

## Librarian Salaries 2006: Beginning Librarian Salaries Improve

By Jenifer Grady and Denise Davis

The *ALA Librarian Salary Survey* has a new title, a new name and good news for beginning librarians. In both public and academic libraries, beginning salaries had average salary growth from 2005 to 2006 that was as high as 18% in Very Large public libraries and 23% in 4-Year college libraries. For all six categories, the average salary was \$56,259. The average salaries for Beginning Librarians were \$40,026 for public and \$42,186 for academic. The average for Beginning Librarians combined was \$36,486 in 2005.

Traditional carryovers from previous years are that the survey reports data from six librarian positions, shows regional- and state-level data, includes analysis of results, updates its annotated bibliography of other salary resources and is priced at \$63 for American Library Association members, with a 25% discount for survey participants. This survey maintains the increased sample size and stratification changes. Additionally, the survey reports actual salaries rather than adjusting for an academic year of fewer than 12-months.

With the introduction of its companion volume for non-MLS positions, ALA-APA created a salary survey series. The Librarian Salary Survey is now known as *ALA-APA Salary Survey: Librarian – Public and Academic* to accompany the *ALA-APA Salary Survey: Non-MLS – Public and Academic*.

The 2006 survey continues with changes instituted in 2005. To achieve state level data, a larger sample of public and academic libraries was stratified by region and state, for a total of 3,418 libraries invited to participate. The response rates were significantly weaker this year from most library types and sizes. The total response rate in 2005 was 47.39 percent; it was 30.81 percent in 2006.

	Universe 2006	Return 2006	Response Rate 2006	Response Rate 2005	Difference
Very Large Public	76	50	65.79%	57.89%	7.90%
Large Public	337	146	43.32%	63.54%	-20.22%
Medium Public	505	172	34.06%	52.55%	-18.49%
Small Public	523	144	27.53%	51.50%	-23.97%
Very Small Public	542	122	22.51%	51.37%	-28.86%

2-Year College	505	104	20.59%	32.52%	-11.93%
4-Year College	388	112	28.87%	38.05%	-9.18%
University and ARL	542	203	37.45%	46.98%	-9.53%
All	3418	1053	30.81%	47.39%	-16.58%

One explanation for the lower response rate might be that libraries were still reeling from completing the labor intensive *Non-MLS Salary Survey*, which asked for salaries for every incumbent in 62 positions that do not require an ALA-accredited MLS. However, fewer libraries responded to the *Non-MLS Salary Survey* than to the *Librarian Salary Survey*. We cannot explain why so few libraries participated, but what we know is that the data quality was compromised.

Despite this low response rate, the project directors decided to include all data, including those without statistically significant response rates. Only six regional breakdowns were above a 50 percent response rate and those were for Very Large and Large public libraries. Salaries below \$22,000 were not included for data analysis, nor were salaries reported by size or position when an individual's salary could be identified, e.g., a state where there is one Very Large public library system and one director.

The printed report has an updated look and the green cover is in a complementary shade to the cover of the *Non-MLS Salary Survey*. There are separate sections for public and academic libraries. The survey retained the six position categories. State-level data are presented in each section by position, following the regional salary table.

## RESULTS

This survey included 10,631 individual salaries ranging from \$22,000 to \$253,500 with a mean of \$56,259 and a median of \$50,976.

### Position Types by Mean of Salaries Paid, 2005 and 2006

	<b>PUBLIC and ACADEMIC Combined</b>	<b>PUBLIC Regional Salary Data</b>	<b>ACADEMIC Regional Salary Data</b>	<b>Difference between PUBLIC and ACADEMIC Regional Salary Data</b>
<b>Title</b>	<b>2005</b>	<b>2006</b>	<b>2006</b>	<b>2006</b>
Director	78,054	76,286	90,718	+14,432

Deputy/Associate/Assistant Directors	60,729	70,498	79,731	+9,233
Department Heads / Coordinators/ Senior Managers	55,833	58,184	58,354	+170
Managers/Supervisors of Support Staff	44,324	48,555	51,614	+3,059
Librarians who do not supervise	47,246	45,782	51,319	+5,537
Beginning Librarians	36,486	40,026	42,186	+2,160

**Notable Salary Increases by Library Type from 2005 to 2006.**

Position	Library Type	Measure	2005	2006	Increase
Beginning Librarian	2-Year College	Mean	\$ 39,045	\$ 46,433	19%
Beginning Librarian	2-Year College	Maximum	\$ 53,500	\$ 74,000	38%
Beginning Librarian	4-Year College	Mean	\$ 35,279	\$ 43,293	23%
Beginning Librarian	4-Year College	Maximum	\$ 43,000	\$ 72,000	67%
Beginning Librarian	Medium Public	Maximum	\$ 46,512	\$ 81,380	75%
Beginning Librarian	Small Public	Maximum	\$ 47,000	\$ 67,200	43%
Beginning Librarian	University	Maximum	\$ 53,772	\$ 70,000	30%
Beginning Librarian	Very Large Public	Mean	\$ 35,675	\$ 42,223	18%
Beginning Librarian	Very Large Public	Minimum	\$ 22,000	\$ 30,696	40%
Department Head	2-Year College	Minimum	\$ 28,917	\$ 34,000	18%
Department Head	4-Year College	Maximum	\$ 71,986	\$ 85,905	19%
Department Head	Very Small Public	Minimum	\$ 26,000	\$ 32,888	26%
Deputy Director	All Academic	Mean	\$ 60,550	\$ 79,731	32%
Deputy Director	All Public	Mean	\$ 59,141	\$ 70,498	19%
Deputy Director	University	Mean	\$	\$	33%

			63,635	84,856	
Deputy Director	University	Minimum	\$ 24,020	\$ 34,856	45%
Director	University	Mean	\$ 99,982	\$ 115,233	15%
Director	Very Large Public	Minimum	\$ 54,000	\$ 87,297	62%
Librarian Who Does Not Supervise	4-Year College	Minimum	\$ 23,000	\$ 27,800	21%
Manager of Support Staff	Medium Public	Minimum	\$ 22,433	\$ 26,541	18%
Manager of Support Staff	Small Public	Minimum	\$ 22,500	\$ 26,998	20%
Manager of Support Staff	Very Large Public	Minimum	\$ 23,230	\$ 33,550	44%

Jenifer Grady is the Director of the ALA-Allied Professional Association; Denise M. Davis is the Director of the ALA Office for Research & Statistics. The full report is \$70 (\$63 for ALA members) and can be ordered by mail from ALA Order Fulfillment, P.O. Box 932501, Atlanta, GA 31193-2501; by phone (1-866-746-7252); by fax (1-770-442-9742); or online at [www.alastore.ala.org](http://www.alastore.ala.org).