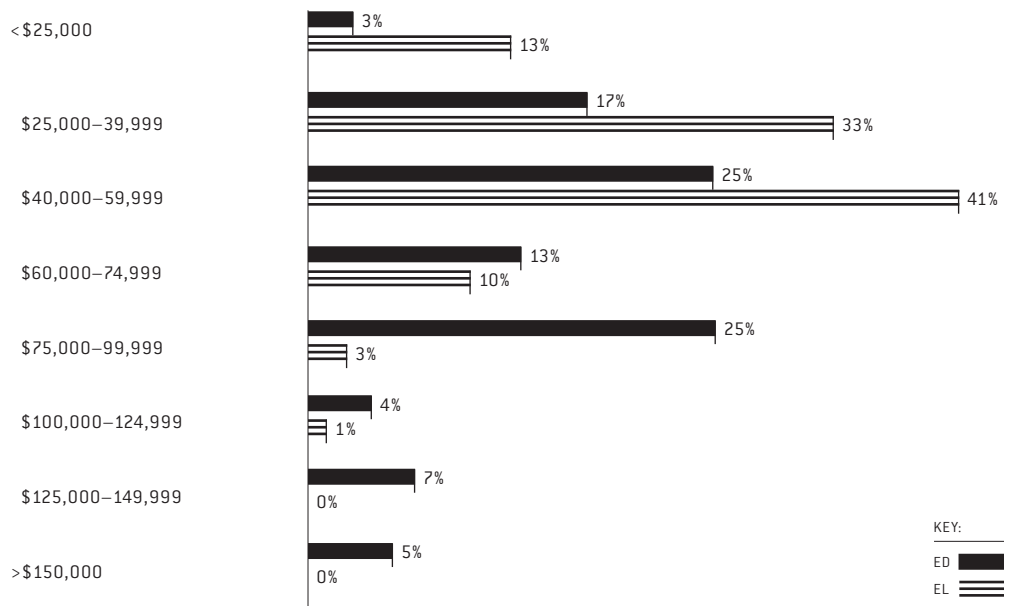


III. SALARIES AND BENEFITS

Key findings:

- Nonprofit arts ED salaries in Chicago compared favorably with national nonprofit salary averages.
- Salaries were highly dependent on organization size, rather than job title alone.
- EL salaries ranged widely but tended to be substantially lower than salaries for comparable positions in the private sector.
- Fifty percent of EDs and two-thirds of ELs reported little or no benefits.

ED & EL SALARY LEVELS



Salary: Even though the survey focuses on midrange organizations, the ED salary ranges compare favorably with CompassPoint ED salaries for all nonprofits. CompassPoint reported an overall average ED salary of \$57,000. Our ED respondents' salaries clustered in the \$40,000–\$60,000 and \$75,000–\$100,000 ranges (we did not ask for exact figures). An informal average based on the midpoints of these ranges would fall around \$70,000, indicating that nonprofit arts EDs are relatively highly compensated among nonprofits. In fact, *The NonProfit Times* published a comprehensive 2002 salary survey sampling 3,000 organizations nationwide, with nonprofit arts EDs ranking fourth among nine organization types:⁶

- Association \$120,044
- Foundation \$107,145
- Religion \$104,085
- **Cultural \$95,828**
- Education \$95,514
- Health \$93,983
- Social/Welfare \$83,901
- Civic \$65,246
- Government \$61,125

That survey included the largest organizations.⁷ Nonprofit director salaries vary widely by organization budget. *The NonProfit Times* breaks down salary averages by organization budget, allowing us to better compare our results with national nonprofit averages. The ED salary difference between these differently sized organizations is nearly 50%. Our survey contradicts these results. This could be due to several factors. Again, we did not ask for exact salaries but salary ranges, and we estimate a single figure by assigning a midpoint to the range, which increases the margin of error considerably. And we have a small sample size—only 14 EDs worked for organizations in the \$500,000–\$999,999 range, and this may be a particularly well-compensated sample. Further complicating analysis, a surprising one-third of EDs in organizations with budgets of \$1 million or more reported a salary in the \$25,000–\$39,999 range.



ED: "If psychic income is your life fulfillment, you will be amply rewarded."

ED SALARY BY ORGANIZATION BUDGET

	\$500,000–\$999,999	\$1M–\$9.9M
<i>NonProfit Times</i> 2002	\$59,287	\$86,759
CompassPoint 2001	\$56,209	\$81,434*
IAAF Nonprofit Arts Survey	\$86,250**	\$82,180**

* Average of \$1–\$5 million and \$5–\$10 million organization salaries.

** Rough estimates based on range midpoints.

It is difficult to compare ED wages to CEO wages in the private sector because rates vary so much by business size and type, but one statistic that can help establish a framework for comparison is the Bureau of Labor Statistics 2000 average salary in Illinois for chief executives, which is \$100,720.⁸

Unlike CompassPoint’s survey, ours suggested no correlation between gender and salary level.

EL salaries are even more difficult to compare to each other or to salaries in other fields because job titles and descriptions vary greatly. About 50% of ELs in our survey identified their job title as some type of “director” or “manager,” with the rest scattered among associate or assistant directors, coordinators, or other positions. The most common salary range is \$40,000–\$59,999, followed by \$25,000–\$39,999. An informal average based on range midpoints would be around \$44,000.

The NonProfit Times reported several different job title salaries. That study’s average program-director salary was \$53,782 (nationally). Salary.com, an online HR and job-search site, gave a significantly higher median Chicago nonprofit-program-director salary of \$67,602—a figure above the range of 87% of our EL respondents’ salaries.⁹

Salary.com returned the following results of median base salaries in Chicago for jobs with similar responsibilities and requiring similar qualifications as nonprofit arts administrators:

- Artist \$41,310
- Art director (advertising) \$66,055
- Art director (Web) \$94,681
- Art manager \$69,640
- Associate product manager (Web) \$61,234
- Assistant professor \$64,163
- Media director (advertising/corporate) \$107,145
- Consultant (education) \$80,026
- Public relations manager \$76,275
- Social worker (MSW) \$45,945
- Teacher (high school) \$48,298



EL: "I have always been bothered by the attitude that because you are working in a nonprofit you should expect less money and be expected to give your time without limit."

The Bureau of Labor Statistics calculates the following mean annual salaries for Illinois in the year 2000.¹⁰

Nonprofit

- Archivists, curators, and museum technicians \$38,840
- Child, family, and school social workers \$35,700
- Social and community service managers \$42,580
- Secondary school teachers, except special and vocational education \$45,970

For profit

- Marketing managers \$72,130
- Advertising and promotions managers \$66,110
- General and operations managers \$66,070
- Public relations managers \$60,980
- Art directors \$58,170
- Meeting and convention planners \$43,810
- Public relations specialists (arts and entertainment) \$39,490
- First-line supervisors/managers of office and administrative support workers \$38,530

Benefits: Fifty percent of EDs and two-thirds of ELs reported benefit values of between \$0 and \$5,000. Comprehensive annual public compensation surveys are needed in the nonprofit arts sector to better understand benefit conditions.

Household Income: About one-third of EDs and 50% of ELs reported that their salary is their sole household income. We did not collect data about other sources of income besides job salary. More detailed salary surveys could engage the anecdotal view that a significant number of nonprofit arts workers are financially independent and do not depend on their job salary.