MEMORANDUM

TO: THE MEMBERSHIP OF THE AAMC
FROM: SALLY BLOCK, DIRECTOR
SUBJECT: 2005 COMPENSATION REVIEW
DATE: MAY 15, 2006

The AAMC, with the guidance of Adrian Ellis and AEA Consulting, drafted this Compensation Review for the purpose of illustrating trends in salary growth over the past 23 years for both curators and key administrative positions within art museums in the North America. The document, which followed an article and report, published by AEA Consulting in October, 2004 entitled, “Are Museum Careers No Longer Affordable?,” was created using data published by the AAMD in Salary Survey publications from 1982 & 2005.

The AAMC chose to compare data for all curatorial positions including Chief Curators, Senior Curators, Curators of Exhibitions, Associate Curators, Assistant Curators and Curatorial Assistants as well as for the positions of Director, Development Director, Education Director and Public Relations Director. These positions, as defined by the AAMD, are also compared across regions in the United States including the New England, the Mid-Atlantic, the Midwest, Mountain Plains, Southeast, Western as well as figures for Canada/Mexico.

The data for all salaries in 1982 was adjusted for inflation using the 2004 U.S. Bureau of Labor Statistics rate of conversion of 1: 1.96.

[ii] (http://aeaconsulting.com/site/platformv4i1b.html)
[iii] (Salary Survey publications available at www.aamd.org)
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Key Assumptions & Considerations

This Compensation Review is based on the Association of Art Museum Director’s 1982 and 2005 Salary Surveys. All information contained in this report is based on the data gathered and published by the AAMD in 1982 and 2005. Salary surveys are available for purchase at www.aamd.org.

1982 salary figures are provided in adjusted figures based on inflation, using the U.S. Bureau of Labor Statistics.

1.00 in 1982 = 1.96 in 2004

Job titles noted in this document may vary from museum to museum and correspond with the data published in the AAMD Salary Survey. Depending on the size of the museum, certain titles may not exist, or may exist for one or more curators at a particular museum.
Key Assumptions & Considerations

Many of the graphs in this document utilize the percent change formula to illustrate trends in salary increases or decreases since 1982. The formula for percent change is \((\text{salary 2005}) - (\text{salary 1982})/(\text{salary 1982})\). A position may have percent change rate of 35% which indicates that the position has seen an increase in salary that is 35% higher than the rate of growth projected after adjusting for inflation. For example, the median range for chief curators who made $57,000/year in 1982, has reflected a rate of growth, above the current rate of inflation, of 46%.

The Median reflects the exact middle salary figure if all salaries were arranged side-by-side. Median numbers were used in most graphs in this document, except in the graphs illustrating high and low salary ranges, because they are a more accurate picture of the middle salary range for positions as opposed to utilizing mean number data. Mean numbers, which represent the average, can be skewed as a result of extreme highs and lows.
Median Salary Comparison

<table>
<thead>
<tr>
<th>Position</th>
<th>1982</th>
<th>2005</th>
<th>% Change (growth)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>$90,000</td>
<td>$160,000</td>
<td>78%</td>
</tr>
<tr>
<td>Dev. Director</td>
<td>$57,422</td>
<td>$87,550</td>
<td>52%</td>
</tr>
<tr>
<td>Ed. Director</td>
<td>$41,787</td>
<td>$59,000</td>
<td>41%</td>
</tr>
<tr>
<td>PR</td>
<td>$32,601</td>
<td>$45,284</td>
<td>39%</td>
</tr>
<tr>
<td>Chief Curator</td>
<td>$52,930</td>
<td>$77,209</td>
<td>46%</td>
</tr>
<tr>
<td>Sen. Curator</td>
<td>$49,695</td>
<td>$63,247</td>
<td>27%</td>
</tr>
<tr>
<td>Cur. Of Exhib.</td>
<td>$39,188</td>
<td>$50,004</td>
<td>28%</td>
</tr>
<tr>
<td>Assoc. Curator</td>
<td>$40,803</td>
<td>$46,134</td>
<td>13%</td>
</tr>
<tr>
<td>Asst Curator</td>
<td>$33,900</td>
<td>$38,000</td>
<td>12%</td>
</tr>
<tr>
<td>Cur. Assistant</td>
<td>$27,414</td>
<td>$28,500</td>
<td>4%</td>
</tr>
</tbody>
</table>
High/Low Salary Comparison
Highest Salary Comparison Across Museums

- Director: 452% increase from 1982 to 2005
- Development Director: 94% increase
- Education Director: 90% increase
- Public Relations Director: 86% increase
- Chief Curator: 92% increase
- Senior Curator: 35% increase
- Curator of Exhibitions: 52% increase
- Associate Curator: 31% increase
- Assistant Curator: 46% increase
- Curatorial Assistant: 4% increase

Salaries:
- $0
- $100,000
- $200,000
- $300,000
- $400,000
- $500,000
- $600,000
- $700,000

% Change:
- 0%
- 20%
- 40%
- 60%
- 80%
- 100%
- 120%
- 140%
- 160%
- 180%

Job Titles:
- Director
- Development Director
- Education Director
- Public Relations Director
- Chief Curator
- Senior Curator
- Curator of Exhibitions
- Associate Curator
- Assistant Curator
- Curatorial Assistant

AAMC Compensation Review
Dollar Figures for Highest Salaries Across Museums 
(1982 & 2005)

<table>
<thead>
<tr>
<th></th>
<th>1982</th>
<th>2005</th>
<th>% Change (growth)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>$235,200</td>
<td>$592,250</td>
<td>152%</td>
</tr>
<tr>
<td>Dev. Director</td>
<td>$137,200</td>
<td>$265,840</td>
<td>94%</td>
</tr>
<tr>
<td>Ed. Director</td>
<td>$111,720</td>
<td>$212,180</td>
<td>90%</td>
</tr>
<tr>
<td>PR</td>
<td>$92,120</td>
<td>$171,300</td>
<td>86%</td>
</tr>
<tr>
<td>Chief Curator</td>
<td>$117,600</td>
<td>$225,525</td>
<td>92%</td>
</tr>
<tr>
<td>Sen. Curator</td>
<td>$137,200</td>
<td>$185,160</td>
<td>35%</td>
</tr>
<tr>
<td>Cur. Of Exhib.</td>
<td>$98,000</td>
<td>$149,200</td>
<td>52%</td>
</tr>
<tr>
<td>Assoc. Curator</td>
<td>$84,280</td>
<td>$110,000</td>
<td>31%</td>
</tr>
<tr>
<td>Asst Curator</td>
<td>$53,361</td>
<td>$77,787</td>
<td>46%</td>
</tr>
<tr>
<td>Cur. Assistant</td>
<td>$50,960</td>
<td>$52,871</td>
<td>4%</td>
</tr>
</tbody>
</table>
Lowest Salary Comparison Across Museums

<table>
<thead>
<tr>
<th>Job Titles</th>
<th>1982</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Development Director</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Education Director</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Public Relations Director</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Chief Curator</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Senior Curator</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Curator of Exhibitions</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Associate Curator</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Assistant Curator</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Curatorial Assistant</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

% Change:
- Director: 110%
- Education Director: 50%
- Public Relations Director: 9%
- Chief Curator: 24%
- Senior Curator: 7%
- Curator of Exhibitions: 44%
- Associate Curator: 79%
- Assistant Curator: 38%
- Curatorial Assistant: 171%

$0 to $100,000 Salaries
0% to 180% % Change
## Dollar Figures for Lowest Salaries Across Museums (1982 & 2005)

<table>
<thead>
<tr>
<th>Position</th>
<th>1982</th>
<th>2005</th>
<th>% Change (growth)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>$36,456</td>
<td>$76,500</td>
<td>110%</td>
</tr>
<tr>
<td>Dev. Director</td>
<td>$14,700</td>
<td>$22,689</td>
<td>50%</td>
</tr>
<tr>
<td>Ed. Director</td>
<td>$22,577</td>
<td>$24,689</td>
<td>9%</td>
</tr>
<tr>
<td>PR</td>
<td>$17,366</td>
<td>$21,458</td>
<td>24%</td>
</tr>
<tr>
<td>Chief Curator</td>
<td>$23,520</td>
<td>$25,069</td>
<td>7%</td>
</tr>
<tr>
<td>Sen. Curator</td>
<td>$16,287</td>
<td>$23,490</td>
<td>44%</td>
</tr>
<tr>
<td>Cur. Of Exhib.</td>
<td>$16,777</td>
<td>$30,000</td>
<td>79%</td>
</tr>
<tr>
<td>Assoc. Curator</td>
<td>$18,759</td>
<td>$25,896</td>
<td>38%</td>
</tr>
<tr>
<td>Asst Curator</td>
<td>$6,664</td>
<td>$18,059</td>
<td>171%</td>
</tr>
<tr>
<td>Cur. Assistant</td>
<td>$7,840</td>
<td>$15,600</td>
<td>99%</td>
</tr>
</tbody>
</table>
Regional Comparisons for Administrative Positions
**Administrative Salary Changes since 1982 by Region**

- **ALL MUSEUMS**
  - Director: 114%
  - Development Director: 52%
  - Education Officer: 69%
  - Public Relations Officer: 41%

- **New England**
  - Director: 81%
  - Development Director: 60%
  - Education Officer: 44%
  - Public Relations Officer: 39%

- **Mid Atlantic**
  - Director: 81%
  - Development Director: 32%
  - Education Officer: 21%
  - Public Relations Officer: 39%

- **Midwest**
  - Director: 114%
  - Development Director: 69%
  - Education Officer: 52%
  - Public Relations Officer: 24%

- **Mountain Plains**
  - Director: 78%
  - Development Director: 36%
  - Education Officer: 13%
  - Public Relations Officer: 13%

- **Southeast**
  - Director: 79%
  - Development Director: 67%
  - Education Officer: 59%
  - Public Relations Officer: 41%

- **Western**
  - Director: 69%
  - Development Director: 61%
  - Education Officer: 57%
  - Public Relations Officer: 13%

- **Canada/Mexico**
  - Director: 68%
  - Development Director: 60%
  - Education Officer: 57%
  - Public Relations Officer: 13%
Public Relations Officer

- ALL MUSEUMS: 39%
- New England: 44%
- Mid Atlantic: 39%
- Midwest: 24%
- Mountain Plains: 36%
- Southeast: 59%
- Western: 41%
- Canada/Mexico: 57%
Regional Comparisons for Curatorial Positions
Salary Changes since 1982 by Region

- Chief Curator
- Senior Curator
- Curator of Exhibitions
- Associate Curator
- Assistant Curator
- Curatorial Assistant

Regions:
- New England
- Mid Atlantic
- Midwest
- Mountain Plains
- Southeast
- Western
- Canada/Mexico

Changes:
- 46%
- 47%
- 70%
- 70%
- 73%
- 70%
- 45%
- 48%
- 51%
- 59%
- 63%
- 50%
- 50%
- 40%
- 32%
- 9%
- 23%
- 63%
- 43%
- 50%
- 17%
- 17%
- 50%
- 1%
- 1%
- 1%
- 0%
- 0%
- 20%
- 20%
- 40%
- 60%
- 80%
- 100%
Chief Curator

- ALL MUSEUMS: 46%
- New England: 47%
- Mid Atlantic: 70%
- Midwest: 73%
- Mountain Plains: 48%
- Southeast: 24%
- Western: 59%
- Canada/Mexico: 63%
Senior Curator

- ALL MUSEUMS: 27%
- New England: 38%
- Mid Atlantic: 20%
- Midwest: 40%
- Mountain Plains: 20%
- Southeast: 51%
- Western: 43%
- Canada/Mexico: 17%
Curator of Exhibitions

28%  30%  27%  45%  42%  31%  -43%  -32%

ALL MUSEUMS  New England  Mid Atlantic  Midwest  Mountain Plains  Southeast  Western  Canada/Mexico

AAMC Compensation Review
Associate Curator

- Mid Atlantic: 70%
- Mountain Plains: 19%
- Western: 18%
- Canada/Mexico: 50%
- New England: 13%
- Midwest: 4%
- Southeast: -4%
- North: -12%

ALL MUSEUMS
Note: There is no data to compare for museums in the Southeast Region for this job title.
University Museum Comparisons
University Museum Salary Changes since 1982

- Director: 63%
- Public Relations: 34%
- Chief Curator: 52%
- Senior Curator: 38%
- Curator of Exhibitions: 43%
- Associate Curator: 50%
- Assistant Curator: 50%
- Curatorial Assistant: 48%
- Associate: 43%
Other Relevant Considerations
## Salaries Reported by Position
### 1982 vs. 2005

<table>
<thead>
<tr>
<th>1982 Administrative Positions</th>
<th>2005 Administrative Positions</th>
<th>2005 Other Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 Administrative Positions</td>
<td>18 Administrative Positions</td>
<td>28 Other Positions</td>
</tr>
<tr>
<td>Director</td>
<td>Director</td>
<td>7 Curatorial Positions</td>
</tr>
<tr>
<td>Administrator</td>
<td>Deputy Director</td>
<td>4 Educational Positions</td>
</tr>
<tr>
<td>Development Officer</td>
<td>Administrator</td>
<td>3 Registration Positions</td>
</tr>
<tr>
<td>Membership Secretary</td>
<td>Assistant to the Director</td>
<td>3 Librarian</td>
</tr>
<tr>
<td>Public Relations Officer</td>
<td>Finance Director</td>
<td>4 Conservation Positions</td>
</tr>
<tr>
<td></td>
<td>Finance B</td>
<td>2 Preparator Positions</td>
</tr>
<tr>
<td></td>
<td>Development Director</td>
<td>2 Editorial Positions</td>
</tr>
<tr>
<td></td>
<td>Development Officer</td>
<td>3 Miscellaneous (Facilities, Engineering &amp; Security)</td>
</tr>
<tr>
<td></td>
<td>Grant Writer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Human Resources Manager</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marketing Director</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Director of Information</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Systems/CIO</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Systems Manager/Technology Manager</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Special Events Manager</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Membership Secretary</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Museum Store Manager</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Volunteer Coordinator</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Public Relations Officer</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1982 Other Positions</th>
<th>2005 Other Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>27 Other Positions</td>
<td>28 Other Positions</td>
</tr>
<tr>
<td>7 Curatorial Positions</td>
<td>7 Curatorial Positions</td>
</tr>
<tr>
<td>4 Educational Positions</td>
<td>4 Educational Positions</td>
</tr>
<tr>
<td>3 Registration Positions</td>
<td>3 Registration Positions</td>
</tr>
<tr>
<td>3 Librarian Positions</td>
<td>3 Librarian</td>
</tr>
<tr>
<td>6 Conservations Positions</td>
<td>4 Conservation Positions</td>
</tr>
<tr>
<td>2 Preparator Positions</td>
<td>2 Preparator Positions</td>
</tr>
<tr>
<td>2 Editorial Positions</td>
<td>2 Editorial Positions</td>
</tr>
<tr>
<td></td>
<td>3 Miscellaneous (Facilities, Engineering &amp; Security)</td>
</tr>
</tbody>
</table>
2006 AAMC Membership Survey Findings
# AAMC Membership Salary Data

Based on AAMC Membership Survey, April 2006 (275 Curators Reporting)

<table>
<thead>
<tr>
<th>ANNUAL SALARY LEVELS</th>
<th># REPORTED</th>
<th>PERCENTAGE OF MEMBERSHIP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $20,000</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>$20,000- $24,999</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>$25,000- $29,999</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>$30,000- $34,999</td>
<td>12</td>
<td>4%</td>
</tr>
<tr>
<td>$35,000- $39,999</td>
<td>11</td>
<td>4%</td>
</tr>
<tr>
<td>$40,000- $44,999</td>
<td>26</td>
<td>10%</td>
</tr>
<tr>
<td>$45,000- $49,999</td>
<td>24</td>
<td>9%</td>
</tr>
<tr>
<td>$50,000- $54,999</td>
<td>30</td>
<td>11%</td>
</tr>
<tr>
<td>$55,000- $59,999</td>
<td>13</td>
<td>5%</td>
</tr>
<tr>
<td>$60,000- $64,999</td>
<td>21</td>
<td>8%</td>
</tr>
<tr>
<td>$65,000- $69,999</td>
<td>17</td>
<td>6%</td>
</tr>
<tr>
<td>$70,000- $74,999</td>
<td>19</td>
<td>7%</td>
</tr>
<tr>
<td>$75,000- $79,999</td>
<td>19</td>
<td>7%</td>
</tr>
<tr>
<td>$80,000- $84,999</td>
<td>17</td>
<td>6%</td>
</tr>
<tr>
<td>$85,000- $89,999</td>
<td>6</td>
<td>2%</td>
</tr>
<tr>
<td>$90,000- $94,999</td>
<td>16</td>
<td>6%</td>
</tr>
<tr>
<td>$95,000- $99,999</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>Over $100,000</td>
<td>24</td>
<td>9%</td>
</tr>
</tbody>
</table>