



Introduction

The New England Chapter of the Association of College and Research Libraries has again conducted a salary survey of librarians in four-year undergraduate academic institutions in the New England region. This edition, as in the past, covers only academic libraries that are not members of the Association of Research Libraries; data for those libraries is available in ARL's Annual Salary Survey.

The same basic survey questions that were used in previous ACRL/NEC salary surveys were used to gather data for this report. As was done for the 2002 survey, all data was gathered using an online version of the form. All institutions included in the previous surveys, as well as other known academic libraries in the New England region who are not members of ARL, were sent emails asking them to participate in the survey. Those libraries that had not completed the survey by the due date of September 23, 2004 were sent follow-up emails on September 23, 2004 reminding them of the due date. Fifty-five libraries responded to the survey this year. This was 3.8% greater than the number of participants in the survey conducted in 2002.

Fifteen of the libraries that participated in the 2002 survey did not complete the online forms for the 2004 survey. Seventeen libraries that did not contribute to the 2002 survey participated in this year's. Two participants did not enter complete data for all staff. Only the information entered in Survey 1 was used for these two libraries.

Data for this year's survey includes five hundred eighteen full-time filled positions, fifty-five part-time filled positions, and three vacant full-time positions in fifty-five libraries. The data has been reported in the same basic format that was used in the report for the 2002 survey with separate tables for full-time positions and for part-time positions.

Over the years Table F and Table I have been eliminated from the report. These tables have not been included in this report and the same labeling order has been maintained for the remaining tables. No salary data is published for categories with fewer than four persons, in order to protect individual confidentiality.

Analysis of the data was accomplished using Microsoft Excel (Version 4.0) and StatView (Version 4.1) on a Macintosh computer. Tables for this report were constructed using DreamWeaver.

The average salary for full-time four-year academic librarians is \$54,963 as compared to \$52,049 in the 2002 survey. This is an increase of 5.60% over the two-year period. The median salary of full-time four-year academic librarians is \$51,299 and the standard deviation (S.D.) for all reported full-time salaries is \$17,253. Further analysis shows that the salaries are positively skewed (1.33). The average number of years of experience for full-time librarians increased from 16.14 in 2002, to 16.93 (S.D.=10.28). The median number of years of experience has increased from 16.00 in 2002 to 18.00 in this survey.

The average hourly rate for part-time four-year academic librarians is \$22.28 (S.D.= \$8.98) which is an increase of 7.79% above the \$20.67 per hour in 2002. The median hourly rate of part-time four-year academic librarians is \$20.00 per hour. The hourly rates for part-time librarians are positively skewed

(3.28). The average number of years of experience for part-time librarians increased from 14.62 in 2002 to 17.39 (S.D.= 11.86) in 2004. The median number of years of experience for part-time librarians is 18.00.

The number of minorities in positions in full-time four-year academic libraries has decreased from thirty-eight to thirty. Minorities make up 5.79% of the filled positions reported in the survey (down from 7.7% from 2002). The average (16.21) and the median (14.00) number of years of experience for the full-time minority four-year academic librarians have increased from 12.87 and 12.00, respectfully, from those reported in 2002. Both the mean salary of the minority librarians (\$59,019) and the median salary (\$53,250) are again greater than the overall average and median of all full-time librarians included in the survey. The average salaries for minorities have increased by 7.16%. This is greater than the 5.60% increase experienced by all librarians in this study. The standard deviation for full-time minority salaries is \$18,353 and a positive skew of 1.094 is indicated. The number of minorities in full-time positions decreased from thirty-eight in the 2002 survey to thirty in this more recent survey. No minorities were reported to have been holding part-time positions in any of the libraries surveyed which is a decrease from four having been reported in the 2002 survey.

I would like to acknowledge the Graduate School of Library and Information Studies (GSLIS) at the University of Rhode Island for its support in this project. I would also like to thank Holly Hendricks, GSLIS graduate assistant, for assisting in making this report available on the GSLIS server. Finally, I want to extend my appreciation to the Board of ACRL/NEC for their assistance with this survey.

If you have any questions or comments, please feel free to contact me.

C. Herbert Carson, Ph.D.
Associate Professor
Graduate School of Library and Information Studies
Rodman Hall
University of Rhode Island
Kingston, RI 02881
(401) 874-4646
E-mail: chcarson@uri.edu

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Survey Results for Full-time Professionals

Table A: Salary Distribution of Full-time Professional Librarians in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005

Table B: Experience of Full-time Professional Librarians in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005

Table C: Number, Average and Median Salaries of Full-time ACRL/NEC Four-Year Academic Librarians by Years of Experience, Fiscal Year 2005

Table D: Minority Distribution of Full-time Professional Librarians in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005

Table E: Selected Average and Median Full-time Salaries and Years of Experience, Fiscal Year 2005

Table G: Number, Average and Median Salaries of ACRL/NEC Full-Time Four-Year Academic Librarians by Position, Fiscal Year 2005

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Table J: Number, Average and Median Salaries of Full-time ACRL/NEC Minority Four-Year academic Librarians by Position, Fiscal Year 2005

Table K: **Number, Average and Median Experience of Full-time ACRL/NEC Minority Four-Year academic Librarians by Position, Fiscal Year 2005**

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Table L: **Number, Average Salary and Professional Experience of ACRL/NEC Full-Time Four-Year Academic Librarians by Size of Professional Staff, Fiscal Year 2005**

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Table M: **Comparison of Selected Data from Previous ACRL/NEC Salary Surveys of Four-Year Academic Libraries**

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Table N: **Selected Average and Median Starting Salaries for Fiscal Years 2002 and 2005 and Percent of Increase from Fiscal Year 2002 to Fiscal Year 2005**

Table A**Salary Distribution of Full-time Professional Librarians
in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005**

\$110,000 and over	6	0.012
\$100,000-\$109,999	7	0.025
\$90,000-\$99,999	11	0.046
\$85,000-\$89,999	5	0.056
\$80,000-\$84,999	16	0.087
\$75,000-\$79,999	19	0.124
\$70,000-\$74,999	16	0.155
\$68,000-\$69,999	15	0.184
\$66,000-\$67,999	11	0.205
\$64,000-\$65,999	10	0.224
\$63,000-\$63,999	11	0.246
\$62,000-\$62,999	10	0.265
\$61,000-\$61,999	15	0.294
\$60,000-\$60,999	4	0.302
\$59,000-\$59,999	8	0.317
\$58,000-\$58,999	10	0.337
\$57,000-\$57,999	11	0.358
\$56,000-\$56,999	8	0.373
\$55,000-\$55,999	13	0.398
\$54,000-\$54,999	17	0.431
\$53,000-\$53,999	6	0.444
\$52,000-\$52,999	18	0.478
\$51,000-\$51,999	16	0.509
\$50,000-\$50,999	15	0.538
\$49,000-\$49,999	13	0.563
\$48,000-\$48,999	20	0.602
\$47,000-\$47,999	22	0.644
\$46,000-\$46,999	18	0.679
\$45,000-\$45,999	16	0.710
\$44,000-\$44,999	13	0.735
\$43,000-\$43,999	12	0.758
\$42,000-\$42,999	15	0.787
\$41,000-\$41,999	15	0.816
\$40,000-\$40,999	11	0.838
\$39,000-\$39,999	8	0.853

\$38,000-\$38,999	13	0.878
\$37,000-\$37,999	11	0.899
\$36,000-\$36,999	14	0.926
\$35,000-\$35,999	7	0.940
\$34,000-\$34,999	6	0.952
\$33,000-\$33,999	8	0.967
\$32,000-\$32,999	0	0.967
\$31,000-\$31,999	5	0.977
\$30,000-\$30,999	5	0.986
\$29,000-\$29,999	2	0.990
\$28,000-\$28,999	0	0.990
\$27,000-\$27,999	2	0.994
\$26,000-\$26,999	1	0.996
\$25,000-\$25,999	1	0.998
\$24,000-\$24,999	0	0.998
\$23,000-\$26,999	1	1.000

N = 517

Average salary = \$54,963

Median salary = \$51,299

Standard deviation = \$17,253

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Table B

**Experience of Full-time Professional Librarians
in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005**

Experience Cohort	Number of Staff	Cummulative Percent
Over 35 years	12	0.024%
32-35 years	26	0.072%
28-31 years	47	0.169%
24-27 years	76	0.320%
20-23 years	64	0.447%
16-19 years	48	0.523%
12-15 years	53	0.648%
8-11 years	51	0.750%
4-7 years	70	0.889%
0-3 years	56	100.00%

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N = 503

Missing data = 12

Positions listed as vacant = 3

Average experience = 16.93

Median experience = 18

Standard deviation = 10.28

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Table C

Number, Average and Median Salaries of Full-time ACRL/NEC Four-Year Academic Librarians by Years of Experience, Fiscal Year 2005

Experience	Total	Men	Women	Average			Median		
				Men	Women	Combined	Men	Women	Combined
Over 35 years	12	3	9	*	\$55,586	\$60,662	*	\$55,586	\$60,289
32-35 years	26	5	21	\$60,345	\$70,773	\$68,768	\$46,938	\$68,264	\$67,245
28-31 years	47	22	25	\$69,156	\$66,494	\$67,740	\$65,560	\$62,225	\$64,179
24-27 years	75	14	58	\$74,152	\$73,338	\$72,776	\$65,143	\$57,042	\$57,935
20-23 years	64	48	16	\$70,695	\$57,111	\$60,507	\$68,411	\$58,101	\$60,828
16-19 years	48	12	33	\$62,128	\$51,261	\$54,276	\$61,068	\$51,299	\$51,851
12-15 years	53	14	39	\$55,936	\$55,731	\$55,785	\$54,202	\$54,200	\$54,200
8-11 years	51	12	38	\$50,580	\$47,821	\$48,415	\$47,179	\$47,218	\$47,094
4-7 years	70	22	47	\$46,441	\$45,656	\$45,870	\$45,575	\$45,600	\$45,500
0-3 years	56	37	14	\$44,066	\$38,246	\$39,814	\$40,340	\$35,111	\$37,289
All positions	518	361	142	\$58,918	\$53,514	\$55,258	\$54,177	\$50,694	\$51,300

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*Too few individuals to report

Years of experience not reported for 12 librarians

Gender not reported for 11 librarians

Positions listed as vacant = 3

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Table D

**Minority Distribution of Full-time Professional Librarians
in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005**

Race	Connecticut	Maine	Massachusetts	New Hampshire	Rhode Island	Vermont	Total
Black	1	0	4	0	1	0	6
Hispanic	1	0	3	0	1	0	5
Asian	5	2	10	0	1	0	18
American Indian	1	0	0	0	0	0	1
All Minorities	8	2	17	0	3	0	30
White	48	70	238	46	53	29	484
Total	56	73	257	46	57	29	518

Positions listed as vacant = 3

No ethnicity listed = 1

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Table E**Selected Average and Median Full-time Salaries
and Years of Experience,****Fiscal Year 2005**

	Average	Average	Median	Median	# of Staff
	Salary	Years of Exp.	Salary	Years of Exp.	
New England	\$54,963	16.93	\$51,299	18	517
By State					
Connecticut	\$64,506	19.56	\$61,531	20	56
Maine	\$47,472	16.25	\$43,785	18	73
Massachusetts	\$53,395	16.34	\$50,396	16	256
New Hampshire	\$58,357	18.89	\$56,513	20	46
Rhode Island	\$60,960	19.07	\$57,900	20	57
Vermont	\$52,056	10.76	\$48,000	6	29
By Institutional Status					
Public	\$58,545	19.33	\$55,120	20	162
Private	\$53,691	15.72	\$50,368	16	316
Church Related	\$50,388	16.56	\$45,400	18	39
By Number of Staff					
1-4	\$46,234	15.08	\$41,240	14	37
5-10	\$53,068	10.50	\$50,267	18	129
11-15	\$56,120	17.77	\$51,400	19	104
16-20	\$55,348	16.75	\$51,914	17	166
21 and over	\$56,692	17.91	\$55,783	18	81

Positions listed as vacant = 3

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Table G

**Number, Average and Median Salaries of ACRL/NEC
Full-Time Four-Year Academic Librarians by Position,
Fiscal Year 2005**

Position	Total	Number			Average			Median	
		Men	Women	Combined	Men	Women	Combined	Men	Women
Director	53	22	30	\$80,406	\$82,660	\$77,491	\$81,695	\$82,893	\$79,501
Asst./Assoc. Dir.	26	5	21	\$65,819	\$78,414	\$62,820	\$64,280	\$87,046	\$58,828
Head, Branch	15	4	10	\$55,686	\$59,320	\$53,043	\$56,120	\$59,023	\$52,134
Head, Acquisitions	12	4	8	\$58,676	\$70,590	\$52,719	\$56,936	\$75,669	\$49,561
Head, Reference	26	6	20	\$53,549	\$49,596	\$54,735	\$54,471	\$47,588	\$56,985
Head, Catalog Dept.	11	0	11	\$54,481	NA	\$54,481	\$46,500	NA	\$46,500
Head, Serials Dept.	9	2	7	\$57,56	*	\$50,213	\$53,794	*	\$52,857
Head, Map Unit	2	0	2	*	NA	*	*	NA	*
Head, Circulation	21	4	16	\$52,049	\$57,508	\$50,829	\$47,094	\$60,105	\$45,426
Head, Documents	4	1	2	\$69,929	*	*	\$72,366	*	*
Head, Rare Bks/MSS	10	5	5	\$59,626	\$63,828	\$55,422	\$58,612	\$68,807	\$55,000
Head, Media/AV	7	2	5	\$61,887	*	\$57,341	\$63,700	*	\$63,700
Head, Pub. Svcs.	16	3	11	\$48,601	*	\$48,277	\$49,280	*	\$50,273
Head, Systems	18	9	9	\$51,868	\$59,684	\$44,051	\$50,184	\$58,976	\$48,625
Head, Tech. Svcs.	29	7	21	\$54,184	\$60,859	\$52,758	\$52,222	\$59,975	\$51,792
Head, Other Dept.	19	2	17	\$58,548	*	\$59,260	\$55,661	*	\$56,961
Reference	106	30	72	\$47,248	\$47,017	\$47,490	\$46,195	\$46,195	\$47,171
Cataloging	28	6	21	\$47,408	\$46,739	\$47,543	\$45,666	\$40,527	\$46,877
Acquisitions	10	1	9	\$47,841	*	\$49,633	\$43,138	*	\$48,525
Serials	5	1	4	\$55,535	*	\$53,469	\$51,911	*	\$47,406
Personnel	0	0	0	NA	NA	NA	NA	NA	NA
Preservation	1	1	0	*	*	NA	*	*	NA
ILL	9	2	6	\$44,581	*	\$46,027	\$44,879	*	\$48,889
Archives	24	5	19	\$55,072	\$50,051	\$56,394	\$61,856	\$47,776	\$61,856
AV/Media	4	1	2	\$50,173	*	*	\$43,991	*	*
Systems	13	7	6	\$55,768	\$56,717	\$54,660	\$53,045	\$53,225	\$52,323
Documents	4	0	4	\$49,570	NA	\$49,570	\$49,433	NA	\$49,433
Other	37	11	26	\$43,885	\$48,615	\$41,854	\$40,500	\$47,500	\$40,475
All Positions	517	142	361	\$54,963	\$58,918	\$53,514	\$51,299	\$54,178	\$50,694

Salary not reported for 1 male librarian

Gender not reported for 11 librarians

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Table H**Number, Average and Median Experience of ACRL/NEC
Full-Time Four-Year Academic Librarians by Position, Fiscal Year 2005**

Position	Total	Men	Women	Combined	Average	Men	Women	Combined	Median	Men	Women
	Director	53	23	30	23.91	22.70	24.83	24	24	24	26
Asst./Assoc. Dir.	26	5	21	18.37	19.4	18.12	19	13	20		
Head, Branch	14	4	9	18.29	24	15.67	15	15	16.25		
Head, Acquisitions	12	4	8	19.42	21.5	18.28	20	21.5	19		
Head, Reference	26	6	20	18.43	15.83	19.2	20	19.5	20		
Head, Catalog Dept.	11	0	11	17.27	NA	17.27	18	NA	18		
Head, Serials Dept.	9	2	7	24.22	*	24.71	24	*	24		
Head, Map Unit	0	0	0	NA	NA	NA	NA	NA	NA		
Head, Circulation	21	4	16	15.67	11.5	16.56	14	11	14.5		
Head, Documents	4	1	2	26	*	*	27.5	*	*		
Head, Rare Bks/MSS	10	5	5	17.3	20	14.6	18.5	19	18		
Head, Media/AV	7	2	5	19.29	*	18.2	16	*	16		
Head, Pub. Svcs.	15	3	10	16	*	15	15	*	14.5		
Head, Systems	18	9	9	11.22	14.22	8.22	8.5	14	6		
Head, Tech. Svcs.	28	7	20	20	26.29	18.65	21	28	20		
Head, Other Dept.	19	2	17	17.74	*	19	18	*	13.25		
Reference	100	26	71	14.07	12.78	9.91	11	10	12		
Cataloging	26	6	20	16.92	13.33	18	16	4	17.5		
Acquisitions	9	1	9	15.89	*	15.89	15	*	15		
Serials	5	1	4	16.6	*	16.75	16	*	13		
Personnel	0	0	0	NA	NA	NA	NA	NA	NA		
Preservation	1	1	0	*	*	NA	*	*	NA		
ILL	9	2	6	13.56	*	16.17	10	*	10		
Archives	23	5	18	16.87	11.8	18.28	23	11	23		
AV/Media	4	1	2	19.5	*	*	20.5	*	*		
Systems	12	6	6	10.08	8.33	11.83	12	10	13		
Documents	4	0	4	20.25	NA	20.25	15.5	NA	15.5		
Other	37	11	26	12.14	11.46	12.42	9	10	8.5		
All Positions	502	137	354	16.91	16.90	17.02	17.5	20.25	17		

Experience not reported for 7 females and 6 male librarians

Gender not reported for 11 librarians



Table J

**Number, Average and Median Salaries of
Full-time ACRL/NEC Minority Four-Year Academic Librarians by Position,
Fiscal Year 2005**

Position	Total	Men	Women	Combined	Average			Median	
					Men	Women	Combined	Men	Women
Director	4	1	3	\$93,879	*	*	\$91,650	*	*
Head, Reference	2	1	1	*	*	*	*	*	*
Head, Catalog Dept.	2	0	2	*	NA	*	*	NA	*
Head, Branch	1	0	1	*	NA	*	*	NA	*
Head, Public Services	1	1	0	*	*	NA	*	*	NA
Head, Rare Bks/MSS	1	0	1	*	NA	*	*	NA	*
Head, Systems	2	0	2	*	NA	*	*	NA	*
Head, Other Depart.	1	1	0	*	*	NA	*	*	NA
Archives	1	1	0	*	*	NA	*	*	NA
Cataloging	2	1	1	*	*	*	*	*	*
Reference	9	2	7	\$53,225	*	\$52,945	\$49,601	*	\$49,601
Systems	3	3	0	*	*	NA	*	*	NA
Other	1	0	1	*	NA	*	*	NA	*
All Positions	30	11	19	\$59,019,	\$61,909	\$54,026	\$53,250	\$57,450	\$51,300

*Too few individuals to report

NA - Nobody reported in this category

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Table K

**Number, Average and Median Experience of Full-time
ACRL/NEC Minority Four-Year Academic Librarians by Position,
Fiscal Year 2005**

Position	Total	Men	Women	Average			Median		
				Combined	Men	Women	Combined	Men	Women
Director	4	1	3	23.75	*	*	21	*	*
Head, Reference	2	1	1	*	*	*	*	*	*
Head, Catalog Dept.	2	0	2	*	NA	*	*	NA	*
Head, Branch	1	0	1	*	NA	*	*	NA	*
Head, Public Services	1	1	0	*	*	NA	*	*	NA
Head, Rare Bks/MSS	1	0	1	*	NA	*	*	NA	*
Head, Systems	2	0	2	*	NA	*	*	NA	*
Head, Other Depart.	1	1	0	*	*	NA	*	*	NA
Archives	1	1	0	*	*	NA	*	*	NA
Cataloging	2	1	1	*	*	*	*	*	*
Reference	9	2	7	20.13	*	17.43	14	*	14
Systems	3	3	0	*	*	NA	*	*	NA
Other	1	0	1	*	NA	*	*	NA	*
All Positions	28	10	18	16.21	13.2	17.89	14	11.63	17.76

*Too few individuals to report

NA - Nobody reported in this category

□

Table L

Number, Average Salary and Professional Experience of ACRL/NEC Full-Time Four-Year Academic Librarians by Size of Professional Staff, Fiscal Year 2005

Position		Less than 5			5-10			11-15	
Director	12	\$59,966	21.53	20	\$75,064	24.45	11	\$93,210	24.3
Asst./Assoc. Dir.	3	*	*	6	\$54,450	17.58	5	\$63,481	17
Head, Other Dept.	15	\$43,134	12.2	61	\$49,331	14.43	41	\$55,143	19.59
Reference	2	*	*	21	\$45,576	14.48	23	\$67,895	15.57
Cataloging	1	*	*	3	*	*	5	\$43,562	12.75
Other	2	*	*	5	\$42,758	12.43	5	\$48,009	4.8
All Positions	37	\$46,234	15.03	129	\$53,068	16.45	104	\$60,576	17.77
Position		16-20			21 or more			All Libraries Reporting	
Director	7	\$100,245	26.14	4	*	23.25	53	\$80,406	23.91
Asst./Assoc. Dir.	7	\$75,946	20.14	5	\$83,741	20	26	\$65,819	18.37
Head, Other Dept.	63	\$70,670	20.39	17	\$67,983	21.47	197	\$58,503	17.81
Reference	38	\$46,483	12.32	22	\$50,118	15.5	106	\$51,620	14.07
Cataloging	11	\$47,824	13.64	8	\$50,208	23	28	\$47,408	16.92
Other	19	\$42,869	13.42	3	*	*	37	\$43,885	12.14
All Positions	166	\$59,438	16.75	81	\$59,692	17.91	517	\$57,172	16.93

*Too few individuals to report

□

Table M

Comparison of Selected Data from Previous ACRL/NEC Salary Surveys of Four-Year Academic Libraries

Item	1991/92	1995/96	1997/98	1999/2000	2001/02	2003/04
Libraries Included	72	56	52	66	53	56
Total Professionals	701	604	546	646	546	517
Men	233 33.24%	188 31.44%	164 29.98%	170 27.42%	145 28.27%	142 28.23%
Women	468 66.76%	410 68.56%	383 70.02%	450 72.58%	368 71.73%	361 71.77%
Average Salary	\$35,364	\$41,673	\$45,461	\$47,494	\$52,049	\$54,963
Average Experience	14.10	16.03	16.10	16.15	16.14	16.93

*Too few individuals to report

NA - Nobody reported in this category

□

Table N

Selected Average and Median Starting Full-time Salaries for Fiscal Years 2004 and 2005 and Percent of Increase from Fiscal Year 2004 to Fiscal Year 2005

	Number	Average			Median		
		2004	2005	% Increase 2004-2005	2004	2005	% Increase 2004-2005
New England	56	\$35,241	\$36,654	1.13%	\$35,000	\$36,000	2.78%
By State							
Connecticut	4	\$40,539	\$41,764	2.93%	\$40,273	\$41,499	2.95%
Maine	9	\$29,789	\$32,430	8.14%	\$31,500	\$33,372	5.61%
Massachusetts	27	\$35,389	\$36,757	3.72%	\$35,000	\$36,000	2.78%
New Hampshire	5	\$37,678	\$39,060	3.54%	\$42,390	\$44,000	3.66%
Rhode Island	7	\$36,989	\$38,561	4.08%	\$35,000	\$33,000	7.89%
Vermont	4	\$32,381	\$33,281	2.70%	\$32,262	\$33,362	3.30%
By Institutional Status							
Public	17	\$36,880	\$37,992	2.93%	\$35,000	\$36,192	3.29%
Private	33	\$35,115	\$36,670	4.24%	\$35,000	\$36,525	4.18%
Church Related	6	\$31,250	\$33,000	5.30%	\$31,000	\$33,500	7.46%
By Number of Staff							
1-4	12	\$30,602	\$31,587	3.12%	\$30,000	\$31,500	4.76%
5-10	19	\$35,833	\$37,411	4.22%	\$35,000	\$36,050	2.91%
11-15	11	\$36,371	\$37,846	3.90%	\$35,000	\$36,800	4.89%
16-20	9	\$36,725	\$38,319	6.77%	\$35,000	\$33,000	7.89%
21 and over	5	\$39,422	\$40,821	3.43%	\$39,754	\$42,000	5.35%

2004 starting salary was not reported by 1 library

Both 2004 and 2005 starting salary not reported by 1 library

□

Survey Results for Part-time Professionals

Table A: Salary Distribution of Part-time Professional Librarians in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005

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Table B: Experience of Part-time Professional Librarians in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005

□

Table C: Number, Average and Median Salaries (and Percent of Full-time) of Part-time ACRL/NEC Four-Year Academic Librarians by Years of Experience, Fiscal Year 2005

□

Table D: Minority Distribution of Part-time Professional Librarians in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005

□

Table E: Selected Average and Median Salaries (and Percent of Full-time) and Years of Experience, Fiscal Year 2005

□

Table G: Number, Average and Median Salaries (and Percent of Full-time) of ACRL/NEC Part-time Four-Year Academic Librarians by Position, Fiscal Year 2005

□

Table H: Number, Average and Median Experience of ACRL/NEC Part-time Four-Year Academic Librarians by Position, Fiscal Year 2005

□

Table J: Number, Average and Median Salaries (and Percent of Full-time) of Part-time ACRL/NEC Minority Four-Year academic Librarians by Position, Fiscal Year 2005

□

Table K: Number, Average and Median Experience of Part-time ACRL/NEC Minority Four-Year academic Librarians by Position, Fiscal Year 2005

□

Table L: Number, Average Salary (and Percent of Full-time) and Professional Experience of ACRL/NEC Part-Time Four-Year Academic Librarians by Size of Professional Staff, Fiscal Year 2005

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□

Table A

**Salary Distribution of Part-time Professional Librarians
in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005**

\$69-\$69.99 per hour	1	0.091
\$48-\$68.99 per hour	0	0.000
\$47-\$47.99 per hour	1	0.091
\$42-\$46.99 per hour	0	0.000
\$41-\$41.99 per hour	1	0.091
\$32-\$40.99 per hour	0	0.000
\$31-\$31.99 per hour	1	0.091
\$30-\$30.99 per hour	0	0.000
\$29-\$29.99 per hour	3	0.055
\$28-\$28.99 per hour	0	0.000
\$27-\$27.99 per hour	2	0.036
\$26-\$26.99 per hour	1	0.091
\$25-\$25.99 per hour	1	0.091
\$24-\$24.99 per hour	3	0.055
\$23-\$23.99 per hour	2	0.036
\$22-\$22.99 per hour	2	0.036
\$21-\$21.99 per hour	5	0.091
\$20-\$20.99 per hour	6	0.109
\$19-\$19.99 per hour	7	0.127
\$18-\$18.99 per hour	4	0.073
\$17-\$17.99 per hour	5	0.091
\$16-\$16.99 per hour	6	0.109
\$15-\$15.99 per hour	2	0.036
\$14-\$14.99 per hour	0	0.000
\$13-\$13.99 per hour	2	0.036

N = 55

Average hourly rate = \$22.28

Median salary = \$20.00

Standard deviation = \$8.98

□

Table B

**Experience of Part-time Professional Librarians
in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005**

Experience Cohort	Number of Staff	Cummulative Percent
Over 39 years	2	3.92%
36-39 years	3	9.80%
32-35 years	1	11.76%
28-31 years	3	17.65%
24-27 years	6	29.41%
20-23 years	7	43.14%
16-19 years	5	52.94%
12-15 years	5	62.75%
8-11 years	5	72.55%
4-7 years	9	90.20%
0-3 years	5	100.00%

□

N = 55

Missing data = 4

Average experience = 17.392

Median experience = 18

Standard deviation = 11.864

□

Table C

**Number, Average and Median Hourly Wages (and Percent of Full-time) of Part-time ACRL/NEC
Four-Year Academic Librarians by Years of Experience, Fiscal Year 2005**

Experience	Total	Men	Women	Average			Men	Median		
				Men	Women	Combined		Men	Women	Combined
32-45 years	6	1	5	*	\$30.84 (47%)	\$30.10 (47.5%)	*	\$24.32 (50%)	\$25.37 (50%)	
28-31 years	3	1	2	*	*	*	*	*	*	
24-27 years	6	1	5	*	\$21.04 (52%)	\$22.05 (58.33%)	*	\$21.73 (50%)	\$21.86 (53.5%)	
20-23 years	7	2	5	*	\$19.50 (55.8%)	\$22.00 (56.29%)	*	\$20 (58%)	\$21.08 (58%)	
16-19 years	5	2	3	*	*	\$18.97 (32.2%)	*	*	\$18.38 (25%)	
12-15 years	5	0	5	NA	\$19.40 (62.6%)	\$19.40 (62.6%)	NA	\$19.00 (75%)	\$19.00 (75%)	
8-11 years	5	1	4	*	\$22.04 (37.5%)	\$21.68 (45.4%)	*	\$20.00 (40%)	\$20.00 (50%)	
4-7 years	9	3	6	*	\$19.51 (36%)	\$19.05 (44.13%)	*	\$18.50 (30%)	\$18.00 (46.50%)	
0-3 years	5	0	5	NA	\$17.67 (47.20%)	\$17.67 (47.20%)	NA	\$17.50 (50%)	\$17.50 (50%)	
All positions	55	10	43		\$22.22 (62.1%)	\$22.34 (47.23%)	\$22.79 (49.67%)	\$22.37 (63.5%)	\$19.80 (50%)	\$20.00 (50%)

□

Years of experience not reported for 1 librarian

Gender not reported for 3 librarians

□

Table D

**Minority Distribution of Part-time Professional Librarians
in ACRL/NEC Four-Year Academic Libraries, Fiscal Year 2005**

Race	Connecticut	Maine	Massachusetts	New Hampshire	Rhode Island	Vermont	Total
Black	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
American Indian	0	0	0	0	0	0	0
All Minorities	0	0	0	0	0	0	0
White	4	11	26	3	8	3	55
Total	4	11	26	3	8	3	55

□

Table E**Selected Average and Median Part-time Hourly Wages (and Percent of Full-time) and Years of Experience, Fiscal Year 2005**

	Average	Average	Median	Median	# of Staff
	Salary	Years of Exp.	Salary	Years of Exp.	
New England	\$22.28 (49.67%)	17.39	\$20.00 (50%)	18	55
By State					
Connecticut	\$16.75 (25%)	24.5	\$16.00 (25%)	22	4
Maine	\$30.37 (57.64%)	28.11	\$24.77 (50%)	29	11
Massachusetts	\$20.14 (45.6%)	12.83	\$19.00 (47%)	10	26
New Hampshire	*	*	*	*	3
Rhode Island	\$22.66 (58.25%)	15.38	\$21.86 (54%)	15	8
Vermont	*	*	*	*	3
By Institutional Status					
Public	\$26.73 (53.13%)	20.19	\$22.37 (50%)	18.5	16
Private	\$20.90 (48.67%)	11.81	\$20.00 (50%)	10	31
Church Related	\$21.49 (60.13%)	23.5	\$21.69 (54%)	25	8
By Number of Staff					
1-4	\$17.47 (49.67%)	13.83	\$17.23 (50%)	10	6
5-10	\$21.59 (45.53%)	14.94	\$20.67 (50%)	16.5	20
11-15	\$19.83 (20%)	19.44	\$20.00 (50%)	19	11
16-20	\$26.72 (53.5%)	20.06	\$20.79 (50%)	19.5	15
21 and over	*	*	*	*	3

□

□

Table G

Number, Average and Median Hourly Wages (and Percent of Full-time) of ACRL/NEC Part-Time Four-Year Academic Librarians by Position, Fiscal Year 2005

Position	Number			Average	Percent of Full-time			Median	
	Total	Men	Women		Men	Women	Combined	Men	Women
Asst./Assoc. Dir.	1	0	1	*	NA	*	*	NA	*
Head, Other Dept.	1	0	1	*	NA	*	*	NA	*
Head, Tech. Svcs.	1	0	1	*	NA	*	*	NA	*
Head, Systems	1	0	1	*	NA	*	*	NA	*
Acquisitions	2	0	2	*	NA	*	*	NA	*
Archives	5	1	4	\$22.14 (63.2%)	*	\$22.13 (71.5%)	\$21.73 (57%)	*	\$21.69 (72.5%)
Cataloging	5	1	4	\$27.34 (57%)	*	\$27.57 (58.75%)	\$24.32 (50%)	*	\$22.43 (55%)
ILL	2	0	2	*	NA	*	*	NA	*
Reference	34	7	26	\$21.29 (44.79%)	\$22.52 (63%)	\$21.01 (39.89%)	\$20.00 (40%)	\$21.59 (77%)	\$19.0 (35%)
Other	3	1	2	*	*	*	*	*	*
All Positions	55	10	44	\$22.28 (49.7%)	\$22.22 (62.1%)	\$22.29 (46.84%)	\$20.00 (50%)	\$22.37 (63.5%)	\$19.84 (50%)

*Too few individuals to report

NA - Nobody reported in this category

Percent of full-time not reported for 1 female librarian

Gender not reported for 1 librarian

□

Table H

**Number, Average and Median Experience of ACRL/NEC
Part-Time Four-Year Academic Librarians by Position, Fiscal Year 2005**

Position	Total	Men	Women	Combined	Average			Median	
					Men	Women	Combined	Men	Women
Asst./Assoc. Dir.	1	0	1	*	NA	*	*	NA	*
Head, Other Dept.	1	0	1	*	NA	*	*	NA	*
Head, Tech. Svcs.	1	0	1	*	NA	*	*	NA	*
Head, Systems	1	0	1	*	NA	*	*	NA	*
Acquisitions	2	0	2	*	NA	*	*	NA	*
Archives	4	1	3	26.75	*	*	31.5	*	*
Cataloging	4	1	3	38.25	*	*	26	*	*
ILL	2	0	2	*	NA	*	*	NA	*
Reference	32	7	25	14.47	17.43	13.64	14.5	19	14
Other	3	1	2	*	*	*	*	*	*
All Positions	51	10	40	17.39	18.2	17.38	18	18.5	18

*Too few individuals to report

NA - Nobody reported in this category

Experience not reported for 4 female librarians

Gender not reported for 1 librarian

□

Table J

**Number, Average and Median Salaries (and Percent of Full-time)
of Part-time ACRL/NEC Minority Four-Year Academic Librarians by Position,
Fiscal Year 2005**

Position	Total	Men	Women	Combined	Average			Median	
					Men	Women	Combined	Men	Women
All Positions	0	0	0	NA	NA	NA	NA	NA	NA

NA - Nobody reported in this category

□

Table K

**Number, Average and Median Experience of Part-time ACRL/NEC
Minority Four-Year Academic Librarians by Position, Fiscal Year 2005**

Position	Total	Men	Women	Combined	Average			Median	
					Men	Women	Combined	Men	Women
All Positions	0	0	0	NA	NA	NA	NA	NA	NA

NA - Nobody reported in this category

□

Table L

Number, Average Hourly Wage (and Percent of Full-time) and Professional Experience of ACRL/NEC Part-time Four-Year Academic Librarians by Size of Professional Staff, Fiscal Year 2005

Position		Less than 5			5-10			11-15	
Asst./Assoc. Dir.	0	NA	NA	1	*	*	0	NA	NA
Head, Other Dept.	0	NA	NA	1	*	*	0	NA	NA
Head, Systems	0	NA	NA	0	NA	NA	0	NA	NA
Head, Tech. Services	1	*	*	0	NA	NA	0	NA	NA
Acquisitions	0	NA	NA	0	NA	NA	0	NA	NA
Archives	1	*	*	1	*	*	3	*	*
Cataloging	0	NA	NA	1	*	*	2	*	*
ILL	1	*	*	1	*	*	0	NA	NA
Reference	2	*	*		\$21.53 (35.64%)		6	\$19.20 (43%)	16.83
Other	1	*	*	0	NA	NA	0	NA	NA
All Positions	6	\$18.07 (32.2%)	18.4	17	\$21.59 (45.53%)	5	11	\$19.84 (47.09%)	19.44
Position		16-20			21 or more			All Libraries Reporting	
Asst./Assoc. Dir.	0	NA	NA	0	NA	NA	1	*	*
Head, Other Dept.	0	NA	NA	0	NA	NA	1	*	*
Head, Systems	1	*	*	0	NA	NA	1	*	*
Head, Tech. Services	0	NA	NA	0	NA	NA	1	*	*
Acquisitions	0	NA	NA	2	*	*	2	*	*
Archives	0	NA	NA	0	NA	NA	5	\$21.55 (54.6%)	26.75
Cataloging	2	*	*	0	NA	NA	5	\$27.34 (57%)	38.25

ILL	0	NA	NA	0	NA	NA	2	*	*
Reference	10	\$23.52 (55.6%)	18.4	1	*	*	33	\$21.32 (44.79%)	12.4
Other	2	*	*	0	NA	NA	3	*	*
All Positions	15	\$27.17 (53.73%)	20.87	3	*	*	54	\$22.28 (49.67%)	17.39

*Too few individuals to report

NA - Nobody reported in this category.

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Participating Libraries
2004 ACRL/New England Chapter Salary Survey

Anna Maria College	Marlboro College	Trinity College
Assumption College	Middlebury College	United States Coast Guard Academy
Bates College	Northeastern University	University of Hartford
Bentley College	Norwich University	University of Maine/Augusta
Bryant College	Pine Manor College	University of Maine/Farmington
Central Connecticut State University	Providence College	University of Maine/Orono
College of the Holy Cross	Rhode Island College	University of Maine/Presque Isle
Curry College	Rhode Island School of Design	University of Massachusetts/Boston
Daniel Webster College	Rivier College	University of Massachusetts/Dartmouth
Elms College	Roger Williams University	University of New England
Emerson College	Salve Regina University	University of New Hampshire
Emmanuel College	Simmons College	University of Southern Maine
Fitchburg State College	Smith College	Westfield State College
Gordon-Conwell Theological Seminary	Southern New Hampshire University	Wheaton College
Green Mountain College	Southern Connecticut State University	Wheelock College
Johnson and Wales University	Springfield College	Williams College
Keene State College	Stonehill College	Worcester Polytechnic Institute
Lesley College	Suffolk University	<input type="checkbox"/>
Maine Maritime Academy	Thomas College	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>