# **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; general manager; and commissioner.

	EXECUTIVE DIRECTOR	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
ES	All <u>Full-Time</u> Positions	\$81,476	\$68,000	\$16,980	\$260,875	276
$\Box$	For comparison purposes only:					
몹	2013 Findings	\$78,394	\$70,000	\$18,000	\$227,000	267
5	2008 Findings	\$69,159	\$61,741	\$20,000	\$236,000	157
A	2001 Findings	\$54,309	\$45,397	\$7,500	\$193,000	322
ARTS AGENCI	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
LOCAL	All Part-Time Positions	\$26,889	\$24,777	\$7,500	\$50,000	36
Ŏ	For comparison purposes only:					
	2013 Findings	\$26,120	\$24,000	\$2,000	\$64,000	28
ALL	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 $\downarrow$

NLY	Population of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
0	Fewer than 30,000	\$59,333	\$55,000	\$53,000	\$70,000	3
LAAs	30,000 to 99,999	\$92,666	\$90,000	\$50,000	\$187,400	11
Ą	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
PUBLIC/GOVERNMENT	Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
~	Operating budget	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Š	Less than \$100,000	\$56,733	\$55,000	\$50,000	\$65,200	3
, S	\$100,000 to \$249,999	\$67,275	\$63,397	\$56,500	\$90,000	6
9	\$250,000 to \$499,999	\$86,320	\$95,000	\$70,000	\$100,600	5
$\overline{\mathbf{c}}$	\$500,000 to \$999,999	\$90,950	\$92,000	\$53,000	\$173,000	9
灵	\$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
ه	\$10,000,000 or more	\$164,480	\$166,500	\$94,000	\$250,000	12

>	Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Ź	r opulation of Service Area	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
ō	Fewer than 30,000	\$50,081	\$52,588	\$25,140	\$72,500	32
LAAs	30,000 to 99,999	\$56,619	\$55,000	\$27,000	\$93,000	45
<b>\$</b>	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
片	1,000,000 or more	\$137,505	\$122,813	\$51,505	\$260,875	23
PRIVATE/NONPROFIT	Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Ë	Operating budget	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
9	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
٦	\$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
<b>₽</b>	\$10,000,000 or more	\$219,221	\$220,942	\$210,000	\$225,000	4

# **↓** FULL-TIME PAID POSITIONS ONLY **↓**

		AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Geographic Location	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
<b>&gt;</b>	New England	\$79,110	\$85,000	\$50,000	\$98,552	5
품	Middle Atlantic	\$74,829	\$64,000	\$24,000	\$260,875	37
GEOGRAPHY	South Atlantic	\$76,598	\$65,000	\$24,960	\$216,883	67
	East South Central	\$80,730	\$65,000	\$16,980	\$240,000	21
ŏ	East North Central	\$83,949	\$70,000	\$31,200	\$225,000	41
병	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 Pacific	\$88,980 \$98,261	\$83,538 \$82,500	\$31,500 \$20,000	\$225,000 \$250,000	26 42
	1 denie	750,201	702,300	720,000	7230,000	42
	Type of Compies Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Z	Type of Service Area	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
REGION	Single city or town	\$90,745	\$84,000	\$31,200	\$217,000	75
Ŋ	Multiple cities	\$81,265	\$66,000	\$32,000	\$225,000	21
8	Single county	\$79,397	\$65,000	\$20,000	\$260,875	111
	Multiple counties (and larger)	\$74,809	\$62,000	\$16,980	\$240,000	69
						51 1 6
>	Population Density	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
DENSITY		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
S	Rural	\$53,192	\$51,000	\$24,000	\$123,500	78
Ä	Suburban	\$79,048	\$70,000	\$16,980	\$210,000	56
	Urban	\$97,969	\$84,300	\$24,960	\$260,875	142
		AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Number of Paid Staff			2018 Salary	2018 Salary	
SIZE		2018 Salary	2018 Salary			Respondents
S	One employee	\$50,419	\$50,000	\$16,980	\$135,000	61
STAFF	Two employees	\$61,598	\$60,480	\$24,000	\$123,000	43
⋖	Three to five employees Six to nine employees	\$72,866 \$100,836	\$65,000 \$95,929	\$35,000 \$41,000	\$175,000 \$260,875	91 32
S	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	MEDIAN	MINIMUM	MAXIMUM	Number of
щ	Number of Years in Position	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
JRE	Number of Years in Position  Fewer than two years					
NURE		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
TENURE	Fewer than two years Two to four years Five to nine years	\$78,132 \$83,046 \$78,839	\$66,000 \$67,000 \$62,500	\$24,000 \$16,980 \$24,960	<b>2018 Salary</b> \$225,000 \$240,000 \$224,750	<b>Respondents</b> 53 75 62
TENURE	Fewer than two years Two to four years Five to nine years 10 to 19 years	\$78,132 \$83,046 \$78,839 \$80,846	\$66,000 \$67,000 \$62,500 \$72,000	\$24,000 \$16,980 \$24,960 \$20,000	\$225,000 \$240,000 \$244,750 \$260,875	Respondents 53 75 62 68
TENURE	Fewer than two years Two to four years Five to nine years	\$78,132 \$83,046 \$78,839	\$66,000 \$67,000 \$62,500	\$24,000 \$16,980 \$24,960	<b>2018 Salary</b> \$225,000 \$240,000 \$224,750	<b>Respondents</b> 53 75 62
	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238	\$66,000 \$67,000 \$62,500 \$72,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000	\$225,000 \$240,000 \$244,750 \$260,875 \$250,000	Respondents 53 75 62 68 18
ER	Fewer than two years Two to four years Five to nine years 10 to 19 years	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000	\$225,000 \$240,000 \$244,750 \$260,875 \$250,000	Respondents   53   75   62   68   18     18
ER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 MEDIAN 2018 Salary	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary	\$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary	Respondents 53 75 62 68 18 Number of Respondents
ER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender)	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 MEDIAN 2018 Salary \$67,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875	Sample
	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 MEDIAN 2018 Salary	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary	\$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary	Respondents 53 75 62 68 18 Number of Respondents
ER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 MEDIAN 2018 Salary \$67,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875	Sample
ER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender)	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 MEDIAN 2018 Salary \$67,000 \$73,655	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM	Sespondents
ER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  Educational Attainment	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 MEDIAN 2018 Salary \$67,000 \$73,655 MEDIAN 2018 Salary	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary	Respondents 53 75 62 68 18 Number of Respondents 209 62 Number of Respondents
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  Educational Attainment  High school degree (or less)	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 \$MEDIAN 2018 Salary \$67,000 \$73,655 MEDIAN 2018 Salary \$64,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000	Respondents 53 75 62 68 18 Number of Respondents 209 62 Number of Respondents
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  Educational Attainment  High school degree (or less) 2-year college degree (Associate)	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647 \$55,001	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 \$85,000 MEDIAN 2018 Salary \$67,000 \$73,655 MEDIAN 2018 Salary \$64,000 \$55,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000 \$65,200	Sespondents
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  Educational Attainment  High school degree (or less)	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 \$MEDIAN 2018 Salary \$67,000 \$73,655 MEDIAN 2018 Salary \$64,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000	Respondents 53 75 62 68 18 Number of Respondents 209 62 Number of Respondents
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Bachelor's)	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907	\$66,000 \$67,000 \$62,500 \$72,000 \$85,000 \$85,000 \$MEDIAN 2018 Salary \$67,000 \$73,655 MEDIAN 2018 Salary \$64,000 \$55,000 \$59,500	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000	Respondents
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873	\$66,000 \$67,000 \$67,000 \$72,000 \$85,000 \$85,000 \$85,000 \$73,655 MEDIAN 2018 Salary \$64,000 \$55,000 \$59,500 \$80,000 \$89,500	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$32,000	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000	Respondents   53   75   62   68   18     18
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree	2018 Salary \$78,132 \$83,046 \$78,839 \$80,846 \$96,238  AVERAGE 2018 Salary \$78,980 \$89,833  AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873  AVERAGE	2018 Salary \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$59,500 \$80,000 \$89,500 MEDIAN	\$24,000 \$16,980 \$24,000 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$16,980 \$32,000 MINIMUM	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000 MAXIMUM	Sample
ER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree  Type of Degree Attained	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873 AVERAGE 2018 Salary	2018 Salary \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$80,000 \$89,500 MEDIAN 2018 Salary	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$16,980 \$32,000 MINIMUM 2018 Salary	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000  MAXIMUM 2018 Salary \$260,875 \$250,000  MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000  MAXIMUM 2018 Salary	Signature
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  Educational Attainment  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873 AVERAGE 2018 Salary \$76,494	2018 Salary \$66,000 \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$59,500 \$80,000 \$89,500 MEDIAN 2018 Salary \$66,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$16,980 \$32,000 MINIMUM 2018 Salary \$35,700	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000 MAXIMUM 2018 Salary \$155,000	Signature
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration Other arts-related degree	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873 AVERAGE 2018 Salary \$76,494 \$80,756	2018 Salary \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$59,500 \$80,000 \$89,500 MEDIAN 2018 Salary \$66,000 \$66,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$16,980 \$32,000 MINIMUM 2018 Salary \$35,700 \$25,140	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000 MAXIMUM 2018 Salary \$155,000 \$250,000	Signature
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  Educational Attainment  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873 AVERAGE 2018 Salary \$76,494	2018 Salary \$66,000 \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$59,500 \$80,000 \$89,500 MEDIAN 2018 Salary \$66,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$16,980 \$32,000 MINIMUM 2018 Salary \$35,700	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000 MAXIMUM 2018 Salary \$155,000	Signature
EDUCATION	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration Other arts-related degree	\$78,132 \$83,046 \$78,839 \$80,846 \$96,238 AVERAGE 2018 Salary \$78,980 \$89,833 AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873 AVERAGE 2018 Salary \$76,494 \$80,756	2018 Salary \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$59,500 \$80,000 \$89,500 MEDIAN 2018 Salary \$66,000 \$66,000	\$24,000 \$16,980 \$24,960 \$20,000 \$36,000 MINIMUM 2018 Salary \$16,980 \$25,140 MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$16,980 \$32,000 MINIMUM 2018 Salary \$35,700 \$25,140	\$2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000 MAXIMUM 2018 Salary \$260,875 \$250,000 MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000 MAXIMUM 2018 Salary \$155,000 \$250,000	Signature
EDUCATION	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration Other arts-related degree Non-arts degree First time CEO vs. Previously a	2018 Salary \$78,132 \$83,046 \$78,839 \$80,846 \$96,238  AVERAGE 2018 Salary \$78,980 \$89,833  AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873  AVERAGE 2018 Salary \$76,494 \$80,756 \$84,106	2018 Salary \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$89,500 \$89,500 MEDIAN 2018 Salary \$66,000 \$70,000	2018 Salary \$24,000 \$16,980 \$24,960 \$20,000 \$36,000  MINIMUM 2018 Salary \$16,980 \$25,140  MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$16,980 \$32,000  MINIMUM 2018 Salary \$35,700 \$25,140 \$16,980	2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000  MAXIMUM 2018 Salary \$260,875 \$250,000  MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000  MAXIMUM 2018 Salary  \$187,000 \$65,200 \$183,000 \$260,875 \$225,000  MAXIMUM 2018 Salary \$155,000 \$250,000 \$250,000 \$260,875	Sample
EDUCATION	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration Other arts-related degree Non-arts degree First time CEO vs. Previously a CEO at a different LAA	2018 Salary \$78,132 \$83,046 \$78,839 \$80,846 \$96,238  AVERAGE 2018 Salary \$78,980 \$89,833  AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873  AVERAGE 2018 Salary \$76,494 \$80,756 \$84,106  AVERAGE 2018 Salary	2018 Salary \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$80,000 \$89,500 MEDIAN 2018 Salary \$66,000 \$70,000  MEDIAN 2018 Salary	\$2018 Salary \$24,000 \$16,980 \$24,960 \$20,000 \$36,000  MINIMUM 2018 Salary \$16,980 \$25,140  MINIMUM 2018 Salary \$27,000 \$41,000 \$16,980 \$32,000 MINIMUM 2018 Salary \$35,700 \$25,140 \$16,980 MINIMUM 2018 Salary	2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000  MAXIMUM 2018 Salary \$260,875 \$250,000  MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000  MAXIMUM 2018 Salary \$155,000 \$260,875  MAXIMUM 2018 Salary	Signature
GENDER	Fewer than two years Two to four years Five to nine years 10 to 19 years 20 years or more  Gender Identity  Female (cisgender) Male (cisgender)  High school degree (or less) 2-year college degree (Associate) 4-year college degree (Bachelor's) Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration Other arts-related degree Non-arts degree First time CEO vs. Previously a	2018 Salary \$78,132 \$83,046 \$78,839 \$80,846 \$96,238  AVERAGE 2018 Salary \$78,980 \$89,833  AVERAGE 2018 Salary \$70,647 \$55,001 \$66,907 \$93,275 \$103,873  AVERAGE 2018 Salary \$76,494 \$80,756 \$84,106	2018 Salary \$66,000 \$67,000 \$62,500 \$72,000 \$85,000  MEDIAN 2018 Salary \$67,000 \$73,655  MEDIAN 2018 Salary \$64,000 \$55,000 \$89,500 \$89,500 MEDIAN 2018 Salary \$66,000 \$70,000	2018 Salary \$24,000 \$16,980 \$24,960 \$20,000 \$36,000  MINIMUM 2018 Salary \$16,980 \$25,140  MINIMUM 2018 Salary \$27,000 \$41,000 \$20,000 \$16,980 \$32,000  MINIMUM 2018 Salary \$35,700 \$25,140 \$16,980	2018 Salary \$225,000 \$240,000 \$224,750 \$260,875 \$250,000  MAXIMUM 2018 Salary \$260,875 \$250,000  MAXIMUM 2018 Salary \$187,000 \$65,200 \$183,000 \$260,875 \$225,000  MAXIMUM 2018 Salary  \$187,000 \$65,200 \$183,000 \$260,875 \$225,000  MAXIMUM 2018 Salary \$155,000 \$250,000 \$250,000 \$260,875	Sample

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

# **↓** FULL-TIME PAID POSITIONS ONLY **↓**

	Operating Budget	2018 Average Salary (by Gender, Budget Size, and Age)				
	Operating budget	Younger than 45	45 to 64	65 or Older	ALL WOMEN	
		\$54,439	\$41,233	\$27,480	\$42,747	
	Less than \$100,000	3	3	2	N = 8	
		<b>38%</b> 5%	<b>38%</b> 3%	<b>25%</b> 7%	<b>100%</b> 4%	
		\$47,467	\$53,054	\$36,000	\$49,967	
	\$100,000 to \$249,999	16	22	2	N = 40	
	7100,000 to 7247,555	40%	55%	5%	100%	
Γ		24% \$52,352	19% \$57,130	7% \$61,894	19% \$56,420	
FEMALE (CISGENDER) <u>ONLY</u>	4	\$52,352 17	\$57,130 28	\$61,894 9	\$56,420 N = 54	
0	\$250,000 to \$499,999	31%	52%	17%	100%	
<b>X</b>		26%	25%	31%	26%	
ቯ		\$77,338	\$77,939	\$77,120	\$77,645	
	\$500,000 to \$999,999	12 <b>27</b> %	25 <b>57%</b>	7 <b>16%</b>	N = 44 <b>100</b> %	
פַּ		18%	22%	24%	21%	
S		\$103,212	\$117,362	\$104,759	\$111,336	
<u> </u>	\$1,000,000 to \$4,999,999	12	26	9	N = 47	
	Ψ <u>-1</u> ,000,000 to Ψ 1,000,000	26%	55%	19%	100%	
<b>*</b>		18% \$98,550	23% \$179,053	31% **	22% \$138,802	
H	¢5 000 000 to ¢0 000 000	4 4	\$17 <i>3</i> ,033	0	N = 8	
	\$5,000,000 to \$9,999,999	50%	50%	0%	100%	
		6%	4%	0%	4%	
		\$167,500	\$170,833	**	\$170,000	
	\$10,000,000 or more	2 <b>25%</b>	6 <b>75%</b>	0 <b>0</b> %	N = 8 <b>100</b> %	
		3%	5%	0%	4%	
		\$71,342	\$84,488	\$74,713	\$78,980	
	ALL FEMALE (CISGENDER)	66	114	29	N = 209	
	·	<b>32%</b> 100%	<b>55%</b> 100%	<b>14%</b> 100%	<b>100%</b> 100%	
		100/0	10070	10070	10070	
		2019 Avora	an Calary /by Cond	or Budget Size and	4 000)	
	Operating Budget		ge Salary (by Gende			
	Operating Budget	Younger than 45	45 to 64	65 or Older	ALL MEN	
					<b>ALL MEN</b> \$52,500	
	Operating Budget  Less than \$100,000	<b>Younger than 45</b> \$50,000	<b>45 to 64</b> \$55,000	65 or Older **	ALL MEN	
		\$50,000 1 <b>50%</b> 8%	\$55,000 1 50% 3%	** 0 <b>0%</b> 0%	\$52,500 N = 2 100% 3%	
		\$50,000 1 <b>50%</b> 8% \$38,100	\$55,000 1 50% 3% \$49,000	** 0 0% 0% \$25,140	\$52,500 N = 2 100% 3% \$42,477	
		\$50,000 1 50% 8% \$38,100 2	\$55,000 1 50% 3% \$49,000 4	** 0 0% 0% \$25,140 1	\$52,500 N = 2 100% 3% \$42,477 N = 7	
	Less than \$100,000	\$50,000 1 <b>50%</b> 8% \$38,100	\$55,000 1 50% 3% \$49,000	** 0 0% 0% \$25,140	\$52,500 N = 2 100% 3% \$42,477	
<u> </u>	Less than \$100,000	\$50,000 1 50% 8% \$38,100 2 29%	\$55,000 1 50% 3% \$49,000 4 57%	** 0 0% 0% \$25,140 1 14%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100%	
NILY	Less than \$100,000 \$100,000 to \$249,999	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11	**  0  0% 0% \$25,140 1  14% 7% \$46,925 4	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16	
	Less than \$100,000	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69%	**  0 0% 0% \$25,140 1 14% 7% \$46,925 4 25%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100%	
	Less than \$100,000 \$100,000 to \$249,999	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31%	**  0 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26%	
	Less than \$100,000 \$100,000 to \$249,999 \$250,000 to \$499,999	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69%	**  0 0% 0% \$25,140 1 14% 7% \$46,925 4 25%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100%	
	Less than \$100,000 \$100,000 to \$249,999	\$50,000 1 \$50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8% \$79,374 5 38%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46%	**  0 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100%	
	Less than \$100,000 \$100,000 to \$249,999 \$250,000 to \$499,999	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8% \$79,374 5 38% 42%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17%	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21%	
	Less than \$100,000 \$100,000 to \$249,999 \$250,000 to \$499,999 \$500,000 to \$999,999	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8% \$79,374 5 38% 42% **	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659	**  0  0%  0%  \$25,140  1  14%  7%  \$46,925  4  25%  29%  \$105,500  2  15%  14%  \$103,000	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21% \$100,550	
	Less than \$100,000 \$100,000 to \$249,999 \$250,000 to \$499,999	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8% \$79,374 5 38% 42%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17%	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21%	
	Less than \$100,000 \$100,000 to \$249,999 \$250,000 to \$499,999 \$500,000 to \$999,999	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8% \$79,374 5 38% 42% ** 0 0% 0%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31%	**  0 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21% \$100,550 N = 15 100% 24%	
	Less than \$100,000 \$100,000 to \$249,999 \$250,000 to \$499,999 \$500,000 to \$999,999	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8% \$79,374 5 38% 42% ** 0 0% 0% 0% **	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21% \$100,550 N = 15 100% 24% \$146,000	
MALE (CISGENDER) <u>ONLY</u>	Less than \$100,000 \$100,000 to \$249,999 \$250,000 to \$499,999 \$500,000 to \$999,999	\$50,000  1  50%  8%  \$38,100  2  29%  17%  \$56,500  1  6%  8%  \$79,374  5  38%  42%  **  0  0%  0%  0%  **  0	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000 1	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000 1	\$52,500  N = 2  100% 3% \$42,477  N = 7  100% 11% \$60,138  N = 16 100% 26% \$83,783  N = 13 100% 21% \$100,550  N = 15 100% 24% \$146,000  N = 2	
	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	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8% \$79,374 5 38% 42% ** 0 0% 0% 0% **	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21% \$100,550 N = 15 100% 24% \$146,000	
	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	\$50,000  1  50%  8%  \$38,100  2  29%  17%  \$56,500  1  6%  8%  \$79,374  5  38%  42%  **  0  0%  0%  0%  \$149,588	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000 1 50% 3%	** 0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000 1 50% 7% \$233,442	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21% \$100,550 N = 15 100% 24% \$146,000 N = 2 100% 3% \$187,950	
	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	\$50,000  1  50%  8%  \$38,100  2  29%  17%  \$56,500  1  6%  8%  \$79,374  5  38%  42%  **  0  0%  0%  \$\$0%  \$\$149,588  3	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000 1 50% 3% \$200,000 2	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000 1 50% 7% \$233,442 2	\$52,500  N = 2  100%  3%  \$42,477  N = 7  100%  11%  \$60,138  N = 16  100%  26%  \$83,783  N = 13  100%  21%  \$100,550  N = 15  100%  24%  \$146,000  N = 2  100%  3%  \$187,950  N = 7	
	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	\$50,000  1  50%  8%  \$38,100  2  29%  17%  \$56,500  1  6%  8%  \$79,374  5  38%  42%  **  0  0%  0%  0%  \$149,588  3  43%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000 1 50% 3% \$2200,000 2 29%	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000 1 50% 7% \$233,442 2 29%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21% \$100,550 N = 15 100% 24% \$146,000 N = 2 100% 3% \$187,950 N = 7 100%	
	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	\$50,000  1  50%  8%  \$38,100  2  29%  17%  \$56,500  1  6%  8%  \$79,374  5  38%  42%  **  0  0%  0%  0%  \$149,588  3  43% 25%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000 1 50% 3% \$200,000 2 29% 6%	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000 1 50% 7% \$233,442 2 29% 14%	\$52,500  N = 2  100%  3%  \$42,477  N = 7  100%  11%  \$60,138  N = 16  100%  26%  \$83,783  N = 13  100%  21%  \$100,550  N = 15  100%  24%  \$146,000  N = 2  100%  3%  \$187,950  N = 7  100%  11%	
	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	\$50,000  1  50%  8%  \$38,100  2  29%  17%  \$56,500  1  6%  8%  \$79,374  5  38%  42%  **  0  0%  0%  0%  \$149,588  3  43%	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000 1 50% 3% \$2200,000 2 29%	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000 1 50% 7% \$233,442 2 29%	\$52,500 N = 2 100% 3% \$42,477 N = 7 100% 11% \$60,138 N = 16 100% 26% \$83,783 N = 13 100% 21% \$100,550 N = 15 100% 24% \$146,000 N = 2 100% 3% \$187,950 N = 7 100%	
	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	\$50,000 1 50% 8% \$38,100 2 29% 17% \$56,500 1 6% 8% \$79,374 5 38% 42% ** 0 0% 0% 0% \$149,588 3 43% 25% \$85,695	\$55,000 1 50% 3% \$49,000 4 57% 11% \$65,273 11 69% 31% \$80,218 6 46% 17% \$99,659 11 73% 31% \$217,000 1 50% 3% \$2217,000 2 29% 6% \$87,877	**  0 0% 0% 0% \$25,140 1 14% 7% \$46,925 4 25% 29% \$105,500 2 15% 14% \$103,000 4 27% 29% \$75,000 1 50% 7% \$233,442 2 29% 14% \$98,409	\$52,500  N = 2  100%  3%  \$42,477  N = 7  100%  11%  \$60,138  N = 16  100%  26%  \$83,783  N = 13  100%  21%  \$100,550  N = 15  100%  24%  \$146,000  N = 2  100%  3%  \$187,950  N = 7  100%  11%  \$89,833	

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

	Operating Budget	2018 Average Salary (by Gender, Budget Size, and Race/Ethnicity)				
	Operating budget	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%		
S		18%	14%	18%		
Ξ		\$56,748 64	\$62,833 6	\$57,270 N = 70		
핒	\$250,000 to \$499,999	91%	9%	100%		
爿		26%	21%	26%		
ō		\$77,340	\$86,714	\$78,471		
٦		51	7	N = 58		
Ŭ.	\$500,000 to \$999,999	88%	12%	100%		
<u> </u>		21%	25%	21%		
ALL SURVEY RESPONDENTS		\$106,921	\$130,575	\$109,064		
≥	\$1,000,000 to \$4,999,999	56	6	N = 62		
5	\$1,000,000 to \$4,555,555	90%	10%	100%		
S		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 11	\$159,000 4	\$178,166 N = 15		
	\$10,000,000 or more	73%	27%	100%		
		<b>73%</b> 4%	14%	100% 5%		
		\$79,252	\$97,009	\$81,476		
		246	28	N = 274		
	ALL RESPONDENTS	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 (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 $\downarrow$

	Full-Time, Paid Respondents	PERCENTAGE	AVERAGE	MINIMUM	MAXIMUM	
S	who received a pay adjustment	Who Received	Most Recent	Most Recent	Most Recent	Number of
Ë	during the past 12 months	Pay Increase	Pay Increase	Pay Increase	Pay Increase	Respondents
ш	Received ANY increase	55.4%	5.81%	0.0%	42.0%	153
ΔL	Cost of living adjustment	13.4%	2.96%	1.0%	10.0%	37
UST	Promotion/new responsibilities	5.4%	16.36%	2.0%	42.0%	15
$\supseteq$	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
A	Government pay scale	3.3%	2.89%	2.0%	4.0%	9
<b>&gt;</b>	Pay remained the same	42.0%				116
PA	Received ANY decrease	2.5%				7
	Budget cuts	2.5%				7
	Change in title or responsibilities	0.0%				0

		LAA Budget	LAA Budget	LAA Budget	
	Type of Benefits Offered (paid respondents only)	Less than	\$250,000 to	\$1,000,000	All
	Type of Benefits Offered (paid respondents only)	\$250,000	\$999,999	or More	Respondents
		N = 87	N = 135	N = 90	N = 312
	Performance review and evaluation (past 12 months)	49.4%	57.8%	64.4%	57.4%
S	Medical insurance	29.9%	58.5%	85.6%	58.3%
-	Dental insurance	14.9%	33.3%	80.0%	41.7%
BENEFITS	Vision insurance	11.5%	24.4%	67.8%	33.3%
	Life insurance	13.8%	23.0%	66.7%	33.0%
8	Disability insurance	9.2%	21.5%	60.0%	29.2%
E	Cash bonus	8.0%	23.0%	22.2%	18.6%
EMPLOYMENT	Retirement savings account	23.0%	42.2%	80.0%	47.8%
Ŝ	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%
Ó	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%
<u> </u>	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	Very	Somewhat		Somewhat	Very
	(paid respondents only)	Satisfied	Satisfied	Neutral	Dissatisfied	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%
SATISFACTION	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%
15	Level of Agreement	Strongly	Somewhat		Somewhat	Strongly
Ă	(paid respondents only)	Agree	Agree	Neutral	Disagree	Disagree
S	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%
JOB	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			I have no idea,	I have no idea,
	(paid respondents only)	-	Yes	No	but I hope so	but I hope not
	Do you anticipate that you will still be workin industry five years from today?	g in the arts	57.7%	22.4%	19.2%	0.6%

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

# **↓** DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

		Full-Time	Part-Time	Unpaid	All
	Gender Identity	Paid	Paid	Volunteer	Respondents
	Gender identity	N = 272	N = 35	N = 23	N = 330
	Female (cisgender/identify with gender assigned at birth) Male	76.8% 22.8%	85.7% 14.3%	69.6% 30.4%	77.3% 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%
		Full-Time	Part-Time	Unpaid	All
	Race/Ethnicity	Paid	Paid	Volunteer	Respondents
	(respondents were allowed to check all that apply)	N = 274	N = 36	N = 23	N = 333
	African-American or Black American Indian or Alaska Native or Indigenous or First Nations	3.6% 1.5%	2.8%	0.0%	3.3% 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%
S	All People of Color	10.2%	8.3%	0.0%	9.3%
<u>ن</u>		Full-Time	Part-Time	Unpaid	All
ST	Age	Paid	Paid	Volunteer	Respondents
8	0-	N = 276	N = 36	N = 23	N = 335
	18 to 24	0.0%	0.0%	0.0%	0.0%
Ş	25 to 34	5.4%	16.7%	0.0%	6.3%
<b>₩</b>	35 to 44	22.8%	16.7%	0.0%	20.6%
≠	45 to 54	24.6%	13.9%	4.3%	22.1%
さ	55 to 64	29.7%	36.1%	39.1%	31.0%
<u>၁</u>	65 to 74	16.3%	16.7%	26.1%	17.0%
Į	75 or older	1.1%	0.0%	30.4%	3.0%
A		Full-Time	Part-Time	Unpaid	All
<b>S</b> E	Sexual Orientation	Paid	Paid	Volunteer	Doonondonto
ă				Volunteen	Respondents
		N = 269	N = 33	N = 23	N = 325
M	Heterosexual or straight		N = 33 90.9%		•
DEMC	Heterosexual or straight Gay or lesbian	N = 269		N = 23	N = 325
DEMOGRAPHIC CHARACTERISTICS	Gay or lesbian Bisexual	N = 269 88.1% 7.4% 2.2%	90.9% 6.1% 0.0%	N = 23 100.0% 0.0% 0.0%	N = 325 89.2% 6.8% 1.8%
DEMC	Gay or lesbian Bisexual Asexual	N = 269 88.1% 7.4% 2.2% 0.0%	90.9% 6.1% 0.0% 0.0%	N = 23 100.0% 0.0% 0.0% 0.0%	N = 325 89.2% 6.8% 1.8% 0.0%
DEMC	Gay or lesbian Bisexual Asexual Pansexual	N = 269 88.1% 7.4% 2.2% 0.0% 0.0%	90.9% 6.1% 0.0% 0.0% 0.0%	N = 23 100.0% 0.0% 0.0% 0.0% 0.0%	N = 325 89.2% 6.8% 1.8% 0.0% 0.0%
DEMC	Gay or lesbian Bisexual Asexual Pansexual Queer	N = 269 88.1% 7.4% 2.2% 0.0% 0.0% 1.5%	90.9% 6.1% 0.0% 0.0% 0.0% 3.0%	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0%	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5%
DEMC	Gay or lesbian Bisexual Asexual Pansexual	N = 269 88.1% 7.4% 2.2% 0.0% 0.0%	90.9% 6.1% 0.0% 0.0% 0.0%	N = 23 100.0% 0.0% 0.0% 0.0% 0.0%	N = 325 89.2% 6.8% 1.8% 0.0% 0.0%
DEMC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning	N = 269 88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4%	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0%	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3%
DEMC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	N = 269 88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4%	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0%	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3%
DEMC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify	N = 269 88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0% Full-Time	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% Part-Time	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0%
DEMC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid	90.9% 6.1% 0.0% 0.0% 0.09% 3.0% 0.0% 0.0% Part-Time Paid	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	N = 325  89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0% All Respondents
DEMC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% Part-Time Paid N = 36	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer N = 23	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0% All Respondents N = 335
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4%	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% Part-Time Paid N = 36 8.3%	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer N = 23 0.0%	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0% All Respondents N = 335 5.4%
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% Part-Time Paid N = 36	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer N = 23	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0% All Respondents N = 335
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4% 1.8%	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% Part-Time Paid N = 36 8.3% 2.8%	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer N = 23 0.0% 4.3%	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0% All Respondents N = 335 5.4% 2.1%
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4% 1.8% 39.5%	90.9% 6.1% 0.0% 0.0% 0.09% 0.0% 0.0%  Part-Time Paid N = 36 8.3% 2.8% 41.7%	N = 23  100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%  Unpaid Volunteer N = 23 0.0% 4.3% 47.8%	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0%  All Respondents N = 335 5.4% 2.1% 40.3%
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4% 1.8% 39.5% 48.2% 5.1%	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0%  Part-Time Paid N = 36 8.3% 2.8% 41.7% 47.2%	N = 23 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	N = 325  89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0%  All Respondents N = 335 5.4% 2.1% 40.3% 46.6%
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4% 1.8% 39.5% 48.2%	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0%  Part-Time Paid N = 36 8.3% 2.8% 41.7% 47.2% 0.0%	N = 23  100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0%  All Respondents N = 335 5.4% 2.1% 40.3% 46.6% 5.7%
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4% 1.8% 39.5% 48.2% 5.1%  Full-Time Paid	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% 0.0% Part-Time Paid N = 36 8.3% 2.8% 41.7% 47.2% 0.0% Part-Time Paid	N = 23  100.0%  0.0%  0.0%  0.0%  0.0%  0.0%  0.0%  0.0%  Volunteer  N = 23  0.0%  4.3%  47.8%  26.1%  Unpaid  Volunteer  Unpaid  Volunteer	N = 325 89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0%  All Respondents N = 335 5.4% 2.1% 40.3% 46.6% 5.7%  All Respondents
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree  Type of Degree Attained	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4% 1.8% 39.5% 48.2% 5.1%  Full-Time Paid N = 261	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% 0.0% Part-Time Paid N = 36 8.3% 41.7% 47.2% 0.0% Part-Time Paid N = 34	N = 23  100.0%  0.0%  0.0%  0.0%  0.0%  0.0%  0.0%  0.0%  Volunteer  N = 23  0.0%  4.3%  47.8%  26.1%  21.7%  Unpaid  Volunteer  N = 23	N = 325  89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0%  All Respondents N = 335 5.4% 40.3% 46.6% 5.7%  All Respondents N = 317
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree  Type of Degree Attained  Arts management or administration	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4% 1.8% 39.5% 48.2% 5.1%  Full-Time Paid	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% 0.0% Part-Time Paid N = 36 8.3% 2.8% 41.7% 47.2% 0.0% Part-Time Paid	N = 23  100.0%  0.0%  0.0%  0.0%  0.0%  0.0%  0.0%  0.0%  Volunteer  N = 23  0.0%  4.3%  47.8%  26.1%  Unpaid  Volunteer  Unpaid  Volunteer	N = 325  89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0%  All Respondents N = 335 5.4% 2.1% 40.3% 46.6% 5.7%  All Respondents N = 317 7.9%
DEMIC	Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify  Educational Attainment  High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree  Type of Degree Attained	N = 269  88.1% 7.4% 2.2% 0.0% 0.0% 1.5% 0.4% 0.4% 0.0%  Full-Time Paid N = 276 5.4% 1.8% 39.5% 48.2% 5.1%  Full-Time Paid N = 261 7.7%	90.9% 6.1% 0.0% 0.0% 0.0% 3.0% 0.0% 0.0% 0.0% Part-Time Paid N = 36 8.3% 2.8% 41.7% 47.2% 0.0% Part-Time Paid N = 33	N = 23  100.0%  0.0%  0.0%  0.0%  0.0%  0.0%  0.0%  0.0%  Volunteer  N = 23  0.0%  4.3%  47.8%  26.1%  21.7%  Unpaid  Volunteer  N = 23  0.0%	N = 325  89.2% 6.8% 1.8% 0.0% 0.0% 1.5% 0.3% 0.3% 0.0%  All Respondents N = 335 5.4% 40.3% 46.6% 5.7%  All Respondents N = 317

# **↓** DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

		Full-Time	Part-Time	Unpaid	All
	Disability	Paid	Paid	Volunteer	Respondents
		N = 271	N = 36	N = 23	N = 330
	Yes, I identify as a person with a disability	3.3%	2.8%	4.3%	3.3%
S	Visible/noticeable to others	0.4%	2.8%	4.3%	0.9%
ĬĚ	Not visible/not noticeable to others	3.0%	0.0%	0.0%	2.4%
S	No, I do not identify as a person with a disability	96.7%	97.2%	95.7%	96.7%
DEMOGRAPHIC CHARACTERISTICS		Full-Time	Part-Time	Unpaid	All
5	Military Service	Paid	Paid	Volunteer	Respondents
₹		N = 270	N = 35	N = 22	N = 327
<b>■</b>	Active Service	0.4%	0.0%	0.0%	0.3%
픙	Veteran	1.9%	0.0%	4.5%	1.8%
C	None	97.8%	100.0%	95.5%	97.9%
Ī		Full-Time	Part-Time	Unpaid	All
Αb	Voter Registration	Paid	Paid	Volunteer	Respondents
3,5		N = 272	N = 33	N = 23	N = 328
ŏ	Democrat	60.7%	69.7%	34.8%	59.8%
≥	Republican	9.9%	18.2%	30.4%	12.2%
Ē	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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