

CANADIAN ARL UNIVERSITY LIBRARIES

TABLES 40–46

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TABLE 40: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2014–2015

INSTITUTION	FILLED POSITIONS FY 2015	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP. FY 2015
		FY 2014	FY 2015	FY 2014	FY 2015	FY 2014	FY 2015	
Alberta [†]	64	102,879	102,565	101,524	97,690	58,836	59,807	11.9
British Columbia [†]	70	94,344	98,117	90,097	94,418	55,335	58,051	17.9
Calgary [†]	51	102,594	103,804	99,136	102,646	65,000	65,000	19.3
Guelph [†]	54	93,494	92,927	91,792	90,618	64,932	64,932	17.6
Laval [†]	66	74,797	77,369	78,332	79,047	54,036	55,394	12.4
McGill [†]	74	78,311	84,727	70,073	73,202	50,000	50,000	14.4
McMaster [†]	38	73,833	76,657	66,514	69,659	48,456	48,456	20.4
Manitoba [†]	40	102,419	104,531	94,352	98,004	54,938	56,037	21.2
Montreal [†]	97	79,246	82,391	74,870	79,127	48,686	49,579	16.0
Ottawa [†]	42	89,622	95,595	87,418	93,601	60,481	62,925	14.6
Queen's	33	109,295	111,023	114,695	118,775	55,546	56,935	23.0
Saskatchewan [†]	47	101,317	102,750	102,239	100,315	61,142	61,142	17.0
Toronto [†]	148	100,852	100,402	99,543	99,822	58,100	58,100	17.1
Waterloo [†]	34	85,554	88,563	87,807	91,469	54,997	56,647	15.1
Western [†]	66	79,336	81,452	77,614	79,468	55,632	56,466	15.2
York [†]	56	111,384	115,337	111,975	117,462	49,000	49,000	14.9

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 CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, 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
Associate Director	‡	1		.	‡	2	‡	3	116,442	7
Assistant Director	‡	1	‡	2	‡	1	‡	3	‡	1
Head, Branch	‡	1	‡	2	99,659	7	106,537	10	114,271	7
Administrative Specialist	64,027	7	76,570	13	79,483	6	77,972	7	95,440	5
Digital Specialist	70,915	23	79,649	28	88,045	19	82,517	17	92,611	10
Functional Specialist	60,368	13	76,646	11	82,942	11	91,769	6	90,636	8
Subject Specialist	62,044	30	72,952	36	81,416	37	88,745	38	100,553	18
Dept. Head, Acquisitions	‡	1	‡	1	‡	1	128,761	4	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons		.		.	97,647	6	‡	2		.
Dept. Head, Cataloging		.		.	‡	1		.	‡	1
Dept. Head, Circulation		.	82,695	5	‡	1	‡	1		.
Dept. Head, Rare Books/ Manuscripts/Special Collections		.	‡	1	‡	3		.	‡	2
Dept. Head, Library Technology		.	74,709	4		.	‡	1	103,268	5
Dept. Head, Other		.	91,021	6	90,550	10	99,683	12	101,004	8
Public Services	67,447	8	80,906	16	90,292	5	‡	3	‡	2
Technical Services	‡	1	71,111	4		.	‡	2		.
Research/Reference/ Instruction	62,121	18	81,378	24	87,374	14	97,446	15	94,135	11
Cataloger/Metadata Analysts	67,901	6	68,209	4	90,382	11	90,532	9	95,574	5
All Positions:	66,225	110	79,195	157	87,871	135	94,106	134	101,971	92

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 CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, PART 2: 20 TO OVER 30 YEARS OF EXPERIENCE

	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.	‡	2	191,936	4	‡	3	223,954	5
Associate Director	126,588	4	139,391	7	164,837	4	145,162	7	‡	1
Assistant Director	‡	3	‡	3	‡	1	‡	3		.
Head, Branch	‡	3	131,522	4	127,260	10	120,178	4	130,748	4
Administrative Specialist	107,595	6	‡	3	94,145	5	‡	2	‡	3
Digital Specialist	94,858	9	‡	7	107,402	7	104,393	5	‡	3
Functional Specialist	‡	4	93,972	6	102,617	5	98,589	6	‡	3
Subject Specialist	97,383	18	104,023	10	122,410	9	110,049	11	102,673	14
Dept. Head, Acquisitions	‡	1		.	‡	1		.	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	1	‡	2	‡	2		.	‡	1
Dept. Head, Cataloging		.	110,285	5	‡	2	115,207	4		.
Dept. Head, Circulation		.	‡	3	‡	2	‡	1	‡	1
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1		.	‡	1	‡	2		.
Dept. Head, Library Technology		.		.	‡	1		.	‡	2
Dept. Head, Other	110,101	10	104,005	14	110,538	9	108,527	7	121,779	6
Public Services	‡	1	‡	2	‡	1	‡	1		.
Technical Services	‡	2	
Research/Reference/ Instruction	102,183	4	110,546	11	111,484	9	133,751	7	115,401	8
Cataloger/Metadata Analysts	‡	2	85,006	5	102,619	5	109,911	4	‡	2
All Positions:	103,513	69	109,488	84	119,694	78	122,162	67	122,448	54

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 CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	191,980	10	203,888	6	196,446	16
Associate Director	138,559	21	137,604	15	138,161	36
Assistant Director	117,521	12	112,656	6	115,899	18
Head, Branch	116,214	44	115,982	8	116,178	52
Administrative Specialist	83,758	39	85,517	18	84,314	57
Digital Specialist	83,866	53	87,072	75	85,744	128
Functional Specialist	79,554	51	93,077	22	83,630	73
Subject Specialist	85,944	164	90,002	57	86,991	221
Dept. Head, Acquisitions	‡	8	‡	3	119,252	11
Dept. Head, Research/Reference/ Information or Learning Commons	99,659	10	130,712	4	108,531	14
Dept. Head, Cataloging	‡	10	‡	3	113,028	13
Dept. Head, Circulation	95,403	10	96,179	4	95,625	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	121,540	5	118,265	5	119,903	10
Dept. Head, Library Technology	108,177	5	94,130	8	99,533	13
Dept. Head, Other	105,597	54	99,855	28	103,636	82
Public Services	83,895	28	88,332	11	85,147	39
Technical Services	‡	7	‡	2	80,005	9
Research/Reference/Instruction	91,398	96	100,198	25	93,217	121
Cataloger/Metadata Analysts	87,707	41	95,260	12	89,417	53
All Positions:	94,919	668	98,202	312	95,964	980

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 CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	191,980	10	203,888	6	196,446	16
Associate Director	138,559	21	137,604	15	138,161	36
Assistant Director	117,521	12	112,656	6	115,899	18
Head, Branch	116,214	44	115,982	8	116,178	52
Dept. Head, Acquisitions	‡	8	‡	3	119,252	11
Dept. Head, Cataloging	‡	10	‡	3	113,028	13
Dept. Head, Circulation	95,403	10	96,179	4	95,625	14
Dept. Head, Library Technology	108,177	5	94,130	8	99,533	13
Dept. Head, Rare Book/Manuscripts/Special Collections	121,540	5	118,265	5	119,903	10
Dept. Head, Research/Reference/Info or Learning Commons	99,659	10	130,712	4	108,531	14
Dept. Head, Other	105,597	54	99,855	28	103,636	82
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	13	‡	1	77,390	14
Business Manager	83,416	10	87,306	14	85,685	24
Human Resources	‡	10	‡	3	85,914	13
Development/Advancement	91,517	6	.	.	91,517	6
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	100,246	6	101,588	4	100,782	10
IT, Systems	85,094	19	81,603	21	83,261	40
IT, Web Developer	88,097	4	84,954	11	85,793	15
IT, Programmer	74,173	7	86,597	20	83,376	27
Scholarly Communications	81,824	6	90,487	5	85,762	11
Digital Acquisitions	83,951	4	98,647	5	92,116	9
Digital Collections Curation	75,469	7	88,696	9	82,909	16
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	66,922	17	93,958	7	74,808	24
Archivists	86,021	18	90,755	9	87,599	27
Assessment, Management Info Systems, Planning	‡	10	‡	2	91,774	12
Media Specialists	‡	2	‡	2	85,827	4
Preservation, including digital collections	‡	4	‡	2	83,300	6
Subject Specialist (no subgroup)	84,219	99	91,060	32	85,890	131
Subject Specialist in Humanities/Fine Arts	102,814	23	97,506	8	101,444	31
Subject Specialist in Sciences & Technology	78,226	19	79,093	9	78,504	28
Subject Specialist in Social/Behavior Science	81,558	19	90,537	8	84,219	27
Subject Specialist in Area Studies	89,156	4	.	.	89,156	4

TABLE 43: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	87,707	41	95,260	12	89,417	53
Research/Reference/Instruction	91,398	96	100,198	25	93,217	121
Public Services	83,895	28	88,332	11	85,147	39
Technical Services	‡	7	‡	2	80,005	9
All Positions:	94,919	668	98,202	312	95,964	980

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 CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	30.3	10	33.2	6	31.4	16
Associate Director	25.0	21	20.7	15	23.2	36
Assistant Director	20.4	12	17.3	6	19.4	18
Head, Branch	21.8	44	18.3	8	21.2	52
Administrative Specialist	16.0	39	13.9	18	15.3	57
Digital Specialist	11.5	53	13.8	75	12.8	128
Functional Specialist	12.6	51	20.9	22	15.1	73
Subject Specialist	14.8	164	14.4	57	14.7	221
Dept. Head, Acquisitions	18.1	8	13.7	3	16.9	11
Dept. Head, Research/Reference/ Information or Learning Commons	15.1	10	25.5	4	18.1	14
Dept. Head, Cataloging	25.4	10	28.3	3	26.1	13
Dept. Head, Circulation	21.7	10	10.8	4	18.6	14
Dept. Head, Rare Books/ Manuscripts/Special Collections	17.0	5	20.4	5	18.7	10
Dept. Head, Library Technology	21.4	5	14.5	8	17.2	13
Dept. Head, Other	21.9	54	20.4	28	21.4	82
Public Services	8.1	28	12.5	11	9.4	39
Technical Services	11.4	7	8.0	2	10.7	9
Research/Reference/Instruction	15.3	96	16.1	25	15.4	121
Cataloger/Metadata Analysts	15.0	41	22.6	12	16.7	53
All Positions:	16.2	668	16.7	312	16.4	980

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 CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	30.3	10	33.2	6	31.4	16
Associate Director	25.0	21	20.7	15	23.2	36
Assistant Director	20.4	12	17.3	6	19.4	18
Head, Branch	21.8	44	18.3	8	21.2	52
Dept. Head, Acquisitions	18.1	8	13.7	3	16.9	11
Dept. Head, Cataloging	25.4	10	28.3	3	26.1	13
Dept. Head, Circulation	21.7	10	10.8	4	18.6	14
Dept. Head, Library Technology	21.4	5	14.5	8	17.2	13
Dept. Head, Rare Book/Manuscripts/Special Collections	17.0	5	20.4	5	18.7	10
Dept. Head, Research/Reference/Info or Learning Commons	15.1	10	25.5	4	18.1	14
Dept. Head, Other	21.9	54	20.4	28	21.4	82
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	10.5	13	5	1	10.1	14
Business Manager	21.9	10	15.3	14	18.0	24
Human Resources	14.1	10	10.3	3	13.2	13
Development/Advancement	21.3	6		.	21.3	6
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	10.3	6	13.5	4	11.6	10
IT, Systems	15.3	19	17.1	21	16.3	40
IT, Web Developer	11.5	4	13.2	11	12.7	15
IT, Programmer	10.3	7	12.4	20	11.9	27
Scholarly Communications	5.2	6	8.4	5	6.6	11
Digital Acquisitions	14.5	4	15.8	5	15.2	9
Digital Collections Curation	6.9	7	11.7	9	9.6	16
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	5.9	17	25.6	7	11.6	24
Archivists	16.0	18	19.3	9	17.1	27
Assessment, Management Info Systems, Planning	12.8	10	14.5	2	13.1	12
Media Specialists	36.5	2	22.5	2	29.5	4
Preservation, including digital collections	13.5	4	16.5	2	14.5	6
Subject Specialist (no subgroup)	14.7	99	16.7	32	15.2	131
Subject Specialist in Humanities/Fine Arts	18.0	23	11.8	8	16.4	31
Subject Specialist in Sciences & Technology	12.9	19	10.0	9	12.0	28
Subject Specialist in Social/Behavior Science	14.2	19	12.8	8	13.7	27
Subject Specialist in Area Studies	10.5	4		.	10.5	4

TABLE 45: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	15.0	41	22.6	12	16.7	53
Research/Reference/Instruction	15.3	96	16.1	25	15.4	121
Public Services	8.1	28	12.5	11	9.4	39
Technical Services	11.4	7	8.0	2	10.7	9
All Positions:	16.2	668	16.7	312	16.4	980

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 CANADIAN ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2014–2015

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	63,564	77	72,432	33	66,225	110	11%
4–7 years	78,278	111	81,406	46	79,195	157	16%
8–11 years	87,660	97	88,409	38	87,871	135	14%
12–15 years	97,352	87	88,098	47	94,106	134	14%
16–19 years	100,616	62	104,771	30	101,971	92	9%
20–23 years	102,386	44	105,496	25	103,513	69	7%
24–27 years	108,938	56	110,589	28	109,488	84	9%
28–31 years	118,117	45	121,844	33	119,694	78	8%
32–35 years	122,188	48	122,094	19	122,162	67	7%
over 35 years	117,709	41	137,396	13	122,448	54	6%
All Positions:	94,919	668	98,202	312	95,964	980	100%

Salaries are expressed in Canadian dollars

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