

Salary Levels

Table 1: Distribution by Salary Level

This table shows the number of university and nonuniversity staff in each salary range. 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.

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

Salary Range	UNIVERSITY LIBRARIES				NONUNIVERSITY LIBRARIES			
	FY 2014–2015	Cum. %	FY 2015–2016	Cum. %	FY 2014–2015	Cum. %	FY 2015–2016	Cum. %
More than 300,000	12	0.10%	11	0.11%	0	0.00%	0	0.00%
250,000 - 299,999	21	0.30%	30	0.41%	0	0.00%	0	0.00%
200,000 - 250,000	86	1.20%	77	1.17%	1	0.00%	5	0.13%
175,000 - 199,999	53	1.70%	45	1.61%	3	0.10%	4	0.24%
150,000 - 174,999	112	2.80%	138	2.98%	288	8.00%	356	9.82%
140,000 - 149,999	97	3.80%	92	3.89%	133	11.70%	85	12.11%
130,000 - 139,999	148	5.30%	126	5.13%	305	20.10%	317	20.64%
120,000 - 129,999	217	7.40%	206	7.17%	202	25.60%	192	25.81%
110,000 - 119,999	337	10.80%	336	10.49%	448	38.00%	483	38.81%
100,000 - 109,999	491	15.70%	517	15.61%	340	47.30%	337	47.87%
95,000 - 99,999	318	18.90%	362	19.19%	337	56.60%	321	56.51%
90,000 - 94,999	467	23.50%	452	23.66%	205	62.20%	79	58.64%
85,000 - 89,999	564	29.10%	572	29.31%	207	67.90%	164	63.05%
80,000 - 84,999	620	35.30%	700	36.24%	224	74.10%	434	74.73%
78,000 - 79,999	314	38.40%	305	39.25%	60	75.70%	66	76.51%
76,000 - 77,999	333	41.70%	336	42.58%	83	78.00%	126	79.90%
74,000 - 75,999	345	45.20%	386	46.40%	115	81.20%	45	81.11%
72,000 - 73,999	423	49.40%	370	50.05%	61	82.90%	80	83.26%
70,000 - 71,999	359	53.00%	375	53.76%	90	85.30%	54	84.71%
68,000 - 69,999	380	56.80%	421	57.93%	73	87.30%	41	85.82%
66,000 - 67,999	373	60.50%	356	61.45%	48	88.70%	92	88.29%
64,000 - 65,999	413	64.60%	429	65.69%	76	90.80%	40	89.37%
62,000 - 63,999	460	69.20%	452	70.16%	67	92.60%	72	91.31%
60,000 - 61,999	450	73.70%	466	74.77%	27	93.30%	53	92.73%
58,000 - 59,999	406	77.70%	423	78.95%	58	94.90%	21	93.30%
56,000 - 57,999	397	81.70%	380	82.71%	31	95.80%	53	94.73%
54,000 - 55,999	372	85.40%	358	86.25%	27	96.50%	24	95.37%
52,000 - 53,999	367	89.00%	338	89.60%	50	97.90%	66	97.15%
50,000 - 51,999	299	92.00%	305	92.61%	13	98.30%	8	97.36%
48,000 - 49,999	226	94.30%	214	94.73%	9	98.50%	36	98.33%
46,000 - 47,999	183	96.10%	170	96.41%	17	99.00%	18	98.82%
44,000 - 45,999	121	97.30%	108	97.48%	14	99.40%	16	99.25%
42,000 - 43,999	90	98.20%	107	98.54%	9	99.60%	20	99.78%
40,000 - 41,999	84	99.00%	78	99.31%	1	99.60%	2	99.84%
38,000 - 39,999	33	99.40%	22	99.53%	2	99.70%	1	99.87%
36,000 - 37,999	23	99.60%	17	99.69%	3	99.80%	0	99.87%
34,000 - 35,999	13	99.70%	10	99.79%	0	99.80%	4	99.97%
less than 34,000	29	100.00%	21	100.00%	8	100.00%	1	100.00%
Total Positions	10,036		10,111		3,635		3,716	
Median Salary	\$71,589		\$72,000		\$95,329		\$95,326	

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/cpi/data.htm>. Note: Canadian salaries are expressed in US dollars.

Fiscal Year	Number of Libraries	Total Staff	Median Salary[†]	BPS[‡] Median	Median Salary Index	BPS[‡] Index	Actual CPI*	Adjusted CPI
2015-2016	114	10,111	72,000	49,209	275.9	298.2	238.7	229.7
2014-2015	115	10,036	71,589	48,000	274.3	290.9	238.3	229.3
2013-2014	115	10,168	70,585	48,000	270.4	290.9	233.6	224.8
2012-2013	115	10,072	69,259	47,000	265.4	284.8	229.1	220.5
2011-2012	115	9,910	68,407	46,000	262.1	278.8	225.9	217.4
2010-2011	115	10,037	66,260	44,004	253.9	266.7	218.0	209.8
2009-2010	114	10,207	64,560	43,700	247.4	264.8	215.4	207.3
2008-2009	113	10,148	64,828	44,000	248.4	266.7	219.9	211.6
2007-2008	113	9,983	61,833	41,125	236.9	249.2	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	175.4	181.8	163.2	157.1
1997-1998	110	8,414	44,534	28,500	170.6	172.7	160.5	154.5
1996-1997	109	8,325	43,170	27,687	165.4	167.8	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	140.2	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	130.7	125.8
1989-1990	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-1989	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-1988	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-1987	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-1986	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6

*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/cpi/data.htm>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary[†]	Median Salary Change	Median Salary Index	Actual CPI*	Adjusted CPI	CPI Change
2015-2016	99	9,059	71,203	1.7%	274.4	238.7	229.7	0.2%
2014-2015	99	8,909	70,000	1.8%	269.8	238.3	229.3	2.0%
2013-2014	99	9,026	68,773	2.3%	265.1	233.6	224.8	2.0%
2012-2013	99	8,921	67,257	1.2%	259.2	229.1	220.5	1.4%
2011-2012	99	8,782	66,467	2.3%	256.2	225.9	217.4	3.6%
2010-2011	99	8,925	65,000	1.5%	250.5	218.0	209.8	1.2%
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	3.0%
1992-1993	95	7,375	38,124	3.0%	146.9	140.2	134.9	2.9%
1991-1992	94	7,408	37,009	3.5%	142.6	136.2	131.1	4.2%
1990-1991	94	7,543	35,761	5.2%	137.8	130.7	125.8	5.4%
1989-1990	94	7,344	34,000	5.8%	131.0	124.0	119.3	4.8%
1988-1989	94	7,252	32,149	5.4%	123.9	118.3	113.9	4.1%
1987-1988	93	7,145	30,492	5.1%	117.5	113.6	109.3	3.6%
1986-1987	92	6,886	29,021	6.5%	111.9	109.6	105.5	1.9%
1985-1986	91	6,707	27,249	5.0%	105.0	107.6	103.6	3.6%

*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.

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/62-001-x2017002-eng.htm>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary in US \$[†]	Median Salary Change[†]	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Can. CPI	Can. CPI Change*
2015–2016	15	1,052	80,276	-6.6%	1.17390	94,236	2.4%	127.3	1.3%
2014–2015	16	1,127	85,933	-3.2%	1.07060	92,000	3.2%	125.7	2.1%
2013–2014	16	1,142	88,755	2.3%	1.00460	89,163	2.3%	123.1	1.3%
2012–2013	16	1,151	86,798	1.6%	1.00370	87,120	1.8%	121.5	1.3%
2011–2012	16	1,128	85,431	9.6%	1.00140	85,551	4.0%	120.0	2.7%
2010–2011	16	1,112	77,919	12.7%	1.05560	82,251	2.0%	116.8	1.8%
2009–2010	15	1,091	69,130	-11.3%	1.16670	80,654	2.4%	114.7	-0.9%
2008–2009	14	990	77,954	15.8%	1.01010	78,742	3.3%	115.8	3.4%
2007–2008	14	957	67,331	6.7%	1.13230	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%	1.51030	62,400	2.4%	93.1	1.9%
1998–1999	13	729	42,963	-2.7%	1.41770	60,909	0.9%	91.4	1.0%
1997–1998	13	732	44,167	1.4%	1.36630	60,346	1.7%	90.5	1.7%
1996–1997	13	764	43,569	0.9%	1.36130	59,310	-0.4%	89.0	1.3%
1995–1996	13	796	43,173	-1.7%	1.37940	59,554	1.3%	87.9	2.6%
1994–1995	13	815	43,919	-6.0%	1.33810	58,768	0.7%	85.7	0.1%
1993–1994	13	816	46,744	-4.3%	1.24880	58,374	2.9%	85.6	1.7%
1992–1993	13	837	48,820	2.7%	1.16230	56,744	3.4%	84.2	1.2%
1991–1992	13	847	47,519	5.5%	1.15470	54,870	3.6%	83.2	6.0%
1990–1991	13	839	45,023	15.1%	1.17590	52,942	12.5%	78.5	4.1%
1989–1990	13	853	39,117	12.3%	1.20260	47,042	5.3%	75.4	5.3%
1988–1989	13	837	34,826	11.7%	1.28260	44,668	5.3%	71.6	3.9%
1987–1988	13	817	31,178	10.9%	1.36020	42,408	9.1%	68.9	4.6%
1986–1987	13	831	28,123	-1.9%	1.38170	38,858	1.2%	65.9	4.1%
1985–1986	13	829	28,666	1.1%	1.33880	38,378	7.9%	63.3	4.1%

[†] 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.