

SALARY SURVEY TRENDS 2014–2015

The *ARL Annual Salary Survey 2014–2015* reports salary data for all professional staff working in ARL member libraries. The Association of Research Libraries (ARL) represents the interests of libraries that serve major research institutions in the US and Canada. 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.

Data for 10,036 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries (866 staff members reported by 72 medical libraries and 731 staff members reported by 76 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,635 professional staff members.

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 1.0706 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.

The tables are organized in seven major sections. 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. Initial diagnostics showed that some of the job categories had too few cases. These categories have been aggregated into the same groupings as in prior years.

RACE AND ETHNICITY

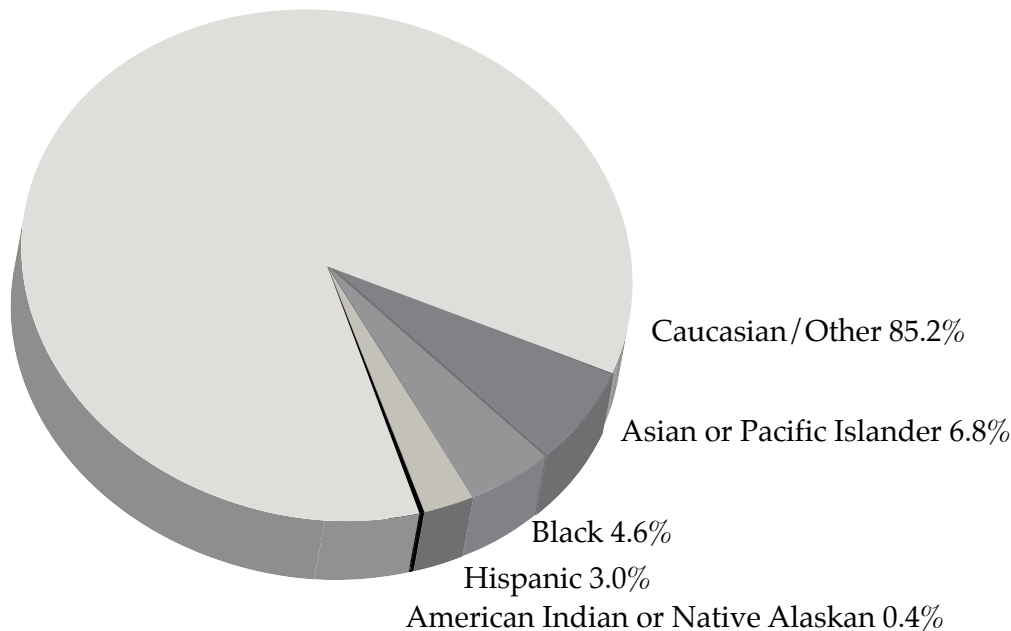
There were 1,294 minority professional staff reported in 99 US ARL university libraries, including law and medical libraries.² Note that the data for minority professionals comes only from the US ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions.

1 This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2013–June 2014 and is used in converting figures that are shown effective as of 1 July 2014. This information can be accessed at <http://www.bankofcanada.ca/en/rates/exchange.html>.

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 Footnotes.

Currently, 14.8% 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 ARL academic libraries is far lower: 10.7% are directors (12 out of 112), 6.2% are associate directors (20 out of 323), 7.0% are assistant directors (11 out of 157) and 8.7% (33 out of 379) are the head of a branch library (see Table 31). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.2%, Asian/Pacific Islander 6.8%, Black 4.6%, Hispanic 3.0%, and American Indian/Alaskan Native 0.4%.

Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2014–2015



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 37% in the West North Central region and by 34% 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, Middle Atlantic, and South Atlantic regions.

Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2014–2015

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	75	72	21	126	22	25	8	27	401	31%
Hispanic	17	50	37	9	44	8	36	22	43	266	21%
Asian	71	106	83	22	86	14	45	17	149	593	46%
American Indian / Alaskan Native	3	9	5	3	1		3	7	3	34	3%
Minority Total	116	240	197	55	257	44	109	54	222	1294	100.0%
Minority Percent	9.0%	18.5%	15.2%	4.3%	19.9%	3.4%	8.4%	4.2%	17.2%		
Nonminority Total	1013	1240	1300	503	1350	365	624	399	653	7447	100.0%
Nonminority Percent	13.6%	16.7%	17.5%	6.8%	18.1%	4.9%	8.4%	5.4%	8.8%		
Regional Percent Total staff	12.9%	16.9%	17.1%	6.4%	18.4%	4.7%	8.4%	5.2%	10.0%		
Proportional Minority Representation	-33.82%	10.78%	-13.14%	-36.76%	9.94%	-30.61%	0.00%	-22.22%	95.45%		

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/leadership-recruitment/diversity-recruitment>.

ClimateQUAL® is an assessment initiative that focuses on some of the same issues. It 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 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 survey 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>.

GENDER DATA

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 (Figure 3d).

Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2014–2015

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	2,892	38.8%	4,567	61.2%	7,459
Medical	193	25.4%	566	74.6%	759
Law	237	34.3%	454	65.7%	691
All	3,322	37.3%	5,587	62.7%	8,909

Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2014–2015

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Minority*	398	30.8%	896	69.2%	1,294
Non-minority	2,872	38.6%	4,575	61.4%	7,447
All	3,270	37.4%	5,471	62.6%	8,741

*Note: There are seven 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.

Figure 3c: Distribution of Professional Staff in Canadian ARL University Libraries by Sex, FY 2014–2015

CANADA	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	312	31.8%	668	68.2%	980
Medical	9	8.4%	98	91.6%	107
Law	13	32.5%	27	67.5%	40
All	334	29.6%	793	70.4%	1,127

Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2014–2015

COMBINED	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	3,204	38.0%	5,235	62.0%	8,439
Medical	202	23.3%	664	76.7%	866
Law	250	34.2%	481	65.8%	731
All	3,656	36.4%	6,380	63.6%	10,036

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Additionally, data on salary comparisons for directors also are frequently requested. Last year the average salary for female directors was slightly higher than that of their male counterparts, and the trend continues this year (see Table 18). The number of women in the top administrative library position *decreased* from 67 in 2013–2014 to 65 of the 112 total director positions (see Table 18).

In keeping with previous years, the 2014–2015 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2014–2015 the overall salary for women was 95.7% of that of men for the 115 ARL university libraries (compared to 96.3% in 2013–2014). 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. There are five categories where women, on average, have more experience and less pay: Associate Director; Assistant Director; Digital Specialist; Head, Acquisitions; and Department Head-Other Department. 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 pattern is similar, though in the 24–27 years of experience cohort male minority professionals earned less than their female counterparts (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.³ 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 BREAKDOWNS

As seen in Figure 4, which now includes all positions, the category that includes Administrative Specialists (no subgroup) makes up 2.1% of the dataset; the category that includes Digital Specialists (no subgroup) makes up 1.4% of the dataset, and the category that includes Functional Specialists (no subgroup) makes up 2.1% of the data set. Archivists comprised the largest percentage of Functional Specialists who used an alternative code (5.9%), and Information Technology specialists comprised the largest percentage of Digital Specialists who used an alternative code (9.0%). Information Technology specialists include the IT, Systems; IT, Web Developer; and IT Programmer job sub-codes.

3 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 Dec. 1997: A60.

Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2014–2015

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Director	112	1.3%					112	1.1%
Associate Director	323	3.8%	49	5.7%	47	6.4%	419	4.2%
Assistant Director	157	1.9%	31	3.6%	53	7.3%	241	2.4%
Head, Medical			65	7.5%			65	0.6%
Head, Law					72	9.8%	72	0.7%
Head, Branch	379	4.5%	23	2.7%			402	4.0%
Dept. Head								
Acquisitions	99	1.2%	18	2.1%	30	4.1%	147	1.5%
Cataloging	151	1.8%	11	1.3%	29	4.0%	191	1.9%
Circulation	110	1.3%	16	1.8%	29	4.0%	155	1.5%
Library Technology	104	1.2%	11	1.3%	5	0.7%	120	1.2%
Rare Book / Manuscripts / Special Collections	104	1.2%	8	0.9%	4	0.5%	116	1.2%
Research / Reference / Information or Learning Commons	137	1.6%	19	2.2%	24	3.3%	180	1.8%
Other Department Heads	601	7.1%	54	6.2%	20	2.7%	675	6.7%
Administrative Specialist (no subgroup); Administrative support, Marketing / Communication / IP Permissions, Other Administrative	185	2.2%	15	1.7%	8	1.1%	208	2.1%
Business Manager	165	2.0%	12	1.4%	5	0.7%	182	1.8%
Human Resources	87	1.0%	1	0.1%			88	0.9%
Development / Advancement	46	0.5%	2	0.2%			48	0.5%
Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise	127	1.5%	1	0.1%	10	1.4%	138	1.4%
IT, Systems	371	4.4%	30	3.5%	17	2.3%	418	4.2%
IT, Web Developer	159	1.9%	16	1.8%	3	0.4%	178	1.8%
IT, Programmer	290	3.4%	16	1.8%			306	3.0%
Scholarly Communications	78	0.9%	3	0.3%			81	0.8%
Digital Acquisitions	90	1.1%	7	0.8%	4	0.5%	101	1.0%
Digital Collections Curation	124	1.5%	1	0.1%	4	0.5%	129	1.3%

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	184	2.2%	16	1.8%	8	1.1%	208	2.1%
Archivists	564	6.7%	23	2.7%	4	0.5%	591	5.9%
Assessment, Management Information Systems, Planning	72	0.9%	1	0.1%	1	0.1%	74	0.7%
Media Specialists	96	1.1%	3	0.3%	2	0.3%	101	1.0%
Preservation, including digital collections	164	1.9%	1	0.1%			165	1.6%
Subject Specialist (no subgroup)	730	8.7%	138	15.9%	66	9.0%	934	9.3%
Subject Specialist in Humanities/Fine Arts	238	2.8%					238	2.4%
Subject Specialist in Sciences & Technology	235	2.8%	34	3.9%	2	0.3%	271	2.7%
Subject Specialist in Social/Behavior Science	199	2.4%	12	1.4%	13	1.8%	224	2.2%
Subject Specialist in Area Studies	185	2.2%			1	0.1%	186	1.9%
Catalogers/Metadata analysts	604	7.2%	15	1.7%	39	5.3%	658	6.6%
Research/Reference/Instruction	834	9.9%	170	19.6%	185	25.3%	1189	11.8%
Public Services	217	2.6%	34	3.9%	26	3.6%	277	2.8%
Technical Services	118	1.4%	10	1.2%	20	2.7%	148	1.5%
All Positions:	8,439		866		731		10,036	

Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2014–2015

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Director	226,458	65	226,310	47	226,396	112
Associate Director	119,847	254	127,263	165	122,768	419
Assistant Director	97,885	156	108,778	85	101,727	241
Head, Medical	137,035	52	140,866	13	137,801	65
Head, Law	167,788	38	175,864	34	171,602	72
Head, Branch	86,373	277	93,006	125	88,435	402
Dept. Head						
Acquisitions	77,882	107	80,044	40	78,471	147
Cataloging	81,805	136	80,698	55	81,487	191
Circulation	77,321	102	73,499	53	76,014	155
Library Technology	95,045	39	95,347	81	95,249	120
Rare Book/Manuscripts/Special Collections	95,835	59	94,854	57	95,353	116
Research/Reference/Information or Learning Commons	84,611	129	87,299	51	85,373	180
Other Department Heads	84,441	425	86,523	250	85,212	675
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions, Other Administrative	68,692	158	68,367	50	68,614	208
Business Manager	73,430	109	74,736	73	73,954	182
Human Resources	76,094	78	71,252	10	75,544	88
Development/ Advancement	87,088	29	79,290	19	84,001	48
Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise	65,150	81	67,643	57	66,180	138
IT, Systems	72,710	123	71,190	295	71,637	418
IT, Web Developer	66,831	72	69,636	106	68,502	178
IT, Programmer	74,052	76	75,478	230	75,124	306
Scholarly Communications	70,970	52	74,751	29	72,324	81
Digital Acquisitions	67,191	76	68,962	25	67,629	101
Digital Collections Curation	65,764	70	68,385	59	66,963	129

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	63,583	141	69,767	67	65,575	208
Archivists	63,650	372	68,345	219	65,390	591
Assessment, Management Information Systems, Planning	70,652	51	72,088	23	71,098	74
Media Specialists	59,171	40	61,140	61	60,360	101
Preservation, including digital collections	65,631	117	68,890	48	66,579	165
Subject Specialist	70,573	637	73,851	297	71,615	934
Subject Specialist in Humanities / Fine Arts	70,215	145	74,888	93	72,041	238
Subject Specialist in Sciences & Technology	68,087	191	69,922	80	68,629	271
Subject Specialist in Social / Behavior Science	66,805	158	72,133	66	68,375	224
Subject Specialist in Area Studies	73,289	119	73,486	67	73,360	186
Catalogers / Metadata analysts	67,614	468	69,362	190	68,119	658
Research / Reference / Instruction	68,671	872	68,981	317	68,754	1,189
Public Services	64,207	194	65,046	83	64,459	277
Technical Services	61,743	112	59,392	36	61,172	148
All Positions:	77,014	6,380	80,629	3,656	78,331	10,036

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 29 out of the 38 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 decreased in 2014–2015 to 7.48%, with librarians at private institutions earning an average of \$5,566 more than their peers at public institutions. Head, Acquisitions and Head, Circulation are the only two job categories where librarians in public institutions earned more than their counterparts in private institutions (see 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. In 2014–2015 libraries with more than 110 staff reported the highest average salary, \$80,578, followed by the smallest libraries, i.e. those with 23–49 staff, which reported the next highest average salary \$77,334 (see Table 25). In 2014–2015 the gap between the highest paying cohort and the lowest paying cohort increased to \$3,492.

The cutoff staffing levels used to determine the largest cohort of libraries continued to hold steady at 110 in 2014–2015.⁴

GEOGRAPHIC AREA

In 2014–2015, the highest average salaries were found in Canada (\$89,636) followed by New England (\$84,380) with salaries in the Pacific region (\$82,932) coming in third (see Table 27). For the 2014–2015 survey period, the Canadian currency exchange rate is 1.0706. The West South Central region had the lowest average salary: \$67,134.

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. 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. Of the 10,036 librarians in ARL university member libraries, 6,481 occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,393) 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 2014–2015

	THREE-STEP			FOUR-STEP			FIVE-STEP		
	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff
Librarian 1	63,068	8.5	490	58,381	8.6	494	59,565	11.1	249
Librarian 2	75,925	17.4	684	67,904	13.0	920	63,847	12.2	302
Librarian 3	94,509	24.8	435	78,624	20.1	1,331	75,044	16.9	471
Librarian 4				95,543	26.9	648	89,172	22.5	319
Librarian 5							105,232	26.7	138
No. of Staff	1,609			3,393			1,479		

The direct relationship between rank and salary is highlighted even more in the three 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 2014–2015

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	490	33,942	53,480	60,000	69,494	129,222
Librarian 2	684	45,909	61,026	70,368	85,005	188,133
Librarian 3	435	54,640	79,097	92,259	107,724	165,997

⁴ 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 27.

Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2014–2015

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	494	37,678	50,364	56,146	63,977	119,800
Librarian 2	920	38,642	56,244	63,720	75,500	174,302
Librarian 3	1331	42,734	64,580	74,556	88,110	209,450
Librarian 4	648	50,000	77,268	88,930	109,194	247,800

Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2014–2015

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	249	33,155	49,978	58,743	66,817	102,605
Librarian 2	302	33,100	54,704	64,048	71,600	96,923
Librarian 3	471	33,975	61,986	75,110	86,154	125,943
Librarian 4	319	50,228	71,531	86,989	102,071	232,833
Librarian 5	138	40,500	86,237	102,859	124,481	175,000

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. 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 surpassed inflation.

US salaries were almost on par with inflation in 2014–2015. US CPI increased by 2% (see Table 3),⁵ and the median salary for US ARL university libraries in 2014–2015 increased by 1.8% to \$70,000 (see Table 3). Canadian salaries (reported in Canadian dollars) surpassed inflation: the Canadian CPI increased 2.1%, while median salaries in Canadian university libraries increased by 3.2% to \$92,000 (Canadian dollars, see Table 4).⁶ The median beginning salary (BPS) for university ARL librarians remained \$48,000 in 2014–2015 (see Table 2). Table 6 shows that the median for beginning salaries in nonuniversity libraries increased to \$51,888 in 2014–2015, and the overall median salary for nonuniversity librarians increased to \$95,329.

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.

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

6 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/62-001-x2015002-eng.htm>.

DOWNLOADABLE DATA TABLES

The online version of the *ARL Annual Salary Survey 2014–2015* includes access to a spreadsheet of the data tables that are presented in the publication. Online readers can click on the Resources icon (the downward pointing arrow) in the sidebar menu to download the data tables in Excel format.

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