

## SALARY SURVEY TRENDS 2009–2010

The *ARL Annual Salary Survey 2009–2010* reports salary data for all professional staff working in ARL 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 Measurement 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.

Data for 10,207 professional staff members were reported this year for the 114 ARL university libraries, including their law and medical libraries (948 staff members reported by 73 medical libraries and 747 staff members reported by 76 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,811 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 25 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 26 through 30, reports data on US ARL university library members excluding law and medical data; the fifth section, Tables 31–34, reports data on Canadian ARL university libraries excluding law and medical data. The sixth section (Tables 35–41) and the seventh section (Tables 42–48) 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 1.1667 Canadian dollars per US dollar.<sup>1</sup> Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

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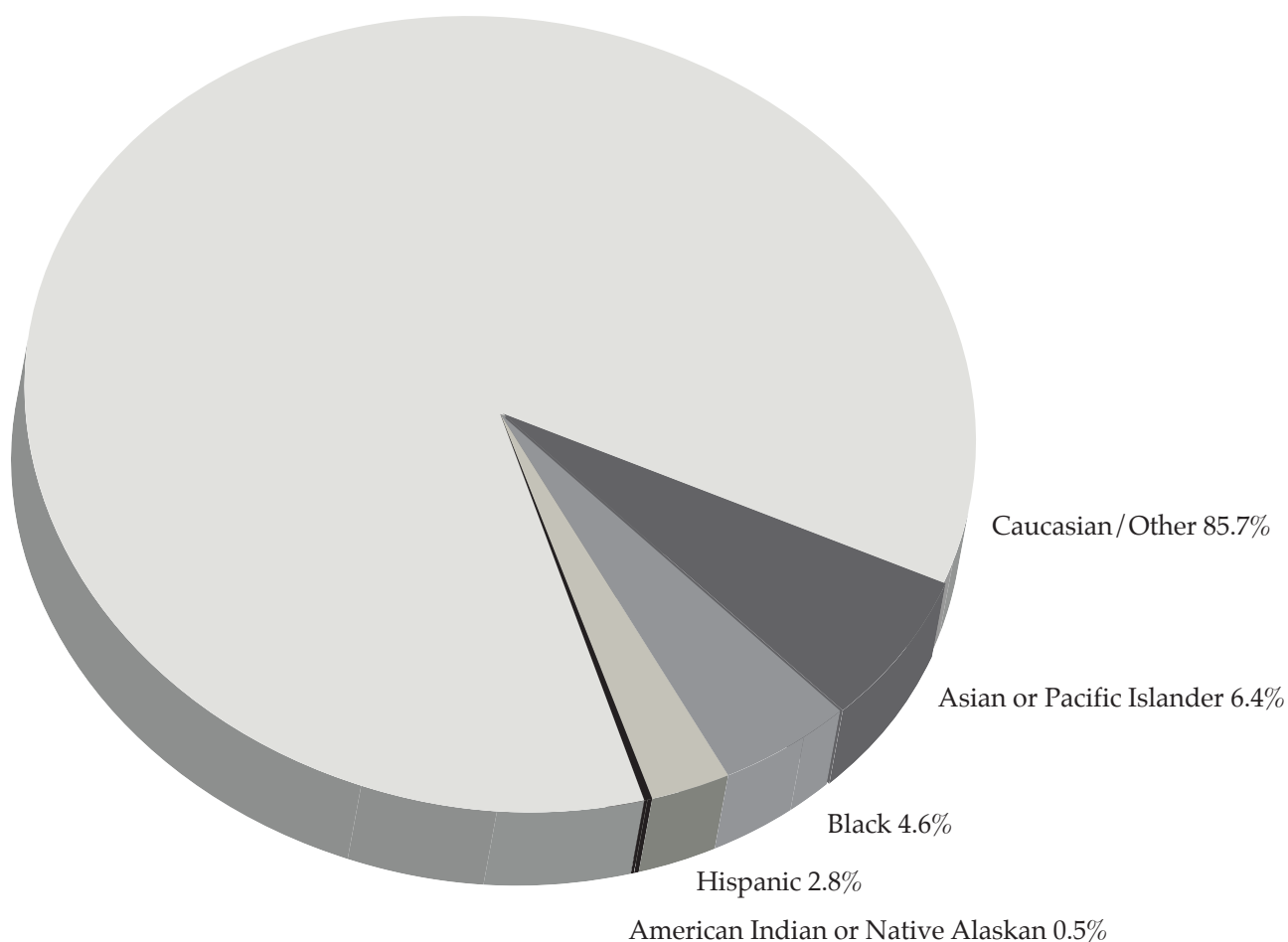
<sup>1</sup> This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2008–June 2009 and is used in converting figures that are shown effective as of 1 July 2009. This information can be accessed at: <http://www.bankofcanada.ca/en/rates/exchange.html>.

## RACE AND ETHNICITY

There were 1,296 minority professional staff reported in 99 US ARL university libraries, including law and medical.<sup>2</sup> 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, 14.3% of the professional staff in US ARL university libraries (including law and medical) belongs to one of the four non-Caucasian categories for which ARL keeps records. The percentage of minorities in managerial or leadership positions in the largest US academic libraries is far lower: 6.1% are directors (7 out of 114), 6.3% are associate directors (20 out of 316), 5.3% are assistant directors (9 out of 170) and 9.4% (46 out of 487) are branch librarians (see Table 27). Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.7%, Asian/Pacific Islander 6.4%, Black 4.6%, Hispanic 2.8%, and American Indian/Alaskan Native 0.5%.

**Figure 1: Ethnicity/Race of Professional Staff in US ARL University Libraries, FY 2009–2010**



<sup>2</sup> 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.

Minority professional staff in US ARL university libraries continue to be disproportionately distributed across the country. Using Figure 1, 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 most underrepresented in the East South Central, New England, and Mountain regions (see page 51 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, South Atlantic, and West South Central.

**Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2009–2010**

	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific	TOTAL	%
<b>Race/Ethnicity Category</b>											
<b>Black</b>	35	62	69	25	127	25	35	9	29	416	32%
<b>Hispanic</b>	23	41	31	11	38	5	41	20	43	253	20%
<b>Asian</b>	76	105	57	30	83	8	37	17	170	583	45%
<b>AI/AN*</b>	3	3	24	4	2		2	6		44	3%
<b>Minority Total</b>	137	211	181	70	250	38	115	52	242	1,296	100%
<b>Minority Percent</b>	10.60%	16.30%	14.00%	5.40%	19.30%	2.90%	8.90%	4.00%	18.70%		
<b>Nonminority Total</b>	1,177	1,257	1,371	537	1,224	371	592	445	841	7,815	100%
<b>Nonminority Percent</b>	15.10%	16.10%	17.50%	6.90%	15.70%	4.70%	7.60%	5.70%	10.80%		
<b>Regional Percent Total staff</b>	14.40%	16.10%	17.00%	6.70%	16.20%	4.50%	7.80%	5.50%	11.90%		
<b>Proportional Minority Representation</b>	-29.80%	1.24%	-20.00%	-21.74%	22.93%	-38.30%	17.11%	-29.82%	73.15%		

\* American Indian/Alaskan Native

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. 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, at its homepage, <http://www.arl.org/diversity/>.

Women comprise 68.2% of the four racial/ethnic groups that comprise minority staff, as compared to 62.7% of Caucasian/Other staff in all US ARL university libraries. The overall gender balance in the 114 Canadian and US university libraries (including law and medical) is 35.9% male and 64.1% female. See Figure 2, above, and Figure 3, below, for more detail on race/ethnic and gender distribution.

**Figure 3: Race/Ethnicity and Sex Distribution of Professional Staff in ARL University Libraries, FY 2009–2010**

UNITED STATES					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,840	37.5%	4,725	62.5%	7,565
Medical	251	29.7%	595	70.3%	846
Law	239	33.9%	466	66.1%	705
Minority*	412	31.8%	884	68.2%	1,296
Non-minority	2,916	37.3%	4,899	62.7%	7,815
All	3,328	36.5%	5,783	63.5%	9,111
CANADA					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	308	32.5%	639	67.5%	947
Medical	11	10.8%	91	89.2%	102
Law	14	33.3%	28	66.7%	42
All	333	30.5%	758	69.5%	1,091
UNITED STATES AND CANADA (COMBINED)					
	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	3,148	37.0%	5,364	63.0%	8,512
Medical	262	27.6%	686	72.4%	948
Law	253	33.9%	494	66.1%	747
All	3,663	35.9%	6,544	64.1%	10,207

\* Includes staff in medical and law libraries.

Note: There are five entries from a US institution that did not report their race/ethnicity; therefore, the totals will not aggregate to the sum needed for the US and Canadian sub-totals to equal the figure displayed in the combined total.

## 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 also are frequently requested. 2009–2010 repeated a trend observed in 2008–2009, the average salary for female directors was slightly higher than that of their male counterparts (see Table 17); furthermore, the number of women in the top administrative library position continued to increase (68 female directors out of 114 total director positions reported; compared to 63 out of 111 in 2008–2009).

However, salaries for women have not yet met parity with that of men (see Table 17): in 2009–2010 (just as in 2008–2009) the overall salary for women was only 96.2% that of men for the 114 ARL university libraries (compared to 95.39% in 2007–2008). This suggests a slow, long-term trend towards closure of the gender gap in ARL libraries — in 1980–1981 women in ARL libraries made roughly 87% that of men.

Table 17 displays 27 job categories; females earn more than their male counterparts in just 10 of 27 categories listed. Table 18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17, revealing that experience differentials may explain some differences within specific job categories. Women have more experience in all but three of the 10 job categories in which they average higher pay, but there are other categories in which women, on average, have more experience and less pay: Assistant Director, Functional Specialist, and Department Head — Other. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in nine of the ten experience cohorts, a pattern that is also repeated among minority librarians: the average salary for minority men is higher than that for minority women in eight of the ten experience cohorts (see Table 30).

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.<sup>3</sup> 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 1980–1981; since then men have consistently represented about 35% of the professional staff in ARL libraries.

### THE FUNCTIONAL SPECIALIST BREAKDOWN

In 2004, the ARL Statistics and Measurement Committee accepted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category (FSPEC). The group's major concern was that so many different types of positions, with their varying job descriptions and salaries, were being labeled with the code FSPEC that data reported for the category were beginning to lose meaning. For each position that would have been labeled FSPEC in past years, the proposal offered ARL institutions two options: either use one of eight new codes to describe that position; or, if none of the eight new codes could adequately describe that position, use FSPEC. As seen in Figure 4, only 15.6% of Functional Specialists in all libraries did not use an alternative code, a slight decrease from 17% in 2008–2009. Of the positions that did use an alternate code, 63.2% were Archivists or Information Technology specialists.

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<sup>3</sup> There are many instances citing the continuation of gender inequity in academia. See, for example: 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 Functional Specialist Job Sub-Codes by Type of Library**

Position	Main		Medical		Law		All	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Archivists	489	23.2%	22	13.4%	6	11.1%	517	22.2%
Business Manager	140	6.6%	16	9.8%	1	1.9%	157	6.7%
Human Resources	90	4.3%	1	0.6%	0	0.0%	91	3.9%
IT, Systems	406	19.3%	36	22.0%	14	25.9%	456	19.6%
IT, Web Developer	153	7.3%	22	13.4%	7	13.0%	182	7.8%
IT, Programmer	289	13.7%	28	17.1%	0		317	13.6%
Media Specialist	102	4.8%	6	3.7%	4	7.4%	112	4.8%
Preservation	127	6.0%	3	1.8%	3	5.6%	133	5.7%
Other Functional Specialists	313	14.8%	30	18.3%	19	35.2%	362	15.6%
<b>Total</b>	<b>2,109</b>		<b>164</b>		<b>54</b>		<b>2,327</b>	

Figure 5, below, displays the average salaries of the subcategories by position and sex (law and medical libraries not included) in the same fashion as Table 17. The salaries in each of the sub-categories deviate widely from the combined Functional Specialist average salary of \$63,897. Human resource specialists have the highest average of all subcategories, with an average salary of \$71,840; media/multimedia specialists have the lowest average salary of \$54,794.

**Figure 5: Distribution of Functional Specialist Job Sub-Codes' Average Salaries by Sex**

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Archivists	57,541	306	60,534	183	58,661	489
Business Manager	69,677	88	72,629	52	70,774	140
Human Resources	70,826	75	76,907	15	71,840	90
IT, Systems	65,346	142	64,944	264	65,085	406
IT, Web Developer	60,787	67	63,836	86	62,500	153
IT, Programmer	65,278	86	67,450	203	66,804	289
Media Specialist	55,199	45	54,474	57	54,794	102
Preservation	62,682	96	65,905	31	63,469	127
Other Functional Specialists	60,351	201	62,577	112	61,148	313
<b>All Functional Specialists</b>	<b>63,076</b>	<b>1,106</b>	<b>65,473</b>	<b>1,003</b>	<b>63,897</b>	<b>2,109</b>

In regards to the gender gap in ARL libraries explained in the previous section, it is worth noting that the average salaries of men are higher than those of women in seven out of the nine categories in Figure 5.

## INSTITUTIONAL CHARACTERISTICS AND SALARIES

### A. PUBLIC AND PRIVATE INSTITUTIONS

The gap between salaries paid in private US ARL university libraries and those paid in publicly supported US university libraries decreased slightly; in 2008–2009 it was 7%, in 2009–2010 the difference was 6%, with an average of \$4,120 more paid for a position in a private institution. Out of 27 job categories, only in four (Heads of Documents/Maps, Heads of Rare Books/Manuscripts, Heads of Computer Systems and Other: Over 14 years experience) did librarians in public institutions earn more than their peers employed in private institutions (see Table 21).

### B. LIBRARY SIZE

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well.<sup>4</sup> The largest libraries, those with more than 110 staff, reported the highest average salary, \$72,765, compared to \$71,620 for the libraries with between 75 and 110 staff (see Table 23). The smallest libraries (22 to 49 staff) had the third-highest average salary of the cohorts, followed by those libraries with 50 to 74 staff. The gap between the highest paying cohort and the lowest paying cohort remained unchanged, in 2009–2010 it was \$4,901, a difference of 6.8% percent (the difference in 2008–2009 was \$4,994, which was 7.2%).

### C. GEOGRAPHIC AREA

In 2009–2010, the highest average salaries were found in New England (\$76,371) followed by the Pacific (\$75,283) region with Canadian salaries (\$73,363) coming in third (see Table 25). The reason for the drop in Canadian salaries relative to US institutions (highest in 2008–2009 at \$82,295) was the change in the currency exchange rate: in the 2008–2009 salary survey it was 1.0101; for the 2009–2010 survey period it is 1.1667.<sup>5</sup> The East South Central region had the lowest average salary, with an average of \$62,872.

### D. 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 three 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 8,512 librarians in ARL university member libraries, 6,082 occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,223) occupy a position in a four-step rank structure.

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<sup>4</sup> In 1995–1996, the largest cohort of libraries was determined based on staff over 124; in 1996–1998, over 120; in 1998–1999, over 115; and since 1999–2000, over 110. See Table 23.

<sup>5</sup> This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2008–June 2009 and is used in converting figures that are shown effective as of 1 July 2009. This information can be accessed at: <http://www.bankofcanada.ca/en/rates/exchange.html>.

**Figure 6: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, FY 2009–2010**

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	54,708	8.7	51,078	7.2	53,339	8.7
Librarian 2	66,402	17.4	57,281	11.2	60,497	12.1
Librarian 3	84,896	25.4	70,677	20.5	70,433	17.8
Librarian 4			86,032	26.4	86,431	23.7
Librarian 5					102,257	30.0
<b>No. of Staff</b>	<b>1,883</b>		<b>3,223</b>		<b>976</b>	

### 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. In contrast to 2007–2008, these tables indicate that the purchasing power of professionals (in both the United States and Canada) employed in ARL libraries outpaced inflation.

The median salary for US ARL university libraries in 2009 was \$64,069, an increase of 0.6% over the 2008–2009 median salary of \$63,673 (see Table 3). This modest salary increase compared favorably to the severe economic contraction of the same period, which saw the US CPI drop 2% (see Table 3).<sup>6</sup> Canadian salaries (when judged in Canadian dollars) were even more successful in surpassing inflation: while the Canadian CPI dropped -0.9%, median salaries in Canadian university libraries increased from \$78,742 (Canadian) to \$80,654 (Canadian) a rise of 2.4% (see Table 4).<sup>7</sup> However, the sharp difference in the exchange rates between 2008–2009 (1.0101 Canadian per US dollar) and 2009–2010 (1.1667 Canadian per US dollar), when judged in US currency, caused the Canadian median salary to drop from \$77,954 in 2008–2009 to \$69,130 — a decrease of 11.4% (see Table 4). This change in currency exchange rate is also responsible for the drop in overall (US and Canadian) median salary of ARL university librarians (see Table 2) from \$64,823 (US dollars) in 2008–2009 to \$64,560 (US dollars), which was a decrease of 0.5% despite the fact that both US and Canadian salaries increased modestly in 2009–2010 as stated above.

The median beginning salary (BPS) for university ARL librarians decreased during this survey’s period: it was \$44,000 (US) in 2008–2009 and dropped to \$43,700 in 2009–2010 (a decrease of 0.7%) (see Table 2). Table 6 shows that nonuniversity librarians also experienced a decrease in their beginning salary, which was \$48,108 in 2008–2009 and dropped to \$47,554 in 2009–2010 (a difference of 1.2%). Table 6 also demonstrates that the median

<sup>6</sup> 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/>.

<sup>7</sup> 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/2009010/t040-eng.htm>.



salaries of ARL nonuniversity librarians remained virtually the same: \$85,320 in 2008–2009, \$85,229 in 2009–2010 — a decrease of 0.2%.

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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