



ARL Bimonthly Report 228

June 2003

ARL Salary Survey Highlights

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The recently published *ARL Annual Salary Survey 2002-03* reports that ARL librarians' salaries experienced one of the smallest increases in the survey's history. The combined median salary for U.S. and Canadian ARL librarians rose at a rate of 1.8% over the past year, a lower increase than in any ARL Salary Survey since 1980. This small increase out-performed inflation in the U.S., however, where the Consumer Price Index (CPI) rose 1.5%, but not in Canada, where the CPI increased 2.1%. The 2002-03 survey reports on 9,469 professional staff members for the 114 ARL university libraries (including law and medical libraries), and 3,804 staff members for the 10 nonuniversity ARL libraries. Overall, the median university library salary was reported at \$51,636; the median nonuniversity library salary was \$65,289.

Median *beginning* salary increases also slowed, but not as sharply as overall salary increases. The median beginning salary in ARL university libraries rose by \$1,000 to \$35,000, a 2.9% increase after four straight years of rising by 3% or more. ARL nonuniversity libraries saw their median beginning salary rise only 1% (to \$34,739), a strong contrast to the 8% increase this group experienced a year ago.

ARL Academic Librarians, FY 2002-2003*

	Men	Women	Combined
Total Filled Positions	2,832	4,959	7,791
Average Salary	\$58,295	\$54,717	\$56,018
Average Years Experience**	16.8	16.8	16.8
Total Number of Minorities (U.S. only)	265	599	864
Minority Average Salary (U.S. only)	\$54,469	\$52,035	\$52,782
Minority Average Years Experience (U.S. only)**	14.1	15.0	14.7
Total Number of Directors	55	56	111
Average Salary of Directors	\$149,041	\$145,067	\$147,036

Average Years Experience of Directors (filled positions)**	29.4	29.9	29.6
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*Excludes law and medical libraries.

**Excludes those cases with missing years of experience.

The purchasing power for the Canadian dollar continues to weaken. Canadian university libraries for FY 2002-03 recorded a median salary of \$42,657, almost one-fifth less than the U.S. median of \$52,789.¹

The Pacific, New England, and Middle Atlantic regions again 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 was 6.4%, the same as in 2001-02. Libraries with staff levels higher than 110 have the highest average salary, \$58,828, compared to \$58,139 for libraries with between 75 and 110 staff. Libraries with staff of 50-74 professionals paid an average salary of \$53,192 and those with staff between 22 and 49 paid \$54,579. The difference in salaries between the highest paying cohort and the lowest paying cohort is \$4,249, about 24% smaller than last year's gap of \$5,583.

The gender gap in ARL university salaries still exists, and may even have widened over the past year. The average salary for men at all ARL institutions was \$58,295, while women's salaries averaged \$53,953--94.1% of the men's average salary; this gap is virtually identical to the gap in 2001-02. Average salaries for men surpass those of women in 18 of the 27 job categories that ARL tracks, compared to 15 in 2001-02. 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. 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. As in 2001-02, the average salary for male university library directors (55 men out of 111 directorships reported) surpassed that of female directors by 2.7%. Overall, ARL university libraries are approximately 64% female, a figure that has remained relatively consistent since 1980-81.

Minority librarians comprise 12.4% of the professional staff in U.S. ARL university libraries, with the number of minorities in managerial or administrative positions being lower (5.2% are directors; 6% are associate or assistant directors; and 10.3% are branch librarians). Women comprise 69.3% of minority staff.

The ARL Annual Salary Survey 2002-03 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>.

Footnotes

1. Canadian salaries were converted to U.S. dollars at the rate of \$1.56878 Canadian to \$1 U.S., the monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2001-June 2002. [back to text](#)

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