

A report from the 2009 ALA-APA Librarian Salary Survey
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In 2008, the mean salary for librarians rose 2 percent, half of the Consumer Price Index. In 2009, the mean decreased by less than 1 percent, but the CPI only rose by Results of the 2009 ALA-APA Salary Survey: Librarian – Public and Academic (*Librarian Salary Survey*). According to the surveys, the mean salary of librarians did not outpace inflation, as measured by the Consumer Price Index.

The mean librarian salary decreased from \$58,960 in 2008 to \$58,860 in 2009, a decrease of \$100. This survey included 17,018 individual salaries ranging from \$22,000 to \$256,800 with a median of \$54,500.

Of the six positions surveyed, five individual positions increased over 2008. The Director position average decreased by more than 2 percent. Beginning librarians saw the greatest increase of 6 percent.

Table 1: Position Types by Mean of Salaries Paid, Comparison 2008 and 2009

	COMBINED Regional Salary Data 2008	COMBINED Regional Salary Data 2009	Difference	% Difference	N
Director/Dean/Chief Officer	89,641	87,525	-2,116	-2.36%	1,108
Deputy/Associate/Assistant Director	76,574	76,750	176	0.23%	1,249
Department Head/Branch Manager/Coordinator/Senior Manager	60,928	63,079	2,151	3.53%	3,952
Manager/Supervisor of Support Staff	52,541	54,173	1,632	3.11%	2,389
Librarian Who Does Not Supervise	51,370	52,803	1,433	2.79%	6,933
Beginning Librarian	43,552	46,175	2,623	6.02%	1,387
Total					17,018

Results:

For both library types, again, Beginning Librarians saw the greatest gains of 8.08 percent for public and 3.43 percent for academic. Directors saw loses overall in average salaries, of 3.13 percent in public and 1.66 percent in academic libraries.

Table 2. Rank Order of Position Types by Mean of Salaries Paid, Public Libraries, Comparison 2008 and 2009

	PUBLIC Regional	PUBLIC Regional	Difference	% Difference	N
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	Salary Data 2008	Salary Data 2009			
Director/Dean/Chief Officer	86,354	83,655	-2,699	-3.13%	649
Deputy/Associate/Assistant Director	73,385	73,236	-149	-0.20%	676
Department Head/Branch Manager/Coordinator/Senior Manager	60,835	63,236	2,401	3.95%	3447
Manager/Supervisor of Support Staff	51,594	53,564	1,970	3.82%	1709
Librarian Who Does Not Supervise	48,167	51,556	3,389	7.04%	4475
Beginning Librarian	42,601	46,042	3,441	8.08%	946
Total					11902

Table 3. Rank Order of Position Types by Mean of Salaries Paid, Academic Libraries, Comparison 2008 and 2009

	ACADEMIC Regional Salary Data 2008	ACADEMIC Regional Salary Data 2009	Difference	% Difference	N
Director/Dean/Chief Officer	94,567	92,996	-1,571	-1.66%	459
Deputy/Associate/Assistant Director	80,062	80,895	833	1.04%	573
Department Head/Branch Manager/Coordinator/Senior Manager	61,412	62,007	595	0.97%	505
Manager/Supervisor of Support Staff	54,684	55,704	1,020	1.87%	680
Librarian Who Does Not Supervise	54,376	55,073	697	1.28%	2458
Beginning Librarian	44,917	46,459	1,542	3.43%	441
Total					5116

Methodology and Response Rate

The 2009 survey elicited a 33 percent response rate; the 2008 survey had a 29 percent response rate. We will continue to assess how to increase the response rate to previous levels, although the rate is satisfactory for a national survey and regional data is typically statistically significant.

Table 4. Response Rates, 2000-2009

Year and Survey	Sample	Responses	Response Rate %
2009 – Librarian	3,590	1,179	33
2008 - Librarian	3,484	1,010	29
2007 – Librarian and Non-MLS combined	3,484	834	24
2006 – Librarian	3,418	1,053	31
2006 – Non-MLS	3,418	836	24
2005 - Librarian	4,343	2,058	47
2004 – Librarian	1,275	881	69
2003 – Librarian	1,268	901	72
2002 – Librarian	1,320	924	70
2001 – Librarian	1,297	866	67
2000 - Librarian	1,294	931	72

*Survey sample expanded to include state-level data.

Despite the increased response rate, much of the state-level data reported is statistically insignificant. However, the project directors decided to include all data, including those without statistically significant response rates.

How to Access the Data

Data from the 2009 *Librarian Salary Survey* is available through the *ALA-APA Library Salary Database* (<http://ala-apa.org/files/2010/02/SalarySurveySubscriptionForm.pdf>), a subscription-based tool that costs \$50 for 30-day access and \$150 for annual access (\$250 for non-ALA members). Subscribers can run reports for 2006 to 2009 data by more than 60 MLS and non-MLS positions, library type, region and state. The database is useful for job seekers, employees preparing for performance reviews, library administrators and human resources staff.

The print editions of the survey offer more extensive data analyses and salary resources. There are separate sections for public and academic librarians in six position categories. State-level data are presented in each section by position, following the regional salary table. The full *Library Salary Survey* is \$90 (\$81 for ALA members). The printed versions can be ordered by mail from the ALA Store, P.O. Box 932501, Atlanta, GA 31193-2501; by phone (1-866-746-7252); by fax (1-770-442-9742); or online (<http://www.alastore.ala.org/>).

Please note that survey respondents receive a 25 percent discount. For more information, visit www.ala.-apa.org or call ALA-APA Director Jenifer Grady at 800-545-2433, x2424.