

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.

ALL LOCAL ARTS AGENCIES	EXECUTIVE DIRECTOR	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	All Full-Time Positions	\$81,476	\$68,000	\$16,980	\$260,875	276
	<u>For comparison purposes only:</u>					
	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
	<u>For comparison purposes only:</u>					
	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

↓ FULL-TIME PAID POSITIONS ONLY ↓

PUBLIC/GOVERNMENT LAAs ONLY	Population of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	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
	500,000 to 999,999	\$128,663	\$133,765	\$74,000	\$183,000	9
	1,000,000 or more	\$142,643	\$133,500	\$75,000	\$250,000	14
	Operating Budget	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Less than \$100,000	\$56,733	\$55,000	\$50,000	\$65,200	3
	\$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
	\$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
	\$5,000,000 to \$9,999,999	\$124,600	\$120,100	\$75,000	\$187,400	6
	\$10,000,000 or more	\$164,480	\$166,500	\$94,000	\$250,000	12

PRIVATE/NONPROFIT LAAs ONLY	Population of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Fewer than 30,000	\$50,081	\$52,588	\$25,140	\$72,500	32
	30,000 to 99,999	\$56,619	\$55,000	\$27,000	\$93,000	45
	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
	500,000 to 999,999	\$92,529	\$84,100	\$20,000	\$217,000	21
	1,000,000 or more	\$137,505	\$122,813	\$51,505	\$260,875	23
	Operating Budget	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Less than \$100,000	\$39,539	\$31,500	\$24,960	\$85,000	7
	\$100,000 to \$249,999	\$45,404	\$45,000	\$16,980	\$76,000	43
	\$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
	\$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
	\$10,000,000 or more	\$219,221	\$220,942	\$210,000	\$225,000	4

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
Executive Director / President / Chief Executive Officer *(continued)*

↓ FULL-TIME PAID POSITIONS ONLY ↓

GEOGRAPHY	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
REGION	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
DENSITY	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
STAFF SIZE	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
TENURE	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
GENDER	Gender Identity	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Female (cisgender)	\$78,980	\$67,000	\$16,980	\$260,875	209
	Male (cisgender)	\$89,833	\$73,655	\$25,140	\$250,000	62
EDUCATION	Educational Attainment	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 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
CAREER	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

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

↓ FULL-TIME PAID POSITIONS ONLY ↓

	Operating Budget	2018 Average Salary (by Gender, Budget Size, and Age)			
		Younger than 45	45 to 64	65 or Older	ALL WOMEN
FEMALE (CISGENDER) ONLY	Less than \$100,000	\$54,439 3 5% 38%	\$41,233 3 3% 38%	\$27,480 2 7% 25%	\$42,747 N = 8 100% 4%
	\$100,000 to \$249,999	\$47,467 16 40% 24%	\$53,054 22 55% 19%	\$36,000 2 5% 7%	\$49,967 N = 40 100% 19%
	\$250,000 to \$499,999	\$52,352 17 31% 26%	\$57,130 28 52% 25%	\$61,894 9 17% 31%	\$56,420 N = 54 100% 26%
	\$500,000 to \$999,999	\$77,338 12 27% 18%	\$77,939 25 57% 22%	\$77,120 7 16% 24%	\$77,645 N = 44 100% 21%
	\$1,000,000 to \$4,999,999	\$103,212 12 26% 18%	\$117,362 26 55% 23%	\$104,759 9 19% 31%	\$111,336 N = 47 100% 22%
	\$5,000,000 to \$9,999,999	\$98,550 4 50% 6%	\$179,053 4 50% 4%	** 0 0% 0%	\$138,802 N = 8 100% 4%
	\$10,000,000 or more	\$167,500 2 25% 3%	\$170,833 6 75% 5%	** 0 0% 0%	\$170,000 N = 8 100% 4%
	ALL FEMALE (CISGENDER)	\$71,342 66 32% 100%	\$84,488 114 55% 100%	\$74,713 29 14% 100%	\$78,980 N = 209 100% 100%
MALE (CISGENDER) ONLY	Operating Budget	2018 Average Salary (by Gender, Budget Size, and Age)			
		Younger than 45	45 to 64	65 or Older	ALL MEN
	Less than \$100,000	\$50,000 1 50% 8%	\$55,000 1 50% 3%	** 0 0% 0%	\$52,500 N = 2 100% 3%
	\$100,000 to \$249,999	\$38,100 2 29% 17%	\$49,000 4 57% 11%	\$25,140 1 14% 7%	\$42,477 N = 7 100% 11%
	\$250,000 to \$499,999	\$56,500 1 6% 8%	\$65,273 11 69% 31%	\$46,925 4 25% 29%	\$60,138 N = 16 100% 26%
	\$500,000 to \$999,999	\$79,374 5 38% 42%	\$80,218 6 46% 17%	\$105,500 2 15% 14%	\$83,783 N = 13 100% 21%
	\$1,000,000 to \$4,999,999	** 0 0% 0%	\$99,659 11 73% 31%	\$103,000 4 27% 29%	\$100,550 N = 15 100% 24%
	\$5,000,000 to \$9,999,999	** 0 0% 0%	\$217,000 1 50% 3%	\$75,000 1 50% 7%	\$146,000 N = 2 100% 3%
	\$10,000,000 or more	\$149,588 3 43% 25%	\$200,000 2 29% 6%	\$233,442 2 29% 14%	\$187,950 N = 7 100% 11%
	ALL MALE (CISGENDER)	\$85,695 12 19% 100%	\$87,877 36 58% 100%	\$98,409 14 23% 100%	\$89,833 N = 62 100% 100%

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

↓ FULL-TIME PAID POSITIONS ONLY ↓

ALL SURVEY RESPONDENTS	Operating Budget	2018 Average Salary (by Gender, Budget Size, and Race/Ethnicity)		
		White or Caucasian or European American Only	People of Color	All Respondents
		\$44,698	**	\$44,698
	Less than \$100,000	10	0	N = 10
		100%	0%	100%
		4%	0%	4%
		\$48,133	\$47,500	\$48,082
	\$100,000 to \$249,999	45	4	N = 49
		92%	8%	100%
		18%	14%	18%
		\$56,748	\$62,833	\$57,270
	\$250,000 to \$499,999	64	6	N = 70
		91%	9%	100%
		26%	21%	26%
		\$77,340	\$86,714	\$78,471
	\$500,000 to \$999,999	51	7	N = 58
		88%	12%	100%
		21%	25%	21%
		\$106,921	\$130,575	\$109,064
	\$1,000,000 to \$4,999,999	56	6	N = 62
		90%	10%	100%
		23%	21%	23%
		\$142,178	\$122,813	\$140,241
	\$5,000,000 to \$9,999,999	9	1	N = 10
		90%	10%	100%
		4%	4%	4%
		\$185,423	\$159,000	\$178,166
	\$10,000,000 or more	11	4	N = 15
		73%	27%	100%
		4%	14%	5%
		\$79,252	\$97,009	\$81,476
	ALL RESPONDENTS	246	28	N = 274
		90%	10%	100%
		100%	100%	100%

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 (Page 11) 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.

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↓ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS ↓

PAY ADJUSTMENTS	Full-Time, Paid Respondents who received a pay adjustment during the past 12 months	PERCENTAGE Who Received Pay Increase	AVERAGE Most Recent Pay Increase	MINIMUM Most Recent Pay Increase	MAXIMUM Most Recent Pay Increase	Number of Respondents
	Received ANY increase	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

EMPLOYMENT BENEFITS	Type of Benefits Offered (paid respondents only)	LAA Budget Less than \$250,000 N = 87	LAA Budget \$250,000 to \$999,999 N = 135	LAA Budget \$1,000,000 or More N = 90	All 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%

JOB SATISFACTION	Level of Satisfaction (paid respondents only)	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
	How satisfied are you with your total cash compensation at your local arts agency?	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 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%
	I 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 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?	57.7%	22.4%	19.2%	0.6%	

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Gender Identity	Full-Time Paid N = 272	Part-Time Paid N = 35	Unpaid Volunteer N = 23	All Respondents 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%
	Race/Ethnicity (respondents were allowed to check all that apply)	Full-Time Paid N = 274	Part-Time Paid N = 36	Unpaid Volunteer N = 23	All Respondents 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 Paid N = 276	Part-Time Paid N = 36	Unpaid Volunteer N = 23	All Respondents N = 335
	18 to 24	0.0%	0.0%	0.0%	0.0%
	25 to 34	5.4%	16.7%	0.0%	6.3%
	35 to 44	22.8%	16.7%	0.0%	20.6%
	45 to 54	24.6%	13.9%	4.3%	22.1%
	55 to 64	29.7%	36.1%	39.1%	31.0%
	65 to 74	16.3%	16.7%	26.1%	17.0%
	75 or older	1.1%	0.0%	30.4%	3.0%
	Sexual Orientation	Full-Time Paid N = 269	Part-Time Paid N = 33	Unpaid Volunteer N = 23	All Respondents N = 325
	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 Paid N = 276	Part-Time Paid N = 36	Unpaid Volunteer N = 23	All Respondents 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 Paid N = 261	Part-Time Paid N = 33	Unpaid Volunteer N = 23	All Respondents 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%

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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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Disability	Full-Time Paid N = 271	Part-Time Paid N = 36	Unpaid Volunteer N = 23	All 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 Paid N = 270	Part-Time Paid N = 35	Unpaid Volunteer N = 22	All Respondents 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 Paid N = 272	Part-Time Paid N = 33	Unpaid Volunteer N = 23	All Respondents 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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