

AALL Biennial Salary Survey 1997

by Julia Blixrud

Method & Responses

Surveys were mailed in June 1997 to U.S. AALL directors or head librarians for each location. To encourage responses, the mailing included a postage-paid return envelope addressed to the Gordon S. Black Corporation. The survey was publicized at the AALL Annual Meeting in July and a reminder postcard was sent shortly after the meeting. A number of reminder e-mail messages also were posted by AALL staff and Statistics Committee members to electronic lists of law librarians, and Julia Blixrud of ARL was available to clarify questions in completing the survey during the response period. These efforts resulted in a return of 764 surveys, a response rate of 55% overall.

AALL BIENNIAL SALARY SURVEY 1997 — RESPONSE RATES

Library Type	Surveys Sent	Surveys Returned	Response Rate	Employees Represented
Academic	193	130	67%	1,936
Private Firms/Corporation	920	488	53%	1,708
State, Court and County	271	146	54%	886
TOTAL	1,384	764	55%	4,530

The surveys were completely anonymous and salaries for full-time and part-time positions were collected (part-time salaries were converted to their full-time equivalent since the percent appointment for each person was requested). From the 4530 individual salary responses, 87 could not be used because the percent appointment was missing and it was impossible to determine whether these cases reported data on full-time or part-time employees. Only 12.6% of the respondents were working part-time. However, different types of libraries varied to the extent to which they employ part-timers. Court libraries reported 18.7% working part-time (165 out of 883), private firm/corporate libraries had 14.7% of employees working part-time (244 out of 1662), and academic libraries had only 7.9% working part-time (that is 149 out of 1898). The largest percent of part-timers are library clerks (33.4%). One-person libraries reported 10.6% working part-time and only 4.6% of library directors reported working part-time.

Over 82% of the employees included in this survey were White, 9.6% were Black/African American, 4.7% Asian/Pacific Islander, 2.7% Hispanic, and the rest are grouped in the 'Other' category (140 respondents did not answer this question). The racial distribution of employees in types of libraries can be seen in the following table.

RACE BY TYPE OF LIBRARY — NUMBER OF RESPONDENTS

Library Type	Asian/Pacific Islander	Black/African American	Hispanic	White	Other
Academic	96	157	44	1,568	11
Private Firms/Corporation	71	189	53	1,311	20
State, Court and County	39	74	23	730	4

The racial distribution of employees across the different position codes is shown in the following table:

RACE BY TYPE OF LIBRARY — NUMBER OF RESPONDENTS					
Position Code	Asian/Pacific Islander	Black/African American	Hispanic	White	Other
One Person Library	4	4	0	149	0
Director/Chief Librarian	10	8	4	448	1
Assoc./Asst./Chief Librarian	8	9	5	300	2
Supervisory Librn./Dept. Head	12	7	3	201	2
Computer/Automation Librarian	7	2	1	125	1
Foreign/International Librarian	3	1	0	21	0
Government Doc. Librarian	0	2	0	50	1
Reader Services Librarian	18	29	9	492	3
Technical Services Librarian	26	16	5	229	2
Generalist	6	20	4	134	1
Library Asst./Paraprofessional	68	158	46	879	15
Library Clerk	38	156	43	522	7
Computer Technician	5	4	0	35	0

There was a larger percent of Black/African Americans in Private Firm/Corporation Libraries (11.5%) compared to Academic (8.4%) or State, Court and County Libraries (8.5%). The largest percent of white people is in the Director/Chief Librarian category (95.1%) followed closely by One Person Library (94.9%) and Government Documents Librarian (94.3%). The smallest percentage of Whites is in the Library Clerk category (68.1%).

74.7% of the employees included in this survey were women and 25.3% men. Academic Libraries had a larger percent of men (28.5%) in their ranks and State, Court and County Libraries had the smallest percent of men (21.3%) in their ranks compared to women. The only position where men predominate is Computer Technician (68.2%). The highest percent of women is in One Person Library (84.4%) and Technical Services Librarian (84.1%). The gender distribution of employees for each type of library is represented in the table to the right.

GENDER BY TYPE OF LIBRARY NUMBER OF RESPONDENTS				
Library Type	Men		Women	
	Cases	Percent	Cases	Percent
Academic	541	28.5	1359	71.5
Private Firms/Corporation	400	23.7	1285	76.3
State, Court and County	186	21.3	689	78.7

There were a total of 3676 employees for whom education credential information was submitted; 15.9% of them had both an MLS and an LLB/JD. Most of these 585 individuals worked in academic (430) with 81 and 74 working in private firm/corporation libraries and state, court and county libraries respectively. 39% of the survey respondents working in law libraries have an MLS and 28.6% have only a BA or BS. The table below shows the educational credentials for employees in different types of libraries.

EDUCATIONAL CREDENTIAL BY TYPE OF LIBRARY — NUMBER OF RESPONDENTS								
Educational Credentials	Academic		Private Firm/ Corporation		State, Court and County		Total	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
MLS & LLB/JD	430	27.3	81	5.7	74	10.8	585	15.9
LLB/JD	71	4.5	30	2.1	34	5.0	135	3.7
PhD	12	0.8	7	0.5	4	0.6	23	0.6
MLS	509	32.3	651	46.0	275	40.1	1435	39.0
MA/MS	74	4.7	63	4.4	30	4.4	167	4.5
BA/BS	426	27.1	443	31.3	183	26.7	1052	28.6
Other	52	3.3	141	10.0	86	12.5	279	7.6
TOTAL	1574	100.0	1416	100.0	686	100.0	3676	100.0

Most of the One Person Library positions were at a Private Firm/Corporation library (74.3%). The following table shows the number of positions reported by each type of library.

POSITION AND TYPE OF LIBRARY				
Position Code	NUMBER OF RESPONSES			
	Academic	Private Firm/ Corporation	State Court and County	Total
One Person Library	5	128	28	161
Director/Chief Librarian	122	269	99	490
Assoc./Asst./Chief Librarian	117	129	86	332
Supervisory Librn./Dept. Head	148	50	35	233
Computer/Automation Librarian	86	39	21	146
Foreign/International Librarian	25	0	1	26
Government Doc. Librarian	33	12	9	54
Reader Services Librarian	269	206	93	568
Technical Services Librarian	176	66	50	292
Generalist	33	92	45	170
Library Asst./Paraprofessional	578	368	242	1188
Library Clerk	292	340	163	795
Computer Technician	35	6	5	46

Comparison of the 1995 and 1997 salary data reveals that most positions experienced a modest increase. The largest salary increase (12.8%) occurred in the Computer Technician position, followed by a 10% increase in the Generalist position. Foreign/International Librarian positions had a slight drop, and One Person Library positions had only a slight increase (2.2%).

SALARY BY POSITION CODE					
Position Code	1995	Responses	1997	Responses	% Change
One Person Library	\$41,331	206	42,257	161	2.2
Director/Chief Librarian	\$63,548	564	69,025	481	8.6
Assoc./Asst./Chief Librarian	\$51,061	353	54,327	326	6.4
Supervisory Librn./Dept. Head	\$45,829	269	48,716	232	6.3
Computer/Automation Librarian	\$38,073	86	40,695	145	6.9
Foreign/International Librarian	\$48,110	22	48,093	25	-0.0
Government Doc. Librarian	\$39,268	78	41,716	52	6.2
Reader Services Librarian	\$38,277	598	39,954	561	4.4
Technical Services Librarian	\$36,272	318	38,390	286	5.8
Generalist	\$32,314	216	35,534	167	10.0
Library Asst./Paraprofessional	\$24,466	1,351	25,852	1,175	5.7
Library Clerk	\$20,411	935	21,910	766	7.3
Computer Technician	\$25,029	51	28,227	45	12.8

Comparison of the median and mean salaries for the same positions across the different types of libraries shows that Director/Chief Librarian positions in academic libraries are the highest paid positions on average. Academic law libraries also reported higher salaries on average for Associate Librarians, Reader Service Librarians, and Technical Service Librarians. However, their Library Clerks receive the lowest salaries. Private firms show higher salaries for Supervisory Librarians, Government Document and Legislative Librarians, and Computer Technicians. Generalists and Library Assistants are paid higher than average salaries in State, Court, and County Libraries.

This Biennial Salary Survey provides a useful opportunity to examine salary trends, position changes, and compensation within staff positions in three major types of law libraries. Thanks go to those individuals who took the time to complete the survey so that the resulting data could be shared with colleagues, new professionals, administrators, and others interested in compensation issues and demographics within the library profession.

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