



Library Staff Salaries 2007: Librarian Salaries Increase 2.8 Percent; Some Non-MLS Salaries in the Six-Figures

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Results of the 2007 ALA-APA Salary Surveys offer hope for advocates of higher salaries for library workers. According to the surveys, the mean salary of librarians rose faster than some estimates of inflation. Six-figure salaries were reported for several non-MLS positions. This update will report highlights from two surveys: *ALA-APA Salary Survey: Librarian – Public and Academic (Librarian Salary Survey)* and *ALA-APA Salary Survey: Non-MLS – Public and Academic (Non-MLS Salary Survey)*.

According to *ALA-APA Salary Survey: Librarian – Public and Academic (Librarian Salary Survey)*, the mean librarian salary rose to \$57,809, an increase of \$1,550 from 2006. Significantly, this increase of 2.8 percent was higher than the Consumer Price Index of 2.4 percent for the same time period (February 2007). The U.S. Bureau of Labor Statistics' Employment Cost Index (ECI), another measure of inflation, was between 2.4 and 3.1 percent for 2005, the latest figures available.¹

In collecting data on six positions requiring an MLS, the *Librarian Salary Survey* included 7,564 individual salaries ranging from \$22,048 to \$225,000 with a median of \$53,000 (\$50,976 in 2006). The *Non-MLS Salary Survey*, which collected data on sixty-two positions, included 22,008 individual salaries ranging from \$10,712 (minimum wage) to \$143,700.

For academic librarians, huge jumps from 2006 were seen in the average salaries for Beginning Librarians (14.65 percent, \$48,365), Department Heads (11.85 percent, \$65,270) and Supervisors of Support Staff (6.48 percent, \$54,959). By way of comparison, the American Association of University Professors reported that faculty salaries rose 3.8 percent in 2006-2007².

Public librarian gains were smaller overall, but they were still higher than the CPI for every position but Director. The average salary for deputies showed an increase of 6.3 percent from 2006 (\$74,942). Mean salaries for Supervisors of Support Staff (4.46 percent, \$50,722), Librarians Who Do Not Supervise (4.35 percent, \$47,772), Department Heads (3.68 percent, \$60,327) and Beginning Librarians (3.27 percent, \$41,334) outperformed the ECI for government workers at 3.1 percent in the final quarter of 2005.

Of the 62 positions in the *Non-MLS Salary Survey*, six were librarian positions which do not require the MLS. It is now possible to compare similarly titled positions by MLS and non-MLS. The mean MLS librarian salary was \$57,809, while the mean non-MLS librarian salary was \$45,012. What is the value of an MLS? According to this data, the value of the MLS degree is approximately a 30 percent higher mean salary, a percentage matched in the medians as well.

¹ <http://data.bls.gov/cgi-bin/surveymost?ec>

² <http://www.aaup.org/AAUP/newsroom/pressreleases/zreport.htm>



RESULTS: Librarian Salary Survey

As stated previously, for all six categories and both academic and public libraries combined, the average salary was \$57,809, up 2.8 percent from 2006, and the median was \$53,000. The average salaries for Beginning Librarians were \$41,334 for public (\$40,026 in 2006) and \$48,365 for academic (\$42,186 in 2006).

Table 1. Rank Order of Position Types by Total Mean of Salaries Paid, 2007

| Title | Public and Academic Regional Salary Mean (\$) | N |
|---|--|----------|
| Director/Dean/Chief Officer | 82,001 | 702 |
| Deputy/Associate/Assistant Director | 76,172 | 561 |
| Department Head/Branch Manager/Coordinator/Senior Manager | 61,434 | 2,045 |
| Manager/Supervisor of Support Staff | 52,600 | 819 |
| Librarian Who Does Not Supervise | 49,497 | 3,006 |
| Beginning Librarian | 45,168 | 431 |
| Total | | 7,564 |

Table 2. Comparison of Public and Academic Mean of Salaries Paid, 2007

| | PUBLIC Regional Salary Mean (\$) | ACADEMIC Regional Salary Mean (\$) | Difference between PUBLIC and ACADEMIC Regional Salary Means |
|--|---|---|---|
| Title | 2007 | 2007 | 2007 |
| Director | 77,200 | 88,902 | -11,702 |
| Deputy/Associate/Assistant Directors | 74,942 | 77,372 | -2,430 |
| Department Heads / Coordinators/ Senior Managers | 60,327 | 65,270 | -4,943 |
| Managers/Supervisors of Support Staff | 50,722 | 54,959 | -4,237 |
| Librarians who do not supervise | 47,772 | 51,666 | -3,894 |
| Beginning Librarians | 41,334 | 48,365 | -7,031 |



RESULTS: Non-MLS Salary Survey

The scope of this survey was expanded from 2006. The data covers positions not requiring an ALA-accredited MLS to capture other professionals working in libraries, such as accountants, human resource professionals, grant writers and information technology staff. This data will allow for comparisons of their salaries in the external market. For example, one could compare whether accountants in libraries have similar mean and median salaries to accountants in all fields as reported by professional association salary surveys or the Department of Labor’s *Occupational Outlook Handbook*. The data will help directors and human resources professionals by giving them another tool to compare to individual markets as they conduct compensation studies and determine salary ranges for new and existing positions.

Table 3. Minimum and Maximum Salaries by Library Type

| Library Type | Minimum Salary (\$) | Maximum Salary (\$) |
|-------------------|---------------------|---------------------|
| Very Small Public | 10,712 | 122,779 |
| Small Public | 10,712 | 77,902 |
| Medium Public | 10,712 | 79,664 |
| Large Public | 10,712 | 108,160 |
| Very Large Public | 12,792 | 143,700 |
| Two-Year College | 10,712 | 121,500 |
| Four-Year College | 10,712 | 85,358 |
| University | 10,920 | 98,772 |
| ARL | 15,080 | 108,236 |

Table 4. Highest Mean Salaries Reported, by Region and Library Type

| Position | Region | Library Type | Mean (\$) |
|-------------------------------------|----------------------|-------------------|-----------|
| Information Technology (IT) Manager | West & Southwest | 2-Year | 121,500 |
| Human Resources Manager | West & Southwest | 2-Year | 110,532 |
| Information Technology (IT) Manager | Great Lakes & Plains | Very Large Public | 100,971 |

Table 5. Lowest Mean Salaries Reported, by Region and Library Type

| Position | Region | Library Type | Mean (\$) |
|------------------------|----------------------|---------------|-----------|
| Computer Lab Assistant | Southeast | Medium Public | 10,712 |
| Shelver/Page | Southeast | Small Public | 13,019 |
| Janitorial Cleaner | Great Lakes & Plains | University | 13,333 |



CHALLENGES

Combining the surveys eased the burden for some respondents, but did not eradicate those difficulties that continue to plague this effort. Mining and inputting actual salary data for 68 positions is a Herculean task for some libraries. As a result, response rates have been declining since 2005. Seventy-six percent of survey recipients chose not to participate.

Some members of the profession disagreed with the choice to include non-MLS librarian titles in the 2007 survey. Those opposed cited ALA policy 54.2 Librarians: Appropriate Degrees, which states that “The master’s degree from a program accredited by the American Library Association (or from a master’s level program in library and information studies accredited or recognized by the appropriate national body of another country) is the appropriate professional degree for librarians.” However, others argue that data on non-MLS librarian titles is appropriate and necessary in the library profession. Of the 22,008 individual salaries in the *Non-MLS Salary Survey*, there were 2,066 salaries reported in the Librarian (non-MLS) categories in 2007. This number is 9.4 percent of the total non-MLS salaries reported.

The printed reports include minimum educational requirements for each position. Interestingly, the survey asked respondents the minimum degree required for both MLS and non-MLS librarians, 18 percent of MLS positions reported required a degree *other* than an ALA-Accredited MLS and 7 percent of the non-MLS librarian positions *required* an ALA-Accredited MLS. This is the first year that the *Librarian Salary Survey* asked for degree required, and it is also the first year the survey requested salaries for non-MLS librarians. Because this data lacks the context of previous years’ study, conclusions and causal relationships should be made carefully.

METHODOLOGY AND RESPONSE RATE

The 2007 was sent to a slightly larger sample of public and academic libraries, stratified by region and state, for a total of 3,480 libraries invited to participate. In 2006, 3,418 libraries received the survey and twenty-four percent responded. The response rates were significantly weaker this year from most library types and sizes.

The non-MLS portion of the survey asked for salaries for 62 positions. Many of these positions are unique to libraries, such as library technical assistants and clerks; others, like accountants and public relations officers, are found in many institutions. The clerk and library technical assistant options were divided into functional areas, e.g., Clerk-Reference/Information Services, Library Technical Assistant-Cataloging. In addition to the MLS position titles, the survey included six librarian titles similar to those in the *Librarian Salary Survey*, but for which an MLS was not required, e.g., Beginning Librarian (Non-MLS).

Table 6. Response Rates, 2005-2007



| | 2005 Response Rate | 2006 Response Rate | 2007 Response Rate |
|------------------------------|--------------------|--------------------|--------------------|
| <i>Library Salary Survey</i> | 47% | 31% | 24% |
| <i>Non-MLS Salary Survey</i> | | 25% | |

Table 7. Response Rates by Library Type, 2007

| | UNIVERSE | RETURN | |
|----------------------|----------|----------|---------------|
| | # | # | % of Universe |
| | Sent | Returned | Response Rate |
| North Atlantic | 981 | 183 | 18.65% |
| Great Lakes & Plains | 1004 | 274 | 27.29% |
| Southeast | 733 | 172 | 23.47% |
| West & Southwest | 762 | 205 | 26.90% |
| TOTAL | 3480 | 834 | 23.97% |

Although the response rates are decreasing, we hope that the library community, particularly small to medium public libraries and two- and four-year colleges, will continue to support this effort. We will be issuing only the *Librarian Salary Survey* in 2008 and plan to survey for non-MLS positions biennially, beginning in 2009. We are also improving incentives for responding.

Despite low response rates, the project directors decided to include all data, including those without statistically significant response rates. Only response rates for Very Large public libraries were above 50 percent. Salaries below \$22,000 were not included for *Librarian Salary Survey* 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.

How to Access the Data

Salary data from the 2006 and 2007 *Librarian Salary Survey* and *Non-MLS Salary Survey* are in the [ALA-APA Library Salary Database](http://www.ala.org/ala-apa-library-salary-database) (<http://cs.ala.org/websurvey/salariesurvey/salariesurveyform/form.cfm>), a subscription-based tool that costs \$50 for 30-days access and \$150 for annual access (\$250 for non-ALA members). Subscribers can run reports for both years by position, 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 libraries. The *Library Salary Survey* retained the six librarian position categories. State-level data are presented in each section by position, following the regional salary table. The *Non-MLS Salary Survey* has separate public and academic sections for 56 support staff positions, followed by separate public and academic sections for the six non-MLS librarian titles. The full *Library Salary Survey* is \$70 (\$63 for ALA members) and the full *Non-MLS Salary Survey* is \$100 (\$90 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/) (<http://www.alastore.ala.org/>). Please note that survey respondents receive a 25 percent discount.

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