As legal information professionals’ roles and work environments continue to change, it has become more important than ever to provide useful information for budgeting and salary negotiations. Since 1993, the AALL Biennial Salary Survey has been the only source for comparable and comprehensive salary information for academic, firm/corporate, and government law libraries. Here are key takeaways from the 2019 survey.

The AALL Salary Survey provides mean and median annual salary data for 24 positions for academic law libraries, 18 positions for firm/corporate law libraries, and 26 positions for government law libraries. Job position descriptions were provided for reference in order to ensure consistency in the data reported. Salary data are broken out by many different characteristics, including location, number of people supervised, education, and years of experience. Additional breakouts specific to each library type are also included. Furthermore, firm/corporate law libraries include annual bonus paid and academic libraries include tenure and teaching information.
Directors and hiring managers at 760 law libraries was invited to participate in the web-based survey. In total, 446 surveys were completed—an overall response rate of 58.7 percent. Within this total, 138 were academic (a 66.3% response rate); 225 by firm/corporate (a 60.6% response rate); and 83 by government law libraries (a 45.9% response rate).

CHARACTERISTICS
Annual survey data for 2,657 individuals were reported for two types of positions—professional (1,735) and paraprofessional (922). Paraprofessional positions vary by library type and include senior library assistant, library assistant/paraprofessional, library clerk, library technician, computer technician, and administrative assistant.

More than half (54.6%) of the professionals included in the survey worked in academic, while another three in ten (30.9%) were in firm/corporate; and 14.5 percent were in government law libraries.

The largest percentage of professional respondents (30.6%) was located in the Mid-Atlantic region. East North Central (15.1%) was the next most frequently cited region, followed by the Pacific (14.0%), and South Atlantic (10.2%). No reports were sent to or received from libraries outside the U.S.

Most all professionals (99.4%) held a BA/BS. More than four in 10 respondents (43.2%) held an MLS without a JD, and 40.8 percent had both an MLS and a JD. Another 13.9 percent has earned an MA or MS, and 5.7 percent had a JD but no MLS. Only 1.1 percent has earned a PhD, and 3.0 percent held “other” degrees.

In addition, 45.9 percent had 16 or more years of professional library experience, while another 14.6 percent had 11-15 years of experience. Only 4.4 percent had less than two years of professional library experience.

INFORMATION BUDGETS
Participants were asked to report the annual information budget by hard copy items (books, serials, microforms, etc.) and electronic information (online databases, etc.). The 2019 average total information budget for the 446 libraries that provided their budget information was $1,318,199, which is higher than the average reported for 2017 ($1,164,751) and 2015 ($1,021,943). By extrapolating the average budgets by library type to the full sample size, the libraries surveyed budgeted approximately $1,001,831,240 in 2019 for electronic and print information.

Firm/corporate law libraries had the highest average information budget ($2,041,624), followed by academic. Firm/corporate law libraries allocated only 21 percent of their information budget in 2019 to hard copy, whereas academic and government dedicated 49 percent and 62 percent, respectively.

The 2019 estimated total information budget for all libraries increased 8.5 percent, when compared to 2017. This follows the increase in 2017 of 4.1 percent when compared to 2015. When compared by library type, the government law library estimated total information budget was lower than reported in 2017 but was still 9.6 percent higher than in 2015.

INFORMATION BUDGET
Average Information Budget Per Library

<table>
<thead>
<tr>
<th>Type of Law Library</th>
<th>Hard Copy</th>
<th>Electronic</th>
<th>Total Information Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>$484,370</td>
<td>$506,064</td>
<td>$990,434</td>
</tr>
<tr>
<td>Government</td>
<td>$264,156</td>
<td>$158,742</td>
<td>$422,898</td>
</tr>
<tr>
<td>Firm/Corporate</td>
<td>$428,143</td>
<td>$1,613,480</td>
<td>$2,041,624</td>
</tr>
</tbody>
</table>

METHODOLOGY
The web-based questionnaires were created by AALL and Association Research, Inc. (ARI) based on prior surveys with recommendations from AALL’s Economic Status of Law Librarians Committee, which received feedback from AALL special interest sections representing each of the library types. ARI, an independent survey research firm serving nonprofit clients exclusively, carried out the survey research. ARI performed all data collection, tabulation, and analysis while maintaining complete confidentiality throughout. All salaries reported are annual (and/or annualized) and effective as of July 1, 2019. Data were suppressed if there were fewer than five individuals reporting in order to avoid disclosing any individual salaries. The number of responses received enables reliable and valid characterization of the three main library types.
STAFFING
The average number of professionals per library was 4.6 in 2019, which is lower than the 5.5 in 2017, and 5.1 in 2015, but still higher than reported for 2013. The average number of paraprofessionals per library for all libraries was 2.8, which is lower than reported for 2017 (3.0), but higher than in 2015 and 2013; 2.4 and 2.5, respectively.

The average number of full-time equivalent (FTE) students in 2019 was 611, slightly higher than reported in 2017 (599) and 2015 (606). The average number of full-time faculty remains consistent with years past. The 2019 ratio of library staff to students (FTE) and full-time faculty increased compared to years past. The 2019 ratio of library professionals to students (FTE) is lower than reported in the past three surveys. Firm/corporate law libraries reported an average of 121 attorneys per firm/corporate law departments and an average of 3.2 library professionals per firm. The ratio of library professionals to attorneys was 1:56 and was 1:47 for library staff to attorneys.

Billable hours the library worked during 2018 ranged from a low of 451 hours for firm/corporate law libraries with 41-90 attorneys, to a high of 7,470 hours for those with 451 or more attorneys.

These graphs show collection trends from 2009 to 2019.
**HOW MANY PROFESSIONALS?**
Ratio of Professionals to Paraprofessionals (FTE)

<table>
<thead>
<tr>
<th>Type of Law Library</th>
<th>2019</th>
<th>2017</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Libraries</td>
<td>1 to 1.6</td>
<td>1 to 1.6</td>
<td>1 to 1.8</td>
</tr>
<tr>
<td>Academic</td>
<td>1 to 0.7</td>
<td>1 to 0.7</td>
<td>1 to 0.8</td>
</tr>
<tr>
<td>Government</td>
<td>1 to 1.5</td>
<td>1 to 1.9</td>
<td>1 to 2.3</td>
</tr>
<tr>
<td>Firm/Corporate</td>
<td>1 to 3.0</td>
<td>1 to 2.4</td>
<td>1 to 2.8</td>
</tr>
</tbody>
</table>

**Academic Libraries**
- □ +2.77% associate/deputy/assistant directors
  - 2017: $95,532
  - 2019: $98,175
- ¡ +2.99% reference/research librarians
  - 2017: $70,842
  - 2019: $72,961
- ¡ +7.46% instructional/reference/research librarians
  - 2017: $70,725
  - 2019: $76,000
- □ +4.45% technical services librarian
  - 2017: $67,085
  - 2019: $70,072

**Firm/Corporate Law Libraries**
- □ +8.64% solo librarians
  - 2017: $81,000
  - 2019: $88,000
- -0.8% director/chief librarians*
  - 2017: $125,000
  - 2019: $124,000
- ¡ +2.4% reference/research librarians
  - 2017: $81,980
  - 2019: $84,000

**Government Law Libraries**
- □ +4.06% director/chief librarians**
  - 2017: $92,935
  - 2019: $96,711
- ¡ +5.90% reference/research librarians
  - 2017: $60,385
  - 2019: $63,948
- ¡ +4.44% electronic services librarians
  - 2017: $76,596
  - 2019: $80,000

* a.k.a., head librarian/library manager/information manager/manager of library services
** a.k.a., state law librarian/circuit librarian/county law librarian

*Numbers may not add up due to rounding.*

**HOW MANY STAFF?**
Average Number of Staff Members (FTE)

<table>
<thead>
<tr>
<th>Type of Law Library</th>
<th>Academic Law Library</th>
<th>Government Law Library</th>
<th>Firm/Corp. Law Library</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional</td>
<td>7.5</td>
<td>3.7</td>
<td>3.2</td>
</tr>
<tr>
<td>Paraprofessional</td>
<td>4.8</td>
<td>3.6</td>
<td>1.2</td>
</tr>
<tr>
<td>Students/Clerks</td>
<td>4.8</td>
<td>0.8</td>
<td>0.1</td>
</tr>
<tr>
<td>Total Library Staff</td>
<td>17.2</td>
<td>8.0</td>
<td>4.5</td>
</tr>
</tbody>
</table>

**MEDIAN ANNUAL SALARY**
Changes since the 2017 AALL Salary Survey

*VIEW THE FULL REPORT AT bit.ly/AALLSalary*