

CANADIAN ARL UNIVERSITY LIBRARIES

TABLES 40–46

TABLE 40: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS FY 2013	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP. FY 2013
		FY 2012	FY 2013	FY 2012	FY 2013	FY 2012	FY 2013	
Alberta [‡]	79	97,988	98,638	96,240	97,588	56,746	57,881	12.6
British Columbia [‡]	81	92,450	91,250	90,502	88,228	55,335	55,335	17.5
Calgary [‡]	49	100,976	102,944	96,757	101,125	58,000	58,000	19.9
Guelph [‡]	47	84,513	89,082	79,958	86,559	62,564	63,659	17.7
Laval [‡]	66	70,613	73,022	71,212	75,903	49,547	53,171	13.8
McGill [‡]	74	74,275	75,888	66,271	68,386	50,000	50,000	13.6
McMaster [‡]	40	73,376	72,832	66,406	66,245	48,456	48,456	16.8
Manitoba [‡]	40	98,695	98,374	100,799	96,011	49,813	51,258	21.0
Montreal [‡]	95	76,584	76,764	70,632	71,344	44,680	44,680	16.1
Ottawa [‡]	40	89,371	86,653	88,234	84,488	50,181	50,181	16.3
Queen's [‡]	33	106,091	110,318	109,263	113,743	53,917	53,917	23.6
Saskatchewan [‡]	50	95,216	99,324	90,775	95,991	57,920	60,537	16.3
Toronto [‡]	142	92,617	98,366	90,532	95,291	54,600	56,800	14.3
Waterloo [‡]	33	81,082	86,108	81,156	85,225	51,804	53,395	18.2
Western Ontario [‡]	66	76,064	78,030	75,096	76,490	54,000	54,810	14.5
York [‡]	58	107,309	105,209	104,041	101,128	49,000	49,000	16.7

Salaries are expressed in Canadian dollars.

Excludes Canadian 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.

‡ See Footnotes.

TABLE 41: AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2012–2013, PART 1: 0 TO 19 YEARS OF EXPERIENCE

	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.		.		.		.	‡	1
Associate Director		.		.	‡	2	114,326	5	119,468	5
Assistant Director	‡	1	‡	1		.	‡	1	120,067	5
Head, Branch	‡	2	‡	3	92,164	10	102,745	9	103,193	6
Administrative Specialist	64,601	5	74,257	14	77,880	8	83,598	11	103,509	5
Digital Specialist	67,583	22	71,634	21	78,764	11	81,490	15	86,606	5
Functional Specialist	61,585	10	76,934	13	84,752	8	83,240	8	86,789	8
Subject Specialist	56,496	27	68,217	33	75,806	29	81,493	20	85,217	10
Dept. Head										
Acquisitions	‡	1		.		.	97,197	4	‡	1
Research/Reference/ Information or Learning Commons		.	‡	3	89,750	4		.		
Cataloging		.	‡	1		.	‡	2	‡	2
Circulation		.	68,532	4		.	‡	2		.
Rare Books/ Manuscripts/Special Collections		.	‡	2	‡	1	‡	1		
Library Technology		.	‡	1		.	‡	2	‡	3
Other Department Heads	‡	2	86,581	6	88,416	14	93,473	10	106,280	5
Public Services	‡	3	73,078	6	‡	3	‡	2		.
Technical Services	‡	2	‡	2	‡	1	‡	3	‡	1
Research/Reference/ Instruction	67,688	49	79,198	39	85,956	34	85,442	22	97,182	17
Cataloger/Metadata Analysts	59,672	7	91,040	4	87,001	13	79,406	5	‡	4
All Positions:	65,083	131	75,981	153	84,547	138	88,321	122	97,525	78

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 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 41: AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2012–2013, 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	‡	1	‡	2	‡	2	‡	3	205,499	7
Associate Director	116,603	8	150,984	13	‡	3	136,213	4	‡	3
Assistant Director	‡	2	101,708	6	‡	1	‡	2	‡	1
Head, Branch	‡	2	124,522	6	120,721	8	108,088	6	134,695	8
Administrative Specialist	89,327	6	80,519	4	‡	1	‡	1	‡	2
Digital Specialist	93,702	7	95,895	7	98,546	6	‡	3	‡	3
Functional Specialist	88,322	11	107,063	6	‡	5	114,173	5	‡	2
Subject Specialist	93,481	16	111,282	8	110,469	7	98,563	10	108,149	11
Dept. Head										
Acquisitions	‡	1	.	.	107,169	4	.	.	‡	1
Research/Reference/ Information or Learning Commons	‡	2	‡	1	.	.	‡	1	.	.
Cataloging	102,862	4	‡	2	102,976	4	.	.	‡	1
Circulation	‡	1	‡	2	‡	3	‡	1	‡	3
Rare Books/ Manuscripts/Special Collections	.	.	‡	1	‡	2	.	.	‡	2
Library Technology	‡	1	.	.	.	.	.	.	‡	1
Other Department Heads	99,326	10	100,660	15	97,571	8	107,539	9	‡	4
Public Services	.	.	.	.	.	.	.	.	.	.
Technical Services	‡	1	.	.	.	.	.	.	.	.
Research/Reference/ Instruction	94,972	14	107,674	21	110,752	5	97,594	10	104,028	9
Cataloger/Metadata Analysts	‡	1	93,268	7	111,333	4	.	.	98,353	6
All Positions:	96,372	88	111,479	101	108,224	63	111,399	55	122,188	64

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 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 42: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	184,852	10	195,792	6	188,955	16
Associate Director	136,325	26	130,129	17	133,875	43
Assistant Director	115,410	12	99,365	8	108,992	20
Head, Branch	109,470	50	113,447	10	110,133	60
Administrative Specialist	81,306	42	83,970	15	82,007	57
Digital Specialist	79,556	39	80,787	61	80,307	100
Functional Specialist	80,607	43	89,359	33	84,407	76
Subject Specialist	77,586	118	87,478	53	80,652	171
Dept. Head						
Acquisitions	‡	11	‡	1	95,232	12
Research/Reference/Information or Learning Commons	‡	10	‡	1	93,211	11
Cataloging	‡	14	‡	2	102,661	16
Circulation	‡	13	‡	3	90,968	16
Rare Books/Manuscripts/Special Collections	106,760	4	96,102	5	100,839	9
Library Technology	‡	2	‡	6	103,965	8
Other Department Heads	97,136	60	99,746	23	97,859	83
Public Services	‡	11	‡	3	76,902	14
Technical Services	73,512	6	75,392	4	74,264	10
Research/Reference/Instruction	85,171	169	88,676	51	85,984	220
Cataloger/Metadata Analysts	83,296	38	92,134	13	85,549	51
All Positions:	90,419	678	93,339	315	91,345	993

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 52 and 62 for comparable figures for medical and law libraries.

‡ 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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	184,852	10	195,792	6	188,955	16
Associate Director	136,325	26	130,129	17	133,875	43
Assistant Director	115,410	12	99,365	8	108,992	20
Head, Branch	109,470	50	113,447	10	110,133	60
Dept. Head						
Acquisitions	‡	11	‡	1	95,232	12
Cataloging	‡	14	‡	2	102,661	16
Circulation	‡	13	‡	3	90,968	16
Library Technology	‡	2	‡	6	103,965	8
Rare Book/Manuscripts/Special Collections	106,760	4	‡	5	100,839	9
Research/Reference/Info or Learning Commons	‡	10	‡	1	93,211	11
Other Department Heads	97,136	60	99,746	23	97,859	83
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	‡	16	‡	2	77,926	18
Business Manager	81,721	16	84,203	11	82,732	27
Human Resources	‡	8	‡	1	92,838	9
Development/Advancement	‡	2	‡	1	‡	3
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	‡	5	‡	3	87,876	8
IT, Systems	82,038	16	84,174	27	83,379	43
IT, Web Developer	81,680	4	71,475	9	74,615	13
IT, Programmer	70,792	5	82,380	16	79,621	21
Digital Acquisitions	‡	4	‡	1	76,111	5
Digital Collections Curation	79,998	5	63,965	5	71,982	10
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	78,210	15	88,529	19	83,977	34
Archivists	81,319	17	93,275	9	85,458	26
Assessment, Management Info Systems, Planning	‡	5	‡	1	86,444	6
Media Specialists	‡	4	‡	2	80,376	6
Preservation, including digital collections	‡	2	‡	2	84,234	4
Subject Specialist	77,586	118	87,478	53	80,652	171
Catalogers/Metadata analysts	83,296	38	92,134	13	85,549	51
Research/Reference/Instruction	85,171	169	88,676	51	85,984	220
Public Services	‡	11	‡	3	76,902	14
Technical Services	73,512	6	75,392	4	74,264	10
All Positions:	90,419	678	93,339	315	91,345	993

Excludes Canadian medical and law libraries. See Tables 53 and 63 for comparable figures for medical and law libraries.

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

TABLE 44: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	31.4	10	35.8	6	33.1	16
Associate Director	25.2	26	21.2	17	23.6	43
Assistant Director	21.9	12	21.5	8	21.8	20
Head, Branch	22.1	50	18.3	10	21.5	60
Administrative Specialist	13.7	42	12.2	15	13.3	57
Digital Specialist	12.1	39	13.3	61	12.8	100
Functional Specialist	14.7	43	16.7	33	15.6	76
Subject Specialist	13.4	118	16.2	53	14.2	171
Dept. Head						
Acquisitions	22.7	11	1.0	1	20.9	12
Research/Reference/Information or Learning Commons	12.6	10	34.0	1	14.5	11
Cataloging	21.9	14	27.5	2	22.6	16
Circulation	24.2	13	11.0	3	21.8	16
Rare Books/Manuscripts/Special Collections	20.0	4	23.2	5	21.8	9
Library Technology	26.5	2	15.3	6	18.1	8
Other Department Heads	20.5	60	19.1	23	20.1	83
Public Services	6.1	11	7.0	3	6.3	14
Technical Services	6.8	6	14.8	4	10.0	10
Research/Reference/Instruction	13.2	169	12.6	51	13.1	220
Cataloger/Metadata Analysts	15.6	38	20.5	13	16.8	51
All Positions:	16.0	678	16.2	315	16.1	993

Salaries are expressed in Canadian dollars.

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	31.4	10	35.8	6	33.1	16
Associate Director	25.2	26	21.2	17	23.6	43
Assistant Director	21.9	12	21.5	8	21.8	20
Head, Branch	22.1	50	18.3	10	21.5	60
Dept. Head						
Acquisitions	22.7	11	1.0	1	20.9	12
Cataloging	21.9	14	27.5	2	22.6	16
Circulation	24.2	13	11.0	3	21.8	16
Library Technology	26.5	2	15.3	6	18.1	8
Rare Book/Manuscripts/Special Collections	20.0	4	23.2	5	21.8	9
Research/Reference/Info or Learning Commons	12.6	10	34.0	1	14.5	11
Other Department Heads	20.5	60	19.1	23	20.1	83
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	11.5	16	3.5	2	10.6	18
Business Manager	16.5	16	13.4	11	15.2	27
Human Resources	9.9	8	18.0	1	10.8	9
Development/Advancement	23.5	2	11.0	1	19.3	3
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	8.8	5	19.3	3	12.8	8
IT, Systems	16.5	16	15.9	27	16.1	43
IT, Web Developer	11.0	4	10.1	9	10.4	13
IT, Programmer	7.4	5	12.6	16	11.3	21
Digital Acquisitions	10.3	4	13.0	1	10.8	5
Digital Collections Curation	8.4	5	3.8	5	6.1	10
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	11.5	15	15.3	19	13.6	34
Archivists	16.0	17	18.6	9	16.9	26
Assessment, Management Info Systems, Planning	15.4	5	3.0	1	13.3	6
Media Specialists	21.3	4	20.5	2	21.0	6
Preservation, including digital collections	12.5	2	24.5	2	18.5	4
Subject Specialist	13.4	118	16.2	53	14.2	171
Catalogers/Metadata analysts	15.6	38	20.5	13	16.8	51
Research/Reference/Instruction	13.2	169	12.6	51	13.1	220
Public Services	6.1	11	7.0	3	6.3	14
Technical Services	6.8	6	14.8	4	10.0	10
All Positions:	16.0	678	16.2	315	16.1	993

Salaries are expressed in Canadian dollars.

Excludes Canadian medical and law libraries. See Tables 55 and 65 for comparable figures for medical and law libraries.

TABLE 46: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE AND SEX, FY 2012–2013

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	63,511	86	68,087	45	65,083	131	13%
4–7 years	75,038	116	78,937	37	75,981	153	15%
8–11 years	84,979	97	83,523	41	84,547	138	14%
12–15 years	87,751	75	89,232	47	88,321	122	12%
16–19 years	97,691	55	97,128	23	97,525	78	8%
20–23 years	95,691	55	97,505	33	96,372	88	9%
24–27 years	110,800	63	112,603	38	111,479	101	10%
28–31 years	107,687	44	109,468	19	108,224	63	6%
32–35 years	108,922	40	118,004	15	111,399	55	6%
over 35 years	119,182	47	130,500	17	122,188	64	6%
All Positions:	90,419	678	93,339	315	91,345	993	100%

Salaries are expressed in Canadian dollars

Excludes Canadian medical and law libraries. See Tables 56 and 66 for comparable figures for medical and law libraries.

