

CAUT Education Review

Librarians in Canada's Universities & Colleges State of the Profession 2000–2014

Post-secondary education in Canada has witnessed a considerable expansion since the turn of the millennium. The number of full-time equivalent students (FTE) students¹ enrolled in Canadian universities increased by 59% between 2000 and 2013.² More students mean more revenues for Canadian post-secondary institutions, but also higher demand for key services, such as libraries. Between 2000 and 2013, inflation-adjusted total revenues of Canadian universities grew by 66.2%,³ when adjusted for inflation. The numbers of academic librarians at research libraries rose much more slowly, increasing from 1,305 to 1,395 according to data from the Canadian Association of Research Libraries (CARL). Meanwhile, the share of expenditures on librarians as a percentage of total research library expenditures in Canadian universities fell from 29.8% to 20.6%.⁴

The purpose of this report is to draw a demographic and labour market profile of academic and professional librarians in Canadian universities and colleges. It is based on the Canadian Association of University Teachers (CAUT) survey of librarians at 116 institutions.⁵ The first part examines the changing demographic profile of academic librarians. The second part measures the evolution in the compensation of librarians in light of demographic trends. The last section

focuses on key working conditions, such as workload and salary progression.

Demographic profile of librarians

The total number of librarians identified in CAUT Librarian Salary and Academic Status Survey (LSASS) in 2013/14 was 1,478. Statistics Canada Labour Force Survey (LFS) data available for academic and professional librarians working at universities and colleges shows that about three-quarters are permanent, full-time employees.

More librarians to serve even more students & academic staff

When focusing on a core group of 21 institutions for which data are available throughout the reference period (counting 500 librarians),⁶ the estimated growth rate in the number of librarians over 1999–2013 was 27.1 percent.⁷ As shown in Figure 1, this is slightly more than that of permanent, full-time faculty at 22.8 percent, but well below the explosive growth in the number of contingent faculty, whose ranks increased by 128.7 percent.

Figure 1

Growth in Permanent Full-time University Professors, Other Teaching Faculty & Librarians

Statistics Canada Labour Force Survey / CAUT LSASS & LSS

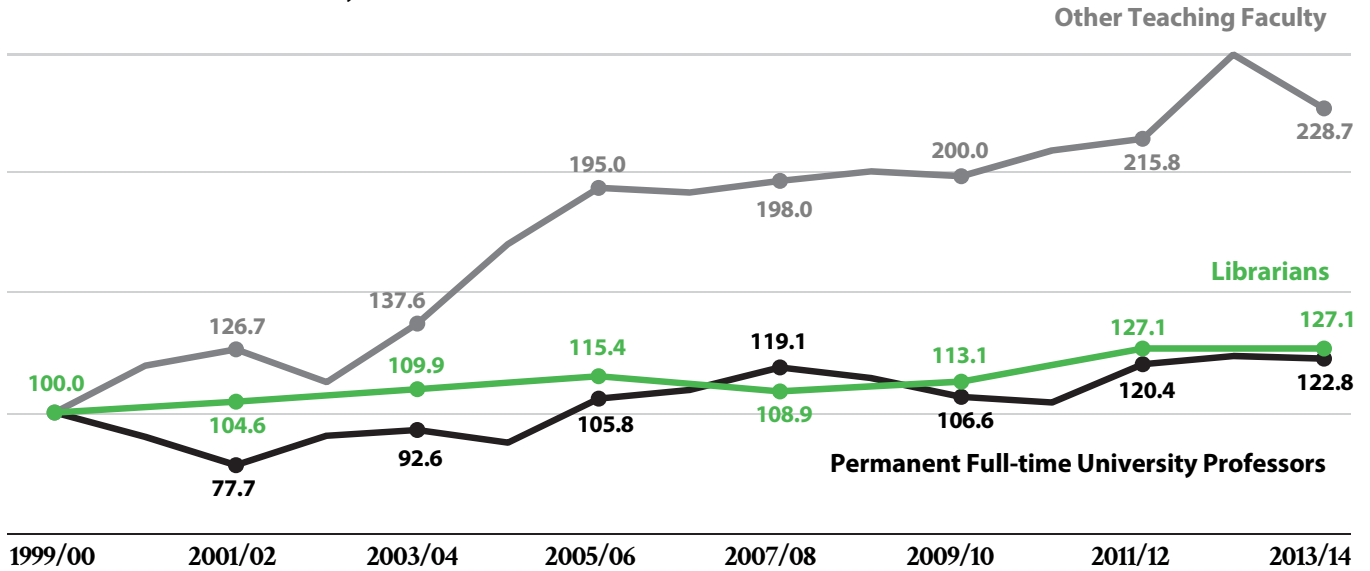
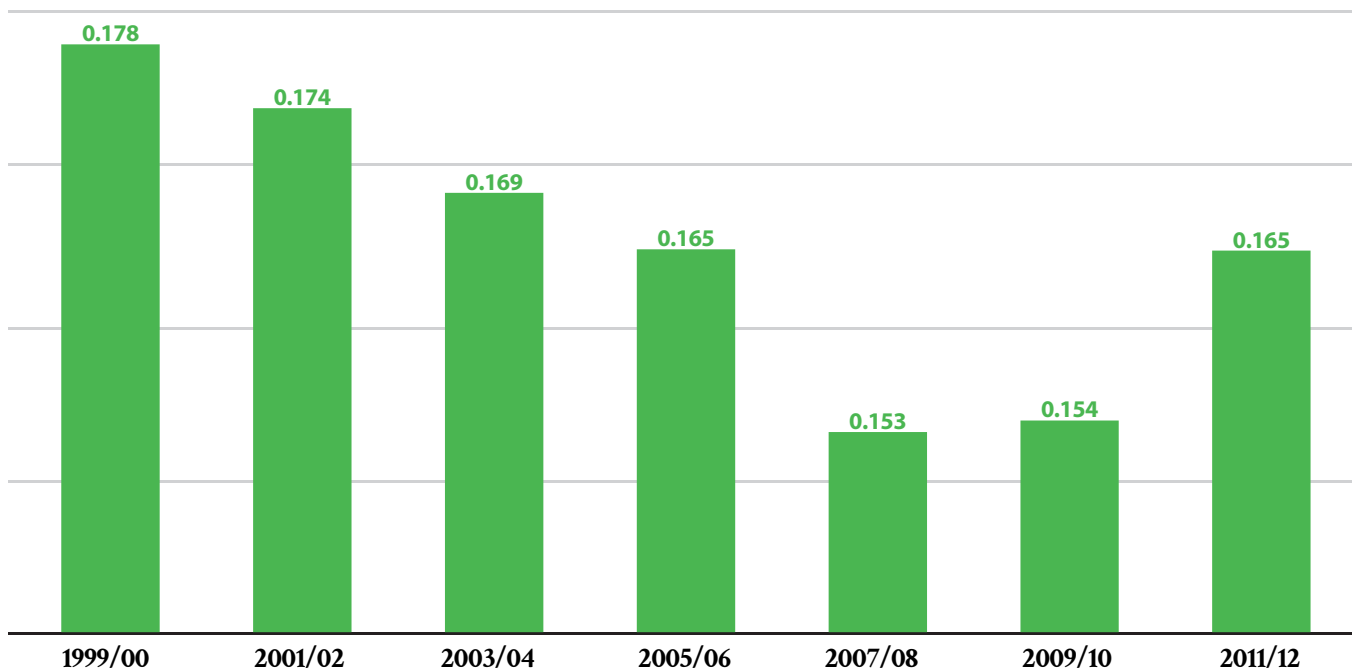


Figure 2

Ratio of Librarians to FTE Students for Core Group of Institutions (by percentage)

Statistics Canada PSIS & ESIS & USIS / CAUT LSASS & LSS



The increase in student enrolment has not been matched with a proportional increase in the number of librarians. Among institutions that consistently reported data for both librarians and students, the ratio of librarians to FTE students declined from a level of 1.78 librarians per thousand FTE students in 1999/00 to a level of 1.53 in 2007/08, before increasing to 1.65 in 2011/12⁸ (Figure 2).

Towards professional renewal

The age profile of academic and professional librarians working in Canadian post-secondary institutions has distinct characteristics. Entry into employment occurs at a later age than most other occupations due to a requirement for graduate credentials in librarianship.

As can be seen in Figure 3, the median age of librarians is significantly higher than that of the working age population. In 2013, the median age of librarians was 48 years old for both women and men. Conversely, the median age of the Canadian population as a whole in 2013 was 40.2 (41.1 for women due to longer life expectancy).⁹

As can be seen in Figure 4, academic and professional librarians are somewhat younger than regular faculty. Full-time university teachers have a median age of about 50.¹⁰

Librarians in Canadian universities and colleges are a mature workforce, having an average period of 12 years' employment with their current institution in 2013/14 (Figure 5). Librarians typically have many years of experience in their profession, averaging 15 years of experience in 2013/14. While high relative to the labour force as a whole, both of these figures have in fact declined over 1999/00 to 2013/14, with professional renewal and increases in the ranks of younger librarians.

Table 1
Age Distribution of Librarians & Full-time Employees Aged 25+ (by percentage)

Age	Librarians		Full-time Employees	
	1999/00	2013/14	1999/00	2013/14
25–29	2.3	3.1	13.1	12.1
30–34	4.8	9.8	14.7	12.8
35–39	7.1	13.5	17.0	12.3
40–44	15.0	16.0	17.1	12.9
45–49	18.1	13.7	14.5	13.3
50–54	24.9	13.0	11.7	14.5
55–59	18.9	14.0	6.9	11.2
60–64	7.5	11.4	3.4	6.8
65+	1.5	5.5	1.7	4.2

Statistics Canada LFS / CAUT 2014 LSASS & 2000 LSS

Over 1999/00 to 2013/14, the proportion of librarians under 40 years of age almost doubled, going from 14.2 percent to 26.4 percent of all librarians. In 2013/14, librarians had a much greater resemblance to the rest of the core experienced labour force (aged 35–54) than they did in 1999/00. At the same time, more than three times as many librarians continued to work past age 65 in 2013/14 compared to 1999/00, and a much greater share (11.4 percent of librarians in 2013/14 versus 7.5 percent in 1999/00) were librarians aged 60–64 years (see Table 1).

Librarianship remains a largely female profession

Librarianship remains a largely female profession, including among new entrants.¹¹ In fact, there has been a slight increase of women as a share of the total profession in recent years, from 71.9 percent in 2009/10 to 73.7% in 2013/14 (Figure 6).

Figure 3
Librarians & Total Canadian Population by Gender & Age (2013)
 Statistics Canada CANSIM Table 051-0001 / CAUT 2014 LSASS

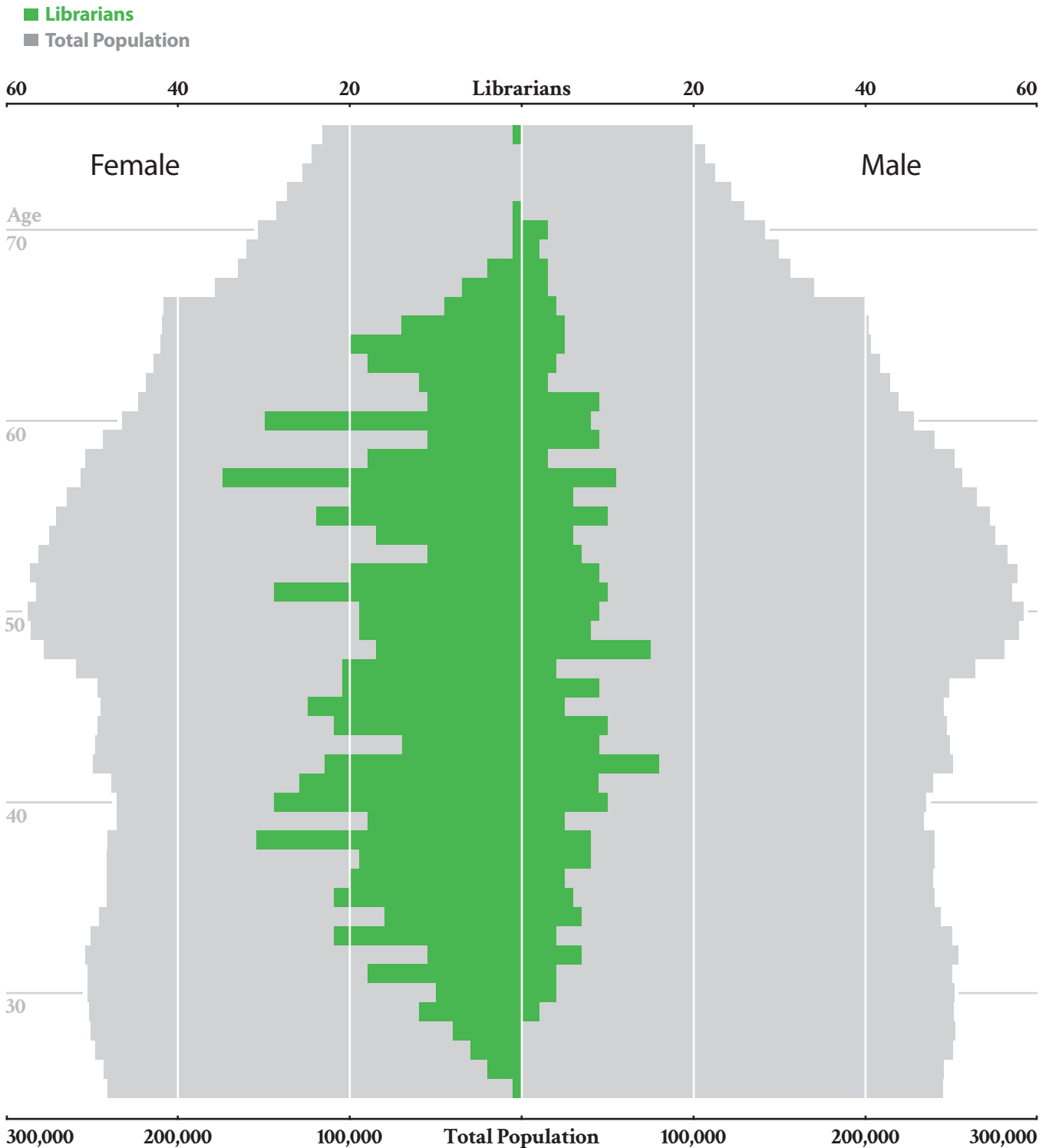


Figure 4
Full-time Teaching Faculty & Librarians by Age, 2012/13 (by percentage)
 CAUT 2014 LSASS / Western University National Faculty Data Pool (NFDP)
 Results based on 44 reporting institutions

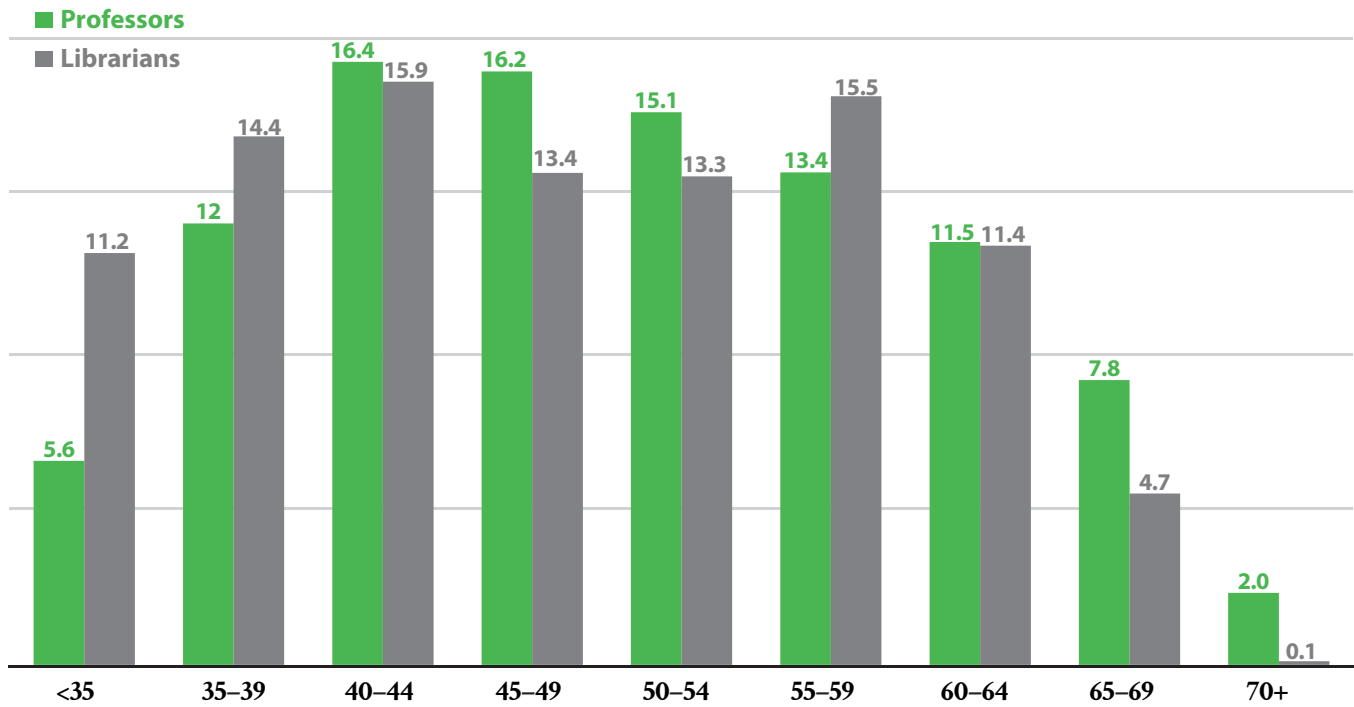


Figure 5
Average Age, Employment Tenure & Years of Work Experience of Librarians
 Statistics Canada LFS / CAUT LSASS & LSS

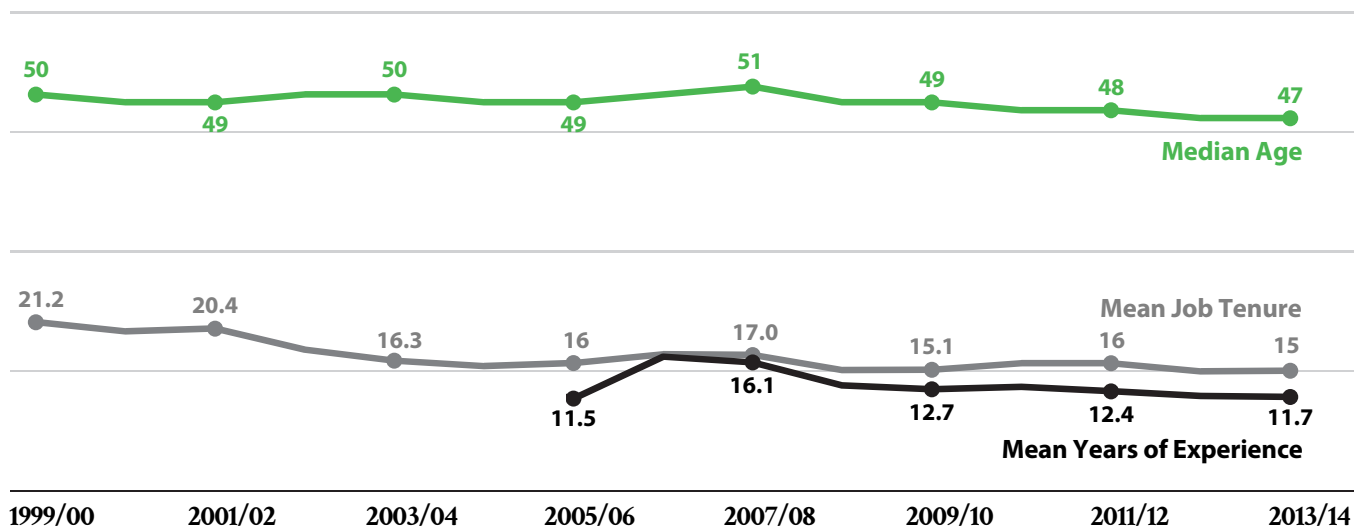


Figure 6
Librarians by Gender (by percentage)
 CAUT LSS & LSASS

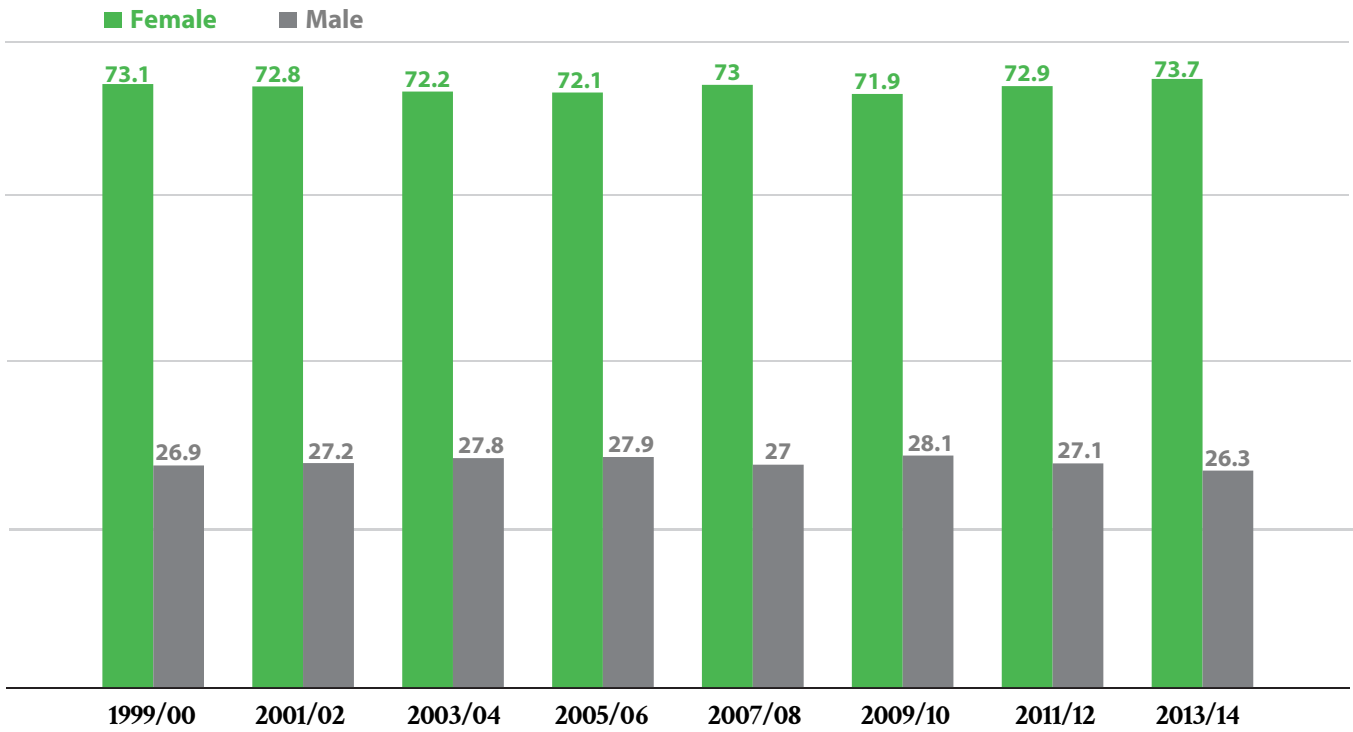


Figure 7
Mean & Median Librarian Salaries (current \$)
 CAUT LSASS & LSS

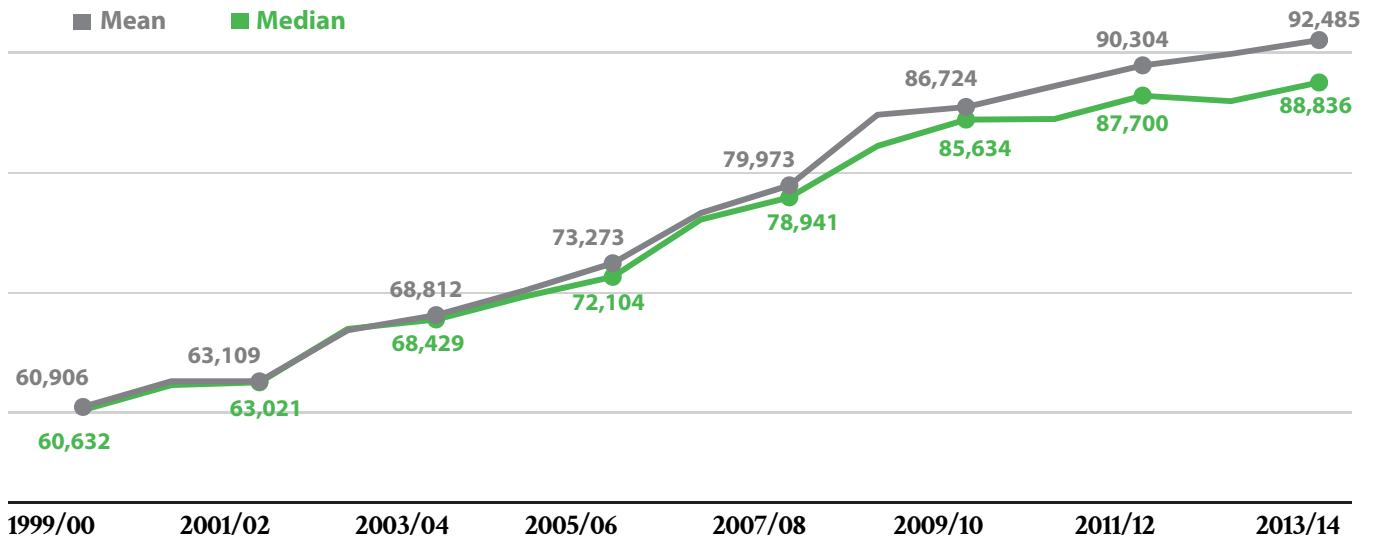


Table 2
Mean Librarian Salaries by Gender & Age (\$ 2013)

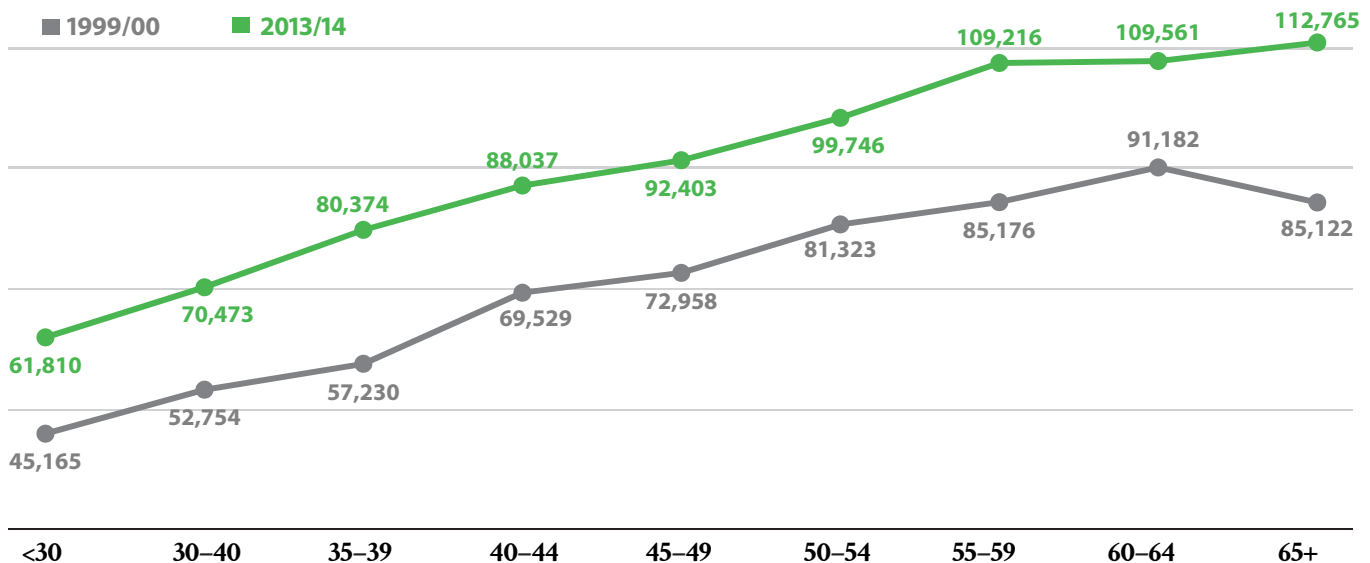
		<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
1999/00											
Male	Mean	*	54,218	57,577	68,959	76,304	79,896	84,418	89,327	87,332	77,458
	Median	*	51,515	60,921	62,985	74,103	81,180	83,174	82,719	84,239	79,533
Female	Mean	42,740	52,428	57,086	69,672	71,928	81,767	85,478	92,574	*	75,075
	Median	42,279	47,123	56,283	69,364	71,199	82,296	82,719	94,863	*	74,135
Total	Mean	45,165	52,754	57,230	69,529	72,958	81,323	85,176	91,182	85,122	75,700
	Median	44,174	47,252	56,723	68,592	72,105	81,591	82,719	89,766	84,239	75,393
2013/14											
Male	Mean	*	73,770	79,318	91,413	94,690	97,960	112,086	108,329	112,376	95,825
	Median	*	71,500	78,659	89,131	93,655	95,209	109,520	111,581	112,000	92,380
Female	Mean	61,136	69,265	80,690	86,454	91,498	100,491	108,150	109,958	112,960	92,787
	Median	61,787	66,904	80,097	86,267	90,580	99,866	105,104	110,773	109,499	90,349
Total	Mean	61,810	70,473	80,374	88,037	92,403	99,746	109,216	109,561	112,765	93,612
	Median	61,839	67,474	79,392	86,842	91,118	98,805	107,094	111,117	111,998	91,000

CAUT 2014 LSASS & 2000 LSS / CPI data from Statistics Canada CANSIM Table 326-0021

* Results suppressed due to small counts.

Figure 8
Mean Librarian Salaries by Age (\$ 2013)

CAUT 2014 LSASS & 2000 LSS / CPI data calculated from Statistics Canada CANSIM Table 326-0021



Trends in librarian compensation

As shown in Figure 7, the average salary¹² for all individual librarians reporting in the LSASS in 2013/14 was \$92,485, with the median salary at \$88,836.¹³

Male librarians earn on average more than female librarians, including among the youngest age cohorts. As seen in Table 2, the largest gains in real salaries over the 1999–2014 period was for the youngest three age cohorts (<30, 30–34 and 35–39, with gains of 26.9 percent, 25.1 percent and 28.8 percent compared to the overall average growth in mean salaries of 19.1 percent). In 2013–2014, younger male librarians aged less than 30 years and 30–34 years both earned more than their female counterparts. There were only a couple of older cohorts in which the median earnings of female librarians were greater than those of men (ages 35–39 and 50–54). This repeats the pattern seen in the 1999–2000 data, in which these younger cohorts of male librarians also earned more (as did male 35–39 year olds), while female librarians aged 40–44, 50–54 and 60–64 earned more than their male counterparts.

Overall mean and median salaries remain lower for women than men in 2013/14, at \$92,787 and \$90,349 respectively for women vs. \$95,825 and \$92,380 for men. The mean salary gap remains more or less unchanged, with women making 96.8 percent of what men do as librarians as compared to 96.9 percent in 1999/00.

The lifetime earnings curve of librarians is similar to that of teaching faculty, which is to say steeper than that of most professions: there are relatively higher earnings in the later years of working life and relatively lower ones in the critical earlier years. Many librarians share with teaching faculty salary scales with many (sometimes 30+) increments, which has an adverse effect on lifetime compensation. Figure 8 also shows that the spread in average salaries for the oldest (65+) and youngest (<30) cohorts grew slightly over the 1999/00 to 2013/14 period.

Excluding Quebec, average salaries by region in 2013/2014 ranged from a low of \$87,715 for Atlantic institutions to a high of \$97,197 for Ontario universities and colleges. Average salaries by institution ranged from

a low of \$55,856 at Atlantic School of Theology to a high of \$123,214 at Trent University in 2013/2014.

Over the period from 1999/00 to 2013/14, salaries in the Atlantic region grew faster than anywhere else in Canada — by 56.6 percent compared to a national rate of nominal growth in average salaries of 51.8 percent. The significantly lower rate of inflation in the Atlantic region makes this even more pronounced. The real rate of growth in salaries (constant 2013 dollars) was 24.2 percent in Atlantic Canada compared to 20.7 percent nationally.¹⁴

Tracking salary scale averages can tell us more about the compensation structure over time than average salaries. Organized in order of universities with the highest minima to the lowest for their lowest rank, Table 4 below shows the minima for the top and bottom rank of librarians for those 31 institutions that reported salary scale data in the LSS/LSASS for each of the four selected years (2001/02, 2005/06, 2009/10 and 2013/14).¹⁵ In light of the large age effect on salary averages, it is also important to consider changes to scale as a measure of the state of compensation for the profession.

Table 3
Mean Salaries by Region (\$ 2013)

	East	QC*	ON	West	Canada
1999/00	70,603	67,166	80,215	77,375	75,736
2001/02	71,187	67,772	81,651	76,699	77,461
2003/04	75,115	77,316	81,030	82,621	80,019
2005/06	77,262	78,409	86,405	82,245	82,950
2007/08	83,517	81,991	91,061	88,342	87,863
2009/10	86,433	81,199	94,623	92,761	91,399
2011/12	87,520	79,324	97,986	93,219	92,764
2013/14	87,715	79,952	96,652	92,742	92,485

CAUT LSS & LSASS & Table 1/

CPI data calculated from Statistics Canada CANSIM Table 326-0021

* Only includes data for Bishop's, Concordia and McGill.

Table 4
Rank Minima by Institution (current \$)

University	2001/02		2005/06		2009/10		2013/14	
	Bottom Rank	Top Rank	Bottom Rank	Top Rank	Bottom Rank	Top Rank	Bottom Rank	Top Rank
Acadia	32,672	51,568	43,038	68,381	54,000	82,000	57,000	85,000
Alberta	38,332	63,061	45,447	74,754	53,741	87,573	58,836	96,779
Athabasca	36,914	60,689	43,495	71,507	48,385	81,767	53,914	88,638
Bishop's	35,832	63,277	42,878	75,721	47,252	79,200	52,231	87,545
Brandon	34,752	67,279	42,958	93,985	49,522	96,932	55,389	108,671
Brock	37,659	50,575	47,338	63,574	55,752	74,874	61,195	82,183
Cape Breton	31,674	34,841	41,387	45,094	49,939	77,396	57,533	85,803
Carleton	36,310	62,530	43,280	74,530	51,520	88,730	55,730	95,980
Dalhousie	30,623	47,004	37,963	57,356	49,999	71,222	55,868	80,086
Lakehead	34,180	50,240	41,295	60,695	46,750	68,710	54,000	76,000
Laurentian	36,969	71,821	44,014	83,122	54,526	97,527	57,871	102,714
Lethbridge	30,187	61,892	33,500	74,000	33,500	74,000	46,000	100,000
Manitoba	34,030	67,004	43,843	76,184	48,820	84,834	54,938	91,274
Memorial	34,650	53,564	40,563	62,725	50,102	75,484	56,358	84,904
Mount Allison	36,505	69,024	40,406	82,803	49,466	95,928	53,563	103,429
Mount Saint Vincent	33,274	56,323	38,304	71,526	47,296	86,577	51,875	94,187
Northern BC	41,929	58,103	48,067	64,895	54,626	73,856	57,391	77,595
NSCAD	31,650	59,365	41,823	73,704	56,096	90,261	58,931	97,225
Ottawa	37,604	67,647	42,337	76,162	48,716	87,638	53,101	95,526
Prince Edward Island	32,607	63,118	38,743	74,997	43,668	84,529	51,227	93,534
Queen's	38,760	60,565	43,413	67,833	51,600	80,625	55,546	86,791
Regina	35,336	56,230	40,551	64,151	52,398	82,789	58,816	92,929
Royal Military College	44,318	59,355	48,753	65,839	54,299	70,533	56,311	75,416
Saint Mary's	31,348	55,727	38,430	65,616	43,765	74,334	49,722	83,232
Simon Fraser	41,002	72,892	44,688	78,190	49,307	86,273	56,274	94,714
Toronto	35,500	50,800	47,200	75,700	51,900	83,300	58,100	93,000
Victoria	42,701	59,776	44,000	61,000	52,747	69,747	57,200	74,880
Windsor	34,961	60,598	43,043	83,437	49,150	95,276	52,937	102,618
Winnipeg	34,140	56,001	40,071	64,089	46,407	73,021	50,209	78,392
Wilfrid Laurier	37,124	54,894	44,000	65,000	51,250	74,825	55,747	81,390
York	42,225	64,870	42,225	64,870	49,000	72,000	49,000	72,000

CAUT LSS & LSASS & Table 2

Representation & academic status

Since 1970, the representation of librarians within academic staff associations has become much more of an established fact. For the common set of institutions¹⁶ (n=33) that existed and reported for both survey years (1970 and 2014), just over 40 percent included librarians with both teaching and non-teaching responsibilities in the academic staff association in 1970. By 2014, with the exception of McMaster University where the large majority of non-administrative librarians formed their own association in 2010 and University of Waterloo where librarians remain outside of the academic staff association and are organized with the support staff, librarians at all other institutions are today members of the academic staff association. Indeed, wherever academic staff are unionized, librarians are generally included in the same bargaining unit as regular teaching faculty.¹⁷

Librarians in Canada are generally understood as having academic status today, although this was not always the case. In 1976, CAUT established a clear position in favour of academic staff associations working towards making changes in librarians' working conditions such that they could meet academic work criteria, and that librarians be given time to work towards being able to meet said criteria.¹⁸ Academic status also has since then been understood to include academic appointment and tenure, and the right to participation in governance processes "parallel to those accorded to faculty members".

Distribution of effort (DOE)

In 2014, 90.6 percent of university associations (58 out of 64) reported workload language including professional practice. 87.3 percent (55 out of 63) reported workload language including service, and eighty-one percent (51 out of 63) indicated scholarly activities a part of actual or potential workload.

Unlike regular teaching faculty who typically have a DOE involving more-or-less equal parts research and teaching, with a variable amount for service, librarians have a very high professional practice component, with limited time for research and service to the community and/or university. There can be a great deal of variability in DOE depending on the institution.

Teaching activities

In 1961, CAUT surveyed its member associations, receiving data for 246 librarians from twenty (20) institutions. Six percent (n=15) of librarians reported some teaching was assigned as part of their regular workload. Beginning in 2010, the LSASS asked this question not of individual librarians but of respondent associations and/or institutions. In 2014, the proportion of those respondents indicating at least some teaching or instructional activities as part of regular workload of librarians at their institutions was 95.3 percent. Only Université de Moncton, Université Sainte-Anne and Saint Paul University reported no teaching activities for librarians.

Table 5
Instruction & Teaching Performed by Librarians at Canadian Universities (2010–2014)

Form of Instruction/ Teaching*	% of Universities		
	2010	2012	2014
Workshops	94	95	95
Integrated instruction	80	81	79
Library courses (non-credit)	53	40	38
Library courses (credit)	28	28	17
Non-library courses (credit)	25	35	25

CAUT 2010 & 2012 & 2014 LSASS Table E

* It is important to understand that much of what has been reported as "teaching work" in the present-day and historic CAUT survey data is perhaps better understood as "instructional work". Both kinds of work are equally important but conceptually quite different, as can be seen in the case of bona fide credit courses. Instructional work is also often bundled together with librarians' professional practice language in collective agreements, making it often unrecognized as a specific responsibility. Instead, collective bargaining in the university sector has "systematically omitted teaching as a distinct activity from workload language and instead let it be subsumed by professional practice". See Meg Raven, Francesca Holyoke and Karen Jensen, "Librarians as Teachers, Researchers and Community Members", in Dekker and Kandiuk (eds.), *In Solidarity: Academic Librarian Labour Activism and Union Activity in Canada* (Sacramento: Library Juice Press, 2014:130).

Conclusion

This report presents only a few highlights of findings available from the LSASS census. Women remain the large majority of librarians. Librarians on average are both getting younger and older, with the renewal of the workforce and older workers now having longer careers. The compensation of librarians has grown over time while workload has increased, but inequalities remain. Men still on average earn more than women, and institutional and regional differences remain highly visible. Finally, librarians, as members of academic staff associations, have benefited from gains realized over the years.

1. FTE counts of students are based on straight (1:1) counts of full-time enrolments and reduced (1:3.5) counts of part-time enrolments.
2. Statistics Canada, CANSIM Table 477-0029
3. See *Trends in University Finances in the New Millennium, 2000/01–2012/13*, CAUT, 2015.
4. Based on an analysis of Table V from CARL *Statistics for 2002/03 and 2012/13*. Expenditures on benefits are not included in this analysis as they are not disaggregated for librarians.
5. The demographic and labour market profile of librarians at CAUT member associations in this *Education Review* is primarily drawn from Librarian Salary and Academic Status Survey (LSASS) and Librarian Salary Survey (LSS) data including salary data and librarian counts by age, sex, and region. The full report is available for CAUT members upon request or on the members-only part of the CAUT website under the Collective Bargaining section.
6. Alberta, Bishop's, British Columbia, Brock, Calgary, Cape Breton, Carleton, Dalhousie, Laurentian, Lethbridge, Memorial, Mount Allison, Mount Saint Vincent, New Brunswick, Prince Edward Island, Queen's, Saint Mary's, Victoria, Wilfrid Laurier, Windsor and York.
7. Estimate is based on results for a core group of 21 institutions. In the absence of a 100 percent census of all librarians at all Canadian post-secondary institutions for all years, and considering the improvements in coverage and the size of the survey universe over time, estimates of growth in the number of librarians requires looking at the size of the librarian complement at a common set of consistently-reporting institutions over time.
8. The reason for the jump in 2011/12 was growth in the number of librarians in the group of 12.4% over 2009/10 to 2011/12, compared to only 4.8% for students over the same period. While not charted, there was zero growth in the number of librarians over 2011/12 to 2013/14.
9. Statistics Canada, *Annual Demographic Estimates: Canada, Provinces and Territories* (2013), p.56.
10. The figure for full-time university teaching staff was age 50 for both 2010/11 and 2000/01. The median age of male teaching staff was 51 for both years, and the median age of female teaching staff increased slightly from 47 to 48 over 2000/01 to 2010/11. See Statistics Canada, *Education Indicators in Canada: Report of the Pan-Canadian Education Indicators Program*, Table D.3.2 ("Number, age distribution and median age of full-time university teaching staff, by sex, Canada and provinces, 2000/2001 and 2010/2011"). As data is from the UCASS, the last year for which this data is available is 2010/11 (with a reference date of October 1).
11. For example, various data from the University of Toronto from the 1960s and 1970s consistently showed that about 80 percent of students in librarianship were female. See Harriet Sonne de Torrens, "Academic Librarianship: The Quest for Rights and Recognition at the University of Toronto," in *In Solidarity: Academic Librarian Labour Activism and Union Activity in Canada*, edited by Jennifer Dekker and Mary Kandiuk (Sacramento: Library Juice Press, 2014), p.84.
12. Data is net of any administrative stipends. Not that average salaries reported below and throughout this section may vary slightly based upon the specific subpopulation of librarians being counted.
13. Not including University of Toronto data which was only provided in the aggregate and thus cannot be used in the calculation of provincial and national means, except by means of weighted estimates. (The estimated mean when aggregated data for University of Toronto is included was \$93,140 in 2013/14, as per Table 1 (2013-2014) of the 2014 LSASS.) The negative skew in the distribution of librarians by salaries is caused by a relatively small number of significantly above-average salary earners in 2013/14, and is indicated by the difference between the mean and the median of about \$3,450. This can be contrasted with the beginning of the period when the mean and median salaries were quite close (within \$300 of each other).
14. This trend is especially significant when we consider the lower overall rate of GDP growth in the Atlantic region compared to other regions, in particular Ontario and the Western provinces, as well as the higher overall unemployment rate. See *CAUT Almanac of Post-Secondary Education*, in particular Table 7.4 (2014), for the historical data.
15. Those universities for which salary scale data was reported over the course of the 2000 LSS through to the 2014 LSASS includes Acadia, Alberta, Athabasca, Brandon, Brock, Carleton, Dalhousie, Lakehead, Laurentian, Lethbridge, Manitoba, Memorial, Mount Allison, Mount Saint Vincent, Northern BC, NSCAD, Ottawa, Queen's, Regina, Saint Mary's, Victoria, Wilfrid Laurier and Windsor. An additional eight (8) universities which reported data for the years referenced in Table 4 were also included: Bishop's, Cape Breton, UPEI, Royal Military College, Simon Fraser, Toronto, Winnipeg and York. Some of these institutions were missing salary scale data which was obtained subsequently. Excluded from this group are institutions which existed or reported data for the same group of librarians for less than the full period of the study (McMaster), and those who had a change in their salary structure (e.g. change from a five-rank to a three-rank

structure). Most of these institutions, with the exceptions of Alberta, Athabasca, Simon Fraser and York, as well as Royal Military College (which uses the Public Service Commission's LS-1 through LS-4 classification) share the common four-rank structure for academic librarians in Canadian universities.

16. In 2014, Notre Dame University College, Sir George Williams College, Technical University of Nova Scotia and St. John's University no longer existed, and librarian data for Waterloo Lutheran College and Université de Montréal was not collected. Data for Université Laval was also not received. The common set of institutions (n=33) includes Acadia, Alberta, Bishop's, Brandon, British Columbia, Brock, Calgary, Carleton, Dalhousie, Lethbridge, Manitoba, McGill, McMaster, Memorial, Moncton, Montréal, Mount Allison, New Brunswick, Queen's, Regina, Saskatchewan, Simon Fraser, Toronto, Trent, Victoria, Waterloo, Western Ontario, Windsor, Winnipeg and York.
17. With the sole exception of Western University.
18. Memorandum to Local and Provincial Associations from Donald C. Savage (Executive Director, CAUT), February 27, 1976. Cited in Dekker (2014: 52).