



## ***ARL Bimonthly Report 214*** **February 2001**

### **ARL Salary Survey 2000-2001 Released**

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The recently released *ARL Annual Salary Survey* reports ARL librarians' 2000-2001 salaries are barely keeping up with inflation. The median salary for combined U.S. and Canadian salaries increased only 3.3% over the last year, as compared to the 3.7% and 3.0% rise in U.S. and Canadian Consumer Price Indexes, respectively. The 2000-2001 survey reports on 8,882 professional staff members for the 112 ARL university libraries (including law and medical libraries), and 3,731 staff members for the 10 nonuniversity ARL libraries. Overall, the median university library salary was reported at \$49,068, and \$62,521 for nonuniversity library staff. Only nonuniversity salaries increased at a rate higher than the rate of inflation (4.2%).

However, the survey also indicates that beginning salaries are increasing at a much faster rate than the median salary--showing an increase of 5.4% and 2.9% for university and nonuniversity salaries, respectively. The median beginning salary in ARL university libraries is \$32,879 (compared to last year's \$31,100); in ARL nonuniversity libraries it is \$31,774 (compared to last year's \$30,849).

#### **ARL Academic Librarians, FY 2000-2001\***

	<b>Women</b>	<b>Men</b>	<b>Combined</b>
Average Salary	\$51,811	\$55,005	\$52,988
Average Years of Experience	17.0	16.8	16.9
Total Number of Filled Positions	4,567	2,664	7,231
Minority Librarians' Average Salary (U.S. only)	\$49,065	\$53,456	\$50,386
Minority Librarians' Average Years of Experience (U.S. only)	15.5	14.8	15.3
Total Number of Minority Librarians (U.S. only)	539	232	771
Total Number of Directors (filled positions)	51	60	111

\* *Excludes law and medical libraries.*

The median salary for librarians in Canada remains behind that of their U.S. counterparts, showing a continued deflated purchasing power for the Canadian dollar. Canadian university libraries for FY 2000-2001 record a median salary of \$43,394,<sup>1</sup> or 12.8% less than the U.S. median of \$49,753.

In the U.S., the highest salaries are found in the Pacific area, followed by New England and the Middle

Atlantic. Further, salaries in private U.S. ARL university libraries continue to exceed those paid in publicly supported U.S. university libraries, an average of 4.5% more.

Those libraries with the most library staff continue to pay the highest average salaries. For the second year in a row, the second largest cohort of libraries (staff numbering between 75 and 110) has the highest average salary, \$55,420, compared to \$54,579 for the largest cohort (staff over 110)--a difference of \$4,659 (8.4%) from the lowest-paying cohort (staff numbering between 23-49). Of interest is that the cutoff staffing levels used to determine the largest cohort of libraries has declined since 1995-96, indicating a general trend towards downsizing in the largest cohort.

Women's salaries at all ARL institutions averaged \$51,811 in 2000-2001, a 3.6% increase since last year. The average salary for men was \$55,005, a 3.4% increase. Average salaries for men in most cases still surpass those of women in the same job category, something that cannot be fully accounted for in experience differentials. This pattern is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in nine of the ten experience cohorts. The average salary for female university library directors (51 women out of 111 directorships reported) has, however, again surpassed that of male directors', by 2.4% for FY 2000-2001. The overall gender balance in the 112 ARL university libraries (including law and medical) is 35.6% male and 64.4% female, figures that have remained relatively consistent since 1980-81.

Minority librarians comprise 11.7% of the professional staff in U.S. ARL university libraries, with the number of minorities in managerial or administrative positions being even lower (5.1% are directors; 7.5% are associate or assistant directors; and 10.6% are branch librarians). Women comprise 69.6% of minority staff. Minorities continue to be underrepresented in the East South Central, West North Central, New England, Mountain, and East North Central regions.

The *ARL Annual Salary Survey 2000-2001* is available for \$44 to member libraries and \$100 to nonmembers (plus shipping and handling), and is available on standing order. To order online, visit <http://www.arl.org/pubscat/order/index.html>. For more information, contact ARL Publications at [pubs@arl.org](mailto:pubs@arl.org).

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## Footnote

1. Can \$63,873, converted at the rate of 1.4719 Canadian to U.S. dollars, the monthly noon exchange rate published in the *Bank of Canada Review* for the period July 1999-June 2000.

Wetzel, Karen. "ARL Salary Survey 2000-2001 Released." *ARL Bimonthly Report* 214 (February 2001): 9.  
<http://www.arl.org/newsltr/214/salsurvey.html>

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