

FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2012–2013

All data is as of July 1, 2012 unless otherwise noted.

ALABAMA

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

ALBERTA

Library branches included: Bibliographic and Information Technology Services, HT Coutts Education Library, Humanities and 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), and Access Services (including Document Delivery and Interlibrary Loans).

ARIZONA

Library branches included: Main Library, Science-Engineering Library, Fine Arts Library, Special Collections, and Center for Creative Photography.

ARIZONA STATE

Library branches included: Tempe campus, Downtown Campus, Polytechnic Campus and West Campus.

AUBURN

Library branches included: Main and two branch libraries.

BOSTON

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

BOSTON COLLEGE

Library branches included: O'Neill, Education Resource Center, Bapst Art Library, Burns Library of Rare Books and Manuscripts, Social Work, and Theology and Ministry.

BRIGHAM YOUNG

Library branches included: Harold B. Lee Library.

BRITISH COLUMBIA

Library branches included: Art+Architecture+Planning, Asian Library, Chapman Learning Commons, David Lam Management Library, Digital Initiatives, Education Library, Irving K. Barber Learning Centre, Koerner Library (Humanities & Social Sciences, Borrower Services), Music Library, Okanagan Library, Rare Books and Special Collections, UBC Library at Robson Square, Science and Engineering, Technical Services, University Archives, and Xwi7xwa Library (First Nations House of Learning).

Library branches not included: Life Sciences Libraries and Reading Rooms and Affiliated Libraries.

CALGARY

Library branches included: Taylor Family Digital Library, Gallagher Library of Geology and Geophysics, Business Library, The Military Museum Library & Archives, and Downtown Campus Library.

CALIFORNIA, BERKELEY

Library branches included: 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: 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, Institute of Transportation Studies, and various departmental libraries: e.g. French, History, Philosophy, Rhetoric, and Slavic Languages and Literature.

Beginning 2004-05, UCB salary figures include administrative stipends, where applicable.

CALIFORNIA, DAVIS

Library branches included: Peter J. Shields Library (Davis Campus) and Physical Sciences & Engineering Library (Davis Campus).

CALIFORNIA, IRVINE

Library branches included: Ayala Science Library and Langson Library.

CALIFORNIA, LOS ANGELES

Library branches included: Includes the Arts Library, College Library (Undergraduate Library), Eugene and Maxine Rosenfeld Management Library, Music Library, Richard C. Rudolph East Asian Library, Science & Engineering Library, Social Sciences and Humanities Library (Charles E. Young Research Library), and the 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, Dept. of Info. 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, 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 (with the current organizational redesign, we are no longer organized by discipline or under different libraries).

CALIFORNIA, SANTA BARBARA

Library branches included: Main and one branch library (Arts).

CASE WESTERN RESERVE

Library branches included: Kelvin Smith Library (includes Harris Library at the Mandel School of Applied Social Sciences).

CHICAGO

Library branches included: All libraries are included in one spreadsheet; we do not break out Law or Medicine.

We do not submit the information about ethnicity in columns N-S.

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-Mathematics-Physics; and Music), and two regional campus libraries.

COLORADO

Library branches included: Norlin Library (Main), Business, Earth Science/Map, Engineering/Math/Physics, and Music.

Rank structure: 0 = Libraries Dean, 1 = Instructor, 2 = Senior Instructor, 3 = Assistant Professor, 4 = Associate Professor, 5 = Full Professor. [Main and Law Libraries]

COLUMBIA

Library branches included: Main Library system.

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.

DARTMOUTH

Library branches included: Baker-Berry Library, Paddock Music Library, Feldberg Business & Engineering Library, Kresge Physical Sciences Library, Sherman Art Library, and Rauner Special Collections Library.

DUKE

Library branches included: Perkins/Bostock, Lilly, Rubenstein, Music, and Marine Lab.

Library branches not included: Divinity School Library. Director requested to be omitted from this and future reporting due to faculty status.

EMORY

Library branches included: Main, Theology and Oxford College.

Due to a reorganization, we have included some interim positions as well as added some new positions. In addition, I have done a complete review of years of experience and have made some adjustments in that category.

FLORIDA STATE

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

Library branches not included: Music; Career Center; Art (Ringling); School of Library and Information Studies; Panama City, FL Branch; and Panama City, Panama Branch.

GEORGIA

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

GEORGIA TECH

Library branches included: Main Library and Architecture Branch Library.

GUELPH

Library branches included: Main Campus Libraries: McLaughlin Library.

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. 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.

HARVARD

Library branches included: Andover-Harvard Theological Library, Arnold Arboretum Horticultural Library, Schlesinger Library, Baker Library, Biblioteca Berenson, Botany Libraries, Cabot Science Library, Chemistry Library, Development Office Library, Dumbarton Oaks, Ernst Mayr Library, Fine Arts Library, Fung Library, Gordon McKay Library and Blue Hill Meteorological Observatory, Grossman Library, Harvard Kennedy School Library, Harvard University Archives, Harvard-Yenching Library, Houghton Library, Lamont Library, Loeb Design Library, Loeb Music Library, Monroe C. Gutman Library, Physics Research Library, Tozzer Library, Widener Library, Wolbach Library, Weissman Preservation Center, and Harvard Library.

HAWAII

Salaries of DIRLIB, ASCDIR, and ASTDIR reflect temporary 5% executive salary reduction. Salaries of professionals not ranked do not reflect 5% supplemental time off reduction.

HOUSTON

Library branches included: MD Anderson Library, Architecture and Art Library, Music Library, and Weston A. Pettesy Optometry Library.

HOWARD

Library branches included: The data for the main library includes the special collection, Moorland Spingarn Research Center.

Two of the professionals included in the previous salary survey are no longer at Howard University. A new library director began his tenure on February 26, 2012. He serves as chief executive for both the general University Libraries and the unique special collection known as the Moorland Spingarn Research Center.

ILLINOIS, CHICAGO

Library branches included: The Richard J. Daley Library (“Main” Library).

Rank delineation: Academic Professional – 9, Professor – 4, Associate Professor – 3, Assistant Professor – 2, Instructor – 1, University Librarian/AUL – 0. Tenure and Clinical Track Assistant Professors have been combined into one category: “Assistant Professor.” Tenure and Clinical Track Associate Professors have been combined into one category: “Associate Professor.” Tenure and Clinical Track Professors have been combined into one category: “Professor.” [Health Sciences and Richard J. Daley Libraries]

ILLINOIS, URBANA

Library branches included: All main campus libraries are included.

Beginning faculty salary only. Beginning Academic Professional salary is \$47,500.

INDIANA

Library branches included: Main.

Library branches not included: Dentistry Library, IUPUI University Library, Herron School of Art Library, Columbus Library, 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 and five branch libraries (Art, Business, Engineering, Music, and Sciences).

IOWA STATE

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

JOHNS HOPKINS

Library branches included: Milton S Eisenhower Library, SAIS Library, and Friedeheim Library.

KANSAS

Library branches included: Main campus libraries and Regents Center Library.

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), and Transportation.

LAVAL

Library branches included: All libraries are included.

LOUISIANA STATE

Library branches included: LSU Libraries (Middleton and Special Collections).

LOUISVILLE

Library branches included: Art Library, Ekstrom Library (Main Library), Music Library, and University Archives & Records Center.

The minimum salary listed is for new hires at the Instructor level. Most of our recent new hires have been at the Assistant Professor level.

Entry salary listed is for those with MLS only. Entry salary for a new law librarian who also holds the JD is significantly higher, @\$60,000. [Law Library]

MCGILL

Library branches included: Education, Marvin Duchow Music, Schulich Library of Science & Engineering, Humanities & Social Sciences, Macdonald Campus (Agr & Env.Sci), Rare Books, Hitschfeld Geographic Information Service, and Islamic. Includes Administrative staff, Collection Services & Library Technology Services. Professional staff have been included for the first time.

Library branches not included: Life Sciences, Osler Library, the History of Science, and Birks Library (Religious Studies).

MCMASTER

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

MANITOBA

Library branches included: William R Newman Library, Architecture/Fine Arts Library, Elizabeth Dafoe Library, Donald W. Craik Engineering Library, Albert D. Cohen Management Library, Eckhardt-Gramatte Music Library, St. John's College Library, Fr. Harold Drake Library, and Sciences and Technology Library.

MASSACHUSETTS

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

MIAMI

Library branches included: Richter (main), Music, Architecture, Business, and Marine.

MICHIGAN

Library branches included: Area Programs; Art, Architecture, and Engineering; Asia; Askwith Media; Biological Station; Buhr Remote Shelving Facility; Clark; Digital Media Commons; Fine Arts Library; Hatcher Graduate; Learning & Teaching; Learning & Teaching Academic Technology Group; Learning & Teaching Digital Media Commons; Learning & Teaching Learning Programs & Initiatives; Learning & Teaching Technology Integration Group; Learning & Teaching User Information & Discovery Services; Library Information Technology; Museums; Music; Papyrology; Publishing Production; Shapiro Science; Shapiro Undergraduate; Special Collections; Sumner and Laura Foster Library; University of Michigan Press; and University Reserves.

Library branches not included: Kresge Business Administration, Clements, Bentley, Gerald Ford, Mardigian (Dearborn campus), Thompson (Flint), and UM Transportation Research Institute.

Salaries for the Main and Health Science Libraries are as of September 1, 2012.

The beginning salary is \$49,000 for librarians with MLS and without JD. Beginning salary with MLS and JD is \$62,000. [Law Library]

MICHIGAN STATE

Library branches included: Main Library and 3 branch libraries (Math, Engineering, and Business).

MISSOURI

Library branches included: Main Library and the following branch libraries: Archives, Engineering, Journalism, and Vet Med.

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), 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), École Polytechnique Library (Affiliated School) (www.polymtl.ca), and HEC Montreal Library (Affiliated School)(www.hec.ca).

Library branches not included: Paramedics (www.bib.umontreal.ca/SA).

NEBRASKA

Library branches included: Love 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, Jack Brause Library, Institute of Fine Arts, and Institute for Study of the Ancient World.

Library branches not included: Bern Dibner Library at Polytechnic Institute and Abu Dhabi Library

NORTH CAROLINA STATE

Library branches included: D.H. Hill (Main) Library, Design Library, Natural Resources Library, Textiles Library, and Veterinary Medicine Library.

NORTHWESTERN

Library branches included: University Library organization, which includes all Northwestern University libraries.

Ranking system for librarian faculty is based on position, not professional experience or accomplishment of individual.

NOTRE DAME

Library branches included: Theodore M. Hesburgh Library (Main); Architecture Library; Visual Resources Center; Thomas Mahaffey, Jr. Business Information Center; Chemistry-Physics Library; Engineering Library;

Kellogg/Kroc Library Information Center; O. Thomas O'Meara Mathematics Library; and Radiation Chemistry Reading Room.

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. Two librarians at regional campuses have been recently hired below the minimum set by main campus.

OKLAHOMA

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

Starting salary if JD/MLS - \$48,000. [Law Library]

OKLAHOMA STATE

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

OREGON

Library branches included: Knight (main) Library, Architecture and Allied Arts Library, and Science and Math Libraries.

OTTAWA

Library branches included: University of Ottawa Main Library and Administration.

Salaries are reported as of May 1st, 2012, since the end of the fiscal year for the University of Ottawa is April 30. The collective agreement of our Librarians expired on May 1st, 2011. Wages will be adjusted as necessary once the new collective agreement is ratified.

PENNSYLVANIA

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

PENNSYLVANIA STATE

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

PITTSBURGH

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

PRINCETON

Library branches included: Architecture Library, East Asian Library and the Gest Collection, Engineering Library, Firestone Library, Forrestal Annex (Annex A), Furth Plasma Physics Library, Humanities Resource Center (Video Library), Lewis Library, Marquand Library of Art and Archaeology, Mendel Music Library, Mudd

Manuscript Library, ReCAP (Research Collections and Preservation Consortium), and the Stokes Library (Public and International Affairs and Population Research).

PURDUE

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

QUEEN'S

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

Salaries and positions as at May 1, 2012.

ROCHESTER

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

RUTGERS

Library branches included: Research and Instructional Services (which includes the Alexander Library, Mabel Smith Douglass Library, Kilmer Library, Library of Science and Medicine, and Branches), John Cotton Dana Library, Paul Robeson Library, and Technical and Automated Services.

Editor's Note: In the ARL Annual Salary Survey 2011-2012, Rutgers (Camden) and Rutgers (Newark) are listed incorrectly in Table 42. Rutgers (Camden)'s data line is named "Rutgers – Newark" and vice versa.

SASKATCHEWAN

Library branches included: Murray Library, Education & Music Library, Natural Sciences Library, Engineering Library, and University Archives.

SOUTH CAROLINA

Library branches included: Thomas Cooper Library, Business Library, Math Library, Music Library, Hollings Special Collections Library (includes Irvine Department of Rare Books and Special Collections and South Carolina Political Collections), Moving Image Research Collections, and the South Caroliniana Library.

SOUTHERN CALIFORNIA

Library branches included: University of Southern California main campus branch libraries.

SUNY-ALBANY

Library branches included: Main campus and branch libraries.

SUNY-BUFFALO

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

SUNY-STONY BROOK

Library branches included: Main Library.

SYRACUSE

Library branches included: Main Campus Library, Science & Technology Library, and Geology & Math Libraries.

TEMPLE

Library branches included: Paley Library (the main library), Ambler Library, the Science & Engineering Library, and the Blockson Afro-American Collection.

The minimum beginning salary of \$44,044 is for a 10 month contract if elected by the librarian at time of hire.
[Main Library]

TENNESSEE

Library branches included: Hodges Library (main), Pendergrass Agriculture and Veterinary Medicine Library, and DeVine Music Library.

TEXAS

Library branches included: University of Texas at Austin Libraries, the Briscoe Center for American History, and the Harry Ransom Center.

Beginning professional salary for the 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, West Campus Library, and Policy Sciences and Economics Library. Data for the Texas A&M University Medical Sciences Library is included in the main library data and will not be reported separately.

Library branches not included: Architecture Library, Jack K. Williams Library at Galveston, and Texas A&M University Library at Qatar.

TEXAS TECH

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

TORONTO

Library branches included: Architecture Landscape & Design Library (Shore + Moffat), Astronomy & Astrophysics Library, University of Toronto at Scarborough Library Services, Business Information Centre at the Joseph L. Rotman School of Management, Chemistry Library (A D Allen), Criminology Information Service & Library, Dentistry Library (Harry R Abbott), Department of Art Library, Earth Sciences Library (Noranda), East Asian Library (Cheng Yu Tung), Engineering & Computer Science, Industrial Relations and Human Resources Library (Newman), Information Studies Inforum, Map and Data Library, Mathematical Sciences, Media Commons (Audiovisual, Media Archives and Microform), Music Library, New College Library (Ivey), OISE Library (Ontario Institute for Studies in Education), Petro Jacyk Central & East European Resource Centre, Physics Library, Richard Charles Lee Canada-Hong Kong Library, Robarts Library, Thomas Fisher Rare Book Library, U of T Archives & Records Management Services (UTARMS), U of T at Mississauga, UTM Library, and U of T at Scarborough Library.

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 Archives and Library Administration.

Please note the DIRLIB's salary is not listed, as this is a faculty position. [Health Science Library]

VIRGINIA

Library branches included: Alderman (Main), Astronomy, Biology/Psychology, Chemistry, Clemons Undergraduate, Education, Fiske Kimball Fine Arts, Math, Music, Physics, Brown Science & Engineering, Small Special Collections, and Darden Graduate Business.

Library branches not included: UVa College at Wise.

Salary data are as of 7/1/12. [University Library]

VIRGINIA TECH

Library branches included: Newman Library (Main), Art and Architecture Library, Vet Med Library, and WAAC, Alexandria.

WASHINGTON STATE

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

WASHINGTON U.-ST. LOUIS

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

WATERLOO

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

University Map Library no longer exists - it has been closed and staff and collections incorporated in Dana Porter.

WAYNE STATE

Library branches included: The "general libraries" include the Purdy/Kresge Library, Science and Engineering Library, and Undergraduate Library.

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

WESTERN ONTARIO

Library branches included: C.B. "Bud" Johnston Library (Business), Education Library, Music Library, The D.B. Weldon Library (Arts, Humanities, Social Sciences, Faculty of Information Media Studies), Allyn and Betty Taylor Library (Sciences, Medicine, Nursing, Dentistry, Engineering), Map and Data Library, Western Archives, and Faculty of Information Media Studies Library.

Library branches not included: King's University College Library, Brescia University College, and Huron University College Library.

WISCONSIN

Library branches included: Archives, Art, Astronomy, Business, Chemistry, College, Geography, Geology & Geophysics, Map, Math, Merit, Memorial, Music, Physics, Social Science, Social Work, SLIS, Special Collections, Steenbock, Wendt, and WILS.

Library branches not included: Wisconsin Historical Library.

Rank Structure:

- | | |
|---|--|
| 1 | Assoc Academic Lib or AIPC |
| 2 | Academic Lib/IPC |
| 3 | Sr Acad Lib/SIPC |
| 4 | Distinguished Librarian |
| 5 | Asst/Assoc Dir |
| 6 | Director |
| 7 | Deputy Director [Health Sciences and Main] |
| 8 | NA [Health Sciences and Main] |
| 9 | Employees outside the ranking system, such as contractual positions [Health Sciences and Main] |
| 0 | GLS Director / Interim Director [Main] |

YORK

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

BOSTON PUBLIC LIBRARY

Library branches included: Central and branch libraries are included.

NATIONAL ARCHIVES

Library branches included: Survey includes ALL 44 NARA locations nation-wide: www.archives.gov/locations/.

“Professional” determined by Office of Personnel Management definition: www.opm.gov/qualifications/standards/group-stds/gs-prof.asp.

NEW YORK PUBLIC LIBRARY

Data reflect professionals, 1st level managers, and senior managers in the Research Library. Positions not included: budget, finance, HR, etc.

NEW YORK STATE LIBRARY

Library branches included: Main Library, Manuscripts and Special Collections, Talking Book and Braille Library and Library Development.

Salary decrease resulted from deficit reduction plan.