

Academic Librarians' Salaries

One out of every five librarians in American academic libraries was polled as to his current salary. Mean salary reported was \$8,425, although men's salaries generally were higher than salaries of women with similar qualifications. Salaries in church-related schools were below average, and those in junior colleges were above average. When salaries of male librarians are compared to those of male college professors and those of female librarians to those of female professors, the differences are not as substantial as they are normally assumed to be. Other useful comparisons are also reported.

THE LEVEL of librarians' salaries is an important indicator of the value society places on librarianship. During the present period, salary levels are rising, beginning salaries are higher for each new crop of library school graduates (the average beginning salary of \$7,300 reported for 1967 is \$2,200 higher than it was in 1960),¹ and attractive job openings are widely available.

Along with the apparent overall improvement, librarians are also becoming more concerned about their economic status. Long outdated minimum salary goals are presently being reformulated, and there are many other signs of activity on the economic front. While librarianship appears to be achieving a new recognition in contemporary society, this in turn may be serving to encourage librarians to expect higher rewards for the services they perform. Despite rising salary levels for the profession as a whole, however, salaries for

¹Carlyle J. Frarey and Richard S. Rosenstein, "Placement and Salaries in 1967: The Same Tune—in a Higher Key," *Library Journal*, XCIII (June 15, 1968), 2447.

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many of its members remain relatively low, and serious inequities continue to exist.

Data from a recent national survey of academic librarians (*Characteristics of Professional Personnel in College and University Libraries*, study performed pursuant to a contract from the U.S. Office of Education) make it possible to describe the salaries of this professional group in some detail. The study provides salary data by sex, age, experience, education and other variables; reports academic librarians' opinions of their salaries in terms of their professional experience; and considers the salaries of academic librarians in relation to those of other librarians and other academic faculty.

POPULATION, COVERAGE AND ANALYSIS

The survey was based on a two-stage stratified probability sample of approximately one out of every five individuals employed in professional positions in the more than two thousand college and university libraries in the United States in 1966-67. All types and sizes of higher educational institutions, both public and private, were represented in the sample.

In Stage I, 95 per cent of 580 sampled institutions supplied lists of all their professional staff. In Stage II, 2,251 individuals, or over 90 per cent of the 2,459 full-time personnel selected from the staff lists to receive a mail questionnaire, supplied salary information.

The following salary analysis excludes seventy of these respondents who work on a "contributed services" basis in church-related institutions, but it includes all others, regardless of whether they work on a 9-10 month or 11-12 month contract. The former constitute 14 per cent, and the latter 86 per cent of the 2,181 respondents who reported a specific basic annual salary figure. Since not all respondents who supplied salary information reported on all other items, such as years of professional experience and faculty rank, the totals may vary from one table to another. In each of the tables, salary data are reported for men and women separately, as well as for all librarians as a group. Of the total who reported salary, 37 per cent are men, and 63 per cent are women.

BASIC ANNUAL SALARY, 1966-67

The distribution of basic annual salaries for academic librarians in 1966-67 is shown in Table 1. The mean salary (aggregate salaries divided by the total number of respondents reporting) is \$8,425. The median salary is \$7,925 (half earn more and half earn less than this amount). The mean salary is higher than the median because a small minority earn exceptionally high salaries. Four per cent of the respondents earn \$14,000 or more, and the highest salary reported is \$28,000.

The salary reported most frequently (the mode) for men and for women is close to \$7,000. One-quarter of the respondents earn within \$500 of this amount, but this modal salary range (\$6,500-\$7,499) is reported more commonly by the women (29.9 per cent)

TABLE 1
ANNUAL SALARY (1966-67), BY SEX
(PER CENT DISTRIBUTION)

SALARY INTERVAL	TOTAL Per Cent	MEN Per Cent	WOMEN Per Cent
Under \$6,000	7.3	3.1	9.7
6,000-6,499	9.6	6.0	11.7
6,500-6,999	12.3	8.5	14.5
7,000-7,499	13.5	10.2	15.4
7,500-7,999	8.6	7.1	9.5
8,000-8,499	8.9	8.0	9.5
8,500-8,999	7.3	7.2	7.3
9,000-9,499	6.6	6.7	6.6
9,500-9,999	4.6	5.9	3.8
10,000-10,499	5.3	7.9	3.8
10,500-10,999	3.1	3.6	2.8
11,000-11,999	4.1	6.9	2.5
12,000-12,999	3.2	6.2	1.5
13,000-13,999	1.5	2.9	.7
14,000 and over	4.0	9.8	.7
Total	99.9	100.0	100.0
Base	2,181	802	1,379
Median	\$7,925	\$8,990	\$7,455
Mean	8,425	9,598	7,746

Note: Figures are based on both 9-10 month and 11-12 month salaries.

than by the men (18.7 per cent). Generally, the women tend to be most heavily concentrated at the lower ranges of the salary distribution. Slightly over half (51.3 per cent) of the women, compared to 27.8 per cent of the men, earn less than \$7,500. On the other hand, while about one-fifth of all the respondents earn \$10,000 or more, only 12.0 per cent of the women, compared to 37.3 per cent of the men, are in this upper salary grouping. The median salary for the men (\$8,990) is higher than the median salary for the women (\$7,455) by about \$1,500. The difference between the mean salaries of men and women (\$9,598 and \$7,746 respectively) is even greater.

CONTROL AND TYPE OF INSTITUTION

It is widely recognized that salaries in public institutions tend to be higher than in private institutions, both for library and other faculty. For librarians, however, data have not been available to describe the breakdown between pri-

TABLE 2
 MEDIAN ANNUAL SALARY BY CONTROL OF
 INSTITUTION WHERE EMPLOYED, BY SEX
 (PER CENT DISTRIBUTION)

CONTROL OF INSTITUTION	Per Cent	TOTAL		Per Cent	MEN		Per Cent	WOMEN	
		Median Salary	Per Cent		Median Salary	Per Cent		Median Salary	Per Cent
Public	59.3	\$8,390	60.8	\$9,390	58.4	\$7,965			
Private	40.7	7,252	39.2	8,550	41.6	6,959			
Private, Independent	24.7	7,395	24.9	8,605	24.6	7,110			
Private, Church- Related	16.0	6,999	14.2	7,790	17.0	6,685			
Total	100.0	\$7,922	100.0	\$8,991	100.0	\$7,454			
Base	2,181		802		1,379				

vate independent and private church-related institutions. As shown in Table 2, the median salary for librarians is lower in church-related institutions (\$6,999) than in private independent colleges and universities (\$7,395). The figure for public institutions, however, (\$8,390) is considerably higher than either of the above.

Salaries are more directly related to control of institution than they are to institutional type. Although it was unexpected to find that the median salary in two-year institutions is somewhat higher than it is in those of other types (Table 3), the differences between the median salaries in universities, teacher's colleges, and two-year institutions are relatively slight, and may be too small

to be statistically significant. The fact that the figure reported for two-year institutions is not considerably lower than it is, however, may be a reflection of the very rapid growth of public junior colleges within the recent period, spurred by greatly increased financial support.

SOME SALARY COMPARISONS

The library profession competes among other professions to attract able recruits, and college and university libraries compete with other types of libraries for trained personnel. If academic libraries seek to draw qualified personnel from the national manpower pool, salaries in these libraries must be on a comparable level with salaries in

TABLE 3
 MEDIAN ANNUAL SALARY BY TYPE OF INSTITUTION
 WHERE EMPLOYED, BY SEX
 (PER CENT DISTRIBUTION)

TYPE OF INSTITUTION	Per Cent	TOTAL		Per Cent	MEN		Per Cent	WOMEN	
		Median Salary	Per Cent		Median Salary	Per Cent		Median Salary	Per Cent
University	47.8	\$8,020	51.7	\$ 9,080	45.5	\$7,525			
Liberal Arts College	27.6	7,530	23.4	8,625	30.0	7,220			
Teacher's College "Other Prof. & Tech. School"*	9.8	8,280	9.9	9,070	9.7	7,999			
School*	5.6	7,665	6.2	8,835	5.2	7,215			
Two Year Institution	9.2	8,320	8.7	10,070	9.5	7,775			
Total	100.0	\$7,922	100.0	\$ 8,991	100.0	\$7,454			
Base	2,181		802		1,379				

* Includes independent technological, theological, fine arts, and other professional schools.

other libraries and with the earnings available in other professions. (For academic librarians who are part of the higher educational community, faculty salaries provide an additional yardstick for comparison.)

Referring to the "NEA Salary Goal which had been set in 1966 at \$8,000 a year for a classroom teacher with a Bachelor's degree and no experience . . .," Mary Gaver, a past president of the American Library Association, has urged that "beginning graduates with a Master's degree in Library Science receive a salary of \$8,500 a year."² The results of the present survey indicate, however, that of those 1,292 respondents reporting salary who hold the fifth-year MLS as their highest library degree, 64 per cent earn less than this amount, regardless of experience.

Nonetheless, academic librarians as a group seem to earn higher salaries than school and public librarians. In 1966-67, for example, the median salary for academic librarians in the present survey (\$7,925) was considerably higher than that for school librarians (\$6,708),³ and a review of existing data suggests that public librarians also are in a less favorable salary position. National salary data describing each of the separate portions of the library profession are not regularly available, and salary figures rapidly become out-of-date.⁴ It is there-

fore impossible to make precise statements describing salary differentials between one portion of the profession and another.

Meaningful comparisons between the salaries of academic librarians and other academic faculty are also difficult to make. Figures showing overall faculty salaries, for example, typically exclude the salaries of administrative personnel, whereas standard summary figures for librarians' salaries include the salaries of administrators (mainly chief librarians) as a matter of course. This has the effect of raising the apparent salary for librarians in comparison to other faculty. When chief librarians' salaries are included in the salary tabulations, the median figure (\$7,925) for academic librarians is somewhat higher than it is for this professional group (\$7,717) when chief librarians are excluded. It may be of interest to note here that the median salary of chief librarians alone is \$9,750 (Table 4).

Another point of difference between librarians and nonlibrary faculty is the varying length of their respective contract years. While faculty salaries generally are reported on a nine-month basis, most librarians are employed for eleven months. Furthermore, the salary reported by librarians employed on the 11-12 month contract is not commensurately higher than that reported by librarians employed on the 9-10 month contract (Table 5), whereas among other faculty, increments are probably more directly proportionate to the longer work year where this type of contract obtains. Differences in the nature of the sample selected, in the response totals, and in the way in which survey data are reported, are additional factors which should be considered when comparisons are made from one professional group to another.

Once aware of these qualifications, none of the available salary figures for academic faculty appear to be precisely

² Quoted in *Library Journal*, XCII (August 1967), 2713.

³ This figure is based on public school salaries. National Education Association, Research Division, *23rd Biennial Salary Survey of Public-School Professional Personnel, 1966-67: National Data*, Public-School Salaries Series, Research Report 1967-R11 (Washington, D.C.: The Association, 1967), p. 22.

⁴ Salary data from two recent consecutive surveys of state library consultants revealed, for example, that between 1965 and 1967 "some rather spectacular gains have been made." At the earlier date, only 12 per cent earned \$10,000 or more annually, while the more recent survey reported 44 per cent at this salary level. Marie Ann Long, "A Reconsideration of the State Library Consultant at Work," in *The Changing Role of State Library Consultants*, ed. by Guy Garrison, University of Illinois Graduate School of Library Science Monograph Series, No. 9. (Urbana, Ill.: University of Illinois Graduate School of Library Science, 1968), p. 7.

TABLE 4
 MEDIAN ANNUAL SALARY BY POSITION LEVEL, BY SEX
 (PER CENT DISTRIBUTION)

POSITION LEVEL	TOTAL		MEN		WOMEN	
	Per Cent	Median Salary	Per Cent	Median Salary	Per Cent	Median Salary
Chief Librarian	13.6	\$9,750	20.4	\$11,710	9.7	\$8,300
All Others	86.4	7,717	79.6	8,577	90.3	7,105
Assoc./Asst. Librarian	10.3	8,300	11.5	10,250	9.6	7,155
Dept./Div. Head†	36.7	8,600	37.7	9,450	36.1	8,065
Other Prof. Assistant	39.4	7,195	30.4	7,460	44.6	7,085
Total	100.0	\$7,925*	100.0	\$ 8,991*	100.0	\$7,453*
Base	2,178		802		1,376	

* Median for those reporting position level.

† Includes Heads of School, College, and Departmental Libraries.

comparable to the present ones for academic librarians. Certain generalizations are nonetheless possible, and it does seem reasonable to conclude that academic librarians earn less, on the average, than other faculty, although they are likely to work as much as two months longer. The mean salary for academic librarians in the present study (\$8,425), is considerably lower, for example, than the mean salary of \$10,354 reported by the AAUP for full-time faculty with and without professorial rank in 936 institutions.⁵ Similarly, the median salary of academic librarians (\$7,925) is lower than that reported by

the NEA for teaching faculty in degree-granting institutions for the preceding year. In 1965-66, "the median salary of all full-time faculty personnel is \$9,081."⁶

One particularly striking point is revealed by the additional comparative data for men and women, for this appears to explain some portion of the salary differential between academic librarians and other faculty. The NEA goes on to report, for example, that "as in other professions, the median salary of women faculty personnel, \$7,732, is lower than among men (\$9,275)."⁷

⁵ National Education Association, Research Division, *Salaries in Higher Education, 1965-66*, Higher Education Series, Research Report 1966-R2 (Washington, D.C.: The Association, 1966), p. 10. For 1967-68, the median figure is \$10,235. *Salaries in Higher Education, 1967-68*, Research Report 1968-R7, p. 9.

⁷ NEA Research Report 1966-R2, p. 10.

TABLE 5
 MEDIAN ANNUAL SALARY BY LENGTH OF CONTRACT, BY SEX
 (PER CENT DISTRIBUTION)

LENGTH OF CONTRACT	TOTAL		MEN		WOMEN	
	Per Cent	Median Salary	Per Cent	Median Salary	Per Cent	Median Salary
9-10 month	13.9	\$7,595	11.6	\$8,700	15.2	\$7,250
11-12 month	86.1	7,964	88.4	9,020	84.8	7,475
Total	100.0	\$7,919*	100.0	\$8,991*	100.0	\$7,451*
Base	2,164		792		1,372	

* Median for those reporting length of contract.

Among the academic librarians surveyed here one year later (differences in reporting date, length of contract, etc., should continue to be recalled), the median salary for women is \$7,455, compared to \$8,990 for the men. Thus, median salaries of academic faculty and of academic librarians correspond much more closely when men and women are considered separately than when each professional group is considered in the aggregate.

Nearly two-thirds of all academic librarians are women. In contrast, almost four-fifths of all faculty positions are held by men. Since women's salaries tend generally to be lower than those of men in all professions, the disproportionately high representation of women among librarians, and the disproportionately low representation of women among other faculty, serves to intensify the salary differential between librarians and other faculty when contrasted to one another as aggregate groups.

FACULTY RANK

The median salary of \$8,260 for librarians who hold faculty rank is higher than the median salary of \$7,537 for librarians without faculty rank (Table 6).

The corresponding figure for those with the rank of instructor (\$7,250) is in turn, however, somewhat less. Beginning at the level of assistant professor, median salary rises with rank to \$12,370 for those who are full professors.

Other survey data show that there is a strong association between formal teaching activities and faculty rank. It is not unexpected to find, therefore, that those librarians who teach formal courses tend to earn more than those who do not. The median salary for the former group is \$9,230, while the median salary for those with no formal teaching responsibilities (this group constitutes 86 per cent of 2,153 individuals reporting salary) is \$7,745.

In *The Academic Marketplace*, Caplow and McGee point to an interesting paradox. They claim that

For most members of the teaching profession, the real strain in the academic role arises from the fact that they are, in essence, paid to do one job, whereas the worth of their services is evaluated on the basis of how well they do another. . . . Most professors contract to perform teaching services. . . . When they are evaluated, however, either as candidates for a vacant position, or as candidates for promotion, the evaluation is made principally in terms of

TABLE 6
MEDIAN ANNUAL SALARY BY FACULTY RANK, BY SEX
(PER CENT DISTRIBUTION)

FACULTY RANK	TOTAL		MEN		WOMEN	
	Per Cent	Median Salary	Per Cent	Median Salary	Per Cent	Median Salary
Without Rank	49.2	\$ 7,537	45.6	\$ 8,730	51.3	\$7,285
With Rank	50.8	8,260	54.4	9,220	48.7	7,815
Instructor	20.8	7,250	16.6	7,540	23.3	7,130
Asst. Professor	16.5	8,765	18.8	9,160	15.1	8,535
Assoc. Professor	6.9	10,360	8.5	11,270	6.0	9,445
Professor	4.5	12,730	8.9	14,330	1.9	9,750
Has Rank, but not Specified*	2.1	7,750	1.6	9,000	2.4	7,333
Total	100.0	\$ 7,931†	100.0	\$ 8,983†	100.0	\$7,460†
Base	2,157		799		1,358	

* Includes Lecturers.

† Median for those reporting rank.

their research contributions to their disciplines.⁸

It seems particularly ironic, therefore, to note that although librarians are employed to perform library services, they seem to be evaluated, at least where salary or rank is concerned, on the basis of their formal teaching activities.

Some institutions have begun to take more seriously the librarian's educational role, to recognize the importance of this role regardless of formal classroom teaching responsibilities, and to bring librarians' salaries more closely into line with other faculty salaries. In some cases this recognition has resulted in part from the strong position taken by librarians themselves. At the City University of New York, where professional librarians have full faculty status, including faculty titles and salaries,⁹ the ". . . first library rank now carries the title Instructor with a salary range from \$8,100 to \$11,950." Even here, however, where librarians are "entitled to sabbatical leave, and all the other benefits and responsibilities of faculty membership," they are not entitled to equal annual vacation.¹⁰

⁸ Theodore Caplow and Reece J. McGee, *The Academic Marketplace* (New York: Basic Books, Inc., 1958), p. 82.

⁹ "Librarians Get Faculty Status at City University of New York," *Library Journal*, XCI (January 15, 1966), 219.

¹⁰ *Ibid.*, 220.

AGE

Table 7 shows that median salary by age reaches a high point of \$8,700 for those who are in their forties, drops off to \$8,375 for those who are in their fifties, and increases slightly to \$8,499 for those who are sixty and over. Thus, when all respondents are taken together, it appears that those who are in their forties tend to earn higher salaries than those who are older. Upon closer examination, however, it will be seen that a somewhat different pattern emerges when men and women are considered separately.

Among men, for example, the median salary is \$9,999 for those in their forties, but it rises to \$10,280 for those in their fifties, and to \$10,750 for those who are sixty and over. The corresponding figures for women are \$7,790, \$8,025, and \$8,150. Thus, median salary rises with age for both groups. Women tend to earn less than men at any corresponding age level, however, and salary differentials between men and women increase with age. For those under thirty, the differential in median salary between men and women is \$255, whereas for those who are sixty and over, the median salary differential is \$2,600. The disproportionately high representation of women and the disproportionately low representation of men in the upper age

TABLE 7
MEDIAN ANNUAL SALARY BY AGE, BY SEX
(PER CENT DISTRIBUTION)

AGE (YEARS)	TOTAL		MEN		WOMEN	
	Per Cent	Median Salary	Per Cent	Median Salary	Per Cent	Median Salary
Under 30	15.1	\$6,785	11.3	\$ 6,965	17.3	\$6,710
30-39	24.2	7,890	35.0	8,345	17.9	7,395
40-49	24.2	8,700	30.0	9,999	20.8	7,790
50-59	24.7	8,375	17.9	10,280	28.6	8,025
60 and over	11.8	8,499	5.8	10,750	15.4	8,150
Total	100.0	\$7,925*	100.0	\$ 8,991*	100.0	\$7,455*
Base	2,172		799		1,373	

* Median for those reporting age.

brackets are also factors which influence median salaries by age where men and women are considered in the aggregate.

PROFESSIONAL EXPERIENCE

Several previous studies have suggested that salaries of academic librarians do not keep pace with experience. Randall found among college librarians over thirty years ago, for example, that "in the group as a whole, there is no significant relationship between length of experience and salary."¹¹ More recently Morrison reported that "length of experience as reflected in the age of librarians at the time of the survey is virtually unrelated to salary."¹² While beginning salaries of recent library school graduates have been rising steadily, particular concern has been expressed about whether salaries increase thereafter with professional experience.¹³ Many respondents to the present study were similarly concerned and considered this a question of direct self-

interest. One of them, a woman department head with a professional degree and twenty-five years of professional experience, whose annual salary is just over \$9,000, wrote:

A lot more attention needs to be paid to the economic status of professional librarians, particularly to that of people like me, in the middle group between the beginners and the administrators. . . .

The survey findings appear to support the legitimacy of this claim, but in several respects the results are rather surprising.

Experience does pay, but just how much it pays depends on who is being described (Table 8). While the findings indicate a direct relationship between experience and salary, this relationship is stronger for the men than for the women. The median salary for all respondents rises from \$6,940 for those with less than five years of professional experience to \$9,205 for those with twenty or more years of professional experience. Among men, however, the figures are \$7,330 and \$12,570, respectively, compared to \$6,750 and \$8,745 for the women.

Salary differentials between men and women may be due in some measure to their differing educational qualifications.

¹¹ Perry D. Morrison, "The Career of the Academic Librarian" (unpublished PhD dissertation, University of California, 1961), p. 403.

¹² William M. Randall, *The College Library: A Descriptive Study of the Four-Year Liberal Arts Colleges in the United States* (Chicago: American Library Association and the University of Chicago Press, 1932), p. 62.

¹³ See, for example, John Weatherford, "The Price of Obsolescence," *Library Journal*, XCI (March 1, 1966), 1182.

TABLE 8
MEDIAN ANNUAL SALARY BY NUMBER OF YEARS
PROFESSIONAL EXPERIENCE, BY SEX
(PER CENT DISTRIBUTION)

NUMBER OF YEARS PROFESSIONAL EXPERIENCE	TOTAL		MEN		WOMEN	
	Per Cent	Median Salary	Per Cent	Median Salary	Per Cent	Median Salary
Under 5	33.0	\$6,940	35.5	\$ 7,330	31.6	\$6,750
5-9	20.2	7,965	23.0	8,950	18.6	7,465
10-14	14.3	8,930	17.2	10,235	12.6	8,080
15-19	11.6	8,955	11.7	10,750	11.6	8,275
20 and over	20.8	9,205	12.6	12,570	25.6	8,745
Total	99.9	\$7,920*	100.0	\$ 8,975*	100.0	\$7,455*
Base	2,155		795		1,360	

* Median for those reporting years of professional experience.

TABLE 9

RESPONDENTS WITH FIFTH YEAR MLS AS HIGHEST LIBRARY DEGREE AND
NON-LIBRARY BACHELOR'S AS HIGHEST "OTHER" DEGREE—MEDIAN
ANNUAL SALARY (11-12 Mo.) BY NUMBER OF YEARS
PROFESSIONAL EXPERIENCE, BY SEX
(PER CENT DISTRIBUTION)

NUMBER OF YEARS PROFESSIONAL EXPERIENCE	TOTAL		Per Cent	MEN		Per Cent	WOMEN	
	Per Cent	Median Salary		Per Cent	Median Salary		Per Cent	Median Salary
Under 2	19.2	\$6,660	15.5	\$ 6,825	21.5	\$6,605		
2-4	28.2	7,235	26.7	7,565	29.1	7,125		
Under 5	47.4	6,986	42.2	7,250	50.6	6,877		
5-9	26.6	8,090	29.5	8,770	24.8	7,680		
10 or over	26.0	9,070	28.3	10,165	24.6	8,525		
Total	100.0	\$7,515	100.0	\$ 8,345	100.0	\$7,270		
Base	854		329		525			

Among the men, for example, 87 per cent have at least the first professional library degree compared to 82 per cent of the women; and about one-third of the men, compared to one-fifth of the women, hold graduate degrees in other fields. While it was not possible to examine the salaries of men and women by every possible combination of professional and academic degree, that particular combination of degrees which was held most typically was selected for such analysis. Table 9 shows median salary by years of professional experience for those with a master's degree in library science and a non-library bachelor's degree. In order to eliminate the possible distorting effect on salary of the 9-10 month contract, Table 9 considers those on 11-12 month contract only.

This table shows that among those with the educational qualifications defined above, salaries increase with professional experience. Furthermore, men whose highest degree is the fifth-year master's in library science are likely to receive substantially higher rewards for experience than women with the equivalent education. Median salary differentials exist between men and women at all levels of experience; but here again, the gap in median salaries between the two groups widens as experience increases.

It is small wonder then, that women tend also to be more dissatisfied with their salaries as their experience increases, while among men the level of satisfaction with salary varies only slightly at each of several levels of experience (Table 10). It is also worth noting, however, that a large proportion of men (46.2 per cent) as well as women (49.3 per cent) considered that they were inadequately compensated for experience. In the light of other survey data which show that only 11 per cent are dissatisfied with their library careers generally, dissatisfaction with salary seems particularly widespread.

EDUCATION

Over 98 per cent of all the respondents have at least a bachelor's degree; five-sixths have at least the first professional library degree; and one-quarter hold advanced degrees in other fields, generally in combination with their library training. Altogether, nearly nine out of ten academic librarians hold either a professional library degree, a graduate degree in another field, or both.

Table 11 shows that median salary rises as the length of professional study increases. Caution must be urged in interpreting the specific figures however;

TABLE 10
 OPINION OF SALARY BY NUMBER OF YEARS PROFESSIONAL EXPERIENCE, BY SEX^o
 (PER CENT DISTRIBUTION)

CONSIDERS SALARY ADEQUATE	NUMBER YEARS PROFESSIONAL EXPERIENCE			
	Total Per Cent	Under 5 Yrs. Per Cent	5-14 Yrs. Per Cent	15 Yrs. & Over Per Cent
All Respondents				
Yes	51.9	58.8	49.9	46.8
No	48.1	41.2	50.1	53.2
Total	100.0	100.0	100.0	100.0
Base	2,129	709	738	682
Men				
Yes	53.8	55.0	51.9	55.2
No	46.2	45.0	48.1	44.8
Total	100.0	100.0	100.0	100.0
Base	796	280	322	194
Women				
Yes	50.7	61.3	48.3	43.4
No	49.3	38.7	51.7	56.6
Total	100.0	100.0	100.0	100.0
Base	1,333	429	416	488

^o The questionnaire item on which this table is based, read: "Relative to your professional experience, do you consider your salary adequate?"

TABLE 11
 MEDIAN ANNUAL SALARY BY HIGHEST PROFESSIONAL LIBRARY DEGREE, BY SEX
 (PER CENT DISTRIBUTION)

HIGHEST PROFESSIONAL LIBRARY DEGREE	TOTAL		MEN		WOMEN	
	Per Cent	Median Salary	Per Cent	Median Salary	Per Cent	Median Salary
None [‡]	16.4	\$ 6,905	12.8	\$ 7,800	18.5	\$6,695
First Professional Degree	77.4	7,980	80.7	8,920	75.5	7,495
Fifth Yr. Bachelor's in L.S.	17.7	8,585	10.8	11,130	21.7	8,265
Fifth Yr. Master's in L.S. Second Professional Degree (Sixth Yr. Master's in L.S.)	59.7	7,775	69.8	8,710	53.8	7,315
Doctorate in L.S.	5.5	9,940	4.8	11,670	5.8	9,390
Total	.8	15,600	1.8		.2	
Total	100.0	\$ 7,920 [†]	100.0	\$ 8,999 [†]	100.0	\$7,455 [†]
Base	2,165		796		1,369	

^o Median not calculated.

[†] Median for those reporting highest library degree.

[‡] This category includes the undergraduate degree in library science.

first, because the present library degree structure differs from that which prevailed earlier, and particular degree labels therefore represent particular levels of experience as well as levels of

training; and second, because some portion of the respondents in each category hold other advanced degrees in combination with their professional degrees, and this additional training may affect

the salary figures.* Furthermore, the number of persons (seventeen) reporting that they hold the library science doctorate is so small that the median salary figure derived from this group may not be entirely representative of others who hold this degree, but were not selected in the sample.

The figures are nonetheless suggestive. Indeed, the very fact that there are so few librarians with the doctorate in library science while the demand for them is great may provide one explanation for the exceedingly high median salary of \$15,600 which is tentatively reported here. This figure is considerably higher than the median salary for librarians with doctoral degrees in other fields. Based on sixty-three individuals

* It will be noted, for example, that the fifth-year bachelor's degree appears to be more highly rewarded than the fifth-year master's, both for men and for women. It is not clear, however, what portion of these differences may be due to the effect of experience (those with the bachelor's degree graduated earlier and have more professional experience), and what may be attributed to other non-library training. (A somewhat larger percentage of those with the BLS than of those with the MLS hold other graduate degrees in addition to their professional degrees.)

reporting, median salary for the latter group is \$10,500. The doctorate in library science appears, in contrast, to be particularly highly valued.

Although the median annual salary of \$15,600 (1966-67) for those with the library science doctorate can only be considered as suggestive (the number of persons reporting such degrees is minute), this salary compares favorably with those reported by the National Science Foundation for scientists with the PhD degree. Among PhD scientists employed full-time by educational institutions, the median salary for calendar year 1966 was \$12,800.¹⁴ Some of the individual fields for which corresponding median salary figures are reported are sociology (\$10,500), anthropology (\$11,000), physics (\$12,000), and mathematics (\$13,600), while the highest figures reported are for economics (\$14,000), and for "other fields" (\$14,800).¹⁵

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¹⁴ *Summary of American Science Manpower, 1966.* (Washington, D.C.: National Science Foundation, March 1968), p. 1.

¹⁵ *Ibid.*, p. 2-3.

