ARL Annual Salary Survey 2013–2014

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.

Published by the
Association of Research Libraries®
Washington, DC  20036
www.arl.org

ISSN 0361-5669
ISBN 1-59407-933-1 / 978-1-59407-933-7  print
ISBN 1-59407-934-X / 978-1-59407-934-4  online

© 2014
The compilation is copyrighted by the Association of Research Libraries. Blanket permission is granted to reproduce and distribute copies of this work for nonprofit, educational, or library purposes, provided that the author, source, and copyright notice are included on each copy. This permission is in addition to rights of reproduction granted under Sections 107, 108, and other provisions of the US Copyright Act.

## CONTENTS

**Salary Survey Trends 2013–2014**

- 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
Table 8: Beginning Professional Salaries in ARL University Libraries
Rank Order Table, FY 2012–2013 ................................................................. 38

Table 9: Beginning Professional Salaries in ARL University Libraries
Rank Order Table, FY 2013–2014 ................................................................. 39

Table 10: Median Professional Salaries in ARL University Libraries
Rank Order Table, FY 2012–2013 ................................................................. 40

Table 11: Median Professional Salaries in ARL University Libraries
Rank Order Table, FY 2013–2014 ................................................................. 41

Table 12: Average Professional Salaries in ARL University Libraries
Rank Order Table, FY 2012–2013 ................................................................. 42

Table 13: Average Professional Salaries in ARL University Libraries
Rank Order Table, FY 2013–2014 ................................................................. 43

Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries

Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2013–2014 ..................................................... 47


Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2013–2014, Part 2: Men .................................................. 49

Table 17: Average Salaries of ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience ....................... 50

Table 17: Average Salaries of ARL University Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 35 Years of Experience .......... 51

Table 18: Number and Average Salaries of ARL University Librarians by Position and Sex, FY 2013–2014 ................................................................. 52

Table 19: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 ........................................ 53

Table 20: Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 2013–2014 ..................................................... 55

Table 21: Number and Average Years of Experience of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014 ............... 56

Table 22: Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 2013–2014 ..................................................... 58
Table 36: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014

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

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

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

Canadian ARL University Libraries

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

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

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

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

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

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

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

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

ARL University Medical Libraries

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

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

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

Table 50: Average Professional Salaries in ARL University Medical Libraries Rank Order Table, FY 2013–2014
Table 51: Average Salaries of ARL University Medical Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience

Table 51: Average Salaries of ARL University Medical Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 30 Years of Experience

Table 52: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2013–2014

Table 53: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014

Table 54: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 2013–2014

Table 55: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014

Table 56: Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2013–2014

Table 57: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2013–2014

Table 58: Beginning Professional Salaries in ARL University Law Libraries Rank Order Table, FY 2013–2014

Table 59: Median Professional Salaries in ARL University Law Libraries Rank Order Table, FY 2013–2014

Table 60: Average Professional Salaries in ARL University Law Libraries Rank Order Table, FY 2013–2014

Table 61: Average Salaries of ARL University Law Librarians by Position and Years of Experience, FY 2013–2014, Part 1: 0 to 19 Years of Experience

Table 61: Average Salaries of ARL University Law Librarians by Position and Years of Experience, FY 2013–2014, Part 2: 20 to over 30 Years of Experience

Table 62: Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 2013–2014

Table 63: Number and Average Salaries of ARL University Law Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014

Table 64: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 2013–2014

Table 65: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014
Table 66: Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 2013–2014

130

UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS

131

NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS

147

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2013–2014

153

ARL MEMBER LIBRARIES AS OF JANUARY 1, 2014

167