## 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



[^0]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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