

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.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY 2006-07	cum. %	FY 2007-08	cum. %	FY 2006-07	cum. %	FY 2007-08	Cum. %
More than 250,000	9	0.1%	12	0.1%	1	0.0%	1	0.0%
200,000 – 250,000	28	0.4%	30	0.4%	1	0.1%	1	0.1%
175,000 – 199,999	31	0.7%	41	0.8%	2	0.1%	7	0.2%
150,000 – 174,999	60	1.3%	81	1.6%	106	2.9%	108	3.1%
140,000 – 149,999	41	1.7%	37	2.0%	8	3.1%	148	7.0%
130,000 – 139,999	47	2.2%	57	2.6%	215	8.7%	118	10.1%
120,000 – 129,999	68	2.9%	90	3.5%	107	11.5%	223	16.0%
110,000 – 119,999	143	4.3%	177	5.3%	277	18.7%	199	21.2%
100,000 – 109,999	224	6.6%	246	7.7%	367	28.3%	351	30.4%
95,000 – 99,999	146	8.1%	212	9.8%	179	33.0%	219	36.2%
90,000 – 94,999	251	10.7%	299	12.8%	256	39.6%	142	40.0%
85,000 – 89,999	316	13.9%	374	16.6%	185	44.5%	295	47.7%
80,000 – 84,999	436	18.3%	469	21.3%	307	52.5%	285	55.2%
76,000 – 79,999	429	22.7%	456	25.9%	194	57.5%	146	59.1%
74,000 – 75,999	219	24.9%	229	28.1%	84	59.7%	88	61.4%
72,000 – 73,999	240	27.4%	330	31.5%	134	63.2%	180	66.1%
70,000 – 71,999	289	30.3%	306	34.5%	147	67.1%	119	69.3%
68,000 – 69,999	308	33.4%	312	37.6%	129	70.4%	120	72.4%
66,000 – 67,999	341	36.9%	408	41.7%	127	73.7%	87	74.7%
64,000 – 65,999	398	41.0%	363	45.4%	129	77.1%	95	77.2%
62,000 – 63,999	395	45.0%	436	49.7%	130	80.5%	75	79.2%
60,000 – 61,999	432	49.4%	397	53.7%	69	82.3%	80	81.3%
58,000 – 59,999	421	53.7%	494	58.7%	90	84.7%	138	84.9%
56,000 – 57,999	475	58.5%	472	63.4%	148	88.5%	78	87.0%
54,000 – 55,999	508	63.7%	511	68.5%	101	91.2%	135	90.5%
52,000 – 53,999	515	68.9%	510	73.6%	38	92.1%	104	93.3%
50,000 – 51,999	519	74.2%	500	78.6%	63	93.8%	52	94.7%
48,000 – 49,999	494	79.2%	459	83.2%	37	94.8%	46	95.9%
46,000 – 47,999	508	84.4%	440	87.6%	52	96.1%	98	98.4%
44,000 – 45,999	397	88.4%	384	91.5%	73	98.0%	15	98.8%
42,000 – 43,999	360	92.1%	321	94.7%	31	98.8%	12	99.2%
40,000 – 41,999	292	95.1%	217	96.9%	6	99.0%	8	99.4%
38,000 – 39,999	194	97.0%	132	98.2%	10	99.2%	4	99.5%
36,000 – 37,999	146	98.5%	92	99.1%	10	99.5%	10	99.7%
34,000 – 35,999	73	99.3%	41	99.5%	8	99.7%	1	99.8%
32,000 – 33,999	32	99.6%	24	99.8%	9	99.9%	8	100.0%
30,000 – 31,999	19	99.8%	14	99.9%	1	100.0%	0	100.0%
less than 30,000	20	100.0%	10	100.0%	1	100.0%	1	100.0%
Total Positions	9,824		9,983		3,832		3,797	
Median Salary	\$59,648		\$61,833		\$80,124		\$80,261	

* 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>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary[†]	BPS[‡] Median	Median Salary Index	BPS[‡] Index	Actual CPI	Adjusted CPI
2007-08	113	9,983	\$61,833	\$41,125	236.9	249.7	208.3	200.5
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>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median Salary Change	Median Salary Index	Actual CPI	Adjusted CPI	CPI Change
2007-08	99	9,026	\$61,329	3.5%	236.4	208.3	200.5	2.4%
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>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary in U.S. \$†	Median Salary Change†	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Canadian CPI Change
2007-08	14	957	\$67,331	6.7%	1.13230	\$76,239	3.9%	2.5%
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

* Canadian salaries expressed in U.S. dollars.

† Includes medical and law libraries in median salary.

