

MEL WESTERMAN

Salary Comparisons between Academic Librarians and Instructional Faculty

INTRODUCTION

The faculty status of librarians in institutions of higher education is often discussed in terms of the responsibilities, privileges, benefits, and compensations of instructional faculty. Salaries have been compared in a variety of ways and at a number of levels. One popular basis for analyses of salaries has been the responses to questionnaires mailed by researchers. These analyses are constrained by the objectives and funds of the researchers and the quality and quantity of the responses. A method of statistical analysis of salaries on a national scope is needed as a standard basis for comparison.

Salaries of librarians at institutions of higher education have been surveyed and reviewed many times. Because each survey has its own objectives and methods of compilation and analysis, comparisons between surveys become problematical. Problems become more perplexing when comparisons between librarians and instructional faculty are attempted. The publication of salary comparisons between academic librarians and instructional faculty by Anita R. Schiller¹ in 1969 and the results of the happenings at the Atlantic City Annual Conference of the American Library Association that year legitimized comparisons between the salaries of these two professions. The "Standards for Faculty Status for College and University Librarians,"² adopted by the membership of the ACRL in 1971, states: "The salary scale for librarians should be the same as that for other academic categories with equivalent education and experience."³

In his review of the "progress toward faculty status" between 1969 and 1979, R. Dean Galloway "sought opinions from librarians who had been involved in the faculty status

movement at Atlantic City." He also cites a number of studies, reviews librarians' qualifications and collective bargaining, and briefly touches on salaries and other benefits.⁴ His comments on salaries are only summary in nature, but he mentions a source for data that has the potential to develop, by statistical techniques, into valid comparisons between librarian and instructional faculty salaries.

The salary data cited by Galloway are reported by the American Association of University Professors (AAUP). The AAUP data are national in scope, a scope sufficiently broad for the analyses of statistical associations. This scope overcomes much of the perplexities of analyses based on various surveys that have different objectives and methods of compilation.

The data avoid the unresolved issues of the meanings of faculty status for librarians and the "equivalent education and experience" called for in the ACRL "Standards." Academic librarians are compared with academic instructional faculty on an equivalent basis. The data in the format presented by the AAUP can be transformed for comparison purposes. The AAUP also uses the same data in comparisons of instructional faculty salaries to other salary scales, such as that of government service.

METHOD

The AAUP tabulations for instructional faculty salaries were based on data for 2,652 institutions of higher education. They were weighted average salaries for full-time faculty on a standard academic-year basis for 1977-78.⁵ They were from the 1977-78 "Annual Report of Committee Z on the Economic Status of the Profession," compiled by Maryse Eymonerie, (then) associate secretary for research of the AAUP. The data were originally collected by the National Center for Educational Statistics (NCES) through their Higher Education General Information Survey (HEGIS XII).⁶

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The AAUP tabulations for librarians were based on data for 1,557 institutions. They were weighted average salaries for full-time library staff on a twelve-month basis for 1977-78 prepared by the AAUP Committee Z Washington Office staff from a data tape obtained from the NCES library branch.⁷

The categories of institutions were defined by the AAUP as follows:

Category I—includes institutions that offer the doctorate degree and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA—includes institutions awarding degrees above the baccalaureate but not included in category one.

Category IIB—includes institutions awarding only the baccalaureate or equivalent degree.

Category III—includes two-year institutions with academic ranks.

A fourth category used by the AAUP was deleted from the present study because data items were insufficient for meaningful analyses. The NCES did not release salary data in cells with one or two individuals. Thus, a number of libraries submitting data were not included in the tabulations. Because of the deletion of the fourth category, averages for all categories combined for each academic rank or library position were not possible. The combination of all types of institutions (public, private, and church related) were possible within the two full categories and two subcategories.

The library position levels of technical, clerical, and other supporting staff were deleted from the AAUP data because these could not be considered faculty level positions. In most types of institutions, *Other Professionals* would not be considered faculty. They were included in the tabulations to add balance, but were dropped from some of the analyses.

The present methodology included the levels of the standard academic ranks of *Professor*, *Associate Professor*, *Assistant Professor*, and *Instructor*, with three library position levels of *Chief*, *Deputy*, *Associate*, and *Assistant Chief Librarians*; *All Other Librarians*; and *Other Professionals*. All of the seven levels were tabulated with the three types of in-

stitutions, and all three were combined under each category and subcategory to produce table 1.

The tabulations in the academic rank columns of table 1 were each multiplied by eleven-ninths ($11/9$). This transformation compensated for the differences between the number of months worked each year by instructional faculty and librarians. Although the AAUP reported a twelve-month basis for library staff salaries, it is not uncommon for librarians at institutions of higher education to receive one month of vacation annually. The salaries of instructional faculty were reported by the AAUP on a "standard academic-year basis." The tabulations resulting from the transformation for number of months worked each year clearly showed that *Professor* and *Category I* salaries were the highest.

To establish scaled relationships between *Professor* salaries and other salaries in each type of institution, the *Professor* salaries were set at 100. By dividing each *Professor* salary into 100 and multiplying the product times each of the other salaries, relative (scale) values were produced for each type of institution. $[(100 \div \text{Professor Salary}) \times (\text{Other Salary}) = \text{scale value.}]$

Because the *All Combined* salaries line for types of institutions within categories were unaffected by earlier data deletions, the same transformations were applied to them. The values in the *All Combined* line of *Category I* institutions were each set at 100.

By dividing the *All Combined* values into 100, ratios were established. These ratios were then multiplied by the *All Combined* salaries in each category below them to produce the **All Combined* values. $[(100 \div \text{Category I All Combined value}) \times (\text{other category All Combined value}) = \text{*All Combined value.}]$ The results of the above two transformations are shown in table 2.

The percentages in table 2 are relative magnitudes only. Professors obviously do not earn all there is to earn, nor do they earn the highest possible salary. Use of the definition of percentages that refers to parts and a whole would lead to misinterpretation of table 2. Misinterpretation should be avoided by recognizing that the other salaries are represented in terms relative to the highest level. Thus, the figures in the cells of the lines to the

right of the 100s are scale values relative to *Professors* being 100. Likewise, the **All Combined* lines have figures in the cells that are scale values relative to the *Category I All Combined* values at the tops of the columns. The use of percentages in table 2 to scale the salary data allows the relationships of the values to be understood and referenced in simple terms.

To identify the equivalent salary levels by types of institutions within categories, groups within five percentage points were produced. This resulted in five or six groups for each type of institution. These groups were usually separated by more than five percentage points. The distances between groups were not represented in the tabulations. (See table 3.)

This transformation of the data revealed that all academic librarian salary groups were below the highest-level salary group of instructional faculty (*Professors*). Levels of librarians' salary groups shift downward on the instructional faculty scale in the higher-numbered categories of institutions. The highest-level salary group of librarians is even below the lowest level of instructional faculty in *Category III*.

To help clarify the array of librarians' salary groups within instructional faculty salary groups in table 3, table 4 was compiled. Table 4 shows the spreads between the lowest and highest instructional faculty salaries and between *Chief* and *Other Librarians* based on the percentages in table 2. In table 4 the general trend in the narrowing of spread of instructional faculty salaries is reflected in a narrowing of librarian salaries. This is as would be expected. Not necessarily to be expected, though, is that by comparison of table 4 and table 3 it can be seen that narrower spreads of instructional faculty salaries are directly related to library salaries being in lower groups.

The spread of salary data for librarians is narrow compared to the spread of instructional faculty salaries. The widest spread between the lowest instructional faculty percentage (*Instructor*) and the highest (*Professor*) is 54.33 percent. The widest spread between percentages for *Other Librarians* and *Chief Librarians* is 26.54 percent. The difference between these two spreads (54.33% - 26.54% = 27.79%) is greater than the spread of the librarian percentages. The narrowest spread in instructional fac-

TABLE 1
INSTRUCTIONAL FACULTY AND LIBRARIAN SALARIES BY TYPES OF INSTITUTIONS

| | Professors | Chief Librarians | Associate Professors | Other Librarians | Assistant Professors | Other Professionals | Instructors |
|---------------------|------------|------------------|----------------------|------------------|----------------------|---------------------|-------------|
| Category I | | | | | | | |
| Public | 26,420 | 24,450 | 19,780 | 15,880 | 16,090 | 12,620 | 12,860 |
| Private Independent | 28,880 | 23,210 | 20,150 | 14,820 | 16,140 | 12,470 | 13,190 |
| Church-Related | 24,850 | 18,850 | 19,320 | 12,870 | 15,920 | 12,440 | 12,640 |
| All Combined | 26,880 | 23,210 | 19,810 | 15,380 | 16,090 | 12,570 | 12,890 |
| Category IIA | | | | | | | |
| Public | 24,290 | 19,700 | 19,280 | 15,900 | 15,860 | 11,610 | 12,790 |
| Private Independent | 23,380 | 17,050 | 18,470 | 13,210 | 15,130 | 9,380 | 11,960 |
| Church-Related | 19,950 | 14,240 | 16,550 | 11,980 | 14,040 | 8,180 | 11,160 |
| All Combined | 23,690 | 18,070 | 18,870 | 15,190 | 15,550 | 10,850 | 12,480 |
| Category IIB | | | | | | | |
| Public | 22,070 | 17,730 | 18,060 | 14,720 | 15,220 | 9,710 | 12,470 |
| Private Independent | 21,790 | 14,390 | 16,650 | 12,440 | 13,830 | 8,370 | 11,360 |
| Church-Related | 18,560 | 12,430 | 15,290 | 11,360 | 12,960 | 7,990 | 10,740 |
| All Combined | 20,400 | 14,070 | 16,390 | 13,140 | 13,790 | 8,620 | 11,400 |
| Category III | | | | | | | |
| Public | 23,240 | 18,720 | 19,360 | 17,590 | 16,220 | 14,440 | 13,990 |
| Private Independent | 15,560 | 11,350 | 14,660 | 12,280 | 12,380 | — | 11,100 |
| Church-Related | 13,470 | 13,750 | 13,100 | 12,730 | 12,030 | — | 9,480 |
| All Combined | 22,780 | 18,470 | 19,120 | 17,490 | 16,030 | 14,440 | 13,790 |

Category I — includes institutions which offer the doctorate degree and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA — includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB — includes institutions awarding only the baccalaureate or equivalent degree.

Category III — includes two-year institutions with academic rank.

Sources: AAUP *Bulletin* 64:197 (Sept. 1978); and *Academe* 12, no. 4:8 (Dec. 1978).

TABLE 2
 SCALED INSTRUCTIONAL FACULTY AND LIBRARIAN SALARIES BY TYPES OF INSTITUTIONS

| | Professors | Chief Librarians | Associate Professors | Other Librarians | Assistant Professors | Other Professionals | Instructors |
|---------------------|------------|------------------|----------------------|------------------|----------------------|---------------------|-------------|
| Category I | | | | | | | |
| Public | 100.00 | 75.72 | 74.87 | 49.18 | 60.90 | 39.08 | 48.68 |
| Private Independent | 100.00 | 65.75 | 69.77 | 41.99 | 55.89 | 35.33 | 45.67 |
| Church-Related | 100.00 | 62.06 | 77.75 | 42.37 | 64.07 | 40.96 | 50.87 |
| All Combined | 100.00 | 70.65 | 73.70 | 46.81 | 59.86 | 38.26 | 47.95 |
| *All Combined | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 |
| Category IIA | | | | | | | |
| Public | 100.00 | 66.36 | 79.37 | 53.56 | 65.29 | 39.11 | 52.65 |
| Private Independent | 100.00 | 59.67 | 79.00 | 46.23 | 64.71 | 32.82 | 51.15 |
| Church-Related | 100.00 | 58.40 | 82.96 | 49.13 | 70.38 | 33.54 | 55.94 |
| *All Combined | 88.13 | 77.85 | 95.25 | 98.76 | 96.64 | 86.32 | 96.82 |
| Category IIB | | | | | | | |
| Public | 100.00 | 65.73 | 81.83 | 54.57 | 68.96 | 36.00 | 56.50 |
| Private Independent | 100.00 | 54.03 | 76.41 | 46.71 | 63.47 | 31.43 | 52.13 |
| Church-Related | 100.00 | 54.80 | 82.38 | 50.08 | 69.83 | 35.22 | 57.87 |
| *All Combined | 75.89 | 60.62 | 82.74 | 85.44 | 85.70 | 68.58 | 88.44 |
| Category III | | | | | | | |
| Public | 100.00 | 65.91 | 83.31 | 61.93 | 69.79 | 50.84 | 60.20 |
| Private Independent | 100.00 | 59.68 | 94.21 | 64.57 | 79.56 | — | 71.34 |
| Church-Related | 100.00 | 83.52 | 97.25 | 77.32 | 89.31 | — | 70.38 |
| *All Combined | 84.75 | 79.58 | 96.52 | 113.72 | 99.62 | 114.88 | 106.98 |

Categories in this table are the same as in table 1.

The *All Combined line in each category allows comparisons between categories. The numbers in the cells of the *All Combined lines have the same relationship to the *All Combined numbers in the Category I cells, as do the numbers for academic ranks and library positions to Professors.

ulty percentages is 28.66 percent. This is still wider than the widest spread in librarian percentages. The narrowest spread in librarian percentages is 3.98 percent.

CONCLUSIONS

Salary data that are broadly national in scope, though unbiased by the objectives and limitations of an individual researcher, do have some limitations. The number of institutions included in each of the two surveys used could be more equal. The salary levels for librarians could be redefined to produce four equivalents to the instructional faculty levels.

The AAUP conducted their first annual salary survey in 1958. They began to rely on the NCES for data collection in 1977. The instructional faculty salaries in this article are based on 2,652 institutions for the 1977-78 academic year.⁸ The librarian salary data used in this article are also for the 1977-78 academic year, but are based on 1,557 institutions.⁹ It is hoped that the number of institutions included will become more equal. The original number of institutions used by the NCES for the librarian salary data was 3,058 in 1977. Some research on the transformation of the data from the NCES to the

AAUP publications would be of future interest.

The redefinition of salary levels for the librarians might be a less promising proposal. The present structure of *Chief Librarians*, *All Other Librarians*, and *Other Professional Staff* is the traditional classification, based on decades of library personnel practices. A reclassification should be considered, although it would cause a rift between academic librarians and librarians in other types of institutions. The academic librarian levels could be based on academic achievement (broadly defined), rather than on administrative position.

Although the NCES data has some limitations, the methodology used in this study puts the emphasis on comparisons that are often obscured by a multitude of considerations. For example, when debate about salaries begins to include the meaning of such statements as "equivalent education and experience,"¹⁰ the point of the equivalence of real salaries becomes confounded. The present data clearly shows that librarians are paid less than instructional faculty in all categories of institutions.

The numbers of institutions included in both data sets are large enough to be signifi-

TABLE 3
FACULTY RANKS AND LIBRARIAN POSITIONS GROUPED BY PERCENTAGE OF PROFESSORS' SALARIES

| | Group One | Group Two | Group Three | Group Four | Group Five | Group Six |
|------------------------|------------------------------------|--|---|---|--|------------------------|
| Category Public | Profs. (100) | <i>Ch. Libns.</i> (75) Assoc. Profs. (74) | Asst. Profs. (60) | Other Libns. (49) Instrctrs. (48) | Other Profsnls. (39) Instrctrs. (45) | |
| Private Independent | Profs. (100) | Assoc. Profs. (69) <i>Ch. Libns.</i> (65) | Asst. Profs. (55) | Other Libns. (41) Instrctrs. (50) | Other Profsnls. (35) Other Libns. (42) | |
| Church- Related | Profs. (100) | Assoc. Profs. (77) | Asst. Profs. (64) <i>Ch. Libns.</i> (62) | Instrctrs. (50) | Other Profsnls. (40) | |
| Category IIA Public | Profs. (100) | Assoc. Profs. (79) | <i>Ch. Libns.</i> (66) Asst. Profs. (65) | Other Libns. (53) Instrctrs. (52) | Other Profsnls. (39) Other Profsnls. (32) | |
| Private Independent | Profs. (100) | Assoc. Profs. (79) | Asst. Profs. (64) <i>Ch. Libns.</i> (59) | Instrctrs. (51) Other Libns. (46) | Other Profsnls. (32) | |
| Church- Related | Profs. (100) | Assoc. Profs. (82) | Asst. Profs. (70) | <i>Ch. Libns.</i> (58) Instrctrs. (55) | Other Libns. (49) | Other Profsnls. (33) |
| Category IIB Public | Profs. (100) | Assoc. Profs. (81) | Asst. Profs. (68) <i>Ch. Libns.</i> (65) | Instrctrs. (56) Other Libns. (54) | Other Profsnls. (36) Other Libns. (46) | |
| Private Independent | Profs. (100) | Assoc. Profs. (76) | Asst. Profs. (63) | <i>Ch. Libns.</i> (54) Instrctrs. (52) | Other Libns. (46) | Other Profsnls. (31) |
| Church- Related | Profs. (100) | Assoc. Profs. (82) | Asst. Profs. (69) | Instrctrs. (57) <i>Ch. Libns.</i> (54) | Other Libns. (50) | Other Profsnls. (35) |
| Category III Public | Profs. (100) | Assoc. Profs. (83) | Asst. Profs. (69) <i>Ch. Libns.</i> (65) | Other Libns. (61) Instrctrs. (60) | Other Profsnls. (50) Other Libns. (64) | |
| Private Independent | Profs. (100) | Assoc. Profs. (94) | Asst. Profs. (79) | Instrctrs. (71) | Other Libns. (64) | <i>Ch. Libns.</i> (59) |
| Church- Related | Profs. (100) Assoc. Profs. (97) | Asst. Profs. (89) | <i>Ch. Libns.</i> (83) | Other Libns. (77) | Instrctrs. (70) | |

Categories in this table are the same as in table 1.

The position of *Chief Librarians* is set in italics for comparison, as is the percentage of Other Librarians in each line.

The numbers in parentheses are the scaled levels of the positions and ranks.

Groups are determined by positions and rank percentages being within five percentage points. There is no relative scale among groups.

TABLE 4
SPREAD OF SCALED INSTRUCTIONAL FACULTY AND
LIBRARIAN SALARIES

| | Instructional Faculty | Librarians |
|--------------------|--------------------------|------------|
| Category I | | |
| Public | 51.32 | 26.54 |
| Private | | |
| Independent | 54.33 | 23.76 |
| Church- Related | 49.13 | 19.69 |
| Category IIA | | |
| Public | 47.35 | 12.80 |
| Private | | |
| Independent | 48.85 | 13.44 |
| Church- Related | 44.06 | 9.27 |
| Category IIB | | |
| Public | 43.50 | 11.16 |
| Private | | |
| Independent | 47.87 | 7.32 |
| Church- Related | 42.13 | 4.72 |
| Category III | | |
| Public | 39.80 | 3.98 |
| Private | | |
| Independent | 28.66 | (4.89) |
| Church- Related | 29.62 | 6.20 |

cant. The institutional categories match well. The AAUP uses the NCES data to compare instructional faculty salaries to four other professional groups. Their data display is based on salaries and is organized to avoid other considerations.¹¹

A future study could compare librarians' salaries to the four groups used by the AAUP.

These are: (1) federal government; (2) private industry; (3) broad occupation groups; and (4) professional and managerial groups.

Although the present study presents data for direct comparison between instructional faculty and librarians, the data can be used to compare salaries among types of institutions and categories of institutions within the various levels of librarianship.

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