

## ALA-APA Salary Survey 2019 Report Executive Summary Statistics

Note: The averages referred to herein are mean averages.

### Public Library Salaries

The average salary for all public librarian positions, very small, small, medium, large, and very large library categories combined, is \$65,339.\*

#### Average Salaries by Position

ID	Position Description	Average Salary
12	Beginning Librarian	\$52,864
34	Department Head/Branch Manager/Coordinator/Sr. Manager	\$71,143
36	Deputy/Associate/Assistant Director	\$88,415
40	Director/Dean/Chief Officer	\$98,227
50	Librarian Who Does Not Supervise	\$59,284
64	Manager/Supervisor of Support Staff	\$57,607

#### Average Salaries by Library Size

ID	Public Library Size	Average Salary
9	Very Small	\$51,792
6	Small Public Library	\$42,823
5	Medium	\$51,610
4	Large	\$46,538
8	Very Large	\$55,809

#### Average Salaries by Position and Region

ID	Position Description	Region 1	Region 2	Region 3	Region 4
12	Beginning Librarian	\$44,126	\$49,400	\$45,664	\$61,423
34	Department Head Branch Manager/Coordinator/Sr. Manager	\$64,535	72,545	62,006	81,305
36	Deputy/Associate/Assistant Director	\$82,038	82,508	75,611	104,066
40	Director/Dean/Chief Officer	\$92,045	87,480	93,163	125,026
50	Librarian Who Does Not Supervise	\$52,855	57,995	46,910	68,679
64	Manager/Supervisor of Support Staff	\$54,159	58,798	53,263	62,936

\*Definitions for public library size categories appear on page 3 of this report.

# Academic Library Salaries

Average salary for all academic librarian positions, two-year colleges, four-year colleges, and university colleges combined, is \$73,147.\*

## Average Salaries by Position

ID	Position Description	Average Salary
12	Beginning Librarian	\$ 52,459
34	Department Head/Branch Manager/Coordinator/Sr. Manager	\$77,252
36	Deputy/Associate/Assistant Director	\$93,551
40	Director/Dean/Chief Officer	\$101,140
50	Librarian Who Does Not Supervise	\$65,171
64	Manager/Supervisor of Support Staff	\$64,920

## Average Salaries by Library Type

ID	Academic Library Type	Average Salary
1	Two-Year College	\$73,317
2	Four-Year College	\$64,199
7	University	\$75,439

## Average Salaries by Library Type and Region

ID	Academic Library Type	Region 1	Region 2	Region 3	Region 4
1	Two-Year College	\$81,140	\$76,636	\$59,831	\$69,059
2	Four-Year College	\$58,056	\$68,967	\$65,364	\$59,466
7	University	\$70,799	\$78,686	\$74,118	\$78,498

## Average Salaries by Position and Region

ID	Position Description	Region 1	Region 2	Region 3	Region 4
12	Beginning Librarian	\$46,887	\$50,856	\$49,028	\$52,386
34	Department Head/ Branch Manager/ Coordinator/Sr. Manager	\$74,858	\$78,671	\$77,139	\$78,211
36	Deputy/Associate/Assistant Director	\$84,612	\$83,145	\$95,818	\$104,022
40	Director/Dean/Chief Officer	\$96,241	\$103,341	\$93,748	\$120,966
50	Librarian Who Does Not Supervise	\$59,986	\$66,772	\$66,109	\$67,052
64	Manager/Supervisor of Support Staff	\$57,118	\$69,906	\$67,974	\$62,938

\*Definitions for academic library regions appear on page 3 of this report.

## Public Library Size Definitions

- Very Small - serving less than 10,000
- Small - serving 10,000 – 24,999
- Medium - serving 25,000 – 99,999
- Large - serving 100,000 – 499,999
- Very large - serving 500,000 or more

## 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