ARL ANNUAL SALARY SURVEY
2013–2014

Compiled and Edited by

MARThA KyrillidOU
SHANEKA MORRIS

ASSOCIATION OF RESEARCH LIBRARIES®
WASHINGTON, DC
2014
The quantitative tables presented in this publication are not indicative of performance and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional characteristics.

Custom reports based on the Salary Survey data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

Visit the ARL Statistics and Assessment Program online at http://www.arl.org/focus-areas/statistics-assessment.
CONTENTS

SALARY SURVEY TRENDS 2013–2014 ................................................................. 9

Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2013–2014 ......................................................... 10
Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2013–2014 ................................................................. 10
Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2013–2014 ................................................................. 11
Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2013–2014 ................................................................. 11
Figure 3c: Distribution of Professional Staff in Canadian ARL University Libraries by Sex, FY 2013–2014 ................................................................. 11
Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2013–2014 ................................................................. 12
Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2013–2014 ................................................................. 14
Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 ................................................................. 16
Figure 6a: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, FY 2013–2014 ................................................................. 18
Figure 6b: Average Salary by Percentile in Libraries with Three Step Rank Structures, FY 2013–2014 ................................................................. 18
Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2013–2014 ................................................................. 19
Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2013–2014 ................................................................. 19

DOWNLOADABLE DATA TABLES ........................................................................ 21

SALARY LEVELS FOR STAFF IN ARL LIBRARIES .................................................. 23

Table 1: Distribution by Salary Level ................................................................ 25
Table 2: Salary Trends in ARL University Libraries ........................................... 26
Table 3: Salary Trends in US ARL University Libraries ..................................... 27
Table 4: Salary Trends in Canadian ARL University Libraries ............................ 28

ARL NONUNIVERSITY LIBRARIES ................................................................. 29

Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries .................................................................................. 31
Table 6: Salary Trends in ARL Nonuniversity Libraries ...................................... 32

ARL UNIVERSITY LIBRARIES ........................................................................ 33

Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2013–2014 ................................................................. 35
US ARL University Libraries

Table 28: Average Salaries of US ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience

Table 28: Average Salaries of US ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 35 Years of Experience

Table 29: Average Salaries of Minority US ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience

Table 29: Average Salaries of Minority US ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 35 Years of Experience

Table 30: Number and Average Salaries of US ARL University Librarians by Position and Sex, FY 2013–2014

Table 31: Number and Average Salaries of Minority US ARL University Librarians by Position and Sex, FY 2013–2014

Table 32: Number and Average Salaries of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014

Table 33: Number and Average Salaries of Minority US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014

Table 34: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, FY 2013–2014

Table 35: Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, FY 2013–2014
Table 36: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 .......................................................... 80

Table 37: Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 .......................................................... 82

Table 38: Number and Average Salaries of US ARL University Librarians by Years of Experience and Sex, FY 2013–2014 .......................................................... 84

Table 39: Number and Average Salaries of Minority US ARL University Librarians by Years of Experience and Sex, FY 2013–2014 .......................................................... 85

Canadian ARL University Libraries .......................................................... 87

Table 40: Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 2013–2014 .......................................................... 89

Table 41: Average Salaries of Canadian ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience .......................................................... 90

Table 41: Average Salaries of Canadian ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 30 Years of Experience .......................................................... 91

Table 42: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2013–2014 .......................................................... 92

Table 43: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 .......................................................... 93

Table 44: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2013–2014 .......................................................... 95

Table 45: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 .......................................................... 96

Table 46: Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2013–2014 .......................................................... 98

ARL University Medical Libraries .......................................................... 99

Table 47: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2013–2014 .......................................................... 101

Table 48: Beginning Professional Salaries in ARL University Medical Libraries Rank Order Table, FY 2013–2014 .......................................................... 103

Table 49: Median Professional Salaries in ARL University Medical Libraries Rank Order Table, FY 2013–2014 .......................................................... 104

Table 50: Average Professional Salaries in ARL University Medical Libraries Rank Order Table, FY 2013–2014 .......................................................... 105
Table 66: Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 2013–2014

UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS

NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2013–2014

ARL MEMBER LIBRARIES AS OF JANUARY 1, 2014