

# Salary Survey Data Results

Each time the Association conducts its biennial salary survey, we have the opportunity to glean from the responses a wealth of information that goes beyond the salary data themselves, giving us valuable insight into law libraries and emerging trends.

We can learn about expenditures, size of staffs, ratios of law librarians to attorneys in firms and to faculty and students in academic libraries, and more. **Kathy Savage**, an independent research analyst, has recently completed the analysis of the non-salary data from the 1997 survey. We will present an abridged version of her findings as a two-part series in AALL Spectrum. Anyone who would like to receive a copy of Savage's full report should access AALLNET (<http://www.aallnet.org/services/salary.html>) or contact Headquarters (312/939-4764) to receive the hard-copy version.

Much of the data is consistent with the 1995 results and thus begins to provide AALL with valuable benchmark and trend data that can be monitored and added to in the future. As with the 1995 survey, the 55% response rate was very high and thus the results can be generalized to all AALL member libraries. However, the results may not be representative of all law libraries.

This month, in Part One of our non-salary information report, we will share information on such areas as the average number of librarians per library, the ratio of professionals to paraprofessionals, and the numbers of law librarians who supervise other functions like records management and MIS. Next month, in Part Two, we will report on one of the most valuable segments of information found in the survey, expenditures for information.

— Roger Parent, AALL Executive Director

## 1997 Biennial Salary Survey Findings

The primary purpose of the 1997 Biennial Salary Survey was to track the salaries of library professionals across types of libraries, position titles, and geographic regions. The data collected also provides other important observations regarding the current law library community and emerging trends. The information included here focuses on that data.

Table A	1997 Survey		1995 Survey	
	Average # Per Library (FTE)		Average # Per Library (FTE)	
	Professionals	Paraprofessionals	Professionals	Paraprofessionals
All Libraries	2.99	2.37	3.55	2.35
Academic	7.47	7.55	8.00	6.90
Government	2.90	2.07	2.35	1.43
Private	1.81	1.08	2.85	1.54

## Professional And Paraprofessional Staffing

**Table A.** Although not statistically significant, there was a slight decline in the average number of professionals per library in Academic and Private Libraries, compared to the 1995 survey.

**Table B.** Across the three types of libraries surveyed, Academic Libraries have the greatest number of staff overall.

Table B	Average # of Staff Members (FTE) 1997 Survey		
	Academic Library	Government Library	Private Library
Professional	7.47	2.90	1.81
Paraprofessional	7.55	2.07	1.08
Students/Clerks	6.54	1.14	.73
Total Staff	21.56	6.11	3.62

**Table C.** Although not statistically significant, the 1997 survey shows a slight decline in the number of professionals per library (see Table A) as well as the ratio of professionals to paraprofessionals. This may indicate a trend of staff reductions that should be closely monitored in the future.

Table C	1997 Survey	1995 Survey
	Ratio of Professionals to Paraprofessionals (FTE)	Ratio of Professionals to Paraprofessionals (FTE)
All Libraries	1.26 to 1	1.51 to 1
Academic	.99 to 1	1.16 to 1
Government	1.4 to 1	1.64 to 1
Private	1.68 to 1	1.85 to 1

## Experience

**Table D.** Legal library staffs seem quite stable. On average library staff members have been at their current positions from six to eight years.

Table D	Average Years at Current Position	
	1997	1995
Type of Library		
Academic	7.6	6.5
Government	7.9	7.1
Private	6.0	5.4

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Both surveys show staff members at Academic and Government Libraries have been at their current positions longer than those at Private Libraries.

**Table E.** As in 1995, on average, professional staff members in the 1997 study have been at their current positions slightly longer than paraprofessionals.

Table E	Average Years at Current Position	
Position	1997	1995
Professional	7.7	7.1
Paraprofessional	6.9	6.0

Eighty four percent of professional staff members and 81% of paraprofessionals have two or more years experience at their current positions.

### Other Responsibilities

**Table F.** The majority of library staff members do not have responsibilities outside the library. However, among the three types of libraries, staff members at Academic Libraries are more likely than Government or Private Library staff members to have some other responsibilities. Close to half (45%) of Academic Library staff members have some responsibility outside the library.

Twenty percent of Private Library staff members have responsibility for two or more functions outside the library.

Table F	Number of Responsibilities Outside the Library (1997)		
	Academic	Government	Private
One	38%	13%	18%
Two	7%	4%	11%
Three	N/A	<1%	4%
Four	N/A	0	2%
Five	N/A	N/A	<1%
Six	N/A	N/A	3%
Seven	N/A	N/A	<1%
Total with some outside responsibility	45%	17%	37%

*NOTE: Academic Libraries were asked about 2 other responsibilities, Government Libraries were asked about 4 and Private Libraries were asked about 7.*

**Table G.** Academic Libraries with their larger staffs seem to necessitate greater management responsibilities. Ninety-three percent of respondents from Academic Libraries supervise 10 or more staff members. Only 17% of respondents from Court Libraries and 6% of respondents from Private Libraries supervise a staff of 10 or more.

While 15% of survey respondents overall have some responsibility for IS functions outside of the library, respondents from Academic Libraries are more likely to have IS responsibilities.

### Academic Law Library Ratios

**Table H.** Academic Libraries serve an average of 610 students and 35 faculty members.

The ratio of library professionals in 1997 is very similar to the findings in the 1995 study.

Table H	Summary Of Academic Library Staffing	
	1997	1995
Average Number of Students	610	660
Average Number of Faculty	35	35
Ratio of Library Professionals to Students	1 to 81.7	1 to 82.5
Ratio of Library Professionals to Faculty	1 to 4.7	1 to 4.4
Ratio of Library Staff to Faculty	1 to 1.6	1 to 1.6
Ratio of Library Staff to Students	1 to 28.3	1 to 29.3

- More than one quarter (28%) of professionals at Academic Libraries are on a tenure track.

Table I	Summary of Private/Corporate Library Staffing	
	1997	1995
Average Number of Attorneys per firm	95	88
Average Number of Library Professionals per Firm	1.8	2.9
Average Number of Paraprofessionals per Firm	1.1	1.5
Average Number of Clerks and Students	.7	.9
Average Staff Size	3.6	5.3
Ratio of Library Professionals to Attorneys	1 to 52.7	1 to 30.3
Ratio of Library Staff to Attorneys	1 to 26.4	1 to 16.6

Table G	Summary Of Additional Responsibilities (1997 Findings)						
Type of Library	IS (Outside Library)	Records Management	Docket	Conflict Management (Outside Library)	Marketing (Outside Library)	Supervise Paralegals (Outside Library)	Other Responsibilities
Academic	38%	N/A	N/A	N/A	N/A	N/A	13%
Government	8%	4%	N/A	N/A	N/A	2%	12%
Private	11%	18%	11%	13%	10%	7%	12%

- More than three out of four (78%) directors at Academic Libraries are on a tenure track.
- More than one third (38%) of professionals at Academic Libraries teach courses.

## Private Law Library Ratios

**Table I.** As noted earlier (Table B), Private Law Libraries tend to have much smaller staffs than other libraries. As a result of the small staff, each private library professional supports 53 attorneys, on average.

Compared to 1995, in 1997 Private Firm/Corporate Libraries have, on average, smaller staffs supporting more attorneys.

**Table J.** As noted earlier (Table F), over one-third of Private Library staff members have responsibilities outside of the library. The table below shows Directors, One-Person Library, Associate/Chief Librarian and Department Heads or Computer/Automation Librarian are the most likely to have outside responsibilities.

The asterisk in the table indicates that staff members at that position with responsibilities outside the library receive a significantly higher salary than staff at the same position who do not have outside responsibilities. Staff members in one-person libraries, directors and paraprofessionals with outside responsibilities are paid significantly more than those with no outside responsibilities.

Table J	Private Library Staff Members With Responsibilities Outside Library (1997)	
	Position	Significantly Higher Salary*
	Percentage	
One-Person Library	22%	*
Director/Chief Librarian	25%	*
Assoc./Asst./Chief Librarian	16%	
Supervisory Librn/Dept. Head	12%	
Computer/Automation Librarian	13%	
Foreign/International Librarian	0%	
Government Doc. Librarian	8%	
Reader Services Librarian	3%	
Technical Services Librarian	6%	
Generalist	6%	
Library Assist./Paraprofessional	8%	*
Library Clerk	4%	
Computer Technician	0%	

\* Salary higher compared to those at the same position but with no outside responsibilities.

**Table K.** The average difference in salary for the three positions with a significant difference in salary was between 11% and 16%.

Table K	Comparison of Average Salary (1997)			
Position	Have No Outside Responsibilities	Have Some Outside Responsibilities	\$ Difference	% Difference
One-Person Library	\$39,681	\$46,171	\$6,490	16%
Director/Chief Librarian	\$57,315	\$63,405	\$6,090	11%
Library Assist./Paraprofessional	\$26,553	\$30,444	\$3,891	15%

*None of the other positions had a statistical difference between the salaries of those with outside responsibilities and those with no outside responsibilities. However, it should be noted the number of staffers with other responsibilities within a given position code was small, making it difficult to identify statistical differences.*

## Bonus

**Table L.** The majority (61%) of library staff at Private Law Libraries receive a bonus.

Among those who receive a bonus, the majority receive less than \$3000.

Table L	Bonus Recipients (1997)
Less than \$3000	83%
\$3000 to \$10,000	16%
More than \$10,000	1%

## Lawbook exchange