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ABSTRACT

The Association of Research Libraries (ARL) Annual Salary Survey reports salary data for all professional staff working in ARL libraries, and is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries. Data for 8,400 professional staff memebers were reported for 1998-99 for the 110 ARL university libraries, including their law and medical libraries. For nonuniversity ARL members, data were reported for 3,819 professional staff members. This publication follows the general format of previous years. Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.4177 Canadian dollars per U.S. dollar, except for tables that pertain exclusively to staff in Canadian university libraries, which are expressed in Canadian dollars. Forty-two tables are presented under three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. Tables include average, median, and beginning salaries, and salaries by position, experience, sex, race/ethnic background, type of institution, geographic region and size. The survey questionnaires for university and nonuniversity member libraries are included at the end of the document. (AEF)

ARL Annual Salary Survey, 1998-1999

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Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

> *The quantitative rank order tables presented in this publication are not indicative of performance and outcomes and should not be used as measures of library quality.*
> *In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional and local goals and characteristics.*

Visit the ARL Statistics and Measurement Program online at <http://www.arl.org/stats/>.

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Salary Survey

published annually since 1973-74

The *ARL Annual Salary Survey* is a compilation of data covering over 12,000 professional positions in ARL libraries. Tables display average, median, and beginning salaries; salaries by position and experience, sex, and race/ethnic background; salaries in different geographic regions and sizes of libraries. Additional tables cover law, medical, Canadian, and nonuniversity research libraries.

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▶ Introduction and Selected Data Tables

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▶ Survey and Instructions

University questionnaire   University Instructions
Non-university questionnaire   Non-university Instructions

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Demographic Information

Demographic information, such as year of birth, years of experience in a specific library, education credentials, etc., has been occassionally collected in addition to the above categories. Such information was published for the first time in *The Age Demographics of Academic Librarians: A Professional Apart*, by Stanley Wilder.

Sample questionnaire that collected demographic information for *ARL Annual Salary Survey 1993-94*

Statistics and Measurement Home

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ARL Statistics and Measurement Program

1998-99 ARL Annual Salary Survey Published

The newly released *ARL Annual Salary Survey 1998-99* reports that the median university salary figure increased from $44,534 in FY 1997-98 to $45,775 in FY 1998-99; indicating a slight increase in purchasing power of ARL librarians when inflation is taken into account. The median salary figure for nonuniversity libraries is $56,000, a slight increase from last year's $55,055. The median beginning professional salary at university libraries is $30,000; for nonuniversity libraries it is $29,877. Salaries in private U.S. university libraries continue to exceed those paid in publicly supported U.S. university libraries. In FY 1998-99, the differential is $2,542 or 5.2% more for the average position in a private institution.

The overall gender balance in the 110 Canadian and U.S. university libraries (including law and medical) included in this year's survey is 35.05% male and 64.95% female. For the third year in a row, the average salary for female directors in university libraries is higher than men, but the overall salary for women is still 93% of men. At medical libraries, female directors earn 11.7% less than male directors, a significant change from last year; while at law libraries the percentage doubled this year to 8.5% less. This year's survey publication includes a table on "Salary Differentials for Men and Women from 1980-81 to 1998-99" that provides details of differentials for all job categories collected.

Minority librarians in 97 U.S. university libraries number 854 and account for 11.1% of ARL's U.S. library professionals. The distribution pattern of minority professional staff has been relatively stable for the entire history of the ARL data collection experience. Minorities in research libraries continue to be disproportionately distributed across the country, with the Middle Atlantic, South Atlantic, and Pacific showing better distributions. The salary differential separating minority average salaries from overall average salaries is $2,054, or 4.5% lower for minority staff, a slight improvement over last year.

The ARL Annual Salary Survey 1998-99 is a compilation of detailed tables of salaries for over 12,000 professional librarians based on data collected from ARL member libraries and analyzed by job category, years of experience, sex, minority status, size of library, and geographic region. Included in the publication are tables for general, medical, law, and Canadian libraries. Information on this and other ARL products and services can be found on the ARL World Wide Web site <http://www.arl.org/>.

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Introduction

The *ARL Annual Salary Survey 1998-99* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of 122 libraries that serve major North American research institutions.[1] The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement Program, which produces the survey, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool that describes salaries for librarians.

Data for 8,400 professional staff members were reported this year for the 110 ARL university libraries, including their law and medical libraries (781 staff members reported by 67 medical libraries and 640 staff members reported by 70 law libraries). For the 11 nonuniversity ARL members, data were reported for 3,819 professional staff members.

This year's publication follows the general format of previous years. Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.4177 Canadian dollars per U.S. dollar.[2] Tables 25 through 28, however, pertain exclusively to staff in Canadian university libraries, and salary data in those tables are expressed in Canadian dollars.

In the tables that follow, the university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. All branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

RACE AND ETHNICITY

There were 854 minority professional staff reported in 97 U.S. university member libraries, including law and medical, six more than last year. Note that the data for minority professionals comes only from the U.S. university member libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

The Office of Management and Budget has revised the Standards for the Classification of Federal Data on Race and Ethnicity[3] and according to the new standard there will be five minimum categories for data on race (American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White) and two categories for data on ethnicity ("Hispanic or Latino" and "Not Hispanic or Latino"). Respondents will be able to report more than one race by choosing multiple responses to the race question. The new standards will be used by the Bureau of the Census in the 2000 decennial census. Other Federal programs will adopt the standards as soon as possible, but not later than January 1, 2003, for use in household surveys, administrative forms and records, and other data collections. In light of these developments, the ARL Annual Salary Survey will also be revising the way racial/ethnic information is collected in the future.

Currently, minority staff make up 11.1% of the professional staff in U.S. university libraries (including law and medical). Specifically, Asians/Pacific Islanders comprise 5.5%, Blacks comprise 3.7%, Hispanics 1.8%, and American Indian/Native Alaskan comprise .2%. Recent racial and ethnic data from the American Library Association (ALA) on academic libraries show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries. More specifically, ARL libraries have 2.17% less Blacks, .52% less Asian/Pacific Islanders, and .37% less American Indian/Alaskan Natives compared to the

ALA sample.[4]

Graph 1
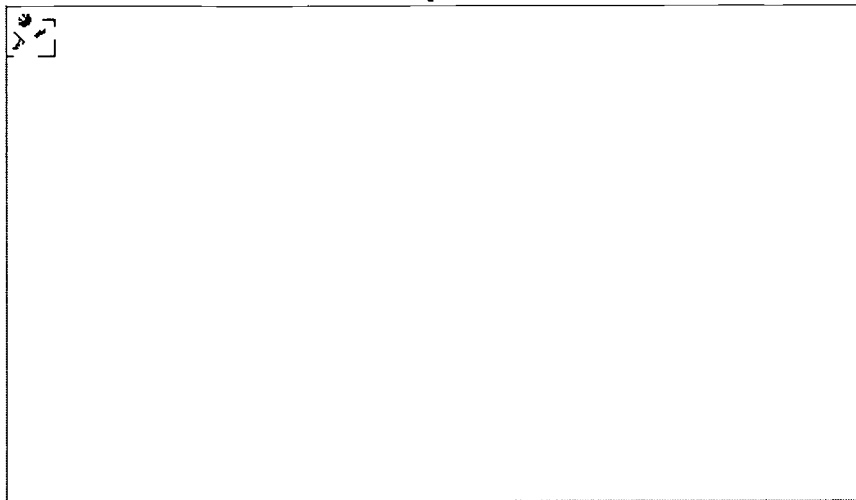
Minority professional staff continue to be disproportionately distributed across the U.S. In Figure 1 one can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of the ARL data collection experience. Minorities are underrepresented in the East South Central, New England, West North Central, West South Central, Mountain, and East North Central regions. Proportionately to the other areas, there are more minorities in the Pacific, South Atlantic, and Middle Atlantic areas.

Figure 1
MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES FY 1998-99

	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	
Category											
Black	17	48	51	22	85	14	13	8	23	281	32.90
Hispanic	12	17	18	6	24		19	20	22	138	16.16
Asian	40	78	67	15	56	7	23	16	118	420	49.18
AI/NA[5]	1	1	5	1			1	4	2	15	1.76
Minority Total	70	144	141	44	165	21	56	48	165	854	100.00
Minority Percent	8.20%	16.86%	16.51%	5.15%	19.32%	2.46%	6.56%	5.62%	19.32%	100.00%	11.1
Non-Minority Total	848	1,091	1,243	486	1,063	299	526	424	837	6,817	
Non-Minority Percent	12.44%	16.00%	18.23%	7.13%	15.59%	4.39%	7.72%	6.22%	12.28%	100.00%	88.9
Percent of staff per geographic region	11.97%	16.10%	18.04%	6.91%	16.01%	4.17%	7.59%	6.15%	13.06%	100.00%	100.00
Proportional Minority Representation	-34.11%	5.36%	-9.45%	-27.73%	23.90%	-43.94%	-15.02%	-9.63%	57.36%		

ARL has recognized the difficulties that the profession has in attracting a diverse workforce and has been working actively in the development of workplace climates that embrace diversity. The ARL Diversity Program focuses on issues surrounding work relationships in libraries, while considering the impact of diversity on library services, interactions with library users, and the development of collections.[6]

Women comprise 72.95% of staff in the four racial/ethnic groups that comprise minority staff, as compared to 63.71% for Caucasian/Other women in all U.S. university member libraries. The overall gender balance in the 110 Canadian and U.S. university libraries (including law and medical) is 35.26% male and 64.74% female. See Figure 1, above, and Figure 3, below, for more detail on ethnic distribution.

Figure 2
**RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF
IN ARL UNIVERSITY LIBRARIES FY 1998-99**

United States

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	Female	Percent	Male	Percent	Total
Main	4,012	63.18%	2,338	36.82%	6,350
Medical	536	75.28%	176	24.72%	712
Law	418	68.64%	191	31.36%	609
Minority [7]	623	72.95%	231	27.05%	854
Non-minority	4,343	63.71%	2,474	36.29%	6,817
All	4,966	64.74%	2,705	35.26%	7,671

Canada

	Female	Percent	Male	Percent	Total
Main	415	65.98%	214	34.02 %	629
Medical	57	82.61%	12	17.39%	69
Law	18	58.06%	13	41.94%	31
All	490	67.22%	239	32.78%	729

United States and Canada (Combined)

	Female	Percent	Male	Percent	Total
Main	4,427	63.43%	2,552	36.57%	6,979
Medical	593	75.93%	188	24.07%	781
Law	436	68.13%	204	31.88%	640
All	5,456	64.95%	2,944	35.05%	8,400

Gender data

Many readers of previous surveys have inquired about evidence of gender-based salary differentials. Data on salary comparisons for directors also are frequently requested. It is perhaps noteworthy that the average salary for female directors in university libraries is slightly higher than the average salary for male directors (see Table 15) for the third year in a row. Many new hires have taken place in the last few years contributing to the largest number of women at the top administrative library position (52 women directors out of 110 total directorships reported this year) and, consequently, higher salaries for them.

Looking at other job categories, though, as Table 15 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. For only eight categories (of the 27 used in the tables) do average salaries of women exceed those of men. Moreover, the overall salary for women is still only 93.6% that of men. Table 17 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 15. An inspection of data in Table 17 reveals that experience differentials between men and women cannot account fully for all of the salary differentials evident in Table 15. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts. This pattern is also

repeated for minority librarians (see Table 20).

Looking into the salaries over a larger period of time and holding constant the number of libraries over an eighteen year period (Figure 3), we can see that gradually women are closing the earnings gap across different job categories, but the process is very slow. Women earned more than men in only two job categories (Head, Documents and Circulation) in 1980-81; the same was true in 1988-89 when women directors and heads of serials earned slightly more than men; most recently in 1988-99, women earned more than men in four job categories (Directors, Heads of Circulation and Computer Systems, and Catalogers). Overall, women earned 87% of men's salaries in 1980-81, 89% in 1988-89, and 93% in 1998-99.

Figure 3

SALARY DIFFERENTIALS FOR MEN AND WOMEN FROM 1980-81 TO 1998-99
(reporting data for 98 ARL university libraries)

Job Category	1980-81			1988-89			1998-99		
	Women	Men	Women's salaries as a percent of Men's salaries	Women	Men	Women's salaries as a percent of Men's salaries	Women	Men	Women's salaries as a percent of Men's salaries
	Mean	Mean		Mean	Mean		Mean	Mean	
Director	$44,872	$48,128	93%	$83,966	$82,161	102%	$124,850	$122,107	102%
Associate Director	34,251	37,001	93%	53,472	56,220	95%	75,298	77,608	97%
Assistant Director	28,975	31,776	91%	48,263	50,034	96%	69,290	71,641	97%
Head, Medical	33,941	36,752	92%	58,642	61,559	95%	89,073	98,775	90%
Head, Law	36,839	40,248	92%	66,685	78,230	85%	105,181	113,316	93%
Head, Branch	22,671	24,946	91%	36,570	40,738	90%	52,826	58,219	91%
Functional Specialist	20,218	22,212	91%	31,800	32,914	97%	44,278	44,437	100%
Subject Specialist	21,034	21,820	96%	32,740	35,937	91%	48,126	50,562	95%
Head, Acquisitions	N/A	N/A	N/A	34,881	38,448	91%	49,684	51,052	97%
Head, Reference	22,956	24,257	95%	37,073	38,033	97%	53,219	54,364	98%
Head, Cataloging	23,659	24,315	97%	36,361	40,706	89%	52,164	54,295	96%
Head, Serials	21,557	21,768	99%	36,805	36,122	102%	45,730	55,220	83%
Head, Documents	21,830	21,293	103%	35,378	35,235	100%	49,051	49,368	99%
Head, Circulation	20,942	20,731	101%	31,572	34,386	92%	48,598	45,379	107%
Head, Rare books	21,979	27,138	81%	34,925	43,780	80%	55,399	63,338	87%
Head, Computer Systems	N/A	N/A	N/A	40,790	44,796	91%	59,409	56,269	106%

Systems	N/A	N/A	N/A	40,790	44,796	91%	59,409	56,269	106%
Head, Other	21,725	23,981	91%	35,872	38,393	93%	50,884	54,435	93%
Public services	18,004	18,950	95%	29,104	31,581	92%	40,228	40,901	98%
Technical services	18,163	18,668	97%	29,716	30,764	97%	43,604	43,802	100%
Administration	20,249	21,148	96%	33,345	36,677	91%	46,629	51,779	90%
Reference librarian	N/A	N/A	N/A	29,505	30,348	97%	41,523	42,220	98%
Cataloger	N/A	N/A	N/A	29,519	30,008	98%	43,004	41,744	103%
TOTAL	**$20,329**	**$23,492**	**87%**	**$33,592**	**$37,758**	**89%**	**$48,821**	**$52,368**	**93%**

Graph 2 shows the female-to-male earnings ratio since 1980-81. Women directors have closed the earnings gap, but women overall are still getting paid less than men. The overall earnings gap is closing slowly in ARL libraries.
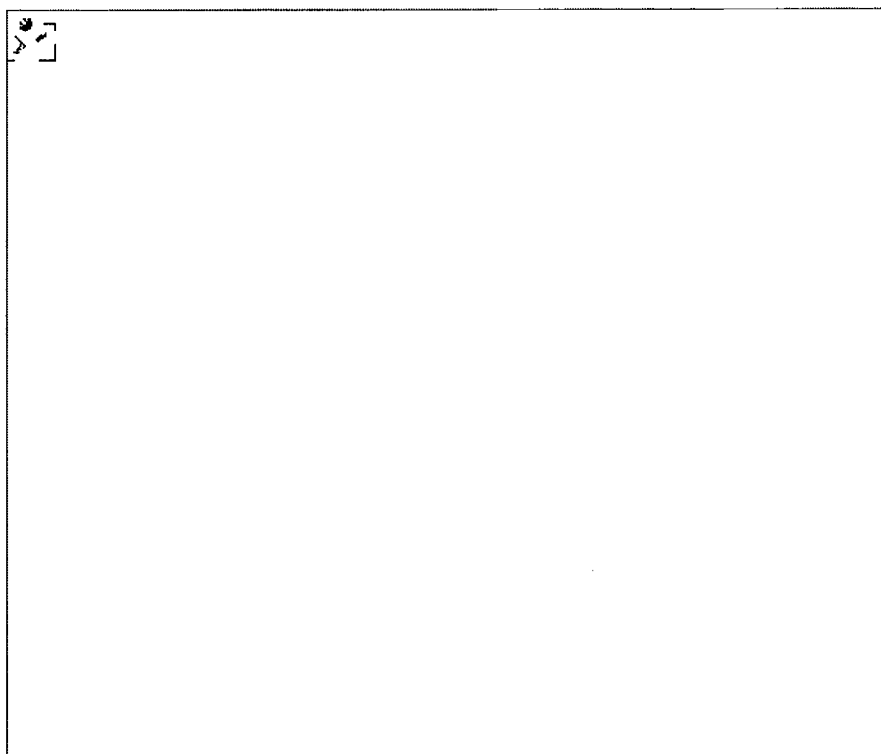
There is also a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.[8] A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies — the largest percent of men employed in ARL libraries was 38.2% in 1980-81; since then men represent about 35% of the professional staff in ARL libraries.

Institutional Characteristics and Salaries

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A. Public and Private Institutions

Salaries in private U.S. university libraries continue to exceed those paid in publicly supported U.S. university libraries. In FY 1998-99, the differential has increased compared to last year to $2,542, or 5.2% more for the average position in a private institution. Only in a few cases — Heads of Acquisitions, Circulation, Government Documents/Maps, and Serials, and Reference Librarians with over 14 years of experience — do average salaries in the public sector exceed those paid for similar positions in the private university libraries (see Table 22).

B. Size of Library

Size of the library, as measured by the number of professional staff, is also a significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. There are a few exceptions, however. In three position categories the second largest group of libraries (those that report 75-115 professionals) pay the highest average salary. In one case the lowest average salary is paid by the second smallest libraries (50-74 professionals) rather than the smallest. These exceptions account for less than 4% of the cases where comparisons can be made. Average salaries for all staff in a size cohort increase by $1,682, $2,388, and $357, respectively, or a total of $4,427, as one proceeds from university libraries with the smallest number of staff to university libraries with the largest number of staff. These aggregated differentials account for an 9.4% disparity between the smallest and largest libraries (see Table 23).

C. Geographic Area

The highest salaries are found in the Pacific area (Table 24), followed by New England and Middle Atlantic. All three areas have overall average salaries higher than $50,000 with the Pacific area averaging as high as $57,086. Canadian salaries are the lowest; Canada's currency has a declining purchasing power against the U.S. dollar since the early '90s. Note that the Canadian dollar has hit new lows (1.4177 Canadian dollars to one U.S. dollar) in 1998-99. Within the U.S., salaries in the West South Central region are the lowest, followed by the East South Central and South Atlantic area.

D. Rank Structure

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. The following table displays average salary and years of experience in the most commonly used rank structures. Readers should be alerted that not all individuals may have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank or a rank outside the structure, and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues with the present report where higher rank is associated with a higher average years of experience and a higher salary. Over 65% (5,498 professionals) of the 8,400 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems.

Figure 4

Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$37,821	10.57	$35,421	6.56	$35,588	5.98
Librarian 2	44,995	17.15	40,962	12.35	42,635	11.14
Librarian 3	59,497	22.35	48,942	19.17	49,057	17.06
Librarian 4			60,758	24.33	60,887	21.03
Librarian 5					67,728	25.13
No. of Staff	1,520		3,118		860	

Inflation Effect

Tables 3 and 12 reveal changes in beginning professional and median salaries, as well as changes in the U.S. Bureau of Labor's Cost of Living Index (CPI-U) for nonuniversity and university libraries. Table 12 includes law and medical library staff in order to maintain continuity for the 13-year span of time which the tabular data cover. Table 3 reveals that the purchasing power of nonuniversity staff at the median has barely kept up with inflation this year, increasing only 1.7%. The median salary has simply sustained the 5.3% gain in purchasing power compared to 14 years ago. The typical beginning professional salary has faired slightly better by increasing 4% since last year, gaining 15% in purchasing power since 1984-85.

Median salaries for professional staff in university libraries have generally made more progress than nonuniversity library salaries, partly because university median salaries are slightly lower than those of nonuniversity libraries salaries. The purchasing power of salaries at the median is 11.6% higher than inflation, and the median beginning professional salary continues to show a larger gain — 15.8% — when compared to FY 1985. These levels also indicate that there has been a minor increase of 1% in the purchasing power of the median professional salary and 3.6% in the purchasing power of the beginning professionals salary in ARL university libraries compared to last year.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, and this may portray results in a way that cannot be fully representative of a local situation.

Martha Kyrillidou
Association of Research Libraries
December 28, 1998

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[1] George Washington University became ARL's 122nd member in 1998 but its salary survey data are not included in this year's publication due to the timing of this year's survey. Salary data on George Washington University will be reported next year.

[2] This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1997-June 1998.

[3] <http://www.whitehouse.gov/WH/EOP/OMB/html/fedreg/Ombdir/5.html>

[4] Mary Jo Lynch, "Librarians' Salaries Smaller Increases This Year," American Libraries (November 1998): 68.

[5] American Indian/Native Alaskan

[6] For more information on the ARL Diversity Program see <http://www.arl.org/diversity/index.html>.

[7] Includes staff in medical and law libraries.

[8] Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," Chronicle of Higher Education (December 12, 1997): A60.

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TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 1998-99, 27.3% of all ARL university librarians earned more than $55,000, as did 52.2% of all ARL nonuniversity librarians.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY 1997-98	cum. %	FY 1998-99	cum. %	FY 1997-98	cum. %	FY 1998-99	cum. %
More than $200,000	1		1	0.0				
175,000 - 199,999	2		4	0.1				
150,000 - 174,999	15	0.2	18	0.3			1	
140,000 - 149,999	11	0.3	20	0.5	1			
130,000 - 139,999	24	0.6	20	0.8	2	0.1	2	0.1
120,000 - 129,999	24	0.9	26	1.1	65	1.8	78	2.1
110,000 - 119,999	38	1.4	51	1.7	27	2.5	21	2.7
100,000 - 109,999	60	2.1	51	2.3	23	3.1	108	5.5
95,000 - 99,999	27	2.4	40	2.8	138	6.8	102	8.2
90,000 - 94,999	47	3.0	49	3.3	91	9.2	77	10.2
85,000 - 89,999	66	3.7	85	4.3	60	10.8	133	13.7
80,000 - 84,999	95	4.9	105	5.6	154	14.8	117	16.7
75,000 - 79,999	106	6.1	116	7.0	178	19.6	139	20.4
70,000 - 74,999	201	8.5	248	9.9	157	23.7	192	25.4
65,000 - 69,999	225	11.2	381	14.5	191	28.8	214	31.0
60,000 - 64,999	479	16.9	410	19.3	195	33.9	394	41.3
55,000 - 59,999	610	24.1	669	27.3	610	50.1	417	52.2
50,000 - 54,999	922	35.1	956	38.7	442	61.8	514	65.7
48,000 - 49,999	381	39.6	436	43.9	191	66.8	132	69.2
46,000 - 47,999	482	45.4	458	49.3	121	70.0	180	73.9
44,000 - 45,999	530	51.7	538	55.7	166	74.4	111	76.8
42,000 - 43,999	602	58.8	597	62.8	177	79.1	144	80.5
40,000 - 41,999	598	65.9	599	70.0	95	81.6	140	84.2
38,000 - 39,999	560	72.6	540	76.4	177	86.3	170	88.7
36,000 - 37,999	565	79.3	541	82.8	67	88.1	80	90.8
34,000 - 35,999	518	85.4	453	88.2	89	90.4	63	92.4

32,000 - 33,999	442	90.7	411	93.1	172	95.0	158	96.5
30,000 - 31,999	398	95.4	317	96.9	83	97.2	35	97.5
29,000 - 29,999	118	96.8	69	97.7	33	98.0	37	98.4
28,000 - 28,999	106	98.1	73	98.6	24	98.7	8	98.6
27,000 - 27,999	69	98.9	42	99.1	12	99.0	7	98.8
26,000 - 26,999	34	99.3	26	99.4	3	99.1	14	99.2
25,000 - 25,999	25	99.6	23	99.7	14	99.4	14	99.6
24,000 - 24,999	13	99.8	14	99.8	3	99.5	1	99.6
23,000 - 23,999	7	99.8	8	99.9	6	99.7	3	99.7
22,000 - 22,999	6	99.9	3	100.0	3	99.8	3	99.7
21,000 - 21,999	4	100.0			1	99.8	2	99.8
Less than 21,000	3	100.0	2	100.0	8	100.0	8	100.0
Total Positions	8,414		8,400		3,779		3,819	
Median Salary	$44,534		$45,775		$55,055		$56,000	

Canadian salaries expressed in U.S. dollars. Includes medical and law libraries.

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TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NONUNIVERSITY LIBRARIES

	No. of Staff	Median Salaries		Beginning Salaries	
		FY 1997-98	FY 1998-99	FY 1997-98	FY 1998-99
Boston Public Library	206	$45,128	$56,461	$28,724	$23,243
Canada Institute for Scientific and Technical Information (D)*	168	28,727	35,268	19,029	17,634
Center for Research Libraries	18	36,720	44,780	24,764	26,500
Library of Congress*	2,612	58,271	61,190	31,680	32,457
Linda Hall Library	21	40,750	40,500	27,000	27,500
National Agricultural Library*	109	52,066	53,343	31,680	32,457
National Library of Canada (D)	171	32,918	31,725	23,389	22,541
National Library of Medicine	161	58,813	58,051	31,680	32,457
New York Public Library*	235	38,135	38,335	29,007	29,877
New York State Library*	64	43,956	47,086	28,380	30,401
Smithsonian Library	54	51,300	52,559	31,680	36,786

* - See Footnotes.

D - Canadian salaries expressed in U.S. dollars.

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Table 3: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	BPS** Median	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1998-99	11	3,819	$56,000	$29,877	165.3	181.0	163.2	156.9
1997-98	11	3,779	55,055	28,724	162.5	174.0	160.5	154.3
1996-97	11	3,799	51,150	28,380	151.0	172.0	157.0	151.0
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.7
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

Canadian salaries expressed in U.S. dollars.

** - Beginning professional salary.

TABLE 4: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 1998-99

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 1999	FY 1998	FY 1999	FY 1998	FY 1999	FY 1998	FY 1999	FY 1999
Alabama	39	$34,598	$38,318	$31,151	$37,973	$23,100	$26,000	13.7
Alberta (D) *	50	43,450	42,617	40,905	40,384	24,413	23,528	18.7
Arizona*	62	42,848	44,363	42,103	43,146	30,000	34,921	15.4
Arizona State *	80	43,960	46,238	42,630	45,074	28,000	28,000	17.7
Auburn	39	40,724	47,289	37,785	45,150	30,450	30,450	15.2
Boston University *	44	40,544	44,218	36,420	41,600	28,290	29,425	18.9
Brigham Young *	78	43,681	47,912	42,033	46,322	27,500	28,500	18.5
British Columbia (D) *	69	46,127	46,701	44,802	44,774	25,168	24,497	20.8
Brown *	59	47,430	50,133	44,523	49,138	29,325	30,200	19.8
California, Berkeley *	91	59,684	61,678	58,284	59,448	31,032	31,656	19.7
California, Davis *	42	59,280	60,592	58,284	59,488	31,032	31,656	21.9
California Irvine	53	62,007	62,066	64,188	65,472	31,032	31,656	19.5
California, Los Angeles	103	58,646	60,857	58,284	65,472	31,032	31,656	19.6
California, Riverside *	39	54,434	55,826	54,636	55,728	31,032	31,656	19.1
California, San Diego	65	55,407	57,940	54,438	55,788	31,032	31,656	17.4
California, Santa Barbara *	42	57,220	58,430	56,693	58,110	31,032	31,656	18.2
Case Western Reserve *	46	41,821	43,217	38,349	39,520	25,540	30,410	14.4
Chicago *	70	49,913	50,190	44,974	46,206	31,040	32,500	15.5
Cincinnati *	51	48,456	50,864	48,919	51,767	25,000	25,000	21.4
Colorado *	45	42,369	47,127	42,219	44,784	27,500	31,500	18.0
Colorado State *	41	48,115	49,513	44,350	45,820	36,000	36,000	19.6
Columbia	93	53,846	56,251	51,000	52,775	34,500	36,000	16.0
Connecticut *	51	56,171	55,441	56,332	56,501	35,000	35,500	17.1
Cornell *	122	46,709	47,464	42,405	42,110	28,500	29,500	15.1
Dartmouth *	43	50,310	51,880	48,027	49,724	30,000	31,000	15.8
Delaware *	54	46,988	49,352	47,323	49,332	27,211	30,000	12.9
Duke *	82	48,024	48,497	43,600	44,700	30,550	30,550	16.1
Emory *	61	45,995	48,724	43,450	46,700	29,000	29,500	15.3

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Florida	78	39,201	42,042	36,294	39,102	28,000	28,000	18.7
Florida State	40	39,514	40,247	37,907	39,386	24,000	25,000	20.1
Georgetown *	48	47,008	47,888	45,075	46,427	33,000	38,357	18.0
Georgia	67	41,913	45,650	39,807	43,605	27,000	28,500	16.1
Georgia Tech	40	44,162	46,233	40,400	44,500	28,000	29,000	15.8
Guelph (D)	25	45,187	44,590	46,729	46,155	26,400	26,970	19.1
Harvard *	332	53,402	54,721	48,823	50,400	33,600	34,300	17.0
Hawaii	55	51,860	52,714	51,264	52,290	33,312	33,312	18.5
Houston *	34	41,487	43,004	38,727	39,759	27,000	27,000	15.7
Howard *	29	43,747	47,538	42,153	45,918	34,362	40,000	21.4
Illinois, Chicago *	45	44,609	45,707	42,037	43,632	29,500	30,500	15.7
Illinois, Urbana	121	45,536	47,488	43,146	45,136	30,000	31,000	16.3
Indiana *	88	48,106	49,970	45,835	47,008	29,158	31,039	17.6
Iowa	63	50,098	51,838	50,039	50,731	27,000	30,000	19.2
Iowa State	41	46,660	46,809	42,680	45,252	28,500	30,000	16.8
Johns Hopkins *	49	44,356	45,298	42,678	43,640	33,128	33,956	14.8
Kansas *	73	41,558	42,910	39,070	40,583	25,000	26,000	16.7
Kent State *	53	45,479	45,523	39,633	39,946	36,667	36,667	13.8
Kentucky *	85	42,290	43,020	39,939	41,179	27,500	28,000	14.7
Laval (D) *	58	43,242	42,660	43,013	41,453	24,658	23,764	22.3
Louisiana State *	44	41,760	38,311	35,272	34,100	28,500	28,500	13.7
McGill (D)	51	42,817	41,822	42,466	41,552	23,640	23,983	19.7
McMaster (D) *	25	43,330	41,986	42,685	40,883	24,509	24,023	20.4
Manitoba (D) *	42	44,358	42,532	45,533	43,029	23,235	22,393	21.5
Maryland *	91	44,850	45,824	41,761	42,756	23,525	24,819	18.3
Massachusetts *	56	52,903	51,216	55,277	52,589	31,000	31,000	18.1
MIT	76	44,088	47,768	41,400	44,800	27,500	31,000	13.5
Miami	33	45,139	46,270	42,705	44,793	27,000	27,000	22.0
Michigan *	102	46,890	49,238	41,742	44,204	29,500	31,000	16.0
Michigan State	62	44,313	44,065	42,000	42,000	30,000	33,000	16.6
Minnesota	100	46,902	48,768	44,207	45,985	30,000	30,000	20.7
Missouri *	40	42,640	44,134	40,170	41,066	25,500	26,500	19.4
Nebraska *	45	43,244	43,857	41,744	42,403	28,500	29,000	15.0
New Mexico *	48	45,990	51,063	43,954	50,299	32,500	34,300	19.0
New York University *	59	52,956	54,281	49,051	48,803	35,000	37,000	15.0
North Carolina	83	42,920	43,932	40,450	41,650	29,000	29,000	18.1
North Carolina State *	67	44,568	47,669	42,990	44,410	29,100	30,500	13.2

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Northwestern	73	45,842	48,474	43,218	45,372	27,500	28,200	14.3
Notre Dame	42	50,282	48,894	46,850	47,430	32,000	32,000	16.4
Ohio University *	44	46,700	46,332	44,481	45,965	28,000	29,207	16.5
Ohio State *	94	45,014	46,113	42,756	43,871	28,404	29,004	17.5
Oklahoma	32	41,982	44,454	38,180	38,285	30,000	32,000	13.9
Oklahoma State *	46	37,848	41,124	34,632	37,476	25,003	31,500	14.9
Oregon *	51	39,816	41,820	36,709	38,382	26,500	27,500	12.7
Pennsylvania	79	45,990	46,840	42,805	43,886	30,000	32,000	18.6
Pennsylvania State *	97	46,359	48,578	44,934	46,776	32,000	32,500	17.5
Pittsburgh *	59	41,326	42,795	37,904	39,319	30,000	30,000	14.3
Princeton	118	52,711	55,159	48,738	50,800	30,500	32,600	18.7
Purdue *	49	45,231	47,523	43,415	45,355	25,000	26,000	18.0
Queen's (D) *	35	37,814	39,124	36,632	37,727	22,649	22,572	18.4
Rice	53	43,617	45,695	42,100	41,850	30,110	30,712	14.4
Rochester *	58	39,864	41,413	35,947	37,232	28,000	28,000	16.6
Rutgers *	96	60,221	63,323	61,487	65,909	32,648	34,119	18.9
Saskatchewan (D)	27	44,353	46,136	47,052	48,499	21,872	21,933	20.4
South Carolina *	56	40,205	41,202	37,955	39,631	24,500	24,500	15.5
Southern California *	73	50,919	53,549	46,875	49,121	31,060	32,500	18.6
Southern Illinois *	38	44,395	48,156	42,226	46,287	31,000	33,000	16.9
Stanford *	105	61,193	65,061	56,831	58,964	36,200	37,500	22.2
SUNY Albany *	45	41,305	44,123	40,420	43,206	28,000	29,000	18.6
SUNY Buffalo *	75	45,158	47,464	43,749	46,524	27,000	27,000	15.4
SUNY Stony Brook	36	51,935	51,540	49,379	50,170	28,500	29,000	18.6
Syracuse *	39	42,323	42,685	39,917	41,017	27,000	30,000	20.7
Temple	41	44,196	43,332	41,310	41,422	28,000	30,000	17.3
Tennessee	39	45,310	49,249	43,604	46,536	28,000	29,000	18.2
Texas *	115	43,440	45,362	40,823	42,462	29,000	30,000	18.4
Texas A&M	68	41,661	42,751	38,500	39,650	27,500	30,000	12.1
Texas Tech *	47	34,398	36,286	30,726	32,952	25,164	28,128	10.2
Toronto (D) *	129	48,019	47,076	50,763	49,608	24,372	23,841	18.2
Tulane	32	44,517	46,234	42,850	44,376	29,500	30,100	15.4
Utah *	53	40,525	42,436	38,475	39,811	27,000	28,000	15.0
Vanderbilt *	53	42,164	43,451	38,505	39,225	27,500	28,000	16.3
Virginia *	64	48,648	51,206	45,750	49,300	30,000	30,000	18.2
Virginia Tech	36	41,817	43,648	40,179	41,446	28,500	28,500	17.4
Washington *	104	45,626	46,701	42,576	44,160	29,000	29,400	17.8

Washington State *	48	42,423	43,303	41,075	41,604	25,500	26,000	15.5
Washington U.-St.Louis *	45	42,094	44,019	37,822	38,913	27,000	27,500	16.5
Waterloo (D) *	36	41,321	40,364	40,570	39,580	25,306	24,632	19.6
Wayne State *	55	45,481	47,642	40,000	41,847	32,000	33,000	13.8
Western Ontario (D)	38	40,770	39,505	41,404	40,502	27,585	28,687	21.1
Wisconsin	128	49,079	47,773	48,114	46,175	29,177	30,636	16.5
Yale	122	52,981	52,697	50,897	50,917	33,700	34,700	16.0
York (D) *	44	46,547	45,621	46,678	44,632	27,157	26,173	18.0

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic. Excludes medical and law libraries. See Tables 29 and 36 for statistics related to medical and law library salaries.
* - See Footnotes.

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TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FY 1998-99

Rank	Institution	Salary	Rank	Institution	Salary
1	Howard	$40,000	50	Temple	$30,000
2	Georgetown*	38,357	50	Texas	30,000
3	Stanford	37,500	50	Texas A&M	30,000
4	New York	37,000	50	Virginia	30,000
5	Kent State	36,667	60	Cornell	29,500
6	Colorado State	36,000	60	Emory	29,500
6	Columbia	36,000	62	Boston	29,425
8	Connecticut	35,500	63	Washington	29,400
9	Arizona	34,921	64	Ohio	29,207
10	Yale	34,700	65	Ohio State	29,004
11	Harvard	34,300	66	Georgia Tech	29,000
11	New Mexico	34,300	66	Nebraska	29,000
13	Rutgers	34,119	66	North Carolina	29,000
14	Johns Hopkins	33,956	66	SUNY Albany	29,000
15	Hawaii	33,312	66	SUNY Stony Brook	29,000
16	Michigan State	33,000	66	Tennessee	29,000
16	Southern Illinois	33,000	72	Western Ontario	28,687
16	Wayne State	33,000	73	Brigham Young	28,500
19	Princeton	32,600	73	Georgia	28,500
20	Chicago	32,500	73	Louisiana State	28,500
20	Pennsylvania State	32,500	73	Virginia Tech	28,500
20	Southern California	32,500	77	Northwestern	28,200
23	Notre Dame	32,000	78	Texas Tech	28,128
23	Oklahoma	32,000	79	Arizona State	28,000
23	Pennsylvania	32,000	79	Florida	28,000
26	California, Berkeley	31,656	79	Kentucky	28,000
26	California, Davis	31,656	79	Rochester	28,000
26	California, Irvine	31,656	79	Utah	28,000
26	California, Los Angeles	31,656	79	Vanderbilt	28,000
26	California, Riverside	31,656	85	Oregon	27,500
26	California, San Diego	31,656	85	Wash U.-St. Louis	27,500
26	California, Santa Barbara	31,656	87	Houston	27,000
33	Colorado	31,500	87	Miami	27,000
33	Oklahoma State	31,500	87	SUNY Buffalo	27,000
35	Indiana	31,039	90	Guelph	26,970
36	Dartmouth	31,000	91	Missouri	26,500
36	Illinois, Urbana	31,000	92	York	26,173

36	Massachusetts	31,000		93	Alabama	26,000
36	MIT	31,000		93	Kansas	26,000
36	Michigan	31,000		93	Purdue	26,000
41	Rice	30,712		93	Washington State	26,000
42	Wisconsin	30,636		97	Cincinnati	25,000
43	Duke	30,550		97	Florida State	25,000
44	Illinois, Chicago*	30,500		99	Maryland	24,819
44	North Carolina State	30,500		100	Waterloo	24,632
46	Auburn	30,450		101	South Carolina	24,500
47	Case Western Reserve	30,410		102	British Columbia	24,497
48	Brown	30,200		103	McMaster	24,023
49	Tulane	30,100		104	McGill	23,983
50	Delaware	30,000		105	Toronto	23,841
50	Iowa	30,000		106	Laval	23,764
50	Iowa State	30,000		107	Alberta	23,528
50	Minnesota	30,000		108	Queen's	22,572
50	Pittsburgh	30,000		109	Manitoba	22,393
50	Syracuse	30,000		110	Saskatchewan	21,933

Canadian salaries expressed in U.S. dollars.

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

Excludes medical and law libraries. See Tables 30 and 37 for statistics related to medical and law library salaries.

*- See Footnotes

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TABLE 12: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	BPS** Median	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1998-99	110	8,400	$45,775	$30,000	175.2	181.7	163.2	156.9
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.3
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.0
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.7
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

Canadian salaries expressed in U.S. dollars.

* - Includes medical and law libraries in median salary.

** - Beginning professional salary.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

BY POSITION AND SEX, FY 1998-99

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	$124,176	52	$120,191	58	$122,074	110
Associate Director	79,701	95	82,326	72	80,833	167
Assistant Director	72,565	118	72,842	103	72,694	221
Head, Branch	52,873	353	57,979	188	54,648	541
Functional Specialist	44,387	504	44,554	446	44,465	950
Subject Specialist	47,898	441	50,441	367	49,053	808
Dept. Head: Acquisitions	52,349	73	51,979	25	52,255	98
Reference	54,159	81	55,269	35	54,494	116
Cataloging	52,332	136	55,450	40	53,040	176
Serials	47,847	17	55,220	11	50,743	28
Documents / Maps	51,129	51	49,167	38	50,291	89
Circulation	50,513	60	47,686	27	49,636	87
Rare Books / Manuscripts	57,048	44	63,011	45	60,063	89
Computer Systems	62,741	27	57,928	51	59,594	78
Other	50,777	405	54,533	231	52,141	636
Reference: Over 14 years experience	47,649	462	47,379	203	47,567	665
10 to 14 years experience	41,101	178	41,810	66	41,293	244
5 to 9 years experience	36,760	221	37,341	80	36,915	301
Under 5 years experience	32,712	192	32,932	69	32,770	261
Cataloging: Over 14 years experience	46,989	324	44,724	135	46,323	459
10 to 14 years experience	41,285	98	41,836	52	41,476	150
5 to 9 years experience	37,026	83	38,601	53	37,640	136
Under 5 years experience	33,590	67	32,836	25	33,385	92
Other: Over 14 years experience	50,372	161	53,286	58	51,144	219
10 to 14 years experience	40,445	49	43,048	27	41,369	76
5 to 9 years experience	36,292	60	38,411	19	36,802	79

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Under 5 years experience	33,411	75	33,624	28	33,469	103
All Positions	**$48,430**	**4,427**	**$51,696**	**2,552**	**$49,624**	**6,979**

Canadian salaries expressed in U.S. dollars. See Table 26 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries. See Tables 33 and 40 for salaries in medical and law libraries.

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TABLE 16: NUMBER AND AVERAGE SALARIES OF
MINORITY U.S. ARL UNIVERSITY LIBRARIANS

BY POSITION AND SEX, FY 1998-99

Position	Women		Men		Total	
	Salary	No.	Salary	No.	Salary	No.
Director	*	2	*	4	$121,965	6
Associate Director	*	7	*	1	83,130	8
Assistant Director	*	10	*	2	72,915	12
Head, Branch	$52,329	39	$67,072	12	55,798	51
Functional Specialist	42,025	49	42,749	33	42,316	82
Subject Specialist	48,228	65	53,916	41	50,428	106
Dept. Head: Acquisitions	*	5	*	1	50,001	6
Reference	*	5	*	1	55,370	6
Cataloging	46,618	10	N/A	0	46,618	10
Serials	*	1	N/A	0	*	1
Documents / Maps	52,439	6	N/A	0	52,439	6
Circulation	*	4	*	2	47,726	6
Rare Books / Manuscripts	*	1	*	2	*	3
Computer Systems	*	3	*	3	51,379	6
Other	51,137	44	56,617	17	52,664	61
Reference: Over 14 years experience	49,656	47	45,883	10	48,994	57
10 to 14 years experience	41,920	23	42,197	4	41,961	27
5 to 9 years experience	38,392	34	37,390	12	38,131	46
Under 5 years experience	33,173	24	33,683	8	33,300	32
Cataloging: Over 14 years experience	47,961	50	47,634	17	47,878	67
10 to 14 years experience	40,573	24	44,467	6	41,352	30
5 to 9 years experience	*	12	*	2	38,939	14
Under 5 years experience	34,425	18	34,432	6	34,427	24
Other: Over 14 years experience	54,050	12	52,906	5	53,713	17
10 to 14 years experience	*	2	*	4	41,859	6
5 to 9 years experience	*	10	*	1	36,770	11
Under 5 years experience	*	13	*	1	32,058	14

Under 5 years experience	*	13	*	1	32,058	14
All Positions	$46,453	520	$50,385	195	$47,525	715

Excludes Canadian libraries. Excludes medical and law libraries.

* - Salary data are not published when fewer than four individuals are involved in either category.

N/A - No positions were reported in this category.

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TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE
OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS

BY POSITION AND SEX, FY 1998-99

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	28.0	2	33.3	4	31.5	6
Associate Director	25.6	7	27.0	1	25.8	8
Assistant Director	25.6	10	29.0	2	26.2	12
Head, Branch	21.5	39	24.7	12	22.2	51
Functional Specialist	12.3	49	11.2	33	11.8	82
Subject Specialist	16.8	65	21.3	41	18.5	106
Dept. Head: Acquisitions	21.2	5	28.0	1	22.3	6
Reference	20.4	5	18.0	1	20.0	6
Cataloging	18.3	10	N/A	0	18.3	10
Serials	10.0	1	N/A	0	10.0	1
Documents / Maps	19.3	6	N/A	0	19.3	6
Circulation	19.5	4	10.5	2	16.5	6
Rare Books / Manuscripts	29.0	1	21.0	2	23.7	3
Computer Systems	11.7	3	11.0	3	11.3	6
Other	18.3	44	17.2	17	18.0	61
Public Services	12.6	16	17.5	4	13.6	20
Technical Services	12.2	12	29.5	2	14.6	14
Administrative Services	12.3	9	10.0	5	11.5	14
Reference	13.1	128	10.9	34	12.6	162
Cataloger	16.8	104	18.0	31	17.1	135
All Positions	**16.1**	**520**	**16.9**	**195**	**16.3**	**715**

Excludes Canadian libraries.

Excludes medical and law libraries.

N/A - No positions were reported in this category.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

BY TYPE OF INSTITUTION, FY 1998-99

Position	Canadian (13)		Private (30)		Public (67)		Total (110)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	$81,113	13	$140,440	30	$121,799	67	$122,074	110
Associate Director	58,856	20	96,516	35	79,857	112	80,833	167
Assistant Director	55,024	13	78,545	85	70,519	123	72,694	221
Head, Branch	47,484	38	57,362	160	54,175	343	54,648	541
Functional Specialist	41,124	72	46,601	320	43,672	558	44,465	950
Subject Specialist	43,651	60	50,875	285	48,631	463	49,053	808
Dept. Head: Acquisitions	45,331	10	50,872	32	54,282	56	52,255	98
Reference	47,763	11	56,584	37	54,446	68	54,494	116
Cataloging	44,021	12	55,096	71	52,635	93	53,040	176
Serials	41,948	1	50,508	10	51,399	17	50,743	28
Documents / Maps	45,599	10	46,948	19	52,132	60	50,291	89
Circulation	47,535	8	48,630	28	50,518	51	49,636	87
Rare Books / Manuscripts	49,158	10	63,568	24	60,516	55	60,063	89
Computer Systems	53,629	10	60,823	30	60,194	38	59,594	78
Other	47,457	58	54,908	216	51,241	362	52,141	636
Reference: Over 14 years experience	43,942	99	47,794	167	48,371	399	47,567	665
10 to 14 years experience	38,383	31	42,335	64	41,450	149	41,293	244
5 to 9 years experience	34,065	29	38,055	64	36,961	208	36,915	301
Under 5 years experience	30,084	15	34,803	67	32,235	179	32,770	261
Cataloging: Over 14 years experience	43,994	61	48,274	163	45,574	235	46,323	459
10 to 14 years experience	37,181	9	42,222	67	41,323	74	41,476	150
5 to 9 years experience	36,533	4	39,615	61	36,005	71	37,640	136
Under 5 years	N/A	0	36,905	35	31,223	57	33,385	92

experience								
Other: Over 14 years experience	44,098	17	51,777	59	51,720	143	51,144	219
10 to 14 years experience	37,503	8	43,844	23	40,792	45	41,369	76
5 to 9 years experience	36,469	5	37,915	29	36,121	45	36,802	79
Under 5 years experience	36,368	5	35,729	35	31,984	63	33,469	103
All Positions	$44,601	629	$51,777	2,216	$49,235	4,134	$49,624	6,979

( ) Indicates the number of ARL libraries in each category.

Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 24;

　　Table 26 shows Canadian salaries in Canadian dollars.

Excludes medical and law libraries.

N/A - No positions reported in this category.

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TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

BY SIZE OF PROFESSIONAL STAFF, FY 1998-99

	Staff Over 115 (7)		Staff 75-115 (22)		Staff 50-74 (34)		Staff 25-49 (47)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	$138,000	7	$139,747	22	$121,766	34	$111,653	47
Associate Director	88,040	21	83,429	59	79,682	43	75,038	44
Assistant Director	77,901	25	78,144	49	71,843	79	67,842	68
Head, Branch	59,349	90	57,845	167	52,266	146	50,232	138
Functional Specialist	46,514	195	45,171	257	44,436	281	41,827	217
Subject Specialist	51,281	161	51,248	305	47,143	213	44,235	129
Dept. Head: Acquisitions	58,813	7	56,804	14	50,680	35	50,958	42
Reference	61,683	13	55,609	24	54,557	37	51,576	42
Cataloging	60,444	27	54,131	51	51,894	44	49,243	54
Serials	N/A	0	51,557	7	51,291	8	49,968	13
Documents / Maps	55,015	7	54,545	17	48,857	29	48,520	36
Circulation	50,653	17	51,098	18	49,995	25	47,689	27
Rare Books / Manuscripts	73,561	7	67,748	15	57,969	29	56,140	38
Computer Systems	80,349	6	60,488	14	59,319	28	55,284	30
Other	55,905	84	54,976	188	50,502	205	48,915	159
Reference: Over 14 years experience	50,348	80	48,721	188	47,682	175	45,496	222
10 to 14 years experience	43,299	30	42,422	74	41,614	66	39,064	74
5 to 9 years experience	40,321	17	37,403	62	37,817	99	35,472	123
Under 5 years experience	34,509	26	33,821	63	32,681	91	31,496	81
Cataloging: Over 14 years experience	49,312	87	47,891	136	45,005	123	43,568	113
10 to 14 years experience	43,447	33	42,720	57	39,336	33	39,058	27
5 to 9 years experience	41,822	29	37,919	33	36,511	38	35,206	36
Under 5 years experience	38,170	19	32,903	31	33,597	22	29,352	20
Other: Over 14 years experience	52,418	29	52,540	74	51,543	64	47,954	52
10 to 14 years experience	41,443	19	41,565	21	42,793	20	39,247	16
5 to 9 years experience	41,603	11	37,998	19	35,382	30	35,068	19

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Under 5 years experience	35,667	25	33,168	30	33,581	28	31,017	20
All Positions	**$51,720**	**1,072**	**$51,363**	**1,995**	**$48,975**	**2,025**	**$47,293**	**1,887**

+ Prior to 1995-96, the first column of this table reported staff over 124, in 1996-98 instead of 120, and this year over 115.

( ) Indicates the number of ARL libraries in each category.

No ARL library has fewer than 25 professional staff members.

Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows

      Canadian salaries in Canadian dollars.

Excludes medical and law libraries.

* - Salary data are not published when fewer than four individuals are involved.

N/A - No positions reported in this category.

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TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FY 1998-99

	Northeast		North Central		South			West		Canada	T
	New England	Middle Atlantic	East N.Central	West N.Central	South Atlantic	East S.Central	West S.Central	Mountain	Pacific		
Position	(8)	(14)	(17)	(7)	(17)	(5)	(9)	(7)	(13)	(13)	
Director	132,637	147,334	126,557	128,111	130,131	117,339	110,877	111,855	124,763	81,113	1
Associate Director	95,836	95,218	80,310	86,404	81,194	68,203	67,046	73,470	87,507	58,856	
Assistant Director	82,596	78,071	71,883	71,052	70,280	62,328	67,171	69,106	84,140	55,024	
Head, Branch	62,087	55,924	54,253	49,970	51,860	51,041	48,310	58,012	59,723	47,484	
Functional Specialist	47,523	44,543	41,362	42,212	44,911	39,927	40,579	44,962	52,440	41,124	
Subject Specialist	54,508	49,720	47,297	46,805	43,700	42,931	38,688	46,133	58,285	43,651	
Dept. Head: Acquisitions	57,192	49,038	56,480	52,760	52,535	50,050	49,147	52,961	57,488	45,331	
Reference	61,274	58,670	55,714	52,292	52,958	48,559	49,537	51,134	58,131	47,763	
Cataloging	62,150	53,766	54,358	53,733	50,832	44,616	47,586	50,676	54,897	44,021	
Serials	*	*	*	*	*	*	*	*	59,274	*	
Documents/Maps	57,702	51,610	48,535	53,055	46,617	41,448	43,579	50,750	60,458	45,599	
Circulation	51,493	50,740	50,402	54,868	48,763	43,326	43,703	47,296	60,078	47,535	
Rare Books/Manuscripts	73,784	66,296	61,641	*	55,755	55,566	48,410	57,585	66,026	49,158	
Computer Systems	72,709	60,354	55,380	53,620	52,493	*	55,078	68,770	64,177	53,629	
Other	57,555	53,203	52,959	51,525	50,829	46,661	46,020	48,885	59,946	47,457	
Reference: Over 14 years experience	52,475	50,076	45,682	43,759	42,486	51,340	40,541	45,898	55,928	43,942	
10 to 14 years experience	44,919	42,476	40,403	38,035	38,631	39,437	37,427	39,133	47,222	38,383	
5 to 9 years experience	39,838	38,872	37,131	34,027	37,162	34,126	34,403	37,151	39,441	34,065	
Under 5 years experience	36,405	33,665	33,303	30,186	32,646	30,921	30,533	31,722	33,505	30,084	
Cataloging: Over 14 years experience	50,453	45,697	43,140	46,325	41,602	41,552	37,927	44,856	56,444	43,994	
10 to 14 years experience	43,882	42,078	39,968	39,130	39,348	39,957	35,050	38,935	49,996	37,181	
5 to 9 years experience	42,781	37,860	37,137	32,932	37,444	*	33,087	35,325	40,458	36,533	
Under 5 years experience	40,348	34,601	32,315	*	32,157	28,413	28,907	32,665	33,556	N/A	

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Other: Over 14 years experience	51,931	50,449	50,744	58,978	46,136	51,408	50,201	48,295	59,964	44,098	
10 to 14 years experience	38,079	43,028	43,636	*	40,510	*	41,249	39,778	44,230	37,503	
5 to 9 years experience	42,874	40,670	37,009	*	35,010	*	32,183	*	37,708	36,469	
Under 5 years experience	35,299	33,374	34,967	29,383	31,311	*	31,042	*	*	36,368	
All Positions: Average Salary	$53,269	$51,496	$48,808	$47,883	$47,476	$45,429	$44,176	$47,892	$57,086	$44,601	$4
No. of Staff	783	1,017	1,161	407	978	255	471	407	871	629	

( ) Indicates number of ARL libraries included. Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.

* - Salary data are not published when fewer than four individuals are involved. N/A - No positions reported in this category.

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TABLE 25: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL
SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 1998-99

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 1999	FY 1998	FY 1999	FY 1998	FY 1999	FY 1998	FY 1999	FY 1999
Alberta	50	$59,365	$61,769	$55,888	$57,596	$33,356	$33,356	18.7
British Columbia	69	63,023	66,988	61,213	63,486	34,387	34,730	20.8
Guelph	25	61,738	64,546	63,846	66,821	36,071	38,235	19.1
Laval	58	59,081	61,186	58,768	58,768	33,690	33,690	22.3
McGill	51	58,501	60,542	58,021	59,021	32,300	34,000	19.7
McMaster	25	59,201	61,733	58,320	59,424	33,487	34,058	20.4
Manitoba	42	60,606	61,543	62,212	61,756	31,746	31,746	21.5
Queen's	35	51,665	57,132	50,050	53,585	30,945	32,000	18.4
Saskatchewan	27	60,599	66,961	64,287	69,348	29,884	31,095	20.4
Toronto	129	65,608	67,299	69,358	70,345	33,300	33,800	18.2
Waterloo	36	56,456	58,708	55,431	56,610	34,575	34,921	19.6
Western Ontario	38	55,704	57,321	56,570	57,419	37,690	40,670	21.1
York	44	63,597	65,973	63,776	63,324	37,105	37,105	18.0

Salaries expressed in Canadian dollars.

Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.

Excludes Canadian medical and law libraries. See Tables 29 and 36 for statistics related to medical and law library salaries.

* - See Footnotes.

Corrected Beginning Salaries FY 1999.

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TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1998-99

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	2	*	*	$26,000	13.5
Alberta (D)	6	$36,009	$36,436	23,528	12.2
Arizona	15	47,679	47,301	34,900	18.5
Boston University	7	44,990	45,515	28,000	10.7
British Columbia (D)	13	39,802	42,100	24,497	18.0
California, Davis	9	57,099	55,728	31,656	16.9
California, Irvine	3	*	*	31,656	21.0
California, Los Angeles	16	59,195	59,448	31,656	21.1
California, San Diego	7	49,881	48,552	31,656	15.9
Case Western Reserve	9	43,639	42,094	26,480	21.9
Cincinnati	24	43,173	40,204	25,000	15.7
Columbia	9	44,626	43,711	36,000	12.3
Connecticut	18	53,498	48,817	41,981	10.3
Dartmouth	11	41,088	41,968	31,000	11.4
Duke	18	45,347	44,100	30,539	20.5
Emory	13	44,392	42,043	29,500	16.0
Florida	16	37,221	37,396	29,000	14.6
Georgetown	8	44,143	45,000	38,000	13.4
Harvard	20	51,987	47,703	34,300	11.9
Howard	5	36,093	37,098	40,000	19.8
Illinois, Chicago	27	41,836	36,250	30,500	11.7
Iowa	9	45,364	44,126	30,000	17.2
Johns Hopkins	21	50,026	49,077	35,800	11.6
Kansas	15	44,406	43,647	30,000	12.7
Kentucky	13	45,456	44,619	28,000	16.8
McGill (D)	8	38,654	37,469	22,393	18.5
McMaster (D)	6	43,647	42,288	23,983	18.5
Manitoba (D)	8	30,340	27,509	24,023	12.5
Miami	8	47,679	44,471	28,000	24.5
Michigan	11	41,753	38,716	31,000	11.5
Minnesota	17	44,839	42,981	30,000	15.8
Missouri	8	36,665	35,712	26,500	13.4

Nebraska	12	42,116	41,784	24,000	17.3
New Mexico	7	50,313	48,646	34,300	20.3
New York University	16	52,800	51,330	38,000	11.8
North Carolina	20	43,941	42,383	30,500	17.2
Northwestern	15	42,535	38,715	28,200	12.6
Ohio University	3	*	*	29,207	13.3
Ohio State	12	40,830	38,964	29,004	10.0
Oklahoma	9	35,242	34,032	21,000	10.0
Oklahoma State	3	*	*	30,000	22.0
Pennsylvania	12	44,313	44,835	32,000	15.0
Pennsylvania State	3	*	*	32,500	17.7
Pittsburgh	15	44,949	41,740	32,000	14.6
Queen's (D)	6	32,273	34,694	22,572	13.8
Rochester	19	40,706	38,955	31,500	13.5
Saskatchewan (D)	3	*	*	21,933	13.0
South Carolina	5	40,223	39,448	30,000	18.6
Southern California	15	U/A	U/A	31,800	18.0
Southern Illinois	4	*	*	30,000	16.8
Stanford	10	59,625	48,291	37,500	19.4
SUNY Buffalo	18	41,344	41,828	27,000	13.9
SUNY Stony Brook	14	51,897	51,745	40,000	15.5
Temple	10	42,084	40,133	31,868	21.8
Texas A&M	12	41,107	39,685	30,000	17.1
Texas Tech	19	40,178	36,432	31,992	18.3
Toronto (D)	13	47,627	49,267	23,841	12.7
Tulane	8	41,108	39,962	30,100	21.9
Utah	10	40,960	39,851	28,000	16.1
Vanderbilt	17	44,147	44,613	28,000	10.6
Virginia	13	43,303	41,500	28,000	16.8
Washington	21	46,022	42,930	33,501	17.1
Washington U.-St. Louis	14	45,264	40,463	29,400	19.1
Wayne State	7	34,832	35,091	33,000	9.4
Western Ontario (D)	6	34,840	35,020	28,687	15.3
Wisconsin	16	42,789	38,752	30,636	15.8
Yale	14	43,369	42,010	34,700	10.6

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TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1998-99

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	7	39,271	39,791	26,000	13.6
Alberta (D)	4	*	*	23,528	20.5
Arizona	8	45,221	43,862	34,921	17.1
Arizona State **	7	52,971	53,534	32,000	23.9
British Columbia (D)	2	*	*	24,497	31.5
California, Davis	6	59,153	59,448	31,656	20.0
California, Los Angeles	11	57,920	60,600	31,656	13.8
Case Western Reserve	11	42,954	42,889	34,000	13.8
Cincinnati	8	52,747	57,132	25,000	19.1
Colorado	7	45,573	42,746	32,500	12.3
Columbia	16	54,728	55,138	36,000	12.4
Connecticut	8	62,903	53,389	34,172	16.1
Cornell	8	53,311	45,413	33,500	11.4
Duke	10	51,089	47,150	30,550	16.1
Emory	9	49,002	48,643	29,500	15.9
Florida	11	44,175	42,875	30,000	22.0
Florida State	9	38,087	36,961	26,000	16.9
Georgetown	21	57,888	51,900	38,400	15.3
Georgia	9	49,257	48,481	28,500	19.4
Harvard	40	59,406	59,044	34,300	16.5
Hawaii	5	46,452	42,984	33,312	16.8
Houston	14	40,700	41,200	32,000	11.1
Howard	9	41,938	40,500	36,500	13.1
Illinois, Urbana	3	*	*	31,000	6.7
Indiana	9	47,490	45,817	31,039	14.3
Iowa	14	52,365	46,694	30,000	15.6
Kansas	4	*	*	28,500	11.3
Kentucky	8	35,559	38,193	28,000	8.5
Louisiana State	8	38,742	34,113	23,000	21.1
McGill (D)	5	39,068	39,265	23,983	18.6
Manitoba (D)	2	*	*	22,393	11.0
Miami	14	39,390	38,338	30,000	15.3

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Michigan	12	51,475	45,842	33,150	12.7
Minnesota	12	51,318	48,720	30,000	17.0
Missouri	7	40,196	38,986	26,500	10.9
Nebraska	5	42,734	41,935	33,500	10.4
New Mexico	4	*	*	35,000	17.0
New York University	16	61,692	62,113	37,000	15.8
North Carolina	9	45,563	40,414	29,000	18.0
Northwestern	12	50,960	49,069	27,552	13.3
Notre Dame	9	57,713	53,500	32,000	15.6
Ohio State	8	42,542	40,368	35,004	10.3
Oklahoma	5	35,090	34,650	25,000	11.6
Oregon	5	39,441	36,168	31,000	13.2
Pennsylvania	13	53,335	54,318	32,000	15.5
Pennsylvania State	7	47,162	46,680	32,500	14.3
Queen's (D)	3	*	*	22,572	22.0
Rutgers, Camden	9	46,894	42,579	40,003	12.1
Rutgers, Newark	11	59,099	54,748	40,003	15.5
Saskatchewan (D)	3	*	*	21,933	11.7
South Carolina	10	42,139	39,210	34,000	11.9
Southern Illinois **	7	53,810	55,237	33,000	15.1
Stanford	8	58,779	54,842	37,500	20.4
SUNY Buffalo	11	42,320	45,768	27,000	16.7
Temple	11	42,790	38,718	28,164	13.6
Tennessee	9	52,753	55,846	30,000	16.8
Texas	17	41,740	35,237	25,000	15.2
Texas Tech	6	48,634	42,995	28,128	22.8
Toronto (D)	4	*	*	23,841	14.8
Tulane	10	45,351	42,836	35,000	15.0
Utah **	7	42,533	43,200	28,000	13.4
Vanderbilt	9	44,746	41,204	28,000	11.1
Virginia **	12	52,282	47,200	30,000	16.7
Washington	15	47,021	44,885	40,000	17.3
Washington U.-St. Louis	6	43,158	47,000	36,000	11.7
Wayne State	3	*	*	33,000	17.3
Western Ontario (D)	3	*	*	28,687	14.7
Wisconsin	13	46,608	43,454	30,636	19.7
Yale	17	56,830	53,900	34,700	15.8

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York (D)	5	44,794	44,660	26,173	23.2

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ARL ANNUAL SALARY SURVEY 1998-99
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL

_____

Report prepared by (name)

_____

Title _____ Phone number

_____

Contact person (if different)

_____

Title _____ Phone number

_____

	Main	Law	Medical
1. Beginning Professional Salary			
Beginning professional salary for 1998-99.	_____	_____	

_____

> (Note: ARL will calculate the **1998-99 median and average** professional salaries for
> your library from the data you supply in Part II of this questionnaire.)

2. Rank Structure
Instructions have been clarified. Please see "Instructions for Completing Part II: Individual Data,"
Item 10, for more complete information.

Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)
_____ 2 levels
_____ 3 levels
_____ 4 levels
_____ 5 levels
_____ more than 5 levels (please specify the number of levels: _____)

3. FOOTNOTES

3a. Please list which libraries are included in the data submitted for the "general" libraries.
   These can be main campus libraries or branch campus libraries.

3b. Please list which libraries are NOT included in the data submitted for the "general" libraries.
   These can be main campus libraries or branch campus libraries.

For your convenience, a copy of your library's footnotes as they appear in the published
*ARL Annual Salary
Survey 1997-98* is attached. Please indicate revisions, additions, and deletions as
appropriate. If any footnotes
published last year are unchanged, please mark them to indicate that they are still valid.

Please return the completed questionnaire to the

ARL Statistics and Measurement Program by **August 31, 1998**.
Please contact Julia Blixrud at (202) 296-2296 or jblix@arl.org for assistance.

Proceed to Part II.
Instructions

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ARL ANNUAL SALARY SURVEY 1998-99

UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the <u>Questionnaire</u>

1. This survey is concerned with professional positions only. Since the criteria for determining profes-sional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the general, law, and medical library may be reported on the enclosed disk, which contains simple spreadsheet documents that can be uploaded into most spreadsheet programs, including LOTUS 1-2-3, Microsoft Excel, and Quattro Pro. See "Instructions for Data Inputters" for more specific instructions. Please DO NOT alter the worksheets on the disks in any way; do not change any page or line numbers. We cannot accept data in WordPerfect format, or any other word processing/text format, because of uploading and conversion problems. If you are not able to produce data that can be saved in a spreadsheet format, please submit your data using the printed forms. [If you have a word processing file with your data in properly labeled columns, you may submit a print-out of that file in lieu of the pre-printed forms. We will enter the data into a spreadsheet here at ARL.]

3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should NOT be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.

4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the nearest whole number.

6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants. Please include all professionals involved in the provision of library services, including contract-supported positions.

7. The salary figures should be straight gross salary figures. Do not include fringe benefits.

8. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The

data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 1998. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey and a printout of the data file. Be sure to keep a complete copy of your return, including the diskette, for your files.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 1998-99.

2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.

3. Question 1. The Beginning Professional Salary is the salary that would be paid to a newly-hired professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

Please report the 1998-99 Beginning Professional Salary to the best of your knowledge as it exists on July 1, 1998. Do not delay returning your survey with the expectation that more information will be available later.

4. The 1998-99 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 1998-99. Vacant positions should be excluded from your report. No optional data are requested this year. The survey requests information for individuals; aggregate data for each institution will be generated by computer. This year we are collecting information on positions that pose coding problems and a column has been added to the worksheets for that purpose.

2. Data for the general, law, and medical libraries may be reported on the enclosed microcomputer diskette; see #4 below for specific instructions.

3. Survey Form. If you are not able to submit the data on the diskette, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a print-out from a word-processing document with all columns correctly ordered and labeled.

If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

The left-hand column labeled "Name/ID" has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. Diskette. The floppy diskette contains data input files for general, law, and medical library data in .wk1 files that can be uploaded into many different spreadsheet programs, including Lotus 1-2-3, Microsoft Excel, and Quattro Pro. They are labeled as follows:

General   ARL7xxxx.wk1
Law   LAW7xxxx.wk1
Medical   MED7xxxx.wk1

xxxx = Library identification number; see label on the enclosed diskette. The file names this year have a "7" preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

The files contain empty worksheets with columns labeled as follows:

Name/ID   LibID   Page   Line   Salary   Job   Sex   OEOCat   YrsExp

   Rank   Percent   Problem Job Category/Describe (optional column added for 1997/98)

The column labeled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the diskette label, please call the ARL Office for instructions.

Detailed instructions for inputting data in each format are enclosed. Please do not alter any formats, page or line numbers; please do not submit data using word processing software (use printed sheets instead).

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. Salary. Enter the individual salaries as they exist on July 1, 1998. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. Position Code (Job). The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR Associate Director
ASTDIR Assistant Director
HDMED Head, Medical Library (Human Medicine only)
HDLAW Head, Law Library
HDBR Head, Other Branch Library (including Veterinary Medicine)
FSPEC Functional Specialist
SSPEC Subject Specialist
HDACQ Head, Acquisitions Department
HDCAT Head, Catalog Department/Unit
HDCIRC Head, Circulation
HDCOMP Head, Library and Computer Systems
HDDOC Head, Documents Department
HDMAP Head, Map Room/Department
HDRBM Head, Rare Book/Manuscripts Department
HDREF Head, Reference Department
HDSER Head, Serials Department
HDOTH Head, Other Department/Service/Agency
CAT Catalogers, both general and specialized
REF Reference librarians, both general and specialized
PUBS Public Services, non-supervisory, except reference librarians
TECH Technical Services, non-supervisory, except catalogers
ADMIN Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Positions for which coding is particularly troublesome because the position does not fit into categories already identified should be coded here, but identified specifically in the last column of the worksheet.

Associate or Assistant Director, and Head, Other Branch: Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media special-ists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsi-bilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized catalog-ing unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applica-tions, programming, etc. as HDCOMP unless that person is also an Associate or Assis-tant Director, in which case use the appropriate administrative code. If there is an inter-mediate level of manage-ment between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Profes-sionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried

out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activi-ties) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[Special note concerning Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. Sex. Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.

8. Minority status code (OEOCat). U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant):

1 Black
2 Hispanic
3 Asian or Pacific Islander
4 American Indian or Native Alaskan
5 Caucasian/Other

9. Total years of professional experience (YrsExp). Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include profes-sional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. Rank. Responses concerning rank should be limited to those professionals reported in the survey who occupy ranks designated in the normal library rank structure. Indicate a zero (0) in the rank column for professionals who are ranked outside the library's rank structure, or for whom a rank is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, supply a rank code of zero (0) for that individual. Top administrators, such as directors and assistant or associate librarians, are also examples of individuals who are frequently ranked zero (0).

If multiple ranking structures are used for librarians and these structures are substantially differ-ent and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Do not use Roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes. Please supply a code for all individuals reported; there should be no blank cells in this column.

0 An individual who is outside the normal library rank structure.
9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1 Lowest level in the rank structure.
2 Next highest level in the rank structure.
3-8 Successively higher levels in the rank structure. The highest number in this range should be equivalent to the highest rank in the library's rank structure, as indicated in Question 2 of the Summary

Data sheet.

 When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. Percent. Change the 100% appointment to less than that only for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65.

12. Problem Job Category/Describe. Identify the position title and note the specific responsibilities that make it a problem to provide one of the currently listed position codes.

ARL SALARY SURVEY 1998-
NONUNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date

Report prepared by (name) _____

Title _____ Phone

Contact person (if different) _____

Title _____ Phone

1. Complete the table on the back of this sheet by indicating the number of filled positions in each salary range for fiscal years 1997-98 and 1998-99.

2. Median professional salary for fiscal year 1998-99.   _____

3. Beginning professional salary for 1998-99.   _____

4. Footnotes (Please compare with footnotes from surveys of previous years.)

    a. Law Library salaries are included.

        _____ Yes   _____ No   _____ We do not have a Law Library.

    b. Medical Library salaries are included.

        _____ Yes   _____ No   _____ We do not have a Medical Library.

    c. Branch libraries not included:

        _____

        _____

        _____

5. Other comments:

    _____

    _____

    _____

Indicate the number of filled or temporarily vacant professiona positions in each salary range for fiscal years 1996-97 and 1997-

1

Salary Range

$200,000 or more	
150,000 - - - 199,999	
140,000 - - -149,999	
130,000 - - -139,999	
120,000 - - -129,999	
110,000 - - -119,999	
100,000 - - -109,999	
95,000 - - - 99,999	
90,000 - - - 94,999	
85,000 - - - 89,999	
80,000 - - - 84,999	
75,000 - - - 79,999	
70,000 - - - 74,999	
65,000 - - - 69,999	
60,000 - - - 64,999	
55,000 - - - 59,999	
50,000 - - - 54,999	
48,000 - - - 49,999	
46,000 - - - 47,999	
44,000 - - - 45,999	
42,000 - - - 43,999	
40,000 - - - 41,999	
38,000 - - - 39,999	
36,000 - - - 37,999	
34,000 - - - 35,999	
32,000 - - - 33,999	
30,000 - - - 31,999	
29,000 - - - 29,999	
28,000 - - - 28,999	
27,000 - - - 27,999	
26,000 - - - 26,999	
25,000 - - - 25,999	
24,000 - - - 24,999	
23,000 - - - 23,999	
22,000 - - - 22,999	
21,000 - - - 21,999	
20,000 - - - 20,999	
19,000 - - - 19,999	
18,000 - - - 18,999	
17,000 - - - 17,999	
16,999 or less	

Total Number of Positions _____

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Please return the completed questionniare to the
ARL Statistics and Measurement Program by **August 31, 1998**
Please contact Julia Blixrud at (202) 296-2296 or jblix@arl.org for ass

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ARL ANNUAL SALARY SURVEY 1998-99
NONUNIVERSITY LIBRARY <u>QUESTIONNAIRE</u>

GENERAL INSTRUCTIONS

1. This survey is concerned with the salaries of professional positions only. Since the criteria for deter-mining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

3. Report 1998-99 salaries as they exist on July 1, 1998. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey. (If you had footnotes in 1997-98, a copy is provided with this mailing for your reference.)

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **August 31, 1998.**

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