The Revised 2012–2013 ARL Salary Survey

The *ARL Annual Salary Survey 2012–2013* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of libraries that serve major North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Assessment program, which produces the salary survey, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large US and Canadian academic and research libraries and is a valuable management and research tool.

The job categories and subcategories for the university libraries in the *ARL Annual Salary Survey 2012–2013* have been revised and modernized after an extensive review process led by the Task Force on Reviewing the ARL Statistics, the ARL Annual Salary Survey and the ARL Supplementary Statistics. Members of the ARL Statistics and Assessment Committee and the task force interviewed ARL directors during the spring of 2011 and collected feedback that helped them articulate the key issues, questions, and revisions for annual data collection purposes. This feedback was shared with ARL library directors and salary survey contacts, and the final list of job categories was approved by the ARL Statistics and Assessment Committee in April of 2011.

As a result of this revision process, for the first time, the salary survey collected working job titles for the university libraries to evaluate the new job categories and their use in response to feedback from survey coordinators. Also, two new categories of specialists—Administrative Specialists (ADMSPEC) and Digital Specialists (DIGITALSPEC)—and seven new subcategories were added to the *ARL Annual Salary Survey 2012–2013* (DEV, SCHOLAR, IT, DIGIACQ, DIGICUR, ASSESS, AND CTL). Three job categories were removed from the *ARL Annual Salary Survey 2012–2013*: HDDOC, HDMAP, HDSER, and many of the descriptions for the old job categories were revised and expanded, as well.

Many of the new categories reflect librarians' expanding roles in assessment and in the creation, stewardship, provision of access to, and preservation of digital/digitized content. As a result, the new and revised job categories will provide a better description of the true scope of the current work responsibilities and emerging roles of librarians in research libraries. Please see the instructions for the *ARL Annual Salary Survey 2012–2013* on page 118 for a more complete list of the new and revised job categories.

Initial diagnostics showed that some of the new categories were used to code a small number of library professionals. These categories have been aggregated into larger groups. The broader Administrative Specialist category and the Administrative Support subcategory, ADMSPEC (no subgroup, n=12) and ADMIN (n=179), respectively, were combined to create one category for those who provide general administrative support that may also encompass marketing, communications, and IP permissions work. The broader Digital Specialist category, DIGITALSPEC (no subgroup, n=12), was combined with two other subcategories that also describe specialized responsibilities of those who may work with digital/digitized collections: Scholarly Communications (SCHOLAR, n=52) and Institutional Repository Curator (IR, n=21). Finally, the broader Functional Specialist category, FSPEC (no subgroup, n=194), and the Coordinator, Team Leader (non-supervisory responsibility) subcategory, CTL (n=11), were combined to create one broad category for individuals whose specialized work is not subject based and who do not have significant supervisory responsibilities.

This revision of the *ARL Annual Salary Survey* job categories was conducted with the understanding that the salary survey attempts to provide a standardized schema to fit more than 100 different and complex research library structures. So, any such standardization is viewed as a reasonable and practical schema that meets

management and planning needs to a certain extent, yet it is likely that it will leave important evidence outside any adopted framework. The ARL Statistics and Assessment Committee and the ARL Board task force on revising the annual surveys recognizes that the revision of the salary survey job categories will be an iterative process over the next couple of years. This revision of the job categories is a crucial first step in the important task of keeping pace with the rapidly changing workforce in research libraries, while simultaneously codifying and reflecting the evolution of the 21st century research library workforce in the salary survey data.

Salary Survey Trends 2012–2013

Data for 10,072 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries (903 staff members reported by 72 medical libraries and 758 staff members reported by 77 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,823 professional staff members.

A number of new tables were added to the *ARL Annual Salary Survey 2012–2013* and some old tables were renumbered. The *ARL Annual Salary Survey 2012–2013* provides more specialist breakdowns than in previous years, and all of the tables in the US ARL University Libraries section have a one-to-one correspondence between minority US ARL library professionals and all other US ARL library professionals. No new sections were added to the seven major sections of the publication. The first section includes Tables 1 through 4, which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 10 nonuniversity research libraries of ARL. The third section, entitled "ARL University Libraries," reports data in Tables 7 through 27 for the "general" library system of the university ARL members, combining US and Canadian data but excluding law and medical data. The fourth section, composed of Tables 28 through 39, reports data on US ARL university library members excluding law and medical data. The fifth section, Tables 40–46, reports data on Canadian ARL university libraries excluding law and medical data. The sixth section, (Tables 47–56) and the seventh section (Tables 57–66) report on medical and law libraries, respectively, combining US and Canadian data.

The university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. Any branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

In all tables where data from US and Canadian institutions are combined, Canadian salaries are converted into US dollar equivalents at the rate of 1.0037 Canadian dollars per US dollar.[1] Tables 4 and 40 through 46, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

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1   This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2011–June 2012 and is used in converting figures that are shown effective as of 1 July 2012. This information can be accessed at: http://www. bankofcanada.ca/en/rates/exchange.html.

RACE AND ETHNICITY

There were 1,283 minority professional staff reported in 99 US ARL university libraries, including law and medical libraries.[2] Note that the data for minority professionals comes only from the US ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, 14.5% of the professional staff in US ARL university libraries (including law and medical libraries) belong to one of the four non-Caucasian categories for which ARL keeps records. The percentage of minorities in managerial or leadership positions in the largest US academic libraries is far lower: 5.4% are directors (6 out of 112), 7.8% are associate directors (26 out of 335), 9.5% are assistant directors (14 out of 147), and 8.1% (34 out of 419) are the head of a branch library (see Table 31).[3] Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.5%, Asian/Pacific Islander 7.0%, Black 4.3%, Hispanic 2.8%, and American Indian/Alaskan Native 0.4%.

Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2012–2013

Caucasian/Other 85.5%

Asian or Pacific Islander 7.0%

Black 4.3%

Hispanic 2.8%

American Indian or Native Alaskan 0.4%
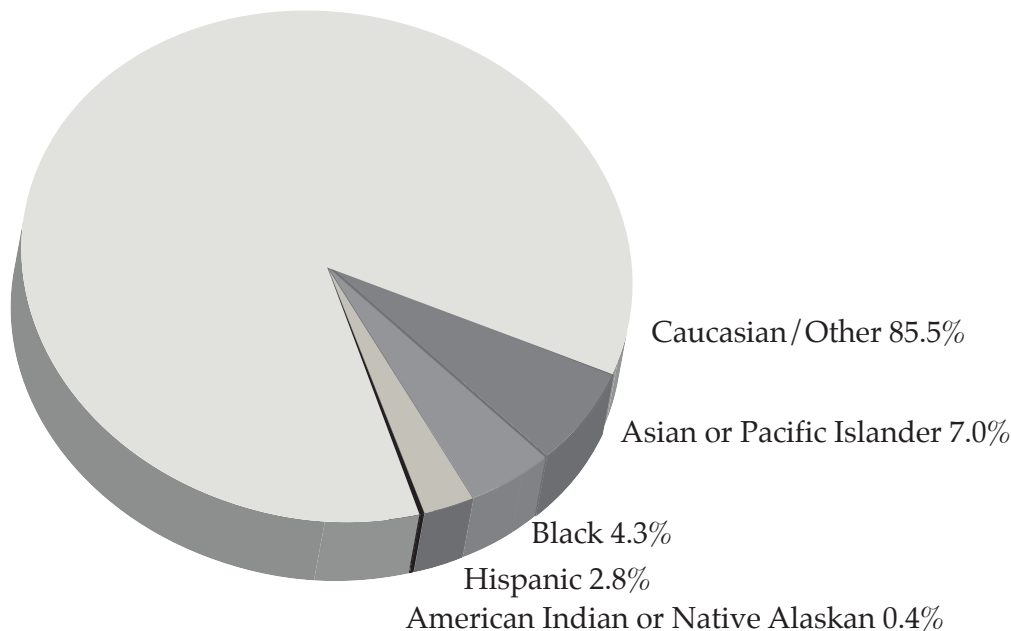
Minority professional staff in US ARL university libraries continues to be disproportionately distributed across the country. Using Figure 2, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented by almost 33% in the West North Central region and by 32% in the New England region (see Table 27 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, South Atlantic, and West South Central regions.

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2 Some US institutions offer their librarians the option of not reporting race and ethnicity; others forbid the tracking of racial and ethnic classification altogether. See the Footnotes.

3 Past publications compared the US minority counts to all ARL university librarian data, including Canadians. Beginning with the *ARL Annual Salary Survey 2012–2013*, US minority counts are compared to US data only, excluding Canadians.

Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2012–2013

Race/ Ethnicity Category	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific	Total	%
Black	25	61	72	20	114	24	28	7	33	384	30%
Hispanic	21	44	25	8	40	6	36	20	49	249	19%
Asian	79	101	79	23	86	11	45	19	174	617	48%
American Indian/Alaskan Native	6	3	4	4	2	1	3	9	1	33	3%
Minority Total	131	209	180	55	242	42	112	55	257	1,283	100.0%
Minority Percent	10.20%	16.30%	14.00%	4.30%	18.90%	3.30%	8.70%	4.30%	20.00%		
Nonminority Total	1,132	1,239	1,294	484	1,273	357	605	421	756	7,561	100.0%
Nonminority Percent	15.00%	16.40%	17.10%	6.40%	16.80%	4.70%	8.00%	5.60%	10.00%		
Regional Percent Total staff	14.30%	16.40%	16.70%	6.10%	17.10%	4.50%	8.10%	5.40%	11.50%		
Proportional Minority Representation	-32.00%	-0.61%	-18.13%	-32.81%	12.50%	-29.79%	8.75%	-23.21%	100.00%		

According to Figure 3 below, 69.3% of female professional staff in US ARL university libraries are members of the four racial/ethnic groups in Figure 2, whereas 61.7% of female professional staff are members of the Caucasian/Other racial/ethnic group. The overall gender balance in the 115 Canadian and US university libraries (including law and medical libraries) is 36.4% male and 63.6% female. See Figure 2, above, and Figure 3, below, for more detail on race/ethnicity and gender distribution.

Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Race/Ethnicity and Sex, FY 2012–2013

United States	Men		Women		Total
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	2,847	38.4%	4,571	61.6%	7,418
Medical	216	27.4%	573	72.6%	789
Law	260	36.4%	454	63.6%	714
Minority*	394	30.7%	889	69.3%	1,283
Non-minority	2,897	38.3%	4,664	61.7%	7,561
All	**3,291**	**37.2%**	**5,553**	**62.8%**	**8,844**

Figure 3b: Distribution of Professional Staff in Canadian ARL University Libraries by Race/Ethnicity and Sex, FY 2012–2013

CANADA	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	315	31.7%	678	68.3%	993
Medical	8	7.0%	106	93.0%	114
Law	16	36.4%	28	63.6%	44
All	**339**	**29.5%**	**812**	**70.5%**	**1,151**

Figure 3c: Distribution of Professional Staff in All ARL University Libraries by Race/Ethnicity and Sex, FY 2012–2013

COMBINED	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	3,162	37.6%	5,249	62.4%	8,411
Medical	224	24.8%	679	75.2%	903
Law	276	36.4%	482	63.6%	758
All	3,662	36.4%	6,410	63.6%	10,072

*Note: There are three US institutions that did not report race/ethnicity data; therefore, the totals will not aggregate to the total needed for the US and Canadian sub-totals to equal the figure displayed in the combined total.

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. One way that ARL achieves this end is through the work of the ARL Diversity Program. The ARL Diversity Program through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL's and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the diversity program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections. More information about the diversity program can be found at http://www.arl.org/diversity/.

ClimateQUAL® is an assessment initiative that focuses on some of the same issues. ClimateQUAL® is the statistics and assessment program's tool that assesses organizational climate and diversity in libraries. ClimateQUAL® helps libraries plumb the dimensions of climate and organizational culture important for a healthy organization in a library setting. The ClimateQUAL® survey addresses climate issues such as diversity, teamwork, learning, and fairness, as well as current managerial practices, and staff attitudes and beliefs. Libraries use their ClimateQUAL® data to improve their organizational climate and diversity culture for delivering superior services to the communities they serve. More information about ClimateQUAL® can be found at http://www.climatequal.org.

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Additionally, data on salary comparisons for directors are frequently requested. Since 2008–09, the average salary for female directors was slightly higher than that of their male counterparts. However, for the third consecutive year the trend was reversed, with male directors earning more than female directors (see Table 18); the number of women in the top administrative library position **increased** to 68 out of 112 total director positions reported in 2012–2013 (see Table 18).

In keeping with previous years, the 2012–2013 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2012–2013, the overall salary for women was 95.90% of that of men for the 115 ARL university libraries (compared to 96.22% in 2011–2012). This suggests a slight regression in the slow, long-term trend towards closure of the gender gap in ARL libraries—in 1980–81 women in ARL libraries made roughly 87% that of men.

Table 18 displays 19 job categories; females earn more than their male counterparts in just 6 of the 19 categories listed. Table 20 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 18, revealing that experience differentials may explain some differences within specific job categories. Women have more experience in all but one of the six job categories in which they average higher pay. In 2011–2012, there were four categories where women, on average, had more experience and less pay; this year, there are seven categories where women, on average, have more experience and less pay: associate director, assistant director, administrative specialist, digital specialist; head, rare books/manuscripts/special collections; head, library technology; and department head-other. Table 22 further reveals that the average salary for men is consistently higher than the average salary for women in all ten experience cohorts. Among minority librarians, the average salary for men is higher than that for women in nine of the ten experience cohorts (see Table 39).

There is a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.[4] A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies. The largest percentage of men employed in ARL libraries was 38.2% in 1980–81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

The Specialist Breakdown

The job categories and subcategories for the university libraries in the *ARL Annual Salary Survey 2012–2013* have been revised and modernized after an extensive review process led by the Task Force on Reviewing the ARL Statistics, the ARL Annual Salary Survey and the ARL Supplementary Statistics. As a result of

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4   There are many instances citing the continuation of gender inequity in academia. See, for example: Mary Ann Mason, "Still Earning Less," *Chronicle of Higher Education* 13 January 2010, http://chronicle.com/article/Still-Earning-Less/63482/; Katherine Mangan, "Women in Academic Medicine: Equal to Men, Except in Pay," *Chronicle of Higher Education* 31 March 2010, http://chronicle.com/article/Women-in-Academic-Medicine-/64892/; Paula Wasley, " Gender Gap in Pay Widens Over Time," *Chronicle of Higher Education* (4 May 2007) http://chronicle.com/article/Gender-Gap-in-Pay-Widens-Over/9208/; Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999–2000" (14 April 2000: A20) and "Faculty Salaries are Up 3.6%, Double the Rate of Inflation" (23 April 1999: A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," *Chronicle of Higher Education*, Today's News (27 April 2000); and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* (12 December 1997: A60).

this revision process two new categories of specialists—Administrative Specialists (ADMSPEC) and Digital Specialists (DIGITALSPEC)—were added to the *ARL Annual Salary Survey 2012–2013*. The Functional Specialist category (FSPEC), initially revised in 2004, was further emended to include two new subcategories—ASSESS (Assessment, Management Information Systems and Planning) and CTL (Coordinator, Team Leader (non-supervisory responsibility))—and some of the old FSPEC subcategories were moved to the new ADMSPEC and DIGITALSPEC job categories. For each of the new and/or revised job categories and subcategories, ARL institutions were offered two options: either use one of the new subcategories to describe that position; or, if none of the new subcategories could adequately describe that position, use one of the broader job category codes: FSPEC, ADMSPEC, or DIGITALSPEC.

As seen in the revised Figure 4, which now includes all positions, 5.1% of all positions are in the new administrative specialist job category and its corresponding subgroups; 11.8% of all positions are in the new digital specialist job category and its corresponding subgroups, and 11.1% of all positions are in the revised functional specialist category and its corresponding subgroups. The category that contains the "Administrative Specialists (no subgroup)" job code makes up 2.1% of the dataset, the category that includes "Digital Specialists (no subgroup)" makes up 1.0% of the dataset, and the category that includes "Functional Specialists (no subgroup)" makes up 2.3% of the data set. Archivists comprised the largest percentage of functional specialists who used an alternative code (5.6%), and information technology specialists comprised the largest percentage of digital specialists who used an alternative code (8.9%).

Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2012–2013

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Director	112	1.3%					112	1.1%
Associate Director	335	4.0%	54	6.0%	52	6.9%	441	4.4%
Assistant Director	147	1.7%	38	4.2%	50	6.6%	235	2.3%
Head, Medical			66	7.3%			66	0.7%
Head, Law					76	10.0%	76	0.8%
Head, Branch	419	5.0%	23	2.5%			442	4.4%
Dept. Head								
Acquisitions	119	1.4%	24	2.7%	35	4.6%	178	1.8%
Cataloging	157	1.9%	11	1.2%	33	4.4%	201	2.0%
Circulation	116	1.4%	21	2.3%	31	4.1%	168	1.7%
Library Technology	98	1.2%	13	1.4%	5	.7%	116	1.2%
Rare Book/Manuscripts/Special Collections	103	1.2%	8	.9%	3	.4%	114	1.1%
Research/Reference/Information or Learning Commons	133	1.6%	22	2.4%	27	3.6%	182	1.8%
Other Department Heads	631	7.5%	58	6.4%	29	3.8%	718	7.1%

	MAIN		MEDICAL		LAW		ALL POSITIONS	
POSITION	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions, Other Administrative	191	2.3%	15	1.7%	9	1.2%	215	2.1%
Business Manager	160	1.9%	11	1.2%	4	.5%	175	1.7%
Human Resources	76	.9%	2	.2%			78	0.8%
Development/Advancement	48	.6%	1	.1%			49	0.5%
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	85	1.0%	5	.6%	6	.8%	96	1.0%
IT, Systems	370	4.4%	32	3.5%	16	2.1%	418	4.2%
IT, Web Developer	160	1.9%	13	1.4%	10	1.3%	183	1.8%
IT, Programmer	274	3.3%	17	1.9%	1	.1%	292	2.9%
Digital Acquisitions	78	.9%	7	.8%	4	.5%	89	0.9%
Digital Collections Curation	93	1.1%	1	.1%	4	.5%	98	1.0%
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	205	2.4%	18	2.0%	9	1.2%	232	2.3%
Archivists	539	6.4%	18	2.0%	4	.5%	561	5.6%
Assessment, Management Information Systems, Planning	50	.6%	1	.1%	2	.3%	53	0.5%
Media Specialists	111	1.3%	4	.4%	4	.5%	119	1.2%
Preservation, including digital collections	147	1.7%	1	.1%			148	1.5%
Subject Specialist	1437	17.1%	134	14.8%	77	10.2%	1648	16.4%
Catalogers/Metadata analysts	674	8.0%	17	1.9%	39	5.1%	730	7.2%
Research/Reference/Instruction	1008	12.0%	221	24.5%	188	24.8%	1417	14.1%
Public Services	198	2.4%	38	4.2%	23	3.0%	259	2.6%
Technical Services	137	1.6%	9	1.0%	17	2.2%	163	1.6%
All Positions:	**8,411**		**903**		**758**		**10,072**	

Figure 5 below has been revised to include law and medical libraries and this table now displays the average salaries for all positions in the ARL salary survey, including the subcategories by position and sex. The salaries in each of the sub-categories deviates widely from the average salaries for the new specialist categories, which are $67,847 for the category containing the administrative specialist (no subgroup) category (ADMSPEC), $66,891 for the category containing the digital specialist (no subgroup) category (DIGITALSPEC), and $64,960 the category containing the functional specialist (no subgroup) category (FSPEC). Development/ advancement specialists have the highest average of all subcategories and of the administrative specialist category: $77,795; media/multimedia specialists have the lowest average salary overall: $ 58,595. IT programmers have the highest average salary of the digital specialist category: $71,710, and professionals

with assessment, management information systems, planning responsibilities (a new subcategory) have the highest salaries of the functional specialist category: $68,424.

Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2012–2013

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Director	215,965	68	220,685	44	217,820	112
Associate Director	116,574	269	123,239	172	119,173	441
Assistant Director	97,290	149	107,408	86	100,993	235
Head, Medical	134,352	52	146,019	14	136,827	66
Head, Law	160,695	40	163,042	36	161,806	76
Head, Branch	85,627	294	88,598	148	86,622	442
Dept. Head						
Acquisitions	74,020	124	72,726	54	73,628	178
Cataloging	78,962	147	75,465	54	78,022	201
Circulation	73,899	113	70,905	55	72,919	168
Library Technology	90,310	30	94,292	86	93,262	116
Rare Book/Manuscripts/Special Collections	91,139	59	88,957	55	90,086	114
Research/Reference/Information or Learning Commons	79,878	131	83,380	51	80,859	182
Other Department Heads	81,090	476	84,231	242	82,149	718
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions, Other Administrative	66,113	165	73,567	50	67,847	215
Business Manager	75,232	108	73,651	67	74,627	175
Human Resources	74,882	70	78,581	8	75,262	78
Development/Advancement	76,255	34	81,285	15	77,795	49
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	66,750	63	67,160	33	66,891	96
IT, Systems	71,279	129	68,823	289	69,581	418
IT, Web Developer	64,097	75	67,086	108	65,861	183
IT, Programmer	70,038	73	72,267	219	71,710	292
Digital Acquisitions	65,765	69	60,134	20	64,499	89
Digital Collections Curation	63,306	53	65,332	45	64,236	98
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	62,985	142	68,077	90	64,960	232
Archivists	60,967	349	67,237	212	63,336	561

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Assessment, Management Information Systems, Planning	69,387	39	65,740	14	68,424	53
Media Specialists	59,990	49	57,618	70	58,595	119
Preservation, including digital collections	63,616	110	67,904	38	64,717	148
Subject Specialist	67,098	1,088	71,156	560	68,477	1,648
Catalogers/Metadata analysts	64,486	514	65,795	216	64,873	730
Research/Reference/Instruction	66,856	1,030	66,362	387	66,721	1,417
Public Services	60,596	181	60,704	78	60,628	259
Technical Services	59,393	117	57,971	46	58,992	163
All Positions:	**74,772**	**6,410**	**77,977**	**3,662**	**75,937**	**10,072**

In regards to the gender gap in ARL libraries discussed in the previous section, it is worth noting that the average salaries of men are higher than those of women in 22 out of the 33 categories in Figure 5.

INSTITUTIONAL CHARACTERISTICS AND SALARIES

PUBLIC AND PRIVATE INSTITUTIONS

The gap between salaries paid in private ARL university libraries and those paid in publicly supported ARL university libraries increased in 2012–2013 to 9.6%, with librarians at private institutions earning an average of $6,821 more than their peers at public institutions. Librarians in public institutions systematically earned less than their peers employed in private institutions across all 19 job categories in Table 23.

LIBRARY SIZE

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries tend to pay the highest average salaries, not only overall, but for specific positions, as well. However, in 2012–2013 libraries with 75 to 100 staff reported the highest average salary, $79,748, followed by the largest libraries, i.e., those with more than 110 staff, which reported the next highest average salary $76,744 (see Table 25). The gap between the highest paying cohort and the lowest paying cohort more than doubled in 2012–2013, increasing to $7,561. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995–96, continued to hold steady at 110 in 2012–2013.[5]

GEOGRAPHIC AREA

In 2012–2013, the highest average salaries were found in Canada ($91,008), followed by New England ($81,204), with salaries in the Middle Atlantic region ($78,639) coming in third (see Table 25). The Canadian average salary peaked this year, reflecting an all-time high. (For the 2012–2013 survey period, the Canadian currency exchange rate was 1.0037.) The West South Central region had the lowest average salary: $63,313.

RANK STRUCTURE

Rank structure provides a useful framework for examining professional salaries in ARL university libraries. Figure 6, below, displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that not all individuals have a rank that fits into the rank structure the library utilizes.

5   In 1995–96, the largest cohort of libraries was determined based on staff over 124; in 1996–98, over 120; in 1998–99, over 115; and since 1999–2000, over 110. See Table 23.

Most commonly, directors may have no rank (or a rank outside the structure), and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, liaisons, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues: with higher rank associated with higher average years of experience and a correspondingly higher salary. In ARL university member libraries 6,198 of the 10,072[6] librarians occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,263) occupy a position in a four-step rank structure.

Figure 6a: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, FY 2012–2013

	THREE-STEP			FOUR-STEP			FIVE-STEP		
	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff
Librarian 1	62,336	8.5	470	56,436	8.3	449	55,326	11.3	227
Librarian 2	74,319	18.6	659	63,063	12.1	915	62,142	13.9	312
Librarian 3	91,699	25.2	417	76,817	20.2	1,268	74,483	18.0	468
Librarian 4	.	.		92,830	26.8	631	88,708	22.8	271
Librarian 5	.	.		.	.		107,342	29.0	111
No. of Staff	1,546			3,263			1,389		

The direct relationship between rank and salary is highlighted even more in the three new tables below, which show average salary by percentile in each of the three rank structures presented in Figure 6.

Figure 6b: Average Salary by Percentile in Libraries with Three Step Rank Structures, FY 2012–2013

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Librarian 1	470	25,164	50,500	57,847	71,081	149,927
Librarian 2	659	41,248	58,224	68,046	83,549	159,256
Librarian 3	417	46,402	75,708	87,887	103,162	184,875

Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2012–2013

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Librarian 1	449	30,456	48,200	53,663	62,676	134,026
Librarian 2	915	29,189	52,277	60,050	70,956	165,098
Librarian 3	1268	38,430	61,606	72,031	87,452	193,640
Librarian 4	631	37,914	73,905	86,208	105,625	243,800

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6   In previous years, this figure excluded law and health sciences librarians. Beginning with the 2012–2013 ARL salary survey, this figure now includes law and health sciences librarians, in keeping with the data shown in Figure 6.

Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2012–2013

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Librarian 1	227	29,890	47,544	54,000	61,585	97,901
Librarian 2	312	40,000	53,933	60,589	68,756	108,520
Librarian 3	468	43,802	63,018	73,853	83,286	131,336
Librarian 4	271	52,080	76,587	86,198	99,840	170,000
Librarian 5	111	65,014	94,627	104,985	121,224	160,000

INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries as reported by both university and nonuniversity research libraries, as well as the US Bureau of Labor's Cost of Living Index (CPI-All Urban Consumers). Table 3 is similar to Table 2, but reports data only on US libraries. Table 4 shows trend data for Canadian libraries and compares them to the changes in the Canadian Consumer Price Index (Consumer Price Index for Canada, all-items, not seasonally adjusted). Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. Continuing the trend from 2011–2012, Tables 3 and 4 indicate that the purchasing power of professionals in the United States did not keep pace with inflation, while the purchasing power of their Canadian counterparts did keep pace with inflation.

The median salary for US ARL university libraries in 2012 increased by 1.2% to $67,257 (see Table 3). This modest salary increase was almost on par with the rebounding economy, which saw the US CPI increase by 1.4%% (see Table 3).[7] In contrast, Canadian salaries (reported in Canadian dollars) surpassed inflation by 0.5 percentage points: the Canadian CPI increased 1.3%, while median salaries in Canadian university libraries increased by 1.8% to $87,120 (Canadian dollars, see Table 4).[8] The median beginning salary (BPS) for university ARL librarians increased to $47,000 in 2012–2013 (see Table 2). Table 6 shows that median salaries for nonuniversity librarians increased to $95,158, while beginning salaries decreased to $46,953 in 2012–2013.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local situation.

Martha Kyrillidou
Shaneka Morris
Association of Research Libraries

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7 CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (U.S. All items, 1982-84=100 - CUUR0000SA0)* available online at http://www.bls.gov/data/.

8 The source for Canadian CPI data is Table 5: The Consumer Price Index for Canada (All-Items, Not Seasonally Adjusted, Historical Data) published in *The Daily,* a Statistics Canada publication, available online at http://www.statcan.gc.ca/pub/62-001-x/2013002/t040-eng.htm.