

ARL ANNUAL SALARY SURVEY 2014–2015

Compiled and Edited by

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ASSOCIATION OF RESEARCH LIBRARIES®
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ARL Annual Salary Survey 2014–2015

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Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

Visit the ARL Statistics and Assessment Program online at <http://www.arl.org/focus-areas/statistics-assessment>.

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In Memory of Julia C. Blixrud, 1954–2014
Our resilient, effortlessly optimistic, and inspirational colleague
Editor of the *ARL Annual Salary Survey* 1997–98 and 1998–99

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SALARY SURVEY TRENDS 2014–2015

The *ARL Annual Salary Survey 2014–2015* reports salary data for all professional staff working in ARL member libraries. The Association of Research Libraries (ARL) represents the interests of libraries that serve major research institutions in the US and Canada. 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 10,036 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries (866 staff members reported by 72 medical libraries and 731 staff members reported by 76 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,635 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 1.0706 Canadian dollars per US dollar.¹ 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, 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

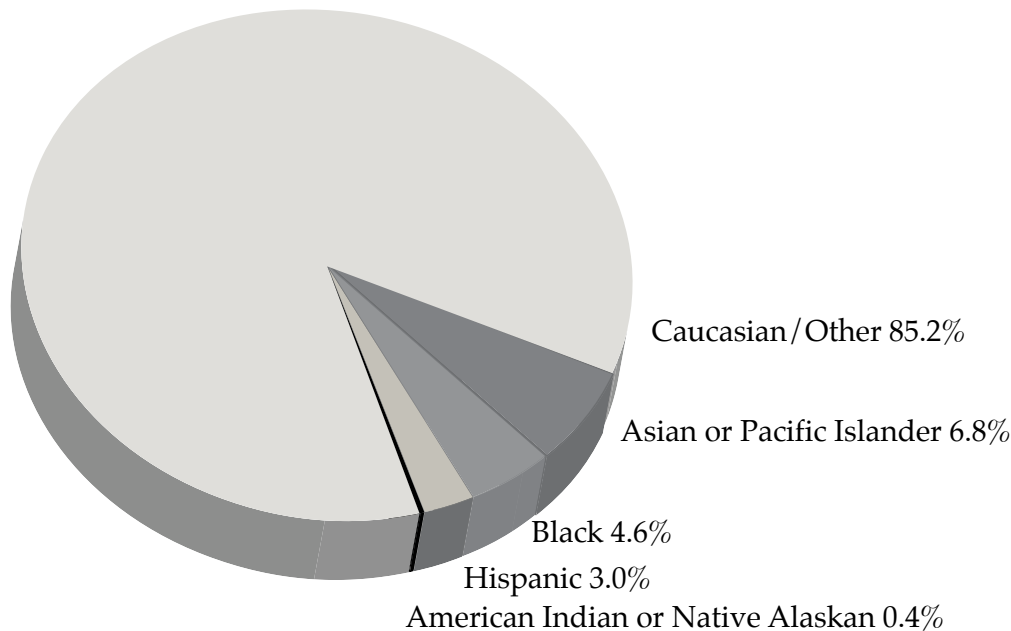
There were 1,294 minority professional staff reported in 99 US ARL university libraries, including law and medical libraries.² Note that the data for minority professionals comes only from the US ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions.

1 This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2013–June 2014 and is used in converting figures that are shown effective as of 1 July 2014. This information can be accessed at <http://www.bankofcanada.ca/en/rates/exchange.html>.

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.

Currently, 14.8% 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: 10.7% are directors (12 out of 112), 6.2% are associate directors (20 out of 323), 7.0% are assistant directors (11 out of 157) and 8.7% (33 out of 379) 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 85.2%, Asian/Pacific Islander 6.8%, Black 4.6%, Hispanic 3.0%, and American Indian/Alaskan Native 0.4%.

Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2014–2015



Minority professional staff in US ARL university libraries continues 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 data-collection experience. Minorities are underrepresented by almost 37% in the West North Central region and by 34% 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.

Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2014–2015

RACE/ ETHNICITY CATEGORY	NEW ENGLAND	MIDDLE ATLANTIC	EAST NORTH CENTRAL	WEST NORTH CENTRAL	SOUTH ATLANTIC	EAST SOUTH CENTRAL	WEST SOUTH CENTRAL	MOUNTAIN	PACIFIC	TOTAL	%
Black	25	75	72	21	126	22	25	8	27	401	31%
Hispanic	17	50	37	9	44	8	36	22	43	266	21%
Asian	71	106	83	22	86	14	45	17	149	593	46%
American Indian / Alaskan Native	3	9	5	3	1		3	7	3	34	3%
Minority Total	116	240	197	55	257	44	109	54	222	1294	100.0%
Minority Percent	9.0%	18.5%	15.2%	4.3%	19.9%	3.4%	8.4%	4.2%	17.2%		
Nonminority Total	1013	1240	1300	503	1350	365	624	399	653	7447	100.0%
Nonminority Percent	13.6%	16.7%	17.5%	6.8%	18.1%	4.9%	8.4%	5.4%	8.8%		
Regional Percent Total staff	12.9%	16.9%	17.1%	6.4%	18.4%	4.7%	8.4%	5.2%	10.0%		
Proportional Minority Representation	-33.82%	10.78%	-13.14%	-36.76%	9.94%	-30.61%	0.00%	-22.22%	95.45%		

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 work of the ARL Diversity Program. The ARL Diversity Program through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL's and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the diversity program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections. More information about the diversity program can be found at <http://www.arl.org/leadership-recruitment/diversity-recruitment>.

ClimateQUAL® is an assessment initiative that focuses on some of the same issues. It 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 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 survey 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 <http://www.climatequal.org>.

GENDER DATA

The overall gender balance in the 115 Canadian and US university libraries (including law and medical libraries) is 36.4% male and 63.6% female (Figure 3d).

Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2014–2015

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	2,892	38.8%	4,567	61.2%	7,459
Medical	193	25.4%	566	74.6%	759
Law	237	34.3%	454	65.7%	691
All	3,322	37.3%	5,587	62.7%	8,909

Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2014–2015

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Minority*	398	30.8%	896	69.2%	1,294
Non-minority	2,872	38.6%	4,575	61.4%	7,447
All	3,270	37.4%	5,471	62.6%	8,741

*Note: There are seven 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 2014–2015

CANADA	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	312	31.8%	668	68.2%	980
Medical	9	8.4%	98	91.6%	107
Law	13	32.5%	27	67.5%	40
All	334	29.6%	793	70.4%	1,127

Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2014–2015

COMBINED	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	3,204	38.0%	5,235	62.0%	8,439
Medical	202	23.3%	664	76.7%	866
Law	250	34.2%	481	65.8%	731
All	3,656	36.4%	6,380	63.6%	10,036

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, and the trend continues this year (see Table 18). The number of women in the top administrative library position *decreased* from 67 in 2013–2014 to 65 of the 112 total director positions (see Table 18).

In keeping with previous years, the 2014–2015 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2014–2015 the overall salary for women was 95.7% of that of men for the 115 ARL university libraries (compared to 96.3% in 2013–2014). This suggests a slight regression in the slow, long-term trend towards closure of the gender gap in ARL libraries—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 6 of the 19 categories listed. Table 20 provides average years of professional experience for many of 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 but one of the six job categories in which they average higher pay. There are five categories where women, on average, have more experience and less pay: Associate Director; Assistant Director; Digital Specialist; Head, Acquisitions; and Department Head-Other Department. 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 24–27 years of experience cohort 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.³ 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 BREAKDOWNS

As seen in Figure 4, which now includes all positions, the category that includes Administrative Specialists (no subgroup) makes up 2.1% of the dataset; the category that includes Digital Specialists (no subgroup) makes up 1.4% of the dataset, and the category that includes Functional Specialists (no subgroup) makes up 2.1% of the data set. Archivists comprised the largest percentage of Functional Specialists who used an alternative code (5.9%), and Information Technology specialists comprised the largest percentage of Digital Specialists who used an alternative code (9.0%). Information Technology specialists include the IT, Systems; IT, Web Developer; and IT Programmer job sub-codes.

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.

Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2014–2015

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Director	112	1.3%					112	1.1%
Associate Director	323	3.8%	49	5.7%	47	6.4%	419	4.2%
Assistant Director	157	1.9%	31	3.6%	53	7.3%	241	2.4%
Head, Medical			65	7.5%			65	0.6%
Head, Law					72	9.8%	72	0.7%
Head, Branch	379	4.5%	23	2.7%			402	4.0%
Dept. Head								
Acquisitions	99	1.2%	18	2.1%	30	4.1%	147	1.5%
Cataloging	151	1.8%	11	1.3%	29	4.0%	191	1.9%
Circulation	110	1.3%	16	1.8%	29	4.0%	155	1.5%
Library Technology	104	1.2%	11	1.3%	5	0.7%	120	1.2%
Rare Book / Manuscripts / Special Collections	104	1.2%	8	0.9%	4	0.5%	116	1.2%
Research / Reference / Information or Learning Commons	137	1.6%	19	2.2%	24	3.3%	180	1.8%
Other Department Heads	601	7.1%	54	6.2%	20	2.7%	675	6.7%
Administrative Specialist (no subgroup); Administrative support, Marketing / Communication / IP Permissions, Other Administrative	185	2.2%	15	1.7%	8	1.1%	208	2.1%
Business Manager	165	2.0%	12	1.4%	5	0.7%	182	1.8%
Human Resources	87	1.0%	1	0.1%			88	0.9%
Development / Advancement	46	0.5%	2	0.2%			48	0.5%
Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise	127	1.5%	1	0.1%	10	1.4%	138	1.4%
IT, Systems	371	4.4%	30	3.5%	17	2.3%	418	4.2%
IT, Web Developer	159	1.9%	16	1.8%	3	0.4%	178	1.8%
IT, Programmer	290	3.4%	16	1.8%			306	3.0%
Scholarly Communications	78	0.9%	3	0.3%			81	0.8%
Digital Acquisitions	90	1.1%	7	0.8%	4	0.5%	101	1.0%
Digital Collections Curation	124	1.5%	1	0.1%	4	0.5%	129	1.3%

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	184	2.2%	16	1.8%	8	1.1%	208	2.1%
Archivists	564	6.7%	23	2.7%	4	0.5%	591	5.9%
Assessment, Management Information Systems, Planning	72	0.9%	1	0.1%	1	0.1%	74	0.7%
Media Specialists	96	1.1%	3	0.3%	2	0.3%	101	1.0%
Preservation, including digital collections	164	1.9%	1	0.1%			165	1.6%
Subject Specialist (no subgroup)	730	8.7%	138	15.9%	66	9.0%	934	9.3%
Subject Specialist in Humanities/Fine Arts	238	2.8%					238	2.4%
Subject Specialist in Sciences & Technology	235	2.8%	34	3.9%	2	0.3%	271	2.7%
Subject Specialist in Social/Behavior Science	199	2.4%	12	1.4%	13	1.8%	224	2.2%
Subject Specialist in Area Studies	185	2.2%			1	0.1%	186	1.9%
Catalogers/Metadata analysts	604	7.2%	15	1.7%	39	5.3%	658	6.6%
Research/Reference/Instruction	834	9.9%	170	19.6%	185	25.3%	1189	11.8%
Public Services	217	2.6%	34	3.9%	26	3.6%	277	2.8%
Technical Services	118	1.4%	10	1.2%	20	2.7%	148	1.5%
All Positions:	8,439		866		731		10,036	

Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2014–2015

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Director	226,458	65	226,310	47	226,396	112
Associate Director	119,847	254	127,263	165	122,768	419
Assistant Director	97,885	156	108,778	85	101,727	241
Head, Medical	137,035	52	140,866	13	137,801	65
Head, Law	167,788	38	175,864	34	171,602	72
Head, Branch	86,373	277	93,006	125	88,435	402
Dept. Head						
Acquisitions	77,882	107	80,044	40	78,471	147
Cataloging	81,805	136	80,698	55	81,487	191
Circulation	77,321	102	73,499	53	76,014	155
Library Technology	95,045	39	95,347	81	95,249	120
Rare Book/Manuscripts/Special Collections	95,835	59	94,854	57	95,353	116
Research/Reference/Information or Learning Commons	84,611	129	87,299	51	85,373	180
Other Department Heads	84,441	425	86,523	250	85,212	675
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions, Other Administrative	68,692	158	68,367	50	68,614	208
Business Manager	73,430	109	74,736	73	73,954	182
Human Resources	76,094	78	71,252	10	75,544	88
Development/ Advancement	87,088	29	79,290	19	84,001	48
Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise	65,150	81	67,643	57	66,180	138
IT, Systems	72,710	123	71,190	295	71,637	418
IT, Web Developer	66,831	72	69,636	106	68,502	178
IT, Programmer	74,052	76	75,478	230	75,124	306
Scholarly Communications	70,970	52	74,751	29	72,324	81
Digital Acquisitions	67,191	76	68,962	25	67,629	101
Digital Collections Curation	65,764	70	68,385	59	66,963	129

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	63,583	141	69,767	67	65,575	208
Archivists	63,650	372	68,345	219	65,390	591
Assessment, Management Information Systems, Planning	70,652	51	72,088	23	71,098	74
Media Specialists	59,171	40	61,140	61	60,360	101
Preservation, including digital collections	65,631	117	68,890	48	66,579	165
Subject Specialist	70,573	637	73,851	297	71,615	934
Subject Specialist in Humanities / Fine Arts	70,215	145	74,888	93	72,041	238
Subject Specialist in Sciences & Technology	68,087	191	69,922	80	68,629	271
Subject Specialist in Social / Behavior Science	66,805	158	72,133	66	68,375	224
Subject Specialist in Area Studies	73,289	119	73,486	67	73,360	186
Catalogers / Metadata analysts	67,614	468	69,362	190	68,119	658
Research / Reference / Instruction	68,671	872	68,981	317	68,754	1,189
Public Services	64,207	194	65,046	83	64,459	277
Technical Services	61,743	112	59,392	36	61,172	148
All Positions:	77,014	6,380	80,629	3,656	78,331	10,036

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 29 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 decreased in 2014–2015 to 7.48%, with librarians at private institutions earning an average of \$5,566 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 2014–2015 libraries with more than 110 staff reported the highest average salary, \$80,578, followed by the smallest libraries, i.e. those with 23–49 staff, which reported the next highest average salary \$77,334 (see Table 25). In 2014–2015 the gap between the highest paying cohort and the lowest paying cohort increased to \$3,492.

The cutoff staffing levels used to determine the largest cohort of libraries continued to hold steady at 110 in 2014–2015.⁴

GEOGRAPHIC AREA

In 2014–2015, the highest average salaries were found in Canada (\$89,636) followed by New England (\$84,380) with salaries in the Pacific region (\$82,932) coming in third (see Table 27). For the 2014–2015 survey period, the Canadian currency exchange rate is 1.0706. The West South Central region had the lowest average salary: \$67,134.

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) and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, liaisons etc.) to 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 10,036 librarians in ARL university member libraries, 6,481 occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,393) occupy a position in a four-step rank structure.

Figure 6a: Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures, FY 2014–2015

	THREE-STEP			FOUR-STEP			FIVE-STEP		
	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff
Librarian 1	63,068	8.5	490	58,381	8.6	494	59,565	11.1	249
Librarian 2	75,925	17.4	684	67,904	13.0	920	63,847	12.2	302
Librarian 3	94,509	24.8	435	78,624	20.1	1,331	75,044	16.9	471
Librarian 4				95,543	26.9	648	89,172	22.5	319
Librarian 5							105,232	26.7	138
No. of Staff	1,609			3,393			1,479		

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 2014–2015

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	490	33,942	53,480	60,000	69,494	129,222
Librarian 2	684	45,909	61,026	70,368	85,005	188,133
Librarian 3	435	54,640	79,097	92,259	107,724	165,997

⁴ 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.

Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2014–2015

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	494	37,678	50,364	56,146	63,977	119,800
Librarian 2	920	38,642	56,244	63,720	75,500	174,302
Librarian 3	1331	42,734	64,580	74,556	88,110	209,450
Librarian 4	648	50,000	77,268	88,930	109,194	247,800

Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2014–2015

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	249	33,155	49,978	58,743	66,817	102,605
Librarian 2	302	33,100	54,704	64,048	71,600	96,923
Librarian 3	471	33,975	61,986	75,110	86,154	125,943
Librarian 4	319	50,228	71,531	86,989	102,071	232,833
Librarian 5	138	40,500	86,237	102,859	124,481	175,000

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 the United States did not keep pace with inflation, while the purchasing power of their Canadian counterparts surpassed inflation.

US salaries were almost on par with inflation in 2014–2015. US CPI increased by 2% (see Table 3),⁵ and the median salary for US ARL university libraries in 2014–2015 increased by 1.8% to \$70,000 (see Table 3). Canadian salaries (reported in Canadian dollars) surpassed inflation: the Canadian CPI increased 2.1%, while median salaries in Canadian university libraries increased by 3.2% to \$92,000 (Canadian dollars, see Table 4).⁶ The median beginning salary (BPS) for university ARL librarians remained \$48,000 in 2014–2015 (see Table 2). Table 6 shows that the median for beginning salaries in nonuniversity libraries increased to \$51,888 in 2014–2015, and the overall median salary for nonuniversity librarians increased to \$95,329.

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.

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-x2015002-eng.htm>.

DOWNLOADABLE DATA TABLES

The online version of the *ARL Annual Salary Survey 2014–2015* 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.

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SALARY LEVELS FOR STAFF IN ARL LIBRARIES

TABLES 1-4

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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 2013–2014	Cum. %	FY 2014–2015	Cum. %	FY 2013–2014	Cum. %	FY 2014–2015	Cum. %
More than 300,000	9	0.1%	12	0.1%	0	0.0%	0	0.0%
250,000 - 299,999	20	0.3%	21	0.3%	0	0.0%	0	0.0%
200,000 - 250,000	80	1.1%	86	1.2%	6	0.2%	1	0.0%
175,000 - 199,999	56	1.6%	53	1.7%	4	0.3%	3	0.1%
150,000 - 174,999	112	2.7%	112	2.8%	305	8.3%	288	8.0%
140,000 - 149,999	96	3.7%	97	3.8%	140	12.0%	133	11.7%
130,000 - 139,999	167	5.3%	148	5.3%	244	18.4%	305	20.1%
120,000 - 129,999	203	7.3%	217	7.4%	237	24.7%	202	25.6%
110,000 - 119,999	329	10.5%	337	10.8%	396	35.1%	448	38.0%
100,000 - 109,999	466	15.1%	491	15.7%	453	47.1%	340	47.3%
95,000 - 99,999	347	18.5%	318	18.9%	242	53.5%	337	56.6%
90,000 - 94,999	432	22.8%	467	23.5%	220	59.3%	205	62.2%
85,000 - 89,999	499	27.7%	564	29.1%	205	64.7%	207	67.9%
80,000 - 84,999	615	33.7%	620	35.3%	260	71.5%	224	74.1%
78,000 - 79,999	312	36.8%	314	38.4%	77	73.6%	60	75.7%
76,000 - 77,999	312	39.9%	333	41.7%	118	76.7%	83	78.0%
74,000 - 75,999	368	43.5%	345	45.2%	140	80.4%	115	81.2%
72,000 - 73,999	348	46.9%	423	49.4%	49	81.7%	61	82.9%
70,000 - 71,999	456	51.4%	359	53.0%	61	83.3%	90	85.3%
68,000 - 69,999	336	54.7%	380	56.8%	110	86.2%	73	87.3%
66,000 - 67,999	405	58.7%	373	60.5%	65	87.9%	48	88.7%
64,000 - 65,999	388	62.5%	413	64.6%	35	88.8%	76	90.8%
62,000 - 63,999	438	66.8%	460	69.2%	97	91.4%	67	92.6%
60,000 - 61,999	470	71.4%	450	73.7%	40	92.4%	27	93.3%
58,000 - 59,999	421	75.6%	406	77.7%	45	93.6%	58	94.9%
56,000 - 57,999	390	79.4%	397	81.7%	68	95.4%	31	95.8%
54,000 - 55,999	377	83.1%	372	85.4%	26	96.1%	27	96.5%
52,000 - 53,999	372	86.8%	367	89.0%	36	97.0%	50	97.9%
50,000 - 51,999	367	90.4%	299	92.0%	50	98.4%	13	98.3%
48,000 - 49,999	271	93.1%	226	94.3%	6	98.5%	9	98.5%
46,000 - 47,999	239	95.4%	183	96.1%	11	98.8%	17	99.0%
44,000 - 45,999	156	96.9%	121	97.3%	8	99.0%	14	99.4%
42,000 - 43,999	109	98.0%	90	98.2%	17	99.5%	9	99.6%
40,000 - 41,999	77	98.8%	84	99.0%	10	99.7%	1	99.6%
38,000 - 39,999	58	99.3%	33	99.4%	4	99.8%	2	99.7%
36,000 - 37,999	20	99.5%	23	99.6%	1	99.9%	3	99.8%
34,000 - 35,999	15	99.7%	13	99.7%	0	99.9%	0	99.8%
less than 34,000	32	100.0%	29	100.0%	5	100.0%	8	100.0%
Total Positions	10,168		10,036		3,791		3,635	
Median Salary	\$70,585		\$71,589		\$95,173		\$95,329	

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.

Fiscal Year	Number of Libraries	Total Staff	Median Salary[†]	BPS[‡] Median	Median Salary Index	BPS[‡] Index	Actual CPI*	Adjusted CPI
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	64,823	44,000	248.4	266.7	219.9	211.6
2007–2008	113	9,983	61,833	41,125	236.9	249.7	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	175.2	181.7	163.2	157.1
1997–1998	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996–1997	109	8,325	43,170	27,687	165.3	167.7	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	140.5	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	130.4	125.8
1989–1990	107	8,253	34,629	22,000	132.7	133.3	124.4	119.3
1988–1989	107	8,087	32,461	20,400	124.4	123.6	118.5	113.9
1987–1988	106	7,962	30,534	19,460	117.0	117.9	113.8	109.3
1986–1987	105	7,718	28,941	18,250	110.9	110.6	109.5	105.5
1985–1986	105	7,543	27,485	17,500	105.3	106.1	107.8	103.6
1984–1985	104	7,161	26,100	16,500	100.0	100.0	104.1	100.0

*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>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary [†]	Median Salary Change	Median Salary Index	Actual CPI*	Adjusted CPI	CPI Change
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	2.8
1992-1993	95	7,375	38,124	3.0	146.9	140.5	134.9	3.2
1991-1992	94	7,408	37,009	3.5	142.6	136.2	131.1	4.4
1990-1991	94	7,543	35,761	5.2	137.8	130.4	125.8	4.8
1989-1990	94	7,344	34,000	5.8	131.0	124.4	119.3	5.0
1988-1989	94	7,252	32,149	5.4	123.9	118.5	113.9	4.1
1987-1988	93	7,145	30,492	5.1	117.5	113.8	109.3	3.9
1986-1987	92	6,886	29,021	6.5	111.9	109.5	105.5	1.6
1985-1986	91	6,707	27,249	5.0	105.0	107.8	103.6	3.6
1984-1985	91	6,456	25,946	6.9	100.0	104.1	100.0	-

*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-x2015002-eng.htm>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary in US \$ [†]	Median Salary Change [†]	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Can. CPI	Can. CPI Change*
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	1.0046	89,163	2.3	123.1	1.3
2012–2013	16	1,151	86,798	1.6	1.0037	87,120	1.8	121.5	1.3
2011–2012	16	1,128	85,431	9.6	1.0014	85,551	4.0	120.0	2.7
2010–2011	16	1,112	77,919	12.7	1.0556	82,251	2.0	116.8	1.8
2009–2010	15	1,091	69,130	-11.3	1.1667	80,654	2.4	114.7	-0.9
2008–2009	14	990	77,954	15.8	1.0101	78,742	3.3	115.8	3.4
2007–2008	14	957	67,331	6.7	1.1323	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	1.5103	62,400	2.4	93.1	1.9
1998–1999	13	729	42,963	-2.7	1.4177	60,909	0.9	91.4	1.0
1997–1998	13	732	44,167	1.4	1.3663	60,346	1.7	90.5	1.7
1996–1997	13	764	43,569	0.9	1.3613	59,310	-0.4	89.0	1.3
1995–1996	13	796	43,173	-1.7	1.3794	59,554	1.3	87.9	2.6
1994–1995	13	815	43,919	-6.0	1.3381	58,768	0.7	85.7	0.1
1993–1994	13	816	46,744	-4.3	1.2488	58,374	2.9	85.6	1.7
1992–1993	13	837	48,820	2.7	1.1623	56,744	3.4	84.2	1.2
1991–1992	13	847	47,519	5.5	1.1547	54,870	3.6	83.2	6.0
1990–1991	13	839	45,023	15.1	1.1759	52,942	12.5	78.5	4.1
1989–1990	13	853	39,117	12.3	1.2026	47,042	5.3	75.4	5.3
1988–1989	13	837	34,826	11.7	1.2826	44,668	5.3	71.6	3.9
1987–1988	13	817	31,178	10.9	1.3602	42,408	9.1	68.9	4.6
1986–1987	13	831	28,123	-1.9	1.3817	38,858	1.2	65.9	4.1
1985–1986	13	829	28,666	1.1	1.3388	38,378	7.9	63.3	4.1
1984–1985	12	705	28,346	-0.8	1.2548	35,569	0.8	60.8	4.1

[†] 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

TABLES 5-6

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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 FY2014 and FY2015.

INSTITUTION	No. of Staff	MEDIAN SALARIES		BEGINNING SALARIES	
		FY 2013–2014	FY 2014–2015	FY 2013–2014	FY 2014–2015
Boston Public Library [†]	182	62,419	66,233	42,000	44,566
Center for Research Libraries	34	59,130	69,999	37,168	38,394
Library of Congress [†]	2,394	106,839	109,804	51,630	51,630
National Agricultural Library [†]	68	84,855	98,305	51,630	52,146
National Archives [†]	443	89,372	90,502	40,084	44,052
National Library of Medicine	199	94,837	95,919	51,630	52,146
National Research Council Canada [*]	71	77,675	72,886	58,951	55,317
New York Public Library [†]	140	61,633	58,579	42,638	44,580
New York State Library [†]	30	68,637	70,013	54,045	52,293
Smithsonian Libraries	74	75,237	78,401	51,630	52,146

^{*} 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 - CUIUR0000SA0)* available online at <http://www.bls.gov/cpi/data.htm>. Note: Canadian salaries are expressed in US dollars.

Fiscal Year	Number of Libraries	Total Staff	Median Salary	BPS[†] Median	Median Salary Index	BPS[†] Index	Actual CPI	Adjusted CPI
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	206.8	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
1984–1985	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

† Beginning professional salary.

ARL UNIVERSITY LIBRARIES

TABLES 7-27

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TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN 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	
Alabama [†]	70	64,362	65,026	58,910	60,215	45,000	45,000	14.3
Alberta [†]	64	102,408	95,802	101,059	91,248	58,567	55,863	11.9
Arizona [†]	46	74,043	74,154	70,368	72,368	56,365	54,314	19.3
Arizona State [†]	46	68,795	71,716	69,327	72,192	43,000	45,000	22.6
Auburn	45	61,619	63,087	58,295	59,055	54,025	54,025	18.0
Boston University [†]	62	63,760	65,360	62,600	62,300	48,500	49,000	19.0
Boston College [†]	60	78,076	78,847	74,825	75,423	45,800	46,700	19.4
Brigham Young	104	73,352	75,232	70,400	73,300	55,300	56,400	19.0
British Columbia [†]	70	93,912	91,647	89,684	88,192	55,082	54,223	17.9
Brown [†]	71	72,917	75,850	66,080	70,019	55,000	58,000	19.4
Calgary [†]	51	102,124	96,959	98,682	95,877	64,702	60,714	19.3
California, Berkeley [†]	79	88,195	93,137	84,996	90,636	47,544	47,722	19.8
California, Davis [†]	33	95,431	99,828	97,456	98,570	47,544	47,722	22.5
California, Irvine	46	82,406	84,077	84,996	86,700	47,544	47,722	16.0
California, Los Angeles [†]	140	80,655	87,462	77,976	83,165	47,544	47,722	16.1
California, Riverside [†]	36	84,795	91,449	84,996	90,636	49,464	50,334	19.8
California, San Diego	89	84,597	84,297	83,235	79,838	47,544	47,722	18.6
California, Santa Barbara	62	80,459	82,907	78,174	79,332	47,544	47,722	14.9
Case Western Reserve [†]	38	60,513	62,018	60,776	59,000	36,414	40,000	15.2
Chicago [†]	72	82,708	84,634	76,414	78,030	56,100	56,244	17.9
Cincinnati [†]	59	72,845	72,378	69,979	69,074	42,000	43,000	20.9
Colorado [†]	38	70,536	69,890	65,442	62,208	48,800	50,000	13.4
Colorado State	66	77,548	78,514	76,108	72,967	55,000	45,000	13.6
Columbia	167	80,566	82,761	71,400	74,555	57,000	59,280	16.8
Connecticut [†]	56	78,784	86,532	78,467	83,874	50,000	50,000	19.1
Cornell [†]	105	77,129	78,115	70,931	72,423	51,500	52,500	16.3
Dartmouth [†]	58	74,708	74,987	71,039	71,462	46,500	47,500	18.8
Delaware [†]	63	81,116	79,658	75,857	72,504	45,600	45,600	19.4
Duke [†]	138	70,233	72,055	64,700	66,800	47,000	47,000	15.2
Emory [†]	113	71,081	73,605	64,471	70,154	48,000	50,000	15.7
Florida [†]	66	66,182	68,810	63,355	66,817	44,483	44,928	17.0
Florida State [†]	52	63,734	59,240	59,000	54,291	42,000	45,000	12.7
George Washington	36	82,877	83,353	74,058	75,910	47,000	47,000	17.0
Georgetown	45	74,059	75,988	64,700	69,052	52,000	50,000	18.4
Georgia	80	56,815	58,137	51,590	52,213	38,000	39,500	16.6
Georgia Tech [†]	47	68,472	74,179	65,880	72,039	50,000	48,000	16.6
Guelph [†]	54	93,066	86,799	91,371	84,642	64,635	60,650	17.6
Harvard [†]	316	83,434	88,201	75,480	80,400	53,000	58,500	18.5
Hawaii [†]	76	65,478	67,877	61,992	62,604	50,004	50,004	15.6
Houston [†]	58	66,346	67,853	59,278	61,240	50,000	50,000	12.0
Howard [†]	23	69,128	68,146	63,990	62,995	50,500	51,000	23.6
Illinois, Chicago [†]	48	69,639	68,665	65,376	68,107	43,000	47,000	15.8

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN 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	
Illinois, Urbana [‡]	142	74,695	75,113	67,512	69,966	55,000	55,000	14.9
Indiana [‡]	77	67,351	65,776	61,631	59,696	40,400	41,208	15.8
Iowa [‡]	73	62,578	62,457	60,642	61,449	43,000	43,000	13.7
Iowa State [‡]	42	65,994	66,989	59,215	61,139	49,000	49,000	18.8
Johns Hopkins [‡]	96	73,604	75,024	67,143	69,689	53,885	54,693	17.3
Kansas [‡]	48	73,366	76,969	71,033	75,460	49,000	50,000	20.2
Kent State [‡]	57	65,711	65,333	64,091	63,288	48,889	48,889	16.2
Kentucky [‡]	71	64,774	66,334	63,000	64,103	35,600	39,500	23.7
Laval [‡]	66	74,454	72,267	77,973	73,834	53,789	51,741	12.4
Louisiana State [‡]	49	50,061	56,987	47,567	53,744	43,000	50,000	15.3
Louisville [‡]	38	61,327	62,604	55,866	56,926	40,000	40,000	15.2
McGill [‡]	74	77,953	79,139	69,752	68,375	49,771	46,703	14.4
McMaster [‡]	38	73,495	71,602	66,209	65,065	48,234	45,261	20.4
Manitoba [‡]	40	101,950	97,638	93,920	91,541	54,686	52,342	21.2
Maryland [‡]	74	70,913	75,771	67,941	72,787	44,000	46,000	18.6
Massachusetts [‡]	62	79,492	77,405	77,841	72,251	46,779	46,779	17.3
MIT [‡]	89	84,217	86,434	79,134	81,925	54,500	54,500	17.0
Miami [‡]	65	69,765	71,614	62,499	63,473	49,000	49,000	14.1
Michigan [‡]	139	72,513	74,868	67,269	68,981	48,000	48,000	17.4
Michigan State [‡]	75	75,327	76,066	70,795	70,250	50,000	52,000	17.7
Minnesota	108	73,713	74,595	71,245	71,299	47,000	51,500	16.8
Missouri [‡]	40	60,519	59,544	58,269	57,084	40,000	40,000	19.1
Montreal [‡]	97	78,883	76,958	74,527	73,909	48,463	46,310	16.0
Nebraska [‡]	44	68,406	69,159	63,624	64,400	51,000	52,000	20.5
New Mexico [‡]	33	74,545	82,448	67,024	73,771	40,000	40,000	21.2
New York University [‡]	101	86,318	85,625	77,322	77,592	58,500	60,000	15.7
North Carolina	88	67,480	68,376	63,566	61,800	45,000	45,000	18.6
North Carolina State [‡]	88	75,413	76,502	69,914	70,000	54,000	55,890	12.7
Northwestern [‡]	100	74,306	75,143	71,748	71,801	50,000	51,500	14.0
Notre Dame [‡]	83	74,943	73,056	72,383	69,095	48,000	47,000	18.1
Ohio University [‡]	43	61,267	63,377	53,702	58,525	47,500	51,000	14.7
Ohio State [‡]	108	60,676	67,627	54,840	61,368	48,000	48,000	16.0
Oklahoma [‡]	48	58,580	64,173	55,115	58,500	44,000	44,000	15.0
Oklahoma State [‡]	55	61,684	64,109	57,147	61,494	40,500	40,500	21.3
Oregon [‡]	74	60,943	66,485	54,702	61,444	43,000	43,000	14.8
Ottawa [‡]	42	89,211	89,291	87,018	87,429	60,204	58,775	14.6
Pennsylvania [‡]	106	72,725	74,151	68,190	70,019	45,000	51,000	14.0
Pennsylvania State [‡]	147	74,913	75,428	70,570	71,778	48,000	49,000	19.3
Pittsburgh [‡]	54	77,975	81,190	70,328	72,212	36,000	36,000	22.7
Princeton [‡]	67	90,776	98,947	84,700	94,050	67,700	69,900	22.6
Purdue [‡]	65	72,885	76,752	66,157	70,029	52,200	54,500	17.8
Queen`s	33	108,795	103,701	114,170	110,942	55,292	53,180	23.0

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN 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	
Rice	64	64,409	63,733	59,325	60,000	40,300	40,300	17.6
Rochester [†]	65	61,417	63,947	59,528	60,376	47,500	47,500	17.3
Rutgers [†]	87	95,004	93,647	92,443	90,362	50,765	50,765	21.5
Saskatchewan [†]	47	100,853	95,974	101,771	93,700	60,862	57,110	17.0
South Carolina [†]	56	58,990	60,686	55,777	54,815	38,000	41,000	14.8
Southern California [†]	113	83,333	81,562	75,990	74,367	49,000	53,000	21.4
Southern Illinois	41	62,261	59,350	59,076	55,026	50,000	50,004	14.6
SUNY Albany [†]	65	63,596	67,136	62,073	65,162	39,350	40,137	19.7
SUNY Buffalo [†]	63	76,258	77,641	73,869	75,297	47,000	48,000	19.1
SUNY Stony Brook	54	87,042	68,178	81,338	62,512	45,000	47,000	16.7
Syracuse [†]	75	70,758	68,394	64,825	62,240	38,000	38,000	19.1
Temple [†]	52	74,792	78,499	70,039	70,008	44,044	44,044	17.7
Tennessee [†]	44	72,847	73,833	68,639	69,271	48,000	48,000	16.3
Texas [†]	139	61,884	61,964	57,047	57,111	46,000	46,000	15.0
Texas A&M [†]	113	67,078	70,767	59,018	62,996	50,500	50,500	16.0
Texas Tech	68	65,358	65,483	62,220	63,413	49,000	49,000	13.7
Toronto [†]	148	100,390	93,781	99,087	93,239	57,834	54,269	17.1
Tulane	37	66,854	66,638	62,728	62,728	44,000	44,000	17.4
Utah [†]	51	66,199	70,423	60,867	60,883	47,000	53,000	18.1
Vanderbilt [†]	58	67,177	69,397	60,863	61,638	42,500	42,500	21.8
Virginia [†]	108	67,853	70,683	64,600	64,600	52,000	52,000	17.9
Virginia Tech [†]	53	63,230	67,490	58,000	65,000	44,000	47,000	14.5
Washington [†]	108	67,367	71,692	62,244	67,680	45,000	48,204	20.0
Washington State [†]	37	63,851	67,866	60,000	64,891	40,000	42,000	21.3
Washington U.-St. Louis [†]	65	65,690	66,950	60,067	61,644	42,000	41,000	18.2
Waterloo [†]	34	85,162	82,722	87,405	85,437	54,745	52,911	15.1
Wayne State [†]	48	65,274	66,475	63,407	64,140	45,000	46,000	15.4
Western [†]	66	78,973	76,081	77,259	74,228	55,377	52,742	15.2
Wisconsin [†]	132	66,058	68,352	61,785	64,236	45,000	44,000	18.7
Yale	205	84,722	85,374	80,611	82,471	55,000	53,550	18.3
York [†]	56	110,874	107,731	111,462	109,716	48,776	45,769	14.9

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 2013–2014

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Princeton	67,700	56	Ohio State	48,000
2	Calgary	64,702	56	Pennsylvania State	48,000
3	Guelph	64,635	56	Tennessee	48,000
4	Saskatchewan	60,862	62	California, Berkeley	47,544
5	Ottawa	60,204	62	California, Davis	47,544
6	Alberta	58,567	62	California, Irvine	47,544
7	New York University	58,500	62	California, Los Angeles	47,544
8	Toronto	57,834	62	California, San Diego	47,544
9	Columbia	57,000	62	California, Santa Barbara	47,544
10	Arizona	56,365	68	Ohio University	47,500
11	Chicago	56,100	68	Rochester	47,500
12	Western Ontario	55,377	70	Duke	47,000
13	Brigham Young	55,300	70	George Washington	47,000
14	Queen's	55,292	70	Minnesota	47,000
15	British Columbia	55,082	70	SUNY Buffalo	47,000
16	Brown	55,000	70	Utah	47,000
16	Colorado State	55,000	75	Massachusetts	46,779
16	Illinois, Urbana	55,000	76	Dartmouth	46,500
16	Yale	55,000	77	Texas	46,000
20	Waterloo	54,745	78	Boston College	45,800
21	Manitoba	54,686	79	Delaware	45,600
22	MIT	54,500	80	Alabama	45,000
23	Auburn	54,025	80	North Carolina	45,000
24	North Carolina State	54,000	80	Pennsylvania	45,000
25	Johns Hopkins	53,885	80	SUNY Stony Brook	45,000
26	Laval	53,789	80	Washington	45,000
27	Harvard	53,000	80	Wayne State	45,000
28	Purdue	52,200	80	Wisconsin	45,000
29	Georgetown	52,000	87	Florida	44,483
29	Virginia	52,000	88	Temple	44,044
31	Cornell	51,500	89	Maryland	44,000
32	Nebraska	51,000	89	Oklahoma	44,000
33	Rutgers	50,765	89	Tulane	44,000
34	Howard	50,500	89	Virginia Tech	44,000
34	Texas A&M	50,500	93	Arizona State	43,000
36	Hawaii	50,004	93	Illinois, Chicago	43,000
37	Connecticut	50,000	93	Iowa	43,000
37	Georgia Tech	50,000	93	Louisiana State	43,000
37	Houston	50,000	93	Oregon	43,000
37	Michigan State	50,000	98	Vanderbilt	42,500
37	Northwestern	50,000	99	Cincinnati	42,000
37	Southern Illinois	50,000	99	Florida State	42,000
43	McGill	49,771	99	Washington U.-St. Louis	42,000
44	California, Riverside	49,464	102	Oklahoma State	40,500
45	Iowa State	49,000	103	Indiana	40,400
45	Kansas	49,000	104	Rice	40,300
45	Miami	49,000	105	Louisville	40,000
45	Southern California	49,000	105	Missouri	40,000
45	Texas Tech	49,000	105	New Mexico	40,000
50	Kent State	48,889	105	Washington State	40,000
51	Colorado	48,800	109	SUNY Albany	39,350
52	York	48,776	110	Georgia	38,000
53	Boston University	48,500	110	South Carolina	38,000
54	Montreal	48,463	110	Syracuse	38,000
55	McMaster	48,234	113	Case Western Reserve	36,414
56	Emory	48,000	114	Pittsburgh	36,000
56	Michigan	48,000	115	Kentucky	35,600
56	Notre Dame	48,000			

Reprinted from *ARL Annual Salary Survey 2013–2014*. 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 2014–2015

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
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			

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 2013–2014

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	114,170	59	Michigan	67,269
2	York	111,462	60	Johns Hopkins	67,143
3	Saskatchewan	101,771	61	New Mexico	67,024
4	Alberta	101,059	62	McMaster	66,209
5	Toronto	99,087	63	Purdue	66,157
6	Calgary	98,682	64	Brown	66,080
7	California, Davis	97,456	65	Georgia Tech	65,880
8	Manitoba	93,920	66	Colorado	65,442
9	Rutgers	92,443	67	Illinois, Chicago	65,376
10	Guelph	91,371	68	Syracuse	64,825
11	British Columbia	89,684	69	Duke	64,700
12	Waterloo	87,405	70	Georgetown	64,700
13	Ottawa	87,018	71	Virginia	64,600
14	California, Berkeley	84,996	72	Emory	64,471
14	California, Irvine	84,996	73	Kent State	64,091
14	California, Riverside	84,996	74	Howard	63,990
17	Princeton	84,700	75	Nebraska	63,624
18	California, San Diego	83,235	76	North Carolina	63,566
19	SUNY Stony Brook	81,338	77	Wayne State	63,407
20	Yale	80,611	78	Florida	63,355
21	MIT	79,134	79	Kentucky	63,000
22	Connecticut	78,467	80	Tulane	62,728
23	California, Santa Barbara	78,174	81	Boston University	62,600
24	California, Los Angeles	77,976	82	Miami	62,499
25	Laval	77,973	83	Washington	62,244
26	Massachusetts	77,841	84	Texas Tech	62,220
27	New York University	77,322	85	SUNY Albany	62,073
28	Western Ontario	77,259	86	Hawaii	61,992
29	Chicago	76,414	87	Wisconsin	61,785
30	Colorado State	76,108	88	Indiana	61,631
31	Southern California	75,990	89	Utah	60,867
32	Delaware	75,857	90	Vanderbilt	60,863
33	Harvard	75,480	91	Case Western Reserve	60,776
34	Boston College	74,825	92	Iowa	60,642
35	Montreal	74,527	93	Washington U.-St. Louis	60,067
36	George Washington	74,058	94	Washington State	60,000
37	SUNY Buffalo	73,869	95	Rochester	59,528
38	Notre Dame	72,383	96	Rice	59,325
39	Northwestern	71,748	97	Houston	59,278
40	Columbia	71,400	98	Iowa State	59,215
41	Minnesota	71,245	99	Southern Illinois	59,076
42	Dartmouth	71,039	100	Texas A&M	59,018
43	Kansas	71,033	101	Florida State	59,000
44	Cornell	70,931	102	Alabama	58,910
45	Michigan State	70,795	103	Auburn	58,295
46	Pennsylvania State	70,570	104	Missouri	58,269
47	Brigham Young	70,400	105	Virginia Tech	58,000
48	Arizona	70,368	106	Oklahoma State	57,147
49	Pittsburgh	70,328	107	Texas	57,047
50	Temple	70,039	108	Louisville	55,866
51	Cincinnati	69,979	109	South Carolina	55,777
52	North Carolina State	69,914	110	Oklahoma	55,115
53	McGill	69,752	111	Ohio State	54,840
54	Arizona State	69,327	112	Oregon	54,702
55	Tennessee	68,639	113	Ohio University	53,702
56	Pennsylvania	68,190	114	Georgia	51,590
57	Maryland	67,941	115	Louisiana State	47,567
58	Illinois, Urbana	67,512			

Reprinted from *ARL Annual Salary Survey 2013–2014*. 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 2014–2015

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
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			

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 2013–2014

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	110,874	59	Purdue	72,885
2	Queen's	108,795	60	Tennessee	72,847
3	Alberta	102,408	61	Cincinnati	72,845
4	Calgary	102,124	62	Pennsylvania	72,725
5	Manitoba	101,950	63	Michigan	72,513
6	Saskatchewan	100,853	64	Emory	71,081
7	Toronto	100,390	65	Maryland	70,913
8	California, Davis	95,431	66	Syracuse	70,758
9	Rutgers	95,004	67	Colorado	70,536
10	British Columbia	93,912	68	Duke	70,233
11	Guelph	93,066	69	Miami	69,765
12	Princeton	90,776	70	Illinois, Chicago	69,639
13	Ottawa	89,211	71	Howard	69,128
14	California, Berkeley	88,195	72	Arizona State	68,795
15	SUNY Stony Brook	87,042	73	Georgia Tech	68,472
16	New York University	86,318	74	Nebraska	68,406
17	Waterloo	85,162	75	Virginia	67,853
18	California, Riverside	84,795	76	North Carolina	67,480
19	Yale	84,722	77	Washington	67,367
20	California, San Diego	84,597	78	Indiana	67,351
21	MIT	84,217	79	Vanderbilt	67,177
22	Harvard	83,434	80	Texas A&M	67,078
23	Southern California	83,333	81	Tulane	66,854
24	George Washington	82,877	82	Houston	66,346
25	Chicago	82,708	83	Utah	66,199
26	California, Irvine	82,406	84	Florida	66,182
27	Delaware	81,116	85	Wisconsin	66,058
28	California, Los Angeles	80,655	86	Iowa State	65,994
29	Columbia	80,566	87	Kent State	65,711
30	California, Santa Barbara	80,459	88	Washington U.-St. Louis	65,690
31	Massachusetts	79,492	89	Hawaii	65,478
32	Western Ontario	78,973	90	Texas Tech	65,358
33	Montreal	78,883	91	Wayne State	65,274
34	Connecticut	78,784	92	Kentucky	64,774
35	Boston College	78,076	93	Rice	64,409
36	Pittsburgh	77,975	94	Alabama	64,362
37	McGill	77,953	95	Washington State	63,851
38	Colorado State	77,548	96	Boston University	63,760
39	Cornell	77,129	97	Florida State	63,734
40	SUNY Buffalo	76,258	98	SUNY Albany	63,596
41	North Carolina State	75,413	99	Virginia Tech	63,230
42	Michigan State	75,327	100	Iowa	62,578
43	Notre Dame	74,943	101	Southern Illinois	62,261
44	Pennsylvania State	74,913	102	Texas	61,884
45	Temple	74,792	103	Oklahoma State	61,684
46	Dartmouth	74,708	104	Auburn	61,619
47	Illinois, Urbana	74,695	105	Rochester	61,417
48	New Mexico	74,545	106	Louisville	61,327
49	Laval	74,454	107	Ohio University	61,267
50	Northwestern	74,306	108	Oregon	60,943
51	Georgetown	74,059	109	Ohio State	60,676
52	Arizona	74,043	110	Missouri	60,519
53	Minnesota	73,713	111	Case Western Reserve	60,513
54	Johns Hopkins	73,604	112	South Carolina	58,990
55	McMaster	73,495	113	Oklahoma	58,580
56	Kansas	73,366	114	Georgia	56,815
57	Brigham Young	73,352	115	Louisiana State	50,061
58	Brown	72,917			

Reprinted from *ARL Annual Salary Survey 2013–2014*. 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 2014–2015

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
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			

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 2011–2012 TO 2014–2015**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
Alabama	86	87	94	99	82	91	102	101	86	90	80	87
Alberta	5	5	3	8	5	4	4	9	7	6	6	13
Arizona	63	72	52	58	76	82	48	42	16	19	10	18
Arizona State	82	78	72	66	64	61	54	45	81	85	93	87
Auburn	110	110	104	105	109	108	103	104	66	63	23	20
Boston University	94	95	96	97	79	80	81	87	115	54	53	51
Boston College	35	41	35	34	32	36	34	29	71	79	78	79
Brigham Young	60	59	57	50	43	46	47	37	17	15	13	10
British Columbia	8	10	10	12	10	10	11	13	8	10	15	19
Brown	64	58	58	47	67	59	64	54	9	11	16	8
Calgary	3	3	4	6	4	3	6	4	4	5	2	2
California, Berkeley	13	15	14	11	12	14	14	10	47	47	62	63
California, Davis	12	11	8	3	6	8	7	3	52	47	62	63
California, Irvine	23	27	26	24	18	16	14	15	52	47	62	63
California, Los Angeles	21	28	28	16	22	22	24	19	52	47	62	63
California, Riverside	20	20	18	13	16	22	14	10	41	36	44	41
California, San Diego	28	22	20	23	23	18	18	23	52	47	62	63
California, Santa Barbara	38	38	30	26	39	38	23	24	52	47	62	63
Case Western Reserve	96	100	111	108	100	99	91	105	112	114	113	108
Chicago	26	26	25	22	28	31	29	25	18	4	11	11
Cincinnati	65	61	61	63	56	49	51	62	81	90	99	97
Colorado	81	71	67	73	72	69	66	89	37	40	51	44
Colorado State	39	30	38	35	31	28	30	38	9	11	16	87
Columbia	32	34	29	27	46	47	40	31	15	9	9	5
Connecticut	22	29	34	18	19	24	22	18	27	31	37	44
Cornell	33	32	39	37	38	42	44	41	34	29	31	27
Dartmouth	44	44	46	54	41	39	42	49	60	64	76	69
Delaware	25	24	27	32	29	19	32	40	68	70	79	85
Duke	66	70	68	65	66	66	69	69	61	55	70	71
Emory	55	63	64	61	69	71	72	52	46	43	56	44
Florida	90	82	84	76	91	83	78	68	70	84	87	92
Florida State	111	112	97	113	111	111	101	113	86	72	99	87
George Washington	27	18	24	25	36	34	36	27	49	55	70	71
Georgetown	48	43	51	46	62	60	70	63	61	72	29	44
Georgia	112	111	114	114	114	114	114	115	108	110	110	112
Georgia Tech	97	79	73	57	83	75	65	46	57	64	37	58
Guelph	15	12	11	17	15	11	10	17	2	2	3	3
Harvard	16	17	22	15	20	27	33	22	3	23	27	7
Hawaii	79	86	89	83	57	84	86	85	113	30	36	42

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2011–2012 TO 2014–2015**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
Houston	84	88	82	85	99	104	97	97	42	72	37	44
Howard	107	56	71	82	110	41	74	83	42	37	34	35
Illinois, Chicago	69	75	70	77	73	77	67	66	49	55	93	71
Illinois, Urbana	47	49	47	52	49	58	58	58	23	11	16	14
Indiana	76	80	78	95	80	86	88	103	95	98	103	102
Iowa	70	83	100	107	78	87	92	94	81	85	93	97
Iowa State	72	74	86	89	60	70	98	98	69	64	45	51
Johns Hopkins	53	46	54	53	55	54	60	59	21	21	25	15
Kansas	99	65	56	40	96	57	43	28	27	99	45	44
Kent State	74	85	87	98	68	85	73	81	6	69	50	56
Kentucky	89	94	92	94	71	79	79	78	91	85	115	112
Laval	56	48	49	64	34	29	25	35	33	22	26	32
Louisiana State	115	115	115	115	115	115	115	114	96	99	93	44
Louisville	93	102	106	106	103	101	108	110	108	110	105	108
McGill	40	39	37	33	53	51	53	65	29	34	43	78
McMaster	42	52	55	69	52	63	62	71	40	42	55	86
Manitoba	4	6	5	5	3	5	8	8	30	25	21	28
Maryland	46	55	65	48	40	56	57	39	96	90	89	81
Massachusetts	41	35	31	39	25	26	26	43	78	71	75	77
MIT	29	25	21	19	24	20	21	21	18	16	22	16
Miami	68	66	69	68	63	65	82	79	61	43	45	51
Michigan	45	47	63	55	44	62	59	64	80	55	56	58
Michigan State	50	57	42	45	45	48	45	51	42	31	37	29
Minnesota	62	67	53	56	48	50	41	50	73	64	70	33
Missouri	108	106	110	111	104	100	104	109	96	99	105	108
Montreal	31	36	33	41	37	37	35	34	67	80	54	80
Nebraska	71	68	74	75	87	67	75	75	24	26	32	29
New Mexico	54	64	48	29	54	72	61	36	96	99	105	108
New York University	18	19	16	20	30	32	27	26	9	7	7	4
North Carolina	77	73	76	79	77	73	76	90	73	72	80	87
North Carolina State	43	37	41	43	58	40	52	57	18	16	24	12
Northwestern	67	51	50	51	70	44	39	47	73	55	37	33
Notre Dame	36	42	43	62	35	35	38	61	73	55	56	71
Ohio University	109	108	107	104	112	113	113	106	85	83	68	35
Ohio State	104	99	109	86	108	102	111	96	57	55	56	58
Oklahoma	113	114	113	100	106	107	110	107	86	90	89	94
Oklahoma State	106	107	103	101	107	109	106	93	94	97	102	105
Oregon	88	109	108	92	89	110	112	95	96	99	93	97
Ottawa	10	14	13	14	11	13	13	14	26	33	5	6

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2011–2012 TO 2014–2015**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
Pennsylvania	61	54	62	59	59	55	56	54	86	72	80	35
Pennsylvania State	59	45	44	49	51	45	46	48	79	90	56	51
Pittsburgh	51	40	36	31	61	53	49	44	114	115	114	115
Princeton	14	13	12	4	17	17	17	5	1	1	1	1
Purdue	37	69	59	42	47	64	63	53	31	28	28	16
Queen's	2	1	2	2	1	1	1	1	14	18	14	22
Rice	73	92	93	103	81	95	96	102	106	107	104	106
Rochester	103	98	105	102	101	92	95	100	96	99	68	69
Rutgers	9	8	9	10	7	9	9	12	25	27	33	39
Saskatchewan	6	4	6	7	8	6	3	6	5	3	4	9
South Carolina	114	113	112	110	113	112	109	112	108	110	110	103
Southern California	24	23	23	30	33	33	31	32	38	37	45	23
Southern Illinois	105	105	101	112	95	98	99	111	73	82	37	42
SUNY Albany	92	93	98	88	84	76	85	70	105	109	109	107
SUNY Buffalo	30	33	40	38	26	30	37	30	49	55	70	58
SUNY Stony Brook	11	9	15	81	14	15	19	86	61	72	80	71
Syracuse	58	62	66	78	65	68	68	88	108	110	110	114
Temple	57	60	45	36	75	78	50	56	72	81	88	93
Tennessee	52	53	60	60	42	43	55	60	42	43	56	58
Texas	78	103	102	109	96	106	107	108	57	43	77	81
Texas A&M	85	97	80	70	94	105	100	82	38	35	34	40
Texas Tech	101	90	90	96	98	81	84	80	34	37	45	51
Toronto	7	7	7	9	9	7	5	7	12	8	8	38
Tulane	75	77	81	91	74	74	80	84	96	90	89	94
Utah	83	81	83	72	90	90	89	99	61	64	70	23
Vanderbilt	87	76	79	74	92	88	90	92	90	89	98	100
Virginia	49	50	75	71	50	52	71	74	48	53	29	29
Virginia Tech	91	89	99	87	85	93	105	72	96	99	89	71
Washington	80	84	77	67	88	94	83	67	84	88	80	57
Washington State	95	91	95	84	86	89	94	73	107	108	105	101
Washington U.–St. Louis	100	104	88	90	105	103	93	91	96	99	99	103
Waterloo	19	16	17	28	13	12	12	16	22	20	20	25
Wayne State	98	101	91	93	93	97	77	77	91	72	80	81
Western Ontario	34	31	32	44	27	25	28	33	13	14	12	26
Wisconsin	102	96	85	80	102	96	87	76	93	96	80	94
Yale	17	21	19	21	21	21	20	20	31	23	16	21
York	1	2	1	1	2	2	2	2	36	41	52	84

Excludes medical and law libraries.

TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FY 2014–2015

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	11									
250,000 – 299,999	15	1		1					1	
200,000 – 250,000	57	10	3	1					1	
175,000 – 199,999	15	13	3	2					2	
150,000 – 174,999	11	34	7	5	1	1	1	4	12	2
140,000 – 149,999	1	37	5	5	5			3	15	2
130,000 – 139,999		58	17	9	2	4	2	7	21	5
120,000 – 129,999		52	15	14	11	11	4	22	50	6
110,000 – 119,999	2	48	25	31	7	15	23	30	78	28
100,000 – 109,999		32	30	35	36	41	23	58	127	46
95,000 – 99,999		11	12	21	18	41	22	37	78	34
90,000 – 94,999		9	5	33	22	62	24	63	127	61
85,000 – 89,999		9	6	30	31	89	39	68	126	84
80,000 – 84,999		3	10	38	30	83	50	94	133	80
78,000 – 79,999			1	12	15	40	31	51	49	51
76,000 – 77,999			5	15	18	41	21	64	51	59
74,000 – 75,999			2	17	18	55	35	60	52	59
72,000 – 73,999			1	14	19	54	34	86	49	88
70,000 – 71,999		1	3	12	13	55	36	67	49	57
68,000 – 69,999		1	1	16	21	53	47	71	35	77
66,000 – 67,999		1	3	14	15	49	46	76	38	76
64,000 – 65,999		1		6	16	59	40	86	41	83
62,000 – 63,999		1	1	8	23	55	64	96	29	96
60,000 – 61,999			1	8	23	63	56	100	32	103
58,000 – 59,999		1	1	6	18	57	59	74	18	104
56,000 – 57,999				8	19	42	68	81	19	97
54,000 – 55,999				3	21	54	54	87	15	90
52,000 – 53,999				3	15	62	73	65	9	92
50,000 – 51,999				6	10	55	50	50	9	72
48,000 – 49,999				3	9	31	42	34	15	60
46,000 – 47,999					11	21	47	23	7	46
44,000 – 45,999					5	15	27	12	7	35
42,000 – 43,999				1	10	5	27	8	3	26
40,000 – 41,999				1	8	14	13	6	2	23
38,000 – 39,999					3	4	9	2	1	12
36,000 – 37,999					6	1	4		1	8
34,000 – 35,999					2	2	4	1	2	1
less than 34,000				1	2	5	5	1	2	10
Total	112	323	157	379	483	1239	1080	1587	1306	1773

Excludes medical and law libraries.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY, SEX, AND POSITION, FY 2014–2015, PART 1: WOMEN

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	8									
250,000 – 299,999	8	1								
200,000 – 250,000	32	5	1	1						
175,000 – 199,999	8	2	1						2	
150,000 – 174,999	7	22	4	3		1	1	2	5	
140,000 – 149,999	1	23	3	3	5			1	8	1
130,000 – 139,999		35	8	6	2	2		3	11	3
120,000 – 129,999		27	10	8	7	4	2	10	32	4
110,000 – 119,999	1	27	14	20	6	6	12	14	47	20
100,000 – 109,999		21	21	22	22	10	12	42	68	29
95,000 – 99,999		8	5	15	10	11	11	20	46	28
90,000 – 94,999		7	1	23	14	23	11	40	79	44
85,000 – 89,999		4	2	21	23	35	20	48	71	58
80,000 – 84,999		2	9	26	26	30	30	55	83	59
78,000 – 79,999			1	9	13	19	23	28	33	41
76,000 – 77,999			4	10	14	15	17	42	30	42
74,000 – 75,999			2	10	14	19	22	39	32	44
72,000 – 73,999				11	13	21	18	58	29	63
70,000 – 71,999		1	1	8	4	27	22	43	31	47
68,000 – 69,999		1		13	15	24	33	45	29	52
66,000 – 67,999		1	3	10	12	19	31	53	23	56
64,000 – 65,999				3	8	26	27	50	22	58
62,000 – 63,999		1	1	7	16	24	37	67	19	63
60,000 – 61,999			1	5	17	24	39	67	25	82
58,000 – 59,999		1		5	14	25	35	51	14	77
56,000 – 57,999				8	13	19	33	51	12	63
54,000 – 55,999				2	15	24	37	59	10	65
52,000 – 53,999				1	10	26	49	42	6	71
50,000 – 51,999				3	7	22	38	39	2	53
48,000 – 49,999				3	9	12	24	28	8	40
46,000 – 47,999					7	11	32	19	5	32
44,000 – 45,999					2	7	19	11	5	26
42,000 – 43,999				1	7	3	21	5	2	18
40,000 – 41,999				1	5	5	12	5	1	19
38,000 – 39,999					2	3	6		1	7
36,000 – 37,999					3		3			6
34,000 – 35,999					1	2	2		1	
less than 34,000				1	2	3	4			7
Total	65	189	92	259	338	502	683	1037	792	1278

Excludes medical and law libraries.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY, SEX, AND POSITION, FY 2014–2015, PART 2: MEN

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	3									
250,000 – 299,999	7			1					1	
200,000 – 250,000	25	5	2						1	
175,000 – 199,999	7	11	2	2						
150,000 – 174,999	4	12	3	2	1			2	7	2
140,000 – 149,999		14	2	2				2	7	1
130,000 – 139,999		23	9	3		2	2	4	10	2
120,000 – 129,999		25	5	6	4	7	2	12	18	2
110,000 – 119,999	1	21	11	11	1	9	11	16	31	8
100,000 – 109,999		11	9	13	14	31	11	16	59	17
95,000 – 99,999		3	7	6	8	30	11	17	32	6
90,000 – 94,999		2	4	10	8	39	13	23	48	17
85,000 – 89,999		5	4	9	8	54	19	20	55	26
80,000 – 84,999		1	1	12	4	53	20	39	50	21
78,000 – 79,999				3	2	21	8	23	16	10
76,000 – 77,999			1	5	4	26	4	22	21	17
74,000 – 75,999				7	4	36	13	21	20	15
72,000 – 73,999			1	3	6	33	16	28	20	25
70,000 – 71,999			2	4	9	28	14	24	18	10
68,000 – 69,999			1	3	6	29	14	26	6	25
66,000 – 67,999				4	3	30	15	23	15	20
64,000 – 65,999		1		3	8	33	13	36	19	25
62,000 – 63,999				1	7	31	27	29	10	33
60,000 – 61,999				3	6	39	17	33	7	21
58,000 – 59,999			1	1	4	32	24	23	4	27
56,000 – 57,999					6	23	35	30	7	34
54,000 – 55,999				1	6	30	17	28	5	25
52,000 – 53,999				2	5	36	24	23	3	21
50,000 – 51,999				3	3	33	12	11	7	19
48,000 – 49,999						19	18	6	7	20
46,000 – 47,999					4	10	15	4	2	14
44,000 – 45,999					3	8	8	1	2	9
42,000 – 43,999					3	2	6	3	1	8
40,000 – 41,999					3	9	1	1	1	4
38,000 – 39,999					1	1	3	2		5
36,000 – 37,999					3	1	1		1	2
34,000 – 35,999					1		2	1	1	1
less than 34,000						2	1	1	2	3
Total	47	134	65	120	145	737	397	550	514	495

Excludes medical and law libraries.

TABLE 17: AVERAGE SALARIES OF 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	‡	4	225,367	5
Associate Director	‡	2	‡	1	107,313	20	112,035	21	123,095	54
Assistant Director	150,571	5	108,883	7	95,545	15	100,295	19	104,781	18
Head, Branch	67,440	9	67,379	23	77,454	38	87,260	50	85,751	50
Administrative Specialist	58,330	54	65,229	57	67,996	60	68,324	67	80,195	50
Digital Specialist	57,555	194	63,763	207	68,556	219	73,964	195	78,095	156
Functional Specialist	51,885	166	58,177	188	61,526	188	65,781	138	71,050	112
Subject Specialist	55,733	164	60,325	200	65,092	260	72,449	202	74,795	164
Dept. Head, Acquisitions	‡	2	‡	6	72,429	11	82,291	22	79,953	9
Dept. Head, Research/ Reference/Information or Learning Commons		.	67,982	5	79,602	22	83,584	26	87,468	23
Dept. Head, Cataloging	63,221	4	66,527	7	71,701	14	75,654	20	82,146	18
Dept. Head, Circulation	62,283	5	65,667	15	78,747	14	76,455	16	72,994	8
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1	‡	8	90,499	8	88,659	14	88,996	15
Dept. Head, Library Technology		.	78,041	12	93,676	11	93,238	21	92,016	17
Dept. Head, Other	65,951	15	70,761	46	74,828	72	79,218	103	86,868	67
Public Services	53,951	34	62,076	51	59,203	35	65,261	31	72,399	12
Technical Services	43,085	15	54,604	22	58,241	16	62,798	16	70,788	10
Research/Reference/ Instruction	52,136	117	60,277	147	62,989	123	71,320	102	69,376	82
Cataloger/Metadata Analysts	52,113	53	57,896	61	65,672	90	69,625	86	68,568	67
All Positions:	55,714	840	62,176	1,063	68,026	1,217	74,997	1,153	80,829	937

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 ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, 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	202,186	5	210,903	9	225,290	17	231,533	25	232,848	46
Associate Director	124,984	40	136,664	39	136,172	40	134,590	45	142,829	61
Assistant Director	113,248	16	114,164	17	114,941	18	114,717	25	122,316	17
Head, Branch	93,854	40	88,036	39	100,696	53	90,142	36	104,025	41
Administrative Specialist	79,528	52	80,758	56	81,435	37	89,931	30	84,709	20
Digital Specialist	79,238	83	80,607	89	86,901	48	88,630	21	79,262	27
Functional Specialist	77,494	69	73,319	78	77,133	51	79,829	42	84,688	48
Subject Specialist	75,680	152	78,323	119	81,325	106	82,938	91	87,424	129
Dept. Head, Acquisitions	91,173	9	75,044	12	89,077	12	87,144	7	86,949	9
Dept. Head, Research/ Reference/Information or Learning Commons	88,059	16	93,131	18	91,776	16	93,285	5	101,791	6
Dept. Head, Cataloging	87,116	14	88,368	25	88,922	18	92,518	17	94,104	14
Dept. Head, Circulation	81,105	7	81,768	13	86,785	12	92,891	9	91,828	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	96,394	11	93,654	9	99,349	18	120,250	10	110,259	10
Dept. Head, Library Technology	112,765	18	106,718	7	110,908	9	96,543	5	111,334	4
Dept. Head, Other	91,910	68	87,426	77	99,291	57	95,011	46	102,962	50
Public Services	83,285	14	67,575	15	68,343	5	72,056	14	80,980	6
Technical Services	83,727	7	62,305	9	68,023	12	65,042	7	86,939	4
Research/Reference/ Instruction	71,501	49	79,298	60	81,864	46	87,393	45	84,227	63
Cataloger/Metadata Analysts	70,450	44	73,471	58	77,024	41	74,267	46	78,028	58
All Positions:	85,226	714	85,584	749	94,364	616	98,424	526	105,813	624

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	226,458	65	226,310	47	226,396	112
Associate Director	128,262	189	133,096	134	130,268	323
Assistant Director	108,773	92	115,412	65	111,521	157
Head, Branch	87,087	259	93,580	120	89,143	379
Administrative Specialist	73,856	338	73,344	145	73,702	483
Digital Specialist	69,505	502	71,935	737	70,950	1,239
Functional Specialist	64,055	683	67,558	397	65,343	1,080
Subject Specialist	70,250	1,037	73,545	550	71,392	1,587
Dept. Head, Acquisitions	80,912	68	82,866	31	81,524	99
Dept. Head, Research/Reference/ Information or Learning Commons	86,500	97	87,913	40	86,912	137
Dept. Head, Cataloging	84,303	106	82,172	45	83,668	151
Dept. Head, Circulation	81,113	69	76,283	41	79,312	110
Dept. Head, Rare Books/ Manuscripts/Special Collections	94,483	51	96,732	53	95,629	104
Dept. Head, Library Technology	98,803	32	97,646	72	98,002	104
Dept. Head, Other	85,395	369	87,331	232	86,142	601
Public Services	64,206	149	64,904	68	64,425	217
Technical Services	62,155	87	59,701	31	61,510	118
Research/Reference/Instruction	68,214	613	68,428	221	68,271	834
Cataloger/Metadata Analysts	67,840	429	69,392	175	68,290	604
All Positions:	76,750	5,235	80,207	3,204	78,063	8,439

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	226,458	65	226,310	47	226,396	112
Associate Director	128,262	189	133,096	134	130,268	323
Assistant Director	108,773	92	115,412	65	111,521	157
Head, Branch	87,087	259	93,580	120	89,143	379
Dept. Head, Acquisitions	80,912	68	82,866	31	81,524	99
Dept. Head, Cataloging	84,303	106	82,172	45	83,668	151
Dept. Head, Circulation	81,113	69	76,283	41	79,312	110
Dept. Head, Library Technology	98,803	32	97,646	72	98,002	104
Dept. Head, Rare Book/Manuscripts/Special Collections	94,483	51	96,732	53	95,629	104
Dept. Head, Research/Reference/Info or Learning Commons	86,500	97	87,913	40	86,912	137
Dept. Head, Other	85,395	369	87,331	232	86,142	601
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	69,752	140	68,514	45	69,451	185
Business Manager	73,659	93	74,982	72	74,236	165
Human Resources	76,640	77	71,252	10	76,021	87
Development/Advancement	87,373	28	80,028	18	84,499	46
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	65,767	73	67,970	54	66,704	127
IT, Systems	73,378	111	71,584	260	72,121	371
IT, Web Developer	67,077	63	69,542	96	68,565	159
IT, Programmer	74,113	68	75,380	222	75,083	290
Scholarly Communications	72,021	49	74,751	29	73,036	78
Digital Acquisitions	66,677	69	67,333	21	66,830	90
Digital Collections Curation	65,948	69	68,026	55	66,870	124
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	64,099	125	68,369	59	65,468	184
Archivists	63,093	351	68,428	213	65,108	564
Assessment, Management Info Systems, Planning	70,652	51	71,387	21	70,866	72
Media Specialists	59,218	39	60,621	57	60,051	96
Preservation, including digital collections	65,631	117	69,299	47	66,682	164
Subject Specialist (no subgroup)	71,812	478	74,629	252	72,785	730
Subject Specialist in Humanities/Fine Arts	70,215	145	74,888	93	72,041	238
Subject Specialist in Sciences & Technology	67,467	161	69,385	74	68,071	235
Subject Specialist in Social/Behavior Science	65,698	135	72,199	64	67,789	199
Subject Specialist in Area Studies	72,974	118	73,486	67	73,159	185

TABLE 19: NUMBER AND AVERAGE SALARIES OF 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	67,840	429	69,392	175	68,290	604
Research/Reference/Instruction	68,214	613	68,428	221	68,271	834
Public Services	64,206	149	64,904	68	64,425	217
Technical Services	62,155	87	59,701	31	61,510	118
All Positions:	76,750	5,235	80,207	3,204	78,063	8,439

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

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.7	65	33.6	47	33.1	112
Associate Director	26.9	189	24.7	134	26.0	323
Assistant Director	23.1	92	22.3	65	22.8	157
Head, Branch	21.9	259	22.4	120	22.1	379
Administrative Specialist	18.0	338	14.6	145	17.0	483
Digital Specialist	13.4	502	12.8	737	13.0	1,239
Functional Specialist	13.0	683	15.8	397	14.0	1,080
Subject Specialist	16.5	1,037	18.1	550	17.0	1,587
Dept. Head, Acquisitions	21.2	68	19.6	31	20.7	99
Dept. Head, Research/Reference/ Information or Learning Commons	19.3	97	20.0	40	19.5	137
Dept. Head, Cataloging	22.9	106	20.1	45	22.1	151
Dept. Head, Circulation	20.6	69	17.7	41	19.5	110
Dept. Head, Rare Books/ Manuscripts/Special Collections	20.7	51	23.2	53	22.0	104
Dept. Head, Library Technology	20.2	32	17.2	72	18.1	104
Dept. Head, Other	20.6	369	19.9	232	20.3	601
Public Services	13.0	149	13.6	68	13.2	217
Technical Services	16.0	87	13.9	31	15.4	118
Research/Reference/Instruction	15.3	613	16.0	221	15.5	834
Cataloger/Metadata Analysts	18.0	429	19.6	175	18.5	604
All Positions:	17.3	5,235	17.2	3,204	17.3	8,439

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

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	32.7	65	33.6	47	33.1	112
Associate Director	26.9	189	24.7	134	26.0	323
Assistant Director	23.1	92	22.3	65	22.8	157
Head, Branch	21.9	259	22.4	120	22.1	379
Dept. Head, Acquisitions	21.2	68	19.6	31	20.7	99
Dept. Head, Cataloging	22.9	106	20.1	45	22.1	151
Dept. Head, Circulation	20.6	69	17.7	41	19.5	110
Dept. Head, Library Technology	20.2	32	17.2	72	18.1	104
Dept. Head, Rare Book/Manuscripts/Special Collections	20.7	51	23.2	53	22.0	104
Dept. Head, Research/Reference/Info or Learning Commons	19.3	97	20.0	40	19.5	137
Dept. Head, Other	20.6	369	19.9	232	20.3	601
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions, Other Admin.	17.0	140	14.0	45	16.2	185
Business Manager	18.8	93	16.2	72	17.7	165
Human Resources	19.2	77	12.5	10	18.4	87
Development/Advancement	16.6	28	10.9	18	14.4	46
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	10.0	73	9.6	54	9.8	127
IT, Systems	16.9	111	14.3	260	15.1	371
IT, Web Developer	13.5	63	10.7	96	11.8	159
IT, Programmer	15.4	68	13.5	222	13.9	290
Scholarly Communications	12.6	49	11.1	29	12.1	78
Digital Acquisitions	12.7	69	11.8	21	12.5	90
Digital Collections Curation	10.2	69	10.6	55	10.3	124
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	12.5	125	15.6	59	13.5	184
Archivists	12.4	351	16.4	213	13.9	564
Assessment, Management Info Systems, Planning	13.5	51	16.5	21	14.4	72
Media Specialists	15.4	39	15.3	57	15.3	96
Preservation, including digital collections	14.3	117	13.7	47	14.1	164
Subject Specialist (no subgroup)	17.2	478	18.4	252	17.6	730
Subject Specialist in Humanities/Fine Arts	15.9	145	18.3	93	16.9	238
Subject Specialist in Sciences & Technology	15.6	161	16.4	74	15.9	235
Subject Specialist in Social/Behavior Science	15.6	135	19.3	64	16.8	199
Subject Specialist in Area Studies	16.5	118	17.0	67	16.7	185

TABLE 21: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF 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	18.0	429	19.6	175	18.5	604
Research/Reference/Instruction	15.3	613	16.0	221	15.5	834
Public Services	13.0	149	13.6	68	13.2	217
Technical Services	16.0	87	13.9	31	15.4	118
All Positions:	17.3	5,235	17.2	3,204	17.3	8,439

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 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	54,273	538	58,281	302	55,714	840	10%
4–7 years	61,109	674	64,025	389	62,176	1,063	13%
8–11 years	67,028	766	69,722	451	68,026	1,217	14%
12–15 years	74,416	677	75,824	476	74,997	1,153	14%
16–19 years	79,149	566	83,393	371	80,829	937	11%
20–23 years	83,931	418	87,055	296	85,226	714	8%
24–27 years	84,826	466	86,832	283	85,584	749	9%
28–31 years	91,839	386	98,603	230	94,364	616	7%
32–35 years	97,092	348	101,030	178	98,424	526	6%
over 35 years	103,611	396	109,638	228	105,813	624	7%
All Positions:	76,750	5,235	80,207	3,204	78,063	8,439	100%

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 ARL UNIVERSITY LIBRARIANS BY POSITION AND TYPE OF INSTITUTION, FY 2014–2015

	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	183,491	16	265,082	30	219,212	66	226,396	112
Associate Director	129,050	36	138,512	98	126,225	189	130,268	323
Assistant Director	108,256	18	112,921	77	110,731	62	111,521	157
Head, Branch	108,517	52	96,332	107	81,067	220	89,143	379
Administrative Specialist	78,754	57	74,822	159	71,957	267	73,702	483
Digital Specialist	80,090	128	73,731	430	67,477	681	70,950	1,239
Functional Specialist	78,115	73	67,848	396	62,193	611	65,343	1,080
Subject Specialist	81,254	221	72,820	492	68,095	874	71,392	1,587
Dept. Head, Acquisitions	111,388	11	75,350	30	79,053	58	81,524	99
Dept. Head, Research/Reference/Information or Learning Commons	101,374	14	88,881	50	82,790	73	86,912	137
Dept. Head, Cataloging	105,575	13	84,585	62	79,172	76	83,668	151
Dept. Head, Circulation	89,319	14	76,825	36	78,470	60	79,312	110
Dept. Head, Rare Books/Manuscripts/Special Collections	111,996	10	99,828	38	89,858	56	95,629	104
Dept. Head, Library Technology	92,969	13	99,104	36	98,470	55	98,002	104
Dept. Head, Other	96,802	82	86,483	176	83,419	343	86,142	601
Public Services	79,532	39	64,438	64	59,249	114	64,425	217
Technical Services	74,729	9	73,537	28	55,884	81	61,510	118
Research/Reference/Instruction	87,070	121	67,609	229	63,884	484	68,271	834
Cataloger/Metadata Analysts	83,520	53	69,622	259	64,343	292	68,290	604
All Positions:	89,636	980	80,021	2,797	74,455	4,662	78,063	8,439

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 ARL UNIVERSITY LIBRARIANS BY POSITION AND TYPE OF INSTITUTION, FY 2014–2015

	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
Position	Years	No.	Years	No.	Years	No.	Years	No.
Director	31.4	16	32.5	30	33.8	66	33.1	112
Associate Director	23.2	36	27.6	98	25.7	189	26.0	323
Assistant Director	19.4	18	24.2	77	22.0	62	22.8	157
Head, Branch	21.2	52	23.1	107	21.8	220	22.1	379
Administrative Specialist	15.3	57	16.5	159	17.6	267	17.0	483
Digital Specialist	12.8	128	13.2	430	12.9	681	13.0	1,239
Functional Specialist	15.1	73	14.5	396	13.6	611	14.0	1,080
Subject Specialist	14.7	221	18.0	492	17.1	874	17.0	1,587
Dept. Head, Acquisitions	16.9	11	19.7	30	21.9	58	20.7	99
Dept. Head, Research/Reference/Information or Learning Commons	18.1	14	20.3	50	19.3	73	19.5	137
Dept. Head, Cataloging	26.1	13	21.3	62	22.0	76	22.1	151
Dept. Head, Circulation	18.6	14	17.3	36	21.1	60	19.5	110
Dept. Head, Rare Books/Manuscripts/Special Collections	18.7	10	21.7	38	22.8	56	22.0	104
Dept. Head, Library Technology	17.2	13	16.6	36	19.3	55	18.1	104
Dept. Head, Other	21.4	82	20.5	176	19.9	343	20.3	601
Public Services	9.4	39	14.2	64	13.9	114	13.2	217
Technical Services	10.7	9	17.6	28	15.2	81	15.4	118
Research/Reference/Instruction	15.4	121	15.7	229	15.5	484	15.5	834
Cataloger/Metadata Analysts	16.7	53	18.9	259	18.5	292	18.5	604
All Positions:	16.4	980	17.7	2,797	17.3	4,662	17.3	8,439

Excludes medical and law libraries.

() Indicates the number of ARL libraries in each category.

TABLE 25: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2014–2015

	STAFF OVER 110 (14) [†]		STAFF 75–110 (23)		STAFF 50–74 (45)		STAFF 23–49 (33) [‡]	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	279,036	14	242,261	22	215,504	44	207,435	32
Associate Director	140,032	58	135,015	85	126,329	117	122,189	63
Assistant Director	115,989	52	110,871	34	111,194	48	103,066	23
Head, Branch	96,494	122	85,595	83	87,115	125	82,021	49
Administrative Specialist	79,683	120	75,467	107	71,387	163	68,012	93
Digital Specialist	75,808	303	71,380	334	68,444	448	67,754	154
Functional Specialist	67,714	306	65,824	276	64,317	339	62,131	159
Subject Specialist	74,313	359	71,301	390	71,135	578	68,068	260
Dept. Head, Acquisitions	80,650	13	81,103	21	81,681	41	82,097	24
Dept. Head, Research/Reference/Information or Learning Commons	92,278	33	87,159	28	83,588	47	85,955	29
Dept. Head, Cataloging	85,991	44	80,874	31	83,196	48	83,918	28
Dept. Head, Circulation	91,427	23	84,728	24	71,104	41	76,037	22
Dept. Head, Rare Books/Manuscripts/Special Collections	109,295	20	99,040	19	92,458	39	87,381	26
Dept. Head, Library Technology	97,105	16	102,765	23	97,394	43	94,866	22
Dept. Head, Other	92,129	123	85,828	192	84,118	197	83,027	89
Public Services	67,401	70	61,344	48	64,528	85	59,484	14
Technical Services	66,533	32	57,874	30	56,738	40	70,213	16
Research/Reference/Instruction	70,083	234	64,077	214	68,221	207	70,975	179
Cataloger/Metadata Analysts	73,064	210	66,156	166	65,251	157	65,877	71
All Positions:	80,578	2,152	77,270	2,127	77,086	2,807	77,334	1,353

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 23 professional staff members.

TABLE 26: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2014–2015

	STAFF OVER 110 (14) [†]		STAFF 75–110 (23)		STAFF 50–74 (45)		STAFF 23–49 (33) [‡]	
Position	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.9	14	35.3	22	31.9	44	34.2	32
Associate Director	23.8	58	26.9	85	25.6	117	27.4	63
Assistant Director	24.9	52	21.9	34	21.8	48	21.4	23
Head, Branch	23.9	122	20.9	83	22.2	125	19.2	49
Administrative Specialist	17.3	120	16.8	107	16.7	163	17.1	93
Digital Specialist	13.8	303	12.7	334	12.6	448	13.4	154
Functional Specialist	14.4	306	14.1	276	13.6	339	14.1	159
Subject Specialist	16.6	359	17.4	390	16.9	578	17.4	260
Dept. Head, Acquisitions	24.0	13	18.0	21	20.9	41	20.8	24
Dept. Head, Research/Reference/Information or Learning Commons	19.2	33	21.3	28	17.9	47	20.8	29
Dept. Head, Cataloging	21.3	44	19.9	31	23.9	48	22.5	28
Dept. Head, Circulation	20.6	23	21.8	24	16.1	41	22.4	22
Dept. Head, Rare Books/Manuscripts/Special Collections	22.7	20	22.7	19	20.5	39	23.2	26
Dept. Head, Library Technology	19.4	16	17.7	23	18.7	43	16.5	22
Dept. Head, Other	20.5	123	20.9	192	20.3	197	18.7	89
Public Services	14.4	70	12.4	48	12.9	85	11.3	14
Technical Services	15.8	32	12.7	30	15.5	40	19.7	16
Research/Reference/Instruction	14.5	234	15.2	214	16.4	207	16.2	179
Cataloger/Metadata Analysts	19.1	210	17.6	166	19.1	157	17.3	71
All Positions:	17.3	2,152	17.1	2,127	17.2	2,807	17.8	1,353

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 23 professional staff members.

TABLE 27: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2014–2015, PART 1

	NEW ENGLAND (9)		MIDDLE ATLANTIC (14)		EAST NORTH CENTRAL (17)		WEST NORTH CENTRAL (7)		SOUTH ATLANTIC (18)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	251,531	8	259,734	13	236,233	17	208,409	7	240,979	18
Associate Director	135,317	25	144,288	42	131,929	51	122,122	16	134,521	59
Assistant Director	119,446	15	119,607	37	104,036	17	*	7	115,328	15
Head, Branch	105,362	46	91,215	62	80,144	72	77,019	19	81,479	41
Administrative Specialist	81,528	39	71,911	66	68,759	82	68,809	25	74,458	76
Digital Specialist	77,539	125	74,910	167	64,554	224	67,997	59	69,036	216
Functional Specialist	73,047	144	68,957	150	61,357	171	60,711	54	61,091	216
Subject Specialist	78,093	178	76,031	224	67,566	256	62,455	77	63,059	188
Dept. Head, Acquisitions	94,090	6	77,852	9	74,015	17	65,320	6	74,904	21
Dept. Head, Research/ Reference/Information or Learning Commons	94,465	24	91,258	9	81,734	20	72,913	6	79,399	23
Dept. Head, Cataloging	100,487	23	80,524	18	73,957	24	77,994	7	76,276	26
Dept. Head, Circulation	91,933	13	80,669	13	83,988	15	68,500	7	69,311	16
Dept. Head, Rare Books/Manuscripts/ Special Collections	110,977	13	106,234	16	90,108	12	69,236	5	94,083	18
Dept. Head, Library Technology	99,948	7	107,457	15	93,788	18	81,378	5	102,553	18
Dept. Head, Other	95,962	47	91,210	88	81,696	109	79,502	32	80,918	84
Public Services	71,196	36	58,761	34	63,564	34	60,067	4	56,753	22
Technical Services	78,944	17	55,971	26	64,067	19	*	3	48,795	9
Research/Reference/ Instruction	78,819	84	65,180	141	61,651	97	60,510	56	60,681	135
Cataloger/Metadata Analysts	75,711	129	67,944	78	62,708	72	60,407	25	58,146	90
All Positions:	84,380	979	80,670	1,208	73,584	1,327	71,149	420	73,514	1,291

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 ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2014–2015, PART 2

	EAST SOUTH CENTRAL (6)		WEST SOUTH CENTRAL (9)		MOUNTAIN (7)		PACIFIC (12)		CANADA (16)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	202,502	6	222,488	9	202,204	6	232,386	12	183,491	16
Associate Director	116,793	15	103,121	33	131,873	11	136,089	35	129,050	36
Assistant Director	*	3	98,008	12	112,834	10	108,514	23	108,256	18
Head, Branch	75,496	17	80,543	34	77,762	5	85,650	31	108,517	52
Administrative Specialist	68,250	17	66,701	39	81,515	26	76,521	56	78,754	57
Digital Specialist	58,234	56	64,736	75	70,640	71	75,748	118	80,090	128
Functional Specialist	55,865	41	55,007	90	65,328	43	71,318	98	78,115	73
Subject Specialist	63,221	56	60,687	101	66,998	76	74,705	210	81,254	221
Dept. Head, Acquisitions	75,642	7	75,805	8	90,361	6	84,892	8	111,388	11
Dept. Head, Research/ Reference/Information or Learning Commons	81,633	4	74,603	13	86,049	12	97,663	12	101,374	14
Dept. Head, Cataloging	70,676	10	72,878	12	81,592	6	93,813	12	105,575	13
Dept. Head, Circulation	*	3	69,598	11	*	5	81,070	13	89,319	14
Dept. Head, Rare Books/Manuscripts/ Special Collections	81,824	6	73,592	8	92,663	7	92,638	9	111,996	10
Dept. Head, Library Technology	85,011	4	93,801	4	93,582	8	105,600	12	92,969	13
Dept. Head, Other	71,767	17	66,083	41	83,004	15	91,585	86	96,802	82
Public Services	*	3	52,576	37	*	1	60,669	7	79,532	39
Technical Services	*	3	49,517	16	*	1	55,826	15	74,729	9
Research/Reference/ Instruction	60,896	40	53,600	41	66,066	47	73,504	72	87,070	121
Cataloger/Metadata Analysts	58,411	18	57,029	47	66,849	28	76,440	64	83,520	53
All Positions:	69,226	326	67,134	631	76,684	384	82,932	893	89,636	980

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
Northeast			
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.
North Central			
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.
South			
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.
West			
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.
Canada			
	16	Alberta, British Columbia, Calgary, Guelph, Laval, McGill, McMaster, Manitoba, Montreal, 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

TABLES 28–39

TABLE 28: AVERAGE SALARIES OF US 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	‡	3	237,341	4
Associate Director	‡	1	‡	1	105,797	18	110,317	18	125,230	47
Assistant Director	162,401	4	111,861	5	96,922	14	97,957	16	103,129	17
Head, Branch	63,140	8	62,876	21	73,925	31	84,197	40	82,334	43
Administrative Specialist	58,110	47	63,370	44	67,302	54	67,798	60	79,200	45
Digital Specialist	56,387	171	62,100	179	67,256	200	73,667	178	77,519	146
Functional Specialist	51,503	153	57,343	177	60,535	177	64,875	132	70,004	104
Subject Specialist	55,236	134	58,609	164	63,274	223	70,029	164	72,437	146
Dept. Head, Acquisitions	‡	1	‡	5	71,536	10	73,852	18	74,612	8
Dept. Head, Research/ Reference/Information or Learning Commons		.	67,982	5	75,250	16	82,704	24	87,468	23
Dept. Head, Cataloging	63,221	4	66,527	7	71,777	13	75,654	20	80,814	17
Dept. Head, Circulation	62,283	5	59,880	10	79,061	13	76,645	15	72,994	8
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1	67,063	7	‡	5	88,659	14	87,229	13
Dept. Head, Library Technology		.	82,171	8	93,676	11	93,603	20	90,165	12
Dept. Head, Other	65,951	15	68,623	40	73,255	62	77,387	91	85,855	59
Public Services	51,167	26	55,908	35	55,014	30	62,884	28	68,265	10
Technical Services	42,119	14	51,977	18	58,241	16	61,600	14	70,788	10
Research/Reference/ Instruction	51,065	99	57,207	123	60,597	109	67,923	87	66,502	71
Cataloger/Metadata Analysts	50,670	47	57,488	57	63,061	79	67,879	77	66,898	62
All Positions:	54,788	730	60,132	906	66,273	1,082	73,300	1,019	79,260	845

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, 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	202,186	5	226,709	7	239,447	13	237,306	22	235,734	41
Associate Director	125,733	36	138,079	32	134,194	36	134,406	38	142,109	60
Assistant Director	113,808	13	116,052	14	115,172	17	115,110	22	122,316	17
Head, Branch	93,349	37	84,057	35	96,470	43	87,378	32	102,069	37
Administrative Specialist	76,793	46	80,791	53	80,419	32	88,875	28	85,130	17
Digital Specialist	78,099	74	79,104	82	84,610	41	85,856	16	79,488	24
Functional Specialist	76,992	65	72,115	72	75,099	46	77,786	36	85,067	45
Subject Specialist	73,628	134	76,594	109	78,262	97	80,208	80	86,392	115
Dept. Head, Acquisitions	85,587	8	75,044	12	85,776	11	87,144	7	81,288	8
Dept. Head, Research/ Reference/Information or Learning Commons	88,710	15	89,702	16	87,991	14	93,285	5	96,598	5
Dept. Head, Cataloging	87,116	14	84,708	20	84,321	16	87,875	13	94,104	14
Dept. Head, Circulation	81,105	7	76,124	10	88,382	10	87,553	8	88,906	10
Dept. Head, Rare Books/ Manuscripts/Special Collections	95,839	10	93,654	9	99,889	17	113,913	8	110,259	10
Dept. Head, Library Technology	112,765	18	106,718	7	109,885	8	†	5	†	2
Dept. Head, Other	90,026	58	85,265	63	98,549	48	93,869	39	101,491	44
Public Services	81,102	13	63,860	13	57,513	4	69,009	13	80,980	6
Technical Services	75,638	5	62,305	9	68,023	12	65,042	7	86,939	4
Research/Reference/ Instruction	69,372	45	73,920	49	76,447	37	80,479	38	80,800	55
Cataloger/Metadata Analysts	70,482	42	72,912	53	74,410	36	71,562	42	76,731	56
All Positions:	84,000	645	83,476	665	91,836	538	96,135	459	105,002	570

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 US 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	‡	2	‡	2
Associate Director					‡	1	‡	3	156,021	4
Assistant Director							‡	2	‡	1
Head, Branch			‡	1	‡	1	69,581	4	83,000	11
Administrative Specialist	64,799	11	64,615	5	60,947	11	77,228	16	‡	1
Digital Specialist	55,643	29	64,333	33	67,342	41	71,543	25	79,221	16
Functional Specialist	54,310	28	60,049	22	62,436	24	66,773	12	57,380	5
Subject Specialist	55,857	26	59,620	33	65,104	53	70,029	38	76,932	30
Dept. Head, Acquisitions	‡	1	‡	3	‡	1	‡	3		
Dept. Head, Research/ Reference/Information or Learning Commons					‡	3	‡	2	‡	2
Dept. Head, Cataloging			‡	2	‡	3	‡	3	78,459	7
Dept. Head, Circulation			‡	3	‡	3	‡	1		
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1			‡	1	‡	1	‡	1
Dept. Head, Library Technology			‡	1	‡	2	‡	3		
Dept. Head, Other	‡	1	70,679	4	72,141	6	69,829	4	80,401	9
Public Services	‡	3	58,303	7	‡	2	59,195	5	‡	2
Technical Services			50,259	8	63,225	5	‡	1	‡	1
Research/Reference/ Instruction	51,210	18	57,845	18	64,200	19	69,182	14	64,155	8
Cataloger/Metadata Analysts	52,140	8	59,055	12	60,773	19	66,643	13	68,392	8
All Positions:	55,556	126	60,775	152	65,691	196	75,160	152	82,532	108

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 US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2014–2015, 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	‡	1	‡	1	‡	1	‡	1	‡	3
Associate Director	‡	1			‡	1	‡	2	130,398	8
Assistant Director	‡	2	‡	3	‡	1			‡	2
Head, Branch	70,953	5	‡	2	‡	3	‡	2	102,567	4
Administrative Specialist	69,823	13	77,930	10	77,372	7	68,369	5	‡	2
Digital Specialist	69,845	6	80,993	12	‡	2	‡	1	‡	3
Functional Specialist	82,269	11	70,196	7	‡	3	‡	3	‡	2
Subject Specialist	73,567	27	76,859	12	80,719	10	81,068	15	92,919	8
Dept. Head, Acquisitions	‡	1	‡	1			‡	1	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons			‡	3			‡	1		
Dept. Head, Cataloging	82,189	4	‡	2	‡	1	‡	1	‡	1
Dept. Head, Circulation			‡	1			‡	1	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2			‡	1			‡	1
Dept. Head, Library Technology	‡	3			‡	2				
Dept. Head, Other	90,673	14	101,417	9	98,646	8	‡	2	104,848	6
Public Services			‡	3	‡	1				
Technical Services	‡	1							‡	1
Research/Reference/ Instruction	77,625	10	75,663	7	‡	2	‡	2	79,128	8
Cataloger/Metadata Analysts	71,963	6	74,351	7	‡	2	‡	5	81,195	7
All Positions:	81,897	107	84,312	80	88,536	45	82,128	42	99,510	59

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	235,028	55	231,559	41	233,547	96
Associate Director	128,117	168	133,672	119	130,420	287
Assistant Director	108,623	80	116,448	59	111,944	139
Head, Branch	82,694	215	92,526	112	86,062	327
Administrative Specialist	73,285	299	72,418	127	73,026	426
Digital Specialist	68,463	449	70,870	662	69,897	1,111
Functional Specialist	63,228	632	66,421	375	64,417	1,007
Subject Specialist	68,367	873	72,329	493	69,797	1,366
Dept. Head, Acquisitions	77,054	60	79,370	28	77,791	88
Dept. Head, Research/Reference/ Information or Learning Commons	85,742	87	84,115	36	85,266	123
Dept. Head, Cataloging	82,013	96	80,669	42	81,604	138
Dept. Head, Circulation	79,757	59	74,817	37	77,853	96
Dept. Head, Rare Books/ Manuscripts/Special Collections	92,413	46	95,302	48	93,888	94
Dept. Head, Library Technology	98,388	27	98,862	64	98,721	91
Dept. Head, Other	83,125	315	86,516	204	84,458	519
Public Services	60,931	121	61,507	57	61,115	178
Technical Services	60,707	80	59,623	29	60,419	109
Research/Reference/Instruction	65,028	517	65,219	196	65,081	713
Cataloger/Metadata Analysts	66,352	388	67,950	163	66,825	551
All Positions:	75,008	4,567	78,964	2,892	76,542	7,459

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	221,272	8	214,006	4	218,850	12
Associate Director	123,768	13	144,845	7	131,145	20
Assistant Director	108,432	7	133,018	4	117,372	11
Head, Branch	79,474	22	84,435	11	81,128	33
Administrative Specialist	70,844	64	73,198	17	71,338	81
Digital Specialist	65,328	74	70,453	94	68,196	168
Functional Specialist	61,766	84	67,343	33	63,339	117
Subject Specialist	69,143	179	70,383	73	69,502	252
Dept. Head, Acquisitions	‡	9	‡	3	75,741	12
Dept. Head, Research/Reference/ Information or Learning Commons	‡	9	‡	2	84,537	11
Dept. Head, Cataloging	78,633	20	82,203	4	79,228	24
Dept. Head, Circulation	77,980	4	69,436	7	72,543	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	85,190	8		.	85,190	8
Dept. Head, Library Technology	97,396	4	117,239	7	110,023	11
Dept. Head, Other	86,773	41	90,219	22	87,976	63
Public Services	59,285	17	53,371	6	57,742	23
Technical Services	54,245	12	63,590	5	56,993	17
Research/Reference/Instruction	64,441	79	68,561	27	65,491	106
Cataloger/Metadata Analysts	63,479	68	71,459	19	65,222	87
All Positions:	71,818	722	76,554	345	73,349	1,067

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	235,028	55	231,559	41	233,547	96
Associate Director	128,117	168	133,672	119	130,420	287
Assistant Director	108,623	80	116,448	59	111,944	139
Head, Branch	82,694	215	92,526	112	86,062	327
Dept. Head, Acquisitions	77,054	60	79,370	28	77,791	88
Dept. Head, Cataloging	82,013	96	80,669	42	81,604	138
Dept. Head, Circulation	79,757	59	74,817	37	77,853	96
Dept. Head, Library Technology	98,388	27	98,862	64	98,721	91
Dept. Head, Rare Book/Manuscripts/Special Collections	92,413	46	95,302	48	93,888	94
Dept. Head, Research/Reference/Info or Learning Commons	85,742	87	84,115	36	85,266	123
Dept. Head, Other	83,125	315	86,516	204	84,458	519
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	69,492	127	68,430	44	69,218	171
Business Manager	73,146	83	73,397	58	73,250	141
Human Resources	75,850	67	69,801	7	75,278	74
Development/ Advancement	87,889	22	80,028	18	84,351	40
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	63,271	67	65,816	50	64,359	117
IT, Systems	72,118	92	71,177	239	71,438	331
IT, Web Developer	66,046	59	68,272	85	67,360	144
IT, Programmer	74,667	61	74,835	202	74,796	263
Scholarly Communications	71,407	43	72,716	24	71,876	67
Digital Acquisitions	65,954	65	59,580	16	64,695	81
Digital Collections Curation	65,435	62	65,127	46	65,304	108
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	64,350	108	65,758	52	64,807	160
Archivists	62,160	333	67,707	204	64,268	537
Assessment, Management Info Systems, Planning	67,281	41	69,222	19	67,895	60
Media Specialists	58,268	37	59,787	55	59,176	92
Preservation, including digital collections	65,454	113	68,282	45	66,259	158
Subject Specialist (no subgroup)	70,022	379	73,113	220	71,157	599
Subject Specialist in Humanities/Fine Arts	65,347	122	73,365	85	68,639	207
Subject Specialist in Sciences & Technology	66,718	142	68,763	65	67,360	207
Subject Specialist in Social/Behavior Science	63,981	116	70,433	56	66,081	172
Subject Specialist in Area Studies	72,612	114	73,486	67	72,936	181

TABLE 32: NUMBER AND AVERAGE SALARIES OF US 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	66,352	388	67,950	163	66,825	551
Research/Reference/Instruction	65,028	517	65,219	196	65,081	713
Public Services	60,931	121	61,507	57	61,115	178
Technical Services	60,707	80	59,623	29	60,419	109
All Positions:	75,008	4,567	78,964	2,892	76,542	7,459

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	221,272	8	214,006	4	218,850	12
Associate Director	123,768	13	144,845	7	131,145	20
Assistant Director	108,432	7	133,018	4	117,372	11
Head, Branch	79,474	22	84,435	11	81,128	33
Dept. Head, Acquisitions	‡	9	‡	3	75,741	12
Dept. Head, Cataloging	78,633	20	82,203	4	79,228	24
Dept. Head, Circulation	77,980	4	69,436	7	72,543	11
Dept. Head, Library Technology	97,396	4	117,239	7	110,023	11
Dept. Head, Rare Book/ Manuscripts/ Special Collections	85,190	8		.	85,190	8
Dept. Head, Research/ Reference/ Info or Learning Commons	‡	9	‡	2	84,537	11
Dept. Head, Other	86,773	41	90,219	22	87,976	63
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/ IP Permissions; Other Admin.	‡	17	‡	3	64,406	20
Business Manager	67,798	27	72,543	11	69,172	38
Human Resources	75,892	19		.	75,892	19
Development/ Advancement	‡	1	‡	3	104,957	4
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	57,846	13	56,498	7	57,374	20
IT, Systems	69,588	18	72,535	40	71,620	58
IT, Web Developer	68,729	6	67,135	11	67,698	17
IT, Programmer	68,462	17	72,427	32	71,051	49
Scholarly Communications	‡	8	‡	1	64,658	9
Digital Acquisitions	60,420	10		.	60,420	10
Digital Collections Curation	‡	2	‡	3	67,394	5
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	60,902	21	62,987	5	61,303	26
Archivists	64,427	41	68,054	20	65,616	61
Assessment, Management Info Systems, Planning	‡	8	‡	2	57,505	10
Media Specialists	58,251	8	65,909	4	60,804	12
Preservation, including digital collections	‡	6	‡	2	63,684	8
Subject Specialist (no subgroup)	70,635	61	68,443	24	70,016	85
Subject Specialist in Humanities/ Fine Arts	65,642	16	71,343	6	67,197	22
Subject Specialist in Sciences & Technology	64,006	23	65,544	11	64,504	34
Subject Specialist in Social/ Behavior Science	64,994	24	77,366	10	68,633	34
Subject Specialist in Area Studies	72,464	55	71,483	22	72,184	77

TABLE 33: NUMBER AND AVERAGE SALARIES OF MINORITY US 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	63,479	68	71,459	19	65,222	87
Research/Reference/Instruction	64,441	79	68,561	27	65,491	106
Public Services	59,285	17	53,371	6	57,742	23
Technical Services	54,245	12	63,590	5	56,993	17
All Positions:	71,818	722	76,554	345	73,349	1,067

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 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.2	55	33.7	41	33.4	96
Associate Director	27.1	168	25.3	119	26.3	287
Assistant Director	23.5	80	22.8	59	23.2	139
Head, Branch	22.0	215	22.7	112	22.2	327
Administrative Specialist	18.2	299	14.7	127	17.2	426
Digital Specialist	13.6	449	12.7	662	13.0	1,111
Functional Specialist	13.0	632	15.5	375	14.0	1,007
Subject Specialist	16.8	873	18.5	493	17.4	1,366
Dept. Head, Acquisitions	21.6	60	20.2	28	21.1	88
Dept. Head, Research/Reference/ Information or Learning Commons	19.8	87	19.4	36	19.7	123
Dept. Head, Cataloging	22.6	96	19.5	42	21.7	138
Dept. Head, Circulation	20.4	59	18.5	37	19.7	96
Dept. Head, Rare Books/ Manuscripts/Special Collections	21.1	46	23.5	48	22.3	94
Dept. Head, Library Technology	19.9	27	17.5	64	18.3	91
Dept. Head, Other	20.3	315	19.8	204	20.1	519
Public Services	14.1	121	13.8	57	14.0	178
Technical Services	16.4	80	14.3	29	15.8	109
Research/Reference/Instruction	15.4	517	16.0	196	15.5	713
Cataloger/Metadata Analysts	18.4	388	19.4	163	18.7	551
All Positions:	17.5	4,567	17.3	2,892	17.4	7,459

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

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	22.4	8	35.3	4	26.7	12
Associate Director	30.1	13	26.1	7	28.7	20
Assistant Director	25.9	7	21.5	4	24.3	11
Head, Branch	21.5	22	24.5	11	22.5	33
Administrative Specialist	16.5	64	18.2	17	16.9	81
Digital Specialist	10.7	74	11.5	94	11.1	168
Functional Specialist	10.5	84	13.9	33	11.4	117
Subject Specialist	15.4	179	14.1	73	15.0	252
Dept. Head, Acquisitions	18.6	9	5.0	3	15.2	12
Dept. Head, Research/Reference/ Information or Learning Commons	18.3	9	19.0	2	18.5	11
Dept. Head, Cataloging	19.2	20	13.5	4	18.3	24
Dept. Head, Circulation	22.0	4	15.4	7	17.8	11
Dept. Head, Rare Books/ Manuscripts/Special Collections	19.0	8			19.0	8
Dept. Head, Library Technology	18.3	4	16.1	7	16.9	11
Dept. Head, Other	21.4	41	22.8	22	21.9	63
Public Services	12.6	17	9.7	6	11.8	23
Technical Services	13.2	12	7.0	5	11.4	17
Research/Reference/Instruction	13.5	79	15.1	27	13.9	106
Cataloger/Metadata Analysts	15.4	68	18.0	19	15.9	87
All Positions:	15.4	722	15.1	345	15.3	1,067

Excludes Canadian libraries.

Excludes medical and law libraries.

TABLE 36: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.2	55	33.7	41	33.4	96
Associate Director	27.1	168	25.3	119	26.3	287
Assistant Director	23.5	80	22.8	59	23.2	139
Head, Branch	22.0	215	22.7	112	22.2	327
Dept. Head, Acquisitions	21.6	60	20.2	28	21.1	88
Dept. Head, Cataloging	22.6	96	19.5	42	21.7	138
Dept. Head, Circulation	20.4	59	18.5	37	19.7	96
Dept. Head, Library Technology	19.9	27	17.5	64	18.3	91
Dept. Head, Rare Book/Manuscripts/Special Collections	21.1	46	23.5	48	22.3	94
Dept. Head, Research/Reference/Info or Learning Commons	19.8	87	19.4	36	19.7	123
Dept. Head, Other	20.3	315	19.8	204	20.1	519
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	17.6	127	14.2	44	16.8	171
Business Manager	18.5	83	16.4	58	17.6	141
Human Resources	20.0	67	13.4	7	19.3	74
Development/Advancement	15.4	22	10.9	18	13.4	40
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	9.9	67	9.3	50	9.7	117
IT, Systems	17.3	92	14.1	239	15.0	331
IT, Web Developer	13.7	59	10.4	85	11.7	144
IT, Programmer	16.0	61	13.6	202	14.1	263
Scholarly Communications	13.6	43	11.7	24	12.9	67
Digital Acquisitions	12.6	65	10.6	16	12.2	81
Digital Collections Curation	10.5	62	10.3	46	10.5	108
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	13.5	108	14.2	52	13.8	160
Archivists	12.2	333	16.3	204	13.8	537
Assessment, Management Info Systems, Planning	13.7	41	16.7	19	14.7	60
Media Specialists	14.2	37	15.0	55	14.7	92
Preservation, including digital collections	14.3	113	13.6	45	14.1	158
Subject Specialist (no subgroup)	17.8	379	18.7	220	18.1	599
Subject Specialist in Humanities/Fine Arts	15.5	122	18.9	85	16.9	207
Subject Specialist in Sciences & Technology	16.0	142	17.3	65	16.4	207
Subject Specialist in Social/Behavior Science	15.8	116	20.2	56	17.3	172
Subject Specialist in Area Studies	16.7	114	17.0	67	16.8	181

TABLE 36: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF US 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	18.4	388	19.4	163	18.7	551
Research/Reference/Instruction	15.4	517	16.0	196	15.5	713
Public Services	14.1	121	13.8	57	14.0	178
Technical Services	16.4	80	14.3	29	15.8	109
All Positions:	17.5	4,567	17.3	2,892	17.4	7,459

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

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	22.4	8	35.3	4	26.7	12
Associate Director	30.1	13	26.1	7	28.7	20
Assistant Director	25.9	7	21.5	4	24.3	11
Head, Branch	21.5	22	24.5	11	22.5	33
Dept. Head, Acquisitions	18.6	9	5.0	3	15.2	12
Dept. Head, Cataloging	19.2	20	13.5	4	18.3	24
Dept. Head, Circulation	22.0	4	15.4	7	17.8	11
Dept. Head, Library Technology	18.3	4	16.1	7	16.9	11
Dept. Head, Rare Book/Manuscripts/Special Collections	19.0	8		.	19.0	8
Dept. Head, Research/Reference/Info or Learning Commons	18.3	9	19.0	2	18.5	11
Dept. Head, Other	21.4	41	22.8	22	21.9	63
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	16.4	17	12.3	3	15.8	20
Business Manager	15.8	27	19.9	11	17.0	38
Human Resources	17.8	19		.	17.8	19
Development/Advancement	14.0	1	17.7	3	16.8	4
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	8.4	13	3.7	7	6.8	20
IT, Systems	15.2	18	13.4	40	13.9	58
IT, Web Developer	9.0	6	9.0	11	9.0	17
IT, Programmer	11.8	17	12.4	32	12.2	49
Scholarly Communications	4.0	8	2.0	1	3.8	9
Digital Acquisitions	10.2	10		.	10.2	10
Digital Collections Curation	10.0	2	6.3	3	7.8	5
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	9.8	21	11.8	5	10.2	26
Archivists	10.8	41	12.5	20	11.4	61
Assessment, Management Info Systems, Planning	8.1	8	10.5	2	8.6	10
Media Specialists	13.8	8	23.8	4	17.1	12
Preservation, including digital collections	9.7	6	16.5	2	11.4	8
Subject Specialist (no subgroup)	15.7	61	14.5	24	15.4	85
Subject Specialist in Humanities/Fine Arts	11.2	16	15.7	6	12.4	22
Subject Specialist in Sciences & Technology	11.7	23	11.8	11	11.8	34
Subject Specialist in Social/Behavior Science	18.0	24	16.4	10	17.5	34
Subject Specialist in Area Studies	16.6	55	13.2	22	15.6	77

TABLE 37: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY US 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	15.4	68	18.0	19	15.9	87
Research/Reference/Instruction	13.5	79	15.1	27	13.9	106
Public Services	12.6	17	9.7	6	11.8	23
Technical Services	13.2	12	7.0	5	11.4	17
All Positions:	15.0	722	15.0	345	15.0	1,067

Excludes Canadian libraries.

Excludes medical and law libraries.

. No positions reported in this category.

TABLE 38: NUMBER AND AVERAGE SALARIES OF US 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	53,421	461	57,131	269	54,788	730	10%
4–7 years	58,741	563	62,414	343	60,132	906	12%
8–11 years	64,875	669	68,539	413	66,273	1,082	15%
12–15 years	71,981	590	75,115	429	73,300	1,019	14%
16–19 years	77,324	504	82,120	341	79,260	845	11%
20–23 years	82,554	374	85,996	271	84,000	645	9%
24–27 years	82,514	410	85,024	255	83,476	665	9%
28–31 years	89,399	341	96,056	197	91,836	538	7%
32–35 years	94,365	300	99,475	159	96,135	459	6%
over 35 years	102,879	355	108,507	215	105,002	570	8%
All Positions:	75,008	4,567	78,964	2,892	76,542	7,459	100%

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 US 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	54,996	89	56,903	37	55,556	126	12%
4–7 years	59,503	101	63,293	51	60,775	152	14%
8–11 years	64,821	133	67,527	63	65,691	196	18%
12–15 years	72,484	97	79,880	55	75,160	152	14%
16–19 years	82,346	68	82,848	40	82,532	108	10%
20–23 years	78,541	81	92,355	26	81,897	107	10%
24–27 years	84,899	52	83,223	28	84,312	80	7%
28–31 years	84,468	33	99,724	12	88,536	45	4%
32–35 years	81,421	24	83,070	18	82,128	42	4%
over 35 years	94,959	44	112,860	15	99,510	59	6%
All Positions:	71,818	722	76,554	345	73,349	1,067	100%

Excludes Canadian libraries.

Excludes medical and law libraries.

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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.

ARL UNIVERSITY MEDICAL LIBRARIES

TABLES 47-56

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TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2014–2015

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alabama	1	‡	‡	45,000	33.0
Alberta	5	98,994	94,497	55,863	19.8
Arizona	17	71,212	70,368	56,365	21.7
Boston University	12	63,036	61,000	51,000	9.3
British Columbia	8	88,489	90,607	54,223	22.1
Calgary	15	79,272	78,439	60,714	12.9
California, Davis	5	79,307	77,356	47,722	23.0
California, Los Angeles	9	87,280	86,090	47,722	21.9
Case Western Reserve	7	62,974	57,521	40,000	22.4
Cincinnati	14	64,946	55,033	43,000	22.1
Columbia	9	77,321	79,887	59,280	21.0
Connecticut	14	84,875	85,113	58,178	20.5
Cornell	15	77,932	74,833	62,000	12.5
Dartmouth	8	73,590	71,789	47,500	23.8
Duke	15	61,710	57,939	50,000	14.7
Emory	14	63,896	62,525	52,000	18.6
Florida	11	65,525	62,107	44,928	16.1
Florida State	8	51,025	50,868	48,000	14.1
George Washington	14	74,019	70,434	52,200	17.9
Georgetown	13	65,575	65,700	49,697	16.9
Harvard	14	84,178	81,411	58,500	15.9
Hawaii	6	48,323	41,292	50,004	17.5
Howard	7	69,883	61,500	60,000	12.6
Illinois, Chicago	23	62,748	61,674	47,000	13.2
Iowa	12	66,137	59,382	43,000	19.8
Johns Hopkins	24	71,895	73,556	51,000	17.9
Kansas	6	62,540	63,500	42,000	15.0
Kentucky	11	60,883	58,461	39,500	25.7
Louisiana State	2	‡	‡	36,000	5.0
Louisville	10	55,366	52,056	40,000	21.3
McGill	9	65,214	56,392	46,703	9.2
McMaster	9	72,503	68,973	45,261	14.7
Manitoba	18	79,887	84,633	52,342	14.4
Miami	8	77,785	76,362	55,000	18.5
Michigan	21	69,746	69,275	48,000	16.9
Minnesota	13	68,819	69,024	51,500	15.5
Missouri	11	60,488	60,961	40,000	25.5
Montreal	11	73,880	73,909	51,741	18.5
Nebraska	15	70,194	63,852	48,000	20.9
New York University	25	84,047	77,582	60,000	11.4
North Carolina	26	65,781	63,086	45,000	20.4
Northwestern	13	72,116	71,108	50,000	18.6

TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2014–2015

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Ohio State	9	73,398	67,157	50,000	20.1
Oklahoma	8	57,698	60,000	40,000	17.8
Oklahoma State	4	55,324	49,416	38,000	21.5
Ottawa	6	87,761	90,641	58,775	14.3
Pennsylvania	9	74,674	75,559	51,000	21.4
Pennsylvania State	8	63,372	64,872	49,000	12.8
Pittsburgh	28	71,649	66,813	46,000	18.5
Queen`s	5	92,322	90,221	53,180	19.0
Rochester	25	59,891	58,423	45,000	19.6
Rutgers	13	82,718	77,943	58,464	23.2
Saskatchewan	7	87,060	84,472	57,110	14.1
South Carolina	8	54,983	49,872	38,750	19.6
Southern California	14	78,261	70,855	56,275	16.9
Southern Illinois	4	*	*	41,000	29.8
SUNY Buffalo	11	63,561	63,330	48,000	19.9
SUNY Stony Brook	13	73,658	72,500	47,000	16.8
Temple	8	61,457	62,316	46,000	18.0
Tennessee, Knoxville	4	*	*	45,000	17.0
Tennessee, Memphis	14	56,211	59,685	45,000	17.8
Texas Tech	22	53,206	49,804	40,621	19.3
Toronto	14	89,203	83,978	54,269	14.6
Tulane	7	60,864	57,477	44,000	20.3
Utah	14	67,648	62,110	44,000	18.2
Vanderbilt	13	63,185	61,825	45,000	13.5
Virginia	13	68,542	69,050	48,000	24.8
Washington	16	70,877	66,084	48,204	22.0
Washington U.-St. Louis	25	62,396	54,019	43,563	15.9
Wayne State	5	59,826	60,388	50,000	17.4
Wisconsin	13	64,779	63,132	44,000	16.2
Yale	18	83,803	85,287	53,550	18.3

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 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Cornell	62,000	35	Nebraska	48,000
2	Calgary	60,714	35	SUNY Buffalo	48,000
3	Howard	60,000	35	Virginia	48,000
3	New York University	60,000	40	California, Davis	47,722
5	Columbia	59,280	40	California, Los Angeles	47,722
6	Ottawa	58,775	42	Dartmouth	47,500
7	Harvard	58,500	43	Illinois, Chicago	47,000
8	Rutgers	58,464	43	SUNY Stony Brook	47,000
9	Connecticut	58,178	45	McGill	46,703
10	Saskatchewan	57,110	46	Pittsburgh	46,000
11	Arizona	56,365	46	Temple	46,000
12	Southern California	56,275	48	McMaster	45,261
13	Alberta	55,863	49	Alabama	45,000
14	Miami	55,000	49	North Carolina	45,000
15	Toronto	54,269	49	Rochester	45,000
16	British Columbia	54,223	49	Tennessee, Knoxville	45,000
17	Yale	53,550	49	Tennessee, Memphis	45,000
18	Queen`s	53,180	49	Vanderbilt	45,000
19	Manitoba	52,342	55	Florida	44,928
20	George Washington	52,200	56	Tulane	44,000
21	Emory	52,000	56	Utah	44,000
22	Montreal	51,741	56	Wisconsin	44,000
23	Minnesota	51,500	59	Washington U.-St. Louis	43,563
24	Boston University	51,000	60	Cincinnati	43,000
24	Johns Hopkins	51,000	60	Iowa	43,000
24	Pennsylvania	51,000	62	Kansas	42,000
27	Hawaii	50,004	63	Southern Illinois	41,000
28	Duke	50,000	64	Texas Tech	40,621
28	Northwestern	50,000	65	Case Western Reserve	40,000
28	Ohio State	50,000	65	Louisville	40,000
28	Wayne State	50,000	65	Missouri	40,000
32	Georgetown	49,697	65	Oklahoma	40,000
33	Pennsylvania State	49,000	69	Kentucky	39,500
34	Washington	48,204	70	South Carolina	38,750
35	Florida State	48,000	71	Oklahoma State	38,000
35	Michigan	48,000	72	Louisiana State	36,000

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 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Alberta	94,497	37	Nebraska	63,852
2	Ottawa	90,641	38	Kansas	63,500
3	British Columbia	90,607	39	SUNY Buffalo	63,330
4	Queen's	90,221	40	Wisconsin	63,132
5	California, Los Angeles	86,090	41	North Carolina	63,086
6	Yale	85,287	42	Emory	62,525
7	Connecticut	85,113	43	Temple	62,316
8	Manitoba	84,633	44	Utah	62,110
9	Saskatchewan	84,472	45	Florida	62,107
10	Toronto	83,978	46	Vanderbilt	61,825
11	Harvard	81,411	47	Illinois, Chicago	61,674
12	Columbia	79,887	48	Howard	61,500
13	Calgary	78,439	49	Boston University	61,000
14	Rutgers	77,943	50	Missouri	60,961
15	New York University	77,582	51	Wayne State	60,388
16	California, Davis	77,356	52	Oklahoma	60,000
17	Miami	76,362	53	Tennessee, Memphis	59,685
18	Pennsylvania	75,559	54	Iowa	59,382
19	Cornell	74,833	55	Kentucky	58,461
20	Montreal	73,909	56	Rochester	58,423
21	Johns Hopkins	73,556	57	Duke	57,939
22	SUNY Stony Brook	72,500	58	Case Western Reserve	57,521
23	Dartmouth	71,789	59	Tulane	57,477
24	Northwestern	71,108	60	McGill	56,392
25	Southern California	70,855	61	Cincinnati	55,033
26	George Washington	70,434	62	Washington U.-St. Louis	54,019
27	Arizona	70,368	63	Louisville	52,056
28	Michigan	69,275	64	Florida State	50,868
29	Virginia	69,050	65	South Carolina	49,872
30	Minnesota	69,024	66	Texas Tech	49,804
31	McMaster	68,973	67	Oklahoma State	49,416
32	Ohio State	67,157	68	Hawaii	41,292
33	Pittsburgh	66,813		Alabama	*
34	Washington	66,084		Louisiana State	*
35	Georgetown	65,700		Southern Illinois	*
36	Pennsylvania State	64,872		Tennessee, Knoxville	*

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

* Alabama, Louisiana State, Southern Illinois, and Tennessee–Knoxville 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 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Alberta	98,994	37	Utah	67,648
2	Queen`s	92,322	38	Iowa	66,137
3	Toronto	89,203	39	North Carolina	65,781
4	British Columbia	88,489	40	Georgetown	65,575
5	Ottawa	87,761	41	Florida	65,525
6	California, Los Angeles	87,280	42	McGill	65,214
7	Saskatchewan	87,060	43	Cincinnati	64,946
8	Connecticut	84,875	44	Wisconsin	64,779
9	Harvard	84,178	45	Emory	63,896
10	New York University	84,047	46	SUNY Buffalo	63,561
11	Yale	83,803	47	Pennsylvania State	63,372
12	Rutgers	82,718	48	Vanderbilt	63,185
13	Manitoba	79,887	49	Boston University	63,036
14	California, Davis	79,307	50	Case Western Reserve	62,974
15	Calgary	79,272	51	Illinois, Chicago	62,748
16	Southern California	78,261	52	Kansas	62,540
17	Cornell	77,932	53	Washington U.-St. Louis	62,396
18	Miami	77,785	54	Duke	61,710
19	Columbia	77,321	55	Temple	61,457
20	Pennsylvania	74,674	56	Kentucky	60,883
21	George Washington	74,019	57	Tulane	60,864
22	Montreal	73,880	58	Missouri	60,488
23	SUNY Stony Brook	73,658	59	Rochester	59,891
24	Dartmouth	73,590	60	Wayne State	59,826
25	Ohio State	73,398	61	Oklahoma	57,698
26	McMaster	72,503	62	Tennessee, Memphis	56,211
27	Northwestern	72,116	63	Louisville	55,366
28	Johns Hopkins	71,895	64	Oklahoma State	55,324
29	Pittsburgh	71,649	65	South Carolina	54,983
30	Arizona	71,212	66	Texas Tech	53,206
31	Washington	70,877	67	Florida State	51,025
32	Nebraska	70,194	68	Hawaii	48,323
33	Howard	69,883		Alabama	*
34	Michigan	69,746		Louisiana State	*
35	Minnesota	68,819		Southern Illinois	*
36	Virginia	68,542		Tennessee, Knoxville	*

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

* Alabama, Louisiana State, Southern Illinois, and Tennessee–Knoxville are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

TABLE 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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.
Head, Medical		.	‡	1	‡	3	‡	2	142,858	4
Associate Director		.	‡	2	‡	2	85,402	7	97,698	4
Assistant Director	‡	1	70,349	5	82,214	6	‡	2	65,295	5
Head, Branch		.	‡	3	61,384	5	‡	3	68,986	4
Administrative Specialist	‡	2	56,226	5	‡	2	52,251	7	‡	2
Digital Specialist	59,084	7	61,086	11	63,658	10	67,917	19	70,400	6
Functional Specialist	59,160	7	58,197	6	60,549	7	‡	2	‡	3
Subject Specialist	54,433	25	60,524	36	65,108	40	68,587	20	68,601	15
Dept. Head, Acquisitions		.	‡	1	65,444	4	‡	1	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons		.	‡	1	‡	2	68,123	4	‡	1
Dept. Head, Cataloging		.	‡	3	‡	2	‡	1	‡	1
Dept. Head, Circulation		.	‡	3	‡	3		.	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections		.		.		.	‡	1	‡	1
Dept. Head, Library Technology		.	‡	3		.	‡	1	‡	2
Dept. Head, Other	‡	1	‡	3	68,740	9	71,405	4	73,903	6
Public Services	‡	3	51,827	8	64,364	4	61,092	8	‡	1
Technical Services	‡	1		.	‡	1	‡	1		.
Research/Reference/ Instruction	51,517	23	61,080	28	65,085	27	74,784	20	76,467	24
Cataloger/Metadata Analysts	‡	1	‡	3	‡	1	‡	3	‡	1
All Positions:	54,261	71	61,211	122	67,088	128	69,618	106	77,621	83

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 ARL UNIVERSITY MEDICAL 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.
Head, Medical	108,945	6	137,595	8	165,695	8	132,346	16	145,693	17
Associate Director	81,765	11	81,981	5	101,903	4	105,212	7	94,465	7
Assistant Director	73,532	4	‡	2	‡	2	‡	1	‡	3
Head, Branch		.	‡	2	‡	3	‡	2	‡	1
Administrative Specialist	‡	2	‡	2	‡	2	79,056	4	‡	2
Digital Specialist	66,913	10	‡	3	‡	3	‡	2	‡	3
Functional Specialist	67,698	8		.	73,466	5	‡	2	70,447	4
Subject Specialist	71,837	17	82,893	9	66,623	7	80,552	9	89,128	6
Dept. Head, Acquisitions		.	‡	3	‡	2	84,305	5	‡	1
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2	‡	2	‡	1	‡	1	74,624	5
Dept. Head, Cataloging		.	‡	1	‡	1	‡	1	‡	1
Dept. Head, Circulation	68,174	4		.	‡	2	‡	2		.
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	2	‡	1	‡	1		.	‡	2
Dept. Head, Library Technology	‡	1	‡	3		.		.	‡	1
Dept. Head, Other	86,103	6	87,797	4	83,763	9	77,760	5	83,477	7
Public Services	88,936	4	‡	1	‡	1	‡	2	‡	2
Technical Services		.	‡	3	‡	1	‡	1	‡	2
Research/Reference/ Instruction	72,488	11	70,808	10	75,546	7	67,158	9	79,702	11
Cataloger/Metadata Analysts	‡	2		.	‡	2		.	‡	2
All Positions:	77,252	90	85,596	59	91,073	61	92,614	69	94,131	77

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	137,035	52	140,866	13	137,801	65
Associate Director	86,672	37	101,045	12	90,192	49
Assistant Director	70,134	26	78,829	5	71,536	31
Head, Branch	76,095	18	79,228	5	76,776	23
Administrative Specialist	65,610	25	64,362	5	65,402	30
Digital Specialist	66,354	32	66,820	42	66,618	74
Functional Specialist	63,923	32	70,135	12	65,617	44
Subject Specialist	66,519	156	66,470	28	66,512	184
Dept. Head, Acquisitions	72,793	14	63,989	4	70,836	18
Dept. Head, Research/Reference/ Information or Learning Commons	‡	16	‡	3	76,432	19
Dept. Head, Cataloging	‡	9	‡	2	68,945	11
Dept. Head, Circulation	71,392	10	64,025	6	68,629	16
Dept. Head, Rare Books/ Manuscripts/Special Collections	107,866	4	69,972	4	88,919	8
Dept. Head, Library Technology	78,633	5	69,769	6	73,798	11
Dept. Head, Other	77,808	45	75,095	9	77,356	54
Public Services	66,064	30	59,448	4	65,286	34
Technical Services	‡	8	‡	2	56,143	10
Research/Reference/Instruction	67,091	133	69,614	37	67,640	170
Cataloger/Metadata Analysts	‡	12	‡	3	65,679	15
All Positions:	74,902	664	75,204	202	74,973	866

Canadian salaries are expressed in US dollars.

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

TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	137,035	52	140,866	13	137,801	65
Associate Director	86,672	37	101,045	12	90,192	49
Assistant Director	70,134	26	78,829	5	71,536	31
Head, Branch	76,095	18	79,228	5	76,776	23
Dept. Head, Acquisitions	72,793	14	63,989	4	70,836	18
Dept. Head, Cataloging	‡	9	‡	2	68,945	11
Dept. Head, Circulation	71,392	10	64,025	6	68,629	16
Dept. Head, Library Technology	78,633	5	69,769	6	73,798	11
Dept. Head, Rare Book/ Manuscripts/ Special Collections	107,866	4	69,972	4	88,919	8
Dept. Head, Research/ Reference/ Info or Learning Commons	‡	16	‡	3	76,432	19
Dept. Head, Other	77,808	45	75,095	9	77,356	54
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/ IP Permissions; Other Admin.	‡	12	‡	3	58,937	15
Business Manager	‡	11	‡	1	74,903	12
Human Resources	‡	1			‡	1
Development/ Advancement	‡	1	‡	1	‡	2
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	1		.	‡	1
IT, Systems	65,438	6	65,202	24	65,249	30
IT, Web Developer	65,546	8	58,636	8	62,091	16
IT, Programmer	73,537	8	78,198	8	75,867	16
Scholarly Communications	‡	3		.	‡	3
Digital Acquisitions	‡	5	‡	2	70,845	7
Digital Collections Curation	‡	1		.	‡	1
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	14	‡	2	63,227	16
Archivists	67,082	18	67,958	5	67,272	23
Assessment, Management Info Systems, Planning	‡	.	‡	1	‡	1
Media Specialists	‡	.	‡	3	‡	3
Preservation, including digital collections	‡	.	‡	1	‡	1
Subject Specialist (no subgroup)	64,288	117	63,521	21	64,171	138
Subject Specialist in Humanities/ Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	71,017	28	76,550	6	71,994	34
Subject Specialist in Social/ Behavior Science	‡	11	‡	1	77,892	12
Subject Specialist in Area Studies		.		.		.

TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	‡	12	‡	3	65,679	15
Research/Reference/Instruction	67,091	133	69,614	37	67,640	170
Public Services	66,064	30	59,448	4	65,286	34
Technical Services	‡	8	‡	2	56,143	10
All Positions:	74,902	664	75,204	202	74,973	866

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

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.0	52	30.4	13	29.3	65
Associate Director	23.3	37	27.9	12	24.4	49
Assistant Director	19.6	26	7.8	5	17.7	31
Head, Branch	17.9	18	17.6	5	17.8	23
Administrative Specialist	19.8	25	11.8	5	18.5	30
Digital Specialist	13.7	32	15.7	42	14.8	74
Functional Specialist	14.5	32	24.5	12	17.2	44
Subject Specialist	13.7	156	12.9	28	13.6	184
Dept. Head, Acquisitions	24.5	14	18.5	4	23.2	18
Dept. Head, Research/Reference/ Information or Learning Commons	23.4	16	22.3	3	23.3	19
Dept. Head, Cataloging	15.8	9	26.5	2	17.7	11
Dept. Head, Circulation	19.0	10	16.8	6	18.2	16
Dept. Head, Rare Books/ Manuscripts/Special Collections	29.8	4	21.5	4	25.6	8
Dept. Head, Library Technology	20.6	5	16.5	6	18.4	11
Dept. Head, Other	22.8	45	19.4	9	22.3	54
Public Services	13.8	30	19.8	4	14.5	34
Technical Services	22.9	8	25.0	2	23.3	10
Research/Reference/Instruction	14.8	133	16.1	37	15.1	170
Cataloger/Metadata Analysts	17.6	12	17.0	3	17.5	15
All Positions:	17.8	664	18.1	202	17.9	866

TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.0	52	30.4	13	29.3	65
Associate Director	23.3	37	27.9	12	24.4	49
Assistant Director	19.6	26	7.8	5	17.7	31
Head, Branch	17.9	18	17.6	5	17.8	23
Dept. Head, Acquisitions	24.5	14	18.5	4	23.2	18
Dept. Head, Cataloging	15.8	9	26.5	2	17.7	11
Dept. Head, Circulation	19.0	10	16.8	6	18.2	16
Dept. Head, Library Technology	20.6	5	16.5	6	18.4	11
Dept. Head, Rare Book/Manuscripts/Special Collections	29.8	4	21.5	4	25.6	8
Dept. Head, Research/Reference/Info or Learning Commons	23.4	16	22.3	3	23.3	19
Dept. Head, Other	22.8	45	19.4	9	22.3	54
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	16.9	12	14.0	3	16.3	15
Business Manager	23.4	11	4.0	1	21.8	12
Human Resources	6.0	1			6.0	1
Development/Advancement	29.0	1	13.0	1	21.0	2
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	5.0	1		.	5.0	1
IT, Systems	13.5	6	17.4	24	16.6	30
IT, Web Developer	16.9	8	10.8	8	13.8	16
IT, Programmer	15.0	8	15.3	8	15.1	16
Scholarly Communications	7.0	3		.	7.0	3
Digital Acquisitions	14.4	5	17.0	2	15.1	7
Digital Collections Curation	4.0	1		.	4.0	1
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	13.5	14	15.5	2	13.8	16
Archivists	15.3	18	23.0	5	17.0	23
Assessment, Management Info Systems, Planning		.	31.0	1	31.0	1
Media Specialists		.	32.0	3	32.0	3
Preservation, including digital collections		.	21.0	1	21.0	1
Subject Specialist (no subgroup)	12.8	117	13.0	21	12.8	138
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	17.3	28	13.5	6	16.6	34
Subject Specialist in Social/Behavior Science	14.6	11	7.0	1	14.0	12

TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Subject Specialist in Area Studies		.		.		.
Catalogers/Metadata analysts	17.6	12	17.0	3	17.5	15
Research/Reference/Instruction	14.8	133	16.1	37	15.1	170
Public Services	13.8	30	19.8	4	14.5	34
Technical Services	22.9	8	25.0	2	23.3	10
All Positions:	17.8	664	18.1	202	17.9	866

. No positions reported in this category.

TABLE 56: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2014–2015

	WOMEN		MEN		TOTAL		% OF TOTAL
Experience	Salary	No.	Salary	No.	Salary	No.	
0–3 years	53,575	60	58,002	11	54,261	71	8%
4–7 years	61,073	96	61,718	26	61,211	122	14%
8–11 years	67,037	98	67,254	30	67,088	128	15%
12–15 years	69,239	76	70,577	30	69,618	106	12%
16–19 years	78,568	61	74,995	22	77,621	83	10%
20–23 years	79,195	68	71,246	22	77,252	90	10%
24–27 years	85,626	42	85,522	17	85,596	59	7%
28–31 years	89,042	46	97,299	15	91,073	61	7%
32–35 years	93,728	56	87,817	13	92,614	69	8%
over 35 years	93,554	61	96,332	16	94,131	77	9%
All Positions:	74,902	664	75,204	202	74,973	866	100%

Canadian salaries are expressed in US dollars.

ARL UNIVERSITY LAW LIBRARIES

TABLES 57–66

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TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2014–2015

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Arizona	8	67,659	61,768	60,000	14.1
Arizona State	6	70,396	64,500	63,000	20.0
Boston University	11	79,400	74,950	57,000	13.4
Boston College	16	78,226	78,210	46,700	18.7
British Columbia	4	*	*	54,223	21.5
Calgary	2	*	*	60,714	17.0
California, Davis	7	88,741	87,347	47,722	20.4
California, Irvine	6	90,750	81,474	47,722	15.3
California, Los Angeles	17	88,109	88,253	47,722	14.6
Case Western Reserve	12	70,768	72,388	40,000	21.2
Cincinnati	8	71,942	65,181	49,000	20.8
Colorado	10	73,562	66,800	55,000	14.3
Columbia	16	92,208	81,000	59,280	15.9
Connecticut	11	74,120	77,924	44,622	15.5
Cornell	11	78,698	73,438	64,000	9.5
Duke	12	75,535	71,800	62,000	17.9
Emory	10	62,773	56,683	50,000	10.7
Florida	11	66,808	60,924	55,000	11.5
Florida State	10	59,409	57,373	50,000	17.7
George Washington	22	103,816	100,255	55,000	18.8
Georgetown	26	77,629	70,875	58,000	10.4
Georgia	8	57,540	57,352	57,500	15.6
Harvard	25	88,467	84,366	58,500	13.2
Hawaii	6	89,371	90,636	50,004	14.0
Houston	11	63,595	57,467	53,000	18.9
Howard	8	56,147	55,394	52,999	21.4
Illinois, Urbana	8	77,972	76,570	56,000	17.6
Indiana	10	73,263	65,604	41,208	21.0
Iowa	18	77,555	76,000	43,000	16.7
Kansas	5	58,057	56,943	40,500	12.6
Kentucky	7	59,916	58,438	52,000	12.0
Louisiana State	10	62,218	62,000	50,000	15.6
Louisville	7	64,262	65,441	40,000	22.3
McGill	3	*	*	46,703	9.3
Manitoba	3	*	*	52,342	23.0
Miami	13	63,170	60,000	48,000	14.6
Michigan	9	69,807	64,890	50,000	9.6
Minnesota	12	86,607	78,275	55,000	22.7
Missouri	8	60,189	61,590	40,000	18.6
Montreal	6	62,806	57,578	51,741	10.7
Nebraska	6	71,274	72,996	50,000	18.7
New Mexico	6	82,819	80,340	50,000	9.8

TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2014–2015

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
New York University	18	87,431	79,743	70,000	25.7
North Carolina	11	78,769	75,035	45,000	13.6
Northwestern	7	71,412	67,525	51,000	16.4
Notre Dame	13	78,277	73,738	47,000	20.7
Ohio State	8	63,976	60,798	50,000	7.3
Oklahoma	7	61,800	54,637	42,000	19.9
Oregon	8	61,758	63,757	45,000	16.9
Ottawa	4	*	*	58,775	21.5
Pennsylvania	15	75,129	73,540	51,000	17.9
Pennsylvania State	6	90,082	84,096	65,000	25.2
Queen's	3	*	*	53,180	14.7
Rutgers, Camden	7	72,385	72,550	70,000	17.9
Rutgers, Newark	9	81,245	77,557	68,000	15.9
Saskatchewan	2	*	*	57,110	32.0
South Carolina	9	69,713	71,859	55,000	15.0
Southern Illinois	5	60,294	56,646	50,000	10.2
SUNY Buffalo	12	73,586	70,278	60,000	17.3
Syracuse	9	62,982	59,076	46,700	19.9
Temple	6	76,556	57,181	46,000	23.3
Tennessee	10	80,303	78,573	55,000	14.0
Texas	16	75,155	60,000	43,000	15.3
Texas Tech	7	61,920	61,500	55,000	11.7
Toronto	6	99,909	104,219	54,269	21.8
Tulane	8	63,403	63,395	45,000	15.3
Utah	8	68,788	68,516	52,500	16.6
Vanderbilt	7	75,433	71,558	60,000	13.7
Virginia	16	69,100	66,700	65,000	16.7
Washington	17	75,286	70,140	62,000	22.9
Washington U.-St. Louis	7	66,623	62,850	50,000	23.4
Wayne State	5	58,042	56,656	50,000	20.6
Western	2	*	*	52,742	24.0
Wisconsin	12	65,101	60,139	44,000	20.8
Yale	21	88,134	80,500	53,550	16.3
York	5	105,623	112,608	45,769	13.6

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 2014–2015

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	New York University	70,000	39	Montreal	51,741
1	Rutgers, Camden	70,000	40	Northwestern	51,000
3	Rutgers, Newark	68,000	40	Pennsylvania	51,000
4	Pennsylvania State	65,000	42	Hawaii	50,004
4	Virginia	65,000	43	Emory	50,000
6	Cornell	64,000	43	Florida State	50,000
7	Arizona State	63,000	43	Louisiana State	50,000
8	Duke	62,000	43	Michigan	50,000
8	Washington	62,000	43	Nebraska	50,000
10	Calgary	60,714	43	New Mexico	50,000
11	Arizona	60,000	43	Ohio State	50,000
11	SUNY Buffalo	60,000	43	Southern Illinois	50,000
11	Vanderbilt	60,000	43	Washington U.-St. Louis	50,000
14	Columbia	59,280	43	Wayne State	50,000
15	Ottawa	58,775	53	Cincinnati	49,000
16	Harvard	58,500	54	Miami	48,000
17	Georgetown	58,000	55	California, Davis	47,722
18	Georgia	57,500	55	California, Irvine	47,722
19	Saskatchewan	57,110	55	California, Los Angeles	47,722
20	Boston University	57,000	58	Notre Dame	47,000
21	Illinois, Urbana	56,000	59	McGill	46,703
22	Colorado	55,000	60	Boston College	46,700
22	Florida	55,000	60	Syracuse	46,700
22	George Washington	55,000	62	Temple	46,000
22	Minnesota	55,000	63	York	45,769
22	South Carolina	55,000	64	North Carolina	45,000
22	Tennessee	55,000	64	Oregon	45,000
22	Texas Tech	55,000	64	Tulane	45,000
29	Toronto	54,269	67	Connecticut	44,622
30	British Columbia	54,223	68	Wisconsin	44,000
31	Yale	53,550	69	Iowa	43,000
32	Queen's	53,180	69	Texas	43,000
33	Houston	53,000	71	Oklahoma	42,000
34	Howard	52,999	72	Indiana	41,208
35	Western	52,742	73	Kansas	40,500
36	Utah	52,500	74	Case Western Reserve	40,000
37	Manitoba	52,342	74	Louisville	40,000
38	Kentucky	52,000	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 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	112,608	39	Indiana	65,604
2	Toronto	104,219	40	Louisville	65,441
3	George Washington	100,255	41	Cincinnati	65,181
4	Hawaii	90,636	42	Michigan	64,890
5	California, Los Angeles	88,253	43	Arizona State	64,500
6	California, Davis	87,347	44	Oregon	63,757
7	Harvard	84,366	45	Tulane	63,395
8	Pennsylvania State	84,096	46	Washington U.-St. Louis	62,850
9	California, Irvine	81,474	47	Louisiana State	62,000
10	Columbia	81,000	48	Arizona	61,768
11	Yale	80,500	49	Missouri	61,590
12	New Mexico	80,340	50	Texas Tech	61,500
13	New York University	79,743	51	Florida	60,924
14	Tennessee	78,573	52	Ohio State	60,798
15	Minnesota	78,275	53	Wisconsin	60,139
16	Boston College	78,210	54	Miami	60,000
17	Connecticut	77,924	54	Texas	60,000
18	Rutgers, Newark	77,557	56	Syracuse	59,076
19	Illinois, Urbana	76,570	57	Kentucky	58,438
20	Iowa	76,000	58	Montreal	57,578
21	North Carolina	75,035	59	Houston	57,467
22	Boston University	74,950	60	Florida State	57,373
23	Notre Dame	73,738	61	Georgia	57,352
24	Pennsylvania	73,540	62	Temple	57,181
25	Cornell	73,438	63	Kansas	56,943
26	Nebraska	72,996	64	Emory	56,683
27	Rutgers, Camden	72,550	65	Wayne State	56,656
28	Case Western Reserve	72,388	66	Southern Illinois	56,646
29	South Carolina	71,859	67	Howard	55,394
30	Duke	71,800	68	Oklahoma	54,637
31	Vanderbilt	71,558		British Columbia	*
32	Georgetown	70,875		Calgary	*
33	SUNY Buffalo	70,278		McGill	*
34	Washington	70,140		Manitoba	*
35	Utah	68,516		Ottawa	*
36	Northwestern	67,525		Queen's	*
37	Colorado	66,800		Saskatchewan	*
38	Virginia	66,700		Western	*

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

* British Columbia, Calgary, McGill, Manitoba, Ottawa, Queen's, Saskatchewan, 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 2014–2015**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	105,623	39	Case Western Reserve	70,768
2	George Washington	103,816	40	Arizona State	70,396
3	Toronto	99,909	41	Michigan	69,807
4	Columbia	92,208	42	South Carolina	69,713
5	California, Irvine	90,750	43	Virginia	69,100
6	Pennsylvania State	90,082	44	Utah	68,788
7	Hawaii	89,371	45	Arizona	67,659
8	California, Davis	88,741	46	Florida	66,808
9	Harvard	88,467	47	Washington U.-St. Louis	66,623
10	Yale	88,134	48	Wisconsin	65,101
11	California, Los Angeles	88,109	49	Louisville	64,262
12	New York University	87,431	50	Ohio State	63,976
13	Minnesota	86,607	51	Houston	63,595
14	New Mexico	82,819	52	Tulane	63,403
15	Rutgers, Newark	81,245	53	Miami	63,170
16	Tennessee	80,303	54	Syracuse	62,982
17	Boston University	79,400	55	Montreal	62,806
18	North Carolina	78,769	56	Emory	62,773
19	Cornell	78,698	57	Louisiana State	62,218
20	Notre Dame	78,277	58	Texas Tech	61,920
21	Boston College	78,226	59	Oklahoma	61,800
22	Illinois, Urbana	77,972	60	Oregon	61,758
23	Georgetown	77,629	61	Southern Illinois	60,294
24	Iowa	77,555	62	Missouri	60,189
25	Temple	76,556	63	Kentucky	59,916
26	Duke	75,535	64	Florida State	59,409
27	Vanderbilt	75,433	65	Kansas	58,057
28	Washington	75,286	66	Wayne State	58,042
29	Texas	75,155	67	Georgia	57,540
30	Pennsylvania	75,129	68	Howard	56,147
31	Connecticut	74,120		British Columbia	*
32	SUNY Buffalo	73,586		Calgary	*
33	Colorado	73,562		McGill	*
34	Indiana	73,263		Manitoba	*
35	Rutgers, Camden	72,385		Ottawa	*
36	Cincinnati	71,942		Queen`s	*
37	Northwestern	71,412		Saskatchewan	*
38	Nebraska	71,274		Western	*

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

* British Columbia, Calgary, McGill, Manitoba, Ottawa, Queen`s, Saskatchewan, and Western are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

TABLE 61: AVERAGE SALARIES OF ARL UNIVERSITY LAW 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.
Head, Law		.	‡	2	139,457	4	154,296	8	172,429	8
Associate Director		.	‡	1	95,375	9	‡	2	92,876	10
Assistant Director	‡	2	‡	2	91,303	7	‡	2	89,515	10
Head, Branch	
Administrative Specialist	‡	1	‡	1	‡	1		.	‡	3
Digital Specialist	58,048	12	70,786	6	69,920	4	76,001	6	81,857	4
Functional Specialist		.	59,134	5	96,514	4	‡	2	‡	1
Subject Specialist	60,248	19	70,189	17	75,480	9	72,754	6	78,631	7
Dept. Head, Acquisitions	‡	1	73,123	4	‡	3	‡	1	73,361	4
Dept. Head, Research/ Reference/Information or Learning Commons		.	74,809	5	‡	1	‡	2	85,668	5
Dept. Head, Cataloging		.	‡	1	‡	1	‡	3	‡	3
Dept. Head, Circulation	‡	3	65,129	5	‡	3	‡	3	61,242	4
Dept. Head, Rare Books/ Manuscripts/Special Collections	‡	1	‡	2		.		.		.
Dept. Head, Library Technology		.	‡	1	‡	1		.	‡	1
Dept. Head, Other	‡	1	‡	2	67,249	4	‡	2	‡	3
Public Services	57,270	6	63,218	6	‡	2	‡	3	‡	1
Technical Services	53,463	4	56,107	7	58,045	4	‡	1		.
Research/Reference/ Instruction	63,168	50	69,948	37	73,708	31	75,342	17	70,798	15
Cataloger/Metadata Analysts	45,866	4	60,741	4	72,968	6	65,232	6	60,273	5
All Positions:	60,635	104	70,361	108	79,993	94	83,119	64	87,026	84

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 ARL UNIVERSITY LAW 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.
Head, Law	‡	3	156,236	11	135,720	5	181,193	10	197,896	21
Associate Director	‡	3	119,454	5	110,947	6	‡	3	115,781	8
Assistant Director	90,404	8	82,559	9	103,719	5	104,114	6	‡	2
Head, Branch	
Administrative Specialist	‡	2			‡	2	‡	1	‡	2
Digital Specialist	101,241	4	‡	1		.		.	‡	1
Functional Specialist	‡	1		.	‡	1	‡	1		.
Subject Specialist	86,954	8	81,055	4	86,188	7	‡	2	‡	3
Dept. Head, Acquisitions	77,499	8	‡	2	‡	2	‡	2	‡	3
Dept. Head, Research/ Reference/Information or Learning Commons	‡	2	‡	1	‡	3	‡	3	‡	2
Dept. Head, Cataloging	‡	2	78,988	5	80,719	4	74,104	4	79,428	6
Dept. Head, Circulation	83,006	4	‡	1		.	67,938	4	‡	2
Dept. Head, Rare Books/ Manuscripts/Special Collections		.	‡	1		.		.		.
Dept. Head, Library Technology	‡	1		.		.		.	‡	1
Dept. Head, Other		.	88,478	4	‡	1	‡	1	‡	2
Public Services	‡	2	‡	1	‡	2	‡	1	‡	2
Technical Services		.		.	‡	2		.	‡	2
Research/Reference/ Instruction	80,196	10	95,990	8	75,157	5	78,207	6	87,100	6
Cataloger/Metadata Analysts	‡	3	70,274	4	‡	3	‡	1	‡	3
All Positions:	88,500	61	100,164	57	92,869	48	105,203	45	122,418	66

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	167,788	38	175,864	34	171,602	72
Associate Director	106,888	28	102,684	19	105,188	47
Assistant Director	90,512	38	90,012	15	90,370	53
Head, Branch		.		.		.
Administrative Specialist	‡	11	‡	2	65,464	13
Digital Specialist	65,361	16	77,377	22	72,317	38
Functional Specialist	82,764	6	74,908	9	78,051	15
Subject Specialist	73,524	57	74,612	25	73,856	82
Dept. Head, Acquisitions	72,493	25	75,390	5	72,976	30
Dept. Head, Research/Reference/ Information or Learning Commons	84,582	16	81,820	8	83,661	24
Dept. Head, Cataloging	73,963	21	77,316	8	74,888	29
Dept. Head, Circulation	68,525	23	63,951	6	67,578	29
Dept. Head, Rare Books/ Manuscripts/Special Collections	101,052	4		.	101,052	4
Dept. Head, Library Technology	‡	2	‡	3	85,172	5
Dept. Head, Other	79,601	11	77,109	9	78,480	20
Public Services	60,501	15	67,962	11	63,657	26
Technical Services	‡	17	‡	3	61,687	20
Research/Reference/Instruction	72,564	126	70,654	59	71,955	185
Cataloger/Metadata Analysts	64,738	27	70,159	12	66,406	39
All Positions:	82,805	481	90,417	250	85,408	731

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

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	167,788	38	175,864	34	171,602	72
Associate Director	106,888	28	102,684	19	105,188	47
Assistant Director	90,512	38	90,012	15	90,370	53
Head, Branch		.		.		.
Dept. Head, Acquisitions	72,493	25	75,390	5	72,976	30
Dept. Head, Cataloging	73,963	21	77,316	8	74,888	29
Dept. Head, Circulation	68,525	23	63,951	6	67,578	29
Dept. Head, Library Technology	‡	2	‡	3	85,172	5
Dept. Head, Rare Book/Manuscripts/Special Collections	101,052	4		.	101,052	4
Dept. Head, Research/Reference/Info or Learning Commons	84,582	16	81,820	8	83,661	24
Dept. Head, Other	79,601	11	77,109	9	78,480	20
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions; Other Admin.	‡	6	‡	2	67,410	8
Business Manager	62,349	5		.	62,349	5
Human Resources		.		.		.
Development/Advancement		.		.		.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	‡	7	‡	3	60,687	10
IT, Systems	67,631	6	74,931	11	72,355	17
IT, Web Developer	‡	1	‡	2	‡	3
IT, Programmer		.		.		.
Scholarly Communications		.		.		.
Digital Acquisitions	‡	2	‡	2	79,987	4
Digital Collections Curation		.	73,316	4	73,316	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	‡	2	‡	6	72,722	8
Archivists	‡	3	‡	1	94,298	4
Assessment, Management Info Systems, Planning		.	‡	1	‡	1
Media Specialists	‡	1	‡	1	‡	2
Preservation, including digital collections		.		.		.
Subject Specialist (no subgroup)	73,982	42	74,715	24	74,248	66
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	‡	2		.	‡	2
Subject Specialist in Social/Behavior Science	‡	12	‡	1	68,564	13
Subject Specialist in Area Studies	‡	1		.	‡	1

TABLE 63: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Catalogers/Metadata analysts	64,738	27	70,159	12	66,406	39
Research/Reference/Instruction	72,564	126	70,654	59	71,955	185
Public Services	60,501	15	67,962	11	63,657	26
Technical Services	‡	17	‡	3	61,687	20
All Positions:	82,805	481	90,417	250	85,408	731

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

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.4	38	26.3	34	26.8	72
Associate Director	23.3	28	22.0	19	22.8	47
Assistant Director	21.1	38	20.3	15	20.8	53
Head, Branch		.		.		.
Administrative Specialist	19.2	11	32.5	2	21.2	13
Digital Specialist	8.2	16	12.2	22	10.5	38
Functional Specialist	7.5	6	16.2	9	12.7	15
Subject Specialist	12.9	57	13.6	25	13.1	82
Dept. Head, Acquisitions	21.7	25	15.8	5	20.7	30
Dept. Head, Research/Reference/ Information or Learning Commons	20.3	16	20.8	8	20.4	24
Dept. Head, Cataloging	27.2	21	24.0	8	26.3	29
Dept. Head, Circulation	16.8	23	18.5	6	17.2	29
Dept. Head, Rare Books/ Manuscripts/Special Collections	9.8	4		.	9.8	4
Dept. Head, Library Technology	30.0	2	11.3	3	18.8	5
Dept. Head, Other	20.7	11	14.8	9	18.1	20
Public Services	15.1	15	10.5	11	13.2	26
Technical Services	11.3	17	13.3	3	11.6	20
Research/Reference/Instruction	11.0	126	11.7	59	11.2	185
Cataloger/Metadata Analysts	15.5	27	21.3	12	17.3	39
All Positions:	16.6	481	17.0	250	16.7	731

. No positions reported in this category.

TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	27.4	38	26.3	34	26.8	72
Associate Director	23.3	28	22.0	19	22.8	47
Assistant Director	21.1	38	20.3	15	20.8	53
Head, Branch		.		.		.
Dept. Head, Acquisitions	21.7	25	15.8	5	20.7	30
Dept. Head, Cataloging	27.2	21	24.0	8	26.3	29
Dept. Head, Circulation	16.8	23	18.5	6	17.2	29
Dept. Head, Library Technology	30.0	2	11.3	3	18.8	5
Dept. Head, Rare Book/Manuscripts/Special Collections	9.8	4		.	9.8	4
Dept. Head, Research/Reference/Info or Learning Commons	20.3	16	20.8	8	20.4	24
Dept. Head, Other	20.7	11	14.8	9	18.1	20
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin.	23.2	6	32.5	2	25.5	8
Business Manager	14.4	5		.	14.4	5
Human Resources		.		.		.
Development/Advancement		.		.		.
Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise	3.9	7	3.7	3	3.8	10
IT, Systems	11.5	6	13.6	11	12.9	17
IT, Web Developer	15.0	1	22.0	2	19.7	3
IT, Programmer		.		.		.
Scholarly Communications		.		.		.
Digital Acquisitions	10.0	2	14.0	2	12.0	4
Digital Collections Curation		.	8.8	4	8.8	4
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	6.0	2	14.8	6	12.6	8
Archivists	6.3	3	13.0	1	8.0	4
Assessment, Management Info Systems, Planning		.	34.0	1	34.0	1
Media Specialists	14.0	1	10.0	1	12.0	2
Preservation, including digital collections		.		.		.
Subject Specialist (no subgroup)	13.0	42	13.0	24	13.0	66
Subject Specialist in Humanities/Fine Arts		.		.		.
Subject Specialist in Sciences & Technology	26.0	2		.	26.0	2
Subject Specialist in Social/Behavior Science	9.0	12	29.0	1	10.5	13
Subject Specialist in Area Studies	29.0	1		.	29.0	1

TABLE 65: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2014–2015

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Catalogers/Metadata analysts	15.5	27	21.3	12	17.3	39
Research/Reference/Instruction	11.0	126	11.7	59	11.2	185
Public Services	15.1	15	10.5	11	13.2	26
Technical Services	11.3	17	13.3	3	11.6	20
All Positions:	16.6	481	17.0	250	16.7	731

. No positions reported in this category.

TABLE 66: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	61,196	75	59,185	29	60,635	104	14%
4–7 years	69,107	73	72,977	35	70,361	108	15%
8–11 years	82,851	58	75,388	36	79,993	94	13%
12–15 years	81,896	41	85,300	23	83,119	64	9%
16–19 years	83,704	56	93,670	28	87,026	84	11%
20–23 years	82,483	39	99,168	22	88,500	61	8%
24–27 years	97,551	35	104,320	22	100,164	57	8%
28–31 years	89,117	24	96,621	24	92,869	48	7%
32–35 years	96,977	33	127,824	12	105,203	45	6%
over 35 years	114,343	47	142,394	19	122,418	66	9%
All Positions:	82,805	481	90,417	250	85,408	731	100%

Canadian salaries are expressed in US dollars.

UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS



ASSOCIATION OF RESEARCH LIBRARIES

ARL ANNUAL SALARY SURVEY 2014-2015

University Library Questionnaire

GENERAL AND DATA INPUT (CSV) INSTRUCTIONS

http://www.arlstatistics.org/About/Mailings/ss_2014-15

GENERAL OVERVIEW

Important Initial Information

- **Please return the questionnaire the ARL Statistics and Assessment Program by August 31, 2014. 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 like we did last year but you also have the option of sending the files to us by email to stats@arl.org if this is your preferred method.
- **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 Microsoft CSV Template at http://www.arlstatistics.org/About/Mailings/ss_2014-15.** 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. If you run into problems, please do not hesitate to email the files to us. We do not want the online validation to be an impediment to your successful submission. If you want more personalized help in submitting the data as a result of this change, do not hesitate to send an email to stats@arl.org and set up a phone call consultation.
- **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 x 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**, 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's master file.** 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.** If you want to email the documents to ARL, please note that ARL accepts Part I and Part II of the salary survey as e-mail attachments if this is your preferred way of submitting the data

Part I: Institutional Information (Microsoft Word Form)

1. Part I of this survey deals with general information for the current fiscal year, 2014-15.

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 **2014-15** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2014. Do not delay returning your survey with the expectation that more information will be available later.
5. The 2014-15 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 information on salary, sex, minority status, rank, years of experience and working title for all filled positions for fiscal year 2014-15. The survey requests information for individuals; aggregate data for each institution will be generated by computer. 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 can use Microsoft Excel or other program and save your file as CSV (this is common functionality in many spreadsheet and database programs). If you have trouble opening the CSV files, please call the ARL Statistics and Assessment Program at (202) 296-2296 regarding the Salary Survey submission or email stats@arl.org.

The CSV file is available at: http://www.arlstatistics.org/About/Mailings/ss_2014-15. This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal14xxxx.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 14 to designate the year (2014-15), and change "xxxx" to your ARL institution code number, e.g., "ARL141150.xls." Note: use MED for medical libraries, e.g. "MED141150" and LAW to denote law libraries, e.g., "LAW141150."

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 on the Web under ARL Library Institution Codes. 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, 2014. 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, 2014 and who earns an annual salary of \$40,000 with a dual appointment, with 1/2 the salary paid by another department, would have worked in the library for 6 full months as of June 30, 2014. Report the full salary awarded (\$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 2014-2015 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 specializations.

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. (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. 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 x 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 file will accommodate long job titles.

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

Please complete as much of this section as possible (US libraries only), but do not hold up the reporting process if some of the data requested are not available. Canadian libraries should leave these columns blank. The major change in the revised standard for the classification of federal data on race and ethnicity is that now respondents are able to report more than one race by choosing multiple responses to the following questions.

Race and Ethnicity: The U.S. Office of Management and Budget has revised the Standards for the Classification of Federal Data on Race and Ethnicity and according to the new standard there will be 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"). **Respondents will be able to report more than one race by choosing multiple responses to the race question.** 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. The new standards were used by the Bureau of the Census in the 2000 decennial census.¹ In light of these developments, we are collecting the new classification on race and ethnicity in the *ARL Annual Salary Survey on an optional basis*.

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.

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:

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

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.

INSTNO _____

ARL Annual Salary Survey 2014-2015*University Library Questionnaire*

Note: This is a print version of the web form available at:

http://www.arlstatistics.org/About/Mailings/ss_2014-15**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 **2014-15 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 **2014-15** _____

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 Part II for individual data, under the Rank column.**

_____ 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, 2014.

For assistance, email: stats@arl.org Tel: 202-296-2296 Fax: 202-872-0884
http://www.arlstatistics.org/About/Mailings/ss_2014-15

ARL Annual Salary Survey 2014-2015
University Library Questionnaire

Part II: Data Upload - Individual Data

Note: This is a PDF copy of the CSV file that you will submit electronically at:
<http://arlstatistics.org>

Name/ID# (For your internal use ONLY. Please DELETE before submitting.)	Year	LibID Please enter your library's ARL Institution Code	Page	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	Percent	Working Job Title	Ethnicity Hispanic or Latino	Race: NatAm	Race: Asian	Race: Black	Race: HawPl	Race:	
			1	1															White
			1	2															
			1	3															
			1	4															
			1	5															
			1	6															
			1	7															
			1	8															
			1	9															
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			1	24															
			1	25															

Please submit online at <http://arlstatistics.org> by August 31, 2014.

For assistance, email: stats@arl.org Tel: 202-296-2296 Fax: 202-872-0884

http://www.arlstatistics.org/About/Mailings/ss_2014-15

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NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS



ARL ANNUAL SALARY SURVEY 2014-2015
Nonuniversity Library Questionnaire
GENERAL AND DATA INPUT (CSV) INSTRUCTIONS

http://www.arlstatistics.org/About/Mailings/ss_2014-15

Part I: Institutional Information (Microsoft Word Form)

Please return the questionnaire the ARL Statistics and Assessment Program by August 31, 2014. 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 like we did last year but you also have the option of sending the files to us by email to stats@arl.org if this is your preferred method.

1. Part I of this survey deals with general information for the current fiscal year, 2014-15.
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 2014-15 salaries *as they exist on July 1, 2014*. 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 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



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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. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

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

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 2013-14 and 2014-15.

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. If you run into problems, please do not hesitate to email the files to us. We do not want the online validation to be an impediment to your successful submission. If you want more personalized help in submitting the data as a result of this change, do not hesitate to send an email to stats@arl.org and set up a phone call consultation.

2. Obtain the CSV file.

These instructions assume that you have Microsoft Excel available for use and you know how to save a file in CSV using Excel. If not, or if you have trouble opening the files in CSV, please call the ARL Statistics and Assessment Program at (202) 296-2296 or email stats@arl.org.

The template CSV file is available at: http://www.arlstatistics.org/About/Mailings/ss_2014-15. This is a generic, blank form that can hold your data. The file's name is "sal14nuXXXX.xls"; open the file and save it to your own computer by choosing "Save As" under the File menu. When saving



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the file, utilize ARL as the prefix, use 14 to designate the year (2014-15), and change the “xxxx” in its name to your ARL institution code number, e.g., “ARL149975.doc.” You can find your ARL institution code at: <http://www.arlstatistics.org/about/instno>

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 2014-15

Nonuniversity Library Questionnaire

Note: This is a copy of the form that you will submit electronically 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 2013-14 and 2014-15.

2. Median professional salary for fiscal year 2014-15: _____

3. Beginning professional salary for 2014-15: _____

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: This is a copy of the [CSV file](http://arlstatistics.org) that you will submit electronically at:
<http://arlstatistics.org>

Indicate the number of filled professional positions in each salary range for fiscal years 2013-14 and 2014-15.

Salary Range	Number of Positions	
	2013-14	2014-15
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, 2014.
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FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2014–2015

All data is as of July 1, 2014 unless otherwise noted.

ALABAMA

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

ALBERTA

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

Library branches NOT included: The Law Library is now a part of the Humanities and Social Sciences Library; it is not a separate library any longer. [University of Alberta]

Library branches included: John W. Scott Health Sciences Library. [University of Alberta Health Sciences Library]

ARIZONA

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

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

ARIZONA STATE

Library branches included: Science and Engineering, Music, Architecture, Downtown Library, Polytechnic Library, and Fletcher Library.

BOSTON COLLEGE

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

BOSTON UNIVERSITY

Library branches included: Mugar (Main library), Theology, and Special Collections are included. Mugar has 7 levels in its ranking structure. The beginning salary for Mugar and Theology is \$49,000. Special Collections has 5 levels, and the beginning salary for Special Collections is \$37,800. [Main Library]

The law library has 6 levels in its ranking structure. [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, and Technical Services. [Main Library]

Library branches included: Woodward Library, and Biomedical Branch Library. [Health Sciences Library]

BROWN

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

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]

Library branches included: Health Sciences Library (includes Knowledge Resource Service). [Health Sciences Library]

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 Library, Labor and Employment Library, and Transportation Studies Library. Also excluded are the Law Library and 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) and the Physical Sciences Library (Davis Campus). [Main Library]

Library branches included: The Law Library and the King School of Law on the Davis Campus. [Law Library]

Library branches included: Carlson Health Sciences Library (Davis Campus) and the Blaisdell Medical Library (Sacramento). [Health Science Library]

CALIFORNIA, LOS ANGELES

Library branches included: Includes 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: Includes the Hugh and Hazel Darling Law Library. [Law Library]

Library branches included: Includes the Louise M. Darling Biomedical Library. [Biomedical Library]

CALIFORNIA, RIVERSIDE

Library branches included: The Rivera Library; which serves the College of Humanities, Arts and Social Sciences, School of Education, and the School of Business Administration; and the Orbach Science Library, which serves the College of Natural & Agricultural Sciences, the College of Engineering, and Biomedical Sciences.

Library branches NOT included: Media and Music Libraries. (There are no librarian employees in these facilities).

CASE WESTERN RESERVE

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

CHICAGO

All libraries are included in Main; we do not break out Law and Science.

CINCINNATI

Library branches included: Survey statistics include the main library, eight college and departmental libraries (Archives and Rare Books; Chemistry-Biology; Classics; Design, Architecture, Art and Planning; Education, Criminal Justice and Human Services; Engineering and Applied Science; Geology-Mathematics-Physics; and Music), and two regional campus libraries.

COLORADO

Library branches included: University Libraries - Main; Engineering, Math, Physics; Music; Earth Sciences/Maps; and Business.

The Law Library's data includes a Library Fellow. [Law Library]

CONNECTICUT

Library branches included: Main Library includes Regional Campus Libraries (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.

CORNELL

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

DARTMOUTH

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

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

DELAWARE

Salary data excludes the salaries of libraries not reporting directly to the Director of Libraries.

DUKE

Library branches included: Perkins/Bostock, Lily, Music, Rubenstein Rare Books and Materials, and Divinity.

EMORY

Library branches included: Oxford College Library and Emory Theology Library included. [Main Library]

Beginning salary for Oxford Library is 51,500. Beginning salary for Theology Library is 45,000. Rank Structure for Main, Oxford and Health-moving to 3 levels but now a mix of old and new. Emory Libraries is now part of a combined Library and IT organization. The positions reported in library professional and support staff represent those positions which are dedicated to support of library systems and operations without regard to reporting structure within the organization.

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]

The Main library has 5 levels in its ranking structure. The ranking structure is as follows: 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]

The Law library has 6 levels in its ranking structure. [Law Library]

The health science library has 6 levels in its ranking structure. [Health Science Library]

FLORIDA STATE

Library branches included: Main Branch, Engineering, and Science. [Main Library]

Library branches NOT included: Music; Career Center; Art (Ringling); School of Library and Information Studies; Panama City, FL Branch; Florence, Italy Branch; London, England Branch and Panama City, Panama Branch.

GEORGIA

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

The University of Georgia Law Library has 9 (nine) professional ranks. [UGA Law Library]

GEORGIA TECH

Library branches included: Main Library and Architecture Branch Library.

GUELPH

Library branches included: Main Campus Library (McLaughlin Library).

Seven (7) Non-librarian professional positions are co-funded by the Library. Our current organizational structure includes (3) vacant positions that are key positions with the Library. Because these positions are vacant, they have been excluded from our total number of staff in keeping with the instructions; however, we note them here so that our intended current organizational structure is fully represented.

HARVARD

Library branches included: Faculty of Arts and Sciences Libraries, Harvard Graduate School of Education (Gutman) Library, Graduate School of Design (Loeb) Library, Kennedy School Library, Andover Theological Library, Radcliffe Institute Library (Schlesinger), Harvard Business School (Baker) Library, and the School of Engineering and Applied Sciences (McKay) Library. [Main]

Library branches included: Harvard Law School Library. [Law Library]

Library branches included: Francis A. Countway Medical Library. [Health Science Library]

HAWAII

Library branches included: University of Hawai'i at Manoa Library (Main).

HOUSTON

Library branches included: Architecture & Art Library, Music Library, and the Weston A. Pettet Optometry Library. [Main Library]

HOWARD

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

ILLINOIS, CHICAGO

Library branches included: Richard J. Daley Library only ("Main 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]

Salaries for faculty in two campus bargaining units did not change in FY2013 or FY2014. Contracts were settled in May 2014, and the FY2015 salaries reflect retrospective increases. Rank structure: 0 - director, associate director, assistant director; 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 and Health Sciences libraries]

ILLINOIS, URBANA

Library branches included: All main campus branch libraries.

INDIANA

Library branches included: Main.

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.

IOWA

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

IOWA STATE

Library branches included: 1) Parks Library (Main Library) and 2) Veterinary Medical Library - branch library.

Library branches NOT included: None.

Rank Structure levels: 1 - Assistant Professor or Librarian I; 2 - Associate professor or Librarian II; 3 - Professor; 0 - Dean or Associate Dean; 9 - Professional & Scientific.

JOHNS HOPKINS

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

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

KANSAS

Library branches included: Main campus libraries (Lawrence, KS) and Regents Center Library (Overland Park, KS). [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: Architecture, Fashion, Map, and Performing arts.

KENTUCKY

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

5 levels: 4 faculty tenure-track; 1 nonfaculty, nontenure-track. [Law Library]

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

LAVAL

Library branches included: All included.

LOUISIANA STATE

Library branches included: LSU Libraries including Middleton and Hill Memorial.

LOUISVILLE

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

Beginning salary is for entry level librarians with MLS only. For librarians with a JD in addition to the MLS, the entry level would be \$60,000. [Law Library]

Library branches included: Health Sciences Library; Hospital Library – Louisville; and Hospital Library – Lexington. [Health Science Library]

MCGILL

Library branches included: Education, Marvin Duchow Music Library, Macdonald Campus (Environmental Sciences & Agriculture), Education Library, Islamic Studies, Rare Books & Special Collections, Humanities & Social Sciences Library, Archives, Rare Books & Special Collections, and Schulich Library of Science & Engineering. [Main Library]

MCMASTER

Library branches included: Mills Memorial Library, H.G. Thode Library, and Innis Library.

MANITOBA

Library branches included: William R. Newman Agriculture Library, Architecture and Fine Arts Library, Archives and Special Collections, Elizabeth Dafoe Library, Fr. Harold Drake Library, St. John's College Library, Donald W. Craik Engineering Library, E.K. Williams Law Library, Albert D. Cohen Management Library, Eckhardt-Gramatte Music Library, Sciences and Technology Library, Neil John Maclean Health Sciences Library; Bill Larson Library, Carolyn Sifton-Helene Fuld Library, Concordia Hospital Library, J.W. Crane Memorial Library, Sr. Adilon Libray, Seven Oaks General Hospital Library, and the Victoria General Hospital Library.

MASSACHUSETTS

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

MIT

The library has 8 levels in its ranking structure.

Interim director's salary reflects a temporary increase to cover interim director duties.

MIAMI

Library branches included: University of Miami Hospital Library (reported separately from the Central Library (Richter), which is the “Main” library. [Medical Library (Calder)]

The Medical Library has 9 levels in its ranking structure. [Medical Library (Calder)]

MICHIGAN

Library branches included: Research; Publishing; Learning & Teaching; Collections including Technical Services; Information Technology and Operations; and Budget and Planning, a newly created group that provides service to the collective library i.e. Copyright, Human Resources, Finance, Admin Support, Communications.

Library branches NOT included: Kresge Business Administration and the Clements and Bentley Historical Library. [Main Library]

Beginning professional salary without a J.D. Degree is 50,000. With a J.D. degree it is 62,000. [Law Library]

MICHIGAN STATE

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

Library branches NOT included: Law. It is administratively separate from the MSU Libraries.

MISSOURI

Library branches included: Main, Archives, Math, Engineering, Geology, Journalism, and the Libraries’ Depository. [Main Library]

Library branches included: Health Sciences Library and Vet Med Library. [Health Sciences Library]

MONTREAL

Library branches included: Aménagement, Botanique, Campus de Laval, Cartothèque, Chimie, Didacthèque, ÉPC-Biologie, Géographie, Kinésiologie, Lettres et sciences humaines, Livres rares et collections spéciales, Mathématiques et informatique, Médecine vétérinaire, Musique, Optométrie, Paramédicale, Physique, and École Polytechnique de Montréal.

NEBRASKA

Library branches included: Architecture, C.Y. Thompson Library (Agriculture/Natural, Resources/Textiles), Engineering Library, Geology Library, Love Library (Main Library), and the Music Library.

NEW MEXICO

Library branches included: Centennial Science & Engineering Library, Fine Arts & Design Library, Parish Memorial Library, and the Zimmerman Library.

NEW YORK

Library branches included: Elmer Holmes Bobst Library, Bern Dibner Library of the NYU Polytechnic School of Engineering, Courant Institute of Mathematical Sciences, Jack Brause Library at SPS Midtown, Library of the Institute for the Study of the Ancient World, and the Stephen Chan Library of the Institute of Fine Arts. [Division of Libraries]

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

Library branches included: Ehrman Medical Library and the Waldmann Dental Library. [Medical and Dental Libraries]

Library branches NOT included: Hospital for Joint Diseases Library, Bellevue Medical Library, and the Environmental Medicine Library. [Medical and Dental Libraries]

NORTH CAROLINA STATE

Library branches included: D.H. Hill Library, J.B. Hunt Library, Design Library, Natural Resources Library, and the Veterinary Medicine Library.

NORTHWESTERN

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

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

Salary data reported is as of September 1, 2014, which is the first day of Northwestern University's 2014-15 fiscal year. [Main and Law Library]

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, and the Radiation Chemistry Reading Room. [Main Library]

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

Library branches included: University of Notre Dame Kresge Law Library. [Law Library]

Due to a reclassification of employees by the university, 19 individuals met the definition of professional who would have been excluded from reporting for this survey in the past. They all are exempt staff who have attained a Bachelors or higher degree and hold a position considered "Professional" by the university. [Main Library]

OHIO

Library branches included: Ohio University main campus, regional campus libraries (Chillicothe, Eastern, Lancaster, Southern, Zanesville), and OU Heritage College of Medicine Learning Resource Center.

Instructional librarians re-classed to various subject specialists classifications. Beginning salary valid for main campus employees only-lower salaries listed are regional campus employees. New rank structure implemented in FY14.

New structure implemented in December 2013--application to be ranked is voluntary. The following applies to main campus employees only.

Library Administrative Professional I

- Any hire defined as entry level.

- Less than 2 years of employment in a position ranked at an administrative level (or its equivalent).

Library Administrative Professional II

- 2 or more years of employment in a position ranked at an administrative level (or its equivalent), with performance evaluated at or above a satisfactory level.
- Demonstrated interest in the Libraries, the University, and the practice of librarianship through participation on committees, in professional organizations and/or through continued education related to the job; Favorable consideration will be given to individuals who can describe the impact of their participation on the Libraries.

Library Administrative Professional III

- 6 or more years of employment in a position ranked at an administrative level (or its equivalent), with performance evaluated at or above a satisfactory level.
- Demonstrated ongoing engagement with the practice of librarianship through active and sustained involvement with professional organizations, publication and/or through continued education related to the job; Favorable consideration will be given to individuals who can describe the impact of their engagement on the Libraries. Examples of demonstrated ongoing engagement: committee chair, speaker, coursework, writing, editing, etc., in addition to activities from the previous level.

Library Administrative Professional IV

- 10 or more years of employment in a position ranked at an administrative level (or its equivalent), with performance evaluated at or above a satisfactory level.
- Demonstrated ongoing leadership in the practice of librarianship through active and sustained involvement with professional organizations, publication and/or through continued education related to the job; Favorable consideration will be given to individuals who can describe the impact of their leadership on the Libraries.

OHIO STATE

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

Salary data are as of September 1, 2014.

OKLAHOMA

Library branches included: Schusterman, located in Tulsa, OK.

OKLAHOMA STATE

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

OREGON

Library branches included: Architecture and Allied Arts Library and the Science Libraries. [Knight Library & Branches]

OTTAWA

Library branches included: Main.

PENNSYLVANIA

Library branches included: University Library, Lippincott Business Library, Math/Physics/Physical sciences, Fine arts, Chemistry, Engineering, Museum, Judaic studies, Rare book & manuscript, Music, and Population studies. [University of Pennsylvania Libraries]

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

Library branches included: Biomedical, Dentistry, and Veterinary. [Health Science Library]

PENNSYLVANIA STATE

Library branches included: Survey includes all University Park Libraries, as well as the Campus Libraries. Campus Library locations are as follows: Abington, Altoona, Behrend, Berks, Beaver, Brandywine, DuBois, Fayette, Great Valley, Greater Allegheny, Harrisburg, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Shenango Valley, Wilkes-Barre, Worthington-Scranton, and York.

PITTSBURGH

Library branches included: Includes University Library System. Regional libraries in Titusville, PA; Bradford, PA; Greensburg, PA; Johnstown, PA only include data for Directors.

Library branches NOT included: Does not include Law Library.

PRINCETON

Library branches included: Architecture Library, East Asian Library and the Gest Collection, Engineering Library, Firestone Library, Forrestal Annex (Annex A), Furth Plasma Physics Library, Humanities Resource Center (Video Library), Lewis Science Library, Marquand Library of Art and Archaeology, Mendel Music Library, Mudd Manuscript Library, ReCAP (Research Collection and Preservation Consortium), and Stokes Library (Public and International Affairs and Population Research).

PURDUE

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

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

QUEEN'S

Library branches included: Stauffer Humanities and Social Sciences Library, Douglas Engineering and Science Library, Education Library, WD Jordan Special Collections, and Music Library. [Stauffer, Douglas, WD Jordan, Education]

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

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

ROCHESTER

Library branches included: Includes River Campus Libraries and the Sibley Music Library.

RUTGERS

Library branches included: RIS (includes Alexander Library, Mabel Smith Douglass Library, Kilmer Library, Library of Science and Medicine and branches), John Cotton Dana Library, Paul Robeson Library, and Technical and Automated Services. [Main Library]

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

SASKATCHEWAN

Library branches included: Murray (Main), Engineering, Education, Science, and Veterinary Medicine.

SOUTH CAROLINA

Library branches included: Moving Image Research Collections, Music Library, Hollings Special Collections Library, and South Caroliniana Library.

SOUTHERN CALIFORNIA

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

Library branches included: Dentistry, Medicine, and 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.

SYRACUSE

Library branches included: Main Campus Library, Carnegie Library, Geology Library. As of July 1st, Archives and Records Management has been added to the libraries. [Main]

Library branches included: Law Library reported separately from the Syracuse University Library. [Law Library]

TEMPLE

Library branches included: Ambler Library, Blockson Afro-American Collection, Science & Engineering Library, as well as Paley Library (the main library). [Main Library]

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

Library branches included: Krausz Podiatry Library and Ginsburg Health Sciences Library. [Health Sciences Libraries]

Library branches NOT included: Harrisburg, Temple Japan and Temple Rome. [Main Library]

The minimum professional salary given is that for an MLS bargaining unit librarian in an 11 month contract. Should the individual librarian elect a 10 month contract at time of hire, his or her salary would be \$40,150. [Main Library]

TENNESSEE

Library branches included: Pendergrass Agriculture and Veterinary Medicine Library, Devine Music Library, and the Social Work Library.

TEXAS

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

Library branches included: Tarlton. [Tarlton Law 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: Cushing Memorial Library, Dee J. Kelly Library (Law Library), Jack K. Williams Library (Galveston), Library Annex, Map and GLIS Library, Medical Sciences Library - Bryan Campus, Medical Sciences Library - College Station Campus, Medical Sciences Library - Kingsville Campus, Medical Sciences Library - Round Rock Campus, Medical Sciences Library - Temple Campus, Policy Sciences and Economics Library, Technical Reference Center (Architecture Library), and the West Campus Library.

Library branches NOT included: Baylor Health Sciences Library (Dental School only), and the Texas A&M University at Qatar Library.

Data for the Texas A&M University Medical Sciences Library is included in the main library data and will not be reported separately.

TORONTO

Data are as of 1/1/2015. [Main and Health Sciences Library]

UTAH

Library branches included: J. Willard Marriott Library (Main 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: Astronomy, Brown Science and Engineering, Chemistry, Clemons, Darden, Education, Fine Arts, Math, Music, Physics, Special Collections, and the Ivy Library.

VIRGINIA TECH

Library branches included: Veterinary Medicine, Art and Architecture, Medicine, and Northern Virginia. Special Collections is not considered a Branch Library but is included in the survey.

WASHINGTON

Library branches included: UW Libraries Main.

WASHINGTON STATE

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

WASHINGTON U.-ST. LOUIS

Library branches included: Art & architecture, Business, Chemistry, Earth Sciences, East Asian, Music, Physics, Social Work, and West Campus. [Main Library]

Salaries adjusted to exclude additional pay that was reported in previous years. Amount reported is the contracted salary amounts for the librarians listed. [Law Library]

WATERLOO

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

The main library has 6 levels.

WAYNE STATE

Library branches included: The “general libraries” include the Purdy/Kresge Library, Science and Engineering Library, and Undergraduate Library. The Science and Engineering Library was closed on December 24, 2013. [Main Library].

Library branches NOT included: The Reuther Archives of Labor and Urban Affairs.

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, and Faculty of Information & Media Studies.

Library branches NOT included: The following affiliated University College Libraries are not included; Brescia University College Library, Huron University College Library, King's University College Library, and St. Peter's Seminary College Library.

WISCONSIN

Library branches included: Memorial, College, Steenbock, Wendt Engineering, Art, Geography, Geology, Math, Astronomy, Physics, Social Works, Social Sciences, Special Collections, Business, Chemistry, Music and Archives. Memorial, College, Steenbock, Wendt, Art, Geography, Geology, Math, Astronomy, Map, Physics, Social Work, Social Sciences, Special Collections, SLIS, Business, Chemistry, Music, and Archives. [Main Library]

Library branches NOT included: WI Historical Library, Map, and SLIS and Cooperative Children Book Center (CCBC). [Main Library]

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

YORK

Library branches included: Bronfman Business Library, Leslie Frost Library, Scott Library, Steacie Science and Engineering Library.

BOSTON PUBLIC

Library branches included: Central Library and branches.

NATIONAL RESEARCH COUNCIL CANADA

Due to capacity issues we did not report updated data this year;, note that the 2014-2015 reported data are the same as the 2013-2014 data.

LIBRARY OF CONGRESS

Salaries include Professional and Administrative positions. Law Library salaries are included.

NATIONAL AGRICULTURAL LIBRARY

Fiscal Year 2015 is from 10/1/2014 to 9/30/2015. Only federal employees are included in our submission. Contracted and cooperator positions are not included.

NATIONAL ARCHIVES

Library branches included: Survey includes all 44 NARA locations nationwide. See www.archive.gov/locations.

Professional determined by Office of Personnel Management definition. See www.opm.gov/qualifications/standards/group-stds/gs-rof.asp.

NATIONAL LIBRARY OF MEDICINE

The significant increase in professional staff is due to the first federal pay increase in three years.

NEW YORK PUBLIC

Library branches included: Library for the Performing Arts; Library Services Center; Schomburg Center; Science, Industry, and Business Library; and the Stephen A. Schwarzman Building.

SMITHSONIAN

Smithsonian Institution Libraries has a total of 20 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

ARL MEMBER LIBRARIES AS OF JANUARY 1, 2015

The Association of Research Libraries (ARL) represents the interests of 125 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. 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.

Institution	Category	Full Name of Institution	Location
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
Berkeley, California	S	University of California, Berkeley	California, Berkeley
Calgary	C	University of Calgary	Calgary, Alberta
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	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

Institution	Category	Full Name of Institution	Location
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 Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, DC
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	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	Laval University	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, 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, Missouri
Montreal	C	University of Montreal	Montreal, Quebec
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	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

Institution	Category	Full Name of Institution	Location
Oregon	S	University of Oregon	Eugene, Oregon
Ottawa	C	University of Ottawa	Ottawa, Ontario
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
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, Illinois
SUNY-Albany	S	University at Albany, State University of New York	Albany, New York
SUNY-Buffalo	S	University at Buffalo, State University of New York	Buffalo, New York
SUNY-Stony Brook	S	State University of New York at Stony Brook	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	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	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	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

Institution	Category	Full Name of Institution	Location
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 Canada, Knowledge Management	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