

FAST FACTS

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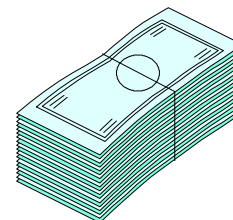
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ACADEMIC LIBRARIAN SALARIES IN COLORADO 1995-96

How well are academic librarians paid in Colorado? The answer to that question depends on the particular higher education institution and the type of librarian position. At many institutions,



librarians in many positions are paid well above average compared to regional and national norms, but others are not so well paid, and Colorado's highest salaries pale in comparison with top salaries in neighboring states and throughout the country.



This report presents the results of a recent LRS survey for selected positions and compares them with the high, mean (average), and median (middle) salaries reported in the West and Southwest and all U.S. regions in the 1995 edition of the **ALA Survey of Librarian Salaries**. The six types of positions covered by this report are: director, deputy/associate/assistant director, department/branch head, reference/public services librarian, cataloger and/or classifier, and beginning librarian. →



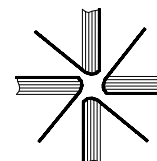
As in the ALA survey report, salaries for directors are categorized by level of institution: university, four-year college, and two-year college. Because salaries for most other positions are neither widely reported nor particularly dependent upon the level of institution, they are not broken down in that way.

→ While this report focuses on the positions for which regional and national norms are available, the LRS survey included some additional positions (e.g., acquisitions librarian, government documents librarian, interlibrary loan librarian, systems librarian) and academic ranks (e.g., professor, associate professor, assistant professor). The modest responses received to these additional items have already been shared with the responding libraries, but are available to others on request. Contact Louise Conner, LRS Administrative Assistant, at the address or fax number given below or by calling 303.866.6906 or sending an e-mail message to Conner_L@cde.state.co.us.

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UNIVERSITY LIBRARY DIRECTOR

The majority of Colorado's university library directors earn above-average salaries compared to regional and national norms. But, the state's highest-paid university library directors have a long way to go to match the nation's top salaries for such positions.



Highlights

- Colorado's two highest-paid university library directors earn only two-thirds as much as the highest such salary reported nationwide.
- One third of those who direct university libraries in the state earn less than the regional average.
- One fourth of the state's university library directors earn less than the national average.
- Only two directors of Colorado university libraries earn salaries in the bottom half of such salaries nationally.

Table 1. University Library Director Salaries, 1995-96

Institution	Annual Salary
<i>All Regions, 1995, High</i>	\$162,948
<i>West and Southwest, 1995, High</i>	\$123,900
University of Colorado at Boulder	\$108,293
Colorado State University	\$107,500
Auraria Campus	\$90,262
University of Colorado Health Sciences Center (Denison)	\$89,860
University of Colorado Law School	\$88,886
University of Northern Colorado	\$85,000
University of Denver	\$84,900
University of Colorado at Colorado Springs	\$72,750
<i>West and Southwest, 1995, Mean (Average)</i>	\$70,281
United States Air Force Academy	\$68,906
<i>West and Southwest, 1995, Median (50th percentile)</i>	\$66,352
<i>All Regions, 1995, Mean (Average)</i>	\$65,475
Regis University	\$64,800
<i>All Regions, 1995, Median (50th percentile)</i>	\$62,408
Colorado School of Mines	\$61,800
University of Southern Colorado	\$57,614



FOUR-YEAR COLLEGE LIBRARY DIRECTOR

Like their university counterparts, directors of Colorado's four-year college libraries are paid well relative to regional and national averages. But, the highest salary reported in this category falls far short of the top salaries for such positions in the region and the nation.

Highlights

- The top four-year college library director's salary is less than 65 percent of the top salary reported for such directors nationwide and less than 70 percent of the top salary reported from the West and Southwest states.
- All three Colorado state colleges pay their directors salaries above the regional and national norms.
- Only Nazarene Bible College (the only private institution reporting in this category) pays its director a salary that falls in the bottom half of such salaries for the region and the nation.

Table 2. Four-Year College Library Director Salaries, 1995-96

Institution	Annual Salary
<i>All Regions, 1995, High</i>	\$92,250
<i>West and Southwest, 1995, High</i>	\$86,400
Fort Lewis College	\$59,280
Western State College	\$51,500
Mesa State College	\$50,000
<i>West and Southwest, 1995, Mean (Average)</i>	\$45,495
<i>All Regions, 1995, Mean (Average)</i>	\$45,230
<i>All Regions, 1995, Median (50th percentile)</i>	\$42,000
<i>West and Southwest, 1995, Median (50th percentile)</i>	\$41,355
Nazarene Bible College	\$30,000

TWO-YEAR COLLEGE LIBRARY DIRECTOR

By far the poorest paid directors are those for two-year college libraries. While such directors tend to be better-paid than their counterparts at four-year colleges nationwide, the reverse is true in Colorado.



Highlights

- Of the community colleges reporting, only Front Range Community College (Westminster) pays its library director a salary in the top half of such salaries nationwide.
- This “top” salary, however, is barely 72 percent of the high salary reported from West and Southwest states and less than 55 percent of the nation’s high salary in this category.
- All of Colorado’s community college library directors receive salaries below the norms for the region.

Table 3. Two-Year College Library Director Salaries, 1995-96

Institution	Annual Salary
<i>All Regions, 1995, High</i>	\$89,333
<i>West and Southwest, 1995, High</i>	\$68,047
<i>West and Southwest, 1995, Median (50th percentile)</i>	\$50,766
<i>West and Southwest, 1995, Mean (Average)</i>	\$49,558
Front Range Community College (Westminster)	\$49,029
<i>All Regions, 1995, Median (50th percentile)</i>	\$47,520
Aims Community College	\$40,000
Lamar Community College	\$38,291
Colorado Mountain College (Timberline campus)	\$38,024
Trinidad State Junior College	\$38,000
Northeastern Junior College	\$37,500
Morgan Community College	\$35,000
Front Range Community College (Larimer campus)	\$32,430



DEPUTY/ASSOCIATE/ASSISTANT DIRECTOR

Statewide, salaries for deputy, associate, and assistant directors of academic libraries compare favorably to regional and national norms. Notably, however, the two lowest salaries were reported by institutions in the Colorado Springs area.

Highlights

- n The top salary reported for a deputy, associate, or assistant director of an academic library in Colorado is only 77 percent of the high salary reported for this position regionally and only 67 percent of the high salary nationally.
- n All state institutions in this category, except the University of Colorado at Colorado Springs, pay these “number two” positions above the national or regional norms.
- n The salary of the second-in-command of libraries at the U.S. Air Force Academy falls below most national and regional norms, but is just barely in the top half of salaries for such positions nationally.
- n The University of Colorado at Colorado Springs reported the only “number two” salary in the bottom half of such salaries nationally.

Table 4. Deputy/Associate/Assistant Director Salaries, 1995-96

Institution	Annual Salary
<i>All Regions, 1995, High</i>	\$107,200
<i>West and Southwest, 1995, High</i>	\$92,784
Colorado State University	\$71,835
Auraria Campus	\$63,500
University of Colorado at Boulder	\$62,734
University of Northern Colorado	\$56,610
University of Colorado Health Sciences Center (Denison)	\$56,456
<i>West and Southwest, 1995, Mean (Average)</i>	\$56,159
<i>All Regions, 1995, Mean (Average)</i>	\$55,153
<i>West and Southwest, 1995, Median (50th percentile)</i>	\$54,691
United States Air Force Academy	\$54,278
<i>All Regions, 1995, Median (50th percentile)</i>	\$53,690
University of Colorado at Colorado Springs	\$51,867

DEPARTMENT HEAD/BRANCH HEAD

Salaries of department and branch heads at Colorado's academic libraries vary significantly in relation to regional and national norms.



Highlights

- The state's highest reported salaries for department or branch heads (notably, at one public and one private institution) are only about one-third of the top salaries reported for those positions nationally.
- Department and branch heads on the University of Colorado at Boulder and Auraria campuses are paid at levels falling below the regional average and in the bottom half of such salaries nationally, but their salaries are just barely in the top half regionally.
- At the University of Northern Colorado, these positions receive salaries in the bottom half of salaries reported for such positions in the West and Southwest.
- Salaries of department and branch heads at Mesa State College and Front Range Community College (Westminster) are below all regional and national norms.
- The University of Denver (one of only two private institutions reporting on these positions) ranks last in this category behind all other reporting colleges and universities.

Table 5. Department Head/Branch Head Salaries, 1995-96

Institution	Salary		
	Low	High	Average
<i>All Regions and West and Southwest, 1995, High</i>			\$146,000
Regis University	\$47,220	\$54,852	\$52,633
Colorado State University	\$40,213	\$57,221	\$49,716
<i>West and Southwest, 1995, Mean (Average)-- University</i>			\$45,849
University of Colorado Health Sciences Center		\$52,460	\$45,769
United States Air Force Academy	\$35,578	\$55,432	\$45,500
<i>All Regions, 1995, Median (50th percentile)-- University</i>			\$44,614
University of Colorado Law	\$41,290	\$47,840	\$44,565
<i>West and Southwest, 1995, Mean (Average)</i>			\$44,388
University of Colorado at Boulder	\$33,845	\$51,967	\$43,790
Auraria Campus	\$38,375	\$49,236	\$43,558
<i>West and Southwest, 1995, Median (50th percentile)</i>			\$42,984
University of Northern Colorado	\$30,600	\$59,225	\$42,181
<i>All Regions, 1995, Mean (Average)</i>			\$42,176
<i>All Regions, 1995, Median (50th percentile)</i>			\$41,304
Mesa State College	\$34,600	\$43,520	\$38,100
Front Range Community College (Westminster)	\$27,245	\$48,698	\$38,000
University of Denver	\$35,673	\$36,085	\$35,879



REFERENCE/PUBLIC SERVICES LIBRARIAN

In Colorado, salaries for reference or public services librarians--the front-line information professionals--fall into two groups. The top third of such salaries fall modestly above the norms for the West and Southwest, while the bottom two-thirds fall short of those norms by as much as 50 percent.

Highlights

- Academic libraries reporting the state's top four average salaries for reference or public services librarians are paying only about half of the high salary reported in the West and Southwest and only 40 percent of the high salary nationally.
- Thirteen out of 17 Colorado institutions report salaries for reference and public services librarians below regional norms.

Table 6. Reference/Public Services Librarian Salaries, 1995-96

Institution	Salary		
	Low	High	Average
<i>All Regions, 1995, High</i>			\$99,368
<i>West and Southwest, 1995, High</i>			\$85,680
United States Air Force Academy	\$35,578	\$46,249	\$41,913
University of Northern Colorado	\$30,600	\$59,225	\$40,229
University of Colorado Health Sciences Center		\$45,459	\$40,022
Regis University	\$32,294	\$45,811	\$39,052
<i>West and Southwest, 1995, Mean (Average)</i>			\$37,400
<i>West and Southwest, 1995, Median (50th percentile)</i>			\$36,945
University of Colorado Law			\$36,721
Colorado State University	\$30,000	\$41,459	\$36,260
Colorado School of Mines			\$35,400
University of Colorado at Colorado Springs	\$30,233	\$41,661	\$35,260
University of Colorado at Boulder	\$27,500	\$40,863	\$34,651
Western State College	\$27,000	\$42,520	\$33,780
Fort Lewis College			\$33,250
Auraria Campus	\$27,700	\$41,283	\$32,530
University of Southern Colorado	\$26,988	\$33,491	\$30,913
University of Denver	\$26,500	\$32,906	\$29,505
Colorado Christian University	\$21,000	\$38,000	\$27,500
Aims Community College	\$21,000	\$27,000	\$24,000
Mesa State College	\$22,000	\$25,000	\$23,500

CATALOGER/CLASSIFIER

The lowest-paid group of librarians in the state, according to the results of this survey, is catalogers and classifiers.



Highlights

- Each of the four highest average salaries reported for catalogers and classifiers (all from state institutions) is just over half of the top salary reported nationally.
- Two-thirds of Colorado's academic libraries pay catalogers and classifiers salaries averaging below regional norms.
- Nine out of 14 institutions reporting pay an average cataloger/classifier salary of less than \$35,000 annually.

Table 7. Cataloger/Classifier Salaries, 1995-96

Institution	Salary		
	Low	High	Average
<i>All Regions, 1995, High</i>			\$74,533
<i>All Regions, 1995, High--University</i>			\$70,801
University of Colorado Health Science Center			\$43,144
United States Air Force Academy	\$35,578	\$46,249	\$41,913
Western State College			\$39,090
Colorado State University	\$36,957	\$42,527	\$38,988
University of Colorado Law			\$38,317
<i>West and Southwest, 1995, Average (Mean)</i>			\$37,160
<i>West and Southwest, 1995, Median (50th percentile)</i>			\$36,935
Fort Lewis College			\$36,037
University of Denver	\$28,287	\$38,859	\$34,253
University of Northern Colorado	\$30,600	\$59,225	\$33,600
University of Colorado at Colorado Springs			\$33,150
University of Colorado at Boulder	\$26,000	\$39,116	\$32,407
Auraria Campus			\$31,815
University of Southern Colorado			\$30,095
Aims Community College	\$21,000	\$27,900	\$27,900
Colorado Christian University	\$21,000	\$38,000	\$27,500
Colorado School of Mines			\$27,000



BEGINNING LIBRARIAN

New library school graduates cannot expect to begin their careers in Colorado earning very competitive salaries.

Highlights

- Only three Colorado institutions report paying beginning librarians annual salaries in the low \$30's--just above the average for the West and Southwest (only a little over \$29,000).
- Eight out of 11 institutions report starting salaries below the regional average.
- Six out of 11 institutions report starting salaries in the bottom half of such salaries regionally.

Table 8. Beginning Librarian Salaries, 1995-96

Institution	Annual Salary
<i>All Regions and West and Southwest, 1995, High</i>	\$90,000
United States Air Force Academy	\$32,846
University of Northern Colorado	\$30,600
Colorado State University	\$30,000
<i>West and Southwest, 1995, Mean (Average)</i>	\$29,259
Fort Lewis College	\$29,000
Auraria Campus	\$28,975
West and Southwest, 1995, Median (50th percentile)	\$28,243
University of Colorado at Colorado Springs	\$27,000
University of Colorado at Boulder	\$26,000
University of Southern Colorado	\$26,000
Colorado School of Mines	\$25,500
Trinidad State Junior College	\$23,000
Colorado Christian University	\$22,000