

# ALA-APA Salary Survey 2019 Report

## Appendix B. Methodology

### Formation of Library Groups

As in previous years, the survey samples were selected from two library universes—public and academic. The public library universe included all public libraries and was stratified into five classes using the 2017 public library file: Very Small, serving populations less than 10,000; Small, serving 10,000–24,999; Medium, serving 25,000–99,999; Large, serving 100,000–499,999; and Very Large, serving 500,000 or more.

The academic library universe was stratified into three categories: Two-Year college, Four-Year college and University (including Association of Research Libraries members' data) using the 2018 IPEDS data (the most current and complete file available). This file includes codes for the categories created by the Carnegie Foundation for the Advancement of Teaching in 2018. Our “Two-Year college” corresponds to the Carnegie category “Associate Colleges.” Our “Four-Year college” category corresponds to the Carnegie Categories of “Baccalaureate/Associates Colleges, Baccalaureate Liberal Arts and General.” Our “University” includes the Carnegie categories “Master’s I and II, Doctoral Extensive and Intensive”

### Sample Selection and Return

The sample frame for each type/size/geographic strata was determined by applying a proportional sampling procedure for each population category (unduplicated population served or student full-time enrollment) and a 95 percent confidence interval, +/- 5 percent. The public library sample was selected using the *Public Library (Public Use) Data File, Fiscal Year 2017* reported by state library agencies as part of the Institute of Museum and Library Services Library Statistics Program.<sup>1</sup> The file includes data on all ALA-accredited and non-ALA accredited MLS and other staff. Surveys were sent to a sample of libraries that had at least two full-time equivalent (FTE) staff members with ALA-accredited master’s degree (MLS). The proportional random sample was based on how libraries in the

determined population served ranges parsed in the universe data file. One-third of each category was randomly identified, except in Large one-half and Very Large all were selected. The ranges in the FY2017 universe file were Very Small (8 percent), Small (24 percent), Medium (38 percent), Large (22 percent), and Very Large (8 percent). One thousand and seventy-two (1,072) public libraries were surveyed.

The procedure for selecting the academic library sample followed that used for public libraries, a proportional random sample. The ALA created a sampling frame using the 2018 National Center for Education Statistics (NCES) IPEDS data files *Institutional Characteristics, Directory Information 2018 and Employees by Assigned Position 2018*, including libraries with two or more staff—reported as “Librarian” and using a 95% confidence interval, +/-5 percent.<sup>2</sup> Then, one-third of the sample was randomly selected. Excluded from the universe file prior to drawing the proportional random sample were institutions categorized as “specialized” by the Carnegie Corporation for the Advancement of Teaching. Those institutions offer degrees ranging from the bachelor’s to the doctorate, at least 50 percent of which are in a single specialized field, e.g., “theological seminaries, Bible colleges and other institutions offering degrees in religion,” and “Schools of art, music and design.” Specialized institutions often declined to respond in the early years of this survey. Also excluded were four sets of institutions whose individual members had been unable to respond in the past. In New York, the seventeen institutions that are part of the City University of New York were removed because librarians there have full academic status and salary is not related to position description. Public Two-Year colleges in California were removed for the same reason, as were the fourteen members of the state university system in Pennsylvania. Also, in Pennsylvania, ALA removed all but the main campus of Pennsylvania State University because librarians at other

1. Pelczar, M., Frehill, L.M., Williams, K., Nielson, E. (2019). Data File Documentation: Public Libraries Survey: Fiscal Year 2017. Institute of Museum and Library Services. Washington, DC.

2. The academic libraries sample was drawn from the National Center for Education Statistics IPEDS IC HD2018 and EAP2018 <https://nces.ed.gov/ipeds/datacenter/DataFiles.aspx>.

campuses declined to respond in the past and referred us to the main campus. Six hundred and four (604) academic libraries were surveyed.

The universe of libraries meeting the staffing criteria was 2,791 public and 1,691 academic libraries, necessitating an overall sample of 1,657 to ensure a fifty percent response rate. A total of 1,657 surveys were sent and responses from a total of 727 libraries reporting for 12,032 positions were analyzed for this report. Two of the responding academic libraries requested to be included in the survey without invitation and completed the survey voluntarily.

### Procedure

The survey invitation was emailed in November 2019 to academic and public libraries with directions for participating online.

Respondents could complete the survey through a secure website or on a pdf worksheet that could be faxed or emailed to Counting Opinions (SQUIRE) Ltd. Reminder emails and phone calls were sent /made in the winter reminding them of the deadline.

The web survey closed on January 10, and all responses were captured, validated and analyzed using LibPAS.

## 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

**Table B-2. Very Large Public Libraries: Size of Sample, Return**

U.S. REGION	SAMPLE SIZE	NUMBER RETURNED	% OF SAMPLE
North Atlantic	13	5	38
Great Lakes & Plains	11	9	82
Southeast	22	13	59
West & Southwest	44	28	64
<b>Total</b>	<b>90</b>	<b>55</b>	<b>61</b>

Source: Statistics of Public Libraries, 1977–1978 (NCES , 1982)

**Table B-3. Large Public Libraries: Size of Sample, Return**

U.S. REGIONS	SAMPLE SIZE	NUMBER RETURNED	% OF SAMPLE
North Atlantic	30	8	27
Great Lakes & Plains	43	23	54
Southeast	77	26	34
West & Southwest	84	32	38
<b>Total</b>	<b>234</b>	<b>89</b>	<b>38</b>

**Table B-4. Medium-Sized Public Libraries: Size of Sample, Return**

U.S. REGION	SAMPLE SIZE	NUMBER RETURNED	% OF SAMPLE
Great Lakes & Plains	118	58	49
West & Southwest	84	41	49

**Table B-5. Small Public Libraries: Size of Sample, Return**

U.S. REGION	SAMPLE SIZE	NUMBER RETURNED	% OF SAMPLE
North Atlantic	118	47	40
Great Lakes & Plains	92	42	46
Southeast	21	15	71
West & Southwest	28	11	39
<b>Total</b>	<b>259</b>	<b>115</b>	<b>44</b>

**Table B-6. Very Small Public Libraries: Size of Sample, Return**

U.S. REGION	SAMPLE SIZE	NUMBER RETURNED	% OF SAMPLE
North Atlantic	45	20	44
Great Lakes & Plains	21	12	57
Southeast	4	2	50
West & Southwest	17	10	59
<b>Total</b>	<b>87</b>	<b>44</b>	<b>51</b>

**Table B-7. Two-Year College Libraries: Size of Sample, Return**

U.S. REGION	SAMPLE SIZE	NUMBER RETURNED	% OF SAMPLE
North Atlantic	38	16	42
Great Lakes & Plains	35	15	43
Southeast	43	10	23
West & Southwest	37	12	32
<b>Total</b>	<b>153</b>	<b>53</b>	<b>35</b>

**Table B-8. Four-Year College Libraries: Size of Sample, Return**

U.S. REGION	SAMPLE SIZE	NUMBER RETURNED	% OF SAMPLE
North Atlantic	44	23	52
Great Lakes & Plains	50	25	50
Southeast	62	32	52
West & Southwest	31	12	39
<b>Total</b>	<b>187</b>	<b>92</b>	<b>49</b>

**Table B-9. University Libraries: Size of Sample, Return**

<b>U.S.REGION</b>	<b>SAMPLE SIZE</b>	<b>NUMBER RETURNED</b>	<b>% OF SAMPLE</b>
North Atlantic	67	24	36
Great Lakes & Plains	56	25	47
Southeast	57	28	49
West & Southwest	65	28	43
<b>Total</b>	<b>245</b>	<b>105</b>	<b>43</b>

**Table B-10. All Libraries Surveyed: Size of Sample, Return**

<b>U.S. REGION</b>	<b>SAMPL SIZE</b>	<b>NUMBER RETURNED</b>	<b>% OF SAMPLE</b>
North Atlantic	472	209	44
Great Lakes & Plains	426	183	43
Southeast	369	161	44
West & Southwest	390	174	45
<b>Total</b>	<b>1657</b>	<b>727</b>	<b>44</b>