

# MAHSLIN SALARY SURVEY 2014

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## MAHSLIN Board:

Meaghan Muir, Boston Children's Hospital

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Jane Natches, Tufts University

Jeanie Vander Pyl, Cape Cod Hospital

Pam Hastings, McLean Hospital

And contributor: Margo Coletti, Beth Israel Deaconess Medical Center

# What is your annual salary? (Overall results)

Responses	Mean	Median	Minimum	Maximum
62*	\$71,687	\$68,875	\$38,750	\$171,429

\*note there were 62 responses total. Not all answers will total 57 due to incomplete answers or RI respondents.

# How many years have you been in your current position?

	Responses	Mean	Median	Minimum	Maximum
0-10 Years	34	\$71,273	\$66,637	\$42,500	\$171,429
11-20 Years	12	\$72,660	\$72,000	\$38,750	\$101,000
20+ Years	9	\$71,951	\$70,000	\$57,000	\$92,310

# How many years have you been working as a librarian?

	Responses	Mean	Median	Minimum	Maximum
0-10 Years	18	\$62,440	\$57,773	\$38,750	\$171,429
11-20 Years	14	\$67,819	\$66,199	\$56,000	\$82,819
21+ Years	23	\$81,661	\$77,000	\$57,000	\$131,806

# What type of library do you work in?

	Responses	Mean	Median	Minimum	Maximum
Academic	18	\$69,216	\$65,500	\$44,681	\$120,000
Hospital (non-teaching)	12	\$70,258	\$67,469	\$38,750	\$131,806
Hospital (teaching)	21	\$75,475	\$72,654	\$42,500	\$171,429
Other	4	\$67,201	\$67,628	\$57,547	\$76,000

# What best describes your title or area of responsibility?

	Responses	Mean	Median	Minimum	Maximum
Director/Manager	19	\$78,257	\$74,286	\$56,000	\$171,429
Department Head/ Assistant or Associate Director	6	\$78,708	\$72,050	\$61,400	\$120,000
Reference Librarian/ Clinical Librarian	9	\$67,694	\$64,398	\$48,000	\$86,809
Solo Librarian	8	\$73,232	\$69,229	\$38,750	\$131,806
Other (includes Technical services (2) & Systems Librarian (1))	13	\$60,656	\$62,418	\$43,000	\$76,000

# Do you supervise anyone?

	Responses	Mean	Median	Minimum	Maximum
Yes	28	\$74,981	\$72,050	\$38,750	\$131,806
No	27	\$68,270	\$63,000	\$42,500	\$171,429

# Does your institution support your professional development?

	Responses	Percent
Fully	15	27.27%
Partially	39	70.91%
Not at all	1	1.82%

What type of professional development does your institution support? Check all that apply.

Answer Options	Response Count
Paid professional membership	32
Paid Conference Registration	46
Pay for Professional Classes or Courses	42
Travel Expenses	35
Other	5



# In your library or organization, what compensation strategy is used to determine pay increases?

Answer Options	Response Count*
Merit Pay	24
Negotiated by union	4
Job or skill-based	10
All employees receive the same % across the board	25
Market	4
Don't Know	5
Other	2

\*respondents could choose more than one response

In your library or organization, what compensation strategy is used to determine pay increases?

**Other (please specify)**

- Bi-annual scheduled increases
- Determined by state budget, revenue, economics.

# Are you a member of AHIP?

Answer Options	Response Percent	Response Count
Yes	25.5%	14
No	74.5%	41

# Are you pursuing an AHIP Membership?

Answer Options	Response Percent	Response Count
Yes	4.5%	2
No	95.5%	42

# Does your institution require an AHIP membership?

Answer Options	Response Percent	Response Count
Yes	1.8%	1
No	98.2%	54

# Does your institution value AHIP designation?

Answer Options	Response Percent	Response Count
Yes	34.8%	16
No	65.2%	30

# Does your institution value AHIP designation?

## Comments

- It's written into my job description (by me). Not valued by the institution, but valued by the department.
- Never comes up whether do or don't.
- Unknown (4)
- Administratively (hospital) they do not know what that is. We of course as librarians know but CEO level here do not.
- My organization doesn't know what AHIP is. Even though I am not involved in AHIP, I take and really value many of the courses offered, especially through NMLM.
- One librarian (out of 7 on staff) is an AHIP member. This has never seemed to confer any particular benefit in our institution.
- They don't care.
- Academic Library so AHIP not required. Am a board certified health care professional and that is valued by Faculty and Students. Have second Master's degree in Health Education which adds value to the quality of my services.

# How can MAHSLIN help you?

## Comments

- Help us prove the value of medical library services and collections. Keep the great education and networking opportunities coming.
- More opportunities to network face-to-face, maybe set up smaller, interest groups to communicate during the year. It's difficult to get to know other members, so need at least one other opportunity for even an annual social - even something way smaller than the annual meeting. So its there for those who might be interested.
- Hold more educational programs.
- Support more technology-related continuing education. Consider having a second meeting (perhaps 1/2 day) to bring an additional speaker (CE program) to Massachusetts. Provide sponsorship for those serving on the board, i.e., pay for membership and the annual meeting for those who volunteer - this may inspire more people to volunteer.
- I would like to see support for cultivating more flexible work arrangements in our field.
- Continuing education opportunities are invaluable for both job enrichment and for staying marketable.
- Specific to this survey, it will be useful to see how my salary compares to peers to see if I am being compensated appropriately.
- This salary survey will be VERY helpful. Have used SLA salary survey in the past, so will be glad to have one more specific to my geographic area and work area.



# How can MAHSLIN help you?

## Comments

- Have a ce course as an offering at the annual meeting and make the other part of meeting shorter, just the morning for instance.
- CE on 21st century practices, help us build skills for the future.
- Push MLA and NLM to track the issues with online resources for a) comparison in purchasing decisions and in training ourselves and end-users - differentiating ourselves from IT to keep our jobs; and b) pushing for industry changes to create search capability that enables doctors to find answers within the short time they have, without their having to memorize the peculiar gotchas of each resource a la Johns Hopkins - to help us put ourselves out of a job
- It's very difficult to say anything here since IMHO we librarians don't know who we are and what function we serve. Teaching administrators how we can contribute to the changing information climate is a wily task when one's administrators are people who probably NEVER particularly used or valued any type of library services in their lives.
- Educational programs - they provide networking opportunities, informational updates and promotes skill enhancement.
- Appreciate programs but hard to get to by public transportation so have not attended for about 8 years.

# How can MAHSLIN help you?

## Comments

- Would like to see more general programs that provide value to libraries other than in a hospital
- I LOVE the new ebooks. Would also love to see similar journal subscriptions that focus on medical libraries. Maybe some webinars for common skillsets, too?
- Not much in the area of compensation. We (librarians) are at the lowest rung on the state's academic pay ladder, even among other state schools and their compensation to librarians. I don't see that changing anytime soon. I hope this can help others, though.
- Provide good statistical information broken down by library type (academic vs hospital, etc) with salary info, very crunchy detail with some analysis and explanatory remarks.
- Advocate for legislation/regulatory compliance that would require hospitals to have onsite libraries staffed by professional librarians in order to be licensed or accredited.
- Resource sharing - consortium pricing for more resources
- Prof development--and it would be nice to know how this salary compares to others!
- This survey is a great start!

# Additional Comments

## Comments

- One question not asked -- have you experienced any mandated reduction in hours, or pay & benefits reduction? Over the last 4 years my salary has been reduced by 25%, and the reduction of hours has made me ineligible for several benefits.
- Nice survey; well done
- Thanks for doing this! How about a workshop on grant writing?
- Add question re: cost of health insurance paid for by employer to see the total cost of the position to the institution
- I am at the end of my career. Otherwise I probably would seek academic librarianship where, in the past, I had the most opportunity and status/respect.
- MAHSLIN and its members are awesome.
- Keep up the good work. Thanks.
- Thanks for doing this!

# Additional Comments, continued

## Comments

- I am a paraprofessional librarian.
- Good idea for survey.
- It would have been good if for the first two questions if there were a note as to what number to put for having been a librarian/in current position for less than a year.
- Times are tough. I see new employees hired at very low salaries due to the economy. We are expected to be happy just to have a job with barely a cost of living pay increase, even when we earn all Exceeds Expectations and Outstanding on our Performance Reviews.
- I'm glad you are doing this.
- I used a national salary survey tool to justify a pay increase. I did get a raise, but not nearly the mean salary listed on (I think) Jobstar, forget what tool I accessed... Was told I was valued as an employee, but the provided numbers were not considered to be reflective (!). Discouraging experience. I need better numbers, from this state, broken down very carefully by library type, and bed size and # of employees would have been helpful to aid comparison.

# Salary Resources: Massachusetts Labor and Workforce Development

- <http://lmi2.detma.org/lmi//Occupationinfo.asp?AreaType=01&area=000025&Occ=254021> (Accessed March 3, 2015)

## Occupational Information

### Librarians

in

### Massachusetts

Administer libraries and perform related library services. Work in a variety of settings, including public libraries, educational institutions, museums, corporations, government agencies, law firms, non-profit organizations, and healthcare providers. Tasks may include selecting, acquiring, cataloguing, classifying, circulating, and maintaining library materials; and furnishing reference, bibliographical, and readers' advisory services. May perform in-depth, strategic research, and synthesize, analyze, edit, and filter information. May set up or work with databases and information systems to catalogue and access information.

### Occupational Wages

Area	Year	Annual Mean Wage	Annual Median Wage
Massachusetts	2013	\$65,460	\$63,700

### Occupational Projection

Area	Estimated 2012 Employment	Projected 2022 Employment	Projected Employment Change
Massachusetts	4550	4890	340

### Occupational Employment by Industry Sector

Staffing pattern data May - 2013

Industry	Estimated Employment	Mean Annual Wages
Information	140	\$50,750
Professional and Technical Services	90	\$67,550
Educational Services	2,730	\$72,400
Health Care and Social Assistance	80	\$54,010
Public Administration	1,600	\$55,290
Public Administration - Local	1,560	\$55,130

# Salary Resources: Medical Library Association, Compensation and Benefits Survey 2012

Salary by US census divisions,\* US respondents (full- and part-time)

Census Region/Division	# of responses	P10	P25	P50 (median)	P75	P90	Average
<i>Region 1: Northeast</i>							
New England	66	\$34,805	\$50,000	\$64,000	\$80,000	\$89,689	\$65,345
Middle Atlantic	106	49,000	55,650	66,000	85,947	102,606	70,650
<i>Region 2: Midwest</i>							
East North Central	104	40,000	48,000	59,802	69,999	87,000	60,686
West North Central	46	37,800	44,645	57,000	72,000	79,200	79,788
<i>Region 3: South</i>							
South Atlantic	105	39,200	48,000	59,000	72,442	97,962	63,553
East South Central	24	40,000	41,500	50,960	68,675	76,229	55,338
West South Central	53	38,110	45,000	60,000	70,018	88,863	60,532
<i>Region 4: West</i>							
Mountain	39	45,500	50,000	60,000	70,000	89,600	62,643
Pacific	84	46,465	56,000	71,360	71,804	99,550	71,327
<b>TOTAL</b>	<b>627</b>	<b>\$41,120</b>	<b>\$50,000</b>	<b>\$60,697</b>	<b>\$75,000</b>	<b>\$93,071</b>	<b>\$64,605</b>

\* Note: States included in US census regions are noted on page 5 of this report. US territories are not included in standard census regions.

# Salary Resources: Medical Library Association, Compensation and Benefits Survey 2012

Salary by type of institution, US respondents (full- and part-time)

Institution type	# of responses	P10	P25	P50 (median)	P75	P90	Average
Academic medical center / medical school	163	\$45,560	\$51,500	\$61,366	\$75,354	\$109,222	\$69,308
Business / industry (not library vendor)	13	45,000	57,000	65,000	80,600	96,920	69,993
College / university	30	42,900	45,750	52,930	64,250	79,016	58,329
Government (not military or VA)	7	*	68,936	93,000	96,948	*	84,401
Hospital, non-teaching	112	34,150	44,865	55,622	67,369	75,000	55,306
Hospital, teaching	174	52,772	51,000	60,269	77,428	89,000	63,418
Medical or health sciences association or society	20	52,772	59,250	76,700	89,500	98,800	75,722
Nursing / allied health	17	41,200	48,000	54,000	67,000	83,200	58,935
Specialty health library	15	34,000	36,480	45,000	57,350	68,800	47,424
VAMC / Dept. VA / naval / army / other military	51	48,000	64,000	75,000	82,622	93,111	72,785
Vendor of library materials / services	6	*	47,950	74,250	94,887	*	72,408
Other types	21	40,000	50,000	70,000	77,100	95,600	70,443
<b>TOTAL</b>	<b>629</b>	<b>\$41,000</b>	<b>\$50,000</b>	<b>\$60,697</b>	<b>\$75,000</b>	<b>\$93,111</b>	<b>\$64,595</b>

\* Responses from categories with four or fewer participants, where such participants could possibly be identified, are not reported and responses in categories with five to nine respondents may have only partial reporting. Whenever data is available but unreported, data has been replaced with an asterisk.

# Salary Resources: Medical Library Association, Compensation and Benefits Survey 2012

Salary by job status, US respondents (full- and part-time), non-academic positions

Institution type	# of responses	P10	P25	P50 (median)	P75	P90	Average
Library or information specialist / professional	203	\$35,000	\$44,000	\$56,000	\$66,500	\$77,000	\$55,830
Supervisor, management level	151	49,038	60,000	72,040	85,500	98,900	73,142
Supervisor, non-management level	29	46,600	54,500	63,000	76,000	83,055	64,707
Support staff	4	*	*	42,088	*	*	49,919
Other position	20	32,800	46,474	57,433	70,282	75,221	56,926
<b>TOTAL</b>	<b>407</b>	<b>\$39,437</b>	<b>\$49,292</b>	<b>\$60,320</b>	<b>\$75,000</b>	<b>\$89,000</b>	<b>\$62,881</b>

\* Responses from categories with four or fewer participants, where such participants could possibly be identified, are not reported and data has been replaced with an asterisk.



# Salary Resources: Medical Library Association, Compensation and Benefits Survey 2012

Salary by primary area of responsibility, US respondents (full- and part-time)

Primary area of responsibility	# of responses	P10	P25	P50 (median)	P75	P90	Average
Access/circulation services	16	\$35,850	\$41,000	\$52,000	\$68,475	\$70,801	\$53,152
Administrative staff	12	48,840	68,100	80,428	91,500	105,721	78,993
Assistant/associate director	18	60,600	68,125	75,840	84,750	103,427	79,480
Chief information officer (CIO)	1	*	*	*	*	*	*
Collection management /technical services	52	38,173	45,750	57,500	67,083	77,900	57,853
Consumer health	16	38,884	41,200	57,350	70,250	79,750	58,421
Department or division head	64	51,050	60,000	75,540	89,150	106,078	75,809
Director of the medical library	135	52,293	65,500	80,000	95,001	116,200	82,185
Education/instruction services	62	40,000	46,000	53,000	62,910	67,900	54,179
Embedded / liaison librarian / Informationist	49	40,800	47,500	54,000	64,000	77,200	56,571
Media/AV services	4	*	*	*	*	*	*
One-person or solo librarian (OPL) / multiple responsibilities	195	34,400	46,200	57,700	68,000	75,467	56,920
Reference/information services	91	40,000	45,250	58,000	69,012	77,000	57,754
Research services	62	36,048	48,125	56,170	67,248	81,900	57,884
Self-employed / consultant	5	*	*	40,000	*	*	50,464
Systems/computing services	12	40,500	46,164	55,930	65,500	71,500	55,606
Vendor representative	4	*	*	*	*	*	*
Web/Internet services	10	36,920	45,000	53,000	70,050	80,250	54,390

\* Responses from categories with four or fewer participants, where such participants could possibly be identified, are not reported and responses in categories with five to nine respondents may have only partial reporting. Whenever data is available but unreported, data has been replaced with an asterisk.

# Salary Resources: Medical Library Association, Compensation and Benefits Survey 2012

Salary by years of experience, US respondents (full- and part-time)

<b>Years of experience</b>	<b># of responses</b>	<b>P10</b>	<b>P25</b>	<b>P50 (median)</b>	<b>P75</b>	<b>P90</b>	<b>Average</b>
1 year or less	13	\$38,368	\$40,000	\$48,000	\$55,000	\$62,000	\$49,060
2 to 3 years	29	31,200	40,000	45,000	52,000	56,400	45,574
4 to 7 years	97	38,464	43,160	49,000	56,000	67,282	50,613
8 to 10 years	51	43,000	48,500	53,500	63,875	75,000	55,575
11 to 15 years	61	39,800	47,840	58,344	68,888	85,000	58,885
16 to 20 years	79	47,680	56,630	65,000	75,840	88,143	66,799
21 to 25 years	64	46,272	54,638	63,000	74,250	87,700	66,028
26 to 30 years	66	52,968	59,337	72,500	80,840	107,404	74,239
31 to 35 years	74	43,776	57,556	70,860	86,618	101,830	73,189
More than 35 years	95	51,000	62,000	77,000	92,000	105,560	79,119
<b>TOTAL</b>	<b>629</b>	<b>\$41,000</b>	<b>\$50,000</b>	<b>\$60,697</b>	<b>\$75,000</b>	<b>\$93,111</b>	<b>\$64,595</b>