

# 2012 Academic Librarian Salaries: The West & Southwest Region Remains Competitive

ED3/110.10/No. 319

October 21, 2013

As the country slowly recovers from the latest economic recession, librarians and future librarians are looking to salary comparisons to better understand their current and potential earnings. This Fast Facts uses the 2012 American Library Association-Allied Professional Association (ALA-APA) Salary Survey<sup>1</sup> data to compare average academic librarian salaries in the West and Southwest region, which includes Colorado (see box below), with national averages. The comparisons are broken down by job category and type of educational institution.<sup>2</sup>

## Administrative Positions

Not surprisingly, university library directors and deans were the highest paid academic librarians in 2012. In the West and Southwest, university library directors earned an average salary of \$138,774 (see Chart 1), which was 2 percent higher than the national average. Similarly, library directors at four-year and two-year colleges in the West and Southwest region earned higher average salaries when compared with national averages, by 8 percent and 12 percent respectively. Deputy directors at universities

### The West and Southwest region includes the following states:

Alaska	Nevada
Arizona	Oklahoma
California	Oregon
Colorado	Texas
Hawaii	Utah
Idaho	Washington
Montana	Wyoming
New Mexico	

and four-year colleges in the West and

Southwest also fared well when compared to national averages, with average salaries that were 7 percent and 1 percent higher, respectively. However, deputy directors at two-year college libraries in the West and Southwest region had a lower average pay; at \$49,823, these librarians earned about 6 percent less than the national average.

### The ALA-APA Salary Survey

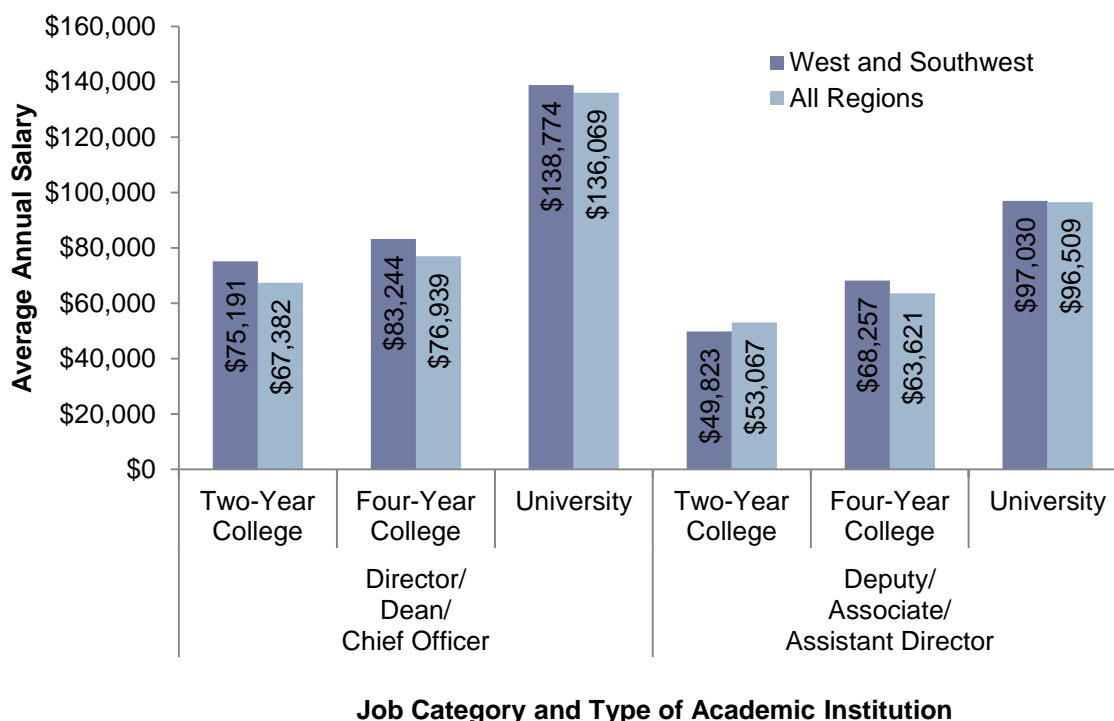
The ALA-APA Salary Survey is provided to ensure that librarians, those hiring them, and those interested in the field will have accurate information about salaries earned by librarians in particular positions and library types. The survey includes data regarding positions requiring an ALA-accredited master's degree and excludes salaries less than \$22,000 "in keeping with a long-standing practice of the Librarian Salary Survey" (Swader, p. 59).

<sup>1</sup> Swader, L. (2012). *2012 ALA-APA Salary Survey: Librarian—Public and Academic*. Chicago, IL: American Library Association-Allied Professional Association.

<sup>2</sup> Definitions of job categories and institution types are available in the 2012 ALA-APA Salary Survey (<http://ala-apa.org/improving-salariesstatus/resources/ala-apa-librarian-and-library-worker-salary-surveys/>).



**Chart 1**  
**Average 2012 Director & Deputy Director Salaries in the West & Southwest Regions Compared to All Regions**



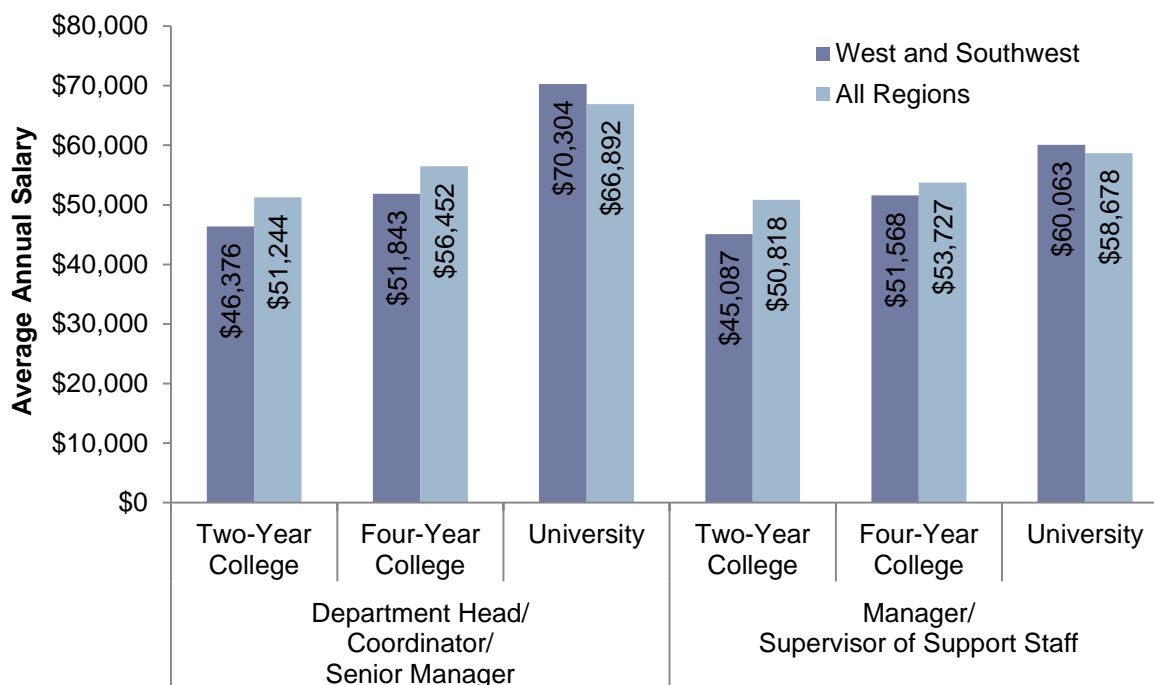
### Middle Management Positions

Both department heads and managers at Western and Southwestern university libraries had higher average salaries than the national averages, earning 5 percent more and 2 percent more, respectively (see Chart 2). In contrast, department heads and managers at two- and four-year college libraries in the West and Southwest made less, on average, than the national averages. Department heads at two-year colleges in this region made nearly 10 percent less than the national average, and library managers made 11 percent less in average salary. At four-year college libraries in the West and Southwest region, the average department head's salary was 8 percent below the national average, while the average manager's salary was 4 percent less.

For more detailed data, including state and other regional data and quartiles, please reference the 2012 ALA-APA Salary Survey. It is available at the ALA store ([online](#) or in [print](#)) or at a library near you.



**Chart 2**  
**Average 2012 Department Head & Manager Salaries in the West & Southwest Region Compared to All Regions**



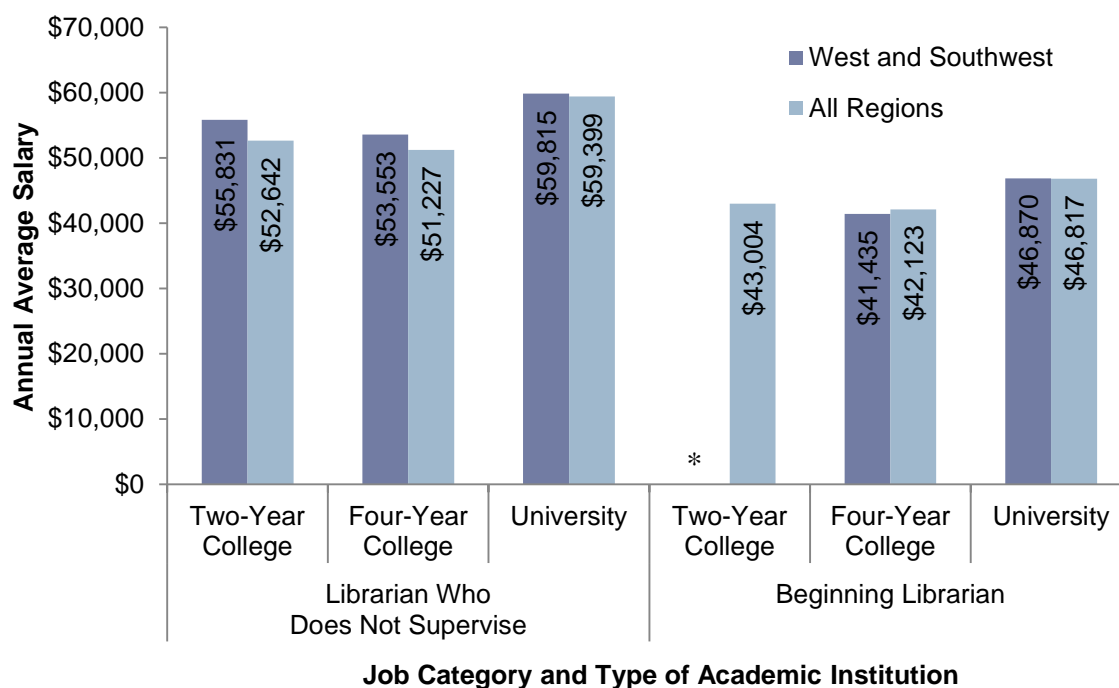
**Job Category and Type of Academic Institution**

**Early Career Positions**

With the exception of two-year colleges, national and regional average salary differences began to level out at non-supervisory librarian and beginning librarian positions (see Chart 3). The average salaries of early-career librarians at four-year colleges and universities were close, with regional differences of less than \$2,400. Meanwhile, early-career librarians at two-year colleges in the West and Southwest did better than the national average, earning an average salary of \$55,831 for non-supervisory positions, which was 6 percent higher.



**Chart 3**  
**Average 2012 Non-Supervisory & Beginning Librarian Salaries in the West & Southwest Region Compared to All Regions**



\*Insufficient data for this job category/academic institution type.

### Summary of 2012 Results

These survey results indicate that librarians in the West and Southwest tend to do better than the national average in terms of average salaries; however, the disparity in average pay widens or narrows in accordance with institution type and position. No matter what job category, university librarians in the West and Southwest earned higher average salaries than the national averages. Their regional colleagues in middle management at two- and four-year colleges earned less when compared to the national average salaries for these positions. Librarians in the West and Southwest out-earned the total average for all regions in 11 of the 17 comparisons reported in this Fast Facts.

#### ABOUT THIS ISSUE

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