



How does your salary compare to your colleagues' salaries? How has the COVID-19 pandemic, the "great resignation," or changing work environments in the past few years affected the financial health of health information professionals in your region or nationally? Have workplace benefits changed?

Help MLA track the fiscal health of the profession by filling in MLA's 2023 Salary and Compensation Survey! The survey will be live between March 1 and April 3, 2023 and will take approximately 12 to 16 minutes to complete.

Results of the survey will be available later in 2023.

All health information professionals, MLA members and nonmembers, are encouraged to respond. Responses are completely confidential and will only be reported in aggregate. You cannot be personally identified from the information collected on this survey.

Please...

*** ALL INFORMATION should be accurate as of February 1, 2023. If you have changed jobs during February, please use your previous position for this survey.**

*** All monetary values should be listed in US Dollars only. For Canadian and other international librarians, please use the US Dollar equivalent. You might use the site "<https://www.x-rates.com/historical/?from=USD&amount=1&date=2023-02-01>" or another currency conversion site to determine the US dollar equivalent as of February 1.**

Thank you in advance for your survey response! For further information or if you have questions, contact Kate Corcoran, kate.corcoran@mlahq.org.

GEOGRAPHIC LOCATION

Please provide information about your workplace location. If you work "virtually" for a single institution, provide the location information for the institution. If you are self-employed, use your typical business address.

1. Your country:

- ☐ United States
- ☐ Canada
- ☐ Other

2. Your workplace state or province

3. Workplace US 5-digit Zip Code or Canadian Postal Code

If applicable, Zip or
Postal Code

4. The population range of the city in which you work:

- ☐ Under 10,000
- ☐ 10,000 to 49,999
- ☐ 50,000 to 99,999
- ☐ 100,000 to 499,999
- ☐ 500,000 to 1 million
- ☐ 1 million to 2 million
- ☐ More than 2 million

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YOUR WORKPLACE

* 5. Type of organization:

- ☐ ACADEMIC MEDICAL CENTER / MEDICAL SCHOOL
- ☐ BUSINESS / INDUSTRY / CORPORATE (NOT LIBRARY VENDOR)
- ☐ COLLEGE / UNIVERSITY
- ☐ GOVERNMENT (NOT MILITARY OR VA)
- ☐ HOSPITAL, TEACHING (SINGLE INSTITUTION)
- ☐ HOSPITAL, NON-TEACHING (SINGLE INSTITUTION)
- ☐ HOSPITAL OR HEALTH SYSTEM, SERVING MULTIPLE INSTITUTIONS
- ☐ MEDICAL OR HEALTH SCIENCES ASSOCIATION OR SOCIETY
- ☐ NURSING / ALLIED HEALTH
- ☐ PUBLIC HEALTH / HEALTH ADMINISTRATION
- ☐ PUBLIC LIBRARY
- ☐ SPECIALTY HEALTH LIBRARY
- ☐ SELF-EMPLOYED / CONSULTANT
- ☐ SCHOOL OF LIBRARY OR INFORMATION STUDIES
- ☐ VAMC / DEPT. VA / NAVAL / ARMY / OTHER MILITARY
- ☐ VENDOR OF LIBRARY MATERIALS / SERVICES
- ☐ VETERINARY / ANIMAL INSTITUTE
- ☐ OTHER category

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YOUR WORKPLACE (continued)

* 6. POSITION INFORMATION (Academic institutions only) -- please provide the status that best describes your job position:

- ☐ Not in an academic institution
- ☐ Faculty with professorial rank (tenure track)
- ☐ Faculty without professorial rank (non-tenure track)
- ☐ Non-faculty, administrative
- ☐ Non-faculty, library or information specialist

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YOUR WORKPLACE (continued)

* 7. POSITION INFORMATION (not in an Academic institution) -- please provide the status that best describes your job position:

- ☐ Supervisor, management level
- ☐ Supervisor, non-management level
- ☐ Library or information specialist / professional
- ☐ Support staff
- ☐ Other, please specify

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YOUR WORKPLACE (continued)

8. What is your institution's primary funding source?

- ☐ Public, state funded
- ☐ Public, federally funded
- ☐ Private, nonprofit
- ☐ Private, for-profit
- ☐ Don't know

9. Library operating expense budget (round to whole number; do not include commas or decimals). Example: 427600

10. Does your library expense budget above include staff salaries?

- ☐ Includes salaries for all staff
- ☐ Includes salaries for some or most (but not all) staff
- ☐ Does not include any salaries

Comment:

11. If you are employed in any type of hospital or hospital/health system, indicate total number of beds (range) for the institutions you serve:

- ☐ Not in a hospital
- ☐ Range 1: 0 to 99
- ☐ Range 2: 100 to 199
- ☐ Range 3: 200 to 299
- ☐ Range 4: 300 to 399
- ☐ Range 5: 400 to 499
- ☐ Range 6: 500 to 749
- ☐ Range 7: 750 to 999
- ☐ Range 8: 1,000 or more

12. In your institution's organization chart, to which general area or department does the head of your library services report?

- ☐ Administration (main) (e.g., CEO, chief academic officer, provost, dean of academic affairs, etc.)
- ☐ Clinical, nursing, or patient care services; ambulatory services
- ☐ Education
- ☐ Human resources
- ☐ Information systems/technology (IS/IT)
- ☐ Marketing or public relations, communications
- ☐ Medical staff/medical affairs
- ☐ Performance improvement, quality management
- ☐ Research, research services
- ☐ University library, Dean of Libraries
- ☐ Other, please specify:

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YOUR POSITION

13. Which of the following JOB FUNCTIONAL AREAS best matches your position?

Select UP TO THREE areas (you may select **one answer per column**). Below each one you select, indicate the approximate percentage of your job in that area.

First job area	Second job area	Third job area

ACCESS/CIRCULATION SERVICES

Also known as circulation services, access services encompass the movement of materials in and out of the library. Includes, circulation, ILL, photocopy services, document delivery, stack maintenance. Also may include access to remote storage, access to persons with physical disabilities. Can also include security.

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Approximate percentage of job?

ADMINISTRATIVE STAFF

Use this functional area if your job is primarily administrative support, human resources, interfacing with other institutional departments, business functions (e.g., paying invoices), etc. DO NOT use this category if you are a department or division head; do use if you are administrative support staff.

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Approximate percentage of job?

ASSISTANT/ASSOCIATE DIRECTOR

You function as the assistant, associate, or deputy director, but not as a department head.

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Approximate percentage of job?

CHIEF INFORMATION OFFICER (CIO)

You serve as the Chief Information Officer for your entire institution (hospital, university, company).

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Approximate percentage of job?

COLLECTION MANAGEMENT/TECHNICAL SERVICES

Also called resource management; choose this category if your position is responsible for selection, collection assessment, de-selection (weeding), or

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preservation of the library's collection. May include policy development, developing new collections, cataloging, acquisitions, electronic licensing.

Approximate percentage of job?

CONSUMER HEALTH

Your job functions are solely or primarily related to consumer health. This may include management of a separate patient education or consumer health resource center; or, in a larger library, you are primarily responsible for providing information services on an appropriate level to patients, families, or your community.

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Approximate percentage of job?

DEPARTMENT OR DIVISION HEAD

You are the head of a department or a division in a multi-staffed, multi-department medical library, e.g., Head of Access Services or Head, Reference & Education Services.

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Approximate percentage of job?

DIRECTOR OF THE MEDICAL LIBRARY

You are the director in a multi-staffed medical library. For one-person or multiple-responsibility librarians with the title of Director, use the category "ONE-PERSON OR SOLO LIBRARIAN / MULTIPLE RESPONSIBILITIES".

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Approximate percentage of job?

EDUCATION/INSTRUCTION SERVICES

Responsible for formal library orientations, tours, formal instruction to groups (e.g., end-user training). May encompass user needs assessment, development of training programs, and evaluation;

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CME or CNE services.

Approximate percentage of job?

**EMBEDDED / LIAISON
LIBRARIAN /
INFORMATIONIST**

You serve primarily outside a library in a research, clinical, or other department context.

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Approximate percentage of job?

**ONE-PERSON OR SOLO
LIBRARIAN / MULTIPLE
RESPONSIBILITIES**

Your position encompasses many responsibilities, as in a one-person hospital library or public library. If you are in this category, use ONLY this category and include 100% below.

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Approximate percentage of job?

**REFERENCE/INFORMATION
SERVICES**

Your duties encompass reference services, help desk duty, public computing assistance, Web services, outreach services; also may include other public services.

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Approximate percentage of job?

**RESEARCH OR DATA
SERVICES**

Your primary functions relate to research within your institution, e.g., assisting patrons with the conduct of research or systematic reviews, or with data management, analysis, visualization, discovery, sharing, programming.

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Approximate percentage of job?

**SELF-EMPLOYED /
CONSULTANT**

Your primary work is as a consultant, self-employed, or contract worker.

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Approximate percentage of job?

SYSTEMS / COMPUTING SERVICES

Your duties support the library's integrated computing systems, OPAC, databases, computer maintenance, technology integration, and electronic information distribution. May have a close liaison with the institution's IT/IS department.

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Approximate percentage of job?

VENDOR REPRESENTATIVE

You are a librarian working for a vendor to the library community.

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Approximate percentage of job?

WEB/INTERNET SERVICES

Your primary job functions relate to the library's or institution's website as manager, coordinator, editor, administrator. May include Web access to institution-restricted resources, content authoring, site design, usability and accessibility assessment.

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Approximate percentage of job?

2023 MLA Salary and Compensation Survey

YOUR POSITION (continued)

14. How many years have you worked in the library/information science profession?

15. How many years have you been working in your present position?

16. If you have held more than one position in your library career, what were the reasons you sought another position? Please select all that apply:

- ☐ Better benefits elsewhere
- ☐ Better pay elsewhere
- ☐ Better work/life balance elsewhere
- ☐ Career change
- ☐ Expand knowledge base with new position
- ☐ Issues with leadership, management, supervision
- ☐ Lack of career development
- ☐ Lack of job autonomy
- ☐ Lack of job security
- ☐ Laid off or terminated
- ☐ Life changes (needed/wanted to relocate or move, child or elder care, family situation, health, etc.)
- ☐ Organizational change (reorganization, merger, etc.)
- ☐ Organizational climate, values, reputation
- ☐ Position change in same organization
- ☐ Work scheduling issues
- ☐ Different reason (please list below):

17. Have any of these changes been in response to or the result of the COVID-19 pandemic (i.e., after January 2020)?

- ☐ Yes
- ☐ No
- ☐ Partially

Comments:

18. Does your current position require management/supervision of paid staff?

- ☐ Yes
- ☐ No

ABOUT YOU

Please provide information about yourself. Answers to some of these questions are optional but help us determine if there are salary differences between groups.

19. How do you identify your gender?

- ☐ Female
- ☐ Male
- ☐ Gender Diverse (gender non-conforming and/or transgender)
- ☐ Prefer not to answer
- ☐ I prefer to self-identify as:

RACE / ETHNIC IDENTITY

The question below asks you to classify yourself according to the category you feel best fits you. The classification system draws on race and country of origin to describe ethnicity. Please note that there is no absolute list and not all possible categories have been included. The purpose of the classification is to discover any differences in salary based on race or ethnic origin.

20. Your race/ethnic identity:

- ☐ Asian / Pacific Islander
- ☐ Black / African-American
- ☐ Hispanic / Latino
- ☐ North American Indian/Alaska Native
- ☐ White, non-Hispanic or Latino
- ☐ Multiracial or other
- ☐ Prefer not to answer

* 21. Your age group:

* 22. Your employment status as of February 1, 2023:

- ☐ Full time (35 hours per week or more)
- ☐ Part time (fewer than 35 hours per week)
- ☐ Not employed, seeking employment
- ☐ Not employed, not seeking employment

ABOUT YOU (continued)

EDUCATION & PROFESSIONAL STATUS

What academic degrees do you hold? Indicate the **highest applicable degree** in any relevant subject area. Include any area in which you hold an academic degree.

23. Library/information science

24. Behavioral/social sciences

25. Biological/biomedical sciences

26. Business/business administration

27. Education/teaching

28. Liberal arts/humanities

29. List type of academic area not noted above (skip if not applicable):

30. Degree in academic area above, if entered:

31. Please indicate your national MLA membership status:

- ☐ MLA member (any membership type)
- ☐ Not an MLA member

32. Are you a member of any other national library or information science organization(s)?
Please identify any of the following of which you are a member:

- ☐ Not a member of another national professional association
- ☐ American Library Association (ALA)
- ☐ American Medical Informatics Association (AMIA)
- ☐ American Society for Information Science and Technology (ASIS&T)
- ☐ Association of Academic Health Sciences Libraries (AAHSL)
- ☐ Canadian Health Libraries Association (CHLA/ABSC)
- ☐ Canadian Libraries Association (CLA)
- ☐ Special Libraries Association (SLA)
- ☐ Other national association (please specify):

33. Indicate your status in MLA's Academy of Health Information Professionals (AHIP):

- ☐ Not an Academy member
- ☐ Provisional member
- ☐ Member
- ☐ Senior Member
- ☐ Distinguished Member
- ☐ Emeritus Member

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YOUR SALARY

- Enter your annual base salary as of February 1, 2023. Do not include bonuses, overtime, payment for other services, or subsistence allowances.
- Part-time only (less than 35 hours per week): Convert your salary to the full-time equivalent per year in your institution (e.g., 2080 hours per year for a 40-hour work week; 1820 hours for a 35-hour work week).
- International librarians: convert your salary to US dollars.

* 34. Your annual base salary:

(do not include currency marks, commas, or cents; round to nearest whole number. Example: 71746):

35. Does your position receive any short-term incentive or bonus that goes beyond base salary?

- ☐ Yes
- ☐ No

36. If yes, what was the short-term incentive or bonus received in the past 12 months? [If No or NONE, leave blank.]

37. How are pay increases determined in your organization? Please select all that apply:

- ☐ Individual performance based
- ☐ Group/team performance based
- ☐ Standard/flat rate (everyone gets the same)
- ☐ Don't know
- ☐ Other pay increase method (please describe):

38. How often does your organization review salaries?

- ☐ Annually
- ☐ Every 2-3 years
- ☐ Periodic, greater than three years
- ☐ Ad hoc / as determined by leadership (e.g., only when funds available)
- ☐ Don't know/not applicable

39. In my organization, better performers receive higher pay increases than average performers.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know/not sure

YOUR BENEFITS

Please identify which of the benefits listed below are part of your total compensation package, and how much of the cost your employer pays.

40. Health/welfare benefits

[illegible]

41. Retirement/capital accumulation benefits

[illegible]

42. Time off benefits

[illegible]

43. Additional benefits

[illegible]

44. If known, what is the approximate MONETARY VALUE of the benefits you receive, excluding paid leave? (do not include currency marks, commas, or cents; round to nearest whole number.) If not known, please leave blank.

45. Have benefit packages in your current institution changed as a result of the COVID-19 pandemic?

- ☐ Yes
- ☐ No
- ☐ Don't know

Comments:

46. Please complete the following sentences:

	Very good	Good	Average	Poor	Very poor
"For the position I hold, my compensation is..."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"Considering the cost of living in my area, my compensation is..."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
"My overall employee benefits package is..."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. If you have any comments about this survey, or about how the COVID-19 pandemic has affected your position or your career, please let us know: