

# **ARL Annual Salary Survey**

## **2015–2016**



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# Salary Survey Trends 2015–2016

The *ARL Annual Salary Survey 2015–2016* reports salary data for all professional staff working in ARL libraries including librarians and non-librarian professionals. The Association of Research Libraries (ARL) represents the interests of libraries that serve major North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Assessment program, which produces the Salary Survey, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The ARL Annual Salary Survey is the most comprehensive and thorough guide to current salaries in large US and Canadian academic and research libraries and is a valuable management and research tool.

Data for 10,111 professional staff members were reported this year for the 114 ARL university libraries, including their law and medical libraries (828 staff members reported by 71 medical libraries and 735 staff members reported by 76 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,716 professional staff members.

The university population is generally treated in three distinct groups: staff in the “general” library system, staff in the university medical libraries, and staff in the university law libraries. Any branch libraries for which data were received, other than law and medical, are included in the “general” category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

In all tables where data from US and Canadian institutions are combined, Canadian salaries are converted into US dollar equivalents at the rate of 1.1739 Canadian dollars per US dollar.<sup>1</sup> Tables 4 and 40 through 46, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

The tables are organized in seven major sections. The first section includes Tables 1 through 4, which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 10 nonuniversity research libraries of ARL. The third section, entitled “ARL University Libraries,” reports data in Tables 7 through 27 for the “general” library system of the university ARL members, combining US and Canadian data but excluding law and medical data. The fourth section, composed of Tables 28 through 39, reports data on US ARL university library members excluding law and medical data; the fifth section, Tables 40–46, reports data on Canadian ARL university libraries excluding law and medical data. The sixth section, (Tables 47–56) and the seventh section (Tables 57–66) report on medical and law libraries, respectively,

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1 This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2014–June 2015 and is used in converting figures that are shown, effective as of 1 July 2015. This information can be accessed at: <http://www.bankofcanada.ca/en/rates/exchange.html>

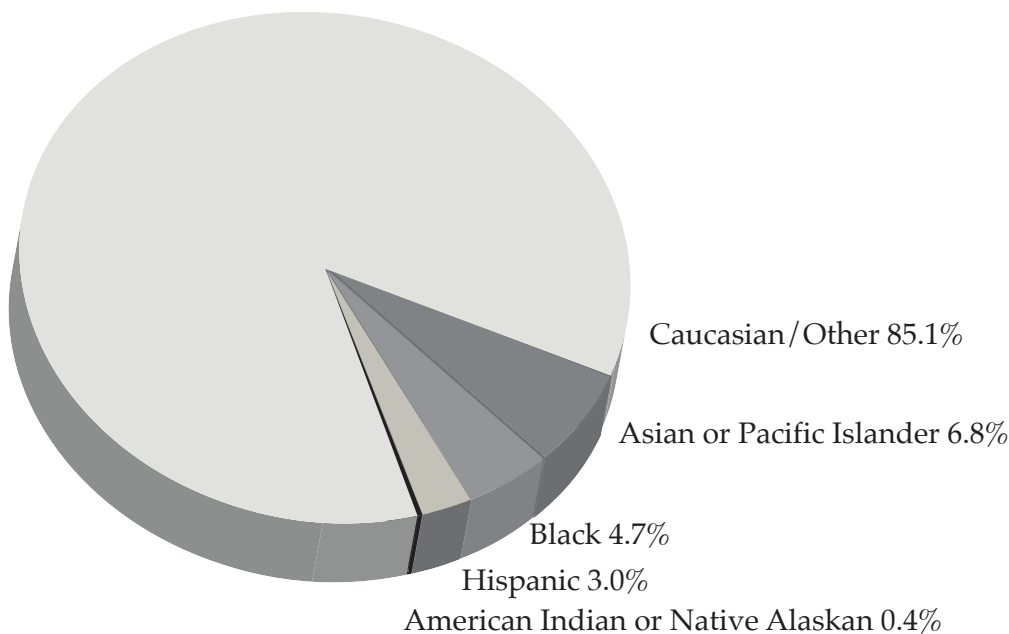
combining US and Canadian data. Initial diagnostics showed that some of the job categories had too few cases. These categories have been aggregated into the same groupings as in prior years.

**Race and Ethnicity**

There were 1,328 minority professional staff reported in 99 US ARL university libraries, including law and medical libraries.<sup>2</sup> Note that the data for minority professionals comes only from the US ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions.

Currently, 14.9% of the professional staff in US ARL university libraries (including law and medical libraries) belong to one of the four non-Caucasian categories for which ARL keeps records. The percentage of minorities in managerial or leadership positions in ARL academic libraries is far lower: 10% are directors (11 out of 110), 7.8% are associate directors (25 out of 320), 9% are assistant directors (12 out of 133) and 9.3% (34 out of 364) are the head of a branch library (see Table 31). Graph 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.1%, Asian/Pacific Islander 6.9%, Black 4.7%, Hispanic 2.9%, and American Indian/Alaskan Native 0.4%.

**Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2015–2016**



Minority professional staff in US ARL university libraries continue to be disproportionately distributed across the country. Using Figure 2, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of ARL’s Salary Survey data collection. Minorities are underrepresented by approximately 35% in the East South Central region and by almost 33% in the New England region (see Table 27 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, Middle Atlantic, and South Atlantic regions.

2 Some US institutions offer their librarians the option of not reporting race and ethnicity; others forbid the tracking of racial and ethnic classification altogether. See Footnotes.

**Figure 2: Minority Professional Staff by Region in US ARL University Libraries, FY 2015–2016**

<b>RACE/ ETHNICITY CATEGORY</b>	<b>NEW ENGLAND</b>	<b>MIDDLE ATLANTIC</b>	<b>EAST NORTH CENTRAL</b>	<b>WEST NORTH CENTRAL</b>	<b>SOUTH ATLANTIC</b>	<b>EAST SOUTH CENTRAL</b>	<b>WEST SOUTH CENTRAL</b>	<b>MOUNTAIN</b>	<b>PACIFIC</b>	<b>TOTAL</b>	<b>%</b>
Black	29	71	75	24	122	23	29	10	33	416	31%
Hispanic	16	49	36	9	44	7	32	22	44	259	20%
Asian	76	114	88	25	87	11	47	21	149	618	47%
American Indian/ Alaskan Native	3	3	4	3	2	.	5	6	9	35	3%
Minority Total	124	237	203	61	255	41	113	59	235	1,328	100.0%
Minority Percent	9.3%	17.8%	15.3%	4.6%	19.2%	3.1%	8.5%	4.4%	17.7%		
Nonminority Total	1,050	1,257	1,322	504	1,388	360	644	400	646	7,571	100.0%
Nonminority Percent	13.9%	16.6%	17.5%	6.7%	18.3%	4.8%	8.5%	5.3%	8.5%		
Regional Percent Total staff	13.2%	16.8%	17.1%	6.3%	18.5%	4.5%	8.5%	5.2%	9.9%		
Proportional Minority Representation	-32.67%	7.49%	-12.46%	-31.00%	4.74%	-35.07%	0.03%	-15.91%	107.39%		

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. One way that ARL achieves this end is through the ARL Diversity Programs. The ARL Diversity Programs recruit people from underrepresented racial and ethnic groups into careers in research libraries (the Initiative to Recruit a Diverse Workforce and the Career Enhancement Program), into the field of music and performing arts librarianship (the ARL/MLA Diversity and Inclusion Initiative), as well as the archives and special collections professional workforce (ARL/SAA Mosaic Program). Additionally, ARL's Leadership & Career Development Program prepares mid-career librarians from traditionally underrepresented racial and ethnic minority groups to take on increasingly demanding leadership roles in ARL libraries. These programs emphasize the Association's commitment to creating a diverse academic and research library community to better meet the challenges of global competition and changing demographics. Further, the Diversity Programs focus on issues surrounding work relationships in libraries while considering the impact of diversity and inclusion on library services, interactions with library users, and the development of collections. More information about the ARL Diversity Programs can be found at, <http://www.arl.org/leadership-recruitment/diversity-recruitment>. Also, the ClimateQUAL® survey is an assessment initiative that focuses on some of the same issues. ClimateQUAL® is the Statistics and Assessment program's tool that assesses organizational climate and diversity in libraries. ClimateQUAL® helps libraries plumb the dimensions of climate and organizational culture important for a healthy organization in a library setting. The ClimateQUAL® survey addresses climate issues such as diversity, teamwork, learning, and fairness, as well as current managerial practices, and staff attitudes and beliefs. Libraries use their ClimateQUAL® data to improve their organizational climate and diversity culture for delivering superior services to the communities they serve. More information about ClimateQUAL® can be found at its homepage, <http://www.climatequal.org>.

### Gender Data

The overall balance of men and women in the 114 Canadian and US university libraries (including law and medical libraries) is 36.6% male and 63.4% female (Figure 3d).

**Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2015–2016**

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	2,944	38.6%	4,679	61.4%	7,623
Medical	189	25.7%	546	74.3%	735
Law	247	35.2%	454	64.8%	701
<b>All</b>	<b>3,380</b>	<b>37.3%</b>	<b>5,679</b>	<b>62.7%</b>	<b>9,059</b>

**Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2015–2016**

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Minority*	420	31.6%	908	68.4%	1,328
Non-minority	2,909	38.4%	4,662	61.6%	7,571
<b>All</b>	<b>3,329</b>	<b>37.4%</b>	<b>5,570</b>	<b>62.6%</b>	<b>8,899</b>

\*Note: There are six US institutions that did not report race/ethnicity data; therefore, the totals will not aggregate to the total needed for the US and Canadian sub-totals to equal the figure displayed in the combined total.

**Figure 3c: Distribution of Professional Staff in Canadian ARL University Libraries by Sex, FY 2015–2016**

CANADA	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	299	32.3%	626	67.7%	925
Medical	8	8.6%	85	91.4%	93
Law	14	41.2%	20	58.8%	34
<b>All</b>	<b>321</b>	<b>30.5%</b>	<b>731</b>	<b>69.5%</b>	<b>1,052</b>

**Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2015–2016**

COMBINED	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	3,243	37.9%	5,305	62.1%	8,548
Medical	197	23.8%	631	76.2%	828
Law	261	35.5%	474	64.5%	735
<b>All</b>	<b>3,701</b>	<b>36.6%</b>	<b>6,410</b>	<b>63.4%</b>	<b>10,111</b>

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Additionally, data on salary comparisons for directors also are frequently requested. Last year the average salary for female directors was slightly higher than that of their male counterparts; however this year the trend is reversed, and male directors have a higher average salary than their female counterparts ([see Table 18](#)). The number of women in the top administrative library position decreased from 65 in 2014–2015 to 63 of the 110 total directors reported in 2015–2016 (see Table 18).

In keeping with previous years, the 2015–2016 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2015–2016 the overall salary for women was 95.4% of that of



men for the 114 ARL university libraries, roughly the same as in 2014–2015. In 1980–81, women in ARL libraries made roughly 87% that of men.

Table 18 displays 19 job categories; females earn more than their male counterparts in just three of the 19 categories listed. [Table 20](#) provides average years of professional experience for the same staffing categories for which salary data are shown in Table 18, revealing that experience differentials may explain some differences within specific job categories. Women have more experience in all three of the job categories in which they average higher pay. There are six categories where women, on average, have more experience and less pay: Associate Director; Administrative Specialist; Head, Acquisitions; Head, Cataloging; Head, Other Department; and Technical Services. [Table 22](#) further reveals that the average salary for men is consistently higher than the average salary for women in all ten experience cohorts. Among minority librarians, the pattern is similar, though in the 16–19 and 28–31 years of experience cohorts male minority professionals earned less than their female counterparts ([see Table 39](#)).

There is a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.<sup>3</sup> A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies — the largest percentage of men employed in ARL libraries was 38.2% in 1980–81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

### The Specialist Breakdown

As seen in Figure 4, which includes all positions, the category that includes Administrative Specialists (no subgroup) makes up 2.2% of the dataset; the category that includes Digital Specialists (no subgroup) makes up 1.5% of the dataset, and the category that includes Functional Specialists (no subgroup) makes up 1.7% of the data set. Archivists comprised the largest percentage of Functional Specialists who used an alternative code (6.6%), and Information Technology specialists comprised the largest percentage of Digital Specialists who used an alternative code (9.1%). Information Technology specialists include the IT, Systems; IT, Web Developer; and IT Programmer job sub-codes.

**Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2015–2016**

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Director	110	1.3%	.	.	.	.	110	1.1%
Associate Director	320	3.7%	38	4.6%	47	6.4%	405	4.0%
Assistant Director	133	1.6%	24	2.9%	44	6.0%	201	2.0%
Head, Medical	.	.	66	8.0%	.	.	66	0.7%
Head, Law	.	.	.	.	72	9.8%	72	0.7%
Head, Branch	364	4.3%	23	2.8%	.	.	387	3.8%
Dept. Head, Acquisitions	104	1.2%	23	2.8%	34	4.6%	161	1.6%
Dept. Head, Cataloging	141	1.6%	11	1.3%	31	4.2%	183	1.8%

3 There are many instances citing the continuation of gender inequity in academia. See, for example: Mary Ann Mason, "Still Earning Less," *Chronicle of Higher Education* 13 January 2010, <http://chronicle.com/article/Still-Earning-Less/63482/>; Katherine Mangan, "Women in Academic Medicine: Equal to Men, Except in Pay," *Chronicle of Higher Education* 31 March 2010, <http://chronicle.com/article/Women-in-Academic-Medicine-/64892/>; Paula Wasley, "Gender Gap in Pay Widens Over Time," *Chronicle of Higher Education* 4 May 2007, <http://chronicle.com/article/Gender-Gap-in-Pay-Widens-Over/9208/>; Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999–2000" (14 April 2000: A20) and "Faculty Salaries are Up 3.6%, Double the Rate of Inflation" (23 April 1999: A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," *Chronicle of Higher Education*, Today's News, 27 April 2000; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* 12 Dec. 1997: A60.

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Dept. Head, Circulation	108	1.3%	19	2.3%	29	3.9%	156	1.5%
Dept. Head, Library Technology	101	1.2%	12	1.4%	4	0.5%	117	1.2%
Dept. Head, Rare Book/ Manuscripts/Special Collections	106	1.2%	8	1.0%	5	0.7%	119	1.2%
Dept. Head, Research/Reference/ Info or Learning Commons	128	1.5%	19	2.3%	29	3.9%	176	1.7%
Dept. Head, Other	591	6.9%	42	5.1%	19	2.6%	652	6.4%
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	204	2.4%	13	1.6%	9	1.2%	226	2.2%
Business Manager	182	2.1%	15	1.8%	2	0.3%	199	2.0%
Human Resources	92	1.1%	1	0.1%	.	.	93	0.9%
Development/Advancement	45	0.5%	1	0.1%	.	.	46	0.5%
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	140	1.6%	2	0.2%	11	1.5%	153	1.5%
IT, Systems	389	4.6%	23	2.8%	16	2.2%	428	4.2%
IT, Web Developer	146	1.7%	13	1.6%	8	1.1%	167	1.7%
IT, Programmer	310	3.6%	10	1.2%	2	0.3%	322	3.2%
Scholarly Communications	95	1.1%	3	0.4%	.	.	98	1.0%
Digital Acquisitions	99	1.2%	9	1.1%	7	1.0%	115	1.1%
Digital Collections Curation	125	1.5%	4	0.5%	3	0.4%	132	1.3%
Functional Specialist (no subgroup); Coordinator, Team Leader (non- supervisory responsibility)	160	1.9%	10	1.2%	6	0.8%	176	1.7%
Archivists	637	7.5%	27	3.3%	4	0.5%	668	6.6%
Assessment, Management Info Systems, Planning	78	0.9%	1	0.1%	2	0.3%	81	0.8%
Media Specialists	97	1.1%	3	0.4%	2	0.3%	102	1.0%
Preservation, including digital collections	174	2.0%	.	.	.	.	174	1.7%
Subject Specialist (no subgroup)	700	8.2%	131	15.8%	75	10.2%	906	9.0%
Subject Specialist in Humanities/Fine Arts	232	2.7%	.	.	.	.	232	2.3%
Subject Specialist in Sciences & Technology	260	3.0%	39	4.7%	1	0.1%	300	3.0%
Subject Specialist in Social/ Behavior Science	233	2.7%	5	0.6%	11	1.5%	249	2.5%
Subject Specialist in Area Studies	186	2.2%	.	.	2	0.3%	188	1.9%
Catalogers/Metadata analysts	607	7.1%	15	1.8%	37	5.0%	659	6.5%
Research/Reference/Instruction	804	9.4%	164	19.8%	176	23.9%	1,144	11.3%

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Public Services	222	2.6%	40	4.8%	31	4.2%	293	2.9%
Technical Services	125	1.5%	14	1.7%	16	2.2%	155	1.5%
<b>All Positions:</b>	<b>8,548</b>		<b>828</b>		<b>735</b>		<b>10,111</b>	

**Figure 5: Number and Average Salaries of Professional Staff in ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016**

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Director	230,557	63	232,518	47	231,395	110
Associate Director	122,484	247	128,996	158	125,025	405
Assistant Director	99,492	132	111,261	69	103,532	201
Head, Medical	136,025	52	132,044	14	135,181	66
Head, Law	170,620	39	173,223	33	171,813	72
Head, Branch	85,611	270	93,520	117	88,002	387
Dept. Head, Acquisitions	77,276	119	81,952	42	78,495	161
Dept. Head, Cataloging	81,229	129	80,582	54	81,038	183
Dept. Head, Circulation	78,027	98	73,505	58	76,346	156
Dept. Head, Library Technology	97,587	38	97,594	79	97,591	117
Dept. Head, Rare Book/Manuscripts/ Special Collections	94,721	61	92,789	58	93,779	119
Dept. Head, Research/Reference/Info or Learning Commons	85,772	133	86,737	43	86,008	176
Dept. Head, Other	84,857	415	86,928	237	85,610	652
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	71,575	170	72,768	56	71,871	226
Business Manager	73,767	123	75,617	76	74,474	199
Human Resources	75,859	82	67,626	11	74,885	93
Development/Advancement	84,070	28	82,827	18	83,584	46
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	67,013	87	68,949	66	67,848	153
IT, Systems	70,801	118	72,088	310	71,734	428
IT, Web Developer	66,454	69	71,615	98	69,483	167
IT, Programmer	73,213	77	76,510	245	75,722	322
Scholarly Communications	69,468	63	76,578	35	72,008	98
Digital Acquisitions	68,635	78	70,911	37	69,367	115
Digital Collections Curation	67,199	77	67,865	55	67,476	132
Functional Specialist (no subgroup); Coordinator, Team Leader (non- supervisory responsibility)	65,800	105	68,637	71	66,944	176

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Archivists	64,422	420	69,216	248	66,202	668
Assessment, Management Info Systems, Planning	70,342	58	74,011	23	71,384	81
Media Specialists	61,845	40	63,561	62	62,888	102
Preservation, including digital collections	66,389	124	67,495	50	66,707	174
Subject Specialist (no subgroup)	70,454	627	72,223	279	70,999	906
Subject Specialist in Humanities/Fine Arts	73,408	143	81,103	89	76,360	232
Subject Specialist in Sciences & Technology	70,307	212	70,207	88	70,278	300
Subject Specialist in Social/Behavior Science	68,951	171	77,515	78	71,634	249
Subject Specialist in Area Studies	72,759	122	75,653	66	73,775	188
Catalogers/Metadata analysts	68,777	453	69,824	206	69,104	659
Research/Reference/Instruction	68,178	846	70,654	298	68,823	1,144
Public Services	63,838	206	66,588	87	64,655	293
Technical Services	62,433	115	67,834	40	63,827	155
<b>All Positions:</b>	<b>77,297</b>	<b>6,410</b>	<b>81,144</b>	<b>3,701</b>	<b>78,705</b>	<b>10,111</b>

In regards to the gender gap in ARL libraries discussed in the previous section, it is worth noting that the average salaries of men are higher than those of women in 31 out of the 38 categories in Figure 5.

## Institutional Characteristics and Salaries

### *Public and Private Institutions*

The gap between salaries paid in private ARL university libraries and those paid in publicly supported ARL university libraries increased in 2015–2016 to 8.85%, with librarians at private institutions earning an average of \$6,657 more than their peers at public institutions. Head, Acquisitions and Head, Circulation are the only two job categories where librarians in public institutions earned more than their counterparts in private institutions ([see Table 23](#)).

### *Library Size*

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries tend to pay the highest average salaries, not only overall, but for specific positions as well. In 2015–2016, libraries with 75 to 110 staff reported the highest average salary, \$80,111, followed by libraries with more than 110 staff, which reported the next highest average salary \$80,059 ([see Table 25](#)). In 2015–2016 the gap between the highest paying cohort and the lowest paying cohort increased to \$4,111. The cutoff staffing levels used to determine the largest cohort of libraries continued to hold steady at 110 in 2015–2016.<sup>4</sup>

<sup>4</sup> In 1995–96, the largest cohort of libraries was determined based on staff over 124; in 1996–98, over 120; in 1998–99, over 115; and since 1999–2000, over 110. See Table 27.

Canadian professional staff typically have the highest average salaries among professionals in ARL University Libraries; however, in 2015–2016, the highest average salaries were found in New England (\$87,097) followed by Canada (\$83,756) with salaries in the Pacific region (\$83,646) coming in third (see Table 27). For the 2015–2016 survey period, the Canadian currency exchange rate is 1.1739. The West South Central region had the lowest average salary: \$68,467.

#### Rank Structure

Rank structure provides a useful framework for examining professional salaries in ARL university libraries. Figure 6, below, displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that not all individuals have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank or a rank outside the structure. Moreover, non-librarian professionals are included in the survey (business officers, personnel staff, computer specialists, etc.), and these individuals may be unranked as well.

The pattern of relationships between rank and salary seen in past years continues: with higher rank associated with higher average years of experience and a correspondingly higher salary. Of the 10,111 librarians in ARL university member libraries, 6,110 occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,092) occupy a position in a four-step rank structure.

**Figure 6a: Average Salaries and Average Years of Experience of Professional Staff in Libraries with Three, Four, and Five Step Rank Structures, FY 2015–2016**

	THREE-STEP			FOUR-STEP			FIVE-STEP		
	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff
Rank level 1	61,655	7.6	467	61,049	8.4	441	61,261	10.7	291
Rank level 2	76,322	17.5	659	67,702	12.3	854	65,531	12.9	350
Rank level 3	95,775	24.9	447	77,671	20.5	1,198	81,729	19.0	518
Rank level 4				94,665	26.6	599	99,539	23.2	186
Rank level 5							105,935	26.5	100
<b>No. of Staff</b>	<b>1,573</b>			<b>3,092</b>			<b>1,445</b>		

The direct relationship between rank and salary is highlighted even more in the three tables below, which show average salary by percentile in each of the three rank structures presented in Figure 6.

**Figure 6b: Average Salary by Percentile in Libraries with Three Step Rank Structures, FY 2015–2016**

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Rank level 1	467	21,630	52,598	58,000	67,400	108,772
Rank level 2	659	43,445	62,409	71,808	84,072	170,006
Rank level 3	447	50,364	81,413	93,411	109,265	171,924

**Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2015–2016**

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Rank level 1	441	40,400	52,000	59,746	68,283	114,185
Rank level 2	854	35,000	56,365	64,322	76,267	175,000
Rank level 3	1,198	42,963	64,189	73,234	85,135	217,830
Rank level 4	599	51,750	77,480	90,301	104,958	216,980

**Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2015–2016**

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Rank level 1	291	34,099	51,125	58,680	68,842	132,925
Rank level 2	350	38,760	57,818	64,365	73,016	138,672
Rank level 3	518	45,900	70,703	81,437	91,689	150,626
Rank level 4	186	56,939	84,224	95,907	109,537	203,000
Rank level 5	100	40,500	88,020	105,037	117,955	191,476

### Inflation Effect

Tables 2 and 6 reveal changes in beginning professional and median salaries as reported by both university and nonuniversity research libraries as well as the US Bureau of Labor's Cost of Living Index (CPI-All Urban Consumers). Table 3 is similar to Table 2, but reports data only on US libraries. Table 4 shows trend data for Canadian libraries and compares them to the changes in the Canadian Consumer Price Index (Consumer Price Index for Canada, all-items, not seasonally adjusted). Tables 2, 3, and 4 include law and medical library staff in ARL university libraries.

Tables 3 and 4 indicate that the purchasing power of professionals in US and Canadian ARL University Libraries surpassed inflation in 2015–2016. The US CPI<sup>5</sup> increased by 0.2% and the median salary for US ARL university libraries in 2015–2016 increased by 1.7% to \$71,203 (see Table 3). The Canadian CPI increased 1.3%, and median salaries in Canadian university libraries increased by 2.4% to \$ 94,236 (Canadian dollars, see Table 4).<sup>6</sup> The median beginning salary (BPS) for professionals in ARL University Libraries increased to \$49,209 in 2015–2016 (see Table 2). Table 6 shows a slight decrease in BPS and relatively stable overall median salaries in Nonuniversity ARL Libraries. The median beginning salary in nonuniversity libraries is \$51,371 in 2015–2016 (compared to \$51,888 in 2014–2015), and the overall median salary for nonuniversity librarians is \$95,326 (compared to \$95,329 in 2014–2015).

Readers are reminded that these data reflect only salaries, and that there are other compensation issues which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local situation.

### Downloadable Data Tables

The online version of the *ARL Annual Salary Survey 2015–2016* includes access to a spreadsheet of the data tables that are presented in the publication. Online readers can click on the Resources icon (the downward pointing arrow) in the sidebar menu to download the data tables in Excel format.

5 CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' Consumer Price Index-All Urban Consumers (US All items, 1982–84=100 - CUUR0000SA0) available online at <http://www.bls.gov/data/>.

6 The source for Canadian CPI data is Table 5: The Consumer Price Index for Canada (All Items, Not Seasonally Adjusted, Historical Data) published in *The Daily*, a Statistics Canada publication, available online at <http://www.statcan.gc.ca/pub/62-001-x/62-001-x2017002-eng.htm>.

# Salary Levels



**Table 1: Distribution by Salary Level**

This table shows the number of university and nonuniversity staff in each salary range. Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by Cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range.

Note: Canadian salaries are expressed in US dollars. Data includes medical and law libraries.

Salary Range	UNIVERSITY LIBRARIES				NONUNIVERSITY LIBRARIES			
	FY	Cum.	FY	Cum.	FY	Cum.	FY	Cum.
	2014–2015	%	2015–2016	%	2014–2015	%	2015–2016	%
More than 300,000	12	0.10%	11	0.11%	0	0.00%	0	0.00%
250,000 - 299,999	21	0.30%	30	0.41%	0	0.00%	0	0.00%
200,000 - 250,000	86	1.20%	77	1.17%	1	0.00%	5	0.13%
175,000 - 199,999	53	1.70%	45	1.61%	3	0.10%	4	0.24%
150,000 - 174,999	112	2.80%	138	2.98%	288	8.00%	356	9.82%
140,000 - 149,999	97	3.80%	92	3.89%	133	11.70%	85	12.11%
130,000 - 139,999	148	5.30%	126	5.13%	305	20.10%	317	20.64%
120,000 - 129,999	217	7.40%	206	7.17%	202	25.60%	192	25.81%
110,000 - 119,999	337	10.80%	336	10.49%	448	38.00%	483	38.81%
100,000 - 109,999	491	15.70%	517	15.61%	340	47.30%	337	47.87%
95,000 - 99,999	318	18.90%	362	19.19%	337	56.60%	321	56.51%
90,000 - 94,999	467	23.50%	452	23.66%	205	62.20%	79	58.64%
85,000 - 89,999	564	29.10%	572	29.31%	207	67.90%	164	63.05%
80,000 - 84,999	620	35.30%	700	36.24%	224	74.10%	434	74.73%
78,000 - 79,999	314	38.40%	305	39.25%	60	75.70%	66	76.51%
76,000 - 77,999	333	41.70%	336	42.58%	83	78.00%	126	79.90%
74,000 - 75,999	345	45.20%	386	46.40%	115	81.20%	45	81.11%
72,000 - 73,999	423	49.40%	370	50.05%	61	82.90%	80	83.26%
70,000 - 71,999	359	53.00%	375	53.76%	90	85.30%	54	84.71%
68,000 - 69,999	380	56.80%	421	57.93%	73	87.30%	41	85.82%
66,000 - 67,999	373	60.50%	356	61.45%	48	88.70%	92	88.29%
64,000 - 65,999	413	64.60%	429	65.69%	76	90.80%	40	89.37%
62,000 - 63,999	460	69.20%	452	70.16%	67	92.60%	72	91.31%
60,000 - 61,999	450	73.70%	466	74.77%	27	93.30%	53	92.73%
58,000 - 59,999	406	77.70%	423	78.95%	58	94.90%	21	93.30%
56,000 - 57,999	397	81.70%	380	82.71%	31	95.80%	53	94.73%
54,000 - 55,999	372	85.40%	358	86.25%	27	96.50%	24	95.37%
52,000 - 53,999	367	89.00%	338	89.60%	50	97.90%	66	97.15%
50,000 - 51,999	299	92.00%	305	92.61%	13	98.30%	8	97.36%
48,000 - 49,999	226	94.30%	214	94.73%	9	98.50%	36	98.33%
46,000 - 47,999	183	96.10%	170	96.41%	17	99.00%	18	98.82%
44,000 - 45,999	121	97.30%	108	97.48%	14	99.40%	16	99.25%
42,000 - 43,999	90	98.20%	107	98.54%	9	99.60%	20	99.78%
40,000 - 41,999	84	99.00%	78	99.31%	1	99.60%	2	99.84%
38,000 - 39,999	33	99.40%	22	99.53%	2	99.70%	1	99.87%
36,000 - 37,999	23	99.60%	17	99.69%	3	99.80%	0	99.87%
34,000 - 35,999	13	99.70%	10	99.79%	0	99.80%	4	99.97%
less than 34,000	29	100.00%	21	100.00%	8	100.00%	1	100.00%
<b>Total Positions</b>	<b>10,036</b>		<b>10,111</b>		<b>3,635</b>		<b>3,716</b>	
<b>Median Salary</b>	<b>\$71,589</b>		<b>\$72,000</b>		<b>\$95,329</b>		<b>\$95,326</b>	



**Table 2: Salary Trends in ARL University Libraries**

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the US Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (US All items, 1982-1984=100 - CUUR0000SA0)* available online at <http://www.bls.gov/cpi/data.htm>. Note: Canadian salaries are expressed in US dollars.

<b>Fiscal Year</b>	<b>Number of Libraries</b>	<b>Total Staff</b>	<b>Median Salary<sup>†</sup></b>	<b>BPS<sup>‡</sup> Median</b>	<b>Median Salary Index</b>	<b>BPS<sup>‡</sup> Index</b>	<b>Actual CPI*</b>	<b>Adjusted CPI</b>
2015-2016	114	10,111	72,000	49,209	275.9	298.2	238.7	229.7
2014-2015	115	10,036	71,589	48,000	274.3	290.9	238.3	229.3
2013-2014	115	10,168	70,585	48,000	270.4	290.9	233.6	224.8
2012-2013	115	10,072	69,259	47,000	265.4	284.8	229.1	220.5
2011-2012	115	9,910	68,407	46,000	262.1	278.8	225.9	217.4
2010-2011	115	10,037	66,260	44,004	253.9	266.7	218.0	209.8
2009-2010	114	10,207	64,560	43,700	247.4	264.8	215.4	207.3
2008-2009	113	10,148	64,828	44,000	248.4	266.7	219.9	211.6
2007-2008	113	9,983	61,833	41,125	236.9	249.2	208.3	200.5
2006-2007	113	9,824	59,648	40,000	228.5	242.4	203.5	195.9
2005-2006	113	9,655	57,074	37,920	218.7	229.8	195.4	188.1
2004-2005	113	9,487	55,250	36,984	211.7	224.1	189.4	182.3
2003-2004	114	9,492	53,000	36,000	203.1	218.2	183.9	177.0
2002-2003	114	9,469	51,636	35,000	197.8	212.1	180.1	173.3
2001-2002	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000-2001	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-1999	110	8,400	45,775	30,000	175.4	181.8	163.2	157.1
1997-1998	110	8,414	44,534	28,500	170.6	172.7	160.5	154.5
1996-1997	109	8,325	43,170	27,687	165.4	167.8	157.0	151.1
1995-1996	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994-1995	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-1994	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-1993	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-1992	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-1991	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-1990	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-1989	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-1988	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-1987	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-1986	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6

\*Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.

† Includes medical and law libraries. ‡ Beginning professional salary.

**Table 3: Salary Trends in US ARL University Libraries**

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the US Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (US All items, 1982-1984=100 - CUUR0000SA0)* available online at <http://www.bls.gov/cpi/data.htm>.

<b>Fiscal Year</b>	<b>Number of Libraries</b>	<b>Total Staff</b>	<b>Median Salary<sup>†</sup></b>	<b>Median Salary Change</b>	<b>Median Salary Index</b>	<b>Actual CPI*</b>	<b>Adjusted CPI</b>	<b>CPI Change</b>
2015-2016	99	9,059	71,203	1.7%	274.4	238.7	229.7	0.2%
2014-2015	99	8,909	70,000	1.8%	269.8	238.3	229.3	2.0%
2013-2014	99	9,026	68,773	2.3%	265.1	233.6	224.8	2.0%
2012-2013	99	8,921	67,257	1.2%	259.2	229.1	220.5	1.4%
2011-2012	99	8,782	66,467	2.3%	256.2	225.9	217.4	3.6%
2010-2011	99	8,925	65,000	1.5%	250.5	218.0	209.8	1.2%
2009-2010	99	9,116	64,069	0.6%	246.9	215.4	207.3	-2.0%
2008-2009	99	9,158	63,673	3.8%	245.4	219.9	211.6	5.6%
2007-2008	99	9,026	61,329	3.5%	236.4	208.3	200.5	2.4%
2006-2007	99	8,866	59,280	3.7%	228.5	203.5	195.9	4.1%
2005-2006	99	8,700	57,173	2.8%	220.4	195.4	188.1	3.2%
2004-2005	99	8,581	55,600	3.2%	214.3	189.4	182.3	3.0%
2003-2004	100	8,581	53,859	2.0%	207.6	183.9	177.0	2.1%
2002-2003	100	8,544	52,789	1.9%	203.5	180.1	173.3	1.5%
2001-2002	99	8,337	51,806	4.1%	199.7	177.5	170.8	2.7%
2000-2001	99	8,127	49,753	3.7%	191.8	172.8	166.3	3.7%
1999-2000	98	7,858	48,000	4.1%	185.0	166.7	160.4	2.1%
1998-1999	97	7,671	46,130	3.6%	177.8	163.2	157.1	1.7%
1997-1998	97	7,682	44,544	3.4%	171.7	160.5	154.5	2.2%
1996-1997	96	7,562	43,084	3.4%	166.1	157.0	151.1	3.0%
1995-1996	95	7,435	41,651	2.7%	160.5	152.5	146.8	2.8%
1994-1995	95	7,401	40,573	3.4%	156.4	148.4	142.8	2.8%
1993-1994	95	7,390	39,257	3.0%	151.3	144.4	139.0	3.0%
1992-1993	95	7,375	38,124	3.0%	146.9	140.2	134.9	2.9%
1991-1992	94	7,408	37,009	3.5%	142.6	136.2	131.1	4.2%
1990-1991	94	7,543	35,761	5.2%	137.8	130.7	125.8	5.4%
1989-1990	94	7,344	34,000	5.8%	131.0	124.0	119.3	4.8%
1988-1989	94	7,252	32,149	5.4%	123.9	118.3	113.9	4.1%
1987-1988	93	7,145	30,492	5.1%	117.5	113.6	109.3	3.6%
1986-1987	92	6,886	29,021	6.5%	111.9	109.6	105.5	1.9%
1985-1986	91	6,707	27,249	5.0%	105.0	107.6	103.6	3.6%

\*Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.

† Includes medical and law libraries.

**Table 4: Salary Trends in Canadian ARL University Libraries**

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both US \$ and Canadian \$ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The source for Canadian CPI data is “Table 5: The Consumer Price Index for Canada” published in *The Daily*, a Statistics Canada publication, available online at <http://www.statcan.gc.ca/pub/62-001-x/62-001-x2017002-eng.htm>.

<b>Fiscal Year</b>	<b>Number of Libraries</b>	<b>Total Staff</b>	<b>Median Salary in US \$<sup>†</sup></b>	<b>Median Salary Change<sup>†</sup></b>	<b>Exchange Rate</b>	<b>Median Salary in Can. \$</b>	<b>Median Salary Change</b>	<b>Can. CPI</b>	<b>Can. CPI Change*</b>
2015–2016	15	1,052	80,276	-6.6%	1.17390	94,236	2.4%	127.3	1.3%
2014–2015	16	1,127	85,933	-3.2%	1.07060	92,000	3.2%	125.7	2.1%
2013–2014	16	1,142	88,755	2.3%	1.00460	89,163	2.3%	123.1	1.3%
2012–2013	16	1,151	86,798	1.6%	1.00370	87,120	1.8%	121.5	1.3%
2011–2012	16	1,128	85,431	9.6%	1.00140	85,551	4.0%	120.0	2.7%
2010–2011	16	1,112	77,919	12.7%	1.05560	82,251	2.0%	116.8	1.8%
2009–2010	15	1,091	69,130	-11.3%	1.16670	80,654	2.4%	114.7	-0.9%
2008–2009	14	990	77,954	15.8%	1.01010	78,742	3.3%	115.8	3.4%
2007–2008	14	957	67,331	6.7%	1.13230	76,239	3.9%	112.0	2.2%
2006–2007	14	958	63,112	11.8%	1.16289	73,392	4.0%	109.6	2.3%
2005–2006	14	955	56,474	7.1%	1.24971	70,576	-0.3%	107.1	2.0%
2004–2005	14	906	52,707	16.3%	1.34328	70,800	3.5%	105.0	2.3%
2003–2004	14	911	45,310	6.2%	1.51023	68,429	2.3%	102.6	2.1%
2002–2003	14	925	42,657	-0.6%	1.56878	66,919	2.6%	100.5	2.1%
2001–2002	14	861	42,928	-1.1%	1.51919	65,215	2.1%	98.4	2.7%
2000–2001	13	755	43,394	5.0%	1.47192	63,873	2.4%	95.8	2.9%
1999–2000	13	737	41,316	-3.8%	1.51030	62,400	2.4%	93.1	1.9%
1998–1999	13	729	42,963	-2.7%	1.41770	60,909	0.9%	91.4	1.0%
1997–1998	13	732	44,167	1.4%	1.36630	60,346	1.7%	90.5	1.7%
1996–1997	13	764	43,569	0.9%	1.36130	59,310	-0.4%	89.0	1.3%
1995–1996	13	796	43,173	-1.7%	1.37940	59,554	1.3%	87.9	2.6%
1994–1995	13	815	43,919	-6.0%	1.33810	58,768	0.7%	85.7	0.1%
1993–1994	13	816	46,744	-4.3%	1.24880	58,374	2.9%	85.6	1.7%
1992–1993	13	837	48,820	2.7%	1.16230	56,744	3.4%	84.2	1.2%
1991–1992	13	847	47,519	5.5%	1.15470	54,870	3.6%	83.2	6.0%
1990–1991	13	839	45,023	15.1%	1.17590	52,942	12.5%	78.5	4.1%
1989–1990	13	853	39,117	12.3%	1.20260	47,042	5.3%	75.4	5.3%
1988–1989	13	837	34,826	11.7%	1.28260	44,668	5.3%	71.6	3.9%
1987–1988	13	817	31,178	10.9%	1.36020	42,408	9.1%	68.9	4.6%
1986–1987	13	831	28,123	-1.9%	1.38170	38,858	1.2%	65.9	4.1%
1985–1986	13	829	28,666	1.1%	1.33880	38,378	7.9%	63.3	4.1%

<sup>†</sup> Includes medical and law libraries. \* Canadian CPI change figures have been revised from previous editions based upon changes published by *The Daily* (Statistics Canada). These changes were caused by rounding; they are minute and are less than 0.3 in all cases.



# ARL Nonuniversity Libraries

**Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries**

This table lists the number of staff, and median and beginning salaries for ARL nonuniversity libraries for FY2015 and FY2016.

<b>INSTITUTION</b>	<b>No. of Staff</b>	<b>MEDIAN SALARIES</b>		<b>BEGINNING SALARIES</b>	
		<b>FY 2014–2015</b>	<b>FY 2015–2016</b>	<b>FY 2014–2015</b>	<b>FY 2015–2016</b>
Boston Public Library	182	66,233	68,220	44,566	45,903
Center for Research Libraries	35	69,999	61,529	38,394	41,600
Library of Congress *	2,429	109,804	110,902	51,630	52,668
National Agricultural Library *	65	98,305	99,286	52,146	52,668
National Archives	440	90,502	90,823	44,052	42,207
National Library of Medicine *	209	95,919	96,878	52,146	52,668
National Research Council, Canada †*	71	72,886	66,472	55,317	50,449
New York Public Library *	181	58,579	65,826	44,580	49,732
New York State Library *	28	70,013	70,013	52,293	52,293
Smithsonian Libraries *	76	78,401	78,412	52,146	52,668

† Canadian salaries are expressed in US dollars.

\* See footnotes.

**Table 6: Salary Trends in ARL Nonuniversity Libraries**

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the US Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (US All items, 1982-1984=100 - CUUR0000SA0)* available online at <http://www.bls.gov/cpi/data.htm>. Note: Canadian salaries are expressed in US dollars.

<b>Fiscal Year</b>	<b>Number of Libraries</b>	<b>Total Staff</b>	<b>Median Salary</b>	<b>BPS<sup>†</sup> Median</b>	<b>Median Salary Index</b>	<b>BPS<sup>†</sup> Index</b>	<b>Actual CPI</b>	<b>Adjusted CPI</b>
2015-2016	10	3,716	95,326	51,371	281.4	311.2	238.7	229.7
2014-2015	10	3,635	95,329	51,888	281.4	314.3	238.3	229.3
2013-2014	10	3,791	95,173	51,630	280.9	312.8	233.6	224.8
2012-2013	10	3,823	95,158	46,953	280.9	284.4	229.1	220.5
2011-2012	11	4,046	95,046	51,630	280.5	312.8	225.9	217.4
2010-2011	10	3,709	95,020	51,135	280.5	309.8	218.0	209.8
2009-2010	10	3,811	85,229	47,554	251.6	288.1	215.4	207.3
2008-2009	10	3,748	85,320	48,108	251.8	291.4	219.9	211.6
2007-2008	10	3,797	80,261	44,359	236.9	268.7	208.3	200.5
2006-2007	10	3,832	80,124	42,765	236.5	259.1	203.5	195.9
2005-2006	10	3,921	76,083	38,673	224.6	234.3	195.4	188.1
2004-2005	10	3,946	74,022	34,764	218.5	210.6	189.4	182.3
2003-2004	10	3,877	70,020	34,739	206.7	210.4	183.9	177.0
2002-2003	10	3,804	65,289	34,739	192.7	210.4	180.1	173.3
2001-2002	10	3,717	65,025	34,389	191.9	208.3	177.5	170.8
2000-2001	10	3,731	62,521	31,774	184.5	192.5	172.8	166.3
1999-2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.4
1998-1999	11	3,819	56,000	29,877	165.3	181.0	163.2	157.1
1997-1998	11	3,779	55,055	28,724	162.5	174.0	160.5	154.5
1996-1997	11	3,799	51,150	28,380	151.0	172.0	157.0	151.1
1995-1996	11	3,915	49,149	28,162	145.1	170.7	152.5	146.8
1994-1995	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-1994	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-1993	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-1992	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-1991	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-1990	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-1989	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-1988	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-1987	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-1986	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6

† Beginning professional salary.

The background of the page is decorated with numerous diagonal gray bars of varying lengths and thicknesses, creating a textured, architectural effect. These bars are oriented from the bottom-left towards the top-right.

# 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

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
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

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
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

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
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

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
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

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
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

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
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**

<b>INSTITUTION</b>	<b>AVERAGE SALARIES</b>				<b>MEDIAN SALARIES</b>				<b>BEGINNING SALARIES</b>			
<b>FY</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
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**

<b>INSTITUTION</b>	<b>AVERAGE SALARIES</b>				<b>MEDIAN SALARIES</b>				<b>BEGINNING SALARIES</b>			
<b>FY</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
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**

<b>SALARY INTERVALS</b>	<b>DIR.</b>	<b>ASSOC. DIR.</b>	<b>ASST. DIR.</b>	<b>BRANCH HEAD</b>	<b>ADMIN. SPEC.</b>	<b>DIGITAL SPEC.</b>	<b>FUNC. SPEC.</b>	<b>SUBJ. SPEC.</b>	<b>DEPT. HEAD</b>	<b>OTHER PROF.</b>
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
<b>Total</b>	<b>110</b>	<b>320</b>	<b>133</b>	<b>364</b>	<b>523</b>	<b>1,304</b>	<b>1,146</b>	<b>1,611</b>	<b>1,279</b>	<b>1,758</b>

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

<b>SALARY INTERVALS</b>	<b>DIR.</b>	<b>ASSOC. DIR.</b>	<b>ASST. DIR.</b>	<b>BRANCH HEAD</b>	<b>ADMIN. SPEC.</b>	<b>DIGITAL SPEC.</b>	<b>FUNC. SPEC.</b>	<b>SUBJ. SPEC.</b>	<b>DEPT. HEAD</b>	<b>OTHER PROF.</b>
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
<b>Total</b>	<b>63</b>	<b>188</b>	<b>81</b>	<b>252</b>	<b>371</b>	<b>523</b>	<b>713</b>	<b>1,072</b>	<b>790</b>	<b>1,252</b>

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

<b>SALARY INTERVALS</b>	<b>DIR.</b>	<b>ASSOC. DIR.</b>	<b>ASST. DIR.</b>	<b>BRANCH HEAD</b>	<b>ADMIN. SPEC.</b>	<b>DIGITAL SPEC.</b>	<b>FUNC. SPEC.</b>	<b>SUBJ. SPEC.</b>	<b>DEPT. HEAD</b>	<b>OTHER PROF.</b>
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
<b>Total</b>	<b>47</b>	<b>132</b>	<b>52</b>	<b>112</b>	<b>152</b>	<b>781</b>	<b>433</b>	<b>539</b>	<b>489</b>	<b>506</b>

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
<b>All Positions:</b>	<b>55,767</b>	<b>843</b>	<b>61,901</b>	<b>1,026</b>	<b>67,884</b>	<b>1,313</b>	<b>75,713</b>	<b>1,121</b>	<b>81,869</b>	<b>975</b>

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**

	<b>20–23 years</b>		<b>24–27 years</b>		<b>28–31 years</b>		<b>32–35 years</b>		<b>over 35 years</b>	
<b>Position</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>86,736</b>	<b>775</b>	<b>87,501</b>	<b>748</b>	<b>93,896</b>	<b>622</b>	<b>95,348</b>	<b>486</b>	<b>106,525</b>	<b>639</b>

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
<b>All Positions:</b>	<b>76,968</b>	<b>5,305</b>	<b>80,640</b>	<b>3,243</b>	<b>78,361</b>	<b>8,548</b>

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**

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>76,968</b>	<b>5,305</b>	<b>80,640</b>	<b>3,243</b>	<b>78,361</b>	<b>8,548</b>

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**

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>17.3</b>	<b>5,305</b>	<b>17.3</b>	<b>3,243</b>	<b>17.3</b>	<b>8,548</b>

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

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
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

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>17.3</b>	<b>5,305</b>	<b>17.3</b>	<b>3,243</b>	<b>17.3</b>	<b>8,548</b>

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**

<b>Experience</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>		<b>% OF TOTAL</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	
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%
<b>All Positions:</b>	<b>76,968</b>	<b>5,305</b>	<b>80,640</b>	<b>3,243</b>	<b>78,361</b>	<b>8,548</b>	<b>100%</b>

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**

	<b>CANADIAN (15)</b>		<b>PRIVATE (31)</b>		<b>PUBLIC (68)</b>		<b>TOTAL (114)</b>	
<b>Position</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>83,756</b>	<b>925</b>	<b>81,872</b>	<b>2,853</b>	<b>75,215</b>	<b>4,770</b>	<b>78,361</b>	<b>8,548</b>

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**

	<b>CANADIAN (15)</b>		<b>PRIVATE (31)</b>		<b>PUBLIC (68)</b>		<b>TOTAL (114)</b>	
<b>Position</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>16.7</b>	<b>925</b>	<b>17.9</b>	<b>2,853</b>	<b>17.0</b>	<b>4,770</b>	<b>17.3</b>	<b>8,548</b>

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**

	<b>STAFF OVER 110 (15)<sup>†</sup></b>		<b>STAFF 75–110 (23)</b>		<b>STAFF 50–74 (45)</b>		<b>STAFF 20–49 (31)<sup>‡</sup></b>	
<b>Position</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>80,059</b>	<b>2,354</b>	<b>80,111</b>	<b>2,126</b>	<b>76,000</b>	<b>2,831</b>	<b>77,526</b>	<b>1,237</b>

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**

	<b>STAFF OVER 110 (15)<sup>†</sup></b>		<b>STAFF 75–110 (23)</b>		<b>STAFF 50–74 (45)</b>		<b>STAFF 20–49 (31)<sup>‡</sup></b>	
<b>Position</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>17.2</b>	<b>2,354</b>	<b>17.2</b>	<b>2,126</b>	<b>17.1</b>	<b>2,831</b>	<b>17.8</b>	<b>1,237</b>

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**

	<b>NEW ENGLAND (9)</b>		<b>MIDDLE ATLANTIC (14)</b>		<b>EAST NORTH CENTRAL (17)</b>		<b>WEST NORTH CENTRAL (7)</b>		<b>SOUTH ATLANTIC (18)</b>	
<b>Position</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>87,097</b>	<b>1,012</b>	<b>82,885</b>	<b>1,229</b>	<b>73,859</b>	<b>1,355</b>	<b>71,409</b>	<b>430</b>	<b>73,581</b>	<b>1,336</b>

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**

	<b>EAST SOUTH CENTRAL (6)</b>		<b>WEST SOUTH CENTRAL (9)</b>		<b>MOUNTAIN (7)</b>		<b>PACIFIC (12)</b>		<b>CANADA (15)</b>	
<b>Position</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>70,802</b>	<b>322</b>	<b>68,467</b>	<b>646</b>	<b>78,726</b>	<b>391</b>	<b>83,646</b>	<b>902</b>	<b>83,756</b>	<b>925</b>

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
<b>Northeast</b>			
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.
<b>North Central</b>			
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.
<b>South</b>			
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.
<b>West</b>			
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.
<b>Canada</b>			
	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.

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# US ARL University Libraries

**Table 28: Average Salaries of Professional Staff in US 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	.	.	.	.	.	.	210,103	4	232,969	7
Associate Director	‡	1	‡	2	113,154	17	113,289	23	124,766	43
Assistant Director	‡	1	‡	5	83,198	6	105,128	17	105,351	17
Head, Branch	61,883	9	67,712	21	76,655	26	83,269	45	84,551	40
Administrative Specialist	59,279	51	64,826	48	68,489	68	77,195	44	79,176	52
Digital Specialist	58,483	167	63,591	186	67,438	230	73,203	189	79,412	139
Functional Specialist	52,583	153	57,790	188	61,761	186	66,266	143	72,067	116
Subject Specialist	56,319	129	60,035	163	64,774	248	69,973	175	73,466	146
Dept. Head, Acquisitions	‡	2	60,021	7	76,391	9	78,711	19	78,543	11
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2	‡	2	71,840	17	86,071	13	87,394	21
Dept. Head, Cataloging	‡	1	‡	10	71,322	14	76,943	19	83,629	14
Dept. Head, Circulation	53,479	5	58,887	9	79,876	12	71,836	13	80,946	12
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	3	‡	3	75,548	8	87,234	11	90,953	15
Dept. Head, Library Technology	.	.	100,650	4	88,187	11	92,638	22	99,341	16
Dept. Head, Other	69,547	21	67,718	34	72,472	78	80,350	78	85,781	68
Public Services	49,741	31	56,104	23	60,540	31	61,823	25	63,192	19
Technical Services	51,975	10	56,344	18	56,306	18	63,483	8	69,618	11
Research/Reference/ Instruction	52,612	103	57,617	126	61,053	107	69,175	80	73,220	65
Cataloger/Metadata Analysts	52,958	58	55,870	49	64,881	77	68,816	74	69,351	66
<b>All Positions:</b>	<b>55,797</b>	<b>747</b>	<b>61,244</b>	<b>898</b>	<b>66,765</b>	<b>1,163</b>	<b>74,739</b>	<b>1,002</b>	<b>81,254</b>	<b>878</b>

Years of experience reflect total professional experience.

Excludes Canadian libraries. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

\* 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 28: Average Salaries of Professional Staff in US ARL University Libraries by Position and Years of Experience, FY 2015–2016, Part 2: 20 to over 35 Years of Experience**

	<b>20–23 years</b>		<b>24–27 years</b>		<b>28–31 years</b>		<b>32–35 years</b>		<b>over 35 years</b>	
<b>Position</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
Director	256,565	6	230,139	11	240,104	14	261,382	11	239,900	42
Associate Director	134,080	48	140,348	30	140,638	26	139,808	38	143,297	52
Assistant Director	118,961	11	117,633	13	118,986	15	121,709	15	124,736	18
Head, Branch	89,194	33	88,432	36	102,457	38	86,919	29	100,771	40
Administrative Specialist	79,331	54	82,351	52	83,681	43	88,565	26	79,160	17
Digital Specialist	78,671	89	81,174	74	84,921	54	89,074	20	83,822	28
Functional Specialist	76,264	78	75,292	63	77,636	54	74,330	44	84,849	55
Subject Specialist	77,711	141	79,159	117	79,672	101	82,817	71	89,911	117
Dept. Head, Acquisitions	78,946	8	75,711	10	87,991	11	90,020	6	‡	6
Dept. Head, Research/ Reference/Information or Learning Commons	87,050	21	94,642	15	87,949	14	94,708	5	‡	3
Dept. Head, Cataloging	89,830	12	83,934	21	89,219	14	83,797	12	93,089	13
Dept. Head, Circulation	93,389	9	79,886	12	93,705	5	85,825	9	94,981	8
Dept. Head, Rare Books/ Manuscripts/Special Collections	83,894	14	92,478	10	102,903	9	112,963	8	114,276	13
Dept. Head, Library Technology	108,362	15	123,411	9	109,491	6	94,630	6	117,612	4
Dept. Head, Other	90,226	66	90,582	59	99,984	47	98,202	34	102,845	46
Public Services	73,607	7	69,670	15	64,440	5	66,721	16	80,090	8
Technical Services	‡	7	61,853	9	68,933	10	69,527	10	‡	3
Research/Reference/ Instruction	71,509	47	73,674	50	82,351	39	78,757	34	80,196	49
Cataloger/Metadata Analysts	71,789	42	73,765	60	74,368	47	77,335	37	78,713	56
<b>All Positions:</b>	<b>86,141</b>	<b>708</b>	<b>86,694</b>	<b>666</b>	<b>92,458</b>	<b>552</b>	<b>94,368</b>	<b>431</b>	<b>106,171</b>	<b>578</b>

Years of experience reflect total professional experience.

Excludes Canadian libraries. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

‡ 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 29: Average Salaries of Minority Professional Staff in US 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	.	.	.	.	.	.	‡	3	‡	2
Associate Director	‡	1	‡	2	‡	1	120,607	5	‡	2
Assistant Director	.	.	.	.	‡	2	‡	1	‡	2
Head, Branch	‡	1	.	.	‡	3	‡	3	78,229	9
Administrative Specialist	57,640	13	72,261	8	59,240	12	74,023	8	68,829	7
Digital Specialist	58,425	33	63,818	26	70,424	47	69,910	22	76,319	19
Functional Specialist	54,377	26	63,002	17	65,147	27	67,851	16	74,715	7
Subject Specialist	57,241	30	59,394	27	63,341	52	72,015	46	77,338	28
Dept. Head, Acquisitions	‡	1	‡	2	‡	2	‡	3	.	.
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	.	.	‡	2	.	.	‡	1
Dept. Head, Cataloging	.	.	‡	2	‡	1	‡	2	81,539	6
Dept. Head, Circulation	‡	1	‡	2	81,564	4	‡	1	.	.
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1	.	.	.	.	‡	1	‡	1
Dept. Head, Library Technology	.	.	‡	1	‡	1	‡	3	.	.
Dept. Head, Other	‡	1	‡	1	70,223	7	78,113	7	89,402	5
Public Services	‡	1	55,429	4	60,655	4	‡	3	65,283	4
Technical Services	‡	1	53,520	6	57,973	5	‡	1	.	.
Research/Reference/ Instruction	54,064	23	58,358	16	66,736	22	73,055	14	64,892	9
Cataloger/Metadata Analysts	51,903	9	53,594	8	64,320	23	69,801	16	72,399	6
<b>All Positions:</b>	<b>56,961</b>	<b>143</b>	<b>61,994</b>	<b>122</b>	<b>66,519</b>	<b>215</b>	<b>76,976</b>	<b>155</b>	<b>80,624</b>	<b>108</b>

Years of experience reflect total professional experience.

Excludes Canadian libraries.

Excludes medical and law libraries.

\* 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 29: Average Salaries of Minority Professional Staff in US 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	‡	2	.	.	‡	1	‡	1	‡	2
Associate Director	146,636	‡	.	.	136,350	‡	142,024	‡	135,562	8
Assistant Director	‡	2	‡	1	‡	2	.	.	‡	2
Head, Branch	79,938	6	‡	3	‡	3	‡	1	96,154	5
Administrative Specialist	70,416	15	83,367	11	82,182	9	‡	3	‡	4
Digital Specialist	80,903	11	79,169	10	‡	5	.	.	‡	3
Functional Specialist	79,629	9	71,900	8	78,366	4	‡	4	‡	3
Subject Specialist	77,518	31	80,149	17	83,943	17	77,842	9	88,391	13
Dept. Head, Acquisitions	‡	1	.	.	.	.	‡	1	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	.	.	‡	2	‡	1	.	.
Dept. Head, Cataloging	84,173	4	‡	3	‡	2	‡	1	‡	1
Dept. Head, Circulation	.	.	‡	1	.	.	‡	1	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2	‡	1	‡	1	.	.	‡	2
Dept. Head, Library Technology	‡	2	‡	1	‡	1	‡	1	.	.
Dept. Head, Other	88,573	13	94,684	9	109,424	9	‡	2	102,849	6
Public Services	.	.	‡	2	‡	1	‡	3	.	.
Technical Services	‡	1	‡	1	.	.	.	.	.	.
Research/Reference/ Instruction	83,673	7	75,987	10	‡	5	‡	2	81,087	7
Cataloger/Metadata Analysts	72,404	11	75,183	7	‡	2	‡	5	73,301	7
<b>All Positions:</b>	<b>85,501</b>	<b>121</b>	<b>83,639</b>	<b>85</b>	<b>94,950</b>	<b>65</b>	<b>81,947</b>	<b>37</b>	<b>96,751</b>	<b>65</b>

Years of experience reflect total professional experience.

Excludes Canadian libraries.

Excludes medical and law libraries.

\* 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 30: Number and Average Salaries of Professional Staff in US ARL University Libraries by Position and Sex, FY 2015–2016**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	244,632	52	235,667	43	240,574	95
Associate Director	132,112	162	134,984	118	133,323	280
Assistant Director	110,756	72	122,465	46	115,320	118
Head, Branch	84,106	215	94,020	102	87,296	317
Administrative Specialist	74,722	323	75,633	132	74,986	455
Digital Specialist	69,034	470	72,600	706	71,175	1,176
Functional Specialist	64,701	669	67,566	411	65,791	1,080
Subject Specialist	70,178	914	74,108	494	71,556	1,408
Dept. Head, Acquisitions	77,782	61	79,507	28	78,325	89
Dept. Head, Research/Reference/ Information or Learning Commons	86,921	86	83,413	27	86,082	113
Dept. Head, Cataloging	82,456	90	82,332	40	82,418	130
Dept. Head, Circulation	82,230	55	75,344	39	79,373	94
Dept. Head, Rare Books/ Manuscripts/Special Collections	92,867	48	93,107	46	92,984	94
Dept. Head, Library Technology	101,387	29	101,425	64	101,413	93
Dept. Head, Other	84,698	332	87,762	199	85,846	531
Public Services	60,791	121	62,548	59	61,367	180
Technical Services	61,964	77	65,490	27	62,879	104
Research/Reference/Instruction	65,696	516	67,767	184	66,241	700
Cataloger/Metadata Analysts	68,160	387	68,728	179	68,340	566
<b>All Positions:</b>	<b>76,143</b>	<b>4,679</b>	<b>80,191</b>	<b>2,944</b>	<b>77,706</b>	<b>7,623</b>

Excludes Canadian libraries. See Table 42 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

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

. No positions reported in this category.

**Table 31: Number and Average Salaries of Minority Professional Staff in US ARL University Libraries by Position and Sex, FY 2015–2016**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	239,641	7	234,028	4	237,600	11
Associate Director	131,981	19	130,934	6	131,730	25
Assistant Director	111,260	7	132,452	5	120,090	12
Head, Branch	87,094	25	90,280	9	87,937	34
Administrative Specialist	70,065	71	69,848	19	70,019	90
Digital Specialist	67,282	77	71,711	99	69,773	176
Functional Specialist	64,533	80	68,460	41	65,864	121
Subject Specialist	70,642	192	71,432	78	70,871	270
Dept. Head, Acquisitions	76,151	7	73,431	4	75,162	11
Dept. Head, Research/Reference/ Information or Learning Commons	76,825	8	.	.	76,825	8
Dept. Head, Cataloging	‡	19	‡	3	80,887	22
Dept. Head, Circulation	‡	3	‡	8	72,106	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	8	‡	1	89,713	9
Dept. Head, Library Technology	99,277	4	128,772	6	116,974	10
Dept. Head, Other	89,502	39	89,385	21	89,461	60
Public Services	60,879	18	59,630	4	60,652	22
Technical Services	52,846	10	64,241	5	56,644	15
Research/Reference/Instruction	65,957	85	73,171	30	67,839	115
Cataloger/Metadata Analysts	65,017	74	70,836	20	66,255	94
<b>All Positions:</b>	<b>73,789</b>	<b>753</b>	<b>77,226</b>	<b>363</b>	<b>74,907</b>	<b>1,116</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

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

. No positions reported in this category.

**Table 32:** Number and Average Salaries of Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	244,632	52	235,667	43	240,574	95
Associate Director	132,112	162	134,984	118	133,323	280
Assistant Director	110,756	72	122,465	46	115,320	118
Head, Branch	84,106	215	94,020	102	87,296	317
Dept. Head, Acquisitions	77,782	61	79,507	28	78,325	89
Dept. Head, Cataloging	82,456	90	82,332	40	82,418	130
Dept. Head, Circulation	82,230	55	75,344	39	79,373	94
Dept. Head, Library Technology	101,387	29	101,425	64	101,413	93
Dept. Head, Rare Book/Manuscripts/Special Collections	92,867	48	93,107	46	92,984	94
Dept. Head, Research/Reference/Info or Learning Commons	86,921	86	83,413	27	86,082	113
Dept. Head, Other	84,698	332	87,762	199	85,846	531
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	72,529	135	73,838	44	72,850	179
Business Manager	74,085	97	75,602	63	74,682	160
Human Resources	76,387	68	68,206	9	75,431	77
Development/Advancement	85,356	23	84,873	16	85,158	39
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	66,179	72	69,419	59	67,639	131
IT, Systems	70,229	89	72,791	263	72,143	352
IT, Web Developer	65,510	58	69,465	75	67,740	133
IT, Programmer	74,341	68	76,591	217	76,054	285
Scholarly Communications	70,049	51	75,170	29	71,906	80
Digital Acquisitions	68,097	67	61,866	20	66,665	87
Digital Collections Curation	68,322	65	64,386	43	66,755	108
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	65,754	86	66,092	60	65,893	146
Archivists	63,643	378	69,096	229	65,700	607
Assessment, Management Info Systems, Planning	68,763	48	70,883	18	69,342	66
Media Specialists	61,908	36	62,591	56	62,324	92
Preservation, including digital collections	66,479	121	66,665	48	66,532	169
Subject Specialist (no subgroup)	71,421	376	71,858	199	71,572	575
Subject Specialist in Humanities/Fine Arts	69,556	123	80,213	84	73,880	207
Subject Specialist in Sciences & Technology	69,276	160	69,021	73	69,196	233
Subject Specialist in Social/Behavior Science	66,920	140	76,943	72	70,324	212
Subject Specialist in Area Studies	71,997	115	75,653	66	73,330	181

**Table 32:** Number and Average Salaries of Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
Catalogers/Metadata analysts	68,160	387	68,728	179	68,340	566
Research/Reference/Instruction	65,696	516	67,767	184	66,241	700
Public Services	60,791	121	62,548	59	61,367	180
Technical Services	61,964	77	65,490	27	62,879	104
<b>All Positions:</b>	<b>76,143</b>	<b>4,679</b>	<b>80,191</b>	<b>2,944</b>	<b>77,706</b>	<b>7,623</b>

Excludes Canadian libraries. See Table 43 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

**Table 33:** Number and Average Salaries of Minority Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	239,641	7	234,028	4	237,600	11
Associate Director	131,981	19	130,934	6	131,730	25
Assistant Director	111,260	7	132,452	5	120,090	12
Head, Branch	87,094	25	90,280	9	87,937	34
Dept. Head, Acquisitions	76,151	7	73,431	4	75,162	11
Dept. Head, Cataloging	‡	19	‡	3	80,887	22
Dept. Head, Circulation	‡	3	‡	8	72,106	11
Dept. Head, Library Technology	99,277	4	128,772	6	116,974	10
Dept. Head, Rare Book/Manuscripts/Special Collections	‡	8	‡	1	89,713	9
Dept. Head, Research/Reference/Info or Learning Commons	76,825	8	.	.	76,825	8
Dept. Head, Other	89,502	39	89,385	21	89,461	60
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	19	‡	3	67,925	22
Business Manager	63,895	29	68,866	13	65,434	42
Human Resources	‡	22	‡	1	75,014	23
Development/Advancement	‡	1	‡	2	‡	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	60,015	11	62,737	7	61,073	18
IT, Systems	70,938	17	73,283	41	72,595	58
IT, Web Developer	63,973	6	68,170	9	66,491	15
IT, Programmer	68,057	22	75,368	33	72,444	55
Scholarly Communications	‡	7	‡	1	69,419	8
Digital Acquisitions	‡	12	‡	3	63,042	15
Digital Collections Curation	‡	2	‡	5	69,640	7
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	62,963	17	62,480	7	62,822	24
Archivists	66,358	42	68,659	21	67,125	63
Assessment, Management Info Systems, Planning	61,142	8	70,727	4	64,337	12
Media Specialists	60,689	7	70,559	5	64,801	12
Preservation, including digital collections	65,216	6	72,991	4	68,326	10
Subject Specialist (no subgroup)	70,729	60	62,531	19	68,757	79
Subject Specialist in Humanities/Fine Arts	70,547	13	75,166	5	71,830	18
Subject Specialist in Sciences & Technology	70,366	28	68,125	14	69,619	42
Subject Specialist in Social/Behavior Science	70,293	33	80,693	13	73,232	46
Subject Specialist in Area Studies	70,907	58	74,260	27	71,972	85



**Table 33:** Number and Average Salaries of Minority Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
Catalogers/Metadata analysts	65,017	74	70,836	20	66,255	94
Research/Reference/Instruction	65,957	85	73,171	30	67,839	115
Public Services	60,879	18	59,630	4	60,652	22
Technical Services	52,846	10	64,241	5	56,644	15
<b>All Positions:</b>	<b>73,789</b>	<b>753</b>	<b>77,226</b>	<b>363</b>	<b>74,907</b>	<b>1,116</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

<sup>†</sup> Salary data are not published when fewer than four individuals are involved in either category.

. No positions reported in this category.

**Table 34:** Number and Average Years of Experience of Professional Staff in US ARL University Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.4	52	32.9	43	32.6	95
Associate Director	26.6	162	24.1	118	25.5	280
Assistant Director	23.9	72	24.2	46	24.0	118
Head, Branch	21.9	215	23.1	102	22.3	317
Administrative Specialist	17.7	323	16.1	132	17.3	455
Digital Specialist	13.5	470	13.2	706	13.3	1,176
Functional Specialist	13.6	669	15.6	411	14.4	1,080
Subject Specialist	16.7	914	18.4	494	17.3	1,408
Dept. Head, Acquisitions	21.0	61	16.9	28	19.7	89
Dept. Head, Research/Reference/ Information or Learning Commons	20.4	86	18.6	27	20.0	113
Dept. Head, Cataloging	22.5	90	20.0	40	21.7	130
Dept. Head, Circulation	21.5	55	16.8	39	19.6	94
Dept. Head, Rare Books/ Manuscripts/Special Collections	20.8	48	24.0	46	22.4	94
Dept. Head, Library Technology	21.5	29	18.1	64	19.2	93
Dept. Head, Other	20.0	332	19.2	199	19.7	531
Public Services	15.3	121	14.5	59	15.0	180
Technical Services	17.6	77	13.4	27	16.5	104
Research/Reference/Instruction	14.6	516	16.7	184	15.1	700
Cataloger/Metadata Analysts	18.9	387	18.8	179	18.8	566
<b>All Positions:</b>	<b>17.4</b>	<b>4,679</b>	<b>17.3</b>	<b>2,944</b>	<b>17.4</b>	<b>7,623</b>

Excludes Canadian libraries. See Table 44 for salaries of Canadian librarians expressed in Canadian dollars.  
Excludes medical and law libraries. See Tables 54 and 64 for comparable figures for medical and law libraries.

**Table 35: Number and Average Years of Experience of Minority Professional Staff in US ARL University Libraries by Position and Sex, FY 2015–2016**

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Director	18.9	7	36.0	4	25.1	11
Associate Director	25.8	19	23.8	6	25.4	25
Assistant Director	24.1	7	19.8	5	22.3	12
Head, Branch	22.3	25	24.8	9	23.0	34
Administrative Specialist	16.3	71	20.0	19	17.0	90
Digital Specialist	11.2	77	11.8	99	11.6	176
Functional Specialist	11.4	80	15.0	41	12.6	121
Subject Specialist	16.2	192	13.7	78	15.5	270
Dept. Head, Acquisitions	19.0	7	8.3	4	15.1	11
Dept. Head, Research/Reference/ Information or Learning Commons	19.5	8	.	.	19.5	8
Dept. Head, Cataloging	21.1	19	15.0	3	20.3	22
Dept. Head, Circulation	25.7	3	11.0	8	15.0	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	20.8	8	36.0	1	22.4	9
Dept. Head, Library Technology	20.0	4	18.5	6	19.1	10
Dept. Head, Other	21.4	39	24.1	21	22.4	60
Public Services	15.8	18	17.8	4	16.2	22
Technical Services	11.1	10	6.6	5	9.6	15
Research/Reference/Instruction	12.8	85	16.2	30	13.7	115
Cataloger/Metadata Analysts	16.6	74	15.5	20	16.3	94
<b>All Positions:</b>	<b>15.9</b>	<b>753</b>	<b>15.3</b>	<b>363</b>	<b>15.7</b>	<b>1,116</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

. No positions reported in this category.

**Table 36: Number and Average Years of Experience of Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.4	52	32.9	43	32.6	95
Associate Director	26.6	162	24.1	118	25.5	280
Assistant Director	23.9	72	24.2	46	24.0	118
Head, Branch	21.9	215	23.1	102	22.3	317
Dept. Head, Acquisitions	21.0	61	16.9	28	19.7	89
Dept. Head, Cataloging	22.5	90	20.0	40	21.7	130
Dept. Head, Circulation	21.5	55	16.8	39	19.6	94
Dept. Head, Library Technology	21.5	29	18.1	64	19.2	93
Dept. Head, Rare Book/Manuscripts/Special Collections	20.8	48	24.0	46	22.4	94
Dept. Head, Research/Reference/Info or Learning Commons	20.4	86	18.6	27	20.0	113
Dept. Head, Other	20.0	332	19.2	199	19.7	531
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	17.9	135	16.8	44	17.6	179
Business Manager	17.9	97	17.2	63	17.6	160
Human Resources	18.1	68	14.2	9	17.6	77
Development/Advancement	15.4	23	10.9	16	13.5	39
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.6	72	9.6	59	9.6	131
IT, Systems	17.3	89	14.5	263	15.2	352
IT, Web Developer	13.7	58	10.8	75	12.1	133
IT, Programmer	14.3	68	13.8	217	13.9	285
Scholarly Communications	13.8	51	14.4	29	14.1	80
Digital Acquisitions	12.8	67	12.1	20	12.6	87
Digital Collections Curation	12.2	65	10.6	43	11.5	108
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	14.0	86	13.3	60	13.8	146
Archivists	13.0	378	16.3	229	14.3	607
Assessment, Management Info Systems, Planning	13.1	48	17.7	18	14.3	66
Media Specialists	15.5	36	16.3	56	16.0	92
Preservation, including digital collections	14.9	121	14.0	48	14.7	169
Subject Specialist (no subgroup)	17.3	376	18.1	199	17.6	575
Subject Specialist in Humanities/Fine Arts	16.1	123	21.2	84	18.1	207
Subject Specialist in Sciences & Technology	16.2	160	16.2	73	16.2	233
Subject Specialist in Social/Behavior Science	16.8	140	20.4	72	18.0	212
Subject Specialist in Area Studies	16.2	115	16.2	66	16.2	181

**Table 36:** Number and Average Years of Experience of Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Catalogers/Metadata analysts	18.9	387	18.8	179	18.8	566
Research/Reference/Instruction	14.6	516	16.7	184	15.1	700
Public Services	15.3	121	14.5	59	15.0	180
Technical Services	17.6	77	13.4	27	16.5	104
<b>All Positions:</b>	<b>17.4</b>	<b>4,679</b>	<b>17.3</b>	<b>2,944</b>	<b>17.4</b>	<b>7,623</b>

Excludes Canadian libraries. See Table 45 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

**Table 37:** Number and Average Years of Experience of Minority Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	18.9	7	36.0	4	25.1	11
Associate Director	25.8	19	23.8	6	25.4	25
Assistant Director	24.1	7	19.8	5	22.3	12
Head, Branch	22.3	25	24.8	9	23.0	34
Dept. Head, Acquisitions	19.0	7	8.3	4	15.1	11
Dept. Head, Cataloging	21.1	19	15.0	3	20.3	22
Dept. Head, Circulation	25.7	3	11.0	8	15.0	11
Dept. Head, Library Technology	20.0	4	18.5	6	19.1	10
Dept. Head, Rare Book/Manuscripts/Special Collections	20.8	8	36.0	1	22.4	9
Dept. Head, Research/Reference/Info or Learning Commons	19.5	8	.	.	19.5	8
Dept. Head, Other	21.4	39	24.1	21	22.4	60
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	17.3	19	23.3	3	18.1	22
Business Manager	15.6	29	19.9	13	16.9	42
Human Resources	16.3	22	20.0	1	16.5	23
Development/Advancement	15.0	1	15.5	2	15.3	3
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	6.8	11	6.7	7	6.8	18
IT, Systems	17.1	17	12.9	41	14.1	58
IT, Web Developer	8.7	6	8.3	9	8.5	15
IT, Programmer	9.9	22	13.3	33	11.9	55
Scholarly Communications	7.0	7	3.0	1	6.5	8
Digital Acquisitions	12.0	12	9.0	3	11.4	15
Digital Collections Curation	17.0	2	10.4	5	12.3	7
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	9.8	17	11.6	7	10.3	24
Archivists	11.8	42	13.8	21	12.5	63
Assessment, Management Info Systems, Planning	8.5	8	13.3	4	10.1	12
Media Specialists	16.1	7	23.0	5	19.0	12
Preservation, including digital collections	11.5	6	18.5	4	14.3	10
Subject Specialist (no subgroup)	15.5	60	14.3	19	15.2	79
Subject Specialist in Humanities/Fine Arts	15.5	13	9.8	5	13.9	18
Subject Specialist in Sciences & Technology	14.7	28	11.3	14	13.5	42
Subject Specialist in Social/Behavior Science	19.2	33	17.5	13	18.7	46
Subject Specialist in Area Studies	16.1	58	13.3	27	15.2	85

**Table 37:** Number and Average Years of Experience of Minority Professional Staff in US ARL University Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Catalogers/Metadata analysts	16.6	74	15.5	20	16.3	94
Research/Reference/Instruction	12.8	85	16.2	30	13.7	115
Public Services	15.8	18	17.8	4	16.2	22
Technical Services	11.1	10	6.6	5	9.6	15
<b>All Positions:</b>	<b>15.9</b>	<b>753</b>	<b>15.3</b>	<b>363</b>	<b>15.7</b>	<b>1,116</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

. No positions reported in this category.

**Table 38: Number and Average Salaries of Professional Staff in US ARL University Libraries by Years of Experience and Sex, FY 2015–2016**

Experience	WOMEN		MEN		TOTAL		% OF US TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	54,785	474	57,553	273	55,797	747	10%
4–7 years	59,607	572	64,116	326	61,244	898	12%
8–11 years	65,686	725	68,549	438	66,765	1,163	15%
12–15 years	72,734	558	77,259	444	74,739	1,002	13%
16–19 years	79,463	533	84,021	345	81,254	878	12%
20–23 years	85,712	413	86,741	295	86,141	708	9%
24–27 years	85,052	404	89,225	262	86,694	666	9%
28–31 years	90,119	352	96,575	200	92,458	552	7%
32–35 years	92,932	285	97,173	146	94,368	431	6%
over 35 years	103,804	363	110,167	215	106,171	578	8%
<b>All Positions:</b>	<b>76,143</b>	<b>4,679</b>	<b>80,191</b>	<b>2,944</b>	<b>77,706</b>	<b>7,623</b>	<b>100%</b>

Excludes Canadian libraries. See Table 46 for salaries of Canadian librarians expressed in Canadian dollars.  
Excludes medical and law libraries.



**Table 39:** Number and Average Salaries of Minority Professional Staff in US ARL University Libraries by Years of Experience and Sex, FY 2015–2016

<b>Experience</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>		<b>% OF MINORITY TOTAL</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	
0–3 years	55,980	99	59,168	44	56,961	143	13%
4–7 years	60,163	80	65,482	42	61,994	122	11%
8–11 years	65,468	147	68,792	68	66,519	215	19%
12–15 years	74,588	97	80,971	58	76,976	155	14%
16–19 years	81,400	65	79,451	43	80,624	108	10%
20–23 years	85,377	87	85,819	34	85,501	121	11%
24–27 years	81,206	58	88,865	27	83,639	85	8%
28–31 years	96,016	51	91,064	14	94,950	65	6%
32–35 years	80,178	23	84,853	14	81,947	37	3%
over 35 years	90,867	46	110,998	19	96,751	65	6%
<b>All Positions:</b>	<b>73,789</b>	<b>753</b>	<b>77,226</b>	<b>363</b>	<b>74,907</b>	<b>1,116</b>	<b>100%</b>

Excludes Canadian libraries.

Excludes medical and law libraries.

# 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**

<b>INSTITUTION</b>	<b>FILLED POSITIONS FY 2016</b>	<b>AVERAGE SALARIES</b>		<b>MEDIAN SALARIES</b>		<b>BEGINNING SALARIES</b>		<b>AVERAGE YRS. EXP. FY 2016</b>
		<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2015</b>	<b>FY 2016</b>	
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
<b>All Positions:</b>	<b>65,188</b>	<b>96</b>	<b>78,074</b>	<b>128</b>	<b>89,874</b>	<b>150</b>	<b>98,500</b>	<b>119</b>	<b>102,634</b>	<b>97</b>

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 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**

	<b>20–23 years</b>		<b>24–27 years</b>		<b>28–31 years</b>		<b>32–35 years</b>		<b>over 35 years</b>	
<b>Position</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>109,207</b>	<b>67</b>	<b>110,413</b>	<b>82</b>	<b>123,528</b>	<b>70</b>	<b>120,935</b>	<b>55</b>	<b>128,984</b>	<b>61</b>

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
<b>All Positions:</b>	<b>97,592</b>	<b>626</b>	<b>99,848</b>	<b>299</b>	<b>98,321</b>	<b>925</b>

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

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>97,592</b>	<b>626</b>	<b>99,848</b>	<b>299</b>	<b>98,321</b>	<b>925</b>

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
<b>All Positions:</b>	<b>16.4</b>	<b>626</b>	<b>17.3</b>	<b>299</b>	<b>16.7</b>	<b>925</b>

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

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
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

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
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
<b>All Positions:</b>	<b>16.4</b>	<b>626</b>	<b>17.3</b>	<b>299</b>	<b>16.7</b>	<b>925</b>

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

<b>Experience</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>		<b>% OF TOTAL</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	
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%
<b>All Positions:</b>	<b>97,592</b>	<b>626</b>	<b>99,848</b>	<b>299</b>	<b>98,321</b>	<b>925</b>	<b>100%</b>

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.

The background of the page is decorated with a series of parallel, diagonal gray bars of varying lengths and positions, creating a modern, architectural feel.

# ARL University Medical Libraries

**Table 47:** Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2015–2016

<b>INSTITUTION</b>	<b>FILLED POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>MEDIAN SALARY</b>	<b>BEGINNING SALARY</b>	<b>AVERAGE YRS. EXP.</b>
Alabama	1	‡	‡	45,000	34.0
Alberta	5	92,429	89,060	50,751	20.8
Arizona	15	72,384	72,479	56,365	22.1
Boston University	12	63,036	61,000	51,000	9.3
British Columbia	8	84,119	82,634	49,451	23.1
Calgary	8	82,211	84,072	55,371	16.0
California, Davis	4	81,096	77,356	47,722	23.3
California, Los Angeles	10	84,772	90,636	47,722	20.8
Case Western Reserve	6	60,839	53,570	40,000	20.8
Cincinnati	12	60,479	56,700	43,000	18.4
Columbia	8	80,050	80,686	61,350	21.6
Connecticut	13	85,809	86,496	61,734	20.0
Cornell	12	79,346	81,020	62,000	17.1
Dartmouth	7	68,774	66,278	48,500	21.9
Duke	14	63,940	59,594	50,000	16.6
Emory	14	67,201	64,245	52,000	19.6
Florida	10	64,760	59,746	44,928	16.4
Florida State	9	53,110	54,599	52,000	9.2
George Washington	13	76,257	73,781	54,500	17.4
Georgetown	10	75,697	73,116	55,000	18.7
Harvard	19	83,022	78,829	55,460	15.0
Hawaii	3	‡	‡	60,852	23.3
Howard	4	73,500	72,000	60,000	15.0
Illinois, Chicago	22	63,119	62,943	45,833	14.2
Iowa	9	66,106	60,867	43,000	17.0
Johns Hopkins	22	70,829	73,978	52,000	19.0
Kansas	9	57,125	52,250	42,000	14.4
Kentucky	11	62,983	61,617	50,000	26.7
Louisiana State	1	‡	‡	36,000	4.0
Louisville	8	55,832	52,950	41,000	23.3
McGill	9	62,708	55,542	43,445	10.2
McMaster	10	67,488	63,632	41,278	14.3
Manitoba	19	73,513	77,364	48,691	14.8
Miami	9	80,144	79,191	60,000	17.8
Michigan	20	70,926	71,608	49,000	17.9
Minnesota	13	70,146	68,344	52,340	13.5
Missouri	10	62,828	61,521	40,000	28.7
Nebraska	13	73,186	71,486	50,000	20.2
New York University	25	85,334	81,818	60,000	14.9
North Carolina	28	67,276	64,750	45,000	19.9
Northwestern	14	73,858	74,375	60,000	16.6
Ohio State	9	75,788	68,971	50,000	21.1

**Table 47:** Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2015–2016

<b>INSTITUTION</b>	<b>FILLED POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>MEDIAN SALARY</b>	<b>BEGINNING SALARY</b>	<b>AVERAGE YRS. EXP.</b>
Oklahoma	15	59,018	54,728	40,000	15.0
Oklahoma State	4	‡	‡	38,000	22.5
Ottawa	6	79,963	76,103	57,455	12.0
Pennsylvania	9	77,726	77,714	51,000	22.4
Pennsylvania State	8	65,683	66,492	53,000	13.5
Pittsburgh	27	73,389	68,308	45,000	19.0
Queen's	6	94,336	97,904	48,901	21.2
Rochester	24	60,483	56,228	45,675	19.2
Rutgers	13	80,556	75,339	58,464	24.1
Saskatchewan	7	89,380	87,564	64,347	14.4
South Carolina	8	56,003	49,872	40,000	20.6
Southern California	14	79,469	75,555	61,415	12.9
Southern Illinois	5	64,325	68,046	45,000	24.8
SUNY Buffalo	11	65,668	64,851	48,000	20.5
SUNY Stony Brook	12	74,502	71,400	47,000	14.1
Temple	8	61,733	63,844	50,000	19.3
Tennessee, Knoxville	5	53,281	52,847	45,000	15.4
Tennessee, Memphis	10	63,396	61,728	45,000	22.0
Texas Tech	18	53,136	50,122	41,434	17.9
Toronto	15	81,586	77,431	51,964	16.7
Tulane	13	46,319	47,954	45,000	17.9
Utah	15	68,264	63,450	50,000	14.7
Vanderbilt	13	63,185	61,825	57,000	14.5
Virginia	13	72,808	70,750	50,000	24.8
Washington	13	72,909	66,426	48,500	19.5
Washington U.-St. Louis	25	63,856	55,274	44,441	15.0
Wayne State	4	‡	‡	54,000	20.5
Wisconsin	12	64,650	61,404	42,000	16.8
Yale	17	86,021	87,372	53,550	18.4

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

\* Salary data are not published when fewer than four individuals are involved.

**Table 48: Beginning Professional Salaries in ARL University Medical Libraries**  
Rank Order Table, FY 2015–2016

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
1	Saskatchewan	64,347	37	British Columbia	49,451
2	Cornell	62,000	38	Michigan	49,000
3	Connecticut	61,734	39	Queen's	48,901
4	Southern California	61,415	40	Manitoba	48,691
5	Columbia	61,350	41	Dartmouth	48,500
6	Hawaii	60,852	41	Washington	48,500
7	Howard	60,000	43	SUNY Buffalo	48,000
7	Miami	60,000	44	California, Davis	47,722
7	New York University	60,000	44	California, Los Angeles	47,722
7	Northwestern	60,000	46	SUNY Stony Brook	47,000
11	Rutgers	58,464	47	Illinois, Chicago	45,833
12	Ottawa	57,455	48	Rochester	45,675
13	Vanderbilt	57,000	49	Alabama	45,000
14	Arizona	56,365	49	North Carolina	45,000
15	Harvard	55,460	49	Pittsburgh	45,000
16	Calgary	55,371	49	Southern Illinois	45,000
17	Georgetown	55,000	49	Tennessee, Knoxville	45,000
18	George Washington	54,500	49	Tennessee, Memphis	45,000
19	Wayne State	54,000	49	Tulane	45,000
20	Yale	53,550	56	Florida	44,928
21	Pennsylvania State	53,000	57	Washington U.-St. Louis	44,441
22	Minnesota	52,340	58	McGill	43,445
23	Emory	52,000	59	Cincinnati	43,000
23	Florida State	52,000	59	Iowa	43,000
23	Johns Hopkins	52,000	61	Kansas	42,000
26	Toronto	51,964	61	Wisconsin	42,000
27	Boston University	51,000	63	Texas Tech	41,434
27	Pennsylvania	51,000	64	McMaster	41,278
29	Alberta	50,751	65	Louisville	41,000
30	Duke	50,000	66	Case Western Reserve	40,000
30	Kentucky	50,000	66	Missouri	40,000
30	Nebraska	50,000	66	Oklahoma	40,000
30	Ohio State	50,000	66	South Carolina	40,000
30	Temple	50,000	70	Oklahoma State	38,000
30	Utah	50,000	71	Louisiana State	36,000
30	Virginia	50,000			

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.  
Canadian salaries are expressed in US dollars.



**Table 49: Median Professional Salaries in ARL University Medical Libraries**  
Rank Order Table, FY 2015–2016

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	97,904	37	Dartmouth	66,278
2	California, Los Angeles	90,636	38	SUNY Buffalo	64,851
3	Alberta	89,060	39	North Carolina	64,750
4	Saskatchewan	87,564	40	Emory	64,245
5	Yale	87,372	41	Temple	63,844
6	Connecticut	86,496	42	McMaster	63,632
7	Calgary	84,072	43	Utah	63,450
8	British Columbia	82,634	44	Illinois, Chicago	62,943
9	New York University	81,818	45	Vanderbilt	61,825
10	Cornell	81,020	46	Tennessee, Memphis	61,728
11	Columbia	80,686	47	Kentucky	61,617
12	Miami	79,191	48	Missouri	61,521
13	Harvard	78,829	49	Wisconsin	61,404
14	Pennsylvania	77,714	50	Boston University	61,000
15	Toronto	77,431	51	Iowa	60,867
16	Manitoba	77,364	52	Florida	59,746
17	California, Davis	77,356	53	Duke	59,594
18	Ottawa	76,103	54	Cincinnati	56,700
19	Southern California	75,555	55	Rochester	56,228
20	Rutgers	75,339	56	McGill	55,542
21	Northwestern	74,375	57	Washington U.-St. Louis	55,274
22	Johns Hopkins	73,978	58	Oklahoma	54,728
23	George Washington	73,781	59	Florida State	54,599
24	Georgetown	73,116	60	Case Western Reserve	53,570
25	Arizona	72,479	61	Louisville	52,950
26	Howard	72,000	62	Tennessee, Knoxville	52,847
27	Michigan	71,608	63	Kansas	52,250
28	Nebraska	71,486	64	Texas Tech	50,122
29	SUNY Stony Brook	71,400	65	South Carolina	49,872
30	Virginia	70,750	66	Tulane	47,954
31	Ohio State	68,971		Alabama	‡
32	Minnesota	68,344		Hawaii	‡
33	Pittsburgh	68,308		Louisiana State	‡
34	Southern Illinois	68,046		Oklahoma State	‡
35	Pennsylvania State	66,492		Wayne State	‡
36	Washington	66,426			

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

\* Alabama, Hawaii, Louisiana State, Oklahoma State, and Wayne State are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**Table 50: Average Professional Salaries in ARL University Medical Libraries**  
Rank Order Table, FY 2015–2016

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
1	Queen's	94,336	37	McMaster	67,488
2	Alberta	92,429	38	North Carolina	67,276
3	Saskatchewan	89,380	39	Emory	67,201
4	Yale	86,021	40	Iowa	66,106
5	Connecticut	85,809	41	Pennsylvania State	65,683
6	New York University	85,334	42	SUNY Buffalo	65,668
7	California, Los Angeles	84,772	43	Florida	64,760
8	British Columbia	84,119	44	Wisconsin	64,650
9	Harvard	83,022	45	Southern Illinois	64,325
10	Calgary	82,211	46	Duke	63,940
11	Toronto	81,586	47	Washington U.-St. Louis	63,856
12	California, Davis	81,096	48	Tennessee, Memphis	63,396
13	Rutgers	80,556	49	Vanderbilt	63,185
14	Miami	80,144	50	Illinois, Chicago	63,119
15	Columbia	80,050	51	Boston University	63,036
16	Ottawa	79,963	52	Kentucky	62,983
17	Southern California	79,469	53	Missouri	62,828
18	Cornell	79,346	54	McGill	62,708
19	Pennsylvania	77,726	55	Temple	61,733
20	George Washington	76,257	56	Case Western Reserve	60,839
21	Ohio State	75,788	57	Rochester	60,483
22	Georgetown	75,697	58	Cincinnati	60,479
23	SUNY Stony Brook	74,502	59	Oklahoma	59,018
24	Northwestern	73,858	60	Kansas	57,125
25	Manitoba	73,513	61	South Carolina	56,003
26	Howard	73,500	62	Louisville	55,832
27	Pittsburgh	73,389	63	Tennessee, Knoxville	53,281
28	Nebraska	73,186	64	Texas Tech	53,136
29	Washington	72,909	65	Florida State	53,110
30	Virginia	72,808	66	Tulane	46,319
31	Arizona	72,384		Alabama	‡
32	Michigan	70,926		Hawaii	‡
33	Johns Hopkins	70,829		Louisiana State	‡
34	Minnesota	70,146		Oklahoma State	‡
35	Dartmouth	68,774		Wayne State	‡
36	Utah	68,264			

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

\* Alabama, Hawaii, Louisiana State, Oklahoma State, and Wayne State are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**Table 51: Average Salaries of Professional Staff in ARL University Medical 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.
Head, Medical	.	.	‡	1	122,014	4	‡	4	132,497	6
Associate Director	.	.	‡	3	79,909	4	‡	3	96,309	7
Assistant Director	.	.	‡	3	69,987	4	59,314	4	‡	1
Head, Branch	‡	1	63,985	4	‡	3	74,758	4	‡	3
Administrative Specialist	‡	2	61,043	7	‡	1	‡	3	‡	3
Digital Specialist	56,247	4	59,553	10	70,984	13	70,508	8	68,180	10
Functional Specialist	‡	3	59,795	9	61,720	6	72,837	4	‡	3
Subject Specialist	53,051	21	58,970	35	63,344	38	71,151	20	68,916	15
Dept. Head, Acquisitions	‡	1	‡	1	‡	3	66,456	4	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	.	.	.	.	‡	2	‡	3	‡	3
Dept. Head, Cataloging	.	.	‡	3	.	.	‡	2	‡	2
Dept. Head, Circulation	.	.	‡	3	62,009	4	‡	1	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections	.	.	.	.	.	.	‡	1	‡	1
Dept. Head, Library Technology	.	.	‡	2	.	.	‡	1	‡	1
Dept. Head, Other	.	.	‡	2	68,986	6	76,967	4	69,670	9
Public Services	48,193	5	54,946	5	60,901	6	59,376	8	‡	3
Technical Services	‡	3	.	.	‡	2	‡	1	‡	2
Research/Reference/ Instruction	54,217	23	60,595	29	67,340	26	73,548	21	74,559	13
Cataloger/Metadata Analysts	‡	2	‡	1	‡	2	‡	2	‡	2
<b>All Positions:</b>	<b>53,316</b>	<b>65</b>	<b>60,215</b>	<b>118</b>	<b>67,045</b>	<b>124</b>	<b>71,735</b>	<b>98</b>	<b>77,345</b>	<b>87</b>

Years of experience reflect total professional experience.

Canadian salaries are 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 51: Average Salaries of Professional Staff in ARL University Medical 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.
Head, Medical	124,448	4	109,771	9	160,874	8	153,704	12	140,142	18
Associate Director	85,013	7	‡	3	‡	3	‡	3	101,016	5
Assistant Director	‡	3	80,995	4	‡	3	‡	1	‡	1
Head, Branch	‡	1	‡	1	‡	2	‡	2	‡	2
Administrative Specialist	‡	2	‡	3	‡	1	‡	3	72,187	5
Digital Specialist	66,136	8	78,896	5	‡	3	‡	1	‡	2
Functional Specialist	72,547	4	‡	2	‡	3	‡	2	73,577	5
Subject Specialist	71,614	14	79,666	13	71,473	4	82,969	8	83,670	7
Dept. Head, Acquisitions	‡	1	‡	3	‡	3	80,672	4	‡	2
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	1	‡	2	79,455	5
Dept. Head, Cataloging	.	.	.	.	.	.	‡	3	‡	1
Dept. Head, Circulation	‡	3	‡	1	‡	2	‡	2	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2	‡	1	‡	1	.	.	‡	2
Dept. Head, Library Technology	‡	2	83,453	4	.	.	‡	1	‡	1
Dept. Head, Other	‡	2	80,532	5	76,728	4	93,124	4	81,103	6
Public Services	91,985	7	‡	1	‡	1	‡	2	‡	2
Technical Services	.	.	‡	3	‡	1	‡	1	‡	1
Research/Reference/ Instruction	78,018	17	83,676	7	71,204	10	79,507	8	78,120	10
Cataloger/Metadata Analysts	‡	2	.	.	‡	2	.	.	‡	2
<b>All Positions:</b>	<b>80,120</b>	<b>80</b>	<b>83,624</b>	<b>67</b>	<b>91,699</b>	<b>52</b>	<b>98,886</b>	<b>59</b>	<b>92,973</b>	<b>78</b>

Years of experience reflect total professional experience.

Canadian salaries are 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 52:** Number and Average Salaries of Professional Staff in ARL University Medical Libraries by Position and Sex, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	136,025	52	132,044	14	135,181	66
Associate Director	87,672	32	104,441	6	90,319	38
Assistant Director	70,492	20	69,887	4	70,391	24
Head, Branch	72,335	18	81,410	5	74,308	23
Administrative Specialist	70,526	24	62,492	6	68,919	30
Digital Specialist	64,059	25	70,364	39	67,901	64
Functional Specialist	66,090	28	72,142	13	68,009	41
Subject Specialist	66,415	144	66,185	31	66,374	175
Dept. Head, Acquisitions	71,972	19	66,866	4	71,084	23
Dept. Head, Research/Reference/ Information or Learning Commons	‡	16	‡	3	80,027	19
Dept. Head, Cataloging	‡	9	‡	2	73,259	11
Dept. Head, Circulation	71,618	12	67,336	7	70,040	19
Dept. Head, Rare Books/ Manuscripts/Special Collections	100,279	4	70,866	4	85,572	8
Dept. Head, Library Technology	82,422	5	86,900	7	85,034	12
Dept. Head, Other	76,251	33	77,443	9	76,506	42
Public Services	65,629	35	78,298	5	67,213	40
Technical Services	53,007	14	.	.	53,007	14
Research/Reference/Instruction	67,693	128	73,487	36	68,965	164
Cataloger/Metadata Analysts	‡	13	‡	2	65,986	15
<b>All Positions:</b>	<b>74,985</b>	<b>631</b>	<b>77,131</b>	<b>197</b>	<b>75,496</b>	<b>828</b>

Canadian salaries are 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 53:** Number and Average Salaries of Professional Staff in ARL University Medical Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	136,025	52	132,044	14	135,181	66
Associate Director	87,672	32	104,441	6	90,319	38
Assistant Director	70,492	20	69,887	4	70,391	24
Head, Branch	72,335	18	81,410	5	74,308	23
Dept. Head, Acquisitions	71,972	19	66,866	4	71,084	23
Dept. Head, Cataloging	†	9	†	2	73,259	11
Dept. Head, Circulation	71,618	12	67,336	7	70,040	19
Dept. Head, Library Technology	82,422	5	86,900	7	85,034	12
Dept. Head, Rare Book/Manuscripts/Special Collections	100,279	4	70,866	4	85,572	8
Dept. Head, Research/Reference/Info or Learning Commons	†	16	†	3	80,027	19
Dept. Head, Other	76,251	33	77,443	9	76,506	42
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	68,680	9	62,550	4	66,794	13
Business Manager	†	14	†	1	73,000	15
Human Resources	†	1	.	.	†	1
Development/Advancement	.	.	†	1	†	1
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	†	2	.	.	†	2
IT, Systems	66,124	5	63,907	18	64,389	23
IT, Web Developer	68,249	5	68,915	8	68,659	13
IT, Programmer	†	3	†	7	77,259	10
Scholarly Communications	†	3	.	.	†	3
Digital Acquisitions	†	3	†	6	73,534	9
Digital Collections Curation	54,764	4	.	.	54,764	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	†	8	†	2	68,268	10
Archivists	67,187	20	67,973	7	67,391	27
Assessment, Management Info Systems, Planning	.	.	†	1	†	1
Media Specialists	.	.	†	3	†	3
Preservation, including digital collections	.	.	.	.	.	.
Subject Specialist (no subgroup)	63,322	107	63,189	24	63,297	131
Subject Specialist in Humanities/Fine Arts	.	.	.	.	.	.
Subject Specialist in Sciences & Technology	74,345	32	76,455	7	74,724	39
Subject Specialist in Social/Behavior Science	81,848	5	.	.	81,848	5
Subject Specialist in Area Studies	.	.	.	.	.	.

**Table 53:** Number and Average Salaries of Professional Staff in ARL University Medical Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
Catalogers/Metadata analysts	‡	13	‡	2	65,986	15
Research/Reference/Instruction	67,693	128	73,487	36	68,965	164
Public Services	65,629	35	78,298	5	67,213	40
Technical Services	53,007	14	.	.	53,007	14
<b>All Positions:</b>	<b>74,985</b>	<b>631</b>	<b>77,131</b>	<b>197</b>	<b>75,496</b>	<b>828</b>

Canadian salaries are 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 54:** Number and Average Years of Experience of Professional Staff in ARL University Medical Libraries by Position and Sex, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Head, Medical	28.6	52	27.1	14	28.3	66
Associate Director	21.2	32	26.0	6	22.0	38
Assistant Director	19.9	20	14.0	4	18.9	24
Head, Branch	17.8	18	17.8	5	17.8	23
Administrative Specialist	22.0	24	11.5	6	19.9	30
Digital Specialist	11.4	25	17.2	39	15.0	64
Functional Specialist	15.8	28	21.3	13	17.5	41
Subject Specialist	14.1	144	12.8	31	13.8	175
Dept. Head, Acquisitions	23.1	19	19.3	4	22.4	23
Dept. Head, Research/Reference/ Information or Learning Commons	25.8	16	22.0	3	25.2	19
Dept. Head, Cataloging	17.9	9	27.5	2	19.6	11
Dept. Head, Circulation	20.6	12	15.9	7	18.8	19
Dept. Head, Rare Books/ Manuscripts/Special Collections	29.8	4	22.5	4	26.1	8
Dept. Head, Library Technology	21.4	5	22.4	7	22.0	12
Dept. Head, Other	22.5	33	20.7	9	22.1	42
Public Services	14.2	35	20.6	5	15.0	40
Technical Services	18.1	14	.	.	18.1	14
Research/Reference/Instruction	14.6	128	16.5	36	15.0	164
Cataloger/Metadata Analysts	17.2	13	23.5	2	18.1	15
<b>All Positions:</b>	<b>17.8</b>	<b>631</b>	<b>18.2</b>	<b>197</b>	<b>17.9</b>	<b>828</b>

. No positions reported in this category.



**Table 55:** Number and Average Years of Experience of Professional Staff in ARL University Medical Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	28.6	52	27.1	14	28.3	66
Associate Director	21.2	32	26.0	6	22.0	38
Assistant Director	19.9	20	14.0	4	18.9	24
Head, Branch	17.8	18	17.8	5	17.8	23
Dept. Head, Acquisitions	23.1	19	19.3	4	22.4	23
Dept. Head, Cataloging	17.9	9	27.5	2	19.6	11
Dept. Head, Circulation	20.6	12	15.9	7	18.8	19
Dept. Head, Library Technology	21.4	5	22.4	7	22.0	12
Dept. Head, Rare Book/Manuscripts/Special Collections	29.8	4	22.5	4	26.1	8
Dept. Head, Research/Reference/Info or Learning Commons	25.8	16	22.0	3	25.2	19
Dept. Head, Other	22.5	33	20.7	9	22.1	42
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	23.2	9	12.5	4	19.9	13
Business Manager	22.4	14	5.0	1	21.2	15
Human Resources	7.0	1	.	.	7.0	1
Development/Advancement	.	.	14.0	1	14.0	1
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	7.0	2	.	.	7.0	2
IT, Systems	17.6	5	19.3	18	19.0	23
IT, Web Developer	11.4	5	12.9	8	12.3	13
IT, Programmer	13.7	3	17.1	7	16.1	10
Scholarly Communications	8.7	3	.	.	8.7	3
Digital Acquisitions	13.0	3	16.8	6	15.6	9
Digital Collections Curation	5.0	4	.	.	5.0	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	18.4	8	16.5	2	18.0	10
Archivists	14.7	20	16.1	7	15.1	27
Assessment, Management Info Systems, Planning	.	.	32.0	1	32.0	1
Media Specialists	.	.	33.0	3	33.0	3
Preservation, including digital collections	12.8	107	12.4	24	12.8	.
Subject Specialist (no subgroup)	.	.	.	.	.	131
Subject Specialist in Humanities/Fine Arts	.	.	.	.	.	.
Subject Specialist in Sciences & Technology	17.7	32	14.0	7	17.0	39
Subject Specialist in Social/Behavior Science	17.4	5	.	.	17.4	5
Subject Specialist in Area Studies	.	.	.	.	.	.

**Table 55:** Number and Average Years of Experience of Professional Staff in ARL University Medical Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Catalogers/Metadata analysts	17.2	13	23.5	2	18.1	15
Research/Reference/Instruction	14.6	128	16.5	36	15.0	164
Public Services	14.2	35	20.6	5	15.0	40
Technical Services	18.1	14	.	.	18.1	14
<b>All Positions:</b>	<b>17.8</b>	<b>631</b>	<b>18.2</b>	<b>197</b>	<b>17.9</b>	<b>828</b>

. No positions reported in this category.

**Table 56:** Number and Average Salaries of Professional Staff in ARL University Medical Libraries by Years of Experience and Sex, FY 2015–2016

	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>		<b>% OF TOTAL</b>
<b>Experience</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	
0–3 years	52,114	53	58,629	12	53,316	65	8%
4–7 years	60,065	95	60,833	23	60,215	118	14%
8–11 years	66,249	93	69,435	31	67,045	124	15%
12–15 years	71,139	74	73,572	24	71,735	98	12%
16–19 years	75,793	64	81,664	23	77,345	87	11%
20–23 years	81,556	55	76,962	25	80,120	80	10%
24–27 years	82,341	49	87,117	18	83,624	67	8%
28–31 years	91,013	39	93,755	13	91,699	52	6%
32–35 years	97,436	47	104,564	12	98,886	59	7%
over 35 years	95,515	62	83,122	16	92,973	78	9%
<b>All Positions:</b>	<b>74,985</b>	<b>631</b>	<b>77,131</b>	<b>197</b>	<b>75,496</b>	<b>828</b>	<b>100%</b>

Canadian salaries are expressed in US dollars.

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# ARL University Law Libraries

**Table 57:** Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2015–2016

<b>INSTITUTION</b>	<b>FILLED POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>MEDIAN SALARY</b>	<b>BEGINNING SALARY</b>	<b>AVERAGE YRS. EXP.</b>
Arizona	8	67,659	61,768	60,000	15.1
Arizona State	6	70,396	64,500	50,000	20.7
Boston University	12	81,068	78,550	60,000	13.3
Boston College	16	77,716	69,854	47,450	17.2
British Columbia	4	‡	‡	49,451	12.8
Calgary	2	‡	‡	55,371	18.0
California, Davis	7	90,176	87,347	47,722	23.1
California, Irvine	7	90,598	83,704	47,722	15.0
California, Los Angeles	17	91,048	88,253	47,722	15.5
Case Western Reserve	11	70,307	73,112	40,000	22.6
Cincinnati	8	74,769	69,174	49,000	21.8
Colorado	10	76,457	68,304	55,000	15.2
Columbia	18	92,584	85,137	61,350	15.8
Connecticut	10	75,196	75,297	60,000	14.2
Cornell	10	80,546	76,030	64,000	10.7
Duke	12	78,454	77,950	65,000	18.7
Emory	10	64,238	57,533	50,000	11.8
Florida	9	63,604	60,924	55,000	13.4
Florida State	10	63,513	65,071	51,000	14.9
George Washington	22	105,578	102,808	55,000	19.0
Georgetown	27	82,196	74,623	66,000	11.0
Georgia	9	63,120	61,303	57,500	14.0
Harvard	36	88,161	86,783	55,460	15.9
Hawaii	6	92,947	94,260	60,852	15.0
Houston	10	65,262	57,631	54,000	18.0
Howard	5	58,146	57,918	60,000	22.6
Illinois, Urbana	8	75,472	76,570	58,000	18.6
Indiana	11	73,377	66,022	42,032	20.1
Iowa	17	73,938	76,345	43,000	17.2
Kansas	4	‡	‡	40,000	10.8
Kentucky	7	63,040	62,289	56,000	13.0
Louisiana State	10	63,535	62,000	42,000	15.3
Louisville	8	62,623	67,404	41,000	20.5
McGill	4	83,725	70,959	43,445	14.5
Manitoba	3	‡	‡	48,691	25.0
Miami	13	63,170	60,000	50,000	15.6
Michigan	11	69,139	67,503	50,000	9.0
Minnesota	14	74,321	72,987	43,000	17.2
Missouri	7	61,582	63,651	40,000	19.3
Nebraska	6	65,204	62,943	45,000	15.0
New Mexico	6	83,819	80,340	60,000	11.0
New York University	18	89,449	81,538	70,000	26.7

**Table 57:** Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2015–2016

<b>INSTITUTION</b>	<b>FILLED POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>MEDIAN SALARY</b>	<b>BEGINNING SALARY</b>	<b>AVERAGE YRS. EXP.</b>
North Carolina	11	77,651	71,238	57,000	11.2
Northwestern	10	72,554	71,720	50,000	13.3
Notre Dame	10	83,134	80,000	47,000	21.8
Ohio State	8	65,254	62,106	50,000	8.3
Oklahoma	7	61,783	57,975	42,000	13.4
Oregon	7	61,425	61,656	54,000	16.1
Ottawa	4	‡	‡	57,455	21.0
Pennsylvania	14	77,143	75,290	51,000	17.6
Pennsylvania State Dickinson Law - Carlisle	4	‡	‡	70,000	25.0
Pennsylvania State Law - University Park	5	82,122	74,976	70,000	15.6
Queen's	3	‡	‡	48,985	13.7
Rutgers - Camden	7	82,979	73,395	68,000	14.0
Rutgers - Newark	8	83,989	79,839	68,000	16.6
Saskatchewan	1	‡	‡	64,347	23.0
South Carolina	10	68,280	74,592	42,000	14.5
Southern Illinois	5	62,094	56,646	50,000	12.2
SUNY Buffalo	12	75,133	72,459	60,000	18.8
Syracuse	9	63,418	59,476	51,000	20.9
Temple	4	‡	‡	50,000	19.0
Tennessee	10	76,601	70,122	58,000	12.3
Texas	17	67,816	62,150	43,000	15.1
Texas Tech	8	66,217	65,000	65,000	12.1
Toronto	5	86,148	85,633	51,964	21.8
Tulane	8	65,546	63,395	45,000	16.3
Utah	8	73,758	69,886	52,500	17.5
Vanderbilt	7	77,044	73,172	60,000	14.7
Virginia	15	79,236	78,300	65,000	18.5
Washington	16	79,483	72,444	62,000	26.3
Washington U.-St. Louis	8	67,623	63,793	50,000	24.6
Wayne State	5	62,461	61,108	54,000	21.6
Western	2	‡	‡	49,221	25.0
Wisconsin	12	66,214	66,153	42,000	22.0
Yale	20	93,021	84,435	53,550	19.4
York	6	90,496	101,085	41,741	12.8

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

\* Salary data are not published when fewer than four individuals are involved.

**Table 58: Beginning Professional Salaries in ARL University Law Libraries**  
Rank Order Table, FY 2015–2016

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
1	New York University	70,000	39	Florida State	51,000
1	Pennsylvania State Dickinson Law - Carlisle	70,000	39	Pennsylvania	51,000
1	Pennsylvania State Law - University Park	70,000	39	Syracuse	51,000
4	Rutgers - Camden	68,000	42	Arizona State	50,000
4	Rutgers - Newark	68,000	42	Emory	50,000
6	Georgetown	66,000	42	Miami	50,000
7	Duke	65,000	42	Michigan	50,000
7	Texas Tech	65,000	42	Northwestern	50,000
7	Virginia	65,000	42	Ohio State	50,000
10	Saskatchewan	64,347	42	Southern Illinois	50,000
11	Cornell	64,000	42	Temple	50,000
12	Washington	62,000	42	Washington U.-St. Louis	50,000
13	Columbia	61,350	51	British Columbia	49,451
14	Hawaii	60,852	52	Western	49,221
15	Arizona	60,000	53	Cincinnati	49,000
15	Boston University	60,000	54	Queen's	48,985
15	Connecticut	60,000	55	Manitoba	48,691
15	Howard	60,000	56	California, Davis	47,722
15	New Mexico	60,000	56	California, Irvine	47,722
15	SUNY Buffalo	60,000	56	California, Los Angeles	47,722
15	Vanderbilt	60,000	59	Boston College	47,450
22	Illinois, Urbana	58,000	60	Notre Dame	47,000
22	Tennessee	58,000	61	Nebraska	45,000
24	Georgia	57,500	61	Tulane	45,000
25	Ottawa	57,455	63	McGill	43,445
26	North Carolina	57,000	64	Iowa	43,000
27	Kentucky	56,000	64	Minnesota	43,000
28	Harvard	55,460	64	Texas	43,000
29	Calgary	55,371	67	Indiana	42,032
30	Colorado	55,000	68	Louisiana State	42,000
30	Florida	55,000	68	Oklahoma	42,000
30	George Washington	55,000	68	South Carolina	42,000
33	Houston	54,000	68	Wisconsin	42,000
33	Oregon	54,000	72	York	41,741
33	Wayne State	54,000	73	Louisville	41,000
36	Yale	53,550	74	Case Western Reserve	40,000
37	Utah	52,500	74	Kansas	40,000
38	Toronto	51,964	74	Missouri	40,000

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.  
Canadian salaries are expressed in US dollars.

**Table 59: Median Professional Salaries in ARL University Law Libraries**  
Rank Order Table, FY 2015–2016

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
1	George Washington	102,808	39	Colorado	68,304
2	York	101,085	40	Michigan	67,503
3	Hawaii	94,260	41	Louisville	67,404
4	California, Los Angeles	88,253	42	Wisconsin	66,153
5	California, Davis	87,347	43	Indiana	66,022
6	Harvard	86,783	44	Florida State	65,071
7	Toronto	85,633	45	Texas Tech	65,000
8	Columbia	85,137	46	Arizona State	64,500
9	Yale	84,435	47	Washington U.-St. Louis	63,793
10	California, Irvine	83,704	48	Missouri	63,651
11	New York University	81,538	49	Tulane	63,395
12	New Mexico	80,340	50	Nebraska	62,943
13	Notre Dame	80,000	51	Kentucky	62,289
14	Rutgers - Newark	79,839	52	Texas	62,150
15	Boston University	78,550	53	Ohio State	62,106
16	Virginia	78,300	54	Louisiana State	62,000
17	Duke	77,950	55	Arizona	61,768
18	Illinois, Urbana	76,570	56	Oregon	61,656
19	Iowa	76,345	57	Georgia	61,303
20	Cornell	76,030	58	Wayne State	61,108
21	Connecticut	75,297	59	Florida	60,924
22	Pennsylvania	75,290	60	Miami	60,000
23	Pennsylvania State Law - University Park	74,976	61	Syracuse	59,476
24	Georgetown	74,623	62	Oklahoma	57,975
25	South Carolina	74,592	63	Howard	57,918
26	Rutgers - Camden	73,395	64	Houston	57,631
27	Vanderbilt	73,172	65	Emory	57,533
28	Case Western Reserve	73,112	66	Southern Illinois	56,646
29	Minnesota	72,987		British Columbia	‡
30	SUNY Buffalo	72,459		Calgary	‡
31	Washington	72,444		Kansas	‡
32	Northwestern	71,720		Manitoba	‡
33	North Carolina	71,238		Ottawa	‡
34	McGill	70,959		Pennsylvania State Dickinson Law - Carlisle	‡
35	Tennessee	70,122		Queen's	‡
36	Utah	69,886		Saskatchewan	‡
37	Boston College	69,854		Temple	‡
38	Cincinnati	69,174		Western	‡

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

\* British Columbia, Calgary, Kansas, Manitoba, Ottawa, Pennsylvania State Dickinson Law - Carlisle, Queen's, Saskatchewan, Temple, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.



**Table 60: Average Professional Salaries in ARL University Law Libraries**  
Rank Order Table, FY 2015–2016

<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>	<b>RANK</b>	<b>INSTITUTION</b>	<b>SALARY</b>
1	George Washington	105,578	39	Arizona State	70,396
2	Yale	93,021	40	Case Western Reserve	70,307
3	Hawaii	92,947	41	Michigan	69,139
4	Columbia	92,584	42	South Carolina	68,280
5	California, Los Angeles	91,048	43	Texas	67,816
6	California, Irvine	90,598	44	Arizona	67,659
7	York	90,496	45	Washington U.-St. Louis	67,623
8	California, Davis	90,176	46	Texas Tech	66,217
9	New York University	89,449	47	Wisconsin	66,214
10	Harvard	88,161	48	Tulane	65,546
11	Toronto	86,148	49	Houston	65,262
12	Rutgers - Newark	83,989	50	Ohio State	65,254
13	New Mexico	83,819	51	Nebraska	65,204
14	McGill	83,725	52	Emory	64,238
15	Notre Dame	83,134	53	Florida	63,604
16	Rutgers - Camden	82,979	54	Louisiana State	63,535
17	Georgetown	82,196	55	Florida State	63,513
18	Pennsylvania State Law - University Park	82,122	56	Syracuse	63,418
19	Boston University	81,068	57	Miami	63,170
20	Cornell	80,546	58	Georgia	63,120
21	Washington	79,483	59	Kentucky	63,040
22	Virginia	79,236	60	Louisville	62,623
23	Duke	78,454	61	Wayne State	62,461
24	Boston College	77,716	62	Southern Illinois	62,094
25	North Carolina	77,651	63	Oklahoma	61,783
26	Pennsylvania	77,143	64	Missouri	61,582
27	Vanderbilt	77,044	65	Oregon	61,425
28	Tennessee	76,601	66	Howard	58,146
29	Colorado	76,457		British Columbia	‡
30	Illinois, Urbana	75,472		Calgary	‡
31	Connecticut	75,196		Kansas	‡
32	SUNY Buffalo	75,133		Manitoba	‡
33	Cincinnati	74,769		Ottawa	‡
34	Minnesota	74,321		Pennsylvania State Dickinson Law - Carlisle	‡
35	Iowa	73,938		Queen's	‡
36	Utah	73,758		Saskatchewan	‡
37	Indiana	73,377		Temple	‡
38	Northwestern	72,554		Western	‡

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

\* British Columbia, Calgary, Kansas, Manitoba, Ottawa, Pennsylvania State Dickinson Law - Carlisle, Queen's, Saskatchewan, Temple, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**Table 61:** Average Salaries of Professional Staff in ARL University Law 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.
Head, Law	.	.	.	.	143,445	4	147,289	10	168,376	6
Associate Director	.	.	.	.	96,729	6	‡	1	89,366	7
Assistant Director	‡	1	‡	3	91,782	6	‡	3	83,044	8
Head, Branch	.	.	.	.	.	.	.	.	.	.
Administrative Specialist	.	.	‡	1	‡	1	.	.	‡	1
Digital Specialist	58,797	9	70,942	11	69,824	9	85,985	4	69,847	7
Functional Specialist	‡	1	62,563	4	‡	3	‡	3	‡	1
Subject Specialist	59,683	13	72,355	25	74,484	9	79,948	10	79,977	6
Dept. Head, Acquisitions	‡	1	64,711	7	‡	3	‡	1	77,924	4
Dept. Head, Research/ Reference/Information or Learning Commons	.	.	76,192	6	‡	3	‡	3	‡	3
Dept. Head, Cataloging	‡	1	‡	2	‡	1	66,127	5	‡	2
Dept. Head, Circulation	58,112	5	‡	3	71,695	4	‡	3	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	.	.	‡	3	‡	1	.	.	.	.
Dept. Head, Library Technology	.	.	‡	1	‡	2	.	.	‡	1
Dept. Head, Other	‡	3	‡	2	‡	3	‡	2	‡	3
Public Services	61,369	12	‡	3	‡	3	‡	3	‡	1
Technical Services	‡	3	56,496	5	‡	2	‡	2	.	.
Research/Reference/ Instruction	63,031	37	68,110	43	76,017	33	74,161	20	71,662	11
Cataloger/Metadata Analysts	‡	3	61,808	5	‡	3	72,352	4	61,722	7
<b>All Positions:</b>	<b>60,969</b>	<b>89</b>	<b>68,345</b>	<b>124</b>	<b>79,014</b>	<b>96</b>	<b>84,541</b>	<b>74</b>	<b>85,663</b>	<b>69</b>

Years of experience reflect total professional experience.

Canadian salaries are 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 61:** Average Salaries of Professional Staff in ARL University Law 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.
Head, Law	179,731	5	154,772	10	139,669	7	169,169	9	207,953	21
Associate Director	102,194	8	126,176	6	110,291	7	†	4	115,704	8
Assistant Director	107,133	5	81,178	9	†	3	107,143	5	†	1
Head, Branch	.	.	.	.	.	.	.	.	.	.
Administrative Specialist	†	3	.	.	†	2	†	1	†	2
Digital Specialist	†	2	†	2	.	.	†	1	†	2
Functional Specialist	.	.	†	1	.	.	.	.	†	1
Subject Specialist	86,473	10	†	3	86,925	7	†	3	†	3
Dept. Head, Acquisitions	80,631	9	†	1	†	3	†	1	76,652	4
Dept. Head, Research/ Reference/Information or Learning Commons	91,412	4	†	1	†	2	94,744	5	†	2
Dept. Head, Cataloging	†	3	76,748	4	89,904	6	†	3	79,142	4
Dept. Head, Circulation	75,880	7	.	.	.	.	74,515	4	†	2
Dept. Head, Rare Books/ Manuscripts/Special Collections	.	.	†	1	.	.	.	.	.	.
Dept. Head, Library Technology	.	.	.	.	.	.	.	.	.	.
Dept. Head, Other	.	.	†	3	.	.	†	2	†	1
Public Services	†	1	†	2	†	3	†	1	†	2
Technical Services	.	.	.	.	†	1	†	1	†	2
Research/Reference/ Instruction	81,845	11	†	6	81,576	6	†	3	88,118	6
Cataloger/Metadata Analysts	71,767	4	67,768	4	†	2	†	1	91,017	4
<b>All Positions:</b>	<b>92,364</b>	<b>72</b>	<b>101,602</b>	<b>53</b>	<b>97,830</b>	<b>49</b>	<b>104,460</b>	<b>44</b>	<b>128,762</b>	<b>65</b>

Years of experience reflect total professional experience.

Canadian salaries are 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 62: Number and Average Salaries of Professional Staff in ARL University Law Libraries by Position and Sex, FY 2015–2016**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	170,620	39	173,223	33	171,813	72
Associate Director	105,518	27	111,085	20	107,887	47
Assistant Director	92,489	31	91,150	13	92,093	44
Head, Branch	.	.	.	.	.	.
Administrative Specialist	‡	8	‡	3	71,230	11
Digital Specialist	69,477	21	76,889	26	73,577	47
Functional Specialist	67,288	6	71,930	8	69,941	14
Subject Specialist	75,296	59	77,934	30	76,185	89
Dept. Head, Acquisitions	72,934	28	74,652	6	73,237	34
Dept. Head, Research/Reference/ Information or Learning Commons	88,419	20	85,962	9	87,657	29
Dept. Head, Cataloging	76,438	22	71,852	9	75,107	31
Dept. Head, Circulation	69,860	21	64,115	8	68,275	29
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	4	‡	1	97,410	5
Dept. Head, Library Technology	‡	1	‡	3	70,627	4
Dept. Head, Other	84,079	9	77,173	10	80,444	19
Public Services	64,140	20	69,450	11	66,024	31
Technical Services	‡	14	‡	2	64,350	16
Research/Reference/Instruction	72,012	119	72,275	57	72,097	176
Cataloger/Metadata Analysts	65,611	25	75,747	12	68,898	37
<b>All Positions:</b>	<b>84,053</b>	<b>474</b>	<b>90,447</b>	<b>261</b>	<b>86,323</b>	<b>735</b>

Canadian salaries are 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 63:** Number and Average Salaries of Professional Staff in ARL University Law Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	170,620	39	173,223	33	171,813	72
Associate Director	105,518	27	111,085	20	107,887	47
Assistant Director	92,489	31	91,150	13	92,093	44
Head, Branch	.	.	.	.	.	.
Dept. Head, Acquisitions	72,934	28	74,652	6	73,237	34
Dept. Head, Cataloging	76,438	22	71,852	9	75,107	31
Dept. Head, Circulation	69,860	21	64,115	8	68,275	29
Dept. Head, Library Technology	‡	1	‡	3	70,627	4
Dept. Head, Rare Book/Manuscripts/Special Collections	‡	4	‡	1	97,410	5
Dept. Head, Research/Reference/Info or Learning Commons	88,419	20	85,962	9	87,657	29
Dept. Head, Other	84,079	9	77,173	10	80,444	19
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	6	‡	3	73,368	9
Business Manager	‡	2	.	.	‡	2
Human Resources	.	.	.	.	.	.
Development/Advancement	.	.	.	.	.	.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	62,847	6	63,172	5	62,995	11
IT, Systems	73,251	7	71,837	9	72,455	16
IT, Web Developer	‡	3	‡	5	85,694	8
IT, Programmer	‡	.	‡	2	‡	2
Scholarly Communications	.	.	.	.	.	.
Digital Acquisitions	‡	5	‡	2	78,023	7
Digital Collections Curation	‡	.	‡	3	‡	3
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	1	‡	5	69,643	6
Archivists	‡	3	‡	1	63,097	4
Assessment, Management Info Systems, Planning	‡	1	‡	1	‡	2
Media Specialists	‡	1	‡	1	‡	2
Preservation, including digital collections	.	.	.	.	.	.
Subject Specialist (no subgroup)	74,862	46	78,134	29	76,127	75
Subject Specialist in Humanities/Fine Arts	.	.	.	.	.	.
Subject Specialist in Sciences & Technology	‡	1	.	.	‡	1
Subject Specialist in Social/Behavior Science	‡	10	‡	1	72,504	11
Subject Specialist in Area Studies	‡	2	.	.	‡	2

**Table 63:** Number and Average Salaries of Professional Staff in ARL University Law Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>
Catalogers/Metadata analysts	65,611	25	75,747	12	68,898	37
Research/Reference/Instruction	72,012	119	72,275	57	72,097	176
Public Services	64,140	20	69,450	11	66,024	31
Technical Services	‡	14	‡	2	64,350	16
<b>All Positions:</b>	<b>84,053</b>	<b>474</b>	<b>90,447</b>	<b>261</b>	<b>86,323</b>	<b>735</b>

Canadian salaries are 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 64:** Number and Average Years of Experience of Professional Staff in ARL University Law Libraries by Position and Sex, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Head, Law	27.5	39	27.5	33	27.5	72
Associate Director	24.9	27	25.4	20	25.1	47
Assistant Director	20.1	31	19.8	13	20.0	44
Head, Branch	.	.	.	.	.	.
Administrative Specialist	20.9	8	33.7	3	24.4	11
Digital Specialist	10.8	21	12.1	26	11.5	47
Functional Specialist	7.2	6	15.8	8	12.1	14
Subject Specialist	12.9	59	14.5	30	13.4	89
Dept. Head, Acquisitions	20.9	28	15.2	6	19.9	34
Dept. Head, Research/Reference/ Information or Learning Commons	21.1	20	16.7	9	19.7	29
Dept. Head, Cataloging	24.1	22	22.0	9	23.5	31
Dept. Head, Circulation	18.1	21	13.3	8	16.8	29
Dept. Head, Rare Books/ Manuscripts/Special Collections	10.8	4	10.0	1	10.6	5
Dept. Head, Library Technology	19.0	1	8.0	3	10.8	4
Dept. Head, Other	18.3	9	14.5	10	16.3	19
Public Services	12.4	20	13.4	11	12.7	31
Technical Services	13.2	14	19.0	2	13.9	16
Research/Reference/Instruction	10.9	119	11.6	57	11.1	176
Cataloger/Metadata Analysts	16.8	25	23.6	12	19.0	37
<b>All Positions:</b>	<b>16.6</b>	<b>474</b>	<b>17.2</b>	<b>261</b>	<b>16.8</b>	<b>735</b>

. No positions reported in this category.

**Table 65:** Number and Average Years of Experience of Professional Staff in ARL University Law Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.5	39	27.5	33	27.5	72
Associate Director	24.9	27	25.4	20	25.1	47
Assistant Director	20.1	31	19.8	13	20.0	44
Head, Branch	.	.	.	.	.	.
Dept. Head, Acquisitions	20.9	28	15.2	6	19.9	34
Dept. Head, Cataloging	24.1	22	22.0	9	23.5	31
Dept. Head, Circulation	18.1	21	13.3	8	16.8	29
Dept. Head, Library Technology	19.0	1	8.0	3	10.8	4
Dept. Head, Rare Book/Manuscripts/Special Collections	10.8	4	10.0	1	10.6	5
Dept. Head, Research/Reference/Info or Learning Commons	21.1	20	16.7	9	19.7	29
Dept. Head, Other	18.3	9	14.5	10	16.3	19
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/ IP Permissions; Other Admin.	22.7	6	33.7	3	26.3	9
Business Manager	15.5	2	.	.	15.5	2
Human Resources	.	.	.	.	.	.
Development/Advancement	.	.	.	.	.	.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	4.7	6	2.4	5	3.6	11
IT, Systems	10.9	7	14.0	9	12.6	16
IT, Web Developer	12.3	3	20.8	5	17.6	8
IT, Programmer	.	.	6.5	2	6.5	2
Scholarly Communications	.	.	.	.	.	.
Digital Acquisitions	17.0	5	15.0	2	16.4	7
Digital Collections Curation	.	.	10.0	3	10.0	3
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	6.0	1	13.0	5	11.8	6
Archivists	4.3	3	14.0	1	6.8	4
Assessment, Management Info Systems, Planning	12.0	1	36.0	1	24.0	2
Media Specialists	12.0	1	11.0	1	11.5	2
Preservation, including digital collections	.	.	.	.	.	.
Subject Specialist (no subgroup)	12.4	46	14.0	29	13.0	75
Subject Specialist in Humanities/Fine Arts	.	.	.	.	.	.
Subject Specialist in Sciences & Technology	34.0	1	.	.	34.0	1
Subject Specialist in Social/Behavior Science	10.1	10	30.0	1	11.9	11
Subject Specialist in Area Studies	27.5	2	.	.	27.5	2



**Table 65:** Number and Average Years of Experience of Professional Staff in ARL University Law Libraries by Position and Sex, Specialist Breakdown, FY 2015–2016

<b>Position</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>	
	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>	<b>Years</b>	<b>No.</b>
Catalogers/Metadata analysts	16.8	25	23.6	12	19.0	37
Research/Reference/Instruction	10.9	119	11.6	57	11.1	176
Public Services	12.4	20	13.4	11	12.7	31
Technical Services	13.2	14	19.0	2	13.9	16
<b>All Positions:</b>	<b>16.6</b>	<b>474</b>	<b>17.2</b>	<b>261</b>	<b>16.8</b>	<b>735</b>

. No positions reported in this category.

**Table 66:** Number and Average Salaries of Professional Staff in ARL University Law Libraries by Years of Experience and Sex, FY 2015–2016

<b>Experience</b>	<b>WOMEN</b>		<b>MEN</b>		<b>TOTAL</b>		<b>% OF TOTAL</b>
	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	<b>Salary</b>	<b>No.</b>	
0–3 years	60,920	60	61,070	29	60,969	89	12%
4–7 years	68,956	87	66,909	37	68,345	124	17%
8–11 years	79,176	55	78,797	41	79,014	96	13%
12–15 years	84,566	51	84,484	23	84,541	74	10%
16–19 years	84,088	43	88,268	26	85,663	69	9%
20–23 years	87,254	50	103,978	22	92,364	72	10%
24–27 years	96,667	32	109,122	21	101,602	53	7%
28–31 years	101,061	22	95,197	27	97,830	49	7%
32–35 years	98,453	28	114,972	16	104,460	44	6%
over 35 years	118,853	46	152,752	19	128,762	65	9%
<b>All Positions:</b>	<b>84,053</b>	<b>474</b>	<b>90,447</b>	<b>261</b>	<b>86,323</b>	<b>735</b>	<b>100%</b>

Canadian salaries are expressed in US dollars.



# University Library Questionnaire and Instructions



## ASSOCIATION OF RESEARCH LIBRARIES

### ARL ANNUAL SALARY SURVEY 2015-2016 *University Library Questionnaire* GENERAL AND DATA INPUT (CSV) INSTRUCTIONS

[http://www.arlstatistics.org/About/Mailings/ss\\_2015-16](http://www.arlstatistics.org/About/Mailings/ss_2015-16)

#### GENERAL OVERVIEW

##### Important Initial Information

- **Please complete the online questionnaire by August 31, 2015. Be sure to keep a complete copy of your submission, including the electronic version of the data for your files.** We are collecting the salary data through the <http://arlstatistics.org> interface. If you experience difficulty uploading your CSV files or completing your submission online, please email [stats@arl.org](mailto:stats@arl.org) or call the office at 202-296-2296 for assistance.
- **This survey is concerned with professional positions only.** Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
- **Report individual salaries for the Main, Law, and Medical library on separate CSV files using the CSV Template at [http://www.arlstatistics.org/About/Mailings/ss\\_2015-16](http://www.arlstatistics.org/About/Mailings/ss_2015-16).** Add your institution’s ARL Library Institution Code [LibID] to the template. (See <http://www.arlstatistics.org/about/instno> if you do not know your institution code.) We are using online validation like we did last year. The online validation requires that Part II of your submission, the Excel spreadsheet portion, be in CSV format. Your online submission will be successful only if the spreadsheet is in CSV format.
- **Use “Percent” to determine if an employee works full-time or part-time.** All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:
  - A 9-month part-time appointment has Percent = 9/12, or 0.75.
  - An appointment at 30 hours per week has Percent = 30/40, also 0.75.

- An appointment at 30 hours and 9 months has Percent =  $0.75 \times 0.75 = 0.56$ .
- Enter Percent with two decimal points.

Code full time employees with dual appointments and/or shared responsibilities at 100% if these individuals work a full-time schedule. Such individuals should be listed on the salary survey only once.

- **Report salaries for both full-time and part-time professional positions.** Salaries for part-time positions should **NOT** be converted to their full-time equivalents. Report the **actual salary awarded for the part-time position, not the total amount paid** and indicate the percent appointment for that employee in the appropriate column.
- **Include salaries for all professional positions, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.** Please include all professionals involved in the provision of library services, including **contract-supported positions**.
- **The salary figures should be straight gross salary figures. Do not include fringe benefits.**

## INSTRUCTIONS

- **Provide explanatory footnotes to the reported figures, when necessary, at the end of Part I.** Footnotes will be included in the published survey, where appropriate.
- **After all data have been entered on the CSV file, make a backup copy of the complete file for your institution.** Your backup should include individual names/ID numbers. NOTE: The data submitted to ARL should NOT include individual names/ID numbers, so ARL will NOT be able to supply a copy of your institution's complete file next year.
- **Go to <http://arlstatistics.org> to fill out Part I and to upload the CSV file for Part II.** NOTE: The Web interface allows you to return and edit your information before it is submitted. In order to streamline the data collection, our preferred submission method is via the <http://arlstatistics.org> interface.

### Part I: Institutional Information

*(To be completed online. A PDF-formatted preview version of Part 1 is available on the [survey website](#).)*

1. Part I of this survey deals with general information for the current fiscal year, 2015-16.
2. Include the Beginning Professional Salary for Law and Medical libraries if included in the survey and you have edit rights to their form.

3. The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

4. Please report the **2015-16** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2015. Do not delay returning your survey with the expectation that more information will be available later.

5. The 2015-16 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

## **Part II: Data Upload - Individual Data (Microsoft CSV Form)**

1. Part II of this survey requests individual-level information on salary, sex, minority status, rank, years of experience and working title for all filled positions for fiscal year 2015-16. Aggregated statistics for each institution will be calculated by ARL. Vacant positions should be excluded from your report.

**2. Data for the Main, Law, and Medical libraries should be reported on separate CSV files.**

**3. Obtain the CSV file.**

These instructions assume that you have Microsoft Excel available for use and that you know how to save a spreadsheet in CSV format using Excel. (This is common functionality in many spreadsheet and database programs).

The CSV file is available at: [http://www.arlstatistics.org/About/Mailings/ss\\_2015-16](http://www.arlstatistics.org/About/Mailings/ss_2015-16). This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal15xxxx.xls"; open the file and save it to your own computer by choosing the "Save As" option in CSV. When saving the file, utilize ARL as the prefix for Main library reports, use 15 to designate the year (2015-16), and change "xxxx" to your ARL institution code number, e.g., "ARL151150.xls." Note: use MED for medical libraries, e.g. "MED151150" and LAW to denote law libraries, e.g., "LAW151150." You can find your ARL institution code at: <http://www.arlstatistics.org/about/instno>

The file contains columns labeled as follows:

Required: Name/ID# (deleted before submitting) LibID Page Line Salary Job Sex OEOcat  
YrsExp Rank Percent Working Job Title

Optional: Hisp NatAm Asian Black HawPI White

In the LibID column, enter your ARL Library Institution Code. You can find your ARL institution code at: <http://www.arlstatistics.org/about/instno>

Columns labeled “Page,” “Line,” and “Percent” are already filled for you. The numbers in the “Page” and “Line” columns will be used to identify these positions in case of data errors; do not change them. Eleven “pages” of 25 lines each have been provided; if this is not sufficient to list all positions at your institution, copy and paste lines 1-25 of the last page as needed.

4. Upload Part II using the Web Data Entry Instructions on the mailing website.

### Entering Data for Part II: Data Upload - Individual Data (Microsoft CSV Form)

1. The “Name/ID#” column is for your internal use, to enter and verify information for staff members by name. ARL does not require that you submit the information in this field to ARL. Please delete this column before sending the file to ARL. Upon receiving this file, ARL will delete any data in this column if you have not deleted them already.

2. The “LibID” will hold your institution’s ARL number, for identification purposes. If you do not know your ARL number, you can find it here: <http://www.arlstatistics.org/about/instno>. If you leave this column blank, it will be filled in by ARL staff.

3. “Salary” should be entered as it existed on July 1, 2015. Please do not hold up the reporting process for later salary adjustments. Include all filled positions and exclude all vacant positions. Report the actual salary awarded, rather than the total amount paid. Do not adjust part-time salaries to their full-time equivalents; ARL will do this during the data analysis and verification stage. Do not include fringe benefits.

For employees with dual appointments and/or shared responsibilities, report the actual salary awarded regardless of whether the salaries comes from regular library budget funds or from other sources/departments. If an individual worked at the library for less than the full year covered by the Salary Survey, report the actual salary awarded rather than the salary expenditure.

For example, a **full time** employee whose first day of employment was January 1, 2015 and who earns an annual salary of \$40,000 with a dual appointment - 1/2 the salary paid by the library and 1/2 paid by another department - would have worked in the library for 6 full months as of June 30, 2015. Report the full salary awarded as of July 1, 2015 (\$40,000) on the salary survey, rather than \$10,000, which is the library's actual expenditure (sans fringe benefits) for the first 1/2 of the year for 1/2 of this person's salary. Report 100% for Percent FTE to reflect that this employee works a full time schedule.

4. Each position can have only **one** “Job” code, to be taken from the following list:

DIRLIB	Dean of Libraries and/or University Librarian (includes Director of Libraries and equivalent titles)
ASCDIR	Associate Dean/Director
ASTDIR	Assistant Dean/Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library

HDBR	Head, Other Branch Library (including Veterinary Medicine)
HDACQ	Head, Acquisitions Department (may include management of acquisitions and licensing of electronic resources)
HDCAT	Head, Catalog Department/Unit (may include management of acquisitions and licensing of electronic resources)
HDCIRC	Head, Access Services (Circulation, Reserves, Stack Maintenance, Interlibrary Loan)
HDCOMP	Head, Library Technology (includes productivity platforms)
HDRBM	Head, Rare Book/Manuscripts Department/Special Collections
HDREF	Head, Research/Reference Department/Information or Learning Commons
HDOTH	Head, Other Department/Service/Agency
<i>ADMSPEC</i>	<i>Administrative Specialist</i>
BUSI	Budget/Fiscal/Business Manager/Facilities
HUMRES	Human Resources/Training/Staff Development
DEV	Development/Advancement
ADMIN	Administrative support, Marketing/Communication/IP Permissions
<i>DIGITALSPEC</i>	<i>Digital Specialist</i>
ITS	Information Technology Systems
ITW	Information Technology Web Development
ITP	Information Technology Programming/Application Development
SCHOLAR	Scholarly Communications (definition working or promoting Open Access, providing advice on copyright issues and fair use)
IR	Institutional Repository Curator
DIGIACQ	Acquires e-resources and manages licensing of electronic resources
DIGICUR	Creates and curates digital collections in sciences, social sciences, humanities, including data-management issues across multiple disciplines.
SS	Digital specialists with subject expertise in humanities, social sciences, sciences digital humanities, science data specialists, etc.
<i>FSPEC</i>	<i>Functional Specialist</i>
ARCH	Archivists/Curators (Print and/or digital collections)
ASSESS	Assessment, Management Information Systems, Planning
CTL	Coordinator, Team Leader (non-supervisory responsibility)



MEDIA	Media/Multimedia Specialists (including graphics)
PRES	Preservation/Conservation, including digital collections
SSPEC	Subject Specialist (may include Specialized Reference, Collection Dev., Faculty Liaison, Instruction, Embedded roles, etc.) Clinical librarians would be included here.
HFA	Subject specialist in Humanities/Fine Arts
SCI	Subject Specialist in Sciences & Tech.
SBS	Subject Specialist in Social/Behavior Sci.
AREA	Area Studies Subject Specialist (for those with country, geographic area or language specialization)
CAT/METADATA	Catalogers, and metadata analysts, both general and specialized
RES/REF/INSTR	General research, reference and instruction librarians (typically for undergraduate students); include instructional technology here; no collection development responsibilities.
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers

The position categories used in this survey are intended to correspond roughly with the nomenclature activities carried on in libraries, not with any particular pattern of staff organization. Please use these categories in the manner you feel best applies to your library. If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties.

Choose ONE job code for employees with dual appointments or shared responsibilities. Such individuals should be listed on the salary survey only once.

**Associate or Assistant Director, or Head, Other Branch.** Use this code for all persons responsible for the management of a separate facility, regardless of the area of specialty. If an assistant or associate director is also head of a department in such a facility, choose the category that most reflects the general duties of the person currently in the position.

**Department Heads.** Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library technology and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to

define that intermediate level. Professionals who carry out programming should be listed as digital specialists (DIGITALSPEC).

*Special note concerning Assistant Department Heads.* Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as “Head, Other Department/Service/Agency.” See additional sub-codes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the Department Head should be reported as non-supervisory or specialist positions as appropriate.

**Head, Acquisitions Department.** Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ. **If someone is both HDACQ and HDCAT, report such positions under HDCAT.**

**Specialists.** These are of four kinds: Administrative Specialists may provide critical organizational support that is institutional in nature (e.g., Finance or Personnel, etc.); Digital Specialists provide technical support and expertise needed to provide and maintain services that are digital in nature; Functional Specialists are archivists and curators, media specialists or experts in preservation, or may coordinate or lead a team or program (e.g. Coordinator of Information Commons); Subject Specialists build collections, but may also provide specialized research and reference assistance, including specialized instruction and faculty liaison, and specialized services like GIS; Specialists may not be, strictly speaking, professional librarians (i.e., have an MLS). The “specialist” category would generally not be used for someone with significant supervisory responsibilities. (See also note under Assistant Department Head, above.)

**Administrative Specialist sub-codes.** BUSI and HUMRES were formerly part of the Functional Specialists category, ADMIN was a general category that has been narrowed in focus, and DEV is a new category.

**Digital Specialist.** These sub-codes include three that were formerly part of the Functional Specialist category and four new sub-codes meant to capture some of the new positions in libraries that are the result of an increased digital presence. The new SS sub-code captures the work of those Digital Specialists that are also subject specialists; for example digital specialists with subject expertise in humanities, social sciences or sciences; this category includes digital humanities, science data specialists, etc.

**Functional Specialist sub-codes.** Starting with the 2004-05 Salary Survey, the ARL Statistics and Assessment Committee adopted a proposal from the ACRL Personnel

Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. For each position which would have been labeled FSPEC prior to 2004-05, instead please use one of the five sub-codes (ARCH, ASSESS, CTL, MEDIA, PRES) to describe that position. If you cannot determine which sub-code to use, please use the FSPEC code.

**Subject Specialist sub-codes.** Starting with the 2013-14 ARL Salary Survey, the ARL Statistics and Assessment Committee adopted the following codes into the Annual Salary Survey data collection: HFA, SCI, SBS, and AREA. For each position which would have been labeled SSPEC prior to 2013-14, instead please use one of the four sub-codes (HFA, SCI, SBS, or AREA) to describe that position. If you cannot determine which sub-code to use, please use the SSPEC code.

These codes were formerly collected every 5 years. Use these codes to indicate non-supervisory main and/or branch library staff who specialize in one of the subject areas (either a sub-field, or the entire area) indicated in the "job codes" section. Do not add codes for staff in these positions who have broader, other, or mixed subject responsibilities (e.g. more than one field specialty); but do include subject specialists who also have some (i.e. 50% or less) general or other assignments.

NOTE: The AREA sub-code captures the responsibilities of library professionals with country, geographic area or language specialization. Law and Health Sciences librarians are not included under the AREA sub-code unless these individuals have a country, geographic area or language specialization.

5. Please indicate "Sex" with the letter M or F, indicating male or female, respectively.

6. "OEOCat" minority status code, for U.S. university libraries only, should be indicated with one of the following code numbers. (You may leave blank if a Canadian library):

- 1 = Black
- 2 = Hispanic
- 3 = Asian or Pacific Islander
- 4 = American Indian or Native Alaskan
- 5 = Caucasian/Other

7. "YrsExp," or total years of professional experience. Report years of experience for each staff member's **entire professional career**, NOT the years of service at your institution. For most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. The figure should be rounded off to the nearest whole number; for example, a position with 14.5 years of experience would appear as 15.

8. **Indicate "Rank" using the following system of codes:**

- 0 The library director. Some systems also use 0 for assistant and/or associate directors.
- 1 Lowest level in the rank structure, such as an entry-level position.
- 2-8 Successively higher levels; for example, 5 indicates a higher rank than 2.
- 9 Rank cannot be determined, or, the individual is outside the organization's rank structure.

NOTE: These codes are meant to be *guides only*. Do not recode your rank system into an 8 level system if your rank system does not have eight levels. Please code each employee with his or her actual rank at your institution. When coding the library director as "0", do not add or subtract a level to or from your ranking system.

Responses concerning rank should be limited to professional librarians, and other professionals who occupy the same ranks as librarians. **Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable.** For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual, even if you have included salary and other data.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

**The maximum number of ranks reported here must not exceed the maximum number of rank-levels reported in Part I for individual data under Rank structure.** When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

9. **"Percent"** is used to determine if an employee works full-time or part-time. All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:

- A 9-month part-time appointment has Percent =  $9/12$ , or 0.75.
- An appointment at 30 hours per week has Percent =  $30/40$ , also 0.75.
- An appointment at 30 hours and 9 months has Percent =  $0.75 \times 0.75 = 0.56$ .
- Enter Percent with two decimal points.

Code full time employees with dual appointments or shared responsibilities at 100% if these individual work a full-time schedule. Such individuals should be listed on the salary survey only once.

10. **Working Job Title**. Please list the Working Job Title for each employee. The working job title is typically the job title used in the job announcement. It denotes something about the content of

the job. For example, if an individual serves as the Liaison for the Geography Department on campus, the working job title may be "Subject Liaison, Geography" or "Subject Librarian, Geography" or "Subject Liaison Librarian", etc. Please list the Working Job Title rather than the rank title of "Librarian I" or "Assistant Librarian".

Enter all pertinent Working Job Titles for employees with dual appointments or shared responsibilities. Such individuals should be listed on the salary survey only once. The field in the CSV spreadsheet will accommodate long job titles.

**Optional Questions:** (The last 12 columns of the spreadsheet.)

Please complete as much of this section as possible, but do not hold up the reporting process if some of the data requested are not available.

1. **Bargaining Unit Employee (BUE).** A bargaining unit employee or in-unit employee is an employee who is a member of a bargaining unit. A bargaining unit in labor relations is a group of employees with a clear and identifiable community of interests who are represented by a labor union in collective bargaining and other dealings with management. A BUE may or may not be a dues-paying member of a labor union. Enter a 1 or 0 in this column. 1=yes, the employee is a BUE. 0=no, the employee is NOT a BUE.

2. **Year of Birth (YrBirth).** For each individual, record the four-digit year of birth.

3. **Library degrees earned (LibDeg).** Use the following codes to indicate the highest academic degree earned in the field of librarianship:

- |   |                              |
|---|------------------------------|
| 0 | None                         |
| 1 | Bachelor                     |
| 2 | Master                       |
| 3 | CAGS (6th yr. certificate)   |
| 4 | Doctorate (Other than Ph.D.) |
| 5 | Ph.D.                        |

4. **Other degrees earned (OtherDeg).** Use the following codes to indicate the highest degree earned in fields other than librarianship, including basic undergraduate education:

- |   |  |
|---|--|
| 0 | None                                   |
| 1 | Bachelor                               |
| 2 | Master                                 |
| 3 | Second Master (i.e., 2 subject fields) |
| 4 | CAGS (6th-year certificate)            |
| 5 | LLB/JD                                 |
| 6 | Doctorate (Other than Ph.D.)           |
| 7 | Ph.D.                                  |

**5. Years of professional experience at reporting institution (YrsLib).** Use this line to report the number of years of professional experience each librarian has had at your institution. **This figure must not exceed the number reported as Total Years of Professional Experience on the main part of the form.**

**6. Race and Ethnicity:**

We follow the Standards for the Classification of Federal Data on Race and Ethnicity used by the U.S. Office of Management and Budget to collect the racial data in the U.S. Census. According to the standard, there are five minimum categories for data on race (American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White) and one category for data on ethnicity ("Hispanic or Latino").

**Multiracial respondents have the option of choosing multiple responses to the race question by selecting all racial categories that apply to them.** Canadian libraries have the option of leaving the following columns blank:

**a. Ethnicity** should be indicated by coding 1 to indicate if the person is of Hispanic or Latino ethnicity, and coding 0 otherwise. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

**b. Race** should be indicated for U.S. university libraries only, by choosing one or more responses among the five racial categories provided here; 1=yes and 0=no. You can select multiple racial categories for a person. The definitions of the five racial categories, listed with their respective column names, are:

American Indian or Alaska Native (NatAm): A person having origins in any of the original peoples of North and South America (including Central America) who maintains tribal affiliation or community attachment.

Asian (Asian): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Black): A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (HawPI): A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (White): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa

These racial categories were first used by the Bureau of the Census in the 2000 decennial census.<sup>1</sup> The purpose of the revised classification is to reflect the increasing diversity of the U.S. population that has resulted primarily from growth in immigration and in interracial marriages. In light of these developments, we are collecting the classification on race and ethnicity in the *ARL Annual Salary Survey* on an ***optional*** basis.

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<sup>1</sup> <http://www.census.gov/population/www/socdemo/race/racefactcb.html>

INSTNO \_\_\_\_\_

**ARL Annual Salary Survey 2015-2016***University Library Questionnaire*

**Note:** *Do not upload this document.* This is a PDF version of the online form that you will complete at:  
<http://arlstatistics.org>.

**Part I: Institutional Information**

Reporting Institution \_\_\_\_\_ Date Returned to ARL \_\_\_\_\_

Report Prepared by (name) \_\_\_\_\_

Title \_\_\_\_\_

Email address \_\_\_\_\_ Phone number \_\_\_\_\_

Contact person (if different) \_\_\_\_\_

Title \_\_\_\_\_

Email address Phone number \_\_\_\_\_

**Note:** *ARL will calculate the 2015-16 median and average professional salaries for your library from the individual data you supply in Part II (Excel form) of this questionnaire.*

**1. Beginning Professional Salary****Main****Law****Health**

Beginning professional salary for 2015-16 \_\_\_\_\_

**Note:** *The Information shown below must be completed for all three branches (i.e. Main, Law and Health Science Libraries) in Part 1 of the online form.*

- 2. Rank Structure:** Indicate the number of levels in your institution's rank structure for professional librarians. You should report here the maximum number of rank levels reported in the Rank column of Part II of your submission (the Excel spreadsheet).

\_\_\_\_\_ 1 level (i.e., no differentiated levels)

\_\_\_\_\_ 2 levels

\_\_\_\_\_ 3 levels

\_\_\_\_\_ 4 levels

\_\_\_\_\_ 5 levels

\_\_\_\_\_ more than 5 levels (please specify the number of levels: \_\_\_\_\_)



**FOOTNOTES:**

1. Specify branch libraries included in the ARL Salary Survey:
  
2. Specify branch libraries **not** included in the ARL Salary Survey:
  
3. Specify additional general footnotes for the ARL Salary Survey:

**Please submit online at <http://arlstatistics.org> by August 31, 2015.**

For assistance, email: [stats@arl.org](mailto:stats@arl.org) Tel: 202-296-2296 Fax: 202-872-0884

[http://www.arlstatistics.org/About/Mailings/ss\\_2015-16](http://www.arlstatistics.org/About/Mailings/ss_2015-16)

# ARL Annual Salary Survey 2015-2016

## University Library Questionnaire

### Part II: Individual Data

**Note: Do not upload this document.** This is a PDF version of the CSV formatted file that you will upload at:  
<http://arlstatistics.org>.

Confidential (For your internal use ONLY. Please DELETE before submitting.) Name/ID#	Year	LibID	Please enter your library's ARL Institution Code	Page	Line	Salary	Job	Sex	OEO Cat	Yrs Exp	Rank	Percent	Working Job Title	BUE 1 = yes 0 = no	YrBirth	Lib Deg	Oth Deg	Yrs Lib	Hisp	Nat Am	Asian	Black	Haw PI	White
	2015			1	1																			
	2015			1	2																			
	2015			1	3																			
	2015			1	4																			
	2015			1	5																			
	2015			1	6																			
	2015			1	7																			
	2015			1	8																			
	2015			1	9																			
	2015			1	10																			
	2015			1	11																			
	2015			1	12																			
	2015			1	13																			
	2015			1	14																			
	2015			1	15																			
	2015			1	16																			
	2015			1	17																			
	2015			1	18																			
	2015			1	19																			
	2015			1	20																			

**Please submit online at <http://arlstatistics.org> by August 31, 2015.**

For assistance, email: [stats@arl.org](mailto:stats@arl.org) Tel: 202-296-2296 Fax: 202-872-0884

[http://www.arlstatistics.org/About/Mailings/ss\\_2015-16](http://www.arlstatistics.org/About/Mailings/ss_2015-16)



# Nonuniversity Library Questionnaire and Instructions



**ARL ANNUAL SALARY SURVEY 2015-2016**  
*Nonuniversity Library Questionnaire*  
**GENERAL AND DATA INPUT (CSV) INSTRUCTIONS**

[http://www.arlstatistics.org/About/Mailings/ss\\_2015-16](http://www.arlstatistics.org/About/Mailings/ss_2015-16)

**Part I: Institutional Information**

*(To be completed online. Click the URL above to view the preview version in PDF format.)*

Please complete the online questionnaire by **August 31, 2015**. Be sure to keep a complete copy of your submission, including the electronic version of the data for your files. We are collecting the salary data through the <http://arlstatistics.org> interface. If you experience difficulty uploading your CSV file or completing your submission online, please email [stats@arl.org](mailto:stats@arl.org) or call the office at 202-296-2296 for assistance.

1. Part I of this survey deals with general information for the current fiscal year, 2015-16.
2. **This survey is concerned with the salaries of professional positions only.** Since the criteria for determining professional status vary among libraries, there is no attempt to define the term “professional.” Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.
3. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
5. Report 2015-16 salaries *as they exist on July 1, 2015*. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
6. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
7. The Beginning Professional Salary is the salary that **would** be paid to a **newly hired**



## ASSOCIATION OF RESEARCH LIBRARIES

**professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

8. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

9. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

10. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

11. The salary figures should be straight gross salary figures. Do not include fringe benefits.

12. **Provide explanatory footnotes to the reported figures, when necessary.** Footnotes will be included in the published survey, where appropriate.

### **Part II: Data Upload - Individual Data (Excel spreadsheet in CSV format)**

1. Part II of this survey is a CSV file, where you will indicate the number of filled professional positions in each salary range for fiscal years 2014-15 and 2015-16.

We are using online validation. The online validation requires that Part II of your submission, the Excel spreadsheet portion, be in CSV format. Your online submission will be successful only if the spreadsheet is in CSV format.

2. **Obtain the CSV file.** These instructions assume that you have Microsoft Excel available for use and that you know how to save a file in CSV format using Excel. (This is common functionality in many spreadsheet and database programs).

The template CSV file is available at: [http://www.arlstatistics.org/About/Mailings/ss\\_2015-16](http://www.arlstatistics.org/About/Mailings/ss_2015-16). This is a generic, blank form that can hold your data. The file's name is "sal15nuxxxx.xls"; open the file and save it to your own computer by choosing "Save As" under the File menu. When saving the file, utilize ARL as the prefix, use 15 to designate the year (2015-16), and change the "xxxx" in its name to your ARL institution code number, e.g., "ARL159975.doc." You can find your ARL institution code at: <http://www.arlstatistics.org/about/instno>



## ASSOCIATION OF RESEARCH LIBRARIES

3. After all data have been entered on the CSV file, please make a backup copy.
4. Upload Part II using the Web Data Entry Instructions on the mailing website.

## ARL Annual Salary Survey 2015-16

### Nonuniversity Library Questionnaire

**Note: Do not upload this document.** This is a PDF version of the online form that you will complete at:  
<http://arlstatistics.org>.

### Part I: Institutional Information

Reporting Institution \_\_\_\_\_ Date Returned to ARL \_\_\_\_\_

Report Prepared by (name) \_\_\_\_\_

Title \_\_\_\_\_

Email address \_\_\_\_\_ Phone number \_\_\_\_\_

Contact person (if different) \_\_\_\_\_

Title \_\_\_\_\_

Email address \_\_\_\_\_ Phone number \_\_\_\_\_

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 2014-15 and 2015-16.

2. Median professional salary for fiscal year 2015-16: \_\_\_\_\_

3. Beginning professional salary for 2015-16: \_\_\_\_\_

#### FOOTNOTES:

Please compare with footnotes from surveys of previous years.

1. Law Library salaries are included.

\_\_\_\_\_ Yes      \_\_\_\_\_ No      \_\_\_\_\_ We do not have a Law Library.

2. Medical Library salaries are included.

\_\_\_\_\_ Yes      \_\_\_\_\_ No      \_\_\_\_\_ We do not have a Medical Library.

3. Specify branch libraries included in the ARL Salary Survey:

4. Specify branch libraries **not** included in the ARL Salary Survey:

5. Specify additional general footnotes for the ARL Salary Survey:

## Part II: Data Upload

**Note: Do not upload this document.** This is a PDF version of the CSV formatted Excel spreadsheet that you will upload at: <http://arlstatistics.org>.

Indicate the number of filled professional positions in each salary range for fiscal years 2014-15 and 2015-16.

Salary Range	Number of Positions	
	2014-15	2015-16
More than 300,000		
250,000 - 299,999		
200,000 - 250,000		
175,000 - 199,999		
150,000 - 174,999		
140,000 - 149,999		
130,000 - 139,999		
120,000 - 129,999		
110,000 - 119,999		
100,000 - 109,999		
95,000 - 99,999		
90,000 - 94,999		
85,000 - 89,999		
80,000 - 84,999		
78,000 - 79,999		
76,000 - 77,999		
74,000 - 75,999		
72,000 - 73,999		
70,000 - 71,999		
68,000 - 69,999		
66,000 - 67,999		
64,000 - 65,999		
62,000 - 63,999		
60,000 - 61,999		
58,000 - 59,999		
56,000 - 57,999		
54,000 - 55,999		
52,000 - 53,999		
50,000 - 51,999		
48,000 - 49,999		
46,000 - 47,999		
44,000 - 45,999		
42,000 - 43,999		
40,000 - 41,999		
38,000 - 39,999		
36,000 - 37,999		
34,000 - 35,999		
less than 34,000		
Total Number of Positions		

Please submit online at <http://arlstatistics.org> by August 31, 2015.

For assistance, email: [stats@arl.org](mailto:stats@arl.org) Tel: 202-296-2296 Fax: 202-872-0884

[http://www.arlstatistics.org/About/Mailings/ss\\_2015-16](http://www.arlstatistics.org/About/Mailings/ss_2015-16)





# Footnotes

## Footnotes to the ARL Annual Salary Survey, 2015–2016

All data is as of July 1, 2015 unless otherwise noted.

### **ALABAMA**

Library branches included: Amelia Gayle Gorgas Library, Angelo Bruno Business Library, Eric and Sarah Rodgers Library for Science and Engineering, W.S. Hoole Special Collections Library, McLure Education Library [Main Library].

Library branches included: Health Sciences Library [Health Science Library].

### **ALBERTA**

Library branches included: Augustana Campus Library, HT Coutts Education Library, Rutherford Humanities and Social Sciences Library (including JA Weir Memorial Law Library), Bibliotheque Saint Jean Library, Winspear Business Reference Library, Cameron Library (including Financial Systems and Analysis, Science and Technology Library, Office of Staff Development and Training, Information Technology Services, Library Personnel and Research and Special Collections Services), Access Services (including Document Delivery and Interlibrary Loans) [University of Alberta].

Library branches included: John W. Scott Health Sciences Library is included in this survey spreadsheet [University of Alberta Health Sciences Library (Salary Survey ONLY)].

### **ARIZONA**

Library branches included: Main, Fine Arts, Science-Engineering, Special Collections [Main Library].

Library branches included: Phoenix Biomedical Campus Library [Health Sciences Library].

### **ARIZONA STATE**

Library branches included: Music, Architecture, Noble Library, Fletcher Library, Downtown Campus Library, Polytechnic Library [ASU Tempe, ASU West, ASU Polytechnic, ASU Downtown Phoenix, and Law Library].

### **BOSTON**

Library branches included: Main, Law and Health Sciences [Main Library].

### **BOSTON COLLEGE**

Library branches included: Includes Bapst Library, Burns Library, Theology and Ministry Library, Social Work Library, Educational Resource Center [Thomas P. O'Neill Library].

### **BRIGHAM YOUNG**

Library branches NOT included: Hunter Law Library.

### **BRITISH COLUMBIA**

Library branches included: Asian Library, Borrower Services, Chapman Learning Commons, Digital Initiatives, David Lam Management Research Library, Education Library, Humanities and Social Sciences Division, Irving K. Barber Learning Centre, Music, Art & Architecture Library, Rare Books and Special Collections, UBC Okanagan Library, University Archives, Technical Services [Main Library].

Library branches included: Law Library [Law Library].

Library branches included: Woodward Library, Biomedical Branch Library [Health Sciences Library (Salary Survey

ONLY)].

## **BROWN**

Library branches included: Rockefeller Library, John Hay Library, Orwig Music Library, Sciences Library, and John Carter Brown.

## **CALGARY**

Library branches included: Taylor Family Digital Library, Business Library, Downtown Campus Library, Doucette Library of Teaching Resources, Gallagher Library, The Military Museums Library and Archives [Main].

Library branches included: Bennett Jones Law Library [Law Library (Salary Survey ONLY)].

Library branches included: Health Sciences Library [Health Sciences Library (Salary Survey ONLY)].

## **CALIFORNIA, BERKELEY**

Library branches included: General Library: Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy-Mathematics- Statistics, Bioscience and Natural Resources, Business & Economics, Chemistry, C.V. Starr East Asian Library (including Center for Chinese Studies), Earth Sciences, Education- Psychology, Engineering, Environmental Design, Music, Optometry, Physics, Public Health (including Health Sciences Information Services, and Occupational & Environmental Health), and Social Research libraries and the Northern Regional Library Facility.

Library branches NOT included: Affiliated Libraries: CED Visual Resources Center, Earthquake Engineering Library, Environmental Design Archives, Ethnic Studies Library, Institute of Governmental Studies, Labor and Employment Library, and Transportation Studies Library. Also excluded are various departmental libraries: e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature.

Beginning 2004-05, UCB salary figures include administrative stipends, where applicable.

## **CALIFORNIA, DAVIS**

Library branches included: Peter J. Shields Library (Davis Campus), Physical Sciences & Engineering Library (Davis Campus), Agricultural & Resource Economics Library (Davis Campus) [Main Library].

Librarians who are department heads have been receiving administrative stipends since July 1, 1999. These stipends have been included in salary data for ARL surveys beginning with report 091000 and have been included in succeeding years to present [Main Library].

Library branches included: King School of Law (Davis Campus) [Law Library].

Library branches included: Carlson Health Sciences Library (Davis Campus), Blaisdell Medical Center Library (Sacramento Health System Campus) [Health Science Library].

## **CALIFORNIA, IRVINE**

Library branches included: Langson Library and Ayala Science Library [Main Library].

Library branches NOT included: Grunigen Medical Library [Main Library].

Library branches included: Law Library [Law Library].

## **CALIFORNIA, LOS ANGELES**

Library branches included: The Louise M. Darling Biomedical Library and excludes all other libraries [Biomedical Library].

Library branches included: Arts Library, College Library (Undergraduate), Eugene & Maxine Rosenfeld Management Library, Music Library, Richard C. Rudolph East Asian Library, Science & Engineering Library, Social Sciences &

Humanities Library, Southern Regional Library Facility. Includes data for 12 affiliated libraries on the UCLA campus including the 1) American Indian Studies Center, 2) Ralph M. Bunche African American Studies Center, 3) Asian American Studies Center, 4) Chicano Studies Research Center, 5) Ethnomusicology Archive, 6) Film & Television Archive, 7) Graduate School of Education & Information Studies, Department of Information Studies, 8) Institute for Social Science Research, 9) Latin American Center/Hispanic American Periodicals Index, 10) Olive View Medical Center, 11) Grace M. Hunt English Reading Room, and 12) William Andrews Clark Memorial Library [General Library]. Library branches included: Hugh and Hazel Darling Law Library and excludes all other libraries [Law Library].

### **CALIFORNIA, RIVERSIDE**

Library branches included: University of California Riverside.

### **CALIFORNIA, SANTA BARBARA**

Library branches included: Arts.

### **CASE WESTERN RESERVE**

Library branches included: Harris Library at the Mandel School of Applied Social Sciences, Kulas Music Library [Kelvin Smith Library].

Medical Library did not provide data for one of the optional variables collected in this year's enhanced data collection [Health Science Library].

### **CHICAGO**

Library branches included: The data for the Law and Science libraries are folded into Main.

### **CINCINNATI**

Library branches included: Survey statistics include the main library and eight college and departmental libraries: Archive and Rare Books; Chemistry Biology; Classics; Design, Architecture and Planning; Education, Criminal Justice and Human Services; Engineering and Applied Science; Geology, Mathematics and Physics; Music; Blue Ash campus; Clermont campus [Main Library].

### **COLORADO**

Library branches included: Main; Engineering, Math, Sciences; Earth Sciences and Maps; Business; and Music [Main Library].

### **COLORADO STATE**

Rank Levels: Level 0 - Dean/Assistant Deans, Level 1 - Assistant Professor, Level 2 - Associate Professor, Level 3 - Professor, Level 9 - Instructor.

This is the final data. Working title is what is used by university. Because we are joined with the campus Academic Computing and Networking Services, the working titles are appropriate and lack further specificity. Similar with library titles as the university has steadily moved toward administrative professional positions from state classified positions.

### **COLUMBIA**

Library branches included: Main Campus [Butler].

Library branches included: Law Library [Law Library].

Library branches included: Medical Campus [Health Science Library].

## **CONNECTICUT**

Library branches included: Regional Campus Libraries as follows: Avery Point Campus, Greater Hartford Campus (Harleigh B Trecker Library), Stamford Campus (Jeremy Richard Library), Torrington Campus (Julie Brooker Thompson Library), and Waterbury Campus. Also includes Special Libraries located on the main campus as follows: Archives & Special Collections, Art & Design Library, Map Library, Music & Dramatic Arts Library and Pharmacy Library [Main Library].

## **CORNELL**

Library branches included: Africana, Engineering/Physical Sciences, Fine Arts, Geneva Experiment Station, Hotel/Management/ILR, Mann Library, Math, Music, Olin/Kroch/Uris, Veterinary Medicine [Ithaca/Geneva].

Library branches included: Cornell Law Library [Law Library].

Library branches included: Samuel J. Wood Library, Patient Resource Center and Archives of Weill Cornell Medical School [Medical Library].

## **DARTMOUTH**

Library branches included: Baker-Berry Library, Paddock Music Library, Sherman Art Library, Feldberg Business & Engineering Library, Rauner Special Collections Library [Dartmouth College Libr (less BioMedical)].

Library branches included: Dana Biomedical Library, Matthews-Fuller Health Sciences Library [Biomedical Libraries, Dartmouth College].

## **DELAWARE**

Library branches included: These can be main campus libraries or branch campus libraries.

Library branches NOT included: Excludes the salaries of libraries not reporting directly to the Director of Libraries. These can be main campus libraries or branch campus libraries.

## **DUKE**

Library branches included: Perkins, Bostock, Rubenstein, Lilly, Music, Marine Lab [Main Library].

## **EMORY**

Library branches included: Main Library, Oxford College Library, Theology Library [Main Library].

Library branches included: Law [Law Library].

Library branches included: Health Sciences Library [Health Science Library].

## **FLORIDA**

Library branches included: Science Library, Education Library, Architecture and Fine Arts Library, Special and Area Studies Collections, Humanities and Social Sciences Library [UF Smathers Library].

Library branches included: Health Science Library - Gainesville, Health Science Library - Jacksonville [Health Science Library].

Library branches included: Law Library [Law Library].

Levels: 0 - Dean, 5 - Associate Dean, 4 - Assistant Dean, 3 - Chair or Director, 2 - Head and Associate Chair, 1 - Rank and file Librarian [UF Smathers Library, Law Library, and Health Science Library].

## **FLORIDA STATE**

Library branches included: Main [Main Library].

Library branches NOT included: Goldstein Library Science Library, Music Library, Ringling, Panama City, FL, Republic of Panama, etc [Main Library].

Library branches included: Law [Law Library].

Library branches included: Medical [Health Science Library].

## **GEORGE WASHINGTON**

Library branches included: Gelman Library System [Gelman Library System].

## **GEORGIA**

Library branches included: Main Library, Science Library, Map Library, Student Learning Center Library, Curriculum Learning Center Library, Special Collections Library, several reading rooms and experiment station libraries located across the State of Georgia [Main Library].

## **GEORGIA TECH**

Library branches included: Architecture Library.

## **GUELPH**

Library branches included: Main campus Library: McLaughlin Library.

All salary values in Cdn dollars (\$CAD). Individual rank data have been included for professional librarians only. Library Director assigned rank = 0; Assistant Librarian assigned rank = 1; Associate Librarian assigned rank = 2; Full Librarian assigned rank = 3; Non-Librarian professional positions assigned rank = 9. Six (6) Non-Librarian professional positions listed as full FTE are co-funded by the Library budget 52%; We do not track Ethnicity / Race information, therefore we are opting out. We have included four (4) vacant positions at the end of form 2 because these are key positions with the Library that need to be included. We would be misrepresenting our intended current organizational structure without them.

## **HARVARD**

Library branches included: Widener, Lamont, Birkhoff Mathematical, Cabot Science, Chemistry and Chemical Biology, Fine Arts, Fung, Harvard-Yenching, Houghton, Loeb Music, Physics Research, and Tozzer, Pusey, Harvard Film Archive, Ernst Mayr Library of the Museum of Comparative Zoology, Dumbarton Oaks, Divinity, GSD, GSE, HBS, HKS, Schlesinger Library, Gordon McKay, Peabody, Wolbach, Grossman, Botany, Philosophy, Arnold Arboretum libraries [Main].

Library branches NOT included: Villi I Tatti [Main].

## **HAWAII**

Library branches included: Law Library is included [School of Law Library].

Library branches NOT included: Hamilton Sinclair [School of Law Library].

Library branches included: Health Sciences Library [Health Sciences Library].

## **HOUSTON**

Library branches included: MD Anderson Library, Architecture and Art Library, Pettet Optometry Library, Music Library [Main Library].

Library branches included: Law Library [Law Library].

## **HOWARD**

Library branches included: The Main Library includes the branch libraries in the Schools of Business, Divinity and Social Work, special collection known as the Moorland-Spingarn Research Center [Main Library].

Library branches NOT included: The Engineering Librarian, Metadata Cataloguer and Virtual Services Librarian are not included in this year's survey [Main Library].

Library branches included: Health Sciences Library [Health Science Library].

Some administrative and Librarian positions are not included in this year's survey due to the positions being vacant and not yet filled [Health Science Library].

## **ILLINOIS, CHICAGO**

Library branches included: Richard J. Daley Library [Richard J. Daley Library].

Library branches included: Library of the Health Sciences-Chicago, Library of the Health Sciences-Peoria, Library of the Health Sciences-Rockford, Library of the Health Sciences-Urbana [Library of the Health Sciences].

Rank levels: 1 - instructor or lecturer, 2 - assistant professor or assistant clinical professor, 3 - associate professor or associate clinical professor, 4 - professor, 5 - outside of rank structure [Richard J. Daley Library and the Library of the Health Sciences].

## **ILLINOIS, URBANA**

Library branches included: All UIUC libraries [University of Illinois Library at Urbana-Champaign].

Library branches included: Law [University of Illinois Law Library].

## **INDIANA**

Library branches included: Main and Law Libraries [IU Bloomington Libraries].

Library branches NOT included: Dentistry, and Medicine Library; IUPUI University Library; Herron School of Art Library; Columbus Library; and Science and Engineering Library; and other campuses libraries at IU-East, IU-Kokomo, IU-Northwest, IU-Southeast, IU-South Bend, and IPFW-Fort Wayne [IU Bloomington Libraries].

## **IOWA**

Library branches included: Art, Sciences, Engineering, Music, Business [Main Library].

Seven rank levels used [Main, Law, and Health Science Library].

## **IOWA STATE**

Library branches included: 1) Parks Library = Main library; 2) Veterinary Medical Library = branch library.

Rank levels are as follows: 1=Assistant Professor Librarian I, 2=Associate Professor or Librarian II, 3=Professor, 0=Dean or Associate Dean, 9=Professional & Scientific (non-faculty).

## **JOHNS HOPKINS**

Library branches included: Milson S. Eisenhower Library, Freidheim Music Library, SAIS (School of Advanced International Studies) [Main Library].

Library branches included: Welch Medical Library [Health Science Library].

## **KANSAS**

Library branches included: Main campus libraries [Lawrence Campus].

Library branches included: Wheat Law Library [Law Library].

Library branches included: Dykes Medical Center Library [Health Science Library].

Library branches NOT included: KU School of Medicine Farha Library in Wichita, KS [Health Science Library].

### **KENT STATE**

Library branches included: Performing Arts, Architecture, Fashion, Map, Special Collections.

Library branches NOT included: None.

### **KENTUCKY**

Library branches included: Young Library (Main), Special Collections, Design, Fine Arts, Science, Engineering, Agricultural Information Center, Morris Library (Equine), Transportation [Main Library].

Library branches included: Law Library [Law Library].

Library branches included: Medical Center Library [Health Science Library].

### **LAVAL**

Library branches included: All branches.

### **LOUISIANA STATE**

Library branches included: Branch Libraries include Main Library, Veterinary, Medical and Law School libraries [Main Library].

Rank structure for Law School library and main library include four levels. Veterinary and Medical includes only one level [Main Library].

Library branches included: LSU Law School Library (Paul M. Hebert Law School) [Law Library].

### **LOUISVILLE**

Library branches included: Main, Archives & Special Collections, Art, and Music [Main Library].

Library branches included: Law [Law Library].

The starting salary for new Law librarians with a JD is \$60,000 [Law Library].

Library branches included: Health Sciences [Health Science Library].

### **MCGILL**

Library branches included: Education, Islamic, Music, science & engineering, agriculture & environmental sciences, rare books, humanities & social sciences. Also includes all other units within the Library: collection services, digital initiatives, archives, administration [Main Library].

Library branches included: Law [Law Library (Salary Survey ONLY)].

Library branches included: Life Sciences and History of Medicine (Osler) [Health Science Library (Salary Survey ONLY)].

### **MCMASTER**

Library branches included: Mills Memorial Library H. G. Thode Library, Innis Library, Health Sciences Library (Medical Library) [McMaster University Libraries].

Library branches included: Hamilton Health Sciences Library [Health Science Library].



## **MANITOBA**

Library branches included: William R. Newman Agriculture Library; Architecture/Fine Arts Library; Donald W. Craik Engineering Library; Albert D. Cohen Management Library; Eckhardt-Gramatte Music Library; St. John's College Library; Fr. Harold Drake Library [Main Library University of Manitoba Libraries].

Library branches included: E.K Williams Law Library [Law Library University of Manitoba Libraries (Salary Survey ONLY)].

Library branches included: Neil John Maclean Health Sciences Library; Carolyn Sifton-Helene Fuld Library; Sr. Adilon Library, Seven Oaks General Hospital Library; Bill Larson Library; Concordia Hospital Library; J.W. Crane Memorial Library; Victoria General Hospital Library [Health Science Library University of Manitoba Libraries (Salary Survey ONLY)].

## **MARYLAND**

Library branches included: McKeldin; Performing Arts Library; Engineering, Physics, Science Library; Art & Architecture Libraries; Hornbake; Chemistry Library.

## **MASSACHUSETTS**

Library branches included: Science and Engineering Library, and Image Collection Library.

Library branches NOT included: N/A.

## **MIT**

8 levels in the ranking structure.

## **MIAMI**

Library branches included: Richter - Central Library [Central Library (Richter)].

Library branches NOT included: Law, medical [Central Library (Richter)].

8 levels in ranking structure [Central Library (Richter)].

Library branches included: Law [Law Library].

Library branches included: University of Miami Hospital Library [Medical Library (Calder)].

## **MICHIGAN**

As UM Library continues to improve its process for review of appropriate job codes, a total of 14 job codes were changed for our staff this year. Only 3 of those truly assumed different roles, the other 11 were a result of identifying a more appropriate job code for the work those individuals perform. The rather large number of code changes were not as a result of some larger scale restructuring [Main and Health Science Library].

Library branches included: Law [Law Library].

Starting salary without J.D. is 50,000. Starting salary with J.D. is 62,000 [Law Library].

## **MICHIGAN STATE**

Library branches included: Business, Engineering, Math, Gull Lake.

Library branches NOT included: Law.

## **MISSOURI**

Library branches included: Math Library, Engineering Library, University Archives, Geology Library, Journalism

Library [Main Library].

## **NEBRASKA**

Library branches included: Architecture; CY Thompson (Natural Resources/Agriculture); Engineering; Geology; Math; Music [Main Library].

## **NEW MEXICO**

Library branches included: Centennial Science & Engineering Library, Fine Arts & Design Library, Parish Memorial Library, Zimmerman Library [University of New Mexico Libraries].

## **NEW YORK**

Library branches included: Bobst Library, Bern Dibner Library, Institute for the Study of the Ancient World Library, Institute of Fine Arts Library, Courant Library, Jack Brause Library [Division of Libraries].

Library branches NOT included: Shanghai Library, Abu Dhabi Library [Division of Libraries].

The starting salary is inclusive of all professional level roles included within the salary survey [Division of Libraries].

Library branches NOT included: Hospital for Joint Diseases Library [Medical and Dental Libraries].

Professional staff included in our submission are faculty and staff in non-support roles [Medical and Dental Libraries].

## **NORTH CAROLINA**

Library branches included: Academic Affairs Library [University Library (AAL)].

Library branches included: Law Library [Law Library].

Library branches included: Health Sciences Library [Health Science Library].

## **NORTH CAROLINA STATE**

Library branches included: DH Hill Library, J.B. Hunt Library, Design Library, Natural Resources Library, Veterinary Medicine Library.

## **NORTHWESTERN**

Library branches included: Includes all collections and locations of the University Libraries, which is the administrative unit under the responsibility of the Dean of Libraries [Main Library].

Library branches NOT included: Excludes the library that is part of the NU Qatar campus [Main Library].

Library branches included: Law Library [Law Library].

Salaries are as of 9/1/15, the beginning of Northwestern University's 2015/2016 fiscal year [Main and Law Libraries].

## **NOTRE DAME**

Library branches included: Theodore M. Hesburgh Library (Main) includes the Medieval Institute Library and Rare Books and Special Collections Library. Other branches include the Architecture Library, Visual Resources Center, Mahaffey Business Library, Chemistry-Physics Library, Engineering Library, Kellogg Kroc Library, O'Meara Mathematics Library, Radiation Chemistry Reading Room, and Notre Dame Law School's Kresge Law Library (reported separately) [Main Library].

Library branches NOT included: University Archives [Main Library].

Library branches included: Notre Dame Law Library [Law Library].

## **OHIO**

Library branches included: Regional depository, branch campuses (Chillicothe, Lancaster, Southern, Eastern, Zanesville).

Library branches NOT included: OU-HCOM Learning Resource Centers.

The beginning professional salary applies to positions at the main (Athens) campus only. Regional campuses are under separate leadership.

## **OHIO STATE**

Library branches included: The Ohio State University main campus, regional campus libraries (ATI Library, Lima, Mansfield, Marian, Newark, OARDC Library) [Main Library].

Salary data as of September 1, 2015 [Main Library].

Library branches included: Moritz Law Library [Law Library].

Library branches included: Health Sciences Library [Health Science Library].

## **OKLAHOMA**

Library branches included: Schusterman-Tulsa included with Health Science Library [Health Science Library].

## **OKLAHOMA STATE**

Library branches included: OSU-Stillwater, OSU-Okmulgee, OSU-Tulsa, and OSU-Oklahoma City [Main Library].

## **OREGON**

Library branches included: Architecture and Allied Arts Library; Science Libraries (including Oregon Institute of Marine Biology); Portland Library and Learning Commons [Knight Library & Branches].

Library branches NOT included: Law Library [Knight Library & Branches].

Library branches included: John E. Jaqua Law Library [Jaqua Law Library].

## **OTTAWA**

Library branches included: Morisset Library; Archives and Special Collections; Faculty of Education Resource Centre; Geographic, Statistical and Government; Management Library, Media Library, Music Library; Faculty of Social Sciences Library [Main].

Library branches included: Law Library [University of Ottawa - Law Library (Salary Survey ONLY)].

Library branches included: Health Sciences Library [University of Ottawa - Health Science Library (Salary Survey ONLY)].

## **PENNSYLVANIA**

Library branches included: University Library, Lippincott Business Library, math/physics/physical sciences, fine arts, chemistry, engineering, museum, Judaic studies, rare book & manuscript, music [University of Pennsylvania Libraries].

Library branches included: biomedical, dentistry, veterinary [Health Science Library].

## **PENNSYLVANIA STATE**

Library branches included: Pattee/Paterno Library, Architecture & Landscape Architecture Library, Earth & Mineral Sciences Library, Engineering Library, Physical & Mathematical Sciences Library, Penn State Abington Library, Penn State Altoona Library, Penn State Beaver Library, Penn State Berks Library, Penn State Brandywine Library, Penn State

Dubois Library, Penn State Erie Library, Penn State Fayette Library, Penn State Great Valley Library, Penn State Greater Allegheny Library, Penn State Harrisburg Library, Penn State Hazleton Library, Penn State Lehigh Valley Library, Penn State Mont Alto Library, Penn State New Kensington Library, Penn State Schuylkill Library, Penn State Shenango Library, Penn State Wilkes-Barre Library, Penn State Worthington Scranton Library, and Penn State York Library [Main Library].

Library branches included: Penn State Dickinson Law Library [Penn State Dickinson Law (Carlisle)].

Library branches included: Penn State Law Library [Penn State Law (University Park)].

Library branches included: Penn State Hershey Medical Center Library [Health Science Library].

## **PITTSBURGH**

Library branches included: Includes University Library System. Regional libraries only include data for Directors (Titusville, Bradford, Greensburg, Johnstown) [Main Library].

## **PRINCETON**

Library branches included: Architecture Library, East Asian Library and the Gest Collection, Engineering Library, Firestone Library, Forrestal Annex, Furth Plasma Physics Library, Humanities Resource Center, Lewis Science Library, Marquand Library (art & archaeology), Mendel Music Library, Mudd Archives, Stokes library, Special Collections.

## **PURDUE**

Library branches included: Includes the library system on the West Lafayette campus, consisting of 11 subject libraries, an undergraduate library and special collections research center.

Library branches NOT included: Excludes libraries at the regional campuses: Purdue North Central (Westville), Purdue Calumet (Hammond), Indiana-Purdue University Fort Wayne, and Indiana University-Purdue University Indianapolis.

## **QUEEN'S**

Library branches included: Main - Stauffer (Humanities and Social Sciences, Douglas (Engineering and Science), Jordan (Special Collections), Education [Queen's University Library System].

Salaries as of May 1, 2015 [Queen's University Library System].

Library branches included: Bracken Health Sciences Library [Bracken Health Science Library].

Library branches included: Lederman Law Library [Lederman Law Library].

## **ROCHESTER**

Library branches included: Includes River Campus Libraries and Sibley Music Library [Rush Rhees Library].

## **RUTGERS**

Library branches included: New Brunswick Libraries (Includes Alexander Library, Mabel Smith Douglass Library, Kilmer Library, Library of Science and Medicine and branches); John Cotton Dana Library, Paul Robeson Library [Main Library].

3 Levels of Tenure Track Librarians with beginning salary of 63,250. 4 Levels of Non-Tenure Track Librarians with beginning salary of 57,500. Vice President of Information Services and University Librarian start date effective 7/15/15 [Main Library].

Library branches included: George F. Smith Library and Robert Wood Johnson Library [Biological and Health Sciences Libraries].

## **SASKATCHEWAN**

Library branches included: Murray, Engineering, Law, Health Sciences, Science, Veterinary Medicine, Education [Main Library].

The Law and Health Science library salary statistics include direct salary costs for employees in those two branches. It does not account for salary costs for employees who provide services to the branch libraries from a centralized location (i.e. cataloguing, e-resources, IT) [Main, Law, and Health Science Library].

## **SOUTH CAROLINA**

Library branches included: Hollings Special Collections Library, Moving Image Research Collections, Music Library, South Caroliniana Library [Main Library].

## **SOUTHERN CALIFORNIA**

Library branches included: Accounting, Architecture and Fine Arts, Business, Cinema, East Asian, Gerontology, Government Documents, Leavey, Music, ONE National Archives, Philosophy, Science and Engineering, Special Collections, and Public Policy/International Relations (VKC) [Main Library].

Library branches included: Medicine, Dentistry, Pharmacy [Health Sciences Library].

## **SUNY-ALBANY**

Library branches included: Main Campus and branch libraries.

## **SUNY-BUFFALO**

Library branches included: Arts & Sciences Libraries, the Music Library, The Poetry Collection, Rare & Special Books, and the University Archives [Main Library].

## **SUNY-STONY BROOK**

Library branches included: Main [Main Library].

Library branches included: Health Sciences Library [Health Science Library].

## **SYRACUSE**

Library branches included: Main Libraries. Math and Science & Technology libraries have been consolidated into one of two main libraries. We now have Bird Library and Carnegie Library [Main].

Library branches NOT included: Martin Luther King Library [Main].

Library branches included: Law Library [Law Library].

## **TEMPLE**

Library branches included: Paley Library, Science and Engineering Library, Charles L Blockson Afro-American Collection, Ambler Campus Library [Main Library].

Library branches included: Law Library [Law Library].

Library branches included: Health Sciences Libraries [Health Sciences Libraries].

## **TENNESSEE**

Library branches included: John C. Hodges Main Library, Pendergrass Agriculture and Veterinary Library, DeVine Music Library, Nashville Social Work Library [Univ Libs & UTSI].

## **TEXAS**

Library branches included: University of Texas Libraries, which includes Architecture and Planning; Benson Latin American Collection; Chemistry; Classics; Collections Deposit Library; Engineering; Fine Arts; Geology; Library Storage Facility; Life Science; Marine Science; Physics, Math, and Astronomy. The Briscoe American History Center. Harry Ransom Center. Tarlton Law Library [Main Library].

Library branches NOT included: N/A [Main Library].

Beginning Professional Salary is for the University of Texas Libraries. Beginning Professional Salary for the Dolph Briscoe Center for American History is \$40,000. Beginning Professional Salary for the Harry Ransom Center is \$40,500 [Main Library].

## **TEXAS A&M**

Library branches included: Sterling C. Evans Library, Library Annex, Cushing Memorial Library, West Campus Library, Policy Sciences and Economics Library, Technical Reference Center, Medical Science Library at College Station, at Bryan, at Kingsville, at Round Rock, at Temple, Dee J. Kelly Law Library, Jack K. Williams Library, Baylor Health Sciences Library, and the Texas A&M University at Qatar Library.

Library branches NOT included: None.

## **TEXAS TECH**

Library branches included: Architecture, Vietnam Archive [Main Library].

Library branches included: Lubbock, Amarillo, Odessa [Health Science Library].

Information as of 9/1/15 [Main Library and Health Science Library].

## **UTAH**

Library branches included: J. Willard Marriott Library [Main Library-Marriott Library].

## **VANDERBILT**

Library branches included: The data submitted includes the Central Library, Divinity Library, Management Library, Music Library, Peabody Library, Science and Engineering Library, Special Collections and University Archives, centralized Technical Services, Library Digital Services, Television News Archive and Library Administration [Main Library].

Library branches included: Alyne Queener Massey Law Library [Law Library].

Library branches included: Eskind Biomedical Library [Health Science Library].

## **VIRGINIA**

Library branches included: Alderman, Clemons, Fine Arts, Music, Library Data Commons, Ivy, Astronomy, Brown Science and Engineering, Chemistry, Math, Physics, Special Collections, Darden Business [University Library].

A different method was used this year to determine “professional” status: a combination of the University of Virginia employee designation as Managerial and Professional staff and those legacy employees who are part of the Virginia state classified designations [University Library].

Library branches included: Claude Moore Health Sciences Library [Health Sciences Library].

Library branches included: Law Library [Law Library].

## **VIRGINIA TECH**

Library branches included: Veterinary Medicine, Art and Architecture, Special Collections, Carilion.

Library branches NOT included: Northern Virginia Center.

## **WASHINGTON**

Library branches included: University of Washington Libraries - Main [Main Library].

Library branches included: Gallagher Law Library [Law Library].

Library branches included: University of Washington Libraries - HSL [Health Science Library].

## **WASHINGTON STATE**

Library branches included: WSU Tri-Cities, WSU Spokane, WSU Vancouver, WSU Energy Library.

## **WASHINGTON U.-ST. LOUIS**

Library branches included: Art & Architecture, Business, Chemistry, East Asian, Earth and Planetary Science, Music, Physics, Social Work [Main Library].

## **WATERLOO**

Library branches included: Dana Porter Library, Davis Centre Library, Musagetes Architecture Library.

We have 6 rank levels.

## **WAYNE STATE**

Library branches included: The Purdy/Kresge Library, Undergraduate Library, the Walter P. Reuther Library and Archives of Labor and Urban Affairs, and the professional staff of the Detroit Area Library Network [Main Library].

Library branches NOT included: The Neef Law Library and the Shiffman Medical Library, which are reported separately [Main Library].

## **WESTERN**

Library branches included: C.B. "Bud" Johnston Library (Business Library), Education Library, Music Library, The D.B. Weldon Library (Arts & Humanities, Social Sciences, Journalism, Library Sciences), Allyn & Betty Taylor Library (Medicine, Nursing, Dental, Health Sciences, Engineering), Map & Data Centre, Archives, Canadian Library of Family Medicine, Graduate Resource Centre, Faculty of Information & Media Studies, Computing Services, Faculty of Information & Media Studies [Western Libraries].

Library branches NOT included: Affiliated University College Libraries are not included; Brescia University College Library, Huron University College Library, King's University College Library, St. Peter's Seminary College Library [Western Libraries].

## **WISCONSIN**

Library branches included: Memorial, College, Steenbock, Music, Art, Geography, Geology & Geophysics, Astronomy, Physics, Social Science, Social Work, Special Collections, Chemistry, Math, Business, UW Archives, Wendt (Engineering) [Main Library].

Library branches included: Ebling Health Science Library [Health Science Library].

Library branches included: Law Library [Law Library].

UW uses a 9-level rank structure [Main, Law and Health Science Library].

## **YALE**

Library branches included: LIBACC Access Services, LIBACQ Acquisition Services, LIBART Arts Area, LIBBEI Beinecke Library, LIBBUS Business Operations, LIBCAT Catalog Management, LIBCDA Research Support & Col

Office, LIBCOL Intl Collections & Rsch Support, LIBCOM Communications Dept, LIBDIV Divinity Library, LIBELE Electronic Resource Admin, LIBILS Inter-library Services, LIBLO YU Librarian Office, LIBLWL Lewis Walpole Library, LIBMAN Manuscripts and Archives, LIBMAP Map Collection Dept, LIBMUS Music Library, LIBPDR Prog Development & Rsch Admin, LIBPRE Preservation, LIBRE UG Research Education & Outreach, LIBRSC Humanities Coll & Rsch Education, LIBSEC Security, LIBSOF Information Technology, LIBSSS Science & Soc. Science Libraries, LIBUA Assessment Dept [Yale University Library].

Library branches included: Medical Library [Cushing/Whitney Medical Library].

Library branches included: Law [Law Library].

## **YORK**

Library branches included: Peter F. Bronfman Business Library, Frost Library, Scott Library, Steacie Science and Engineering Library [Main Library].

Library branches included: Osgoode Hall Law School Library [Law Library].

## **NATL RES COUNCIL CANADA**

Due to capacity issues, note that the 2015-2016 reported data are the same as the 2014-2015 data.

## **LIBRARY OF CONGRESS**

Law Library salaries are included.

Salaries include Professional and Administrative positions

## **NATL AGRICULTURAL LIB**

Does not include any contractors or cooperators.

## **NATL LIB OF MEDICINE**

Medical Library salaries are included.

For salary range 52,000 - 53,999, the significant increase in this year's figure is due to NLM hiring a significant number of entry-level librarians through a special recruitment mechanism.

## **NEW YORK PUBLIC**

These salaries reflect a union general wage increase effective 9/3/15.

## **NEW YORK STATE**

Law and Medical Library salaries are included.

## **SMITHSONIAN**

Smithsonian Libraries' fiscal year runs from October 1 through September 30.

Library branches included: Smithsonian Institution Libraries has a total of 21 libraries located throughout the museums and research institutes of the Smithsonian Institution.

1. National Air and Space Museum Library, Washington, DC
2. National Museum of American History, Washington, DC
3. National Museum of Natural History Library, Washington, DC
4. National Postal Museum Library, Washington, DC



5. National Zoological Park Library, Washington, DC
6. Smithsonian American Art Museum, National Portrait Gallery Library, Washington, DC
7. Smithsonian Environmental Research Center Library, Edgewater, Maryland
8. Anacostia Museum and Center for African American History and Culture Library, Washington, DC
9. Botany and Horticulture Library, Washington, DC
10. Cooper-Hewitt National Design Museum Library, New York, New York
11. Dibner Library of the History of Science and Technology, Washington, DC
12. Earl S. Tupper Library Smithsonian Tropical Research Institute, Republic of Panama
13. Freer Gallery of Art and Arthur M. Sackler Gallery Library, Washington, DC
14. Hirshhorn Museum and Sculpture Garden Library, Washington, DC
15. John Wesley Powell Library of Anthropology, Washington, DC
16. Joseph F. Cullman, 3rd Library of Natural History, Washington, DC
17. Museum Studies and Reference Library, Washington, DC
18. Museum Support Center Library, Suitland, Maryland
19. Vine Deloria Jr. Library, National Museum of the American Indian, Suitland, Maryland
20. Warren M. Robbins Library, National Museum of African Art, Washington DC
21. National Museum of African American History and Culture, Washington, DC.

Library branches NOT included: N/A.

Includes Professional Positions only (GS-9 and above), only Filled Positions, Full and Part Time with Part Time Positions converted to Full Time. Includes positions supported by all Fund Types.

GS-9 and above positions are considered professional.

# Member Libraries as of January 1, 2016

The Association of Research Libraries (ARL) is a nonprofit organization of 124 research libraries in the US and Canada. ARL's mission is to influence the changing environment of scholarly communication and the public policies that affect research libraries and the diverse communities they serve. ARL pursues this mission by advancing the goals of its member research libraries, providing leadership in public and information policy to the scholarly and higher education communities, fostering the exchange of ideas and expertise, facilitating the emergence of new roles for research libraries, and shaping a future environment that leverages its interests with those of allied organizations.

The ARL Statistics and Assessment program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs.

<b>Institution</b>	<b>Category</b>	<b>Full Name of Institution</b>	<b>Location</b>
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton, Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Boston College	P	Boston College	Boston, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
Calgary	C	University of Calgary	Calgary, Alberta
California, Berkeley	S	University of California, Berkeley	California, Berkeley
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado at Boulder	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, DC
Georgetown	P	Georgetown University	Washington, DC
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawai'i	Honolulu, Hawai'i
Houston	S	University of Houston	Houston, Texas

<b>Institution</b>	<b>Category</b>	<b>Full Name of Institution</b>	<b>Location</b>
Howard	P	Howard University	Washington, DC
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana-Champaign	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Universite Laval	Quebec, Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
Louisville	S	University of Louisville	Louisville, Kentucky
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland
Massachusetts	S	University of Massachusetts Amherst	Amherst, Massachusetts
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri-Columbia	Columbia, Missouri
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina at Chapel Hill	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma
Oregon	S	University of Oregon	Eugene, Oregon
Ottawa	C	University of Ottawa	Ottawa, Ontario
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania

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Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University Carbondale	Carbondale, Illinois
SUNY-Albany	S	University at Albany, SUNY	Albany, New York
SUNY-Buffalo	S	University at Buffalo, SUNY	Buffalo, New York
SUNY-Stony Brook	S	Stony Brook University, SUNY	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas at Austin	Austin, Texas
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech University	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
Virginia Tech	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University in St. Louis	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western	C	Western University	London, Ontario
Wisconsin	S	University of Wisconsin-Madison	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois

<b>Institution</b>	<b>Category</b>	<b>Full Name of Institution</b>	<b>Location</b>
Library of Congress	N	Library of Congress	Washington, DC
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Natl. Archives & Records	N	National Archives and Records Administration	Washington, DC
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
National Research Council Canada	X	National Research Council of Canada	Ottawa, Ontario
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, DC

S – US public university

P – US private university

C – Canadian university

N – US nonuniversity

X – Canadian nonuniversity