
Comparing leadership pay

Salary, benefit, and expense income for a dozen leaders of regional US arts organizations. Data are largely from the latest Return of Organization Exempt From Income Tax (Form 990) filed with the federal government by the groups. Exceptions noted below.

Name, title Organization	Compensation	Percentage of operating budget
Josiah Spaulding Jr. , president and CEO Wang Center for the Performing Arts	\$536,159	4.40
Lawrence Goldman , president and CEO New Jersey Performing Arts Center	\$475,344	1.71
Kevin McCollum , president and CEO Ordway Center for the Performing Arts, Minneapolis	\$257,432	1.56
Elizabeth Murray , managing director San Francisco War Memorial and Performing Arts Center	\$115,000- \$140,000	1.49 *
Jerry Mandel , chief operating officer Orange County (Calif.) Performing Arts Center	\$381,547	1.35
Jan Kallish , executive Auditorium Theatre, Chicago	\$136,751	1.09
Art Falco , president Playhouse Square, Cleveland	\$351,935	0.98
Joanne Kozberg , president Los Angeles Performing Arts Center	\$251,747	0.78
Reynold Levy , president Lincoln Center, New York City	\$500,000- \$535,000	0.62 *
Mark Volpe , managing director Boston Symphony Orchestra	\$397,328	0.58
Malcolm Rogers , director Museum of Fine Arts, Boston	\$486,209	0.46
Michael Kaiser , president Kennedy Center for the Performing Arts, Washington, D.C.	\$548,113	0.46

* Calculated using high end of range

SOURCES: 2002 federal tax forms 990, filed by the organizations and compiled on guidestar.org, except: MFA, Kennedy Center, New Jersey and Los Angeles centers (2001 forms); Wang Center (budget); San Francisco (Elizabeth Murray); Lincoln Center (spokeswoman Betsy Vorce).

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