

**SALARY LEVELS FOR STAFF IN ARL LIBRARIES**

**TABLES 1-4**



**TABLE 1: DISTRIBUTION BY SALARY LEVEL**

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by Cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example: in FY 2008–2009, 82.8% of all ARL university librarians earned more than \$50,000, as did 96% of all ARL nonuniversity librarians.

Note: Canadian salaries are expressed in US dollars. Data includes medical and law libraries.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY	Cum.	FY	Cum.	FY	Cum.	FY	Cum.
	2008–2009	%	2009–2010	%	2008–2009	%	2009–2010	%
300,000 and above	7	0.1%	6	0.1%		0.0%		0.0%
250,000 - 299,999	10	0.2%	12	0.2%	1	0.0%	1	0.0%
200,000 - 249,999	36	0.5%	37	0.5%	2	0.1%	3	0.1%
175,000 - 199,999	55	1.1%	58	1.1%	3	0.2%	6	0.3%
150,000 - 174,999	91	2.0%	80	1.9%	112	3.1%	284	7.7%
140,000 - 149,999	55	2.5%	52	2.4%	197	8.4%	105	10.5%
130,000 - 139,999	87	3.4%	80	3.2%	115	11.5%	237	16.7%
120,000 - 129,999	124	4.6%	127	4.4%	251	18.2%	170	21.1%
110,000 - 119,999	229	6.8%	193	6.3%	237	24.5%	370	30.9%
100,000 - 109,999	369	10.5%	328	9.5%	373	34.4%	383	40.9%
95,000 - 99,999	296	13.4%	287	12.3%	241	40.9%	301	48.8%
90,000 - 94,999	296	16.3%	337	15.6%	312	49.2%	144	52.6%
85,000 - 89,999	413	20.4%	418	19.7%	195	54.4%	276	59.8%
80,000 - 84,999	568	26.0%	546	25.1%	244	60.9%	201	65.1%
79,000 - 79,999	110	27.1%	121	26.3%	60	62.5%	48	66.4%
78,000 - 78,999	119	28.2%	143	27.7%	59	64.1%	48	67.6%
76,000 - 77,999	250	30.7%	261	30.2%	60	65.7%	49	68.9%
74,000 - 75,999	322	33.9%	321	33.4%	130	69.2%	89	71.2%
72,000 - 73,999	299	36.8%	285	36.2%	88	71.5%	123	74.5%
70,000 - 71,999	301	39.8%	323	39.3%	92	74.0%	29	75.2%
68,000 - 69,999	410	43.8%	400	43.3%	114	77.0%	97	77.8%
66,000 - 67,999	351	47.3%	370	46.9%	40	78.1%	89	80.1%
64,000 - 65,999	473	51.9%	451	51.3%	123	81.4%	89	82.4%
62,000 - 63,999	365	55.5%	400	55.2%	83	83.6%	114	85.4%
60,000 - 61,999	523	60.7%	530	60.4%	114	86.6%	93	87.9%
58,000 - 59,999	420	64.8%	430	64.6%	159	90.8%	46	89.1%
56,000 - 57,999	466	69.4%	487	69.4%	46	92.1%	120	92.2%
54,000 - 55,999	441	73.8%	459	73.9%	34	93.0%	44	93.4%
52,000 - 53,999	475	78.4%	496	78.7%	65	94.7%	84	95.6%
50,000 - 51,999	441	82.8%	439	83.1%	47	96.0%	87	97.9%
48,000 - 49,999	417	86.9%	446	87.4%	66	97.7%	13	98.2%
46,000 - 47,999	361	90.5%	368	91.0%	30	98.5%	16	98.6%
44,000 - 45,999	321	93.6%	326	94.2%	7	98.7%	11	98.9%
42,000 - 43,999	217	95.8%	217	96.3%	24	99.4%	14	99.3%
40,000 - 41,999	182	97.6%	175	98.1%	3	99.4%	17	99.7%
38,000 - 39,999	109	98.6%	85	98.9%	9	99.7%	0	99.7%
36,000 - 37,999	60	99.2%	52	99.4%	0	99.7%	2	99.8%
34,000 - 35,999	43	99.6%	38	99.8%	0	99.7%	3	99.9%
less than 34,000	36	100.0%	23	100.0%	12	100.0%	5	100.0%
<b>Total Positions</b>		10,148		10,207		3,748		3,811
<b>Median Salary</b>		<b>\$64,828</b>		<b>\$64,560</b>		<b>\$80,320</b>		<b>\$85,229</b>

**TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES**

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the US Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (US All items, 1982-1984=100 - CUUR0000SA0)* available online at <http://www.bls.gov/data/>.

Note: Canadian salaries are expressed in US dollars.

<b>Fiscal Year</b>	<b>Number of Libraries</b>	<b>Total Staff</b>	<b>Median Salary<sup>†</sup></b>	<b>BPS<sup>‡</sup> Median</b>	<b>Median Salary Index</b>	<b>BPS<sup>‡</sup> Index</b>	<b>Actual CPI*</b>	<b>Adjusted CPI</b>
2009-2010	114	10,207	\$64,560	\$43,700	247.3	264.8	215.4	207.3
2008-2009	113	10,148	64,823	44,000	248.4	266.7	219.9	211.6
2007-2008	113	9,983	61,833	41,125	236.9	249.7	208.3	200.5
2006-2007	113	9,824	59,648	40,000	228.5	242.4	203.5	195.9
2005-2006	113	9,655	57,074	37,920	218.7	229.8	195.4	188.1
2004-2005	113	9,487	55,250	36,984	211.7	224.1	189.4	182.3
2003-2004	114	9,492	53,000	36,000	203.1	218.2	183.9	177.0
2002-2003	114	9,469	51,636	35,000	197.8	212.1	180.1	173.3
2001-2002	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000-2001	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-1999	110	8,400	45,775	30,000	175.2	181.7	163.2	157.1
1997-1998	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996-1997	109	8,325	43,170	27,687	165.3	167.7	157.0	151.1
1995-1996	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994-1995	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-1994	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-1993	108	8,212	39,265	25,000	150.4	151.5	140.5	134.9
1991-1992	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-1991	107	8,382	36,701	23,800	140.6	144.2	130.4	125.8
1989-1990	107	8,253	34,629	22,000	132.7	133.3	124.4	119.3
1988-1989	107	8,087	32,461	20,400	124.4	123.6	118.5	113.9
1987-1988	106	7,962	30,534	19,460	117.0	117.9	113.8	109.3
1986-1987	105	7,718	28,941	18,250	110.9	110.6	109.5	105.5
1985-1986	105	7,543	27,485	17,500	105.3	106.1	107.8	103.6
1984-1985	104	7,161	26,100	16,500	100.0	100.0	104.1	100.0

\*Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.

† Includes medical and law libraries.

‡ Beginning professional salary.

**TABLE 3: SALARY TRENDS IN US ARL UNIVERSITY LIBRARIES**

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the US Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (US All items, 1982-1984=100 - CUUR0000SA0)* available online at <http://www.bls.gov/data/>.

<b>Fiscal Year</b>	<b>Number of Libraries</b>	<b>Total Staff</b>	<b>Median Salary<sup>†</sup></b>	<b>Median Salary Change</b>	<b>Median Salary Index</b>	<b>Actual CPI*</b>	<b>Adjusted CPI</b>	<b>CPI Change</b>
2009-2010	99	9,116	\$64,069	0.6%	246.9	215.4	207.3	-2.0%
2008-2009	99	9,158	63,673	3.8	245.4	219.9	211.6	5.6
2007-2008	99	9,026	61,329	3.5	236.4	208.3	200.5	2.4
2006-2007	99	8,866	59,280	3.7	228.5	203.5	195.9	4.1
2005-2006	99	8,700	57,173	2.8	220.4	195.4	188.1	3.2
2004-2005	99	8,581	55,600	3.2	214.3	189.4	182.3	3.0
2003-2004	100	8,581	53,859	2.0	207.6	183.9	177.0	2.1
2002-2003	100	8,544	52,789	1.9	203.5	180.1	173.3	1.5
2001-2002	99	8,337	51,806	4.1	199.7	177.5	170.8	2.7
2000-2001	99	8,127	49,753	3.7	191.8	172.8	166.3	3.7
1999-2000	98	7,858	48,000	4.1	185.0	166.7	160.4	2.1
1998-1999	97	7,671	46,130	3.6	177.8	163.2	157.1	1.7
1997-1998	97	7,682	44,544	3.4	171.7	160.5	154.5	2.2
1996-1997	96	7,562	43,084	3.4	166.1	157.0	151.1	3.0
1995-1996	95	7,435	41,651	2.7	160.5	152.5	146.8	2.8
1994-1995	95	7,401	40,573	3.4	156.4	148.4	142.8	2.8
1993-1994	95	7,390	39,257	3.0	151.3	144.4	139.0	2.8
1992-1993	95	7,375	38,124	3.0	146.9	140.5	134.9	3.2
1991-1992	94	7,408	37,009	3.5	142.6	136.2	131.1	4.4
1990-1991	94	7,543	35,761	5.2	137.8	130.4	125.8	4.8
1989-1990	94	7,344	34,000	5.8	131.0	124.4	119.3	5.0
1988-1989	94	7,252	32,149	5.4	123.9	118.5	113.9	4.1
1987-1988	93	7,145	30,492	5.1	117.5	113.8	109.3	3.9
1986-1987	92	6,886	29,021	6.5	111.9	109.5	105.5	1.6
1985-1986	91	6,707	27,249	5.0	105.0	107.8	103.6	3.6
1984-1985	91	6,456	25,946	6.9	100.0	104.1	100.0	-

\*Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes were caused by rounding; they are minute and are less than 0.3 in all cases.

† Includes medical and law libraries.

**TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES**

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both US \$ and Canadian \$ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The source for Canadian CPI data is "Table 5: The Consumer Price Index for Canada" published in *The Daily*, a Statistics Canada publication, available online at <http://www.statcan.gc.ca/pub/62-001-x/2009010/t040-eng.htm>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary in US \$ <sup>†</sup>	Median Salary Change <sup>†</sup>	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Can. CPI**	Can. CPI Change*
2009–2010	15	1,091	\$69,130	-11.3%	1.1667	\$80,654	2.4%	114.7	-0.9%
2008–2009	14	990	77,954	15.8	1.0101	78,742	3.3	115.8	3.4
2007–2008	14	957	67,331	6.7	1.1323	76,239	3.9	112.0	2.2
2006–2007	14	958	63,112	11.8	1.16289	73,392	4.0	109.6	2.3
2005–2006	14	955	56,474	7.1	1.24971	70,576	-0.3	107.1	2.0
2004–2005	14	906	52,707	16.3	1.34328	70,800	3.5	105.0	2.3
2003–2004	14	911	45,310	6.2	1.51023	68,429	2.3	102.6	2.1
2002–2003	14	925	42,657	-0.6	1.56878	66,919	2.6	100.5	2.1
2001–2002	14	861	42,928	-1.1	1.51919	65,215	2.1	98.4	2.7
2000–2001	13	755	43,394	5.0	1.47192	63,873	2.4	95.8	2.9
1999–2000	13	737	41,316	-3.8	1.5103	62,400	2.4	93.1	1.9
1998–1999	13	729	42,963	-2.7	1.4177	60,909	0.9	91.4	1.0
1997–1998	13	732	44,167	1.4	1.3663	60,346	1.7	90.5	1.7
1996–1997	13	764	43,569	0.9	1.3613	59,310	-0.4	89.0	1.3
1995–1996	13	796	43,173	-1.7	1.3794	59,554	1.3	87.9	2.6
1994–1995	13	815	43,919	-6.0	1.3381	58,768	0.7	85.7	0.1
1993–1994	13	816	46,744	-4.3	1.2488	58,374	2.9	85.6	1.7
1992–1993	13	837	48,820	2.7	1.1623	56,744	3.4	84.2	1.2
1991–1992	13	847	47,519	5.5	1.1547	54,870	3.6	83.2	6.0
1990–1991	13	839	45,023	15.1	1.1759	52,942	12.5	78.5	4.1
1989–1990	13	853	39,117	12.3	1.2026	47,042	5.3	75.4	5.3
1988–1989	13	837	34,826	11.7	1.2826	44,668	5.3	71.6	3.9
1987–1988	13	817	31,178	10.9	1.3602	42,408	9.1	68.9	4.6
1986–1987	13	831	28,123	-1.9	1.3817	38,858	1.2	65.9	4.1
1985–1986	13	829	28,666	1.1	1.3388	38,378	7.9	63.3	4.1
1984–1985	12	705	28,346	-0.8	1.2548	35,569	0.8	60.8	4.1
Average				3.8%			3.3%		

<sup>†</sup> Includes medical and law libraries.

\* Canadian CPI change figures have been revised from previous editions based upon changes published by *The Daily* (Statistics Canada). These changes were caused by rounding; they are minute and are less than 0.3 in all cases.

\*\* Actual Canadian CPI figures have been added to this table (not available in previous editions).