Salary Survey Trends 2013–2014

Data for 10,168 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries (907 staff members reported by 72 medical libraries and 761 staff members reported by 77 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,791 professional staff members.

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.

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 1.0046 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.

Race and Ethnicity

There were 1,302 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; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, 14.6% 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: 8% are directors (9 out of 113), 7.7% are associate directors (25 out of 324), 7.2% are assistant directors (11 out of 153) and 9.5% (36 out of 379) are the head of a branch library (see Table 31). Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.4%, Asian/Pacific Islander 6.9%, Black 4.4%, Hispanic 2.9%, and American Indian/Alaskan Native 0.4%.

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1 This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2012–June 2013 and is used in converting figures that are shown effective as of 1 July 2013. 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.

Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2013–2014

Caucasian / Other 85.4%

Asian or Pacific Islander 6.9%

Black 4.4%

Hispanic 2.9%

American Indian or Native Alaskan 0.4%
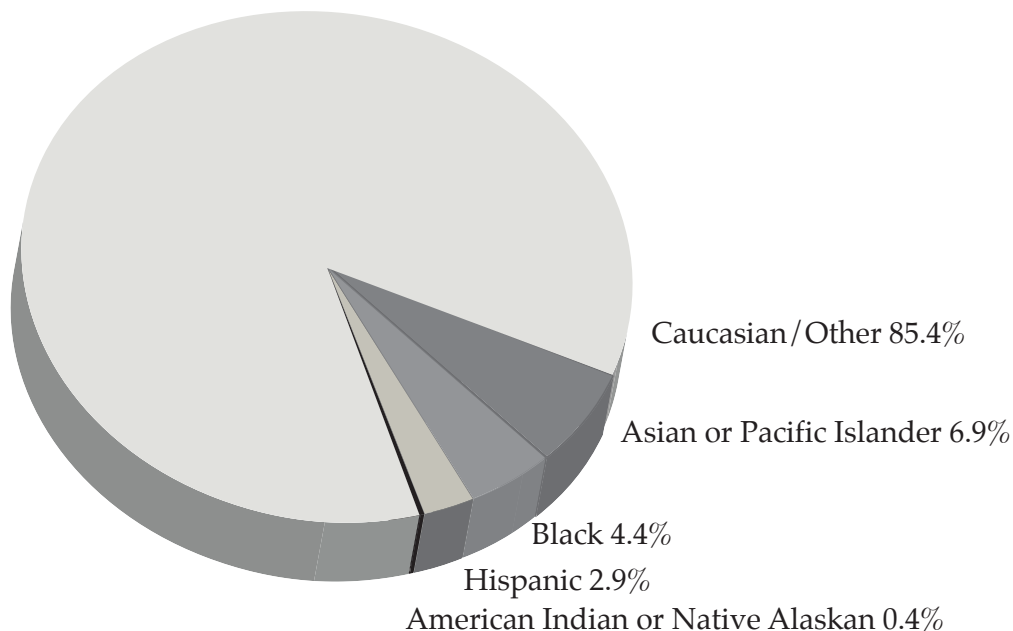
Minority professional staff in US ARL university libraries continues to be disproportionately distributed across the country. Using Figure 2, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented by almost 41% in the West North Central region and by 31% 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, South Atlantic, and West South Central regions.

Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2013–2014

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	26	64	66	21	127	25	26	9	31	395	30%
Hispanic	21	44	30	8	41	9	38	22	44	257	20%
Asian	81	106	83	18	90	11	44	19	166	618	47%
American Indian / Alaskan Native	5	4	4	4	1		3	9	2	32	2%
Minority Total	133	218	183	51	259	45	111	59	243	1,302	100.0%
Minority Percent	10.2%	16.7%	14.1%	3.9%	19.9%	3.5%	8.5%	4.5%	18.7%		
Nonminority Total	1,125	1,243	1,281	503	1,314	365	619	434	763	7,647	100.0%
Nonminority Percent	14.7%	16.3%	16.8%	6.6%	17.2%	4.8%	8.1%	5.7%	10.0%		

Race/ Ethnicity Category	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific	Total	%
Regional Percent Total staff	14.1%	16.3%	16.4%	6.2%	17.6%	4.6%	8.2%	5.5%	11.2%		
Proportional Minority Representation	-30.61%	2.45%	-16.07%	-40.91%	15.70%	-27.08%	4.94%	-21.05%	87.00%		

According to Figure 3 below, 69.4% of female professional staff in US ARL university libraries are members of the four racial/ethnic groups in Figure 2, whereas 61.8% of female professional staff are members of the Caucasian/ Other racial/ethnic group. The overall gender balance in the 115 Canadian and US university libraries (including law and medical libraries) is 36.3% male and 63.7% female. See Figure 2, above, and Figure 3, below, for more detail on race/ethnic and gender distribution.

Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2013–2014

United States	Men		Women		Total
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	2,904	38.6%	4,615	61.4%	7,519
Medical	206	26.1%	584	73.9%	790
Law	249	34.7%	468	65.3%	717
All	**3,359**	**37.2%**	**5,667**	**62.8%**	**9,026**

Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2013–2014

United States	Men		Women		Total
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Minority*	399	30.6%	903	69.4%	1,302
Non-minority	2,924	38.2%	4,723	61.8%	7,647
All	**3,323**	**37.1%**	**5,626**	**62.9%**	**8,949**

*Note: There are six 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 2013–2014

Canada	Men		Women		Total
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	307	31.3%	674	68.7%	981
Medical	13	11.1%	104	88.9%	117
Law	16	36.4%	28	63.6%	44
All	**336**	**29.4%**	**806**	**70.6%**	**1,142**

Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2013–2014

COMBINED	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	3,211	37.8%	5,289	62.2%	8,500
Medical	219	24.1%	688	75.9%	907
Law	265	34.8%	496	65.2%	761
All	**3,695**	**36.3%**	**6,473**	**63.7%**	**10,168**

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

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Additionally, data on salary comparisons for directors are frequently requested. In 2008–2009 and 2009–2010, the average salary for female directors was slightly higher than that of their male counterparts. For the past three years, the trend was reversed. For the first time since 2009–2010, the average salary for female directors was slightly higher than that of their male counterparts (see Table 18).

In keeping with previous years, the 2013–2014 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2013–2014 the overall salary for women was 96.3% of that of men for the 115 ARL university libraries (compared to 96.22% in 2011–2012). This suggests a 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. In keeping with the 2012–2013 data, there are seven categories where women, on average, have more experience and less pay: Associate Director, Administrative Specialist, Digital Specialist; Head, Rare Books/Manuscripts/Special Collections; Head, Library Technology; Department Head-Other; and Public Services. 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 the same (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

The job categories and job codes for the university libraries in the *ARL Annual Salary Survey 2013–2014* reflect the continued revision and modernization of the survey, a process that began with the 2012–2013 survey under the direction of the Task Force on Reviewing the ARL Statistics, the ARL Annual Salary Survey, and the ARL Supplementary Statistics. A new code was added to the Digital Specialist category: SS for Digital Specialists with Subject expertise, and four new codes were added to the Subject Specialist category: HFA, SCI, SBS, and AREA for the Humanities/Fine Arts, Sciences and Technology, Social/Behavioral Sciences, and Area Studies, respectively. For each of the new job codes, ARL institutions were offered two options: either use one of the new job codes to describe that position; or, if none of the new job codes could adequately describe that position, use one of the broader category job codes: FSPEC, ADMSPEC, or DIGITALSPEC.

As seen in the revised Figure 4, which now includes all positions, the category that includes *Administrative Specialists (no subgroup)* makes up 2% of the dataset; the category that includes *Digital Specialists (no subgroup)* makes up 1.0% of the dataset, and the category that includes *Functional Specialists (no subgroup)* makes up 2% of the data set. Archivists comprised the largest percentage of Functional Specialists who used an alternative code (5.8%), and Information Technology specialists comprised the largest percentage of Digital Specialists who used an alternative code (9.1%).

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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 December 1997: A60.

Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2013–2014

Position	Main No.	Main Percent	Medical No.	Medical Percent	Law No.	Law Percent	All Positions No.	All Positions Percent
Director	113	1.3%					113	1.1%
Associate Director	324	3.8%	55	6.1%	51	6.7%	430	4.2%
Assistant Director	153	1.8%	37	4.1%	53	7.0%	243	2.4%
Head, Medical			64	7.1%			64	.6%
Head, Law					73	9.6%	73	.7%
Head, Branch	379	4.5%	21	2.3%			400	3.9%
Dept. Head								
Acquisitions	116	1.4%	23	2.5%	32	4.2%	171	1.7%
Cataloging	160	1.9%	11	1.2%	31	4.1%	202	2.0%
Circulation	121	1.4%	16	1.8%	26	3.4%	163	1.6%
Library Technology	113	1.3%	12	1.3%	5	.7%	130	1.3%
Rare Book/Manuscripts/ Special Collections	104	1.2%	8	.9%	3	.4%	115	1.1%
Research/Reference/ Information or Learning Commons	126	1.5%	21	2.3%	25	3.3%	172	1.7%
Other Department Heads	606	7.1%	58	6.4%	28	3.7%	692	6.8%
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions, Other Administrative	180	2.1%	12	1.3%	9	1.2%	201	2.0%
Business Manager	170	2.0%	11	1.2%	4	.5%	185	1.8%
Human Resources	89	1.0%	3	.3%			92	.9%
Development/Advancement	44	.5%	2	.2%			46	.5%
Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise	94	1.1%	4	.4%	8	1.1%	106	1.0%
IT, Systems	372	4.4%	26	2.9%	17	2.2%	415	4.1%
IT, Web Developer	169	2.0%	17	1.9%	10	1.3%	196	1.9%
IT, Programmer	294	3.5%	17	1.9%			311	3.1%
Scholarly Communications	60	.7%	3	.3%			63	.6%
Digital Acquisitions	89	1.0%	6	.7%	4	.5%	99	1.0%
Digital Collections Curation	114	1.3%	2	.2%	4	.5%	120	1.2%

Position	Main		Medical		Law		All Positions	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	181	2.1%	18	2.0%	9	1.2%	208	2.0%
Archivists	558	6.6%	24	2.6%	4	.5%	586	5.8%
Assessment, Management Information Systems, Planning	60	.7%	1	.1%	2	.3%	63	.6%
Media Specialists	98	1.2%	4	.4%	3	.4%	105	1.0%
Preservation, including digital collections	150	1.8%	1	.1%			151	1.5%
Subject Specialist (no subgroup)	839	9.9%	132	14.6%	72	9.5%	1043	10.3%
Subject Specialist in Humanities/Fine Arts	193	2.3%			1	.1%	194	1.9%
Subject Specialist in Sciences & Technology	202	2.4%	33	3.6%	1	.1%	236	2.3%
Subject Specialist in Social/Behavior Science	187	2.2%	6	.7%	10	1.3%	203	2.0%
Subject Specialist in Area Studies	172	2.0%			1	.1%	173	1.7%
Catalogers/Metadata analysts	662	7.8%	16	1.8%	37	4.9%	715	7.0%
Research/Reference/Instruction	872	10.3%	191	21.1%	193	25.4%	1256	12.4%
Public Services	207	2.4%	43	4.7%	28	3.7%	278	2.7%
Technical Services	129	1.5%	9	1.0%	17	2.2%	155	1.5%
All Positions:	8,500		907		761		10,168	

Figure 5 below has been revised to include law and medical libraries and this table now displays the average salaries for all positions in the salary survey, including the subcategories by position and sex. The salaries in each of the sub-categories deviates widely from the average salaries for the new specialist categories, which are $69,808 for the category containing the *Administrative Specialist (no subgroup)* category (ADMSPEC), $66,065 for the category containing the *Digital Specialist (no subgroup)* category (DIGITALSPEC), and $64,967 the category containing the *Functional Specialist (no subgroup)* category (FSPEC).

Development/Advancement specialists have the highest average of all subcategories of the *Administrative Specialist* category: $78,209; Media/Multimedia specialists have the lowest average salary overall: $59,441. IT Programmers have the highest average salary of the *Digital Specialist* category: $73,631, and professionals with Assessment, Management Information Systems, Planning responsibilities (a new subcategory) have the highest salaries of the *Functional Specialist* category: $70,758.

Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013–2014

Position	Women		Men		All Positions	
	Average	No.	Average	No.	Average	No.
Director	220,407	67	219,034	46	219,848	113
Associate Director	120,052	260	123,650	170	121,474	430
Assistant Director	97,598	155	108,098	88	101,400	243
Head, Medical	134,961	53	150,770	11	137,678	64
Head, Law	166,052	38	172,362	35	169,077	73
Head, Branch	86,653	278	91,636	122	88,173	400
Dept. Head						
Acquisitions	76,327	120	75,272	51	76,012	171
Cataloging	80,962	147	78,252	55	80,224	202
Circulation	75,100	108	70,896	55	73,681	163
Library Technology	92,624	41	95,959	89	94,907	130
Rare Book/Manuscripts/Special Collections	94,712	56	92,677	59	93,668	115
Research/Reference/Information or Learning Commons	82,363	120	84,487	52	83,005	172
Other Department Heads	83,586	452	86,112	240	84,462	692
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions, Other Administrative	68,718	151	73,099	50	69,808	201
Business Manager	75,293	115	76,239	70	75,651	185
Human Resources	74,307	80	72,478	12	74,069	92
Development/Advancement	80,374	29	74,515	17	78,209	46
Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise	64,041	64	69,148	42	66,065	106
IT, Systems	72,470	132	69,742	283	70,610	415
IT, Web Developer	64,334	80	69,005	116	67,099	196
IT, Programmer	71,753	71	74,186	240	73,631	311
Scholarly Communications	72,223	42	74,928	21	73,125	63
Digital Acquisitions	67,336	74	69,214	25	67,810	99
Digital Collections Curation	64,106	68	67,870	52	65,737	120

Position	Women		Men		All Positions	
	Average	No.	Average	No.	Average	No.
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	63,621	136	67,510	72	64,967	208
Archivists	62,803	366	66,906	220	64,344	586
Assessment, Management Information Systems, Planning	71,836	43	68,441	20	70,758	63
Media Specialists	60,580	43	58,652	62	59,441	105
Preservation, including digital collections	63,477	108	69,022	43	65,056	151
Subject Specialist	69,073	707	73,259	336	70,422	1,043
Subject Specialist in Humanities/Fine Arts	69,503	121	74,792	73	71,493	194
Subject Specialist in Sciences & Technology	66,326	168	69,242	68	67,166	236
Subject Specialist in Social/Behavior Science	66,690	139	72,690	64	68,582	203
Subject Specialist in Area Studies	71,573	107	72,476	66	71,917	173
Catalogers/Metadata analysts	65,466	504	67,487	211	66,062	715
Research/Reference/Instruction	67,848	927	66,795	329	67,572	1,256
Public Services	64,936	189	65,613	89	65,153	278
Technical Services	60,446	114	57,279	41	59,608	155
All Positions:	**76,123**	**6,473**	**79,344**	**3,695**	**77,294**	**10,168**

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 26 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 2013–2014 to 8.7%, with librarians at private institutions earning an average of $6,298 more than their peers at public institutions. Librarians in public institutions systematically earned less than their peers employed in private institutions across all 19 job categories in 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. However, in 2013–2014 libraries with 75 to 100 staff reported the highest average salary, $78,283, followed by the largest libraries, i.e., those with more than 110 staff, which reported the next highest average salary $77,888 (see Table 25). The gap between the highest paying cohort and the lowest paying cohort was

cut in half in 2013–2014, decreasing to $3,208. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995–96, continued to hold steady at over 110 in 2013–2014.[4]

Geographic Area

In 2013–2014, the highest average salaries were found in Canada ($93,154) followed by New England ($82,030) with salaries in the Middle Atlantic region ($80,261) coming in third (see Table 27). The Canadian average salary peaked again this year, reflecting another all-time high. For the 2013–2014 survey period, the Canadian currency exchange rate is 1.0046. The West South Central region had the lowest average salary: $ 65,314.

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 10,168 librarians in ARL university member libraries, 6,077 occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,072) 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 2013–2014

	Three-Step			Four-Step			Five-Step		
	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff
Librarian 1	63,981	8.0	467	58,020	8.4	450	56,948	11.7	235
Librarian 2	76,072	18.1	637	66,597	12.8	867	61,535	12.9	290
Librarian 3	91,890	24.6	404	78,728	20.0	1,166	73,616	17.3	525
Librarian 4	.	.	.	94,297	27.0	589	88,246	23.1	320
Librarian 5	.	.	.	.	.	.	107,274	28.1	127
No. of Staff	1,508			3,072			1,497		

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 2013–2014

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Librarian 1	467	36,720	51,796	60,160	74,229	125,081
Librarian 2	637	45,000	60,000	70,211	84,991	168,549
Librarian 3	404	35,877	75,972	91,140	105,612	168,303

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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 23.

Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2013–2014

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Librarian 1	450	36,503	50,000	56,150	64,132	138,382
Librarian 2	867	36,750	54,645	62,734	74,300	169,226
Librarian 3	1166	41,091	63,558	73,393	89,901	251,500
Librarian 4	589	47,985	75,360	87,600	107,450	240,000

Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2013–2014

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Librarian 1	235	24,570	48,058	55,738	64,360	106,850
Librarian 2	290	25,584	52,871	60,770	70,143	108,791
Librarian 3	525	40,428	61,106	73,089	83,437	140,555
Librarian 4	320	50,228	73,208	86,819	100,307	190,000
Librarian 5	127	52,093	92,048	103,083	125,124	172,872

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. Bucking the two-year trend from 2011–2012 and 2012–2013, Tables 3 and 4 indicate that the purchasing power of professionals in the United States and Canada kept pace with inflation.

For the first time since 2011–2012, US salaries surpassed inflation. US CPI increased by 2%[5] (see Table 3), and the median salary for US ARL university libraries in 2013 increased by 2.3% to $68,773 (see Table 3). Canadian salaries (reported in Canadian dollars) surpassed inflation by 1 percentage point: the Canadian CPI increased 1.3%, while median salaries in Canadian university libraries increased by 2.3% to $89,163 (Canadian dollars, see Table 4).[6] The median beginning salary (BPS) for university ARL librarians increased to $48,000 in 2013–2014 (see Table 2). Table 6 shows that median salaries for nonuniversity librarians increased to $95,173, while beginning salaries rebounded in 2013–2014, increasing to $51,630.

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.

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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/2014003/t040-eng.htm

The Revised 2013–2014 ARL Salary Survey

The *ARL Annual Salary Survey 2013–2014* 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 North American research institutions. 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.

The job categories and job codes for the university libraries in the *ARL Annual Salary Survey 2012–2013* were revised and modernized after an extensive review process led by the Task Force on Reviewing the ARL Statistics, the ARL Annual Salary Survey, and the ARL Supplementary Statistics. Members of the ARL Statistics and Assessment Committee and the task force interviewed ARL directors during the Spring of 2011 and collected feedback that helped them articulate the key issues, questions, and revisions for annual data collection purposes. This feedback was shared with ARL library directors and salary survey contacts, and the final list of job categories was approved by the ARL Board in April of 2011.

The *ARL Annual Salary Survey 2013–2014* reflects the continuation of this work. For the second consecutive year, the salary survey collected working job titles for the university libraries to evaluate the new job codes and their use in response to feedback from survey coordinators. Also, five new job categories were added to the *ARL Annual Salary Survey 2013–2014*: SS for Digital Specialists with Subject expertise; and HFA, SCI, SBS, and AREA for subject specialists in the Humanities/Fine Arts, Sciences and Technology, Social/Behavioral Sciences, and Area Studies, respectively.

These new codes highlight the subject-based and subject-specific work of professional librarians in ARL libraries, thereby providing a more nuanced description of the scope, work responsibilities, and emerging roles of librarians in research libraries. Please see the instructions for the *ARL Annual Salary Survey 2013–2014* on p. 131 for a more complete list of the new and revised job codes.

Initial diagnostics showed that some of the new job categories had too few cases. These categories have been aggregated into larger groups. For the second consecutive year, the broader *Administrative Specialist* category and the *Administrative Support* category, ADMSPEC (no subgroup) (n=4) and ADMIN (n=176), respectively, were combined to create one category for those who provide general administrative support that may also encompass marketing, communications, and IP permissions work. The broader *Digital Specialist* category (DIGITALSPEC (no subgroup), n=13) was combined with two subcategories with the lowest number of cases: *Digital Specialist with Subject Expertise*, a new category this year (SS, n=53) and *Institutional Repository Curator* (IR, n=28). *Scholarly Communications* (SCHOLAR, n=60) is reported separately this year. Finally, for the second consecutive year, the broader *Functional Specialist* category (FSPEC (no subgroup), n=153) and the *Coordinator, Team Leader (non-supervisory responsibility)* category (CTL, n=28) were combined to create one broad category for individuals whose specialized work is not subject based and who do not have significant supervisory responsibilities.

This revision of the ARL Annual Salary Survey job categories was conducted with the understanding that the salary survey attempts to provide a standardized schema to fit more than 100 different and complex research library structures. So, any such standardization is viewed as a reasonable and practical schema that meets management and planning needs to a certain extent, yet it is likely that it will leave important evidence outside any adopted framework. The ARL Statistics and Assessment Committee and the ARL Board Task Force on revising the annual surveys recognizes that the revision of the salary survey job categories is an iterative

process. Such revisions help us keep pace with the rapidly changing workforce in research libraries, while simultaneously codifying and reflecting the evolution of the 21st century research library workforce in the salary survey data.

Downloadable Data Tables

The online version of the *ARL Annual Salary Survey 2013–2014* 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.

Martha Kyrillidou
Shaneka Morris
Association of Research Libraries