

Librarian Salaries: Have they kept pace with inflation?

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The American Library Association has collected information about salaries of professional staff in public and academic libraries since 1982. Between 1999 and 2004, the average salary for librarians increased each year from a low of 2.3% to a high of 4.7%. The net average increase was approximately 18%, or \$7,979. This is lower than the increase for comparable occupations reported each year by the U.S. Bureau of Labor Statistics (BLS) in the *Monthly Labor Review*. These data, in conjunction with U.S. Census population data and fiscal reporting to the U.S. National Center for Education Statistics (NCES), present an interesting picture of how salary expenditures have been suppressed to meet the growth in expenditures for materials and services.

The *ARL Annual Salary Survey 1995-1996* also noted that “purchasing power” of library workers lagged behind inflation, but that beginning librarian salaries had kept pace with inflation since 1985.ⁱ In fact, ARL reported beginning librarian salaries exceeding inflation by more than 16%. This would fit with the ALA salary data, which indicates that beginning librarian salaries grew steadily since 1985 (Figure 2 if full article). With the exception of 1996 (the start of a recession in the US), there was never salary loss for beginning librarians.

Perhaps the best year for librarian salary growth was 1986. Even factoring for an even split in growth in 1986-87 and 1987-88, all other librarian salaries grew between 14-16% each year. Beginning Librarian salaries outpaced inflation in both 2001 and 2003. The *ARL Annual Salary Survey 2002-2003* reported salaries doing slightly better than inflation, at 1.9% for U.S. ARL library salaries.ⁱⁱ This also is confirmed in the ALA salary data. The 2004-05 ARL salary survey indicates salaries continue to exceed inflation and reported the median salary at \$55,250.ⁱⁱⁱ

Librarian Salaries: 1982-2003

There are a few sources available that provide detailed information about library worker salaries. The *ALA Librarian Salary Survey* has been published since 1982, and reports national-level mean and quartile data on librarian salaries. The ALA Allied and Professional Association (APA) will collect support staff salary data beginning in 2005. Another source of salary data is from the Association of College and Research Libraries (ARL), and its salary surveys have been published since 1973. Surveys since 1995 are available online at <http://www.arl.org/stats/salary/index.html>. Specific salary data reported to ARL are noted in a case study later in this paper.

The American Library Association has collected information about salaries of professional staff in public and academic libraries since 1982. Between 1999 and 2004, the average salary for librarians increased each year from a low of 2.3% to a high of 4.7%. The net average increase was approximately 18%, or \$7,979. This is lower than the increase for comparable occupations reported each year by the U.S. Bureau of Labor Statistics (BLS) in the *Monthly Labor Review*. These data, in conjunction with U.S. Census population data and fiscal reporting to the U.S. National Center for Education Statistics (NCES), present an interesting picture of how salary expenditures have been suppressed to meet the growth in expenditures for materials and services.

Figures 1, 2 and 3 present salary data from three sources – the *ALA Survey of Librarian Salaries*, the Bureau of Labor Statistics wage estimates, and the *Public Library Data Service Statistical Report*. Figure 1 presents a summary of mean salary changes reported in the ALA Librarian salary surveys 1982-2004. It is important to note that data comparison issues existed early in the survey due to refining position titles and descriptions, and as a result of low response rates (1984-1986). For instance, the mean of all salaries for 1984 would have been \$23,981 if positions not reported in 1982 had been excluded. This is an increase of \$719. The 1992 data were skewed due to unusually high salaries reported for Children’s librarian positions. Removing Children’s Librarians from the distribution in the *1992 Librarian Salary Survey* brought the net salary change for all positions to 3.6%, a more realistic estimate and comparable to the national average. Further, mean starting salaries for positions were reported for 1982, 1984 and 1986, while mean salaries were reported 1988-2004.

The U.S. Bureau of Labor Statistics (BLS) data are for the first quarter of each year unless otherwise noted. The first quarter change for 1984 was calculated by determining the average for three categories of workers. The 2005 updated BLS web tool supports analysis by a range of worker classifications, including “white-collar occupations,” and is available at <http://data.bls.gov/PDQ/outside.jsp?survey=ec>.

Figure 1: ALA Salary Survey 1982-2004: Mean Salaries Change Compared with U.S. Workers					
<i>Year</i>	<i>Mean Salary (all positions)</i>	<i>Net Change (all positions)</i>	<i>Percentage Change U.S. Civilian Workers</i>	<i>Percentage Change U.S. White Collar or All Workers</i>	<i>Percentage Change U.S. State & Local Government Workers</i>
1982	\$20,338		n/r	n/r	n/r
1984	\$23,262	17.6%	5.0%	5.4%	5.7%
1986	\$26,882	12.5%	3.5%	4.0%	5.5%
1988	\$29,675	10.4%	3.5%	3.9%	4.4%
1989	\$33,160	12.0%	4.1%	5.0%	4.7%
1990	\$34,497	4.3%	4.4%	4.9%	5.6%

1991	\$37,169	7.6%	4.3%	4.5%	5.2%
1992	\$39,304	3.6%	3.6%	3.6%	2.9%
1993	\$39,644	0.7%	3.5%	3.5%	3.0%
1994	\$41,104	3.65%	3.2%	3.3%	2.7%
1995	\$43,095	4.85%	3.0%	3.0%	3.2%
1996	\$43,448	0.725%	3.2%	3.4%	2.8%
1997	\$42,399	4.6%	3.3%	3.4%	2.8%
1998	\$43,170	3.3%	3.7%	3.8%	2.8%
1999	\$44,209	2.4%	2.9%	3.3%	2.9%
2000	\$46,121	4.3%	3.8%	4.0%	3.8%
2001	\$47,852	3.75%	3.5%	3.8%	3.5%
2002	\$49,866	4.7%	3.4%	3.5%	3.4%
2003	\$51,362	3.6%	3.1%	2.9%	3.1%
2004	\$52,188	2.3%	2.1%	2.5%	2.1%
Total change	\$31,850	156.6%	67.1%	71.7%	70.1%
Average net change		5.6%	3.5%	3.8%	3.7%
Note: U.S. recession began in 1996.					
Sources: <i>ALA Survey of Librarian Salaries</i> , and <i>Bureau of Labor Statistics. Employment Cost Index</i> . http://www.bls.gov/ect/ and <i>Employment Cost Trends</i> . http://data.bls.gov/cgi-bin/dsrv?ec					

When looking at the ALA-reported salary data through the BLS lens, Librarian salaries would have been somewhat different. Using the growth factor reported by BLS for *all workers*, Librarian salaries would have grown \$51,842 between 1982 and 2004, or \$72,180 in 2004. Using the same growth factor reported by BLS for *state and local government*, Librarian salaries would have grown only \$20,886 between 1982 and 2004 workers, or \$34,595 in 2004.

In its November 2003 *National Occupational Employment and Wage Estimates Education, Training, and Library Occupations*^{iv} BLS reported 151,650 Librarians in the workforce (occupation classification 25-4021) and a mean annual wage of \$46,140. This salary is 10% lower than the mean determined by ALA in its 2003 Librarian salary survey. This may be accounted for by the inclusion of school librarians in the BLS figures.

Figure 2 presents mean Librarian salaries reported for public and academic libraries by position. Salaries for departmental positions were collected between 1982 and 1998. From 1999 forward departmental distinctions were eliminated and salaries were collected for: Director, Deputy/Associate/Assistant Director, Department Heads/ Coordinators/ Senior Managers, Managers/Supervisors of Support Staff, Librarians who do not supervise, and beginning Librarians.

Figure 2: Mean Salaries of Library Staff by Year and Positions: 1982-2004

	Director	Deputy/ Associate/ Assistant Director	Department Head/Senior Manager	Manager/ Supervisor of Support Staff	Non- supervisory Librarian	Beginning Librarian
1982	\$22,993	\$20,539	\$15,928	n/c	n/c	n/c
<i>% change 1982-84</i>	12.28%	7.63%	11.47%			
1984	\$26,213	\$22,235	\$17,991	n/c	n/c	\$16,534
<i>% change 1984-1986</i>	9.20%	11.17%	10.17%			9.47%
1986	\$28,868	\$25,031	\$20,028	n/c	n/c	\$18,263
<i>% change 1986-88</i>	27.97%	28.99%	31.69%			10.24%
1988	\$40,076	\$35,249	\$29,318	n/c	n/c	\$20,346
<i>% change 1988-89</i>	8.13%	12.00%	10.56%			7.51%
1989	\$43,623	\$40,054	\$32,780	n/c	n/c	\$21,997
<i>% change 1989-90</i>	1.96%	3.36%	4.29%			4.07%
1990	\$44,495	\$41,445	\$34,248	n/c	n/c	\$22,931
<i>% change 1990-91</i>	8.14%	8.19%	7.22%			7.60%
1991	\$48,439	\$45,143	\$36,915	n/c	n/c	\$24,817
<i>% change 1991-92</i>	5.62%	3.88%	5.38%			2.45%
1992	\$51,326	\$46,966	\$39,016	n/c	n/c	\$25,441
<i>% change 1992-93</i>	3.76%	0.22%	0.85%			1.18%
1993	\$53,331	\$47,070	\$39,352	n/c	n/c	\$25,745
<i>% change 1993-94</i>	4.20%	3.27%	2.94%			3.04%
1994	\$55,672	\$48,659	\$40,544	n/c	n/c	\$26,553
<i>% change 1994-95</i>	4.38%	5.04%	3.87%			6.33%
1995	\$58,220	\$51,242	\$42,176	n/c	n/c	\$28,347
<i>% change 1995-96</i>	0.13%	2.67%	1.38%			1.21%
1996	\$58,297	\$52,650	\$42,766	n/c	n/c	\$28,693
<i>% change 1996-97</i>	5.37%	3.02%	3.43%			-0.30%
1997	\$61,607	\$54,289	\$44,285	n/c	n/c	\$28,606
<i>% change 1997-98</i>	8.86%	7.04%	5.27%			4.77%
1998	\$63,965	\$56,636	\$45,144	n/c	n/c	\$30,131
<i>% change 1998-99</i>	3.46%	-3.19%	4.43%			5.57%
1999	\$66,260	\$54,886	\$47,236	\$40,561	\$39,631	\$31,909
<i>% change</i>	5.51%	4.06%	5.53%	1.61%	2.96%	0.78%

<i>1999-2000</i>						
2000	\$70,124	\$57,210	\$50,003	\$41,224	\$40,838	\$32,160
<i>% change 2000-01</i>	3.12%	3.60%	5.08%	3.30%	4.37%	2.22%
2001	\$72,384	\$59,346	\$52,677	\$42,629	\$42,704	\$32,891
<i>% change 2001-02</i>	4.40%	5.57%	2.92%	4.31%	3.56%	6.16%
2002	\$75,714	\$62,847	\$54,260	\$44,549	\$44,279	\$35,051
<i>% change 2002-03</i>	4.62%	4.29%	2.83%	3.67%	2.06%	3.17%
2003	\$79,385	\$65,665	\$55,838	\$46,246	\$45,210	\$36,198
<i>% change 2003-04</i>	1.78%	1.25%	1.50%	0.86%	0.76%	6.99%
2004	\$80,823	\$66,497	\$56,690	\$46,648	\$45,554	\$38,918
Not collected (n/c)						
Source: <i>American Library Association. ALA Survey of Librarian Salaries, 1982-2004</i>						

**Figure 3. PLDS Beginning Librarian Salaries, 1988-2004
(selected years)**

	1988			1990		
Population Served	High	Low	Mean	High	Low	Mean
Over 1,000,000	\$30,088	\$16,894	\$21,977	\$27,575	\$21,306	\$24,592
500,000 to 999,999	\$29,255	\$12,444	\$21,152	\$34,016	\$17,451	\$23,458
250,000 to 499,999	\$31,573	\$15,083	\$20,296	\$30,172	\$16,000	\$23,019
100,000 to 249,999	\$34,300	\$11,627	\$19,841	\$37,800	\$13,541	\$22,208
50,000 to 99,999	\$27,857	\$14,000	\$20,194	\$32,032	\$10,920	\$21,909
25,000 to 49,999	\$24,345	\$14,528	\$19,410	\$30,060	\$8,775	\$20,890
10,000 to 24,999	\$21,368	\$15,000	\$18,290	\$28,146	\$2,149	\$19,319
5,000 to 9,999	\$16,000	\$16,000	\$0	\$23,000	\$1,000	\$16,075
Under 5,000	\$0	\$0	\$0	\$18,000	\$8,320	\$12,354

	1994			1998		
Population Served	High	Low	Mean	High	Low	Mean
Over 1,000,000	\$49,032	\$21,306	\$28,126	\$38,956	\$21,564	\$28,495
500,000 to 999,999	\$37,669	\$20,748	\$26,665	\$47,144	\$22,278	\$29,200
250,000 to 499,999	\$32,441	\$16,879	\$25,381	\$36,130	\$19,370	\$27,338
100,000 to 249,999	\$44,492	\$16,000	\$24,842	\$46,608	\$16,545	\$27,511
50,000 to 99,999	\$37,648	\$14,868	\$24,562	\$41,016	\$12,000	\$27,221
25,000 to 49,999	\$34,728	\$10,500	\$23,994	\$37,188	\$13,500	\$26,625
10,000 to 24,999	\$32,000	\$11,500	\$22,964	\$33,179	\$14,500	\$24,086
5,000 to 9,999	\$30,000	\$12,740	\$22,084	\$31,600	\$10,712	\$24,303
Under 5,000	\$23,000	\$1,800	\$13,391	\$31,000	\$10,400	\$19,530

	FY 2001			FY2003		
Population Served	High	Low	Mean	High	Low	Mean
Over 1,000,000	\$51,085	\$26,584	\$34,256	\$51,086	\$28,752	\$36,308
500,000 to 999,999	\$51,740	\$15,078	\$32,600	\$57,278	\$26,223	\$35,261
250,000 to 499,999	\$45,321	\$20,155	\$31,805	\$52,344	\$22,000	\$34,230
100,000 to 249,999	\$54,432	\$18,694	\$31,779	\$53,144	\$22,278	\$33,683
50,000 to 99,999	\$54,240	\$17,500	\$32,206	\$58,204	\$15,988	\$33,442
25,000 to 49,999	\$51,771	\$14,560	\$30,475	\$58,440	\$20,000	\$32,828
10,000 to 24,999	\$43,078	\$11,000	\$29,799	\$48,047	\$10,000	\$30,998
5,000 to 9,999	\$42,000	\$5,760	\$24,744	\$40,200	\$7,000	\$25,588
Under 5,000	\$35,000	\$12,000	\$25,048	\$36,500	\$10,568	\$23,221

Sources: Public Library Association. *Public Library Data Service Statistical Report - 1988, 1990, 1994, 1998, 2002, 2004.*

Figure 3 lists the beginning Librarian salaries reported to the ALA Public Library Association for selected years between fiscal years 1988-2003.^v Unlike the ALA Librarian salary survey, these salaries are reported by the size of the community served by the public library, thus providing additional detail to the position-specific salaries reported annually in the ALA Librarian salary survey. Data reported in the 1990 PLDS Statistical Report for population served fewer than 5,000 was limited to communities serving 4,999-2,500. Data reported in the 2002 and 2004 statistical report reflect fiscal year salaries, not annual salaries as in prior years.

The *ARL Annual Salary Survey 1995-1996* also noted that “purchasing power” of library workers lagged behind inflation, but that beginning librarian salaries had kept pace with inflation since 1985.^{vi} In fact, ARL reported beginning librarian salaries exceeding inflation by more than 16%. This would fit with the ALA salary data, noting in Figure 2 that beginning librarian salaries grew steadily since 1985. With the exception of 1996 (the start of a recession in the US), there was never salary loss for beginning librarians. Perhaps the best year for librarian salary growth was 1986. Even factoring for an even split in growth in 1986-87 and 1987-88, all other librarian salaries grew between 14-16% each year. Beginning Librarian salaries outpaced inflation in both 2001 and 2003. The *ARL Annual Salary Survey 2002-2003* reported salaries doing slightly better than inflation, at 1.9% for U.S. ARL library salaries.^{vii} This also is confirmed in the ALA salary data.

Applying the Salary Data: Case Studies of Public and Academic Libraries

Several library statistics and salary data sources have been used to compare and contrast mean salaries among librarians in public and academic libraries. These sources include the *ALA Survey of Librarian Salaries 1982-2004*, the Public Library Association (PLA) *Public Library Data Service Statistical Report 1982-2004*, the Association of Research Libraries (ARL) *Annual Salary Survey*, the National Center for Education Statistics *Academic Libraries: 2000* and *Public Libraries in the United States: FY2002*, and the Association of College and Research Libraries (ACRL) *Statistical Summaries for Academic Libraries 2003*.^{viii} In addition, the St. Charles City-County Library District *Library Salary Survey 2003* was consulted to compare salaries from an individual public library against national studies.

In order to understand the comparability of the various salary data available from ALA and PLA, it is important to identify specified libraries within the data. Three libraries will be studied – Omaha Public Library in Nebraska, and the libraries at the University of Nebraska at Lincoln and the University of Oregon.

Omaha Public Library

Omaha Public Library reported in the most currently available study of federally reported public library data that it served a population of 425,386, had 9 branch libraries, a staff of 99 (41 of whom held ALA-MLS degrees), and annual expenditures of \$9.6 million.^{ix}

An annual survey of regional public libraries conducted by the St. Charles City-County Library District was consulted to compare Omaha salaries with other salary surveys.^x This study classifies public libraries by expenditures, class 5 libraries having expenditures of \$8 million or more. Omaha is a class 5 library in this study, and reported a population of 437,700, expenditures of nearly \$9.8 million with 66.6% dedicated to personnel expenditures. The starting MLS salary reported for Omaha was \$36,409, top of the scale was \$58,977. Additionally, the Assistant Director salary was reported at \$67,271 and the Director salary at \$88,691.

The average starting salary reported in the St. Charles survey for an MLS librarian employed in a library with expenditures of \$8 million or more was \$33,820. Library Assistant Director salaries averaged \$80,985. Omaha is fairing well against its regional peers, with beginning librarian salaries 7% higher.

The Public Library Association, a division of the American Library Association, reported a mean beginning salary in FY2003 of \$34,230 for the population served range that Omaha would fall, 250,000 – 499,999. The high salary reported for this ranges was \$52,344. Compared with PLDS data, Omaha is still exceeding the mean of all responding libraries serving this population by 6%. However, when compared with the *ALA Survey of Librarian Salaries 2003* Omaha beginning librarian salaries are within tenths of a percent of comparable libraries. The ALA salary survey reported \$36,198 as the mean beginning salary for MLS staff for all libraries reporting. The survey also uses U.S. Census regions employed by NCES to analyze salary data, in addition to type of library and position.^{xi} The mean salary for all beginning librarians for the Great Lakes & Plains region was \$36,592; for large public libraries (serving 100,000 or more) the mean beginning librarian salary for the Great Lakes & Plains regions was \$36,769.

Omaha is doing slightly better (\$211, or +.6%) than the national mean beginning librarian salary, and slightly worse than beginning librarian salaries in large public libraries in its region (-\$360, or -1%). Although the regional comparison is broader for the ALA salary survey, it does provide reliable data for comparison against smaller regional studies such as the St. Charles example. These data prove reliable in budget and management planning activities.

Further comparison of Omaha Public Library salary expenditures with other public libraries against the following characteristics appears in Figure 4: population served within 10% of Omaha Public Library, and within 20% of “ALA-MLS staff per 1,000 population.” Total staff expenditures presented in Figure 4 includes benefits.^{xii} The eleven-library peer group average salary expenditure is 10% below that of Omaha Public Library, and 8% below that of total staff expenditures. However, when compared with total staff, Omaha falls behind the four top libraries in the peer group. Jefferson Parish (Louisiana) reported 241 total staff (51 ALA-MLS, 178 total librarians); Onandaga County Public Library reported 154 total staff (45 ALA-MLS, 54 total librarians); Virginia Beach Public Library reported 228 total staff (37 ALA-MLS); and, Fort Vancouver Regional reported 185 total staff (42 ALA-MLS). Simple division of total salary expenditures by number of staff reveals that Omaha Public Library spends

\$53,361.48 per staff member, while Fort Vancouver Regional spends \$36,716.36, or 32% more. Add to that benefits expenditures and Omaha Public spends \$66,982.29 per staff person while Fort Vancouver Regional spends \$49,248.26, or 26.5% more. It is clear that Omaha Public Library is heavy with MLS staff, while quite light on support staff unlike its peer libraries.

Figure 4. Salary Expenditures for Omaha Public Library Peer Libraries

Library Name	Salaries and Wages Expenditures	Total Staff Expenditures
Peer Group Average	\$4,789,408	\$6,077,504
OMAHA PUBLIC LIBRARY (Library of Interest)	\$5,282,787	\$6,631,247
MARICOPA COUNTY LIBRARY DISTRICT	\$4,570,910	\$5,441,807
SEMINOLE COUNTY PUBLIC LIBRARY SYSTEM	\$2,709,502	\$3,354,028
VOLUSIA COUNTY PUBLIC LIBRARY	\$4,496,725	\$5,915,751
JEFFERSON PARISH LIBRARY	\$6,186,764	\$7,644,792
WAYNE COUNTY PUBLIC LIBRARY	\$2,689,455	\$3,361,819
MONMOUTH COUNTY LIBRARY	\$4,358,823	\$5,803,132
ONONDAGA COUNTY PUBLIC LIBRARY	\$5,219,399	\$6,699,268
BUCKS COUNTY FREE LIBRARY	\$4,443,951	\$5,609,518
GREENVILLE COUNTY LIBRARY SYSTEM	\$4,534,581	\$5,696,569
VIRGINIA BEACH PUBLIC LIBRARY	\$6,680,849	\$8,214,933
FORT VANCOUVER REGIONAL	\$6,792,527	\$9,110,928

University of Nebraska – Lincoln and University of Oregon Libraries

The University of Nebraska – Lincoln (UNL) libraries reported serving a full time equivalent enrollment of 20,455 in the National Center for Education Statistics 2002 *Academic Libraries Survey*. The library has 9 branches, a staff of 160 (48 of whom were MLS and does not include student assistants), and reported annual expenditures of \$12.4 million (\$5.7 million for salaries and wages).^{xiii} UNL libraries reported in the Association of College and Research Libraries 2003 *Academic Library Trends and Statistics* total expenditures of \$12.8 million (\$5.7 million for salaries and wages), and total full-time equivalent staff of 154 (47 of whom were professional staff and does not include student assistants). The reduction in staffing between 2002 and 2003 was one professional and 5 support staff positions.

In fiscal year 2002 the University of Oregon libraries reported having 6 branch libraries, a total full time equivalent staff of 150 (55 of whom were MLS and does not include

student assistants), total operating expenditures of \$14,065,716 (nearly \$5.2 million for salaries and wages not including student wages), and FTE student enrollment of 18,393. In the 2003 ACRL study, the University of Oregon reported an increase in staffing to 157, with the increase appearing in support not MLS staff. Expenditures for professional and support staff was nearly \$5.7 million (not including student wages).

The *ARL Annual Salary Survey: 2003-2004* is the only other comprehensive study available for comparison of salaries in academic libraries against the *ALA Survey of Librarian Salaries*.^{xiv} The ARL study reported the median salary in U.S. ARL university libraries as \$53,859. The beginning salary at UNL libraries in FY2002 was \$34,500, and in FY2003 \$36,750. The median salary paid at the UNL libraries for FY2002 was \$49,897 and in FY2003 \$49,332. Nebraska was behind its peers in median salary in FY2004 by \$4,527, or 8.4%. There also is a drop in the reported median salary paid at the UNL libraries from FY2003 to FY2004, \$565 or -1.2%.

A closer comparison of UNL libraries with all academic libraries against three characteristics - within 20% of “librarians and other professional staff,” within 20% of “total staff,” and within 10% of “full time student enrollment” - yielded four peer institutions: University of Alabama, University of Missouri-Columbia, East Carolina University, and the University of Oregon.^{xv} Salary expenditures in fiscal year 2002 for UNL libraries and its’ peer institutions based on the characteristics outlined above are presented in Figure 5.

Library Name	Salaries/Wages: Librarians and Other Professional Staff	Salaries/Wages: All Other Paid Staff
Peer Group Average	\$2,542,421	\$2,457,369
UNIVERSITY OF NEBRASKA AT LINCOLN (Library of Interest)	\$2,552,991	\$2,569,375
UNIVERSITY OF ALABAMA	\$2,465,353	\$1,460,340
UNIVERSITY OF MISSOURI-COLUMBIA	\$2,538,763	\$2,796,653
EAST CAROLINA UNIVERSITY	\$2,284,590	\$2,613,818
UNIVERSITY OF OREGON	\$2,880,977	\$2,958,664

This comparison presents a slightly different picture of salary expenditures. Although a deeper comparison would be useful (e.g., total expenditures, collection size, etc.), when looking at staffing, salary and wage expenditures against full time enrollment UNL libraries fares a little better. Salaries for librarians and other professional staff exceed the average of the four peer institutions by nearly \$10,000, and UNL libraries are only surpassed by the University of Oregon. The University of Oregon reported the beginning librarian salary in FY 2002 of \$31,500 and \$33,000 in FY 2003 and reported the median salary paid in FY2002 as \$44,741 and \$45,458 in FY 2003. The University of Oregon

lags behind UNL by 11% in beginning librarian salary for FY 2003, and 9% in median professional salaries.

The 2003 ALA salary survey reported the mean beginning university librarian salary as \$36,999. For the Great Lakes & Plains region, the mean salary was \$37,282. The beginning librarian salary reported to ARL by UNL libraries fell below the mean national salary for this position by \$2,499, or 7%, and below the mean regional salary by \$2,782, or 7.5%. For the West and Southwest, the mean beginning librarian salary was \$35,993. The University of Oregon fell below this by 11% nationally and by 8.4% for the region. It also is interesting to see how each institution fared when compared with a representative national sample of university libraries.

We have presented data on library workforce and salaries, and now move to a review of operating expenditures and the impact of flat or slowly increasing budgets on staffing and salaries.

Library Expenditures on Personnel and Materials

Fluctuations in expenditures by type are already evident, as compared with the previous two decades. In August 2004 the Association of Research Libraries reported that electronic resource expenditures had grown by almost 400% between 1994-95 and 2001-02 to almost \$1.4 million. Further, electronic journals represent 26% of total serials expenditures. Although this is not representative of all libraries, it does demonstrate a clear trend by libraries to include electronic resources as part of its general collection. In the 2003 NCES study, public libraries reported spending approximately \$82 million for electronic materials, or 1% of total operating expenditures.

Looking at materials expenditures as a part of total library operating expenditures is one way of investigating the extent to which other components of an operating budget are impacted, such as expenditures for salaries and benefits. Another is to compare library salaries against wage gains or losses in other employment sectors, as was presented in Figure 1. Figures 6 and 7 present public library and academic library operating expenditures data for the period 1982-2004.

Figure 6: Public Library Operating Expenditures, 1982-2003				
Operating Expenditures (in thousands)				
Year	Staffing	Collections	Other	Total
1982	\$1,195,706	\$321,612	\$692,291	\$2,209,609
1989	\$2,329,629	\$592,822	\$811,464	\$3,733,915
1990	\$1,995,692	\$640,519	\$885,103	\$3,521,314
1991	\$2,754,349	\$665,886	\$903,703	\$4,323,938
1992	\$2,933,470	\$689,161	\$911,325	\$4,533,956
1993	\$3,072,134	\$705,697	\$926,815	\$4,704,646
1994	\$3,214,912	\$729,765	\$981,238	\$4,925,915

1995	\$3,391,814	\$789,158	\$1,045,243	\$5,226,215
1996	\$3,577,687	\$838,867	\$1,133,304	\$5,549,858
1997	\$3,766,515	\$890,373	\$1,200,833	\$5,857,721
1998	\$3,976,316	\$953,820	\$1,263,502	\$6,193,638
1999	\$4,244,477	\$1,014,695	\$1,372,823	\$5,718,768
2000	\$4,511,916	\$1,068,242	\$1,447,749	\$7,027,907
2001	\$4,845,852	\$1,150,890	\$1,574,902	\$7,571,644
2002	\$5,191,614	\$1,155,475	\$1,677,043	\$8,024,132
2003	\$5,407,979	\$1,140,681	\$1,665,887	\$8,214,547
Sources: National Center for Education Statistics. <i>Public Libraries in the United States</i> . 1981-1982, 1989 through 2003.				

Staffing expenditures include salaries and wages, but exclude benefits. Data listed for 1982 in "other" were detailed as equipment, computer costs, plant operation and maintenance, capital outlay, and other expenditures. Expenditures for materials in 1997 through 2003 included a separate category of "materials in electronic format." Staffing expenditures averaged 65% of the total operating budget, collections 14% and other expenditures 21% for the period 1982-2004.

Figure 7: Academic Library Operating Expenditures, 1982-2000				
Operating Expenditures (in thousands)				
Year	Salaries and Wages	Information Resources	Other	Total
1981-82	\$1,081,894	\$561,199	\$169,478	\$1,812,571
1984-85	\$1,156,138	\$750,282	\$233,957	\$2,140,377
1987-88	\$1,451,551	\$891,281	\$393,099	\$2,735,931
1988	\$1,451,551	\$891,281	\$427,242	\$2,770,074
1990	\$1,693,330	\$1,040,928	\$523,554	\$3,257,812
1992	\$1,889,367	\$1,197,292	\$473,075	\$3,559,734
1994	\$2,021,233	\$1,348,933	\$643,165	\$4,013,331
1996	\$2,147,841	\$1,499,248	\$654,724	\$4,301,813
1998	\$2,314,380	\$1,643,914	\$634,362	\$4,592,656
2000	\$2,517,271	\$1,866,590	\$642,081	\$5,025,942
Sources: National Center for Education Statistics. <i>Academic Libraries</i> 1988-2000, published biennially.				

National Center for Education Statistics. Digest of Education 1995.
Table 409. General statistics of college and university libraries:
1974-75 to 1991-92.
<http://nces.ed.gov/programs/digest/d95/dtab409.asp>

It is important to note that academic library salary data for 1981-1988 include fringe benefits. "Other" operating expenditures reported for 1988 and 1990 include equipment, preservation, postage, telecommunications, online database searches, contract computer services and other expenditures not reported elsewhere. "Other" operating expenditures reported for 1992-1996 include preservation expenditures.

On average, salaries and wages in academic libraries represent 52% of the operating budget, information resources 34%, and other expenditures 14%. Public libraries allocate 14% more of its operating budgets to pay salaries than do academic libraries, reporting 66% in fiscal year 2003. Academic libraries allocate 20% more for materials and 7% less on other expenditures than do public libraries. One can presume from these data, and from general management principles, that salaries and wages are somewhat fixed and materials and other operating expenditures are slightly more fluid. By fixed it is meant that libraries may be operating under collective bargaining agreements, or salary scales that are predetermined, fixing operating expenditures for the category "salary and wages" before materials and other operating expenditures are determined.

Detailed analysis of materials pricing increases, especially journal pricing, has been done by the Association of Research Libraries (ARL) in two reports: *Monograph & Serial Costs in ARL Libraries, 1986-2004* and *Expenditure Trends in ARL Libraries, 1986-2004*.^{xvi} The expenditures trend study indicates an increase in total operating expenditures by ARL member libraries of 103% for the period, with salary expenditures rising 122% and materials expenditures rising 206%. The Consumer Price Index rose only 73% for the same period, leaving ARL libraries outspending inflation by 30%. As we see salaries increasing, it certainly begs the question of a library's ability to maintain salary expenditures during a period of triple-digit inflation for materials.

ⁱ Association of Research Libraries (ARL). Annual Salary Survey 1995-1996, tables 3 and 12.
<http://www.arl.org/stats/salary/1995-96/intro.html>

ⁱⁱ _____. ARL Annual Salary Survey 2002-2003, table 3. <http://www.arl.org/stats/salary/1995-96/intro.html>

ⁱⁱⁱ _____. ARL Annual Salary Survey 2004-2005, table 2. <http://www.arl.org/stats/pubpdf/ss04.pdf>

^{iv} U.S. Department of Labor. Bureau of Labor Statistics. November 2003 National Occupational Employment and Wage Estimates. Education, Training, and Library Occupations.
http://www.bls.gov/oes/current/oes_25ed.htm#othersoc Quartile breakdowns for this occupational classification are available at <http://www.bls.gov/oes/current/oes254021.htm>

^v Public Library Association. Public Library Data Service. Statistical Report (1998-2003). Chicago : PLA.

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- ^{vi} Association of Research Libraries (ARL). Annual Salary Survey 1995-1996, tables 3 and 12. <http://www.arl.org/stats/salary/1995-96/intro.html>
- ^{vii} _____. ARL Annual Salary Survey 2002-2003, table 3. <http://www.arl.org/stats/salary/1995-96/intro.html>
- ^{viii} Association of College and Research Libraries (ACRL). *Statistical Summaries for Academic Libraries*, 2003. <http://www.ala.org/ala/acrlbucket/statisticssummaries/2003a/02statsummary.htm>
- ^{ix} National Center for Education Statistics. *Public Libraries I the United States Fiscal Year 2002 E.D. Tab.* March 2005. Washington, DC. Last accessed April 20, 2005. <http://nces.ed.gov/surveys/libraries/compare/index.asp?LibraryType=Public>
- ^x St. Charles City-County Library District. *Library Salary Survey 2003*. Last accessed April 19, 2005. http://www.win.org/library/library_office/reports/index.html
- ^{xi} National Center for Education Statistics. *Statistics of Public Libraries, 1977-1978*. (1982) Washington, D.C.
- ^{xii} National Center for Education Statistics. *Public Libraries Comparison Tool*. <http://nces.ed.gov/surveys/libraries/compare/Public.asp>
- ^{xiii} National Center for Education Statistics. *Academic Libraries Survey: 2002*. Washington, DC. The academic libraries peer comparison tool, where individual library data are available, is located at <http://nces.ed.gov/surveys/libraries/compare/Index.asp?LibraryType=Academic>
- ^{xiv} Association of Research Libraries. *ARL Annual Salary Survey 2003-2004*. (2004) Washington, DC. http://www.arl.org/arl/pr/salary_survey_03-04.html
- ^{xv} National Center for Education Statistics. *Academic Libraries Comparison Tool*. <http://nces.ed.gov/surveys/libraries/compare/Academic.asp>
- ^{xvi} Association of Research Libraries. *Monograph & Serial Costs in ARL Libraries, 1986-2004* <http://www.arl.org/stats/arlstat/graphs/2004/monser04.pdf> . *Expenditure Trends in ARL Libraries, 1986-2004*. <http://www.arl.org/stats/arlstat/graphs/2004/aexp04.pdf>