

STATISTICS & MEASUREMENT

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ARL SALARY SURVEY HIGHLIGHTS

by Les Bland, ARL Statistics Liaison

The 2007–08 ARL Annual Salary Survey shows that ARL librarians' salaries surpassed inflation for the fourth consecutive year. This is in contrast to 2002–04, when the increase in median salaries was flat when compared to the rise of inflation as judged by the Consumer Price Index (CPI). The median salary of ARL academic librarians in the United States for 2007–08 was \$61,329, an increase of 3.5% from the previous reporting period of 2006–07. During this same timeframe, the US CPI rose 2.4%. In Canada, the picture was similar: Canadian ARL academic librarians earned a median salary of Can\$76,239, a rise of 3.9% from the previous year, which also compared favorably to a 2.5% increase in the Canadian CPI. The salaries for ARL non-academic librarians did not enjoy similar growth, as their median salaries increased less than 1%, from \$80,124 in 2006–07 to \$80,261. However non-academic librarians' median salaries were 24% higher than that of academic librarians in 2007–08.

The US dollar continued to decline in value during the salary survey period of July 2007–June 2008. For this study, an exchange rate of 1.1323 was used to convert Canadian dollars into US dollars.¹ This is the lowest value recorded for the US dollar in a 25-year period. One ancillary effect of the declining worth of the US dollar is a corresponding rise in the median salary of Canadian ARL academic librarians, when converted to US dollars. Converted to US dollars, the Canadian median salary (\$67,331) increased 6.7% from the previous year, almost double the 3.6% salary increase of their US peers, whose median salary was \$61,329. For the second year in a row, the continuing decline of the US dollar raised the value of

the median salary of Canadian ARL academic librarians when compared to that of their US counterparts, making the Canadian median higher than the US median.

Geographical region, public or private status of a university, and library staff size all influenced the average salary of ARL academic librarians. As noted in previous reports, the New England, Pacific, and Middle Atlantic regions continue to have the highest average salaries. Librarians in private US ARL universities earned 6.2% more than their peers in public universities: the average salary in private universities was \$69,384, compared to \$65,323 in public universities. Library size influenced salary: university libraries with staffs of more than 110 reported the highest average salary of \$69,603, while university libraries with staffs of 50–74 reported the lowest average salary of \$64,990 (a difference of 7%). University libraries with staffs of 75–110 reported an average salary of \$67,902, and university libraries with staffs of 22–49 reported an average salary of \$66,204.

During this reporting period, the ARL university library workforce consisted primarily of females (6,436, or 64.5%); males (3,547) composed only 35.5% of the total. However, men were paid more than women. In US ARL university libraries (excluding law and health sciences libraries), men reported an average salary of \$69,229, while women were paid 5% less (an average salary of \$66,040). In 19 of 27 job categories in ARL university libraries, men earned more than women (a decrease of 1 job category from the previous report of 2006–07). Male directors of ARL university libraries reported an annual average salary of \$186,383, and female directors averaged an annual salary of \$183,287. When judged solely by experience, the average salary for men is consistently

ARL ACADEMIC LIBRARIANS, FY 2007–08*

	Men	Women	Combined
Total Filled Positions	3,063	5,250	8,313
Average Salary	\$69,229	\$66,040	\$67,635
Average Years Experience	16.8	17.0	16.9
Total Number of Minorities[†]	317	700	1,017
Minority Average Salary[†]	\$62,853	\$61,251	\$61,750
Minority Average Years Experience[†]	13.2	15.0	14.5
Total Number of Directors	49	62	111
Average Salary of Directors	\$186,383	\$183,287	\$184,654
Average Years Experience of Directors (filled positions)	31.9	32.1	32.0

*Excludes law and health sciences libraries.

[†]United States only.

Source: ARL Annual Salary Survey 2007–08.

ARL ACTIVITIES

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higher than the average salary for women in all 10 of the experience cohorts recorded for ARL university libraries.

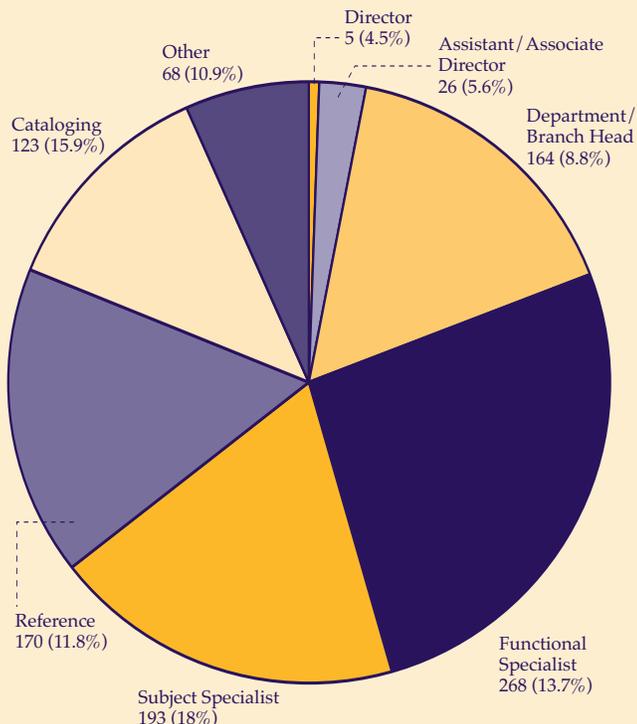
During the period covered in the 2007–08 Salary Survey, a total of 1,280 staff members were reported as belonging to one of the four minority groups.² The same gender-based pay gap noted above is observed amongst minority librarians in ARL university libraries. Minority men (overall average salary: \$62,853) earn more than minority women (overall average salary: \$61,251) in all but one of the experience cohorts: minority females in the 32–35 years experience cohort earned \$86,403; minority males in this cohort were paid \$72,111. Minorities make up 14.1% of professional staff in US ARL university libraries, but are underrepresented in leadership positions: they make up 5.2% of directors, 6.3% of associate/assistant directors, and 11.7% of branch head librarians.

To order the ARL Annual Salary Survey 2007–08, visit <http://www.arl.org/resources/pubs/> or email pubs@arl.org.

¹ This is an average of the monthly noon exchange rate published in the *Bank of Canada Review* for the period of July 2007–June 2008.

² The minority groups recorded are Black, Hispanic, Asian, and American Indian/Alaskan Native. The 1,280 staff members include professionals in law/health libraries. The position distribution of minorities across job categories depicted in the pie chart excludes professionals from law/health sciences libraries.

DISTRIBUTION OF MINORITY PROFESSIONALS IN ARL UNIVERSITY LIBRARIES BY POSITION, 2007-08*



*Excludes law and health sciences libraries.

Source: ARL Annual Salary Survey 2007–08 data set.

ARL LAUNCHES CAREER ENHANCEMENT PROGRAM FOR MINORITY MLS STUDENTS

The ARL Career Enhancement Program, funded by the Institute for Museum and Library Services and ARL member libraries, offers MLS students from underrepresented groups an opportunity to jump-start their careers in research libraries by providing a robust fellowship experience in an ARL member library.

The ARL Career Enhancement Program has four main components: a six- to twelve-week fellowship experience in a host library, a mentoring relationship with a professional librarian, participation in the ARL Leadership Institute, and career placement assistance from ARL staff.

The fellowship host institutions are University at Albany, State University of New York; University of Arizona; University of California, San Diego; Columbia University; University of Kentucky; University of Michigan; National Library of Medicine; North Carolina State University; and University of Washington.

MLS students from underrepresented racial and ethnic groups who have successfully completed a minimum of 12 credit hours by December 31, 2008, in an ALA-accredited MLS program are encouraged to apply for this enriching program experience. Applications are being accepted until October 1, 2008, and should be submitted online. For more information, see <http://www.arl.org/diversity/cep/>.

LIBRARY ASSESSMENT CONFERENCE DRAWS HUNDREDS OF ATTENDEES

The 2008 Library Assessment Conference—cosponsored by ARL, the University of Virginia Library, and the University of Washington Libraries—convened in Seattle, August 4–7, 2008. The event, which built upon the success of the 2006 Charlottesville conference, attracted 375 professionals interested in library assessment.

The robust program opened with a plenary session on the biggest challenges in library assessment, addressed by Betsy Wilson (Washington), Rick Luce (Emory), and Susan Gibbons (Rochester) and discussed by Joan Rapp (University of Cape Town) and Stephen Town (University of York, UK).

The first Library Assessment Career Achievement awards were presented to three pioneers in the field—Amos Lakos, Shelley Phipps, and Duane Webster—during a spectacular reception in the Olympic Sculpture Park overlooking Puget Sound and the Olympic Mountains.

Conference presentations and related materials are available on the conference Web site <http://libraryassessment.org/>. ARL plans to publish the conference proceedings later this year. The next Library Assessment Conference is being planned for fall 2010 in the Washington DC area.