This survey requests annual salaries paid to full-time professional librarians, i.e., persons who have master's degrees from library and information studies programs accredited by the ALA. It is our expectation that each full-time professional librarian on your library's staff will fit into one of the six categories on this survey. Therefore, salaries for all full-time professional librarians should be reported.

Please report the actual salary paid to each full-time person as of April 1, 2005. Do not include benefits.

If two or more persons in a category have the same annual salary, you need not write the salary more than once. Instead, indicate the number of persons receiving the particular amount.

**SPECIAL NOTE FOR ACADEMIC LIBRARIES**

If services are contributed (i.e., the institution pays some expenses or an honorarium but not a true salary), please do not list the incumbent.

### PART I - SALARIES PAID TO BEGINNING LIBRARIANS

1. In the last six months, did you hire, for full-time work, one or more persons who have master's degrees from programs in library and information studies accredited by the ALA but no professional experience after receiving the degree?

   - [ ] Yes  *(List annual salaries below)*
   - [x] No  → *(SKIP TO QUESTION 2)*

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<tr>
<th>Annual Salary ($)</th>
<th>Number of Employees at that Salary</th>
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**Note: Do not repeat these salaries elsewhere in this survey.**
**PART II - SALARIES PAID TO EXPERIENCED LIBRARIANS**

**Director / Dean / Chief Officer***

2. List the salary of the chief officer of the library or library system.

   Annual Salary $ __________

**Deputy / Associate / Assistant Director(s)***

3. List annual salaries of persons who report to the Director and manage major aspects of the library operation (e.g., technical services, public services, collection development, systems/automation).

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**Department Heads / Coordinators / Senior Managers***

4. List annual salaries of full-time employees who supervise one or more professional librarians.

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<th>Number of Employees at that Salary</th>
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* Report only full-time staff with master's degrees from programs in library and information studies accredited by the ALA.

Do not repeat salaries from Part I.
Managers / Supervisors of Support Staff*

5. List annual salaries of persons who supervise support staff in any part of the library but do not supervise professional librarians.

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<th>Annual Salary ($)</th>
<th>Number of Employees at that Salary</th>
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Librarians Who Do Not Supervise*

6. List annual salaries of full-time staff who were not reported earlier and who do not have supervisory responsibilities.

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<th>Annual Salary ($)</th>
<th>Number of Employees at that Salary</th>
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* Report only full-time staff with master's degrees from programs in library and information studies accredited by the ALA.
PART III - SUPPLEMENTAL QUESTIONS

In 2005, the ALA Librarian Salary Survey is seeking to enumerate the number of full-time equivalent (FTEs) librarians with MLS degrees in various departments of libraries. Although collection of this information was formerly part of the ALA Salary Survey, it was discontinued in 1999 due to unavailability of personnel systems to report counts by position title.

Our expectation is that, over the last five years, information systems and agency reporting requirements have improved the capacity to quickly retrieve these data.

**Count of Full-Time Librarians**
7. Please list the number of full-time librarians with an ALA-accredited MLS degree in each category below, corresponding to functional areas of your library. If possible, please count individuals only once in the area of their primary responsibility (i.e., where the librarian works the largest number of hours per week).

<table>
<thead>
<tr>
<th>Library Administration</th>
<th>Number of F/T MLS Librarians</th>
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<tbody>
<tr>
<td>Head Librarian</td>
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<tr>
<td>Assistant Library Director</td>
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<table>
<thead>
<tr>
<th>Departments</th>
<th>Number of F/T MLS Librarians</th>
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</thead>
<tbody>
<tr>
<td>Acquisitions (include bibliographer, collection development)</td>
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<tr>
<td>Circulation</td>
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<tr>
<td>Reference: (include instruction, literacy, outreach, research, children’s, youth, adult services, reader’s advisory)</td>
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<tr>
<td>Special Collections (include archives, rare books, curators, historical collections)</td>
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<tr>
<td>Systems (include digital, information technology, web, access services)</td>
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<tr>
<td>Technical Services (include cataloging, serials, indexing, classification, ILS, metadata)</td>
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<tr>
<td>Other type of librarian (SPECIFY)</td>
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</table>

**Collective Bargaining Agreements**
8. Which of your library's employees are covered by a collective bargaining agreement? *(Check one for each employee group)*

<table>
<thead>
<tr>
<th>Type of Staff</th>
<th>All</th>
<th>Some</th>
<th>None</th>
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<tbody>
<tr>
<td>Librarians</td>
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<tr>
<td>Other Professionals</td>
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<tr>
<td>Support Staff</td>
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</table>
Compensation Strategies
9. Which compensation strategies do you use in your current pay system? (Check all that apply)

- Base plus Cost of Living Allowance (COLA)
  An adjustment to the base salary by a percentage that is assumed to match increases in costs for goods and services on a national, regional or local level, or account for changes in the market.

- Scale plus Cost of Living Allowance (COLA)
  A range of pay rates, from minimum to maximum, set for a specific pay grade, plus a cost of living adjustment.

- Cash Incentives
  Additional compensation used to motivate and reward employees for exceeding performance or productivity goals.

- Bonuses (Variable Pay)
  An incentive pay plan which awards employees compensation, in addition to their base salary, for achieving individual or group performance and productivity goals.

- Broadbanding
  A pay structure that consolidates existing job classifications and ranges into wider pay bands.

- Job-based or skill-based pay
  A salary differentiation system that bases compensation on an individual's education, experience, knowledge, skills or specialized training.

- Merit pay
  A compensation system whereby base pay increases are determined by individual performance.

- Other (SPECIFY)___________________________________________________________

Additional Forms of Compensation
10. Which additional forms of compensation, excluding benefits packages, does your library offer? (Check all that apply)

- Awards programs
- Compensatory time
- Conference attendance
- Membership dues
- Sabbaticals
- Team-based pay
- Other (SPECIFY)___________________________________________________________

ALA Salary Survey Usage
11. Does your library use the ALA Librarian Salary Survey? (Check one)

- Yes
- No  → (SKIP TO QUESTION 15)
- DON’T KNOW  → (SKIP TO QUESTION 15)
12. How does your library use the survey? *(Check all that apply)*

- [ ] To compare positions against salaries in similar institutions
- [ ] Budget preparation and hearings
- [ ] Conference attendance
- [ ] Establish salary ranges for positions
- [ ] Other *(SPECIFY)*

**Possible Factors for Future Surveys**

13. Which of the following data items would you like to see added to the ALA Librarian Salary Survey? *(Check all that apply)*

- [ ] Analysis of salary data by major metropolitan statistical area (MSAs, census designation for cities)
- [ ] Analysis of salary data by state
- [ ] Ethnicity of staff
- [ ] Gender distribution of staff
- [ ] Job descriptions
- [ ] Number of full-time equivalents (FTEs) staff
- [ ] Number of union versus non-union employees
- [ ] Salaries of part-time librarians
- [ ] Types of benefits offered
- [ ] Other *(SPECIFY)*

14. Would your library be willing to provide us with any of the above information to enrich the salary survey? *(Check one)*

- [ ] Yes
- [ ] No
- [ ] DON’T KNOW
**Library Support Staff Survey**

15. The ALA is also devising a Library Support Staff Salary Survey of paraprofessional workers in public and academic libraries. If the current and historical data from both the ALA Librarian Salary Survey and the Library Support Staff Salary Survey were available in electronic format, in a web-searchable database, would your library purchase access to it? (This database would allow users to search for specific criteria and generate a standard menu of charts and reports.) *(Check one)*

- Yes
- No
- DON’T KNOW

16. How much would your library be willing to pay per year for online access to the salary survey databases? *(Check one)*

- $200
- $300
- $400
- $500
- DON’T KNOW
- Other *(SPECIFY)* ____________________________