

LAUNC-CH Professional Welfare 2012-2013 Committee Report

Committee Members: Libby Chenault, Nancy Kaiser, Mohamed Hamed, Diana McDuffee (Chair)

The LAUNC-CH Professional Welfare Committee completed an analysis of the salaries of UNC Chapel Hill Librarians compared to their national and local peers. This analysis relies on data from the Association of Research Libraries (ARL) Annual Salary Survey. LAUNC-CH Professional Welfare committees have been doing this analysis for over ten years. The analysis shows that UNC Chapel Hill Librarians' salaries reach their highest median salary ranking in 2007-2008 when UNC Chapel Hill Academic Affairs Librarians' median salaries ranked 37th out of 113 ARL libraries. Since that high point the median salaries for UNC Chapel Hill Librarians has steadily declined in ranking to 77th out of 115 libraries in 2011-2012. A complete report of our analysis follows.

The LAUNC-CH Professional Welfare Committee met with Sarah Michalak on March 1, 2013 in order to share our concerns about the level of salaries for librarians at UNC Chapel Hill. We discussed the methodology library administration used to assign 2012-2013 raises, and their emphasis on bringing entry level and early career librarian salaries to new minimum levels. Sarah also shared with us the newly released preliminary data from the 2012-2013 ARL Salary Survey. Since the publication has not been released yet we have only a few tables so we are not able to report at this time on rankings of UNC libraries compared to the complete list of ARL libraries; however we are able to compare to our selected national and local peer libraries. Unfortunately we remain below our peers for median salaries even with the modest salary increases awarded in 2012-2013.

Future topics that the LAUNC-CH Professional Welfare Committee may wish to pursue include:

1. Retention: in lieu of salary increases, what else can be leveraged to create a culture in which librarians are not tempted to look around? expanded funding support for professional development? mentoring? training support?
2. Management experience for mid-level librarians: when our senior level administrators retire, will there be people behind them who will have enough experience to apply for their positions?

ANALYSIS OF UNC Chapel Hill Librarians Salaries compared to ARL salary survey data

The LAUNC-CH Professional Welfare Committee has completed its annual examination of the ARL salary survey data. The results show a steep decline in our rankings for median salaries since 2007-2008 when UNC AA librarians' salaries ranked at 37/113. The attached graphs illustrate the downward trend in the rankings. The Health Sciences Library and Law Library ARL salary rankings have also declined but they remain in the top half of the rankings.

By 2008, UNC Academic Affairs Librarians' median salaries had been steadily rising in the rankings from the low point of 85/111 in 1999-2000 to 37/113 in 2007-2008. However, by 2011-2012 UNC AA Librarians' median salaries have slipped to 77/115.

In 2011-2012 the median salary was \$61,858. At the peak in 2007-2008 the median salary was \$62,825. The slide in librarians' salary and median salary during the period from 2007-2008 to 2011-2012 could be explained by the economic slide that the United States has experienced during this period. However our peer universities have continued to improve their rankings while UNC's have declined. We are now ranked lower than our national and local peers.

Median Salary at UNC and Peers

Peers

- UC Berkeley \$82,524
- UCLA \$76,083
- Michigan \$67,920
- Virginia \$66,600
- North Carolina State University \$65,000
- Duke \$62,525
- **UNC \$61,858**

The ARL ranking for the library as a whole has also declined but not as steeply as librarian's salaries. The overall ranking of the library in the ARL data was at 15 in 2007-2008. In 2010-2011 that ranking had dropped to 19.

Beginning salary

The beginning librarians' salaries at UNC are ranked at 73/115, lower than at all peers except for University of Michigan.

Peers

- Rank 18 NC State \$53,000
- Rank 47 UC Berkeley \$47,544
- Rank 48 Virginia \$47,500
- Rank 52 UCLA \$46,164
- Rank 61 Duke \$45,000
- **Rank 73 UNC \$44,000**
- Rank 80 Michigan \$43,500

Cost of living Index (100 is the norm for US cities):

Sometimes a presumed lower cost of living in our area compared to peer university communities is offered as a rationalization for lower salaries at UNC Chapel Hill, however, a check of those index numbers shows that Chapel Hill COL index is at 113, higher than Ann Arbor and Charlottesville.

102.0 Ann Arbor, MI (Detroit 99.4)

107.0 Charlottesville, VA

113.0 Chapel Hill, NC (Durham 96.6, Raleigh 98.2)

136.4 Los Angeles (housing 207)

139.9 Oakland, CA (164.0 San Francisco, housing 281)

Before the recession began, the Library Administration had been making laudable and significant progress in improving the salaries of librarians at UNC Chapel Hill. LAUNC-CH understands that the effects of the recession influenced many of the decisions made by the State Legislature and University Administration which negatively impacted librarians' salaries, and that this may have been unavoidable. LAUNC-CH is raising the issue to signal our interest in making a positive contribution to the discussion about the state of Librarians' salaries.

*****March 2013 Updated information from 2012-2013 preliminary ARL data
(received from Sarah Michalak)**

The LAUNC-CH Professional Welfare Committee met with Sarah Michalak on March 1 to share our concerns about the level of salaries for librarians at UNC Chapel Hill. She shared with us the newly released preliminary data from the 2012-2013 ARL Salary Survey. Since the publication has not been released yet we have only a few tables so we are not able to report at this time on rankings of UNC libraries compared to peers except in the broad category of ARL libraries.

2012-2013 UNC Chapel Hill Information on median, average, and positions filled.

AA Library: Median \$62,683; Average \$67,097; 95 filled positions

HSL Library: Median \$67,200; Average \$70,058; 28 staff

Law Library: Median \$68,816; Average \$74,168; 12 staff

All U.S. ARL Libraries (includes AA, Med, Law): Median \$67,257; Average \$74,002

When we drop the Canadian ARL libraries out of the tables our salaries are closer to the median and average although still below on both measures for AA and HSL.

2012-2013 Median Salary at UNC & Peers from preliminary ARL data

Peers

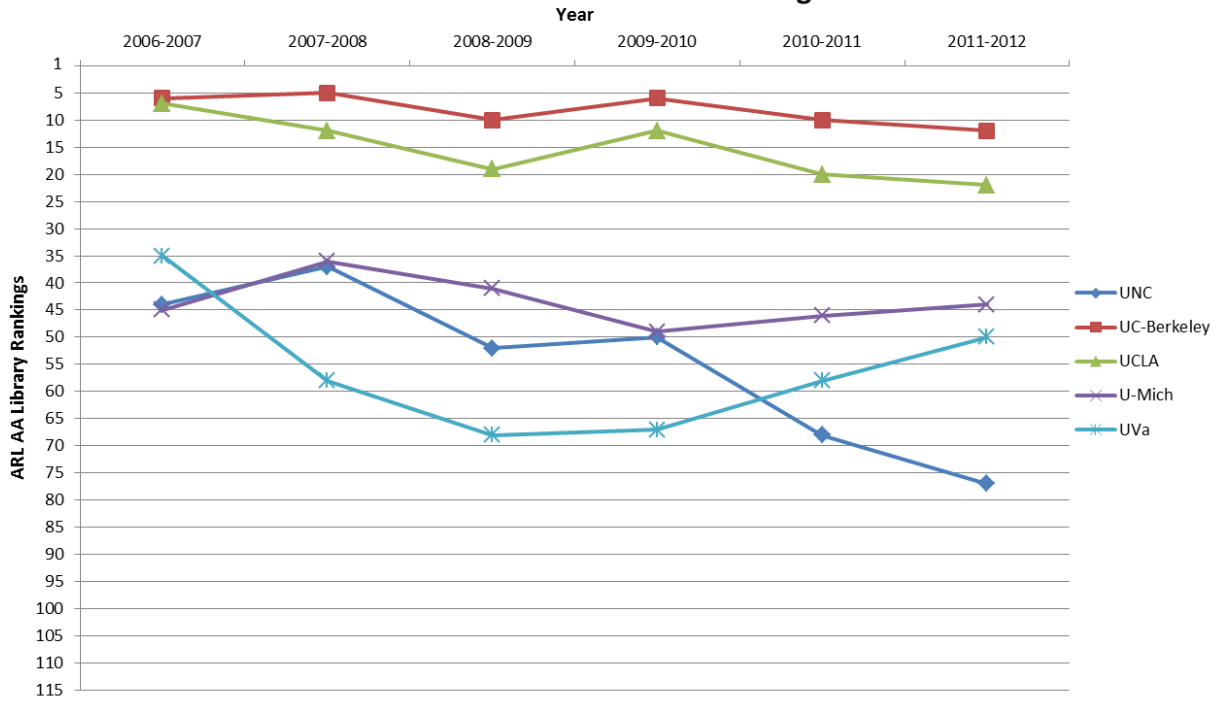
- UC Berkeley \$82,783
- UCLA \$77,976
- Michigan \$66,225
- Virginia \$68,100
- North Carolina State University \$70,385
- Duke \$64,225
- **UNC \$62,683**

Beginning salary (from 2012-2013 ARL Preliminary Salary Data)

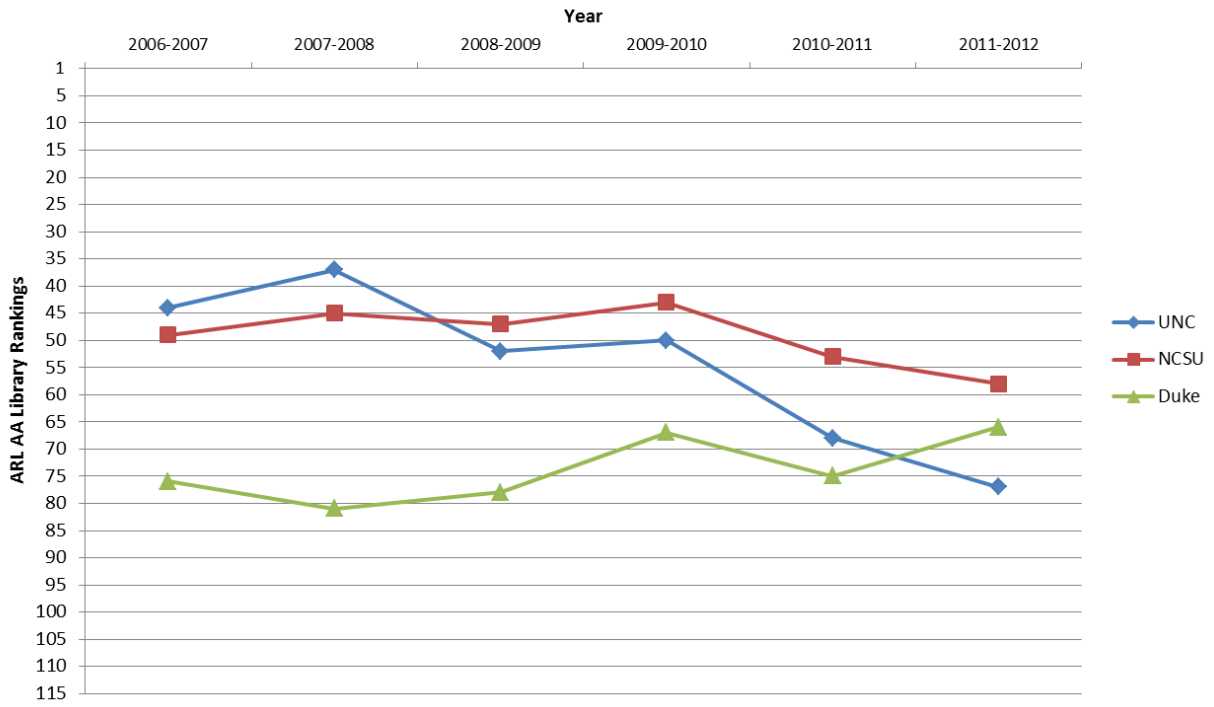
Peers

- NC State \$54,000
- UC Berkeley \$47,544
- UC UCLA \$47,544
- Virginia \$47,500
- Duke \$47,000
- Michigan \$47,000
- **UNC \$45,000**

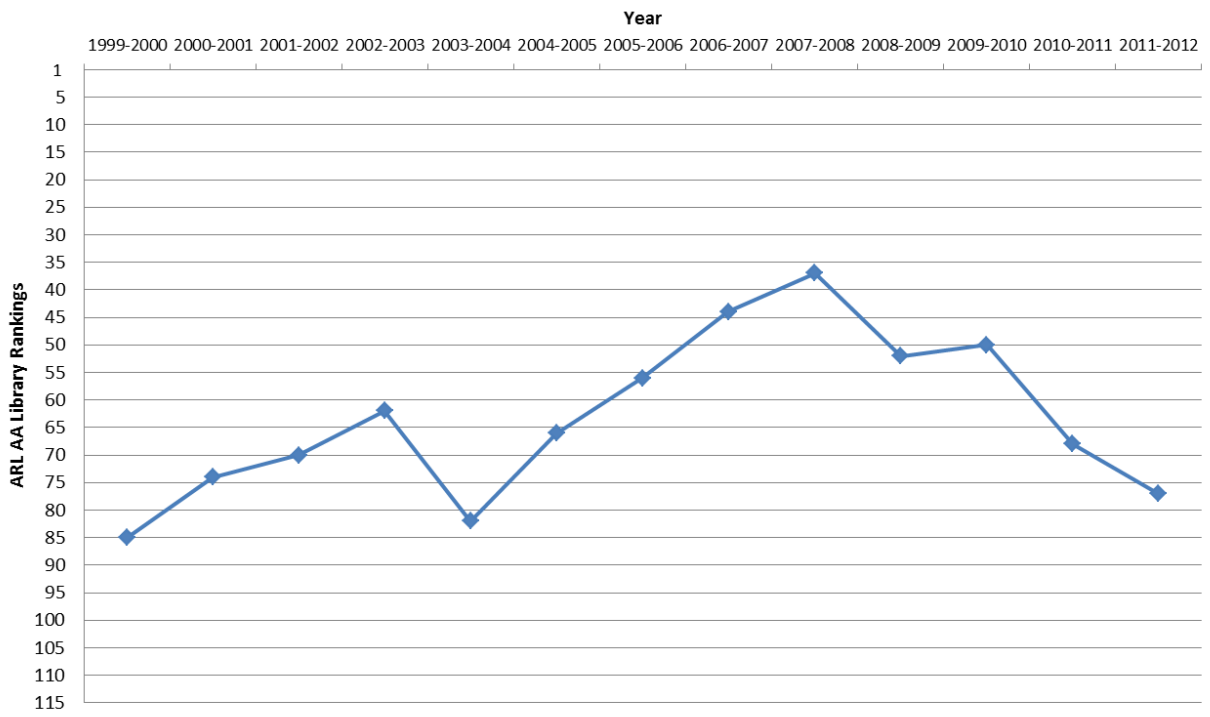
Comparisons: Median Salaries for Librarians (non-HSL, non LL) in Top Public Peer Institutions: Rankings



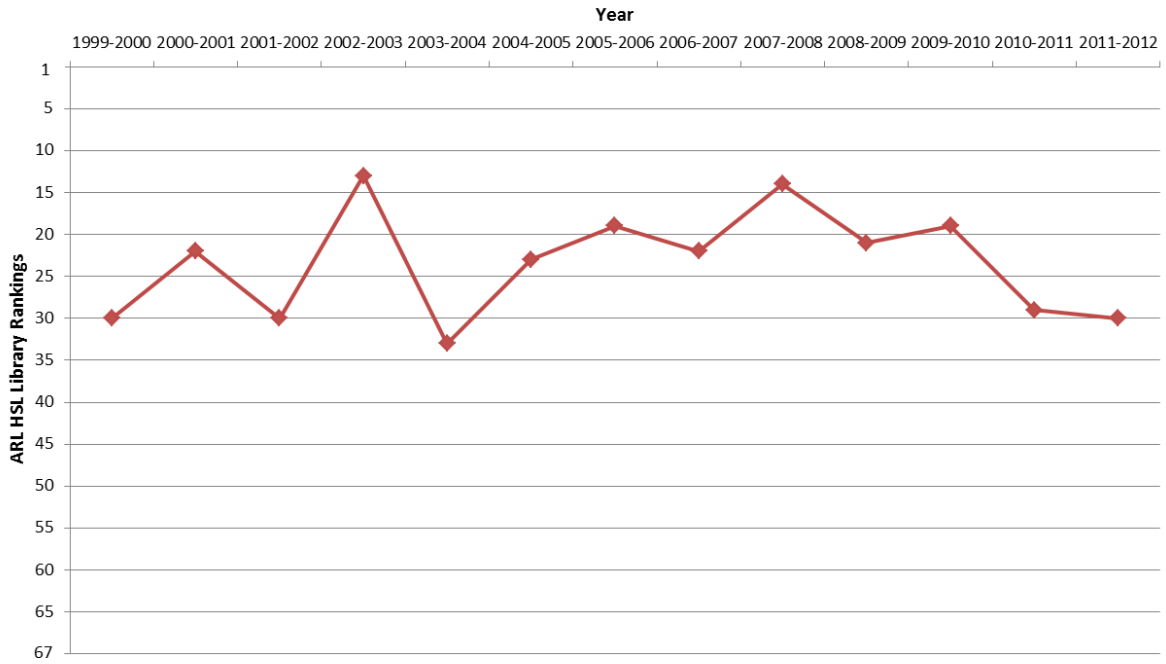
Comparisons: Median Salaries for Librarians at Local ARL Libraries: Rankings



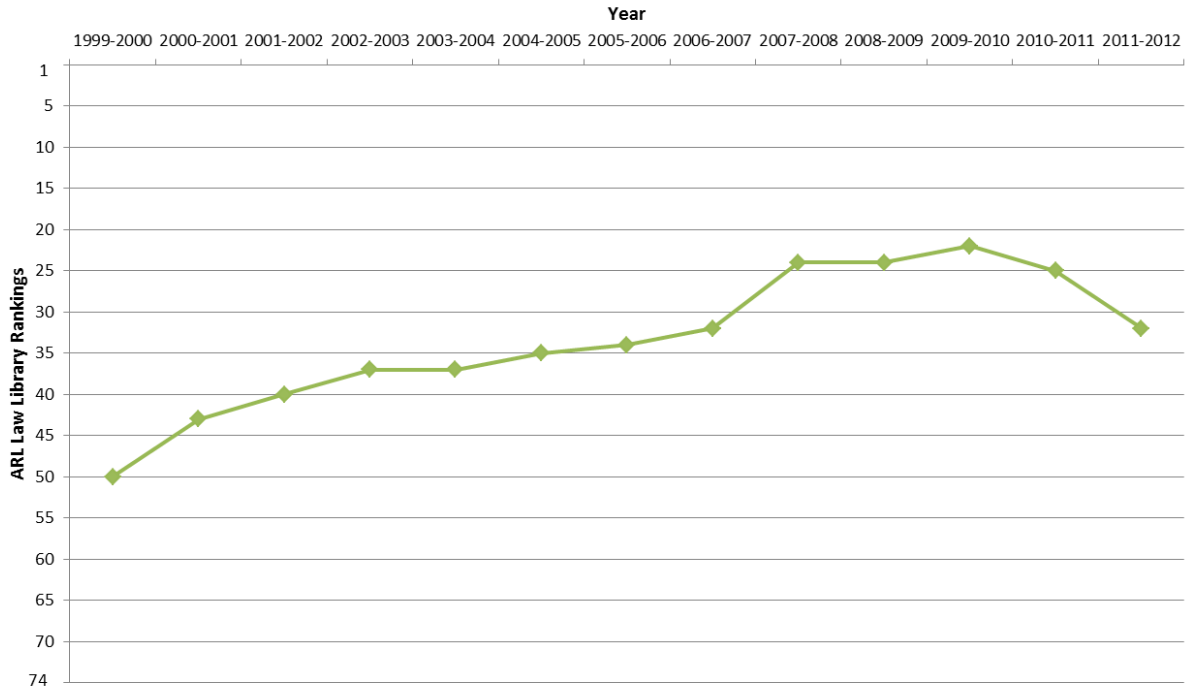
UNC AA Librarians' Median ARL Salary Rank 1999-2012



UNC Health Sciences Librarians' Median ARL Salary Rank 1999-2012



UNC Law Librarians' Median ARL Salary Rank 1999-2012



Median Salary and Ranking by Median Salary

5-4-2012

Year	Library	Rank	Median Salary	POSITIONS FILLED	AVERAGE Years Exp	Change from Previous Year
1999-2000	AA	85/111	42,050			
	HSL	30/62	43,654			
	Law	50/63	41,626			
2000-2001	AA	74/112	46,000			3,950
	HSL	22/63	48,094			4,440
	Law	43/64	46,990			5,364
2001-2002	AA	70/113	47,350			1,350
	HSL	30/63	47,560			-534
	Law	40/68	49,984			2,994

Year	Library	Rank	Median Salary	POSITIONS FILLED	AVERAGE Years Exp	Change from Previous Year
2002-2003	AA	62/114	49,517	87	17.6	2,167
	HSL	13/66	54,236	30	17.8	6,676
	Law	37/71	52,500	10	14.8	2,516
2003-2004	AA	82/114	48,500			-1,017
	HSL	33/66	50,206			-4,030
	Law	37/71	53,000			500
2004-2005	AA	66/113	52,750			4,250
	HSL	23/67	53,713			3,507
	Law	35/71	56,200			3,200

2005-2006	AA	56/113	55,650			2,900
	HSL	19/66	56,734			3,021
	Law	34/70	57,324			1,124
2006-2007	AA	44/113	60,000	97	19.3	4,350
	HSL	22/67	58,000	30	20.1	1,266
	Law	32/71	61,910	11	14.1	4,586
2007-2008	AA	37/113	62,825	92	19.3	2,825
	HSL	14/67	64,506	28	21.3	6,506
	Law	24/74	66,010	12	13.2	4,100
2008-2009	AA	52/113	63,750	104	17.6	925
	HSL	21/67	64,002	32	17.9	-504
	Law	24/66	68,000	11	12	1,990
Year	Library	Rank	Median Salary	POSITIONS FILLED	AVERAGE Years Exp	Change from Previous Year
2009-2010	AA	50/114	63,712	99	17	-38
	HSL	19/63	64,002	32	19.2	0
	Law	22/66	68,000	12	15.8	0
2010-2011	AA	68/115	62,300	96	17.3	-1,412
	HSL	29/67	65,049	30	19.9	11,047
	Law	25/66	68,000	12	16.1	0
2011-2012	AA	77/115	61,858	97	17.2	-442
	HSL	30/67	65,860	28	21	811
	LAW	32/66	65,268	12	16.2	-2,732

2012-2013	AA		62,683	95		825
	HSL		67,200	28		1,340
	LAW		68,816	12		3,548