

2018 Local Arts Agency Salary Report

GRANTS / GRANTMAKING / COMMUNITY INVESTMENT

Staff 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.

↓ 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	\$60,396	\$57,000	\$26,600	\$115,000	71
	<i>For comparison purposes only:</i>					
	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 ↓

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	\$41,242	\$51,200	\$16,000	\$56,526	3
	<i>For comparison purposes only:</i>					
	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

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
GRANTS / GRANTMAKING / COMMUNITY INVESTMENT (continued)

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

Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Fewer than 30,000 (all)	**	**	**	**	0
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
30,000 to 99,999 (all)	\$59,415	\$56,831	\$54,000	\$70,000	4
Executive staff	**	**	**	**	0
Management staff	**	\$54,000	**	**	1
Program staff	\$61,220	\$58,000	\$55,661	\$70,000	3
Administrative staff	**	**	**	**	0
100,000 to 249,999 (all)	\$49,333	\$44,000	\$40,000	\$64,000	3
Executive staff	**	**	**	**	0
Management staff	**	\$64,000	**	**	1
Program staff	**	\$44,000	**	**	1
Administrative staff	**	\$40,000	**	**	1
250,000 to 499,999 (all)	\$52,830	\$54,939	\$35,000	\$66,444	4
Executive staff	**	**	**	**	0
Management staff	\$58,774	\$57,877	\$52,000	\$66,444	3
Program staff	**	**	**	**	0
Administrative staff	**	\$35,000	**	**	1
500,000 to 999,999 (all)	\$69,693	\$65,000	\$45,000	\$105,000	7
Executive staff	**	**	**	**	0
Management staff	\$85,500	**	\$66,000	\$105,000	2
Program staff	\$63,370	\$60,850	\$45,000	\$90,000	5
Administrative staff	**	**	**	**	0
1,000,000 or more (all)	\$68,729	\$68,000	\$45,000	\$107,000	17
Executive staff	**	**	**	**	0
Management staff	\$75,253	\$72,500	\$45,000	\$107,000	6
Program staff	\$64,687	\$60,000	\$47,771	\$89,000	10
Administrative staff	**	\$70,000	**	**	1
Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Less than \$100,000 (all)	**	\$40,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	\$40,000	**	**	1
\$100,000 to \$249,999 (all)	**	\$52,000	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	\$52,000	**	**	1
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$250,000 to \$499,999 (all)	**	\$55,661	**	**	1
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	\$55,661	**	**	1
Administrative staff	**	**	**	**	0
\$500,000 to \$999,999 (all)	\$60,222	**	\$54,000	\$66,444	2
Executive staff	**	**	**	**	0
Management staff	\$60,222	**	\$54,000	\$66,444	2
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
\$1,000,000 to \$4,999,999 (all)	\$57,192	\$58,000	\$44,000	\$70,000	9
Executive staff	**	**	**	**	0
Management staff	\$55,626	\$57,877	\$45,000	\$64,000	3
Program staff	\$55,570	\$58,000	\$44,000	\$70,000	5
Administrative staff	**	\$70,000	**	**	1
\$5,000,000 to \$9,999,999 (all)	\$71,000	**	\$65,000	\$77,000	2
Executive staff	**	**	**	**	0
Management staff	**	\$77,000	**	**	1
Program staff	**	\$65,000	**	**	1
Administrative staff	**	**	**	**	0
\$10,000,000 or more (all)	\$69,915	\$66,000	\$35,000	\$107,000	19
Executive staff	**	**	**	**	0
Management staff	\$83,419	\$86,258	\$50,000	\$107,000	6
Program staff	\$66,073	\$60,000	\$47,771	\$90,000	12
Administrative staff	**	\$35,000	**	**	1

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2018 Local Arts Agency Salary Report
GRANTS / GRANTMAKING / COMMUNITY INVESTMENT (continued)

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

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 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	30,000 to 99,999 (all)	**	\$60,000	**	**	1
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	\$60,000	**	**	1
	100,000 to 249,999 (all)	\$59,000	**	\$48,000	\$70,000	2
	Executive staff	**	**	**	**	0
	Management staff	**	\$48,000	**	**	1
	Program staff	**	\$70,000	**	**	1
	Administrative staff	**	**	**	**	0
	250,000 to 499,999 (all)	\$48,700	\$46,000	\$36,500	\$64,000	5
	Executive staff	**	**	**	**	0
	Management staff	\$49,375	\$48,500	\$36,500	\$64,000	4
	Program staff	**	\$46,000	**	**	1
	Administrative staff	**	**	**	**	0
	500,000 to 999,999 (all)	\$47,766	\$47,750	\$27,500	\$70,343	6
	Executive staff	**	**	**	**	0
	Management staff	\$63,422	**	\$56,500	\$70,343	2
	Program staff	\$39,938	\$38,375	\$27,500	\$55,500	4
	Administrative staff	**	**	**	**	0
	1,000,000 or more (all)	\$60,311	\$55,500	\$26,600	\$115,000	22
	Executive staff	**	\$65,000	**	**	1
	Management staff	\$74,535	\$75,500	\$42,000	\$115,000	12
	Program staff	\$40,824	\$42,000	\$26,600	\$57,000	9
	Administrative staff	**	**	**	**	0
PRIVATE/NONPROFIT LAAs ONLY	Operating Budget	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Less than \$100,000 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	\$100,000 to \$249,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	\$250,000 to \$499,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	\$500,000 to \$999,999 (all)	\$44,667	\$46,000	\$40,000	\$48,000	3
	Executive staff	**	**	**	**	0
	Management staff	**	\$48,000	**	**	1
	Program staff	\$43,000	**	\$40,000	\$46,000	2
	Administrative staff	**	**	**	**	0
	\$1,000,000 to \$4,999,999 (all)	\$47,780	\$44,000	\$26,600	\$70,343	15
	Executive staff	**	**	**	**	0
	Management staff	\$51,705	\$54,000	\$36,500	\$70,343	9
	Program staff	\$38,270	\$42,000	\$26,600	\$44,000	5
	Administrative staff	**	\$60,000	**	**	1
	\$5,000,000 to \$9,999,999 (all)	\$62,803	\$66,917	\$27,500	\$115,000	11
	Executive staff	**	\$0	**	**	1
	Management staff	\$81,383	\$70,000	\$66,917	\$115,000	5
	Program staff	\$43,784	\$36,700	\$27,500	\$70,000	5
	Administrative staff	**	**	**	**	0
	\$10,000,000 or more (all)	\$70,485	\$81,000	\$41,018	\$90,500	7
	Executive staff	**	**	**	**	0
	Management staff	\$86,625	\$87,500	\$81,000	\$90,500	4
	Program staff	\$48,966	\$48,880	\$41,018	\$57,000	3
	Administrative staff	**	**	**	**	0

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2018 Local Arts Agency Salary Report
GRANTS / GRANTMAKING / COMMUNITY INVESTMENT (continued)

↓ 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	\$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

REGION	Type of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	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

DENSITY	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

STAFF SIZE	Number of Paid Staff	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	One employee	**	\$55,661	**	**	1
	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

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	\$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	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

EDUCATION	Educational Attainment	AVERAGE 2018 Salary	MEDIAN 2018 Salary	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 2018 Salary	MEDIAN 2018 Salary	MINIMUM 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

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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	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 N = 2	LAA Budget \$250,000 to \$999,999 N = 7	LAA Budget \$1,000,000 or More N = 65	All 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%

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?	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 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%
	I 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 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?	54.1%	10.8%	32.4%	2.7%	

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Gender Identity	Full-Time Paid N = 71	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All Respondents N = 76
	Female (cisgender/identify with gender assigned at birth)	76.1%	100.0%	50.0%	76.3%
	Male (cisgender)	22.5%	0.0%	50.0%	22.4%
	Transgender	0.0%	0.0%	0.0%	0.0%
	Non-binary/third gender/gender fluid	1.4%	0.0%	0.0%	1.3%
	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 = 71	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All Respondents N = 76
	African-American or Black	11.3%	0.0%	**	10.5%
	American Indian or Alaska Native or Indigenous or First Nations	0.0%	0.0%	**	0.0%
	Arab or Middle Eastern	1.4%	0.0%	**	1.3%
	Asian or Asian American	5.6%	33.3%	**	6.6%
	Hispanic or Latina/Latino/Latinx	8.5%	0.0%	**	7.9%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0%
	White or Caucasian or European American	78.9%	66.7%	100.0%	78.9%
	I prefer to self identify	1.4%	0.0%	**	1.3%
	White or Caucasian or European American only	73.2%	66.7%	100.0%	73.7%
	All People of Color	26.8%	33.3%	0.0%	26.3%
	Age	Full-Time Paid N = 71	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All Respondents N = 76
	18 to 24	2.8%	0.0%	0.0%	2.6%
	25 to 34	28.2%	33.3%	0.0%	27.6%
	35 to 44	31.0%	33.3%	0.0%	30.3%
	45 to 54	23.9%	0.0%	0.0%	22.4%
	55 to 64	14.1%	33.3%	50.0%	15.8%
	65 to 74	0.0%	0.0%	0.0%	0.0%
	75 or older	0.0%	0.0%	50.0%	1.3%
	Sexual Orientation	Full-Time Paid N = 71	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All Respondents N = 76
	Heterosexual or straight	71.8%	100.0%	100.0%	73.7%
	Gay or lesbian	8.5%	0.0%	0.0%	7.9%
	Bisexual	11.3%	0.0%	0.0%	10.5%
	Asexual	0.0%	0.0%	0.0%	0.0%
	Pansexual	1.4%	0.0%	0.0%	1.3%
	Queer	5.6%	0.0%	0.0%	5.3%
	Questioning	0.0%	0.0%	0.0%	0.0%
	Same sex attracted	1.4%	0.0%	0.0%	1.3%
	I prefer to self identify	0.0%	0.0%	0.0%	0.0%
	Educational Attainment	Full-Time Paid N = 71	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All Respondents N = 76
	High school or less	5.6%	0.0%	0.0%	5.3%
	Associate degree (junior college) or vocational degree/license	2.8%	0.0%	0.0%	2.6%
	Bachelor's degree	45.1%	100.0%	100.0%	48.7%
	Master's degree	40.8%	0.0%	0.0%	38.2%
	Doctoral or other terminal degree	5.6%	0.0%	0.0%	5.3%
	Type of Degree Attained	Full-Time Paid N = 67	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All Respondents N = 72
	Arts management or administration	7.5%	0.0%	0.0%	6.9%
	Other arts-related degree	46.3%	66.7%	50.0%	47.2%
	Non-arts degree	46.3%	33.3%	50.0%	45.8%

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 = 71	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All 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%
	Military Service	Full-Time Paid N = 69	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All Respondents 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%
	Voter Registration	Full-Time Paid N = 71	Part-Time Paid N = 3	Unpaid Volunteer N = 2	All Respondents 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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