## ARL Annual Salary Survey 2013-2014

Compiled and Edited by

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The quantitative tables presented in this publication are not indicative of performance and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional characteristics.

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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## Salary Survey Trends 2013-2014

Data for 10,168 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries ( 907 staff members reported by 72 medical libraries and 761 staff members reported by 77 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,791 professional staff members.

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.

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 1.0046 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.

## Race and Ethnicity

There were 1,302 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; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, $14.6 \%$ 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: $8 \%$ are directors ( 9 out of 113), $7.7 \%$ are associate directors ( 25 out of 324 ), $7.2 \%$ are assistant directors ( 11 out of 153 ) and $9.5 \%$ (36 out of 379 ) are the head of a branch library (see Table 31). Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.4\%, Asian/Pacific Islander 6.9\%, Black 4.4\%, Hispanic $2.9 \%$, and American Indian/Alaskan Native $0.4 \%$.

1 This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 2012-June 2013 and is used in converting figures that are shown effective as of 1 July 2013. 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.

Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2013-2014


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 $41 \%$ in the West North Central region and by $31 \%$ 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, South Atlantic, and West South Central regions.

Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2013-2014

| Race/ <br> Ethnicity <br> Category | New <br> England | Middle <br> Atlantic | East <br> North <br> Central | West <br> North <br> Central | South <br> Atlantic | East <br> South <br> Central | West <br> South <br> Central | Mountain | Pacific | Total | \% |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| Black | 26 | 64 | 66 | 21 | 127 | 25 | 26 | 9 | 31 | 395 | $30 \%$ |
| Hispanic | 21 | 44 | 30 | 8 | 41 | 9 | 38 | 22 | 44 | 257 | $20 \%$ |
| Asian | 81 | 106 | 83 | 18 | 90 | 11 | 44 | 19 | 166 | 618 | $47 \%$ |
| American <br> Indian/Alaskan <br> Native | 5 | 4 | 4 | 4 | 1 |  | 3 | 9 | 2 | 32 | $2 \%$ |
| Minority Total | 133 | 218 | 183 | 51 | 259 | 45 | 111 | 59 | 243 | 1,302 | $100.0 \%$ |
| Minority Percent | $10.2 \%$ | $16.7 \%$ | $14.1 \%$ | $3.9 \%$ | $19.9 \%$ | $3.5 \%$ | $8.5 \%$ | $4.5 \%$ | $18.7 \%$ |  |  |
| Nonminority <br> Total | 1,125 | 1,243 | 1,281 | 503 | 1,314 | 365 | 619 | 434 | 763 | 7,647 | $100.0 \%$ |
| Nonminority <br> Percent | $14.7 \%$ | $16.3 \%$ | $16.8 \%$ | $6.6 \%$ | $17.2 \%$ | $4.8 \%$ | $8.1 \%$ | $5.7 \%$ | $10.0 \%$ |  |  |


| RACE/ <br> Ethnicity <br> CATEGORy | New England | Middle <br> Atlantic | EAST <br> North <br> Central | West <br> North <br> Central | South <br> Atlantic | EAST <br> South <br> Central | West <br> South <br> Central | Mountain | PACIFIC | Total | \% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Regional Percent Total staff | 14.1\% | 16.3\% | 16.4\% | 6.2\% | 17.6\% | 4.6\% | 8.2\% | 5.5\% | 11.2\% |  |  |
| Proportional <br> Minority <br> Representation | -30.61\% | 2.45\% | -16.07\% | -40.91\% | 15.70\% | -27.08\% | 4.94\% | -21.05\% | 87.00\% |  |  |

According to Figure 3 below, $69.4 \%$ of female professional staff in US ARL university libraries are members of the four racial/ethnic groups in Figure 2, whereas $61.8 \%$ of female professional staff are members of the Caucasian/ Other racial/ethnic group. The overall gender balance in the 115 Canadian and US university libraries (including law and medical libraries) is $36.3 \%$ male and $63.7 \%$ female. See Figure 2, above, and Figure 3, below, for more detail on race/ethnic and gender distribution.

Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Sex, FY 2013-2014

| United States | Men |  | Women |  | Total |
| :--- | :---: | :---: | :---: | :---: | :---: |
|  | Number of Staff | Percent of Staff | Number of Staff | Percent of Staff | Staff |
| Main | 2,904 | $38.6 \%$ | 4,615 | $61.4 \%$ | 7,519 |
| Medical | 206 | $26.1 \%$ | 584 | $73.9 \%$ | 790 |
| Law | 249 | $34.7 \%$ | 468 | $65.3 \%$ | 717 |
| All | $\mathbf{3 , 3 5 9}$ | $37.2 \%$ | 5,667 | $\mathbf{6 2 . 8} \%$ | $\mathbf{9 , 0 2 6}$ |

Figure 3b: Distribution of Professional Staff in US ARL University Libraries by Minority Status and Sex, FY 2013-2014

| United States | Men |  | Women |  | Total |
| :--- | :---: | :---: | :---: | :---: | :---: |
|  | Number of Staff | Percent of Staff | Number of Staff | Percent of Staff | Staff |
| Minority* | 399 | $30.6 \%$ | 903 | $69.4 \%$ | 1,302 |
| Non-minority | 2,924 | $38.2 \%$ | 4,723 | $61.8 \%$ | 7,647 |
| All | 3,323 | $37.1 \%$ | 5,626 | $\mathbf{6 2 . 9} \%$ | $\mathbf{8 , 9 4 9}$ |

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

Figure 3c: Distribution of Professional Staff in Canadian ARL University Libraries by Sex, FY 2013-2014

| Canada | Men |  | Women |  | Total |
| :--- | :---: | :---: | :---: | :---: | :---: |
|  | Number of Staff | Percent of Staff | Number of Staff | Percent of Staff | Staff |
| Main | 307 | $31.3 \%$ | 674 | $68.7 \%$ | 981 |
| Medical | 13 | $11.1 \%$ | 104 | $88.9 \%$ | 117 |
| Law | 16 | $36.4 \%$ | 28 | $63.6 \%$ | 44 |
| All | 336 | $\mathbf{2 9 . 4} \%$ | $\mathbf{8 0 6}$ | $\mathbf{7 0 . 6 \%}$ | $\mathbf{1 , 1 4 2}$ |

Figure 3d: Distribution of Professional Staff in All ARL University Libraries by Sex, FY 2013-2014

| Combined | Men |  | Women |  | Total |
| :--- | :---: | :---: | :---: | :---: | :---: |
|  | Number of Staff | Percent of Staff | Number of Staff | Percent of Staff | Staff |
| Main | 3,211 | $37.8 \%$ | 5,289 | $62.2 \%$ | 8,500 |
| Medical | 219 | $24.1 \%$ | 688 | $75.9 \%$ | 907 |
| Law | 265 | $34.8 \%$ | 496 | $65.2 \%$ | 761 |
| All | $\mathbf{3 , 6 9 5}$ | $\mathbf{3 6 . 3} \%$ | $\mathbf{6 , 4 7 3}$ | $\mathbf{6 3 . 7} \%$ | $\mathbf{1 0 , 1 6 8}$ |

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 ${ }^{\circledR}$ 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

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Additionally, data on salary comparisons for directors are frequently requested. In 2008-2009 and 20092010, the average salary for female directors was slightly higher than that of their male counterparts. For the past three years, the trend was reversed. For the first time since 2009-2010, the average salary for female directors was slightly higher than that of their male counterparts (see Table 18).

In keeping with previous years, the 2013-2014 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2013-2014 the overall salary for women was $96.3 \%$ of that of men for the 115 ARL university libraries (compared to $96.22 \%$ in 2011-2012). This suggests a slow, longterm 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. In keeping with the 2012-2013 data, there are seven categories where women, on average, have more experience and less pay: Associate Director, Administrative Specialist, Digital Specialist; Head, Rare Books/Manuscripts/Special Collections; Head, Library Technology; Department Head-Other; and Public Services. Table 22 further reveals that the average salary for men is consistently higher than the average salary for women in all ten experience cohorts. Among minority librarians, the pattern is the same (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. ${ }^{3} \mathrm{~A}$ 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, femaledominated 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

The job categories and job codes for the university libraries in the ARL Annual Salary Survey 2013-2014 reflect the continued revision and modernization of the survey, a process that began with the 2012-2013 survey under the direction of the Task Force on Reviewing the ARL Statistics, the ARL Annual Salary Survey, and the ARL Supplementary Statistics. A new code was added to the Digital Specialist category: SS for Digital Specialists with Subject expertise, and four new codes were added to the Subject Specialist category: HFA, SCI, SBS, and AREA for the Humanities/Fine Arts, Sciences and Technology, Social/Behavioral Sciences, and Area Studies, respectively. For each of the new job codes, ARL institutions were offered two options: either use one of the new job codes to describe that position; or, if none of the new job codes could adequately describe that position, use one of the broader category job codes: FSPEC, ADMSPEC, or DIGITALSPEC.

As seen in the revised Figure 4, which now includes all positions, the category that includes Administrative Specialists (no subgroup) makes up $2 \%$ of the dataset; the category that includes Digital Specialists (no subgroup) makes up $1.0 \%$ of the dataset, and the category that includes Functional Specialists (no subgroup) makes up $2 \%$ of the data set. Archivists comprised the largest percentage of Functional Specialists who used an alternative code (5.8\%), and Information Technology specialists comprised the largest percentage of Digital Specialists who used an alternative code (9.1\%).

[^0]Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2013-2014

| Position | Main |  | Medical |  | Law |  | All Positions |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | No. | Percent | No. | Percent | No. | Percent | No. | Percent |
| Director | 113 | 1.3\% |  |  |  |  | 113 | 1.1\% |
| Associate Director | 324 | 3.8\% | 55 | 6.1\% | 51 | 6.7\% | 430 | 4.2\% |
| Assistant Director | 153 | 1.8\% | 37 | 4.1\% | 53 | 7.0\% | 243 | 2.4\% |
| Head, Medical |  |  | 64 | 7.1\% |  |  | 64 | . $6 \%$ |
| Head, Law |  |  |  |  | 73 | 9.6\% | 73 | .7\% |
| Head, Branch | 379 | 4.5\% | 21 | 2.3\% |  |  | 400 | 3.9\% |
| Dept. Head |  |  |  |  |  |  |  |  |
| Acquisitions | 116 | 1.4\% | 23 | 2.5\% | 32 | 4.2\% | 171 | 1.7\% |
| Cataloging | 160 | 1.9\% | 11 | 1.2\% | 31 | 4.1\% | 202 | 2.0\% |
| Circulation | 121 | 1.4\% | 16 | 1.8\% | 26 | 3.4\% | 163 | 1.6\% |
| Library Technology | 113 | 1.3\% | 12 | 1.3\% | 5 | .7\% | 130 | 1.3\% |
| Rare Book/Manuscripts/ Special Collections | 104 | 1.2\% | 8 | .9\% | 3 | . $4 \%$ | 115 | 1.1\% |
| Research/Reference/ Information or Learning Commons | 126 | 1.5\% | 21 | 2.3\% | 25 | 3.3\% | 172 | 1.7\% |
| Other Department Heads | 606 | 7.1\% | 58 | 6.4\% | 28 | 3.7\% | 692 | 6.8\% |
| Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions, Other Administrative | 180 | 2.1\% | 12 | 1.3\% | 9 | 1.2\% | 201 | 2.0\% |
| Business Manager | 170 | 2.0\% | 11 | 1.2\% | 4 | .5\% | 185 | 1.8\% |
| Human Resources | 89 | 1.0\% | 3 | . $3 \%$ |  |  | 92 | .9\% |
| Development/ Advancement | 44 | . $5 \%$ | 2 | . $2 \%$ |  |  | 46 | . $5 \%$ |
| Digital Specialist (no subgroup), Institutional Repository Curator; Digital Specialist with Subject Expertise | 94 | 1.1\% | 4 | .4\% | 8 | 1.1\% | 106 | 1.0\% |
| IT, Systems | 372 | 4.4\% | 26 | 2.9\% | 17 | 2.2\% | 415 | 4.1\% |
| IT, Web Developer | 169 | 2.0\% | 17 | 1.9\% | 10 | 1.3\% | 196 | 1.9\% |
| IT, Programmer | 294 | 3.5\% | 17 | 1.9\% |  |  | 311 | 3.1\% |
| Scholarly Communications | 60 | .7\% | 3 | . $3 \%$ |  |  | 63 | . $6 \%$ |
| Digital Acquisitions | 89 | 1.0\% | 6 | .7\% | 4 | .5\% | 99 | 1.0\% |
| Digital Collections Curation | 114 | 1.3\% | 2 | . $2 \%$ | 4 | .5\% | 120 | 1.2\% |


| Position | Main |  | Medical |  | Law |  | All Positions |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | No. | Percent | No. | Percent | No. | Percent | No. | Percent |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 181 | 2.1\% | 18 | 2.0\% | 9 | 1.2\% | 208 | 2.0\% |
| Archivists | 558 | 6.6\% | 24 | 2.6\% | 4 | .5\% | 586 | 5.8\% |
| Assessment, Management Information Systems, Planning | 60 | .7\% | 1 | .1\% | 2 | .3\% | 63 | .6\% |
| Media Specialists | 98 | 1.2\% | 4 | .4\% | 3 | .4\% | 105 | 1.0\% |
| Preservation, including digital collections | 150 | 1.8\% | 1 | .1\% |  |  | 151 | 1.5\% |
| Subject Specialist (no subgroup) | 839 | 9.9\% | 132 | 14.6\% | 72 | 9.5\% | 1043 | 10.3\% |
| Subject Specialist in Humanities/Fine Arts | 193 | 2.3\% |  |  | 1 | .1\% | 194 | 1.9\% |
| Subject Specialist in Sciences \& Technology | 202 | 2.4\% | 33 | 3.6\% | 1 | .1\% | 236 | 2.3\% |
| Subject Specialist in Social/ Behavior Science | 187 | 2.2\% | 6 | .7\% | 10 | 1.3\% | 203 | 2.0\% |
| Subject Specialist in Area Studies | 172 | 2.0\% |  |  | 1 | .1\% | 173 | 1.7\% |
| Catalogers/Metadata analysts | 662 | 7.8\% | 16 | 1.8\% | 37 | 4.9\% | 715 | 7.0\% |
| Research/Reference/Instruction | 872 | 10.3\% | 191 | 21.1\% | 193 | 25.4\% | 1256 | 12.4\% |
| Public Services | 207 | 2.4\% | 43 | 4.7\% | 28 | 3.7\% | 278 | 2.7\% |
| Technical Services | 129 | 1.5\% | 9 | 1.0\% | 17 | 2.2\% | 155 | 1.5\% |
| All Positions: | 8,500 |  | 907 |  | 761 |  | 10,168 |  |

Figure 5 below has been revised to include law and medical libraries and this table now displays the average salaries for all positions in the salary survey, including the subcategories by position and sex. The salaries in each of the sub-categories deviates widely from the average salaries for the new specialist categories, which are $\$ 69,808$ for the category containing the Administrative Specialist (no subgroup) category (ADMSPEC), $\$ 66,065$ for the category containing the Digital Specialist (no subgroup) category (DIGITALSPEC), and \$64,967 the category containing the Functional Specialist (no subgroup) category (FSPEC).
Development/Advancement specialists have the highest average of all subcategories of the Administrative Specialist category: \$78,209; Media/Multimedia specialists have the lowest average salary overall: \$59,441. IT Programmers have the highest average salary of the Digital Specialist category: $\$ 73,631$, and professionals with Assessment, Management Information Systems, Planning responsibilities (a new subcategory) have the highest salaries of the Functional Specialist category: \$70,758.

Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

| Position | Women |  | Men |  | All Positions |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Average | No. | Average | No. | Average | No. |
| Director | 220,407 | 67 | 219,034 | 46 | 219,848 | 113 |
| Associate Director | 120,052 | 260 | 123,650 | 170 | 121,474 | 430 |
| Assistant Director | 97,598 | 155 | 108,098 | 88 | 101,400 | 243 |
| Head, Medical | 134,961 | 53 | 150,770 | 11 | 137,678 | 64 |
| Head, Law | 166,052 | 38 | 172,362 | 35 | 169,077 | 73 |
| Head, Branch | 86,653 | 278 | 91,636 | 122 | 88,173 | 400 |
| Dept. Head |  |  |  |  |  |  |
| Acquisitions | 76,327 | 120 | 75,272 | 51 | 76,012 | 171 |
| Cataloging | 80,962 | 147 | 78,252 | 55 | 80,224 | 202 |
| Circulation | 75,100 | 108 | 70,896 | 55 | 73,681 | 163 |
| Library Technology | 92,624 | 41 | 95,959 | 89 | 94,907 | 130 |
| Rare Book/Manuscripts/Special Collections | 94,712 | 56 | 92,677 | 59 | 93,668 | 115 |
| Research/Reference/Information or Learning Commons | 82,363 | 120 | 84,487 | 52 | 83,005 | 172 |
| Other Department Heads | 83,586 | 452 | 86,112 | 240 | 84,462 | 692 |
| Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions, Other Administrative | 68,718 | 151 | 73,099 | 50 | 69,808 | 201 |
| Business Manager | 75,293 | 115 | 76,239 | 70 | 75,651 | 185 |
| Human Resources | 74,307 | 80 | 72,478 | 12 | 74,069 | 92 |
| Development / Advancement | 80,374 | 29 | 74,515 | 17 | 78,209 | 46 |
| Digital Specialist (no subgroup), <br> Institutional Repository Curator; Digital Specialist with Subject Expertise | 64,041 | 64 | 69,148 | 42 | 66,065 | 106 |
| IT, Systems | 72,470 | 132 | 69,742 | 283 | 70,610 | 415 |
| IT, Web Developer | 64,334 | 80 | 69,005 | 116 | 67,099 | 196 |
| IT, Programmer | 71,753 | 71 | 74,186 | 240 | 73,631 | 311 |
| Scholarly Communications | 72,223 | 42 | 74,928 | 21 | 73,125 | 63 |
| Digital Acquisitions | 67,336 | 74 | 69,214 | 25 | 67,810 | 99 |
| Digital Collections Curation | 64,106 | 68 | 67,870 | 52 | 65,737 | 120 |


| Position | Women |  | MEN |  | All Positions |  |
| :--- | ---: | ---: | ---: | ---: | ---: | :---: |
|  | Average | No. | Average | No. | Average | No. |
| Functional Specialist (no subgroup); <br> Coordinator, Team Leader (non- <br> supervisory responsibility) | 63,621 | 136 | 67,510 | 72 | 64,967 | 208 |
| Archivists |  |  |  |  |  |  |
| Assessment, Management Information <br> Systems, Planning | 71,836 | 43 | 68,441 | 20 | 70,758 | 63 |
| Media Specialists | 62,803 | 366 | 66,906 | 220 | 64,344 | 586 |
| Preservation, including digital <br> collections | 60,580 | 43 | 58,652 | 62 | 59,441 | 105 |
| Subject Specialist | 63,477 | 108 | 69,022 | 43 | 65,056 | 151 |
| Subject Specialist in Humanities/Fine <br> Arts | 69,503 | 121 | 74,792 | 73 | 71,493 | 194 |
|  <br> Technology | 66,326 | 168 | 69,242 | 68 | 67,166 | 236 |
| Subject Specialist in Social/Behavior <br> Science | 66,690 | 139 | 72,690 | 64 | 68,582 | 203 |
| Subject Specialist in Area Studies | 71,573 | 107 | 72,476 | 66 | 71,917 | 173 |
| Catalogers /Metadata analysts | 65,466 | 504 | 67,487 | 211 | 66,062 | 715 |
| Research/Reference/Instruction | 67,848 | 927 | 66,795 | 329 | 67,572 | 1,256 |
| Public Services | 64,936 | 189 | 65,613 | 89 | 65,153 | 278 |
| Technical Services | 60,446 | 114 | 57,279 | 41 | 59,608 | 155 |
| All Positions: | 76,123 | 6,473 | 79,344 | 3,695 | 77,294 | 10,168 |

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 26 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 2013-2014 to $8.7 \%$, with librarians at private institutions earning an average of $\$ 6,298$ more than their peers at public institutions. Librarians in public institutions systematically earned less than their peers employed in private institutions across all 19 job categories in 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. However, in 2013-2014 libraries with 75 to 100 staff reported the highest average salary, $\$ 78,283$, followed by the largest libraries, i.e., those with more than 110 staff, which reported the next highest average salary $\$ 77,888$ (see Table 25). The gap between the highest paying cohort and the lowest paying cohort was
cut in half in 2013-2014, decreasing to $\$ 3,208$. The cutoff staffing levels used to determine the largest cohort of libraries, after declining in every year since 1995-96, continued to hold steady at over 110 in 2013-2014. ${ }^{4}$

## Geographic Area

In 2013-2014, the highest average salaries were found in Canada $(\$ 93,154)$ followed by New England $(\$ 82,030)$ with salaries in the Middle Atlantic region $(\$ 80,261)$ coming in third (see Table 27). The Canadian average salary peaked again this year, reflecting another all-time high. For the 2013-2014 survey period, the Canadian currency exchange rate is 1.0046 . The West South Central region had the lowest average salary: $\$ 65,314$.

## 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 10,168 librarians in ARL university member libraries, 6,077 occupy a rank within these three most commonly found ranking systems, and the largest number of professionals $(3,072)$ 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 2013-2014

|  | Three-Step |  |  | Four-Step |  |  | Five-Step |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | Experience | No. of Staff | Salary | Experience | No. of Staff | Salary | Experience | No. of Staff |
| Librarian 1 | 63,981 | 8.0 | 467 | 58,020 | 8.4 | 450 | 56,948 | 11.7 | 235 |
| Librarian 2 | 76,072 | 18.1 | 637 | 66,597 | 12.8 | 867 | 61,535 | 12.9 | 290 |
| Librarian 3 | 91,890 | 24.6 | 404 | 78,728 | 20.0 | 1,166 | 73,616 | 17.3 | 525 |
| Librarian 4 | . | . | . | 94,297 | 27.0 | 589 | 88,246 | 23.1 | 320 |
| Librarian 5 | . | . | . | . | . | . | 107,274 | 28.1 | 127 |
| No. of Staff | 1,508 |  |  | 3,072 |  |  | 1,497 |  |  |

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 2013-2014

|  | No. of Staff | Low | 25th Percentile | Median | 75th Percentile | High |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Librarian 1 | 467 | 36,720 | 51,796 | 60,160 | 74,229 | 125,081 |
| Librarian 2 | 637 | 45,000 | 60,000 | 70,211 | 84,991 | 168,549 |
| Librarian 3 | 404 | 35,877 | 75,972 | 91,140 | 105,612 | 168,303 |

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 23.

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Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2013-2014

|  | No. of Staff | Low | 25th Percentile | Median | 75th Percentile | High |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Librarian 1 | 450 | 36,503 | 50,000 | 56,150 | 64,132 | 138,382 |
| Librarian 2 | 867 | 36,750 | 54,645 | 62,734 | 74,300 | 169,226 |
| Librarian 3 | 1166 | 41,091 | 63,558 | 73,393 | 89,901 | 251,500 |
| Librarian 4 | 589 | 47,985 | 75,360 | 87,600 | 107,450 | 240,000 |

Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2013-2014

|  | No. of Staff | Low | 25th Percentile | Median | 75th Percentile | High |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Librarian 1 | 235 | 24,570 | 48,058 | 55,738 | 64,360 | 106,850 |
| Librarian 2 | 290 | 25,584 | 52,871 | 60,770 | 70,143 | 108,791 |
| Librarian 3 | 525 | 40,428 | 61,106 | 73,089 | 83,437 | 140,555 |
| Librarian 4 | 320 | 50,228 | 73,208 | 86,819 | 100,307 | 190,000 |
| Librarian 5 | 127 | 52,093 | 92,048 | 103,083 | 125,124 | 172,872 |

## 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. Bucking the two-year trend from 2011-2012 and 2012-2013, Tables 3 and 4 indicate that the purchasing power of professionals in the United States and Canada kept pace with inflation.

For the first time since 2011-2012, US salaries surpassed inflation. US CPI increased by $2 \% \%^{5}$ (see Table 3), and the median salary for US ARL university libraries in 2013 increased by $2.3 \%$ to $\$ 68,773$ (see Table 3). Canadian salaries (reported in Canadian dollars) surpassed inflation by 1 percentage point: the Canadian CPI increased $1.3 \%$, while median salaries in Canadian university libraries increased by $2.3 \%$ to $\$ 89,163$ (Canadian dollars, see Table 4). ${ }^{6}$ The median beginning salary (BPS) for university ARL librarians increased to \$48,000 in 2013-2014 (see Table 2). Table 6 shows that median salaries for nonuniversity librarians increased to $\$ 95,173$, while beginning salaries rebounded in 2013-2014, increasing to $\$ 51,630$.

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.

[^1]
## The Revised 2013-2014 ARL Salary Survey

The ARL Annual Salary Survey 2013-2014 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 North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Assessment program, which produces the salary survey, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The ARL Annual Salary Survey is the most comprehensive and thorough guide to current salaries in large US and Canadian academic and research libraries and is a valuable management and research tool.

The job categories and job codes for the university libraries in the ARL Annual Salary Survey 2012-2013 were revised and modernized after an extensive review process led by the Task Force on Reviewing the ARL Statistics, the ARL Annual Salary Survey, and the ARL Supplementary Statistics. Members of the ARL Statistics and Assessment Committee and the task force interviewed ARL directors during the Spring of 2011 and collected feedback that helped them articulate the key issues, questions, and revisions for annual data collection purposes. This feedback was shared with ARL library directors and salary survey contacts, and the final list of job categories was approved by the ARL Board in April of 2011.

The ARL Annual Salary Survey 2013-2014 reflects the continuation of this work. For the second consecutive year, the salary survey collected working job titles for the university libraries to evaluate the new job codes and their use in response to feedback from survey coordinators. Also, five new job categories were added to the ARL Annual Salary Survey 2013-2014: SS for Digital Specialists with Subject expertise; and HFA, SCI, SBS, and AREA for subject specialists in the Humanities/Fine Arts, Sciences and Technology, Social/Behavioral Sciences, and Area Studies, respectively.

These new codes highlight the subject-based and subject-specific work of professional librarians in ARL libraries, thereby providing a more nuanced description of the scope, work responsibilities, and emerging roles of librarians in research libraries. Please see the instructions for the ARL Annual Salary Survey 2013-2014 on p. 131 for a more complete list of the new and revised job codes.

Initial diagnostics showed that some of the new job categories had too few cases. These categories have been aggregated into larger groups. For the second consecutive year, the broader Administrative Specialist category and the Administrative Support category, ADMSPEC (no subgroup) ( $\mathrm{n}=4$ ) and ADMIN ( $\mathrm{n}=176$ ), respectively, were combined to create one category for those who provide general administrative support that may also encompass marketing, communications, and IP permissions work. The broader Digital Specialist category (DIGITALSPEC (no subgroup), $\mathrm{n}=13$ ) was combined with two subcategories with the lowest number of cases: Digital Specialist with Subject Expertise, a new category this year (SS, n=53) and Institutional Repository Curator (IR, $\mathrm{n}=28$ ). Scholarly Communications (SCHOLAR, $\mathrm{n}=60$ ) is reported separately this year. Finally, for the second consecutive year, the broader Functional Specialist category (FSPEC (no subgroup), $\mathrm{n}=153$ ) and the Coordinator, Team Leader (nonsupervisory responsibility) category (CTL, $\mathrm{n}=28$ ) were combined to create one broad category for individuals whose specialized work is not subject based and who do not have significant supervisory responsibilities.

This revision of the ARL Annual Salary Survey job categories was conducted with the understanding that the salary survey attempts to provide a standardized schema to fit more than 100 different and complex research library structures. So, any such standardization is viewed as a reasonable and practical schema that meets management and planning needs to a certain extent, yet it is likely that it will leave important evidence outside any adopted framework. The ARL Statistics and Assessment Committee and the ARL Board Task Force on revising the annual surveys recognizes that the revision of the salary survey job categories is an iterative
process. Such revisions help us keep pace with the rapidly changing workforce in research libraries, while simultaneously codifying and reflecting the evolution of the 21st century research library workforce in the salary survey data.

## Downloadable Data Tables

The online version of the ARL Annual Salary Survey 2013-2014 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.

Martha Kyrillidou
Shaneka Morris
Association of Research Libraries

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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 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{gathered} \text { FY } \\ 2012-2013 \end{gathered}$ | Cum. <br> \% | $\begin{gathered} \text { FY } \\ 2013-2014 \end{gathered}$ | Cum. <br> \% | $\begin{gathered} \text { FY } \\ 2012-2013 \end{gathered}$ | Cum. <br> \% | $\begin{gathered} \text { FY } \\ 2013-2014 \end{gathered}$ | Cum. <br> \% |
| More than 300,000 | 10 | 0.1\% | 9 | 0.1\% | 0 | 0.0\% | 0 | 0.0\% |
| 250,000-299,999 | 18 | 0.3\% | 20 | 0.3\% | 0 | 0.0\% | 0 | 0.0\% |
| 200,000-250,000 | 67 | 0.9\% | 80 | 1.1\% | 5 | 0.1\% | 6 | 0.2\% |
| 175,000-199,999 | 62 | 1.6\% | 56 | 1.6\% | 6 | 0.3\% | 4 | 0.3\% |
| 150,000-174,999 | 104 | 2.6\% | 112 | 2.7\% | 303 | 8.2\% | 305 | 8.3\% |
| 140,000-149,999 | 82 | 3.4\% | 96 | 3.7\% | 147 | 12.1\% | 140 | 12.0\% |
| 130,000-139,999 | 148 | 4.9\% | 167 | 5.3\% | 228 | 18.0\% | 244 | 18.4\% |
| 120,000-129,999 | 202 | 6.9\% | 203 | 7.3\% | 266 | 25.0\% | 237 | 24.7\% |
| 110,000-119,999 | 308 | 9.9\% | 329 | 10.5\% | 392 | 35.2\% | 396 | 35.1\% |
| 100,000-109,999 | 421 | 14.1\% | 466 | 15.1\% | 431 | 46.5\% | 453 | 47.1\% |
| 95,000-99,999 | 350 | 17.6\% | 347 | 18.5\% | 254 | 53.2\% | 242 | 53.5\% |
| 90,000-94,999 | 366 | 21.2\% | 432 | 22.8\% | 203 | 58.5\% | 220 | 59.3\% |
| 85,000-89,999 | 497 | 26.2\% | 499 | 27.7\% | 235 | 64.6\% | 205 | 64.7\% |
| 80,000-84,999 | 609 | 32.2\% | 615 | 33.7\% | 259 | 71.4\% | 260 | 71.5\% |
| 78,000-79,999 | 254 | 34.7\% | 312 | 36.8\% | 76 | 73.4\% | 77 | 73.6\% |
| 76,000-77,999 | 308 | 37.8\% | 312 | 39.9\% | 108 | 76.2\% | 118 | 76.7\% |
| 74,000-75,999 | 322 | 41.0\% | 368 | 43.5\% | 132 | 79.6\% | 140 | 80.4\% |
| 72,000-73,999 | 345 | 44.4\% | 348 | 46.9\% | 65 | 81.3\% | 49 | 81.7\% |
| 70,000-71,999 | 454 | 48.9\% | 456 | 51.4\% | 45 | 82.5\% | 61 | 83.3\% |
| 68,000-69,999 | 345 | 52.3\% | 336 | 54.7\% | 112 | 85.5\% | 110 | 86.2\% |
| 66,000-67,999 | 378 | 56.1\% | 405 | 58.7\% | 70 | 87.3\% | 65 | 87.9\% |
| 64,000-65,999 | 386 | 59.9\% | 388 | 62.5\% | 52 | 88.6\% | 35 | 88.8\% |
| 62,000-63,999 | 418 | 64.1\% | 438 | 66.8\% | 108 | 91.5\% | 97 | 91.4\% |
| 60,000-61,999 | 436 | 68.4\% | 470 | 71.4\% | 38 | 92.5\% | 40 | 92.4\% |
| 58,000-59,999 | 443 | 72.8\% | 421 | 75.6\% | 50 | 93.8\% | 45 | 93.6\% |
| 56,000-57,999 | 394 | 76.7\% | 390 | 79.4\% | 64 | 95.4\% | 68 | 95.4\% |
| 54,000-55,999 | 434 | 81.0\% | 377 | 83.1\% | 31 | 96.3\% | 26 | 96.1\% |
| 52,000-53,999 | 383 | 84.8\% | 372 | 86.8\% | 31 | 97.1\% | 36 | 97.0\% |
| 50,000-51,999 | 410 | 88.9\% | 367 | 90.4\% | 54 | 98.5\% | 50 | 98.4\% |
| 48,000-49,999 | 290 | 91.8\% | 271 | 93.1\% | 15 | 98.9\% | 6 | 98.5\% |
| 46,000-47,999 | 260 | 94.4\% | 239 | 95.4\% | 14 | 99.2\% | 11 | 98.8\% |
| 44,000-45,999 | 184 | 96.2\% | 156 | 96.9\% | 3 | 99.3\% | 8 | 99.0\% |
| 42,000-43,999 | 150 | 97.7\% | 109 | 98.0\% | 12 | 99.6\% | 17 | 99.5\% |
| 40,000-41,999 | 102 | 98.7\% | 77 | 98.8\% | 6 | 99.8\% | 10 | 99.7\% |
| 38,000-39,999 | 62 | 99.3\% | 58 | 99.3\% | 2 | 99.8\% | 4 | 99.8\% |
| 36,000-37,999 | 28 | 99.6\% | 20 | 99.5\% | 3 | 99.9\% | 1 | 99.9\% |
| 34,000-35,999 | 19 | 99.8\% | 15 | 99.7\% | 0 | 99.9\% | 0 | 99.9\% |
| less than 34,000 | 23 | 100.0\% | 32 | 100.0\% | 3 | 100.0\% | 5 | 100.0\% |
| Total Positions | 10,072 |  | 10,168 |  | 3,823 |  | 3,791 |  |
| Median Salary | 69,259 |  | 70,585 |  | 95,158 |  | 95,173 |  |

## 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 - CUUR0000SAO) available online at http://www. bls.gov/cpi/data.htm. Note: Canadian salaries are expressed in US dollars.

| Fiscal <br> Year | Number of <br> Libraries | Total <br> Staff | Median <br> Salary $^{+}$ | BPS $^{\ddagger}$ <br> Median | Median <br> Salary Index | BPS $^{\ddagger}$ <br> Index | Actual <br> CPI $^{*}$ | Adjusted <br> CPI |
| :---: | :---: | ---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | 105 | 7,256 | 38,537 | 24,000 | 147.7 | 145.5 | 136.2 |

[^2]
## 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 <br> Change |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 | - |

[^3]
## 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/2014003/t040-eng.htm.

| Fiscal <br> Year | Number of Libraries | Total <br> Staff | Median Salary in US ${ }^{+}$ | Median <br> Salary <br> Change ${ }^{\dagger}$ | Exchange Rate | Median <br> Salary <br> in Can. \$ |  | Can. CPI |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |

$\dagger$ 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 FY2013 and FY2014.

| Institution | No. of Staff | Median Salaries |  | Beginning Salaries |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | FY 2012-2013 | FY 2013-2014 | FY 2012-2013 | FY 2013-2014 |
| Boston Public Library ${ }^{+}$ | 177 | 62,419 | 62,419 | 42,000 | 42,000 |
| Center for Research Libraries | 30 | 56,295 | 59,130 | 36,057 | 37,168 |
| Library of Congress ${ }^{+}$ | 2,425 | 106,839 | 106,839 | 51,630 | 51,630 |
| National Agricultural Library ${ }^{+}$ | 105 | 125,231 | 84,855 | 51,630 | 51,630 |
| National Archives ${ }^{+}$ | 461 | 87,350 | 89,372 | 34,075 | 40,084 |
| National Library of Medicine | 200 | 94,837 | 94,837 | 42,209 | 51,630 |
| National Research Council Canada * | 71 | 77,744 | 77,675 | 59,004 | 58,951 |
| New York Public Library ${ }^{+}$ | 207 | 59,900 | 61,633 | 42,638 | 42,638 |
| New York State Library ${ }^{+}$ | 43 | 68,637 | 68,637 | 51,268 | 54,045 |
| Smithsonian Libraries | 72 | 74,958 | 75,237 | 51,630 | 51,630 |

[^4]
## Table 6: Salary Trends in ARL Nonuniversity Libraries

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

| Fiscal Year | Number of Libraries | Total Staff | Median Salary | BPS $^{+}$ <br> Median | Median Salary Index | $\begin{aligned} & \text { BPS }^{+} \\ & \text {Index } \end{aligned}$ | Actual CPI | Adjusted CPI |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |

[^5]
## ARL University Libraries

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Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2013-2014

| Institution | Filled <br> Positions FY 2014 | Average Salaries |  | Median Salaries |  | Beginnin FY 2013 | Salaries FY 2014 | Average Yrs. Exp. FY 2014 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama ${ }^{\ddagger}$ | 63 | 63,744 | 64,362 | 59,188 | 58,910 | 42,000 | 45,000 | 15.0 |
| Alberta ${ }^{\ddagger}$ | 72 | 98,274 | 102,408 | 97,228 | 101,059 | 57,668 | 58,567 | 13.5 |
| Arizona ${ }^{\text { }}$ | 44 | 67,583 | 74,043 | 60,796 | 70,368 | 53,364 | 56,365 | 18.8 |
| Arizona State ${ }^{\ddagger}$ | 50 | 66,081 | 68,795 | 66,367 | 69,327 | 43,000 | 43,000 | 21.5 |
| Auburn ${ }^{\ddagger}$ | 44 | 58,837 | 61,619 | 54,813 | 58,295 | 46,062 | 54,025 | 17.1 |
| Boston University* | 63 | 62,291 | 63,760 | 61,050 | 62,600 | 47,300 | 48,500 | 18.4 |
| Boston College ${ }^{\ddagger}$ | 59 | 74,973 | 78,076 | 72,567 | 74,825 | 44,900 | 45,800 | 20.2 |
| Brigham Young | 112 | 71,373 | 73,352 | 69,125 | 70,400 | 54,200 | 55,300 | 19.3 |
| British Columbia ${ }^{\ddagger}$ | 73 | 90,914 | 93,912 | 87,902 | 89,684 | 55,131 | 55,082 | 18.4 |
| Brown ${ }^{\text { }}$ | 78 | 71,401 | 72,917 | 66,486 | 66,080 | 55,000 | 55,000 | 18.7 |
| Calgary ${ }^{\ddagger}$ | 48 | 102,565 | 102,124 | 100,752 | 98,682 | 57,786 | 64,702 | 19.6 |
| California, Berkeley ${ }^{\ddagger}$ | 86 | 86,004 | 88,195 | 82,783 | 84,996 | 47,544 | 47,544 | 19.5 |
| California, Davis ${ }^{\ddagger}$ | 35 | 89,748 | 95,431 | 92,912 | 97,456 | 47,544 | 47,544 | 24.0 |
| California, Irvine ${ }^{\ddagger}$ | 46 | 81,434 | 82,406 | 81,304 | 84,996 | 47,544 | 47,544 | 17.0 |
| California, Los Angeles ${ }^{\ddagger}$ | 144 | 80,293 | 80,655 | 77,976 | 77,976 | 47,544 | 47,544 | 15.9 |
| California, Riverside ${ }^{\ddagger}$ | 35 | 83,336 | 84,795 | 77,976 | 84,996 | 49,464 | 49,464 | 19.9 |
| California, San Diego ${ }^{\ddagger}$ | 82 | 83,007 | 84,597 | 80,480 | 83,235 | 47,544 | 47,544 | 19.7 |
| California, Santa Barbara ${ }^{\ddagger}$ | 59 | 75,707 | 80,459 | 70,956 | 78,174 | 47,544 | 47,544 | 16.5 |
| Case Western Reserve ${ }^{\ddagger}$ | 37 | 61,266 | 60,513 | 57,595 | 60,776 | 35,700 | 36,414 | 14.9 |
| Chicago ${ }^{\text { }}$ | 72 | 81,455 | 82,708 | 74,916 | 76,414 | 58,500 | 56,100 | 18.1 |
| Cincinnati ${ }^{\text { }}$ | 57 | 70,962 | 72,845 | 68,384 | 69,979 | 42,000 | 42,000 | 21.6 |
| Colorado ${ }^{\ddagger}$ | 43 | 67,987 | 70,536 | 63,593 | 65,442 | 48,888 | 48,800 | 15.0 |
| Colorado State ${ }^{\ddagger}$ | 68 | 78,577 | 77,548 | 75,700 | 76,108 | 55,000 | 55,000 | 14.2 |
| Columbia | 206 | 77,127 | 80,566 | 69,000 | 71,400 | 55,300 | 57,000 | 16.2 |
| Connecticut ${ }^{\ddagger}$ | 63 | 78,895 | 78,784 | 77,539 | 78,467 | 50,000 | 50,000 | 18.0 |
| Cornell ${ }^{\ddagger}$ | 98 | 77,461 | 77,129 | 70,000 | 70,931 | 50,470 | 51,500 | 16.9 |
| Dartmouth ${ }^{\dagger}$ | 53 | 73,721 | 74,708 | 70,621 | 71,039 | 46,000 | 46,500 | 18.8 |
| Delaware | 59 | 82,273 | 81,116 | 79,194 | 75,857 | 45,600 | 45,600 | 19.7 |
| Duke ${ }^{\ddagger}$ | 139 | 68,561 | 70,233 | 64,225 | 64,700 | 47,000 | 47,000 | 14.6 |
| Emory ${ }^{*}$ | 77 | 70,585 | 71,081 | 62,930 | 64,471 | 48,000 | 48,000 | 15.1 |
| Florida ${ }^{\ddagger}$ | 70 | 64,620 | 66,182 | 60,621 | 63,355 | 43,483 | 44,483 | 17.4 |
| Florida State ${ }^{\ddagger}$ | 42 | 58,071 | 63,734 | 54,264 | 59,000 | 45,000 | 42,000 | 14.7 |
| George Washington | 42 | 83,679 | 82,877 | 74,104 | 74,058 | 47,000 | 47,000 | 16.0 |
| Georgetown ${ }^{\ddagger}$ | 43 | 74,325 | 74,059 | 66,439 | 64,700 | 45,000 | 52,000 | 17.8 |
| Georgia ${ }^{\text { }}$ | 75 | 58,395 | 56,815 | 51,507 | 51,590 | 38,000 | 38,000 | 16.2 |
| Georgia Tech ${ }^{\ddagger}$ | 48 | 65,754 | 68,472 | 62,109 | 65,880 | 46,000 | 50,000 | 15.7 |
| Guelph ${ }^{\text { }}$ | 53 | 88,753 | 93,066 | 86,239 | 91,371 | 63,424 | 64,635 | 18.1 |
| Harvard ${ }^{\ddagger}$ | 436 | 83,744 | 83,434 | 75,971 | 75,480 | 51,500 | 53,000 | 16.6 |
| Hawaii ${ }^{\text { }}$ | 77 | 63,966 | 65,478 | 60,606 | 61,992 | 50,004 | 50,004 | 15.0 |
| Houston ${ }^{\ddagger}$ | 53 | 63,674 | 66,346 | 55,790 | 59,278 | 45,000 | 50,000 | 12.2 |
| Howard ${ }^{\ddagger}$ | 23 | 71,712 | 69,128 | 70,066 | 63,990 | 49,000 | 50,500 | 22.7 |
| Illinois, Chicago ${ }^{\ddagger}$ | 37 | 66,855 | 69,639 | 62,072 | 65,376 | 47,000 | 43,000 | 18.9 |

Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2012-2013

| Institution | Filled <br> Positions <br> FY 2014 | Average Salaries |  | Median Salaries |  | Beginning Salaries |  | Average Yrs. Exp. FY 2014 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Illinois, Urbana ${ }^{\ddagger}$ | 142 | 72,662 | 74,695 | 66,519 | 67,512 | 55,000 | 55,000 | 15.2 |
| Indiana ${ }^{\text { }}$ | 72 | 65,312 | 67,351 | 60,174 | 61,631 | 40,400 | 40,400 | 17.6 |
| Iowa ${ }^{\text { }}$ | 69 | 64,511 | 62,578 | 60,064 | 60,642 | 43,000 | 43,000 | 15.2 |
| Iowa State ${ }^{\ddagger}$ | 44 | 66,929 | 65,994 | 63,122 | 59,215 | 46,000 | 49,000 | 19.0 |
| Johns Hopkins ${ }^{\ddagger}$ | 99 | 73,593 | 73,604 | 67,796 | 67,143 | 53,089 | 53,885 | 16.9 |
| Kansas ${ }^{\ddagger}$ | 52 | 70,232 | 73,366 | 67,150 | 71,033 | 40,000 | 49,000 | 18.7 |
| Kent State ${ }^{\ddagger}$ | 50 | 64,037 | 65,711 | 60,603 | 64,091 | 45,833 | 48,889 | 16.4 |
| Kentucky ${ }^{\text { }}$ | 74 | 62,330 | 64,774 | 61,677 | 63,000 | 43,000 | 35,600 | 23.0 |
| Laval ${ }^{\ddagger}$ | 64 | 72,753 | 74,454 | 75,623 | 77,973 | 52,975 | 53,789 | 14.6 |
| Louisiana State ${ }^{\ddagger}$ | 46 | 51,271 | 50,061 | 46,901 | 47,567 | 40,000 | 43,000 | 14.1 |
| Louisville ${ }^{\ddagger}$ | 41 | 61,103 | 61,327 | 56,043 | 55,866 | 38,000 | 40,000 | 17.1 |
| McGill ${ }^{\ddagger}$ | 77 | 75,608 | 77,953 | 68,134 | 69,752 | 49,816 | 49,771 | 14.7 |
| McMaster ${ }^{\text { }}$ | 41 | 72,564 | 73,495 | 66,000 | 66,209 | 48,277 | 48,234 | 18.6 |
| Manitoba ${ }^{\text { }}$ | 39 | 98,012 | 101,950 | 95,657 | 93,920 | 51,069 | 54,686 | 21.1 |
| Maryland ${ }^{\ddagger}$ | 75 | 71,736 | 70,913 | 67,619 | 67,941 | 42,000 | 44,000 | 19.0 |
| Massachusetts ${ }^{\text { }}$ | 63 | 77,017 | 79,492 | 75,977 | 77,841 | 45,518 | 46,779 | 18.5 |
| MIT | 89 | 82,128 | 84,217 | 78,881 | 79,134 | 54,000 | 54,500 | 17.4 |
| Miami ${ }^{\text { }}$ | 63 | 70,030 | 69,765 | 64,369 | 62,499 | 48,000 | 49,000 | 14.2 |
| Michigan ${ }^{\text { }}$ | 145 | 72,852 | 72,513 | 66,225 | 67,269 | 47,000 | 48,000 | 16.9 |
| Michigan State ${ }^{\ddagger}$ | 73 | 71,508 | 75,327 | 68,600 | 70,795 | 50,000 | 50,000 | 18.5 |
| Minnesota ${ }^{\ddagger}$ | 107 | 69,895 | 73,713 | 68,363 | 71,245 | 46,000 | 47,000 | 16.9 |
| Missouri ${ }^{\ddagger}$ | 38 | 59,838 | 60,519 | 57,083 | 58,269 | 40,000 | 40,000 | 20.7 |
| Montreal ${ }^{\ddagger}$ | 99 | 76,481 | 78,883 | 71,081 | 74,527 | 44,515 | 48,463 | 15.8 |
| Nebraska ${ }^{\ddagger}$ | 41 | 69,206 | 68,406 | 64,027 | 63,624 | 51,000 | 51,000 | 21.0 |
| New Mexico ${ }^{\ddagger}$ | 46 | 70,371 | 74,545 | 62,748 | 67,024 | 40,000 | 40,000 | 18.8 |
| New York University ${ }^{\ddagger}$ | 81 | 83,518 | 86,318 | 74,761 | 77,322 | 57,000 | 58,500 | 17.1 |
| North Carolina | 90 | 67,097 | 67,480 | 62,683 | 63,566 | 45,000 | 45,000 | 18.0 |
| North Carolina State ${ }^{\ddagger}$ | 95 | 75,950 | 75,413 | 70,385 | 69,914 | 54,000 | 54,000 | 12.0 |
| Northwestern ${ }^{\ddagger}$ | 99 | 72,609 | 74,306 | 69,651 | 71,748 | 47,000 | 50,000 | 14.8 |
| Notre Dame ${ }^{\ddagger}$ | 65 | 74,554 | 74,943 | 73,392 | 72,383 | 47,000 | 48,000 | 18.0 |
| Ohio University ${ }{ }$ | 41 | 59,300 | 61,267 | 52,067 | 53,702 | 43,500 | 47,500 | 15.3 |
| Ohio State ${ }^{\ddagger}$ | 123 | 61,296 | 60,676 | 55,992 | 54,840 | 47,000 | 48,000 | 12.5 |
| Oklahoma ${ }^{\ddagger}$ | 45 | 56,048 | 58,580 | 54,870 | 55,115 | 42,000 | 44,000 | 14.6 |
| Oklahoma State ${ }^{\ddagger}$ | 57 | 59,620 | 61,684 | 54,785 | 57,147 | 40,500 | 40,500 | 20.6 |
| Oregon ${ }^{\ddagger}$ | 71 | 58,957 | 60,943 | 54,727 | 54,702 | 40,000 | 43,000 | 14.9 |
| Ottawa ${ }^{\ddagger}$ | 36 | 86,334 | 89,211 | 84,177 | 87,018 | 49,996 | 60,204 | 16.1 |
| Pennsylvania ${ }^{\ddagger}$ | 108 | 71,885 | 72,725 | 67,773 | 68,190 | 45,000 | 45,000 | 14.2 |
| Pennsylvania State ${ }^{\ddagger}$ | 145 | 73,684 | 74,913 | 69,204 | 70,570 | 42,000 | 48,000 | 19.3 |
| Pittsburgh ${ }^{\ddagger}$ | 59 | 75,230 | 77,975 | 67,900 | 70,328 | 34,000 | 36,000 | 23.3 |
| Princeton | 97 | 86,448 | 90,776 | 80,800 | 84,700 | 65,700 | 67,700 | 23.1 |
| Purdue ${ }^{\ddagger}$ | 72 | 69,089 | 72,885 | 65,000 | 66,157 | 50,500 | 52,200 | 16.2 |
| Queen's | 31 | 109,911 | 108,795 | 113,323 | 114,170 | 53,718 | 55,292 | 23.8 |

36- ARL Annual Salary Survey 2013-2014

Table 7: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Libraries, FY 2012-2013

| Institution | Filled <br> Positions <br> FY 2014 | Average FY 2013 | Salaries FY 2014 | Median Salaries |  | Beginnin FY 2013 | Salaries FY 2014 | Average Yrs. Exp. FY 2014 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Rice | 63 | 63,227 | 64,409 | 58,420 | 59,325 | 39,900 | 40,300 | 17.2 |
| Rochester ${ }^{\text { }}$ | 61 | 61,591 | 61,417 | 59,175 | 59,528 | 40,000 | 47,500 | 17.4 |
| Rutgers ${ }^{\ddagger}$ | 85 | 94,340 | 95,004 | 92,311 | 92,443 | 50,765 | 50,765 | 22.1 |
| Saskatchewan ${ }^{\ddagger}$ | 48 | 98,958 | 100,853 | 95,637 | 101,771 | 60,314 | 60,862 | 17.0 |
| South Carolina ${ }^{\ddagger}$ | 52 | 57,334 | 58,990 | 53,643 | 55,777 | 38,000 | 38,000 | 15.1 |
| Southern California ${ }^{\ddagger}$ | 110 | 82,956 | 83,333 | 74,280 | 75,990 | 49,000 | 49,000 | 21.2 |
| Southern Illinois ${ }^{\ddagger}$ | 31 | 60,101 | 62,261 | 57,864 | 59,076 | 44,000 | 50,000 | 17.6 |
| SUNY Albany* | 69 | 63,059 | 63,596 | 62,073 | 62,073 | 39,350 | 39,350 | 18.3 |
| SUNY Buffalo ${ }^{\ddagger}$ | 65 | 77,398 | 76,258 | 75,041 | 73,869 | 47,000 | 47,000 | 19.3 |
| SUNY Stony Brook | 18 | 91,030 | 87,042 | 82,583 | 81,338 | 45,000 | 45,000 | 19.2 |
| Syracuse ${ }^{\ddagger}$ | 58 | 70,710 | 70,758 | 63,957 | 64,825 | 38,000 | 38,000 | 17.6 |
| Temple ${ }^{\ddagger}$ | 49 | 71,261 | 74,792 | 62,000 | 70,039 | 44,044 | 44,044 | 17.3 |
| Tennessee ${ }^{\ddagger}$ | 45 | 72,366 | 72,847 | 69,975 | 68,639 | 48,000 | 48,000 | 16.3 |
| Texas ${ }^{\text { }}$ | 135 | 61,037 | 61,884 | 55,690 | 57,047 | 48,000 | 46,000 | 14.8 |
| Texas A\&M ${ }^{ \pm}$ | 107 | 62,004 | 67,078 | 55,696 | 59,018 | 49,500 | 50,500 | 16.4 |
| Texas Tech ${ }^{\text { }}$ | 70 | 63,507 | 65,358 | 61,042 | 62,220 | 49,000 | 49,000 | 13.8 |
| Toronto | 139 | 98,004 | 100,390 | 94,940 | 99,087 | 56,591 | 57,834 | 13.7 |
| Tulane | 37 | 66,266 | 66,854 | 62,311 | 62,728 | 42,000 | 44,000 | 17.1 |
| Utah | 62 | 65,107 | 66,199 | 59,583 | 60,867 | 46,000 | 47,000 | 17.7 |
| Vanderbilt ${ }^{ \pm}$ | 62 | 66,294 | 67,177 | 60,020 | 60,863 | 42,500 | 42,500 | 20.7 |
| Virginia ${ }^{\ddagger}$ | 102 | 72,647 | 67,853 | 68,100 | 64,600 | 47,500 | 52,000 | 18.2 |
| Virginia Tech ${ }{ }^{\text {a }}$ | 52 | 63,559 | 63,230 | 58,800 | 58,000 | 40,000 | 44,000 | 14.2 |
| Washington | 113 | 64,290 | 67,367 | 58,428 | 62,244 | 42,600 | 45,000 | 19.9 |
| Washington State ${ }^{\ddagger}$ | 38 | 63,493 | 63,851 | 60,000 | 60,000 | 39,500 | 40,000 | 21.0 |
| Washington U.-St. Louis ${ }^{\ddagger}$ | 65 | 60,765 | 65,690 | 55,825 | 60,067 | 40,000 | 42,000 | 17.9 |
| Waterloo ${ }^{\ddagger}$ | 35 | 85,790 | 85,162 | 84,910 | 87,405 | 53,198 | 54,745 | 16.1 |
| Wayne State ${ }^{\text { }}$ | 52 | 61,243 | 65,274 | 58,200 | 63,407 | 45,000 | 45,000 | 14.8 |
| Western ${ }^{\ddagger}$ | 68 | 77,742 | 78,973 | 76,208 | 77,259 | 54,608 | 55,377 | 14.5 |
| Wisconsin ${ }^{\ddagger}$ | 129 | 62,156 | 66,058 | 58,409 | 61,785 | 41,336 | 45,000 | 18.1 |
| Yale ${ }^{\ddagger}$ | 194 | 83,157 | 84,722 | 78,238 | 80,611 | 51,500 | 55,000 | 19.5 |
| York ${ }^{+}$ | 58 | 104,821 | 110,874 | 100,755 | 111,462 | 48,819 | 48,776 | 14.2 |

[^6]Table 8: Beginning Professional Salaries in ARL University Libraries Rank Order Table, FY 2012-2013

| Rank | Institution | Salary | Rank | Institution | Salary |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Princeton | 65,700 | 55 | Northwestern | 47,000 |
| 2 | Guelph | 63,424 | 55 | Notre Dame | 47,000 |
| 3 | Saskatchewan | 60,314 | 55 | Ohio State | 47,000 |
| 4 | Chicago | 58,500 | 55 | SUNY Buffalo | 47,000 |
| 5 | Calgary | 57,786 | 63 | Auburn | 46,062 |
| 6 | Alberta | 57,668 | 64 | Dartmouth | 46,000 |
| 7 | New York University | 57,000 | 64 | Georgia Tech | 46,000 |
| 8 | Toronto | 56,591 | 64 | Iowa State | 46,000 |
| 9 | Columbia | 55,300 | 64 | Minnesota | 46,000 |
| 10 | British Columbia | 55,131 | 64 | Utah | 46,000 |
| 11 | Brown | 55,000 | 69 | Kent State | 45,833 |
| 11 | Colorado State | 55,000 | 70 | Delaware | 45,600 |
| 11 | Illinois, Urbana | 55,000 | 71 | Massachusetts | 45,518 |
| 14 | Western | 54,608 | 72 | Florida State | 45,000 |
| 15 | Brigham Young | 54,200 | 72 | Georgetown | 45,000 |
| 16 | MIT | 54,000 | 72 | Houston | 45,000 |
| 16 | North Carolina State | 54,000 | 72 | North Carolina | 45,000 |
| 18 | Queen's | 53,718 | 72 | Pennsylvania | 45,000 |
| 19 | Arizona | 53,364 | 72 | SUNY Stony Brook | 45,000 |
| 20 | Waterloo | 53,198 | 72 | Wayne State | 45,000 |
| 21 | Johns Hopkins | 53,089 | 79 | Boston College | 44,900 |
| 22 | Laval | 52,975 | 80 | Montreal | 44,515 |
| 23 | Harvard | 51,500 | 81 | Temple | 44,044 |
| 23 | Yale | 51,500 | 82 | Southern Illinois | 44,000 |
| 25 | Manitoba | 51,069 | 83 | Ohio University | 43,500 |
| 26 | Nebraska | 51,000 | 84 | Florida | 43,483 |
| 27 | Rutgers | 50,765 | 85 | Arizona State | 43,000 |
| 28 | Purdue | 50,500 | 85 | Iowa | 43,000 |
| 29 | Cornell | 50,470 | 85 | Kentucky | 43,000 |
| 30 | Hawaii | 50,004 | 88 | Washington | 42,600 |
| 31 | Connecticut | 50,000 | 89 | Vanderbilt | 42,500 |
| 31 | Michigan State | 50,000 | 90 | Alabama | 42,000 |
| 33 | Ottawa | 49,996 | 90 | Cincinnati | 42,000 |
| 34 | McGill | 49,816 | 90 | Maryland | 42,000 |
| 35 | Texas A\&M | 49,500 | 90 | Oklahoma | 42,000 |
| 36 | California, Riverside | 49,464 | 90 | Pennsylvania State | 42,000 |
| 37 | Howard | 49,000 | 90 | Tulane | 42,000 |
| 37 | Southern California | 49,000 | 96 | Wisconsin | 41,336 |
| 37 | Texas Tech | 49,000 | 97 | Oklahoma State | 40,500 |
| 40 | Colorado | 48,888 | 98 | Indiana | 40,400 |
| 41 | York | 48,819 | 99 | Kansas | 40,000 |
| 42 | McMaster | 48,277 | 99 | Louisiana State | 40,000 |
| 43 | Emory | 48,000 | 99 | Missouri | 40,000 |
| 43 | Miami | 48,000 | 99 | New Mexico | 40,000 |
| 43 | Tennessee | 48,000 | 99 | Oregon | 40,000 |
| 43 | Texas | 48,000 | 99 | Rochester | 40,000 |
| 47 | California, Berkeley | 47,544 | 99 | Virginia Tech | 40,000 |
| 47 | California, Davis | 47,544 | 99 | Washington U.-St. Louis | 40,000 |
| 47 | California, Irvine | 47,544 | 107 | Rice | 39,900 |
| 47 | California, Los Angeles | 47,544 | 108 | Washington State | 39,500 |
| 47 | California, San Diego | 47,544 | 109 | SUNY Albany | 39,350 |
| 47 | California, Santa Barbara | 47,544 | 110 | Georgia | 38,000 |
| 53 | Virginia | 47,500 | 110 | Louisville | 38,000 |
| 54 | Boston University | 47,300 | 110 | South Carolina | 38,000 |
| 55 | Duke | 47,000 | 110 | Syracuse | 38,000 |
| 55 | George Washington | 47,000 | 114 | Case Western Reserve | 35,700 |
| 55 | Illinois, Chicago | 47,000 | 115 | Pittsburgh | 34,000 |
| 55 | Michigan | 47,000 |  |  |  |

Reprinted from ARL Annual Salary Survey 2012-2013. 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 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 |  |  |  |

[^7]Table 10: Median Professional Salaries in ARL University Libraries Rank Order Table, FY 2012-2013

| RANK | Institution | SALARY | Rank | InStitution | SALARY |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Queen's | 113,323 | 59 | Brown | 66,486 |
| 2 | York | 100,755 | 60 | Georgetown | 66,439 |
| 3 | Calgary | 100,752 | 61 | Arizona State | 66,367 |
| 4 | Alberta | 97,228 | 62 | Michigan | 66,225 |
| 5 | Manitoba | 95,657 | 63 | McMaster | 66,000 |
| 6 | Saskatchewan | 95,637 | 64 | Purdue | 65,000 |
| 7 | Toronto | 94,940 | 65 | Miami | 64,369 |
| 8 | California, Davis | 92,912 | 66 | Duke | 64,225 |
| 9 | Rutgers | 92,311 | 67 | Nebraska | 64,027 |
| 10 | British Columbia | 87,902 | 68 | Syracuse | 63,957 |
| 11 | Guelph | 86,239 | 69 | Colorado | 63,593 |
| 12 | Waterloo | 84,910 | 70 | Iowa State | 63,122 |
| 13 | Ottawa | 84,177 | 71 | Emory | 62,930 |
| 14 | California, Berkeley | 82,783 | 72 | New Mexico | 62,748 |
| 15 | SUNY Stony Brook | 82,583 | 73 | North Carolina | 62,683 |
| 16 | California, Irvine | 81,304 | 74 | Tulane | 62,311 |
| 17 | Princeton | 80,800 | 75 | Georgia Tech | 62,109 |
| 18 | California, San Diego | 80,480 | 76 | SUNY Albany | 62,073 |
| 19 | Delaware | 79,194 | 77 | Illinois, Chicago | 62,072 |
| 20 | MIT | 78,881 | 78 | Temple | 62,000 |
| 21 | Yale | 78,238 | 79 | Kentucky | 61,677 |
| 22 | California, Los Angeles | 77,976 | 80 | Boston University | 61,050 |
| 22 | California, Riverside | 77,976 | 81 | Texas Tech | 61,042 |
| 24 | Connecticut | 77,539 | 82 | Arizona | 60,796 |
| 25 | Western | 76,208 | 83 | Florida | 60,621 |
| 26 | Massachusetts | 75,977 | 84 | Hawaii | 60,606 |
| 27 | Harvard | 75,971 | 85 | Kent State | 60,603 |
| 28 | Colorado State | 75,700 | 86 | Indiana | 60,174 |
| 29 | Laval | 75,623 | 87 | Iowa | 60,064 |
| 30 | SUNY Buffalo | 75,041 | 88 | Vanderbilt | 60,020 |
| 31 | Chicago | 74,916 | 89 | Washington State | 60,000 |
| 32 | New York University | 74,761 | 90 | Utah | 59,583 |
| 33 | Southern California | 74,280 | 91 | Alabama | 59,188 |
| 34 | George Washington | 74,104 | 92 | Rochester | 59,175 |
| 35 | Notre Dame | 73,392 | 93 | Virginia Tech | 58,800 |
| 36 | Boston College | 72,567 | 94 | Washington | 58,428 |
| 37 | Montreal | 71,081 | 95 | Rice | 58,420 |
| 38 | California, Santa Barbara | 70,956 | 96 | Wisconsin | 58,409 |
| 39 | Dartmouth | 70,621 | 97 | Wayne State | 58,200 |
| 40 | North Carolina State | 70,385 | 98 | Southern Illinois | 57,864 |
| 41 | Howard | 70,066 | 99 | Case Western Reserve | 57,595 |
| 42 | Cornell | 70,000 | 100 | Missouri | 57,083 |
| 43 | Tennessee | 69,975 | 101 | Louisville | 56,043 |
| 44 | Northwestern | 69,651 | 102 | Ohio State | 55,992 |
| 45 | Pennsylvania State | 69,204 | 103 | Washington U.-St. Louis | 55,825 |
| 46 | Brigham Young | 69,125 | 104 | Houston | 55,790 |
| 47 | Columbia | 69,000 | 105 | Texas A\&M | 55,696 |
| 48 | Michigan State | 68,600 | 106 | Texas | 55,690 |
| 49 | Cincinnati | 68,384 | 107 | Oklahoma | 54,870 |
| 50 | Minnesota | 68,363 | 108 | Auburn | 54,813 |
| 51 | McGill | 68,134 | 109 | Oklahoma State | 54,785 |
| 52 | Virginia | 68,100 | 110 | Oregon | 54,727 |
| 53 | Pittsburgh | 67,900 | 111 | Florida State | 54,264 |
| 54 | Johns Hopkins | 67,796 | 112 | South Carolina | 53,643 |
| 55 | Pennsylvania | 67,773 | 113 | Ohio University | 52,067 |
| 56 | Maryland | 67,619 | 114 | Georgia | 51,507 |
| 57 | Kansas | 67,150 | 115 | Louisiana State | 46,901 |
| 58 | Illinois, Urbana | 66,519 |  |  |  |

Reprinted from ARL Annual Salary Survey 2012-2013. 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 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 |  |  |  |

[^8]Table 12: Average Professional Salaries in ARL University Libraries Rank Order Table, FY 2012-2013

| Rank | Institution | Salary | Rank | Institution | Salary |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Queen's | 109,911 | 59 | Brigham Young | 71,373 |
| 2 | York | 104,821 | 60 | Temple | 71,261 |
| 3 | Calgary | 102,565 | 61 | Cincinnati | 70,962 |
| 4 | Saskatchewan | 98,958 | 62 | Syracuse | 70,710 |
| 5 | Alberta | 98,274 | 63 | Emory | 70,585 |
| 6 | Manitoba | 98,012 | 64 | New Mexico | 70,371 |
| 7 | Toronto | 98,004 | 65 | Kansas | 70,232 |
| 8 | Rutgers | 94,340 | 66 | Miami | 70,030 |
| 9 | SUNY Stony Brook | 91,030 | 67 | Minnesota | 69,895 |
| 10 | British Columbia | 90,914 | 68 | Nebraska | 69,206 |
| 11 | California, Davis | 89,748 | 69 | Purdue | 69,089 |
| 12 | Guelph | 88,753 | 70 | Duke | 68,561 |
| 13 | Princeton | 86,448 | 71 | Colorado | 67,987 |
| 14 | Ottawa | 86,334 | 72 | Arizona | 67,583 |
| 15 | California, Berkeley | 86,004 | 73 | North Carolina | 67,097 |
| 16 | Waterloo | 85,790 | 74 | Iowa State | 66,929 |
| 17 | Harvard | 83,744 | 75 | Illinois, Chicago | 66,855 |
| 18 | George Washington | 83,679 | 76 | Vanderbilt | 66,294 |
| 19 | New York University | 83,518 | 77 | Tulane | 66,266 |
| 20 | California, Riverside | 83,336 | 78 | Arizona State | 66,081 |
| 21 | Yale | 83,157 | 79 | Georgia Tech | 65,754 |
| 22 | California, San Diego | 83,007 | 80 | Indiana | 65,312 |
| 23 | Southern California | 82,956 | 81 | Utah | 65,107 |
| 24 | Delaware | 82,273 | 82 | Florida | 64,620 |
| 25 | MIT | 82,128 | 83 | Iowa | 64,511 |
| 26 | Chicago | 81,455 | 84 | Washington | 64,290 |
| 27 | California, Irvine | 81,434 | 85 | Kent State | 64,037 |
| 28 | California, Los Angeles | 80,293 | 86 | Hawaii | 63,966 |
| 29 | Connecticut | 78,895 | 87 | Alabama | 63,744 |
| 30 | Colorado State | 78,577 | 88 | Houston | 63,674 |
| 31 | Western | 77,742 | 89 | Virginia Tech | 63,559 |
| 32 | Cornell | 77,461 | 90 | Texas Tech | 63,507 |
| 33 | SUNY Buffalo | 77,398 | 91 | Washington State | 63,493 |
| 34 | Columbia | 77,127 | 92 | Rice | 63,227 |
| 35 | Massachusetts | 77,017 | 93 | SUNY Albany | 63,059 |
| 36 | Montreal | 76,481 | 94 | Kentucky | 62,330 |
| 37 | North Carolina State | 75,950 | 95 | Boston University | 62,291 |
| 38 | California, Santa Barbara | 75,707 | 96 | Wisconsin | 62,156 |
| 39 | McGill | 75,608 | 97 | Texas A\&M | 62,004 |
| 40 | Pittsburgh | 75,230 | 98 | Rochester | 61,591 |
| 41 | Boston College | 74,973 | 99 | Ohio State | 61,296 |
| 42 | Notre Dame | 74,554 | 100 | Case Western Reserve | 61,266 |
| 43 | Georgetown | 74,325 | 101 | Wayne State | 61,243 |
| 44 | Dartmouth | 73,721 | 102 | Louisville | 61,103 |
| 45 | Pennsylvania State | 73,684 | 103 | Texas. | 61,037 |
| 46 | Johns Hopkins | 73,593 | 104 | Washington U.-St. Louis | 60,765 |
| 47 | Michigan | 72,852 | 105 | Southern Illinois | 60,101 |
| 48 | Laval | 72,753 | 106 | Missouri | 59,838 |
| 49 | Illinois, Urbana | 72,662 | 107 | Oklahoma State | 59,620 |
| 50 | Virginia | 72,647 | 108 | Ohio University | 59,300 |
| 51 | Northwestern | 72,609 | 109 | Oregon | 58,957 |
| 52 | McMaster | 72,564 | 110 | Auburn | 58,837 |
| 53 | Tennessee | 72,366 | 111 | Georgia | 58,395 |
| 54 | Pennsylvania | 71,885 | 112 | Florida State | 58,071 |
| 55 | Maryland | 71,736 | 113 | South Carolina | 57,334 |
| 56 | Howard | 71,712 | 114 | Oklahoma | 56,048 |
| 57 | Michigan State | 71,508 | 115 | Louisiana State | 51,271 |
| 58 | Brown | 71,401 |  |  |  |

Reprinted from ARL Annual Salary Survey 2012-2013. 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 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 |  |  |  |

[^9]Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries Summary of Rankings, FYs 2010-2011 to 2013-2014

| Institution | Average Salaries |  |  |  | Median Salaries |  |  |  | Beginning Salaries |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| FY | 2011 | 2012 | 2013 | 2014 | 2011 | 2012 | 2013 | 2014 | 2011 | 2012 | 2013 | 2014 |
| Alabama | 104 | 86 | 87 | 94 | 102 | 82 | 91 | 102 | 79 | 86 | 90 | 80 |
| Alberta | 2 | 5 | 5 | 3 | 2 | 5 | 4 | 4 | 8 | 7 | 6 | 6 |
| Arizona | 72 | 63 | 72 | 52 | 80 | 76 | 82 | 48 | 16 | 16 | 19 | 10 |
| Arizona State | 77 | 82 | 78 | 72 | 52 | 64 | 61 | 54 | 73 | 81 | 85 | 93 |
| Auburn | 107 | 110 | 110 | 104 | 108 | 109 | 108 | 103 | 57 | 66 | 63 | 23 |
| Boston University | 100 | 94 | 95 | 96 | 93 | 79 | 80 | 81 | 115 | 115 | 54 | 53 |
| Boston College | 41 | 35 | 41 | 35 | 34 | 32 | 36 | 34 | 72 | 71 | 79 | 78 |
| Brigham Young | 63 | 60 | 59 | 57 | 45 | 43 | 46 | 47 | 11 | 17 | 15 | 13 |
| British Columbia | 12 | 8 | 10 | 10 | 9 | 10 | 10 | 11 | 9 | 8 | 10 | 15 |
| Brown | 67 | 64 | 58 | 58 | 65 | 67 | 59 | 64 | 92 | 9 | 11 | 16 |
| Calgary | 4 | 3 | 3 | 4 | 6 | 4 | 3 | 6 | 6 | 4 | 5 | 2 |
| California, Berkeley | 10 | 13 | 15 | 14 | 10 | 12 | 14 | 14 | 42 | 47 | 47 | 62 |
| California, Davis | 13 | 12 | 11 | 8 | 7 | 6 | 8 | 7 | 42 | 52 | 47 | 62 |
| California, Irvine | 22 | 23 | 27 | 26 | 20 | 18 | 16 | 14 | 47 | 52 | 47 | 62 |
| California, Los Angeles | 19 | 21 | 28 | 28 | 20 | 22 | 22 | 24 | 42 | 52 | 47 | 62 |
| California, Riverside | 18 | 20 | 20 | 18 | 15 | 16 | 22 | 14 | 34 | 41 | 36 | 44 |
| California, San Diego | 24 | 28 | 22 | 20 | 20 | 23 | 18 | 18 | 42 | 52 | 47 | 62 |
| California, Santa Barbara | 31 | 38 | 38 | 30 | 23 | 39 | 38 | 23 | 42 | 52 | 47 | 62 |
| Case Western Reserve | 103 | 96 | 100 | 111 | 99 | 100 | 99 | 91 | 111 | 112 | 114 | 113 |
| Chicago | 26 | 26 | 26 | 25 | 26 | 28 | 31 | 29 | 20 | 18 | 4 | 11 |
| Cincinnati | 57 | 65 | 61 | 61 | 43 | 56 | 49 | 51 | 79 | 81 | 90 | 99 |
| Colorado | 78 | 81 | 71 | 67 | 71 | 72 | 69 | 66 | 59 | 37 | 40 | 51 |
| Colorado State | 61 | 39 | 30 | 38 | 56 | 31 | 28 | 30 | 4 | 9 | 11 | 16 |
| Columbia | 33 | 32 | 34 | 29 | 50 | 46 | 47 | 40 | 12 | 15 | 9 | 9 |
| Connecticut | 15 | 22 | 29 | 34 | 14 | 19 | 24 | 22 | 21 | 27 | 31 | 37 |
| Cornell | 32 | 33 | 32 | 39 | 42 | 38 | 42 | 44 | 28 | 34 | 29 | 31 |
| Dartmouth | 42 | 44 | 44 | 46 | 40 | 41 | 39 | 42 | 50 | 60 | 64 | 76 |
| Delaware | 27 | 25 | 24 | 27 | 27 | 29 | 19 | 32 | 70 | 68 | 70 | 79 |
| Duke | 69 | 66 | 70 | 68 | 75 | 66 | 66 | 69 | 51 | 61 | 55 | 70 |
| Emory | 48 | 55 | 63 | 64 | 61 | 69 | 71 | 72 | 30 | 46 | 43 | 56 |
| Florida | 89 | 90 | 82 | 84 | 85 | 91 | 83 | 78 | 79 | 70 | 84 | 87 |
| Florida State | 110 | 111 | 112 | 97 | 109 | 111 | 111 | 101 | 79 | 86 | 72 | 99 |
| George Washington | 25 | 27 | 18 | 24 | 28 | 36 | 34 | 36 | 35 | 49 | 55 | 70 |
| Georgetown | 45 | 48 | 43 | 51 | 60 | 62 | 60 | 70 | 51 | 61 | 72 | 29 |
| Georgia | 111 | 112 | 111 | 114 | 112 | 114 | 114 | 114 | 105 | 108 | 110 | 110 |
| Georgia Tech | 82 | 97 | 79 | 73 | 86 | 83 | 75 | 65 | 59 | 57 | 64 | 37 |
| Guelph | 17 | 15 | 12 | 11 | 16 | 15 | 11 | 10 | 2 | 2 | 2 | 3 |
| Harvard | 20 | 16 | 17 | 22 | 29 | 20 | 27 | 33 | 7 | 3 | 23 | 27 |
| Hawaii | 86 | 79 | 86 | 89 | 57 | 57 | 84 | 86 | 111 | 113 | 30 | 36 |

Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries Summary of Rankings, FYs 2010-2011 to 2013-2014

| Institution | Average Salaries |  |  |  | Median Salaries |  |  |  | Beginning Salaries |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| FY | 2011 | 2012 | 2013 | 2014 | 2011 | 2012 | 2013 | 2014 | 2011 | 2012 | 2013 | 2014 |
| Houston | 90 | 84 | 88 | 82 | 103 | 99 | 104 | 97 | 59 | 42 | 72 | 37 |
| Howard | 109 | 107 | 56 | 71 | 111 | 110 | 41 | 74 | 113 | 42 | 37 | 34 |
| Illinois, Chicago | 84 | 69 | 75 | 70 | 89 | 73 | 77 | 67 | 35 | 49 | 55 | 93 |
| Illinois, Urbana | 47 | 47 | 49 | 47 | 51 | 49 | 58 | 58 | 21 | 23 | 11 | 16 |
| Indiana | 81 | 76 | 80 | 78 | 78 | 80 | 86 | 88 | 93 | 95 | 98 | 103 |
| Iowa | 79 | 70 | 83 | 100 | 87 | 78 | 87 | 92 | 86 | 81 | 85 | 93 |
| Iowa State | 71 | 72 | 74 | 86 | 63 | 60 | 70 | 98 | 59 | 69 | 64 | 45 |
| Johns Hopkins | 51 | 53 | 46 | 54 | 49 | 55 | 54 | 60 | 15 | 21 | 21 | 25 |
| Kansas | 88 | 99 | 65 | 56 | 92 | 96 | 57 | 43 | 73 | 27 | 99 | 45 |
| Kent State | 66 | 74 | 85 | 87 | 59 | 68 | 85 | 73 | 3 | 6 | 69 | 50 |
| Kentucky | 95 | 89 | 94 | 92 | 76 | 71 | 79 | 79 | 86 | 91 | 85 | 115 |
| Laval | 62 | 56 | 48 | 49 | 32 | 34 | 29 | 25 | 39 | 33 | 22 | 26 |
| Louisiana State | 115 | 115 | 115 | 115 | 115 | 115 | 115 | 115 | 105 | 96 | 99 | 93 |
| Louisville | 101 | 93 | 102 | 106 | 107 | 103 | 101 | 108 | 110 | 108 | 110 | 105 |
| McGill | 37 | 40 | 39 | 37 | 55 | 53 | 51 | 53 | 33 | 29 | 34 | 43 |
| McMaster | 54 | 42 | 52 | 55 | 69 | 52 | 63 | 62 | 49 | 40 | 42 | 55 |
| Manitoba | 5 | 4 | 6 | 5 | 4 | 3 | 5 | 8 | 41 | 30 | 25 | 21 |
| Maryland | 46 | 46 | 55 | 65 | 35 | 40 | 56 | 57 | 94 | 96 | 90 | 89 |
| Massachusetts | 34 | 41 | 35 | 31 | 24 | 25 | 26 | 26 | 78 | 78 | 71 | 75 |
| MIT | 23 | 29 | 25 | 21 | 25 | 24 | 20 | 21 | 12 | 18 | 16 | 22 |
| Miami | 49 | 68 | 66 | 69 | 53 | 63 | 65 | 82 | 51 | 61 | 43 | 45 |
| Michigan | 38 | 45 | 47 | 63 | 46 | 44 | 62 | 59 | 79 | 80 | 55 | 56 |
| Michigan State | 40 | 50 | 57 | 42 | 38 | 45 | 48 | 45 | 32 | 42 | 31 | 37 |
| Minnesota | 58 | 62 | 67 | 53 | 47 | 48 | 50 | 41 | 73 | 73 | 64 | 70 |
| Missouri | 99 | 108 | 106 | 110 | 94 | 104 | 100 | 104 | 94 | 96 | 99 | 105 |
| Montreal | 43 | 31 | 36 | 33 | 48 | 37 | 37 | 35 | 71 | 67 | 80 | 54 |
| Nebraska | 76 | 71 | 68 | 74 | 91 | 87 | 67 | 75 | 21 | 24 | 26 | 32 |
| New Mexico | 39 | 54 | 64 | 48 | 37 | 54 | 72 | 61 | 94 | 96 | 99 | 105 |
| New York University | 21 | 18 | 19 | 16 | 30 | 30 | 32 | 27 | 4 | 9 | 7 | 7 |
| North Carolina | 74 | 77 | 73 | 76 | 68 | 77 | 73 | 76 | 59 | 73 | 72 | 80 |
| North Carolina State | 35 | 43 | 37 | 41 | 53 | 58 | 40 | 52 | 12 | 18 | 16 | 24 |
| Northwestern | 59 | 67 | 51 | 50 | 64 | 70 | 44 | 39 | 59 | 73 | 55 | 37 |
| Notre Dame | 36 | 36 | 42 | 43 | 36 | 35 | 35 | 38 | 59 | 73 | 55 | 56 |
| Ohio University | 112 | 109 | 108 | 107 | 113 | 112 | 113 | 113 | 85 | 85 | 83 | 68 |
| Ohio State | 106 | 104 | 99 | 109 | 106 | 108 | 102 | 111 | 48 | 57 | 55 | 56 |
| Oklahoma | 113 | 113 | 114 | 113 | 105 | 106 | 107 | 110 | 79 | 86 | 90 | 89 |
| Oklahoma State | 108 | 106 | 107 | 103 | 110 | 107 | 109 | 106 | 105 | 94 | 97 | 102 |
| Oregon | 91 | 88 | 109 | 108 | 88 | 89 | 110 | 112 | 94 | 96 | 99 | 93 |
| Ottawa | 8 | 10 | 14 | 13 | 8 | 11 | 13 | 13 | 31 | 26 | 33 | 5 |

Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries Summary of Rankings, FYs 2010-2011 to 2013-2014

| InStitution | Average Salaries |  |  |  | Median Salaries |  |  |  | Beginning Salaries |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| FY | 2011 | 2012 | 2013 | 2014 | 2011 | 2012 | 2013 | 2014 | 2011 | 2012 | 2013 | 2014 |
| Pennsylvania | 65 | 61 | 54 | 62 | 62 | 59 | 55 | 56 | 86 | 86 | 72 | 80 |
| Pennsylvania State | 50 | 59 | 45 | 44 | 44 | 51 | 45 | 46 | 69 | 79 | 90 | 56 |
| Pittsburgh | 52 | 51 | 40 | 36 | 66 | 61 | 53 | 49 | 114 | 114 | 115 | 114 |
| Princeton | 14 | 14 | 13 | 12 | 18 | 17 | 17 | 17 | 1 | 1 | 1 | 1 |
| Purdue | 68 | 37 | 69 | 59 | 72 | 47 | 64 | 63 | 35 | 31 | 28 | 28 |
| Queen's | 3 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 19 | 14 | 18 | 14 |
| Rice | 73 | 73 | 92 | 93 | 73 | 81 | 95 | 96 | 103 | 106 | 107 | 104 |
| Rochester | 98 | 103 | 98 | 105 | 96 | 101 | 92 | 95 | 102 | 96 | 99 | 68 |
| Rutgers | 6 | 9 | 8 | 9 | 5 | 7 | 9 | 9 | 17 | 25 | 27 | 33 |
| Saskatchewan | 11 | 6 | 4 | 6 | 12 | 8 | 6 | 3 | 10 | 5 | 3 | 4 |
| South Carolina | 114 | 114 | 113 | 112 | 114 | 113 | 112 | 109 | 105 | 108 | 110 | 110 |
| Southern California | 29 | 24 | 23 | 23 | 33 | 33 | 33 | 31 | 26 | 38 | 37 | 45 |
| Southern Illinois | 102 | 105 | 105 | 101 | 95 | 95 | 98 | 99 | 59 | 73 | 82 | 37 |
| SUNY Albany | 80 | 92 | 93 | 98 | 67 | 84 | 76 | 85 | 101 | 105 | 109 | 109 |
| SUNY Buffalo | 30 | 30 | 33 | 40 | 31 | 26 | 30 | 37 | 35 | 49 | 55 | 70 |
| SUNY Stony Brook | 7 | 11 | 9 | 15 | 13 | 14 | 15 | 19 | 73 | 61 | 72 | 80 |
| Syracuse | 60 | 58 | 62 | 66 | 70 | 65 | 68 | 68 | 105 | 108 | 110 | 110 |
| Temple | 53 | 57 | 60 | 45 | 74 | 75 | 78 | 50 | 58 | 72 | 81 | 88 |
| Tennessee | 55 | 52 | 53 | 60 | 39 | 42 | 43 | 55 | 59 | 42 | 43 | 56 |
| Texas | 64 | 78 | 103 | 102 | 79 | 96 | 106 | 107 | 51 | 57 | 43 | 77 |
| Texas A\&M | 75 | 85 | 97 | 80 | 81 | 94 | 105 | 100 | 26 | 38 | 35 | 34 |
| Texas Tech | 105 | 101 | 90 | 90 | 104 | 98 | 81 | 84 | 51 | 34 | 37 | 45 |
| Toronto | 9 | 7 | 7 | 7 | 11 | 9 | 7 | 5 | 24 | 12 | 8 | 8 |
| Tulane | 87 | 75 | 77 | 81 | 77 | 74 | 74 | 80 | 94 | 96 | 90 | 89 |
| Utah | 93 | 83 | 81 | 83 | 101 | 90 | 90 | 89 | 51 | 61 | 64 | 70 |
| Vanderbilt | 97 | 87 | 76 | 79 | 97 | 92 | 88 | 90 | 86 | 90 | 89 | 98 |
| Virginia | 44 | 49 | 50 | 75 | 58 | 50 | 52 | 71 | 59 | 48 | 53 | 29 |
| Virginia Tech | 85 | 91 | 89 | 99 | 83 | 85 | 93 | 105 | 94 | 96 | 99 | 89 |
| Washington | 70 | 80 | 84 | 77 | 82 | 88 | 94 | 83 | 77 | 84 | 88 | 80 |
| Washington State | 83 | 95 | 91 | 95 | 84 | 86 | 89 | 94 | 104 | 107 | 108 | 105 |
| Washington U.-St. Louis | 94 | 100 | 104 | 88 | 98 | 105 | 103 | 93 | 94 | 96 | 99 | 99 |
| Waterloo | 28 | 19 | 16 | 17 | 19 | 13 | 12 | 12 | 25 | 22 | 20 | 20 |
| Wayne State | 96 | 98 | 101 | 91 | 100 | 93 | 97 | 77 | 86 | 91 | 72 | 80 |
| Western Ontario | 56 | 34 | 31 | 32 | 41 | 27 | 25 | 28 | 29 | 13 | 14 | 12 |
| Wisconsin | 92 | 102 | 96 | 85 | 90 | 102 | 96 | 87 | 91 | 93 | 96 | 80 |
| Yale | 16 | 17 | 21 | 19 | 17 | 21 | 21 | 20 | 18 | 31 | 23 | 16 |
| York | 1 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 40 | 36 | 41 | 52 |

Excludes medical and law libraries.

Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2013-2014

| Salary Intervals | DIR. | Assoc. DIR. | Asst. <br> Dir. | Branch <br> Head | Admin. Spec. | Digital <br> Spec. | Func. Spec. | Subj. Spec. | Dept. <br> Head | Other Prof. |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| More than 300,000 | 8 |  |  |  |  |  |  |  |  |  |
| 250,000-299,999 | 14 | 2 |  |  |  |  |  |  |  |  |
| 200,000-250,000 | 51 | 10 | 1 | 3 |  |  |  |  | 1 |  |
| 175,000-199,999 | 23 | 9 | 6 | 2 | 1 |  |  |  | 1 |  |
| 150,000-174,999 | 13 | 32 | 12 | 4 | 1 |  | 1 | 2 | 13 | 1 |
| 140,000-149,999 | 1 | 36 | 4 | 7 | 3 | 1 |  | 2 | 19 | 2 |
| 130,000-139,999 | 1 | 57 | 11 | 9 | 5 | 8 | 4 | 15 | 27 | 4 |
| 120,000-129,999 | 1 | 48 | 13 | 15 | 8 | 7 | 5 | 17 | 43 | 10 |
| 110,000 - 119,999 | 1 | 55 | 23 | 23 | 13 | 15 | 14 | 29 | 77 | 34 |
| 100,000-109,999 |  | 34 | 32 | 35 | 24 | 37 | 28 | 54 | 110 | 34 |
| 95,000-99,999 |  | 13 | 10 | 22 | 23 | 36 | 21 | 41 | 91 | 39 |
| 90,000 - 94,999 |  | 11 | 13 | 32 | 25 | 45 | 27 | 52 | 103 | 63 |
| 85,000-89,999 |  | 8 | 8 | 23 | 29 | 83 | 22 | 64 | 131 | 58 |
| 80,000-84,999 |  | 3 | 5 | 42 | 31 | 78 | 45 | 98 | 138 | 84 |
| 78,000-79,999 |  |  | 3 | 16 | 22 | 42 | 23 | 55 | 55 | 43 |
| 76,000 - 77,999 |  |  | 1 | 17 | 17 | 38 | 25 | 50 | 49 | 50 |
| 74,000-75,999 |  |  | 1 | 19 | 16 | 49 | 26 | 56 | 56 | 86 |
| 72,000-73,999 |  |  | 2 | 17 | 21 | 39 | 32 | 71 | 43 | 65 |
| 70,000 - 71,999 |  | 1 | 1 | 13 | 27 | 59 | 40 | 76 | 59 | 98 |
| 68,000-69,999 |  |  | 2 | 15 | 10 | 55 | 30 | 63 | 41 | 68 |
| 66,000-67,999 |  | 2 |  | 13 | 17 | 56 | 51 | 77 | 38 | 78 |
| 64,000-65,999 |  | 2 | 1 | 9 | 16 | 47 | 38 | 76 | 48 | 78 |
| 62,000-63,999 |  | 1 |  | 4 | 21 | 63 | 50 | 83 | 34 | 112 |
| 60,000-61,999 |  |  | 3 | 8 | 8 | 62 | 62 | 87 | 40 | 99 |
| 58,000 - 59,999 |  |  |  | 6 | 19 | 49 | 58 | 104 | 21 | 100 |
| 56,000-57,999 |  |  | 1 | 5 | 17 | 50 | 59 | 79 | 21 | 94 |
| $54,000-55,999$ |  |  |  | 5 | 18 | 48 | 56 | 75 | 15 | 95 |
| $52,000-53,999$ |  |  |  | 2 | 19 | 57 | 64 | 69 | 19 | 102 |
| 50,000 - 51,999 |  |  |  | 6 | 17 | 52 | 76 | 75 | 12 | 77 |
| 48,000 - 49,999 |  |  |  | 3 | 12 | 33 | 42 | 48 | 13 | 80 |
| 46,000-47,999 |  |  |  | 2 | 9 | 28 | 56 | 33 | 7 | 71 |
| 44,000 - 45,999 |  |  |  |  | 6 | 21 | 28 | 23 | 6 | 48 |
| 42,000-43,999 |  |  |  |  | 7 | 12 | 25 | 5 | 5 | 34 |
| 40,000 - 41,999 |  |  |  | 2 | 10 | 7 | 18 | 9 | 3 | 15 |
| 38,000 - 39,999 |  |  |  |  | 5 | 6 | 11 | 4 | 2 | 21 |
| 36,000-37,999 |  |  |  |  | 1 | 3 | 3 |  |  | 9 |
| 34,000-35,999 |  |  |  |  | 1 |  | 2 |  | 3 | 8 |
| less than 34,000 |  |  |  |  | 4 | 6 | 5 | 1 | 2 | 10 |
| Total | 113 | 324 | 153 | 379 | 483 | 1192 | 1047 | 1593 | 1346 | 1870 |

Excludes medical and law libraries.

Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2013-2014, Part 1: Women

| Salary Intervals | Dir. | Assoc. Dir. | $\begin{gathered} \text { Asst. } \\ \text { Dir. } \end{gathered}$ | Branch Head | Admin. Spec. | Digital <br> Spec. | Func. Spec. | Subj. Spec. | Dept. <br> Head | Other <br> Prof. |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| More than 300,000 | 5 |  |  |  |  |  |  |  |  |  |
| 250,000-299,999 | 7 | 1 |  |  |  |  |  |  |  |  |
| 200,000-250,000 | 34 | 5 |  | 2 |  |  |  |  |  |  |
| 175,000-199,999 | 10 | 4 | 3 |  | 1 |  |  |  |  |  |
| 150,000-174,999 | 8 | 20 | 6 | 2 |  |  | 1 | 1 | 5 | 1 |
| 140,000-149,999 | 1 | 27 | 1 | 5 | 2 | 1 |  | 2 | 11 | 1 |
| 130,000-139,999 | 1 | 36 | 8 | 6 | 5 | 2 |  | 8 | 13 | 3 |
| 120,000-129,999 |  | 20 | 7 | 9 | 5 | 2 | 3 | 5 | 27 | 6 |
| 110,000 - 119,999 | 1 | 27 | 13 | 16 | 11 | 6 | 8 | 16 | 48 | 25 |
| 100,000-109,999 |  | 23 | 19 | 23 | 14 | 12 | 13 | 33 | 67 | 23 |
| 95,000-99,999 |  | 8 | 6 | 16 | 14 | 9 | 15 | 28 | 57 | 31 |
| 90,000-94,999 |  | 7 | 5 | 22 | 17 | 21 | 11 | 26 | 62 | 47 |
| 85,000-89,999 |  | 5 | 6 | 17 | 18 | 27 | 15 | 36 | 83 | 41 |
| 80,000-84,999 |  | 2 | 5 | 30 | 23 | 28 | 27 | 65 | 77 | 58 |
| 78,000-79,999 |  |  | 2 | 12 | 16 | 17 | 11 | 32 | 36 | 33 |
| 76,000-77,999 |  |  |  | 13 | 12 | 14 | 18 | 28 | 36 | 38 |
| 74,000-75,999 |  |  | 1 | 8 | 12 | 18 | 20 | 39 | 30 | 65 |
| 72,000-73,999 |  |  | 2 | 12 | 16 | 19 | 20 | 50 | 27 | 38 |
| 70,000-71,999 |  | 1 | 1 | 9 | 17 | 24 | 24 | 44 | 34 | 77 |
| 68,000-69,999 |  |  |  | 11 | 7 | 22 | 21 | 43 | 30 | 47 |
| 66,000-67,999 |  | 2 |  | 11 | 13 | 23 | 35 | 49 | 25 | 57 |
| 64,000-65,999 |  | 1 | 1 | 4 | 12 | 22 | 23 | 49 | 26 | 58 |
| 62,000-63,999 |  | 1 |  | 2 | 12 | 26 | 36 | 53 | 20 | 74 |
| 60,000-61,999 |  |  | 3 | 5 | 8 | 25 | 36 | 58 | 32 | 75 |
| 58,000-59,999 |  |  |  | 5 | 15 | 19 | 35 | 74 | 11 | 71 |
| 56,000-57,999 |  |  |  | 4 | 12 | 24 | 33 | 57 | 11 | 67 |
| 54,000-55,999 |  |  |  | 3 | 14 | 24 | 37 | 50 | 13 | 66 |
| $52,000-53,999$ |  |  |  | 2 | 11 | 20 | 33 | 47 | 16 | 75 |
| 50,000-51,999 |  |  |  | 5 | 14 | 19 | 51 | 55 | 7 | 55 |
| 48,000 - 49,999 |  |  |  | 2 | 7 | 17 | 26 | 36 | 7 | 60 |
| 46,000-47,999 |  |  |  | 2 | 6 | 9 | 40 | 25 | 5 | 48 |
| 44,000-45,999 |  |  |  |  | 4 | 11 | 19 | 21 | 4 | 30 |
| 42,000 - 43,999 |  |  |  |  | 6 | 5 | 16 | 4 | 4 | 24 |
| 40,000-41,999 |  |  |  | 2 | 7 | 2 | 14 | 6 | 2 | 14 |
| 38,000-39,999 |  |  |  |  | 4 | 5 | 7 | 3 | 1 | 10 |
| 36,000-37,999 |  |  |  |  | 1 | 2 | 2 |  |  | 6 |
| $34,000-35,999$ |  |  |  |  |  |  | 1 |  | 1 | 6 |
| less than 34,000 |  |  |  |  | 4 | 5 | 3 |  |  | 8 |
| Total | 67 | 190 | 89 | 260 | 340 | 480 | 654 | 1043 | 828 | 1338 |

Excludes medical and law libraries.
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Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2013-2014, Part 2: Men

| Salary Intervals | DIR. | Assoc. DIR. | Asst. <br> Dir. | Branch Head | Admin. Spec. | Digital <br> Spec. | Func. Spec. | Subj. Spec. | Dept. <br> Head | Other <br> Prof. |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| More than 300,000 | 3 |  |  |  |  |  |  |  |  |  |
| 250,000-299,999 | 7 | 1 |  |  |  |  |  |  |  |  |
| 200,000-250,000 | 17 | 5 | 1 | 1 |  |  |  |  | 1 |  |
| 175,000-199,999 | 13 | 5 | 3 | 2 |  |  |  |  | 1 |  |
| 150,000-174,999 | 5 | 12 | 6 | 2 | 1 |  |  | 1 | 8 |  |
| 140,000-149,999 |  | 9 | 3 | 2 | 1 |  |  |  | 8 | 1 |
| 130,000-139,999 |  | 21 | 3 | 3 |  | 6 | 4 | 7 | 14 | 1 |
| 120,000-129,999 | 1 | 28 | 6 | 6 | 3 | 5 | 2 | 12 | 16 | 4 |
| 110,000-119,999 |  | 28 | 10 | 7 | 2 | 9 | 6 | 13 | 29 | 9 |
| 100,000-109,999 |  | 11 | 13 | 12 | 10 | 25 | 15 | 21 | 43 | 11 |
| 95,000-99,999 |  | 5 | 4 | 6 | 9 | 27 | 6 | 13 | 34 | 8 |
| 90,000-94,999 |  | 4 | 8 | 10 | 8 | 24 | 16 | 26 | 41 | 16 |
| 85,000-89,999 |  | 3 | 2 | 6 | 11 | 56 | 7 | 28 | 48 | 17 |
| 80,000 - 84,999 |  | 1 |  | 12 | 8 | 50 | 18 | 33 | 61 | 26 |
| 78,000-79,999 |  |  | 1 | 4 | 6 | 25 | 12 | 23 | 19 | 10 |
| 76,000-77,999 |  |  | 1 | 4 | 5 | 24 | 7 | 22 | 13 | 12 |
| 74,000-75,999 |  |  |  | 11 | 4 | 31 | 6 | 17 | 26 | 21 |
| 72,000-73,999 |  |  |  | 5 | 5 | 20 | 12 | 21 | 16 | 27 |
| 70,000-71,999 |  |  |  | 4 | 10 | 35 | 16 | 32 | 25 | 21 |
| 68,000-69,999 |  |  | 2 | 4 | 3 | 33 | 9 | 20 | 11 | 21 |
| 66,000-67,999 |  |  |  | 2 | 4 | 33 | 16 | 28 | 13 | 21 |
| 64,000-65,999 |  | 1 |  | 5 | 4 | 25 | 15 | 27 | 22 | 20 |
| 62,000-63,999 |  |  |  | 2 | 9 | 37 | 14 | 30 | 14 | 38 |
| 60,000 - 61,999 |  |  |  | 3 |  | 37 | 26 | 29 | 8 | 24 |
| 58,000-59,999 |  |  |  | 1 | 4 | 30 | 23 | 30 | 10 | 29 |
| 56,000-57,999 |  |  | 1 | 1 | 5 | 26 | 26 | 22 | 10 | 27 |
| 54,000-55,999 |  |  |  | 2 | 4 | 24 | 19 | 25 | 2 | 29 |
| 52,000-53,999 |  |  |  |  | 8 | 37 | 31 | 22 | 3 | 27 |
| 50,000-51,999 |  |  |  | 1 | 3 | 33 | 25 | 20 | 5 | 22 |
| 48,000-49,999 |  |  |  | 1 | 5 | 16 | 16 | 12 | 6 | 20 |
| 46,000-47,999 |  |  |  |  | 3 | 19 | 16 | 8 | 2 | 23 |
| $44,000-45,999$ |  |  |  |  | 2 | 10 | 9 | 2 | 2 | 18 |
| 42,000-43,999 |  |  |  |  | 1 | 7 | 9 | 1 | 1 | 10 |
| 40,000 - 41,999 |  |  |  |  | 3 | 5 | 4 | 3 | 1 | 1 |
| 38,000-39,999 |  |  |  |  | 1 | 1 | 4 | 1 | 1 | 11 |
| $36,000-37,999$ |  |  |  |  |  | 1 | 1 |  |  | 3 |
| $34,000-35,999$ |  |  |  |  | 1 |  | 1 |  | 2 | 2 |
| less than 34,000 |  |  |  |  |  | 1 | 2 | 1 | 2 | 2 |
| Total | 46 | 134 | 64 | 119 | 143 | 712 | 393 | 550 | 518 | 532 |

Excludes medical and law libraries.

Table 17: Average Salaries of ARL University Librarians by Position and Years of Experience, FY 2013-2014, 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 |  | . |  |  | $\ddagger$ | 2 | $\ddagger$ | 2 | 232,954 | 4 |
| Associate Director | $\ddagger$ | 4 | $\ddagger$ | 2 | 103,703 | 14 | 110,734 | 28 | 122,868 | 48 |
| Assistant Director | 144,982 | 7 | 115,072 | 4 | 92,664 | 14 | 93,776 | 17 | 113,400 | 15 |
| Head, Branch | 71,863 | 10 | 68,776 | 18 | 78,655 | 38 | 86,051 | 54 | 86,266 | 44 |
| Administrative Specialist | 65,296 | 45 | 61,487 | 69 | 69,663 | 67 | 70,922 | 62 | 77,592 | 52 |
| Digital Specialist | 57,955 | 164 | 62,568 | 221 | 67,654 | 186 | 73,081 | 212 | 75,250 | 146 |
| Functional Specialist | 52,058 | 149 | 57,646 | 214 | 59,069 | 171 | 65,336 | 141 | 68,972 | 91 |
| Subject Specialist | 54,745 | 148 | 59,088 | 228 | 63,954 | 251 | 70,776 | 204 | 74,489 | 164 |
| Dept. Head, Acquisitions | $\ddagger$ | 2 | 71,805 | 9 | 70,196 | 9 | 81,059 | 22 | 73,628 | 13 |
| Dept. Head, Research/ Reference/Information or Learning Commons | $\ddagger$ | 1 | 64,518 | 7 | 77,849 | 18 | 85,491 | 23 | 79,525 | 19 |
| Dept. Head, Cataloging | $\ddagger$ | 3 | $\ddagger$ | 9 | 71,848 | 15 | 72,215 | 20 | 76,896 | 17 |
| Dept. Head, Circulation | 63,906 | 11 | 65,095 | 12 | 67,976 | 16 | 74,883 | 21 | 79,570 | 5 |
| Dept. Head, Rare Books/ <br> Manuscripts/Special <br> Collections |  | . | 75,292 | 8 | 88,552 | 7 | 80,330 | 13 | 81,016 | 14 |
| Dept. Head, Library Technology | $\ddagger$ | 3 | 84,158 | 8 | 88,808 | 17 | 90,172 | 17 | 87,022 | 17 |
| Dept. Head, Other | 67,020 | 19 | 73,450 | 52 | 75,921 | 74 | 78,180 | 101 | 81,131 | 70 |
| Public Services | 56,032 | 36 | 57,845 | 49 | 62,368 | 34 | 68,207 | 26 | 72,274 | 15 |
| Technical Services | 42,265 | 16 | 52,297 | 35 | 58,336 | 12 | 68,799 | 15 | 65,717 | 11 |
| Research/Reference/ <br> Instruction | 53,342 | 137 | 60,895 | 159 | 63,839 | 112 | 69,772 | 106 | 68,874 | 83 |
| Cataloger/Metadata <br> Analysts | 52,155 | 50 | 57,666 | 83 | 63,775 | 94 | 65,308 | 94 | 66,977 | 66 |
| All Positions: | 57,025 | 805 | 61,207 | 1,187 | 67,310 | 1,151 | 73,672 | 1,178 | 78,580 | 894 |

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.
$\ddagger$ 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 2013-2014, 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 | 209,458 | 9 | 198,310 | 5 | 216,285 | 15 | 220,124 | 24 | 226,237 | 52 |
| Associate Director | 122,214 | 38 | 134,394 | 47 | 135,684 | 36 | 129,741 | 46 | 140,660 | 61 |
| Assistant Director | 109,667 | 16 | 118,177 | 15 | 115,849 | 23 | 117,852 | 29 | 127,179 | 13 |
| Head, Branch | 86,668 | 40 | 89,489 | 44 | 100,160 | 51 | 90,828 | 39 | 104,696 | 41 |
| Administrative Specialist | 80,942 | 52 | 75,966 | 54 | 83,906 | 35 | 83,937 | 25 | 95,611 | 22 |
| Digital Specialist | 76,457 | 82 | 78,361 | 85 | 87,647 | 45 | 83,222 | 29 | 83,528 | 22 |
| Functional Specialist | 74,535 | 78 | 72,984 | 71 | 78,929 | 50 | 81,673 | 39 | 83,716 | 43 |
| Subject Specialist | 73,717 | 150 | 79,102 | 129 | 79,625 | 97 | 82,099 | 98 | 85,733 | 124 |
| Dept. Head, Acquisitions | 82,614 | 11 | 78,366 | 15 | 89,025 | 14 | 78,350 | 16 | キ | 5 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 88,165 | 13 | 85,511 | 18 | 94,049 | 15 | 100,751 | 6 | $\ddagger$ | 6 |
| Dept. Head, Cataloging | 87,458 | 24 | 88,534 | 23 | 86,470 | 21 | 91,436 | 15 | 96,014 | 13 |
| Dept. Head, Circulation | 84,068 | 9 | 81,240 | 14 | 78,590 | 14 | 101,374 | 5 | 85,463 | 14 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | 93,563 | 11 | 99,504 | 17 | 105,462 | 14 | 105,135 | 8 | 112,486 | 12 |
| Dept. Head, Library Technology | 107,894 | 20 | 104,809 | 9 | 94,202 | 10 | 116,885 | 10 | $\ddagger$ | 2 |
| Dept. Head, Other | 89,774 | 67 | 91,644 | 63 | 98,200 | 50 | 93,827 | 41 | 101,690 | 69 |
| Public Services | 77,720 | 12 | 69,112 | 10 | 61,653 | 7 | 80,617 | 12 | 78,776 | 6 |
| Technical Services | 68,356 | 9 | 67,955 | 9 | 65,173 | 8 | 67,254 | 8 | 79,576 | 6 |
| Research/Reference/ Instruction | 73,445 | 64 | 79,629 | 62 | 77,225 | 47 | 78,681 | 35 | 80,647 | 67 |
| Cataloger/Metadata Analysts | 67,249 | 56 | 70,578 | 62 | 75,020 | 51 | 75,522 | 50 | 75,707 | 56 |
| All Positions: | 83,084 | 761 | 85,212 | 752 | 92,475 | 603 | 96,416 | 535 | 105,956 | 634 |

[^10]Table 18: Number and Average Salaries of ARL University Librarians by Position and Sex, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 220,407 | 67 | 219,034 | 46 | 219,848 | 113 |
| Associate Director | 128,625 | 190 | 129,357 | 134 | 128,928 | 324 |
| Assistant Director | 110,151 | 89 | 117,611 | 64 | 113,271 | 153 |
| Head, Branch | 87,618 | 260 | 92,054 | 119 | 89,011 | 379 |
| Administrative Specialist | 73,534 | 340 | 75,025 | 143 | 73,975 | 483 |
| Digital Specialist | 68,536 | 480 | 71,100 | 712 | 70,068 | 1,192 |
| Functional Specialist | 63,535 | 654 | 65,797 | 393 | 64,384 | 1,047 |
| Subject Specialist | 68,782 | 1,043 | 73,098 | 550 | 70,272 | 1,593 |
| Dept. Head, Acquisitions | 80,234 | 79 | 77,551 | 37 | 79,378 | 116 |
| Dept. Head, Research/Reference/ | 84,799 | 87 | 85,893 | 39 | 85,138 | 126 |
| Information or Learning |  |  |  |  |  |  |
| Commons |  |  |  |  |  |  |
| Dept. Head, Cataloging | 83,155 | 116 | 80,318 | 44 | 82,375 | 160 |
| Dept. Head, Circulation | 78,157 | 77 | 73,218 | 44 | 76,361 | 121 |
| Dept. Head, Rare Books/ | 93,467 | 51 | 94,755 | 53 | 94,124 | 104 |
| Manuscripts/Special Collections |  |  |  |  |  |  |
| Dept. Head, Library Technology | 94,998 | 34 | 97,834 | 79 | 96,981 | 113 |
| Dept. Head, Other | 84,765 | 384 | 86,931 | 222 | 85,558 | 606 |
| Public Services | 64,077 | 137 | 64,949 | 70 | 64,372 | 207 |
| Technical Services | 60,825 | 93 | 57,457 | 36 | 59,885 | 129 |
| Research/Reference/Instruction | 67,818 | 644 | 65,799 | 228 | 67,290 | 872 |
| Cataloger/Metadata Analysts | 65,897 | 464 | 67,452 | 198 | 66,362 | 662 |
| All Positions: | 75,930 | 5,289 | 78,886 | 3,211 | 77,046 | 8,500 |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 220,407 | 67 | 219,034 | 46 | 219,848 | 113 |
| Associate Director | 128,625 | 190 | 129,357 | 134 | 128,928 | 324 |
| Assistant Director | 110,151 | 89 | 117,611 | 64 | 113,271 | 153 |
| Head, Branch | 87,618 | 260 | 92,054 | 119 | 89,011 | 379 |
| Dept. Head, Acquisitions | 80,234 | 79 | 77,551 | 37 | 79,378 | 116 |
| Dept. Head, Cataloging | 83,155 | 116 | 80,318 | 44 | 82,375 | 160 |
| Dept. Head, Circulation | 78,157 | 77 | 73,218 | 44 | 76,361 | 121 |
| Dept. Head, Library Technology | 94,998 | 34 | 97,834 | 79 | 96,981 | 113 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 93,467 | 51 | 94,755 | 53 | 94,124 | 104 |
| Dept. Head, Research / Reference/Info or Learning Commons | 84,799 | 87 | 85,893 | 39 | 85,138 | 126 |
| Dept. Head, Other | 84,765 | 384 | 86,931 | 222 | 85,558 | 606 |
| Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin. | 69,599 | 134 | 73,275 | 46 | 70,538 | 180 |
| Business Manager | 75,775 | 101 | 76,629 | 69 | 76,121 | 170 |
| Human Resources | 74,898 | 77 | 72,478 | 12 | 74,571 | 89 |
| Development/Advancement | 80,528 | 28 | 75,047 | 16 | 78,535 | 44 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 64,888 | 56 | 69,693 | 38 | 66,830 | 94 |
| IT, Systems | 72,732 | 118 | 70,196 | 254 | 71,001 | 372 |
| IT, Web Developer | 64,312 | 69 | 68,765 | 100 | 66,947 | 169 |
| IT, Programer | 71,763 | 64 | 74,093 | 230 | 73,586 | 294 |
| Scholarly Communications | 73,873 | 39 | 74,928 | 21 | 74,242 | 60 |
| Digital Acquisitions | 66,272 | 68 | 67,191 | 21 | 66,489 | 89 |
| Digital Collections Curation | 64,596 | 66 | 67,558 | 48 | 65,843 | 114 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 64,108 | 117 | 65,738 | 64 | 64,684 | 181 |
| Archivists | 62,658 | 346 | 67,064 | 212 | 64,332 | 558 |
| Assessment, Management Info Systems, Planning | 71,858 | 42 | 67,569 | 18 | 70,571 | 60 |
| Media Specialists | 60,922 | 41 | 57,861 | 57 | 59,142 | 98 |
| Preservation, including digital collections | 63,477 | 108 | 69,501 | 42 | 65,163 | 150 |
| Subject Specialist (no subgroup) | 69,455 | 554 | 73,993 | 285 | 70,997 | 839 |
| Subject Specialist in Humanities/Fine Arts | 69,416 | 120 | 74,792 | 73 | 71,449 | 193 |
| Subject Specialist in Sciences \& Technology | 66,101 | 138 | 68,166 | 64 | 66,755 | 202 |
| Subject Specialist in Social/Behavior Science | 66,063 | 125 | 72,744 | 62 | 68,278 | 187 |
| Subject Specialist in Area Studies | 71,237 | 106 | 72,476 | 66 | 71,712 | 172 |

Table 19: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary |  | No. | Salary | No. | Salary |
| No. |  |  |  |  |  |  |
| Catalogers/Metadata analysts | 65,897 | 464 | 67,452 | 198 | 66,362 | 662 |
| Research/Reference/Instruction | 67,818 | 644 | 65,799 | 228 | 67,290 | 872 |
| Public Services | 64,077 | 137 | 64,949 | 70 | 64,372 | 207 |
| Technical Services | 60,825 | 93 | 57,457 | 36 | 59,885 | 129 |
| All Positions: | 75,930 | 5,289 | 78,886 | 3,211 | 77,046 | 8,500 |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 33.0 | 67 | 34.2 | 46 | 33.5 | 113 |
| Associate Director | 26.5 | 190 | 24.9 | 134 | 25.8 | 324 |
| Assistant Director | 23.1 | 89 | 23.5 | 64 | 23.3 | 153 |
| Head, Branch | 21.9 | 260 | 22.8 | 119 | 22.2 | 379 |
| Administrative Specialist | 17.3 | 340 | 15.3 | 143 | 16.7 | 483 |
| Digital Specialist | 13.9 | 480 | 12.7 | 712 | 13.2 | 1,192 |
| Functional Specialist | 12.9 | 654 | 15.4 | 393 | 13.9 | 1,047 |
| Subject Specialist | 16.2 | 1,043 | 18.2 | 550 | 16.9 | 1,593 |
| Dept. Head, Acquisitions | 21.9 | 79 | 18.8 | 37 | 20.9 | 116 |
| Dept. Head, Research/Reference/ | 19.5 | 87 | 20.2 | 39 | 19.7 | 126 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 22.5 | 116 | 20.5 | 44 | 22.0 | 160 |
| Dept. Head, Cataloging | 20.1 | 77 | 17.1 | 44 | 19.0 | 121 |
| Dept. Head, Circulation | 22.5 | 51 | 22.2 | 53 | 22.3 | 104 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 19.5 | 34 | 18.1 | 79 | 18.5 | 113 |
| Dept. Head, Library Technology | 20.6 | 384 | 19.5 | 222 | 20.2 | 606 |
| Dept. Head, Other | 12.9 | 137 | 12.5 | 70 | 12.8 | 207 |
| Public Services | 14.6 | 93 | 14.5 | 36 | 14.5 | 129 |
| Technical Services | 15.3 | 644 | 14.7 | 228 | 15.1 | 872 |
| Research/Reference/Instruction | 18.1 | 464 | 18.7 | 198 | 18.2 | 662 |
| Cataloger/Metadata Analysts | $\mathbf{1 7 . 3}$ | $\mathbf{5 , 2 8 9}$ | $\mathbf{1 7 . 1}$ | $\mathbf{3 , 2 1 1}$ | $\mathbf{1 7 . 2}$ | $\mathbf{8 , 5 0 0}$ |
| All Positions: |  |  |  |  |  |  |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 33.0 | 67 | 34.2 | 46 | 33.5 | 113 |
| Associate Director | 26.5 | 190 | 24.9 | 134 | 25.8 | 324 |
| Assistant Director | 23.1 | 89 | 23.5 | 64 | 23.3 | 153 |
| Head, Branch | 21.9 | 260 | 22.8 | 119 | 22.2 | 379 |
| Dept. Head, Acquisitions | 21.9 | 79 | 18.8 | 37 | 20.9 | 116 |
| Dept. Head, Cataloging | 22.5 | 116 | 20.5 | 44 | 22.0 | 160 |
| Dept. Head, Circulation | 20.1 | 77 | 17.1 | 44 | 19.0 | 121 |
| Dept. Head, Library Technology | 19.5 | 34 | 18.1 | 79 | 18.5 | 113 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 22.5 | 51 | 22.2 | 53 | 22.3 | 104 |
| Dept. Head, Research/Reference / Info or Learning Commons | 19.5 | 87 | 20.2 | 39 | 19.7 | 126 |
| Dept. Head, Other | 20.6 | 384 | 19.5 | 222 | 20.2 | 606 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ Communication/IP Permissions, Other Admin. | 16.2 | 134 | 17.6 | 46 | 16.6 | 180 |
| Business Manager | 18.5 | 101 | 15.4 | 69 | 17.2 | 170 |
| Human Resources | 18.9 | 77 | 12.6 | 12 | 18.0 | 89 |
| Development/Advancement | 13.7 | 28 | 10.4 | 16 | 12.5 | 44 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 9.4 | 56 | 10.7 | 38 | 9.9 | 94 |
| IT, Systems | 17.7 | 118 | 14.1 | 254 | 15.2 | 372 |
| IT, Web Developer | 12.6 | 69 | 10.4 | 100 | 11.3 | 169 |
| IT, Programer | 16.5 | 64 | 13.2 | 230 | 14.0 | 294 |
| Scholarly Communications | 15.5 | 39 | 9.8 | 21 | 13.5 | 60 |
| Digital Acquisitions | 13.1 | 68 | 10.8 | 21 | 12.5 | 89 |
| Digital Collections Curation | 9.5 | 66 | 10.8 | 48 | 10.0 | 114 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 12.2 | 117 | 13.5 | 64 | 12.7 | 181 |
| Archivists | 12.6 | 346 | 16.3 | 212 | 14.0 | 558 |
| Assessment, Management Info Systems, Planning | 13.9 | 42 | 14.6 | 18 | 14.1 | 60 |
| Media Specialists | 14.4 | 41 | 15.1 | 57 | 14.8 | 98 |
| Preservation, including digital collections | 13.9 | 108 | 14.3 | 42 | 14.0 | 150 |
| Subject Specialist (no subgroup) | 16.6 | 554 | 18.4 | 285 | 17.2 | 839 |
| Subject Specialist in Humanities / Fine Arts | 15.6 | 120 | 19.2 | 73 | 17.0 | 193 |
| Subject Specialist in Sciences \& Technology | 15.4 | 138 | 16.2 | 64 | 15.7 | 202 |
| Subject Specialist in Social/Behavior Science | 16.0 | 125 | 20.0 | 62 | 17.4 | 187 |
| Subject Specialist in Area Studies | 16.5 | 106 | 16.7 | 66 | 16.6 | 172 |

Table 21: Number and Average Years of Experience of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
|  |  |  | Noars | No. | Years | No. |
| Position | 18.1 | 464 | 18.7 | 198 | 18.2 | 662 |
| Catalogers/Metadata analysts | 15.3 | 644 | 14.7 | 228 | 15.1 | 872 |
| Research/Reference/Instruction | 12.9 | 137 | 12.5 | 70 | 12.8 | 207 |
| Public Services | 14.6 | 93 | 14.5 | 36 | 14.5 | 129 |
| Technical Services | $\mathbf{1 7 . 3}$ | $\mathbf{5 , 2 8 9}$ | $\mathbf{1 7 . 1}$ | $\mathbf{3 , 2 1 1}$ | $\mathbf{1 7 . 2}$ | $\mathbf{8 , 5 0 0}$ |
| All Positions: |  |  |  |  |  |  |

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 2013-2014

|  | Women |  | Men |  | Total |  | \% of |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | Salary | No. | Salary | No. | Salary | No. | Total |
| 0-3 years | 55,584 | 518 | 59,626 | 287 | 57,025 | 805 | $9 \%$ |
| $4-7$ years | 60,650 | 760 | 62,196 | 427 | 61,207 | 1,187 | $14 \%$ |
| $8-11$ years | 66,681 | 697 | 68,275 | 454 | 67,310 | 1,151 | $14 \%$ |
| $12-15$ years | 72,699 | 705 | 75,121 | 473 | 73,672 | 1,178 | $14 \%$ |
| $16-19$ years | 77,383 | 534 | 80,354 | 360 | 78,580 | 894 | $11 \%$ |
| $20-23$ years | 81,843 | 468 | 85,067 | 293 | 83,084 | 761 | $9 \%$ |
| $24-27$ years | 83,866 | 471 | 87,468 | 281 | 85,212 | 752 | $9 \%$ |
| $28-31$ years | 90,877 | 384 | 95,279 | 219 | 92,475 | 603 | $7 \%$ |
| 32-35 years | 95,249 | 342 | 98,484 | 193 | 96,416 | 535 | $6 \%$ |
| over 35 years | 103,361 | 410 | 110,705 | 224 | 105,956 | 634 | $7 \%$ |
| All Positions: | 75,930 | 5,289 | 78,886 | 3,211 | 77,046 | 8,500 | $\mathbf{1 0 0} \%$ |

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 2013-2014

|  | Canadian (16) |  | Private (31) |  | Public (68) |  | Total (115) |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director | 191,618 | 16 | 259,260 | 30 | 208,942 | 67 | 219,848 | 113 |
| Associate Director | 132,497 | 40 | 140,114 | 98 | 122,266 | 186 | 128,928 | 324 |
| Assistant Director | 109,058 | 16 | 116,653 | 81 | 109,584 | 56 | 113,271 | 153 |
| Head, Branch | 114,145 | 54 | 93,831 | 111 | 80,169 | 214 | 89,011 | 379 |
| Administrative Specialist | 79,117 | 54 | 77,080 | 171 | 70,841 | 258 | 73,975 | 483 |
| Digital Specialist | 82,922 | 115 | 73,249 | 418 | 65,807 | 659 | 70,068 | 1,192 |
| Functional Specialist | 82,527 | 73 | 66,433 | 399 | 60,658 | 575 | 64,384 | 1,047 |
| Subject Specialist | 86,767 | 200 | 71,004 | 499 | 66,173 | 894 | 70,272 | 1,593 |
| Dept. Head, Acquisitions | 101,504 | 13 | 76,957 | 36 | 76,386 | 67 | 79,378 | 116 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 101,265 | 12 | 87,606 | 47 | 80,518 | 67 | 85,138 | 126 |
| Dept. Head, Cataloging | 105,654 | 16 | 80,873 | 67 | 78,844 | 77 | 82,375 | 160 |
| Dept. Head, Circulation | 93,003 | 14 | 74,184 | 39 | 74,183 | 68 | 76,361 | 121 |
| Dept. Head, Rare Books/Manuscripts/ Special Collections | 112,299 | 11 | 98,382 | 34 | 88,281 | 59 | 94,124 | 104 |
| Dept. Head, Library Technology | 100,771 | 9 | 101,309 | 40 | 93,742 | 64 | 96,981 | 113 |
| Dept. Head, Other | 102,251 | 85 | 85,833 | 184 | 81,198 | 337 | 85,558 | 606 |
| Public Services | 83,327 | 39 | 64,674 | 69 | 56,694 | 99 | 64,372 | 207 |
| Technical Services | 78,025 | 10 | 71,287 | 36 | 52,755 | 83 | 59,885 | 129 |
| Research/Reference/ <br> Instruction | 86,740 | 152 | 65,377 | 237 | 62,107 | 483 | 67,290 | 872 |
| Cataloger/Metadata Analysts | 83,617 | 52 | 67,228 | 293 | 62,731 | 317 | 66,362 | 662 |
| All Positions: | 93,154 | 981 | 78,823 | 2,889 | 72,525 | 4,630 | 77,046 | 8,500 |

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 2013-2014

|  | Canadian (16) |  | Private (31) |  | Public (68) |  | Total (115) |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. | Years | No. |
| Director | 30.8 | 16 | 32.2 | 30 | 34.7 | 67 | 33.5 | 113 |
| Associate Director | 23.1 | 40 | 27.5 | 98 | 25.6 | 186 | 25.8 | 324 |
| Assistant Director | 21.4 | 16 | 24.6 | 81 | 21.9 | 56 | 23.3 | 153 |
| Head, Branch | 21.0 | 54 | 22.6 | 111 | 22.3 | 214 | 22.2 | 379 |
| Administrative Specialist | 14.0 | 54 | 16.3 | 171 | 17.6 | 258 | 16.7 | 483 |
| Digital Specialist | 12.7 | 115 | 13.2 | 418 | 13.2 | 659 | 13.2 | 1,192 |
| Functional Specialist | 15.6 | 73 | 13.8 | 399 | 13.6 | 575 | 13.9 | 1,047 |
| Subject Specialist | 14.9 | 200 | 18.1 | 499 | 16.7 | 894 | 16.9 | 1,593 |
| Dept. Head, Acquisitions | 18.9 | 13 | 19.3 | 36 | 22.2 | 67 | 20.9 | 116 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 16.5 | 12 | 20.9 | 47 | 19.4 | 67 | 19.7 | 126 |
| Dept. Head, Cataloging | 25.4 | 16 | 20.1 | 67 | 22.9 | 77 | 22.0 | 160 |
| Dept. Head, Circulation | 19.7 | 14 | 17.2 | 39 | 20.0 | 68 | 19.0 | 121 |
| Dept. Head, Rare Books/Manuscripts/ Special Collections | 20.1 | 11 | 22.6 | 34 | 22.6 | 59 | 22.3 | 104 |
| Dept. Head, Library Technology | 22.1 | 9 | 16.8 | 40 | 19.1 | 64 | 18.5 | 113 |
| Dept. Head, Other | 20.5 | 85 | 19.9 | 184 | 20.2 | 337 | 20.2 | 606 |
| Public Services | 9.0 | 39 | 14.1 | 69 | 13.3 | 99 | 12.8 | 207 |
| Technical Services | 11.0 | 10 | 18.1 | 36 | 13.4 | 83 | 14.5 | 129 |
| Research/Reference/ Instruction | 13.9 | 152 | 15.5 | 237 | 15.3 | 483 | 15.1 | 872 |
| Cataloger/Metadata Analysts | 14.4 | 52 | 18.3 | 293 | 18.8 | 317 | 18.2 | 662 |
| All Positions: | 16.2 | 981 | 17.5 | 2,889 | 17.3 | 4,630 | 17.2 | 8,500 |

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 2013-2014

|  | Staff Over 110 <br> $(18)^{+}$ |  | Staff 75-110 <br> (18) |  | Staff 50-74 <br> (44) |  | Staff 13-49 <br> (35) ${ }^{\ddagger}$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director | 260,441 | 13 | 246,662 | 23 | 208,590 | 43 | 200,425 | 34 |
| Associate Director | 143,246 | 51 | 134,547 | 90 | 123,154 | 114 | 120,554 | 69 |
| Assistant Director | 132,261 | 39 | 108,116 | 41 | 106,298 | 56 | 105,111 | 17 |
| Head, Branch | 93,455 | 129 | 92,607 | 74 | 83,160 | 125 | 86,894 | 51 |
| Administrative Specialist | 79,080 | 134 | 75,156 | 123 | 69,752 | 133 | 71,098 | 93 |
| Digital Specialist | 72,914 | 314 | 71,519 | 339 | 67,154 | 399 | 68,473 | 140 |
| Functional Specialist | 66,927 | 330 | 66,218 | 268 | 61,064 | 314 | 62,245 | 135 |
| Subject Specialist | 71,810 | 382 | 73,016 | 340 | 68,654 | 618 | 68,214 | 253 |
| Dept. Head, Acquisitions | 82,436 | 15 | 83,419 | 27 | 77,242 | 46 | 77,354 | 28 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 89,311 | 36 | 82,328 | 21 | 83,026 | 40 | 84,904 | 29 |
| Dept. Head, Cataloging | 85,859 | 46 | 79,074 | 38 | 80,964 | 46 | 83,377 | 30 |
| Dept. Head, Circulation | 85,004 | 28 | 79,820 | 24 | 72,002 | 45 | 70,993 | 24 |
| Dept. Head, Rare Books/Manuscripts/ Special Collections | 103,076 | 18 | 97,784 | 21 | 90,872 | 37 | 89,920 | 28 |
| Dept. Head, Library Technology | 95,226 | 27 | 107,585 | 20 | 94,658 | 42 | 94,182 | 24 |
| Dept. Head, Other | 89,349 | 135 | 91,214 | 163 | 79,928 | 216 | 83,191 | 92 |
| Public Services | 63,603 | 72 | 61,402 | 42 | 68,895 | 71 | 57,958 | 22 |
| Technical Services | 59,662 | 52 | 58,839 | 30 | 57,732 | 34 | 68,827 | 13 |
| Research/Reference/ <br> Instruction | 68,806 | 238 | 64,516 | 247 | 66,382 | 201 | 70,015 | 186 |
| Cataloger/Metadata Analysts | 70,189 | 243 | 64,587 | 162 | 63,329 | 168 | 64,871 | 89 |
| All Positions: | 77,888 | 2,302 | 78,283 | 2,093 | 75,076 | 2,748 | 77,702 | 1,357 |

[^11]Table 26: Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 2013-2014

|  | $\begin{gathered} \text { Staff } \text { Over } 110_{(18)^{+}} \end{gathered}$ |  | Staff 75-110 <br> (18) |  | Staff 50-74 <br> (44) |  | Staff 13-49 <br> (35) ${ }^{\ddagger}$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. | Years | No. |
| Director | 32.8 | 13 | 35.0 | 23 | 32.6 | 43 | 33.8 | 34 |
| Associate Director | 23.7 | 51 | 26.4 | 90 | 25.7 | 114 | 27.1 | 69 |
| Assistant Director | 23.6 | 39 | 26.1 | 41 | 21.3 | 56 | 22.0 | 17 |
| Head, Branch | 22.8 | 129 | 20.8 | 74 | 22.6 | 125 | 21.9 | 51 |
| Administrative Specialist | 15.4 | 134 | 17.3 | 123 | 16.7 | 133 | 17.8 | 93 |
| Digital Specialist | 13.4 | 314 | 12.8 | 339 | 13.0 | 399 | 13.8 | 140 |
| Functional Specialist | 14.3 | 330 | 13.8 | 268 | 13.3 | 314 | 14.3 | 135 |
| Subject Specialist | 16.7 | 382 | 17.1 | 340 | 17.2 | 618 | 16.4 | 253 |
| Dept. Head, Acquisitions | 21.8 | 15 | 20.3 | 27 | 22.0 | 46 | 19.2 | 28 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 20.1 | 36 | 19.5 | 21 | 19.1 | 40 | 20.0 | 29 |
| Dept. Head, Cataloging | 20.1 | 46 | 22.5 | 38 | 22.9 | 46 | 22.7 | 30 |
| Dept. Head, Circulation | 19.8 | 28 | 18.4 | 24 | 17.5 | 45 | 21.7 | 24 |
| Dept. Head, Rare Books/Manuscripts/ Special Collections | 21.6 | 18 | 23.4 | 21 | 21.1 | 37 | 23.6 | 28 |
| Dept. Head, Library Technology | 18.4 | 27 | 21.2 | 20 | 17.7 | 42 | 17.9 | 24 |
| Dept. Head, Other | 20.3 | 135 | 22.0 | 163 | 18.8 | 216 | 19.9 | 92 |
| Public Services | 12.2 | 72 | 15.1 | 42 | 12.8 | 71 | 10.0 | 22 |
| Technical Services | 14.3 | 52 | 10.4 | 30 | 17.1 | 34 | 18.4 | 13 |
| Research/Reference/ <br> Instruction | 13.3 | 238 | 15.4 | 247 | 16.6 | 201 | 15.5 | 186 |
| Cataloger/Metadata Analysts | 18.5 | 243 | 18.6 | 162 | 18.5 | 168 | 16.6 | 89 |
| All Positions: | 16.6 | 2,302 | 17.3 | 2,093 | 17.3 | 2,748 | 17.9 | 1,357 |

Excludes medical and law libraries.
( ) Indicates the number of ARL libraries in each category.
t 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 19992000, over 110.
$\neq$ No ARL library has fewer than 15 professional staff members.

Table 27: Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2013-2014, Part 1

|  | New England <br> (9) |  | $\begin{gathered} \text { Middle } \\ \text { Atlantic (14) } \end{gathered}$ |  | East North Central (17) |  | West North Central (7) |  | South <br> Atlantic (18) |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director | 246,556 | 9 | 253,570 | 14 | 220,651 | 16 | 201,519 | 7 | 229,290 | 17 |
| Associate Director | 139,382 | 23 | 141,353 | 43 | 127,884 | 48 | 118,280 | 17 | 131,091 | 61 |
| Assistant Director | 127,756 | 16 | 121,904 | 40 | 102,125 | 17 | $\ddagger$ | 8 | 111,537 | 15 |
| Head, Branch | 100,354 | 51 | 89,324 | 60 | 82,194 | 65 | 77,383 | 19 | 80,082 | 43 |
| Administrative Specialist | 83,456 | 65 | 75,075 | 61 | 67,448 | 74 | 68,551 | 28 | 72,650 | 67 |
| Digital Specialist | 76,765 | 154 | 74,378 | 161 | 63,815 | 201 | 66,402 | 52 | 67,428 | 179 |
| Functional Specialist | 70,612 | 140 | 67,927 | 160 | 60,567 | 159 | 59,757 | 45 | 59,199 | 198 |
| Subject Specialist | 75,083 | 195 | 74,659 | 229 | 67,298 | 250 | 60,873 | 87 | 61,171 | 194 |
| Dept. Head, Acquisitions | 95,185 | 9 | 78,386 | 10 | 72,049 | 19 | 73,687 | 6 | 73,448 | 23 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 93,895 | 22 | 88,315 | 8 | 82,401 | 15 | 73,976 | 7 | 81,012 | 21 |
| Dept. Head, Cataloging | 95,232 | 24 | 78,550 | 21 | 77,326 | 25 | 76,738 | 7 | 72,058 | 28 |
| Dept. Head, Circulation | 82,563 | 17 | 83,521 | 13 | 74,935 | 22 | 66,615 | 7 | 68,794 | 19 |
| Dept. Head, Rare Books/Manuscripts/ Special Collections | 115,790 | 12 | 100,187 | 13 | 90,016 | 10 | 69,878 | 6 | 90,484 | 20 |
| Dept. Head, Library Technology | 106,727 | 10 | 101,948 | 14 | 93,127 | 23 | 81,358 | 4 | 99,031 | 20 |
| Dept. Head, Other | 95,318 | 47 | 89,010 | 92 | 82,435 | 95 | 77,284 | 32 | 78,035 | 82 |
| Public Services | 68,952 | 48 | 67,615 | 14 | 58,140 | 39 | $\ddagger$ | 3 | 55,153 | 19 |
| Technical Services | 74,410 | 26 | 53,400 | 18 | 54,029 | 30 | $\ddagger$ | 4 | 55,487 | 7 |
| Research / Reference/ Instruction | 74,958 | 80 | 63,852 | 139 | 60,643 | 110 | 60,277 | 46 | 58,541 | 141 |
| Cataloger/Metadata Analysts | 72,799 | 150 | 66,533 | 89 | 60,235 | 79 | 60,184 | 31 | 56,883 | 92 |
| All Positions: | 82,030 | 1,098 | 80,261 | 1,199 | 72,011 | 1,297 | 70,285 | 416 | 71,722 | 1,246 |

[^12]Table 27: Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2013-2014, Part 2

|  | East South <br> Central (6) |  | West South <br> Central (9) |  | Mountain (7) |  | Pacific (12) |  | Canada (16) |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. | Salary | No. | Salary | No. |
| Director | 198,010 | 6 | 221,151 | 9 | 188,020 | 7 | 222,868 | 12 | 191,618 | 16 |
| Associate Director | 110,996 | 18 | 102,149 | 29 | 124,712 | 11 | 138,556 | 34 | 132,497 | 40 |
| Assistant Director | $\ddagger$ | 2 | 100,438 | 9 | 113,491 | 10 | 111,496 | 20 | 109,058 | 16 |
| Head, Branch | 73,203 | 14 | 75,990 | 33 | 80,872 | 5 | 82,873 | 35 | 114,145 | 54 |
| Administrative Specialist | 66,854 | 16 | 65,802 | 35 | 78,620 | 27 | 74,641 | 56 | 79,117 | 54 |
| Digital Specialist | 56,711 | 53 | 61,065 | 88 | 71,073 | 71 | 71,297 | 118 | 82,922 | 115 |
| Functional Specialist | 54,865 | 39 | 52,387 | 88 | 65,360 | 47 | 69,070 | 98 | 82,527 | 73 |
| Subject Specialist | 60,935 | 54 | 58,070 | 101 | 64,601 | 91 | 72,031 | 192 | 86,767 | 200 |
| Dept. Head, Acquisitions | 72,233 | 8 | 72,751 | 9 | 80,762 | 8 | 78,975 | 11 | 101,504 | 13 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 76,911 | 5 | 71,082 | 15 | 84,216 | 9 | 89,676 | 12 | 101,265 | 12 |
| Dept. Head, Cataloging | 67,252 | 10 | 70,477 | 10 | 81,648 | 6 | 92,253 | 13 | 105,654 | 16 |
| Dept. Head, Circulation | $\ddagger$ | 3 | 65,626 | 11 | \# | 3 | 76,428 | 12 | 93,003 | 14 |
| Dept. Head, Rare Books/Manuscripts/ Special Collections | 79,660 | 7 | 83,534 | 9 | 85,432 | 8 | 92,460 | 8 | 112,299 | 11 |
| Dept. Head, Library Technology | 91,094 | 4 | 101,585 | 5 | 85,370 | 12 | 101,052 | 12 | 100,771 | 9 |
| Dept. Head, Other | 73,332 | 21 | 67,618 | 48 | 80,123 | 16 | 87,693 | 88 | 102,251 | 85 |
| Public Services | $\ddagger$ | 3 | 43,611 | 21 | 55,900 | 13 | 56,326 | 8 | 83,327 | 39 |
| Technical Services | 69,814 | 4 | 47,479 | 11 | $\ddagger$ | 2 | 52,215 | 17 | 78,025 | 10 |
| Research/Reference/ Instruction | 59,278 | 42 | 51,074 | 35 | 67,256 | 43 | 68,490 | 84 | 86,740 | 152 |
| Cataloger/Metadata Analysts | 56,916 | 20 | 56,222 | 47 | 65,027 | 36 | 72,170 | 66 | 83,617 | 52 |
| All Positions: | 67,820 | 329 | 65,314 | 613 | 74,268 | 425 | 79,568 | 896 | 93,154 | 981 |

Excludes medical and law libraries.
Canadian salaries are expressed in US dollars.
( ) Indicates number of ARL libraries included.
$\ddagger$ 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.

| Region | Number of <br> 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 2013-2014, 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 |  | . |  |  | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 3 |
| Associate Director | $\ddagger$ | 4 | $\ddagger$ | 2 | 96,132 | 11 | 109,326 | 23 | 123,597 | 42 |
| Assistant Director | $\ddagger$ | 6 | $\ddagger$ | 3 | 92,664 | 14 | 92,148 | 16 | 110,357 | 11 |
| Head, Branch | 68,488 | 9 | 59,254 | 15 | 73,370 | 29 | 79,393 | 45 | 82,858 | 39 |
| Administrative Specialist | 66,353 | 41 | 60,379 | 55 | 68,677 | 60 | 68,925 | 51 | 75,464 | 48 |
| Digital Specialist | 55,933 | 146 | 60,484 | 192 | 66,883 | 172 | 72,090 | 194 | 74,545 | 136 |
| Functional Specialist | 51,569 | 143 | 56,158 | 196 | 58,074 | 164 | 64,216 | 132 | 67,580 | 85 |
| Subject Specialist | 52,954 | 125 | 57,487 | 193 | 61,081 | 213 | 67,682 | 176 | 71,723 | 147 |
| Dept. Head, Acquisitions |  |  | 71,805 | 9 | 70,196 | 9 | 72,227 | 17 | 72,679 | 12 |
| Dept. Head, Research/ Reference/Information or Learning Commons | $\ddagger$ | 1 | 61,156 | 6 | 72,079 | 12 | 85,491 | 23 | 79,525 | 19 |
| Dept. Head, Cataloging | \# | 3 | $\ddagger$ | 9 | 72,071 | 14 | 72,215 | 20 | 76,903 | 16 |
| Dept. Head, Circulation | 59,118 | 10 | 62,931 | 9 | 67,937 | 15 | 74,762 | 20 | $\ddagger$ | 5 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections |  |  | 70,173 | 7 | 78,176 | 4 | 80,330 | 13 | 80,006 | 13 |
| Dept. Head, Library Technology | $\ddagger$ | 3 | 84,158 | 8 | 88,808 | 17 | 89,442 | 16 | 83,716 | 13 |
| Dept. Head, Other | 66,624 | 18 | 70,890 | 46 | 71,246 | 62 | 75,119 | 86 | 80,471 | 65 |
| Public Services | 47,686 | 23 | 52,646 | 39 | 57,833 | 29 | 61,358 | 20 | 70,821 | 14 |
| Technical Services | 40,007 | 14 | 51,256 | 34 | 56,315 | 10 | 64,817 | 12 | 65,717 | 11 |
| Research/Reference/ Instruction | 51,350 | 114 | 55,761 | 125 | 58,678 | 92 | 65,774 | 86 | 64,788 | 72 |
| Cataloger/Metadata Analysts | 48,795 | 40 | 55,889 | 78 | 61,273 | 85 | 63,188 | 84 | 66,427 | 63 |
| All Positions: | 55,414 | 700 | 58,859 | 1,026 | 64,766 | 1,014 | 71,207 | 1,035 | 76,611 | 814 |

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 2013-2014, 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 | 213,368 | 8 | 205,028 | 4 | 226,796 | 11 | 224,246 | 21 | 227,090 | 47 |
| Associate Director | 123,959 | 32 | 131,437 | 37 | 133,847 | 33 | 127,843 | 40 | 140,336 | 60 |
| Assistant Director | 110,281 | 14 | 125,197 | 11 | 117,042 | 22 | 117,485 | 27 | 127,179 | 13 |
| Head, Branch | 84,833 | 35 | 86,397 | 41 | 96,321 | 43 | 86,701 | 33 | 100,553 | 36 |
| Administrative Specialist | 79,719 | 49 | 75,211 | 49 | 83,875 | 32 | 85,032 | 24 | 92,101 | 20 |
| Digital Specialist | 74,447 | 76 | 77,252 | 78 | 84,577 | 38 | 80,191 | 26 | 83,985 | 19 |
| Functional Specialist | 72,091 | 70 | 70,777 | 65 | 77,610 | 43 | 81,004 | 35 | 83,893 | 41 |
| Subject Specialist | 70,928 | 134 | 75,343 | 117 | 76,175 | 90 | 79,922 | 88 | 83,652 | 110 |
| Dept. Head, Acquisitions | 77,923 | 10 | 78,366 | 15 | 84,622 | 12 | 78,029 | 15 | 92,422 | 4 |
| Dept. Head, Research/ Reference/Information or Learning Commons | 88,717 | 12 | 80,765 | 16 | 91,271 | 14 | $\ddagger$ | 5 | 100,598 | 6 |
| Dept. Head, Cataloging | 83,729 | 20 | 83,970 | 19 | 81,020 | 17 | 88,832 | 14 | 94,578 | 12 |
| Dept. Head, Circulation | 83,499 | 8 | 76,195 | 12 | 78,079 | 12 | $\ddagger$ | 3 | 85,148 | 13 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | 92,338 | 10 | 94,971 | 15 | 106,539 | 13 | 98,409 | 7 | 113,042 | 11 |
| Dept. Head, Library Technology | 108,536 | 19 | 107,362 | 8 | 94,202 | 10 | 117,566 | 9 | † | 1 |
| Dept. Head, Other | 87,060 | 58 | 88,852 | 50 | 95,066 | 39 | 92,261 | 36 | 99,466 | 61 |
| Public Services | 74,143 | 11 | 69,112 | 10 | 52,418 | 6 | 73,559 | 10 | 78,776 | 6 |
| Technical Services | 61,407 | 7 | 67,955 | 9 | 65,173 | 8 | 67,253 | 8 | 79,576 | 6 |
| Research/Reference/ Instruction | 67,634 | 53 | 73,477 | 47 | 72,827 | 43 | 76,421 | 30 | 77,349 | 58 |
| Cataloger/Metadata Analysts | 67,116 | 54 | 70,806 | 58 | 71,389 | 46 | 72,950 | 47 | 75,057 | 55 |
| All Positions: | 80,849 | 680 | 82,142 | 661 | 89,498 | 532 | 94,228 | 478 | 104,784 | 579 |

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 2013-2014, 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 |  | . |  | . | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Associate Director |  | . |  | . |  | . | 121,233 | 6 | 129,406 | 5 |
| Assistant Director |  | . |  | . |  | . | $\ddagger$ | 2 | $\ddagger$ | 1 |
| Head, Branch |  |  |  |  | $\ddagger$ | 1 | 71,166 | 8 | 72,284 | 12 |
| Administrative Specialist | 69,833 | 8 | 62,521 | 10 | 63,482 | 7 | 63,259 | 11 | 67,663 | 8 |
| Digital Specialist | 51,280 | 18 | 62,497 | 32 | 64,939 | 29 | 70,466 | 31 | 74,469 | 18 |
| Functional Specialist | 54,010 | 25 | 59,565 | 19 | 55,414 | 22 | 67,940 | 14 | 68,069 | 9 |
| Subject Specialist | 53,849 | 25 | 56,499 | 42 | 61,555 | 52 | 68,080 | 33 | 74,715 | 32 |
| Dept. Head, Acquisitions |  | . | 66,536 | 4 |  | . | $\ddagger$ | 3 | $\ddagger$ | 1 |
| Dept. Head, Research/ Reference/Information or Learning Commons |  | . |  | . | $\ddagger$ | 3 | $\ddagger$ | 2 | $\ddagger$ | 1 |
| Dept. Head, Cataloging |  |  | $\ddagger$ | 2 | $\ddagger$ | 3 | 73,213 | 6 | 74,428 | 5 |
| Dept. Head, Circulation |  |  | 57,075 | 4 | $\ddagger$ | 3 | $\ddagger$ | 1 |  |  |
| Dept. Head, Rare Books/ Manuscripts/Special Collections |  |  |  | . |  |  | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept. Head, Library Technology | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 3 | $\ddagger$ | 3 |  |  |
| Dept. Head, Other | $\ddagger$ | 1 | 74,982 | 6 | $\ddagger$ | 3 | 76,611 | 5 | 78,469 | 11 |
| Public Services | $\ddagger$ | 3 | 47,729 | 8 | $\ddagger$ | 3 | $\ddagger$ | 3 | $\ddagger$ | 2 |
| Technical Services | $\ddagger$ | 3 | 55,000 | 12 | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Research/Reference/ Instruction | 49,171 | 15 | 57,395 | 20 | 61,464 | 16 | 63,860 | 12 | 73,200 | 10 |
| Cataloger/Metadata Analysts | 50,425 | 7 | 56,122 | 20 | 61,589 | 22 | 62,933 | 14 | 65,819 | 8 |
| All Positions: | 53,898 | 106 | 58,932 | 181 | 62,825 | 170 | 72,788 | 157 | 77,143 | 127 |

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 2013－2014，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 | $\ddagger$ | 1 | $\ddagger$ | 1 | キ | 1 |  |  | $\ddagger$ | 3 |
| Associate Director | キ | 1 | キ | 2 |  |  | キ | 3 | 137，530 | 8 |
| Assistant Director | $\ddagger$ | 1 | キ | 3 | $\ddagger$ | 2 | キ | 2 |  |  |
| Head，Branch | $\ddagger$ | 3 | キ | 2 | 81，815 | 4 | $\ddagger$ | 2 | 99，184 | 4 |
| Administrative Specialist | 81，729 | 10 | 67，119 | 7 | 79，011 | 5 | \＃ | 4 | $\ddagger$ | 3 |
| Digital Specialist | 70，124 | 9 | 76，941 | 13 | 85，588 | 4 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Functional Specialist | 76，240 | 10 | 70，287 | 6 |  |  | $\ddagger$ | 4 | $\ddagger$ | 2 |
| Subject Specialist | 72，642 | 26 | 74，745 | 15 | 71，469 | 10 | 81，642 | 13 | 88，585 | 10 |
| Dept．Head，Acquisitions |  | ． |  |  |  |  | $\ddagger$ | 2 |  |  |
| Dept．Head，Research／ Reference／Information or Learning Commons | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 2 |  |  |
| Dept．Head，Cataloging | キ | 3 | $\ddagger$ | 2 | \＃ | 3 |  |  | $\ddagger$ | 2 |
| Dept．Head，Circulation |  | ． |  | ． | キ | 1 |  |  | $\ddagger$ | 2 |
| Dept．Head，Rare Books／ <br> Manuscripts／Special <br> Collections | $\ddagger$ | 2 |  | ． | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept．Head，Library Technology | $\ddagger$ | 3 |  |  | $\ddagger$ | 1 | $\ddagger$ | 1 |  |  |
| Dept．Head，Other | 87，294 | 13 | 106，112 | 10 | $\ddagger$ | 3 | \＃ | 3 | 101，662 | 9 |
| Public Services | キ | 1 | $\ddagger$ | 1 | キ | 1 |  |  | $\ddagger$ | 1 |
| Technical Services | $\ddagger$ | 1 |  |  |  |  |  |  | $\ddagger$ | 2 |
| Research／Reference／ <br> Instruction | 75，484 | 11 | $\ddagger$ | 3 | $\ddagger$ | 3 | $\ddagger$ | 1 | 76，888 | 7 |
| Cataloger／Metadata Analysts | 66，655 | 7 | 68，261 | 8 | 66，788 | 5 | 75，618 | 6 | 75，931 | 6 |
| All Positions： | 80，697 | 103 | 85，085 | 75 | 84，040 | 45 | 82，666 | 45 | 98，712 | 62 |

Years of experience reflect total professional experience．
Excludes Canadian libraries．
Excludes medical and law libraries．
${ }^{\ddagger}$ 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 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 225,935 | 57 | 222,466 | 40 | 224,504 | 97 |
| Associate Director | 127,754 | 168 | 129,396 | 116 | 128,425 | 284 |
| Assistant Director | 109,563 | 80 | 119,658 | 57 | 113,763 | 137 |
| Head, Branch | 81,920 | 213 | 90,379 | 112 | 84,835 | 325 |
| Administrative Specialist | 73,163 | 301 | 73,715 | 128 | 73,328 | 429 |
| Digital Specialist | 67,107 | 433 | 69,763 | 644 | 68,695 | 1,077 |
| Functional Specialist | 62,277 | 607 | 64,260 | 367 | 63,024 | 974 |
| Subject Specialist | 66,086 | 894 | 71,160 | 499 | 67,904 | 1,393 |
| Dept. Head, Acquisitions | 76,838 | 68 | 76,095 | 35 | 76,586 | 103 |
| Dept. Head, Research/Reference/ | 83,681 | 77 | 82,938 | 37 | 83,440 | 114 |
| Information or Learning |  |  |  |  |  |  |
| Commons |  |  |  |  |  | 144 |
| Dept. Head, Cataloging | 80,002 | 102 | 79,269 | 42 | 79,788 | 144 |
| Dept. Head, Circulation | 75,719 | 67 | 71,612 | 40 | 74,184 | 107 |
| Dept. Head, Rare Books/ | 90,688 | 46 | 93,233 | 47 | 91,974 | 93 |
| Manuscripts/Special Collections |  |  |  |  |  |  |
| Dept. Head, Library Technology | 94,147 | 31 | 97,716 | 73 | 96,653 | 104 |
| Dept. Head, Other | 81,288 | 325 | 85,400 | 196 | 82,835 | 521 |
| Public Services | 59,723 | 109 | 60,431 | 59 | 59,972 | 168 |
| Technical Services | 59,096 | 86 | 56,445 | 33 | 58,361 | 119 |
| Research/Reference/Instruction | 63,566 | 526 | 62,148 | 194 | 63,184 | 720 |
| Cataloger/Metadata Analysts | 64,484 | 425 | 65,827 | 185 | 64,891 | 610 |
| All Positions: | 73,534 | 4,615 | 77,186 | 2,904 | 74,945 | 7,519 |

Excludes Canadian libraries. See Table 42 for salaries of Canadian librarians expressed in Canadian dollars.
Excludes medical and law libraries.
$\ddagger$ 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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 228,100 | 5 | 210,406 | 4 | 220,236 | 9 |
| Associate Director | 124,602 | 15 | 140,291 | 10 | 130,878 | 25 |
| Assistant Director | 112,098 | 6 | 137,635 | 5 | 123,706 | 11 |
| Head, Branch | 75,183 | 25 | 82,315 | 11 | 77,362 | 36 |
| Administrative Specialist | 70,217 | 59 | 68,519 | 14 | 69,892 | 73 |
| Digital Specialist | 63,948 | 69 | 69,613 | 88 | 67,123 | 157 |
| Functional Specialist | 61,144 | 78 | 63,917 | 33 | 61,968 | 111 |
| Subject Specialist | 66,153 | 186 | 68,401 | 72 | 66,780 | 258 |
| Dept. Head, Acquisitions | $\ddagger$ | 8 | $\ddagger$ | 2 | 72,804 | 10 |
| Dept. Head, Research/Reference/ Information or Learning Commons | \# | 10 | $\ddagger$ | 2 | 83,797 | 12 |
| Dept. Head, Cataloging | 78,194 | 21 | 79,809 | 5 | 78,504 | 26 |
| Dept. Head, Circulation | 68,137 | 4 | 66,420 | 7 | 67,044 | 11 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | 84,300 | 7 |  |  | 84,300 | 7 |
| Dept. Head, Library Technology | 91,584 | 6 | 109,493 | 8 | 101,818 | 14 |
| Dept. Head, Other | 83,496 | 40 | 93,139 | 24 | 87,112 | 64 |
| Public Services | $\ddagger$ | 20 | $\ddagger$ | 3 | 55,455 | 23 |
| Technical Services | 56,112 | 17 | 58,521 | 6 | 56,740 | 23 |
| Research/Reference/Instruction | 63,304 | 75 | 66,384 | 23 | 64,027 | 98 |
| Cataloger/Metadata Analysts | 61,911 | 82 | 67,485 | 21 | 63,047 | 103 |
| All Positions: | 69,438 | 733 | 76,042 | 338 | 71,522 | 1,071 |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 225,935 | 57 | 222,466 | 40 | 224,504 | 97 |
| Associate Director | 127,754 | 168 | 129,396 | 116 | 128,425 | 284 |
| Assistant Director | 109,563 | 80 | 119,658 | 57 | 113,763 | 137 |
| Head, Branch | 81,920 | 213 | 90,379 | 112 | 84,835 | 325 |
| Dept. Head, Acquisitions | 76,838 | 68 | 76,095 | 35 | 76,586 | 103 |
| Dept. Head, Cataloging | 80,002 | 102 | 79,269 | 42 | 79,788 | 144 |
| Dept. Head, Circulation | 75,719 | 67 | 71,612 | 40 | 74,184 | 107 |
| Dept. Head, Library Technology | 94,147 | 31 | 97,716 | 73 | 96,653 | 104 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 90,688 | 46 | 93,233 | 47 | 91,974 | 93 |
| Dept. Head, Research / Reference / Info or Learning Commons | 83,681 | 77 | 82,938 | 37 | 83,440 | 114 |
| Dept. Head, Other | 81,288 | 325 | 85,400 | 196 | 82,835 | 521 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 68,964 | 119 | 73,275 | 46 | 70,166 | 165 |
| Business Manager | 75,290 | 87 | 74,274 | 57 | 74,888 | 144 |
| Human Resources | 74,455 | 69 | 71,108 | 10 | 74,032 | 79 |
| Development/Advancement | 81,837 | 26 | 74,675 | 15 | 79,217 | 41 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 61,743 | 51 | 67,439 | 34 | 64,021 | 85 |
| IT, Systems | 71,106 | 103 | 69,504 | 232 | 69,997 | 335 |
| IT, Web Developer | 63,245 | 66 | 67,448 | 89 | 65,658 | 155 |
| IT, Programer | 71,914 | 57 | 73,010 | 212 | 72,778 | 269 |
| Scholarly Communications | 71,556 | 33 | 73,618 | 20 | 72,334 | 53 |
| Digital Acquisitions | 65,441 | 64 | 57,991 | 17 | 63,877 | 81 |
| Digital Collections Curation | 63,761 | 59 | 64,257 | 40 | 63,961 | 99 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 62,877 | 101 | 63,144 | 54 | 62,970 | 155 |
| Archivists | 61,476 | 327 | 65,865 | 202 | 63,152 | 529 |
| Assessment, Management Info Systems, Planning | 68,409 | 36 | 67,745 | 17 | 68,196 | 53 |
| Media Specialists | 58,754 | 37 | 56,819 | 55 | 57,597 | 92 |
| Preservation, including digital collections | 63,322 | 106 | 66,466 | 39 | 64,167 | 145 |
| Subject Specialist (no subgroup) | 66,960 | 460 | 71,890 | 253 | 68,709 | 713 |
| Subject Specialist in Humanities/Fine Arts | 63,154 | 102 | 71,375 | 67 | 66,413 | 169 |
| Subject Specialist in Sciences \& Technology | 64,585 | 124 | 67,059 | 58 | 65,374 | 182 |
| Subject Specialist in Social / Behavior Science | 63,701 | 110 | 70,286 | 55 | 65,896 | 165 |
| Subject Specialist in Area Studies | 69,613 | 98 | 72,476 | 66 | 70,765 | 164 |

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Table 32: Number and Average Salaries of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Catalogers/Metadata analysts | 64,484 | 425 | 65,827 | 185 | 64,891 | 610 |
| Research/Reference/Instruction | 63,566 | 526 | 62,148 | 194 | 63,184 | 720 |
| Public Services | 59,723 | 109 | 60,431 | 59 | 59,972 | 168 |
| Technical Services | 59,096 | 86 | 56,445 | 33 | 58,361 | 119 |
| All Positions: | $\mathbf{7 3 , 5 3 4}$ | $\mathbf{4 , 6 1 5}$ | $\mathbf{7 7 , 1 8 6}$ | $\mathbf{2 , 9 0 4}$ | $\mathbf{7 4 , 9 4 5}$ | $\mathbf{7 , 5 1 9}$ |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 228,100 | 5 | 210,406 | 4 | 220,236 | 9 |
| Associate Director | 124,602 | 15 | 140,291 | 10 | 130,878 | 25 |
| Assistant Director | 112,098 | 6 | 137,635 | 5 | 123,706 | 11 |
| Head, Branch | 75,183 | 25 | 82,315 | 11 | 77,362 | 36 |
| Dept. Head, Acquisitions | $\ddagger$ | 8 | $\ddagger$ | 2 | 72,804 | 10 |
| Dept. Head, Cataloging | 78,194 | 21 | 79,809 | 5 | 78,504 | 26 |
| Dept. Head, Circulation | 68,137 | 4 | 66,420 | 7 | 67,044 | 11 |
| Dept. Head, Library Technology | 91,584 | 6 | 109,493 | 8 | 101,818 | 14 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 84,300 | 7 |  |  | 84,300 | 7 |
| Dept. Head, Research/Reference/Info or Learning Commons | $\ddagger$ | 10 | $\ddagger$ | 2 | 83,797 | 12 |
| Dept. Head, Other | 83,496 | 40 | 93,139 | 24 | 87,112 | 64 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ Communication/IP Permissions; Other Admin. | 72,414 | 14 | 65,097 | 4 | 70,788 | 18 |
| Business Manager | 68,634 | 24 | 63,322 | 8 | 67,306 | 32 |
| Human Resources | 71,272 | 20 |  | . | 71,272 | 20 |
| Development / Advancement | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 3 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | $\ddagger$ | 12 | $\ddagger$ | 3 | 54,785 | 15 |
| IT, Systems | 68,682 | 19 | 69,797 | 44 | 69,460 | 63 |
| IT, Web Developer | 64,797 | 10 | 68,609 | 10 | 66,703 | 20 |
| IT, Programer | 64,736 | 13 | 70,917 | 27 | 68,908 | 40 |
| Scholarly Communications | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 3 |
| Digital Acquisitions | 62,182 | 9 |  | . | 62,182 | 9 |
| Digital Collections Curation | $\ddagger$ | 4 | $\ddagger$ | 3 | 70,684 | 7 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 59,790 | 19 | 62,037 | 4 | 60,180 | 23 |
| Archivists | 64,352 | 38 | 64,293 | 21 | 64,331 | 59 |
| Assessment, Management Info Systems, Planning | $\ddagger$ | 7 | $\ddagger$ | 1 | 56,636 | 8 |
| Media Specialists | 56,162 | 8 | 59,034 | 5 | 57,267 | 13 |
| Preservation, including digital collections | $\ddagger$ | 6 | $\ddagger$ | 2 | 62,650 | 8 |
| Subject Specialist (no subgroup) | 66,834 | 75 | 67,519 | 31 | 67,035 | 106 |
| Subject Specialist in Humanities/Fine Arts | 61,733 | 12 | 74,289 | 4 | 64,872 | 16 |
| Subject Specialist in Sciences \& Technology | 64,099 | 23 | 60,217 | 9 | 63,007 | 32 |
| Subject Specialist in Social/Behavior Science | 63,212 | 22 | 73,531 | 9 | 66,208 | 31 |
| Subject Specialist in Area Studies | 68,263 | 54 | 70,046 | 19 | 68,727 | 73 |

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Table 33: Number and Average Salaries of Minority US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Catalogers/Metadata analysts | 61,911 | 82 | 67,485 | 21 | 63,047 | 103 |
| Research/Reference/Instruction | 63,304 | 75 | 66,384 | 23 | 64,027 | 98 |
| Public Services | $\neq$ | 20 | $\neq$ | 3 | 55,455 | 23 |
| Technical Services | 56,112 | 17 | 58,521 | 6 | 56,740 | 23 |
| All Positions: | $\mathbf{6 9 , 4 3 8}$ | 733 | 76,042 | 338 | $\mathbf{7 1 , 5 2 2}$ | $\mathbf{1 , 0 7 1}$ |

Excludes Canadian libraries. Excludes medical and law libraries.
$\neq$ Salary data are not published when fewer than four individuals are involved in either category.

Table 34: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, FY 2013-2014

|  | WомеN |  | Men |  | ToтаL |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 33.6 | 57 | 34.5 | 40 | 33.9 | 97 |
| Associate Director | 26.8 | 168 | 25.4 | 116 | 26.2 | 284 |
| Assistant Director | 23.4 | 80 | 23.7 | 57 | 23.5 | 137 |
| Head, Branch | 22.1 | 213 | 23.0 | 112 | 22.4 | 325 |
| Administrative Specialist | 17.7 | 301 | 15.5 | 128 | 17.0 | 429 |
| Digital Specialist | 14.1 | 433 | 12.6 | 644 | 13.2 | 1,077 |
| Functional Specialist | 12.8 | 607 | 15.2 | 367 | 13.7 | 974 |
| Subject Specialist | 16.5 | 894 | 18.4 | 499 | 17.2 | 1,393 |
| Dept. Head, Acquisitions | 22.2 | 68 | 19.2 | 35 | 21.2 | 103 |
| Dept. Head, Research/Reference/ | 20.2 | 77 | 19.6 | 37 | 20.0 | 114 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 22.2 | 102 | 20.1 | 42 | 21.6 | 144 |
| Dept. Head, Cataloging | 19.6 | 67 | 17.9 | 40 | 18.9 | 107 |
| Dept. Head, Circulation | 22.9 | 46 | 22.3 | 47 | 22.6 | 93 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 19.2 | 31 | 17.8 | 73 | 18.2 | 104 |
| Dept. Head, Library Technology | 20.4 | 325 | 19.7 | 196 | 20.1 | 521 |
| Dept. Head, Other | 14.4 | 109 | 12.2 | 59 | 13.7 | 168 |
| Public Services | 15.0 | 86 | 14.5 | 33 | 14.8 | 119 |
| Technical Services | 15.5 | 526 | 14.9 | 194 | 15.4 | 720 |
| Research/Reference/Instruction | 18.5 | 425 | 18.7 | 185 | 18.6 | 610 |
| Cataloger/Metadata Analysts | $\mathbf{1 7 . 5}$ | $\mathbf{4 , 6 1 5}$ | $\mathbf{1 7 . 2}$ | $\mathbf{2 , 9 0 4}$ | $\mathbf{1 7 . 4}$ | 7,519 |
| All Positions: |  |  |  |  |  |  |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 22.2 | 5 | 34.0 | 4 | 27.4 | 9 |
| Associate Director | 28.8 | 15 | 23.3 | 10 | 26.6 | 25 |
| Assistant Director | 26.5 | 6 | 22.6 | 5 | 24.7 | 11 |
| Head, Branch | 20.4 | 25 | 25.7 | 11 | 22.1 | 36 |
| Administrative Specialist | 16.8 | 59 | 16.0 | 14 | 16.7 | 73 |
| Digital Specialist | 12.3 | 69 | 12.4 | 88 | 12.4 | 157 |
| Functional Specialist | 10.4 | 78 | 14.6 | 33 | 11.6 | 111 |
| Subject Specialist | 15.3 | 186 | 13.8 | 72 | 14.9 | 258 |
| Dept. Head, Acquisitions | 16.8 | 8 | 5.5 | 2 | 14.5 | 10 |
| Dept. Head, Research/Reference/ | 20.3 | 10 | 18.0 | 2 | 19.9 | 12 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 20.1 | 21 | 13.2 | 5 | 18.8 | 26 |
| Dept. Head, Cataloging | 16.8 | 4 | 15.4 | 7 | 15.9 | 11 |
| Dept. Head, Circulation | 24.0 | 7 |  | . | 24.0 | 7 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 15.3 | 6 | 15.0 | 8 | 15.1 | 14 |
| Dept. Head, Library Technology | 22.1 | 40 | 22.5 | 24 | 22.2 | 64 |
| Dept. Head, Other | 11.4 | 20 | 12.0 | 3 | 11.4 | 23 |
| Public Services | 12.5 | 17 | 5.0 | 6 | 10.6 | 23 |
| Technical Services | 13.1 | 75 | 14.9 | 23 | 13.5 | 98 |
| Research/Reference/Instruction | 15.8 | 82 | 15.5 | 21 | 15.7 | 103 |
| Cataloger/Metadata Analysts | $\mathbf{1 5 . 6}$ | 733 | 15.3 | 338 | 15.5 | $\mathbf{1 , 0 7 1}$ |
| All Positions: |  |  |  |  |  |  |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 33.6 | 57 | 34.5 | 40 | 33.9 | 97 |
| Associate Director | 26.8 | 168 | 25.4 | 116 | 26.2 | 284 |
| Assistant Director | 23.4 | 80 | 23.7 | 57 | 23.5 | 137 |
| Head, Branch | 22.1 | 213 | 23.0 | 112 | 22.4 | 325 |
| Dept. Head, Acquisitions | 22.2 | 68 | 19.2 | 35 | 21.2 | 103 |
| Dept. Head, Cataloging | 22.2 | 102 | 20.1 | 42 | 21.6 | 144 |
| Dept. Head, Circulation | 19.6 | 67 | 17.9 | 40 | 18.9 | 107 |
| Dept. Head, Library Technology | 19.2 | 31 | 17.8 | 73 | 18.2 | 104 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 22.9 | 46 | 22.3 | 47 | 22.6 | 93 |
| Dept. Head, Research / Reference/Info or Learning Commons | 20.2 | 77 | 19.6 | 37 | 20.0 | 114 |
| Dept. Head, Other | 20.4 | 325 | 19.7 | 196 | 20.1 | 521 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 17.0 | 119 | 17.6 | 46 | 17.2 | 165 |
| Business Manager | 18.6 | 87 | 15.7 | 57 | 17.5 | 144 |
| Human Resources | 19.6 | 69 | 12.5 | 10 | 18.7 | 79 |
| Development/Advancement | 12.8 | 26 | 10.3 | 15 | 11.9 | 41 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 9.5 | 51 | 11.0 | 34 | 10.1 | 85 |
| IT, Systems | 17.9 | 103 | 14.0 | 232 | 15.2 | 335 |
| IT, Web Developer | 12.5 | 66 | 10.2 | 89 | 11.2 | 155 |
| IT, Programer | 17.3 | 57 | 13.3 | 212 | 14.1 | 269 |
| Scholarly Communications | 16.5 | 33 | 9.7 | 20 | 13.9 | 53 |
| Digital Acquisitions | 13.2 | 64 | 9.2 | 17 | 12.3 | 81 |
| Digital Collections Curation | 9.9 | 59 | 10.8 | 40 | 10.3 | 99 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 12.3 | 101 | 12.9 | 54 | 12.5 | 155 |
| Archivists | 12.4 | 327 | 16.1 | 202 | 13.9 | 529 |
| Assessment, Management Info Systems, Planning | 13.7 | 36 | 15.2 | 17 | 14.2 | 53 |
| Media Specialists | 13.6 | 37 | 14.8 | 55 | 14.3 | 92 |
| Preservation, including digital collections | 13.9 | 106 | 14.0 | 39 | 13.9 | 145 |
| Subject Specialist (no subgroup) | 16.9 | 460 | 18.5 | 253 | 17.5 | 713 |
| Subject Specialist in Humanities / Fine Arts | 15.2 | 102 | 19.0 | 67 | 16.7 | 169 |
| Subject Specialist in Sciences \& Technology | 16.0 | 124 | 16.8 | 58 | 16.3 | 182 |
| Subject Specialist in Social / Behavior Science | 16.5 | 110 | 21.0 | 55 | 18.0 | 165 |
| Subject Specialist in Area Studies | 16.7 | 98 | 16.7 | 66 | 16.7 | 164 |

Table 36: Number and Average Years of Experience of US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Catalogers/Metadata analysts | 18.5 | 425 | 18.7 | 185 | 18.6 | 610 |
| Research/Reference/Instruction | 15.5 | 526 | 14.9 | 194 | 15.4 | 720 |
| Public Services | 14.4 | 109 | 12.2 | 59 | 13.7 | 168 |
| Technical Services | 15.0 | 86 | 14.5 | 33 | 14.8 | 119 |
| All Positions: | $\mathbf{1 7 . 5}$ | $\mathbf{4 , 6 1 5}$ | $\mathbf{1 7 . 2}$ | $\mathbf{2 , 9 0 4}$ | $\mathbf{1 7 . 4}$ | $\mathbf{7 , 5 1 9}$ |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 22.2 | 5 | 34.0 | 4 | 27.4 | 9 |
| Associate Director | 28.8 | 15 | 23.3 | 10 | 26.6 | 25 |
| Assistant Director | 26.5 | 6 | 22.6 | 5 | 24.7 | 11 |
| Head, Branch | 20.4 | 25 | 25.7 | 11 | 22.1 | 36 |
| Dept. Head, Acquisitions | 16.8 | 8 | 5.5 | 2 | 14.5 | 10 |
| Dept. Head, Cataloging | 20.1 | 21 | 13.2 | 5 | 18.8 | 26 |
| Dept. Head, Circulation | 16.8 | 4 | 15.4 | 7 | 15.9 | 11 |
| Dept. Head, Library Technology | 15.3 | 6 | 15.0 | 8 | 15.1 | 14 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 24.0 | 7 |  |  | 24.0 | 7 |
| Dept. Head, Research / Reference/Info or Learning Commons | 20.3 | 10 | 18.0 | 2 | 19.9 | 12 |
| Dept. Head, Other | 22.1 | 40 | 22.5 | 24 | 22.2 | 64 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 18.6 | 14 | 14.3 | 4 | 17.6 | 18 |
| Business Manager | 15.3 | 24 | 17.5 | 8 | 15.8 | 32 |
| Human Resources | 18.3 | 20 |  |  | 18.3 | 20 |
| Development/Advancement | 2.0 | 1 | 13.5 | 2 | 9.7 | 3 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 6.2 | 12 | 1.0 | 3 | 5.1 | 15 |
| IT, Systems | 18.3 | 19 | 14.7 | 44 | 15.8 | 63 |
| IT, Web Developer | 8.2 | 10 | 9.0 | 10 | 8.6 | 20 |
| IT, Programer | 12.9 | 13 | 11.7 | 27 | 12.1 | 40 |
| Scholarly Communications | 9.0 | 2 | 0.0 | 1 | 6.0 | 3 |
| Digital Acquisitions | 12.9 | 9 |  |  | 12.9 | 9 |
| Digital Collections Curation | 11.3 | 4 | 13.0 | 3 | 12.0 | 7 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 9.4 | 19 | 11.8 | 4 | 9.8 | 23 |
| Archivists | 10.6 | 38 | 13.6 | 21 | 11.7 | 59 |
| Assessment, Management Info Systems, Planning | 9.7 | 7 | 18.0 | 1 | 10.8 | 8 |
| Media Specialists | 12.4 | 8 | 20.4 | 5 | 15.5 | 13 |
| Preservation, including digital collections | 9.8 | 6 | 15.5 | 2 | 11.3 | 8 |
| Subject Specialist (no subgroup) | 15.4 | 75 | 14.3 | 31 | 15.0 | 106 |
| Subject Specialist in Humanities/Fine Arts | 13.4 | 12 | 17.0 | 4 | 14.3 | 16 |
| Subject Specialist in Sciences \& Technology | 13.1 | 23 | 10.2 | 9 | 12.3 | 32 |
| Subject Specialist in Social / Behavior Science | 16.6 | 22 | 17.0 | 9 | 16.7 | 31 |
| Subject Specialist in Area Studies | 16.1 | 54 | 12.7 | 19 | 15.2 | 73 |

Table 37: Number and Average Years of Experience of Minority US ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Catalogers/Metadata analysts | 15.8 | 82 | 15.5 | 21 | 15.7 | 103 |
| Research/Reference/Instruction | 13.1 | 75 | 14.9 | 23 | 13.5 | 98 |
| Public Services | 11.4 | 20 | 12.0 | 3 | 11.4 | 23 |
| Technical Services | 12.5 | 17 | 5.0 | 6 | 10.6 | 23 |
| All Positions: | $\mathbf{1 5 . 6}$ | 733 | $\mathbf{1 5 . 3}$ | 338 | $\mathbf{1 5 . 5}$ | $\mathbf{1 , 0 7 1}$ |

Excludes Canadian libraries.
Excludes medical and law libraries.

Table 38: Number and Average Salaries of US ARL University Librarians by Years of Experience and Sex, FY 2013-2014

| Experience | Women |  | Men |  | Total |  | $\begin{aligned} & \% \text { оғ } \\ & \text { Total } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |  |
| 0-3 years | 53,922 | 444 | 58,002 | 256 | 55,414 | 700 | 8\% |
| 4-7 years | 57,763 | 640 | 60,676 | 386 | 58,859 | 1,026 | 15\% |
| 8-11 years | 63,370 | 598 | 66,773 | 416 | 64,766 | 1,014 | 13\% |
| 12-15 years | 69,891 | 616 | 73,141 | 419 | 71,207 | 1,035 | 14\% |
| 16-19 years | 75,023 | 482 | 78,918 | 332 | 76,611 | 814 | 10\% |
| 20-23 years | 79,257 | 413 | 83,313 | 267 | 80,849 | 680 | 9\% |
| 24-27 years | 80,621 | 412 | 84,658 | 249 | 82,142 | 661 | 9\% |
| 28-31 years | 87,668 | 340 | 92,738 | 192 | 89,498 | 532 | 8\% |
| 32-35 years | 93,079 | 301 | 96,182 | 177 | 94,228 | 478 | 6\% |
| over 35 years | 101,814 | 369 | 110,003 | 210 | 104,784 | 579 | 7\% |
| All Positions: | 73,534 | 4,615 | 77,186 | 2,904 | 74,945 | 7,519 | 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 2013-2014

| Experience | Women |  | Men |  | Total |  | \% of <br> Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |  |
| $0-3$ years | 53,339 | 76 | 55,315 | 30 | 53,898 | 106 | 10\% |
| 4-7 years | 57,951 | 124 | 61,066 | 57 | 58,932 | 181 | 17\% |
| 8-11 years | 61,552 | 116 | 65,559 | 54 | 62,825 | 170 | 16\% |
| 12-15 years | 69,848 | 102 | 78,240 | 55 | 72,788 | 157 | 15\% |
| 16-19 years | 76,118 | 84 | 79,147 | 43 | 77,143 | 127 | 12\% |
| 20-23 years | 76,645 | 72 | 90,109 | 31 | 80,697 | 103 | 10\% |
| 24-27 years | 84,595 | 53 | 86,267 | 22 | 85,085 | 75 | 7\% |
| 28-31 years | 77,565 | 33 | 101,849 | 12 | 84,040 | 45 | 4\% |
| 32-35 years | 79,914 | 25 | 86,107 | 20 | 82,666 | 45 | 4\% |
| over 35 years | 92,512 | 48 | 119,969 | 14 | 98,712 | 62 | 6\% |
| All Positions: | 69,438 | 733 | 76,042 | 338 | 71,522 | 1,071 | 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 20132014

|  | Filled <br> Positions <br> FY 2014 | Average Salaries |  | Median SAlaries | Beginning Salaries | Average <br> Yrs. Exp. |  |  |
| :--- | :---: | ---: | ---: | ---: | ---: | ---: | ---: | :---: |
| Institution | 72 | 98,638 | FY 2014 | FY 2013 | FY 2014 | FY 2013 | FY 2014 | FY 2014 |$|$

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 2013-2014, 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 |  | . |  | . |  | . | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Associate Director |  | . |  | . | $\ddagger$ | 3 | 117,753 | 5 | 118,304 | 6 |
| Assistant Director | $\ddagger$ | 1 | $\ddagger$ | 1 |  | . | $\ddagger$ | 1 | 122,329 | 4 |
| Head, Branch | $\ddagger$ | 1 | \# | 3 | 96,123 | 9 | 119,891 | 9 | 113,373 | 5 |
| Administrative Specialist | 54,716 | 4 | 66,143 | 14 | 78,473 | 7 | 80,549 | 11 | 103,604 | 4 |
| Digital Specialist | 74,696 | 18 | 76,718 | 29 | 77,473 | 14 | 84,150 | 18 | 85,234 | 10 |
| Functional Specialist | 64,020 | 6 | 74,192 | 18 | 82,750 | 7 | 82,139 | 9 | 89,096 | 6 |
| Subject Specialist | 64,778 | 23 | 68,229 | 35 | 80,425 | 38 | 90,639 | 28 | 98,857 | 17 |
| Dept. Head, Acquisitions | $\ddagger$ | 2 |  | . |  | . | 111,598 | 5 | $\ddagger$ | 1 |
| Dept. Head, Research/ Reference/Information or Learning Commons |  |  | $\ddagger$ | 1 | 89,800 | 6 |  |  |  |  |
| Dept. Head, Cataloging |  | . |  |  | $\ddagger$ | 1 |  |  | \# | 1 |
| Dept. Head, Circulation | $\ddagger$ | 1 | $\ddagger$ | 3 | $\ddagger$ | 1 | $\ddagger$ | 1 |  |  |
| Dept. Head, Rare Books/ Manuscripts/Special Collections |  |  | $\ddagger$ | 1 | $\ddagger$ | 3 |  |  | $\ddagger$ | 1 |
| Dept. Head, Library Technology |  |  |  | . |  |  | $\ddagger$ | 1 | 98,215 | 4 |
| Dept. Head, Other | $\ddagger$ | 1 | 93,505 | 6 | 100,536 | 12 | 96,170 | 15 | 90,117 | 5 |
| Public Services | 71,125 | 13 | 78,481 | 10 | 89,080 | 5 | 91,456 | 6 | $\ddagger$ | 1 |
| Technical Services | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 3 |  |  |
| Research/Reference/ Instruction | 63,507 | 23 | 80,134 | 34 | 87,980 | 20 | 87,364 | 20 | 96,062 | 11 |
| Cataloger/Metadata Analysts | 65,895 | 10 | 85,785 | 5 | 87,806 | 9 | 83,501 | 10 | $\ddagger$ | 3 |
| All Positions: | 68,075 | 105 | 76,517 | 161 | 86,534 | 137 | 91,931 | 143 | 99,061 | 80 |

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.
$\ddagger$ 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 2013－2014，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 | $\ddagger$ | 1 | $\ddagger$ | 1 | 188，240 | 4 | $\ddagger$ | 3 | 219，216 | 5 |
| Associate Director | 113，422 | 6 | 146，002 | 10 | $\ddagger$ | 3 | 143，045 | 6 | $\ddagger$ | 1 |
| Assistant Director | $\ddagger$ | 2 | 99，328 | 4 | $\ddagger$ | 1 | $\ddagger$ | 2 |  |  |
| Head，Branch | 99，964 | 5 | $\ddagger$ | 3 | 121，347 | 8 | 114，046 | 6 | 135，144 | 5 |
| Administrative Specialist | $\ddagger$ | 3 | 83，758 | 5 | $\ddagger$ | 3 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Digital Specialist | 102，382 | 6 | 91，138 | 7 | 104，793 | 7 | $\ddagger$ | 3 | $\ddagger$ | 3 |
| Functional Specialist | 96，364 | 8 | 97，331 | 6 | 87，430 | 7 | 87，929 | 4 | \＃ | 2 |
| Subject Specialist | 97，523 | 16 | 116，282 | 12 | 124，561 | 7 | 101，722 | 10 | 102，552 | 14 |
| Dept．Head，Acquisitions | $\ddagger$ | 1 |  | ． | $\ddagger$ | 2 | $\ddagger$ | 1 | キ | 1 |
| Dept．Head，Research／ Reference／Information or Learning Commons | $\ddagger$ | 1 | $\ddagger$ | 2 | \＃ | 1 | $\ddagger$ | 1 |  |  |
| Dept．Head，Cataloging | 106，596 | 4 | 110，719 | 4 | 110，137 | 4 | キ | 1 | キ | 1 |
| Dept．Head，Circulation | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 2 | $\ddagger$ | 2 | \＃ | 1 |
| Dept．Head，Rare Books／ Manuscripts／Special Collections | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept．Head，Library Technology | $\ddagger$ | 1 | $\ddagger$ | 1 |  |  | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept．Head，Other | 107，754 | 9 | 102，851 | 13 | 109，813 | 11 | 105，582 | 5 | 119，195 | 8 |
| Public Services | $\ddagger$ | 1 |  | ． | $\ddagger$ | 1 | $\ddagger$ | 2 |  |  |
| Technical Services | $\ddagger$ | 2 |  |  |  |  |  |  |  |  |
| Research／Reference／ Instruction | 101，908 | 11 | 99，362 | 15 | 125，076 | 4 | 92，669 | 5 | 102，370 | 9 |
| Cataloger／Metadata Analysts | $\ddagger$ | 2 | 67，575 | 4 | 108，920 | 5 | $\ddagger$ | 3 | $\ddagger$ | 1 |
| All Positions： | 102，315 | 81 | 108，006 | 91 | 115，315 | 71 | 115，292 | 57 | 118，834 | 55 |

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．
$\ddagger$ 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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 189,765 | 10 | 197,056 | 6 | 192,499 | 16 |
| Associate Director | 135,895 | 22 | 129,699 | 18 | 133,107 | 40 |
| Assistant Director | 115,901 | 9 | 101,406 | 7 | 109,560 | 16 |
| Head, Branch | 113,966 | 47 | 119,393 | 7 | 114,670 | 54 |
| Administrative Specialist | 76,742 | 39 | 86,600 | 15 | 79,480 | 54 |
| Digital Specialist | 82,075 | 47 | 84,152 | 68 | 83,303 | 115 |
| Functional Specialist | 80,146 | 47 | 87,897 | 26 | 82,906 | 73 |
| Subject Specialist | 85,345 | 149 | 92,484 | 51 | 87,166 | 200 |
| Dept. Head, Acquisitions | $\ddagger$ | 11 | $\ddagger$ | 2 | 101,971 | 13 |
| Dept. Head, Research / Reference/ <br> Information or Learning <br> Commons | $\ddagger$ | 10 | $\ddagger$ | 2 | 101,731 | 12 |
| Dept. Head, Cataloging | $\ddagger$ | 14 | $\ddagger$ | 2 | 106,140 | 16 |
| Dept. Head, Circulation | $\ddagger$ | 10 | 89,695 | 4 | 93,431 | 14 |
| Dept. Head, Rare Books/ <br> Manuscripts/Special Collections | 119,584 | 5 | 107,175 | 6 | 112,815 | 11 |
| Dept. Head, Library Technology | $\ddagger$ | 3 | \# | 6 | 101,235 | 9 |
| Dept. Head, Other | 104,394 | 59 | 98,925 | 26 | 102,721 | 85 |
| Public Services | 81,399 | 28 | 89,592 | 11 | 83,710 | 39 |
| Technical Services | $\ddagger$ | 7 | $\ddagger$ | 3 | 78,384 | 10 |
| Research/Reference/Instruction | 87,171 | 118 | 87,029 | 34 | 87,139 | 152 |
| Cataloger/Metadata Analysts | 81,671 | 39 | 90,994 | 13 | 84,002 | 52 |
| All Positions: | 92,755 | 674 | 95,398 | 307 | 93,582 | 981 |

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.
$\ddagger$ 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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Director | 189,765 | 10 | 197,056 | 6 | 192,499 | 16 |
| Associate Director | 135,895 | 22 | 129,699 | 18 | 133,107 | 40 |
| Assistant Director | 115,901 | 9 | 101,406 | 7 | 109,560 | 16 |
| Head, Branch | 113,966 | 47 | 119,393 | 7 | 114,670 | 54 |
| Dept. Head, Acquisitions | $\ddagger$ | 11 | $\ddagger$ | 2 | 101,971 | 13 |
| Dept. Head, Cataloging | $\ddagger$ | 14 | $\ddagger$ | 2 | 106,140 | 16 |
| Dept. Head, Circulation | 94,926 | 10 | 89,695 | 4 | 93,431 | 14 |
| Dept. Head, Library Technology | $\ddagger$ | 3 | $\ddagger$ | 6 | 101,235 | 9 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 119,584 | 5 | 107,175 | 6 | 112,815 | 11 |
| Dept. Head, Research/Reference/Info or Learning Commons | $\ddagger$ | 10 | $\ddagger$ | 2 | 101,731 | 12 |
| Dept. Head, Other | 104,394 | 59 | 98,925 | 26 | 102,721 | 85 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 74,977 | 15 |  |  | 74,977 | 15 |
| Business Manager | 79,150 | 14 | 88,217 | 12 | 83,335 | 26 |
| Human Resources | $\ddagger$ | 8 | $\ddagger$ | 2 | 79,198 | 10 |
| Development/Advancement | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 3 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 97,410 | 5 | 89,262 | 4 | 93,789 | 9 |
| IT, Systems | 84,286 | 15 | 77,850 | 22 | 80,459 | 37 |
| IT, Web Developer | $\ddagger$ | 3 | $\ddagger$ | 11 | 81,589 | 14 |
| IT, Programer | 70,860 | 7 | 87,253 | 18 | 82,663 | 25 |
| Scholarly Communications | $\ddagger$ | 6 | $\ddagger$ | 1 | 89,098 | 7 |
| Digital Acquisitions | 79,938 | 4 | 106,778 | 4 | 93,358 | 8 |
| Digital Collections Curation | 71,968 | 7 | 84,451 | 8 | 78,626 | 15 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 72,209 | 16 | 80,116 | 10 | 75,250 | 26 |
| Archivists | 83,377 | 19 | 91,709 | 10 | 86,250 | 29 |
| Assessment, Management Info Systems, Planning | $\ddagger$ | 6 | $\ddagger$ | 1 | 88,965 | 7 |
| Media Specialists | $\ddagger$ | 4 | $\ddagger$ | 2 | 83,207 | 6 |
| Preservation, including digital collections | $\ddagger$ | 2 | $\ddagger$ | 3 | 94,485 | 5 |
| Subject Specialist (no subgroup) | 82,044 | 94 | 91,036 | 32 | 84,328 | 126 |
| Subject Specialist in Humanities/Fine Arts | 105,383 | 18 | 113,465 | 6 | 107,404 | 24 |
| Subject Specialist in Sciences \& Technology | 79,892 | 14 | 79,232 | 6 | 79,694 | 20 |
| Subject Specialist in Social/Behavior Science | 83,772 | 15 | 92,477 | 7 | 86,542 | 22 |
| Subject Specialist in Area Studies | 91,543 | 8 |  |  | 91,543 | 8 |

Table 43: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
|  |  |  | Salary | No. | Salary | No. |
| Position | 81,671 | 39 | 90,994 | 13 | 84,002 | 52 |
| Catalogers/Metadata analysts | 87,171 | 118 | 87,029 | 34 | 87,139 | 152 |
| Research/Reference/Instruction | 81,399 | 28 | 89,592 | 11 | 83,710 | 39 |
| Public Services | $\neq$ | 7 | $\neq$ | 3 | 78,384 | 10 |
| Technical Services | $\mathbf{9 2 , 7 5 5}$ | $\mathbf{6 7 4}$ | $\mathbf{9 5 , 3 9 8}$ | $\mathbf{3 0 7}$ | $\mathbf{9 3 , 5 8 2}$ | $\mathbf{9 8 1}$ |
| All Positions: |  |  |  |  |  |  |

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.
$\ddagger$ 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 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 29.9 | 10 | 32.2 | 6 | 30.8 | 16 |
| Associate Director | 24.0 | 22 | 21.9 | 18 | 23.1 | 40 |
| Assistant Director | 21.2 | 9 | 21.7 | 7 | 21.4 | 16 |
| Head, Branch | 21.1 | 47 | 20.7 | 7 | 21.0 | 54 |
| Administrative Specialist | 14.2 | 39 | 13.6 | 15 | 14.0 | 54 |
| Digital Specialist | 11.8 | 47 | 13.3 | 68 | 12.7 | 115 |
| Functional Specialist | 14.5 | 47 | 17.7 | 26 | 15.6 | 73 |
| Subject Specialist | 14.4 | 149 | 16.5 | 51 | 14.9 | 200 |
| Dept. Head, Acquisitions | 20.2 | 11 | 12.0 | 2 | 18.9 | 13 |
| Dept. Head, Research/Reference/ | 13.6 | 10 | 31.0 | 2 | 16.5 | 12 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 25.0 | 14 | 28.5 | 2 | 25.4 | 16 |
| Dept. Head, Cataloging | 23.7 | 10 | 9.8 | 4 | 19.7 | 14 |
| Dept. Head, Circulation | 18.0 | 5 | 21.8 | 6 | 20.1 | 11 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 23.3 | 3 | 21.5 | 6 | 22.1 | 9 |
| Dept. Head, Library Technology | 21.9 | 59 | 17.5 | 26 | 20.5 | 85 |
| Dept. Head, Other | 7.0 | 28 | 14.1 | 11 | 9.0 | 39 |
| Public Services | 9.7 | 7 | 14.0 | 3 | 11.0 | 10 |
| Technical Services | 14.1 | 118 | 13.2 | 34 | 13.9 | 152 |
| Research/Reference/Instruction | 13.3 | 39 | 17.9 | 13 | 14.4 | 52 |
| Cataloger/Metadata Analysts | $\mathbf{1 6 . 0}$ | $\mathbf{6 7 4}$ | $\mathbf{1 6 . 5}$ | $\mathbf{3 0 7}$ | $\mathbf{1 6 . 2}$ | $\mathbf{9 8 1}$ |
| All Positions: |  |  |  |  |  |  |

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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Director | 29.9 | 10 | 32.2 | 6 | 30.8 | 16 |
| Associate Director | 24.0 | 22 | 21.9 | 18 | 23.1 | 40 |
| Assistant Director | 21.2 | 9 | 21.7 | 7 | 21.4 | 16 |
| Head, Branch | 21.1 | 47 | 20.7 | 7 | 21.0 | 54 |
| Dept. Head, Acquisitions | 20.2 | 11 | 12.0 | 2 | 18.9 | 13 |
| Dept. Head, Cataloging | 25.0 | 14 | 28.5 | 2 | 25.4 | 16 |
| Dept. Head, Circulation | 23.7 | 10 | 9.8 | 4 | 19.7 | 14 |
| Dept. Head, Library Technology | 23.3 | 3 | 21.5 | 6 | 22.1 | 9 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 18.0 | 5 | 21.8 | 6 | 20.1 | 11 |
| Dept. Head, Research / Reference/Info or Learning Commons | 13.6 | 10 | 31.0 | 2 | 16.5 | 12 |
| Dept. Head, Other | 21.9 | 59 | 17.5 | 26 | 20.5 | 85 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | 10.2 | 15 |  |  | 10.2 | 15 |
| Business Manager | 17.9 | 14 | 13.8 | 12 | 16.0 | 26 |
| Human Resources | 12.5 | 8 | 13.0 | 2 | 12.6 | 10 |
| Development/Advancement | 24.5 | 2 | 12.0 | 1 | 20.3 | 3 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 9.0 | 5 | 8.5 | 4 | 8.8 | 9 |
| IT, Systems | 16.7 | 15 | 15.2 | 22 | 15.8 | 37 |
| IT, Web Developer | 13.3 | 3 | 12.5 | 11 | 12.6 | 14 |
| IT, Programer | 10.1 | 7 | 12.9 | 18 | 12.2 | 25 |
| Scholarly Communications | 10.3 | 6 | 12.0 | 1 | 10.6 | 7 |
| Digital Acquisitions | 11.3 | 4 | 17.3 | 4 | 14.3 | 8 |
| Digital Collections Curation | 5.9 | 7 | 10.4 | 8 | 8.3 | 15 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 11.4 | 16 | 16.7 | 10 | 13.4 | 26 |
| Archivists | 15.3 | 19 | 19.4 | 10 | 16.7 | 29 |
| Assessment, Management Info Systems, Planning | 15.2 | 6 | 4.0 | 1 | 13.6 | 7 |
| Media Specialists | 22.3 | 4 | 21.5 | 2 | 22.0 | 6 |
| Preservation, including digital collections | 13.5 | 2 | 17.7 | 3 | 16.0 | 5 |
| Subject Specialist (no subgroup) | 14.7 | 94 | 17.6 | 32 | 15.4 | 126 |
| Subject Specialist in Humanities / Fine Arts | 17.6 | 18 | 22.0 | 6 | 18.7 | 24 |
| Subject Specialist in Sciences \& Technology | 10.4 | 14 | 10.2 | 6 | 10.4 | 20 |
| Subject Specialist in Social/Behavior Science | 12.6 | 15 | 12.4 | 7 | 12.5 | 22 |
| Subject Specialist in Area Studies | 14.1 | 8 |  |  | 14.1 | 8 |

Table 45: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
|  | Years | No. | Years | No. | Years | No. |
| Position | 13.3 | 39 | 17.9 | 13 | 14.4 | 52 |
| Catalogers/Metadata analysts | 14.1 | 118 | 13.2 | 34 | 13.9 | 152 |
| Research/Reference/Instruction | 7.0 | 28 | 14.1 | 11 | 9.0 | 39 |
| Public Services | 9.7 | 7 | 14.0 | 3 | 11.0 | 10 |
| Technical Services | $\mathbf{1 6 . 0}$ | 674 | $\mathbf{1 6 . 5}$ | $\mathbf{3 0 7}$ | $\mathbf{1 6 . 2}$ | $\mathbf{9 8 1}$ |
| All Positions: |  |  |  |  |  |  |

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 2013-2014

| Experience | Women |  | Men |  | Total |  | \% of <br> Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |  |
| 0-3 years | 65,854 | 74 | 73,379 | 31 | 68,075 | 105 | 11\% |
| 4-7 years | 76,399 | 120 | 76,861 | 41 | 76,517 | 161 | 16\% |
| 8-11 years | 87,079 | 99 | 85,114 | 38 | 86,534 | 137 | 14\% |
| 12-15 years | 92,557 | 89 | 90,901 | 54 | 91,931 | 143 | 15\% |
| 16-19 years | 99,720 | 52 | 97,838 | 28 | 99,061 | 80 | 8\% |
| 20-23 years | 101,730 | 55 | 103,552 | 26 | 102,315 | 81 | 8\% |
| 24-27 years | 107,015 | 59 | 109,834 | 32 | 108,006 | 91 | 9\% |
| 28-31 years | 116,205 | 44 | 113,865 | 27 | 115,315 | 71 | 7\% |
| 32-35 years | 111,691 | 41 | 124,522 | 16 | 115,292 | 57 | 6\% |
| over 35 years | 117,827 | 41 | 121,785 | 14 | 118,834 | 55 | 6\% |
| All Positions: | 92,755 | 674 | 95,398 | 307 | 93,582 | 981 | 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 2013-2014

| Institution | Filled <br> Positions | Average <br> Salary | Median <br> Salary | Beginning Salary | Average Yrs. Exp. |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama | 2 | $\ddagger$ | $\ddagger$ | 42,900 | 19.5 |
| Alberta | 6 | 97,007 | 79,025 | 58,567 | 16.5 |
| Arizona | 17 | 66,930 | 63,231 | 53,000 | 19.5 |
| Boston University | 11 | 62,692 | 59,550 | 50,000 | 9.4 |
| British Columbia | 15 | 84,438 | 89,813 | 55,082 | 17.6 |
| Calgary | 17 | 81,351 | 75,449 | 64,702 | 11.5 |
| California, Davis | 7 | 73,456 | 70,956 | 47,544 | 22.3 |
| California, Los Angeles | 8 | 83,268 | 77,976 | 47,544 | 24.4 |
| Case Western Reserve | 8 | 62,804 | 56,845 | 36,414 | 24.0 |
| Cincinnati | 15 | 62,281 | 53,534 | 42,000 | 22.7 |
| Columbia | 11 | 73,106 | 78,321 | 57,000 | 18.1 |
| Connecticut | 15 | 80,281 | 77,974 | 56,454 | 19.5 |
| Cornell | 17 | 76,933 | 72,913 | 62,000 | 13.8 |
| Dartmouth | 8 | 72,232 | 70,554 | 46,500 | 22.8 |
| Duke | 18 | 62,356 | 57,352 | 50,000 | 16.1 |
| Emory | 13 | 62,945 | 62,428 | 52,000 | 18.0 |
| Florida | 14 | 59,565 | 54,825 | 44,483 | 15.3 |
| Florida State | 6 | 52,306 | 56,105 | 42,000 | 14.3 |
| George Washington | 14 | 70,407 | 67,716 | 52,200 | 16.7 |
| Georgetown | 13 | 64,916 | 65,210 | 47,000 | 15.9 |
| Harvard | 19 | 76,141 | 71,632 | 53,000 | 12.8 |
| Hawaii | 5 | 53,034 | 50,361 | 50,004 | 19.4 |
| Howard | 9 | 71,240 | 67,650 | 60,000 | 17.7 |
| Illinois, Chicago | 22 | 59,535 | 57,442 | 43,000 | 13.5 |
| Iowa | 10 | 68,009 | 57,793 | 43,000 | 20.8 |
| Johns Hopkins | 25 | 71,550 | 70,578 | 50,000 | 16.6 |
| Kansas | 9 | 54,795 | 51,237 | 42,000 | 16.9 |
| Kentucky | 12 | 60,569 | 57,609 | 35,600 | 26.3 |
| Louisiana State | 2 | $\ddagger$ | $\ddagger$ | 43,000 | 2.5 |
| Louisville | 10 | 62,397 | 61,059 | 40,000 | 25.1 |
| McGill | 9 | 70,639 | 64,247 | 49,771 | 12.2 |
| McMaster | 7 | 78,326 | 79,031 | 48,234 | 13.6 |
| Manitoba | 20 | 82,839 | 86,675 | 54,686 | 14.6 |
| Miami | 9 | 79,600 | 74,030 | 50,000 | 19.4 |
| Michigan | 19 | 69,603 | 67,410 | 48,000 | 17.4 |
| Minnesota | 12 | 68,004 | 68,352 | 47,000 | 15.7 |
| Missouri | 11 | 60,488 | 60,961 | 40,000 | 24.5 |
| Montreal | 11 | 77,264 | 74,527 | 53,856 | 19.4 |
| Nebraska | 14 | 68,842 | 61,992 | 45,000 | 20.4 |
| New York University | 27 | 81,407 | 75,322 | 55,000 | 10.5 |
| North Carolina | 24 | 68,078 | 67,200 | 45,000 | 21.8 |
| Northwestern | 13 | 70,583 | 70,895 | 50,000 | 17.6 |

Table 47: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Medical Libraries, FY 2013-2014

| Institution | Filled <br> Positions | Average Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Ohio State | 10 | 70,977 | 67,782 | 48,000 | 20.1 |
| Oklahoma | 7 | 57,314 | 60,374 | 40,000 | 18.4 |
| Oklahoma State | 4 | 54,788 | 49,416 | 38,000 | 20.5 |
| Ottawa | 6 | 85,929 | 84,425 | 60,204 | 13.3 |
| Pennsylvania | 9 | 72,539 | 73,358 | 45,000 | 22.7 |
| Pennsylvania State | 8 | 61,437 | 63,600 | 48,000 | 12.0 |
| Pittsburgh | 27 | 69,469 | 64,654 | 45,000 | 18.1 |
| Queen`s | 5 | 95,491 | 95,809 | 55,292 | 18.0 |
| Rochester | 25 | 58,057 | 55,650 | 45,000 | 19.1 |
| Rutgers | 16 | 82,246 | 80,617 | 50,765 | 20.6 |
| Saskatchewan | 5 | 98,187 | 97,317 | 60,862 | 14.6 |
| South Carolina | 9 | 52,020 | 48,093 | 38,000 | 17.1 |
| Southern California | 15 | 75,833 | 66,819 | 54,636 | 17.6 |
| Southern Illinois | 5 | 64,729 | 68,027 | 41,000 | 27.4 |
| SUNY Buffalo | 11 | 68,015 | 63,952 | 47,000 | 20.5 |
| SUNY Stony Brook | 9 | 73,007 | 73,413 | 45,000 | 21.2 |
| Temple | 10 | 60,117 | 60,439 | 46,000 | 18.5 |
| Tennessee, Knoxville | 4 | $\ddagger$ | $\ddagger$ | 39,000 | 16.0 |
| Tennessee, Memphis | 11 | 57,184 | 60,240 | 45,000 | 21.2 |
| Texas Tech | 23 | 51,896 | 48,502 | 39,114 | 19.5 |
| Toronto | 16 | 94,491 | 90,695 | 57,834 | 11.9 |
| Tulane | 8 | 58,969 | 55,725 | 44,000 | 17.6 |
| Utah | 15 | 58,567 | 56,662 | 40,000 | 18.6 |
| Vanderbilt | 12 | 65,104 | 63,533 | 45,000 | 15.9 |
| Virginia | 14 | 66,600 | 66,800 | 48,000 | 23.1 |
| Washington | 18 | 66,947 | 61,692 | 45,000 | 20.2 |
| Washington U.-St. Louis | 24 | 61,998 | 55,912 | 42,700 | 17.2 |
| Wayne State | 4 | $\ddagger$ | $\ddagger$ | 50,000 | 19.3 |
| Wisconsin | 14 | 65,012 | 62,959 | 45,000 | 16.1 |
| Yale | 16 | 87,412 | 86,013 | 55,000 | 20.3 |

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.
$\ddagger$ 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 2013-2014

| Rank | Institution | Salary | Rank | Institution | Salary |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Calgary | 64,702 | 37 | Georgetown | 47,000 |
| 2 | Cornell | 62,000 | 37 | Minnesota | 47,000 |
| 3 | Saskatchewan | 60,862 | 37 | SUNY Buffalo | 47,000 |
| 4 | Ottawa | 60,204 | 40 | Dartmouth | 46,500 |
| 5 | Howard | 60,000 | 41 | Temple | 46,000 |
| 6 | Alberta | 58,567 | 42 | Nebraska | 45,000 |
| 7 | Toronto | 57,834 | 42 | North Carolina | 45,000 |
| 8 | Columbia | 57,000 | 42 | Pennsylvania | 45,000 |
| 9 | Connecticut | 56,454 | 42 | Pittsburgh | 45,000 |
| 10 | Queen`s | 55,292 | 42 | Rochester | 45,000 |
| 11 | British Columbia | 55,082 | 42 | SUNY Stony Brook | 45,000 |
| 12 | New York University | 55,000 | 42 | Tennessee, Memphis | 45,000 |
| 12 | Yale | 55,000 | 42 | Vanderbilt | 45,000 |
| 14 | Manitoba | 54,686 | 42 | Washington | 45,000 |
| 15 | Southern California | 54,636 | 42 | Wisconsin | 45,000 |
| 16 | Montreal | 53,856 | 52 | Florida | 44,483 |
| 17 | Arizona | 53,000 | 53 | Tulane | 44,000 |
| 17 | Harvard | 53,000 | 54 | Illinois, Chicago | 43,000 |
| 19 | George Washington | 52,200 | 54 | Iowa | 43,000 |
| 20 | Emory | 52,000 | 54 | Louisiana State | 43,000 |
| 21 | Rutgers | 50,765 | 57 | Alabama | 42,900 |
| 22 | Hawaii | 50,004 | 58 | Washington U.-St. Louis | 42,700 |
| 23 | Boston University | 50,000 | 59 | Cincinnati | 42,000 |
| 23 | Duke | 50,000 | 59 | Florida State | 42,000 |
| 23 | Johns Hopkins | 50,000 | 59 | Kansas | 42,000 |
| 23 | Miami | 50,000 | 62 | Southern Illinois | 41,000 |
| 23 | Northwestern | 50,000 | 63 | Louisville | 40,000 |
| 23 | Wayne State | 50,000 | 63 | Missouri | 40,000 |
| 29 | McGill | 49,771 | 63 | Oklahoma | 40,000 |
| 30 | McMaster | 48,234 | 63 | Utah | 40,000 |
| 31 | Michigan | 48,000 | 67 | Texas Tech | 39,114 |
| 31 | Ohio State | 48,000 | 68 | Tennessee, Knoxville | 39,000 |
| 31 | Pennsylvania State | 48,000 | 69 | Oklahoma State | 38,000 |
| 31 | Virginia | 48,000 | 69 | South Carolina | 38,000 |
| 35 | California, Davis | 47,544 | 71 | Case Western Reserve | 36,414 |
| 35 | California, Los Angeles | 47,544 | 72 | Kentucky | 35,600 |

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 2013-2014

| Rank | Institution | Salary | Rank | Institution | Salary |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Saskatchewan | 97,317 | 37 | McGill | 64,247 |
| 2 | Queen`s | 95,809 | 38 | SUNY Buffalo | 63,952 |
| 3 | Toronto | 90,695 | 39 | Pennsylvania State | 63,600 |
| 4 | British Columbia | 89,813 | 40 | Vanderbilt | 63,533 |
| 5 | Manitoba | 86,675 | 41 | Arizona | 63,231 |
| 6 | Yale | 86,013 | 42 | Wisconsin | 62,959 |
| 7 | Ottawa | 84,425 | 43 | Emory | 62,428 |
| 8 | Rutgers | 80,617 | 44 | Nebraska | 61,992 |
| 9 | McMaster | 79,031 | 45 | Washington | 61,692 |
| 10 | Alberta | 79,025 | 46 | Louisville | 61,059 |
| 11 | Columbia | 78,321 | 47 | Missouri | 60,961 |
| 12 | California, Los Angeles | 77,976 | 48 | Temple | 60,439 |
| 13 | Connecticut | 77,974 | 49 | Oklahoma | 60,374 |
| 14 | Calgary | 75,449 | 50 | Tennessee, Memphis | 60,240 |
| 15 | New York University | 75,322 | 51 | Boston University | 59,550 |
| 16 | Montreal | 74,527 | 52 | Iowa | 57,793 |
| 17 | Miami | 74,030 | 53 | Kentucky | 57,609 |
| 18 | SUNY Stony Brook | 73,413 | 54 | Illinois, Chicago | 57,442 |
| 19 | Pennsylvania | 73,358 | 55 | Duke | 57,352 |
| 20 | Cornell | 72,913 | 56 | Case Western Reserve | 56,845 |
| 21 | Harvard | 71,632 | 57 | Utah | 56,662 |
| 22 | California, Davis | 70,956 | 58 | Florida State | 56,105 |
| 23 | Northwestern | 70,895 | 59 | Washington U.-St. Louis | 55,912 |
| 24 | Johns Hopkins | 70,578 | 60 | Tulane | 55,725 |
| 25 | Dartmouth | 70,554 | 61 | Rochester | 55,650 |
| 26 | Minnesota | 68,352 | 62 | Florida | 54,825 |
| 27 | Southern Illinois | 68,027 | 63 | Cincinnati | 53,534 |
| 28 | Ohio State | 67,782 | 64 | Kansas | 51,237 |
| 29 | George Washington | 67,716 | 65 | Hawaii | 50,361 |
| 30 | Howard | 67,650 | 66 | Oklahoma State | 49,416 |
| 31 | Michigan | 67,410 | 67 | Texas Tech | 48,502 |
| 32 | North Carolina | 67,200 | 68 | South Carolina | 48,093 |
| 33 | Southern California | 66,819 |  | Alabama | * |
| 34 | Virginia | 66,800 |  | Louisiana State | * |
| 35 | Georgetown | 65,210 |  | Tennessee, Knoxville | * |
| 36 | Pittsburgh | 64,654 |  | Wayne State | * |

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

* Alabama, Louisiana State, Tennessee-Knoxville, and Wayne State are not ranked because they reported four or fewer individuals. Canadian salaries are expressed in US dollars.

Table 50: Average Professional Salaries in ARL University Medical Libraries Rank Order Table, FY 2013-2014

| Rank | Institution | Salary | Rank | Institution | Salary |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Saskatchewan | 98,187 | 37 | Minnesota | 68,004 |
| 2 | Alberta | 97,007 | 38 | Washington | 66,947 |
| 3 | Queen`s | 95,491 | 39 | Arizona | 66,930 |
| 4 | Toronto | 94,491 | 40 | Virginia | 66,600 |
| 5 | Yale | 87,412 | 41 | Vanderbilt | 65,104 |
| 6 | Ottawa | 85,929 | 42 | Wisconsin | 65,012 |
| 7 | British Columbia | 84,438 | 43 | Georgetown | 64,916 |
| 8 | California, Los Angeles | 83,268 | 44 | Southern Illinois | 64,729 |
| 9 | Manitoba | 82,839 | 45 | Emory | 62,945 |
| 10 | Rutgers | 82,246 | 46 | Case Western Reserve | 62,804 |
| 11 | New York University | 81,407 | 47 | Boston University | 62,692 |
| 12 | Calgary | 81,351 | 48 | Louisville | 62,397 |
| 13 | Connecticut | 80,281 | 49 | Duke | 62,356 |
| 14 | Miami | 79,600 | 50 | Cincinnati | 62,281 |
| 15 | McMaster | 78,326 | 51 | Washington U.-St. Louis | 61,998 |
| 16 | Montreal | 77,264 | 52 | Pennsylvania State | 61,437 |
| 17 | Cornell | 76,933 | 53 | Kentucky | 60,569 |
| 18 | Harvard | 76,141 | 54 | Missouri | 60,488 |
| 19 | Southern California | 75,833 | 55 | Temple | 60,117 |
| 20 | California, Davis | 73,456 | 56 | Florida | 59,565 |
| 21 | Columbia | 73,106 | 57 | Illinois, Chicago | 59,535 |
| 22 | SUNY Stony Brook | 73,007 | 58 | Tulane | 58,969 |
| 23 | Pennsylvania | 72,539 | 59 | Utah | 58,567 |
| 24 | Dartmouth | 72,232 | 60 | Rochester | 58,057 |
| 25 | Johns Hopkins | 71,550 | 61 | Oklahoma | 57,314 |
| 26 | Howard | 71,240 | 62 | Tennessee, Memphis | 57,184 |
| 27 | Ohio State | 70,977 | 63 | Kansas | 54,795 |
| 28 | McGill | 70,639 | 64 | Oklahoma State | 54,788 |
| 29 | Northwestern | 70,583 | 65 | Hawaii | 53,034 |
| 30 | George Washington | 70,407 | 66 | Florida State | 52,306 |
| 31 | Michigan | 69,603 | 67 | South Carolina | 52,020 |
| 32 | Pittsburgh | 69,469 | 68 | Texas Tech | 51,896 |
| 33 | Nebraska | 68,842 |  | Alabama | * |
| 34 | North Carolina | 68,078 |  | Louisiana State | * |
| 35 | SUNY Buffalo | 68,015 |  | Tennessee, Knoxville | * |
| 36 | Iowa | 68,009 |  | Wayne State | * |

[^13]Table 51: Average Salaries of ARL University Medical Librarians by Position and Years of Experience, FY 2013-2014, 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 |  | . |  | . | $\ddagger$ | 2 | $\ddagger$ | 3 | 138,452 | 5 |
| Associate Director |  | . |  | . | $\ddagger$ | 2 | 88,683 | 7 | $\ddagger$ | 2 |
| Assistant Director | $\ddagger$ | 1 | 75,468 | 7 | $\ddagger$ | 3 | 71,837 | 6 | \# | 3 |
| Head, Branch | $\ddagger$ | 2 | $\ddagger$ | 1 | 68,390 | 5 | 65,891 | 5 | \# | 2 |
| Administrative Specialist | キ | 2 | 67,762 | 6 | \# | 2 | 60,386 | 4 | $\ddagger$ | 3 |
| Digital Specialist | 56,318 | 8 | 58,124 | 11 | 66,107 | 10 | 68,204 | 22 | 62,664 | 8 |
| Functional Specialist | 58,706 | 5 | 58,272 | 9 | 59,864 | 5 | $\ddagger$ | 3 | 66,382 | 6 |
| Subject Specialist | 52,277 | 20 | 62,335 | 35 | 62,171 | 35 | 70,745 | 21 | 74,539 | 13 |
| Dept. Head, Acquisitions | $\ddagger$ | 1 | $\ddagger$ | 3 | $\ddagger$ | 3 | $\ddagger$ | 2 | $\ddagger$ | 1 |
| Dept. Head, Research/ Reference/Information or Learning Commons | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 3 | 72,910 | 4 | $\ddagger$ | 3 |
| Dept. Head, Cataloging |  | . | $\ddagger$ | 3 | $\ddagger$ | 1 | キ | 1 | $\ddagger$ | 1 |
| Dept. Head, Circulation |  | . | \# | 2 | $\ddagger$ | 3 | $\ddagger$ | 1 | 62,080 | 4 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections |  | . |  | . | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Dept. Head, Library Technology |  |  | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept. Head, Other | $\ddagger$ | 1 | 56,590 | 5 | 66,575 | 9 | $\ddagger$ | 3 | 78,311 | 10 |
| Public Services | 61,773 | 5 | 59,835 | 13 | 65,073 | 6 | 66,107 | 6 | $\ddagger$ | 2 |
| Technical Services |  |  | $\ddagger$ | 3 | $\ddagger$ | 1 | $\ddagger$ | 1 |  |  |
| Research/Reference/ Instruction | 56,986 | 32 | 56,015 | 34 | 63,954 | 24 | 75,497 | 19 | 73,996 | 25 |
| Cataloger/Metadata Analysts | $\ddagger$ | 2 | $\ddagger$ | 3 | $\ddagger$ | 2 | $\ddagger$ | 3 | $\ddagger$ | 2 |
| All Positions: | 55,692 | 80 | 59,880 | 139 | 64,842 | 118 | 71,811 | 113 | 76,166 | 93 |

[^14]Table 51：Average Salaries of ARL University Medical Librarians by Position and Years of Experience，FY 2013－2014，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 | 128，585 | 5 | 119，499 | 5 | 150，208 | 8 | 131，286 | 18 | 146，774 | 18 |
| Associate Director | 84，342 | 15 | 91，034 | 4 | 103，603 | 5 | 102，604 | 7 | 96，129 | 13 |
| Assistant Director | 75，323 | 4 | 73，191 | 4 | $\ddagger$ | 2 | 77，459 | 4 | \＃ | 3 |
| Head，Branch | $\ddagger$ | 1 |  | ． | $\ddagger$ | 3 | $\ddagger$ | 2 |  |  |
| Administrative Specialist | $\ddagger$ | 2 | $\ddagger$ | 3 | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 3 |
| Digital Specialist | 70，205 | 6 | $\ddagger$ | 3 | $\ddagger$ | 3 | $\ddagger$ | 2 | $\ddagger$ | 2 |
| Functional Specialist | 63，133 | 7 | $\ddagger$ | 2 | 69，224 | 4 | $\ddagger$ | 3 | 78，522 | 4 |
| Subject Specialist | 70，910 | 15 | 77，901 | 9 | $\ddagger$ | 3 | $\ddagger$ | 9 | 83，150 | 11 |
| Dept．Head，Acquisitions | $\ddagger$ | 1 | $\ddagger$ | 3 | $\ddagger$ | 3 | 83，358 | 4 | $\ddagger$ | 2 |
| Dept．Head，Research／ Reference／Information or Learning Commons | $\ddagger$ | 1 | $\ddagger$ | 1 |  | ． | $\ddagger$ | 3 | $\ddagger$ | 3 |
| Dept．Head，Cataloging | $\ddagger$ | 1 | $\ddagger$ | 1 | キ | 2 |  |  | $\ddagger$ | 1 |
| Dept．Head，Circulation | \＃ | 2 |  | ． | $\ddagger$ | 2 | $\ddagger$ | 1 | \＃ | 1 |
| Dept．Head，Rare Books／ Manuscripts／Special Collections |  | ． |  | ． | $\ddagger$ | 2 | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Dept．Head，Library Technology | $\ddagger$ | 2 | 78，265 | 4 |  | ． |  |  | $\ddagger$ | 1 |
| Dept．Head，Other | 84，127 | 6 | $\ddagger$ | 2 | 86，376 | 9 | 74，225 | 6 | 87，544 | 7 |
| Public Services | $\ddagger$ | 2 | $\ddagger$ | 2 | キ | 2 | 80，310 | 4 | $\ddagger$ | 1 |
| Technical Services |  |  | キ | 2 | $\ddagger$ | 1 |  |  | キ | 1 |
| Research／Reference／ Instruction | 70，034 | 12 | 67，730 | 12 | 68，635 | 10 | 79，168 | 13 | 73，072 | 10 |
| Cataloger／Metadata Analysts | $\ddagger$ | 1 |  |  | $\ddagger$ | 2 |  |  | $\ddagger$ | 1 |
| All Positions： | 78，216 | 83 | 79，297 | 57 | 88，541 | 62 | 90，880 | 79 | 95，297 | 83 |

[^15]Table 52: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Head, Medical | 134,961 | 53 | 150,770 | 11 | 137,678 | 64 |
| Associate Director | 88,976 | 40 | 100,483 | 15 | 92,115 | 55 |
| Assistant Director | 70,573 | 30 | 76,263 | 7 | 71,650 | 37 |
| Head, Branch | $\ddagger$ | 18 | $\ddagger$ | 3 | 73,044 | 21 |
| Administrative Specialist | 66,673 | 24 | 66,198 | 4 | 66,605 | 28 |
| Digital Specialist | 65,820 | 33 | 65,450 | 42 | 65,613 | 75 |
| Functional Specialist | 63,467 | 33 | 68,566 | 15 | 65,060 | 48 |
| Subject Specialist | 66,591 | 146 | 66,568 | 25 | 66,588 | 171 |
| Dept. Head, Acquisitions | 68,003 | 16 | 70,199 | 7 | 68,671 | 23 |
| Dept. Head, Research / Reference/ Information or Learning Commons | 69,768 | 16 | 76,661 | 5 | 71,409 | 21 |
| Dept. Head, Cataloging | $\ddagger$ | 8 | $\ddagger$ | 3 | 66,289 | 11 |
| Dept. Head, Circulation | 68,691 | 11 | 60,572 | 5 | 66,154 | 16 |
| Dept. Head, Rare Books/ <br> Manuscripts/Special Collections | $\ddagger$ | 2 | $\ddagger$ | 6 | 83,557 | 8 |
| Dept. Head, Library Technology | 83,227 | 5 | 71,715 | 7 | 76,512 | 12 |
| Dept. Head, Other | 76,531 | 49 | 74,756 | 9 | 76,256 | 58 |
| Public Services | 69,692 | 35 | 60,723 | 8 | 68,023 | 43 |
| Technical Services | $\ddagger$ | 8 | $\ddagger$ | 1 | 52,600 | 9 |
| Research/Reference/Instruction | 65,695 | 147 | 67,945 | 44 | 66,213 | 191 |
| Cataloger/Metadata Analysts | $\ddagger$ | 14 | $\ddagger$ | 2 | 58,718 | 16 |
| All Positions: | 74,080 | 688 | 74,209 | 219 | 74,111 | 907 |

[^16]Table 53: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Head, Medical | 134,961 | 53 | 150,770 | 11 | 137,678 | 64 |
| Associate Director | 88,976 | 40 | 100,483 | 15 | 92,115 | 55 |
| Assistant Director | 70,573 | 30 | 76,263 | 7 | 71,650 | 37 |
| Head, Branch | $\ddagger$ | 18 | $\ddagger$ | 3 | 73,044 | 21 |
| Dept. Head, Acquisitions | 68,003 | 16 | 70,199 | 7 | 68,671 | 23 |
| Dept. Head, Cataloging | $\ddagger$ | 8 | $\ddagger$ | 3 | 66,289 | 11 |
| Dept. Head, Circulation | 68,691 | 11 | 60,572 | 5 | 66,154 | 16 |
| Dept. Head, Library Technology | 83,227 | 5 | 71,715 | 7 | 76,512 | 12 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | $\ddagger$ | 2 | $\ddagger$ | 6 | 83,557 | 8 |
| Dept. Head, Research/Reference/Info or Learning Commons | 69,768 | 16 | 76,661 | 5 | 71,409 | 21 |
| Dept. Head, Other | 76,531 | 49 | 74,756 | 9 | 76,256 | 58 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ Communication/IP Permissions; Other Admin. | $\ddagger$ | 10 | $\ddagger$ | 2 | 60,675 | 12 |
| Business Manager | $\ddagger$ | 10 | キ | 1 | 74,302 | 11 |
| Human Resources | $\ddagger$ | 3 |  |  | $\ddagger$ | 3 |
| Development/Advancement | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | キ | 3 | $\ddagger$ | 1 | 62,136 | 4 |
| IT, Systems | 66,806 | 6 | 60,777 | 20 | 62,169 | 26 |
| IT, Web Developer | 65,437 | 8 | 59,713 | 9 | 62,407 | 17 |
| IT, Programer | 71,661 | 7 | 76,329 | 10 | 74,407 | 17 |
| Scholarly Communications | $\ddagger$ | 3 |  | . | $\ddagger$ | 3 |
| Digital Acquisitions | $\ddagger$ | 4 | $\ddagger$ | 2 | 80,335 | 6 |
| Digital Collections Curation | $\ddagger$ | 2 |  |  | $\ddagger$ | 2 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | $\ddagger$ | 16 | $\ddagger$ | 2 | 64,983 | 18 |
| Archivists | 65,431 | 17 | 64,163 | 7 | 65,061 | 24 |
| Assessment, Management Info Systems, Planning |  |  | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Media Specialists |  |  | 68,200 | 4 | 68,200 | 4 |
| Preservation, including digital collections |  |  | $\ddagger$ | 1 | $\ddagger$ | 1 |
| Subject Specialist (no subgroup) | 66,000 | 111 | 62,781 | 21 | 65,488 | 132 |
| Subject Specialist in Humanities / Fine Arts |  |  |  |  |  |  |
| Subject Specialist in Sciences \& Technology | 67,259 | 29 | 86,454 | 4 | 69,586 | 33 |
| Subject Specialist in Social / Behavior Science | 74,300 | 6 |  | . | 74,300 | 6 |
| Subject Specialist in Area Studies |  |  |  | . |  |  |

Table 53: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Catalogers/Metadata analysts | $\neq$ | 14 | $\ddagger$ | 2 | 58,718 | 16 |
| Research/Reference/Instruction | 65,695 | 147 | 67,945 | 44 | 66,213 | 191 |
| Public Services | 69,692 | 35 | 60,723 | 8 | 68,023 | 43 |
| Technical Services | $\neq$ | 8 | $\neq$ | 1 | 52,600 | 9 |
| All Positions: | $\mathbf{7 4 , 0 8 0}$ | $\mathbf{6 8 8}$ | $\mathbf{7 4 , 2 0 9}$ | $\mathbf{2 1 9}$ | $\mathbf{7 4 , 1 1 1}$ | $\mathbf{9 0 7}$ |

Canadian salaries are expressed in US dollars..
$\ddagger$ 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 2013-2014

|  | WомеN |  | Men |  | ToтаL |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Head, Medical | 29.2 | 53 | 32.9 | 11 | 29.9 | 64 |
| Associate Director | 26.4 | 40 | 27.7 | 15 | 26.7 | 55 |
| Assistant Director | 21.2 | 30 | 9.3 | 7 | 18.9 | 37 |
| Head, Branch | 15.9 | 18 | 17.7 | 3 | 16.2 | 21 |
| Administrative Specialist | 18.6 | 24 | 13.3 | 4 | 17.9 | 28 |
| Digital Specialist | 12.2 | 33 | 15.3 | 42 | 13.9 | 75 |
| Functional Specialist | 15.9 | 33 | 20.7 | 15 | 17.4 | 48 |
| Subject Specialist | 14.5 | 146 | 12.6 | 25 | 14.2 | 171 |
| Dept. Head, Acquisitions | 21.3 | 16 | 19.7 | 7 | 20.8 | 23 |
| Dept. Head, Research/Reference/ | 21.1 | 16 | 15.6 | 5 | 19.8 | 21 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 17.6 | 8 | 18.3 | 3 | 17.8 | 11 |
| Dept. Head, Cataloging | 20.4 | 11 | 15.6 | 5 | 18.9 | 16 |
| Dept. Head, Circulation | 35.0 | 2 | 20.3 | 6 | 24.0 | 8 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 23.8 | 5 | 16.1 | 7 | 19.3 | 12 |
| Dept. Head, Library Technology | 21.6 | 49 | 21.8 | 9 | 21.6 | 58 |
| Dept. Head, Other | 13.8 | 35 | 11.5 | 8 | 13.3 | 43 |
| Public Services | 18.1 | 8 | 12.0 | 1 | 17.4 | 9 |
| Technical Services | 14.5 | 147 | 16.2 | 44 | 14.9 | 191 |
| Research/Reference/Instruction | 13.2 | 14 | 21.5 | 2 | 14.3 | 16 |
| Cataloger/Metadata Analysts | $\mathbf{1 7 . 8}$ | $\mathbf{6 8 8}$ | $\mathbf{1 7 . 6}$ | 219 | $\mathbf{1 7 . 8}$ | $\mathbf{9 0 7}$ |
| All Positions: |  |  |  |  |  |  |

Table 55: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Head, Medical | 29.2 | 53 | 32.9 | 11 | 29.9 | 64 |
| Associate Director | 26.4 | 40 | 27.7 | 15 | 26.7 | 55 |
| Assistant Director | 21.2 | 30 | 9.3 | 7 | 18.9 | 37 |
| Head, Branch | 15.9 | 18 | 17.7 | 3 | 16.2 | 21 |
| Dept. Head, Acquisitions | 21.3 | 16 | 19.7 | 7 | 20.8 | 23 |
| Dept. Head, Cataloging | 17.6 | 8 | 18.3 | 3 | 17.8 | 11 |
| Dept. Head, Circulation | 20.4 | 11 | 15.6 | 5 | 18.9 | 16 |
| Dept. Head, Library Technology | 23.8 | 5 | 16.1 | 7 | 19.3 | 12 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 35.0 | 2 | 20.3 | 6 | 24.0 | 8 |
| Dept. Head, Research / Reference/Info or Learning Commons | 21.1 | 16 | 15.6 | 5 | 19.8 | 21 |
| Dept. Head, Other | 21.6 | 49 | 21.8 | 9 | 21.6 | 58 |
| Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/IP Permissions; Other Admin. | 13.0 | 10 | 19.0 | 2 | 14.0 | 12 |
| Business Manager | 22.2 | 10 | 3.0 | 1 | 20.5 | 11 |
| Human Resources | 22.3 | 3 |  |  | 22.3 | 3 |
| Development/Advancement | 28.0 | 1 | 12.0 | 1 | 20.0 | 2 |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 3.0 | 3 | 12.0 | 1 | 5.3 | 4 |
| IT, Systems | 10.5 | 6 | 17.0 | 20 | 15.5 | 26 |
| IT, Web Developer | 12.9 | 8 | 11.4 | 9 | 12.1 | 17 |
| IT, Programer | 13.0 | 7 | 14.7 | 10 | 14.0 | 17 |
| Scholarly Communications | 12.7 | 3 |  |  | 12.7 | 3 |
| Digital Acquisitions | 21.5 | 4 | 20.5 | 2 | 21.2 | 6 |
| Digital Collections Curation | 6.0 | 2 |  |  | 6.0 | 2 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 16.4 | 16 | 14.5 | 2 | 16.2 | 18 |
| Archivists | 15.4 | 17 | 18.9 | 7 | 16.4 | 24 |
| Assessment, Management Info Systems, Planning |  | . | 30.0 | 1 | 30.0 | 1 |
| Media Specialists |  | . | 25.0 | 4 | 25.0 | 4 |
| Preservation, including digital collections |  | . | 20.0 | 1 | 20.0 | 1 |
| Subject Specialist (no subgroup) | 13.7 | 111 | 12.4 | 21 | 13.5 | 132 |
| Subject Specialist in Humanities / Fine Arts |  | . |  | . |  |  |
| Subject Specialist in Sciences \& Technology | 16.0 | 29 | 14.0 | 4 | 15.8 | 33 |
| Subject Specialist in Social / Behavior Science | 21.3 | 6 |  |  | 21.3 | 6 |

Table 55: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Subject Specialist in Area Studies |  | . |  | . |  | . |
| Catalogers/Metadata analysts | 13.2 | 14 | 21.5 | 2 | 14.3 | 16 |
| Research/Reference/Instruction | 14.5 | 147 | 16.2 | 44 | 14.9 | 191 |
| Public Services | 13.8 | 35 | 11.5 | 8 | 13.3 | 43 |
| Technical Services | 18.1 | 8 | 12.0 | 1 | 17.4 | 9 |
| All Positions: | $\mathbf{1 7 . 8}$ | $\mathbf{6 8 8}$ | $\mathbf{1 7 . 6}$ | $\mathbf{2 1 9}$ | $\mathbf{1 7 . 8}$ | $\mathbf{9 0 7}$ |

. No positions reported in this category.

Table 56: Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2013-2014

| Experience | Women |  | Men |  | Total |  | \% OF <br> Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Salary | No. | Salary | No. | Salary | No. |  |
| 0-3 years | 56,016 | 64 | 54,396 | 16 | 55,692 | 80 | 9\% |
| 4-7 years | 59,331 | 108 | 61,793 | 31 | 59,880 | 139 | 15\% |
| 8-11 years | 65,621 | 90 | 62,337 | 28 | 64,842 | 118 | 13\% |
| 12-15 years | 71,494 | 83 | 72,689 | 30 | 71,811 | 113 | 12\% |
| 16-19 years | 78,414 | 60 | 72,080 | 33 | 76,166 | 93 | 10\% |
| 20-23 years | 77,415 | 67 | 81,568 | 16 | 78,216 | 83 | 9\% |
| 24-27 years | 77,686 | 40 | 83,086 | 17 | 79,297 | 57 | 6\% |
| 28-31 years | 86,631 | 48 | 95,091 | 14 | 88,541 | 62 | 7\% |
| 32-35 years | 92,372 | 59 | 86,477 | 20 | 90,880 | 79 | 9\% |
| over 35 years | 94,594 | 69 | 98,762 | 14 | 95,297 | 83 | 9\% |
| All Positions: | 74,080 | 688 | 74,209 | 219 | 74,111 | 907 | 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 2013-2014

| Institution | Filled <br> Positions | Average SALARY | Median Salary | Beginning Salary | Average Yrs. Exp. |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Alberta | 2 | $\ddagger$ | $\ddagger$ | 58,567 | 31.5 |
| Arizona | 9 | 68,774 | 64,518 | 60,000 | 18.7 |
| Arizona State | 5 | 70,745 | 66,500 | 50,000 | 23.0 |
| Boston University | 11 | 77,410 | 72,050 | 55,000 | 15.4 |
| Boston College | 16 | 76,025 | 76,302 | 45,800 | 17.7 |
| British Columbia | 4 | $\ddagger$ | $\ddagger$ | 55,082 | 20.5 |
| Calgary | 2 | $\ddagger$ | $\ddagger$ | 64,702 | 16.0 |
| California, Davis | 7 | 83,238 | 82,266 | 47,544 | 21.1 |
| California, Irvine | 8 | 87,437 | 77,976 | 47,544 | 13.0 |
| California, Los Angeles | 17 | 81,876 | 77,976 | 47,544 | 13.9 |
| Case Western Reserve | 12 | 70,336 | 70,795 | 36,414 | 20.2 |
| Cincinnati | 8 | 69,834 | 63,885 | 48,000 | 19.8 |
| Colorado | 8 | 78,249 | 65,120 | 50,000 | 16.1 |
| Columbia | 18 | 84,613 | 75,660 | 57,000 | 15.6 |
| Connecticut | 10 | 76,458 | 73,321 | 41,857 | 19.8 |
| Cornell | 9 | 78,828 | 79,596 | 64,000 | 10.3 |
| Duke | 12 | 72,147 | 68,550 | 62,000 | 16.9 |
| Emory | 10 | 61,401 | 55,983 | 50,000 | 9.7 |
| Florida | 11 | 62,311 | 57,113 | 55,000 | 11.3 |
| Florida State | 10 | 57,634 | 55,099 | 50,000 | 16.7 |
| George Washington | 23 | 99,250 | 94,317 | 55,000 | 18.0 |
| Georgetown | 26 | 79,778 | 75,000 | 63,000 | 11.5 |
| Georgia | 8 | 56,905 | 57,352 | 57,500 | 14.6 |
| Harvard | 33 | 84,873 | 80,053 | 53,000 | 10.9 |
| Hawaii | 6 | 85,410 | 84,864 | 50,004 | 13.0 |
| Houston | 11 | 61,398 | 56,445 | 54,000 | 19.1 |
| Howard | 8 | 56,146 | 55,393 | 52,000 | 20.4 |
| Illinois, Urbana | 10 | 66,635 | 71,000 | 56,000 | 19.3 |
| Indiana | 10 | 71,623 | 63,038 | 40,400 | 20.0 |
| Iowa | 17 | 78,194 | 75,850 | 43,000 | 19.5 |
| Kansas | 6 | 53,163 | 54,736 | 40,500 | 9.7 |
| Kentucky | 7 | 57,502 | 55,743 | 52,000 | 11.0 |
| Louisiana State | 11 | 59,976 | 58,003 | 42,000 | 13.8 |
| Louisville | 7 | 60,687 | 61,200 | 40,000 | 21.9 |
| McGill | 4 | $\ddagger$ | $\ddagger$ | 49,771 | 18.8 |
| Manitoba | 3 | $\ddagger$ | $\ddagger$ | 54,686 | 22.0 |
| Miami | 14 | 62,665 | 61,284 | 49,000 | 17.0 |
| Michigan | 10 | 74,714 | 64,505 | 49,000 | 10.6 |
| Minnesota | 13 | 85,497 | 80,812 | 55,000 | 21.8 |
| Missouri | 8 | 60,189 | 61,590 | 40,000 | 17.6 |
| Montreal | 6 | 68,362 | 74,527 | 53,856 | 11.3 |
| Nebraska | 6 | 67,948 | 69,481 | 50,000 | 17.7 |

Table 57: Filled Positions; Average, Median, and Beginning Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2013-2014

| Institution | Filled <br> Positions | Average <br> Salary | Median Salary | Beginning Salary | Average Yrs. Exp. |
| :---: | :---: | :---: | :---: | :---: | :---: |
| New Mexico | 6 | 70,695 | 71,760 | 50,000 | 11.2 |
| New York University | 19 | 84,338 | 77,328 | 70,000 | 23.7 |
| North Carolina | 11 | 78,710 | 72,779 | 45,000 | 13.4 |
| Northwestern | 9 | 74,534 | 70,298 | 50,000 | 22.1 |
| Notre Dame | 13 | 75,822 | 71,225 | 48,000 | 19.7 |
| Ohio State | 8 | 62,784 | 59,670 | 48,000 | 10.1 |
| Oklahoma | 7 | 59,551 | 52,852 | 42,000 | 18.9 |
| Oregon | 8 | 55,566 | 54,000 | 45,000 | 16.5 |
| Ottawa | 4 | $\ddagger$ | $\ddagger$ | 60,204 | 20.5 |
| Pennsylvania | 15 | 73,161 | 71,840 | 45,000 | 16.9 |
| Pennsylvania State | 7 | 84,940 | 77,262 | 65,000 | 24.3 |
| Queen's | 3 | $\ddagger$ | キ | 55,292 | 13.7 |
| Rutgers, Camden | 7 | 71,831 | 71,050 | 70,000 | 16.9 |
| Rutgers, Newark | 9 | 89,026 | 78,863 | 58,451 | 19.4 |
| Saskatchewan | 3 | $\ddagger$ | $\ddagger$ | 60,862 | 34.3 |
| South Carolina | 11 | 67,682 | 71,870 | 55,000 | 12.6 |
| Southern Illinois | 5 | 59,109 | 55,530 | 50,000 | 9.2 |
| SUNY Buffalo | 12 | 70,518 | 67,036 | 60,000 | 16.8 |
| Syracuse | 10 | 61,054 | 57,781 | 46,700 | 17.4 |
| Temple | 10 | 68,084 | 56,960 | 46,000 | 27.2 |
| Tennessee | 10 | 79,344 | 77,076 | 55,000 | 13.8 |
| Texas | 16 | 69,426 | 59,000 | 52,000 | 14.9 |
| Texas Tech | 7 | 67,390 | 63,825 | 50,500 | 13.1 |
| Toronto | 6 | 103,480 | 108,602 | 57,834 | 15.8 |
| Tulane | 8 | 64,016 | 63,395 | 45,000 | 14.6 |
| Utah | 8 | 67,939 | 67,670 | 52,520 | 15.9 |
| Vanderbilt | 6 | 75,448 | 68,500 | 60,000 | 18.7 |
| Virginia | 16 | 69,100 | 66,700 | 63,500 | 15.7 |
| Washington | 18 | 69,540 | 64,512 | 62,000 | 20.8 |
| Washington U.-St. Louis | 8 | 68,360 | 62,850 | 50,000 | 23.6 |
| Wayne State | 5 | 65,810 | 62,585 | 50,000 | 23.8 |
| Western Ontario | 2 | $\ddagger$ | $\ddagger$ | 55,377 | 23.0 |
| Wisconsin | 12 | 64,140 | 61,638 | 45,000 | 21.1 |
| Yale | 21 | 87,866 | 80,500 | 55,000 | 15.4 |
| York | 5 | 108,521 | 115,018 | 48,776 | 12.6 |

[^17]Table 58: Beginning Professional Salaries in ARL University Law Libraries Rank Order Table, FY 2013-2014

| Rank | Institution | SAlary | Rank | Institution | SAlary |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | New York University | 70,000 | 40 | Hawaii | 50,004 |
| 1 | Rutgers, Camden | 70,000 | 41 | Arizona State | 50,000 |
| 3 | Pennsylvania State | 65,000 | 41 | Colorado | 50,000 |
| 4 | Calgary | 64,702 | 41 | Emory | 50,000 |
| 5 | Cornell | 64,000 | 41 | Florida State | 50,000 |
| 6 | Virginia | 63,500 | 41 | Nebraska | 50,000 |
| 7 | Georgetown | 63,000 | 41 | New Mexico | 50,000 |
| 8 | Duke | 62,000 | 41 | Northwestern | 50,000 |
| 8 | Washington | 62,000 | 41 | Southern Illinois | 50,000 |
| 10 | Saskatchewan | 60,862 | 41 | Washington U.-St. Louis | 50,000 |
| 11 | Ottawa | 60,204 | 41 | Wayne State | 50,000 |
| 12 | Arizona | 60,000 | 51 | McGill | 49,771 |
| 12 | SUNY Buffalo | 60,000 | 52 | Miami | 49,000 |
| 12 | Vanderbilt | 60,000 | 52 | Michigan | 49,000 |
| 15 | Alberta | 58,567 | 54 | York | 48,776 |
| 16 | Rutgers, Newark | 58,451 | 55 | Cincinnati | 48,000 |
| 17 | Toronto | 57,834 | 55 | Notre Dame | 48,000 |
| 18 | Georgia | 57,500 | 55 | Ohio State | 48,000 |
| 19 | Columbia | 57,000 | 58 | California, Davis | 47,544 |
| 20 | Illinois, Urbana | 56,000 | 58 | California, Irvine | 47,544 |
| 21 | Western Ontario | 55,377 | 58 | California, Los Angeles | 47,544 |
| 22 | Queen`s | 55,292 | 61 | Syracuse | 46,700 |
| 23 | British Columbia | 55,082 | 62 | Temple | 46,000 |
| 24 | Boston University | 55,000 | 63 | Boston College | 45,800 |
| 24 | Florida | 55,000 | 64 | North Carolina | 45,000 |
| 24 | George Washington | 55,000 | 64 | Oregon | 45,000 |
| 24 | Minnesota | 55,000 | 64 | Pennsylvania | 45,000 |
| 24 | South Carolina | 55,000 | 64 | Tulane | 45,000 |
| 24 | Tennessee | 55,000 | 64 | Wisconsin | 45,000 |
| 24 | Yale | 55,000 | 69 | Iowa | 43,000 |
| 31 | Manitoba | 54,686 | 70 | Louisiana State | 42,000 |
| 32 | Houston | 54,000 | 70 | Oklahoma | 42,000 |
| 33 | Montreal | 53,856 | 72 | Connecticut | 41,857 |
| 34 | Harvard | 53,000 | 73 | Kansas | 40,500 |
| 35 | Utah | 52,520 | 74 | Indiana | 40,400 |
| 36 | Howard | 52,000 | 75 | Louisville | 40,000 |
| 36 | Kentucky | 52,000 | 75 | Missouri | 40,000 |
| 36 | Texas | 52,000 | 77 | Case Western Reserve | 36,414 |
| 39 | Texas Tech | 50,500 |  |  |  |

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 2013-2014

| Rank | Institution | Salary | Rank | Institution | SAlary |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | York | 115,018 | 40 | Arizona | 64,518 |
| 2 | Toronto | 108,602 | 41 | Washington | 64,512 |
| 3 | George Washington | 94,317 | 42 | Michigan | 64,505 |
| 4 | Hawaii | 84,864 | 43 | Cincinnati | 63,885 |
| 5 | California, Davis | 82,266 | 44 | Texas Tech | 63,825 |
| 6 | Minnesota | 80,812 | 45 | Tulane | 63,395 |
| 7 | Yale | 80,500 | 46 | Indiana | 63,038 |
| 8 | Harvard | 80,053 | 47 | Washington U.-St. Louis | 62,850 |
| 9 | Cornell | 79,596 | 48 | Wayne State | 62,585 |
| 10 | Rutgers, Newark | 78,863 | 49 | Wisconsin | 61,638 |
| 11 | California, Irvine | 77,976 | 50 | Missouri | 61,590 |
| 11 | California, Los Angeles | 77,976 | 51 | Miami | 61,284 |
| 13 | New York University | 77,328 | 52 | Louisville | 61,200 |
| 14 | Pennsylvania State | 77,262 | 53 | Ohio State | 59,670 |
| 15 | Tennessee | 77,076 | 54 | Texas | 59,000 |
| 16 | Boston College | 76,302 | 55 | Louisiana State | 58,003 |
| 17 | Iowa | 75,850 | 56 | Syracuse | 57,781 |
| 18 | Columbia | 75,660 | 57 | Georgia | 57,352 |
| 19 | Georgetown | 75,000 | 58 | Florida | 57,113 |
| 20 | Montreal | 74,527 | 59 | Temple | 56,960 |
| 21 | Connecticut | 73,321 | 60 | Houston | 56,445 |
| 22 | North Carolina | 72,779 | 61 | Emory | 55,983 |
| 23 | Boston University | 72,050 | 62 | Kentucky | 55,743 |
| 24 | South Carolina | 71,870 | 63 | Southern Illinois | 55,530 |
| 25 | Pennsylvania | 71,840 | 64 | Howard | 55,393 |
| 26 | New Mexico | 71,760 | 65 | Florida State | 55,099 |
| 27 | Notre Dame | 71,225 | 66 | Kansas | 54,736 |
| 28 | Rutgers, Camden | 71,050 | 67 | Oregon | 54,000 |
| 29 | Illinois, Urbana | 71,000 | 68 | Oklahoma | 52,852 |
| 30 | Case Western Reserve | 70,795 |  | Alberta | * |
| 31 | Northwestern | 70,298 |  | British Columbia | * |
| 32 | Nebraska | 69,481 |  | Calgary | * |
| 33 | Duke | 68,550 |  | McGill | * |
| 34 | Vanderbilt | 68,500 |  | Manitoba | * |
| 35 | Utah | 67,670 |  | Ottawa | * |
| 36 | SUNY Buffalo | 67,036 |  | Queen`s | * |
| 37 | Virginia | 66,700 |  | Saskatchewan | * |
| 38 | Arizona State | 66,500 |  | Western | * |
| 39 | Colorado | 65,120 |  |  |  |

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

* Alberta, 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 2013-2014

| Rank | Institution | Salary | Rank | Institution | Salary |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | York | 108,521 | 40 | Arizona | 68,774 |
| 2 | Toronto | 103,480 | 41 | Montreal | 68,362 |
| 3 | George Washington | 99,250 | 42 | Washington U.-St. Louis | 68,360 |
| 4 | Rutgers, Newark | 89,026 | 43 | Temple | 68,084 |
| 5 | Yale | 87,866 | 44 | Nebraska | 67,948 |
| 6 | California, Irvine | 87,437 | 45 | Utah | 67,939 |
| 7 | Minnesota | 85,497 | 46 | South Carolina | 67,682 |
| 8 | Hawaii | 85,410 | 47 | Texas Tech | 67,390 |
| 9 | Pennsylvania State | 84,940 | 48 | Illinois, Urbana | 66,635 |
| 10 | Harvard | 84,873 | 49 | Wayne State | 65,810 |
| 11 | Columbia | 84,613 | 50 | Wisconsin | 64,140 |
| 12 | New York University | 84,338 | 51 | Tulane | 64,016 |
| 13 | California, Davis | 83,238 | 52 | Ohio State | 62,784 |
| 14 | California, Los Angeles | 81,876 | 53 | Miami | 62,665 |
| 15 | Georgetown | 79,778 | 54 | Florida | 62,311 |
| 16 | Tennessee | 79,344 | 55 | Emory | 61,401 |
| 17 | Cornell | 78,828 | 56 | Houston | 61,398 |
| 18 | North Carolina | 78,710 | 57 | Syracuse | 61,054 |
| 19 | Colorado | 78,249 | 58 | Louisville | 60,687 |
| 20 | Iowa | 78,194 | 59 | Missouri | 60,189 |
| 21 | Boston University | 77,410 | 60 | Louisiana State | 59,976 |
| 22 | Connecticut | 76,458 | 61 | Oklahoma | 59,551 |
| 23 | Boston College | 76,025 | 62 | Southern Illinois | 59,109 |
| 24 | Notre Dame | 75,822 | 63 | Florida State | 57,634 |
| 25 | Vanderbilt | 75,448 | 64 | Kentucky | 57,502 |
| 26 | Michigan | 74,714 | 65 | Georgia | 56,905 |
| 27 | Northwestern | 74,534 | 66 | Howard | 56,146 |
| 28 | Pennsylvania | 73,161 | 67 | Oregon | 55,566 |
| 29 | Duke | 72,147 | 68 | Kansas | 53,163 |
| 30 | Rutgers, Camden | 71,831 |  | Alberta | * |
| 31 | Indiana | 71,623 |  | British Columbia | * |
| 32 | Arizona State | 70,745 |  | Calgary | * |
| 33 | New Mexico | 70,695 |  | McGill | * |
| 34 | SUNY Buffalo | 70,518 |  | Manitoba | * |
| 35 | Case Western Reserve | 70,336 |  | Ottawa | * |
| 36 | Cincinnati | 69,834 |  | Queen`s | * |
| 37 | Washington | 69,540 |  | Saskatchewan | * |
| 38 | Texas | 69,426 |  | Western | * |
| 39 | Virginia | 69,100 |  |  |  |

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

* Alberta, 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 2013－2014，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 |  | ． | \＃ | 3 | 133，874 | 4 | 174，531 | 7 | 167，230 | 8 |
| Associate Director |  | ． | 81，621 | 5 | 109，684 | 5 | 99，618 | 4 | 95，029 | 10 |
| Assistant Director |  | ． | $\ddagger$ | 4 | 85，438 | 7 | 82，700 | 4 | 91，450 | 7 |
| Head，Branch |  | ． |  | ． |  | ． |  |  |  |  |
| Administrative Specialist | $\ddagger$ | 1 | \＃ | 2 | \＃ | 1 |  |  | $\ddagger$ | 2 |
| Digital Specialist | 63，317 | 14 | 72，052 | 10 | \＃ | 1 | 72，240 | 10 | $\ddagger$ | 1 |
| Functional Specialist | $\ddagger$ | 3 | 57，385 | 6 | キ | 2 | $\ddagger$ | 3 | $\ddagger$ | 1 |
| Subject Specialist | 62，511 | 19 | 63，415 | 14 | 72，341 | 15 | 73，274 | 4 | 76，077 | 10 |
| Dept．Head，Acquisitions | $\ddagger$ | 1 | 59，511 | 6 | $\ddagger$ | 1 | $\ddagger$ | 3 | 77，682 | 7 |
| Dept．Head，Research／ Reference／Information or Learning Commons |  |  | 72，758 | 5 | $\ddagger$ | 2 | 88，585 | 5 | $\ddagger$ | 3 |
| Dept．Head，Cataloging |  | ． | $\ddagger$ | 1 | $\ddagger$ | 2 | キ | 2 | $\ddagger$ | 3 |
| Dept．Head，Circulation | $\ddagger$ | 1 | 61，594 | 4 | 67，839 | 5 | $\ddagger$ | 2 | 69，202 | 4 |
| Dept．Head，Rare Books／ Manuscripts／Special Collections | $\ddagger$ | 1 |  | ． | $\ddagger$ | 1 |  |  |  |  |
| Dept．Head，Library Technology | $\ddagger$ | 1 |  | ． |  |  |  |  |  |  |
| Dept．Head，Other | $\ddagger$ | 2 | \＃ | 3 | 62，704 | 5 | $\ddagger$ | 2 | 81，670 | 4 |
| Public Services | 57，191 | 4 | 64，706 | 9 | $\ddagger$ | 3 | キ | 1 | $\ddagger$ | 2 |
| Technical Services | 54，533 | 5 | 57，154 | 6 | $\ddagger$ | 2 |  |  |  |  |
| Research／Reference／ Instruction | 61，808 | 53 | 68，078 | 38 | 72，242 | 31 | 71，503 | 18 | 73，293 | 14 |
| Cataloger／Metadata Analysts | 49，317 | 6 | $\ddagger$ | 3 | 69，008 | 5 | $\ddagger$ | 3 | 53，939 | 4 |
| All Positions： | 60，830 | 111 | 68，729 | 119 | 76，224 | 92 | 84，181 | 68 | 87，239 | 80 |

[^18]Table 61：Average Salaries of ARL University Law Librarians by Position and Years of Experience，FY 2013－2014，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 | $\ddagger$ | 2 | 141，683 | 12 | 170，758 | 4 | 180，632 | 12 | 192，730 | 21 |
| Associate Director | $\ddagger$ | 2 | 118，715 | 7 | 108，660 | 6 | $\ddagger$ | 3 | 117，268 | 9 |
| Assistant Director | 81，777 | 12 | 94，055 | 6 | 92，113 | 4 | 99，468 | 8 | $\ddagger$ | 1 |
| Head，Branch |  | ． |  | ． |  | ． |  |  |  |  |
| Administrative Specialist | $\ddagger$ | 2 |  | ． | $\ddagger$ | 2 | $\ddagger$ | 3 |  |  |
| Digital Specialist | 91，013 | 5 | $\ddagger$ | 1 |  | ． | $\ddagger$ | 1 |  |  |
| Functional Specialist | $\ddagger$ | 1 | $\ddagger$ | 1 |  | ． | $\ddagger$ | 1 |  |  |
| Subject Specialist | $\ddagger$ | 3 | 75，588 | 8 | 82，495 | 4 | キ | 3 | 110，400 | 5 |
| Dept．Head，Acquisitions | キ | 3 | $\ddagger$ | 3 | $\ddagger$ | 1 | $\ddagger$ | 3 | 75，402 | 4 |
| Dept．Head，Research／ Reference／Information or Learning Commons | $\ddagger$ | 2 |  | ． | $\ddagger$ | 3 | $\ddagger$ | 3 | $\ddagger$ | 2 |
| Dept．Head，Cataloging | $\ddagger$ | 2 | 79，616 | 5 | 79，406 | 6 | 75，161 | 4 | 77，763 | 6 |
| Dept．Head，Circulation | 70，293 | 4 | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 2 | $\ddagger$ | 2 |
| Dept．Head，Rare Books／ Manuscripts／Special Collections |  | ． | $\ddagger$ | 1 |  | ． |  |  |  |  |
| Dept．Head，Library Technology | $\ddagger$ | 1 | $\ddagger$ | 2 |  | ． |  |  | $\ddagger$ | 1 |
| Dept．Head，Other | 92，776 | 5 | $\ddagger$ | 2 | \＃ | 2 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Public Services | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 3 | \＃ | 2 | キ | 2 |
| Technical Services |  |  |  |  | $\ddagger$ | 2 |  |  | $\ddagger$ | 2 |
| Research／Reference／ Instruction | 79，964 | 11 | 82，565 | 9 | 79，980 | 4 | 77，210 | 9 | 82，314 | 6 |
| Cataloger／Metadata Analysts | $\ddagger$ | 3 | 71，322 | 5 | $\ddagger$ | 2 | $\ddagger$ | 3 | $\ddagger$ | 3 |
| All Positions： | 83，115 | 59 | 96，696 | 64 | 91，956 | 44 | 104，323 | 58 | 120，841 | 66 |

[^19]Table 62: Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Head, Law | 166,052 | 38 | 172,362 | 35 | 169,077 | 73 |
| Associate Director | 107,192 | 30 | 103,776 | 21 | 105,785 | 51 |
| Assistant Director | 89,086 | 36 | 85,392 | 17 | 87,901 | 53 |
| Head, Branch |  | . |  |  |  |  |
| Administrative Specialist | $\ddagger$ | 11 | $\ddagger$ | 2 | 64,917 | 13 |
| Digital Specialist | 67,327 | 18 | 76,457 | 25 | 72,635 | 43 |
| Functional Specialist | 60,203 | 9 | 74,072 | 9 | 67,137 | 18 |
| Subject Specialist | 72,721 | 53 | 73,458 | 32 | 72,998 | 85 |
| Dept. Head, Acquisitions | 69,310 | 25 | 68,294 | 7 | 69,088 | 32 |
| Dept. Head, Research/Reference/ Information or Learning Commons | 81,752 | 17 | 82,523 | 8 | 81,999 | 25 |
| Dept. Head, Cataloging | 74,323 | 23 | 73,333 | 8 | 74,068 | 31 |
| Dept. Head, Circulation | 66,857 | 20 | 62,466 | 6 | 65,844 | 26 |
| Dept. Head, Rare Books/ Manuscripts/Special Collections | $\ddagger$ | 3 |  |  | $\ddagger$ | 3 |
| Dept. Head, Library Technology | $\ddagger$ | 2 | $\ddagger$ | 3 | 92,196 | 5 |
| Dept. Head, Other | 77,955 | 19 | 77,287 | 9 | 77,741 | 28 |
| Public Services | 62,070 | 17 | 73,393 | 11 | 66,518 | 28 |
| Technical Services | 61,390 | 13 | 60,646 | 4 | 61,215 | 17 |
| Research/Reference/Instruction | 70,317 | 136 | 69,891 | 57 | 70,191 | 193 |
| Cataloger/Metadata Analysts | 61,755 | 26 | 68,892 | 11 | 63,877 | 37 |
| All Positions: | 81,024 | 496 | 89,145 | 265 | 83,852 | 761 |

[^20]Table 63: Number and Average Salaries of ARL University Law Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Salary | No. | Salary | No. | Salary | No. |
| Head, Law | 166,052 | 38 | 172,362 | 35 | 169,077 | 73 |
| Associate Director | 107,192 | 30 | 103,776 | 21 | 105,785 | 51 |
| Assistant Director | 89,086 | 36 | 85,392 | 17 | 87,901 | 53 |
| Head, Branch |  |  |  |  |  |  |
| Dept. Head, Acquisitions | 69,310 | 25 | 68,294 | 7 | 69,088 | 32 |
| Dept. Head, Cataloging | 74,323 | 23 | 73,333 | 8 | 74,068 | 31 |
| Dept. Head, Circulation | 66,857 | 20 | 62,466 | 6 | 65,844 | 26 |
| Dept. Head, Library Technology | $\ddagger$ | 2 | $\ddagger$ | 3 | 92,196 | 5 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | $\ddagger$ | 3 |  |  | $\ddagger$ | 3 |
| Dept. Head, Research / Reference/Info or Learning Commons | 81,752 | 17 | 82,523 | 8 | 81,999 | 25 |
| Dept. Head, Other | 77,955 | 19 | 77,287 | 9 | 77,741 | 28 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ <br> Communication/IP Permissions; Other Admin. | $\ddagger$ | 7 | $\ddagger$ | 2 | 67,379 | 9 |
| Business Manager | 59,379 | 4 |  |  | 59,379 | 4 |
| Human Resources |  |  |  |  |  |  |
| Development/Advancement |  |  |  |  |  |  |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | $\ddagger$ | 5 | $\ddagger$ | 3 | 59,033 | 8 |
| IT, Systems | 72,843 | 8 | 76,859 | 9 | 74,969 | 17 |
| IT, Web Developer | $\ddagger$ | 3 | $\ddagger$ | 7 | 77,638 | 10 |
| IT, Programer |  | . |  |  |  |  |
| Scholarly Communications |  | . |  |  |  |  |
| Digital Acquisitions | $\ddagger$ | 2 | $\ddagger$ | 2 | 78,430 | 4 |
| Digital Collections Curation |  |  | 71,618 | 4 | 71,618 | 4 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | $\ddagger$ | 3 | $\ddagger$ | 6 | 70,628 | 9 |
| Archivists | $\ddagger$ | 3 | $\ddagger$ | 1 | 61,674 | 4 |
| Assessment, Management Info Systems, Planning | $\ddagger$ | 1 | $\ddagger$ | 1 | $\ddagger$ | 2 |
| Media Specialists | $\ddagger$ | 2 | \# | 1 | $\ddagger$ | 3 |
| Preservation, including digital collections |  |  |  |  |  |  |
| Subject Specialist (no subgroup) | 72,153 | 42 | 73,621 | 30 | 72,764 | 72 |
| Subject Specialist in Humanities / Fine Arts | $\ddagger$ | 1 |  |  | $\ddagger$ | 1 |
| Subject Specialist in Sciences \& Technology | $\ddagger$ | 1 |  |  | $\ddagger$ | 1 |
| Subject Specialist in Social/Behavior Science | $\ddagger$ | 8 | $\ddagger$ | 2 | 70,825 | 10 |
| Subject Specialist in Area Studies | $\ddagger$ | 1 |  |  | $\ddagger$ | 1 |

Table 63: Number and Average Salaries of ARL University Law Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
|  | Salary | No. | Salary | No. | Salary | No. |
| Position | 61,755 | 26 | 68,892 | 11 | 63,877 | 37 |
| Catalogers/Metadata analysts | 70,317 | 136 | 69,891 | 57 | 70,191 | 193 |
| Research/Reference/Instruction | 62,070 | 17 | 73,393 | 11 | 66,518 | 28 |
| Public Services | 61,390 | 13 | 60,646 | 4 | 61,215 | 17 |
| Technical Services | $\mathbf{8 1 , 0 2 4}$ | $\mathbf{4 9 6}$ | $\mathbf{8 9 , 1 4 5}$ | $\mathbf{2 6 5}$ | $\mathbf{8 3 , 8 5 2}$ | $\mathbf{7 6 1}$ |
| All Positions: |  |  |  |  |  |  |

Canadian salaries are expressed in US dollars..
$\ddagger$ 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 2013-2014

|  | WомеN |  | Men |  | Toта⿱ |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Head, Law | 27.1 | 38 | 26.3 | 35 | 26.7 | 73 |
| Associate Director | 23.2 | 30 | 21.8 | 21 | 22.6 | 51 |
| Assistant Director | 21.3 | 36 | 20.5 | 17 | 21.0 | 53 |
| Head, Branch |  | . |  | . |  | . |
| Administrative Specialist | 17.4 | 11 | 31.5 | 2 | 19.5 | 13 |
| Digital Specialist | 7.8 | 18 | 10.8 | 25 | 9.6 | 43 |
| Functional Specialist | 7.3 | 9 | 14.8 | 9 | 11.1 | 18 |
| Subject Specialist | 14.0 | 53 | 13.3 | 32 | 13.7 | 85 |
| Dept. Head, Acquisitions | 21.4 | 25 | 18.1 | 7 | 20.7 | 32 |
| Dept. Head, Research/Reference/ | 18.2 | 17 | 20.6 | 8 | 19.0 | 25 |
| Information or Learning |  |  |  |  |  |  |
| Commons | 28.3 | 23 | 20.8 | 8 | 26.4 | 31 |
| Dept. Head, Cataloging | 17.3 | 20 | 17.5 | 6 | 17.3 | 26 |
| Dept. Head, Circulation | 12.0 | 3 |  | . | 12.0 | 3 |
| Dept. Head, Rare Books/ |  |  |  |  |  |  |
| Manuscripts/Special Collections | 32.5 | 2 | 16.3 | 3 | 22.8 | 5 |
| Dept. Head, Library Technology | 21.4 | 19 | 10.2 | 9 | 17.8 | 28 |
| Dept. Head, Other | 14.9 | 17 | 14.5 | 11 | 14.8 | 28 |
| Public Services | 11.8 | 13 | 11.5 | 4 | 11.8 | 17 |
| Technical Services | 11.2 | 136 | 11.5 | 57 | 11.3 | 193 |
| Research/Reference/Instruction | 17.6 | 26 | 18.3 | 11 | 17.8 | 37 |
| Cataloger/Metadata Analysts | $\mathbf{1 6 . 9}$ | 496 | $\mathbf{1 6 . 6}$ | $\mathbf{2 6 5}$ | $\mathbf{1 6 . 8}$ | 761 |
| All Positions: |  |  |  |  |  |  |

. 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 2013-2014

|  | Women |  | Men |  | Total |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Position | Years | No. | Years | No. | Years | No. |
| Head, Law | 27.1 | 38 | 26.3 | 35 | 26.7 | 73 |
| Associate Director | 23.2 | 30 | 21.8 | 21 | 22.6 | 51 |
| Assistant Director | 21.3 | 36 | 20.5 | 17 | 21.0 | 53 |
| Head, Branch |  | . |  | . |  |  |
| Dept. Head, Acquisitions | 21.4 | 25 | 18.1 | 7 | 20.7 | 32 |
| Dept. Head, Cataloging | 28.3 | 23 | 20.8 | 8 | 26.4 | 31 |
| Dept. Head, Circulation | 17.3 | 20 | 17.5 | 6 | 17.3 | 26 |
| Dept. Head, Library Technology | 32.5 | 2 | 16.3 | 3 | 22.8 | 5 |
| Dept. Head, Rare Book/Manuscripts/Special Collections | 12.0 | 3 |  |  | 12.0 | 3 |
| Dept. Head, Research/Reference/Info or Learning Commons | 18.2 | 17 | 20.6 | 8 | 19.0 | 25 |
| Dept. Head, Other | 21.4 | 19 | 10.2 | 9 | 17.8 | 28 |
| Administrative Specialist (no subgroup); <br> Administrative support, Marketing/ Communication/IP Permissions; Other Admin. | 20.3 | 7 | 31.5 | 2 | 22.8 | 9 |
| Business Manager | 12.3 | 4 |  | . | 12.3 | 4 |
| Human Resources |  | . |  | . |  |  |
| Development / Advancement |  | . |  | . |  |  |
| Digital Specialist (no subgroup); Institutional Repository Curator; Digital Specialist with Subject Expertise | 4.0 | 5 | 2.7 | 3 | 3.5 | 8 |
| IT, Systems | 9.6 | 8 | 14.7 | 9 | 12.3 | 17 |
| IT, Web Developer | 8.7 | 3 | 10.6 | 7 | 10.0 | 10 |
| IT, Programer |  | . |  | . |  |  |
| Scholarly Communications |  | . |  | . |  |  |
| Digital Acquisitions | 9.0 | 2 | 13.0 | 2 | 11.0 | 4 |
| Digital Collections Curation |  |  | 7.8 | 4 | 7.8 | 4 |
| Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility) | 5.7 | 3 | 13.2 | 6 | 10.7 | 9 |
| Archivists | 4.3 | 3 | 12.0 | 1 | 6.3 | 4 |
| Assessment, Management Info Systems, Planning | 17.0 | 1 | 33.0 | 1 | 25.0 | 2 |
| Media Specialists | 9.5 | 2 | 9.0 | 1 | 9.3 | 3 |
| Preservation, including digital collections |  | . |  | . |  | . |
| Subject Specialist (no subgroup) | 13.4 | 42 | 13.0 | 30 | 13.2 | 72 |
| Subject Specialist in Humanities / Fine Arts | 18.0 | 1 |  | . | 18.0 | 1 |
| Subject Specialist in Sciences \& Technology | 32.0 | 1 |  | . | 32.0 | 1 |
| Subject Specialist in Social/Behavior Science | 12.8 | 8 | 18.5 | 2 | 13.9 | 10 |
| Subject Specialist in Area Studies | 28.0 | 1 |  |  | 28.0 | 1 |

Table 65: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, Specialist Breakdown, FY 2013-2014

|  | Women |  | Men |  | Total |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Position | Years | No. | Years | No. | Years | No. |
| Catalogers/Metadata analysts | 17.6 | 26 | 18.3 | 11 | 17.8 | 37 |
| Research/Reference/Instruction | 11.2 | 136 | 11.5 | 57 | 11.3 | 193 |
| Public Services | 14.9 | 17 | 14.5 | 11 | 14.8 | 28 |
| Technical Services | 11.8 | 13 | 11.5 | 4 | 11.8 | 17 |
| All Positions: | $\mathbf{1 6 . 9}$ | $\mathbf{4 9 6}$ | $\mathbf{1 6 . 6}$ | $\mathbf{2 6 5}$ | $\mathbf{1 6 . 8}$ | $\mathbf{7 6 1}$ |

. No positions reported in this category.

Table 66: Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 2013-2014

|  | Women |  | Men |  | Total |  | $\%$ OF <br> Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | Salary | No. | Salary | No. | Salary | No. |  |
| $0-3$ years | 60,840 | 76 | 60,807 | 35 | 60,830 | 111 | 15\% |
| $4-7$ years | 67,705 | 78 | 70,677 | 41 | 68,729 | 119 | 16\% |
| 8-11 years | 77,396 | 62 | 73,802 | 30 | 76,224 | 92 | 12\% |
| 12-15 years | 83,767 | 34 | 84,594 | 34 | 84,181 | 68 | 9\% |
| 16-19 years | 84,187 | 59 | 95,813 | 21 | 87,239 | 80 | 11\% |
| 20-23 years | 80,052 | 38 | 88,657 | 21 | 83,115 | 59 | 8\% |
| 24-27 years | 94,624 | 35 | 99,197 | 29 | 96,696 | 64 | 8\% |
| 28-31 years | 88,164 | 27 | 97,979 | 17 | 91,956 | 44 | 6\% |
| 32-35 years | 96,717 | 39 | 119,935 | 19 | 104,323 | 58 | 8\% |
| over 35 years | 107,569 | 48 | 156,234 | 18 | 120,841 | 66 | 9\% |
| All Positions: | 81,024 | 496 | 89,145 | 265 | 83,852 | 761 | 100\% |

Canadian salaries are expressed in US dollars.

University Library Questionnaire and Instructions

# ARL AnNuAl Salary Surver 2013-2014 <br> University Library Questionnaire General and Data Input (CSV) Instructions 

http://www.arlstatistics.org/About/Mailings/ss 2013-14

## General Overview

## Important Initial Information

- This year for the second time we are collecting the salary data through the http://arlstatistics.org interface, a change from earlier years when we used Formstack. 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 2013-14. 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.) For the first time this year we have added online validation that requires the file format to be CSV. You online submission will be successful only if all the required fields are submitted in CSV. 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 $=0.75 \times 0.75=0.56$.
- Enter Percent with two decimal points.

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

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


## InSTRUCTIONS

- 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.
- Please return the questionnaire by August 31, 2013. Be sure to keep a complete copy of your submission, including the electronic version of the data for your files.


## Part I: Institutional Information (Microsoft Word Form)

1. Part I of this survey deals with general information for the current fiscal year, 2013-14.
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 2013-14 Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2013. Do not delay returning your survey with the expectation that more information will be available later.
5. The 2013-14 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 2013-14. 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) 2962296 regarding the Salary Survey submission or email stats@arl.org.

The CSV file is available at: http://www.arlstatistics.org/About/Mailings/ss 2013-14. This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal13xxxx.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 13 to designate the year (2013-14), and change "xxxx" to your ARL institution code number, e.g., "ARL131150.xls." Note: use MED for medical libraries, e.g. "MED131150" and LAW to denote law libraries, e.g., "LAW131150."

The file contains columns labeled as follows:
Required: Name/ID\# (deleted before
submitting) LibID Page Line Salary Job Sex OEOcat YrsExp Rank Percent Working Iob 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, 2013. 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 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.
4. Each position can have only one " $\mathrm{Job}^{\prime}$ code, to be taken from the following list:

| DIRLIB | Dean of Libraries and/or University Librarian (includes Director of <br> Libraries and equivalent titles) <br> Associate Dean/Director |
| :--- | :--- |
| ASCDIR | Assistant Dean/Director (Human Medicine only) <br> ASTDIR <br> HDMED <br> HDLAW <br> HDBR |
| Head, Medical Library (Hy <br> Head, Law Library <br> Head, Other Branch Library (including Veterinary Medicine) |  |
| HDCAT | Head, Acquisitions Department (may include management of <br> acquisitions and licensing of electronic resources) |
| HDCIRC | Head, Catalog Department/Unit (may include management of <br> acquisitions and licensing of electronic resources) |
| HDCOMP | Head, Access Services (Circulation, Reserves, Stack Maintenance, <br> Interlibrary Loan) |
|  | 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 |
| ADMSPEC | Administrative Specialist |
| BUSI | Budget/Fiscal/Business Manager/Facilities |
| HUMRES | Human Resources/Training/Staff Development |
| DEV | Development/Advancement |
| ADMIN | Administrative support, Marketing/Communication/IP Permissions |
| DIGITALSPEC | Digital Specialist |
| 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. |
| FSPEC | Functional Specialist |
| 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

PUBS

TECH Technical Services, non-supervisory, except catalogers

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

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

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

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

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

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

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

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

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

Functional Specialist sub-codes. Starting with the 2004-05 Salary Survey, the ARL Statistics and Assessment Committee adopted a proposal from the ACRL Personnel Administrators and Staff Development Officers Discussion Group to break down the Functional Specialist category. For each position which would have been labeled FSPEC prior to 2004-05, instead please use one of the five sub-codes (ARCH, ASSESS, CTL, MEDIA, PRES) to describe that position. If you cannot determine which sub-code to use, please use the FSPEC code.

Subject Specialist sub-codes. Starting with the 2013-14 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 nonsupervisory 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 ranklevels 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 .
$\circ$ An appointment at 30 hours per week has Percent $=30 / 40$, also 0.75 .
- An appointment at 30 hours and 9 months has Percent $=0.75 \times 0.75=0.56$.
- Enter Percent with two decimal points.

Code full time employees with dual appointments or shared responsibilities at $100 \%$ if these individual work a full-time schedule. Such individuals should be listed on the salary survey only once.
10. Working Job Title. Please list the Working Job Title for each employee. The working job title is typically the job title used in the job announcement. It denotes something about the content of the job. For example, if an individual serves as the Liaison for the Geography Department on campus, the working job title may be "Subject Liaison, Geography" or "Subject Librarian, Geography" or "Subject Liaison Librarian", etc. Please list the Working Job Title rather than the rank title of "Librarian I" or "Assistant Librarian".

Enter all pertinent Working Job Titles for employees with dual appointments or shared responsibilities. Such individuals should be listed on the salary survey only once. The field in the CSV 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; $1=y e s$ and $0=$ no. You can select multiple racial categories for a person. The definitions of the five racial categories, listed with their respective column names, are:

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

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

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

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

[^21]White (White): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

INSTNO $\qquad$

## ARL Annual Salary Survey 2013-2014

University Library Questionnaire

Note: This is a print version of the web form available at: http://www.arlstatistics.org/About/Mailings/ss_2013-14

## Part I: Institutional Information

Reporting Institution $\qquad$ Date Returned to ARL $\qquad$
Report Prepared by (name)
Title $\qquad$
Email address $\qquad$ Phone number $\qquad$
Contact person (if different)
Title $\qquad$
Email address Phone number

Note: ARL will calculate the 2013-14 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 2013-14

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

2 levels
$\qquad$ 3 levels
$\qquad$ 4 levels
___ 5 levels
$\qquad$ more than 5 levels (please specify the number of levels: $\qquad$

## 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, 2013.
For assistance, email: stats@arl.org Tel: 202-296-2296 Fax: 202-872-0884 http://www.arlstatistics.org/About/Mailings/ss 2013-14
ARL Annual Salary Survey 2013-2014
Part II: Data Upload - Individual Data
Note: This is a PDF copy of the CSV file that you will submit electronically at:

| Name/ID\# <br> (For your internal use ONLY. <br> Please <br> DELETE <br> before <br> submitting.) | Year | LibID <br> Please <br> enter your <br> library's <br> ARL <br> Institution <br> Code | Page | Line | Salary | Job | Sex | $\begin{aligned} & \mathrm{OEO} \\ & \text { cat } \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Yrs } \\ & \text { Exp } \\ & \hline \end{aligned}$ | Rank | Percent | Working Job Title | Ethnicity <br> Hispanic or Latino | Race: <br> NatAm | Race: <br> Asian | Race: <br> Black | Race: <br> HawPI | Race: <br> White |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | 1 | 1 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 2 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 3 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 4 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 5 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 6 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 7 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 8 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 9 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 10 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 11 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 12 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 13 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 14 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 15 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 16 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 17 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 18 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 19 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 20 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 21 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 22 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 23 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 24 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 1 | 25 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

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Nonuniversity Library Questionnaire and Instructions

# ARL Annual Salary Survey 2013-2014 <br> Nonuniversity Library Questionnaire <br> General and Data Input (CSV) Instructions 

http://www.arlstatistics.org/About/Mailings/ss 2013-14

## Part I: Institutional Information (Microsoft Word Form)

Please return the questionnaire the ARL Statistics and Assessment Program by August 31, 2013. Be sure to keep a complete copy of your submission, including the electronic version of the data for your files. This year for the second time we are collecting the salary data through the http://arlstatistics.org interface, a change from earlier years when we used Formstack. 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, 2013-14.
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.
4. Report 2013-14 salaries as they exist on July 1, 2013. 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.
5. 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.
6. 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

## Association of Research Libraries

reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.
8. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.
9. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its $12-$ month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.
10. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.
11. The salary figures should be straight gross salary figures. Do not include fringe benefits.
12. 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 2012-13 and 2013-14.

For the first time this year we have added online validation that requires the file format to be CSV. You online submission will be successful only if all the required fields are submitted in CSV. 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 2013-14. This is a generic, blank form that can hold your data. The file's name is "sal13nuXXXX.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 13 to designate the year (2013-14), and change the " $x x x x$ " in its name to your ARL institution code number, e.g., "ARL139975.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.
$\qquad$

## ARL Annual Salary Survey 2013-2014

## 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 2012-13 and 2013-14.
2. Median professional salary for fiscal year 2013-14:
3. Beginning professional salary for 2013-14:

## FOOTNOTES:

Please compare with footnotes from surveys of previous years.

1. Law Library salaries are included.
Y__ Nos ___ We do not have a Law Library.
2. Medical Library salaries are included.
___ Yes ___ 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 that you will submit electronically at: http://arlstatistics.org

Indicate the number of filled professional positions in each salary range for fiscal years 2012-13 and 2013-14.

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

Please submit online at http://arlstatistics.org by August 31, 2013.
For assistance, email: stats@arl.org Tel: 202-296-2296 Fax: 202-872-0884
http://www.arlstatistics.org/About/Mailings/ss 2013-14

All data is as of July 1, 2013 unless otherwise noted.


#### Abstract

ALABAMA Library branches included: Angelo Bruno Business Library, Eric \& Sara Rodgers Library for Science \& Engineering, W.S. Hoole Special Collections Library, and McLure Education Library.


## ALBERTA

Library branches included: Bibliographic and Information Technology Services, HT Coutts Education Library, Humanities \& Social Sciences Library, Faculty Saint-Jean Library, Winspear Business Reference Library, Office of Staff Development and Training, Cameron Library (including Financial Systems and Analysis, Science and Technology Library, Information Technology Services and Research and Special Collections Services), Access Services (including Document Delivery and Interlibrary Loans).

## ARIZONA

Library branches included: Main, Fine Arts, Science, and Special Collections.
The number of staff for 2013-14 has decreased due to organizational restructuring and staff turnover.

## ARIZONA STATE

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

## AUBURN

Library branches included: Main, Library of Architecture and Design, and Veterinary Medicine.

## BOSTON

Library branches included: Mugar, Gotlieb Archival, and Theology.

## BOSTON COLLEGE

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

## BRITISH COLUMBIA

Library branches included: Asian Library; Borrower Services; Chapman Learning Commons; 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; and University Archives. [Main Library]

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

## BROWN

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

## CALGARY

Library branches included: Taylor Family Digital Library, Gallagher Library of Geology and Geophysics,

Business Library, The Military Museum Library and Archives, Education Library (Doucette), and Downtown Campus Library.
Library branches NOT included: Knowledge Resource Services, U of C.
All salaries reflect an across the board merit adjustment as individual merit reviews do not take place until October but are retroactive to July 1, 2013.

## 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 Welfare libraries and the Northern Regional Library Facility.

Library branches NOT included: Affiliated Libraries: Architecture Visual Resources Library/CED Visual Resources Center, Continuing Education of the Bar, Earthquake Engineering Research Center, Environmental Design Archives, Ethnic Studies Library, Giannini Foundation of Agricultural Economics, Institute of Governmental Studies, Institute for Research on Labor and Employment, and Institute of Transportation Studies. Also excluded are various departmental libraries: e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature.
Beginning 2004-05, UCB salary figures include administrative stipends, where applicable.
Beginning professional salary for 2013-14 is $\$ 47,544$ for bargaining-unit represented librarians. New contract not yet ratified. Non-bargaining-unit librarians' beginning professional salary is \$48,492.

## CALIFORNIA, DAVIS

Library branches included: Peter J. Shields Library (Davis Campus) and Physical Sciences \& Engineering Library (Davis Campus). [Main Library]
Library branches included: Carlson Health Sciences Library (Davis Campus) and Blaisdell Medical Library (Sacramento). [Health Science Library]

## CALIFORNIA, IRVINE

Library branches included: Main.

## CALIFORNIA, LOS ANGELES

Library branches included: Arts Library, College Library (Undergraduate), Eugene \& Maxine Rosenfeld Management Library, Music Library, Richard C. Rudolph East Asian Library, Science \& Engineering Library, Social Sciences \& Humanities Library, Southern Regional Library Facility. Includes data for 12 affiliated libraries on the UCLA campus including the 1) American Indian Studies Center, 2) Ralph M. Bunche African American Studies Center, 3) Asian American Studies Center, 4) Chicano Studies Research Center, 5) Ethnomusicology Archive, 6) Film \& Television Archive, 7) Graduate School of Education \& Information Studies, Department of Information Studies, 8) Institute for Social Science Research, 9) Latin American Center/Hispanic American Periodicals Index, 10) Olive View Medical Center, 11) Grace M. Hunt English Reading Room, and 12) William Andrews Clark Memorial Library.

## CALIFORNIA, RIVERSIDE

Library branches included: Rivera Library (serving the College of Humanities, Arts and Social Sciences, School of Education, and the School of Business Administration) and Orbach Science Library (serving the College of Natural \& Agricultural Sciences, and the College of Engineering and Biomedical Sciences).
Library branches NOT included: Media and Music Libraries (there are no librarian employees in these facilities).

## CALIFORNIA, SAN DIEGO

Library branches included: UCSD Library. We no longer have branch libraries. Instead, UCSD Library has been restructured from discipline to functionally-based programs.

## CALIFORNIA, SANTA BARBARA

Library branches included: Arts Library.

## CASE WESTERN RESERVE

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

## CHICAGO

Library branches included: All libraries are included in Main; we do not break out Law and Science.
2012-13 Beginning Professional Salary corrected to $\$ 55,000$.

## CINCINNATI

Library branches included: Survey statistics include the main library and 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-MathematicsPhysics; and Music), and two regional campus libraries.

## COLORADO

Library branches included: Main (Norlin); Music; Business; Engineering, Math, Physics; and Earth Science \& Maps.

## COLORADO STATE

Library branches NOT included: Veterinary Branch.
The number of staff for 2013-14 drastically went up due to a change provided by the State of Colorado. Persons in a state-classified staff position who were not counted as professionals in previous years were permitted to opt in to a professional position.

## CONNECTICUT

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

## CORNELL

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

Library branches included: Weill Cornell Medical College, Archives and Patient Resource Center.
[Medical Library]

## DARTMOUTH

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

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

## DUKE

Library branches included: Duke University Libraries: Perkins/Bostock, Lilly, Music, Rubenstein Rare Book, Special Collections Library, and Divinity School Library.

A new joint Provost/Library position was created that oversees the Center for Instructional Technology.

## EMORY

Library branches included: Main, Oxford, and Theology.
8 positions report to a combined Library/IT organization and continue to be considered professional library employees.

## FLORIDA

Library branches included: George A. Smathers Libraries.

## FLORIDA STATE

Library branches included: University Libraries: Strozier (Main) Library, Dirac Science Library, and the College of Engineering Library.

Library branches NOT included: Allen Music Library; Goldstein College of Information Library; Ringling Museum of Art Library; Panama City, Panama Library; London Study Center; Florence Study Center; and Panama City, Florida Library.

## GEORGETOWN

Library branches included: Blommer Science and Woodstock Theological.
Library branches NOT included: Qatar campus.

## GEORGIA

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

## GEORGIA TECH

Library branches included: Main Library and Architecture Branch Library.

## GUELPH

Library branches included: McLaughlin Library.
Library Director assigned rank $=0$, Assistant Librarian assigned rank $=1$, Associate Librarian assigned rank $=2$, Librarian assigned rank $=3$, Non-librarian professionals assigned rank $=9$. Seven (7) Non-librarian professional positions are co-funded by the Library budget ( 0.52 FTE ). Individual rank data have been included for professional librarians only.

## HARVARD

Library branches included: Arboretum, Harvard College Library, Andover-Harvard Theological, Dumbarton Oaks, Fairbank Center, Philosophy, Reischauer Institute, Ukrainian Research Institute, Cabot Science, Chemistry, Houghton, Fine Arts, Harvard-Yenching, Loeb Music, Physics, Maps, Tozzer, Judaica, Widener, Lamont, Middle Eastern, Slavic, Fung, Museum for Comparative Zoology, Loeb Design, Gutman, Baker, Kennedy, Archives, Schlesinger, SEAS, and News \& Public Affairs.
Library branches NOT included: House Libraries, Villa i Tatti, and Center for Bio-Informatics.

## HAWAII

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

## HOUSTON

Library branches included: MD Anderson Library, Architecture and Art Library, Pettey Optometry Library, and Music Library.

## HOWARD

Library branches included: Main Library and Moorland Spingarn Research Center (special collection).
The professional staff increased in size from 15 in 2012-13 to 23 for the current reporting period. One employee left the library to work with the university's IT office so this employee's information is not included, and there were also adjustments in the years of professional service for two other employees.

## ILLINOIS, CHICAGO

Library branches included: The Richard J. Daley Library ("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]
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.
The number of staff for 2013-14 has increased due to increased hiring.

## INDIANA

Library branches included: Main.
Library branches NOT included: Dentistry; 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) Main Library and 2) Branch-Veterinary Medical Library.
Rank Structure 1=Assistant Professor or Librarian I; 2=Associate Professor or Librarian II; 3=Professor; 0=Dean or Associate Dean; 9=Professional \& Scientific (non-faculty).

## JOHNS HOPKINS

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

## KANSAS

Library branches included: Main campus, Lawrence, KS and Regents Center Library, Overland Park, KS. 2012-13 Beginning Professional Salary corrected to \$50,000.

## KENT STATE

Library branches included: Main library and branch libraries.

## KENTUCKY

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

5 levels: 4 faculty, tenure track, 1 non faculty track. [Law Library]

## LAVAL

Library branches included: All included.

## LOUISIANA STATE

Library branches included: Main Library including Middleton Library and Hill Memorial Library (Special Collections).

## LOUISVILLE

Library branches included: Ekstrom Library (Main Library), Archives \& Special Collections, Art Library, and Music Library.
The entry level salary is for librarians without the JD degree. For those with the JD degree, the entry level salary would be $\$ 60,000$. [Law Library]

## MCGILL

Library branches included: Education, Schulich Science \& Engineering, Humanities \& Social Sciences, Islamic Studies, Music, Macdonald Agricultural \& Environmental Sciences, and Rare Books.

## MCMASTER

Library branches included: Mills Library, Thode Library, and Innis Library.

## MANITOBA

Library branches included: William R. Newman Library, Architecture/Fine Arts Library, Elizabeth Dafoe Library, Donald W. Craik Engineering Library, D. Cohen Management Library, Eckhardt-Gramatte Music Library, St. John's College Library, Fr. Harold Drake Library, Sciences and Technology Library, Carolyn SiftonHelene Fund Library, St. Adilon Library, Seven Oaks General Hospital Library, Bill Larson Library, and J.W. Crane Memorial Library.

## MARYLAND

Library branches included: Main.

## MASSACHUSETTS

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

## MIAMI

Library branches included: Central Library (Richter).

## MICHIGAN

Library branches included: Research, Publishing, Learning and Teaching, Collections, Collections - Technical Services, Technology, and Operations.
Library branches NOT included: Kresge Business Administration, Clements, and Bentley.
Beginning professional salary is $\$ 49,000$ for librarians with an MILS equivalent but not a JD degree. Beginning salary with MILS and JD is $\$ 62,000$. [Law Library]

## MICHIGAN STATE

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

## MINNESOTA

The number of staff for 2013-14 has increased due to staff turnover and hiring.

## MISSOURI

Library branches included: Main, Engineering Library and University Archives. [Main Library]
Library branches included: Health Sciences Library and Veterinary Medical Library. [Health Sciences Library]

## MONTREAL

Library branches included: Environmental Development (www.bib.umontreal.ca/AM), Botany (www.bib. umontreal.ca/BV), Chemistry (www.bib.umontreal.ca/CH), Educational Resources Library (www.bib.umontreal. ca/DI), Education-Communication-Psychology-Psychoeducation-Biology Library (www.bib.umontreal.ca/ED),

Geography (www.bib.umontreal.ca/GP), Cartography (http://geographie.umontreal.ca/ressources-services/ bibliotheque-et-cartotheque/), Kinesiology (www.bib.umontreal.ca/SA), Humanities and Social Sciences (www.bib.umontreal.ca/SS), Rare books and Special Collections (www.bib.umontreal.ca/GP), Mathematics and Computer Sciences (www.bib.umontreal.ca/MI), Veterinary (www.bib.umontreal.ca/SA), Music (www.bib. umontreal.ca/MU), Optometry (www.bib.umontreal.ca/SA), Physics (www.bib.umontreal.ca/PY).

## NEBRASKA

Library branches included: Geology Library, Math Library, Engineering Library, CY Thompson Library, Music Library, and Architecture Library. [Main Library]

## NEW MEXICO

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

## NEW YORK UNIVERSITY

Library branches included: Elmer Holmes Bobst Library, Courant Institute of Mathematical Sciences Library, Jack Brause Library, Institute of Fine Arts Library, and Institute for the Study of the Ancient World Library. [Division of Libraries]

Library branches included: Dental Library, Bellevue Library, and Hospital for Joint Diseases Library, and Environmental Medicine Library. [Medical and Dental Libraries]
Library branches NOT included: Bern Dibner Library at Polytechnic Institute, Abu Dhabi Library, and Shanghai Library. [Division of Libraries]

## NORTH CAROLINA STATE

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

## NORTHWESTERN

Library branches included: Includes all collections and locations of the University Library within the administrative responsibility of the Dean of Libraries. [Main Library]
Library branches NOT included: Excludes library that is part of NU Qatar . [Main Library]
Salary data as of September 1, 2013. [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 Radiation Chemistry Reading Room.
Library branches NOT included: University Archives.

## OHIO UNIVERSITY

Library branches included: Ohio University main campus, regional campus libraries (Chillicothe, Lancaster, Eastern, Southern, and Zanesville), and OU Heritage College of Osteopathic Medicine Learning Resource Center. This is the beginning salary for main campus only.

## OHIO STATE

Library branches included: Main.

## OKLAHOMA

Library branches included: Schusterman-Tulsa included with main library data.

## OKLAHOMA STATE

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

## OREGON

Library branches included: Architecture and Allied Arts Library, Science Libraries, Portland Library and Learning Commons.

## OTTAWA

Library branches included: Main.
Data are as of the first email in 2013 as the financial year of the University of Ottawa ends April 30, 2013. Wages are reported according to the collective agreement for Librarians which ended April 30, 2012 and had not been ratified as of 1 May 2013.

## PENNSYLVANIA

Library branches included: University Library, Lippincott Business Library, Math/Physics/Physical Sciences, Fine Arts, Veterinary, Chemistry, Engineering, Museum, Judaic Studies, Rarebook and Manuscript, and Music.

Library branches NOT included: Annenberg Communications, Population studies/SAS.

## PENNSYLVANIA STATE

Library branches included: Pattee/Paterno Library, Architecture \& Landscape Architecture Library, Earth \& Mineral Sciences Library, Engineering Library, Physical \& Mathematical Sciences Library and the following campus libraries: Abington Library, Altoona Library, Beaver Library, Berks Library, Brandywine Library, DuBois Library, Erie Library, Fayette Library, Great Valley Library, Greater Allegheny Library, Harrisburg Library, Hazleton Library, Lehigh Valley Library, Mont Alto Library, New Kensington Library, Schuylkill Library, Shenango Library, Wilkes-Barre Library, Worthington Scranton Library, and York Library.

## PITTSBURGH

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

## PURDUE

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

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

## ROCHESTER

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

## RUTGERS

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

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

## SASKATCHEWAN

Library branches included: Education \& Music, Science, Engineering, Veterinary Medicine, and Murray.

## SOUTH CAROLINA

Library branches included: Business Library, Music Library, Hollings Special Collections Library, Moving Image Research Collections, 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).

## SOUTHERN ILLINOIS

We have begun hiring Non-Tenure-Track (NTT) faculty members in addition to our Tenured/Tenure-Track (T/ TT) faculty members, so the rank structure this year has been adjusted to 4 levels instead of 3 , as follows: $1=$ NTT Lecturer; $2=\mathrm{T} / \mathrm{TT}$ Assistant Professor; $3=\mathrm{T} / \mathrm{TT}$ Associate Professor; $4=\mathrm{T} / \mathrm{TT}$ Professor. NTT Lecturers are on annual term contracts and are not expected to perform research or service, only librarianship and teaching.

## SUNY-ALBANY

Library branches included: Main campus and branch libraries.

## SUNY-BUFFALO

Library branches included: Arts \& Sciences Libraries, the Music Library, and Special Collections (University Archives, The Poetry Collection and Rare \& Special Books).

## SYRACUSE

Library branches included: Main Campus Library, Science \& Technology Library, and Geology \& Math Libraries. Library branches NOT included: College Reading Rooms.

## TEMPLE

Library branches included: Ambler Library, Charles L. Blockson Afro-American Collection, Science \& Engineering Library, and Paley Library. [Main Library]
Library branches NOT included: Harrisburg, Social Science Data Library, Temple Japan (Tokyo) and Temple Rome (Italy). [Main Library]

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

The minimum beginning professional salary rate of $\$ 44,044$ is for an 11 month contract as a bargaining unit librarian. This would be pro-rated to $\$ 40,150$ should the incumbent elect a 10 month contract at time of initial hire. [Main Library]

## TENNESSEE

Library branches included: John C. Hodges Main Library, Pendergrass Agriculture and Veterinary Medicine Library, Devine Music Library, Social Work Library, and Nashville.

## TEXAS

Library branches included: University of Texas Libraries, Dolph Briscoe Center for American History, and Harry Ransom Center.
Beginning Professional Salary for the Dolph Briscoe Center for American History is $\$ 40,000$. Beginning Professional Salary for the Harry Ransom Center is $\$ 40,500$.

## TEXAS A\&M

Library branches included: Sterling C. Evans Library, Library Annex, Cushing Memorial Library, Map and GIS Library, West Campus Library, Policy Sciences \& Economics Library, and the Medical Sciences Library (includes the College Station, Bryan, Round Rock, Temple and Kingsville facilities).
Library branches NOT included: Texas A\&M University Library at Qatar, Jack Williams Library (Galveston Library), and Technical Resources Center (Architecture Library).
Data for the Texas A\&M University Medical Sciences Library is included in the main library data and will not be reported separately.

## TEXAS TECH

Library branches included: University Library, Architecture, SWC/SCL, and Vietnam.

## VANDERBILT

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

## VIRGINIA

Library branches included: Alderman (Main), Astronomy, Chemistry, Clemons (Undergraduate), Education Services, Fiske Kimball Fine Arts, Math, Music, Physics, Brown Science Engineering, Small Special Collections, and Darden Graduate Business. [University Library]
For the purposes of the 2013-14 salary survey, we have included as "professional" those staff who have advanced degrees (or, in a very few cases, equivalent experience) or manage a staff or budget, and who have a high degree of specialized skill. This results in an increased staff count when compared to last year's data.

## VIRGINIA TECH

Library branches included: Art \& Architecture Library, Vet Med Library, WAAC, Northern Virginia, Storage, and Roanoke Clinic Library.

## WASHINGTON STATE

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

## WASHINGTON U.-ST. LOUIS

Library branches included: Art \& Architecture Library, Business, Chemistry, East Asian, Earth and Planetary Sciences, Music, Physics, Social Work, and West Campus.

## WATERLOO

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

## WAYNE STATE

Library branches included: The "general libraries" include the Purdy/Kresge Library, Science and Engineering Library, and Undergraduate 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, Ivey Visual Resources Library, Visual Arts, Computing Services, Faculty of Information \& Media Studies.

Library branches NOT included: 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: Main Library.
The number of staff for 2013-14 has decreased due to organizational restructuring.

## YALE

Library branches included: Haas Arts Library, Bass Library, Beinecke Rare Book \& Manuscript Library, Classics Library, Divinity School Library, Engineering \& Applied Science Library, Government Documents \& Information Center, Lewis Walpole Library [site], Mudd Library, Music Library, Kline Science Library, Social Science Library, and Sterling Memorial Library.

## YORK

Library branches included: Frost Library, Peter F. Bronfman Business Library, Scott Library, and Steacie Science \& Engineering Library.

Legend: 0 - Executive Director, Associate Director, or Adjunct Librarian; 1 - Assistant Librarian; 2 - Associate
Librarian; 3 - Senior Librarian; 9 - Confidential/Professional/Managerial [Main and Law Library].

## BOSTON PUBLIC LIBRARY

Library branches included: All 24 branches plus the Central Library in Copley Square.

## LIBRARY OF CONGRESS

Law Library salaries are included.

## NATIONAL AGRICULTURAL LIBRARY

Library branches included: DC Reference Center.
Reporting Period: 10/1/2013.

## NATIONAL ARCHIVES

Library branches included: Survey includes all 44 NARA locations nationwide. www.archives.gov/locations/.
Professional determined by the Office of Personnel Management definition reference: www.opm.gov/ qualifications/standards/group-stds/gs-prof.asp.

## NEW YORK PUBLIC LIBRARY

Library branches included: We did not include Branch Libraries.

## NEW YORK STATE

Law and Medical Library salaries are included.

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## ARL Member Libraries as of January 1, 2014

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 <br> 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 <br> C-Canadian university |  |  |  |
| N-US nonuniversity |  |  |  |


[^0]:    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 December 1997: A60.

[^1]:    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/2014003/t040-eng.htm

[^2]:    *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.
    $\dagger$ Includes medical and law libraries. $\ddagger$ Beginning professional salary.

[^3]:    *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.
    $\dagger$ Includes medical and law libraries.

[^4]:    * Canadian salaries are expressed in US dollars.
    $\dagger$ See footnotes.

[^5]:    † Beginning professional salary.

[^6]:    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.
    $\ddagger$ See Footnotes.

[^7]:    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.

[^8]:    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.

[^9]:    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.

[^10]:    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.
    $\ddagger$ 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.

[^11]:    Excludes medical and law libraries.
    Canadian salaries are expressed in US 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 19992000, over 110.
    $\ddagger$ No ARL library has fewer than 15 professional staff members.

[^12]:    Excludes medical and law libraries.
    Canadian salaries are expressed in US dollars.
    ( ) Indicates number of ARL libraries included.
    $\ddagger$ 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.

[^13]:    Salaries of directors are not included in the calculation of averages.

    * Alabama, Louisiana State, Tennessee-Knoxville, and Wayne State are not ranked because they reported four or fewer individuals. Canadian salaries are expressed in US dollars.

[^14]:    Years of experience reflect total professional experience.
    Canadian salaries are expressed in US dollars.
    $\ddagger$ 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.

[^15]:    Years of experience reflect total professional experience．
    Canadian salaries are expressed in US dollars．．
    $\ddagger$ 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．

[^16]:    Canadian salaries are expressed in US dollars.
    $\ddagger$ Salary data are not published when fewer than four individuals are involved in either category.

[^17]:    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.
    $\ddagger$ Salary data are not published when fewer than four individuals are involved.

[^18]:    Years of experience reflect total professional experience．
    Canadian salaries are expressed in US dollars．
    $\ddagger$ 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．

[^19]:    Years of experience reflect total professional experience．
    Canadian salaries are expressed in US dollars．．
    $\ddagger$ 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．

[^20]:    Canadian salaries are expressed in US dollars.
    $\ddagger$ Salary data are not published when fewer than four individuals are involved in either category.
    . No positions reported in this category.

[^21]:    1 http://www.census.gov/population/www/socdemo/race/racefactcb.html

