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ARL University Libraries

Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2015–2016

INSTITUTION	FILLED POSITIONS FY 2016	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP. FY 2016
		FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016	
Alabama*	71	65,026	66,347	60,215	60,442	45,000	45,000	14.3
Alberta †*	68	95,802	88,962	91,248	86,374	55,863	50,751	14.4
Arizona*	46	74,154	79,728	72,368	72,368	54,314	56,365	19.1
Arizona State*	49	71,716	71,515	72,192	73,060	45,000	49,000	22.6
Auburn	43	63,087	65,618	59,055	61,719	54,025	54,025	17.4
Boston University*	61	65,360	68,415	62,300	67,550	49,000	51,200	19.2
Boston College*	58	78,847	80,857	75,423	76,459	46,700	47,450	19.5
Brigham Young*	108	75,232	77,119	73,300	75,450	56,400	57,500	20.7
British Columbia †*	75	91,647	82,323	88,192	80,852	54,223	49,451	17.3
Brown*	69	75,850	77,082	70,019	71,308	58,000	55,000	19.7
Calgary †*	56	96,959	89,812	95,877	85,807	60,714	55,371	19.4
California, Berkeley*	88	93,137	92,459	90,636	88,893	47,722	47,722	19.1
California, Davis*	29	99,828	104,643	98,570	98,818	47,722	47,722	23.7
California, Irvine*	48	84,077	87,881	86,700	91,931	47,722	47,722	18.3
California, Los Angeles*	134	87,462	88,112	83,165	84,140	47,722	47,722	17.4
California, Riverside*	42	91,449	88,328	90,636	85,425	50,334	47,722	17.7
California, San Diego	95	84,297	84,350	79,838	79,215	47,722	47,722	18.4
California, Santa Barbara*	71	82,907	82,191	79,332	74,169	47,722	47,722	17.7
Case Western Reserve*	40	62,018	63,980	59,000	59,826	40,000	40,000	16.0
Chicago*	73	84,634	83,395	78,030	76,323	56,244	56,244	16.5
Cincinnati*	60	72,378	71,819	69,074	68,340	43,000	43,000	20.0
Colorado*	38	69,890	77,678	62,208	68,000	50,000	50,000	14.3
Colorado State*	74	78,514	75,683	72,967	72,556	45,000	48,000	13.1
Columbia*	171	82,761	85,846	74,555	77,045	59,280	61,350	16.4
Connecticut*	52	86,532	93,880	83,874	87,192	50,000	50,000	19.0
Cornell*	99	78,115	78,438	72,423	73,576	52,500	52,500	15.6
Dartmouth*	59	74,987	76,476	71,462	73,605	47,500	48,500	19.4
Delaware*	60	79,658	81,407	72,504	73,463	45,600	45,600	20.3
Duke*	144	72,055	72,956	66,800	65,000	47,000	48,000	14.7
Emory*	113	73,605	73,760	70,154	66,999	50,000	50,000	14.1
Florida*	65	68,810	70,927	66,817	69,424	44,928	44,928	17.9
Florida State*	56	59,240	59,452	54,291	54,843	45,000	45,000	11.0
George Washington*	31	83,353	86,851	75,910	80,580	47,000	47,000	18.9
Georgetown	46	75,988	75,440	69,052	71,350	50,000	55,000	17.4
Georgia*	83	58,137	60,739	52,213	54,517	39,500	41,000	15.8
Georgia Tech*	43	74,179	75,372	72,039	73,102	48,000	50,000	15.1
Guelph †*	54	86,799	81,281	84,642	77,734	60,650	57,547	17.6
Harvard*	380	88,201	88,343	80,400	80,628	58,500	55,460	19.3
Hawaii*	82	67,877	71,721	62,604	65,000	50,004	60,852	14.2
Houston*	64	67,853	66,707	61,240	61,000	50,000	50,000	11.7
Howard*	20	68,146	69,790	62,995	63,990	51,000	51,213	25.5
Illinois, Chicago*	46	68,665	69,399	68,107	68,000	47,000	45,833	17.0

Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2015–2016

INSTITUTION	FILLED POSITIONS FY 2016	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP. FY 2016
		FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016	
Illinois, Urbana*	152	75,113	73,350	69,966	68,954	55,000	55,000	13.8
Indiana*	78	65,776	64,551	59,696	60,558	41,208	42,032	13.8
Iowa*	84	62,457	64,053	61,449	61,646	43,000	43,000	13.8
Iowa State*	44	66,989	64,377	61,139	58,553	49,000	50,000	16.0
Johns Hopkins*	99	75,024	75,420	69,689	70,020	54,693	55,787	17.5
Kansas*	45	76,969	74,518	75,460	70,960	50,000	50,000	19.6
Kent State*	57	65,333	64,961	63,288	61,234	48,889	42,120	15.5
Kentucky*	73	66,334	67,840	64,103	64,507	39,500	50,000	23.5
Laval †*	67	72,267	65,565	73,834	67,337	51,741	44,069	15.3
Louisiana State*	46	56,987	60,958	53,744	55,667	50,000	50,000	14.8
Louisville*	35	62,604	67,094	56,926	59,406	40,000	41,000	17.1
McGill †*	69	79,139	75,541	68,375	68,144	46,703	43,445	15.4
McMaster †*	43	71,602	67,146	65,065	61,413	45,261	41,278	20.3
Manitoba †*	39	97,638	88,313	91,541	85,044	52,342	48,691	20.8
Maryland*	67	75,771	75,125	72,787	72,206	46,000	48,000	16.2
Massachusetts*	63	77,405	82,236	72,251	78,575	46,779	50,000	17.8
MIT*	87	86,434	89,602	81,925	87,935	54,500	55,500	17.3
Miami*	62	71,614	74,221	63,473	65,000	49,000	50,000	14.4
Michigan*	131	74,868	75,638	68,981	69,934	48,000	49,000	17.8
Michigan State*	81	76,066	72,863	70,250	69,550	52,000	52,000	16.9
Minnesota	112	74,595	75,679	71,299	72,100	51,500	52,340	16.3
Missouri*	36	59,544	61,702	57,084	58,269	40,000	40,000	19.7
Nebraska*	40	69,159	72,897	64,400	70,950	52,000	52,000	22.5
New Mexico*	30	82,448	82,165	73,771	75,021	40,000	45,000	19.6
New York University*	104	85,625	85,929	77,592	78,709	60,000	62,000	15.8
North Carolina*	96	68,376	69,163	61,800	63,250	45,000	45,000	17.9
North Carolina State*	81	76,502	79,717	70,000	72,670	55,890	56,640	12.4
Northwestern*	97	75,143	78,463	71,801	73,780	51,500	55,000	14.1
Notre Dame*	93	73,056	74,382	69,095	70,820	47,000	47,000	17.5
Ohio University*	47	63,377	64,129	58,525	59,279	51,000	51,000	14.6
Ohio State*	104	67,627	70,359	61,368	63,094	48,000	48,500	15.5
Oklahoma*	62	64,173	61,836	58,500	58,000	44,000	40,000	14.5
Oklahoma State*	57	64,109	64,250	61,494	60,019	40,500	40,500	20.4
Oregon*	68	66,485	66,124	61,444	61,444	43,000	43,000	14.8
Ottawa †*	45	89,291	83,941	87,429	83,127	58,775	57,455	14.4
Pennsylvania*	104	74,151	76,801	70,019	72,881	51,000	51,000	14.3
Pennsylvania State*	149	75,428	78,241	71,778	73,752	49,000	50,000	19.9
Pittsburgh*	54	81,190	81,190	72,212	72,212	36,000	36,000	22.7
Princeton*	97	98,947	96,190	94,050	91,800	69,900	67,000	22.7
Purdue*	64	76,752	79,140	70,029	72,939	54,500	60,000	17.5
Queen's †*	33	103,701	99,780	110,942	105,150	53,180	48,985	22.4
Rice	64	63,733	65,936	60,000	61,065	40,300	40,300	18.4

Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2015–2016

INSTITUTION	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016	FY 2016
Rochester*	59	63,947	65,560	60,376	61,658	47,500	50,000	17.7
Rutgers*	85	93,647	95,477	90,362	91,944	50,765	57,500	21.1
Saskatchewan †*	53	95,974	89,139	93,700	80,041	57,110	64,347	16.3
South Carolina*	59	60,686	59,649	54,815	54,331	41,000	41,000	14.4
Southern California*	100	81,562	83,071	74,367	77,004	53,000	53,700	21.7
Southern Illinois	31	59,350	59,268	55,026	55,080	50,004	50,004	13.4
SUNY Albany*	63	67,136	68,993	65,162	67,171	40,137	40,940	19.6
SUNY Buffalo*	64	77,641	78,920	75,297	76,507	48,000	48,000	20.5
SUNY Stony Brook*	54	68,178	70,631	62,512	65,000	47,000	47,000	17.7
Syracuse*	69	68,394	72,462	62,240	66,515	38,000	38,000	21.7
Temple*	57	78,499	79,320	70,008	73,118	44,044	50,000	17.6
Tennessee*	43	73,833	76,370	69,271	71,557	48,000	50,000	14.8
Texas*	128	61,964	66,001	57,111	60,594	46,000	46,000	16.1
Texas A&M*	117	70,767	69,819	62,996	62,373	50,500	50,500	15.6
Texas Tech*	71	65,483	68,277	63,413	65,327	49,000	49,000	15.0
Toronto †	164	93,781	83,756	93,239	81,904	54,269	51,964	16.6
Tulane	37	66,638	67,516	62,728	62,992	44,000	45,000	18.7
Utah*	46	70,423	71,594	60,883	62,649	53,000	53,000	16.7
Vanderbilt*	57	69,397	67,923	61,638	61,744	42,500	57,000	21.2
Virginia*	143	70,683	65,971	64,600	61,682	52,000	55,000	16.8
Virginia Tech*	68	67,490	66,601	65,000	62,395	47,000	48,000	13.3
Washington*	106	71,692	73,444	67,680	70,128	48,204	48,500	19.9
Washington State*	39	67,866	63,386	64,891	58,822	42,000	42,000	16.4
Washington U.-St. Louis*	69	66,950	67,262	61,644	61,133	41,000	42,000	16.9
Waterloo †*	37	82,722	75,033	85,437	79,048	52,911	49,196	14.3
Wayne State*	68	66,475	66,211	64,140	63,392	46,000	50,000	14.7
Western †*	67	76,081	70,850	74,228	69,756	52,742	49,221	14.6
Wisconsin*	133	68,352	69,105	64,236	64,243	44,000	42,000	19.2
Yale*	183	85,374	89,713	82,471	85,143	53,550	53,550	19.4
York †*	55	107,731	99,704	109,716	100,176	45,769	41,741	15.5

Excludes medical and law libraries. See Tables 47 and 57 for comparable figures for medical and law libraries.

Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

† Canadian salaries are expressed in US dollars. See Table 40 for salaries of Canadian librarians expressed in Canadian dollars.

* See Footnotes.

Table 8: Beginning Professional Salaries in ARL University Libraries
Rank Order Table, FY 2014–2015

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Princeton	69,900	58	Michigan	48,000
2	Calgary	60,714	58	Ohio State	48,000
3	Guelph	60,650	58	SUNY Buffalo	48,000
4	New York University	60,000	58	Tennessee	48,000
5	Columbia	59,280	63	California, Berkeley	47,722
6	Ottawa	58,775	63	California, Davis	47,722
7	Harvard	58,500	63	California, Irvine	47,722
8	Brown	58,000	63	California, Los Angeles	47,722
9	Saskatchewan	57,110	63	California, San Diego	47,722
10	Brigham Young	56,400	63	California, Santa Barbara	47,722
11	Chicago	56,244	69	Dartmouth	47,500
12	North Carolina State	55,890	69	Rochester	47,500
13	Alberta	55,863	71	Duke	47,000
14	Illinois, Urbana	55,000	71	George Washington	47,000
15	Johns Hopkins	54,693	71	Illinois, Chicago	47,000
16	MIT	54,500	71	Notre Dame	47,000
16	Purdue	54,500	71	SUNY Stony Brook	47,000
18	Arizona	54,314	71	Virginia Tech	47,000
19	Toronto	54,269	77	Massachusetts	46,779
20	British Columbia	54,223	78	McGill	46,703
21	Auburn	54,025	79	Boston College	46,700
22	Yale	53,550	80	Montreal	46,310
23	Queen's	53,180	81	Maryland	46,000
24	Southern California	53,000	81	Texas	46,000
24	Utah	53,000	81	Wayne State	46,000
26	Waterloo	52,911	84	York	45,769
27	Western Ontario	52,742	85	Delaware	45,600
28	Cornell	52,500	86	McMaster	45,261
29	Manitoba	52,342	87	Alabama	45,000
30	Michigan State	52,000	87	Arizona State	45,000
30	Nebraska	52,000	87	Colorado State	45,000
30	Virginia	52,000	87	Florida State	45,000
33	Laval	51,741	87	North Carolina	45,000
34	Minnesota	51,500	92	Florida	44,928
34	Northwestern	51,500	93	Temple	44,044
36	Howard	51,000	94	Oklahoma	44,000
36	Ohio University	51,000	94	Tulane	44,000
36	Pennsylvania	51,000	94	Wisconsin	44,000
39	Rutgers	50,765	97	Cincinnati	43,000
40	Texas A&M	50,500	97	Iowa	43,000
41	California, Riverside	50,334	97	Oregon	43,000
42	Hawaii	50,004	100	Vanderbilt	42,500
42	Southern Illinois	50,004	101	Washington State	42,000
44	Colorado	50,000	102	Indiana	41,208
44	Connecticut	50,000	103	South Carolina	41,000
44	Emory	50,000	103	Washington U.-St. Louis	41,000
44	Georgetown	50,000	105	Oklahoma State	40,500
44	Houston	50,000	106	Rice	40,300
44	Kansas	50,000	107	SUNY Albany	40,137
44	Louisiana State	50,000	108	Case Western Reserve	40,000
51	Boston University	49,000	108	Louisville	40,000
51	Iowa State	49,000	108	Missouri	40,000
51	Miami	49,000	108	New Mexico	40,000
51	Pennsylvania State	49,000	112	Georgia	39,500
51	Texas Tech	49,000	112	Kentucky	39,500
56	Kent State	48,889	114	Syracuse	38,000
57	Washington	48,204	115	Pittsburgh	36,000
58	Georgia Tech	48,000			

Reprinted from *ARL Annual Salary Survey 2014–2015*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

Excludes medical and law libraries. See Tables 48 and 58 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

Table 9: Beginning Professional Salaries in ARL University Libraries
Rank Order Table, FY 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Princeton	67,000	58	Waterloo	49,196
2	Saskatchewan	64,347	59	Arizona State	49,000
3	New York University	62,000	59	Michigan	49,000
4	Columbia	61,350	59	Texas Tech	49,000
5	Hawaii	60,852	62	Queen's	48,985
6	Purdue	60,000	63	Manitoba	48,691
7	Guelph	57,547	64	Dartmouth	48,500
8	Brigham Young	57,500	64	Ohio State	48,500
8	Rutgers	57,500	64	Washington	48,500
10	Ottawa	57,455	67	Colorado State	48,000
11	Vanderbilt	57,000	67	Duke	48,000
12	North Carolina State	56,640	67	Maryland	48,000
13	Arizona	56,365	67	SUNY Buffalo	48,000
14	Chicago	56,244	67	Virginia Tech	48,000
15	Johns Hopkins	55,787	72	California, Berkeley	47,722
16	MIT	55,500	72	California, Davis	47,722
17	Harvard	55,460	72	California, Irvine	47,722
18	Calgary	55,371	72	California, Los Angeles	47,722
19	Brown	55,000	72	California, Riverside	47,722
19	Georgetown	55,000	72	California, San Diego	47,722
19	Illinois, Urbana	55,000	72	California, Santa Barbara	47,722
19	Northwestern	55,000	79	Boston College	47,450
19	Virginia	55,000	80	George Washington	47,000
24	Auburn	54,025	80	Notre Dame	47,000
25	Southern California	53,700	80	SUNY Stony Brook	47,000
26	Yale	53,550	83	Texas	46,000
27	Utah	53,000	84	Illinois, Chicago	45,833
28	Cornell	52,500	85	Delaware	45,600
29	Minnesota	52,340	86	Alabama	45,000
30	Michigan State	52,000	86	Florida State	45,000
30	Nebraska	52,000	86	New Mexico	45,000
32	Toronto	51,964	86	North Carolina	45,000
33	Howard	51,213	86	Tulane	45,000
34	Boston University	51,200	91	Florida	44,928
35	Ohio University	51,000	92	Laval	44,069
35	Pennsylvania	51,000	93	McGill	43,445
37	Alberta	50,751	94	Cincinnati	43,000
38	Texas A&M	50,500	94	Iowa	43,000
39	Southern Illinois	50,004	94	Oregon	43,000
40	Colorado	50,000	97	Kent State	42,120
40	Connecticut	50,000	98	Indiana	42,032
40	Emory	50,000	99	Washington State	42,000
40	Georgia Tech	50,000	99	Washington U.-St. Louis	42,000
40	Houston	50,000	99	Wisconsin	42,000
40	Iowa State	50,000	102	York	41,741
40	Kansas	50,000	103	McMaster	41,278
40	Kentucky	50,000	104	Georgia	41,000
40	Louisiana State	50,000	104	Louisville	41,000
40	Massachusetts	50,000	104	South Carolina	41,000
40	Miami	50,000	107	SUNY Albany	40,940
40	Pennsylvania State	50,000	108	Oklahoma State	40,500
40	Rochester	50,000	109	Rice	40,300
40	Temple	50,000	110	Case Western Reserve	40,000
40	Tennessee	50,000	110	Missouri	40,000
40	Wayne State	50,000	110	Oklahoma	40,000
56	British Columbia	49,451	113	Syracuse	38,000
57	Western Ontario	49,221	114	Pittsburgh	36,000

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Excludes medical and law libraries. See Tables 48 and 58 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars.

Table 10: Median Professional Salaries in ARL University Libraries
Rank Order Table, FY 2014–2015

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	110,942	59	Johns Hopkins	69,689
2	York	109,716	60	Tennessee	69,271
3	California, Davis	98,570	61	Notre Dame	69,095
4	Calgary	95,877	62	Cincinnati	69,074
5	Princeton	94,050	63	Georgetown	69,052
6	Saskatchewan	93,700	64	Michigan	68,981
7	Toronto	93,239	65	McGill	68,375
8	Manitoba	91,541	66	Illinois, Chicago	68,107
9	Alberta	91,248	67	Washington	67,680
10	California, Berkeley	90,636	68	Florida	66,817
10	California, Riverside	90,636	69	Duke	66,800
12	Rutgers	90,362	70	SUNY Albany	65,162
13	British Columbia	88,192	71	McMaster	65,065
14	Ottawa	87,429	72	Virginia Tech	65,000
15	California, Irvine	86,700	73	Washington State	64,891
16	Waterloo	85,437	74	Virginia	64,600
17	Guelph	84,642	75	Nebraska	64,400
18	Connecticut	83,874	76	Wisconsin	64,236
19	California, Los Angeles	83,165	77	Wayne State	64,140
20	Yale	82,471	78	Kentucky	64,103
21	MIT	81,925	79	Miami	63,473
22	Harvard	80,400	80	Texas Tech	63,413
23	California, San Diego	79,838	81	Kent State	63,288
24	California, Santa Barbara	79,332	82	Texas A&M	62,996
25	Chicago	78,030	83	Howard	62,995
26	New York University	77,592	84	Tulane	62,728
27	George Washington	75,910	85	Hawaii	62,604
28	Kansas	75,460	86	SUNY Stony Brook	62,512
29	Boston College	75,423	87	Boston University	62,300
30	SUNY Buffalo	75,297	88	Syracuse	62,240
31	Columbia	74,555	89	Colorado	62,208
32	Southern California	74,367	90	North Carolina	61,800
33	Western Ontario	74,228	91	Washington U.-St. Louis	61,644
34	Montreal	73,909	92	Vanderbilt	61,638
35	Laval	73,834	93	Oklahoma State	61,494
36	New Mexico	73,771	94	Iowa	61,449
37	Brigham Young	73,300	95	Oregon	61,444
38	Colorado State	72,967	96	Ohio State	61,368
39	Maryland	72,787	97	Houston	61,240
40	Delaware	72,504	98	Iowa State	61,139
41	Cornell	72,423	99	Utah	60,883
42	Arizona	72,368	100	Rochester	60,376
43	Massachusetts	72,251	101	Alabama	60,215
44	Pittsburgh	72,212	102	Rice	60,000
45	Arizona State	72,192	103	Indiana	59,696
46	Georgia Tech	72,039	104	Auburn	59,055
47	Northwestern	71,801	105	Case Western Reserve	59,000
48	Pennsylvania State	71,778	106	Ohio University	58,525
49	Dartmouth	71,462	107	Oklahoma	58,500
50	Minnesota	71,299	108	Texas	57,111
51	Michigan State	70,250	109	Missouri	57,084
52	Emory	70,154	110	Louisville	56,926
53	Purdue	70,029	111	Southern Illinois	55,026
54	Brown	70,019	112	South Carolina	54,815
54	Pennsylvania	70,019	113	Florida State	54,291
56	Temple	70,008	114	Louisiana State	53,744
57	North Carolina State	70,000	115	Georgia	52,213
58	Illinois, Urbana	69,966			

Reprinted from *ARL Annual Salary Survey 2014–2015*. Salaries of directors are not included in the calculation of medians.
Excludes medical and law libraries. See Tables 49 and 59 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars.

Table 11: Median Professional Salaries in ARL University Libraries
Rank Order Table, FY 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	105,150	58	Johns Hopkins	70,020
2	York	100,176	59	Michigan	69,934
3	California, Davis	98,818	60	Western Ontario	69,756
4	Rutgers	91,944	61	Michigan State	69,550
5	California, Irvine	91,931	62	Florida	69,424
6	Princeton	91,800	63	Illinois, Urbana	68,954
7	California, Berkeley	88,893	64	Cincinnati	68,340
8	MIT	87,935	65	McGill	68,144
9	Connecticut	87,192	66	Colorado	68,000
10	Alberta	86,374	66	Illinois, Chicago	68,000
11	Calgary	85,807	68	Boston University	67,550
12	California, Riverside	85,425	69	Laval	67,337
13	Yale	85,143	70	SUNY Albany	67,171
14	Manitoba	85,044	71	Emory	66,999
15	California, Los Angeles	84,140	72	Syracuse	66,515
16	Ottawa	83,127	73	Texas Tech	65,327
17	Toronto	81,904	74	Duke	65,000
18	British Columbia	80,852	74	Hawaii	65,000
19	Harvard	80,628	74	Miami	65,000
20	George Washington	80,580	74	SUNY Stony Brook	65,000
21	Saskatchewan	80,041	78	Kentucky	64,507
22	California, San Diego	79,215	79	Wisconsin	64,243
23	Waterloo	79,048	80	Howard	63,990
24	New York University	78,709	81	Wayne State	63,392
25	Massachusetts	78,575	82	North Carolina	63,250
26	Guelph	77,734	83	Ohio State	63,094
27	Columbia	77,045	84	Tulane	62,992
28	Southern California	77,004	85	Utah	62,649
29	SUNY Buffalo	76,507	86	Virginia Tech	62,395
30	Boston College	76,459	87	Texas A&M	62,373
31	Chicago	76,323	88	Vanderbilt	61,744
32	Brigham Young	75,450	89	Auburn	61,719
33	New Mexico	75,021	90	Virginia	61,682
34	California, Santa Barbara	74,169	91	Rochester	61,658
35	Northwestern	73,780	92	Iowa	61,646
36	Pennsylvania State	73,752	93	Oregon	61,444
37	Dartmouth	73,605	94	McMaster	61,413
38	Cornell	73,576	95	Kent State	61,234
39	Delaware	73,463	96	Washington U.-St. Louis	61,133
40	Temple	73,118	97	Rice	61,065
41	Georgia Tech	73,102	98	Houston	61,000
42	Arizona State	73,060	99	Texas	60,594
43	Purdue	72,939	100	Indiana	60,558
44	Pennsylvania	72,881	101	Alabama	60,442
45	North Carolina State	72,670	102	Oklahoma State	60,019
46	Colorado State	72,556	103	Case Western Reserve	59,826
47	Arizona	72,368	104	Louisville	59,406
48	Pittsburgh	72,212	105	Ohio University	59,279
49	Maryland	72,206	106	Washington State	58,822
50	Minnesota	72,100	107	Iowa State	58,553
51	Tennessee	71,557	108	Missouri	58,269
52	Georgetown	71,350	109	Oklahoma	58,000
53	Brown	71,308	110	Louisiana State	55,667
54	Kansas	70,960	111	Southern Illinois	55,080
55	Nebraska	70,950	112	Florida State	54,843
56	Notre Dame	70,820	113	Georgia	54,517
57	Washington	70,128	114	South Carolina	54,331

Salaries of directors are not included in the calculation of medians.

Excludes medical and law libraries. See Tables 49 and 59 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

Table 12: Average Professional Salaries in ARL University Libraries
Rank Order Table, FY 2014–2015

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	107,731	59	Pennsylvania	74,151
2	Queen's	103,701	60	Tennessee	73,833
3	California, Davis	99,828	61	Emory	73,605
4	Princeton	98,947	62	Notre Dame	73,056
5	Manitoba	97,638	63	Cincinnati	72,378
6	Calgary	96,959	64	Laval	72,267
7	Saskatchewan	95,974	65	Duke	72,055
8	Alberta	95,802	66	Arizona State	71,716
9	Toronto	93,781	67	Washington	71,692
10	Rutgers	93,647	68	Miami	71,614
11	California, Berkeley	93,137	69	McMaster	71,602
12	British Columbia	91,647	70	Texas A&M	70,767
13	California, Riverside	91,449	71	Virginia	70,683
14	Ottawa	89,291	72	Utah	70,423
15	Harvard	88,201	73	Colorado	69,890
16	California, Los Angeles	87,462	74	Vanderbilt	69,397
17	Guelph	86,799	75	Nebraska	69,159
18	Connecticut	86,532	76	Florida	68,810
19	MIT	86,434	77	Illinois, Chicago	68,665
20	New York University	85,625	78	Syracuse	68,394
21	Yale	85,374	79	North Carolina	68,376
22	Chicago	84,634	80	Wisconsin	68,352
23	California, San Diego	84,297	81	SUNY Stony Brook	68,178
24	California, Irvine	84,077	82	Howard	68,146
25	George Washington	83,353	83	Hawaii	67,877
26	California, Santa Barbara	82,907	84	Washington State	67,866
27	Columbia	82,761	85	Houston	67,853
28	Waterloo	82,722	86	Ohio State	67,627
29	New Mexico	82,448	87	Virginia Tech	67,490
30	Southern California	81,562	88	SUNY Albany	67,136
31	Pittsburgh	81,190	89	Iowa State	66,989
32	Delaware	79,658	90	Washington U.-St. Louis	66,950
33	McGill	79,139	91	Tulane	66,638
34	Boston College	78,847	92	Oregon	66,485
35	Colorado State	78,514	93	Wayne State	66,475
36	Temple	78,499	94	Kentucky	66,334
37	Cornell	78,115	95	Indiana	65,776
38	SUNY Buffalo	77,641	96	Texas Tech	65,483
39	Massachusetts	77,405	97	Boston University	65,360
40	Kansas	76,969	98	Kent State	65,333
41	Montreal	76,958	99	Alabama	65,026
42	Purdue	76,752	100	Oklahoma	64,173
43	North Carolina State	76,502	101	Oklahoma State	64,109
44	Western Ontario	76,081	102	Rochester	63,947
45	Michigan State	76,066	103	Rice	63,733
46	Georgetown	75,988	104	Ohio University	63,377
47	Brown	75,850	105	Auburn	63,087
48	Maryland	75,771	106	Louisville	62,604
49	Pennsylvania State	75,428	107	Iowa	62,457
50	Brigham Young	75,232	108	Case Western Reserve	62,018
51	Northwestern	75,143	109	Texas	61,964
52	Illinois, Urbana	75,113	110	South Carolina	60,686
53	Johns Hopkins	75,024	111	Missouri	59,544
54	Dartmouth	74,987	112	Southern Illinois	59,350
55	Michigan	74,868	113	Florida State	59,240
56	Minnesota	74,595	114	Georgia	58,137
57	Georgia Tech	74,179	115	Louisiana State	56,987
58	Arizona	74,154			

Reprinted from *ARL Annual Salary Survey 2014–2015*. Salaries of directors are not included in the calculation of averages.
Excludes medical and law libraries. See Tables 50 and 60 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars.

Table 13: Average Professional Salaries in ARL University Libraries
Rank Order Table, FY 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	California, Davis	104,643	58	Notre Dame	74,382
2	Queen's	99,780	59	Miami	74,221
3	York	99,704	60	Emory	73,760
4	Princeton	96,190	61	Washington	73,444
5	Rutgers	95,477	62	Illinois, Urbana	73,350
6	Connecticut	93,880	63	Duke	72,956
7	California, Berkeley	92,459	64	Nebraska	72,897
8	Calgary	89,812	65	Michigan State	72,863
9	Yale	89,713	66	Syracuse	72,462
10	MIT	89,602	67	Cincinnati	71,819
11	Saskatchewan	89,139	68	Hawaii	71,721
12	Alberta	88,962	69	Utah	71,594
13	Harvard	88,343	70	Arizona State	71,515
14	California, Riverside	88,328	71	Florida	70,927
15	Manitoba	88,313	72	Western Ontario	70,850
16	California, Los Angeles	88,112	73	SUNY Stony Brook	70,631
17	California, Irvine	87,881	74	Ohio State	70,359
18	George Washington	86,851	75	Texas A&M	69,819
19	New York University	85,929	76	Howard	69,790
20	Columbia	85,846	77	Illinois, Chicago	69,399
21	California, San Diego	84,350	78	North Carolina	69,163
22	Ottawa	83,941	79	Wisconsin	69,105
23	Toronto	83,756	80	SUNY Albany	68,993
24	Chicago	83,395	81	Boston University	68,415
25	Southern California	83,071	82	Texas Tech	68,277
26	British Columbia	82,323	83	Vanderbilt	67,923
27	Massachusetts	82,236	84	Kentucky	67,840
28	California, Santa Barbara	82,191	85	Tulane	67,516
29	New Mexico	82,165	86	Washington U.-St. Louis	67,262
30	Delaware	81,407	87	McMaster	67,146
31	Guelph	81,281	88	Louisville	67,094
32	Pittsburgh	81,190	89	Houston	66,707
33	Boston College	80,857	90	Virginia Tech	66,601
34	Arizona	79,728	91	Alabama	66,347
35	North Carolina State	79,717	92	Wayne State	66,211
36	Temple	79,320	93	Oregon	66,124
37	Purdue	79,140	94	Texas	66,001
38	SUNY Buffalo	78,920	95	Virginia	65,971
39	Northwestern	78,463	96	Rice	65,936
40	Cornell	78,438	97	Auburn	65,618
41	Pennsylvania State	78,241	98	Laval	65,565
42	Colorado	77,678	99	Rochester	65,560
43	Brigham Young	77,119	100	Kent State	64,961
44	Brown	77,082	101	Indiana	64,551
45	Pennsylvania	76,801	102	Iowa State	64,377
46	Dartmouth	76,476	103	Oklahoma State	64,250
47	Tennessee	76,370	104	Ohio University	64,129
48	Colorado State	75,683	105	Iowa	64,053
49	Minnesota	75,679	106	Case Western Reserve	63,980
50	Michigan	75,638	107	Washington State	63,386
51	McGill	75,541	108	Oklahoma	61,836
52	Georgetown	75,440	109	Missouri	61,702
53	Johns Hopkins	75,420	110	Louisiana State	60,958
54	Georgia Tech	75,372	111	Georgia	60,739
55	Maryland	75,125	112	South Carolina	59,649
56	Waterloo	75,033	113	Florida State	59,452
57	Kansas	74,518	114	Southern Illinois	59,268

Salaries of directors are not included in the calculation of averages.

Excludes medical and law libraries. See Tables 50 and 60 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries Summary of Rankings, FYs 2012–2013 to 2015–2016

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2013	2014	2015	2016	2013	2014	2015	2016	2013	2014	2015	2016
Alabama	87	94	99	91	91	102	101	101	90	80	87	86
Alberta	5	3	8	12	4	4	9	10	6	6	13	37
Arizona	72	52	58	34	82	48	42	47	19	10	18	13
Arizona State	78	72	66	70	61	54	45	42	85	93	87	59
Auburn	110	104	105	97	108	103	104	89	63	23	20	24
Boston University	95	96	97	81	80	81	87	68	54	53	51	34
Boston College	41	35	34	33	36	34	29	30	79	78	79	79
Brigham Young	59	57	50	43	46	47	37	32	15	13	10	8
British Columbia	10	10	12	26	10	11	13	18	10	15	19	56
Brown	58	58	47	44	59	64	54	53	11	16	8	19
Calgary	3	4	6	8	3	6	4	11	5	2	2	18
California, Berkeley	15	14	11	7	14	14	10	7	47	62	63	72
California, Davis	11	8	3	1	8	7	3	3	47	62	63	72
California, Irvine	27	26	24	17	16	14	15	5	47	62	63	72
California, Los Angeles	28	28	16	16	22	24	19	15	47	62	63	72
California, Riverside	20	18	13	14	22	14	10	12	36	44	41	72
California, San Diego	22	20	23	21	18	18	23	22	47	62	63	72
California, Santa Barbara	38	30	26	28	38	23	24	34	47	62	63	72
Case Western Reserve	100	111	108	106	99	91	105	103	114	113	108	110
Chicago	26	25	22	24	31	29	25	31	4	11	11	14
Cincinnati	61	61	63	67	49	51	62	64	90	99	97	94
Colorado	71	67	73	42	69	66	89	66	40	51	44	40
Colorado State	30	38	35	48	28	30	38	46	11	16	87	67
Columbia	34	29	27	20	47	40	31	27	9	9	5	4
Connecticut	29	34	18	6	24	22	18	9	31	37	44	40
Cornell	32	39	37	40	42	44	41	38	29	31	27	28
Dartmouth	44	46	54	46	39	42	49	37	64	76	69	64
Delaware	24	27	32	30	19	32	40	39	70	79	85	85
Duke	70	68	65	63	66	69	69	74	55	70	71	67
Emory	63	64	61	60	71	72	52	71	43	56	44	40
Florida	82	84	76	71	83	78	68	62	84	87	92	91
Florida State	112	97	113	113	111	101	113	112	72	99	87	86
George Washington	18	24	25	18	34	36	27	20	55	70	71	80
Georgetown	43	51	46	52	60	70	63	52	72	29	44	19
Georgia	111	114	114	111	114	114	115	113	110	110	112	104
Georgia Tech	79	73	57	54	75	65	46	41	64	37	58	40
Guelph	12	11	17	31	11	10	17	26	2	3	3	7
Harvard	17	22	15	13	27	33	22	19	23	27	7	17
Hawaii	86	89	83	68	84	86	85	74	30	36	42	5
Houston	88	82	85	89	104	97	97	98	72	37	44	40

Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries Summary of Rankings, FYs 2012–2013 to 2015–2016

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2013	2014	2015	2016	2013	2014	2015	2016	2013	2014	2015	2016
Howard	56	71	82	76	41	74	83	80	37	34	35	33
Illinois, Chicago	75	70	77	77	77	67	66	66	55	93	71	84
Illinois, Urbana	49	47	52	62	58	58	58	63	11	16	14	19
Indiana	80	78	95	101	86	88	103	100	98	103	102	98
Iowa	83	100	107	105	87	92	94	92	85	93	97	94
Iowa State	74	86	89	102	70	98	98	107	64	45	51	40
Johns Hopkins	46	54	53	53	54	60	59	58	21	25	15	15
Kansas	65	56	40	57	57	43	28	54	99	45	44	40
Kent State	85	87	98	100	85	73	81	95	69	50	56	97
Kentucky	94	92	94	84	79	79	78	78	85	115	112	40
Laval	48	49	64	98	29	25	35	69	22	26	32	92
Louisiana State	115	115	115	110	115	115	114	110	99	93	44	40
Louisville	102	106	106	88	101	108	110	104	110	105	108	104
McGill	39	37	33	51	51	53	65	65	34	43	78	93
McMaster	52	55	69	87	63	62	71	94	42	55	86	103
Manitoba	6	5	5	15	5	8	8	14	25	21	28	63
Maryland	55	65	48	55	56	57	39	49	90	89	81	67
Massachusetts	35	31	39	27	26	26	43	25	71	75	77	40
MIT	25	21	19	10	20	21	21	8	16	22	16	16
Miami	66	69	68	59	65	82	79	74	43	45	51	40
Michigan	47	63	55	50	62	59	64	59	55	56	58	59
Michigan State	57	42	45	65	48	45	51	61	31	37	29	30
Minnesota	67	53	56	49	50	41	50	50	64	70	33	29
Missouri	106	110	111	109	100	104	109	108	99	105	108	110
Nebraska	68	74	75	64	67	75	75	55	26	32	29	30
New Mexico	64	48	29	29	72	61	36	33	99	105	108	86
New York	19	16	20	19	32	27	26	24	7	7	4	3
North Carolina	73	76	79	78	73	76	90	82	72	80	87	86
North Carolina State	37	41	43	35	40	52	57	45	16	24	12	12
Northwestern	51	50	51	39	44	39	47	35	55	37	33	19
Notre Dame	42	43	62	58	35	38	61	56	55	56	71	80
Ohio University	108	107	104	104	113	113	106	105	83	68	35	35
Ohio State	99	109	86	74	102	111	96	83	55	56	58	64
Oklahoma	114	113	100	108	107	110	107	109	90	89	94	110
Oklahoma State	107	103	101	103	109	106	93	102	97	102	105	108
Oregon	109	108	92	93	110	112	95	93	99	93	97	94
Ottawa*	14	13	14	22	13	13	14	16	33	5	6	10
Pennsylvania	54	62	59	45	55	56	54	44	72	80	35	35
Pennsylvania State	45	44	49	41	45	46	48	36	90	56	51	40

Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries Summary of Rankings, FYs 2012–2013 to 2015–2016

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2013	2014	2015	2016	2013	2014	2015	2016	2013	2014	2015	2016
Pittsburgh	40	36	31	32	53	49	44	48	115	114	115	114
Princeton	13	12	4	4	17	17	5	6	1	1	1	1
Purdue	69	59	42	37	64	63	53	43	28	28	16	6
Queen's	1	2	2	2	1	1	1	1	18	14	22	62
Rice	92	93	103	96	95	96	102	97	107	104	106	109
Rochester	98	105	102	99	92	95	100	91	99	68	69	40
Rutgers	8	9	10	5	9	9	12	4	27	33	39	8
Saskatchewan	4	6	7	11	6	3	6	21	3	4	9	2
South Carolina	113	112	110	112	112	109	112	114	110	110	103	104
Southern California	23	23	30	25	33	31	32	28	37	45	23	25
Southern Illinois	105	101	112	114	98	99	111	111	82	37	42	39
SUNY Albany	93	98	88	80	76	85	70	70	109	109	107	107
SUNY Buffalo	33	40	38	38	30	37	30	29	55	70	58	67
SUNY Stony Brook	9	15	81	73	15	19	86	74	72	80	71	80
Syracuse	62	66	78	66	68	68	88	72	110	110	114	113
Temple	60	45	36	36	78	50	56	40	81	88	93	40
Tennessee	53	60	60	47	43	55	60	51	43	56	58	40
Texas	103	102	109	94	106	107	108	99	43	77	81	83
Texas A&M	97	80	70	75	105	100	82	87	35	34	40	38
Texas Tech	90	90	96	82	81	84	80	73	37	45	51	59
Toronto	7	7	9	23	7	5	7	17	8	8	38	32
Tulane	77	81	91	85	74	80	84	84	90	89	94	86
Utah	81	83	72	69	90	89	99	85	64	70	23	27
Vanderbilt	76	79	74	83	88	90	92	88	89	98	100	11
Virginia	50	75	71	95	52	71	74	90	53	29	29	19
Virginia Tech	89	99	87	90	93	105	72	86	99	89	71	67
Washington	84	77	67	61	94	83	67	57	88	80	57	64
Washington State	91	95	84	107	89	94	73	106	108	105	101	99
Washington U.-St. Louis	104	88	90	86	103	93	91	96	99	99	103	99
Waterloo	16	17	28	56	12	12	16	23	20	20	25	58
Wayne State	101	91	93	92	97	77	77	81	72	80	81	40
Western Ontario	31	32	44	72	25	28	33	60	14	12	26	57
Wisconsin	96	85	80	79	96	87	76	79	96	80	94	99
Yale	21	19	21	9	21	20	20	13	23	16	21	26
York	2	1	1	3	2	2	2	2	41	52	84	102

Excludes medical and law libraries.

Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2015–2016

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	10									
250,000 – 299,999	23	1		1					1	
200,000 – 250,000	50	7	3	2					1	
175,000 – 199,999	11	11	3	1	1			2	1	
150,000 – 174,999	14	43	6	6	1	1		4	17	3
140,000 – 149,999	1	45	8	4	4	1	3	2	9	
130,000 – 139,999		53	16	5	6	1	2	4	16	4
120,000 – 129,999		65	10	10	9	11	4	15	46	8
110,000 – 119,999		31	19	24	14	20	23	49	84	21
100,000 – 109,999	1	34	20	43	26	49	29	57	136	53
95,000 – 99,999		10	8	19	23	36	21	54	99	38
90,000 – 94,999		6	10	28	31	82	27	57	89	57
85,000 – 89,999		4	6	38	35	84	41	74	122	83
80,000 – 84,999		3	8	43	35	81	71	110	141	94
78,000 – 79,999			2	10	18	48	21	54	41	53
76,000 – 77,999			2	12	17	47	42	64	45	66
74,000 – 75,999			3	23	16	52	28	89	48	65
72,000 – 73,999		1	2	11	15	62	41	59	45	57
70,000 – 71,999		1	3	10	19	61	38	57	40	74
68,000 – 69,999			1	15	22	59	51	82	47	86
66,000 – 67,999		3	2	4	19	48	40	83	30	75
64,000 – 65,999				5	23	67	57	79	47	78
62,000 – 63,999		1		8	27	58	61	104	32	86
60,000 – 61,999		1	1	8	17	72	80	79	32	106
58,000 – 59,999				9	23	54	62	94	15	102
56,000 – 57,999				6	17	52	63	80	20	93
54,000 – 55,999				6	22	62	58	65	15	78
52,000 – 53,999				4	19	49	69	56	12	82
50,000 – 51,999				6	12	58	52	35	20	95
48,000 – 49,999				2	9	32	41	38	10	58
46,000 – 47,999					10	15	32	32	6	38
44,000 – 45,999					5	10	23	17	5	32
42,000 – 43,999					10	11	35	11	2	23
40,000 – 41,999					9	12	14	1	1	31
38,000 – 39,999					3	2	4	1	2	10
36,000 – 37,999					1	2	7	1	1	3
34,000 – 35,999					2	4	2	1		1
less than 34,000				1	3	1	4	1	1	5
Total	110	320	133	364	523	1,304	1,146	1,611	1,279	1,758

Excludes medical and law libraries.

Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2015–2016, Part 1: Women

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	8									
250,000 – 299,999	11	1		1						
200,000 – 250,000	27	3	1	1						
175,000 – 199,999	6	4	2					2	1	
150,000 – 174,999	9	28	2	1	1	1		1	9	1
140,000 – 149,999	1	25	2	3	4			1	3	
130,000 – 139,999		33	10	3	4		1	3	6	3
120,000 – 129,999		37	7	6	8	4	1	5	33	7
110,000 – 119,999		15	12	13	10	5	11	29	50	12
100,000 – 109,999	1	25	15	32	17	15	14	39	80	35
95,000 – 99,999		5	3	13	11	6	15	33	57	22
90,000 – 94,999		5	5	18	16	27	15	39	58	43
85,000 – 89,999		1	5	25	29	31	21	41	75	50
80,000 – 84,999		2	5	31	29	34	44	68	91	72
78,000 – 79,999			1	9	14	20	17	33	25	34
76,000 – 77,999			2	7	10	12	29	46	26	49
74,000 – 75,999			3	16	13	21	17	54	26	44
72,000 – 73,999		1		8	9	30	23	46	32	42
70,000 – 71,999			3	9	13	23	23	32	27	56
68,000 – 69,999			1	10	16	23	36	55	30	63
66,000 – 67,999		2	2	2	11	21	27	56	17	55
64,000 – 65,999				4	15	32	37	55	30	54
62,000 – 63,999		1		8	22	21	34	70	22	61
60,000 – 61,999				4	11	33	50	46	24	76
58,000 – 59,999				8	17	22	35	71	9	78
56,000 – 57,999				6	15	24	37	48	13	66
54,000 – 55,999				4	17	27	37	52	9	55
52,000 – 53,999				3	15	23	44	38	8	61
50,000 – 51,999				5	10	28	32	23	13	65
48,000 – 49,999				1	7	15	28	37	8	45
46,000 – 47,999					4	6	26	26	2	26
44,000 – 45,999					4	4	10	14	3	22
42,000 – 43,999					5	5	28	6	2	18
40,000 – 41,999					6	6	10	1		23
38,000 – 39,999					3	1	4	1	1	8
36,000 – 37,999					1		4			2
34,000 – 35,999					1	3				
less than 34,000				1	3		3	1		4
Total	63	188	81	252	371	523	713	1,072	790	1,252

Excludes medical and law libraries.

Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2015–2016, Part 2: Men

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	2									
250,000 – 299,999	12								1	
200,000 – 250,000	23	4	2	1					1	
175,000 – 199,999	5	7	1	1	1					
150,000 – 174,999	5	15	4	5				3	8	2
140,000 – 149,999		20	6	1		1	3	1	6	
130,000 – 139,999		20	6	2	2	1	1	1	10	1
120,000 – 129,999		28	3	4	1	7	3	10	13	1
110,000 – 119,999		16	7	11	4	15	12	20	34	9
100,000 – 109,999		9	5	11	9	34	15	18	56	18
95,000 – 99,999		5	5	6	12	30	6	21	42	16
90,000 – 94,999		1	5	10	15	55	12	18	31	14
85,000 – 89,999		3	1	13	6	53	20	33	47	33
80,000 – 84,999		1	3	12	6	47	27	42	50	22
78,000 – 79,999			1	1	4	28	4	21	16	19
76,000 – 77,999				5	7	35	13	18	19	17
74,000 – 75,999				7	3	31	11	35	22	21
72,000 – 73,999			2	3	6	32	18	13	13	15
70,000 – 71,999		1		1	6	38	15	25	13	18
68,000 – 69,999				5	6	36	15	27	17	23
66,000 – 67,999		1		2	8	27	13	27	13	20
64,000 – 65,999				1	8	35	20	24	17	24
62,000 – 63,999					5	37	27	34	10	25
60,000 – 61,999		1	1	4	6	39	30	33	8	30
58,000 – 59,999				1	6	32	27	23	6	24
56,000 – 57,999					2	28	26	32	7	27
54,000 – 55,999				2	5	35	21	13	6	23
52,000 – 53,999				1	4	26	25	18	4	21
50,000 – 51,999				1	2	30	20	12	7	30
48,000 – 49,999				1	2	17	13	1	2	13
46,000 – 47,999					6	9	6	6	4	12
44,000 – 45,999					1	6	13	3	2	10
42,000 – 43,999					5	6	7	5		5
40,000 – 41,999					3	6	4		1	8
38,000 – 39,999						1			1	2
36,000 – 37,999						2	3	1	1	1
34,000 – 35,999					1	1	2	1		1
less than 34,000						1	1		1	1
Total	47	132	52	112	152	781	433	539	489	506

Excludes medical and law libraries.

Table 17: Average Salaries of Professional Staff in ARL University Libraries by Position and Years of Experience, FY 2015–2016, Part 1: 0 to 19 Years of Experience

	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	.	.	‡	1	.	.	‡	5	224,079	8
Associate Director	‡	1	‡	2	112,903	21	114,047	28	123,382	47
Assistant Director	‡	1	‡	5	82,463	8	105,535	18	104,173	19
Head, Branch	61,883	9	68,893	22	77,684	30	84,990	55	86,448	48
Administrative Specialist	59,907	58	64,808	60	68,375	84	76,097	49	79,100	62
Digital Specialist	58,527	183	63,947	212	68,120	252	73,233	207	79,183	153
Functional Specialist	52,741	166	58,038	193	62,576	195	67,194	153	72,503	121
Subject Specialist	55,822	157	60,328	193	65,925	283	71,462	205	75,154	164
Dept. Head, Acquisitions	58,369	4	62,018	9	76,643	10	80,627	20	84,593	13
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2	‡	3	74,557	22	86,596	17	87,394	21
Dept. Head, Cataloging	‡	2	‡	11	73,483	16	76,943	19	83,629	14
Dept. Head, Circulation	52,830	6	64,470	13	76,444	15	71,836	13	80,946	12
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	3	‡	4	83,254	12	88,271	12	91,937	17
Dept. Head, Library Technology	.	.	91,473	6	88,187	11	92,060	23	98,064	18
Dept. Head, Other	69,547	21	68,902	38	73,017	87	80,940	85	85,868	77
Public Services	50,202	37	59,247	32	63,593	41	64,452	29	68,258	24
Technical Services	52,664	12	57,476	22	59,508	21	68,321	12	69,711	14
Research/Reference/ Instruction	52,523	120	58,629	145	63,168	125	71,134	89	74,658	72
Cataloger/Metadata Analysts	53,302	61	56,197	55	64,966	80	70,505	82	70,108	71
All Positions:	55,767	843	61,901	1,026	67,884	1,313	75,713	1,121	81,869	975

Years of experience reflect total professional experience.

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

Table 17: Average Salaries of Professional Staff in ARL University Libraries by Position and Years of Experience, FY 2015–2016, Part 2: 20 to over 35 Years of Experience

	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	233,123	8	223,625	12	234,936	16	253,039	12	233,659	48
Associate Director	131,317	55	136,978	36	137,866	32	138,088	43	143,576	55
Assistant Director	116,063	14	115,656	14	115,057	18	118,156	17	124,686	19
Head, Branch	89,789	38	91,777	42	104,024	44	88,327	33	101,443	43
Administrative Specialist	79,825	56	81,411	59	83,478	46	89,300	28	79,415	21
Digital Specialist	78,792	100	81,182	78	86,737	60	90,414	26	82,776	33
Functional Specialist	76,593	83	76,113	68	78,895	60	74,528	48	84,492	59
Subject Specialist	78,286	154	80,066	131	80,882	112	85,164	78	90,662	134
Dept. Head, Acquisitions	78,946	8	82,131	13	99,152	14	90,020	6	87,847	7
Dept. Head, Research/ Reference/Information or Learning Commons	86,252	22	96,327	17	88,962	15	98,502	6	‡	3
Dept. Head, Cataloging	90,519	13	85,653	23	89,845	15	85,212	15	93,089	13
Dept. Head, Circulation	93,389	9	82,208	15	93,705	5	89,077	11	96,694	9
Dept. Head, Rare Books/ Manuscripts/Special Collections	83,894	14	92,478	10	101,041	10	117,571	11	114,276	13
Dept. Head, Library Technology	107,873	16	118,019	10	109,924	7	94,630	6	117,612	4
Dept. Head, Other	90,946	71	90,736	67	101,128	53	96,420	39	103,701	53
Public Services	75,157	8	73,623	19	64,440	5	70,792	18	82,675	9
Technical Services	84,192	10	64,438	10	69,599	11	‡	10	‡	3
Research/Reference/ Instruction	73,521	52	78,165	62	84,614	46	82,593	38	84,136	55
Cataloger/Metadata Analysts	71,893	44	73,874	62	77,154	53	79,296	41	79,629	58
All Positions:	86,736	775	87,501	748	93,896	622	95,348	486	106,525	639

Years of experience reflect total professional experience.

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

Table 18: Number and Average Salaries of Professional Staff in ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	230,557	63	232,518	47	231,395	110
Associate Director	130,847	188	132,826	132	131,663	320
Assistant Director	109,332	81	119,471	52	113,296	133
Head, Branch	86,559	252	94,061	112	88,867	364
Administrative Specialist	74,244	371	75,505	152	74,610	523
Digital Specialist	69,314	523	72,925	781	71,477	1,304
Functional Specialist	65,214	713	68,229	433	66,354	1,146
Subject Specialist	71,118	1,072	74,575	539	72,274	1,611
Dept. Head, Acquisitions	80,364	72	85,206	32	81,854	104
Dept. Head, Research/Reference/ Information or Learning Commons	86,801	97	85,647	31	86,522	128
Dept. Head, Cataloging	82,826	98	83,230	43	82,949	141
Dept. Head, Circulation	81,849	65	76,256	43	79,622	108
Dept. Head, Rare Books/ Manuscripts/Special Collections	93,845	53	94,610	53	94,227	106
Dept. Head, Library Technology	100,712	32	99,891	69	100,151	101
Dept. Head, Other	85,637	373	87,767	218	86,423	591
Public Services	63,383	151	65,320	71	64,003	222
Technical Services	63,628	87	68,049	38	64,972	125
Research/Reference/Instruction	67,520	599	69,705	205	68,077	804
Cataloger/Metadata Analysts	69,058	415	69,489	192	69,194	607
All Positions:	76,968	5,305	80,640	3,243	78,361	8,548

Excludes medical and law libraries. See Tables 52 and 62 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars. See Table 42 for salaries of Canadian librarians expressed in Canadian dollars.

Table 19: Number and Average Salaries of Professional Staff in ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	230,557	63	232,518	47	231,395	110
Associate Director	130,847	188	132,826	132	131,663	320
Assistant Director	109,332	81	119,471	52	113,296	133
Head, Branch	86,559	252	94,061	112	88,867	364
Dept. Head, Acquisitions	80,364	72	85,206	32	81,854	104
Dept. Head, Cataloging	82,826	98	83,230	43	82,949	141
Dept. Head, Circulation	81,849	65	76,256	43	79,622	108
Dept. Head, Library Technology	100,712	32	99,891	69	100,151	101
Dept. Head, Rare Book/Manuscripts/Special Collections	93,845	53	94,610	53	94,227	106
Dept. Head, Research/Reference/Info or Learning Commons	86,801	97	85,647	31	86,522	128
Dept. Head, Other	85,637	373	87,767	218	86,423	591
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	71,577	155	73,874	49	72,128	204
Business Manager	73,945	107	75,865	75	74,736	182
Human Resources	76,345	81	67,626	11	75,302	92
Development/Advancement	84,070	28	83,713	17	83,936	45
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	67,241	79	69,422	61	68,192	140
IT, Systems	70,860	106	72,617	283	72,138	389
IT, Web Developer	66,376	61	70,312	85	68,668	146
IT, Programmer	73,567	74	76,381	236	75,709	310
Scholarly Communications	69,979	60	76,578	35	72,410	95
Digital Acquisitions	68,301	70	68,558	29	68,376	99
Digital Collections Curation	67,881	73	67,276	52	67,629	125
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	66,128	96	67,709	64	66,760	160
Archivists	64,267	397	69,320	240	66,171	637
Assessment, Management Info Systems, Planning	69,950	57	73,305	21	70,853	78
Media Specialists	61,953	39	63,085	58	62,630	97
Preservation, including digital collections	66,389	124	67,495	50	66,707	174
Subject Specialist (no subgroup)	71,636	474	72,424	226	71,890	700
Subject Specialist in Humanities/Fine Arts	73,408	143	81,103	89	76,360	232
Subject Specialist in Sciences & Technology	69,580	179	69,667	81	69,607	260
Subject Specialist in Social/Behavior Science	68,308	156	77,584	77	71,374	233
Subject Specialist in Area Studies	72,286	120	75,653	66	73,481	186

Table 19: Number and Average Salaries of Professional Staff in ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	69,058	415	69,489	192	69,194	607
Research/Reference/Instruction	67,520	599	69,705	205	68,077	804
Public Services	63,383	151	65,320	71	64,003	222
Technical Services	63,628	87	68,049	38	64,972	125
All Positions:	76,968	5,305	80,640	3,243	78,361	8,548

Excludes medical and law libraries. See Tables 53 and 63 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars. See Table 43 for salaries of Canadian librarians expressed in Canadian dollars.

Table 20: Number and Average Years of Experience of Professional Staff in ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	31.4	63	33.2	47	32.2	110
Associate Director	26.3	188	23.8	132	25.3	320
Assistant Director	23.5	81	24.6	52	23.9	133
Head, Branch	22.0	252	22.8	112	22.2	364
Administrative Specialist	17.5	371	15.6	152	16.9	523
Digital Specialist	13.3	523	13.4	781	13.3	1,304
Functional Specialist	13.7	713	15.9	433	14.5	1,146
Subject Specialist	16.5	1,072	18.2	539	17.1	1,611
Dept. Head, Acquisitions	20.6	72	17.1	32	19.5	104
Dept. Head, Research/Reference/ Information or Learning Commons	19.8	97	18.7	31	19.6	128
Dept. Head, Cataloging	22.1	98	20.6	43	21.7	141
Dept. Head, Circulation	21.1	65	16.3	43	19.2	108
Dept. Head, Rare Books/ Manuscripts/Special Collections	20.3	53	23.6	53	21.9	106
Dept. Head, Library Technology	21.8	32	17.7	69	19.0	101
Dept. Head, Other	20.3	373	19.4	218	19.9	591
Public Services	14.3	151	14.7	71	14.4	222
Technical Services	17.0	87	13.5	38	15.9	125
Research/Reference/Instruction	14.5	599	16.6	205	15.1	804
Cataloger/Metadata Analysts	18.7	415	18.9	192	18.8	607
All Positions:	17.3	5,305	17.3	3,243	17.3	8,548

Excludes medical and law libraries. See Tables 54 and 64 for comparable figures for medical and law libraries.

Table 21: Number and Average Years of Experience of Professional Staff in ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	31.4	63	33.2	47	32.2	110
Associate Director	26.3	188	23.8	132	25.3	320
Assistant Director	23.5	81	24.6	52	23.9	133
Head, Branch	22.0	252	22.8	112	22.2	364
Dept. Head, Acquisitions	20.6	72	17.1	32	19.5	104
Dept. Head, Cataloging	22.1	98	20.6	43	21.7	141
Dept. Head, Circulation	21.1	65	16.3	43	19.2	108
Dept. Head, Library Technology	21.8	32	17.7	69	19.0	101
Dept. Head, Rare Book/Manuscripts/Special Collections	20.3	53	23.6	53	21.9	106
Dept. Head, Research/Reference/Info or Learning Commons	19.8	97	18.7	31	19.6	128
Dept. Head, Other	20.3	373	19.4	218	19.9	591
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions, Other Admin.	17.1	155	16.1	49	16.8	204
Business Manager	18.4	107	16.8	75	17.7	182
Human Resources	17.1	81	13.1	11	16.7	92
Development/Advancement	17.1	28	10.3	17	14.5	45
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.6	79	9.6	61	9.6	140
IT, Systems	17.2	106	14.8	283	15.5	389
IT, Web Developer	13.7	61	11.0	85	12.1	146
IT, Programmer	14.3	74	13.9	236	14.0	310
Scholarly Communications	12.8	60	14.4	35	13.4	95
Digital Acquisitions	12.8	70	13.2	29	12.9	99
Digital Collections Curation	11.4	73	10.6	52	11.1	125
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	13.5	96	14.5	64	13.9	160
Archivists	13.2	397	16.3	240	14.4	637
Assessment, Management Info Systems, Planning	12.9	57	17.3	21	14.1	78
Media Specialists	16.3	39	16.5	58	16.4	97
Preservation, including digital collections	15.0	124	14.3	50	14.8	174
Subject Specialist (no subgroup)	16.8	474	18.0	226	17.2	700
Subject Specialist in Humanities/Fine Arts	16.9	143	20.8	89	18.4	232
Subject Specialist in Sciences & Technology	15.6	179	15.9	81	15.7	260
Subject Specialist in Social/Behavior Science	16.5	156	19.9	77	17.6	233
Subject Specialist in Area Studies	16.2	120	16.2	66	16.2	186

Table 21: Number and Average Years of Experience of Professional Staff in ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	18.7	415	18.9	192	18.8	607
Research/Reference/Instruction	14.5	599	16.6	205	15.1	804
Public Services	14.3	151	14.7	71	14.4	222
Technical Services	17.0	87	13.5	38	15.9	125
All Positions:	17.3	5,305	17.3	3,243	17.3	8,548

Excludes medical and law libraries. See Tables 55 and 65 for comparable figures for medical and law libraries.

Table 22: Number and Average Salaries of Professional Staff in ARL University Libraries by Years of Experience and Sex, FY 2015–2016

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	54,823	542	57,466	301	55,767	843	10%
4–7 years	60,527	665	64,430	361	61,901	1,026	12%
8–11 years	67,034	833	69,358	480	67,884	1,313	15%
12–15 years	74,245	637	77,644	484	75,713	1,121	13%
16–19 years	80,448	594	84,083	381	81,869	975	11%
20–23 years	86,470	453	87,110	322	86,736	775	9%
24–27 years	86,009	457	89,843	291	87,501	748	9%
28–31 years	91,758	394	97,589	228	93,896	622	7%
32–35 years	94,014	320	97,918	166	95,348	486	6%
over 35 years	104,189	410	110,706	229	106,525	639	7%
All Positions:	76,968	5,305	80,640	3,243	78,361	8,548	100%

Excludes medical and law libraries. See Tables 56 and 66 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars. See Table 46 for salaries of Canadian librarians expressed in Canadian dollars.

Table 23: Number and Average Salaries of Professional Staff in ARL University Libraries by Position and Type of Institution, FY 2015–2016

	CANADIAN (15)		PRIVATE (31)		PUBLIC (68)		TOTAL (114)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	173,259	15	271,530	31	225,580	64	231,395	110
Associate Director	120,048	40	143,350	90	128,573	190	131,663	320
Assistant Director	97,372	15	117,864	65	112,201	53	113,296	133
Head, Branch	99,464	47	99,756	106	81,037	211	88,867	364
Administrative Specialist	72,094	68	79,073	170	72,548	285	74,610	523
Digital Specialist	74,249	128	75,543	433	68,630	743	71,477	1,304
Functional Specialist	75,553	66	70,357	430	62,771	650	66,354	1,146
Subject Specialist	77,255	203	75,237	505	69,498	903	72,274	1,611
Dept. Head, Acquisitions	102,790	15	75,444	31	79,865	58	81,854	104
Dept. Head, Research/Reference/Information or Learning Commons	89,831	15	90,042	49	83,051	64	86,522	128
Dept. Head, Cataloging	89,223	11	85,116	56	80,377	74	82,949	141
Dept. Head, Circulation	81,296	14	78,482	36	79,926	58	79,622	108
Dept. Head, Rare Books/Manuscripts/Special Collections	103,966	12	99,338	35	89,215	59	94,227	106
Dept. Head, Library Technology	85,480	8	104,317	37	99,495	56	100,151	101
Dept. Head, Other	91,524	60	88,807	177	84,366	354	86,423	591
Public Services	75,299	42	66,232	73	58,048	107	64,003	222
Technical Services	75,335	21	74,736	31	57,844	73	64,972	125
Research/Reference/Instruction	80,438	104	68,792	235	64,951	465	68,077	804
Cataloger/Metadata Analysts	80,988	41	71,904	263	65,246	303	69,194	607
All Positions:	83,756	925	81,872	2,853	75,215	4,770	78,361	8,548

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See tables 40–46 for salaries of Canadian librarians expressed in Canadian dollars.

() Indicates the number of ARL libraries in each category.

Table 24: Years of Experience of Professional Staff in ARL University Libraries by Position and Type of Institution, FY 2015–2016

	CANADIAN (15)		PRIVATE (31)		PUBLIC (68)		TOTAL (114)	
Position	Years	No.	Years	No.	Years	No.	Years	No.
Director	29.2	15	32.8	31	32.5	64	32.2	110
Associate Director	23.5	40	27.3	90	24.7	190	25.3	320
Assistant Director	23.2	15	25.0	65	22.8	53	23.9	133
Head, Branch	21.7	47	23.8	106	21.6	211	22.2	364
Administrative Specialist	14.6	68	17.8	170	16.9	285	16.9	523
Digital Specialist	13.8	128	13.5	433	13.2	743	13.3	1,304
Functional Specialist	16.3	66	15.3	430	13.8	650	14.5	1,146
Subject Specialist	15.4	203	18.2	505	16.8	903	17.1	1,611
Dept. Head, Acquisitions	18.7	15	18.4	31	20.3	58	19.5	104
Dept. Head, Research/Reference/Information or Learning Commons	16.1	15	20.1	49	19.9	64	19.6	128
Dept. Head, Cataloging	20.8	11	21.1	56	22.2	74	21.7	141
Dept. Head, Circulation	16.9	14	17.8	36	20.7	58	19.2	108
Dept. Head, Rare Books/Manuscripts/Special Collections	18.6	12	23.5	35	21.7	59	21.9	106
Dept. Head, Library Technology	16.9	8	18.7	37	19.4	56	19.0	101
Dept. Head, Other	21.9	60	20.4	177	19.3	354	19.9	591
Public Services	11.9	42	15.3	73	14.8	107	14.4	222
Technical Services	13.0	21	17.5	31	16.1	73	15.9	125
Research/Reference/Instruction	14.7	104	15.3	235	15.1	465	15.1	804
Cataloger/Metadata Analysts	18.3	41	19.5	263	18.2	303	18.8	607
All Positions:	16.7	925	17.9	2,853	17.0	4,770	17.3	8,548

Excludes medical and law libraries.

() Indicates the number of ARL libraries in each category.

Table 25: Number and Average Salaries of Professional Staff in ARL University Libraries by Position and Size of Professional Staff, FY 2015–2016

	STAFF OVER 110 (15)[†]		STAFF 75–110 (23)		STAFF 50–74 (45)		STAFF 20–49 (31)[‡]	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	275,472	15	258,902	22	216,339	44	210,573	29
Associate Director	135,109	59	138,958	85	128,354	112	124,589	64
Assistant Director	128,401	34	108,676	37	108,554	45	105,695	17
Head, Branch	99,094	116	84,642	90	84,837	121	80,263	37
Administrative Specialist	82,934	142	77,623	106	68,837	194	69,904	81
Digital Specialist	74,746	357	74,157	337	68,250	466	67,542	144
Functional Specialist	70,775	354	67,561	282	62,917	369	61,830	141
Subject Specialist	74,978	378	75,545	426	70,360	542	67,076	265
Dept. Head, Acquisitions	82,899	14	79,784	24	83,873	43	79,601	23
Dept. Head, Research/Reference/Information or Learning Commons	90,008	28	91,681	30	84,718	44	79,866	26
Dept. Head, Cataloging	84,460	37	84,777	33	80,812	47	82,291	24
Dept. Head, Circulation	94,430	23	82,435	24	71,789	43	75,662	18
Dept. Head, Rare Books/Manuscripts/Special Collections	104,758	18	95,591	24	92,433	40	87,957	24
Dept. Head, Library Technology	94,291	18	110,145	24	98,451	36	96,971	23
Dept. Head, Other	92,013	138	88,142	169	83,035	194	81,923	90
Public Services	65,117	72	62,026	46	63,965	96	65,803	8
Technical Services	70,302	43	63,501	26	60,694	50	68,801	6
Research/Reference/Instruction	67,935	293	65,492	179	67,491	192	72,483	140
Cataloger/Metadata Analysts	73,321	215	69,223	162	64,685	153	66,568	77
All Positions:	80,059	2,354	80,111	2,126	76,000	2,831	77,526	1,237

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See tables 40–46 for salaries of Canadian librarians expressed in Canadian dollars.

() Indicates the number of ARL libraries in each category.

† In 1995–1996 and earlier, the first column of this table reported staff over 124; in 1996–1998 over 120; in 1998–1999 over 115; and since 1999–2000, over 110.

‡ No ARL library has fewer than 20 professional staff members.

Table 26: Years of Experience of Professional Staff in ARL University Libraries by Position and Size of Professional Staff, FY 2015–2016

	STAFF OVER 110 (15)[†]		STAFF 75–110 (23)		STAFF 50–74 (45)		STAFF 20–49 (31)[‡]	
Position	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.6	15	34.4	22	31.9	44	31.7	29
Associate Director	24.3	59	25.9	85	25.0	112	25.8	64
Assistant Director	24.1	34	25.8	37	22.5	45	23.0	17
Head, Branch	24.0	116	20.9	90	22.2	121	19.8	37
Administrative Specialist	17.8	142	16.2	106	16.3	194	17.8	81
Digital Specialist	13.2	357	13.3	337	13.6	466	12.9	144
Functional Specialist	15.5	354	13.6	282	14.2	369	14.7	141
Subject Specialist	16.8	378	17.2	426	17.4	542	16.7	265
Dept. Head, Acquisitions	18.8	14	19.9	24	21.3	43	16.3	23
Dept. Head, Research/Reference/Information or Learning Commons	20.2	28	19.8	30	18.7	44	20.1	26
Dept. Head, Cataloging	20.8	37	21.5	33	22.6	47	21.5	24
Dept. Head, Circulation	22.3	23	22.3	24	14.7	43	21.9	18
Dept. Head, Rare Books/Manuscripts/Special Collections	23.5	18	22.4	24	20.1	40	23.4	24
Dept. Head, Library Technology	19.8	18	21.4	24	17.9	36	17.5	23
Dept. Head, Other	20.5	138	21.0	169	19.0	194	18.8	90
Public Services	16.2	72	11.0	46	14.7	96	14.4	8
Technical Services	16.9	43	14.3	26	15.2	50	21.8	6
Research/Reference/Instruction	13.9	293	15.0	179	15.5	192	17.0	140
Cataloger/Metadata Analysts	19.8	215	18.3	162	17.8	153	19.1	77
All Positions:	17.2	2,354	17.2	2,126	17.1	2,831	17.8	1,237

Excludes medical and law libraries.

() Indicates the number of ARL libraries in each category.

† In 1995–1996 and earlier, the first column of this table reported staff over 124; in 1996–1998 over 120; in 1998–1999 over 115; and since 1999–2000, over 110.

‡ No ARL library has fewer than 20 professional staff members.

Table 27: Average Salaries of Professional Staff in ARL University Libraries by Position and Geographic Region, FY 2015–2016, Part 1

	NEW ENGLAND (9)		MIDDLE ATLANTIC (14)		EAST NORTH CENTRAL (17)		WEST NORTH CENTRAL (7)		SOUTH ATLANTIC (18)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	261,079	9	264,712	13	244,943	16	215,231	6	245,065	18
Associate Director	134,513	26	150,104	40	131,320	48	128,182	17	138,553	52
Assistant Director	125,857	12	126,906	37	98,924	12	‡	7	105,835	14
Head, Branch	109,983	48	91,972	61	80,504	70	78,512	19	83,292	38
Administrative Specialist	88,671	46	75,491	70	70,882	78	73,354	32	73,560	85
Digital Specialist	79,333	121	76,785	179	66,670	225	67,989	65	70,364	242
Functional Specialist	76,642	166	70,859	156	62,068	199	61,068	48	61,813	213
Subject Specialist	82,268	191	79,523	220	68,150	265	60,413	77	64,093	194
Dept. Head, Acquisitions	88,363	8	81,697	8	74,717	19	61,001	6	77,773	20
Dept. Head, Research/ Reference/Information or Learning Commons	100,219	19	94,591	10	83,849	20	‡	6	78,651	22
Dept. Head, Cataloging	101,377	17	84,775	19	75,419	27	80,318	5	77,169	26
Dept. Head, Circulation	95,091	13	83,254	15	83,058	16	65,732	7	66,679	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	113,713	13	106,339	13	90,767	11	74,098	6	89,360	20
Dept. Head, Library Technology	106,099	6	115,238	13	98,474	17	84,373	5	101,522	21
Dept. Head, Other	96,765	46	93,196	86	84,063	107	81,448	26	80,995	99
Public Services	73,794	43	59,475	35	60,960	34	58,471	5	52,986	28
Technical Services	81,177	18	57,975	29	63,710	21	‡	3	48,783	11
Research/Reference/ Instruction	79,919	88	66,545	132	61,433	100	62,177	54	60,723	131
Cataloger/Metadata Analysts	78,593	122	71,353	93	63,001	70	61,161	36	57,071	88
All Positions:	87,097	1,012	82,885	1,229	73,859	1,355	71,409	430	73,581	1,336

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

() Indicates number of ARL libraries included.

‡ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

Table 27: Average Salaries of Professional Staff in ARL University Libraries by Position and Geographic Region, FY 2015–2016, Part 2

	EAST SOUTH CENTRAL (6)		WEST SOUTH CENTRAL (9)		MOUNTAIN (7)		PACIFIC (12)		CANADA (15)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	203,505	6	229,898	9	215,164	7	240,514	11	173,259	15
Associate Director	122,561	16	104,862	35	137,102	12	143,095	34	120,048	40
Assistant Director	‡	2	103,508	10	126,653	8	110,768	16	97,372	15
Head, Branch	78,212	18	80,197	31	76,750	4	81,798	28	99,464	47
Administrative Specialist	62,187	18	69,841	44	75,951	26	79,638	56	72,094	68
Digital Specialist	59,796	53	64,712	84	72,974	71	74,440	136	74,249	128
Functional Specialist	58,081	43	55,451	108	66,757	47	72,054	100	75,553	66
Subject Specialist	65,031	53	60,372	112	70,719	81	76,564	215	77,255	203
Dept. Head, Acquisitions	76,869	5	75,425	7	84,963	6	84,724	10	102,790	15
Dept. Head, Research/ Reference/Information or Learning Commons	‡	3	73,315	13	81,146	9	100,245	11	89,831	15
Dept. Head, Cataloging	74,498	11	71,493	8	86,891	5	92,505	12	89,223	11
Dept. Head, Circulation	‡	2	74,272	10	‡	5	81,602	12	81,296	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	86,517	5	75,942	10	96,356	8	85,848	8	103,966	12
Dept. Head, Library Technology	93,008	4	81,679	5	98,098	9	108,120	13	85,480	8
Dept. Head, Other	71,519	20	73,564	52	88,737	13	92,417	82	91,524	60
Public Services	‡	3	50,610	23	‡	3	58,913	6	75,299	42
Technical Services	‡	1	56,054	7	‡	1	59,633	13	75,335	21
Research/Reference/ Instruction	62,657	39	55,324	35	66,762	44	75,046	77	80,438	104
Cataloger/Metadata Analysts	60,049	20	56,475	43	68,255	32	80,782	62	80,988	41
All Positions:	70,802	322	68,467	646	78,726	391	83,646	902	83,756	925

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

() Indicates number of ARL libraries included.

‡ Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

ARL University Libraries by Geographic Region

REGION	NUMBER OF LIBRARIES	ARL UNIVERSITY LIBRARIES INCLUDED	STATES/PROVINCES INCLUDED
Northeast			
1. New England	9	Boston University, Boston College, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	14	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
North Central			
3. East North Central	17	Case Western Reserve, Chicago, Cincinnati, Illinois–Chicago, Illinois–Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	7	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.–St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
South			
5. South Atlantic	18	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., DC, Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	6	Alabama, Auburn, Kentucky, Louisville, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	9	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
West			
8. Mountain	7	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	12	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Washington; Washington State	Alaska, Calif., Hawaii, Ore., Wash.
Canada			
	15	Alberta, British Columbia, Calgary, Guelph, Laval, McGill, McMaster, Manitoba, Ottawa, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

Regions are based on the classification used by the US Bureau of the Census in tabulations of the Current Population Survey.