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# Librarian & Archivist Salary Survey, 2020-2021 to 2022-2023

The CAUT Librarian and Archivist Salary Survey (LASS) is a triennial survey collecting salary and demographic data. The results are used to support collective bargaining, lobbying and advocacy for academic librarians and archivists in CAUT-affiliated member associations.

## Key findings

- In 2022-2023, the majority (72 per cent) of academic librarians and archivists identified as women.
- Librarianship remains a mature profession, with a median age of 47 (46 for women, 49 for men, and 35 for non-binary librarians and archivists).
- The median librarian/archivist salary in 2022-2023 was \$106,672 across reporting associations.
- Between 2012-2013 and 2022-2023, librarian and archivist's salaries failed to keep pace with inflation. When adjusted for inflation, median salaries saw a decrease of two per cent.
- Gender pay gaps still exist in 2022-2023, with those identifying as men earning 6.2 per cent more at the median than those identifying as women.
- Amongst 33 associations for which data is available for 2012-2013 and 2022-2023,<sup>1</sup> the estimated growth rate in the number of librarians and archivists over this 10-year period was 2.2 per cent.<sup>2</sup>

The survey was distributed to 81 academic staff associations. Information for 39 universities and five colleges was collected, representing 44 CAUT member

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<sup>1</sup> Saint-Boniface, Ottawa, Atlantic School of Theology, Athabasca, New Brunswick, Brock, Royal Military College, Carleton, Concordia, Concordia University of Edmonton, Dalhousie, King's (Ontario), Mount Allison, Mount Saint Vincent, McMaster (MUALA), Nipissing, Prince Edward Island, Queen's, Royal Roads, Calgary, Trent, British Columbia, Northern British Columbia, Regina, Western, Laurier, Windsor, York, Selkirk College, Vancouver Community College, Thompson Rivers, Emily Carr, and Mohawk College.

<sup>2</sup> In the absence of 100 per cent census of all librarians at Canadian post-secondary institutions for all years, estimates of growth in the number of librarians requires looking at the size of the librarian complement at a common set of associations over time.

associations. This report is a summary of the data collected and results cannot be generalized to the broader population of librarians and archivists across Canadian post-secondary institutions.

## Data collection

Individual librarian and archivist salary and/or demographic data was obtained for 35 associations for 2020-2021, 37 for 2021-2022 and 39 for 2022-2023. At least some data was collected for librarians and archivists at five college associations represented by the three CAUT federated associations.<sup>3</sup>

For reporting university and college associations, individual record data was collected for 766 librarians and archivists for 2020-2021, 809 librarians and archivists for 2021-2022 and 830 librarians and archivists for 2022-2023. These counts do not include the 150 librarians and archivists in 2020-2021, 149 in 2021-2022 or 163 in 2022-2023 at the University of Toronto, who provided their data for the LASS in aggregate form. Median salary data reported for Ontario and for Canada can only be provided for the set of associations providing individual record data, which excludes the University of Toronto.

The above-noted data are used to provide averages (means and medians) and/or counts for LASS Tables 1 through 6. College and university sector salaries are combined in the reporting of regional and national averages.

Not all survey responses retained are comprehensive. Some of the requested salary, demographic or work experience data, or other information, is not provided by some respondents.

## Demographic profile of librarians and archivists

In 2022-2023, 72 per cent of librarians and archivists at responding associations identified as women and one per cent identified as non-binary.<sup>4</sup> The median length of respondents' employment at their current institution was 11 years. On average, librarians and archivists were slightly younger than full-time university faculty. The median age of librarians and archivists who identified as men at responding

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<sup>3</sup> The colleges who provided data include Fanshawe College, Georgian College, Mohawk College, Selkirk College and Vancouver Community College.

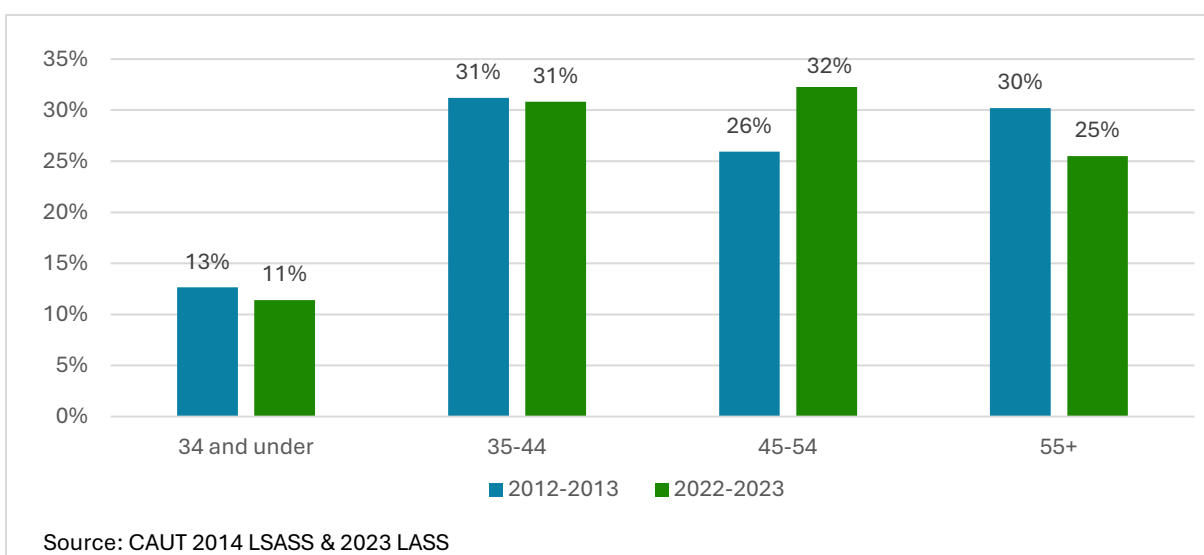
<sup>4</sup> In 2012, data on non-binary individuals was not collected, making comparisons to 2023 not possible. Additionally, as the number of non-binary librarians in 2023 was low, this analysis is limited to comparisons between librarians and archivists who identified as women or men.

associations was 49 years old compared to 52 for faculty who identified as men<sup>5</sup>. Librarians and archivists who identified as women were a median age of 46 compared to faculty who identified as women at 49 years old.

Figure 1 illustrates the shift in the age distribution of librarians and archivists at responding associations between 2012-2013 and 2022-2023. Over the decade at the 33 institutions compared, there was a noticeable shift in the age distribution of librarians and archivists. The proportion of those aged 55 and older declined from 30.5 per cent to 25.5 per cent, while those in the 45-54 age group increased from 26 per cent to 32 per cent. The decrease in the older age cohort was particularly pronounced in Western Canada, where the number of librarians and archivists aged 55 or older decreased by 12.4 per cent (from 34 per cent in 2012 to 21.5 per cent in 2022).

In contrast, the age distribution of full-time faculty remained relatively stable over the same period. In both 2012 and 2022, only five per cent of faculty were 34 years old or younger. For those aged 35 to 44, the proportion was slightly higher in 2012 (27 per cent) compared to 2022 (25 per cent). Full-time faculty aged 45 to 54 made up 31 per cent in 2012 and 32 per cent in 2022. The largest proportion of faculty was found in the 55+ age group, representing 36 per cent in 2012 and 39 per cent in 2022.

**Figure 1: Age distribution of librarians and archivists (%) (2012-2013 and 2022-2023)**



<sup>5</sup> Statistics Canada, University and College Academic Staff System (UCASS), custom request.

## Trends in librarian and archivist compensation, 2022-2023

In 2022-2023, the average salary<sup>6</sup> for all individual librarians and archivists reporting in the LASS was \$114,766, and the median salary was \$106,672. The notable difference between the mean and median salary throughout this analysis is due to the exclusion of University of Toronto data from the median calculation, as the University of Toronto Faculty Association provided aggregate rather than individual record data.

Median librarian and archivist salaries at responding associations by region in 2022-2023 ranged from a low of \$98,990 in Quebec to a high of \$114,918 in Ontario. At the institutional level, median salaries varied widely from a low of \$75,656 at Mount Saint Vincent University to a high of \$155,186 at York University. By rank across the country, median salaries for librarians and archivists in 2022-2023 were as follows:

**Table 1: Median salaries nationally by rank,<sup>7</sup> 2022-2023**

Rank	Median salary (\$)	Count of librarians & archivists included in the data
1	\$74,396	41
2	\$93,455	93
3	\$113,026	144
4	\$145,853	77

Excluding Quebec<sup>8</sup> and looking at the 33 associations which responded for both years, Ontario saw the fastest nominal salary growth between 2012-2013 and 2022-2023, at 24 per cent, closely followed by the Eastern region at 23.2 per cent,

<sup>6</sup> Data is net of any administrative stipends. Note that average salaries reported below and throughout this section may vary slightly based upon the specific subpopulation of librarians being counted.

<sup>7</sup> For consistency of comparison, analysis of the librarian and archivist salary data by rank and region is limited to institutions with four-rank librarian structures. Respondents to the 2023 LASS which have four-rank structures include: Atlantic School of Theology, Dalhousie, Memorial, Mount Allison, Mount Saint Vincent, New Brunswick, Prince Edward Island, Brock, Carleton, McMaster (MUALA), Queen's, Trent, Western, Wilfrid Laurier, Windsor, Brandon, Northern British Columbia, and Regina. While the University of Toronto responded to the 2023 LASS, their data is not included in the regional median salary analysis as individual record data was not provided.

<sup>8</sup> There is insufficient data from the Quebec region to compare over this 10-year period, as the only Quebec association to respond to both the 2014 and 2023 LASS was Concordia University Faculty Association.

compared to the national nominal growth rate of 23.8 per cent. However, when adjusted for inflation, national real salaries declined slightly during this period by 2.1 per cent, driven by a salary decline of 4.3 per cent in Western Canada.

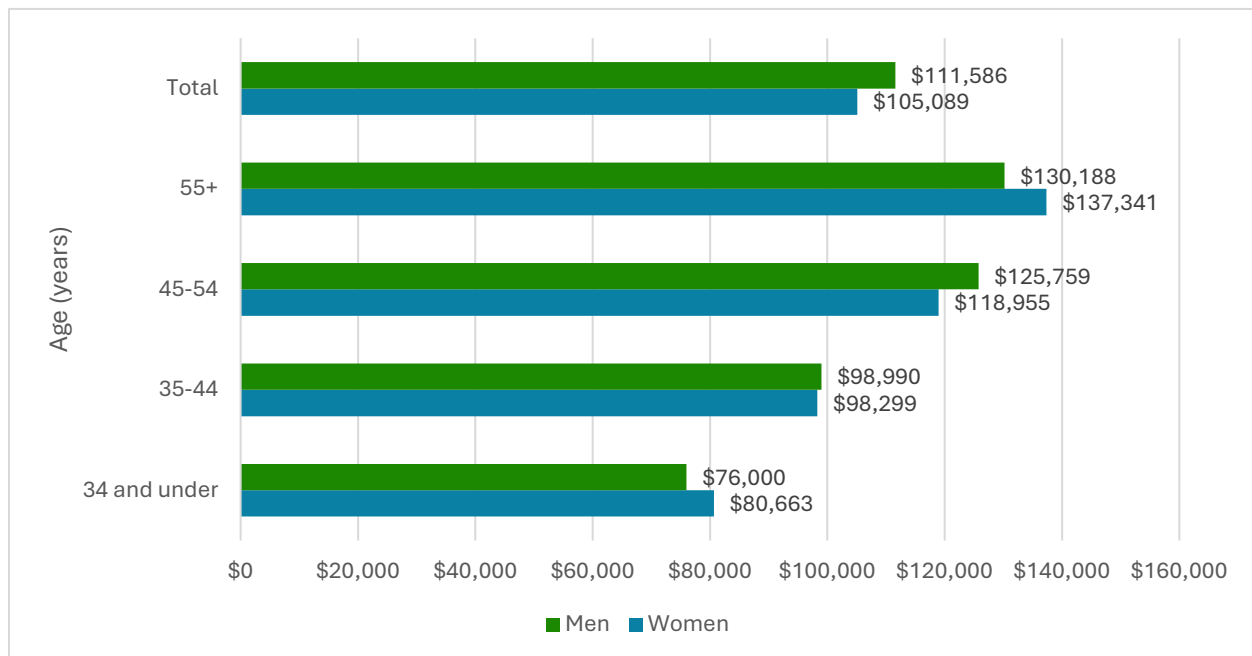
**Table 2: Median salaries by region, 2012-13 and 2022-2023**

Region	2012-2013 (unadjusted)	2012-2013 (inflation-adjusted)	2022-2023	% real change
East	\$89,709	\$113,411	\$110,500	-2.6%
Ontario	\$92,672	\$117,157	\$114,878	-1.9%
Quebec (includes only Concordia)	\$73,414	\$92,811	\$102,560	10.5%
West	\$85,514	\$108,109	\$103,407	-4.3%
<b>Canada</b>	<b>\$88,860</b>	<b>\$112,339</b>	<b>\$109,997</b>	<b>-2.1%</b>

Note: This tables include only associations for which data was available in both 2012-2013 and 2022-2023 (see Footnote 2).

In 2022-2023, the overall mean and median salaries for women at responding associations remained lower than for men, with women earning an average of \$114,268 and a median of \$105,089 compared to men's average of \$117,223 and median of \$111,586.

**Figure 2: Median salary by age and gender, 2022-2023**



See the [Librarian and Archivist Salary Survey Dashboard](#) for regional breakdowns as well as academic years 2020-2021 and 2021-2022

Between 2012-2013 and 2022-2023, for the 33 associations which responded to the survey for both years, the median salary gap widened among librarians and archivists, with women earning 92.4 per cent of what men earned in 2022-2023 compared to 98.5 per cent in 2012-2013. Among these institutions, the pay gap in 2022-2023 was most pronounced in the Eastern provinces where men earned 10.9 per cent more at the median than women. Conversely, among those 55 and older across the country, women continued to outearn men in 2022-2023 by 9.4 per cent, as they did in 2012-2013 by 7.6 per cent. To better understand the factors contributing to the gender pay gap in the future, more detailed information would need to be collected, including years since appointment to current rank, years of employment at the institution, and years of employment as an academic librarian.

Compared to full-time university faculty across all ranks, between 2012 and 2022, the earnings gap between women and men saw little change, with women earning 89 per cent of what men earned in 2012, and 90 per cent in 2022. When comparing women and men within the same rank and discipline, the gap was smaller or even reversing in some disciplines but tended to widen with age.

Table 2 shows that salaries at institutions that responded to the LASS in both 2012-2013 and 2022-2023 failed to keep pace with inflation during this period, especially for younger librarians and archivists. Respondents under the age of 45 experienced the most pronounced decrease in real salaries. The only age cohort to see gains in real salaries over this period was those aged 45-54, who saw a 6.8 per cent increase. The lifetime earnings curve of librarians and archivists, similar to that of teaching faculty, is steeper than most other professions, with higher earnings later in their careers and relatively lower ones in the critical earlier years.

**Table 3: Median librarian and archivist salaries by age (\$ 2022)**

Median salaries	<35	35-44	45-54	55+	Total
2012-2013 ( <i>unadjusted</i> )	\$67,637	\$82,854	\$93,830	\$112,283	\$88,860
2012-2013 ( <i>inflation-adjusted</i> )	\$85,508	\$104,746	\$118,621	\$141,950	\$112,339
2022-2023	\$80,226	\$98,531	\$126,648	\$137,400	\$109,997
% real change	-6.2%	-5.9%	6.8%	-3.2%	-2.1 %

CAUT 2014 LSASS & 2023 LASS / CPI data from Statistics Canada Table 18-10-0004-01.

Note: This tables include only associations for which data was available in both 2012-2013 and 2022-2023 (see Footnote 2).

In light of the large age effect on salary averages, it is also important to consider the impact of salary scales on librarians and archivists. The [Librarian and Archivist Salary Survey Dashboard](#) shows a comparison of median librarian and archivist salaries and salary scale maxima by rank.