

**CANADIAN ARL UNIVERSITY LIBRARIES**

**TABLES 31-34**

**TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2010–2011**

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011	FY 2011
Alberta †	72	\$98,203	\$101,564	\$104,209	\$102,139	\$50,632	\$55,770	15.7
British Columbia †	72	85,196	89,757	81,675	87,753	55,335	55,335	17.7
Calgary †	53	94,823	96,879	89,543	93,666	58,000	58,000	18.7
Guelph †	50	80,634	85,069	78,054	81,146	59,699	61,639	18.1
Laval	65	72,293	71,189	72,888	73,833	49,547	49,547	13.1
McGill	64	74,432	75,422	67,475	68,471	50,000	50,000	15.7
McMaster †	45	71,878	72,880	72,928	65,572	46,817	48,500	17.6
Manitoba †	40	95,500	96,777	100,070	100,644	48,820	48,820	22.9
Montreal †	89	73,199	74,421	69,243	69,243	43,130	45,915	15.3
Ottawa *†	34	N/A	92,217	N/A	89,855	N/A	50,181	18.9
Queen's	32	93,924	101,504	97,348	104,510	51,600	53,251	21.3
Saskatchewan †	46	89,027	89,895	91,994	86,118	52,731	55,104	16.0
Toronto †	141	91,249	90,332	87,729	86,827	51,900	52,200	15.6
Waterloo †	36	81,938	80,906	81,972	80,198	51,804	51,840	17.4
Western Ontario †	65	68,921	72,394	65,014	70,684	47,380	50,496	13.4
York †	53	96,016	105,317	90,210	101,808	49,000	49,000	17.6

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 35 and 42 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.

‡ See Footnotes.

\* Ottawa became a member in 2010.

**TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$175,367	9	\$178,049	7	\$176,540	16
Associate Director	129,756	31	123,607	15	127,751	46
Assistant Director	106,501	11	111,356	6	108,215	17
Head, Branch	103,962	50	98,678	12	102,939	62
Functional Specialist	77,459	82	81,673	85	79,604	167
Subject Specialist	73,220	87	81,272	43	75,883	130
Dept. Head:						
Acquisitions	93,517	12	105,718	4	96,568	16
Reference	‡	11	‡	1	95,521	12
Cataloging	‡	10	‡	2	97,513	12
Serials	97,445	4	.		97,445	4
Documents/Maps	105,266	5	96,472	4	101,357	9
Circulation	‡	12	‡	2	83,269	14
Rare Books/Manuscripts	‡	4	‡	3	96,851	7
Computer Systems	104,481	4	96,611	5	100,109	9
Other	96,866	47	95,805	21	96,538	68
Reference:						
Over 14 years experience	97,734	70	101,137	23	98,575	93
10 to 14 years experience	80,562	24	78,851	14	79,932	38
5 to 9 years experience	72,445	49	74,644	14	72,934	63
Under 5 years experience	65,610	48	68,923	11	66,227	59
Cataloging:						
Over 14 years experience	87,762	22	85,128	12	86,832	34
10 to 14 years experience	‡	6	‡	1	75,420	7
5 to 9 years experience	77,599	8	68,943	4	74,714	12
Under 5 years experience	‡	6	‡	3	70,048	9
Other:						
Over 14 years experience	86,571	14	86,691	6	86,607	20
10 to 14 years experience	‡	10	‡	2	73,714	12
5 to 9 years experience	‡	5	‡	2	71,862	7
Under 5 years experience	63,916	10	61,856	4	63,327	14
<b>All Positions</b>	<b>\$87,490</b>	<b>651</b>	<b>\$89,278</b>	<b>306</b>	<b>\$88,062</b>	<b>957</b>

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 39 and 46 for comparable figures for 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 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2010–2011**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.6	9	31.3	7	32.6	16
Associate Director	24.3	31	22.3	15	23.7	46
Assistant Director	23.5	11	24.2	6	23.7	17
Head, Branch	21.1	50	19.7	12	20.8	62
Functional Specialist	13.4	82	15.5	85	14.5	167
Subject Specialist	13.4	87	14.8	43	13.9	130
Dept. Head:						
Acquisitions	18.1	12	22.0	4	19.1	16
Reference	16.8	11	32.0	1	18.1	12
Cataloging	25.4	10	25.5	2	25.4	12
Serials	22.8	4	.		22.8	4
Documents/Maps	30.4	5	17.3	4	24.6	9
Circulation	21.3	12	6.5	2	19.1	14
Rare Books/Manuscripts	18.3	4	30.0	3	23.3	7
Computer Systems	23.3	4	16.0	5	19.2	9
Other	21.0	47	17.0	21	19.7	68
Public services	10.3	12	7.4	7	9.2	19
Technical services	14.9	8	18.0	5	16.1	13
Administration	15.1	19	14.5	2	15.0	21
Reference	13.3	191	13.7	62	13.4	253
Cataloger	19.0	42	20.5	20	19.5	62
<b>All Positions</b>	<b>16.6</b>	<b>651</b>	<b>16.7</b>	<b>306</b>	<b>16.6</b>	<b>957</b>

Excludes Canadian medical and law libraries. See Tables 40 and 47 for comparable figures for medical and law libraries.  
. No positions reported in this category.

**TABLE 34: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2010–2011**

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$62,872	94	\$66,013	44	\$63,874	138	14%
4–7 years	72,092	95	73,865	36	72,579	131	14%
8–11 years	78,313	91	79,432	45	78,683	136	14%
12–15 years	87,546	61	86,036	29	87,060	90	9%
16–19 years	89,235	52	93,976	28	90,894	80	8%
20–23 years	97,164	67	94,142	31	96,208	98	10%
24–27 years	102,916	48	100,768	35	102,011	83	9%
28–31 years	106,541	52	111,132	21	107,862	73	8%
32–35 years	102,699	43	108,245	18	104,335	61	6%
over 35 years	118,424	48	122,471	19	119,572	67	7%
<b>All Positions</b>	<b>\$87,490</b>	<b>651</b>	<b>\$89,278</b>	<b>306</b>	<b>\$88,062</b>	<b>957</b>	<b>100%</b>

Salaries are expressed in Canadian dollars

Excludes Canadian medical and law libraries. See Tables 41 and 48 for comparable figures for medical and law libraries.

