

ALA-APA Salary Survey 2019 Report Executive Summary Narrative

Note: The averages referred to herein are mean averages.

Public Library vs. Academic Library Salaries: Overall findings

- In general, average salaries for academic librarians are higher than public librarians.
- Beginning librarians average the lowest salaries in both academic and public libraries.
- Directors/Deans have the highest average salaries in both academic and public libraries.
- Beginning librarians can start off making a higher average salary working in a public library.
- Librarians can have a higher average salary working as a director/dean in an academic library.

Public Library Salaries

The average salary for all public librarian positions is \$65,339.

When considering average salaries by library size only, we found the following:

- Librarians working in small libraries (those serving populations between 10,000 and 24,999), have the lowest salaries. The average salary is just over \$42,800.
- Those working in very large libraries (serving 500,000 or more), have the highest salaries, with the average being just over \$55,800.

When considering salaries by position, we found the following to be general rules:

- Beginning librarians have the lowest salaries, with the overall average being just over \$52,800.
- Library directors have the highest salaries, with the overall average being just over \$98,200.
- Salaries are the lowest for almost every position in the southeast (region 3).
- Salaries are the highest in the west and southwest (region 4).

Academic Library Salaries

Average salary for all academic librarian positions is \$73,147.

When considering average salaries by library type only, we found the following:

- Librarians working in four-year colleges, have the lowest average salaries, with the average salary being just about \$64,200.
- Librarians working in university libraries have the highest average salaries, with the average being just over \$75,400.

When considering salaries by position, we found the following:

- Beginning librarians have the lowest salaries, with the overall average being just over \$52,400.
- Library directors/deans/chief officers have the highest salaries, with the overall average being just over \$101,100.

When considering average salaries by library type and region, we found the following:

- For two-year colleges, average salaries are the lowest in the southeast (region 3) and the highest in the Great Lakes & Plains (region 1).
- For four-year colleges, average salaries are the lowest in the Great Lakes & Plains (region 1) and highest in the North Atlantic states (region 2).
- For universities, average salaries are the lowest in the Great Lakes & Plains (region 1) and highest in the North Atlantic states (region 2).

When considering salaries by position and region, we found the following:

- Beginning librarians have the lowest salaries in the Great Lakes & Plains (region 1) and highest in the west and southwest (region 4).
- Department Heads/Branch Managers have the lowest salaries in the Great Lakes & Plains (region 1) and highest in the North Atlantic states (region 2).
- Deputy/Associate/Assistant Directors have the lowest salaries in the North Atlantic states (region 2) and highest in the west and southwest (region 4).
- Library directors/deans/chief officers have the lowest salaries in the southeast (region 3) and the highest in the west and southwest (region 4).
- Librarians who do not supervise have the lowest salaries in the Great Lakes & Plains (region 1) and highest in the west and southwest (region 4).
- Managers/Supervisors of Support Staff have the lowest salaries in the Great Lakes & Plains (region 1) and highest in the North Atlantic states (region 2).

B-1 States In Four Regions of the U.S.

1. Great Lakes & Plains

- Illinois
- Indiana
- Iowa
- Kansas
- Michigan
- Minnesota
- Missouri
- Nebraska
- North Dakota
- Ohio
- South Dakota
- Wisconsin

2. North Atlantic

- Connecticut
- Delaware
- District of Columbia
- Maine
- Maryland
- Massachusetts
- New Hampshire
- New Jersey
- New York
- Pennsylvania
- Rhode Island
- Vermont

3. Southeast

- Alabama
- Arkansas
- Florida
- Georgia
- Kentucky
- Louisiana
- Mississippi
- North Carolina
- South Carolina
- Tennessee
- Virginia
- West Virginia

4. West & Southwest

- Alaska
- Arizona
- California
- Colorado
- Hawaii
- Idaho
- Montana
- Nevada
- New Mexico
- Oklahoma
- Oregon
- Texas
- Utah
- Washington
- Wyoming