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ARL Salary Survey Highlights

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The forthcoming *ARL Annual Salary Survey* reports ARL librarians' 2001-2002 salaries are holding steady with inflation after several years of struggling to keep up. The combined median salary for professional library staff in U.S. and Canadian ARL universities increased 3.4% over the past year; this out-performed inflation in both the United States and Canada, as a year of economic slowdown saw the two nations' Consumer Price Indexes increase at rates of 2.7% and 2.6%, respectively. The 2001-02 survey reports on 9,198 professional staff members for the 113 ARL university libraries (including law and medical libraries), and 3,717 professional staff members for the 10 nonuniversity ARL libraries. Overall, the median university library salary was \$50,724; the median nonuniversity library salary was \$65,025.

The survey also indicates that the rate of increase in median beginning salaries is slowing down in the university sector. The median beginning salary in ARL university libraries increased at the same rate as the overall median (3.4%) to \$34,000—a smaller rise than last year's of 5.4% but still respectable; this marks the fourth consecutive year in which universities' median beginning salary increased more than 3%. ARL nonuniversity libraries saw their median beginning salary increase sharply, at a rate of 8.2% (to \$34,389), the largest such increase in eight years.

ARL Academic Librarians, FY 2001-2002*

	Men	Women	Combined
Total Filled Positions	2,801	4,778	7,579
Average Salary	\$57,260	\$53,953	\$55,175
Average Years Experience**	16.7	16.8	16.8
Total Number of Minorities (U.S. only)	252	560	812
Minority Average Salary (U.S. only)	\$54,815	\$51,613	\$52,607
Minority Average Years Experience (U.S. only)**	13.8	15.1	14.7
Total Number of Directors	57	53	110

Average Salary of Directors	\$144,314	\$142,794	\$143,582
Average Years Experience of Directors (filled positions)**	28.6	29.7	29.2

*Excludes law and medical libraries.

**Excludes those cases with missing years of experience.

The purchasing power for the Canadian dollar continues to weaken. Canadian university libraries for FY 2001-02 recorded a median salary of \$42,928, or 17% less than the U.S. median of \$51,806. ¹

In the U.S., the highest salaries are found in the Pacific area, followed by New England and the Middle Atlantic. Also, the gap between salaries in private U.S. ARL university libraries and those paid in publicly supported U.S. university libraries widened still further, to an average of 6.4% (up from 4.5% last year).

Libraries with staff levels between 75 and 110 have the highest average salary, \$57,833, compared to \$57,046 for the largest cohort (staff over 110). Libraries with staff of 50-74 professionals paid an average salary of \$53,520 and those with staff between 22 and 49 paid \$52,250. The difference in salaries between the highest paying cohort and the lowest paying cohort is \$5,583, almost one-fifth larger than last year's difference of \$4,659.

Women's salaries at all ARL institutions averaged \$53,953 in 2001-02, a 4.1% increase since last year. The average salary for men was \$57,260, also a 4.1% increase. Average salaries for men surpass those of women in the majority (15 out of 27) of job categories. This differential cannot be explained completely by differentials in experience; while women average more years of experience in every category in which they average higher pay, there are several categories in which women average more experience but lower salaries. 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. Also, in a shift from recent years, the average salary for male university library directors (57 men out of 110 directorships reported) has surpassed that of female directors, by 1.1% for 2001-02. The overall gender balance in the 113 ARL university libraries (including law and medical) is 35.4% male and 64.6% female, figures that have remained relatively consistent since 1980-81.

Minority librarians comprise 12.1% of the professional staff in U.S. ARL university libraries, with the number of minorities in managerial or administrative positions being even lower (5.2% are directors; 6.3% are associate or assistant directors; and 10.1% are branch librarians). Women comprise 69.3% of minority staff.

The ARL Annual Salary Survey 2001-2002 is available for \$50 to member libraries and \$120 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>.

Footnotes

1. Canadian salaries were converted to U.S. dollars at the rate of 1.51919 Canadian dollars to 1 U.S. dollar, the monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2000-June 2001. [back to text](#)

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