

STATISTICS & MEASUREMENT

Martha Kyrrillidou, Director, ARL Statistics & Measurement Program

ARL SALARY SURVEY HIGHLIGHTS

by Mark Young, ARL Research Assistant for Statistics & Measurement

The recently published *ARL Annual Salary Survey* reports that ARL librarians' 2004–05 salaries are outperforming inflation again after a lag at the start of the new millennium. The combined median salary for U.S. and Canadian ARL university libraries rose to \$55,250—a 4.2% gain over the past year, almost 2% higher than the 2003–04 rate of increase. This was a strong performance versus inflation both in the U.S., where the Consumer Price Index (CPI) rose 3%, and in Canada, where the CPI increased 2.3%. The median nonuniversity library salary increased to \$74,022; that 5.7% increase was slightly smaller than in 2003–04, but still higher than any other year since 2000.

Median *beginning* salary increases have slowed after some sharp jumps in the late 1990s and early 2000s. After increasing by \$1,000 in each of the last two years, the median beginning salary in ARL university libraries increased by \$984 in 2004–05, to \$36,984. ARL nonuniversity libraries saw their median beginning salary increase slightly to \$34,764—if not for the extra \$25, that figure would have remained constant for the second consecutive survey.

The Canadian dollar had rebounded slightly against the American dollar in 2003–04, but it gained considerably in strength in the current fiscal year, as the exchange rate used to convert Canadian salaries into U.S. dollars rose to its highest level in a decade, to Can\$1.34328 = US\$1.¹ Canadian university libraries recorded a median salary in U.S. dollars of \$52,707, more than 16% greater than last year, although still 5.5% less than the U.S. universities' median of \$55,600. The last time the Canadian median salary converted to U.S. dollars exceeded the U.S. median salary was in 1996–97.

The New England, Middle Atlantic, and Pacific regions had the highest average salaries in the United States. The gap between salaries in private U.S. ARL university libraries and those paid in publicly supported U.S. university libraries decreased to 5.9%, the first time in several years that gap has narrowed. Libraries with more than 110 staff have the highest average salary, \$64,254, compared to \$60,641 for libraries with between 75 and 110 staff. Libraries with staff of 22–49 professionals paid an average salary of \$58,852 and those with staff between 50 and 74 paid \$57,213. The difference in salaries between the highest paying cohort and the lowest paying cohort is \$7,041, about 32% larger than last year's gap of \$5,351.

ARL ACADEMIC LIBRARIANS, FY 2004–05*

	Men	Women	Combined
Total Filled Positions	2,871	4,942	7,813
Average Salary	\$62,005	\$58,770	\$59,959
Average Years Experience	17.0	17.2	17.1
Total Number of Minorities**	284	598	882
Minority Average Salary**	\$56,937	\$55,666	\$56,075
Minority Average Years Experience**	13.6	15.3	14.7
Total Number of Directors	52	60	112
Average Salary of Directors	\$161,370	\$157,630	\$159,366
Average Years Experience of Directors (filled positions)	30.5	31.5	31.0

*Excludes law and medical libraries.

**United States only.

The gender gap in ARL university library salaries still exists, even though these libraries have remained approximately 65% female since 1980–81. The average salary for men at all ARL university libraries was \$62,005, while women's salaries averaged \$58,770—94.8% of the men's average salary, compared to 94.4% in 2003–04. Average salaries for men surpass those of women in 18 of the 27 job categories that ARL tracks, compared to 19 in 2002–03. As in past years, differentials in experience do not explain this phenomenon; there are several categories in which women average more experience but lower salaries, including Director of Libraries 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 nine of the ten experience cohorts, despite the fact that women comprise 68.5% of minority staff. The average salary for male university library directors (52 men out of 112 directorships reported) surpassed that of female directors by 2.4%.

A total of 9,487 professional staff positions are reported for 113 ARL university libraries (including law and medical libraries), and 3,946 staff members for the 10 nonuniversity ARL libraries. Of the university positions reported, 8,581 are in U.S. institutions, and 906 are in Canadian institutions. In U.S. ARL university libraries, 1,098 staff members reported that they belong to one of the four non-Caucasian categories that ARL tracks.² Although that amounts to 12.8% of U.S. professional staff, the percentage of minorities is lower for every managerial or administrative position: 5% of directors, 7% of associate or assistant directors, and 10% of branch librarians belong to one of the minority categories.

The ARL Annual Salary Survey 2004–05 is available for \$60 to member libraries and \$120 to nonmembers (plus shipping and handling), and is available on standing order. To order online, visit <http://www.arl.org/pubscat/order/>. 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 2003–June 2004.

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

THE FUTURE OF HUMAN RESOURCES IN CANADIAN LIBRARIES

A significant collection of data and accompanying analysis examining important facets of human resources in Canadian libraries was published in February. *The Future of Human Resources in Canadian Libraries* is the latest in a series of reports from a two-year study by the 8Rs Research Team. The team draws its name from the eight core issues that the literature suggests are integral to human resources management in libraries: recruitment, retention, remuneration, reaccreditation, repatriation, rejuvenation, retirement, and restructuring. While some findings are specific to the Canadian environment, much of the report will be of interest to the US library community and beyond. Data from members of the Canadian Association of Research Libraries (CARL) is presented separately in each table. For more information about the study and to download a copy of the report, see <http://www.ls.ualberta.ca/8rs/>.

MAKING LIBRARY ASSESSMENT WORK

Last fall, ARL libraries were invited to participate in a new ARL program "Making Library Assessment Work: Practical Approaches for Developing and Sustaining Effective Assessment," led by Visiting Program Officers Steve Hiller of the University of Washington and Jim Self of the University of Virginia. The goal of the program is to establish a process to help libraries develop sustainable assessment efforts to demonstrate their contributions to teaching, learning, and research. Initial interest exceeded expectations so a Phase II (September 2005–August 2006) was scheduled.

During Phase I, site visits to seven ARL libraries are being conducted. The response has been very positive, with libraries noting that more time with the Visiting Program Officers would be desirable. Based on the experience gained this year, including feedback from participating libraries, ARL is adding a number of enhancements to the program. These include: extending the site visit to one and a half days; establishing formal follow-up activities to assist in implementing the recommendations included in the project report and consulting on a specific assessment project; follow-up will also include a meeting with a representative from the library during a professional meeting; and providing additional written resources that support practical approaches to sustainable assessment.

Libraries participating in Phase I are: University of Arizona, Arizona State University, University of Connecticut, University of Illinois at Urbana-Champaign, New York University, Notre Dame University, and University of Oregon.