249,999 | \$97,572 | \$99,576 | \$56,500 | \$150,000 | 14 |
|  | 250,000 to 499,999 | \$104,941 | \$104,325 | \$60,000 | \$173,000 | 10 |
| Z | 500,000 to 999,999 | \$128,663 | \$133,765 | \$74,000 | \$133,000 | 9 |
| \# | 1,000,000 or more | \$142,643 | \$133,500 | \$75,000 | \$250,000 | 14 |
| 浣 | Operating Budget | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| $\geqslant$ | Less than \$100,000 | \$56,733 | \$55,000 | \$50,000 | \$65,200 | 3 |
| O | \$100,000 to \$249,999 | \$67,275 | \$63,397 | \$56,500 | \$90,000 | 6 |
| () | \$250,000 to \$499,999 | \$86,320 | \$95,000 | \$70,000 | \$100,600 | 5 |
| $\bigcirc$ | \$500,000 to \$999,999 | \$90,950 | \$92,000 | \$53,000 | \$173,000 | 9 |
|  | \$1,000,000 to \$4,999,999 | \$111,117 | \$110,000 | \$74,000 | \$150,000 | 20 |
| $\stackrel{9}{3}$ | \$5,000,000 to \$9,999,999 | \$124,600 | \$120,100 | \$75,000 | \$187,400 | 6 |
| Q | \$10,000,000 or more | \$164,480 | \$166,500 | \$94,000 | \$250,000 | 12 |
| $\frac{\lambda}{2}$ | Population of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| $\bigcirc$ | Fewer than 30,000 | \$50,081 | \$52,588 | \$25,140 | \$72,500 | 32 |
| 4 | 30,000 to 99,999 | \$56,619 | \$55,000 | \$27,000 | \$93,000 | 45 |
| 4 | 100,000 to 249,999 | \$60,057 | \$54,620 | \$16,980 | \$150,000 | 52 |
|  | 250,000 to 499,999 | \$79,534 | \$72,655 | \$24,960 | \$155,000 | 42 |
| ㄹ | 500,000 to 999,999 | \$92,529 | \$84,100 | \$20,000 | \$217,000 | 21 |
| $\stackrel{\square}{\square}$ | 1,000,000 or more | \$137,505 | \$122,813 | \$51,505 | \$260,875 | 23 |
| 号 | Operating Budget | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| $\bigcirc$ | Less than \$100,000 | \$39,539 | \$31,500 | \$24,960 | \$85,000 | 7 |
| $\pm$ | \$100,000 to \$249,999 | \$45,404 | \$45,000 | \$16,980 | \$76,000 | 43 |
| 팝 | \$250,000 to \$499,999 | \$55,035 | \$55,300 | \$24,000 | \$95,000 | 65 |
| ¢ | \$500,000 to \$999,999 | \$76,179 | \$70,000 | \$41,000 | \$135,000 | 49 |
| $\geq$ | \$1,000,000 to \$4,999,999 | \$108,109 | \$106,000 | \$54,540 | \$260,875 | 43 |
| ¢ | \$5,000,000 to \$9,999,999 | \$163,703 | \$169,907 | \$75,000 | \$240,000 | 4 |
| Q | \$10,000,000 or more | \$219,221 | \$220,942 | \$210,000 | \$225,000 | 4 |

$\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | Geographic Location | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | \$79,110 | \$85,000 | \$50,000 | \$98,552 | 5 |
|  | Middle Atlantic | \$74,829 | \$64,000 | \$24,000 | \$260,875 | 37 |
|  | South Atlantic | \$76,598 | \$65,000 | \$24,960 | \$216,883 | 67 |
|  | East South Central | \$80,730 | \$65,000 | \$16,980 | \$240,000 | 21 |
|  | East North Central | \$83,949 | \$70,000 | \$31,200 | \$225,000 | 41 |
|  | West South Central | \$75,656 | \$68,686 | \$25,140 | \$158,000 | 20 |
|  | West North Central | \$64,715 | \$60,000 | \$39,900 | \$125,000 | 17 |
|  | Mountain | \$88,980 | \$83,538 | \$31,500 | \$225,000 | 26 |
|  | Pacific | \$98,261 | \$82,500 | \$20,000 | \$250,000 | 42 |
| $\begin{aligned} & Z \\ & \mathbf{O} \\ & \underset{\sim}{C} \end{aligned}$ | Type of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Single city or town | \$90,745 | \$84,000 | \$31,200 | \$217,000 | 75 |
|  | Multiple cities | \$81,265 | \$66,000 | \$32,000 | \$225,000 | 21 |
|  | Single county | \$79,397 | \$65,000 | \$20,000 | \$260,875 | 111 |
|  | Multiple counties (and larger) | \$74,809 | \$62,000 | \$16,980 | \$240,000 | 69 |
| $\begin{aligned} & \text { z } \\ & \frac{0}{2} \\ & \mathbf{2} \end{aligned}$ | Population Density | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Rural | \$53,192 | \$51,000 | \$24,000 | \$123,500 | 78 |
|  | Suburban | \$79,048 | \$70,000 | \$16,980 | \$210,000 | 56 |
|  | Urban | \$97,969 | \$84,300 | \$24,960 | \$260,875 | 142 |
| $\begin{aligned} & \text { N } \\ & \frac{1}{n} \\ & \frac{4}{4} \\ & \text { in } \end{aligned}$ | Number of Paid Staff | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | One employee | \$50,419 | \$50,000 | \$16,980 | \$135,000 | 61 |
|  | Two employees | \$61,598 | \$60,480 | \$24,000 | \$123,000 | 43 |
|  | Three to five employees | \$72,866 | \$65,000 | \$35,000 | \$175,000 | 91 |
|  | Six to nine employees | \$100,836 | \$95,929 | \$41,000 | \$260,875 | 32 |
|  | 10 to 19 employees | \$125,466 | \$123,500 | \$40,000 | \$240,000 | 28 |
|  | 20 employees or more | \$161,544 | \$158,000 | \$75,000 | \$250,000 | 21 |
|  | Number of Years in Position | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Fewer than two years | \$78,132 | \$66,000 | \$24,000 | \$225,000 | 53 |
|  | Two to four years | \$83,046 | \$67,000 | \$16,980 | \$240,000 | 75 |
|  | Five to nine years | \$78,839 | \$62,500 | \$24,960 | \$224,750 | 62 |
|  | 10 to 19 years | \$80,846 | \$72,000 | \$20,000 | \$260,875 | 68 |
|  | 20 years or more | \$96,238 | \$85,000 | \$36,000 | \$250,000 | 18 |
| $\begin{aligned} & \text { 首 } \\ & \underset{\sim}{\underset{\sim}{0}} \end{aligned}$ | Gender Identity | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Female (cisgender) <br> Male (cisgender) | $\begin{array}{r} \$ 78,980 \\ \$ 89,833 \end{array}$ | \$67,000 $\$ 73,655$ | \$16,980 $\$ 25,140$ | \$260,875 | 209 62 |
| $\begin{aligned} & z \\ & 0 \\ & \frac{0}{4} \\ & \mathbf{S} \\ & 0 \\ & \hline \mathbf{y} \end{aligned}$ | Educational Attainment | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM <br> 2018 Salary | MAXIMUM <br> 2018 Salary | Number of Respondents |
|  | High school degree (or less) | \$70,647 | \$64,000 | \$27,000 | \$187,000 | 15 |
|  | 2-year college degree (Associate) | \$55,001 | \$55,000 | \$41,000 | \$65,200 | 5 |
|  | 4 -year college degree (Bachelor's) | \$66,907 | \$59,500 | \$20,000 | \$183,000 | 109 |
|  | Master's degree | \$93,275 | \$80,000 | \$16,980 | \$260,875 | 133 |
|  | Doctoral or other terminal degree | \$103,873 | \$89,500 | \$32,000 | \$225,000 | 14 |
|  | Type of Degree Attained | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Arts management or administration | \$76,494 | \$66,000 | \$35,700 | \$155,000 | 20 |
|  | Other arts-related degree | \$80,756 | \$66,000 | \$25,140 | \$250,000 | 111 |
|  | Non-arts degree | \$84,106 | \$70,000 | \$16,980 | \$260,875 | 130 |
|  | First time CEO vs. Previously a CEO at a different LAA | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | First time as Chief Staff Executive | \$78,025 | \$65,000 | \$16,980 | \$260,875 | 213 |
|  | Previously a Chief Staff Executive | \$93,336 | \$82,250 | \$31,500 | \$225,000 | 60 |

$\downarrow$ FULL-TIME PAID POSITIONS ONLY


# 2018 Local Arts Agency Salary Report Executive Director / President / Chief Executive Officer (continued) 

$\downarrow$ FULL-TIME PAID POSITIONS ONLY


## Research notes for the table on this page (above):

Survey respondents were allowed to select multiple categories of race/ethnicity when completing the survey instrument. The "White or Caucasian or European American Only" category includes the 246 responding executive directors who selected that category only. The "People of Color" category includes the 28 responding executive directors who selected any combination of categories that included African-American or Black, American Indian or Alaska Native or Indigenous or First Nations, Arab or Middle Eastern, Asian or Asian American, Hispanic or Latina/Latino/Latinx, or Native Hawaiian or Pacific Islander (these categories were combined for the purposes of statistical analysis due to the fact that they combined to only 28 responses). Four responding executive directors chose the category "I prefer to self-identify" and did not provide a description that allowed them to be included in this analysis; these four are excluded from the table on this page. It is difficult to extrapolate conclusions about the general populations from the very small sample of non-White respondents to this survey.

## Research notes for the tables on Pages 11 and 12:

The data tables on Pages 11 and 12 are designed to be read both horizontally as well as vertically. These analyses are available for the executive director position only (the sample sizes were too small to repeat them for other LAA staff positions). The first number listed in each subsection is the average salary reported by the responding executive directors who meet the multiple criteria for that subsection. For example, the first subsection in the first column of data at the top of the preceding page (Page11) provides the average salary for the three executive directors who reported that their gender is "female (cisgender)," their age is "Younger than 45," and their LAA's operating budget is "Less than $\$ 100,000$. In each subsection:

- The first number listed is the average salary of the survey respondents who match the criteria for that subsection.
- The second number listed is the sample size (the number of responding executive directors who match those specific criteria.
- The third number (the percentage in bold) is the percentage of all responding executive directors who match the horizontal criteria (on both pages, the horizontal criteria include only the category of the LAA's operating budget. For example, in the first subsection of the first row of the table above, 100 percent of all responding executive directors at LAAs with operating budgets of less than $\$ 100,000$ report their race/ethnicity as "White or Caucasian or European American" only, while 0 percent report their race/ethnicity as a Person of Color. These percentages add horizontally to 100 percent.
The fourth number (the percentage is that is not bold) is the percentage of all responding executive directors who match the vertical criteria (i.e., the category of the respondents' age on Page 11, and the category of the respondents' ethnicity on Page 12). For example, in the first subsection in the first row of the table above, 4 percent of the responding executive directors who identified their race/ethnicity as "White or Caucasian or European American" only reported that their local arts agency has an operating budget of less than $\$ 100,000$. These percentages add vertically to 100 percent.


## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 55.4\% | 5.81\% | 0.0\% | 42.0\% | 153 |
| Cost of living adjustment | 13.4\% | 2.96\% | 1.0\% | 10.0\% | 37 |
| Promotion/new responsibilities | 5.4\% | 16.36\% | 2.0\% | 42.0\% | 15 |
| Performance (not promotion) | 31.5\% | 5.64\% | 1.0\% | 30.0\% | 87 |
| Length of service/tenure | 1.8\% | 3.40\% | 1.0\% | 5.0\% | 5 |
| Government pay scale | 3.3\% | 2.89\% | 2.0\% | 4.0\% | 9 |
| Pay remained the same | 42.0\% |  |  |  | 116 |
| Received ANY decrease | 2.5\% |  |  |  | 7 |
| Budget cuts | 2.5\% |  |  |  | 7 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


|  | Type of Benefits Offered (paid respondents only) | LAA Budget Less than $\$ 250,000$ $N=87$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ N=135 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=90$ | Respondents $N=312$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 49.4\% | 57.8\% | 64.4\% | 57.4\% |
|  | Medical insurance | 29.9\% | 58.5\% | 85.6\% | 58.3\% |
|  | Dental insurance | 14.9\% | 33.3\% | 80.0\% | 41.7\% |
|  | Vision insurance | 11.5\% | 24.4\% | 67.8\% | 33.3\% |
|  | Life insurance | 13.8\% | 23.0\% | 66.7\% | 33.0\% |
|  | Disability insurance | 9.2\% | 21.5\% | 60.0\% | 29.2\% |
|  | Cash bonus | 8.0\% | 23.0\% | 22.2\% | 18.6\% |
|  | Retirement savings account | 23.0\% | 42.2\% | 80.0\% | 47.8\% |
|  | Pre-tax flexible spending account | 12.6\% | 17.8\% | 60.0\% | 28.5\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 67.8\% | 91.9\% | 95.6\% | 86.2\% |
|  | Average number of days accrued in 2018 | 18.8 | 22.7 | 28.3 | 23.6 |
|  | Paid parental leave | 9.2\% | 16.3\% | 41.1\% | 21.5\% |
|  | Flexible scheduling | 56.3\% | 62.2\% | 57.8\% | 59.3\% |
|  | Telecommuting / working remotely | 25.3\% | 30.4\% | 41.1\% | 32.1\% |
|  | Tuition reimbursement | 6.9\% | 8.1\% | 22.2\% | 11.9\% |
|  | Professional development (e.g., conferences, workshops) | 51.7\% | 77.0\% | 90.0\% | 73.7\% |
|  | Association/professional dues | 21.8\% | 41.5\% | 67.8\% | 43.6\% |
|  | Health club membership/discount | 8.0\% | 4.4\% | 20.0\% | 9.9\% |
|  | Free/discounted tickets for cultural activities | 16.1\% | 28.1\% | 38.9\% | 27.9\% |
|  | None of the above | 13.8\% | 3.0\% | 0.0\% | 5.1\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 26.3\% | 42.9\% | 11.5\% | 14.7\% | 4.5\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 34.9\% | 24.0\% | 15.7\% | 14.4\% | 10.9\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 14.7\% | 19.6\% | 39.1\% | 14.1\% | 12.5\% |
|  | My job requirements are well defined. | 45.8\% | 33.7\% | 8.0\% | 8.0\% | 4.5\% |
|  | 1 am proud to work for my local arts agency. | 91.0\% | 7.1\% | 1.0\% | 0.3\% | 0.6\% |
|  | I feel fulfilled performing my work at my local arts agency. | 69.9\% | 25.0\% | 3.2\% | 1.3\% | 0.6\% |
|  | I can see how my work affects and/or impacts my community. | 86.2\% | 10.9\% | 1.3\% | 0.6\% | 1.0\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 57.7\% | 22.4\% | 19.2\% | 0.6\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=272$ | Part-Time Paid $\mathrm{N}=35$ | Unpaid Volunteer $N=23$ | All Respondents $\mathrm{N}=330$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 76.8\% | 85.7\% | 69.6\% | 77.3\% |
|  | Male | 22.8\% | 14.3\% | 30.4\% | 22.4\% |
|  | Transgender | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Non-binary/third gender/gender fluid | 0.4\% | 0.0\% | 0.0\% | 0.3\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\underline{y}$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=274$ | $\mathrm{N}=36$ | $\mathrm{N}=23$ | $\mathrm{N}=333$ |
|  | African-American or Black | 3.6\% | 2.8\% | 0.0\% | 3.3\% |
|  | American Indian or Alaska Native or Indigenous or First Nations | 1.5\% | 0.0\% | 0.0\% | 1.2\% |
|  | Arab or Middle Eastern | 1.1\% | 0.0\% | 0.0\% | 0.9\% |
|  | Asian or Asian American | 0.7\% | 0.0\% | 0.0\% | 0.6\% |
|  | Hispanic or Latina/Latino/Latinx | 2.9\% | 5.6\% | 0.0\% | 3.0\% |
|  | Native Hawaiian or Pacific Islander | 0.4\% | 0.0\% | 0.0\% | 0.3\% |
|  | White or Caucasian or European American | 92.7\% | 91.7\% | 100.0\% | 93.1\% |
|  | I prefer to self identify | 1.8\% | 0.0\% | 0.0\% | 1.5\% |
|  | White or Caucasian or European American only | 89.8\% | 91.7\% | 100.0\% | 90.7\% |
|  | All People of Color | 10.2\% | 8.3\% | 0.0\% | 9.3\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\underline{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\stackrel{\square}{10}$ |  | $N=276$ | $N=36$ | $N=23$ | $\mathrm{N}=335$ |
| E | 18 to 24 | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| 5 | 25 to 34 | 5.4\% | 16.7\% | 0.0\% | 6.3\% |
| $\stackrel{\sim}{\sim}$ | 35 to 44 | 22.8\% | 16.7\% | 0.0\% | 20.6\% |
| S | 45 to 54 | 24.6\% | 13.9\% | 4.3\% | 22.1\% |
| U | 55 to 64 | 29.7\% | 36.1\% | 39.1\% | 31.0\% |
| $\cup$ | 65 to 74 | 16.3\% | 16.7\% | 26.1\% | 17.0\% |
| $\underline{7}$ | 75 or older | 1.1\% | 0.0\% | 30.4\% | 3.0\% |
| $\frac{1}{1}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{6}$ |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $N=269$ | $\mathrm{N}=33$ | $\mathrm{N}=23$ | $N=325$ |
| $\sum$ | Heterosexual or straight | 88.1\% | 90.9\% | 100.0\% | 89.2\% |
| ! | Gay or lesbian | 7.4\% | 6.1\% | 0.0\% | 6.8\% |
| - | Bisexual | 2.2\% | 0.0\% | 0.0\% | 1.8\% |
|  | Asexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Pansexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Queer | 1.5\% | 3.0\% | 0.0\% | 1.5\% |
|  | Questioning | 0.4\% | 0.0\% | 0.0\% | 0.3\% |
|  | Same sex attracted | 0.4\% | 0.0\% | 0.0\% | 0.3\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=276$ | $\mathrm{N}=36$ | $N=23$ | $N=335$ |
|  | High school or less | 5.4\% | 8.3\% | 0.0\% | 5.4\% |
|  | Associate degree (junior college) or vocational degree/license | 1.8\% | 2.8\% | 4.3\% | 2.1\% |
|  | Bachelor's degree | 39.5\% | 41.7\% | 47.8\% | 40.3\% |
|  | Master's degree | 48.2\% | 47.2\% | 26.1\% | 46.6\% |
|  | Doctoral or other terminal degree | 5.1\% | 0.0\% | 21.7\% | 5.7\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=261$ | $\mathrm{N}=33$ | $\mathrm{N}=23$ | $N=317$ |
|  | Arts management or administration | 7.7\% | 15.2\% | 0.0\% | 7.9\% |
|  | Other arts-related degree | 42.5\% | 33.3\% | 39.1\% | 41.3\% |
|  | Non-arts degree | 49.8\% | 51.5\% | 60.9\% | 50.8\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=271$ | Part-Time Paid $N=36$ | Unpaid Volunteer $N=23$ | Respondents $N=330$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 3.3\% | 2.8\% | 4.3\% | 3.3\% |
|  | Visible/noticeable to others | 0.4\% | 2.8\% | 4.3\% | 0.9\% |
|  | Not visible/not noticeable to others | 3.0\% | 0.0\% | 0.0\% | 2.4\% |
|  | No, I do not identify as a person with a disability | 96.7\% | 97.2\% | 95.7\% | 96.7\% |
|  | Military Service | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=270$ | $N=35$ | $\mathrm{N}=22$ | $N=327$ |
|  | Active Service | 0.4\% | 0.0\% | 0.0\% | 0.3\% |
|  | Veteran | 1.9\% | 0.0\% | 4.5\% | 1.8\% |
|  | None | 97.8\% | 100.0\% | 95.5\% | 97.9\% |
|  | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=272$ | $\mathrm{N}=33$ | $\mathrm{N}=23$ | $N=328$ |
|  | Democrat | 60.7\% | 69.7\% | 34.8\% | 59.8\% |
|  | Republican | 9.9\% | 18.2\% | 30.4\% | 12.2\% |
|  | Libertarian | 0.4\% | 0.0\% | 0.0\% | 0.3\% |
|  | Green | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Unaffiliated with a party, but registered | 25.7\% | 12.1\% | 26.1\% | 24.4\% |
|  | I am not registered to vote | 0.7\% | 0.0\% | 0.0\% | 0.6\% |
|  | I am unable to register to vote | 0.7\% | 0.0\% | 0.0\% | 0.6\% |
|  | I prefer to self-identify | 1.8\% | 0.0\% | 8.7\% | 2.1\% |

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# 2018 Local Arts Agency Salary Report ASSISTANT DIRECTOR／DEPUTY DIRECTOR／COO 

The Assistant Director／Deputy Director／Chief Operating Officer（COO）is the second－in－command staff executive of the local arts agency．This person reports to，and directly supports，the chief staff executive．The responsibilities of this position typically include the administration of multiple aspects of the organization as well as supervision of the program management staff．Other titles can include executive vice president；vice president of operations；deputy commissioner；and senior manager．

| DEPUTY DIRECTOR | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: |
| All Full－Time Positions | \＄84，241 | \＄81，200 | \＄35，000 | \＄180，000 | 54 |
| For comparison purposes only： |  |  |  |  |  |
| 2013 Findings | \＄83，293 | \＄89，000 | \＄33，000 | \＄164，381 | 43 |
| 2001 Findings | \＄48，783 | \＄44，500 | \＄13，000 | \＄116，000 | 85 |
| Public／Government LAAs only | \＄98，565 | \＄96，500 | \＄51，500 | \＄134，000 | 20 |
| Private／Nonprofit LAAs only | \＄75，815 | \＄60，736 | \＄35，000 | \＄180，000 | 34 |
| All Part－Time Positions | ＊＊ | \＄87，000 | ＊＊ | ＊＊ | 1 |
| For comparison purposes only： |  |  |  |  |  |
| 2013 Findings | ＊＊ | \＄51，500 | \＄48，000 | \＄55，000 | 2 |
| 2001 Findings | \＄15，980 | \＄12，000 | \＄4，000 | \＄45，000 | 17 |
| Public／Government LAAs only | ＊＊ | ＊＊ | ＊＊ | ＊＊ | 0 |
| Private／Nonprofit LAAs only | ＊＊ | \＄87，000 | ＊＊ | ＊＊ | 1 |

## $\downarrow$ FULL－TIME PAID POSITIONS ONLY

| $\frac{2}{2}$ | Population of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\bigcirc$ | Fewer than 30，000 | ＊＊ | ＊＊ | ＊＊ | ＊＊ | 0 |
| $\frac{4}{4}$ | 30，000 to 99，999 | ＊＊ | \＄85，000 | \＄70，000 | \＄100，000 | 2 |
| S | 100，000 to 249，999 | \＄81，000 | \＄80，000 | \＄68，000 | \＄95，000 | 3 |
|  | 250，000 to 499，999 | ＊＊ | \＄120，000 | ＊＊ | ＊＊ | 1 |
| 乙 | 500，000 to 999，999 | \＄98，000 | \＄105，500 | \＄56，000 | \＄125，000 | 4 |
| 国 | 1，000，000 or more | \＄104，629 | \＄111，000 | \＄51，500 | \＄134，000 | 10 |
| $\sum_{\text {cel }}^{2}$ | Operating Budget | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| $\stackrel{3}{3}$ | Less than \＄100，000 | ＊＊ | ＊＊ | ＊＊ | ＊＊ | 0 |
| O－1 | \＄100，000 to \＄249，999 | ＊＊ | \＄84，000 | \＄68，000 | \＄100，000 | 2 |
| － | \＄250，000 to \＄499，999 | ＊＊ | ＊＊ | ＊＊ | ＊＊ | 0 |
| $\bigcirc$ | \＄500，000 to \＄999，999 | ＊＊ | \＄70，000 | ＊＊ | ＊＊ | 1 |
|  | \＄1，000，000 to \＄4，999，999 | \＄77，228 | \＄83，435 | \＄51，500 | \＄95，000 | 6 |
| $\stackrel{\square}{\square}$ | \＄5，000，000 to \＄9，999，999 | ＊＊ | \＄125，000 | ＊＊ | ＊＊ | 1 |
| ล | \＄10，000，000 or more | \＄114，493 | \＄122，000 | \＄84，000 | \＄134，000 | 10 |
|  | Population of Service Area | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ \text { 2018 Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| $\bigcirc$ | Fewer than 30，000 | ＊＊ | \＄54，750 | \＄35，000 | \＄74，500 | 2 |
| $\frac{4}{4}$ | 30，000 to 99，999 | \＄47，050 | \＄43，100 | \＄42，000 | \＄60，000 | 4 |
| ¢ | 100，000 to 249，999 | \＄44，733 | \＄46，000 | \＄35，000 | \＄53，265 | 5 |
| $\pm$ | 250，000 to 499，999 | \＄64，423 | \＄61，000 | \＄50，000 | \＄84，560 | 7 |
| 上 | 500，000 to 999，999 | \＄53，634 | \＄55，000 | \＄43，700 | \＄64，000 | 5 |
| $\stackrel{\square}{\square}$ | 1，000，000 or more | \＄121，564 | \＄127，000 | \＄61，500 | \＄180，000 | 11 |
| 号 | Operating Budget | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| $\stackrel{9}{2}$ | Less than \＄100，000 | ＊＊ | ＊＊ | ＊＊ | ＊＊ | 0 |
|  | \＄100，000 to \＄249，999 | ＊＊ | ＊＊ | ＊＊ | ＊＊ | 0 |
| ［ | \＄250，000 to \＄499，999 | \＄43，617 | \＄44，600 | \＄35，000 | \＄52，500 | 6 |
| $\frac{8}{4}$ | \＄500，000 to \＄999，999 | \＄47，683 | \＄44，850 | \＄39，400 | \＄60，000 | 6 |
| $\geq$ | \＄1，000，000 to \＄4，999，999 | \＄73，980 | \＄64，000 | \＄42，000 | \＄150，000 | 15 |
| 呂 | \＄5，000，000 to \＄9，999，999 | \＄115，300 | \＄124，850 | \＄61，500 | \＄150，000 | 4 |
| $\underline{\square}$ | \＄10，000，000 or more | \＄153，000 | \＄152，000 | \＄127，000 | \＄180，000 | 3 |

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY


$\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 68.5\% | 4.82\% | 0.0\% | 20.0\% | 37 |
| Cost of living adjustment | 18.5\% | 3.25\% | 2.0\% | 8.0\% | 10 |
| Promotion/new responsibilities | 14.8\% | 9.93\% | 1.5\% | 20.0\% | 8 |
| Performance (not promotion) | 27.8\% | 3.35\% | 1.0\% | 5.0\% | 15 |
| Length of service/tenure | 1.9\% | 5.90\% | 5.9\% | 5.9\% | 1 |
| Government pay scale | 5.6\% | 3.42\% | 2.5\% | 4.8\% | 3 |
| Pay remained the same | 31.5\% |  |  |  | 17 |
| Received ANY decrease | 0.0\% |  |  |  | 0 |
| Budget cuts | 0.0\% |  |  |  | 0 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


|  | Type of Benefits Offered (paid respondents only) | LAA Budget Less than \$250,000 $N=2$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ N=13 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=40$ | Respondents $N=55$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 50.0\% | 84.6\% | 80.0\% | 80.0\% |
|  | Medical insurance | 100.0\% | 61.5\% | 87.5\% | 81.8\% |
|  | Dental insurance | 100.0\% | 38.5\% | 75.0\% | 67.3\% |
|  | Vision insurance | 100.0\% | 15.4\% | 60.0\% | 50.9\% |
|  | Life insurance | 50.0\% | 15.4\% | 75.0\% | 60.0\% |
|  | Disability insurance | 100.0\% | 23.1\% | 57.5\% | 50.9\% |
|  | Cash bonus | 0.0\% | 15.4\% | 12.5\% | 12.7\% |
|  | Retirement savings account | 100.0\% | 38.5\% | 72.5\% | 65.5\% |
|  | Pre-tax flexible spending account | 100.0\% | 15.4\% | 62.5\% | 52.7\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 100.0\% | 76.9\% | 95.0\% | 90.9\% |
|  | Average number of days accrued in 2018 | 20.5 | 23.3 | 28.4 | 27.1 |
|  | Paid parental leave | 100.0\% | 15.4\% | 22.5\% | 23.6\% |
|  | Flexible scheduling | 50.0\% | 46.2\% | 60.0\% | 56.4\% |
|  | Telecommuting / working remotely | 0.0\% | 23.1\% | 32.5\% | 29.1\% |
|  | Tuition reimbursement | 0.0\% | 7.7\% | 22.5\% | 18.2\% |
|  | Professional development (e.g., conferences, workshops) | 100.0\% | 46.2\% | 75.0\% | 69.1\% |
|  | Association/professional dues | 100.0\% | 15.4\% | 45.0\% | 40.0\% |
|  | Health club membership/discount | 50.0\% | 0.0\% | 17.5\% | 14.5\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 61.5\% | 45.0\% | 47.3\% |
|  | None of the above | 0.0\% | 0.0\% | 2.5\% | 1.8\% |


|  | 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? | 30.9\% | 45.5\% | 5.5\% | 14.5\% | 3.6\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 41.8\% | 29.1\% | 10.9\% | 14.5\% | 3.6\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 14.5\% | 27.3\% | 30.9\% | 14.5\% | 12.7\% |
|  | My job requirements are well defined. | 36.4\% | 36.4\% | 16.4\% | 10.9\% | 0.0\% |
|  | I am proud to work for my local arts agency. | 78.2\% | 18.2\% | 3.6\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 54.5\% | 34.5\% | 9.1\% | 1.8\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 78.2\% | 20.0\% | 0.0\% | 1.8\% | 0.0\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 61.8\% | 16.4\% | 18.2\% | 3.6\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=54$ | Part-Time Paid $\mathrm{N}=1$ | Unpaid Volunteer $N=1$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=56 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 74.1\% | 100.0\% | 0.0\% | 73.2\% |
|  | Male | 25.9\% | 0.0\% | 100.0\% | 26.8\% |
|  | Transgender | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Non-binary/third gender/gender fluid | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\underline{y}$ | Race/Ethnicity <br> (respondents were allowed to check all that apply) | Full-Time Paid $N=53$ | Part-Time <br> Paid <br> $\mathrm{N}=1$ | Unpaid Volunteer $N=1$ | All Respondents $\mathrm{N}=55$ |
|  | African-American or Black | 5.7\% | 0.0\% | 0.0\% | 5.5\% |
|  | American Indian or Alaska Native or Indigenous or First Nations | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Arab or Middle Eastern | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Asian or Asian American | 3.8\% | 0.0\% | 0.0\% | 3.6\% |
|  | Hispanic or Latina/Latino/Latinx | 3.8\% | 0.0\% | 0.0\% | 3.6\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | White or Caucasian or European American | 90.6\% | 100.0\% | 100.0\% | 90.9\% |
|  | I prefer to self identify | 1.9\% | 0.0\% | 0.0\% | 1.8\% |
|  | White or Caucasian or European American only | 88.7\% | 100.0\% | 100.0\% | 89.1\% |
|  | All People of Color | 11.3\% | 0.0\% | 0.0\% | 10.9\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\square$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{0}$ |  | $\mathrm{N}=54$ | $\mathrm{N}=1$ | $N=1$ | $N=56$ |
| E | 18 to 24 | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| ¢ | 25 to 34 | 11.1\% | 0.0\% | 0.0\% | 10.7\% |
| $\stackrel{\square}{\square}$ | 35 to 44 | 20.4\% | 0.0\% | 100.0\% | 21.4\% |
| 4 | 45 to 54 | 27.8\% | 0.0\% | 0.0\% | 26.8\% |
| V | 55 to 64 | 35.2\% | 100.0\% | 0.0\% | 35.7\% |
| $\cup$ | 65 to 74 | 5.6\% | 0.0\% | 0.0\% | 5.4\% |
| F | 75 or older | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\frac{\square}{4}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{C}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| $\bigcirc$ |  | $\mathrm{N}=52$ | $\mathrm{N}=1$ | $\mathrm{N}=1$ | $\mathrm{N}=54$ |
| $\sum$ | Heterosexual or straight | 75.0\% | 100.0\% | 100.0\% | 75.9\% |
| - | Gay or lesbian | 17.3\% | 0.0\% | 0.0\% | 16.7\% |
| O | Bisexual | 7.7\% | 0.0\% | 0.0\% | 7.4\% |
|  | Asexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Pansexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Queer | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Questioning | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Same sex attracted | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=54$ | $\mathrm{N}=1$ | $\mathrm{N}=1$ | $N=56$ |
|  | High school or less | 7.4\% | 0.0\% | 0.0\% | 7.1\% |
|  | Associate degree (junior college) or vocational degree/license | 7.4\% | 0.0\% | 100.0\% | 8.9\% |
|  | Bachelor's degree | 27.8\% | 100.0\% | 0.0\% | 28.6\% |
|  | Master's degree | 53.7\% | 0.0\% | 0.0\% | 51.8\% |
|  | Doctoral or other terminal degree | 3.7\% | 0.0\% | 0.0\% | 3.6\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=50$ | $\mathrm{N}=1$ | $\mathrm{N}=1$ | $\mathrm{N}=52$ |
|  | Arts management or administration | 14.0\% | 0.0\% | 0.0\% | 13.5\% |
|  | Other arts-related degree | 34.0\% | 0.0\% | 100.0\% | 34.6\% |
|  | Non-arts degree | 52.0\% | 100.0\% | 0.0\% | 51.9\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

| 8 | Disability | Full-Time Paid $N=53$ | Part-Time Paid $\mathrm{N}=1$ | Unpaid <br> Volunteer $N=1$ | All Respondents $\mathrm{N}=55$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 3.8\% | 0.0\% | 0.0\% | 3.6\% |
|  | Visible/noticeable to others | 1.9\% | 0.0\% | 0.0\% | 1.8\% |
|  | Not visible/not noticeable to others | 1.9\% | 0.0\% | 0.0\% | 1.8\% |
| $\underline{\square}$ | No, I do not identify as a person with a disability | 96.2\% | 100.0\% | 100.0\% | 96.4\% |
| H | Military Service | Full-Time | Part-Time | Unpaid | All |
| $已$ |  | Paid | Paid | Volunteer | Respondents |
| ¢ |  | $N=53$ | $\mathrm{N}=1$ | $N=1$ | $N=55$ |
| S | Active Service | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\pm$ | Veteran | 1.9\% | 0.0\% | 0.0\% | 1.8\% |
| $\cup$ | None | 98.1\% | 100.0\% | 100.0\% | 98.2\% |
| - | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=53$ | $\mathrm{N}=1$ | $N=1$ | $N=55$ |
|  | Democrat | 67.9\% | 0.0\% | 100.0\% | 67.3\% |
|  | Republican | 1.9\% | 100.0\% | 0.0\% | 3.6\% |
|  | Libertarian | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Green | 1.9\% | 0.0\% | 0.0\% | 1.8\% |
|  | Unaffiliated with a party, but registered | 26.4\% | 0.0\% | 0.0\% | 25.5\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I am unable to register to vote | 1.9\% | 0.0\% | 0.0\% | 1.8\% |
|  | I prefer to self-identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |

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Some sample sizes are small and should be used with caution.
Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)
Copyright 2019 by Americans for the Arts (www.AmericansForTheArts.org).

# 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.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY


$\downarrow$ PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ALL LOCAL ARTS AGENCIES | All Part-Time Positions | \$20,500 | ** | \$19,000 | \$22,000 | 2 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 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 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 |


|  | Type of Benefits Offered (paid respondents only) | LAA Budget Less than \$250,000 $\mathrm{N}=1$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ \mathrm{~N}=1 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=10$ | 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) Average number of days accrued in 2018 | $\underset{* *}{0.0 \%}$ | 0.0\% ${ }_{*}$ | $\begin{array}{r} 90.0 \% \\ 27.9 \end{array}$ | $\begin{array}{r} 75.0 \% \\ 27.9 \end{array}$ |
|  | 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\% |


|  | Level of Satisfaction (paid respondents only) | Very Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\begin{aligned} & z \\ & \frac{2}{6} \\ & \frac{1}{4} \\ & \frac{1}{1} \\ & \frac{1}{4} \\ & 0 \end{aligned}$ | 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 (paid respondents only) | ts Indust | 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 wo industry five years from today? | the arts | 75.0\% | 0.0\% | 25.0\% | 0.0\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=10$ | Part-Time Paid $\mathrm{N}=2$ | Unpaid <br> Volunteer $N=0$ | All Respondents $\mathrm{N}=12$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | 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\% |
| $y$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=10$ | $\mathrm{N}=2$ | $\mathrm{N}=0$ | $\mathrm{N}=12$ |
|  | 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\% |
|  | White or Caucasian or European American only | 70.0\% | 100.0\% | ** | 75.0\% |
|  | All People of Color | 30.0\% | 0.0\% | ** | 25.0\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{\square}{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{\square}$ |  | $N=10$ | $\mathrm{N}=2$ | $N=0$ | $\mathrm{N}=12$ |
| E | 18 to 24 | 0.0\% | 0.0\% | ** | 0.0\% |
| ¢ | 25 to 34 | 0.0\% | 50.0\% | ** | 8.3\% |
| $\stackrel{C}{C}$ | 35 to 44 | 30.0\% | 0.0\% | ** | 25.0\% |
| 4 | 45 to 54 | 40.0\% | 0.0\% | ** | 33.3\% |
| 는 | 55 to 64 | 30.0\% | 50.0\% | ** | 33.3\% |
| $\cup$ | 65 to 74 | 0.0\% | 0.0\% | ** | 0.0\% |
| 플 | 75 or older | 0.0\% | 0.0\% | ** | 0.0\% |
| $\frac{1}{4}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $\mathrm{N}=10$ | $\mathrm{N}=2$ | $\mathrm{N}=0$ | $\mathrm{N}=12$ |
| $\sum$ | 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 | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=10$ | $\mathrm{N}=2$ | $N=0$ | $\mathrm{N}=12$ |
|  | 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 | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=8$ | $\mathrm{N}=2$ | $N=0$ | $\mathrm{N}=10$ |
|  | 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\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Disability | Full-Time Paid $\mathrm{N}=9$ | Part-Time Paid $\mathrm{N}=2$ | Unpaid <br> Volunteer $N=0$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=11 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | 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\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Military Service | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=10$ | $N=2$ | $\mathrm{N}=0$ | $\mathrm{N}=12$ |
|  | Active Service | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Veteran | 0.0\% | 0.0\% | ** | 0.0\% |
|  | None | 100.0\% | 100.0\% | ** | 100.0\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Voter Registration | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=10$ | $\mathrm{N}=2$ | $\mathrm{N}=0$ | $\mathrm{N}=12$ |
|  | 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\% |

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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 ARTS EDUCATION

Staff members who report that their primary role or responsibility most closely matches the Arts Education category are typically involved in the development and administration of arts education programming for the local arts agency. The responsibilities of these positions can include identification of community outreach opportunities; implementation of arts-ineducation policy and advocacy programs; and the creation of partnerships with local arts organizations and artists, businesses, and schools/school districts. Titles can include director of arts education; manager of arts-in-education programs; and arts education coordinator.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY



PART-TIME PAID POSITIONS ONLY $\downarrow$

| ALL LOCAL ARTS AGENCIES | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$22,047 | \$24,500 | \$1,300 | \$41,000 | 20 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$18,440 | \$15,750 | \$11,500 | \$28,000 | 8 |
|  | 2001 Findings | \$16,202 | \$15,240 | \$12,000 | \$46,780 | 42 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | \$30,000 | ** | ** | 1 |
|  | Management staff | \$27,000 | \$26,000 | \$12,000 | \$41,000 | 5 |
|  | Program staff | \$19,710 | \$21,000 | \$1,300 | \$35,000 | 14 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | \$18,440 | \$16,320 | \$15,000 | \$24,000 | 3 |
|  | Private/Nonprofit LAAs Only | \$22,683 | \$25,000 | \$1,300 | \$41,000 | 17 |

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



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


# $\downarrow$ ALL FULL-TIME PAID POSITIONS 



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| Full-Time, Paid Respondents who received a pay adjustment during the past 12 months | PERCENTAGE <br> Who Received Pay Increase | AVERAGE <br> Most Recent <br> Pay Increase | MINIMUM <br> Most Recent <br> Pay Increase | MAXIMUM <br> Most Recent <br> Pay Increase | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Received ANY increase | 59.2\% | 4.68\% | 0.0\% | 17.0\% | 29 |
| Cost of living adjustment | 22.4\% | 5.13\% | 2.0\% | 17.0\% | 11 |
| Promotion/new responsibilities | 12.2\% | 5.95\% | 1.2\% | 13.0\% | 6 |
| Performance (not promotion) | 12.2\% | 3.95\% | 2.0\% | 6.5\% | 6 |
| Length of service/tenure | 4.1\% | 2.05\% | 1.1\% | 3.0\% | 2 |
| Government pay scale | 8.2\% | 3.95\% | 1.5\% | 7.8\% | 4 |
| Pay remained the same | 40.8\% |  |  |  | 20 |
| Received ANY decrease | 0.0\% |  |  |  | 0 |
| Budget cuts | 0.0\% |  |  |  | 0 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


|  | Type of Benefits Offered (paid respondents only) | LAA Budget Less than \$250,000 $\mathrm{N}=8$ | $\begin{gathered} \hline \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \mathbf{\$ 9 9 9 , 9 9 9} \\ \mathrm{N}=13 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=48$ | Respondents $N=69$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 62.5\% | 61.5\% | 68.8\% | 66.7\% |
| $\bullet$ | Medical insurance | 25.0\% | 61.5\% | 75.0\% | 66.7\% |
|  | Dental insurance | 12.5\% | 46.2\% | 68.8\% | 58.0\% |
| ■ | Vision insurance | 12.5\% | 38.5\% | 56.3\% | 47.8\% |
| II | Life insurance | 12.5\% | 15.4\% | 43.8\% | 34.8\% |
| $\boldsymbol{\oplus}$ | Disability insurance | 0.0\% | 7.7\% | 35.4\% | 26.1\% |
| ■ | Cash bonus | 12.5\% | 0.0\% | 12.5\% | 10.1\% |
| 2 | Retirement savings account | 12.5\% | 38.5\% | 56.3\% | 47.8\% |
| $\sum$ | Pre-tax flexible spending account | 0.0\% | 30.8\% | 52.1\% | 42.0\% |
| $\frac{2}{2}$ | Paid time off (e.g., paid vacation, sick, and/or personal days) | 50.0\% | 76.9\% | 75.0\% | 72.5\% |
| $\bigcirc$ | Average number of days accrued in 2018 | 20.5 | 27.2 | 25.7 | 25.6 |
|  | Paid parental leave | 0.0\% | 7.7\% | 18.8\% | 14.5\% |
|  | Flexible scheduling | 37.5\% | 76.9\% | 58.3\% | 59.4\% |
| ■ | Telecommuting / working remotely | 0.0\% | 15.4\% | 18.8\% | 15.9\% |
|  | Tuition reimbursement | 0.0\% | 15.4\% | 20.8\% | 17.4\% |
|  | Professional development (e.g., conferences, workshops) | 50.0\% | 76.9\% | 66.7\% | 66.7\% |
|  | Association/professional dues | 0.0\% | 15.4\% | 18.8\% | 15.9\% |
|  | Health club membership/discount | 0.0\% | 7.7\% | 18.8\% | 14.5\% |
|  | Free/discounted tickets for cultural activities | 37.5\% | 46.2\% | 52.1\% | 49.3\% |
|  | None of the above | 37.5\% | 7.7\% | 6.3\% | 10.1\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\begin{aligned} & \frac{2}{9} \\ & \frac{1}{6} \\ & \frac{1}{\dot{b}} \\ & \frac{1}{6} \\ & \dot{c} \\ & \underset{9}{6} \end{aligned}$ | How satisfied are you with your total cash compensation at your local arts agency? | 15.9\% | 52.2\% | 7.2\% | 18.8\% | 5.8\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 30.4\% | 33.3\% | 20.3\% | 14.5\% | 1.4\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 10.1\% | 30.4\% | 26.1\% | 13.0\% | 20.3\% |
|  | My job requirements are well defined. | 52.2\% | 20.3\% | 13.0\% | 11.6\% | 2.9\% |
|  | I am proud to work for my local arts agency. | 72.5\% | 26.1\% | 1.4\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 59.4\% | 30.4\% | 5.8\% | 4.3\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 81.2\% | 18.8\% | 0.0\% | 0.0\% | 0.0\% |
|  | Likelihood of Remaining Employed (paid respondents only) | ts Indust | 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 wo industry five years from today? | the arts | 55.1\% | 14.5\% | 30.4\% | 0.0\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=47$ | Part-Time Paid $N=20$ | Unpaid Volunteer $N=2$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=69 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 87.2\% | 85.0\% | 100.0\% | 87.0\% |
|  | Male (cisgender) | 10.6\% | 15.0\% | 0.0\% | 11.6\% |
|  | Transgender | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Non-binary/third gender/gender fluid | 2.1\% | 0.0\% | 0.0\% | 1.4\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\underline{y}$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=47$ | $\mathrm{N}=20$ | $\mathrm{N}=2$ | $\mathrm{N}=69$ |
|  | African-American or Black | 17.0\% | 5.0\% | ** | 13.0\% |
|  | American Indian or Alaska Native or Indigenous or First Nations | 2.1\% | 0.0\% | ** | 1.4\% |
|  | Arab or Middle Eastern | 0.0\% | 5.0\% | ** | 1.4\% |
|  | Asian or Asian American | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Hispanic or Latina/Latino/Latinx | 12.8\% | 5.0\% | ** | 10.1\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 74.5\% | 95.0\% | 100.0\% | 81.2\% |
|  | I prefer to self identify | 2.1\% | 0.0\% | ** | 1.4\% |
|  | White or Caucasian or European American only | 70.2\% | 90.0\% | 100.0\% | 76.8\% |
|  | All People of Color | 29.8\% | 10.0\% | 0.0\% | 23.2\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\underline{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{0}$ |  | $\mathrm{N}=49$ | $\mathrm{N}=20$ | $\mathrm{N}=2$ | $\mathrm{N}=71$ |
| 0 | 18 to 24 | 2.0\% | 0.0\% | 0.0\% | 1.4\% |
| ¢ | 25 to 34 | 24.5\% | 10.0\% | 0.0\% | 19.7\% |
| $\stackrel{\square}{\square}$ | 35 to 44 | 28.6\% | 30.0\% | 0.0\% | 28.2\% |
| 5 | 45 to 54 | 26.5\% | 20.0\% | 50.0\% | 25.4\% |
| ¢ | 55 to 64 | 14.3\% | 25.0\% | 0.0\% | 16.9\% |
| $\cup$ | 65 to 74 | 4.1\% | 15.0\% | 50.0\% | 8.5\% |
| $F$ | 75 or older | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| < | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{6}$ |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $N=46$ | $\mathrm{N}=20$ | $\mathrm{N}=2$ | $\mathrm{N}=68$ |
| $\sum$ | Heterosexual or straight | 87.0\% | 85.0\% | 100.0\% | 86.8\% |
| $\underline{\square}$ | Gay or lesbian | 4.3\% | 0.0\% | 0.0\% | 2.9\% |
| - | Bisexual | 6.5\% | 0.0\% | 0.0\% | 4.4\% |
|  | Asexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Pansexual | 2.2\% | 5.0\% | 0.0\% | 2.9\% |
|  | Queer | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Questioning | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Same sex attracted | 0.0\% | 10.0\% | 0.0\% | 2.9\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=49$ | $\mathrm{N}=20$ | $\mathrm{N}=2$ | $\mathrm{N}=71$ |
|  | High school or less | 4.1\% | 0.0\% | 0.0\% | 2.8\% |
|  | Associate degree (junior college) or vocational degree/license | 2.0\% | 0.0\% | 0.0\% | 1.4\% |
|  | Bachelor's degree | 49.0\% | 40.0\% | 50.0\% | 46.5\% |
|  | Master's degree | 38.8\% | 50.0\% | 0.0\% | 40.8\% |
|  | Doctoral or other terminal degree | 6.1\% | 10.0\% | 50.0\% | 8.5\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=47$ | $\mathrm{N}=20$ | $\mathrm{N}=2$ | $\mathrm{N}=69$ |
|  | Arts management or administration | 4.3\% | 0.0\% | 0.0\% | 2.9\% |
|  | Other arts-related degree | 74.5\% | 75.0\% | 0.0\% | 72.5\% |
|  | Non-arts degree | 21.3\% | 25.0\% | 100.0\% | 24.6\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=46$ | Part-Time Paid $N=20$ | Unpaid Volunteer $\mathrm{N}=2$ | Respondents $N=68$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 2.2\% | 5.0\% | 0.0\% | 2.9\% |
|  | Visible/noticeable to others | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Not visible/not noticeable to others | 2.2\% | 5.0\% | ** | 2.9\% |
|  | No, I do not identify as a person with a disability | 97.8\% | 95.0\% | 100.0\% | 97.1\% |
|  | Military Service | Full-Time | Part-Time | Unpaid | All |
| U |  | Paid | Paid | Volunteer | Respondents |
| 5 |  | $N=47$ | $N=20$ | $N=2$ | $N=69$ |
| ¢ | Active Service | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| ¢ | Veteran | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\cup$ | None | 100.0\% | 100.0\% | 100.0\% | 100.0\% |
| $\xrightarrow{\square}$ | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=47$ | $\mathrm{N}=20$ | $\mathrm{N}=2$ | $\mathrm{N}=69$ |
|  | Democrat | 72.3\% | 60.0\% | 0.0\% | 66.7\% |
|  | Republican | 2.1\% | 5.0\% | 50.0\% | 4.3\% |
|  | Libertarian | 4.3\% | 0.0\% | 0.0\% | 2.9\% |
|  | Green | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Unaffiliated with a party, but registered | 19.1\% | 20.0\% | 50.0\% | 20.3\% |
|  | I am not registered to vote | 0.0\% | 5.0\% | 0.0\% | 1.4\% |
|  | I am unable to register to vote | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I prefer to self-identify | 2.1\% | 10.0\% | 0.0\% | 4.3\% |

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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 COMMUNICATIONS / PUBLIC RELATIONS 

Staff members who report that their primary role or responsibility most closely matches the Communications / Public Relations category are typically involved in the development and implementation of communications plans and public relations strategies for the local arts agency. The responsibilities of these positions can include management of relationships with the press/media and oversight of external communication efforts. Titles can include director of communications; manager of external affairs; social media manager; and press coordinator.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Full-Time Positions | \$51,392 | \$48,000 | \$30,000 | \$108,927 | 29 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$41,547 | \$37,000 | \$25,000 | \$85,000 | 40 |
|  | 2001 Findings | \$40,260 | \$35,000 | \$11,842 | \$101,000 | 66 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$52,944 | \$50,000 | \$30,000 | \$108,927 | 19 |
|  | Program staff | \$49,937 | \$48,000 | \$30,000 | \$82,000 | 9 |
|  | Administrative staff | ** | \$35,000 | ** | ** | 1 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$69,655 | \$63,000 | \$50,000 | \$108,927 | 6 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$69,976 | \$51,000 | \$50,000 | \$108,927 | 3 |
|  | Program staff | \$69,333 | \$75,000 | \$51,000 | \$82,000 | 3 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$46,627 | \$40,000 | \$30,000 | \$75,000 | 23 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$49,750 | \$43,500 | \$30,000 | \$75,000 | 16 |
|  | Program staff | \$40,238 | \$38,740 | \$30,000 | \$51,950 | 6 |
|  | Administrative staff | ** | \$35,000 | ** | ** | 1 |

$\downarrow$ PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{aligned} & \text { MEDIAN } \\ & 2018 \text { Salary } \end{aligned}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$21,831 | \$23,000 | \$13,520 | \$30,000 | 7 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$21,620 | \$14,000 | \$6,100 | \$48,000 | 5 |
|  | 2001 Findings | \$17,500 | \$17,684 | \$2,000 | \$56,000 | 18 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | \$26,000 | ** | ** | 1 |
|  | Program staff | \$17,650 | ** | \$15,300 | \$20,000 | 2 |
|  | Administrative staff | \$22,880 | \$24,000 | \$13,520 | \$30,000 | 4 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | \$21,500 | ** | \$20,000 | \$23,000 | 2 |
|  | Private/Nonprofit LAAs Only | \$21,964 | \$25,000 | \$13,520 | \$30,000 | 5 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS

|  | Geographic Location | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | ** | ** | ** | ** | 0 |
|  | Middle Atlantic | \$45,913 | \$37,740 | \$30,000 | \$69,000 | 6 |
|  | South Atlantic | \$52,400 | \$48,000 | \$30,000 | \$82,000 | 5 |
|  | East South Central | ** | ** | ** | ** | 0 |
|  | East North Central | \$42,988 | \$42,500 | \$35,000 | \$51,950 | 4 |
|  | West South Central | \$53,167 | \$53,000 | \$34,000 | \$75,000 | 6 |
|  | West North Central | ** | \$30,000 | ** | ** | 1 |
|  | Mountain | \$57,667 | \$51,000 | \$47,000 | \$75,000 | 3 |
|  | Pacific | \$64,732 | \$58,000 | \$34,000 | \$108,927 | 4 |
| $\frac{Z}{\mathbf{o}}$ | Type of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Single city or town | \$57,788 | \$51,475 | \$34,000 | \$108,927 | 10 |
|  | Multiple cities | \$53,200 | \$51,000 | \$30,000 | \$75,000 | 5 |
|  | Single county | \$42,429 | \$35,000 | \$30,000 | \$70,000 | 7 |
|  | Multiple counties (and larger) | \$49,926 | \$47,000 | \$35,000 | \$67,000 | 7 |
| $\begin{aligned} & \frac{2}{\mathbf{n}} \\ & \frac{2}{2} \end{aligned}$ | Population Density | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM <br> 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Rural | \$45,667 | \$47,000 | \$30,000 | \$60,000 | 3 |
|  | Suburban | \$53,232 | \$35,000 | \$34,000 | \$108,927 | 4 |
|  | Urban | \$51,838 | \$50,500 | \$30,000 | \$82,000 | 22 |
|  |  |  |  |  |  |  |
| $\begin{aligned} & \text { N } \\ & \stackrel{N}{5} \\ & \frac{4}{4} \\ & \stackrel{5}{5} \end{aligned}$ | Number of Paid Staff | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | One employee | ** |  | / ${ }_{\text {an }}$ |  | 0 |
|  | Two employees | \$34,000 | ** | \$34,000 | \$34,000 | 2 |
|  | Three to five employees | \$34,500 | \$35,000 | \$30,000 | \$42,000 | 6 |
|  | Six to nine employees | \$49,600 | \$50,000 | \$30,000 | \$69,000 | 5 |
|  | 10 to 19 employees | \$53,783 | \$51,000 | \$35,479 | \$70,000 | 7 |
|  | 20 employees or more | \$65,653 | \$65,000 | \$34,000 | \$108,927 | 9 |
|  |  |  |  |  |  |  |
| $\begin{aligned} & \stackrel{\text { u }}{\substack{2}} \\ & \underset{\sim}{2} \\ & \hline \end{aligned}$ | Number of Years in Position | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Fewer than two years | \$50,652 | \$49,500 | \$30,000 | \$75,000 | 16 |
|  | Two to four years | \$50,593 | \$41,000 | \$30,000 | \$108,927 | 10 |
|  | Five to nine years | \$58,000 | \$69,000 | \$30,000 | \$75,000 | 3 |
|  | 10 to 19 years | ** | ** | ** | ** | 0 |
|  | 20 years or more | ** | ** | ** | ** | 0 |
|  |  |  |  |  |  |  |
| $\begin{aligned} & \text { 쓴 } \\ & \stackrel{\rightharpoonup}{2} \\ & \underset{\sim}{\mathbf{u}} \end{aligned}$ | Gender Identity | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Female (cisgender) | \$50,815 | \$43,500 | \$30,000 | \$108,927 | 22 |
|  | Male (cisgender) | \$58,990 | \$51,950 | \$50,000 | \$75,000 | 5 |
|  |  |  |  |  |  |  |
| $\begin{aligned} & z \\ & \frac{0}{1} \\ & \frac{1}{4} \\ & \frac{0}{2} \\ & \hline \end{aligned}$ | Educational Attainment | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | High school degree (or less) |  | ** | ** | ** | 0 |
|  | 2-year college degree (Associate) | ** | ** | ** | ** | 0 |
|  | 4 -year college degree (Bachelor's) | \$47,222 | \$41,000 | \$30,000 | \$75,000 | 18 |
|  | Master's degree | \$57,436 | \$51,475 | \$34,000 | \$108,927 | 10 |
|  | Doctoral or other terminal degree | ** | \$66,000 | ** | ** | 1 |
|  | Type of Degree Attained | AVERAGE <br> 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Arts management or administration | \$63,982 | \$56,000 | \$35,000 | \$108,927 | 4 |
|  | Other arts-related degree | \$53,589 | \$51,000 | \$34,000 | \$82,000 | 11 |
|  | Non-arts degree | \$46,068 | \$43,500 | \$30,000 | \$75,000 | 14 |

## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 65.5\% | 7.89\% | 0.0\% | 46.0\% | 19 |
| Cost of living adjustment | 6.9\% | 2.75\% | 2.5\% | 3.0\% | 2 |
| Promotion/new responsibilities | 13.8\% | 17.88\% | 1.2\% | 46.0\% | 4 |
| Performance (not promotion) | 37.9\% | 5.94\% | 1.0\% | 13.0\% | 11 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 6.9\% | 3.75\% | 1.5\% | 6.0\% | 2 |
| Pay remained the same | 34.5\% |  |  |  | 10 |
| Received ANY decrease | 0.0\% |  |  |  | 0 |
| Budget cuts | 0.0\% |  |  |  | 0 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


|  | Type of Benefits Offered (paid respondents only) | LAA Budget Less than \$250,000 $\mathrm{N}=0$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ N=16 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=20$ | Respondents $N=36$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | ** | 75.0\% | 80.0\% | 77.8\% |
|  | Medical insurance | ** | 50.0\% | 95.0\% | 75.0\% |
|  | Dental insurance | ** | 31.3\% | 85.0\% | 61.1\% |
|  | Vision insurance | ** | 31.3\% | 45.0\% | 38.9\% |
|  | Life insurance | ** | 12.5\% | 60.0\% | 38.9\% |
|  | Disability insurance | ** | 0.0\% | 45.0\% | 25.0\% |
|  | Cash bonus | ** | 0.0\% | 10.0\% | 5.6\% |
|  | Retirement savings account | ** | 43.8\% | 65.0\% | 55.6\% |
|  | Pre-tax flexible spending account | ** | 6.3\% | 50.0\% | 30.6\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | ** | 81.3\% | 95.0\% | 88.9\% |
|  | Average number of days accrued in 2018 | ** | 14.2 | 23.3 | 19.6 |
|  | Paid parental leave | ** | 0.0\% | 35.0\% | 19.4\% |
|  | Flexible scheduling | ** | 56.3\% | 60.0\% | 58.3\% |
|  | Telecommuting / working remotely | ** | 50.0\% | 60.0\% | 55.6\% |
|  | Tuition reimbursement | ** | 6.3\% | 5.0\% | 5.6\% |
|  | Professional development (e.g., conferences, workshops) | ** | 50.0\% | 80.0\% | 66.7\% |
|  | Association/professional dues | ** | 25.0\% | 25.0\% | 25.0\% |
|  | Health club membership/discount | ** | 6.3\% | 10.0\% | 8.3\% |
|  | Free/discounted tickets for cultural activities | ** | 50.0\% | 45.0\% | 47.2\% |
|  | None of the above | ** | 12.5\% | 0.0\% | 5.6\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 16.7\% | 38.9\% | 16.7\% | 13.9\% | 13.9\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 27.8\% | 27.8\% | 16.7\% | 11.1\% | 16.7\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 13.9\% | 33.3\% | 27.8\% | 11.1\% | 13.9\% |
|  | My job requirements are well defined. | 30.6\% | 27.8\% | 16.7\% | 16.7\% | 8.3\% |
|  | 1 am proud to work for my local arts agency. | 72.2\% | 13.9\% | 5.6\% | 5.6\% | 2.8\% |
|  | I feel fulfilled performing my work at my local arts agency. | 30.6\% | 41.7\% | 13.9\% | 8.3\% | 5.6\% |
|  | I can see how my work affects and/or impacts my community. | 55.6\% | 33.3\% | 5.6\% | 2.8\% | 2.8\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 41.7\% | 22.2\% | 27.8\% | 8.3\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=28$ | Part-Time Paid N = 7 | Unpaid <br> Volunteer $N=0$ | All Respondents $\mathrm{N}=35$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 78.6\% | 100.0\% | ** | 82.9\% |
|  | Male (cisgender) | 17.9\% | 0.0\% | ** | 14.3\% |
|  | Transgender | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Non-binary/third gender/gender fluid | 3.6\% | 0.0\% | ** | 2.9\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
| $y$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=29$ | $\mathrm{N}=7$ | $\mathrm{N}=0$ | $\mathrm{N}=36$ |
|  | African-American or Black | 6.9\% | 0.0\% | ** | 5.6\% |
|  | American Indian or Alaska Native or Indigenous or First Nations | 3.4\% | 0.0\% | ** | 2.8\% |
|  | Arab or Middle Eastern | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Asian or Asian American | 10.3\% | 0.0\% | ** | 8.3\% |
|  | Hispanic or Latina/Latino/Latinx | 17.2\% | 0.0\% | ** | 13.9\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 72.4\% | 100.0\% | ** | 77.8\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American only | 62.1\% | 100.0\% | ** | 69.4\% |
|  | All People of Color | 37.9\% | 0.0\% | ** | 30.6\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{\square}{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{\square}$ |  | $N=29$ | $\mathrm{N}=7$ | $N=0$ | $\mathrm{N}=36$ |
| E | 18 to 24 | 6.9\% | 14.3\% | ** | 8.3\% |
| ¢ | 25 to 34 | 65.5\% | 14.3\% | ** | 55.6\% |
| $\stackrel{C}{C}$ | 35 to 44 | 17.2\% | 57.1\% | ** | 25.0\% |
| 4 | 45 to 54 | 6.9\% | 0.0\% | ** | 5.6\% |
| 는 | 55 to 64 | 3.4\% | 14.3\% | ** | 5.6\% |
| $\cup$ | 65 to 74 | 0.0\% | 0.0\% | ** | 0.0\% |
| 플 | 75 or older | 0.0\% | 0.0\% | ** | 0.0\% |
| $\frac{1}{4}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| $\bigcirc$ |  | $N=28$ | $N=7$ | $\mathrm{N}=0$ | $\mathrm{N}=35$ |
| $\sum$ | Heterosexual or straight | 71.4\% | 85.7\% | ** | 74.3\% |
| -110 | Gay or lesbian | 7.1\% | 0.0\% | ** | 5.7\% |
| - | Bisexual | 7.1\% | 14.3\% | ** | 8.6\% |
|  | Asexual | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Pansexual | 3.6\% | 0.0\% | ** | 2.9\% |
|  | Queer | 7.1\% | 0.0\% | ** | 5.7\% |
|  | Questioning | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Same sex attracted | 3.6\% | 0.0\% | ** | 2.9\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=29$ | $\mathrm{N}=7$ | $N=0$ | $\mathrm{N}=36$ |
|  | High school or less | 0.0\% | 14.3\% | ** | 2.8\% |
|  | Associate degree (junior college) or vocational degree/license | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Bachelor's degree | 62.1\% | 57.1\% | ** | 61.1\% |
|  | Master's degree | 34.5\% | 28.6\% | ** | 33.3\% |
|  | Doctoral or other terminal degree | 3.4\% | 0.0\% | ** | 2.8\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=29$ | $N=6$ | $N=0$ | $\mathrm{N}=35$ |
|  | Arts management or administration | 13.8\% | 0.0\% | ** | 11.4\% |
|  | Other arts-related degree | 37.9\% | 66.7\% | ** | 42.9\% |
|  | Non-arts degree | 48.3\% | 33.3\% | ** | 45.7\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=28$ | Part-Time Paid $\mathrm{N}=7$ | Unpaid Volunteer $N=0$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=35 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 14.3\% | 0.0\% | ** | 11.4\% |
|  | Visible/noticeable to others | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Not visible/not noticeable to others | 14.3\% | 0.0\% | ** | 11.4\% |
|  | No, I do not identify as a person with a disability | 85.7\% | 100.0\% | ** | 88.6\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Military Service | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=28$ | $N=7$ | $\mathrm{N}=0$ | $\mathrm{N}=35$ |
|  | Active Service | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Veteran | 0.0\% | 0.0\% | ** | 0.0\% |
|  | None | 100.0\% | 100.0\% | ** | 100.0\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Voter Registration | Paid | Paid | Volunteer | Respondents |
|  |  | $N=28$ | $N=7$ | $\mathrm{N}=0$ | $\mathrm{N}=35$ |
|  | Democrat | 71.4\% | 71.4\% | ** | 71.4\% |
|  | 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 | 25.0\% | 28.6\% | ** | 25.7\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | ** | 0.0\% |
|  | I am unable to register to vote | 0.0\% | 0.0\% | ** | 0.0\% |
|  | I prefer to self-identify | 3.6\% | 0.0\% | ** | 2.9\% |

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## COMMUNITY ENGAGEMENT / AUDIENCE DEVELOPMENT

Staff members who report that their primary role or responsibility most closely matches the Community Engagement / Community Outreach / Audience Development category are typically involved in the development and implementation of programming to engage patrons, artists, students, teachers, and the community at-large-particularly in underserved community populations. The responsibilities of these positions can include managing community-based programs, developing relationships, and evaluating program success. Titles can include director of audience services; community relations manager; creative placemaking facilitator; and community outreach coordinator.
$\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Full-Time Positions | \$47,660 | \$48,000 | \$20,000 | \$85,000 | 23 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | ** | ** | ** | 0 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$56,211 | \$55,000 | \$25,000 | \$85,000 | 13 |
|  | Program staff | \$37,158 | \$35,000 | \$20,000 | \$54,000 | 9 |
|  | Administrative staff | ** | \$31,000 | ** | ** | 1 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Posive'witions | \$60,643 | \$56,000 | \$46,000 | \$85,000 | 7 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$64,900 | \$62,000 | \$46,500 | \$85,000 | 5 |
|  | Program staff | \$50,000 | ** | \$46,000 | \$54,000 | 2 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$41,979 | \$40,250 | \$20,000 | \$70,185 | 16 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$50,781 | \$54,000 | \$25,000 | \$70,185 | 8 |
|  | Program staff | \$33,489 | \$31,305 | \$20,000 | \$50,000 | 7 |
|  | Administrative staff | ** | \$31,000 | ** | ** | 1 |

PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{aligned} & \text { MEDIAN } \\ & 2018 \text { Salary } \end{aligned}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$13,610 | \$8,320 | \$1,400 | \$31,305 | 9 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | ** | ** | ** | 0 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$16,400 | ** | \$12,000 | \$20,800 | 2 |
|  | Program staff | \$13,631 | \$7,040 | \$1,400 | \$31,305 | 6 |
|  | Administrative staff | ** | \$7,904 | ** | ** | 1 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | ** | \$31,305 | ** | ** | 1 |
|  | Private/Nonprofit LAAs Only | \$11,398 | \$8,112 | \$1,400 | \$30,000 | 8 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



[^2]Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)

FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS

| $\begin{aligned} & \frac{z}{4} \\ & \frac{1}{2} \\ & \frac{c}{4} \\ & 0 \\ & 0 \\ & \mathbf{U} \end{aligned}$ | Geographic Location | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | \$51,000 | ** | \$46,000 | \$56,000 | 2 |
|  | Middle Atlantic | \$60,093 | ** | \$50,000 | \$70,185 | 2 |
|  | South Atlantic | \$46,875 | \$40,750 | \$31,000 | \$75,000 | 4 |
|  | East South Central | ** | ** | ** | ** | 0 |
|  | East North Central | \$38,449 | \$34,653 | \$20,000 | \$67,560 | 10 |
|  | West South Central | ** | \$55,000 | ** | ** | 1 |
|  | West North Central | ** | ** | ** | ** | 0 |
|  | Mountain | \$61,750 | \$54,500 | \$53,000 | \$85,000 | 4 |
|  | Pacific | ** | ** | ** | ** | 0 |
|  | Type of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | $\begin{aligned} & \text { MINIMUM } \\ & 2018 \text { Salary } \end{aligned}$ | MAXIMUM 2018 Salary | Number of Respondents |
|  | Single city or town | \$46,995 | \$49,750 | \$20,000 | \$85,000 | 16 |
|  | Multiple cities | ** | \$50,000 | ** | ** | 1 |
|  | Single county | \$56,343 | ** | \$42,500 | \$70,185 | 2 |
|  | Multiple counties (and larger) | \$45,390 | \$41,500 | \$31,000 | \$67,560 | 4 |
| $\frac{z}{\frac{2}{n}}$ | Population Density | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Rural | \$57,500 | *** | \$53,000 | \$62,000 | 2 |
|  | Suburban | ** | \$85,000 | ** | ** | 1 |
|  | Urban | \$44,809 | \$46,250 | \$20,000 | \$75,000 | 20 |
| $\begin{aligned} & \text { N } \\ & \stackrel{1}{n} \\ & \frac{4}{4} \\ & \text { 号 } \end{aligned}$ | Number of Paid Staff | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | One employee | \$59,000 | ** | \$56,000 | \$62,000 | 2 |
|  | Two employees | \$49,500 | ** | \$46,000 | \$53,000 | 2 |
|  | Three to five employees | \$53,114 | \$48,750 | \$31,000 | \$85,000 | 6 |
|  | Six to nine employees | \$32,207 | \$29,120 | \$21,000 | \$46,500 | 3 |
|  | 10 to 19 employees | \$40,718 | \$34,653 | \$20,000 | \$75,000 | 6 |
|  | 20 employees or more | \$54,890 | \$52,000 | \$48,000 | \$67,560 | 4 |
| $\begin{aligned} & \underset{\sim}{c} \\ & \stackrel{2}{2} \\ & \underset{\sim}{r} \end{aligned}$ | Number of Years in Position | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Fewer than two years | \$47,571 | \$50,000 | \$20,000 | \$85,000 | 15 |
|  | Two to four years | \$30,475 | \$31,000 | \$29,120 | \$31,305 | 3 |
|  | Five to nine years | \$61,296 | \$66,093 | \$38,000 | \$75,000 | 4 |
|  | 10 to 19 years | ** | \$46,000 | ** | ** | 1 |
|  | 20 years or more | ** | ** | ** | ** | 0 |
|  | Gender Identity | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Female (cisgender) | \$49,618 | \$50,000 | \$20,000 | \$85,000 | 19 |
|  | Male (cisgender) | \$38,356 | \$34,653 | \$29,120 | \$55,000 | 4 |
| $z$ <br> 0 <br> 1 <br> $\vdots$ <br> 0 <br> 0 | Educational Attainment | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | High school degree (or less) | \$41,373 | \$29,120 | \$20,000 | \$75,000 | 3 |
|  | 2-year college degree (Associate) | ** | ** | ** | ** | 0 |
|  | 4 -year college degree (Bachelor's) | \$45,213 | \$44,250 | \$21,000 | \$70,185 | 12 |
|  | Master's degree | \$53,500 | \$54,000 | \$25,000 | \$85,000 | 7 |
|  | Doctoral or other terminal degree | ** | \$55,000 | ** | ** | 1 |
|  | Type of Degree Attained | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM <br> 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Arts management or administration | \$76,280 | ** | \$67,560 | \$85,000 | 2 |
|  | Other arts-related degree | \$40,781 | \$40,250 | \$25,000 | \$55,000 | 10 |
|  | Non-arts degree | \$51,461 | \$54,000 | \$21,000 | \$70,185 | 8 |

## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 65.2\% | 8.23\% | 0.0\% | 37.0\% | 15 |
| Cost of living adjustment | 13.0\% | 3.00\% | 3.0\% | 3.0\% | 3 |
| Promotion/new responsibilities | 21.7\% | 13.50\% | 2.0\% | 37.0\% | 5 |
| Performance (not promotion) | 13.0\% | 5.67\% | 3.0\% | 10.0\% | 3 |
| Length of service/tenure | 4.3\% | 2.00\% | ** | ** | 1 |
| Government pay scale | 13.0\% | 9.33\% | 3.0\% | 20.0\% | 3 |
| Pay remained the same | 34.8\% |  |  |  | 8 |
| Received ANY decrease | 0.0\% |  |  |  | 0 |
| Budget cuts | 0.0\% |  |  |  | 0 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


|  | Type of Benefits Offered (paid respondents only) | LAA Budget Less than \$250,000 $\mathrm{N}=4$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ N=17 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=11$ | Respondents $N=32$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 25.0\% | 35.3\% | 63.6\% | 43.8\% |
|  | Medical insurance | 50.0\% | 64.7\% | 72.7\% | 65.6\% |
|  | Dental insurance | 50.0\% | 23.5\% | 63.6\% | 40.6\% |
|  | Vision insurance | 50.0\% | 23.5\% | 36.4\% | 31.3\% |
|  | Life insurance | 25.0\% | 17.6\% | 54.5\% | 31.3\% |
|  | Disability insurance | 0.0\% | 29.4\% | 18.2\% | 21.9\% |
|  | Cash bonus | 0.0\% | 11.8\% | 9.1\% | 9.4\% |
|  | Retirement savings account | 25.0\% | 29.4\% | 63.6\% | 40.6\% |
|  | Pre-tax flexible spending account | 0.0\% | 23.5\% | 36.4\% | 25.0\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 50.0\% | 58.8\% | 90.9\% | 68.8\% |
|  | Average number of days accrued in 2018 | 11.0 | 13.7 | 17.2 | 15.0 |
|  | Paid parental leave | 25.0\% | 23.5\% | 36.4\% | 28.1\% |
|  | Flexible scheduling | 25.0\% | 52.9\% | 54.5\% | 50.0\% |
|  | Telecommuting / working remotely | 0.0\% | 29.4\% | 9.1\% | 18.8\% |
|  | Tuition reimbursement | 0.0\% | 11.8\% | 18.2\% | 12.5\% |
|  | Professional development (e.g., conferences, workshops) | 25.0\% | 58.8\% | 90.9\% | 65.6\% |
|  | Association/professional dues | 0.0\% | 11.8\% | 45.5\% | 21.9\% |
|  | Health club membership/discount | 0.0\% | 17.6\% | 18.2\% | 15.6\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 17.6\% | 36.4\% | 21.9\% |
|  | None of the above | 0.0\% | 17.6\% | 0.0\% | 9.4\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 18.8\% | 43.8\% | 12.5\% | 15.6\% | 9.4\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 31.3\% | 37.5\% | 12.5\% | 15.6\% | 3.1\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 9.4\% | 34.4\% | 21.9\% | 15.6\% | 18.8\% |
|  | My job requirements are well defined. | 15.6\% | 50.0\% | 18.8\% | 12.5\% | 3.1\% |
|  | I am proud to work for my local arts agency. | 78.1\% | 18.8\% | 3.1\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 50.0\% | 43.8\% | 3.1\% | 0.0\% | 3.1\% |
|  | I can see how my work affects and/or impacts my community. | 78.1\% | 15.6\% | 3.1\% | 3.1\% | 0.0\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 56.3\% | 15.6\% | 25.0\% | 3.1\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS



## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$



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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

## DEVELOPMENT / FUNDRAISING / UNITED ARTS FUND CAMPAIGN

Staff members who report that their primary role or responsibility most closely matches the Development / Fundraising / United Arts Fund Campaign category are typically involved in the implementation of the local arts agency's fundraising strategy. The responsibilities of these positions can include preparation of grant applications, donor identification and management, coordination of annual campaigns and special fundraising events, solicitation of major gifts, and facilitation of planned giving. Titles can include development director; UAF campaign director; annual giving manager; fundraising coordinator; and development associate.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Full-Time Positions | \$60,137 | \$58,500 | \$23,000 | \$121,500 | 46 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$53,035 | \$48,750 | \$30,000 | \$96,500 | 24 |
|  | 2001 Findings | \$46,079 | \$43,750 | \$21,000 | \$95,000 | 56 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | \$51,000 | ** | \$38,000 | \$64,000 | 2 |
|  | Management staff | \$65,410 | \$62,500 | \$23,000 | \$121,500 | 31 |
|  | Program staff | \$53,585 | \$49,520 | \$30,000 | \$100,635 | 8 |
|  | Administrative staff | \$41,576 | \$40,000 | \$31,000 | \$52,000 | 5 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$87,545 | \$93,000 | \$69,000 | \$100,635 | 3 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | \$93,000 | ** | ** | 1 |
|  | Program staff | \$84,818 | ** | \$69,000 | \$100,635 | 2 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$58,224 | \$56,150 | \$23,000 | \$121,500 | 43 |
|  | Executive staff | \$51,000 | ** | \$38,000 | \$64,000 | 2 |
|  | Management staff | \$64,491 | \$61,250 | \$23,000 | \$121,500 | 30 |
|  | Program staff | \$43,174 | \$42,448 | \$30,000 | \$57,000 | 6 |
|  | Administrative staff | \$41,576 | \$40,000 | \$31,000 | \$52,000 | 5 |

PART-TIME PAID POSITIONS ONLY $\downarrow$
$\left.\begin{array}{llrrrrrr}\text { Number of }\end{array}\right\}$

# 2018 Local Arts Agency Salary Report <br> DEVELOPMENT / FUNDRAISING / UNITED ARTS FUND CAMPAIGN (continued) 

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


# $\downarrow$ ALL FULL-TIME PAID POSITIONS 



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| Full-Time, Paid Respondents who received a pay adjustment during the past 12 months | PERCENTAGE <br> Who Received <br> Pay Increase | AVERAGE Most Recent Pay Increase | MINIMUM Most Recent Pay Increase | MAXIMUM Most Recent Pay Increase | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Received ANY increase | 67.4\% | 5.48\% | 0.0\% | 20.0\% | 31 |
| Cost of living adjustment | 19.6\% | 3.79\% | 2.0\% | 9.0\% | 9 |
| Promotion/new responsibilities | 8.7\% | 12.75\% | 4.0\% | 20.0\% | 4 |
| Performance (not promotion) | 32.6\% | 3.82\% | 1.5\% | 10.2\% | 15 |
| Length of service/tenure | 4.3\% | 9.70\% | 5.5\% | 13.9\% | 2 |
| Government pay scale | 2.2\% | 8.00\% | ** | ** | 1 |
| Pay remained the same | 32.6\% |  |  |  | 15 |
| 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) | $\begin{array}{r} \text { LAA Budget } \\ \text { Less than } \\ \$ 250,000 \\ \mathrm{~N}=0 \end{array}$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ \mathrm{~N}=12 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=39$ | Respondents $N=51$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | ** | 50.0\% | 71.8\% | 66.7\% |
|  | Medical insurance | ** | 41.7\% | 89.7\% | 78.4\% |
|  | Dental insurance | ** | 16.7\% | 84.6\% | 68.6\% |
|  | Vision insurance | ** | 8.3\% | 66.7\% | 52.9\% |
|  | Life insurance | ** | 8.3\% | 48.7\% | 39.2\% |
|  | Disability insurance | * | 8.3\% | 30.8\% | 25.5\% |
|  | Cash bonus | ** | 16.7\% | 28.2\% | 25.5\% |
|  | Retirement savings account | ** | 8.3\% | 69.2\% | 54.9\% |
|  | Pre-tax flexible spending account | ** | 16.7\% | 33.3\% | 29.4\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | ** | 83.3\% | 97.4\% | 94.1\% |
|  | Average number of days accrued in 2018 | ** | 11.7 | 22.7 | 20.4 |
|  | Paid parental leave | ** | 0.0\% | 25.6\% | 19.6\% |
|  | Flexible scheduling | ** | 41.7\% | 46.2\% | 45.1\% |
|  | Telecommuting / working remotely | ** | 16.7\% | 28.2\% | 25.5\% |
|  | Tuition reimbursement | ** | 0.0\% | 10.3\% | 7.8\% |
|  | Professional development (e.g., conferences, workshops) | ** | 50.0\% | 56.4\% | 54.9\% |
|  | Association/professional dues | ** | 8.3\% | 28.2\% | 23.5\% |
|  | Health club membership/discount | ** | 16.7\% | 10.3\% | 11.8\% |
|  | Free/discounted tickets for cultural activities | ** | 25.0\% | 53.8\% | 47.1\% |
|  | None of the above | ** | 8.3\% | 0.0\% | 2.0\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 23.5\% | 39.2\% | 17.6\% | 11.8\% | 7.8\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 37.3\% | 29.4\% | 13.7\% | 9.8\% | 9.8\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 9.8\% | 29.4\% | 31.4\% | 23.5\% | 5.9\% |
|  | My job requirements are well defined. | 23.5\% | 43.1\% | 5.9\% | 19.6\% | 7.8\% |
|  | I am proud to work for my local arts agency. | 78.4\% | 15.7\% | 2.0\% | 3.9\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 45.1\% | 43.1\% | 5.9\% | 5.9\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 64.7\% | 27.5\% | 5.9\% | 2.0\% | 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? |  | 47.1\% | 19.6\% | 27.5\% | 5.9\% |

# 2018 Local Arts Agency Salary Report <br> DEVELOPMENT / FUNDRAISING / UNITED ARTS FUND CAMPAIGN (continued) 

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS



## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=44$ | Part-Time Paid $\mathrm{N}=5$ | Unpaid Volunteer $N=1$ | Respondents $N=50$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 4.5\% | 0.0\% | 0.0\% | 4.0\% |
|  | Visible/noticeable to others | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Not visible/not noticeable to others | 4.5\% | 0.0\% | ** | 4.0\% |
|  | No, I do not identify as a person with a disability | 95.5\% | 100.0\% | 100.0\% | 96.0\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Military Service | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=45$ | $\mathrm{N}=5$ | $\mathrm{N}=1$ | $\mathrm{N}=51$ |
|  | Active Service | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Veteran | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | None | 100.0\% | 100.0\% | 100.0\% | 100.0\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Voter Registration | Paid | Paid | Volunteer | Respondents |
|  |  | $N=45$ | $\mathrm{N}=5$ | $\mathrm{N}=1$ | $\mathrm{N}=51$ |
|  | Democrat | 66.7\% | 80.0\% | 100.0\% | 68.6\% |
|  | Republican | 13.3\% | 0.0\% | 0.0\% | 11.8\% |
|  | Libertarian | 2.2\% | 0.0\% | 0.0\% | 2.0\% |
|  | Green | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Unaffiliated with a party, but registered | 13.3\% | 20.0\% | 0.0\% | 13.7\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I am unable to register to vote | 2.2\% | 0.0\% | 0.0\% | 2.0\% |
|  | I prefer to self-identify | 2.2\% | 0.0\% | 0.0\% | 2.0\% |

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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 EVENT PLANNING / MEETINGS AND SPECIAL EVENTS 

Staff members who report that their primary role or responsibility most closely matches the Event Planning / Meetings and Special Events category are typically involved in the design and implementation of the local arts agency's conferences, meetings, and special events. The responsibilities of these positions can include negotiating with hotels and transportation vendors, promoting events through marketing and signage, and managing all event-related logistics. Titles can include director of meetings and events; special events manager; community events manager; festival manager; and event coordinator

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Full-Time Positions | \$53,607 | \$50,000 | \$30,000 | \$119,000 | 19 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$44,665 | \$43,000 | \$26,000 | \$66,809 | 8 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | \$75,000 | ** | ** | 1 |
|  | Management staff | \$60,880 | \$53,000 | \$33,242 | \$119,000 | 8 |
|  | Program staff | \$47,167 | \$47,000 | \$30,000 | \$75,000 | 9 |
|  | Administrative staff | ** | \$32,000 | ** | ** | 1 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Posive'witions | \$71,286 | \$65,000 | \$50,000 | \$119,000 | 7 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$78,000 | \$70,000 | \$53,000 | \$119,000 | 4 |
|  | Program staff | \$62,333 | \$62,000 | \$50,000 | \$75,000 | 3 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$43,295 | \$40,400 | \$30,000 | \$75,000 | 12 |
|  | Executive staff | ** | \$0 | ** | ** | 1 |
|  | Management staff | \$43,761 | \$44,400 | \$33,242 | \$53,000 | 4 |
|  | Program staff | \$39,583 | \$36,750 | \$30,000 | \$56,000 | 6 |
|  | Administrative staff | ** | \$32,000 | ** | ** | 1 |

PART-TIME PAID POSITIONS ONLY $\downarrow$

| ALL LOCAL ARTS AGENCIES | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$16,466 | \$12,280 | \$10,000 | \$31,305 | 4 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$21,750 | ** | \$19,500 | \$24,000 | 2 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$20,653 | ** | \$10,000 | \$31,305 | 2 |
|  | Program staff | ** | \$14,560 | ** | ** | 1 |
|  | Administrative staff | ** | \$10,000 | ** | ** | 1 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | ** | \$14,560 | ** | ** | 1 |
|  | Private/Nonprofit LAAs Only | \$17,102 | \$10,000 | \$10,000 | \$31,305 | 3 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



[^3]Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)

FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS

|  | Geographic Location | AVERAGE 2018 Salary | $\begin{aligned} & \text { MEDIAN } \\ & 2018 \text { Salary } \end{aligned}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | ** | \$53,000 | ** | ** | 1 |
|  | Middle Atlantic | ** | \$30,000 | ** | ** | 1 |
|  | South Atlantic | \$35,167 | \$33,500 | \$32,000 | \$40,000 | 3 |
|  | East South Central | ** | ** | ** | ** | 0 |
|  | East North Central | \$59,333 | \$56,000 | \$47,000 | \$75,000 | 3 |
|  | West South Central | \$47,267 | \$48,000 | \$40,800 | \$53,000 | 3 |
|  | West North Central | ** | ** | ** | ** | 0 |
|  | Mountain | \$51,061 | \$49,121 | \$31,000 | \$75,000 | 4 |
|  | Pacific | \$76,500 | \$68,500 | \$50,000 | \$119,000 | 4 |
| $\frac{Z}{\mathbf{o}}$ | Type of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Single city or town | \$56,462 | \$51,500 | \$31,000 | \$119,000 | 12 |
|  | Multiple cities | \$61,000 | ** | \$47,000 | \$75,000 | 2 |
|  | Single county | ** | ** | ** | ** | 0 |
|  | Multiple counties (and larger) | \$43,800 | \$48,000 | \$30,000 | \$56,000 | 5 |
| $\begin{aligned} & \frac{2}{\mathbf{n}} \\ & \frac{2}{2} \end{aligned}$ | Population Density | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM <br> 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Rural | ** | \$33,242 | ** | *** | 1 |
|  | Suburban | \$47,667 | \$50,000 | \$31,000 | \$62,000 | 3 |
|  | Urban | \$56,153 | \$53,000 | \$30,000 | \$119,000 | 15 |
| $\begin{aligned} & \stackrel{\mu}{N} \\ & \frac{4}{4} \\ & \stackrel{4}{4} \end{aligned}$ | Number of Paid Staff | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | One employee | ** | \$119,000 | ** | ** | 1 |
|  | Two employees | ** | \$50,000 | ** | ** | 1 |
|  | Three to five employees | \$48,208 | \$40,800 | \$30,000 | \$75,000 | 5 |
|  | Six to nine employees | \$41,625 | \$40,750 | \$32,000 | \$53,000 | 4 |
|  | 10 to 19 employees | \$61,000 | ** | \$47,000 | \$75,000 | 2 |
|  | 20 employees or more | \$53,333 | \$54,500 | \$31,000 | \$75,000 | 6 |
| 쓸$\underset{\sim}{2}$른 | Number of Years in Position | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ \text { 2018 Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Fewer than two years | \$56,200 | \$53,000 | \$31,000 | \$75,000 | 5 |
|  | Two to four years | \$44,322 | \$40,800 | \$30,000 | \$65,000 | 11 |
|  | Five to nine years | ** | ** | ** | ** | 0 |
|  | 10 to 19 years | \$83,333 | \$75,000 | \$56,000 | \$119,000 | 3 |
|  | 20 years or more | ** | ** | ** | ** | 0 |
| $\begin{aligned} & \stackrel{\sim}{u} \\ & \stackrel{1}{2} \\ & \underset{\sim}{\mathbf{U}} \end{aligned}$ | Gender Identity | AVERAGE 2018 Salary | $\begin{aligned} & \text { MEDIAN } \\ & 2018 \text { Salary } \end{aligned}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Female (cisgender) | \$52,973 | \$48,000 | \$30,000 | \$119,000 | 17 |
|  | Male (cisgender) | \$59,000 | ** | \$53,000 | \$65,000 | 2 |
| EDUCATION | Educational Attainment | AVERAGE 2018 Salary | $\begin{aligned} & \text { MEDIAN } \\ & 2018 \text { Salary } \end{aligned}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | High school degree (or less) | ** | ** | ** | ** | 0 |
|  | 2 -year college degree (Associate) | ** | ** | ** | ** | 0 |
|  | 4 -year college degree (Bachelor's) | \$49,731 | \$47,000 | \$31,000 | \$75,000 | 11 |
|  | Master's degree | \$64,167 | \$59,000 | \$30,000 | \$119,000 | 6 |
|  | Doctoral or other terminal degree | \$43,250 | ** | \$33,500 | \$53,000 | 2 |
|  | Type of Degree Attained | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Arts management or administration | ** | \$62,000 | ** | ** | 1 |
|  | Other arts-related degree | \$51,274 | \$41,750 | \$30,000 | \$119,000 | 10 |
|  | Non-arts degree | \$55,475 | \$50,500 | \$40,000 | \$75,000 | 8 |

$\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 <br> Most Recent <br> Pay Increase | MAXIMUM <br> Most Recent <br> Pay Increase | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Received ANY increase | 63.2\% | 3.61\% | 0.0\% | 8.3\% | 12 |
| Cost of living adjustment | 21.1\% | 3.00\% | 2.0\% | 4.0\% | 4 |
| Promotion/new responsibilities | 10.5\% | 3.75\% | 3.5\% | 4.0\% | 2 |
| Performance (not promotion) | 10.5\% | 5.65\% | 3.0\% | 8.3\% | 2 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 21.1\% | 3.13\% | 3.0\% | 3.5\% | 4 |
| Pay remained the same | 36.8\% |  |  |  | 7 |
| 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) | $\begin{array}{r} \text { LAA Budget } \\ \text { Less than } \\ \$ 250,000 \\ N=1 \end{array}$ | $\begin{gathered} \text { LAA Budget } \\ \$ 250,000 \text { to } \\ \$ 999,999 \\ N=8 \end{gathered}$ | $\begin{aligned} & \text { LAA Budget } \\ & \mathbf{\$ 1 , 0 0 0 , 0 0 0} \\ & \text { or More } \\ & N=14 \end{aligned}$ | Respondents $N=23$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 0.0\% | 87.5\% | 64.3\% | 69.6\% |
|  | Medical insurance | 0.0\% | 50.0\% | 85.7\% | 69.6\% |
|  | Dental insurance | 0.0\% | 37.5\% | 85.7\% | 65.2\% |
|  | Vision insurance | 0.0\% | 37.5\% | 71.4\% | 56.5\% |
|  | Life insurance | 0.0\% | 25.0\% | 57.1\% | 43.5\% |
|  | Disability insurance | 0.0\% | 37.5\% | 28.6\% | 30.4\% |
|  | Cash bonus | 0.0\% | 0.0\% | 21.4\% | 13.0\% |
|  | Retirement savings account | 0.0\% | 62.5\% | 64.3\% | 60.9\% |
|  | Pre-tax flexible spending account | 0.0\% | 37.5\% | 64.3\% | 52.2\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 0.0\% | 75.0\% | 85.7\% | 78.3\% |
|  | Average number of days accrued in 2018 | ** | 26.7 | 20.1 | 22.3 |
|  | Paid parental leave | 0.0\% | 25.0\% | 21.4\% | 21.7\% |
|  | Flexible scheduling | 100.0\% | 37.5\% | 57.1\% | 52.2\% |
|  | Telecommuting / working remotely | 100.0\% | 12.5\% | 28.6\% | 26.1\% |
|  | Tuition reimbursement | 0.0\% | 0.0\% | 14.3\% | 8.7\% |
|  | Professional development (e.g., conferences, workshops) | 0.0\% | 62.5\% | 57.1\% | 56.5\% |
|  | Association/professional dues | 0.0\% | 0.0\% | 35.7\% | 21.7\% |
|  | Health club membership/discount | 0.0\% | 12.5\% | 14.3\% | 13.0\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 25.0\% | 57.1\% | 43.5\% |
|  | None of the above | 0.0\% | 0.0\% | 0.0\% | 0.0\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 21.7\% | 30.4\% | 8.7\% | 13.0\% | 26.1\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 43.5\% | 21.7\% | 13.0\% | 13.0\% | 8.7\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 8.7\% | 17.4\% | 17.4\% | 30.4\% | 26.1\% |
|  | My job requirements are well defined. | 13.0\% | 39.1\% | 21.7\% | 13.0\% | 13.0\% |
|  | 1 am proud to work for my local arts agency. | 78.3\% | 0.0\% | 8.7\% | 8.7\% | 4.3\% |
|  | I feel fulfilled performing my work at my local arts agency. | 39.1\% | 30.4\% | 17.4\% | 4.3\% | 8.7\% |
|  | I can see how my work affects and/or impacts my community. | 69.6\% | 17.4\% | 8.7\% | 0.0\% | 4.3\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 39.1\% | 17.4\% | 39.1\% | 4.3\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | $\begin{array}{r} \text { Full-Time } \\ \text { Paid } \\ \mathrm{N}=19 \end{array}$ | Part-Time Paid $\mathrm{N}=4$ | Unpaid Volunteer $N=2$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=25 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 89.5\% | 75.0\% | 50.0\% | 84.0\% |
|  | Male (cisgender) | 10.5\% | 25.0\% | 50.0\% | 16.0\% |
|  | Transgender | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Non-binary/third gender/gender fluid | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Race/Ethnicity (respondents were allowed to check all that apply) | $\begin{array}{r} \text { Full-Time } \\ \text { Paid } \\ \mathrm{N}=19 \end{array}$ | Part-Time Paid $\mathrm{N}=4$ | $\begin{array}{r} \text { Unpaid } \\ \text { Volunteer } \\ N=2 \end{array}$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=25 \end{array}$ |
|  | African-American or Black | 10.5\% | 0.0\% | ** | 8.0\% |
|  | 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 | 5.3\% | 0.0\% | ** | 4.0\% |
|  | Hispanic or Latina/Latino/Latinx | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 89.5\% | 100.0\% | 100.0\% | 92.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American only | 84.2\% | 100.0\% | 100.0\% | 88.0\% |
| DEMOGRAPHIC CHARACTERISTICS | All People of Color | 15.8\% | 0.0\% | 0.0\% | 12.0\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=19$ | $N=4$ | $\mathrm{N}=2$ | $N=25$ |
|  | 18 to 24 | 0.0\% | 25.0\% | 0.0\% | 4.0\% |
|  | 25 to 34 | 47.4\% | 0.0\% | 0.0\% | 36.0\% |
|  | 35 to 44 | 26.3\% | 0.0\% | 50.0\% | 24.0\% |
|  | 45 to 54 | 15.8\% | 0.0\% | 0.0\% | 12.0\% |
|  | 55 to 64 | 10.5\% | 75.0\% | 0.0\% | 20.0\% |
|  | 65 to 74 | 0.0\% | 0.0\% | 50.0\% | 4.0\% |
|  | 75 or older | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  |  | N=4 | $\mathrm{N}=2$ | $\mathrm{N}=25$ |
|  | Heterosexual or straight | 89.5\% | 100.0\% | 50.0\% | 88.0\% |
|  | Gay or lesbian | 5.3\% | 0.0\% | 50.0\% | 8.0\% |
|  | Bisexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Asexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Pansexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Queer | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Questioning | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Same sex attracted | 5.3\% | 0.0\% | 0.0\% | 4.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=19$ | $\mathrm{N}=4$ | $\mathrm{N}=2$ | $\mathrm{N}=25$ |
|  | High school or less | 0.0\% | 0.0\% | 50.0\% | 4.0\% |
|  | Associate degree (junior college) or vocational degree/license | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Bachelor's degree | 57.9\% | 50.0\% | 50.0\% | 56.0\% |
|  | Master's degree | 31.6\% | 50.0\% | 0.0\% | 32.0\% |
|  | Doctoral or other terminal degree | 10.5\% | 0.0\% | 0.0\% | 8.0\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=19$ | $\mathrm{N}=4$ | $\mathrm{N}=1$ | $\mathrm{N}=24$ |
|  | Arts management or administration | 5.3\% | 0.0\% | 0.0\% | 4.2\% |
|  | Other arts-related degree | 52.6\% | 75.0\% | 100.0\% | 58.3\% |
|  | Non-arts degree | 42.1\% | 25.0\% | 0.0\% | 37.5\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$



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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 FACILITIES / FACILITY MANAGEMENT

Staff members who report that their primary role or responsibility most closely matches the Facilities / Facility Management category are typically involved in the day-to-day operation of cultural facilities that are managed by the local arts agency (e.g., performance and exhibition space, office space). The responsibilities of these positions can include oversight and operations of all buildings and facilities that are under the umbrella of the organization. Titles can include director of facilities; facilities manager; manager of building services; theater operations manager; construction manager; and facilities coordinator.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Full-Time Positions | \$53,879 | \$48,000 | \$22,880 | \$109,000 | 16 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$58,420 | \$60,000 | \$35,000 | \$97,937 | 7 |
|  | 2001 Findings | \$42,275 | \$36,200 | \$12,000 | \$104,981 | 45 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$57,881 | \$53,000 | \$22,880 | \$109,000 | 12 |
|  | Program staff | \$47,500 | \$48,000 | \$42,500 | \$52,000 | 3 |
|  | Administrative staff | ** | \$25,000 | ** | ** | 1 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$72,688 | \$65,000 | \$42,500 | \$109,000 | 8 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$81,167 | \$82,500 | \$48,000 | \$109,000 | 6 |
|  | Program staff | \$47,250 | ** | \$42,500 | \$52,000 | 2 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$35,071 | \$28,000 | \$22,880 | \$72,000 | 8 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$34,595 | \$28,000 | \$22,880 | \$72,000 | 6 |
|  | Program staff | ** | \$48,000 | ** | ** | 1 |
|  | Administrative staff | ** | \$25,000 | ** | * | 1 |

PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | ** | \$14,400 | ** | ** | 1 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | ** | ** | ** | 0 |
|  | 2001 Findings | \$17,305 | \$15,500 | \$12,500 | \$30,000 | 6 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | \$14,400 | ** | ** | 1 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | ** | ** | ** | ** | 0 |
|  | Private/Nonprofit LAAs Only | ** | \$14,400 | ** | ** | 1 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



# 2018 Local Arts Agency Salary Report <br> FACILITIES / FACILITY MANAGEMENT (continued) 

FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 75.0\% | 5.12\% | 0.0\% | 10.0\% | 12 |
| Cost of living adjustment | 6.3\% | 3.25\% | ** | ** | 1 |
| Promotion/new responsibilities | 25.0\% | 6.58\% | 3.0\% | 10.0\% | 4 |
| Performance (not promotion) | 31.3\% | 4.78\% | 2.9\% | 10.0\% | 5 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 12.5\% | 4.00\% | 4.0\% | 4.0\% | 2 |
| Pay remained the same | 25.0\% |  |  |  | 4 |
| Received ANY decrease | 0.0\% |  |  |  | 0 |
| Budget cuts | 0.0\% |  |  |  | 0 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


|  | Type of Benefits Offered (paid respondents only) | $\begin{gathered} \text { LAA Budget } \\ \text { Less than } \\ \$ 250,000 \\ \mathrm{~N}=3 \end{gathered}$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ \mathrm{~N}=6 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=8$ | Respondents $N=17$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 33.3\% | 100.0\% | 75.0\% | 76.5\% |
|  | Medical insurance | 66.7\% | 66.7\% | 100.0\% | 82.4\% |
|  | Dental insurance | 33.3\% | 66.7\% | 87.5\% | 70.6\% |
|  | Vision insurance | 33.3\% | 66.7\% | 100.0\% | 76.5\% |
|  | Life insurance | 33.3\% | 16.7\% | 87.5\% | 52.9\% |
|  | Disability insurance | 33.3\% | 16.7\% | 50.0\% | 35.3\% |
|  | Cash bonus | 0.0\% | 0.0\% | 25.0\% | 11.8\% |
|  | Retirement savings account | 33.3\% | 33.3\% | 100.0\% | 64.7\% |
|  | Pre-tax flexible spending account | 0.0\% | 33.3\% | 75.0\% | 47.1\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 66.7\% | 83.3\% | 100.0\% | 88.2\% |
|  | Average number of days accrued in 2018 | 22.5 | 25.4 | 21.1 | 22.7 |
|  | Paid parental leave | 0.0\% | 33.3\% | 50.0\% | 35.3\% |
|  | Flexible scheduling | 0.0\% | 50.0\% | 50.0\% | 41.2\% |
|  | Telecommuting / working remotely | 0.0\% | 0.0\% | 12.5\% | 5.9\% |
|  | Tuition reimbursement | 33.3\% | 33.3\% | 37.5\% | 35.3\% |
|  | Professional development (e.g., conferences, workshops) | 66.7\% | 33.3\% | 62.5\% | 52.9\% |
|  | Association/professional dues | 0.0\% | 0.0\% | 25.0\% | 11.8\% |
|  | Health club membership/discount | 0.0\% | 16.7\% | 37.5\% | 23.5\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 50.0\% | 62.5\% | 47.1\% |
|  | None of the above | 33.3\% | 16.7\% | 0.0\% | 11.8\% |


|  | 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? | 23.5\% | 35.3\% | 23.5\% | 17.6\% | 0.0\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 47.1\% | 29.4\% | 11.8\% | 5.9\% | 5.9\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 0.0\% | 11.8\% | 41.2\% | 41.2\% | 5.9\% |
|  | My job requirements are well defined. | 11.8\% | 64.7\% | 11.8\% | 5.9\% | 5.9\% |
|  | I am proud to work for my local arts agency. | 70.6\% | 17.6\% | 11.8\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 47.1\% | 35.3\% | 17.6\% | 0.0\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 64.7\% | 23.5\% | 11.8\% | 0.0\% | 0.0\% |
|  | Likelihood of Remaining Employed (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 41.2\% | 11.8\% | 47.1\% | 0.0\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=15$ | Part-Time Paid $\mathrm{N}=1$ | Unpaid <br> Volunteer $N=0$ | All Respondents $\mathrm{N}=16$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 53.3\% | 100.0\% | ** | 56.3\% |
|  | Male (cisgender) | 46.7\% | 0.0\% | ** | 43.8\% |
|  | 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\% |
| $\underline{y}$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=16$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | $\mathrm{N}=17$ |
|  | African-American or Black | 0.0\% | 0.0\% | ** | 0.0\% |
|  | 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 | 6.3\% | 100.0\% | ** | 11.8\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 100.0\% | 0.0\% | ** | 94.1\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American only | 93.8\% | 0.0\% | ** | 88.2\% |
|  | All People of Color | 6.3\% | 100.0\% | ** | 11.8\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\underline{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{1}$ |  | $\mathrm{N}=16$ | $N=1$ | $N=0$ | $\mathrm{N}=17$ |
| E | 18 to 24 | 0.0\% | 0.0\% | ** | 0.0\% |
| 4 | 25 to 34 | 18.8\% | 0.0\% | ** | 17.6\% |
| $\stackrel{C}{C}$ | 35 to 44 | 31.3\% | 0.0\% | ** | 29.4\% |
| 4 | 45 to 54 | 18.8\% | 100.0\% | ** | 23.5\% |
| O | 55 to 64 | 25.0\% | 0.0\% | ** | 23.5\% |
| $\cup$ | 65 to 74 | 6.3\% | 0.0\% | ** | 5.9\% |
| - | 75 or older | 0.0\% | 0.0\% | ** | 0.0\% |
| C | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $\mathrm{N}=15$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | $\mathrm{N}=16$ |
| $\sum$ | Heterosexual or straight | 93.3\% | 0.0\% | ** | 87.5\% |
| ! | Gay or lesbian | 6.7\% | 0.0\% | ** | 6.3\% |
| - | 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\% | 100.0\% | ** | 6.3\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=16$ | $N=1$ | $N=0$ | $\mathrm{N}=17$ |
|  | High school or less | 18.8\% | 0.0\% | ** | 17.6\% |
|  | Associate degree (junior college) or vocational degree/license | 12.5\% | 0.0\% | ** | 11.8\% |
|  | Bachelor's degree | 56.3\% | 0.0\% | ** | 52.9\% |
|  | Master's degree | 12.5\% | 100.0\% | ** | 17.6\% |
|  | Doctoral or other terminal degree | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=13$ | $N=1$ | $N=0$ | $\mathrm{N}=14$ |
|  | Arts management or administration | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Other arts-related degree | 69.2\% | 0.0\% | ** | 64.3\% |
|  | Non-arts degree | 30.8\% | 100.0\% | ** | 35.7\% |

# 2018 Local Arts Agency Salary Report <br> FACILITIES / FACILITY MANAGEMENT (continued) 

$\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=15$ | Part-Time <br> Paid <br> $\mathrm{N}=1$ | Unpaid Volunteer $\mathrm{N}=0$ | Respondents $N=16$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 6.7\% | 0.0\% | ** | 6.3\% |
| 8 | Visible/noticeable to others | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Not visible/not noticeable to others | 6.7\% | 0.0\% | ** | 6.3\% |
| 9 | No, I do not identify as a person with a disability | 93.3\% | 100.0\% | ** | 93.8\% |
| Iİ | Military Service | Full-Time | Part-Time | Unpaid | All |
| $已$ |  | Paid | Paid | Volunteer | Respondents |
| ¢ |  | $\mathrm{N}=15$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | $\mathrm{N}=16$ |
| ¢ | Active Service | 0.0\% | 0.0\% | ** | 0.0\% |
| ¢ | Veteran | 0.0\% | 0.0\% | ** | 0.0\% |
| $\cup$ | None | 100.0\% | 100.0\% | ** | 100.0\% |
|  | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=15$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | $\mathrm{N}=16$ |
|  | Democrat | 73.3\% | 100.0\% | ** | 75.0\% |
|  | 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 | 26.7\% | 0.0\% | ** | 25.0\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | ** | 0.0\% |
|  | I am unable to register to vote | 0.0\% | 0.0\% | ** | 0.0\% |
|  | I prefer to self-identify | 0.0\% | 0.0\% | ** | 0.0\% |

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Some sample sizes are small and should be used with caution.
Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)
Copyright 2019 by Americans for the Arts (www.AmericansForTheArts.org).

## 2018 Local Arts Agency Salary Report <br> FINANCE / ACCOUNTING

Staff members who report that their primary role or responsibility most closely matches the Finance / Accounting category are typically involved in day-to-day management of the local arts agency's financial affairs. The responsibilities of these positions can include preparation and maintenance of the organization's financial records, management of the annual budgeting process, daily accounting procedures such as accounts payable and accounts receivable, and serving as the liaison to the board finance committee. Titles can include chief financial officer; vice president of finance and administration; finance director; business manager; finance coordinator; accountant; and controller.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY



PART-TIME PAID POSITIONS ONLY $\downarrow$

| 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 | \$22,330 | \$19,750 | \$9,500 | \$45,000 | 12 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$32,120 | \$28,656 | \$10,000 | \$60,000 | 10 |
|  | 2001 Findings | \$13,251 | \$10,506 | \$2,000 | \$56,000 | 29 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | \$20,449 | ** | \$16,448 | \$24,450 | 2 |
|  | Management staff | \$27,360 | ** | \$18,720 | \$36,000 | 2 |
|  | Program staff | ** | \$12,000 | ** | ** | 1 |
|  | Administrative staff | \$22,906 | \$20,000 | \$9,500 | \$45,000 | 7 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | \$28,500 | ** | \$12,000 | \$45,000 | 2 |
|  | Private/Nonprofit LAAs Only | \$21,096 | \$19,750 | \$9,500 | \$36,000 | 10 |

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



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 72.7\% | 6.48\% | 0.0\% | 50.0\% | 16 |
| Cost of living adjustment | 27.3\% | 3.52\% | 1.5\% | 6.0\% | 6 |
| Promotion/new responsibilities | 13.6\% | 19.17\% | 3.5\% | 50.0\% | 3 |
| Performance (not promotion) | 27.3\% | 3.67\% | 3.0\% | 5.0\% | 6 |
| Length of service/tenure | 4.5\% | 3.00\% | ** | ** | 1 |
| Government pay scale | 0.0\% | ** | ** | ** | 0 |
| Pay remained the same | 22.7\% |  |  |  | 5 |
| Received ANY decrease | 4.5\% |  |  |  | 1 |
| Budget cuts | 4.5\% |  |  |  | 1 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


| EMPLOYMENT BENEFITS | Type of Benefits Offered (paid respondents only) | $\begin{gathered} \text { LAA Budget } \\ \text { Less than } \\ \$ 250,000 \\ \mathrm{~N}=3 \end{gathered}$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ \mathrm{~N}=9 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=22$ | Respondents $\mathrm{N}=34$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 66.7\% | 33.3\% | 50.0\% | 47.1\% |
|  | Medical insurance | 0.0\% | 44.4\% | 77.3\% | 61.8\% |
|  | Dental insurance | 0.0\% | 44.4\% | 77.3\% | 61.8\% |
|  | Vision insurance | 0.0\% | 22.2\% | 63.6\% | 47.1\% |
|  | Life insurance | 0.0\% | 22.2\% | 68.2\% | 50.0\% |
|  | Disability insurance | 0.0\% | 22.2\% | 40.9\% | 32.4\% |
|  | Cash bonus | 0.0\% | 0.0\% | 22.7\% | 14.7\% |
|  | Retirement savings account | 0.0\% | 44.4\% | 68.2\% | 55.9\% |
|  | Pre-tax flexible spending account | 0.0\% | 0.0\% | 36.4\% | 23.5\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 33.3\% | 77.8\% | 81.8\% | 76.5\% |
|  | Average number of days accrued in 2018 | 6.0 | 20.0 | 35.8 | 30.4 |
|  | Paid parental leave | 0.0\% | 0.0\% | 27.3\% | 17.6\% |
|  | Flexible scheduling | 33.3\% | 55.6\% | 59.1\% | 55.9\% |
|  | Telecommuting / working remotely | 33.3\% | 11.1\% | 50.0\% | 38.2\% |
|  | Tuition reimbursement | 0.0\% | 0.0\% | 18.2\% | 11.8\% |
|  | Professional development (e.g., conferences, workshops) | 0.0\% | 22.2\% | 68.2\% | 50.0\% |
|  | Association/professional dues | 0.0\% | 11.1\% | 22.7\% | 17.6\% |
|  | Health club membership/discount | 0.0\% | 0.0\% | 9.1\% | 5.9\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 0.0\% | 54.5\% | 35.3\% |
|  | None of the above | 66.7\% | 22.2\% | 4.5\% | 14.7\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 32.4\% | 44.1\% | 23.5\% | 0.0\% | 0.0\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 44.1\% | 35.3\% | 17.6\% | 0.0\% | 2.9\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 29.4\% | 23.5\% | 41.2\% | 0.0\% | 5.9\% |
|  | My job requirements are well defined. | 50.0\% | 38.2\% | 5.9\% | 5.9\% | 0.0\% |
|  | 1 am proud to work for my local arts agency. | 79.4\% | 17.6\% | 2.9\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 61.8\% | 20.6\% | 14.7\% | 2.9\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 58.8\% | 32.4\% | 8.8\% | 0.0\% | 0.0\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 47.1\% | 17.6\% | 32.4\% | 2.9\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $\mathrm{N}=22$ | Part-Time Paid $\mathrm{N}=11$ | Unpaid <br> Volunteer $N=1$ | All Respondents $\mathrm{N}=34$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 81.8\% | 90.9\% | 0.0\% | 82.4\% |
|  | Male (cisgender) | 18.2\% | 9.1\% | 100.0\% | 17.6\% |
|  | Transgender | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Non-binary/third gender/gender fluid | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\underline{y}$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=22$ | $\mathrm{N}=12$ | $\mathrm{N}=1$ | $\mathrm{N}=35$ |
|  | African-American or Black | 9.1\% | 0.0\% | ** | 5.7\% |
|  | 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 | 9.1\% | 0.0\% | ** | 5.7\% |
|  | Hispanic or Latina/Latino/Latinx | 9.1\% | 25.0\% | ** | 14.3\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 72.7\% | 83.3\% | 100.0\% | 77.1\% |
|  | I prefer to self identify | 0.0\% | 8.3\% | ** | 2.9\% |
|  | White or Caucasian or European American only | 72.7\% | 75.0\% | 100.0\% | 74.3\% |
|  | All People of Color | 27.3\% | 25.0\% | 0.0\% | 25.7\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{\square}{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{\square}$ |  | $N=22$ | $\mathrm{N}=12$ | $N=1$ | $\mathrm{N}=35$ |
| E | 18 to 24 | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| ¢ | 25 to 34 | 27.3\% | 8.3\% | 0.0\% | 20.0\% |
| $\stackrel{C}{C}$ | 35 to 44 | 18.2\% | 0.0\% | 0.0\% | 11.4\% |
| 4 | 45 to 54 | 18.2\% | 33.3\% | 100.0\% | 25.7\% |
| O | 55 to 64 | 27.3\% | 41.7\% | 0.0\% | 31.4\% |
| $\cup$ | 65 to 74 | 9.1\% | 16.7\% | 0.0\% | 11.4\% |
| 플 | 75 or older | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\frac{1}{4}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $N=21$ | $\mathrm{N}=11$ | $\mathrm{N}=1$ | $\mathrm{N}=33$ |
| $\sum$ | Heterosexual or straight | 95.2\% | 90.9\% | 100.0\% | 93.9\% |
| ! | Gay or lesbian | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| - | Bisexual | 4.8\% | 0.0\% | 0.0\% | 3.0\% |
|  | Asexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Pansexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Queer | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Questioning | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Same sex attracted | 0.0\% | 9.1\% | 0.0\% | 3.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=22$ | $\mathrm{N}=12$ | $\mathrm{N}=1$ | $\mathrm{N}=35$ |
|  | High school or less | 4.5\% | 16.7\% | 100.0\% | 11.4\% |
|  | Associate degree (junior college) or vocational degree/license | 9.1\% | 0.0\% | 0.0\% | 5.7\% |
|  | Bachelor's degree | 63.6\% | 41.7\% | 0.0\% | 54.3\% |
|  | Master's degree | 22.7\% | 41.7\% | 0.0\% | 28.6\% |
|  | Doctoral or other terminal degree | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=21$ | $N=10$ | $\mathrm{N}=0$ | $\mathrm{N}=31$ |
|  | Arts management or administration | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Other arts-related degree | 4.8\% | 20.0\% | ** | 9.7\% |
|  | Non-arts degree | 95.2\% | 80.0\% | ** | 90.3\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=21$ | Part-Time Paid $N=11$ | Unpaid Volunteer $\mathrm{N}=1$ | Respondents $N=33$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 0.0\% | 9.1\% | 0.0\% | 3.0\% |
|  | Visible/noticeable to others | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Not visible/not noticeable to others | 0.0\% | 9.1\% | ** | 3.0\% |
|  | No, I do not identify as a person with a disability | 100.0\% | 90.9\% | 100.0\% | 97.0\% |
|  | Military Service | Full-Time | Part-Time | Unpaid | All |
| U |  | Paid | Paid | Volunteer | Respondents |
| 5 |  | $N=22$ | $N=11$ | $N=1$ | $N=34$ |
| ¢ | Active Service | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\pm$ | Veteran | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\cup$ | None | 100.0\% | 100.0\% | 100.0\% | 100.0\% |
| $\xrightarrow{\square}$ | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=22$ | $\mathrm{N}=11$ | $\mathrm{N}=1$ | $\mathrm{N}=34$ |
|  | Democrat | 54.5\% | 27.3\% | 100.0\% | 47.1\% |
|  | Republican | 18.2\% | 36.4\% | 0.0\% | 23.5\% |
|  | Libertarian | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Green | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Unaffiliated with a party, but registered | 18.2\% | 36.4\% | 0.0\% | 23.5\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I am unable to register to vote | 9.1\% | 0.0\% | 0.0\% | 5.9\% |
|  | I prefer to self-identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |

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# 2018 Local Arts Agency Salary Report GALLERY / MUSEUM / COLLECTIONS / VISUAL ART 

Staff members who report that their primary role or responsibility most closely matches the Gallery / Museum / Collections / Visual Art category are typically involved in day-to-day management of the local arts agency's visual art collection. The responsibilities of these positions can include managing the organization's public gallery and/or museum, maintaining an art collection, and negotiating with artists. Titles can include visual arts director; gallery director; curator of collections; manager of artist services; and exhibitions coordinator.

## $\downarrow$ 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 | \$48,808 | \$46,000 | \$27,000 | \$115,000 | 19 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | ** | ** | ** | 0 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | \$65,167 | \$42,000 | \$38,500 | \$115,000 | 3 |
|  | Management staff | \$43,083 | \$46,000 | \$27,000 | \$70,699 | 9 |
|  | Program staff | \$49,158 | \$57,000 | \$28,000 | \$68,244 | 7 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$54,226 | \$58,500 | \$30,014 | \$70,699 | 8 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$58,850 | ** | \$47,000 | \$70,699 | 2 |
|  | Program staff | \$52,685 | \$58,500 | \$30,014 | \$68,244 | 6 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$44,868 | \$40,000 | \$27,000 | \$115,000 | 11 |
|  | Executive staff | \$65,167 | \$0 | \$38,500 | \$115,000 | 3 |
|  | Management staff | \$38,578 | \$40,000 | \$27,000 | \$52,044 | 7 |
|  | Program staff | ** | \$28,000 | ** | ** | 1 |
|  | Administrative staff | ** | ** | ** | ** | 0 |

$\downarrow$ PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$27,407 | \$26,520 | \$20,000 | \$35,700 | 3 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | ** | ** | ** | 0 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$27,407 | \$26,520 | \$20,000 | \$35,700 | 3 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | ** | ** | ** | ** | 0 |
|  | Private/Nonprofit LAAs Only | \$27,407 | \$26,520 | \$20,000 | \$35,700 | 3 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 47.4\% | 4.19\% | 0.0\% | 11.0\% | 9 |
| Cost of living adjustment | 5.3\% | 3.00\% | ** | ** | 1 |
| Promotion/new responsibilities | 10.5\% | 5.00\% | 3.0\% | 7.0\% | 2 |
| Performance (not promotion) | 21.1\% | 5.05\% | 2.5\% | 11.0\% | 4 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 10.5\% | 2.25\% | 2.0\% | 2.5\% | 2 |
| Pay remained the same | 52.6\% |  |  |  | 10 |
| 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) | $\begin{array}{r} \text { LAA Budget } \\ \text { Less than } \\ \$ 250,000 \\ \mathrm{~N}=4 \end{array}$ | $\begin{gathered} \hline \text { LAA Budget } \\ \begin{array}{c} \$ 250,000 \\ \$ 999,999 \\ N=6 \end{array} \end{gathered}$ | LAA Budget \$1,000,000 or More $N=12$ | Respondents $N=22$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 50.0\% | 83.3\% | 66.7\% | 68.2\% |
|  | Medical insurance | 25.0\% | 16.7\% | 91.7\% | 59.1\% |
|  | Dental insurance | 0.0\% | 0.0\% | 83.3\% | 45.5\% |
|  | Vision insurance | 0.0\% | 0.0\% | 75.0\% | 40.9\% |
|  | Life insurance | 0.0\% | 16.7\% | 58.3\% | 36.4\% |
|  | Disability insurance | 25.0\% | 0.0\% | 41.7\% | 27.3\% |
|  | Cash bonus | 0.0\% | 0.0\% | 8.3\% | 4.5\% |
|  | Retirement savings account | 0.0\% | 33.3\% | 75.0\% | 50.0\% |
|  | Pre-tax flexible spending account | 0.0\% | 0.0\% | 83.3\% | 45.5\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 50.0\% | 66.7\% | 100.0\% | 81.8\% |
|  | Average number of days accrued in 2018 | 19.5 | 18.8 | 27.4 | 24.6 |
|  | Paid parental leave | 0.0\% | 16.7\% | 25.0\% | 18.2\% |
|  | Flexible scheduling | 50.0\% | 66.7\% | 33.3\% | 45.5\% |
|  | Telecommuting / working remotely | 0.0\% | 0.0\% | 25.0\% | 13.6\% |
|  | Tuition reimbursement | 0.0\% | 0.0\% | 33.3\% | 18.2\% |
|  | Professional development (e.g., conferences, workshops) | 25.0\% | 50.0\% | 83.3\% | 63.6\% |
|  | Association/professional dues | 0.0\% | 0.0\% | 50.0\% | 27.3\% |
|  | Health club membership/discount | 0.0\% | 0.0\% | 25.0\% | 13.6\% |
|  | Free/discounted tickets for cultural activities | 25.0\% | 50.0\% | 58.3\% | 50.0\% |
|  | None of the above | 0.0\% | 0.0\% | 0.0\% | 0.0\% |


|  | 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? | 18.2\% | 40.9\% | 0.0\% | 36.4\% | 4.5\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 31.8\% | 22.7\% | 13.6\% | 13.6\% | 18.2\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 9.1\% | 22.7\% | 18.2\% | 27.3\% | 22.7\% |
|  | My job requirements are well defined. | 22.7\% | 40.9\% | 18.2\% | 18.2\% | 0.0\% |
|  | I am proud to work for my local arts agency. | 68.2\% | 31.8\% | 0.0\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 63.6\% | 27.3\% | 9.1\% | 0.0\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 59.1\% | 31.8\% | 4.5\% | 4.5\% | 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? |  | 72.7\% | 9.1\% | 18.2\% | 0.0\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS



## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$



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Some sample sizes are small and should be used with caution.
Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)
Copyright 2019 by Americans for the Arts (www.AmericansForTheArts.org).

Staff members who report that their primary role or responsibility most closely matches the Government Affairs / Advocacy category are typically involved in the development and implementation of the local arts agency's advocacy and policy initiatives. The responsibilities of these positions can include building relationships with elected officials and other community leaders and determining advocacy strategies to adopt pro-arts policies. Titles can include vice president of advocacy \& strategic partnerships; director of government affairs; and manager of advocacy and creative affairs.

## $\downarrow$ 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 | \$84,470 | \$60,000 | \$55,409 | \$138,000 | 3 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | ** | ** | ** | 0 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$99,000 | ** | \$60,000 | \$138,000 | 2 |
|  | Program staff | ** | \$55,409 | ** | ** | 1 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | ** | ** | ** | ** | 0 |
|  | Executive staff | ** | ** | ** | * | 0 |
|  | Management staff | ** | ** | * | * | 0 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$84,470 | \$60,000 | \$55,409 | \$138,000 | 3 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$99,000 | ** | \$60,000 | \$138,000 | 2 |
|  | Program staff | ** | \$55,409 | ** | ** | 1 |
|  | Administrative staff | ** | ** | ** | ** | 0 |

## $\downarrow$ PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | ** | \$49,400 | ** | ** | 1 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | ** | ** | ** | 0 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | \$49,400 | ** | ** | 1 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | ** | ** | ** | ** | 0 |
|  | Private/Nonprofit LAAs Only | ** | \$49,400 | ** | ** | 1 |

# 2018 Local Arts Agency Salary Report GOVERNMENT AFFAIRS / ADVOCACY (continued) 

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



# 2018 Local Arts Agency Salary Report GOVERNMENT AFFAIRS / ADVOCACY (continued) 

FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS

|  | Geographic Location | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | ** | ** | ** | ** | 0 |
|  | Middle Atlantic | \$99,000 | ** | \$60,000 | \$138,000 | 2 |
|  | South Atlantic | ** | \$55,409 | ** | ** | 1 |
|  | East South Central | ** | ** | ** | ** | 0 |
|  | East North Central | ** | ** | ** | ** | 0 |
|  | West South Central | ** | ** | ** | ** | 0 |
|  | West North Central | ** | ** | ** | ** | 0 |
|  | Mountain | ** | ** | ** | ** | 0 |
|  | Pacific | ** | ** | ** | ** | 0 |
| $\begin{aligned} & Z \\ & \stackrel{Z}{\mathbf{O}} \\ & \underset{\sim}{\mathbf{u}} \end{aligned}$ | Type of Service Area | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | Single city or town | ** | \$138,000 | ** | ** | 1 |
|  | Multiple cities | ** | ** | ** | ** | 0 |
|  | Single county | ** | \$55,409 | ** | ** | 1 |
|  | Multiple counties (and larger) | ** | \$60,000 | ** | ** | 1 |
| $\begin{aligned} & \frac{7}{2} \\ & \frac{5}{2} \\ & 0 \end{aligned}$ | Population Density | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | Rural | ** | ** | ** | ** | 0 |
|  | Suburban | ** | ** | ** | ** | 0 |
|  | Urban | \$84,470 | \$60,000 | \$55,409 | \$138,000 | 3 |
| $\begin{aligned} & \frac{\mathrm{N}}{\mathbf{N}} \\ & \frac{4}{4} \\ & \text { E } \end{aligned}$ | Number of Paid Staff | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | One employee | ** | ** | ** | ** | 0 |
|  | Two employees | ** | ** | ** | ** | 0 |
|  | Three to five employees | ** | ** | ** | ** | 0 |
|  | Six to nine employees | ** | ** | ** | ** | 0 |
|  | 10 to 19 employees | ** | \$60,000 | ** | ** | 1 |
|  | 20 employees or more | \$96,705 | ** | \$55,409 | \$138,000 | 2 |
| $\stackrel{\text { u }}{\stackrel{\mu}{2}}$ | Number of Years in Position | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | Fewer than two years | ** | \$138,000 | ** | ** | 1 |
|  | Two to four years | \$57,705 | ** | \$55,409 | \$60,000 | 2 |
|  | Five to nine years | ** | ** | ** | ** | 0 |
|  | 10 to 19 years | ** | ** | ** | ** | 0 |
|  | 20 years or more | ** | ** | ** | ** | 0 |
| $\begin{aligned} & \stackrel{\sim}{\mu} \\ & \stackrel{1}{2} \\ & \underset{\sim}{\mathbf{u}} \end{aligned}$ | Gender Identity | AVERAGE 2018 Salary | MEDIAN 2018 Salary | $\begin{aligned} & \text { MINIMUM } \\ & 2018 \text { Salary } \end{aligned}$ | MAXIMUM 2018 Salary | Number of Respondents |
|  | Female (cisgender) | \$84,470 | \$60,000 | \$55,409 | \$138,000 | 3 |
|  | Male (cisgender) | ** | ** | ** | ** | 0 |
| $\begin{aligned} & z \\ & \frac{0}{1} \\ & \frac{1}{4} \\ & 0 \\ & 0 \end{aligned}$ | Educational Attainment | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ \text { 2018 Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | High school degree (or less) | ** | ** | ** | ** | 0 |
|  | 2-year college degree (Associate) | ** | ** | ** | ** | 0 |
|  | 4 -year college degree (Bachelor's) | ** | \$60,000 | ** | ** | 1 |
|  | Master's degree | \$96,705 | ** | \$55,409 | \$138,000 | 2 |
|  | Doctoral or other terminal degree | ** | ** | ** | ** | 0 |
|  | Type of Degree Attained | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Arts management or administration | ** | \$138,000 | ** | ** | 相 |
|  | Other arts-related degree | ** | ** | ** | ** | 0 |
|  | Non-arts degree | \$57,705 | ** | \$55,409 | \$60,000 | 2 |

## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| Full-Time, Paid Respondents who received a pay adjustment during the past 12 months | PERCENTAGE Who Received Pay Increase | AVERAGE <br> Most Recent Pay Increase | MINIMUM Most Recent Pay Increase | MAXIMUM <br> Most Recent <br> Pay Increase | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Received ANY increase | 66.7\% | 5.00\% | 0.0\% | 9.0\% | 2 |
| Cost of living adjustment | 0.0\% | ** | ** | ** | 0 |
| Promotion/new responsibilities | 33.3\% | 9.00\% | ** | ** | 1 |
| Performance (not promotion) | 33.3\% | 1.00\% | ** | ** | 1 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 0.0\% | ** | ** | * | 0 |
| Pay remained the same | 33.3\% |  |  |  | 1 |
| Received ANY decrease | 0.0\% |  |  |  | 0 |
| Budget cuts | 0.0\% |  |  |  | 0 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |

$\left.\begin{array}{c|ccccc} & & \text { LAA Budget } \\ \text { Less than }\end{array}\right)$

|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 0.0\% | 25.0\% | 0.0\% | 50.0\% | 25.0\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 50.0\% | 25.0\% | 0.0\% | 25.0\% | 0.0\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 0.0\% | 0.0\% | 0.0\% | 50.0\% | 50.0\% |
|  | My job requirements are well defined. | 0.0\% | 0.0\% | 0.0\% | 75.0\% | 25.0\% |
|  | 1 am proud to work for my local arts agency. | 75.0\% | 25.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 25.0\% | 50.0\% | 25.0\% | 0.0\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 75.0\% | 25.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Likelihood of Remaining Employed (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 25.0\% | 50.0\% | 25.0\% | 0.0\% |

# 2018 Local Arts Agency Salary Report GOVERNMENT AFFAIRS / ADVOCACY <br> (continued) 

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $\mathrm{N}=3$ | Part-Time Paid $\mathrm{N}=1$ | Unpaid <br> Volunteer $N=1$ | Respondents $N=5$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 100.0\% | 0.0\% | 0.0\% | 60.0\% |
|  | Male (cisgender) | 0.0\% | 100.0\% | 100.0\% | 40.0\% |
|  | Transgender | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Non-binary/third gender/gender fluid | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\underline{y}$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=3$ | $\mathrm{N}=1$ | $\mathrm{N}=1$ | $\mathrm{N}=5$ |
|  | African-American or Black | 0.0\% | 0.0\% | ** | 0.0\% |
|  | 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 | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 100.0\% | 100.0\% | 100.0\% | 100.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American only | 100.0\% | 100.0\% | 100.0\% | 100.0\% |
|  | All People of Color | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\underline{\square}$ |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=3$ | $\mathrm{N}=1$ | $\mathrm{N}=1$ | $\mathrm{N}=5$ |
| 0 | 18 to 24 | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| S | 25 to 34 | 33.3\% | 0.0\% | 100.0\% | 40.0\% |
| $\stackrel{C}{C}$ | 35 to 44 | 33.3\% | 100.0\% | 0.0\% | 40.0\% |
| 5 | 45 to 54 | 33.3\% | 0.0\% | 0.0\% | 20.0\% |
| ¢ | 55 to 64 | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| $\underline{\sim}$ | 65 to 74 | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| F | 75 or older | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
| < | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $\mathrm{N}=3$ | $\mathrm{N}=1$ | $\mathrm{N}=1$ | $\mathrm{N}=5$ |
| $\sum$ | Heterosexual or straight | 100.0\% | 0.0\% | 100.0\% | 80.0\% |
| $\underline{\square}$ | Gay or lesbian | 0.0\% | 100.0\% | 0.0\% | 20.0\% |
| - | Bisexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Asexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Pansexual | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Queer | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Questioning | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Same sex attracted | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=3$ | $\mathrm{N}=1$ | $N=1$ | $\mathrm{N}=5$ |
|  | High school or less | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Associate degree (junior college) or vocational degree/license | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Bachelor's degree | 33.3\% | 0.0\% | 0.0\% | 20.0\% |
|  | Master's degree | 66.7\% | 100.0\% | 100.0\% | 80.0\% |
|  | Doctoral or other terminal degree | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=3$ | $\mathrm{N}=1$ | $\mathrm{N}=1$ | $\mathrm{N}=5$ |
|  | Arts management or administration | 33.3\% | 0.0\% | 0.0\% | 20.0\% |
|  | Other arts-related degree | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Non-arts degree | 66.7\% | 100.0\% | 100.0\% | 80.0\% |

$\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $\mathrm{N}=3$ | Part-Time Paid N = 1 | Unpaid <br> Volunteer $N=1$ | Respondents $N=5$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 0.0\% | 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\% | 100.0\% |
|  | Military Service | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=3$ | $N=1$ | $N=1$ | $N=5$ |
|  | Active Service | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Veteran | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | None | 100.0\% | 100.0\% | 100.0\% | 100.0\% |
|  | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=3$ | $\mathrm{N}=1$ | $\mathrm{N}=1$ | $\mathrm{N}=5$ |
|  | Democrat | 66.7\% | 100.0\% | 100.0\% | 80.0\% |
|  | Republican | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Libertarian | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Green | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Unaffiliated with a party, but registered | 33.3\% | 0.0\% | 0.0\% | 20.0\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I am unable to register to vote | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I prefer to self-identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |

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## 2018 Local Arts Agency Salary Report

 GRANTS / GRANTMAKING / COMMUNITY INVESTMENTStaff members who report that their primary role or responsibility most closely matches the Grants / Grantmaking / Community Investment category are typically involved in the process through which financial support is awarded to eligible organizations and/or individual artists in the community served by the local arts agency. The responsibilities of these positions can include oversight of allocations and distributions, delivery of technical assistance to the applicants, and organization of panel reviews and reporting. Titles can include director of grants; grants manager; contract administrator; and community investment manager.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Full-Time Positions | \$60,396 | \$57,000 | \$26,600 | \$115,000 | 71 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$53,829 | \$54,704 | \$24,000 | \$90,000 | 37 |
|  | 2001 Findings | \$41,257 | \$36,000 | \$17,640 | \$92,000 | 61 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | \$65,000 | ** | ** | 1 |
|  | Management staff | \$68,237 | \$66,222 | \$36,500 | \$115,000 | 32 |
|  | Program staff | \$53,957 | \$55,300 | \$26,600 | \$90,000 | 34 |
|  | Administrative staff | \$51,250 | \$50,000 | \$35,000 | \$70,000 | 4 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$64,378 | \$60,000 | \$35,000 | \$107,000 | 35 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$70,526 | \$66,000 | \$45,000 | \$107,000 | 13 |
|  | Program staff | \$62,704 | \$60,000 | \$44,000 | \$90,000 | 19 |
|  | Administrative staff | \$48,333 | \$40,000 | \$35,000 | \$70,000 | 3 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$56,526 | \$54,500 | \$26,600 | \$115,000 | 36 |
|  | Executive staff | ** | \$0 | ** | ** | 1 |
|  | Management staff | \$66,672 | \$66,917 | \$36,500 | \$115,000 | 19 |
|  | Program staff | \$42,878 | \$42,000 | \$26,600 | \$70,000 | 15 |
|  | Administrative staff | ** | \$60,000 | ** | ** | 1 |

PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$41,242 | \$51,200 | \$16,000 | \$56,526 | 3 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$20,833 | \$23,000 | \$11,500 | \$28,000 | 3 |
|  | 2001 Findings | \$16,067 | \$21,526 | \$10,000 | \$32,500 | 11 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | \$56,526 | ** | ** | 1 |
|  | Program staff | \$33,600 | ** | \$16,000 | \$51,200 | 2 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | \$33,600 | ** | \$16,000 | \$51,200 | 2 |
|  | Private/Nonprofit LAAs Only | ** | \$56,526 | ** | ** | 1 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS

| $\begin{aligned} & \frac{z}{4} \\ & \frac{1}{2} \\ & \frac{c}{4} \\ & 0 \\ & 0 \\ & \mathbf{U} \end{aligned}$ | Geographic Location | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | ** | ** | ** | ** | 0 |
|  | Middle Atlantic | \$50,361 | \$46,000 | \$36,750 | \$76,500 | 9 |
|  | South Atlantic | \$56,164 | \$56,500 | \$26,600 | \$115,000 | 22 |
|  | East South Central | \$54,470 | \$60,850 | \$27,500 | \$65,000 | 5 |
|  | East North Central | \$60,678 | \$55,500 | \$35,000 | \$86,000 | 9 |
|  | West South Central | \$58,039 | \$56,500 | \$42,000 | \$77,000 | 7 |
|  | West North Central | \$51,831 | ** | \$48,000 | \$55,661 | 2 |
|  | Mountain | \$54,600 | \$58,000 | \$40,000 | \$66,000 | 5 |
|  | Pacific | \$83,158 | \$89,000 | \$48,880 | \$107,000 | 12 |
|  | Type of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | $\begin{aligned} & \text { MINIMUM } \\ & 2018 \text { Salary } \end{aligned}$ | MAXIMUM 2018 Salary | Number of Respondents |
|  | Single city or town | \$60,559 | \$57,939 | \$27,500 | \$105,000 | 30 |
|  | Multiple cities | \$62,333 | \$56,500 | \$40,000 | \$90,500 | 3 |
|  | Single county | \$63,524 | \$60,000 | \$35,000 | \$115,000 | 23 |
|  | Multiple counties (and larger) | \$54,888 | \$48,880 | \$26,600 | \$89,000 | 15 |
| $\frac{z}{\frac{2}{n}}$ | Population Density | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Rural | \$45,652 | \$48,000 | \$26,600 | \$55,661 | 5 |
|  | Suburban | \$42,484 | \$36,700 | \$29,218 | \$70,000 | 5 |
|  | Urban | \$63,073 | \$60,000 | \$27,500 | \$115,000 | 61 |
| $\begin{aligned} & \text { N } \\ & \stackrel{1}{n} \\ & \frac{4}{4} \\ & \text { 号 } \end{aligned}$ | Number of Paid Staff | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | One employee | ** | \$55,661 | ** | ** |  |
|  | Two employees | *** | \$52,000 | ** | ** | 1 |
|  | Three to five employees | \$59,431 | \$53,000 | \$40,000 | \$105,000 | 8 |
|  | Six to nine employees | \$52,495 | \$54,500 | \$35,000 | \$70,343 | 12 |
|  | 10 to 19 employees | \$51,865 | \$54,000 | \$26,600 | \$85,000 | 21 |
|  | 20 employees or more | \$72,072 | \$70,000 | \$36,750 | \$115,000 | 27 |
| $\begin{aligned} & \underset{\sim}{c} \\ & \stackrel{2}{2} \\ & \underset{\sim}{r} \end{aligned}$ | Number of Years in Position | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Fewer than two years | \$53,498 | \$53,500 | \$27,500 | \$89,000 | 32 |
|  | Two to four years | \$66,940 | \$57,000 | \$36,750 | \$115,000 | 21 |
|  | Five to nine years | \$63,323 | \$64,000 | \$26,600 | \$104,516 | 13 |
|  | 10 to 19 years | \$72,693 | \$69,000 | \$47,771 | \$105,000 | 4 |
|  | 20 years or more | ** | \$56,500 | ** | ** | 1 |
|  | Gender Identity | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Female (cisgender) | \$61,776 | \$57,939 | \$26,600 | \$115,000 | 54 |
|  | Male (cisgender) | \$56,459 | \$55,550 | \$29,218 | \$105,000 | 16 |
| 2 <br> 9 <br> $\frac{9}{4}$ <br> 9 <br> 9 | Educational Attainment | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | High school degree (or less) | \$57,037 | \$57,189 | \$47,771 | \$66,000 | 4 |
|  | 2-year college degree (Associate) | \$61,000 | ** | \$52,000 | \$70,000 | 2 |
|  | 4 -year college degree (Bachelor's) | \$59,443 | \$55,300 | \$27,500 | \$105,000 | 32 |
|  | Master's degree | \$62,028 | \$60,000 | \$26,600 | \$115,000 | 29 |
|  | Doctoral or other terminal degree | \$59,250 | \$57,000 | \$42,000 | \$81,000 | 4 |
|  | Type of Degree Attained | AVERAGE <br> 2018 Salary | MEDIAN 2018 Salary | MINIMUM <br> 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Arts management or administration | \$52,950 | \$44,000 | \$36,750 | \$86,000 | 5 |
|  | Other arts-related degree | \$56,396 | \$56,500 | \$26,600 | \$107,000 | 31 |
|  | Non-arts degree | \$66,032 | \$60,000 | \$27,500 | \$115,000 | 31 |

## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 70.4\% | 6.54\% | 0.0\% | 40.0\% | 50 |
| Cost of living adjustment | 22.5\% | 2.79\% | 1.0\% | 8.0\% | 16 |
| Promotion/new responsibilities | 15.5\% | 12.85\% | 5.0\% | 40.0\% | 11 |
| Performance (not promotion) | 25.4\% | 6.94\% | 2.0\% | 20.0\% | 18 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 5.6\% | 3.60\% | 3.0\% | 5.4\% | 4 |
| Pay remained the same | 29.6\% |  |  |  | 21 |
| 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 $\mathrm{N}=2$ | $\begin{gathered} \text { LAA Budget } \\ \$ 250,000 \text { to } \\ \$ 999,999 \\ N=7 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=65$ | Respondents $N=74$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 50.0\% | 71.4\% | 70.8\% | 70.3\% |
|  | Medical insurance | 100.0\% | 85.7\% | 95.4\% | 94.6\% |
|  | Dental insurance | 100.0\% | 71.4\% | 86.2\% | 85.1\% |
|  | Vision insurance | 100.0\% | 42.9\% | 80.0\% | 77.0\% |
|  | Life insurance | 100.0\% | 57.1\% | 64.6\% | 64.9\% |
|  | Disability insurance | 100.0\% | 57.1\% | 47.7\% | 50.0\% |
|  | Cash bonus | 0.0\% | 0.0\% | 7.7\% | 6.8\% |
|  | Retirement savings account | 100.0\% | 100.0\% | 89.2\% | 90.5\% |
|  | Pre-tax flexible spending account | 50.0\% | 57.1\% | 60.0\% | 59.5\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 100.0\% | 85.7\% | 98.5\% | 97.3\% |
|  | Average number of days accrued in 2018 | 27.0 | 19.0 | 24.9 | 24.5 |
|  | Paid parental leave | 0.0\% | 28.6\% | 32.3\% | 31.1\% |
|  | Flexible scheduling | 0.0\% | 42.9\% | 47.7\% | 45.9\% |
|  | Telecommuting / working remotely | 0.0\% | 14.3\% | 29.2\% | 27.0\% |
|  | Tuition reimbursement | 50.0\% | 42.9\% | 18.5\% | 21.6\% |
|  | Professional development (e.g., conferences, workshops) | 100.0\% | 85.7\% | 81.5\% | 82.4\% |
|  | Association/professional dues | 50.0\% | 42.9\% | 40.0\% | 40.5\% |
|  | Health club membership/discount | 0.0\% | 28.6\% | 18.5\% | 18.9\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 14.3\% | 52.3\% | 47.3\% |
|  | None of the above | 0.0\% | 0.0\% | 1.5\% | 1.4\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 28.4\% | 33.8\% | 8.1\% | 23.0\% | 6.8\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 59.5\% | 25.7\% | 6.8\% | 6.8\% | 1.4\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 8.1\% | 31.1\% | 25.7\% | 23.0\% | 12.2\% |
|  | My job requirements are well defined. | 39.2\% | 40.5\% | 4.1\% | 14.9\% | 1.4\% |
|  | 1 am proud to work for my local arts agency. | 70.3\% | 23.0\% | 6.8\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 55.4\% | 31.1\% | 6.8\% | 4.1\% | 2.7\% |
|  | I can see how my work affects and/or impacts my community. | 73.0\% | 23.0\% | 1.4\% | 2.7\% | 0.0\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 54.1\% | 10.8\% | 32.4\% | 2.7\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS



## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=71$ | Part-Time Paid $N=3$ | Unpaid Volunteer $N=2$ | Respondents $N=76$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 12.7\% | 0.0\% | 0.0\% | 11.8\% |
|  | Visible/noticeable to others | 2.8\% | 0.0\% | ** | 2.6\% |
|  | Not visible/not noticeable to others | 9.9\% | 0.0\% | ** | 9.2\% |
|  | No, I do not identify as a person with a disability | 87.3\% | 100.0\% | 100.0\% | 88.2\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Military Service | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=69$ | $N=3$ | $\mathrm{N}=2$ | $\mathrm{N}=74$ |
|  | Active Service | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Veteran | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | None | 100.0\% | 100.0\% | 100.0\% | 100.0\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Voter Registration | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=71$ | $\mathrm{N}=3$ | $\mathrm{N}=2$ | $\mathrm{N}=76$ |
|  | Democrat | 83.1\% | 33.3\% | 50.0\% | 80.3\% |
|  | Republican | 4.2\% | 0.0\% | 0.0\% | 3.9\% |
|  | Libertarian | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Green | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Unaffiliated with a party, but registered | 9.9\% | 66.7\% | 50.0\% | 13.2\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I am unable to register to vote | 2.8\% | 0.0\% | 0.0\% | 2.6\% |
|  | I prefer to self-identify | 0.0\% | 0.0\% | 0.0\% | 0.0\% |

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## 2018 Local Arts Agency Salary Report MARKETING / SALES

Staff members who report that their primary role or responsibility most closely matches the Marketing / Sales category are typically involved in the design and implementation of the local arts agencies sales, marketing, and branding campaigns. The responsibilities of these positions can include development and distribution of marketing campaigns and materials for print, media, and social media as well as the curation of sponsorships and brand partners. Titles can include vice president of marketing; director of sales; director of marketing, development, and design strategy; manager of marketing and graphic design; and sales associate.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY



PART-TIME PAID POSITIONS ONLY $\downarrow$

| ALL LOCAL ARTS AGENCIES | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$22,365 | \$18,000 | \$12,480 | \$41,000 | 8 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$21,620 | \$14,000 | \$6,100 | \$48,000 | 5 |
|  | 2001 Findings | \$17,500 | \$17,684 | \$2,000 | \$56,000 | 18 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$25,479 | \$25,044 | \$18,000 | \$33,392 | 3 |
|  | Program staff | \$16,500 | ** | \$15,000 | \$18,000 | 2 |
|  | Administrative staff | ** | \$41,000 | ** | ** | 1 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | \$15,500 | ** | \$15,000 | \$16,000 | 2 |
|  | Private/Nonprofit LAAs Only | \$24,653 | \$21,522 | \$12,480 | \$41,000 | 6 |

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



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


# $\downarrow$ ALL FULL-TIME PAID POSITIONS 



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 63.3\% | 3.81\% | 0.0\% | 10.0\% | 19 |
| Cost of living adjustment | 10.0\% | 2.67\% | 2.0\% | 3.0\% | 3 |
| Promotion/new responsibilities | 13.3\% | 3.88\% | 3.0\% | 5.0\% | 4 |
| Performance (not promotion) | 33.3\% | 4.35\% | 2.0\% | 10.0\% | 10 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 6.7\% | 2.65\% | 2.3\% | 3.0\% | 2 |
| Pay remained the same | 36.7\% |  |  |  | 11 |
| 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 $\mathrm{N}=7$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ \mathrm{~N}=7 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=24$ | Respondents $N=38$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 57.1\% | 57.1\% | 75.0\% | $68.4 \%$ |
|  | Medical insurance | 14.3\% | 71.4\% | 83.3\% | 68.4\% |
|  | Dental insurance | 14.3\% | 42.9\% | 75.0\% | 57.9\% |
|  | Vision insurance | 14.3\% | 28.6\% | 79.2\% | 57.9\% |
|  | Life insurance | 0.0\% | 0.0\% | 66.7\% | 42.1\% |
|  | Disability insurance | 14.3\% | 28.6\% | 45.8\% | 36.8\% |
|  | Cash bonus | 0.0\% | 0.0\% | 12.5\% | 7.9\% |
|  | Retirement savings account | 14.3\% | 42.9\% | 66.7\% | 52.6\% |
|  | Pre-tax flexible spending account | 14.3\% | 57.1\% | 58.3\% | 50.0\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 57.1\% | 71.4\% | 95.8\% | 84.2\% |
|  | Average number of days accrued in 2018 | 6.3 | 18.4 | 23.2 | 20.3 |
|  | Paid parental leave | 14.3\% | 14.3\% | 20.8\% | 18.4\% |
|  | Flexible scheduling | 0.0\% | 42.9\% | 54.2\% | 42.1\% |
|  | Telecommuting / working remotely | 14.3\% | 14.3\% | 37.5\% | 28.9\% |
|  | Tuition reimbursement | 14.3\% | 0.0\% | 25.0\% | 18.4\% |
|  | Professional development (e.g., conferences, workshops) | 14.3\% | 42.9\% | 83.3\% | 63.2\% |
|  | Association/professional dues | 0.0\% | 14.3\% | 12.5\% | 10.5\% |
|  | Health club membership/discount | 14.3\% | 14.3\% | 16.7\% | 15.8\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 42.9\% | 62.5\% | 47.4\% |
|  | None of the above | 42.9\% | 0.0\% | 4.2\% | 10.5\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 5.3\% | 55.3\% | 7.9\% | 13.2\% | 18.4\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 39.5\% | 23.7\% | 10.5\% | 15.8\% | 10.5\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 2.6\% | 36.8\% | 34.2\% | 15.8\% | 10.5\% |
|  | My job requirements are well defined. | 18.4\% | 55.3\% | 2.6\% | 18.4\% | 5.3\% |
|  | 1 am proud to work for my local arts agency. | 65.8\% | 28.9\% | 2.6\% | 2.6\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 57.9\% | 21.1\% | 10.5\% | 10.5\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 68.4\% | 21.1\% | 5.3\% | 5.3\% | 0.0\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 50.0\% | 21.1\% | 28.9\% | 0.0\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=30$ | Part-Time Paid $\mathrm{N}=8$ | Unpaid <br> Volunteer $N=0$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ \mathrm{N}=38 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 63.3\% | 75.0\% | ** | 65.8\% |
|  | Male (cisgender) | 36.7\% | 25.0\% | ** | 34.2\% |
|  | 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\% |
| $\underline{y}$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=30$ | $\mathrm{N}=8$ | $\mathrm{N}=0$ | $\mathrm{N}=38$ |
|  | African-American or Black | 6.7\% | 0.0\% | ** | 5.3\% |
|  | American Indian or Alaska Native or Indigenous or First Nations | 3.3\% | 0.0\% | ** | 2.6\% |
|  | 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 | 13.3\% | 12.5\% | ** | 13.2\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 83.3\% | 87.5\% | ** | 84.2\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American only | 80.0\% | 87.5\% | ** | 81.6\% |
|  | All People of Color | 20.0\% | 12.5\% | ** | 18.4\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{\square}{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{C}$ |  | $N=30$ | $\mathrm{N}=8$ | $N=0$ | $\mathrm{N}=38$ |
| $E$ | 18 to 24 | 0.0\% | 37.5\% | ** | 7.9\% |
| L | 25 to 34 | 33.3\% | 0.0\% | ** | 26.3\% |
| $\stackrel{C}{C}$ | 35 to 44 | 33.3\% | 62.5\% | ** | 39.5\% |
| 5 | 45 to 54 | 26.7\% | 0.0\% | ** | 21.1\% |
| シ | 55 to 64 | 3.3\% | 0.0\% | ** | 2.6\% |
| $\cup$ | 65 to 74 | 3.3\% | 0.0\% | ** | 2.6\% |
| F | 75 or older | 0.0\% | 0.0\% | ** | 0.0\% |
| $\frac{\square}{4}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| 0 |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $\mathrm{N}=29$ | $\mathrm{N}=8$ | $\mathrm{N}=0$ | $\mathrm{N}=37$ |
| $\sum$ | Heterosexual or straight | 69.0\% | 75.0\% | ** | 70.3\% |
| $\square$ | Gay or lesbian | 17.2\% | 0.0\% | ** | 13.5\% |
| 0 | Bisexual | 10.3\% | 12.5\% | ** | 10.8\% |
|  | Asexual | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Pansexual | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Queer | 3.4\% | 12.5\% | ** | 5.4\% |
|  | 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 | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=30$ | $\mathrm{N}=8$ | $N=0$ | $\mathrm{N}=38$ |
|  | High school or less | 3.3\% | 37.5\% | ** | 10.5\% |
|  | Associate degree (junior college) or vocational degree/license | 3.3\% | 0.0\% | ** | 2.6\% |
|  | Bachelor's degree | 60.0\% | 25.0\% | ** | 52.6\% |
|  | Master's degree | 30.0\% | 12.5\% | ** | 26.3\% |
|  | Doctoral or other terminal degree | 3.3\% | 25.0\% | ** | 7.9\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=29$ | $N=5$ | $N=0$ | $\mathrm{N}=34$ |
|  | Arts management or administration | 6.9\% | 0.0\% | ** | 5.9\% |
|  | Other arts-related degree | 27.6\% | 40.0\% | ** | 29.4\% |
|  | Non-arts degree | 65.5\% | 60.0\% | ** | 64.7\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=30$ | Part-Time Paid $N=8$ | Unpaid Volunteer $\mathrm{N}=0$ | Respondents $N=38$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 10.0\% | 0.0\% | ** | 7.9\% |
| 8 | Visible/noticeable to others | 3.3\% | 0.0\% | ** | 2.6\% |
|  | Not visible/not noticeable to others | 6.7\% | 0.0\% | ** | 5.3\% |
| 9 | No, I do not identify as a person with a disability | 90.0\% | 100.0\% | ** | 92.1\% |
| + | Military Service | Full-Time | Part-Time | Unpaid | All |
| $\longleftarrow$ |  | Paid | Paid | Volunteer | Respondents |
| 4 |  | $\mathrm{N}=30$ | $\mathrm{N}=8$ | $\mathrm{N}=0$ | $\mathrm{N}=38$ |
| $\frac{4}{4}$ | Active Service | 0.0\% | 0.0\% | ** | 0.0\% |
| ¢ | Veteran | 0.0\% | 0.0\% | ** | 0.0\% |
| $\cup$ | None | 100.0\% | 100.0\% | ** | 100.0\% |
|  | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=30$ | $\mathrm{N}=8$ | $\mathrm{N}=0$ | $\mathrm{N}=38$ |
|  | Democrat | 56.7\% | 50.0\% | ** | 55.3\% |
|  | Republican | 3.3\% | 12.5\% | ** | 5.3\% |
|  | Libertarian | 3.3\% | 0.0\% | ** | 2.6\% |
|  | Green | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Unaffiliated with a party, but registered | 36.7\% | 37.5\% | ** | 36.8\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | ** | 0.0\% |
|  | I am unable to register to vote | 0.0\% | 0.0\% | ** | 0.0\% |
|  | I prefer to self-identify | 0.0\% | 0.0\% | ** | 0.0\% |

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## 2018 Local Arts Agency Salary Report

MEMBERSHIP

Staff members who report that their primary role or responsibility most closely matches the Membership category are typically involved in the recruitment and retention of the local arts agencies members. The responsibilities of these positions can include developing and distributing promotional materials, managing relationships with constituents, providing membership benefits and services, and responding to requests from members. Titles can include manager of membership and administration; membership services coordinator; and membership associate.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY



## $\downarrow$ PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | ** | \$25,848 | ** | ** | 1 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | ** | ** | ** | 0 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | ** | ** | ** | 0 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | ** | \$25,848 | ** | ** | 1 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | ** | ** | ** | ** | 0 |
|  | Private/Nonprofit LAAs Only | ** | \$25,848 | ** | ** | 1 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



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



## $\downarrow$ ALL FULL-TIME PAID POSITIONS



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 0.0\% | ** | ** | ** | 0 |
| Cost of living adjustment | 0.0\% | ** | ** | ** | 0 |
| Promotion/new responsibilities | 0.0\% | ** | ** | ** | 0 |
| Performance (not promotion) | 0.0\% | ** | ** | ** | 0 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 0.0\% | ** | ** | ** | 0 |
| Pay remained the same | 100.0\% |  |  |  | 4 |
| Received ANY decrease | 0.0\% |  |  |  | 0 |
| Budget cuts | 0.0\% |  |  |  | 0 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |

$\left.\begin{array}{llllrrr} & & \text { LAA Budget } \\ \text { Less than }\end{array}\right)$

|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 20004$\frac{1}{0}$1400 | How satisfied are you with your total cash compensation at your local arts agency? | 0.0\% | 40.0\% | 40.0\% | 20.0\% | 0.0\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 40.0\% | 60.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Level of Agreement (paid respondents only) | Strongly <br> Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 40.0\% | 40.0\% | 20.0\% | 0.0\% | 0.0\% |
|  | My job requirements are well defined. | 20.0\% | 40.0\% | 40.0\% | 0.0\% | 0.0\% |
|  | 1 am proud to work for my local arts agency. | 80.0\% | 20.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 60.0\% | 40.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 40.0\% | 60.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Likelihood of Remaining Employe (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 80.0\% | 0.0\% | 20.0\% | 0.0\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $\mathrm{N}=4$ | Part-Time Paid $\mathrm{N}=1$ | Unpaid <br> Volunteer $N=0$ | All Respondents $\mathrm{N}=5$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 75.0\% | 100.0\% | ** | 80.0\% |
|  | Male (cisgender) | 25.0\% | 0.0\% | ** | 20.0\% |
|  | 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\% |
| $y$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=4$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | $\mathrm{N}=5$ |
|  | African-American or Black | 25.0\% | 0.0\% | ** | 20.0\% |
|  | 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 | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 50.0\% | 100.0\% | ** | 60.0\% |
|  | I prefer to self identify | 25.0\% | 0.0\% | ** | 20.0\% |
|  | White or Caucasian or European American only | 50.0\% | 100.0\% | ** | 60.0\% |
|  | All People of Color | 50.0\% | 0.0\% | ** | 40.0\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{\square}{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{1}$ |  | $N=4$ | $\mathrm{N}=1$ | $N=0$ | $\mathrm{N}=5$ |
| E | 18 to 24 | 0.0\% | 0.0\% | ** | 0.0\% |
| ¢ | 25 to 34 | 100.0\% | 0.0\% | ** | 80.0\% |
| $\stackrel{C}{C}$ | 35 to 44 | 0.0\% | 100.0\% | ** | 20.0\% |
| 4 | 45 to 54 | 0.0\% | 0.0\% | ** | 0.0\% |
| 는 | 55 to 64 | 0.0\% | 0.0\% | ** | 0.0\% |
| $\cup$ | 65 to 74 | 0.0\% | 0.0\% | ** | 0.0\% |
| $\underline{\square}$ | 75 or older | 0.0\% | 0.0\% | ** | 0.0\% |
| $\frac{1}{4}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $\mathrm{N}=3$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | $\mathrm{N}=4$ |
| $\sum$ | Heterosexual or straight | 66.7\% | 100.0\% | ** | 75.0\% |
| ! | Gay or lesbian | 33.3\% | 0.0\% | ** | 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 | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=4$ | $\mathrm{N}=1$ | $N=0$ | $\mathrm{N}=5$ |
|  | High school or less | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Associate degree (junior college) or vocational degree/license | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Bachelor's degree | 75.0\% | 0.0\% | ** | 60.0\% |
|  | Master's degree | 25.0\% | 100.0\% | ** | 40.0\% |
|  | Doctoral or other terminal degree | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=4$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | $\mathrm{N}=5$ |
|  | 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\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$



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## 2018 Local Arts Agency Salary Report

 OPERATIONS / ADMINISTRATION / HUMAN RESOURCESStaff members who report that their primary role or responsibility most closely matches the Operations / Administration / Human Resources category are typically involved in the day-to-day administration of the organization including the management of policies and personnel. The responsibilities of these positions can include oversight of human resources and allocation of staff, management of facilities, maintenance of office systems, and purchasing office supplies. Titles can include vice president of operations; director of operations and administration; business manager; officer manager; human resources manager; office coordinator; administrative coordinator; and executive assistant.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY



PART-TIME PAID POSITIONS ONLY $\downarrow$

| ALL LOCAL ARTS AGENCIES | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$24,234 | \$18,000 | \$1,077 | \$78,000 | 13 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$12,860 | \$13,000 | \$4,160 | \$20,800 | 11 |
|  | 2001 Findings | \$13,651 | \$12,480 | \$35,000 | \$25,000 | 5 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | \$10,800 | ** | ** | 1 |
|  | Management staff | \$51,000 | \$45,000 | \$30,000 | \$78,000 | 3 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | \$16,804 | \$17,000 | \$1,077 | \$32,000 | 9 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | \$37,350 | \$30,300 | \$10,800 | \$78,000 | 4 |
|  | Private/Nonprofit LAAs Only | \$18,404 | \$18,000 | \$1,077 | \$32,000 | 9 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS

|  | Geographic Location | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | ** | \$37,566 | ** | ** | 1 |
|  | Middle Atlantic | \$52,650 | \$40,000 | \$30,250 | \$80,000 | 5 |
|  | South Atlantic | \$48,784 | \$37,500 | \$21,000 | \$185,187 | 19 |
|  | East South Central | \$51,000 | \$50,000 | \$27,500 | \$75,500 | 3 |
|  | East North Central | \$45,539 | \$33,000 | \$24,500 | \$95,000 | 10 |
|  | West South Central | \$43,348 | \$42,500 | \$29,000 | \$82,000 | 10 |
|  | West North Central | \$35,000 | \$37,000 | \$28,000 | \$40,000 | 3 |
|  | Mountain | \$73,281 | \$62,000 | \$47,684 | \$125,000 | 6 |
|  | Pacific | \$58,913 | \$72,000 | \$17,000 | \$95,000 | 9 |
| $\begin{aligned} & Z \\ & \underset{\sim}{\mathbf{O}} \\ & \end{aligned}$ | Type of Service Area | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | Single city or town | \$52,081 | \$47,700 | \$17,000 | \$125,000 | 32 |
|  | Multiple cities | \$50,500 | \$40,000 | \$32,000 | \$79,500 | 3 |
|  | Single county | \$52,627 | \$48,750 | \$24,500 | \$95,000 | 16 |
|  | Multiple counties (and larger) | \$45,623 | \$35,479 | \$23,000 | \$185,187 | 15 |
| $\begin{aligned} & \text { z } \\ & \frac{5}{2} \\ & \frac{1}{0} \end{aligned}$ | Population Density | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | Rural | \$35,376 | \$31,083 | \$23,000 | \$73,045 | 8 |
|  | Suburban | \$43,204 | \$36,006 | \$28,000 | \$79,500 | 6 |
|  | Urban | \$53,889 | \$46,000 | \$17,000 | \$185,187 | 52 |
| $\begin{aligned} & \frac{\mathrm{N}}{5} \\ & \mathbf{N} \\ & \frac{4}{4} \\ & E \end{aligned}$ | Number of Paid Staff | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | One employee | ** | ** | ** | ** | 0 |
|  | Two employees | \$49,636 | \$49,750 | \$26,000 | \$73,045 | 4 |
|  | Three to five employees | \$34,223 | \$32,000 | \$23,000 | \$47,715 | 11 |
|  | Six to nine employees | \$43,651 | \$35,000 | \$17,000 | \$95,000 | 10 |
|  | 10 to 19 employees | \$47,167 | \$45,500 | \$27,500 | \$80,000 | 18 |
|  | 20 employees or more | \$62,924 | \$58,370 | \$29,000 | \$185,187 | 21 |
| $\begin{aligned} & \text { 쓸 } \\ & \underset{\sim}{2} \\ & \underset{\sim}{2} \end{aligned}$ | Number of Years in Position | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | Fewer than two years | \$42,093 | \$38,000 | \$17,000 | \$79,500 | 31 |
|  | Two to four years | \$51,542 | \$42,500 | \$26,000 | \$125,000 | 22 |
|  | Five to nine years | \$55,954 | \$57,000 | \$32,011 | \$75,000 | 6 |
|  | 10 to 19 years | \$60,951 | \$73,045 | \$28,166 | \$95,000 | 5 |
|  | 20 years or more | \$132,594 | ** | \$80,000 | \$185,187 | 2 |
| $\begin{aligned} & \text { 쓴 } \\ & \stackrel{Q}{2} \\ & \underset{\sim}{\mathbf{u}} \end{aligned}$ | Gender Identity | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | $2018 \text { Salary }$ | 2018 Salary |  |
|  | Female (cisgender) | \$48,294 | \$40,000 | \$17,000 | \$185,187 | 56 |
|  | Male (cisgender) | \$64,000 | \$59,250 | \$28,000 | \$125,000 | 10 |
| $\begin{aligned} & z \\ & \frac{2}{1} \\ & \frac{1}{4} \\ & 2 \\ & \hline \mathbf{Z} \end{aligned}$ | Educational Attainment | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | High school degree (or less) | \$47,501 | \$46,000 | \$17,000 | \$75,000 | 11 |
|  | 2-year college degree (Associate) | \$41,216 | \$37,500 | \$26,000 | \$65,000 | 7 |
|  | 4 -year college degree (Bachelor's) | \$48,223 | \$40,000 | \$21,000 | \$185,187 | 34 |
|  | Master's degree | \$63,847 | \$56,182 | \$29,000 | \$125,000 | 14 |
|  | Doctoral or other terminal degree | ** | ** | ** | ** | 0 |
|  | Type of Degree Attained | AVERAGE | MEDIAN | MINIMUM | MAXIMUM | Number of Respondents |
|  |  | 2018 Salary | 2018 Salary | 2018 Salary | 2018 Salary |  |
|  | Arts management or administration | ** | \$40,000 | ** | ** | 1 |
|  | Other arts-related degree | \$49,456 | \$45,000 | \$24,500 | \$95,000 | 21 |
|  | Non-arts degree | \$52,830 | \$40,000 | \$21,000 | \$185,187 | 33 |

## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| Full-Time, Paid Respondents who received a pay adjustment during the past 12 months | PERCENTAGE <br> Who Received <br> Pay Increase | AVERAGE <br> Most Recent Pay Increase | MINIMUM <br> Most Recent <br> Pay Increase | MAXIMUM <br> Most Recent <br> Pay Increase | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Received ANY increase | 57.6\% | 6.16\% | 0.0\% | 45.0\% | 38 |
| Cost of living adjustment | 18.2\% | 2.79\% | 1.0\% | 5.5\% | 12 |
| Promotion/new responsibilities | 15.2\% | 13.99\% | 1.0\% | 45.0\% | 10 |
| Performance (not promotion) | 22.7\% | 3.70\% | 2.0\% | 7.7\% | 15 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 1.5\% | 5.00\% | ** | * | 1 |
| Pay remained the same | 40.9\% |  |  |  | 27 |
| Received ANY decrease | 1.5\% |  |  |  | 1 |
| Budget cuts | 0.0\% |  |  |  | 0 |
| Change in title or responsibilities | 1.5\% |  |  |  | 1 |


|  | Type of Benefits Offered (paid respondents only) | $\begin{gathered} \text { LAA Budget } \\ \text { Less than } \\ \$ 250,000 \\ N=10 \end{gathered}$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ N=22 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=47$ | Respondents $N=79$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 10.0\% | 50.0\% | 70.2\% | 57.0\% |
|  | Medical insurance | 20.0\% | 50.0\% | 87.2\% | 68.4\% |
|  | Dental insurance | 20.0\% | 45.5\% | 83.0\% | 64.6\% |
|  | Vision insurance | 10.0\% | 22.7\% | 70.2\% | 49.4\% |
|  | Life insurance | 10.0\% | 40.9\% | 68.1\% | 53.2\% |
|  | Disability insurance | 10.0\% | 31.8\% | 51.1\% | 40.5\% |
|  | Cash bonus | 0.0\% | 18.2\% | 8.5\% | 10.1\% |
|  | Retirement savings account | 10.0\% | 45.5\% | 76.6\% | 59.5\% |
|  | Pre-tax flexible spending account | 10.0\% | 18.2\% | 55.3\% | 39.2\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 30.0\% | 90.9\% | 93.6\% | 84.8\% |
|  | Average number of days accrued in 2018 | 127.3 | 21.7 | 23.0 | 27.3 |
|  | Paid parental leave | 0.0\% | 13.6\% | 34.0\% | 24.1\% |
|  | Flexible scheduling | 20.0\% | 36.4\% | 53.2\% | 44.3\% |
|  | Telecommuting / working remotely | 20.0\% | 22.7\% | 23.4\% | 22.8\% |
|  | Tuition reimbursement | 10.0\% | 4.5\% | 17.0\% | 12.7\% |
|  | Professional development (e.g., conferences, workshops) | 30.0\% | 50.0\% | 63.8\% | 55.7\% |
|  | Association/professional dues | 10.0\% | 13.6\% | 23.4\% | 19.0\% |
|  | Health club membership/discount | 0.0\% | 9.1\% | 25.5\% | 17.7\% |
|  | Free/discounted tickets for cultural activities | 10.0\% | 27.3\% | 44.7\% | 35.4\% |
|  | None of the above | 40.0\% | 4.5\% | 2.1\% | 7.6\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 20.3\% | 39.2\% | 12.7\% | 22.8\% | 5.1\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 38.0\% | 30.4\% | 15.2\% | 12.7\% | 3.8\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 6.3\% | 25.3\% | 34.2\% | 17.7\% | 16.5\% |
|  | My job requirements are well defined. | 26.6\% | 40.5\% | 20.3\% | 6.3\% | 6.3\% |
|  | I am proud to work for my local arts agency. | 70.9\% | 20.3\% | 3.8\% | 2.5\% | 2.5\% |
|  | I feel fulfilled performing my work at my local arts agency. | 27.8\% | 46.8\% | 10.1\% | 11.4\% | 3.8\% |
|  | I can see how my work affects and/or impacts my community. | 53.2\% | 38.0\% | 3.8\% | 3.8\% | 1.3\% |
|  | 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? |  | 44.3\% | 17.7\% | 35.4\% | 2.5\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=66$ | Part-Time Paid $N=13$ | Unpaid <br> Volunteer $N=0$ | $\begin{array}{r} \text { All } \\ \text { Respondents } \\ N=79 \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 84.8\% | 92.3\% | ** | 86.1\% |
|  | Male (cisgender) | 15.2\% | 7.7\% | ** | 13.9\% |
|  | 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\% |
| $\underline{y}$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=66$ | $\mathrm{N}=13$ | $\mathrm{N}=0$ | $\mathrm{N}=79$ |
|  | African-American or Black | 12.1\% | 15.4\% | ** | 12.7\% |
|  | 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\% | 15.4\% | ** | 2.5\% |
|  | Hispanic or Latina/Latino/Latinx | 9.1\% | 0.0\% | ** | 7.6\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 80.3\% | 92.3\% | ** | 82.3\% |
|  | I prefer to self identify | 0.0\% | 7.7\% | ** | 1.3\% |
|  | White or Caucasian or European American only | 78.8\% | 76.9\% | ** | 78.5\% |
|  | All People of Color | 21.2\% | 23.1\% | ** | 21.5\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{\square}{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{C}$ |  | $N=66$ | $N=13$ | $N=0$ | $\mathrm{N}=79$ |
| , | 18 to 24 | 6.1\% | 7.7\% | ** | 6.3\% |
| L | 25 to 34 | 27.3\% | 23.1\% | ** | 26.6\% |
| $\stackrel{C}{C}$ | 35 to 44 | 18.2\% | 23.1\% | ** | 19.0\% |
| 5 | 45 to 54 | 24.2\% | 15.4\% | ** | 22.8\% |
| シ | 55 to 64 | 22.7\% | 7.7\% | ** | 20.3\% |
| $\cup$ | 65 to 74 | 1.5\% | 23.1\% | ** | 5.1\% |
| $\mp$ | 75 or older | 0.0\% | 0.0\% | ** | 0.0\% |
| C | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| 0 |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $\mathrm{N}=65$ | $N=13$ | $\mathrm{N}=0$ | $\mathrm{N}=78$ |
| $\sum$ | Heterosexual or straight | 86.2\% | 92.3\% | ** | 87.2\% |
| $\square$ | Gay or lesbian | 4.6\% | 0.0\% | ** | 3.8\% |
| 0 | Bisexual | 4.6\% | 7.7\% | ** | 5.1\% |
|  | Asexual | 1.5\% | 0.0\% | ** | 1.3\% |
|  | Pansexual | 1.5\% | 0.0\% | ** | 1.3\% |
|  | Queer | 1.5\% | 0.0\% | ** | 1.3\% |
|  | 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 | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=66$ | $N=13$ | $N=0$ | $\mathrm{N}=79$ |
|  | High school or less | 16.7\% | 15.4\% | ** | 16.5\% |
|  | Associate degree (junior college) or vocational degree/license | 10.6\% | 15.4\% | ** | 11.4\% |
|  | Bachelor's degree | 51.5\% | 38.5\% | ** | 49.4\% |
|  | Master's degree | 21.2\% | 23.1\% | ** | 21.5\% |
|  | Doctoral or other terminal degree | 0.0\% | 7.7\% | ** | 1.3\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=55$ | $N=11$ | $N=0$ | $\mathrm{N}=66$ |
|  | Arts management or administration | 1.8\% | 18.2\% | ** | 4.5\% |
|  | Other arts-related degree | 38.2\% | 27.3\% | ** | 36.4\% |
|  | Non-arts degree | 60.0\% | 54.5\% | ** | 59.1\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=66$ | Part-Time Paid $N=13$ | Unpaid Volunteer $N=0$ | Respondents $N=79$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 7.6\% | 0.0\% | ** | 6.3\% |
|  | Visible/noticeable to others | 1.5\% | 0.0\% | ** | 1.3\% |
|  | Not visible/not noticeable to others | 6.1\% | 0.0\% | ** | 5.1\% |
|  | No, I do not identify as a person with a disability | 92.4\% | 100.0\% | ** | 93.7\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Military Service | Paid | Paid | Volunteer | Respondents |
|  |  | $\mathrm{N}=66$ | $\mathrm{N}=12$ | $\mathrm{N}=0$ | $\mathrm{N}=78$ |
|  | Active Service | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Veteran | 1.5\% | 0.0\% | ** | 1.3\% |
|  | None | 98.5\% | 100.0\% | ** | 98.7\% |
|  |  | Full-Time | Part-Time | Unpaid | All |
|  | Voter Registration | Paid | Paid | Volunteer | Respondents |
|  |  | $N=65$ | $\mathrm{N}=13$ | $\mathrm{N}=0$ | $\mathrm{N}=78$ |
|  | Democrat | 49.2\% | 61.5\% | ** | 51.3\% |
|  | Republican | 13.8\% | 15.4\% | ** | 14.1\% |
|  | Libertarian | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Green | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Unaffiliated with a party, but registered | 27.7\% | 23.1\% | ** | 26.9\% |
|  | I am not registered to vote | 6.2\% | 0.0\% | ** | 5.1\% |
|  | I am unable to register to vote | 3.1\% | 0.0\% | ** | 2.6\% |
|  | I prefer to self-identify | 0.0\% | 0.0\% | ** | 0.0\% |

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# 2018 Local Arts Agency Salary Report PROGRAMS / SERVICES / CULTURAL ACTIVITIES 

Staff members who report that their primary role or responsibility most closely matches the Programs / Services / Cultural Activities category are typically involved in the development and delivery of the programs and services that the local arts agency presents/produces/provides to the community. The responsibilities of these positions can include development, production, and promotion of community cultural programming as well as the delivery of technical assistance to arts organizations, artists, and the general public. Titles can include director of programs and services; community outreach manager; program manager, cultural activities specialist; community arts coordinator; and programs coordinator.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY



## $\downarrow$ PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| \# | All Part-Time Positions | \$27,794 | \$26,066 | \$6,400 | \$60,000 | 16 |
| 2 | For comparison purposes only: |  |  |  |  |  |
| $\square$ | 2013 Findings | \$15,935 | \$16,000 | \$3,000 | \$29,000 | 13 |
| S | 2001 Findings | \$17,987 | \$15,990 | \$8,300 | \$30,000 | 6 |
| $\stackrel{\square}{6}$ | Employment Level: |  |  |  |  |  |
| $\frac{\square}{4}$ | Executive staff | ** | ** | ** | ** | 0 |
| ¢ | Management staff | \$29,333 | \$29,000 | \$24,000 | \$35,000 | 3 |
| O | Program staff | \$28,643 | \$27,131 | \$6,400 | \$60,000 | 7 |
| - | Administrative staff | \$26,033 | \$22,100 | \$18,000 | \$38,000 | 6 |
| $\underset{\text { < }}{\text { I }}$ | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | \$26,275 | \$25,550 | \$19,000 | \$35,000 | 4 |
|  | Private/Nonprofit LAAs Only | \$28,300 | \$26,066 | \$6,400 | \$60,000 | 12 |

# 2018 Local Arts Agency Salary Report PROGRAMS / SERVICES / CULTURAL ACTIVITIES (continued) 

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



# 2018 Local Arts Agency Salary Report PROGRAMS / SERVICES / CULTURAL ACTIVITIES (continued) 

FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS



# 2018 Local Arts Agency Salary Report PROGRAMS / SERVICES / CULTURAL ACTIVITIES (continued) 

$\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| $\stackrel{\square}{\square}$ | 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 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| R | Received ANY increase | 69.4\% | 6.16\% | 0.0\% | 37.5\% | 59 |
| E | Cost of living adjustment | 10.6\% | 2.67\% | 1.0\% | 5.0\% | 9 |
| 0 | Promotion/new responsibilities | 17.6\% | 14.29\% | 2.5\% | 37.5\% | 15 |
| 2 | Performance (not promotion) | 29.4\% | 3.94\% | 1.0\% | 9.9\% | 25 |
| $\underline{\square}$ | Length of service/tenure | 2.4\% | 2.00\% | 1.0\% | 3.0\% | 2 |
| ¢ | Government pay scale | 9.4\% | 2.81\% | 1.0\% | 4.5\% | 8 |
| $\geqslant$ | Pay remained the same | 30.6\% |  |  |  | 26 |
| ¢ | Received ANY decrease | 0.0\% |  |  |  | 0 |
|  | Budget cuts | 0.0\% |  |  |  | 0 |
|  | Change in title or responsibilities | 0.0\% |  |  |  | 0 |
|  |  |  |  |  |  |  |
|  | Type of Benefits Offered (paid respondents only) |  | LAA Budget Less than \$250,000 $N=16$ | $\begin{gathered} \hline \text { LAA Budget } \\ \$ 250,000 \text { to } \\ \$ 999,999 \\ \mathrm{~N}=33 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=52$ | Respondents $N=101$ |
|  | Performance review and evaluation (past 12 months) |  | 56.3\% | 60.6\% | 71.2\% | 65.3\% |
|  | Medical insurance |  | 56.3\% | 54.5\% | 90.4\% | 73.3\% |
|  | Dental insurance |  | 43.8\% | 42.4\% | 82.7\% | 63.4\% |
|  | Vision insurance |  | 43.8\% | 39.4\% | 71.2\% | 56.4\% |
|  | Life insurance |  | 43.8\% | 36.4\% | 67.3\% | 53.5\% |
|  | Disability insurance |  | 25.0\% | 27.3\% | 44.2\% | 35.6\% |
|  | Cash bonus |  | 18.8\% | 6.1\% | 11.5\% | 10.9\% |
|  | Retirement savings account |  | 43.8\% | 48.5\% | 75.0\% | 61.4\% |
|  | Pre-tax flexible spending account |  | 25.0\% | 24.2\% | 59.6\% | 42.6\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) Average number of days accrued in 2018 |  | 81.3\% | 90.9\% | 88.5\% | 88.1\% |
|  |  |  | 16.8 | 19.8 | 25.9 | 22.5 |
|  | Paid parental leave |  | 31.3\% | 18.2\% | 42.3\% | 32.7\% |
|  | Flexible scheduling |  | 62.5\% | 48.5\% | 53.8\% | 53.5\% |
|  | Telecommuting / working remotely |  | 25.0\% | 33.3\% | 23.1\% | 26.7\% |
|  | Tuition reimbursement |  | 25.0\% | 18.2\% | 26.9\% | 23.8\% |
|  | Professional development (e.g., conferences, workshops) |  | 62.5\% | 72.7\% | 82.7\% | 76.2\% |
|  | Association/professional dues |  | 43.8\% | 24.2\% | 28.8\% | 29.7\% |
|  | Health club membership/discount |  | 31.3\% | 15.2\% | 21.2\% | 20.8\% |
|  | Free/discounted tickets for cultural activities |  | 6.3\% | 24.2\% | 42.3\% | 30.7\% |
|  | None of the above |  | 0.0\% | 3.0\% | 0.0\% | 1.0\% |
|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very <br> Dissatisfied |
|  | How satisfied are you with your total cash compensation at your local arts agency? <br> How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 27.7\% | 36.6\% | 13.9\% | 17.8\% | 4.0\% |
|  |  | 39.6\% | 23.8\% | 17.8\% | 10.9\% | 7.9\% |
|  | Level of Agreement (paid respondents only) | Strongly <br> Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 11.9\% | 31.7\% | 25.7\% | 15.8\% | 14.9\% |
|  | My job requirements are well defined. | 30.7\% | 34.7\% | 14.9\% | 12.9\% | 6.9\% |
|  | I am proud to work for my local arts agency. | 69.3\% | 24.8\% | 3.0\% | 3.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 46.5\% | 34.7\% | 12.9\% | 5.0\% | 1.0\% |
|  | I can see how my work affects and/or impacts my community. | 70.3\% | 26.7\% | 2.0\% | 1.0\% | 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? |  | 55.4\% | 9.9\% | 31.7\% | 3.0\% |

# 2018 Local Arts Agency Salary Report <br> PROGRAMS / SERVICES / CULTURAL ACTIVITIES (continued) 

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS



## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$



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# 2018 Local Arts Agency Salary Report PUBLIC ART 

Staff members who report that their primary role or responsibility most closely matches the Public Art category are typically involved in the administration of the local arts agencies public art program or public art projects. The responsibilities of these positions can include the development, curation preservation, and maintenance of the public art collection. Other tasks include hosting technical assistance workshops, presenting to civic groups and government agencies, and preparing ordinances and grant proposals/reports. Titles can include public art director; manager of public art and design; arts-in-public-places coordinator; curator of public art; and public art assistant.

## $\downarrow$ 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 | \$67,380 | \$65,000 | \$30,000 | \$132,678 | 85 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$61,958 | \$62,000 | \$32,000 | \$110,000 | 40 |
|  | 2001 Findings | \$51,928 | \$50,000 | \$17,000 | \$92,000 | 36 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | \$102,000 | ** | ** | 1 |
|  | Management staff | \$73,937 | \$70,000 | \$34,250 | \$132,678 | 52 |
|  | Program staff | \$56,085 | \$57,458 | \$30,000 | \$108,460 | 30 |
|  | Administrative staff | \$49,000 | ** | \$35,000 | \$63,000 | 2 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$70,604 | \$67,000 | \$35,000 | \$132,678 | 63 |
|  | Executive staff | ** | \$102,000 | ** | ** | 1 |
|  | Management staff | \$77,438 | \$72,575 | \$40,000 | \$132,678 | 38 |
|  | Program staff | \$59,337 | \$59,391 | \$37,566 | \$108,460 | 22 |
|  | Administrative staff | \$49,000 | ** | \$35,000 | \$63,000 | 2 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$58,146 | \$55,000 | \$30,000 | \$95,000 | 22 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$64,435 | \$68,000 | \$34,250 | \$95,000 | 14 |
|  | Program staff | \$47,141 | \$47,000 | \$30,000 | \$65,000 | 8 |
|  | Administrative staff | ** | ** | ** | ** | 0 |

PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$21,554 | \$20,408 | \$2,900 | \$42,000 | 10 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$9,380 | ** | \$5,760 | \$13,000 | 2 |
|  | 2001 Findings | \$22,811 | \$26,000 | \$10,000 | \$35,000 | 7 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | \$30,000 | ** | ** | 1 |
|  | Management staff | ** | \$2,900 | ** | ** | 1 |
|  | Program staff | \$15,327 | \$19,000 | \$6,500 | \$20,815 | 5 |
|  | Administrative staff | \$35,333 | \$32,000 | \$32,000 | \$42,000 | 3 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | \$21,519 | \$20,000 | \$6,500 | \$42,000 | 7 |
|  | Private/Nonprofit LAAs Only | \$21,633 | \$30,000 | \$2,900 | \$32,000 | 3 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS



## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 64.7\% | 4.58\% | 0.0\% | 45.0\% | 55 |
| Cost of living adjustment | 20.0\% | 2.79\% | 2.0\% | 4.0\% | 17 |
| Promotion/new responsibilities | 10.6\% | 10.33\% | 3.0\% | 45.0\% | 9 |
| Performance (not promotion) | 17.6\% | 3.60\% | 2.0\% | 9.0\% | 15 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 15.3\% | 4.20\% | 1.3\% | 10.0\% | 13 |
| Pay remained the same | 34.1\% |  |  |  | 29 |
| Received ANY decrease | 1.2\% |  |  |  | 1 |
| Budget cuts | 1.2\% |  |  |  | 1 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


| EMPLOYMENT BENEFITS | Type of Benefits Offered (paid respondents only) | $\begin{gathered} \text { LAA Budget } \\ \text { Less than } \\ \$ 250,000 \\ \mathrm{~N}=8 \end{gathered}$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ N=26 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=61$ | Respondents $N=95$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 87.5\% | 61.5\% | 62.3\% | 64.2\% |
|  | Medical insurance | 62.5\% | 80.8\% | 91.8\% | 86.3\% |
|  | Dental insurance | 62.5\% | 76.9\% | 93.4\% | 86.3\% |
|  | Vision insurance | 62.5\% | 69.2\% | 85.2\% | 78.9\% |
|  | Life insurance | 50.0\% | 53.8\% | 62.3\% | 58.9\% |
|  | Disability insurance | 50.0\% | 30.8\% | 50.8\% | 45.3\% |
|  | Cash bonus | 0.0\% | 3.8\% | 16.4\% | 11.6\% |
|  | Retirement savings account | 62.5\% | 65.4\% | 86.9\% | 78.9\% |
|  | Pre-tax flexible spending account | 37.5\% | 50.0\% | 59.0\% | 54.7\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 75.0\% | 80.8\% | 93.4\% | 88.4\% |
|  | Average number of days accrued in 2018 | 35.3 | 53.2 | 21.6 | 30.5 |
|  | Paid parental leave | 12.5\% | 19.2\% | 36.1\% | 29.5\% |
|  | Flexible scheduling | 50.0\% | 42.3\% | 49.2\% | 47.4\% |
|  | Telecommuting / working remotely | 37.5\% | 11.5\% | 27.9\% | 24.2\% |
|  | Tuition reimbursement | 37.5\% | 26.9\% | 26.2\% | 27.4\% |
|  | Professional development (e.g., conferences, workshops) | 62.5\% | 73.1\% | 77.0\% | 74.7\% |
|  | Association/professional dues | 50.0\% | 38.5\% | 37.7\% | 38.9\% |
|  | Health club membership/discount | 12.5\% | 15.4\% | 26.2\% | 22.1\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 30.8\% | 39.3\% | 33.7\% |
|  | None of the above | 0.0\% | 3.8\% | 0.0\% | 1.1\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 15.8\% | 50.5\% | 13.7\% | 13.7\% | 6.3\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 51.6\% | 29.5\% | 8.4\% | 6.3\% | 4.2\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 8.4\% | 30.5\% | 34.7\% | 14.7\% | 11.6\% |
|  | My job requirements are well defined. | 27.4\% | 38.9\% | 9.5\% | 16.8\% | 7.4\% |
|  | I am proud to work for my local arts agency. | 70.5\% | 15.8\% | 7.4\% | 4.2\% | 2.1\% |
|  | I feel fulfilled performing my work at my local arts agency. | 52.6\% | 32.6\% | 3.2\% | 6.3\% | 5.3\% |
|  | I can see how my work affects and/or impacts my community. | 72.6\% | 21.1\% | 2.1\% | 2.1\% | 2.1\% |
|  | 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? |  | 69.5\% | 7.4\% | 20.0\% | 3.2\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid $N=84$ | Part-Time Paid $N=10$ | Unpaid <br> Volunteer $N=0$ | All Respondents $\mathrm{N}=94$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 70.2\% | 100.0\% | ** | 73.4\% |
|  | Male (cisgender) | 29.8\% | 0.0\% | ** | 26.6\% |
|  | 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\% |
| $y$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | N $=85$ | $\mathrm{N}=10$ | $\mathrm{N}=0$ | $\mathrm{N}=95$ |
|  | African-American or Black | 5.9\% | 0.0\% | ** | 5.3\% |
|  | American Indian or Alaska Native or Indigenous or First Nations | 1.2\% | 0.0\% | ** | 1.1\% |
|  | Arab or Middle Eastern | 1.2\% | 0.0\% | ** | 1.1\% |
|  | Asian or Asian American | 5.9\% | 0.0\% | ** | 5.3\% |
|  | Hispanic or Latina/Latino/Latinx | 10.6\% | 20.0\% | ** | 11.6\% |
|  | Native Hawaiian or Pacific Islander | 1.2\% | 0.0\% | ** | 1.1\% |
|  | White or Caucasian or European American | 80.0\% | 80.0\% | ** | 80.0\% |
|  | I prefer to self identify | 2.4\% | 0.0\% | ** | 2.1\% |
|  | White or Caucasian or European American only | 72.9\% | 80.0\% | ** | 73.7\% |
|  | All People of Color | 27.1\% | 20.0\% | ** | 26.3\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{\square}{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{\square}$ |  | $N=85$ | $\mathrm{N}=10$ | $N=0$ | $\mathrm{N}=95$ |
| E | 18 to 24 | 0.0\% | 20.0\% | ** | 2.1\% |
| ¢ | 25 to 34 | 17.6\% | 40.0\% | ** | 20.0\% |
| $\stackrel{C}{C}$ | 35 to 44 | 28.2\% | 30.0\% | ** | 28.4\% |
| 4 | 45 to 54 | 29.4\% | 0.0\% | ** | 26.3\% |
| 는 | 55 to 64 | 15.3\% | 10.0\% | ** | 14.7\% |
| $\cup$ | 65 to 74 | 9.4\% | 0.0\% | ** | 8.4\% |
| 플 | 75 or older | 0.0\% | 0.0\% | ** | 0.0\% |
| $\frac{1}{4}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| $\bigcirc$ |  | $N=79$ | $\mathrm{N}=9$ | $\mathrm{N}=0$ | $\mathrm{N}=88$ |
| $\sum$ | Heterosexual or straight | 88.6\% | 77.8\% | ** | 87.5\% |
| ! | Gay or lesbian | 2.5\% | 11.1\% | ** | 3.4\% |
| - | Bisexual | 5.1\% | 0.0\% | ** | 4.5\% |
|  | Asexual | 2.5\% | 0.0\% | ** | 2.3\% |
|  | Pansexual | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Queer | 0.0\% | 11.1\% | ** | 1.1\% |
|  | Questioning | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Same sex attracted | 1.3\% | 0.0\% | ** | 1.1\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Educational Attainment | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=85$ | $\mathrm{N}=10$ | $N=0$ | $\mathrm{N}=95$ |
|  | High school or less | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Associate degree (junior college) or vocational degree/license | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Bachelor's degree | 41.2\% | 90.0\% | ** | 46.3\% |
|  | Master's degree | 56.5\% | 10.0\% | ** | 51.6\% |
|  | Doctoral or other terminal degree | 2.4\% | 0.0\% | ** | 2.1\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=85$ | $N=10$ | $\mathrm{N}=0$ | $\mathrm{N}=95$ |
|  | Arts management or administration | 9.4\% | 0.0\% | ** | 8.4\% |
|  | Other arts-related degree | 76.5\% | 100.0\% | ** | 78.9\% |
|  | Non-arts degree | 14.1\% | 0.0\% | ** | 12.6\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

|  | Disability | Full-Time Paid $N=84$ | Part-Time Paid $N=10$ | Unpaid Volunteer $N=0$ | Respondents $N=94$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Yes, I identify as a person with a disability | 8.3\% | 10.0\% | ** | 8.5\% |
|  | Visible/noticeable to others | 1.2\% | 0.0\% | ** | 1.1\% |
|  | Not visible/not noticeable to others | 7.1\% | 10.0\% | ** | 7.4\% |
|  | No, I do not identify as a person with a disability | 91.7\% | 90.0\% | ** | 91.5\% |
|  | Military Service | Full-Time | Part-Time | Unpaid | All |
| U |  | Paid | Paid | Volunteer | Respondents |
| 5 |  | $N=85$ | $N=10$ | $N=0$ | $N=95$ |
| ¢ | Active Service | 0.0\% | 0.0\% | ** | 0.0\% |
| v | Veteran | 2.4\% | 0.0\% | ** | 2.1\% |
| $\cup$ | None | 97.6\% | 100.0\% | ** | 97.9\% |
| $\xrightarrow[\square]{\square}$ | Voter Registration | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=85$ | $\mathrm{N}=10$ | $\mathrm{N}=0$ | $\mathrm{N}=95$ |
|  | Democrat | 78.8\% | 80.0\% | ** | 78.9\% |
|  | Republican | 4.7\% | 0.0\% | ** | 4.2\% |
|  | Libertarian | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Green | 0.0\% | 10.0\% | ** | 1.1\% |
|  | Unaffiliated with a party, but registered | 12.9\% | 10.0\% | ** | 12.6\% |
|  | I am not registered to vote | 0.0\% | 0.0\% | ** | 0.0\% |
|  | I am unable to register to vote | 0.0\% | 0.0\% | ** | 0.0\% |
|  | I prefer to self-identify | 3.5\% | 0.0\% | ** | 3.2\% |

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# 2018 Local Arts Agency Salary Report RESEARCH / EVALUATION / POLICY 

Staff members who report that their primary role or responsibility most closely matches the Research / Evaluation / Policy category are typically involved in the management of the local arts agency's research and evaluation projects. The responsibilities of these positions can include designing and implementing research studies to evaluate the efficacy of the organization's programs and/or services as well as to evaluate the health and impact of the community's cultural policies and creative economy. Titles can include director of research; manager of program evaluation; research manager; policy analyst; manager of creative industries development; and research associate.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Full-Time Positions | \$79,691 | \$88,603 | \$50,000 | \$107,922 | 8 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$56,500 | \$50,500 | \$30,000 | \$95,000 | 4 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | \$88,000 | ** | ** | 1 |
|  | Management staff | \$98,961 | ** | \$90,000 | \$107,922 | 2 |
|  | Program staff | \$57,133 | \$59,000 | \$50,000 | \$62,400 | 3 |
|  | Administrative staff | \$90,103 | ** | \$89,206 | \$91,000 | 2 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$79,691 | \$88,603 | \$50,000 | \$107,922 | 8 |
|  | Executive staff | ** | \$88,000 | ** | ** | 1 |
|  | Management staff | \$98,961 | ** | \$90,000 | \$107,922 | 2 |
|  | Program staff | \$57,133 | \$59,000 | \$50,000 | \$62,400 | 3 |
|  | Administrative staff | \$90,103 | ** | \$89,206 | \$91,000 | 2 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | ** | ** | ** | ** | 0 |
|  | Executive staff | ** | * | ** | ** | 0 |
|  | Management staff | ** | ** | ** | ** | 0 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | ** | ** | ** | ** | 0 |

PART-TIME PAID POSITIONS ONLY $\downarrow$

| ALL LOCAL ARTS AGENCIES | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | \$14,500 | ** | \$4,000 | \$25,000 | 2 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | \$13,260 | ** | ** | 1 |
|  | 2001 Findings | ** | ** | ** | ** | 0 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | ** | ** | ** | 0 |
|  | Program staff | ** | \$25,000 | ** | ** | 1 |
|  | Administrative staff | ** | \$4,000 | ** | ** | 1 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | ** | \$4,000 | ** | ** | 1 |
|  | Private/Nonprofit LAAs Only | ** | \$25,000 | ** | ** | 1 |

# 2018 Local Arts Agency Salary Report RESEARCH / EVALUATION / POLICY (continued) 

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



# 2018 Local Arts Agency Salary Report RESEARCH / EVALUATION / POLICY (continued) 

FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS

| $\begin{aligned} & \frac{z}{4} \\ & \frac{1}{2} \\ & \frac{c}{4} \\ & 0 \\ & 0 \\ & \mathbf{U} \end{aligned}$ | Geographic Location | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | ** | ** | ** | ** | 0 |
|  | Middle Atlantic | ** | ** | ** | ** | 0 |
|  | South Atlantic | ** | ** | ** | ** | 0 |
|  | East South Central | ** | ** | ** | ** | 0 |
|  | East North Central | ** | ** | ** | ** | 0 |
|  | West South Central | ** | \$50,000 | ** | ** | 1 |
|  | West North Central | ** | ** | ** | ** | 0 |
|  | Mountain | ** | \$88,000 | ** | ** | 1 |
|  | Pacific | \$83,255 | \$89,603 | \$59,000 | \$107,922 | 6 |
| $\begin{aligned} & z \\ & \stackrel{\rightharpoonup}{\mathbf{O}} \\ & \underset{4}{2} \end{aligned}$ | Type of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | $\begin{aligned} & \text { MINIMUM } \\ & 2018 \text { Salary } \end{aligned}$ | MAXIMUM 2018 Salary | Number of Respondents |
|  | Single city or town | \$76,000 | \$88,000 | \$50,000 | \$90,000 | 3 |
|  | Multiple cities | ** | ** | ** | ** | 0 |
|  | Single county | \$81,906 | \$89,206 | \$59,000 | \$107,922 | 5 |
|  | Multiple counties (and larger) | ** | ** | ** | ** | 0 |
| $\frac{z}{\frac{2}{n}}$ | Population Density | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Rural | ** | ** | ** | ** | 0 |
|  | Suburban | * ${ }^{* *}$ | ** | ** | *** | 0 |
|  | Urban | \$79,691 | \$88,603 | \$50,000 | \$107,922 | 8 |
| $\begin{aligned} & \text { N } \\ & \frac{1}{5} \\ & \frac{4}{4} \\ & \text { E } \end{aligned}$ | Number of Paid Staff | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | One employee | ** | ** | ** | ** | 0 |
|  | Two employees | ** | ** | ** | ** | 0 |
|  | Three to five employees | ** | ** | ** | ** | 0 |
|  | Six to nine employees | ** | \$88,000 | ** | ** | 1 |
|  | 10 to 19 employees | ** | \$50,000 | ** | ** | 1 |
|  | 20 employees or more | \$83,255 | \$89,603 | \$59,000 | \$107,922 | 6 |
| $\begin{aligned} & \underset{\sim}{c} \\ & \stackrel{2}{2} \\ & \underset{\sim}{r} \end{aligned}$ | Number of Years in Position | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Fewer than two years | ** | \$89,206 | ** | ** | 1 |
|  | Two to four years | \$70,080 | \$62,400 | \$50,000 | \$91,000 | 5 |
|  | Five to nine years | \$98,961 | ** | \$90,000 | \$107,922 | 2 |
|  | 10 to 19 years | ** | ** | ** | ** | 0 |
|  | 20 years or more | ** | ** | ** | ** | 0 |
|  | Gender Identity | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Female (cisgender) | \$81,421 | \$88,603 | \$50,000 | \$107,922 | 6 |
|  | Male (cisgender) | \$74,500 | ** | \$59,000 | \$90,000 | 2 |
| $\begin{aligned} & z \\ & \frac{2}{9} \\ & \frac{1}{\mathbf{S}} \\ & \mathbf{2} \\ & \mathbf{Q} \end{aligned}$ | Educational Attainment | $\begin{aligned} & \text { AVERAGE } \\ & 2018 \text { Salary } \end{aligned}$ | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | High school degree (or less) | ** | ** | ** | ** | 0 |
|  | 2-year college degree (Associate) | ** | ** | ** | ** | 0 |
|  | 4 -year college degree (Bachelor's) | \$89,000 | ** | \$88,000 | \$90,000 | 2 |
|  | Master's degree | \$76,532 | \$74,103 | \$50,000 | \$107,922 | 4 |
|  | Doctoral or other terminal degree | \$76,700 | ** | \$62,400 | \$91,000 | 2 |
|  | Type of Degree Attained | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Arts management or administration | ** | ** | ** | ** | 0 |
|  | Other arts-related degree | \$70,500 | ** | \$50,000 | \$91,000 | 2 |
|  | Non-arts degree | \$82,755 | \$88,603 | \$59,000 | \$107,922 | 6 |

## $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 62.5\% | 3.20\% | 0.0\% | 5.0\% | 5 |
| Cost of living adjustment | 37.5\% | 2.33\% | 2.0\% | 3.0\% | 3 |
| Promotion/new responsibilities | 0.0\% | ** | ** | ** | 0 |
| Performance (not promotion) | 0.0\% | ** | ** | ** | 0 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 25.0\% | 4.50\% | 4.0\% | 5.0\% | 2 |
| Pay remained the same | 25.0\% |  |  |  | 2 |
| Received ANY decrease | 12.5\% |  |  |  | 1 |
| Budget cuts | 12.5\% |  |  |  | 1 |
| Change in title or responsibilities | 0.0\% |  |  |  | 0 |


| EMPLOYMENT BENEFITS | Type of Benefits Offered (paid respondents only) | LAA Budget Less than \$250,000 $\mathrm{N}=1$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 2 5 0 , 0 0 0} \text { to } \\ \$ 999,999 \\ \mathrm{~N}=1 \end{gathered}$ | LAA Budget \$1,000,000 or More $N=8$ | Respondents $N=10$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 0.0\% | 0.0\% | 62.5\% | 50.0\% |
|  | Medical insurance | 0.0\% | 100.0\% | 62.5\% | 60.0\% |
|  | Dental insurance | 0.0\% | 0.0\% | 62.5\% | 50.0\% |
|  | Vision insurance | 0.0\% | 0.0\% | 62.5\% | 50.0\% |
|  | Life insurance | 0.0\% | 0.0\% | 62.5\% | 50.0\% |
|  | Disability insurance | 0.0\% | 0.0\% | 50.0\% | 40.0\% |
|  | Cash bonus | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Retirement savings account | 0.0\% | 100.0\% | 62.5\% | 60.0\% |
|  | Pre-tax flexible spending account | 0.0\% | 0.0\% | 62.5\% | 50.0\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 0.0\% | 100.0\% | 75.0\% | 70.0\% |
|  | Average number of days accrued in 2018 | ** | 36.0 | 17.7 | 20.3 |
|  | Paid parental leave | 0.0\% | 0.0\% | 62.5\% | 50.0\% |
|  | Flexible scheduling | 0.0\% | 100.0\% | 87.5\% | 80.0\% |
|  | Telecommuting / working remotely | 0.0\% | 100.0\% | 37.5\% | 40.0\% |
|  | Tuition reimbursement | 0.0\% | 0.0\% | 37.5\% | 30.0\% |
|  | Professional development (e.g., conferences, workshops) | 0.0\% | 100.0\% | 100.0\% | 90.0\% |
|  | Association/professional dues | 0.0\% | 0.0\% | 25.0\% | 20.0\% |
|  | Health club membership/discount | 0.0\% | 0.0\% | 12.5\% | 10.0\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 0.0\% | 37.5\% | 30.0\% |
|  | None of the above | 100.0\% | 0.0\% | 0.0\% | 10.0\% |


|  | Level of Satisfaction (paid respondents only) | Very <br> Satisfied | Somewhat Satisfied | Neutral | Somewhat Dissatisfied | Very Dissatisfied |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | How satisfied are you with your total cash compensation at your local arts agency? | 70.0\% | 20.0\% | 10.0\% | 0.0\% | 0.0\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 70.0\% | 0.0\% | 10.0\% | 20.0\% | 0.0\% |
|  | Level of Agreement (paid respondents only) | Strongly <br> Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly <br> Disagree |
|  | I have a clear path for job advancement. | 10.0\% | 30.0\% | 30.0\% | 30.0\% | 0.0\% |
|  | My job requirements are well defined. | 50.0\% | 10.0\% | 10.0\% | 10.0\% | 20.0\% |
|  | 1 am proud to work for my local arts agency. | 50.0\% | 30.0\% | 20.0\% | 0.0\% | 0.0\% |
|  | I feel fulfilled performing my work at my local arts agency. | 60.0\% | 30.0\% | 0.0\% | 10.0\% | 0.0\% |
|  | I can see how my work affects and/or impacts my community. | 70.0\% | 20.0\% | 10.0\% | 0.0\% | 0.0\% |
|  | Likelihood of Remaining Employed (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 50.0\% | 20.0\% | 30.0\% | 0.0\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS


$\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$


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# 2018 Local Arts Agency Salary Report TECHNOLOGY / INFORMATION SYSTEMS 

Staff members who report that their primary role or responsibility most closely matches the Technology / Information Systems category are typically involved in the management of the local arts agency's technological assets. The responsibilities of these positions can include oversight of computer networks including both hardware and software, developing and maintaining websites and databases, troubleshooting maintenance issues, completing system upgrades and integrations, and researching/purchasing new equipment. Titles can include director of technology; IT director; website developer; eCommerce manager; database manager; and technology coordinator.

## $\downarrow$ FULL-TIME PAID POSITIONS ONLY

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Full-Time Positions | \$42,637 | \$42,000 | \$23,461 | \$60,000 | 7 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | \$37,800 | \$42,400 | \$27,000 | \$44,000 | 3 |
|  | 2001 Findings | \$36,111 | \$31,500 | \$22,000 | \$61,519 | 16 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$45,487 | \$53,000 | \$23,461 | \$60,000 | 3 |
|  | Program staff | \$48,500 | ** | \$42,000 | \$55,000 | 2 |
|  | Administrative staff | \$32,500 | ** | \$30,000 | \$35,000 | 2 |
|  | PUBLIC/GOVERNMENT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | ** | ** | ** | ** | 0 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | ** | ** | ** | 0 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | PRIVATE/NONPROFIT LAAs ONLY | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | All Full-Time Positions | \$42,637 | \$42,000 | \$23,461 | \$60,000 | 7 |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | \$45,487 | \$53,000 | \$23,461 | \$60,000 | 3 |
|  | Program staff | \$48,500 | ** | \$42,000 | \$55,000 | 2 |
|  | Administrative staff | \$32,500 | ** | \$30,000 | \$35,000 | 2 |

PART-TIME PAID POSITIONS ONLY $\downarrow$

|  | ALL LOCAL ARTS AGENCIES | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | All Part-Time Positions | ** | \$11,000 | ** | ** | 1 |
|  | For comparison purposes only: |  |  |  |  |  |
|  | 2013 Findings | ** | \$28,000 | ** | ** | 1 |
|  | 2001 Findings | \$17,798 | \$14,696 | \$6,630 | \$30,000 | 5 |
|  | Employment Level: |  |  |  |  |  |
|  | Executive staff | ** | ** | ** | ** | 0 |
|  | Management staff | ** | \$11,000 | ** | ** | 1 |
|  | Program staff | ** | ** | ** | ** | 0 |
|  | Administrative staff | ** | ** | ** | ** | 0 |
|  | Legal Status |  |  |  |  |  |
|  | Public/Government LAAs Only | ** | ** | ** | ** | 0 |
|  | Private/Nonprofit LAAs Only | ** | \$11,000 | ** | ** | 1 |

## $\downarrow$ FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY



# 2018 Local Arts Agency Salary Report <br> TECHNOLOGY / INFORMATION SYSTEMS (continued) 

FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY


## $\downarrow$ ALL FULL-TIME PAID POSITIONS

| GEOGRAPHY | Geographic Location | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | New England | ** | ** | ** | ** | 0 |
|  | Middle Atlantic | ** | \$53,000 | ** | ** | 1 |
|  | South Atlantic | \$42,115 | \$42,500 | \$23,461 | \$60,000 | 4 |
|  | East South Central | ** | ** | ** | ** | 0 |
|  | East North Central | ** | \$42,000 | ** | ** | 1 |
|  | West South Central | ** | \$35,000 | ** | ** | 1 |
|  | West North Central | ** | ** | ** | ** | 0 |
|  | Mountain | ** | ** | ** | ** | 0 |
|  | Pacific | ** | ** | ** | ** | 0 |
| $\frac{Z}{\mathbf{o}}$ | Type of Service Area | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Single city or town | \$51,667 | \$53,000 | \$42,000 | \$60,000 | 3 |
|  | Multiple cities | ** | ** | ** | ** | 0 |
|  | Single county | \$39,231 | ** | \$23,461 | \$55,000 | 2 |
|  | Multiple counties (and larger) | \$32,500 | ** | \$30,000 | \$35,000 | 2 |
| $\begin{aligned} & \text { z } \\ & \frac{5}{n} \\ & \frac{1}{0} \end{aligned}$ | Population Density | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Rural | ** | \$30,000 | ** | ** | 1 |
|  | Suburban | \$38,231 | ** | \$23,461 | \$53,000 | 2 |
|  | Urban | \$48,000 | \$48,500 | \$35,000 | \$60,000 | 4 |
| $\begin{aligned} & \text { N } \\ & \stackrel{N}{n} \\ & \frac{4}{4} \\ & \vdots \end{aligned}$ | Number of Paid Staff | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | One employee | ** | \$23,461 | ** |  | - 1 |
|  | Two employees | ** | ** | ** | ** | 0 |
|  | Three to five employees | ** | ** | ** | ** | 0 |
|  | Six to nine employees | ** | \$30,000 | ** | ** | 1 |
|  | 10 to 19 employees | \$51,000 | ** | \$42,000 | \$60,000 | 2 |
|  | 20 employees or more | \$47,667 | \$53,000 | \$35,000 | \$55,000 | 3 |
|  | Number of Years in Position | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Fewer than two years | \$45,000 | ** | \$30,000 | \$60,000 | - 2 |
|  | Two to four years | ** | \$53,000 | ** | ** | 1 |
|  | Five to nine years | \$37,820 | \$35,000 | \$23,461 | \$55,000 | 3 |
|  | 10 to 19 years | ** | \$42,000 | ** | ** | 1 |
|  | 20 years or more | ** | ** | ** | ** | 0 |
| $\begin{aligned} & \text { 쓸 } \\ & \stackrel{\rightharpoonup}{2} \\ & \underset{\sim}{2} \end{aligned}$ | Gender Identity | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Female (cisgender) | \$35,865 | \$32,500 | \$23,461 | \$55,000 | 4 |
|  | Male (cisgender) | \$51,667 | \$53,000 | \$42,000 | \$60,000 | 3 |
| $\begin{aligned} & z \\ & \text { O } \\ & \frac{1}{4} \\ & \frac{\mathbf{S}}{2} \\ & \mathbf{0} \end{aligned}$ | Educational Attainment | AVERAGE 2018 Salary | $\begin{array}{r} \text { MEDIAN } \\ 2018 \text { Salary } \end{array}$ | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | High school degree (or less) | ** | ** | ** | ** | 0 |
|  | 2-year college degree (Associate) | ** | ** | ** | * | 0 |
|  | 4 -year college degree (Bachelor's) | \$36,692 | \$35,000 | \$23,461 | \$53,000 | 5 |
|  | Master's degree | \$57,500 | ** | \$55,000 | \$60,000 | 2 |
|  | Doctoral or other terminal degree | ** | ** | ** | ** | 0 |
|  | Type of Degree Attained | AVERAGE 2018 Salary | MEDIAN 2018 Salary | MINIMUM 2018 Salary | MAXIMUM 2018 Salary | Number of Respondents |
|  | Arts management or administration | ** | ** | ** |  | 0 |
|  | Other arts-related degree | \$29,231 | ** | \$23,461 | \$35,000 | 2 |
|  | Non-arts degree | \$48,000 | \$53,000 | \$30,000 | \$60,000 | 5 |

$\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS

| 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 | 42.9\% | 1.57\% | 0.0\% | 2.0\% | 3 |
| Cost of living adjustment | 14.3\% | 1.20\% | ** | ** | 1 |
| Promotion/new responsibilities | 14.3\% | 1.50\% | ** | ** | 1 |
| Performance (not promotion) | 14.3\% | 2.00\% | ** | ** | 1 |
| Length of service/tenure | 0.0\% | ** | ** | ** | 0 |
| Government pay scale | 0.0\% | ** | ** | ** | 0 |
| Pay remained the same | 57.1\% |  |  |  | 4 |
| 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) | $\begin{array}{r} \text { LAA Budget } \\ \text { Less than } \\ \$ 250,000 \\ N=1 \end{array}$ | $\begin{gathered} \text { LAA Budget } \\ \$ 250,000 \text { to } \\ \$ 999,999 \\ N=1 \end{gathered}$ | $\begin{gathered} \text { LAA Budget } \\ \mathbf{\$ 1 , 0 0 0 , 0 0 0} \\ \text { or More } \\ N=6 \end{gathered}$ | All Respondents $N=8$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Performance review and evaluation (past 12 months) | 0.0\% | 0.0\% | 66.7\% | 50.0\% |
|  | Medical insurance | 0.0\% | 0.0\% | 100.0\% | 75.0\% |
|  | Dental insurance | 0.0\% | 0.0\% | 100.0\% | 75.0\% |
|  | Vision insurance | 0.0\% | 0.0\% | 66.7\% | 50.0\% |
|  | Life insurance | 0.0\% | 0.0\% | 83.3\% | 62.5\% |
|  | Disability insurance | 0.0\% | 0.0\% | 83.3\% | 62.5\% |
|  | Cash bonus | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Retirement savings account | 0.0\% | 0.0\% | 83.3\% | 62.5\% |
|  | Pre-tax flexible spending account | 0.0\% | 0.0\% | 50.0\% | 37.5\% |
|  | Paid time off (e.g., paid vacation, sick, and/or personal days) | 0.0\% | 100.0\% | 100.0\% | 87.5\% |
|  | Average number of days accrued in 2018 | ** | 13.0 | 21.5 | 20.3 |
|  | Paid parental leave | 0.0\% | 0.0\% | 33.3\% | 25.0\% |
|  | Flexible scheduling | 0.0\% | 100.0\% | 50.0\% | 50.0\% |
|  | Telecommuting / working remotely | 0.0\% | 100.0\% | 50.0\% | 50.0\% |
|  | Tuition reimbursement | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Professional development (e.g., conferences, workshops) | 0.0\% | 0.0\% | 33.3\% | 25.0\% |
|  | Association/professional dues | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Health club membership/discount | 0.0\% | 0.0\% | 0.0\% | 0.0\% |
|  | Free/discounted tickets for cultural activities | 0.0\% | 100.0\% | 50.0\% | 50.0\% |
|  | None of the above | 100.0\% | 0.0\% | 0.0\% | 12.5\% |


|  | 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? | 25.0\% | 25.0\% | 0.0\% | 25.0\% | 25.0\% |
|  | How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency? | 50.0\% | 12.5\% | 25.0\% | 12.5\% | 0.0\% |
|  | Level of Agreement (paid respondents only) | Strongly Agree | Somewhat Agree | Neutral | Somewhat Disagree | Strongly Disagree |
|  | I have a clear path for job advancement. | 12.5\% | 0.0\% | 37.5\% | 25.0\% | 25.0\% |
|  | My job requirements are well defined. | 12.5\% | 37.5\% | 0.0\% | 12.5\% | 37.5\% |
|  | I am proud to work for my local arts agency. | 50.0\% | 37.5\% | 0.0\% | 0.0\% | 12.5\% |
|  | I feel fulfilled performing my work at my local arts agency. | 37.5\% | 37.5\% | 0.0\% | 0.0\% | 25.0\% |
|  | I can see how my work affects and/or impacts my community. | 25.0\% | 62.5\% | 0.0\% | 0.0\% | 12.5\% |
|  | Likelihood of Remaining Employed (paid respondents only) | ts Industry | 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 wo industry five years from today? | the arts | 37.5\% | 0.0\% | 50.0\% | 12.5\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

|  | Gender Identity | Full-Time Paid N = 7 | Part-Time Paid $\mathrm{N}=1$ | Unpaid <br> Volunteer $N=0$ | All Respondents $\mathrm{N}=8$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female (cisgender/identify with gender assigned at birth) | 57.1\% | 100.0\% | ** | 62.5\% |
|  | Male (cisgender) | 42.9\% | 0.0\% | ** | 37.5\% |
|  | 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\% |
| $y$ |  | Full-Time | Part-Time | Unpaid | All |
|  | Race/Ethnicity | Paid | Paid | Volunteer | Respondents |
|  | (respondents were allowed to check all that apply) | $\mathrm{N}=7$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | $\mathrm{N}=8$ |
|  | African-American or Black | 28.6\% | 0.0\% | ** | 25.0\% |
|  | 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 | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American | 71.4\% | 100.0\% | ** | 75.0\% |
|  | I prefer to self identify | 0.0\% | 0.0\% | ** | 0.0\% |
|  | White or Caucasian or European American only | 71.4\% | 100.0\% | ** | 75.0\% |
|  | All People of Color | 28.6\% | 0.0\% | ** | 25.0\% |
|  | Age | Full-Time | Part-Time | Unpaid | All |
| $\stackrel{\square}{\square}$ |  | Paid | Paid | Volunteer | Respondents |
| $\underset{\sim}{1}$ |  | $N=7$ | $\mathrm{N}=1$ | $N=0$ | $\mathrm{N}=8$ |
| E | 18 to 24 | 0.0\% | 0.0\% | ** | 0.0\% |
| ¢ | 25 to 34 | 0.0\% | 0.0\% | ** | 0.0\% |
| $\stackrel{C}{C}$ | 35 to 44 | 28.6\% | 0.0\% | ** | 25.0\% |
| 4 | 45 to 54 | 42.9\% | 100.0\% | ** | 50.0\% |
| 는 | 55 to 64 | 28.6\% | 0.0\% | ** | 25.0\% |
| $\cup$ | 65 to 74 | 0.0\% | 0.0\% | ** | 0.0\% |
| $\underline{\square}$ | 75 or older | 0.0\% | 0.0\% | ** | 0.0\% |
| $\frac{1}{4}$ | Sexual Orientation | Full-Time | Part-Time | Unpaid | All |
| $\frac{0}{0}$ |  | Paid | Paid | Volunteer | Respondents |
| 0 |  | $\mathrm{N}=7$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | N ${ }^{\text {a }}$ |
| $\sum$ | Heterosexual or straight | 85.7\% | 100.0\% | ** | 87.5\% |
| ! | Gay or lesbian | 14.3\% | 0.0\% | ** | 12.5\% |
| - | 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 | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=7$ | $\mathrm{N}=1$ | $N=0$ | $\mathrm{N}=8$ |
|  | High school or less | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Associate degree (junior college) or vocational degree/license | 0.0\% | 100.0\% | ** | 12.5\% |
|  | Bachelor's degree | 71.4\% | 0.0\% | ** | 62.5\% |
|  | Master's degree | 28.6\% | 0.0\% | ** | 25.0\% |
|  | Doctoral or other terminal degree | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Type of Degree Attained | Full-Time | Part-Time | Unpaid | All |
|  |  | Paid | Paid | Volunteer | Respondents |
|  |  | $N=7$ | $\mathrm{N}=1$ | $\mathrm{N}=0$ | N $=8$ |
|  | Arts management or administration | 0.0\% | 0.0\% | ** | 0.0\% |
|  | Other arts-related degree | 28.6\% | 0.0\% | ** | 25.0\% |
|  | Non-arts degree | 71.4\% | 100.0\% | ** | 75.0\% |

## $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$



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## Survey Instrument

## QUESTION 1:

Which of the following categories best characterizes the legal status of your local arts agency?
( ) Nonprofit or other private organization
( ) Government or other public agency, department, program, or facility
( ) Other (description required): $\qquad$

## QUESTION 2:

In which U.S. state is your local arts agency located/headquartered?
( ) Alabama
( ) Louisiana
( ) Oklahoma
( ) Alaska
( ) Maine
() Oregon
() Arizona
( ) Maryland
( ) Pennsylvania
() Arkansas
( ) Massachusetts
() Rhode Island
( ) California
( ) Michigan
() South Carolina
( ) Colorado
( ) Minnesota
() South Dakota
( ) Connecticut
() Mississippi
() Tennessee
( ) Delaware
( ) Missouri
() Texas
( ) District of Columbia
( ) Montana
() Utah
() Florida
( ) Nebraska
() Vermont
( ) Georgia
( ) Nevada
() Virginia
( ) Hawaii
( ) New Hampshire
( ) Washington
() Idaho
( ) New Jersey
( ) West Virginia
() Illinois
( ) New Mexico
() Wisconsin
() Indiana
( ) New York
( ) Wyoming
() Iowa
( ) North Carolina
( ) INTERNATIONAL
() Kansas
( ) North Dakota
( ) Kentucky
() Ohio

## QUESTION 3:

Is your local arts agency physically located/headquartered in an urban setting, a suburban setting, or a rural setting?
() Urban
() Suburban
() Rural

## QUESTION 4:

Which of the following categories best characterizes the primary geographic area that is served by your local arts agency?
( ) City or town
( ) Single county
( ) Multiple cities (but not defined by county borders)
() Multiple counties
( ) Other (description required):

## QUESTION 5:

Which of the following categories includes the population of the primary service area that you identified in Question 4 above? (If you don't know the exact answer, your best estimate is fine.)
( ) Fewer than 30,000
( ) 30,000 to 99,999
( ) 100,000 to 249,999
( ) 250,000 to 499,999
( ) 500,000 to 999,999
( ) 1,000,000 or more

## QUESTION 6:

Which of the following categories includes your local arts agency's total operating budget for the current fiscal year? Please include grant and re-granting programs, if applicable. (If you don't know the exact answer, your best estimate is fine.)
( ) \$0 (zero)
( ) Less than \$100,000
( ) \$100,000 to \$249,999
( ) \$250,000 to \$499,999
( ) \$500,000 to \$999,999
( ) \$1,000,000 to \$4,999,999
( ) \$5,000,000 to \$9,999,999
( ) \$10,000,000 or More

## QUESTION 7:

How many full-time, paid staff are employed by your local arts agency? (If you don't know the exact answer, your best estimate is fine.)
( ) 0 (zero)
() 1
() 2
( ) 3-5
() 6-9
( ) 10-19
( ) 20 or more

## QUESTION 8:

Which of the following characterizes your relationship to your local arts agency?
( ) PAID Staff / Employee / Independent Contractor
( ) UNPAID Staff / Employee (i.e., volunteer)

## QUESTION 9:

Which of the following categories best describes your employment level at your local arts agency?
() Executive staff
( ) Management / program lead / department head
( ) Program staff / department staff
() Administrative staff
() Intern
( ) Other (description required):

## Question 10:

Which of the following categories most closely matches your PRIMARY role or responsibility with your local arts agency?
( ) Executive Director / President / Chief Executive Officer
( ) Deputy Director / Assistant Director / Chief Operating Officer
( ) Development / Fundraising / United Arts Fund Director
( ) Operations / Administration / Human Resources
( ) Finance / Accounting
( ) Marketing / Sales
( ) Communications / Public Relations
( ) Programs and Services / Production (i.e., delivery of programs and services)
( ) Community Engagement / Community Outreach / Audience Development
( ) Grants / Grantmaking
() Public Art
( ) Government Affairs / Advocacy
() Research / Evaluation / Policy
() Arts Education
( ) Gallery / Museum / Collections / Visual Art
( ) Artistic / Choreography / Curator / Design
() Event Planning / Meetings and Special Events
( ) Technology / Information Systems
() Membership
( ) Facilities / Facility Management
( ) Other (description required):

QUESTION 10a: (this question was shown to executive directors only)
Which of the statements below is true?
( ) My current position represents my first job as the Chief Staff Executive of a local arts agency (e.g., Executive Director, President and CEO, etc.).
() I have held a Chief Staff Executive position previously at a different local arts agency

Question 10b: (this question was shown to all respondents except executive and assistant directors)
Sometimes local arts agency employees and staff hold positions with responsibilities that extend into multiple aspects of the organization's operations (i.e., "wear multiple hats"). In addition to your primary role, do your roles and responsibilities formally or officially include any of the OTHER categories listed below? (Check all that apply)
[ ] No (This is my only role/responsibility))
[ ] Development / Fundraising / United Arts Fund Director
[] Operations / Administration / Human Resources
[ ] Finance / Accounting
[ ] Marketing / Sales
[ ] Communications / Public Relations
[ ] Programs and Services / Production (i.e., delivery of programs and services)
[ ] Community Engagement / Community Outreach / Audience Development
[ ] Grants / Grantmaking
[] Public Art
[ ] Government Affairs / Advocacy
[ ] Research / Evaluation / Policy
[ ] Arts Education
[ ] Gallery / Museum / Collections / Visual Art
[ ] Artistic / Choreography / Curator / Design
[ ] Event Planning / Meetings and Special Events
[ ] Technology / Information Systems
[] Membership
[ ] Facilities / Facility Management
[ ] Other (description required): $\qquad$

## QUESTION 11:

What is your job title at your local arts agency?

QUESTION 12:
Is your position considered full-time, part-time, or seasonal by your local arts agency?
( ) Full-time
( ) Part-time
( ) Seasonal (e.g., hired for "busy season" or special event)
( ) Other (description required): $\qquad$

## QUESTION 13:

What year were you born, what year did you enter the workforce, and what years did you join the arts field and your local arts agency? These questions will allow us to analyze the survey data by age, experience, and tenure. (If appropriate, you may list the same answer multiple times. For example, if your current position with your local arts agency is also your first job in the general workforce, you would choose the same answer for the last four questions.)

## QUESTION 14:

Which of the following categories best describes your employment status with your local arts agency?
( ) Employee or staff member
() Independent contractor
( ) Other (description required):

## QUESTION 15:

Which of the following characterizes the way in which you are compensated by your local arts agency?
( ) Annual salary
() Hourly wage
( ) Contract or management fee
( ) Other (description required)

QUESTION 16:
What is your current salary (or annualized wage) from your local arts agency? Salary is the total cash compensation documented on your W2 or 1099 tax statement including bonuses. Remember, this survey is 100 percent anonymous. Your answers cannot be linked back to you or your local arts agency.

## QUESTION 17:

During the past 12 months has the salary (or annualized wage) that you receive from your local arts agency increased, decreased, or remained the same? Exclude cash bonuses when considering this question.
() Increased
( ) Decreased
( ) Remained the same

## QUESTION 17a:

Which of the following categories best describes the reason for the pay increase that you received from your local arts agency during the past 12 months? Exclude cash bonuses when considering this question. (Check all that apply)
[ ] Cost of living adjustment
[ ] Promotion (or other change in title and/or responsibilities)
[ ] Performance (not attached to a promotion)
[ ] Length of service/tenure
[ ] Government pay scale (or other formal pay scale)
[ ] Other (description requested):

## QUESTION 17a:

Which of the following categories best describes the reason for the pay decrease that you received from your local arts agency during the past 12 months? Exclude cash bonuses when considering this question. (Check all that apply)
[ ] Worked fewer hours
[ ] Change in title or responsibilities
[] Budget cuts
[ ] Other (description requested): $\qquad$

QUESTION 17b:
Approximately what percentage was the most recent pay increase that you received from your local arts agency? Report the increase as a percentage of your overall salary (or annualized wage) using no more than two decimal places (e.g., "4\%" or "4.5\%" or "4.25\%").

## QUESTION 18:

Have you received a formal performance review and evaluation during the past 12 months?
() Yes
() No
( ) I don't remember

## QUESTION 19:

Which of the following benefits are offered to you by your local arts agency? (Please check all that apply)
[ ] Medical insurance
[ ] Dental insurance
[ ] Vision insurance
[] Life insurance
[ ] Disability insurance
[] Cash bonus
[ ] Retirement savings account
[ ] Pre-tax flexible spending account (i.e., medical, transportation, or dependent expenses)
[ ] Paid time off (e.g., paid vacation, sick, and/or personal days)
[ ] Paid parental leave
[ ] Flexible scheduling
[ ] Telecommuting / working remotely
[ ] Tuition reimbursement
[ ] Professional development (e.g., conferences, seminars, workshops)
[] Association/professional dues
[ ] Health club membership/discount
[ ] Free/discounted tickets for cultural activities

## QUESTION 19a:

How many total days of paid time off will you earn/accrue in the current year (i.e., paid vacation, sick, and personal days)? Do not include holidays. (If you don't know the exact figure, give us your best estimate.)

## QUESTION 20:

How satisfied are you with your total cash compensation (i.e., salary, wages) at your local arts agency?
( ) Very Satisfied
( ) Somewhat satisfied
( ) Neutral
( ) Somewhat dissatisfied
( ) Very dissatisfied

## QUESTION 21:

How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?
( ) Very Satisfied
( ) Somewhat satisfied
() Neutral
( ) Somewhat dissatisfied
( ) Very dissatisfied

## QUESTION 22:

How much do you agree or disagree with each of the following statements about your job at your local arts agency?

|  | Strongly <br> agree | Somewhat <br> agree | Neutral | Somewhat <br> disagree | Strongly <br> disagree |
| :--- | :---: | :---: | :---: | :---: | :---: |
| I have a clear <br> path for <br> career <br> advancement. | () | () | () | () | () |
| My job <br> requirements <br> are well <br> defined. | () | () | () | () | () |
| I feel fulfilled <br> performing <br> my work at <br> my local arts <br> agency. | () | () | () | () | () |
| I am proud to <br> work for my <br> local arts <br> agency. | () | () | () | () | () |
| I can see how <br> my work <br> affects and/or <br> impacts my <br> community. | () | () | () | () | () |

## QUESTION 23:

Do you anticipate that you will still be working in the arts industry five years from today?
() Yes
() No
( ) I have no idea, but I hope so
( ) I have no idea, but I hope not

## QUESTION 24:

Which category/categories best describe your race and ethnicity? (Please check all that apply)
[ ] African-American or Black
[ ] American Indian or Alaska Native or Indigenous or First Nations
[ ] Arab or Middle Eastern
[] Asian or Asian American
[ ] Hispanic or Latina/Latino/Latinx
[ ] Native Hawaiian or Pacific Islander
[ ] White or Caucasian or European American
[ ] I prefer to self-identify (description requested): $\qquad$

## QUESTION 25:

What is the highest level of education you have completed?
() Some high school
( ) High school diploma or equivalent
( ) Some college or university
( ) Associate degree (junior college) or vocational degree/license
( ) Bachelor's degree
( ) Master's degree
( ) Doctoral or other terminal degree
( ) Other (description requested): $\qquad$

QUESTION 25a:
In which specific academic subject did you earn your degree(s)? For example, do you have a degree in arts administration, or marketing, or finance, or computer science? List the academic subject for each of your degrees below.
Degree 1: $\qquad$
Degree 2 (if applicable): $\qquad$
Degree 3 (if applicable): $\qquad$
Degree 4 (if applicable): $\qquad$
Degree 5 (if applicable): $\qquad$

## QUESTION 26:

With which gender do you identify? (Cisgender individuals identify with the sex they were assigned at birth.)
( ) Male (cisgender)
( ) Female (cisgender)
( ) Transgender (male to female)
( ) Transgender (female to male)
( ) Non-binary/third gender/gender fluid
( ) I prefer to self-identify (description requested): $\qquad$

QUESTION 27:
What do you consider your sexual orientation to be?
( ) Heterosexual or straight
( ) Gay or lesbian
() Bisexual
() Asexual
() Pansexual
() Queer
() Questioning
( ) Same sex attracted
( ) I prefer to self-identify (description requested): $\qquad$

## QUESTION 28:

Do you identify as a person with a disability? (A disability can include a sensory, physical, mobility, health or age-related, cognitive, mental health, or other impairment or medical condition.)
( ) Yes (description requested): $\qquad$
() No

## QUESTION 28a:

Is your disability visible/noticeable to others without you telling them?
() Yes
() No

## QUESTION 29:

Do you identify as a military active service member or veteran?
( ) Yes, active service
() Yes, veteran
() No

## QUESTION 30:

How are you registered to vote?
( ) Democrat
() Republican
( ) Libertarian
( ) Green
( ) Unaffiliated with a party, but registered
( ) I am not registered to vote
() I am unable to register to vote
( ) I prefer to self-identify (description requested):

## QUESTION 31 (THE LAST ONE!):

Do you feel that the perceptions/opinions of other people about any of the demographic characteristics listed below have impacted your career or your advancement in the local arts agency field, either positively or negatively? (Check one response for each demographic characteristic)

|  | Has positively impacted my career/ advancement | Has had no impact on my career/ advancement | Has negatively impacted my career/ advancement |
| :---: | :---: | :---: | :---: |
| My age | () | () | () |
| My gender identity | () | () | () |
| My disability | () | () | () |
| My race/ethnicity | () | () | () |
| My religious affiliation | () | () | () |
| My political affiliation | () | () | () |
| My sexual orientation | () | () | () |

## Thank You!

## About Americans for the Arts

The mission of Americans for the Arts is to serve, advance, and lead the network of organizations and individuals who cultivate, promote, sustain, and support the arts in America.

Founded in 1960, Americans for the Arts is the nation's leading nonprofit organization for advancing the arts and arts education. From offices in Washington, DC and New York City, we provide a rich array of programs that meet the needs of more than 150,000 members and stakeholders. We are dedicated to representing and serving local communities and to creating opportunities for every American to participate in and appreciate all forms of the arts.


[^0]:    ${ }^{1}$ Cisgender individuals identify with the gender they were assigned at birth.

[^1]:    2 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, lowa, 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.

[^2]:    Some sample sizes are small and should be used with caution.

[^3]:    Some sample sizes are small and should be used with caution.

