Release of ARL Salary Survey Data to Researchers

The data collected for the ARL Annual Salary Survey are the property of the Association and may not be used for any purpose except as authorized by ARL.

The Salary Survey data are highly confidential and, unlike the ARL Statistics data, are not made generally available. However, the Association may elect to release the Salary Survey data to qualified researchers under the guidelines specified below. The Association recommends that researchers using the ARL salary data keep members of the Research and Analytics Committee and ARL staff apprised of the progress and results of their research. Committee members who are familiar with ARL libraries and possible peculiarities in the database may be of help to researchers in interpreting results.

1. Requests for use of the Salary Survey data are submitted to the Director of Research and Analytics and reviewed by the Research and Analytics Committee. The committee will determine on a case-by-case basis whether to recommend release of the data to the Executive Director for final approval. In reviewing requests, the Committee will consider, among other factors, the serious intent and qualifications of the researcher and the extent to which the project proposed is in keeping with the mission and objectives of the Association.

2. If approval of a request is recommended by the Research and Analytics Committee and approved by the Executive Director, the Director of Research and Analytics can authorize ARL staff to release the data.

3. Data released to outside researchers will contain no identifying codes for specific institutions, i.e. the data will be “institution-blind.” However, each institution’s data will be separately coded, indicating the geographic region and whether the institution is private or public. Additional codes may be requested, provided they are practical to apply and do not compromise the confidentiality of the data.

4. Requestors will be expected to pay all direct costs of removing institutional codes, adding additional codes, and reproducing the data.

5. To protect confidentiality of the data, requestors must comply with the following conditions:
   a. No figure that describes or is derived from the salaries of fewer than four individuals may be published.
   b. No information may be published, circulated, or discussed that would reveal the identity of any library or individual, either implicitly or explicitly. Papers prepared for publication using the Salary Survey data may be reviewed by the Research and Analytics Committee to ensure that libraries or individuals are not inadvertently identified.
   c. The data may not be provided to a third party without ARL’s written authorization to do so.

6. By consent of the Research and Analytics Committee and approval of the Executive Director, the American Library Association may ask individual institutions to permit
release of their data directly from ARL to ALA, to avoid unnecessary duplication in survey requests.

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