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