



2024 Conservation Compensation Survey

Introduction

Si vous souhaitez répondre au sondage en français, vous pouvez le faire en choisissant « Français (Canada) » dans le menu déroulant des langues en haut à droite de cette fenêtre.

Thank you for taking the time to respond to this survey.

If you are interrupted while completing the survey you may click on the "Save and continue later" bar that appears at the top of each page, starting on the second page of the survey. If you choose to have the link emailed to your email address, be aware that the message might get diverted to your spam folder. So please check there if the message does not appear in your Inbox.

If you have any technical issues you may email the survey administrator Paul Stewart (pstewart@brammresearch.com).

If there is a red asterisk* following the text of any question, then that question is mandatory - it must be answered in order to proceed.

When you are ready to begin, simply click on the "Next" button at the bottom of the page. If you are using a phone or tablet to complete this survey, please use the "arrow" button on the bottom right hand corner of your screen to advance to the next page. Please avoid clicking the "back/backward" button on your web browser.



2024 Conservation Compensation Survey

General Information

1. Please indicate which of the following degrees or training you presently hold:

[Select all that apply, but please DO NOT include degrees you may be presently pursuing. If you did not obtain your degree or training in Canada, please select the equivalent level of degree.]

- No degree – self- or community-taught
- No degree – apprenticeship training or program under the supervision of a conservator
- Bachelor's level in Conservation
- Bachelor's level in any field other than conservation
- College level Post-Bachelor's Certificate or Diploma in Conservation
- College level Post-Bachelor's Certificate or Diploma in Museum Studies or related field
- College level Certificate or Diploma (where Bachelor's degree not a prerequisite)
- Master's level in Conservation
- Master's level in any field other than conservation
- Ph.D. in Conservation
- Ph.D. in any field other than conservation
- Other — specify: *{insert text box}*

2. How old were you when you completed your first conservation-related program (in Canada or abroad)?

[If you have completed more than one conservation degree or training, indicate your age when you graduated from your first conservation training program.]

- | | |
|--------------|---|
| 20 and under | 51 to 60 |
| 20 to 25 | Over 61 |
| 26 to 30 | Not applicable; I have not completed a conservation degree |
| 30 to 35 | Not applicable; I have never been trained in the field of conservation. |
| 36 to 40 | |
| 41 to 50 | |

3. How many years of professional experience do you have in the conservation field? This includes collective years of paid and / or unpaid work, education, and training.

- | | | |
|------------------|----------------|------------------|
| Less than 1 year | 11 to 15 years | 26 to 30 years |
| 1 to 5 years | 16 to 20 years | 31 to 35 years |
| 6 to 10 years | 21 to 25 years | 36 years or more |

4. Please estimate the cumulative amount of UNPAID labour you have contributed to the conservation field.

[Examples include volunteer work, unpaid intern / apprentice work, unpaid pre-program work, etc. Please exclude time spent volunteering for professional associations or completing academically required internships.]

- | | | |
|-------------------|----------------|-------------------|
| None | 6 to 11 months | More than 5 years |
| Less than 1 month | 1 to 2 years | |
| 1 to 5 months | 3 to 5 years | |

5. In what way were you involved in the conservation field in 2023?

*[If you were **both a student and employed** at any point in the year 2023, please **select** "I am currently employed in conservation and / or have been employed in conservation in the past year and / or am currently between jobs".]*

- I am currently employed in conservation and / or have been employed in conservation in the past year and / or am currently between jobs *{Show Section A}*
- I am a student currently studying conservation *{Go to Demographics}*
- I studied conservation but was not employed in conservation in the past year *{Go to Section C}*



2024 Conservation Compensation Survey

Your Employment in Conservation {SECTION A}

6. What percentage of your 2023 income came from your employment as a conservation professional?

[Please round to the nearest whole percentage.]

- 0 (none)
- 1 to 15
- 16 to 30
- 31 to 45
- 46 to 60
- 61 to 75
- 76 to 90
- 91 to 99
- 100 (all)

7. Please choose the range that best describes your taxable income (in Canadian dollars) as of December 2023.

[If you are paid in a foreign currency, please convert your income to CAD dollars.]

- Below \$10,000 — specify: {insert text box}
- \$10,001 to \$20,000
- \$20,001 to \$30,000
- \$30,001 to \$40,000
- \$40,001 to \$50,000
- \$50,001 to \$60,000
- \$60,001 to \$70,000
- \$70,001 to \$80,000
- \$80,001 to \$90,000
- \$90,001 to \$100,000
- Over \$100,001 — specify: {insert text box}
- Prefer not to answer

8. What is the cumulative length of time you were employed in 2023?

[Please round to the closest total amount of months.]

- 1 to 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months

9. Is your 2023 taxable income comparable to your income in the last 5 years?

- YES, typical of most years
- NO, less than what I have earned in the past years
- NO, more than what I have earned in the past years
- Prefer not to answer

10. How many different jobs, including paid internships, fellowships, and contracts, in the field of conservation have you worked at **before** your current position?

- 0
- 1 to 3
- 4 to 5
- 6 to 7
- 8 to 10
- More than 10 — specify: {insert text box}



2024 Conservation Compensation Survey

11. Which of the following paid employment situations in conservation did you hold in the taxable year 2023?

[Select all that apply.]

I held at least one permanent position as an employee of an organization that I did not own {SHOW SECTION A1}

I held at least one fixed-term position as an employee of an organization that I did not own {SHOW SECTION A1}

I was self-employed or was the full or partial owner of a conservation-based practice / company / firm {SHOW SECTION A2}

{If permanent position}

11.b) How many **permanent positions** did you hold in the taxable year 2023?

1

2

3

4

5

6 or more

{If 6 or more in 11b}

11.c) Please enter the number of **permanent positions** you held in 2023.

[Must be 6 or more.]

___ {numeric box}

{If fixed-term position}

11.d) How many **fixed-term positions** did you hold in the taxable year 2023?

1

2

3

4

5

6 or more

{If 6 or more in 11d}

11.e) Please enter the number of **fixed-term positions** you held in 2023.

[Must be 6 or more.]

___ {numeric box}

Employed in Conservation {SECTION A1}

{Show this page If multiple paid positions, otherwise begin Section A1 by showing Q12.}

You indicated that you held multiple paid positions in conservation during the 2023 taxable year.

In the following section, you will be asked a set of questions concerning your (up to) three most recent positions.

Please start with your most recent paid position. If there are two or more concurrent positions, please start with the one in which you have spent more time.

[Click here to continue](#)



2024 Conservation Compensation Survey

12. What is your job title?

[Please select the equivalent title.]

- Head / Lead / Manager of Conservation Department
- Supervisor of Conservation / Collections
- Conservation Scientist
- Collections Manager
- Conservator
- Conservator with a specific designation (e.g. Senior, Associate, Assistant)
- Museum Technician
- Collection Technician
- Conservation Technician
- Conservation Fellow
- Conservation Intern
- Other— specify: *{insert text box}*

12.b) You mentioned that you are a Conservator with a specific designation. Please select the designation level.

- Senior
- Associate
- Assistant
- Other specific designation— specify: *{insert text box}*

13. How are your employment and compensation structured?

- My position is full-time and salaried
- My position is part-time and salaried
- My position is full-time, and I am paid an hourly wage
- My position is part-time, and I am paid an hourly wage

14. Which of the following best describes your employer?

Government *{heading label – not an option}*

- Federal
- Provincial
- Regional
- Municipal
- Local
- Other government — specify: *{insert text box}*

University *{heading label – not an option}*

- Public university
- Private university

Other *{heading label – not an option}*

- Private institution (not university)
- Private company
- Registered non-profit organization
- Other — specify: *{insert text box}*

15. What is the size of your organization, by annual operating budget?

- Very small — \$ 0 to \$39,999
- Small — \$40,000 to 99,999
- Medium — \$100,000 to \$499,999
- Large — \$500,000 to \$999,999
- Very large —\$1 million or more



2024 Conservation Compensation Survey

16. How many people report to you?

[Include both PAID staff (full- and part-time) plus UNPAID positions (volunteers, interns, etc.).]

- 0 (None)
- 1 to 3
- 4 to 5
- 6 to 10
- 11 to 20
- More than 20

17. Please select all of your responsibilities.

[Select all that apply.]

- Examinations
- Estimates
- Treatment, documentation, and treatment-related reporting
- Preventive conservation (IPM, Risk assessments, environmental monitoring, etc.)
- Research and technical analysis
- Outreach activities
- Teaching and supervising
- Surveying (condition or inventory)
- Exhibit preparation (installation, deinstallation, mount-making)
- Transporting objects (for treatment, installation, deinstallation)
- Travelling to / from client sites
- Storing objects
- Administrative activities
- Fund-raising, Grant writing
- Marketing, Advertising, Social Media
- Budgeting
- Project Management
- Other — specify: *{insert text box}*

18. Do you feel your title reflects your roles and responsibilities?

- Yes
- No
- Unsure

Optional — Please explain your answer: *{insert text box}*

19. How long have you been in this position?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- 21 to 30 years
- Longer than 30 years



2024 Conservation Compensation Survey

20. Which of the following ranges best fits with the AVERAGE number of overtime (paid AND unpaid) hours you work in a month? The term, "overtime," refers to the number of hours beyond your scheduled working hours as defined by your employer.

- 0
- 1 to 10 hours
- 11 to 20 hours
- 21 to 30 hours
- More than 30 hours — specify: *{insert text box}*
- Unsure - I work without a fixed work hour

{If did not answer '0' or Unsure in Q20}

20.b) Tell us what type of work usually drives your overtime hours.

[For example, travelling for on-site projects, exhibition de / installation, emergency / disaster management, etc.]

- Description of work: *{insert text box}*
- Prefer not to answer

{If did not answer '0' or Unsure in Q20}

20.c) Are you compensated for working overtime?

- Yes, overtime pay
- Yes, time in lieu
- Yes, a choice between overtime pay or time in lieu
- Sometimes, through negotiation with the client
- No

21. Overall, do you feel like you are adequately compensated for your role?

- Yes — please explain, if you feel comfortable. This is optional: *{insert text box}*
- No — please explain, if you feel comfortable. This is optional: *{insert text box}*
- Unsure
- Prefer not to answer

22. Please indicate the number of PAID and UNPAID individuals, including yourself, in your organization that fall within the following categories:

{insert text box} Total number of PAID conservation professionals (including casual, full-time and part-time salaried positions)

{insert text box} Total number of UNPAID people in conservation (including interns)

23. Do you typically make treatment- or preventive care-related decisions independently, or do you usually run these types of decisions past a more senior staff person?

- I usually work independently
- I usually work under the direction / supervision of someone else in my organization

24. How much oversight do you typically have over the budgetary process for your work unit (or section)?

- I am the final (or only) decision-maker when it comes to budgetary issues for my work unit (or section)
 - I have significant input or control over budgetary issues, but someone else has the "final say" for my work unit (or section)
 - I am responsible only for the budget of specific conservation project(s) within my work unit (or section)
 - I have little or no input into budgetary issues for my work unit (or section)
-



2024 Conservation Compensation Survey

25. Does your workplace provide any of the following insurance and / or benefits?

[Select all that apply.]

No insurance or benefits

Uncertain / Do not know

Health benefits for myself

Health benefits for my spouse / family

Health Spending Account

Dental benefits

Vision and eyecare benefits

Parental Leave

Parental leave top-up

Medical leave

Vacation leave

Short-term / Long-term disability insurance

Pension

Sabbatical / leave of absence

Life insurance

Commercial General Liability Insurance

Professional liability insurance

Worker's Compensation

Paid overtime or compensatory leave for overtime

Other — specify: *{insert text box}*

26. Did you receive a salary or wage increase in the past 12 months?

Yes, by default (e.g. through your union)

Yes, by performance

No

27. For UNIONIZED employees, is your collective agreement up to date?

Yes

No

Unsure / Don't know

I am not unionized

I am in an excluded position

{If No}

27.b) How many years out of date?

My collective agreement has been out of date by up to 1 year

My collective agreement has been out of date by 1 to 2 years

My collective agreement has been out of date by 3 to 4 years

My collective agreement has been out of date by more than 4 years — specify: *{insert text box}*

Don't know

28. Does your employer offer professional development or continuing education development funds?

[For example, funding for external conference attendance or short courses.]

Yes

No

Don't know

{if Yes}

28.b) Do you feel the amount of funding is adequate and readily accessible for your continuous learning and professional development?

Yes — specify, if you feel comfortable. This is optional: *{insert text box}*

No — specify, if you feel comfortable. This is optional: *{insert text box}*



2024 Conservation Compensation Survey

{If more than one paid position}

Reminder: You indicated that you held more than one paid position in conservation in 2023. You will be asked to answer this section for your next most recent paid position.

Move to your next most recent paid position

Stop reporting on paid positions and move to the next section of the survey

{If stop reporting}

The results of this survey will be the first of its kind and will provide extremely valuable data on compensation for conservators and people involved in the care of cultural heritage in Canada. Are you sure you want to skip answering questions for the next most recent paid position?

Yes

No

{Repeat 12 to 28b for second most recent paid position.}

{Confirm that respondent wishes to continue providing data on positions}

{Repeat 12 to 28b for third most recent paid position.}



2024 Conservation Compensation Survey

Self-employed or Owner {SECTION A2}

12. How is your practice / company / firm organized according to Canada Revenue tax structures?

- Sole proprietorship / solo practitioner / independent contractor / freelance
- Partnership
- Corporation
- Cooperative
- Not sure / don't know
- Other and / or Non-Canadian — specify: *{insert text box}*

13. What level of ownership interest do you have in your practice / company / firm?

- The sole owner (100% of the company / firm)
- Co-owner / partner in the company / firm (99% of the company or less)
- Shareholder in my company / firm and have no other ownership interest

14. How long has your practice / company / firm been in operation?

- | | |
|------------------|----------------------|
| Less than 1 year | 11 to 15 years |
| 1 to 2 years | 16 to 20 years |
| 3 to 5 years | 21 to 30 years |
| 6 to 10 years | Longer than 30 years |

15. If you are the founder of your private practice, how many years of professional experience did you have before starting your practice / company / firm?

[This includes collective years of paid and / or unpaid work, education, and training.]

- | | | |
|------------------|----------------|------------------|
| Less than 1 year | 16 to 20 years | 36 years or more |
| 1 to 5 years | 21 to 25 years | Not applicable |
| 6 to 10 years | 26 to 30 years | |
| 11 to 15 years | 31 to 35 years | |

16. Does your practice / company / firm have employees?

[This includes full-time and / or part-time employees.]

- Yes
- No, I am the only worker

17. Does your practice / company / firm have sub-contractors?

- Yes, at all times
- No
- Sometimes / As needed
- Other — specify: *{insert text box}*

18. Please indicate the number of PAID and UNPAID individuals, including yourself, in your practice / company / firm that falls within the following categories:

- Total number of PAID conservation professionals: *{insert text box}*
- Total number of UNPAID people in conservation (including interns): *{insert text box}*



2024 Conservation Compensation Survey

19. Which of the clients account for the greatest share of income for your practice?

[Select up to three types.]

- Corporate collections
- Art and antique galleries and dealers
- Auction houses
- Insurance companies / agencies
- Business offering conservation services
- Other for-profit companies, please describe: *{insert text box}*
- Museums / historical societies
- Libraries / archives
- Colleges / universities (OTHER THAN museums or libraries)
- K-12 schools
- Federal government (OTHER THAN museums or libraries)
- Provincial governments (OTHER THAN museums or libraries)
- Regional / Municipal governments (OTHER THAN museums or libraries)
- Foreign governments (OTHER THAN museums or libraries)
- Private Individuals
- Others, please describe: *{insert text box}*

20. Which are your most frequent / common types of income sources?

[Select up to three types.]

- Corporate collections
 - Art and antique galleries and dealers
 - Auction houses
 - Insurance companies / agencies
 - Business offering conservation services
 - Other for-profit companies, please describe: *{insert text box}*
 - Museums / historical societies
 - Libraries / archives
 - Colleges / universities (OTHER THAN museums or libraries)
 - K-12 schools
 - Federal government (OTHER THAN museums or libraries)
 - Provincial governments (OTHER THAN museums or libraries)
 - Regional / Municipal governments (OTHER THAN museums or libraries)
 - Foreign governments (OTHER THAN museums or libraries)
 - Private Individuals
 - Others, please describe: *{insert text box}*
-



2024 Conservation Compensation Survey

20.b) For your most common sources of income, designate 1 to 3 for each option where 1 = your most / frequent types of income sources, and 3 = the least.

{pipe selections from Q20}

21. Do you work primarily out of your personal studio space?

Yes

No

Prefer not to answer

22. In general, how do you charge for your services?

[Select all that apply.]

Hourly

Half-day

Full-day

Week

Flat rate for a project

Other — specify: *{insert text box}*

{If Q22 answered and not "Other"}

22.b) What is your average hourly rate?

[If you chose "hourly" in the previous question, what is your STANDARD hourly rate? If you chose "half-day," "full-day," "week" or "flat rate for a project," please estimate how these options break down to an AVERAGE hourly rate.]

Below \$20

\$20 to \$40

\$41 to \$60

\$61 to \$80

\$81 to \$100

\$101 to \$120

\$121 to \$140

\$141 to \$160

\$161 to \$180

\$181 to \$200

\$201 to \$220

\$221 to \$240

\$241 to \$260

\$261 to \$280

\$281 to \$300

Above \$300

Prefer not to answer



2024 Conservation Compensation Survey

23. Do you charge different rates for different responsibilities / activities (e.g. Estimates vs. Treatment vs. Travel to work sites)?

- Yes
- No
- Other

Please explain: *{insert comment box}*

24. Do you charge different rates for different employee statuses (e.g. Senior Conservator vs. Assistant Conservator)?

- Yes
- No
- Other
- Not applicable

Please explain: *{insert comment box}*

25. Do your rates vary by the type of client (Private Individuals, For-Profit, Not-For-Profit, Nonprofit, Government)?

- Yes
- No
- Other

Please explain: *{insert comment box}*

26. Does your practice adjust (increase or decrease) rates in the following circumstances?

	Yes	No	Sometimes
Rush order treatments (e.g. short timeline)			
Emergency responses (e.g. flood, fire)			
Partially successful treatments			
Unsuccessful treatments			

Not Employed In Conservation {SECTION C}

6. You mentioned that you were not employed in conservation in the past year. For what reason or reasons were you not employed in conservation?

- Lack of employment opportunities
- Inadequate compensation
- Retirement
- Layoff
- Personal reasons unrelated to the job market
- Other — specify: *{insert text box}*



2024 Conservation Compensation Survey

Demographic and General Information

D1. Please indicate the location where you worked or studied for most of 2023.

- | | |
|-----------------------|---|
| British Columbia | Quebec |
| Alberta | New Brunswick |
| Saskatchewan | Nova Scotia |
| Manitoba | Prince Edward Island |
| Yukon | Newfoundland & Labrador |
| Northwest Territories | United States |
| Nunavut | Outside of Canada and USA — specify: <i>{insert text box}</i> |
| Ontario | |

D2. Please indicate the area where your workplace, practice, or school is located:

- Urban / city
- Town / village
- Rural / country
- Other — specify: *{insert text box}*

D3. Are you a member of CAPC and / or CAC?

- Yes, I am a current member of both CAC and CAPC
- Yes, I am a current member of CAC
- Yes, I am a current member of CAPC
- No, but I was a member of CAPC and CAC in the past
- No, but I was a member of CAC in the past
- No, but I was a member of CAPC in the past
- No, I have never been a member of either organization

D4. Please indicate which of the following areas you consider to be your primary conservation specialization.

[Select all that apply.]

- | | | |
|-------------------|-------------------------|---|
| Administration | Paintings | Industrial and |
| Archaeology | Paper & Books | Technological Artifacts |
| Architecture | Preventive Conservation | Contemporary Art |
| Mixed Collections | Photographs or | Other — specify: <i>{insert text box}</i> |
| Education | photographic materials | I have no specialty areas / I |
| Electronic Media | Sculpture | have not yet selected a |
| Metals | Science | specialty. |
| Natural Sciences | Textiles | |
| Objects | Wood | |

D5. Are you a Canadian Citizen or permanent resident?

- Canadian citizen
- Permanent resident
- On work permit
- On study permit
- Other — specify: *{insert text box}*



2024 Conservation Compensation Survey

D6. With which gender identity do you most identify?

- Woman
- Man
- Non-binary / non-conforming
- Unsure / exploring / discovering
- Other — specify: *{insert text box}*
- Decline to answer

D7. What is your age?

- | | |
|----------|-------------------|
| Under 20 | 51 to 60 |
| 20 to 25 | 61 to 70 |
| 26 to 30 | 71 to 80 |
| 31 to 40 | 81 and older |
| 41 to 50 | Decline to answer |

D8. Do you identify as an Indigenous person?

- Yes, First Nations - (optional): *{insert text box}*
- Yes, Métis - (optional): *{insert text box}*
- Yes, Inuk (Inuit) - (optional): *{insert text box}*
- No
- Unsure
- Decline to answer

{If Yes in D8}

D8.b) You have identified yourself as an Indigenous person. Do you identify with any other racial groups?

[e.g. Black, East / Southeast Asian, Latinx / Latino / Latina, Middle Eastern, South Asian, or White. Here, “race” refers to a classification of people into groups based principally on physical traits, such as skin colour. Racial categories are not based on science or biology but on differences that society and politics have created, with significant consequences for peoples’ lives.]

- Yes
- No
- Unsure
- Decline to answer

{If Yes in D8b or No, Unsure, or Decline to answer in D8}

D8.c) What racial group do you identify with?

[Here, “race” refers to a classification of people into groups based principally on physical traits, such as skin colour. Racial categories are not based on science or biology but on differences that society and politics have created, with significant consequences for peoples’ lives.]

Select all that apply.]

- Black
- East / Southeast Asian
- Latinx / Latino / Latina
- Middle Eastern
- South Asian
- White
- Other — specify, if you feel comfortable: *{insert text box}*
- Decline to answer



2024 Conservation Compensation Survey

D9. What is the first language that you learned to speak?

[Select all that apply.]

- English
- French
- Cree languages
- Ojibway
- Inuktitut
- Mandarin
- Cantonese
- Punjab
- Other — specify: *{insert text box}*

D10. What is the primary language used at your primary workplace, practice, or school?

[Select all that apply.]

- English
- French
- Bilingual in English and French
- Other — specify: *{insert text box}*

D11. Do you identify as having disabilities?

[Here, "disability" is understood as any physical, mental, developmental, cognitive, learning, communication, sight, hearing, or functional ability spectra that, in interaction with a barrier, hinders an individual's equal participation in society. A disability can be permanent, temporary or episodic, and visible or invisible.]

- Yes
- No
- Unsure / undiagnosed
- Decline to answer

Please click on the submit button when you are done.

If you are using a phone or tablet to complete this survey, please use the "arrow" button on the bottom right-hand corner of your screen to submit your responses.

Thank You!

Thank you for completing this survey.

If you have any questions or would like to provide feedback on how we could improve this survey for the future, please email to compensation@cac-accr.ca. All responses will be kept confidential and anonymous through Bramm Research Inc. The Final Survey Report will be available through the member-only CAC and CAPC websites upon completion.
