



# ArtsPay NJ 2023

## Individual Survey Highlights

March 2024

**BAKERRICHARDS**



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Image credits: Roberto Lugo, 'Put Yourself in the Picture,' 2022, mixed media, 240 x 132 x 324 inches, Grounds For Sculpture, Partial Gift of the Artist and Partial Purchase, Funds Provided in part by the Kunz/Guindo/Lombard Family & Friends in Loving Memory of Camille Lombard Kunz

Photo: David Michael Howarth

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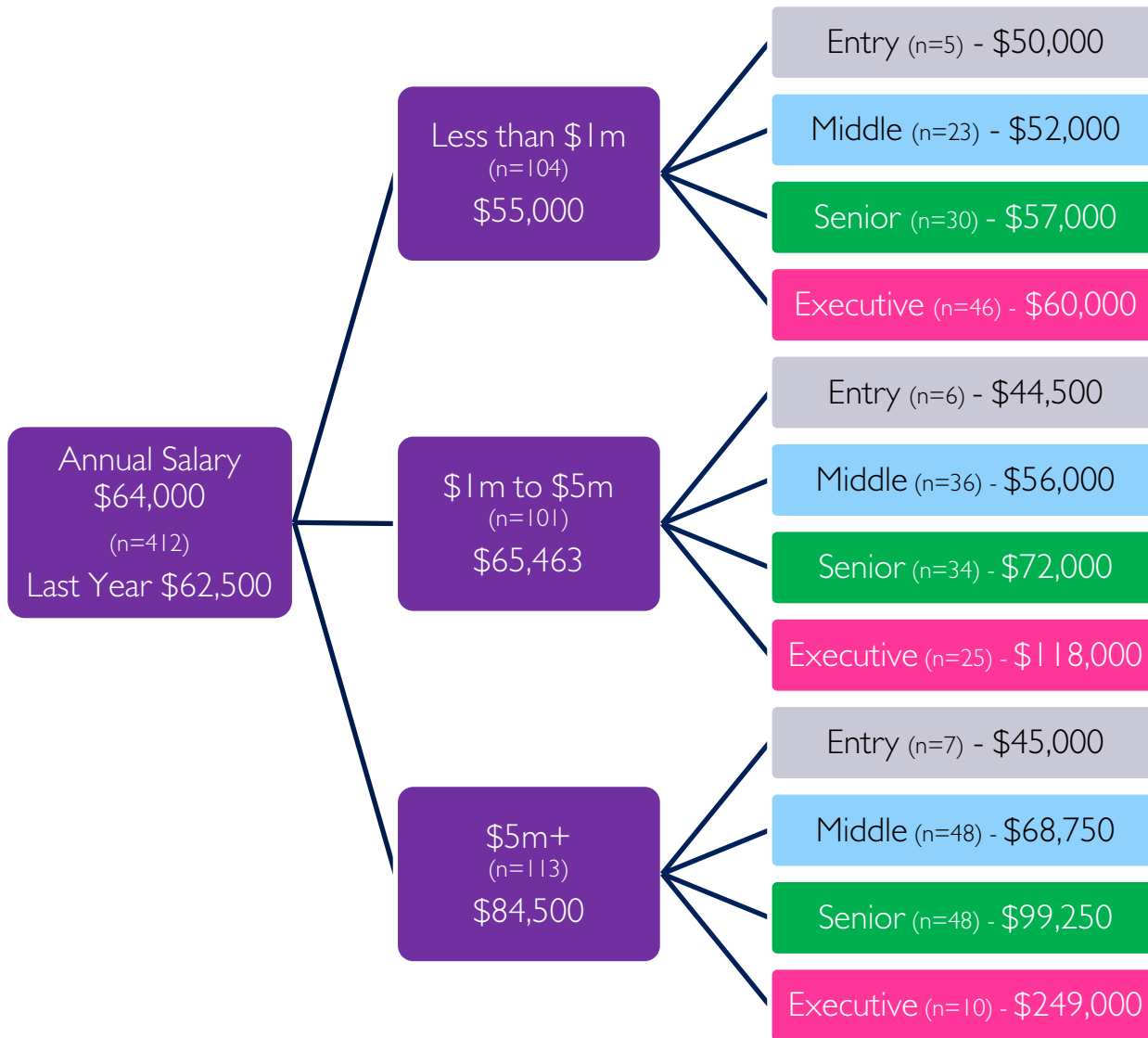
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# Introduction

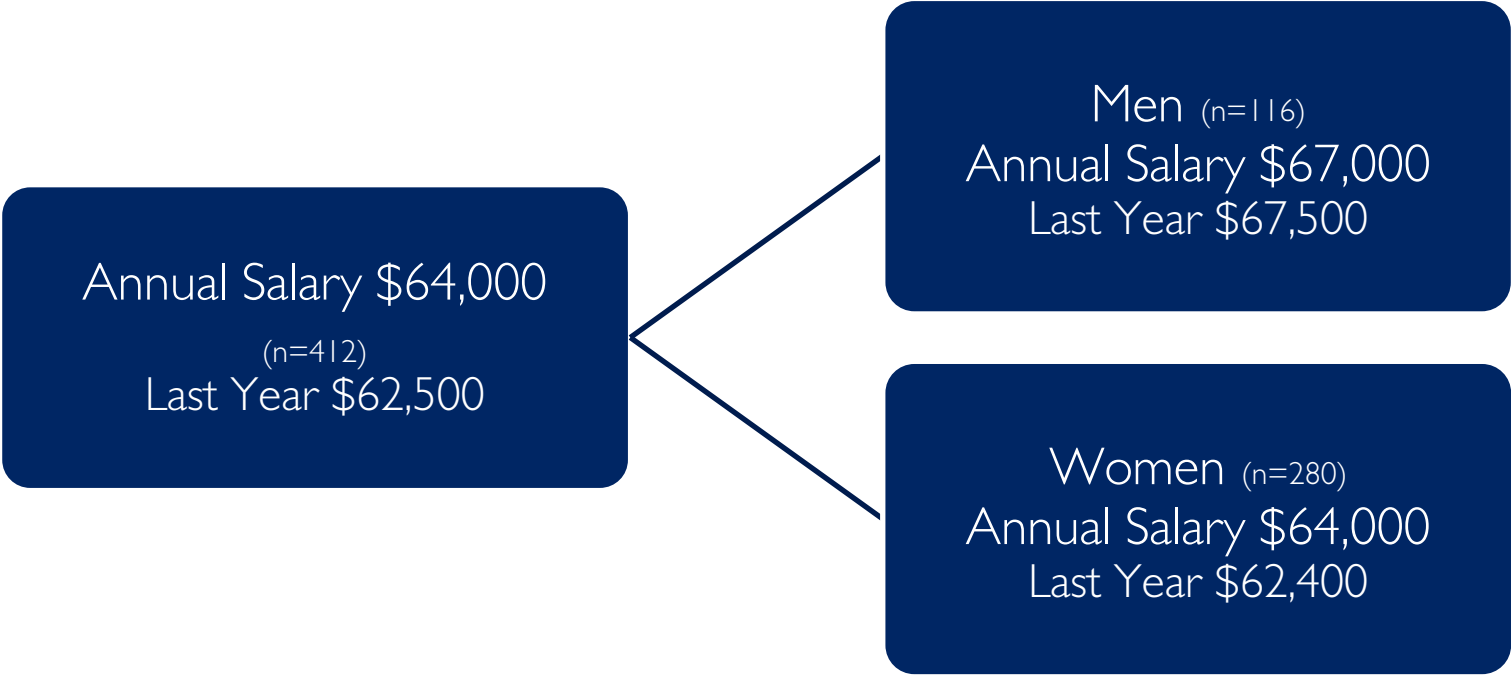
- This is a short version of the Arts Pay NJ Individual Survey findings report, which can be found [here](#).
- The interactive Dashboard based on data collected from organizations can be accessed [here](#).
- Here you will find 10 key charts from that report along with a selection of quotes giving you a flavor of the things that arts workers in NJ are thinking about.
- The 10 key charts are intended to highlight the key findings from the research, but while the findings here work in isolation, they are part of a bigger story, and we encourage you to read through the entire report.
- Further information about the study can be found at the end of this report.
  
- When reporting on salaries, we have used the median to show average income, since this is the middle value and therefore not skewed by the extremes at either end. This is common practice when reporting on salaries and allows comparison with other datasets.

# CHART I: Annual Salary Operational Budget and Level



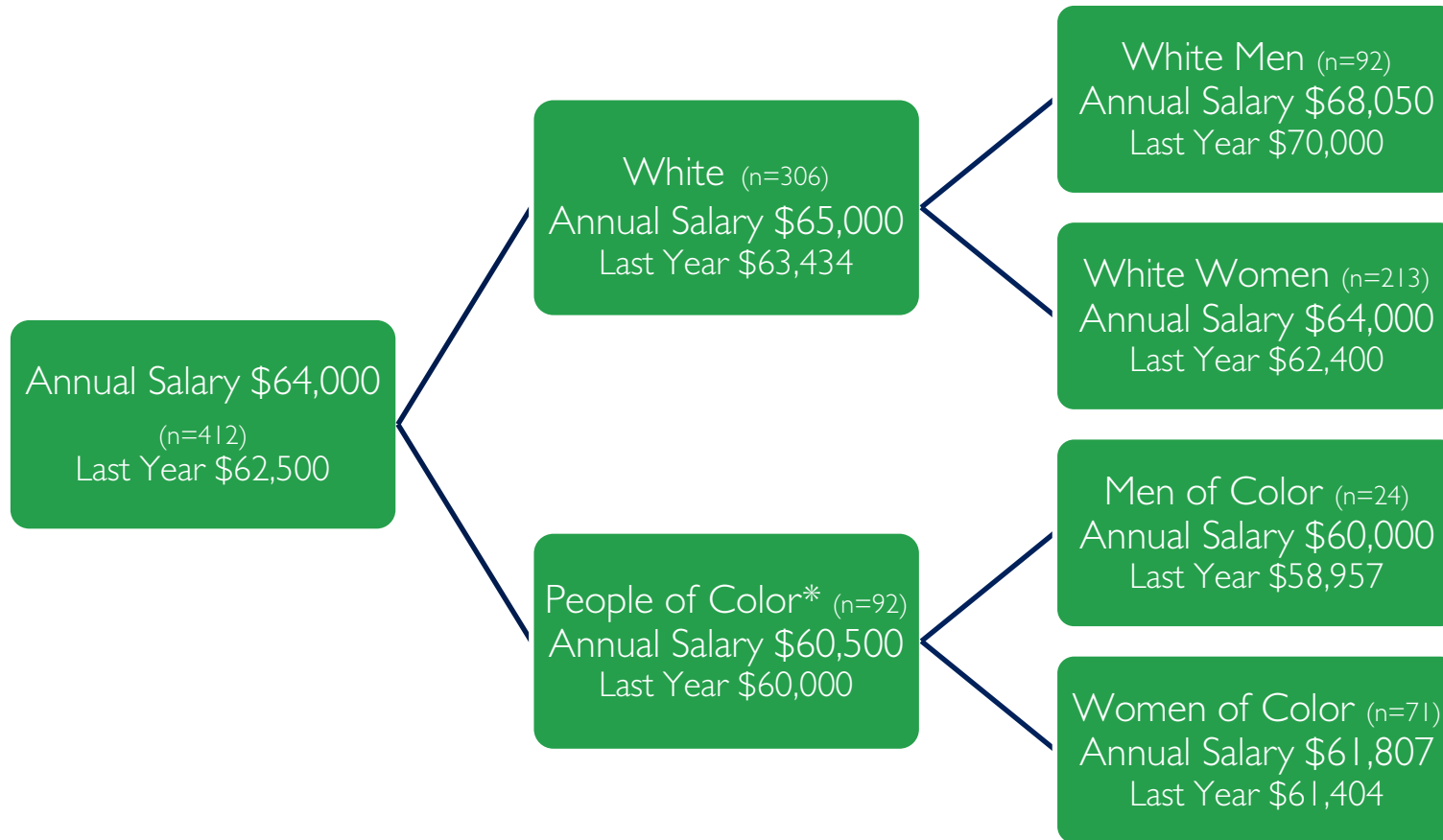
- Salary increases broadly in line with the operational budget of the organization
- The most significant pay gap is at Executive Level by operational budget
- At high end Executive Level salaries at those organizations with a \$5m budget is \$249,000 while at the lower end the equivalent level for organizations with less than \$1m budget is \$60,000

# CHART 2: Annual Salary by Gender



- There is a \$3,000 pay gap between men and women, although this has narrowed since last year (\$5,100)
- The median salary for men is \$67,000, \$3,000 above the overall median (+4.7%)
- This is \$500 lower than last year's median for men
- However, this is also \$3,000 above the median salary for women (+4.7%) at \$64,000
- Salary for women has increased by \$1,600 from last year (+2.5%)

# CHART 3: Annual Salary by Race

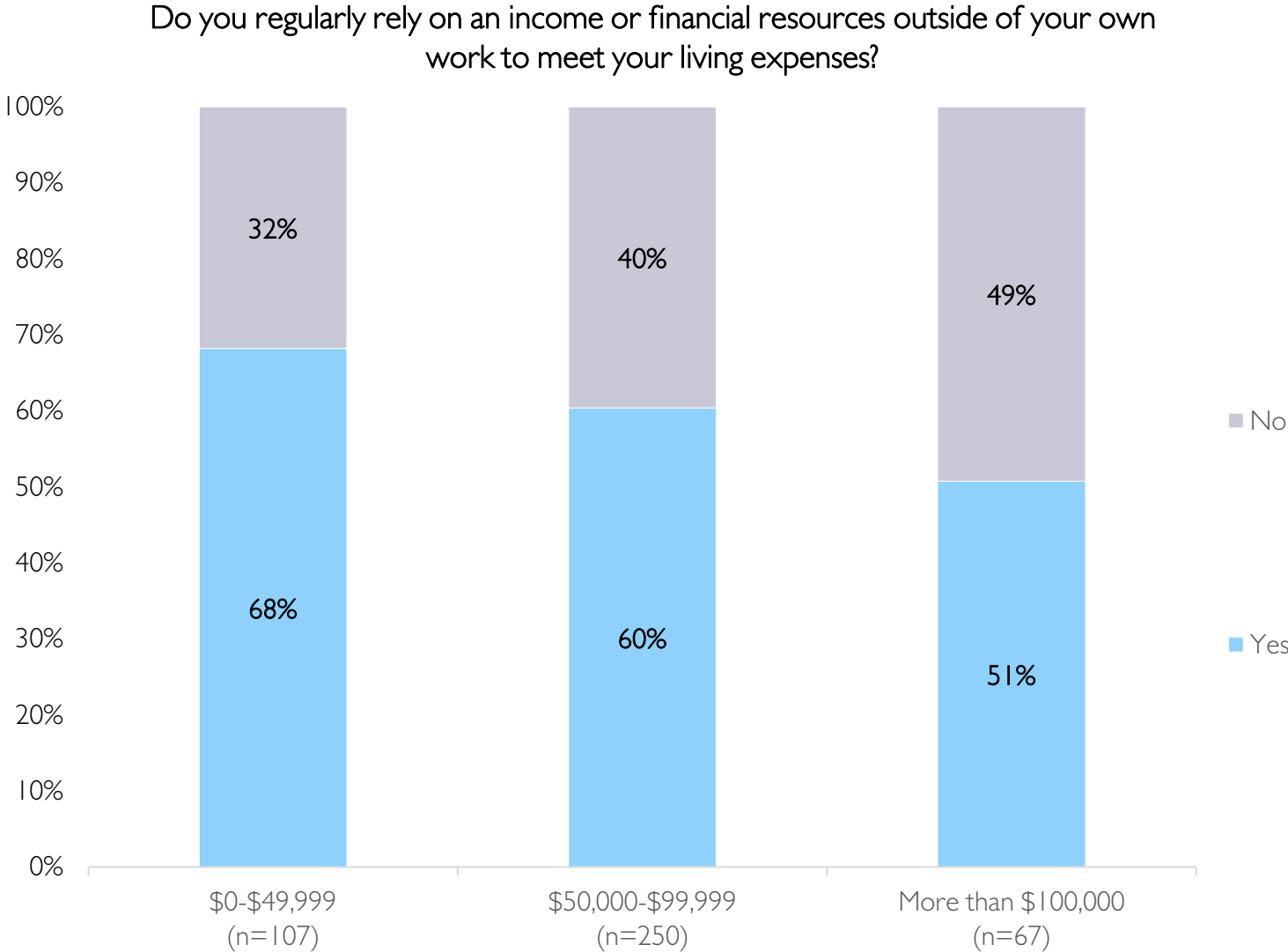


- White men have the highest median salary, \$4,000 above White women, and about \$8,000 above People of Color
- The median annual salary for those who are White is \$65,000, \$1,000 higher than overall median
- For People of Color, the median salary is \$60,000, which is \$5,000 less than White people (-7.7%) and \$4,000 less than the overall median (-6.3%)
- The annual salary for People of Color also remains unchanged from last year

n number relates to Full-time employees' Annual salary for the current year

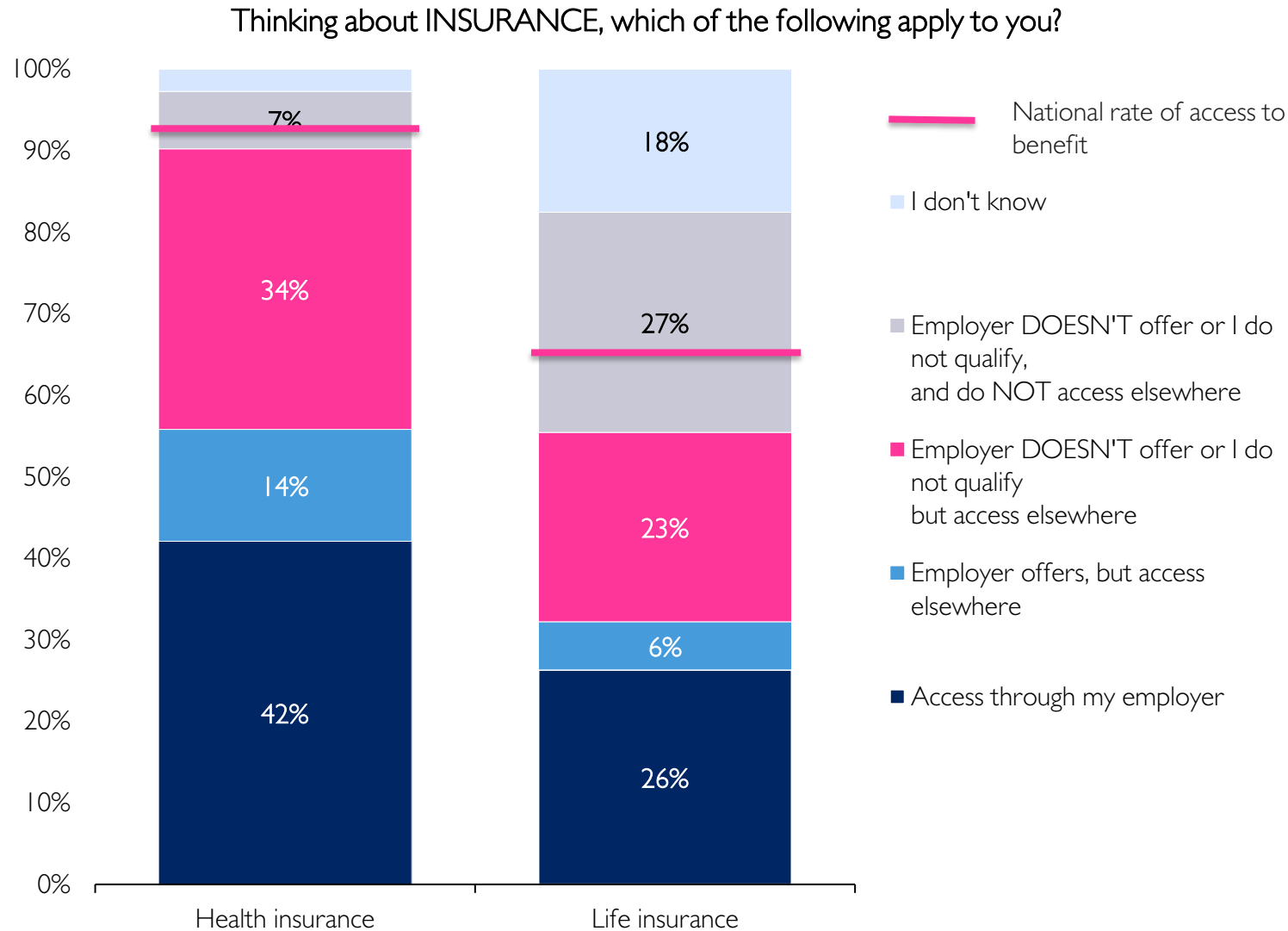
\*Respondents who answered "What is your race? [Check all that apply]" with Black/Hispanic/Asian/American Indian/Alaskan Native/Pacific Islander/Other

# CHART 4: Additional Income Reliance by Salary



- The majority of workers in the arts, regardless of salary, have to rely on additional income outside of their own work to meet their living expenses
- More than two thirds of workers earning less than \$50,000 have to rely on additional income outside of work to meet their living expenses
- Just over 50% of those full-time workers earning over \$100,000 still rely on income outside of their own

# CHART 5: Health and Life Insurance Access

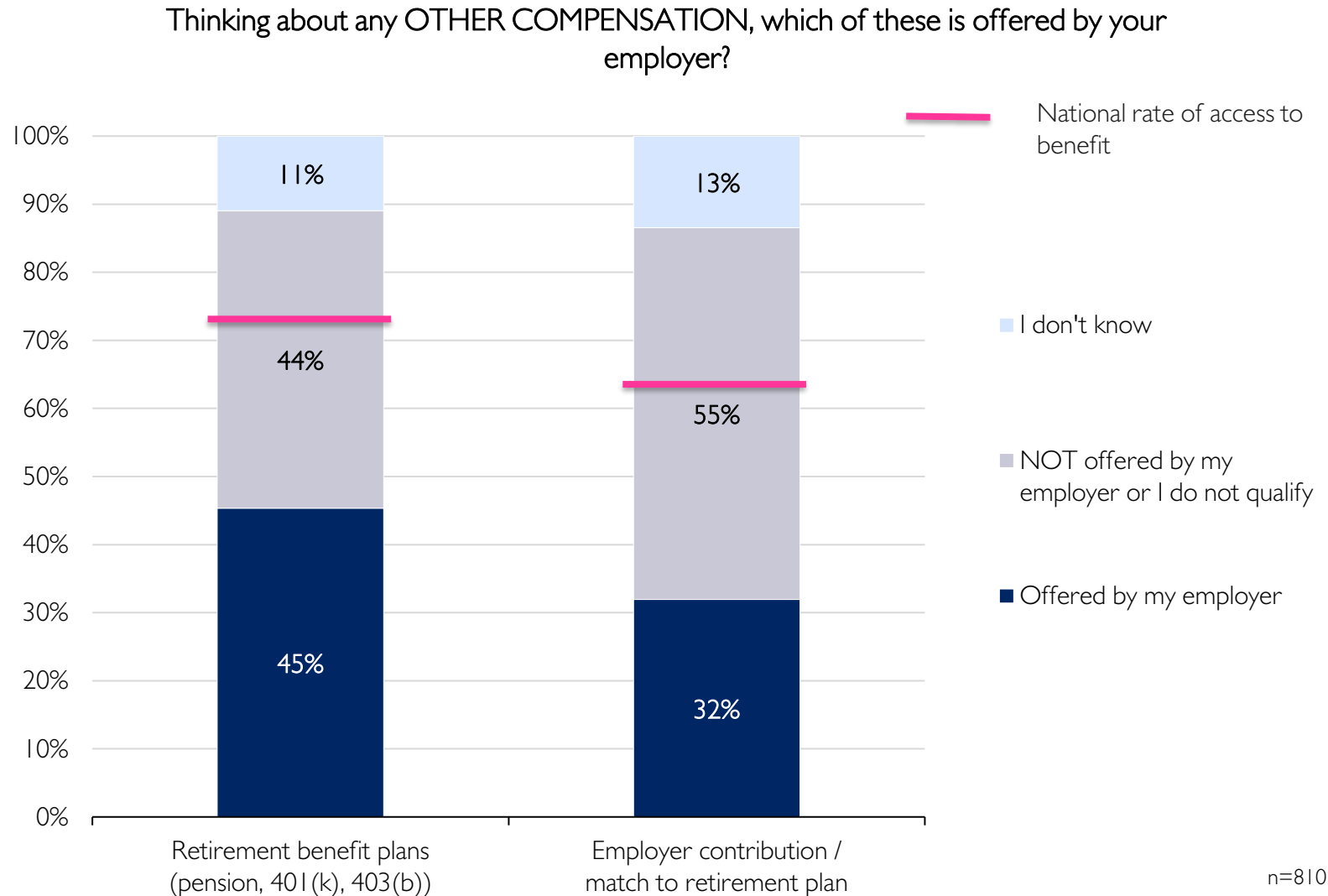


- Less than half of employees access Health Insurance through their employer and only a quarter access Life Insurance through their employer
- At least 7% of respondents do not have access to Health Insurance (in line with the NJ average of 6.8%) with 42% accessing through their employer

Rate of people without health insurance is 6.8% in NJ and 8% nationally\*



# CHART 6: Retirement Benefit Plans



- Less than half of employees are offered retirement benefit plans through their employer, which is a long way behind the national average
- Only a third of employees are offered employer contribution/match to retirement plan benefits

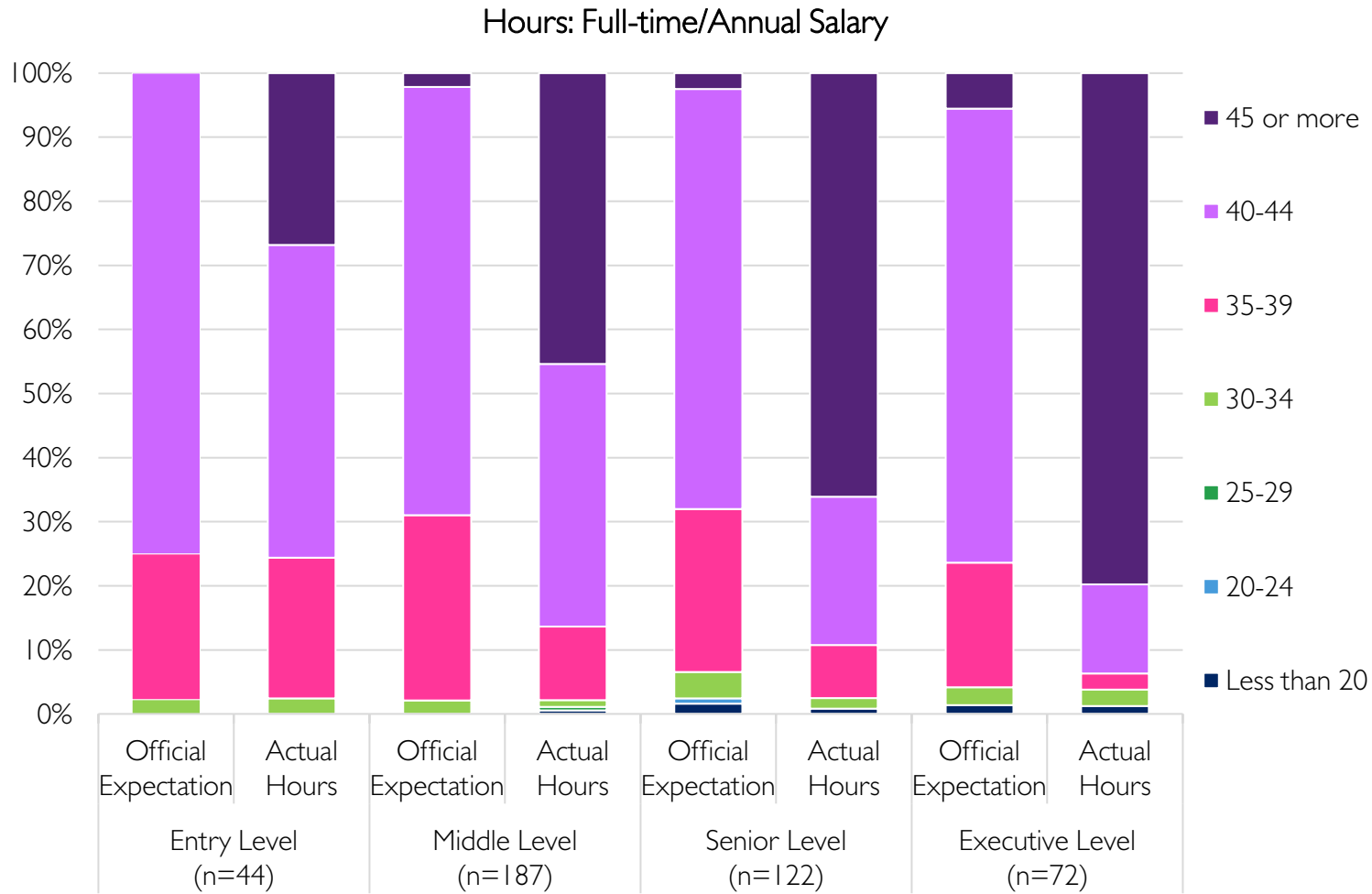
Nationally:  
73% of civilian workers had access to retirement benefits in 2023\*

63% of civilian workers had access to defined contribution retirement plans in 2023\*\*

\* 73 percent of civilian workers had access to retirement benefits in 2023 : The Economics Daily: U.S. Bureau of Labor Statistics (bls.gov)

\*\* <https://www.bls.gov/ebs/latest-numbers.htm>

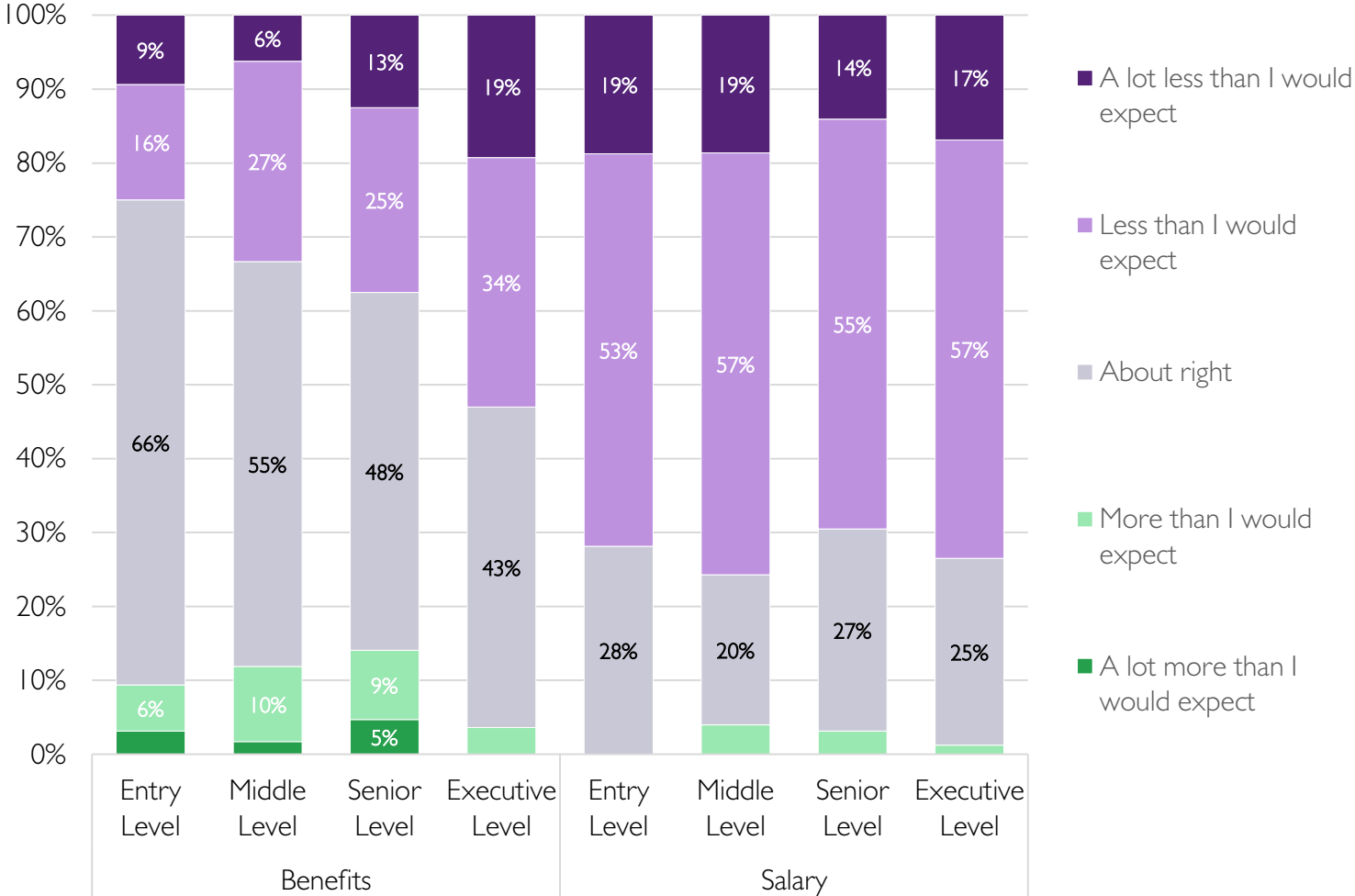
# CHART 7: Hours Expected vs Hours Worked by Level



- Higher Seniority correlates with a higher proportion of respondents working beyond the official hours
- 30% of entry level employees work above their expected hours. This increases to nearly 80% for executive level employees

# CHART 8: Job Salary/Benefits Perception and Opinions

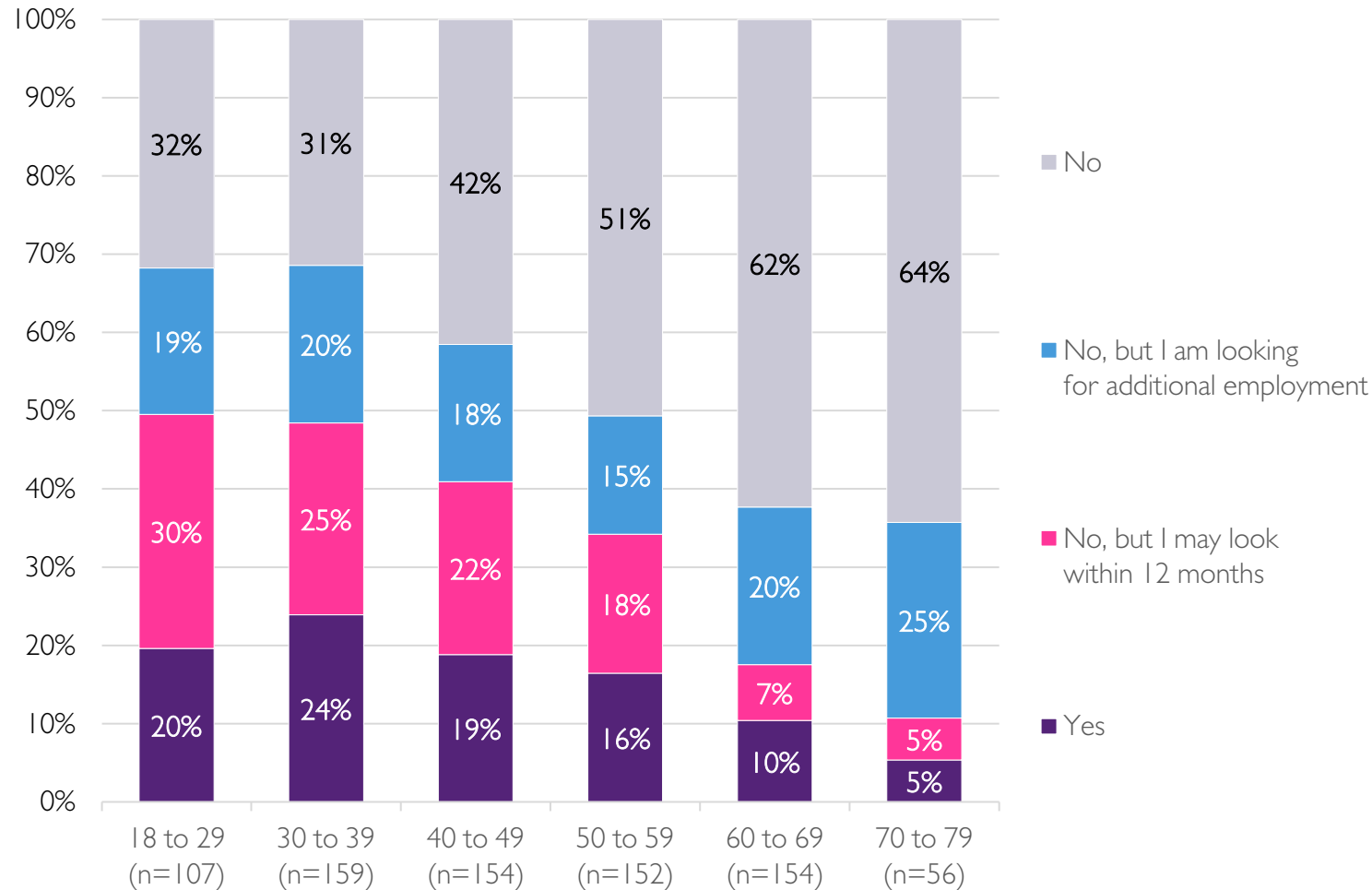
Opinions on job value – Full-time/Annual Salary:



- There is little difference in the perception of pay based on career level with over 70% saying their salary is less than they would expect
- However, those at higher levels are more likely to say that benefits are less than they would expect (54% at Executive level to 25% at Entry level)

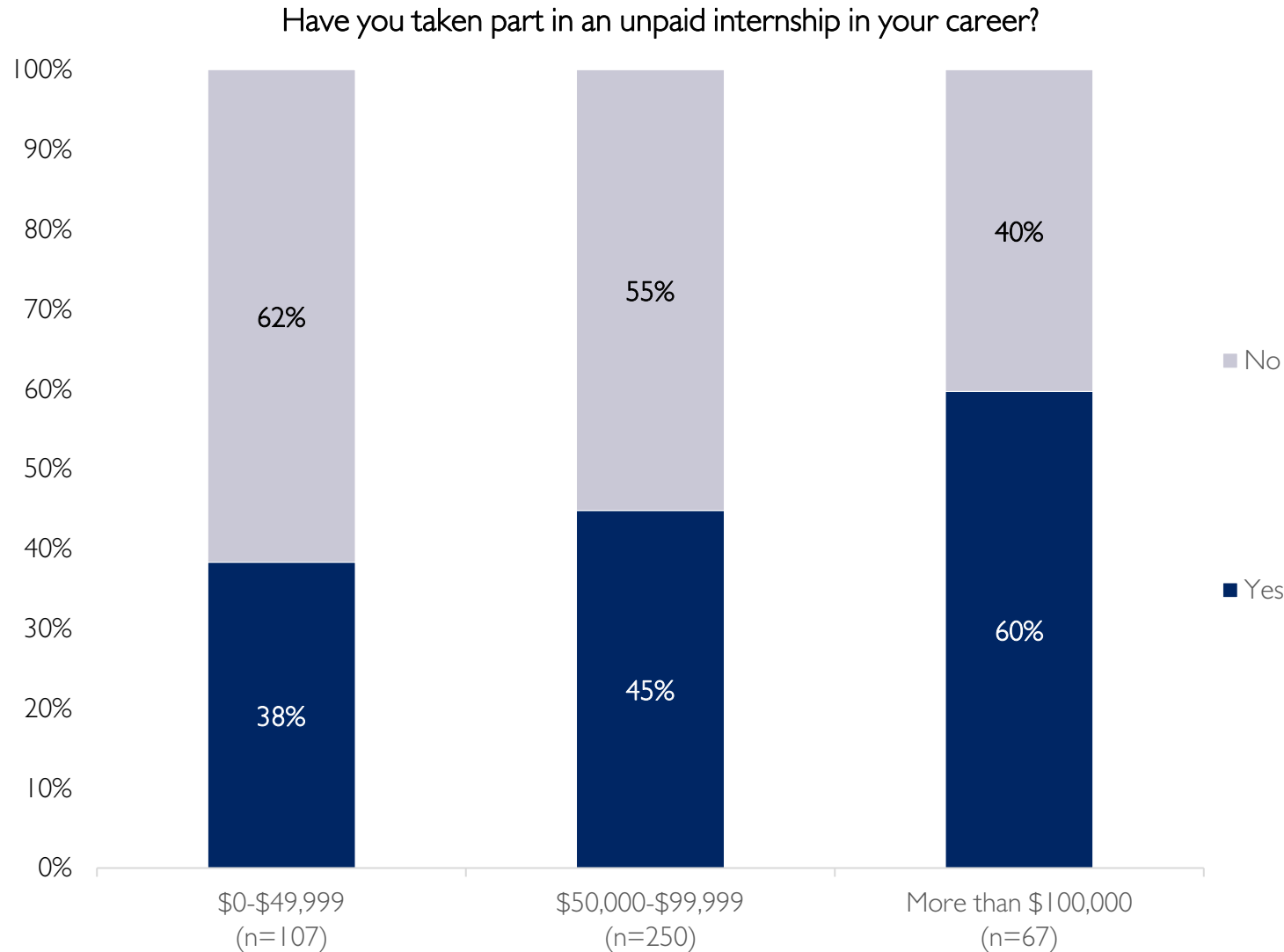
# CHART 9: Looking for Different Employment by Age

Are you currently looking for different employment?



- The proportion of people looking for different employment decreases with age
- Those aged 30 to 39 are most likely to be looking for different employment (24%)
- Those aged 70 to 79 are most likely to be looking for additional employment (25%)

# CHART 10: Unpaid Internship by Salary



- Taking part in an unpaid internship is more common among those earning more than \$100,000 than among those earning less than \$50,000
- Less than 40% of those earning under \$50,000 have taken part in an unpaid internship
- This increases to 45% for those earning between \$50,000 and \$99,999
- And increases further still to 60% for those earning more than \$100,000

# Additional themes from free text responses

# Free text responses

When asked about earning or levels of pay in the arts sector:

## Pay does not reflect the work / too low

- “I love the arts community I work in and love my coworkers but I just wish I was paid more for the many hats I wear and all of the extra hours I put in to make our arts organization the best it can be.”
  - *Middle Level / Arts Service and Multidisciplinary / Age 50-59*
- “I think that for the level of expertise required for this job should warrant, at the very minimum, a livable wage and benefits. That is how you get the best work and dedication out of people who are not stressed about living outside of work.”
  - *Entry Level / Music, Dance and Theatre / Age 20-29*
- “We all play an important role and deserve a living wage - whether you work in a gift shop, are a security person in a museum, or are acting as a leader of an organization.”
  - *Middle Level / Visual Art, Museums and Heritage and Craft / Age 20-29*
- “In the 1980's, I could generally expect \$100/night for club gigs, \$300 for wedding gigs. Now, in the 2020's, I generally expect \$100/night for club gigs, \$300 for wedding gigs. Things haven't changed in 40 years...”
  - *Music / Age 60-69*

## The sector needs more / consistent funding

- “I think upper management and boards are beginning to see the value in hiring experienced staff and paying them appropriate salaries. However, their budgets simply do not afford them the opportunity. More funders need to offer Capacity grants.”
  - *Senior Level / Arts Service and Multiple Arts Forms / Age 50-59*
- “I would love for our organization to be able to pay our whole, small staff (myself included) at least 50% more, but as it is, we're a nonprofit organization and at the mercy of the small amount of grants we're able to scrounge up each year, and despite the recent increase in financial support to the arts (which may very well be waning again soon), we're still barely making it through.”
  - *Senior Level / Literature / Age 30-39*

## Pay unfair / inconsistent across levels

- “I work at an organization of less than 50 people. The top 2 paid employees make more than 5x what an entry level employee makes - that doesn't seem very equitable.”
  - *Middle Level / Theatre / Age 50-59*

# Free text responses

## When asked about working hours:

### Flexible hours / Hours inconsistent

- “I am lucky to be able to work flexible hours, including evenings when co-workers are not working/available to make it possible to fulfill my parenting responsibilities.”
  - *Senior Level / Theatre and Arts Service / Age 40-49*
- “I have a guaranteed 40 hour week; I work 38-43 most weeks; some weeks (i.e. tech or previews) are 50-60 hours”
  - *Middle Level / Theatre / Age 40-49*
- “Some weeks I work 70 hours.”
  - *Middle Level / Multiple Art Forms / Age 40-49*

### Hours depend on the project / event

- “During tech weeks these hours will often get to or exceed 40”
  - *Entry Level / Theatre / Age 20-29*
- “It's any where between 20-60 hours depending on the project”
  - *Middle Level / Film and Digital Arts / Age 40-49*

## When asked why they are looking for a new job:

### Higher pay / Cost of living

- “The pay is not enough for the position. It is not enough for someone to live on their own in the state of NJ. The work environment is unhealthy a lot of the time, which explains the turnaround rate.”
  - *Middle Level / Outdoor arts and Theatre / Age 20-29*
- “Pay, cost of living continues to increase and if my pay does not do the same I will need to start looking at other jobs”
  - *Senior Level / Theatre / Age 20-29*



# About this Study

# Project Sponsors

In addition to the financial commitment of the arts service organizations, this project is made possible by generous funding from the Grunin Foundation, The Newark Museum of Art, an anonymous donor, and New Jersey State Council on the Arts



Made possible by funds from the New Jersey State Council on the Arts, a partner agency of the National Endowment for the Arts.

New Jersey arts service organizations



# This Study

Arts Pay NJ is the first compensation study of the nonprofit arts sector in our state. The objective of this study is to help us move toward a more equitable and sustainable future.

Through our research partners, Baker Richards (who have also compiled this report), we have collected data from organizations and arts workers to provide a snapshot of the current compensation levels and demographics of New Jersey's arts community.

The aim was to hear from everyone working in the arts in New Jersey, from those just starting out, those working multiple jobs, those working as full-time workers, part-time workers, contractors, consultants, freelance artists, interns, apprentices, and fellows.

For the purposes of this study, the collaborators decided not to include for profit arts organizations or history organizations. The study was for New Jersey nonprofit organizations whose primary mission/programming is the arts. Expanding the types of organizations to include in future studies will be considered.

The study was composed of 2 phases:

1. **An Organization Survey** distributed to key contacts within organizations to provide salary information for all employees
2. **An Individual Worker Survey** distributed to individuals working in the arts to gather further details, including demographic information, along with free-text responses on how people feel about their compensations and benefits

This report focuses exclusively on the results from the Individuals Survey

## Key Stats

### Individual Worker Survey

- The individual worker survey was in field from May 22<sup>nd</sup> 2023 to September 5<sup>th</sup> 2023
- It was targeted specifically at people working in the arts during that period
- It does not capture responses from those who might already have left the field
- In total we received 810 responses

### Organization Survey

- The organization survey was in field from July 10<sup>nd</sup> 2023 to October 4<sup>th</sup> 2023
- It was sent to the appropriate person within each organization who would have access to payroll information
- In total we received submissions from 130 organizations, accounting for 8,400 personnel across the sector

# Data Collection and Analysis by Baker Richards

[Baker Richards](#) is the third-party research firm that has been contracted to collect, anonymize, and analyze the data from ArtsPay NJ.

Based in Cambridge, UK but working around the world, the Baker Richards team of consultants, researchers, and developers share a passion for the arts and an obsession for detail. They have worked with hundreds of organizations, including many of the world's leading theatres, opera houses, orchestras and art museums.

Among other projects, Baker Richards is known for their multi-year partnership with Arts Professional in collecting and reporting on data in the [ArtsPay UK project](#).

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# The Arts Pay NJ Compensation Dashboard

The result of the Organization Survey is an interactive Compensation Dashboard, which is free to use and can be accessed [here](#)

