

ARLIS/NA 2004 Art/Architecture Librarians and Visual Resource Professionals Compensation Survey

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Art Libraries Society of North America
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ARLIS/NA 2004 Art/Architecture Librarians and Visual Resource Professionals Compensation Survey

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ARLIS/NA 2004 Art/Architecture Librarians and Visual Resource Professionals Compensation Survey

The ARLIS/NA 2004 Art/Architecture Librarians and Visual Resource Professionals Compensation Survey consists of fundamental and contextual questions about art/architecture/design librarians, as well as visual resource professionals and their associated compensation levels, incorporating a broad range of institutions throughout North America. The purpose of the compensation survey was to summarize the compensation ranges and duties performed by professionals specializing in these subject areas. The types of settings chosen for the focus were chosen for their similarity of subject matter and duties performed within a specialized subject area and client base. The survey provides users with a much more accurate representation of current pay levels for Art, Architecture and Visual Resource professionals in U.S. and Canadian visual resource settings of all types, and may serve as a valuable management and research tool.

This compensation survey was developed by Kathrin Dodds of Mississippi State University and Heather Ball of Virginia Tech. Dr. Christopher Taylor of Mississippi State University performed all statistical analysis. Paul Glassman offered guidance and commentary throughout the process.

The survey statistics and analysis were compiled during 2005, using data collected in December of 2004. Calls for participation were placed on various listserves that directed participants to an online version of the questionnaire made accessible through Virginia Tech. Versions for both United States and Canadian professionals were available. The survey questionnaire contained 31 multiple choice and short fill in the blank questions. Data for 469 professionals was reported through this survey - 413 US respondents and 56 Canadian respondents.

The questionnaire was designed to gather as much information as possible about all aspects of Art/Architecture Librarians and Visual Resource Professionals from various types of institutions and settings. Since data was submitted to the survey directly by the 469 participants, it is assumed that the participants completed the survey in an accurate and thorough manner. All questionnaires were tallied for the survey, though respondents did not always answer every question. Errors in individual input may have occurred. Some questions did not yield measurable results.

Confidentiality:

The compensation survey seeks to provide current and accurate salary information while keeping participant pay and organizational information confidential. Participants can be confident that individual data is never displayed as a part of the survey results.

What is ARLIS?

The Art Libraries Society of North America (ARLIS/NA) is a dynamic organization of over 1,000 individuals devoted to fostering excellence in art librarianship and visual resources curatorship. Membership includes art and architecture librarians, visual resources professionals, artists, curators, educators, publishers, and others interested in visual arts information.

SURVEY FINDINGS:

A. INSTITUTIONAL DATA:

1. Institution Type:

Four types of Institutions were listed in the survey questionnaire, along with the option of choosing “Other” allowing respondents to fill in any other institution type:

- Academic
- Corporate/Private Organizations
- Government
- Non-Profit/Public Organizations

By far, the majority of survey respondents from Canada and the United States work in Academic settings, followed by Non-Profit/Public Organizations.

Canada had a greater number of respondents indicating that they work in Corporate/Private Organizations. Government institutions made up a small number of the respondents from both Canada and the United States.

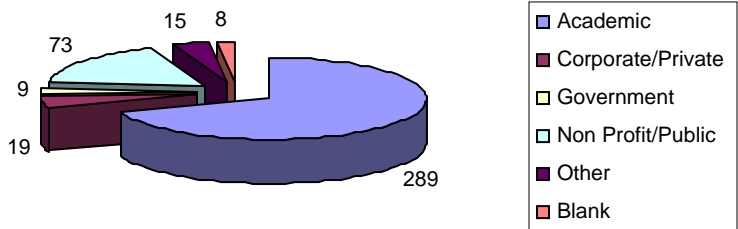
United States:

Of the US respondents, the highest percentage, 69.97% work in Academic settings. US respondents working in Non-Profit/Public Organizations was the second highest reported with 17.67% working in these types of institutions. 4.6% of US respondents work for Corporate/Private organizations. 2.17% work for Government Agencies. Another 3.63% work in “other” settings (which included museums, research institutions and more). 1.93% did not answer the question.

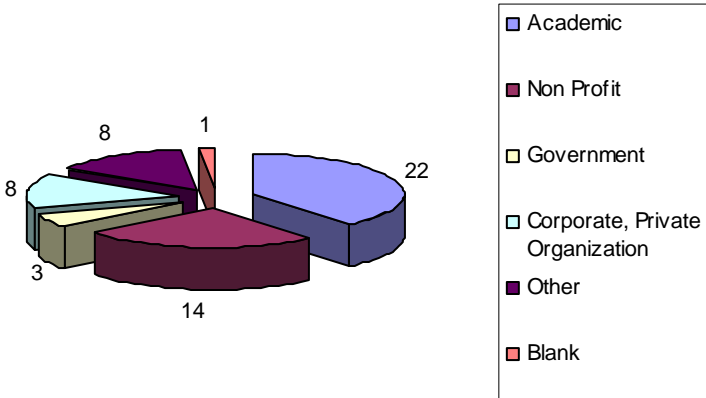
Canada:

Of those responding from Canada, 39% work in Academic settings. 25% work for Non-Profit Institutions. 5.35% work for Government Agencies. 14% work in Corporate/Private Organizations. Another 14% work in “Other” settings and almost 2% of respondents did not answer the question.

Section A Chart 1a: US Respondents by Type of Institution



Section A Chart 1b: Canadian Respondents by Type of Institution



2. Type of Library and/or Visual Resources Unit:

The percentage of US respondents working in Academic settings is higher than the percentage of respondents working in any other type of settings.

United States:

28% of the US respondents working in Academic library settings work in Academic Central libraries. These represent 19% of all US respondents.

21% of US respondents working in Academic library settings work in Academic Branch libraries. These represent 15% of all US respondents.

Another 6.55% of US respondents who work in Academic library settings work specifically in Academic Central Library – Visual Resources Departments, which represents 4.6% of all US respondents.

Another 6.55% of US respondents who work in Academic library settings work specifically in Academic Branch Library – Visual Resources Departments, representing another 4.6% of all US respondents.

32% of US respondents who work in Academe work in various Academic Department – Visual Resources units. These respondents represent 22% of all US respondents.

The remaining 5.1% of those US respondents who work in Academe listed themselves under “other” yet noted that they did work in Academic settings. This group represents nearly 4% of all US respondents.

Nearly 17% of all US respondents work in Museum Libraries. Another 3.5% work in Museum – Visual Resources Departments.

3.5% of all US respondents work in Corporate or Special Libraries.

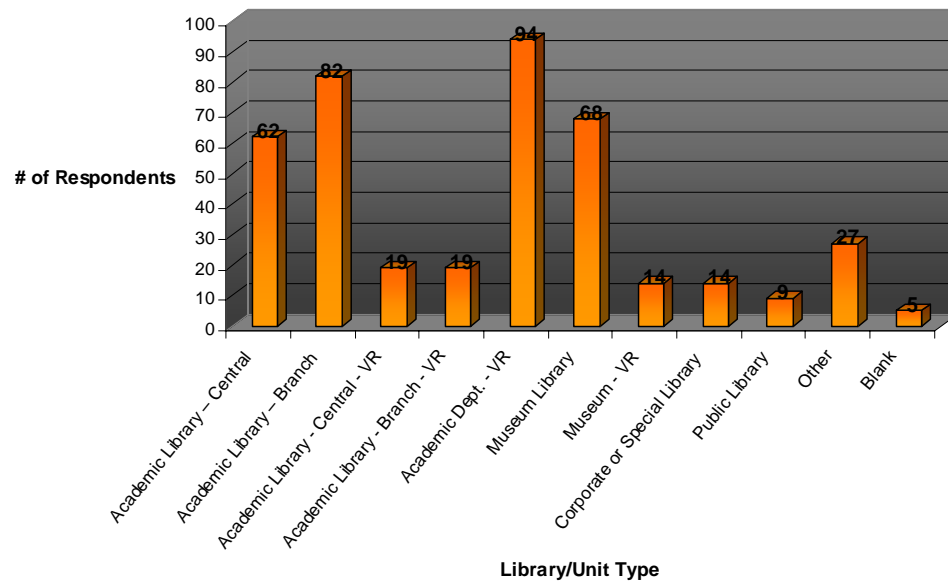
1 respondent (.24%) listed Corporate – Visual Resources as their work setting.

2.5% of all US respondents work in Public Libraries.

Nearly 3% listed “other” as the type of library and/or visual resources unit in which they work* (this number does not include those that listed other – academic).

The remaining 1% of US respondents left this question blank.

Section A Chart 2a: US Respondents by Type of Library/Unit



Canada:

27% of Canadian respondents working in Academic settings work in Academic Central Libraries. These represent nearly 11% of all Canadian respondents.

9% of Canadian respondents working in Academic settings work in Academic Branch Libraries. These represent 3.5% of all Canadian respondents.

18% of Canadian respondents working in Academic settings work in an Academic Central Library – Visual Resources department. These represent 7% of all Canadian respondents.

Nearly 5% of Canadian respondents working in Academic settings work in an Academic Branch Library – Visual Resources department. These represent almost 2% of all Canadian respondents.

Almost 41% of Canadian respondents working in Academic settings work in Academic Department – Visual Resources units. These represent 16% of all Canadian respondents.

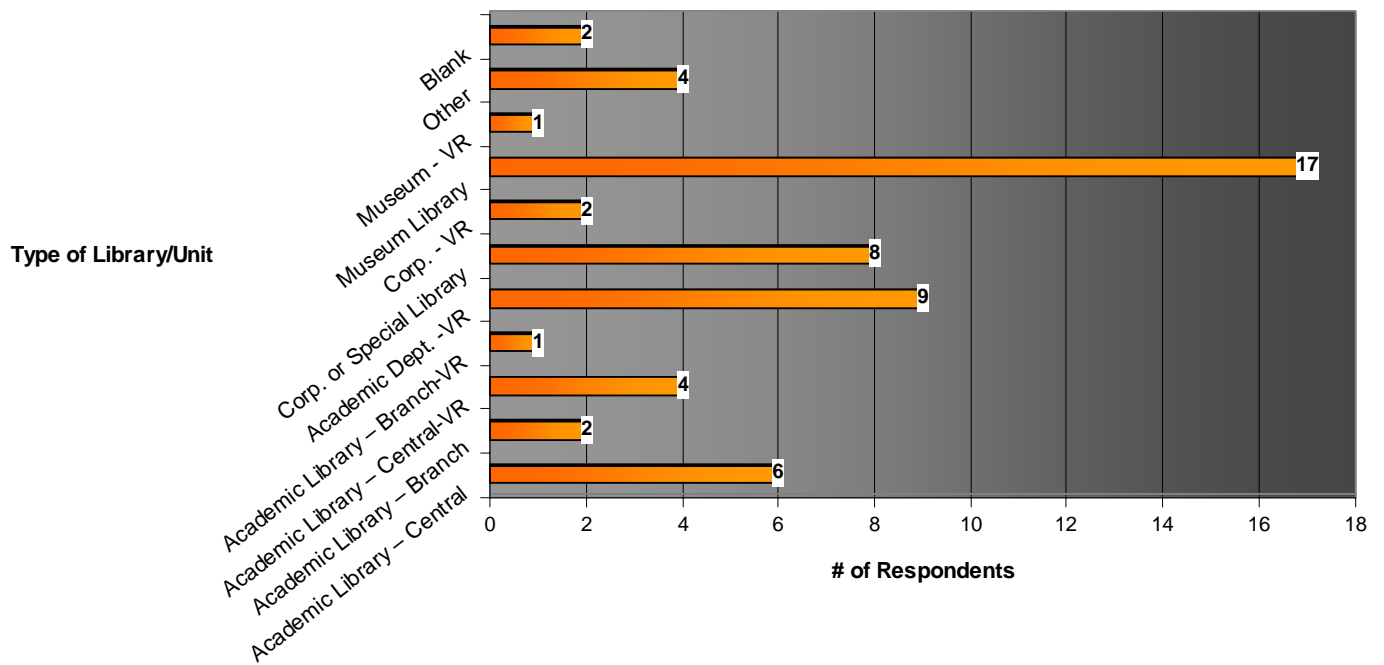
14% of all Canadian respondents work in Corporate or Special Library settings. An additional 3.5% of all Canadian respondents work in Corporate – Visual Resources departments.

30% of all Canadian respondents work in Museum Libraries; 2% work in Museum – Visual Resources units.

7% of all Canadian respondents chose “other” as the library and/or visual resources unit in which they work.

The remaining 3.5% left the question blank.

Section A Chart 2b: Canadian Respondents by Type of Library/Unit:



3. Number of years with Present Employer:

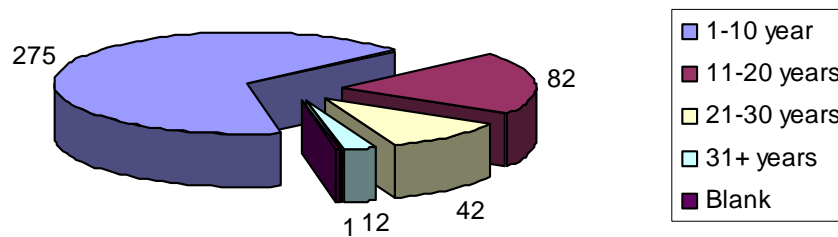
The number of years with employer had the same rankings for both the United States and Canadian respondents – with the bulk of respondents employed by their employer for ten years or less.

United States:

The highest percentage of US respondents have worked with their present employer for ten years or less followed by those who have worked with their employer between eleven and twenty years.

10 years or less	66.5%
11-20 years	19.8%
21-30 years	10%
31+ years	2.9%

Section A Chart 3a: US Respondents by # of Years with Present Employer

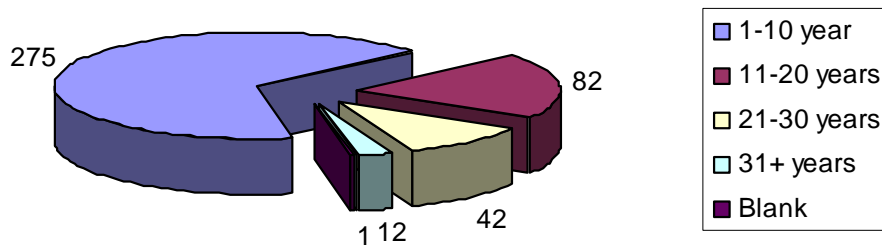


Canada:

Almost half of all Canadian respondents have worked for their employer for ten years or less followed by those who have worked for their employer between eleven and twenty years.

10 years or less	48%
11-20 years	32%
21-30 years	14%
31+ years	10%

Section A Chart 3b: Canadian Respondents by # Years with Present Employer



4. Length of Appointment:

The percentage of both US and Canadian respondents' working a twelve-month appointment is overwhelmingly higher than any other length of appointment.

United States:

93.7% of US respondents indicated that they serve twelve-month appointments.

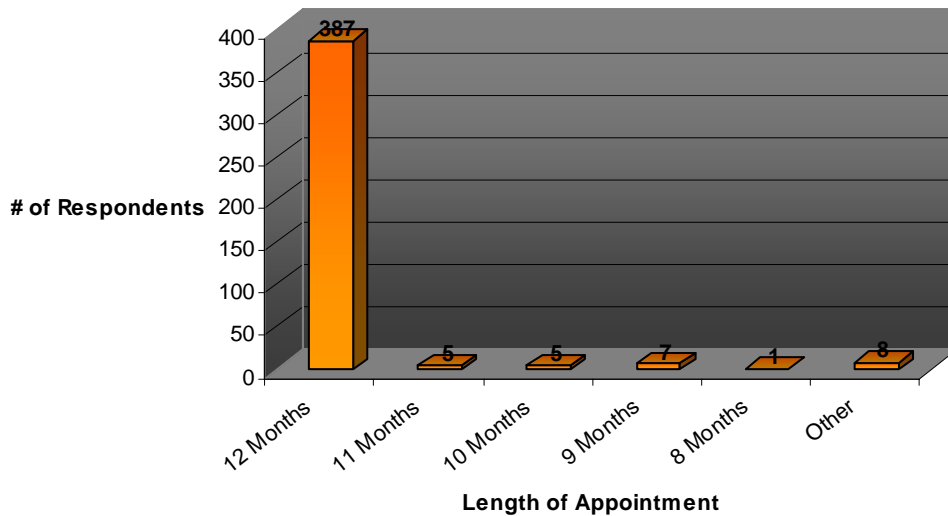
A mere 1.2% of total US respondents' work ten or eleven month appointments.

1.7% of US respondents are nine-month employees.

One respondent .24% works eight months.

1.7% of US respondents indicated that they have "other" appointments.

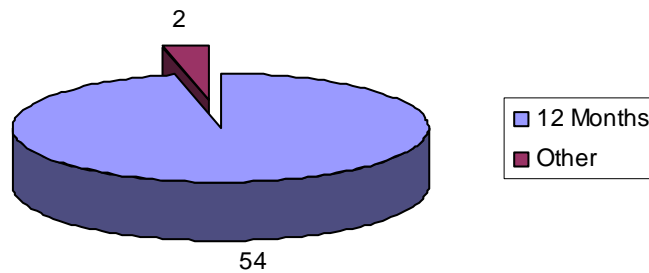
Section A Chart 4a: US Respondents by Length of Appointment



Canada:

The majority of Canadian respondents, 96%, are given a twelve-month appointment. The remaining 3.5% gave no response to the question asked.

Section A Chart 4b: Canadian Respondents by Length of Appointment

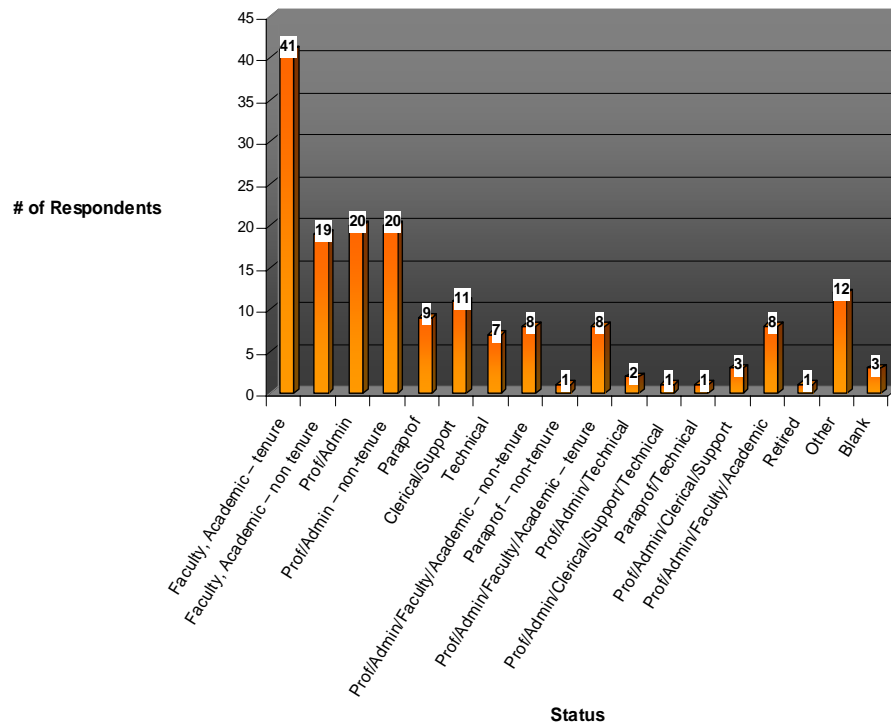


5. Status within Institution:

The survey questionnaire listed the following descriptions for institutional status. Respondents were able to list those that apply to their position. The results varied so much that it is difficult to form any conclusions as to their ability to affect salary. The results serve primarily as a tool for position comparison and contrast.

- Professional/Administrative
- Paraprofessional
- Clerical/Support
- Technical
- Faculty/Academic
- Tenure Track
- Non-Tenure Track
- Other

Section A Chart 5a: US Respondents by Status within Institution



6. Tenure Status:

United States:

Nearly 63% of all US respondents list themselves as having Professional/Administrative status. Of those respondents, 3% listed themselves as Professional/Administrative/Faculty/Academic – tenure track.

Less than 10% of US respondents are Faculty/Academic, tenure track status.

4.6% of US respondents have Faculty/Academic status with no tenure track.

Another 9% of all US respondents listed themselves as having Faculty/Administrative status with no indication of tenure or lack of tenure.

Less than 2% of all US respondents chose Professional/Administrative/Faculty/Academic as their institutional status.

4.84% chose Professional/Administrative – Non-tenure Track.

Nearly 5.5% of US respondents are Paraprofessionals.

4% of US respondents list themselves as Clerical/Support.

Less than 3% have Technical status.

Less than 2% are Professional/Administrative/Faculty/Academic – Non-tenure Track.

Less than 2% are Professional/Administrative/Technical status.

Less than 1% of US respondents listed status as Professional/Administrative/
Clerical/Support/Technical.

Less than 1% of all US respondents listed Professional/Administrative, Paraprofessional,
Clerical/Support, Non-tenure track.

Less than 1.5% chose Professional/Administrative, Clerical/Support as their status.

Almost 5% listed their status as “other”.

Less than 1.5% did not answer the question.

Those who listed tenure track in any of the categories for the question of job status: 12%

Those who listed faculty in any of the categories for the question of current tenure status:
30%

The answers are a little confusing when it comes to the question of tenure track status.
Although a total across all categories indicated that 49 US respondents hold tenure track
positions – when US respondents were asked, **“If you do work in a tenure track position,
do you currently have tenure?”** The following responses were given:

Yes: 36

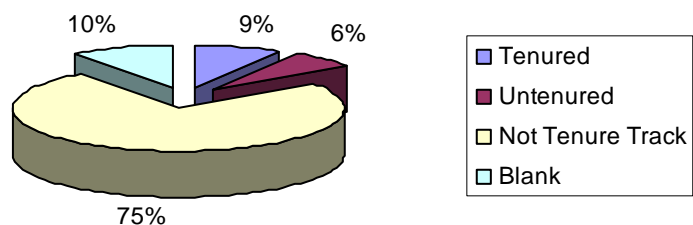
No: 26

No response: 41

Not in tenure track positions: 310

It is easy to conclude that the majority of US respondents are not on tenure track.

Section A Chart 6a: US Respondents by Tenure Status



Canada:

62.5% of all Canadian respondents list themselves as Professional/Administrative status.

5.35% hold Professional/Administrative/Clerical/Support status.

1.7% of Canadian respondents have Professional/Administrative/Faculty – Tenure Track status.

1.7% of Canadian respondents fall under the Professional/Administrative – other category.

5.35% list themselves as Faculty/Academic.

5% of Canadian respondents are Faculty/Academic – Non-Tenure Track.

7% of Canadian respondents are paraprofessionals.

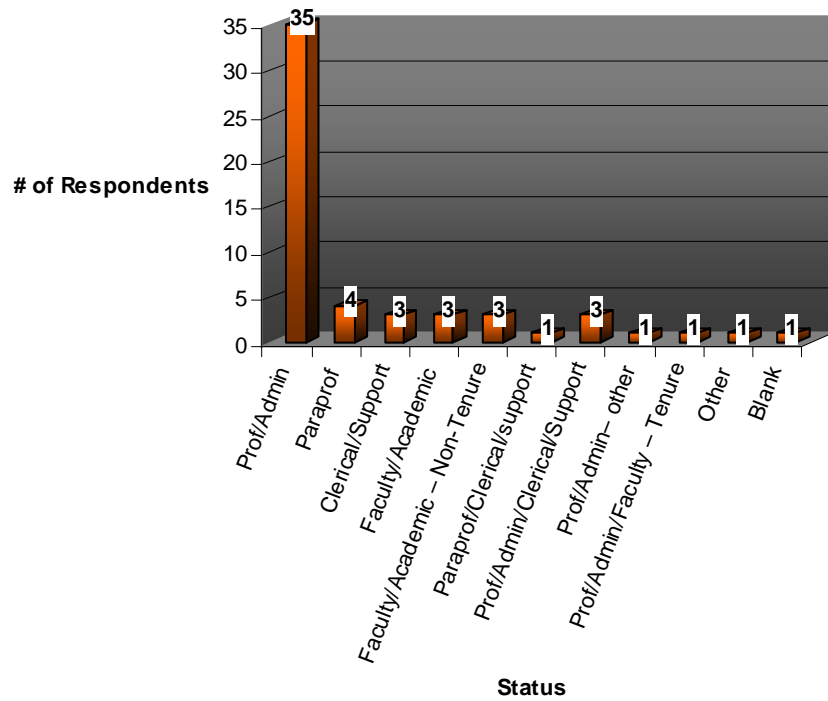
1.7% of Canadian respondents are Paraprofessional/Clerical/support.

5.35% of all Canadian respondents are Clerical/Support.

1.7% of Canadian respondents listed “other”.

1.7% of Canadian respondents left the question blank.

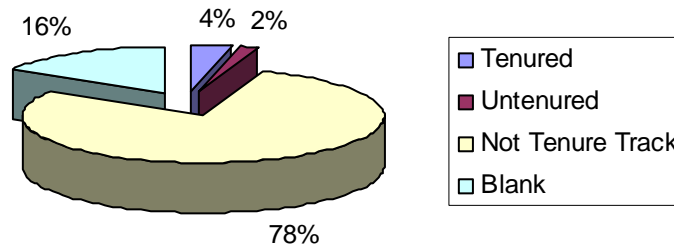
Section A Chart 5b: Canadian Respondents by Status within Institution



Although no Canadian respondents listed themselves as having tenure track status in the question of status; when asked specifically, “**If you do work in a tenure track position, do you currently have tenure?**” the following responses were given:

- Yes: 2
- No: 1
- Not in Tenure track: 44
- Blank: 9

Section A Chart 6b: Canadian Respondents by Tenure Status



7. Job title/description most closely matching current position and/or level of responsibilities.

Job title/description does not necessarily accurately describe the duties or level of responsibilities performed across the board. Depending on institution type, the title designation may or may not correspond with equivalent titles at other types of institutions. There seemed to be some confusion for some of the respondents who did not know how to translate their title to those that were given on the survey, although the option of choosing “other” and writing in specific title was given.

United States:

6.29% of US respondents have the title of Assistant Librarian.

5.8% of US respondents have the title of Associate Librarian.

Over 30% of US respondents are Visual Resource Curator/Librarians.

Nearly 18% of US respondents are Head Librarians.

Almost 16% have the title of Librarian.

Only 9.5% have the title of Director/Manager.

Less than 1% of all US respondents are Professor/Academic Instructors.

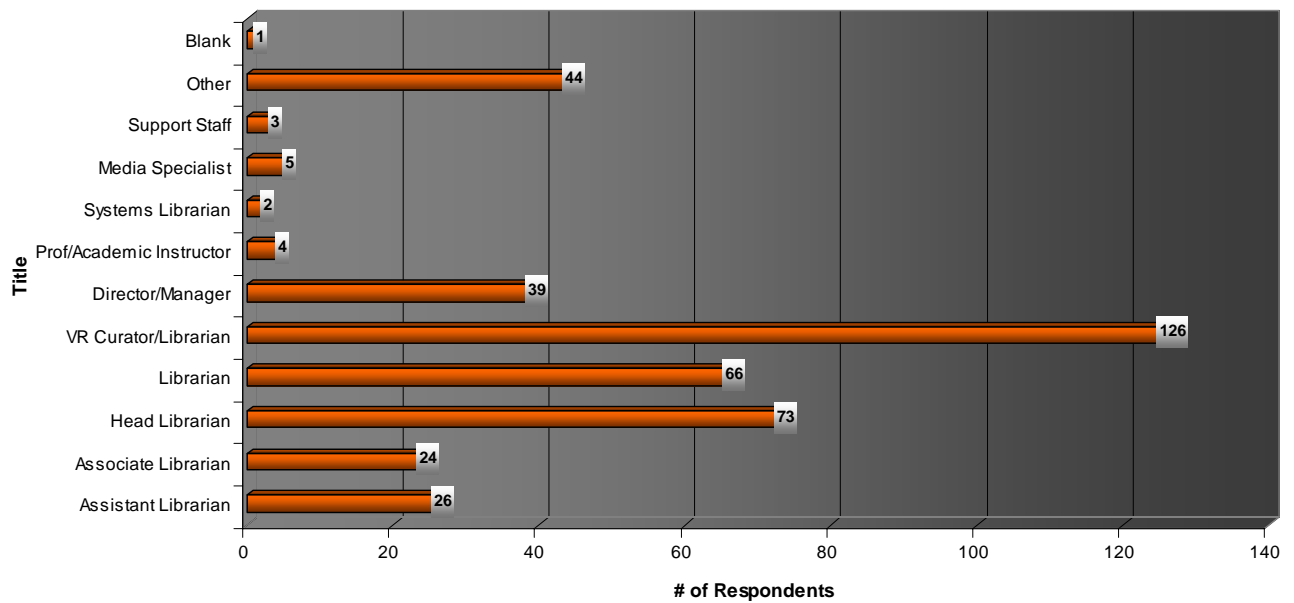
Those with the title of Support Staff were .72% of all US respondents.

Systems Librarian had a mere .48%.

1.2% of US respondents are Media Specialists.

10.65% of all US respondents listed their title as “other”.

Section A Chart 7a: US Respondents by Title



Canada:

Only 1.78% of all Canadian respondents have the title of Associate Librarian.

3.5% of Canadian Respondents are Assistant Librarians.

Almost 19.6% of respondents have the title of Librarian.

16% are Visual Resources Curator/Librarians.

14% are Head Librarians.

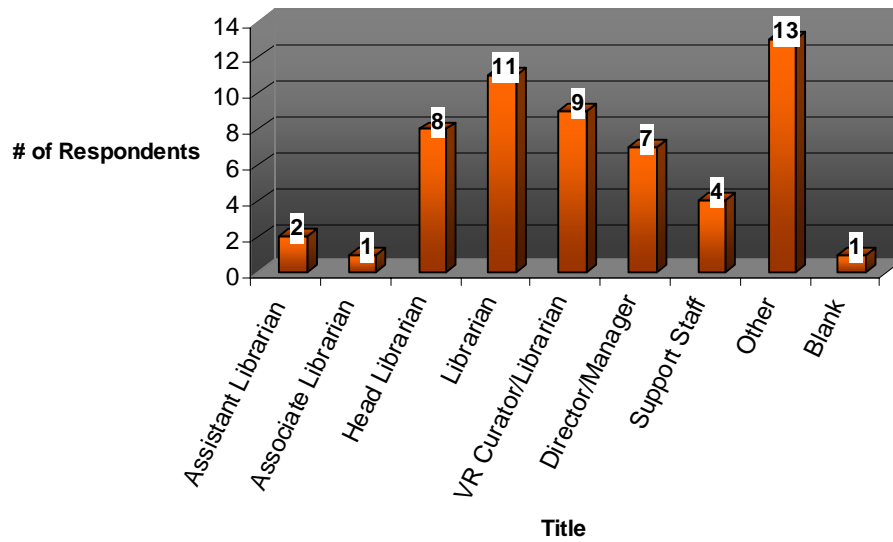
12.5% are Director/Managers.

7% are support staff.

Another 23% of Canadian respondents listed their title under the “other” category.

1.78% left the question blank.

Section A Chart 7b: Canadian Respondents by Title

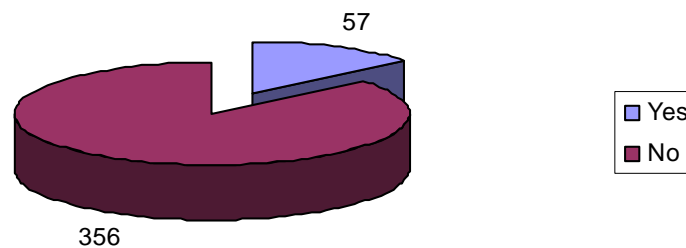


8. Bargaining Unit or Union Status.

United States:

14% of US respondents participate in bargaining units. 86% indicated that they are not members of a bargaining unit.

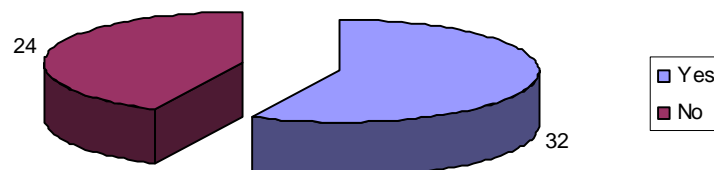
Section A Chart 8a: US Respondents by Bargaining Unit Participation



Canada:

Of the Canadian respondents, 41% are members of bargaining units. 57% do not participate in bargaining units.

Section A Chart 8b: Canadian Respondents by Bargaining Unit Participation



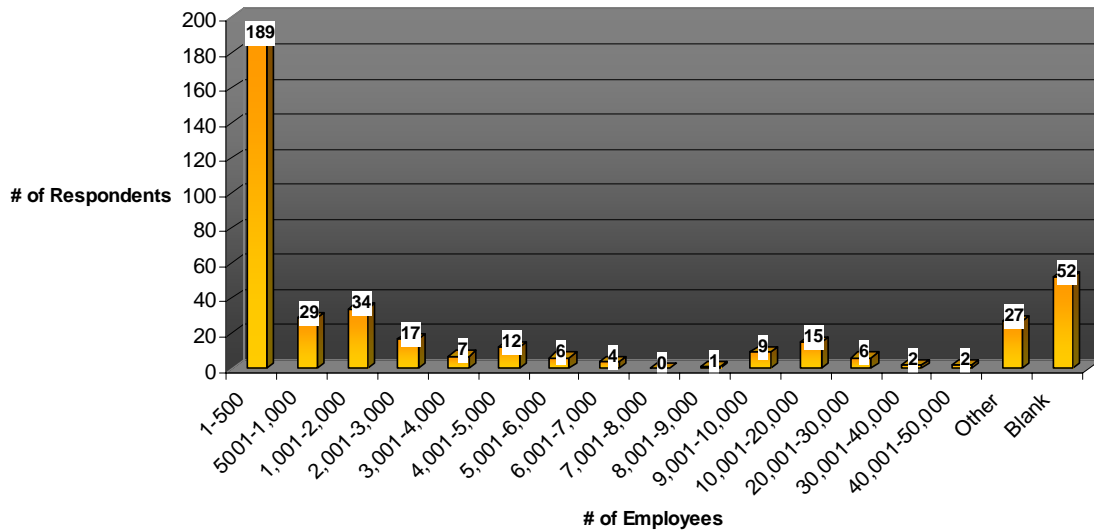
9. Approximate Number of Employees at Entire Institution (not solely in library/department):

United States:

46% of US Respondents have between 1-500 employees working at their entire institutions.

1-500 Total Employees	46%
501-1,000 Total Employees	7%
1,001-2,000 Total Employees	8%
2,001-3,000 Total Employees	4%
3,001-4,000 Total Employees	1.7%
4,001-5,000 Total Employees	3%
5,001-6,000 Total Employees	.96%
8,001-9,000 Total Employees	.2%
9,001-10,000 Total Employees	2%
10,001-20,000 Total Employees	1.4%
30,001-40,000 Total Employees	.48%
40,001-50,000 Total Employees	.48%
“Other”	6.5%
No Answer Given	12.5%

Section A Chart 9a: US Respondents # of Employees at Entire Institution

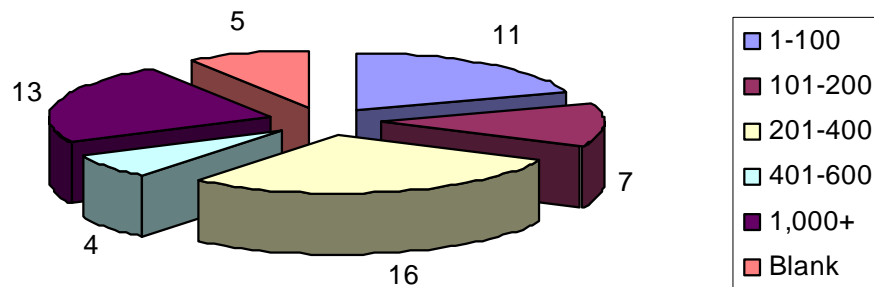


Canada:

The sizes of the Canadian institutions reported in this survey are significantly smaller than their US counterparts with the highest percentage of total institutional employees ranging between 201-400 employees – 28.5% of all Canadian respondents.

1-100 Total Employees	20%
101-200 Total Employees	12.5%
201-400 Total Employees	28.5%
401-600 Total Employees	7%
1,001-2,000 Total Employees	9%
2,001-3,000 Total Employees	1.7%
3,001-4,000 Total Employees	1.7%
4,001-5,000 Total Employees	1.7%
5,001-6,000 Total Employees	3.5%
8,001-9,000 Total Employees	1.7%
9,001-10,000 Total Employees	1.7%
40,001-50,000 Total Employees	1.7%
No Answer Given	9%

Section A Chart 9b: Canadian Respondents # of Employees at Entire Institution



10. Number of Full and Part-Time Library Staff and/or Visual Resources Staff Employed at Entire Institution:

United States:

According to US respondents, nearly 66% work in institutions that employ between 1-100 library and/or visual resources staff.

8% employ between 101-200 library and/or visual resources staff.

Less than 3% employ between 201-300 library and/or visual resources staff.

1.45% employ between 301-400 library and/or visual resources staff.

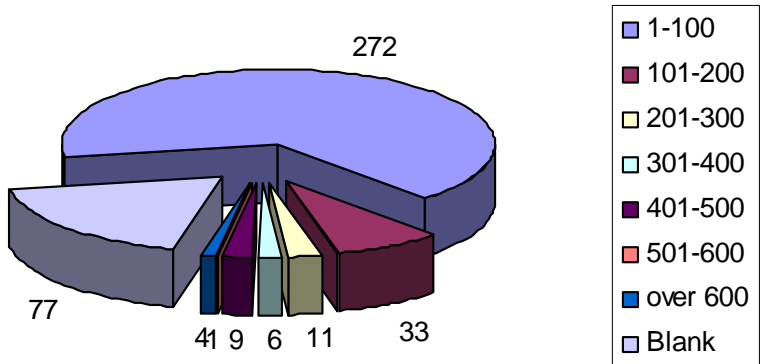
Less than 3% of US respondent institutions employ between 401-500 library and/or visual resources staff.

Less than 1% of US respondents work in an institution with between 501-600 library and/or visual resources staff.

1% indicated that they have over 600 library and/or visual resources staff members.

Almost 19% left the question blank.

Section A Chart 10a: US # of Library and/or VR Staff at Institution



Canada:

The Canadian respondents work in institutions that employ fewer library and/or visual resources professionals.

64% of Canadian respondent institutions employ between 1-20 library and/or visual resources staff.

7% employ between 21-50 and/or visual resources staff.

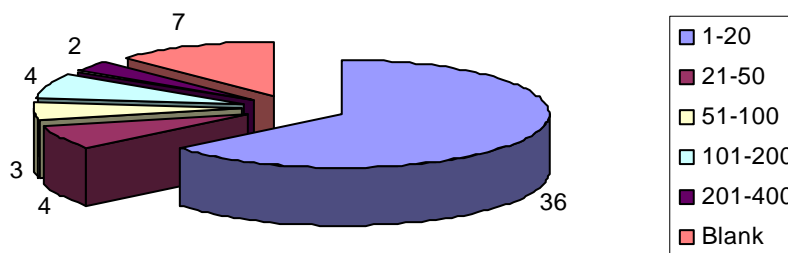
5% employ between 51-100 and/or visual resources staff.

7% employ between 101-200 library and/or visual resources staff.

3.5% indicated that there are between 201-400 library and/or visual resource staff members at their institutions.

12.5% of Canadian respondents left the question blank.

Section A Chart 10b: Canadian # of Library and/or VR Staff at Institution



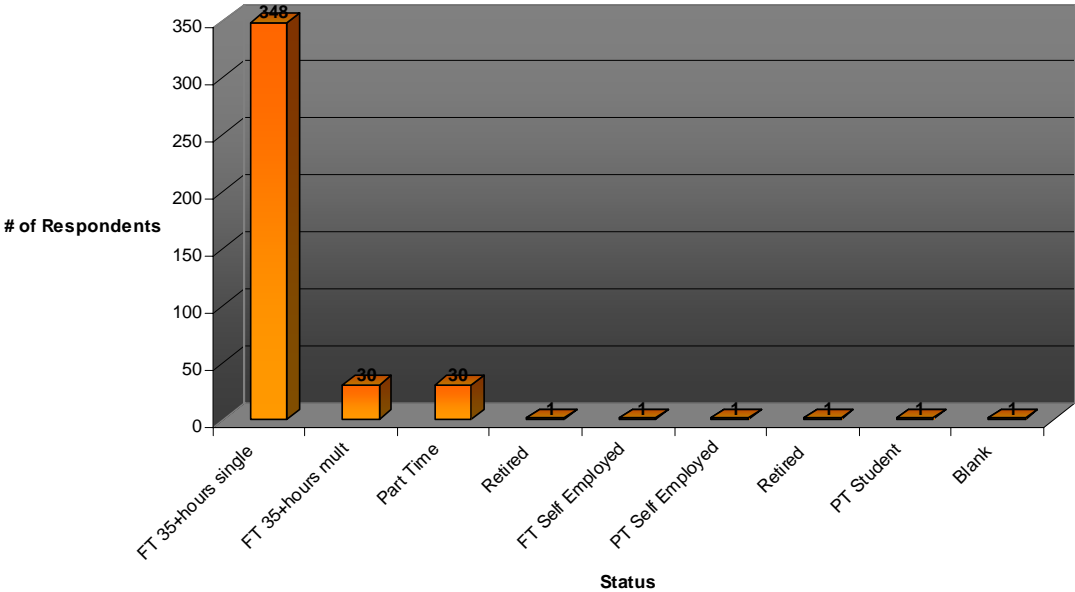
B. SPECIFIC JOB DATA

1. Current Employment Status:

United States:

A Full time workweek is the most common among the 413 US respondents with 84% working full-time 35+ hours/week in a single position. Another 7% of US respondents have a 35+hour workweek in more than one position. 8% of US respondents work part time.

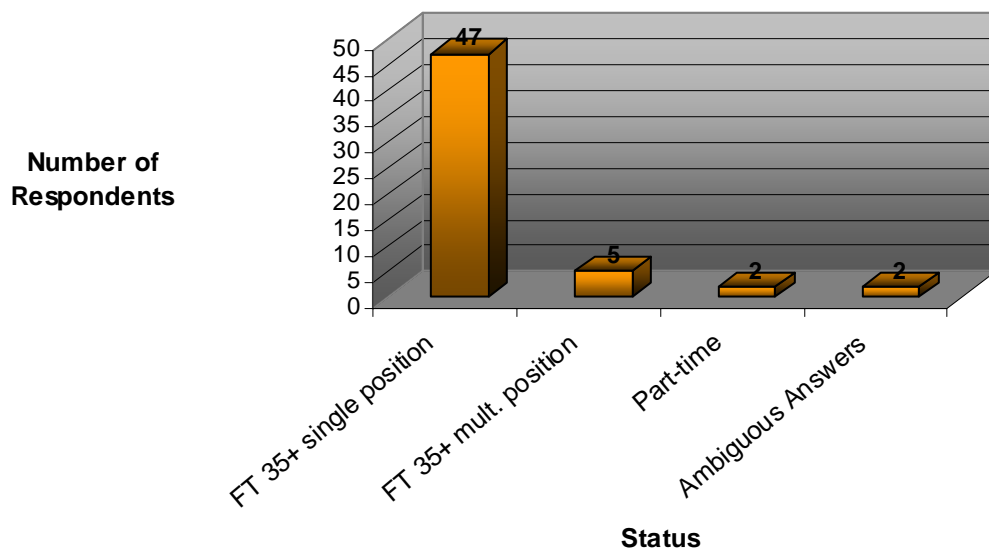
Section B Chart 1a: US Respondents by Employment Status



Canada:

Of the 56 Canadian respondents 83% work full-time 35+ hours/week in a single position. 9% of all Canadian respondents have a 35+hour workweek in more than one position. 5% of the Canadian respondents work part time.

Section B Chart 1b: Canadian Respondents by Employment Status



2. Primary Job Responsibilities:

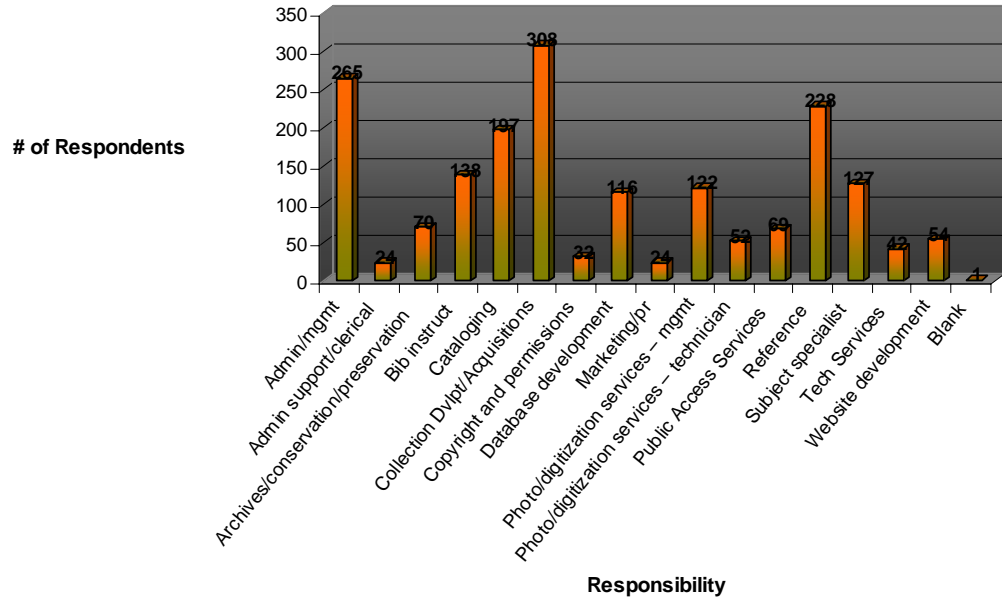
United States:

Although all of the US respondents perform various duties, the highest percentage of respondents, 74.5% perform Collection Development/Acquisitions duties as a primary responsibility of their jobs. The second most performed job responsibility was Administrative/Management with 64% of US respondents performing this task.

The percentages for each of the responsibilities listed on the survey are as follows:

Administrative/Management	64%
Administrative Support/Clerical	5.8%
Archives/Conservation/Preservation	16.94%
Bibliographic Instruction	33.4%
Cataloging	47.69%
Collection Development/Acquisitions	74.57%
Copyright and Permissions	7.74%
Database Development	28%
Marketing/Public Relations	5.8%
Photographic/Digitization Services – Management	29.5%
Photographic/Digitization Services – Technician	12.5%
Public Access Services	16.7%
Reference	55.3%
Subject Specialist	30.75%
Technical Services	10%
Website Development	13%
Blank	.24%

Section B Chart 2a: US Respondents by Job Responsibilities



Canada:

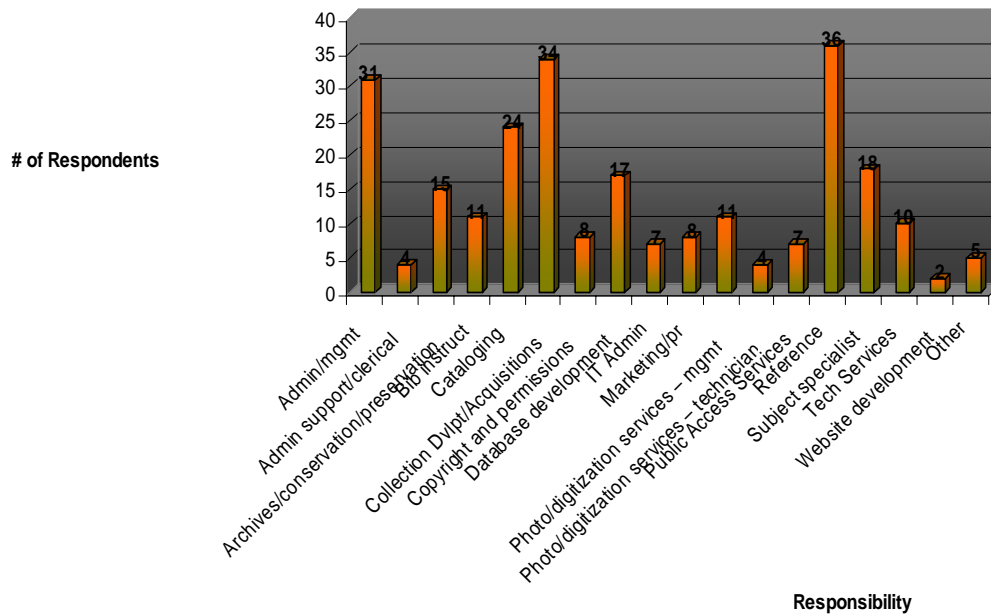
The job responsibility primarily performed by Canadian respondents is reference with 64% of Canadian respondents indicating that this is one of the primary responsibilities performed. Over 60% of Canadian respondents participate in Collection Development/Acquisitions.

The percentages for each of the responsibilities listed on the survey are as follows:

Administrative/Management	55.35%
Administrative Support/Clerical	7%
Archives/Conservation/Preservation	26.78%
Bibliographic Instruction	19.64%
Cataloging	42.8%
Collection Development/Acquisitions	60.7%
Copyright and Permissions	14.2%
Database Development	30.35%

IT Administration	12.5%
Marketing/Public Relations	14.2%
Photographic/Digitization Services – Management	19.64%
Photographic/Digitization Services – Technician	12.5%
Reference	64%
Subject Specialist	32%
Technical Services	17.8%
Website Development	21.4%
Other	8.9%

Section B Chart 2b: Canadian Respondents by Job Responsibilities



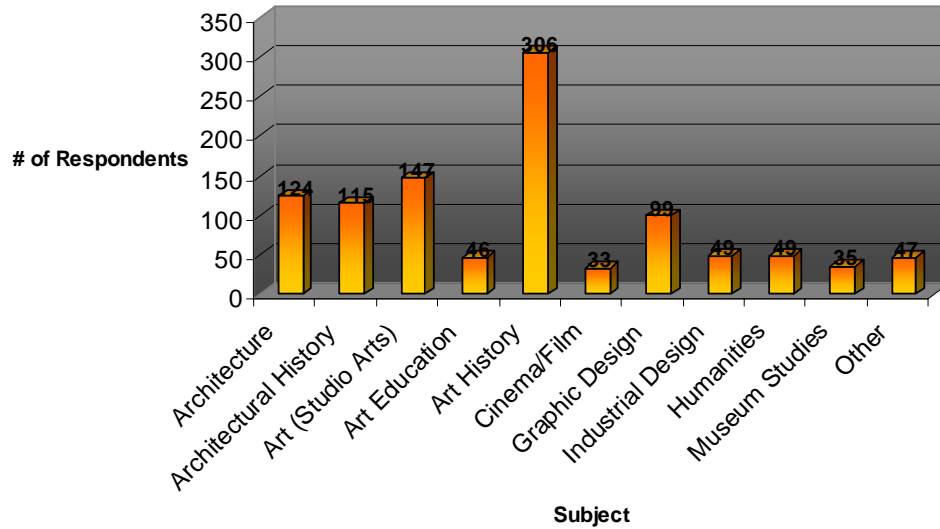
3. Subject Area Specialties:

Many Art/Architecture Librarians and Visual Resource Professionals specialize in specific subject areas that are useful in their positions.

United States Subject Specialties:

Architecture (including landscape architecture and urban planning)	30%
Architectural History or Preservation	27.8%
Art (Studio Arts)	35.5%
Art Education	11%
Art History	74%
Cinema/Film	8%
Graphic/Digital Design	24%
Humanities	12%
Industrial Design	12%
Museum Studies	8.4%
“Other” Subjects	11.3%

Section B Chart 3a: US Respondents by Subject Specialty



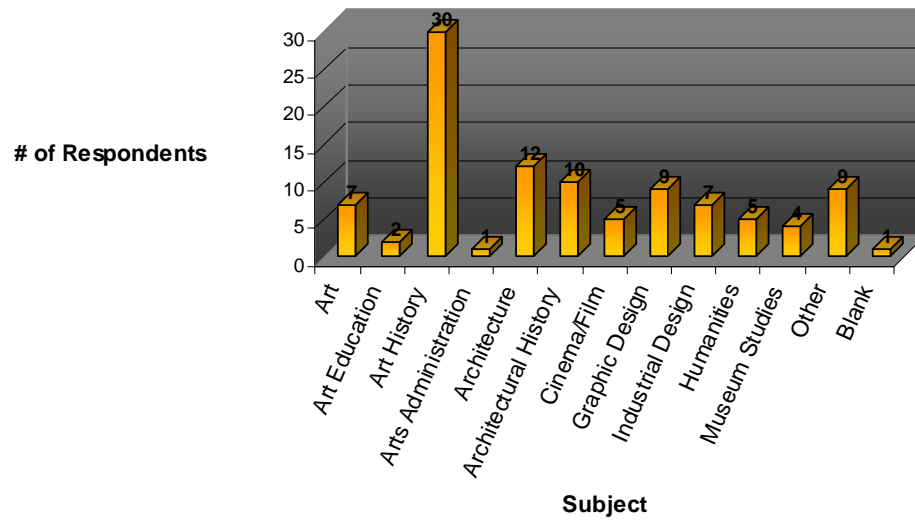
Subjects listed in the US Respondent “other” category include:

Anthropology/Archaeology
 Apparel/fashion
 Artisanry/crafts
 Building Construction
 Decorative Arts
 Environmental Design
 Facilities design/planning
 Glass
 Interior Design
 Internal projects
 Law
 Naval architecture
 Photography
 Serials
 Theater, dance, music
 Visual Criticism
 Western American History

Canadian Subject Specialties:

Architecture (including landscape architecture and urban planning)	21%
Architectural History or Preservation	18%
Art (Studio Arts)	12.5%
Art Education	3.5%
Art History	53%
Arts Administration	1.78%
Cinema/Film	9%
Graphic/Digital Design	16%
Humanities	9%
Industrial Design	12.5%
Museum Studies	7%
“Other” Subjects	16%

Section B Chart 3b: Canadian Respondents by Subject Specialties



Subjects listed in the Canadian Respondent "other" category include:

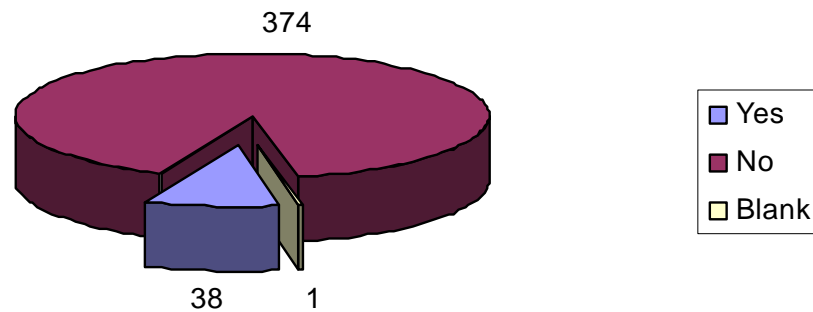
- Book history
- Costume and interior design
- Finance
- Health
- Library science
- Posters & performing arts
- Recreation
- Sports
- Telecommunications

4. Credit Courses Taught as Part of Job:

United States:

Most US respondents, 90.55% do not teach courses for credit as part of their jobs.

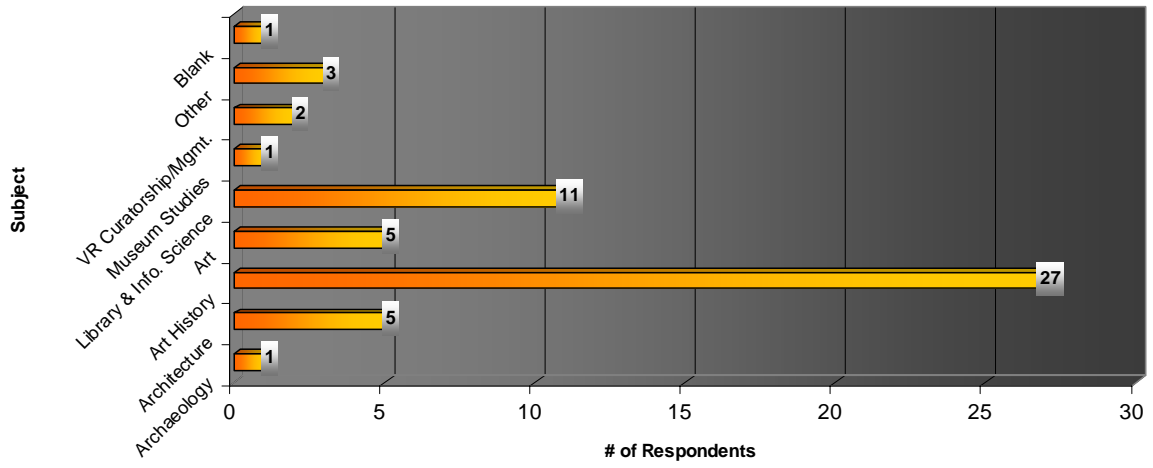
Section B Chart 4a: US Credit Courses Taught as Part of Job?



Of the 9.2% US Respondents who do teach courses for credit, the following courses are taught:

Archaeology	.24%
Architecture	1.21%
Art History	6.5% (although 1.45% of these respondents answered no to teaching courses for credit)
Art	1.2% (.48% of these respondents answered no to teaching courses for credit)
Building Science	.24%
Information Literacy	.24%
Liberal Arts	.24%
Library and Information Science	2.66% (.24% of these respondents answered no to teaching courses for credit)
Museum Studies	.24%
Visual resources Curatorship/Management	.48%
Other	.72%
Blank	.24% (but answered yes to teaching courses for credit)

Section B Chart 4b: US Credit Course Fields



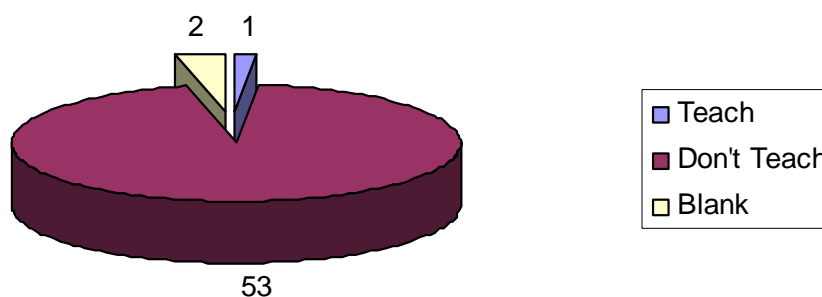
Canada:

Only one Canadian respondent indicated that he/she teaches courses for credit as part of his/her job and that course was Library Science.

95% of Canadian respondents answered that they do not teach courses for credit.

Two respondents (3.5%) left the question blank.

Section B Chart 4c: Canadian Credit Courses Taught as Part of Job?



One respondent said that he/she teaches Information Management, but when asked if he/she teaches any courses for credit, he/she said that they do not.

5. Number of Hours Facility is Open During a Normal Week:

The varieties of settings that employ VR Curators/Librarians are numerous and serve many different types of patrons. The hours that these facilities are open also vary.

United States:

The most common number of hours that survey respondent facilities' are open to patrons is the traditional 40 hours per week with 22% of US respondents indicating that this is the amount of time that their facilities are open.

Salary distribution according to this factor is irrelevant, but to follow is a range of hours of service available weekly:

40 hours per week	22%
35 hours per week	7.5%
37.5 hours per week	2.4%
38 hours per week	2.4%
45 hours per week	4.3%
80 hours per week	2.4%
30 hours per week	1.6%
28 hours per week	1.4%
50 hours per week	1.9%
70 hours per week	3%
75 hours per week	2.9%
60 hours per week	1.69%
100 hours per week	1.45%

The following list of hours only had one US respondent each: .24%

Four
Twelve
Fourteen
Sixteen
Twenty-one
Thirty-one
Thirty-two
Thirty-seven
Forty and ½
Forty-four
Forty-six
Forty-seven and ½
Forty-nine
Fifty-one
Fifty-three
Fifty-four
56.6
Fifty-seven and ½
Fifty-eight

Sixty-three
Sixty-six
Seventy-five and ½
Seventy-nine and ½
Eighty and ½
Eighty-four
Eighty-six
Eighty-eight
Ninety-one
Ninety-two and ½
Ninety-three and ½
Ninety-five
Ninety-seven
One hundred and one
One hundred seven and ½
One hundred nine
One hundred ten and ½
One hundred fifty
One hundred seventy
44/25

The following list of hours had two US respondents each: .48%

Eighteen
Twenty-four
Forty-one
Forty-three
Fifty-six
Sixty and ½
Sixty-eight and ½
Sixty-nine
Eighty-one
Eighty-five
Eighty-seven
Eighty-nine
Ninety-three
Ninety-six
One hundred five
One hundred eight
One hundred ten
One hundred fourteen

The following had three US respondents each: .72%

Fifteen
Fifty-two
Sixty-seven
Eighty-two
One hundred twenty

The following listing of hours had four US respondents each: .96% each

Twenty-five
Forty-two and ½
Fifty-five
Sixty-four
Sixty-five
Seventy-three
Seventy-four
Seventy-nine

The remaining list had five US respondents for each number: 1.2% each

Forty-two
Sixty-eight
Seventy-two
Seventy-seven
Seventy-eight
Ninety
One hundred sixty eight

Canadian facility hours:

40 hours per week	20%
45 hours per week	3.5%
35 hours per week	11%
30 hours per week	3.5%
32.5 hours per week	3.5%
12 hours per week	3.5%
No Answer	12.5%
Answers that do not correspond with question asked	3.5%

The following list had only one Canadian respondent for each number: 1.78%

Fifteen
Eighteen
Twenty-one
Twenty-two
Twenty-four
Thirty-two
Thirty-four
Thirty-seven and ½
Forty-three
Forty-four
Forty-six
Forty-six and ½
Forty-seven
Forty-eight

Fifty
 Fifty-one
 Sixty
 Seventy and ½
 Seventy-two
 Seventy-four
 Seventy-eight
 Ninety-three and ¾

6. Size of Book/Journal Collection:

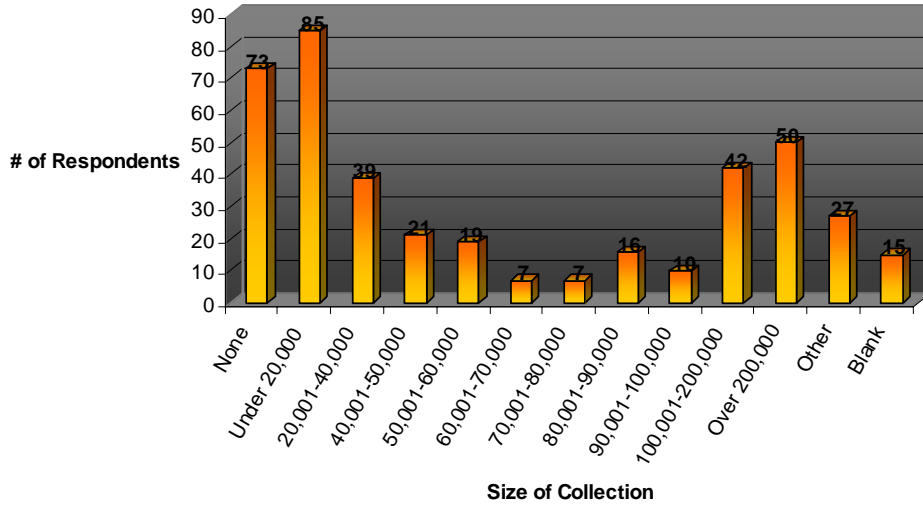
These two types of collections (book/journal and slide/digital image) were tallied as separate collections in order to distinguish between book/journal collections and slide/digital image collections. The greatest numbers of respondents have less than 20,000 books and journals in their collections. The second largest groups of respondents in this area have over 200,000 items.

United States:

The size of the physical collections in the various settings surveyed varied from no physical collection at all to over 200,000 volumes.

No book/journal collection	17.67%
Less than 20,000 titles	21%
20,001-40,000	9.4%
40,001-50,000	5%
50,001-60,000	4.6%
60,001-70,000	1.7%
70,001-80,000	1.7%
80,001-90,000	3.8%
90,001-100,000	2.4%
100,001-200,000	10%
Over 200,000 titles	12%
“Other”	6.5%

Section B Chart 6a: US Respondents by Size of Book/Journal Collection

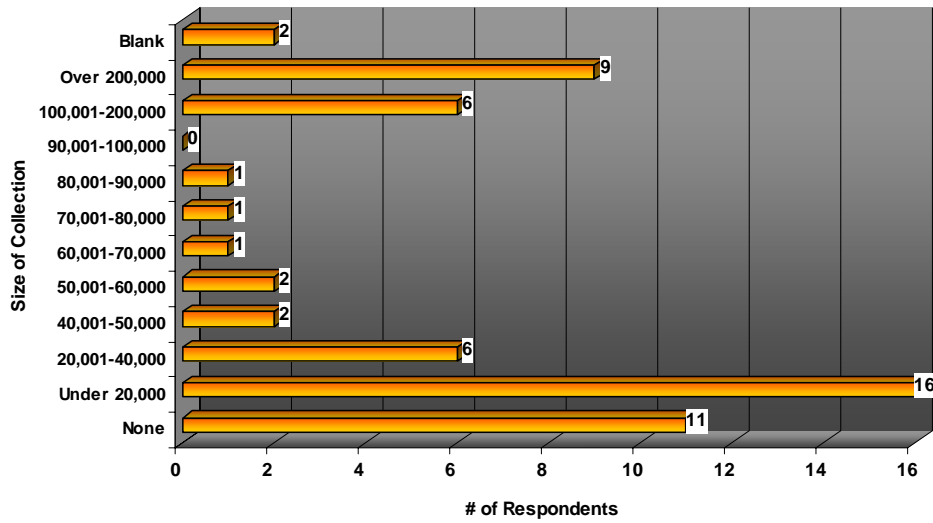


Canada:

The majority of Canadian respondents have collections containing less than 20,000 book/journal titles.

No book/journal collection	20%
Less than 20,000 titles	28.5%
20,001-40,000	11%
40,001-50,000	3.5%
50,001-60,000	1.7%
60,001-70,000	1.7%
70,001-80,000	1.7%
80,001-90,000	0%
90,001-100,000	107%
100,001-200,000	11%
Over 200,000 titles	16%
No Answer Given	3.5%

Section B Chart 6b: Canadian Respondents by Size of Book/Journal Collection



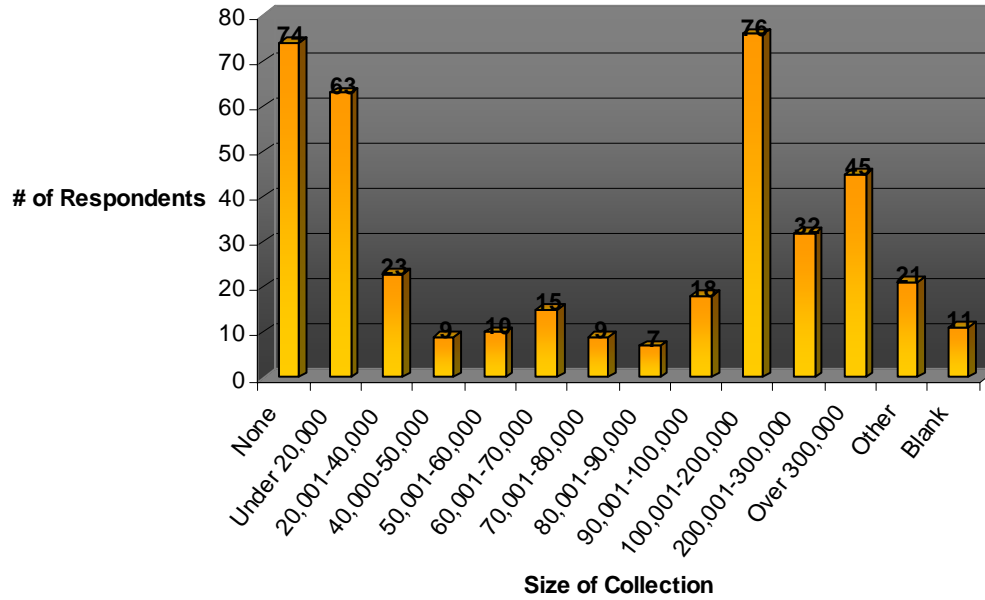
7. Size of Slides and/or Digital Images Collection:

United States:

As far as the slides/digital collection, the largest groups of US respondents, 18% each have either no slides/digital images in their collections or between 100,001-200,000 slides/digital images in their collections.

No slide/digital collection	18%
Less than 20,000	15%
20,001-40,000	0%
40,001-50,000	2%
50,001-60,000	2.4%
60,001-70,000	4%
70,001-80,000	2%
80,001-90,000	1.6%
90,001-100,000	4%
100,001-200,000	18%
200,001-300,000	8%
Over 300,000	11%
“Other”	5%
No Answer Given	2.6%

Section B Chart 7a: US Respondents by Size of Slide/Digital Image Collection



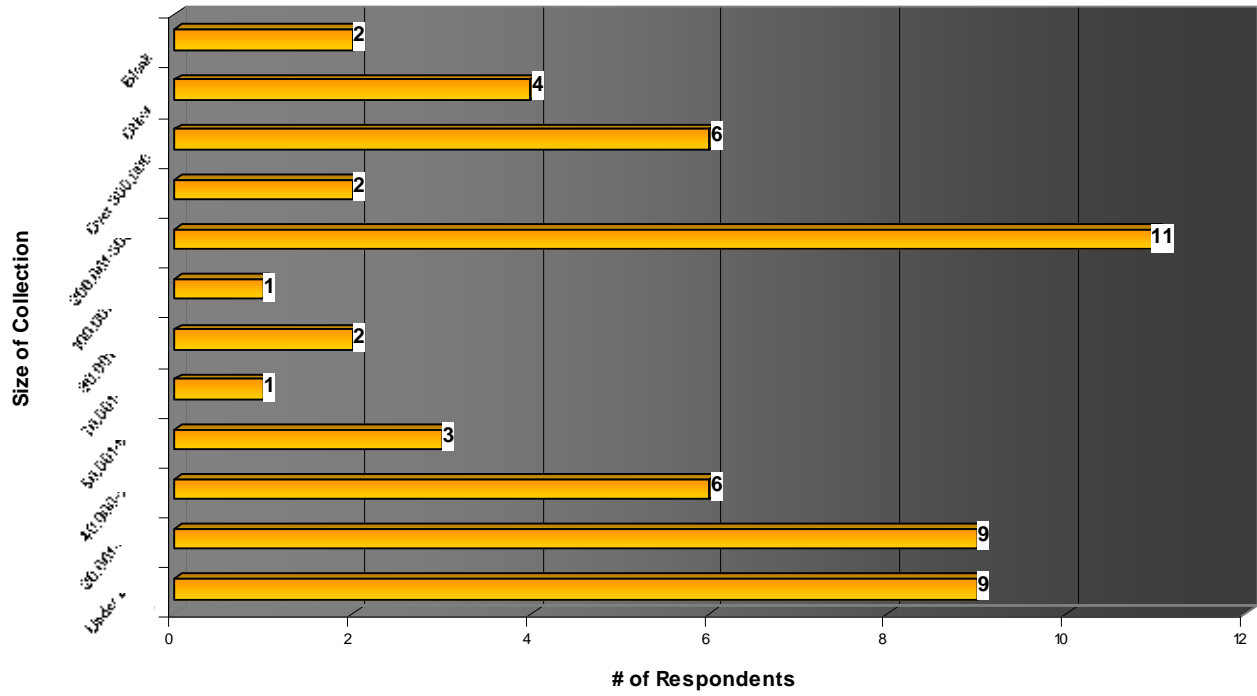
Canada:

The largest percentages of Canadian respondents - 20%, have slide/digital image collections containing between 100,001-200,000 pieces.

No slide/digital collection	16%
Less than 20,000	16%
20,001-40,000	10%
40,001-50,000	5%
50,001-60,000	1.7%
60,001-70,000	0%
70,001-80,000	3.5%
80,001-90,000	0%
90,001-100,000	1.7%
100,001-200,000	20%
200,001-300,000	3.5%
Over 300,000	11%
“Other”	3.5%

No Answer Given	7%
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Section B Chart 7b: Canadian Respondents by Size of Slide/Digital Image Collection

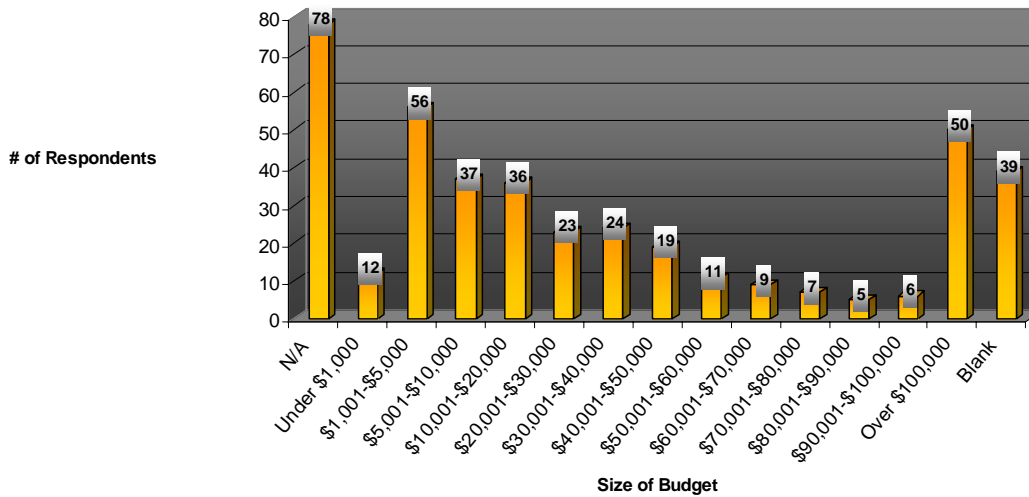


8. Average Amount of Annual Acquisitions Budget (this includes firm order, serials and approval budgets – but NOT salaries, equipment, supplies or furniture):

United States:

Not Applicable	19%
Less than \$1,000	3%
\$1,001-\$5,000	13.5%
\$5,001-\$10,000	8.9%
\$10,001-\$20,000	8.7%
\$20,001-\$30,000	5.5%
\$30,001-\$40,000	5.8%
\$40,001-\$50,000	4.6%
\$50,001-\$60,000	2.6%
\$60,001-\$70,000	2%
\$70,001-\$80,000	1.6%
\$80,001-\$90,000	1.2%
\$90,001-\$100,000	1.4%
Over \$100,000	12%
No Answer	9%

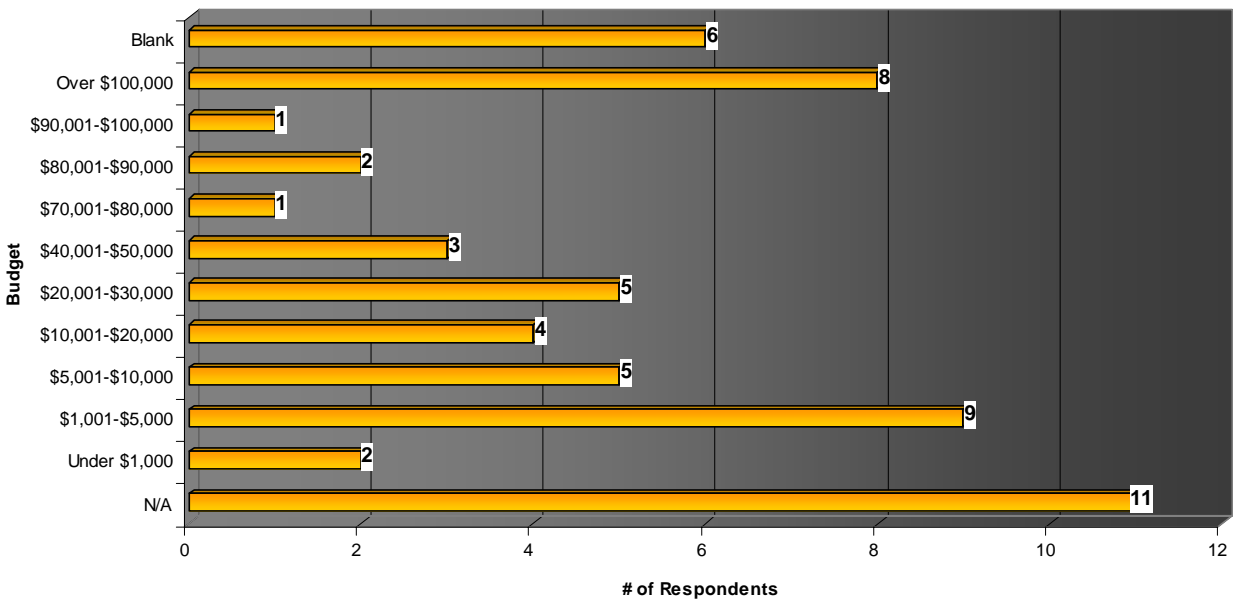
Section B Chart 8a: US Respondents by Size of Acquisitions Budget



Canada:

Not Applicable	20%
Less than \$1,000	3.5%
\$1,001-\$5,000	16%
\$5,001-\$10,000	9%
\$10,001-\$20,000	7%
\$20,001-\$30,000	9%
\$30,001-\$40,000	0%
\$40,001-\$50,000	5.35%
\$50,001-\$60,000	2.6%
\$60,001-\$70,000	0%
\$70,001-\$80,000	1.7%
\$80,001-\$90,000	3.5%
\$90,001-\$100,000	1.7%
Over \$100,000	14%
No Answer	11%

Section B Chart 8b: Canadian Respondents by Size of Acquisitions Budget



9. Number of Full- and Part-Time Employees in Branch Library or Visual Resources Department:

United States:

Nearly 40% of all US respondents have between .5 and 10 employees in their branch library or visual resources department – separate from the central library system.

Less than 3% of these US respondents have between 11-20 employees.

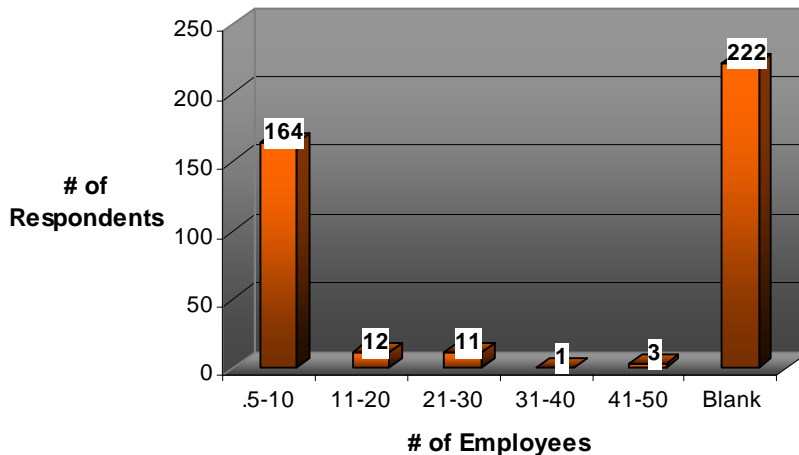
2.6% US respondents have between 21-30 full and part time employees in their branch library or visual resources department.

.24% have between 31-40 full and part time employees in their branch libraries or visual resources departments.

.72% of US respondents have between 41-50 full and part time employees in their branch libraries or visual resources departments.

Almost 54% of all US respondents left the question blank – most likely indicating that they do not work in a branch library or visual resources department separate form a central library system.

Section B Chart 9a: US # of Employees in Branch Library or Visual Resources Department



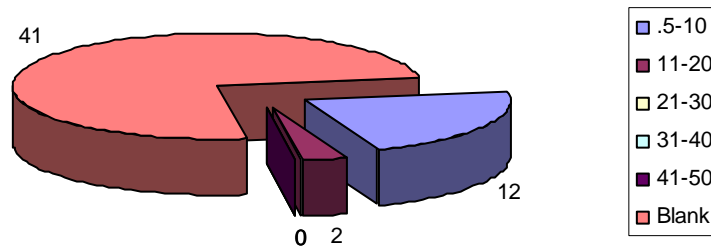
Canada:

25% of all Canadian respondents work in a branch library or visual resources department separate from a central branch library system and have between 1-20 employees.

1.78% has 300 employees at his/her institution.

73% of all Canadian respondents left the question blank.

Section B Chart 9b: Canadian # of Employees in Branch Library or Visual Resources Department



10. Number of full-time employees supervised or managed.

United States:

Nearly 54% of all US respondents do not supervise or manage any full-time employees.

28% supervise or manage between 1-2 full-time employees.

Nearly 11% of US respondents supervise/manage between 3-4 full-time employees.

2% supervise/manage between 5-6 full-time employees.

2.6% of US respondents supervise/manage between 7-9 full-time employees.

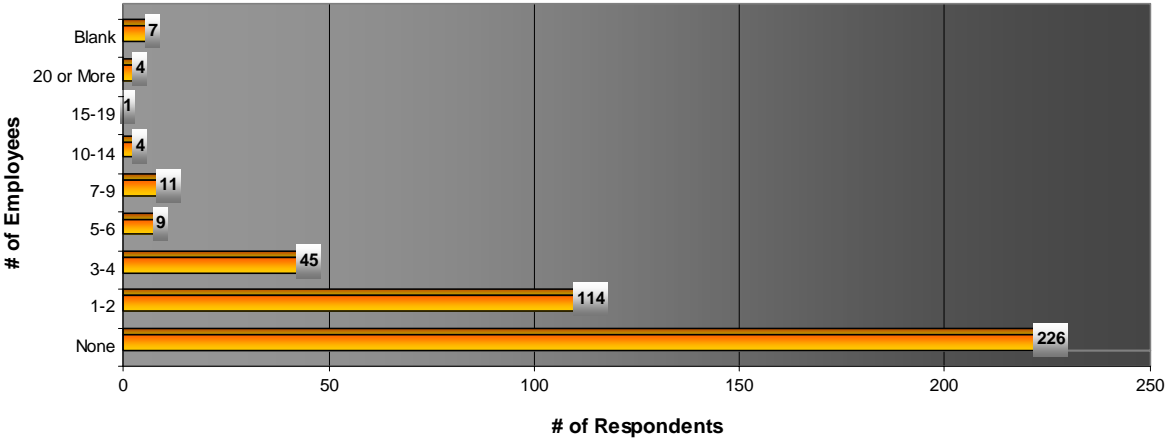
Less than 1% supervise/manage from 10-14 full-time employees.

.24% of US respondents supervises/manages between 15-19 full-time employees.

Less than 1% supervise/manage 20 or more full-time employees.

Almost 2% left the question blank.

Section B Chart 10a: US # of FT Employees Supervised or Managed



Canada:

41% of Canadian respondents do not supervise/manage any full-time employees.

29% supervise/manage 1-2 full-time employees.

16% supervise/manage between 3-4 full-time employees.

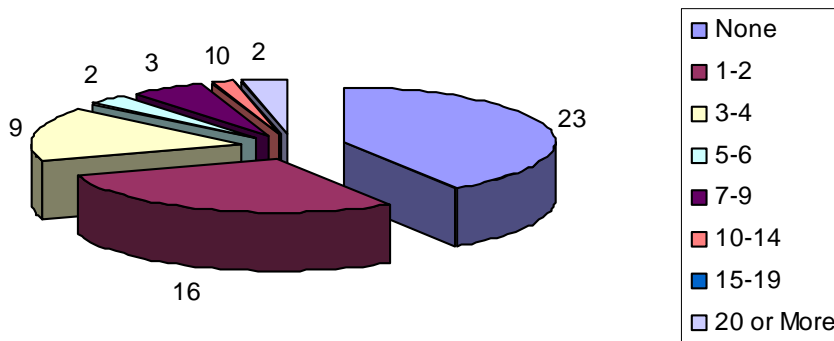
3.5% of Canadian respondents supervise/manage 3-4 full-time employees.

5% supervise/manage 7-9 full-timers.

Less than 2% supervises/manages between 10-14 full-time employees.

3.5% Canadian respondents supervise/manage twenty or more full-time employees.

Section B Chart 10b: Canadian # of FT Employees Supervised or Managed



11. Number of part-time employees supervised or managed:

United States:

36.5% of US respondents do not supervise or manage any part-time employees.

Almost 31% supervise/manage between 1-2 part-time staff.

13% of US respondents supervise/manage between 3-4 part-timers.

6.5% supervise/manage 5-6 part-time employees.

6.7% supervise/manage between 7-9 part-time employees.

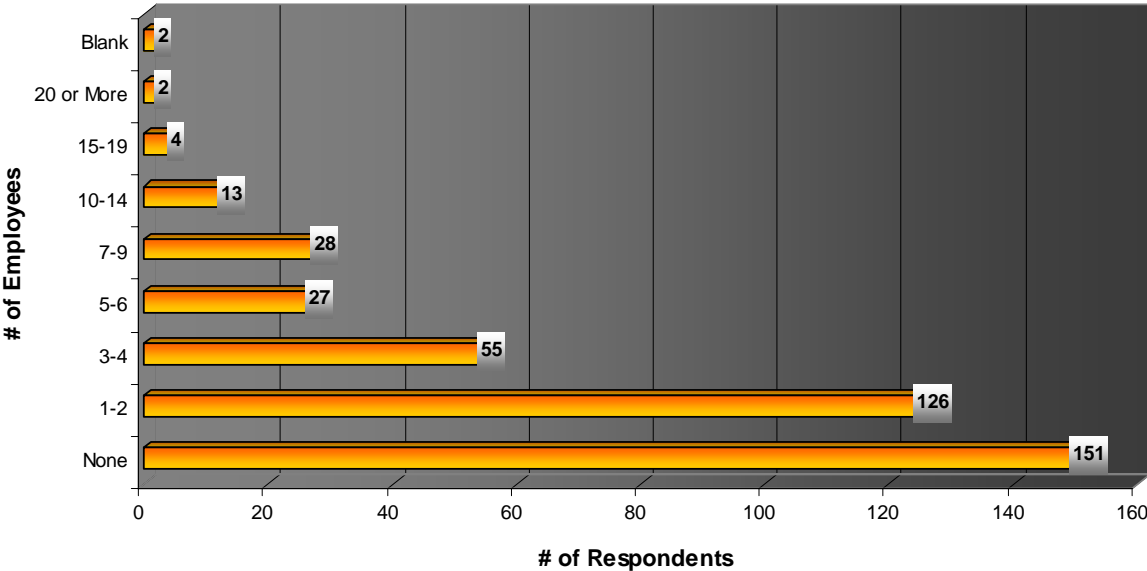
3% of US respondents supervise/manage between 10-14 part-time employees.

Less than 1% supervise/manage between 15-19 part-time employees.

Less than .5% supervise/manage twenty or more part-time employees.

Less than .5% left the question blank.

Section B Chart 11a: US # of PT Employees Supervised or Managed



Canada:

Nearly 43% of Canadian respondents do not supervise/manage any part-time employees.

28.5% supervise/manage between 1-2 part-time employees.

12.5% supervise/manage between 3-4 part-time employees.

7% of Canadian respondents supervise/manage between 5-6 part-time employees.

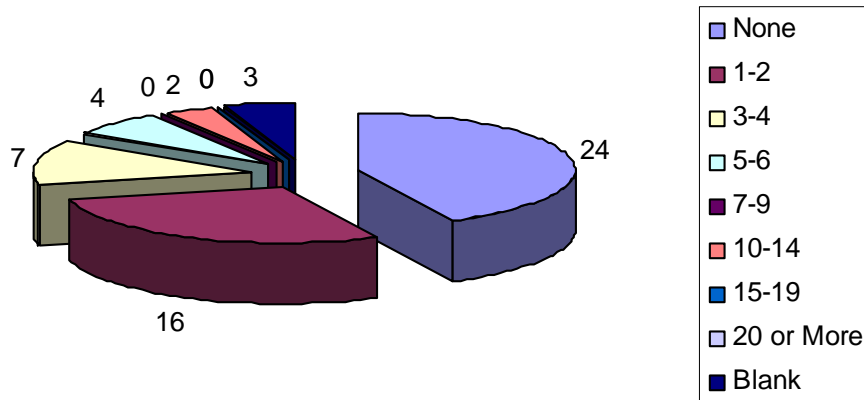
No Canadian respondents indicate that they supervise/manage between 7-9 part-timers.

3.5% supervise/manage between 10-14 part-time employees.

No Canadian respondents supervise twenty or more part-time staff and three respondents.

5% did not answer the question.

Section B Chart 11b: Canadian # of PT Employees Supervised or Managed



C. INDIVIDUAL DATA

1. Degrees attained

United States:

37% of US respondents have attained an MLS/MLIS.

29% have obtained an MLS and any other master's degree.

20% of all US respondents have a master's degree, but no MLS.

Slightly less than 2% have attained multiple master's degrees – none of which are in library science.

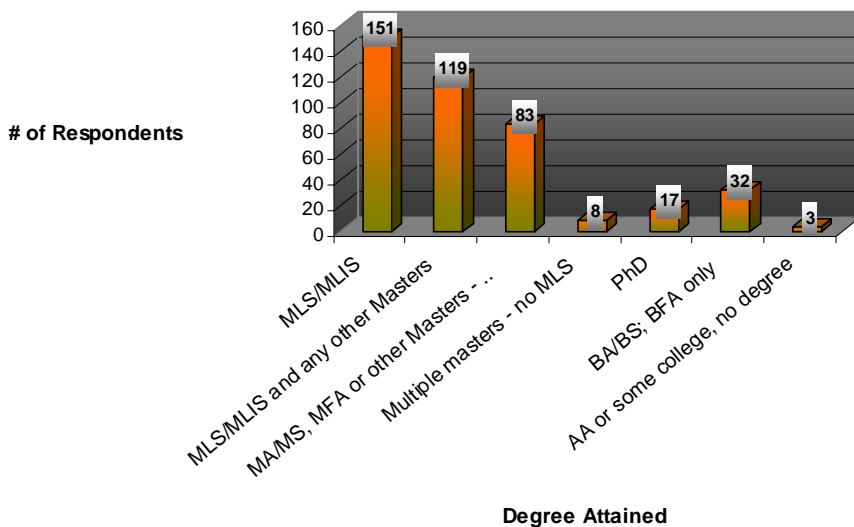
4% of US respondents hold PhD's.

Nearly 8% have attained a BA/BS or BFA.

Less than 1% of all US survey respondents have either attained an AA; have some college work under their belts but hold no bachelor's degrees.

.24% of US respondents left the question blank.

Section C Chart 1a: US Degrees Attained



Canada:

12.5% of Canadian respondents have attained a BA/BS or BFA.

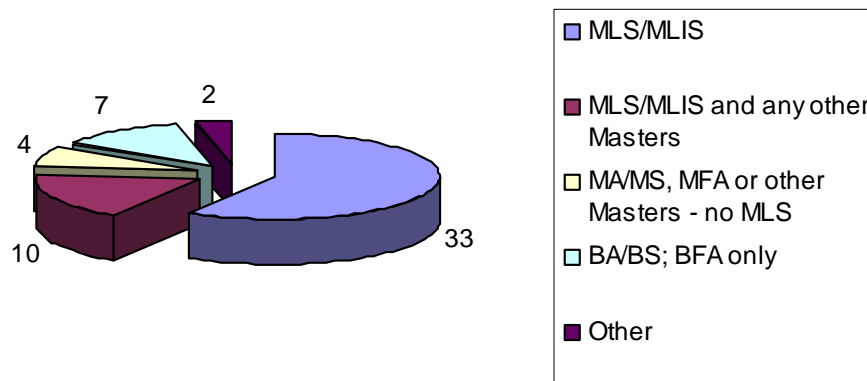
59% have attained MLS/MLIS.

7% of Canadian respondents have attained an MA/MS or MFA.

Nearly 18% have attained more than one master's degree (MLS/MLIS, MA/MS, MBA or MFA).

3.5% answered "other" for this question.

Section C Chart 1b: Canadian Degrees Attained



2. Highest degree attained. Please indicate field(s) of study.

When asked what the highest degree that each respondent attained the following answers were given. It seems there was a little bit of confusion about master's degrees and which would be designated as "the highest attained". The answers to this question do not necessarily correspond with the answers given on the question "What degrees have you attained?"

United States:

40% of US respondent shave attained their MLS/MLIS.

Nearly 27% hold a MA/MS or MFA, but no MLS.

19% hold multiple master's degrees.

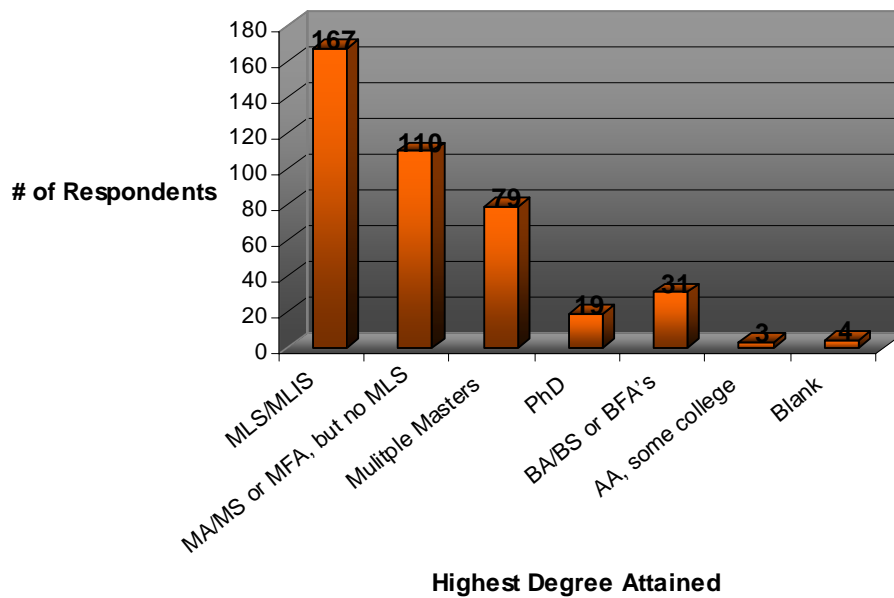
Nearly 5% say that they have PhD's in this question.

7.5% hold BA/BS or BFA's.

Less than 1% of US respondents have either Associate's degrees, or some college but no bachelor's degree.

It is not clear by the responses submitted to the survey why the answers to this question are markedly different than the answers given when asked what degrees have been attained.

Section C Chart 2a: US Respondents by Highest Degree Attained



Canada:

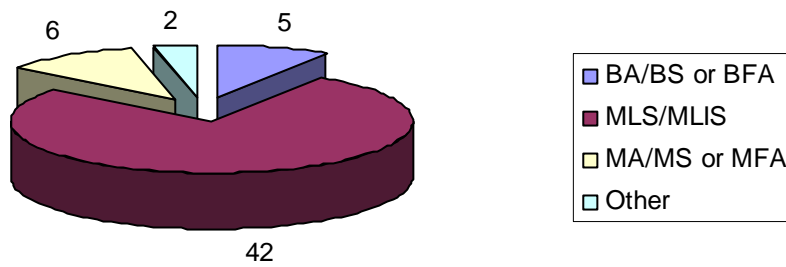
75% of Canadian respondents answered MLS/MLIS as the highest degree they have attained.

Nearly 9% indicated that the highest degree they have attained is a BA/BS or BFA.

Nearly 11% of Canadian respondents have attained MA/MS or MFA's.

3.5% indicated "other" for this question.

Section C Chart 2b: Canadian Respondents by Highest Degree Attained

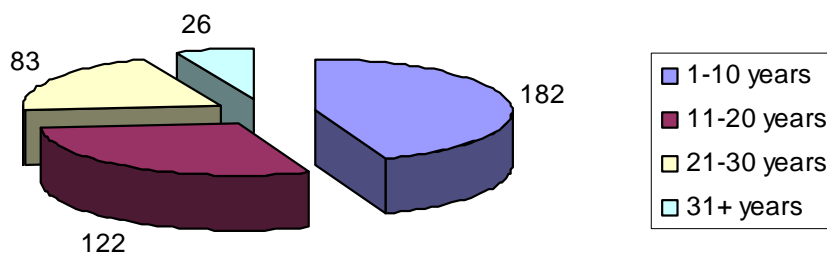


3. Number of Years in the Library/Visual Resources/Information Profession (round to the nearest year):

United States:

1-10 years	44%
11-20 years	29.5%
21-30 years	20%
31+ years	6.29%

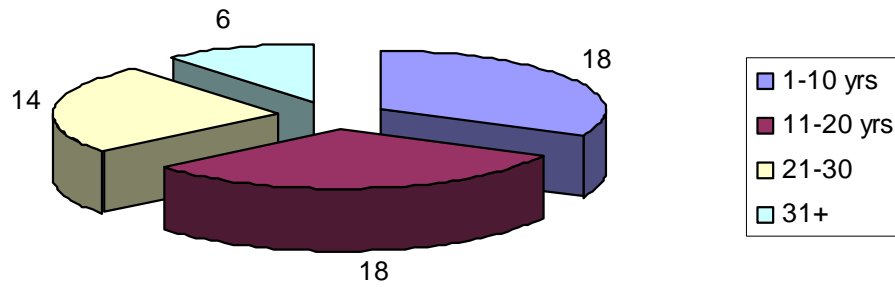
Section C Chart 3a: US Respondents by # of Years in Library/Visual Resources/Information Profession



Canada:

1-10 years	32%
11-20 years	32%
21-30 years	25%
31+ years	10%

Section C Chart 3b: Canadian Respondents by # of Years in Library/Visual Resources/Information Profession



D. DEMOGRAPHIC DATA

1. In which state (or district) do you work? (Canadians: which province?)

United States:

The US regions were divided according to United States Census regional categories:

West:

(Washington, Oregon, California, Alaska, Hawaii, Montana, Wyoming, Idaho, Arizona, New Mexico, Nevada, Colorado, Utah)

Midwest:

(N. Dakota, S. Dakota, Nebraska, Kansas, Missouri, Iowa, Minnesota, Wisconsin, Illinois, Indiana, Ohio, Michigan)

South:

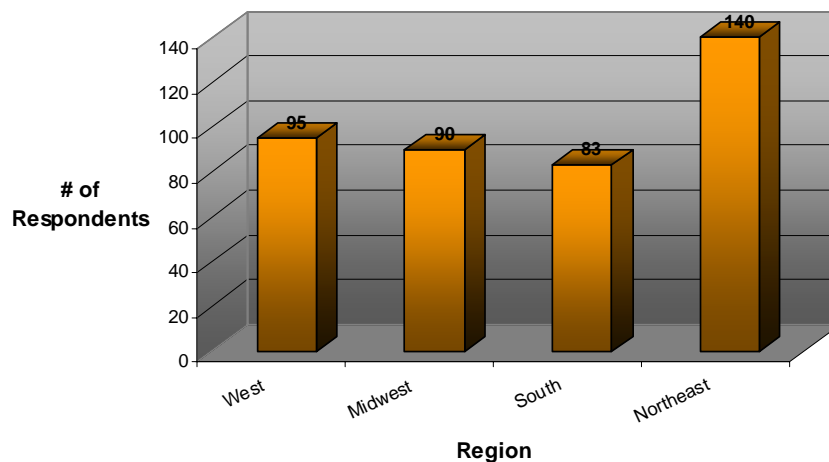
(Texas, Oklahoma, Arkansas, Louisiana, Mississippi, Alabama, Tennessee, Georgia, Florida, S. Carolina, N. Carolina, Kentucky, West Virginia, Virginia, Delaware, Maryland)

Northeast:

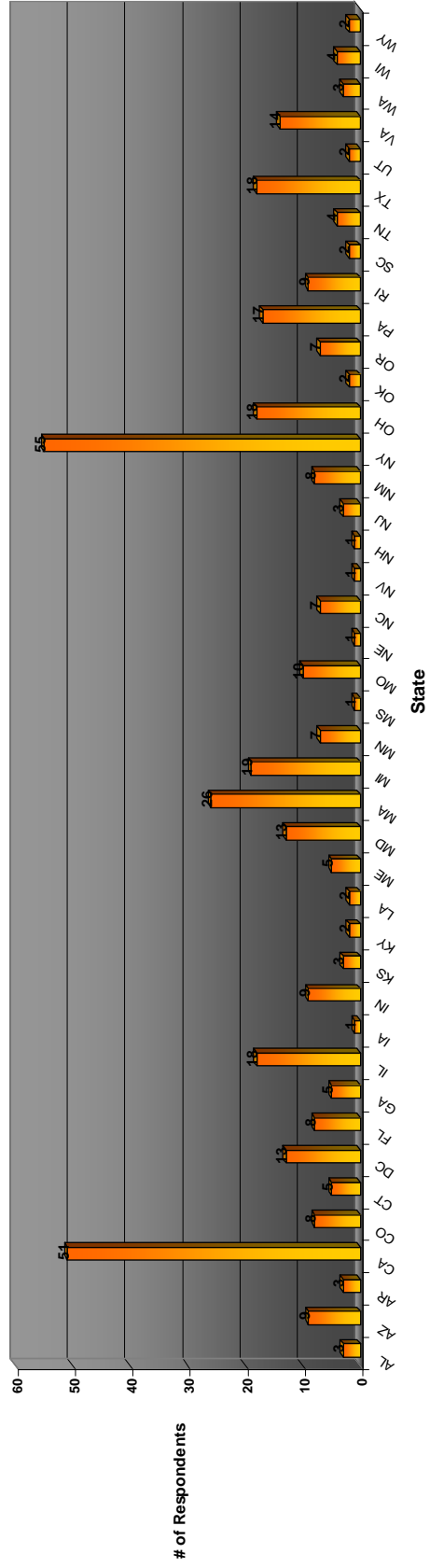
(Maine, Vermont, New Hampshire, Rhode Island, Massachusetts, Pennsylvania, New York, D.C., Connecticut, New Jersey)

The highest number of US respondents was from the Northeast region with 35% of all respondents. The Western region had 23% of all respondents; the Midwest had 22%, the smallest number of US respondents was the Southern region with 20%.

Section D Chart 1a: US Respondents by Region



US Respondents by State



Canada:

Canadian provinces were grouped into four geographic regions. Although these are not the official geographic regions specified in the Canadian Encyclopedia, the small number of total Canadian respondents precludes the use of all six official Canadian geographic regions. For the reporting purposes of this survey, Canada will be split into four broad regions.

(http://en.wikipedia.org/wiki/Category:Regions_of_Canada):

Western Region:

British Columbia, Alberta, Saskatchewan, Manitoba

Central Region:

Ontario, Quebec

Atlantic Region:

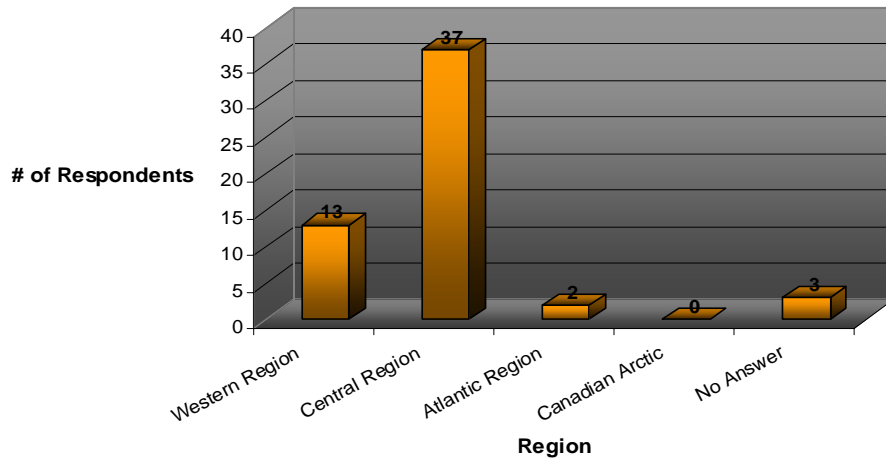
New Brunswick, Prince Edward Island, Nova Scotia, Newfoundland and Labrador

Canadian Arctic:

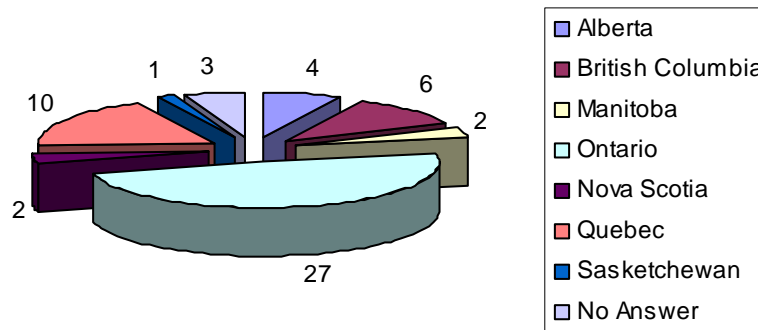
Yukon, Northwest Territories, Nunavit

The highest percentage of Canadian respondents came from the Central region with 66% of respondents residing in the provinces that make up this region. The Western region had 23% of all Canadian respondents; and the Atlantic region followed with 3.5% of respondents. The Canadian Arctic region had no respondents. Almost 5.5% of Canadian respondents left the question blank and 1.7% of respondents' answers were not usable because they live in the US.

Section D Chart 1c: Canadian Respondents by Region



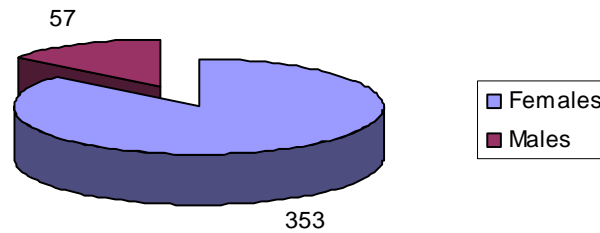
Section D Chart 1d: Canadian Respondents by Province



2. Gender:

Respondents to the entire survey were predominantly female, with the percentage of US Female respondents totaling 86%, compared to only 13% for US Male respondents. Three respondents left the question blank.

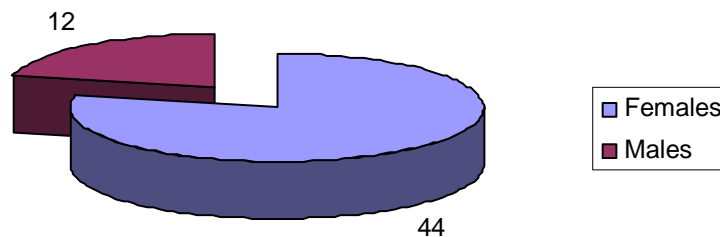
Section D Chart 2a: US Respondents by Gender



Canada:

Of the Canadian respondents, 79% respondents were Female, and 21% of the Canadian respondents were male.

Section D Chart 2b: Canadian Respondents by Gender



3. Indicate your Ethnicity (optional):

Collection of data on race and ethnicity has historically been used to study changes in the social, demographic, health, and economic characteristics of various groups in national populations. Collection of this type of data provides a record of population diversity and its changing social attitudes and policy concerns, not for identification of specific population groups.

The definitions and categories for Race and Ethnicity are based on the Standards for the Classification of Federal Data on Race and Ethnicity – U.S. Office of Management and Budget.

Hispanic or Latino (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.)

United States:

Over 90% of the US respondents are not Hispanic or Latino. Another 8% did not answer the question and less than 2% are Hispanic or Latino.

Canada:

Of the Canadian respondents, 79% listed themselves as Not Hispanic or Latino. There were no respondents who identified themselves as Hispanic or Latino and the remaining 21% left the question blank.

4. Indicate your Race (select one or more - optional):

The definitions and categories for Race and Ethnicity are based on the Standards for the Classification of Federal Data on Race and Ethnicity – U.S. Office of Management and Budget.

American Indian or Alaska Native (A person having origins in any of the original peoples of North and South America including Central America, and who maintains tribal affiliation or community attachment.)

Asian (A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.)

Black or African American (A person having origins in any of the black racial groups of Africa.)

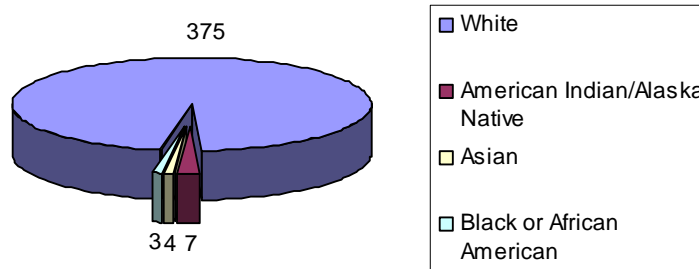
Native Hawaiian or Other Pacific Islander (A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.)

White (A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.)

United States:

96% of the United States respondents identify themselves as white, followed by 2% American Indian/Alaska Natives and 1% for both Black and African American and Asian racial categories.

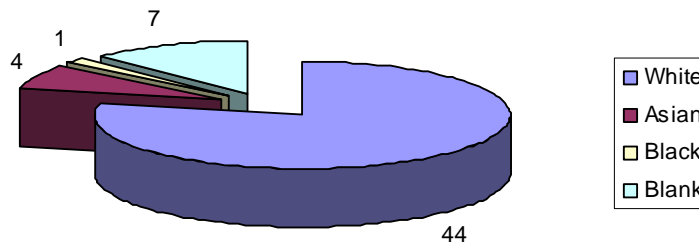
Section D Chart 4a: US Respondents by Race



Canada:

Canadian responses to the question of race were similar to that of the United States with those identifying themselves as white with the highest percentage of respondents - 79%. Where the difference between the two countries lies was the willingness to respond to the question of race. The second highest group of responses for this question was from those who chose not to answer it, 12.5% respondents, followed by 7% of respondents identifying themselves as Asian and one less than 2%, listed themselves as Black.

Section D Chart 4b: Canadian Respondents by Race



E. SALARY DATA:

1. Employment Earnings, rounded to the nearest dollar: (US respondents indicated \$US and Canadian respondents indicated \$Canadian)

The range of salaries paid to all survey respondents was pretty broad. Depending on employment status, salaries ranged from as low as \$5,300 to as high as \$150,000.

United States:

The lowest US wage reported was \$5,300 per year (part time).
The highest US salary reported was \$100,000.

\$1-\$20,000	Less than 2% (both PT & FT)
\$20,001-\$30,000	8%
\$30,001-\$40,000	25%
\$40,001-\$50,000	28%
\$50,001-\$60,000	19%
\$60,001-\$70,000	7%
\$70,001-\$80,000	3.3%
\$80,001-\$90,000	Less than 2%
\$90,001-\$100,000	.72%

Nearly 4% of US respondents listed only an hourly wage, too difficult to compare with the respondents who listed salary as an annual figure. Seven of those hourly wage respondents work in museum libraries.

The responses for the US hourly wage earners are listed separately here by type of Institution:

Table E1: Non Profit/Public Institutions:

Title	Type of Institution	Type of Library or Unit	Institutional Status	Length of Appt.	Status	Years in Profession	Years with Employer	Wage
Systems Librarian	Non Profit/Public Organization	Museum Library	Professional/Admin	Twelve Months	Part-time	20 years	7 years	17.50
Catalog librarian	Non Profit/Public Organization	Museum Library	Professional/Admin	Twelve Months	Part-time	7 years	2 years	20.00
Librarian	Non Profit/Public Organization	Museum Library	Professional/Admin	Twelve Months	Part-time	2 years	2 years	15.00
Head Librarian	Corporate/private	Museum Library	Professional/Admin	Twelve months	Part-time	8 years	1 year	15.00

	organization							
Assistant Librarian	Non Profit/Public Organization	Museum Library	Professional/Admin	Twelve months	Full-time 35+ hours/week more than one position	1 year	1 year	18.00
Librarian	Non Profit/Public Organization	Museum Library	Professional/Admin	Twelve months	Part-time	5 years	5 years	20.00
Librarian	Non Profit/Public Organization	Museum Library	Professional/Admin, Non-tenure track	Twelve months	Part-time	15 years	2 years	25.00

Table E2: Academic Institutions:

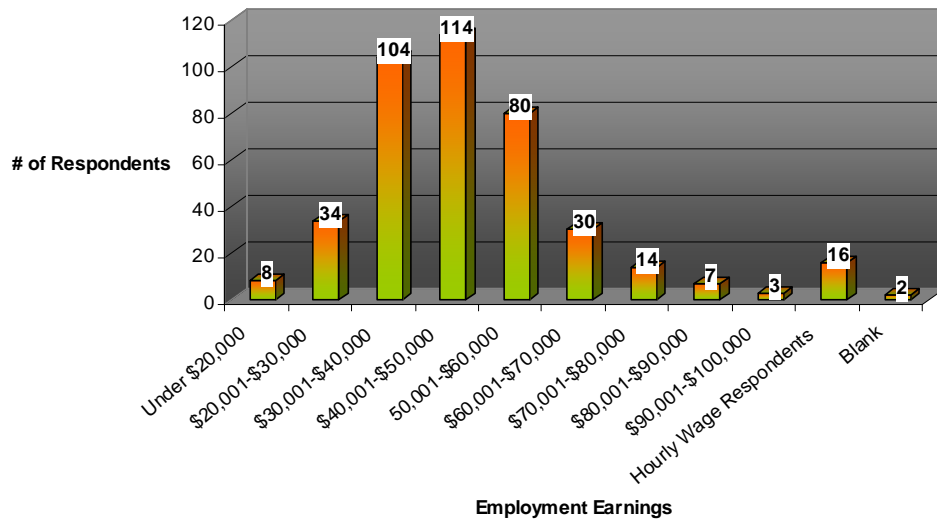
Title	Type of Institution	Type of Library or Unit	Institutional Status	Length of Appt.	Status	Years in Profession	Years with Employer	Wage
Librarian	Academic	Academic Library – Central library	Other: As a part-timer, I am technically considered "staff", but my full time counterparts are faculty.	Nine months	Part time	5 years	1 years	30.00
Professor/Academic Instructor	Academic	Academic Library – Central library	Faculty/Academic, Non-tenure track	Nine months	Part-time, Self-employed	36 years	18 years	50.00
Associate Librarian	Academic	Academic Library – Central library	Faculty/Academic, Tenure track	Twelve months	Part-time	10 years	10 years	30.00
Director/Manager	Academic	Academic Library – Central Library – Visual Resources	Professional/Administrative, Clerical/Support	Twelve months	Part-time	5 years	5 years	17.00
Visual Resources Curator/Librarian	Academic	Academic Library – Central Library – Visual Resources	Professional/Administrative	Twelve months	Part-time	27 years	17 years	19.40
Visual Resources Curator/Librarian	Academic	Academic Library – Branch Library – Visual Resources	Paraprofessional	Twelve months	Part-time	2 years	5 years	9.50

Visual Resources Curator/ Librarian	Academic	Academic Department - Visual Resources	Clerical/ Support	Twelve months	Part-time	10 years	10 years	15.00
Other Image cataloger	Academic	Academic Department - Visual Resources	Other: Contractor	Twelve months	Part-time	23 years	4 years	11.00

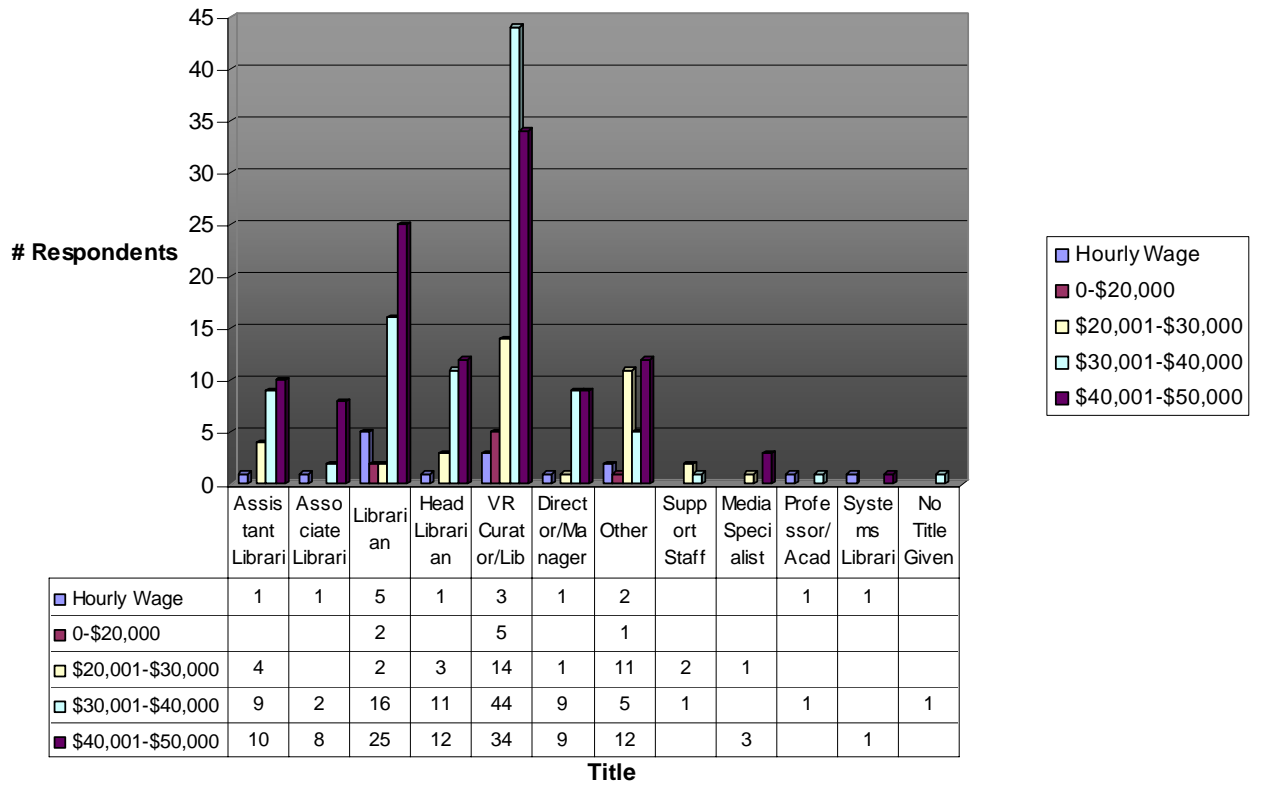
Table E3: Government Institutions:

Title	Type of Institution	Type of Library or Unit	Institutional Status	Length of Appt.	Status	Years in Profession	Years with Employer	Wage
Librarian	Government	Public Library	Professional/ Administrative	Twelve months	Part-time	40 years	16 years	27.00

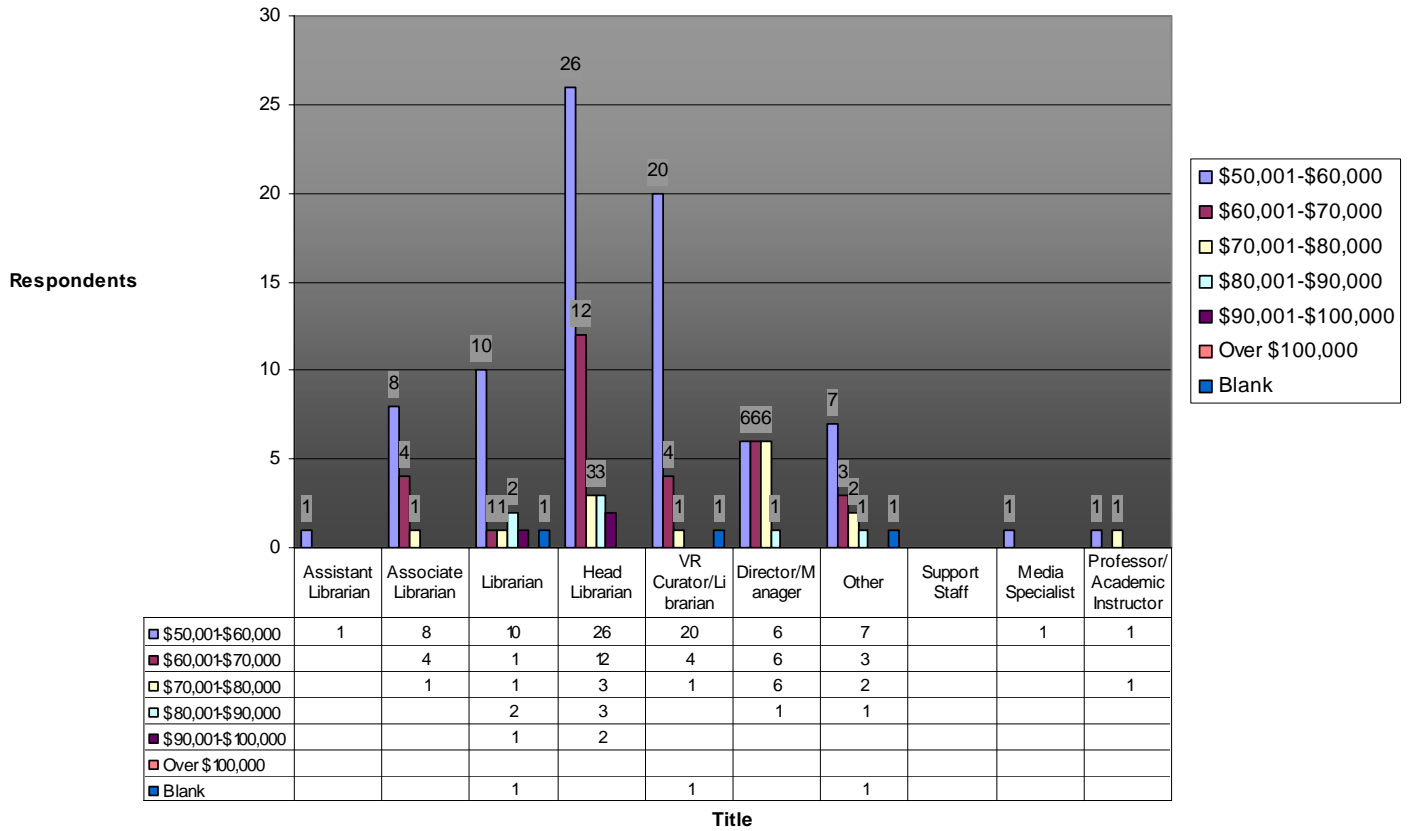
Section E Chart 1: United States Salary Distribution by Respondents:



Section E Chart 2a: US Salary Distribution by Title: Up to \$50,000



Section E Chart 2b: US Salary Distribution by Title: \$50,001+

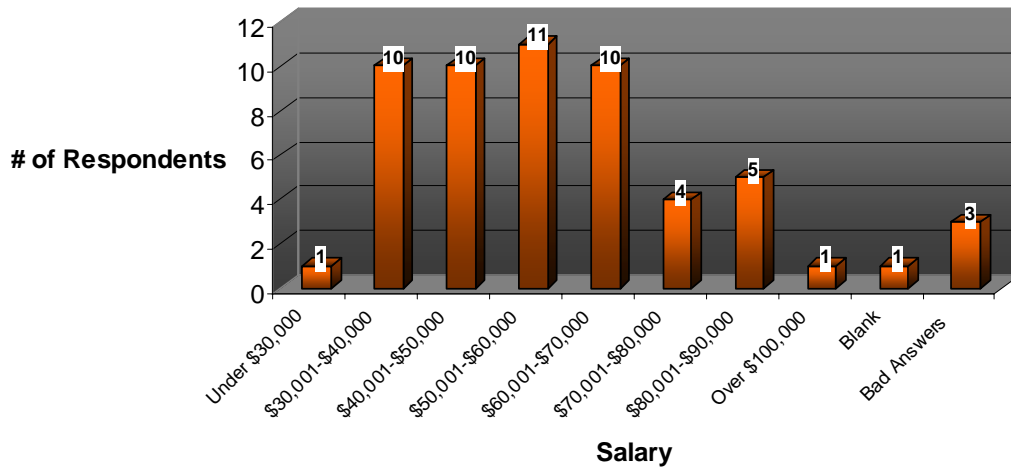


Canada: (all answers given in Canadian dollars)

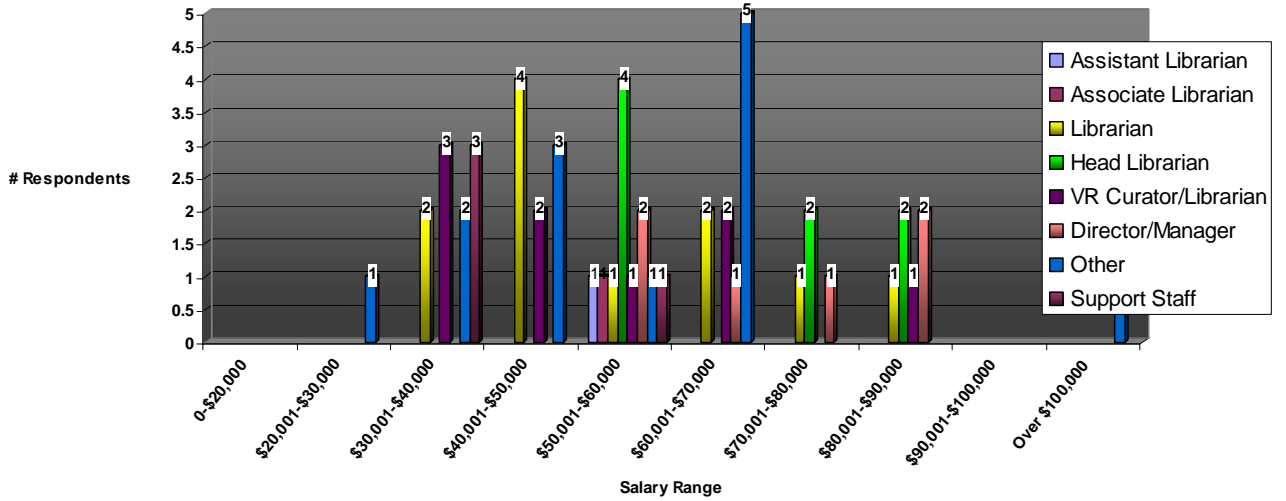
For Canadian respondents, regardless of status, the lowest salary reported was \$24,000 annually.

\$1-\$20,000	0%
\$20,001-\$30,000	1.7%
\$30,001-\$40,000	18%
\$40,001-\$50,000	18%
\$50,001-\$60,000	19.6%
\$60,001-\$70,000	18%
\$70,001-\$80,000	7%
\$80,001-\$90,000	9%
\$90,001-\$100,000	Less than 2%
No Answer	Less than 2%
Bad Answers (2 US one only said Yearly)	5%

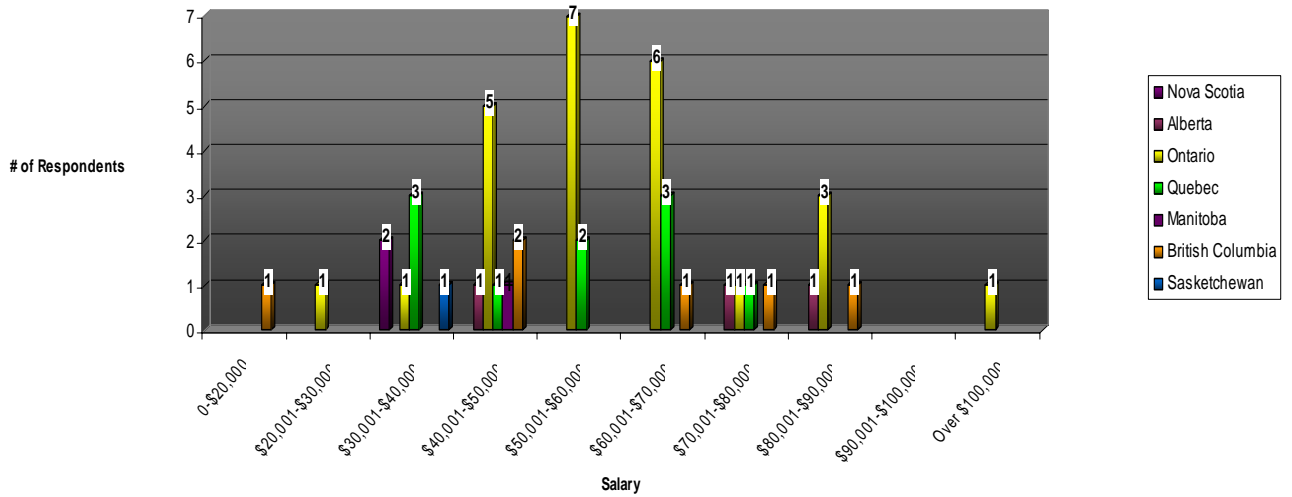
Section E Chart 3: Canadian Salary Distribution by Respondents:



Section E Chart 4: Canadian Salary Distribution by Title



Section E Chart 5: Canadian Salary Distribution by Province:



F. STATISTICAL ANALYSIS:

The Pearson chi-square test of independence was used to determine if salary levels were dependent on response variable categories. This chi-square approximation is only good for large samples (Zar 1996) and our constructed tables were often very sparse, with cell frequencies of five or less being very common. Thus, it was often necessary to combine or eliminate categories so that no more than 20% of the frequency values in a given table were less than five (SYSTAT 11, SPSS Inc., Chicago, IL, 2004). This limitation prevented statistical analysis of the Canadian survey data and required elimination of the Race variable from the American survey data.

United States:

Statistical results are presented in the Table F1 below. Thirteen of the 19 response variables showed significant interaction with salary, meaning that salary level was dependent on the category of the response variable.

Table F1. Results from chi-square tests of independence to determine if salary is independent of response variables. Bold values indicate significant interaction ($p \leq 0.05$) and thus, non-independence.				
Variable	Table size	chi-square	d.f.	p-value
Current employment	2 x 3	165.24	2	< 0.001
Years worked	4 x 3	58.89	6	< 0.001
Years with current employer	3 x 4	12.8	6	0.005
Appointment	3 x 3	8.58	4	0.007
Institution type	5 x 2	8.81	4	0.007
Library type	7 x 2	28.43	6	< 0.001
Tenure	4 x 3	35.42	6	< 0.001
Responsibilities	7 x 2	55.54	6	< 0.001
Teaching	2 x 4	1.74	3	0.063
Size	8 x 3	35.89	14	0.001
Digital size	8 x 2	10.14	7	0.181
Budget	10 x 2	58.57	9	< 0.001
Full time management	5 x 2	92.54	4	< 0.001
Part time management	6 x 2	6.35	5	0.027
Union	2 x 3	10.27	2	0.006
Degree	7 x 2	21.79	5	0.001
Sex	2 x 3	9.48	2	0.009
Ethnicity	3 x 2	0.77	2	0.068
Region	4 x 3	13.92	6	0.031

3. DATA TABLES:

***Tables. Any respondents who had either listed an hourly wage; did not answer the question; or did not put a salary had to be omitted for the following tables. The numbers of omitted respondents are indicated.**

Table 1: United States Salary Distribution by type of Institution:

Institution Type	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic	100000.00	44000.00	46466.73	12000.00	279	11
Non Profit/Public Organization	83000.00	41000.00	41430.14	5300.00	63	7
Corporate/Private Organization	80000.00	50000.00	52170.94	35000.00	17	1
Government	77000.00	52800.00	49988.89	31000.00	9	1
Other	89000.00	51000.00	58030.27	30683.00	11	1

Table 2: United States Salary Distribution by Type of Library or Unit:

Type of Library/Unit:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic – Central	97500.00	45120.00	49064.66	21500.00	78	4
Academic - Branch	100000.00	52500.00	54591.40	33000.00	62	0
Academic – Central - VR	65000.00	37500.00	38172.47	14000.00	17	2
Academic – Branch - VR	61870.00	45000.00	45334.33	28000.00	18	1
Academic Department - VR	72000.00	40000.00	40706.85	17285.00	87	4
Academic - Other	80000.00	40000.00	41775.73	12000.00	15	0
Museum Library	80000.00	44000.00	43314.39	5300.00	61	8
Museum Visual Resources	55000.00	43000.00	38378.57	12000.00	14	0
Public Library	83000.00	57000.00	57370.00	41000.00	9	1
Corporate or Special Library	75000.00	48500.00	50050.00	35000.00	14	0
Corporate - VR	58000.00	N/A	N/A	58000.00	1	0
Other	89000.00	72500.00	65130.00	30000.00	10	1

Table 3: United States Salary Distribution by Years with Employer:

Years	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
1-5 years	88000.00	42000.00	43668.88	12000.00	182	12
6-10 years	99795.00	45000.00	46869.89	17285.00	80	5
11-15 years	100000.00	46500.00	49275.95	22000.00	41	0
16-20 years	83000.00	48500.00	48757.45	25779.00	38	3
21-25 years	80000.00	52000.00	51821.68	32519.00	22	0
26-30 years	97500.00	46000.00	47913.78	20000.00	18	1
31+ years	81665.00	47000.00	54116.54	32000.00	13	0

Table 4: United States Salary Distribution by Length of Appointment:

Length	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Twelve	10000.00	45000.00	46763.79	12000.00	375	16
Eleven	48000.00	38250.00	32851.83	27600.00	5	0
Ten	46000.00	38500.00	33501.67	36000.00	5	0
Nine	50000.00	39000.00	41000.00	36000.00	4	3
Eight	54000.00	54000.00	54000.00	54000.00	1	0
Other (irregular no months given)	57000.00	37700.00	33333.33	5300.00	3	1

Table 5: United States Salary Distributions by Status within the Institution:

Institutional Status:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Faculty/Academic - Tenure track	80000.00	43000.00	46973.26	28800.00	19	1
Faculty/Academic - non tenure	63000.00	50000.00	49036.36	36000.00	11	1
Faculty/Academic	100000.00	54000.00	55007.83	12000.00	23	1
Professional/Admin	99795.00	45325.00	47280.01	5300.00	248	10
Professional/Administrative, Non Tenure Track	80000.00	48000.00	45524.48	14000.00	21	1
Prof/Admin, Faculty/Academic, Tenure Track	80830.00	54500.00	57397.56	44248.00	9	0
Prof/Admin,	55000.00	38000.00	40800.00	28000.00	5	0

Faculty/Academic, Non Tenure Track						
Clerical Support	35400.00	30250.00	29920.00	23000.00	10	1
Professional/Administrative, Faculty/Academic	60000.00	55350.00	53712.50	34000.00	8	0
Technical	51000.00	38000.00	38067.14	25000.00	7	0
Paraprofessional	47000.00	36000.00	35593.62	17285.00	13	1
Professional/Administrative, Technical	52000.00	40000.00	41833.33	33500.00	3	0
Other	50000.00	36500.00	35601.33	16000.00	9	3
Professional/Administrative, Paraprofessional, Clerical/Support, Technical	29500.00	N/A	N/A	29500.00	1	0
Professional/Administrative, Clerical/Support	28000.00	24500.00	24500.00	21000.00	2	1
Tenure track	46000.00	42000.00	42666.67	40000.00	3	0
Professional/Administrative, Paraprofessional, Clerical/Support, Non-tenure track	31200.00	N/A	N/A	31200.00	1	0
All tenure track from all categories	80830.00	46000.00	49582.90	28800.00	31	1
All faculty tenure track and non tenure track (from above categories)	100000.00	48200.00	51298.00	12000.00	75	3

Table 6: United States Salary Distribution by Title:

Title:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Asst. Librarian	48700.00	40000.00	38123.92	21500.00	26	1
Head Librarian	100000.00	53837.00	54883.08	29000.00	72	1
Librarian	97500.00	42876.00	45523.33	5300.00	61	5
Director/Mgr.	83000.00	51000.00	53380.92	29500.00	38	1
Assoc. Librarian	80000.00	52000.00	53108.70	37000.00	23	2
Other	81000.00	46000.00	45585.20	16000.00	40	5
Media Specialist	51000.00	46000.00	42720.00	27600.00	5	0
VR Curator Librarian	72000.00	40000.00	40649.20	12000.00	122	4
Prof/Instructor	75000.00	59000.00	57333.33	38000.00	3	1
Systems Librarian	59000.00	49000.00	48666.67	38000.00	3	1
Support Staff	31000.00	29500.00	28400.00	24700.00	3	0
Blank	54000.00	N/A	N/A	54000.00	1	0

Table 7: United States Salary Distribution by Employment Status:

Status	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
FT 35+ single position	99795.00	45000.00	47585.51	21500.00	347	2
FT 35+ multiple positions	100000.00	43188.00	46996.82	24700.00	28	1
Part Time	37700.00	20500.00	21151.50	5300.00	16	16

Table 8: United States Salary Distribution by Bargaining Unit Participation:

Participation:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Member of Bargaining Unit	97500.00	50494.00	49524.58	21000.00	53	4
Not a Member of Bargaining Unit	100,000.00	44000.00	45962.75	5300.00	341	14

Table 9: United States Responsibilities Performed by US Respondents:

Responsibility:	# of Respondents:
Administrative/management	263
Administrative support/clerical	23
Archives/conservation/preservation	69
Bibliographic instruction/user training	140
Cataloging	195
Collection development/acquisitions	323
Copyright and permissions	32
Database development	117
IT administration	15
Marketing/public relations	25
Photographic/digitization services - management	124
Photographic/digitization services - technician	27
Public Access Services -circulation/reserves/interlibrary loan	70
Reference	228
Subject specialist	130
Teaching as faculty of academic dept	11
Technical services	42
Website development	55
Other (please specify):	23

Table 10: United States “Other” Responsibilities:

Specific Responses Given in “Other” Responsibility Question:
Other (please specify): Interface design, system functionality, data analysis
Other (please specify): Gallery director
Other (please specify): assessment for entire library, not just branch, which is what I am considering my "second" position
Other (please specify): I'm solo, so it all falls on me, with a 80,000+ volume collection. Open to the public 4 days a week, but closed stacks (TG).
Other (please specify): Deal with the breakdowns
Other (please specify): "everything" having to do with teaching imagery and with related presentation equipment for the department
Other (please specify): mostly I was a solo librarian - I did it all
Other (please specify): Sales
Other (please specify): retired
Other (please specify): Gallery Director
Other (please specify): educational programming
Other (please specify): Fund raising
Other (please specify): vendor contract negotiation
Other (please specify): Indexing
Other (please specify): fund raising
Other (please specify): Slide filer
Other (please specify): visual resources manager
Other (please specify): Space planning/facility management
Other (please specify): Records management
Other (please specify): Research
Other (please specify): Serials management including ref, cataloging, collection dev
Other (please specify): Fundraising
Other (please specify): Exhibitions

Table 11: United States Subject Specialties:

Subject Specialty in Librarian/VR Curator Role:	# Respondents:
Architectural History and/or Historic Preservation	115
Architecture (including Landscape Architecture and Urban Planning)	124
Art (Studio Arts)	147
Art Education	46
Art History	301
Arts Administration	16
Cinema/Film	33

Design (Graphic/Digital)	99
Design (Industrial)	49
Humanities (Classics, History, Literature, etc.)	49
Museum Studies	35
Other (please specify):	46

Table 12: United States “Other” Subject Specialties:

Specific Responses Given in “Other” Subject Specialty Question:	
Other: art history, architecture and history of photography	
Other: Building Construction	
Other: Anthropology/Archaeology	
Other: Photography	
Other: photography	
Other: interior design	
Other: Internal projects	
Other: Western American History	
Other: INTERIOR DESIGN	
Other: facilities design/planning	
Other: general studies	
Other: Performing Arts	
Other: History of this Museum, ID of photo media,	
Other: Theatre and Dance	
Other: decorative arts	
Other: Art, History and Science of Glass and Glassmaking	
Other: Archaeology, Drama	
Other: Performing Arts	
Other: Decorative arts	
Other: Sales	
Other: combination of all	
Other: music	
Other: Dance	
Other: Construction Science	
Other: retired	
Other: Theatre, Dance, Music	
Other: Interior Design	
Other: Glass	
Other: Education	
Other: Interior Design, Building Construction, Environmental Design	
Other: law	
Other: archaeology	
Other: artisanry/crafts	
Other: Visual Criticism	
Other: Conservation	
Other: serials	
Other: naval architecture	
Other: Dance and Performance Art	
Other: textiles, interior design, metals/jewelry, ceramics	
Other: Stock Photography	

Other: classical archaeology
Other: Photography
Other: Music, Theater and Dance
Other: photography
Other: music, dance, theatre arts
Other: no specialty
Other: apparel/fashion

Table 13: United States Salary Distribution by Size of Book/Journal Collection:

Size of Collection:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
None	81000.00	42000.00	43196.01	12000.00	71	4
Under 20,000	72000.00	41053.00	41643.23	5300.00	90	3
20,001-40,000	100000.00	40250.00	44071.74	14000.00	38	2
40,001-50,000	80000.00	45500.00	47734.60	21500.00	20	1
50,001-60,000	70000.00	49121.00	48942.28	25779.00	18	1
60,001-70,000	75000.00	50000.00	53113.00	31766.00	7	0
70,001-80,000	51000.00	45000.00	42457.14	28000.00	7	2
80,001-90,000	68160.00	44600.00	47071.85	32000.00	13	3
90,001-100,000	60000.00	47656.00	47871.20	36000.00	10	1
100,001-200,000	83000.00	52347.15	50000.00	28800.00	41	2
Over 200,000	99795.00	52900.00	55521.53	29500.00	49	1
Other	77000.00	43000.00	43877.23	12000.00	31	2

Table 14: United States Salary Distribution by Size of Slide/Digital Image Collection:

Size of Collection:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
None	97500.00	47000.00	48910.40	5300.00	70	4
Under 20,000	100000.00	45000.00	47224.21	16000.00	61	2
20,001-40,000	80000.00	43500.00	45570.95	23000.00	20	3
40,001-50,000	58000.00	37692.00	38041.71	12000.00	7	1
50,001-60,000	45000.00	32000.00	30960.63	14000.00	8	2
60,001-70,000	55400.00	37500.00	37847.73	25000.00	15	0
70,001-80,000	80000.00	41000.00	43666.67	23000.00	9	0
80,001-90,000	45000.00	41750.00	36166.67	12000.00	6	1
90,001-100,000	89000.00	42000.00	45723.53	20000.00	17	0
100,001-200,000	83000.00	42750.00	45146.26	24000.00	74	2
200,001-300,000	69500.00	46750.00	46383.27	26000.00	30	2
Over 300,000	99795.00	48000.00	50824.80	21000.00	45	0
Other	81000.00	50312.00	50184.55	29500.00	29	3

Table 15: United States Salary Distribution by Size of Acquisitions Budget:

Budget Size:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Under \$1,000	57000.00	37500.00	40361.91	23000.00	11	1
\$1,000-\$5,000	72000.00	39700.00	40819.57	5300.00	53	3
\$5,001-\$10,000	60000.00	39500.00	39155.73	16000.00	33	4
\$10,001-\$20,000	80000.00	45000.00	46609.03	29000.00	37	1
\$20,001-\$30,000	80830.00	43500.00	48155.50	35000.00	22	1
\$30,001-\$40,000	80000.00	46000.00	47753.21	28800.00	24	0
\$40,001-\$50,000	97500.00	44000.00	51934.74	33600.00	19	0
\$50,001-\$60,000	81000.00	50000.00	52854.55	38000.00	11	0
\$60,001-\$70,000	77250.00	64400.00	55594.44	31200.00	9	0
\$70,001-\$80,000	100000.00	60337.00	66445.67	47000.00	6	1
\$80,001-\$90,000	60000.00	50400.00	52480.00	44000.00	5	0
\$90,001-\$100,000	66625.00	50500.00	49937.50	30000.00	6	0
Over \$100,000	99795.00	55000.00	58670.69	30000.00	49	0
Not Applicable	77000.00	39850.00	40166.41	12000.00	70	8
No Answer	77000.00	42688.00	43460.39	17285.00	38	2

Table 16: United States Salary Distribution by # FT Employees Managed:

# FT Employees	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
None	97500.00	40000.00	40344.90	5300.00	204	20
1-2 FT Employees	100000.00	46000.00	47287.60	12000.00	113	1
3-4 FT Employees	81000.00	54000.00	55442.51	30893.00	45	0
5-6 FT Employees	83000.00	77000.00	70129.44	52000.00	9	0
7-9 FT Employees	88000.00	65812.50	67589.58	52000.00	12	0
10-14 FT Employees	70000.00	69750.00	67875.00	62000.00	4	0
15-19 FT Employees	83000.00	83000.00	83000.00	83000.00	1	0
20 or More	99795.00	77000.00	75448.75	48000.00	4	0

Table 17: United States Salary Distribution by # PT Employees Managed:

# PT Employees	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
None	97500.00	42876.00	44404.13	5300.00	137	14
1-2	100000.00	46000.00	48219.27	12000.00	120	5
3-4	88000.00	45000.00	45113.28	26000.00	54	1
5-6	79000.00	43466.00	45902.69	21000.00	26	0
7-9	80000.00	42000.00	43648.93	17285.00	27	1
10-14	61200.00	49900.00	48700.00	33000.00	13	0
15-19	81665.00	65580.00	63206.25	40000.00	4	0
20 or more	99795.00	85897.50	85897.50	72000.00	2	0
Blank	55000.00	48000.00	48114.29	41000.00	7	0

Table 18: United States Salary Distribution by Degrees Held:

Degrees:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
MLS/MLIS	83000.00	48000.00	48895.87	5300.00	142	9
MLS/MLIS and any other Masters	100000.00	47262.00	49610.41	28800.00	111	8
MA/MS, MFA or other Masters - no MLS	80000.00	40165.50	40379.71	12000.00	82	1
Multiple masters - no MLS	57000.00	36500.00	39020.13	17285.00	8	0
PhD	99795.00	56500.00	60193.44	43000.00	16	1
BA/BS; BFA only	52000.00	35200.00	34678.17	12000.00	30	2
AA or some college, no degree	32000.00	31000.00	30200.00	27600.00	3	0

Table 19: United States Salary Distribution by Years in the Profession:

Years	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
1-5	60000.00	39000.00	38190.42	12000.00	88	7
6-10	77000.00	42750.00	42681.12	12000.00	83	4
11-15	70000.00	45000.00	44997.12	16000.00	66	2
16-20	79000.00	50000.00	48781.04	5300.00	53	1
21-25	80830.00	55000.00	56091.58	35376.00	45	1
26-30	99795.00	50250.00	53811.22	25779.00	36	2
31-35	100000.00	61870.00	58422.16	32000.00	19	1
36-40	81665.00	59000.00	64488.33	52800.00	3	2

Table 20: United States Salary Distribution by Region:

Region:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
West	100000.00	48000.00	47778.61	5300.00	89	5
Midwest	81665.00	42788.00	44373.09	24700.00	86	4
South	70000.00	43000.00	42262.39	16000.00	82	2
Northeast	99795.00	47000.00	49077.45	12000.00	131	9
Blank	77000.00	49631.00	51065.50	28000.00	4	1

SALARY DISTRIBUTION WITHIN US REGIONS:

Northeastern United States Respondents

Table 21: NE United States Salary Distribution by Title:

Title:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Asst. Librarian	45,000.00	30,000.00	33,760.00	23,000.00	6	1 (hourly)
Head Librarian	99,795.00	60,000.00	60,715.11	30,000.00	19	0
Librarian	80,830.00	42,000.00	45,074.30	30,893.00	29	2 (both hourly wages)
Director/Mgr.	83,000.00	63,000.00	63,895.00	36,000.00	15	1
Assoc. Librarian	80,000.00	55,450.00	57,090.00	47,000.00	12	1
Other	81000.00	47500.00	47183.33	25000.00	13	1 (retired)
Media Specialist	46,000.00	46,000.00	46,000.00	46,000.00	1	0
VR Curator/Librarian	72,000.00	45,000.00	46,396.10	31,000.00	23	2
Prof/Instructor	0	0	0	0	0	0
Systems Librarian	49000.00	49000.00	49000.00	49000.00	2	1 (hourly)
Support Staff	31,000.00	30,250.00	30,250.00	29,500.00	2	0

Table 22: NE United States Salary Distribution by Type of Library or Unit:

Type of Library/Unit:	Highest	Median	Average	Lowest	Total # Respondents	# Omitted Respondents
Academic Library – Central Library	83,000.00	49,000.00	51,897.41	28,800.00	29	2 (hourly)
Academic Library – Central Library – Visual Resources	55,000.00	37,250.00	37,062.50	23,000.00	9	1 (hourly)
Academic Library – Branch library	99,795.00	57,500.00	58,718.44	37,700.00	16	0
Academic Library – Branch library - VR	61,870.00	46,224.00	47,401.50	30,000.00	13	1 (hourly)
Academic Department - VR	72,000.00	42,500.00	45,690.91	30,000.00	23	1 (hourly)
Corporate or Special Library	40000.00	37500.00	37500.00	35000.00	2	0
Corporate - Visual Resources	58,000.00	58,000.00	58,000.00	58,000.00	1	0

Museum – VR	55,000.00	38,500.00	36,000.00	12,000.00	4	0
Museum Library	80,000.00	47,000.00	47,317.72	29,500.00	28	3 (hourly)
Public	83,000.00	54,500.00	58,950.00	43,800.00	4	0
Other	88,000.00	51,450.00	52,761.43	25,000.00	13	1 (no data – retired)
Blank	32,000.00	32,000.00	32,000.00	32,000.00	1	

Table 23: NE United States Salary Distribution by Employment Status:

Status	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
FT 35+ hours in single position	99795.00	47000.00	49817.00	23000.00	123	0
FT 35+ hours in more than one position	72000.00	38000.00	42250.00	33000.00	5	1 (hourly wage)
Part time	37700.00	24850.00	24850.00	12000.00	10	7 (hourly wages)
Retired	Left Salary blank – no salary earned	Left Salary blank – no salary earned	Left Salary blank – no salary earned	Left Salary blank – no salary earned	1	0
Blank	38000.00	38000.00	38000.00	38000.00	1	0
Hourly wage earners (regardless of status – these are also included in above categories according to status)	30.00 per hour	17.75 per hour	19.625 per hour	9.50 per hour	8	

Table 24: NE United States Salary Distribution by Type of Institution:

Type of Institution:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic	99795.00	45500.00	49160.00	23000.00	93	5
Government	77000.00	48950.00	50817.00	31000.00	6	0
Non-Profit	83000.00	45000.00	43700.00	12000.00	26	3
Corporate	80000.00	50000.00	53750.00	35000.00	4	0
Other	88000.00	52000.00	54333.00	25000.00	7	1 (retired – listed no earnings)
Blank	77250.00	70825.00	63013.00	32000.00	4	0

Western United States Respondents:

Table 25: Western United States Salary Distribution by Title:

Title:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Asst. Librarian	48700.00	41875.00	41458.00	35300.00	6	0
Head Librarian	100000.00	60000.00	56156.94	30000.00	17	0
Librarian	97500.00	47000.00	50372.00	5300.00	17	2
Director/Mgr.	72000.00	49000.00	47813.00	32500.00	8	0
Assoc. Librarian	64000.00	54000.00	51400.00	40000.00	5	0
Other	70000.00	46500.00	46361.00	31000.00	14	2
Media Specialist					2	0
VR Curator/Librarian	64000.00	45000.00	42453.00	12000.00	24	0
Prof/Instructor	50.00 per hour	50.00 per hour	50.00 per hour	50.00 per hour	1	0

Table 26: Western United States Salary Distribution by Type of Library or Unit:

Type of Library or Unit:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic Library – Central Library	97500.00	46500.00	48706.00	25779.00	19	1
Academic Library – Branch library	100000.00	51000.00	56663.00	37200.00	12	0
Academic Library – Branch library - VR	54000.00	52000.00	52000.00	50000.00	2	0
Academic Library – Central Library - VR	45000.00	43932.00	35786.00	14000.00	5	0
Academic Department - VR	64000.00	47000.00	44294.00	27600.00	23	1
Corporate or Special Library	89000.00	52000.00	54670.00	39700.00	10	0
Museum – VR	54300.00	37150.00	37150.00	20000.00	2	0
Museum Library	65000.00	48000.00	40526.14	5300.00	9	2
Other	75000.00	44500.00	48300.00	30000.00	8	0
Public Library	68160.00	68160.00	68160.00	68160.00	2	1
Blank	67000.00	39500.00	39500.00	12000.00	2	0

Table 27: Western United States Salary Distribution by Employment Status:

Status:	Highest	Median	Average	Lowest	# Respondents	# Omitted respondents
FT 35+ Hours wk in single position	97500.00	49000.00	49631.00	27600.00	75	0
FT 35+ Hours wk in more than one position	100000.00	48000.00	54646.00	32519.00	7	0
Part-Time	30360.00	17000.00	17907.00	5300.00	11	5
Other: Self Employed (did not indicate amount of hours worked)	40000.00	40000.00	40000.00	40000.00	1	0
PT Hourly Wage Earners	50.00 per hour	25.00 per hour	26.60 per hour	11.00 per hour	5 (shown as omitted above)	0

Table 28: Western United States Salary Distribution by Type of Institution

Type of Institution	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic	100000.00	48000.00	48011.00	12000.00	63	2
Non-Profit/Public Organization	70000.00	45000.00	42845.00	5300.00	10	2
Corporate/Private Organization	75000.00	50000.00	52255.00	35400.00	11	0
Government	27.00 per hour	27.00 per hour	27.00 per hour	27.00 per hour	1	0
Other	89000.00	51500.00	50781.00	30000.00	6	0
Blank	31000.00	30680.00	30680.00	30360.00	2	0

Southern United States Respondents:**Table 29: Southern United States Salary Distribution by Title:**

Title:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Asst. Librarian	48000.00	33500.00	33500.00	30080.00	5	0
Head Librarian	69500.00	51000.00	49591.67	29000.00	18	0
Librarian	55000.00	43000.00	42883.00	16000.00	10	0
Director/Mgr.	66000	46500.00	46400.00	31200.00	9	0

Assoc. Librarian	48200.00	48200.00	48200.00	48200.00	1	0
Other					9	0
Media Specialist	42000.00	42000.00	42000.00	42000.00	1	0
VR Curator/Librarian	62000.00	34500.00	35053.12	17285.00	27	1
Prof/Instructor	59000.00	48500.00	48500.00	38000.00	2	0
No Title Given	35376.00	35376.00	35376.00	35376.00	1	0

Table 30: Southern United States Salary Distribution by Type of Library or Unit:

Type of Library or Unit:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic Library – Central Library	69500.00	46000.00	47586.00	31200.00	14	0
Academic Library – Branch library	80000.00	52000.00	52150.00	41000.00	17	0
Academic Library – Branch library - VR	48200.00	38100.00	38100.00	28000.00	2	0
Academic Department - VR	62000.00	36500.00	36795.00	17285.00	28	1
Museum – VR	53000.00	35000.00	34666.67	16000.00	3	0
Museum Library	66000.00	40000.00	40172.00	16000.00	15	0
Other	52228.00	23000.00	32409.00	22000.00	3	0

Table 31: Southern Salary Distribution by Employment Status:

Status:	Highest	Median	Average	Lowest	# Respondents	# Omitted respondents
FT 35+ Hours wk in single position	80000.00	44000.00	44134.00	23000.00	71	1
FT 35+ Hours wk in more than one position	60000.00	36500.00	42896.00	35000.00	6	0
Part-Time	24000.00	19143.00	19381.00	16000.00	6	0

Table 32: Southern Salary Distribution by Type of Institution

Type of Institution	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic	80000.	43000.00	42653.00	17285.00	66	1
Non-Profit	66000.00	34250.00	38843.00	16000.00	16	0
Corporate	41106.00	41106.00	41106.00	41106.00	1	

Midwestern United States Respondents:**Table 33: Midwestern Salary Distribution by Title:**

Title:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Asst. Librarian	45240.00	37600.00	35972.00	21500.00	7	0
Associate Librarian	63000.00	48500.00	48883.00	37000.00	6	0
Librarian	61200.00	39000.00	42668.00	36000.00	8	1 (hourly)
Director/Mgr.	52000.00	40450.00	41790.00	36840.00	6	0
Head Librarian	81665.00	54000.00	52815.39	32000.00	19	1 (hourly)
VR Curator/Librarian	57000.00	40000.00	41305.84	27500.00	33	1 (hourly)
Media Specialist	47000.00	47000.00	47000.00	47000.00	1	0
Prof/Instructor	75000.00	75000.00	75000.00	75000.00	1	0
Support Staff	24700.00	24700.00	24700.00	24700.00	1	0
Other	61000.00	40000.00	43428.57	25000.00	7	0

Table 34: Midwestern Salary Distribution by Type of Library or Unit:

Type of Library/Unit:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic Library – Central Library	75000.00	43500.00	45304.21	21500.00	12	0
Academic Library – Branch library	81665.00	53000.00	53898.23	33600.00	13	0
Academic Library – Branch library - VR	43000.00	40000.00	38750.00	32000.00	4	0
Academic Library – Central Library - VR	44000.00	37000.00	36166.67	27500.00	4	1 (hourly)
Academic Department - VR	64000.00	41000.00	42067.59	24700.00	22	0
Corporate or Special Library	54000.00	46500.00	46500.00	39000.00	2	0
Museum Library	55400.00	37600.00	39997.38	31766.00	15	2 (hourly)

Museum – VR	52000.00	43000.00	41400.00	28500.00	5	0
Public Library	61200.00	52800.00	51666.67	41000.00	3	0
Other	42876.00	42876.00	42876.00	42876.00	1	0
Blank	39500.00	39500.00	39500.00	39500.00	1	0

Table 35: Midwestern Salary Distribution by Employment Status:

Status:	Highest	Median	Average	Lowest	# Respondents	# Omitted respondents
FT 35+ Hours wk in single position	81665.00	42000.00	44626.99	21500.00	73	0
FT 35+ Hours wk in more than one position	75000.00	44250.00	45168.00	24700.00	12	0
Part-Time	32000.00	29000.00	29000.00	26000.00	5	3
PT Hourly Wage Earners	\$19.40/per hour	\$15.00/per hour	\$16.46/per hour	\$15.00/per hour	3 (shown as omitted above)	0

Table 36: Midwestern Salary Distribution by Type of Institution:

Type of Institution	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic	81665.00	42788.00	44844.00	21500.00	63	1 (hourly)
Non-Profit/Public Organization	55400.00			28500.00	20	1 (hourly)
Corporate/Private Organization	54000.00	54000.00	54000.00	54000.00	2	1 (hourly)
Government	61200.00	57000.00	57000.00	52800.00	2	0
Other	39000.00	38500.00	38500.00	38000.00	2	0
Blank	50000.00	50000.00	50000.00	50000.00	1	0

Table 37: United States Salary Distribution by Gender:

Gender:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Females	100000.00	44000.00	46002.27	5300.00	341	16
Males	83000.00	50000.00	48393.59	12000.00	56	2

Table 38: United States Salary Distribution by Race

Race:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
White	100000.00	44600.00	46345.16	5,300.00	371	10
Asian	66625.00	45000.00	52208.33	45000.00	3	0
Black or African American	50312.00	41956.00	41956.00	33600.00	2	0
American Indian or Alaska Native	50000.00	47000.00	40000.00	23000.00	3	0
Mixed (indicated 2 or more races)	52900.00	45000.00	42480.00	29500.00	5	0
Blank	58000.00	48000.00	47888.89	32000.00	9	1

Canada: (\$Canadian)**Table 39: Canadian Salary Distribution by Type of Institution:**

Type of Institution	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic	89000.00	56800.00	57016.64	32000.00	22	0
Corporate/Private Organization	150000.00	63000.00	70125.00	36000.00	8	0
Government	85000.00	65000.00	70666.67	62000.00	3	0
Non Profit/Public Organization	75000.00	51500.00	51009.14	24000.00	14	0
Other	75000.00	54000.00	50500.00	32500.00	3	2

Table 40: Canadian Salary Distribution by Type of Library:

Type of Library/Unit:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Academic Library – Central	89000.00	76030.00	74941.83	50000.00	6	0
Academic Library – Branch	80000.00	69000.00	69000.00	58000.00	2	0

Academic Library – Central - VR	68255.00	39000.00	48351.00	32000.00	5	0
Academic Department – VR	66000.00	43400.00	47217.78	32000.00	9	0
Corporate or Special Library	64000.00	57000.00	55000.00	36000.00	8	0
Corporate Visual Resources	54000.00	47500.00	47500.00	41000.00	2	0
Museum Library	85000.00	51500.00	52914.25	24000.00	16	1
Museum VR	53000.00	53000.00	53000.00	53000.00	1	0
Other	150000.00	74500.00	90250.00	62000.00	4	0
Blank	45000.00	45000.00	45000.00	45000.00	1	1

Table 41: Canadian Salary Distribution by Years with Employer:

Years:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
1-5 years	150000.00	48500.00	52475.00	24000.00	20	0
6-10 years	62000.00	55000.00	51142.86	35000.00	7	0
11-15 years	89000.00	59000.00	59984.21	38500.00	14	0
16-20 years	88000.00	77530.00	72515.00	47000.00	4	0
21-25 years	72000.00	55500.00	55500.00	39000.00	2	0
26-30 years	80000.00	68255.00	68251.00	54000.00	5	0
31+	62000.00	52700.00	52700.00	43400.00	2	0
Blank	N/A	N/A	N/A	N/A	1	1

Table 42: Canadian Salary Distribution by Length of Appointment:

Length:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Twelve Month Appointment	150000.00	55600.00	57264.04	24000.00	53	1
Other	60000.00	60000.00	60000.00	60000.00	1	1

Table 43: Canadian Salary Distribution by Institutional Status:

Institutional Status:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Professional/Administrative	150000.00	58000.00	60698.37	32500.00	35	0
Professional/Administrative, Clerical/Support	72000.00	55600.00	54533.33	36000.00	3	0
Professional/Administrative, other (please specify)	84000.00	84000.00	84000.00	84000.00	1	0
Professional/Administrative, Faculty/Academic, Tenure track	80000.00	80000.00	80000.00	80000.00	1	0
Faculty/Academic	80060.00	62000.00	61820.00	43400.00	3	0
Faculty/Academic, Non-tenure track	70591.00	50000.00	52997.00	38400.00	3	
Other	54000.00	54000.00	54000.00	54000.00	1	0
Paraprofessional	41000.00	39000.00	37333.33	32000.00	3	1

Paraprofessional, Clerical/Support, Technical	24000.00	24000.00	24000.00	24000.00	1	0
Clerical/Support	38000.00	35000.00	35000.00	32000.00	2	0
All those who answered Faculty	80060.00	62000.00	60635.86	38400.00	7	0
All those who answered professional	150000.00	60000.00	61849.81	32500.00	37	0

Table 44: Canadian Salary Distribution by Title:

Title:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Assistant Librarian	60000.00	60000.00	60000.00	60000.00	1	1
Associate Librarian	55000.00	55000.00	55000.00	55000.00	1	0
Head Librarian	88000.00	67500.00	70000.00	56000.00	8	0
Librarian	80060.00	50000.00	53286.45	32500.00	11	0
Visual Resources Curator/Librarian	66000.00	43400.00	46928.89	32000.00	9	0
Director/Manager	89000.00	72000.00	70571.43	52000.00	7	0
Support Staff	55600.00	38750.00	42275.00	36000.00	4	0
Other	150000.00	54000.00	57567.92	24000.00	13	1

Table 45: Canadian Salary Distribution by Employment Status:

Employment Status:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Full Time 35+ in single position	150000.00	56000.00	58216.57	32000.00	47	1
Full Time 35+ in multiple positions	72000.00	64000.00	56563.00	36000.00	5	0
Part Time	52000.00	38000.00	38000.00	24000.00	2	0

Table 46: Canadian Salary Distribution by Bargaining Unit Participation:

Participation:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Member of Bargaining Unit	80060.00	53000.00	52805.83	32000.00	23	1
Not a Member of Bargaining Unit	150000.00	48000.00	56766.15	35000.00	31	1

Table 47: Responsibilities Performed by Canadian Respondents:

Responsibility:	# Respondents:
Administrative/management	31
Administrative support/clerical	5
Archives/conservation/preservation	15
Bibliographic instruction/user training	12
Cataloging	28
Collection development/acquisitions	34

Copyright and permissions	12
Database development	18
IT administration	7
Marketing/public relations	8
Photographic/digitization services - management	11
Photographic/digitization services - technician	4
Public Access Services -circulation/reserves/interlibrary loan	7
Reference	36
Subject specialist	18
Teaching as faculty of academic dept	0
Technical services	10
Website development	12
Other (please specify):	5

Table 48: “Other” Responsibilities Performed by Canadian Respondents:

Other (please specify): serials
Other (please specify): Project management in non-library areas, Institute committees
Other (please specify): client newsletter
Other (please specify): Publications distribution/sales
Other (please specify): Research

Table 49: Canadian Subject Specialties in Librarian/VR Curator Role:

Subject Specialty in Librarian/VR Curator Role:	# Respondents:
Architectural History and/or Historic Preservation	19
Architecture (including Landscape Architecture and Urban Planning)	12
Art (Studio Arts)	11
Art Education	2
Art History	31
Arts Administration	1
Cinema/Film	5
Design (Graphic/Digital)	9
Design (Industrial)	10
Humanities (Classics, History, Literature, etc.)	5
Museum Studies	5
Other (please specify):	10

Table 50: “Other” Subject Specialties Responses:

Specific Responses Given in “Other” Subject Specialty Question:
Other (please specify): book history
Other (please specify): advertising and promotion research
Other (please specify): Telecommunication and Technology
Other (please specify): posters and performing arts programs
Other (please specify): Costume & Interior Design
Other (please specify): Health, recreation, community services
Other (please specify): telecommunications
Other (please specify): Library Science
Other (please specify): Finance

Table 51: Canadian Salary Distribution by Size of Book/Journal Collection:

Size of Collection:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
None	150000.00	44780.00	58296.00	32000.00	10	1
Under 20,000	66000.00	54800.00	51312.50	24000.00	16	0
20,001-40,000	89000.00	64295.50	64265.17	46000.00	6	0
40,001-50,000	46128.00	42314.00	42314.00	38500.00	2	0
50,001-60,000	N/A	N/A	N/A	N/A	N/A	N/A
60,001-70,000	88000.00	88000.00	88000.00	88000.00	1	0
70,001-80,000	45000.00	45000.00	45000.00	45000.00	1	0
80,001-90,000	N/A	N/A	N/A	N/A	N/A	N/A
90,001-100,000	80000.00	80000.00	80000.00	80000.00	1	0
100,001-200,000	75000.00	58000.00	56100.00	32500.00	5	1
Over 200,000	85000.00	62500.00	62257.50	35000.00	8	0
Blank	64000.00	49500.00	49500.00	35000.00	2	0

Table 52: Canadian Salary Distribution by Size of Slide/Digital Image Collection:

Size of Collection:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
None	150000.00	62000.00	75714.29	55000.00	7	2
Under 20,000	75000.00	54000.00	52833.33	32500.00	9	0
20,001-40,000	66000.00	46000.00	43600.00	24000.00	5	0
40,001-50,000	47000.00	46128.00	43042.67	36000.00	3	0
50,001-60,000	42560.00	42560.00	42560.00	42560.00	1	0
60,001-70,000	N/A	N/A	N/A	N/A	N/A	N/A
70,001-80,000	39000.00	38700.00	38700.00	38400.00	2	0
80,001-90,000	N/A	N/A	N/A	N/A	N/A	N/A
90,001-100,000	53000.00	53000.00	53000.00	53000.00	1	0
100,001-200,000	89000.00	62000.00	59771.91	32000.00	11	0
200,001-300,000	80060.00	68255.00	67971.67	55600.00	3	0
Over 300,000	85000.00	65000.00	64800.00	41000.00	5	0
Other	62000.00	50000.00	50000.00	50000.00	2	0
Blank	80000.00	48500.00	53000.00	35000.00	4	0

Table 53: Canadian Salary Distribution by Size of Acquisitions Budget:

Size of Acquisitions Budget	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
N/A	150000.00	55000.00	63666.67	32000.00	9	1
Under \$1,000	42560.00	40530.00	40530.00	38500.00	2	0
\$1,000-\$5,000	62000.00	47000.00	45222.22	24000.00	9	0
\$5,000-\$10,000	66000.00	62000.00	53480.00	32000.00	5	0
\$10,001-\$20,000	58000.00	53000.00	52500.00	46000.00	4	0
\$20,001-\$30,000	75000.00	60295.50	60429.75	46128.00	4	1
\$30,001-\$40,000	N/A	N/A	N/A	N/A	N/A	N/A

\$40,001-\$50,000	64000.00	58000.00	57333.33	50000.00	3	0
\$50,001-\$60,000	N/A	N/A	N/A	N/A	N/A	N/A
\$60,001-\$70,000	N/A	N/A	N/A	N/A	N/A	N/A
\$70,001-\$80,000	72000.00	72000.00	72000.00	72000.00	1	0
\$80,001-\$90,000	62000.00	60000.00	60000.00	58000.00	2	0
\$90,001-\$100,000	60000.00	60000.00	60000.00	60000.00	1	0
Over \$100,000	89000.00	80030.00	75039.38	35000.00	8	0
Blank	65000.00	48000.00	49100.00	32500.00	5	0

Table 54: Canadian Salary Distribution by # FT Employees Managed:

# FT Employees:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
None	150000.00	42560.00	48497.67	24000.00	21	2
1-2	80000.00	55800.00	56389.25	38500.00	16	0
3-4	84000.00	65000.00	64257.22	45000.00	9	0
5-6	75000.00	66500.00	66500.00	58000.00	2	0
7-9	89000.00	76500.00	76500.00	62000.00	3	0
10-14	88000.00	88000.00	88000.00	88000.00	1	0
20 or more	85000.00	80000.00	80000.00	75000.00	2	0

Table 55: Canadian Salary Distribution by # PT Employees Managed:

# PT Employees:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
None	150000.00	53000.00	59026.62	24000.00	22	2
1-2	88000.00	45500.00	50313.75	32000.00	16	0
3-4	89000.00	64000.00	65914.29	43400.00	7	0
5-6	80000.00	70500.00	67000.00	47000.00	4	0
7-9	N/A	N/A	N/A	N/A	N/A	N/A
10-14	58000.00	56800.00	56800.00	55600.00	2	0
Blank	85000.00	60000.00	63709.33	46128.00	3	0

Table 56: Canadian Salary Distribution by Degrees Held:

Degree:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
MLS/MLIS	150000.00	53000.00	58970.07	32000.00	32	2
MLS and any other Master's	75000.00	60000.00	58978.30	38400.00	10	0
MA/MS, MFA, MBA – no MLS	55600.00	50500.00	48650.00	38000.00	4	0
BA/BS	66000.00	38750.00	19377.00	36000.00	4	0
Other – including no degree	46000.00	36500.00	35750.00	24000.00	4	0

Table 57: Canadian Salary Distribution by Years in the Profession:

Years:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
1-5 years	65000.00	41000.00	44136.36	32000.00	11	0
6-10 years	55000.00	48500.00	47500.00	38000.00	4	0
11-15 years	84000.00	58000.00	59285.71	35000.00	7	1
16-20 years	75000.00	56000.00	55615.10	35000.00	10	0
21-25 years	89000.00	72000.00	69437.14	39000.00	7	1
26-30 years	150000.00	66127.50	78375.83	48000.00	6	0
31+ years	85000.00	58000.00	60921.33	43400.00	6	0

Table 58: Canadian Salary Distribution by Region:

Region:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Western	89000.00	50000.00	56857.00	36000.00	12	1
Central	150000.00	58000.00	59540.00	24000.00	35	2
Atlantic	32000.00	32000.00	32000.00	32000.00	2	0
Arctic	N/A	N/A	N/A	N/A	0	0

Table 59: Canadian Salary Distribution by Region:

Province:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Ontario	150000.00	58000.00	61646.40	24000.00	27	2 (1 no salary; 1US)
British Columbia	89000.00	66000.00	64343.80	46128.00	6	1 (no salary)
Alberta	80060.00	61000.00	59515.00	36000.00	4	0
Manitoba	46000.00	42250.00	42250.00	38500.00	2	0
Quebec	80000.00	59000.00	54276.00	32500.00	10	0
Nova Scotia	32000.00	32000.00	32000.00	32000.00	2	0
Saskatchewan	38000.00	38000.00	38000.00	38000.00	1	0
Blank (no province listed)	56000.00	52000.00	48800.00	38400.00	3	0

Table 60: Canadian Salary Distribution by Gender:

Gender:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Female	89000.00	55000.00	54941.72	24000.00	43	1
Male	150000.00	62000.00	66590.91	32500.00	11	1

Table 61: Canadian Salary Distribution by Race:

Race:	Highest	Median	Average	Lowest	# Respondents	# Omitted Respondents
Asian	84,000	66,000	65,667	47,000	3	0
Black	46,000	46,000	46,000	46,000	1	0
White	150000.00	57000.00	57336.64	24000.00	42	2
Blank	75000.00	55600.00	56265.00	39000.00	7	0

4. Comments:

***Author note: If this survey were to be conducted again, benefits, vacation days, insurance etc. would be included – and several areas would be simplified or excluded. The dissatisfaction about indicating race was apparent. All questions regarding race and ethnicity are valid questions for statistical measurement purposes.**

Comments given by salary participants are listed below – excluding any that would jeopardize the respondent's anonymity. :

As a profession librarians/VR professionals are generally grossly underpaid for what they are expected to bring to their work as professionals.

Under employees, I listed I have 7-9 part time employees. I have only student employees and volunteers. No regularized staff.

I think the numbers I offer may not be 'normal' since I'm both a bibliographic librarian and I manage our Visual Resources Collection -- I'm in a branch library, but we're a large branch, servicing over 15,000 students and faculty (though the VRC really only addresses the needs of the arts/architecture community which numbers closer to 1,500). Our building is open 24/7, but our VRC is open only 43 hrs/week -- plus card access for faculty anytime.)

I listed my institution as academic but we might be classified more as an art and design college. We are a public four year college with a BFA degree but no graduate courses or programs. We are very a small college with about 175 students. The number of staff I noted includes the full-time faculty as well as other staff in the various departments.

We aren't paid enough!

Given that I work in a department within a division within a very large University, I'm not sure that the employment figures I've given here actually answer the question you need to have answered.

My ancestry includes peoples of Central Asia which never seem to be listed either under Asia or Europe. So I picked 'white' since most of my ancestry is European.

My position is classified as Support Staff (Clerical/administrative), but if it were part of the library system, it would be classified differently because of the training and education required to perform my job. (I'm required to have a reading knowledge of at least one foreign language). I am also a non-exempt employee (I can earn overtime).

I hope you will give some average responses when the survey is completed.

I included 18,590 in the acquisitions budget for electronic resources but I am not sure if you wanted that in there or not.

When I took over this job it was just a small closet operation. I have been instrumental in building it up to it's present state with the help and support of past administrations. Now I am struggling with lack of money and support. My job was threatened recently with cutbacks which never occurred. I haven't had an assistant in over 5 years. I am being told to go digital, but haven't the knowledge or equipment. I take it one day at a time.

I feel that I am not adequately compensated for the nature and scope of my position. I continue to devote considerable time and effort to reclassification.

It would also be helpful to know if academic institutions are public or private. There appear to be differences in compensation based on that.

Note: my salary was recently raised from \$45K to \$54K as a sort of retention move - I am a Canadian citizen with a long ongoing visa problem, and a raise in salary was necessary to facilitate the move to the next stage of the visa process. Otherwise, I would be at roughly \$45K still.

The question on employees did not specify if we were to include students. My branch has 5-6 students, and 2 grad assistants, in addition to the "employees". Some states have few librarians in this field. It will be an interesting challenge to report the data in such a way as to maintain confidentiality, and I will assume you will not correlate salary with a specific state when reporting results.

Visual Resources Librarian/Directors/Curators seem to still be making less money than their art librarian counterparts. I am very curious to see the results of your survey. At my university I am only earning \$28,000 per year as director of the Visual Resources Center yet entry-level reference librarians are starting at \$40,000 per year. Of course, my department is under the jurisdiction of the College of Fine Arts and not the libraries, but we do serve the entire University and our patrons expect the same level of service and access as they would receive in the main libraries. The faculty and students also want new services, such as a new digital image system. Unfortunately the Fine Arts department is unwilling to pay for these kinds of services and we are forced to operate on a shoestring budget of \$5,000 per fiscal year for a collection that houses over 320,000 analog slides. I wonder if this is common at other universities? Good luck with the survey and thanks for your hard work. It is no easy task collecting this much information. I look forward to reading the results.

I also manage 5-10 student workers, which number I did not include in my answer to Question 22. I consider students a separate category than part-timers. Since most of them work only a few hours per week and tend to quit or stop working depending on the time of the semester, I spend a lot of my management time on hiring, training, re-training, tracking down, and firing students.

Thank you - 3 years ago my institution completed a compensation evaluation and adjustment - comparing this institution to like institutions and geographical delimitations - I look forward to a national comparison.

Typically sorely underpaid and overeducated, especially in the city in which I work.

I do supervise multiple work-study students (but I didn't include this in the answer to question #22). This semester we have eight, and they can work up to 6 hours a week.

It has been a very long fight to get the Visual Resources position here recognized as a professional position. Compensation is low and the position is still part-time after 14 years of requests for a full-time position. This is a great but under-paid and under-recognized profession. Anything you can do to raise these issues nationally will be helpful.

I did not include supervision of part-time student workers in survey response.

Will the information garnered in this survey be made public? It would be useful as a comparison with the general ALA compensation figures as a guideline for salary negotiations.

I'm also interested in hearing from others what impact databases like ARTstor will have on their services.

I just want to point out that a lot of academic art librarians have no supervised help other than students--this is my case. i work full time during the school year, very part time in summer, though I have tried to make the position full time. Salaries for art librarians are ridiculous--as they are for many librarians--academic especially. Public school librarians are making probably 50% more than we are, even here in Maine, as the teachers' unions have stepped in. I must admit, that it never occurred to me in 1972 when i got my MLS, that I would not be making a living wage when I was in my 50's. Sometimes we just can't leave where we are, for any number of reasons, but it seems that we are always supposed to be grateful we have a job, not mention salary, etc. Beginning faculty here, who have not yet finished their PhD's start at over \$40K. Something is definitely out of whack...

We are underpaid and underappreciated.

Many of us work part time (20 hours/week) in a school, within a large university. No way to actually say that because the categories were too narrow.

I am new to the field of art/visual librarianship. I was in education for 12 years. I am currently at a small art institution and the library is an evolving entity. I can use any help or advice from the pros in the field.

Question 19 is a problem for me because my institution is part of a larger consortium with a centralized library. Of the professionals on that staff, one librarian is responsible for art history reference and book acquisitions.

Salary compression a problem. New MLS graduates who have been my interns often make more than I do.

Excellent survey, thoughtfully constructed. The only additional data that might be useful would relate to the benefits package, including vacation time.

Research is at the heart of a museum, and the library is at the heart of research. I am extremely fortunate in having a Director who realizes that. Our profession should be far more vocal in promoting that realization and in urging a compensation that reflects the place the library holds.

The librarians at my institution (6 total) are part of the faculty contract and have additional benefits not quantified here.

I do supervise 2 students for an average of 20 hrs. (combined) a week. My duties actually encompass many more than just 5 of #10 (excluding perhaps only 6 categories listed.). I am a start-to-finish, all-in-one kind of operation with very little IT support & not university library affiliated-- however, we are "talking" about cooperating (incorporating?) digitally database-wise.

Our institution does not offer tenure or multi-year contracts to persons who are in "support service" areas such as the Library, as opposed to regular teaching faculty. In fact, Library staff do not have contracts at all. They could eliminate my position tomorrow, and all I'd get would be accumulated vacation hours as severance pay!

THANK YOU FOR DOING THIS. IT IS SO IMPORTANT.

I checked other and I tried to type in Professional Art & Design School, but the form wouldn't allow it.

over my 24 years, what i find most difficult is to describe what i do because of the multiple facets and roles of this position. I think many compensation issues arise because the position is so unique, there is few other general positions to compare it to. And if it is compared to more established ones that these are similar in only one or two facets of the VRC position. when i first came on the job, i was considered on campus to be more like a secretary. it has been rather a tough trip, but i do have excellent support from the Department I work within.

I answered questions 18-19 based on my entire university. 20 - we are a branch library associated with a central library system

Vacation, sick leave, and health insurance are also important parts of compensation.

Well done. I am really pleased that ARLIS/NA is conducting this survey--it's been too long since we have examined our profession in this manner.

Note: the institution includes a museum and art school and each has its own library. Figures for "entire institution" included both museum and school.

My position pays about \$4000 per year more than our dept coordinator (aka secretary). I was topped out for my pay scale. 5 years ago our union won us a higher ceiling, but no one in our university system has had a raise to reflect the new top end of our salary scale, even tho several of us have been here over 20 years and have continuously acquired new skills and tasks.

I don't know the number of employees at this university. We are the largest state university in the state. I only manage slides and videos.

Our pay is not equitable to the amount of education and responsibility required of us as professionals. please encourage new grads to not accept low salaries simply for the altruistic sake of being an information specialist / librarian.

question 19: there are 140 librarians at the University, and 3 slide curators (that I know of) question 17: acquisition of commercial material budget: \$2000-4000, copywork accessions (film & processing) \$1800 (not sure what "firm order" and "approval budgets" are)

Benefits are also part of my compensation: paid sick leave, vacation & holiday pay, retirement contribution by my employer, and health insurance. These benefits are paid to all employees who work 20 hrs a week or more. I work 20 hours a week.

I am specifically interested in compensation (salary as well as vacation benefits) for professional staff working in independent colleges of art and design and other academic institutions. What are vacation benefits for these librarians? Are they faculty? Are they in 10, 12 etc. month positions? Are librarian positions classified? Are there steps in addition to the cost of living increases? I am also very interested in the cost of living equivalents in the urban areas with the highest cost of living. I am eager to see this information in Occasional Papers. All the best...

Working in the arts for a non-profit museum means that for the last several years, my annual raises do not even begin to match cost of living raises in expenses. I work where I do for the privilege of working at this institution, clearly not for the money. I could earn similar amounts anywhere else in the US where my dollar would go twice as far. For similar reasons, this institution is having increasing difficulty attracting and retaining talented staff, especially at the even lower paid library assistant levels.

I was "demoted" to part-time starting last August - mainly because the need for someone with visual arts expertise in technical services (i.e. slides, digital materials) was not considered necessary. I had been Associate Professor, Head of Technical Services in a supervisory position, making \$60,000.

Our staff constantly talks up our professionalism. Subject specialists provide better reference service. We do not adhere to the cookie-cutter mentality that all reference librarians are interchangeable. The Information Commons is our enemy!

I have assumed that part time "employees" and "staff" in questions 18 through 22 include student staff. My responses include student staff. If student staff should have been omitted, questions 18=16,200, 19=252, 20=4, 21 remains the same, 22=none, In those same questions 18 through 22 I have limited my employee statistics to the main campus (the one I am at) of my state university and have not included employees at branch campuses of the university located in other cities.

Regarding no.5, I work at a four-year applied arts college, but we are a for-profit educational institution, straddling a line somewhere between academic and corporate.

Under the duties, being a solo librarian, 5 choices was not enough and being a non-profit we rely heavily on volunteer staff, so although I do not supervise employees, I do schedule and manage a volunteer staff of 3.

I would be interested to know the compensation for corporate architecture librarians because there aren't very many of us out there.

Compensation should also address fringe benefits -- retirement, medical, dental, number of holidays, stock options, insurance of one times the annual salary, number of holidays and vacation days per year,

sabbaticals, etc. One could also inquire about second jobs, such as teaching college part time for another institution. I wonder how many librarians have second jobs!

That acquisitions budget is simply for the visual resources collection. Please specify for question 6 - wouldn't let me specify. My answer is BOTH academic central library AND a VR collection within an academic central library. I do both traditional library jobs and VR jobs.

There is a serious disparity in salary between our library visual resources staff and the art history department's visual resources staff, and likely between other visual resources staff in the university. Of course, it's a matter of the funding from the university, the library, oddly, has been continuously short-changed. We take solace in our working environment being much better than that of the departments!

This is a profession that is misunderstood and undervalued. The qualifications are vague but complex and are becoming more complex with added technologies. For a master's degree level occupation it is low paying.

Starting salary was below market equity (taking experience and education into account). Increases have been minimal and have not kept up with cost of living or with market equity. No \$\$ value placed on 2 advanced degrees (Masters in Education & Masters in Adult & Occupational Education). Competency-based evaluations have not materialized.

I also supervise temporary staff, volunteers and library interns.

I feel that for my region and the level of responsibility of my position, I am underpaid by \$15,000 - 25,000 annually. I am curious to know how my salary compares.

Our school is a private technical school. Our enrollment has been down since 2001. No one has received a raise. The owner (president) gave me a raise by telling me I can leave 4 hours early on Fridays, so I am working only about 35 hours for the same yearly salary. We have over 24,000 images in our data base, and add to it regularly. We also have a growing clip file. We have hundreds of magazines and I continue to collect magazines with high resolution photos for student projects.

New to this profession, by way of work in the web/television industry so I don't know how I quite fit in yet. Think it's important to do these kinds of survey's since often I'm sure salaries vary widely based on perceived importance of this position to an organization, and whether it's seen as a clerical or professional responsibility, or some small subset (which it isn't) of traditional libraries.

I will be interested in seeing the results. I have seen published salary surveys for librarians, but not much for the field of visual resources. When I began my position, there was no degree required, and there was very little in the way of professional organizations or support.

My answers regarding the number of people working at my institution, library and branch do not include student employees which constitute a large part of the library's work force.

A revised description of the job of visual resources curator is needed due to the increased application of computer generated images and data. The advance to digital for small operations is time consuming and multitask oriented. The various tasks can get done but the time frame to do this is stressful. There was a great help given at the 2004 SEI Conference for Visual Resources and Image Management last Summer

in Durham, North Carolina. Information given at this conference did help this curator organize a digital project for the Fall semester.

I filled out this survey, specifically with the slide library in mind. I did not include the college library in this survey.

This survey does not consider student employees which many small Slide Libraries depend upon as members of staff.

I am currently a MLIS candidate and feel it would be helpful for ARLIS and VRA to perhaps publish some sort of guide or standards for training/coursework for those students interested in Visual Resources/Art Librarianship, especially since many programs do not consider this a specific specialization.

I hope you are going to address the issue of subject specialization. I think it is time we stand up for ourselves and value scholarship along with - or as much as - technical expertise. Our profession is becoming middle management and not a scholarly, people oriented position and we are letting it happen. Thank you for this survey. Perhaps I won't have to leave the field, which I love, if we can begin to act in our own behalf.

I am told by Human Resources dept on campus that our salaries are set by comparing salaries for the same position at a list of "peer" institutions. It is my sense from reviewing the names of these "peer" institutions that they may not have a position comparable to mine, or that the comparable position would not have the same extent of duties and responsibilities as mine. I am also Curator of the Galleries and Exhibitions as well as the VR Collections

I have approximately 15 to 18 hours of weekly work-study help during the academic calendar. I work at the main campus of our state university system which enrolls 24,000 students. I did not fill out the questions requesting numbers of employees on the entire campus. Since I neither work in the main library nor am a librarian by training, I am out of touch with their numbers. Until seven years ago, there was one full-time employee and one half-time employee. With budget cutting, the half-time employee was eliminated. I do whatever must be done including all the photo copying, cataloging, information giving, and now, the digitizing of images.

This academic dept. VR collection is used almost solely for teaching, and it is fairly small. You did not inquire about managing a study & research area for students (which I have), or the size of a video/DVD/CD collection (~475 movies, ~125CDs). Perhaps you would consider the latter as part of the book collection? Our books/journals are entirely donated, hardly used, and NOT cataloged according to library standards, the items are merely accessioned. I also want you to consider that my position is not "valued" by this department. I would imagine the impression is that it can be run by an undergraduate student, although my job posting did request a Masters Degree in a related field to Art History, Library Science, or Museum Science/collections management. In addition, the added technical responsibility of the digital realm has gone completely unrecognized both in time and monetary compensation. (In my tenure I have gone from 2 computers and one printer to . . . 16 computers, 2 printers, 1 external drive, 1 "snap" server, 10 scanners, 2 data projection loanable carts (each w/LCD proj & lap top), 1 digital camera, and many external zip drives.) It would seem to me that a position with the technical breadth of mine - IT equipment, art history, collection management, and digital technology - would need to be done by two different people, in order to avoid mental burnout. What do you think?

(ie: even if I were at 40 hours instead of 20, there should be two employees to cover this area!) I believe someone is doing a paper on burnout at the next VRA annual meeting! I love solo-VR curating, because I am a generalist, and my strength is systems-thinking. But, the compensation here is poor! I am very interested in your findings.

Please note that the Visual Resources Centre at my institution is about to be permanently closed due to budget cuts and my job eliminated. We're viewed as expendable. Not a happy future for the profession.

Getting tired of all the racial stuff - it's so in your face these days that those of us who grew up in a cosmopolitan atmosphere, treating people equally, are being dragged down in this constant threat of racism. Of course, I understand that surveys need to address issues of inequality in job opportunity and pay that do exist in society, but I fear that in trying to solve that problem, we are starting to self-perpetuate what we want to eliminate. I also question why only the American Indian category includes "and who maintains tribal affiliation..."

I was not able to answer question 8 : what is a 'tenure track position'?

You did not indicate volunteer supervision (Q. 22). Along with a part-time Library Technician and Contract Archivist, I supervise 8 volunteers who work on projects averaging 3-4 hours per person, each week.

Is there some reason this survey puts a glass ceiling on the roles librarians can play? It seem to reinforce a self-inflicted salary wound!

Librarians working in museum settings need to become deadly serious about having their salaries reviewed-successfully. We organize library material, why can't we organize ourselves? We can all sit and complain about making 15,000-30,000\$ a year than our Academic Librarian colleagues, but I've yet to see salaries increases come about magically during a kvetch session at coffee break.

I am unemployed and looking for work. There are no categories for this

The race questions don't apply to Canada and should not be included in the survey sent to Canadians. They are quite offensive!

Re: q.19. I am head of the library, which contains 6 people. However, I included the total number of staff combining both library and visual archives (images and films).

5. Survey Questionnaire: United States Version

Compensation of Art Librarians and Visual Resource Professionals

Estimated time to complete survey = 8 minutes

1. What is your current employment status? (check all that apply)

- Full-time 35+ hours/week in a single position
- Full-time 35+ hours/week in more than one position
- Part-time
- Self-employed
- Retired
- Student

2. Specify the number of years you have worked in the library/visual resources/information profession (round to the nearest year):

3. Specify the number of years you have been employed by your current employer (round to the nearest year):

4. How many months per year is your appointment?

- Twelve months
- Eleven months
- Nine months
- other (please specify):

5. Indicate the type of institution that you are currently employed by:

- academic
- corporate/private organization
- government
- non-profit/public organization
- other (please specify):

6. Indicate the type of library and/or visual resources unit in which you work:

- Academic Library – Central library

- Academic Library – Branch library
- Academic Library – Central Library – Visual Resources
- Academic Library – Branch Library – Visual Resources
- Academic Department - Visual Resources
- Public Library
- Corporate or Special Library
- Corporate - Visual Resources
- Museum Library
- Museum - Visual Resources
- other (please specify):

7. What is your status within your institution? (check all that apply)

- Professional/Administrative
- Paraprofessional
- Clerical/Support
- Technical
- Faculty/Academic
- Tenure track
- Non-tenure track

other:

8. If you do work in a tenure track position, do you currently have tenure?

- Yes
- No
- I do not work in a tenure track position.

9. Indicate the job title/description that most closely matches that of your current position and/or your level of responsibilities (check only one):

- Head Librarian
- Associate Librarian
- Assistant Librarian
- Librarian
- Visual Resources Curator/Librarian
- Systems Librarian

- Support Staff
- Professor/Academic Instructor
- Media Specialist
- Director/Manager
- Owner/Principal/Consultant
- other (please specify):

10. What are your primary job responsibilities? (select up to 5)

- Administrative support/clerical
- Administrative/management
- Archives/conservation/preservation
- Bibliographic instruction/user training
- Cataloging
- Collection development/acquisitions
- Copyright and permissions
- Database development
- IT administration
- Marketing/public relations
- Photographic/digitization services - management
- Photographic/digitization services - technician
- Public Access Services -circulation/reserves/interlibrary loan
- Reference
- Subject specialist
- Teaching as faculty of academic dept
- Technical services
- Website development

other (please specify):

11. In what subject areas do you specialize in your librarian and/or visual resources curator role?

- Architectural History and/or Historic Preservation
- Architecture (including Landscape Architecture and Urban Planning)
- Art (Studio Arts)

- Art Education
- Art History
- Arts Administration
- Cinema/Film
- Design (Graphic/Digital)
- Design (Industrial)
- Humanities (Classics, History, Literature, etc.)
- Museum Studies

other:

12. Do you teach for credit courses in any academic departments as part of your job?

- Yes
- No

13. If you do teach courses for credit, in what fields do you teach? (check all that apply)

- Architecture
- Art
- Art Education
- Art History
- Design
- Photography
- Library and Information Science
- Museum Studies
- Visual Resources Curatorship/Management

other (please specify):

14. During an average week, how many hours is your facility open?

15. How many books and journals are in your collection?

- None
- Under 20,000
- 20,001 - 40,000
- 40,001 - 50,000

- 50,001 - 60,000
- 60,001 - 70,000
- 70,001 - 80,000
- 80,001 - 90,000
- 90,001 - 100,000
- 100,001 - 200,000
- over 200,000
- other:

16. How many slides and/or digital images are in your collection?

- None
- Under 20,000
- 20,001 - 40,000
- 40,001 - 50,000
- 50,001 - 60,000
- 60,001 - 70,000
- 70,001 - 80,000
- 80,001 - 90,000
- 90,001 - 100,000
- 100,001 - 200,000
- 200,001 - 300,000
- over 300,000
- other:

17. If you are responsible for an acquisitions budget, what is the average amount of your annual budget? (this includes firm order, serials and approval budgets – but NOT salaries, equipment, supplies or furniture)

- Not Applicable
- Under \$1,000
- \$1,000-\$5,000
- \$5,001-\$10,000
- \$10,001-\$20,000
- \$20,001-\$30,000
- \$30,001-\$40,000

- \$40,001-\$50,000
- \$50,001-\$60,000
- \$60,001-\$70,000
- \$70,001-\$80,000
- \$80,001-\$90,000
- \$90,001-\$100,000
- over \$100,000

18. Approximately how many employees work at your entire institution (not solely your library/department)?

19. How many full- and part-time library staff and/or visual resources staff are employed at your entire institution, including yourself?

20. If you work at a branch library or in a visual resources department separate from a central library system, specify the number of full- and part-time employees in your branch library or visual resources department:

21. How many full-time employees do you supervise or manage?

- None
- 1-2
- 3-4
- 5-6
- 7-9
- 10-14
- 15-19
- 20 or more

22. How many part-time employees do you supervise or manage?

- None
- 1-2
- 3-4
- 5-6
- 7-9
- 10-14

- 15-19
- 20 or more

23. Are you a member of a bargaining unit or union?

- Yes
- No

24. What degrees have you attained? (check all that apply)

- PhD
- MLS/MLIS
- MFA
- MBA
- MA/MS
- BFA
- BA/BS
- Some college but no degree
- No college

other:

25. What is the highest degree you have attained? Please indicate your field(s) of study.

- PhD
- MLS/MLIS
- MFA
- MBA
- MA/MS
- BFA
- BA/BS
- Some college but no degree
- No college

field(s) of study:

26. Enter your employment earnings (in US dollars), rounded to the nearest dollar:

- Yearly
- Monthly
- Weekly

Hourly

Other

Earnings in US dollars: \$

27. Indicate your gender:

Female

Male

NOTE: The definitions and categories in questions 28 and 29 are based on the Standards for the Classification of Federal Data on Race and Ethnicity – U.S. Office of Management and Budget.

28. Please indicate your ethnicity (optional)

Hispanic or Latino (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.)

Not Hispanic or Latino

29. Please indicate your race (select one or more - optional)

American Indian or Alaska Native (A person having origins in any of the original peoples of North and South America including Central America, and who maintains tribal affiliation or community attachment.)

Asian (A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.)

Black or African American (A person having origins in any of the black racial groups of Africa.)

Native Hawaiian or Other Pacific Islander (A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.)

White (A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.)

30. In which state (or district) do you work?

Alabama

Alaska

Arizona

Arkansas

California

Colorado

Connecticut

Delaware

- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island

- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

31. Do you have any comments regarding this survey, or about compensation issues related to the art library and/or visual resource professions?

Survey Questionnaire: Canadian Version

Compensation of Art Librarians and Visual Resource Professionals

Estimated time to complete survey = 8 minutes

1. What is your current employment status? (check all that apply)

- Full-time 35+ hours/week in a single position
- Full-time 35+ hours/week in more than one position
- Part-time
- Self-employed
- Retired
- Student

2. Specify the number of years you have worked in the library/visual resources/information profession (round to the nearest year):

3. Specify the number of years you have been employed by your current employer (round to the nearest year):

4. How many months per year is your appointment?

- Twelve months
- Eleven months
- Nine months
- other (please specify):

5. Indicate the type of institution that you are currently employed by:

- academic
- corporate/private organization
- government
- non-profit/public organization
- other (please specify):

6. Indicate the type of library and/or visual resources unit in which you work:

- Academic Library – Central library
- Academic Library – Branch library
- Academic Library – Central Library – Visual Resources
- Academic Library – Branch Library – Visual Resources
- Academic Department - Visual Resources
- Public Library
- Corporate or Special Library
- Corporate - Visual Resources
- Museum Library
- Museum - Visual Resources
- other (please specify):

7. What is your status within your institution? (check all that apply)

- Professional/Administrative
- Paraprofessional
- Clerical/Support
- Technical
- Faculty/Academic
- Tenure track
- Non-tenure track

other:

8. If you do work in a tenure track position, do you currently have tenure?

- Yes
- No
- I do not work in a tenure track position.

9. Indicate the job title/description that most closely matches that of your current position and/or your level of responsibilities (check only one):

- Head Librarian
- Associate Librarian
- Assistant Librarian
- Librarian

- Visual Resources Curator/Librarian
- Systems Librarian
- Support Staff
- Professor/Academic Instructor
- Media Specialist
- Director/Manager
- Owner/Principal/Consultant
- other (please specify):

10. What are your primary job responsibilities? (select up to 5)

- Administrative support/clerical
- Administrative/management
- Archives/conservation/preservation
- Bibliographic instruction/user training
- Cataloging
- Collection development/acquisitions
- Copyright and permissions
- Database development
- IT administration
- Marketing/public relations
- Photographic/digitization services - management
- Photographic/digitization services - technician
- Public Access Services -circulation/reserves/interlibrary loan
- Reference
- Subject specialist
- Teaching as faculty of academic dept
- Technical services
- Website development

other (please specify):

11. In what subject areas do you specialize in your librarian and/or visual resources curator role?

- Architectural History and/or Historic Preservation
- Architecture (including Landscape Architecture and Urban Planning)
- Art (Studio Arts)
- Art Education
- Art History
- Arts Administration
- Cinema/Film
- Design (Graphic/Digital)
- Design (Industrial)
- Humanities (Classics, History, Literature, etc.)
- Museum Studies

other:

12. Do you teach for credit courses in any academic departments as part of your job?

- Yes
- No

13. If you do teach courses for credit, in what fields do you teach? (check all that apply)

- Architecture
- Art
- Art Education
- Art History
- Design
- Photography
- Library and Information Science
- Museum Studies
- Visual Resources Curatorship/Management

other (please specify):

14. During an average week, how many hours is your facility open?

15. How many books and journals are in your collection?

- None
- Under 20,000
- 20,001 - 40,000
- 40,001 - 50,000
- 50,001 - 60,000
- 60,001 - 70,000
- 70,001 - 80,000
- 80,001 - 90,000
- 90,001 - 100,000
- 100,001 - 200,000
- over 200,000
- other:

16. How many slides and/or digital images are in your collection?

- None
- Under 20,000
- 20,001 - 40,000
- 40,001 - 50,000
- 50,001 - 60,000
- 60,001 - 70,000
- 70,001 - 80,000
- 80,001 - 90,000
- 90,001 - 100,000
- 100,001 - 200,000
- 200,001 - 300,000
- over 300,000
- other:

17. If you are responsible for an acquisitions budget, what is the average amount of your annual budget? (this includes firm order, serials and approval budgets – but NOT salaries, equipment, supplies or furniture)

- Not Applicable
- Under \$1,000
- \$1,000-\$5,000

- \$5,001-\$10,000
- \$10,001-\$20,000
- \$20,001-\$30,000
- \$30,001-\$40,000
- \$40,001-\$50,000
- \$50,001-\$60,000
- \$60,001-\$70,000
- \$70,001-\$80,000
- \$80,001-\$90,000
- \$90,001-\$100,000
- over \$100,000

18. Approximately how many employees work at your entire institution (not solely your library/department)?

19. How many full- and part-time library staff and/or visual resources staff are employed at your entire institution, including yourself?

20. If you work at a branch library or in a visual resources department separate from a central library system, specify the number of full- and part-time employees in your branch library or visual resources department:

21. How many full-time employees do you supervise or manage?

- None
- 1-2
- 3-4
- 5-6
- 7-9
- 10-14
- 15-19
- 20 or more

22. How many part-time employees do you supervise or manage?

- None
- 1-2

- 3-4
- 5-6
- 7-9
- 10-14
- 15-19
- 20 or more

23. Are you a member of a bargaining unit or union?

- Yes
- No

24. What degrees have you attained? (check all that apply)

- PhD
- MLS/MLIS
- MFA
- MBA
- MA/MS
- BFA
- BA/BS
- Some college but no degree
- No college

other:

25. What is the highest degree you have attained? Please indicate your field(s) of study.

- PhD
- MLS/MLIS
- MFA
- MBA
- MA/MS
- BFA
- BA/BS
- Some college but no degree
- No college

field(s) of study:

26. Enter your employment earnings (in US dollars), rounded to the nearest dollar:

- Yearly
- Monthly
- Weekly
- Hourly
- Other

Earnings in US dollars: \$

27. Indicate your gender:

- Female
- Male

NOTE: The definitions and categories in questions 28 and 29 are based on the Standards for the Classification of Federal Data on Race and Ethnicity – U.S. Office of Management and Budget.

28. Please indicate your ethnicity (optional)

- Hispanic or Latino (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.)
- Not Hispanic or Latino

29. Please indicate your race (select one or more - optional)

- American Indian or Alaska Native (A person having origins in any of the original peoples of North and South America including Central America, and who maintains tribal affiliation or community attachment.)
- Asian (A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.)
- Black or African American (A person having origins in any of the black racial groups of Africa.)
- Native Hawaiian or Other Pacific Islander (A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.)
- White (A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.)

30. In which Province/territory do you work?

- Alberta
- British Columbia

- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories
- Nova Scotia
- Nunavit
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon

31. Do you have any comments regarding this survey, or about compensation issues related to the art library and/or visual resource professions?

6. GLOSSARY:

Chi Square: A statistic summarizing the amount by which the expected frequencies in the cells of a contingency table differ from those observed. Chi Square is used in various measures of the strength of association between categorical variables (e.g. phi) and it is the basis of the Pearson Chi Square test of the significance of association between two variables.

Lowest Salary: The lowest salary is the lowest salary figure for a position as reported by the survey respondents.

Highest Salary: The highest salary is the highest salary figure for a position as reported by the survey respondents.

Mean: One of the statistics used to summarize the 'central tendency' of a distribution. The arithmetic average of a set of numbers, it is calculated by summing the value of all the cases and dividing the result by the total number of cases.

Median: The middle value in a range in which all cases have been sorted into ascending or descending order.

Phi coefficient: A standardized measure, based on Chi Square, used for assessing the strength of association between two dichotomous variables.

Questionnaire: A prepared set of written questions, directed to the participants in a social survey, for purposes of statistical compilation or comparison of the information gathered. Questionnaires may be administered by interviewers, or they can be completed by participants themselves.

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