Arts and Cultural Industry Workforce Barometer:
A Survey of Northeast Ohio Nonprofit Arts and Cultural Organizations

Prepared by
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June 30, 2004
In an effort to more thoroughly understand the state of health of Northeast Ohio’s nonprofit arts and cultural assets, The Community Partnership for Arts and Culture (The Partnership) has conducted its second annual survey of job loss and growth in the arts and cultural sector. This year’s study was expanded to include The Partnership’s seven-county service area (Cuyahoga, Geauga, Lake, Lorain, Medina, Portage and Summit Counties). 175 organizations were contacted to participate in the study, 55 of which completed the survey. This represents a response rate of 32%. Below is a breakdown of the study’s findings. For a list of participating organizations, please see Appendix A.

**Summary of Findings**

- Respondent organizations posted a net gain of 33 jobs for the fiscal year ending June 30, 2004.
  - 57 jobs were gained during the period
  - 24 jobs were lost during the period

- 66% of respondent organizations reported that the number of individuals in their employ either stayed the same or increased over the previous year
  - 33% of respondents reported that employment had increased
  - 33% of respondents reported that employment had stayed the same
  - 9% of respondents reported employment had decreased
  - 25% did not respond to this question

- 60% of the organizations reporting decreased employment were in the budget range of $1,000,000 - $4,999,999

- 78% of the organizations reporting increased employment had budgets under $1,000,000

**Employment Increases**

- Types of Positions
  - 51% of employment increases were programs and services positions
  - 27% of employment increases were administrative positions
  - 22% of employment increases were support positions

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1 The data in this section only reflects the 45 positions for which data was available.
2 I.e. Curator, Educator, Musician, etc.
3 I.e. Accounting, General Management, Development, Information Technology, etc.
4 I.e. Secretarial, Clerical, Maintenance, etc.
Reason for Employment Increases
  o 62% of positions were newly created
  o 33% of positions were replacement
  o Respondents did not specify the reason for increases in the remaining 5% of positions

Salary Range of Positions
  o Under $15,000 – 54%
  o $25,000 - $34,999 – 25%
  o $15,000 - $24,999 – 11%
  o $35,000 - $44,999 – 4%
  o $45,000 - $54,999 – 4%
  o Over $55,000 – 2%

Minimum Educational Requirements
  o Bachelor’s Degree – 51%
  o High School Diploma or Equivalent – 40%
  o Master’s Degree – 9%

Source of Employee
  o 65% of employees came from another company within the seven-county region
  o 16% of employees moved from part-time to full-time
  o 4% of employees came from another company outside the seven-county region
  o 2% of employees came directly from school
  o Respondents did not specify the source of employee for the remaining 13% of employees

Full-Time or Part-Time
  o 47% of positions were part-time
  o 29% of positions were full-time
  o Respondents did not indicate the status of the remaining 24% of positions

Employment Decreases

Types of Positions
  o 37.5% of employment decreases were programs and services positions

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5 The data in this section only reflects the 8 positions for which data was available.

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o 37.5% of employment decreases were administrative positions
o 25% of employment decreases were support positions

☑ Reason for Decrease
o 75% of positions were left unfilled
o 25% of positions were eliminated

☑ Expect to Rehire?
o 50% - Yes
o 50% - No

☑ Salaries of Positions
o 63% of positions had corresponding salaries under $15,000
o 37% of positions had corresponding salaries between $25,000 and $34,999

☑ Minimum Educational Requirements
o 50% of positions required a high school diploma or equivalent
o 38% of positions required a bachelor’s degree
o 12% of positions required a master’s degree

☑ Full-Time or Part-Time
o 75% of positions were part-time
o 25% of positions were full-time

Respondent Demographics

☑ Respondent breakdown by Budget Size
o Less than $100,000 – 25%
o $100,000 - $249,999 – 20%
o $250,000 - $499,999 – 13%
o $500,000 - $999,999 – 11%
o $1,000,000 - $4,999,999 – 15%
o $5,000,000 - $9,999,999 – 9%
o Over $10,000,000 – 7%

☑ Respondent breakdown by Type of Organization
o Crafts – 2%
o Dance – 7%
o History – 5%
o Literature – 2%
o Media Arts – 5%
o Multi-Disciplinary – 31%
- Music – 13%
- Science – 4%
- Theatre – 16%
- Visual Arts – 15%

- Respondent breakdown by County
  - Cuyahoga County – 83%
  - Lake County – 2%
  - Lorain County – 4%
  - Medina County – 2%
  - Summit County – 9%
Appendix A – Participating Organizations

Akron Area Arts Alliance
Akron Art Museum
Antaeus Dance
Art House
Arts Collinwood
Ascherman Gallery/Cleveland Photographic Workshop
Berea Arts Fest Inc.
Broadview Heights Spotlights
Cleveland Arts Prize
Cleveland Botanical Garden
Cleveland Film Society
Cleveland Institute of Music
Cleveland Metroparks Zoo
Cleveland Museum of Art
Cleveland Museum of Natural History
Cleveland Opera
Cleveland Public Theatre
Cleveland's Irish Cultural Festival
DANCECleveland
Fine Arts Association
GroundWorks Dancetheater
Harbor Heritage Society
Huntington Playhouse
Independent Pictures
Karamu House Inc.
Medina County Performing Arts Foundation
MOCA Cleveland
Music & Performing Arts at Trinity Cathedral
Nature Center at Shaker Lakes
Near West Theatre
New Center for Art & Technology
North Coast Men's Chorus
Oberlin Heritage Center/O.H.I.O.
Ohio Designer Craftsmen
Performance Art Festival+Archives
Playhouse SquareFoundation
Poets' & Writers' League of Greater Cleveland
Porthouse Theatre
Professional Flair/Dancing Wheels
Rock and Roll Hall of Fame and Museum
SAFMOD Performance Ensemble
Sankofa Fine Art Plus
Singers’ Club of Cleveland
Solon Center for the Arts
SPACES
Strongsville Community Band
The Cleveland Orchestra
The Cleveland Play House
The Cleveland Theater Collective
The Silver Factory
TrueNorth Cultural Arts
USS COD Submarine Memorial
Weathervane Playhouse
Western Reserve Historical Society
WKSU