

**ARL UNIVERSITY LAW LIBRARIES**

**TABLES 42-48**

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2011–2012**

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
Alberta	3	‡	‡	56,667	28.3
Arizona	9	64,734	62,671	55,000	17.2
Arizona State	6	67,330	70,000	50,000	24.8
Boston	12	75,309	72,300	55,000	17.4
Boston College	15	72,433	68,330	44,050	17.2
British Columbia	3	‡	‡	55,258	24.7
Calgary	2	‡	‡	57,919	14.5
California, Davis	7	76,418	72,300	46,164	20.6
California, Irvine	6	88,973	82,524	46,164	12.5
California, Los Angeles	16	80,883	87,887	46,164	15.9
Case Western Reserve	12	70,456	69,500	35,700	21.3
Cincinnati	8	67,567	62,340	50,000	17.8
Colorado	7	68,285	58,603	45,000	18.1
Columbia	17	80,863	73,298	60,000	14.6
Connecticut	8	78,303	77,706	41,875	20.9
Cornell	8	81,310	75,013	61,000	15.6
Duke	11	71,485	64,450	61,000	15.6
Emory	11	60,653	58,766	42,000	12.0
Florida	8	58,379	53,162	50,000	12.8
Florida State	9	56,168	54,329	50,000	20.0
George Washington	21	93,002	85,983	50,000	17.2
Georgetown	27	85,347	78,415	54,000	13.6
Georgia	8	56,448	55,752	57,500	12.0
Harvard	48	81,990	77,472	59,691	13.8
Hawaii	6	85,440	82,392	57,504	13.7
Houston	13	56,004	52,676	58,000	16.8
Howard	8	54,479	53,520	51,000	22.5
Illinois, Urbana	10	63,325	64,129	53,500	16.0
Indiana	9	72,526	68,533	40,400	21.4
Iowa	15	76,977	76,075	43,000	22.1
Kansas	6	52,143	52,555	41,500	9.2
Kentucky	7	55,073	52,775	50,000	11.4
Louisiana State	9	57,380	55,846	42,500	18.8
Louisville	6	61,855	61,729	38,000	21.3
McGill	4	‡	‡	49,930	16.8
Manitoba	3	‡	‡	49,743	30.3
Miami	12	59,491	59,876	45,000	17.7
Michigan	9	86,620	87,927	49,000	18.7
Minnesota	13	79,779	77,673	44,000	19.8
Missouri	8	55,073	57,327	40,000	14.6
Montreal	4	‡	‡	54,076	13.8
Nebraska	6	65,180	60,393	45,000	16.7

**TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING SALARIES; AND AVERAGE YEARS OF EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 2011–2012**

<b>Institution</b>	<b>Filled Positions</b>	<b>Average Salary</b>	<b>Median Salary</b>	<b>Beginning Salary</b>	<b>Average Yrs. Exp.</b>
New Mexico	8	69,996	69,760	50,000	13.6
New York	19	81,352	77,686	60,000	23.6
North Carolina	12	68,735	65,268	57,000	16.2
Northwestern	10	64,948	60,598	50,000	22.8
Notre Dame	14	72,110	67,825	44,000	19.1
Ohio State	7	67,788	59,993	46,000	11.7
Oklahoma	7	59,551	52,852	42,000	16.9
Oregon	7	57,483	55,923	42,000	16.4
Ottawa	3	‡	‡	50,111	23.7
Pennsylvania	14	69,684	67,800	45,000	17.3
Pennsylvania State	9	71,808	69,586	57,000	21.7
Queen's	3	‡	‡	53,842	11.7
Rutgers – Newark	6	69,919	79,773	62,000	19.2
Rutgers – Camden	8	80,884	68,983	67,500	22.1
Saskatchewan	2	‡	‡	57,839	19.0
South Carolina	8	66,342	67,750	50,000	18.8
Southern Illinois	4	‡	‡	50,000	8.0
Suny–Buffalo	10	72,770	72,791	55,000	16.3
Syracuse	10	58,823	55,631	46,700	15.4
Temple	10	63,848	53,203	43,500	25.1
Tennessee	8	58,966	55,998	45,000	12.0
Texas	14	67,223	57,057	42,000	16.1
Texas Tech	8	60,073	56,312	50,000	10.0
Toronto	6	90,595	95,584	54,524	13.8
Tulane	8	62,911	60,940	45,000	17.1
Utah	8	56,402	52,530	41,500	18.5
Vanderbilt	5	69,663	61,994	41,500	18.8
Virginia	13	70,592	64,650	63,500	16.9
Washington	16	71,318	65,496	61,000	22.5
Washington U.–St. Louis	10	65,037	60,409	50,000	20.9
Wayne State	5	61,830	57,360	45,600	20.2
Western Ontario	3	‡	‡	53,925	16.3
Wisconsin	12	67,501	63,725	40,526	25.1
Yale	20	85,636	78,000	49,500	17.0
York	5	97,812	101,244	48,931	17.2

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

<b>Rank</b>	<b>Institution</b>	<b>Salary</b>	<b>Rank</b>	<b>Institution</b>	<b>Salary</b>
1	Rutgers, Newark	67,500	30	Texas Tech	50,000
2	Virginia	63,500	30	Washington U.–St. Louis	50,000
3	Rutgers, Camden	62,000	42	McGill	49,930
4	Cornell	61,000	43	Manitoba	49,743
4	Duke	61,000	44	Yale	49,500
4	Washington	61,000	45	Michigan	49,000
7	Columbia	60,000	46	York	48,931
7	New York University	60,000	47	Syracuse	46,700
9	Harvard	59,691	48	California, Davis	46,164
10	Houston	58,000	48	California, Irvine	46,164
11	Calgary	57,919	48	California, Los Angeles	46,164
12	Saskatchewan	57,839	51	Ohio State	46,000
13	Hawaii	57,504	52	Wayne State	45,600
14	Georgia	57,500	53	Colorado	45,000
15	North Carolina	57,000	53	Miami	45,000
15	Pennsylvania State	57,000	53	Nebraska	45,000
17	Alberta	56,667	53	Pennsylvania	45,000
18	British Columbia	55,258	53	Tennessee	45,000
19	Arizona	55,000	53	Tulane	45,000
19	Boston University	55,000	59	Boston College	44,050
19	SUNY Buffalo	55,000	60	Minnesota	44,000
22	Toronto	54,524	60	Notre Dame	44,000
23	Montreal	54,076	62	Temple	43,500
24	Georgetown	54,000	63	Iowa	43,000
25	Western Ontario	53,925	64	Louisiana State	42,500
26	Queen's	53,842	65	Emory	42,000
27	Illinois, Urbana	53,500	65	Oklahoma	42,000
28	Howard	51,000	65	Oregon	42,000
29	Ottawa	50,111	65	Texas	42,000
30	Arizona State	50,000	69	Connecticut	41,875
30	Cincinnati	50,000	70	Kansas	41,500
30	Florida	50,000	70	Utah	41,500
30	Florida State	50,000	70	Vanderbilt	41,500
30	George Washington	50,000	73	Wisconsin	40,526
30	Kentucky	50,000	74	Indiana	40,400
30	New Mexico	50,000	75	Missouri	40,000
30	Northwestern	50,000	76	Louisville	38,000
30	South Carolina	50,000	77	Case Western Reserve	35,700
30	Southern Illinois	50,000			

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.  
Canadian salaries are expressed in US dollars.

**TABLE 44: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES**

**RANK ORDER TABLE, FY 2011–2012**

Rank	Institution	Salary	Rank	Institution	Salary
1	York	101,244	40	Louisville	61,729
2	Toronto	95,584	41	Tulane	60,940
3	Michigan	87,927	42	Northwestern	60,598
4	California, Los Angeles	87,887	43	Washington U.–St. Louis	60,409
5	George Washington	85,983	44	Nebraska	60,393
6	California, Irvine	82,524	45	Ohio State	59,993
7	Hawaii	82,392	46	Miami	59,876
8	Rutgers, Camden	79,773	47	Emory	58,766
9	Georgetown	78,415	48	Colorado	58,603
10	Yale	78,000	49	Wayne State	57,360
11	Connecticut	77,706	50	Missouri	57,327
12	New York University	77,686	51	Texas	57,057
13	Minnesota	77,673	52	Texas Tech	56,312
14	Harvard	77,472	53	Tennessee	55,998
15	Iowa	76,075	54	Oregon	55,923
16	Cornell	75,013	55	Louisiana State	55,846
17	Columbia	73,298	56	Georgia	55,752
18	SUNY Buffalo	72,791	57	Syracuse	55,631
19	Boston University	72,300	58	Florida State	54,329
19	California, Davis	72,300	59	Howard	53,520
21	Arizona State	70,000	60	Temple	53,203
22	New Mexico	69,760	61	Florida	53,162
23	Pennsylvania State	69,586	62	Oklahoma	52,852
24	Case Western Reserve	69,500	63	Kentucky	52,775
25	Rutgers, Newark	68,983	64	Houston	52,676
26	Indiana	68,533	65	Kansas	52,555
27	Boston College	68,330	66	Utah	52,530
28	Notre Dame	67,825		Alberta	*
29	Pennsylvania	67,800		British Columbia	*
30	South Carolina	67,750		Calgary	*
31	Washington	65,496		McGill	*
32	North Carolina	65,268		Manitoba	*
33	Virginia	64,650		Montreal	*
34	Duke	64,450		Ottawa	*
35	Illinois, Urbana	64,129		Queen’s	*
36	Wisconsin	63,725		Saskatchewan	*
37	Arizona	62,671		Southern Illinois	*
38	Cincinnati	62,340		Western Ontario	*
39	Vanderbilt	61,994			

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 Ontario are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**TABLE 45: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES**

**RANK ORDER TABLE, FY 2011–2012**

Rank	Institution	Salary	Rank	Institution	Salary
1	York	97,812	40	South Carolina	66,342
2	George Washington	93,002	41	Nebraska	65,180
3	Toronto	90,595	42	Washington U.–St. Louis	65,037
4	California, Irvine	88,973	43	Northwestern	64,948
5	Michigan	86,620	44	Arizona	64,734
6	Yale	85,636	45	Temple	63,848
7	Hawaii	85,440	46	Illinois, Urbana	63,325
8	Georgetown	85,347	47	Tulane	62,911
9	Harvard	81,990	48	Louisville	61,855
10	New York University	81,352	49	Wayne State	61,830
11	Cornell	81,310	50	Emory	60,653
12	Rutgers, Newark	80,884	51	Texas Tech	60,073
13	California, Los Angeles	80,883	52	Oklahoma	59,551
14	Columbia	80,863	53	Miami	59,491
15	Minnesota	79,779	54	Tennessee	58,966
16	Connecticut	78,303	55	Syracuse	58,823
17	Iowa	76,977	56	Florida	58,379
18	California, Davis	76,418	57	Oregon	57,483
19	Boston University	75,309	58	Louisiana State	57,380
20	SUNY Buffalo	72,770	59	Georgia	56,448
21	Indiana	72,526	60	Utah	56,402
22	Boston College	72,433	61	Florida State	56,168
23	Notre Dame	72,110	62	Houston	56,004
24	Pennsylvania State	71,808	63	Missouri	55,073
25	Duke	71,485	64	Kentucky	55,073
26	Washington	71,318	65	Howard	54,479
27	Virginia	70,592	66	Kansas	52,143
28	Case Western Reserve	70,456		Alberta	*
29	New Mexico	69,996		British Columbia	*
30	Rutgers, Camden	69,919		Calgary	*
31	Pennsylvania	69,684		McGill	*
32	Vanderbilt	69,663		Manitoba	*
33	North Carolina	68,735		Montreal	*
34	Colorado	68,285		Ottawa	*
35	Ohio State	67,788		Queen's	*
36	Cincinnati	67,567		Saskatchewan	*
37	Wisconsin	67,501		Southern Illinois	*
38	Arizona State	67,330		Western Ontario	*
39	Texas	67,223			

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 Ontario are not ranked because they reported four or fewer individuals.

Canadian salaries are expressed in US dollars.

**TABLE 46: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS  
BY POSITION AND SEX, FY 2011–2012**

Position	WOMEN		MEN		TOTAL	
	Salary	No.	Salary	No.	Salary	No.
Head, Law	\$156,685	42	\$158,353	33	\$157,419	75
Associate Director	103,486	33	100,866	19	102,529	52
Assistant Director	87,633	32	88,578	16	87,948	48
Functional Specialist	61,724	22	72,589	32	68,163	54
Subject Specialist	67,729	21	71,960	7	68,787	28
Dept. Head:						
Acquisitions	68,204	27	69,573	9	68,546	36
Reference	79,851	17	76,602	7	78,903	24
Cataloging	71,165	23	71,188	5	71,169	28
Serials	‡	6	‡	1	75,156	7
Documents/Maps	‡	7	‡	2	68,663	9
Circulation	64,292	19	63,790	8	64,143	27
Rare Books/Manuscripts	92,273	4	.		92,273	4
Computer Systems	‡	2	‡	4	76,034	6
Other	75,119	17	69,440	11	72,888	28
Reference:						
Over 14 years experience	77,141	48	75,899	23	76,739	71
10 to 14 years experience	65,580	16	63,817	11	64,862	27
5 to 9 years experience	65,031	35	64,378	25	64,759	60
Under 5 years experience	62,844	45	59,933	23	61,859	68
Cataloging:						
Over 14 years experience	65,652	22	75,508	6	67,764	28
10 to 14 years experience	‡	4	‡	1	62,053	5
5 to 9 years experience	63,232	4	.		63,232	4
Under 5 years experience	‡	3	‡	3	57,736	6
Other:						
Over 14 years experience	67,001	16	68,128	4	67,226	20
10 to 14 years experience	‡	3	‡	3	58,739	6
5 to 9 years experience	‡	5	‡	3	56,558	8
Under 5 years experience	53,843	9	52,948	4	53,567	13
<b>All Positions</b>	<b>\$79,452</b>	<b>482</b>	<b>\$83,503</b>	<b>260</b>	<b>\$80,872</b>	<b>742</b>

Canadian salaries are expressed in US dollars.

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

. No positions were reported in this category.

**TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS BY POSITION AND SEX, FY 2011–2012**

Position	WOMEN		MEN		TOTAL	
	Years	No.	Years	No.	Years	No.
Head, Law	28.8	42	25.3	33	27.3	75
Associate Director	23.1	33	21.3	19	22.4	52
Assistant Director	22.7	32	20.4	16	21.9	48
Functional Specialist	11.1	22	12.3	32	11.8	54
Subject Specialist	17.6	21	18.0	7	17.7	28
Dept. Head:						
Acquisitions	22.3	27	16.3	9	20.8	36
Reference	16.2	17	19.4	7	17.2	24
Cataloging	26.8	23	20.6	5	25.7	28
Serials	23.7	6	9.0	1	21.6	7
Documents/Maps	29.3	7	9.5	2	24.9	9
Circulation	17.1	19	12.5	8	15.7	27
Rare Books/Manuscripts	13.8	4	.		13.8	4
Computer Systems	23.5	2	13.5	4	16.8	6
Other	20.2	17	15.7	11	18.5	28
Public services	13.7	9	13.9	7	13.8	16
Technical services	16.1	14	8.7	6	13.9	20
Administration	16.4	10	26.0	1	17.3	11
Reference	12.2	144	11.2	82	11.9	226
Cataloger	19.7	33	18.8	10	19.5	43
<b>All Positions</b>	<b>18.3</b>	<b>482</b>	<b>15.8</b>	<b>260</b>	<b>17.5</b>	<b>742</b>

. No positions were reported in this category.



**TABLE 48: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW 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	\$60,349	53	\$62,319	34	\$61,119	87	12%
4–7 years	65,660	68	63,004	49	64,548	117	16%
8–11 years	70,099	52	72,864	30	71,111	82	11%
12–15 years	72,490	52	78,880	26	74,620	78	11%
16–19 years	76,074	50	93,087	22	81,272	72	10%
20–23 years	86,448	44	93,321	25	88,938	69	9%
24–27 years	88,028	30	84,890	28	86,513	58	8%
28–31 years	91,842	42	120,673	19	100,822	61	8%
32–35 years	96,331	40	119,507	18	103,524	58	8%
over 35 years	103,120	51	118,476	9	105,423	60	8%
<b>All Positions</b>	<b>\$79,452</b>	<b>482</b>	<b>\$83,503</b>	<b>260</b>	<b>\$80,872</b>	<b>742</b>	<b>100%</b>

Canadian salaries are expressed in US dollars.

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

