

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.

¹ Stanley J. Wilder, *Demographic Change in Academic Librarianship* (Washington DC: ARL, 2003).

² James G. Neal, "Raised by Wolves: Integrating the New Generation of Feral Professionals into the Academic Library," *Library Journal*, February 15, 2006, <http://www.libraryjournal.com/article/CA6304405.html>.

³ Stanley J. Wilder, "The New Library Professional," *Chronicle of Higher Education*, February 20, 2007, <http://chronicle.com/jobs/news/2007/02/2007022001c/careers.html>.

⁴ Stanley J. Wilder, *The Age Demographics of Academic Librarians: A Profession Apart: A Report Based on Data from the ARL Annual Salary Survey* (Washington DC: ARL, 1995); and Wilder, 2003.

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.

⁷ Wilder, 2003.

⁸ US Bureau of Labor Statistics, *Library Manpower: A Study of Demand and Supply* (Washington DC: US Government Printing Office, 1975).

⁹ <http://libraryworkforce.org/tiki-index.php>

¹⁰ ALISE, *Library and Information Science Education Statistical Report 2004*, <http://ils.unc.edu/ALISE/2004/Contents.htm>.

ARL SALARY SURVEY HIGHLIGHTS

by Mark Young, ARL Statistics Liaison

The recently published *ARL Annual Salary Survey* reports that ARL librarians' 2006–07 salaries continue to outperform inflation after lagging in the first few years of the new millennium. The combined median salary for US and Canadian ARL university libraries rose to \$59,648—a 4.5% gain over the past year. This kept pace with inflation in the US, where the Consumer Price Index (CPI) rose 4.1%, and outperformed inflation in Canada, where the CPI increased 2.4%. The median nonuniversity library salary increased to \$80,124—a 5.3% increase that is almost double the increase seen in 2005–06.

Median *beginning* salary increases have slowed after some sharp jumps in the late 1990s and early 2000s. The median beginning professional salaries in university libraries increased by \$2,080 to an even \$40,000 in 2006–07. ARL nonuniversity libraries saw their median beginning salary jump still more, from \$38,673 in 2005–06 to \$42,765 in 2006–07, an increase of 10.6%.

The Canadian dollar has rebounded significantly against the American dollar in recent years, and that trend continued in the current fiscal year, as the exchange rate used to convert Canadian salaries into US dollars rose to Can\$1.16289 = US\$1, the strongest the Canadian dollar has been since the 1992–93 survey.¹ Canadian university libraries recorded a median salary in US dollars of \$63,112, more than 11.8% greater than last year, and exceeding the US universities' median salary for the first time since 1996–97. Universities in the US reported a median salary of \$57,173.

The New England, Pacific, and Middle Atlantic regions continue to have the highest average salaries in the United States. The gap between salaries in private US ARL university libraries and those paid in publicly supported US ARL university libraries decreased to 6.3%, or an average of \$3,943. Libraries with more than 110 professional staff members have the highest average salary, \$68,331, compared to \$64,482 at libraries with professional staffs of 75–110, \$63,065 at libraries with staffs of 22–49, and \$62,383 at libraries with staffs of 50–74. The difference in salaries between the highest- and lowest-paying size cohort is \$5,266, about 18% smaller than last year's gap of \$6,419.

The gender gap in ARL university library salaries still exists, even though the libraries have remained approximately 65% female since 1980–81. The average salary for men at all ARL universities was \$66,492, while women's salaries averaged \$63,626—96% of the men's average salary, compared to 95.5% in 2005–06. Average salaries for men surpass those of women in 20 of the 27 job categories that ARL tracks, up from 18 categories in 2005–06. As in past years, women average more experience

ARL ACADEMIC LIBRARIANS, FY 2006–07*

	Men	Women	Combined
Total Filled Positions	2,988	5,156	8,144
Average Salary	\$66,492	\$63,626	\$64,678
Average Years Experience	16.8	17.2	17.1
Total Number of Minorities**	298	663	961
Minority Average Salary**	\$60,774	\$58,725	\$59,360
Minority Average Years Experience**	13.3	14.8	14.3
Total Number of Directors	48	64	112
Average Salary of Directors	\$176,685	\$174,463	\$175,416
Average Years Experience of Directors (filled positions)	32.2	31.6	31.9

*Excludes law and medical libraries.

**United States only.

Source: ARL Annual Salary Survey 2006–07 data set.

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%.

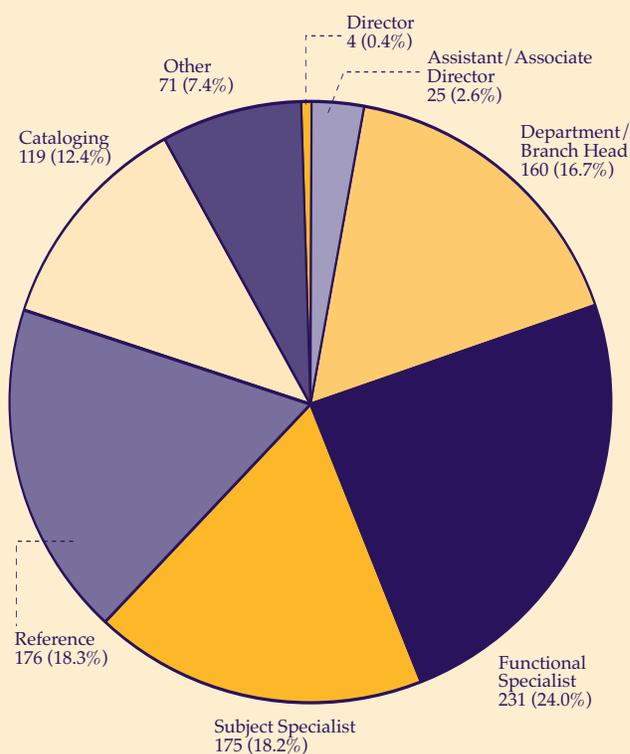
A total of 9,824 professional staff positions are reported for 113 ARL university libraries (including law and medical libraries), and 3,832 staff members for the 10 nonuniversity ARL libraries. Of the university positions reported, 8,866 are in US institutions, and 958 are in Canadian institutions. In US ARL university libraries, 1,199 staff members reported that they belong to one of the four non-Caucasian categories that ARL tracks.² Although that amounts to 13.5% of US professional staff, 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.

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

DISTRIBUTION OF MINORITY PROFESSIONALS IN US ARL UNIVERSITY LIBRARIES BY POSITION, 2006–07*



*Excludes law and medical libraries.

Source: ARL Annual Salary Survey 2006–07 data set.