

**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 2006-07, 74.2% of all ARL university librarians earned more than \$50,000, as did 93.8% of all ARL nonuniversity librarians.

Salary Range	<u>University Librarians</u>				<u>Nonuniversity Librarians</u>			
	FY 2005-06	cum. %	FY 2006-07	cum. %	FY 2005-06	cum. %	FY 2006-07	Cum. %
More than 250,000	9	0.1%	9	0.1%	1	0.0%	1	0.0%
200,000 - 250,000	21	0.3%	28	0.4%	0	0.0%	1	0.1%
175,000 - 199,999	29	0.6%	31	0.7%	1	0.1%	2	0.1%
150,000 - 174,999	60	1.2%	60	1.3%	7	0.2%	106	2.9%
140,000 - 149,999	39	1.6%	41	1.7%	102	2.8%	8	3.1%
130,000 - 139,999	45	2.1%	47	2.2%	190	7.7%	215	8.7%
120,000 - 129,999	45	2.6%	68	2.9%	110	10.5%	107	11.5%
110,000 - 119,999	103	3.6%	143	4.3%	222	16.1%	277	18.7%
100,000 - 109,999	186	5.6%	224	6.6%	247	22.4%	367	28.3%
95,000 - 99,999	127	6.9%	146	8.1%	165	26.7%	179	33.0%
90,000 - 94,999	183	8.8%	251	10.7%	190	31.5%	256	39.6%
85,000 - 89,999	244	11.3%	316	13.9%	251	37.9%	185	44.5%
80,000 - 84,999	381	15.2%	436	18.3%	343	46.6%	307	52.5%
76,000 - 79,999	347	18.8%	429	22.7%	213	52.1%	194	57.5%
74,000 - 75,999	209	21.0%	219	24.9%	136	55.5%	84	59.7%
72,000 - 73,999	229	23.4%	240	27.4%	72	57.4%	134	63.2%
70,000 - 71,999	287	26.3%	289	30.3%	76	59.3%	147	67.1%
68,000 - 69,999	253	29.0%	308	33.4%	183	64.0%	129	70.4%
66,000 - 67,999	304	32.1%	341	36.9%	81	66.1%	127	73.7%
64,000 - 65,999	361	35.9%	398	41.0%	136	69.5%	129	77.1%
62,000 - 63,999	343	39.4%	395	45.0%	120	72.6%	130	80.5%
60,000 - 61,999	413	43.7%	432	49.4%	37	73.5%	69	82.3%
58,000 - 59,999	401	47.8%	421	53.7%	99	76.1%	90	84.7%
56,000 - 57,999	494	53.0%	475	58.5%	110	78.9%	148	88.5%
54,000 - 55,999	478	57.9%	508	63.7%	144	82.5%	101	91.2%
52,000 - 53,999	526	63.4%	515	68.9%	153	86.4%	38	92.1%
50,000 - 51,999	538	68.9%	519	74.2%	44	87.6%	63	93.8%
48,000 - 49,999	511	74.2%	494	79.2%	109	90.3%	37	94.8%
46,000 - 47,999	505	79.5%	508	84.4%	68	92.1%	52	96.1%
44,000 - 45,999	510	84.7%	397	88.4%	134	95.5%	73	98.0%
42,000 - 43,999	448	89.4%	360	92.1%	95	97.9%	31	98.8%
40,000 - 41,999	387	93.4%	292	95.1%	29	98.6%	6	99.0%
38,000 - 39,999	231	95.8%	194	97.0%	18	99.1%	10	99.2%
36,000 - 37,999	191	97.8%	146	98.5%	15	99.5%	10	99.5%
34,000 - 35,999	122	99.0%	73	99.3%	12	99.8%	8	99.7%
32,000 - 33,999	56	99.6%	32	99.6%	3	99.9%	9	99.9%
30,000 - 31,999	20	99.8%	19	99.8%	1	99.9%	1	100.0%
less than 30,000	19	100.0%	20	100.0%	4	100.0%	1	100.0%
<b>Total Positions</b>		<b>9,655</b>		<b>9,824</b>		<b>3,921</b>		<b>3,832</b>
<b>Median Salary</b>		<b>\$57,074</b>		<b>\$59,648</b>		<b>\$76,083</b>		<b>\$80,124</b>

\* Canadian salaries expressed in U.S. dollars. Includes medical and law libraries.

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

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the 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 U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

<b>Fiscal Year</b>	<b>No. of Libs.</b>	<b>Total Staff</b>	<b>Median Salary†</b>	<b>BPS‡ Median</b>	<b>Median Salary Index</b>	<b>BPS‡ Index</b>	<b>Actual CPI</b>	<b>Adjusted CPI</b>
2006-07	113	9,824	\$59,648	\$40,000	228.5	242.4	203.5	195.9
2005-06	113	9,655	57,074	37,920	218.7	229.8	195.4	188.1
2004-05	113	9,487	55,250	36,984	211.7	224.1	189.4	182.3
2003-04	114	9,492	53,000	36,000	203.1	218.2	183.9	177.0
2002-03	114	9,469	51,636	35,000	197.8	212.1	180.1	173.3
2001-02	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000-01	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
1998-99	110	8,400	45,775	30,000	175.2	181.7	163.2	157.1
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.1
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

\* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries.

‡ Beginning professional salary.

**TABLE 3: SALARY TRENDS IN U.S. ARL UNIVERSITY LIBRARIES\***

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the U.S. 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 U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, at <http://146.142.4.24/cgi-bin/surveymost?cu>.

<b>Fiscal Year</b>	<b>No. of Libs.</b>	<b>Total Staff</b>	<b>Median Salary</b>	<b>Median Salary Change</b>	<b>Median Salary Index</b>	<b>Actual CPI</b>	<b>Adjusted CPI</b>	<b>CPI Change</b>
2006-07	99	8,866	\$59,280	3.7%	228.5	203.5	195.9	4.1%
2005-06	99	8,700	57,173	2.8	220.4	195.4	188.1	3.2
2004-05	99	8,581	55,600	3.2	214.3	189.4	182.3	3.0
2003-04	100	8,581	53,859	2.0	207.6	183.9	177.0	2.1
2002-03	100	8,544	52,789	1.9	203.5	180.1	173.3	1.5
2001-02	99	8,337	51,806	4.1	199.7	177.5	170.8	2.7
2000-01	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
1998-99	97	7,671	46,130	3.6	177.8	163.2	157.1	1.7
1997-98	97	7,682	44,544	3.4	171.7	160.5	154.5	2.2
1996-97	96	7,562	43,084	3.4	166.1	157.0	151.1	3.0
1995-96	95	7,435	41,651	2.7	160.5	152.5	146.8	2.8
1994-95	95	7,401	40,573	3.4	156.4	148.4	142.8	2.8
1993-94	95	7,390	39,257	3.0	151.3	144.4	139.0	3.0
1992-93	95	7,375	38,124	3.0	146.9	140.2	134.9	2.9
1991-92	94	7,408	37,009	3.5	142.6	136.2	131.1	4.2
1990-91	94	7,543	35,761	5.2	137.8	130.7	125.8	5.4
1989-90	94	7,344	34,000	5.8	131.0	124.0	119.3	4.8
1988-89	94	7,252	32,149	5.4	123.9	118.3	113.9	4.1
1987-88	93	7,145	30,492	5.1	117.5	113.6	109.3	3.6
1986-87	92	6,886	29,021	6.5	111.9	109.6	105.5	1.9
1985-86	91	6,707	27,249	5.0	105.0	107.6	103.6	3.6
1984-85	91	6,456	25,946	6.9	100.0	103.9	100.0	-

\* Includes medical and law libraries in median salary.

**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 U.S. \$ 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 Canadian CPI change is indicated in the August 22, 2006 edition of *The Daily*, a Statistics Canada publication, at <http://www.statcan.ca/english/Subjects/Cpi/cpi-en.htm>.

<b>Fiscal Year</b>	<b>No. of Libs.</b>	<b>Total Staff</b>	<b>Median Salary in U.S. \$†</b>	<b>Median Salary Change†</b>	<b>Exchange Rate</b>	<b>Median Salary in Can. \$</b>	<b>Median Salary Change</b>	<b>Canadian CPI Change</b>
2006-07	14	958	\$63,112	11.8%	1.16289	\$73,392	4.0%	2.4%
2005-06	14	955	56,474	7.1	1.24971	70,576	-0.3	2.0
2004-05	14	906	52,707	16.3	1.34328	70,800	3.5	2.3
2003-04	14	911	45,310	6.2	1.51023	68,429	2.3	2.2
2002-03	14	925	42,657	-0.6	1.56878	66,919	2.6	2.1
2001-02	14	861	42,928	-1.1	1.51919	65,215	2.1	2.6
2000-01	13	755	43,394	5.0	1.47192	63,873	2.4	3.0
1999-2000	13	737	41,316	-3.8	1.5103	62,400	2.4	1.8
1998-99	13	729	42,963	-2.7	1.4177	60,909	0.9	1.0
1997-98	13	732	44,167	1.4	1.3663	60,346	1.7	1.8
1996-97	13	764	43,569	0.9	1.3613	59,310	-0.4	1.2
1995-96	13	796	43,173	-1.7	1.3794	59,554	1.3	2.5
1994-95	13	815	43,919	-6.0	1.3381	58,768	0.7	0.2
1993-94	13	816	46,744	-4.3	1.2488	58,374	2.9	1.6
1992-93	13	837	48,820	2.7	1.1623	56,744	3.4	1.3
1991-92	13	847	47,519	5.5	1.1547	54,870	3.6	5.8
1990-91	13	839	45,023	15.1	1.1759	52,942	12.5	4.2
1989-90	13	853	39,117	12.3	1.2026	47,042	5.3	5.4
1988-89	13	837	34,826	11.7	1.2826	44,668	5.3	3.8
1987-88	13	817	31,178	10.9	1.3602	42,408	9.1	4.7
1986-87	13	831	28,123	-1.9	1.3817	38,858	1.2	4.2
1985-86	13	829	28,666	1.1	1.3388	38,378	7.9	3.8
1984-85	12	705	28,346	-0.8	1.2548	35,569	0.8	4.2
Average				2.5%			3.4%	

\* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries in median salary.

