



# ARL Bimonthly Report 233

## April 2004

### ARL Salary Survey Highlights

*by Mark Young, Research Assistant for Statistics and Measurement*

The recently published ARL Annual Salary Survey 2003-04 reports that ARL librarians' salaries appear to be rebounding from the slowdown suggested by the 2002-03 data. The combined median salary for U.S. and Canadian ARL university libraries rose to \$53,000--a 2.6% gain over the past year, doubling the 2002-03 rate of increase. This figure out-performed inflation both in the U.S., where the Consumer Price Index (CPI) rose 2.1%, and in Canada, where the CPI increased 2.2%. The median nonuniversity library salary increased 7.2% to \$70,048, the highest increase for that figure in five years.

Median beginning salary increases have slowed after some sharp jumps in the late 1990s and early 2000s. For the second consecutive year, the median beginning salary in ARL university libraries increased by exactly \$1,000 to \$36,000 (a 2.8% gain). ARL nonuniversity libraries saw their median beginning salary hold at \$34,739--the first time in more than a decade that figure has not changed from one year to the next.

#### ARL Academic Librarians, FY 2003-04\*

	Men	Women	Combined
Total Filled Positions	2,852	4,942	7,794
Average Salary	\$59,670	\$56,330	\$57,552
Average Years Experience**	16.8	17.0	16.9
Total Number of Minorities (U.S. only)	286	607	893
Minority Average Salary (U.S. only)	\$55,331	\$54,075	\$54,477
Minority Average Years Experience (U.S. only)**	13.6	15.2	14.7
Total Number of Directors	54	60	114
Average Salary of Directors	\$155,172	\$151,081	\$153,019
Average Years Experience of Directors (filled positions)**	29.3	30.8	30.1

\* Excludes law and medical libraries.

\*\* Excludes those cases with missing years of experience.

As the Canadian dollar rebounded against the American dollar during the fiscal year, so did Canadian librarians' salaries rebound against their U.S. counterparts. The exchange rate used to convert Canadian salaries into U.S. dollars declined for the first time in four years, to

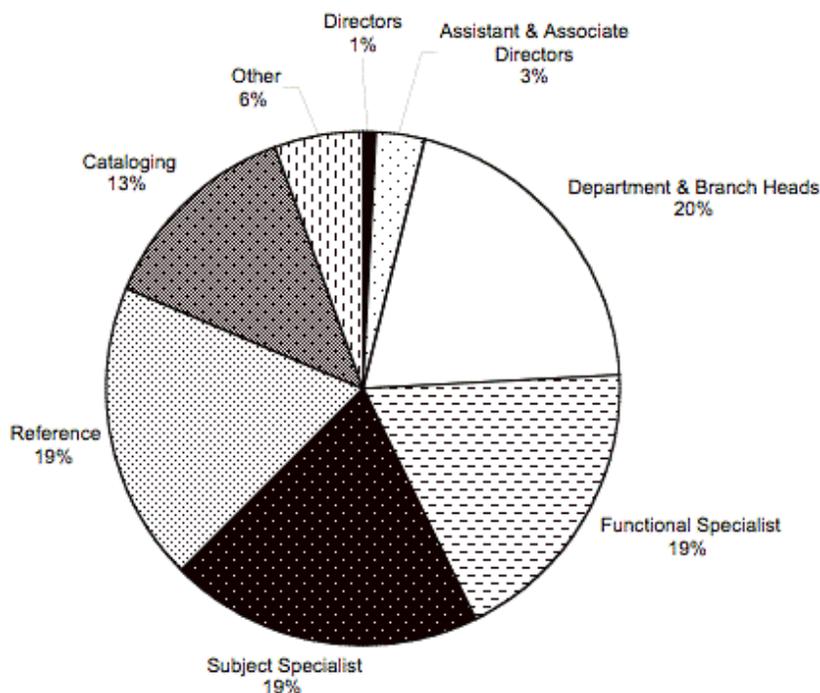
Can\$1.51023 = \$1 U.S.<sup>1</sup> For FY 2003-04, Canadian university libraries recorded a median salary of \$45,310, more than 6% greater than last year, although still 15% less than the U.S. universities' median of \$53,859. The last time the Canadian median salary converted to U.S. dollars exceeded the U.S. median salary was in 1996-97.

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 6.7%, slightly higher than the 6.4% gap in 2002-03. Libraries with more than 110 staff have the highest average salary, \$60,451, compared to \$59,763 for libraries with between 75 and 110 staff. Libraries with staff of 50-74 professionals paid an average salary of \$55,100 and those with staff between 22 and 49 paid \$55,420. The difference in salaries between the highest paying cohort and the lowest paying cohort is \$5,351, about 4% smaller than last year's gap of \$5,583.

The gender gap in ARL university salaries still exists, even though ARL university libraries have remained approximately 65% female since 1980-81. The average salary for men at all ARL academic institutions was \$59,670, while women's salaries averaged \$56,330--94.4% of the men's average salary, compared to 94.1% in 2002-03. Average salaries for men surpass those of women in 19 of the 27 job categories that ARL tracks, compared to 18 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, Associate Director, and Assistant Director. This pattern is also repeated in minority librarians' salaries: the average salary for minority men is higher than that for minority women in seven of the ten experience cohorts, despite the fact that women comprise 68.7% of minority staff. The average salary for male university library directors (54 men out of 114 directorships reported) surpassed that of female directors by 2.6%.

The 2003-04 survey reports a total of 9,492 professional staff positions for 114 ARL university libraries (including law and medical libraries), and 3,877 staff members for the 10 nonuniversity ARL libraries. Of the university positions reported, 8,581 are in U.S. institutions and 911 are in Canadian institutions. In U.S. ARL university libraries, 1,100 staff members reported that they belong to one of the four non-Caucasian categories that ARL tracks.<sup>2</sup> Although that amounts to 12.8% of U.S. professional academic staff, minorities comprise a lower percentage of every managerial or administrative category; for example, 8% of all U.S. ARL academic library directors and 7% of associate/assistant directors are minorities. Among all minority professionals in U.S. ARL academic libraries, only 1% are directors and 3% are associate/assistant directors. See the accompanying pie chart for the distribution of minority professionals in U.S. ARL academic libraries by position.

### Minority Professionals in U.S. ARL Academic Libraries by Position, 2003-04



The ARL Annual Salary Survey 2003-04 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](mailto:pubs@arl.org).

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#### Footnotes

1. This is the monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2002-June 2003. [back to text](#)
2. Black, Hispanic, Asian and American Indian/Alaskan Native. [back to text](#)

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Young, Mark . "ARL Salary Survey Highlights." *ARL*, no. 233 (April 2004): 8-9.  
<<http://www.arl.org/newsltr/233/salsvy.html>>.

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