

2019 ALA-APA LIBRARIAN SALARY SURVEY

Completed Survey due November 27, 2019

SUPPLEMENTAL QUESTIONS

For each question listed below, please indicate how many of your full-time professional library staff identifies with each category.

Gender

Which of the following best describes the gender identities of your full-time professional librarians?

Male

Female

A different gender identity; Please specify as many as you are aware of:

Unknown or prefer not to state

Age

What is the age range of your full-time professional librarians?

18 to 24

25 to 34

35 to 44

45 to 54

55 to 64

65 to 74

75 or older

Race/Ethnicity

With which racial or ethnic group(s) do your full-time professional librarians identify?

American Indian or Alaska Native

Asian

Black or African American

Hispanic/Latino

Middle Eastern/North African

Native Hawaiian or Other Pacific Islander

White

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How many of your full-time professional librarians have multiple racial or ethnic identities?

_____ Race/Ethnicity not listed above; Please specify if known.

_____	_____
_____	_____
_____	_____
_____	_____

Disability Status

Do any of your full-time professional librarians identify as an individual having a disability or disabilities?

_____ Yes

_____ No

_____ Unsure or prefer not to state

Future Hiring

Do you anticipate hiring new staff within the next 12 -18 months?

_____ No

_____ Yes

If you responded 'No' to the previous question, please indicate reasons why you do not expect to hire. Check all that apply.

_____ No expected vacancies

_____ No budget

_____ Other, please specify

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If you responded 'Yes' to the previous question, please indicate reasons why you expect to hire. Check all that apply.

Retirements

Promotions

New positions

Staff leaving

Other, please specify

Hiring for Diversity

Part A

Do you take steps to recruit candidates with underrepresented identities (including but not limited to gender, race, sexual orientation, ability)?

Yes

No

Unsure or prefer not to state

Part B

If you responded 'Yes' in Part A, what strategies do you use?

Post employment ads on targeted job boards

Contact community partners and/or affiliate organizations such as ethnic affinity groups

Construct hiring committees that reflect a diversity of identities

Work with agencies that focus on recruiting underrepresented groups

Other, please specify
