

Salary Data from the A*CENSUS

Preliminary Report #2

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The salary data in the tables, below, were calculated using “approximate means” as described in the A*CENSUS [Background and Technical Notes](#) document available on the A*CENSUS website.

Note that the approximate mean for “all respondents” varies from table to table. It is lowest in Table 1, showing salary by state and rises to the highest level in Table 7, showing salary by gender. The “state” question was the second question in the survey while the “gender” question was one of the last. Because some survey respondents did not finish the entire survey, more individuals responded to the “state” question than the “gender” question. Therefore, the approximate means in the later questions are calculated using fewer respondents than in the earlier ones.

Table 1. Overview, by region and state, of total number of respondents, ages, and salaries.

Q4: Region/state in which employed	Total, all resp	% of all resp	Approx mean age (yrs)	Q22a: Mean salary (approx)
All respondents	5,455	100.0%	48.6	\$49,315
New England	523	9.6%	48.8	\$49,365
Connecticut	88	1.6%	48.9	\$53,582
Maine	33	0.6%	55.8	\$37,500
Massachusetts	301	5.4%	47.3	\$49,977
New Hampshire	43	0.7%	51.7	\$44,048
Rhode Island	39	0.6%	51.7	\$48,667
Vermont	19	0.4%	48.4	\$42,857
Upper Mid Atlantic	864	15.8%	48.7	\$50,632
New Jersey	82	1.5%	47.6	\$53,750
New York	551	9.7%	49.2	\$52,550
Pennsylvania	231	4.1%	48.1	\$45,311
Lower Mid Atlantic	551	10.1%	47.9	\$63,687
Delaware	27	0.5%	47.8	\$47,500
Dist of Columbia	220	3.9%	49.3	\$68,043
Maryland	290	5.2%	46.5	\$63,528
West Virginia	14	0.3%	55.0	\$35,000

South Atlantic	575	10.5%	47.2	\$43,217
Florida	103	1.7%	52.8	\$41,250
Georgia	116	2.0%	46.3	\$48,800
North Carolina	121	2.2%	45.8	\$43,000
Puerto Rico	6	0.1%	30.9	\$35,000
South Carolina	104	1.8%	47.6	\$37,333
Virginia	125	2.3%	45.1	\$43,929
Great Lakes	879	16.1%	49.5	\$47,517
Illinois	207	3.7%	49.1	\$48,613
Indiana	109	1.3%	49.8	\$42,545
Michigan	148	2.6%	48.1	\$50,979
Minnesota	79	1.4%	49.5	\$46,964
Ohio	200	3.5%	49.7	\$47,857
Wisconsin	136	2.4%	51.3	\$44,719
Plains	315	5.8%	49.6	\$43,392
Iowa	48	0.9%	50.1	\$47,429
Kansas	55	1.0%	51.5	\$45,595
Missouri	167	3.1%	49.3	\$41,978
Nebraska	21	0.4%	48.4	\$39,444
North Dakota	10	0.2%	46.4	\$46,111
South Dakota	14	0.3%	47.3	\$44,167
South Central	376	6.9%	49.2	\$41,801
Alabama	63	1.1%	49.7	\$44,545
Arkansas	23	0.4%	52.6	\$46,765
Kentucky	87	1.6%	50.0	\$41,591
Louisiana	72	1.3%	49.7	\$44,091
Mississippi	56	1.0%	46.3	\$35,952
Tennessee	75	1.3%	48.7	\$40,161

Mountain	218	4.0%	49.9	\$44,290
Colorado	86	1.6%	48.9	\$47,742
Idaho	13	0.2%	52.1	\$41,364
Montana	22	0.4%	52.7	\$37,000
Utah	57	1.0%	49.9	\$49,000
Wyoming	40	0.7%	46.6	\$40,000
Southwest	389	7.1%	50.1	\$43,763
Arizona	56	0.9%	47.3	\$43,021
New Mexico	41	0.7%	48.9	\$40,179
Oklahoma	42	0.7%	53.3	\$35,000
Texas	250	4.5%	50.5	\$45,745
West	563	10.3%	46.9	\$55,688
American Samoa	6	0.1%	47.5	\$38,333
California	501	9.0%	46.3	\$56,381
Hawaii	28	0.5%	53.2	\$50,500
Nevada	28	0.5%	51.3	\$52,273
Northwest	202	3.7%	47.9	\$48,697
Alaska	32	0.6%	50.6	\$48,958
Oregon	55	1.0%	48.1	\$43,108
Washington	115	2.1%	47.0	\$51,173

Table 2. Approximate mean salaries, all respondents

Approximate mean age, all respondents = 48.7 years

Mean year in which all respondents started first archival job = 1990

All respondents

	Male	Female	Rather not say	Total
Less than \$20,000	23	84		107
\$20,000-\$29,999	113	282	4	399
\$30,000-\$39,999	248	650	11	909
\$40,000-\$49,999	302	573	12	887
\$50,000-\$59,999	226	338	6	570
\$60,000-\$69,999	177	198	1	376
\$70,000-\$79,999	144	125	2	271
\$80,000-\$89,999	65	49		114
\$90,000-\$99,999	44	27		71
\$100,000 and over	66	46	1	113
Total	1,408	2,372	37	3,817
Approx mean salary, all respondents	\$54,787	\$46,151		\$49,329

Table 3. Approximate mean salaries, archivists and manuscript curators

Approximate mean age, archivists & manuscript curators = years

Mean year in which archivists & manuscript curators started first archival job = 1990

Q1: Archivists and manuscript curators

	Male	Female	Rather not say	Total
Less than \$20,000	11	48		59
\$20,000-\$29,999	72	156		228
\$30,000-\$39,999	177	415	8	600
\$40,000-\$49,999	197	355	5	557
\$50,000-\$59,999	139	196	3	338
\$60,000-\$69,999	108	104	1	213
\$70,000-\$79,999	65	56		121
\$80,000-\$89,999	24	13		37
\$90,000-\$99,999	21	13		34
\$100,000 and over	13	7		20
Total	827	1,363	17	2,207
Approx mean salary, archivists/ms curators	\$50,665	\$43,947		\$46,544

Table 4. Approximate mean salaries, managers

Approximate mean age, managers: Men = years Women =

Mean year in which archivists & manuscript curators started first archival job = 1990

Managers

	Male	Female	Rather not say	Total
Less than \$20,000	5	15		20
\$20,000-\$29,999	13	41		54
\$30,000-\$39,999	59	175		234
\$40,000-\$49,999	125	214	4	343
\$50,000-\$59,999	106	154	3	263
\$60,000-\$69,999	99	109	1	209
\$70,000-\$79,999	83	63	2	148
\$80,000-\$89,999	46	36		82
\$90,000-\$99,999	29	20		49
\$100,000 and over	53	31		84
Total	618	858	10	1,486
Approx mean salary, managers	\$62,371	\$52,850		\$57,387

Table 5. Approximate mean salaries, Society of American Archivist members

Approximate mean age, SAA members = 47.2 years

Mean year in which SAA members started first archival job = 1990

SAA Members

	Male	Female	Rather not say	Total
Less than \$20,000	7	35		42
\$20,000-\$29,999	24	94		118
\$30,000-\$39,999	94	322	2	418
\$40,000-\$49,999	148	299	4	451
\$50,000-\$59,999	116	199	4	319
\$60,000-\$69,999	92	112	1	205
\$70,000-\$79,999	76	55	1	132
\$80,000-\$89,999	28	27		55
\$90,000-\$99,999	14	18		32
\$100,000 and over	40	26		66
Total	639	1,187	12	1,838
Approx mean salary,	\$57,629	\$47,864		\$51,279

SAA Members				
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Table 6. Approximate mean salaries, Academy of Certified Archivists members

Approximate mean age, ACA members = 49.8 years

Mean year in which ACA members started first archival job = 1984

ACA Members

	Male	Female	Rather not say	Total
Less than \$20,000	1	2		3
\$20,000-\$29,999	6	14		20
\$30,000-\$39,999	24	63		87
\$40,000-\$49,999	45	80		125
\$50,000-\$59,999	38	48		86
\$60,000-\$69,999	43	29		72
\$70,000-\$79,999	19	16		35
\$80,000-\$89,999	11	3		14
\$90,000-\$99,999	6	9		15
\$100,000 and over	17	8		25
Total	210	272	0	482
Approx mean salary, ACA Members	\$60,548	\$51,103		\$55,218

Table 7. Approximate mean salaries by year in which respondents started first archival job

Year started first archival job	All respondents		Men		Women	
	n =	Approx mean salary	n =	Approx mean salary	n =	Approx mean salary
Before 1970	89	\$70,647	53	\$77,941	34	\$60,152
1970-1974	227	\$66,849	128	\$70,285	89	\$62,784
1975-1979	386	\$63,260	179	\$68,663	195	\$58,486
1980-1984	428	\$56,884	189	\$60,027	223	\$54,455
1985-1989	548	\$51,376	193	\$54,462	331	\$49,828
1990-1994	634	\$47,155	221	\$50,478	390	\$45,214
1995-1999	873	\$42,033	265	\$43,834	571	\$41,171
2000-2004	763	\$38,179	196	\$38,533	545	\$37,889
All respondents	3948	\$49,206	1425	\$54,574	2378	\$46,084

Table 8. Approximate mean salaries, by age

Age	Q34A: Salaries										Rather not say	Total	Approx mean salary
	Less than \$20,000	\$20,000-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$59,999	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000-\$89,999	\$90,000-\$99,999	\$100,000 and over			
Under 25	10	16	11	1							1	39	\$25,789
25-29	3	48	87	28	10	5	1				6	188	\$35,714
30-34	7	53	147	117	43	15	5	3	1		5	396	\$40,678
35-39	4	40	128	113	59	33	16	3	1	3	12	412	\$44,738
40-44	2	43	96	127	82	41	27	13	1	6	13	451	\$48,493
45-49	7	39	105	143	83	59	61	14	10	10	10	541	\$51,610
50-54	7	48	117	149	139	96	66	26	24	31	43	746	\$55,249
55-59	14	30	81	102	94	77	48	34	21	37	20	558	\$57,835
60-64	9	16	40	28	30	31	29	13	9	21	16	242	\$58,872
65 and over	34	22	24	16	7	5	6	7	2	2	23	148	\$38,280
Rather not say		6	5	12	4	3	4			2	28	64	\$50,000
Total	97	361	841	836	551	365	263	113	69	112	177	3,785	\$49,825

Table 9. Approximate mean salaries, by employer type

Q34A: Please indicate your total annual salary for 2003: All respondents and employer types														
	All respondents		Academic employees		Government employees		Nonprofit employees		For-profit employees		Self employed		Other	
Value	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Less than \$20,000	110	2.6%	23	1.6%	16	3.0%	63	11.3%	2	1.7%	2	0.7%	4	1.3%
\$20,000-\$29,999	414	9.9%	128	8.9%	147	27.8%	122	21.9%	5	4.2%	3	1.0%	9	2.9%
\$30,000-\$39,999	946	22.6%	363	25.2%	271	51.2%	260	46.6%	26	22.0%	2	0.7%	21	6.8%
\$40,000-\$49,999	931	22.2%	401	27.8%	280	52.9%	168	30.1%	44	37.3%	9	2.9%	28	9.1%
\$50,000-\$59,999	603	14.4%	238	16.5%	226	42.7%	85	15.2%	43	36.4%	2	0.7%	9	2.9%
\$60,000-\$69,999	388	9.3%	138	9.6%	162	30.6%	53	9.5%	25	21.2%	0	0.0%	10	3.3%
\$70,000-\$79,999	275	6.6%	87	6.0%	133	25.1%	36	6.5%	16	13.6%	1	0.3%	2	0.7%
\$80,000-\$89,999	120	2.9%	37	2.6%	63	11.9%	7	1.3%	12	10.2%	1	0.3%	0	0.0%
\$90,000-\$99,999	74	1.8%	20	1.4%	36	6.8%	8	1.4%	8	6.8%		0.0%	2	0.7%
\$100,000 and over	118	2.8%	29	2.0%	46	8.7%	13	2.3%	22	18.6%	4	1.3%	4	1.3%
Rather not say	206	4.9%	54	3.8%	60	11.3%	57	10.2%	23	19.5%	4	1.3%	6	2.0%
Total	4,185	100%	1,518	100%	1,440	100%	872	100%	226	100%	28	100%	95	100%
Approx mean salaries	\$49,315		\$48,576		\$52,732		\$42,037		\$61,256		\$53,750		\$47,247	

Table 10. Approximate mean salaries, academic employees

Q34A: Please indicate your total annual salary for 2003: Academic employees												
	All academic employees		College/univ employees		Seminary employees		K-12 employees		Tribal school/college/univ employees		Other academic	
Value	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Less than \$20,000	23	1.6%	18	3.4%	2	0.4%	1	0.8%	2	0.7%	2	0.7%
\$20,000-\$29,999	128	8.9%	115	21.7%	1	0.2%	4	3.4%	2	0.7%	6	2.0%
\$30,000-\$39,999	363	25.2%	341	64.5%	4	0.7%	3	2.5%	1	0.3%	13	4.2%
\$40,000-\$49,999	401	27.8%	377	71.3%	5	0.9%	8	6.8%	0	0.0%	10	3.3%
\$50,000-\$59,999	238	16.5%	225	42.5%	2	0.4%	3	2.5%	0	0.0%	8	2.6%
\$60,000-\$69,999	138	9.6%	132	25.0%	1	0.2%	2	1.7%	0	0.0%	3	1.0%
\$70,000-\$79,999	87	6.0%	83	15.7%	1	0.2%	0	0.0%	0	0.0%	3	1.0%
\$80,000-\$89,999	37	2.6%	36	6.8%		0.0%	0	0.0%	0	0.0%	1	0.3%
\$90,000-\$99,999	20	1.4%	17	3.2%		0.0%	0	0.0%	0	0.0%	3	1.0%
\$100,000 and over	29	2.0%	29	5.5%		0.0%	0	0.0%	0	0.0%	0	0.0%
Rather not say	54	3.8%	45	8.5%	1	0.2%	4	3.4%	1	0.3%	3	1.0%
Total	1,518	100%	1,418	100%	17	100%	25	100%	6	100%	52	100%
Approx mean salaries	\$48,576		\$48,864		\$41,875		\$41,667		\$23,000		\$47,245	

Table 11. Approximate mean salaries, government employees

Q34A: Please indicate your total annual salary for 2003: Government employees														
	All govt employees		Federal employees		State employees		County/parish employees		Municipal employees		Tribal employees		Other govt employees	
Value	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Less than \$20,000	16	1.1%	0	0.0%	8	1.4%	3	2.5%	5	1.6%	3	1.0%	0	0.0%
\$20,000-\$29,999	147	10.2%	11	2.1%	93	16.7%	24	20.3%	34	11.1%	7	2.3%	1	0.3%
\$30,000-\$39,999	271	18.8%	29	5.5%	151	27.1%	31	26.3%	75	24.4%	10	3.3%	6	2.0%
\$40,000-\$49,999	280	19.4%	73	13.8%	127	22.8%	20	16.9%	71	23.1%	7	2.3%	2	0.7%
\$50,000-\$59,999	226	15.7%	95	18.0%	73	13.1%	17	14.4%	53	17.3%	0	0.0%	4	1.3%
\$60,000-\$69,999	162	11.3%	84	15.9%	50	9.0%	10	8.5%	27	8.8%	1	0.3%	0	0.0%
\$70,000-\$79,999	133	9.2%	96	18.1%	18	3.2%	3	2.5%	19	6.2%	0	0.0%	0	0.0%
\$80,000-\$89,999	63	4.4%	48	9.1%	11	2.0%	1	0.8%	4	1.3%	0	0.0%	0	0.0%
\$90,000-\$99,999	36	2.5%	31	5.9%	4	0.7%	1	0.8%	1	0.3%	0	0.0%	0	0.0%
\$100,000 and over	46	3.2%	39	7.4%	5	0.9%	0	0.0%	2	0.7%	0	0.0%	0	0.0%
Rather not say	60	4.2%	23	4.3%	18	3.2%	8	6.8%	16	5.2%	2	0.7%	0	0.0%
Total	1,440	100%	529	100%	558	100%	118	100%	307	100%	30	100%	13	100%
Approx mean salaries	\$52,732		\$66,749		\$44,306		\$42,000		\$46,375		\$33,929		\$41,923	