

CURRENT ISSUES

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ARL SALARY SURVEY HIGHLIGHTS

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The forthcoming *ARL Annual Salary Survey* reports that ARL librarians' 2005–06 salaries are outperforming inflation again after lagging at the start of the new millennium. The combined median salary for US and Canadian ARL university libraries rose to \$57,074—a 3.3% gain over the past year. This kept pace with inflation in the US, where the Consumer Price Index (CPI) rose 3.2%, and outperformed inflation in Canada, where the CPI increased 2.0%. The median nonuniversity library salary increased to \$76,083; that 2.8% increase was half as large as in 2004–05, and the lowest rate of increase the nonuniversity median has seen since 2002–03.

Median *beginning* salary increases have slowed after some sharp jumps in the late 1990s and early 2000s. After increasing by \$984 in 2004–05, the median beginning professional salary for university libraries increased by \$936 in 2005–06 to \$37,920. ARL nonuniversity libraries saw their median beginning salary jump to \$38,673, and increase by more than 11% after three consecutive years of relative stagnation.

The Canadian dollar has rebounded significantly against the American dollar in recent years, and that trend continued in the current fiscal year, as the exchange rate used to convert Canadian salaries into US dollars rose to Can\$1.24971 = US\$1, the strongest the Canadian dollar has been since the 1993–94 survey.¹ Canadian university libraries recorded a median salary in US dollars of \$56,474, more than 7% greater than last year, and only 1% less than the US universities' median of \$57,173. The last time the Canadian median salary converted to US dollars exceeded the US 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 US ARL university libraries

and those paid in publicly supported US university libraries increased to 6.9%. Libraries with more than 110 staff have the highest average salary, \$65,878, compared to \$62,974 for libraries with between 75 and 110 staff. Libraries with staff of 22–49 professionals paid an average salary of \$61,355 and those with staff between 50 and 74 paid \$59,459. The difference in salaries between the highest paying size cohort and the lowest paying cohort is \$6,419, about 8.8% smaller than last year's gap of \$7,041.

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 universities was \$63,984, while women's salaries averaged \$61,083—95.5% of the men's average salary, compared to 94.8% in 2004–05. Average salaries for men surpass those of women in 18 of the 27 job categories that ARL tracks, the same as in 2004–05. As in past years, women average more experience in almost all of the categories in which they average higher pay, but there are other categories in which women on average have more experience and lower pay, such as Assistant Director, Functional Specialist, and Subject Specialist. This pattern is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in eight of the ten experience cohorts, despite the fact that women comprise 70.5% of minority staff. The average salary for male university library directors (49 men out of 112 directorships reported) surpassed that of female directors by 1%.

The ARL Annual Salary Survey 2005–06 is available for \$70 to member libraries and \$145 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 2004–June 2005.

ARL ACADEMIC LIBRARIANS, FY 2005–06*

	Men	Women	Combined
Total Filled Positions	2,935	5,061	7,996
Average Salary	\$63,984	\$61,083	\$62,148
Average Years Experience	17.0	17.2	17.1
Total Number of Minorities**	278	641	919
Minority Average Salary**	\$58,711	\$56,957	\$57,488
Minority Average Years Experience**	13.8	14.8	14.5
Total Number of Directors	49	63	112
Average Salary of Directors	\$169,856	\$168,146	\$168,894
Average Years Experience of Directors (filled positions)	31.6	31.1	31.3

*Excludes law and medical libraries. **United States only.

Source: ARL Annual Salary Survey 2005–06 dataset.