

Canadian ARL University Libraries

Table 40: Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian 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	
Alberta*	68	102,565	104,432	97,690	101,395	59,807	59,577	14.4
British Columbia*	75	98,117	96,638	94,418	94,913	58,051	58,051	17.3
Calgary*	56	103,804	105,430	102,646	100,729	65,000	65,000	19.4
Guelph*	54	92,927	95,415	90,618	91,252	64,932	67,555	17.6
Laval*	67	77,369	76,967	79,047	79,047	55,394	51,733	15.3
McGill*	69	84,727	88,678	73,202	79,995	50,000	51,000	15.4
McMaster*	43	76,657	78,823	69,659	72,092	48,456	48,456	20.3
Manitoba*	39	104,531	103,670	98,004	99,833	56,037	57,158	20.8
Ottawa*	45	95,595	98,538	93,601	97,583	62,925	67,447	14.4
Queen's*	33	111,023	117,132	118,775	123,435	56,935	57,504	22.4
Saskatchewan*	53	102,750	104,640	100,315	93,961	61,142	75,537	16.3
Toronto	164	100,402	98,321	99,822	96,147	58,100	61,000	16.6
Waterloo*	37	88,563	88,082	91,469	92,795	56,647	57,751	14.3
Western*	67	81,452	83,171	79,468	81,886	56,466	57,781	14.6
York*	55	115,337	117,043	117,462	117,597	49,000	49,000	15.5

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 47 and 57 for comparable figures for Canadian medical and law library salaries expressed in US dollars.

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

* See Footnotes.

Table 41: Average Salaries of Professional Staff in Canadian 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	.	.	‡	1	‡	1
Associate Director	.	.	.	.	131,288	4	137,971	5	‡	4
Assistant Director	.	.	.	.	‡	2	‡	1	‡	2
Head, Branch	.	.	‡	1	99,045	4	108,862	10	112,618	8
Administrative Specialist	75,694	7	75,993	12	79,700	16	77,984	5	92,392	10
Digital Specialist	69,241	16	78,062	26	88,337	22	86,336	18	90,285	14
Functional Specialist	64,085	13	79,084	5	93,231	9	94,466	10	96,970	5
Subject Specialist	62,842	28	72,686	30	86,968	35	94,082	30	104,290	18
Dept. Head, Acquisitions	‡	2	‡	2	‡	1	‡	1	‡	2
Dept. Head, Research/ Reference/Information or Learning Commons	.	.	‡	1	98,368	5	103,659	4	.	.
Dept. Head, Cataloging	‡	1	‡	1	‡	2	.	.	.	.
Dept. Head, Circulation	‡	1	90,427	4	‡	3	.	.	.	.
Dept. Head, Rare Books/ Manuscripts/Special Collections	.	.	‡	1	115,826	4	‡	1	‡	2
Dept. Head, Library Technology	.	.	‡	2	.	.	‡	1	‡	2
Dept. Head, Other	.	.	92,708	4	91,265	9	102,730	7	101,568	9
Public Services	61,733	6	78,980	9	85,763	10	94,948	4	102,724	5
Technical Services	‡	2	73,448	4	‡	3	91,561	4	‡	3
Research/Reference/ Instruction	61,020	17	76,705	19	88,913	18	103,951	9	103,324	7
Cataloger/Metadata Analysts	‡	3	69,101	6	‡	3	101,099	8	94,029	5
All Positions:	65,188	96	78,074	128	89,874	150	98,500	119	102,634	97

Years of experience reflect total professional experience.

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 51 and 61 for comparable figures for Canadian medical and law library salaries expressed in US 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.

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No positions reported in this category.

Table 41: Average Salaries of Professional Staff in Canadian ARL University Libraries by Position and Years of Experience, FY 2015–2016, Part 2: 20 to over 30 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	‡	2	‡	1	‡	2	‡	1	223,008	6
Associate Director	131,917	7	141,019	6	147,739	6	146,763	5	‡	3
Assistant Director	‡	3	‡	1	‡	3	‡	2	‡	1
Head, Branch	110,020	5	131,300	6	133,764	6	115,678	4	‡	3
Administrative Specialist	‡	2	87,368	7	‡	3	‡	2	94,500	4
Digital Specialist	93,638	11	95,467	4	121,006	6	111,382	6	90,292	5
Functional Specialist	95,931	5	101,502	5	105,912	6	90,042	4	93,430	4
Subject Specialist	99,218	13	102,890	14	107,993	11	127,927	7	112,500	17
Dept. Head, Acquisitions	.	.	‡	3	‡	3	.	.	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	1	‡	1	.	.
Dept. Head, Cataloging	‡	1	‡	2	‡	1	‡	3	.	.
Dept. Head, Circulation	.	.	‡	3	.	.	‡	2	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	.	.	.	.	‡	1	‡	3	.	.
Dept. Head, Library Technology	‡	1	‡	1	‡	1	.	.	.	.
Dept. Head, Other	117,917	5	107,844	8	129,239	6	98,968	5	128,338	7
Public Services	‡	1	103,828	4	.	.	‡	2	‡	1
Technical Services	‡	3	‡	1	‡	1	.	.	.	.
Research/Reference/ Instruction	108,504	5	113,724	12	114,127	7	135,238	4	136,542	6
Cataloger/Metadata Analysts	‡	2	‡	2	116,189	6	114,380	4	‡	2
All Positions:	109,207	67	110,413	82	123,528	70	120,935	55	128,984	61

Years of experience reflect total professional experience.

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 51 and 61 for comparable figures for Canadian medical and law library salaries expressed in US 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 42: Number and Average Salaries of Professional Staff in Canadian ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	192,546	11	233,210	4	203,389	15
Associate Director	144,346	26	134,568	14	140,924	40
Assistant Director	114,973	9	113,303	6	114,305	15
Head, Branch	118,342	37	110,909	10	116,760	47
Administrative Specialist	83,377	48	87,642	20	84,631	68
Digital Specialist	84,282	53	89,195	75	87,161	128
Functional Specialist	85,710	44	94,654	22	88,691	66
Subject Specialist	89,868	158	93,571	45	90,689	203
Dept. Head, Acquisitions	111,143	11	146,852	4	120,666	15
Dept. Head, Research/Reference/ Information or Learning Commons	100,800	11	118,246	4	105,453	15
Dept. Head, Cataloging	‡	8	‡	3	104,738	11
Dept. Head, Circulation	93,623	10	99,957	4	95,433	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	121,187	5	122,659	7	122,046	12
Dept. Head, Library Technology	‡	3	‡	5	100,345	8
Dept. Head, Other	109,455	41	103,092	19	107,440	60
Public Services	86,680	30	92,679	12	88,394	42
Technical Services	89,736	10	87,254	11	88,436	21
Research/Reference/Instruction	92,569	83	101,766	21	94,426	104
Cataloger/Metadata Analysts	95,631	28	93,867	13	95,072	41
All Positions:	97,592	626	99,848	299	98,321	925

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 52 and 62 for comparable figures for Canadian medical and law library salaries expressed in US dollars.

* Salary data are not published when fewer than four individuals are involved in either category.

Table 43: Number and Average Salaries of Professional Staff in Canadian ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	192,546	11	233,210	4	203,389	15
Associate Director	144,346	26	134,568	14	140,924	40
Assistant Director	114,973	9	113,303	6	114,305	15
Head, Branch	118,342	37	110,909	10	116,760	47
Dept. Head, Acquisitions	111,143	11	146,852	4	120,666	15
Dept. Head, Cataloging	†	8	†	3	104,738	11
Dept. Head, Circulation	93,623	10	99,957	4	95,433	14
Dept. Head, Library Technology	†	3	†	5	100,345	8
Dept. Head, Rare Book/Manuscripts/Special Collections	121,187	5	122,659	7	122,046	12
Dept. Head, Research/Reference/Info or Learning Commons	100,800	11	118,246	4	105,453	15
Dept. Head, Other	109,455	41	103,092	19	107,440	60
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	76,479	20	87,097	5	78,603	25
Business Manager	85,208	10	90,684	12	88,195	22
Human Resources	†	13	†	2	87,624	15
Development/Advancement	†	5	†	1	89,205	6
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	†	7	†	2	89,498	9
IT, Systems	87,063	17	82,553	20	84,625	37
IT, Web Developer	†	3	†	10	91,750	13
IT, Programmer	76,057	6	86,842	19	84,254	25
Scholarly Communications	81,679	9	97,881	6	88,160	15
Digital Acquisitions	†	3	†	9	94,834	12
Digital Collections Curation	75,474	8	95,186	9	85,910	17
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	81,407	10	107,945	4	88,989	14
Archivists	90,014	19	86,861	11	88,858	30
Assessment, Management Info Systems, Planning	†	9	†	3	92,935	12
Media Specialists	†	3	†	2	80,128	5
Preservation, including digital collections	†	3	†	2	85,237	5
Subject Specialist (no subgroup)	85,062	98	89,911	27	86,110	125
Subject Specialist in Humanities/Fine Arts	113,983	20	112,770	5	113,740	25
Subject Specialist in Sciences & Technology	84,686	19	88,704	8	85,876	27
Subject Specialist in Social/Behavior Science	94,450	16	101,924	5	96,229	21
Subject Specialist in Area Studies	92,643	5	.	.	92,643	5

Table 43: Number and Average Salaries of Professional Staff in Canadian 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	95,631	28	93,867	13	95,072	41
Research/Reference/Instruction	92,569	83	101,766	21	94,426	104
Public Services	86,680	30	92,679	12	88,394	42
Technical Services	89,736	10	87,254	11	88,436	21
All Positions:	97,592	626	99,848	299	98,321	925

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 53 and 63 for comparable figures for Canadian medical and law library salaries expressed in US dollars.

* Salary data are not published when fewer than four individuals are involved in either category.

. No positions reported in this category.

Table 44: Number and Average Years of Experience of Professional Staff in Canadian ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	26.5	11	36.5	4	29.2	15
Associate Director	24.7	26	21.1	14	23.5	40
Assistant Director	20.3	9	27.5	6	23.2	15
Head, Branch	22.2	37	20.1	10	21.7	47
Administrative Specialist	15.6	48	12.1	20	14.6	68
Digital Specialist	11.9	53	15.1	75	13.8	128
Functional Specialist	14.4	44	20.2	22	16.3	66
Subject Specialist	15.3	158	15.7	45	15.4	203
Dept. Head, Acquisitions	18.8	11	18.5	4	18.7	15
Dept. Head, Research/Reference/ Information or Learning Commons	15.0	11	19.3	4	16.1	15
Dept. Head, Cataloging	17.6	8	29.3	3	20.8	11
Dept. Head, Circulation	18.9	10	12.0	4	16.9	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	15.2	5	21.0	7	18.6	12
Dept. Head, Library Technology	24.7	3	12.2	5	16.9	8
Dept. Head, Other	22.6	41	20.5	19	21.9	60
Public Services	10.5	30	15.5	12	11.9	42
Technical Services	12.2	10	13.6	11	13.0	21
Research/Reference/Instruction	14.4	83	16.0	21	14.7	104
Cataloger/Metadata Analysts	17.1	28	20.9	13	18.3	41
All Positions:	16.4	626	17.3	299	16.7	925

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

Table 45: Number and Average Years of Experience of Professional Staff in Canadian ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	26.5	11	36.5	4	29.2	15
Associate Director	24.7	26	21.1	14	23.5	40
Assistant Director	20.3	9	27.5	6	23.2	15
Head, Branch	22.2	37	20.1	10	21.7	47
Dept. Head, Acquisitions	18.8	11	18.5	4	18.7	15
Dept. Head, Cataloging	17.6	8	29.3	3	20.8	11
Dept. Head, Circulation	18.9	10	12.0	4	16.9	14
Dept. Head, Library Technology	24.7	3	12.2	5	16.9	8
Dept. Head, Rare Book/Manuscripts/Special Collections	15.2	5	21.0	7	18.6	12
Dept. Head, Research/Reference/Info or Learning Commons	15.0	11	19.3	4	16.1	15
Dept. Head, Other	22.6	41	20.5	19	21.9	60
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	11.6	20	9.4	5	11.1	25
Business Manager	23.4	10	14.8	12	18.7	22
Human Resources	12.2	13	8.0	2	11.7	15
Development/Advancement	25.0	5	1.0	1	21.0	6
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.9	7	10.5	2	10.0	9
IT, Systems	16.9	17	18.8	20	17.9	37
IT, Web Developer	14.0	3	12.4	10	12.8	13
IT, Programmer	15.3	6	15.2	19	15.2	25
Scholarly Communications	6.8	9	14.3	6	9.8	15
Digital Acquisitions	12.7	3	15.7	9	14.9	12
Digital Collections Curation	5.4	8	11.0	9	8.4	17
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	8.5	10	31.5	4	15.1	14
Archivists	16.4	19	16.7	11	16.5	30
Assessment, Management Info Systems, Planning	11.8	9	15.0	3	12.6	12
Media Specialists	25.3	3	23.5	2	24.6	5
Preservation, including digital collections	18.0	3	21.0	2	19.2	5
Subject Specialist (no subgroup)	14.9	98	17.4	27	15.5	125
Subject Specialist in Humanities/Fine Arts	22.2	20	15.0	5	20.8	25
Subject Specialist in Sciences & Technology	10.8	19	12.6	8	11.4	27
Subject Specialist in Social/Behavior Science	14.3	16	12.2	5	13.8	21
Subject Specialist in Area Studies	15.2	5	.	.	15.2	5

Table 45: Number and Average Years of Experience of Professional Staff in Canadian 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	17.1	28	20.9	13	18.3	41
Research/Reference/Instruction	14.4	83	16.0	21	14.7	104
Public Services	10.5	30	15.5	12	11.9	42
Technical Services	12.2	10	13.6	11	13.0	21
All Positions:	16.4	626	17.3	299	16.7	925

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

. No positions reported in this category.

Table 46: Number and Average Salaries of Professional Staff in Canadian 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	64,662	68	66,465	28	65,188	96	10%
4–7 years	77,700	93	79,067	35	78,074	128	14%
8–11 years	89,310	108	91,326	42	89,874	150	16%
12–15 years	99,685	79	96,160	40	98,500	119	13%
16–19 years	104,541	61	99,402	36	102,634	97	10%
20–23 years	110,701	40	106,993	27	109,207	67	7%
24–27 years	109,531	53	112,024	29	110,413	82	9%
28–31 years	123,836	42	123,067	28	123,528	70	8%
32–35 years	120,707	35	121,334	20	120,935	55	6%
over 35 years	125,799	47	139,679	14	128,984	61	7%
All Positions:	97,592	626	99,848	299	98,321	925	100%

Salaries are expressed in Canadian dollars

Excludes Canadian medical and law libraries. See Tables 56 and 66 for comparable figures for Canadian medical and law library salaries expressed in US dollars.