

ARL Salary Survey Highlights

Les Bland, Statistics Liaison, ARL

The ARL Annual Salary Survey 2008–2009 shows that current ARL librarian’s salaries have failed to keep pace with inflation. This is in contrast to 2007–08 when the increase in median salaries exceeded the rise of inflation as judged by the Consumer Price Index (CPI). The median salary of ARL academic librarians in the United States for 2008–09 was \$63,673; an increase of 3.8% from the previous reporting period of 2007–08. However, during this same period, the U.S. CPI rose 5.6%. In Canada, the experience of ARL academic librarians was similar (but not as extreme): Canadian ARL academic librarians earned a median salary of \$78,742 (Canadian Dollars) an increase of 3.3% from the previous year, which also failed to match a 3.4% rise in inflation as reported by the Canadian CPI. The salaries of ARL non-academic librarians experienced larger growth, as their median salaries increased 6%, from \$80,261 (2007–08) to \$85,320 (thereby exceeding inflation). Moreover, non-academic librarian’s median salaries were 25.4% higher than that of academic librarians.

ARL Academic Librarians, FY 2008–2009*

	Men	Women	Combined
Total Filled Positions	3,127	5,337	8,464
Average Salary	\$72,350	\$69,610	\$70,622
Average Years Experience	16.6	17.0	16.8
Total Number of Minorities**	329	724	1,053
Minority Average Salary**	\$66,673	\$63,648	\$64,593
Minority Average Years Experience**	13.9	15.2	14.8
Total Number of Directors	48	63	111
Average Salary of Directors	\$193,843	\$200,113	\$197,402
Average Years Experience of Directors (filled positions)	30.9	32.2	31.6

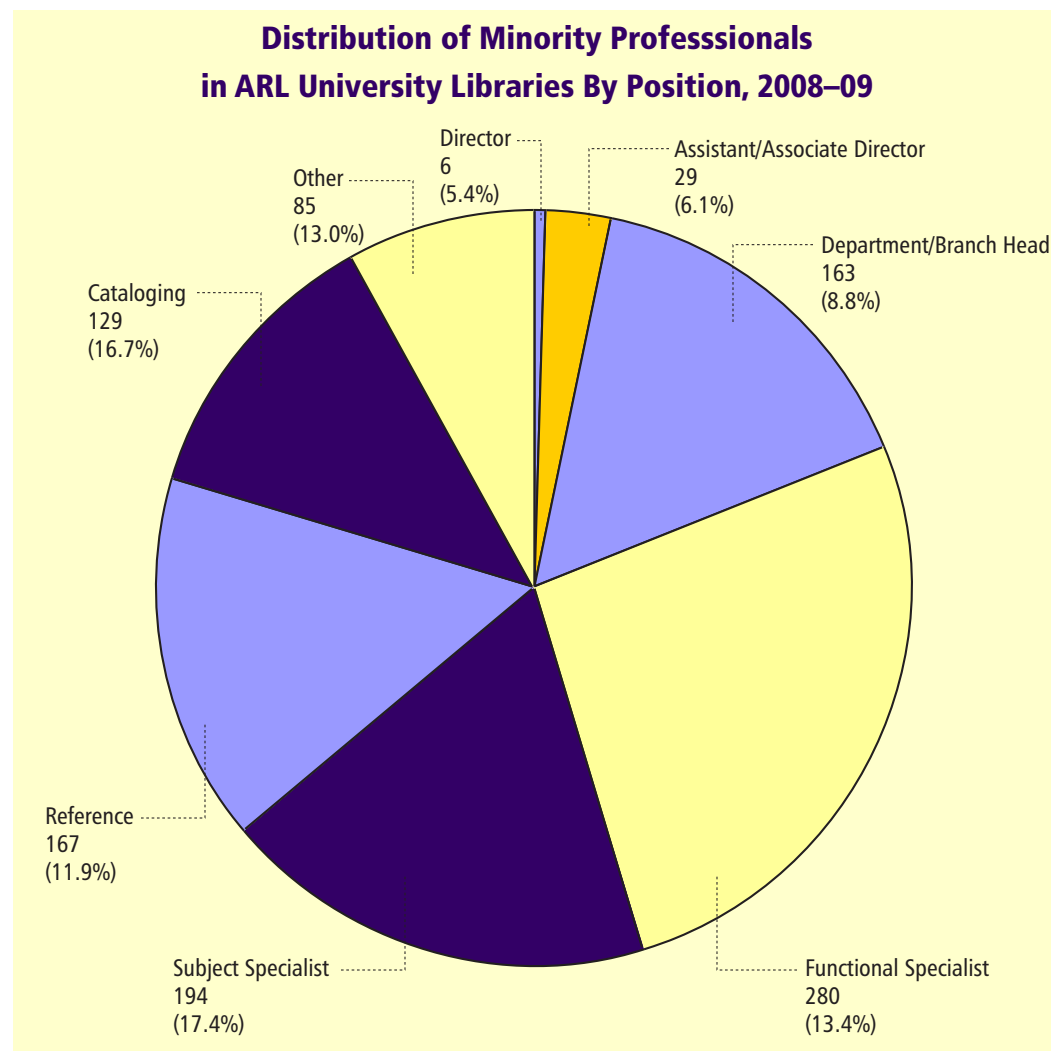
*Excludes law and medical libraries. Source: ARL Annual Salary Survey 2008–2009 data set.
 **United States only.

While median Beginning Professional Salaries (BPS) have continued to increase for both academic and non-academic ARL librarians, their gains are stronger compared to the last reporting period (2007-08). Median BPS for ARL academic librarians rose from \$41,125 (2007-08) to \$44,000, which was an increase of 6.6% (there was only an increase of 2.8% in 2007-08). ARL non-academic librarians experienced a larger BPS rise of 8.4% (from a 2007-08 median BPS of \$44,359 to \$48,108 in 2008-09).

The U.S. dollar continued to decline in value during the salary survey period of July 2007-June 2008. For this study an exchange rate of 1.0101 used to convert it into Canadian currency.¹ This is the lowest value recorded for the U.S. dollar in a twenty-six year period. One ancillary effect of the declining worth of the U.S. dollar was a corresponding rise in median salary of Canadian ARL academic librarians (especially when converted to US dollars). Converted to US dollars, Canadian median salary (\$77,954) increased 15.8%, four times more than the 3.8% salary increase of their US peers (\$63,673). As a result, the continuing decline of the U.S. dollar increased the value of the median salary of Canadian ARL academic librarians.

Geographical region, public or private status of a university, and library staff size all influenced the average salary of ARL academic librarians. When judged by geographic regions, Canadian academic librarians enjoyed the largest salaries (\$82,295) with the regions of New England, Pacific, and Middle Atlantic (respectively) having the next highest average salaries. U.S. librarians in private ARL universities earned 7% more than their peers in U.S. ARL public universities, with ARL private university librarians reporting an average salary of \$72,287 compared to the ARL public university average salary of \$67,509. Library size influenced salary: university libraries with a staff size over 110 made the highest average salary of \$73,135 with university libraries with a staff size of 50-74 reporting the lowest average salary of \$68,141 (a difference of 7.3%). Academic librarians in libraries with a staff size of 75-110 earned an average of \$71,063, while university libraries with a staff size of 22-49 had an annual average of \$70,287.

During this reporting period, the ARL university library workforce consisted of 63% females (5,337), with males (3,127) comprising 37% of the total. However, men were paid more than women. In ARL university libraries men reported an average salary of \$72,344, while women made 3.8% less (an average salary of \$69,610). This can be seen as an improvement since in



2007–08 women made 5% less than men. Likewise, when viewed by job category, the salary situation of female librarians also improved. Female directors of ARL university libraries reported an annual average salary of \$200,113, while male directors averaged an annual salary of \$193,843. However, when judged solely by experience, the average salary for men is consistently higher than the average salary for women. Men earned more than women in all ten of the experience cohorts recorded for ARL university libraries.

During the period covered in the ARL 2008–2009 Salary Survey, a total of 1,289 staff members were reported as belonging to one of the four minority groups monitored by ARL.² The same gender-based pay gap noted above is also observed amongst minority librarians in ARL university libraries: minority men (overall average salary: \$66,673) earn more than minority women (overall average salary: \$63,648) in all experience cohorts. Minorities are

underrepresented in leadership positions in U.S. ARL university libraries. They comprise 14.1% of professional staff, but only 5.4% of directors, 6.1% of associate/ assistant directors and 8.8% of branch head librarians. See accompanying pie chart for the distribution of minority professionals in ARL university libraries by position.

¹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2007-June 2008 and is used in converting figures that are shown effective as of 1 July 2008. This information can be accessed at: <http://www.bankofcanada.ca/en/rates/exchange-avg.html>.

² Black, Hispanic, Asian, and American Indian/Alaskan Native.

ARL Annual Salary Survey 2008–2009

Martha Kyriallidou and Les Bland, comps. and eds.

2009

- ISBN 1-59407-843-2
- EAN 978-1-59407-843-9
- ISSN 0361-5669
- 119 pages

For information on ordering, see <http://www.arl.org/resources/pubs/>

or contact ARL Publications at pubs@arl.org.

To cite this article: Les Bland. "ARL Salary Survey Highlights." *Research Library Issues: A Bimonthly Report from ARL, CNI, and SPARC*, no. 266 (October 2009): 17–20. <http://www.arl.org/resources/pubs/rli/archive/rli266.shtml>.