

**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.

Note: Canadian salaries are expressed in US dollars. Data includes medical and law libraries. The 78,000–78,999 salary range and the 79,000–79,999 salary range from the 2010–2011 publication have been collapsed to form the 78,000–79,999 salary range shown in the “FY 2010–2011” columns below.

Salary Range	University Libraries				Nonuniversity Libraries			
	FY	Cum.	FY	Cum.	FY	Cum.	FY	Cum.
	2010-2011	%	2011-2012	%	2010-2011	%	2011-2012	%
More than 300,000	6	0.1%	8	0.1%	0	0.0%	0	0.0%
250,000 - 299,999	11	0.2%	13	0.2%	0	0.0%	0	0.0%
200,000 - 250,000	42	0.6%	51	0.7%	3	0.1%	4	0.1%
175,000 - 199,999	56	1.1%	60	1.3%	7	0.3%	8	0.3%
150,000 - 174,999	87	2.0%	107	2.4%	315	8.8%	317	8.1%
140,000 - 149,999	70	2.7%	68	3.1%	116	11.9%	138	11.5%
130,000 - 139,999	99	3.7%	134	4.5%	218	17.8%	233	17.3%
120,000 - 129,999	141	5.1%	173	6.2%	252	24.6%	258	23.7%
110,000 - 119,999	253	7.6%	322	9.4%	331	33.5%	389	33.3%
100,000 - 109,999	402	11.6%	395	13.4%	422	44.9%	464	44.8%
95,000 - 99,999	304	14.7%	309	16.5%	205	50.4%	249	50.9%
90,000 - 94,999	312	17.8%	350	20.1%	210	56.1%	227	56.5%
85,000 - 89,999	452	22.3%	489	25.0%	206	61.6%	241	62.5%
80,000 - 84,999	575	28.0%	589	31.0%	241	68.1%	296	69.8%
78,000 - 79,999	240	30.4%	247	33.5%	68	69.9%	117	72.7%
76,000 - 77,999	258	33.0%	274	36.2%	66	71.7%	85	74.8%
74,000 - 75,999	320	36.1%	315	39.4%	115	74.8%	111	77.5%
72,000 - 73,999	338	39.5%	358	43.0%	56	76.3%	61	79.0%
70,000 - 71,999	351	43.0%	351	46.5%	83	78.6%	59	80.5%
68,000 - 69,999	387	46.9%	405	50.6%	94	81.1%	117	83.4%
66,000 - 67,999	374	50.6%	370	54.4%	79	83.2%	98	85.8%
64,000 - 65,999	480	55.4%	400	58.4%	49	84.6%	60	87.3%
62,000 - 63,999	377	59.1%	411	62.6%	178	89.4%	137	90.7%
60,000 - 61,999	495	64.1%	452	67.1%	47	90.6%	51	91.9%
58,000 - 59,999	408	68.1%	362	70.8%	54	92.1%	39	92.9%
56,000 - 57,999	457	72.7%	453	75.3%	61	93.7%	79	94.9%
54,000 - 55,999	422	76.9%	446	79.8%	48	95.0%	30	95.6%
52,000 - 53,999	476	81.6%	414	84.0%	45	96.2%	43	96.7%
50,000 - 51,999	397	85.6%	358	87.6%	75	98.2%	55	98.0%
48,000 - 49,999	353	89.1%	321	90.9%	10	98.5%	11	98.3%
46,000 - 47,999	330	92.4%	263	93.5%	7	98.7%	33	99.1%
44,000 - 45,999	263	95.0%	220	95.7%	8	98.9%	5	99.2%
42,000 - 43,999	200	97.0%	170	97.5%	33	99.8%	16	99.6%
40,000 - 41,999	134	98.3%	124	98.7%	0	99.8%	6	99.8%
38,000 - 39,999	67	99.0%	46	99.2%	1	99.8%	2	99.8%
36,000 - 37,999	39	99.4%	32	99.5%	2	99.9%	3	99.9%
34,000 - 35,999	25	99.6%	17	99.7%	2	99.9%	2	100.0%
less than 34,000	36	100.0%	33	100.0%	2	100.0%	2	100.0%
<b>Total Positions</b>	<b>10,037</b>		<b>9,910</b>		<b>3,709</b>		<b>4,046</b>	
<b>Median Salary</b>	<b>66,260</b>		<b>68,407</b>		<b>95,020</b>		<b>95,046</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>
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	64,823	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/>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary <sup>†</sup>	Median Salary Change	Median Salary Index	Actual CPI*	Adjusted CPI	CPI Change
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	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 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/2011012/t040-eng.htm>.

Fiscal Year	Number of Libraries	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*
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	1.0556	82,251	2.0	116.8	1.8
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
<b>Average</b>				<b>4.3%</b>			<b>3.3%</b>		

<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.