

## FOOTNOTES TO THE ARL ANNUAL SALARY SURVEY, 2011–2012

All data is as of July 1, 2011 unless otherwise noted.

### ALBERTA

Library branches included: Augustana Campus Library, HT Coutts Education Library, Rutherford Humanities & Social Sciences Library, Bibliotheque Saint-Jean Library, Winspear Business Reference Library, Cameron Library (including Financial Systems and Analysis, Science and Technology Library, Office of Staff Development and Training , Information Technology Services, Bibliographic Services, Library Personnel 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, and The Center for Creative Photography.

### ARIZONA STATE

Library branches included: Main Campus and branch campus libraries.

### AUBURN

Library branches included: Main, Art & Architecture, and Veterinary Medicine.

### 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: Main campus library (Harold B. Lee Library).

### BRITISH COLUMBIA

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

### BROWN

Library branches included: John D. Rockefeller Library, John Hay Library, Orwig Music Library, Sciences Library, & John Carter Brown Library.

### CALGARY

Library branches included: Taylor Family Digital Library, MacKimmie Library, Gallagher Library of Geology & Geophysics, Business Library, Downtown Campus Library, Health Information Network Knowledge Centres, The Military Museum Library & Archives, and Doucette Library of Teaching Resources.

Our HR position has been centralized by the University so it is no longer funded by the Libraries.

### CALIFORNIA, BERKELEY

Library branches included: Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy-Mathematics-Statistics, Bioscience & 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 & Occupational & Environmental Health) & Social Welfare libraries and the Northern Regional Library Facility.

Library branches not included: Affiliated Libraries: Architectural Visual Resources/CED Visual Resource Center, Continuing Education of the Bar, Earthquake Engineering Research Center, Environmental Design Archives, Ethnic Studies, Gianni 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, Slavic Languages and Literature.

Rank Structure for Main: Six levels. The University of California [system-wide] Librarian Series Salary Scale adjusted effective 10/1/2011. In accord with the ARL Annual Salary Survey 2011-2012 criteria, all salary data reported corresponds to salary data in existence on July 1, 2011. Beginning Professional Salary effective 10/1/2011.

#### **CALIFORNIA, DAVIS**

Library branches included: Peter J. Shields Library (Davis Campus), Physical Sciences & Engineering Library (Davis Campus), Agricultural & Resource Economics Library (Davis Campus).

Librarians who are department heads as reported on this report received administrative stipends since July 1, 1999, but these stipends were not included until the report of ARL 2009-2010. We are including these stipends in department head's salaries and will continue this method of reporting going forward.

#### **CALIFORNIA, IRVINE**

Library branches included: Main

Library branches not included: We currently have no professional librarian positions employed at our Medical library therefore, the salaries of those employees are not included in the report.

#### **CALIFORNIA, LOS ANGELES**

Library branches included: Charles E. Young Research Library, Powell Library, Arts Library, and Clark 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: Social Sciences & Humanities Library, Scripps Institution of Oceanography, Arts Library, Special Collections Library, and Science & Engineering Library.

Librarians who are department heads have received administrative stipends since July 1, 1999. The monthly stipend amount is determined by the number of FTE's in the department.

#### **CALIFORNIA, SANTA BARBARA**

Library branches included: Main, Arts.

There are eight levels in the University of California, Santa Barbara's rank structure.

## **CASE WESTERN RESERVE**

Library branches included: Kelvin Smith Library - Main Library, Kulas Music Library, Harris Library, and Mandel School of Applied Social Sciences.

## **CHICAGO**

Library branches included: We include the Law library and the science libraries (including Health) in "Main," we do not break out any data.

## **CINCINNATI**

Library branches included: Survey statistics include all University of Cincinnati Libraries including the Main library, 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 (Clermont College and Raymond Walter College).

## **COLORADO**

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

Engineering and Math/Physics Libraries were combined in June 2011.

The Beginning Professional Salary (BPS) reported for the Law Library is for librarians with an MLS alone. The beginning salary for librarians with an MLS and JD is \$54,000.

## **COLORADO STATE**

Last July (2010), we integrated our department of Academic Computing and Networking Services into CSU Libraries as its own, distinct department inside Libraries. We did this for both practical and strategic reasons: because more and more of that department's activities were directly supporting CSU Libraries, and also because we are expanding the scope of CSU libraries into more emphasis on digital information. This has been accomplished with the support of the Provost who accepted the strategic plan where this was proposed, and is now codified in our central administrative systems.

## **COLUMBIA**

Library branches included: All Libraries.

## **CONNECTICUT**

Library branches included: University of Connecticut Greater Hartford Campus, Harleigh B Trecker Library, University of Connecticut at Avery Point Library, University of Connecticut at Stamford, Jeremy Richard Library, University at Connecticut at Torrington Library, University of Connecticut at Waterbury Library, University of Connecticut at Storrs, Music & Dramatic Arts Library, University of Connecticut at Storrs, Pharmacy Library, University of Connecticut at Storrs, and Art & Design Library.

## **CORNELL**

Library branches included: Africana, Engineering/Physical Sciences, Fine Arts Library, Geneva Experiment Station, Hotel Administration, Management, Mann Library, Math, Music, ILR, Olin/Krock/Uris, and Veterinary Medicine.

## **DARTMOUTH**

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

## **DUKE**

Library branches included: Perkins/Bostock Libraries; Rare Book, Manuscript and Special Collections Library; Lilly Library, Music Library, and Divinity School Library.

Library branches not included: Business School/Ford.

## **EMORY**

Library branches included: Main, Theology, Oxford College.

## **FLORIDA**

Library branches included: Included in Main Library - Education, Music, Journalism, Architecture & Fine Arts, Science, Government Documents, Maps, Special and Area Studies Collections, and Humanities and Social Sciences.

There are six ranks at the University of Florida Libraries.

## **FLORIDA STATE**

Library branches included: Strozier Library (Main), Dirac Science Library, and Engineering Library.

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

Rank Structure for the Main library has six levels. The Medical Library reported a beginning salary range: \$40K-\$42K. Public Services Librarians in Undergraduate Services and Scholars Commons function as a management team. These librarians do perform management and supervisory duties.

## **GEORGE WASHINGTON**

Library branches included: Main.

## **GEORGETOWN**

Libraries included: Bio Ethics Library.

There are two levels in the Law Library's rank structure.

## **GEORGIA**

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

Nine levels used for rank structure [Law Library].

## **GEORGIA TECH**

Library branches included: Main Library, and Architecture Branch Library.

## **GUELPH**

Library branches included: Main Campus Libraries: McLaughlin Library and Branch Campus Libraries (which includes the Ridgetown Campus Library).

All salary values listed in Canadian Dollars (\$CAD). 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. Seven Non-librarian professional positions are co-funded by the Library budget, each at 0.52 FTE.

## **HARVARD**

For our «Main» Library submission we used a rank of 1–8 as we have in previous years.

## **HAWAII**

There are four ranks in the University of Hawaii's rank structure: Ranks II–V.

Editor's Note: Average Years of Experience was reported incorrectly in the 2010-2011 publication for the Law Library. The corrected figure for 2010-2011 is 16.6.

## **HOUSTON**

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

## **HOWARD**

Library branches included: Founders Library, Undergraduate Library, Architecture Library, Business Library, Divinity Library, and Social Work Library.

Library branches not included: Moorland Spingarn Research Center (autonomous special collection).

Salary data for professional staff on board on July 2011.

## **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 Professors have been combined into one category: "Professor." Tenure and Clinical Track Associate Professors have been combined into one category: "Associate Professor." Tenure and Clinical Track Assistant Professors have been combined into one category: "Assistant Professor."

## **INDIANA**

Library branches included: Main campus libraries.

Library branches not included: Dentistry Library; IUPUI University Library; Herron School of Art Library; Columbus Library; and 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 & six branches - one campus.

## **IOWA STATE**

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

## **JOHNS HOPKINS**

Library branches included: Sheridan Libraries, Freidheim Library, and SAIS Library.

## **KANSAS**

Library branches included: Includes Lawrence Main campus and Regents Center Library, and Edwards Campus (Overland Park, KS).

## **KENT STATE**

Library branches included: Kent campus - Main, architecture, chemistry/physics, fashion, map, and performing arts libraries.

Library branches not included: Kent State University regional campus libraries.

Kent State University regional campus libraries' information was not included this year, although it has been included in the past. This decision was made because these libraries operate independently: they do not report through Kent campus library; they have separate hiring, tenure/promotion decisions; their budgets are independent of Kent campus.

#### **KENTUCKY**

Library branches included: Young Library (Main), Special Collections, Design, Fine Arts, Science, Engineering, Agricultural Information Center, Morris Library (Equine), and Transportation.

The Beginning Professional Salary (BPS) reported for the Law Library is for librarians with an MLS alone. The beginning salary for librarians with an MLS and JD is \$52,000.

#### **LAVAL**

Library branches included: Main library

#### **LOUISIANA STATE**

Library branches included: General libraries include Middleton and Hill Memorial libraries on the main LSU campus.

Beginning salaries for Law librarians are dependent on credentials required.

#### **LOUISVILLE**

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

In the past, the numbers in the Rank field were assigned based on position in the organization. Beginning this year, the data in this field have been assigned based on academic rank. Also, in the past, the directors of the Health Sciences and the Law Libraries have been assigned a 0 in the rank field, but beginning this year, only the Dean of Libraries has been assigned a 0. The other two library directors have been assigned a rank based on their academic rank.

#### **MCGILL**

Library branches included: Education, Islamic Studies, Marvin Duchow Music Library; Birks Reading Room, Walter Hirschfeld Geographic Information Centre; Howard Ross Library of Management; Schulich Library of Science & Engineering; Humanities & Social Sciences Library, and Macdonald Campus (Agricultural & Environmental Sciences).

#### **MCMASTER**

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

#### **MANITOBA**

Library branches included: William R. Newman Library (Agriculture); Architecture/Fine Arts Library; Elizabeth Dafoe Library; Fr. Harold Drake Library; St. John's College Library; Donald W. Craik Engineering Library; Albert D. Cohen Management Library; Eckhardt-Gramatte Music Library; Sciences and Technology Library; Bill Larson Library; Carolyn Sifton-Helene Fuld Library; Concordia Hospital Library; J.W. Crane Memorial Library; Misericordia Health Centre Library; Seven Oaks General Hospital Library; and Victoria General Hospital Library.

#### **MASSACHUSETTS**

Library branches included: DuBois Library (Main library), Image Collection Library, and Science and Engineering Library.

#### **MIT**

The rank 7 is currently and frequently unoccupied.

The average salary for those in rank 1 is higher than rank 2. Those in rank 1 are library supervisors, who supervise anywhere from 5-12 people, participate in many of the same committees and activities as professional librarians, but they are not professional librarians. While they occupy the same classification as Librarian 1s within our institutional structure, we have traditionally ranked them for purposes of the survey as the beginning rank since these positions were initially created, many years ago, as promotional opportunities for high level support staff, many of whom were pursuing library degrees. However, some have opted to stay in those positions for their career so their salaries have increased as a result of longevity.

#### **MIAMI**

Library branches included: Main library consists of Richter Library, Music, Architecture, Marine and Business.

#### **MICHIGAN**

Library branches included: Area Programs; Art, Architecture and Engineering; Asia; Askwith Media; Biological Station; Buhr Remote Shelving Facility; Clark Library for Maps, Government Information and Spatial and Numeric Data Services; Fine Arts; Hatcher Graduate; Museums; Music; Papyrology; Shapiro Science; Shapiro Undergraduate; Special Collections; and Sumner and Laura Foster (Economics).

Library branches not included: Bentley Historical (U-M archives and State of Michigan history); William L. Clements (American history); Gerald R. Ford Presidential; Kresge Business Administration; Mardigian (Dearborn campus); Spectrum/Intergroup Relations; Thompson (Flint campus); UM Transportation Research Institute; and Weill Hall Reading Room (Margaret Dow Towsley Reading Room, Gerald R. Ford School of Public Policy).

Data for the Main and Health Science Libraries are as of September 1, 2011.

Beginning professional salary is \$49,000 for librarians without a J.D. degree. Beginning salary with a J.D. degree is \$62,000.

#### **MICHIGAN STATE**

Library branches included: Main library and 4 branch library locations.

#### **MISSOURI**

Library branches included: Main Library, Engineering Library, Journalism Library, Vet Med Library and University Archives.

#### **MONTREAL**

Library branches included: Environmental Development ([www.bib.umontreal.ca/AM](http://www.bib.umontreal.ca/AM)), Botany ([www.bib.umontreal.ca/BV](http://www.bib.umontreal.ca/BV)), Chemistry ([www.bib.umontreal.ca/CH](http://www.bib.umontreal.ca/CH)), Educational Resources Library ([www.bib.umontreal.ca/DI](http://www.bib.umontreal.ca/DI)), Education-Communication-Psychology-Psychoeducation-Biology Library ([www.bib.umontreal.ca/ED](http://www.bib.umontreal.ca/ED)), Geography ([www.bib.umontreal.ca/GP](http://www.bib.umontreal.ca/GP)), Kinesiology ([www.bib.umontreal.ca/SA](http://www.bib.umontreal.ca/SA)), Humanities and Social Sciences ([www.bib.umontreal.ca/SS](http://www.bib.umontreal.ca/SS)), Rare books and Special Collections ([www.bib.umontreal.ca/GP](http://www.bib.umontreal.ca/GP)), Mathematics and Computer Sciences ([www.bib.umontreal.ca/MI](http://www.bib.umontreal.ca/MI)), Veterinary ([www.bib.umontreal.ca/SA](http://www.bib.umontreal.ca/SA)), Music ([www.bib.umontreal.ca/MU](http://www.bib.umontreal.ca/MU)), Optometry ([www.bib.umontreal.ca/SA](http://www.bib.umontreal.ca/SA)), Physics ([www.bib.umontreal.ca/PY](http://www.bib.umontreal.ca/PY)), École Polytechnique Library (Affiliated School) ([www.polymtl.ca](http://www.polymtl.ca)), and HEC Montreal Library (Affiliated School) ([www.hec.ca](http://www.hec.ca)).

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

An error occurred last year for Main beginning professional salary: It should have been inscribed \$44,128 instead of \$45,915.

#### **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 Library, and Institute for Study of the Ancient World.

Library branches not included: Bern Dibner Library at Polytechnic Institute of NYU, and Abu-Dhabi Library.

The three ranks for faculty positions are as follows: 1) Library Associate, 2) Assistant Curator, 3) Associate Curator.

## **NORTH CAROLINA STATE**

Library branches included: (Main) D.H. Hill 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.

Northwestern implemented a system of ranks for librarian faculty September 1, 2011. The ranks (librarian, senior librarian, assistant/associate director, and director) correspond with job duties, not professional attainment by individual librarians. [Main Library]

Salary data is for FY12, beginning September 1, 2011. This is the first year for which Northwestern University assigns ranks for librarians, based on job descriptions. [Law Library]

These data are for FY 2011-2012, which for us began on September 1, 2011. [Health Sciences Library]

## **NOTRE DAME**

Library branches included: The Hesburgh Libraries of Notre Dame include all libraries located within the primary campus of the University.

Library branches not included: University Archives has not been included.

## **OHIO UNIVERSITY**

Library branches included: Main campus, Learning Resource Center (College of Medicine) and Branch campuses: Lancaster, Southern, Chillicothe, and Eastern and Zanesville.

## **OHIO STATE**

Library branches included: Main and Lima campus.

Library branches not included: Ohio Agricultural Research & Development Center, Agriculture Technical Inst.(ATI), Mansfield Campus, Marion Campus, and Newark Campus.

The rank structure has changed this year to better reflect the academic structure at OSU: 0 = director, 1 = instructor/visiting assistant professor, 2 = assistant professor, 3 = associate professor, 4 = professor.

## **OKLAHOMA**

Library branches included: Branch Libraries: Architecture, Engineering, Fine Arts, Geology, and Physics/Astronomy.

## **OKLAHOMA STATE**

Library branches included: OSU-Stillwater including Veterinary Medicine, Curriculum Materials, and Architecture libraries; OSU-Oklahoma City, OSU-Okmulgee (i.e., OSU-Tech), and OSU-Tulsa.

## **OREGON**

Library branches included: Knight Library, Science Libraries, Architecture & Allied Arts Library, and Portland Library & Learning Commons.

## **OTTAWA**

Library branches included: Main Library.

Library branches not included: Satellite Management Library.

As of April 30, 2011, the Librarian' Collective Agreement has expired and negotiations are still ongoing.

## **PENNSYLVANIA**

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

Library branches not included: Annenberg Communications.

## **PENNSYLVANIA STATE**

Library branches included: University Park (main campus), Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Erie, Fayette, Great Valley, Greater Allegheny, Harrisburg, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Shenango, Schuylkill, Wilkes-Barre, Worthington Scranton, and York.

## **PITTSBURGH**

Library branches included: University Library System and library directors at regional libraries - Titusville, Johnstown, Bradford, Greensburg.

## **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 the Virginia Kelly Karnes 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: General (Main) libraries includes: Stauffer (Humanities & Social Sciences), Douglas (Engineering/Science), Jordan (Special Collections/Music), and Education.

## **ROCHESTER**

Library branches included: Includes River Campus Libraries & Sibley Music Library.

## **RUTGERS**

Editor's note: Library branches included was incorrectly reported in the 2010-2011 publication. The following lists represent the corrected list of libraries included and not included in the submission for Rutgers for the 2010-2011 and the 2011-2012 Salary Surveys.

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

Library branches not included: School for Management and Labor Relations, and the Center for Alcohol Studies.

#### **SASKATCHEWAN**

Library branches included: Murray Library; Education & Music Library; Natural Sciences Library; Veterinary Medicine Library; Engineering Library; and University Archives.

#### **SOUTH CAROLINA**

Library branches included: Thomas Cooper Library, Business Library, Math Library, Music Library, Hollings Special Collections Library, Moving Image Research Collections, and South Caroliniana Library.

#### **SOUTHERN CALIFORNIA**

Library branches included: Accounting, Architecture and Fine Arts, Business, Cinematic Arts, Doheny Memorial Library, East Asian Library, Education and Social Work Libraries, Gerontology, Grand Library, Leavey Library, Music Library, Hoose Philosophy Library, Science & Engineering Library, Special Collections, and Von KleinSmid Library (VKC).

#### **SUNY-ALBANY**

Library branches included: University Library – Main, Dewey Library – branch, Science Library – branch.

#### **SUNY-BUFFALO**

Library branches included: Includes the Arts & Sciences Library, Music Library, and Special Collections (Archives, Poetry and Rare Books).

Excludes temporary hires, classified staff and staff at the SL-2 salary level.

#### **SUNY-STONY BROOK**

Library branches included: The Main campus library and four branch libraries.

#### **SYRACUSE**

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

#### **TEMPLE**

Library branches included: General or main library includes Paley Library, Ambler Library, Science & Engineering Library, and the Charles L. Blockson Afro-American Collection.

For Main library the minimum beginning salary of \$44,044 is based on an 11 month contract. the minimum beginning salary for a 10 month contract is \$40,150 should the librarian elect that contract term at time of hire.

#### **TENNESSEE**

Library branches included: Includes Hodges Main Library, Pendergrass Agriculture and Veterinary Medicine Library, and Devine Music Library.

The Memphis Health Sciences Library has a five-level rank structure and the Knoxville Hospital Preston Medical Library has a three-level rank structure. [Main Library, Knoxville Health Sciences Library, Memphis Health Sciences Library]. Health Sciences Library data includes the Knoxville Health Sciences Library and the Memphis Health Sciences Library, reported separately.

## **TEXAS**

Library branches included: UT Libraries, Harry Ransom Center, and Dolph Briscoe Center for American History.

Data is for September 1, 2011.

## **TEXAS A&M**

Library branches included: Cushing Memorial Library, Library Annex, Medical Sciences Library, Sterling C. Evans Library, and West Campus Library.

## **TEXAS TECH**

Library branches included: University Library, Architecture Library, and Vietnam Archives.

Salaries are as of 9/1/11. The Health Sciences Center Libraries report a five-level structure of rank.

## **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 Administration and the Television News Archive.

## **VIRGINIA**

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

Library branches not included: University of Virginia's College at Wise.

## **VIRGINIA TECH**

Library branches included: Newman Library, Vet Med Library, Art and Architecture Library.

## **WASHINGTON**

Library branches included: Includes libraries on the Seattle, Bothell, and Tacoma campuses of the University of Washington.

## **WASHINGTON STATE**

Library branches included: WSU Pullman, WSU Spokane, WSU Vancouver, WSU Tri-Cities, and WSU Energy Library.

## **WASHINGTON U.-ST. LOUIS**

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

## **WATERLOO**

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

We have a six-level rank structure.

## **WAYNE STATE**

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

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

The Wayne State University Libraries have reported fewer positions this year for two reasons. Twelve positions that we had previously reported have been removed from these figures; though those positions are part of our wider University Library System organization, we no longer identify them as part of the University Libraries proper. Three positions were lost due to a university wide reduction in labor force.

#### **WESTERN ONTARIO**

Library branches included: C.B. "Bud" Johnston Library (Business Library), Education Library, Music Library, The D.B.Weldon Library (Arts & Humanities, Social Sciences, Journalism, Library Sciences), Allyn and Betty Taylor Library (Medicine, Nursing, Dental, Health Sciences, Engineering), Map and Data Centre, Archives, and Affiliated University College.

Libraries are not included: Brescia University College Library, Huron University College Library, King's University College Library, and St. Peter's Seminary College Library.

#### **WISCONSIN**

Library branches included: Archives, College, Steenbock Agricultural and Life Science, Art, Biology, Business, Chemistry, Geography, Geology, Math, Merit (Education), Music, Physics, Social Work, Special collections, Social Science Reading Room, Wendt Engineering, WiLS (Wisconsin Library Services).

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
- 8 NA
- 9 Employees outside the ranking system [Main Library], such as contractual positions (i.e. Japanese Bib) [Law and Health Science Library]
- 0 Director [Main Library]

#### **YALE**

Library branches included: Haas Arts Library, Bass Library, Beinecke Rare Book & Manuscript Library, Classics Library, Divinity School Library, Engineering & Applied Science Library, Government Documents & Information Center, Lewis Walpole Library [site], Mudd Library, Music Library, Kline Science Library, Social Science Library, and Sterling Memorial Library.

Data are as of 1/25/2012. [Law Library]

#### **BOSTON PUBLIC LIBRARY**

All branches included.

#### **LIBRARY OF CONGRESS**

Law Library salaries are included in the 2011-2012 data. Editor's note: Law Library salaries were also included in the 2010-2011 data, but this footnote was omitted in error.

Salaries include Professional and Administrative positions.

**NATIONAL AGRICULTURAL LIBRARY**

Editor's note: For the 2010-2011 and 2011-2012 Salary Surveys, all salaries are those held with benefits. The 2010-2011 footnote was omitted in error.

**NATIONAL ARCHIVES**

Survey includes ALL 44 NARA locations nation-wide: [www.archives.gov/locations](http://www.archives.gov/locations). "Professional" determined by Office of Personnel Management definition: [www.opm.gov/qualifications/standards/group-stds/gs-prof.asp](http://www.opm.gov/qualifications/standards/group-stds/gs-prof.asp)

**NEW YORK PUBLIC LIBRARY**

We did not include our Branch Libraries, nor did we include any positions in Administration (Budget, Finance, etc). We included Professionals and 1st level managers only.

**NEW YORK STATE LIBRARY**

Editor's note: For the 2010-2011 and 2011-2012 Salary Surveys, Law and Medical Library salaries are included in the data. The 2010-2011 footnote was omitted in error.

