Salary Survey Trends 2015—2016

The *ARL Annual Salary Survey 2015–2016* reports salary data for all professional staff working in ARL libraries including librarians and non-librarian professionals. 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.

Data for 10,111 professional staff members were reported this year for the 114 ARL university libraries, including their law and medical libraries (828 staff members reported by 71 medical libraries and 735 staff members reported by 76 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,716 professional staff members.

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 1.1739 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.

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,

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1   This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2014–June 2015 and is used in converting figures that are shown, effective as of 1 July 2015. This information can be accessed at: http://www.bankofcanada.ca/en/rates/exchange.html

combining US and Canadian data. Initial diagnostics showed that some of the job categories had too few cases. These categories have been aggregated into the same groupings as in prior years.

Race and Ethnicity

There were 1,328 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.

Currently, 14.9% 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: 10% are directors (11 out of 110), 7.8% are associate directors (25 out of 320), 9% are assistant directors (12 out of 133) and 9.3% (34 out of 364) are the head of a branch library (see Table 31). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.1%, Asian/Pacific Islander 6.9%, Black 4.7%, Hispanic 2.9%, and American Indian/Alaskan Native 0.4%.

Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2015–2016
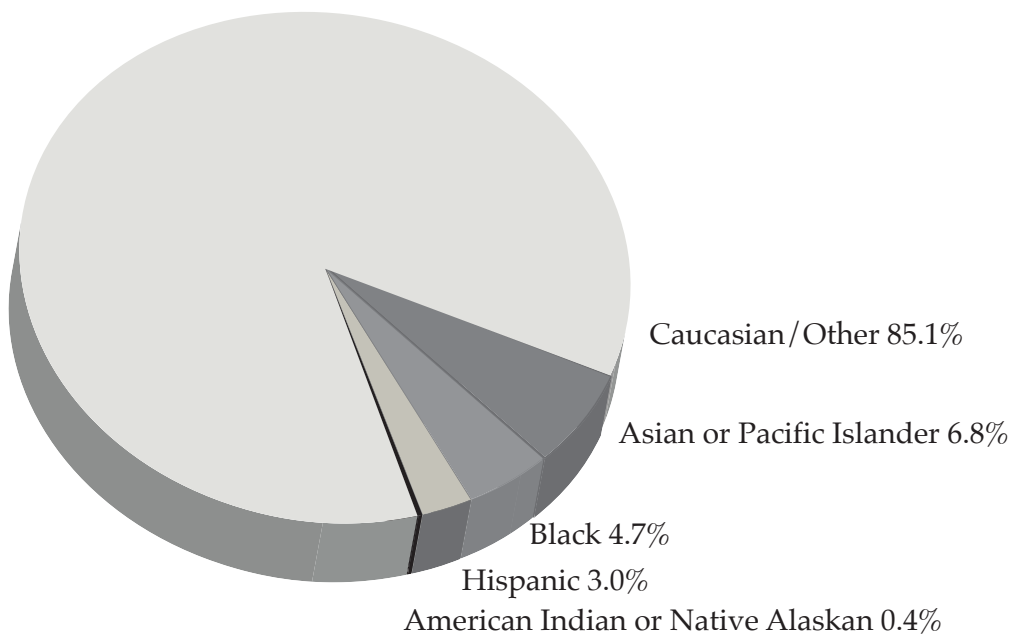
Minority professional staff in US ARL university libraries continue to be disproportionately distributed across the country. Using Figure 2, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL's Salary Survey data collection. Minorities are underrepresented by approximately 35% in the East South Central region and by almost 33% 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, Middle Atlantic, and South Atlantic regions.

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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 2: Minority Professional Staff by Region in US ARL University Libraries, FY 2015–2016

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	29	71	75	24	122	23	29	10	33	416	31%
Hispanic	16	49	36	9	44	7	32	22	44	259	20%
Asian	76	114	88	25	87	11	47	21	149	618	47%
American Indian/ Alaskan Native	3	3	4	3	2	.	5	6	9	35	3%
Minority Total	124	237	203	61	255	41	113	59	235	1,328	100.0%
Minority Percent	9.3%	17.8%	15.3%	4.6%	19.2%	3.1%	8.5%	4.4%	17.7%		
Nonminority Total	1,050	1,257	1,322	504	1,388	360	644	400	646	7,571	100.0%
Nonminority Percent	13.9%	16.6%	17.5%	6.7%	18.3%	4.8%	8.5%	5.3%	8.5%		
Regional Percent Total staff	13.2%	16.8%	17.1%	6.3%	18.5%	4.5%	8.5%	5.2%	9.9%		
Proportional Minority Representation	-32.67%	7.49%	-12.46%	-31.00%	4.74%	-35.07%	0.03%	-15.91%	107.39%		

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 ARL Diversity Programs. The ARL Diversity Programs recruit people from underrepresented racial and ethnic groups into careers in research libraries (the Initiative to Recruit a Diverse Workforce and the Career Enhancement Program), into the field of music and performing arts librarianship (the ARL/MLA Diversity and Inclusion Initiative), as well as the archives and special collections professional workforce (ARL/SAA Mosaic Program). Additionally, ARL's Leadership & Career Development Program prepares mid-career librarians from traditionally underrepresented racial and ethnic minority groups to take on increasingly demanding leadership roles in ARL libraries. These programs emphasize the Association's commitment to creating a diverse academic and research library community to better meet the challenges of global competition and changing demographics. Further, the Diversity Programs focus on issues surrounding work relationships in libraries while considering the impact of diversity and inclusion on library services, interactions with library users, and the development of collections. More information about the ARL Diversity Programs can be found at, http://www.arl.org/leadership-recruitment/ diversity-recruitment. Also, the ClimateQUAL® survey is an assessment initiative that focuses on some of the same issues. ClimateQUAL® 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 ClimateQUAL® 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 ClimateQUAL® 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 its homepage, http://www.climatequal.org.

Gender Data

The overall balance of men and women in the 114 Canadian and US university libraries (including law and medical libraries) is 36.6% male and 63.4% female (Figure 3d).

Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2015–2016

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	2,944	38.6%	4,679	61.4%	7,623
Medical	189	25.7%	546	74.3%	735
Law	247	35.2%	454	64.8%	701
All	**3,380**	**37.3%**	**5,679**	**62.7%**	**9,059**

Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2015–2016

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Minority*	420	31.6%	908	68.4%	1,328
Non-minority	2,909	38.4%	4,662	61.6%	7,571
All	**3,329**	**37.4%**	**5,570**	**62.6%**	**8,899**

*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 2015–2016

CANADA	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	299	32.3%	626	67.7%	925
Medical	8	8.6%	85	91.4%	93
Law	14	41.2%	20	58.8%	34
All	**321**	**30.5%**	**731**	**69.5%**	**1,052**

Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2015–2016

COMBINED	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	3,243	37.9%	5,305	62.1%	8,548
Medical	197	23.8%	631	76.2%	828
Law	261	35.5%	474	64.5%	735
All	**3,701**	**36.6%**	**6,410**	**63.4%**	**10,111**

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. Last year the average salary for female directors was slightly higher than that of their male counterparts; however this year the trend is reversed, and male directors have a higher average salary than their female counterparts (see Table 18). The number of women in the top administrative library position decreased from 65 in 2014–2015 to 63 of the 110 total directors reported in 2015–2016 (see Table 18).

In keeping with previous years, the 2015–2016 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2015–2016 the overall salary for women was 95.4% of that of

men for the 114 ARL university libraries, roughly the same as in 2014–2015. 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 three of the 19 categories listed. Table 20 provides average years of professional experience for 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 three of the job categories in which they average higher pay. There are six categories where women, on average, have more experience and less pay: Associate Director; Administrative Specialist; Head, Acquisitions; Head, Cataloging; Head, Other Department; and Technical 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 similar, though in the 16–19 and 28–31 years of experience cohorts male minority professionals earned less than their female counterparts (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 Breakdown

As seen in Figure 4, which includes all positions, the category that includes Administrative Specialists (no subgroup) makes up 2.2% of the dataset; the category that includes Digital Specialists (no subgroup) makes up 1.5% of the dataset, and the category that includes Functional Specialists (no subgroup) makes up 1.7% of the data set. Archivists comprised the largest percentage of Functional Specialists who used an alternative code (6.6%), and Information Technology specialists comprised the largest percentage of Digital Specialists who used an alternative code (9.1%). Information Technology specialists include the IT, Systems; IT, Web Developer; and IT Programmer job sub-codes.

Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2015–2016

	MAIN		MEDICAL		LAW		ALL POSITIONS	
POSITION	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Director	110	1.3%	.	.	.	.	110	1.1%
Associate Director	320	3.7%	38	4.6%	47	6.4%	405	4.0%
Assistant Director	133	1.6%	24	2.9%	44	6.0%	201	2.0%
Head, Medical	.	.	66	8.0%	.	.	66	0.7%
Head, Law	.	.	.	.	72	9.8%	72	0.7%
Head, Branch	364	4.3%	23	2.8%	.	.	387	3.8%
Dept. Head, Acquisitions	104	1.2%	23	2.8%	34	4.6%	161	1.6%
Dept. Head, Cataloging	141	1.6%	11	1.3%	31	4.2%	183	1.8%

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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 Dec. 1997: A60.

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Dept. Head, Circulation	108	1.3%	19	2.3%	29	3.9%	156	1.5%
Dept. Head, Library Technology	101	1.2%	12	1.4%	4	0.5%	117	1.2%
Dept. Head, Rare Book/ Manuscripts/Special Collections	106	1.2%	8	1.0%	5	0.7%	119	1.2%
Dept. Head, Research/Reference/ Info or Learning Commons	128	1.5%	19	2.3%	29	3.9%	176	1.7%
Dept. Head, Other	591	6.9%	42	5.1%	19	2.6%	652	6.4%
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	204	2.4%	13	1.6%	9	1.2%	226	2.2%
Business Manager	182	2.1%	15	1.8%	2	0.3%	199	2.0%
Human Resources	92	1.1%	1	0.1%	.	.	93	0.9%
Development/Advancement	45	0.5%	1	0.1%	.	.	46	0.5%
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	140	1.6%	2	0.2%	11	1.5%	153	1.5%
IT, Systems	389	4.6%	23	2.8%	16	2.2%	428	4.2%
IT, Web Developer	146	1.7%	13	1.6%	8	1.1%	167	1.7%
IT, Programer	310	3.6%	10	1.2%	2	0.3%	322	3.2%
Scholarly Communications	95	1.1%	3	0.4%	.	.	98	1.0%
Digital Acquisitions	99	1.2%	9	1.1%	7	1.0%	115	1.1%
Digital Collections Curation	125	1.5%	4	0.5%	3	0.4%	132	1.3%
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	160	1.9%	10	1.2%	6	0.8%	176	1.7%
Archivists	637	7.5%	27	3.3%	4	0.5%	668	6.6%
Assessment, Management Info Systems, Planning	78	0.9%	1	0.1%	2	0.3%	81	0.8%
Media Specialists	97	1.1%	3	0.4%	2	0.3%	102	1.0%
Preservation, including digital collections	174	2.0%	.	.	.	.	174	1.7%
Subject Specialist (no subgroup)	700	8.2%	131	15.8%	75	10.2%	906	9.0%
Subject Specialist in Humanities/Fine Arts	232	2.7%	.	.	.	.	232	2.3%
Subject Specialist in Sciences & Technology	260	3.0%	39	4.7%	1	0.1%	300	3.0%
Subject Specialist in Social/ Behavior Science	233	2.7%	5	0.6%	11	1.5%	249	2.5%
Subject Specialist in Area Studies	186	2.2%	.	.	2	0.3%	188	1.9%
Catalogers/Metadata analysts	607	7.1%	15	1.8%	37	5.0%	659	6.5%
Research/Reference/Instruction	804	9.4%	164	19.8%	176	23.9%	1,144	11.3%

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Public Services	222	2.6%	40	4.8%	31	4.2%	293	2.9%
Technical Services	125	1.5%	14	1.7%	16	2.2%	155	1.5%
All Positions:	**8,548**		**828**		**735**		**10,111**	

Figure 5: Number and Average Salaries of Professional Staff in ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Director	230,557	63	232,518	47	231,395	110
Associate Director	122,484	247	128,996	158	125,025	405
Assistant Director	99,492	132	111,261	69	103,532	201
Head, Medical	136,025	52	132,044	14	135,181	66
Head, Law	170,620	39	173,223	33	171,813	72
Head, Branch	85,611	270	93,520	117	88,002	387
Dept. Head, Acquisitions	77,276	119	81,952	42	78,495	161
Dept. Head, Cataloging	81,229	129	80,582	54	81,038	183
Dept. Head, Circulation	78,027	98	73,505	58	76,346	156
Dept. Head, Library Technology	97,587	38	97,594	79	97,591	117
Dept. Head, Rare Book/Manuscripts/ Special Collections	94,721	61	92,789	58	93,779	119
Dept. Head, Research/Reference/Info or Learning Commons	85,772	133	86,737	43	86,008	176
Dept. Head, Other	84,857	415	86,928	237	85,610	652
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	71,575	170	72,768	56	71,871	226
Business Manager	73,767	123	75,617	76	74,474	199
Human Resources	75,859	82	67,626	11	74,885	93
Development/Advancement	84,070	28	82,827	18	83,584	46
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	67,013	87	68,949	66	67,848	153
IT, Systems	70,801	118	72,088	310	71,734	428
IT, Web Developer	66,454	69	71,615	98	69,483	167
IT, Programer	73,213	77	76,510	245	75,722	322
Scholarly Communications	69,468	63	76,578	35	72,008	98
Digital Acquisitions	68,635	78	70,911	37	69,367	115
Digital Collections Curation	67,199	77	67,865	55	67,476	132
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	65,800	105	68,637	71	66,944	176

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Archivists	64,422	420	69,216	248	66,202	668
Assessment, Management Info Systems, Planning	70,342	58	74,011	23	71,384	81
Media Specialists	61,845	40	63,561	62	62,888	102
Preservation, including digital collections	66,389	124	67,495	50	66,707	174
Subject Specialist (no subgroup)	70,454	627	72,223	279	70,999	906
Subject Specialist in Humanities/Fine Arts	73,408	143	81,103	89	76,360	232
Subject Specialist in Sciences & Technology	70,307	212	70,207	88	70,278	300
Subject Specialist in Social/Behavior Science	68,951	171	77,515	78	71,634	249
Subject Specialist in Area Studies	72,759	122	75,653	66	73,775	188
Catalogers/Metadata analysts	68,777	453	69,824	206	69,104	659
Research/Reference/Instruction	68,178	846	70,654	298	68,823	1,144
Public Services	63,838	206	66,588	87	64,655	293
Technical Services	62,433	115	67,834	40	63,827	155
All Positions:	**77,297**	**6,410**	**81,144**	**3,701**	**78,705**	**10,111**

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 31 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 increased in 2015–2016 to 8.85%, with librarians at private institutions earning an average of $6,657 more than their peers at public institutions. Head, Acquisitions and Head, Circulation are the only two job categories where librarians in public institutions earned more than their counterparts in private institutions (see 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. In 2015–2016, libraries with 75 to 110 staff reported the highest average salary, $80,111, followed by libraries with more than 110 staff, which reported the next highest average salary $80,059 (see Table 25). In 2015–2016 the gap between the highest paying cohort and the lowest paying cohort increased to $4,111. The cutoff staffing levels used to determine the largest cohort of libraries continued to hold steady at 110 in 2015–2016.[4]

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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 27.

Geographic Area

Canadian professional staff typically have the highest average salaries among professionals in ARL University Libraries; however, in 2015–2016, the highest average salaries were found in New England ($87,097) followed by Canada ($83,756) with salaries in the Pacific region ($83,646) coming in third (see Table 27). For the 2015–2016 survey period, the Canadian currency exchange rate is 1.1739. The West South Central region had the lowest average salary: $68,467.

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. Moreover, non-librarian professionals are included in the survey (business officers, personnel staff, computer specialists, etc.), and these individuals may 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 10,111 librarians in ARL university member libraries, 6,110 occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,092) occupy a position in a four-step rank structure.

Figure 6a: Average Salaries and Average Years of Experience of Professional Staff in Libraries with Three, Four, and Five Step Rank Structures, FY 2015–2016

	THREE-STEP			FOUR-STEP			FIVE-STEP		
	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff
Rank level 1	61,655	7.6	467	61,049	8.4	441	61,261	10.7	291
Rank level 2	76,322	17.5	659	67,702	12.3	854	65,531	12.9	350
Rank level 3	95,775	24.9	447	77,671	20.5	1,198	81,729	19.0	518
Rank level 4				94,665	26.6	599	99,539	23.2	186
Rank level 5							105,935	26.5	100
No. of Staff	**1,573**			**3,092**			**1,445**		

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 2015–2016

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Rank level 1	467	21,630	52,598	58,000	67,400	108,772
Rank level 2	659	43,445	62,409	71,808	84,072	170,006
Rank level 3	447	50,364	81,413	93,411	109,265	171,924

Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2015–2016

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Rank level 1	441	40,400	52,000	59,746	68,283	114,185
Rank level 2	854	35,000	56,365	64,322	76,267	175,000
Rank level 3	1,198	42,963	64,189	73,234	85,135	217,830
Rank level 4	599	51,750	77,480	90,301	104,958	216,980

Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2015–2016

	No. of Staff	Low	25th Percentile	Median	75th Percentile	High
Rank level 1	291	34,099	51,125	58,680	68,842	132,925
Rank level 2	350	38,760	57,818	64,365	73,016	138,672
Rank level 3	518	45,900	70,703	81,437	91,689	150,626
Rank level 4	186	56,939	84,224	95,907	109,537	203,000
Rank level 5	100	40,500	88,020	105,037	117,955	191,476

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.

Tables 3 and 4 indicate that the purchasing power of professionals in US and Canadian ARL University Libraries surpassed inflation in 2015–2016. The US CPI[5] increased by 0.2% and the median salary for US ARL university libraries in 2015–2016 increased by 1.7% to $71,203 (see Table 3). The Canadian CPI increased 1.3%, and median salaries in Canadian university libraries increased by 2.4% to $ 94,236 (Canadian dollars, see Table 4).[6] The median beginning salary (BPS) for professionals in ARL University Libraries increased to $49,209 in 2015–2016 (see Table 2). Table 6 shows a slight decrease in BPS and relatively stable overall median salaries in Nonuniversity ARL Libraries. The median beginning salary in nonuniversity libraries is $51,371 in 2015–2016 (compared to $51,888 in 2014–2015), and the overall median salary for nonuniversity librarians is $95,326 (compared to $95,329 in 2014–2015).

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.

Downloadable Data Tables

The online version of the *ARL Annual Salary Survey 2015–2016* 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.

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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/62-001-x2017002-eng.htm.