



**Librarians' Forum  
Salary Report  
May 2015**

**Compiled by:**

Salary Report Task Force

**Task Force Members**

Marci Brandenburg, Chair  
Julie Herrada  
Leena Lalwani  
Deirdre Spencer  
Jungwon Yang

---

**Librarians' Forum  
University Library**



# Table of Contents

---

[Table of Contents](#)

[Executive Summary](#)

[Quick Facts](#)

[Task Force Recommendations](#)

[External Salary Data](#)

[Beginning Salaries: ARL and CIC, 2014](#)

[Median Salaries: ARL and CIC, 2014](#)

[Beginning Salaries: Health Sciences Libraries, 2014](#)

[Median Salaries: Health Sciences Libraries, 2014](#)

[Ph.D. Granting Public Universities in Michigan](#)

[Internal Salary Data](#)

[2014 U-M Librarian Salaries by Rank: Min, Max, Avg, and Median](#)

[2014 Median Librarian Salaries by Department](#)

[U-M Librarian Average & Median Salaries by Location, 2014](#)

[U-M Campus Salaries: Assistant Professors and Assistant Librarians](#)

[Average U-M Merit Increases: Librarians & Faculty, 2014](#)

[Cost of Living Data](#)

[Snapshot of 2014 Housing Costs and Median Salaries for Ann Arbor](#)

[Cost of Living Salary Equivalents by Location: ARL & CIC Institutions](#)

[Cost of Living salary Equivalents by Location: Ph.D. Granting Institutions in Michigan](#)

[Fair Market Rent By Location vs. Median 2014 Salary: ARL & CIC Institutions](#)

[Fair Market Rent By Location vs. Median 2014 Salary: Ph.D. Granting Institutions in Michigan](#)

[Data Sources for the 2015 Salary Report](#)

## Executive Summary

---

The Librarians' Forum has charged this Salary Standing Committee to update and present librarian salary data as compiled from a number of external and internal sources. The intent of this report is to provide an informational snapshot of U-M librarian salaries as they compare to the librarian salaries of our peer institutions both locally and nationally. The formal charge of this group is as follows:

“Compile detailed salary data that reflect the current status of librarian salaries in comparison to our peer institutions at the local, state, and national levels...analyze the data and do salary compression analysis. The committee will also look at whether salaries have varied by division, race, or gender in unfair ways, and whether there are any other anomalies. They will provide recommendations in the final report to be presented to the Librarians' Forum membership at the May business meeting.”

The last Salary Report produced by a Librarians' Forum Salary Standing Committee was submitted in May 2014. The last Salary Report containing compression analysis was submitted in May 2011.

The librarian salary data presented in this report have come from a number of different sources and present salary data from: ARL and CIC peer-institutions, other Michigan Ph.D. granting institutions, and a number of U-M library departments and locations. Both the ARL data and CIC data present beginning and median librarian salary data from 16 institutions (including Michigan). This is the first report to include Nebraska, Rutgers, and Maryland as CIC institutions. The median librarian salaries from the majority of public Ph.D. granting institutions in Michigan is also provided and is compared by librarian rank. U-M librarian salaries are presented in a variety of ways for comparison. This data includes: the minimum, maximum, average, and median salaries by rank, median salaries by library department, and average and median salaries by location. Demographic information, such as race and gender, were not provided due to challenges in obtaining this data. Additional information, such as the cost of living index by location and fair market rental values by county, have been included to assist in understanding the status of librarian salaries within the context of the current economic environment.

## Quick Facts

---

- Michigan's beginning librarian salary of \$48,000 ranks 10th among the 16 ARL peer institutions (ranked 12th in 2013) and 8th among the now 16 CIC institutions (ranked 6th among 13 institutions in 2013).
- Among peer ARL institutions, Michigan's ARL-reported 2014 median salary of \$67,269 is in the bottom quartile. Only Washington, Wisconsin, and Texas have a lower median salary. Michigan's median salary, when adjusted for cost of living is \$60,602.
- The ARL-reported median salary of \$67,269 decreased in 2014 compared to the 2013 median salary of \$68,363.
- Both the ARL-reported beginning and median health sciences librarian salaries at Michigan rank in the lower half among our health sciences library peers. Both the beginning and median salaries rank 7 out of 10.
- The percentage of difference in median salaries by rank (Assistant to Associate, Associate to Senior Associate, and Senior Associate to Librarian) for 2014 were 15.7%, 24.1%, 17.2%, respectively. The percentage of difference in median salaries between Librarian and AUL for 2014 was 62.4%.
- The L&T group has the highest median salary and Operations has the lowest median salary of any of the groups. The difference between the median salary of L&T and Operations is \$17,532.
- Median U-M librarian salaries were 11.4% higher than those at Dearborn, and 14.2% higher than those at Flint.
- U-M librarians at the Assistant Librarian rank, Associate Librarian rank, and Librarian ranks are at the bottom of the median pay scale in comparison with other Ph.D. granting institutions in Michigan

## Task Force Recommendations

---

- The Committee recommends that future Salary Committees have a meeting with LHR before the data collection process in order to discuss the committee's data needs. The Committee recommends doing a comparison between the LHR data and the publicly available data to ensure accuracy and consistency across years.
- It should be noted that as of the 2015 fiscal year, the merit program has been replaced by a new performance evaluation process which will be based on two factors: goals and competencies. This Task Force recommends to the members of the 2016 Task Force that the results be carefully reviewed and detailed in their May 2016 Report.
- Given that our median salary is at the bottom of the pay scale compared to other Ph.D. granting institutions in Michigan, the Committee recommends salary adjustments to keep U-M salaries competitive.
- The merit increase gap between librarians and non-librarian University faculty is increasing. The Committee recommends doing a review of librarian merit increases.
- ULA salaries (annual FTE salary \$56,912, actual half-time appointment pays \$28,456) are at a higher FTE rate than all salaries for assistant librarians and higher than more than one quarter of associate librarian salaries (22 associate librarians currently make less than \$56.9k). The Committee recommends reviewing these salaries.
- Due to compression, the Committee recommends reviewing salaries of Assistant Librarians that started in 2013 at the beginning salary, as their current salaries are below the 2014 beginning salary.

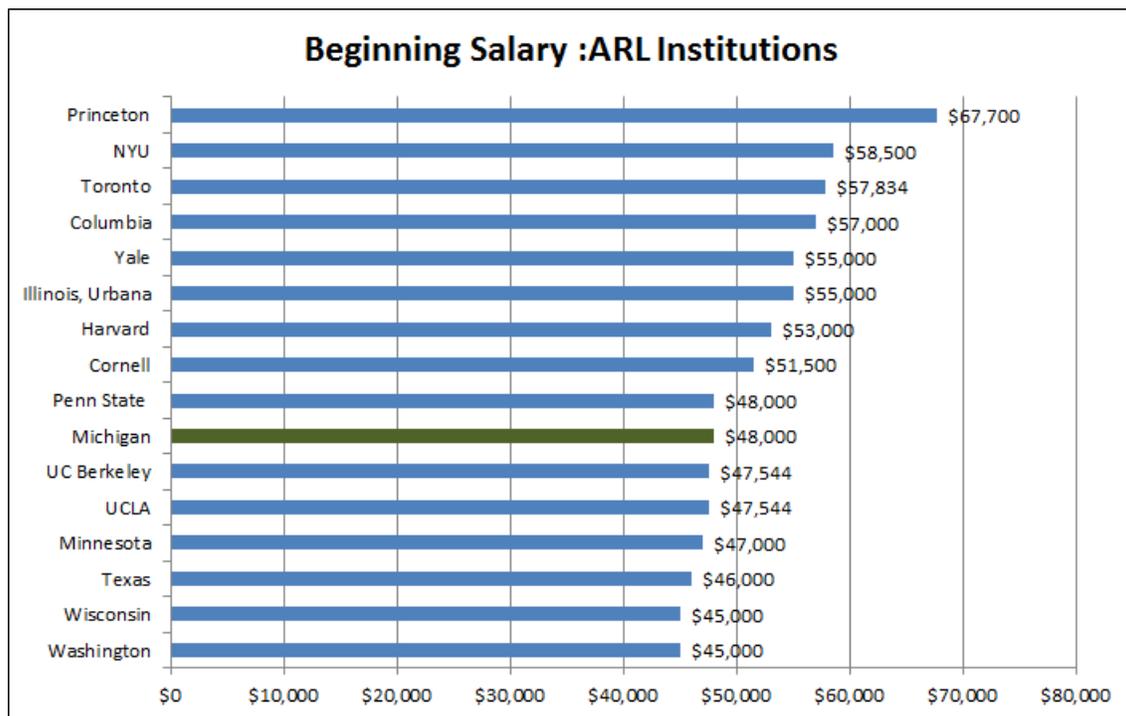
## External Salary Data

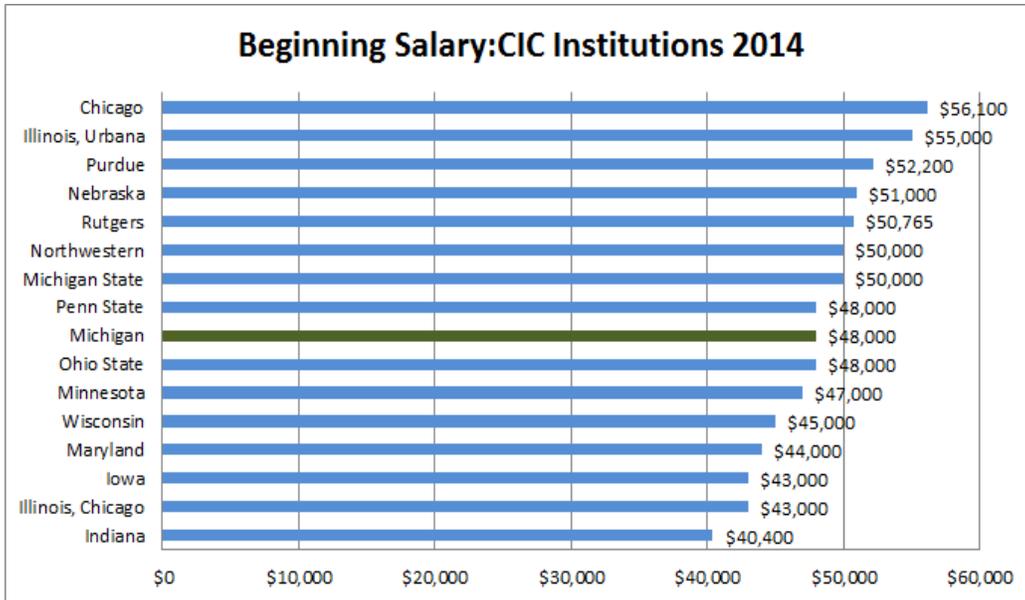
---

The following external salary graphs compare the 2014 fiscal year University Library librarian salaries with peer institutions. This is the first report in which our peer CIC institutions include University of Nebraska-Lincoln, Rutgers University, and University of Maryland. Included are the top sixteen ARL libraries as determined by the first Librarians' Analysis Task Force (2002) with the exception of NYU which replaced Stanford which left the ARL in 2004.

### Beginning Salaries: ARL and CIC, 2014

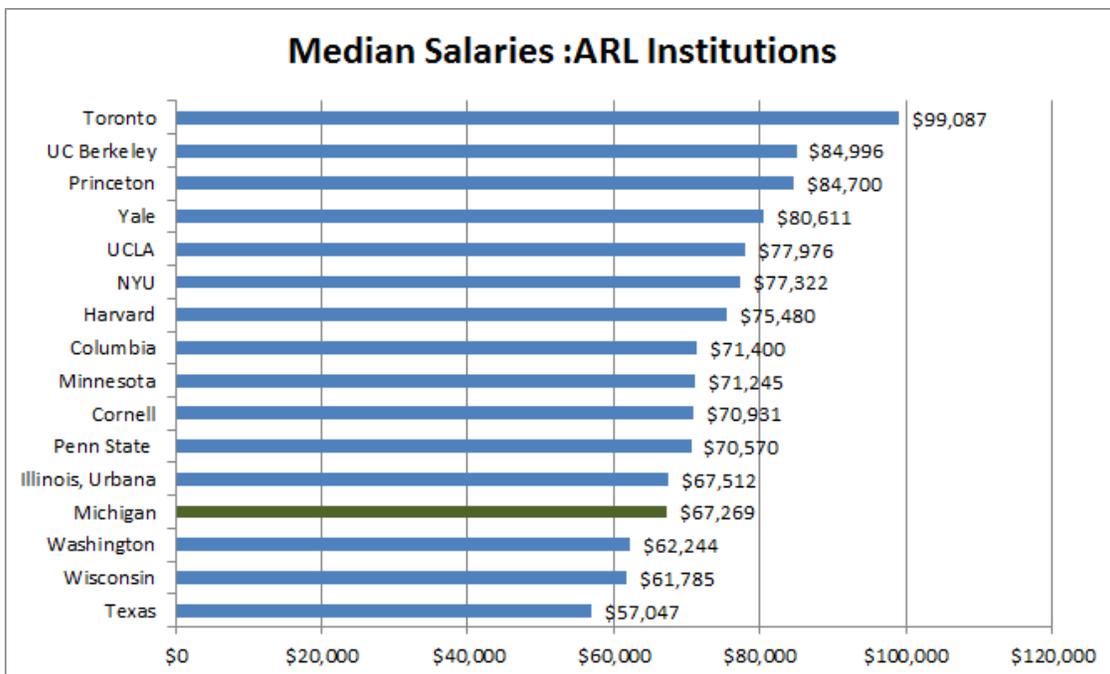
The graphs below show the beginning salaries of individual ARL and CIC institutions for 2014. Highlighted in green, Michigan's current beginning salary is \$48,000. This ranks Michigan number ten out of sixteen among our ARL peers in 2014. Princeton has a starting salary of \$67,700, placing it at the top among our ARL peers' beginning salaries. University of Chicago's beginning salary of \$56,100 was the highest in the CIC in 2014.

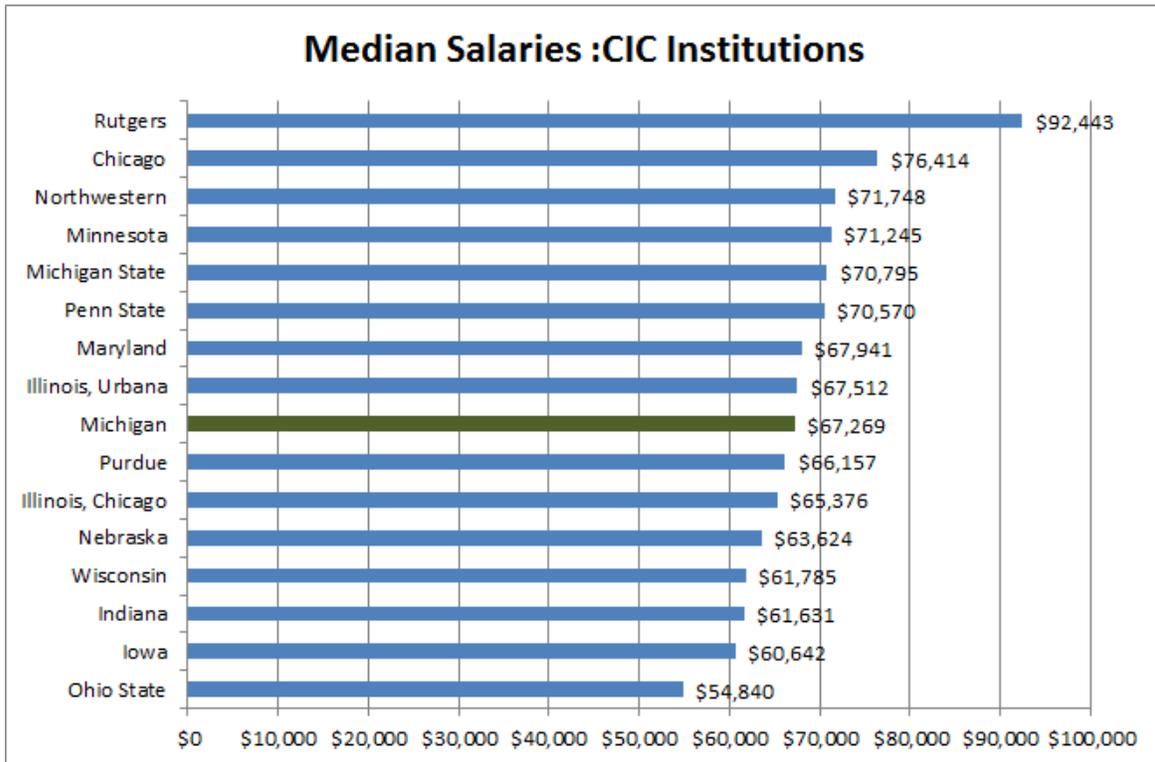




### Median Salaries: ARL and CIC, 2014

The graphs below show the median salaries of individual ARL and CIC institutions for 2014. Michigan is highlighted in green. The Michigan 2014 median salary was \$67,269, a decrease from \$68,363 in 2013. Toronto had the top ARL 2014 median librarian salary at \$99,087, and Rutgers had the highest median librarian salary in the CIC at \$92,443.

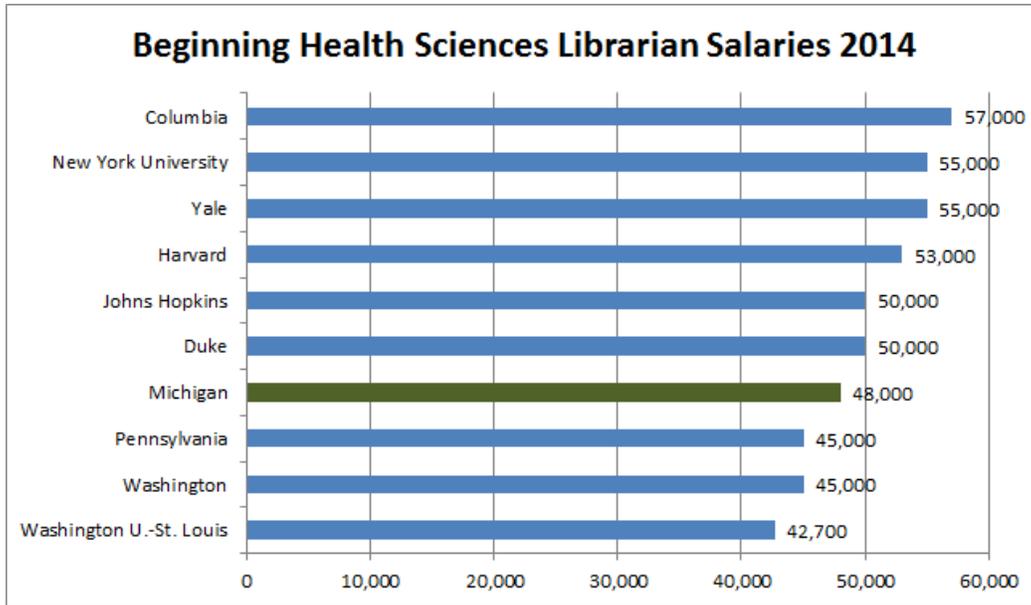




### Beginning Salaries: Health Sciences Libraries, 2014

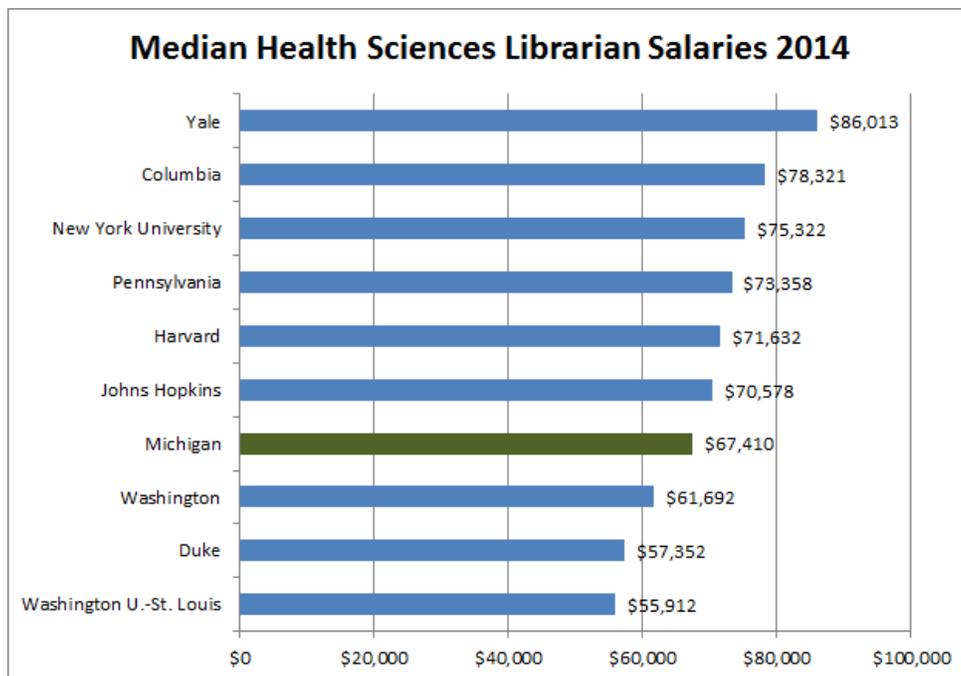
The following health sciences librarian salaries have been selected for comparison with U-M health sciences librarian salaries. The institutions presented here, which are the same as in the 2011 report, are a selection of medical and health sciences library peers based on their medical school’s competition for research dollars, faculty and students, as well as innovations in curriculum. Almost all of these institutions, including U-M, are listed within the top ten rankings in the U.S. News and World Report’s 2015 research rankings for medical schools; New York University is the only institution not within the top ten, being ranked 14.

Washington University, in St. Louis, has the lowest beginning librarian salary of the 10 institutions presented here. Columbia reports the highest beginning librarian salary at \$57,000. The beginning librarian salary for Michigan was \$48,000. This ranks Michigan seventh out of ten when compared to health sciences library peers.



### Median Salaries: Health Sciences Libraries, 2014

The median health sciences librarian salary was highest for Yale at \$86,013. Washington University, in St. Louis, had the lowest median health sciences librarian salary. With a median salary of \$67,410, Michigan ranked seventh out of ten when compared to health sciences library peers.



## Ph.D. Granting Public Universities in Michigan

The table below shows the peer-institutions of the University of Michigan within the state of Michigan. These institutions were selected for comparison based on the fact that they are public institutions that also grant Ph.D.s. The figures below have not been adjusted to reflect any variations in a 12-month work schedule, such as a fiscal year, or a 9-month or 10-month work schedule, and reflect the year 2014.

The ranks used in this table represent the different ranking systems across the Ph.D. granting institutions. General categories were used due to the fact that some of the libraries in this table use a tenure system and some use systems unique to that institution. For example, the Librarian I rank represents librarians in entry-level positions and includes librarians in the Assistant Librarian rank at the University of Michigan, Assistant Professor rank at Oakland and Eastern Michigan, and so on. The Librarian II and III ranks represent librarians in Associate and Senior Associate Librarian positions, and the Librarian IV rank represents librarians that have reached the full Librarian rank.

University of Michigan librarians at the rank of Librarian I (Assistant Librarian) are at the bottom of the median pay scale in comparison to other doctoral degree granting institutions in Michigan. Central Michigan University is 12.5% higher than Michigan; Eastern Michigan University is 14.9% higher than Michigan; Oakland University is 10.7% higher than Michigan; Michigan State University is 13.8% higher than Michigan; Western Michigan University is 21.4% higher than Michigan; Wayne State University is 5.6% higher than Michigan.

The median Librarian II (Associate Librarian) salary for U-M is also at the bottom of the pay scale in comparison to other doctoral degree granting institutions in Michigan. Central Michigan is 6.8% higher than Michigan; Eastern Michigan is 0.1% higher than Michigan; Michigan State is 21.4% higher than Michigan; Oakland University is 19.2% higher than Michigan; Western Michigan is 27.6% higher than Michigan; Wayne State is 6.5% higher than Michigan.

The Librarian III (Sr. Associate Librarian) salary for U-M is also disproportionately low in comparison to other Michigan doctoral degree granting institutions. Michigan State's salary at the Librarian III level is 26.1% higher than Michigan; Oakland University is 19.2% higher than Michigan, Western Michigan's salary is 68.7% higher than Michigan.

The Librarian IV (Full Librarian) salary of Wayne State University is 0.8% higher than Michigan, and Eastern Michigan's salary is 4.3% higher than Michigan. These are the only three institutions with librarians at the IV level.

The only instance in which the the University of Michigan ranks slightly higher in salary is the Librarian III level where Michigan's salary is 3.4% higher than Eastern Michigan, and is 1% higher than Wayne State University. Central Michigan does not have a position at the Librarian III level to compare to Michigan.

| <b>Ph.D. Granting Public Universities in Michigan</b> |                    |                     |                      |                     |
|---|--------------------|---------------------|----------------------|---------------------|
|   | <b>Rank</b>        |                     |                      |                     |
| <b>Institution</b>                                    | <b>Librarian I</b> | <b>Librarian II</b> | <b>Librarian III</b> | <b>Librarian IV</b> |
| <b>Central Michigan</b>                               |                    |                     |                      |                     |
| 2014 Median   | \$55,078           | \$61,114            | N/A                  | N/A                 |
| <b>Eastern Michigan</b>                               |                    |                     |                      |                     |
| 2014 Median   | \$56,244           | \$57,273            | \$66,352             | \$86,784            |
| <b>Michigan State</b>                                 |                    |                     |                      |                     |
| 2014 Median   | \$55,700           | \$69,500            | \$86,563             | N/A                 |
| <b>Oakland University</b>                             |                    |                     |                      |                     |
| 2014 Median   | \$54,219           | \$68,243            | \$81,860             | N/A                 |
| <b>Western Michigan</b>                               |                    |                     |                      |                     |
| 2014 Median   | \$59,423           | \$73,037            | \$115,829            | N/A                 |
| <b>Wayne State <sup>1</sup></b>                       |                    |                     |                      |                     |
| 2014 Median   | \$51,682           | \$60,954            | \$67,969             | \$83,925            |
| <b>Michigan</b>                                       |                    |                     |                      |                     |
| 2014 Median   | \$48,960           | \$57,229            | \$68,661             | \$83,232            |

---

<sup>1</sup> Counting Librarians in the Central Libraries ; Excluding Law

## Internal Salary Data

---

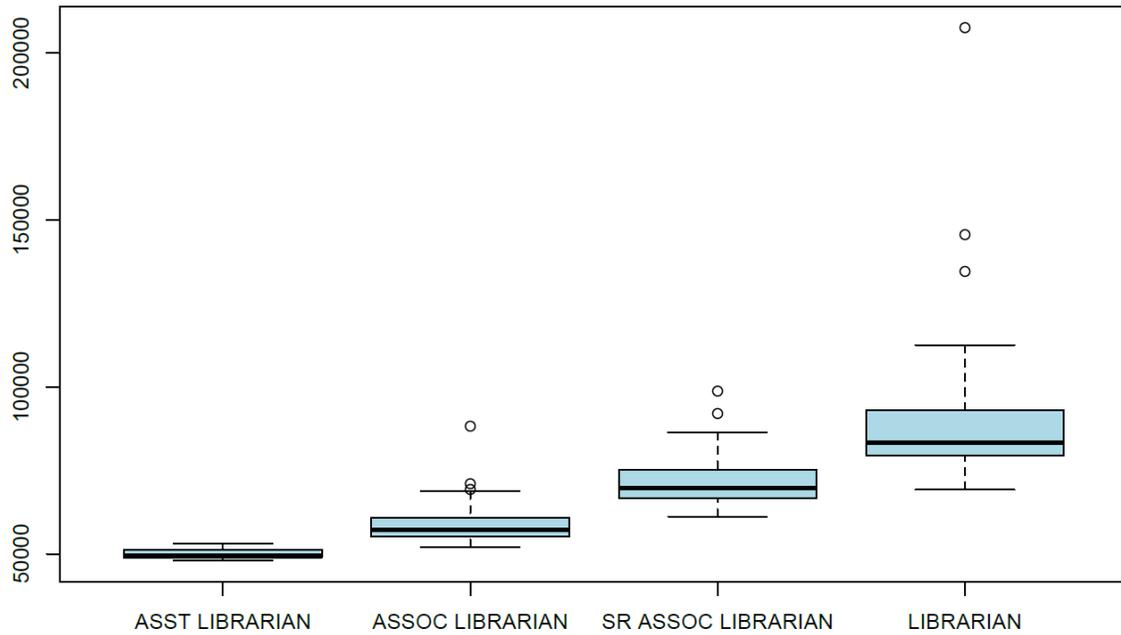
### **2014 U-M Librarian Salaries by Rank: Min, Max, Avg, and Median**

The internal salary data comes from publicly reported data from the University of Michigan in 2014.

These tables present the minimum, maximum, average, and median salaries for librarians by rank in 2014. Also included is the number of librarians in each rank, as well as the number of librarians in each rank who are on term appointments. Race and gender were not looked at due to difficulty obtaining the data.

The percentage of difference in median salaries by rank (Assistant to Associate, Associate to Senior Associate, and Senior Associate to Librarian) for 2014 were 15.7%, 24.1%, and 17.2%, respectively. The number of AULs has increased from 3 to 8 over the last few years, and the percentage of difference in median salaries between Librarian rank and AULs for 2014 was 62.4%. The comparison of AUL and Librarian salaries has not been reported in the past.

Also notable is the significant difference between the number of Assistant Librarians and the number of Associate, Senior Associate, and Librarians. This number could be attributed to a decrease in the number of people hired at this rank, and/or represents a significant number of promotions taking place from Assistant to Associate Librarian.



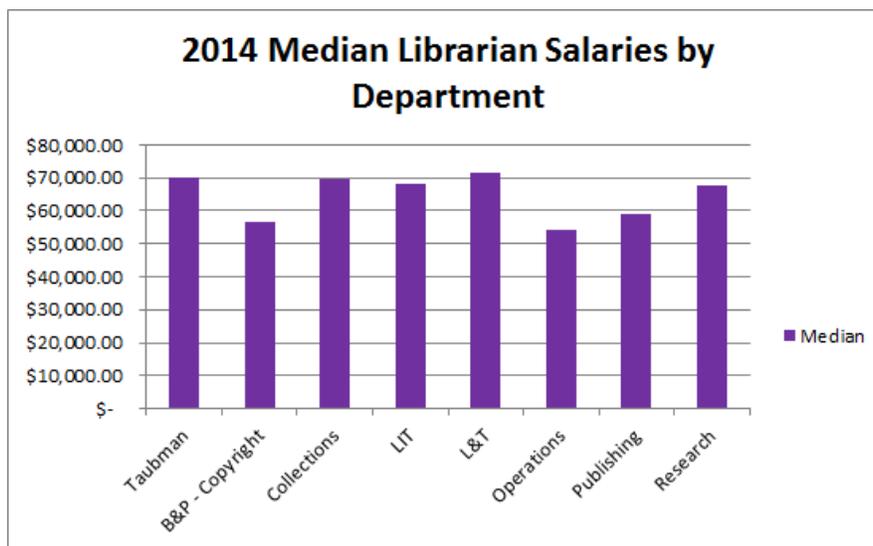
| <b>Min, Max, Avg, &amp; Median, 2014</b> |                        |                         |                             |                  |                                       |
|--|------------------------|-------------------------|-----------------------------|------------------|---------------------------------------|
|  | <b>Asst. Librarian</b> | <b>Assoc. Librarian</b> | <b>Sr. Assoc. Librarian</b> | <b>Librarian</b> | <b>Associate University Librarian</b> |
| <b>Min.</b>                              | \$47,940               | \$52,139                | \$61,200                    | \$69,186         | \$120,000                             |
| <b>Max.</b>                              | \$53,008               | \$88,226                | \$98,723                    | \$207,500        | \$159,181                             |
| <b>Avg.</b>                              | \$50,008               | \$59,311                | \$72,410                    | \$90,973         | \$139,257                             |
| <b>Median</b>                            | \$49,480               | \$57,237                | \$71,046                    | \$83,263         | \$135,252                             |
| <b># in Rank</b>                         | 12                     | 49                      | 40                          | 42               | 8                                     |
| <b># of Term Apt</b>                     | 7                      | 10                      | 1                           | 0                | 0                                     |

ULA salaries (annual FTE salary \$56,912, actual half-time appointment pays \$28,456) are not included in this data.

The minimum salary is lower than the reported minimum salary for U-M librarians, as librarians hired in at the 2013 minimum salary have 2014 salaries that are less than the 2014 minimum salary for a new hire.

## 2014 Median Librarian Salaries by Department

This chart presents a comparison of median librarian salaries between departments which are a part of the University Library system. Although the 2011 report used an average salary chart, we believe that a median salary chart better represents the data when viewed across departments. The department names used here for comparison are based on the unit names as used by Library Human Resources. The L&T group has the highest median salary and Operations has the lowest median salary of any of the groups. The difference between the median salary of L&T and Operations is \$17,532.



| Univ Library by Dept       | Average  | Min      | Max       | Median   | # in dept |
|----------------------------|----------|----------|-----------|----------|-----------|
| <b>Taubman</b>             | \$75,844 | \$53,550 | \$158,661 | \$70,278 | 19        |
| <b>B&amp;P - Copyright</b> | \$65,978 | \$48,960 | \$101,469 | \$56,741 | 4         |
| <b>Collections</b>         | \$71,255 | \$47,940 | \$134,540 | \$69,707 | 27        |
| <b>LIT</b>                 | \$71,367 | \$48,899 | \$112,488 | \$68,198 | 16        |
| <b>L&amp;T</b>             | \$72,230 | \$55,141 | \$101,118 | \$71,714 | 18        |
| <b>Operations</b>          | \$56,843 | \$48,000 | \$71,007  | \$54,182 | 4         |
| <b>Publishing</b>          | \$64,475 | \$52,020 | \$88,226  | \$59,093 | 7         |
| <b>Research</b>            | \$70,211 | \$48,899 | \$96,277  | \$67,636 | 46        |

## U-M Librarian Average & Median Salaries by Location, 2014

The median and average U-M librarian salaries by location are presented here for general comparison to the overall university library system. The median 2014 librarian salary was 3.3% higher between university library and Ross. The median 2014 librarian salary was 1.8% higher for the Law Library compared to the university library. The overall 2014 median salary was 11.4% higher than that of Dearborn, and 14.2% higher than that of Flint.

| U-M Librarian Average & Median Salaries By Location, 2014 |  |          |          |          |          |
|---|--|----------|----------|----------|----------|
| 2014  | MLibrary<br>(including<br>Taubman Health<br>Sciences<br>Library) | Ross     | Law      | Dearborn | Flint    |
| <b>Median</b>   | \$69,235.74  | \$66,939 | \$70,500 | \$61,328 | \$59,374 |
| <b>Average</b>  | \$75,084.08  | \$74,891 | \$70,932 | \$63,557 | \$56,791 |

\*Salary information for Bentley and Clements has not been included.

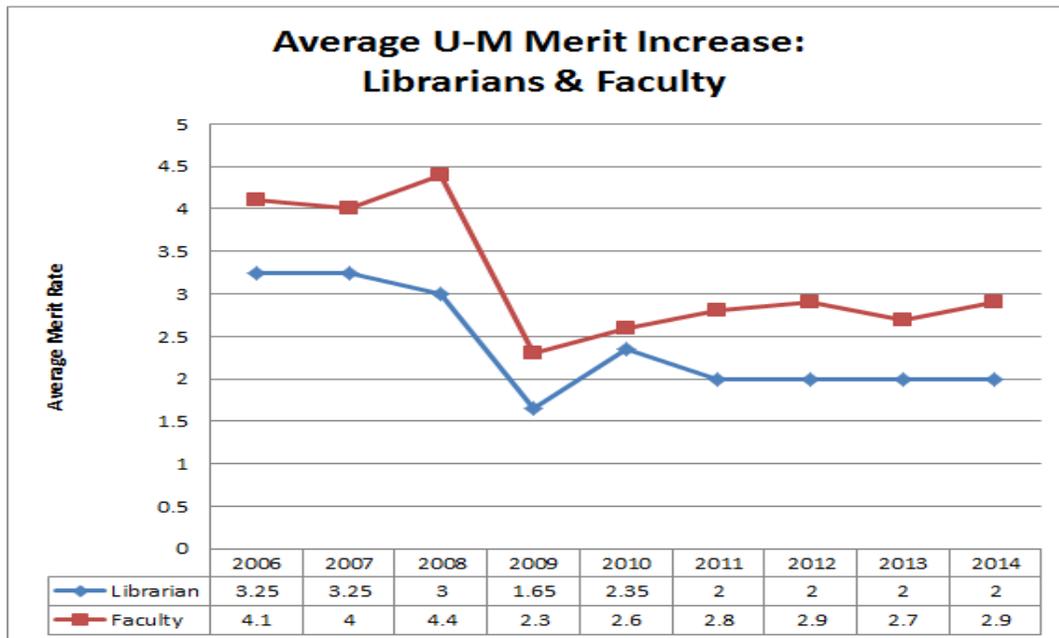
## U-M Campus Salaries: Assistant Professors and Assistant Librarians

These tables present a brief comparison of the median, minimum, and maximum salaries of Assistant Professors and Assistant Librarians on the Ann Arbor campus. The median salaries of Assistant Librarians were 43% lower than the median salaries for Assistant Professors for 2014. The minimum salaries of Assistant Professors were 11.2% higher than those of Assistant Librarians in 2014.

| Assistant Professors & Assistant Librarians: Median Min, Max., 2014 |             |              |              |
|---|-------------|--------------|--------------|
| Rank  | 2014 median | 2014 minimum | 2014 maximum |
| Assistant Professor, University Year                                | \$85,791    | \$54,000     | \$220,000    |
| Assistant Librarian, Fiscal year                                    | \$48,960    | \$47,940     | \$59,000     |

## Average U-M Merit Increases: Librarians & Faculty, 2014

Faculty members have received higher average merit increases than librarians for 2014.



\*Faculty are defined as tenured or tenure-track only. Data is for the Ann Arbor campus only. Source of the data for librarians is Library Dean emails.

## Cost of Living Data

---

Cost of living data is provided to help create a more complete picture to questions about salary. This report includes a current snapshot of housing costs in Ann Arbor and includes average condo and home sale prices. However, given the current economic climate, housing costs may not adequately reflect the reality of constraints related to cost of living and median librarian salaries. Therefore, this section includes information related to fair market rents, as well as a comparison of adjusted salaries in relation to a cost of living index.

The median salaries of our ARL and CIC peer-institutions have been compared to the cost of living index for the corresponding location of the institution. This information has also been provided for Ph.D. granting institutions in Michigan. The fair market rents of a two-bedroom apartment have also been provided and are based on the location nearest each ARL, CIC, or Michigan Ph.D. granting institution.

For the last decade, among ARL & CIC schools, only Los Angeles, Berkeley and Chicago (Northwestern), had higher apartment rents compared to Ann Arbor. The current economic environment has resulted in a decline in Ann Arbor housing property values as well as a decline in the average cost of a two-bedroom apartment rental.

The fair market rent price for a two bedroom apartment in Ann Arbor is almost equal to the rent price from 2011. The Ann Arbor's rent price is fourth highest in the CIC and fourteenth for ARL/CIC schools according to the 2014 survey. However, the cost of living in Ann Arbor rose from 103.3 in 2010 to 111 in 2014, according to the cost of living index.

### Snapshot of 2014 Housing Costs and Median Salaries for Ann Arbor

| <b>Snapshot of 2014 Housing Costs and Median Salaries for Ann Arbor</b> |           |
|---|-----------|
| Median U-M Library Salary   | \$67,269  |
| Beginning U-M Librarian Salary  | \$48,000  |
| Subsidized Housing Eligibility-1 person                                 | \$47,728  |
| Average Ann Arbor Condo and Home Sale Price                             | \$294,090 |
| Average Monthly Apartment Rent - 2 bedroom                              | \$964     |

| <b>Cost of Living Salary Equivalents by Location: ARL &amp; CIC Institutions</b> |                 |                           |                             |                          |
|--|-----------------|---------------------------|-----------------------------|--------------------------|
| <b>Institution</b>   | <b>Location</b> | <b>Median 2014 salary</b> | <b>Cost of Living Index</b> | <b>Salary Equivalent</b> |
| Michigan State   | Lansing         | \$70,795                  | 82                          | \$86,335                 |
| Purdue   | Lafayette       | \$66,157                  | 83                          | \$79,707                 |
| Illinois, Urbana   | Urbana          | \$67,512                  | 89                          | \$75,856                 |
| Univ. of Chicago   | Chicago         | \$76,414                  | 103                         | \$74,188                 |
| Yale   | New Haven       | \$80,611                  | 113                         | \$71,337                 |
| Ohio State University  | Columbus        | \$54,840                  | 82                          | \$66,878                 |
| Univ. of Minnesota   | Minneapolis     | \$71,245                  | 108                         | \$65,967                 |
| Illinois, Chicago  | Chicago         | \$65,376                  | 103                         | \$63,472                 |
| Univ. of Indiana   | Bloomington     | \$61,630                  | 98                          | \$62,887                 |
| Cornell  | Ithaca          | \$70,930                  | 113                         | \$62,769                 |
| Penn State   | State College   | \$70,570                  | 115                         | \$61,365                 |
| Michigan   | Ann Arbor       | \$67,269                  | 111                         | \$60,602                 |
| Univ. of Iowa  | Iowa City       | \$60,642                  | 105                         | \$57,754                 |
| Northwestern   | Evanston        | \$71,748                  | 128                         | \$56,053                 |
| Univ. of Texas   | Austin          | \$57,047                  | 107                         | \$53,314                 |
| Univ. of Wisconsin   | Madison         | \$61,785                  | 116                         | \$53,262                 |
| Princeton  | Princeton       | \$84,700                  | 162                         | \$52,283                 |
| UCLA   | Los Angeles     | \$77,976                  | 164                         | \$47,546                 |
| NYU  | New York City   | \$77,372                  | 168                         | \$46,055                 |
| Columbia   | New York City   | \$71,400                  | 168                         | \$42,500                 |
| Harvard  | Cambridge       | \$75,480                  | 183                         | \$41,246                 |
| Univ. of Washington  | Seattle         | \$62,244                  | 154                         | \$40,418                 |
| UC Berkeley  | Berkeley        | \$84,996                  | 231                         | \$36,795                 |
| Univ. of Toronto   | Toronto, ON     | \$99,087                  | N/A                         | N/A                      |

**Cost of Living salary Equivalents by Location: Ph.D. Granting Institutions in Michigan**

| <b>Institution</b> | <b>Location</b> | <b>Median 2014 salary</b> | <b>Cost of Living Index</b> | <b>Salary Equivalent</b> |
|--------------------|-----------------|---------------------------|-----------------------------|--------------------------|
| Western Michigan   | Kalamazoo       | \$75,799                  | 81                          | \$93,579                 |
| Michigan State     | Lansing         | \$70,795                  | 82                          | \$86,335                 |
| Wayne State        | Detroit         | \$61,410                  | 73                          | \$84,123                 |
| Eastern Michigan   | Ypsilanti       | \$61,715                  | 90                          | \$68,572                 |
| Central Michigan   | Mount Pleasant  | \$60,584                  | 90                          | \$67,316                 |
| Michigan           | Ann Arbor       | \$67,269                  | 111                         | \$60,602                 |
| Oakland            | Rochester       | \$68,243                  | 116                         | \$58,830                 |

### Fair Market Rent By Location vs. Median 2014 Salary: ARL & CIC Institutions

| <b>Institution</b>    | <b>Location</b> | <b>Median 2014 salary</b> | <b>HUD FMR -2 Bed*</b> | <b>Name of County</b> |
|-----------------------|-----------------|---------------------------|------------------------|-----------------------|
| UC Berkeley           | Berkeley        | \$84,996                  | \$1,585                | Alameda               |
| Harvard               | Cambridge       | \$75,480                  | \$1,494                | Middlesex             |
| NYU                   | New York City   | \$77,372                  | \$1,481                | New York              |
| Columbia              | New York City   | \$71,400                  | \$1,481                | New York              |
| UCLA                  | Los Angeles     | \$77,976                  | \$1,424                | Los Angeles           |
| Univ. of Washington   | Seattle         | \$62,244                  | \$1,415                | King                  |
| Yale                  | New Haven, CT   | \$80,611                  | \$1,316                | New Haven             |
| Princeton             | Princeton       | \$84,700                  | \$1,269                | Mercer                |
| Cornell               | Ithaca          | \$70,930                  | \$1,146                | Tompkins              |
| Northwestern          | Evanston        | \$71,748                  | \$1,093                | Cook                  |
| Univ. of Chicago      | Chicago         | \$76,414                  | \$1,093                | Cook                  |
| Illinois, Chicago     | Chicago         | \$65,376                  | \$1,093                | Cook                  |
| Univ. of Minnesota    | Minneapolis     | \$71,245                  | \$996                  | Anoka                 |
| Michigan              | Ann Arbor       | \$67,269                  | \$964                  | Washtenaw             |
| Univ. of Wisconsin    | Madison         | \$61,785                  | \$928                  | Dane                  |
| Penn State            | State College   | \$70,570                  | \$889                  | Centre                |
| Univ. of Indiana      | Bloomington     | \$61,630                  | \$823                  | Monroe                |
| Ohio State University | Columbus        | \$54,840                  | \$811                  | Franklin              |
| Univ. of Iowa         | Iowa City       | \$60,642                  | \$802                  | Johnson               |
| Illinois, Urbana      | Urbana          | \$67,512                  | \$796                  | Champaign             |
| Michigan State        | Lansing         | \$70,795                  | \$776                  | Clinton               |
| Purdue                | Lafayette       | \$66,157                  | \$768                  | Tippecanoe            |
| Univ. of Texas        | Austin          | \$57,047                  | \$739                  | Austin                |
| Univ. of Toronto      | Toronto, ON     | \$99,087                  | N/A                    | N/A                   |

| <b>Fair Market Rent By Location vs. Median 2014 Salary: Ph.D. Granting Institutions in Michigan</b> |                 |                           |                       |                       |
|---|-----------------|---------------------------|-----------------------|-----------------------|
| <b>Institution</b>  | <b>Location</b> | <b>Median 2014 salary</b> | <b>HUD FMR-2 Bed*</b> | <b>Name of County</b> |
| Eastern Michigan  | Ypsilanti       | \$61,715                  | \$964                 | Washtenaw             |
| Michigan  | Ann Arbor       | \$67,269                  | \$964                 | Washtenaw             |
| Oakland   | Rochester       | \$68,243                  | \$846                 | Oakland               |
| Wayne State   | Detroit         | \$61,410                  | \$846                 | Wayne                 |
| Central Michigan  | Mount Pleasant  | \$60,584                  | \$803                 | Midland               |
| Michigan State  | Lansing         | \$70,795                  | \$776                 | Clinton               |
| Western Michigan  | Kalamazoo       | \$75,799                  | \$728                 | Kalamazoo             |

\*Based on HUD numbers for Fair Market Rent for a 2-Bedroom apartment to the corresponding geography used for comparison.

# Data Sources for the 2015 Salary Report

---

Raw data is available upon request.

## **ARL, CIC, and Health Sciences Beginning and Median Salaries**

- ARL annual salary survey :  
<http://publications.arl.org/ARL-Annual-Salary-Survey-2013-2014/>

## **Ph.D. Granting Institutions in Michigan**

- MSU - Arlene Weismantel, Senior Associate Director, [weisman1@mail.lib.msu.edu](mailto:weisman1@mail.lib.msu.edu), (517) 884-6447.
- WMU - Regina E. Buckner, Director, Operational Services University Libraries, [regina.buckner@wmich.edu](mailto:regina.buckner@wmich.edu), (269) 387-5204.
- CMU - Ann Miller, Director, Faculty Employment and Compensation, (989) 774-7384.
- WSU - Paul Beavers, Coordinator for Collection Development And Assessment, [aa6536@wayne.edu](mailto:aa6536@wayne.edu), (313) 577-2360.
- Oakland - Shawn V. Lombardo, Associate Dean Oakland University Libraries, [lombardo@oakland.edu](mailto:lombardo@oakland.edu), (248) 370-2493.
- EMU - Susann deVries, Department Head Eastern Michigan University Library, [sdevries@emich.edu](mailto:sdevries@emich.edu), (734) 487-2475.

## **Michigan Librarian Salaries and Merit Increases**

- Faculty and staff salary record: <http://mirlyn.lib.umich.edu/Record/003314612>
- The University of Michigan Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors (FSA) Report: <http://hr.umich.edu/hrris/reports/FSA2014.pdf>
- Merit increase information came from Dean of Library emails
- # Term Employees: Library Human Resources

## **Cost of Living and Housing Data**

- Cost of Living Index: [www.bestplaces.net](http://www.bestplaces.net)
- Fair Market Rent: <http://www.huduser.org/portal/datasets/fmr.html>
- Realtor.com for home prices: [http://www.realtor.com/local/Ann-Arbor\\_MI/home-prices](http://www.realtor.com/local/Ann-Arbor_MI/home-prices)

## **ULA salary data**

- <http://www.lib.umich.edu/library-human-resources/university-library-associates-ula>