RESEARCH / EVALUATION / POLICY

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

\downarrow FULL-TIME PAID POSITIONS ONLY \downarrow

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

\downarrow PART-TIME PAID POSITIONS ONLY \downarrow

	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
IES	All Part-Time Positions	\$14,500	**	\$4,000	\$25,000	2
\geq	For comparison purposes only:					
Ü	2013 Findings	**	\$13,260	**	**	1
ΑΘ	2001 Findings	**	**	**	**	0
ARTS AGENCIES	Employment Level:					
AR	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
LOCAL	Program staff	**	\$25,000	**	**	1
2	Administrative staff	**	\$4,000	**	**	1
ALL	Legal Status	**	44.000	**	**	
	Public/Government LAAs Only		\$4,000			1
	Private/Nonprofit LAAs Only	**	\$25,000	**	**	1

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

	Danielatian of Camila Anna	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Population of Service Area	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff Administrative staff	**	**	**	**	0
	30,000 to 99,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	100,000 to 249,999 (all)	**	\$88,000	**	**	1
	Executive staff	**	\$88,000 **	**	**	1
	Management staff Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	250,000 to 499,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	500,000 to 999,999 (all)	\$90,069	\$90,000	\$89,206	\$91,000	3
	Executive staff	**	**	**	**	0
	Management staff Program staff	**	\$90,000 **	**	**	1 0
∠	Administrative staff	\$90,103	**	\$89,206	\$91,000	2
	1,000,000 or more (all)	\$69,831	\$60,700	\$50,000	\$107,922	4
S	Executive staff	**	** ¢107.022	**	**	0
≸	Management staff Program staff	\$57,133	\$107,922 \$59,000	\$50,000	\$62,400	1 3
1	Administrative staff	**	**	**	**	0
Ξ		AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
ME	Operating Budget	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Z	Lana than \$100,000 (all)	**				_
	Less than \$100,000 (all)	**	**	**	**	0
ä	Executive staff	**	**	**	**	0
OVER	Executive staff Management staff	** **	**	**	** **	0
GOVEF	Executive staff Management staff Program staff	**	**	**	**	0 0 0
C/GOVER	Executive staff Management staff Program staff Administrative staff	** ** **	** ** **	** ** **	** ** **	0
BLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff	** ** ** ** ** **	** ** ** ** ** **	** ** ** ** ** ** **	** ** ** **	0 0 0 0
UBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff	** ** ** ** ** ** **	** ** ** ** ** **	** ** ** ** ** ** **	** ** ** ** ** **	0 0 0 0 0
PUBLIC/GOVERNMENT LAAS ONLY	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff	** ** ** ** ** **	** ** ** ** ** **	** ** ** ** ** ** **	** ** ** **	0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff	** ** ** ** ** ** ** **	** ** ** ** ** ** ** **	** ** ** ** ** ** ** **	** ** ** ** ** ** ** **	0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Program staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff	** ** ** ** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Management staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$49,999,999 (all)	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff \$1,000,000 to \$4,999,999 (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff \$1,000,000 to \$4,999,999 (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff \$1,000,000 to \$4,999,999 (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff S\$1,000,000 to \$499,999 (all) Executive staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff S\$5,000,000 to \$4,999,999 (all)	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff S1,000,000 to \$4,999,999 (all) Executive staff Administrative staff S5,000,000 to \$9,999,999 (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Management staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff S1,000,000 to \$4,999,999 (all) Executive staff Administrative staff S5,000,000 to \$9,999,999 (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$5,000,000 to \$9,000,000 or more (all)	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Management staff Program staff Administrative staff S10,000,000 or more (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVEF	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff S500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Management staff Program staff Administrative staff \$40,000,000 or more (all) Executive staff Management staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PUBLIC/GOVER	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Management staff Program staff Administrative staff S10,000,000 or more (all) Executive staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

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

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

	Danielatian of Camira Anna	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Population of Service Area	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff Administrative staff	**	**	**	**	0
	30,000 to 99,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff Administrative staff	**	**	**	**	0
	100,000 to 249,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff 250,000 to 499,999 (all)	**	**	**	**	0 0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	500,000 to 999,999 (all) Executive staff	**	**	**	**	0 0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
Γ	Administrative staff	**	**	**	**	0
Z	1,000,000 or more (all)	**	**	**	**	0
S	Executive staff Management staff	**	**	**	**	0
Š	Program staff	**	**	**	**	0
7	Administrative staff	**	**	**	**	0
		AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
OF	Operating Budget	2018 Salary		2018 Salary		Respondents
PROF	***************************************		2018 Salary **		2018 Salary **	Respondents 0
NPROF	Operating Budget Less than \$100,000 (all) Executive staff	2018 Salary	2018 Salary	2018 Salary	2018 Salary ** **	Respondents 0 0
NONPROF	Less than \$100,000 (all) Executive staff Management staff	2018 Salary ** ** **	2018 Salary ** ** **	2018 Salary ** ** **	2018 Salary ** ** **	0 0 0
E/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff	2018 Salary ** ** ** **	2018 Salary ** ** ** **	2018 Salary ** ** ** **	2018 Salary ** ** ** **	0 0 0
ATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff	2018 Salary ** ** **	2018 Salary ** ** **	2018 Salary ** ** **	2018 Salary ** ** **	0 0 0 0 0 0
VATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff	2018 Salary ** ** ** **	2018 Salary ** ** ** ** **	2018 Salary ** ** ** ** **	2018 Salary ** ** ** ** **	0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff	2018 Salary ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0
PRIVATE/NONPROFIT LAAS ONLY	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff	2018 Salary ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all)	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Program staff Program staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff Administrative staff Administrative staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff Administrative staff \$500,000 to \$999,999 (all)	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff Administrative staff Administrative staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff Administrative staff Administrative staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff	** ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff Administrative staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all)	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all)	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Administrative staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all)	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff \$1,000,000 to \$4,999,999 (all) Executive staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all)	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Administrative staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Administrative staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Administrative staff \$1,000,000 to \$9,999,999 (all) Executive staff Administrative staff \$10,000,000 or more (all)	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff S100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff Administrative staff S500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Management staff Program staff Administrative staff \$50,000,000 or more (all) Executive staff	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
PRIVATE/NONPROF	Less than \$100,000 (all) Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Administrative staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff Administrative staff \$1,000,000 to \$9,999,999 (all) Executive staff Administrative staff \$10,000,000 or more (all)	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	2018 Salary ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

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

\downarrow ALL FULL-TIME PAID POSITIONS \downarrow

	Geographic Location	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Ŧ	New England	**	**	**	**	0
占	Middle Atlantic	**	**	**	**	0
RAP	South Atlantic	**	**	**	**	0
8	East South Central	**	**	**	**	0
EOG	East North Central	**	**	**	**	0
Ä	West South Central	**	\$50,000	**	**	1
9	West North Central	**	**	**	**	0
	Mountain	**	\$88,000	**	**	1
	Pacific	\$83,255	\$89,603	\$59,000	\$107,922	6

	Type of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Z		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
) E	Single city or town	\$76,000	\$88,000	\$50,000	\$90,000	3
EG	Multiple cities	**	**	**	**	0
~	Single county	\$81,906	\$89,206	\$59,000	\$107,922	5
	Multiple counties (and larger)	**	**	**	**	0

>	Population Density	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	r opulation Density	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
NS	Rural	**	**	**	**	0
1	Suburban	**	**	**	**	0
Ω	Urban	\$79,691	\$88,603	\$50,000	\$107,922	8

	Number of Paid Staff	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
#		ZUIO Jaiai y	ZUIO Jaiai y	ZUIO Jaiai y	ZUIO Salai y	Respondents
SIZ	One employee	**	**	**	**	0
	Two employees	**	**	**	**	0
ΑF	Three to five employees	**	**	**	**	0
	Six to nine employees	**	\$88,000	**	**	1
S	10 to 19 employees	**	\$50,000	**	**	1
	20 employees or more	\$83,255	\$89,603	\$59,000	\$107,922	6

	Number of Years in Position	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
ш		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
UR	Fewer than two years	**	\$89,206	**	**	1
Ξl	Two to four years	\$70,080	\$62,400	\$50,000	\$91,000	5
Ш	Five to nine years	\$98,961	**	\$90,000	\$107,922	2
	10 to 19 years	**	**	**	**	0
	20 years or more	**	**	**	**	0

ER	Gender Identity	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Ω	,	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Z	Female (cisgender)	\$81,421	\$88,603	\$50,000	\$107,922	6
ច	Male (cisgender)	\$74,500	**	\$59,000	\$90,000	2

Educational Attainment	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Educational Attainment	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
High school degree (or less)	**	**	**	**	0
2-year college degree (Associate)	**	**	**	**	0
4-year college degree (Bachelor's)	\$89,000	**	\$88,000	\$90,000	2
Master's degree	\$76,532	\$74,103	\$50,000	\$107,922	4
Doctoral or other terminal degree	\$76,700	**	\$62,400	\$91,000	2
Type of Dograe Attained	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Type of Degree Attained	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Arts management or administration	**	**	**	**	0
Other arts-related degree	\$70,500	**	\$50,000	\$91,000	2
Non-arts degree	\$82,755	\$88,603	\$59,000	\$107,922	6
	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	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 2018 Salary 2018 Salary **	Educational Attainment 2018 Salary 2018 Salary High school degree (or less) ** ** 2-year college degree (Associate) ** ** 4-year college degree (Bachelor's) \$89,000 ** Master's degree \$76,532 \$74,103 Doctoral or other terminal degree \$76,700 ** Type of Degree Attained AVERAGE AVERA	Educational Attainment 2018 Salary 2018 Salary 2018 Salary High school degree (or less) ** ** ** 2-year college degree (Associate) ** ** ** 4-year college degree (Bachelor's) \$89,000 ** \$88,000 Master's degree \$76,532 \$74,103 \$50,000 Doctoral or other terminal degree \$76,700 ** \$62,400 Type of Degree Attained AVERAGE MEDIAN MINIMUM 2018 Salary 2018 Salary 2018 Salary Arts management or administration Other arts-related degree \$70,500 ** \$50,000	Educational Attainment 2018 Salary 2018 Salary 2018 Salary 2018 Salary High school degree (or less) ** ** ** ** ** 2-year college degree (Associate) ** ** ** ** ** 4-year college degree (Bachelor's) \$89,000 ** \$88,000 \$90,000 Master's degree \$76,532 \$74,103 \$50,000 \$107,922 Doctoral or other terminal degree \$76,700 ** \$62,400 \$91,000 Type of Degree Attained AVERAGE MEDIAN MINIMUM MAXIMUM Type of Degree Attained 2018 Salary 2018 Salary 2018 Salary 2018 Salary Arts management or administration ** ** ** ** Other arts-related degree \$70,500 ** \$50,000 \$91,000

\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
鱼	Received ANY increase	62.5%	3.20%	0.0%	5.0%	5
ADJUSTME	Cost of living adjustment	37.5%	2.33%	2.0%	3.0%	3
S	Promotion/new responsibilities	0.0%	**	**	**	0
\supseteq	Performance (not promotion)	0.0%	**	**	**	0
\Box	Length of service/tenure	0.0%	**	**	**	0
	Government pay scale	25.0%	4.50%	4.0%	5.0%	2
>	Pay remained the same	25.0%				2
PAY	Received ANY decrease	12.5%				1
_	Budget cuts	12.5%				1
	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
		\$250,000	\$999,999	or More	Respondents
		N = 1	N = 1	N = 8	N = 10
	Performance review and evaluation (past 12 months)	0.0%	0.0%	62.5%	50.0%
S	Medical insurance	0.0%	100.0%	62.5%	60.0%
BENEFITS	Dental insurance	0.0%	0.0%	62.5%	50.0%
	Vision insurance	0.0%	0.0%	62.5%	50.0%
	Life insurance	0.0%	0.0%	62.5%	50.0%
8	Disability insurance	0.0%	0.0%	50.0%	40.0%
	Cash bonus	0.0%	0.0%	0.0%	0.0%
	Retirement savings account	0.0%	100.0%	62.5%	60.0%
Ŝ	Pre-tax flexible spending account	0.0%	0.0%	62.5%	50.0%
EMPLOYMENT	Paid time off (e.g., paid vacation, sick, and/or personal days)	0.0%	100.0%	75.0%	70.0%
Ó	Average number of days accrued in 2018	**	36.0	17.7	20.3
굽	Paid parental leave	0.0%	0.0%	62.5%	50.0%
Ī₹	Flexible scheduling	0.0%	100.0%	87.5%	80.0%
	Telecommuting / working remotely	0.0%	100.0%	37.5%	40.0%
	Tuition reimbursement	0.0%	0.0%	37.5%	30.0%
	Professional development (e.g., conferences, workshops)	0.0%	100.0%	100.0%	90.0%
	Association/professional dues	0.0%	0.0%	25.0%	20.0%
	Health club membership/discount	0.0%	0.0%	12.5%	10.0%
	Free/discounted tickets for cultural activities	0.0%	0.0%	37.5%	30.0%
	None of the above	100.0%	0.0%	0.0%	10.0%

	Level of Satisfaction	Very	Somewhat		Somewhat	Very
SATISFACTION	(paid respondents only)	Satisfied	Satisfied	Neutral	Dissatisfied	Dissatisfied
	How satisfied are you with your total cash compensation at your local arts agency?	70.0%	20.0%	10.0%	0.0%	0.0%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	70.0%	0.0%	10.0%	20.0%	0.0%
5	Level of Agreement	Strongly	Somewhat		Somewhat	Strongly
FA	(paid respondents only)	Agree	Agree	Neutral	Disagree	Disagree
S	I have a clear path for job advancement.	10.0%	30.0%	30.0%	30.0%	0.0%
d	My job requirements are well defined.	50.0%	10.0%	10.0%	10.0%	20.0%
	I am proud to work for my local arts agency.	50.0%	30.0%	20.0%	0.0%	0.0%
ПОВ	I feel fulfilled performing my work at my local arts agency.	60.0%	30.0%	0.0%	10.0%	0.0%
	I can see how my work affects and/or impacts my community.	70.0%	20.0%	10.0%	0.0%	0.0%
	Likelihood of Remaining Employed 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	50.0%	20.0%	30.0%	0.0%

↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

		Full Time	David Times	Han ald	All
	Condon Idontitu	Full-Time	Part-Time	Unpaid	All
	Gender Identity	Paid	Paid	Volunteer	Respondents
		N = 8	N = 2	N = 0	N = 10
	Female (cisgender/identify with gender assigned at birth)	75.0%	100.0%	**	80.0%
	Male (cisgender) Transgender	25.0% 0.0%	0.0%	**	20.0% 0.0%
	Non-binary/third gender/gender fluid	0.0%	0.0%	**	0.0%
	I prefer to self identify	0.0%	0.0%	**	0.0%
		Full-Time	Part-Time	Unpaid	All
	Race/Ethnicity	Paid	Paid	Volunteer	Respondents
	(respondents were allowed to check all that apply)	N = 8	N = 2	N = 0	N = 10
				**	
	African-American or Black American Indian or Alaska Native or Indigenous or First Nations	12.5% 0.0%	0.0%	**	10.0% 0.0%
	Arab or Middle Eastern	12.5%	0.0%	**	10.0%
	Asian or Asian American	25.0%	0.0%	**	20.0%
	Hispanic or Latina/Latino/Latinx	0.0%	0.0%	**	0.0%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0%
	White or Caucasian or European American	62.5%	100.0%	**	70.0%
	I prefer to self identify	12.5%	0.0%	**	10.0%
	White or Caucasian or European American only	50.0%	100.0%	**	60.0%
(0	All People of Color	50.0%	0.0%	**	40.0%
<u>ଫ</u>		Full-Time	Part-Time	Unpaid	All
ST	Age	Paid	Paid	Volunteer	Respondents
8		N = 8	N = 2	N = 0	N = 10
H	18 to 24	0.0%	0.0%	**	0.0%
Ç	25 to 34	37.5%	0.0%	**	30.0%
₩	35 to 44	37.5%	50.0%	**	40.0%
₹	45 to 54	25.0%	0.0%	**	20.0%
さ	55 to 64	0.0%	0.0%	**	0.0%
<u>2</u>	65 to 74	0.0%	50.0%	**	10.0%
_					
포	75 or older	0.0%	0.0%	**	0.0%
АРН	75 or older	0.0% Full-Time	Part-Time	** Unpaid	0.0% All
3RAP H	75 or older Sexual Orientation				
OGRAPH		Full-Time	Part-Time	Unpaid	All
MOGRAPH	Sexual Orientation	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents
JEMOGRAPH		Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
DEMOGRAPHIC CHARACTERISTICS	Sexual Orientation Heterosexual or straight	Full-Time Paid N = 8 75.0% 12.5% 12.5%	Part-Time Paid N = 2 100.0% 0.0% 0.0%	Unpaid Volunteer N = 0 ** **	All Respondents N = 10 80.0% 10.0% 10.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0%	Unpaid Volunteer N = 0 ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Unpaid Volunteer N = 0 ** ** ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Unpaid Volunteer N = 0 ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Unpaid Volunteer N = 0 ** ** ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Unpaid Volunteer N = 0 ** ** ** ** ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Unpaid Volunteer N = 0 ** ** ** ** ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Unpaid Volunteer N = 0 ** ** ** ** ** ** ** Unpaid	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Part-Time Paid	Unpaid Volunteer N = 0 ** ** ** ** ** Unpaid Volunteer	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% All Respondents
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Part-Time Paid N = 2	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% All Respondents N = 10
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Part-Time Paid N = 2 0.0%	Unpaid Volunteer N = 0 ** ** ** ** ** Unpaid Volunteer	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% All Respondents N = 10 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight 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	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Part-Time Paid N = 2 0.0% 0.0%	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0 **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% All Respondents N = 10 0.0% 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Part-Time Paid N = 2 0.0%	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0 ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% All Respondents N = 10 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight 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	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0% 0.0% 0.0% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Part-Time Paid N = 2 0.0% 0.0% 0.0%	Unpaid Volunteer N = 0 ** ** ** ** ** Unpaid Volunteer N = 0 ** ** ** ** ** ** ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% All Respondents N = 10 0.0% 0.0% 0.0%
DEMOGRAPH	Sexual Orientation Heterosexual or straight 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	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0% 0.0% 0.0% 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0 ** ** ** ** ** ** ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0
DEMOGRAPH	Sexual Orientation Heterosexual or straight 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	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0% 0.0% 25.0% Full-Time	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0 ** ** ** Unpaid Volunteer N = 0 ** ** ** Unpaid	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0
DEMOGRAPH	Sexual Orientation Heterosexual or straight 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	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0% 0.0% 25.0% 50.0% Full-Time Paid	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0 ** ** ** Unpaid Volunteer N = 0 ** ** ** Unpaid Volunteer	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0
DEMOGRAPH	Sexual Orientation Heterosexual or straight 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	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0% 0.0% 25.0% Full-Time Paid N = 8	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0 ** ** Unpaid Volunteer N = 0 ** ** ** ** ** ** ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0
DEMOGRAPH	Sexual Orientation Heterosexual or straight 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	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0% 25.0% 50.0% Full-Time Paid N = 8 0.0%	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0 ** ** ** Unpaid Volunteer N = 0 ** ** ** Unpaid Volunteer	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0
DEMOGRAPH	Sexual Orientation Heterosexual or straight 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	Full-Time Paid N = 8 75.0% 12.5% 12.5% 0.0% 0.0% 0.0% 0.0% Full-Time Paid N = 8 0.0% 0.0% 25.0% Full-Time Paid N = 8	Part-Time Paid N = 2 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	Unpaid Volunteer N = 0 ** ** ** ** ** ** Unpaid Volunteer N = 0 ** ** Unpaid Volunteer N = 0 ** ** ** ** ** ** ** ** **	All Respondents N = 10 80.0% 10.0% 10.0% 0.0% 0.0% 0.0% 0.0% 0.0

↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

	Disability	Full-Time Paid N = 8	Part-Time Paid N = 2	Unpaid Volunteer N = 0	All Respondents N = 10
CHARACTERISTICS	Yes, I identify as a person with a disability Visible/noticeable to others Not visible/not noticeable to others	0.0% 0.0% 0.0%	0.0% 0.0% 0.0%	** ** **	0.0% 0.0% 0.0%
IST	No, I do not identify as a person with a disability	100.0%	100.0%	**	100.0%
H. H.		Full-Time	Part-Time	Unpaid	All
Ş	Military Service	Paid	Paid	Volunteer	Respondents
₽₽		N = 8	N = 2	N = 0	N = 10
₹	Active Service	0.0%	0.0%	**	0.0%
ㅎ	Veteran	0.0%	0.0%	**	0.0%
	None	100.0%	100.0%	**	100.0%
Ī		Full-Time	Part-Time	Unpaid	All
DEMOGRAPHIC	Voter Registration	Paid	Paid	Volunteer	Respondents
3. 2. 3.		N = 8	N = 2	N = 0	N = 10
ŏ	Democrat	62.5%	50.0%	**	60.0%
Σ	Republican	0.0%	50.0%	**	10.0%
Ä	Libertarian	0.0%	0.0%	**	0.0%
	Green	0.0%	0.0%	**	0.0%
	Unaffiliated with a party, but registered	25.0%	0.0%	**	20.0%
	I am not registered to vote I am unable to register to vote	12.5% 0.0%	0.0%	**	10.0% 0.0%
	I prefer to self-identify	0.0%	0.0%	**	0.0%

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