

**A report from the 2009 ALA-APA Librarian Salary Survey**  
**By Jenifer Grady and Jamie Bragg**

In 2008, the mean salary for librarians rose 2 percent, half of the Consumer Price Index. In 2009, the mean decreased by less than 1 percent, but the CPI only rose by Results of the 2009 ALA-APA Salary Survey: Librarian – Public and Academic (*Librarian Salary Survey*). According to the surveys, the mean salary of librarians did not outpace inflation, as measured by the Consumer Price Index.

The mean librarian salary decreased from \$58,960 in 2008 to \$58,860 in 2009, a decrease of \$100. This survey included 17,018 individual salaries ranging from \$22,000 to \$256,800 with a median of \$54,500.

Of the six positions surveyed, five individual positions increased over 2008. The Director position average decreased by more than 2 percent. Beginning librarians saw the greatest increase of 6 percent.

**Table 1: Position Types by Mean of Salaries Paid, Comparison 2008 and 2009**

|   | <b>COMBINED<br/>Regional<br/>Salary Data<br/>2008</b> | <b>COMBINED<br/>Regional<br/>Salary Data<br/>2009</b> | <b>Difference</b> | <b>%<br/>Difference</b> | <b>N</b> |
|---|---|---|-------------------|-------------------------|----------|
| Director/Dean/Chief Officer                               | 89,641  | 87,525  | -2,116            | -2.36%                  | 1,108    |
| Deputy/Associate/Assistant Director                       | 76,574  | 76,750  | 176               | 0.23%                   | 1,249    |
| Department Head/Branch Manager/Coordinator/Senior Manager | 60,928  | 63,079  | 2,151             | 3.53%                   | 3,952    |
| Manager/Supervisor of Support Staff                       | 52,541  | 54,173  | 1,632             | 3.11%                   | 2,389    |
| Librarian Who Does Not Supervise                          | 51,370  | 52,803  | 1,433             | 2.79%                   | 6,933    |
| Beginning Librarian                                       | 43,552  | 46,175  | 2,623             | 6.02%                   | 1,387    |
| Total   |   |   |                   |                         | 17,018   |

**Results:**

For both library types, again, Beginning Librarians saw the greatest gains of 8.08 percent for public and 3.43 percent for academic. Directors saw loses overall in average salaries, of 3.13 percent in public and 1.66 percent in academic libraries.

**Table 2. Rank Order of Position Types by Mean of Salaries Paid, Public Libraries, Comparison 2008 and 2009**

|  | <b>PUBLIC<br/>Regional</b> | <b>PUBLIC<br/>Regional</b> | <b>Difference</b> | <b>%<br/>Difference</b> | <b>N</b> |
|--|----------------------------|----------------------------|-------------------|-------------------------|----------|
|--|----------------------------|----------------------------|-------------------|-------------------------|----------|

|   | <b>Salary Data 2008</b> | <b>Salary Data 2009</b> |        |        |       |
|---|-------------------------|-------------------------|--------|--------|-------|
| Director/Dean/Chief Officer                               | 86,354                  | 83,655                  | -2,699 | -3.13% | 649   |
| Deputy/Associate/Assistant Director                       | 73,385                  | 73,236                  | -149   | -0.20% | 676   |
| Department Head/Branch Manager/Coordinator/Senior Manager | 60,835                  | 63,236                  | 2,401  | 3.95%  | 3447  |
| Manager/Supervisor of Support Staff                       | 51,594                  | 53,564                  | 1,970  | 3.82%  | 1709  |
| Librarian Who Does Not Supervise                          | 48,167                  | 51,556                  | 3,389  | 7.04%  | 4475  |
| Beginning Librarian                                       | 42,601                  | 46,042                  | 3,441  | 8.08%  | 946   |
| Total   |                         |                         |        |        | 11902 |

**Table 3. Rank Order of Position Types by Mean of Salaries Paid, Academic Libraries, Comparison 2008 and 2009**

|   | <b>ACADEMIC Regional Salary Data 2008</b> | <b>ACADEMIC Regional Salary Data 2009</b> | <b>Difference</b> | <b>% Difference</b> | <b>N</b> |
|---|---|---|-------------------|---------------------|----------|
| Director/Dean/Chief Officer                               | 94,567                                    | 92,996                                    | -1,571            | -1.66%              | 459      |
| Deputy/Associate/Assistant Director                       | 80,062                                    | 80,895                                    | 833               | 1.04%               | 573      |
| Department Head/Branch Manager/Coordinator/Senior Manager | 61,412                                    | 62,007                                    | 595               | 0.97%               | 505      |
| Manager/Supervisor of Support Staff                       | 54,684                                    | 55,704                                    | 1,020             | 1.87%               | 680      |
| Librarian Who Does Not Supervise                          | 54,376                                    | 55,073                                    | 697               | 1.28%               | 2458     |
| Beginning Librarian                                       | 44,917                                    | 46,459                                    | 1,542             | 3.43%               | 441      |
| Total   |   |   |                   |                     | 5116     |

### **Methodology and Response Rate**

The 2009 survey elicited a 33 percent response rate; the 2008 survey had a 29 percent response rate. We will continue to assess how to increase the response rate to previous levels, although the rate is satisfactory for a national survey and regional data is typically statistically significant.

Table 4. Response Rates, 2000-2009

| <b>Year and Survey</b>                       | <b>Sample</b> | <b>Responses</b> | <b>Response Rate %</b> |
|--|---------------|------------------|------------------------|
| <b>2009 – Librarian</b>                      | <b>3,590</b>  | <b>1,179</b>     | <b>33</b>              |
| <b>2008 - Librarian</b>                      | <b>3,484</b>  | <b>1,010</b>     | <b>29</b>              |
| <b>2007 – Librarian and Non-MLS combined</b> | <b>3,484</b>  | <b>834</b>       | <b>24</b>              |
| <b>2006 – Librarian</b>                      | <b>3,418</b>  | <b>1,053</b>     | <b>31</b>              |
| <b>2006 – Non-MLS</b>                        | <b>3,418</b>  | <b>836</b>       | <b>24</b>              |
| <b>2005 - Librarian</b>                      | <b>4,343</b>  | <b>2,058</b>     | <b>47</b>              |
| <b>2004 – Librarian</b>                      | <b>1,275</b>  | <b>881</b>       | <b>69</b>              |
| <b>2003 – Librarian</b>                      | <b>1,268</b>  | <b>901</b>       | <b>72</b>              |
| <b>2002 – Librarian</b>                      | <b>1,320</b>  | <b>924</b>       | <b>70</b>              |
| <b>2001 – Librarian</b>                      | <b>1,297</b>  | <b>866</b>       | <b>67</b>              |
| <b>2000 - Librarian</b>                      | <b>1,294</b>  | <b>931</b>       | <b>72</b>              |

\*Survey sample expanded to include state-level data.

Despite the increased response rate, much of the state-level data reported is statistically insignificant. However, the project directors decided to include all data, including those without statistically significant response rates.

### **How to Access the Data**

Data from the 2009 *Librarian Salary Survey* is available through the *ALA-APA Library Salary Database* (<http://ala-apa.org/files/2010/02/SalarySurveySubscriptionForm.pdf>), a subscription-based tool that costs \$50 for 30-day access and \$150 for annual access (\$250 for non-ALA members). Subscribers can run reports for 2006 to 2009 data by more than 60 MLS and non-MLS positions, 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 librarians in six position categories. State-level data are presented in each section by position, following the regional salary table. The full *Library Salary Survey* is \$90 (\$81 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/>).

Please note that survey respondents receive a 25 percent discount. For more information, visit [www.ala-apa.org](http://www.ala-apa.org) or call ALA-APA Director Jenifer Grady at 800-545-2433, x2424.