imputed number of new hires and new professionals between 1986 and 2005 (see Table 3). If the Canadian ARL population is indeed five years ahead of the US, the number of new hires and new professionals in US ARL libraries could double in 2010.

As always with demographic data, speaking about the future involves varying degrees of certainty. For example, in US ARL libraries, high levels of retirements appear inevitable through 2015, and those retirements will drive a significant increase in new hires and new professionals, creating a significant youth movement. This will occur even if the overall new hire numbers do not double, as they did among Canadian ARL libraries between 2000 and 2005. But there remains considerable uncertainty as to whether the imminent youth movement will also produce noticeable disruptions in staffing. Broadly speaking, the healthy supply of library professionals argues instead for a smooth transition to a younger population, with new skill sets to address changing needs.

5 A “new hire” is an individual with a value of 0 or 1 in the variable “years in position.” A “new professional” is an individual with a value of 0 or 1 in the variable “years of professional experience.”
6 The projections exclude professionals in Canadian ARL libraries to remove the complexity of accounting for Canada’s unique labor environment.
9 http://libraryworkforce.org/tiki-index.php
in almost all of the categories in which they average higher pay, but there are other categories in which women average more experience and lower pay, such as Head of Serials, Head of Computer Systems, and Functional Specialist. This pattern is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in eight of the ten experience cohorts, despite the fact that women comprise 70% of minority staff. The average salary for male university library directors (48 men out of 112 directorships reported) surpassed that of female directors by 1.3%.

A total of 9,824 professional staff positions are reported for 113 ARL university libraries (including law and medical libraries), and 3,832 staff members for the 10 nonuniversity ARL libraries. Of the university positions reported, 8,866 are in US institutions, and 958 are in Canadian institutions. In US ARL university libraries, 1,199 staff members reported that they belong to one of the four non-Caucasian categories that ARL tracks. The percentage of minorities is lower for every managerial or administrative position: 4.1% of directors, 6.3% of associate or assistant directors, and 10.2% of branch librarians belong to one of the minority categories.

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The ARL Annual Salary Survey 2006–07 is available for $75 to member libraries and $150 to nonmembers (plus shipping and handling), and is available on standing order. To order online, visit http://www.arl.org/resources/pubs/. For more information, contact ARL Publications at pubs@arl.org.

1 This is the monthly noon exchange rate published in the Bank of Canada Review for the period July 2005–June 2006.

2 Black, Hispanic, Asian, and American Indian/Alaskan Native