




2008

# ALA-APA Salary Survey

**Librarian  
– Public and  
Academic**


*A Survey of Public and Academic  
Library Positions Requiring an  
ALA-Accredited Master's Degree*



**ALA-APA**  
the organization for the  
advancement of library employees

**American Library Association – Office for Research and Statistics**

ALA-APA Survey Report



# Table of Contents

<b>Acknowledgments</b> .....	<b>iii</b>
<b>Introduction</b> .....	<b>1</b>
<b>Results</b> .....	<b>3</b>
<b>Public (Very Small to Very Large; Regional, State)</b> .....	<b>7</b>
Director/Dean/Chief Officer .....	7
Deputy/Associate/Assistant Director .....	12
Department Head/Branch Manager/Coordinator .....	17
Manager/Supervisor of Support Staff .....	22
Librarian Who Does Not Supervise .....	27
Beginning Librarian .....	32
<b>Academic (Two-Year College to University; Regional, State)</b> .....	<b>39</b>
Director/Dean/Chief Officer .....	39
Deputy/Associate/Assistant Director .....	43
Department Head/Branch Manager/Coordinator .....	47
Manager/Supervisor of Support Staff .....	50
Librarian Who Does Not Supervise .....	54
Beginning Librarian .....	58
<b>Discussion</b> .....	<b>63</b>
<b>Appendix A. Survey Questionnaire and Cover Letters</b> .....	<b>69</b>
<b>Appendix B. Methodology</b> .....	<b>77</b>
<b>Appendix C. Compensation Surveys Providing Information on Library Workers</b> ....	<b>81</b>
<b>Appendix D. Nonbinding Minimum Salary for Professional Librarians</b> .....	<b>87</b>
<b>Appendix E. Endorsement of a Living Wage for All Library Employees and a Minimum Salary for Professional Librarians</b> .....	<b>89</b>