

**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 2005-06, 68.9% of all ARL university librarians earned more than \$50,000, as did 87.6% of all ARL nonuniversity librarians.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY 2004-05	cum. %	FY 2005-06	cum. %	FY 2004-05	cum. %	FY 2005-06	Cum. %
More than 250,000	5	0.1%	9	0.1%	0	0.0%	1	0.0%
200,000 - 250,000	16	0.2%	21	0.3%	0	0.0%	0	0.0%
175,000 - 199,999	31	0.5%	29	0.6%	1	0.0%	1	0.1%
150,000 - 174,999	52	1.1%	60	1.2%	5	0.2%	7	0.2%
140,000 - 149,999	28	1.4%	39	1.6%	98	2.6%	102	2.8%
130,000 - 139,999	37	1.8%	45	2.1%	170	6.9%	190	7.7%
120,000 - 129,999	54	2.4%	45	2.6%	106	9.6%	110	10.5%
110,000 - 119,999	75	3.1%	103	3.6%	189	14.4%	222	16.1%
100,000 - 109,999	152	4.7%	186	5.6%	187	19.2%	247	22.4%
95,000 - 99,999	114	5.9%	127	6.9%	125	22.3%	165	26.7%
90,000 - 94,999	142	7.4%	183	8.8%	225	28.0%	190	31.5%
85,000 - 89,999	243	10.0%	244	11.3%	226	33.8%	251	37.9%
80,000 - 84,999	288	13.0%	381	15.2%	221	39.4%	343	46.6%
76,000 - 79,999	303	16.2%	347	18.8%	357	48.4%	213	52.1%
74,000 - 75,999	167	18.0%	209	21.0%	106	51.1%	136	55.5%
72,000 - 73,999	194	20.0%	229	23.4%	151	54.9%	72	57.4%
70,000 - 71,999	259	22.8%	287	26.3%	71	56.7%	76	59.3%
68,000 - 69,999	241	25.3%	253	29.0%	73	58.6%	183	64.0%
66,000 - 67,999	291	28.4%	304	32.1%	98	61.0%	81	66.1%
64,000 - 65,999	352	32.1%	361	35.9%	186	65.8%	136	69.5%
62,000 - 63,999	351	35.8%	343	39.4%	105	68.4%	120	72.6%
60,000 - 61,999	375	39.7%	413	43.7%	155	72.4%	37	73.5%
58,000 - 59,999	359	43.5%	401	47.8%	49	73.6%	99	76.1%
56,000 - 57,999	443	48.2%	494	53.0%	82	75.7%	110	78.9%
54,000 - 55,999	481	53.3%	478	57.9%	75	77.6%	144	82.5%
52,000 - 53,999	510	58.6%	526	63.4%	139	81.1%	153	86.4%
50,000 - 51,999	525	64.2%	538	68.9%	184	85.8%	44	87.6%
48,000 - 49,999	542	69.9%	511	74.2%	77	87.7%	109	90.3%
46,000 - 47,999	533	75.5%	505	79.5%	87	89.9%	68	92.1%
44,000 - 45,999	479	80.6%	510	84.7%	63	91.5%	134	95.5%
42,000 - 43,999	488	85.7%	448	89.4%	130	94.8%	95	97.9%
40,000 - 41,999	411	90.0%	387	93.4%	90	97.1%	29	98.6%
38,000 - 39,999	309	93.3%	231	95.8%	40	98.1%	18	99.1%
36,000 - 37,999	273	96.2%	191	97.8%	34	99.0%	15	99.5%
34,000 - 35,999	204	98.3%	122	99.0%	26	99.6%	12	99.8%
32,000 - 33,999	96	99.3%	56	99.6%	8	99.8%	3	99.9%
30,000 - 31,999	40	99.7%	20	99.8%	4	99.9%	1	99.9%
less than 30,000	24	100.0%	19	100.0%	3	100.0%	4	100.0%
<b>Total Positions</b>		<b>9,487</b>		<b>9,655</b>		<b>3,946</b>		<b>3,921</b>
<b>Median Salary</b>		<b>\$55,250</b>		<b>\$57,074</b>		<b>\$74,022</b>		<b>\$76,083</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>
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)*, 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>Median Salary Change</b>	<b>Median Salary Index</b>	<b>Actual CPI</b>	<b>Adjusted CPI</b>	<b>CPI Change</b>
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 DATE 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>
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.

