

ARL Salary Survey 1995-96 Released

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According to the recently published *ARL Annual Salary Survey 1995-96*, the university library median beginning professional salary (BPS) for 1995-96 is \$27,000; the median BPS for ARL's 11 nonuniversity libraries is \$28,162. The median salary figure for university libraries is \$41,901 and for nonuniversity libraries is \$49,149. The publication is an annual compilation of salary data for professional staff.

An analysis of the salary data since 1985 and a comparison to cost of living increases indicates that the median professional salaries' purchasing power has increased 9.4% since 1985 for university librarians. At the same time the beginning professional salary has increased even more outpacing inflation by 11.5%.

Minority librarians in the 95 U.S. university libraries (including law and medical) number 842, and account for 11.32% of ARL's U.S. library professionals. Minority staff are disproportionately distributed across the country, with minority librarians underrepresented in the New England, Middle Atlantic, East North Central, West North Central, East South Central, West South Central, and Mountain regions and overrepresented in the South Atlantic and Pacific regions. The salary differential separating average minority salaries from the average salaries of their Caucasian counterparts is \$2,060, or about 4.5% lower for minority staff.

The salary differential between women and men librarians is smaller at the director's level for all three types of libraries (main, medical and law). The difference in the salaries between men and women is 8.1% in the general university libraries, 9.9% in the medical libraries, and 17.4% in the law libraries. At the same time the salary differential between women and men library directors in these categories are respectively: 2.3% in the general university library, 8.8% in medical libraries, and 7.2% in law libraries.

ARL University Librarians 1995-96

	Women	Men	Combined
Average salary	\$43,817	\$47,372	\$45,127
Average years of experience	16.0	16.8	16.3
Total number of filled positions	5,314	2,917	8,231
Minority librarians' average salary	\$41,787	\$46,415	\$43,067
Total number of minority librarians	616	226	842
Average director salary	\$107,904	\$110,417	\$109,397
Total number of directors	41	60	101

ARL Annual Salary Survey (\$35 for members and \$65 for nonmembers) is available from [ARL Publications](#), Department #0692, Washington, DC 20073-0692, (202) 296-2296, (email: pubs@arl.org).

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