

www.library-solutions.com. Katz, who died September 12, was retired from the faculty of the School of Information Science and Policy, State University of New York at Albany. He is best known for his books on reference sources and services, including the two-volume *Introduction to Reference Work*. For more information, visit <http://www.albany.edu/sisp/news/katz.htm>.

## Research Relevant to All Libraries

### Colorado Staff Study

One of the more significant studies to be completed in 2004 was “Retirement, Retention, and Recruitment: The Future of Librarianship in Colorado” by Nicolle Steffen, Keith Curry Lance, Becky Russell, and Zeth Lietzau of the Library Research Service (LRS), Colorado Department of Education (September 2004). The study was sponsored by the Management and Administration Division of the Colorado Association of Libraries (MADCAL) and funded by the Colorado State Library. Of the estimated 4,520 people employed by Colorado’s academic, public, and school libraries, 1,159 (26 percent) responded to the survey. The study revealed that of the 1,241 total respondents to the survey (including special library respondents), 216, or 17 percent, indicated that they plan to retire in the next five years. Nearly three quarters (71 percent) of librarians who reported planning to retire within five years were 55 or older. Remaining librarian retirees were between 45 and 54 (29 percent) and none were younger than 45. Of these, 47 percent were in school libraries. This study provides a wealth of information about why individuals did not pursue credentialed library careers, whether a poor economy has affected career plans, and many other factors. Not surprising was that 66 percent of those responding indicated that low salaries kept them from pursuing an MLS degree. [See “Retirement, Retention, and Recruitment: The Future of Librarianship in Colorado” later in Part 4—*Ed.*]

The Colorado study findings are similar to those of Mary Jo Lynch, Stephen Tordella, and Thomas Godfrey in their report “Retirement and Recruitment: A Deeper Look” (*America Libraries*, January 2005; available at <http://www.ala.org/ala/ors/reports>). This report updates a March 2002 study analyzing the profession using the 2000 census as the base and looking at occupational groups. Findings show that the ten-year period beginning in 2010 will see 45 percent of today’s librarians reach age 65—the early wave of “baby boomer” librarians. This study also confirms the Colorado finding that many librarians come to the profession as a second career choice.

### Salary Survey

ALA continues its annual salary survey. The survey is a random stratified sample of university, college, two-year academic, and public libraries throughout the United States. All public libraries serving populations of 500,000 or more are included each year. The 2004 findings show a modest increase (2.3 percent) in mean salaries across all libraries sampled; the national average was 2.5 percent. Salaries reported ranged from a low of \$13,878 to a high of \$241,280, with a mean of \$52,188 and a median of \$48,792. The most significant improvement