

CALI ACCELERATOR SURVEY QUESTIONS

Please use this as a guide and complete the survey online at:

<https://www.surveymonkey.com/r/DL2LBGY>

Since 2010, the Center for Cultural Innovation (CCI) has been working in partnership with The William and Flora Hewlett Foundation to invest in California's future arts leaders through individual professional development support, organizational capacity building, and new networking opportunities for the state's emerging arts leaders. By completing this 20-minute survey, you will be helping us to collect critical information about arts leaders across the state.

Emerging arts leaders in California who complete this survey are also fulfilling one of the eligibility requirements for the California Art Leaders Investments (CALI) Accelerator program for professional development (formerly Next Gen Arts). If you have previously taken this survey, you do not need to take it again in order to qualify for CALI Accelerator funding. New survey-takers should check the CALI Accelerator grant program website at www.caliarts.org for more information on how and when you can begin applying for funds.

Finally, the personal information you provide will be treated confidentially and will have no bearing on your ability to receive future grants. Only summary data will be publicly shared with survey respondents, funders, and organizations in the arts field, and will not be attributed to individual respondents.

Thank you!

CALIFORNIA ART LEADERS SURVEY

* 1. First name:

* 2. Last name:

* 3. Email address:

* 4. Employer/Arts Organization Name:

5. Your title or organizational role:

* 6. Address:

* 7. City:

* 8. State:

* 9. Zip code:

10. Daytime phone:

* 11. Have you taken the survey before?

Yes

No

* 12. Are you currently between the age of 18 and 35 years?

Yes

No

* 13. Are you currently working with a California non-profit arts organization as an administrator, artist or as a board member?

Yes

No

* 14. Have you worked in the non-profit arts sector for less than 10 consecutive years?

Yes

No

CALIFORNIA ART LEADERS SURVEY

2. ORGANIZATIONAL DEMOGRAPHICS

If you are involved with more than one arts organization, please answer all questions based on the organization with which you have the closest affiliation.

* 15. Pick the ONE descriptor that best fits your organization:

- Performing Group (theater, music, dance, etc.)
- Performing Arts Presenter
- Art Museum
- Other Museum
- Gallery/Exhibit Space
- Film/Media
- Independent Press or Literary Magazine
- Fair/Festival
- Arts Center
- Arts Council/Agency
- Arts Service Organization
- Union/Professional Membership Organization
- School or School District
- College/University
- Library
- Historical Society
- Humanities Council
- Foundation or Public Funding Agency
- Other Government
- Other (please specify)

* 16. The artistic discipline that your organization supports is best described as:

- Dance
- Music
- Opera/Musical Theatre
- Theatre
- Visual Arts
- Design Arts
- Crafts
- Photography
- Media Arts
- Literature
- Folklife/Traditional Arts
- Humanities/Storytelling
- Multidisciplinary
- Non-Arts/Non-Humanities
- Culturally-Specific Heritage

* 17. What is the age of your organization?

- Start-up/Emerging: 0-5 years
- Young: 6-10 years
- Established: 11-20 years
- Mature: 21+ years
- Not Sure

* 18. What is the annual budget of your organization?

- \$0-\$99,999
- \$100,000-\$299,999
- \$300,000-499,999
- \$500,000-\$1,999,999
- \$2 million-\$9,999,999
- Over \$10 million
- Not sure

* 19. How many paid staff currently work at your organization?

- Less than 5
- Between 6-10
- Between 11-15
- Between 16-25
- More than 25
- All Volunteer Organization

3. DUTIES, INTERESTS, AND COMPENSATION

* 20. What is the nature of your employment?

- Full-time employee
- Part-time employee
- Independent contractor
- Intern
- Board member or other volunteer

* 21. Which term best describes your primary responsibility within your non-profit arts organization?

- Administration/Management
- Artist (musician, writer, visual or performing artist, artistic director, designer)
- Programs
- Technical
- Arts Education
- Governance/Board Member
- Other (please specify)

* 22. Please indicate which of the following functions you perform for your organization and rank in order of centrality to your job:

	Major function	Moderate importance	Minor function	Do not perform
Membership, audience development or other outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grants or Fundraising activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planning or implementing programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Artistic creation or design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Correspondence, meeting arrangements, filing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Publicity or Marketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accounting and finance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research and writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ticket or gift shop sales	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 23. Please indicate which of the following skills you consider yourself good at. (Check all that apply.)

- Public presentation
- Program planning and management
- Writing
- Strategizing
- Organizing
- Networking and partnering
- Research
- Supporting other members of the organization
- Mentoring
- Other (please specify)

* 24. What is your overall level of satisfaction with your current job?

- Very satisfied
- Somewhat satisfied
- Not too satisfied
- Not satisfied at all

* 25. What are the most important things that would improve your job satisfaction?

* 26. Are you paid an hourly wage or annual salary?

- Hourly wage
- Annual salary
- Not applicable

3a. DUTIES, INTERESTS, AND COMPENSATION (CONT.)

* 27. If an hourly wage, is it?

- Less than \$10/hr
- \$10-\$15/hr
- \$15-\$20/hr
- \$20-\$25/hr
- More than \$25/hr

3. DUTIES, INTERESTS AND COMPENSATION (CONT.)

* 28. What is your current ANNUAL salary or compensation at this organization?

- \$5,000 or less
- \$5,001 - \$10,000
- \$10,001 - \$20,000
- \$20,001 - \$40,000
- \$40,001 - \$60,000
- \$60,001 - \$80,000
- \$80,001 - \$100,000
- \$100,001 - \$150,000
- \$150,001 - \$200,000
- Above \$200,001

* 29. Please indicate which benefits, if any, you are receiving from your arts non-profit. (Check all that apply.)

- Full health care coverage
- Partial health care coverage
- Retirement contribution
- Do not receive benefits
- Other (please specify)

* 30. Are you relying on other household or family members for financial support, cost-sharing, or benefits?

- Yes
- No

* 31. How satisfied are you with the balance between your arts organization work and your personal and/or family life?

- Very satisfied
- Somewhat satisfied
- Not too satisfied
- Not satisfied at all

* 32. What would increase your satisfaction with this balance?

4. CAREER MOTIVATIONS, DETERRENTS, AND ASPIRATIONS

* 33. What originally attracted you to your current arts organizational position/role? (Check all that apply.)

- Wanted to be involved in the arts
- Arts background
- Job description
- Compensation package
- Career path move
- Prior volunteer work or internship
- Friend's recommendation/advice
- Meaningful work to benefit the community
- Alignment with the organization's vision and values
- Other (please specify)

* 34. Which of the following are generally important to you in your work?

	Very important	Somewhat important	Not too important	Not important at all
Involvement in the arts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary and benefits or other compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time flexibility (flex time, family leave)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work location (distance from home to work)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for fun at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to work with people you admire and enjoy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence of stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alignment with my organization's vision and values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to participate in work design	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decision-making authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to be of service, produce something of value	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human contact, respect from employers, staff and clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperation on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career-building aspects of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to network with young professionals in other organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 35. Please indicate your satisfaction with your current non-profit arts sector job on the following measures:

	Very satisfied	Somewhat satisfied	Not too satisfied	Not satisfied at all
Involvement in the arts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Very satisfied Somewhat satisfied Not too satisfied Not satisfied at all

Additional Comment

Salary and benefits or other compensation

Additional Comment

Job security

Additional Comment

Time flexibility (flex time, family leave)

Additional Comment

Work location (distance from home to work)

Additional Comment

Opportunities for fun at work

Additional Comment

Opportunities to work with people you admire and enjoy

Additional Comment

Absence of stress

Additional Comment

Alignment with my organization's vision and values

Additional Comment

Opportunities to participate in work design

Very satisfied Somewhat satisfied Not too satisfied Not satisfied at all

Additional Comment

Decision-making authority

Additional Comment

Opportunities to be of service, produce something of value

Additional Comment

Human contact, respect from employers, staff and clients

Additional Comment

Cooperation on the job

Additional Comment

Career-building aspects of the job

Additional Comment

Opportunities to network with young professionals in other organizations

Additional Comment

* 36. Do you see your work in the non-profit arts as a long-term career path or temporary?

Long-term career path

Temporary

4a. TEMPORARY CAREER PATH

* 37. If temporary, please indicate which scenarios fit your decision to continue working in the non-profit arts.
(Check all that apply.)

- Continue working until something better comes along
- Continue working until you finish school
- Continue working until you decide on a career
- Continue working until there is a better opportunity in another non-profit sector
- Continue working until there is a better opportunity in the private sector.
- Continue working until you can sustain yourself as a full-time artist.
- Comments

4. CAREER MOTIVATIONS, DETERRENTS, AND ASPIRATIONS (CONT.)

* 38. Does your career plan include blending an arts organizational job with your own artistic pursuits?

- Yes
- No

* 39. Five years from now I see myself as most likely: (check one)

- Working with this same organization
- The head of or a more responsible position in this same organization
- The head of or a more responsible position in a different organization
- Working for a different organization in the non-profit arts sector
- Starting my own non-profit arts organization
- Working in the commercial art sector
- Working primarily as an artist
- Working in the same job area/role but in another non-profit area
- Working in the private sector
- Working in the public sector
- Back in school
- Reducing my work hours or not working to spend more time with family
- Doing something completely different
- Not working

* 40. Five years from now, do you see yourself as working/living in California?

- Yes
- No

* 41. Which ONE of the following descriptions best captures your feelings about the opportunity to have a fulfilling career in a non-profit arts organization?

- I am feeling optimistic about having a fulfilling career in this field
- I am feeling pessimistic about having a fulfilling career in this field
- Neither, I am not looking for a career in the non-profit arts

* 42. Please rate the following in their importance to you as you consider non-profit arts administration as a career path:

	Very important	Somewhat important	Not too important	Not important at all
Compensation (salary et. al.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits (medical. insurance etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decision making authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chances for advancement & promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationship & networking with peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence of stress on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respect for my family commitments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for professional development (training, mentoring etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to make a positive impact on society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alignment with an organization's vision and values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My own artistic career commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The relevance of this work to my goals and aspirations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Type of job (function)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 43. Are you interested in moving up the hierarchy of your organization?

- Yes
- No
- Not Sure
- Not Applicable

* 44. Please indicate the degree to which you agree or disagree with the following statements:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I need more leadership training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I need more direct experience in leadership positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am not sure how to go about taking on greater leadership roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My age or inexperience prevents me from advancing in my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Those in current leadership positions do not nurture my growth as a leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization does not have an adequate budget for professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The structure of my organization leaves me out of decision-making processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have little time for planning or reflection to set my leadership agenda.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not need further leadership development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 45. How could your organization better support your development as a leader?

5. TRAINING AND EXPERIENCE

* 46. How many years have you been working/serving (enter either less than one year or number of years):

	Less than 1 yr	1 yr	2 yrs	3 yrs	4 yrs	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs
In your current position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At your current organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the arts field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In non-profit work of any sort	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In another field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 47. If you have changed careers, what profession or career path were you in before you started working in the arts:

* 48. What kinds of training have you had for your current work? (Check all that apply.)

- Higher education arts training (four courses or more)
- Liberal arts degree
- Arts-related masters degree or higher
- Higher education business or management training
- Internships, apprenticeships
- On-the-job training at your current organization
- On-the-job training at another organization (public, non-profit, commercial)
- Work as an artist
- Self-taught
- Informal peer networks
- Informal learning from teachers or mentors
- Instruction offered through community centers or organizations
- Instruction offered through artist-serving associations or membership organizations
- Private studio or individual instruction outside of formal degree programs
- Other (please specify)

* 49. If you are an employee, have you been promoted within your organization?

- Yes
- No
- Not Applicable

5a. TRAINING AND EXPERIENCE EMPLOYEE

* 50. If yes, did that promotion come with a: (Check all that apply.)

- Title change
- Salary increase
- Workload increase

5. TRAINING AND EXPERIENCE (CONT.)

* 51. If you are a board member, have you received recognition for your contributions such as requests to take on greater responsibilities (e.g. board chair, committee chair, greater decision-making roles)?

- Yes
- No
- Not Applicable

* 52. How satisfied are you with the training or mentoring that you have received at your current organization:

- Very satisfied
- Somewhat satisfied
- Not too satisfied
- Not satisfied at all

* 53. What kinds of training are you most interested in for improving your current performance and future contributions to your organization?

6. EXTERNAL RESOURCES AND SUPPORT SYSTEMS

* 54. Do you currently have good relationships with peers working in the arts or other sectors from who you learn and with whom you can compare notes?

- Yes
- No
- Comments

* 55. Do you have access to organizations, listservs, social networks or other resources that help you find and keep in touch with your professional peers?

- Yes
- No
- If yes, please specify

* 56. How satisfied are you with your access to senior leaders at your current organization who you consider mentors and to whom you can turn to for advice and encouragement?

- Very satisfied
- Somewhat satisfied
- Not too satisfied
- Not satisfied at all

* 57. Do you have other senior leaders that you turn to as mentors for advice and encouragement?

- Yes
- No

* 58. Do you currently take advantage of professional development workshops or conferences to receive training and network with other emerging arts professionals?

- Yes
- No

* 59. At this stage of your career, what skills would be most helpful for you to develop? (Check all that apply)

- Achieving better work/life balance.
- Strengthening my communication skills.
- Taking greater risks.
- Understanding my own leadership style.
- Understanding my own strengths and limitations.
- Understanding the artistic side of running an arts organization.
- Understanding the business side of running an arts organization.
- Using networking and connections to achieve results.
- Working with and managing boards of directors.
- Working with conflict in healthy and productive ways.
- I don't need to develop leadership skills right now.
- Advocating for the arts.
- Asking for accountability in myself, and others.
- Developing and communicating the organization's vision.
- Developing programs and evaluation strategies.
- Empowering my staff for greater results.
- Fundraising.
- Increasing my effectiveness in community initiatives.
- Promoting and managing teamwork.
- Setting an organization or community initiative's direction.
- Other (please specify)

* 60. What else can you tell us about how to cultivate and nurture next generation leadership in California-based arts organizations?

CALIFORNIA ART LEADERS SURVEY

7. PERSONAL DEMOGRAPHICS

* 61. What is your birth date?

* 62. What is your sex?

- Male
- Female
- Transgender

* 63. What is your primary race/ethnicity?

- African American/African Descent
- Asian, Asian American, Pacific Islander
- Latino, Hispanic, Chicano
- Native American, Native Alaskan
- Caucasian, White
- Multi-racial
- Other (please specify)

* 64. What is your annual household income?

- \$5,001 – 10,000
- \$10,001 – 20,000
- \$20,001 – 40,000
- \$40,001 – 60,000
- \$60,001 – 80,000
- \$80,001 – 100,000
- \$100,001 – 150,000
- \$150,001 – 200,000
- Above \$200,001

* 65. Do you live in a central city, suburb, small town, or rural area?

- Central city
- Suburb
- Small Town
- Rural area

* 66. Are you willing/interested in updating this profile annually to assist the Hewlett Foundation and CCI in better serving the needs of emerging arts professionals in California?

- Yes
- No, thanks

67. Preferred email address: