AALL Recruitment to Law Librarianship 2008
By the Numbers

SALARY

Median annual earnings of librarians in May 2006 were $49,060. The middle 50 percent earned between $39, 250 and $60, 800. The lowest 10 percent earned less than $30, 930, and the highest 10 percent earned more than $74, 670.
Occupational Outlook Handbook, 2008-09 Edition, U.S. Department of Labor, Bureau of Labor Statistics, Bulletin 2700, available at http://www.bls.gov/oco/print/ocos068.htm

Librarian: Median Pay: National: $51, 400
Reported in U.S. News & World Report, Librarian: Executive Summary, Marty Nemko, posted December 19, 2007, data provided by PayScale.com, available at http://www.usnews.com/articles/business/best-careers/2007/12/19/librarian-executive-summary.html

AALL Salary Survey Summary

Average starting salary

Academic reference,		
mean less than 2 years	51, 413.	median 51, 313.
Academic technical,		
mean less than 2 years	39, 744.	median 31, 767.
Law firm reference,		
mean less than 2 years	50, 026.	median 48, 000.
Law firm technical,		
mean 2-5 years	48, 623.	median 46, 000.
County reference,		
mean 2-5 years	43, 043.	median 47, 400.
County technical,		
mean 16 years or more (no relevant data available)		
Total mean	$46, 570.	Total median $44, 896.

Directors might earn over

Academic, mean	141, 675.	Academic, median	139, 000.
Law firm, mean	99, 582.	Law firm, median	90, 100.
County, mean	85, 140.	County, median	80, 583.
Total mean	$108, 799.	Total median	$103, 228.

Private Firm/Corporation, Reference/Research Librarian, Less than 2 years median $48,000, 2 – 5 years median $58,000.

Private Firm/Corporation, Technical Services/Cataloging Librarian, 2-5 years median $46, 000, 6-10 years median $52,000, plus a median bonus of $2,800 after five years.

Academic Library, Reference/Research Librarian, Less than 2 years median $51, 313, 2-5 years median $52,090.

Academic Library, Technical Services/Cataloging Librarian, Less than 2 years $31, 767, 11-15 years median $57, 850.

State/Court/County Libraries, Reference/Research Librarian, 2-5 years median 40, 000, 6-10 years median $43, 268.

State/Court/County Libraries, *Computer Automation Librarian (aka Intranet Manager), 2-5 years median $46, 380, 6-10 years median $67, 600.

*Computer automation librarian was used in the example rather that technical services librarian or cataloging librarian because all reported technical services/cataloging librarian salaries where for employees who had been working 16 years or longer. Survey available for members at http://www.aallnet.org/members/pub_salary07.asp.

MONEY FOR OBTAINING EDUCATIONAL CREDENTIALS

IMLS Librarians for the 21st Century program is awarding more than $20 million to support almost 3,900 library science students at 35 universities.
Remarks by First Lady Laura Bush, 2006 American Library Association Conference, Ernest N. Morial Convention Center, New Orleans, LA, IMLS Librarians for the 21st Century, available at http://www.imls.gov/news/speeches/062606.shtm

AALL Scholarships
http://www.aallnet.org/services/scholarships.asp

Chapter Websites with Possible Scholarship Opportunities
http://www.aallnet.org/chapter/chapters.asp

ALA-Accredited Graduate Programs in Library Science
http://www.ala.org/ala/accreditation/lisdirb/lisdirectory.cfm

ALA-Accredited Graduate Programs in Library Science with Law Library Classes or Joint MLS/JD Classes
http://www.aallnet.org/committee/rllc/resources/lawlib-state.asp

JOB OUTLOOK

Growth and Replacement

More than 2 out of 3 librarians are aged 45 or older, which will result in many job openings over the next decade as many librarians retire.

Occupational Outlook Handbook, 2008-09 Edition, U.S. Department of Labor, Bureau of Labor Statistics, Bulletin 2700, available at http://www.bls.gov/oco/print/ocos068.htm

9.84 % projected percent increase by 2016 for librarians employed in legal services. National Employment Matrix, employment by industry, occupation, and percent distribution 2006 and projected 2016, 25-4021 Librarians, 541100, Legal services, available at available at http://www.bls.gov/oco/print/ocos068.htm

Overall, BLS (Bureau of Labor Statistics) predicts that library employment will increase by 15.5 % between 2002 and 2012; but relative increases in library employment are greater as one descends the job hierarchy. Over that period, library assistant jobs will increase by 21.7%; library technician jobs, by 16.8%; and librarian jobs by 10.2%.
Racial and Ethnic Diversity of U.S. Library Workers, Keith Curry Lance, American Libraries, May 2005, p. 41, 43. Also available at www.lrs.org/documents/fastfacts/224_Labor_Market.pdf.

In 2005, a Government Performance Project study reported that more than 25 states will experience huge employee turnover in the next decade and beyond as aging public servants retire. In general, state governments in New England and the mid-Atlantic will be most severely affected by the looming retirement wave. Rocky Mountain states will generally feel the least impact.
Aging to Take Toll on State Workforces, Kathleen Murphy, April 1, 2005, available at http://www.stateline.org/live/ViewPage.action?siteNodeId=136&languageId=1&contentId=22518

The number of credentialed law librarians increased 27 percent between 1990 and 2000. Yet the profession experienced a decline of 3 percent for credentialed librarians in the under 35 age range and a decline of 41 percent in the 35 to 44 age range.
Diversity Counts, Denise Davis and Tracie Hall, Office of Statistics and Office of Diversity, American Library Association, revised January 2007, available at http://www.ala.org/ala/ors/diversitycounts/diversitycounts_rev0.pdf

Diversity

Another critical recruitment variable, one that is particularly key for the aging library profession, is the age shift in the U.S. population. The minority youth population will more than double from 1995 to 2050, while the non-minority youth population will decline.
North American Demographic Shifts and the Implications for Minority Librarian Recruitment, DeEtta Jones, ARL Director of Diversity Initiatives, available at http://taxpayeraccess.org/bm~doc/demograph.pdf

By 2005, 18 percent of young library professionals were members of minority groups, compared to 12 percent of older professionals. But clearly there is room for improvement, given that the most recent data show that minority students make up 23 percent of the graduates of library-degree programs.

Chronicle of Higher Education, Stanley Wilder, Chronicle Careers, Vol. 53, Issue 25, p. C1, February 23, 2007, available at http://chronicle.com/weekly/v53/i25/2500101.htm