

 **iVAM 2014**  
**Performing Arts  
Center Management  
Salary Report**

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## IAVM 2014 Salary Survey Report

### *Research and Production*

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**IAVM's Mission: To educate, advocate for, and inspire public assembly venue professionals, worldwide.**

As with all of our products and initiatives, we welcome any comments so that we can continue to improve these reports to meet your needs. Please contact Frank Ingoglia, 972-538-1001 or via email to [frank.ingoglia@iavm.org](mailto:frank.ingoglia@iavm.org).

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## **Table of Contents**

	Page No.
Executive Summary .....	5
Background .....	7
Methodology .....	8
Analytical Note and Job Title Descriptions .....	10
Detailed Average Salary Information .....	15
Total performing arts centers .....	16
Size of performing arts center - Large .....	21
Size of performing arts center - Medium .....	22
Size of performing arts center - Small .....	23
Market Tier - 1st Tier .....	24
Market Tier - 2nd Tier .....	25
Market Tier - 3rd Tier .....	26
Part of a Complex - Yes .....	27
Part of a Complex - No .....	28
University Based - Yes .....	29
University Based - No .....	30
Presenting Organization - Yes .....	31
Presenting Organization - No .....	32
Ownership / Management - Publically Owned and Managed .....	33
Ownership / Management - Publically Owned and Non-Profit or Separate Authority Managed .....	34
Average 2014 Salaries in the United States/Canada .....	35

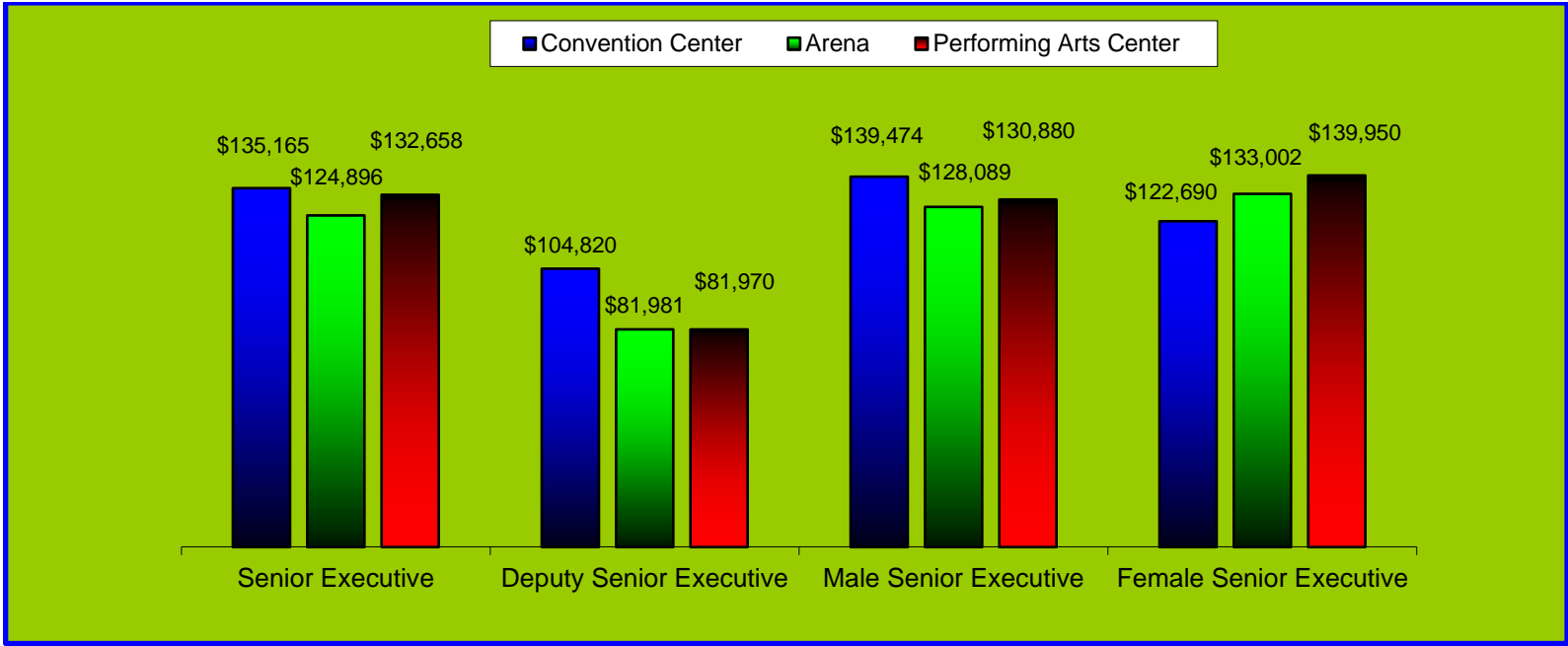
# EXECUTIVE SUMMARY

## Comparison of Senior and Deputy Senior Executive Salaries By Venue Type

Senior executives at performing arts centers and convention centers are more highly compensated than those at arenas. Deputy senior executives enjoy higher salaries at convention centers.

Although the base sizes are small for female senior executives (7-19), it appears that they receive slightly higher salaries than men at performing arts centers and arenas, and lower salaries at convention centers.

Since IAVM is an international association, all salary data includes international convention centers. Pages 35-39 contain salary statistics which are limited to the U.S. and Canada.



Note: Does not take into account number of years of experience, education or geographic location.

## Average 2014 Salaries: Total Performing Arts Center Year to Year Changes

The average salaries reported since 2010 are shown below with substantial changes highlighted for job titles with 50 or more responses.

	2010 Average	2012 Average	2014 Average	△ 2014 vs. 2012	△ %	# of 2014 Responses
Senior Executive	\$120,448	\$124,674	\$132,658	+ \$7,984	+ 6%	51
Deputy Senior Executive	\$90,355	\$94,411	\$81,970	- \$12,441	- 13%	21
VP or Dir. of Operations		\$79,550	\$86,967	+ \$7,417	+ 9%	34
Chief Financial Officer	\$82,585	\$96,055	\$88,355	- \$7,700	- 8%	25
Dir. of Development/Fundraising		\$94,635	\$93,205	- \$1,430	- 2%	17
Dir. or Programming Manager		\$83,281	\$83,879	+ \$598	+ 1%	11
Dir. of Event Logistics/Client Services		\$70,232	\$83,236	+ \$13,004	+ 19%	15
Dir. of Guest Services		\$57,170	\$58,675	+ \$1,505	+ 3%	18
VP or Dir. of Human Resources	\$76,831	\$87,970	\$80,382	- \$7,588	- 9%	8
VP/Dir. of Sales & Marketing		\$74,776	\$79,785	+ \$5,009	+ 7%	14
VP/Dir. of Sales		\$65,043	\$90,767	+ \$25,724	+ 40%	4
VP/Dir. of Marketing and Public Relations		\$64,027	\$59,314	- \$4,713	- 7%	10
VP or Dir. of Public Relations	\$92,446	\$107,655	\$99,647	- \$8,008	- 7%	10
Chief Technology Officer/Information Officer	\$69,660	\$83,016	\$84,585	+ \$1,569	+ 2%	13
Controller/Accounting Manager	\$60,088	\$65,505	\$62,567	- \$2,938	- 4%	20
Event Manager/Coordinator: Senior Level		\$49,710	\$48,283	- \$1,427	- 3%	26
Event Manager/Coordinator: Entry Level		\$38,622	\$38,733	+ \$111	+ 0%	20
Sales or Booking Manager/Coordinator	\$48,095	\$51,831	\$49,079	- \$2,752	- 5%	16
Marketing Manager	\$53,391	\$58,139	\$50,766	- \$7,373	- 13%	21
Sponsorship Manager		\$63,712	\$51,306	- \$12,406	- 19%	8
Operations Manager		\$63,976	\$55,339	- \$8,637	- 14%	20
Production Manager		\$61,104	\$57,939	- \$3,165	- 5%	26
Technical Director/Manager		\$54,250	\$52,634	- \$1,616	- 3%	26
Production or Stage Department Head		\$52,163	\$43,685	- \$8,478	- 16%	16
Director/Manager of Education		\$49,868	\$55,216	+ \$5,348	+ 11%	12
Box Office/Ticket Manager	\$50,088	\$49,959	\$51,458	+ \$1,499	+ 3%	36
House or Patron or Guest Relations Mgr.		\$42,231	\$40,196	- \$2,035	- 5%	23
Chief of Security	\$60,387	\$65,702	\$58,328	- \$7,374	- 11%	9
Asst. Chief of Security/Security Manager	*	\$48,085	\$55,434	+ \$7,349	+ 15%	8
Chief Engineer/Plant or Facility Manager	\$63,622	\$70,166	\$64,922	- \$5,244	- 7%	16
Mgr. of Housekeeping/Janitorial/Conversions	\$48,844	\$43,913	\$41,008	- \$2,905	- 7%	17
Executive Assistant	\$42,573	\$43,344	\$44,111	+ \$767	+ 2%	29



Blank = Not asked in 2010

## BACKGROUND

Salary data continues to be the most requested information from IAVM. The IAVM Research Committee opted to create a simple salary survey that only included salary data for full-time staff in the top three levels of a venue. Fringe benefits and perks were not included in this version.



The Report contains the following 2014 salary statistics:

- Average
- Minimum
- 25<sup>th</sup> percentile
- Median
- 75<sup>th</sup> percentile
- Maximum
- Number of responses included in the calculation

The Report also includes average salary data from prior years, so that year to year differences can be examined.

60 performing arts centers, of which 2 are outside the United States, completed the survey. For countries outside of the United States, the financial data was converted to U.S. Dollars and included in the results. For venue managers interested only in U.S./Canadian data, the average salaries can be found at pages 35-39 of this report.

## METHODOLOGY

Using an internet-based platform provided by PeerFocus, the IAVM 2014 Salary Survey was conducted from January 7<sup>th</sup> through February 27<sup>th</sup>, 2014 with 1,082 IAVM member venues.

A total of 255 completed surveys were obtained (60 performing arts centers, 86 convention centers, 94 arenas and 15 stadiums) for a response rate of 24%.

The survey results are examined by several groupings, in order to make this report more meaningful to you. The number of performing arts centers included in each group is shown below.

<b>Sample of Performing Arts Centers That Participated</b>					
<b>Size of Venue (number of seats)</b>		<b>Venue is:</b>		<b>Ownership</b>	
Large (Over 2,500)	22	Part of a complex	22	Public Owner (Government/Authority)	50
Medium (1,501 to 2,500)	18	Not part of a complex	38	Not Public Owner (Private/Non-profit/Other)	10
Small (Up to 1,500)	20	University based	13		
		Not University based	47		
		Presenting Organization	38	<b>Management</b>	
<b>Market Tier</b>		Not a Presenting Organization	21	Public Management (Government/Authority)	29
1st	20			Not Public Management (Management	31
2nd	17			Company/ Non-Profit/Other)	
3rd	23				
Note: One organization did not answer if it presented					

The data does not take into account number of years of experience, education or geographic location. Due to situations where the cost of living is higher than other locations within an area, such as New York City or San Diego, the use of geographic location was excluded.



All data reflects the information provided by participants. When data appeared to be contradictory or unlikely, the accuracy was verified with the reporting organization. Outliers and data that could not be confirmed were removed.

The data collection and calculation process was a very extensive multi-step process. In the initial data collection process, significant effort was made to ensure that obvious errors or missing responses in the data were followed up and corrected. Averages and standard deviations were calculated and responses that did not fall within 2 standard deviations of the average were excluded. (Standard deviation is a statistical tool used to measure variability or spread of a sampling of data. In an analysis of collected data, there can be concern about the validity of survey conclusions should there be certain data that are dramatically different than all of the other collected data. A statistical rule-of-thumb for the type of data collected is that approximately 95% of the data falls within two standard deviations of the calculated average.)

No calculations are included when there were less than four responses. As with any type of benchmarking, this is provided as a guideline and you are encouraged to use your discretion and other sources in conjunction with the data herein.

We hope you will find the following information useful and we encourage you to participate in future surveys. Should you have any questions on the Report, please contact Frank Ingoglia at [Frank.Ingoglia@iavm.org](mailto:Frank.Ingoglia@iavm.org).

## ANALYTICAL NOTE AND JOB TITLES INCLUDED IN THE SURVEY

On all tables included in this report:

- Data is not shown when base sizes are 3 or less.
- Percentage totals may not add to 100% due to rounding.

The 32 job titles covered in this survey, along with further description provided to respondents, are shown below.

The 32 job titles covered in this survey, along with further description provided to respondents are:

### 01. Senior Executive

Responsibility: Overall management of the organization

Typically reports to outside oversight such as corp. management, Board of Directors/Trustees, government dept. head, etc.

Example Titles: President, CEO, GM, Executive Director, Managing Director, etc.

If you have more than one of these titles, report on the salary of the most senior title.

### 02. Deputy Senior Executive

Responsibility: Daily overall operation of the venue and/or programming.

Typically reports to (01) or the same outside authority as the Senior Executive reports to.

Example Titles: COO, GM or Assistant GM, Assistant Director, Assistant Executive Director, Producing Director

If you have more than one of these titles, report on the salary of the most senior title.

### 03. Vice President, Operations/Director of Operations

Responsibility: Oversight of all venue operations, including facility maintenance and management, construction and real property operations. May include patron services, executive oversight of operations, food and beverage services, production services and facility renovations.

Typically reports to: (01) or (02).

### 04. Chief Financial Officer

Responsibility: Overall oversight of financial operations

Typically reports to (01), (02) or Board of Directors.

Example Titles: CFO, Vice President of Finance, Director of Finance, Comptroller, etc.

If you have more than one of these titles, report on the salary of the most senior title.

**05. Director of Development/Fundraising/Sponsorship**

Responsibility: Raising the contributed revenue budget goal. Oversees capital and endowment campaigns and supervises fundraising staff.  
Typically reports to: (01) or (02).

**06. Director of Programming/Director of Entertainment/Programming Manager**

Responsibility: Selects and contracts for programming on which the venue takes an “at risk” position (as opposed to programming produced or presented by rental clients or resident tenants.)  
Typically reports to (01), (02) or (03).

**07. Director of Event Logistics/Client Services/Production**

Responsibility: Overall oversight of staff planning and coordinating event logistics, including possibly oversight of stage/production operations, for outside client events and events produced by the organization. Doesn't typically include patron or guest services.  
Typically reports to (01), (02) or (03).  
Example titles: Dir. of Events, Dir. of Client Services, Dir. of Production, Dir. Of Convention Services, Production Manager, etc.  
If you have more than one of these titles, report on the salary of the most senior title.

**08. Director of Guest Services**

Responsibility: Oversight of all procedures and programs that improve guest satisfaction within a venue. Daily oversight of all public areas and operations of a performing arts center. Could oversee merchandising, food and beverage, A.D.A. compliance services or other patron amenities. Insures quality experience for patrons. Does not typically include client/tenant services.  
Typically reports to (01), (02) or (03).  
Example titles: Patron Services Director or Manager, Guest Relations Director or Manager, Front of House Manager, Customer Service Manager, etc.  
If you have more than one of these titles, report on the salary of the most senior title.

**09. Vice President, Human Resources/Director of Human Resources**

Responsibility: Overall oversight of human resources and capital  
Typically reports to (01), (02) or (04).  
If you have more than one of these titles, report on the salary of the most senior title.

**10. Vice President/Director of Sales & Marketing**

If the roles of Sales and Marketing are separated for your organization at this level, report separately in (11) and/or (12).  
Responsibility: Management of all sales and marketing functions. May include PR, event/promoter local marketing, and/or community outreach responsibilities in addition to marketing the venue's events and facilities, to include productions presented by the venue (as opposed to rental events and/or marketing specifically for the venue).  
Do not report on individual program managers, such as regional sales managers or group sales managers, etc.

**11. Vice President/Director of Sales**

If the roles of Sales and Marketing are combined for your organization at this level, only report in (10).  
Responsibility: Management of venue and facility sales functions and not marketing.  
Do not report on individual program managers, such as regional sales managers or group sales managers, etc.

## **12. Vice President/Director of Marketing and Public Relations**

If the roles of Sales and Marketing are combined for your organization at this level, only report in (10).

Responsibility: Management of venue and facility marketing functions and not sales. May include PR, event/promoter local marketing, and/or community outreach responsibilities in addition to marketing the venue.

Do not report on individual program managers, such as regional marketing managers or group marketing managers, etc.

## **13. Vice President, Public Relations/Director of Public Relations/Director of Communications**

Responsibility: Overall oversight of public relations and corporate communications. Can include oversight of social media strategy, also government relations/public affairs.

Typically reports to (01), (02) or (10)

If you have more than one of these titles, report on the salary of the most senior title.

## **14. Chief Technology Officer/Information Officer**

Responsibility: Overall oversight of technology operations

Example Titles: CTO, Director of Information Management, Director of IT, Director of Computer Systems, IT Manager, Systems Manager

Typically reports to (01), (02), (03) or (04).

If you have more than one of these titles, report on the salary of the most senior title.

## **15. Controller/Accounting Manager**

Responsibility: Daily oversight of financial operations

Typically reports to (04)

If you have more than one of these titles, report on the salary of the most senior title.

Do not report on program managers, such as A/R, A/P or Payroll, etc.

## **16. Event Manager/Event Coordinator: Senior Level Only**

Responsibility: Overall planning and coordination of venue services for assigned events

Typically reports to (07)

## **17. Event Manager/Event Coordinator: Entry Level Only**

Responsibility: Overall planning and coordination of venue services for assigned events

Typically reports to (07) or (16)

## **18. Sales Manager/Booking Manager/Sales and Booking Coordinator**

Responsibility: Generating and closing daily rentals of the venue. May be responsible for an assigned market, such as regional sales or corporate sales.

Typically reports to (10) or (11), may report to (01), (02) or (03), especially in smaller organizations.

If there are multiple sales managers responsible for this function, record the number of them and provide an average salary.

## **19. Marketing Manager**

Responsibility: Promotion of the venue brand and positioning of the venue in its competitive marketplace.

Typically reports to (10) or (12)

If there are multiple marketing managers responsible for this function, record the number of them and provide an average salary.

**20. Sponsorship Manager**

Responsibility: Securing and fulfilling sponsorships from business sources, local and national as appropriate.  
Typically reports to (05)

**21. Operations Manager**

Responsibility: Day to day venue operations, may include facility management and/or event support oversight.  
Typically reports to (03) or (07).

**22. Production Manager**

Responsibility: Daily oversight of performance-related logistics for rehearsals and performances, as well as operations and maintenance of production systems and equipment. Advances upcoming performance events, especially from a technical/production standpoint in a performing arts center.  
Typically reports to (02), (03), or (07).  
If you have more than one of these titles, report on the salary of the most senior title.

**23. Technical Director/Manager**

Responsibility: Daily oversight of the technical and stage operations for a theatre or performing arts center. Supervises stage department heads during events.  
Typically reports to (02), (03), (07), or (22).

**24. Production or Stage Department Head**

Responsibility: Daily operation of a trade craft (Stage Carpenter, Electrical, Sound, Rigging, etc.)  
Typically reports to (22) or (23)  
If there are multiple production or stage dept. heads, record the number of them and provide an average salary. Can include Union or non-union house crew persons.

**25. Director/Manager of Education/Outreach**

Responsibility: Oversight of educational, family and community outreach programs for a venue.  
Typically reports to (02), (03), (10) or (12)

**26. Box Office/Ticket Manager**

Responsibility: Daily management of ticket sales and ticket sellers  
Typically reports to (03), (04), (10) or (12)  
If you have more than one of these titles, report on the salary of the most senior title.

**27. House Manager/Patron Services Manager/Guest Relations Manager**

Responsibility: Supervision of admissions/guest services day-of-event staff, oversight of direct delivery of patron service related amenities and programs, usually during events.  
Typically reports to (03), (06) or (07)

**28. Chief of Security**

Responsibility: Overall oversight of safety and security operations  
Typically reports to (03)

**29. Assistant Chief of Security/Security Manager**

Responsibility: Daily oversight of safety and security operations

Typically reports to (28)

If you have multiple managers responsible for separate related operations (Security, Parking, Safety, etc.), record the number of them and provide an average salary.

**30. Chief Engineer/Plant Manager/Facility Manager**

Responsibility: Daily management of physical plant operations

Typically reports to (03)

If there are multiple managers responsible for separate related operations (Maintenance, HVAC, Central Plant, Parking, etc.), record the number of them and provide an average salary.

**31. Manager of Housekeeping/Janitorial/Conversions**

Responsibility: Daily housekeeping and/or setup of function space

Typically reports to (03) or (30)

If there are multiple managers responsible for separate related operations (Housekeeping, Function Space Changeovers, etc.), record the number of them and provide an average salary.

**32. Executive Assistant**

Responsibility: Provides administrative support at the senior executive level. Is not classified as an Administrative Assistant.

Typically reports to (01) or (02)

If there are multiple Executive Assistants, record the number of them and provide an average salary.

## DETAILED SALARY INFORMATION



Since IAVM is an international association, all salary data includes international performing arts centers. Pages 35-39 contain salary statistics which are limited to the U.S. and Canada.

## Average 2014 Salaries: Total Performing Arts Centers

Below are the average reported salary statistics at performing arts centers in 2014, followed by a table that includes year to year changes.

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$132,658	\$50,000	\$88,002	\$117,658	\$158,301	\$301,652	51
Deputy Senior Executive	\$81,970	\$45,000	\$57,117	\$79,000	\$105,000	\$165,900	21
VP or Dir. of Operations	\$86,967	\$42,000	\$60,525	\$89,862	\$103,416	\$153,388	34
Chief Financial Officer	\$88,355	\$50,000	\$63,290	\$89,609	\$114,836	\$134,824	25
Dir. of Development/Fundraising	\$93,205	\$57,500	\$66,000	\$85,000	\$111,300	\$151,400	17
Dir. or Programming Manager	\$83,879	\$41,500	\$58,000	\$77,304	\$95,242	\$163,000	11
Dir. of Event Logistics/Client Services	\$83,236	\$45,000	\$80,112	\$89,724	\$94,328	\$100,500	15
Dir. of Guest Services	\$58,675	\$32,000	\$40,350	\$51,722	\$75,530	\$105,000	18
VP or Dir. of Human Resources	\$80,382	\$51,624	\$54,938	\$84,735	\$95,664	\$111,324	8
VP/Dir. of Sales & Marketing	\$79,785	\$40,000	\$58,736	\$87,762	\$94,786	\$109,575	14
VP/Dir. of Sales	\$90,767	\$57,000	\$60,750	\$68,500	\$98,517	\$169,066	4
VP/Dir. of Marketing and Public Relations	\$59,314	\$40,000	\$50,000	\$55,000	\$66,088	\$90,355	10
VP or Dir. of Public Relations	\$99,647	\$42,000	\$78,289	\$85,123	\$135,422	\$160,000	10
Chief Technology Officer/Information Officer	\$84,585	\$44,800	\$62,376	\$98,000	\$104,416	\$114,350	13
Controller/Accounting Manager	\$62,567	\$30,000	\$44,750	\$61,000	\$80,653	\$95,000	20
Event Manager/Coordinator: Senior Level	\$48,283	\$24,000	\$38,500	\$45,773	\$57,283	\$72,000	26
Event Manager/Coordinator: Entry Level	\$38,733	\$25,000	\$34,750	\$39,760	\$44,625	\$48,000	20
Sales or Booking Manager/Coordinator	\$49,079	\$32,500	\$43,701	\$45,861	\$53,250	\$65,561	16
Marketing Manager	\$50,766	\$27,000	\$40,000	\$45,000	\$63,000	\$73,653	21
Sponsorship Manager	\$51,306	\$40,000	\$46,788	\$51,667	\$55,350	\$65,000	8
Operations Manager	\$55,339	\$30,000	\$40,516	\$49,350	\$71,066	\$85,405	20
Production Manager	\$57,939	\$32,000	\$43,492	\$54,525	\$65,171	\$98,800	26
Technical Director/Manager	\$52,634	\$25,968	\$39,926	\$52,046	\$59,861	\$87,300	26
Production or Stage Department Head	\$43,685	\$24,000	\$34,250	\$44,860	\$52,235	\$62,143	16
Director/Manager of Education	\$55,216	\$23,700	\$41,359	\$49,500	\$68,900	\$84,000	12
Box Office/Ticket Manager	\$51,458	\$30,000	\$41,700	\$52,282	\$60,009	\$74,526	36
House or Patron or Guest Relations Mgr.	\$40,196	\$10,000	\$31,996	\$40,000	\$50,722	\$70,000	23
Chief of Security	\$58,328	\$46,575	\$48,000	\$58,000	\$63,600	\$77,334	9
Asst. Chief of Security/Security Manager	\$55,434	\$34,352	\$48,433	\$56,000	\$63,315	\$75,244	8
Chief Engineer/Plant or Facility Manager	\$64,922	\$30,742	\$51,128	\$60,126	\$77,500	\$103,740	16
Mgr. of Housekeeping/Janitorial/Conversions	\$41,008	\$12,000	\$27,000	\$32,100	\$55,297	\$73,653	17
Executive Assistant	\$44,111	\$15,000	\$34,000	\$47,800	\$54,392	\$65,620	29



## Average 2014 Salaries: Total Performing Arts Centers Year to Year Changes

Focusing on job titles with base sizes of 50 or more, we can reliably conclude that Senior Executive salaries have risen steadily since 2010.

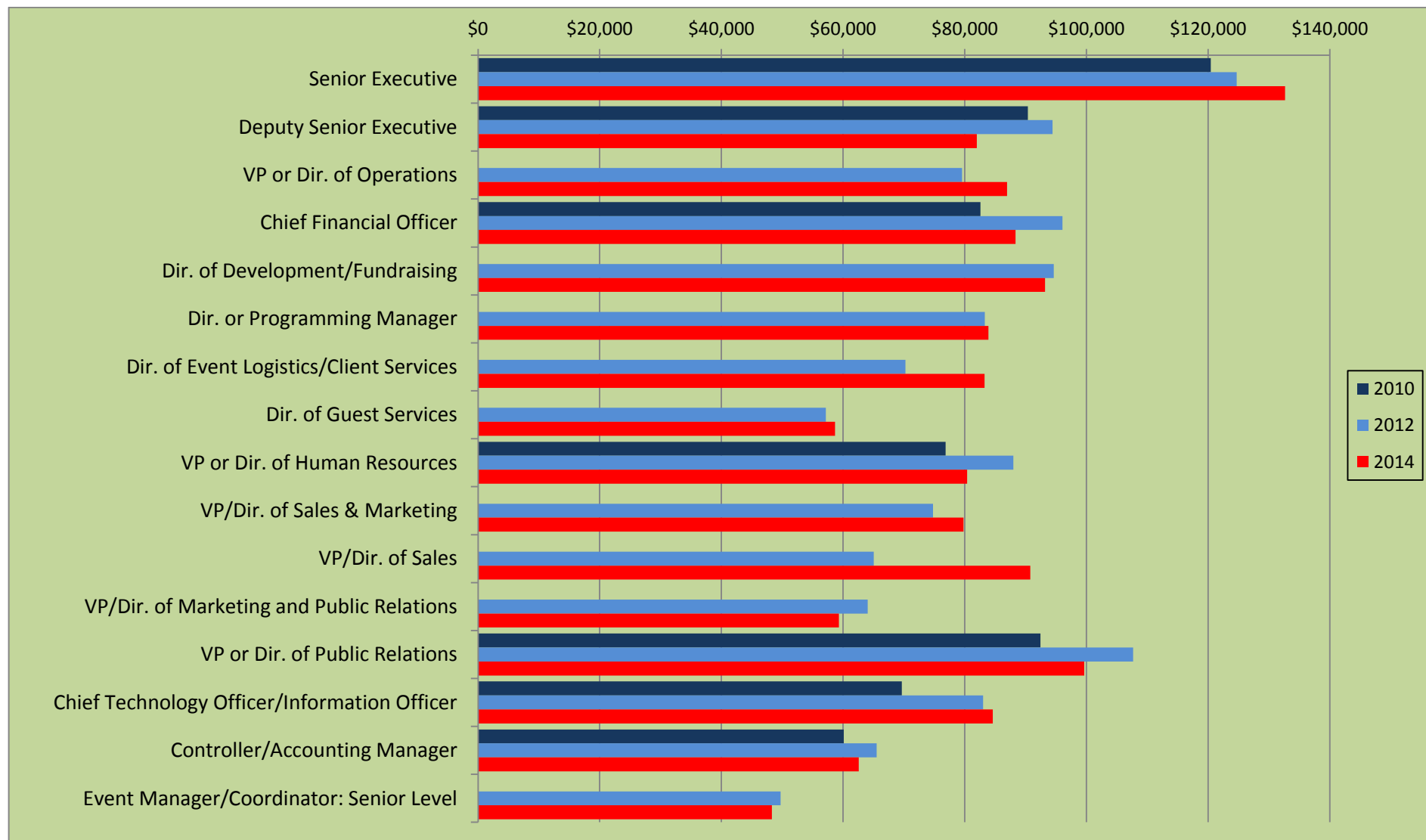
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Technical Director/Manager		\$54,250	\$52,634	- \$1,616	- 3%	26
Production or Stage Department Head		\$52,163	\$43,685	- \$8,478	- 16%	16
Director/Manager of Education		\$49,868	\$55,216	+ \$5,348	+ 11%	12
Box Office/Ticket Manager	\$50,088	\$49,959	\$51,458	+ \$1,499	+ 3%	36
House or Patron or Guest Relations Mgr.		\$42,231	\$40,196	- \$2,035	- 5%	23
Chief of Security	\$60,387	\$65,702	\$58,328	- \$7,374	- 11%	9
Asst. Chief of Security/Security Manager	*	\$48,085	\$55,434	+ \$7,349	+ 15%	8
Chief Engineer/Plant or Facility Manager	\$63,622	\$70,166	\$64,922	- \$5,244	- 7%	16
Mgr. of Housekeeping/Janitorial/Conversions	\$48,844	\$43,913	\$41,008	- \$2,905	- 7%	17
Executive Assistant	\$42,573	\$43,344	\$44,111	+ \$767	+ 2%	29



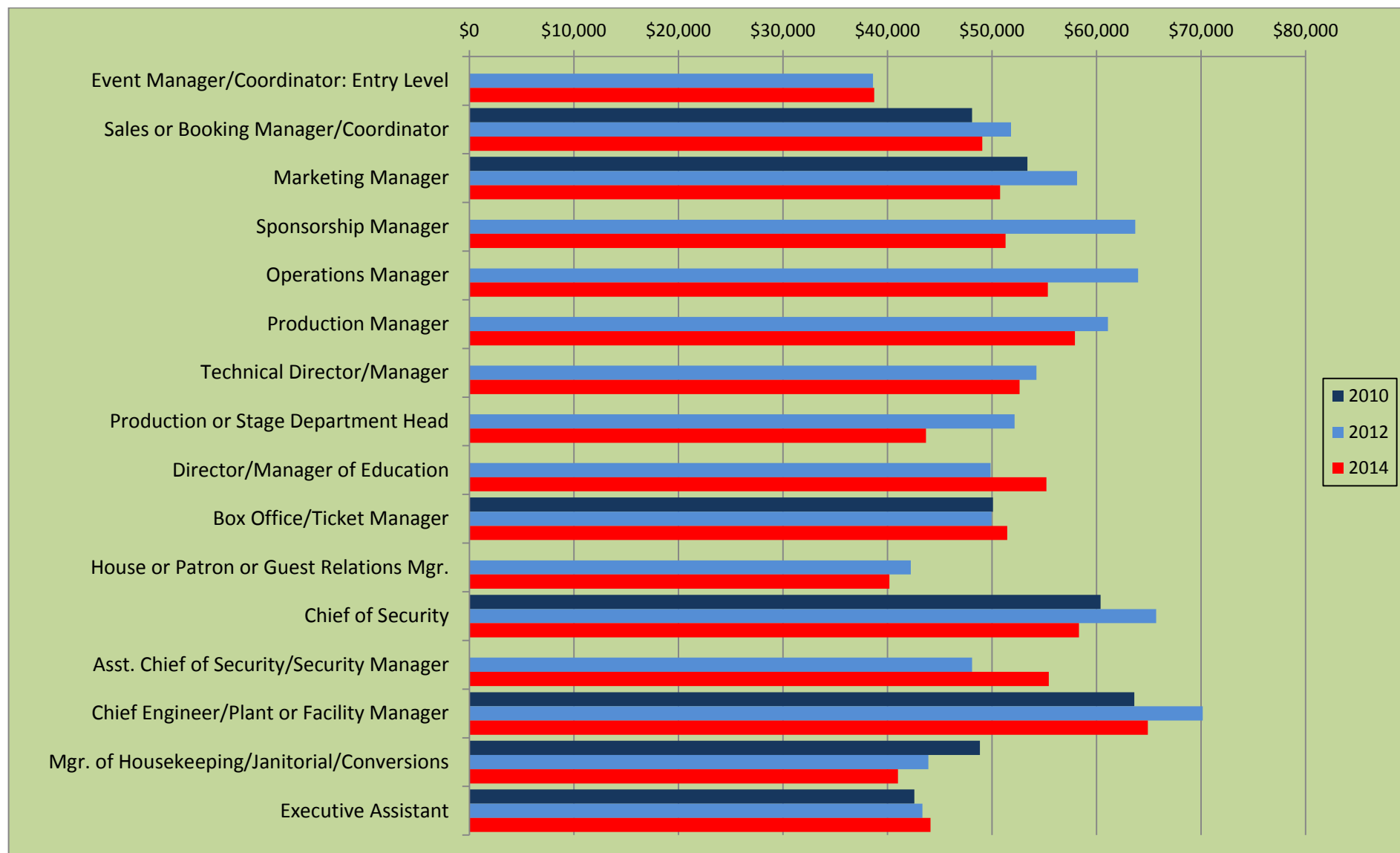
Blank = Not asked in 2010

## Average 2014 Salaries: Total Performing Arts Centers Year to Year Changes (continued)

The following two pages present the trended salary data in chart form for all the performing arts center positions.



## Average 2014 Salaries: Total Performing Arts Centers Year to Year Changes (continued)



Subsequent pages contain salary information by size of the venue, market tier, whether or not it's part of a complex or university, whether or not it presents, and ownership/management structure. Because of the instability of small base sizes, no year to year changes are presented.

If the reader is interested in creating unique subgroups for analysis, contact the IAVM Research Manager ([frank.ingoglia@iavm.org](mailto:frank.ingoglia@iavm.org)) to discuss feasibility and timing.

## Average 2014 Salaries: Size of Performing Arts Center – Large

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$157,423	\$50,000	\$111,593	\$134,432	\$171,500	\$360,000	19
Deputy Senior Executive	\$73,390	\$45,000	\$56,736	\$79,000	\$85,000	\$106,258	7
VP or Dir. of Operations	\$86,025	\$50,990	\$62,100	\$85,629	\$96,500	\$150,000	13
Chief Financial Officer	\$89,916	\$52,500	\$62,100	\$89,609	\$116,735	\$134,824	9
Dir. of Development/Fundraising	\$94,557	\$57,500	\$65,000	\$87,500	\$111,300	\$136,217	9
Dir. or Programming Manager	\$131,397	\$75,000	\$98,983	\$120,000	\$163,000	\$200,000	5
Dir. of Event Logistics/Client Services	\$91,503	\$75,000	\$88,540	\$94,144	\$96,900	\$100,500	7
Dir. of Guest Services	\$59,204	\$32,000	\$41,400	\$52,000	\$60,000	\$107,921	9
VP or Dir. of Human Resources	\$72,452	\$51,624	\$54,750	\$55,000	\$90,885	\$110,000	5
VP/Dir. of Sales & Marketing	\$101,696	\$53,904	\$73,231	\$94,144	\$107,200	\$180,000	5
VP/Dir. of Sales							2
VP/Dir. of Marketing and Public Relations	\$50,100	\$40,000	\$48,000	\$50,000	\$50,000	\$62,500	5
VP or Dir. of Public Relations							2
Chief Technology Officer/Information Officer	\$82,178	\$52,000	\$63,514	\$82,464	\$102,875	\$109,265	6
Controller/Accounting Manager	\$62,625	\$30,000	\$51,731	\$61,188	\$74,701	\$95,000	10
Event Manager/Coordinator: Senior Level	\$53,224	\$24,000	\$42,790	\$51,192	\$65,000	\$82,267	9
Event Manager/Coordinator: Entry Level	\$46,220	\$38,110	\$44,625	\$45,101	\$46,604	\$57,437	6
Sales or Booking Manager/Coordinator	\$52,045	\$45,000	\$46,150	\$50,000	\$56,500	\$64,013	7
Marketing Manager	\$52,703	\$35,815	\$42,000	\$53,097	\$64,768	\$67,250	6
Sponsorship Manager	\$58,551	\$48,420	\$50,000	\$53,333	\$57,000	\$84,000	5
Operations Manager	\$56,839	\$30,000	\$46,773	\$53,000	\$72,030	\$85,000	10
Production Manager	\$62,347	\$38,682	\$50,815	\$60,580	\$66,637	\$98,800	10
Technical Director/Manager	\$55,580	\$25,968	\$46,499	\$56,788	\$65,596	\$80,000	11
Production or Stage Department Head	\$50,154	\$24,000	\$50,000	\$55,040	\$59,589	\$62,143	5
Director/Manager of Education	\$73,457	\$44,541	\$55,300	\$72,600	\$83,000	\$115,000	6
Box Office/Ticket Manager	\$51,092	\$30,000	\$46,250	\$53,599	\$59,116	\$65,970	14
House or Patron or Guest Relations Mgr.	\$44,944	\$31,200	\$39,020	\$40,000	\$49,436	\$70,000	11
Chief of Security	\$51,768	\$46,575	\$48,000	\$48,000	\$58,000	\$58,266	5
Asst. Chief of Security/Security Manager							3
Chief Engineer/Plant or Facility Manager	\$58,643	\$38,958	\$53,170	\$60,000	\$62,408	\$85,000	9
Mgr. of Housekeeping/Janitorial/Conversions	\$38,854	\$23,529	\$26,788	\$31,800	\$51,399	\$65,924	8
Executive Assistant	\$47,584	\$31,992	\$37,438	\$52,000	\$54,700	\$65,620	13

## Average 2014 Salaries: Size of Performing Arts Center – Medium

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$131,293	\$55,000	\$105,000	\$148,710	\$157,602	\$225,000	13
Deputy Senior Executive	\$90,123	\$48,100	\$71,733	\$98,466	\$105,647	\$124,842	6
VP or Dir. of Operations	\$98,352	\$43,000	\$75,750	\$90,750	\$121,912	\$153,388	12
Chief Financial Officer	\$111,518	\$63,290	\$78,000	\$105,435	\$117,539	\$203,557	11
Dir. of Development/Fundraising							3
Dir. or Programming Manager							2
Dir. of Event Logistics/Client Services	\$81,114	\$50,632	\$79,951	\$89,749	\$90,912	\$94,328	4
Dir. of Guest Services	\$70,756	\$40,000	\$51,444	\$77,334	\$80,000	\$105,000	5
VP or Dir. of Human Resources							2
VP/Dir. of Sales & Marketing	\$72,413	\$40,000	\$43,225	\$86,143	\$92,362	\$109,575	7
VP/Dir. of Sales							2
VP/Dir. of Marketing and Public Relations	\$68,528	\$50,000	\$60,000	\$67,284	\$75,000	\$90,355	5
VP or Dir. of Public Relations	\$95,791	\$42,000	\$78,289	\$85,123	\$123,922	\$149,634	6
Chief Technology Officer/Information Officer	\$89,225	\$44,800	\$45,000	\$101,853	\$104,416	\$150,054	5
Controller/Accounting Manager	\$62,419	\$32,000	\$43,950	\$62,000	\$80,215	\$94,605	7
Event Manager/Coordinator: Senior Level	\$48,822	\$30,000	\$41,250	\$45,179	\$54,509	\$72,000	10
Event Manager/Coordinator: Entry Level	\$40,455	\$34,000	\$37,260	\$40,668	\$43,000	\$48,000	7
Sales or Booking Manager/Coordinator							2
Marketing Manager	\$54,605	\$35,000	\$42,500	\$58,000	\$65,290	\$73,653	7
Sponsorship Manager							2
Operations Manager	\$51,624	\$30,000	\$39,171	\$45,500	\$63,571	\$85,405	8
Production Manager	\$64,940	\$40,000	\$43,995	\$51,732	\$84,928	\$105,000	7
Technical Director/Manager	\$57,369	\$35,000	\$43,273	\$55,981	\$67,180	\$87,300	6
Production or Stage Department Head	\$39,034	\$30,000	\$31,500	\$36,448	\$46,250	\$52,377	8
Director/Manager of Education	\$37,175	\$23,700	\$34,425	\$39,000	\$41,750	\$47,000	4
Box Office/Ticket Manager	\$53,918	\$31,404	\$44,250	\$53,250	\$62,777	\$74,526	12
House or Patron or Guest Relations Mgr.	\$31,741	\$10,000	\$15,250	\$28,500	\$46,583	\$60,000	6
Chief of Security							2
Asst. Chief of Security/Security Manager							3
Chief Engineer/Plant or Facility Manager							3
Mgr. of Housekeeping/Janitorial/Conversions	\$39,202	\$12,000	\$31,600	\$32,100	\$46,656	\$73,653	5
Executive Assistant	\$40,630	\$25,000	\$30,000	\$38,000	\$48,456	\$58,157	9

## Average 2014 Salaries: Size of Performing Arts Centers – Small

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$96,626	\$55,865	\$71,520	\$90,000	\$119,743	\$161,287	16
Deputy Senior Executive	\$86,700	\$51,000	\$56,196	\$60,000	\$108,804	\$165,900	7
VP or Dir. of Operations	\$76,417	\$42,000	\$58,750	\$80,088	\$92,540	\$105,000	8
Chief Financial Officer	\$82,001	\$50,000	\$56,000	\$94,066	\$98,932	\$120,078	7
Dir. of Development/Fundraising	\$88,495	\$65,000	\$72,000	\$72,075	\$82,000	\$151,400	5
Dir. or Programming Manager	\$71,137	\$41,500	\$56,000	\$77,304	\$89,381	\$91,500	5
Dir. of Event Logistics/Client Services							3
Dir. of Guest Services	\$55,490	\$40,000	\$40,000	\$50,000	\$70,116	\$77,334	5
VP or Dir. of Human Resources							2
VP/Dir. of Sales & Marketing							3
VP/Dir. of Sales							0
VP/Dir. of Marketing and Public Relations							0
VP or Dir. of Public Relations							2
Chief Technology Officer/Information Officer							3
Controller/Accounting Manager							3
Event Manager/Coordinator: Senior Level	\$45,769	\$30,000	\$34,000	\$37,000	\$59,342	\$66,700	7
Event Manager/Coordinator: Entry Level	\$34,431	\$27,000	\$29,187	\$34,783	\$39,220	\$42,000	6
Sales or Booking Manager/Coordinator	\$40,804	\$32,500	\$38,750	\$41,752	\$43,701	\$46,721	6
Marketing Manager	\$45,954	\$27,000	\$32,250	\$42,500	\$58,337	\$73,653	8
Sponsorship Manager							2
Operations Manager							1
Production Manager	\$49,279	\$32,000	\$40,000	\$54,050	\$55,000	\$57,722	9
Technical Director/Manager	\$42,870	\$27,000	\$38,750	\$42,451	\$47,250	\$57,055	8
Production or Stage Department Head	\$53,052	\$39,000	\$43,290	\$48,454	\$58,216	\$76,300	4
Director/Manager of Education							3
Box Office/Ticket Manager	\$47,070	\$40,000	\$40,743	\$42,500	\$53,853	\$59,900	8
House or Patron or Guest Relations Mgr.	\$39,947	\$24,000	\$34,461	\$38,923	\$48,000	\$53,836	6
Chief of Security							3
Asst. Chief of Security/Security Manager							2
Chief Engineer/Plant or Facility Manager							3
Mgr. of Housekeeping/Janitorial/Conversions	\$47,575	\$26,000	\$26,750	\$45,323	\$66,147	\$73,653	4
Executive Assistant	\$42,140	\$15,000	\$34,948	\$47,800	\$53,290	\$55,703	7

## Average 2014 Salaries: Size of Performing Arts Center Market – First Tier

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$140,464	\$60,000	\$120,500	\$140,000	\$160,144	\$239,418	15
Deputy Senior Executive	\$83,141	\$45,000	\$60,000	\$80,000	\$105,863	\$124,842	5
VP or Dir. of Operations	\$99,205	\$51,000	\$86,653	\$93,500	\$114,364	\$150,000	14
Chief Financial Officer	\$116,674	\$50,000	\$93,555	\$114,836	\$127,451	\$203,557	11
Dir. of Development/Fundraising	\$84,745	\$57,500	\$65,000	\$72,000	\$98,750	\$136,217	7
Dir. or Programming Manager	\$107,496	\$56,000	\$70,250	\$86,992	\$124,237	\$200,000	4
Dir. of Event Logistics/Client Services	\$93,089	\$88,613	\$89,761	\$94,236	\$94,496	\$98,800	8
Dir. of Guest Services	\$66,762	\$32,000	\$51,444	\$60,000	\$77,334	\$107,921	9
VP or Dir. of Human Resources							3
VP/Dir. of Sales & Marketing	\$107,231	\$86,143	\$86,143	\$89,724	\$94,144	\$180,000	5
VP/Dir. of Sales							2
VP/Dir. of Marketing and Public Relations	\$73,528	\$40,000	\$62,500	\$67,284	\$90,355	\$107,500	5
VP or Dir. of Public Relations	\$109,886	\$77,304	\$81,245	\$81,245	\$149,634	\$160,000	5
Chief Technology Officer/Information Officer	\$87,935	\$52,000	\$74,695	\$99,927	\$103,775	\$104,416	6
Controller/Accounting Manager	\$73,910	\$40,000	\$60,972	\$77,870	\$89,856	\$95,000	11
Event Manager/Coordinator: Senior Level	\$57,559	\$38,000	\$51,736	\$57,283	\$66,196	\$71,770	7
Event Manager/Coordinator: Entry Level	\$42,469	\$39,520	\$40,094	\$41,000	\$44,750	\$47,072	7
Sales or Booking Manager/Coordinator	\$51,644	\$38,000	\$44,100	\$45,000	\$65,561	\$65,561	5
Marketing Manager	\$59,618	\$33,000	\$51,097	\$67,250	\$70,616	\$73,653	7
Sponsorship Manager							3
Operations Manager	\$71,644	\$46,000	\$62,392	\$74,911	\$85,203	\$85,405	7
Production Manager	\$62,884	\$32,000	\$45,117	\$58,366	\$84,169	\$98,800	10
Technical Director/Manager	\$60,679	\$36,000	\$51,000	\$56,788	\$71,000	\$87,300	13
Production or Stage Department Head	\$47,201	\$24,000	\$37,896	\$52,377	\$59,589	\$62,143	5
Director/Manager of Education	\$54,588	\$41,812	\$43,858	\$48,270	\$59,000	\$80,000	4
Box Office/Ticket Manager	\$52,102	\$31,404	\$40,200	\$49,696	\$65,235	\$74,526	14
House or Patron or Guest Relations Mgr.	\$47,904	\$24,000	\$40,000	\$47,865	\$55,125	\$70,000	8
Chief of Security	\$61,156	\$48,000	\$50,500	\$58,133	\$72,567	\$77,334	6
Asst. Chief of Security/Security Manager	\$58,186	\$46,000	\$49,933	\$57,658	\$63,315	\$75,244	6
Chief Engineer/Plant or Facility Manager	\$67,366	\$30,742	\$53,170	\$60,000	\$99,195	\$103,740	9
Mgr. of Housekeeping/Janitorial/Conversions	\$46,811	\$25,000	\$29,000	\$40,128	\$67,856	\$73,653	8
Executive Assistant	\$51,050	\$32,000	\$49,228	\$52,937	\$56,275	\$65,620	11



## Average 2014 Salaries: Size of Performing Arts Center Market – Second Tier

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$143,384	\$50,000	\$106,250	\$118,150	\$153,428	\$300,000	14
Deputy Senior Executive	\$77,962	\$48,000	\$65,000	\$79,000	\$91,931	\$106,258	9
VP or Dir. of Operations	\$75,119	\$42,000	\$59,000	\$75,000	\$90,500	\$124,880	11
Chief Financial Officer	\$73,844	\$50,000	\$63,290	\$66,000	\$81,000	\$116,735	9
Dir. of Development/Fundraising	\$91,700	\$66,000	\$82,000	\$85,000	\$90,000	\$135,500	5
Dir. or Programming Manager							3
Dir. of Event Logistics/Client Services	\$68,900	\$36,000	\$46,974	\$69,550	\$91,475	\$100,500	4
Dir. of Guest Services	\$49,218	\$40,000	\$40,000	\$41,400	\$44,688	\$80,000	5
VP or Dir. of Human Resources	\$77,208	\$51,624	\$54,156	\$72,943	\$95,995	\$111,324	4
VP/Dir. of Sales & Marketing	\$70,428	\$45,000	\$51,678	\$63,568	\$82,317	\$109,575	4
VP/Dir. of Sales							1
VP/Dir. of Marketing and Public Relations	\$58,250	\$48,000	\$49,500	\$55,000	\$63,750	\$75,000	4
VP or Dir. of Public Relations							3
Chief Technology Officer/Information Officer	\$91,624	\$44,800	\$57,982	\$85,821	\$119,462	\$150,054	4
Controller/Accounting Manager	\$49,467	\$30,000	\$44,900	\$50,058	\$60,000	\$62,376	5
Event Manager/Coordinator: Senior Level	\$44,695	\$24,000	\$39,250	\$45,000	\$48,798	\$72,000	12
Event Manager/Coordinator: Entry Level	\$34,052	\$25,000	\$28,750	\$34,500	\$37,333	\$45,201	6
Sales or Booking Manager/Coordinator	\$44,836	\$24,000	\$42,000	\$45,000	\$48,750	\$64,013	6
Marketing Manager	\$48,137	\$27,000	\$39,000	\$45,000	\$60,500	\$65,960	7
Sponsorship Manager							3
Operations Manager	\$44,740	\$30,000	\$34,618	\$45,000	\$51,000	\$63,390	9
Production Manager	\$56,278	\$39,000	\$40,000	\$47,793	\$68,921	\$90,410	8
Technical Director/Manager	\$50,349	\$27,000	\$47,998	\$57,685	\$58,870	\$60,191	5
Production or Stage Department Head	\$40,408	\$30,000	\$32,000	\$35,000	\$50,000	\$55,040	5
Director/Manager of Education	\$58,180	\$23,700	\$40,000	\$47,000	\$65,200	\$115,000	5
Box Office/Ticket Manager	\$48,429	\$30,000	\$42,500	\$52,608	\$55,000	\$60,488	11
House or Patron or Guest Relations Mgr.	\$40,461	\$10,000	\$30,244	\$35,020	\$49,029	\$81,280	8
Chief of Security							2
Asst. Chief of Security/Security Manager							1
Chief Engineer/Plant or Facility Manager							3
Mgr. of Housekeeping/Janitorial/Conversions	\$34,676	\$27,000	\$27,384	\$31,600	\$32,100	\$55,297	5
Executive Assistant	\$39,957	\$25,000	\$31,244	\$38,150	\$49,422	\$55,000	8

## Average 2014 Salaries: Size of Performing Arts Center Market – Third Tier

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$102,729	\$55,000	\$68,052	\$84,350	\$121,905	\$225,000	20
Deputy Senior Executive	\$86,286	\$48,100	\$56,196	\$60,000	\$108,804	\$165,900	7
VP or Dir. of Operations	\$73,541	\$43,000	\$49,993	\$76,838	\$92,166	\$105,000	8
Chief Financial Officer	\$93,490	\$52,500	\$78,033	\$98,664	\$107,100	\$133,000	7
Dir. of Development/Fundraising	\$106,555	\$63,000	\$72,075	\$111,300	\$135,000	\$151,400	5
Dir. or Programming Manager	\$83,937	\$41,500	\$77,304	\$89,381	\$91,500	\$120,000	5
Dir. of Event Logistics/Client Services							3
Dir. of Guest Services	\$63,423	\$40,000	\$50,000	\$52,000	\$70,116	\$105,000	5
VP or Dir. of Human Resources							2
VP/Dir. of Sales & Marketing	\$79,855	\$40,000	\$53,433	\$92,191	\$103,325	\$107,200	6
VP/Dir. of Sales							1
VP/Dir. of Marketing and Public Relations							2
VP or Dir. of Public Relations							2
Chief Technology Officer/Information Officer	\$88,888	\$45,000	\$80,025	\$98,100	\$106,963	\$114,350	4
Controller/Accounting Manager	\$47,750	\$32,000	\$40,250	\$48,500	\$56,000	\$62,000	4
Event Manager/Coordinator: Senior Level	\$45,157	\$30,000	\$34,000	\$40,000	\$55,700	\$66,700	7
Event Manager/Coordinator: Entry Level	\$41,281	\$28,500	\$36,551	\$41,000	\$45,750	\$57,182	8
Sales or Booking Manager/Coordinator	\$47,004	\$32,500	\$43,558	\$47,011	\$49,325	\$63,000	6
Marketing Manager	\$44,542	\$30,000	\$37,908	\$42,000	\$51,091	\$61,800	7
Sponsorship Manager							3
Operations Manager							3
Production Manager	\$53,419	\$38,682	\$53,798	\$55,000	\$56,545	\$57,722	8
Technical Director/Manager	\$40,991	\$25,968	\$38,000	\$39,951	\$45,250	\$57,055	8
Production or Stage Department Head	\$43,485	\$30,000	\$40,430	\$44,860	\$48,750	\$52,188	6
Director/Manager of Education	\$67,086	\$38,000	\$57,234	\$73,173	\$83,025	\$84,000	4
Box Office/Ticket Manager	\$53,669	\$40,000	\$46,000	\$52,564	\$59,950	\$71,000	11
House or Patron or Guest Relations Mgr.	\$40,983	\$31,200	\$34,923	\$40,000	\$46,000	\$53,836	7
Chief of Security							2
Asst. Chief of Security/Security Manager							1
Chief Engineer/Plant or Facility Manager	\$71,522	\$58,088	\$65,522	\$71,500	\$77,500	\$85,000	4
Mgr. of Housekeeping/Janitorial/Conversions	\$37,319	\$12,000	\$20,647	\$36,815	\$53,486	\$63,645	4
Executive Assistant	\$42,558	\$30,000	\$37,438	\$39,896	\$52,000	\$55,703	9

## Average 2014 Salaries: Performing Arts Center is Part of a Complex - Yes

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$153,868	\$50,000	\$89,652	\$134,649	\$164,644	\$360,000	19
Deputy Senior Executive	\$84,099	\$48,000	\$60,000	\$72,736	\$102,194	\$165,900	10
VP or Dir. of Operations	\$83,046	\$42,000	\$55,000	\$90,000	\$94,911	\$150,000	17
Chief Financial Officer	\$91,310	\$50,000	\$62,943	\$96,365	\$116,260	\$133,000	14
Dir. of Development/Fundraising	\$99,409	\$65,000	\$70,306	\$97,500	\$117,350	\$151,400	8
Dir. or Programming Manager	\$84,864	\$56,000	\$75,576	\$83,343	\$90,970	\$120,000	6
Dir. of Event Logistics/Client Services	\$88,183	\$59,000	\$87,656	\$91,471	\$94,496	\$100,500	8
Dir. of Guest Services	\$56,986	\$40,000	\$44,688	\$52,000	\$70,116	\$77,334	9
VP or Dir. of Human Resources	\$79,497	\$51,624	\$61,118	\$84,735	\$90,664	\$110,000	6
VP/Dir. of Sales & Marketing	\$88,145	\$53,904	\$86,143	\$87,762	\$101,920	\$107,200	6
VP/Dir. of Sales							0
VP/Dir. of Marketing and Public Relations	\$51,057	\$40,000	\$48,000	\$50,000	\$50,000	\$67,284	5
VP or Dir. of Public Relations	\$96,713	\$45,483	\$78,289	\$81,245	\$121,561	\$160,000	6
Chief Technology Officer/Information Officer	\$103,807	\$91,700	\$101,208	\$104,416	\$106,883	\$114,350	7
Controller/Accounting Manager	\$68,120	\$30,000	\$55,000	\$70,123	\$89,856	\$95,000	8
Event Manager/Coordinator: Senior Level	\$56,708	\$37,000	\$49,500	\$56,642	\$65,425	\$82,267	12
Event Manager/Coordinator: Entry Level	\$37,242	\$27,000	\$32,964	\$38,919	\$39,880	\$45,201	10
Sales or Booking Manager/Coordinator	\$46,940	\$24,000	\$41,376	\$45,861	\$50,000	\$65,561	14
Marketing Manager	\$51,985	\$27,000	\$35,111	\$53,400	\$67,883	\$73,653	8
Sponsorship Manager	\$52,711	\$48,420	\$50,000	\$53,333	\$54,800	\$57,000	5
Operations Manager	\$56,299	\$30,000	\$43,232	\$51,000	\$72,372	\$85,405	11
Production Manager	\$61,458	\$32,000	\$44,793	\$57,722	\$77,542	\$90,410	11
Technical Director/Manager	\$57,188	\$25,968	\$39,426	\$52,842	\$72,463	\$97,500	12
Production or Stage Department Head	\$54,350	\$50,000	\$52,188	\$52,377	\$55,040	\$62,143	5
Director/Manager of Education	\$72,051	\$41,812	\$57,823	\$65,200	\$83,350	\$115,000	7
Box Office/Ticket Manager	\$52,870	\$30,000	\$43,000	\$55,000	\$60,488	\$73,653	17
House or Patron or Guest Relations Mgr.	\$43,029	\$31,992	\$40,000	\$40,000	\$47,686	\$53,836	7
Chief of Security	\$60,114	\$46,575	\$47,880	\$55,800	\$73,901	\$77,334	6
Asst. Chief of Security/Security Manager							3
Chief Engineer/Plant or Facility Manager	\$66,895	\$45,000	\$53,170	\$58,088	\$85,000	\$99,195	9
Mgr. of Housekeeping/Janitorial/Conversions	\$46,926	\$23,529	\$27,192	\$50,100	\$64,785	\$73,653	11
Executive Assistant	\$48,895	\$31,992	\$42,925	\$52,094	\$54,623	\$65,620	14

## Average 2014 Salaries: Performing Arts Center is Part of a Complex - No

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$116,357	\$55,000	\$73,750	\$112,500	\$149,073	\$239,418	31
Deputy Senior Executive	\$80,034	\$45,000	\$56,196	\$79,000	\$104,124	\$124,842	11
VP or Dir. of Operations	\$86,982	\$43,000	\$67,500	\$86,612	\$105,000	\$145,000	16
Chief Financial Officer	\$94,004	\$50,000	\$65,323	\$83,000	\$107,826	\$197,502	12
Dir. of Development/Fundraising	\$87,691	\$57,500	\$66,000	\$82,000	\$90,000	\$136,217	9
Dir. or Programming Manager	\$90,097	\$41,500	\$50,000	\$60,000	\$98,983	\$200,000	5
Dir. of Event Logistics/Client Services	\$77,582	\$45,000	\$62,816	\$89,724	\$91,959	\$98,800	7
Dir. of Guest Services	\$60,363	\$32,000	\$40,000	\$51,444	\$80,000	\$105,000	9
VP or Dir. of Human Resources							3
VP/Dir. of Sales & Marketing	\$73,516	\$40,000	\$44,113	\$81,478	\$94,358	\$109,575	8
VP/Dir. of Sales	\$90,767	\$57,000	\$60,750	\$68,500	\$98,517	\$169,066	4
VP/Dir. of Marketing and Public Relations	\$74,226	\$50,000	\$60,625	\$68,750	\$86,516	\$107,500	6
VP or Dir. of Public Relations	\$104,049	\$42,000	\$77,250	\$112,281	\$139,080	\$149,634	4
Chief Technology Officer/Information Officer	\$76,772	\$44,800	\$46,750	\$59,464	\$93,122	\$150,054	6
Controller/Accounting Manager	\$58,865	\$32,000	\$44,750	\$55,375	\$66,540	\$94,605	12
Event Manager/Coordinator: Senior Level	\$43,164	\$30,000	\$36,000	\$42,790	\$45,358	\$67,392	13
Event Manager/Coordinator: Entry Level	\$43,442	\$34,000	\$40,751	\$43,250	\$46,554	\$57,182	10
Sales or Booking Manager/Coordinator							3
Marketing Manager	\$50,016	\$30,000	\$41,000	\$45,000	\$61,194	\$67,579	13
Sponsorship Manager	\$57,723	\$40,000	\$41,419	\$53,446	\$69,750	\$84,000	4
Operations Manager	\$54,167	\$30,000	\$40,688	\$46,000	\$69,784	\$85,000	9
Production Manager	\$52,256	\$40,000	\$43,492	\$52,386	\$55,000	\$80,000	14
Technical Director/Manager	\$51,983	\$35,000	\$42,500	\$53,091	\$57,963	\$74,000	15
Production or Stage Department Head	\$36,762	\$24,000	\$30,500	\$36,448	\$43,290	\$50,000	10
Director/Manager of Education	\$38,648	\$23,700	\$38,000	\$40,000	\$44,541	\$47,000	5
Box Office/Ticket Manager	\$50,195	\$32,500	\$41,286	\$51,500	\$57,500	\$74,526	19
House or Patron or Guest Relations Mgr.	\$38,957	\$10,000	\$29,650	\$36,943	\$51,958	\$70,000	16
Chief of Security	\$73,566	\$48,000	\$55,500	\$58,133	\$76,199	\$130,000	4
Asst. Chief of Security/Security Manager	\$56,498	\$46,000	\$49,244	\$52,000	\$60,000	\$75,244	5
Chief Engineer/Plant or Facility Manager	\$62,385	\$30,742	\$49,479	\$60,252	\$71,500	\$103,740	7
Mgr. of Housekeeping/Janitorial/Conversions	\$30,159	\$12,000	\$26,650	\$31,850	\$33,225	\$46,656	6
Executive Assistant	\$39,647	\$15,000	\$30,000	\$38,000	\$50,278	\$59,500	15

## Average 2014 Salaries: **Performing Arts Center is University Based - Yes**

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$82,462	\$50,000	\$57,000	\$65,908	\$103,100	\$170,000	10
Deputy Senior Executive	\$55,275	\$45,000	\$48,000	\$48,100	\$55,275	\$80,000	5
VP or Dir. of Operations	\$98,881	\$43,000	\$76,000	\$105,000	\$117,018	\$153,388	5
Chief Financial Officer							3
Dir. of Development/Fundraising							2
Dir. or Programming Manager							1
Dir. of Event Logistics/Client Services							2
Dir. of Guest Services	\$48,000	\$32,000	\$38,000	\$40,000	\$50,000	\$80,000	4
VP or Dir. of Human Resources							1
VP/Dir. of Sales & Marketing							3
VP/Dir. of Sales							0
VP/Dir. of Marketing and Public Relations	\$51,321	\$40,000	\$46,000	\$49,000	\$54,321	\$67,284	4
VP or Dir. of Public Relations							3
Chief Technology Officer/Information Officer							3
Controller/Accounting Manager	\$74,471	\$32,000	\$38,000	\$42,450	\$78,921	\$180,985	4
Event Manager/Coordinator: Senior Level	\$34,000	\$24,000	\$32,000	\$36,000	\$38,000	\$40,000	5
Event Manager/Coordinator: Entry Level							2
Sales or Booking Manager/Coordinator							1
Marketing Manager							1
Sponsorship Manager							0
Operations Manager							3
Production Manager							2
Technical Director/Manager	\$57,746	\$36,000	\$42,500	\$57,055	\$69,435	\$87,300	7
Production or Stage Department Head	\$34,675	\$24,000	\$30,000	\$32,000	\$35,000	\$52,377	5
Director/Manager of Education							2
Box Office/Ticket Manager	\$46,002	\$30,000	\$35,988	\$45,000	\$57,500	\$60,036	7
House or Patron or Guest Relations Mgr.	\$31,569	\$10,000	\$12,000	\$35,845	\$40,000	\$60,000	5
Chief of Security							1
Asst. Chief of Security/Security Manager							1
Chief Engineer/Plant or Facility Manager							0
Mgr. of Housekeeping/Janitorial/Conversions							3
Executive Assistant	\$29,332	\$8,000	\$29,000	\$30,000	\$32,000	\$47,662	5

## Average 2014 Salaries: **Performing Arts Center is University Based - No**

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$141,024	\$55,865	\$90,000	\$130,216	\$159,572	\$301,652	40
Deputy Senior Executive	\$90,312	\$51,000	\$63,750	\$90,966	\$105,962	\$165,900	16
VP or Dir. of Operations	\$84,913	\$42,000	\$60,000	\$89,724	\$96,500	\$150,000	29
Chief Financial Officer	\$88,176	\$50,000	\$62,695	\$89,609	\$110,218	\$134,824	23
Dir. of Development/Fundraising	\$96,899	\$57,500	\$72,038	\$87,500	\$123,150	\$151,400	15
Dir. or Programming Manager	\$88,117	\$50,000	\$63,750	\$83,343	\$97,112	\$163,000	10
Dir. of Event Logistics/Client Services	\$88,685	\$59,000	\$88,467	\$89,773	\$94,328	\$100,500	13
Dir. of Guest Services	\$64,804	\$40,000	\$47,344	\$56,025	\$77,334	\$107,921	15
VP or Dir. of Human Resources	\$75,961	\$51,624	\$54,875	\$79,470	\$90,443	\$110,000	7
VP/Dir. of Sales & Marketing	\$83,725	\$40,000	\$79,687	\$89,381	\$94,572	\$107,200	11
VP/Dir. of Sales	\$90,767	\$57,000	\$60,750	\$68,500	\$98,517	\$169,066	4
VP/Dir. of Marketing and Public Relations	\$70,765	\$50,000	\$55,000	\$62,500	\$82,678	\$107,500	7
VP or Dir. of Public Relations	\$105,944	\$45,483	\$81,245	\$89,000	\$142,317	\$160,000	7
Chief Technology Officer/Information Officer	\$91,800	\$52,000	\$79,314	\$101,853	\$104,458	\$114,350	11
Controller/Accounting Manager	\$66,732	\$30,000	\$54,000	\$62,376	\$89,000	\$95,000	17
Event Manager/Coordinator: Senior Level	\$50,668	\$30,000	\$44,448	\$49,000	\$58,312	\$71,770	20
Event Manager/Coordinator: Entry Level	\$39,623	\$25,000	\$36,555	\$40,000	\$44,750	\$57,182	19
Sales or Booking Manager/Coordinator	\$49,079	\$32,500	\$43,701	\$45,861	\$53,250	\$65,561	16
Marketing Manager	\$50,154	\$27,000	\$38,954	\$45,000	\$62,840	\$73,653	20
Sponsorship Manager	\$51,306	\$40,000	\$46,788	\$51,667	\$55,350	\$65,000	8
Operations Manager	\$57,329	\$30,000	\$45,000	\$51,000	\$74,911	\$85,405	17
Production Manager	\$57,767	\$32,000	\$44,497	\$54,525	\$65,057	\$98,800	24
Technical Director/Manager	\$50,751	\$25,968	\$39,451	\$51,000	\$58,938	\$74,000	19
Production or Stage Department Head	\$47,780	\$30,000	\$41,860	\$50,000	\$53,614	\$62,143	11
Director/Manager of Education	\$60,090	\$40,000	\$45,155	\$57,823	\$76,300	\$84,000	10
Box Office/Ticket Manager	\$52,776	\$32,500	\$42,000	\$52,564	\$60,488	\$74,526	29
House or Patron or Guest Relations Mgr.	\$42,593	\$24,000	\$32,500	\$41,000	\$51,083	\$70,000	18
Chief of Security	\$58,328	\$46,575	\$48,000	\$58,000	\$63,600	\$77,334	9
Asst. Chief of Security/Security Manager	\$54,781	\$34,352	\$47,622	\$52,000	\$63,315	\$75,244	7
Chief Engineer/Plant or Facility Manager	\$64,922	\$30,742	\$51,128	\$60,126	\$77,500	\$103,740	16
Mgr. of Housekeeping/Janitorial/Conversions	\$44,503	\$23,529	\$27,096	\$40,128	\$61,558	\$73,653	14
Executive Assistant	\$46,899	\$25,000	\$37,860	\$51,000	\$54,469	\$65,620	24

## Average 2014 Salaries: Performing Arts Center Presents - Yes

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$140,114	\$55,000	\$90,000	\$116,829	\$165,750	\$301,652	30
Deputy Senior Executive	\$80,264	\$45,000	\$61,250	\$85,000	\$100,419	\$114,359	10
VP or Dir. of Operations	\$88,643	\$43,000	\$61,575	\$89,862	\$105,350	\$153,388	20
Chief Financial Officer	\$86,473	\$50,000	\$62,398	\$83,000	\$110,793	\$134,824	18
Dir. of Development/Fundraising	\$93,122	\$57,500	\$66,000	\$85,000	\$111,300	\$136,217	13
Dir. or Programming Manager	\$83,117	\$41,500	\$57,000	\$76,152	\$96,583	\$163,000	10
Dir. of Event Logistics/Client Services	\$81,558	\$45,000	\$75,000	\$89,724	\$95,000	\$100,500	9
Dir. of Guest Services	\$53,983	\$32,000	\$40,000	\$51,444	\$60,000	\$98,800	13
VP or Dir. of Human Resources	\$83,572	\$54,750	\$61,118	\$85,178	\$105,221	\$111,324	6
VP/Dir. of Sales & Marketing	\$79,053	\$40,000	\$45,000	\$89,724	\$95,000	\$109,575	9
VP/Dir. of Sales							2
VP/Dir. of Marketing and Public Relations	\$57,826	\$40,000	\$50,000	\$60,000	\$64,892	\$75,000	7
VP or Dir. of Public Relations	\$97,764	\$42,000	\$61,394	\$89,000	\$135,281	\$160,000	7
Chief Technology Officer/Information Officer	\$87,211	\$44,800	\$52,000	\$98,000	\$109,265	\$150,054	9
Controller/Accounting Manager	\$55,987	\$30,000	\$42,250	\$55,375	\$62,799	\$95,000	12
Event Manager/Coordinator: Senior Level	\$44,853	\$30,000	\$38,500	\$45,000	\$47,547	\$65,000	14
Event Manager/Coordinator: Entry Level	\$39,945	\$25,000	\$34,000	\$40,668	\$45,000	\$57,182	13
Sales or Booking Manager/Coordinator	\$44,941	\$38,000	\$44,376	\$45,000	\$46,866	\$50,000	8
Marketing Manager	\$48,899	\$30,000	\$40,250	\$45,000	\$60,395	\$67,250	14
Sponsorship Manager	\$50,806	\$40,000	\$45,156	\$50,000	\$55,167	\$65,000	7
Operations Manager	\$53,528	\$30,000	\$42,844	\$51,000	\$62,445	\$85,000	11
Production Manager	\$57,991	\$32,000	\$42,500	\$54,050	\$66,053	\$98,800	15
Technical Director/Manager	\$52,620	\$35,000	\$39,451	\$45,000	\$58,278	\$87,300	15
Production or Stage Department Head	\$41,752	\$24,000	\$32,000	\$44,720	\$50,000	\$59,589	13
Director/Manager of Education	\$52,718	\$23,700	\$40,906	\$47,000	\$64,423	\$84,000	11
Box Office/Ticket Manager	\$49,502	\$31,404	\$41,700	\$50,228	\$58,292	\$71,000	20
House or Patron or Guest Relations Mgr.	\$39,719	\$10,000	\$32,500	\$40,000	\$52,986	\$60,000	14
Chief of Security	\$53,740	\$46,575	\$48,000	\$53,000	\$58,199	\$63,600	6
Asst. Chief of Security/Security Manager	\$47,399	\$34,352	\$43,088	\$47,622	\$51,933	\$60,000	4
Chief Engineer/Plant or Facility Manager	\$60,418	\$45,000	\$52,500	\$59,044	\$63,939	\$85,000	8
Mgr. of Housekeeping/Janitorial/Conversions	\$31,895	\$12,000	\$26,000	\$31,600	\$33,600	\$50,100	9
Executive Assistant	\$43,202	\$25,000	\$34,250	\$44,481	\$52,141	\$59,500	18

## Average 2014 Salaries: Performing Arts Center Presents - No

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$111,954	\$50,000	\$78,500	\$110,685	\$139,744	\$200,000	19
Deputy Senior Executive	\$75,283	\$48,000	\$55,736	\$62,736	\$99,147	\$124,842	10
VP or Dir. of Operations	\$85,695	\$42,000	\$52,416	\$90,000	\$94,911	\$145,000	13
Chief Financial Officer	\$93,196	\$52,500	\$77,541	\$99,200	\$112,757	\$120,078	7
Dir. of Development/Fundraising							3
Dir. or Programming Manager							1
Dir. of Event Logistics/Client Services	\$85,752	\$59,000	\$88,504	\$89,193	\$93,189	\$94,328	6
Dir. of Guest Services	\$71,455	\$44,688	\$50,000	\$77,334	\$77,334	\$107,921	5
VP or Dir. of Human Resources							3
VP/Dir. of Sales & Marketing	\$81,104	\$53,904	\$73,231	\$86,143	\$86,143	\$106,100	5
VP/Dir. of Sales							2
VP/Dir. of Marketing and Public Relations							3
VP or Dir. of Public Relations							3
Chief Technology Officer/Information Officer	\$92,952	\$62,376	\$91,700	\$101,853	\$104,416	\$104,416	5
Controller/Accounting Manager	\$72,437	\$44,300	\$59,297	\$74,222	\$89,856	\$94,605	8
Event Manager/Coordinator: Senior Level	\$53,140	\$24,000	\$41,343	\$54,238	\$66,873	\$82,267	12
Event Manager/Coordinator: Entry Level	\$39,070	\$27,000	\$39,220	\$39,760	\$41,250	\$45,201	8
Sales or Booking Manager/Coordinator	\$52,154	\$24,000	\$43,325	\$56,500	\$64,400	\$65,561	8
Marketing Manager	\$54,500	\$27,000	\$38,908	\$61,800	\$70,616	\$73,653	7
Sponsorship Manager							1
Operations Manager	\$57,553	\$30,000	\$40,000	\$46,464	\$81,353	\$85,405	9
Production Manager	\$58,506	\$38,682	\$44,888	\$55,580	\$63,346	\$89,856	10
Technical Director/Manager	\$50,820	\$25,968	\$46,500	\$52,046	\$59,407	\$69,950	10
Production or Stage Department Head	\$58,121	\$39,000	\$51,030	\$58,592	\$65,682	\$76,300	4
Director/Manager of Education							1
Box Office/Ticket Manager	\$53,904	\$30,000	\$42,393	\$52,304	\$61,859	\$74,526	16
House or Patron or Guest Relations Mgr.	\$37,306	\$24,000	\$31,794	\$36,943	\$42,843	\$50,000	8
Chief of Security							3
Asst. Chief of Security/Security Manager							3
Chief Engineer/Plant or Facility Manager	\$64,524	\$30,742	\$46,064	\$62,408	\$83,598	\$99,195	7
Mgr. of Housekeeping/Janitorial/Conversions	\$49,491	\$23,529	\$27,192	\$55,297	\$69,789	\$73,653	7
Executive Assistant	\$48,277	\$30,000	\$37,438	\$54,392	\$54,700	\$65,620	9



## Average 2014 Salaries: Performing Arts Center Management – Publically Owned and Public Employees

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$104,640	\$50,000	\$75,000	\$110,000	\$134,432	\$161,287	21
Deputy Senior Executive	\$67,803	\$48,000	\$55,275	\$60,000	\$79,000	\$114,359	9
VP or Dir. of Operations	\$79,045	\$42,000	\$52,060	\$80,815	\$90,499	\$136,594	12
Chief Financial Officer	\$92,008	\$52,500	\$66,000	\$94,066	\$114,836	\$120,078	9
Dir. of Development/Fundraising							3
Dir. or Programming Manager							1
Dir. of Event Logistics/Client Services	\$74,596	\$36,000	\$55,500	\$89,169	\$90,912	\$94,328	8
Dir. of Guest Services	\$64,840	\$40,000	\$43,516	\$64,389	\$78,001	\$107,921	8
VP or Dir. of Human Resources							3
VP/Dir. of Sales & Marketing	\$79,138	\$45,000	\$68,399	\$86,143	\$89,467	\$109,575	8
VP/Dir. of Sales							0
VP/Dir. of Marketing and Public Relations	\$59,128	\$40,000	\$48,000	\$50,000	\$67,284	\$90,355	5
VP or Dir. of Public Relations	\$77,140	\$42,000	\$53,438	\$79,275	\$81,245	\$135,562	6
Chief Technology Officer/Information Officer	\$96,735	\$44,800	\$72,886	\$104,416	\$111,867	\$150,054	6
Controller/Accounting Manager	\$64,388	\$40,000	\$50,058	\$62,376	\$77,870	\$89,856	9
Event Manager/Coordinator: Senior Level	\$48,894	\$24,000	\$37,750	\$48,094	\$58,312	\$72,000	16
Event Manager/Coordinator: Entry Level	\$42,253	\$27,000	\$39,520	\$40,334	\$44,401	\$57,437	10
Sales or Booking Manager/Coordinator	\$48,807	\$24,000	\$42,430	\$48,361	\$61,671	\$65,561	6
Marketing Manager	\$52,209	\$27,000	\$35,815	\$57,182	\$67,579	\$73,653	9
Sponsorship Manager							1
Operations Manager	\$54,757	\$30,000	\$40,000	\$46,464	\$69,784	\$85,405	9
Production Manager	\$58,457	\$38,682	\$47,940	\$54,525	\$63,292	\$89,856	12
Technical Director/Manager	\$53,870	\$25,968	\$41,176	\$52,527	\$67,510	\$87,300	14
Production or Stage Department Head	\$43,069	\$32,000	\$35,724	\$38,448	\$49,033	\$62,143	6
Director/Manager of Education							2
Box Office/Ticket Manager	\$52,115	\$30,000	\$42,500	\$52,564	\$58,879	\$74,526	19
House or Patron or Guest Relations Mgr.	\$43,017	\$31,992	\$35,845	\$40,000	\$51,444	\$60,000	9
Chief of Security							3
Asst. Chief of Security/Security Manager	\$59,245	\$34,352	\$60,000	\$63,315	\$63,315	\$75,244	5
Chief Engineer/Plant or Facility Manager	\$63,225	\$30,742	\$42,511	\$55,629	\$88,918	\$99,195	6
Mgr. of Housekeeping/Janitorial/Conversions	\$46,354	\$23,529	\$28,038	\$39,378	\$65,354	\$73,653	10
Executive Assistant	\$44,978	\$29,000	\$32,000	\$47,662	\$54,392	\$65,620	13

## Average 2014 Salaries: Performing Arts Center Management – Publically Owned and Non-Profit or Separate Authority Managed

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$170,908	\$90,000	\$121,421	\$146,883	\$191,105	\$301,652	16
Deputy Senior Executive	\$92,883	\$60,000	\$90,483	\$97,590	\$105,209	\$106,258	6
VP or Dir. of Operations	\$85,378	\$55,000	\$62,100	\$83,500	\$105,000	\$145,000	13
Chief Financial Officer	\$104,846	\$50,000	\$59,075	\$74,145	\$148,618	\$203,557	8
Dir. of Development/Fundraising	\$81,813	\$63,000	\$70,250	\$83,500	\$88,125	\$110,000	8
Dir. or Programming Manager	\$69,996	\$50,000	\$54,500	\$65,500	\$80,996	\$98,983	4
Dir. of Event Logistics/Client Services	\$85,409	\$50,632	\$88,467	\$94,144	\$95,000	\$98,800	5
Dir. of Guest Services	\$47,485	\$40,000	\$40,000	\$41,400	\$56,025	\$60,000	5
VP or Dir. of Human Resources							3
VP/Dir. of Sales & Marketing							2
VP/Dir. of Sales							3
VP/Dir. of Marketing and Public Relations	\$58,750	\$50,000	\$50,000	\$55,000	\$63,750	\$75,000	4
VP or Dir. of Public Relations							2
Chief Technology Officer/Information Officer	\$77,945	\$45,000	\$61,445	\$82,464	\$98,963	\$101,853	4
Controller/Accounting Manager	\$63,762	\$30,000	\$41,225	\$62,597	\$90,401	\$95,000	8
Event Manager/Coordinator: Senior Level	\$57,125	\$45,000	\$45,358	\$48,000	\$65,000	\$82,267	5
Event Manager/Coordinator: Entry Level	\$39,679	\$25,000	\$36,500	\$43,000	\$45,000	\$47,072	6
Sales or Booking Manager/Coordinator	\$49,873	\$38,000	\$44,550	\$45,000	\$56,500	\$64,013	7
Marketing Manager	\$43,439	\$33,000	\$35,000	\$43,000	\$45,000	\$61,194	5
Sponsorship Manager	\$56,833	\$40,000	\$47,500	\$51,667	\$61,000	\$84,000	4
Operations Manager	\$53,269	\$30,000	\$40,309	\$51,000	\$64,955	\$81,353	7
Production Manager	\$51,802	\$32,000	\$43,492	\$52,270	\$62,790	\$67,106	10
Technical Director/Manager	\$55,554	\$38,000	\$48,000	\$53,091	\$63,894	\$74,000	7
Production or Stage Department Head	\$47,337	\$30,000	\$41,040	\$49,880	\$56,177	\$59,589	4
Director/Manager of Education	\$46,925	\$38,000	\$40,453	\$43,176	\$50,135	\$65,200	6
Box Office/Ticket Manager	\$50,438	\$35,000	\$41,400	\$52,000	\$57,500	\$63,030	11
House or Patron or Guest Relations Mgr.	\$39,095	\$12,000	\$25,000	\$40,000	\$45,372	\$70,000	9
Chief of Security	\$52,710	\$46,575	\$47,644	\$53,000	\$58,066	\$58,266	4
Asst. Chief of Security/Security Manager							2
Chief Engineer/Plant or Facility Manager	\$55,943	\$45,000	\$47,500	\$57,626	\$61,869	\$68,000	6
Mgr. of Housekeeping/Janitorial/Conversions	\$31,224	\$12,000	\$22,500	\$28,800	\$37,524	\$55,297	4
Executive Assistant	\$42,776	\$15,000	\$32,500	\$50,000	\$53,819	\$59,500	11

**The following pages contain salary information in the U.S. and Canada only.**

**Only one of the responding performing arts centers is outside the U.S. and Canada, so you will see only slight differences in the statistics for Total and Small.**

## Average 2014 Salaries: Total Performing Arts Centers (U.S. and Canada only)

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$133,902	\$50,000	\$89,304	\$123,000	\$159,000	\$301,652	49
Deputy Senior Executive	\$83,068	\$45,000	\$56,657	\$79,500	\$105,216	\$165,900	20
VP or Dir. of Operations	\$88,178	\$42,000	\$62,100	\$90,000	\$105,000	\$153,388	33
Chief Financial Officer	\$88,355	\$50,000	\$63,290	\$89,609	\$114,836	\$134,824	25
Dir. of Development/Fundraising	\$93,205	\$57,500	\$66,000	\$85,000	\$111,300	\$151,400	17
Dir. or Programming Manager	\$83,879	\$41,500	\$58,000	\$77,304	\$95,242	\$163,000	11
Dir. of Event Logistics/Client Services	\$84,967	\$45,000	\$86,035	\$89,749	\$94,328	\$100,500	14
Dir. of Guest Services	\$58,675	\$32,000	\$40,350	\$51,722	\$75,530	\$105,000	18
VP or Dir. of Human Resources	\$80,382	\$51,624	\$54,938	\$84,735	\$95,664	\$111,324	8
VP/Dir. of Sales & Marketing	\$79,785	\$40,000	\$58,736	\$87,762	\$94,786	\$109,575	14
VP/Dir. of Sales	\$90,767	\$57,000	\$60,750	\$68,500	\$98,517	\$169,066	4
VP/Dir. of Marketing and Public Relations	\$59,314	\$40,000	\$50,000	\$55,000	\$66,088	\$90,355	10
VP or Dir. of Public Relations	\$99,647	\$42,000	\$78,289	\$85,123	\$135,422	\$160,000	10
Chief Technology Officer/Information Officer	\$84,585	\$44,800	\$62,376	\$98,000	\$104,416	\$114,350	13
Controller/Accounting Manager	\$62,567	\$30,000	\$44,750	\$61,000	\$80,653	\$95,000	20
Event Manager/Coordinator: Senior Level	\$47,665	\$24,000	\$37,750	\$45,179	\$57,283	\$72,000	24
Event Manager/Coordinator: Entry Level	\$38,666	\$25,000	\$34,500	\$39,520	\$44,750	\$48,000	19
Sales or Booking Manager/Coordinator	\$49,079	\$32,500	\$43,701	\$45,861	\$53,250	\$65,561	16
Marketing Manager	\$50,445	\$27,000	\$38,954	\$45,000	\$63,740	\$73,653	20
Sponsorship Manager	\$51,306	\$40,000	\$46,788	\$51,667	\$55,350	\$65,000	8
Operations Manager	\$56,147	\$30,000	\$42,844	\$51,000	\$72,347	\$85,405	19
Production Manager	\$58,095	\$32,000	\$42,989	\$55,000	\$65,228	\$98,800	25
Technical Director/Manager	\$52,634	\$25,968	\$39,926	\$52,046	\$59,861	\$87,300	26
Production or Stage Department Head	\$43,685	\$24,000	\$34,250	\$44,860	\$52,235	\$62,143	16
Director/Manager of Education	\$55,216	\$23,700	\$41,359	\$49,500	\$68,900	\$84,000	12
Box Office/Ticket Manager	\$51,763	\$30,000	\$42,000	\$52,304	\$60,027	\$74,526	34
House or Patron or Guest Relations Mgr.	\$40,196	\$10,000	\$31,996	\$40,000	\$50,722	\$70,000	23
Chief of Security	\$58,328	\$46,575	\$48,000	\$58,000	\$63,600	\$77,334	9
Asst. Chief of Security/Security Manager	\$55,434	\$34,352	\$48,433	\$56,000	\$63,315	\$75,244	8
Chief Engineer/Plant or Facility Manager	\$64,922	\$30,742	\$51,128	\$60,126	\$77,500	\$103,740	16
Mgr. of Housekeeping/Janitorial/Conversions	\$41,008	\$12,000	\$27,000	\$32,100	\$55,297	\$73,653	17
Executive Assistant	\$44,262	\$15,000	\$33,500	\$48,128	\$54,392	\$65,620	28

Only one performing arts center that responded is outside the U.S. and Canada.

## Average 2014 Salaries: Large Performing Arts Centers (U.S. and Canada only)

All large performing arts centers that responded are in the U.S. or Canada

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$157,423	\$50,000	\$111,593	\$134,432	\$171,500	\$360,000	19
Deputy Senior Executive	\$73,390	\$45,000	\$56,736	\$79,000	\$85,000	\$106,258	7
VP or Dir. of Operations	\$86,025	\$50,990	\$62,100	\$85,629	\$96,500	\$150,000	13
Chief Financial Officer	\$89,916	\$52,500	\$62,100	\$89,609	\$116,735	\$134,824	9
Dir. of Development/Fundraising	\$94,557	\$57,500	\$65,000	\$87,500	\$111,300	\$136,217	9
Dir. or Programming Manager	\$131,397	\$75,000	\$98,983	\$120,000	\$163,000	\$200,000	5
Dir. of Event Logistics/Client Services	\$91,503	\$75,000	\$88,540	\$94,144	\$96,900	\$100,500	7
Dir. of Guest Services	\$59,204	\$32,000	\$41,400	\$52,000	\$60,000	\$107,921	9
VP or Dir. of Human Resources	\$72,452	\$51,624	\$54,750	\$55,000	\$90,885	\$110,000	5
VP/Dir. of Sales & Marketing	\$101,696	\$53,904	\$73,231	\$94,144	\$107,200	\$180,000	5
VP/Dir. of Sales							2
VP/Dir. of Marketing and Public Relations	\$50,100	\$40,000	\$48,000	\$50,000	\$50,000	\$62,500	5
VP or Dir. of Public Relations							2
Chief Technology Officer/Information Officer	\$82,178	\$52,000	\$63,514	\$82,464	\$102,875	\$109,265	6
Controller/Accounting Manager	\$62,625	\$30,000	\$51,731	\$61,188	\$74,701	\$95,000	10
Event Manager/Coordinator: Senior Level	\$53,224	\$24,000	\$42,790	\$51,192	\$65,000	\$82,267	9
Event Manager/Coordinator: Entry Level	\$46,220	\$38,110	\$44,625	\$45,101	\$46,604	\$57,437	6
Sales or Booking Manager/Coordinator	\$52,045	\$45,000	\$46,150	\$50,000	\$56,500	\$64,013	7
Marketing Manager	\$52,703	\$35,815	\$42,000	\$53,097	\$64,768	\$67,250	6
Sponsorship Manager	\$58,551	\$48,420	\$50,000	\$53,333	\$57,000	\$84,000	5
Operations Manager	\$56,839	\$30,000	\$46,773	\$53,000	\$72,030	\$85,000	10
Production Manager	\$62,347	\$38,682	\$50,815	\$60,580	\$66,637	\$98,800	10
Technical Director/Manager	\$55,580	\$25,968	\$46,499	\$56,788	\$65,596	\$80,000	11
Production or Stage Department Head	\$50,154	\$24,000	\$50,000	\$55,040	\$59,589	\$62,143	5
Director/Manager of Education	\$73,457	\$44,541	\$55,300	\$72,600	\$83,000	\$115,000	6
Box Office/Ticket Manager	\$51,092	\$30,000	\$46,250	\$53,599	\$59,116	\$65,970	14
House or Patron or Guest Relations Mgr.	\$44,944	\$31,200	\$39,020	\$40,000	\$49,436	\$70,000	11
Chief of Security	\$51,768	\$46,575	\$48,000	\$48,000	\$58,000	\$58,266	5
Asst. Chief of Security/Security Manager							3
Chief Engineer/Plant or Facility Manager	\$58,643	\$38,958	\$53,170	\$60,000	\$62,408	\$85,000	9
Mgr. of Housekeeping/Janitorial/Conversions	\$38,854	\$23,529	\$26,788	\$31,800	\$51,399	\$65,924	8
Executive Assistant	\$47,584	\$31,992	\$37,438	\$52,000	\$54,700	\$65,620	13

## Average 2014 Salaries: **Medium Performing Arts Centers (U.S. and Canada only)**

All medium performing arts centers that responded are in the U.S. or Canada

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$131,293	\$55,000	\$105,000	\$148,710	\$157,602	\$225,000	13
Deputy Senior Executive	\$90,123	\$48,100	\$71,733	\$98,466	\$105,647	\$124,842	6
VP or Dir. of Operations	\$98,352	\$43,000	\$75,750	\$90,750	\$121,912	\$153,388	12
Chief Financial Officer	\$111,518	\$63,290	\$78,000	\$105,435	\$117,539	\$203,557	11
Dir. of Development/Fundraising							3
Dir. or Programming Manager							2
Dir. of Event Logistics/Client Services	\$81,114	\$50,632	\$79,951	\$89,749	\$90,912	\$94,328	4
Dir. of Guest Services	\$70,756	\$40,000	\$51,444	\$77,334	\$80,000	\$105,000	5
VP or Dir. of Human Resources							2
VP/Dir. of Sales & Marketing	\$72,413	\$40,000	\$43,225	\$86,143	\$92,362	\$109,575	7
VP/Dir. of Sales							2
VP/Dir. of Marketing and Public Relations	\$68,528	\$50,000	\$60,000	\$67,284	\$75,000	\$90,355	5
VP or Dir. of Public Relations	\$95,791	\$42,000	\$78,289	\$85,123	\$123,922	\$149,634	6
Chief Technology Officer/Information Officer	\$89,225	\$44,800	\$45,000	\$101,853	\$104,416	\$150,054	5
Controller/Accounting Manager	\$62,419	\$32,000	\$43,950	\$62,000	\$80,215	\$94,605	7
Event Manager/Coordinator: Senior Level	\$48,822	\$30,000	\$41,250	\$45,179	\$54,509	\$72,000	10
Event Manager/Coordinator: Entry Level	\$40,455	\$34,000	\$37,260	\$40,668	\$43,000	\$48,000	7
Sales or Booking Manager/Coordinator							2
Marketing Manager	\$54,605	\$35,000	\$42,500	\$58,000	\$65,290	\$73,653	7
Sponsorship Manager							2
Operations Manager	\$51,624	\$30,000	\$39,171	\$45,500	\$63,571	\$85,405	8
Production Manager	\$64,940	\$40,000	\$43,995	\$51,732	\$84,928	\$105,000	7
Technical Director/Manager	\$57,369	\$35,000	\$43,273	\$55,981	\$67,180	\$87,300	6
Production or Stage Department Head	\$39,034	\$30,000	\$31,500	\$36,448	\$46,250	\$52,377	8
Director/Manager of Education	\$37,175	\$23,700	\$34,425	\$39,000	\$41,750	\$47,000	4
Box Office/Ticket Manager	\$53,918	\$31,404	\$44,250	\$53,250	\$62,777	\$74,526	12
House or Patron or Guest Relations Mgr.	\$31,741	\$10,000	\$15,250	\$28,500	\$46,583	\$60,000	6
Chief of Security							2
Asst. Chief of Security/Security Manager							3
Chief Engineer/Plant or Facility Manager							3
Mgr. of Housekeeping/Janitorial/Conversions	\$39,202	\$12,000	\$31,600	\$32,100	\$46,656	\$73,653	5
Executive Assistant	\$40,630	\$25,000	\$30,000	\$38,000	\$48,456	\$58,157	9

## Average 2014 Salaries: **Small Performing Arts Centers (U.S. and Canada only)**

Only one small performing arts center that responded is outside the U.S. and Canada.

	Average	Minimum	25th Percentile	Median	75th Percentile	Maximum	# of Responses
Senior Executive	\$95,223	\$55,865	\$70,539	\$90,000	\$118,000	\$161,287	15
Deputy Senior Executive	\$86,700	\$51,000	\$56,196	\$60,000	\$108,804	\$165,900	7
VP or Dir. of Operations	\$76,417	\$42,000	\$58,750	\$80,088	\$92,540	\$105,000	8
Chief Financial Officer	\$82,001	\$50,000	\$56,000	\$94,066	\$98,932	\$120,078	7
Dir. of Development/Fundraising	\$88,495	\$65,000	\$72,000	\$72,075	\$82,000	\$151,400	5
Dir. or Programming Manager	\$71,137	\$41,500	\$56,000	\$77,304	\$89,381	\$91,500	5
Dir. of Event Logistics/Client Services							3
Dir. of Guest Services	\$55,490	\$40,000	\$40,000	\$50,000	\$70,116	\$77,334	5
VP or Dir. of Human Resources							2
VP/Dir. of Sales & Marketing							3
VP/Dir. of Sales							0
VP/Dir. of Marketing and Public Relations							0
VP or Dir. of Public Relations							2
Chief Technology Officer/Information Officer							3
Controller/Accounting Manager							3
Event Manager/Coordinator: Senior Level	\$43,164	\$30,000	\$33,000	\$36,500	\$52,212	\$66,700	6
Event Manager/Coordinator: Entry Level	\$34,431	\$27,000	\$29,187	\$34,783	\$39,220	\$42,000	6
Sales or Booking Manager/Coordinator	\$40,804	\$32,500	\$38,750	\$41,752	\$43,701	\$46,721	6
Marketing Manager	\$44,350	\$27,000	\$31,500	\$42,000	\$52,400	\$73,653	7
Sponsorship Manager							2
Operations Manager							1
Production Manager	\$48,683	\$32,000	\$39,750	\$54,020	\$55,675	\$57,722	8
Technical Director/Manager	\$42,870	\$27,000	\$38,750	\$42,451	\$47,250	\$57,055	8
Production or Stage Department Head	\$53,052	\$39,000	\$43,290	\$48,454	\$58,216	\$76,300	4
Director/Manager of Education							3
Box Office/Ticket Manager	\$46,285	\$40,000	\$40,686	\$42,000	\$50,361	\$59,900	7
House or Patron or Guest Relations Mgr.	\$39,947	\$24,000	\$34,461	\$38,923	\$48,000	\$53,836	6
Chief of Security							3
Asst. Chief of Security/Security Manager							2
Chief Engineer/Plant or Facility Manager							3
Mgr. of Housekeeping/Janitorial/Conversions	\$47,575	\$26,000	\$26,750	\$45,323	\$66,147	\$73,653	4
Executive Assistant	\$42,514	\$15,000	\$34,450	\$49,994	\$53,841	\$55,703	6