

2017
Nationwide
Museum and Cultural Institution
Compensation Survey

Participant Report

Prepared by



January 2018

2017
Nationwide Museum and Cultural Institution
Compensation Survey

Sponsored by

The Art Institute of Chicago
The Cleveland Museum of Art
The J. Paul Getty Museum
The Metropolitan Museum of Art
The Museum of Modern Art (MoMA)

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Data in effect July 1, 2017

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INTRODUCTION

This is the Participant Report for the 2017 Nationwide Museum and Cultural Institution Compensation Survey sponsored by:

- ◆ The Art Institute of Chicago
- ◆ The Cleveland Museum of Art
- ◆ The J. Paul Getty Museum
- ◆ The Metropolitan Museum of Art
- ◆ The Museum of Modern Art

Report Contents

The survey includes summary compensation data for:

- ◆ Twenty-four executive and senior management positions
- ◆ One hundred and twenty-two benchmark positions

For all positions, the survey provides data on base salary and total cash compensation (base plus bonus). This survey also provides data on how the surveyed positions match to the position descriptions, bonus eligibility, and for select positions, whether the position requires an advanced degree. The data is presented by both participant organization operating budget as well as geographic location. This year, we have also added principal survey titles for each position and the percentage of exempt vs. non-exempt matches for benchmark positions.

For the Top Executive Officer, we also provide benefits, qualified retirement, deferred compensation, perquisites, and total remuneration (total cash plus the aforementioned categories of non-cash compensation) data.

Additionally, this report includes in the Appendices summary compensation data for Executive & Senior Management and Benchmark Positions, where sufficient reportable data exists, for New York City institutions (presented by participant organization operating budget) and for Chicago institutions.

Effective Date of Data

All data is effective as of July 1, 2017.

Participants

Eighty-six organizations completed the survey. Because not all organizations provided data for all positions, the number of responses reported for a given position may be less than eighty-six. A list of participating organizations is presented on page 5.