

aamc

The Association of Art Museum Curators

Compensation Review

May 2006

**174 East 80th Street
New York, NY 10021**

www.artcurators.org

AAMC Compensation Review

ASSOCIATION OF ART MUSEUM CURATORS
174 EAST 80TH STREET,
NEW YORK, NY 10021
212-879-5701 (P), 212-628-3146 (F)

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?*,”^[i] was created using data published by the AAMD in Salary Survey publications from 1982 & 2005^[ii].

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.

[i] (<http://aeaconsulting.com/site/platformv4i1b.html>)

[ii] (Salary Survey publications available at www.aamd.org)

Table of Contents

- Key Assumptions & Considerations
- Median Salary Comparison
- High/Low Salary Comparison
- Regional Comparison (by Administrative & Curatorial Positions)
- University Museum Comparison
- Other Relevant Considerations (AAMC Survey Findings)

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.

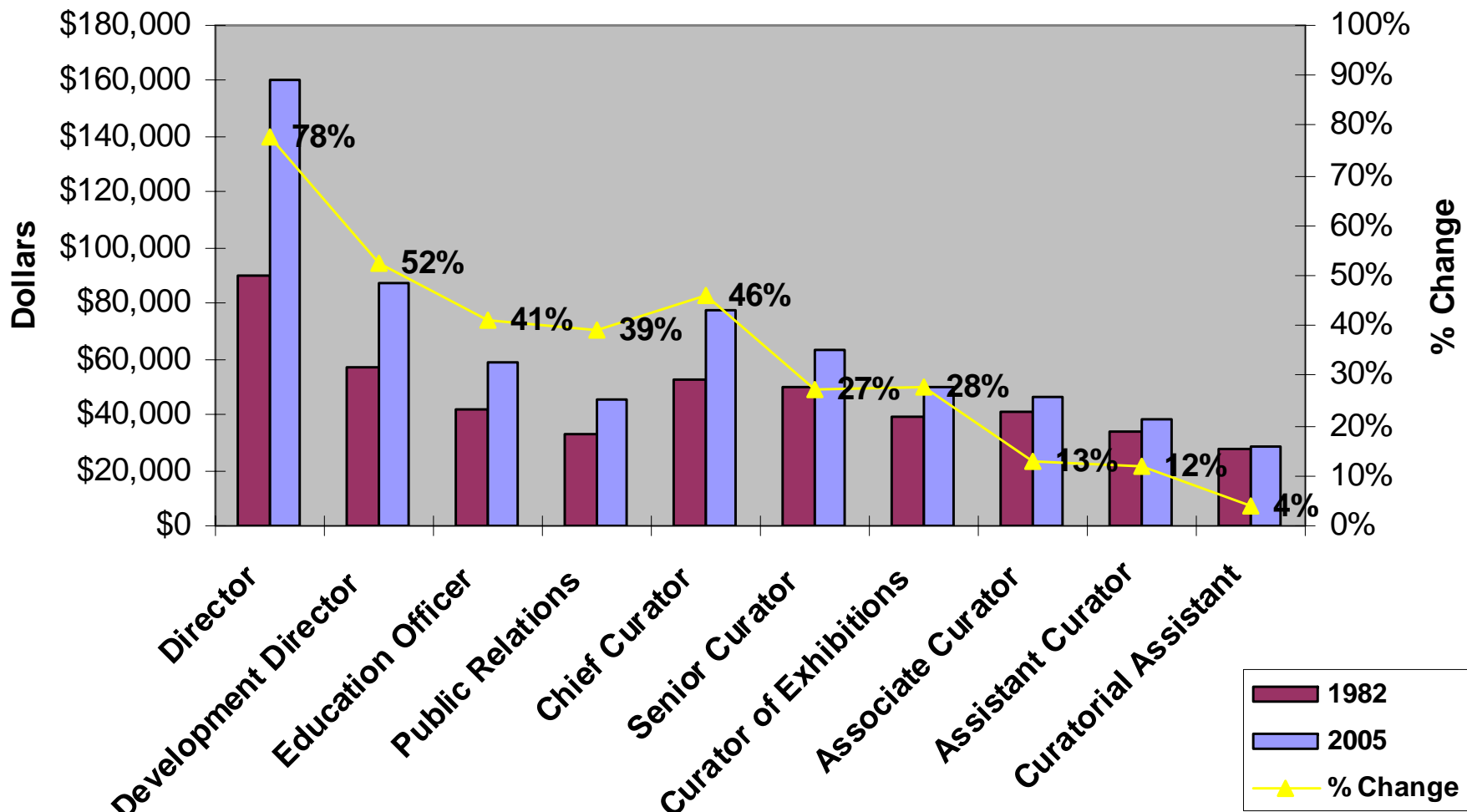
Key Assumptions & Considerations

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

Median Salary Comparison 1982 & 2005





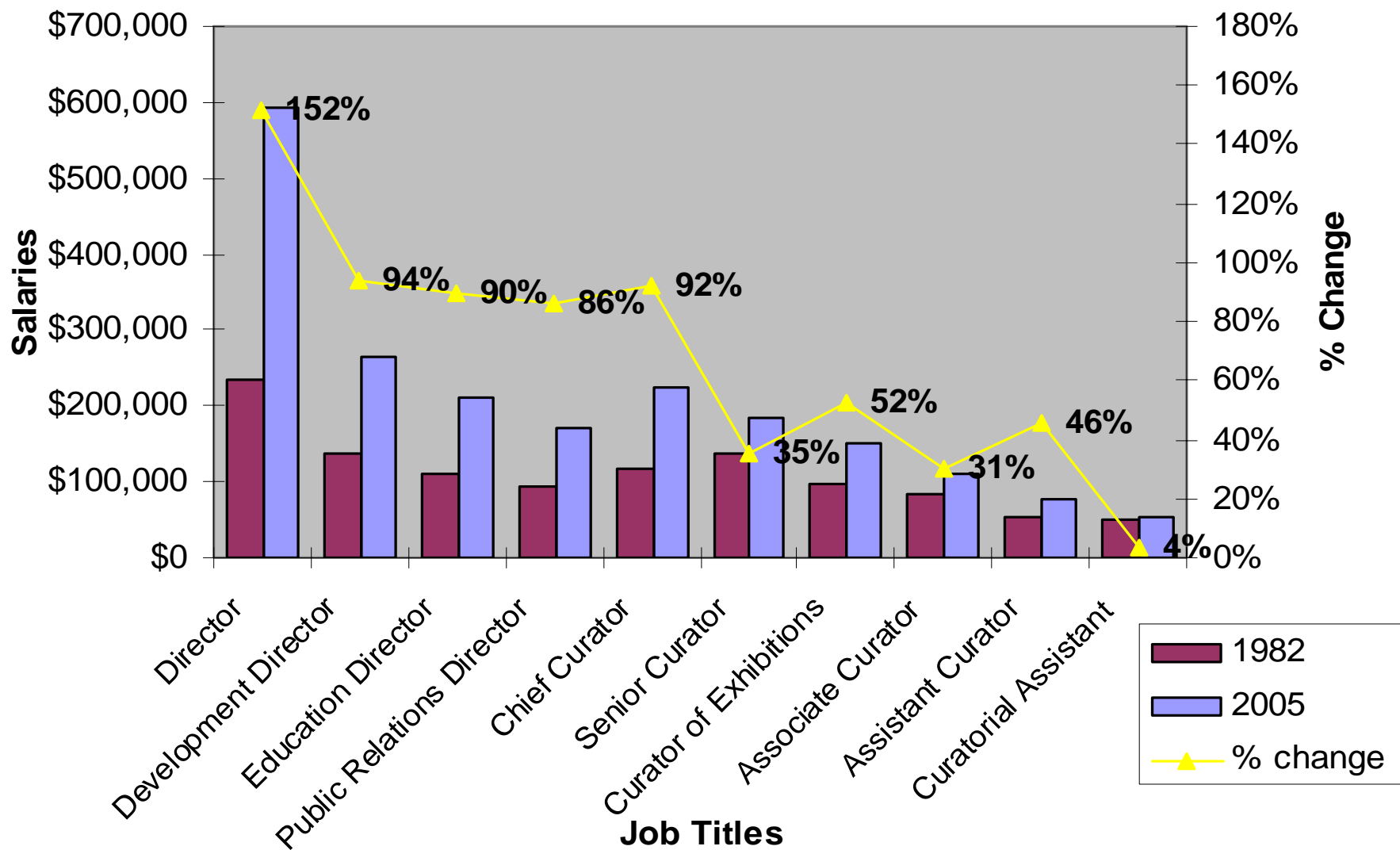
Dollar Figures for Median Salaries Across Museums (1982 & 2005)

	1982	2005	% Change (growth)
Director	\$90,000	\$160,000	78%
Dev. Director	\$57,422	\$87,550	52%
Ed. Director	\$41,787	\$59,000	41%
PR	\$32,601	\$45,284	39%
Chief Curator	\$52,930	\$77,209	46%
Sen. Curator	\$49,695	\$63,247	27%
Cur. Of Exhib.	\$39,188	\$50,004	28%
Assoc. Curator	\$40,803	\$46,134	13%
Asst Curator	\$33,900	\$38,000	12%
Cur. Assistant	\$27,414	\$28,500	4%



High/Low Salary Comparison

Highest Salary Comparison Across Museums

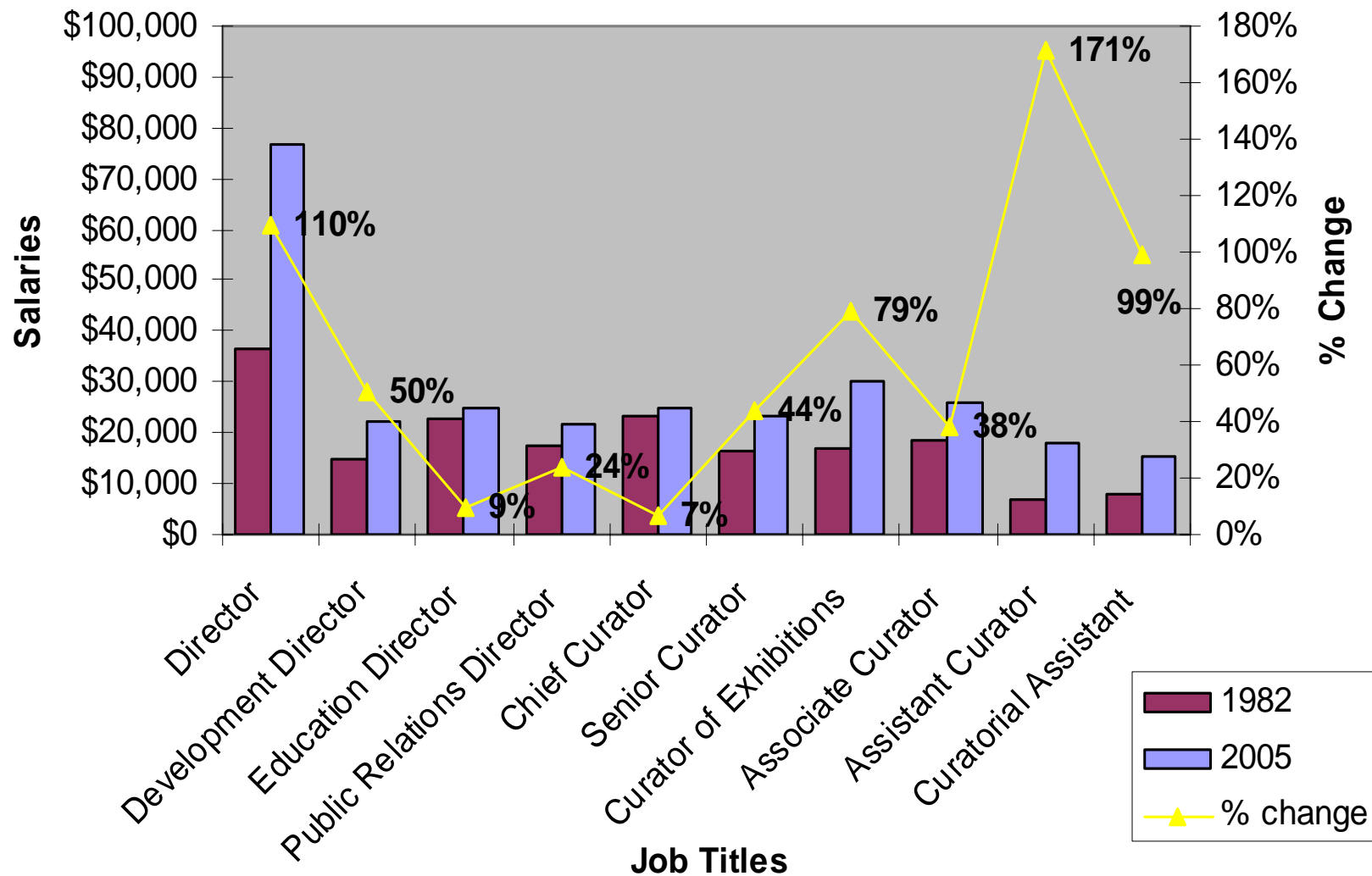




Dollar Figures for Highest Salaries Across Museums (1982 & 2005)

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

Lowest Salary Comparison Across Museums





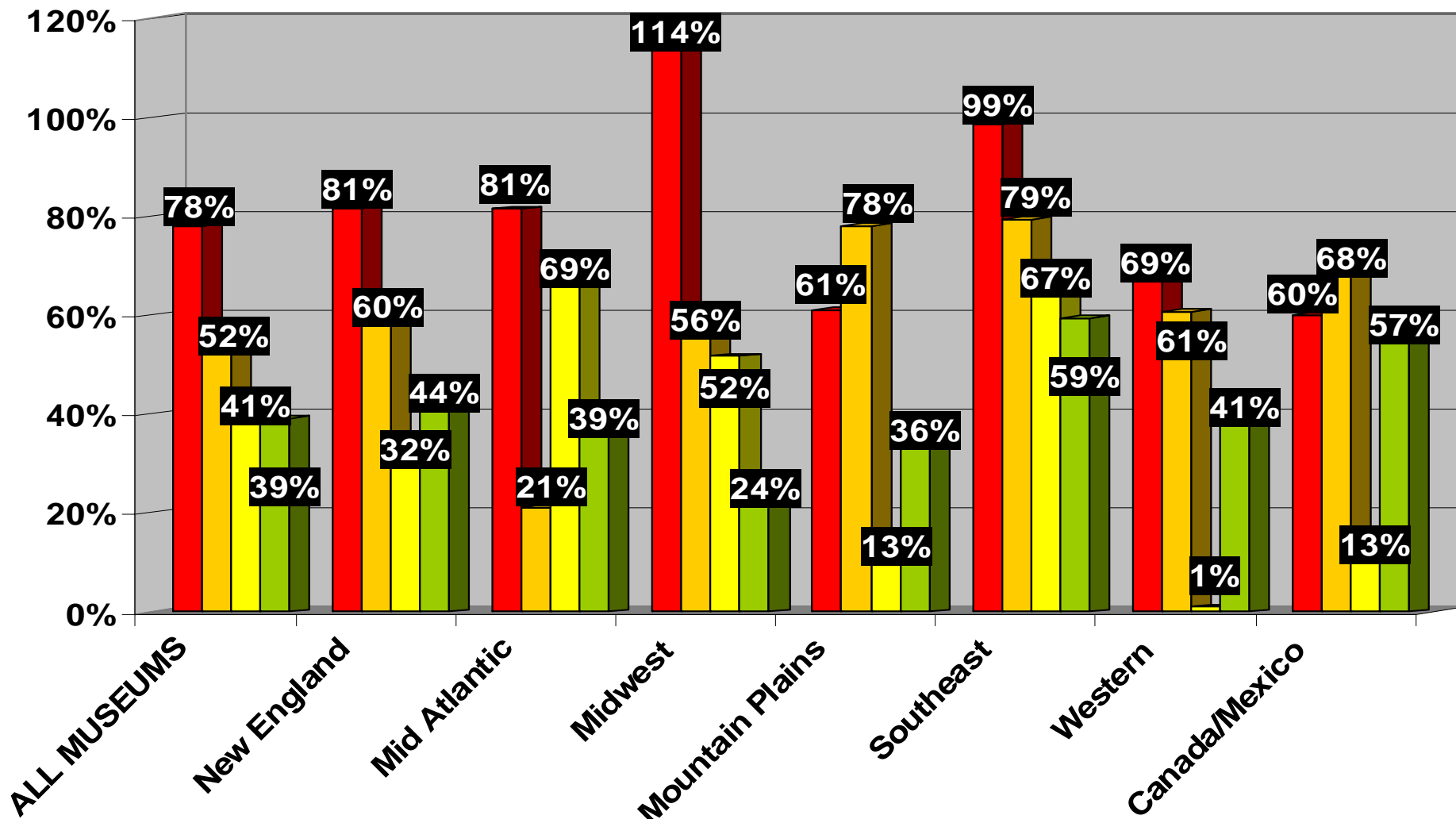
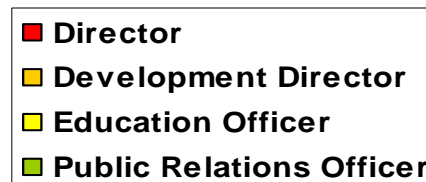
Dollar Figures for Lowest Salaries Across Museums (1982 & 2005)

	1982	2005	% Change (growth)
Director	\$36,456	\$76,500	110%
Dev. Director	\$14,700	\$22,689	50%
Ed. Director	\$22,577	\$24,689	9%
PR	\$17,366	\$21,458	24%
Chief Curator	\$23,520	\$25,069	7%
Sen. Curator	\$16,287	\$23,490	44%
Cur. Of Exhib.	\$16,777	\$30,000	79%
Assoc. Curator	\$18,759	\$25,896	38%
Asst Curator	\$6,664	\$18,059	171%
Cur. Assistant	\$7,840	\$15,600	99%

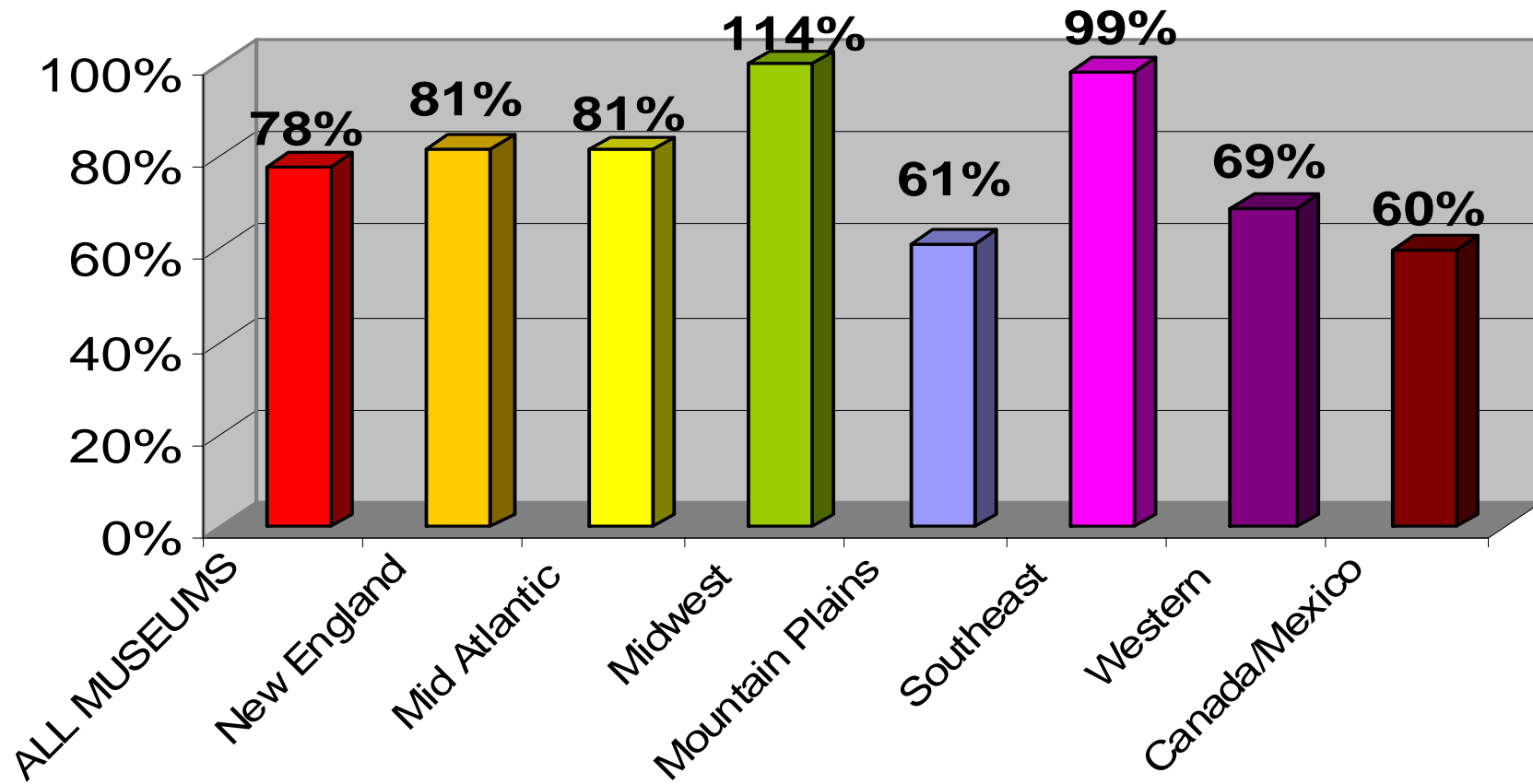


Regional Comparisons for Administrative Positions

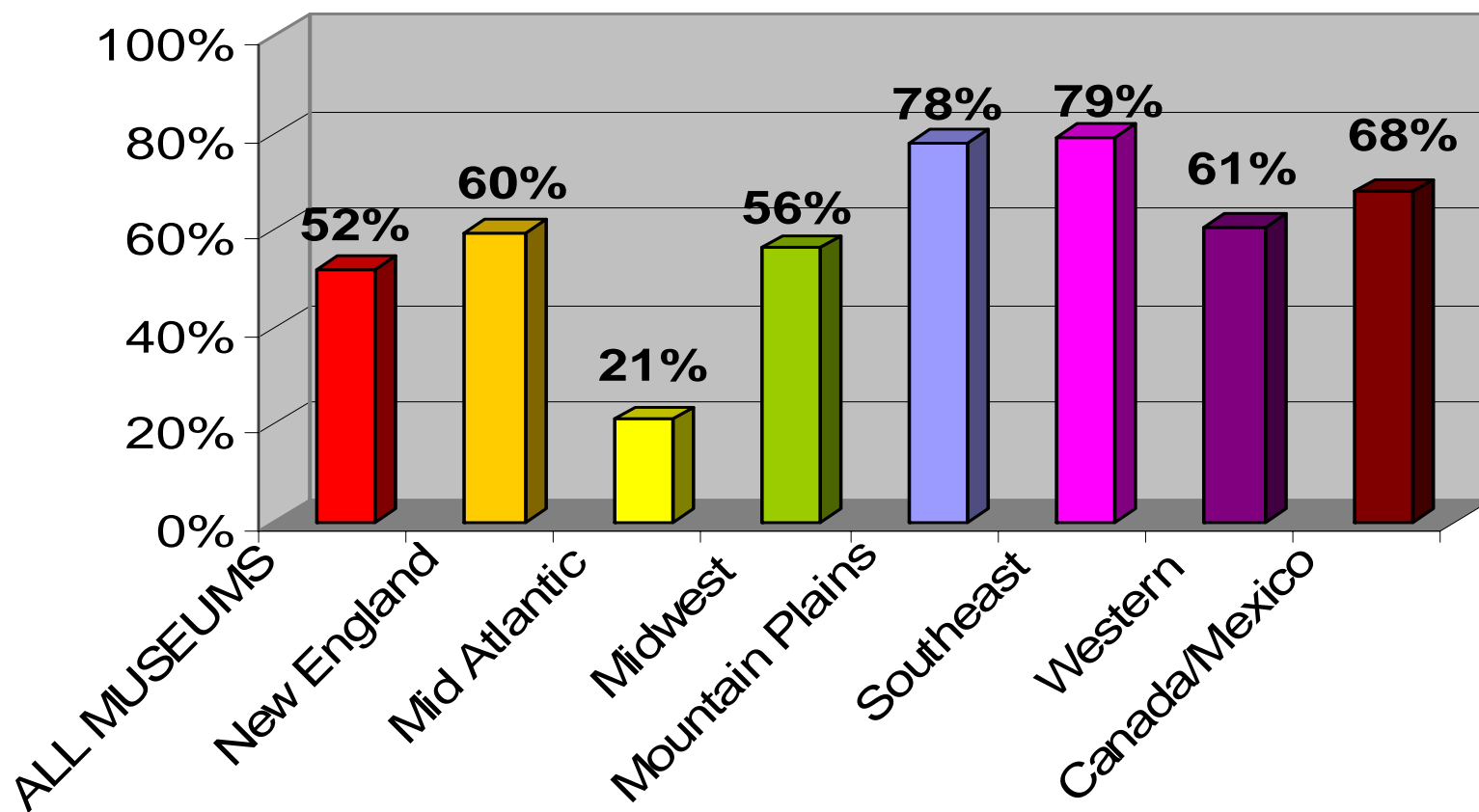
Administrative Salary Changes since 1982 by Region



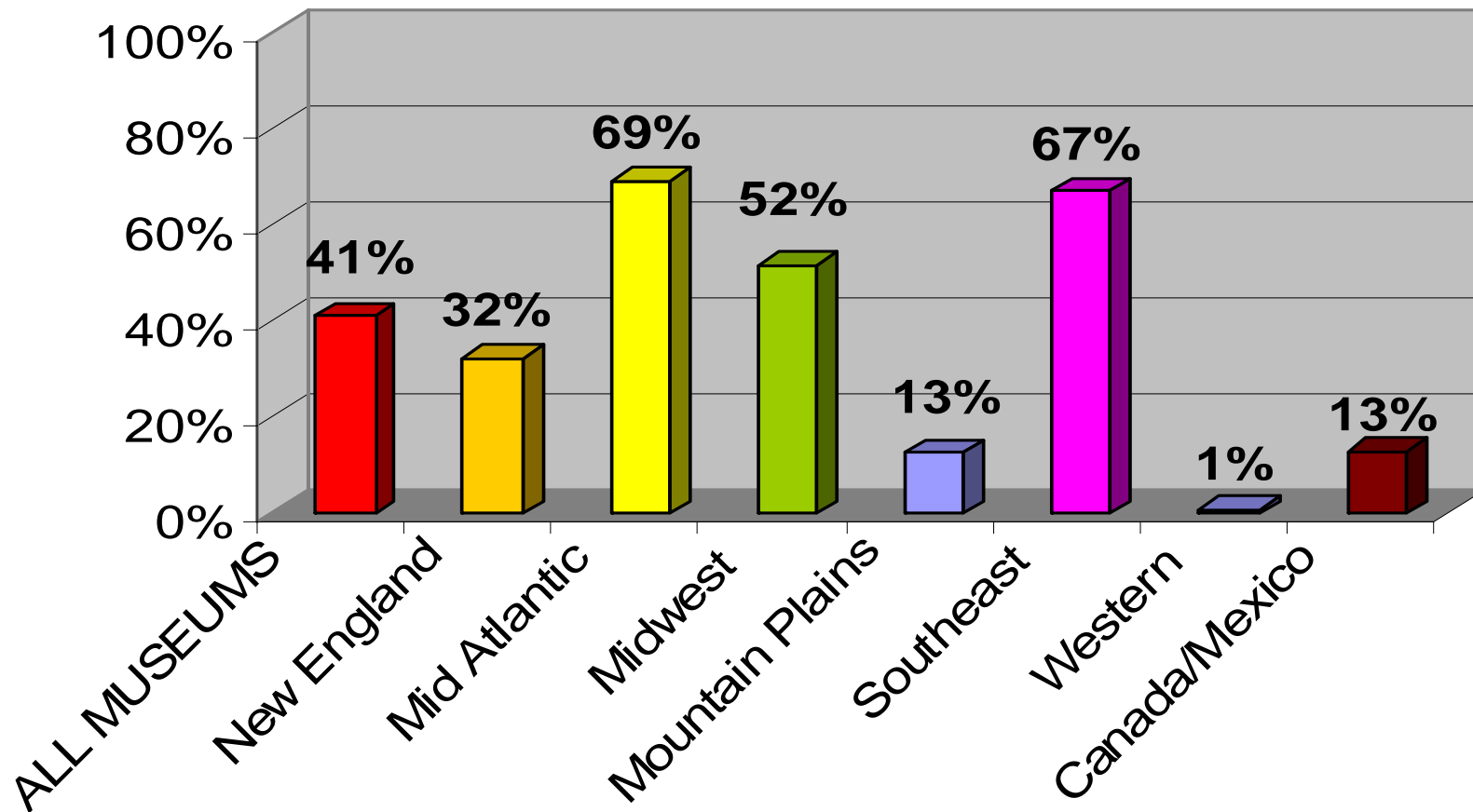
Director



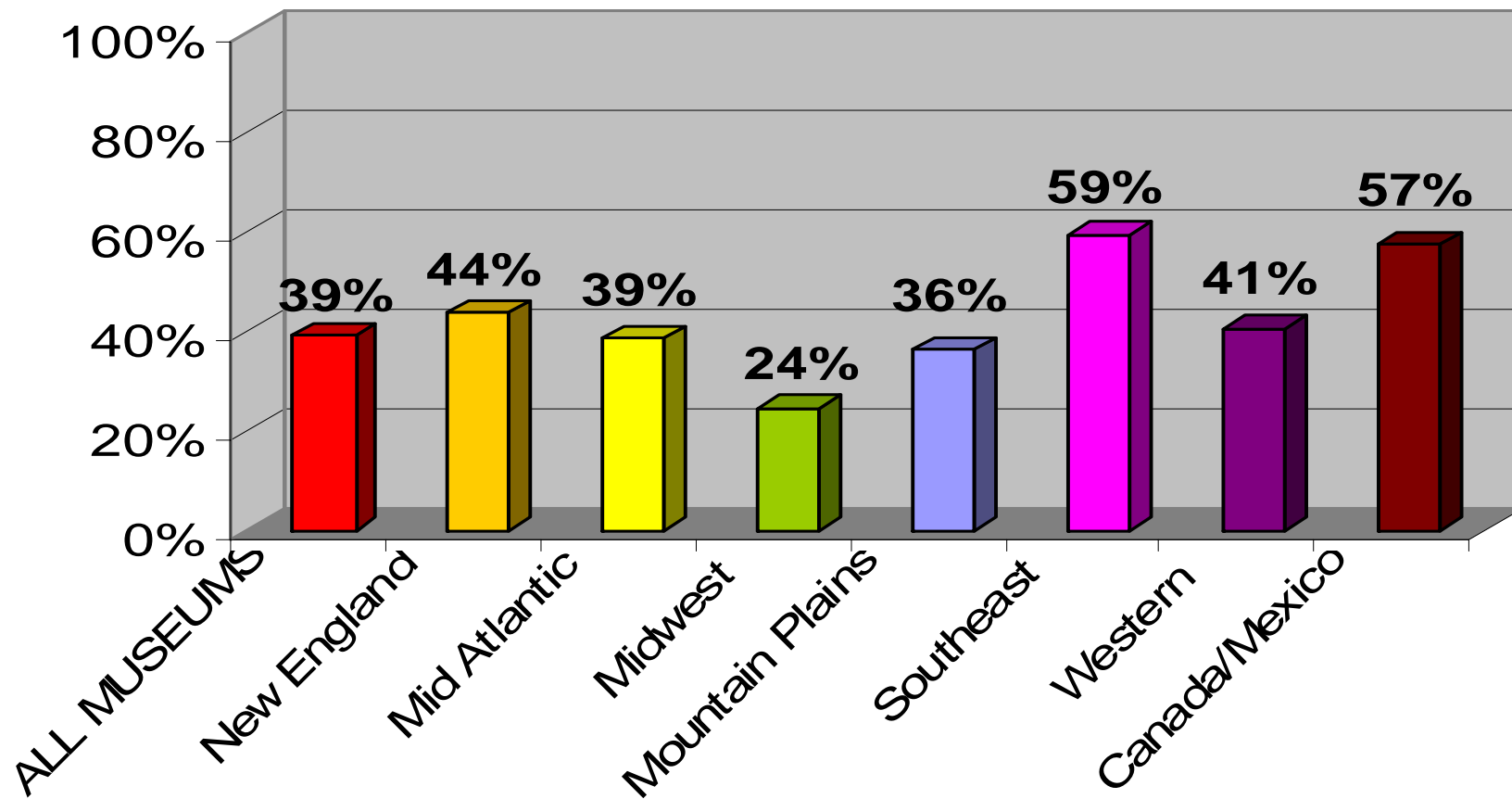
Development Director



Education Officer

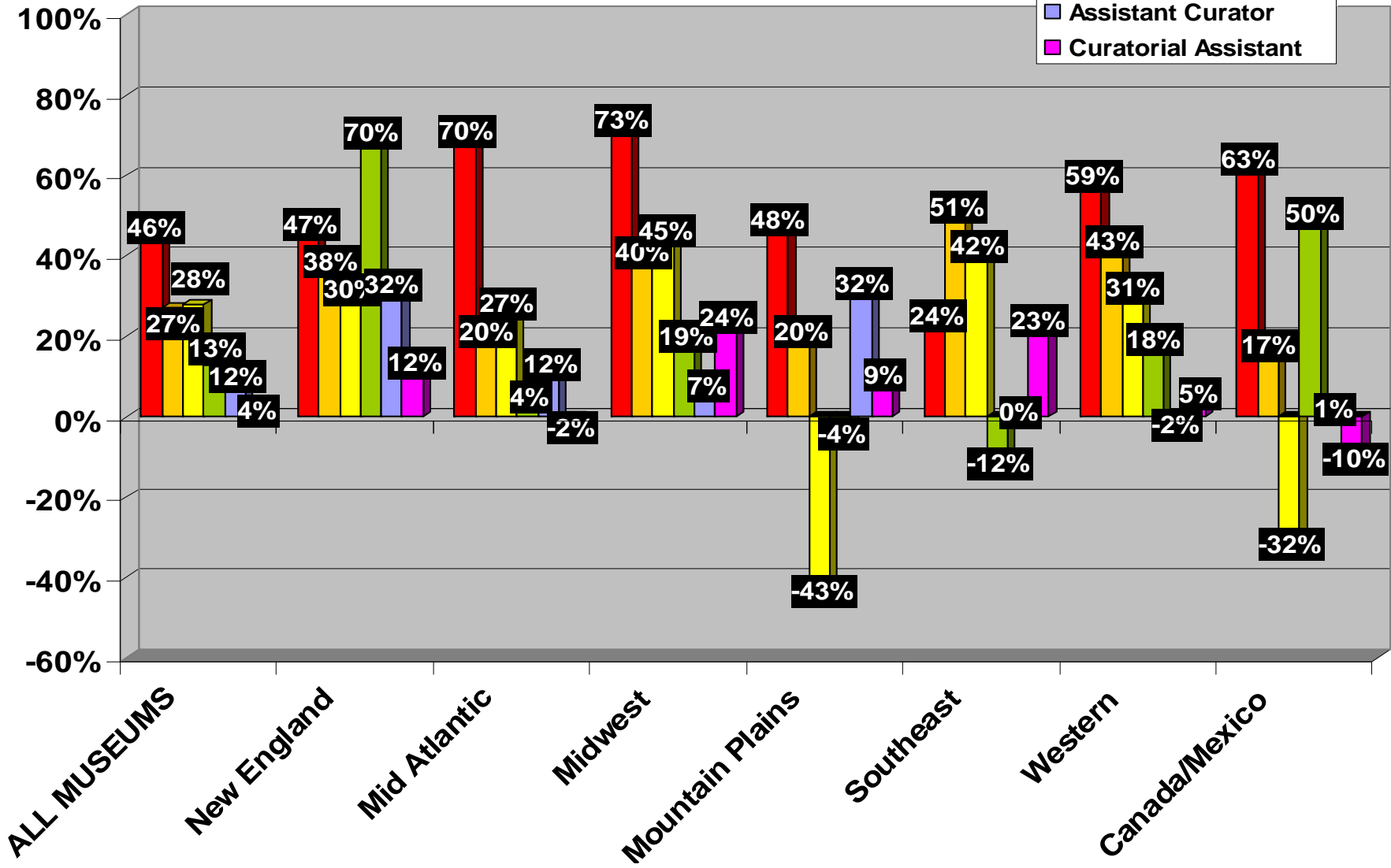


Public Relations Officer

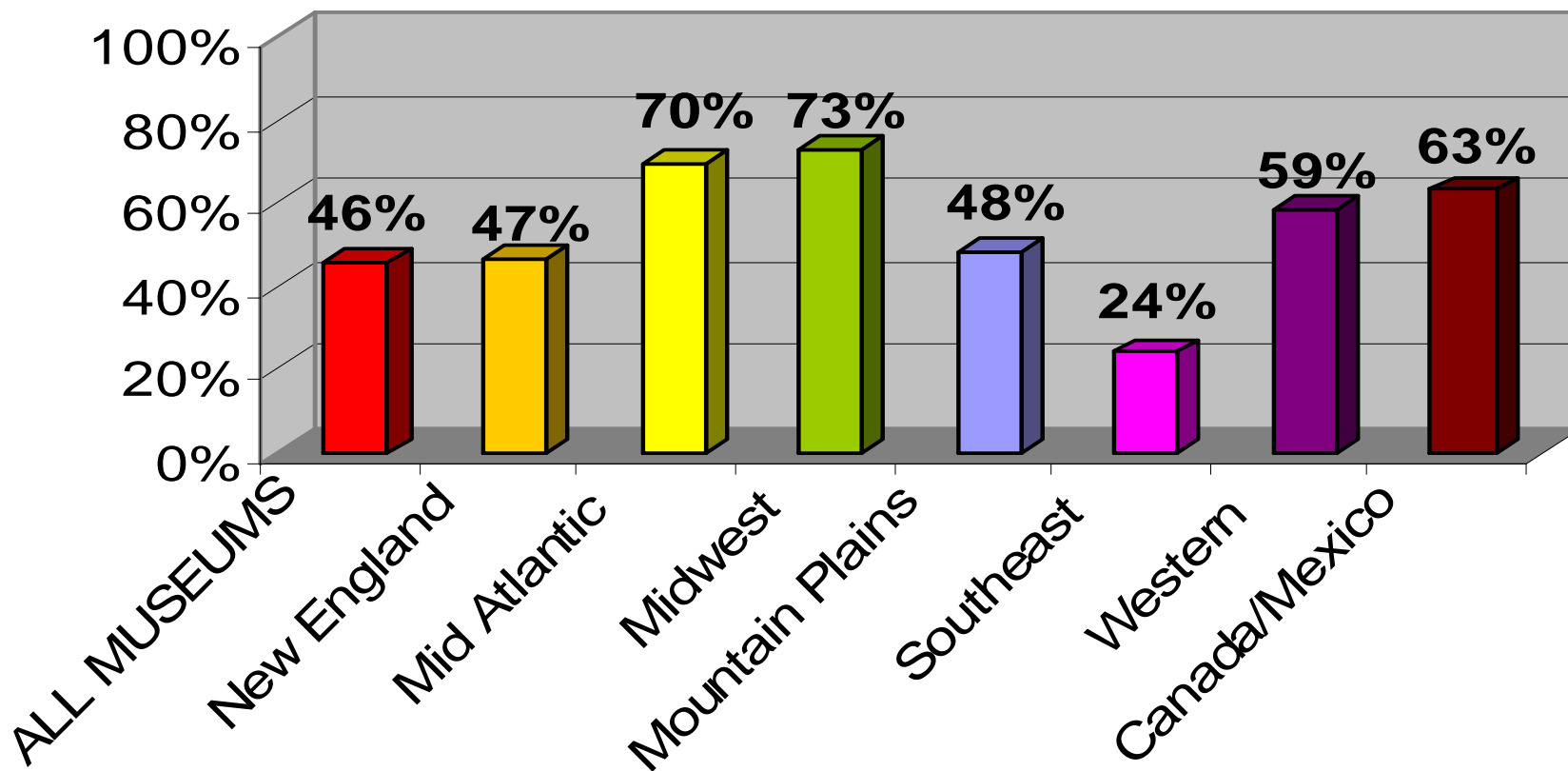


Regional Comparisons for Curatorial Positions

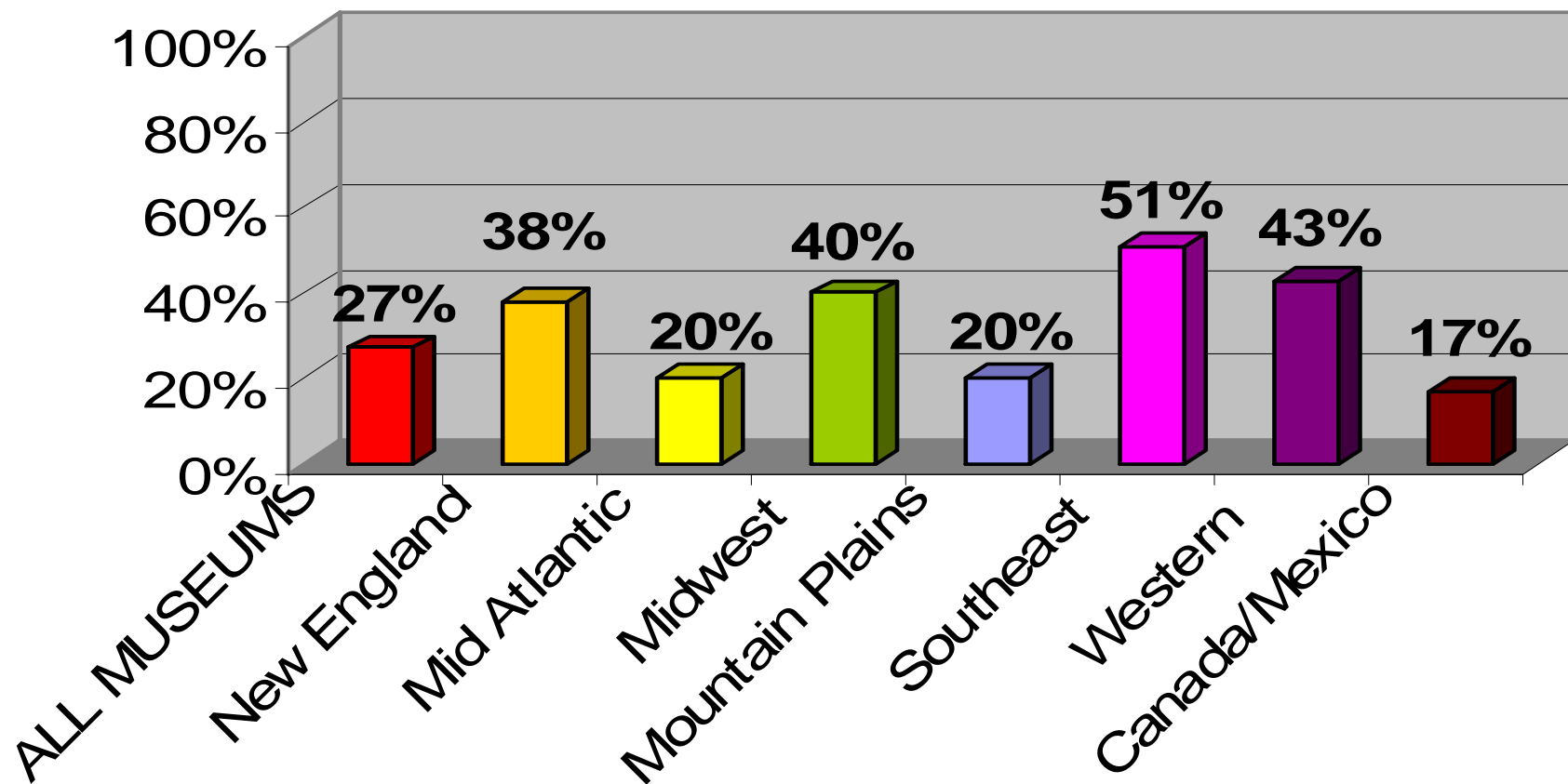
Salary Changes since 1982 by Region



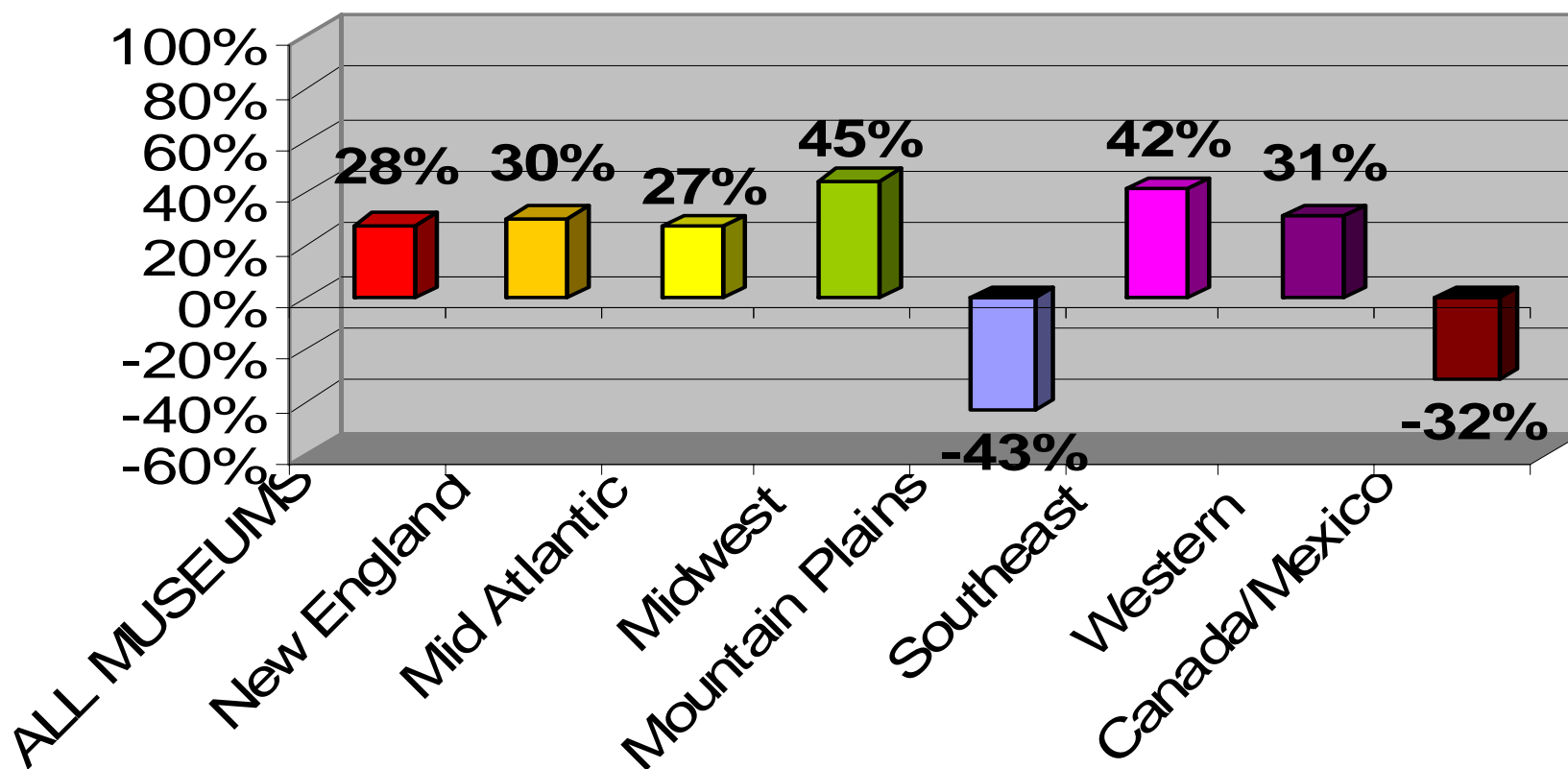
Chief Curator



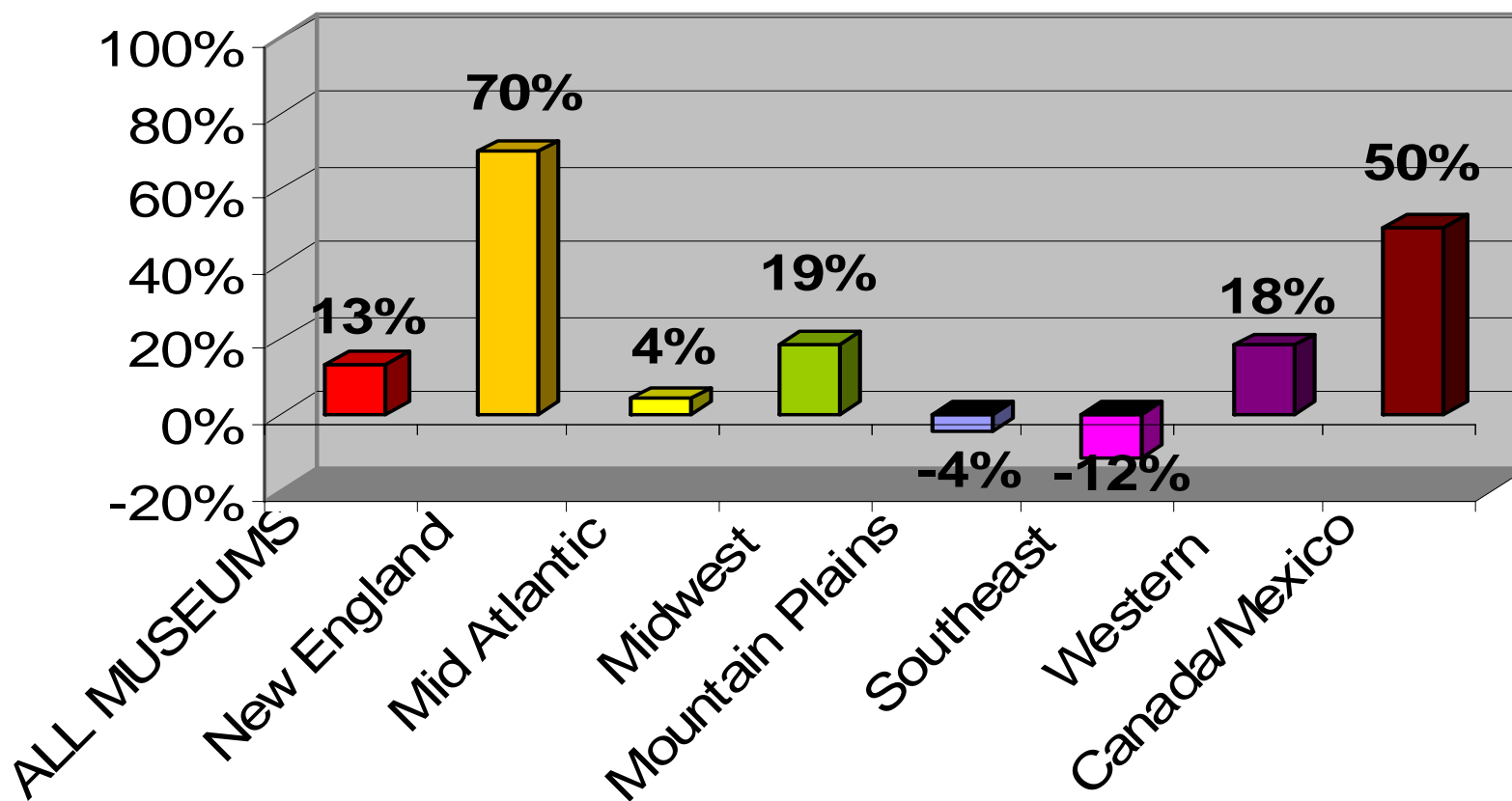
Senior Curator



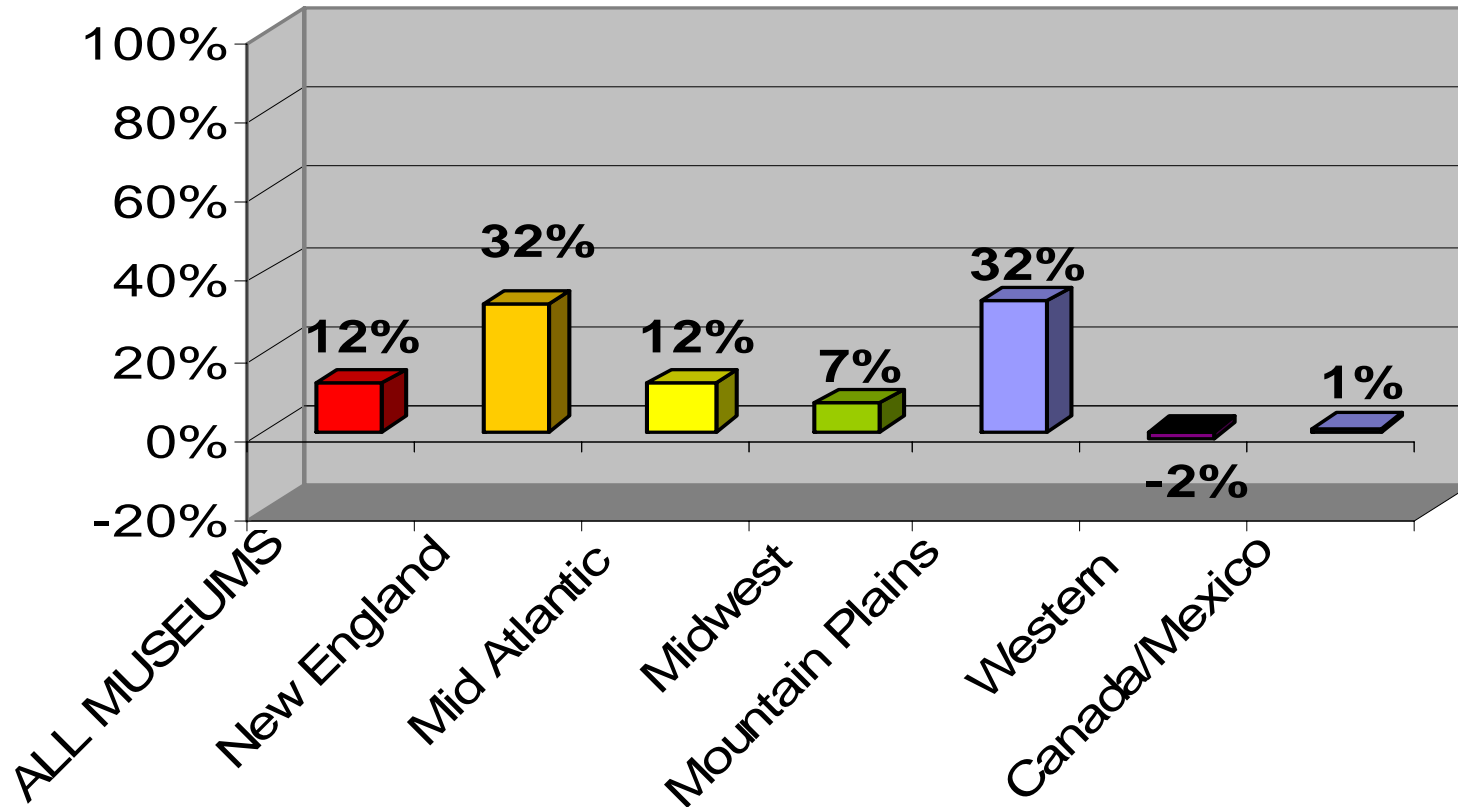
Curator of Exhibitions



Associate Curator

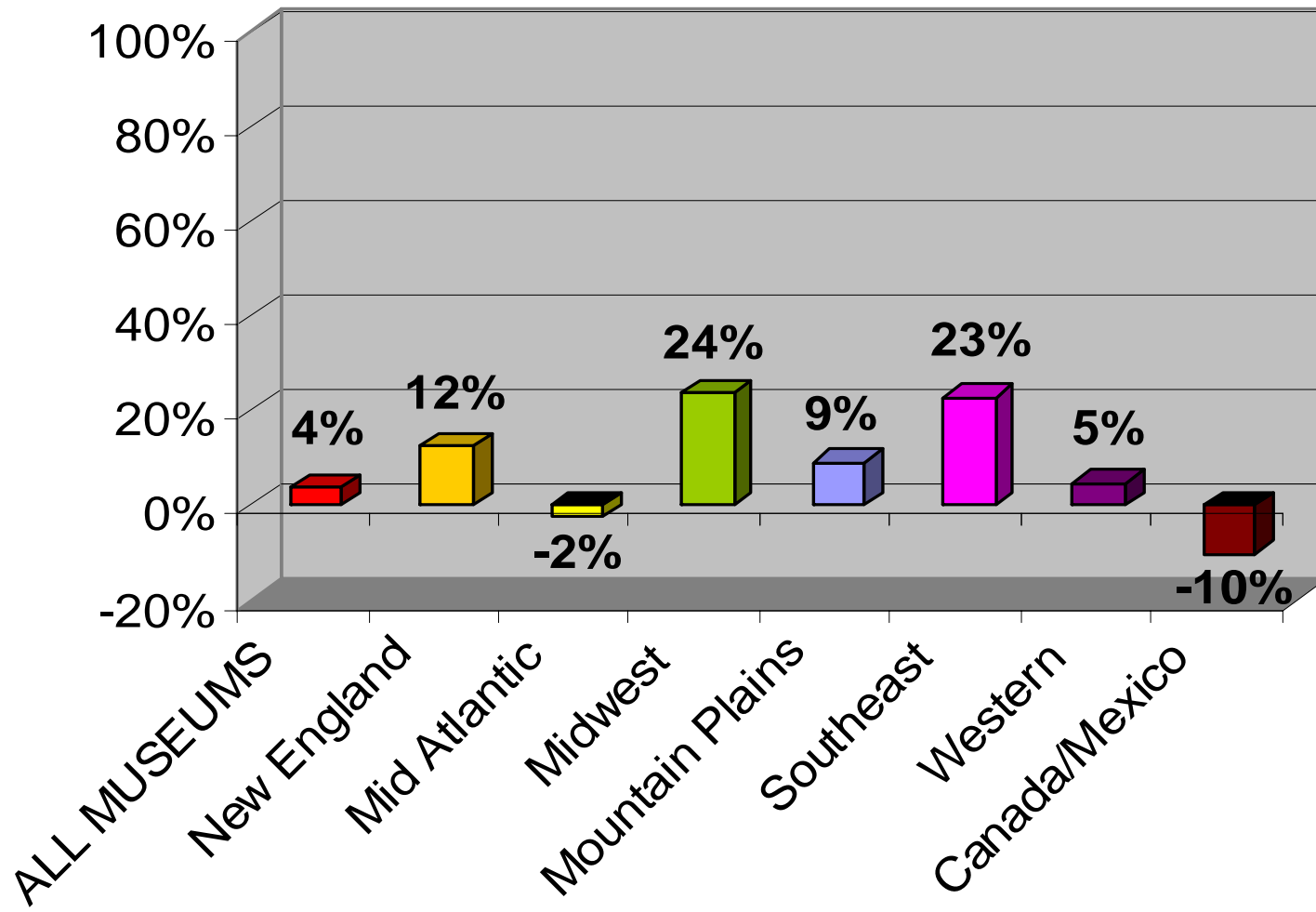


Assistant Curator



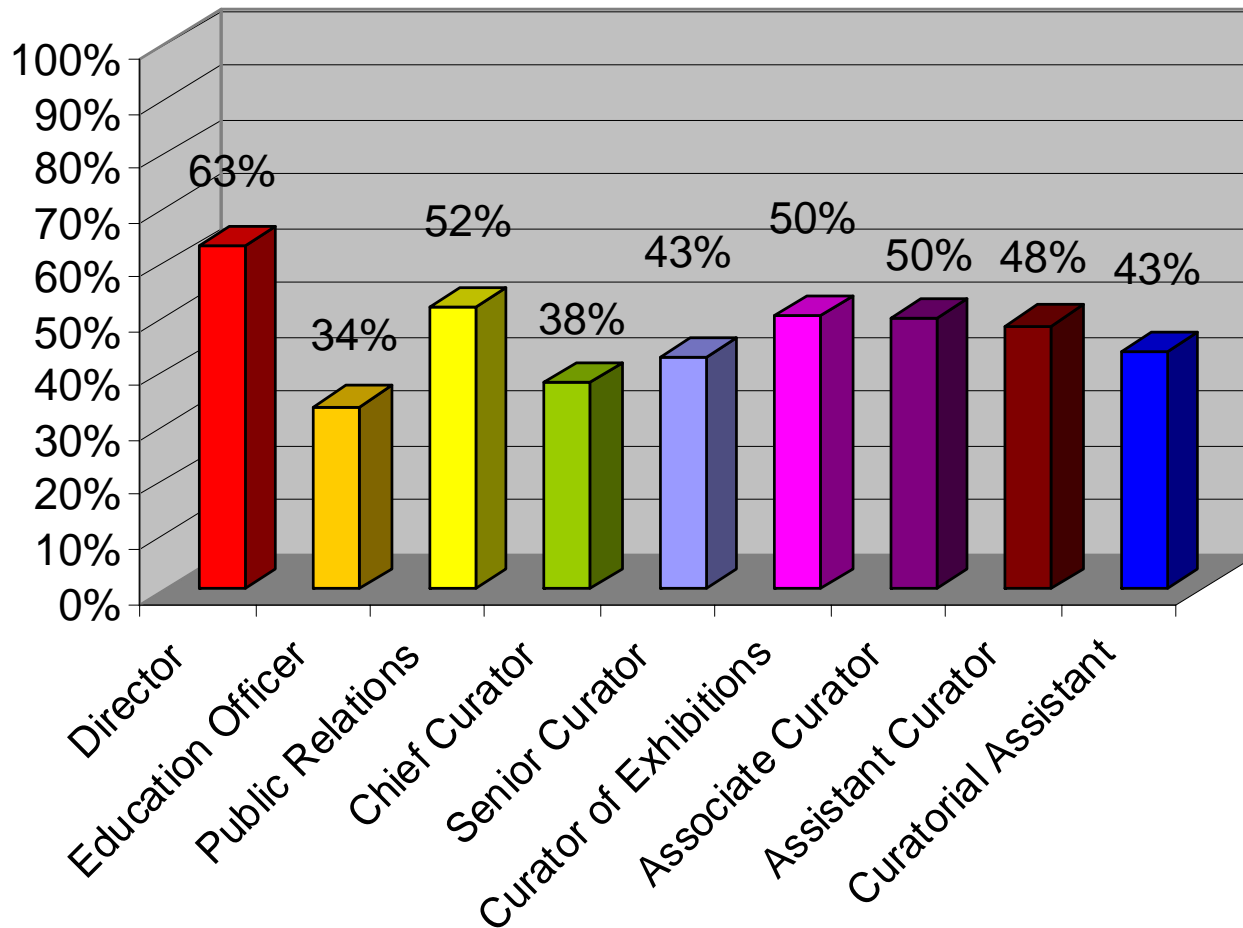
Note: There is no data to compare for museums in the Southeast Region for this job title.

Curatorial Assistant



University Museum Comparisons

University Museum Salary Changes since 1982



Other Relevant Considerations



Salaries Reported by Position 1982 vs. 2005

1982

5 Administrative Positions

Director
Administrator
Development Officer
Membership Secretary
Public Relations Officer

27 Other Positions

7 Curatorial Positions
4 Educational Positions
3 Registration Positions
3 Librarian Positions
6 Conservations Positions
2 Preparator Positions
2 Editorial Positions

2005

18 Administrative Positions

Director
Deputy Director
Administrator
Assistant to the Director
Finance Director
Finance B
Development Director
Development Officer
Grant Writer
Human Resources Manager
Marketing Director
Director of Information Systems/CIO
Systems Manager/Technology Manager
Special Events Manager
Membership Secretary
Museum Store Manager
Volunteer Coordinator
Public Relations Officer

28 Other Positions

7 Curatorial Positions
4 Educational Positions
3 Registration Positions
3 Librarian
4 Conservation Positions
2 Preparator Positions
2 Editorial Positions
3 Miscellaneous (Facilities,
Engineering & Security)



2006 AAMC Membership Survey Findings



AAMC Membership Salary Data

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

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