

ARL ANNUAL SALARY SURVEY 2012–2013

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ASSOCIATION OF RESEARCH LIBRARIES®
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ARL Annual Salary Survey 2012–2013

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

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

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THE REVISED 2012–2013 ARL SALARY SURVEY

The *ARL Annual Salary Survey 2012–2013* reports salary data for all professional staff working in ARL 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 subcategories for the university libraries in the *ARL Annual Salary Survey 2012–2013* have been 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 Statistics and Assessment Committee in April of 2011.

As a result of this revision process, for the first time, the salary survey collected working job titles for the university libraries to evaluate the new job categories and their use in response to feedback from survey coordinators. Also, two new categories of specialists—Administrative Specialists (ADMSPEC) and Digital Specialists (DIGITALSPEC)—and seven new subcategories were added to the *ARL Annual Salary Survey 2012–2013* (DEV, SCHOLAR, IT, DIGIACQ, DIGICUR, ASSESS, AND CTL). Three job categories were removed from the *ARL Annual Salary Survey 2012–2013*: HDDOC, HDMAP, HDSEER, and many of the descriptions for the old job categories were revised and expanded, as well.

Many of the new categories reflect librarians' expanding roles in assessment and in the creation, stewardship, provision of access to, and preservation of digital/digitized content. As a result, the new and revised job categories will provide a better description of the true scope of the current work responsibilities and emerging roles of librarians in research libraries. Please see the instructions for the *ARL Annual Salary Survey 2012–2013* on page 118 for a more complete list of the new and revised job categories.

Initial diagnostics showed that some of the new categories were used to code a small number of library professionals. These categories have been aggregated into larger groups. The broader Administrative Specialist category and the Administrative Support subcategory, ADMSPEC (no subgroup, n=12) and ADMIN (n=179), 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, n=12), was combined with two other subcategories that also describe specialized responsibilities of those who may work with digital/digitized collections: Scholarly Communications (SCHOLAR, n=52) and Institutional Repository Curator (IR, n=21). Finally, the broader Functional Specialist category, FSPEC (no subgroup, n=194), and the Coordinator, Team Leader (non-supervisory responsibility) subcategory, CTL (n=11), 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 will be an iterative process over the next couple of years. This revision of the job categories is a crucial first step in the important task of keeping 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.

SALARY SURVEY TRENDS 2012–2013

Data for 10,072 professional staff members were reported this year for the 115 ARL university libraries, including their law and medical libraries (903 staff members reported by 72 medical libraries and 758 staff members reported by 77 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,823 professional staff members.

A number of new tables were added to the *ARL Annual Salary Survey 2012–2013* and some old tables were renumbered. The *ARL Annual Salary Survey 2012–2013* provides more specialist breakdowns than in previous years, and all of the tables in the US ARL University Libraries section have a one-to-one correspondence between minority US ARL library professionals and all other US ARL library professionals. No new sections were added to the seven major sections of the publication. 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 1.0037 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.

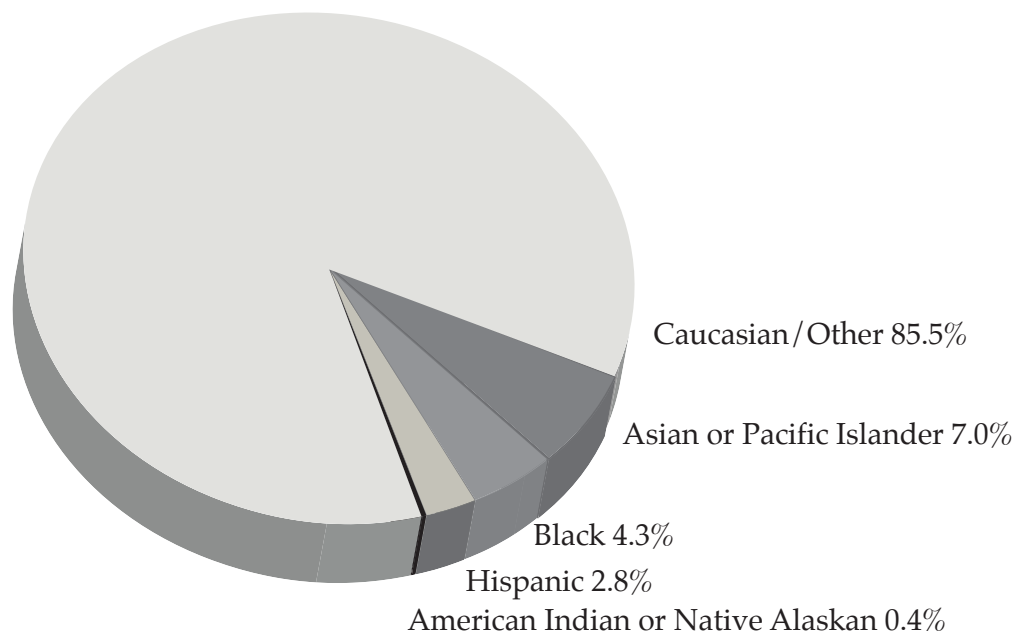
¹ This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 2011–June 2012 and is used in converting figures that are shown effective as of 1 July 2012. This information can be accessed at: <http://www.bankofcanada.ca/en/rates/exchange.html>.

RACE AND ETHNICITY

There were 1,283 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, 14.5% 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 the largest US academic libraries is far lower: 5.4% are directors (6 out of 112), 7.8% are associate directors (26 out of 335), 9.5% are assistant directors (14 out of 147), and 8.1% (34 out of 419) are the head of a branch library (see Table 31).³ Figure 1, below, depicts the overall racial/ethnic distribution of professional staff in US ARL university libraries: Caucasian/Other 85.5%, Asian/Pacific Islander 7.0%, Black 4.3%, Hispanic 2.8%, and American Indian/Alaskan Native 0.4%.

Figure 1: Race/Ethnicity of Professional Staff in US ARL University Libraries, FY 2012–2013



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 33% in the West North Central region and by 32% 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.

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 the Footnotes.

³ Past publications compared the US minority counts to all ARL university librarian data, including Canadians. Beginning with the *ARL Annual Salary Survey 2012–2013*, US minority counts are compared to US data only, excluding Canadians.

Figure 2: Minority Professionals by Region in US ARL University Libraries, FY 2012–2013

RACE/ ETHNICITY CATEGORY	NEW ENGLAND	MIDDLE ATLANTIC	EAST NORTH CENTRAL	WEST NORTH CENTRAL	SOUTH ATLANTIC	EAST SOUTH CENTRAL	WEST SOUTH CENTRAL	MOUNTAIN	PACIFIC	TOTAL	%
Black	25	61	72	20	114	24	28	7	33	384	30%
Hispanic	21	44	25	8	40	6	36	20	49	249	19%
Asian	79	101	79	23	86	11	45	19	174	617	48%
American Indian / Alaskan Native	6	3	4	4	2	1	3	9	1	33	3%
Minority Total	131	209	180	55	242	42	112	55	257	1,283	100.0%
Minority Percent	10.20%	16.30%	14.00%	4.30%	18.90%	3.30%	8.70%	4.30%	20.00%		
Nonminority Total	1,132	1,239	1,294	484	1,273	357	605	421	756	7,561	100.0%
Nonminority Percent	15.00%	16.40%	17.10%	6.40%	16.80%	4.70%	8.00%	5.60%	10.00%		
Regional Percent Total staff	14.30%	16.40%	16.70%	6.10%	17.10%	4.50%	8.10%	5.40%	11.50%		
Proportional Minority Representation	-32.00%	-0.61%	-18.13%	-32.81%	12.50%	-29.79%	8.75%	-23.21%	100.00%		

According to Figure 3 below, 69.3% of female professional staff in US ARL university libraries are members of the four racial/ethnic groups in Figure 2, whereas 61.7% 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 36.4% male and 63.6% female. See Figure 2, above, and Figure 3, below, for more detail on race/ethnicity and gender distribution.

Figure 3a: Distribution of Professional Staff in US ARL University Libraries by Race/Ethnicity and Sex, FY 2012–2013

UNITED STATES	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	2,847	38.4%	4,571	61.6%	7,418
Medical	216	27.4%	573	72.6%	789
Law	260	36.4%	454	63.6%	714
Minority*	394	30.7%	889	69.3%	1,283
Non-minority	2,897	38.3%	4,664	61.7%	7,561
All	3,291	37.2%	5,553	62.8%	8,844

Figure 3b: Distribution of Professional Staff in Canadian ARL University Libraries by Race/Ethnicity and Sex, FY 2012–2013

CANADA	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	315	31.7%	678	68.3%	993
Medical	8	7.0%	106	93.0%	114
Law	16	36.4%	28	63.6%	44
All	339	29.5%	812	70.5%	1,151

Figure 3c: Distribution of Professional Staff in All ARL University Libraries by Race/Ethnicity and Sex, FY 2012–2013

COMBINED	MEN		WOMEN		TOTAL
	Number of Staff	Percent of Staff	Number of Staff	Percent of Staff	Staff
Main	3,162	37.6%	5,249	62.4%	8,411
Medical	224	24.8%	679	75.2%	903
Law	276	36.4%	482	63.6%	758
All	3,662	36.4%	6,410	63.6%	10,072

*Note: There are three 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.

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/diversity/>.

ClimateQUAL® is an assessment initiative that focuses on some of the same issues. ClimateQUAL® 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 ClimateQUAL® 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 ClimateQUAL® 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. Since 2008–09, the average salary for female directors was slightly higher than that of their male counterparts. However, for the third consecutive year the trend was reversed, with male directors earning more than female directors (see Table 18); the number of women in the top administrative library position **increased** to 68 out of 112 total director positions reported in 2012–2013 (see Table 18).

In keeping with previous years, the 2012–2013 data show that salaries for women in US ARL university libraries have not yet met parity with that of men (see Table 18). In 2012–2013, the overall salary for women was 95.90% of that of men for the 115 ARL university libraries (compared to 96.22% in 2011–2012). This suggests a slight regression in the slow, long-term trend towards closure of the gender gap in ARL libraries—in 1980–81 women in ARL libraries made roughly 87% that of men.

Table 18 displays 19 job categories; females earn more than their male counterparts in just 6 of the 19 categories listed. Table 20 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 18, revealing that experience differentials may explain some differences within specific job categories. Women have more experience in all but one of the six job categories in which they average higher pay. In 2011–2012, there were four categories where women, on average, had more experience and less pay; this year, there are seven categories where women, on average, have more experience and less pay: associate director, assistant director, administrative specialist, digital specialist; head, rare books/manuscripts/special collections; head, library technology; and department head-other. 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 average salary for men is higher than that for women in nine of the ten experience cohorts (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.⁴ A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies. The largest percentage of men employed in ARL libraries was 38.2% in 1980–81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

THE SPECIALIST BREAKDOWN

The job categories and subcategories for the university libraries in the *ARL Annual Salary Survey 2012–2013* have been 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. As a result of

4 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).

this revision process two new categories of specialists—Administrative Specialists (ADMSPEC) and Digital Specialists (DIGITALSPEC)—were added to the *ARL Annual Salary Survey 2012–2013*. The Functional Specialist category (FSPEC), initially revised in 2004, was further emended to include two new subcategories—ASSESS (Assessment, Management Information Systems and Planning) and CTL (Coordinator, Team Leader (non-supervisory responsibility))—and some of the old FSPEC subcategories were moved to the new ADMSPEC and DIGITALSPEC job categories. For each of the new and/or revised job categories and subcategories, ARL institutions were offered two options: either use one of the new subcategories to describe that position; or, if none of the new subcategories could adequately describe that position, use one of the broader job category codes: FSPEC, ADMSPEC, or DIGITALSPEC.

As seen in the revised Figure 4, which now includes all positions, 5.1% of all positions are in the new administrative specialist job category and its corresponding subgroups; 11.8% of all positions are in the new digital specialist job category and its corresponding subgroups, and 11.1% of all positions are in the revised functional specialist category and its corresponding subgroups. The category that contains the “Administrative Specialists (no subgroup)” job code makes up 2.1% 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 2.3% of the data set. Archivists comprised the largest percentage of functional specialists who used an alternative code (5.6%), and information technology specialists comprised the largest percentage of digital specialists who used an alternative code (8.9%).

Figure 4: Distribution of Job Codes and Sub-Codes by Position and Type of Library, FY 2012–2013

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Director	112	1.3%					112	1.1%
Associate Director	335	4.0%	54	6.0%	52	6.9%	441	4.4%
Assistant Director	147	1.7%	38	4.2%	50	6.6%	235	2.3%
Head, Medical			66	7.3%			66	0.7%
Head, Law					76	10.0%	76	0.8%
Head, Branch	419	5.0%	23	2.5%			442	4.4%
Dept. Head								
Acquisitions	119	1.4%	24	2.7%	35	4.6%	178	1.8%
Cataloging	157	1.9%	11	1.2%	33	4.4%	201	2.0%
Circulation	116	1.4%	21	2.3%	31	4.1%	168	1.7%
Library Technology	98	1.2%	13	1.4%	5	.7%	116	1.2%
Rare Book/Manuscripts/ Special Collections	103	1.2%	8	.9%	3	.4%	114	1.1%
Research/Reference/ Information or Learning Commons	133	1.6%	22	2.4%	27	3.6%	182	1.8%
Other Department Heads	631	7.5%	58	6.4%	29	3.8%	718	7.1%

POSITION	MAIN		MEDICAL		LAW		ALL POSITIONS	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Administrative Specialist (no subgroup); Administrative support, Marketing/ Communication/ IP Permissions, Other Administrative	191	2.3%	15	1.7%	9	1.2%	215	2.1%
Business Manager	160	1.9%	11	1.2%	4	.5%	175	1.7%
Human Resources	76	.9%	2	.2%			78	0.8%
Development/ Advancement	48	.6%	1	.1%			49	0.5%
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	85	1.0%	5	.6%	6	.8%	96	1.0%
IT, Systems	370	4.4%	32	3.5%	16	2.1%	418	4.2%
IT, Web Developer	160	1.9%	13	1.4%	10	1.3%	183	1.8%
IT, Programmer	274	3.3%	17	1.9%	1	.1%	292	2.9%
Digital Acquisitions	78	.9%	7	.8%	4	.5%	89	0.9%
Digital Collections Curation	93	1.1%	1	.1%	4	.5%	98	1.0%
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	205	2.4%	18	2.0%	9	1.2%	232	2.3%
Archivists	539	6.4%	18	2.0%	4	.5%	561	5.6%
Assessment, Management Information Systems, Planning	50	.6%	1	.1%	2	.3%	53	0.5%
Media Specialists	111	1.3%	4	.4%	4	.5%	119	1.2%
Preservation, including digital collections	147	1.7%	1	.1%			148	1.5%
Subject Specialist	1437	17.1%	134	14.8%	77	10.2%	1648	16.4%
Catalogers/ Metadata analysts	674	8.0%	17	1.9%	39	5.1%	730	7.2%
Research/ Reference/ Instruction	1008	12.0%	221	24.5%	188	24.8%	1417	14.1%
Public Services	198	2.4%	38	4.2%	23	3.0%	259	2.6%
Technical Services	137	1.6%	9	1.0%	17	2.2%	163	1.6%
All Positions:	8,411		903		758		10,072	

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 ARL 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 \$67,847 for the category containing the administrative specialist (no subgroup) category (ADMSPEC), \$66,891 for the category containing the digital specialist (no subgroup) category (DIGITALSPEC), and \$64,960 the category containing the functional specialist (no subgroup) category (FSPEC). Development/ advancement specialists have the highest average of all subcategories and of the administrative specialist category: \$77,795; media/multimedia specialists have the lowest average salary overall: \$ 58,595. IT programmers have the highest average salary of the digital specialist category: \$71,710, and professionals

with assessment, management information systems, planning responsibilities (a new subcategory) have the highest salaries of the functional specialist category: \$68,424.

Figure 5: Number and Average Salaries of ARL University Librarians by Position and Sex, Specialist Breakdown, FY 2012–2013

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Director	215,965	68	220,685	44	217,820	112
Associate Director	116,574	269	123,239	172	119,173	441
Assistant Director	97,290	149	107,408	86	100,993	235
Head, Medical	134,352	52	146,019	14	136,827	66
Head, Law	160,695	40	163,042	36	161,806	76
Head, Branch	85,627	294	88,598	148	86,622	442
Dept. Head						
Acquisitions	74,020	124	72,726	54	73,628	178
Cataloging	78,962	147	75,465	54	78,022	201
Circulation	73,899	113	70,905	55	72,919	168
Library Technology	90,310	30	94,292	86	93,262	116
Rare Book/Manuscripts/Special Collections	91,139	59	88,957	55	90,086	114
Research/Reference/Information or Learning Commons	79,878	131	83,380	51	80,859	182
Other Department Heads	81,090	476	84,231	242	82,149	718
Administrative Specialist (no subgroup); Administrative support, Marketing/Communication/IP Permissions, Other Administrative	66,113	165	73,567	50	67,847	215
Business Manager	75,232	108	73,651	67	74,627	175
Human Resources	74,882	70	78,581	8	75,262	78
Development/Advancement	76,255	34	81,285	15	77,795	49
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	66,750	63	67,160	33	66,891	96
IT, Systems	71,279	129	68,823	289	69,581	418
IT, Web Developer	64,097	75	67,086	108	65,861	183
IT, Programmer	70,038	73	72,267	219	71,710	292
Digital Acquisitions	65,765	69	60,134	20	64,499	89
Digital Collections Curation	63,306	53	65,332	45	64,236	98
Functional Specialist (no subgroup); Coordinator, Team Leader (non-supervisory responsibility)	62,985	142	68,077	90	64,960	232
Archivists	60,967	349	67,237	212	63,336	561

POSITION	WOMEN		MEN		ALL POSITIONS	
	Average	No.	Average	No.	Average	No.
Assessment, Management Information Systems, Planning	69,387	39	65,740	14	68,424	53
Media Specialists	59,990	49	57,618	70	58,595	119
Preservation, including digital collections	63,616	110	67,904	38	64,717	148
Subject Specialist	67,098	1,088	71,156	560	68,477	1,648
Catalogers/Metadata analysts	64,486	514	65,795	216	64,873	730
Research/Reference/Instruction	66,856	1,030	66,362	387	66,721	1,417
Public Services	60,596	181	60,704	78	60,628	259
Technical Services	59,393	117	57,971	46	58,992	163
All Positions:	74,772	6,410	77,977	3,662	75,937	10,072

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 22 out of the 33 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 increased in 2012–2013 to 9.6%, with librarians at private institutions earning an average of \$6,821 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 2012–2013 libraries with 75 to 100 staff reported the highest average salary, \$79,748, followed by the largest libraries, i.e., those with more than 110 staff, which reported the next highest average salary \$76,744 (see Table 25). The gap between the highest paying cohort and the lowest paying cohort more than doubled in 2012–2013, increasing to \$7,561. 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 110 in 2012–2013.⁵

GEOGRAPHIC AREA

In 2012–2013, the highest average salaries were found in Canada (\$91,008), followed by New England (\$81,204), with salaries in the Middle Atlantic region (\$78,639) coming in third (see Table 25). The Canadian average salary peaked this year, reflecting an all-time high. (For the 2012–2013 survey period, the Canadian currency exchange rate was 1.0037.) The West South Central region had the lowest average salary: \$63,313.

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.

⁵ 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.

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. In ARL university member libraries 6,198 of the 10,072⁶ librarians occupy a rank within these three most commonly found ranking systems, and the largest number of professionals (3,263) 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 2012–2013

	THREE-STEP			FOUR-STEP			FIVE-STEP		
	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff	Salary	Experience	No. of Staff
Librarian 1	62,336	8.5	470	56,436	8.3	449	55,326	11.3	227
Librarian 2	74,319	18.6	659	63,063	12.1	915	62,142	13.9	312
Librarian 3	91,699	25.2	417	76,817	20.2	1,268	74,483	18.0	468
Librarian 4	.	.		92,830	26.8	631	88,708	22.8	271
Librarian 5	.	.		.	.		107,342	29.0	111
No. of Staff	1,546			3,263			1,389		

The direct relationship between rank and salary is highlighted even more in the three new 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 2012–2013

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	470	25,164	50,500	57,847	71,081	149,927
Librarian 2	659	41,248	58,224	68,046	83,549	159,256
Librarian 3	417	46,402	75,708	87,887	103,162	184,875

Figure 6c: Average Salary by Percentile in Libraries with Four Step Rank Structures, FY 2012–2013

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	449	30,456	48,200	53,663	62,676	134,026
Librarian 2	915	29,189	52,277	60,050	70,956	165,098
Librarian 3	1268	38,430	61,606	72,031	87,452	193,640
Librarian 4	631	37,914	73,905	86,208	105,625	243,800

⁶ In previous years, this figure excluded law and health sciences librarians. Beginning with the 2012–2013 ARL salary survey, this figure now includes law and health sciences librarians, in keeping with the data shown in Figure 6.

Figure 6d: Average Salary by Percentile in Libraries with Five Step Rank Structures, FY 2012–2013

	NO. OF STAFF	LOW	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	HIGH
Librarian 1	227	29,890	47,544	54,000	61,585	97,901
Librarian 2	312	40,000	53,933	60,589	68,756	108,520
Librarian 3	468	43,802	63,018	73,853	83,286	131,336
Librarian 4	271	52,080	76,587	86,198	99,840	170,000
Librarian 5	111	65,014	94,627	104,985	121,224	160,000

INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries as reported by both university and nonuniversity research libraries, as well as the US Bureau of Labor's Cost of Living Index (CPI-All Urban Consumers). Table 3 is similar to Table 2, but reports data only on US libraries. Table 4 shows trend data for Canadian libraries and compares them to the changes in the Canadian Consumer Price Index (Consumer Price Index for Canada, all-items, not seasonally adjusted). Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. Continuing the trend from 2011–2012, Tables 3 and 4 indicate that the purchasing power of professionals in the United States did not keep pace with inflation, while the purchasing power of their Canadian counterparts did keep pace with inflation.

The median salary for US ARL university libraries in 2012 increased by 1.2% to \$67,257 (see Table 3). This modest salary increase was almost on par with the rebounding economy, which saw the US CPI increase by 1.4%% (see Table 3).⁷ In contrast, Canadian salaries (reported in Canadian dollars) surpassed inflation by 0.5 percentage points: the Canadian CPI increased 1.3%, while median salaries in Canadian university libraries increased by 1.8% to \$87,120 (Canadian dollars, see Table 4).⁸ The median beginning salary (BPS) for university ARL librarians increased to \$47,000 in 2012–2013 (see Table 2). Table 6 shows that median salaries for nonuniversity librarians increased to \$95,158, while beginning salaries decreased to \$46,953 in 2012–2013.

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.

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⁷ CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index-All Urban Consumers (U.S. All items, 1982-84=100 - CUUR0000SA0)* available online at <http://www.bls.gov/data/>.

⁸ 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/2013002/t040-eng.htm>.

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

TABLES 1-4

TABLE 1: DISTRIBUTION BY SALARY LEVEL

This table shows the number of university and nonuniversity staff in each salary range. Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by Cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range.

Note: Canadian salaries are expressed in US dollars. Data includes medical and law libraries.

Salary Range	UNIVERSITY LIBRARIES				NONUNIVERSITY LIBRARIES			
	FY	Cum.	FY	Cum.	FY	Cum.	FY	Cum.
	2011–2012	%	2012–2013	%	2011–2012	%	2012–2013	%
More than 300,000	8	0.1%	10	0.1%	0	0.0%	0	0.0%
250,000 - 299,999	13	0.2%	18	0.3%	0	0.0%	0	0.0%
200,000 - 250,000	51	0.7%	67	0.9%	4	0.1%	5	0.1%
175,000 - 199,999	60	1.3%	62	1.6%	8	0.3%	6	0.3%
150,000 - 174,999	107	2.4%	104	2.6%	317	8.1%	303	8.2%
140,000 - 149,999	68	3.1%	82	3.4%	138	11.5%	147	12.1%
130,000 - 139,999	134	4.5%	148	4.9%	233	17.3%	228	18.0%
120,000 - 129,999	173	6.2%	202	6.9%	258	23.7%	266	25.0%
110,000 - 119,999	322	9.4%	308	9.9%	389	33.3%	392	35.2%
100,000 - 109,999	395	13.4%	421	14.1%	464	44.8%	431	46.5%
95,000 - 99,999	309	16.5%	350	17.6%	249	50.9%	254	53.2%
90,000 - 94,999	350	20.1%	366	21.2%	227	56.5%	203	58.5%
85,000 - 89,999	489	25.0%	497	26.2%	241	62.5%	235	64.6%
80,000 - 84,999	589	31.0%	609	32.2%	296	69.8%	259	71.4%
78,000 - 79,999	247	33.5%	254	34.7%	117	72.7%	76	73.4%
76,000 - 77,999	274	36.2%	308	37.8%	85	74.8%	108	76.2%
74,000 - 75,999	315	39.4%	322	41.0%	111	77.5%	132	79.6%
72,000 - 73,999	358	43.0%	345	44.4%	61	79.0%	65	81.3%
70,000 - 71,999	351	46.5%	454	48.9%	59	80.5%	45	82.5%
68,000 - 69,999	405	50.6%	345	52.3%	117	83.4%	112	85.5%
66,000 - 67,999	370	54.4%	378	56.1%	98	85.8%	70	87.3%
64,000 - 65,999	400	58.4%	386	59.9%	60	87.3%	52	88.6%
62,000 - 63,999	411	62.6%	418	64.1%	137	90.7%	108	91.5%
60,000 - 61,999	452	67.1%	436	68.4%	51	91.9%	38	92.5%
58,000 - 59,999	362	70.8%	443	72.8%	39	92.9%	50	93.8%
56,000 - 57,999	453	75.3%	394	76.7%	79	94.9%	64	95.4%
54,000 - 55,999	446	79.8%	434	81.0%	30	95.6%	31	96.3%
52,000 - 53,999	414	84.0%	383	84.8%	43	96.7%	31	97.1%
50,000 - 51,999	358	87.6%	410	88.9%	55	98.0%	54	98.5%
48,000 - 49,999	321	90.9%	290	91.8%	11	98.3%	15	98.9%
46,000 - 47,999	263	93.5%	260	94.4%	33	99.1%	14	99.2%
44,000 - 45,999	220	95.7%	184	96.2%	5	99.2%	3	99.3%
42,000 - 43,999	170	97.5%	150	97.7%	16	99.6%	12	99.6%
40,000 - 41,999	124	98.7%	102	98.7%	6	99.8%	6	99.8%
38,000 - 39,999	46	99.2%	62	99.3%	2	99.8%	2	99.8%
36,000 - 37,999	32	99.5%	28	99.6%	3	99.9%	3	99.9%
34,000 - 35,999	17	99.7%	19	99.8%	2	100.0%	0	99.9%
less than 34,000	33	100.0%	23	100.0%	2	100.0%	3	100.0%
Total Positions	9,910		10,072		4,046		3,823	
Median Salary	68,407		69,259		95,046		95,158	

TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES

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

Fiscal Year	Number of Libraries	Total Staff	Median Salary[†]	BPS[‡] Median	Median Salary Index	BPS[‡] Index	Actual CPI*	Adjusted CPI
2012–2013	115	10,072	\$69,259	\$47,000	265.4	284.8	229.1	220.5
2011–2012	115	9,910	68,407	46,000	262.1	278.8	225.9	217.4
2010–2011	115	10,037	66,260	44,004	253.9	266.7	218.0	209.8
2009–2010	114	10,207	64,560	43,700	247.4	264.8	215.4	207.3
2008–2009	113	10,148	64,823	44,000	248.4	266.7	219.9	211.6
2007–2008	113	9,983	61,833	41,125	236.9	249.7	208.3	200.5
2006–2007	113	9,824	59,648	40,000	228.5	242.4	203.5	195.9
2005–2006	113	9,655	57,074	37,920	218.7	229.8	195.4	188.1
2004–2005	113	9,487	55,250	36,984	211.7	224.1	189.4	182.3
2003–2004	114	9,492	53,000	36,000	203.1	218.2	183.9	177.0
2002–2003	114	9,469	51,636	35,000	197.8	212.1	180.1	173.3
2001–2002	113	9,198	50,724	34,000	194.3	206.1	177.5	170.8
2000–2001	112	8,882	49,068	32,879	188.0	199.3	172.8	166.3
1999–2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998–1999	110	8,400	45,775	30,000	175.2	181.7	163.2	157.1
1997–1998	110	8,414	44,534	28,500	170.5	172.6	160.5	154.5
1996–1997	109	8,325	43,170	27,687	165.3	167.7	157.0	151.1
1995–1996	108	8,231	41,901	27,000	160.5	163.6	152.5	146.8
1994–1995	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993–1994	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992–1993	108	8,212	39,265	25,000	150.4	151.5	140.5	134.9
1991–1992	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990–1991	107	8,382	36,701	23,800	140.6	144.2	130.4	125.8
1989–1990	107	8,253	34,629	22,000	132.7	133.3	124.4	119.3
1988–1989	107	8,087	32,461	20,400	124.4	123.6	118.5	113.9
1987–1988	106	7,962	30,534	19,460	117.0	117.9	113.8	109.3
1986–1987	105	7,718	28,941	18,250	110.9	110.6	109.5	105.5
1985–1986	105	7,543	27,485	17,500	105.3	106.1	107.8	103.6
1984–1985	104	7,161	26,100	16,500	100.0	100.0	104.1	100.0

*Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.

† Includes medical and law libraries.

‡ Beginning professional salary.

TABLE 3: SALARY TRENDS IN US ARL UNIVERSITY LIBRARIES

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

Fiscal Year	Number of Libraries	Total Staff	Median Salary [†]	Median Salary Change	Median Salary Index	Actual CPI*	Adjusted CPI	CPI Change
2012–2013	99	8,921	\$67,257	1.2%	259.2	229.1	220.5	1.4%
2011–2012	99	8,782	66,467	2.3	256.2	225.9	217.4	3.6
2010–2011	99	8,925	65,000	1.5	250.5	218.0	209.8	1.2
2009–2010	99	9,116	64,069	0.6	246.9	215.4	207.3	-2.0
2008–2009	99	9,158	63,673	3.8	245.4	219.9	211.6	5.6
2007–2008	99	9,026	61,329	3.5	236.4	208.3	200.5	2.4
2006–2007	99	8,866	59,280	3.7	228.5	203.5	195.9	4.1
2005–2006	99	8,700	57,173	2.8	220.4	195.4	188.1	3.2
2004–2005	99	8,581	55,600	3.2	214.3	189.4	182.3	3.0
2003–2004	100	8,581	53,859	2.0	207.6	183.9	177.0	2.1
2002–2003	100	8,544	52,789	1.9	203.5	180.1	173.3	1.5
2001–2002	99	8,337	51,806	4.1	199.7	177.5	170.8	2.7
2000–2001	99	8,127	49,753	3.7	191.8	172.8	166.3	3.7
1999–2000	98	7,858	48,000	4.1	185.0	166.7	160.4	2.1
1998–1999	97	7,671	46,130	3.6	177.8	163.2	157.1	1.7
1997–1998	97	7,682	44,544	3.4	171.7	160.5	154.5	2.2
1996–1997	96	7,562	43,084	3.4	166.1	157.0	151.1	3.0
1995–1996	95	7,435	41,651	2.7	160.5	152.5	146.8	2.8
1994–1995	95	7,401	40,573	3.4	156.4	148.4	142.8	2.8
1993–1994	95	7,390	39,257	3.0	151.3	144.4	139.0	2.8
1992–1993	95	7,375	38,124	3.0	146.9	140.5	134.9	3.2
1991–1992	94	7,408	37,009	3.5	142.6	136.2	131.1	4.4
1990–1991	94	7,543	35,761	5.2	137.8	130.4	125.8	4.8
1989–1990	94	7,344	34,000	5.8	131.0	124.4	119.3	5.0
1988–1989	94	7,252	32,149	5.4	123.9	118.5	113.9	4.1
1987–1988	93	7,145	30,492	5.1	117.5	113.8	109.3	3.9
1986–1987	92	6,886	29,021	6.5	111.9	109.5	105.5	1.6
1985–1986	91	6,707	27,249	5.0	105.0	107.8	103.6	3.6
1984–1985	91	6,456	25,946	6.9	100.0	104.1	100.0	-

*Actual CPI figures have been revised from previous editions based upon changes published by the Bureau of Labor Statistics. These changes are minute, less than 0.3 in all cases.

† Includes medical and law libraries.

TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both US \$ and Canadian \$ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The source for Canadian CPI data is “Table 5: The Consumer Price Index for Canada” published in *The Daily*, a Statistics Canada publication, available online at <http://www.statcan.gc.ca/pub/62-001-x/2013002/t040-eng.htm>.

Fiscal Year	Number of Libraries	Total Staff	Median Salary in US \$ [†]	Median Salary Change [†]	Exchange Rate	Median Salary in Can. \$	Median Salary Change	Can. CPI	Can. CPI Change*
2012–2013	16	1,151	\$86,798	1.6%	1.00370	\$87,120	1.8%	121.5	1.3%
2011–2012	16	1,128	85,431	9.6	1.00140	85,551	4.0	120.0	2.7
2010–2011	16	1,112	77,919	12.7	1.0556	82,251	2.0	116.8	1.8
2009–2010	15	1,091	69,130	-11.3	1.1667	80,654	2.4	114.7	-0.9
2008–2009	14	990	77,954	15.8	1.0101	78,742	3.3	115.8	3.4
2007–2008	14	957	67,331	6.7	1.1323	76,239	3.9	112.0	2.2
2006–2007	14	958	63,112	11.8	1.16289	73,392	4.0	109.6	2.3
2005–2006	14	955	56,474	7.1	1.24971	70,576	-0.3	107.1	2.0
2004–2005	14	906	52,707	16.3	1.34328	70,800	3.5	105.0	2.3
2003–2004	14	911	45,310	6.2	1.51023	68,429	2.3	102.6	2.1
2002–2003	14	925	42,657	-0.6	1.56878	66,919	2.6	100.5	2.1
2001–2002	14	861	42,928	-1.1	1.51919	65,215	2.1	98.4	2.7
2000–2001	13	755	43,394	5.0	1.47192	63,873	2.4	95.8	2.9
1999–2000	13	737	41,316	-3.8	1.5103	62,400	2.4	93.1	1.9
1998–1999	13	729	42,963	-2.7	1.4177	60,909	0.9	91.4	1.0
1997–1998	13	732	44,167	1.4	1.3663	60,346	1.7	90.5	1.7
1996–1997	13	764	43,569	0.9	1.3613	59,310	-0.4	89.0	1.3
1995–1996	13	796	43,173	-1.7	1.3794	59,554	1.3	87.9	2.6
1994–1995	13	815	43,919	-6.0	1.3381	58,768	0.7	85.7	0.1
1993–1994	13	816	46,744	-4.3	1.2488	58,374	2.9	85.6	1.7
1992–1993	13	837	48,820	2.7	1.1623	56,744	3.4	84.2	1.2
1991–1992	13	847	47,519	5.5	1.1547	54,870	3.6	83.2	6.0
1990–1991	13	839	45,023	15.1	1.1759	52,942	12.5	78.5	4.1
1989–1990	13	853	39,117	12.3	1.2026	47,042	5.3	75.4	5.3
1988–1989	13	837	34,826	11.7	1.2826	44,668	5.3	71.6	3.9
1987–1988	13	817	31,178	10.9	1.3602	42,408	9.1	68.9	4.6
1986–1987	13	831	28,123	-1.9	1.3817	38,858	1.2	65.9	4.1
1985–1986	13	829	28,666	1.1	1.3388	38,378	7.9	63.3	4.1
1984–1985	12	705	28,346	-0.8	1.2548	35,569	0.8	60.8	4.1

[†] Includes medical and law libraries.

* Canadian CPI change figures have been revised from previous editions based upon changes published by *The Daily* (Statistics Canada). These changes were caused by rounding; they are minute and are less than 0.3 in all cases.

ARL NONUNIVERSITY LIBRARIES

TABLES 5-6

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 FY2012 and FY201.

INSTITUTION	No. of Staff	MEDIAN SALARIES		BEGINNING SALARIES	
		FY 2011–2012	FY 2012–2013	FY 2011–2012	FY 2012–2013
Boston Public Library [†]	165	\$65,712	\$62,419	\$42,000	\$42,000
Center for Research Libraries	30	53,411	56,295	34,680	36,057
Library of Congress [†]	2,475	106,839	106,839	51,630	51,630
National Agricultural Library [†]	78	84,855	125,231	51,630	51,630
National Archives [†]	484	87,278	87,350	34,075	34,075
National Library of Medicine	201	92,341	94,837	42,209	42,209
National Research Council Canada [*]	66	77,923	77,744	57,370	59,004
New York Public Library [†]	212	61,633	59,900	42,638	42,638
New York State Library [†]	44	68,637	68,637	53,366	51,268
Smithsonian Libraries	68	72,876	74,958	51,630	51,630

^{*} Canadian salaries are expressed in US dollars.

[†] See footnotes.

TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES

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

Fiscal Year	Number of Libraries	Total Staff	Median Salary	BPS[†] Median	Median Salary Index	BPS[†] Index	Actual CPI	Adjusted CPI
2012–2013	10	3,823	\$95,158	\$46,953	280.9	284.4	229.1	220.5
2011–2012	11	4,046	95,046	51,630	280.5	312.8	225.9	217.4
2010–2011	10	3,709	95,020	51,135	280.5	309.8	218.0	209.8
2009–2010	10	3,811	85,229	47,554	251.6	288.1	215.4	207.3
2008–2009	10	3,748	85,320	48,108	251.8	291.4	219.9	211.6
2007–2008	10	3,797	80,261	44,359	236.9	268.7	208.3	200.5
2006–2007	10	3,832	80,124	42,765	236.5	259.1	203.5	195.9
2005–2006	10	3,921	76,083	38,673	224.6	234.3	195.4	188.1
2004–2005	10	3,946	74,022	34,764	218.5	210.6	189.4	182.3
2003–2004	10	3,877	70,020	34,739	206.8	210.4	183.9	177.0
2002–2003	10	3,804	65,289	34,739	192.7	210.4	180.1	173.3
2001–2002	10	3,717	65,025	34,389	191.9	208.3	177.5	170.8
2000–2001	10	3,731	62,521	31,774	184.5	192.5	172.8	166.3
1999–2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.4
1998–1999	11	3,819	56,000	29,877	165.3	181.0	163.2	157.1
1997–1998	11	3,779	55,055	28,724	162.5	174.0	160.5	154.5
1996–1997	11	3,799	51,150	28,380	151.0	172.0	157.0	151.1
1995–1996	11	3,915	49,149	28,162	145.1	170.7	152.5	146.8
1994–1995	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993–1994	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992–1993	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991–1992	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990–1991	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989–1990	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988–1989	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987–1988	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986–1987	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985–1986	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984–1985	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

† Beginning professional salary.

ARL UNIVERSITY LIBRARIES

TABLES 7-27

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN 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	
Alabama [‡]	64	\$62,893	\$63,744	\$60,146	\$59,188	\$42,000	\$42,000	15.0
Alberta [‡]	79	97,851	98,274	96,105	97,228	56,667	57,668	12.6
Arizona [‡]	55	68,992	67,583	61,977	60,796	53,364	53,364	17.5
Arizona State [‡]	52	64,394	66,081	63,390	66,367	43,000	43,000	20.7
Auburn [‡]	44	57,280	58,837	53,850	54,813	44,720	46,062	15.7
Boston University [‡]	61	61,525	62,291	61,600	61,050	33,000	47,300	17.8
Boston College [‡]	59	75,319	74,973	72,011	72,567	44,050	44,900	20.0
Brigham Young [‡]	107	69,291	71,373	68,350	69,125	53,060	54,200	19.1
British Columbia [‡]	81	92,321	90,914	90,375	87,902	55,258	55,131	17.5
Brown	75	68,427	71,401	62,503	66,486	55,000	55,000	19.3
Calgary [‡]	49	100,835	102,565	96,622	100,752	57,919	57,786	19.9
California, Berkeley [‡]	85	86,368	86,004	82,524	82,783	47,544	47,544	18.8
California, Davis [‡]	35	87,341	89,748	93,851	92,912	46,164	47,544	23.7
California, Irvine [‡]	44	79,022	81,434	78,506	81,304	46,164	47,544	18.3
California, Los Angeles [‡]	142	80,102	80,293	76,083	77,976	46,164	47,544	16.0
California, Riverside [‡]	38	80,107	83,336	79,116	77,976	48,029	49,464	21.5
California, San Diego [‡]	82	78,362	83,007	75,708	80,480	46,164	47,544	19.3
California, Santa Barbara [‡]	63	74,465	75,707	68,892	70,956	46,164	47,544	15.2
Case Western Reserve [‡]	38	61,443	61,266	57,709	57,595	35,700	35,700	15.7
Chicago [‡]	72	78,566	81,455	73,819	74,916	53,000	58,500	17.8
Cincinnati [‡]	60	68,279	70,962	65,591	68,384	43,000	42,000	21.1
Colorado [‡]	42	64,991	67,987	62,000	63,593	48,800	48,888	14.6
Colorado State	47	74,226	78,577	72,550	75,700	55,000	55,000	17.3
Columbia [‡]	208	76,368	77,127	67,660	69,000	53,600	55,300	16.1
Connecticut	63	79,448	78,895	78,073	77,539	50,000	50,000	18.0
Cornell [‡]	100	76,269	77,461	69,088	70,000	49,000	50,470	16.8
Dartmouth [‡]	51	72,320	73,721	68,724	70,621	45,500	46,000	18.1
Delaware	58	78,803	82,273	73,203	79,194	44,600	45,600	19.8
Duke [‡]	129	67,222	68,561	62,525	64,225	45,000	47,000	15.1
Emory [‡]	81	70,606	70,585	62,310	62,930	47,750	48,000	14.2
Florida	70	62,586	64,620	58,498	60,621	44,240	43,483	17.0
Florida State [‡]	45	56,750	58,071	52,711	54,264	42,000	45,000	12.1
George Washington	40	78,451	83,679	70,536	74,104	47,000	47,000	16.5
Georgetown	45	71,625	74,325	63,913	66,439	45,000	45,000	21.3
Georgia [‡]	68	56,671	58,395	50,000	51,507	38,000	38,000	17.7
Georgia Tech [‡]	49	61,398	65,754	60,000	62,109	46,000	46,000	15.7
Guelph [‡]	47	84,394	88,753	79,846	86,239	62,477	63,424	17.7
Harvard [‡]	433	83,106	83,744	77,371	75,971	59,691	51,500	16.4
Hawaii [‡]	83	65,023	63,966	65,346	60,606	35,000	50,004	16.2
Houston [‡]	58	63,580	63,674	57,884	55,790	48,000	45,000	12.1
Howard [‡]	15	59,723	71,712	52,764	70,066	48,000	49,000	27.5
Illinois, Chicago [‡]	39	66,915	66,855	61,983	62,072	47,000	47,000	17.4

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN 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	
Illinois, Urbana [‡]	130	72,020	72,662	66,929	66,519	51,500	55,000	15.2
Indiana [‡]	74	65,490	65,312	60,613	60,174	40,400	40,400	17.8
Iowa [‡]	66	66,758	64,511	61,669	60,064	43,000	43,000	17.5
Iowa State [‡]	43	66,602	66,929	64,070	63,122	44,500	46,000	21.1
Johns Hopkins [‡]	89	70,987	73,593	66,032	67,796	52,048	53,089	16.6
Kansas [‡]	51	61,125	70,232	58,000	67,150	50,000	40,000	18.2
Kent State [‡]	50	65,725	64,037	62,397	60,603	57,078	45,833	18.3
Kentucky [‡]	72	62,691	62,330	62,036	61,677	41,000	43,000	23.1
Laval [‡]	66	70,514	72,753	71,112	75,623	49,478	52,975	13.8
Louisiana State [‡]	47	51,138	51,271	46,901	46,901	40,000	40,000	15.7
Louisville [‡]	38	61,686	61,103	56,116	56,043	38,000	38,000	17.9
McGill [‡]	74	74,171	75,608	66,178	68,134	49,930	49,816	13.6
McMaster [‡]	40	73,274	72,564	66,313	66,000	48,388	48,277	16.8
Manitoba [‡]	40	98,557	98,012	100,658	95,657	49,743	51,069	21.0
Maryland	75	72,077	71,736	68,847	67,619	40,000	42,000	20.4
Massachusetts [‡]	60	73,609	77,017	75,102	75,977	43,750	45,518	17.3
MIT	91	78,266	82,128	75,325	78,881	53,000	54,000	17.6
Miami [‡]	61	67,051	70,030	63,787	64,369	45,000	48,000	15.7
Michigan [‡]	153	72,094	72,852	67,920	66,225	43,500	47,000	17.3
Michigan State [‡]	73	71,417	71,508	67,873	68,600	48,000	50,000	18.1
Minnesota	96	68,996	69,895	67,029	68,363	44,000	46,000	17.1
Missouri [‡]	37	58,403	59,838	55,964	57,083	40,000	40,000	21.6
Montreal [‡]	95	76,477	76,481	70,533	71,081	44,618	44,515	16.1
Nebraska [‡]	43	66,661	69,206	58,889	64,027	51,000	51,000	21.4
New Mexico [‡]	43	70,710	70,371	66,163	62,748	40,000	40,000	18.3
New York University [‡]	81	81,318	83,518	72,997	74,761	55,000	57,000	17.5
North Carolina	95	65,446	67,097	61,858	62,683	44,000	45,000	17.5
North Carolina State [‡]	90	72,401	75,950	65,000	70,385	53,000	54,000	12.2
Northwestern [‡]	92	67,168	72,609	62,266	69,651	44,000	47,000	15.6
Notre Dame [‡]	60	74,569	74,554	70,705	73,392	44,000	47,000	19.0
Ohio University [‡]	42	57,341	59,300	51,439	52,067	42,500	43,500	14.2
Ohio State	127	60,435	61,296	54,336	55,992	46,000	47,000	12.9
Oklahoma [‡]	41	56,361	56,048	54,870	54,870	42,000	42,000	14.7
Oklahoma State [‡]	61	59,724	59,620	54,810	54,785	40,500	40,500	19.4
Oregon [‡]	63	62,783	58,957	58,605	54,727	40,000	40,000	15.2
Ottawa [‡]	40	89,246	86,334	88,111	84,177	50,111	49,996	16.3
Pennsylvania [‡]	101	69,207	71,885	64,958	67,773	42,000	45,000	16.0
Pennsylvania State [‡]	144	69,624	73,684	66,360	69,204	43,709	42,000	20.0
Pittsburgh [‡]	61	71,385	75,230	63,996	67,900	34,000	34,000	22.1
Princeton [‡]	107	84,500	86,448	79,000	80,800	64,400	65,700	21.5
Purdue [‡]	74	74,559	69,089	67,068	65,000	49,500	50,500	16.1
Queen's [‡]	33	105,943	109,911	109,110	113,323	53,842	53,718	23.6

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN 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	
Rice	62	65,977	63,227	60,606	58,420	39,300	39,900	16.3
Rochester [†]	68	60,443	61,591	57,633	59,175	40,000	40,000	17.1
Rutgers [‡]	84	90,975	94,340	91,735	92,311	50,765	50,765	23.3
Saskatchewan [‡]	50	95,083	98,958	90,648	95,637	57,839	60,314	16.3
South Carolina [‡]	52	53,874	57,334	50,852	53,643	38,000	38,000	14.7
Southern California [‡]	109	78,811	82,956	71,282	74,280	48,500	49,000	21.5
Southern Illinois	32	60,429	60,101	58,032	57,864	44,000	44,000	16.8
SUNY Albany [‡]	65	61,846	63,059	59,344	62,073	39,350	39,350	18.5
SUNY Buffalo [‡]	65	78,098	77,398	75,000	75,041	47,000	47,000	19.4
SUNY Stony Brook [‡]	16	88,464	91,030	80,895	82,583	45,000	45,000	21.4
Syracuse [‡]	59	69,794	70,710	62,617	63,957	38,000	38,000	17.6
Temple [‡]	46	70,498	71,261	61,978	62,000	44,044	44,044	19.0
Tennessee [‡]	42	71,349	72,366	68,576	69,975	48,000	48,000	17.2
Texas [‡]	130	65,075	61,037	58,000	55,690	46,000	48,000	15.0
Texas A&M [‡]	109	63,266	62,004	58,092	55,696	48,500	49,500	15.1
Texas Tech [‡]	67	60,816	63,507	57,936	61,042	49,000	49,000	13.3
Toronto [‡]	142	92,487	98,004	90,405	94,940	54,524	56,591	14.3
Tulane	35	65,668	66,266	61,979	62,311	40,000	42,000	17.2
Utah	61	64,334	65,107	58,588	59,583	45,000	46,000	18.2
Vanderbilt [‡]	63	62,892	66,294	58,229	60,020	41,500	42,500	20.7
Virginia [‡]	74	71,422	72,647	66,600	68,100	47,500	47,500	18.3
Virginia Tech [‡]	50	62,578	63,559	59,040	58,800	40,000	40,000	14.6
Washington	111	64,992	64,290	58,704	58,428	42,600	42,600	18.4
Washington State [‡]	38	61,505	63,493	59,019	60,000	38,500	39,500	20.0
Washington U.-St. Louis [‡]	58	61,093	60,765	55,690	55,825	40,000	40,000	17.8
Waterloo [‡]	33	80,968	85,790	81,042	84,910	51,732	53,198	18.2
Wayne State [‡]	49	61,219	61,243	58,200	58,200	41,000	45,000	14.5
Western [‡]	66	75,958	77,742	74,991	76,208	53,925	54,608	14.5
Wisconsin [‡]	148	60,592	62,156	57,385	58,409	40,526	41,336	17.9
Yale	194	81,448	83,157	76,930	78,238	49,500	51,500	18.5
York [‡]	58	107,159	104,821	103,896	100,755	48,931	48,819	16.7

Excludes medical and law libraries. See Tables 47 and 57 for comparable figures for medical and law libraries.

Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.

[†] Canadian salaries are expressed in US dollars. See Table 40 for salaries of Canadian librarians expressed in Canadian dollars.

[‡] See Footnotes.

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TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2011–2012

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Princeton	64,400	57	Texas	44,000
2	Guelph	62,477	60	Dartmouth	44,000
3	Harvard	59,691	61	Duke	44,000
4	Calgary	57,919	61	Georgetown	44,000
5	Saskatchewan	57,839	61	Miami	44,000
6	Kent State	57,078	61	SUNY Stony Brook	44,000
7	Alberta	56,667	61	Utah	44,000
8	British Columbia	55,258	66	Auburn	44,000
9	Brown	55,000	67	Montreal	44,000
9	Colorado State	55,000	68	Delaware	44,000
9	New York University	55,000	69	Iowa State	43,709
12	Toronto	54,524	70	Florida	43,600
13	Western Ontario	53,925	71	Boston College	43,497
14	Queen's	53,842	72	Temple	43,350
15	Columbia	53,600	73	Minnesota	43,000
16	Arizona	53,364	73	North Carolina	43,000
17	Brigham Young	53,060	73	Northwestern	43,000
18	Chicago	53,000	73	Notre Dame	43,000
18	MIT	53,000	73	Southern Illinois	42,600
18	North Carolina State	53,000	78	Massachusetts	42,155
21	Johns Hopkins	52,048	79	Pennsylvania State	42,000
22	Waterloo	51,732	80	Michigan	42,000
23	Illinois, Urbana	51,500	81	Arizona State	42,000
24	Nebraska	51,000	81	Cincinnati	42,000
25	Rutgers	50,765	81	Iowa	42,000
26	Ottawa	50,111	84	Washington	42,000
27	Connecticut	50,000	85	Ohio University	41,500
27	Kansas	50,000	86	Alabama	41,000
29	McGill	49,930	86	Florida State	41,000
30	Manitoba	49,743	86	Oklahoma	41,000
31	Purdue	49,500	86	Pennsylvania	41,000
31	Yale	49,500	90	Vanderbilt	41,000
33	Laval	49,478	91	Kentucky	40,526
34	Cornell	49,000	91	Wayne State	40,500
34	Texas Tech	49,000	93	Wisconsin	40,400
36	York	48,931	94	Oklahoma State	40,000
37	Colorado	48,800	95	Indiana	40,000
38	Southern California	48,500	96	Louisiana State	40,000
38	Texas A&M	48,500	96	Maryland	40,000
40	McMaster	48,388	96	Missouri	40,000
41	California, Riverside	48,029	96	New Mexico	40,000
42	Houston	48,000	96	Oregon	40,000
42	Howard	48,000	96	Rochester	39,350
42	Michigan State	48,000	96	Tulane	38,983
42	Tennessee	48,000	96	Virginia Tech	38,700
46	Emory	47,750	96	Washington U.–St. Louis	38,500
47	California, Berkeley	47,544	105	SUNY Albany	38,000
48	Virginia	47,500	106	Rice	38,000
49	George Washington	47,000	107	Washington State	38,000
49	Illinois, Chicago	47,000	108	Georgia	38,000
49	SUNY Buffalo	47,000	108	Louisville	38,000
52	California, Davis	46,164	108	South Carolina	37,000
52	California, Irvine	46,164	108	Syracuse	35,000
52	California, Los Angeles	46,164	112	Case Western Reserve	35,000
52	California, San Diego	46,164	113	Hawaii	34,627
52	California, Santa Barbara	46,164	114	Pittsburgh	34,000
57	Georgia Tech	46,000	115	Boston University	33,000
57	Ohio State	46,000			

Reprinted from *ARL Annual Salary Survey 2011–2012*. 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 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			

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Excludes medical and law libraries. See Tables 48 and 58 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars.

TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2011–2012

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Queen's	109,110	59	Pennsylvania	64,958
2	York	103,896	60	Iowa State	64,070
3	Manitoba	100,658	61	Pittsburgh	63,996
4	Calgary	96,622	62	Georgetown	63,913
5	Alberta	96,105	63	Miami	63,787
6	California, Davis	93,851	64	Arizona State	63,390
7	Rutgers	91,735	65	Syracuse	62,617
8	Saskatchewan	90,648	66	Duke	62,525
9	Toronto	90,405	67	Brown	62,503
10	British Columbia	90,375	68	Kent State	62,397
11	Ottawa	88,111	69	Emory	62,310
12	California, Berkeley	82,524	70	Northwestern	62,266
13	Waterloo	81,042	71	Kentucky	62,036
14	SUNY Stony Brook	80,895	72	Colorado	62,000
15	Guelph	79,846	73	Illinois, Chicago	61,983
16	California, Riverside	79,116	74	Tulane	61,979
17	Princeton	79,000	75	Temple	61,978
18	California, Irvine	78,506	76	Arizona	61,977
19	Connecticut	78,073	77	North Carolina	61,858
20	Harvard	77,371	78	Iowa	61,669
21	Yale	76,930	79	Boston University	61,600
22	California, Los Angeles	76,083	80	Indiana	60,613
23	California, San Diego	75,708	81	Rice	60,606
24	MIT	75,325	82	Alabama	60,146
25	Massachusetts	75,102	83	Georgia Tech	60,000
26	SUNY Buffalo	75,000	84	SUNY Albany	59,344
27	Western Ontario	74,991	85	Virginia Tech	59,040
28	Chicago	73,819	86	Washington State	59,019
29	Delaware	73,203	87	Nebraska	58,889
30	New York University	72,997	88	Washington	58,704
31	Colorado State	72,550	89	Oregon	58,605
32	Boston College	72,011	90	Utah	58,588
33	Southern California	71,282	91	Florida	58,498
34	Laval	71,112	92	Vanderbilt	58,229
35	Notre Dame	70,705	93	Wayne State	58,200
36	George Washington	70,536	94	Texas A&M	58,092
37	Montreal	70,533	95	Southern Illinois	58,032
38	Cornell	69,088	96	Kansas	58,000
39	California, Santa Barbara	68,892	96	Texas	58,000
40	Maryland	68,847	98	Texas Tech	57,936
41	Dartmouth	68,724	99	Houston	57,884
42	Tennessee	68,576	100	Case Western Reserve	57,709
43	Brigham Young	68,350	101	Rochester	57,633
44	Michigan	67,920	102	Wisconsin	57,385
45	Michigan State	67,873	103	Louisville	56,116
46	Columbia	67,660	104	Missouri	55,964
47	Purdue	67,068	105	Washington U.–St. Louis	55,690
48	Minnesota	67,029	106	Oklahoma	54,870
49	Illinois, Urbana	66,929	107	Oklahoma State	54,810
50	Virginia	66,600	108	Ohio State	54,336
51	Pennsylvania State	66,360	109	Auburn	53,850
52	McMaster	66,313	110	Howard	52,764
53	McGill	66,178	111	Florida State	52,711
54	New Mexico	66,163	112	Ohio University	51,439
55	Johns Hopkins	66,032	113	South Carolina	50,852
56	Cincinnati	65,591	114	Georgia	50,000
57	Hawaii	65,346	115	Louisiana State	46,901
58	North Carolina State	65,000			

Reprinted from *ARL Annual Salary Survey 2011–2012*. 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 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			

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

Excludes medical and law libraries. See Tables 49 and 59 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2011–2012

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	107,159	59	Pennsylvania State	69,624
2	Queen's	105,943	60	Brigham Young	69,291
3	Calgary	100,835	61	Pennsylvania	69,207
4	Manitoba	98,557	62	Minnesota	68,996
5	Alberta	97,851	63	Arizona	68,992
6	Saskatchewan	95,083	64	Brown	68,427
7	Toronto	92,487	65	Cincinnati	68,279
8	British Columbia	92,321	66	Duke	67,222
9	Rutgers	90,975	67	Northwestern	67,168
10	Ottawa	89,246	68	Miami	67,051
11	SUNY Stony Brook	88,464	69	Illinois, Chicago	66,915
12	California, Davis	87,341	70	Iowa	66,758
13	California, Berkeley	86,368	71	Nebraska	66,661
14	Princeton	84,500	72	Iowa State	66,602
15	Guelph	84,394	73	Rice	65,977
16	Harvard	83,106	74	Kent State	65,725
17	Yale	81,448	75	Tulane	65,668
18	New York University	81,318	76	Indiana	65,490
19	Waterloo	80,968	77	North Carolina	65,446
20	California, Riverside	80,107	78	Texas	65,075
21	California, Los Angeles	80,102	79	Hawaii	65,023
22	Connecticut	79,448	80	Washington	64,992
23	California, Irvine	79,022	81	Colorado	64,991
24	Southern California	78,811	82	Arizona State	64,394
25	Delaware	78,803	83	Utah	64,334
26	Chicago	78,566	84	Houston	63,580
27	George Washington	78,451	85	Texas A&M	63,266
28	California, San Diego	78,362	86	Alabama	62,893
29	MIT	78,266	87	Vanderbilt	62,892
30	SUNY Buffalo	78,098	88	Oregon	62,783
31	Montreal	76,477	89	Kentucky	62,691
32	Columbia	76,368	90	Florida	62,586
33	Cornell	76,269	91	Virginia Tech	62,578
34	Western Ontario	75,958	92	SUNY Albany	61,846
35	Boston College	75,319	93	Louisville	61,686
36	Notre Dame	74,569	94	Boston University	61,525
37	Purdue	74,559	95	Washington State	61,505
38	California, Santa Barbara	74,465	96	Case Western Reserve	61,443
39	Colorado State	74,226	97	Georgia Tech	61,398
40	McGill	74,171	98	Wayne State	61,219
41	Massachusetts	73,609	99	Kansas	61,125
42	McMaster	73,274	100	Washington U.–St. Louis	61,093
43	North Carolina State	72,401	101	Texas Tech	60,816
44	Dartmouth	72,320	102	Wisconsin	60,592
45	Michigan	72,094	103	Rochester	60,443
46	Maryland	72,077	104	Ohio State	60,435
47	Illinois, Urbana	72,020	105	Southern Illinois	60,429
48	Georgetown	71,625	106	Oklahoma State	59,724
49	Virginia	71,422	107	Howard	59,723
50	Michigan State	71,417	108	Missouri	58,403
51	Pittsburgh	71,385	109	Ohio University	57,341
52	Tennessee	71,349	110	Auburn	57,280
53	Johns Hopkins	70,987	111	Florida State	56,750
54	New Mexico	70,710	112	Georgia	56,671
55	Emory	70,606	113	Oklahoma	56,361
56	Laval	70,514	114	South Carolina	53,874
57	Temple	70,498	115	Louisiana State	51,138
58	Syracuse	69,794			

Reprinted from *ARL Annual Salary Survey 2011–2012*. 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 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			

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

Excludes medical and law libraries. See Tables 50 and 60 for comparable figures for medical and law libraries.

Canadian salaries are expressed in US dollars.

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2009–2010 TO 2012–2013**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013
Alabama	103	104	86	87	108	102	82	91	72	79	86	90
Alberta	2	2	5	5	2	2	5	4	60	8	7	6
Arizona	63	72	63	72	70	80	76	82	16	16	16	19
Arizona State	60	77	82	78	42	52	64	61	61	73	81	85
Auburn	102	107	110	110	104	108	109	108	45	57	66	63
Boston University	105	100	94	95	84	93	79	80	57	115	115	54
Boston College	36	41	35	41	32	34	32	36	70	72	71	79
Brigham Young	61	63	60	59	48	45	43	46	7	11	17	15
British Columbia	26	12	8	10	25	9	10	10	21	9	8	10
Brown	64	67	64	58	62	65	67	59	100	92	9	11
Calgary	7	4	3	3	10	6	4	3	13	6	4	5
California, Berkeley	3	10	13	15	6	10	12	14	22	42	47	47
California, Davis	8	13	12	11	3	7	6	8	29	42	52	47
California, Irvine	19	22	23	27	12	20	18	16	29	47	52	47
California, Los Angeles	15	19	21	28	12	20	22	22	29	42	52	47
California, Riverside	16	18	20	20	12	15	16	22	22	34	41	36
California, San Diego	18	24	28	22	12	20	23	18	29	42	52	47
California, Santa Barbara	33	31	38	38	28	23	39	38	29	42	52	47
Case Western Reserve	101	103	96	100	97	99	100	99	111	111	112	114
Chicago	21	26	26	26	20	26	28	31	18	20	18	4
Cincinnati	67	57	65	61	57	43	56	49	92	79	81	90
Colorado	52	78	81	71	44	71	72	69	50	59	37	40
Colorado State	45	61	39	30	41	56	31	28	39	4	9	11
Columbia	28	33	32	34	45	50	46	47	5	12	15	9
Connecticut	5	15	22	29	8	14	19	24	19	21	27	31
Cornell	32	32	33	32	46	42	38	42	24	28	34	29
Dartmouth	31	42	44	44	30	40	41	39	37	50	60	64
Delaware	22	27	25	24	19	27	29	19	58	70	68	70
Duke	69	69	66	70	67	75	66	66	39	51	61	55
Emory	44	48	55	63	54	61	69	71	72	30	46	43
Florida	93	89	90	82	87	85	91	83	72	79	70	84
Florida State	111	110	111	112	111	109	111	111	72	79	86	72
George Washington	25	25	27	18	33	28	36	34	24	35	49	55
Georgetown	39	45	48	43	52	60	62	60	39	51	61	72
Georgia	107	111	112	111	109	112	114	114	104	105	108	110
Georgia Tech	73	82	97	79	80	86	83	75	50	59	57	64
Guelph	40	17	15	12	34	16	15	11	6	2	2	2
Harvard	17	20	16	17	23	29	20	27	15	7	3	23
Hawaii	57	86	79	86	38	57	57	84	66	111	113	30

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2009–2010 TO 2012–2013**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013
Houston	84	90	84	88	85	103	99	104	61	59	42	72
Howard	114	109	107	56	114	111	110	41	104	113	42	37
Illinois, Chicago	81	84	69	75	86	89	73	77	24	35	49	55
Illinois, Urbana	56	47	47	49	61	51	49	58	34	21	23	11
Indiana	71	81	76	80	73	78	80	86	90	93	95	98
Iowa	78	79	70	83	96	87	78	87	83	86	81	85
Iowa State	74	71	72	74	60	63	60	70	61	59	69	64
Johns Hopkins	41	51	53	46	40	49	55	54	10	15	21	21
Kansas	90	88	99	65	98	92	96	57	7	73	27	99
Kent State	70	66	74	85	66	59	68	85	2	3	6	69
Kentucky	88	95	89	94	71	76	71	79	83	86	91	85
Laval	82	62	56	48	56	32	34	29	68	39	33	22
Louisiana State	113	115	115	115	113	115	115	115	104	105	96	99
Louisville	96	101	93	102	92	107	103	101	109	110	108	110
McGill	72	37	40	39	81	55	53	51	65	33	29	34
McMaster	85	54	42	52	55	69	52	63	91	49	40	42
Manitoba	6	5	4	6	4	4	3	5	81	41	30	25
Maryland	43	46	46	55	35	35	40	56	92	94	96	90
Massachusetts	35	34	41	35	21	24	25	26	71	78	78	71
MIT	24	23	29	25	22	25	24	20	4	12	18	16
Miami	46	49	68	66	59	53	63	65	39	51	61	43
Michigan	50	38	45	47	49	46	44	62	72	79	80	55
Michigan State	42	40	50	57	39	38	45	48	24	32	42	31
Minnesota	55	58	62	67	51	47	48	50	72	73	73	64
Missouri	94	99	108	106	91	94	104	100	92	94	96	99
Montreal	77	43	31	36	72	48	37	37	110	71	67	80
Nebraska	68	76	71	68	82	91	87	67	11	21	24	26
New Mexico	29	39	54	64	29	37	54	72	92	94	96	99
New York University	12	21	18	19	26	30	30	32	3	4	9	7
North Carolina	51	74	77	73	50	68	77	73	50	59	73	72
North Carolina State	27	35	43	37	43	53	58	40	11	12	18	16
Northwestern	49	59	67	51	53	64	70	44	61	59	73	55
Notre Dame	37	36	36	42	36	36	35	35	82	59	73	55
Ohio University	110	112	109	108	112	113	112	113	83	85	85	83
Ohio State	97	106	104	99	101	106	108	102	34	48	57	55
Oklahoma	108	113	113	114	102	105	106	107	72	79	86	90
Oklahoma State	106	108	106	107	106	110	107	109	104	105	94	97
Oregon	95	91	88	109	90	88	89	110	92	94	96	99
Ottawa	N/A	8	10	14	N/A	8	11	13	N/A	31	26	33

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
SUMMARY OF RANKINGS, FYS 2009–2010 TO 2012–2013**

INSTITUTION	AVERAGE SALARIES				MEDIAN SALARIES				BEGINNING SALARIES			
FY	2010	2011	2012	2013	2010	2011	2012	2013	2010	2011	2012	2013
Pennsylvania	62	65	61	54	58	62	59	55	59	86	86	72
Pennsylvania State	48	50	59	45	47	44	51	45	69	69	79	90
Pittsburgh	58	52	51	40	63	66	61	53	112	114	114	115
Princeton	13	14	14	13	18	18	17	17	1	1	1	1
Purdue	66	68	37	69	65	72	47	64	24	35	31	28
Queen's	10	3	2	1	5	1	1	1	48	19	14	18
Rice	80	73	73	92	93	73	81	95	108	103	106	107
Rochester	109	98	103	98	105	96	101	92	103	102	96	99
Rutgers	1	6	9	8	1	5	7	9	14	17	25	27
Saskatchewan	20	11	6	4	7	12	8	6	38	10	5	3
South Carolina	112	114	114	113	110	114	113	112	112	105	108	110
Southern California	23	29	24	23	31	33	33	33	17	26	38	37
Southern Illinois	104	102	105	105	107	95	95	98	50	59	73	82
SUNY Albany	89	80	92	93	75	67	84	76	101	101	105	109
SUNY Buffalo	30	30	30	33	27	31	26	30	39	35	49	55
SUNY Stony Brook	11	7	11	9	16	13	14	15	72	73	61	72
Syracuse	65	60	58	62	64	70	65	68	N/A	105	108	110
Temple	54	53	57	60	79	74	75	78	49	58	72	81
Tennessee	38	55	52	53	37	39	42	43	50	59	42	43
Texas	53	64	78	103	74	79	96	106	34	51	57	43
Texas A&M	79	75	85	97	95	81	94	105	20	26	38	35
Texas Tech	91	105	101	90	83	104	98	81	39	51	34	37
Toronto	14	9	7	7	17	11	9	7	46	24	12	8
Tulane	92	87	75	77	88	77	74	74	92	94	96	90
Utah	86	93	83	81	89	101	90	90	50	51	61	64
Vanderbilt	100	97	87	76	100	97	92	88	88	86	90	89
Virginia	47	44	49	50	67	58	50	52	50	59	48	53
Virginia Tech	75	85	91	89	77	83	85	93	92	94	96	99
Washington	59	70	80	84	69	82	88	94	67	77	84	88
Washington State	76	83	95	91	78	84	86	89	102	104	107	108
Washington U.–St. Louis	99	94	100	104	103	98	105	103	92	94	96	99
Waterloo	34	28	19	16	24	19	13	12	47	25	22	20
Wayne State	87	96	98	101	99	100	93	97	88	86	91	72
Western Ontario	98	56	34	31	94	41	27	25	86	29	13	14
Wisconsin	83	92	102	96	76	90	102	96	87	91	93	96
Yale	9	16	17	21	11	17	21	21	9	18	31	23
York	4	1	1	2	9	3	2	2	80	40	36	41

Excludes medical and law libraries.

TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FY 2012–2013

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	9									
250,000 – 299,999	12	3								
200,000 – 250,000	47	5		1					2	
175,000 – 199,999	24	12	7	1	1			1	1	
150,000 – 174,999	15	27	11	7					8	1
140,000 – 149,999	3	34	4	4	2	1	1	1	14	1
130,000 – 139,999	1	56	12	14	6	5	2	3	13	5
120,000 – 129,999	1	44	13	10	9	12	7	17	41	14
110,000 – 119,999		66	18	28	12	7	17	16	76	23
100,000 – 109,999		31	32	39	23	19	29	39	104	41
95,000 – 99,999		19	14	30	17	25	21	36	75	56
90,000 – 94,999		10	11	26	20	39	17	48	96	39
85,000 – 89,999		10	5	30	24	63	32	56	153	56
80,000 – 84,999		13	5	42	36	81	41	83	129	96
78,000 – 79,999			1	12	18	35	15	45	53	29
76,000 – 77,999		1	1	19	18	38	30	48	41	50
74,000 – 75,999			2	24	16	41	28	48	49	60
72,000 – 73,999				22	22	39	24	69	49	64
70,000 – 71,999		1	2	12	19	45	51	71	71	112
68,000 – 69,999			1	16	17	44	25	58	42	75
66,000 – 67,999			3	15	14	44	30	74	50	77
64,000 – 65,999		2		16	15	56	44	70	45	85
62,000 – 63,999				7	21	45	49	72	30	112
60,000 – 61,999		1		9	18	60	59	70	44	102
58,000 – 59,999			4	6	11	47	47	92	41	102
56,000 – 57,999			1	8	16	46	48	72	19	125
54,000 – 55,999				5	22	46	71	76	21	129
52,000 – 53,999				4	16	44	62	70	18	108
50,000 – 51,999				5	16	52	84	67	22	112
48,000 – 49,999				2	15	26	52	51	15	88
46,000 – 47,999				2	9	29	53	31	12	83
44,000 – 45,999					9	27	38	23	5	52
42,000 – 43,999				1	7	23	25	14	9	46
40,000 – 41,999				2	10	11	19	9	5	32
38,000 – 39,999					9	3	12	4	2	20
36,000 – 37,999					1	3	8	1		11
34,000 – 35,999					1	3	6	1	2	4
less than 34,000					5	1	5	1		7
Total	112	335	147	419	475	1060	1052	1437	1357	2017

Excludes medical and law libraries.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY, SEX, AND POSITION, FY 2012–2013, PART 1: WOMEN

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	4									
250,000 – 299,999	9	1								
200,000 – 250,000	32	3		1						
175,000 – 199,999	10	4	2		1					
150,000 – 174,999	10	15	7	4					3	1
140,000 – 149,999	1	22	3	3	1	1	1		6	
130,000 – 139,999	1	38	7	8	5	1			6	5
120,000 – 129,999	1	23	7	5	5	3	1	6	28	10
110,000 – 119,999		32	11	18	10	5	10	8	48	17
100,000 – 109,999		20	18	25	13	4	12	20	62	30
95,000 – 99,999		13	6	20	12	7	10	25	47	36
90,000 – 94,999		7	6	18	12	16	7	28	65	27
85,000 – 89,999		9	2	19	19	24	22	32	95	42
80,000 – 84,999		9	3	28	26	32	24	46	70	64
78,000 – 79,999			1	8	14	13	6	31	33	26
76,000 – 77,999		1	1	15	14	18	17	36	25	35
74,000 – 75,999			2	16	11	10	17	30	32	47
72,000 – 73,999				12	14	21	19	41	35	44
70,000 – 71,999			1	7	12	19	32	42	39	77
68,000 – 69,999			1	11	10	14	13	39	31	56
66,000 – 67,999			1	12	14	24	24	44	34	53
64,000 – 65,999		1		13	11	17	31	47	28	60
62,000 – 63,999				1	14	16	31	45	21	81
60,000 – 61,999		1		3	10	25	40	44	29	76
58,000 – 59,999			4	5	10	16	27	66	30	67
56,000 – 57,999				6	12	15	31	48	9	92
54,000 – 55,999				3	17	23	43	58	14	93
52,000 – 53,999				3	12	21	36	44	14	83
50,000 – 51,999				4	11	20	48	46	16	74
48,000 – 49,999				2	10	11	34	35	11	66
46,000 – 47,999				2	6	15	38	23	6	56
44,000 – 45,999					7	9	24	17	2	37
42,000 – 43,999					6	6	15	12	5	34
40,000 – 41,999				2	10	7	13	7	4	23
38,000 – 39,999					6	2	9	3	1	15
36,000 – 37,999					1	3	6	1		7
34,000 – 35,999					1		4		1	2
less than 34,000					5	1	4			5
Total	68	199	83	274	342	419	649	924	850	1441

Excludes medical and law libraries.

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY, SEX, AND POSITION, FY 2012–2013, PART 2: MEN

SALARY INTERVALS	DIR.	ASSOC. DIR.	ASST. DIR.	BRANCH HEAD	ADMIN. SPEC.	DIGITAL SPEC.	FUNC. SPEC.	SUBJ. SPEC.	DEPT. HEAD	OTHER PROF.
More than 300,000	5									
250,000 – 299,999	3	2								
200,000 – 250,000	15	2							2	
175,000 – 199,999	14	8	5	1				1	1	
150,000 – 174,999	5	12	4	3					5	
140,000 – 149,999	2	12	1	1	1			1	8	1
130,000 – 139,999		18	5	6	1	4	2	3	7	
120,000 – 129,999		21	6	5	4	9	6	11	13	4
110,000 – 119,999		34	7	10	2	2	7	8	28	6
100,000 – 109,999		11	14	14	10	15	17	19	42	11
95,000 – 99,999		6	8	10	5	18	11	11	28	20
90,000 – 94,999		3	5	8	8	23	10	20	31	12
85,000 – 89,999		1	3	11	5	39	10	24	58	14
80,000 – 84,999		4	2	14	10	49	17	37	59	32
78,000 – 79,999				4	4	22	9	14	20	3
76,000 – 77,999				4	4	20	13	12	16	15
74,000 – 75,999				8	5	31	11	18	17	13
72,000 – 73,999				10	8	18	5	28	14	20
70,000 – 71,999		1	1	5	7	26	19	29	32	35
68,000 – 69,999				5	7	30	12	19	11	19
66,000 – 67,999			2	3		20	6	30	16	24
64,000 – 65,999		1		3	4	39	13	23	17	25
62,000 – 63,999				6	7	29	18	27	9	31
60,000 – 61,999				6	8	35	19	26	15	26
58,000 – 59,999				1	1	31	20	26	11	35
56,000 – 57,999			1	2	4	31	17	24	10	33
54,000 – 55,999				2	5	23	28	18	7	36
52,000 – 53,999				1	4	23	26	26	4	25
50,000 – 51,999				1	5	32	36	21	6	38
48,000 – 49,999					5	15	18	16	4	22
46,000 – 47,999					3	14	15	8	6	27
44,000 – 45,999					2	18	14	6	3	15
42,000 – 43,999				1	1	17	10	2	4	12
40,000 – 41,999						4	6	2	1	9
38,000 – 39,999					3	1	3	1	1	5
36,000 – 37,999							2			4
34,000 – 35,999						3	2	1	1	2
less than 34,000							1	1		2
Total	44	136	64	145	133	641	403	513	507	576

Excludes medical and law libraries.

TABLE 17: AVERAGE SALARIES OF 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	‡	3
Associate Director	‡	3	‡	1	101,165	11	109,686	38	119,447	38
Assistant Director	159,916	6	96,865	5	94,996	10	90,942	16	111,132	16
Head, Branch	79,867	7	66,579	17	76,102	46	82,754	59	83,238	44
Administrative Specialist	61,133	43	62,227	64	67,563	62	68,830	74	80,720	52
Digital Specialist	56,301	127	60,322	207	66,913	167	71,371	208	72,483	103
Functional Specialist	51,525	147	56,430	232	58,744	159	65,212	137	68,936	82
Subject Specialist	54,060	124	57,663	249	63,655	207	67,738	181	70,564	145
Dept. Head										
Acquisitions	‡	1	62,752	9	69,191	12	75,703	20	71,128	13
Research/Reference/ Information or Learning Commons	‡	1	71,398	10	75,498	21	81,055	20	78,903	19
Cataloging	‡	3	63,670	9	74,555	15	72,385	19	76,614	18
Circulation	63,752	9	69,023	14	66,378	16	67,380	10	82,019	11
Rare Books/ Manuscripts/Special Collections	‡	2	‡	6	86,594	7	74,448	14	83,887	11
Library Technology	‡	2	82,569	6	87,000	14	89,820	15	97,509	18
Other Department Heads	71,997	19	69,245	53	73,655	86	76,777	92	84,767	83
Public Services	51,192	26	55,550	53	58,410	36	61,727	27	64,557	9
Technical Services	50,727	19	51,437	35	58,323	16	64,793	20	64,886	8
Research/Reference/ Instruction	55,701	146	58,684	190	64,143	135	66,602	121	71,047	88
Cataloger/Metadata Analysts	49,569	49	56,162	89	62,745	105	64,131	88	64,567	62
All Positions:	56,423	734	59,212	1,249	66,206	1,125	71,675	1,160	77,777	823

Years of experience reflect total professional experience.

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 17: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2012–2013, 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	205,269	7	216,113	10	207,760	12	216,144	26	222,150	53
Associate Director	124,632	44	135,443	53	125,808	40	126,791	53	137,815	54
Assistant Director	109,771	12	115,581	21	110,678	22	121,664	23	124,719	16
Head, Branch	80,965	38	92,028	53	88,960	53	95,387	45	102,681	57
Administrative Specialist	77,531	48	72,873	53	82,826	37	86,551	21	93,408	21
Digital Specialist	77,097	88	76,415	73	84,043	40	79,497	33	90,664	14
Functional Specialist	70,581	88	71,768	77	76,708	49	83,638	44	84,849	37
Subject Specialist	74,652	135	75,671	117	80,027	92	83,376	82	83,686	105
Dept. Head										
Acquisitions	73,370	11	78,258	15	85,606	16	74,123	14	‡	8
Research/Reference/ Information or Learning Commons	87,017	17	85,905	18	85,013	13	100,973	7	‡	7
Cataloging	85,509	27	82,059	22	86,184	19	89,288	17	‡	8
Circulation	72,032	10	87,526	11	79,955	15	86,874	7	85,038	13
Rare Books/ Manuscripts/Special Collections	92,731	12	91,162	17	106,343	15	100,361	7	97,518	12
Library Technology	96,812	15	106,733	7	99,585	14	113,051	6	‡	1
Other Department Heads	86,102	68	88,637	69	88,869	55	98,457	46	98,454	60
Public Services	67,905	14	69,783	8	58,544	10	77,451	7	75,888	8
Technical Services	62,749	8	67,213	14	64,750	9	‡	3	‡	5
Research/Reference/ Instruction	69,461	80	79,751	81	75,052	57	77,873	52	78,628	58
Cataloger/Metadata Analysts	65,657	57	69,821	67	75,135	53	71,200	40	75,981	64
All Positions:	80,356	779	85,245	786	88,309	621	97,280	533	104,957	601

Years of experience reflect total professional experience.

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Table 41 for salaries of Canadian librarians expressed in Canadian dollars.

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 18: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	215,965	68	220,685	44	217,820	112
Associate Director	123,548	199	129,330	136	125,895	335
Assistant Director	110,742	83	115,758	64	112,926	147
Head, Branch	86,348	274	88,908	145	87,233	419
Administrative Specialist	71,835	342	74,818	133	72,670	475
Digital Specialist	67,757	419	69,187	641	68,622	1,060
Functional Specialist	62,241	649	65,791	403	63,601	1,052
Subject Specialist	67,070	924	71,493	513	68,649	1,437
Dept. Head						
Acquisitions	77,066	83	74,279	36	76,223	119
Research/Reference/Information or Learning Commons	82,419	93	83,865	40	82,854	133
Cataloging	81,129	114	77,869	43	80,236	157
Circulation	76,846	77	73,257	39	75,639	116
Rare Books/Manuscripts/Special Collections	89,965	53	90,538	50	90,243	103
Library Technology	94,021	22	96,338	76	95,818	98
Other Department Heads	82,617	408	85,464	223	83,623	631
Public Services	60,066	138	59,668	60	59,945	198
Technical Services	59,696	97	58,310	40	59,291	137
Research/Reference/Instruction	66,708	735	66,398	273	66,624	1,008
Cataloger/Metadata Analysts	64,659	471	65,622	203	64,949	674
All Positions:	74,449	5,249	77,669	3,162	75,660	8,411

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	215,965	68	220,685	44	217,820	112
Associate Director	123,548	199	129,330	136	125,895	335
Assistant Director	110,742	83	115,758	64	112,926	147
Head, Branch	86,348	274	88,908	145	87,233	419
Dept. Head						
Acquisitions	77,066	83	74,279	36	76,223	119
Cataloging	81,129	114	77,869	43	80,236	157
Circulation	76,846	77	73,257	39	75,639	116
Library Technology	94,021	22	96,338	76	95,818	98
Rare Book/Manuscripts/Special Collections	89,965	53	90,538	50	90,243	103
Research/Reference/Info or Learning Commons	82,419	93	83,865	40	82,854	133
Other Department Heads	82,617	408	85,464	223	83,623	631
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	66,859	146	73,648	45	68,458	191
Business Manager	75,692	94	73,555	66	74,810	160
Human Resources	74,980	68	78,581	8	75,359	76
Development/Advancement	76,255	34	82,377	14	78,040	48
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	67,508	54	67,719	31	67,585	85
IT, Systems	72,183	116	69,343	254	70,233	370
IT, Web Developer	63,827	66	66,129	94	65,179	160
IT, Programmer	70,081	68	72,348	206	71,785	274
Digital Acquisitions	64,893	63	56,550	15	63,289	78
Digital Collections Curation	63,564	52	65,092	41	64,238	93
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	63,519	123	67,716	82	65,198	205
Archivists	60,743	332	67,425	207	63,309	539
Assessment, Management Info Systems, Planning	69,348	38	63,981	12	68,060	50
Media Specialists	60,484	46	56,976	65	58,430	111
Preservation, including digital collections	63,616	110	68,456	37	64,834	147
Subject Specialist	67,070	924	71,493	513	68,649	1,437
Catalogers/Metadata analysts	64,659	471	65,622	203	64,949	674
Research/Reference/Instruction	66,708	735	66,398	273	66,624	1,008
Public Services	60,066	138	59,668	60	59,945	198
Technical Services	59,696	97	58,310	40	59,291	137
All Positions:	74,449	5,249	77,669	3,162	75,660	8,411

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 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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.9	68	34.5	44	34.1	112
Associate Director	26.4	199	25.0	136	25.9	335
Assistant Director	23.6	83	23.5	64	23.5	147
Head, Branch	22.4	274	23.7	145	22.9	419
Administrative Specialist	16.9	342	16.1	133	16.6	475
Digital Specialist	14.0	419	12.7	641	13.2	1,060
Functional Specialist	13.0	649	15.2	403	13.8	1,052
Subject Specialist	16.3	924	17.6	513	16.8	1,437
Dept. Head						
Acquisitions	22.4	83	19.0	36	21.4	119
Research/Reference/Information or Learning Commons	18.8	93	20.3	40	19.3	133
Cataloging	21.4	114	20.9	43	21.3	157
Circulation	20.4	77	17.9	39	19.6	116
Rare Books/Manuscripts/Special Collections	22.5	53	22.4	50	22.5	103
Library Technology	21.5	22	18.0	76	18.8	98
Other Department Heads	20.4	408	19.0	223	19.9	631
Public Services	13.4	138	11.7	60	12.9	198
Technical Services	14.1	97	12.8	40	13.7	137
Research/Reference/Instruction	14.8	735	15.6	273	15.0	1,008
Cataloger/Metadata Analysts	18.0	471	18.5	203	18.2	674
All Positions:	17.3	5,249	17.2	3,162	17.3	8,411

Excludes medical and law libraries. See Tables 54 and 64 for comparable figures for medical and law libraries.
Canadian salaries are expressed in US dollars. See Table 44 for salaries of Canadian librarians expressed in Canadian dollars.

TABLE 21: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.9	68	34.5	44	34.1	112
Associate Director	26.4	199	25.0	136	25.9	335
Assistant Director	23.6	83	23.5	64	23.5	147
Head, Branch	22.4	274	23.7	145	22.9	419
Dept. Head						
Acquisitions	22.4	83	19.0	36	21.4	119
Cataloging	21.4	114	20.9	43	21.3	157
Circulation	20.4	77	17.9	39	19.6	116
Library Technology	21.5	22	18.0	76	18.8	98
Rare Book/Manuscripts/Special Collections	22.5	53	22.4	50	22.5	103
Research/Reference/Info or Learning Commons	18.8	93	20.3	40	19.3	133
Other Department Heads	20.4	408	19.0	223	19.9	631
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	15.4	146	18.0	45	16.0	191
Business Manager	18.5	94	15.5	66	17.3	160
Human Resources	19.3	68	16.0	8	19.0	76
Development/Advancement	13.6	34	12.7	14	13.3	48
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	12.4	54	11.3	31	12.0	85
IT, Systems	17.6	116	14.0	254	15.1	370
IT, Web Developer	11.6	66	10.3	94	10.8	160
IT, Programmer	16.3	68	12.9	206	13.8	274
Digital Acquisitions	12.7	63	10.1	15	12.2	78
Digital Collections Curation	9.8	52	10.9	41	10.3	93
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	12.5	123	12.6	82	12.6	205
Archivists	12.6	332	16.6	207	14.2	539
Assessment, Management Info Systems, Planning	13.4	38	13	12	13.3	50
Media Specialists	13.9	46	15	65	14.5	111
Preservation, including digital collections	14.2	110	13.9	37	14.1	147
Subject Specialist	16.3	924	17.6	513	16.8	1,437
Catalogers/Metadata analysts	18	471	18.5	203	18.2	674
Research/Reference/Instruction	14.8	735	15.6	273	15	1,008
Public Services	13.4	138	11.7	60	12.9	198
Technical Services	14.1	97	12.8	40	13.7	137
All Positions:	17.3	5,249	17.2	3,162	17.3	8,411

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

Canadian salaries are expressed in US dollars. See Table 45 for salaries of Canadian librarians expressed in Canadian dollars.

TABLE 22: NUMBER AND AVERAGE SALARIES OF 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	55,042	471	58,895	263	56,423	734	9%
4–7 years	58,787	809	59,992	440	59,212	1,249	15%
8–11 years	65,012	683	68,051	442	66,206	1,125	13%
12–15 years	70,796	691	72,970	469	71,675	1,160	14%
16–19 years	76,375	502	79,971	321	77,777	823	10%
20–23 years	78,967	469	82,457	310	80,356	779	9%
24–27 years	83,261	498	88,675	288	85,245	786	9%
28–31 years	87,872	402	89,111	219	88,309	621	7%
32–35 years	95,101	322	100,606	211	97,280	533	6%
over 35 years	102,462	402	109,999	199	104,957	601	7%
All Positions:	74,449	5,249	77,669	3,162	75,660	8,411	100%

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

Canadian salaries are expressed in US dollars. See Table 46 for salaries of Canadian librarians expressed in Canadian dollars.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND TYPE OF INSTITUTION, FY 2012–2013

	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	188,258	16	258,408	30	206,537	66	217,820	112
Associate Director	133,382	43	134,745	95	119,994	197	125,895	335
Assistant Director	108,590	20	117,128	74	108,695	53	112,926	147
Head, Branch	109,727	60	93,255	120	78,563	239	87,233	419
Administrative Specialist	81,705	57	76,722	171	67,780	247	72,670	475
Digital Specialist	80,011	100	72,087	372	64,493	588	68,622	1,060
Functional Specialist	84,096	76	65,463	406	59,542	570	63,601	1052
Subject Specialist	80,354	171	69,931	490	65,259	776	68,649	1,437
Dept. Head								
Acquisitions	94,881	12	75,103	36	73,638	71	76,223	119
Research/Reference/ Information or Learning Commons	92,867	11	88,363	50	77,498	72	82,854	133
Cataloging	102,283	16	81,118	61	75,155	80	80,236	157
Circulation	90,633	16	74,378	38	72,543	62	75,639	116
Rare Books/ Manuscripts/Special Collections	100,467	9	91,533	34	87,979	60	90,243	103
Library Technology	103,581	8	98,888	31	93,152	59	95,818	98
Other Department Heads	97,499	83	86,978	200	78,386	348	83,623	631
Public Services	76,619	14	63,071	66	56,219	118	59,945	198
Technical Services	73,990	10	67,941	44	52,935	83	59,291	137
Research/Reference/ Instruction	85,667	220	64,963	235	59,754	553	66,624	1,008
Cataloger/Metadata Analysts	85,233	51	66,033	291	60,883	332	64,949	674
All Positions:	91,008	993	77,811	2,844	70,990	4,574	75,660	8,411

Excludes medical and law libraries.

Canadian salaries are expressed in US 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 2012–2013

	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
Position	Years	No.	Years	No.	Years	No.	Years	No.
Director	33.1	16	34.3	30	34.3	66	34.1	112
Associate Director	23.6	43	27.7	95	25.5	197	25.9	335
Assistant Director	21.8	20	24.5	74	22.8	53	23.5	147
Head, Branch	21.5	60	23.0	120	23.2	239	22.9	419
Administrative Specialist	13.3	57	16.9	171	17.2	247	16.6	475
Digital Specialist	12.8	100	13.3	372	13.2	588	13.2	1,060
Functional Specialist	15.6	76	13.5	406	13.9	570	13.8	1052
Subject Specialist	14.2	171	17.6	490	16.8	776	16.8	1,437
Dept. Head								
Acquisitions	20.9	12	20.6	36	21.8	71	21.4	119
Research/Reference/ Information or Learning Commons	14.5	11	21.0	50	18.8	72	19.3	133
Cataloging	22.6	16	20.3	61	21.8	80	21.3	157
Circulation	21.8	16	18.1	38	19.9	62	19.6	116
Rare Books/ Manuscripts/Special Collections	21.8	9	22.6	34	22.6	60	22.5	103
Library Technology	18.1	8	17.3	31	19.7	59	18.8	98
Other Department Heads	20.1	83	20.1	200	19.7	348	19.9	631
Public Services	6.3	14	13.7	66	13.2	118	12.9	198
Technical Services	10.0	10	15.8	44	13.1	83	13.7	137
Research/Reference/ Instruction	13.1	220	15.9	235	15.5	553	15.0	1,008
Cataloger/Metadata Analysts	16.8	51	18.0	291	18.5	332	18.2	674
All Positions:	16.1	993	17.5	2,844	17.4	4,574	17.3	8,411

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 2012–2013

	STAFF OVER 110 (18) [†]		STAFF 75–110 (18)		STAFF 50–74 (44)		STAFF 13–49 (35) [‡]	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	265,793	17	231,541	17	210,542	44	196,390	34
Associate Director	141,685	71	131,223	78	118,383	112	116,499	74
Assistant Director	119,691	54	115,506	22	107,945	56	103,383	15
Head, Branch	89,443	148	97,960	73	81,417	147	82,231	51
Administrative Specialist	76,408	168	78,336	78	67,033	146	69,697	83
Digital Specialist	70,081	376	74,339	198	64,166	342	67,535	144
Functional Specialist	65,693	391	67,747	205	58,781	314	62,515	142
Subject Specialist	71,570	447	73,434	262	64,829	537	65,988	191
Dept. Head								
Acquisitions	74,520	24	92,684	15	72,849	50	74,979	30
Research/Reference/ Information or Learning Commons	86,174	38	88,630	17	79,218	46	81,070	32
Cataloging	84,423	51	87,452	17	75,110	61	79,399	28
Circulation	82,700	26	85,852	17	70,750	49	70,741	24
Rare Books/ Manuscripts/Special Collections	108,150	20	91,506	17	82,875	35	86,317	31
Library Technology	105,564	24	105,590	17	87,161	34	91,220	23
Other Department Heads	88,873	181	88,715	121	76,329	217	83,772	112
Public Services	61,053	95	60,877	28	59,528	46	56,077	29
Technical Services	61,081	56	57,896	33	57,379	36	60,514	12
Research/Reference/ Instruction	66,653	255	67,298	227	65,605	277	67,114	249
Cataloger/Metadata Analysts	68,758	282	65,067	112	60,167	189	62,932	91
All Positions:	76,744	2,724	79,748	1,554	72,187	2,738	75,803	1,395

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 1999–2000, over 110.

* No ARL library has fewer than 15 professional staff members.

TABLE 26: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2012–2013

	STAFF OVER 110 (18) [†]		STAFF 75–110 (18)		STAFF 50–74 (44)		STAFF 13–49 (35) [‡]	
Position	Years	No.	Years	No.	Years	No.	Years	No.
Director	33.1	17	35.8	17	34.1	44	33.9	34
Associate Director	25.6	71	26.5	78	25.1	112	26.5	74
Assistant Director	24.5	54	25.5	22	21.3	56	25.4	15
Head, Branch	23.0	148	22.0	73	23.5	147	21.9	51
Administrative Specialist	16.2	168	18.0	78	16.0	146	17.2	83
Digital Specialist	13.5	376	12.6	198	13.1	342	13.6	144
Functional Specialist	13.9	391	13.3	205	13.5	314	15.1	142
Subject Specialist	16.6	447	17.5	262	16.6	537	16.7	191
Dept. Head								
Acquisitions	20.8	24	21.6	15	22.3	50	20.1	30
Research/Reference/ Information or Learning Commons	20.0	38	17.4	17	19.1	46	19.8	32
Cataloging	19.9	51	25.2	17	21.1	61	22.0	28
Circulation	21.1	26	20.1	17	17.6	49	21.4	24
Rare Books/ Manuscripts/Special Collections	22.2	20	25.6	17	19.5	35	24.3	31
Library Technology	20.8	24	17.6	17	18.3	34	18.3	23
Other Department Heads	20.6	181	20.3	121	19.2	217	19.7	112
Public Services	11.5	95	14.8	28	15.8	46	11.0	29
Technical Services	14.9	56	10.0	33	15.3	36	14.0	12
Research/Reference/ Instruction	14.2	255	13.8	227	15.9	277	16.0	249
Cataloger/Metadata Analysts	18.3	282	18.3	112	18.3	189	17.2	91
All Positions:	16.9	2,724	17.1	1,554	17.4	2,738	18.0	1,395

Excludes medical and law libraries.

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

† In 1995–1996 and earlier, the first column of this table reported staff over 124; in 1996–1998 over 120; in 1998–1999 over 115; and since 1999–2000, over 110.

* No ARL library has fewer than 15 professional staff members.

TABLE 27: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2012–2013, PART 1

	NEW ENGLAND (9)		MIDDLE ATLANTIC (14)		EAST NORTH CENTRAL (17)		WEST NORTH CENTRAL (7)		SOUTH ATLANTIC (18)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	239,891	9	256,259	13	228,910	16	197,765	7	230,782	17
Associate Director	135,164	21	134,653	47	123,225	49	117,441	17	126,767	62
Assistant Director	123,542	17	124,050	37	98,295	16	‡	5	105,102	17
Head, Branch	101,905	55	88,067	65	80,371	78	75,898	25	77,992	43
Administrative Specialist	83,667	65	75,526	67	61,838	79	65,849	20	74,862	61
Digital Specialist	77,083	140	71,329	150	62,096	191	68,732	39	66,318	145
Functional Specialist	70,807	149	65,518	166	58,087	148	57,277	39	58,803	188
Subject Specialist	74,956	208	73,548	222	65,964	227	61,401	59	60,065	168
Dept. Head										
Acquisitions	95,344	6	82,049	11	67,542	21	69,797	8	71,929	24
Research/Reference/ Information or Learning Commons	94,210	23	89,475	10	78,192	17	76,671	6	78,370	19
Cataloging	93,961	23	77,823	19	77,316	25	74,251	6	69,772	29
Circulation	82,047	16	81,157	13	70,636	22	66,314	7	74,695	15
Rare Books/ Manuscripts/Special Collections	106,907	9	97,458	15	90,588	10	76,475	7	89,474	20
Library Technology	102,589	10	102,482	11	86,023	17	‡	2	103,733	13
Other Department Heads	93,571	46	87,925	95	81,758	111	70,886	35	78,559	98
Public Services	69,677	41	60,923	14	57,588	52	‡	3	56,751	23
Technical Services	70,810	29	56,074	18	54,911	36	‡	4	53,906	10
Research/Reference/ Instruction	72,782	73	62,767	139	59,467	116	55,617	70	59,796	150
Cataloger/Metadata Analysts	71,202	147	64,113	93	57,823	82	58,357	35	57,852	84
All Positions:	81,204	1,087	78,639	1,205	70,181	1,313	68,692	394	71,772	1,186

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

() Indicates number of ARL libraries included.

*Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

TABLE 27: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2012–2013, PART 2

	EAST SOUTH CENTRAL (6)		WEST SOUTH CENTRAL (9)		MOUNTAIN (7)		PACIFIC (12)		CANADA (16)	
Position	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	190,784	6	215,795	9	189,106	7	209,373	12	188,258	16
Associate Director	108,321	16	104,742	30	116,620	12	134,302	38	133,382	43
Assistant Director	‡	2	102,625	8	115,749	11	112,964	14	108,590	20
Head, Branch	75,049	18	68,872	28	79,663	7	82,028	40	109,727	60
Administrative Specialist	66,195	15	64,445	34	73,689	26	68,509	51	81,705	57
Digital Specialist	55,948	50	59,582	90	70,740	49	70,419	106	80,011	100
Functional Specialist	54,737	36	49,688	93	61,672	56	70,890	101	84,096	76
Subject Specialist	58,617	42	56,312	91	63,251	65	68,501	184	80,354	171
Dept. Head										
Acquisitions	69,446	8	67,027	9	79,731	9	79,812	11	94,881	12
Research/Reference/ Information or Learning Commons	76,479	6	68,618	16	81,891	11	85,756	14	92,867	11
Cataloging	62,941	10	67,709	10	77,916	6	88,082	13	102,283	16
Circulation	‡	4	63,840	10	‡	3	72,677	10	90,633	16
Rare Books/ Manuscripts/Special Collections	75,508	8	79,446	10	81,403	7	95,973	8	100,467	9
Library Technology	‡	5	100,705	6	82,389	12	100,645	14	103,581	8
Other Department Heads	67,896	17	64,632	47	76,327	18	88,841	81	97,499	83
Public Services	‡	3	45,136	24	54,527	15	55,417	9	76,619	14
Technical Services	67,572	4	54,433	6	‡	1	49,274	19	73,990	10
Research/Reference/ Instruction	60,091	47	49,775	43	58,648	60	66,982	90	85,667	220
Cataloger/Metadata Analysts	55,600	26	54,019	46	63,119	32	69,303	78	85,233	51
All Positions:	66,421	323	63,313	610	71,678	407	77,708	893	91,008	993

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

() Indicates number of ARL libraries included.

*Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION

REGION	NUMBER OF LIBRARIES	ARL UNIVERSITY LIBRARIES INCLUDED	STATES/PROVINCES INCLUDED
Northeast			
1. New England	9	Boston University, Boston College, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	14	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York; Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
North Central			
3. East North Central	17	Case Western Reserve, Chicago, Cincinnati, Illinois—Chicago, Illinois—Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	7	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.—St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
South			
5. South Atlantic	18	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., DC, Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	6	Alabama, Auburn, Kentucky, Louisville, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	9	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
West			
8. Mountain	7	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	12	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Washington; Washington State	Alaska, Calif., Hawaii, Ore., Wash.
Canada			
	16	Alberta, British Columbia, Calgary, Guelph, Laval, McGill, McMaster, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

Regions are based on the classification used by the US Bureau of the Census in tabulations of the Current Population Survey.

US ARL UNIVERSITY LIBRARIES

TABLES 28–39

TABLE 28: AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 2012–2013, PART 1: 0 TO 19 YEARS OF EXPERIENCE

Position	Years of Experience									
	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.		.		.	‡	1	‡	2
Associate Director	‡	3	‡	1	93,037	9	109,047	33	119,511	33
Assistant Director	171,895	5	97,593	4	94,996	10	90,685	15	107,272	11
Head, Branch	71,990	5	60,323	14	71,734	36	79,224	50	80,147	38
Administrative Specialist	60,708	38	58,935	50	66,077	54	66,305	63	78,336	47
Digital Specialist	53,989	105	59,074	186	66,098	156	70,608	193	71,779	98
Functional Specialist	50,807	137	55,230	219	57,383	151	64,113	129	67,040	74
Subject Specialist	53,440	97	56,089	216	61,721	178	66,066	161	69,502	135
Dept. Head										
Acquisitions		.	62,752	9	69,191	12	70,419	16	70,181	12
Research/Reference/ Information or Learning Commons	‡	1	68,233	7	72,222	17	81,055	20	78,903	19
Cataloging	‡	3	63,112	8	74,555	15	66,512	17	74,218	16
Circulation	63,752	9	69,321	10	66,378	16	62,699	8	82,019	11
Rare Books/ Manuscripts/Special Collections	‡	2	‡	4	81,250	6	72,925	13	83,887	11
Library Technology	‡	2	‡	5	87,000	14	88,606	13	98,432	15
Other Department Heads	70,495	17	67,072	47	70,848	72	74,783	82	83,413	78
Public Services	49,925	23	53,347	47	55,727	33	59,090	25	64,557	9
Technical Services	50,088	17	50,305	33	57,608	15	61,775	17	64,001	7
Research/Reference/ Instruction	49,771	97	53,461	151	56,907	101	62,485	99	64,875	71
Cataloger/Metadata Analysts	47,922	42	54,536	85	59,362	92	63,228	83	63,979	58
All Positions:	54,594	603	56,910	1,096	63,685	987	69,756	1,038	75,747	745

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 2012–2013, PART 2: 20 TO OVER 35 YEARS OF EXPERIENCE

Position	Years of Experience									
	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	219,008	6	231,787	8	214,804	10	217,602	23	224,799	46
Associate Director	126,511	36	130,573	40	124,328	37	126,063	49	137,386	51
Assistant Director	111,392	10	121,281	15	111,679	21	121,689	21	123,625	15
Head, Branch	79,507	36	87,938	47	83,393	45	93,494	39	97,535	49
Administrative Specialist	75,893	42	72,273	49	82,782	36	87,948	20	90,130	19
Digital Specialist	75,692	81	74,386	66	81,547	34	78,654	30	85,087	11
Functional Specialist	68,093	77	68,819	71	75,917	44	79,777	39	85,254	35
Subject Specialist	72,167	119	73,087	109	77,553	85	81,317	72	80,870	94
Dept. Head										
Acquisitions	71,574	10	78,258	15	78,550	12	74,123	14	99,732	7
Research/Reference/ Information or Learning Commons	86,964	15	83,434	17	85,013	13	‡	6	100,358	7
Cataloging	82,556	23	80,338	20	81,808	15	89,288	17	‡	7
Circulation	70,210	9	81,759	9	75,689	12	80,825	6	83,031	10
Rare Books/ Manuscripts/Special Collections	92,731	12	89,024	16	107,323	13	100,361	7	96,135	10
Library Technology	97,847	14	106,733	7	99,585	14	113,051	6		
Other Department Heads	83,885	58	85,401	54	87,449	47	96,344	37	96,997	56
Public Services	67,905	14	69,783	8	58,544	10	77,451	7	75,888	8
Technical Services	57,202	7	67,213	14	64,750	9	‡	3	‡	5
Research/Reference/ Instruction	64,123	66	70,117	60	71,659	52	73,263	42	74,033	49
Cataloger/Metadata Analysts	65,561	56	67,125	60	72,214	49	71,200	40	73,704	58
All Positions:	78,361	691	81,438	685	86,105	558	95,703	478	102,957	537

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 2012–2013, PART 1: 0 TO 19 YEARS OF EXPERIENCE

Position	Years of Experience									
	0–3 years		4–7 years		8–11 years		12–15 years		16–19 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.		.		.		.	‡	2
Associate Director		.		.	‡	1	123,013	6	‡	3
Assistant Director		.		.	‡	1	‡	3	‡	1
Head, Branch		.		.	‡	2	75,066	11	64,472	7
Administrative Specialist	68,783	8	60,245	8	62,224	13	61,324	7	68,159	6
Digital Specialist	54,496	19	61,937	33	65,370	30	69,416	32	71,990	11
Functional Specialist	52,831	24	56,557	15	55,238	20	71,046	11	71,945	7
Subject Specialist	50,402	17	56,077	51	61,222	34	68,939	32	70,539	37
Dept. Head										
Acquisitions		.	‡	3	70,117	4		.	‡	1
Research/Reference/ Information or Learning Commons		.		.	71,340	4	‡	1	‡	1
Cataloging		.	‡	2	‡	2	70,392	6	75,174	6
Circulation		.	69,777	4	‡	3		.	‡	1
Rare Books/ Manuscripts/Special Collections		.		.	‡	1	‡	1	‡	1
Library Technology	‡	1	‡	2	‡	3	‡	2	‡	1
Other Department Heads		.	‡	3	57,280	4	74,123	5	77,532	14
Public Services	48,780	4	54,529	4	56,508	5	52,951	6		.
Technical Services	48,349	8	52,382	10	‡	3	‡	2		.
Research/Reference/ Instruction	51,996	13	54,944	31	61,614	19	60,530	11	68,944	9
Cataloger/Metadata Analysts	51,163	8	56,460	19	58,231	20	64,821	14	59,724	8
All Positions:	53,573	102	58,074	185	62,780	169	70,859	150	76,292	116

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 2012–2013, PART 2: 20 TO OVER 35 YEARS OF EXPERIENCE

Position	Years of Experience									
	20–23 years		24–27 years		28–31 years		32–35 years		over 35 years	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		.	‡	1		.		.	‡	3
Associate Director	129,357	4	‡	2	‡	1	‡	3	147,027	6
Assistant Director	‡	1	‡	2	‡	3	‡	2	‡	1
Head, Branch	‡	2	‡	3	71,400	4	‡	2	‡	3
Administrative Specialist	80,698	7	70,021	10	‡	2	71,477	5	‡	4
Digital Specialist	68,637	13	77,376	13	‡	2	‡	2	‡	1
Functional Specialist	70,369	12	67,778	5	‡	2	‡	2	‡	3
Subject Specialist	73,305	20	76,823	19	67,902	6	82,899	9	80,773	11
Dept. Head										
Acquisitions		.		.	‡	1	‡	1		.
Research/Reference/ Information or Learning Commons		.	‡	2	‡	2	‡	2		.
Cataloging	‡	3	‡	2	‡	1		.	‡	2
Circulation		.		.	‡	1	‡	1	‡	1
Rare Books/ Manuscripts/Special Collections	‡	1	‡	1		.	‡	1	‡	1
Library Technology	‡	3		.	‡	1	‡	1		.
Other Department Heads	89,933	9	101,324	10	79,668	5	‡	3	107,261	8
Public Services	‡	3	‡	1	‡	1		.	‡	1
Technical Services	‡	1		.		.		.	‡	2
Research/Reference/ Instruction	74,524	8	76,587	7	‡	3	71,432	6	‡	5
Cataloger/Metadata Analysts	75,685	6	57,473	10	61,575	9	‡	3	‡	6
All Positions:	80,002	93	81,311	88	74,485	44	83,650	43	98,772	58

Years of experience reflect total professional experience.

Excludes Canadian libraries.

Excludes medical and law libraries.

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 30: NUMBER AND AVERAGE SALARIES OF US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	221,447	58	224,730	38	222,746	96
Associate Director	121,703	173	129,285	119	124,793	292
Assistant Director	110,025	71	118,152	56	113,609	127
Head, Branch	81,276	224	87,121	135	83,474	359
Administrative Specialist	70,551	300	73,694	118	71,438	418
Digital Specialist	66,577	380	67,999	580	67,436	960
Functional Specialist	60,959	606	63,719	370	62,005	976
Subject Specialist	65,572	806	69,688	460	67,068	1,266
Dept. Head						
Acquisitions	74,049	72	74,299	35	74,131	107
Research/Reference/Information or Learning Commons	81,545	83	82,816	39	81,951	122
Cataloging	78,118	100	76,800	41	77,735	141
Circulation	73,560	64	72,672	36	73,241	100
Rare Books/Manuscripts/Special Collections	88,626	49	89,959	45	89,264	94
Library Technology	93,684	20	95,540	70	95,128	90
Other Department Heads	80,176	348	83,864	200	81,522	548
Public Services	58,697	127	58,631	57	58,677	184
Technical Services	58,803	91	56,443	36	58,134	127
Research/Reference/Instruction	61,289	566	61,355	222	61,308	788
Cataloger/Metadata Analysts	63,050	433	63,832	190	63,288	623
All Positions:	72,130	4,571	75,974	2,847	73,605	7,418

Excludes Canadian libraries. See Table 42 for salaries of Canadian librarians expressed in Canadian dollars.

Excludes medical and law libraries.

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

. No positions reported in this category.

TABLE 31: NUMBER AND AVERAGE SALARIES OF MINORITY US ARL UNIVERSITY LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	4	‡	2	218,030	6
Associate Director	120,388	17	144,267	9	128,654	26
Assistant Director	107,220	8	127,249	6	115,804	14
Head, Branch	73,192	23	79,592	11	75,263	34
Administrative Specialist	67,993	53	71,665	17	68,885	70
Digital Specialist	64,247	64	67,676	92	66,269	156
Functional Specialist	60,488	71	64,420	30	61,656	101
Subject Specialist	64,806	173	69,374	63	66,025	236
Dept. Head						
Acquisitions	‡	9	‡	1	71,215	10
Research/Reference/Information or Learning Commons	‡	11	‡	1	79,576	12
Cataloging	‡	21	‡	3	74,072	24
Circulation	68,222	5	80,056	6	74,677	11
Rare Books/Manuscripts/Special Collections	81,542	7	.	.	81,542	7
Library Technology	91,188	5	107,836	9	101,890	14
Other Department Heads	86,971	39	84,098	22	85,935	61
Public Services	55,764	21	62,675	4	56,870	25
Technical Services	52,998	20	54,362	6	53,313	26
Research/Reference/Instruction	61,719	86	67,233	26	62,999	112
Cataloger/Metadata Analysts	60,254	84	66,427	19	61,393	103
All Positions:	68,164	721	74,461	327	70,129	1,048

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	221,447	58	224,730	38	222,746	96
Associate Director	121,703	173	129,285	119	124,793	292
Assistant Director	110,025	71	118,152	56	113,609	127
Head, Branch	81,276	224	87,121	135	83,474	359
Dept. Head						
Acquisitions	74,049	72	74,299	35	74,131	107
Cataloging	78,118	100	76,800	41	77,735	141
Circulation	73,560	64	72,672	36	73,241	100
Library Technology	93,684	20	95,540	70	95,128	90
Rare Book/Manuscripts/Special Collections	88,626	49	89,959	45	89,264	94
Research/Reference/Info or Learning Commons	81,545	83	82,816	39	81,951	122
Other Department Heads	80,176	348	83,864	200	81,522	548
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	65,560	130	73,377	43	67,503	173
Business Manager	74,517	78	71,488	55	73,264	133
Human Resources	72,716	60	75,979	7	73,057	67
Development/Advancement	77,104	32	82,842	13	78,762	45
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	66,261	49	64,197	28	65,510	77
IT, Systems	70,654	100	67,615	227	68,545	327
IT, Web Developer	62,695	62	65,590	85	64,369	147
IT, Programmer	70,045	63	71,529	190	71,159	253
Digital Acquisitions	64,070	59	55,518	14	62,430	73
Digital Collections Curation	61,847	47	65,281	36	63,336	83
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	61,518	108	61,537	63	61,525	171
Archivists	59,648	315	66,266	198	62,202	513
Assessment, Management Info Systems, Planning	66,081	33	64,143	11	65,596	44
Media Specialists	58,820	42	56,108	63	57,193	105
Preservation, including digital collections	63,490	108	66,799	35	64,300	143
Subject Specialist	65,572	806	69,688	460	67,068	1,266
Catalogers/Metadata analysts	63,050	433	63,832	190	63,288	623
Research/Reference/Instruction	61,289	566	61,355	222	61,308	788
Public Services	58,697	127	58,631	57	58,677	184
Technical Services	58,803	91	56,443	36	58,134	127
All Positions:	72,130	4,571	75,974	2,847	73,605	7,418

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	‡	4	‡	2	218,030	6
Associate Director	120,388	17	144,267	9	128,654	26
Assistant Director	107,220	8	127,249	6	115,804	14
Head, Branch	73,192	23	79,592	11	75,263	34
Dept. Head						
Acquisitions	‡	9	‡	1	71,215	10
Cataloging	‡	21	‡	3	74,072	24
Circulation	68,222	5	80,056	6	74,677	11
Library Technology	91,188	5	107,836	9	101,890	14
Rare Book/Manuscripts/Special Collections	81,542	7	.		81,542	7
Research/Reference/Info or Learning Commons	‡	11	‡	1	79,576	12
Other Department Heads	86,971	39	84,098	22	85,935	61
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	68,374	15	74,829	6	70,219	21
Business Manager	66,578	19	59,702	9	64,368	28
Human Resources	70,849	16	.		70,849	16
Development/Advancement	‡	3	‡	2	82,295	5
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	‡	4	‡	1	62,895	5
IT, Systems	67,145	19	68,433	48	68,068	67
IT, Web Developer	61,077	11	66,422	11	63,750	22
IT, Programmer	63,870	15	68,193	27	66,649	42
Digital Acquisitions	‡	8	‡	1	60,409	9
Digital Collections Curation	64,613	7	66,318	4	65,233	11
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	59,849	16	58,392	6	59,452	22
Archivists	63,174	36	69,702	14	65,002	50
Assessment, Management Info Systems, Planning	‡	4	‡	1	58,186	5
Media Specialists	55,136	9	56,443	7	55,707	16
Preservation, including digital collections	‡	6	‡	2	60,872	8
Subject Specialist	64,806	173	69,374	63	66,025	236
Catalogers/Metadata analysts	60,254	84	66,427	19	61,393	103
Research/Reference/Instruction	61,719	86	67,233	26	62,999	112
Public Services	55,764	21	62,675	4	56,870	25
Technical Services	52,998	20	54,362	6	53,313	26
All Positions:	68,164	721	74,461	327	70,129	1,048

Excludes Canadian libraries. Excludes medical and law libraries.

‡ 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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	34.4	58	34.2	38	34.3	96
Associate Director	26.6	173	25.5	119	26.2	292
Assistant Director	23.8	71	23.8	56	23.8	127
Head, Branch	22.5	224	24.1	135	23.1	359
Administrative Specialist	17.3	300	16.6	118	17.1	418
Digital Specialist	14.2	380	12.6	580	13.3	960
Functional Specialist	12.9	606	15.1	370	13.7	976
Subject Specialist	16.7	806	17.7	460	17.1	1,266
Dept. Head						
Acquisitions	22.4	72	19.5	35	21.4	107
Research/Reference/Information or Learning Commons	19.6	83	19.9	39	19.7	122
Cataloging	21.4	100	20.6	41	21.1	141
Circulation	19.6	64	18.5	36	19.2	100
Rare Books/Manuscripts/Special Collections	22.8	49	22.3	45	22.6	94
Library Technology	21.1	20	18.2	70	18.8	90
Other Department Heads	20.4	348	19.0	200	19.9	548
Public Services	14.1	127	11.9	57	13.4	184
Technical Services	14.6	91	12.6	36	14.0	127
Research/Reference/Instruction	15.3	566	16.3	222	15.6	788
Cataloger/Metadata Analysts	18.2	433	18.4	190	18.3	623
All Positions:	17.5	4,571	17.3	2,847	17.4	7,418

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	24.8	4	46.0	2	31.8	6
Associate Director	25.6	17	22.9	9	24.7	26
Assistant Director	26.1	8	20.2	6	23.6	14
Head, Branch	19.8	23	24.4	11	21.3	34
Administrative Specialist	16.4	53	17.5	17	16.7	70
Digital Specialist	11.7	64	12.5	92	12.2	156
Functional Specialist	11.3	71	13.6	30	12.0	101
Subject Specialist	14.9	173	15.2	63	15.0	236
Dept. Head						
Acquisitions	15.0	9	5.0	1	14.0	10
Research/Reference/Information or Learning Commons	20.8	11	12.0	1	20.1	12
Cataloging	18.4	21	22.0	3	18.9	24
Circulation	15.4	5	16.2	6	15.8	11
Rare Books/Manuscripts/Special Collections	23.1	7			23.1	7
Library Technology	15.4	5	14.6	9	14.9	14
Other Department Heads	24.3	39	20.0	22	22.8	61
Public Services	12.4	21	15.3	4	12.9	25
Technical Services	10.3	20	4.3	6	8.9	26
Research/Reference/Instruction	13.1	86	14.9	26	13.5	112
Cataloger/Metadata Analysts	16.2	84	14.2	19	15.8	103
All Positions:	15.5	721	15.3	327	15.4	1,048

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	34.4	58	34.2	38	34.3	96
Associate Director	26.6	173	25.5	119	26.2	292
Assistant Director	23.8	71	23.8	56	23.8	127
Head, Branch	22.5	224	24.1	135	23.1	359
Dept. Head						
Acquisitions	22.4	72	19.5	35	21.4	107
Cataloging	21.4	100	20.6	41	21.1	141
Circulation	19.6	64	18.5	36	19.2	100
Library Technology	21.1	20	18.2	70	18.8	90
Rare Book/Manuscripts/Special Collections	22.8	49	22.3	45	22.6	94
Research/Reference/Info or Learning Commons	19.6	83	19.9	39	19.7	122
Other Department Heads	20.4	348	19.0	200	19.9	548
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	15.9	130	18.6	43	16.6	173
Business Manager	18.9	78	15.9	55	17.7	133
Human Resources	20.6	60	15.7	7	20.1	67
Development/Advancement	12.9	32	12.8	13	12.9	45
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	12.8	49	10.5	28	11.9	77
IT, Systems	17.7	100	13.8	227	15.0	327
IT, Web Developer	11.6	62	10.4	85	10.9	147
IT, Programmer	17.0	63	13.0	190	14.0	253
Digital Acquisitions	12.8	59	9.9	14	12.3	73
Digital Collections Curation	9.9	47	11.9	36	10.8	83
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	12.6	108	11.8	63	12.4	171
Archivists	12.4	315	16.5	198	14.0	513
Assessment, Management Info Systems, Planning	13.1	33	13.9	11	13.3	44
Media Specialists	13.2	42	14.8	63	14.2	105
Preservation, including digital collections	14.2	108	13.3	35	14.0	143
Subject Specialist	16.7	806	17.7	460	17.1	1,266
Catalogers/Metadata analysts	18.2	433	18.4	190	18.3	623
Research/Reference/Instruction	15.3	566	16.3	222	15.6	788
Public Services	14.1	127	11.9	57	13.4	184
Technical Services	14.6	91	12.6	36	14.0	127
All Positions:	17.5	4,571	17.3	2,847	17.4	7,418

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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	24.8	4	46.0	2	31.8	6
Associate Director	25.6	17	22.9	9	24.7	26
Assistant Director	26.1	8	20.2	6	23.6	14
Head, Branch	19.8	23	24.4	11	21.3	34
Dept. Head						
Acquisitions	15.0	9	5.0	1	14.0	10
Cataloging	18.4	21	22.0	3	18.9	24
Circulation	15.4	5	16.2	6	15.8	11
Library Technology	15.4	5	14.6	9	14.9	14
Rare Book/Manuscripts/Special Collections	23.1	7			23.1	7
Research/Reference/Info or Learning Commons	20.8	11	12.0	1	20.1	12
Other Department Heads	24.3	39	20.0	22	22.8	61
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	16.5	15	15.0	6	16.1	21
Business Manager	15.3	19	17.8	9	16.1	28
Human Resources	19.8	16			19.8	16
Development/Advancement	5.3	3	24.0	2	12.8	5
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	14.0	4	1.0	1	11.4	5
IT, Systems	16.2	19	14.6	48	15.0	67
IT, Web Developer	7.3	11	9.2	11	8.2	22
IT, Programmer	10.2	15	11.0	27	10.7	42
Digital Acquisitions	13.5	8	10.0	1	13.1	9
Digital Collections Curation	6.6	7	9.8	4	7.7	11
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	10.5	16	8.0	6	9.8	22
Archivists	11.8	36	12.6	14	12.0	50
Assessment, Management Info Systems, Planning	10.3	4	17.0	1	11.6	5
Media Specialists	12.7	9	19.6	7	15.7	16
Preservation, including digital collections	9.0	6	14.5	2	10.4	8
Subject Specialist	14.9	173	15.2	63	15.0	236
Catalogers/Metadata analysts	16.2	84	14.2	19	15.8	103
Research/Reference/Instruction	13.1	86	14.9	26	13.5	112
Public Services	12.4	21	15.3	4	12.9	25
Technical Services	10.3	20	4.3	6	8.9	26
All Positions:	15.5	721	15.3	327	15.4	1,048

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 2011–2012

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	53,203	385	57,050	218	54,594	603	8%
4–7 years	56,113	693	58,279	403	56,910	1,096	15%
8–11 years	61,759	586	66,500	401	63,685	987	13%
12–15 years	68,771	616	71,195	422	69,756	1,038	14%
16–19 years	73,796	447	78,674	298	75,747	745	10%
20–23 years	76,792	414	80,707	277	78,361	691	9%
24–27 years	79,332	435	85,102	250	81,438	685	9%
28–31 years	85,486	358	87,215	200	86,105	558	8%
32–35 years	93,197	282	99,307	196	95,703	478	6%
over 35 years	100,306	355	108,129	182	102,957	537	7%
All Positions:	72,130	4,571	75,974	2,847	73,605	7,418	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 2011–2012

Experience	WOMEN		MEN		TOTAL		% OF TOTAL
	Salary	No.	Salary	No.	Salary	No.	
0–3 years	52,818	78	56,028	24	53,573	102	10%
4–7 years	56,842	123	60,517	62	58,074	185	18%
8–11 years	60,128	121	69,465	48	62,780	169	16%
12–15 years	69,361	87	72,928	63	70,859	150	14%
16–19 years	76,377	82	76,088	34	76,292	116	11%
20–23 years	75,894	64	89,066	29	80,002	93	9%
24–27 years	80,158	65	84,570	23	81,311	88	8%
28–31 years	71,530	30	80,819	14	74,485	44	4%
32–35 years	80,781	25	87,634	18	83,650	43	4%
over 35 years	91,942	46	124,956	12	98,772	58	6%
All Positions:	68,164	721	74,461	327	70,129	1,048	100%

Excludes Canadian libraries.

Excludes medical and law libraries.

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.

ARL UNIVERSITY MEDICAL LIBRARIES

TABLES 47-56

TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alabama	2	‡	‡	40,700	18.5
Alberta	6	101,198	115,247	57,668	18.7
Arizona	18	64,961	60,778	51,500	20.9
Boston University	11	61,164	58,079	50,000	8.4
British Columbia	11	85,467	88,478	55,131	18.7
Calgary	14	83,012	78,067	57,786	12.4
California, Davis	8	71,199	66,492	47,544	20.5
California, Los Angeles	11	74,167	74,207	47,544	18.5
California, San Diego	5	68,899	66,492	47,544	14.4
Case Western Reserve	7	63,359	66,708	35,700	25.6
Cincinnati	14	63,267	54,340	42,000	24.3
Columbia	11	70,423	76,785	55,300	16.1
Connecticut	15	80,634	79,346	56,454	19.5
Cornell	10	87,367	84,016	62,000	16.2
Dartmouth	8	68,631	68,520	46,000	22.0
Duke	18	61,260	58,349	50,000	15.8
Emory	14	63,859	59,685	49,000	16.2
Florida	12	58,422	54,727	43,483	14.1
Florida State	6	51,510	55,500	42,000	13.5
George Washington	13	69,144	66,990	48,000	17.3
Georgetown	13	63,535	64,725	44,000	15.1
Harvard	25	74,534	69,091	51,500	11.7
Hawaii	5	51,489	48,894	50,004	18.4
Howard	8	72,846	73,800	60,000	18.5
Illinois, Chicago	19	60,682	56,790	47,000	15.0
Iowa	11	65,251	57,372	43,000	19.3
Johns Hopkins	27	70,563	68,813	46,500	16.5
Kansas	11	54,165	50,556	42,000	17.1
Kentucky	12	56,475	55,503	43,000	25.3
Louisiana State	2	‡	‡	36,000	4.0
Louisville	8	59,298	58,711	38,000	23.1
McGill	8	80,771	80,665	49,816	17.8
McMaster	8	77,587	84,193	48,277	15.8
Manitoba	18	82,125	83,426	51,069	15.8
Miami	11	74,087	70,529	50,000	15.8
Michigan	18	67,355	66,500	47,000	16.6
Minnesota	15	67,039	66,184	46,000	17.1
Missouri	10	54,815	51,544	40,000	21.5
Montreal	11	73,913	71,081	54,498	18.4
Nebraska	15	65,838	60,186	47,500	21.1
New York University	30	76,628	69,179	55,000	11.7
North Carolina	28	70,058	67,200	45,000	20.7

TABLE 47: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Northwestern	15	68,436	68,098	50,000	19.3
Ohio State	10	68,343	65,235	48,000	19.1
Oklahoma	9	60,364	61,219	40,000	19.8
Oklahoma State	4	52,414	46,392	38,000	18.5
Ottawa	6	83,375	83,062	49,996	12.3
Pennsylvania	10	66,913	63,030	45,000	20.0
Pennsylvania State	6	61,313	61,752	45,000	13.7
Pittsburgh	27	63,630	60,600	45,000	17.1
Queen's	7	86,690	89,158	53,718	14.3
Rochester	25	57,284	54,489	40,000	20.4
Saskatchewan	7	80,157	77,755	60,314	9.4
South Carolina	9	52,020	48,093	38,000	16.1
Southern California	15	76,235	70,955	53,045	19.0
Southern Illinois	5	64,088	67,353	41,000	26.4
SUNY Buffalo	10	70,072	65,833	47,000	21.5
SUNY Stony Brook	17	72,838	75,174	45,000	17.9
Temple	10	60,536	59,678	44,044	18.5
Tennessee, Knoxville	4	‡	‡	39,000	15.0
Tennessee, Memphis	12	56,150	57,474	45,000	21.2
Texas Tech	23	50,879	47,551	38,347	19.6
Toronto	18	99,941	98,056	56,591	14.5
Tulane	7	57,964	54,612	42,000	17.6
Utah	16	68,023	61,610	40,000	20.4
Vanderbilt	12	64,209	68,290	42,500	16.4
Virginia	14	66,500	66,800	45,000	23.7
Washington	17	65,021	60,570	42,600	18.9
Washington U.-St. Louis	24	60,434	53,709	40,000	16.2
Wayne State	4	‡	‡	50,000	21.8
Wisconsin	14	61,846	59,006	41,336	15.1
Yale	19	82,246	80,210	51,500	19.1

Directors are included in figures for filled positions and average years of experience, but not in either the average or median salary statistics. Canadian salaries are expressed in US dollars.

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

**TABLE 48: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Cornell	62,000	37	Johns Hopkins	46,500
2	Saskatchewan	60,314	38	Dartmouth	46,000
3	Howard	60,000	38	Minnesota	46,000
4	Calgary	57,786	40	North Carolina	45,000
5	Alberta	57,668	40	Pennsylvania	45,000
6	Toronto	56,591	40	Pennsylvania State	45,000
7	Connecticut	56,454	40	Pittsburgh	45,000
8	Columbia	55,300	40	SUNY Stony Brook	45,000
9	British Columbia	55,131	40	Tennessee, Memphis	45,000
10	New York	55,000	40	Virginia	45,000
11	Montreal	54,498	47	Temple	44,044
12	Queen's	53,718	48	Georgetown	44,000
13	Southern California	53,045	49	Florida	43,483
14	Arizona	51,500	50	Iowa	43,000
14	Harvard	51,500	50	Kentucky	43,000
14	Yale	51,500	52	Washington	42,600
17	Manitoba	51,069	53	Vanderbilt	42,500
18	Hawaii	50,004	54	Cincinnati	42,000
19	Boston	50,000	54	Florida State	42,000
19	Duke	50,000	54	Kansas	42,000
19	Miami	50,000	54	Tulane	42,000
19	Northwestern	50,000	58	Wisconsin	41,336
19	Wayne State	50,000	59	Southern Illinois	41,000
24	Ottawa	49,996	60	Alabama	40,700
25	Mcgill	49,816	61	Missouri	40,000
26	Emory	49,000	61	Oklahoma	40,000
27	Mcmaster	48,277	61	Rochester	40,000
28	George Washington	48,000	61	Utah	40,000
28	Ohio State	48,000	61	Washington U.-St. Louis	40,000
30	California, Davis	47,544	66	Tennessee, Knoxville	39,000
30	California, Los Angeles	47,544	67	Texas Tech	38,347
30	California, San Diego	47,544	68	Louisville	38,000
33	Nebraska	47,500	68	Oklahoma State	38,000
34	Illinois, Chicago	47,000	68	South Carolina	38,000
34	Michigan	47,000	71	Louisiana State	36,000
34	SUNY Buffalo	47,000	72	Case Western Reserve	35,700

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 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Alberta	115,247	37	Ohio State	65,235
2	Toronto	98,056	38	Georgetown	64,725
3	Queen's	89,158	39	Pennsylvania	63,030
4	British Columbia	88,478	40	Pennsylvania State	61,752
5	McMaster	84,193	41	Utah	61,610
6	Cornell	84,016	42	Oklahoma	61,219
7	Manitoba	83,426	43	Arizona	60,778
8	Ottawa	83,062	44	Pittsburgh	60,600
9	McGill	80,665	45	Washington	60,570
10	Yale	80,210	46	Nebraska	60,186
11	Connecticut	79,346	47	Emory	59,685
12	Calgary	78,067	48	Temple	59,678
13	Saskatchewan	77,755	49	Wisconsin	59,006
14	Columbia	76,785	50	Louisville	58,711
15	SUNY Stony Brook	75,174	51	Duke	58,349
16	California, Los Angeles	74,207	52	Boston University	58,079
17	Howard	73,800	53	Tennessee, Memphis	57,474
18	Montreal	71,081	54	Iowa	57,372
19	Southern California	70,955	55	Illinois, Chicago	56,790
20	Miami	70,529	56	Kentucky	55,503
21	New York University	69,179	57	Florida State	55,500
22	Harvard	69,091	58	Florida	54,727
23	Johns Hopkins	68,813	59	Tulane	54,612
24	Dartmouth	68,520	60	Rochester	54,489
25	Vanderbilt	68,290	61	Cincinnati	54,340
26	Northwestern	68,098	62	Washington U.-St. Louis	53,709
27	Southern Illinois	67,353	63	Missouri	51,544
28	North Carolina	67,200	64	Kansas	50,556
29	George Washington	66,990	65	Hawaii	48,894
30	Virginia	66,800	66	South Carolina	48,093
31	Case Western Reserve	66,708	67	Texas Tech	47,551
32	Michigan	66,500	68	Oklahoma State	46,392
33	California, Davis	66,492		Alabama	*
33	California, San Diego	66,492		Louisiana State	*
35	Minnesota	66,184		Tennessee–Knoxville	*
36	SUNY Buffalo	65,833		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 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Alberta	101,198	37	Nebraska	65,838
2	Toronto	99,941	38	Iowa	65,251
3	Cornell	87,367	39	Washington	65,021
4	Queen`s	86,690	40	Arizona	64,961
5	British Columbia	85,467	41	Vanderbilt	64,209
6	Ottawa	83,375	42	Southern Illinois	64,088
7	Calgary	83,012	43	Emory	63,859
8	Yale	82,246	44	Pittsburgh	63,630
9	Manitoba	82,125	45	Georgetown	63,535
10	McGill	80,771	46	Case Western Reserve	63,359
11	Connecticut	80,634	47	Cincinnati	63,267
12	Saskatchewan	80,157	48	Wisconsin	61,846
13	McMaster	77,587	49	Pennsylvania State	61,313
14	New York University	76,628	50	Duke	61,260
15	Southern California	76,235	51	Boston University	61,164
16	Harvard	74,534	52	Illinois, Chicago	60,682
17	California, Los Angeles	74,167	53	Temple	60,536
18	Miami	74,087	54	Washington U.-St. Louis	60,434
19	Montreal	73,913	55	Oklahoma	60,364
20	Howard	72,846	56	Louisville	59,298
21	SUNY Stony Brook	72,838	57	Florida	58,422
22	California, Davis	71,199	58	Tulane	57,964
23	Johns Hopkins	70,563	59	Rochester	57,284
24	Columbia	70,423	60	Kentucky	56,475
25	SUNY Buffalo	70,072	61	Tennessee, Memphis	56,150
26	North Carolina	70,058	62	Missouri	54,815
27	George Washington	69,144	63	Kansas	54,165
28	California, San Diego	68,899	64	Oklahoma State	52,414
29	Dartmouth	68,631	65	South Carolina	52,020
30	Northwestern	68,436	66	Florida State	51,510
31	Ohio State	68,343	67	Hawaii	51,489
32	Utah	68,023	68	Texas Tech	50,879
33	Michigan	67,355		Alabama	*
34	Minnesota	67,039		Louisiana State	*
35	Pennsylvania	66,913		Tennessee–Knoxville	*
36	Virginia	66,500		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 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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.
Head, Medical		.	‡	1	‡	1	‡	1	128,432	6
Associate Director		.	‡	1	70,106	4	91,140	5	88,593	7
Assistant Director	‡	2	‡	3	‡	3	74,709	4	‡	3
Head, Branch	‡	1	56,924	4	‡	3	68,664	4	‡	2
Administrative Specialist	‡	3	‡	3	‡	3	‡	3	75,162	4
Digital Specialist	68,823	4	55,936	16	66,694	11	65,999	19	60,899	10
Functional Specialist	55,869	7	55,608	7	‡	3	‡	3	61,116	7
Subject Specialist	54,540	15	61,117	39	62,796	21	72,478	13	72,534	10
Dept. Head										
Acquisitions	‡	2	‡	3	61,805	4	‡	3		.
Research/Reference/ Information or Learning Commons	‡	1	‡	1	61,822	4	‡	3	85,498	5
Cataloging	‡	2	‡	1	‡	1	‡	1	‡	1
Circulation		.	‡	2	68,884	4	75,300	4	60,648	4
Rare Books/ Manuscripts/Special Collections		.	‡	1	‡	1	‡	1	‡	1
Library Technology		.	‡	3		.	‡	2	‡	2
Other Department Heads	47,029	5	65,485	5	59,223	5	64,433	7	79,826	8
Public Services	56,461	5	57,028	9	64,292	7	64,516	6	‡	2
Technical Services		.	‡	3	‡	1		.		.
Research/Reference/ Instruction	53,988	37	54,185	44	65,133	24	69,756	25	73,591	23
Cataloger/Metadata Analysts	‡	2	63,547	5	‡	1	‡	2	‡	2
All Positions:	55,128	86	59,141	151	64,054	101	69,240	106	76,138	97

Years of experience reflect total professional experience.

Canadian salaries are expressed in US dollars.

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 51: AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 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.
Head, Medical	118,346	5	148,053	8	127,805	11	144,023	15	140,588	18
Associate Director	85,956	9	92,294	6	105,196	7	‡	4	95,789	11
Assistant Director	71,240	8	80,804	4	87,709	4	‡	2	85,264	5
Head, Branch	‡	1	‡	1	‡	3	‡	2	‡	2
Administrative Specialist	65,085	5	‡	2	.	.	‡	3	‡	3
Digital Specialist	74,454	6	‡	3	‡	2	‡	3	‡	1
Functional Specialist	‡	3	‡	2	77,226	4	68,413	4	‡	2
Subject Specialist	62,960	6	77,514	6	77,915	6	71,745	8	87,152	10
Dept. Head										
Acquisitions	‡	1	68,205	5	‡	2	‡	3	‡	1
Research / Reference / Information or Learning Commons	‡	1	.	.	.	.	79,323	5	‡	2
Cataloging	‡	1	‡	2	‡	1	.	.	‡	1
Circulation	‡	1	.	.	‡	3	‡	2	‡	1
Rare Books / Manuscripts / Special Collections	.	.	.	.	‡	2	‡	1	‡	1
Library Technology	78,029	4	‡	1	.	.	.	.	‡	1
Other Department Heads	64,059	6	82,018	5	84,902	5	73,426	8	86,177	4
Public Services	‡	2	‡	2	.	.	79,930	4	‡	1
Technical Services	‡	1	‡	2	‡	1	.	.	‡	1
Research / Reference / Instruction	73,318	15	63,234	16	77,809	16	70,912	12	79,272	9
Cataloger / Metadata Analysts	‡	1	‡	2	.	.	‡	1	‡	1
All Positions:	74,866	76	83,443	67	90,344	67	88,551	77	96,019	75

Years of experience reflect total professional experience.

Canadian salaries are expressed in US dollars..

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 52: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	134,352	52	146,019	14	136,827	66
Associate Director	87,036	39	98,003	15	90,082	54
Assistant Director	71,844	30	83,262	8	74,248	38
Head, Branch	‡	20	‡	3	75,475	23
Administrative Specialist	67,039	24	75,755	5	68,542	29
Digital Specialist	64,711	30	64,671	45	64,687	75
Functional Specialist	62,846	29	63,465	13	63,037	42
Subject Specialist	66,581	117	67,868	17	66,744	134
Dept. Head						
Acquisitions	66,863	15	68,001	9	67,290	24
Research/Reference/Information or Learning Commons	‡	20	‡	2	72,751	22
Cataloging	‡	8	‡	3	65,241	11
Circulation	70,779	13	64,742	8	68,480	21
Rare Books/Manuscripts/Special Collections	‡	3	‡	5	80,956	8
Library Technology	81,608	6	69,632	7	75,160	13
Other Department Heads	70,236	48	72,807	10	70,679	58
Public Services	63,801	32	63,761	6	63,795	38
Technical Services	‡	7	‡	2	52,641	9
Research/Reference/Instruction	65,108	172	63,338	49	64,716	221
Cataloger/Metadata Analysts	‡	14	‡	3	61,215	17
All Positions:	73,193	679	73,756	224	73,332	903

Canadian salaries are expressed in US dollars.

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

TABLE 53: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Medical	134,352	52	146,019	14	136,827	66
Associate Director	87,036	39	98,003	15	90,082	54
Assistant Director	71,844	30	83,262	8	74,248	38
Head, Branch	‡	20	‡	3	75,475	23
Dept. Head						
Acquisitions	66,863	15	68,001	9	67,290	24
Cataloging	‡	8	‡	3	65,241	11
Circulation	70,779	13	64,742	8	68,480	21
Library Technology	81,608	6	69,632	7	75,160	13
Rare Book/Manuscripts/Special Collections	‡	3	‡	5	80,956	8
Research/Reference/Info or Learning Commons	‡	20	‡	2	72,751	22
Other Department Heads	70,236	48	72,807	10	70,679	58
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	‡	12	‡	3	62,761	15
Business Manager	‡	10	‡	1	76,108	11
Human Resources	‡	2		.	‡	2
Development/Advancement		.	‡	1	‡	1
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	65,595	5		.	65,595	5
IT, Systems	59,467	8	61,252	24	60,805	32
IT, Web Developer	60,561	6	62,381	7	61,541	13
IT, Programmer	69,458	5	71,489	12	70,892	17
Digital Acquisitions	‡	5	‡	2	74,672	7
Digital Collections Curation	‡	1		.	‡	1
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	‡	15	‡	3	62,236	18
Archivists	64,183	14	61,116	4	63,501	18
Assessment, Management Info Systems, Planning		.	‡	1	‡	1
Media Specialists		.	66,701	4	66,701	4
Preservation, including digital collections		.	‡	1	‡	1
Subject Specialist	66,581	117	67,868	17	66,744	134
Catalogers/Metadata analysts	‡	14	‡	3	61,215	17
Research/Reference/Instruction	65,108	172	63,338	49	64,716	221
Public Services	63,801	32	63,761	6	63,795	38
Technical Services	‡	7	‡	2	52,641	9
All Positions:	73,193	679	73,756	224	73,332	903

Canadian salaries are expressed in US dollars..

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

. No positions reported in this category.

TABLE 54: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.6	52	31.4	14	30.0	66
Associate Director	24.9	39	26.7	15	25.4	54
Assistant Director	24.2	30	12.6	8	21.7	38
Head, Branch	17.5	20	25.0	3	18.4	23
Administrative Specialist	18.5	24	18.4	5	18.5	29
Digital Specialist	12.1	30	15.2	45	14.0	75
Functional Specialist	15.3	29	18.9	13	16.4	42
Subject Specialist	14.1	117	14.5	17	14.1	134
Dept. Head						
Acquisitions	20.2	15	16.2	9	18.7	24
Research/Reference/Information or Learning Commons	20.3	20	18.0	2	20.0	22
Cataloging	17.0	8	17.3	3	17.1	11
Circulation	21.2	13	13.5	8	18.2	21
Rare Books/Manuscripts/Special Collections	24.3	3	20.2	5	21.8	8
Library Technology	21.5	6	15.1	7	18.1	13
Other Department Heads	19.9	48	19.3	10	19.8	58
Public Services	13.0	32	12.8	6	13.0	38
Technical Services	21.6	7	8.5	2	18.7	9
Research/Reference/Instruction	14.6	172	14.5	49	14.6	221
Cataloger/Metadata Analysts	12.6	14	25.3	3	14.8	17
All Positions:	17.7	679	17.4	224	17.6	903

TABLE 55: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Medical	29.6	52	31.4	14	30.0	66
Associate Director	24.9	39	26.7	15	25.4	54
Assistant Director	24.2	30	12.6	8	21.7	38
Head, Branch	17.5	20	25.0	3	18.4	23
Dept. Head						
Acquisitions	20.2	15	16.2	9	18.7	24
Cataloging	17.0	8	17.3	3	17.1	11
Circulation	21.2	13	13.5	8	18.2	21
Library Technology	21.5	6	15.1	7	18.1	13
Rare Book/Manuscripts/Special Collections	24.3	3	20.2	5	21.8	8
Research/Reference/Info or Learning Commons	20.3	20	18.0	2	20.0	22
Other Department Heads	19.9	48	19.3	10	19.8	58
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	13.3	12	19.3	3	14.5	15
Business Manager	22.6	10	23.0	1	22.6	11
Human Resources	30.0	2	.		30.0	2
Development/Advancement	.		11.0	1	11.0	1
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	8.0	5	.		8.0	5
IT, Systems	9.0	8	15.5	24	13.9	32
IT, Web Developer	13.7	6	14.7	7	14.2	13
IT, Programmer	11.8	5	14.0	12	13.4	17
Digital Acquisitions	20.6	5	20.0	2	20.4	7
Digital Collections Curation	8.0	1	.		8.0	1
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	16.9	15	11.3	3	16.0	18
Archivists	13.6	14	16.8	4	14.3	18
Assessment, Management Info Systems, Planning	.		29.0	1	29.0	1
Media Specialists	.		24.3	4	24.3	4
Preservation, including digital collections	.		19.0	1	19.0	1
Subject Specialist	14.1	117	14.5	17	14.1	134
Catalogers/Metadata analysts	12.6	14	25.3	3	14.8	17
Research/Reference/Instruction	14.6	172	14.5	49	14.6	221
Public Services	13.0	32	12.8	6	13.0	38
Technical Services	21.6	7	8.5	2	18.7	9
All Positions:	17.7	679	17.4	224	17.6	903

. No positions reported in this category.

TABLE 56: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL 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	55,741	73	51,683	13	55,128	86	10%
4–7 years	59,639	109	57,851	42	59,141	151	17%
8–11 years	64,452	78	62,707	23	64,054	101	11%
12–15 years	67,404	78	74,356	28	69,240	106	12%
16–19 years	78,731	62	71,546	35	76,138	97	11%
20–23 years	73,269	57	79,659	19	74,866	76	8%
24–27 years	79,380	52	97,530	15	83,443	67	7%
28–31 years	89,170	50	93,798	17	90,344	67	7%
32–35 years	90,886	57	81,896	20	88,551	77	9%
over 35 years	95,540	63	98,529	12	96,019	75	8%
All Positions:	73,193	679	73,756	224	73,332	903	100%

Canadian salaries are expressed in US dollars.

ARL UNIVERSITY LAW LIBRARIES

TABLES 57–66

TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
Alberta	3	‡	‡	57,668	29.3
Arizona	8	66,606	65,342	60,000	19.8
Arizona State	5	66,870	65,000	53,000	22.0
Boston University	11	76,290	72,950	55,000	15.0
Boston College	16	74,640	74,000	44,900	17.3
British Columbia	4	‡	‡	55,131	19.5
Calgary	2	‡	‡	57,786	15.0
California, Davis	7	85,886	84,600	47,544	20.6
California, Irvine	7	87,774	74,466	47,544	14.6
California, Los Angeles	18	82,770	87,887	47,544	16.4
Case Western Reserve	13	69,155	70,795	35,700	20.7
Cincinnati	8	67,567	62,340	48,000	18.8
Colorado	9	72,107	60,908	54,000	16.0
Columbia	18	82,143	71,513	55,300	14.9
Connecticut	10	76,458	73,321	41,857	18.8
Cornell	8	74,245	73,530	62,830	10.0
Duke	12	70,484	66,550	61,000	15.9
Emory	11	59,138	54,076	42,000	10.1
Florida	11	60,877	55,000	55,000	10.0
Florida State	10	55,482	53,560	50,000	15.7
George Washington	23	96,393	91,480	50,000	17.0
Georgetown	24	83,415	76,409	54,000	11.7
Georgia	8	56,677	57,352	57,500	12.9
Harvard	42	83,007	78,306	51,500	12.1
Hawaii	6	85,440	82,392	50,004	14.5
Houston	13	57,729	54,716	54,000	16.7
Howard	8	56,146	55,393	52,000	20.4
Illinois, Urbana	8	69,659	74,284	56,500	19.6
Indiana	10	70,640	63,923	40,400	20.2
Iowa	17	75,329	72,250	43,000	18.5
Kansas	6	52,363	53,930	40,500	9.0
Kentucky	6	56,803	53,550	52,000	11.7
Louisiana State	9	57,501	55,831	50,000	18.4
Louisville	6	62,640	61,729	38,000	22.5
McGill	4	‡	‡	49,816	17.8
Manitoba	3	‡	‡	51,069	21.0
Miami	14	60,846	59,500	48,000	16.0
Michigan	10	78,141	64,505	49,000	13.5
Minnesota	13	83,480	80,903	52,000	20.8
Missouri	8	56,175	58,473	40,000	16.6
Montreal	5	63,008	63,418	54,498	10.4
Nebraska	6	67,948	69,481	45,000	17.7

TABLE 57: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2012–2013

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YRS. EXP.
New Mexico	6	70,695	71,760	50,000	11.2
New York University	19	82,599	75,090	70,000	23.7
North Carolina	12	74,168	68,816	57,000	14.8
Northwestern	8	71,436	69,520	50,000	23.5
Notre Dame	14	72,475	69,350	47,000	18.4
Ohio State	8	61,587	58,500	48,000	8.8
Oklahoma	7	59,551	52,852	42,000	17.9
Oregon	8	55,332	54,000	42,000	15.5
Ottawa	4	‡	‡	49,996	19.5
Pennsylvania	15	70,432	68,653	45,000	16.1
Pennsylvania State	9	78,568	72,402	57,000	22.8
Queen's	3	‡	‡	53,718	12.7
Rutgers, Camden	5	88,813	88,989	70,000	21.4
Rutgers, Newark	9	85,608	76,331	62,000	18.4
Saskatchewan	2	‡	‡	60,314	15.0
South Carolina	9	66,473	69,000	55,000	14.3
Southern Illinois	4	‡	‡	50,000	9.0
SUNY Buffalo	12	69,728	67,036	60,000	15.8
Syracuse	10	60,044	56,631	46,700	16.4
Temple	10	66,364	55,200	44,044	26.1
Tennessee	9	68,941	61,867	55,000	13.4
Texas	17	69,671	57,679	58,000	14.3
Texas Tech	8	63,370	59,239	50,500	11.0
Toronto	6	97,224	103,067	56,591	14.8
Tulane	8	63,064	62,465	45,000	13.9
Utah	7	66,815	66,660	52,500	16.1
Vanderbilt	6	72,321	66,361	42,500	18.7
Virginia	14	72,538	66,700	63,500	16.7
Washington	17	69,932	65,004	61,000	21.7
Washington U.-St. Louis	9	68,377	65,663	50,000	22.8
Wayne State	5	62,363	57,360	50,000	20.8
Western	3	‡	‡	54,608	17.3
Wisconsin	11	64,337	61,514	41,336	21.9
Yale	19	83,814	75,000	51,500	15.8
York	5	98,393	101,012	48,819	18.2

Directors are included in figures for filled positions and average years of experience, but not in either the average or median salary statistics. Canadian salaries are expressed in US dollars.

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

TABLE 58: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2012–2013

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	New York University	70,000	40	Hawaii	50,004
1	Rutgers, Camden	70,000	41	Florida State	50,000
3	Virginia	63,500	41	George Washington	50,000
4	Cornell	62,830	41	Louisiana State	50,000
5	Rutgers, Newark	62,000	41	New Mexico	50,000
6	Duke	61,000	41	Northwestern	50,000
6	Washington	61,000	41	Southern Illinois	50,000
8	Saskatchewan	60,314	41	Washington U.-St. Louis	50,000
9	Arizona	60,000	41	Wayne State	50,000
9	SUNY Buffalo	60,000	49	Ottawa	49,996
11	Texas	58,000	50	McGill	49,816
12	Calgary	57,786	51	Michigan	49,000
13	Alberta	57,668	52	York	48,819
14	Georgia	57,500	53	Cincinnati	48,000
15	North Carolina	57,000	53	Miami	48,000
15	Pennsylvania State	57,000	53	Ohio State	48,000
17	Toronto	56,591	56	California, Davis	47,544
18	Illinois, Urbana	56,500	56	California, Irvine	47,544
19	Columbia	55,300	56	California, Los Angeles	47,544
20	British Columbia	55,131	59	Notre Dame	47,000
21	Boston University	55,000	60	Syracuse	46,700
21	Florida	55,000	61	Nebraska	45,000
21	South Carolina	55,000	61	Pennsylvania	45,000
21	Tennessee	55,000	61	Tulane	45,000
25	Western	54,608	64	Boston College	44,900
26	Montreal	54,498	65	Temple	44,044
27	Colorado	54,000	66	Iowa	43,000
27	Georgetown	54,000	67	Vanderbilt	42,500
27	Houston	54,000	68	Emory	42,000
30	Queen's	53,718	68	Oklahoma	42,000
31	Arizona State	53,000	68	Oregon	42,000
32	Utah	52,500	71	Connecticut	41,857
33	Howard	52,000	72	Wisconsin	41,336
33	Kentucky	52,000	73	Kansas	40,500
33	Minnesota	52,000	74	Indiana	40,400
36	Harvard	51,500	75	Missouri	40,000
36	Yale	51,500	76	Louisville	38,000
38	Manitoba	51,069	77	Case Western Reserve	35,700
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 2012–2013

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	Toronto	103,067	40	Michigan	64,505
2	York	101,012	41	Indiana	63,923
3	George Washington	91,480	42	Montreal	63,418
4	Rutgers, Camden	88,989	43	Tulane	62,465
5	California, Los Angeles	87,887	44	Cincinnati	62,340
6	California, Davis	84,600	45	Tennessee	61,867
7	Hawaii	82,392	46	Louisville	61,729
8	Minnesota	80,903	47	Wisconsin	61,514
9	Harvard	78,306	48	Colorado	60,908
10	Georgetown	76,409	49	Miami	59,500
11	Rutgers, Newark	76,331	50	Texas Tech	59,239
12	New York University	75,090	51	Ohio State	58,500
13	Yale	75,000	52	Missouri	58,473
14	California, Irvine	74,466	53	Texas	57,679
15	Illinois, Urbana	74,284	54	Wayne State	57,360
16	Boston College	74,000	55	Georgia	57,352
17	Cornell	73,530	56	Syracuse	56,631
18	Connecticut	73,321	57	Louisiana State	55,831
19	Boston University	72,950	58	Howard	55,393
20	Pennsylvania State	72,402	59	Temple	55,200
21	Iowa	72,250	60	Florida	55,000
22	New Mexico	71,760	61	Houston	54,716
23	Columbia	71,513	62	Emory	54,076
24	Case Western Reserve	70,795	63	Oregon	54,000
25	Northwestern	69,520	64	Kansas	53,930
26	Nebraska	69,481	65	Florida State	53,560
27	Notre Dame	69,350	66	Kentucky	53,550
28	South Carolina	69,000	67	Oklahoma	52,852
29	North Carolina	68,816		Alberta	*
30	Pennsylvania	68,653		British Columbia	*
31	SUNY Buffalo	67,036		Calgary	*
32	Virginia	66,700		McGill	*
33	Utah	66,660		Manitoba	*
34	Duke	66,550		Ottawa	*
35	Vanderbilt	66,361		Queen's	*
36	Washington U.-St. Louis	65,663		Saskatchewan	*
37	Arizona	65,342		Southern Illinois	*
38	Washington	65,004		Western	*
39	Arizona State	65,000			

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

Alberta, British Columbia, Calgary, McGill, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Southern Illinois, 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 2012–2013**

RANK	INSTITUTION	SALARY	RANK	INSTITUTION	SALARY
1	York	98,393	40	Nebraska	67,948
2	Toronto	97,224	41	Cincinnati	67,567
3	George Washington	96,393	42	Arizona State	66,870
4	Rutgers, Camden	88,813	43	Utah	66,815
5	California, Irvine	87,774	44	Arizona	66,606
6	California, Davis	85,886	45	South Carolina	66,473
7	Rutgers, Newark	85,608	46	Temple	66,364
8	Hawaii	85,440	47	Wisconsin	64,337
9	Yale	83,814	48	Texas Tech	63,370
10	Minnesota	83,480	49	Tulane	63,064
11	Georgetown	83,415	50	Montreal	63,008
12	Harvard	83,007	51	Louisville	62,640
13	California, Los Angeles	82,770	52	Wayne State	62,363
14	New York University	82,599	53	Ohio State	61,587
15	Columbia	82,143	54	Florida	60,877
16	Pennsylvania State	78,568	55	Miami	60,846
17	Michigan	78,141	56	Syracuse	60,044
18	Connecticut	76,458	57	Oklahoma	59,551
19	Boston University	76,290	58	Emory	59,138
20	Iowa	75,329	59	Houston	57,729
21	Boston College	74,640	60	Louisiana State	57,501
22	Cornell	74,245	61	Kentucky	56,803
23	North Carolina	74,168	62	Georgia	56,677
24	Virginia	72,538	63	Missouri	56,175
25	Notre Dame	72,475	64	Howard	56,146
26	Vanderbilt	72,321	65	Florida State	55,482
27	Colorado	72,107	66	Oregon	55,332
28	Northwestern	71,436	67	Kansas	52,363
29	New Mexico	70,695		Alberta	*
30	Indiana	70,640		British Columbia	*
31	Duke	70,484		Calgary	*
32	Pennsylvania	70,432		McGill	*
33	Washington	69,932		Manitoba	*
34	SUNY Buffalo	69,728		Ottawa	*
35	Texas	69,671		Queen's	*
36	Illinois, Urbana	69,659		Saskatchewan	*
37	Case Western Reserve	69,155		Southern Illinois	*
38	Tennessee	68,941		Western	*
39	Washington U.-St. Louis	68,377			

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

Alberta, British Columbia, Calgary, McGill, Manitoba, Montreal, Ottawa, Queen's, Saskatchewan, Southern Illinois, 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 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.
Head, Law	‡	1	‡	2	139,490	5	163,579	7	157,494	9
Associate Director		.	83,116	5	‡	3	92,957	4	96,657	12
Assistant Director	‡	1	80,550	4	‡	3	74,710	4	88,888	7
Administrative Specialist	‡	1	‡	1	‡	1	‡	2	‡	2
Digital Specialist	63,799	11	67,281	10	70,191	4	69,090	7	‡	3
Functional Specialist	‡	2	55,334	6	‡	1	55,697	4	‡	1
Subject Specialist	59,332	22	60,582	10	72,861	11	72,693	8	75,039	7
Dept. Head										
Acquisitions	‡	1	55,885	5	‡	2	‡	3	71,674	9
Research/Reference/ Information or Learning Commons	‡	1	65,958	5	77,503	4	87,847	4	‡	3
Cataloging	‡	1	.	.	75,983	4	‡	2	‡	2
Circulation	‡	1	60,772	7	63,032	5	‡	1	72,864	6
Rare Books/ Manuscripts/Special Collections	‡	1	‡	1	.	.	.	.	.	.
Library Technology	‡	1	.	.	.	.	.	.	‡	1
Other Department Heads	‡	1	‡	3	66,895	6	‡	2	78,969	4
Public Services	58,030	4	59,465	5	60,877	5	‡	1	‡	2
Technical Services	54,936	5	54,109	5	‡	1	‡	2	.	.
Research/Reference/ Instruction	62,607	47	65,071	41	69,576	39	64,327	11	72,362	13
Cataloger/Metadata Analysts	49,768	5	66,464	4	67,475	5	‡	3	56,700	4
All Positions:	61,089	106	65,221	114	74,206	99	79,133	65	87,957	85

Years of experience reflect total professional experience.

Canadian salaries are expressed in US dollars.

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 61: AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND YEARS OF EXPERIENCE, FY 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.
Head, Law	131,771	8	152,449	9	155,536	6	186,710	13	179,613	16
Associate Director	‡	2	115,297	8	119,172	5	118,404	4	115,075	9
Assistant Director	77,739	12	96,405	5	90,197	4	97,319	8	‡	2
Administrative Specialist	‡	1	‡	2	‡	1	‡	2		.
Digital Specialist	73,038	4	‡	1		.	‡	1		.
Functional Specialist	‡	2	‡	1		.	‡	1	‡	1
Subject Specialist	‡	3	72,589	6	74,954	4	‡	2	79,672	4
Dept. Head										
Acquisitions	‡	3	‡	3	‡	3	‡	2	74,098	4
Research/Reference/ Information or Learning Commons	‡	1	‡	1	‡	3	80,541	4	‡	1
Cataloging	‡	2	68,958	5	76,924	8	‡	3	75,655	6
Circulation	‡	3	‡	1	‡	1	65,670	4	‡	2
Rare Books/ Manuscripts/Special Collections		.	‡	1		.		.		.
Library Technology	‡	1	‡	1		.		.	‡	1
Other Department Heads	90,841	5	‡	2	‡	2	‡	1	‡	3
Public Services	‡	2	‡	1	‡	1	‡	1	‡	1
Technical Services		.	‡	1	‡	1	‡	1	‡	1
Research/Reference/ Instruction	82,889	10	80,655	9	94,715	5	84,303	7	82,303	6
Cataloger/Metadata Analysts	‡	3	68,131	6	‡	2	‡	3	70,004	4
All Positions:	84,922	62	95,065	63	92,648	46	109,008	57	108,808	61

Years of experience reflect total professional experience.

Canadian salaries are expressed in US dollars..

* Salary data are not published when fewer than four individuals are involved. When this applies to only one position category, a second category is also not published.

. No positions reported in this category.

TABLE 62: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	160,695	40	163,042	36	161,806	76
Associate Director	108,968	31	101,814	21	106,079	52
Assistant Director	87,480	36	83,032	14	86,235	50
Administrative Specialist	‡	11	‡	2	63,304	13
Digital Specialist	67,814	13	73,620	28	71,779	41
Functional Specialist	58,864	11	72,027	8	64,406	19
Subject Specialist	68,930	47	67,254	30	68,277	77
Dept. Head						
Acquisitions	68,424	26	71,240	9	69,148	35
Research/Reference/Information or Learning Commons	77,905	18	77,109	9	77,640	27
Cataloging	72,870	25	68,246	8	71,749	33
Circulation	65,793	23	65,604	8	65,744	31
Rare Books/Manuscripts/Special Collections	‡	3		.	‡	3
Library Technology	‡	2	‡	3	90,242	5
Other Department Heads	75,976	20	66,386	9	73,000	29
Public Services	57,914	11	64,359	12	61,277	23
Technical Services	60,971	13	56,587	4	59,940	17
Research/Reference/Instruction	70,184	123	68,490	65	69,599	188
Cataloger/Metadata Analysts	62,529	29	72,787	10	65,159	39
All Positions:	80,509	482	84,922	276	82,116	758

Canadian salaries are expressed in US dollars.

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

. No positions reported in this category.

TABLE 63: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, SPECIALIST BREAKDOWN, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	160,695	40	163,042	36	161,806	76
Associate Director	108,968	31	101,814	21	106,079	52
Assistant Director	87,480	36	83,032	14	86,235	50
Dept. Head						
Acquisitions	68,424	26	71,240	9	69,148	35
Cataloging	72,870	25	68,246	8	71,749	33
Circulation	65,793	23	65,604	8	65,744	31
Library Technology	‡	2	‡	3	90,242	5
Rare Book/ Manuscripts/ Special Collections	‡	3	.	.	‡	3
Research/ Reference/ Info or Learning Commons	77,905	18	77,109	9	77,640	27
Other Department Heads	75,976	20	66,386	9	73,000	29
Admin Specialist (no subgroup); Admin support, Marketing/ Comm/ IP Permissions; Other Admin	‡	7	‡	2	63,349	9
Business Manager	63,203	4	.	.	63,203	4
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	‡	4	‡	2	58,144	6
IT, Systems	69,201	5	73,351	11	72,054	16
IT, Web Developer	‡	3	‡	7	82,379	10
IT, Programmer	.	.	‡	1	‡	1
Digital Acquisitions	‡	1	‡	3	70,307	4
Digital Collections Curation	.	.	67,797	4	67,797	4
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	51,761	4	75,589	5	64,999	9
Archivists	‡	3	‡	1	66,257	4
Assessment, Management Info Systems, Planning	‡	1	‡	1	‡	2
Media Specialists	‡	3	‡	1	55,061	4
Subject Specialist	68,930	47	67,254	30	68,277	77
Catalogers/ Metadata analysts	62,529	29	72,787	10	65,159	39
Research/ Reference/ Instruction	70,184	123	68,490	65	69,599	188
Public Services	57,914	11	64,359	12	61,277	23
Technical Services	60,971	13	56,587	4	59,940	17
All Positions:	80,509	482	84,922	276	82,116	758

Canadian salaries are expressed in US dollars..

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

. No positions reported in this category.

TABLE 64: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, FY 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	26.0	40	24.6	36	25.3	76
Associate Director	23.8	31	21.3	21	22.8	52
Assistant Director	21.3	36	21.8	14	21.4	50
Administrative Specialist	17.5	11	30.5	2	19.5	13
Digital Specialist	8.7	13	10.3	28	9.8	41
Functional Specialist	12.1	11	14.9	8	13.3	19
Subject Specialist	13.4	47	11.3	30	12.6	77
Dept. Head						
Acquisitions	21.4	26	17.3	9	20.3	35
Research/Reference/Information or Learning Commons	16.0	18	20.4	9	17.5	27
Cataloging	27.6	25	18.1	8	25.3	33
Circulation	17.6	23	15.4	8	17.0	31
Rare Books/Manuscripts/Special Collections	11.0	3	.		11.0	3
Library Technology	31.5	2	15.3	3	21.8	5
Other Department Heads	20.2	20	14.3	9	18.4	29
Public Services	14.7	11	12.3	12	13.5	23
Technical Services	12.7	13	10.0	4	12.1	17
Research/Reference/Instruction	11.5	123	10.4	65	11.1	188
Cataloger/Metadata Analysts	17.1	29	21.7	10	18.3	39
All Positions:	17.2	482	15.6	276	16.6	758

. 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 2012–2013

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	26.0	40	24.6	36	25.3	76
Associate Director	23.8	31	21.3	21	22.8	52
Assistant Director	21.3	36	21.8	14	21.4	50
Dept. Head						
Acquisitions	21.4	26	17.3	9	20.3	35
Cataloging	27.6	25	18.1	8	25.3	33
Circulation	17.6	23	15.4	8	17.0	31
Library Technology	31.5	2	15.3	3	21.8	5
Rare Book/Manuscripts/Special Collections	11.0	3	.		11.0	3
Research/Reference/Info or Learning Commons	16.0	18	20.4	9	17.5	27
Other Department Heads	20.2	20	14.3	9	18.4	29
Admin Specialist (no subgroup); Admin support, Marketing/Comm/IP Permissions; Other Admin	21.3	7	30.5	2	23.3	9
Business Manager	10.8	4	.		10.8	4
Digital Specialist (no subgroup), Scholarly Communications, Institutional Repository Curator	3.3	4	3.5	2	3.3	6
IT, Systems	9.0	5	13.3	11	11.9	16
IT, Web Developer	14.3	3	10.6	7	11.7	10
IT, Programmer	.		4.0	1	4.0	1
Digital Acquisitions	12.0	1	10.0	3	10.5	4
Digital Collections Curation	.		6.8	4	6.8	4
Functional Specialist (no subgroup), Coordinator, Team Leader (non-supervisory responsibility)	6.8	4	13.4	5	10.4	9
Archivists	12.0	3	12.0	1	12.0	4
Assessment, Management Info Systems, Planning	16.0	1	32.0	1	24.0	2
Media Specialists	18.0	3	8.0	1	15.5	4
Subject Specialist	13.4	47	11.3	30	12.6	77
Catalogers/Metadata analysts	17.1	29	21.7	10	18.3	39
Research/Reference/Instruction	11.5	123	10.4	65	11.1	188
Public Services	14.7	11	12.3	12	13.5	23
Technical Services	12.7	13	10.0	4	12.1	17
All Positions:	17.2	482	15.6	276	16.6	758

. No positions reported in this category.

TABLE 66: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	59,868	68	63,275	38	61,089	106	14%
4–7 years	66,026	70	63,939	44	65,221	114	15%
8–11 years	74,345	61	73,983	38	74,206	99	13%
12–15 years	80,062	36	77,979	29	79,133	65	9%
16–19 years	81,816	58	101,148	27	87,957	85	11%
20–23 years	80,702	39	92,076	23	84,922	62	8%
24–27 years	98,571	32	91,446	31	95,065	63	8%
28–31 years	84,300	32	111,729	14	92,648	46	6%
32–35 years	100,277	38	126,471	19	109,008	57	8%
over 35 years	107,085	48	115,169	13	108,808	61	8%
All Positions:	80,509	482	84,922	276	82,116	758	100%

Canadian salaries are expressed in US dollars.

UNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS



ASSOCIATION OF RESEARCH LIBRARIES

ARL ANNUAL SALARY SURVEY 2012-2013 *University Library Questionnaire* GENERAL AND DATA INPUT (EXCEL) INSTRUCTIONS

http://www.arlstatistics.org/About/Mailings/ss_2012-13

GENERAL OVERVIEW

- Go to <http://arlstatistics.org> to fill out Part I and to upload the Excel 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. (Submission Instructions begin on the last page of this document.)
- **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 excel templates using Microsoft Excel** (see http://www.arlstatistics.org/About/Mailings/ss_2012-13). A generic template is available. Add your institution’s ARL Library Institution Code [LibID]. (See http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml if you do not know your code.)
- **Use “Percent” to determine if an employee works full-time or part-time.** All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If Percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:
 - A 9-month part-time appointment has Percent = 9/12, or 0.75.
 - An appointment at 30 hours per week has Percent = 30/40, also 0.75.
 - An appointment at 30 hours and 9 months has Percent = 0.75 x 0.75 = 0.56.
 - Enter Percent with two decimal points.

- **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.
- **After all data have been entered, 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.
- **Please return the questionnaire by August 31, 2012.** Be sure to keep a complete copy of your submission, including the electronic version of the data for your files.

INSTRUCTIONS

Part I: Institutional Information (Microsoft Word Form)

1. Part I of this survey deals with general information for the current fiscal year, 2012-13.
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 **2012-13** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2012. Do not delay returning your survey with the expectation that more information will be available later.
5. The 2012-13 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

Part II: Data Upload - Individual Data (Microsoft Excel 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 2012-13. 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 Excel files.
3. **Obtain the Excel file.** These instructions assume that you have Microsoft Excel available for use. If not, or if you have trouble opening the files in Excel, please call the ARL Statistics and Assessment Program at (202) 296-2296 or email stats@arl.org.
4. The template Excel file is available at: http://www.arlstatistics.org/About/Mailings/ss_2012-13. This is a generic, blank file that can hold data for Main, Law, or Medical libraries. The file's name is "sal12xxxx.xls"; open the file and save it to your own computer by choosing the "Save As" option in Excel. When saving the file, utilize ARL as the prefix for Main library reports, use 12 to designate the year (2012-13), and change "xxxx" to your ARL institution code number, e.g., "ARL121150.xls." Note: use MED for medical libraries, e.g. "MED121150" and LAW to denote law libraries, e.g., "LAW121150."

The file contains columns labeled as follows:

Required: Name/ID# (to be deleted before submitting) LibID Page Line Salary Job Sex
OEOcat YrsExp Rank Percent Working Job Title

Optional: Hisp NatAm Asian Black HawPI White

In the LibID column, enter your ARL Library Institution Code. You can find your ARL institution code at: http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml

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.

Entering Data for Part II: Data Upload - Individual Data (Microsoft Excel 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, 2012. 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 “Job” code, to be taken from the following list:

DIRLIB	Dean of Libraries and/or University Librarian (includes Director of Libraries and equivalent titles)
ASCDIR	Associate Dean/Director
ASTDIR	Assistant Dean/Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
HDACQ	Head, Acquisitions Department (may include management of acquisitions and licensing of electronic resources)
HDCAT	Head, Catalog Department/Unit (may include management of acquisitions and licensing of electronic resources)
HDCIRC	Head, Access Services (Circulation, Reserves, Stack Maintenance, Interlibrary Loan)
HDCOMP	Head, Library Technology (includes productivity platforms)
HDRBM	Head, Rare Book/Manuscripts Department/Special Collections
HDREF	Head, Research/Reference Department/Information or Learning Commons
HDOTH	Head, Other Department/Service/Agency
ADMSPEC	<i>Administrative Specialist</i>
BUSI	Budget/Fiscal/Business Manager/Facilities
HUMRES	Human Resources/Training/Staff Development
DEV	Development/Advancement
ADMIN	Administrative support, Marketing/Communication/IP Permissions
DIGITALSPEC	<i>Digital Specialist</i>
ITS	Information Technology Systems
ITW	Information Technology Web Development
ITP	Information Technology Programming/Application Development
SCHOLAR	Scholarly Communications (definition working or promoting Open

	Access, providing advice on copyright issues and fair use)
IR	Institutional Repository Curator
DIGIACQ	Acquires e-resources and manages licensing of electronic resources
DIGICUR	Creates and curates digital collections in sciences, social sciences, humanities, including data-management issues across multiple disciplines.
<i>FSPEC</i>	<i>Functional Specialist</i>
ARCH	Archivists/Curators (Print and/or digital collections)
ASSESS	Assessment, Management Information Systems, Planning
CTL	Coordinator, Team Leader (non-supervisory responsibility)
MEDIA	Media/Multimedia Specialists (including graphics)
PRES	Preservation/Conservation, including digital collections
SSPEC	Subject Specialist (may include Specialized Reference, Collection Dev., Faculty Liaison, Instruction, Embedded roles, etc.) Clinical librarians would be included here.
CAT/METADATA	Catalogers, and metadata analysts, both general and specialized
RES/REF/INSTR	General research, reference and instruction librarians (typically for undergraduate students); include instructional technology here; no collection development responsibilities.
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers

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

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 subcodes 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.

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.

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.

5. Please indicate “Sex” with the letter M or F, indicating male or female, respectively.

6. “OEOCat” minority status code, for U.S. university libraries only, should be indicated with one of the following code numbers. (Leave blank if a Canadian library):

1 = Black

2 = Hispanic

3 = Asian or Pacific Islander

4 = American Indian or Native Alaskan

5 = Caucasian/Other

7. “YrsExp,” or total years of professional experience. For most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. The figure should be rounded off to the nearest whole number; for example, a position with 14.5 years of experience would appear as 15.

8. Indicate “Rank” using the following system of codes:

0 The library director. Some systems also use 0 for assistant and/or associate directors.

1 Lowest level in the rank structure, such as an entry-level position.

2-8 Successively higher levels; for example, 5 indicates a higher rank than 2.

9 Rank cannot be determined, or, the individual is outside the organization’s rank structure.

NOTE: These codes are meant to be *guides only*. Do not recode your rank system into an 8 level system if your rank system does not have eight levels. Please code each employee with his or her actual rank at your institution. When coding the library director as "0", do not add or subtract a level to or from your ranking system.

Responses concerning rank should be limited to professional librarians, and other professionals who occupy the same ranks as librarians. **Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable.** For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual, even if you have included salary and other data.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of “rank-and-file” librarians.

The maximum number of ranks reported here must not exceed the maximum number of rank-levels reported in Part I for individual data under Rank structure. When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

9. **“Percent”** is used to determine if an employee works full-time or part-time. All full-time employees have Percent = 1.00, i.e., they work 100% of a full-time schedule. If Percent is less than 1.00, then the employee works that fraction of a full-time schedule. For example, a 65% time appointment would be entered as 0.65. Calculate the percent appointment by dividing the amount of time an employee works by the amount considered to be the norm for full-time employment at your institution. For example, if a full-time appointment at your institution is 12 months at 40 hours per week:

- A 9-month part-time appointment has Percent = $9/12$, or 0.75.
- An appointment at 30 hours per week has Percent = $30/40$, also 0.75.
- An appointment at 30 hours and 9 months has Percent = $0.75 \times 0.75 = 0.56$.
- Enter Percent with two decimal points.

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".

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

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

Race and Ethnicity: The U.S. Office of Management and Budget has revised the Standards for the Classification of Federal Data on Race and Ethnicity and according to the new standard there will be five minimum categories for data on race (American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White) and one category for data on ethnicity ("Hispanic or Latino"). **Respondents will be able to report more than one race by choosing multiple responses to the race question.** The purpose of the revised classification is to reflect the increasing diversity of the U.S. population that has resulted primarily from growth in immigration and in interracial marriages. The new standards were used by the Bureau of the

Census in the 2000 decennial census.¹ In light of these developments, we are collecting the new classification on race and ethnicity in the *ARL Annual Salary Survey* on an **optional** basis.

Ethnicity should be indicated by coding 1 to indicate if the person is of Hispanic or Latino ethnicity, and coding 0 otherwise. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

Race should be indicated for U.S. university libraries only, by choosing one or more responses among the five racial categories provided here; 1=yes and 0=no. You can select multiple racial categories for a person. The definitions of the five racial categories, listed with their respective column names, are:

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

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

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

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

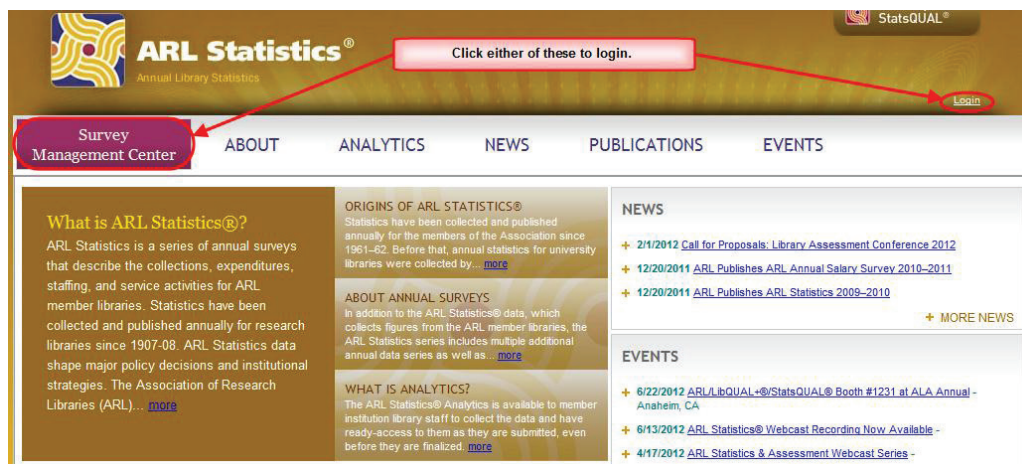
White (White): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

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

Submitting the Data for Part I and Part II through the ARL Statistics Website

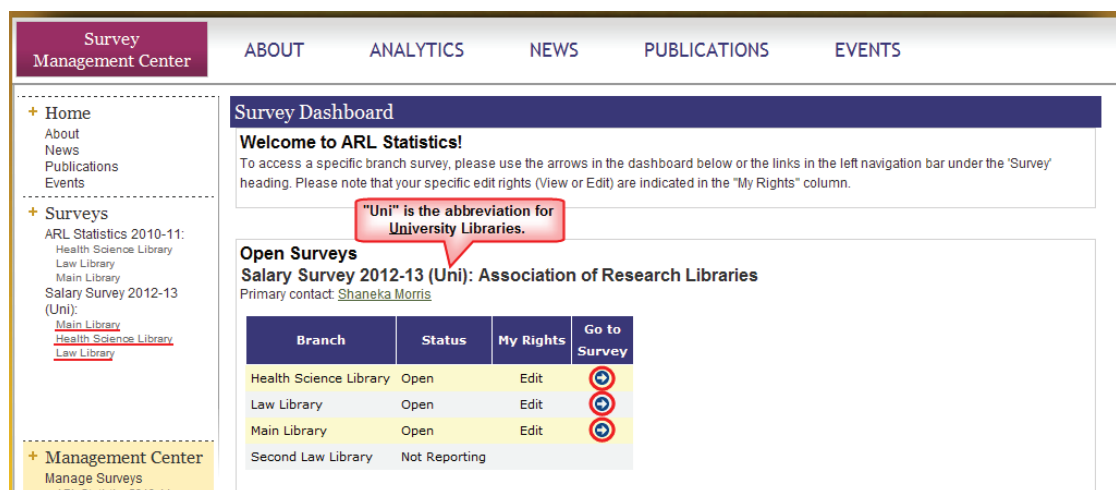
Salary Survey submissions will be uploaded through the ARL Statistics data entry interface at <http://arlstatistics.org>. If you want to email the documents to ARL, please note that ARL accepts Part I and Part II of the salary survey as e-mail attachments if this is your preferred way of submitting the data.

Step 1 of 3: Login at <http://arlstatistics.org>



Step 2 of 3: Fill out Part I & upload the Excel data file for each survey. (See screenshots below.)

- Be sure to have the electronic copy of your completed salary survey Excel file handy as you will be submitting this file via <http://arlstatistics.org>. To access your branch-level surveys, click the links on the left-hand side of the screen or the blue arrows as indicated below:



- Next, fill out Part 1 (#1 below), upload your Excel data file (#2 below), and save your work (#3 below):

Survey Management Center

ABOUT ANALYTICS NEWS PUBLICATIONS EVENTS

Salary Survey 2012-13 (Uni) - Association of Research Libraries: Main Library

You can edit this survey.

Please complete the form below to submit your 2012-2013 Salary Survey data. Instructions for submitting this data can be found at http://www.arlstatistics.org/About/Mailings/ss_2012-13. Please read the instructions carefully and completely before collecting the data in the Excel file and submitting it via this Web form. If you have any questions about this process, please contact the ARL Statistics and Assessment Program office at [202-296-2296](tel:202-296-2296) or e-mail stats@arl.org.

1. **Part I: Institutional Information**

1) Beginning Professional Salary (WITHOUT Commas):

2) Rank Structure:

Save

Footnotes

3) Please list a) which libraries are included, b) which libraries are not included, and c) any other explanatory information in the space below:

Part II: Data Upload - Individual Data

2. 4) Upload data (Excel file): No file chosen

3. **Save** Data Entry Complete

NOTE: If you are submitting salary information for more than one survey, click the links in the Surveys section of the left-hand navigation bar to toggle between each branch-specific survey form. *Remember to save your work as you go (#3 red circle above)!*

+ Surveys

ARL Statistics 2010-11:
Health Science Library
Law Library
Main Library

Salary Survey 2012-13 (Uni):
Main Library
Health Science Library
Law Library

Step 3 of 3: Once you are finished entering data for each of your surveys, *click "Data Entry Complete" at the bottom of each survey.* If you are submitting for more than one survey, click the links in the Surveys section of the left-hand navigation bar to toggle between each branch-specific survey form:

The screenshot shows the Survey Management Center interface. The left-hand navigation bar includes links for Home, Surveys, and Management Center. The main content area displays the 'Salary Survey 2012-13 (Uni) - Association of Research Libraries: Main Library' form. The form includes sections for Institutional Information, Footnotes, and Data Upload. A red box highlights the 'Data Entry Complete' button at the bottom, with a red arrow pointing to it.

You'll know you're finished when you see **"Responses saved and marked as ready for review"** at the top of the screen, as shown below:

The screenshot shows the Survey Management Center interface. The left-hand navigation bar includes links for Home, Surveys, and Management Center. The main content area displays the 'Salary Survey 2012-13 (Uni) - Association of Research Libraries: Main Library' form. A red box highlights the message 'Responses saved and marked as ready for review.' at the top of the form, with a red arrow pointing to it.

"ARL Staff will complete the remainder of the submission steps.

Please submit online at <http://arlstatistics.org> by August 31, 2012.

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

http://www.arlstatistics.org/About/Mailings/ss_2012-13

INSTNO _____

ARL Annual Salary Survey 2012-2013

University Library Questionnaire

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

http://www.arlstatistics.org/About/Mailings/ss_2012-13

Part I: Institutional Information

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address Phone number _____

Note: ARL will calculate the **2012-13 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 2012-13 _____

Note: The Information shown below must be completed for all three branches (i.e. Main, Law and Health Science Libraries) in Part 1 of the online form.

- 2. Rank Structure:** Indicate the number of levels in your institution's rank structure for professional librarians. **You should report here the maximum number of rank levels, reported in Part II for individual data, under the Rank column.**

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

- 3. FOOTNOTES:** Please list a) which libraries are included, b) which libraries are not included, and c) any other explanatory information in the space below:

Please submit online at <http://arlstatistics.org> by August 31, 2012.

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

http://www.arlstatistics.org/About/Mailings/ss_2012-13

ARL Annual Salary Survey 2012-2013
University Library Questionnaire

Part II: Data Upload - Individual Data

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

Confidential <i>Detach or delete before submitting to ARL.</i>	Year	Page	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	Percent	Working Job Title	Ethnicity Hispanic or Latino	Race: NatAm	Race: Asian	Race: Black	Race: HawPI	Race:
		1	1														White
		1	2														
		1	3														
		1	4														
		1	5														
		1	6														
		1	7														
		1	8														
		1	9														
		1	10														
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		1	24														
		1	25														

Please submit online at <http://arlstatistics.org> by August 31, 2012.

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

http://www.arlstatistics.org/About/Mailings/ss_2012-13

NONUNIVERSITY LIBRARY QUESTIONNAIRE AND INSTRUCTIONS



ASSOCIATION OF RESEARCH LIBRARIES

ARL ANNUAL SALARY SURVEY 2012-13 *Nonuniversity Library Questionnaire* GENERAL AND DATA INPUT (EXCEL) INSTRUCTIONS

http://www.arlstatistics.org/About/Mailings/ss_2012-13

Part I: Institutional Information (Microsoft Word Form)

Please return the questionnaire the ARL Statistics and Assessment Program by August 31, 2012. Be sure to keep a complete copy of your submission, including the electronic version of the data for your files.

1. Part I of this survey deals with general information for the current fiscal year, 2012-13.
2. **This survey is concerned with the salaries of professional positions only.** Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.
3. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.
5. Report 2012-13 salaries *as they exist on July 1, 2012*. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
6. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
7. The Beginning Professional Salary is the salary that would be paid to a newly hired professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.



ASSOCIATION OF RESEARCH LIBRARIES

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 Excel Form)

1. Part II of this survey is an Excel file, where you will indicate the number of filled professional positions in each salary range for fiscal years 2011-12 and 2012-13.
2. **Obtain the Excel file.** These instructions assume that you have Microsoft Excel available for use. If not, or if you have trouble opening the files in Excel, please call the ARL Statistics and Assessment Program at (202) 296-2296 or email stats@arl.org.
3. The template Excel file is available at: http://www.arlstatistics.org/About/Mailings/ss_2012-13. This is a generic, blank form that can hold your data. The file's name is "sal12nuXXXX.xls"; open the file and save it to your own computer by choosing "Save As" under the File menu. When saving the file, utilize ARL as the prefix, use 12 to designate the year (2012-13), and change the "xxxx" in its name to your ARL institution code number, e.g., "ARL129975.doc." You can find your ARL institution code at:
http://www.arl.org/stats/annualsurveys/surveycoord/instno_inam.shtml

Submitting the Data for Part I and Part II through the ARL Statistics Website

Go to <http://arlstatistics.org> to fill out Part I and to upload the Excel 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.



ASSOCIATION OF RESEARCH LIBRARIES

Step 1 of 3: Login at <http://arlststatistics.org>

ARL Statistics®
Annual Library Statistics

Click either of these to login.

Survey Management Center

ABOUT ANALYTICS NEWS PUBLICATIONS EVENTS

What is ARL Statistics®?
ARL Statistics is a series of annual surveys that describe the collections, expenditures, staffing, and service activities for ARL member libraries. Statistics have been collected and published annually for research libraries since 1907-08. ARL Statistics data shape major policy decisions and institutional strategies. The Association of Research Libraries (ARL)... [more](#)

ORIGINS OF ARL STATISTICS®
Statistics have been collected and published annually for the members of the Association since 1961-62. Before that, annual statistics for university libraries were collected by... [more](#)

ABOUT ANNUAL SURVEYS
In addition to the ARL Statistics® data, which collects figures from the ARL member libraries, the ARL Statistics series includes multiple additional annual data series as well as... [more](#)

WHAT IS ANALYTICS?
The ARL Statistics® Analytics is available to member institution library staff to collect the data and have ready-access to them as they are submitted, even before they are finalized. [more](#)

NEWS
+ 2/1/2012 [Call for Proposals: Library Assessment Conference 2012](#)
+ 12/20/2011 [ARL Publishes ARL Annual Salary Survey 2010-2011](#)
+ 12/20/2011 [ARL Publishes ARL Statistics 2009-2010](#)
+ MORE NEWS

EVENTS
+ 6/22/2012 [ARL LibQUAL+®/StatsQUAL® Booth #1231 at ALA Annual - Anaheim, CA](#)
+ 6/13/2012 [ARL Statistics® Webcast Recording Now Available -](#)
+ 4/17/2012 [ARL Statistics & Assessment Webcast Series -](#)

Step 2 of 3: Fill out Part I & upload the Excel data file. (See screenshots below.)

- Be sure to have the electronic copy of your completed salary survey Excel file handy as you will be submitting this file via <http://arlststatistics.org>. To access your branch-level survey, click the links on the left-hand side of the screen or the blue arrow as indicated below:

Survey Management Center

ABOUT ANALYTICS NEWS PUBLICATIONS EVENTS

Survey Dashboard

Welcome to ARL Statistics!
To access a specific branch survey, please use the arrows in the dashboard below or the links in the left navigation bar under the 'Survey' heading. Please note that your specific edit rights (View or Edit) are indicated in the "My Rights" column.

Open Surveys
Salary Survey 2012-13 (Non-Uni): Association of Research Libraries
Primary contact: [Shaneka Morris](#)

Non-Uni is the abbreviation for Non-University Libraries.

Branch	Status	My Rights	Go to Survey
Health Science Library	Not Reporting		
Law Library	Not Reporting		
Main Library	Open	Edit	
Second Law Library	Not Reporting		

- Next, fill out Part 1 (#1 below), upload your excel file (#2 below):



ASSOCIATION OF RESEARCH LIBRARIES

Survey Management Center

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Salary Survey 2012-13 (Non-Uni):
Main Library

+ Management Center
Manage Surveys
Salary Survey 2012-13 (Uni)
Salary Survey 2012-13 (Non-Uni)
Manage Users
Data Repository
Organization Websites
Directory
ARL Index

Salary Survey 2012-13 (Non-Uni) - Association of Research Libraries: Main Library

You can edit this survey.

Please complete the form below to submit your 2012-2013 Salary Survey data. Instructions for submitting this data can be found at http://www.arlstatistics.org/About/Mailings/ss_2012-13. Please read the instructions carefully and completely before collecting the data in the Excel file and submitting it via this Web form. If you have any questions about this process, please contact the ARL Statistics and Assessment Program office at [202-296-2296](tel:202-296-2296) or e-mail stats@arl.org.

Part I: Institutional Information 1.

1) Median professional salary (WITHOUT Commas):

2) Beginning Professional Salary (WITHOUT Commas):

Save

Footnotes

3) Law Library salaries are included.

4) Medical Library salaries are included.

5) Please list i) which libraries are included, ii) which libraries are not included, and iii) any other explanatory information in the space below:

Part II: Data Upload - Individual Data

6) Upload data (Excel file): 2. No file chosen

Save

Save Data Entry Complete 3.

Step 3 of 3: Once you are finished entering data, click "Data Entry Complete" at the bottom the survey (#3 above). You'll know you're finished when you see "Responses saved and marked as ready for review" at the top of the screen, as shown below:

Survey Management Center

ABOUT ANALYTICS NEWS PUBLICATIONS EVENTS

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+ Surveys
Salary Survey 2012-13 (Uni):

Salary Survey 2012-13 (Uni) - Association of Research Libraries: Main Library

Responses saved and marked as ready for review.

You can edit this survey.

Please complete the form below to submit your 2012-2013 Salary Survey data. Instructions for submitting this data can be found at http://www.arlstatistics.org/About/Mailings/ss_2012-13. Please read the instructions carefully and completely before collecting the data in the Excel file and submitting it via this Web form. If you have any questions about this process, please contact the ARL Statistics and Assessment Program office at [202-296-2296](tel:202-296-2296) or e-mail stats@arl.org.

ARL Staff will complete the remainder of the submission steps.

Please submit online at <http://arlstatistics.org> by August 31, 2012.

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

http://www.arlstatistics.org/About/Mailings/ss_2012-13

ARL Annual Salary Survey 2012-13*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 2011-12 and 2012-13.

2. Median professional salary for fiscal year 2012-13: _____

3. Beginning professional salary for 2012-13: _____

4. Footnotes (please compare with footnotes from surveys of previous years)

a. Law Library salaries are included.

_____ Yes

_____ No

_____ We do not have a Law Library.

b. Medical Library salaries are included.

_____ Yes

_____ No

_____ We do not have a Medical Library.

c. Please list i) which libraries are included, ii) which libraries are not included, and iii) any other explanatory information in the space below:

Part II: Data Upload - Individual Data

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

Indicate the number of filled professional positions in each salary range for fiscal years 2011-12 and 2012-13.

Salary Range	Number of Positions	
	2011-12	2012-13
More than 300,000		
250,000 - 299,999		
200,000 - 250,000		
175,000 - 199,999		
150,000 - 174,999		
140,000 - 149,999		
130,000 - 139,999		
120,000 - 129,999		
110,000 - 119,999		
100,000 - 109,999		
95,000 - 99,999		
90,000 - 94,999		
85,000 - 89,999		
80,000 - 84,999		
78,000 - 79,999		
76,000 - 77,999		
74,000 - 75,999		
72,000 - 73,999		
70,000 - 71,999		
68,000 - 69,999		
66,000 - 67,999		
64,000 - 65,999		
62,000 - 63,999		
60,000 - 61,999		
58,000 - 59,999		
56,000 - 57,999		
54,000 - 55,999		
52,000 - 53,999		
50,000 - 51,999		
48,000 - 49,999		
46,000 - 47,999		
44,000 - 45,999		
42,000 - 43,999		
40,000 - 41,999		
38,000 - 39,999		
36,000 - 37,999		
34,000 - 35,999		
less than 34,000		
Total Number of Positions		

Please submit online at <http://arlstatistics.org> by August 31, 2012.

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

http://www.arlstatistics.org/About/Mailings/ss_2012-13

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, Hirschfeld 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.

ARL MEMBER LIBRARIES AS OF JANUARY 1, 2013

The Association of Research Libraries (ARL) represents the interests of 125 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Assessment program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs.

Institution	Category	Full Name of Institution	Location
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton, Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Boston College	P	Boston College	Boston, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
Berkeley, California	S	University of California, Berkeley	California, Berkeley
Calgary	C	University of Calgary	Calgary, Alberta
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, DC
Georgetown	P	Georgetown University	Washington, DC

Institution	Category	Full Name of Institution	Location
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, DC
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Laval University	Quebec, Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
Louisville	S	University of Louisville	Louisville, Kentucky
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland
Massachusetts	S	University of Massachusetts	Amherst, Massachusetts
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri	Columbia, Missouri
Montreal	C	University of Montreal	Montreal, Quebec
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma

Institution	Category	Full Name of Institution	Location
Oregon	S	University of Oregon	Eugene, Oregon
Ottawa	C	University of Ottawa	Ottawa, Ontario
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University	Carbondale, Illinois
SUNY-Albany	S	University at Albany, State University of New York	Albany, New York
SUNY-Buffalo	S	University at Buffalo, State University of New York	Buffalo, New York
SUNY-Stony Brook	S	State University of New York at Stony Brook	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas	Austin, Texas
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech University	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
Virginia Tech	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois

Institution	Category	Full Name of Institution	Location
Library of Congress	N	Library of Congress	Washington, DC
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Natl. Archives & Records	N	National Archives and Records Administration	Washington, DC
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
National Research Council Canada	X	National Research Council Canada, Knowledge Management	Ottawa, Ontario
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, DC

S – US public university

P – US private university

C – Canadian university

N – US nonuniversity

X – Canadian nonuniversity