



How to Interpret the Tables

All salaries were converted to full-time salaries, based on a 40-hour work week, for the purposes of analysis.

- **Region** - Data for the nation is stratified into four geographic areas, as well as by state: North Atlantic, Great Lakes & Plains, Southeast and West & Southwest.
- **Position** - Job title; see Position Descriptions for more information
- **Class** – The survey reports data from public and academic libraries only
- **Type** – The survey categories public and academic libraries into the following types
 - Public
 - Very Small - serving less than 10,000
 - Small - serving 10,000 – 24,999
 - Medium - serving 25,000 – 99,999
 - Large - serving 100,000 – 499,999
 - Very large - serving 500,000 or more
 - Academic
 - Two-Year College
 - Four-Year College
 - University
 - Association of Research Libraries members (ARL)
- **Min** – Minimum salary reported
- **Q1** – 25 percent of respondents had salaries at or below this amount when salaries were arrayed from low to high
- **Mean** – The average salary; the amount resulting when all salaries were added together and divided by N
- **Median** – 50 percent of respondents has salaries at or below this amount
- **Q3** – 75 percent of respondents had salaries at or below this amount
- **Max** – Maximum salary reported
- **N** – the number of salaries reported; can be interpreted as the number of respondents in a category

Public Example

Select **2006** from Year

Select **Associate Director – Adult Services** from Position

Select **North Atlantic** from Region

Select **Do Not Show State Data** from State

Select **Very Small** (Public) from Type of Library

Submit Query

There were forty-one (41) Associate Director – Adult Services salaries reported by Very Small public libraries from the North Atlantic region. The minimum salary for the range reported for this position was \$12,480 and the maximum was \$68,252. When all of the salaries were added together and the result was divided by the total number (41), the average or mean salary was \$30,338. When all of the salaries were arrayed from low to high, 25 percent of Associate Director – Adult Services salaries fell below \$23,150 (Q1), 50 percent fell below or at \$28,600 (median), and 75 percent fell below \$35,360 (Q3). The mean and median were close with a difference of \$1,738.



Academic Example

Select **2006** from Year

Select **Associate Director – Adult Services** from Position

Select **North Atlantic** from Region

Select **Do Not Show State Data** from State

Select **Two-Year** (Academic) from Type of Library

Submit Query

There were four (4) Associate Director – Adult Services salaries reported by Two-Year Colleges from the North Atlantic region. The minimum salary for the range reported for this position was \$29,120 and the maximum was \$52,000. When all of the salaries were added together and the result was divided by the total number (4), the average or mean salary was \$35,060. When all of the salaries were arrayed from low to high, 25 percent of Associate Director – Adult Services salaries fell below \$29,120 (Q1), 50 percent fell below or at \$29,560 (median), and 75 percent fell below \$41,000 (Q3). The mean and median were \$5,500 apart, which is not definitive with this small a response rate.