

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.

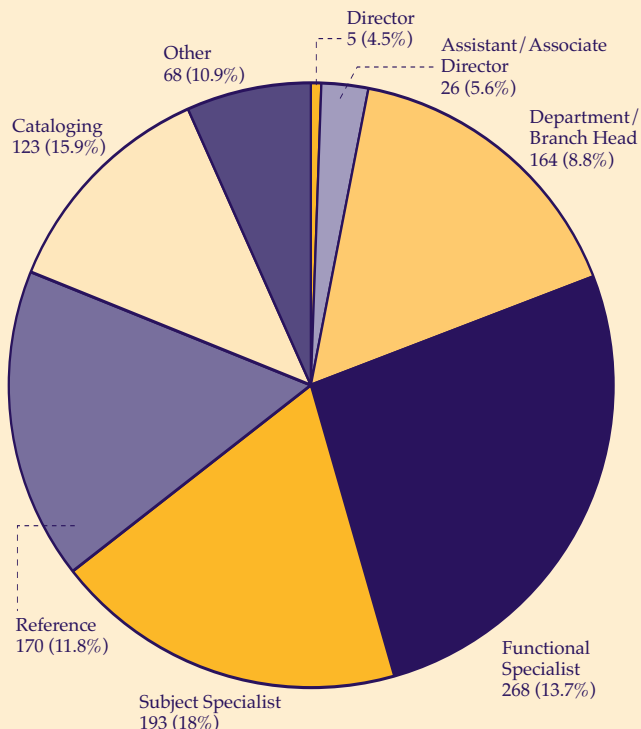
During the period covered in the 2007–08 Salary Survey, a total of 1,280 staff members were reported as belonging to one of the four minority groups.² The same gender-based pay gap noted above is observed amongst minority librarians in ARL university libraries. Minority men (overall average salary: \$62,853) 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.