

**ARL UNIVERSITY LIBRARIES**

**TABLES 7-25**

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2011–2012**

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012	FY 2012
Alabama	59	\$58,760	\$62,893	\$55,188	\$60,146	\$42,000	\$42,000	15.1
Alberta <sup>†</sup>	74	96,215	97,851	96,759	96,105	52,833	56,667	13.8
Arizona <sup>†</sup>	46	65,351	68,992	59,118	61,977	50,857	53,364	18.6
Arizona State <sup>†</sup>	55	64,744	64,394	65,039	63,390	43,000	43,000	19.7
Auburn <sup>†</sup>	40	57,728	57,280	52,330	53,850	44,720	44,720	15.8
Boston University	58	59,680	61,525	57,200	61,600	33,000	33,000	18.1
Boston College <sup>†</sup>	57	70,871	75,319	69,560	72,011	43,350	44,050	20.1
Brigham Young <sup>†</sup>	102	67,295	69,291	66,000	68,350	52,020	53,060	19.0
British Columbia <sup>†</sup>	80	85,029	92,321	83,131	90,375	52,420	55,258	17.3
Brown <sup>†</sup>	69	66,368	68,427	62,972	62,503	40,500	55,000	19.2
Calgary <sup>†</sup>	50	91,776	100,835	88,732	96,622	54,945	57,919	19.4
California, Berkeley <sup>†</sup>	91	85,329	86,368	82,524	82,524	46,164	47,544	18.8
California, Davis <sup>†</sup>	36	84,334	87,341	88,488	93,851	46,164	46,164	23.3
California, Irvine <sup>†</sup>	44	77,825	79,022	75,708	78,506	46,144	46,164	17.7
California, Los Angeles <sup>†</sup>	128	79,113	80,102	75,708	76,083	46,164	46,164	16.4
California, Riverside <sup>†</sup>	45	79,762	80,107	79,116	79,116	47,087	48,029	21.4
California, San Diego <sup>†</sup>	83	77,064	78,362	75,708	75,708	46,164	46,164	18.2
California, Santa Barbara <sup>†</sup>	58	74,431	74,465	74,104	68,892	46,164	46,164	17.7
Case Western Reserve <sup>†</sup>	42	58,886	61,443	55,434	57,709	35,000	35,700	16.8
Chicago <sup>†</sup>	64	76,692	78,566	73,130	73,819	50,151	53,000	20.1
Cincinnati <sup>†</sup>	61	68,451	68,279	66,260	65,591	42,000	43,000	19.8
Colorado <sup>†</sup>	44	64,595	64,991	61,262	62,000	44,000	48,800	15.1
Colorado State <sup>†</sup>	50	67,844	74,226	64,700	72,550	55,000	55,000	16.9
Columbia <sup>†</sup>	200	74,360	76,368	65,280	67,660	52,000	53,600	16.3
Connecticut <sup>†</sup>	64	81,341	79,448	79,309	78,073	50,000	50,000	17.2
Cornell <sup>†</sup>	102	74,377	76,269	66,873	69,088	48,000	49,000	17.1
Dartmouth <sup>†</sup>	50	70,594	72,320	67,159	68,724	45,500	45,500	17.6
Delaware	58	76,673	78,803	72,868	73,203	43,600	44,600	19.0
Duke <sup>†</sup>	127	65,526	67,222	60,000	62,525	45,000	45,000	15.0
Emory <sup>†</sup>	73	69,761	70,606	63,198	62,310	47,750	47,750	14.5
Florida <sup>†</sup>	71	62,229	62,586	58,073	58,498	42,000	44,240	16.2
Florida State <sup>†</sup>	38	56,313	56,750	52,265	52,711	42,000	42,000	12.4
George Washington <sup>†</sup>	38	76,999	78,451	72,277	70,536	47,000	47,000	15.9
Georgetown <sup>†</sup>	47	70,338	71,625	63,965	63,913	45,000	45,000	21.4
Georgia <sup>†</sup>	74	56,057	56,671	49,795	50,000	38,000	38,000	17.1
Georgia Tech <sup>†</sup>	46	63,534	61,398	58,016	60,000	44,000	46,000	14.8
Guelph <sup>†</sup>	49	80,588	84,394	76,872	79,846	58,392	62,477	17.2
Harvard <sup>†</sup>	438	79,111	83,106	72,134	77,371	53,093	59,691	16.3
Hawaii <sup>†</sup>	79	63,037	65,023	64,692	65,346	35,000	35,000	16.2
Houston <sup>†</sup>	47	62,188	63,580	54,628	57,884	44,000	48,000	14.3
Howard <sup>†</sup>	13	56,590	59,723	50,223	52,764	34,627	48,000	23.4
Illinois, Chicago <sup>†</sup>	37	63,420	66,915	57,730	61,983	47,000	47,000	18.3

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2011–2012**

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012	FY 2012
Illinois, Urbana	125	69,964	72,020	65,129	66,929	50,000	51,500	15.6
Indiana <sup>†</sup>	75	63,918	65,490	59,331	60,613	40,400	40,400	18.6
Iowa <sup>†</sup>	61	64,501	66,758	57,840	61,669	41,000	43,000	20.3
Iowa State <sup>†</sup>	45	65,451	66,602	63,105	64,070	44,000	44,500	20.5
Johns Hopkins <sup>†</sup>	86	69,299	70,987	65,353	66,032	51,027	52,048	16.6
Kansas <sup>†</sup>	88	62,232	61,125	57,417	58,000	43,000	50,000	15.5
Kent State <sup>†</sup>	49	66,624	65,725	64,520	62,397	57,078	57,078	17.9
Kentucky <sup>†</sup>	66	60,762	62,691	59,984	62,036	41,000	41,000	22.6
Laval <sup>†</sup>	66	67,439	70,514	69,944	71,112	46,937	49,478	13.4
Louisiana State <sup>†</sup>	47	51,100	51,138	46,901	46,901	38,000	40,000	15.6
Louisville <sup>†</sup>	35	59,638	61,686	53,031	56,116	37,000	38,000	17.3
McGill <sup>†</sup>	55	71,450	74,171	64,865	66,178	47,366	49,930	15.5
McMaster <sup>†</sup>	42	69,041	73,274	62,118	66,313	45,945	48,388	17.3
Manitoba <sup>†</sup>	39	91,679	98,557	95,343	100,658	46,249	49,743	23.0
Maryland	70	69,981	72,077	69,035	68,847	40,000	40,000	21.9
Massachusetts <sup>†</sup>	57	72,957	73,609	73,553	75,102	42,155	43,750	18.9
MIT <sup>†</sup>	89	77,065	78,266	73,326	75,325	52,000	53,000	17.0
Miami <sup>†</sup>	59	69,503	67,051	65,000	63,787	45,000	45,000	15.6
Michigan <sup>†</sup>	147	71,354	72,094	65,884	67,920	42,000	43,500	17.0
Michigan State <sup>†</sup>	65	70,979	71,417	67,373	67,873	47,500	48,000	18.6
Minnesota	110	68,210	68,996	65,785	67,029	43,000	44,000	17.4
Missouri <sup>†</sup>	37	59,710	58,403	57,127	55,964	40,000	40,000	21.2
Montreal <sup>†</sup>	92	70,501	76,477	65,596	70,533	43,497	44,618	16.9
Nebraska	44	64,928	66,661	57,453	58,889	50,000	51,000	20.3
New Mexico <sup>†</sup>	46	71,159	70,710	67,913	66,163	40,000	40,000	19.9
New York University <sup>†</sup>	84	78,859	81,318	71,616	72,997	55,000	55,000	17.0
North Carolina	97	65,091	65,446	62,300	61,858	44,000	44,000	17.2
North Carolina State <sup>†</sup>	87	72,411	72,401	65,000	65,000	52,000	53,000	11.8
Northwestern <sup>†</sup>	92	68,146	67,168	62,995	62,266	44,000	44,000	14.9
Notre Dame <sup>†</sup>	59	71,751	74,569	67,915	70,705	44,000	44,000	19.6
Ohio University <sup>†</sup>	43	55,590	57,341	49,275	51,439	41,500	42,500	13.6
Ohio State <sup>†</sup>	115	57,846	60,435	53,292	54,336	46,000	46,000	13.7
Oklahoma <sup>†</sup>	43	55,299	56,361	53,477	54,870	42,000	42,000	14.5
Oklahoma State <sup>†</sup>	63	56,678	59,724	51,865	54,810	38,000	40,500	18.5
Oregon <sup>†</sup>	52	61,130	62,783	57,839	58,605	40,000	40,000	17.9
Ottawa <sup>†</sup>	38	87,360	89,246	85,122	88,111	47,538	50,111	16.9
Pennsylvania <sup>†</sup>	103	66,632	69,207	63,148	64,958	41,000	42,000	15.2
Pennsylvania State <sup>†</sup>	144	69,465	69,624	66,258	66,360	43,709	43,709	19.8
Pittsburgh <sup>†</sup>	65	69,211	71,385	62,897	63,996	34,000	34,000	20.7
Princeton <sup>†</sup>	110	82,454	84,500	76,100	79,000	63,200	64,400	21.9
Purdue <sup>†</sup>	58	65,562	74,559	61,006	67,068	47,000	49,500	18.9
Queen's <sup>†</sup>	33	96,157	105,943	99,005	109,110	50,446	53,842	22.4

**TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LIBRARIES, FY 2011–2012**

Institution	FILLED POSITIONS	AVERAGE SALARIES		MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YRS. EXP.
	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012	FY 2012
Rice	59	65,202	65,977	60,300	60,606	38,700	39,300	16.1
Rochester <sup>†</sup>	67	59,814	60,443	56,059	57,633	38,983	40,000	16.5
Rutgers <sup>†</sup>	85	91,176	90,975	91,751	91,735	50,765	50,765	23.0
Saskatchewan <sup>†</sup>	49	85,160	95,083	81,582	90,648	52,202	57,839	16.8
South Carolina <sup>†</sup>	47	52,032	53,874	48,627	50,852	38,000	38,000	15.6
Southern California <sup>†</sup>	109	76,057	78,811	69,761	71,282	48,500	48,500	19.9
Southern Illinois	31	59,157	60,429	56,912	58,032	44,000	44,000	15.6
SUNY Albany <sup>†</sup>	64	64,024	61,846	62,729	59,344	39,350	39,350	16.9
SUNY Buffalo <sup>†</sup>	63	75,265	78,098	70,554	75,000	47,000	47,000	21.4
SUNY Stony Brook <sup>†</sup>	19	87,447	88,464	79,599	80,895	43,000	45,000	20.6
Syracuse <sup>†</sup>	54	67,893	69,794	61,390	62,617	38,000	38,000	18.5
Temple <sup>†</sup>	39	69,082	70,498	60,048	61,978	44,004	44,044	20.1
Tennessee <sup>†</sup>	39	68,677	71,349	67,268	68,576	44,000	48,000	17.8
Texas <sup>†</sup>	118	66,964	65,075	59,304	58,000	45,000	46,000	16.0
Texas A&M <sup>†</sup>	98	64,966	63,266	59,055	58,092	48,500	48,500	14.7
Texas Tech <sup>†</sup>	67	58,352	60,816	54,163	57,936	45,000	49,000	12.3
Toronto	155	85,574	92,487	82,254	90,405	49,451	54,524	14.0
Tulane	35	62,835	65,668	59,492	61,979	40,000	40,000	18.9
Utah	57	61,061	64,334	55,375	58,588	45,000	45,000	19.1
Vanderbilt <sup>†</sup>	59	59,927	62,892	55,945	58,229	41,000	41,500	19.4
Virginia <sup>†</sup>	68	70,351	71,422	64,600	66,600	44,000	47,500	18.1
Virginia Tech <sup>†</sup>	36	63,308	62,578	58,540	59,040	40,000	40,000	17.1
Washington <sup>†</sup>	116	65,466	64,992	58,752	58,704	42,600	42,600	19.4
Washington State <sup>†</sup>	40	63,512	61,505	58,172	59,019	38,500	38,500	19.1
Washington U.–St. Louis <sup>†</sup>	63	60,832	61,093	55,489	55,690	40,000	40,000	17.4
Waterloo <sup>†</sup>	35	76,645	80,968	75,974	81,042	49,110	51,732	18.3
Wayne State <sup>†</sup>	45	60,697	61,219	55,396	58,200	41,000	41,000	15.4
Western Ontario <sup>†</sup>	62	68,581	75,958	66,961	74,991	47,836	53,925	14.0
Wisconsin <sup>†</sup>	148	61,068	60,592	57,692	57,385	40,526	40,526	17.6
Yale <sup>†</sup>	184	80,642	81,448	76,365	76,930	50,500	49,500	19.4
York	59	99,770	107,159	96,446	103,896	46,419	48,931	16.5

Excludes medical and law libraries. See Tables 35 and 42 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.

<sup>†</sup> Canadian salaries are expressed in US dollars.

<sup>‡</sup> See Footnotes.

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**TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES**

**RANK ORDER TABLE, FY 2010–2011**

Rank	Institution	Salary	Rank	Institution	Salary
1	Princeton	63,200	59	Colorado	44,000
2	Guelph	58,392	59	Georgia Tech	44,000
3	Kent State	57,078	59	Houston	44,000
4	Colorado State	55,000	59	Iowa State	44,000
4	New York University	55,000	59	North Carolina	44,000
6	Calgary	54,945	59	Northwestern	44,000
7	Harvard	53,093	59	Notre Dame	44,000
8	Alberta	52,833	59	Southern Illinois	44,000
9	British Columbia	52,420	59	Tennessee	44,000
10	Saskatchewan	52,202	59	Virginia	44,000
11	Brigham Young	52,020	69	Pennsylvania State	43,709
12	Columbia	52,000	70	Delaware	43,600
12	MIT	52,000	71	Montreal	43,497
12	North Carolina State	52,000	72	Boston College	43,350
15	Johns Hopkins	51,027	73	Arizona State	43,000
16	Arizona	50,857	73	Kansas	43,000
17	Rutgers	50,765	73	Minnesota	43,000
18	Yale	50,500	73	SUNY Stony Brook	43,000
19	Queen's	50,446	77	Washington	42,600
20	Chicago	50,151	78	Massachusetts	42,155
21	Connecticut	50,000	79	Alabama	42,000
21	Illinois, Urbana	50,000	79	Cincinnati	42,000
21	Nebraska	50,000	79	Florida	42,000
24	Toronto	49,451	79	Florida State	42,000
25	Waterloo	49,110	79	Michigan	42,000
26	Southern California	48,500	79	Oklahoma	42,000
26	Texas A&M	48,500	85	Ohio University	41,500
28	Cornell	48,000	86	Iowa	41,000
29	Western Ontario	47,836	86	Kentucky	41,000
30	Emory	47,750	86	Pennsylvania	41,000
31	Ottawa	47,538	86	Vanderbilt	41,000
32	Michigan State	47,500	86	Wayne State	41,000
33	McGill	47,366	91	Wisconsin	40,526
34	California, Riverside	47,087	92	Brown	40,500
35	George Washington	47,000	93	Indiana	40,400
35	Illinois, Chicago	47,000	94	Maryland	40,000
35	Purdue	47,000	94	Missouri	40,000
35	SUNY Buffalo	47,000	94	New Mexico	40,000
39	Laval	46,937	94	Oregon	40,000
40	York	46,419	94	Tulane	40,000
41	Manitoba	46,249	94	Virginia Tech	40,000
42	California, Berkeley	46,164	94	Washington U.–St. Louis	40,000
42	California, Davis	46,164	101	SUNY Albany	39,350
42	California, Los Angeles	46,164	102	Rochester	38,983
42	California, San Diego	46,164	103	Rice	38,700
42	California, Santa Barbara	46,164	104	Washington State	38,500
47	California, Irvine	46,144	105	Georgia	38,000
48	Ohio State	46,000	105	Louisiana State	38,000
49	McMaster	45,945	105	Oklahoma State	38,000
50	Dartmouth	45,500	105	South Carolina	38,000
51	Duke	45,000	105	Syracuse	38,000
51	Georgetown	45,000	110	Louisville	37,000
51	Miami	45,000	111	Case Western Reserve	35,000
51	Texas	45,000	111	Hawaii	35,000
51	Texas Tech	45,000	113	Howard	34,627
51	Utah	45,000	114	Pittsburgh	34,000
57	Auburn	44,720	115	Boston University	33,000
58	Temple	44,004			

Reprinted from *ARL Annual Salary Survey 2010–2011*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

Excludes medical and law libraries. See Tables 36 and 43 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 2011–2012**

Rank	Institution	Salary	Rank	Institution	Salary
1	Princeton	64,400	57	Texas	46,000
2	Guelph	62,477	60	Dartmouth	45,500
3	Harvard	59,691	61	Duke	45,000
4	Calgary	57,919	61	Georgetown	45,000
5	Saskatchewan	57,839	61	Miami	45,000
6	Kent State	57,078	61	SUNY Stony Brook	45,000
7	Alberta	56,667	61	Utah	45,000
8	British Columbia	55,258	66	Auburn	44,720
9	Brown	55,000	67	Montreal	44,618
9	Colorado State	55,000	68	Delaware	44,600
9	New York University	55,000	69	Iowa State	44,500
12	Toronto	54,524	70	Florida	44,240
13	Western Ontario	53,925	71	Boston College	44,050
14	Queen's	53,842	72	Temple	44,044
15	Columbia	53,600	73	Minnesota	44,000
16	Arizona	53,364	73	North Carolina	44,000
17	Brigham Young	53,060	73	Northwestern	44,000
18	Chicago	53,000	73	Notre Dame	44,000
18	MIT	53,000	73	Southern Illinois	44,000
18	North Carolina State	53,000	78	Massachusetts	43,750
21	Johns Hopkins	52,048	79	Pennsylvania State	43,709
22	Waterloo	51,732	80	Michigan	43,500
23	Illinois, Urbana	51,500	81	Arizona State	43,000
24	Nebraska	51,000	81	Cincinnati	43,000
25	Rutgers	50,765	81	Iowa	43,000
26	Ottawa	50,111	84	Washington	42,600
27	Connecticut	50,000	85	Ohio University	42,500
27	Kansas	50,000	86	Alabama	42,000
29	McGill	49,930	86	Florida State	42,000
30	Manitoba	49,743	86	Oklahoma	42,000
31	Purdue	49,500	86	Pennsylvania	42,000
31	Yale	49,500	90	Vanderbilt	41,500
33	Laval	49,478	91	Kentucky	41,000
34	Cornell	49,000	91	Wayne State	41,000
34	Texas Tech	49,000	93	Wisconsin	40,526
36	York	48,931	94	Oklahoma State	40,500
37	Colorado	48,800	95	Indiana	40,400
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	40,000
42	Michigan State	48,000	96	Tulane	40,000
42	Tennessee	48,000	96	Virginia Tech	40,000
46	Emory	47,750	96	Washington U.–St. Louis	40,000
47	California, Berkeley	47,544	105	SUNY Albany	39,350
48	Virginia	47,500	106	Rice	39,300
49	George Washington	47,000	107	Washington State	38,500
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	38,000
52	California, Irvine	46,164	108	Syracuse	38,000
52	California, Los Angeles	46,164	112	Case Western Reserve	35,700
52	California, San Diego	46,164	113	Hawaii	35,000
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			

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.  
 Excludes medical and law libraries. See Tables 36 and 43 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 2010–2011**

Rank	Institution	Salary	Rank	Institution	Salary
1	Queen's	99,005	59	Kent State	64,520
2	Alberta	96,759	60	Georgetown	63,965
3	York	96,446	61	Emory	63,198
4	Manitoba	95,343	62	Pennsylvania	63,148
5	Rutgers	91,751	63	Iowa State	63,105
6	Calgary	88,732	64	Northwestern	62,995
7	California, Davis	88,488	65	Brown	62,972
8	Ottawa	85,122	66	Pittsburgh	62,897
9	British Columbia	83,131	67	SUNY Albany	62,729
10	California, Berkeley	82,524	68	North Carolina	62,300
11	Toronto	82,254	69	McMaster	62,118
12	Saskatchewan	81,582	70	Syracuse	61,390
13	SUNY Stony Brook	79,599	71	Colorado	61,262
14	Connecticut	79,309	72	Purdue	61,006
15	California, Riverside	79,116	73	Rice	60,300
16	Guelph	76,872	74	Temple	60,048
17	Yale	76,365	75	Duke	60,000
18	Princeton	76,100	76	Kentucky	59,984
19	Waterloo	75,974	77	Tulane	59,492
20	California, Irvine	75,708	78	Indiana	59,331
20	California, Los Angeles	75,708	79	Texas	59,304
20	California, San Diego	75,708	80	Arizona	59,118
23	California, Santa Barbara	74,104	81	Texas A&M	59,055
24	Massachusetts	73,553	82	Washington	58,752
25	MIT	73,326	83	Virginia Tech	58,540
26	Chicago	73,130	84	Washington State	58,172
27	Delaware	72,868	85	Florida	58,073
28	George Washington	72,277	86	Georgia Tech	58,016
29	Harvard	72,134	87	Iowa	57,840
30	New York University	71,616	88	Oregon	57,839
31	SUNY Buffalo	70,554	89	Illinois, Chicago	57,730
32	Laval	69,944	90	Wisconsin	57,692
33	Southern California	69,761	91	Nebraska	57,453
34	Boston College	69,560	92	Kansas	57,417
35	Maryland	69,035	93	Boston University	57,200
36	Notre Dame	67,915	94	Missouri	57,127
37	New Mexico	67,913	95	Southern Illinois	56,912
38	Michigan State	67,373	96	Rochester	56,059
39	Tennessee	67,268	97	Vanderbilt	55,945
40	Dartmouth	67,159	98	Washington U.–St. Louis	55,489
41	Western Ontario	66,961	99	Case Western Reserve	55,434
42	Cornell	66,873	100	Wayne State	55,396
43	Cincinnati	66,260	101	Utah	55,375
44	Pennsylvania State	66,258	102	Alabama	55,188
45	Brigham Young	66,000	103	Houston	54,628
46	Michigan	65,884	104	Texas Tech	54,163
47	Minnesota	65,785	105	Oklahoma	53,477
48	Montreal	65,596	106	Ohio State	53,292
49	Johns Hopkins	65,353	107	Louisville	53,031
50	Columbia	65,280	108	Auburn	52,330
51	Illinois, Urbana	65,129	109	Florida State	52,265
52	Arizona State	65,039	110	Oklahoma State	51,865
53	Miami	65,000	111	Howard	50,223
53	North Carolina State	65,000	112	Georgia	49,795
55	McGill	64,865	113	Ohio University	49,275
56	Colorado State	64,700	114	South Carolina	48,627
57	Hawaii	64,692	115	Louisiana State	46,901
58	Virginia	64,600			

Reprinted from *ARL Annual Salary Survey 2010–2011*. Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 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 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			

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

Excludes medical and law libraries. See Tables 37 and 44 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 2010–2011**

Rank	Institution	Salary	Rank	Institution	Salary
1	York	99,770	59	Northwestern	68,146
2	Alberta	96,215	60	Syracuse	67,893
3	Queen's	96,157	61	Colorado State	67,844
4	Calgary	91,776	62	Laval	67,439
5	Manitoba	91,679	63	Brigham Young	67,295
6	Rutgers	91,176	64	Texas	66,964
7	SUNY Stony Brook	87,447	65	Pennsylvania	66,632
8	Ottawa	87,360	66	Kent State	66,624
9	Toronto	85,574	67	Brown	66,368
10	California, Berkeley	85,329	68	Purdue	65,562
11	Saskatchewan	85,160	69	Duke	65,526
12	British Columbia	85,029	70	Washington	65,466
13	California, Davis	84,334	71	Iowa State	65,451
14	Princeton	82,454	72	Arizona	65,351
15	Connecticut	81,341	73	Rice	65,202
16	Yale	80,642	74	North Carolina	65,091
17	Guelph	80,588	75	Texas A&M	64,966
18	California, Riverside	79,762	76	Nebraska	64,928
19	California, Los Angeles	79,113	77	Arizona State	64,744
20	Harvard	79,111	78	Colorado	64,595
21	New York University	78,859	79	Iowa	64,501
22	California, Irvine	77,825	80	SUNY Albany	64,024
23	MIT	77,065	81	Indiana	63,918
24	California, San Diego	77,064	82	Georgia Tech	63,534
25	George Washington	76,999	83	Washington State	63,512
26	Chicago	76,692	84	Illinois, Chicago	63,420
27	Delaware	76,673	85	Virginia Tech	63,308
28	Waterloo	76,645	86	Hawaii	63,037
29	Southern California	76,057	87	Tulane	62,835
30	SUNY Buffalo	75,265	88	Kansas	62,232
31	California, Santa Barbara	74,431	89	Florida	62,229
32	Cornell	74,377	90	Houston	62,188
33	Columbia	74,360	91	Oregon	61,130
34	Massachusetts	72,957	92	Wisconsin	61,068
35	North Carolina State	72,411	93	Utah	61,061
36	Notre Dame	71,751	94	Washington U.–St. Louis	60,832
37	McGill	71,450	95	Kentucky	60,762
38	Michigan	71,354	96	Wayne State	60,697
39	New Mexico	71,159	97	Vanderbilt	59,927
40	Michigan State	70,979	98	Rochester	59,814
41	Boston College	70,871	99	Missouri	59,710
42	Dartmouth	70,594	100	Boston University	59,680
43	Montreal	70,501	101	Louisville	59,638
44	Virginia	70,351	102	Southern Illinois	59,157
45	Georgetown	70,338	103	Case Western Reserve	58,886
46	Maryland	69,981	104	Alabama	58,760
47	Illinois, Urbana	69,964	105	Texas Tech	58,352
48	Emory	69,761	106	Ohio State	57,846
49	Miami	69,503	107	Auburn	57,728
50	Pennsylvania State	69,465	108	Oklahoma State	56,678
51	Johns Hopkins	69,299	109	Howard	56,590
52	Pittsburgh	69,211	110	Florida State	56,313
53	Temple	69,082	111	Georgia	56,057
54	McMaster	69,041	112	Ohio University	55,590
55	Tennessee	68,677	113	Oklahoma	55,299
56	Western Ontario	68,581	114	South Carolina	52,032
57	Cincinnati	68,451	115	Louisiana State	51,100
58	Minnesota	68,210			

Reprinted from *ARL Annual Salary Survey 2010–2011*. Salaries of directors are not included in the calculation of averages. Excludes medical and law libraries. See Tables 38 and 45 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 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			

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

Excludes medical and law libraries. See Tables 38 and 45 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 2008–2009 TO 2011–2012**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2009	2010	2011	2012	2009	2010	2011	2012	2009	2010	2011	2012
Alabama		97	103	104	86	105	108	102	82	73	72	79	86
Alberta		4	2	2	5	1	2	2	5	8	60	8	7
Arizona		65	63	72	63	62	70	80	76	26	16	16	16
Arizona State		77	60	77	82	66	42	52	64	60	61	73	81
Auburn		90	102	107	110	90	104	108	109	50	45	57	66
Boston University		40	105	100	94	91	84	93	79	70	57	115	115
Boston College		95	36	41	35	35	32	34	32	70	70	72	71
Brigham Young		72	61	63	60	60	48	45	43	22	7	11	17
British Columbia		10	26	12	8	9	25	9	10	2	21	9	8
Brown		53	64	67	64	51	62	65	67	99	100	92	9
Calgary		N/A	7	4	3	N/A	10	6	4	N/A	13	6	4
California, Berkeley		8	3	10	13	10	6	10	12	35	22	42	47
California, Davis		12	8	13	12	8	3	7	6	35	29	42	52
California, Irvine		20	19	22	23	16	12	20	18	35	29	47	52
California, Los Angeles		23	15	19	21	19	12	20	22	35	29	42	52
California, Riverside		26	16	18	20	18	12	15	16	27	22	34	41
California, San Diego		21	18	24	28	16	12	20	23	35	29	42	52
California, Santa Barbara		32	33	31	38	31	28	23	39	35	29	42	52
Case Western Reserve		98	101	103	96	96	97	99	100	110	111	111	112
Chicago		25	21	26	26	28	20	26	28	21	18	20	18
Cincinnati		60	67	57	65	64	57	43	56	100	92	79	81
Colorado		61	52	78	81	48	44	71	72	51	50	59	37
Colorado State		48	45	61	39	45	41	56	31	42	39	4	9
Columbia		31	28	33	32	49	45	50	46	4	5	12	15
Connecticut		11	5	15	22	12	8	14	19	22	19	21	27
Cornell		41	32	32	33	55	46	42	38	28	24	28	34
Dartmouth		30	31	42	44	30	30	40	41	67	37	50	60
Delaware		29	22	27	25	24	19	27	29	58	58	70	68
Duke		78	69	69	66	78	67	75	66	51	39	51	61
Emory		46	44	48	55	54	54	61	69	83	72	30	46
Florida		96	93	89	90	92	87	85	91	73	72	79	70
Florida State		113	111	110	111	113	111	109	111	73	72	79	86
George Washington		33	25	25	27	44	33	28	36	28	24	35	49
Georgetown		39	39	45	48	56	52	60	62	43	39	51	61
Georgia		99	107	111	112	106	109	112	114	105	104	105	108
Georgia Tech		86	73	82	97	86	80	86	83	73	50	59	57
Guelph		19	40	17	15	23	34	16	15	1	6	2	2
Harvard		16	17	20	16	25	23	29	20	18	15	7	3
Hawaii		54	57	86	79	33	38	57	57	65	66	111	113

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FYS 2008–2009 TO 2011–2012**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2009	2010	2011	2012	2009	2010	2011	2012	2009	2010	2011	2012
Houston		75	84	90	84	59	85	103	99	73	61	59	42
Howard		110	114	109	107	101	114	111	110	108	104	113	42
Illinois, Chicago		83	81	84	69	85	86	89	73	28	24	35	49
Illinois, Urbana		57	56	47	47	61	61	51	49	41	34	21	23
Indiana		74	71	81	76	70	73	78	80	90	90	93	95
Iowa		76	78	79	70	83	96	87	78	85	83	86	81
Iowa State		80	74	71	72	74	60	63	60	60	61	59	69
Johns Hopkins		55	41	51	53	53	40	49	55	9	10	15	21
Kansas		85	90	88	99	87	98	92	96	16	7	73	27
Kent State		101	70	66	74	99	66	59	68	59	2	3	6
Kentucky		87	88	95	89	76	71	76	71	85	83	86	91
Laval		47	82	62	56	29	56	32	34	24	68	39	33
Louisiana State		112	113	115	115	112	113	115	115	105	104	105	96
Louisville		81	96	101	93	82	92	107	103	107	109	110	108
McGill		28	72	37	40	34	81	55	53	13	65	33	29
McMaster		14	85	54	42	11	55	69	52	49	91	49	40
Manitoba		3	6	5	4	2	4	4	3	33	81	41	30
Maryland		52	43	46	46	39	35	35	40	73	92	94	96
Massachusetts		35	35	34	41	21	21	24	25	72	71	78	78
MIT		24	24	23	29	25	22	25	24	6	4	12	18
Miami		45	46	49	68	46	59	53	63	43	39	51	61
Michigan		37	50	38	45	41	49	46	44	73	72	79	80
Michigan State		73	42	40	50	71	39	38	45	28	24	32	42
Minnesota		51	55	58	62	43	51	47	48	91	72	73	73
Missouri		106	94	99	108	110	91	94	104	91	92	94	96
Montreal		43	77	43	31	38	72	48	37	82	110	71	67
Nebraska		69	68	76	71	80	82	91	87	10	11	21	24
New Mexico		15	29	39	54	15	29	37	54	91	92	94	96
New York University		13	12	21	18	27	26	30	30	3	3	4	9
North Carolina		58	51	74	77	52	50	68	77	51	50	59	73
North Carolina State		34	27	35	43	47	43	53	58	16	11	12	18
Northwestern		66	49	59	67	57	53	64	70	73	61	59	73
Notre Dame		49	37	36	36	40	36	36	35	91	82	59	73
Ohio University		100	110	112	109	111	112	113	112	83	83	85	85
Ohio State		109	97	106	104	103	101	106	108	60	34	48	57
Oklahoma		108	108	113	113	104	102	105	106	73	72	79	86
Oklahoma State		104	106	108	106	100	106	110	107	108	104	105	94
Oregon		103	95	91	88	98	90	88	89	91	92	94	96
Ottawa		N/A	N/A	8	10	N/A	N/A	8	11	N/A	N/A	31	26

**TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES  
SUMMARY OF RANKINGS, FYS 2008–2009 TO 2011–2012**

Institution	Average Salaries				Median Salaries				Beginning Salaries				
	FY	2009	2010	2011	2012	2009	2010	2011	2012	2009	2010	2011	2012
Pennsylvania		68	62	65	61	65	58	62	59	67	59	86	86
Pennsylvania State		42	48	50	59	42	47	44	51	69	69	69	79
Pittsburgh		63	58	52	51	73	63	66	61	111	112	114	114
Princeton		17	13	14	14	22	18	18	17	10	1	1	1
Purdue		59	66	68	37	66	65	72	47	43	24	35	31
Queen's		6	10	3	2	5	5	1	1	13	48	19	14
Rice		82	80	73	73	89	93	73	81	103	108	103	106
Rochester		105	109	98	103	102	105	96	101	104	103	102	96
Rutgers		5	1	6	9	3	1	5	7	25	14	17	25
Saskatchewan		7	20	11	6	7	7	12	8	12	38	10	5
South Carolina		111	112	114	114	108	110	114	113	111	112	105	108
Southern California		27	23	29	24	36	31	33	33	20	17	26	38
Southern Illinois		102	104	102	105	109	107	95	95	60	50	59	73
SUNY Albany		56	89	80	92	75	75	67	84	101	101	101	105
SUNY Buffalo		38	30	30	30	37	27	31	26	43	39	35	49
SUNY Stony Brook		22	11	7	11	20	16	13	14	51	72	73	61
Syracuse		71	65	60	58	63	64	70	65	113	N/A	105	108
Temple		67	54	53	57	88	79	74	75	64	49	58	72
Tennessee		36	38	55	52	32	37	39	42	51	50	59	42
Texas		62	53	64	78	77	74	79	96	43	34	51	57
Texas A&M		94	79	75	85	97	95	81	94	28	20	26	38
Texas Tech		88	91	105	101	93	83	104	98	43	39	51	34
Toronto		2	14	9	7	4	17	11	9	5	46	24	12
Tulane		79	92	87	75	71	88	77	74	91	92	94	96
Utah		84	86	93	83	81	89	101	90	51	50	51	61
Vanderbilt		92	100	97	87	94	100	97	92	91	88	86	90
Virginia		44	47	44	49	68	67	58	50	51	50	59	48
Virginia Tech		70	75	85	91	58	77	83	85	85	92	94	96
Washington		64	59	70	80	69	69	82	88	66	67	77	84
Washington State		91	76	83	95	84	78	84	86	101	102	104	107
Washington U.–St. Louis		93	99	94	100	95	103	98	105	91	92	94	96
Waterloo		18	34	28	19	13	24	19	13	15	47	25	22
Wayne State		107	87	96	98	107	99	100	93	89	88	86	91
Western Ontario		50	98	56	34	50	94	41	27	34	86	29	13
Wisconsin		89	83	92	102	79	76	90	102	88	87	91	93
Yale		9	9	16	17	14	11	17	21	7	9	18	31
York		1	4	1	1	6	9	3	2	19	80	40	36

Excludes medical and law libraries.

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**TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES**

**BY SALARY AND POSITION, FY 2011–2012**

Salary Intervals	NUMBER OF STAFF										PERCENT AT EACH LEVEL†									
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.				
More than 300,000	7						1		6%						0%					
250,000 – 299,999	10							9%												
200,000 – 250,000	39	1	1	2				35%	0%	1%	0%									
175,000 – 199,999	29	9	2	1	3			26%	3%	1%	0%		0%			0%				
150,000 – 174,999	23	30	8	8			4	21%	9%	5%	2%				0%	0%				
140,000 – 149,999	2	24	5	7	5		7	2%	7%	3%	2%		0%		1%	0%				
130,000 – 139,999	1	51	13	12	7		8	1%	16%	8%	3%		0%		1%	0%				
120,000 – 129,999		44	22	6	16		34		13%	14%	1%		1%		3%	1%				
110,000 – 119,999		76	18	24	26		63		23%	11%	6%		1%		5%	1%				
100,000 – 109,999	1	38	31	40	44		88	1%	12%	19%	9%		2%		3%	2%				
95,000 – 99,999		10	13	26	47		69		3%	8%	6%		2%		3%	5%				
90,000 – 94,999		14	17	34	73		85		4%	11%	8%		3%		6%	2%				
85,000 – 89,999		12	7	36	97		127		4%	4%	8%		5%		10%	3%				
80,000 – 84,999		11	5	42	135		146		3%	3%	10%		6%		11%	4%				
78,000 – 79,999		1	1	21	52		52		0%	1%	5%		2%		4%	2%				
76,000 – 77,999		1	1	11	60		52		0%	1%	3%		3%		4%	2%				
74,000 – 75,999		1	3	21	75		64		0%	2%	5%		4%		4%	2%				
72,000 – 73,999				29	88		82				7%		4%		4%	3%				
70,000 – 71,999		1		16	62		58		0%		4%		3%		4%	4%				
68,000 – 69,999			3	14	94		53			2%	3%		4%		4%	4%				
66,000 – 67,999		1		9	83		47		0%		2%		4%		5%	4%				
64,000 – 65,999			3	16	85		54			2%	4%		4%		4%	5%				
62,000 – 63,999		1	1	13	106		45			1%	3%		5%		3%	4%				
60,000 – 61,999		1		8	116		38		0%		2%		5%		3%	5%				
58,000 – 59,999			3	7	89		37			2%	2%		4%		3%	5%				
56,000 – 57,999			1	6	106		26			1%	1%		5%		2%	7%				
54,000 – 55,999		1	1	6	107		27			1%	1%		5%		2%	6%				
52,000 – 53,999		1	1	9	104		21			1%	2%		5%		2%	6%				
50,000 – 51,999				2	96		18				0%		4%		1%	6%				
48,000 – 49,999				3	106		15				1%		5%		1%	4%				
46,000 – 47,999				1	68		14				0%		3%		1%	4%				
44,000 – 45,999					65		4						3%		0%	3%				
42,000 – 43,999				1	52		9				0%		2%		1%	2%				
40,000 – 41,999				1	40		4				0%		2%		1%	2%				
38,000 – 39,999					11		1						1%		0%	1%				
36,000 – 37,999					12		1								0%	1%				
34,000 – 35,999				1	3		2				0%		0%		0%	0%				
less than 34,000					9		3						0%		0%	0%				
<b>Total</b>	<b>112</b>	<b>326</b>	<b>160</b>	<b>433</b>	<b>2142</b>	<b>1160</b>	<b>1321</b>	<b>2584</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>				

Excludes medical and law libraries.

† A “0” percentage indicates less than one-half of one percent.

**TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES**

**BY SALARY, SEX, AND POSITION, FY 2011–2012**

Salary Intervals	WOMEN										MEN									
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.				
More than 300,000	2								5						1					
250,000 – 299,999	7							3												
200,000 – 250,000	29	1		1				10												
175,000 – 199,999	13	4	1		2			16	5	1	1	1	1			1				
150,000 – 174,999	11	20	3	4			1	12	10	5	4				3					
140,000 – 149,999	1	14	3	3	3		4	1	10	2	4	2	2		3					
130,000 – 139,999	1	32	3	7	4		3		19	10	5	5	3	2	5	3				
120,000 – 129,999		25	15	3	6	4	25	10	19	7	3	10	10	2	9	7				
110,000 – 119,999		42	10	12	14	9	38	27	34	8	12	12	12	15	25	7				
100,000 – 109,999	1	20	16	28	17	15	53	47	18	15	12	27	27	15	35	16				
95,000 – 99,999		7	8	15	21	23	49	41	3	5	11	26	26	15	20	16				
90,000 – 94,999		12	7	21	30	11	53	32	2	10	13	43	43	10	32	15				
85,000 – 89,999		8	5	25	43	30	79	56	4	2	11	54	54	21	48	24				
80,000 – 84,999		8	3	29	57	38	92	79	3	2	13	78	78	24	54	30				
78,000 – 79,999				16	26	14	36	33	1	1	5	26	26	8	16	21				
76,000 – 77,999			1	5	30	28	32	36	1		6	30	30	14	20	16				
74,000 – 75,999		1	3	17	45	27	31	47			4	30	30	19	16	17				
72,000 – 73,999				22	49	25	37	59			7	39	39	16	18	23				
70,000 – 71,999				11	30	27	42	69	1		5	32	32	23	16	28				
68,000 – 69,999			3	9	49	46	34	80			5	45	45	27	19	36				
66,000 – 67,999				6	41	35	26	75	1		3	42	42	18	21	25				
64,000 – 65,999			1	13	39	29	32	87		2	3	46	46	22	22	30				
62,000 – 63,999			1	4	58	39	31	76			9	48	48	24	14	34				
60,000 – 61,999		1		5	62	36	26	99			3	54	54	32	12	41				
58,000 – 59,999			3	3	42	26	29	89			4	47	47	17	8	34				
56,000 – 57,999			1	5	52	42	16	119			1	54	54	24	10	53				
54,000 – 55,999				5	56	48	18	118		1	1	51	51	20	9	47				
52,000 – 53,999			1	6	60	39	14	117			3	44	44	10	7	40				
50,000 – 51,999				1	53	28	16	97			1	43	43	18	2	49				
48,000 – 49,999				2	60	45	5	67			1	46	46	15	10	35				
46,000 – 47,999				1	42	26	10	79				26	26	8	4	27				
44,000 – 45,999					36	20	3	56				29	29	6	1	27				
42,000 – 43,999					31	12	4	40			1	21	21	3	5	24				
40,000 – 41,999				1	25	4	7	43				15	15	2	11					
38,000 – 39,999					9			17				2	2	1	2	7				
36,000 – 37,999					10			9				2	2		1	5				
34,000 – 35,999				1	2	1	1	5				1	1		1	4				
less than 34,000					4	2	1	8				5	5	2	2	3				
<b>Total</b>	<b>65</b>	<b>195</b>	<b>88</b>	<b>281</b>	<b>1108</b>	<b>729</b>	<b>848</b>	<b>1828</b>	<b>47</b>	<b>131</b>	<b>72</b>	<b>152</b>	<b>1034</b>	<b>431</b>	<b>473</b>	<b>756</b>				

Excludes medical and law libraries.

**TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2011–2012**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Director	\$208,278	65	\$209,492	47	\$208,787	112
Associate Director	121,913	195	122,867	131	122,296	326
Assistant Director	104,851	88	114,372	72	109,135	160
Head, Branch	85,172	281	90,576	152	87,069	433
Functional Specialist	65,313	1,108	68,273	1,034	66,742	2,142
Subject Specialist	66,255	729	70,460	431	67,817	1,160
Dept. Head:						
Acquisitions	77,206	82	74,539	29	76,509	111
Reference	81,989	79	82,988	29	82,257	108
Cataloging	78,369	112	75,094	38	77,539	150
Serials	79,990	19	75,443	6	78,899	25
Documents/Maps	75,206	39	72,145	25	74,011	64
Circulation	75,190	56	65,545	30	71,825	86
Rare Books/Manuscripts	84,870	40	86,486	47	85,743	87
Computer Systems	97,072	19	93,642	45	94,660	64
Other	80,330	402	83,013	224	81,290	626
Reference:						
Over 14 years experience	73,274	384	73,672	168	73,395	552
10 to 14 years experience	64,417	152	63,333	66	64,089	218
5 to 9 years experience	59,121	182	57,809	70	58,757	252
Under 5 years experience	55,275	139	54,501	50	55,070	189
Cataloging:						
Over 14 years experience	68,795	258	68,424	117	68,679	375
10 to 14 years experience	61,584	79	63,616	32	62,170	111
5 to 9 years experience	58,842	91	57,878	41	58,542	132
Under 5 years experience	50,123	55	52,228	23	50,744	78
Other:						
Over 14 years experience	71,965	203	69,553	69	71,353	272
10 to 14 years experience	66,045	83	61,909	28	65,002	111
5 to 9 years experience	56,278	112	58,709	49	57,018	161
Under 5 years experience	52,706	90	51,541	43	52,329	133
<b>All Positions</b>	<b>\$73,348</b>	<b>5,142</b>	<b>\$76,225</b>	<b>3,096</b>	<b>\$74,429</b>	<b>8,238</b>

Excludes medical and law libraries. See Tables 39 and 46 for comparable figures for medical and law libraries.  
Canadian salaries are expressed in US dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars.

**TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SEX, FY 2011–2012**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Director	33.0	65	33.6	47	33.3	112
Associate Director	27.2	195	24.4	131	26.1	326
Assistant Director	24.3	88	22.8	72	23.6	160
Head, Branch	22.4	281	23.9	152	22.9	433
Functional Specialist	14.2	1,108	14.2	1,034	14.2	2,142
Subject Specialist	16.1	729	17.2	431	16.5	1,160
Dept. Head:						
Acquisitions	22.6	82	17.2	29	21.2	111
Reference	20.0	79	21.2	29	20.3	108
Cataloging	22.5	112	21.4	38	22.2	150
Serials	20.3	19	24.7	6	21.4	25
Documents/Maps	20.4	39	21.0	25	20.6	64
Circulation	19.7	56	17.1	30	18.8	86
Rare Books/Manuscripts	20.9	40	23.0	47	22.0	87
Computer Systems	20.9	19	18.3	45	19.1	64
Other	20.1	402	19.6	224	19.9	626
Public services	14.4	209	12.0	77	13.8	286
Technical services	15.3	127	12.0	58	14.3	185
Administration	15.7	152	14.4	54	15.4	206
Reference	15.5	857	15.8	354	15.6	1,211
Cataloger	17.6	483	18.4	213	17.8	696
<b>All Positions</b>	<b>17.5</b>	<b>5,142</b>	<b>17.3</b>	<b>3,096</b>	<b>17.4</b>	<b>8,238</b>

Excludes medical and law libraries. See Tables 40 and 47 for comparable figures for medical and law libraries.  
Canadian salaries are expressed in US dollars. See Table 33 for salaries of Canadian librarians expressed in Canadian dollars.

**TABLE 19: NUMBER AND AVERAGE SALARIES OF 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	\$53,360	438	\$56,733	255	\$54,601	693	8%
4–7 years	58,266	789	58,780	422	58,445	1,211	15%
8–11 years	64,345	691	66,565	467	65,240	1,158	14%
12–15 years	69,611	617	72,674	410	70,834	1,027	12%
16–19 years	74,418	507	76,944	324	75,403	831	10%
20–23 years	77,557	514	80,638	320	78,739	834	10%
24–27 years	83,103	479	88,899	271	85,197	750	9%
28–31 years	86,726	388	88,321	218	87,300	606	7%
32–35 years	91,167	328	98,890	202	94,110	530	6%
over 35 years	100,882	391	105,239	207	102,390	598	7%
<b>All Positions</b>	<b>\$73,348</b>	<b>5,142</b>	<b>\$76,225</b>	<b>3,096</b>	<b>\$74,429</b>	<b>8,238</b>	<b>100%</b>

Excludes medical and law libraries. See Tables 41 and 48 for comparable figures for medical and law libraries.  
Canadian salaries are expressed in US dollars. See Table 34 for salaries of Canadian librarians expressed in Canadian dollars.

**TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS**

**BY POSITION AND YEARS OF EXPERIENCE, FY 2011–2012**

Position	YEARS OF EXPERIENCE									
	0–3 years	4–7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director	*	*	.	.	*	\$215,818	\$193,765	\$217,533	\$197,422	\$212,140
Associate Director	.	\$96,014	\$106,728	\$109,501	\$114,368	120,720	133,313	122,589	121,824	131,932
Assistant Director	\$107,733	94,390	90,790	98,989	110,413	110,521	110,819	111,369	115,165	120,595
Head, Branch	74,252	70,179	75,580	79,939	78,392	87,480	92,470	85,763	96,704	104,697
Functional Specialist	53,765	58,052	63,108	68,854	71,588	72,098	76,048	79,582	82,727	85,389
Subject Specialist	52,574	56,252	63,374	66,509	70,284	72,463	76,363	81,763	84,424	82,839
Dept. Head										
Acquisitions	*	63,388	68,391	76,368	72,136	74,040	79,902	82,710	85,573	82,918
Reference	*	69,094	73,039	83,418	76,295	84,051	82,572	86,356	99,849	101,748
Cataloging	*	59,604	62,992	69,391	75,186	77,255	86,247	86,338	86,719	82,958
Serials	*	.	72,874	*	*	72,091	*	*	*	*
Documents / Maps	65,523	50,014	60,867	80,348	77,868	73,943	71,324	80,842	*	88,325
Circulation	59,363	55,910	58,843	71,145	90,185	73,618	72,700	86,815	91,280	80,689
Rare books	*	73,571	83,049	74,829	75,657	89,013	93,817	75,882	89,681	104,395
Computer systems	.	95,447	98,561	89,196	97,530	85,046	*	90,853	107,240	*
Other	60,874	68,365	72,472	75,525	81,461	85,190	86,587	87,938	93,528	94,488
Public services	50,330	54,961	61,959	60,965	62,696	64,900	63,642	66,304	64,365	69,582
Technical services	48,249	51,577	60,030	60,404	67,917	67,611	68,330	65,225	82,055	74,678
Administration	59,353	59,835	64,761	71,456	67,366	80,483	81,120	87,757	86,012	96,943
Reference	54,778	56,779	63,487	65,184	67,599	71,014	74,990	75,321	76,926	80,946
Cataloger	50,092	56,399	59,625	63,791	63,655	65,045	69,718	73,055	71,851	72,765
<b>All Positions:</b>										
<b>Average Salary</b>	<b>\$54,601</b>	<b>\$58,445</b>	<b>\$65,240</b>	<b>\$70,834</b>	<b>\$75,403</b>	<b>\$78,739</b>	<b>\$85,197</b>	<b>\$87,300</b>	<b>\$94,110</b>	<b>\$102,390</b>
<b>Number of Positions</b>	<b>693</b>	<b>1,211</b>	<b>1,158</b>	<b>1,027</b>	<b>831</b>	<b>834</b>	<b>750</b>	<b>606</b>	<b>530</b>	<b>598</b>

Years of experience reflect total professional experience.

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars.

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

. No positions reported in this category.

**TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND TYPE OF INSTITUTION, FY 2011–2012**

Position	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$184,797	16	\$241,505	30	\$199,731	66	\$208,787	112
Associate Director	132,680	41	129,245	99	116,309	186	122,296	326
Assistant Director	106,448	19	111,546	80	106,811	61	109,135	160
Head, Branch	108,844	62	90,363	131	79,646	240	87,069	433
Functional Specialist	81,150	183	69,509	840	62,308	1,119	66,742	2,142
Subject Specialist	76,037	121	69,219	386	65,465	653	67,817	1,160
Dept. Head:								
Acquisitions	95,138	13	74,050	36	74,031	62	76,509	111
Reference	94,492	12	85,283	39	77,611	57	82,257	108
Cataloging	98,803	12	80,665	58	72,084	80	77,539	150
Serials	112,123	4	72,434	10	72,694	11	78,899	25
Documents/Maps	98,492	10	70,297	16	69,132	38	74,011	64
Circulation	85,985	13	69,474	27	69,203	46	71,825	86
Rare Books/Manuscripts	100,406	7	82,294	28	85,626	52	85,743	87
Computer Systems	102,884	8	92,265	18	94,064	38	94,660	64
Other	97,670	71	82,970	185	77,307	370	81,290	626
Reference:								
Over 14 years experience	99,005	98	68,596	154	67,493	300	73,395	552
10 to 14 years experience	81,551	45	63,442	53	57,826	120	64,089	218
5 to 9 years experience	78,777	62	56,887	57	50,225	133	58,757	252
Under 5 years experience	67,826	61	54,190	39	46,714	89	55,070	189
Cataloging:								
Over 14 years experience	89,155	29	69,961	154	64,558	192	68,679	375
10 to 14 years experience	84,507	7	64,383	60	55,598	44	62,170	111
5 to 9 years experience	77,625	11	61,343	62	52,041	59	58,542	132
Under 5 years experience	67,540	10	52,160	32	44,819	36	50,744	78
Other:								
Over 14 years experience	92,713	19	74,977	82	67,242	171	71,353	272
10 to 14 years experience	78,030	14	67,635	31	61,001	66	65,002	111
5 to 9 years experience	73,906	11	61,249	51	52,962	99	57,018	161
Under 5 years experience	64,730	19	54,952	34	48,269	80	52,329	133
<b>All Positions</b>	<b>\$89,758</b>	<b>978</b>	<b>\$76,019</b>	<b>2,792</b>	<b>\$70,080</b>	<b>4,468</b>	<b>\$74,429</b>	<b>8,238</b>

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Tables 31–34 for salaries of Canadian librarians expressed in Canadian dollars.

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

**TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND TYPE OF INSTITUTION, FY 2011–2012**

Position	CANADIAN (16)		PRIVATE (31)		PUBLIC (68)		TOTAL (115)	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	33.6	16	33.1	30	33.2	66	33.3	112
Associate Director	23.5	41	26.9	99	26.2	186	26.1	326
Assistant Director	22.5	19	24.6	80	22.7	61	23.6	160
Head, Branch	21.9	62	22.8	131	23.3	240	22.9	433
Functional Specialist	14.4	183	14.1	840	14.2	1,119	14.2	2,142
Subject Specialist	13.7	121	17.3	386	16.6	653	16.5	1,160
Dept. Head:								
Acquisitions	19.3	13	20.4	36	22.1	62	21.2	111
Reference	16.2	12	21.4	39	20.4	57	20.3	108
Cataloging	23.9	12	22.8	58	21.6	80	22.2	150
Serials	23.8	4	22.6	10	19.4	11	21.4	25
Documents/Maps	19.4	10	21.2	16	20.7	38	20.6	64
Circulation	20.9	13	15.5	27	20.1	46	18.8	86
Rare Books/Manuscripts	22.0	7	21.0	28	22.5	52	22.0	87
Computer Systems	17.6	8	17.3	18	20.3	38	19.1	64
Other	20.1	71	19.8	185	19.9	370	19.9	626
Reference:								
Over 14 years experience	25.4	98	25.7	154	25.5	300	25.5	552
10 to 14 years experience	11.5	45	12.0	53	11.7	120	11.7	218
5 to 9 years experience	6.9	62	6.9	57	6.7	133	6.8	252
Under 5 years experience	2.4	61	2.7	39	2.6	89	2.6	189
Cataloging:								
Over 14 years experience	29.2	29	26.4	154	26.3	192	26.5	375
10 to 14 years experience	11.6	7	11.9	60	12.0	44	11.9	111
5 to 9 years experience	7.5	11	7.1	62	7.0	59	7.1	132
Under 5 years experience	1.8	10	2.5	32	2.9	36	2.6	78
Other:								
Over 14 years experience	26.1	19	25.4	82	25.8	171	25.7	272
10 to 14 years experience	11.6	14	11.7	31	12.0	66	11.9	111
5 to 9 years experience	6.2	11	6.8	51	6.8	99	6.7	161
Under 5 years experience	2.5	19	2.5	34	2.7	80	2.6	133
<b>All Positions</b>	<b>16.3</b>	<b>978</b>	<b>17.5</b>	<b>2,792</b>	<b>17.6</b>	<b>4,468</b>	<b>17.4</b>	<b>8,238</b>

Excludes medical and law libraries.

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

**TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2011–2012**

Position	STAFF OVER 110 (13) <sup>†</sup>		STAFF 75–110 (21)		STAFF 50–74 (42)		STAFF 13–49 (39) <sup>‡</sup>	
	Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director	\$258,544	13	\$221,661	21	\$208,797	41	\$183,989	37
Associate Director	138,800	59	122,956	83	117,975	112	114,732	72
Assistant Director	117,694	34	107,367	49	108,617	61	98,343	16
Head, Branch	92,391	116	89,063	95	83,400	147	83,505	75
Functional Specialist	69,427	664	68,663	506	64,572	659	62,507	313
Subject Specialist	70,295	318	69,508	298	65,670	387	64,884	157
Dept. Head:								
Acquisitions	73,876	19	84,678	18	74,524	45	76,245	29
Reference	88,472	21	84,589	20	79,322	34	79,913	33
Cataloging	81,493	41	84,884	28	71,483	48	75,205	33
Serials	74,067	9	75,626	5	92,128	4	79,888	7
Documents/Maps	86,146	13	72,741	11	76,784	22	62,633	18
Circulation	79,314	19	75,361	14	66,957	32	70,110	21
Rare Books/Manuscripts	97,852	10	95,154	17	78,583	33	84,083	27
Computer Systems	103,674	9	100,517	14	87,323	24	95,424	17
Other	83,486	149	86,038	148	77,237	200	79,589	129
Reference:								
Over 14 years experience	72,414	97	75,115	111	71,122	181	75,332	163
10 to 14 years experience	66,102	43	65,319	52	63,874	64	61,769	59
5 to 9 years experience	63,409	41	61,736	58	58,798	81	53,661	72
Under 5 years experience	59,705	42	56,033	35	55,590	70	48,768	42
Cataloging:								
Over 14 years experience	76,442	106	66,753	102	64,049	114	66,821	53
10 to 14 years experience	68,247	42	58,845	28	58,106	20	58,321	21
5 to 9 years experience	65,975	51	55,936	29	52,728	33	52,670	19
Under 5 years experience	55,470	16	49,039	23	51,904	24	46,460	15
Other:								
Over 14 years experience	75,005	77	74,227	67	70,375	68	64,565	60
10 to 14 years experience	71,188	36	62,300	29	65,940	22	58,127	24
5 to 9 years experience	56,223	54	58,686	42	59,060	33	54,065	32
Under 5 years experience	52,702	46	52,961	39	53,987	24	48,930	24
<b>All Positions</b>	<b>\$75,974</b>	<b>2,145</b>	<b>\$75,910</b>	<b>1,942</b>	<b>\$73,167</b>	<b>2,583</b>	<b>\$72,562</b>	<b>1,568</b>

Excludes medical and law libraries.

Canadian salaries are expressed in US dollars. See Tables 31–34 for salaries of Canadian librarians expressed in Canadian dollars.

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

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

‡ No ARL library has fewer than 13 professional staff members.

**TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2011–2012**

Position	STAFF OVER 110 (13) <sup>†</sup>		STAFF 75–110 (21)		STAFF 50–74 (42)		STAFF 13–49 (39) <sup>‡</sup>	
	Years	No.	Years	No.	Years	No.	Years	No.
Director	30.8	13	34.4	21	32.6	41	34.1	37
Associate Director	25.2	59	26.2	83	25.7	112	27.3	72
Assistant Director	22.5	34	23.2	49	24.8	61	22.6	16
Head, Branch	23.2	116	22.8	95	22.5	147	23.4	75
Functional Specialist	13.8	664	14.3	506	14.0	659	15.2	313
Subject Specialist	15.6	318	16.9	298	17.5	387	15.3	157
Dept. Head:								
Acquisitions	19.1	19	23.5	18	21.9	45	20.1	29
Reference	21.9	21	21.6	20	19.7	34	19.2	33
Cataloging	20.4	41	24.8	28	22.8	48	21.5	33
Serials	23.7	9	19.6	5	24.5	4	17.9	7
Documents/Maps	23.5	13	19.2	11	24.0	22	15.2	18
Circulation	20.5	19	16.8	14	18.7	32	18.7	21
Rare Books/Manuscripts	19.1	10	23.9	17	20.6	33	23.6	27
Computer Systems	21.6	9	18.1	14	18.7	24	19.2	17
Other	21.4	149	20.1	148	19.3	200	19.0	129
Reference:								
Over 14 years experience	25.0	97	26.2	111	25.4	181	25.5	163
10 to 14 years experience	11.9	43	11.4	52	12.2	64	11.3	59
5 to 9 years experience	7.1	41	6.9	58	6.8	81	6.5	72
Under 5 years experience	2.4	42	2.5	35	2.5	70	2.8	42
Cataloging:								
Over 14 years experience	27.8	106	25.2	102	27.0	114	25.7	53
10 to 14 years experience	11.8	42	11.8	28	12.0	20	12.2	21
5 to 9 years experience	6.9	51	7.3	29	7.0	33	7.3	19
Under 5 years experience	2.9	16	2.3	23	2.7	24	2.8	15
Other:								
Over 14 years experience	26.4	77	25.0	67	25.7	68	25.5	60
10 to 14 years experience	12.2	36	12.1	29	11.7	22	11.4	24
5 to 9 years experience	6.7	54	6.8	42	6.7	33	6.8	32
Under 5 years experience	2.7	46	2.7	39	2.7	24	2.2	24
<b>All Positions</b>	<b>16.7</b>	<b>2,145</b>	<b>17.4</b>	<b>1,942</b>	<b>17.8</b>	<b>2,583</b>	<b>17.8</b>	<b>1,568</b>

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 13 professional staff members.

**TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS  
BY POSITION AND GEOGRAPHIC REGION, FY 2011–2012**

Position	Northeast			North Central			South			West			Canada	Total
	New England (9)	Middle Atlantic (14)	East North Central (17)	West North Central (7)	South Atlantic (18)	East South Central (6)	West South Central (9)	Mountain (7)	Pacific (12)	(16)	(115)			
Director	\$229,301	\$247,361	\$214,536	\$195,153	\$220,703	\$185,950	\$197,572	\$186,493	\$200,933	\$184,797	\$208,787			
Associate Director	131,715	129,290	116,630	112,389	125,873	110,081	101,772	114,877	125,363	132,680	122,296			
Assistant Director	107,497	120,482	93,195	101,057	111,344		104,476	114,638	102,298	106,448	109,135			
Head, Branch	97,380	90,590	79,344	76,681	75,410	78,603	77,726	84,422	83,462	108,844	87,069			
Functional Specialist	75,549	67,392	60,876	64,127	62,532	54,331	57,105	64,576	69,460	81,150	66,742			
Subject Specialist	75,466	70,631	64,404	61,567	59,511	58,537	55,836	62,739	74,791	76,037	67,817			
Dept. Head:														
Acquisitions	82,665	77,679	72,404	69,296	71,862	66,207	69,064	80,366	77,383	95,138	76,509			
Reference	95,070	85,210	73,618	74,560	79,264	70,820	69,477	82,313	83,582	94,492	82,257			
Cataloging	91,017	78,163	72,937	72,025	67,279	63,438	67,599	76,305	84,800	98,803	77,539			
Serials	*	*	72,261		70,520	*	*	*	*	112,123	78,899			
Documents/Maps	81,102	72,537	71,901	69,353	59,868	*	67,440	67,054	*	98,492	74,011			
Circulation	74,285	72,644	71,852	55,758	72,972	*	61,247	*	76,994	85,985	71,825			
Rare Books/Manuscripts	89,622	93,241	88,995	73,842	88,710	74,876	80,110	78,182	76,502	100,406	85,743			
Computer Systems	109,891	94,368	85,679	*	97,053	81,837	106,822	88,441	94,986	102,884	94,660			
Other	86,003	84,297	78,413	65,291	75,009	73,648	67,761	72,137	92,845	97,670	81,290			
Reference:														
Over 14 years experience	74,585	71,344	67,745	58,337	65,209	64,624	56,308	63,469	72,294	99,005	73,395			
10 to 14 years experience	68,387	61,243	58,783	53,655	58,196	58,931	49,836	56,637	59,869	81,551	64,089			
5 to 9 years experience	61,990	53,470	53,751	52,942	51,913	49,646	48,072	47,756	49,781	78,777	58,757			
Under 5 years experience	58,749	52,073	47,401	46,462	48,824	45,028	39,512	47,044	47,430	67,826	55,070			
Cataloging:														
Over 14 years experience	79,072	66,200	61,343	59,776	60,456	60,290	56,237	64,937	73,062	89,155	68,679			
10 to 14 years experience	70,155	61,052	54,657	51,163	52,749	*	55,637	57,333	60,310	84,507	62,170			
5 to 9 years experience	66,339	57,838	52,903	48,819	49,994	46,689	48,736	*	56,340	77,625	58,542			
Under 5 years experience	57,057	46,454	45,140	*	45,799	43,838	*	*	44,782	67,540	50,744			
Other:														
Over 14 years experience	78,213	77,709	68,648	57,662	64,210	72,439	55,105	64,320	77,919	92,713	71,353			
10 to 14 years experience	71,784	65,807	62,189	52,849	59,757	*	61,575	52,980	70,707	78,030	65,002			
5 to 9 years experience	68,293	56,345	52,005	54,927	53,283	52,395	53,825	53,541	58,474	73,906	57,018			
Under 5 years experience	60,312	55,256	45,818	56,135	52,303	*	47,679	53,835	45,969	64,730	52,329			
<b>All Positions</b>														
<b>Average Salary</b>	<b>\$79,946</b>	<b>\$76,648</b>	<b>\$69,306</b>	<b>\$66,735</b>	<b>\$69,755</b>	<b>\$65,532</b>	<b>\$64,036</b>	<b>\$70,255</b>	<b>\$76,666</b>	<b>\$89,758</b>	<b>\$74,429</b>			
<b>Number of Positions</b>	<b>1,066</b>	<b>1,199</b>	<b>1,256</b>	<b>448</b>	<b>1,135</b>	<b>298</b>	<b>577</b>	<b>400</b>	<b>881</b>	<b>978</b>	<b>8,238</b>			

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.

## ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION

Region	Number of Libraries	ARL University Libraries Included	States/Provinces Included
<b>Northeast</b>			
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.
<b>North Central</b>			
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.
<b>South</b>			
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.
<b>West</b>			
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.
<b>Canada</b>			
	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.

