

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 2011–2012

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012	FY 2012
Alberta [‡]	74	\$101,564	\$97,988	\$102,139	\$96,240	\$55,770	\$56,746	13.8
British Columbia [‡]	80	89,757	92,450	87,753	90,502	55,335	55,335	17.3
Calgary [‡]	50	96,879	100,976	93,666	96,757	58,000	58,000	19.4
Guelph [‡]	49	85,069	84,513	81,146	79,958	61,639	62,564	17.2
Laval [‡]	66	71,189	70,613	73,833	71,212	49,547	49,547	13.4
McGill [‡]	55	75,422	74,275	68,471	66,271	50,000	50,000	15.5
McMaster [‡]	42	72,880	73,376	65,572	66,406	48,500	48,456	17.3
Manitoba [‡]	39	96,777	98,695	100,644	100,799	48,820	49,813	23.0
Montreal [‡]	92	74,421	76,584	69,243	70,632	45,915	44,680	16.9
Ottawa [‡]	38	92,217	89,371	89,855	88,234	50,181	50,181	16.9
Queen's [‡]	33	101,504	106,091	104,510	109,263	53,251	53,917	22.4
Saskatchewan [‡]	49	89,895	95,216	86,118	90,775	55,104	57,920	16.8
Toronto	155	90,332	92,617	86,827	90,532	52,200	54,600	14.0
Waterloo [‡]	35	80,906	81,082	80,198	81,156	51,840	51,804	18.3
Western Ontario [‡]	62	72,394	76,064	70,684	75,096	50,496	54,000	14.0
York	59	105,317	107,309	101,808	104,041	49,000	49,000	16.5

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.

TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2011–2012

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$190,669	9	\$177,839	7	\$185,056	16
Associate Director	132,945	26	132,727	15	132,865	41
Assistant Director	109,440	12	101,725	7	106,598	19
Head, Branch	109,815	50	105,588	12	108,997	62
Functional Specialist	78,091	91	84,401	92	81,263	183
Subject Specialist	74,018	83	80,787	38	76,144	121
Dept. Head:						
Acquisitions	‡	12	‡	1	95,271	13
Reference	‡	11	‡	1	94,624	12
Cataloging	‡	10	‡	2	98,941	12
Serials	‡	3	‡	1	112,280	4
Documents/Maps	‡	7	‡	3	98,630	10
Circulation	‡	11	‡	2	86,106	13
Rare Books/Manuscripts	‡	4	‡	3	100,546	7
Computer Systems	‡	3	‡	5	103,028	8
Other	97,242	49	99,066	22	97,807	71
Reference:						
Over 14 years experience	97,842	69	102,242	29	99,144	98
10 to 14 years experience	83,656	33	76,189	12	81,665	45
5 to 9 years experience	78,057	49	82,019	13	78,888	62
Under 5 years experience	67,107	49	71,244	12	67,921	61
Cataloging:						
Over 14 years experience	88,326	21	91,782	8	89,279	29
10 to 14 years experience	‡	5	‡	2	84,626	7
5 to 9 years experience	‡	9	‡	2	77,734	11
Under 5 years experience	‡	8	‡	2	67,635	10
Other:						
Over 14 years experience	92,846	14	92,832	5	92,842	19
10 to 14 years experience	‡	12	‡	2	78,139	14
5 to 9 years experience	74,856	6	72,995	5	74,010	11
Under 5 years experience	65,698	14	62,364	5	64,821	19
All Positions	\$89,008	670	\$91,790	308	\$89,884	978

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 2011–2012

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	34.6	9	32.4	7	33.6	16
Associate Director	24.3	26	22.2	15	23.5	41
Assistant Director	23.3	12	21.1	7	22.5	19
Head, Branch	22.4	50	19.6	12	21.9	62
Functional Specialist	13.3	91	15.6	92	14.4	183
Subject Specialist	13.5	83	14.2	38	13.7	121
Dept. Head:						
Acquisitions	20.0	12	11.0	1	19.3	13
Reference	14.6	11	33.0	1	16.2	12
Cataloging	23.4	10	26.5	2	23.9	12
Serials	20.3	3	34.0	1	23.8	4
Documents/Maps	22.4	7	12.3	3	19.4	10
Circulation	23.4	11	7.5	2	20.9	13
Rare Books/Manuscripts	19.0	4	26.0	3	22.0	7
Computer Systems	22.3	3	14.8	5	17.6	8
Other	20.6	49	19.2	22	20.1	71
Public services	8.5	17	5.6	7	7.7	24
Technical services	14.6	7	14.4	7	14.5	14
Administration	16.1	22	11.0	3	15.5	25
Reference	13.1	200	14.4	66	13.4	266
Cataloger	17.2	43	20.6	14	18.1	57
All Positions	16.3	670	16.5	308	16.3	978

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 2011–2012

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	\$63,361	95	\$65,463	39	\$63,973	134	14%
4–7 years	75,521	114	78,609	39	76,308	153	16%
8–11 years	82,759	92	82,567	42	82,699	134	14%
12–15 years	86,376	66	86,478	39	86,414	105	11%
16–19 years	95,389	51	91,685	26	94,139	77	8%
20–23 years	95,636	60	101,535	32	97,688	92	9%
24–27 years	106,339	61	107,433	40	106,772	101	10%
28–31 years	105,346	42	108,313	16	106,164	58	6%
32–35 years	106,054	35	106,908	20	106,364	55	6%
over 35 years	119,734	54	134,036	15	122,843	69	7%
All Positions	\$89,008	670	\$91,790	308	\$89,884	978	100%

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.

