
Academic and Public Librarian Salaries and Library Staffing Expenditures Trends, 2000-2009

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To be presented

Comparison of the distributions of:

- ▶ Academic and public library expenditures (2000-2009, IMLS and NCES),
- ▶ Present librarian salary survey ranges by type of library and position held (ALA, ALA-APA),
- ▶ Discuss high-level trends identified from comparison of the three data sources.



About the data sources

- ▶ National Center for Education Statistics (NCES)
Academic Library Survey, biennial
- ▶ Institute of Museum and Library Services (IMLS) Public
Library Survey, annual
- ▶ ALA and ALA-Allied Professional Association (ALA-APA)
Salary Survey, MLS and non-MLS, annual



Comparison of Data: Academic Libraries

	Responding Academic Libraries	Total Expenditures	Salaries and Wages	Information Resources	Operating
2008	3827	\$6,785,542,230	\$3,342,081,820	\$2,663,081,820	\$780,378,590
			49.3%	39.2%	11.5%
2006	3617	\$6,234,191,836	\$3,102,560,577	\$2,375,484,525	\$756,146,734
			49.8%	38.1%	12.1%
2004	3653	\$5,751,247,194	\$2,913,221,078	\$2,157,531,102	\$680,495,014
			50.7%	37.5%	11.8%
2002	3568	\$5,416,716,283	\$2,753,403,980	\$1,990,988,970	\$672,323,333
			50.8%	36.8%	12.4%
2000	3527	\$5,025,943,128	\$2,517,271,881	\$1,866,590,224	\$642,081,023
			50.1%	37.1%	12.8%
Change		\$1,759,599,102	\$824,809,939	\$796,491,596	\$138,297,567
		25.9%	24.7%	29.9%	17.7%

Proportional Change, 2000-2008

- ▶ \$3,342,081,830 (2008) and \$2,517,271,881 (2000) salaries and wages, an increase of 24.7 percent
- ▶ \$2,663,081,820 (2008) and \$1,866,590,224 (2000) information resources, an increase of 29.9 percent
- ▶ \$780,378,590 (2008) and \$642,081,023 (2000) other operating expenditures, an increase of 17.7 percent



Comparison of Data: Public Libraries

	Responding Public Libraries	Total Expenditures	Salaries and Wages	Collections	Other Operating
2008	9221	\$10,724,925,000	\$7,046,275,725	\$1,372,790,400	\$2,305,858,875
			65.7%	12.8%	21.5%
2006	9208	\$9,595,568,000	\$6,304,288,176	\$1,266,614,976	\$2,024,664,848
			65.7%	13.2%	21.1%
2004	9207	\$8,643,028,000	\$5,687,112,424	\$1,140,879,696	\$1,815,035,880
			65.8%	13.2%	21.0%
2002	9137	\$8,024,133,000	\$5,191,614,051	\$1,155,475,152	\$1,677,043,797
			64.7%	14.4%	20.9%
2000	9074	\$7,027,908,000	\$4,511,916,936	\$1,068,242,016	\$1,447,749,048
			64.2%	15.2%	20.6%
Change		\$3,697,017,000	\$2,534,358,789	\$304,548,384	\$858,109,827
		52.6%	56.2%	28.5%	59.3%



Proportional Change, 2000-2008

- ▶ \$7,046,275,725 (2008) and \$4,511,916,936 (2000) on staffing, an increase of 56.2 percent
- ▶ \$1,372,790,400 (2008) and \$1,068,242,016 (2000) on collections, an increase of 28.5 percent
- ▶ \$2,305,858,875 (2008) and \$1,447,749,048 (2000) on other operating expenditures, an increase of 59.3 percent



Public Library Per Capita Expenditures, FY2000-2008 (IMLS)



MLS Salaries Comparison, All Academic and Public (ALA-APA)

Year	Number reported	Mean	Median
2008	16,258	\$58,960	\$53,521
% Change from prior year		2.0%	1.0%
2001	13,487	\$47,852	\$44,484
% Change from prior year		3.6%	3.5%



Who Spends Proportionally More on Salaries?

Academic

- ▶ Less than four-year degree reported the largest proportion of the budget for salaries (71.6 percent), followed by bachelor's degree-granting institutions (54.4 percent), master's degree (53.9 percent), and doctoral degree (45 percent) reported combined as "University."
- ▶ Overall, degree granting institutions at four-year and above reported an average of 46.5 percent of operating budgets to staffing (about \$2.7 billion).



MLS Salaries (ALA-APA)

- ▶ ALA-APA report salaries of MLS positions for 6 categories (Director, Deputy, Department Head, Managers of Support Staff, Librarian who do not manage, and Beginning Librarian);
- ▶ NCES and IMLS data report total salary/wage expenditures and FTE staffing (not individuals);
- ▶ Together, the known year-to-year salary changes and total salaries/wages expenditures established the 2% scenario model applied here.



Academic Salaries (ALA-APA)

There was very little difference in the median salaries reported in the 2008 ALA-APA for all MLS positions by degree granting level.

- ▶ Total median salary for two-year institutions was \$53,487
- ▶ Four-year \$53,500, and university (including ARL) \$53,526.

Similarly, there was little variation in the mean (average) salaries by degree granting level; two-year \$58,863, four-year \$58,899, and university (including ARL) \$58,961.



Scenario for Trend Estimates

An annual percentage change of 2 percent was used for the purposes of estimating the impact of salary expenditures on other areas of academic library operating budgets through fiscal year 2012, the year that many economic analysts estimate is the downturn recovery period of the current recession (McNichol & Johnson, 2010).



Two-Year Institutions

Two-year institutions spent \$458,847,807 on salaries and wages in 2008. Estimated reductions to information resources and other expenditures were:

- ▶ 5.1 percent in 2009,
- ▶ 5.4 percent in 2010,
- ▶ 5.9 percent in 2011, and
- ▶ 6.3 percent in 2012.

By 2012, expenditures for information resources and other operating expenditures at libraries serving two-year institutions could drop to about \$143.8 million from \$181.6 million in 2008.



Four-Year Institutions

Four-year institutions spent \$193,061,382 on salaries and wages in 2008.

Estimated reductions to information resources and other expenditures were

- ▶ 2.4 percent in 2009,
- ▶ 2.5 percent in 2010,
- ▶ 2.6 percent in 2011, and
- ▶ 2.7 percent in 2012.

By 2012, expenditures for information resources and other operating expenditures at libraries serving four-year institutions could drop to about \$145.9 million from \$161.8 million in 2008.



Universities

University libraries spent \$2,670,144,123 on salaries and wages in 2008.

Estimated reductions to information resources and other expenditures were:

- ▶ 1.7 percent in 2009,
- ▶ 1.8 percent in 2010,
- ▶ 1.9 percent in 2011, and again in 2012.

By 2012, expenditures for information resources and other operating expenditures at university libraries could drop to about \$2.8 billion from over \$3 billion in 2008.



Public Library Median Salaries by Position Category (ALA-APA)

As with academic libraries, there was little variation between mean and median 2008 salaries by position category. Median salaries were:

- ▶ Director, \$83,000
- ▶ Deputy, \$71,115
- ▶ Department Head, \$58,622
- ▶ Manager of Support Staff, \$46,344
- ▶ Librarian who does not supervise, \$42,601
- ▶ Beginning Librarian, \$41,018

There were comparable variations in report salaries by service area range and position category.



Very Large Public Libraries

Very large public libraries spent \$2,072,014,008 on salaries in fiscal year 2007. Keeping total operating budgets fixed at fiscal year 2007 levels resulted in estimated reductions to collection and other expenditures of:

- ▶ 3.7 percent in 2008,
- ▶ 3.9 percent in 2009,
- ▶ 4.1 percent in 2010,
- ▶ 4.4 percent in 2011, and
- ▶ 4.7 percent in 2012.

By 2012, very large public library expenditures for collections and other operating expenditures could drop to about \$914.7 million from \$1.1 billion in 2007.



Large Public Libraries

Large public libraries spent \$1,876,733,267 in fiscal year 2007 and estimated reductions in collection and other expenditures were:

- ▶ 3.9 percent in 2008,
- ▶ 4.2 percent in 2009,
- ▶ 4.4 percent in 2010,
- ▶ 4.7 percent in 2011, and
- ▶ 5.1 percent in 2012.

By 2012, large public library expenditures for collections and other operating expenditures could drop to about \$761.6 million from \$957 million in 2007.



Medium Public Libraries

Medium public libraries spent \$1,675,610,330 in fiscal year 2007 and estimated reductions in collection and other expenditures were:

- ▶ 4.0 percent in 2008,
- ▶ 4.3 percent in 2009,
- ▶ 4.5 percent in 2010,
- ▶ 4.9 percent in 2011, and
- ▶ 5.2 percent in 2012.

By 2012, medium public library expenditures for collections and other operating expenditures could drop to about \$660 million from \$934.4 million in 2007.



Small Public Libraries

Small public libraries spent \$669,713,680 in fiscal year 2007 and estimated reductions in collection and other expenditures were:

- ▶ 3.8 percent in 2008,
- ▶ 4.0 percent in 2009,
- ▶ 4.3 percent in 2010,
- ▶ 4.6 percent in 2011, and
- ▶ 4.9 percent in 2012.

By 2012, small public library expenditures for collections and other operating expenditures could drop to about \$281.4 million from \$351.1 million in 2007.



Very Small Public Libraries

Very small public libraries spent \$394,989,450 in fiscal year 2007 and estimated reductions in collection and other expenditures were:

- ▶ 3.2 percent in 2008,
- ▶ 3.4 percent in 2009,
- ▶ 3.6 percent in 2010,
- ▶ 3.8 percent in 2011, and
- ▶ 4.1 percent in 2012.

By 2012, very small public library expenditures for collections and other operating expenditures could drop to about \$202.3 million from \$243.5 million in 2007.



Conclusion

- ▶ Historic trends to estimate future expenditures
- ▶ Impact of salary expenditures on other library operating categories (e.g., collections, services and facilities)
- ▶ Known and unknown influencers affecting library budgets

