

Librarians' Salaries at a Stalemate

The newly released *ARL Annual Salary Survey 1996-97* is a compilation of detailed tables of salaries for librarians by job category, years of experience, sex, minority status, size of library, and geographic region, based on data collected from 109 ARL university and 11 nonuniversity libraries. The *Survey* is the most comprehensive and thorough guide to current salaries in large North American academic and research libraries, and is a valuable management and research tool.

The median salary figures are: university libraries --\$43,170; nonuniversity libraries-- \$51,150. The median beginning professional salaries are: university libraries -- \$27,687; nonuniversity libraries-- \$28,380.

Although the median salary increased from \$41,901 in FY 1995-96 to \$43,170 in FY 1996-97, there is no real increase in the purchasing power of librarians when inflation is taken into account. Actually, comparing this year's salaries to FY 1990-91 and FY 1991-92, there was a slight decline in salaries in constant dollars.

The overall average salary in ARL university libraries, excluding medical and law libraries, is \$46,508. ARL libraries in the West South Central region (Arkansas, Louisiana, Oklahoma, and Texas) continue to have the lowest average salary (\$40,282, or 13.4% lower), while those in the Pacific region (California, Hawaii, Oregon, and Washington) continue to have the highest (\$53,147 or 14.3% higher). In Canadian libraries, the average salary for FY 1996-97 is \$44,463 in U.S. dollars, 4.4% lower than the overall average.

Minority librarians in the 96 U.S. university libraries number 853 and account for 11.28% of ARL's U.S. library professionals. Minorities continue to be disproportionately distributed in research libraries across the country; they are underrepresented in the New England, West North Central, East South Central, West South Central, and Mountain regions. The salary differential separating average minority salaries from average overall salaries is \$2,173, or 4.9% lower for minority staff. This percentage is up slightly from 4.5% last year.

Librarians at private institutions continue to earn more, about 5.2% more in FY 96-97, than their counterparts at public institutions. The overall average salary at private institutions is \$48,226; at public institutions it is \$45,860.

The average salary for female directors in university libraries is slightly higher this year than that of male directors, .55% higher. At medical libraries female directors earn 6.1% less than male directors, while at law libraries they earn 4.1% less. In most job categories women continue to earn lower salaries than men. An interesting exception is Head of Computer Systems in university libraries, where women earn 9.0% more than men. Overall, women earn an average of 7.4% less than men. This percentage holds for medical libraries as well; in law libraries, women earn an average of 13.1% less than men.

The *ARL Annual Salary Survey 1996-97* is available for \$35 to member libraries and \$65 to nonmembers (plus \$6 shipping and handling per publication). Please contact ARL Publications, Department #0692, Washington, DC 20073-0692, (202) 296-2296, email: pubs@arl.org.

-- [Kim Maxwell](#), Research Assistant

ARL University Librarians, FY 1996-97 *

	Women	Men	Combined
Average salary	\$45,173	\$48,805	\$46,508
Average years of experience	16.3	17.1	16.6
Total number of filled positions	4,378	2,544	\$6,922
Minority librarians' average salary	\$42,946	\$48,002	\$44,335
Total number of minority librarians (U.S. only)	523	198	721
Total number of directors	45	64	109

* Excludes medical and law libraries.

Source: *ARL Annual Salary Survey 1996-97*

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