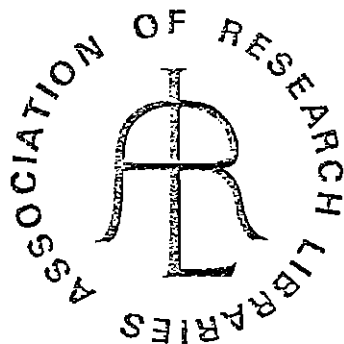


ARL
ANNUAL SALARY SURVEY
1972-1973



Association of Research Libraries
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Introduction and Explanatory Notes

In response to a number of requests for library salary information, the Association of Research Libraries in 1967 conducted the first of what has become an annual salary survey.

The summary tabulation shown on page five highlights some of the important figures taken from the earlier surveys, and indicates the relationship of these figures to figures reported for 1972-73.

In responding to the questionnaire, each library is asked to abide by the following guidelines:

1. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
2. Salaries should be reported for all available professional positions, whether filled or unfilled.
3. Salaries should be reported for full-time positions only. Part-time positions are computed in terms of full-time equivalents.
4. The salaries for all professional positions should be included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.
5. The salary figures should be straight gross salary figures. Fringe benefits are not included.
6. Any position, such as that of director of libraries, for which a salary figure has not been provided should be indicated.

Two tabulations of these figures are made: one for university libraries, and one for national, public and special libraries that are ARL members. In addition, this year we have presented in rank order the median and beginning professional salaries of each university library.

The median salaries for the total number of positions in both university and nonuniversity libraries are approximations. Exact medians are not indicated because individuals' salaries are not reported, only salary ranges.

When beginning professional salaries are reported as a range, the lower figure is used for the tabulation.

When necessary, explanatory footnotes to the reported figures are provided by the responding libraries. These notes are included at the end of this report.

ARL SALARY SURVEY SUMMARY 1968/69 - 1972/73

Year	Number of Libraries		Total Positions		Median Salary		Median BPS University
	University	Nonuniversity	University	Nonuniversity	University	Nonuniversity	
1968 - 1969	76	9	5,679	3,248	9,100	11,000	7,164
1969 - 1970	74	7	5,428	2,951	9,700	11,300	7,500
1970 - 1971	78	11	5,790	3,626	10,250	12,300	8,000
1971 - 1972	78	11	5,738	3,682	10,800	13,200	8,200
1972 - 1973	81	11	6,009	3,663	11,250	13,800	8,500
Increase (1968 - 73)	5	2	330	415	2,150	2,800	1,336
Percentage Increase (1968 - 73)	6.6%	22%	5.9%	12.8%	23.6% ¹	25.4% ¹	18.6%

¹Consumer Price Index: 8/68 = 104.8; 8/73 = 135.1, or increase of 28.9%

ANNUAL SALARY SURVEY OF ARL UNIVERSITY LIBRARIES 1972-73

<u>SALARY RANGE</u>	<u>PROFESSIONAL POSITIONS</u>	
\$37,000 or more	5	
36,000---36,999	2	
35,000---35,999	2	
34,000---34,999	2	
33,000---33,999	5	
32,000---32,999	8	
31,000---31,999	5	
30,000---30,999	11	
29,000---29,999	9	
28,000---28,999	11	
27,000---27,999	17	
26,000---26,999	24	
25,000---25,999	16	
24,000---24,999	22	98.8% earn less than \$25,000
23,000---23,999	20	
22,000---22,999	31	
21,000---21,999	41	
20,000---20,999	52	
19,000---19,999	69	95.3% earn less than \$20,000
18,000---18,999	118	
17,000---17,999	141	
16,000---16,999	190	
15,000---15,999	274	
14,000---14,999	313	82.1% earn less than \$15,000
13,000---13,999	479	
12,000---12,999	592	
11,000---11,999	764	
10,000---10,999	1005	
9,500----9,999	565	29.6% earn less than \$10,000
9,000----9,499	544	
8,500----8,999	435	
8,000----8,499	188	
7,500----7,999	26	
7,000----7,499	16	
6,500----6,999	7	
6,000----6,499		
5,500----5,999		
Total Positions	6,009	
Median Salary	\$ 11,250	(approximate)

ANNUAL SALARY SURVEY OF ARL NATIONAL, PUBLIC,
AND SPECIAL LIBRARIES 1972-73

<u>SALARY RANGE</u>	<u>PROFESSIONAL POSITIONS</u>	
\$37,000 or more	1	
36,000---36,999	61	
35,000---35,999	3	
34,000---34,999	14	
33,000---33,999	6	
32,000---32,999	12	
31,000---31,999	15	
30,000---30,999	20	
29,000---29,999	21	
28,000---28,999	17	
27,000---27,999	22	
26,000---26,999	54	
25,000---25,999	48	
24,000---24,999	43	92% earn less than \$25,000
23,000---23,999	71	
22,000---22,999	72	
21,000---21,999	120	
20,000---20,999	69	
19,000---19,999	84	81.7% earn less than \$20,000
18,000---18,999	196	
17,000---17,999	199	
16,000---16,999	168	
15,000---15,999	212	
14,000---14,999	266	58.3% earn less than \$15,000
13,000---13,999	295	
12,000---12,999	328	
11,000---11,999	415	
10,000---10,999	432	
9,500---9,999	343	10.9% earn less than \$10,000
9,000---9,499	13	
8,500---8,999	24	
8,000---8,499	18	
7,500---7,999		
7,000---7,499		
6,500---6,999	1	
6,000---6,499		
5,500---5,999		
Total Positions	3,663	
Median Salary	\$13,800	(approximate)

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

University Libraries

<u>Institution</u>	<u>Median, 1972-73</u>	<u>BPS, 1972-73</u>	<u>BPS, 1973-74</u>
Alabama	9,800	7,500	8,000
*Alberta	12,510	9,035	9,530
*Arizona	10,900	8,600	8,900
Arizona State	10,500	8,199	8,527
*Boston	10,200	8,400	8,400
British Columbia	12,400	8,500	8,500
*Brown	10,000	8,000	8,400
Calif., Berkeley	13,152	8,280	8,724
Calif., Davis	13,824	8,280	8,724
Calif., Los Angeles	12,828	8,280	8,724
Calif., San Diego	12,228	8,280	8,724
Calif., Santa Barbara	12,828	8,280	8,724
Case Western Reserve	10,686	8,400	8,666
*Chicago	11,000	8,000	8,000
Cincinnati	10,987	8,500	8,900
Colorado	12,000	8,500	8,500
Columbia	11,700	9,000	9,200
*Connecticut	11,671	9,100	9,100
Cornell	11,900	8,500	8,900
Dartmouth	11,100	8,500	8,500
Duke	10,200	8,000	8,500

*See Footnotes p. 15

<u>Institution</u>	<u>Median, 1972-73</u>	<u>BPS, 1972-73</u>	<u>BPS, 1973-74</u>
Florida	10,500	8,150	9,300
Florida State	10,000	8,150	8,150
Georgetown	10,817	8,800	8,972
Georgia	10,200	8,600	9,000
*Harvard	11,000	8,000	8,800
Howard	14,197	11,046	11,614
*Illinois	11,500	8,550	8,900
Indiana	10,295	8,000	8,500
Iowa	9,000	8,800	9,000
Iowa State	11,625	9,400	9,544
Johns Hopkins	10,500	8,294	8,800
Joint University	10,966	7,680	7,980
*Kansas	9,488	7,900	7,900
*Kentucky	10,430	8,500	8,500
Louisiana State	9,840	8,440	8,440
McGill	10,791	8,000	8,400
*Maryland	11,640	9,170	9,170
Massachusetts	14,232	8,800	9,200
*MIT	10,850	8,400	8,800
*Michigan	12,408	9,500	9,500
Michigan State	11,300	9,000	9,000
Minnesota	11,900	9,192	9,564
Missouri	10,300	9,000	8,000

*See Footnotes p. 15

<u>Institution</u>	<u>Median, 1972-73</u>	<u>BPS, 1972-73</u>	<u>BPS, 1973-74</u>
Nebraska	10,000	8,000	8,250
*New York	12,500	9,500	10,000
North Carolina	10,150	8,000	8,500
Northwestern	11,200	9,000	9,000
*Notre Dame	11,400	8,500	8,800
*Ohio State	11,928	8,208	8,208
Oklahoma	9,500	8,500	8,500
Oklahoma State	9,660	7,800	8,460
Oregon	11,468	8,916	9,360
Pennsylvania	11,600	9,000	9,400
*Pennsylvania State	12,312	9,216	9,288
Pittsburgh	11,000	8,000	8,000
Princeton	10,400	8,400	8,800
Purdue	13,500	8,500	8,800
Rice	10,800	8,400	8,400
Rochester	10,150	9,000	9,000
Rutgers	12,000	9,971	10,523
St. Louis	10,008	7,000	8,000
* Southern California	10,050	8,000	8,400
Southern Illinois	12,000	8,400	9,000
* Stanford	11,600	8,400	8,800
SUNY-Buffalo	12,500	9,500	9,500
Syracuse	10,400	8,000	8,600

*See Footnotes p. 15 & 16

<u>Institution</u>	<u>Median, 1972-73</u>	<u>BPS, 1972-73</u>	<u>BPS, 1973-74</u>
Temple	10,712	8,820	8,820
Tennessee	9,700	8,800	9,000
Texas	10,400	8,900	8,900
Texas A & M	11,130	8,400	8,820
Toronto	11,540	8,300	8,600
Tulane	9,400	7,070	7,400
*Utah	9,975	8,000	8,500
Virginia	10,080	8,640	8,640
Washington	10,110	8,592	9,204
Washington State	11,030	8,000	9,500
Washington Univ., Mo.	11,200	8,500	8,500
Wayne State	13,130	8,892	9,248
Wisconsin	11,146	8,900	9,500
*Yale	10,800	8,500	8,800

*See Footnotes p. 16

National, Public, and Special Libraries

<u>Institution</u>	<u>Median, 1972-73</u>	<u>BPS, 1972-73</u>	<u>BPS, 1973-74</u>
Boston Public Library	13,064	9,641	10,326
Center for Research Libraries	9,183	8,400	8,400
John Crerar Library	11,400	8,500	8,900
Library of Congress	N/A	9,053	9,520
Linda Hall Library	10,500	8,500	8,750
National Agricultural Library	18,421	9,500	11,614
*National Library of Canada	N/A	8,218	8,549
National Library of Medicine	19,000	9,520	10,044
*New York Public Library	13,500	9,650	10,100
New York State Library	13,482	9,535	10,155
Smithsonian Institution	17,794	9,520	10,000

*See Footnotes p. 15

ARL ANNUAL SALARY SURVEY, 1972-1973

Rank Order: Beginning Professional Salaries for
University Libraries, 1972-73

1. Howard	11,046	42. British Columbia	8,500
2. Rutgers	9,971	43. Louisiana State	8,440
3. SUNY, Buffalo	9,500	44. Texas A & M	8,400
4. New York	9,500	45. Stanford	8,400
5. Michigan	9,500	46. Southern Illinois	8,400
6. Iowa State	9,400	47. Rice	8,400
7. Pennsylvania State	9,216	48. Princeton	8,400
8. Minnesota	9,192	49. MIT	8,400
9. Maryland	9,170	50. Case Western Reserve	8,400
10. Connecticut	9,100	51. Boston	8,400
11. Alberta	9,035	52. Toronto	8,300
12. Rochester	9,000	53. Johns Hopkins	8,294
13. Pennsylvania	9,000	54. Calif., Santa Barbara	8,280
14. Northwestern	9,000	55. Calif., San Diego	8,280
15. Missouri	9,000	56. Calif., Los Angeles	8,280
16. Michigan State	9,000	57. Calif., Davis	8,280
17. Columbia	9,000	58. Calif., Berkeley	8,280
18. Oregon	8,916	59. Ohio State	8,208
19. Wisconsin	8,900	60. Arizona State	8,199
20. Texas	8,900	61. Florida State	8,150
21. Wayne State	8,892	62. Florida	8,150
22. Temple	8,820	63. Washington State	8,000
23. Tennessee	8,800	64. Utah	8,000
24. Massachusetts	8,800	65. Syracuse	8,000
25. Iowa	8,800	66. Southern California	8,000
26. Georgetown	8,800	67. Pittsburgh	8,000
27. Virginia	8,640	68. North Carolina	8,000
28. Georgia	8,600	69. Nebraska	8,000
29. Arizona	8,600	70. McGill	8,000
30. Washington	8,592	71. Indiana	8,000
31. Illinois	8,550	72. Harvard	8,000
32. Yale	8,500	73. Duke	8,000
33. Washington University	8,500	74. Chicago	8,000
34. Purdue	8,500	75. Brown	8,000
35. Oklahoma	8,500	76. Kansas	7,900
36. Notre Dame	8,500	77. Oklahoma State	7,800
37. Kentucky	8,500	78. Joint University	7,680
38. Dartmouth	8,500	79. Alabama	7,500
39. Cornell	8,500	80. Tulane	7,070
40. Colorado	8,500	81. St. Louis	7,000
41. Cincinnati	8,500		

ARL ANNUAL SALARY SURVEY, 1972-1973

Rank Order: Median Salaries of University Libraries

1. Massachusetts	14,232	42. Cincinnati	10,987
2. Howard	14,197	43. Joint University	10,966
3. Calif., Davis	13,824	44. Arizona	10,900
4. Purdue	13,500	45. MIT	10,850
5. Calif., Berkeley	13,152	46. Georgetown	10,817
6. Wayne State	13,130	47. Yale	10,800
7. Calif., Santa Barbara	12,828	48. Rice	10,800
8. Calif., Los Angeles	12,828	49. McGill	10,791
9. Alberta	12,510	50. Temple	10,712
10. SUNY, Buffalo	12,500	51. Case Western Reserve	10,686
11. New York	12,500	52. Johns Hopkins	10,500
12. Michigan	12,408	53. Florida	10,500
13. British Columbia	12,400	54. Arizona State	10,500
14. Pennsylvania State	12,312	55. Kentucky	10,430
15. Calif., San Diego	12,228	56. Texas	10,400
16. Southern Illinois	12,000	57. Syracuse	10,400
17. Rutgers	12,000	58. Princeton	10,400
18. Colorado	12,000	59. Missouri	10,300
19. Ohio State	11,928	60. Indiana	10,295
20. Minnesota	11,900	61. Georgia	10,200
21. Cornell	11,900	62. Duke	10,200
22. Columbia	11,700	63. Boston	10,200
23. Connecticut	11,671	64. Rochester	10,150
24. Maryland	11,640	65. North Carolina	10,150
25. Iowa State	11,625	66. Washington	10,110
26. Stanford	11,600	67. Virginia	10,080
27. Pennsylvania	11,600	68. Southern California	10,050
28. Toronto	11,540	69. St. Louis	10,008
29. Illinois	11,500	70. Nebraska	10,000
30. Oregon	11,468	71. Florida State	10,000
31. Notre Dame	11,400	72. Brown	10,000
32. Michigan State	11,300	73. Utah	9,975
33. Washington University	11,200	74. Louisiana State	9,840
34. Northwestern	11,200	75. Alabama	9,800
35. Wisconsin	11,146	76. Tennessee	9,700
36. Texas A & M	11,130	77. Oklahoma State	9,660
37. Dartmouth	11,100	78. Oklahoma	9,500
38. Washington State	11,030	79. Kansas	9,488
39. Pittsburgh	11,000	80. Tulane	9,400
40. Harvard	11,000	81. Iowa	9,000
41. Chicago	11,000		

FOOTNOTES TO ARL ANNUAL SALARY SURVEY, 1972-73

Alberta	Does not include salary of head librarian.
Arizona	Does not include the Medical and Law Libraries.
Boston	Does not include the Libraries of Law, Medicine and Theology.
Brown	Does not include the John Carter Brown Library.
Chicago	Does not include salary of head librarian.
Connecticut	\$300 one-time bonus granted all staff in June 1973.
Harvard	Does not include salary of head librarian.
Illinois	Includes Medical Library.
Kansas	Figures for Lawrence Campus only.
Kentucky	Does not include Community Colleges.
MIT	Does not include salary of head librarian.
Michigan	Does not include Business Administration, Clements and Law Libraries and Michigan Historical Collections.
National Library of Canada	Recruiting rate for Library Science Group is indicated here as Beginning Professional Salary.
New York Public	The report refers only to The Research Libraries and certain related administrative offices. Salaries of the President, Director, Mellon Director of The Research Libraries and Vice President are not included.
New York University	Does not include Law and Medical Libraries.
Notre Dame	For the first time figures for Law Library are included.
Ohio State	Excludes three professional positions at the Law Library.
Pennsylvania State	Does not include Capitol Campus Graduate School and Hershey Medical Center.